

RPS Hospital Expert Advisory Group (HEAG) Meeting Report

Held virtually on

Wednesday 23rd September 2020, 2pm – 4pm

Present

MEMBERS: Mark Borthwick, David Campbell, David Cook, Melinda Cuthbert, Andrew Davies, Rob Duncombe, Matthew Elswood, Roger Fernandes, Steve Gage, Jatinder Harchowal (Chair), Karen Harrowing, Raliat Onatade, Sumara Parvez, Catherine Picton, Paula Russell, Rahul Singal, Steve Tomlin,

RPS: Amandeep Doll, Gino Martini, Wing Tang, John Lunny, Rebecca Braybrooks (notes)

APOLOGIES: Amanda Bevan, Thomas Cox, Tracy Rogers, Yousaf Ahmad, Oweikumo Eradiri, David Erskine, Graeme Richardson,

BY INVITATION: Natasha Callender, Benjamin Hannan

1. Welcome and introductions

The Chair welcomed HEAG members and invited guests, Ben Hannan – Chief Pharmacist, NHS Fife and Natasha Callender, CPhO Clinical Fellow 2019/20, NHS England and NHS Improvement. The Chair also noted a big thank you to Caroline Parker who has stepped down from HEAG.

2. Summary notes from last meeting and matters arising

The summary notes from the last meeting were accepted.
Updates to actions as set out on Action log.

3. Update from RPS - Inclusion & Diversity Strategy

<https://www.rpharms.com/recognition/inclusion-and-diversity>

Amandeep Doll gave an update on the I&D strategy the RPS is currently working on. A new group has been formed - ABCD (Action in Belonging, Change and Diversity) and first meeting held. Everyone from across the pharmacy profession is invited to join. You can sign up here:

<https://www.rpharms.com/recognition/inclusion-and-diversity/abcd>

A reminder of the three strategic pillars/ priorities for the I&D strategy:

- Create a culture of belonging
- Champion inclusive and authentic leadership
- Challenge barriers to inclusion and diversity

What are the next steps:

- How do we get comfortable with the uncomfortable, everyone to review and progress

- Encourage culture change within workplaces/ networks
- Internal I&D process reviews
- Speak to GPhC to pick up about I&D and Revalidation
- Work with partners across the profession on Black History Month
- Continue to improve inclusion and diversity in RPS events, programmes and assessment through Equality Impact Assessments
- Address systemic workplace inequalities and discrimination across the profession, include mental health
- Integrate inclusion and diversity into RPS mentoring programme, encourage sign up

HEAG members were asked to join the ABCD group and encouraged to share widely within their networks, to volunteer for the Facebook LIVE panel sessions to be run in the future and also to gather and share collective resources.

4. Terms of Reference (ToR) review

The revised ToR was circulated prior to the meeting. Gino Martini confirmed this has gone through RPS governance processes and now includes provision to invite pharmacy technicians to join the group. The chair will be inviting the president of APTUK and Scotland National Technician Group. The revised ToR was agreed and will be posted on the website. Chair noted thanks to the RPS for having the discussions to support this.

5. Pharmacist independent prescribing (IP) short life working group – feedback

Mark Borthwick gave HEAG an update on the short life working group that has been set up to look at the future direction for IP in the UK. With the proposal to move towards a 5 year degree for pharmacy and include prescribing within this, the group has been set up to discuss the issues around the new degree, upskilling pharmacists in the current system and prescribing ready pharmacists coming out of proposed system.

A further update to be provided after the final meeting.

Discussion points included:

- Some areas are dependent on the current system
- Not just an issue for community
- Legacy workforce not trained up – how can current systems cope to upskill?
- Should be multi profession, not just pharmacy focussed

6. Model systems metric work update

The HEAG heard an update from members – Rahul and Andrew D plus invited guest Natasha Callender. This covered three discrete pieces of work, the model system, development of metrics and measures linking to model system and the role of HEAG within this.

Natasha provided brief overview of the paper being finalised. This pulls together work done previously on benchmarking from HEAG, Integrated Pharmacy Medicines Optimisation(IPMO), and national work. Once governance processes are in place paper can be shared. Covers 6 key domains: workforce, system integration, medicines spend (focus as data available), medicines safety, sustainability, general medicines optimisation.

Integrated Pharmacy Medicines Optimisation Guidance to be launched 23/09/2020 – can be found on the Future NHS Collaboration Platform.

Model health system available across the NHS in England, all commissioners/ providers have access to their data. The model system is very flexible, however needs the data to work.

HEAG to follow up at next meeting, RS to pull together a small team to keep discussions moving forward – to include learnings and how these can be shared?

7. HSIB update

The HSIB report was circulated prior to the meeting. HEAG were asked to provide comment on the final recommendations, please send to Wing Tang. RPS are required to submit a formal response to the recommendations.

8. AOB

- a. Hospital Standards – would like to understand the usage of these across hospitals. Do they need NICE accreditation for use? Benchmarking data should give answers. WT to speak to AD.
- b. Genomics piece – this is being undertaken and RPS are looking into it.
- c. Dates for December meeting to be shared.

JH thanked members and guests for attending and giving a thought-provoking discussion.

RPS HEAG Action Log updated 28/09/2020

Action	Lead	Update
<i>Chair to invite pharmacy technician members to join following ToR update (meeting 23092020)</i>	Chair	
<i>HEAG asked to join ABCD group and promote widely in networks (meeting 23092020)</i>	HEAG	
<i>RS to pull together an appropriate group, to move the system level data and analytics work forward. (meeting 23092020)</i>	Chair/ RS	Bring back to next meeting
<i>HEAG members asked to comment on HSIB recommendations to form RPS formal response. Send to Wing.tang@rpharms.com (meeting 23092020)</i>	HEAG	
<i>Circulate dates for next virtual meeting – early Dec?</i>	RPS	
<i>Invite chair of newly formed Early Careers Advisory Group to HEAG (meeting 02072020)</i>	Chair	