Transition to independent practitioner:
impact of an intervention to support newly qualified pharmacists

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Context

- Health policy vision for pharmacists to substitute for family doctors (GPs) to:
  - Alleviate GP workforce shortage
  - Improve patient access to healthcare
- Providing services in community pharmacies including
  - Monitoring of patients with long term conditions
  - Prescribing for minor illnesses
- From 2026, all newly qualified pharmacists will be prescribers from registration
- Evidence that transition to registered independent practitioner is stressful
- Newly Qualified Pharmacists Pathway (NQPP) designed to support transition
Evaluating the NQPP

**Normalisation Process Theory**: how complex interventions embedded in practice

- **purpose**: aim, benefit, value
- **resources**: use, relevance, appropriateness
- **supervision**: quality, impact
Evaluating the NQPP

Transition support critical to taking up new roles / extending scope of practice

**Purpose** clear, coherence between participant groups:

- Uptake varied between sector, with community pharmacy representation less common
- Non-mandatory nature meant the Pathway lacked legitimacy

**Resources** dispersed across different platforms

- Recording reflection in e-portfolio a challenge, and not supportive of developing reflexivity

**Supervision** instrumental in supporting transition

- Quality variable; lack of infrastructure in community pharmacy threatens implementation