

# Annual Review



Lead

Recognise

Support

Develop

Network

# Introduction



## President's message

Ash Soni

There was much to celebrate across the whole of the Society in 2014; my first year as President of the Royal Pharmaceutical Society (RPS). Across all three countries we continued to raise the profile of pharmacists amongst government and stakeholders. I am delighted we are getting the message across that pharmacists play an integrated role across the whole healthcare system, providing better patient care and supporting people to stay well. In England we launched the first of five campaigns around *Shaping Pharmacy for the Future*, with a particular focus on how pharmacists can support urgent and emergency care. Work continued in RPS Scotland to support the delivery of *Prescription for Excellence*, a vision for pharmaceutical care. In Wales the RPS played strongly into the Welsh strategy for pharmacy with *Your Care, Your Medicines: Pharmacy at the Heart of Patient-Centred Care*. RPS is now performing as a Royal College in all but name and I am looking forward to more achievements in the year ahead.



## From the Chief Executive

Helen Gordon

2014 saw a great deal of delivery from the RPS as we continue to invest in your professional body. Our digital output grew, particularly in Pharmaceutical Press, where we saw the launch of the new *Pharmaceutical Journal* and website. The RPS Faculty enjoyed an enhanced profile across the profession and we launched our Foundation programme, which is open to all our members as well as being especially relevant to those in their first 1,000 days of practice. I am pleased that our activity is also being recognised by pharmacists, with more of you choosing to join us. Thank you for continuing your membership of RPS in what was also our last full year based at Lambeth. I look forward to welcoming you to our new headquarters in East Smithfield, London, later this year.

# What was our biggest achievement in 2014?



## English Pharmacy Board

Our biggest achievements in 2014 have centred around our five *Shaping Pharmacy for the Future* campaigns, principally the first one that we launched in the Autumn which highlighted the role that pharmacists can play in urgent and emergency care. We highlighted the efficiency of treating common ailments in community pharmacies close to patients' homes, the potential to have pharmacists treating patients in A&E and the real need to ensure that community pharmacy is linked in as an option for response systems like NHS 111. We have been successful in advocating for these goals through the media, and with politicians and senior NHS England staff.

vocational training schemes and development opportunities, and the RPS Foundation and Faculty Frameworks may be utilised and adapted to support the professional development of all pharmacists, from pre-registration through advanced practitioner to consultant pharmacist level.



## Welsh Pharmacy Board

The Welsh Pharmacy Board worked in partnership with the Welsh Pharmaceutical Committee to develop a future vision for pharmacy in Wales. The vision document, *Your Care, Your Medicines: Pharmacy at the Heart of Patient-Centred Care*, was launched at the 4th Annual Medicines Safety Conference.



## Scottish Pharmacy Board

From the Scottish Pharmacy Board and Scottish Directorate's perspective the biggest achievement in 2014 was the high level of partnership working that exists now between RPS and NHS Education Scotland (NES) across a number of areas. A perfect example of this was the launching of a joint RPS/NES education project to develop guidance describing how the existing NHS

All sectors of the profession contributed to the document, which has a foreword from the Welsh Chief Pharmaceutical Officer. *Your Care, Your Medicines* advocates new ways of working to improve patient care, including using pharmaceutical care plans and harnessing the skills of pharmacist independent prescribers. It presents a vision for the future direction of pharmacy for Wales.

# Leading the profession

In 2014 the RPS published the seminal guide to the pharmaceutical sciences, *New Medicines, Better Medicines, Better Use of Medicines*. Part of the document focused on stimulating new antimicrobial development and improving antimicrobial stewardship. The RPS has continued to lead public debate on antimicrobial resistance across Great Britain. A joint summit for pharmacists, doctors and nurses was held at the RPS to look at how antimicrobial use could be optimised. An event was held in the Scottish Parliament on European Antibiotic Awareness Day in November, which led to a debate in Parliament itself. In Wales we have also worked jointly with the Royal College of General Practitioners (RCGP) and Royal College of Nursing (RCN) to raise awareness of this issue amongst Welsh Government Assembly Members.

Throughout the year we worked with key stakeholders in the medicines supply chain, the European Commission and UK Government to promote the interests of pharmacy. We have influenced public policy and the content of EU Directives to reflect pharmacy practice.

## “The RPS has continued to lead public debate on antimicrobial resistance across Great Britain.”

The RPS has responded to over 100 consultations from stakeholders across the healthcare environment. We have contributed to the creation of public policy on a range of issues including workforce planning and assisted dying in addition to participating in the work of the Emergency Medicine Pharmacist Development Group.

We launched a major campaign in England that focused on the role of the pharmacist in the provision of urgent and emergency care; a national pilot of pharmacists in A&E is currently underway. This campaign is part of the *Shaping Pharmacy for the Future* work which addresses recommendations in the English Now or Never report, from which five campaigns have been created with the other four looking at: *Pharmacists and GP surgeries*; *Pharmacists and care homes*; *Pharmacists' care of those with long term conditions*, and *Pharmacists' access to patient health records*.

**486,441**  
unique users to the RPS website in 2014

## Our members



RPS member, Anne Child MBE, specialises in dementia and medication management. She has designed an audit for low dose anti-psychotic medication in primary care. Her aim is to reduce, where possible, the use of anti-psychotic medication. Anne works closely with care homes to implement these changes. Anne was appointed a Member of the British Empire for services to dementia in 2014.

During 2014 RPS Scotland continued to work with the Scottish Government to deliver a new vision for pharmacy via the Government's 10 year vision: *Prescription for Excellence*.

RPS Wales worked with the Welsh Pharmaceutical Committee, that advises the Chief Pharmaceutical Officer, on issues relating to pharmacy and the profession, particularly on issues set out in *Your Care, Your Medicines*.

The All-Party Pharmacy Group has been supported by the RPS and other pharmacy bodies to ensure that issues important to pharmacists are discussed by politicians. Subjects this year included medicines shortages and the role of pharmacy in mental healthcare, at which Denise Taylor of the College of Mental Health spoke on behalf of the RPS.

The 4th Annual Medicines Safety Conference in Wales led on the safe and effective use of medicines among the ageing population.

Work on medicines shortages has continued throughout Great Britain with participation in the Government's Medicines Supply Group, where all stakeholders in the medicine supply chain work together to reduce shortages. We hope outcomes from this group will come to fruition during the coming year.

## What are we delivering in 2015?

The RPS will continue to work with governments, the NHS, fellow health professionals and patients during 2015. In England our work to embed the care giving role of pharmacists across the health system will continue under the *Shaping Pharmacy for the Future* banner. In Scotland we will continue to work with all key stakeholders to help deliver the Scottish Government's *Prescription for Excellence - A Vision and Action Plan for the Right Pharmaceutical Care through Integrated Partnerships and Innovation*, and we will strive to maximise pharmacists' contribution to patient care within health and social care integration. In Wales *Your Care, Your Medicines* is a new programme that our Welsh Board is fully involved in.

# Recognising expertise

The RPS Faculty is the first sector-wide pharmacy professional recognition programme of what pharmacists do in practice, wherever they practice. During 2014, 165 RPS members joined the Faculty bringing the total membership to 240. Another 2,000 RPS members are working towards Faculty membership.

In 2014 we launched our RPS Accredited Provider status, recognising Foundation and Faculty training providers for excellence in educational and developmental resources, to support pharmacists and the wider healthcare team.

We collaborated with colleagues and organisations in Singapore, Australia, the USA, Hong Kong and Japan to share models of support, development and recognition. We are an active partner in the International Pharmacy Federation (FIP) work stream on developing a global model of advancement for pharmacy.

## RPS Awards:

**72** submissions and nominations across 9 categories

In recognising that science and research are the cornerstones of the profession, the RPS has accredited over 100 community pharmacies as "Research Ready"; a quality marker which underpins their involvement in health research and trials.

We have been making sure that pharmacists' expertise is also recognised by the media. In 2014:

- The RPS featured in national and regional media on average five times a week
- Our spokespeople featured in national and regional print every two days
- We were heard on national and regional radio every ten days
- We featured on the *BBC Radio 4 Today* programme three times.

In Wales we worked on raising public awareness of the pharmacy profession through an 'Ask the Expert' column in the *Western Mail* and gave expert comment for *BBC Wales TV*, radio and online, as well as local media covering topics ranging from e-cigarettes to malaria. Scotland too has been instrumental in this area gaining coverage with outlets including *BBC Radio Scotland*, *The Scotsman* and *The Herald*.

**"We collaborated with colleagues and organisations in Singapore, Australia, the USA, Hong Kong and Japan to share models of support, development and recognition."**

## Our members



Primary care pharmacist, Ravi Sharma, is a member of the RPS Innovators' Forum and a strong believer that every GP practice could benefit from the knowledge and skills of both prescribing and non-prescribing pharmacists. He has developed pharmacist-led clinics within general practice improving diagnosis, treatment and management of chronic and minor ailments, increasing healthcare access for patients and reducing medicines wastage.

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

At the Pharmaceutical Care Awards 2014, Western Health and Social Care Trust in Northern Ireland stood out from the 31 submissions. The winning team was recognised for its innovative consultant pharmacist-led case management service for older people in intermediate care, under which the pharmacist takes responsibility for patients admitted into intermediate care after an acute admission to hospital.

Further recognition of excellence was given to pharmaceutical scientist members through the annual RPS Science Award Lecture. This was awarded to Professor Ben Whalley of the University of Reading. In addition, the distinguished Hanbury Medal was awarded to Professor Bob Hider.

We recognise our heritage through the RPS Museum, which is an important interface between the profession's past and its future, and between the profession and the public. The Museum had the great honour to curate displays for the new GPhC headquarters and is working to create displays for the new RPS Museum.

## What are we delivering in 2015?

Our museum will be moving to its new home at 66 East Smithfield in 2015, with a new online "app" as well as a fantastic new environment to display our heritage; we are making the most of the objects and books we look after on behalf of the profession. Our Faculty programme continues to grow and we look forward to welcoming more pharmacists into membership during 2015.

# Supporting our members

During 2014 our RPS Support service helped members with all aspects of their professional practice, providing an enquiry service and over 100 online resources. New resources developed in 2014 included the new GPhC inspection community pharmacy framework, a new community pharmacy guidance web page, and quick reference guides on tramadol and the use of salbutamol in schools. We also issued 77 online and email support alerts for members and the latest edition of *Medicines, Ethics and Practice, MEP 38*.

2014 saw the publication of *Professional Standards for Public Health Practice for Pharmacy*; revised and updated *Professional Standards for Hospital Pharmacy Services*; our report on *Seven Day Services in Hospital Pharmacy*, and handbooks for England and Wales to support our *Professional Standards for Homecare Services*.

Our support pages were viewed over  
**136,000**  
 times in 2014

We have also been working to plan and develop the new RPS Museum and Library, opening in 2015 at East Smithfield.

We held events and webinars to support our members, including nine pre-registration mock assessment and revision courses, with over 1,300 pre-registration members attending and our first Women in Healthcare Sciences Leadership symposium.

As part of the Pharmacy Professional Sponsorship Scheme, we supported pharmacy students from overseas studying at GB universities by providing 291 certificates of sponsorship for the 2014/15 pre-registration year – an increase of over 85 certificates compared with 2013/14.

Our one-to-one research support, advice and guidance helped members to further develop their research skills and experience. We provided guidance on research funding and publishing including holding our first research training event on developing successful research funding applications. We also redeveloped the “Map of Evidence” database to make it easier to find examples of good practice.

## Our members



Member Alistair Gray received the 2012 RPS Medicines Safety Award for work in transfer of care. He continues to have an interest in transfer of care issues; he is the innovator of Refer-to-Pharmacy, member of the RPS Innovators' Forum and a major contributor to the RPS toolkit *Hospital referral to community pharmacy: an innovator's guide*.

In England we launched a toolkit to support referral between hospital and community pharmacy and a series of medicine optimisation briefings.

In Scotland, with the RCGP, we shared examples of good practice in collaborative working between community pharmacists and GPs. We also worked closely with Directors of Social Work, building on our guidance on the use of multi-compartment compliance aids to deliver changes in practice for the benefit of patients.

**“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 Wales we launched an online newsletter, *Pharmacyru*, enabling members to share best practice, celebrate achievements and contribute news. Work in our Local Practice Forums (LPFs) included a new group for recently qualified pharmacists, as well as workshops with the Stroke Association and Community Pharmacy Wales, to prepare pharmacists for the *Lower Your Risk of Stroke* public health campaign.

2014 was a year of unprecedented change for the *Pharmaceutical Journal* team. In July, the new online platform *pharmaceutical-journal.com* was launched alongside a newly designed print edition of *The Pharmaceutical Journal*. The team successfully implemented a new editorial strategy to broaden the appeal and reach of its coverage, and provide members of the RPS with more of the content they want, supporting their everyday practice and knowledge to develop their clinical expertise.

Pharmaceutical Press provided access to the *British National Formulary (BNF)* via *MedicinesComplete*, the NICE BNF app, and the NHS Evidence website. In 2014 new editions of Stockley's *Drug Interactions Pocket Companion*, *Martindale: the Complete Drug Reference* and the *Orange and Green Guides* were published. We also supported pre-registration students with learning and revision guides to help them through their pharmacy exams including *OnTrack*, and a new edition in the *Registration Exam Questions* series.

## What are we delivering in 2015?

Our science and support teams will be producing guidance on “biosimilars” as we see these medicines become more common in healthcare. *The Pharmaceutical Journal* will continue to grow, offering up-to-date news online, as well as in depth features and analysis in print. As practice changes across England, Scotland and Wales we will continue to make sure our support keeps pace.

# Developing pharmacists

2014

We continue to develop members through our core services of providing support, guidance and advice, which are well regarded and well utilised on a day-to-day basis. The RPS is committed to responding to the needs of the profession across the member countries, and in response, launched the Foundation Programme in 2014, as well as enhancing the leadership, mentorship and research training opportunities for members.

During 2014, the RPS Support team was integral in supporting members with their professional development by providing guidance and advice, careers support, return to practice support and support for members with the RPS Faculty and the RPS Foundation Framework. Results from our survey regarding the Student Champions' programme, rolled out to 23 Schools of Pharmacy, showed high levels of engagement by our student members with these support resources.

We launched the RPS Foundation support and resources to provide pharmacy practitioners with a road map of professional development throughout their Foundation practice years.

**288** mentors and mentees using our online mentoring database

To develop our advanced practitioners, we hosted a number of Faculty roadshows across England, Scotland and Wales. These sessions gave members the opportunity to learn about the RPS Faculty and how it can help to develop them professionally. We also promoted the benefits of Faculty membership to pharmaceutical scientists at a number of different forums throughout the year.

In order to deliver truly integrated, high quality healthcare, pharmacists must have the opportunity to develop and practice leadership skills. Therefore, during 2014 we developed the *RPS Leadership Development Framework*, based on the NHS Leadership Academy's Healthcare Leadership Model, and an accompanying handbook including case studies. Our series of leadership masterclasses, aimed at developing leadership skills across the profession, are gathering pace. During 2014 attendance at leadership masterclasses rose by more than 50 per cent.

Mentoring is a key area of interest for our members as they seek to meet the challenges and new opportunities that are opening up to the profession. Over 2014, we developed training materials for effective mentorship, as a start towards our five year vision for promoting mentorship as an essential component of professional development.

**“We launched the RPS Foundation Programme support and resources to provide pharmacy practitioners with a road map of professional development throughout their Foundation practice years.”**

The RPS is committed to supporting our members to develop their research skills, and in 2014, we delivered a number of sessions including a “Research Ready training day” with the National Institute of Health Research and Health Education England. Patients and the public receive safe, high quality treatments and interventions when these are based on robust evidence. Pharmacy audit, evaluation and research enable us to generate the knowledge and evidence on which continually improving outcomes depend.

## Our members



Joanne Kember, a community pharmacist from North Wales, is Communications Lead for Gogledd Cymru North LPF. As a faculty champion, she has been exemplary in raising awareness of the Faculty, giving freely of her time to present at events such as the North Wales Research Symposium and the South Wales Research and Evaluation Evening in September 2014.

## What are we delivering in 2015?

Our Foundation programme will focus on producing resources for Foundation tutors as well as guides for pharmacists about day one practice in different sectors. We will also be refreshing our networks for members returning to practice and those changing sector. We will continue to build our “Research Ready” programme and encourage pharmacists to participate in research.

# Networking with your colleagues



RPS membership provides access to the biggest and broadest network of pharmacists in Great Britain via LPFs, events, social media, partner groups and online networks, fostering connections from all sectors and career stages. The sharing of knowledge and expertise across the profession supports the continuous improvement of patient care.

LPFs enable members to interact locally with one another. A total of 471 local events, with over 6,100 attendees, were organised in 2014 by the 47 member-run LPF steering groups. The events covered a wide spectrum of themes, including clinical topics, Faculty and Foundation programmes, political news, professional development and leadership.

**“Our 129 networks of expert advisers continued... to help ensure our flagship publications, like the BNF, contain the latest research.”**

Our events bring the profession together, creating focal points for discussions, debates, training and development. Our flagship Annual Conference was attended by 550 delegates across the 2-day programme, generating over 5,000 tweets. Keynote speakers included Earl Howe, Parliamentary Under Secretary; Dr. Judith Smith, Director of Policy, Nuffield Trust; the Department of Health; Chief Pharmaceutical Officers from England, Scotland and Wales, and Nigel Clarke, GPhC chair.

Digital and social media are increasingly impacting on our members' professional and personal lives, so we use these channels to engage with pharmacists, key stakeholders and the general public, advancing the pharmacy profession and awareness of pharmacy's role in the healthcare system. This is reflected by our growing social media community with over 10,000 Twitter followers, 13,000 plus people who have 'liked' us on Facebook and more than 9,000 LinkedIn followers.

**56%** increase in Twitter followers

## Our members



Aly Brown is the Lead of the North-East of Scotland LPF and has led the establishment of a local leadership network within the Forum. Creating focused responsibilities for Steering Group members has allowed the Forum to respond to both local needs and RPS objectives and was recognised by an LPF Recognition Award in September 2014.

Our online groups allow pharmacist colleagues to share their experiences and knowledge across 155 virtual networks which cover a wide range of up-to-date subject areas, career stages and sectors. More than 4,000 new members joined our online groups in 2014, sharing over 6,000 posts. We aim to develop networks which reflect the latest needs of pharmacists globally.

Partnerships enable the Society to widen its networks beyond the scope of just the membership. By partnering with 29 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 work with publishers, local to regions we operate in, who use our medicines information as the foundation of their own products. Our 129 networks of expert advisers continued throughout 2014 to help ensure that our flagship publications, like the BNF, contain the latest research and developments.

## What are we delivering in 2015?

As part of our continuing commitment to develop engaging and collective leadership across the profession, the RPS is launching a new Advancing Leadership Network. This network aims to encourage and support leadership development throughout the profession, regardless of career stage or sector, in addition to informing the need for support, guidance and events.

# Financial review

INCOME AND EXPENDITURE*		
For the year ended 31 December 2014		
	2014	2013
	£'000	£'000
Income	21,136	20,237
Expenditure	(22,152)	(20,190)
(Deficit)/Surplus on ordinary activities before taxation	(1,016)	47
Taxation	-	-
(Deficit)/Surplus after tax (pre pension reserve adjustment)	(1,016)	47

BALANCE SHEET		
As at 31 December 2014		
	2014	2013
	£'000	£'000
<b>Fixed Assets</b>	<b>16,707</b>	<b>13,224</b>
<b>Current Assets</b>		
Stock	104	131
Debtors	4,594	4,278
Cash in hand and at bank	2,108	6,678
	6,806	11,087
Creditors: amounts falling due within one year	(8,531)	(9,217)
<b>Net Current Assets</b>	<b>(1,725)</b>	<b>4,270</b>
Provisions	-	(296)
Creditors: amounts falling due more than one year	(1,200)	(2,400)
<b>Net assets excluding pension asset/liability</b>	<b>13,782</b>	<b>14,798</b>

\* See [www.rpharms.com/review2014](http://www.rpharms.com/review2014) for full audited 2014 RPS Statutory Accounts

## Overall Results

The RPS has engaged in an investment strategy which we are part way through that is transforming the Society's product offering to our members and to customers of Pharmaceutical Press, always with the focus of improving public health and ensuring our role as a professional body is recognised across all healthcare settings.

We have been developing a range of membership offerings that are specific to members at different stages of their career, and for different sectors, and are delighted that membership grew last year.

The Foundation programme was launched in 2014 with a range of tools and guidance to help and mentor pharmacists at the early stages of their career which complements the Faculty. We know from our member feedback and from the usage of the materials that this is really appreciated by pharmacists, employers and key stakeholders in the health sector.

*The Pharmaceutical Journal*, also a valued member benefit, has been re-launched in a new format, together with an excellent "app" and website, and many members are choosing to view their copy online for convenience as are the many international readers.

There has been an investment in creating improved digital versions for our key product brands such as the BNF and *MedicinesComplete*. These will enhance the user experience of accessing and using our data.

The above has been achieved through bringing in new staff to assist with the editorial, technology, sales and marketing of the Society and we have seen the revenue increase 6% year on year for our products.

This investment means we finish the year on budget.

## Summary and Outlook

The Society's financial reserves are very strong and will improve further following the completion of the sale of our Lambeth headquarters in 2015. The 2014 year end position shows a temporary net current liability reflecting the purchase of a new headquarters and the associated refurbishment costs. The current assets will be restored in May 2015 on the completion of the sale.

Tight financial control on spend and robust risk management continue to play an important part in our resource strategy.

We are well positioned to deliver on the plans we have which will achieve growth in our services and a return to profitability.

