



ROYAL
PHARMACEUTICAL
SOCIETY

Consultation on the statement on the role of the pharmacist

January 2018



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I About RPS

The Royal Pharmaceutical Society (RPS) leads the profession of pharmacy to improve the public's health and wellbeing.

The RPS is the professional membership body for pharmacists and pharmacy in Great Britain and an internationally renowned publisher of medicines information.

We advance the profession of pharmacy for public and patient benefit, to improve the health of the public and to secure the future of our members.

2 Overview

This consultation is about the statement on the role of the pharmacist (see page 4) that was originally developed as a thought leadership paper by our Education Expert Advisory Group (which was composed of pharmacists from all sectors).

Health demands and expectations are increasing. Describing how the pharmacist's unique role contributes to healthcare and society now and how it will develop and be applied further in the next five years is essential. Defining the breadth of knowledge, experience and contribution the pharmacist has, rather than specific roles pharmacists may play in a rapidly developing healthcare and science environment, recognises their varied scope in serving the interests of the patients and public. In being clear about the role of the pharmacist, we hope to support the selection, education, training and professional development of pharmacists as well as plan the future pharmacy workforce.

The statement on the role of the pharmacist covers all sectors. It does not cover the scope of practice or other members of the pharmacy workforce.

We are consulting on the statement on the role of the pharmacist until **06 March 2018**.

The consultation document includes the statement on the role of the pharmacist, how we will use your responses, the consultation response form and consultation survey.

3 The consultation process

The consultation will run for 8 weeks from 08 January 2018. During this time we welcome feedback from RPS members, non-members, organisations and members of the public. We will circulate the consultation document via email and social media. It will also be posted on the RPS website.

We hope you will read the statement on the role of the pharmacist and consider responding to our short survey.

Once the consultation period ends, we will collate and analyse responses. A report will be produced and sent to the RPS's national boards for consideration as policy. We will publish the report on the consultation. It will be available on the RPS website: www.rpharms.com

How to respond

You can respond to this consultation in a number of different ways. You can complete the survey at the end of the document or go to <https://www.surveymonkey.co.uk/r/QZ66SD3> where you can complete the online survey.

If you complete the survey in this document, please send it to workforce@rpharms.com

Or post it to us at:

Workforce Development
Professional Development & Support
Royal Pharmaceutical Society
66-68 East Smithfield
London
EIW IAW

4 Introduction

In an environment of increasing public expectations, workforce pressures, significant scientific and technological advances, it is important for the pharmacy profession to define its aspirations as to the role of the pharmacist, now and in future. By defining the contribution of pharmacists not only to the healthcare team but more widely we can also reaffirm our commitment to patients and public.

The pharmacy profession is varied and pharmacists undertake diverse roles, some patient facing some non-patient facing which may also encompass research, teaching, leadership, business development and management. Therefore it is important from the outset to be clear about what **core attributes and abilities** that are unique to our profession.

We hope that the statement on the role of the pharmacist will eventually evolve into a consensus statement that is supported by members of the profession, stakeholder organisations (including employers), patients and public. The statement is not intended as a full description on the scope of practice but a description of core attributes and abilities across **all sectors**. If a particular sector wants to adapt and expand on the statement in future then it can serve as a basis for that.

Without clarity on the pharmacist's role, we cannot know how best we should select, educate and train pharmacists or plan for the future pharmacy workforce.

5 Statement on the role of the pharmacist

The pharmacist

The pharmacist, as with other healthcare professionals such as medical doctors, may practice or operate in various roles. This may be directly in patient facing roles or other important medicine development, healthcare or scientific positions. The role of the pharmacist, no matter where they work or their specialist area, is person-centred – their role will impact on the public and patients.

This statement describes how the pharmacist's role is contributing to healthcare and society now and how it will develop and be applied further in the next five years. Defining the breadth of knowledge, experience and contribution the pharmacist has, rather than specific roles they may play in a rapidly developing healthcare and science environment, recognises their varied scope in serving the interests of the patients and public.

The role

The pharmacist is capable of leading and taking ultimate accountability in the development, selection and optimisation of medicines. The pharmacist's specialised knowledge, background in complex pharmaceutical science, medicine development and professional judgement makes them uniquely placed in the healthcare team to manage and often lead in the increasing complexity and personalised nature of medicine and medical conditions.

The initial education and training of pharmacists will provide a strong foundation in pharmaceutical science, practice and research as well as providing a platform to develop advanced and specialist practice. Pharmacists use reflective practice and actively seek professional development opportunities – they will also be up-to-date with the latest evidence in pharmacy, medical and scientific research into medicines.

Pharmacists, with the support of the Royal Pharmaceutical Society, always strive for excellence in every part of their working life. While pharmacists have a key role in enhancing and developing clinical services through their positions of responsibility, some will progress from clinical leadership and management to leadership roles in organisations at various levels, and this may be nationally or internationally. A registered pharmacist carries

with them their knowledge of the patient, the community they work in, and pharmaceutical care need.

As a healthcare professional, in whatever arena they may work and contribute to, the pharmacist possesses a set of characteristics and skills worthy of the trust and recognition of the public, as a strong partnership with them is needed for optimal medicines use. These include good communication skills, resilience, the ability to work as part of a team, non-judgemental behaviour, empathy, integrity and the unique scientific and clinical skills.

The core attributes and abilities:

(1) Person-centred

People's needs will be anticipated and recognised by the pharmacist who will directly care for them by understanding their preferences, attitudes, health and cultural beliefs. The pharmacist will also take opportunities to consult with the public directly and proactively.

(2) Accessible to all patients as a source of advice and direction on health improvement and wellbeing

The pharmacist is the frontline clinical provider of all aspects of pharmaceutical care easily accessible to everyone. This allows the pharmacist to lead a growing number of person-centred and medicines-focused services through a connected network of pharmaceutical services across all settings.

Registered pharmacists will lead the pharmacy team, maximise skill mix in the team and collaborate closely with or lead other members of the multi-disciplinary team as the expert on medicines.

(3) Delivering the optimal use of medicines and pharmaceutical care.

Pharmacists are the educator of health professionals, the public and patients on the safe and effective use or development of medicines

Diagnostic tests, new medicines (and formulations), technology and digital medicine will be developed and delivered by pharmacists in both science/research and in the patient-facing setting

Pharmacists are the healthcare professional entrusted by patients to take care of their pharmaceutical needs and the recognised professional of the healthcare team responsible for choosing pharmacotherapy.

Pharmacists will be actively involved in the selection (and in some cases de-selection), prescribing and monitoring of medicines for patients in all care settings thereby helping patients make the most of their medicines. Patients will be directed to appropriate health services by pharmacists in their local community. They will also formally make referrals to and receive referrals from medical or other healthcare professionals to ensure patients receive the right and best care for them.

Pharmacists are the guardians of patient safety and welfare by maximising the benefits and minimising the risk caused by the adverse effects of medicines.

Pharmacists will also deliver public health and health promotion services and campaigns including immunisation programmes, access to screening/health checks and diagnostic tests to inform care plans for patients. They will support and inform people with self-care and provide health advocacy and health education of individuals.

As the recognised leader for the optimal use of medicines across the healthcare system and the professional overseeing the outcomes of patient's treatment, the pharmacist will provide a personalised medicines service and precision medicine therapy (pharmacogenomics) – particularly for those with long term and complex conditions. Pharmacists will drive quality improvement strategies to improve the use of medicines. Pharmacists will also have full read and write access to the patient's record of care.

(4) Educating and undertaking evidence-based practice, innovation and research/The leader in pharmaceutical innovation, research and development of medicines, and of the delivery of pharmaceutical services

Pharmacists will educate future and fellow members of the profession as well as other professions, acting as role models and mentors – this will be a core part of a thriving professional culture of learning. The design, conduct and analysis of research into medicines and pharmaceutical care will involve pharmacists at all levels. In addition, pharmacists will contribute to the evidence base in both science and practice, using their underpinning scientific knowledge in the best interests of public and patients, practising in accordance with the latest professional standards and guidance.

Pharmacists are recognised as the expert professional for medicines governance, information and management.

(5) Promoting safety/The patient's safeguard in the research, design, manufacture and supply of quality assured medicines

Pharmacists will be the arbiters of safe practice relating to medicines in all areas: development, manufacture, procurement, prescribing, dispensing, administration and pharmacovigilance. Pharmacists will lead a culture of candour and openness.

6 How we will use your responses

After the consultation, we will publish a report summarising your responses to our survey.

If you respond as a private individual, we will not list your name in the published report nor will we publish your response. Responses will be anonymised.

If you respond as an organisation, we will list your organisation's name in the report as a respondee but we will not publish your response. Responses will be anonymised.

7 Consultation response form

Section A. Responding as an individual

Name:	
Email address:	

Country of residence:

England	<input type="checkbox"/>
Scotland	<input type="checkbox"/>
Wales	<input type="checkbox"/>
Northern Ireland	<input type="checkbox"/>
Other	<input type="checkbox"/>

Respondent:

A member of the public	<input type="checkbox"/>
An MPharm student or pre-registration trainee pharmacist	<input type="checkbox"/>
A pharmacist	<input type="checkbox"/>
A pharmacy technician	<input type="checkbox"/>
Other (please describe)	<input type="checkbox"/>

If you are a pharmacist or pharmacy technician, please choose the option below which describes the sector you mainly work in:

Community pharmacy	<input type="checkbox"/>
Hospital pharmacy	<input type="checkbox"/>
Primary care organisation	<input type="checkbox"/>
Academia or pharmacy education & training	<input type="checkbox"/>
Pharmaceutical industry	<input type="checkbox"/>
Other (please describe)	<input type="checkbox"/>

Section B. Responding as an organisation

Name:	Prof Mark Strachan
Job title:	Secretary
Organisation:	Royal College of Physicians of Edinburgh
Email:	l.paterson@rcpe.ac.uk
Contact name:	Lindsay Paterson

8 Consultation survey

The statement sets out the core attributes and abilities of the role of the pharmacist.

1. Is the statement of the core attributes and abilities clear to understand?

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

If not, what didn't you find clear?

Fellows suggested that the statement was too broad to be particularly helpful. It may assist to add some examples to help to define further and provide clarity. While understanding that the aim is to allow breadth, so that the role can be interpreted in different ways – Fellows found that by doing so it lacked in clarity and definition.

2. Does the statement cover the all the attributes and abilities of the core role of the pharmacist across all sectors?

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

If not, what is missing?

College Fellows felt that while this may be encompassed in the very broad headings, it was difficult to see reference to key attributes such as enabling and enhancing formulary compliance, ensuring value for money, medicines reconciliation, and medication review/polypharmacy review/safety.

3. Does the statement effectively explain the role to other professionals?

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

If not what would improve the statement?

Please see above.

4. Does the statement effectively explain the role to the public?

Yes	<input type="checkbox"/>
No	<input checked="" type="checkbox"/>

If not what would improve the statement?

It was suggested that the language used in the statement was likely to be unclear for a lay person.

5. Do you broadly agree with the statement on the role of the pharmacist?

Yes	<input checked="" type="checkbox"/>
No	<input type="checkbox"/>

If not, please explain your reasons.

The Colleges does agree, however Fellows have suggested that the statement under recognises the pivotal role that pharmacists can play in the NHS. As examples:

(1) Person-centred

There is an opportunity here to link in to Realistic Medicine – and perhaps to recognise the demographic change and impact of frailty.

(2) Accessible to all patients as a source of advice and direction on health improvement and wellbeing

It may be useful to include some examples – does this mean leading teams in primary care? Being available in GP surgeries or community hubs for advice and changes in prescribing? There is a real opportunity here to develop a vision.

(3) Delivering the optimal use of medicines and pharmaceutical care. Pharmacists are the educator of health professionals, the public and patients on the safe and effective use or development of medicines

This section is the strongest of all – however some examples would add clarity and impact.

(4) Educating and undertaking evidence-based practice, innovation and research/The leader in pharmaceutical innovation, research and development of medicines, and of the delivery of pharmaceutical services

In this section, specific mention of formulary choice/development/compliance might be appropriate, as well as best use of resources?

(5) Promoting safety/The patient's safeguard in the research, design, manufacture and supply of quality assured medicines

Does this include monitoring and audit?

6. Other comments.

The College has no additional comments.



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