

Staff structure changed to strengthen Society's roles

Further changes to the staff structure of the Royal Pharmaceutical Society have been announced.

Following its decision last year to reorganise into a body based on seven staff directorates, the Society has now created several new senior posts "to strengthen the integrated roles of the Society as a modern regulatory body and professional organisation for pharmacy". (Recruitment advertisements, pp A34-36.)

The new structure is part of the Council's reform of the Society and its ways of working. Early last year, the Council asked the Secretary and Registrar to come forward with proposals for a new structure that would support the Society's operations in line with best management practice. As a result, it was decided to increase the number of directorates from five to seven, with three new director posts to be filled (*PJ*, 31 May 2003, p772).

In July last year, the Council set objectives and criteria for developing a new structure for the Council and these were used in the review of the staff structure. As a result, there has been reorganisation of senior posts within four of the new directorates — Education and Registration, Fitness to Practise and Legal Affairs, Practice and Quality Improvement, and Corporate and Strategic Development. The directorates of Finance and Resource and Public Affairs and Communications will not

change at present, and the future structure of the Publications Directorate is to be considered separately by the Council.

Recommendations for the staff structure of the Scottish Department and Welsh Executive will be brought forward after a detailed review of their role and remit in the light of developing devolution.

In those directorates undergoing restructuring, the new direct report structure is as follows:

Education and Registration

- Head of education (to manage higher education and continuing professional development)
- Head of preregistration (managing adjudication)
- Head of registration
- Head of support staff regulation

Fitness to Practise and Legal Affairs

- Chief inspector
- Head of fitness to practise and advisory services (dealing with impairment by reasons of ill-health)
- Head of investigation (handling complaints screening)
- Head of professional conduct (managing disciplinary processes)
- Legal adviser
- Head of animal medicines inspectorate

Practice and Quality Improvement

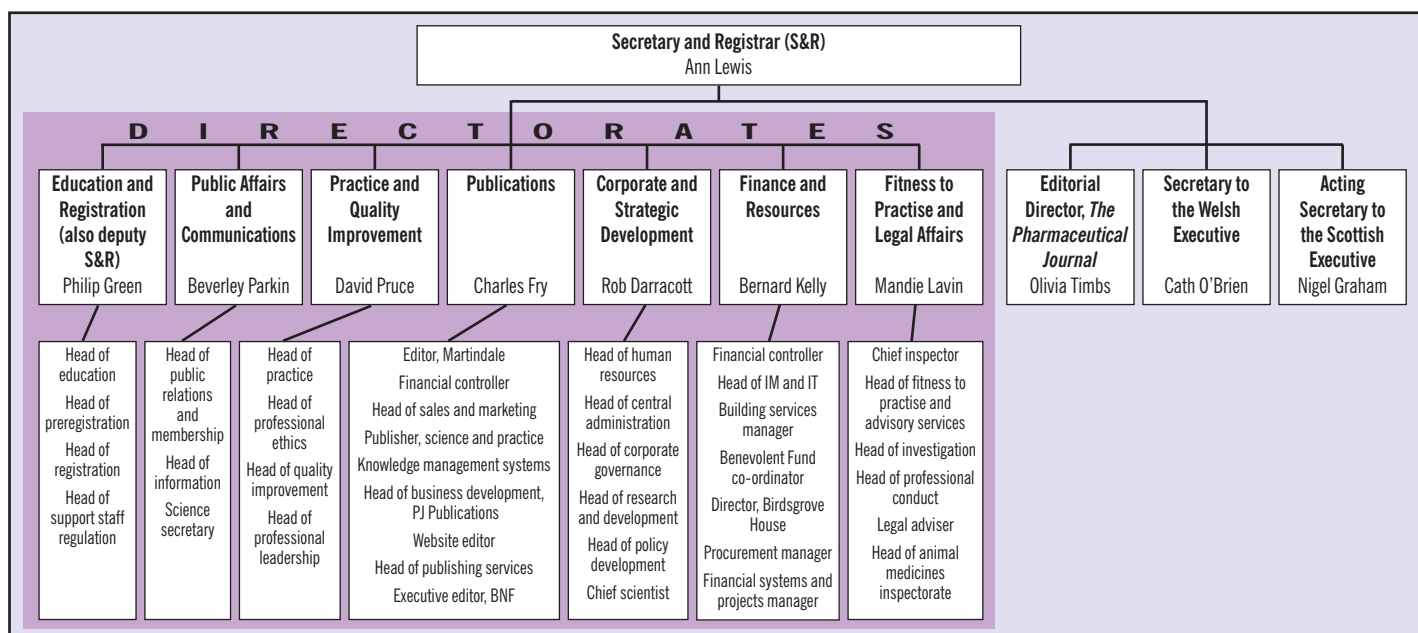
- Head of practice (taking forward practice development)
- Head of professional ethics (developing professional ethics and values)
- Head of quality improvement (supporting quality improvement in the profession)
- Head of professional leadership (supporting the profession's development)

Corporate and Strategic Development

- Head of human resources
- Head of central administration
- Head of corporate governance (managing the development of the organisational framework)
- Head of research and development
- Head of policy development
- Chief scientist

Ann Lewis, the Society's Secretary and Registrar, said: "I am pleased that we have made such good progress in building our staff teams. Our new structures have been put in place to make us as effective as possible in our work of implementing the Council's policies and decisions for the profession."

She added: "We are all determined to achieve more joined up ways of working so that we make the most of the great expertise and skills at all levels within our organisation."



January amendments to 'Medicines, ethics and practice'

The monthly cumulative list of amendments to the 27th edition of 'Medicines, ethics and practice: A guide for pharmacists' is being held

over this month because there is only one amendment to be made. Owners of the guide are asked to retain the list of amendments published in *The Journal*

of 6 December 2003 (p797) and to note the addition of the following new product:
Veno's for Kids GSL