NHS Lothian Pharmacy Education / Career Development Pathway - Bands 2 to 7

(Based on the NHS Scotland Career Framework - ref 1)

Key points:

- Pharmacy includes the following job roles: Pharmacy Support Workers, Pharmacy Technicians and Pharmacists
- The framework below gives examples of resources that staff can access as part of developing their roles and need to be agreed as part of staff's PDPR discussions. Please click on subject hyperlink for more detail
- Underpinning the pathway is: Mandatory training, Healthcare Support Worker Standards and Code, PDPR
- All new roles must be agreed via the NHS Lothian Workforce Organisational Change Committee

Salary Up to £19,470

Band 2

HCSW Induction Standards and Codes

Level2SVQPharmacy Services SVQ

Introduction to
Management

Connecting with Communication

QI ZoneTuras

Courage to Manage

QI Foundation Modules

COLLEGE/ UNI COURSES

Access into NHS

EMPLOYABILITY

Project Search

Foundation

Apprenticeship

Work placements

Lothian Workforce

Get Into' Programmes

APPRENTICESHIPS

Modern Apprenticeship

work experience and placements

Academies and Apprenticeships

Young People

Salary Up to £21,349

Rand 3

HCSW Induction
Standards and Codes

Level 2 SVQ Pharmacy Services SVQ

Introduction to
Management

Supervisory
Management Skills

Recruiting with Fairness and Equality

Connecting with Communication

Courage to Manage

QI Foundation Modules
QI ZoneTuras

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Band 4

Level3SVQPharmacy Services SVQ

Salary Up to £23,597

National Certificate in Pharmacy Services
NC Pharmacy Services
CIPD Programmes

Introduction to Management

Supervisory
Management Skills

Recruiting with Fairness and Equality

Connecting with Communication

Courage to Manage

QI Foundation Modules

QI ZoneTuras

Salary Up to £29.905

References

Resources

1. NHS Scotland Career Framework

http://www.careerframework.nes.scot.nhs.uk/

PDAin Final Accuracy
Checking Procedures
Pharmacy Aseptic
Checking Tech

HNC Pharmacy Services

Dev and Mgt

Band 5

Pharmacy Technicians in GP Practice

PDA Assessment and

Supply of Patients' Meds

PDA workplace assessment

Pre-registration

Pharmacist Scheme

A Taste of leadership

Develop Self, Others and Service

Introduction to Management

Supervisory Management Skills

People Management

Recruiting with Fairness

and Equality

Courage to Manage

Covey's 7 Habits

QI Foundation Modules

QI ZoneTuras

Salary Up to £37.010

1. NHS Lothian Careers http://careers.nhslothian.scot.nhs.uk/Pages/default.aspx

http://www.nes.scot.nhs.uk/media/4939/nmahn-careers-noster.ndf

2. HR Online http://hronline.lothian.scot.nhs.uk/Pages/HROnline.aspx

Rand 6

Training relevant to speciality e.g. MBA Purchasing and Supply

Pharmacy Voc Training

A Taste of Leadership

Develop Self, Others and Service

Clinical Assessment Skills

Introduction to
Management

Supervisory
Management Skills

People Management

Recruiting with Fairness

and Equality

Connecting with Communication

Courage to Manage

Covey's 7 Habits

QI Foundation Modules
QI ZoneTuras

9-10

Band 7

Training relevant to speciality e.g. MBA Purchasing and Supply

Salary Up to £43,471

MSc Clinical Pharmacy Practice Certificate Pharmacist Independent Prescribing

Learn

Expert Professional Practice Training

Pre-registration/

Foundation Training Tutor

Clinical Assessment Skills

Consultation Skills

RPS Faculty

Scottish Quality and

Safety Prog

People Management

Recruiting with Fairness and Equality

Connecting with

Communication

Courage to Manage

Covev's 7 Habits

Coaching/Paired Learning
Playing to your Strengths

Leading into the Future

QI Improvement Leader

<u>programme</u>

Quality Academy

QI ZoneTuras

(SCQF) Level

4-5

6 -7

8-9

10-11

7-8