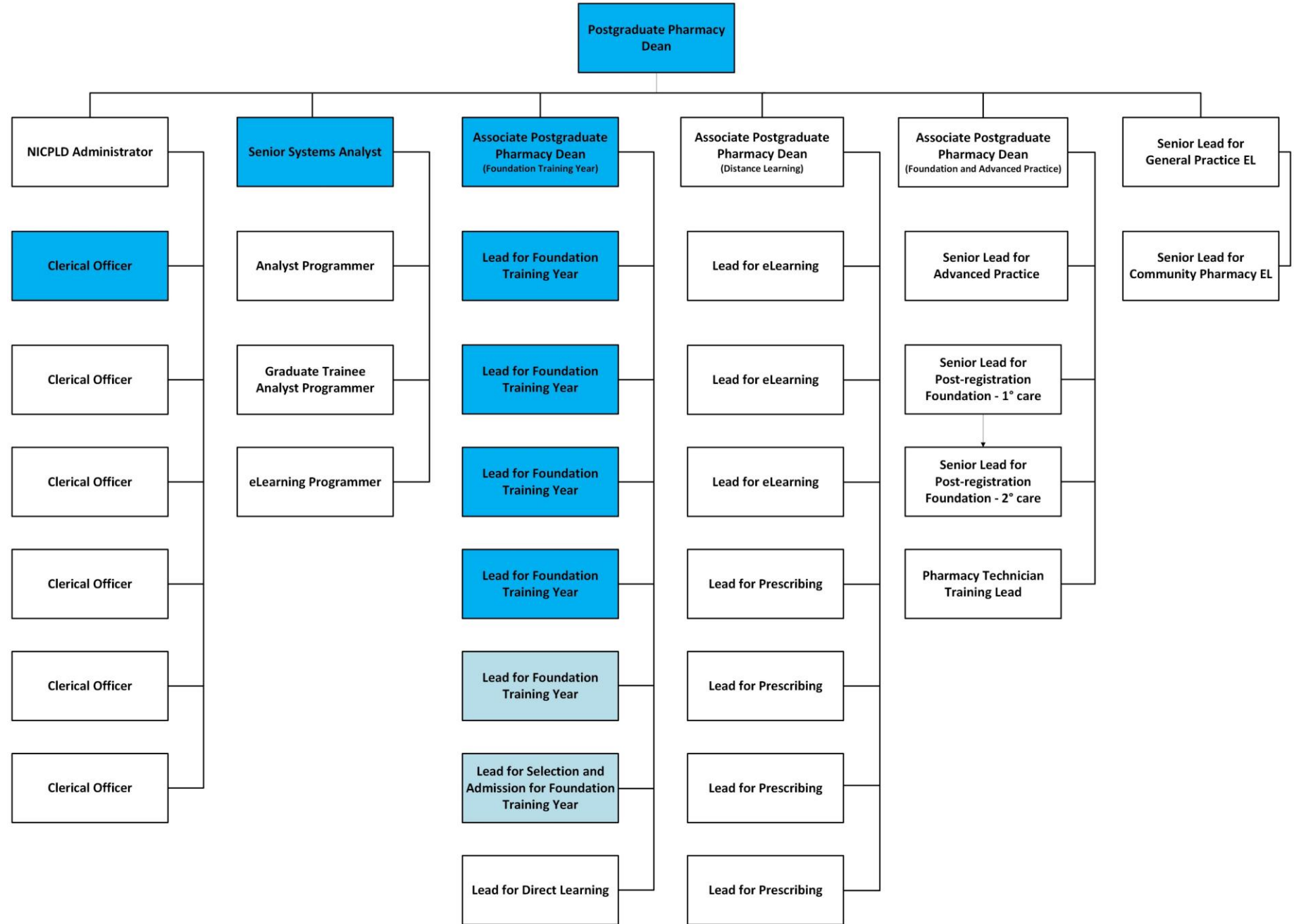


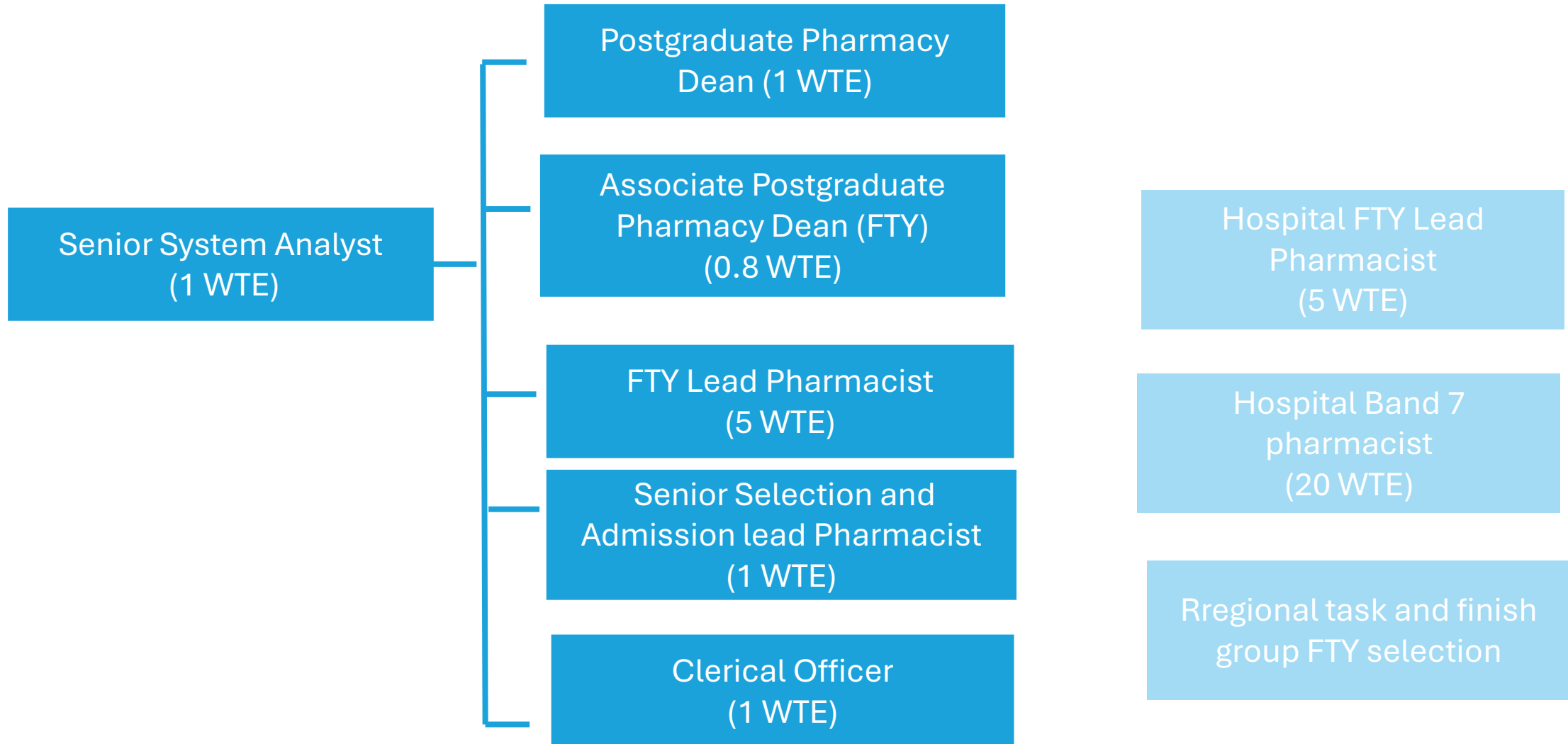
# Senior FTY Selection and Admission lead



# NICPLD



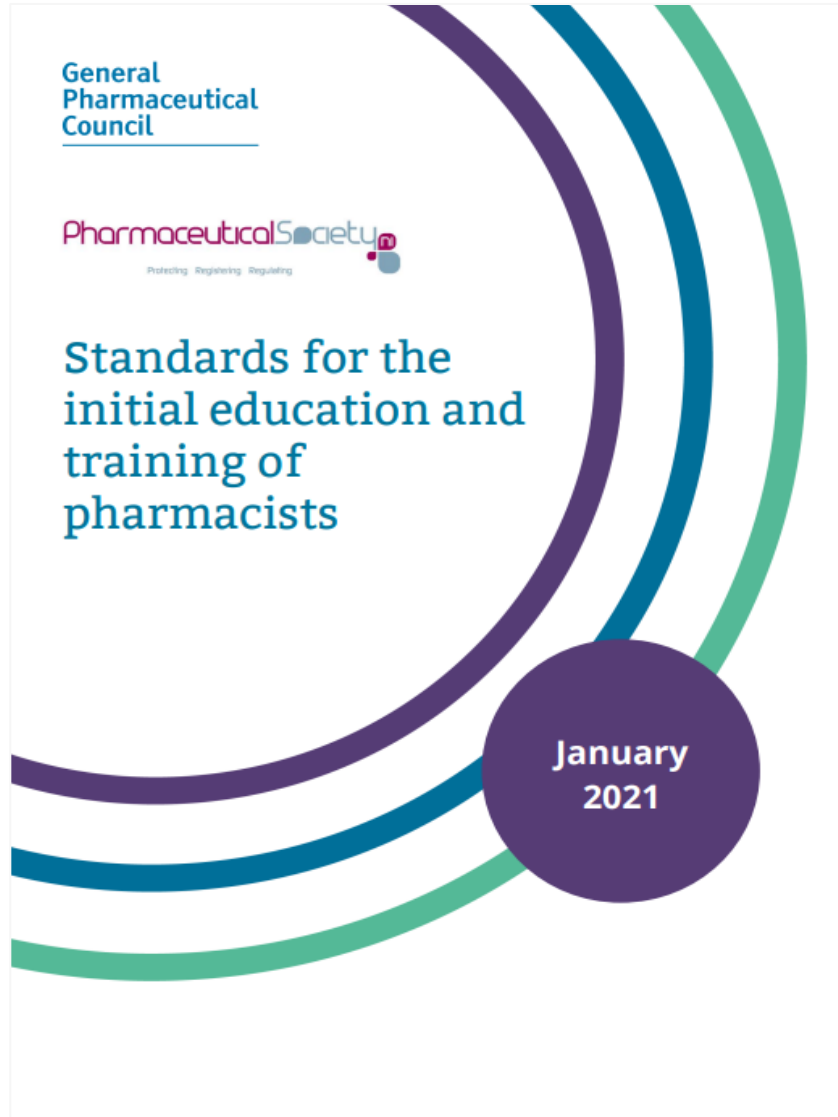
# NICPLD



# DoH funded FTY posts

Year of FTY	No. of trainee pharmacists
FTY 2021/22	137
FTY 2022/23	129
FTY 2023/24	110
FTY 2024/25	169
FTY 2025/26	184 (anticipated but funding for 200)
FTY 2026/27	200 (anticipated more than 200 applications)

# Why change is necessary



- New set of learning outcomes to cover 5 years of education and training
- Incorporating skills, knowledge and attributes for prescribing
- Introduction of experiential learning
- FTY has strengthened supervision support through new roles for SEBs and requires collaboration between universities, SEBS and employers
- Standard 1 selection and admission
- Greater emphasis on EDI

# Selection and Admission

<b>1.1</b>	The principles of equality, diversity + fairness must be built into selection processes. Selection processes must be fair + give all applicants an opportunity to demonstrate their ability + suitability to be a trainee pharmacist.
<b>1.2</b>	Everyone involved must actively aim to identify and reduce discrimination in selection and admission processes. As a minimum, every year, the admissions profile must be analysed by protected characteristics, as defined in the Equality Act 2010. Documented action must be taken if that analysis shows that the admissions process may be disadvantaging trainees.
<b>1.3</b>	Selection processes must give applicants the guidance they need to make an informed application.
<b>1.4</b>	Selection criteria must be explicit. They must include: <ul style="list-style-type: none"><li data-bbox="214 958 2514 1068"><b>a.</b> having graduated with an MPharm degree or having successfully completed all the required elements of a 5-year MPharm degree with the integrated foundation training year to allow them to start training.</li><li data-bbox="214 1086 2514 1133"><b>b.</b> meeting professional entry requirements – that is, suitability to practise as a pharmacist.</li><li data-bbox="214 1152 2514 1199"><b>c.</b> taking account of the sector or sectors they need + want to gain experience in to achieve the LO.</li></ul>

# Regional task and finish group on FTY selection Membership

- Members from NICPLD, community pharmacy employers, Trusts, Human Resources, Universities, Guild of Healthcare Pharmacists, UCA-NI and NPA.
- Joint Chairs – community and hospital pharmacy sectors
- Meets every 2 weeks September 2024.
- Selection and admission lead will lead on deliverables.

# Terms of reference

- Oversee the dual recruitment process and allocation of 200 FTY places in the 2025/26 cohort and provide advice to the SLWG as needed.
- Introduce a joint selection and admission process to enable allocation of 200 FTY places in the 2026/27 cohort that meets standard 1 from the standards for the initial education and training of pharmacists.
- Engage with stakeholders and keep students and providers of training up to date on selection and admission arrangements for 2025/26 and 2026/27.



# Outline plan

- An approved list of all placement providers is created and hosted online – new NICPLD portal
- Student applies centrally to the selection process that will produce a ranked list of pharmacy students
- Regional multi mini-interviews, online
- Students are allocated placements based on their performance and the preferences selected
- Employers are provided with student details and issue contracts
- Students apply to NICPLD accredited FTY and PSNI student register
- Meets regulatory standards – condition of our FTY accreditation

# Selection and admission: 2026/27 recruitment – where are we now?



Task & Finish Group  
established



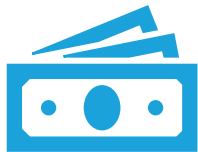
Methodology and timeline  
identified.



Job description agreed



Digital infrastructure  
agreed



Funding secured for  
Selection and Admission  
Lead at NICPLD



Employer engagement  
event



Communication with Year  
3 students and employers



Next steps



# Summary

- New work based on 2021 IET standards
- Opportunity to join an established team and lead on a regional workstream working with wide range of stakeholders
- Focus on EDI
- Opportunity to use communication skills, extensive pharmacy knowledge, project planning and leadership in action
- Big picture and detailed work
- 12 months full time in the first instance