

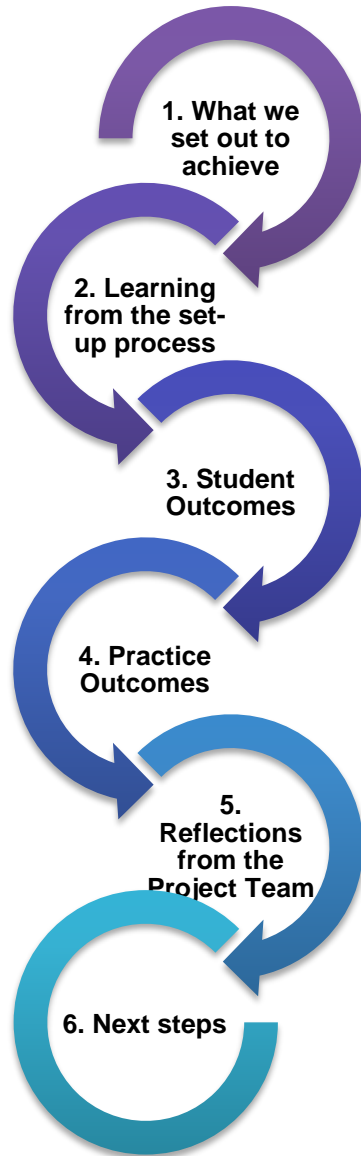
**Student Pharmacist  
Summer Placement  
(SPSP)  
In General Practice**

**Learning Event  
16<sup>th</sup> October 2020**

**THIS SESSION WILL BE RECORDED & SHARED ONLINE  
PLEASE TURN OFF YOUR MICROPHONE & CAMERA**

**Twitter: @HubBlmk  
#BLMKSPSP2020**

# What will we cover:

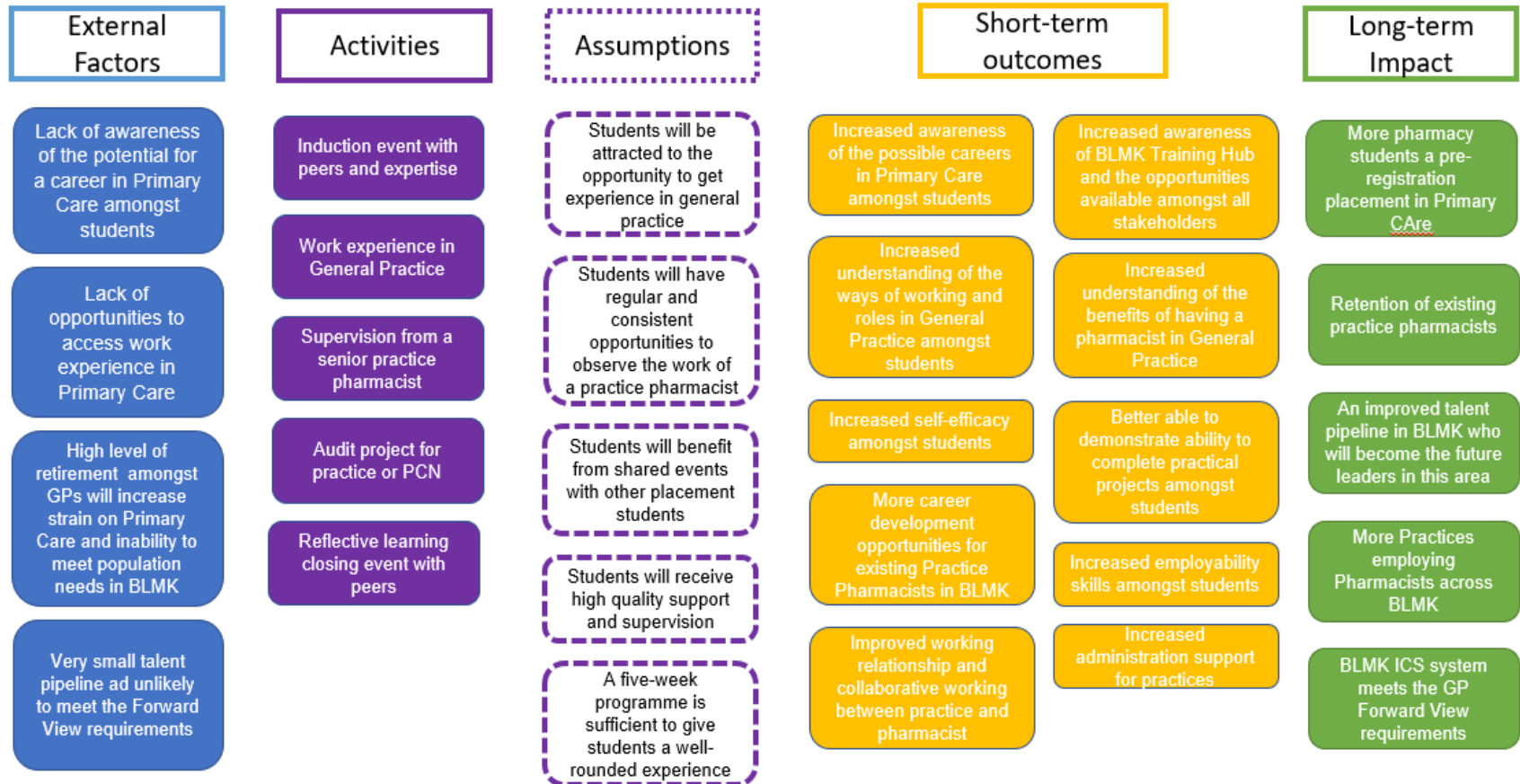


This pilot would not have been possible without the collaborative work and support of:

- **Our Host Practices across BLMK**
  - Flitwick Surgery
  - Castle Street Surgery
  - Lea Vale Medical Centre
  - Whaddon Healthcare
  - Goldington Avenue Surgery
  - Bute House Medical Centre
- **Our Fabulous Supervising Clinical Pharmacists**
- **MKGP Plus for employment services**
- **BLMK Primary Care Training Hub Colleagues**
- **The wider BLMK Primary Care Workforce Development Steering Group for advice**
- **Our Amazing Student Pharmacists:**
  - Emily
  - Mercy
  - Rejoice
  - Max
  - Michal
  - Ehsan
  - Payal



# BLMK SPSP Pilot in General Practice: Theory of Change



# **SECTION 1.**

## **What did we set out to achieve?**

# Overarching aims of the pilot:

For more university students to become aware and understand the role of careers in Primary Care.

To engage and develop a pipeline of confident and talented future Practice Pharmacists in BLMK.

To utilise learning from pilot to inform future placement projects for other 'new to practice roles'

Raise Awareness of Clinical Pharmacy in General Practice as a career path

Develop future local talent pipeline

Explore impact of pilot for shaping future placement projects

For practices to see the importance of developing the role of Practice Pharmacists for the future & influencing early career development opportunities

To engage and develop a network of confident and proactive Practice Pharmacist mentors to support future student pharmacists

To utilise the pilot as a means of influencing more Practices to take on student placements including pre-registration/foundation year Pharmacists



# Pilot Design:

- **Student Pharmacists in their 2<sup>nd</sup> or 3<sup>rd</sup> year were offered a paid 5 week placement in a host practice.**
- **Students were supervised by a Host Practice Pharmacist who offered feedback, supervision and mentoring to increase their confidence, skills and knowledge of the role of Practice Pharmacists in Primary Care.**
- **Students were offered opportunities to shadow the wider MDT so that they would understand the complexity of the ways of working in General Practice.**
- **Student Pharmacists were based in Practice but had to adapt to virtual delivery of many components**
- **A semi-structured approach to activities was advised by the project team to allow Practices the flexibility and freedom to identify their own priorities.**

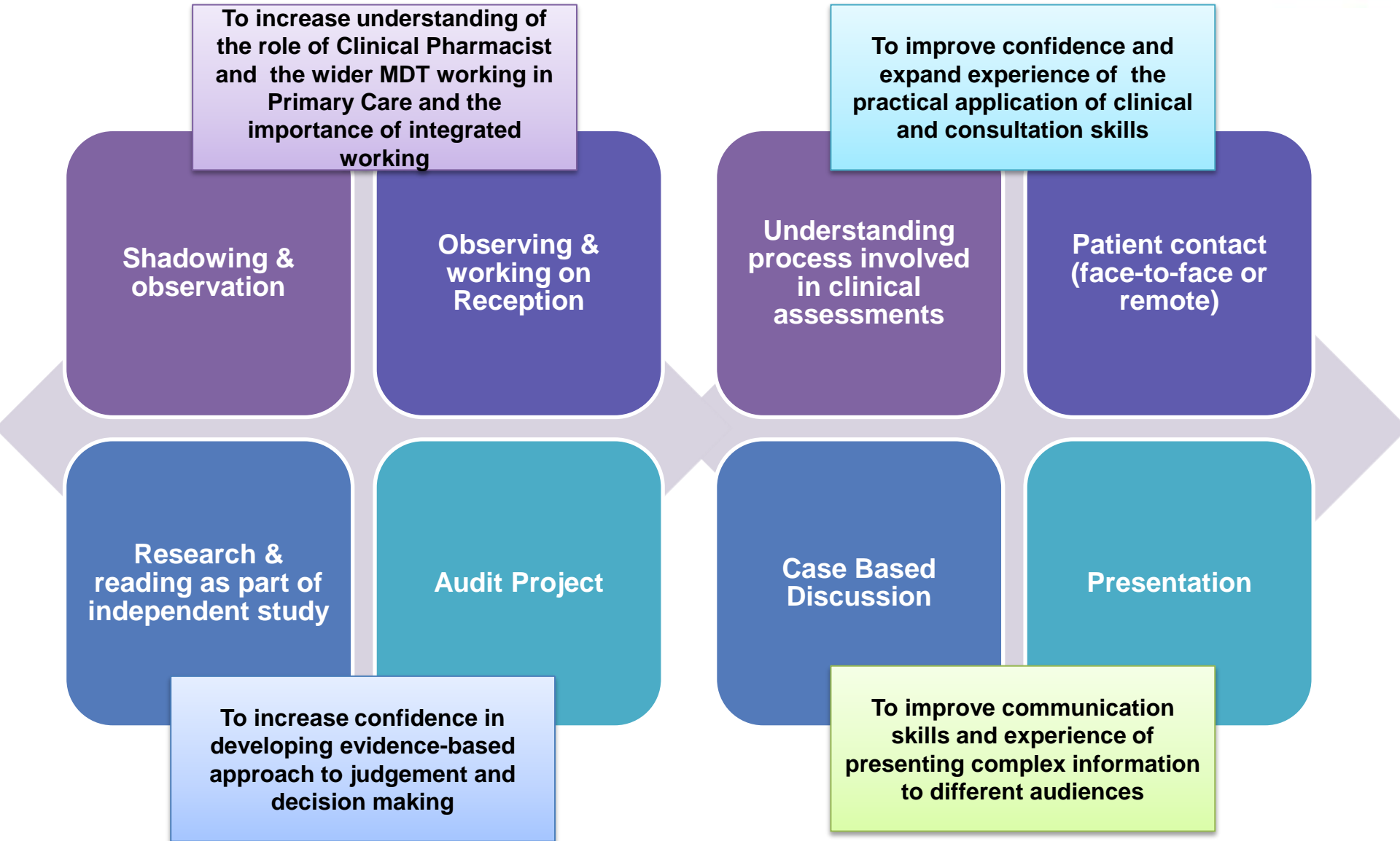
## Example week activities overview

<b>Week 1</b>	Induction to General Practice Setting aims and objectives with Student Identify key tasks for students e.g. admin, reception work and skills development
<b>Week 2</b>	Identifying audit project student will undertake Shadowing of one Practice Pharmacist clinic Continue to identify tasks
<b>Week 3</b>	Continue audit project Shadowing of Practice Pharmacist clinic Continue to identify tasks Shadowing of GP clinic
<b>Week 4</b>	Support student to complete audit project Shadow one Practice Pharmacist clinic Continue with tasks and shadowing opportunities Complete a case based discussion with student
<b>Week 5</b>	Support student with feedback on audit project Shadow one Practice Pharmacist clinic Complete an end of placement reflection session.

**All students and host practice pharmacists were offered by the project team:**

- **An induction event**
- **An interim catch-up**
- **End of placement reflection session**

# Activities & Assessments





# Placement Objectives

Understand the role of the clinical pharmacist in general practice as well as the systems and processes that apply in general practice

Understand the roles of the wider team working in general practice and the clinical professionals involved in a patient's journey

Demonstrate how to conduct a care plan, and case base discussion for a patient

Understand medication queries, how medicines reconciliation and medication reviews are undertaken

Develop communication to interact effectively with patients and their carers, staff, healthcare professionals and the public

Observe basic clinical assessment skills, demonstrating the rationale for undertaking each and how to interpret and act on the results  
( based on COVID 19 circumstance)

Interpret basic clinical data e.g. blood pressure, BMI, weight, blood tests

Understand the burden of multimorbidity and polypharmacy and the need to take an

Conducting searches for clinical audit projects and how this can be implemented





# Participant outcomes we hoped to achieve:

## Student outcomes

Increased awareness of the possible careers in Primary Care

Increased understanding of the ways of working in General Practice

Increased self-efficacy

Improved interpersonal and communication skills

Better project management and administration skills

Increased employability skills and future career prospects

## Pharmacist Outcomes

Increased opportunity to develop supervision and mentoring skills

Improved confidence to take on student placements in the future

Improved ability to influence Practice to take on the Pharmacy pre-registration placements

Increased opportunity to demonstrate the value of the Pharmacy Profession to Practice colleagues

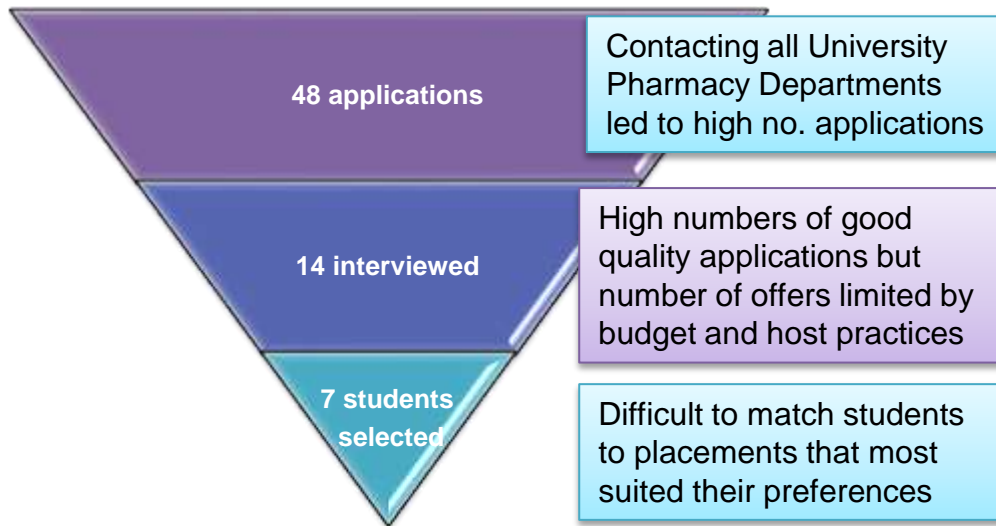
An opportunity to build relationships and influence the potential future talent in BLMK



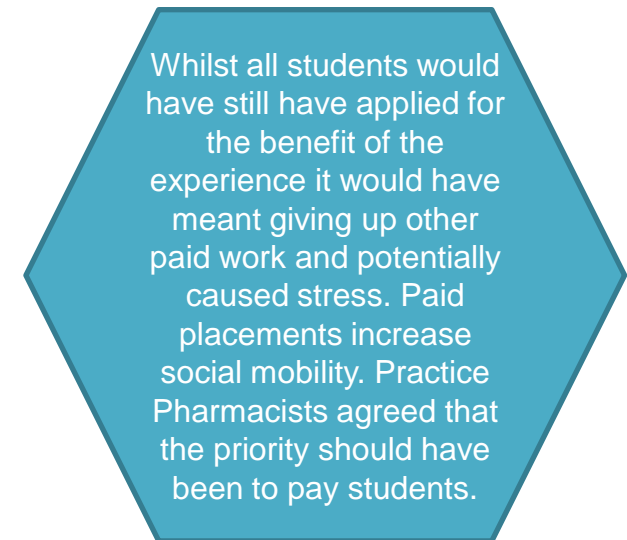
## **SECTION 2: Learning from the set-up process**

# Attraction and Recruitment:

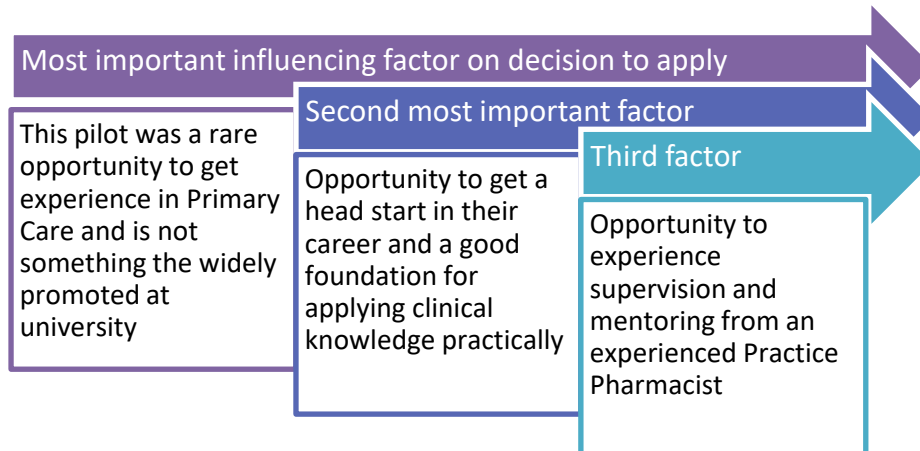
## Student recruitment overview



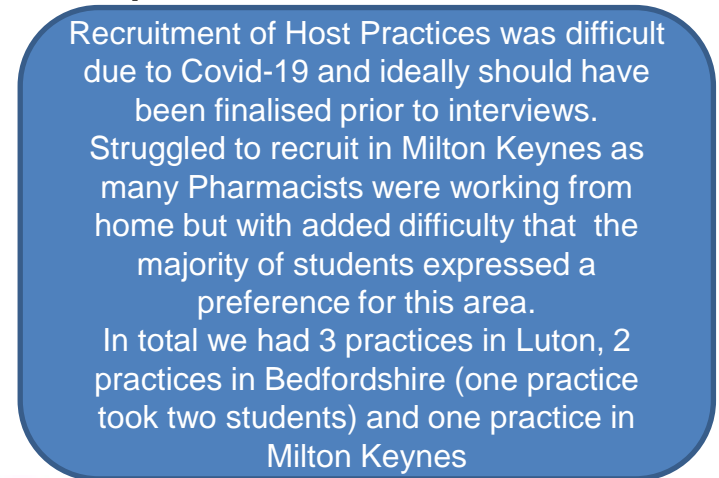
## Rationale for a paid placement



## Factors that attracted students to the placement

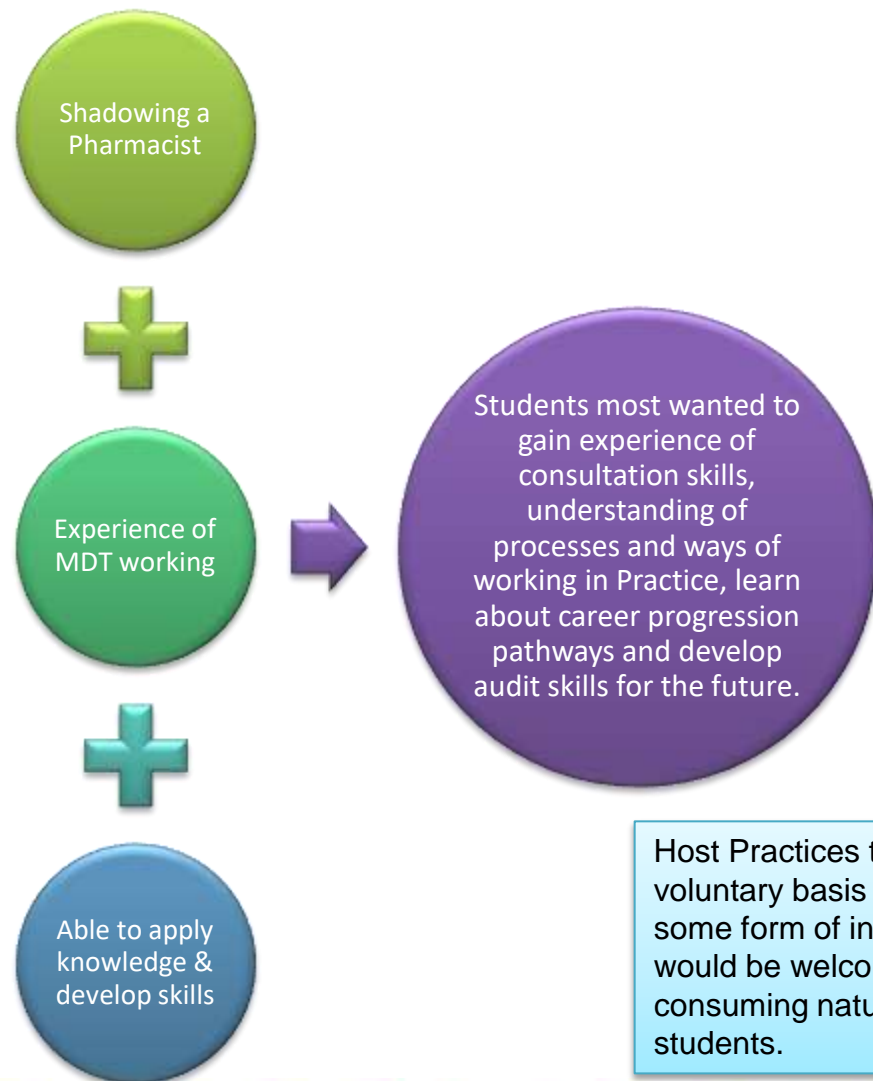


## Host practice recruitment overview



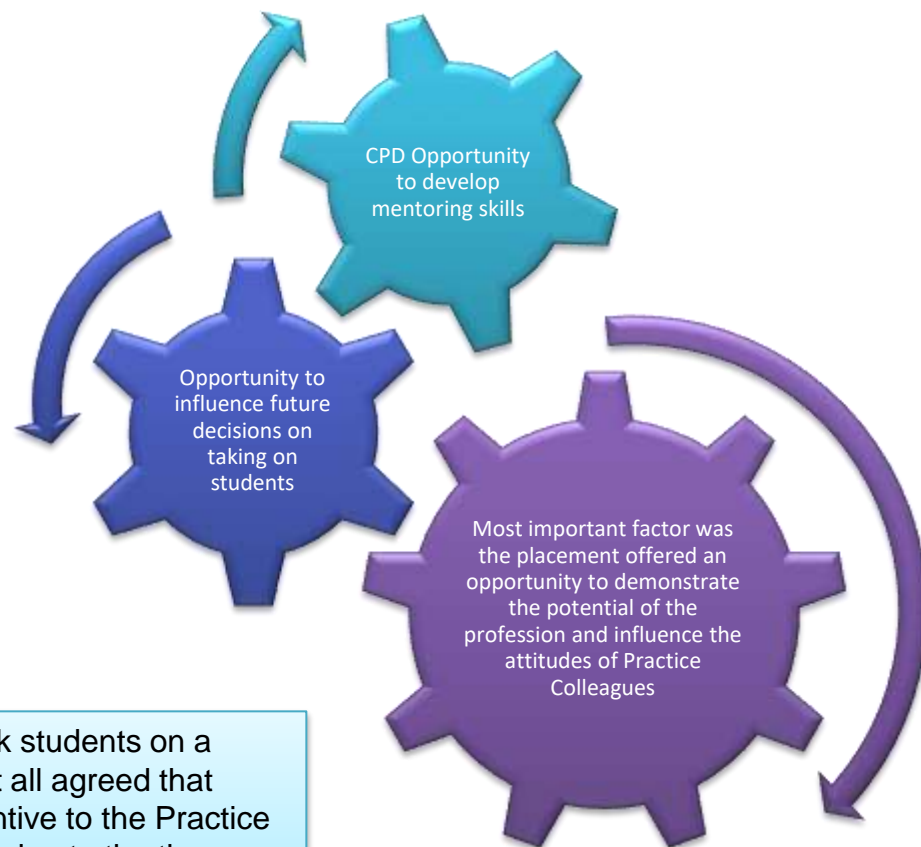
# Attraction and Recruitment:

## Student expectations and motivations:

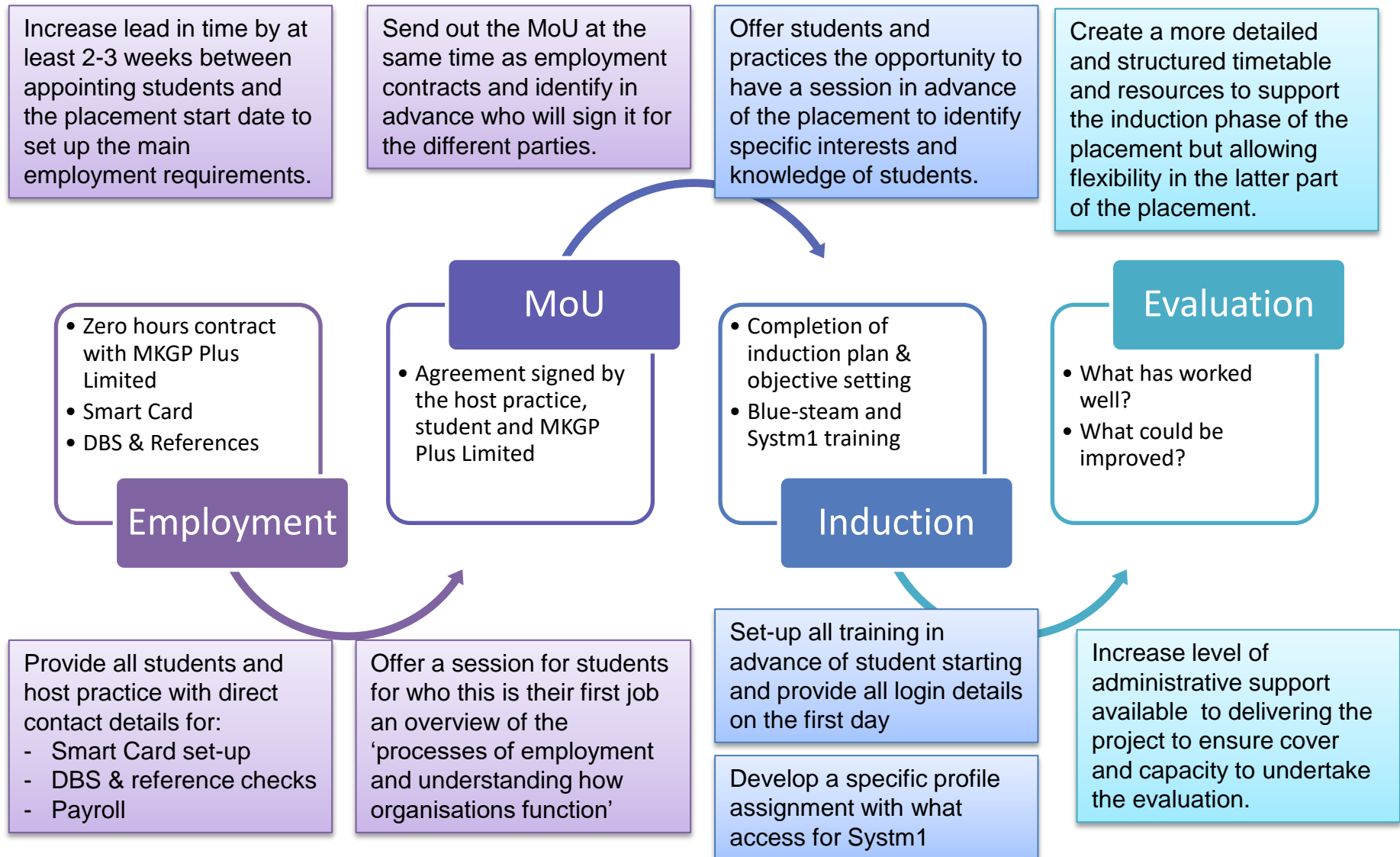


Host Practices took students on a voluntary basis but all agreed that some form of incentive to the Practice would be welcome due to the time consuming nature of supporting students.

## Pharmacist expectations and motivations:



# Improving the admin bits



## **SECTION 3: Student outcomes**

# Student Outcomes:

Students reflected that they been surprised by the breadth of skills and tasks required of a Practice Pharmacist

**Increased awareness of the possible careers in Primary Care**

**Increased understanding of the ways of working in General Practice**

Overall students felt they received effective supervision and mentoring that exceeded their expectations

Many students reported that they knew very little about Primary Care previously as it was not covered in their course

**Increased self-efficacy**

**Improved interpersonal and communication skills**

Students highlighted that they recognised the importance of MDT working and how the roles work together

Despite Covid-19, all students reported a positive experience and praised the practices for their welcoming & inclusive approach

**Better project management and administration skills**

**Increased employability skills and future career prospects**

Overall students were now more likely to apply for a General Practice Placement for their Pre-registration option and felt

Networking and building future connections was also an important outcome for students





# Feedback from Pharmacists about Students:

Practices agreed that their student pharmacist demonstrated:

Commitment and a positive attitude

A professional approach and behaviour in practice



Practices also agreed that students had:

Performed well on their clinical audit and case based discussion

Communicated effectively and worked well with colleagues and patients



Practices mostly agreed that students had:

Demonstrated an ability to carry out independent and self-directed study

Proactively identified opportunities to learn new skills

**Pharmacists agreed that students:**

- Students had increased awareness of Clinical Pharmacy in Primary Care
- Students had increased knowledge of ways of working within General Practice
- Students had increased self-efficacy in their abilities (particularly with patient communication)
- Students had improved communication skills
- Student had increased employability and future prospects

Suggested improvements could be to increase the resources section of the handbook and create a checklist of additional pharmacy and wider MDT activities to support students less confident to approach staff.

Pharmacists reported that students had positively contributed to the Practice worked well with the wider MDT team and took an interest in learning about all of the different roles in General Practice.



## **SECTION 4: Practice outcomes**

# Pharmacists outcomes

Pharmacists felt motivated to take part in the pilot because they wanted to offer mentoring and experience they would have liked themselves and see the importance of good, early experiences in shaping the future of the progression

**Increased opportunity to develop supervision and mentoring skills**

**Improved confidence to take on student placements in the future**

One practice that does not currently offer pre-reg places said that the placement was a good short test-run for identifying the likely needs, challenges and processes needed for pre-reg

**Improved ability to influence Practice to take on the Pharmacy pre-registration placements**

**Increased opportunity to demonstrate the value of the Pharmacy Profession to Practice colleagues**

Practices in the pilot were mostly training practices that already offered pre-reg Pharmacy Placements however for most it was still a positive influence on likelihood of future placements

**An opportunity to build relationships and influence the potential future talent in BLMK**

Most Pharmacists reported that the presence of students had been a positive influence to their practice and would participate in the pilot again

All students reported that if they were to pursue a career in Primary Care in the future they would work for their Practice



# Feedback from Students about Host Practice & Supervising Pharmacist:

“Amazing host practice. Everyone has been so kind and welcoming. The doctors, pharmacists, nurses and HCAs have all been very engaging and have taught me so much. I have had an amazing time and I’m coming away from this experience with more skills and knowledge than before. I would love to stay in contact with everyone and come back to the practice one day.”

“ Good teacher and mentor, he knows how to coach people in the right way. He Doesn’t mind helping people find their feet whether that’s me, admin team or other clinicians asking questions. He understands how he can add value as a pharmacist and tries to implement change to improve the practice.”

Students agreed that their supervising pharmacist demonstrated:

Positive and welcome attitude to supporting their placement

Were well prepared for the placement



Students also agreed that their supervising pharmacist had:

Offered constructive and frequent feedback and supervision

Offered with a wide range of opportunities to develop skills



Students mostly agreed that supervising pharmacists had:

Taken an interest in their career goals and ambitions

Had inspired them to consider a future career in Primary Care



## **SECTION 5: Reflections from the Project Team & Next Steps**

# Project Team Reflections



**Achieved positive outcomes for students despite Covid-19**

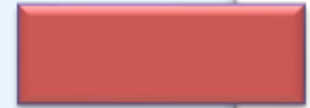
**Supervising pharmacists more willing to take on foundation year/ pre-registration placements**

**Achieved a positive change in perception of pharmacy profession by GP's and other practice staff.**

**Students more likely to consider a career in general practice pharmacy in the future**

**Have built an awareness of the beneficial role pharmacists play as part of primary care**

**Created a programme that has the scope to be scalable and sustainable with funding investment**



**Covid-19 limited face to face contact with patients and more use of video consultation would have been beneficial**

**Underestimation of the level of administration required to deliver the programme and the lead in time needed to put processes into place**



# The next steps for SPSP delivery model design:

4 day a week placement  
with an unpaid day for  
research and study

Matching up students and  
practices in a buddying  
system so students can  
experience different  
population health  
presentations

Inviting our student  
pharmacists back to co-  
produce elements of SPSP  
2021

Invite our student  
pharmacists to deliver peer  
mentoring and advice for  
SPSP 2021

Digital skills and working  
creatively in a digital  
environment (for both  
Practice and Students)

Engaging wider involvement  
from our Training Hub  
Clinical Leads to give  
insights into different roles





# What are our ambitions for the future?

Other STP areas roll out the SPSP model therefore increasing the number of SPSP placement opportunities nationally

Increase the number of opportunities for experienced pharmacists to develop mentoring and tutoring skills therefore enhancing retention.

Improve the visibility of careers in Practice Pharmacy amongst universities

Start developing a talent pipeline of Practice Pharmacists at an earlier stage with the potential to create a specific pathway to Primary Care

Increasing the uptake of Practices to take on Pharmacist Placements

Potential to develop a collaborative regional offer



# Keep in touch



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