



Mary Seacole Programme

Leadership for community pharmacy

FAQs – 2018/19



Proud to be part of

Health Education England

www.leadershipacademy.nhs.uk



General

Who is the programme for?

The programme is open to community pharmacists and pharmacy technicians working in community pharmacy for at least 40% of their working week. Pre-registration trainee pharmacists cannot access the programme.

Why should community pharmacy professionals apply for the Mary Seacole programme?

The profession of pharmacy is going through change, with a vision for community pharmacy to become more integrated into the wider healthcare team with a key role in medicines optimisation. The idea of 'something has changed; and what does this mean?' runs throughout, and the programme will actively encourage pharmacy professionals to consider what that change means for them and how they can navigate through the change to emerge as key leaders in the workplace.

How many places are available for the programme?

In total, there are 600 places available. There are 40 places per cohort available with 15 cohorts scheduled to start between August 2018 and March 2019. We will be delivering cohorts in the following locations:

- Birmingham
- Brentwood
- Bristol
- Coventry
- Dorset
- Leeds
- Liverpool
- London
- Manchester
- Newcastle
- Nottingham
- Preston
- Reading
- Sheffield



How much is a place on the programme/How is the programme being funded?

With investment from the Pharmacy Integration Fund, NHS England is working with Health Education England to further clinical education and development for pharmacists and pharmacy technicians.

As part of this, the NHS Leadership Academy (as part of Health Education England) is working in collaboration with the Centre for Pharmacy Postgraduate Education (CPPE), to offer the Mary Seacole leadership development programme.

All places on the programme are fully-funded via the Pharmacy Integration Fund.

How much time will I need to commit to the programme?

The length of the programme is six months. It's been specifically designed, taking into consideration busy lives and schedules of healthcare professionals. Therefore, much of the programme learning takes place online with the support of an online tutor. This also has the added benefit of engaging in online discussions with peers. On average participants will dedicate five hours per week to self-led online study.

Participants will be required to attend three one-day face-to-face workshops during the programme. These workshops are delivered locally in the cohort region that a participant is enrolled on.

Once you have submitted an application and been accepted on to a cohort of the Mary Seacole programme, it is expected that learners will commit to the entirety of the course, including the compulsory workshop days. If a learner does not attend a workshop without extenuating circumstances, they or their employers will be liable to a cancellation charge. Refusal to pay this cancellation charge may result in the learner being denied access to CPPE learning programmes for a fixed period of time, as per the terms and conditions of the CPPE Cancellation policy, available on the CPPE website: www.cppe.ac.uk/about-cppe/cancellation-policy

Are there any differences between the programme used for this and the national programme?

There are no differences in the content, learning, assessment or learning methods.

The only difference is that cohorts will be made up specifically of those working in community pharmacy.



Is the programme accredited?

The programme is accredited by the NHS Leadership Academy. Successfully completing and passing the programme results in a NHS Leadership Academy Award in Healthcare Leadership. There is no academic accreditation.

Do pharmacy technicians need clinical leadership skills?

The role of the pharmacy technician is becoming increasingly more diverse. Pharmacy technicians impact on patient safety wherever they work. In community pharmacy you may undertake final accuracy checks on a colleagues dispensing. Maybe you are a healthy living champion or supervise trainee dispensing technicians. All of these tasks involve influencing and leading others to ensure that they work in a way that is safe and puts the patient at the heart of everything that you do.

I'm a locum pharmacist, why does clinical leadership matter to me?

As a locum pharmacist you could be walking into a new pharmacy environment every week, with a new team to support and lead, meeting new patients who need your advice and guidance. Where do your strengths lie as a locum pharmacist? Are you confident you can quickly establish how the pharmacy runs, who the key leaders are and how you can provide the best pharmaceutical care to patients in a new environment? The Mary Seacole programme will help you develop the skills and behaviours to be a leader in a new and diverse team and be the best pharmacy professional you can be.

I've only recently qualified, why does clinical leadership matter to me?

As a foundation pharmacist you will be learning new things about your role every day. You may be confident in your clinical skills and perhaps in your managerial skills, but are you a leader? The Mary Seacole programme will support you in developing the attitudes, skills and behaviours to demonstrate true clinical leadership in your pharmacy. But what does this mean? You will learn how to lead an effective team by really getting the best from the people you work with demonstrating influencing and delegation skills. You will learn how to be the best pharmacist you can be placing patients at the centre of everything you do, driving quality services and exploring new opportunities.



I've been a qualified community pharmacist for more than ten years; is this programme relevant for me?

While you will have developed clinical and managerial skills, you may not have had the opportunity to develop the attitudes, skills and behaviours to demonstrate true clinical leadership in your pharmacy. This programme enables you to lead an effective team and really get the best from the people you work with. You will learn how to be the best pharmacist you can be – placing patients at the centre of everything you do, driving quality services and exploring new opportunities.

How do I apply/register for the programme?

To apply for the programme you'll need to access the form on our leadership community website NHSx at: <https://nhsx.uk/>

Before you can access the application form, you'll need to register for an account on the NHSx website. Once registered, you can then use these details to access your application as and when you need to.

To access the application form you can navigate to it via:

<https://nhsx.uk/programmes/mary-seacole-programme-community-pharmacy/>

Access to the form for Community Pharmacy is via the specific link above. Please ensure you are accessing this form and not the form for the national programme.

As part of the application process you will need to write a short personal statement to explain why you feel the programme will support you in your role.

Where can I find out more information?

The main place to access updated information about the programme is via the CPPE website [here](#). Here you can also access an applicant guide which gives detailed information about the programme.



Programme content & assessment

How long is the programme and what material does it cover?

The programme is six months in duration and includes 12 units: eight leadership units, and four flexible management units which can be accessed by participants at any point during the programme.

What are the assessment criteria?

Participants are assessed in four areas. To successfully pass the programme, they must complete the online content, make meaningful contributions to all online discussion forums (this is deemed as two meaningful contributions per unit), complete and pass a 2,000-word written assignment, and attend all three face-to-face workshops.

What is a “meaningful contribution”?

A meaningful contribution is a comment of five or more lines which adds to, reinforces, or challenges the current discussion. Comments such as “I agree” are not considered meaningful.

How many contributions do I need to make to pass the programme?

You need to make at least two meaningful contributions per unit to pass the programme. There are 12 units of study and thus a minimum of 24 contributions.

When will I receive the results of my written assignment?

Six weeks after your submission date.

What happens if I fail the programme?

Participants are provided feedback on their final assignment and they are allowed one additional opportunity to re-submit the final assignment.



Virtual campus

How do I access the programme?

Participants receive a URL to the Virtual Campus as part of their welcome packs and access the campus using an Academy ID number and password.

Can I view all my e-journal posts in one place?

Not currently but we are looking into developing this function.

How long do I have access to the Virtual Campus after the end of the programme?

Depending on whether you pass the written assignment or are asked to resubmit it, up to eight weeks after the end date.

What is “grading status” on the comments section?

Please ignore this functionality – we do not grade your reflections or comments on the Mary Seacole programme.

Are my reflections visible to everyone?

No, your e-journal reflections are personal to you.

Who do I contact if I am experiencing technical difficulties on the Virtual Campus?

Please contact Masood Hussain at support.nla@hee.nhs.uk or by telephone on 0113 322 5627.