



## Welcome to the Spring 2008 Electronic Newsletter

The newly elected Guild National Professional Committee met for the first time on February 7<sup>th</sup> in London.

Richard Cattell, the new president, took the chair for the first time. The new council took some time during the day to consider the important areas of development for the next two years.

Communicating with our membership is seen as one of those key areas. We hope that by improving our website, continuing to produce the electronic newsletter and our continued collaboration with the Hospital Pharmacist in producing Guild Matters we can keep you up to date with our work.

There is an article on Terms and Conditions in this newsletter written by our new chair of Terms and Conditions, Dave Thornton.

Jean Curtis, our Professional Secretary also brings you up to date with our responses to various consultations. Also attached is a letter to update you on the development of the General Pharmaceutical Council.

Vilma Gilis  
Communications Officer

## HOT OFF THE PRESS

### **Guild/Unite can now offer Professional Liability Cover**

In addition to being the only organisation able to represent pharmacists in the managed sector at pay and terms and conditions negotiations we are able to now offer the additional member benefit of Professional Liability Cover for a £15 per annum in addition to your subscription. The whole health sector of Unite is to be offered this facility.

This is in addition to the cover already provided by NHS employers' vicarious liability and it is recognition that some of our employed members such as prescribers often in practice seek this additional security.

Further details will follow as soon as possible– watch the Guild website for information.

## **The New Unsocial Hours Arrangements – How will they Affect Pharmacists?**

From 01/04/08 new harmonised terms and conditions will come into place for all staff on agenda for change terms and conditions. Any work carried out as part of the standard 37.5 hour week that are within pre-defined unsocial hours will attract an uplift to the hourly rate of pay. The enhanced rate for work carried out between 8pm and 6am on weekdays and all work on Saturdays will be 30% of the hourly rate (irrespective of agenda for change pay band) and the enhanced rate for Sundays and public bank holidays will be a 60% uplift. There are also new arrangements for pay when Christmas Day, Boxing Day and New Years Day fall on a weekend.

Unsocial hours agreements that were protected as part of the interim agreement will be phased out by April 2011. The detail of the change over can be found in Annex X of the new terms and conditions handbook. Early Implementer sites can continue to use the Agenda for Change prototype system for an additional 12 months. Individual pay protection will also apply as detailed in the full terms and conditions handbook. Therefore if the overall level of pay falls after assimilation to the new unsocial hours arrangements, the previous level of pay will be protected up to 31.03.11 at the latest (30.09.09 for EI sites).

The main impact of the new arrangements for pharmacists is likely to be associated with work carried out during bank holidays. Under the new arrangements, this will attract an additional payment of 60% of the hourly rate for the time worked plus single time in lieu. On call arrangements and overtime payments remain unchanged. Negotiations around harmonised terms and conditions for on call are due to begin in April and the Guild will have input into these negotiations through Unite.

Dave Thornton  
Chair Terms and Conditions Committee

## **Dates for your diary**

**The 2008 conference** will once again be held jointly with UKCPA and be held between 9<sup>th</sup>-11<sup>th</sup> May at Chesford Grange, Warwickshire.

For further details and booking follow the links on the GHP website [www.ghp.org.uk](http://www.ghp.org.uk)

## Consultations

Whilst the Guild is used to responding to the many consultations issued by government departments, other health related bodies and pharmacy bodies, the last two months of 2007 and 2008 have been a significant challenge to produce comprehensive responses, as many other pharmacy organisations have also found. The Guild National Professional Committee (NPC) (Council) has risen to the challenge both individually and collectively, to enable us to submit considered responses on your behalf.

However, it is your views on these professional matters which are important, so we need to hear from you if you want to comment on any professional issue or want to be involved in getting views of hospital and primary care pharmacists across. The review of the NHS by Lord Darzi and the Clarke Inquiry were particular consultation exercises where it was made easy for individual pharmacists to get involved. You can post comments on any subject on the members' forum or respond to a draft consultation response posted there, or alternatively send them directly to me at [Jeancm23@aol.com](mailto:Jeancm23@aol.com).

The Guild NPC held a special meeting on 10<sup>th</sup> January to discuss the responses to the Clarke Inquiry and the response to the Department of Health (DH) "Responsible Pharmacist" Regulations. The NPC (Council) is firmly committed to a professional leadership body for pharmacy. We consider that there should be "a single representative voice for the profession, taking due cognisance of expertise, devolution and sector of practice, as the UK's centre of excellence in all matters relating to the education, leadership, development and practice of pharmacy", as submitted to the Clarke Inquiry. However, we do not consider that this role can be taken on by the Royal Pharmaceutical Society (RPS) unless there is a radical change in attitude and structure to enable all members interests to be addressed, otherwise the body will not be viable. The full submission can be viewed on the Guild web site [www.ghp.org.uk](http://www.ghp.org.uk) under "policy and practice".

The NPC has concerns about the proposed "Responsible Pharmacist" Regulations. These are designed to deal with community pharmacy issues and particularly shops with only one pharmacist. Consequently the proposed Regulations do not "fit" current hospital pharmacy practice. The Regulations for the Responsible Pharmacist have been taken in isolation from the role of the superintendent pharmacist, which other pharmacy organisations as well as the Guild consider unsatisfactory, as the two roles are interlinked. The NPC believes that the proposed Regulations could lead to increased red tape

and cost in hospitals, and possibly be detrimental to patient care unless other legislation is amended.

For the Darzi review we put forward ideas for future pharmacy practice to "fit" alongside the other changes to the NHS envisaged in Lord Darzi's interim report. This material became the substance of our submission to the Royal Pharmaceutical Society's "Pharmacy 20/20" consultation, and of our evidence on future hospital and primary care practice to the DH to inform the forthcoming pharmacy White Paper.

Consultation responses can be viewed on the Guild web site [www.ghp.org.uk](http://www.ghp.org.uk) under "policy and practice". Some responses are sent for inclusion in the Unite-Amicus health sector, and others I coordinate for the health sector as well as the Guild.

### Consultations submitted since last electronic newsletter:

Royal Pharmaceutical Society: Draft Pharmacy Practice Framework  
MHRA: MLX 339: "Challenges and Priorities"  
NPSA draft rapid response report: "Fire Hazard with Paraffin based skin products on dressings and clothing"  
NPSA draft rapid response report: "Risks of Incorrect Dosing of Oral Anticancer Medicines"  
Royal Pharmaceutical Society: Student registration  
Royal Pharmaceutical Society: Revising the education of prospective pharmacists  
MHRA: MLX 340: "Amendments to the Medicines for Human Use (Clinical Trials) Regulations 2004 (SI 2004 1031)" on emergency care research in children, role of the gene advisory committee and membership and operation of UK ethics committees: on behalf of the health sector  
MHRA: MLX 344: MHRA Regulatory fees: proposals for 1.4.08  
Lord Darzi review  
MHRA: MLX 345: MHRA consultation on a risk based inspection programme for good practice inspections  
DH: "The Responsible Pharmacist: a consultation on Proposals for the Content of the Responsible Pharmacist Regulations"  
RPS "Pharmacy 20/20"  
RPS/ Clarke: The "Independent Inquiry into a Professional Body for Pharmacists"  
DH: Pandemic Influenza: Possible amendments to medicines & associated legislation during and influenza epidemic  
MHRA: MLX 346: Proposals for amendments to the range of Medicines which can be sold, supplied or administered by registered midwives: on behalf of the health sector  
CHRE: Harmonising fitness to practice sanctions across regulators via health sector  
DH: Health Care and Associated Professions (Miscellaneous Amendments) No 2 Order 2008, via health sector

Jean Curtis  
Professional Secretary