

# College of Pharmacy Practice celebrates its silver jubilee



The College of Pharmacy Practice is holding a special conference later this month to celebrate its silver jubilee. This feature looks at the past, present and future of the college and outlines the programme for its conference

New year's day 2006 was an important one for the College of Pharmacy Practice for three reasons. It was the 25th anniversary of the college's official foundation by the Pharmaceutical Society. It was the 20th anniversary of its independence from the Society. And it was the day on which the Queen's new year honours list included an MBE for college chairman Charles Butler, with the award citation specifically recognising his role in the college as well as his service to the NHS.

## How it all began

On 1 October 1980 the Council of the Pharmaceutical Society accepted the proposals of its Education and Postgraduate Education Committees to establish a College of Pharmacy Practice on 1 January 1981. The aim of the college would be to promote a high standard of pharmacy practice by improving education and training, by establishing standards for vocational training in pharmacy practice, by advancing knowledge of the application of pharmacy and by encouraging, and publishing, research into pharmacy practice.

These activities were already being carried out by the Society but it was believed that the profession would be enhanced by having a complementary body that could work towards improving practice standards without facing the pressure of pharmacy politics.

Once the Council had made its decision, events moved at speed. The memorandum and articles of association of the new company were signed on 6 November 1980 by the Society's officers and three senior past presidents. The college was registered as a company limited by guarantee more than two weeks before the chosen foundation date.

Initially the college was under the control of the Society, with the Council acting as its governors. At the first governors meeting, on 7 January 1981, it was decided to delegate the day-to-day running of the college to a board of management, who were mainly the members of the Society's Postgraduate Education Committee, under the chairmanship of John E. Balmford, a past president of the Society.

## Independence

The articles of association of the college allowed for its separation from the Society after a minimum of five years, and the governors decided to take this option as from 1 January 1986. At the first annual general meeting of the independent college, in April, Mr Balmford was elected to continue as chairman, having served in that post throughout the first five



The Georgian building housing the college's offices in Coventry

years. He remained as chairman until 1988 and has been followed by seven further chairmen, each of whom has served at least two years.

Shortly after the college became independent, Rosemary Mitchell was appointed company secretary and administrator (later chief executive). She continued in post until retiring at the end of 1998. The current chief executive, Ian Simpson, has been in post since 2001.

## Membership

Soon after its foundation in 1981, the college decided to give fellows of the Society and members of at least 10 years' standing the opportunity to become founder members, provided they could demonstrate participation in continuing education and were willing to enter into a covenant to support the college financially for at least four years.

Membership was by no means automatic. The college archives reveal that a few well known pharmacists had their applications turned down because they could not demonstrate participation in continuing education.

Pharmacists who could not fulfil the entry criteria for founder members were admitted as student members and were required to sit the college examinations, which were developed during the first year of the college's existence. The title "student member" was later changed to "associate", which was thought to be more appropriate for professional people.

The first founder members were admitted in March 1981, and the opportunity to join in this way ceased at the end of that year. The

483 founder members included the present chairman of governors, Charles Butler, the treasurer, Steven Kayne, and the chief executive, Ian Simpson. The current vice-chairman, David Morgan, was one of the first student members. Thus, all four current officers have been associated with the college for all its 25 years.

The college soon established an examination system and the first 10 people qualified as members by examination in 1983. All are still members of the college. The examinations were phased out in 2005 in favour of membership by practice assessment. Over the years, 278 people completed the examination.

Membership by practice assessment was introduced in 1996. Under this scheme, associates keep a portfolio recording their professional development and are assessed on a submission based on this. The first person to qualify for membership by practice did so in 1997. The college also introduced an advanced award, for those members assessed as working at a higher level of practice.

In 1997 the college introduced fellowship, which is also attained by assessment of a submission based on the candidate's portfolio.

Following revision of the articles of association of the college in 2005, the governors made new membership regulations which came into force on the 25th anniversary of the founding of the college, on 1 January 2006. The main changes are the admission of preregistration students as student associates, the introduction of emeritus membership for members who cease to be registered as practising pharmacists in UK, and the introduction of honorary fellowship for holders of the college's awards and for former officers and other persons who have distinguished themselves in professional life.

The first student associates, admitted on 26 February, are the current president and the education officer of the British Pharmaceutical Students Association, Gautam Paul and Amy Lepiorz. A number of people have been designated as honorary fellows and members emeriti, and they will receive their certificates at the Schering award dinner on 19 June or the Silver Jubilee College Day on 20 June.

## Faculties

During the chairmanship of Bryan Veitch (1999–2001), it was decided that the college should establish faculties to cater for the needs of pharmacists working in specialised areas of practice. The first was the Faculty of Prescribing and Medicines Management. It

was set up in March 2001 and has expanded rapidly to include more than 500 associates.

Over the past five years, the faculty board has developed a competency framework and carried out assessments for membership, as well as providing a comprehensive programme of workshops to support its members, who work mostly in primary care. In 2006 the FPM is running a mentoring class for supplementary prescribers.

The second faculty to be established was the Faculty of Neonatal and Paediatric Pharmacists, founded in 2002. It works with the Neonatal and Paediatric Pharmacists' Group to support members working in this specialist field. Again, a competency framework has been developed and the first person to pass the assessment for college membership via the FNPP was accepted into membership a few weeks ago. The faculty has also worked with NHS Education in Scotland to produce a paediatric training pack and is working on a similar project with the Centre for Pharmacy Postgraduate Education in England.

In 2005, both faculties revised their competency frameworks to align them with the advanced and consultant level framework (ACLF) developed by the Competency Development and Evaluation Group for the NHS in England. Thus membership (MCP) equates to the ACP practitioner level, the advanced award (MCP [advanced]) equates to the advanced practitioner level and fellowship (FCP) equates to the consultant level.

At a meeting earlier this year, the college governors decided that the college as a whole should adopt this framework and that experienced associates could make a submission for a single assessment on which they would be judged for promotion to membership, advanced award or fellowship as appropriate.

## Offices

In its 25 years the college has had four homes — two in London and two in Coventry. For its first five years, it operated from the Society's London offices at 1 Lambeth High Street. After its independence, it leased the ground floor of nearby Bell House, a former public house owned by the Society (and now home to *The Journal*). In 1990, it moved to premises on the University of Warwick Science Park.

In 2003 the college moved again to city centre offices at 28 Warwick Row, Coventry. The building is in a row of houses dating from 1764 and originally occupied by "the nobility and gentry" of Coventry. The house has been adapted to the college's needs and is expected to serve it well for many years.

Little is known of the history of the college's building, but No 29 next door was once a private school attended by Mary Ann Evans — better known as the novelist George Eliot.

## Awards

The college makes two annual awards — the Schering award, which recognises an outstanding contribution to pharmacy practice, and the Bryan Veitch award (formerly the chairman's

## CPP silver jubilee conference

The College of Pharmacy Practice has organised a day conference to review its first 25 years and to outline its plans for the future. The programme will also include the annual general meetings of the college and its faculties, as well as the presentation of the Bryan Veitch award and fellowship, membership and emeritus membership certificates.

The conference will take place on Tuesday 20 June at the MIC Hotel and Conference Centre, Euston Street, London NW1 2EZ. Tickets cost £70 for members and £95 for others.

Further information is available from College of Pharmacy Practice, 28 Warwick Row, Coventry CV1 1EY (telephone 024 7622 1359; fax 024 7652 1110; e-mail [info@collpharm.org.uk](mailto:info@collpharm.org.uk)).

### Programme

**10am Welcome and introduction**  
Charles Butler (chairman of governors)

### 10.10am The pioneers

The first member by examination: Chris Barrett  
The first member by practice: Michael Line  
The first fellow: Steven Kayne  
The first member of FPM: Dougie McPhail  
The first member of FNPP: Sue Jarvis  
The first student associate: Amy Lepiorz

**11.30am: The present: the college in the past year**  
AGMs and presentation of awards and certificates

### 1.45pm The future: what the college can do for you

Introduction: David Morgan  
Support for career progression: Janet Kraska  
Regional facilitators: Alison Littlewood  
Mentorship: Karen Acott  
Revalidation: Gillian Haworth  
Competency development: Bruce Warner  
Practice-based research: Janet Kraska  
Accreditation and CPD support: Ian Simpson  
Communications: Angela Alexander  
Collaboration with CPPE: Chris Cutts  
Collaboration with BPSA: Guatam Paul  
Collaboration with others

**4.05pm Chairman's summary and close**

award), which recognises outstanding service to the college.

The Schering award has been presented every year since the college became independent. The terms of the award are deliberately wide to allow recognition of the many ways by which pharmacy practice can be influenced. The award is an engraved glass carboy which only leaves the college offices for display at the annual award dinner. Award winners receive a matching engraved glass goblet. The award and the dinner are funded by Schering Health Care Ltd, but the company plays no part in the nomination or adjudication process.

The winner of the Schering award for 2005 will be announced at the award dinner at Apothecaries Hall, London, on 19 June.

In 1992, the college instituted a chairman's award, given at the discretion of the chairman

to recognise outstanding service to the college. After Professor Veitch's death in 2003, it was decided to rename the award in his memory and to award the next medal to him posthumously. The winner of the Bryan Veitch award for 2006 will be announced at the silver jubilee college day in London on 20 June.

## Coat of Arms

One of Professor Veitch's initiatives during his term as chairman of the governors was to begin the quest for a coat of arms for the college. It was eventually decided to petition the Lord Lyon King of Arms in Edinburgh rather than the College of Arms in London. Arms were duly designed and approved and letters patent granting ensigns armorial were presented to the college in a ceremony at the Society's house in Edinburgh in 2002.

The coat of arms consists of a shield divided diagonally by a white band in which are mounted the college's original benzene ring logo and two digitalis plants. A pair of scales denotes the connection between pharmacy and law and emphasises the accuracy with which pharmacists must work. An open book signifies learning. A scroll bears the motto "Semper ad praestantia", meaning "Always towards excellence".

The coat of arms is now used on all college stationery and literature and has been used as the basis for a member's badge to commemorate the silver jubilee.

## The future

For some months the governors have been reviewing the college's functions and looking at what it can do for its members. The object has been to define a series of "unique selling points". As a result, the college has redefined its main purpose as: "To support and accredit its members to ensure a competent workforce which aspires to excellence in practice." In pursuing this general aim, the college will provide the following services to its members:

- Support for career progression
- Regional and local support
- Mentorship support
- Support for revalidation
- Development of further faculties
- Support for competency development
- Support for progress within the knowledge and skills framework and development of consultant posts
- Accreditation for enhanced services
- Support for practice-based research
- Support for continuing professional development
- Improved communication with members, including topical bulletins and other resources

The college will take forward work programmes to deliver all these services. Further details will be given at the 20 June conference.

College chief executive Ian Simpson says, "We look forward to working with all our members to achieve our objectives as we move into our second 25 years."