INTRODUCTION
Pharmacists must be competent to deliver expanded roles in different sectors of practice.
- A two-year cross-sector competency based Foundation Training Programme (FTP) was launched in Scotland, in September 2017.
- The FTP is based on a framework of six ‘core’ competencies: professional and personal development; clinical care; patient safety; dispensing processes; education, training and development; plus two elements specific to the area of practice.
- Assessment includes 6 monthly progress reports, an on-line portfolio and a final OSCE.
- It is important to evaluate any new training to ensure it is fit for purpose and inform any changes.

AIM
To explore the effectiveness of the training in meeting the development needs of pharmacists working in community, hospital and primary care.

METHODS
Design: A mixed methods study underpinned by Miller’s triangle and Love and Wenger Social Cognitive Theory.

Participants: Foundation Pharmacists in Scotland and South East London who started training in September 2017 (cohort 1; N=64) and February 2018 (cohort 2; N=38), tutors new to the FTP, supporting the Foundation Pharmacists (FPs) (N=33).

Outcomes: Foundation Pharmacist and tutor perceptions and experiences; knowledge and competency change between baseline and end of course.

Data Collection
- Focus groups at baseline (N=8), mid, and end of training exploring delivery of pharmaceutical care, multidisciplinary teamwork, professional identity, problem solving skills, support.
- On-line self-completed questionnaires at baseline and on-line portfolio and a final OSCE.
- Data from progress reports, portfolio assessments and OSCE.

Data Management and Analysis
- Qualitative data was analysed thematically and managed using NVivo v11.
- Quantitative data was stored in Excel and analysed in SPSS.

Ethics was not required as advised by IRAS. Research and Development approval was given.

This poster reports baseline data from focus groups and on-line questionnaire for cohort 1.

RESULTS
Demography of Pharmacists
- Male 20%; female 80%
- Scotland 74%; London 26%
- Hospital 47%; Community 21%
- Hospital/community 26%* Hospital/practice care 9%*

*cross-sector rotation

Social Cognitive Theory
Foundation Pharmacists have a high perceived confidence in their communication skills, meeting the needs of patients/careers and prioritising and resolving pharmaceutical care issues. This is not fully supported by their tutors.

Tutors noted variation in competence, training and support needs of pharmacists.

Foundation Pharmacists feel part of the wider healthcare team. They are less confident when dealing with supply chain issues and processes and procedures e.g. the application of procedures relating to local formularies.

Limitations include challenges organising focus groups across a large geographical area and ensuring representation from all sectors of practice.

REFERENCES

Miller’s triangle

FOCUS GROUP THEMES
Training and support needs, variation in baseline competency, patient safety, professional identity and barriers and facilitators to Foundation Pharmacists undertaking the training.

FOUNDER PROGRAMME: IS THE TRAINING PROGRAMME FIT FOR PURPOSE?
A MIXED METHODS EVALUATION OF THE CROSS-SECTION PHARMACIST VOCATIONAL TRAINING FOUNDATION PROGRAMME: IS THE TRAINING PROGRAMME FIT FOR PURPOSE?
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*Research and Development approval was given.

RESPONSE RATES
Sect of practice
N %
Foundation Pharmacists completing baseline questionnaire 48 75
Foundation Pharmacists attending focus groups 19 30
Tutors attending focus groups 16 53

FOUNDER PROGRAMME

Questionnaire item

Communicating with healthcare professionals
Meeting needs of patients
Prioritising & resolving pharmaceutical care issues
Feeling part of the health care team
Managing supply chain issues
Applying local formulary procedures
Confident N* % N* %
42 89 5 11
41 87 6 13
42 91 4 9
36 77 11 23
21 45 19 40
24 51 20 42

N* not everybody completed all questions

"...some people are just naturally confident and good communicators,... others need support, so everyone starts out at the same sort of baseline with clinical knowledge." FP FG1, Facilitator to training

"...I have quite a supportive team of pharmacists around me. ...I have that support network." FP FG1, Training & support needs

"...it’s my duty as a pharmacist to report it. (suspected patient safety issue) but if it’s needing to speak to a doctor... it makes me a bit nervous, it’s probably the lack of experience... hopefully you will build that confidence." FP FG2, Patient safety & professional identity

"...the management they need to be aware that the system is moved on now, it’s always required a lot of hours to do the job, the trainees are given desk time to do particular things." FP FG2, Facilitator to training

"...some of the tools are very useful ...mini – CEX." FP FG3, Training and support needs

"...to observe them more closely, so where you do feel they maybe could improve communication skills ...this is a way in." FP FG3, Training and support needs

"...I am quite a supportive team..." FP FG3, Training & support needs

"...some of the tools are very useful ...mini – CEX." FP FG3, Training and support needs