

## **Workforce Wellbeing Actions Update: October 2024**

Following the roundtable in February 2024 individual or combined actions for organisations were identified. 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.

Updates on the actions agreed are outlined below:

### **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.**

**Update:** RPS and PS have developed the workforce wellbeing survey for 2024. This is now available for pharmacists and pharmacy technicians to complete at . GPhC will promote the 2024 WWB survey to all registrants. APTUK are also supporting the survey.

### **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.**

**Update.** GPhC have led a meeting with RPS, PS and APTUK and are in the process of developing a new resource which will be published in the first part of 2025.

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

**Update:** 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.**

**Update:** 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.**

**Update:** The Guild as part of Unite regularly represents members where they face employment disputes. These disputes can involve lack of access to protected learning time, especially where this involves tasks and responsibilities essential for a pharmacist's job role (as this is the employer's

responsibility/duty to facilitate). Wherever pharmacists face issues with accessing time required to do their job or learn / develop in order to fulfil their job role, we encourage them to get in contact with their local Unite branch for further advice and support. We will shortly be launching a wider survey on access to Protected Learning/Development Time to establish where issues may exist at local and regional level in case of the need for further targeted work.

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

**Update:** No known action to date

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

**Update:** The next meeting of the group will be in quarter one of 2025 following the publication of the 2024 WWB survey report.