

# 2022/23 Upskilling Funding – Critical Care Pharmacists

## Specification and Guidance Pack

### Background

The adult critical care workforce has been hugely impacted by the pandemic in relation to health and wellbeing, staff retention and high sickness absence. A deficit of pharmacists with critical care skills has been identified as a contributing factor to the significant increase in sustained pressure to critical care environments.

Health Education England (HEE) is working with the NHS England (NHSE) Adult Critical Care workforce team to support the development of pharmacists in critical care. An adult critical care workforce strategy, which is currently in development, will align to the national workforce strategy and focus on promoting and protecting health and wellbeing at work. This will support retention and progression of staff and underpin new models of working.

The pharmacist workforce upskilling programme forms a part of a wider NHSE critical care workforce programme which incorporates the training of allied health professionals (AHPs), advanced critical care practitioners (ACCPs), critical care nurses and health care support workers.

NHS England have provided funding for the upskilling of pharmacists working in adult critical care. This will be achieved through capability-based training, leading to innovative advanced roles that will drive enhanced models of care.

Funding is offered to directly upskill pharmacists in critical care competencies, and to support the development of enhanced and advanced roles within the critical care environment.

### Funding Offer

A total investment of **£440,000** has been allocated to help upskill pharmacists working in adult critical care across England.

- NHS Trusts in England are invited to submit a bid to support upskilling of their **pharmacists** in critical care.
- This includes pharmacists who are currently part of adult critical care teams, about to enter post, provide rotational cover or cover at times of surge / sickness / weekends.

Available programmes must meet the following criteria:

- Be delivered before 31 March 2022
- Upskill pharmacists in clinical aspects of pharmacy practice in adult critical care (this may be at a foundation or advanced level). The learning outcomes should support pharmacists to be able to:
  - Describe shock states and pharmacological management including use of fluids, vasopressors and inotropes.
  - Discuss the effects of critical illness on pharmacokinetics and pharmacodynamics for a broad range of drugs used in critical care.

- Discuss management and monitoring of pharmacotherapy for common cardiovascular, neurological, renal and liver complications of critical illness.
- Demonstrate how to systematically review the critical care patient to identify and optimise medicines to both treat and prevent complications of critical illness

Completion of programmes could be used to provide the underpinning knowledge and/or be used as evidence of capability against the Royal Pharmaceutical Society (RPS) core advanced and Joint UKCPA / RPS specialist critical care curricula (in development).

**Funding will only be paid to Trusts via the HEE education contract.** We cannot reimburse individual pharmacists.

## Conditions of Funding

1. Funding must not be spent on infrastructure (e.g., equipment or posts), but ring-fenced to train the workforce in scope.
2. Funding must be spent within the 2022/23 financial year.
3. Organisations are expected to clearly demonstrate what governance systems they can enact to ensure optimal delivery against funding.
4. Organisations are expected to clearly demonstrate what action they will take to promote equality of opportunity amongst their workforce and eliminate discrimination.
5. Successful applicants are required to submit progress update reports following receipt of funding, which will be specified by HEE on confirmation of funding.
6. Organisations should not bid for activity already committed via other funding sources, such as Workforce Development or CPD funding.
7. Organisations should ensure they are aware of what upskilling activities can be accessed free-of-charge, through platforms such as HEE's [eLearning for Healthcare](#) or CPPE to avoid unnecessary duplication and maximise impact of investment.
8. Funds will be paid by HEE to successful organisations through the [NHS Education Contract](#), and as such may be bound by the schedules within. Funds will be transferred to successful organisations through Issue 3 of the schedule payment in January 2023.
9. On confirmation of award, successful organisations will be provided with a letter of assurance from HEE notifying of funding allocation. Organisations are expected to proceed with delivery of proposals submitted during the bidding process, in advance of funding transfer in January 2023.

## Scope

The following profession and services are deemed in-scope to be eligible to submit expressions of interest:

In scope	Out of scope*
NHS trusts/foundation trusts providing critical care services: <ul style="list-style-type: none"> <li>• Adult critical care services</li> <li>• Burns services (adults)</li> </ul>	<ul style="list-style-type: none"> <li>• Services other than critical care</li> <li>• Pharmacy technicians</li> <li>• Paediatric and children's critical care services</li> </ul>

<p>NHS Trusts with critical care provision (Level 2 or 3)</p> <p>Pharmacists working in adult critical care:</p> <ul style="list-style-type: none"> <li>• Currently in post</li> <li>• About to enter post</li> <li>• Providing rotational cover</li> <li>• Providing cover at times of surge / sickness / weekends</li> </ul>	
<p>Programmes should meet the learning outcomes specified above (at either foundation or advanced level).</p>	

\*Please note, most professions and care pathways not in scope are supported by other HEE or NHSE funding streams.

## Bidding Instructions

All bids must be submitted using this bidding survey [link](#).

Bids must be submitted prior to the deadline of **12 noon on Friday 25 November 2022**.

Trusts should submit **one bid for the organisation** as a whole - inclusive of all sites within the organisation.

Bidders are required to provide details of:

- Who is submitting the bid and whether or not this is on behalf of the organisation or an individual.
- A sponsor who will act as the senior responsible officer accountable for the funding on behalf of the organisation (this should be a member of the pharmacy senior management team e.g. a director or deputy director of pharmacy, a clinical services lead or similar).
- Details of each upskilling activity for which funds are requested
- A brief description of what steps they will take to ensure effective governance, advance equality of opportunity and eliminate discrimination, and the expected benefits and outcomes.

## Scoring

This is a competitive bidding process, with all bids to be reviewed by a shortlisting team followed by a review/moderation panel. Bids will be scored against predetermined criteria, a summary of which is provided below.

Domain	Criteria	Score
<b>Organisational Planning &amp; Support</b>	<ul style="list-style-type: none"> <li>• An appropriate sponsor has been identified and supports the bid.</li> <li>• Sufficient description of governance arrangements.</li> </ul>	0 (lowest) to 3 (highest)

	<ul style="list-style-type: none"> <li>• Agreement to reporting schedules and requirements.</li> </ul>	
<b>Alignment to priorities</b>	<ul style="list-style-type: none"> <li>• Upskilling activities clearly aligned with the specification and scope.</li> <li>• Upskilling activities are clearly aligned with local clinical and workforce priorities.</li> <li>• Organisations have demonstrated within their bid attention to the four pillars of advanced practice.</li> </ul>	0 (lowest) to 3 (highest)
<b>Equality</b>	<ul style="list-style-type: none"> <li>• Sufficient assurance of commitment to eliminate discrimination and advance equality of opportunity across all protected characteristics.</li> </ul>	0 (lowest) to 3 (highest)
<b>Value &amp; Impact</b>	<ul style="list-style-type: none"> <li>• Demonstrates value for money with regards to cost per upskilling activity against numbers trained.</li> <li>• Sufficient description of intended benefits and outcomes provided.</li> <li>• No duplication exists between other Workforce Development/CPD investment received by the organisation in 2022/23.</li> </ul>	0 (lowest) to 3 (highest)
<b>Delivery Confidence</b>	<ul style="list-style-type: none"> <li>• The organisation has a track record of effective deployment and management of funding to support workforce development.</li> <li>• Overall, the bid provides clear and realistic plans which can be delivered within the 2022/23 financial year.</li> </ul>	0 (lowest) to 3 (highest)

## Timeline

An indicate timeline is outlined below. Please note this is subject to change.

<b>Bidding open</b>	Wednesday 09 Nov 2022
<b>Bidding closes</b>	Friday 25 November 2022 (12:00 noon)
<b>Review panel</b>	Week commencing 28 November 2022
<b>Notification of award</b>	Week commencing 05 December 2022
<b>Funding transfer</b>	January 2023 (via HEE education contract) (any final outstanding payments via March education contract run)

## Contact

Please direct enquiries to the national HEE pharmacy team at: [pharmacyteam@hee.nhs.uk](mailto:pharmacyteam@hee.nhs.uk)

All bids are to be submitted via this survey [link](#) by **12 noon** on **Friday 25 November 2022**.

## Useful Resources

- [UK Clinical Pharmacy Association.](#)
- [Intensive Care Society](#)
- [Faculty of Intensive Care Medicine](#)
- [HEE Quality Framework](#)
- [RPS Core Advanced Curriculum and e-Portfolio](#)