



THE ASSOCIATION OF
PHARMACY TECHNICIANS UK

Frequently Asked Questions (FAQs)

1. Why is the pharmacy technician resource called a career pathway?

The Association of Pharmacy Technician (APTUK) UK-wide Pharmacy Technician Career Pathway describes progression through recognised levels of practice and provide a structure to support career development, workforce planning and professional growth throughout a pharmacy technician's career.

In simple terms, the career pathway describes progression through multiprofessional levels of practice,

2. Does 'Enhanced Practice' mean the same thing for pharmacists and pharmacy technicians?

No.

For pharmacy technicians, Enhanced Practice (Level 6) is a level within the UK-wide Pharmacy Technician Career Pathway. It describes practice characterised by increased autonomy, expertise, leadership and influence.

For pharmacists, Enhanced Practice is a defined stage of professional development supported by the RCPHarm Enhanced Pharmacist Curriculum and associated credentialing process as defined by RCPHarm.

Although the same term is used, it serves different purposes within the two resources and should not be considered directly equivalent

3. What is the main purpose of the Pharmacy Technician Career Pathway?

The Pharmacy Technician Career Pathway is designed to:

- Describe increasing levels of professional practice.
- Support career development conversations.
- Provide a common language across all sectors and UK nations.
- Support workforce planning and service design.
- Enable greater transferability and mobility of between settings.
- Align pharmacy technician practice with wider multiprofessional workforce models.

The pathway is intended to support professional development and workforce capability. It is not currently a credentialing, accreditation or assessment process.

4. How should pharmacy technicians use the Career Pathway?

The pathway can be used to:

- Reflect on current levels of practice.
- Identify development needs.
- Support appraisal and career development conversations.
- Inform personal development plans.
- Build portfolios of evidence.
- Explore future career opportunities.
- Support progression across sectors and settings.

The pathway is designed to support ongoing professional development throughout a pharmacy technician's career.

5. Does the Career Pathway determine Agenda for Change banding or job titles?

No.

The Pharmacy Technician Career Pathway describes levels of professional practice and supports career development. It is not intended to determine Agenda for Change banding, job titles or grading.

Decisions about pay banding and job evaluation remain the responsibility of employers and should continue to follow established national job evaluation processes and local organisational procedures.

There is not a direct link between a specific pathway level and a particular Agenda for Change band or job title.

6. Why does the Pharmacy Technician Career Pathway use levels of practice?

The pathway uses Levels 4-6 aligned to the Skills for Health Career Framework.

This approach is widely recognised across health and care professions and supports workforce planning, career progression and role development.

The levels describe increasing autonomy, responsibility, expertise, leadership and influence, regardless of sector or specific role.

This helps position pharmacy technicians within wider multiprofessional workforce models and supports consistency across the UK.

7. Does completing the Pharmacy Technician Career Pathway lead to credentialing?

No.

The Career Pathway supports professional development and progression through recognised levels of practice. It is not currently intended to:

- Credential individuals.
- Assess competence.
- Provide a pass/fail outcome.
- Act as a professional accreditation process.

Its primary purpose is to support career development, workforce planning and professional growth

8. Why is multiprofessional alignment important for pharmacy technicians?

Multiprofessional alignment helps:

- Position pharmacy technicians consistently within the wider healthcare workforce.
- Support workforce transformation.
- Improve workforce mobility.
- Support integrated care models.
- Create a common understanding of levels of practice across professions.

This was a key objective of the career pathway.

9. Why does a career pathway matter to patients and the public?

The pathway has been developed to support better patient care.

It is developed to help ensure pharmacy technicians develop the knowledge, skills, judgement, leadership behaviours and experience needed to contribute safely and effectively within modern healthcare systems.

For patients and the public, this means:

- Greater confidence in the development of pharmacy professionals.
- Improved quality and safety of medicines-related care.
- More effective multidisciplinary and integrated care.

- Greater consistency in professional standards across sectors and settings.
- Better workforce capability to meet current and future service needs.
- Improved patient outcomes through continuous professional development, service improvement and innovation.