Revalidation

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Aims and objectives

• What is revalidation
• Who does it affect and when the changes will apply
• What is a peer discussion and a reflective account
• FAQs
• NPA resources
• Questions?
What is revalidation?

A mechanism for healthcare professionals to demonstrate their skills are up-to-date and that they remain fit to practise.
How do we currently complete CPDs?

- Record online – uptodate.org.uk
- Complete **nine** CPD entries for each year of registration
- Submit as part of ‘Call and Review’ request
New revalidation framework

- Four CPD records
- One record of peer discussion
- One reflective account
Why do we have a new revalidation framework?

Public expectations

Encourage reflection on learning and practice

Increase the focus on outcomes for those using the pharmacy services
Reflective practice

• In terms of revalidation, defined as:

  The critical evaluation of practice and learning to find ways to improve outcomes for patients or service users

• What happened?
• What went well and what didn’t go well and why?
• How did it affect others, including service users?
• What could be done differently next time?
Who does it affect?

• **All** GPhC registered pharmacists and pharmacy technicians

• **Not** affected by individual factors, including:
  - Part-time employment
  - Non patient-facing roles
  - Living/working outside of the UK

• Does not apply to pre-registration students
Timeline – what’s happened so far

2010 – proposal began for developing revalidation

2014 – Advisory group set up made up of representatives from over 30 organisations, including the NPA

2014 to 2017 – Research, testing, piloting, and evaluating. This included a 12 Week consultation to obtain feedback from pharmacists and pharmacy technicians

December 2017 - Council approved the new revalidation framework
Timeline – what lies ahead

• Early February 2018
  • Framework to be launched by the GPhC
  • Email to be sent to all registrants to look out for a letter which will be sent in April

• 30th March 2018
  • Go live date for revalidation - recording of CPDs can begin
  • Go live date for new online portal
  • CPDs on the old portal will become read-only - registrants can print off old CPD entries

• 30th June 2018
  • Old portal goes offline - ensure you have downloaded previous CPD entries
Revalidation framework timeline

• Implemented from 30 March 2018

• If your registration expires on 31 December 2018:
  1. You are required to submit only four CPD entries as part of your renewal – can only be submitted once your renewal window opens on 1st August 2018
  2. When your registration expires on 31 December 2019, you will be required to submit all six records as part of your renewal which will include one reflective account and one peer discussion
CPD records

• Each year, pharmacists and pharmacy technicians must submit **four** CPD entries
  o At least **two** must be planned learning activities
Top tips for completing revalidation records: CPD

- Include a specific learning objective
- Make it clear how the learning is relevant to your role
- Explain how the learning will affect individuals using your services
- Describe learning activities
- Explain how the learning has been applied
- Provide examples of the benefits of the learning to service users
- Provide any feedback or evidence
- Include any next steps

Your NPA represents, supports, protects
Leyla’s CPD – planned

• What are you planning to learn?
  • The new legislation surrounding schools obtaining adrenaline auto-injectors from 1 October 2017
  • This learning will ensure I am aware of who can request, the requirements of such requests, how to process and record requests and allow me to make a prompt supply to the school, in order to maintain their emergency stocks

• How are you planning to learn it?
  • I am planning to use the NPA Member News update, NPA “Adrenaline auto-injectors supply to schools: FAQs” to learn the changes to the Human Medicines Regulation 2012

• Give an example of how this learning has been benefited the people using your services.
  • This learning has allowed me to make a prompt supplies of adrenaline auto-injector stock to schools, so that if a child requires administration in an emergency there is stock available
  • I have been able to help schools check the stock they currently have is still within the expiry date and have advised schools on how to produce a legally valid requisition
Leyla’s CPD – unplanned

• Describe an unplanned event or activity that enabled you to learn something new or refresh my knowledge or skills.

• Whilst dispensing a prescription for amoxicillin to a patient on regular methotrexate, an interaction flagged on the system – I was not aware of an interaction and the PMR system provided minimal information

• Using a range of resources to find out more, such as the severity of the interaction, what could be the outcome and any practical/clinical actions needed

• I used product SPCs, BNF and Stockleys to research and found that amoxicillin leads to reduced clearance of methotrexate and potential acute methotrexate toxicity

• Give an example of how has this learning benefited the people using your services.

• I was able to discuss the interaction with the prescriber and provide advice and my opinion on how to proceed, including the options to continue with the prescription but increase monitoring to twice weekly

• This ensured the patient would be closely monitored during treatment and any signs of toxicity would be picked up before any harm was caused
Peer discussion

• Each year, pharmacy professionals must submit one record of a peer discussion

• A peer discussion is an activity undertaken through engagement with others, involving reflection on learning and practice

• However a peer review is a learning and development activity that encourages engagement and involves an assessment of performance
Peer discussion

• Peer discussions should:

  Be open and honest

  Relate to activities from the past year

  Help you reflect on your practice to help make improvements
Top tips for completing revalidation records: peer discussion

✓ Include a description of why this peer was chosen
✓ Explain how the peer discussion has helped you reflect on your practice
✓ Describe changes made to your practice as a result
✓ Provide examples of how the changes implemented have positively impacted and benefited your service users
✓ Be between 200-400 words (but there is no minimum or maximum)
Leyla’s record – peer discussion

• Describe how this peer discussion changed your practice for the benefit of the people using your services
  
• My peer discussion was undertaken with the NPA Chairman, Ian Strachan – I chose Ian as my peer as he has an insight to my work stream

• My peer discussion focussed on improving patient safety in community pharmacy, as part of my role as Medication Safety Officer - we also discussed examples of patient safety work I have conducted and the feedback from my peer has helped me identify areas for improvement

• I have shared this learning with other pharmacists in the NPA Pharmacy Team, as I now plan to delegate more roles to other teams members, where possible

• Overall, this will help improve future patient safety projects and therefore improve the resources and support I provide the NPA members
Reflective account

• Each year, pharmacists and pharmacy technicians must submit one record of a reflective account.

• A reflective account is an activity designed to encourage pharmacists and technicians to think about the way in which they work in relation to the GPhC standards.
GPhC Standards

- Provide person-centred care
- Work in partnership with others
- Communicate effectively
- Maintain, develop and use their professional knowledge and skills
- Use professional judgement
- Behave in a professional manner
- Respect and maintain the person’s confidentiality and privacy
- Speak up when they have concerns or when things go wrong
- Demonstrate leadership
Reflective account

• The reflective account should include:

A summary of your practice from the past year

How one of more of the GPhC standards for pharmacists and pharmacy technicians have been met

Examples of how individuals using your services have benefited
Top tips for completing revalidation records: reflective account

✓ Describe the setting of your practice and your main roles
✓ Include a description of the typical users of your service(s)
✓ Explain how you have met the GPhC standard(s) for pharmacy professionals
✓ Include examples
✓ Include any feedback or evidence
Leyla’s record – reflective account

• Provide a reflective account of how you met one or more of the Standards for Pharmacy Professionals – this particular record is ion regards to Standard 3 “communicate effectively “.

• I am the NPA Chief Pharmacist /Director of Pharmacy and manage a team of pharmacists

• My service users include; NPA members, superintendents, the NPA board and other healthcare professionals and health organisations

• Effective communication is vital in my role everyday in a wide variety of situations – such as discussing issues/advising my team and other healthcare professionals

• A good example of my ability to effectively communicate discussing the top patient safety concerns, analytics of the patient safety reports submitted to the NPA and ongoing legal cases with the other MSO at the Patient Safety Group

• We all discussed these topics and were able to communicate ideas with each other in order to then cascade the concerns to community pharmacists and in the best manner
Review of records

• All records go through an automatic checking process

• Minimum of **2.5%** of registrants selected for full review

• Reviewed against set criteria
  – Core
  – Feedback
Review of records

- Undertaken by a pharmacy professional and lay reviewer
- May be required to submit further information to verify records
- Tailored feedback provided
- **No** feedback score
NPA resources

• Suite of supportive resources will be made available for members
  – Overview and FAQs
  – Templates
  – Examples and case studies
  – Suggested reading and learning topics

• NPA will aim to act as a ‘peer’ or contact point for potential peers to assist in making arrangements for a peer discussion
Next steps

1. Start to think about **CPD topics** – use the NPA resources for ideas
2. Begin thinking about **finding a peer** – think who would be most suitable?
3. Watch out for the new GPhC **online portal** – once it is available, become familiar with the system
4. Plan a **timeline** by which you want to have each of the six records completed by, in time for your registration renewal date – **be prepared**
How long will it take to complete the six records and when do these need to be submitted by?

- For CPD records, approximately 4.5 hours
- For the peer discussion (including arranging the discussion and the write up) 2 to 5 hours
  - The peer discussion itself is expected to be around 30 minutes to one hour
- For the reflective account, approximately an hour
- These records must be submitted each year, at the same time registration renewal is completed
If I miss the submission deadline or I cannot complete/submit all the records, will I be able to renew my registration?

- When renewing registration, registrants must declare that you will comply with the revalidation framework.
- If unable to submit some/all records - inform GPhC in advance of renewal.
- Dependant on individual circumstances/reasons, may still be able to renew registration.
- Without good reasons, you will enter a remediation process.
How will the records submitted be reviewed and will feedback be provided?

• All submissions undergo an automatic check to ensure all records are complete

• Sample of submissions are selected for review
  o Informed if selected for review and when to expect the outcome
  o Reviewed against GPhC criteria
  o Peer contacted
  o Undertaken by pharmacy professional and lay reviewer
  o A feedback report will be provided
Who are the ‘service users’?

• Dependent on the pharmacists and pharmacy technicians area of practice
• This can include:
  – Patients
  – Patient family and carers
  – Health and non-health professional colleagues
  – Students/trainees
  – Organisations
• Include direct and indirect recipients
Who can be a peer and how do I find a peer?

• A number of examples:
  – Another pharmacist/technician
  – Another health professional
  – A non-health professional that has an insight into your role
  – Someone you work with
  – A group of individuals in a similar role

• **Not** an individual with which you have a close relationship with (such as a family member or friend)
How is a reflective account different from a CPD record?

- **Reflective account**: type of learning that focuses on how the individual meets one or more of the GPhC standard(s) for pharmacy professionals.

- **CPD entries**: type of learning that does not need to focus on the GPhC standards – but it must be relevant to the individuals practice.
What will happen to my previous CPD records on the ‘uptodate.org’ system?

- Under new framework – only submit records for the previous year
- Records on the uptodate.org system will **not** be transferred to the new online portal
- Ability to print a copy of records on the uptodate.org system
- Uptodate.org system will turn off on **30 June 2018**
Questions?