

## **Vision**

All foundation pharmacists will have an educational experience that is varied, supportive and challenging. Individuals will be inspired, confident and choose to progress their career with us at UHBW.

## **Education Strategy**

The UHBW Foundation Pharmacist Development pathway will provide experiences via rotations, supervision and projects to equip newly qualified pharmacists with the skills and knowledge to be able to progress to an Enhanced Practitioner/Agenda for Change band 7 level. We would anticipate this would take 2-3 years.

Foundation Pharmacists will progress through 4 month rotations, setting and monitoring objectives with their **rotational supervisor**.

Each rotation will have objectives mapped to the Royal Pharmaceutical Society foundation pharmacist curriculum, which is underpinned by the RPS Foundation Pharmacist Framework and uses the four pillars of advanced practice.

The objectives will be tailored to the individual, taking into account their current and desired levels of knowledge and skill.

## **Content**

Pan-rotational development:

1. Emergency Duty Service participation (problem solving, active listening, lone working, dynamic risk assessment under pressure)
2. Late shift team leader (communication and handover skills, clinical prioritisation, team leader, working in a small team)
3. Weekend & Bank Holiday team participation (working in a small team, flexibility and managing workload, outpatient counselling)
4. Mentoring and teaching - trainee pharmacists, pre-registration pharmacy technicians and undergraduate students (education)
5. Prescribing – all qualified pharmacists who are not registered with the GPhC as independent prescribers will be supported to undertake a NHS England approved prescribing course within their roles at UHBW where appropriate

Foundation Pharmacists will progress through 4 month rotations, setting and monitoring objectives with their **rotational supervisor** as follows:

**Beginning of rotation 1:1:**

1. Use feedback from previous rotation/appraisal to identify current learning/development need
2. Set objectives according to the general + specialist objectives below. Assign projects where appropriate. Make all objectives SMART and agree on time allocation for them to be achieved.
3. Document these on Kallidus Perform – under the objectives section

**Mid-rotation 1:1**

1. Review plan made at the beginning of the rotation
2. Review objectives and adjust time allocation or expected results to enable objectives to be met
3. Take wellbeing into account – ensure appropriate amount of annual leave is being taken (approx. 9 days per rotation)
4. Document on Kallidus Perform – under the objectives section
5. Foundation pharmacist to provide feedback on rotational experience to supervisor & escalate to pharmacy education team if needed

**End of rotation 1:1**

1. Review the rotation and objectives
2. Provide feedback (on the foundation pharmacist) in person and document on Kallidus perform or Kallidus feedback
3. Foundation pharmacist to provide feedback on rotational experience to supervisor & escalate to pharmacy education team if needed

**Ward visits:**

Foundation pharmacist will arrange for 3 ward visits (beginning, middle, end) for each full-time ward based rotation. This can be done with the rotational supervisor, caretaker manager, education supervisor or education/training pharmacist. The ward visits should be documented on appropriate paperwork (RPS foundation or relevant HEI)

There are split rotations (aseptics, medicines information), where the foundation pharmacist partakes in 2 hours of support to the ward service to maintain clinical competency. For these rotations, there should be 1 ward visit provided as a minimum.

The education team will be responsible for monitoring the support provided and will report results to the Pharmacy Leadership Board on a regular basis.

**In-house training courses available:**

UHBW leadership program – all foundation pharmacists should complete UHBW compassionate colleague modules including compassionate communicator in the first 6 months. Once this is done (and particularly for the emergency duty service), the compassionate leader should be completed. This should be booked on Kallidus and time allocated out of rotation to attend

**External training courses available:**

The UHBW pharmacy department will support the NHSE-WTE Newly Qualified Pharmacist Pathway. There are two separate routes within this:

1. Complete the in-house training and compile a e-portfolio on the RPS website.
2. Complete a clinical diploma with a chosen HEI (higher education institute). This will be funded by UHBW in accordance with the current UHBW Study Leave policy. Applications will be approved based on the current financial capacity, mentoring capacity, and capacity to release the learner for external face to face study days.

**Learners Requiring Additional Support**

The department aspires to sign up to the new NHS England Safe Learning Environment Charter when it is launched in 2024.

Learners are given appropriate support via caretaker managers and the pharmacy education team. Where a formal education programme is being undertaken, the principals of the NHS England Trainee Requiring Additional Support resources will be used.

The department is actively engaged in supporting staff wellbeing, including team wellbeing sessions and Trust support services.

## Rotational Objectives

Paediatrics rotation – Bristol Royal Hospital for Children
<p>The foundation pharmacist in this rotation will provide a clinical pharmacy service to designated general paediatric wards under the support and guidance of the senior pharmacy team as part of a team-based approach. They manage a small team as the pharmacist in the dispensary; managing the workload, staff skill mix and referring issues to the senior team when appropriate. They perform clinical checks in the dispensary including paediatric homecare, immunoglobulin and day case prescriptions ensuring that financial approvals are in place where applicable.</p> <p>Objectives:</p> <ul style="list-style-type: none"> <li>• <b>Develop understanding</b> of the differences between neonates, paediatrics, adolescents and adults regarding drug handling in the body</li> <li>• <b>Gain understanding</b> of the role of the specialist and prescribing pharmacists within the MDT including - paediatric general surgery, general medicine, endocrinology, respiratory (including Cystic Fibrosis), neurology, gastroenterology, nutrition, metabolic disease, infectious diseases, renal medicine, renal transplant, paediatric and neonatal intensive care, oncology, haematology, bone marrow transplants, clinical trials, palliative care, cardiology, cardiac surgery</li> <li>• <b>Gain understanding</b> of the roles of other healthcare professionals (prescribers and non-prescribers) including doctors, nurses, specialist nurses, dietitians, physiotherapists, clinical psychologists, social workers, play specialists, teachers and chaplains.</li> <li>• <b>Develop and apply knowledge</b> of NHS finances and approval mechanisms for high-cost drugs</li> <li>• <b>Develop and apply knowledge</b> of excipients that should be avoided in young children – If the opportunity presents, undertake an excipient check for a new product formulation that is being used within paediatrics (e.g. due to a supply shortage or contract change)</li> <li>• <b>Develop teaching and presentation skills</b> by being involved in the BCH pharmacy team education sessions.</li> <li>• <b>Develop management, leadership and communication skills</b> through management of pharmacy staff in the dispensary</li> <li>• <b>Complete</b> the NPPG Foundation Paediatric Pharmacy Workbook over the course of the rotation</li> </ul>

Women's Health rotation – St Michaels Hospital for Women

The foundation pharmacist in this rotation will provide a clinical pharmacy service to designated obstetric and gynaecology wards under the support and guidance of the senior pharmacy team as part of a team-based approach. They manage a small team as the pharmacist in the dispensary. Managing the workload, staff skill mix and referring issues to the senior team when appropriate.

Objectives:

- **Develop understanding** of drug handling in pregnancy and breast feeding.
- **Gain understanding** of obstetrics including: antenatal and postnatal care, complications during pregnancy, antibiotics stewardship, breastfeeding queries, thromboprophylaxis.
- **Gain understanding** of gynaecology including: different gynaecologic conditions and treatments, hyperemesis, management of ectopic pregnancy, miscarriage and termination of pregnancy, gynaecological oncology, post-surgical enhanced recovery.
- **Gain experience of answering enquiries** regarding medications in pregnancy and breastfeeding
- **Gain an understanding** of the roles of other healthcare professionals (prescribers and non-prescribers) including doctors, specialist nurses, midwives, infant feeding specialists, theatre staff, dietitians, physiotherapists and clinical psychologists.

Aseptics Rotation (Pharmacy Production Unit) - Bristol Royal Infirmary

The foundation pharmacist in this rotation works in the pharmacy production unit (PPU). The unit holds a Manufacturer's 'Special' (MS) and Investigational Medicinal Product MIA(IMP) Licenses as well as dispensing medicines under Section 10 Exception of the Medicines Act 1968 and exemption 37 of the Medicines for Human Use (Clinical Trial) regulations 2004. They will work towards various competencies under the supervision of the senior pharmacy team. They will provide 2 hour per day clinical support to a ward-based pharmacy service to maintain clinical competency & skills.

Objectives:

- **Complete competency** for the final checking of isolator and Laminator Flow Cabinet products including monoclonal anti-bodies, CIVAs and clinical trials. Understand the role of the pharmacist in final product approval.
- **Complete competency** for Competency passport for Gene therapy including receipt of shipment and final checking.
- **Complete competency** for the final checking of MS licenced products.
- **Complete competency** for the process of accuracy checking outsourced PN
- **Demonstrate an understanding** of the differences between a licensed and unlicensed manufacturing unit
- **Gain an understanding** of good manufacturing practice (GMP), Quality Assurance (QA) and Quality Control (QC)
- **Gain an understanding** of the layout of an aseptic services unit, the types of workflow and key staff roles within the department.
- **Gain an understanding** of the different waste disposal streams
- **Gain an understanding** of what clinical trials are dispensed within pharmacy production and associated documentation.
- **Gain an understanding** of pharmacy involvement in clinical trial provision in the Trust.
- **Demonstrate knowledge** of the gowning procedures and transfer disinfection processes within pharmacy production
- **Demonstrate knowledge** of the facilities monitoring requirements and BMS.
- **Demonstrate knowledge** the principles of the isolator and laminar flow equipment, and relevance of clean rooms.
- **Gain an understanding** of the process of checking worksheets including calculation and label checks.
- **Provide advice** on medication stability
- **Demonstrate an understanding** of how to use and process orders on webtracker within pharmacy production
- **Gain an understanding** of the departments Pharmaceutical Quality System (PQS), including experience of recording deviations on the PQS.
- **Gain an understanding** of non-sterile production, including completing the dispensing of an extemporaneous product in accordance with a formula.
- **Gain an understanding** of the role of Quality Assurance within production and opportunity to spend time shadowing QA staff.

Aseptics Rotation (Parenteral Services Unit) - Bristol Haematology and Oncology Centre
<p>The foundation pharmacist in this rotation works PSU, which provides chemotherapy to adults and children within the Trust, as well as parenteral nutrition products to children and neonates. They will work towards various competencies under the supervision of the senior pharmacy team. They will provide 2 hour per day clinical support to a ward-based pharmacy service in order to maintain clinical competency &amp; skills.</p> <p>Objectives:</p> <ul style="list-style-type: none"><li>• <b>Gain an understanding</b> of Parenteral Nutrition service provision.</li><li>• <b>Complete competency</b> for the product approval of paediatric (+/- neonatal) parenteral nutrition.</li><li>• <b>Gain an understanding</b> of Chemotherapy service provision.</li><li>• <b>Complete competency</b> for the product approval of parenteral chemotherapy.</li><li>• <b>Gain an understanding</b> of the product approval of intrathecal chemotherapy.</li><li>• <b>Gain an understanding</b> of Good Manufacturing Practice, Quality Assurance and Quality Management Systems.</li><li>• <b>Gain an understanding</b> of pharmacy involvement in clinical trial provision in the Trust</li><li>• <b>Gain an understanding</b> of chemotherapy electronic prescribing systems</li></ul>

Medicines Information Rotation
<p>The foundation pharmacist in this rotation supports the medicines information pharmacist in the provision of the medicines information service to UHBW staff. They also provide 2 hour per day clinical support to a ward based pharmacy service in order to maintain clinical competency &amp; skills</p> <p>Objectives:</p> <ul style="list-style-type: none"><li>• <b>Complete the medicines information training package</b> under the supervision of the medicines information pharmacist</li><li>• <b>Develop</b> search skills, including literature searching skills</li><li>• <b>Review</b> a clinical guideline or patient group direction</li></ul>



Weston General Hospital Rotation (applicable to those applying for joint Bristol and Weston posts only)

The foundation pharmacists in this rotation provide clinical ward based pharmacy service to inpatients in a designated area; medicine, surgery, frailty, admissions, antimicrobials. They Provide discharge screening service to patients discharged from WGH, including consideration of patient's ability to manage their own medicines and offer solutions if required.

Objectives:

- **Develop** workload prioritisation and time management skills
- **Develop** professional judgement and pharmaceutical decision-making skills
- **Develop confidence** in own independent working
- **Develop team working skills** including communication, planning and support within the pharmacy team and with the MDT ward teams.
- **Develop leadership skills** by supporting senior pharmacists in managing the pharmacist team workload.
- **Escalate** sickness / annual leave / performance issues to pharmacy leadership team as appropriate
- **Improve knowledge** of a wide range of pharmaceutical treatments (choice of treatment, monitoring etc) for variety of clinical conditions seen in patients admitted to Weston General Hospital but at a higher level depending on the area of the rotation.
- **Attend** antimicrobial ward rounds with the support of the antimicrobial pharmacist if undertaking the antimicrobial rotation
- **Gain an understanding** of differences in drug handling in elderly patients
- **Gain an understanding** of frailty, different ways of assessing it and its application to guiding prescribing decisions.
- **Develop and apply knowledge** - assess a patient's ability to manage their own medicines and offer solutions if required e.g. MAPPs leaflets, stop unnecessary medications, compliance aid devices, self-administration.
- **Develop skills** in advising on the administration of drug therapy to patients with swallowing difficulties/enteral feeds and how this applies in covert administration.
- **Demonstrate** the ability to explain polypharmacy (appropriate/inappropriate) and try out different tools for medicines optimisation, finding the one which works best for you. (STOPP/START, Beers Criteria, IMPACT tool, NO TEARS and the 7 Steps Approach)
- **Attend** a board round to understand the roles of the MDT in ensuring safe discharge of elderly patients.
- **Develop presentation skills** - At the end of the rotation present a case presentation to the rest of the team demonstrating interventions that you have made in an elderly patients care.
- **Develop teaching skills** by carrying out on ward teaching with the pre-reg pharmacists.

Clinical Haematology/Oncology rotation – Bristol Haematology & Oncology Centre

The foundation pharmacist in this rotation provides a clinical ward based pharmacy service on designated wards under the support of the BHOC senior pharmacy team regarding non-chemotherapeutic & supportive medications.

Objectives:

- **Gain an understanding** of common reasons for admission
- **Gain an understanding** of differences in the mode of action and clinical management of immunotherapy vs chemotherapy toxicity.
- **Gain an understanding** of clinical policies used for inpatient care (neutropenic sepsis, nausea and vomiting, tumour lysis syndrome, VTE prophylaxis, Adult CAR-T/BMT/Haem supportive care guidelines, immunosuppression, CTCAE criteria, UKONs guidelines, management of malignant spinal cord compression and malignant hypercalcaemia guideline)
- **Gain an understanding** of general principles of Systemic Anti-Cancer Therapy (SACT) screening with policies used frequently in BHOC (BOPA guidelines, Generic SACT screening guideline, SWAG protocols)
- **Gain an understanding** of the evolving role of ATMPs in cancer services.
- **Gain an understanding** of the non-malignant haematology service that we provide e.g sickle cell patients, haemoglobinopathies.
- **Gain an understanding** of different clinical areas/services such as same day emergency care, outpatients, pre-assessment clinics, ward rounds, radiotherapy, radioactive treatments.
- **Develop leadership and mentoring skills** by working with medical/nursing and pharmacy technical staff providing pharmacy advice/experience/teaching opportunities
- **Complete** chemotherapy workbook

Adult Surgical Rotation – Bristol Royal Infirmary

The foundation pharmacist in this rotation provides a clinical pharmacy service to inpatients on our surgical wards following a workload dashboard. This will include responsibility for a named ward daily, followed by a team-based approach service.

**Objectives:**

- **Gain an understanding** of all ward areas: Surgical Admissions, Gastrointestinal/Hepatobiliary, Trauma & Orthopaedics, Thoracics, Ear Nose & Throat, Maxillofacial, and General Surgery.
- **Gain an understanding** of the management of specialist groups who may require care under adult surgery such as adolescents, or those who are pregnant or breastfeeding.
- **Gain an understanding** of surgical-specific management strategies such as perioperative medicines management, pain management, nausea and vomiting and long-term medicines management after surgical procedures
- **Become competent** reviewing prescriptions for high-risk medications such as opioid PCAs, local anaesthetics, or antibiotics such as gentamicin.
- **Become competent** reviewing patients with nasogastric (NG)/nasojejunal (NJ) administration of medications.
- **Develop prioritisation skills** regarding daily workload including utilisation of the Pharmacist Enabling and Medication Switch Policies to optimise efficiencies within the MDT.
- **Develop and apply knowledge** by counselling patients on discharge medications such as extended VTE prophylaxis, pancreatic enzyme replacement therapies, and bone protection therapies.
- **Collaborate across the health system** by responding to Team Referrals from external service providers regarding discharge medications where relevant.
- **Gain an understanding** through shadowing or other activity, the role of other healthcare professionals such as the acute pain service, diabetes specialist nurses, stoma care nurses and the acute pain service.
- **Develop leadership skills** by acting up as Team Lead for a week at end of rotation.
- **Attend** regular teaching sessions on common surgical conditions, procedures, and management of these.
- **Receive training** on day-case procedures and regularly process discharge prescriptions for this cohort.
- **Receive training** on the intensive care unit (ICU) electronic prescribing system for reviewing ICU step-down patients, being able to complete accurate and safe transcription checks.

Adult Surgical/Ophthalmology Rotation – Bristol Royal Infirmary/Bristol Eye Hospital (BEH)
<p>The foundation pharmacist in this rotation provides a clinical pharmacy service to inpatients on our surgical wards following a workload dashboard. This will include responsibility for a named ward daily, followed by a team-based approach service. They act as team lead for the Bristol Eye hospital dispensary when required, managing a small number of pharmacy staff and escalating issues relating to performance and sickness with the specialist/lead pharmacists as appropriate. Provide a clinical ward service to the ophthalmology ward (H304). Approximately 50% of the time is spent at each site.</p> <p>Objectives are as for the surgical rotation, plus additional objectives for the Eye Hospital element of the rotation:</p> <ul style="list-style-type: none"> <li>• <b>Become competent</b> reviewing a range of ophthalmology prescriptions for both inpatients and outpatients</li> <li>• <b>Develop leadership &amp; management skills</b> - act as team lead for BEH dispensary on a day-to-day basis whilst specialist pharmacist off-site, including managing sickness and escalating issues relating to performance and sickness with the specialist/lead pharmacists or dispensary manager as appropriate.</li> <li>• <b>Develop leadership &amp; management skills</b> via completion of the South West NHS Leadership Academy, focusing on introduction to leadership, managing people, and kindness in leadership; or completion of the Edward Jenner Leadership Programme.</li> <li>• <b>Develop presenting skills</b> through Pharmacy Induction presentations for clinicians at BEH.</li> <li>• <b>Gain an understanding</b> of ophthalmological conditions and medications commonly prescribed for ophthalmic procedures/conditions, including high risk medications such as biologics and immunosuppressants.</li> <li>• <b>Gain exposure</b> to specialist ophthalmological conditions such as inflammatory eye disease, thyroid eye disease, glaucoma, and optic neuropathy.</li> <li>• <b>Gain exposure</b> to specialist ophthalmological procedures such as cataract surgery, keratoplasty, and cross-linking procedures.</li> <li>• <b>Gain an understanding</b> of Patient Group Directions (PGDs), their use at UHBW and be involved in the training of ophthalmology staff in the management of PGDs</li> <li>• <b>Develop understanding of NHS finances and homecare</b> - receive training on and regularly process Homecare prescriptions for a range of clinical specialties: Gastroenterology, Endocrinology, Rheumatology, Dermatology, Outpatient Antimicrobial Therapy (OPAT), Haematology, Cystic Fibrosis, and Ophthalmology, including ensuring financial approvals are in place as appropriate.</li> <li>• <b>Develop knowledge of clinical trials</b> by completing NIHR training on Good Clinical Practice (GCP) and <b>become competent</b> with dispensing and checking BEH clinical trials prescriptions.</li> <li>• <b>Complete</b> training on NIHR Investigational Medicinal Product (IMP) Management.</li> <li>• <b>Develop understanding of clinical trials</b> via opportunity to shadow specialists in Clinical Trials department for breadth of knowledge.</li> </ul>

Anti-coagulation clinic – Bristol Royal Infirmary
<p>The foundation pharmacist in this rotation participates and works as part of the multidisciplinary team in the pharmacy led anticoagulant service for outpatient covering the South Bristol area. They provide 2 hour per day clinical support to a ward based pharmacy service in order to maintain clinical competency &amp; skills in line with the cardiac services rotation</p> <p>Objectives:</p> <ul style="list-style-type: none"><li>• <b>Develop clinical skills</b> - manage outpatients on oral anticoagulants according to British Committee for Standards in Haematology (BCSH) and National Patient Safety Agency (NPSA) standards</li><li>• <b>Gain confidence in independently making decisions</b> regarding patient management undertaking a structured programme to build competence and confidence when dosing patients</li><li>• <b>Refer</b> unstable, uncontrolled or complicated patients to appropriate members of the team</li><li>• <b>Develop counselling skills</b> for outpatients who are taking oral anticoagulants</li><li>• <b>Gain an understanding</b> of the wider MDT involved in anticoagulant dosing; thrombosis nurses, the pathology lab, and the GP colleagues regarding patient management including in high-risk situations</li><li>• <b>Complete</b> the online CPPE Anticoagulant package</li><li>• <b>Develop and apply knowledge</b> through operation of the RAID anticoagulant software</li><li>• <b>Lead</b> the anticoagulation dosing service for a week once appropriate experience in place</li></ul>

Adult Cardiac Services Rotation – Bristol Heart Institute

The foundation pharmacist in this rotation provides a clinical pharmacy service to inpatients on our cardiology and cardiac surgery wards following a workload dashboard. This will include responsibility for a named dedicated cardiac ward daily, followed by a team-based approach service.

Objectives:

- **Gain an understanding** of common cardiac diseases and confidence in their pharmaceutical management.
- **Gain an understanding** of less common cardiac diseases and their pharmaceutical management with support from senior cardiac pharmacists.
- **Exposure to** our Coronary Care unit and Cardiac Intensive Care Unit, and gain an understanding of how these patients are managed.
- **Receive training** on the intensive care unit (ICU) electronic prescribing system for reviewing ICU step-down patients, being able to complete accurate and safe transcription checks.
- **Exposure to** our Adult Congenital Heart Disease service
- **Provision of** counselling to patients of specific high risk cardiac medications such as oral anticoagulants and amiodarone.
- **Attendance at** regular teaching sessions provided by senior cardiac pharmacists, to gain an understanding of key pharmaceutical topics, interventions and scenarios seen within cardiac surgery admissions and cardiology admissions
- **Develop** close working relationships with our Cardiac Surgery Practitioners and other Allied Advance Practitioners
- **Opportunities to** enhance leadership skills through coordinating the cardiac pharmacy team and leading the team huddle.
- **Support from** experienced senior cardiac pharmacists, accessible remotely and face to face daily, providing a robust mentoring schedule

Adult General Medicine Rotation – Bristol Royal Infirmary

The foundation pharmacist in this rotation provides a clinical pharmacy service to inpatients on our general medical wards following a workload dashboard. This will include responsibility for a named dedicated ward daily, followed by a team-based approach service.

- **Gain an understanding** of differences in drug handling in patients with liver cirrhosis, and amend/monitor therapy appropriately. Use Child-Pugh scoring to help inform drug dosing in patients with liver cirrhosis.
- **Gain an understanding** of inflammatory bowel disease, and the different biologic and immunomodulatory therapies used to manage this according to local protocols e.g. infliximab and awareness of any systems in place to ensure these are being funded appropriately e.g. Blueteq.
- **Gain an understanding of short bowel syndrome** and familiarise yourself with some of the commonly used medications to manage this (e.g. loperamide and dosing, St Marks/UHB solution). Provide advice on appropriate formulation and site of absorption to optimise medications in short bowel patients.
- **Develop knowledge** of total parenteral nutrition, its' use at UHBW and other conditions associated with this e.g. line infections, refeeding syndrome; for example through attending a nutrition MDT or shadowing the nutrition lead pharmacist.
- **Receive training** on the intensive care unit (ICU) electronic prescribing system for reviewing ICU step-down patients, being able to complete accurate and safe transcription checks.
- **Develop presentation skills** - At the end of the rotation present a case presentation to the rest of the team demonstrating interventions that you have made in a medical patient
- **Opportunities to enhance leadership skills** through coordinating the general medicine team and leading the team huddle.
- **Develop teaching skills** by carrying out on ward teaching with the trainee pharmacists.
- **Prepare and deliver** an update/journal review/interesting case to the rest of the team medicines pharmacists in Pharmasaurus Rx, the Team Medicine fortnightly journal club

Adult Care of the Elderly Medicine Rotation – Bristol Royal Infirmary

The foundation pharmacist in this rotation provides a clinical pharmacy service to inpatients on our care of the elderly wards following a workload dashboard. This will include responsibility for a named dedicated ward daily, followed by a team-based approach service.

Objectives:

- **Gain an understanding** of differences in drug handling in elderly patients
- **Gain an understanding** of frailty, different ways of assessing it and its application to guiding prescribing decisions.
- **Develop and apply knowledge** - assess a patient's ability to manage their own medicines and offer solutions if required e.g. MAPPs leaflets, stop unnecessary medications, compliance aid devices, self-administration.
- **Develop skills** in advising on the administration of drug therapy to patients with swallowing difficulties/enteral feeds and how this applies in covert administration.
- **Demonstrate** the ability to explain polypharmacy (appropriate/inappropriate) and try out different tools for medicines optimisation, finding the one which works best for you. (STOPP/START, Beers Criteria, IMPACT tool, NO TEARS and the 7 Steps Approach)
- **Attend** a board round to understand the roles of the MDT in ensuring safe discharge of elderly patients.
- **Opportunities to enhance leadership skills** through coordinating the care of the elderly team and leading the team huddle.
- **Develop teaching skills** by carrying out on ward teaching with the trainee pharmacists.
- **Prepare and deliver** an update/journal review/interesting case to the rest of the team medicines pharmacists in Pharmasaurus Rx, the Team Medicine fortnightly journal club



Adult Respiratory Medicine Rotation – Bristol Royal Infirmary

The foundation pharmacist in this rotation provides a clinical pharmacy service to inpatients on our respiratory wards following a workload dashboard. This will include responsibility for a named dedicated ward daily, followed by a team-based approach service.

- **Gain an understanding of** management of common respiratory conditions such as COPD and asthma, and their management in an acute setting
- **Gain an understanding of** more complex respiratory conditions such as cystic fibrosis, tuberculosis including how to review and monitor prescriptions for inhaled antibiotics
- **Become familiar with** management of cystic fibrosis patients, including stepwise approach to mucolytic management and opportunity to engage with our specialist cystic fibrosis pharmacist to enhance knowledge
- **Gain an understanding of** management of pulmonary embolism based on severity of condition, explore rationale for different anticoagulation treatment choice
- **Gain confidence** in screening a cyclophosphamide prescription for interstitial lung disease
- **Receive training** on the intensive care unit (ICU) electronic prescribing system for reviewing ICU step-down patients, being able to complete accurate and safe transcription checks.
- **Opportunities to enhance leadership skills** through coordinating the respiratory team and leading the team huddle.
- **Develop teaching skills** by carrying out on ward teaching with the trainee pharmacists.
- **Prepare and deliver** an update/journal review/interesting case to the rest of the team medicines pharmacists in Pharmasaurus Rx, the Team Medicine fortnightly journal club

Adult Acute Medicine Rotation – Bristol Royal Infirmary

The foundation pharmacist in this rotation provides a clinical pharmacy service to inpatients on our acute medical wards following a workload dashboard. This will include responsibility for a named dedicated ward daily, followed by a team-based approach service.

- **Gain an understanding** of a range of medical specialties at the acute presentation, encompassing respiratory, endocrine, gastroenterology, hepatology, neurology and cardiology
- **Develop skills** in managing patients across a range of specialties, learning how to prioritise patients based on the acute picture including but not limited to acute presentations such as management of diabetic ketoacidosis, paracetamol overdose, management of acute ischaemia with Isoket
- **Gain an understanding** of a variety of patient presentations as detailed in the general medicine and respiratory rotation
- **Gain confidence** in complex medicines reconciliation for patients such as those on immunosuppression and other critical medicines, clozapine, opioid substitution therapy, prison pharmacy etc
- **Develop presentation skills** - At the end of the rotation present a case presentation to the rest of the team demonstrating interventions that you have made in a medical patient
- **Opportunities to enhance leadership skills** through coordinating the acute medicine team and leading the team huddle.
- **Develop teaching skills** by carrying out on ward teaching with the trainee pharmacists.
- **Prepare and deliver** an update/journal review/interesting case to the rest of the team medicines pharmacists in Pharmasaurus Rx, the Team Medicine fortnightly journal club

Further reading/links:

<https://www.hee.nhs.uk/our-work/safe-learning-environment-charter#:~:text=It%20aims%20to%20provide%20learners,and%20Education%20Quality%20Framework%20standards.>

<https://www.hee.nhs.uk/our-work/advanced-clinical-practice/what-advanced-clinical-practice>

<https://www.rpharms.com/development/credentialing/post-registration-foundation/post-registration-foundation-curriculum>

<https://www.rpharms.com/Portals/0/Credentialing/RPS%20Post-registration%20Foundation%20CurriculumFINAL.pdf?ver=iVo0ZMlaCTL8m50V9sY8rQ%3d%3dInlgqNko0U0FGyA%3d%3d>

<https://www.hee.nhs.uk/our-work/pharmacy/independent-prescribing>

<https://www.hee.nhs.uk/our-work/pharmacy/transforming-pharmacy-education-training/initial-education-training-pharmacists-reform-programme/newly-qualified-pharmacist-pathway>