

Clinical Pharmacists in General Practice Pilot: Announcement of Successful Sites FAQs

13 November 2015

1. How many clinical pharmacists and pilot sites are you funding?*

We are supporting 73 pilot sites covering 698 GP practices, employing 403 clinical pharmacists. This will mean that over 7 million patients will have access to a clinical pharmacist.

Region	Total Sites	No Practices	Population covered
London	9	83	1.7
South	23	230	2.3
Midlands	19	182	1.9
North	22	203	1.7
Total	73	698	7.6

2. How much will this cost and what will it pay for?

Overall funding for the pilot has increased from £15 million to £31million. This includes £25 million to part-fund the employment of up to 403 clinical pharmacists and £6 million on training and development for pharmacists and GP practices in the pilot over 36 months.

3. Why has NHS England increased funding for this pilot?

We had an overwhelming response to the call for applications and there were many more applications that met the criteria than the original budget would support.

Therefore we have decided to support over 150 more clinical pharmacists than anticipated.

4. Which sites have been selected and where are they?

A list of sites involved in the pilot can be found at:

www.england.nhs.uk/commissioning/primary-care-comm/gp-action-plan/cp-gp-pilot/

5. How many applications were received?

A total of 292 applications were received. Of these a small number were incomplete or duplicate applications leaving 285 to be considered.

6. What was the application process?

GP practices were invited to submit applications to the pilot via a SharePoint site created exclusively for this purpose. The application form covered a range of criteria, (see question 7).

7. What were the selection criteria?

Applications were assessed against the following criteria:

- potential to address GP workload
- staffing/workforce need
- clearly thought through purpose and role for clinical pharmacist(s) in improving outcomes for patients
- potential to improve patient access to general practice services
- clearly articulated, realistic and measurable key performance indicators (KPIs)
- appropriate clinical support for pharmacist roles within the team and a named lead
- evidence of appropriate and realistic costings and commitment to fund for all years
- commitment to multi-disciplinary team development programme
- commitment to evaluation programme
- commitment to release time for clinical pharmacists development programme
- patient engagement.

8. What was the selection process?

Applications were assessed against an agreed set of criteria (see Q7) by regional panels consisting of representatives of NHS England, LETBs and local patient voice.

Regional panels shortlisted applications based on their nominal budget allocation (see Q 9) and also provided a ranked reserve list for consideration.

The national moderation panel was convened on 19 October, including BMA, HEE, RPS and patient voice representation. The panel considered the consistency of approach across the regions and discussed a sample of applications to illustrate decisions made by regional panels.

On this basis the panel approved regional shortlisted applications where these met the agreed criteria, and agreed applications from regional reserve lists to ensure a good geographical spread across England.

9. How did you account for any conflicts of interest?

All panel members were made aware of the NHS England policy on conflict of interests and the requirement to declare any conflict of interest at the start of the shortlisting process.

10. How were patients involved in selecting the sites?

Regional assessment panels were required to ensure that their decisions took account of the patient voice and had appropriate patient voice representation in the shortlisting process.

11. How did you ensure regional panels applied the criteria and standards equitably?

The regional assessment panels were issued with a set of principles and criteria against which to judge the applications.

The National Moderation Panel scrutinised all of the regional reports in order to determine the consistency with which regions approached assessing applications by considering a sample of applications from each region.

12. Can sites whose application has not been supported get feedback on their application?

Applicants who would like feedback on their application can contact their local NHS England office.

13. What guidance or support will you offer to sites who were unsuccessful but would still like to recruit a clinical pharmacist?

Practices can of course still employ their own clinical pharmacists outside of the pilot. There are a number of useful resources available on the [NHS England website](#)

We are working with Health Education England, the Royal Pharmaceutical Society, the NHS Leadership Academy and the Centre for Postgraduate Pharmacy Education to put together a package of information and support for practices outside the formal pilot who wish to develop a clinical pharmacist service. This information and support will be placed on the NHS England website.

14. Where will all these clinical pharmacists come from?

There are multiple ways that we can resource the pharmacists in GP surgeries pilot.

A recent survey conducted by the General Pharmaceutical Society revealed that ten per cent of the pharmacy workforce were either working in other professions or industries, seeking employment or temporarily away from work due to maternity or other leave, representing 5,200 pharmacists.¹

Moreover, there is a large proportion of the workforce who are not currently being employed to their full capacity, with 27% of pharmacists working part time.

Finally, in the last 10 years student numbers and the number of pre-registration places per year has increased by over 1,000 places, and the Centre for Workforce Intelligence estimates the oversupply will reach 11,000-19,000 pharmacists by 2040.²

15. How can I apply for a clinical pharmacist post with one of the sites?

Each of the sites will be responsible for recruiting clinical pharmacists once they have formally engaged with NHS England. Please check the websites of GP practices who are part of the pilot from December onwards. They may also advertise on NHS Jobs, in the BMJ, The Royal Pharmaceutical Journal or other trade press. Many Local Medical Committees are considering arranging recruitment fairs in their areas and you may wish to contact them for information.

¹ 'Strategic Review of the pharmacist workforce', Centre for Workforce Intelligence, 2013
www.cfwi.org.uk/publications/a-strategic-review-of-the-future-pharmacist-workforce

² General Pharmaceutical Council (GPhC) Registrant Survey, 2013 www.pharmacyregulation.org/registrant-survey-2013