

## FAQs for pharmacists applying for Norfolk & Waveney posts in the STAR programme – phase 1 2022/23



### What is STAR?

STAR is a NEW national pilot featuring a portfolio role across two pharmacy sectors and the unique opportunity to work as a newly qualified pharmacist in GP.

STAR includes the education and workplace development for a newly qualified pharmacist to develop their career:

1. Working in general practice and community pharmacy
2. Curriculum [RPS Post-registration Foundation Pharmacist Curriculum](#)
3. e-Portfolio
4. Learning
5. Supervision

### What does STAR stand for?

A flying **start** to your career, with the **advantage** of **training** & **rotational** working

### What learning is included in STAR?

STAR pharmacists will be enrolled on the PCPEP learning pathway and Independent prescribing (IP).

### What is PCPEP?

The Primary Care Pharmacy Education Pathway (PCPEP) is the education programme pharmacy professionals with patient facing roles in primary care complete to develop and evidence their skills. The programme includes clinical pharmacy, leadership, clinical examination & procedural skills modules. Following successful completion of the PCPEP the candidate will be awarded The SoAP – a Centre for Pharmacy Postgraduate Education (CPPE) statement of assessment and progression. More information about the programme can be found on the [CPPE website](#).

### Will I be able to access any other learning?

Yes, optional clinical modules (at an East of England higher education institution) will be available to meet your personal development plan.

### Will I get protected study time?

Protected study time is a requirement of PCPEP, this ensures you have the necessary time to develop professional skills and competence alongside general day-to-day work. The PCPEP pathway requires 28 days study time over the whole programme, an Independent prescribing has a requirement to complete 90 hours of supervised practice.

### When can I complete independent prescribing?

Pharmacists are required to be 'independent prescribing ready', following a regulatory change allowing pharmacists to study Independent prescribing from day 1 qualification (previously 2 years post registration experience was required). It is likely that you will be advised to complete most of PCPEP before starting the IP course.

**How long will the education programmes take to complete?**

PCPEP is 18 months duration. Independent prescribing is usually 3-6 months. Optional clinical modules are offered for a duration of 6 months. For pharmacists completing the STAR programme full-time, we would expect the programme to last 2-2.5 years depending on availability of education enrolment dates and education progression.

**Which e-portfolio will I complete, RPS or PCPEP?**

You will complete the CPPE portfolio because this is included in PCPEP. It is possible to export the final portfolio for your reference or to evidence your development.

**Who will be my supervisor?**

You will have a CPPE education supervisor and a supervisor in your workplace. The workplace supervisor will observe & sign off some of your assessments and support day to day work queries. The workplace supervisor will be a prescribing or senior pharmacist, or a GP.

**What are the aims of STAR?**

The STAR pilot is aiming to 1. give newly qualified pharmacists a wide experience of pharmacy to develop core skills and confidence 2. address a significant workforce need for more pharmacists in PCNs and community pharmacy 3. develop more integrated working to benefit patient care

**What is the recruitment process?**

You will be offered a STAR interview with the community pharmacy and GP employer(s). You will be matched to employer(s) in the Norfolk & Waveney geography by the system pharmacy education team following shortlisting. We are aiming to completing a rolling shortlisting process. Interviews will be conducted remotely via Teams to allow you accessible access to the programme. You may be offered a subsequent interview with alternative employers.

Employment will commence May-August 2023 once standard checks have been made by both employers and depending on your registration circumstances.

**What is the expected salary?**

GP posts will be offered at band 6 on NHS agenda for change pay rates or equivalent pay, currently £33,706-£40,588. The GP role will progress to band 7 on completion of PCPEP and/or IP, or from 12 months subject to review by your line manager. Community pharmacy posts will offer usual or competitive pay relative to experience.

**Are you using a one size fits all approach?**

No. We will be flexible as it is appreciated that every workplace is different and every pharmacist has different priorities for their work role. When you receive an employment offer the system team will support you to access practical support and negotiate an employment model that works for you and the employers.

**Will pharmacists on this scheme be on the HEE newly qualified pharmacist (NQPh) programme?**

No, the STAR newly qualified pilot is not able to enrol pharmacists on PCPEP **and** the NQPh programme at the same time.

The STAR pilot uses the *principles* and *elements* of the NQPh programme (curriculum, e-Portfolio, learning resources & access to funded supervision) to create STAR for newly qualified pharmacists and enhances this with a portfolio employment to deliver workplace learning to fast track your career.

### **How is STAR different from the NQPh pathway?**

The STAR e-portfolio, learning resource and supervision are all included in PCPEP. NQPh uses the RPS e-portfolio, HEE funded CPPE learning, employer led training and/or online learning resources and HEE NQPh funded supervision offer.



STAR enhances the newly qualified experience with portfolio roles in two sectors of pharmacy and access to PCPEP.

### **What employment contract(s) will I be offered?**

Pharmacists will be offered two contracts with two employers for the duration of the education development (2-2.5 years), or in some cases a GP practice and a community pharmacy are owned by one company and one full time contract will be offered. In all cases employers will draft a Memorandum of understanding (MoU) to agree how annual leave, education, working days, supervision, line management etc. will be managed. We will consider part time working options. You will benefit from the best of two worlds, with your experiences in each position complementing the other.

### **How will two roles in general practice and community pharmacy work?**

This will depend on the employer and your individual circumstances. The ARRS funded GP role has a requirement of a minimum of 0.5FTE or 18.75 hours. The community pharmacy role is modelled as 0.5FTE of a 37.5 hour week. Typically community pharmacy opening hours mean that an 18 hour (0.5FTE) contract could be worked over 2 days and/or extended opening hours and the GP role can be worked over an agreed 3 days (Monday-Friday).

### **Which role will support the PCPEP and IP education time and supervision?**

The GP role will be expected to release 7.5 hours a fortnight to attend study days and complete PCPEP, followed by Independent prescribing (IP). The PCN will provide supervision for PCPEP and IP. This is because the GP role is funded by ARRS.

### **Can I work as a locum in community pharmacy?**

Yes, you can consider this as an option. The benefits might be you can negotiate higher pay. The disadvantages might be losing the integrated STAR programme role, less reliable or predictable days in community pharmacy – this might adversely affect the GP part of the role or your wellbeing. You would lose the support of the MoU to manage expectations of the two roles.

### **How will these posts be funded?**

PCNs will utilise Additional Roles Reimbursement Scheme (ARRS) funding, this enables access to PEPCP and Independent prescribing funding streams. The employing organisation will fund the community pharmacy role.

### **Can I prescribe and work in community pharmacy?**

Yes, but when you register as a prescriber you will need to review the legal and ethical aspects of prescribing and dispensing, as you cannot dispense your own prescriptions.

**Can I work in hospital as part of STAR?**

In phase 1 we are recruiting into general practice and community pharmacy. Our intention is that in phase 2 roles in hospital and community pharmacy will be added to the options, this may be available late 2023 or 2024. For hospital/community pharmacy roles the learning will be postgraduate modules instead of PCPEP and Independent Prescribing.

**How long will the STAR programme last?**

The STAR programme is designed to operate as two roles for approximately 2-2.5 years until you complete PCPEP and Independent prescribing.

**What is portfolio working?**

This is when a person works in more than one role or sector of practice. Portfolio working is becoming increasingly popular. The reasons for this are varied, but include increased job satisfaction, learning and utilising a wider set of skills, increased job security, increased flexibility and stress reduction.

**Can I chat to someone before I apply?**

Yes a discussion can be arranged via [norfolkwaveneystraininghub@nhs.net](mailto:norfolkwaveneystraininghub@nhs.net)