

# Foundation Trainee Pharmacists

## Information for general practice/PCNs

### Summary

- General Practices can now be the employer of Foundation Trainee Pharmacists, for the 12-month period of their Foundation Trainee Pharmacist Programme
- Organisations hosting a trainee receive a funding contribution from NHS England
- Training posts must be submitted into the National Recruitment Scheme (NRS) between January and March 18 months prior to trainees start date of July (in the following year) so forward-planning is needed.

### Background

- In January 2021, the GPhC published the revised [Standards for the Initial Education and Training of Pharmacists](#).
- These provide a set of new learning outcomes that span the whole 5-year initial training period (MPharm degree and the Foundation Training Year) and provide newly qualified pharmacists with the necessary consultation skills and confidence to provide the clinical services expected by patients and the NHS, including independent prescribing at the point of registration.
- NHS England has delegated responsibility from the GPhC for the quality assurance of all Foundation Training sites from 2025/26.
- For more information, please visit the [NHS England Foundation Trainee Pharmacist Programme webpage](#).

### How can general practice/PCN get involved?

- General practice/PCNs can be:
  - The employer of a trainee pharmacist
  - A partner with another employer to offer a formal multi-sector placement with a minimum 13-week rotation
  - A partner with another employer to offer an informal placement of less than 13 weeks (e.g. as access to a prescribing environment)



- The GPhC has confirmed that general practice is classified as a 'patient facing setting' for pharmacist training. Trainees will still need to have access to a setting with **a dispensary that is supervised by a GPhC registrant** as part of their Training. This **cannot** be a dispensary in a General Practice that is not a registered pharmacy
- For more information, please see [the NHS England Requirements for the foundation trainee pharmacist programme in England webpage](#).

### Why host a trainee pharmacist?

- General practice is a rapidly developing sector of practice for pharmacy professionals with increasing numbers of practices and PCNs employing pharmacists in a patient facing role.
- Trainee pharmacists will deliver a useful service contribution during their foundation training, including support with day-to-day workload within the practice contributing towards multiple Quality Outcomes Framework (QOF) indicators or the Direct Enhanced Service (DES) (see [Appendix 1](#)).
- Employing a trainee pharmacist can help to provide general practice with a sustainable workforce pipeline.
- Hosting a trainee and watching their development can be a rewarding experience as well as providing a personal development opportunity to upskill supervisory skills.
- Working with other partners to provide training helps to build new or develop existing relationships with other healthcare providers in your local area.

### What does the funding look like?

- **The employer will receive funding of £27,295 per trainee** (correct for 2025/26, please refer to [our website](#) for the most up to date information)
- This is a contribution to all costs of hosting a trainee, including supervision, administration, and salary costs. NHS England will not set the salary that needs to be paid to a trainee however [minimum wage requirements](#) at the time of employment must be adhered to (£22,809 for a 37.5hr week at April 2025). No additional funding is available.
- If a trainee is taken on a rotational basis from another employer a placement fee can be agreed between organisations to host a trainee pharmacist to support supervision. Alternatively, Additional Roles Reimbursement Scheme (ARRS) funding can be used to support the provision of education supervision (via other Direct Patient Contact (DPC) roles) where agreed with the ICB and within the PCN allocation of ARRS funding (see [here](#) for more information).
- All trainees have access to a fully funded training course provided via NHS England meaning employers will not need to source and pay for one externally.



## How are trainees allocated to training sites?

- You cannot directly recruit/appoint a trainee. All training placements must be entered into the [National Recruitment Scheme \(Oriel\)](#), and all trainees will be appointed via this process.
- **There are no arrangements for the recruitment/appointment of trainees, approval of training sites or funding outside of this process.**
- Placements must be entered into Oriel between January and 1<sup>st</sup> March **in the calendar year before** trainees start (in July).
  - For example: training sites for trainees starting in July 2027 need to be entered into Oriel between January and 1<sup>st</sup> March 2026
- Employers must submit programme information via an online registration form which includes information on the:

Employer	Training site
Salary and hours	Rotational placements (if any)
- Students preference which training sites they would like to undertake their training in. Based on this list they are allocated to a site after undertaking assessments to demonstrate their suitability to be a Foundation Trainee Pharmacist.
- For more information, please visit our [Trainee Pharmacist National Recruitment webpage](#).

## What are the requirements?

- To host a trainee, employers will need to ensure that the trainee has access to a:
  - Designated Supervisor (who must be a pharmacist that meets the [NHS England requirements](#))
  - Prescribing learning setting
  - Designated Prescribing Practitioner (DPP) (who must be an independent prescriber that meets the [NHS England requirements](#)).
- The DPP and prescribing learning setting do not have to be in the primary training site but could be in another organisation that the trainee rotates into.
- When putting placements into Oriel, organisations **will not** need to identify who the DS / DPP are and where the prescribing environment is. Training sites will be contacted by NHS England requesting provision of supervisor details shortly before the trainee starts.
- All training sites must use the NHS England Assessment Strategy, E-portfolio and engage with the Quality Framework.
- Sites are required to submit a [Training Plan](#) to NHS England via the trainee e-portfolio when the trainee starts. The Training Plan must outline how the training post delivers the GPhC Learning Outcomes and evidence a range of other quality indicators.

## Multi-sector rotations

- A multi-sector rotation is defined as a placement in another sector of 13 weeks or more.
- If a trainee undertakes a rotation of 13 weeks or more, then they must have a named Designated Supervisor or Designated Prescribing Practitioner registered with NHS England in that site.
- Other employers may wish to access to a prescribing environment and/or DPP for their trainee via general practice and may be looking for a partnership to provide this.
- Some of the funding the employer receives may be used as a placement fee, for example to secure a rotation with access to a prescribing environment and DPP.

## Prescribing

- During the training year, trainees need to undertake 90 hours of learning focussed on developing and demonstrating the skills and capabilities of a prescribing practitioner. The DPP does not need to directly supervise all 90 hours and may delegate to other appropriately qualified members of the healthcare team.
- Trainees must have a ‘nominated prescribing area’ in which they develop and demonstrate prescribing capabilities.
- The DPP does not have to be based in the site that the trainee is employed in.
- A DPP does not need to have 3 years’ prescribing experience to undertake the role, but does need to meet the NHS England supervisor requirements set out on [our website](#).
- For more information, please see our [Prescribing Supervision and Assessment in the Foundation Trainee Pharmacist Programme from 2025/26](#)

## What support can I get?

Within each region there is a NHSE pharmacy foundation lead. They can support you to set up a training post for a trainee pharmacist, develop potential partnerships with others in your system and provide other support local to the area. You can contact your regional pharmacy foundation lead using the details below.

Region	Email
North West	<a href="mailto:england.WTEpharmacy.nw@nhs.net">england.WTEpharmacy.nw@nhs.net</a>
North East Yorkshire and Humber	<a href="mailto:england.WTEpharmacy.ney@nhs.net">england.WTEpharmacy.ney@nhs.net</a>
Midlands	<a href="mailto:england.foundationpharmacy.midlands@nhs.net">england.foundationpharmacy.midlands@nhs.net</a> <a href="mailto:england.WTEpharmacy.mids@nhs.net">england.WTEpharmacy.mids@nhs.net</a>
East of England	<a href="mailto:england.WTEpharmacy.eoe@nhs.net">england.WTEpharmacy.eoe@nhs.net</a>
South West	<a href="mailto:england.WTEpharmacy.sw@nhs.net">england.WTEpharmacy.sw@nhs.net</a>
South East	<a href="mailto:england.WTEpharmacy.se@nhs.net">england.WTEpharmacy.se@nhs.net</a>
London	<a href="mailto:england.WTEpharmacy.london@nhs.net">england.WTEpharmacy.london@nhs.net</a>

## Appendix 1: How could a foundation trainee pharmacist support my practice?

The types of activities that trainee pharmacists could support with are as follows:

<ul style="list-style-type: none"> <li>• Effective medicines reconciliation at transfers of care including investigating queries, errors and omissions</li> <li>• Interpreting medical history, physical, biochemical and other clinical assessments</li> <li>• Dealing with medicines-related queries from patients and colleagues</li> <li>• Facilitating education and training for staff and patients on medicines-related topics</li> <li>• Inputting into repeat prescription processes</li> <li>• Actioning and responding to MHRA and other safety alerts</li> <li>• Undertaking physical assessments with appropriate supervision</li> <li>• Developing policies and effective processes for medicines governance, including controlled drugs and repeat prescribing</li> <li>• Identifying topics for local audit/QI projects and participating in chosen projects</li> </ul>	<ul style="list-style-type: none"> <li>• Developing effective systems for monitoring high-risk medicines</li> <li>• Monitoring and improving prescribing</li> <li>• Effective antimicrobial stewardship</li> <li>• Integrating the practice with local health and social care teams, including hospitals and care homes</li> <li>• Using software tools to prioritise patients for medication review</li> <li>• Supporting medication reviews for ambulant and housebound patients, and care home residents</li> <li>• Delivering person-centred consultations about medicines, encouraging shared decision making</li> <li>• Performing NHS health checks</li> <li>• Caring for individuals with more long-term conditions (LTCs)</li> <li>• Providing ongoing care for specific conditions (e.g. secondary prevention of cardiovascular disease)</li> <li>• Participating in public health campaigns</li> </ul>
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With appropriate training, trainee pharmacists could support practices to meet the following QOF indicators ([based on 25/26 guidance](#)). *N.B. This list is not exhaustive.* They could also support with vaccination and immunisation as part of the Network Contract DES ([based on 25/26 guidance](#)).

<ul style="list-style-type: none"> <li>• Atrial fibrillation - AF006, AF008</li> <li>• Secondary prevention of coronary heart disease - CHD015, CHD016</li> <li>• Cholesterol control and lipid management - CHOL003, CHOL004</li> <li>• Heart Failure - HF006, HF007</li> <li>• Hypertension - HYP008, HYP009</li> <li>• Stroke and transient ischaemic attack – STIA007, STIA014, STIA015</li> </ul>	<ul style="list-style-type: none"> <li>• Diabetes mellitus – DM006, DM014, DM036, DM020, DM034, DM035</li> <li>• Asthma – AST007</li> <li>• Chronic obstructive pulmonary disease - COPD010</li> <li>• Mental Health – MH002, MH003, MH006, MH011, MH012</li> <li>• Smoking – SMOK002, SMOK004</li> </ul>
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### **Example**

An average GP practice with a list size of 10,000 patients delivering activities linked to QOF indicators CHOL003 and CHOL004, could generate around £18,500 in QOF income. By purposefully planning the activities of a trainee pharmacist during the training year, their activity can directly contribute to this income generation. Beyond the financial return, patients would benefit through improved cardiovascular outcomes, while the trainee pharmacist would gain valuable experience towards their Learning Outcomes, including developing consultation skills, using IT systems for data searches and audits, and supporting shared decision-making in cholesterol management.

### **Learn More**

To learn more about how this has worked in practice, you can also read about [the experiences of general practices supporting foundation trainee pharmacists in the North East and Yorkshire region](#).

