



Draft

**REPORT OF THE 49th MEETING OF THE GROUP DELEGATES OF THE GUILD
OF HEALTHCARE PHARMACISTS SECTION OF MSF. HELD AT THE FOUR
PILLARS HOTEL, ABINGDON ROAD, OXFORD ON SATURDAY, 27TH
NOVEMBER 1999**

DELEGATES

22 full delegates attended.

APOLOGIES

H. Remington, R. Kline, R. McArtney, S. Khalid, M. Partridge.

1. CHAIRMAN'S OPENING REMARKS

The President welcomed delegates and Mike Thompson from the Pharmaceutical Journal.

2. REPORT OF 48TH GDM

The following items were noted.

Item 3. Action Taken on Resolutions from the Previous GDM: It was noted that the report of the previous year's motions had been tabled. Efforts would be made to have it circulated in advance next year.

Item 4. Matters of Immediate Interest - Pay and Conditions: It was noted that details of the Parliamentary Select Committee had not been circulated, however, R. Pate reported that they had been circulated to Group Secretaries.

The report was accepted.

**3. REPORT OF ACTION TAKEN ON RESOLUTIONS FROM THE PREVIOUS
GDM**

It was noted that the response to Motion 12 was inadequate. G Arr-Jones reported that there had been problems and apologised for her part in that. There had been a communication covering pay. She had expected that there would be a copy of Guild News in the pipeline, but this was not the case.

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Energies were now being put into the launch of the new journal, a draft of which was on display. She looked forward to improved communication next year.

4. MATTERS OF IMMEDIATE INTEREST

Sheila Maltby: was congratulated by the President on her recent appointment as Chief Executive and Secretary of the Pharmaceutical Society of Northern Ireland.

Pay: R Pate reported. A newsletter had been sent out in the summer. He noted the uplift of EDC by 12%, and that Grade D and above were awarded 3%. A Pay Review Body was suggested, and assurances were being sought to include Pharmacists and technicians. The Management Side had assured him that grading would be referred to a working party. He noted that Study Leave was also an issue. R Pate and G Looker had visited some groups to get wider views. There was a mixed response to pay offer. G Looker reported further on negotiations on study leave. Re-grading will be encapsulated in Agenda for Change. There is a meeting arranged in January to look at national job evaluation. The MSF MAC is working on Agenda for Change, and GHP can play a part in this. Terms and Conditions are also being looked at. There will be a ballot on the proposals of this.

R Pate reporting further on Advance Letter, noted that the phrasing of EDC gives opportunity for staff to exploit and be more adequately paid if there are vacancies. C Cairns reported on the working time directive. T West and he have been working on this with Roger Spiller from MSF and there will be a paper in first edition of new journal.

BPSA: It was hoped that improvements would be made in communications through the student network.

New Journal: A 'mock up'¹ version was available to demonstrate the style, and comments were encouraged.

Weekend School: It was reported that the 2001 School will be in Yorkshire.

Medeva Medals: It was noted that nominations were required through Council members 31 Dec.

Policy statements: It was reported that these were 'in hand' for Antibiotic prescribing and CPD. Other suggestions from members were welcomed.

Council Dinner: It was reported that the previous Thursday evening a dinner had been held in honour of the two newly elected Hon-Vice-Presidents, Colin Hetherington and Colin Hitchings. It was also reported that at the Council

Meeting on Thursday, R M Timson was elected an Honorary Member; the meeting congratulated him.

Merger with AEEU: G Looker in responding to a question from the floor about the possible merger between MSF and AEEU reported that this had been a possibility for some months, and that following the NEC meeting next month there will be a statement.

5. **TO RECEIVE STANDING ORDERS AND RULES OF PROCEDURE FOR CONDUCT OF THE GDM.**

The President drew attention to the rules. It was noted that there were no fraternal delegates. It was noted and agreed that Liverpool delegates would propose the Manchester motion and that North Wales delegates would propose the South Wales motion. Two tellers P McKenzie and S Maltby were appointed.

6. **TO DEBATE MOTIONS AND AMENDMENTS AS PER ORDER PAPER**

1. Liverpool Group and East Midlands Group

it is the opinion of this meeting that the proposed changes to the way motions to the 1999 GDM can be put forward alters the nature of that GDM and cannot be implemented without a change to Rule No. 28.

Explanation from Liverpool

Rule 28 lists the business to be transacted at a GDM. Apart from receiving reports from, and discussing any business submitted by Guild Council the only other business listed is "Discussion of and voting upon motions submitted by Guild Groups". Motions submitted by an individual are clearly not covered by this. A Rule change as described in Rule 28 is required if Council wishes individuals to submit motions.

Explanation from East Midlands

The proposal, although perhaps suggested with good intentions, is not in accordance with Rule 28. Furthermore, it poses many questions which appear not to have been addressed, including the democratic ways of working of the Guild Section. The matter would properly have been handled through an initial consultation with the membership.

The motion was proposed by The Liverpool Group and seconded by East Midlands Group.

The motion was put to the vote and **carried.**

On a point of information, there had been no motions submitted to this meeting by this route.

A Oxley apologised on behalf of Council, which was aiming to improve attendance and members from inactive groups. The structure must be kept under review, so as to maximise participation, and the GDM working party were due to meet after this meeting. Any proposed changes will be put to AGM after consultation with Group Secretaries. W Brookes asked for assurance that consultation would take place before any proposals go to AGM. This was given.

2. East Midlands Group.

It is the opinion of this meeting that Guild Council was remiss in not issuing a statement to the membership on its vote of no confidence, carried at its June meeting, in the head office administration of the Guild Section, and on its proposed course of action: and calls for reassurances that on matters of similar importance in the future. Guild members are not left in ignorance.

Explanation

The Administration of the Guild Section is crucial to the effective running of the organisation. This applies not only to the workings of Guild Council, but also to the membership Groups. On a matter of such importance as a motion of no confidence, Guild Groups had a right to know the decision, and the reasons behind it, and of the proposed course of action to rectify the matter speedily.

The motion was seconded by the Border Group.

The President made a statement before the debate.

The seconder wished to speak against the motion, but was ruled 'out-of-order'¹. There was a request for abstentions to be recorded.

The motion was put to the vote and was **carried**. For 17; Against 1; Abstentions 4.

3. Manchester Group.

This meeting urges Guild Council to work with the Association of Pharmacy Technicians and others, to make urgent representation to the Council of the Royal Pharmaceutical Society of Great Britain to introduce a system of registration for pharmacy technicians.

Explanation

Pharmacy technicians are becoming increasingly important in the delivery of pharmaceutical services, in hospitals and primary care.

Technicians are now responsible for the accuracy check performed on many dispensed medicines and are playing an increasingly important role in the delivery of clinical services. A role that is extending to primary care adviser positions. This increasing responsibility has led many technicians to call for some form of registration. It would appear that other bodies, including the RON, are contemplating registration of technicians and the Society needs to be encouraged to make progress in this matter.

(a) **Amendment Proposed by the Glasgow and West of Scotland Group**

Insert "hospital" before "pharmacy technicians"

(b) **Amendment Proposed by the North Wales Group**

Delete "to make urgent representation to the Council of the Royal Pharmaceutical Society of Great Britain".

(c) **Amendment Proposed by the Northern Ireland Group**

Replace "to the Council of the Royal Pharmaceutical Society of Great Britain" with "to the councils of the Royal Pharmaceutical Society of Great Britain and the Pharmaceutical Society of Northern Ireland"

The motion was seconded by the Yorkshire Group.

Amendment a) was seconded by South Wales Group.

Amendment a) was put to the vote and **lost**.

Amendment b) was seconded by Glasgow and West of Scotland Group.

Amendment b) was put to the vote and **lost**.

Amendment c) was seconded by Yorkshire Group.

Amendment c) was put to the vote and **carried**.

The substantive motion was put to the vote and **carried**.

4. North Wales Group.

This meeting calls on Guild Council to seek MSF support for the principle of registration of qualified pharmacy technicians with an appropriate UK body.

Explanation

With changes in technician training and qualification - BTECH to NVQ - commonality between technicians trained in primary and secondary care is being eroded with students undertaking modules tailored to their work setting. Pharmacist managers are responsible for ensuring staff competency and should be aware of differences between the underpinning knowledge of specific courses and the optional units undertaken. A registration body for technicians would assist potential employers by validating the broad-based knowledge and competency of technicians.

(a) **Amendment Proposed by the Glasgow & West of Scotland Group**

Insert "hospital" before "pharmacy technicians" last line

The motion was seconded by East Midlands Group. Amendment a) was seconded by South Wales Group. This amendment was withdrawn with the agreement of the meeting. The original motion was put to the vote and **carried**.

Point of information. The President reported that Council was supportive of the principle and would be working to facilitate this.

5. North Wales Group.

This meeting calls on Guild Council to provide definitive advice to members on the liability of chief pharmacists, dispensary managers and individual supervising pharmacists with respect to accredited checking technician schemes.

Explanation

Over recent years many hospitals have developed checking technician schemes either in house or on a regional/national basis. However, without case law to act as precedent in this area, there is still doubt over where legal and professional liability lies. Is it the chief pharmacist as head of department, the dispensary manager (if a pharmacist) who may have set the scheme up or the individual pharmacist who is supervising in the dispensary when incident/error occurs? If a formal scheme has been established, does the Trust carry vicarious liability for all staff working within procedures?

The motion was seconded by East Midlands Group. The motion was put to the vote and **carried.**

6. Northern Ireland Group.

This meeting calls on Guild Council to keep the membership advised of any altered requirements for indemnity insurance which may occur with the advent of the Crown reports or other changes in the pharmacists' role.

Explanation

The advent of prescribing and other new roles associated with both Crown reports will affect current arrangements for indemnity. An update on Guild advice is needed.

The motion was seconded by East Midlands Group. The motion was put to the vote and **carried.**

7. Northern Ireland Group.

This meeting calls on Guild Council to investigate the competencies and training that may be needed to become both a dependent and independent prescriber as reported by the second Crown report.

Explanation

There is an anticipated need for additional training to undertake pharmacist prescribing. Allied with this there would also be the need for standardised training for this role across the United Kingdom.

(a) **Amendment Proposed by the Liverpool Group**

Add "and identify the appropriate body for registration of these practitioners"

(b) **Amendment Proposed by the North Wales Group**

Replace "investigate" with "identify" and "both a dependent and independent" with "either an independent or dependent prescriber"

(c) **Amendment Proposed by the Border Group**

Replace "investigate" with "provide advice on".

The motion was seconded by East Midlands Group.
Amendment a) was seconded by Yorkshire Group.
Amendment a) was put to the vote and **carried**.
Amendment b) was seconded by Surrey Group.
Amendment b) was put to the vote and **lost**.
Amendment c) was seconded by East Midlands Group.
Amendment c) was put to the vote and **carried**.
The substantive motion was put to the vote and **carried**.

8. London Group.

This meeting calls upon Guild Council to investigate the lack of training, succession planning and strategic vision, and associated issues in production, quality assurance and radiopharmacy services and set in place a series of action to address the problems identified.

Explanation

Services in these areas are becoming very vulnerable due to the fact few pharmacists have any training, except in their pre-registration year. There is no recognised training in many centres and many services are dependent on technicians and scientist staff and there may be problems with lack of professional leadership. This has resulted in situations such as where one London teaching hospital has advertised a radiopharmacist post unsuccessfully five times to date.

(a) **Amendment Proposed by the North Wales Group**

Insert "Strategic vision in term of ""after "the lack" Add "and" between "training" and "succession planning" Delete "and strategic vision, and associated issues" Replace "a series of actions" with "an action plan".

The motion was seconded by the Liverpool Group.
Amendment a) was seconded by East Midlands Group.
Amendment a) was put to the vote and **carried**.

The substantive motion was put to the vote and **carried**.

9. Yorkshire Group.

This meeting urges the Guild Council to commission introductory training for Primary Care Group (PCG) pharmacists.

Explanation

There are large increases in the number of PCG pharmacists. Education and training courses for pharmacists working in PCGs are available, but they are intensive and long term, and do not focus on basic skills. Pharmacists who are new to PCGs need to rapidly develop essential basic skills e.g. negotiating and influencing skills. Courses in these basic skills are starting to be offered by external agencies, e.g. drug companies, which may be inappropriate. As a result there is a need for independent training courses in essential basic skills for PCG pharmacists.

(a) Amendment Proposed Amendment by the North Wales Group

Replace "for primary Care Group (PCG) pharmacists" with "for pharmacists working in Primary Care Groups (PCGs) in England, Local Health Groups (LHGs) in Wales, Local Healthcare Co-operatives (LHCCs) in Scotland and Primary Care Co-operatives (PCCs) in Northern Ireland."

(b) Amendment Proposed Amendment by the East Midlands Group

Delete "introductory"

The motion was seconded by Liverpool Group. Amendment a) was seconded by East Midlands Group. Amendment a) was put to the vote and **carried**. Amendment b) was seconded by South Wales Group. Amendment b) was put to the vote and **lost**. The substantive motion was put to the vote and **carried**.

Point of information. It was suggested that Council should deal with motions on a UK wide basis unless there is an indication to the contrary. This will have to be incorporated in standing orders.

10. Liverpool Group.

This meeting calls upon Guild Council to provide a unified and active leadership for Hospital Pharmacy.

Explanation

Hospital Pharmacy has long been the engine of innovation for much of pharmacy practice, yet the relatively small numbers of hospital pharmacists have led to the voice of hospital pharmacy not being heard. Pharmacy itself suffers from this malaise, with a lack of a clear representative voice, unlike the RON for the nurses or the BMA for the doctors. The Society cannot act as the proactive voice of pharmacy if this is in any way could be interpreted as affecting terms and conditions of employment, as this is clearly a trade union issue.

Hospital pharmacy needs a clear and consistent PR message that is communicated effectively to government and public alike. For too long we have formed multiple interest groups to further dilute an already feeble voice. We now need a strong and unified leadership to speak for hospital pharmacy and we urge Guild Council to rise to this challenge.

(a) **Amendment Proposed by the East Midlands Group**

Replace "hospital pharmacy" with "pharmacy in the NHS"

(b) **Amendment Proposed by the North Wales Group**

Delete "a" before "unified and active" Delete capitals from "Hospital Pharmacy"

The motion was seconded by Yorkshire Group.
Amendment a) was seconded by South Wales Group.
Amendment a) was put to the vote and **carried**.
Amendment b) **fell**.
The substantive motion was put to the vote and was **carried**.

Point of information from President re BPC 'Hospital' Day. GHP to set up a meeting with other Groups on working in partnership, with exchange of calendars as a minimum.

11. Liverpool Group.

This meeting notes with concern the dearth of publicity about the Guild in the pharmaceutical and other press as well as the lack of information provided by Guild Council to the membership on Guild matters and demands urgent action by Council to rectify the matter.

Explanation

We have seen little or nothing in the Pharmaceutical press about Guild matters this year apart from a brief report on the Weekend School and a short piece about salary negotiations. Information to the individual members on Council activities (sic) or Guild events has been almost non-existent. Much has been promised but little delivered and it is about time this was put right.

The motion was seconded by Yorkshire Group.

The motion was put to the vote and **carried**.

12. London Group.

This meeting calls upon Guild Council to review its present poor public relations record and set up a new structure which effectively publicises the Guild and Hospital Pharmacy to both the wider pharmacy profession and the public.

Explanation

Despite the undoubted efforts and success of our members and the Guild, Hospital Pharmacy and Hospital Pharmacists have a low profile within the profession and a non-existent profile with the public. We clearly need an active public relation function which gets our message across.

(a) Amendment Proposed Amendment by the Northern Ireland Group

Replace "review" with "address"

Delete "present"

Replace "a new" with "an effective and appropriately financed"

Replace "effectively" with "promotes"

(b) Amendment Proposed Amendment by the Liverpool Group

Replace "both the wider pharmacy profession and the public" with "all health care professions, the Department of Health, and the public. This will draw attention to the importance of the service in light of its present and future difficulties in recruitment".

(c) Amendment Proposed Amendment by the North Wales Group

Replace "review" with "improve"

Replace "and set up" with "by setting up".

(d) Amendment Proposed Amendment by the East Midlands Group

Replace "hospital Pharmacy" with "pharmacy in the NHS"

The motion was seconded by the Liverpool Group.

Amendment a) was seconded by the East Midlands Group.

Amendment a) was put to the vote and **carried**.

Amendment c) **fell**.

Amendment b) was seconded by the Northern Ireland Group.

Amendment b) was put to the vote and **carried**.

Amendment d) was seconded by the Yorkshire Group.

Amendment d) was put to the vote and **carried**.

The substantive motion was put to the vote and **carried**.

13. Emergency motion.

This meeting views with grave concern the fact that Guild Council has made an appointment of a professional editor without applying expected standards of openness, transparency and equity, and, by not advertising the position, thereby denying many the opportunity to apply. It demands a full and immediate explanation, including any MSF involvement, and seeks reassurances that with any similar appointments in the future, there will be no recurrence of such covert practice.

Explanation

The above motion was carried at the scheduled business meeting of the East Midlands Group held on 1st November 1999. The grounds for submitting it as an emergency motion were that it could not have been included within the normal timetable for GDM motions since the matter was not known to the Group at the closing date for submission of motions.

Since the Weekend School and the appointment of a new Council in April, only one edition of Guild News has been published - in the second week in November. Whilst therefore applauding efforts by Guild Council to improve this major communication breakdown with the membership by the development of a new Journal and the appointment of a professional "external" editor, the secretive manner in which the appointment was made is to be deplored.

No satisfactory explanation has been provided as to why the position was not advertised and why a "single invited candidate" process was used instead. No details of the post have been made known, such as its terms and conditions, how it is being funded or what will be the relationship with the Guild's own editor. Nor has any statement been published anywhere about the appointment.

In today's environment of "open government" and in an NHS which now requires that all of its appointments, even at non-executive level, follow an "open competition" policy, it is peculiarly paradoxical that it is our own staff organisation and trade union which has failed to recognise the importance of making the appointment in an openly advertised manner, which would have given everyone the opportunity and indeed the right to be considered. This must not be allowed to happen again.

The motion was seconded by the Liverpool Group.

The President made a statement prior to the debate.

Following a request from the floor, the SGS explained the MSF contract with TG Scott.

Kent Group proposed that the motion 'be not put', this was seconded by the Sussex Group. 10 For, 8 Against. As such a motion requires a two thirds majority, this was lost.

The motion was put to the vote and was **lost**.
For 7; Against 10; Abstentions 1.

7. CHAIRMAN'S CLOSING REMARKS

The President thanked everyone for their attendance and involvement in the meeting. The President thanked on behalf of everyone the members of the Oxford Group for their organisation of the events over the last three days.

W Brookes thanked the President on behalf of the meeting.