



England

# H&J Pharmacy Workforce

Programme Overview

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# Purpose of H&J Workforce Programme

NHS England (NHSE) Health and Justice (H&J) are leading on the programme of work to develop the H&J workforce.

Aims to deliver –

- More responsive pharmacy workforce
- Equip pharmacy professionals with the skills to deliver clinical services
- Adapt to new ways of working and be in alignment legislation changes

Programme workstreams –

- H&J Pharmacy Workforce Reference Guide
- H&J Pharmacy Workforce Survey

**Reminder:** Structured Medication Reviews (SMR) Resource and Training Toolkit  
– Range of materials to support training and development - [Resource and Training Toolkit for aiding SMR delivery - Health and Justice Medicines Optimisation Network - Futures](#)

# H&J Workforce Survey

Provide us with invaluable insights into the current H&J workforce.

Information provided will allow us to better support all H&J sites, recognise workforce challenges, and foster the continued development of pharmacy teams.

Site Information		
Site Name:		
Category of Site:		
Site Type:		
Region:		
Do you have an on-site dispensing pharmacy:		
If 'yes' to the above question is the site GPhC registered:		
Email address of staff member conducting survey:		

		Additional information:
FTE	Full Time Equivalent	Please either use your own organisations definition of FTE or our definition of FTE which is 40 hours per week. Using our example - 2 part-time members of staff working a total of 40 hours per week between them would equal 1 FTE.
HC	Head Count	
VFTE	Vacancy Full Time Equivalent	
	Participation rate	The participation rate (PR) is obtained by dividing FTE by HC. This represents the average FTE, and is a standardised measure of the workload of an employee. An PR of 1.0 means that the hours a person works is equivalent to a full-time worker, an PR of 0.5 signals that the worker is half time.

Section 1: Pharmacists

Question 1: How many pharmacists do you have working on site?

Please include pharmacists working on site (including within the on-site dispensing pharmacy). Please **do not** include pharmacists who are in a national, regional or chief pharmacy lead roles.

Employed Pharmacists:	
FTE:	
HC:	
VFTE:	

Locum Pharmacists:	
FTE:	
HC:	
VFTE:	

\* Locum staff are those that fill a session due to the regular employee being unavailable or used on a long-term basis to fill a vacancy.

Section 1.1 Independent Prescribers (IPs) and clinical Services

Question 1: How many members of staff hold a recognised IP qualification (this includes pharmacists who work in the pharmacy as per above question).

NB: The pharmacist does not need to be currently prescribing

FTE:	
HC:	

Question 2: How many IPs are currently prescribing in practice at your site?

HC:	
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Question 3: Do pharmacists deliver clinical medication reviews and/or Structured Medication Reviews?

Please select yes or no from drop down option:

Yes/No	
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# H&J Workforce Survey

## Overview -



Review of workforce survey conducted in 2019



Collaborative approach with NHSE Data team



Capturing Full Time Equivalent (FTE), Head Count & Vacancy FTE rates from all secure environments nationally -

Pharmacists - including Independent Prescribers & Foundation Trainee Pharmacists  
Pharmacy Technicians (PTs) – including Accuracy Checking PTs and Pre-Registration Trainee PTs  
Dispensing / Pharmacy support staff (including trainees)



Establishing if clinical reviews are undertaken such as SMRs



Medicines (OTC, Not-In Possession, In-Possession etc) are being supplied centrally across the H&J site



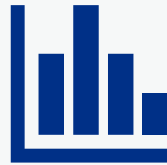
Funding arrangements in place for Pre-Registration Trainee PTs

# H&J Workforce Survey

Next steps -



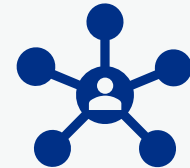
Following on from the survey responses a H&J Workforce Survey Report will be developed



The report will provide a detailed analysis of the information obtained from the survey



Information will be broken down into each region outlining FTE, HC & VFTE for all pharmacy roles



Aiming to share report with H&J networks by January 2026.

# H&J Workforce Reference Guide

Aims to provide a hub of key information to support local HJ providers and stakeholders.

The guide is split into two domains outlining training and development opportunities available to pharmacists and pharmacy technicians.

Further information to support the ongoing developments of improving the pharmacy workforce.



# H&J Workforce Reference Guide

## Overview -



Research and collaborative working with the South West Workforce, Training & Education (WT&E) team



Training and development information for pharmacy professions & providers –

Trainee and qualified pharmacists  
Trainee and qualified pharmacy technicians  
Funding  
Training resources



Multi-sector working & Additional Roles Reimbursement Scheme (shared workforce model)



Pharmacy Workforce Networks

# H&J Workforce Reference Guide

Next steps -



Sharing reference guide with H&J Networks and Pharmacy Deans



Guide will be accessible on the Futures Platform



H&J sites to use to support ongoing workforce developments



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## Thank You



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