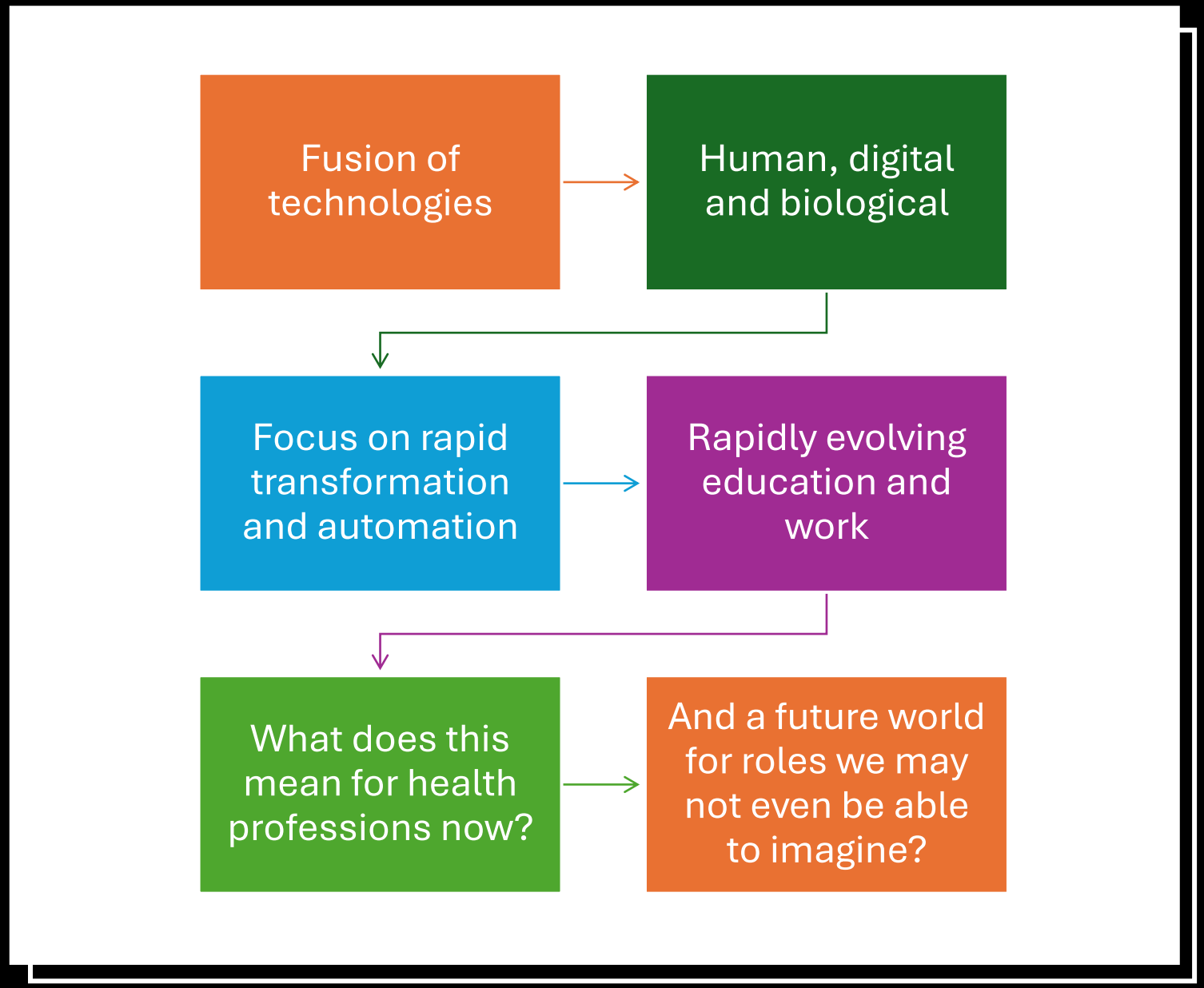
ROYAL PHARMACEUTICAL SOCIETY

Pharmacy moral maze: Does pharmacy really need credentialing through a royal college?

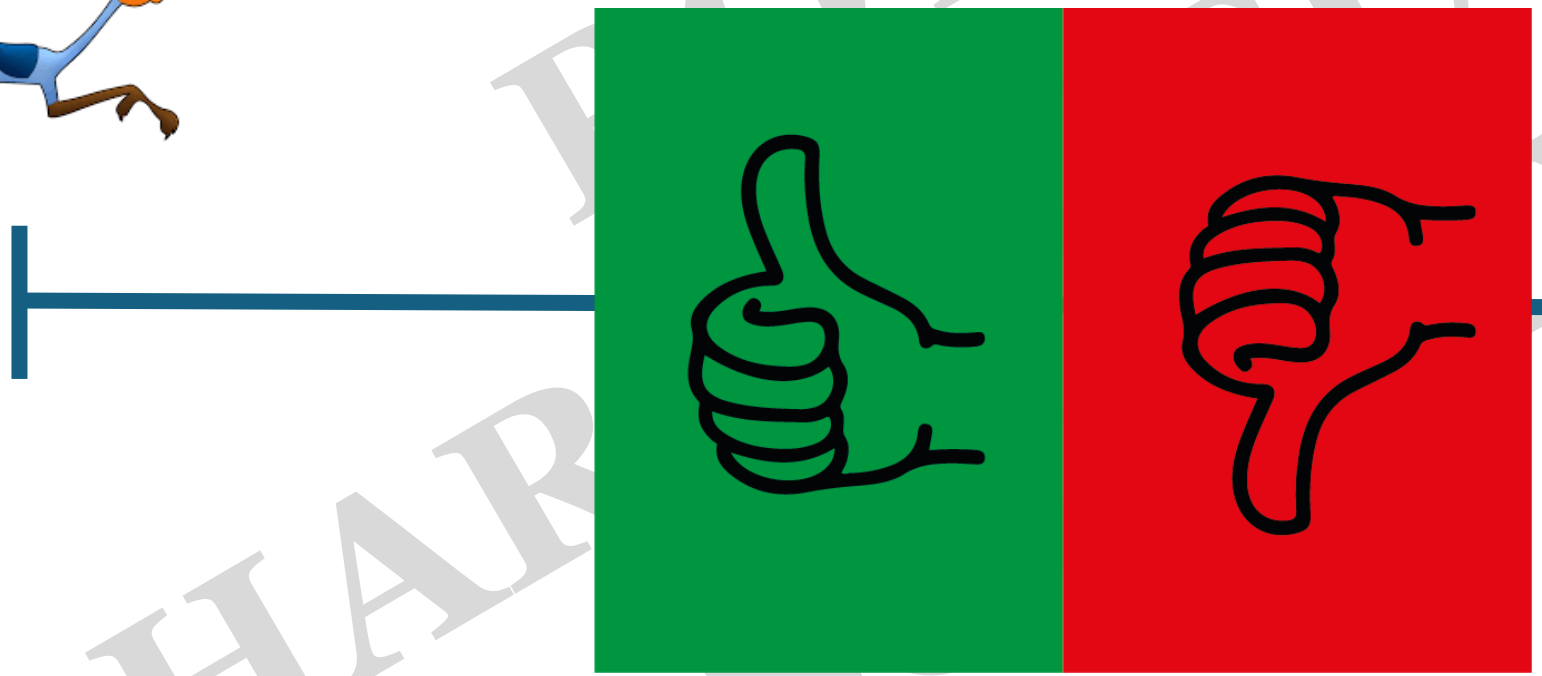
Professor Rikki Goddard-Fuller
Director and Honorary Consultant Stroke Physician,
Christie Institute for Cancer Education

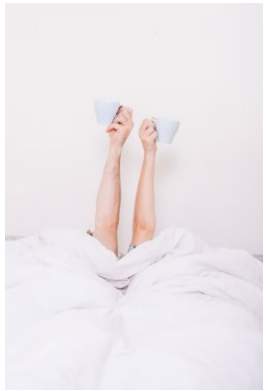
Fourth Industrial Revolution: Pharmacy



Voting: Does Pharmacy really need credentialing through a Royal College? Where are you?





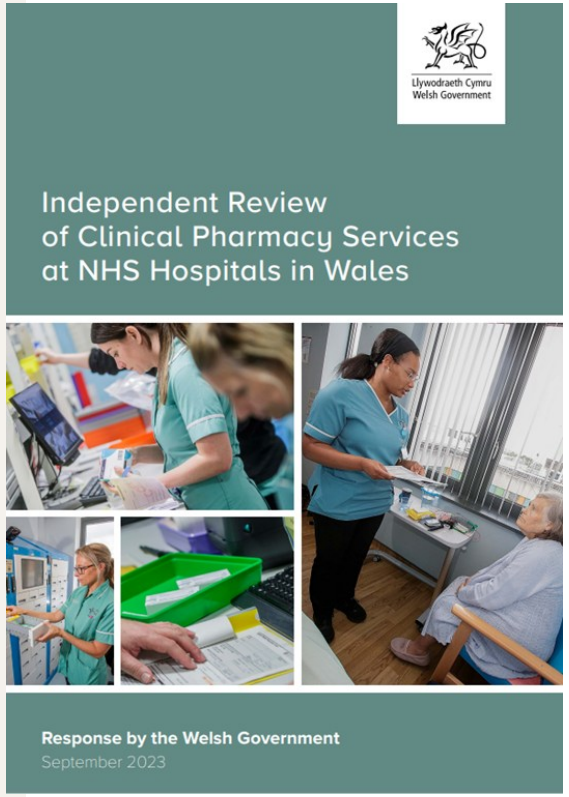


ROYAL PHARMACEUTICAL SOCIETY

ROYAL PHARMACEUTICAL SOCIETY

Professional Leader debate

Andrew Evans OBE FRPharmS
Chief Pharmaceutical Officer,
Welsh Government



Enabling pharmacy professionals to practise in areas where they add most value

- Reducing time spent by pharmacy professionals on non-clinical activity
- Prioritising clinical pharmacy service provision to better meet the needs of the NHS
- Scope of clinical pharmacy services and the relationship with the MDT
- Realising the potential of pharmacist prescribing
- Pharmacy's role in optimising patient flow

Developing hospital pharmacy teams to deliver outstanding clinical care

- Pharmacy workforce planning
- Introducing pharmacy career frameworks and job planning to support workforce retention and delivery of pharmaceutical care
- Supporting professional development at all stages in careers
- Understanding and continually improving the quality of pharmaceutical care

Strengthening quality, pharmacy leadership and governance at all levels

- Improving organisational scrutiny of the quality and effectiveness of pharmacy services
- Pharmacy system leadership
- Talent management and developing future leaders within pharmacy
- Clinical leadership

Realising the potential of digital, automation and other technological advances to transform how pharmaceutical care is delivered

- Better use of data and technology to prioritise pharmaceutical care
- Realising the benefits of wider use of innovation to guide therapeutic decision making

PHARMACEUTICAL

Chief pharmacist
Responsible for the operational delivery of the **pharmacy service**

Director of pharmacy
Responsible for the **performance, conduct and behaviour** of pharmacists and pharmacy technicians

Pharmacy leaders
Advanced practitioners with **additional managerial** and **leadership** responsibilities

Credentialling

Consultant pharmacists
Undertaking **highly specialist** roles across sectors

Credentialling

Advanced practitioners
Working in **specialist roles** including as **advanced generalists** aligned with multidisciplinary clinical teams

Credentialling

Post foundation
Undertaking **rotational roles** including an element of **training** and across multiple sectors of practice

Registration

Foundation
Undertaking **foundation training year** across multiple sectors of practice

Graduation

Undergraduate
Undertaking **clinical placements** across multiple sectors of practice

S	**Supports** career development by enabling a clear route to advanced and consultant practice with objective and independent assessment at each stage of careers 
T	Demonstrates professionals' level of practice independently of the nature or sector of their practice, with **transferability** enabling professionals to move between roles, employers and sectors 
A	Promotes consistency and **assures** high standards of quality 
R	Formally **recognises** the advancing clinical and professional expertise and skills of practitioners 
T	Instills confidence amongst employers, other professionals, patients and the public so that they can **trust** in professionals' competence 

ROYAL PHARMACEUTICAL SOCIETY

ROYAL PHARMACEUTICAL SOCIETY

Candidate perspective debate

Uchu Meade
Consultant Pharmacist: Intestinal Rehabilitation
St Mark's Hospital, London North West University Healthcare NHS Trust

My Journey with Credentialing

Dec 2020

Influenced senior pharmacy and non-pharmacy stakeholders to recognise and support the need for the post

2021-2022

Redesigned the St Mark's pharmacy team structure, creating business cases to fund both the Consultant Pharmacist post and supporting roles

2021

Prepared and submitted the RPS Consultant Pharmacist post approval application

2022

Trust job matching process to align the Consultant Pharmacist post with NHS Agenda for Change requirements

2021 -2025

Personal credentialing through the Royal Pharmaceutical Society

2025 - XXXX

Ongoing development and expansion of the Consultant Pharmacist role in Intestinal Rehabilitation

ROYAL PHARMACEUTICAL SOCIETY

The Opportunity

Dec 2020

Recognise and support



Employers
Understand the scope of practice for consultant pharmacists

2021-2022

Business cases



Managers and Finance
Understand the capabilities and AfC and support needed

2021

Post approval



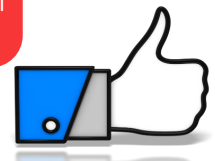
NHSE
Strategically developed to facilitate health economy wide working
Credibility

2022

Trust Job matching

2021 -2025

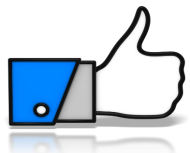
Personal Credentialling



Candidate
Formally demonstrate consultant level expertise
Strengthen professional performance and networking

2025 - XXXX

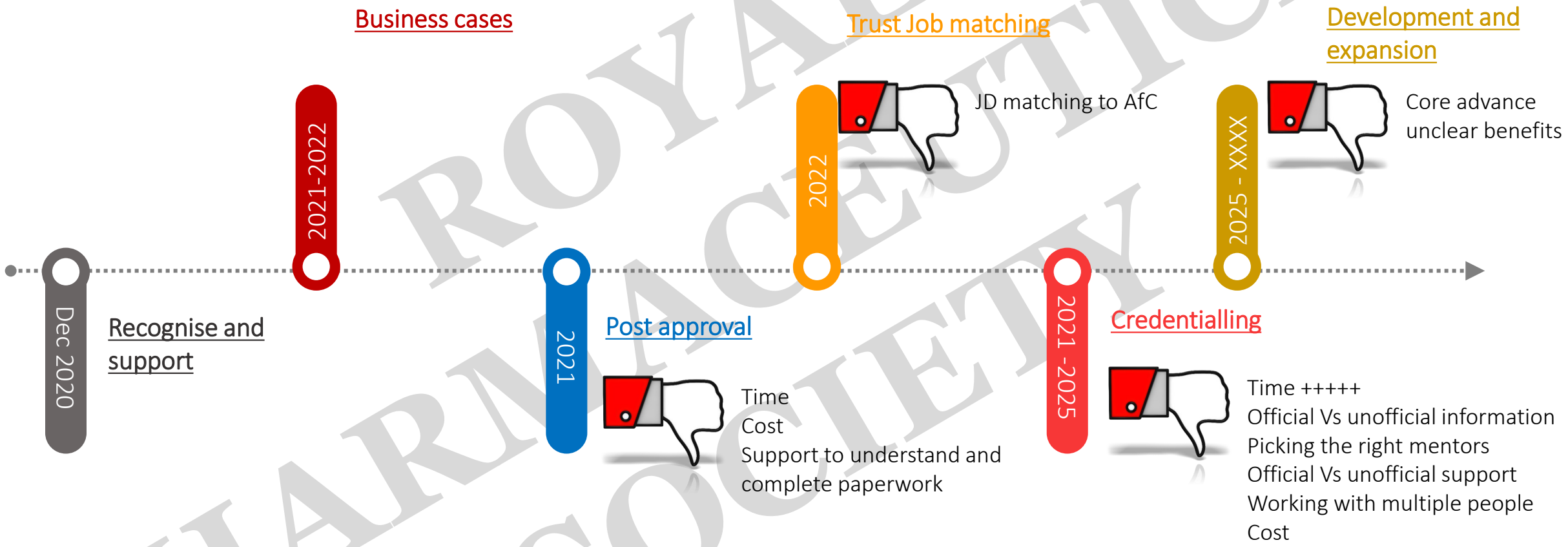
Development and expansion



Candidate
Feedback to support growth
Credibility
Clear expectations
Support others

ROYAL PHARMACEUTICAL SOCIETY

The Challenge



ROYAL PHARMACEUTICAL SOCIETY



Every contributor has a brick. A portfolio built brick by brick, together. Thank you.

Aarti Patel
Alison Culkin
Amira Khadra
Amna Farid
Angela Chana
Anja St. Clair-Jones
Anna Buckingham
Ankit Yagnik
Asma Hassan
Aya Al-Hasani
Bally Virdi
Burcu Kelleci
Carine Beysen
Cassandra Watson
Catherine Rigby
Catrin Owen
Christine Ward
Chun Lee
Dania Al-Zarrad
Damien Kelly
Farrah Aslam
Felix Wong
Fiona McHugh
Fiona Rees
Gavin Leahy
Ged Pacion
Gil Hardy
Helen Rowlandson
Jignesh Patel
Jo Gent
John Watson
Jeremy Nightingale
Kalveer Flora
Kathleen McGrath
Katie Yeung
Kavita Kantilal
Kwakyewah Darko-Ampem
Leonie Elsner
Lisa Younge
Llywelyn Cadman Davies
Lucy Hutchinson
Maggie Butler
Mais Al-Hasani
Marjorie Nisenholtz
Martha Jackson
Maryam Clark
Mia Small
Mira Jivraj
Nicky Wyer
Nicola Vernon
Nina Taherzadeh
Nisha Dave
Nyarai Gondo
Paresh Parmar
Peter Hare
Phil Southworth
Poureya Aghakhani
Priya Mistry
Rachel Barrett
Raj Badhan
Richard Holman
Richard Ng
Riddhika Joshi
Roshni Patel
Sabina Islam
Samreen Malik
Sarita Dhamala-Bhatta
Sarraa Al-Mahdi
Satinder Bhandal
Sarah Zeraschi
Simon Gabe
Simon Harrison
Simon Lal
Simon Turley
Stephen Ashford
Suzanne Donnelly
Tasha Krishnapillai
Umesh Sakariya
Usha Chudasama
Venetia Simicowitz
Wendy Harowell
Yasmin Stammers
My RPS Consultant Pharmacist Competency Committee

Recommended support structure



PROFESSIONAL COACH

Priya Mistry
Consultant Pharmacist Nutrition Support & Intestinal Failure
University Hospital Southampton NHS Foundation Trust



CLINICAL MENTOR

Dr Suzanne Donnelly
Consultant in Gastroenterology & Intestinal Rehabilitation
St Mark's Hospital



LEADERSHIP & MANAGEMENT MENTOR

Damien Kelly
Chief Pharmacist & Clinical Director of Medicines Optimisation
LNWU NHS Trust



EDUCATION MENTOR

Thaiba Bashir
Principal Lecturer
Programme Lead MSc/PG Dip Pharmacy Practice
University of Hertfordshire



RESEARCH MENTOR

Dr Simon Gabe
Consultant in Gastroenterology & Intestinal Rehabilitation
St Mark's Hospital







The LNWU NHS Trust Team who supported the journey from 2020

Inderjit Sanghera
Regional chief Pharmacist, SE England NHSE
Satinder Bhandal
Consultant Pharmacist, Anticoagulation
Professor Nina Barnett
Consultant Pharmacist, Care of Older People
Christine Ward
Chief Pharmacist, LNWUH





Debate topic:
Does pharmacy really need credentialing through a royal college?







Thank you

uchu.meade@nhs.net

ROYAL PHARMACEUTICAL SOCIETY

Union perspective debate

Nathan Burley
Immediate Past President,
Guild of Healthcare Pharmacists

Credentialing – Terms and Conditions

- Advanced (8a-8b) and consultant (8b-8d) job profiles exist in NHS job evaluation scheme
- Portfolio completion requires **time**, employer **support,** and **funding**
- What are the employer's expectations? What are the employees?
- Employers adopting credentialing as desirable in recruitment processes must **plan** service models with appropriate structures for pharmacists
- Employment is not altruistic and professional development is inextricably linked to terms and conditions

- Material change to job role -> update to job description
- New job description -> job evaluation and matching
- New score may take the role into a new, higher band

ROYAL PHARMACEUTICAL SOCIETY

Credentialing – Terms and Conditions – Illustrated Example

- Each job is split into 16 factors
- National Job Profile[1] – Advanced Pharmacist - Band 8a/8b:

11.	**Research & Development**	**Regularly participate in clinical trials, specific clinical audits, research** Undertakes research in own area	2(a)	12

- National Job Profile[1] – Consultant Pharmacist - Band 8b-8d:

11.	**Research & Development**	**Research as major job responsibility/ co-ordinate research activities/ initiate R&D activities** Undertakes research in own area as major job responsibility/ co-ordinates/ initiates specialist research	3-4-5	21-32-45

- Consultant pharmacist curriculum[2]:

5.2	**Formulates research questions based on gaps in the evidence base; designs rigorous research protocols to address these and at organisational level and beyond.**	**a.**	Critically evaluates and reviews the evidence base to identify gaps relevant to their area of clinical practice, designing appropriate methodology to formulate research questions	6.2
		b.	Develops research protocols, selecting appropriate study design and method(s) to answer research questions.	6.3
		c.	Develops and critically reviews research protocols which impact beyond their organisation.	

ROYAL PHARMACEUTICAL SOCIETY

1. NHS Employers, National profiles for Pharmacy, NHS Staff Council Job Evaluation Group (accessed Oct 2025)
2. Royal Pharmaceutical Society, Consultant pharmacist curriculum – domains, capabilities, outcomes and descriptors table (accessed Oct 2025)

Credentialing – Terms and Conditions – Summary

- Credentialing and the value add
- Pharmacist service models and structures need to be adapted
- Expecting staff to undertake credentialing **must** come with protected time (minimum 10%)
- Credentialed staff **expected** to work at credentialed level should have JDs and roles evaluated fairly with appropriate banding applied

ROYAL PHARMACEUTICAL SOCIETY

ROYAL PHARMACEUTICAL SOCIETY

Employer perspective – secondary care debate

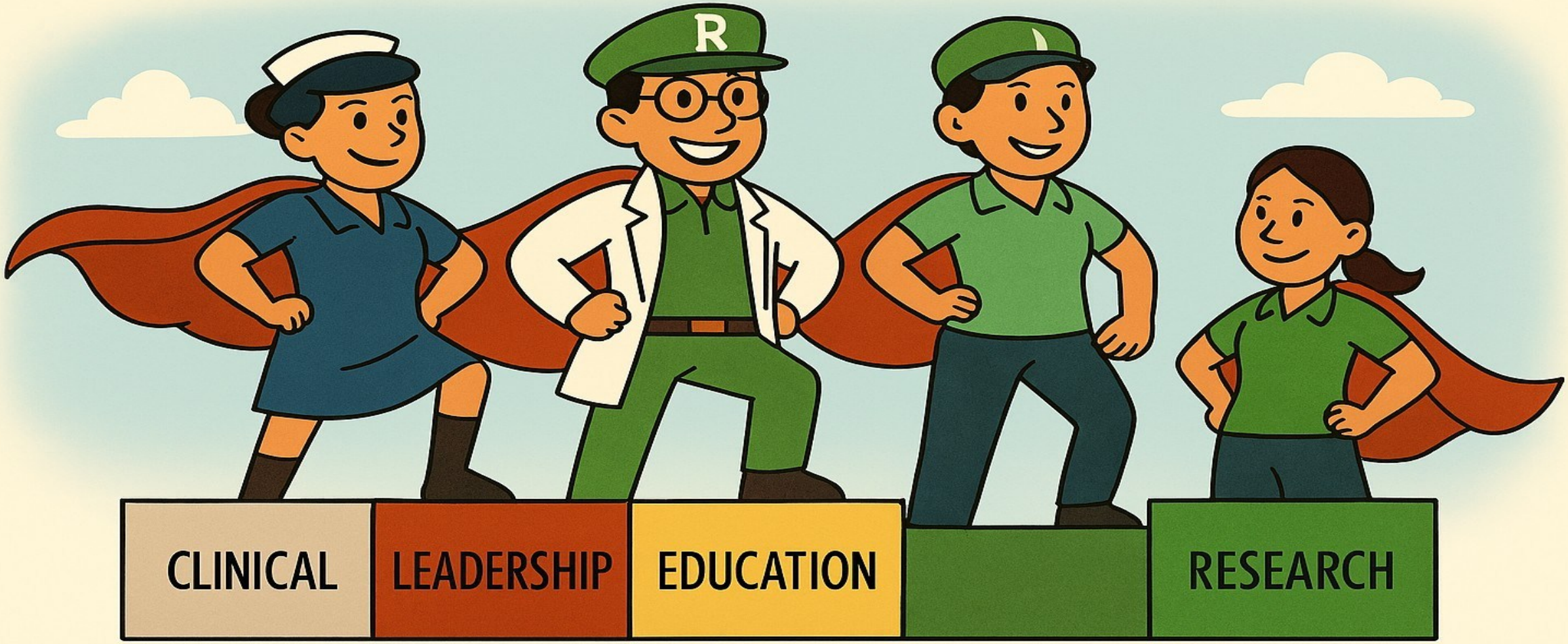
Dr Jeff Aston
Associate Chief Pharmacist - Clinical Services,
University Hospitals Birmingham NHS Foundation Trust


Quality Enhancement
Quality Assurance
Employer Assurance
Royal College Credentialing
Patient Outcome Focus
Standardised Framework
Continuous Professional Growth
Professional Growth
Employer Confidence
Research and Innovation
Implementation Complexity
Strengthened Workforce Capability
Equivalence Uncertainty
Multi-sector Mobility
Core Advanced Practice
Structured Career Development
Competing Priorities
Structured Training
Education and Supervision
National Uptake Variation
Supervisory Resource Pressure
Formal Recognition
Leadership Development
Professional Recognition
Professional Credibility
Patient Safety
Individual Engagement
Evidence-based Progression
Workforce Retention
National Consistency
Consultant Pharmacist
Competence and Confidence
Patient Trust
Time Commitment Burden
Peer Recognition
Assured Competence
NHS 10-Year Plan

ROYAL PHARMACEUTICAL SOCIETY

MDT perspective debate

Paula McLaren
Senior Adviser for Advanced Practice,
The Nursing And Midwifery Council



Enhanced, Advanced, Consultant.

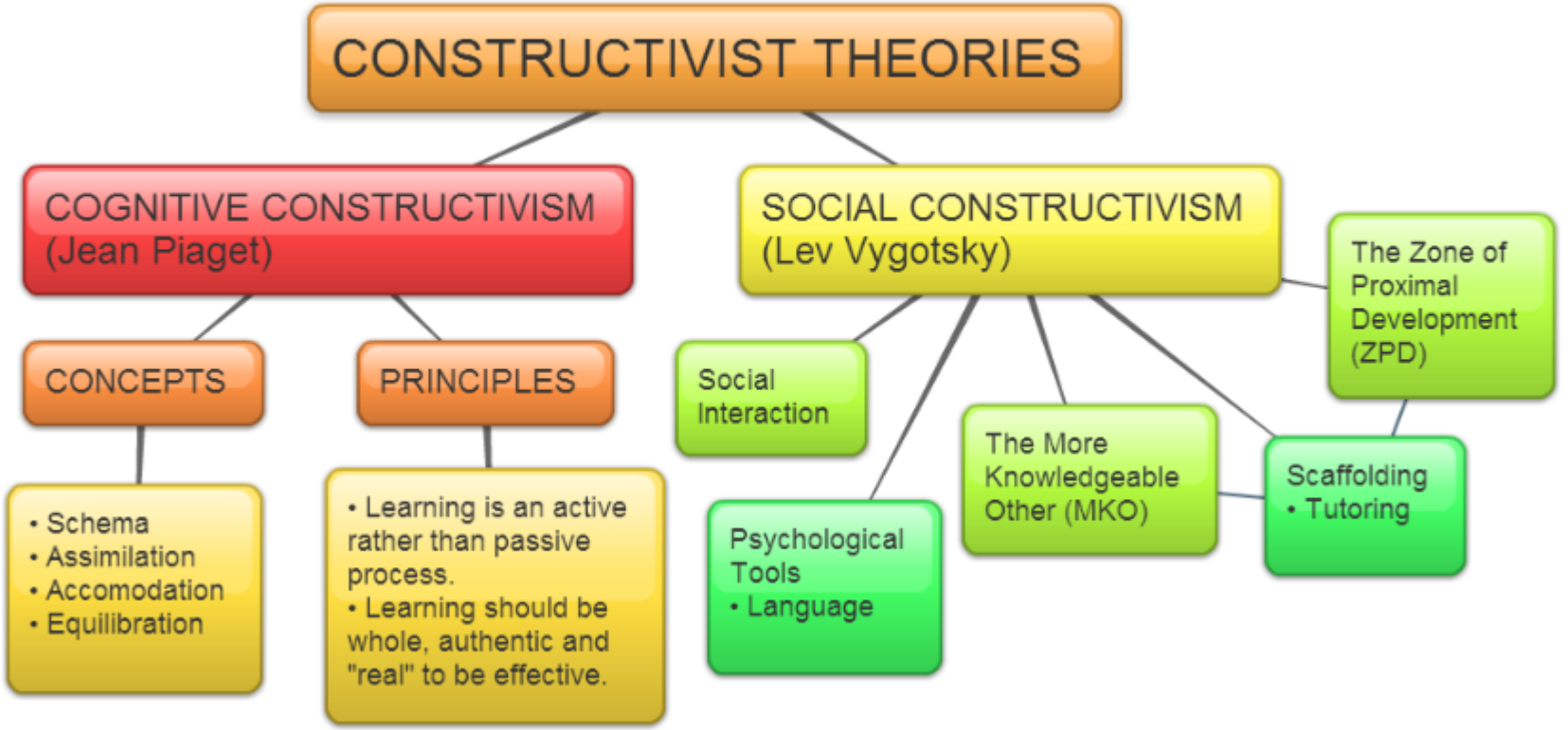
ROYAL PHARMACEUTICAL SOCIETY

RPS educational perspective debate

Joseph Oakley
Associate Director of Assessment & Credentialing,
Royal Pharmaceutical Society

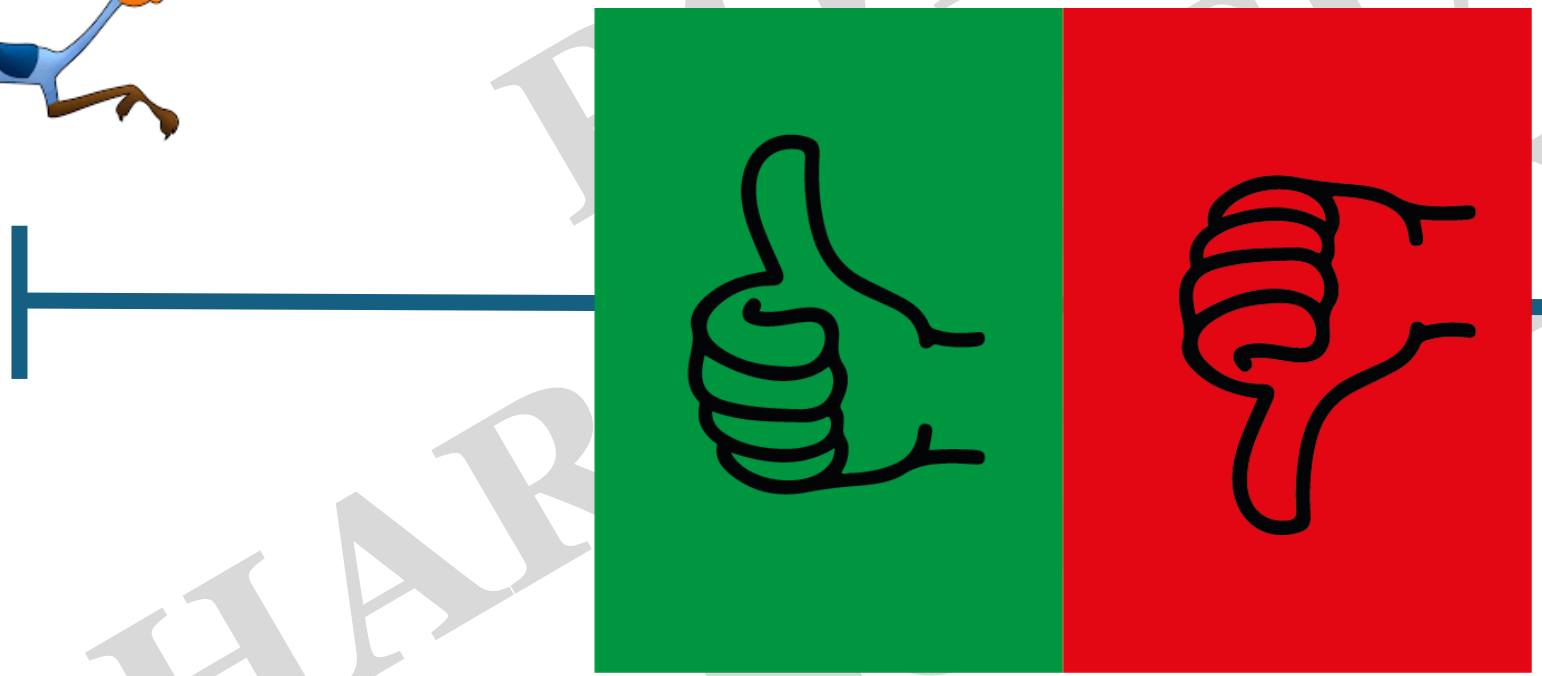
Utility formula (Van der Vleuten, 1996)

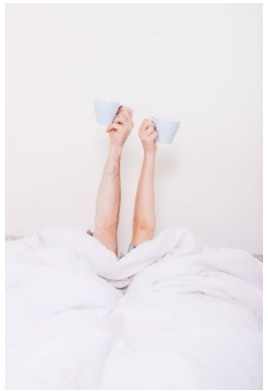
R = Reliability



Voting: Does Pharmacy really need credentialing through a Royal College? Where are you?







ROYAL PHARMACEUTICAL SOCIETY

Pharmacy enhanced curriculum– Transforming health (care) and advancing the profession?

Supporting NQPP careers – flexible recognition pathways

Employer confidence, assurance and co-creation

Supporting system change, leading and innovating

Enhanced, accessible pharmacy expertise – people and communities



ROYAL PHARMACEUTICAL SOCIETY

Without change there is no innovation, creativity, or incentive for improvement. Those who initiate change will have a better opportunity to manage the change that is inevitable

William Pollard

ROYAL
PHARMACEUTICAL
SOCIETY

Together,
we are pharmacy.