

# The Society

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## FROM THE PRESIDENT

# Working together for a brighter future

*While respecting each other's views and positions, pharmacists must work together for a brighter future, making the most of the opportunities available to the profession, says Dr Gillian Hawksworth*

I begin my term as President of the Royal Pharmaceutical Society knowing that we have to achieve a great many things for the profession in the course of the next year. It goes without saying that I am proud and privileged to have been elected President. I do not underestimate the challenges that face me but I know that I am ready to deal with them. I have a strong team to support me and will do my utmost to help the pharmacy profession achieve the bright future it deserves.

I intend my time as President to be looked back upon as a time when people knew they could speak and be properly listened to. As a profession, I believe that we all must respect each other's genuinely held views and positions, particularly when they do not match our own. I have no difficulties with good, healthy debate. Indeed, I am impressed by the strength of feeling that pharmacists evidently have about the future of the Society. Our profession is lucky to have such enthusiasm and passion within it. As part of the programme for the reform of the Society, we want and need widespread, mature, considered debate about all the issues. The Council must try harder to ensure that as members you receive a clear unambiguous picture of what we are trying to achieve.

Listening and taking into account varied opinions is part of the decision-making process which members of Council take very seriously. Our consultation on modernisation and the new Charter is revealing many different views of a possible best future for the Society and the profession. I am confident that many of these points will be taken up in the final version of our Charter. But it follows that some points, having been carefully considered, will not be acted on and, therefore, some people may disagree with the decisions that the Council makes.

I hope that everyone will recognise that the Council has acted throughout in good faith and with the sole intention of securing the best future for the profession. I want to reassure every member that the Council has no possible intention whatsoever of removing or even reducing the Society's roles as a professional body. In fact the opposite is

true: the Council wants these roles to develop and grow.

As well as being aware of the concerns about the future of the Society, I know that there are anxieties and uncertainties for pharmacists working in all areas of practice. As a former pharmacy owner and now a locum pharmacist, I understand from personal experience the stress and difficulties of everyday practice.

Pharmacy is a rewarding profession but the pace of change today can be frustrating and draining. I know that it can be a great help to have somewhere to turn to for advice and support.

I would therefore urge you all to explore and use the services that you can obtain from the Society to support your development and practice which will help deal with today's challenges. Expert technical help is available at the end of the phone to answer your day-to-day queries on all aspects of medicines and their use. You can also phone for informed advice about the law, regulations and Code of Ethics that you need to follow in your practice.

The Society is facilitating support for pharmacists' continued professional development and, of course, there is the support of local branches. For pharmacists under stress, we have a Listening Friends service, which last year helped 120 pharmacists in times of crisis and we should all be proud of our history of support to our members through the Benevolent Fund.

As well as supporting pharmacists themselves, the Society has an active role in shaping the world in which pharmacists work. The Society is — and will continue to be — a body that represents a wide range of pharmacists' concerns and issues to opinion-



*The President: how the Society supports its members*

leaders and decision-makers. In recent years, we have placed much more emphasis on this area of activity. On your behalf, and on behalf of the public we all serve, we went to the then Minister (David Lammy) to tell him of our concerns about the risks of the mounting workload for pharmacists and how that may affect their health, well-being and ability to provide a safe, quality service. A result of that is that the Government has agreed to work with us to improve workforce planning. Over recent years, we repeatedly pointed out the shortcomings of the current contractual framework for National Health Service community pharmacy services, which it is agreed does not provide an adequate way of rewarding quality. The Council was pleased when the Government announced that there would be a new approach through a new kind of contract.

One issue where we still have much work to do is the campaign for patient packs, which we continue to press for. On a more successful note, we now have pharmacist supplementary prescribing as a reality, less than six years after we proposed it in our "Pharmacy in a new age" initiative. Of course, we cannot afford to be complacent: we still need to achieve independent prescribing and we continue to press for this important development. Other current concerns that we are communicating to the Government include the Office of Fair Trading report; the lack of pharmacists' connection to the NHS electronic network; the need for access to patient information and the need for reform of the misuse of drugs regulations.

As well as representing pharmacists' concerns to the Government, the Society has successfully secured representation for pharmacy in a range of NHS bodies, such as the National Institute for Clinical Excellence Partners Council and on the working groups for such initiatives as the National

Service Framework for Diabetes and the Children's NSF. This makes sure that pharmacists have input into important national health policy planning and implementation.

The Society has established a strong reputation as a research funder and user in the field of health services research. As a result pharmacy is moving up the priority list for other research funding bodies. A significant number of pharmacy practice research teams are securing major grants from the research councils and the NHS. Several pharmacy researchers have won major training awards by competing successfully with leading researchers from medicine and nursing. Many pharmacy

innovations are now being properly evaluated through national studies. The future policy agenda will, as a result, be better informed and more effective.

It is the Council's intention that we continue to develop our role as an effective voice for the pharmacy profession, ensuring that Government, the NHS and other decision-making bodies are made aware of the pharmacist's perspective.

During this year, the Council would like to hear from as many pharmacists as possible. I intend to visit as many branches and regions as I can. I have been entrusted with an important job and I believe that our profession has enormous strengths and oppor-

tunities. I am committed to work tirelessly to help our profession and make the most of its opportunities.

The Society is rightly proud of its traditions and its past — let us all work together for a brighter future.

SCOTTISH DEPARTMENT

## LHCC pharmacists suffer from “attitude problem”

Participants in a conference organised by the Royal Pharmaceutical Society in Scotland have been told that Scottish community pharmacists suffer from an attitude problem.

Speaking in Dunblane on 14 June, Terry Findlay, divisional general manager, primary care, Greater Glasgow Health Board, told the third annual local health care co-operatives (LHCCs) conference that pharmacists can be really influential within the LHCCs if they assert themselves. Instead, they tend to complain about being marginalised by general practitioners.

Pharmacists working in primary care should have significant negotiating advantages because of the breadth and quality of the service they routinely offer to patients, Mr Findlay said.

Mr Findlay added that legislation was being prepared in Scotland for establishing community health partnerships (CHPs), which would be far superior to LHCCs. In many cases, the voluntary LHCCs were GP-led, without meaningful input from other important stakeholders.

The proposal for setting up CHPs in Scotland was among seven recommendations in the White Paper “Partnership for care”, launched by Scottish Health Minister Malcolm Chisholm on 27 February. CHPs were designed to bring health professionals together at a local level to work with community planning partners in the promotion of good health. They would be more

accountable to local communities, better matched with social work services and better able to represent local interests within the NHS boards that were due to replace the trusts on 1 July.

Two further measures in the White Paper would involve health professionals and the public in redesigning services and establishing a new Scottish Health Council to help the public engage with the Health Service.

**Direct care** Ken Penman, project manager, Tayside Primary Care Trust, gave an update on the success of the “Direct care at the chemist” initiative being piloted in Tayside and in the Ayrshire and Arran Health Board areas. Patients who could claim exemption from the prescription tax were able to register with a pharmacy and obtain medicines prescribed by pharmacists under the NHS. Most of the patients treated (73 per cent) said that they would have consulted their GP if the scheme had not been available.



Terry Findlay: pharmacists can be influential if they assert themselves

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**Policy development** Alison Strath (Right Medicine Implementation Team, Scottish Executive), giving an overview of policy development, said that the three important areas for development were the pharmaceutical care programmes (including the management of repeat prescribing), supplementary prescribing and e-pharmacy. The latter had been ongoing for more than five years and was a highly technical project but progress was being made in establishing information transfer throughout the health care team.

Ms McCloughan invited pharmacists in Scotland to contact the school for advice on all aspects of practice research (tel 0131 651 4009; fax: 0131 651 4010; e-mail office@sspc.uk.com; website www.sspc.uk.com).

**Cardiac health** Christine Alford (Paisley LHCC) reported that community pharmacies in Paisley were successfully carrying out smoking cessation and healthy eating campaigns out as part of the “Have a heart” project to improve cardiac health in the town.

**Diabetes screening** Liz Grant (public health pharmacist, Greater Glasgow Health Board) presented results from a feasibility study in Glasgow that showed the effectiveness of blood glucose screening in pharmacies in the identification of latent diabetes.

Some 12,000 patients had registered in the two health board areas and no great problems had been reported. Mr Penman said that it was hoped to roll out the scheme throughout the health board area.

**Primary care research** The work of the “virtual” Scot-



Participants in the Society's LHCCs conference

**Alexander** On 26 April, Jean Gray Helen Mary Alexander, née Stewart, of 388 Ferry Road, Edinburgh EH5 3QG. Mrs Alexander registered in 1942 and retired from the register in 1995.

**Appleson** On 20 January, Harold Isidore Appleson, MRPharmS, of 2 Lime Court, Grayton Road, Harrow, Middlesex HA1 2YD. Mr Appleson registered in 1943.

**Bale** On 21 May, William Malyn Bale, MRPharmS, of "Ty-Syriol", 23 Camberley Drive, Wrexham, Clwyd LL12 7AN. Mr Bale registered in 1944. He was well known and respected in the area, having been a medical representative with Glaxo for 25 years and on retirement working as a pharmacy manager for five years with L. Rowland & Co.

**Battersby** On 26 April, Frank Battersby, MRPharmS, of 1a Station Road, Haddenham, Ely, Cambridgeshire CB6 3XD. Mr Battersby registered in 1949 and was a former secretary of the Cambridge, Huntingdon and district branch of the Royal Pharmaceutical Society. He was also involved at a national level in promoting rural pharmacy via his role as rural pharmacy secretary of Chemists' Action Group of Great Britain.

**Benton** On 21 April, Gerald Keith Benton, FRPharmS, of "The Red House", North Street, Horncastle, Lincolnshire LN9 5DX. Mr Benton registered in 1955 and was a former committee member and officer of the Lincoln branch of the Royal Pharmaceutical Society.

**Bratt** On 10 October 2002, Bertram Edward Bratt, MRPharmS, of PO Box 27903, Yeoville 2143, South Africa. Mr Bratt registered in 1932. At the age of 14 Mr Bratt became an errand boy in a pharmacy. He later won a Boots scholarship for the Nottingham University College and after qualifying worked as a community pharmacist for Boots The Chemists. After the 1939-45 war, Mr Bratt went to work for British Drug Houses in South Africa, later leaving to join Adcock-Ingram. Mr Bratt then moved to Cape Town and started his career as a manufacturing pharmacist with Petersens and later founded Pfizer South Africa. After leaving Pfizer he founded, along with Barney Hurwitz, a company called Remedia.

**Brean** On 6 May, Frank John Brean, FRPharmS, of 105 Bushey Hill Road, London SE5 8QQ. Mr Brean registered in 1936 and was a former chairman and secretary of the South East Metropolitan branch of the Royal Pharmaceutical Society. He was also secretary of the South East London branch of the National Pharmaceutical Association from 1962-81. In 1934 he was awarded the England prize, Fairchild scholarship, and in 1936 he won the Edmund White medal while at Brighton Technical College.

**Burgess** On 15 April, Peter William Burgess, MC, of "Heron'sdale", 54 Glen Eyre Road, Bassett, Southampton SO16 3NJ. Mr Burgess registered in 1948 and retired from the register in 2001. He was a medical representative for May & Baker in Hampshire. During the 1939-45 war he served in the Royal Artillery and was awarded the Military Cross (El Alamein).

**Chapman** On 7 January, Reginald George Chapman, MRPharmS, of 9 Bush Row, Haverfordwest, Dyfed SA61 1RJ. Mr Chapman registered in 1955.

**Chester** On 1 May, Albert Colin Chester, MRPharmS, of 40 Swan Mews, Lichfield, Staffordshire WS13 6TU. Mr Chester registered in 1941 (see Tribute, p874).

**Cumming** On 16 April, Christian Farquhar Cumming, MRPharmS, of Flat 18, Home Royal House, 2 Chalmers Crescent, Edinburgh EH9 1TP. Miss Cumming registered in 1939.

**Dinwiddie** On 8 May, Frederick James Dinwiddie, FRPharmS, of 37 Hatfield Road, Ipswich IP3 9AF. Mr Dinwiddie registered in 1939.

**Dorren** On 14 May, Robert Dorren, of 27 Swan Spring Avenue, Edinburgh EH10 6NA. Mr Dorren registered in 1942 and retired from the register in 1996.

**Fell** On 26 March 2001, Bruce Fleming Fell, FRPharmS, of "The Breeze", 11 Coast Road, Redcar, Cleveland TS10 3NJ. Mr Fell registered in 1937.

**Fell** On 23 May, Margaret Morey Fell, c/o Peggy Fell, Av Cala Llombarts 47, Santanyi, Mallorca, Spain. Mrs Fell registered in 1940 and retired from the register in 2002.

**Hennigan** On 24 May, William Hennigan, of Grenoside Grange, Grenoside, Sheffield. Mr Hennigan registered in 1948 and retired from the register in 1987. He was one of the founders of the British Pharmaceutical Students Association.

**Knight** On 3 November 2002, Robert Henry Knight, MRPharmS, of 81 Mickleburgh Hill, Herne Bay, Kent CT6 6JX. Mr Knight registered in 1943.

**Knowles** On 17 May, Jean Fawcett Knowles, née Armstrong, MRPharmS, of "Seaways Cottage", Marine Parade, Hoylake, Wirral, Merseyside L47 2BC. Mrs Knowles registered in 1942.

**McKim** On 23 April, Josephine Ramsden McKim, MRPharmS, of 20 Bryanstone Close, Guildford GU2 6UJ. Miss McKim registered in 1961.

**O'Driscoll** On 4 May, Ethel Louise O'Driscoll, née Sweeney, of 71 Torrington Park, London N12 9PN. Mrs O'Driscoll registered in 1947 and retired from the register in 1999.

**Olsen** On 23 December 2002, Leslie Edward Olsen, MRPharmS, of Woodford Lodge, 55 Birchill Road, Clehonger, Hereford HR2 9RF. Mr Olsen registered in 1941.

**Owen** On 6 May, Thomas Eirwyn Owen, MRPharmS, of 3 Woodville Gardens, Raikes Lane, Sychdyn, Mold, Clwyd CH7 6LR. Mr Owen registered in 1958.

**Palmer** On 30 April, Philip Graham Palmer, MRPharmS, of "The Links", 60 Langland Bay Road, Mumbles, Swansea SA3 4QR. Mr Palmer registered in 1951.

**Quayle** On 19 May, Harold Stanley Quayle, MRPharmS, of St Georges Nursing Home, Croxteth Avenue, Wallasey, Merseyside CH44 5UL. Mr Quayle registered in 1938.

**Sim** On 6 June, Sylvia Joan Sim, née Webb, of Coquet Lea, De Merley Road, Morpeth, Northumberland NE61 1HZ. Mrs Sim registered in 1941 and retired from the register in 1984.

**Spink** on 28 January, John Daniel Spink, MRPharmS, of Pettys Farm, Ludgershall, Aylesbury, Buckinghamshire HP18 9PB. Mr Spink registered in 1946.

**Steel** Recently, Robert Fleming Steel, FRPharmS, of 130 Seafield Road, Aberdeen AB15 7YP. Mr Steel registered in 1950. He was a senior lecturer in pharmacy at the Robert Gordon University until his retirement in 1992 after 30 years on the staff. He was also a former chairman of the Aberdeen branch of the Royal Pharmaceutical Society (see Tribute, p874).

**Strachan** On 9 May, Thomas White Strachan, of 16 Lade Braes, Dalgety Bay, Dunfermline, Fife KY11 5SP. Mr Strachan registered in 1930 and retired from the register in 1995.

**Turton** On 15 April, Gordon Cecil Turton, FRPharmS, of 3 Arthur Road, Winchester, Hampshire SO23 7EA. Mr Turton registered in 1944. He trained at the School of Pharmacy, University of London, and after a short period in pharmaceutical production at Glaxo, Barnard Castle, he moved to community pharmacy in Beaconsfield, Winchester and Stockbridge before settling in Kingsclere where he remained until his retirement in 1988.

**Van Abbé** Recently, Norman Jonas Van Abbé, FRPharmS, of "Ulverscroft", 67A Manor Road North, Hinchley Wood, Esher, Surrey KT10 0AB. Mr Van Abbé registered in 1944 after training at Chelsea Polytechnic. He was pharmaceutical development manager at Genatosan Ltd from 1952 to 1961. He then joined Beecham Products (UK) as basic research manager and progressed to become special research services manager. Mr Van Abbé was a former chairman of the London pharmacists' branch of the Association of Scientific Workers.

**Chester** In a tribute to the late Albert Colin Chester (see p873), STEVE BULLOCK writes: More than 40 years separated us and yet, soon after our first meeting, Colin and I became firm friends. We shared many common interests, among them music, cricket, gardening and, in particular, a love of anything powered by steam, especially if it happens to run on rails.

His daughter, Carol, lived in the village where we had just opened a pharmacy and he called in one day on the off chance that we might need the services of a locum. I agreed, he joined us and stayed until his eventual (reluctant) retirement just a few years ago, by which time he was well into his 80s.

Colin was a rare animal indeed, a happy, contented pharmacist, immensely proud of his chosen profession and pleased to be just ordinary, which, to me, made him extraordinary. He was a true gentleman. I shall miss him. My thoughts go to his wife Barbara, son David, and daughter Carol.

**Dix** In a tribute to the late Philip Arthur Dix (P7, 14 June, p842), SHEILA WESTON and PHILIP SCHIMMER, write: We were saddened to hear of the death of Philip Dix in May. We first met Philip during our apprenticeships at University College Hospital, London, where he was senior pharmacist in charge of the manufacturing department at the time. We found his genial manner and quiet, confident explanations of manufacturing processes most reassuring and useful.

We did not meet him again until 40 years later when he and his wife, Maisie, were on the same National Trust holiday as ourselves and it transpired that they lived only half a mile away from us in Romsey.

After qualifying he worked his apprenticeship at Bodies Chemists in Chelmsford and took the Diploma in Biochemical Analysis. He was sent to Egypt during his National Service. After about 10 years at UCH he went on to work for the Pharmaceutical Society. He then had a short spell in community pharmacy before joining the staff of Glaxo in 1962, where, I understand, he worked as a product registration executive in the overseas section.

He met Maisie while on holiday at Lake Maggiore in August 1957 and they married in 1959. Maisie was a social worker at St Martin's Hospital in Bath. During their life together they enjoyed many further holidays with the National Trust and also travelled to New Zealand and Alaska.

Phil had a stroke in 1985, so retired from Glaxo and moved to Romsey where he enjoyed a quiet life tending his garden and quite a large allotment, which provided a bounty of fresh vegetables for the house. Maisie got involved with the medical equipment loan section of the local Red Cross. Last year Phil moved to a nursing home and shortly afterwards they both moved to Truro where Phil spent his last days in an excellent nursing home and Maisie visited him daily from her nearby flat.

**Fletcher** In a tribute to the late Charles Fletcher (P7, 14 June, p842), ANTHONY BLASEBALK writes: Charles Fletcher was the first son of Jack and Fanny Fletcher. He excelled at cricket, football and other sports and represented Britain in the second annual World Maccabiah Games in Israel in 1935 where he won a gold medal at bantamweight boxing.

He was also exceptionally gifted at art and was interested in philosophy, astronomy, ancient civilisations, photography and latterly he had been learning French and Italian.

He enrolled in the Royal Air Force and served from 1939–45 as a draughtsman and mechanic in Naples, Italy. On demobilisation he worked in advertising.

In 1947 he studied pharmacy at Richmond College and after graduation opened his own pharmacy in Kensal Rise, London.

He will be sadly missed by his cousin Daphne Freedman and daughters Sharon, Caroline and Melanie.

**Steel** In a tribute to the late Robert Fleming Steel (see p873), GEORGE DOWNIE writes: On a warm morning in May, a large turnout of friends, neighbours and colleagues paid their last respects to Bob Steel in Beechgrove Church, Aberdeen. The minister's words reflected the thoughts of the congregation — noble, upright, humble, a pillar of society, someone who could combine science with religion, humour with reality.

Bob had studied at the University of Glasgow and also the Royal College of Glasgow, graduating BSc with honours in 1949. He became a fellow of the Pharmaceutical Society in 1954 and received an honorary fellowship of the Robert Gordon University of Aberdeen in 1995. He undertook his apprenticeship at the Western Infirmary, Glasgow, in 1949–50, where he became senior pharmacist following his national service with the Royal Army Medical Corps. He then worked in community pharmacy in Glasgow, then in Aberdeen, and in 1962 was appointed lecturer at the Robert Gordon Institute of Tech-

nology, progressing to senior lecturer and latterly head of pharmacy practice.

It was while he worked at RGIT (1962–92) that he became a father figure and confidante to many of the students who passed through this seat of learning. Never flustered and always in control, Bob would provide encouragement to a student whom he could see in distress during the rigours of a practical examination with a quiet "Don't panic". He supported all the student functions and dinners, invariably turning out resplendent in his Highland attire.

Not only was he an exceedingly popular person with the students, but also with the staff who much appreciated Bob as an ever-ready source of help and advice.

A staunch supporter of the Society's local branch, he provided new direction and novel ideas during his chairmanship and in his role for many years as public relations officer. It was rare that he would miss a meeting of the branch. Bob had diverse interests, such as the church and Rotary club, but to all of these he gave his total commitment.

He will be sadly missed by his many friends. Our thoughts go out to his daughter Fiona and son Ronald and to their families.

**Welsh** In a tribute to the late Robert Welsh (P7, 17 May, p704), GRAHAM BRACK writes: Bob Welsh introduced me to community pharmacy by tolerating my presence in his dispensary while I was gaining work experience from school and, subsequently, as a vacation student. This alone testifies to his patience and good humour.

An ex-soldier who claimed that his military service consisted largely of waiting for successive army aptitude boards to concede that graduation from a school of pharmacy might fit him to be a sergeant dispenser, Bob was a convivial companion, a fund of anecdotes, a much-loved figure in our district and a wise and knowing teacher. I doubt if I learned much pharmacology from him, but I learned a lot about pharmacy and even more about patients.

We shared a love of football that survived the disappointments of watching Scotland together and although I tell people that I applied to the school of pharmacy in Aberdeen because it was the first one on the list alphabetically, I realise now that Bob had been pushing its merits quietly for some time before I made my choice, and was a more decisive influence on my career than I suspected at the time.

He was not a leader of the profession, but he was a lovely man.

## REPLICA JARS FROM THE SOCIETY'S MUSEUM COLLECTIONS

Replicas of three ceramic jars from the collections of the Museum of the Royal Pharmaceutical Society are available for purchase:

- Syrup jars — copies of a jar bearing the inscription "S ROSAR. CU AG", an abbreviation of the Latin "Syrupus Rosaceus Solutivus cum Agarico" (solute syrup of rose with agaric), £105

- Drug storage jars — replicas of a pot used for storing candied orange peel, bearing the inscription "C: CORT: AUR", which is an abbreviation of the Latin "Conditus Cortex Aurantiorum", £75
- Leech jars — copies of a fine example of a 19th century glazed earthenware show jar for leeches, 15cm high with a circumference of 15.5cm, £50

The jars may be purchased from the library at the Society's headquarters, 1 Lambeth High Street, London SE1. They are not available by mail order. Further information is available from the museum staff (tel 020 7572 2210; e-mail: museum@rpsgb.org.uk). Photographs of the jars can be found on the museum section of the Society's website ([www.rpsgb.org.uk/museum](http://www.rpsgb.org.uk/museum)).

## LIBRARY ADDITIONS

*The following are among recent additions to the Royal Pharmaceutical Society's library in London. Books available for loan can be borrowed by members and by preregistration trainees and pharmacy students who have registered with the library. The loan period is 28 days, and a loan may be renewed unless the item is required by another user.*

## BOOKS AVAILABLE FOR LOAN

**Medication error**

Errors, medicine and the law. Merry A, Smith AMcC. Cambridge: Cambridge University Press; 2001.

Human error in medicine. Bogner MS. Hove: Lawrence Erlbaum; 1994.

Medication errors: lessons learnt for education and healthcare. Naylor R. Abingdon: Radcliffe Medical; 2002.

Preventing medication errors and improving drug therapy outcomes: a management systems approach. Hepler CD, Segal R. Boca Raton, FL: CRC Press; 2003.

**Prescribing and medicines management**

Area prescribing committees: maintaining effectiveness in the modern NHS. A guide to good practice. National Prescribing Centre. Liverpool: National Prescribing Centre; 2000.

Briefing. Room for review: a summary guide to medication review, the agenda for patients, practitioners and managers. Task Force on Medicines Partnership; National Collaborative Medicines Management Services Programme. London: Medicines Partnership; 2002.

Influencing prescribing in a primary care-led NHS. Mason A, Towse A, Drummond M, Cooke J. London: Office of Health Economics; 2002.

Maintaining competency in prescribing: an outline framework to help pharmacist supplementary prescribers. Granby T, Picton C. Liverpool: National Prescribing Centre; 2003.

Maudsley prescribing guidelines. 6th ed. Taylor D, McConnell D, McConnell Harry, Kerwin R. London: Martin Dunitz; 2001.

Medicines management (safe and secure handling). NHS Executive. London: NHS Executive; 2002.

MMS wave 1 review. National Medicines Management Services Collaborative. Liverpool: National Prescribing Centre; 2003.

Primary care prescribing: a bulletin for primary care trusts. Audit Commission. London: Audit Commission; 2003.

**Training and personal development**

Assessment centres: identifying and developing competence. 2nd ed. Woodruffe, Charles. London: Institute of Personnel and Development; 1993.

Coaching mentoring and assessing: a practical guide to developing competence. Parsloe E. London: Kogan Page; 1992.

Competence-based assessment techniques. Fletcher S. London: Kogan Page; 1992.

Competencies in action. Weightman J. London: Institute of Personnel and Development; 1994.

Competency based education and training. Burke JW. London: Falmer Press; 1989.

Constructive feedback. Bee R, Bee F. London: Institute of Personnel and Development; 1996.

Continuous development: the path to improved performance. Wood S. London: Institute of Personnel and Development; 1988.

Decision making and problem solving. Adair J. London: Institute of Personnel and Development; 1997.

Delegating with confidence. Coates J, Breeze C. London: Institute of Personnel and Development; 1996.

Designing training. Hardingham A. London: Institute of Personnel and Development; 1996.

Developing learning materials. Gough J. London: Institute of Personnel and Development; 1996.

Effective learning. Mumford A. London: Institute of Personnel and Development; 1995.

Identifying training needs. Boydell T, Leary M. London: Institute of Personnel and Development; 1996.

Learning alliances: tapping into talent. Clutterbuck D. London: Institute of Personnel and Development; 1998.

Managing your time. Maitland I. London: Institute of Personnel and Development; 1995.

One-to-one training and coaching skills. Buckley R, Caple J. London: Kogan Page; 1991.

Psychology for trainers. Hardingham A. London: Institute of Personnel and Development; 1998.

Running a course. Bolden K, Dwyer D, Leete R, Steele R. Oxford: Radcliffe Medical; 1988.

Training needs and analysis evaluation. Bee F, Bee R. London: Institute of Personnel and Development; 1994.

Working in teams. Hardingham A. London: Institute of Personnel and Development; 1995.

## Branch and regional committee members recognised for long service

A number of long-serving members of Royal Pharmaceutical Society branch and regional committees have recently been awarded certificates recognising long service in their local area.

One pharmacist, Lady Perris (Connie), has received certificates for both branch and regional service. She has been a member of the Birmingham branch committee for 32 years and the West Midlands regional committee for 17 years.

Other certificates for long service on branch committees have been awarded to Joan Alderson (Central Lancashire), Lesley Anderson (Ipswich), Madeleine Davies (Morgannwg), George Greig (Northern Scottish), Bryan Hanson (Crawley, Horsham and Reigate), Ruth Horner (Manchester, Salford and Trafford), John Liddle (Durham), John Peattie (West Metropolitan), Reginald Ratcliffe (Coventry and



*David Stokes (left) receives his certificate from branch chairman Ian Facer at a meeting of the Central Lancashire branch*

Warwickshire), Peter Rees (Mid Glamorgan East), Ruth Shaw (Bolton), John Smith (Sunderland), Barry Stansfield (West Cumberland), Peter Treagust (Worthing and West Sussex), Neville Wakeford (Croydon) and George Western (East Cumberland).

Other certificates recognising long service on regional committee have gone to Brian Riley (Mersey) and David Stokes (North Western)

The certificates are awarded under a scheme introduced in October 2001 in response to a resolution of the 2000 branch representatives' meeting. Members must have served at least 15 years on the branch or regional committee to be nominated for a certificate by their committee. The certificates are signed by the President of the Society and are normally presented at a meeting of the branch or region.



*Ian Bell (left) receives his certificate from the Leicestershire and Rutland branch chairman, Professor David Upton*

## LAW AND ETHICS BULLETIN

*An occasional feature, prepared in the Royal Pharmaceutical Society's Professional Standards Directorate, to highlight problems and inquiries currently being handled. Previous bulletin items can be found on*

PJ Online at [www.pjonline.com/lawandethics](http://www.pjonline.com/lawandethics)

### Pharmacy staffing levels

Pharmacists are reminded that they should ensure that adequate pharmacy staff and support staff is provided to enable them to work effectively. Distractions in and around the dispensary should be minimised. Staffing levels should reflect the volume and workflow in that particular pharmacy.

Not having adequate staff, particularly at busy periods throughout the day, could adversely affect a pharmacist's ability to

practise safely. The Code of Ethics supports this requirement by stating that pharmacists should ensure that they work only in conditions that enable them to comply with the key responsibilities of a pharmacist.

To ensure that they receive a wide-ranging experience of pharmacy practice and adequate training, preregistration trainees should be supernumerary, and not appointed as an extra resource to help in a busy dispensary.

### Amended PGD resource pack

On 4 April 2003 amendments to the Prescription Only Medicines Order were made to allow patient group directions (PGDs) in the private sector as well as in the context of the National Health Service. Supplies of POMs can now be made by named health care professionals on behalf of independent clinics, hospitals and medical agencies, as well as the prison service and police force.

The Society's Professional Standards Directorate has amended its resource pack on PGDs to reflect the changes. The pack contains tools to help those

involved in supplying and administering medicines under PGDs as well as those with responsibilities for drawing up and signing them.

The revised pack can be downloaded as a PDF file from the law page of the Society's website ([www.rpsgb.org.uk/lawethics](http://www.rpsgb.org.uk/lawethics)). Pharmacists without internet access can obtain a copy by sending a stamped, addressed envelope bearing stamps to the value of 57p to Jo Raffaitin, Pharmacist Adviser, Professional Standards Directorate, Royal Pharmaceutical Society, 1 Lambeth High Street, London SE1 7JN.

#### SOCIETY MEETINGS

*Unless otherwise stated, further details of meetings organised by the Royal Pharmaceutical Society can be obtained from the Society at 1 Lambeth High Street, London SE1 7JN (tel 020 7735 9141; fax 020 7735 7629).*

#### Last two Charter roadshows

The Royal Pharmaceutical Society is seeking pharmacists' views on the draft of a new Royal Charter at "Fit for the future" roadshows across Britain. Each starts with registration and a light buffet at 7pm and finishes at about 9.30pm. All but two of the roadshows have already taken place. The remaining venues and dates are as follows: *Manchester*, Mechanics Centre, 24 June; *London*, the Society's assembly hall, 30 June.

Pharmacists wishing to attend one of the last three roadshows should e-mail [membershiptemp@rpsgb.org.uk](mailto:membershiptemp@rpsgb.org.uk) with details of the evening they would like to attend or write to Esther Corcoran, Royal Pharmaceutical Society, 1 Lambeth High Street, London SE1 7JN.

Information about local branch meetings on the Charter appears in *The Journal's* Diary column (see this page).

#### HEADQUARTERS MEETINGS

*The following meetings take place at the Royal Pharmaceutical Society's headquarters, London*

Tuesday 23 June

Audit Committee

9.30am

#### LOCAL MEETINGS

*Events listed below are meetings of branches or regions of the Royal Pharmaceutical Society. Details of all future meetings notified to The Journal appear in the Diary section of PJ Online ([www.pjonline.com/diary](http://www.pjonline.com/diary))*

Monday 23 June

**Teesside** Educational meeting: "Supplementary prescribing: one small step or a giant leap?" hosted by Paul Brown (prescribing adviser to non-medical staff, North Tees, Middlesbrough and Langbaugh primary care trusts), including discussion with invited stakeholders from all branches of pharmacy and the industry. Fenton Suite, Riverside Stadium, Middlesbrough. 7 for 7.30pm. Buffet.

Tuesday 24 June

**Brighton and Hove** See Worthing and West Sussex.

**Scunthorpe** Annual general meeting. Arties Mill, Castlethorpe near Brigg. 8.00pm.

**Worthing and West Sussex** "A Charter fit for the future" by Sally Greensmith (member of the Royal Pharmaceutical Society's Council). Best Western Princes Marine Hotel, 153 Kingsway, Hove. Food from 6.30pm, meeting 7.30pm. Joint meeting with Brighton and Hove branch.