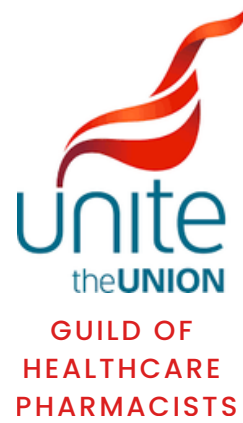


# GUILD MATTERS

WWW.GHP.ORG.UK



Winter 2025



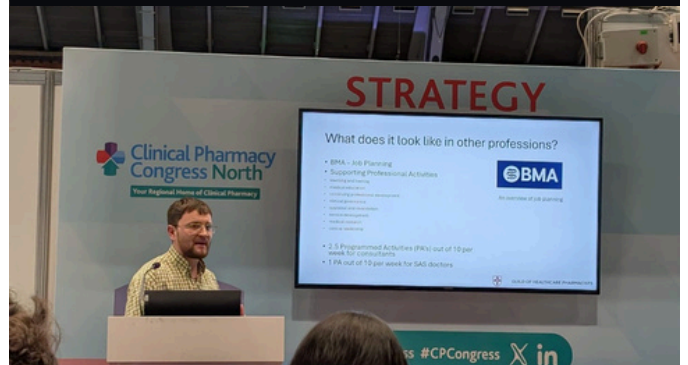
## Welcome to Guild Matters!

Welcome to the Winter 2025 edition of Guild Matters! This edition sees us welcome a new member to council, President Rob addresses our members, and we have an update on our new professional advisory committee.

## Top News

Welcome to Sue Wong, Early Careers Representative

New Professional Advisory Committee



01/17

The Voice of NHS Pharmacy





# Newsletter Highlights

Highlight from the President

Welcome to Sue Wong, Early Careers Lead

New Professional Advisory Committee

National Campaign FOI results

The Guild of Healthcare Pharmacists are committed to protecting pharmacists' wellbeing and strive to work in partnership with NHS employers to promote a work environment which is able to recruit and retain a happy workforce.





# Highlight from the President



Dear members,  
As we welcome the New Year, I want to acknowledge both the optimism and the uncertainty that characterise the current moment for our profession. The publication of the NHS 10 Year Plan for England, and emerging frameworks that will shape the next decade of health service delivery, make clear that significant transformation lies ahead. Pharmacists across the managed service will be central to that change and the scale of ambition can only be achieved if the challenges facing our workforce are recognised and addressed with equal ambition.

Over the past months, GHP has continued to advocate strongly on your behalf as NHS organisations begin to interpret the long-term vision. The commitments around workforce expansion, new models of practice, and the evolving clinical responsibilities of pharmacists hold great promise. But they also bring pressures: increasing demand, persistent vacancies, uneven access to development pathways, and the need for protected time to lead, teach and innovate. As part of Unite, GHP will work to ensure that the 10-year direction for the NHS is matched with realistic expectations, sustainable resource, and genuine support for the pharmacy workforce. Our message remains clear. Transformation cannot succeed without investment in the people delivering care, and pharmacists must be empowered, not stretched beyond capacity, as the system evolves.

Your insight is essential in shaping this work. The issues you raise, whether about service pressures, digital changes, career progression or cultural challenges; all help us articulate the reality of practice and influence national conversation. I strongly encourage you to continue engaging with us through your regional members, sharing your experiences and helping us ensure that the voice of hospital pharmacy remains strong, united and evidence-led.

Thank you for everything you do for patients, colleagues, and the wider NHS. As we face the next decade of change, GHP will continue to champion your expertise and advocate for the conditions you need to thrive.

Blwyddyn Newydd Dda/ Happy New Year,

Rob Connah  
President, Guild of Healthcare Pharmacists

02/17





# Early Careers Welcome

Written by Sue Wong

I am a rotational on-call pharmacist at Great Ormond Street Hospital, and I have just entered my second year of practice! Alongside my clinical role, I have been involved with the British Pharmaceutical Students' Association (BPSA) as a trainee and in my first year of practice, and now hold this Early Careers Representative post with the guild.



Through this, I have gained insight into the challenges students and newly qualified pharmacists face as they transition into practice. These fuel my passion for supporting colleagues, shaping professional development, and driving system-level change.

Newly qualified pharmacists often face high workloads, educational pressures, and limited protected time for learning and mentorship. While the NHS 10 Year Plan aims to transform care - shifting it closer to communities, embracing digital innovation, and focusing on prevention - the success of these ambitions relies on a skilled, resilient, and supported workforce. Structural pressures can undermine wellbeing, limit knowledge transfer, and leave talented pharmacists feeling underprepared or compelled to move elsewhere to develop their skills.

Therefore, I am a strong advocate for mentorship and feedback, whether this be formally or informally, protected development time, and systems that make wellbeing a shared responsibility. By raising awareness, collaborating with stakeholders, and embedding supportive structures, we can help early career pharmacists thrive - building a workforce that delivers safe, patient-centred care.



### **Invitation to participate: Establishing Concerns amongst Newly Qualified Pharmacists**

Dear practitioner,

I will be working with Ayoub Ghattas, foundation trainee and Graduate Officer at the British Pharmaceutical Students' Association (BPSA) on a project: *Establishing Concerns amongst Newly Qualified Pharmacists*, where we explore the early career journey from student and trainee to newly qualified pharmacist.

The aim is to capture honest insights about the challenges faced, the support available, and learn more about the things that make a real difference. Different trusts have different approaches to supporting Newly Qualified Pharmacists (NPQs), but we don't yet have a clear picture of what "good" looks like.

By gathering views across all stages of the journey, we aim to understand what truly helps newly qualified pharmacists feel supported, confident, and able to thrive. All responses will remain anonymous unless consented to be used in a specified way. Your insights will feed into stakeholder discussions and may also form part of a report designed to showcase collective experiences and promote better support for newly qualified pharmacists across the profession.

We would love to hear about your experiences through a 30-minute teams call which can be arranged at a time that suits us both. Your input will be invaluable in shaping a collective vision of how we can better support early career pharmacists across the profession.

If you have any questions or would like to be involved, please reach out to us via the details below:

Sue Wong - [sue.wong3@nhs.net](mailto:sue.wong3@nhs.net) / [LinkedIn](#)  
Ayoub Ghattas - [graduateofficer@bpsa.co.uk](mailto:graduateofficer@bpsa.co.uk) / [LinkedIn](#)

Best regards,

*Sue Wong (GHP Early Careers Representative)*  
*Ayoub Ghattas (BPSA Graduate Officer)*





# Guild of Healthcare Pharmacists Appoints Members to the New Professional Advisory Committee.

Written by Ojali Yusuff & Nathan Burley

Guild of Healthcare Pharmacists Appoints Members to the New Professional Advisory Committee.

The Professional Advisory Committee of the Guild is a new advisory group composed of leaders in the profession. The PAC functions in harmony with Guild Council to provide input into discussions regarding topical updates and developments in pharmacy.

We are delighted that the following have been appointed to the PAC:

Alison Smith – Lead Pharmacist for Medicines Safety, Worcestershire Acute NHS Trust, Alison leads the medicines safety team and brings crucial knowledge of workforce management, staff-side representation and NHS staff terms and conditions.

Amandeep Doll – Royal Pharmaceutical Society Director of Pharmacy for England and previously as Head of Engagement & Professional Belonging with experience as a Specialist Acute Medicine Pharmacist at Nottingham University Hospitals NHS Trust, she has spearheaded inclusion & diversity strategy development across the profession.

Prof. Roisin O'Hare – Honorary Professor of Clinical Pharmacy Practice at Queen's University Belfast and Northern Ireland Lead Clinical Education Pharmacist. She leads the Teacher-Practitioner Pharmacist Team across NI hospitals and pharmacy schools, shaping experiential learning and clinical pharmacy training. Roisin also represents the UK as Director of Professional Development on the Board of the European Association of Hospital Pharmacists.

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05/17





## The Voice of NHS Pharmacy

Prof. Mahendra Patel OBE - Leads the Centre for Research Equity at the University of Oxford with Honorary roles at other academic institutions. Prof. Patel has led key programmes of work addressing health inequalities, embedding evidence-based practice across leadership and academic institutions.

The Pharmacy Advisory Council will meet regularly to support the GHP Executive Committee and provide insight and advice on current issues, reinforcing the Guild's national role in championing pharmacists in healthcare. With recent developments including ongoing work of UK Pharmacy Professional Leadership Advisory Board, the transition from the Royal Pharmaceutical Society to the Royal College of Pharmacy, supervision legislation enactment, and more, there's plenty for PAC to focus on to help guide and shape Guild Council actions.

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05/17





# National campaign – protected learning/ supporting professional activities time

Written by Nathan Burley (Immediate Past President)

We're working hard to make sure that our campaign for a minimum of 10% of contracted hours for pharmacists is kept in focus. With increasing demands put onto pharmacists on what feels like a weekly basis, it's not tenable to just keep absorbing more in our routine workload.

We launched a co-investigation of protected learning/supporting professional activities time with the Pharmaceutical Journal over the summer.

Freedom of Information requests to all NHS trusts/health boards in Great Britain: ~28% (57 of 201) do not offer formalised protected learning time in job plans. Only 23% (46/201) use job plans for pharmacists. Of those, only 4 trusts use job plans for all pharmacists. More senior or advanced roles are more likely to have job plans and thus PLT, but junior pharmacist roles less so.

### Amount and Variation of PLT

For those trusts with PLT built into job plans, the time allocated varies widely: from as little as 30 minutes per week to as much as 20% of contracted hours. Only about 27% of hospital pharmacists reported accessing PLT in the past year (survey May 2025), which was joint-lowest with academia and pharma industry.

### Impact on Career Development, Stress and Workforce

Without PLT, pharmacists are often doing development, education, portfolio work etc., outside working hours ("taking work home"). This raises stress and risk of burnout. Lack of PLT seen as a barrier to progressing in non-clinical/clinical leadership areas, completing advanced practice portfolios, research, and preparing for roles such as non-medical prescribing.

The workforce crisis compounds this: with high clinical/service demands and insufficient staff, learning and development are often deprioritised.

### Perspectives and Proposed Solutions

The Guild of Healthcare Pharmacists (GHP) has called for a mandated minimum of 10% of contracted hours protected for professional activities. Some employers are already doing well, especially for senior/consistent roles, to allocate non-ward time (e.g. day per week off wards) for development tasks.



05/17





# EVENT ALERT

*“Inclusive research is the bridge between discovery and a fairer, healthier future.*

*By reflecting the diversity of our communities, research can turn knowledge into meaningful change.”*

- Mahendra Pate,  
University of Oxford

30<sup>th</sup> EAHP Congress  
18 - 20 MARCH 2026  
BARCELONA, SPAIN

Discounted entry available until January 31, 2026.  
Visit: [eahp.eu/register](http://eahp.eu/register)





The Voice of NHS Pharmacy

# JOIN US!

Unleash your voice and shape our future—join the union committee today!

If you would like to join the committee, please send us an expression of interest (Eoi). We recommend getting in touch with a member of Guild Council before submitting an Eoi.

Applicants must be a GHP/Unite member and agree to become an accredited Unite representative within 2 years.

We currently have vacancies for the following positions:

Regional member for Scotland

**[Click here for further information](#)**





The Voice of NHS Pharmacy

# YOUR OPINION MATTERS

We hope you have enjoyed reading this newsletter. If you have any feedback on the newsletter, please fill in the form below. We really would love to hear whether you have enjoyed this, or how we can improve!

**[Click here to access the feedback form](#)**





The Voice of NHS Pharmacy

# CONTACT US

We are in the process of creating a generic email for members to reach out to our Regional Members and Guild Council. This information will be released on our website and BSKY feed once up and running. You can find out more about your Regional Member and the rest of Guild Council by clicking the link below.

Until this email goes live, members should get in touch with their local branch.

**[Click here for further information](#)**

