

Reference:	FOI.17711.25
Subject:	Pharmacists
Date of Request:	4 July 2025

Requested:

1. In your organisation, do you employ “job planning” for pharmacists (job planning in this instance is typically the division of a working week into half day "sessions" allocated to commitments such as clinical work, development, supporting professional activities time, teaching, research, etc)?
2. How many pharmacists do you employ? Please state headcount
3. Of the pharmacists that you employ, how many have job plans?
- 4a. For each pharmacist with a job plan, please provide the proportion of contracted hours allocated to protected* time for supporting professional activities (SPA), also known as protected learning time or professional development time
- 4b. For each pharmacist without a job plan, please provide the proportion of contracted hours allocated to protected time for supporting professional activities (SPA), also known as protected learning time or professional development time
5. If it is not possible to provide an answer to question 4a or 4b, please provide the recommended allocation to supporting professional activities (SPA), also known as protected learning time or professional development time, in hours per week for a full-time employed pharmacist.

*For the purposes of this FOI request, protected is defined as a time allocation that should be uninterrupted and dedicated to non-mandatory training and development, although this may not always be the case.

Response:

1. Hywel Dda University Health Board (UHB) confirms that it does not routinely employ ‘job planning’ for pharmacists.
2. The UHB confirms that it currently employs one hundred and one (101) pharmacists.
3. The UHB confirms that it has one (1) pharmacist with a job plan.
- 4a. The UHB confirms that for pharmacists with a job plan, protected time is not allocated for supporting professional activities (SPA). The education heading refers to the provision of education to pharmacists and the wider multi-disciplinary team.
- 4b. The UHB confirms that for pharmacists without a job plan, protected time is not allocated for supporting professional activities (SPA). However, this is currently being addressed as part of an NHS Health Education and Improvement Wales (HEIW) workforce project.
5. The UHB confirms that for Masters, Non-Medical Prescribing (NMP), Diploma and BTEC4 courses, support is provided for approximately half a day per week across all sites and sectors. The Post-Registration Foundation Programme (PRFP) course, previously diploma, provides one (1) day per week protected time.

Additionally, the UHB provides a significant amount of time for non-mandatory development. However, this tends to be attached to specific courses as detailed above, and specific development time with colleagues in clinical settings. The UHB also provides 'learning at lunch' sessions and supports staff to attend development opportunities with the All-Wales Therapeutics and Toxicology Centre (AWTTC), and Royal Pharmaceutical Society (RPS) best practice days.