

# Pharmacy Procurement Induction Programme

Jackie Eastwood & Dan Johnson

The first stop for professional medicines advice

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# Purpose of Today

Today's session will provide you with an understanding of our new induction programme and how it can support procurement practices within your organisation.

- 1. Introduce the induction programme**  
Overview of the comprehensive training resource designed for pharmacy procurement teams
- 2. Explain development rationale**  
Understanding why this programme is essential for the NHS pharmacy sector
- 3. Describe how the programme was created and tested**  
How staff feedback and collaboration shaped the final programme
- 4. Demonstrate Practical Use**  
Real-world application and implementation strategies for your teams
- 5. Benefits and Q&A Opportunity**  
Address your questions and discuss specific implementation challenges

# Why This Matters

Pharmacy procurement isn't just about buying medicines; it's about safeguarding patient care whilst managing complex regulatory and financial responsibilities. Therefore, we must ensure every procurement decision is made with confidence and consistency.

## Patient Safety First

Safe and timely access to medicines for patients across all NHS Trusts

## Standardised Approach

Consistency and standardisation across all NHS Trusts reduces variation and risk

## Regulatory Compliance

Adherence to legislation and NHS frameworks ensures legal and operational integrity

## Staff Confidence

Empowering staff with knowledge and tools for confident decision-making

# Rationale for Development

Despite the critical importance of procurement, significant gaps existed in training provision.

Therefore, we recognised the need for a structured solution.



## Identified Training Gaps

Significant variation in induction and training approaches across different NHS Trusts created inconsistencies in practice and competence levels.



## Universal Need

Staff at all levels—from new starters to experienced professionals—required access to structured, consistent learning resources



## Strategic Alignment

Programme development aligns directly with NHS transformation priorities and SPS strategic objectives for pharmacy services.

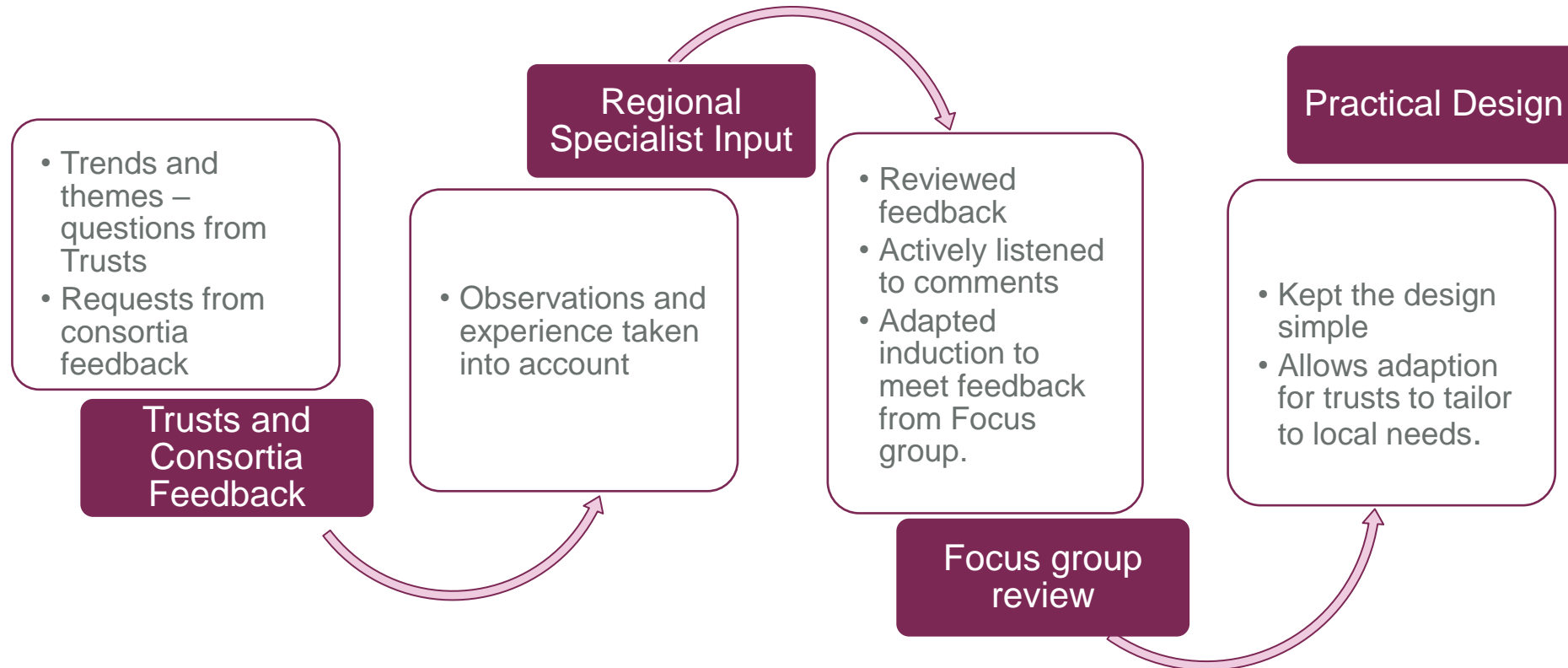


## Leadership Support

Enables senior leads to assure competence and capability within their procurement teams confidently

# How the Programme Was Created

Recognising these challenges, we began on a collaborative development journey. Therefore, the programme reflects real-world needs and practical expertise from across the NHS.



# Programme Overview

The Induction programme covers all essential aspects of pharmacy procurement. Therefore, staff gain complete understanding from safety principles to advanced procurement strategies.

## **Purchasing for Safety**

Core principles of safe procurement practices, risk assessment methodologies, and patient safety considerations in every purchasing decision

## **MPSC Frameworks**

Guidance on Medicines Procurement & Supply Chain frameworks, including navigation and optimal utilisation

## **Value-based Procurement**

Strategic procurement approaches that balance cost-effectiveness with quality outcomes and patient value

## **Inventory Control & Demand Forecasting**

Techniques for stock management, demand prediction, and optimising inventory levels to prevent shortages

## **Mutual Aid Processes**

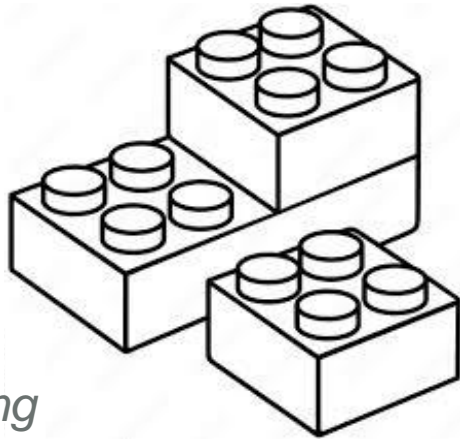
Collaborative approaches to managing supply challenges, including inter-Trust cooperation and emergency procurement protocols

## **Practical Tools**

Ready-to-use checklist, along with links to reference materials, documents, and policies.

# Key Features

The programme's design prioritises flexibility and accessibility. Therefore, it adapts to diverse learning needs and organisational contexts whilst maintaining consistent quality standards.



*"The modular approach means we can tailor training to individual needs whilst ensuring everyone receives the same high-quality foundation."*

## Modular Format

Use the entire programme or select specific sections based on individual learning needs and organisational priorities

## Accessible Language

Clear, jargon-free content suitable for all staff grades, from apprentices to senior procurement managers

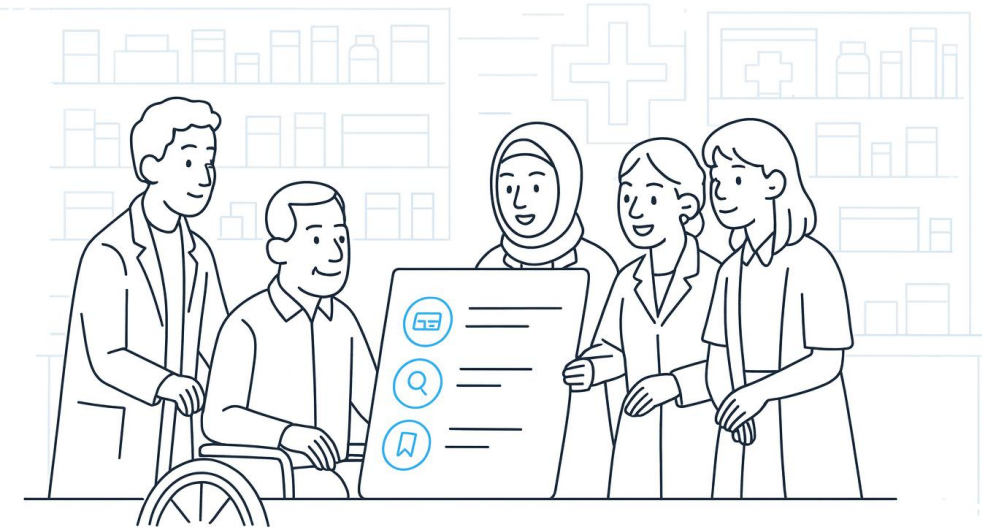
## Theory Meets Practice

Perfect balance of theoretical knowledge with practical application, ensuring immediate workplace relevance

## Real-world Application

For Pharmacy systems, practical examples to help demonstrate how to structure access.

# How to Use the Document



## Example: New Starter Journey

- **Week 1:** Introduction to procurement principles and fundamental safety considerations
- **Month 1:** Comprehensive inventory management and ordering processes
- **Ongoing:** Continuous reference resource and regular refresher training

Understanding the programme structure is essential for effective implementation. How can teams navigate and utilise this resource?

## Clear Section Structure

Logical progression through procurement topics with intuitive navigation and cross-referencing

## Section Checklists

Checklists arranged in each section support understanding and practical application

## Interactive Elements

Glossary and examples to support the implementation of systems



# Benefits

The programme delivers measurable value across all organisational levels. Investment in this training yields significant returns in safety, efficiency, and staff satisfaction.

## For Individual Staff:

- Structured learning pathway with clear progression milestones
- Enhanced confidence in complex procurement decisions
- Professional development and career advancement opportunities
- Reduced anxiety when facing challenging procurement scenarios

## For Teams:

- Consistent approach across all team members
- Improved team resilience during supply challenges
- Enhanced collaboration and knowledge sharing
- Standardised processes and decision-making frameworks

## For Organisations:

- Robust regulatory compliance and audit readiness
- Significantly reduced procurement-related risks
- Improved patient outcomes through reliable medicine supply
- Enhanced reputation and stakeholder confidence

# Where do we go from here

Consider your current training gaps, staff development needs, and procurement challenges. How might this programme address your specific organisational context?

## Discussion Points to Consider:

- Current training challenges in your organisation
- Specific procurement risks you're managing
- Staff confidence levels and development needs
- Implementation timeline and resource requirements
- Integration with existing training programmes
- Measuring success and impact in your context



# Question Time

