

PRESS RELEASE

LEADERSHIP & MANAGEMENT NEEDS MORE PROFESSIONAL LEADERSHIP

IPM welcomes the development of greater interest in managerial matters within RPharmS in the recently announced Leadership Framework and also in the recent Guidance on Professional Empowerment. These are important steps, and more effort is required in these areas as a matter of urgency if senior pharmacists are to regain their places at the NHS top tables in time for the new NHS Structure. It is important that effective managers' networks identified in the framework are established quickly to minimise duplication and maximise benefits of shared experience and joint working by pharmacy managers.

The Institute believes management and leadership are complementary skills, but good leaders may be poor managers and vice versa. This framework helps identify areas for clinical leadership, however many of the factors affecting pharmacy practice, the drug bill and clinical governance also require managerial skills and knowledge.

IPM believes that it is crucial for the profession to be able to develop its membership into a credible managerial force able to lead and influence other professions and managers in the NHS to invest in pharmacy as well as for all pharmacists to develop their managerial knowledge & skills, if workplace stress is to be reduced.

At present there are many diverse contributors to the managerial and leadership spectra of competencies, knowledge requirements, skills standards, guidance and CPD underpinning the Framework. As a partner organisation, IPM will be pleased to help the profession meet the challenges posed by the Framework and the NHS and possible legislation changes. We have already developed Draft Guidance for Pharmacy Managers, which like the Leadership framework is developed from a Medical equivalent.

IPM has also previously drawn the attention of the GPhC in their consultation in the draft Standards for Pharmacist Education & Training of Pharmacists, to the need for managerial knowledge to be introduced into the undergraduate syllabus and to the inappropriate diminution of managerial competencies relating to new pre-registration training requirements. It is important that the approved Standards better reflect managerial issues than the draft if this initiative is to develop momentum.

The profession needs to use this initiative to lead its members into becoming world class managers and leaders and once again ensuring our skills, knowledge and experience is properly integrated into the new NHS. Its members also need to recognise their knowledge and competence gaps and start tackling them now, as time is very short.

ENDS

Background

The Institute was founded in 1964 as an educational non-profit making body and has around 300 members worldwide in all branches of pharmacy. Membership is open to pharmacists, associate membership to non-pharmacists and reduced rates are available for those who have retired. Corporate membership is also available to companies.

Contact information

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