

Annual Review 2013

Lead

Recognise

Support

Develop

Network

www.rpharms.com/review2013



PRESIDENT'S MESSAGE

Martin Astbury

The RPS, in its three years of existence, has already gained recognition for the quality of its work. We have made great progress in being heard, speaking on behalf of members and working with other bodies and organisations to put forward the case for pharmacy, making sure the profession is present in all the right places for patients.

England faced major change last year with one of the most radical shake ups of healthcare delivery and planning since the NHS was first conceived. Both the Scottish and Welsh governments have been embarking on a process of health and social care integration, strengthening partnerships and reducing inequalities in health. I am really pleased with the RPS response across all three countries.



FROM THE CHIEF EXECUTIVE

Helen Gordon

Last year was an exciting and challenging one for the profession, a year during which the Society championed change and progression in many areas, from the launch of the RPS Faculty, our professional recognition programme, through to commissioning a report in England (*Now or Never*) on how future models of care can deliver better care for patients through pharmacy.

It was a year in which the RPS continued to grow, not only as the professional body for pharmacists and pharmacy in Great Britain but also, through Pharmaceutical Press, as a publisher of globally recognised quality publications, including of course the *Pharmaceutical Journal*, which are relied upon by countless professionals.

Board Leadership: What was our biggest achievement in 2013?



ENGLISH PHARMACY BOARD

In England we delivered two hugely influential projects in 2013. *Medicines Optimisation: Helping patients to make the most of medicines* was the first RPS document to be endorsed by NHS England and also by the RCGP, RCN and the ABPI. It has been widely used and quoted as a cornerstone to help develop understanding of medicines optimisation.

Our report into future models of care, *Now or Never: Shaping Pharmacy for the Future*, was launched at the House of Commons to a room packed full of health professionals, charities and politicians. This report has created huge interest within Westminster, policy circles and NHS England about the potential future roles of pharmacists.



SCOTTISH PHARMACY BOARD

The Scottish Pharmacy Board (SPB) provided comprehensive input into the Wilson and Barber Review of *NHS Pharmaceutical Care of Patients in the Community*. When the Scottish Government published its response, *Prescription for Excellence: A Vision and Action Plan for NHS Pharmaceutical Care of Patients in Scotland*, the SPB warmly welcomed the ambitions contained within the document. It has the potential to deliver many of the SPB's aspirations for the profession in Scotland.

It also fulfilled the majority of the SPB's manifesto intentions as submitted for the 2011 Scottish Parliamentary elections. The SPB and Scottish Directorate will work closely with the Scottish Government and other stakeholders to deliver the ambitions contained within the vision to ensure that all pharmacists working in Scotland have an opportunity to contribute to this ambitious plan for improving the pharmaceutical care of patients.



WELSH PHARMACY BOARD

The 3rd annual RPS Wales Medicines Safety Conference in Cardiff engaged key stakeholders and kept the issue of medicines safety at the forefront of the NHS and Welsh Government agendas.

Key speakers on the day included Mark Drakeford, AM, Minister for Health and Social Care and Roger Walker, Chief Pharmaceutical Officer for Wales.

The following themes came out of the day and gave us much to work towards in the year ahead. First, pharmacists need to play an important role in future health services to ensure patient safety. Second, strong professional leadership is needed within the pharmacy profession to achieve sustainable change, and third, pharmacists need to listen to patients, and reflect and act upon what they hear.

Lead



Throughout the year we have continued to work with our governments across Great Britain as we lead the profession and ensure the voice of pharmacy is heard.

In England an independent review was commissioned by the English Pharmacy Board into future models of care through pharmacy and resulted in the report *Now or Never*, which highlighted how better integration of pharmacists into the NHS would improve patient care. We will be working on the recommendations of the report during 2014.

We have also been campaigning with charities and members through the Prescription Charges Coalition, working to end the burden of prescription charges for people in England with a long-term condition.

RPS Scotland has progressed the RPS Dementia Expert Group commitment to support the reduction of psychoactive medication in people with dementia. This is a partnership with the Royal College of Psychiatrists' Faculty of the Psychiatry of Old Age and the action is included in the new Dementia Strategy which launched in June 2013.

RPS Scotland now also hosts and leads a pharmacy cross-sectoral 'Care of Older People Collaborative' with key stakeholders from across the NHS to prioritise improving the care of older people.

RPS Wales has embarked on a critical area of work to establish a vision for the future of pharmacy in Wales. In partnership with the Welsh Pharmaceutical Committee, the statutory advisory committee to the Welsh Government, we have been working with key stakeholders to develop an ambition for pharmaceutical care which harnesses skills across the pharmacy profession to improve patient outcomes in Wales. This will be presented to the Chief Pharmaceutical Officer and Minister for Health in 2014.

Across the organisation the RPS has responded to consultations from the Government, NHS, and other stakeholders with an average of over one per week being submitted covering almost every aspect of the profession.

The members of the RPS Education Reference Group and the Future Pharmacy Workforce Group delivered a thought leadership paper which was cited by over 100 organisations in their response to the Health Education England and the Higher Education Funding Council for England consultation.

The content of this paper was endorsed by the majority of respondents to the consultation, and the RPS has made it clear that numbers should be managed in a similar fashion to that of medical students.

The RPS has contributed to the global knowledge base by highlighting best practice in pharmacy education by contributing to the International Pharmaceutical Federation's (FIP) survey on pharmacy education and the FIP Global Pharmacy Education report 2013.

Working with colleagues at Health Education England, we played a pivotal role in securing new funding opportunities for the profession to pursue clinical-academic careers in pharmacy.

On the public affairs front, the RPS continually engages with the Government to influence and inform policy to ensure it reflects the priorities, concerns and aspirations of pharmacists and that the voice of pharmacy is heard at the highest level. This was shown in the work with the UN International Labour Organisation's revision of the definition of a pharmacist.

Government relations have been key, this year we have led the profession's thinking on assisted dying and the potential role for pharmacists if the legislation is adopted. Much work has taken place with the RPS leading on the thinking on the introduction of the Falsified Medicines Directive in the UK.

Senior RPS representatives are also working as members of the independent Programme Board for Rebalancing Medicines Legislation to deliver a new regulatory framework to remove the automatic criminalisation of dispensing errors.



OUR MEMBERS

At the RPS we ensure the voice of the profession is heard by everyone (pharmacists, health professionals and the public) as we continue our leadership work. Our media work is vital to us achieving this aim.

We have members from all sectors and specialisms who represent the RPS in the media, giving up their time, often during antisocial hours. Helen Williams is one of these spokespeople. The support of Helen and other RPS spokespeople means we appeared on national and regional media every two days in 2013.

WHAT WE ARE DELIVERING IN 2014

We will engage with governments, health professionals and patient groups to increase the understanding of pharmacy. We need to gain their support for new and emerging roles that pharmacists will have in the future. We will press for access to patients' health records and will work with

innovators to promote the benefits of their practice to fellow pharmacists, healthcare professionals and patients. We will promote pharmaceutical science to gain recognition for the profession in this important area.

Recognise



One of our aims is to maximise the recognition of pharmacists as valued partners with the NHS and wider society and position them as trusted experts in medicines.

2013 saw plenty of activity to drive this recognition with the public and other healthcare professionals.

A milestone in 2013 was the launch of the RPS Faculty – the first professional recognition scheme for all sectors of pharmacy. By joining the Faculty, members' advanced level of practice and development is recognised, demonstrating their level of attainment to their colleagues, healthcare professionals, patients and the public through the use of post-nominals.

As of April 2014 we have 128 Faculty members and fellows, and 1414 RPS members have started on their Faculty journey.

The RPS Faculty recognises that science and research are the cornerstones of the profession and we were delighted to have our first cohort of community pharmacies complete our Research Ready accreditation; a quality marker which underpins their involvement in health research and trials.

Communication with the wider audience is vital in recognising the pharmacy profession as experts in medicines. We are pleased that the profession has enjoyed a high profile in the media. Throughout 2013, the pharmacy profession appeared in:

- National media (TV, radio, print) on average every 4 days
- National print once a week
- Regional radio once a week
- National TV every 3 weeks.

In England, for example, the launch of the *Now or Never* report had extensive media coverage on BBC Breakfast, Sky News, BBC Radio 5 Live and 16 BBC regional stations.

In Wales, there was much activity to raise public awareness of the pharmacy profession and the profile of the Welsh Directorate through 'Ask the Expert' in the *Western Mail*. Working with patient groups increased the awareness of how pharmacists can support the patient safety agenda through their expert clinical practice. 2013 also saw a celebratory event in Wales to welcome newly qualified pharmacists to the profession, attended by the Chief Pharmaceutical Officer for Wales and young pharmacists.

The RPS contributed to the Scottish Government's *Independent Expert Review of Opioid Replacement Therapies in Scotland* which subsequently delivered many of the SPB recommendations and was also acknowledged by all the parliamentary parties. The RPS and individual community pharmacists jointly hosted visits for local politicians in England, Scotland and Wales. This activity helps us gain recognition of the important role pharmacy plays in delivering healthcare, creates support for the profession in the parliaments, and facilitates informed discussion in relevant parliamentary activity.

At the RPS we are proud of our members' achievements and professionalism which we recognise through the annual RPS Awards which include RPS Clinical Pharmacist of the Year and RPS Preregistration Trainee of the Year.

The RPS Museum is an important interface between the profession's past and its future and between the profession and the public. In 2013 the value of the history of pharmacy was recognised when our museum was awarded Full Accreditation by Arts Council England. The team curated two new museum displays in 2013 recognising the development of pharmacy; one covering the development of Veterinary Pharmacy, the other to mark the 130th anniversary of *Martindale: The Complete Drug Reference*. The Museum also opened its doors for *London Open House 2013*, and throughout the year gave guided tours to 472 visitors, providing a unique opportunity to promote pharmacy to the public and profession alike.

OUR MEMBERS



Jonathan Burton is one of hundreds of RPS members who have started to build their Faculty portfolio demonstrating their advanced practice. An independent community pharmacist and co-owner of Right Medicine Pharmacy, Jonathan was one of the first to access the Faculty tools and resources, and recently submitted his portfolio for assessment. Congratulations to all our Faculty members and to those working towards membership of the Faculty.

WHAT WE ARE DELIVERING IN 2014

We will support members' learning and development at all four stages of practice. By developing a foundation practice programme we help members to establish a platform for the beginning of their careers and a reference point for all.

Through the RPS Faculty, we will continue to help define and develop advance practice, enabling members, their team and the whole profession to develop.

Support



We support and empower our members to improve health outcomes for patients and the public through providing professional guidance, networks and resources for all members in all areas of practice.

In 2013 our RPS Support service helped members with all aspects of their professional practice, providing an enquiry service and over 90 online resources. New resources developed in 2013 included guidance on *Children Collecting Medicines from a Pharmacy*, *Setting up a Flu Vaccination Service* and *Working as a Locum Pharmacist in Community*. We also published 31 Q&A articles in the *Pharmaceutical Journal* and issued 66 online and email support alerts for members to ensure they were up to date with drug alerts and changes in legislation and practice as they occurred. The latest edition of *Medicines, Ethics and Practice*, MEP 37, was published in July 2013 and included new, revised and updated information as part of this essential guide to pharmacy. We also supported members with their professional development using webinars and conferences as part of our events programme, and further developed our library and information resources for members.

We have continued our work to develop professional standards and frameworks to support our members with achieving excellence in practice. In 2013 we published our report on the *Professional Standards for Hospital Pharmacy*, sharing experiences from 35 volunteer development sites to inspire and support those using the hospital standards. We also published *Professional Standards for Homecare Services in England*, supporting pharmacy teams involved in providing homecare services; *Guidance on Multi-Compartment Compliance Aids* to ensure these are used appropriately for patients; and *Interim Standards for the Supply of Over the Counter Medicines* in community pharmacy.

Our framework for making the best use of medicines across all care settings was published by the National Care Forum as part of the multidisciplinary toolkit developed to support better patient care in care settings, including care homes.

As part of the Pharmacy Professional Sponsorship Scheme we supported pharmacy students from overseas studying at GB universities by providing 200 certificates of sponsorship for the 2013/14 pre-registration year (an increase of over 30% compared with 2012/13).

Our one-to-one research support, advice and guidance helped members to further develop their research skills and experience. The RPS supported members to communicate their research to policy makers through our short report write-up service,

we helped members participate in research in their local areas by identifying research mentors, and we provided guidance on research funding and publishing.

In England we developed and published guidance for healthcare professionals on supporting patients to get the most from their medicines, developing principles of medicines optimisation and briefings for all sectors of pharmacy.

In Scotland, we facilitated Local Practice Forum workshops on multi compartment compliance aids guidance, championing best practice in health and social care at a national level and developing tools to support patient-facing members.

In Wales we produced newsletters and briefings to highlight new guidance, policy and new legislation pertinent to pharmacy in Wales, including the Public Health Bill Wales, developing campaigning packs for members to use locally.

Pharmaceutical Press developed digital offerings, providing digital access to the *British National Formulary (BNF)* including bnf.org, the NICE BNF app, and the NHS Evidence website. BNF editions 65 and 66, the essential information resource for prescribers and healthcare practitioners throughout the UK and internationally, were published with generous savings for members on all Pharmaceutical Press publications. We also provided topical news, comment and analysis via *The Pharmaceutical Journal*, easy access to clinically relevant, evidence-based information on drug interactions with the publication of the tenth edition of *Stockley's Drug Interactions* and ensured members were up to date with legislative and regulatory changes to practice with a new edition of *Dale & Appelbe's Pharmacy and Medicines Law*. Students were supported with learning and revision guides to help them through their pharmacy exams including *OnTrack*, our digital revision aid, *Pharmacy OSCEs* and the first in the *Remington Education Series*.

OUR MEMBERS



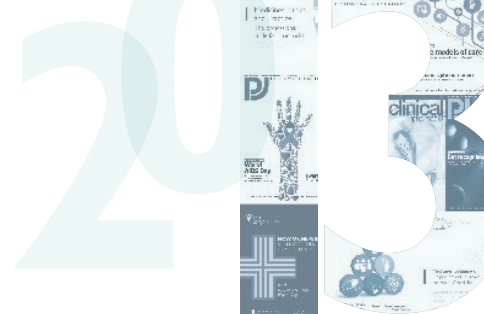
Akila Ahmed is just one of our members who helped us support pharmacists in 2013. For example, last year the Birmingham and Solihull LPF region requested a guide to the *BNF for Children*. Akila led this project and with the support of the rest of the project team we included scenarios to help pharmacists using the *BNF for Children* in a resource available from our Support A-Z.

WHAT WE ARE DELIVERING IN 2014

Standards, guidance and support tools will enable us to directly support pharmacy practice. Our events and networks will enable us to unlock the potential of the profession. We will be focusing on the *Pharmaceutical*

Journal and its new online platform; *Medicines Complete* and enhancing its platform; and restructuring the content of the BNF Publications to allow greater versatility in our digital delivery.

Develop



We have a key role in producing professional guidance and support tools to develop and supplement our members' skills, knowledge and networks. We work in collaboration with leaders from all healthcare professions to develop guidance that supports effective patient care and leadership.

In 2013 we offered a wide range of professional development opportunities, advice, guidance and support to our members, including career advice and support for returning to or changing practice.

The launch of the RPS Faculty in June 2013 reaffirmed and reinvigorated our commitment to supporting the professional development of our members to achieve excellence. The Faculty was our most recognised initiative amongst our members in 2013. This success can be attributed to the GB-wide member support and engagement, including Faculty Roadshows in Wales along with engagement with members at a range of conferences, congresses as well as at local level too.

The Professional Development and Support team have worked closely with partner groups to develop core and expert practice curricula outlining the knowledge, skills, behaviours and experiences necessary to develop practice.

Our accreditation service is available to any organisation or individual who has developed education, training resources and activities. The RPS Accredited kite mark signals to our members that resource material is of high quality and supports the professional development needs of our members in advancing their knowledge, skills and experience.

Research and evaluation is an integral part of what it means to be an enquiry-driven profession, as highlighted by the RPS Faculty. Therefore, we have a strong ambition to develop our members to explore research ideas that inform and develop their practice. With our assistance a Prescription Intervention Audit was developed and undertaken by Morgannwg Local Practice Forum; an idea that was initiated and implemented by our members. Working on this project has enabled members to develop their research skills, expertise and confidence, alongside building the evidence-base for the pharmacy profession.

Our programme of GB-wide conferences, courses, webinars, workshops and Local Practice Forum events provided essential opportunities for members to develop their knowledge, skills and networks. Our leadership workshops, which we introduced last year, offered a highly participative environment, where interactive sessions were used to promote engagement,

with a networking atmosphere in which colleagues could learn from each others' experiences, helping to develop and improve their practice. This aligns with wider work on leadership development, including collaborating with the Welsh Centre for Pharmacy Professional Education on the Welsh Leadership Programme.

A major objective of our annual conference is to develop pharmacists and professional practice in key priority areas of: educating for excellence; improving public health; leading clinical practice; improving pharmaceutical care by optimising the use of medicine and enhancing patient care through research.

Furthermore, our events provide an important opportunity for us to develop closer relationships with our members and the wider pharmacy community – ensuring we are listening and meeting our members' needs.

Our range of print and online resources, from textbooks to essential reference works are a cornerstone for the development of our members and other busy healthcare professionals, from preregistration and foundation years through to advanced practice. New editions included titles such as the *5th edition of Drugs in Use*, a case-based product which enables users to test their knowledge and skills.

After a very exciting and busy 2013, the RPS looks forward to recognising all the achievements and practice of its members in 2014 and beyond.

OUR MEMBERS



Along with the RPS, our members are continually working to develop the pharmacy profession. Rena Amin is one of those many pharmacists. She is a partner at a GP practice in London and covers the routine management

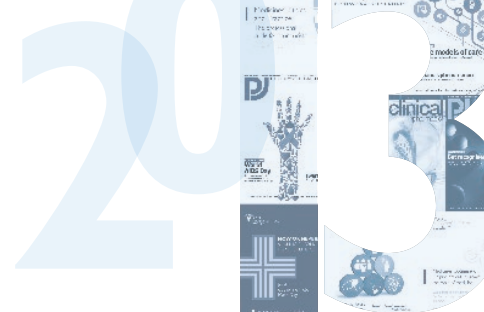
of patients with long-term conditions. She ensures she addresses patient-centred care and provides diagnosis, treatment and advice on medicines use.

WHAT WE ARE DELIVERING IN 2014

We will be supporting members to lay the foundations of their careers and to aspire to be the best they can be. Our foundation pharmacy framework will provide guidance

to pharmacists as they begin their careers. We will continue to promote mentorship as a fundamental tool that supports development.

Network



Membership provides access to the biggest and broadest network of pharmacists in Great Britain, where all sectors and career stages of pharmacy are represented. The Society's networks foster connections that enrich the profession. Through the sharing of knowledge and expertise, they enable the profession to provide better patient care.

Hot topics being discussed at our events and through our networks have included debates about the tensions between commercialism and professionalism in Wales. The awareness of the variable efficacy of multi-compartment compliance aids has been shared in Scotland. The number of pharmacy students entering the pharmacy workforce in England has generated much interest politically and economically, with members rating this as their primary concern in the Annual Member Survey, all of which has been driven by an ever increasing need to innovate pharmacy services as well as the role and responsibility of pharmacists.

Our events bring the profession together, providing a focal point for leadership discussions and debate as well as for training and development. Our flagship Annual Conference was attended by more than 550 delegates across a 2-day programme covering 6 topical issues, all linked together by a drive for innovation and best practice. Over 90% of delegates would recommend attending the conference in 2014 to a friend or colleague. More than 700 pre-registration trainees attended our training courses, helping to ensure a successful conclusion to their pre-registration year.

Local Practice Forums in England, Scotland and Wales enable members to interact locally with one another. A total of 48 member-run Local Practice Forum steering groups have organised more than 300 local events with more than 6000 attendees. Clinical topics have included speakers talking about the use of new oral anticoagulants and the role of pharmacists in supporting people with dementia and their carers. Welcoming students and pre-registration trainees to local events shows them the many benefits the Society can offer.

Technology has enabled us to ensure colleagues are aware and able to participate in our networks. Our online groups allow colleagues to share their experiences and knowledge in forums that cover a wide range of subject areas and topics. More than 17,000 members accessed our continually growing portfolio of 150 virtual networks, sharing over 8000 items of news

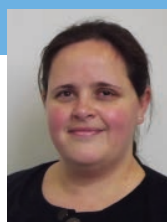
and discussion. We have committed to supporting our networks by developing a new event management system. This will increase awareness of our events, both locally and nationally, and make event registration easier.

We know that digital and social media are increasingly impacting on our members' professional and personal lives. In 2013 we created the first UK crowd-sourced social media package for pharmacists, designed to support our members to network, learn, share their expertise and advance the profession. The package has been designed to grow and change with social media trends and with the needs of the profession. With resources including video and podcasts for those new to social media as well as guidance for those thinking about using it in their professional practice, the package has also received plaudits from people outside of pharmacy, showing the profession's leadership in this area.

Partnerships enable the Society to widen its networks beyond the scope of just the membership. By partnering with independent expert and specialist groups, we have responded to consultations and influenced stakeholders across healthcare and beyond.

Our publications are used by healthcare professionals worldwide. We rely upon an international network of sales operatives to deliver our products and services in established and emerging markets. We work with publishers, local to regions we operate in, who use our medicines information as the foundation of their own products. Our networks of expert advisers continue to help ensure that our flagship publications like the *BNF* contain the latest research and development.

OUR MEMBERS



Ricarda Micallef is the deputy lead of the South West London Local Practice Forum. The Forum has been working hard to support the younger members of the profession, helping them in their careers and networking. Ricarda has hosted and presented at their annual event with Kingston University to support students, as well as being on the 'Ask the Experts' panel at the all London pre-registration support events.

WHAT WE ARE DELIVERING IN 2014

Developing stronger relationships with pharmacists and the NHS at a local level will help us to further raise the profile of the Society and our members. A new Student Champions programme will provide training and support to students in

Schools of Pharmacy. This network across Great Britain will increase awareness of professionalism and best practice and demonstrate how membership can support pharmacists during their studies and throughout their careers.

Finance

INCOME AND EXPENDITURE*		
For the year ended 31 December 2013		
	2013	2012
	£'000	£'000
Income	20,237	21,879
Expenditure	(20,190)	(21,652)
Surplus on ordinary activities before taxation	47	227
Taxation	-	-
Surplus after tax (pre pension reserve adjustment)	47	227

* See website (www.rpharms.com/review2013) for full audited 2013 RPS Statutory Accounts

BALANCE SHEET		
As at 31 December 2013		
	2013	2012
	£'000	£'000
Fixed Assets	13,224	6,327
Current Assets		
Stock	131	128
Debtors	4,278	4,297
Cash in hand and at bank	6,678	8,906
	11,087	13,331
Creditors: amounts falling due within one year	(9,217)	(4,907)
Net Current Assets	1,870	8,424
Provisions	(296)	-
Net assets excluding pension asset/liability	14,798	14,751

OVERALL RESULTS

In a tough financial climate the Society can report a year of profitability, generating profits of £47k. In 2013 we commenced a £1.5 million investment programme including the new RPS Faculty, enhanced member benefits, re-launch of the *Pharmaceutical Journal* and a growing range of digital products offered by Pharmaceutical Press. The benefit of much of this work will be evident in 2014.

Although demand for printed publications and advertising remains challenging, results are now being seen from the investment in digital publishing with growth in our digital offering, due to its appeal with an audience that wants to consume content in a range of flexible formats.

BALANCE SHEET

Total funds continue to grow, however, due to the acquisition of a new London base, fixed assets have increased substantially at the expense of cash and deposits and as a result net current assets have dropped substantially, albeit temporarily, whilst we await completion on the sale of 1 Lambeth High Street in 2015. The balance sheet net assets were relatively unchanged at £14.8 million and still represent a strong covenant for the Society.

SUMMARY AND OUTLOOK

Tight financial control on spend and robust risk management continue to play an important part in our resource strategy. The investment in new products is continuing in 2014 in order to have an even better product offering for Society members and customers.