



## Summary of selection process for Health+Pharmacy training

**August 2013**

The letter to all community pharmacies seeking applications for Health+Pharmacy training stated: "In the event of over-subscription for the first wave of training, there will be a proportionate allocation of places across LCG areas and priority will also be given to pharmacies in areas of high health and social care need. A waiting list will be created if required and as outlined above, additional waves of training will be facilitated by NICLPD to meet need. A selection panel will review the applications and it is anticipated that successful pharmacies for the initial training cycle will be notified in early August 2013".

There were 352 applications from Community Pharmacies. Applicants were initially allocated into their LCG area and then assigned to their deprivation quintile so that each LCG area could be allocated their capitation share of training places (N:24, W:17, S:20, B:21, SE:18)\*. A panel with a rep from HSCB, PHA and CPNI met to review the applications and process for allocation to training places.

The initial allocation of places from the above process resulted in a clustered profile within LCGs which did not reflect the issue of rurality or a full geographical spread. Significantly, it also did not reflect one of the key principles expressed in the Marmot report, namely proportionate universalism. This principle suggests that focusing solely on the most disadvantaged will not in itself reduce health inequalities sufficiently. To reduce the steepness of the social gradient in health, actions must also be universal, but with a scale and intensity that is proportionate to the level of disadvantage.

The panel therefore agreed to use a geographical breakdown to ICP level, with deprivation then applied at that level. Again, each of the 17 ICPs was allocated a proportionate share of training places. This approach provided a better spread of community pharmacies and also a mix of rural and urban pharmacies and resulting in 83% of CPs being allocated training places coming from the two most deprived quintiles. Further information on deprivation measures can be found at <http://www.nisra.gov.uk/>.

\*Six pharmacies in the Western LCG and six in the Northern LCG were initially incorrectly allocated to the second wave of training. These pharmacies will now be offered training in the first wave, bringing the total number allocated to the first wave to 112.