

STEP Up

A **S**tructured **T**raining and **E**ducation
Programme to move junior pharmacists **up** the
skills and AfC ladder to help deliver the future
workforce needed.

STEP

Phase 1	Entry point band 6	Participate in provision of a comprehensive pharmaceutical service to SaTH Contribute to the departmental weekend, evening and bank holiday services Develop basic competence in all areas of practice (Dispensary, medical and surgical wards) Register for RPS Foundation Pharmacist Framework ePortfolio and engage with Newly Qualified Pharmacist (NQPh) pathway
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Milestones to progress to Phase 2

- Learning needs analysis for immediate learning needs months 1-3
- Completion of induction, statutory and mandatory training
- Completion of dispensing logs, checking logs, CD logs and medicines reconciliation logs
- Satisfactory progress against learning needs analysis from Phase 1

STEP

Phase 2	Entry point Band 6 + EDC	As Phase 1 Member of the emergency duty pharmacist team Acts as Responsible Pharmacist in dispensary Meet key milestones in NQPh Pathway
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Milestones to progress to Phase 3

- Member of the emergency duty pharmacist team
- Acts as Responsible Pharmacist in dispensary
- Further progression against learning needs analysis
- To include
 - 1 case based discussion
 - 3 miniCEX
 - 1 MSF
 - 3 direct observations

STEP

Phase 3	Entry point Band 6 + EDC	As Phase 2 Contribution to departmental service development and quality improvement Meet key milestones in NQPh Pathway Undertakes and completes 60 credits equivalent to Certificate in Clinical Pharmacy Practice
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Milestones to progress to Phase 4

Complete learning needs analysis for months 6 - 18

- To include
- 1 case based discussion
 - 3 miniCEX
 - 1 MSF
 - 3 direct observations

Satisfactorily progress against learning needs analysis

60 credits at Masters level 7

STEP

Phase 4	Entry point Band 7 + EDC	As Phase 3 Provide mentorship for Phase 1, 2 & 3 pharmacists Meet key milestones in NQPh Pathway Undertakes and completes 60 credits equivalent to completing Diploma in Clinical Pharmacy Practice
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Milestones to progress to Phase 5

Complete learning needs analysis for months 18 - 30

- To include
- 1 case based discussion
 - 3 miniCEX
 - 1 MSF
 - 3 direct observations

Satisfactorily progress against learning needs analysis

A total of 120 credits at Masters level 7

STEP

Phase 5	Intermediate point Band 7 + EDC	As Phase 4 Completes NQPh pathway Undertakes and completes Non Medical Prescribing course
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Aims of the pathway

The HEE Newly Qualified Pharmacist pathway aims to link the initial education and training reforms to a continuum of development into post-registration.

The pathway is intended to help pharmacists make the transition to more independent learning and acts as a stepping-stone towards enhanced and advanced practice.

Structured transition

