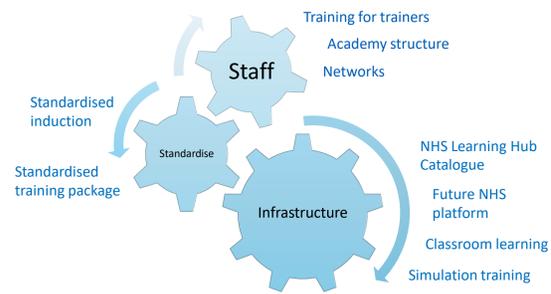


3.4 million injectable medicines

40 million injectable medicines



Pharmacy Technical Services Training Academy

NHSE Regional Clinical Fellowship Project

Caroline Reid, North West School of Pharmacy and Medicines Optimisation, NHS England Workforce Training and Education



Background

Pharmacy technical services consists of aseptic, production, radio pharmacy, quality assurance and quality control ¹.

NHS Aseptic services provide 3.4 million injectable medicines per year; including chemotherapy, immunotherapy, and antibiotics ². The global prediction is that this demand will increase 5% per annum ². The current service delivery model in the NHS will not accommodate this demand; A national network of regional hubs was proposed to enable a resilient, quality service which has the capacity to deliver a forecasted 40 million injectable medicines per annum by large scale production ².

Introduction

The state of technical services workforce is critical, development of our workforce is crucial if we are to deliver the increase in demand. There is a widening knowledge gap in the workforce as we see experienced staff retiring, the removal of technical services from Initial Education and Training for pharmacy professionals and limited development for the existing workforce ³.

This project has focused on the need for Technical Services to improve workforce training and education. Training is essential to delivering on the plans set out in the NHS Long Term Plan ⁴ and Transforming NHS Pharmacy Aseptic Services in England report ².

The concept of a Training Academy has been investigated, to train staff now and in preparation for the Hub and Spoke service models currently being trialled by national pathfinder sites.

The campaign for surgeons demonstrates the importance of training. #NoTrainingTodayNoSurgeonsTomorrow⁵

Methodology

<p>Semi-structured interviews</p> <p>Semi-structured interviews were carried out with North West Aseptic Service Leads and Training Leads. Data was collected on their current training infrastructure, materials and difficulties, in addition to their requirements for a training academy model. Discussions held with experts and other project leads for relevant development happening across the UK.</p>	<p>Research</p> <p>Existing academies were reviewed with targeted criteria; structure, delivery, staffing, governance, successes and barriers, and lessons learnt. Scottish Police Force Training, NHS NW Endoscopy and Imaging Academies, NHS Primary Care Training Hubs.</p>	<p>Survey</p> <p>Further focus was given to the education and training workforce within technical services. A survey ran designed to identify the support required for those delivering and managing training.</p>
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Results

88% of North West Aseptic Leads participated in the interviews. There were several themes evident; a demand for trainers, a reduction initial training time, standardisation of manipulation techniques, expansion of background knowledge, and a collaborative approach to planning training across the region.

83% of answers stated that the initial focus for the academy training should be for support staff who manufacture. Building background knowledge and manipulation skills.

75% of responses stated that a full time academy training approach, at the start of employment for the support staff staffing group, would be the most benefit. This would build good practice from day 1.

The potential barriers and concerns varied; Potential for duplication of training in the academy and within Trust; differences between units; educational barriers for neurodiverse colleagues; travel distance, time and cost; and capacity of the QC labs to support an influx of staff requiring both test validations.

The barriers for staff not being able to attend training courses had 3 top answers; 100% saying that staffing levels contributed; 44% attributed to lack of knowledge about the course; and 38% stated funding allocation was a factor.

Concerns raised from some results include 13% of respondents identified staff having a lack of interest in training as a reason for not attending training courses, and only 47% of Trusts utilise the training provided by their Trust.



Key Priorities for an Academy in the North West of England.

Developments

An NHS Learning Hub Catalogue has been created to develop the digital infrastructure available. This will improve knowledge and awareness of available training opportunities for staff, support the delivery of standardised training in the future and provide a platform for career planning. A FutureNHS space will help build the training network between trusts, and between trainers and trainees, with the aim to grow the training and nurturing culture within the sector. The formation of the North West Technical Services Training Group will bring leads together to plan training at a regional level, support developments in training across the region, and set priorities for the future. This project has identified many examples of good practice, this will be acknowledged through the region so isolated excellence can be shared. Possible solutions to the concerns of Aseptic Leads are being developed and will be presented to the North West Technical Services Training Group for review.

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