

Foundation Training Year (FTY) Recruitment Training Provider Handbook

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1. Introduction & Background

This guide has been developed to support all Training Providers who participate in the recruitment of Foundation Training Year (FTY) trainee pharmacists in Scotland. It includes the processes and timelines of the FTY Recruitment scheme via the applicant recruitment system (Oriel) and the NES Training Provider Information (TPI) site from expression of interest through to candidate handover. It also covers the requirements of Training Providers participating in the recruitment process.

You may be aware that the General Pharmaceutical Council (GPhC) has approved a new set of initial education and training standards in January 2021. As these changes process, some of the terminology associated with the training year may change. However, recruitment into these posts will remain the same for the time being and the GPhC has indicated that current processes should continue to be used.

1.2 Trainee Pharmacist training in Scotland continues to develop as the Foundation Training Year (FTY) evolves.

Since the launch of the FTY in 2006 NHS Education for Scotland (Pharmacy) has facilitated the organisation, administration and funding of Foundation Training Year placements in both community and hospital practice.

The scheme ensures that all trainee pharmacists are prepared in a way that allows them to use their clinical skills to effectively serve patients and the NHS.

All trainee pharmacists recruited into the FTY programme will receive the same salary, enjoy the same core terms and conditions and follow a similar training programme. A series of nationally co-ordinated educational events run by NES complement the training programme.

NES Pharmacy works with the General Pharmaceutical Council (GPhC), the Royal Pharmaceutical Society, and Training Providers to ensure that every trainee pharmacist funded by NHS Scotland receives the same high-quality training opportunity, support and experience regardless of the practice setting. The working relationship between NES Pharmacy and the GPhC is formalised in the terms of a Memorandum of Understanding. As well as ensuring quality of training placements, this involves ensuring that all designated supervisors and trainers are suitably trained and fully supported in their role.

2. Overview

The FTY has established and uses an educational framework for trainee pharmacists and designated supervisors from across all pharmacy practice sectors in NHS Scotland. The FTY uses approved designated supervisors who will supervise trainee pharmacists in standardised, broad-based training covering primary and secondary care sectors, all in accordance with the requirements of the General Pharmaceutical Council (GPhC).

The progress of the FTY is overseen by a Sub-group of the NES Pharmacist Initial Education and Training Group (PIET) that involves individuals - representative of all interested parties - with a knowledge of, or expertise in, the provision of foundation year training.

The main components of the scheme specified by the NHS Circular (PCA (P)(2006)22), issued in September 2006, include:

2.1 Educational Agreements/Service Level Agreements

The Educational Agreement or Service Level Agreement between NES Pharmacy and the approved Training Provider states the funding to be provided in respect of the placements and specifies the NES & the General Pharmaceutical Council (GPhC) requirements for the training placement.

Some aspects of employment terms and conditions – for example salary, weekly hours of work, holidays and study time – are included in the educational agreement/service level agreement to ensure consistency between Training Providers.

All trainee pharmacists involved in the FTY will be paid the same salary, whatever their training “base” and as the FTY is an NHS scheme, this will be determined under the [Agenda for Change salary scale](#). The salary is equivalent to the first point on the Band 5 scale. The trainee pharmacists are NOT being appointed to Band 5 and the increment applied to Band 5 appointees under the preceptorship arrangements does not apply.

Trainees will also have the same generic foundation trainee pharmacist Job Description.

2.2 A centralised recruitment process

Selection of suitable recruits into the scheme will be by means of a standardised co-ordinated process and the placement of the successful FTY trainees will take full account of Training Provider and applicant preferences.

FTY follows a recruitment process that complies with appropriate Human Resources requirements and in keeping with the current General Pharmaceutical Council (GPhC) standard relating to selection and admission for Initial Education and training of Pharmacists.

2.3 Core training programme and course work

All trainee pharmacists recruited into the FTY will follow a training programme framework consisting of a workplace training plan and a core learning programme.

The programme framework is established to meet the General Pharmaceutical Council (GPhC) requirements for the foundation training year and the programme will be approved by the GPhC.

The Workplace Training Plan provides programme templates for hospital, community and modular trainees and all Training Providers will be required to base their workplace training on this NES template.

The NES core learning programme has a focus on national issues and elements aimed at addressing topics from the GPhC registration assessment framework and Learning Outcomes. The NES core material is offered in the form of discussion sessions and timetabled distance and e-learning.

The learning programme will offer specified direct learning with an increasing emphasis on learning via facilitated small group discussion. This will include reflection on workplace experience, opportunities to review progress with the core elements and to address any particular areas of concern raised by designated supervisors or trainee pharmacists such as, for example, calculations.

The programme framework includes first aid training and a mock registration assessment.

3. What is new for 2023 Recruitment?

Foundation Training Year recruitment for 2023 will continue to use the upgraded Oriel 2 online system. This will not change any of the underlying recruitment processes but will make the applicant experience online more user-friendly.

As a result of the outbreak of COVID-19, in 2020 NES joined up with Health Education England (HEE) and Health Education Improvement Wales (HEIW) to establish contingency plans to allow recruitment to proceed. For the past three years, applicants have been assessed using only a Situational Judgement Test (SJT) and Numeracy Test. Ongoing workforce pressures amongst all employer groups mean that we are still unable to reintroduce any face-to-face element of assessment, and so we will continue to adopt the current assessment methodology for 2023.

As these workforce pressures may persist for an indefinite amount of time, we in conjunction with HEE and HEIW, are currently exploring alternative methods of assessing applicant communication with the Schools of Pharmacy. These methods are still at an exploratory stage, and we will communicate significant updates to the scoping as and when they occur.

While we are working with [Health Education England \(HEE\)](#), they have their own employer registration process, please visit the HEE website linked above for information. England and Wales will be using the same selection methods as Scotland and follow the same recruitment timeline. Specific dates will be provided by the recruitment team at Health Education England. This means that applicants can apply to both vacancies but will only be assessed once.

Further information about the Scotland Foundation Training Year recruitment scheme can be found on the Pharmacy Recruitment Foundation Training Year (FTY) page of the [NES website](#).

TPI site developments

Expression of Interest, Training sites and non-NES funded information will now be collected through the TPI site. This has been done to streamline this part of the recruitment process for all stakeholders.

4. Training Provider Participation

4.1 Requirements for Training Provider Participation

Pharmacy organisations will be invited to express their intentions to participate in a specified FTY training year at the start of the calendar year. We invite those Training Providers who have been included on our mailing list in the previous year of recruitment, including those who did not take part in the previous year's recruitment. We also welcome newcomers by sharing registration information on our website and with Community Pharmacy Scotland for distribution.

All Training Providers declaring an interest to be involved in the FTY are required to sign up to the Educational Agreement or Service Level Agreement. This is a declaration that the organisation will adhere to the requirements of participation in the FTY. The Training Provider must also complete an online Training Provider Information Statement (TPIS) that will be available to FTY applicants, detailed in the next section.

When the recruitment cycle is complete and the trainees have been matched to their Training Providers, NES will begin the approval process for each training site to be registered with the GPhC.

For training sites with previous experience (i.e. currently active or have hosted a trainee within the previous three training years) the approval process is determined by recorded data pertaining to that pharmacy, intelligence from other sources and verification that quality standards continue to be met.

The NES approval will be notified to the GPhC to progress the registration of these pharmacies as training sites.

The approval process aims to ensure that training practices can demonstrate that a suitable educational environment exists. That is, the necessary facilities and support are in place to provide the trainees with the level of training required and that the training practice provides a safe working environment.

4.2 Expressions of Interest to participate in 2023 cycle

A key element of participation in the 2023 cycle is deciding how you want to recruit to your posts. In Scotland, we match trainees to a Training Provider, at programme level, not at post level, which means 'base location' for posts will be determined and confirmed to candidates by Training Providers.

For Training Providers with only one pharmacy location, this is your programme and will be your Employer Name.

For Training Providers with more than one pharmacy location, there are two options you can choose from:

Option 1

All your pharmacy locations will be advertised as one programme, under one Employer Name.

Option 2

You can split your locations into **two** groups/programmes. In this case, your Employer Name will need to distinguish the difference between the two programmes.

Examples of different scenarios;

- You have only two locations and would like to advertise them separately. In this case, you should use format 'Employer Name (Location)' or Employer Name (Pharmacy Name).
- You have one or more locations and would like to advertise a remote and rural post separately. In this case, you should use format 'Employer Name' and 'Employer Name (Remote and Rural)'.
- You have various locations and would like to split them up based on geographical location, sector or any other reason. In this case, you should use format 'Employer Name (Location/Sector/Other)'.

It is important during visitation to emphasise to applicants they must be careful which Employer Name they choose when creating their preference list. We have added a unique ID number which you should provide to applicants interested in working with you. This is a 3-digit code and can be found at the top of your TPIS.

Where possible, you should detail the premises locations within the body of your TPIS.

Where applicable, you will undertake your own process of matching trainees to specific pharmacy location within your organisation, and details of this should be discussed during the visitation period. It should be made clear to applicants that they may be matched to any of your pharmacy locations and that adding you to their preference list reflects an acceptance of this.

Please note, we are aware in previous recruitment rounds you may have had more than two TPI accounts for various locations or pharmacies. However, guidelines have now changed, and so in order to ensure fairness to all Training Providers, everyone must follow the above guidelines.

You should follow the advised formatting as per the examples provided. If you have any questions regarding this, please contact NES during the expressions of interest window.

4.3 Training Provider Information Statement (TPIS)

We strongly encourage all Training Providers to take time and think carefully when completing the TPIS as this can be one of the most important factors in attracting high quality applicants, increasing your chances of being contacted by them or being included on their list. This Information Statement enables Training Providers to promote the benefits of working with them, details of the pharmacy organisation, training location(s) and any key areas of interest. We ask that the contact details of the person with whom potential applicants can discuss training opportunities are made available, alongside the training providers website, where possible.

Training Providers will be given access to our NES TPI site to provide this information statement and post numbers. Once complete and signed off, the TPIS is made public online and therefore viewable by potential applicants.

The Training Provider Information Statement allows applicants to search for training practices according to their preferences of Training Provider, geographical area or sector.

There are likely to be 235 funded posts with NHS Education for Scotland for recruitment into the Training Year 2024-25.

Participating in the recruitment process does not guarantee that a FTY trainee is placed with a Training Provider. This is determined by the matching exercise.

The following information is required when completing your TPIS:

Data Required	Description
Employer Name	Name of your organisation (this field is completed by the Pharmacy Recruitment team when your TPI account is created). This information will be used by applicants when preferencing.
Unique ID	Auto-generated code specific to each Training Provider. Applicants will need this code during preferencing and can search for you on TPI public site using it. Ensure candidates are aware of your Unique ID number.
Primary Contact	Please provide us with name; email; address and phone number for the main contact for the organisation with whom potential applicants can get in touch with.
Secondary Contact	Please provide the above information for a second contact if you wish.
Region	Please select from Scotland North (if all posts offered fall within the North Region – NHS Grampian, NHS Highland, NHS Tayside, NHS Shetland, NHS Orkney, NHS Western Isles); Scotland – East (if all posts offered fall within the East Region – NHS Borders, NHS Lothian, NHS Fife); Scotland – West (if all posts offered fall within the West Region – NHS Ayrshire & Arran, NHS Dumfries & Galloway, NHS Greater Glasgow & Clyde, NHS Lanarkshire, NHS Forth Valley) or Scotland – National (If posts offered are across more than one of the regions listed above)
Programme Preference	This automatically creates your name as seen on Oriel and is how an applicant will put you on their preference list. It is important to share this unique identifier with applicants, to ensure they choose the correct Training Provider
Description	Please see the Marketing yourself to attract applicants section for notes on writing a good TPIS
Will be submitting preferences?	Yes or No (for further information please refer to the Preference List section of this guidance)
Description of preference list process	Please provide some details about how prospective trainee pharmacists, interested in your organisation, can get added to your preference list. If your organisation will not be submitting a preference list this year, please indicate this in this field. This information will let applicants know whether they should make contact with Training Providers or not in order to get their name on a preference list. If you are not submitting a list you must add a standard statement in the description of preference list process which you can find under the Preference List section of this guidance.
Places Available	Please enter the number of indicative posts you are offering for 2024-25 here – this field must be a numerical number
Employer Type	Please select from Hospital; Community; Modular or Remote & Rural. Training posts will be split into the following categories – Community Training Providers, Hospital/Split programme Training Providers, Remote & Rural Training Providers and Modular programmes to allow potential candidates to search for the types of posts they are interested in.
Speciality	Acute - only applies to Hospital type above (this information will be filled in by default)
Licensed Skilled Worker Visa Sponsor	Please indicate if you are a licenced sponsor by ticking this box. For further Information, please refer to the Sponsorship section within this guidance.
Number of trainees I can offer sponsorship to	Out of the total number of posts offered, please enter the number of Certificates of Sponsorship you can provide.* Trainees requiring sponsorship can now also choose graduate visa which would allow them to match with any training provider, please refer to section 9.1 for more information.
Employer Website	Please enter the link to the website of your organisation here (if applicable)

Search Filters

Applicants can use a number of filters when searching a Training Provider on the TPI public site based on the information you provide. These filters enable applicants to quickly narrow down to the geography or type of training experience they are interested in. The programme attributes that can be filtered are listed below:

Filter	Options
Region	Scotland – North Scotland – West Scotland – East Scotland – National
Employer Type	Hospital Community Modular Remote & Rural
Licensed Skilled Worker Visa Sponsor	Tick box
Training Provider Unique ID	Auto-generated code specific to each Training Provider. Applicants will need this code during preferencing and can search for you on TPI public site using it.

Applicants also have the option on the TPI site to search for the organisation they are looking for using the Find search field or to select their chosen Training Provider from the dropdown list of Training Providers taking part. It is imperative that the information you provide under the above-mentioned fields once you sign off your TPIS is accurate.

4.4 Marketing yourself to attract applicants

One of the most important factors in attracting high quality applicants and filling places is how you market and promote your programmes and the training you provide.

You are advised to take time to think carefully about how you describe your programme(s) on TPIS. You should ensure that you highlight any elements of the programme that you feel would be attractive to applicants. We recommend you have a look at some of the Training Provider Information Statements submitted in 2020, this information is available on the TPI site linked [here](#) under the 'About' section.

You may also wish to consider engaging with universities to find out about careers fairs taking place.

If you have a website for your organisation, you may like to have a dedicated web page to further advertise your programme. As part of the Training Provider Information Statement, you can provide a link to this web page to allow potential applicants to view further information about your organisation which is not included on your statement.

NES Pharmacy will host webpages dedicated to the promotion of Foundation Training Year training sites and programmes. This will give Training Providers the opportunity to advertise and promote their FTY training posts to potential candidates. The webpages will be hosted under the current recruitment section of the NES Pharmacy website. Further guidance on the submission of promotional materials detailing the type of information you can submit will be provided during the expression of interest window.

Effective marketing is extremely important to attract higher calibre applicants and improve your chances of matching, as applicants are influenced by the quality and depth of the information provided by prospective employers.

Tips for writing a good Training Provider Information Statement:

- Location is the second highest factor determining choice, but the top one is career progression. Also important are structured training and other factors which indicate a quality placement.
- Think about how you can illustrate the quality of your programme – maybe you have the flexibility for a more tailored approach, offer interesting services, or have a close relationship with your local GP practice.
- For rural areas, consider including information about the local area and job opportunities post registration.
- Multisector placements are extremely popular.

If you receive any enquiries from students, give them appropriate information and direct them to apply to you via Oriel.

Finally, once you have been allocated a trainee pharmacist, we recommend you contact them as soon as possible and build up a relationship in readiness for the start of their placement.

4.5 NES Pharmacy Approved Designated Supervisors

The FTY ensures the quality assurance of foundation training within Scotland. As well as the quality of training placements, this involves ensuring that all designated supervisors and trainers are suitably trained and meet any GPhC requirements. Designated supervisors are provided with on-going educational support to meet quality standards.

It is intended that the training and development of a designated supervisor in the FTY will facilitate and encourage on-going development as a designated supervisor for individuals as they progress to practice at higher levels and support pharmacists at later stages in their career development.

The NES Pharmacy approval of designated supervisors is based on the GPhC guidance and criteria. The designated supervisor will sign a declaration covering GPhC eligibility criteria and elements of the Educational Agreement or Service Level Agreement that the designated supervisor has control over. New designated supervisors will be required to complete specified core designated supervisor training and undertake continuing professional development that includes the role of designated supervisor.

4.6 Range of Foundation Training Year (FTY) Training Providers

Foundation Training Year (FTY) can be hosted in a variety of settings; however, each training programme must be accredited by the GPhC and must include a minimum of 6 months in a patient facing setting. All foundation year training programmes are 52 weeks in duration; however, some training programmes may offer a number of placements within that programme.

There are 4 types of employer: community; hospital; modular and remote and rural.

Within community pharmacy, there are several different types and sizes of employers ranging from larger 'high street' multiples to small individually owned independent pharmacies serving a local population.

Hospital pharmacy employers can range in size from large hospitals to smaller district or local hospitals. In addition, some specialist hospitals, for example paediatrics, mental health, cancer treatment, ophthalmology and orthopaedics, may also be involved in the delivery of the Foundation Training Year.

If you are not currently an approved training site and would like to consider training Foundation Training Year Pharmacists, please visit the [GPhC website](#) for more information and contact the FTY Pharmacy Principal Lead(s) to discuss developing a programme to support the trainee at nes.ftypharmacy@nhs.scot.

4.7 Multi-Sector Programmes

Within FTY multi-sector programmes are offered as modular programmes or split programmes. Modular programmes provide the trainee pharmacist with placements in hospital, community and a third setting which can be within GP practices. Split programmes see trainee pharmacists undertaking training in hospital pharmacy and within GP practices.

Multi-sector programmes are popular with trainee pharmacists and may offer another option for filling your programmes.

Some benefits of offering a multi-sector programme include:

- Developing a trainee pharmacist workforce capable of working across the healthcare system better prepared to deliver advanced patient care upon registration
- Improving the understanding of the transfer of care issues and how to support patients as they transition between care settings
- Enhancing the relationship development between partner sites
- Trainee pharmacists in multi-sector posts can educate colleagues (in all sites) on barriers and difficulties regarding communication and transfer of care
- Promoting the role of pharmacists in non-traditional sectors of practice (such as general practice) as part of a portfolio career
- Trainee pharmacists will develop a broader skill set, allowing them to better support service delivery in their main sector of employment.

Programmes that include multi-sector placements will require separate training plans to be submitted to NES which include the objectives of the training in each area of practice. As part of the training plan, activities that trainee pharmacists will complete during their training will need mapping to the learning outcomes and performance standards for foundation year trainees. The [GPhC](#) can provide further information on the requirements of multi-sector posts. Please contact the FTY Pharmacy Principal Lead if you wish to discuss potential opportunities of offering a multi-sector programme.

4.8 Foundation Training Year (FTY) Training Grant

NES will provide a Foundation Training Year (FTY) Training grant that will cover fully the salary and employer on-costs for trainee pharmacists recruited into the scheme. The salary is based on point 1 of Band 5 on the Agenda for Change Salary Scale.

NES Pharmacy will pay the training grant in instalments. Payments will be made in three instalments paid four-monthly in arrears. Currently these instalments are paid at the end of November, March, and July of the training year.

5. Timeline

The following tables set out the key timelines within the recruitment process and what is required from Training Providers at each stage.

All deadline dates will be available on the Pharmacy Recruitment Foundation Training Year page of the [NES website](#).

5.1 Table 1 – Timelines, activities and what Training Providers need to do (*Please note this timeline is indicative and subject to change.)

This timeline describes the activities within the recruitment cycle, in addition to this, Training Providers will follow the activities in Table 2 prior to the trainee pharmacist commencing employment.

Month	Activity	What Training Providers need to do
February – March 2023	Expressions of interest to take part in the recruitment process and completion of Training Provider Information Statements	Follow the process detailed in this guide. Training Providers need to confirm they wish to be included in the recruitment process and complete a Training Provider Information Statement via TPI. Late submissions will not be accepted. Training Providers, new and existing, will need to sign a copy of the Educational Agreement or Service Level Agreement. Once you have submitted your expression of interest, the Pharmacy Recruitment team will contact you to confirm your registration and to advise you can start completing your TPIS.
April – October 2023	Visitation Period	Once Training Provider Information Statements are published, applicants will contact the Training Providers to discuss training opportunities, possible placements and how to get their name on a preference list if applicable. This is when you will be able to identify preferred candidates.
June 2023	Oriel is open for applicants to register and apply for 2023	No action required
July – October 2023	Training Provider Preferencing Window	If you choose to submit a preference list this year, preferencing opens in July and closes in October. No further names can be added to your list after the deadline.
September - October 2023	Assessment Window	Details are yet to be confirmed
November 2023	Offers released to applicants	No action required
December 2023	Candidate Handover	Matching outcomes will be released, and you will be notified via TPI system of the names of your trainee pharmacist. Copies of their application form and ID documents will be uploaded to your TPI account.

5.2 Table 2 – Post-Recruitment Activities (*Please note this timeline is indicative and subject to change)

Month	Activity	What Training Providers need to do
February - May 2024	Site approved as a training site with the GPhC	Training Providers must be registered with the GPhC as an approved foundation training year site. As NES Pharmacy conduct these approvals on behalf of the GPhC training providers do not apply directly but assist NES Pharmacy with approval processes.
April – June 2024	Pre-employment checks and contracts	Training Providers should complete pre-employment checks and issue contracts
	Identify Foundation Training Year designated supervisors who meets the GPhC designated supervisor criteria for new trainee pharmacists	Consider designated supervisor training needs
July/August 2024	Trainee pharmacists start employment	Arrange induction process for trainee pharmacist. Precise training year start dates will be confirm in due course.

5.3 Table 3 – Communication Timeline (*Please note this timeline is indicative and subject to change.)

Activity/Template	Timing
Training Providers register to participate in the recruitment cycle	February 2023
Confirmation of registration e-mail to Training Providers	February - March 2023
TPIS published on TPI site	April 2023
Vacancy advertised on Oriel & applications open	June 2023
Training Provider and Candidate Preferencing opens	July 2023
Training Provider Preferencing and Candidate Preferencing closes	October 2023
Offers released to applicants	November 2023
Unsuccessful applicants informed	November 2023
Training Provider Matching Outcomes released - Applicant information released	December 2023

6. Recruitment and Selection Process

During the recruitment process for a Trainee pharmacist (FTY) post the person specification and professional attributes framework (PAF) are the two documents which detail the essential and desirable criteria, and all selection methods will be mapped to these documents. You can access the Professional Attributes Framework and Person Specification on the [NES website](#). The stages of the recruitment and selection process are detailed below.

6.1 Application

The Oriel 2 recruitment system will be used by all applicants to apply for their Foundation Training Year. England and Wales have a separate recruitment vacancy to Scotland, therefore National applicants interested in both programmes will need to submit 2 applications on Oriel including creation of preference lists.

6.2 Longlisting

The NES HR team first checks that applications meet the requirements and essential criteria detailed in the Person Specification.

6.3 Visitation & Preference Lists

As part of the selection process applicants are required to submit a preference list of Training Providers that they are interested in completing their training with, they can add up to 16 Training Providers to their list. Should an applicant not submit a list then they will be deemed to have withdrawn from the process as applicants must have a minimum of 1 Training Provider on their list to be eligible for participating in the matching process. Details of the training places available in each region can be found on Oriel and on the [NES TPI site](#). The Training Provider Information Statements (TPIS) allow applicants to search for Training Providers according to their preference for sector and/or geographical area.

6.4 Assessment

Applicants will be assessed based on their SJT and Numeracy test score. During the assessment stage(s) the person specification and professional attributes framework (PAF) are the two documents which detail the essential and desirable criteria and all selection methods will be mapped to these documents. Some of the criteria within the person specification are underpinned by behavioural indicators within the PAF.

6.5 Matching

Once a list of appointable candidates is established, along with a preference list from each candidate and from the Training Providers who opted-in to submit a preference list, matching can take place.

There are therefore two elements to being selected for a place in the scheme:

Eligibility - determined by total score, and

Success - appointable candidates being matched to Training Providers (via preferences).

7. Training for Foundation Year Pharmacists

7.1 Who is Eligible to Apply?

Pharmacists are registered professionals with the General Pharmaceutical Council (GPhC) and are required to undertake a four-year Masters in Pharmacy (MPharm) qualification, followed by 52 weeks of Foundation Year Training in the workplace and successfully pass the GPhC registration assessment.

Individuals who are registered pharmacists outside of the European Economic Area are required to undertake a one-year Overseas Pharmacist Assessment Programme (OSPAP) qualification in order to register as a pharmacist in the U.K. This is followed after graduation by a period of 52 weeks of foundation year training in the workplace and sitting the GPhC registration assessment.

Foundation training year takes place in one or more training sites that have been accredited by the GPhC and Trainee Pharmacists work under the supervision of an educational supervisor (designated supervisor) to demonstrate the required knowledge, skills and attitudes expected of a pharmacist.

Trainee Pharmacists who have demonstrated that they meet all foundation training performance standards are eligible to sit the GPhC registration assessment towards the end of their training year. This assessment must be passed alongside the successful completion of performance standards and 52 weeks training in order to be eligible to register as a pharmacist.

8. Preference Lists

The FTY recruitment process is based on allowing Training Providers to make decisions regarding which trainee pharmacists are recruited to their organisation. Again, due to COVID-19 restrictions, we have adjusted the matching process to enable Training Providers and candidates to be matched without a Training Provider preference list.

Training Providers have two options to decide for the 2023 cycle of recruitment;

Option A: Submit a Training Provider preference list of candidates that they would be willing to employ and work with over the training period.

Matching will take place in ranked candidate order using **both** candidate preference list and Training Provider preference list.

If a Training Provider is submitting a preference list;

It is important that Training Providers get to know a candidate prior to the selection process. It is the responsibility of the candidates to make contact with Training Providers to improve their chance of being included on a Preference List whilst taking into consideration any social distancing restrictions. It is essential to do this prior to the deadline for submission of Training Providers' Preference Lists. Candidates should utilise the contact details and information in the Training Provider Information Statements to assist with the best way of doing this. It will not be possible to add any further candidates to your Preference List after the deadline.

Option B: Do not submit a Training Provider preference list of candidates.

Matching will take place in ranked candidate order based **only** on candidate preference lists.

This means it is possible for the Training Provider to be matched with any appointable candidate who has added the Training Provider to their preference list.

If a Training Provider is not submitting a preference list;

Candidates are not required to contact the Training Provider to arrange visitation, however, we encourage them to find out more about the opportunities available if they wish to preference this TP using the contact details provided in the Training Provider Information Statements.

Training Provider Information Statements must clearly indicate if they are submitting a Training Provider preference list for this cycle of recruitment, therefore, if you do not wish to submit a list, please include the following paragraph in the description of preference list section:

'For this cycle of 2023 recruitment this Training Provider will not be submitting a candidate preference list and will be eligible to match to ANY appointable candidate during the matching period. Candidates are not required to contact the training provider to arrange visitation, however, we would encourage you to find out more about the opportunities available if you wish to preference this TP using the contact details provided.'

Training Providers who choose to complete a Preference List will be required to enter the candidate's Oriel pin number to generate the candidate's name on their list. Each candidate will receive notification of their pin number upon creating an Oriel account and will be advised that Training Providers will be asking for this number. Training Providers must ask the candidate for this number as standard process and should not wait until a decision has been made regarding who to include on their Preference List.

NES strongly recommends to both candidates and Training Providers that names on preference lists are neither divulged nor discussed in order to maintain the integrity of the process.

Further guidance specifically detailing how to complete the online Preference List is available on the [TPI site](#) under the *About* section.

9. Identifying Preferred Candidates

If you are submitting a preference list, it is your responsibility to select and preference the candidates you wish to include. Prior to placing a candidate on your Preference List, you are advised to conduct your own identification process which is adequately documented. You should satisfy yourself that candidates on your preference list will meet the criteria outlined in the Person Specification and Professional Attributes Framework.

Your list of preferred candidates may have arisen from summer placement programmes, part-time working or work experience, interviews or any contact between applicant and Training Provider. When completing your preference list, you **MUST NOT** include any candidate on your list that you would not be willing to employ.

It is important to treat all candidates interested in undertaking foundation year training with you in the same way, including those on summer placements/work experience, i.e., all potential candidates should have the same criteria applied to them and be asked the same questions.

9.1 Sponsorship

Skilled Worker Visa

Training Providers should be aware that if you preference a candidate that requires a Skilled Worker Visa, you must already be approved as a sponsor and hold a licence to sponsor a Skilled Worker. If a Training Provider declares that they hold a Skilled Worker sponsorship licence this will be published as part of the TPIS and be made available for applicants to view on Oriel. As a Training Provider, it is your responsibility to be aware of the requirements of sponsoring a Skilled Worker.

Applicants searching for a sponsor for their Foundation Training Year can use this as a search option on the NES TPI site and Oriel to ensure they are contacting only those who they are eligible to preference.

Most applicants to FTY are studying in the UK at the time of application and so are in the UK and subject to an undefined Certificate of Sponsorship, switching from a Tier 4/Student visa. As there is no longer a restriction to the number of Certificates of Sponsorship (CoS) a sponsor can offer, the number of CoS you can offer to FTY recruitment may have changed. Please note, the costs of sponsorship remains the same at £199 per individual switching from a Tier 4/Student visa to a Skilled Worker visa, and an additional £1,000 for individuals not switching from a Tier 4/student visa. For the most up to date information and current rates please refer to the Home Office website linked [here](#).

Should you have any questions regarding this, please get in touch with the pharmacy recruitment team directly by going to the ServiceDesk linked [here](#) and submitting a request.

Current UK Visas and Immigration department (UKVI) policy will be applicable to the recruitment process.

Graduate Visa

We would like to inform you of some changes to this year's national recruitment process, which took place in 2022. With the introduction of the Graduate visa meaning applicants can work within the UK for 2 years without employer sponsorship, we have taken the decision to stop restricting applicants at the point of offers to programmes linked to Skilled Worker Visa Sponsorship.

This means that overseas applicants wishing to utilise the Graduate Visa route for their Foundation Training Year will be able to apply for any place within the Scheme. Employers do not have to make any changes to their programme information to be eligible to accept these applicants. **Responsibility for ensuring the correct right to work documentation is in place to take up an offer will sit with applicants.** This approach should allow us to match more appointable applicants to training programmes and bring pharmacy in line with other healthcare staff groups.

Please note that the Graduate Visa route is different to the Skilled Worker Visa route. Employers offering the Skilled Worker Visa should ensure they comply with the terms of that route of entry.

For more information on graduate visa please visit the following websites
<https://www.nhsemployers.org/articles/student-and-graduate-routes>
<https://www.gov.uk/graduate-visa>

9.2 Unconscious Bias

It is only natural to make quick judgements and assumptions while assessing candidates. Please be aware that your background, personal experiences, societal stereotypes and cultural context may influence your choices and ensure that any recruitment decisions that you make are based on objective assessments of information. When creating a preference list Training Providers should ensure all applicants are treated equally and fairly and questions or assessments are consistent, without discrimination.

Please refer to the FTY Trainee Person Specification and Professional Attributes Framework for further details of the selection criteria which can be found on the [NES FTY website](#)

10. Matching Process

10.1 Candidate Preferences

Candidates seeking a place in the NES FTY are first asked to consider their preferences. To assist with this, each Training Provider in the FTY is asked to provide a “Training Provider Information Statement” (TPIS) which is published via the online recruitment system, accessible to the trainee pharmacists. The TPIS is an opportunity for employers to market themselves to potential trainee pharmacists and to provide them with up-to-date information on their training practice and how they would like to be contacted.

Candidates are encouraged to review all the information for Training Providers in each NHS Board area that they may be interested in applying to.

As has been stated previously, successful recruitment into the FTY is dependent on matching with a Training Provider. It is suggested to candidates that they find out as much information as possible about each Training Provider to help make informed decisions.

It is strongly suggested that they should endeavour to make contact with all of their preferred Training Providers, regardless of if the Training Provider will be submitting a preference list or not.

Training Providers are asked to respond to this and engage with the candidates.

10.2 Training Provider Preferences

As detailed in [Preference list Section](#) on page 17.

10.3 Matching and Offers

The FTY recruitment process is founded on allowing Training Providers to make decisions with regard to which trainee pharmacists are recruited. We have detailed this on [page 23](#) of this document.

In round one, the candidate is a pharmacy student (current or graduated) that has met the essential criteria of the 2023 FTY Person Specification and has been deemed appointable following successful completion of the assessment.

The applicant scores from the assessment will determine their place in the ranked list of appointable applicants. The application and assessment process is about scoring points and determining a candidate’s eligibility to join the scheme – i.e. there is an overall “pass” mark that must be achieved. Each candidate will also have submitted a preference list.

In addition to this, NES will also have the preference list of any Training Provider who chose to submit one.

Once NES has the above information the first round of matching can take place. Matching is carried out in rank order and in accordance with the candidate’s order of preference for Training Provider.

Where a candidate can be matched to a Training Provider, this placement will be offered by NES via Oriel. The candidate will be asked to confirm their acceptance or rejection of the offer via Oriel, within a 48-hour deadline. Please note that NES **will not consult further with the Training Provider prior to making the offer** – the assumption is that if the candidate is on their preference list or if they have not submitted a preference list, then Training Providers are happy for an offer to be made.

The final contract of employment is issued by the Training Provider and any required pre-employment checks including immigration (i.e. applications for Certificates of Sponsorship for the Skilled Worker Visa) are for the Training Provider and trainee to progress.

NHS Education for Scotland is committed to deliver best practice in Equality and Diversity and accordingly we comply with the responsibilities under Disabilities legislation including a Guaranteed Interview Scheme.

All trainee pharmacists regardless of their personal circumstances, are required to compete for a place on a training programme and all will be assessed on their individual merit. If successful, we ask that any individual requirements be discussed at the earliest opportunity. NES provides guidance on dealing with such requests during the handover stage and will publish guidance for both trainees and Training Providers during the recruitment process.

10.4 Clearing Round

Following completion of round one, if all 235 posts are not filled, we will then proceed to a clearing round.

The clearing round matching process involves matching the remaining appointable candidates to Training Providers with remaining posts who have opted into participating in this round. The matching will be done in rank order, using the candidate preference lists only.

The remaining appointable candidates will create a Preference list based on the Training Providers who are participating in the clearing round.

As Training Providers will not be submitting a preference list, they must be willing to accept any of the remaining candidates. The clearing round will not consider any preference list from round one.

Should you have any further questions regarding the 2023 recruitment and selection process, please contact a member of the Pharmacy Recruitment Team by going to Service Desk linked [here](#) and submitting a request.

10.5 Matching Explained

As the matching process will have a mix between Training Providers with a list, and Training Providers who will be allocated candidates, it will be organised as follows:

If you submit a list, matching takes place in ranked candidate order using candidate preference list and Training Providers are matched only to appointable candidates who are on their Training Provider list.

If you choose not to submit a list, matching takes place in ranked candidate order using candidate preference list and Training Providers can be matched to ANY appointable candidates.

In both scenarios, NES will check against Training Provider post numbers. If there are no posts left for the candidate, there will be no match and we will move to their next preference. Previously, if the candidate needed sponsorship and the Training Provider did not have a licence, there will be no match however with the introduction of the Graduate Visa, we have decided to stop restricting applicants at the point of offers, meaning applicants wishing to utilise the Graduate Visa round will be able to apply for any place within the Scheme.

All posts will be first offered to the candidate with the higher score.

10.6 Not matched to preferred candidate

If you do not match to your preferred candidate, please note we are unable to disclose any information relating to the candidate's preference list, however, the following information may be useful in getting a better understanding of why a candidate may not match with a certain Training Provider:

- the candidate was not successful in meeting the score threshold to secure one of the NES-funded posts;
- the candidate has been unable to make a successful match due to limited spaces with Training Providers;
- the candidate does not appear on the Training Provider's preference list (if the Training Provider chose to submit a list).

11. Further Information

Additional information will be published on the NES FTY website at relevant intervals during the recruitment process.

NES website: <https://www.nes.scot.nhs.uk/recruitment-and-careers/pharmacy-recruitment-foundation-training-year-fty-formerly-prps/>

A Foundation Training Year Applicant Handbook will also be made available for applicants on the above NES site. This will be published prior to applications opening.

12. FTY Appointments

Please note that ALL offers for FTY places MUST come from NES. No agreements can be made between Training Provider and applicant directly. Please do not issue verbal offers or commit to offering a trainee a post as this can constitute an offer of employment.

12.1 Offers of Employment

The Pharmacy Recruitment Team issues the matching results to applicants via Oriel once matching has taken place.

If offers are declined prior to the final deadline for acceptance of offers, further offers are made to the next highest scoring candidate where a match is possible.

NES will notify matching outcomes to the Training Providers via email in December 2023. Should you match to a trainee, the name of the candidate will be published on your TPI account.

As applicants will be made offers in advance of Training Providers being informed, it is possible that you may be contacted by applicants wishing to share their news with you or they may share their offer status on social media. Applicants will be informed that Training Providers will not be notified of successful appointments until early December. **Please could we remind you that offers should not be discussed between candidates and yourself prior to the matching outcome e-mail being released as a candidate's offer may change during the upgrade window if they have chosen to opt into accepting their offer with upgrades.**

Once all the FTY posts are filled, NES carries out a handover process. This involves making successfully matched candidate details and files available to the Training Provider to enable pre-employment checks to be carried out.

12.2 Pre-Employment Checks

It is essential that every Pharmacist working in the NHS is fit and safe to work with patients.

Candidates are asked to make key declarations on their application form relating to honesty and probity. In addition, they are advised that further pre-employment checks are carried out by the Training Provider.

Pre-employment checks include (but are not limited to):

- Occupational health clearance
- Protecting Vulnerable Groups Scheme (PVG)
- Right to Work

It is then the Training Providers' responsibility to establish contact with the trainee(s) and progress pre-employment checks. Training Providers are advised to issue a conditional offer of employment and a contract as soon as possible. Please note that it is the Training Providers' responsibility to ensure that these checks are carried out.

Training Providers who matched during the previous recruitment cycle can find a copy of the pre-employment checks guidance on the [NES website](#).

13. FTY Terms and Conditions

All trainee pharmacists recruited into the NHS Foundation Training Year programme will receive the same salary and enjoy the same core terms and conditions.

13.1 Educational Agreement/Service Level Agreement

- As stated earlier, NHS Education for Scotland will agree an Educational Agreement (EA) or Service Level Agreement (SLA) with each approved Training Provider. This will state the funding to be provided in respect of the placements and will specify the NES & General Pharmaceutical Council (GPhC) requirements for the training placement. **All Training Providers are required to sign and comply with the EA/SLA.**
- The EA/SLA specifies some of the employment terms and conditions that must be included in a contract of employment to ensure consistency between Training Providers. The conditions to be specified in the EA/SLA include salary, weekly hours of work, holidays, study time and attendance at the educational programme.
- Each trainee pharmacist in the NES FTY will:
 - Be paid an annual salary (52 weeks) of £28,384 as per the PCS(AFC)2022/3 Circular as at December 2022 (as per the latest circular). Please note that these terms are based on the Agenda for Change Salary Scale equivalent to point 1 of Band 5. This facilitates the placement of hospital trainee pharmacists on the pay spine. Trainees are however NOT appointed to Band 5 and any T&Cs of A4C do not apply;
 - Work 37.5 hours per week. These hours will be worked as part of the normal weekly opening hours of the training base;
 - Receive 27 days annual leave and 8 public holidays;
 - Be allocated one half-day per week (or equivalent) protected time for study time.
- The elements of the educational programme to be attended will be the same for each trainee pharmacist as part of the core training programme. There may be other matters included in the EA/SLA that are aimed at ensuring the consistency of training experience between Training Providers.

13.2 Contract of Employment

- Beyond the matters covered by the EA/SLA, it is for the Training Provider to detail any specific terms and conditions of employment. The Contract of Employment is a matter for agreement between the trainee pharmacist and the employer, **(NES is NOT the employer).**

14. Contacts

If you have any other queries, please visit the Pharmacy Recruitment Foundation Training Year page of the [NES website](#) for information or contact the relevant team contact listed below.

14.1 NES Pharmacy Team

For any general pharmacy queries not related to the recruitment process for example the Training site approval process or queries about training programme/designated supervisor requirements

Gail Craig

Pharmacy Principal Lead

gail.craig@nhs.scot

Fiona Woodley

Pharmacy Principal Lead

fiona.woodley@nhs.scot

14.2 NES Pharmacy Recruitment Team

For all queries related to the Foundation Training Year recruitment process for example expression of interest for future recruitment cycles or queries about the matching process, contact the Pharmacy Recruitment Team by going to Service Desk linked [here](#) and submitting a request.

Appendix A: NHS Foundation Trainee Pharmacist Scheme Job description

NHS Education for Scotland (NES)

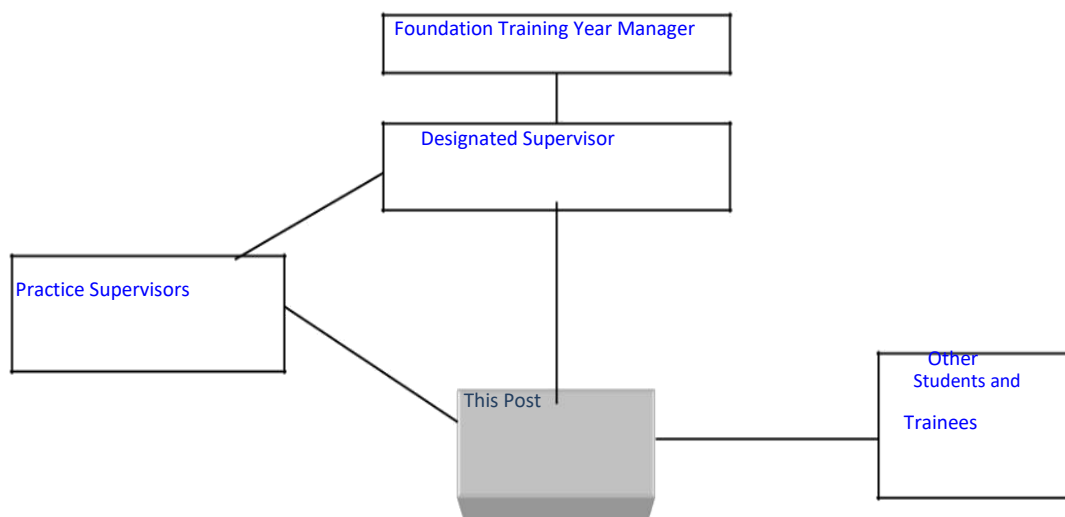
NHS Trainee Pharmacist Scheme Job description

1. Job details	
Job Holder	
Job title	Trainee Pharmacist
Reports to:	Designated Supervisor or Foundation Training Year Manager
Liaises with:	Designated Supervisor, Foundation Training Year Manager, Practice Supervisors in the organisation, other Trainee Pharmacists in NHS Scotland.
Base:	
Job Description Revised:	May 2022

2. Job purpose
<p>The job purpose is to ultimately achieve registration with the General Pharmaceutical Council (The Regulator). The job holder is responsible for the delivery of the agreed standard of pharmaceutical care for the identified patient population, safely, effectively and within the defined limits of responsibility, resources and activity and, in doing so, achieving the IE&T Learning Outcomes specified by the Regulator.</p>

3. Job dimensions
<p>This is a fixed term (one year) training post. The job holder is part of a cohort of trainee pharmacists undertaking a planned rotational programme involving work and training in all aspects of pharmacy practice, during normal working hours, with participation in weekend and / or public holiday rotas as required. The job holder:</p> <ul style="list-style-type: none"> - will be responsible for the effective use of their own time, and the effective use of resources in the course of their studies. - is responsible for the collection of evidence to support the achievement of the Regulator IE&T Learning outcomes. - is responsible, under supervision, for the provision of pharmaceutical care to individual patients. will participate in national and local study sessions as part of the training programme. - will liaise with other trainee pharmacists within the organisation, area, and across NHS Scotland.

4. Organisational chart for this post.



5. Role of the Organisation

The aim of the Pharmacy Service provided by the Organisation is to assure quality of patient care in the provision of treatment with medicines. To this end the objectives are:

- (i) to provide pharmaceutical care to individual patients whenever they present by meeting their particular needs while maximising efficiency in the use of resources.
- (ii) to provide medicines through systems of quality control which ensure safe, effective and economic use.

6. Result areas

This is a training post with the personal development objectives prescribed by the Regulator and NES through the IE&T Learning outcomes listed in the Foundation Training Year Manual.

The job holder:

- is required to undertake continuing professional development to ensure that the personal knowledge base is maintained and improved.
- is expected to achieve competence as specified in the Foundation Training Year in all areas of pharmacy practice, and maintain records providing evidence of this training. The Foundation Training Year includes a timetable specifying the time to be spent in each area.
- is required to carry out delegated tasks effectively, according to the Organisation's procedures and standards.
- is required to have a working knowledge of all relevant Organisation procedures, policies and standards, and to apply and maintain them in the area of work, including any specific requirements of a quality management system.
 - has specific Health and Safety responsibilities as defined by the Organisation Health and Safety Handbook to ensure safe working practices and that facilities and equipment are maintained to the appropriate standard, and that optimum use is made of them. The job-holder should ensure that staff are both safety and security conscious.
- will participate in uni- and multi-professional research.
- will gain experience in the routine management of personnel and demonstrate an ability to prioritise workload in liaison with senior staff.

7. Systems and Equipment

The job holder will require to use computer equipment in pursuit of the post objectives. The Organisation use the *(Insert computer system)* computer system.

In the hospital setting, the job holder will require to use laminar air flow cabinets and pharmaceutical isolators.

8. Assignment and review of work

The job holder is a member of the professional staff of the Organisation and will work within strategic and policy guidelines established by the Organisation.

The job holder will regularly consult with the relevant practice supervisor / section manager who will assign and delegate tasks.

The development plan for the job holder is described in the Foundation Training Year Manual. The job holder will meet regularly with the designated supervisor to review progress with the training plan and performance appraisal.

9. Decisions and Judgements

The job holder works under constant supervision within overall training programme approved by NES and individual sectoral and sectional training plans.

10. Communications and working relationships

The job holder will regularly consult with the designated supervisor allocated to support pursuance of the Foundation Training Year.

The job holder will liaise and communicate with the other pharmacy and non-pharmacy staff to ensure that an effective service is provided. The job holder will communicate, either on a one-to-one basis or in a group setting, with identified patients, relatives/carers and associated healthcare staff in order to identify and address pharmaceutical issues. Communication, either verbal or written, will take place with healthcare professionals in all sectors, to ensure continuity of care and resolution of identified pharmaceutical care issues.

The job holder will communicate with other members of the profession to facilitate both service and professional development, to ensure best possible pharmaceutical care for their patients.

The job holder will attend, and participate in, regular peer review and departmental/branch meetings.

The job holder will be required to provide presentations to pharmacy and other staff and participate in the training of staff.

11. Physical demands of the job

The job holder:

- is required to work to fixed time deadlines related to the education and training programmes.
- requires a high level of concentration to dispense and prepare medicines accurately, to meet deadlines, and subject to interruptions.
- provides counselling to patients on medication regimens that requires explanation and reassurance.
- will require to spend a significant amount of the working time standing or walking, and the job requires time spent using a keyboard.

12. Most challenging part of the job

Ensuring that maximum opportunity for professional development is made from the experiences offered. Achieving competence in the skills of a trainee pharmacist to the level required for registration with the General Pharmaceutical Council.

Working effectively as a member of the pharmacy team to promote and develop the service within limited resources, and to effectively prioritise the workload to meet the needs of the customers (patients/other multi-disciplinary professionals/managers).

To ensure that the delivery of individualised patient care is safe, effective and efficient.

To effectively adapt the service within a changing NHS.

13. Knowledge, Training and experience required to do the job

On appointment, a primary masters degree from a School of Pharmacy accredited by the General Pharmaceutical Council as suitable for registration as a trainee pharmacist on completion of the Foundation Training Year.

The job holder will have good communication and team-working skills and be able to work calmly and accurately under pressure.

Job description agreement

Job holder's signature Date

Hospital Senior Officer/Head of Department:..... (Title)

Signature Date

Community Manager/Head of Department:..... (Title)

Signature Date