

Band 5 Pharmacy Technician Higher Level - Mapping of HNC Equivalence



Both Primary Care and Acute Band 5 JDs now state an essential criteria of “HNC in Pharmaceutical Sciences OR other equivalent prescribing sciences / medicine management qualification OR equivalent experience”.

This document is an interim position statement until the new national post registration career framework for pharmacy technicians is agreed and implemented. The document describes the equivalence to be considered when selecting candidates for recruitment to Band 5 Pharmacy Technician posts, it is only in relation to equivalent experience for the HNC; it has no impact on the requirement for Annex 21 for the FACPT if required for individual posts.

The minimum criteria for appointment are assessed through robust competency based interview, achievement of formal qualifications (columns 1 and 2), evidence of additional training (column 3) and demonstrable experience of performing at Band 5 level in a current or previous post (column 4). Candidates may be appointed without an HNC or equivalent formal qualification if they can demonstrate performance at a Band 5 in a current or previous role (column 4) plus evidence of additional training appropriate to the role (column 3). In house training will be given to provide additional competencies to undertake this role.

Staff appointed will be expected to engage in appropriate post-registration qualifications when they become available / accredited.

1.Current Position	2.SCQF Equivalent Options	3.Training that does not map to SCQF *	4. Demonstrable Experience (as relevant to advertised post) **
HNC Pharmacy Services Development and Management (Edinburgh College) (SCQF level 7) which equates to 480 hours course delivery (Part	The BTEC level 4 Professional Diploma in Pharmacy Clinical Services (Bradford College) (equivalent to SCQF level 7), which equates to 432 hours course delivery (Part time over 2 years) PLUS	A Taste of Leadership	Knowledge of pharmaceutical technical procedures acquired through training and significant experience of delivering technical services including: <ul style="list-style-type: none"> Supervisory experience - undertaking PDPs / plans the rota for technical pharmacy team / organises supervision of support workers

<p>time over 2 years) (1 Credit = 40 hrs) Total 12 credits</p>	<p>A Leadership & Management Course (equivalent to SCQF level 7) - which would equate to 240 hours course delivery (Full time 6 months or Part time over 1 year), PLUS A Research Unit (research skills & methodology) (equivalent to SCQF level 7) - which would equate to 40 hours course delivery</p>		<ul style="list-style-type: none"> • Plans and organises complex activities requiring review and reformulation e.g. contributes to the organisation, analysis and interpretation of practice specific prescribing data • Develops and implements policies and actively proposes changes to practice • Contributes to the development, writing and review of guidelines, standard operating procedures, worksheets, templates and documentation within the relevant service area • Undertakes workplace assessments e.g. H&S • Trains less experienced staff • Demonstrates an ability to work independently to a high standard within limits of competence • Supports junior staff to follow up and resolve issues • Provides information and guidance to patients on the safe and effective use of their medication to aid the patients understanding of their medicines and promote concordance • Compile accurate medication histories from patient and other sources to support medicines reconciliation processes, including assessing patient's prescription for potential risks, following guidance and using established tools, and referring to pharmacist or other healthcare professional for further investigation as required (can be evidenced by PDA Assessment and Supply of Patient's Own Medicines)
	<p>Relevant SCQF level 7 qualifications e.g. in</p>	<p>Develop Self, Others and Service</p>	<p>Evidence of undertaking Quality Improvement projects / QI training</p>

	procurement, digital design etc as appropriate to role		<p>Participates in audit and research within clinical / technical pharmacy services</p> <p>Participates in service developments actively able to identify issues for service improvement</p> <p>Business case development</p>
	Regional courses from NHS England – would need mapped	Pharmacy Technicians Working in General Practice Training	
		Vocational training foundation programme for pharmacy technicians	
		Introduction to Management	
		Supervisory Management Skills	
		People Management	
		Recruiting with Fairness & Equity	
		Connecting with Communication	
		Courage to Manage	

		Covey's 7 habits effective people	
		NES on-line CPD resources	
		Quality Academy Programmes – Skills & Planning	

* These courses are mainly 1-2 days and therefore don't give the same competency as the HNC or map to SCQF

**Competencies assessed in competency based interview questions / evidence of expertise within a senior Pharmacy Technician role for a number of years

References:

1. Agenda for Change National Profiles for Pharmacy, Pharmacy Technician Higher Level (Pharmacy or Primary Care) Profile
2. QAA UK Qualification Equivalence Chart
3. SCQF Employer Levelling Tool
4. SQA Qualification in the Scottish Credit and Qualifications Framework