

Clinical Homecare Career and Competence Framework

National Clinical Homecare Association

7 January 2025 – 14 February 2025

Part 1 – About you

Question 1. How would you describe yourself and your role?

I represent a professional regulator

Question 2. Do your responses represent

A collective response from your team / organisation / institution

Part 2 – The Career Framework

Question 1. Please indicate the extent to which you agree that the Introduction and background section of the Framework document is clear and understandable.

Not applicable / not reviewed

Question 2. Please indicate the extent to which you agree that the ‘Who is the framework for’ section of the Framework document is clear and understandable

Not applicable / not reviewed

Question 3. Please indicate the extent to which you agree with the five levels of practice for those involved in the delivery of clinical homecare services.

Not applicable / not reviewed

Part 3 – The Role Profile Templates

Which role profile templates would you like to review?

- Registered Nurse (Career Framework Level – Autonomous)
- Advanced Clinical Practitioner role template (Career Framework Level: Advanced)

Part 3 – The Role Profile Templates

Registered Nurse

Career Framework Level: Autonomous

Please indicate the extent to which you agree that the Career Framework Level for the role is correct

Agree

Please indicate the extent to which you agree that the Experience Required stated within the role profile template is accurate

Agree

Please indicate the extent to which you agree that the Scope of the Role statement is accurate and clear

Agree

Please indicate the extent to which you agree that the listed core competences relevant to the role accurately reflect the requirements of the role

Agree

Is there anything else that should be added to the Indicative Learning and Development section of the role profile template?

Yes

Part 3 – The Role Profile Templates

Advanced Clinical Practitioner

Career Framework Level: Advanced

Please indicate the extent to which you agree that the Career Framework Level for the role is correct

Agree

Please indicate the extent to which you agree that the Experience Required stated within the role profile template is accurate

Partly Agree

Please indicate the extent to which you agree that the Scope of the Role statement is accurate and clear

Agree

Please indicate the extent to which you agree that the listed core competences relevant to the role accurately reflect the requirements of the role

Partly Agree

Is there anything else that should be added to the Indicative Learning and Development section of the role profile template?

Yes

Part 4: Use of the Framework

Do you currently work in clinical homecare services, or are you a member of the wider healthcare team that manages clinical homecare services or refers patients to clinical homecare services, or work closely with the clinical homecare team?

No

Are you a supervisor or manager/leader of services?

No

Do you deliver education and/or training?

No

Are you a commissioner of services?

No

Are you a patient and/or carer?

No

Any other comments?

Thank you for the opportunity to respond to your consultation. As the regulator for pharmacists, pharmacy technicians and registered pharmacy premises in Great Britain, (England, Scotland and Wales), the General Pharmaceutical Council (GPhC) is responsible for setting standards for the education and training of pharmacy professionals and approving and accrediting their qualifications and training. We are also responsible for setting the standards that pharmacy professionals must meet throughout their careers. Pharmacy professionals are required to:

- recognise and work within the limits of their knowledge and skills, and refer to others when needed
- use their skills and knowledge, including up-to-date evidence, to deliver care and improve the quality of care they provide
- carry out a range of continuing professional development (CPD) activities relevant to their practice

Furthermore, we expect pharmacy professionals to consider these standards, their legal duties and any relevant guidance when making decisions, including guidance produced by other national authoritative organisations and relevant regulators.

As the regulator for registered pharmacies across Great Britain, we regulate across England, Scotland and Wales. We set the standards for registered pharmacies, investigate concerns raised about pharmacies, and inspect pharmacies to ensure that all pharmacies and the services they provide at or from a registered pharmacy are safe for pharmacy users and the public. This includes a wide range of services including homecare services.

Our standards for registered pharmacies set the framework for the safe and effective practice of pharmacy and services covering governance, pharmacy teams and staff, the physical premises and environment, pharmacy services provided, as well as the equipment and facilities available and used. We are the regulator for all pharmacy services.

Whilst we do regulate pharmacy services, and they can form part of a larger homecare service, homecare services generally and other parts of a homecare service apart from the registered pharmacy

are regulated and inspected by other regulators such as the Care Quality Commission (CQC) in England and the Medicines and Healthcare products Regulatory Agency (MHRA).

We have commented on the Registered Nurse role profile as that is in the Career Framework Level of Autonomous Level Practice. In that level Homecare Pharmacist and Homecare Pharmacy Technician, have been included, and these are the pharmacy professionals that we regulate.

Pharmacy Technicians are regulated professionals, however for some activities they must still work under the supervision of a pharmacist, although this may change in the future following a Government review of Pharmacy Supervision. For that reason, we would suggest that currently, Pharmacy Technicians may better fit in the Associate Level / Assistant Practitioner Level Practice Career Framework Level, as we understand that they would have a similar education level as Nursing Associates.

Whilst we appreciate that the template is specifically for the Registered Nurse role, and therefore NMC registration is mentioned. As this level includes pharmacists and pharmacy technicians, we think it would be useful if "or equivalent" was added in relation to the relevant registration body mentioned.

We have also commented on the Advanced Clinical Practitioner role profile as that is in the Career Framework Level of Advanced Level Practice in which Superintendent Pharmacist and Chief Pharmacist have been included. What has been included aligns with the standards we have issued for Chief Pharmacists published on 22 January 2025.

As we have mentioned above, the way this has been set out provides specific examples and roles but we would suggest that mentioning "or equivalent" would be helpful as this applies to a range of professions.

And with the Experience Required for ACPs stated within the role profile template we would suggest that there is mention of a degree, an MSc or equivalent training.

With respect to the competences, we would suggest that the second one in the table should apply to all levels, and that the third, sixth and seventh should also apply to the Associate/Assistant Practitioner level. Our other observation is that the roles are very much focussed on the nursing profession and that it would be helpful to include examples involving other healthcare professionals such as pharmacy professionals.

Pharmacy support staff are not directly regulated by us; however, we note that the level of education of pharmacy support staff that is required would align with that indicated for the Healthcare Assistant profile. And we would highlight that our standards for registered pharmacy premises require pharmacy owners to ensure staff members, and anyone involved in providing pharmacy services, are competent and empowered to safeguard the health, safety and wellbeing of patients and the public in all that they do.

We note that an example role profile for the Associate Level / Assistant Practitioner Level Practice has not been included for comment in the consultation.

We are broadly supportive of your aims to standardise roles within the homecare sector, to reduce complexity, improve clinical safety, assist with transferability of capabilities within and between homecare organisations, and to bring benefits to patients, staff, and homecare providers amongst others, if this is done in a way which doesn't adversely affect the accessibility of the sector to newly qualified healthcare professionals.

If you would like to discuss the points raised in this response, or any other aspect of the GPhC's work, please do not hesitate to contact us.

General Pharmaceutical Council

13 February 2025