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# **Executive Officers**

**1999/2000**

## **President**

Peter Cooke

## **Vice-President**

Helen Remington

## **Section General Secretary**

Gerry Looker

## **Professional Secretary**

Ian Simpson

## **Chair of Education & Science Committee**

Bob McCartney

## **Organisation Secretary**

Anthony Oxley

## **Chair of Practice Committee**

Sheila Maltby

## **Chair of Organisation, Terms & Conditions Committee**

Anthony Oxley

## **Chair of Pharmaceutical Whitley Council**

Ron Pate

## **Honorary Treasurer**

Gerry Wilson

## **Editor**

Gillian Arr-Jones

# Council Members 1999/2000

## National Members

Seat becomes vacant in:

Peter Cooke	(President)	2000
Helen Remington	(Vice-President)	2000
Chris Cairns	(ES) (O, T&C)	2000
Bob McCartney	(ES) (O, T&C)	2001
Anthony Oxley	(ES) (O, T&C)	2000
Don Page	(P)	2001
Malcolm Partridge	(P)	2001
Ron Pate	(P) (O, T&C)	2000
Simon Riley	(P)	2001
Tony West	(P) (O, T&C)	2001

## District Members

Gillian Arr-Jones	(ES)	London South	2000
Jim Bannerman	(P)	Scotland East	2001
Kathryn Bethune	(ES)	London North	2000
Paul Evans	(P)	South West/Wessex	2000
Raj Gokani	(ES)	Mercia	2001
Suzanne Khalid	(P)	East of England	2000
Peter McKenzie	(P)	Northern	2000
Colin Rodden	(ES)	Scotland West	2001
Ann Slee	(ES)	North West/Mersey	2001
Helen Thorp	(ES)(O, T&C)	Yorkshire	2000
Gerry Wilson	(ES) (O, T&C)	Wales	2001

**Designations:-** (ES), (P) and (O, T&C) denote committee membership i.e. (Education & Science Committee, Practice Committee and Organisation, Terms & Conditions Committee).

The President, Vice- President, Professional Secretary and Section General Secretary are ex officio members of all committees.

## Honorary Vice-Presidents

Bill Brookes  
Joan Greenleaf  
Colin Hetherington  
Colin Hitchings

## PRESIDENTS REPORT 1999/2000

The final year of the millenium has seen the Guild moving through a series of ups and downs. The ups have included the potential of the significant increase in pay at certain grades within the pay spine, and the launch of the new journal *ghp*. The downs have included the continuing problems with recruitment and retention and the difficulties with the administrative support for the organisation.

Despite what is happening within the Guild, the changes in the NHS continue apace; the introduction of NICE, the focus on evidence based medicine and particularly clinical governance dominating everyone's agenda. There is much in these changes that will provide opportunities for our members who continue to show their adaptability to the changing situation and the important role of pharmacists in the provision of quality health care.

As in previous years the Guild continues to provide educational events of an exceptional quality; the Weekend School in Bristol lived up to expectations educationally, professionally and socially, and many thanks are due to Trevor Beswick, Steve Brown and their team for all their hard work.

The GHP Day Conference this year which was hosted by the Oxford Group, was similarly successful. The small team led by Raj Gokani significantly changed the usual format of the day, and attracted a wide audience. In addition to the usual oral presentations, there were poster presentations, a keynote address from a local MP which addressed a number of current health issues, and a debate around continuing education and competence to practice. I am grateful for all the work that they put in to rejuvenate this event in the Guild calendar, and I hope that other Groups will consider taking on the organisation of the GHP Day Conference in coming years.

We have again had successful meetings of the Procurement and Distribution Interest Group (PDIG) during the year which is well supported by our membership and by the pharmaceutical industry. The group also organised a joint study day with NASPM. In addition the group is involved in a partnership to develop a diploma in Purchasing in the near future.

At the BPC in Cardiff, GHP were again well represented and hosted a well attended evening reception. A 'hospital pharmacy' day, organised by the Hospital Pharmacists Group of RPSGB with the support of GHP and UKCPA, covered a number of topical issues. The success of this day, and the one held the previous year, have ensured the continuation of the 'hospital pharmacy' day at the BPC this year with the Guild taking the organisational lead with the support of the other two groups. It is hoped that 'managed care' issues will also feature in another day at the conference. This collaboration has proved to be successful, and other opportunities for collaboration have also been entered into. This year saw the inauguration of a joint award between the Guild and the NPA for work carried out across the interface of primary and secondary care.

Through the office of the Professional Secretary we now have a large number of professional contacts and as an organisation we are consulted on many issues relating to pharmacy and healthcare in general. Many of these consultation documents and the many issues relating to the new NHS have made up a large part of the work of the Practice committee during the year. I would like to pay tribute to the work of Ian Simpson our Professional Secretary. His work in this important post has helped raised the profile of hospital pharmacy and of the Guild across a wide range of important areas.

We have met with the Chief Pharmacist and his team at the Department of Health during the year, and had useful wide-ranging discussions. Since his retirement, we have continued to press for a permanent appointment to this important post.

We continue to maintain sound links with the Royal Pharmaceutical Society, and it has been particularly helpful to have Helen Remington our Vice-President also sitting on the Council of the Society. Within the Guild we would like to see a more significant presence of secondary care pharmacists on the Society's Council. Again, I am happy to remind members that this will only be possible if all members use their vote in the elections to vote for those candidates who best represent their interests. There really should be more than one pharmacist representing the managed care service on the Council of our national professional body.

On the seemingly ever-frustrating issue of pay, and despite what many consider a significant pay award this year, there is little evidence that the recruitment and retention situation has improved. There are still too many vacancies in the managed service, and there still need to be major changes! to find a solution to the problem, and these will not just relate to money. I am grateful to Ron Pate and Gerry Looker for their perseverance and commitment to this difficult issue. Also related to terms and conditions of work is the Working Time Directive and within Council work is already underway to help members understand this important issue which will surely impact on all of our working lives.

I am pleased to be able to report the arrival of our new journal *ghp*, which I hope will make a difference to the communication between Council and the membership which has been a weakness in recent years. I would like to thank everyone who has been involved, particularly Christine Clarke our editor and Roger Kline from MSF who has been very supportive of the idea from the outset. An organisation such as ours requires better communication and a more professional journal for its members.

I am also conscious of a reduction in the activity within some local Groups and I hope that the journal will be able to help stimulate enthusiasm across the membership to keep in touch with local Group activity. I am particularly keen for grass roots members to contribute to the new journal and help shape the journal for the future. It is a journal for the members, and we want it to be what you want it to be. Guild groups have always provided a programme of local meetings for members and potential members. Many of these meetings are worth reporting to a wider audience, and the journal gives us an opportunity to do that. Group meetings are an essential part of our organisation, and often act as the catalyst for wider involvement of

individuals in the Guild. I would ask all members to support your local Group meetings and encourage colleagues who are not members to attend and join.

Another means of improving our communication has been the GHP web-Site 'www.ghp.org.uk'. As more members have access to the internet, we are looking to develop the opportunities for improving communication amongst the membership. The site contains a wide variety of information about the Guild, including nationally organised events. We are happy to receive comments from anyone who has visited the site. I remain optimistic that this will become a significant communication tool for members in the future.

I am pleased to report that the Guild is able to continue to recognise the achievements of hospital pharmacists. This year the Medeva Gold Medal has been awarded to Chris Cairns, the immediate past President of the Guild and Director of Pharmacy at Lewisham, and the Medeva Silver Medal to Paul Gurnell from the Northern General Hospital, Sheffield, and an accredited representative for the Guild for some 26 years.

In addition to these annual awards, at its April meeting, Guild Council elected Colin Hetherington and Colin Hitchings as Honorary Vice-Presidents of the Guild. In November Guild Council hosted a dinner to recognise the achievements of the 'two Colins' who were presented with commemorative medals and certificates.

Also during the year, Arthur Williams and Bob Timson were elected as Honorary Members of the Guild.

I have been fortunate over the last two years to have been supported by an excellent Council. I am particularly grateful to the Vice-President, the chairs of committees and the professional officers of MSF. I would also like to recognise the work of other members, particularly Group Secretaries and Accredited Representatives who enable the Guild to function at a local level where the majority of members are. On your behalf I thank them all for the amount of time they commit to the Guild.

I have indicated that I do not intend to stand for re-election as President. The last two years have been challenging and enjoyable, and I hope that I have contributed in some part to the continuing success of the Guild. I am privileged to have been your President and wish my successor well for the future and know that he or she will have your support, and the support of Council.

**Peter Cooke**

*President*

**February 2000**

# Education and Science Committee Report 1999/2000

The Education and Science Committee has met four times in 1999 - 2000. 4 meeting will be held two days before the Annual General Meeting.

The committee has the following membership. Attendance at meetings is detailed below.

## Membership

R McArtney (Chair)	4
G Arr – Jones	4
K Bethune	3
C Cairns	3
R Gokani	4
A Oxley	4
C Rodden	3
A Slee	2
H Thorpe	2
G Wilson	4

## Ex Officio

P Cooke (President)	4
H Remington (Vice President)	2
I Simpson has contributed to the meetings as has been necessary.	
S Bishop (BPSA representative)	3
From 9/99	

## Awards

The management of the Awards has successfully been reviewed and I am extremely grateful to Colin Rodden for all his hard work in taking them forward. A "corporate" image for the Award fliers is being developed along the lines of the Baxter advert and the Committee would like to thank Mr Laurie Goldberg for his efforts in developing that style.

The quality of the applications remains extremely high. I would like to record the Committee's thanks to Professor Marriott for his continued support in the adjudication process. I would like to thank Professor Moffatt who has supported our adjudication in the past and has retired from the panel due to pressure of work. I am pleased to report that he will be replaced by Dr David Upton. On behalf of the Committee and Guild Council as a whole, I would like to thank the companies for continuing to sponsor the Awards.

## 1999 Award Winners

Antigen - Nicola Ward, Glenfield Hospital, Leicester  
Baxter - Michelle Rowe, Christie Hospital, Manchester  
Pharmacia-Upjohn - Andrea Patel, University College Hospitals, London

## **National Weekend Schools**

The 1999 National Weekend School in Bristol was another great success. The joint chairs, Steve Brown and Trevor Beswick and their team put together an excellent educational and social programme. Our thanks are due to Steve, Trevor and all the other hard working members of the South West organisers for taking on the event at short notice and putting together such an excellent event. Thanks are also due to the Treasurer for all the hard work he put into helping the Bristol team with the financial side of the Weekend.

The 2000 Weekend School is being held in Brighton. Another educationally challenging programme has been put together by the London Group under the chairmanship of Chris Cairns.

The 2001 NWS is being organised by the Yorkshire Group and will be held in Leeds from 6<sup>th</sup> to 8<sup>th</sup> April.

## **Day Conference**

The day conference was organised with the GDM in Oxford in November. Apart from the highly stimulating programme for the Day Conference, time was made available for the Guild's crucial role in promoting practice research. The quality of both the work and standard of presentations was again extremely high giving the adjudication team a very difficult task. David Stead from Blackpool Victoria Hospital won the Hooper Baxter Prize for his work on temperature monitoring in vaccine refrigerators.

For the first time a poster exhibition was held and the prize for the best poster was won by Jill McDonald from Milton Keynes General NHS Trust.

I would like to thank and congratulate Raj Gokani and his helpers, especially Claire Grout, for collecting the papers and all their hard work in organising a highly successful event.

A venue has not been identified for the GDM or Day Conference for this year at the time of writing.

## **Links with BPSA**

Co-operation between the Committee and BPSA has been steadily developing over the last two years. A variety of issues have been discussed including recruitment into hospital pharmacy pre-registration places, a vacation work booklet identifying contacts and places of work (an internet version to become available), promotion of hospital pharmacy as a career via the Schools of Pharmacy and possible future conference links.

In addition, the Guild is helping with the BPSA student exchange scheme and also in the creation of a "survival guide" for pre-registration graduates and newly qualified pharmacists.

I would like to thank Audrey O'Reilly and Susan Bishop for their forthright Contributions to the Committee's work.

## **Other business considered by the committee**

Following the success of the Guild's co-operation with the Hospital Pharmacists' Group at the previous two British Pharmaceutical Conferences, the Education and Science Committee, under the direction of Helen Thorp, are taking the lead on a day on hospital pharmacy in Birmingham 2000. The joint day also enjoys the support of UKCPA. It is anticipated that this climate of co-operation between the organisations will continue with further educational events.

The Committee is in the final stages of agreeing a policy statement on Continuing Professional Development for Pharmacists. My thanks are due to Raj Gokani and Ian Simpson

The Guild is currently investigating the possibility of employing a researcher to investigate the impact of pharmacy practice on patient outcomes. The aim is to identify and promote research which enhances the value and reputation of pharmacists working in health.

In my final year as Chair of the Committee, I wish to acknowledge the hard work and dedication of all the current and previous committee members during my time in office.

I would like to thank them all for their excellent support, advice and guidance. I would particularly like to thank Kathryn Bethune for her secretarial skills at various points during the year.

**Robert G. McArtney**

*Chairman*

**February 2000**

# PRACTICE COMMITTEE REPORT 1999/2000

The Practice Committee has met on four occasions since the last AGM, in June, September, December and February in the afternoons following full Guild Council meetings.

The members of the Practice Committee have been:-

	Attendance	Possible
Sheila Maltby (Chair)	4	4
Jim Bannerman	4	4
Paul Evans	3	4
Suzanne Khalid	4	4
Peter McKenzie	4	4
Don Page	4	4
Malcolm Partridge	3	4
Ron Pate	4	4
Sjmon Riley	3	4
Tony West	2	4

## **Ex Officio**

Ian Simpson (Professional Secretary)

Peter Cooke (President)

Helen Remington (Vice-President)

The continued changes in the NHS have been reflected in the agenda of the Practice Committee. There have been several main topics considered by the Committee, Clinical Governance and other associated government quality initiatives, Review of Prescribing, Supply and Administration of Medicines with the focus on the competencies needed to undertake pharmacist prescribing. Closer working with pharmacy technicians and their representative organisations has become of greater importance and there will be progress made in this area in the future.

A major piece of work has been the revision of, and additions to, the Guild policies and position statements. I would like to thank everyone who participated in the revisions including those contacted outside of Council.

The Professional Secretary continued to play a pivotal role within the committee ensuring that the Guild was consulted on, and responses were made to, requests for comment and advice. Responses were made to various MLX, government reports and reports from other professional bodies.

## **Links with the RPSGB**

This past twelve months have seen progress in forging stronger links between the Guild and the Hospital Pharmacist Group of the RPSGB. The Society, after consideration of the Working Group report on Membership and Special Interest Group, decided not to change the constitution of the HPG while opportunities for collaboration between GHP and HPG are being explored.

There is now a small working group consisting of GHP and HPG members taking forward issues of common interest. For example, GHP has been asked to produce a leaflet on the Hospital Pharmacist similar to the 'Right up your Street' leaflet produced for primary care pharmacists by the Society. At the BPC 2000 the Guild will be responsible for organising and running of the Hospital Pharmacist's day. These are only two of several initiatives which reflect the working relationship which is developing between the two organisations.

The pace of progress has accelerated due to the particular commitment and enthusiasm of Dr Norman Lannigan, Chair of HPG and Helen Remington, Vice-President of GHP and Council member of RPSGB.

I can look back on my three year involvement as GHP representative on the HPG and reflect on the outcome of the tentative beginnings. Guild representation has been one of the more important recent developments in the Guild and one I hope will continue to develop.

I would like to acknowledge the secretarial support given by Peter McKenzie throughout the year and also thank the Committee for their help and support. The quality of the debate and the willingness to accept tasks and ensure results made this a productive year.

**Sheila Maltby**

*Chair*

**February 2000**

# **ORGANISATION, TERMS AND CONDITIONS COMMITTEE AND ORGANISATION SECRETARY REPORT 1999/2000**

## **Organisation Issues**

It has been increasingly apparent over the last 18 months that the Council workload associated with Terms and Conditions issues is becoming ever larger. With on-going work on the Agenda for Change document this situation is unlikely to change in the foreseeable future. On this basis Council made a decision in June 1999 to make the Chair of Pharmaceutical Whitley Council a stand alone position and to ask another member of the Organisation, Terms and Conditions (O,T&C) Committee to chair that meeting. For this year it was decided that I should combine the role of Organisation Secretary with chair of O,T&C and this report is made from that standpoint. At the council meeting following the AGM the chair of O,T&C and Organisation Secretary will be elected independently, although one Council member can stand for both posts. The current chair of Pharmaceutical Whitley Council (Ron Pate) and myself are both happy with the way the current structure is functioning.

## **O,T&C Attendance**

There have been four meetings of the O,T&C between the 1999 AGM and the time of writing and attendance has been as follows:

Ron Pate	(PWC Chair)	4
Anthony Oxley	(O,T&C Chair)	4
Raj Gokani	3	
Helen Thorp	4	
Bob McArtney	3	
Gerry Looker	(SGS)	4
Peter Cooke	(President)	3
Helen Remington	(Vice-President)	3
Ian Simpson	(Professional Secretary)	3
Gerry Wilson	3	
Gillian Arr-Jones	2	
Tony West	2	

## **Strategy for Future Industrial Work**

Roger Kline, MSF's National Secretary for health, facilitated an afternoon session of the O,T&C Committee to discuss the way forward for GHP's industrial work. The session was also attended by other GHP/MSF colleagues from relevant backgrounds. The afternoon was very rewarding and many issues were raised to enable the O,T&C Committee to move the agenda forward over the coming months.

## **Group Delegates Meeting**

A GDM working party has been operating as a sub-committee of O,T&C for 12 months now with the aim of maximising the role this meeting can play in the policy agenda of GHP. Some changes were made to the 1999 meeting which unfortunately failed to increase the number of delegates attending or the number of motions submitted. The GDM working party is therefore looking again at this meeting and will be making efforts to encourage attendance and participation at the 2000 meeting. GHP Council remains committed to this forum to allow members to have a real opportunity to influence the direction of the organisation.

## **GHP Rules and Constitution**

Much work was done on the GHP rules and constitution by Bob Timson who stood down from the committee at the last AGM. This work has culminated in the comprehensive document which is to be debated at this year's AGM. The proposed changes bring our rules and constitution into line with current practices and many thanks are due to Bob for the thorough work he has done in this area.

## **Working Time Directive**

Two members of the committee, Tony West and Chris Cairns, took this area forward on behalf of O,T&C. They produced an excellent briefing paper for Roger Spiller, the MSF Health and Safety Secretary, to allow him to get an understanding of pharmacists' employment practices. This then resulted in a paper for the membership which appeared in the first edition of *ghp*. More detailed work is to follow on this subject.

## **Guild Archive**

Helen Remington and Chris Cairns continue to explore options of suitable organisations to act as a repository of the Guild Archive. They have also carried out a survey to determine where records are currently stored. Hopefully this issue can be finalised during the year 2000.

## **Recruitment Leaflet**

The Administrator, Carol English and Terry Jarvis in the Guild office developed a new recruitment leaflet during the year. This leaflet has now been distributed and is in widely use.

## **Terms and Conditions Issues**

Much of the work of the O,T&C continues appropriately to be directed towards terms and conditions issues. This work will be reported by my Council colleague, Ron Pate, as chair of Pharmaceutical Whitley Council.

I would like to close by thanking all members of the committee for the hard work they have put in over the past 12 months.

## **Anthony Oxley**

*Organisation Secretary and Chair of Organisation, Terms and Conditions committee*

**February 2000**

# PHARMACEUTICAL WHITLEY COUNCIL REPORT 1999/2000

The work of the staff side in this Whitley Council over the next few years will be crucial for hospital pharmacy and the progress made in the pay award for 1999/2000 is just the first step. The staff side is made up of the following Guild Council members:-

Ron Pate	Chair *
Gerry Looker	Staff Side Secretary *
Peter Cooke	GHP President *
Helen Remington	GHP Vice President *
Gerry Wilson	
Anthony Oxley *	
Bob McCartney *	
Tony West	
Chris Cairns *	
Helen Thorp	(GWC rep)
Raj Gokani	(reserve member)

\* Member -Recruitment and Retention Working Party

## **1999/2000 Pay Award**

Although this year's pay award has done little to address the problems we have of recruitment and retention of pharmacists in the NHS it does, I believe, represent significant progress as a first step. If all the non PRB pay awards are examined it is easily the best though disappointing for us in a number of areas particularly in that pay differentials have been squeezed and anyone above grade D only received 3%. Believe me this was hard won and I must make special mention of the contribution of Gerry Wilson for the considerable work he did with spreadsheet analysis of the award. This enabled me to identify some of the weaknesses in the pay offer and as a result we were able to make progress in achieving an uplift of 12% for EDC pay for all grades of hospital pharmacists.

Other notable successes with this year's award was referral of discussion on grade definitions to the recruitment and retention working party and the issuing of a statement on study leave attached to the advance letter. Many of you will have noticed that this latter document has a footnote stating that the RPSGB recommend 30 *days* per year. To give you an idea of what we are up against the management side have refused to issue a correction!

Disappointingly we were unable to make progress with other aspects of our

claim such as a reduction in hours of the working week, reimbursement of student loans and additional discretionary points. These and the shortcomings of the 1999/2000 award will be examined again when we formulate our claim for 2000/2001.

A more detailed report of how the 1999/2000 pay award was progressed and a subsequent report on problems with its interpretation/implementation has been reported in our journal *ghp*.

## **Recruitment and Retention Working Party**

This group continues to meet though this last year most of its work centred around "corridor" type discussions/negotiations on the pay offer for 1999/2000. As a result only two meetings took place in 1999 and the working party has yet to report to the full Council. Now that this group has responsibility for progressing new grades it will have to develop this aspect of its work with one eye on developments in Agenda for Change negotiations.

## **Agenda for Change**

This is the heading given to the government's proposals for modernising the NHS pay system. The staff side input for the Guild is provided from the MSF National Officer with responsibility for the NHS Roger Kline. Though these negotiations are yet to conclude, an agreement has been reached on a definition for staff groups which should be included in any reformulated pay review body. I have been informed that pharmacists meet the requirements of that definition and as such will be part of a new pay review body. "Agenda for Change" negotiations are progressing much more slowly than the government would like and a key component of these negotiations has been trying to reach agreement on national job evaluation criteria. You will appreciate this is a complex issue and will inform and influence our discussions on new grade definitions for hospital pharmacists.

## **Working Time Directive**

This is a complex piece of legislation with significant implications for NHS employees. I am grateful to Tony West and Chris Cairns for their report in our journal *ghp* analysing this and its relevance to hospital pharmacy services.

## **General Comment**

It is not possible in a report like this to reflect the amount of work that goes into the pursuit of improved terms and conditions for healthcare pharmacists. I am particularly grateful to Gerry Looker for his hard work, to all of staff side for their help and to you the membership for your contributions and forbearance. I know the manpower problems now affect all grades and we are on the verge of a major crisis. We are all working hard to avert this and I am grateful to you for your support. Thank you.

**R. G. Pate**

*Chairman, Staff Side*

**Pharmaceutical Whitley Council**

**February 2000**

# **INTERNATIONAL COMMITTEE REPORT 1999/2000**

## **Meetings held**

At the time of writing there has been only one meeting since the last report, which was prior to the EAHP General Assembly in March 1999. There will have been a further meeting prior to the AGM this year.

## **Membership**

The committee was made up of the following members: Bob McCartney, Helen Remington and Peter Cooke.

## **Representation at the General Assembly EAHP 1999 Nice, France**

The Guild was represented by P Cooke, H Remington and R McCartney. As in previous years the Guild representatives played a full part in the proceedings of the General Assembly. A wide range of issues were discussed, in particular:

- contract arrangements for the EAHP Congress
- contract arrangements for EAHP Journal
- funding/continuation of the EAHP journal
- EAHP Presidential succession arrangements
- Statutes and the EAHP Board Structure
- Statutes and EAHP Membership
- specialisation and accreditation in Hospital Pharmacy
- EU Directive on Clinical Trials

It was agreed that Prof Patrick Rambourg, as Vice-President, would take over the Presidency following the resignation of Dr M G Lee. It was agreed that other members of the Board would continue in post for the remainder of their term of office, and that the Board could co-opt additional members if necessary.

## **Representation at FIP 1999 Barcelona, Spain**

The Guild was represented by P Cooke

## **EAHP Congress 2000 Madrid, Spain**

A number of UK hospital pharmacists will be attending this meeting, and the Guild will be represented by P Cooke.

## **Representation at the EAHP General Assembly 2000 Madrid, Spain**

The Guild will be represented by P Cooke, R McCartney and H Remington.

## **Peter Cooke**

*Chair*

**February 2000**

## **EDITOR'S REPORT 1999/2000**

In my first annual report I am pleased to be able to report that this year has seen the launch of our new professionally produced bi-monthly journal *ghp*. The first edition was mailed out to members at the beginning of February. Guild Council had been considering a professionally published journal for some time in order to provide much needed improvement in communication and presentation. The publisher T.G.Scott, who already works with MSF on j other journals, has provided us with the necessary support and expertise to j launch our new publication and has commissioned Christine Clarke, a pharmaceutical journalist, to edit the journal on a freelance basis.

An Editorial Board has been formed to provide direction for the journal, and at present this is made up of myself as current Guild Editor to chair the board, Christine Clarke - professional editor, Gerry Looker - Section General Secretary, Ian Simpson - Professional Secretary, together with two nominations from Guild Council, Chris Cairns and Raj Gokani. The President and Vice-President will be 'ex-officio' members. In addition, as the new journal is for members we are aiming to invite some enthusiastic volunteer members to join the Editorial Board and provide additional dimension.

The main aim of *ghp* is to improve communications and in doing so raise our profile'. It is intended that the future direction of the journal will be shaped by the membership. Comments on all aspects of *ghp* will be welcomed via the Guild web site, e-mail, fax or traditional pen and paper. :

With the launch of *ghp* and the advent of a professional editor we are mindful that the title of Guild Editor will need to change as well as the future emphasis of the role. While continuing to provide the main link with Guild Council the public relations aspects of the Guild Editor role needs to be increased.

I would like to conclude by thanking both Chris Cairns and Peter Cooke, immediate Past President and current President respectively, who have worked hard behind the scenes to help make the new journal a reality.

**Gillian Arr-Jones**

*Editor*

**February 2000**

# TREASURER'S REPORT 1999/2000

The Section Fund had a quieter year in 1999 following the excitement of the 75<sup>th</sup> Anniversary and Edinburgh EAHF Congress in 1998, and for the first time showed a small decrease (£818) in the balance carried forward. The principal reasons for this were twofold. One - income and expenditure for activities near the end of the accounting (calendar) year spill over disproportionately into the next year. Two - although the accounts of the 1998 National Weekend School in Chester have been finalised, the allocation of the surplus between the Liverpool and North Wales Groups and GHP has not yet been agreed by Council.

The 1999 National Weekend School in Bristol was a professional/ educational, social and, I am pleased to say, financial success. The team assembled by Steve Brown and Trevor Beswick did a tremendous job with less than twelve months notice and created a memorable Weekend School. The event still demands great commitment from a dedicated team to produce the professional and social programmes but, since the move to hotel venues, some of the "housekeeping" burden has been lightened. The development of a central database has facilitated industry sponsorship and the continuing support of the Welsh Centre for Postgraduate Pharmaceutical Education for mailing and registration has been invaluable. At the time of going to press Council is still seeking a venue for 2002 and any members who would like to know more should contact me.

The Procurement & Distribution Interest Group (PDIG) continues to act as a beacon for the Guild. Howard Tebby, the Group's founding chairman, handed over to Allan Karr but remains on the committee, with Mike Sutton continuing as secretary. Two outstandingly successful study days were held in 1999. The Group's policy of organising programmes to attract hospital and industry delegates has proved to be more successful in terms of content and finance than expecting industry to exhibit at meetings aimed primarily at hospital staff. The administrative support provided by Pharmacia & Upjohn has been crucial in enabling the Group to continue its regular programme of meetings and study days.

Anthony Cox continues to maintain and develop the Guild website at minimal cost to the Section Fund, and even IT luddites on Council (no names!) are beginning to understand its potential. As with any publishing venture however, whether on paper or www, content is the key and Anthony would welcome contributions from members via your district member.

The Section General Secretary is continuing to work towards establishing a GHP budget within MSF. The coding framework developed in 1999 will enable a cost base to be established against which a budget can be set.

**Gerry Wilson**

*Treasurer*

**February 2000**

# GHP Section Fund 1999 (to statement date 31st December 1999)

<b>Balance from 1998</b>	<b><u>£32,157.64</u></b>		
<b>Income</b>		<b>Expenditure</b>	
Balances at Bank 30 day	£16,312.84		
Instant Access	£10,663.00		
Current	£5,181.80		
GHP IV Therapy Award 1997	£1,000.00	GHP IV Therapy Award 1997	£1,033.35
Weekend School Chester 1998	£213.62		
		White Paper Review RPS June 1998	£500.00
PDIG Coventry November 1998	£2,700.00	PDIG Coventry November 1998	£3,613.64
		Hooper-Baxter Award 1998	£150.00
GHP/NASPM Study Day March 1999	£540.00	GHP/NASPM Study Day March 1999	£203.65
		B H Hartley Retirement	£123.64
PDIG Heathrow June 1999	£5,795.00	PDIG Heathrow June 1999	£5,541.22
Baxter IV Therapy Award 1999	£1,250.00	Baxter IV Therapy Award 1999	£968.00
		BPC Reception Cardiff Sept 1999	£356.06
PDIG Meriden November 1999	£6,190.00	PDIG Meriden November 1999	£4,632.33
		VP & Honorary Member Certificates	£123.98
		Hooper-Baxter Award 1999	£150.00
		PDIG Committee Expenses	£1,151.53
		Public Liability Insurance	£170.35
		GHP Website 1998 & 1999	£453.43
Bank Interest	£664.11	Balances at Bank	
		30 day	£22,846.51
		Instant Access	£5,793.44
		Current	£2,699.24
	<b><u>£50,510.37</u></b>		
		<b>Balance to 2000</b>	<b><u>£31,339.19</u></b>

# PROFESSIONAL SECRETARY'S REPORT 1999/2000

## Introduction

My work during the year has continued to focus on four main areas: -

1. Representing the Guild on professional issues at national level and liaising with the Departments of Health, Pharmaceutical Societies and other professional organisations.
2. Supporting Guild Council, Committees, local Groups and Special Interest Groups.
3. Liaising with the pharmaceutical industry, particularly on awards.
4. Advising individual members and MSF officers representing them. I will report on each of these activities in turn

## Representation at national level

Activities included the following: -

- Arranging and participating in a meeting with the Chief Pharmacist and his team at the Department of Health in London.
- Assisting with the organisation of a Study Day run jointly by the National Association of Pharmacy Managers and the Guild at RPSGB.
- Participation in the NHS Smoking Cessation Conference at the Barbican Centre
- Attending a meeting of the RPSGB Manpower Committee and participating in subsequent seminar on pharmacy workforce issues.
- Responding to the NHSE on the Crown Report on Prescribing.
- Participating in extensive discussions with RPSGB and Guild Council on the establishment of the All Party Parliamentary Group. It was eventually decided that the Guild should not participate in this Group.
- Responding to RPSGB on revision of the Code of Ethics and the subsequent draft issued for consultation.
- Arranging the Guild reception at the BPC.
- Participating in discussions on the registration of technicians.
- Representing the Guild at the International Pharmaceutical Students' Federation Congress in London.
- Attending the *Hospital Pharmacist* Conference and the associated Faulding Dinner.
- Attending the RPSGB Annual Reception, at which I had the opportunity of a brief conversation with Ms. Gisela Stuart MP, recently appointed junior Health Minister.

- Corresponding with RPSGB on the proposal to set up a Steering Group on the development of a structure to support primary care pharmacists.
- Corresponding with the College of Pharmacy Practice on their proposals to set up Faculties within the College.

## **Support to Guild Council, Committees, Local Groups and Special Interest Group**

Activities included the following: -

- Attending all meetings of Council, and taking minutes at the November meeting
- Attending all meetings of Practice Committee, most Organisation, Terms & Conditions meetings and some Education & Science meetings, drafting papers and carrying out follow-up work.
- Speaking at a meeting of the Border Group of the Guild.
- Conducting a workshop on Continuing Professional Development at the National Weekend School in Bristol, and assisting with the drafting of a policy document on CPD.
- Attending most meetings of the Procurement & Distribution Group Committee, maintaining the database of members, conducting the annual elections, assisting with the organisation of Study Days and the publication of reports.
- Assisting the Guild Secretary for Scotland with a letter to the *Sunday Herald*, in response to an article critical of hospital pharmacy.
- Arranging the production of certificates for newly elected Hon. Vice-Presidents and Hon. Members.
- Participating in preliminary work on the Guild's new journal, *ghp*.

## **Liaising with the Pharmaceutical Industry on Awards**

Liaising with the following companies: -

- Pharmacia & Upjohn on the annual Procurement & Distribution Interest Group Award. Co-ordinating the adjudication of this award. Arranging the 1998 Award Lecture and presentation of the 1999 Award. Planning publicity for the next Award.
- MSD about the new joint award with the Guild and the NPA. Participating in the presentation of the 1999 Awards and planning the next award.
- Medeva about the Medeva Gold and Silver Medals and their presentation.
- Baxter Healthcare about the continued use of their name on the Hooper Baxter Award.
- Baxter about their Intravenous Care Award - This included attending the poster session and dinner during the ASHP Mid-Year Clinical Meeting in Orlando, Florida.

## **Advice to members and MSF officers**

Much of this work is confidential, but I can reveal the following areas of work: -

- Advice to a member who had been suspended
  - Advice to a member who had a potential conflict of interest between his NHS work and another role which he fulfilled.
- w- Advice to a number of members, particularly those taking up primary care work, on indemnity for professional negligence.
- Preliminary work on a review of the work and grading of a small group of employee pharmacists.

## **Conclusion**

I should like to thank the President, Officers and members of Guild Council and Committees and colleagues at MSF for their courtesy and co-operation during the year.

**Ian G. Simpson**

*Professional Secretary*

**February 2000**

# SECTION GENERAL SECRETARY'S REPORT

## 1999/2000

### Communication

During 1999, the preparatory work in developing a new Guild Membership Communication involving liaison with MSF NHS National Office, publishers and Guild Council was undertaken. This included various meetings and the consideration of other NHS staff organisation publications. This work has led to the publication of a new journal, *ghp*, which MSF hope will vastly improve two way communication with the membership in the GHP section, promote a more professional image of the GHP and assist in recruitment to the GHP section of MSF

### Pharmaceutical Functional Whitley Council

1999 saw a pay settlement not in line with normal resolution of pay claims, in that there was a sliding scale approach, with 12% at the lower end falling to 3% towards higher grades. This pay settlement has produced a number of issues and problems in connection with both implementation and effect on morale, career progression and incentives and aspirations. Ironically, this is arguably evidence of a partial success of our campaign on recruitment and retention of Pharmacists in the NHS. The issues and problems will be addressed and incorporated in ongoing discussions on Pharmacists' Pay.

### Agenda for Change

During 1999 the GHP Council has been kept informed of developments in relation to proposals under the above heading for a new pay structure within the NHS. This has culminated with an article in the new *ghp* Journal for consideration by the wider membership.

### Group Visits

During 1999, along with the Chair of the Staff Side Pharmaceutical Whitley Council, Ron Pate and I attended eight GHP Groups as part of imparting information in relation to the 1999 Pay Claim but also to improve general communication, and raise awareness around issues such as Agenda for Change.

### Membership

During 1999, a specific member of MSF Membership Department, Neil Evans, was identified as the individual who would handle Membership administration matters for the Section. This should have improved the accuracy of membership data. Thanks also go to the Group Secretaries who cooperated in updating existing membership lists. This process will continue.

## **New Union**

For a number of years now, MSF has been in talks with other Trade Unions over potential merger. Towards the end of 1999, the MSF NEC agreed to move towards a merger with the AEEU. The proposed new Union would have a million strong membership with significant financial resources currently not available to MSF. It is planned that any new Union would provide better support for the industrial sectors of the Union. Members will be asked to vote on this merger if approved by the 2000 MSF Conference.

**Gerry Looker**

*Section General Secretary*

**February 2000**

## Attendance List - 1999/2000

P. Cooke	4
G. Arr-Jones	4
J. Bannerman	4
K. Bethune	3
C. Cairns	3
P. Evans	4
R. Gokani	4
S. Khalid	4
R. McCartney	4
S. Maltby	4
P. McKenzie	4
A. Oxley	4
D. Page	4
M. Partridge	3
R. Pate	4
H. Remington	3
S. Riley	3
C. Rodden	3
A. Slee	2