



Hello from Paul

I am delighted to be appointed as the new Chief Executive. This month I will be seeking your views as to how we should take the BPA forward towards our 2020 vision. Please look out for a survey I will be sending this month and give me your views. In the meantime, please feel free to contact me at any time.

It's been a busy second half to 2015 for the BPA in which we bid farewell to John Makepeace who left us to take up a new and exciting role in Abu Dhabi. In turn we started the recruitment process for a new CEO and were delighted to announce Paul Robinson who took up the role in November 2015. Paul has a wealth of knowledge of Pharmacy and can really help drive us as an association forward.

In this newsletter we will cover various topics ranging from MBP to the upcoming Summary Care Records.

Market Based Pay

Thanks to your excellent feedback from our recent survey we were able to discuss the generally poor impact of Market Based pay on the membership of the BPA.

The key themes from the survey where confusion about what it meant to individuals, a feeling of good performance being devalued if individual's salaries were high on the scales due to previous good performance and loss of differential scales in hard to fill areas.

The BPA had already given feedback that the initial communication was confusing, resulting in the wrong messages being received by some pharmacists. We asked that this be revisited, which it was, but the second communication had similar issues with a lack of clarity and effective delivery by Line Managers.

Overall, it has been a poor exercise in communication and the BPA emphasised that if we had been consulted around how this message be best delivered we could have ensured this would have been more successful.

This is an emotive issue, and there were always going to be winners and losers. 76% of the responders to our survey reported being confused or dissatisfied which is indicative of a poor communications process. The Boots Exec accepted this feedback and committed to improve in the future.

Colleague Rewards Briefing

By now you will have hopefully received a briefing about the company changes to reward. Whilst we welcome the increases in base rate for colleagues, the BPA recognises that not everyone will benefit from all elements of the reward changes. The BPA Exec would like to understand the views of our members, which we will take directly to the Boots Executive.

Please e mail me with your feedback on p.robinson@bpa.website

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We discussed this issue and its implications within the BPA executive and consultative meeting. This is an excellent opportunity for Pharmacists in England (access for other home countries still in progress) to support delivery of enhanced patient care, and something our profession has been requesting for a long time.

Like any opportunity, we realise it will bring challenges to our ways of working. We have therefore asked the Boots exec to work collaboratively with the BPA to ensure the training and support for Boots pharmacists for the launch

Pharmacy Operations

Peter Bainbridge gave the BPA Exec detail of changes to roles and responsibilities to the Support Office Pharmacy Structure following the return of Suzanne Hansen to the States.

The operational element of the DSP has now transferred to Paul Dunne who heads up Boots supply functions. The BPA requested details of the contingency plans for DSP in the event of failure of the automation, supporting logistics or discontinuation of FRPS.

FRPS is one of the key enablers of the DSP. This is currently under threat in some geographical areas due to the misconception with some Primary Healthcare Organisations that FRPS and other pharmacy prescription management schemes cause waste. It is absolutely vital that we follow the Boots SOP on every occasion to ensure safe practice, protect FRPS and deliver the workload planning benefit the process gives.

Pharmacist Support

We had an interesting meeting with representatives from Pharmacist Support around potential joint working in the future. Pharmacist Support is a charity offering free and confidential support services to registered pharmacists. The BPA agreed to promote the charity through our website and meet again to explore future collaboration

and implementation meets the needs of the individual pharmacist to enhance their professional role. In addition, further to our discussions re training time for delivery of enhanced services, we are delighted to confirm that the training for our English Pharmacists has been incorporated into the February Let's Connect Events.

There will be an SCR training session for all attendees at the LC Day. You will have the choice to complete the SCR e-learning at the event or complete the e-learning training beforehand and take TIL on the day. By the end of the day, all pharmacists need to have completed all training required.

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