



Pharmacy Department

Pre-registration Trainee Pharmacist

Information Pack

This booklet has been designed to give a brief overview of Chelsea and Westminster Hospital and the West Middlesdax Hospital Pharmacy Departments and the experience you may receive whilst working here

1. CHELSEA AND WESTMINSTER HOSPITAL

Chelsea and Westminster Hospital is a teaching hospital linked to the Imperial College School of Medicine. It is comprised of two sites – Chelsea and West Middlesex Hospital

Chelsea Site:

The hospital opened in 1993 following the re-organisation of services from St Stephen's, Westminster, Westminster Children's, West London and St Mary Abbot's Hospital.

Chelsea and Westminster Hospital covers a wide range of specialties, which are divided into the following four directorates in the pharmacy department: Medicine and A&E, HIV/GUM, Anesthetics/Imaging and Surgery and Women's & Children's.

The new building is quite unlike any other hospital. As you walk in, you will understand why Chelsea and Westminster Hospital has been described as having "a feeling of light and buoyancy alien to most other hospitals." Art, sculpture, photography, music and performance contributed by staff, patients and friends of Chelsea and Westminster are a prominent feature of the hospital and are promoted by the Arts of Health.

The hospital is located in central London with excellent transport links via bus (211, 14, 328, 11, C3, 22) or tube (Earl's Court, Fulham Broadway and South Kensington, all within a 10 – 15 minutes' walk of the hospital).

West Middlesex site:

In 2015, West Middlesex Hospital merged with Chelsea and Westminster to create the Chelsea and Westminster Hospital NHS Foundation Trust.

West Middlesex Hospital is a local acute hospital site in Isleworth, Middlesex, close to Richmond and Twickenham.

The hospital building is one of the newest in the region, opened in 2003, and serves a local diverse population in the London Boroughs of Hounslow and Richmond, offering a wide range of inpatient and outpatient specialties, including our award-winning maternity services. The hospital has been designated as a Major Acute Hospital as part of the NHS Shaping a Healthier Future plans, and significant investment has been made in Paediatrics, resulting in expansion of the paediatric services and creation of a Paediatric Assessment Unit.

2. THE PHARMACY

Chelsea and Westminster site:

We operate one of the most modern and efficient pharmacy services in the UK with shorter patient waiting times and a safer, more effective service for patients. The spacious department which includes a combined inpatient dispensary, pneumatic air tubes, directorate specific clinical offices and at the heart of stock control and dispensing there is a robot that dispenses and labels drugs. The robot reduces the risk of dispensing errors and also helps reduce waste by monitoring expiry dates. Using a robot frees pharmacists and technicians from traditional stock control and dispensing duties so that they can spend more time on wards helping patients and sharing their expertise with clinical staff to improve prescribing and clinical administration.

Medication is ordered through the Trust electronic patient record system and using the Trust's computerised dispensing system. A HIV satellite pharmacy is based in the adjacent St Stephen's Centre, which is of the largest HIV treatment centres in Europe.

West Middlesex site:

The West Middlesex Pharmacy Department is a friendly department which puts patient safety at the heart of all its activities.

Similarly to the Chelsea site, efficiency is one of our key priorities, with a newly updated robot dispensing system to provide both stock drugs and dispensed items, reducing waste and increasing accuracy.

Pharmacists spend time on the wards every day, supporting patients, medical and nursing staff to improve the management of medicines at all levels, a process which will be supported by an electronic prescribing system in the near future.

We have separate inpatient and outpatient dispensaries so that each team can concentrate on improving efficiency in their area, as well as allowing trainees to practise and refine their counselling skills for outpatients.

3. SERVICES

3.1 Clinical Services

Chelsea and Westminster site

Clinical pharmacy at Chelsea and Westminster is tailored to reflect the Trust's directorate structure. There are four teams of pharmacists and technicians which provide a comprehensive clinical pharmacy service to the hospital.

Medicine and ED	Cardiology, Care of the Elderly, Dermatology, Diabetes, ED, Gastroenterology, Microbiology, Neurology, Oncology, Respiratory, Rheumatology.
Surgery (inclusive of anaesthetics and imaging)	Burns, General Surgery, Ophthalmology, Orthopaedics, Plastics, Urology, Wound Care, Bariatric.
Women's and Children	Gynaecology, Obstetrics, NICU, Paediatrics, Neonatal and Paediatric TPN.
Anaesthetics and Imaging	Adult TPN, Day Surgery, ITU, Pain and Palliative Care, Phlebotomy, Resuscitation, Theatres, X-ray.
HIV and GUM	Kobler Pharmacy, West London Centre for Sexual Health, 56 Dean Street.

The service is tailored to meet the needs of the individual directorates and focuses on the provision of patient centred care at the bedside. Pharmacists are given the opportunity to attend post take ward rounds and drug history and medicines reconciliation is undertaken on all wards. The resident pharmacists provide the vital links and support to deliver an exceptional service 24 hours a day.

All pharmacists are encouraged to participate on ward rounds, write discharge prescriptions following accreditation, undertake pharmacy practice research and further develop clinical pharmacy. Ward based pharmacy technician's duties include taking drug histories, assessing the use of patients own drugs, ordering of medicines, discharge co-ordination and counselling patients on the medication. Pharmacy technicians are also encouraged to undertake the Accredited Checking Pharmacy Technicians (ACPT) course to undertake a final check of prescriptions.

West Middlesex site

The clinical team at West Middlesex comprises the Associate Chief and Principal Clinical Pharmacists, Senior Divisional Pharmacists, specialist pharmacists and rotational pharmacists, along with a Discharge pharmacist to support the discharge process on the wards.

The service is focussed around providing the best possible care for patients, and streamlining the process from admission to discharge. Medicines reconciliation is undertaken on all wards, and many of the pharmacists attend ward and MDT rounds. Patient safety is a priority.

Clinical Pharmacy services are supplied to all wards and our specialist anticoagulant clinic. The different specialty areas include our award winning maternity unit, Anticoagulant Clinic, Intensive Care, Respiratory, Gastroenterology, Cardiology, General Surgery, Orthopaedics, Paediatrics, Stroke, Heart Failure and Care of the Elderly.

Specialist pharmacists participate in supporting the Antimicrobial Stewardship programme, haematology and oncology, anticoagulation, Planned Care, Medicine, Paediatrics, Critical Care and Care of the Elderly.

3.2 Patient Services (both sites)

The supply of medicines is the backbone of the overall Pharmacy service. Considerable investment has been made to ensure that this essential service continues to serve the Trust needs.

In May 2003, a dispensing robot was installed on both sites as part of a wider pharmacy modernisation programme and electronic prescribing was fully rolled-out on the Chelsea site by Autumn 2010. A new electronic prescribing system will be introduced on both sites in 2018 -2019. Our progressive, innovative approach to pharmacy service delivery enables technical staff to spend greater time on wards ensuring efficient patient discharge and comprehensive medicines counselling.

3.3 Technical Services (both sites)

Chelsea and Westminster and West Middlesex Hospitals are in the West London Cancer Network area and provide comprehensive cancer care via a multidisciplinary team to defined patient groups. Chelsea and Westminster Hospital is also a national specialist centre for malignancy associated with HIV infection.

As well as providing clinical pharmacy to oncology, both technical services departments compound all cytotoxic chemotherapy using standard isolator technology.

Additionally, the Technical Services team at West Middlesex are part of the nutrition team, involved in recommending appropriate total parenteral nutrition (TPN) regimens for patients requiring TPN, and compounding TPN for these patients.

3.4 Medicines Information

Medicines Information for both sites is provided by Chelsea and Westminster Hospital.

A well-resourced Medicines Information centre aims to support the safe, effective and efficient use of medicines by the provision of evidence-based enquiry answering on all aspects of drug therapy. The service answers a range of enquiries that essentially supports medicines management within the Trust and supports the pharmaceutical care of individual patients. The centre also has a designated patient help-line for providing medicines information directly to patients. With a high influx of HIV-related enquiries, the centre is a UKMI Specialist HIV advisory centre and is able to advise other secondary/tertiary organisations.

The use of unlicensed medicines within the Trust is also managed by the centre. Support to the Chelsea and Westminster medicines committee is also provided through new drug evaluations and the updating of the formulary that is published on the Trust website.

4. EDUCATION AND TRAINING

There is a commitment within both departments and throughout the London region to ensure that individuals have the opportunity to develop their skills and strengths. In addition to our own in-house training, we also participate in the region's extensive training programme for pharmacists, technicians and pre-registration graduates. There is extensive investment in the training for all staff. Post-graduate education is considered a vital part of staff training needs and staff are encouraged to undertake the appropriate preparation required to develop themselves in relation to their professional goals. All staff have personal performance development reviews and individualised development plans.

5. MISCELLANEOUS

5.1 Social Activities

Both pharmacies have a strong tradition of being a social bunch. The department has seen it as a challenge to make the very most of the extensive restaurant and bar facilities along the Fulham Road, and those near West Middlesex. Local sports and fitness clubs to both sites such as virgin active are available at a reduced subscription. Staff can also take advantage of the various discounts available at local shops, restaurants and bars located in the area.

5.2 Accommodation

It is usually possible to provide accommodation within the staff residences at Chelsea and Westminster during the year. This may be on a short or long term basis and is subject to availability. At West Middlesex there are a number of house shares advertised in the local area also.

6. PRE-REGISTRATION TRAINING

6.1 Aim

Since the introduction of the GPhC pre-registration performance standard training scheme, you will be expected to demonstrate your ability in all areas of pharmacy practice.

We will guide you through the year with our comprehensive training program, allowing you to make the transition from student to professional.

It is up to you however, to collect evidence of competence, and we expect you to be thinking and acting as a pharmacist from day one of the pre-reg year to registration.

6.2 Method

6.2.1 Training Base

Chelsea site: Most of the training will be carried out at Chelsea and Westminster with the exception of quality control, which is currently undertaken at Charing Cross Hospital, a rotation in ChelWest Boots outpatients, a mental health placement at Central North West London Trust, a week in Technical Services at West Middlesex and cross sector experience in community pharmacy.

West Middlesex site: The majority of training will be carried out on site at West Middlesex. However you will also have training at Chelsea and Westminster for your MI rotation, a Mental Health placement at West London NHS Foundation Trust, and cross sector experience in community pharmacy.

6.2.2 Tutor / Trainer

Both sites have a lead Pharmacist for Education and Training employed to manage Pre-registration Pharmacist training and other training issues within the department. You will be allocated a pre-reg Tutor (Educational Supervisor) who will meet with you regularly, and will be responsible for assessing your progress and carrying out formal appraisals throughout the year.

Each section that you rotate through has a trainer (Practice supervisor) who is responsible for ensuring that you cover all the specific GPhC related performance standards and develop the skills required by a professional pharmacist. Each section has a specific programme to provide direction and structure to your training.

6.2.3 The training programme

You will undergo a rotational training programme. This is to ensure that you are exposed to and gain experience in many areas of pharmacy practice. A formal timetable is prepared at the beginning of each year to provide structure and direction to your training. The areas that you will rotate through are:

Chelsea and Westminster	West Middlesex
Induction	Induction
Dispensary - Inpatients	Dispensary - Inpatients
Dispensary – Boots Outpatients	Dispensary - Outpatients
Medicines information	Medicines Information
Clinical	Medicines Management
Medicines management	Clinical
Technical Services	Technical Services
Specialist week	Specialist week
Clinical Governance	Clinical Governance
Mental health (CNWL)	Mental Health (WLFT)
Quality control	Quality Control
Audit	Audit

Specialist Pharmacist visits	Specialist placements
Kobler Pharmacy (HIV)	Discharge team
Purchasing / Distribution	Purchasing/ Stores/ Distribution
Cross sector placement	Cross Sector Placement

6.2.4 The clinical rotation

There is a great deal of emphasis on clinical pharmacy during the training period, from screening accreditations and clinical teaching sessions to a comprehensive training placement on a specific ward. As a Pre-registration Pharmacist undertaking the clinical ward placement, you will be required to review, monitor and produce pharmaceutical care plans for patients on the ward. You will also undertake many 'tasks' during the rotation including producing drug profiles, covering clinical therapeutic modules and therapeutic drug monitoring. Aspects of the JPB diploma tools have been incorporated into the clinical rotation to allow a smooth transition to your diploma as a pharmacist.

6.2.5 Appraisals and performance reviews

As part of your training, you will have regular appraisals and reviews to monitor your performance and ensure your development is of an acceptable standard. There are many opportunities to discuss your own individual learning and developmental needs. GPhC reviews will be conducted by your educational supervisor as well as 2 weekly review sessions. Practice supervisors will conduct appraisals at the end of each rotation.

6.2.6 CPD and study

In addition to the clinical rotation, a program of monthly seminars runs throughout the year. The format of the seminars vary, but usually includes a case presentation by the students, and teaching sessions/workshops with specialist pharmacists on different clinical topics. There are also calculation workshops to develop your calculation skills in preparation for the GPhC examination and qualification.

6.2.7 Cross sector placements

As part of you training you have the opportunity to do a two or three (WM) week placement in community. This is arranged by yourself with support from your pre-registration tutor.

6.2.8 Departmental meetings

A continuous program of continuing education meetings runs throughout the year which you will be expected to attend.

CPD agenda meetings: Presented by various pharmacists on current areas of interest or development weekly. Pre-reg's will also give a presentation of their practice audit project during one of these sessions. Outside speakers may also give presentations.

Departmental meetings: Occur weekly, various departmental and staffing issues are discussed. Pre-reg's will be required to participate actively.

Pre-reg team meetings: Twice a month, pre-reg issues, responding to symptoms topics and learning points are discussed. All pre-reg's and the Lead Pharmacist for Education and Training attend.

6.2.9 Higher Education England London and South East (HEE LaSE) study Days

A program of study days is organised throughout the year. These study days are designed to complement the training received at the base hospital, and also cover areas which are better dealt with in a larger group, involving specialist speakers.

Examples of study days include: - First Aid, calculations, responding to symptoms, Law and Ethics etc. There is also a large amount of training material on the Virtual Learning environment (Moodle)

7. CONCLUSION

Completion of your pre-reg at either of the Chelsea and Westminster Trust hospital sites will provide you with an all-encompassing start to your career and give you the opportunity to work in a unique healthcare environment in one of London's newest teaching hospitals.

7. Contact Details

For further information, please contact:

Chelsea site

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