

Foundation Trainee Pharmacists in 2025/26

Information for Community Pharmacy

**If you would like to host a trainee pharmacist in 2025/26, you
MUST act by 1st March 2024.**

**Contact your system lead for support (details can be found at the bottom
of this document).**

Background

- In January 2021, the GPhC published the revised Standards for the Initial Education and Training of Pharmacists.
- These provide a set of new learning outcomes that span the whole 5-year initial training period (MPharm degree and the Foundation Training Year) and can link to a continuum of development into post-registration. A key development in the revised learning outcomes is the inclusion of pharmacist independent prescribing on registration.
- NHS England will be taking delegated responsibility from the GPhC for the quality assurance of all Foundation Training sites in 2025/26.
- For more information, please visit our [Initial Education and Training of Pharmacists – reform programme webpage](#).

How are trainees allocated to training sites?

- For the 2025/26 training year onwards, you cannot directly recruit/appoint a trainee yourself. All training placements must be entered into the National Recruitment Scheme, (Oriel) and all trainees will be appointed via this process.
- **There will be no arrangements for the recruitment/appointment of trainees, approval of training sites or funding outside of this process.**
- Placements must be entered into Oriel between January 2024 and March 2024.
- Employers must submit programme information via an online registration form which includes information on the:

Employer

Salary and hours

Training site

Rotational placements (if any)



- Students preference which training sites they would like to undertake their training in. Based on this list they are allocated to a site after undertaking assessments to demonstrate their suitability to be a Foundation Trainee Pharmacist.
- As in previous years, trainee pharmacists will be employed by the training site, for example by a community pharmacy.
- For more information, please visit our [Trainee Pharmacist National Recruitment webpage](#).

What does the funding look like?

- For 2025/26 there is a harmonised funding package consistent across all sectors of practice and all regions of England.
- **The employer of a trainee will receive funding of £26,500 per trainee.** This is a contribution to all costs of hosting a trainee, including supervision, administration, and salary costs. NHS England will not set the salary that needs to be paid to a trainee however minimum wage requirements must be adhered to.
- For community pharmacy, the payment mechanism for this funding will be via the NHSBSA Manage Your Service (MYS) system.
- All trainees will have access to a fully funded training course provided via NHS England meaning you will not need to source and pay for one externally.
- For more information, please visit our [Implementing the Foundation Pharmacist Training Year 2025/26 webpage](#).

What are the requirements?

- To host a trainee, employers will need to ensure that the trainee has access to a:
 - Designated Supervisor (previously called pre-reg tutor)
 - Prescribing learning setting
 - Designated Prescribing Practitioner (DPP)
- The DPP and prescribing learning setting do not have to be in the primary training site but could be in another organisation that the trainee rotates into.
- When putting placements into Oriel, organisations **will not** need to identify at this stage who the DPP is and where the prescribing environment is. You will not need to notify NHS England of this until mid-2025.
- All training sites must use the NHS England Assessment Strategy, E-portfolio and engage with the Quality Framework.
- Sites will need to submit a training plan that delivers the GPhC Learning Outcomes and ensure they are an approved GPhC Foundation Training site by April 2025.



Multi-sector rotations

- If a trainee undertakes a rotation of 13 weeks or more, then they must have a named designated supervisor in that site as per GPhC requirements.
- If you do not have access to a prescribing environment and DPP in your training site, then a rotation into another site is likely to be the best way to provide this.
 - Some of the funding may be used to pay another organisation as a placement fee, for example to secure a rotation with access to a prescribing environment and DPP.
 - Alternatively, reciprocal placements may be arranged where two employers exchange trainees.
- From the 2026/27 foundation training year onwards it will become compulsory for trainees to undertake a 13-week rotation.

Prescribing

- During the training year, trainees need to undertake 90 hours of learning focussed on developing and demonstrating the skills and capabilities of a prescribing practitioner. The DPP does not need to directly supervise all 90 hours and may delegate to other appropriately qualified members of the healthcare team.
- Trainees must have a nominated prescribing area in which to develop and demonstrate prescribing capabilities.
- The DPP does not have to be based in the site that the trainee is employed in and can be any qualified prescribing healthcare professional.
- A DPP does not need to have 3 years' prescribing experience to undertake the role. A role specification is being developed.

How could a trainee help my pharmacy?

- Trainee pharmacists could support pharmacies with the following activities. Appropriate supervision must be in place at all times to ensure patient safety is maintained. *N.B. This list is not exhaustive.*

<ul style="list-style-type: none"> ▪ Discharge Medicines Service (DMS) ▪ Counselling on new medication potentially as part of the New Medicines Service (NMS) ▪ Patient Group Directions (PGDs) ▪ Pharmacy First ▪ NHS Health Check ▪ Public health interventions such as smoking cessation, weight management or vaccinations 	<ul style="list-style-type: none"> ▪ Responding to medicines or patient safety alerts ▪ Pharmacy Quality Scheme (PQS) related activities ▪ Responding to medicines queries from patients or healthcare professionals ▪ Supply of medicines ▪ Hypertension case finding ▪ Pharmacy Contraception Service ▪ Responding to symptoms consultation
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In addition to the above tasks, trainees can also undertake audit and quality improvement work, support with general medication queries and medicines reconciliation.

Why host a trainee?

- Hosting a trainee and watching their development can be a rewarding experience as well as providing a personal development opportunity to upskill your supervisory skills.
- Working with other partners to provide training helps to build new or existing relationships with other healthcare providers in your local area.
- Allows you to support the development of the future workforce and showcase community pharmacies place in healthcare.

What support can I get?

We understand that these are big changes. Within each system in the SW there is a lead who is coordinating placements. They can support you to set up partnerships with others in your system and help you plan and design training programmes that align with the system. Contact your local system lead using the details below.

System	Name	Email
Bristol, North Somerset and South Glos	Alison Mundell	bnssg.medicines-optimisation@nhs.net
Bath, Swindon and Wiltshire	Caroline Quinn	caroline.quinn2@nhs.net
Cornwall	Victoria Ling	victorialing@nhs.net
Devon	David Bearman	david.bearman@nhs.net
Dorset	Katie Griffiths	katie.griffiths3@nhs.net
Gloucestershire	Adele Jones	adele.jones4@nhs.net
Somerset	Juliet Barrowman	Juliet.Barrowman@SomersetFT.nhs.uk

In addition to the contacts above you can also contact the NHS England South West Foundation Trainee Pharmacist Team on england.wtepharmacy.sw@nhs.net.

Fully funded educational supervisor training for the community pharmacy workforce is available via [ProPharmace](#). There are programmes which cover training for designated supervisors and DPPs. They will ensure those involved in educational supervision are confident to provide support and developmental aid to the pharmacy workforce.

NHS England SW will be holding sessions in 2024 to support employers with developing their placement offers for the Oriol system and later with the implementation of the reforms and ensure that all are prepared for when trainees will start in 2025. If you are interested in attending these sessions then please email england.wtepharmacy.sw@nhs.net to be added to our mailing list.

