



## Information Booklet:

# Application for an Early Careers Pharmacist to the Pharmacy Workforce Working Group

May 2024

## Introduction

The Pharmaceutical Society of Ireland (PSI), the pharmacy regulator, is inviting expressions of interest from early career community pharmacists (registered for <5 years) to join the Pharmacy Workforce Working Group and provide the critical perspective of a patient-facing pharmacist in this stage of their career.

## Background

The Emerging Risks to Pharmacy Workforce project assessed emerging risks to the continued availability of a professional pharmacy workforce within community and hospital pharmacy in Ireland.

The primary output of this project was a [Workforce Intelligence report](#) which set out a number of recommendations and actions that were identified to assist in ensuring a sustainable future pharmacy workforce for Ireland. One of the recommendations in the Workforce Intelligence Report produced as part of this project was to:

*“Establish a multi-agency group focused on national strategic workforce planning for pharmacy.”*

There are multiple stakeholders involved in this complex issue. The establishment of this Working Group has joint ownership within the report between the PSI and the Department of Health. It includes membership from a range of stakeholders with interest in and knowledge of the pharmacy sector. The intent is to influence, inform and evolve policy relating to the future role of, demands for, and availability of pharmacists in the health service.

## Purpose of the Pharmacy Workforce Working Group

The following are key areas of input and discussion from the Working Group:

- Engagement to support, facilitate and drive progress against recommendations and actions agreed in the Workforce Intelligence Report, as appropriate to individual owners.
- Act as an expert consultative group in support of broader health service workforce planning initiatives being led by the Department of Health and HSE.
- Facilitate collaboration on challenges and issues being experienced in relation to strategic workforce planning for pharmacy.
- Share knowledge from Working Group members' own area of expertise on proposed or anticipated strategies for the role of pharmacists within the future integrated health system, discussing their impact and associated demands on the workforce.
- Provide input, insight and advice, where sought, on outputs from other data sources (e.g., annual workforce survey).
- The establishment of this Working Group is an action designed to support the design of a national strategy for pharmacy workforce planning in Ireland to align with national and international best practice, taking a multi-agency, data driven approach as part of an

integrated healthcare system. The Working Group will act to support initiatives in this regard and will advise on any strategic principles to mitigate capacity and access challenges within the health system if requested.

Specifically, as an early-career pharmacist your perspective and input on the challenges and considerations within the initial working years in patient-facing pharmacy roles in community pharmacy will be most welcomed as research has demonstrated that these are the critical years where career direction is decided by pharmacists.

### Time commitment

The Pharmacy Workforce Working Group will meet on a quarterly basis or in circumstances where particular objectives arise as frequently as the Chair deems necessary. **The next meeting is 27<sup>th</sup> June and while we will consider applicants who are unavailable for this initial date, the ability to attend would be preferred.** Meetings may comprise the entire group or a subset of the group where defined deliverables are assigned. The meetings will principally be in person at PSI House, Fenian Street, Dublin 2, however hybrid meeting attendance may be facilitated in exceptional circumstances and by agreement. Meetings will be approximately 1.5-2hours in duration.

Work associated with the activity of the group is provided on a pro bono basis. Working group members are requested to participate voluntarily however pay for travel and subsistence expenses, should they arise, will be reimbursed in line with the PSI Travel and Subsistence Policy and Government policy in this regard.

### Specific Requirements of Applicant

- Pharmacist must be within the first 5-years of their first-time registration.
- Pharmacist must be working in community pharmacy for at least 1-year.
- If qualified/trained outside the Republic of Ireland, pharmacists must have been registered and working in community pharmacy for at least 2-years within the Republic of Ireland.
- Pharmacist must not be currently subject to any open Fitness to Practice cases.

### Submitting your interest

Please complete this [online application form](#). Only applications made using this form will be accepted.

Expressions of interest applications should be submitted no later than close of business on Friday 31 May 2024.

Questions or clarifications about any aspect of this expression of interest process may be sent to [louise.hamra@psi.ie](mailto:louise.hamra@psi.ie) .

## Review and selection process

The PSI is keen to find an early-career community pharmacist eager to contribute their experiences and thoughts to the working group and help shape the future of the pharmacy workforce. At this time there is only one space available on the working group so the PSI will review applications on the basis of experience in patient-facing roles in community pharmacy, as well as the personal statement of interest.

We will follow-up with all applicants.

The PSI is committed to a policy of equal opportunity and endeavours to ensure diversity and balance on its working groups.

## Data Protection

The PSI will process any personal information provided with expressions of interest in accordance with Data Protection legislation. The information will be kept for no longer than is necessary for its purpose, and it shall be kept in a manner that ensures appropriate security of the information, including the unauthorised or unlawful processing of it. Please review the [Data Protection Statement](#) on the PSI website for details of our use of personal information and your rights in relation to this.