



## Developing Pharmacists Post CPPE Pathway

### Who is this bulletin aimed at?

Pharmacists as well as their managers / supervisors who have:

- ✓ Completed their Centre for Pharmacy Postgraduate Education (CPPE) training pathway (or equivalent)
- ✓ Completed their independent prescribing qualification

### As a pharmacist, how can I develop?

There are lots of areas you may wish to focus on depending on your career aspirations and workforce need.

There are two frameworks that you can use as a guide in developing as an advanced practice pharmacy professional.

1. The NHS multi-professional framework for advanced clinical practice in England - available [here](#)
2. The Royal Pharmaceutical Society's 'Advanced Pharmacy Framework' - available [here](#)

### What is advanced practice?

HEE defines advanced practice as:

**“A level of practice which is delivered by experienced registered health and care practitioners. It is a level of practice characterised by a high degree of autonomy and complex decision making.”**

### How does advanced practice differ to being an advanced clinical practitioner (ACP)?

An ACP is normally a health care professional (with a Masters) who has completed a specific advanced clinical practice course. They work as part of a multidisciplinary team to autonomously manage and care for a group of patients.

**Please note - pharmacists may be working at or working towards a level of advanced practice but might not be in an advanced clinical practitioner role.**

### Where can I find more information?

Further information may be found in the [Advanced Pharmacist Practice Handbook \(downloadable from the NATH website\)](#). It is intended as a resourceful tool to support the development of pharmacists in advanced practice.

### What are the key areas of development?

There are four themes that are common to both frameworks that you may want to focus on in your development. These are:

1. Clinical Practice
2. Leadership and Management
3. Education
4. Research

An [ACP Personal Development Plan template \(downloadable from the NATH website\)](#) has been produced to help record your development plan.

### Clinical supervision is key!

To facilitate your continual professional development (CPD) into advanced practice - effective mentoring is essential.

Once embedded and trained it is still recommended that pharmacy professionals have:

- Regular safety debriefs
- Personal development meetings approximately every 3 months (frequency may vary depending on pharmacist and roles)

Please note there is no timescale for completion of advanced frameworks (unless defined specifically in role). They should be used as a guide to help develop the pharmacist in improving care and services.

### What other resources / support is available?

There are resources available on the [Nottinghamshire Alliance Training Hub website](#).