

APTUK UK-Wide Post-Registration Career Pathway for Pharmacy Technicians - Consultation

Thank you for taking part in this consultation on the draft UK-Wide Post-Registration Pharmacy Technician Career Pathway.

This pathway has been developed by the Association of Pharmacy Technicians UK (APTUK), working in collaboration with a UK-wide Partners Engagement Group (PEG) representing pharmacy organisations, employers, educators and professional stakeholders from across the four nations.

The pathway aims to provide a clear, nationally recognised approach to pharmacy technician career development from Foundation Practice (Level 4) through to Enhanced Practice (Level 6) across all sectors of health and care. The levels of practice within the pathway are aligned to Levels 4 to 6 of the Skills for Health Career Framework. They describe levels of professional practice and development and should not be interpreted as educational qualification levels, pay bands, grades or job titles.

Your feedback will help ensure the pathway reflects the diversity of pharmacy technician practice across the UK and supports future workforce development, professional growth and career progression.

Before completing this survey, please review the consultation materials available on the APTUK consultation webpage.

Consultation closes at 23:59 on Thursday 31st December 2026.

The survey should take approximately 10-15 minutes to complete, although this may be longer if you wish to provide detailed comments or feedback.

All responses will be reviewed by the project team and the APTUK PEG and will inform revisions to the final pathway. Thank you for helping shape the future of pharmacy technician career development across the UK.

About You

This section will collect data on you and your role. It will be used to validate responses. Contact details will only be used where clarification is required.

1. Is this response being submitted on behalf of an individual or an organisation? *

- ☐ Individual response
- ☐ Organisational response

2. Your name

3. Your contact email address

4. Date of qualification as a pharmacy technician

If unsure of exact date, please put 1st July (01.07) and the year



5. Which best describes you? *

- ☐ Pharmacy technician
- ☐ Pre-Registration Trainee Pharmacy Technician (PTPT)
- ☐ Pharmacist
- ☐ Student pharmacist
- ☐ Non-pharmacy Healthcare Professional
- ☐ Educator / Academic
- ☐ Employer / Manager
- ☐ Member of the Public
- ☐ Other

6. Which sector do you mainly work in? *

- ☐ Acute Hospital
- ☐ Care Home
- ☐ Community Pharmacy
- ☐ Education and Training
- ☐ Health and Justice
- ☐ Integrated Care Board / System
- ☐ Industry
- ☐ Mental Health Hospital
- ☐ Primary Care Network / General Practice
- ☐ Private Practice
- ☐ Training provider / College / University
- ☐ Not applicable
- ☐ Other

7. Organisation Name *

8. Lead Contact Name

9. Lead Contact Email

10. Has this response been informed by consultation within your organisation? *

- ☐ Yes
- ☐ No
- ☐ Unsure

11. Which UK nation are you responding from? *

- ☐ England
- ☐ Northern Ireland
- ☐ Scotland
- ☐ Wales
- ☐ All UK
- ☐ Other

Overall Career Pathway Feedback

This section will collect your feedback on the career pathway draft document. Please ensure you have read the document before you complete this section.

12. Please rate each statement. *

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The overall purpose of the career pathway is clear	☐	☐	☐	☐	☐
There is a need for a pharmacy technician career pathway	☐	☐	☐	☐	☐
The pathway reflects modern pharmacy technician practice	☐	☐	☐	☐	☐
The pathway will support career development and progression	☐	☐	☐	☐	☐
The pathway will support movement between sectors and settings	☐	☐	☐	☐	☐

13. Does the pathway reflect the contribution pharmacy technicians make to patient care and healthcare services? *

- ☐ Completely
- ☐ Mostly
- ☐ Partly
- ☐ No
- ☐ Unsure

14. What aspects of the pathway do you particularly like? *

15. What is your overall impression of the draft pathway at this stage? *

Levels of Practice

This section will gather your views on the Foundation (Level 4), Practitioner (Level 5) and Enhanced (Level 6) structure. Please ensure you have read section 4 of the pathway document before completing these questions. The levels of practice in this pathway are aligned to the **Skills for Health Career Framework (Levels 4-6)** and describe professional practice. They are not educational qualification levels, job titles, pay bands or grading structures.

16. The pathway uses Foundation (Level 4); Practitioner (Level 5); Enhanced (Level 6) as descriptors. Do these terms appropriately describe the level of practice? *

- ☐ Yes
- ☐ Mostly
- ☐ Partly
- ☐ No
- ☐ Unsure

17. Please provide alternative terminology suggestions. *

18. Do the differences between Foundation, Practitioner and Enhanced levels of practice feel meaningful? *

- ☐ Yes
- ☐ Mostly
- ☐ Partly
- ☐ No
- ☐ Unsure

19. Are the expectations at each level of practice realistic and achievable *

- ☐ Yes
- ☐ Mostly
- ☐ Partly
- ☐ No
- ☐ Unsure

20. Are there any descriptors that should be added? Please detail them here.

21. Are there any descriptors that should be removed or merged? Please detail them here.

Pillars and Domains of Practice

This section will collate feedback on the pillars and domains of practice. The pathway is organised around the four pillars of professional practice and four domains: **Pillar 1:** Clinical **Domain 1:** Clinical Practice and Medicines Optimisation **Pillar 2:** Leadership and Management **Domain 2:** Leadership and Management **Pillar 3:** Research **Domain 3:** Research, Service Improvement, Quality, Safety and Governance **Pillar 4:** Education **Domain 4:** Education and Workforce Development

22. Do the four pillars and associated domains adequately cover the breadth of pharmacy technician practice? *

- ☐ Yes
- ☐ Mostly
- ☐ Partly
- ☐ No
- ☐ Unsure

23. How clear is the Pillar → Domain → Sub-domain structure? *

- ☐ Very clear
- ☐ Clear
- ☐ Neutral
- ☐ Unclear
- ☐ Very unclear

24. Are there any changes to make to the domains or sub-domains? **Please note: the next section will cover the individual capability statements.** *

- ☐ Yes
- ☐ No

25. What changes need making? Please give detail *

Capability Statements

This section will gather data on the capability statements. Please read Section 5 of the pathway document before completing this section.

26. The Clinical Practice and Medicines Optimisation capabilities are: *

- ☐ Appropriate
- ☐ Mostly appropriate
- ☐ Need some revision
- ☐ Need significant revision

27. Please detail the **Clinical Practice and Medicines Optimisation** revisions required here. Where appropriate, include the capability reference number(s), description(s) and give detail of what revision is required. *

28. The Leadership and Management capabilities are: *

- ☐ Appropriate
- ☐ Mostly appropriate
- ☐ Need some revision
- ☐ Need significant revision

29. Please detail the **Leadership and Management** revisions required here. Where appropriate, include the capability reference number(s), description(s) and give detail of what revision is required. *

30. The Research, Service Improvement, Quality, Safety and Governance capabilities are: *

- ☐ Appropriate
- ☐ Mostly appropriate
- ☐ Need some revision
- ☐ Need significant revision

31. Please detail the **Research, Service Improvement, Quality, Safety and Governance** revisions required here. Where appropriate, include the capability reference number(s), description(s) and give detail of what revision is required. *

32. The Education and Workforce Development capabilities are: *

- ☐ Appropriate
- ☐ Mostly appropriate
- ☐ Need some revision
- ☐ Need significant revision

33. Please detail the **Education and Workforce Development** revisions required here. Where appropriate, include the capability reference number(s), description(s) and give detail of what revision is required. *

Career progression

This section will gather feedback on using the pathway for career progression.

34. Please rate each statement. *

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Progression should be based on capability and not time served	☐	☐	☐	☐	☐
Progression should be based on capability and not band/grade	☐	☐	☐	☐	☐
The pathway will help individuals understand how to progress	☐	☐	☐	☐	☐
The pathway supports movement between sectors	☐	☐	☐	☐	☐

35. What additional guidance, if any, is needed to support career progression?

Education and Development

This section will gather feedback on the education and development Section 6 of the pathway and the case studies throughout

36. Please rate each statement. *

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The education and development section is clear	☐	☐	☐	☐	☐
The guidance on learning and development is useful	☐	☐	☐	☐	☐
Signposting to education and training opportunities through APTUK resources would be useful	☐	☐	☐	☐	☐
The case studies help demonstrate how the pathway can be used in practice	☐	☐	☐	☐	☐

37. What, if any, additional education and development information would be useful?

Implementation

This section will collect data on how the pathway could be used.

38. How useful would the pathway be for: *

	Not useful	Neutral	Useful	Very useful	Not sure
Individuals	☐	☐	☐	☐	☐
Employers	☐	☐	☐	☐	☐
Educators	☐	☐	☐	☐	☐
Workforce planners	☐	☐	☐	☐	☐

39. What barriers might prevent organisations implementing the pathway?

40. What would support successful implementation?

41. Would you expect to use this pathway within your organisation? *

- ☐ Yes
- ☐ Probably
- ☐ Probably not
- ☐ No
- ☐ Unsure

42. Do you expect to use this pathway to support your professional development? *

- ☐ Yes
- ☐ Probably
- ☐ Probably not
- ☐ No
- ☐ Unsure

Equality and Inclusion

This section will collect feedback on any barriers to using the pathway.

43. Do you believe the proposed pathway is likely to have a positive, negative or no impact on any of the following groups? *

	Positive Impact	Negative Impact	No Impact	Unsure
Age	☐	☐	☐	☐
Disability	☐	☐	☐	☐
Gender reassignment	☐	☐	☐	☐
Marriage and civil partnership	☐	☐	☐	☐
Pregnancy and maternity	☐	☐	☐	☐
Race	☐	☐	☐	☐
Religion or belief	☐	☐	☐	☐
Sex	☐	☐	☐	☐
Sexual orientation	☐	☐	☐	☐

44. Please provide details of any positive or negative impacts identified above, including any protected characteristic(s) that may be affected.

45. Do you believe the pathway is inclusive and relevant across different sectors, settings and career journeys? *

- ☐ Yes
- ☐ Mostly
- ☐ Partly
- ☐ No
- ☐ Unsure

46. What makes it not fully inclusive? *

47. Are there any groups, sectors or areas of practice that are not adequately represented? Give detail here.

Equality Monitoring

APTUK is committed to promoting equality, valuing diversity and being inclusive in all its work. The following questions are optional and will only be used in anonymised form to help us understand whether the consultation has engaged a diverse range of respondents. Information will not be used to identify individuals and will be reported only in aggregate.

48. What is your age group?

- ☐ Under 25
- ☐ 25-34
- ☐ 35-44
- ☐ 45-54
- ☐ 55-64
- ☐ 65 and over
- ☐ Prefer not to say

49. Do you consider yourself to have a disability as defined by the Equality Act 2010?

- ☐ Yes
- ☐ No
- ☐ Prefer not to say

50. What is your gender?

- ☐ Female
- ☐ Male
- ☐ Non-binary
- ☐ Prefer not to say
- ☐ Other

51. What is your ethnic group?

- ☐ Asian or Asian British
- ☐ Black, Black British, Caribbean or African
- ☐ Mixed or Multiple Ethnic Groups
- ☐ White
- ☐ Prefer not to say
- ☐ Other

Final comments

52. Overall, how supportive are you of the proposed career pathway for post-registration pharmacy technicians?

- ☐ Very supportive
- ☐ Supportive
- ☐ Neutral
- ☐ Unsupportive
- ☐ Very unsupportive
- ☐ Unsure

53. Following your review of the draft pathway, which statement best reflects your current view?

*

- ☐ Publish as drafted (ready now)
- ☐ Publish following minor amendments (nearly ready)
- ☐ Publish following significant amendments (needs substantial revision but publication expected)
- ☐ Do not publish. Further development is required (not mature enough to move towards publication)

54. Please provide a detailed response as to why the pathway should not be published at this time. *

55. If you found any typos or errors in the pathway, please detail the page number, section and issue.

56. Please provide any final comments here.

