

The background features a stylized illustration of a grey road with white dashed lines curving through a green landscape. In the distance, there are rolling green hills, a few trees, and a cluster of white and grey buildings representing a hospital or town. The sky is light blue with soft, white clouds.

Pre-registration Pharmacist Training Programme Lister Hospital

**Pre-registration Managers
Surinder Bhatia and Rachel Holland**

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Lister Hospital – East & North Hertfordshire Trust



East and North Hertfordshire
NHS Trust

- Located on the outskirts of Stevenage
- Surrounded by rural Hertfordshire
- 30 minutes train journey from central London
- 730 bed district general
- Specialist Renal centre
- International Robotic Urology surgery centre
- Pharmacy Team of 140 staff
- 50 pharmacists



Proud to deliver high-quality,
compassionate care to our community

Quality

People

Pathways

Ease of use

Sustainability

The Trust Values



We put our *patients* first



We strive for excellence & continuous *improvement*



We *value* everybody



We are *open* and honest



We work as a *team*

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Pre-registration Pharmacists Places

5 pre-registration pharmacist places :

- 4 regular places
- 1 split hospital/GP place with 13 weeks in a local GP practice – Hailey View Surgery, 39 Christian Close, Hoddesdon EN11 9FF
- **Salary - Band 5 - £24,907**
- **Trainees ranked us top out of 21 sites in East of England in a recent survey of hospital training sites (April 2019).**

Why choose us?

- Friendly supportive department
- Excellent team of clinical pharmacists
- Dedicated pre-registration manager support with regular meetings
- One to One Tutor support
- Exposure to a broad range of clinical specialities at a large training site
- Opportunities to attend national and local courses
- An interesting rota through different departments, specialities and placements
- We think of it as YOUR year, and allow you to influence the programme

Why choose us?

- Excellent learning opportunities
- Will prepare you for the exam and beyond:
 - Fantastic residential programme through UEA
 - In house 'patient consultation' course
 - Regular "bite-sized" training sessions
 - Regular lunchtime learning sessions
 - In house mock exams and training sessions
 - And most importantly.....
 - A chance to work with lots of different people, in lots of different clinical settings!

Clinical Specialities at Lister

- Surgical – general, orthopaedic, vascular, urology, gastroenterology, plastics
- Medicine – Acute, respiratory, gastroenterology, endocrinology, cardiovascular
- Paediatrics and Neonatology
- Obstetrics and Gynaecology
- Renal Medicine
- Oncology & Haematology
- Palliative care
- Critical Care

Specialist Pharmacists

As well as having pharmacists in all the above specialities, the Trust has :

- Antimicrobial Lead pharmacist
- Education & Training Pharmacists
- Medicines Information Pharmacist
- Emergency Services Pharmacist
- Formulary Pharmacist
- Technical Services Pharmacists
- Macmillan Pharmacist – Chemotherapy Services

Attributes of a good pre-registration pharmacist

- Dedicated to patient care
- Highly organised
- Ability to work under pressure
- Ability to work in a team
- Ability to manage UEA & exam revision workload on top of a busy 'day job'
- Be able take advantage of every learning opportunity
- Be very open to receiving feedback and actively ask for it

Our Tutors & Managers

Tutors

- Jessica Lemon
- Caoimhe McCauley
- Mandeep Bhudhan
- Aleksandra Kulikowska
- Wan Yee Lee
- David Roberts

Joint tutors for GP/hospital split post

Pre-registration managers

- Surinder Bhatia
 - Rachel Holland
- Trainees will meet with tutors every 2-4 weeks and with pre-registration managers approximately every 8 weeks

Jessica Lemon

- MPharm University Of Hertfordshire
- Pre-registration and Band 6 at Watford General Hospital
- Junior Rotational at Lister
- Specialist Pharmacist – Aseptics & Oncology at Lister
- PGD in Pharmacy Practice
- Special Interest - Haematology
- Centre Administrator for Pre-registration pharmacist VQ e-portfolio



Wan Yee Lee

- MPharm University of Nottingham/ Malaysia
- Pre-registration and Band 6 at Lister Hospital
- Junior Rotational at Lister
- PGDip in Pharmacy Practice
- Specialist Pharmacist Antimicrobial stewardship
- Non-Medical Prescriber
- Lead Antimicrobial Pharmacist



Caoimhe McCauley

- MPharm University of Belfast
- Pre-registration at Bradleys Pharmacy, Northern Ireland
- Community Pharmacy Locum
- Junior Rotational at Lister
- Medicine Information Pharmacist
- PGDip Pharmacy Practice
- Non-Medical Prescriber
- PCN / Lister Hospital Pharmacist



Mandeep Bhudhan

- Queen Mary University of London
Pharmaceutical Chemistry (MSc)
- MPharm Kings College London- Pharmacy
- James Paget University Hospital- Pre-registration
- Lister Hospital - Junior Rotational Pharmacist
- PGDip in Pharmacy Practice
- Lister Hospital- Senior Rotational Pharmacist
Renal/General Medicine
- West Middlesex Hospital- Specialist AEC Pharmacist
- Lister Hospital- Locum
- Senior Pharmacist Primary Care Network/Lister Hospital



Aleksandra Kulikowska (Ola)

- MPharm University Of Hertfordshire
- Pre-registration Community Pharmacy
- Junior Rotational at Lister
- PGDip in Pharmacy Practice
- Specialist Pharmacist – Critical Care
- Currently studying to be a Non-Medical Prescriber



David Roberts

- MPharm Robert Gordon University, Aberdeen
- Pre-registration - University Hospital Crosshouse, Scotland
- Junior Rotational at Lister
- PGDip in Pharmacy Practice
- Specialist Rotational Pharmacist – Renal/General medicine
- Non-Medical Prescriber
- Specialist surgical pharmacist



Rachel Holland

- MPharm University of Nottingham
- Pre-registration at Glaxo Welcome & Princess Alexandra Hospital
- Lloyds Pharmacy Manager 2008
- Rotational Pharmacist ENHT 2008
- PGDip Pharmacy Practice
- Specialist Medicines Information /Education & Training pharmacist



Surinder Bhatia

- BPharm Kings College London University
- Pre-registration year at UCH and Roche Products
- Resident at Westminster/Chelsea & Westminster Hosp
- PGCert Pharmacy Practice
- Assistant Dispensary Manager/Resident UCH
- Medicine Information Manager Chelsea & West Hosp
- Prescribing Advisor in Primary Care
- PGDip in Prescribing Sciences
- Formulary pharmacist 2004 ENHT
- Gastroenterology directorate pharmacist 2008
- Pre-registration manager /Education & Training/
Academic Link with University of Hertfordshire
- Post Graduate Certificate Education (HE)
- Currently studying to be a Non-Medical Prescriber



Working hours

- Working hours 9am-5pm
 - 30 minute lunch break and 2 x 15 minute breaks
- One late shift per week 9am -730pm
 - 30 minute lunch break, 1 x 15 minute morning break and 1 x 30 minute break at 430pm
- One early shift per week 9am – 3pm
- 1 in 8 Saturday and Sundays
- **REST DAY** – 1 full day off after working a weekend

Layout of the Pre-reg Year

- Pharmacy department rotations:
 - Dispensary (labelling, dispensing, screening and checking logs)
 - Dispensary (to follows, emergency cupboard, clozapine)
 - Dispensary manager week
 - Purchasing and stores
 - Production unit
 - Quality control
 - Medicines Information

Layout of the Pre-reg Year

- Clinical Rotations
 - 5 x 4 week clinical blocks ranging in specialities
 - 2 weeks in paediatrics
 - 1 week in renal medicine
 - 1 week clinical shadowing of MDT
 - 2 week rotation in Aseptic Production
- Other Rotations
 - Residential weeks with UEA
 - 2 week community placement
 - Clinical Audit

Residential Training at UEA

2018/19 programme as example



East and North Hertfordshire
NHS Trust

2018/19 RESIDENTIAL STUDY PROGRAMME: DATES AND VENUES



Holiday Inn,
Basildon



Selwyn College,
Cambridge



County Hotel,
Chelmsford



High Leigh
Conference Centre
Hoddesdon, Herts



University of
East Anglia (UEA)
Norwich, Norfolk



First Aid Training Courses

Dates: November 2018 (tbc)
Venues: Chelmsford, Luton, Norwich (tbc)



Excellence Awards Day
22 May 2019
Radisson Blu, Stansted

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Induction Residential 2018/19 programme

- 6-7th August 2018, Holiday Inn, Basildon
- Content covered:

Welcome to the UEA training programme

e-Portfolios

Virtual Learning Environment

Staff Trainee Liaison group (STLG)

Your journey to registration

GPhC Assessment Framework

Cross sector training

The Patient Experience

Support systems

Clinical Application

Royal Pharmaceutical Society (RPS) & CPPE update

Quality Improvement projects and Excellence Awards

Residential 1

2018/19 programme



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- 17th – 20th September 2018, Selwyn College Cambridge
- Content Covered:

<i>Patient Safety & High Risk Drugs</i>	<i>Care of Gastroenterology patients</i>
<i>Evidence Based Medicine & Medicines information</i>	<i>Care of Patients with Diabetes</i>
<i>Introduction to the Audit Project</i>	<i>Minor Ailments: Respiratory & Allergy</i>
<i>Care of Cardiology patients</i>	<i>Patient Consultation Skills</i>
<i>Minor Ailments: Pain</i>	<i>Introduction to Pharmacy Law</i>

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Residential 2

2018/19 programme



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- 26th -29th November 2018, County Hotel Chelmsford
- Content Covered

Care of Neurology patients

Care of the Older Person

*Pharmacy services: MUR & Substance misuse,
NMS & Smoking cessation*

Pain and Palliative care

Care of Endocrinology patients

Care of Respiratory Patients

Infections & Antimicrobials

Care of Hepatology Patients

Minor Ailments: Gastroenterology

Care of Surgical Patients

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Residential 3

2018/19 programme



East and North Hertfordshire
NHS Trust

- 25th – 28th February 2019, Holiday Inn, Stevenage
- Content covered:

Care Of Mental Health Patients

Care Of The Renal Patient

Diabetes workshop

Care Of Paediatric Patients

Pharmacy Services: Immunisation & Travel Health, EHC & STI

Minor Ailments: Childhood Ailments & Eyes, Ears and Skin

Clinical Application Exercises (CAE)

Oncology

Preparative Services

Preparing For The GPhC Assessment

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Residential 4

2018/19 programme as example



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- 13th -16th May 2019, University of East Anglia, Norwich
- Content covered:

Wardley Wellbeing

Clinical Application Exercises

Paediatrics workshop

Primary care workshop

Formative OSCE with feedback

Clinical Quiz+ Feedback

*Part 1 & 2 GPhC style mock
assessment + Feedback*

*End-of-year Evaluations
Focus Group discussions*

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Our Expectations of you

- Transitional year
- Gradually take on the mindset of a pharmacist
- Steep learning curve with lots of private study/paperwork
- Be open to feedback and flexible (prepared to do anything) **but..**
- Do not do anything that you are not competent/signed off to do it- even at the request of another member of staff.
- As a full time paid NHS employee, you will be expected to have an “all hands on deck” attitude
- Remember clinical pharmacy happens everywhere and can be applied in all rotations.

Learning contract-Trainee's undertaking

- Abide by the GPhC Pre-registration scheme requirements & familiarise yourself with the learning outcomes required
- Adhere to the rules and regulations
- **Take responsibility for your own learning and development**
- Admit to not knowing, understanding or being comfortable
- Be honest in your interactions with your colleagues
- Receive feedback and use it to help you to develop further

Learning Contract- tutor undertaking

- Provide and arrange training that will enable you to develop so that you abide by the GPhC Pre-registration scheme requirements
- Work with you to identify your individual learning needs
- Enable you to have access to off-the-job study days and training events
- Inform, support and confer with others involved in your training
- Set aside time to review your progress regularly, informally & formally
- Provide you with constructive and honest feedback
- Assess you objectively - in all the GPhC Performance standards
- Assess a range of evidence which you provide, taking account of feedback from other people involved in your training

Performance Standards & Recording Evidence

There are 76 different Performance Standards in three clusters:

- Personal Effectiveness
 - Interpersonal skills
 - Medicines & Health
-
- Set by the GPhC
 - Evidence is recorded on an e-portfolio
 - All have to be 'signed off' during the year by your tutor

Registration Assessment

- Must be passed in order to register as a pharmacist
- Allows the GPhC to protect the public by ensuring that registered pharmacists are:
 - Safe
 - Have sufficient knowledge and understanding to practice
- Allowed three attempts
- June and September sittings

Entry for the Registration Assessment

- In order to be entered for the exam, a trainee must:
 - Achieve 'satisfactory' performance rating at 39 week appraisal
 - Not be absent from work for more than 40 days (bank holidays, annual leave and sickness combined)
 - Submit registration assessment entry form signed by tutor
 - Payment of assessment fee

The Registration assessment

Paper 1- Morning paper

- 40 calculations in 2 hours
- Calculators allowed (specific model)
- Space for rough working
- Enter answers by hand
- Units are likely to be provided

Paper 2- Afternoon paper

- 120 questions in 2.5 hours
- Multiple choice questions
- Some calculation questions calculator not required (number sense)
- 2 types of MCQs:
 - 90 x single best answer
 - 30 extended matching type
- BNF not allowed but excerpts of the BNF/SPC provided for open book questions

Single best answer

- Mr B who is 62 years old is suffering from an acute attack of gout. Mr B had a myocardial infarction 3 years ago and suffers from mild osteoarthritis, but is otherwise well. He is on the following medication:
 - Aspirin 75mg once daily
 - Atorvastatin 40mg once daily
 - Ramipril 10mg once daily
 - Co-codamol 30/500 two tablets up to four times a day as required.
- He has no known drug allergies
- **What is the most suitable choice of drug for his acute attack of gout?**

- A allopurinol
- B colchicine
- C diclofenac
- D etoricoxib
- E febuxostat

Extended matching questions

- A Codeine phosphate liquid
- B Diclofenac suppositories
- C Ibuprofen liquid
- D Morphine sulphate tablets
- E Oxycodone injection
- F Paracetamol tablets
- G Pethidine injection
- H Tramadol tablets

- **For the patients described, select the most suitable analgesic from the list above. Each option may be used once, more than once, or not at all**
- A four year old boy, who has no long term medical conditions, has sprained his ankle earlier in the day and is experiencing mild pain. An ice pack was used immediately after the injury. The ankle is slightly swollen. The boy is allergic to penicillins.

The Registration assessment

- **Pass mark**
- No longer fixed - around 70%
- Based on difficulty of the paper

- **Paediatric Questions**
- Constitute approximately 20% of questions
 - Trainee tip: become familiar with BNFC- body surface area, mean body weights and heights, general prescribing guidance, information at start of chapters and sections, licensing

Retention of pre-regs as band 6 pharmacists

- We hope you will want to stay on with us to progress your career after pre-reg
- Opportunities for jobs will depend on vacancies at the time but in the last 3 years 75-100% of trainees stay on as with us after qualifying.
- If you impress us during your pre-reg year by working hard and showing initiative then this will not go unnoticed!
- All band 6 pharmacists have the opportunity to do the Post Graduate Diploma in Pharmacy Practice.

Oriel Recruitment Activity

Oriel applications open	10 June 2020 (12:00 GMT)
Oriel applications close	24 June 2020 (12:00 GMT)
Pre-registration pharmacist training programme - information available on Oriel	25 June 2020
Preferencing window opens	29 July 2020
Invitation to SJT/numeracy selection centre opens	5 August 2020*
Invitation to SJT/numeracy selection centre closes	19 August 2020*
SJT/Numeracy selection centre held	28 September - 10 October 2020*
Preferencing window closes	30 October 2020
Comms. to unsuccessful students	Early November (TBC)
First iteration of offers made	Mid November (TBC)
Offers upgrade deadline	End of November (TBC)
Programmes commence	July/August 2021

*These dates are subject to change and will be dictated by the impact of COVID-19 on test centres

Contact Information

- For further information or to arrange a visit please contact

Surinder Bhatia via email surinder.bhatia@nhs.net or
Rachel Holland via email rachel.holland2@nhs.net