

Initial Education and Training of Pharmacists (IETP) Reform: Implementation for 2025/26

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NHS England Workforce, Training & Education
Pharmacy Team



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IETP reform: key facts



IETP reform – key facts (1)

- New standards for Initial Education and Training of Pharmacists (IETP) published by the GPhC in 2021
- New learning outcomes – enhanced clinical capabilities and independent prescribing at point of first registration
- GPhC delegating responsibility for quality management of **all** training sites in England to NHSE Workforce Training and Education as the Statutory Education Body (SEB) for England.
- All trainee pharmacists must be recruited through Oriel/NRS for 2025/26
 - Oriel/NRS is key element of quality management of training sites
 - There will be no approval of training sites outside of this process (by NHSE or GPhC)
 - No eligibility or mechanism for payment outside of this process
- Harmonisation of funding for training sites across all sectors for 2025/26

Organisation or group	Responsibility	Achieved by	Activity
GPhC	Quality assurance	Setting and quality assuring the standards	Setting standards and quality assuring the management of education
Statutory education bodies and their partners	Quality management	Overseeing the delivery of the foundation year	Designing, managing and monitoring the foundation year
Employers, designated supervisors and dedicated prescribing partners	Quality control	Day-to-day delivery of the foundation year	Supervising, mentoring and providing feedback to trainees



IETP reform – key facts (2)

- The 2025/26 Foundation Training Year is the first year where:
 - (1) NHSE WT&E will take on delegated responsibility from the GPhC for the quality assurance/management of all foundation trainee pharmacists in England
 - (2) The **full** new learning outcomes (incorporating independent prescribing) will be used
- All trainees graduating from university against the new learning outcomes will have to be assessed against all new learning outcomes including independent prescribing during the foundation year
- There will be some graduates entering foundation training in 2025/26 who will not have graduated against the new learning outcomes and will not be able to be an independent prescriber at first registration:
 - Some MPharm graduates who have started against the old learning outcomes and have had their learning interrupted
 - Graduates from OSPAP (Overseas Pharmacists' Assessment Programme)



Oriel/National Recruitment Scheme (NRS) Terms of Participation for 2025/26





Oriel/National Recruitment Scheme (NRS) Terms of Participation for 2025/26 (1)

- Employers confirm that, in accordance with the GPhC requirements, the trainee will have access to a:
 - Designated Supervisor
 - Prescribing learning setting
 - Designated Prescribing Practitioner
- All training sites must use the Assessment Strategy and e-portfolio and engage with the NHSE WT&E Quality Framework
 - This will include assessment activities that relate to prescribing

The requirements for prescribing supervision and assessment set out by NHSE WT&E for trainee pharmacists in England will be approved and accredited by the GPhC – DPPs and DSs will be working within a GPhC-approved education quality assurance framework



Oriel/National Recruitment Scheme (NRS) Terms of Participation for 2025/26 (3)

- A **multi-sector rotation** is defined as a 13-week (or 26 week) rotation into another sector of practice
- This will not be mandatory for the 2025/26 foundation training year, but will be mandatory from 2026/27 foundation training year onwards
- The recognised sectors of practice are:
 - NHS Managed Sector – including acute trusts and mental health trusts
 - Community Pharmacy
 - General Practice (and Health and Justice)
- Where a multi-sector rotation is included, we require one lead Employer to be identified
- For programmes including multi-sector rotations:
 - All training sites must be located within a ‘reasonable’ geographic distance to the base site
 - Information about travel arrangements for rotations should be provided, such as availability (or lack) of transport links including public transport.
 - It cannot be a requirement that a trainee has a car



Oriel/National Recruitment Scheme (NRS) Terms of Participation for 2025/26 (2)

- All applicants will be recruited in accordance with the nationally agreed person specification and Professional Attributes Framework. Employers will accept the applicants allocated to them subject to standard pre-employment checks. **This includes applicants who require less than full time working and those requiring completion of training according to the GPhC interim Learning Outcomes (for example OSPAP students)**
- The Scheme does not allow Employers to select their applicants. Applicants will be offered programmes based on their preference and rank following the selection process, and Employers will accept the applicants allocated to them.



Planning foundation training posts for 2025/26





IETP reform – what you need for 2025/26

- All training sites must be recruited via Oriel National Recruitment Scheme
- All training sites must have a Designated Supervisor (DS) – the new name for pre-reg tutor
- All training sites must be able to provide access to a Designated Prescribing Practitioner (DPP) and a prescribing learning environment
- Identify whether a **multi-sector rotation** is included, and the site

Key elements to plan

Multi sector rotation

May support access to DPP and prescribing environment

Must be identified in training site listing on Oriel

DPP

Who will fulfil this role, do they meet the person specification?

Notify NHSE WT&E when trainee pharmacist starts (July 2025)

Nominated Clinical Area

Must be appropriate for a trainee pharmacist, DPP must be able to supervise this clinical area

Upload information into e-portfolio

90 hours of learning in practice

DPP must have **oversight** of this

Evidence submitted to e-portfolio, signed off by DPP

Assessment

Prescribing Assessment Activities and sign off

Evidence submitted to e-portfolio, signed off by DPP

Timeline for recruitment for 2025/26

Date	Activity	Notes
January 2024-March 2024	Training sites entered into Oriel/NRS	<ul style="list-style-type: none">• Must agree to terms of participation – agree that will provide access to DPP and prescribing learning environment• Do NOT need to identify who the DPP is and where the prescribing environment is• IF a multi-sector rotation is being including, must identify where this rotational site is
June 2024-October 2024	Application and Preferencing	Applicants apply to the NRS and create their preferences; a list of sites in which they wish to train
September 2024-October 2024	Assessments	Applicants undertake their recruitment assessment activity
December 2024	Allocation	Employers informed of trainees allocated to their training programmes and begin contacting them
Jul/Aug 2025	Trainee starts	



DPP and prescribing setting – the practicalities





Designated Prescribing Practitioner

- The Trainee Pharmacist must have a DPP
- The DPP can be:
 - the same person as the Designated Supervisor (DS) or
 - a separate person who works in conjunction with the DS
- The DPP **does not** have to be based in the primary training site that the trainee pharmacist is employed in
- A DPP can supervise multiple trainee pharmacists, as long as a job planning approach has been taken to ensure that they have appropriate time allocated to fulfil the role
- The DPP will work in conjunction with the Designated Supervisor, each contributing to **defined roles** relating to the assessment of the trainee.
- The DPP **does not** have to meet the '3 years' experience' element of the RPS DPP competency framework*. NHSE WT&E is creating a **role specification** for DPPs that will form part of our assessment approach which will be accredited the GPhC. This will use qualitative description of experience rather than quantifying a number of years.

* “would normally have at least 3 years’ recent prescribing experience”



Nominated Clinical Area

- The trainee must have a **nominated clinical area** in which to complete the “**Prescribing Assessment Activities**” (these will form part of the NHSE Assessment Strategy) and demonstrate prescribing capabilities
- The **nominated clinical area** must be an area in which it is agreed between the DS and DPP that it is appropriate for a prescriber in training to be able to develop and demonstrate prescribing capabilities
- The **nominated clinical area** must be an area which the DPP has appropriate experience to supervise within. This does not necessarily mean that the DPP must be prescribing in the same clinical area.
- The **nominated clinical area** must be such that the trainee pharmacist has access to patients in this clinical area, under the supervision of their DPP, in the **prescribing learning setting**
- The trainee pharmacist must upload details of the **nominated clinical area** within the **e-portfolio**
- There will not be a definitive list of clinical areas that must be used

Assessment (1)

- The trainee pharmacist must complete the **Prescribing Assessment Activities** in the Assessment Strategy and:
 - Record directly onto or upload these to the NHSE WT&E **e-portfolio** – Identifying which **Prescribing Assessment Activity** the uploaded evidence represents.
 - Map the evidence within these to the Learning Outcomes
- The **Prescribing Assessment Activities** must be confirmed to have been completed to a **satisfactory standard** by the DPP
 - The DPP may require the trainee pharmacist to repeat Prescribing Assessment Activities if they are not initially demonstrated to a satisfactory standard.
 - Supervised Learning Event (SLE) forms will be provided for the DPP to use to structure this assessment
- The **Prescribing Assessment Activities** must demonstrate to the satisfaction of the DPP that all Prescribing Competencies in the RPS prescribing competency framework have been reasonably demonstrated
 - The Prescribing Assessment Activities will be pre-mapped to the RPS prescribing competencies, to support the DPP to complete a holistic review and sign-off of the competencies

Assessment (2)

- The DPP will be responsible for determining whether:
 - The Prescribing Assessment Activities have been satisfactorily completed
 - The RPS prescribing competencies have been satisfactorily demonstrated
 - 90hours of learning focussed on prescribing capabilities have been completed
- The DS is responsible for
 - Final sign off of the trainee pharmacist against the learning outcomes, including evidence from the Prescribing Assessment Activities
 - Confirming that the DPP has determined satisfactory outcomes for the PAAs, RPS comps and 90hours.

The requirements for prescribing supervision and assessment set out by NHSE WT&E for trainee pharmacists in England will be approved and accredited by the GPhC – DPPs and DSs will be working within a GPhC-approved education quality assurance framework



Supervision and hours of learning (1)

- The trainee must complete 90 hours of learning focussed on developing and demonstrating the skills and capabilities of a prescribing practitioner – as required by the GPhC
- During this time the trainee pharmacist must complete specific activities that are part of the Assessment Strategy (Prescribing Assessment Activities), but will also be able to complete other activities as agreed between themselves and the DPP



Supervision and hours of learning (2)

- The DPP is **not** required to directly supervise the trainee for the entire 90 hours, but they must ensure that appropriate clinical supervision is in place at all times to protect patient safety
- The DPP may delegate some of the 90 hours of prescribing learning supervision to other appropriately qualified members of the healthcare team, but **the DPP must conduct sufficient direct supervision and assessment of the trainee pharmacist to enable them to make an informed assessment decision relating to the trainee**
- The DPP may agree for the trainee to spend some of the 90 hours outside of a prescribing environment, where the skills of a prescriber that form part of a prescribing consultation, can be practised and demonstrated outside of a full prescribing consultation (such as history taking, physical and clinical examination skills).
- The 90 hours of prescribing training does not need to be completed in any specific 'block' of time. The training site should agree as part of the training schedule for the year how and when the 90 hours will be completed. Models that could be adopted include:
 - 0.5 days each day over a period of a five week period
 - 1 day per week over a period of 13 weeks (aligning to a 13 week cross sector rotation)



Training for DPPs and DSs

- DPPs and DSs must have appropriate experience and training to act effectively as educational supervisors
 - This is a generic, transferable set of skills and knowledge
 - There are a variety of training resources currently available to support people to gain these skills and knowledge
- NHSE WT&E will also provide clear training materials for DPPs and DSs on:
 - How to use the foundation training year Assessment Strategy
 - What the respective roles and responsibilities of the DPP and DS are



Next steps





Next Steps

NHSE WT&E

- Oriel/NRS Terms of Participation published in full
- Announcement of level of funding for foundation training sites
- Accreditation by GPhC
- Publication of:
 - Revised Assessment Strategy
 - Training materials for DPPs and DSs

Employers/ foundation training sites

- Planning number of foundation training posts
- Develop relationships for multi-sector rotations
 - Supporting access to DPP and prescribing setting
- Develop prescribing services and existing prescribers
- Prepare training sites for submission into Oriel/NRS between Jan-Mar 2024



Find out more and get in touch

To receive news by email about the initial education and training of pharmacists, please complete this form: <https://healtheducationyh.onlinesurveys.ac.uk/register-for-ietp-updates>

Engage with the Assessment Strategy and E-portfolio: www.hee.nhs.uk/our-work/pharmacy/trainee-pharmacist-foundation-year-programme

Bookmark the NRS/Oriel site: www.lasepharmacy.hee.nhs.uk/national-recruitment/

Email address: england.trainee pharmacist@nhs.net



Thank you