

Pre-registration Trainee Pharmacist Recruitment Newsletter

February 2017



www.lasepharmacy.hee.nhs.uk/national-recruitment/

preregpharmacyrecruitment@hee.nhs.uk

Welcome to the Pre-registration Trainee Pharmacist Recruitment Newsletter.

What's in this edition:

- What has happened since the last newsletter?
- Employers confirmed: full list now available on the website
- Job Description and Person Specification
- Further information for Students
- Selection Centre—Update
- Building the IT platform
- Key Dates for your Diary
- Bradford 5 Year MPharm Sandwich Programme

What has happened since the last newsletter?

In the past couple of months the primary focus of the team has been on confirming which employers have signed up to the national recruitment scheme and collecting information from them that can be used to help students preference programmes that they wish to be considered for.

The Work Psychology Group has also been busy running workshops to develop items/ questions which will be used as part of the selection process.

We have been fine tuning our requirements with the IT suppliers who are developing our Pharmacy platform on ORIEL

More detail on all of these is set out in our newsletter

Developing people for health and healthcare

Employers confirmed: full list now available on the website

Over December and January community pharmacy employers who had previously expressed an interest in joining the national recruitment scheme were asked to now confirm that they would like to participate and that they agree to provide training in line with HEE's quality framework. In addition all employers were asked to provide information that will help students to preference programmes as part of the application process.

We are now able to confirm that an indicative number of 2095 preregistration pharmacist posts will be recruited via the national scheme in 2017 (2018 trainee intake) . The predicted split per region is shown in the Table below. We will however be checking these again before the ORIEL site goes live in June as we recognise that training numbers for 2018 have not yet been confirmed for hospitals and there may be some adjustment within community pharmacy.

Region	Number of hospital programmes	Number of hospital places	Number of Community programmes	Number of Community places
London and South East	57	253	126	552
Midlands & East	51	171	111	332
North	56	141	18	214
South	35	98	36	229
Wales	22	48	35	57
Totals	221	711	326	1384

A full list of community pharmacy employers is now available on the national preregistration pharmacist recruitment webpage and can be downloaded here. We are delighted to have such a broad range of programmes available reflecting

- large companies such as Boots and Celesio (Lloyds)
- a high number of independent community pharmacies, particularly in the London area
- the breadth of NHS posts including splits with mental health and commissioning groups

Job Description and Person Specification

One of the earliest pieces of work in the national recruitment scheme project was the development of a generic job description and person specification that would be used to inform selection criteria and subsequently selection processes. A person specification was drafted and agreed last year. In addition to this the Preregistration Pharmacist Professional Attributes Framework was launched in July 2016. We have now merged these 2 documents so that there is one final person specification which will underpin recruitment. This document (along with the Professional Attributes Framework) is now available to download from this page

<https://www.lasepharmacy.hee.nhs.uk/national-recruitment/job-description-person-specification-and-paf/>

Further Information for Students

HEE will be running two information sessions for staff from Pharmacy Schools in early March. The purpose of this will be to run through the application process including how selection centres will operate. Pharmacy Schools will then cascade this information to their schools prior to the Easter break. The slides from these sessions will also be available on our webpage. Any Pharmacy Schools that have not yet booked onto an event have until Feb 22nd to do so.



Selection Centre Update

The selection process has now been blueprinted using the Person Specification and Professional Attributes Framework. Items have been drafted at a series of workshops run across England and will be reviewed and piloted over the next couple of months.

The format of selection days is now taking shape. Applicants will be required to undertake

- a Situational Judgement Test (more information about SJTs is available in our previous [newsletter](#))
- a numeracy assessment
- 6 station Multiple Mini Interview – each station of 5 minutes duration

Selection will take place from September 11th to Sept 29th and will be held in the following locations:-

Location	Dates
Cardiff	Sept 12 th - 13 th 2017
Newmarket	Sept 11 th - 15 th 2017
Oxford	Sept 18 th - 22 nd 2017
Manchester	Sept 21 st - 22 nd 2017
Hull	Sept 19 th - 20 th 2017
Newcastle	Sept 18 th - 19 th 2017
London	Sept 25 th - 29 th 2017

Students that are eligible to apply for a preregistration pharmacist position will be able to book an interview slot at these centres on a first come, first served basis. Please note you will only need to book one interview slot for any of posts you wish to be considered for.

Building the IT platform

Applications for a preregistration pharmacist post in the national recruitment scheme can be made via the ORIEL platform. ORIEL is currently used for the recruitment of all junior doctors, dentists and healthcare scientists and is being modified and tailored for use in pharmacy. The most significant new function is the development of a preferencing system whereby applicants can select and rank programmes that they wish to be considered for. There will be filters to help applicants navigate the preference list and thereby manage the list of programmes they wish to be considered for. Development of the system has now commenced and we are currently seeking volunteers to test (or try and break it!) in March and April. Do get in touch if you would like to be involved.

Key Dates for your Diary

Programme information available to view:	June 1st 2017
ORIEL registration opens	June 1st 2017
Application window opens	July 31st 2017
Application closing date	August 21st 2017
Selection centres	Sept 11th - 29th 2017
Offers made	TBC in next newsletter



Bradford 5 Year MPharm Sandwich Programme

To test the feasibility of using a national preregistration recruitment scheme to support a 5 year MPharm programme, we will be including Bradford sandwich students within the national recruitment scheme. Bradford sandwich students undertake 2 x 6 month placements at the start of year 4 and end of year 5. Although functionality is being created in ORIEL to support the Bradford

students, this year sandwich students will make their applications offline and be managed by the School. Students will use the same application and be asked to preference from a bespoke list of employers that are taking sandwich placements. They will also be recruited using the same selection methods as applicants for 12 month preregistration pharmacist programmes.

Contact us:

Further information about the National Preregistration Pharmacist recruitment scheme is available at: <https://www.lasepharmacy.hee.nhs.uk/national-recruitment/>

Please email specific queries to preregpharmacyrecruitment@hee.nhs.uk