

Following the roundtable in February 2024 individual or combined actions for organisations were identified. (Actions 1-7). It was understood that the ability to make lasting and meaningful impact will be through each of the participants using their respective areas of influence to create lasting change. It was agreed that there is no quick fix or magic bullet to solve this complex issue of workforce wellbeing, but ongoing focus by organisations present at the roundtable can help move the needle in the right direction.

Further actions were identified at the Workforce Wellbeing roundtable in March 2025 (Actions 8 – 15)

Workforce Wellbeing Actions

Action 8: All organisations to raise awareness of the support available to pharmacy professionals, both within their organisation and externally.

Action 9: PS and RPS to work together to ensure the RPS pledge is incorporated into the accreditation work that PS are progressing with the PDA.

Action 10: CPE to share results of their pressure survey with the wider group once analysed and published

Action 11: PS, CCA, NPA and PDA to work together on identifying and disseminating resources to support individuals in relation to financial wellbeing via networks and employers

Action 12: PhSC, BPSA, RPS and PS to reinforce wellbeing and preparation for students as they come out into the workplace. As part of this, explore the use of the PS e-learning modules.

Action 13: RPS and PS to work with BPSA and PhSC to develop a survey for students and early career pharmacists focused on expectations around wellbeing in the workplace for 2025.

Action 14: GPhC to provide guidance on how wellbeing can be included as part of CPD, particularly around reflection on standards.

Action 15: RPS, GPhC and APTUK to develop resources that operationalise professional standards to maximise impact, with a focus on medicines shortages.

For noting:

Action 1: GPhC to consider how it would support future WWB surveys for all registrants, in collaboration with RPS and PS, and with the inclusion of pharmacy technicians.

COMPLETED: GPhC circulated the 2024 WWB survey to all registrants, including pharmacy technicians. This resulted in a significant increase in the response rate, over 5 times the response rate for previous years. GPhC will continue to circulate the WWB survey in future years.

Action 2: GPhC, RPS and APTUK to work together to identify those regulatory standards that have an impact on WWB and to identify these for the professions.

COMPLETED: GPhC held a meeting with RPS, PS and APTUK. The April 2025 publication of Regulate contains an article "[*Supporting pharmacists and pharmacy technicians: a path to workplace wellbeing*](#)".

Action 3: CQC to identify the quality standards that relate to workforce wellbeing and share with the wider group.

COMPLETED: CQC have developed a document which has been published and can be found [here](#).

Action 4: All organisations to proactively advocate for protected learning time for the profession and share examples of where it has been successfully implemented with RPS.

ONGOING: Examples of PLT have been gathered by RPS and some are shared as blogs on the RPS website. Pharmacy organisations are encouraged to continue to advocate for PLT and share examples of good practice.

Action 5: GHP and PDA to use their unique position and legal rights to help ensure that learning time is adequately provided for within the pharmacy workforce.

COMPLETED: The Guild published their [statement and launched a campaign](#) calling for a minimum of 10% of contracted hours to be protected time for Supporting Professional Activities (SPA).

The PDA have published their [wellbeing strategy](#) to help foster a positive working environment and ensure pharmacists have the resources and support they need to navigate the challenges of the profession. They will focus on implementation of the objectives over the coming months.

Action 6: CCA and NPA to explore opportunities with PS to promote PS Embracing a Wellbeing Culture Course to pharmacy managers and leaders.

ONGOING: CCA has shared the details of the PS course with its member organisations. NPA have delivered a wellbeing session and have promoted the course to its members via its newsletter. There will be continued promotion of the course by CCA and NPA.

Action 7: All organisations to come together in 6 months' time to discuss progress and further actions to be taken.

COMPLETED: Whilst the group did not come together within 6 months of the February 2024 meeting, updates against actions were gathered and published in October 2024. It has since been agreed that these roundtables will occur annually with virtual updates at regular intervals.