



## Advanced Services Workshop Elevate Your Impact; Maximise Your Services!

AstraZeneca, Boehringer Ingelheim, Daiichi Sankyo, Novo Nordisk, and Thea have provided sponsorship to Community Pharmacy South Yorkshire for the cost of stand space at this meeting.

The sponsors have had no influence over the meeting agenda, selection of speakers, or any arrangements.







# Logistics

### Victoria Lindon Assistant Head of Primary Care South Yorkshire ICB





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## Context

- Collaboration between Community Pharmacy South Yorkshire, South Yorkshire ICB and South Yorkshire Community Pharmacy Forum.
- Purpose of today is to provide you with the latest insights and practical tools to excel in the implementation and delivery of the National Advanced Services offered under the Community Pharmacy Contractual Framework.
- Aim is to maximise the role of Community Pharmacy in South Yorkshire for the benefit of all.







#### 1. Introduction, Context Setting & Logistics

Victoria Lindon, Assistant Head of Primary Care, South Yorkshire Integrated Care Board.

#### 2. Building Confidence & Motivation Workshop

Harpreet Chana, Founder/CEO of the Mental Wealth Academy.

### 3. Hypertension Service

Claire Thomas, Community Pharmacy Clinical Lead, South Yorkshire Integrated Care Board. Dr Yeyenta Osasu, National Pharmacy Integration Lead, NHS England

### 4. GP Practice – Pharmacy Relationships from a GP Perspective

Dr Nabeel Alsindi, GP/Medical Director (Doncaster, NHS South Yorkshire ICB)

5. Break - An opportunity to network and connect with our sponsors and speakers while enjoying a light sandwich buffet

### 6. Pharmacy First

Shammi Khosla, Services Support and Engagement Officer, Community Pharmacy South Yorkshire. Vicki Roberts, Chief Executive Officer, Community Pharmacy South Yorkshire.

### 7. Contraception

Claire Thomas, Community Pharmacy Clinical Lead, South Yorkshire Integrated Care Board.

### 8. Closing Session

Vicki Roberts, Chief Executive Officer, Community Pharmacy South Yorkshire.



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## **Objectives - Vicki**







## Objectives - We want to hear about your objectives for today's workshop ...



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## Building Confidence & Motivation – Harpreet Chana Founder & CEO, The Mental Wealth Academy

# But I'm JUST a pharmacist! Confidence and Motivation Workshop

HARPREET CHANA, MRPHARMS, CPC, ELI-MP Founder & CEO, The Mental Wealth Academy www.thementalwealthacademy.com

THE MENTAL WEALTH ACADEMY

Strengthening the mental health of the working population

## Play Along! Scan this QR Code





## Who Am I?

The Mental Wealth Academy - Leadership & Wellbeing Coaching & Training



- Qualified Pharmacist
- 20 years Healthcare experience across hospital, community, primary care and national policy
- Ex CPE and NPA
- Certified Executive Leadership & Wellbeing Coach
- Co-Founder of Female Pharmacy Leaders Network



## As featured in....





COMMUNITY pharmacy news, analysis and CPD | Est. 1859 News 
Analysis
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'From job highs to personal lows – how my experiences have shaped my varied pharmacy career'

13 Oct 2021 ANALYSIS





From hospital to community, from high-profile national leadership roles to starting her own business - Harpreet Chana explains how her personal highs and lows have shaped her pharmacy career

In the latest episode of the A Collee With podcast series, C+D's editor Beth Kennedy speaks with Harpreet Chana, leadership and mental wellbeing coach and founder of the Mental Wealth Academy about her career journey and the challenges she has faced along the way.





#### PHARMACEUTICAL JOURNAL

News Weescheidt C20.4 Gaming Besonth

#### Harpreet Chana: 'Pharmacists put the needs of everyone before ourselves'

The founder of the Merical Wealth Academy speals about sity the COVID-19 posterior has assessed a surge in mental health issues and have information and particular task other and their calculation.



argentit Chana, Number of the Mantal Wealth Academy

After months of social distancing, isolation and lockdown, it's possible that the negative mental boath effects of the COVID-19 pandemic could outlast the physical boath impacts. In August 2020, figures from the Office of Sational Statistics showed that the number of addits experiencing some form of depression in Great Britain had doubled thring the pandemic.



## **Current State of Play - Live Poll**









FILL OUT THE FORM AND INPUT THE CODE







Why Does Pharmacy Predispose Us to Stress and Burnout?

### **Causes of Burnout**

**External Causes** 

High demands Lack of autonomy Time Pressures Lack of resources Lack of support Lack of career progression Poor work organisation Toxic work environment Bullying/exclusion Poor communication

Job pressures Perfectionism High standards of self Suppressing own needs Work is LIFE Work is substitute for social life Strong need for recognition People pleasing High Functioning Anxiety/Stress

Internal Causes



# Why Does Pharmacy Predispose Us to Burnout?





# Why Does Pharmacy Predispose Us to Burnout?

### Recipe for 1 Stressed Pharmacy Professional

- 1. Big bowl of **perfectionism**
- 2. Huge dose of self-criticism
- 3. Large dollop of guilt
- 4. Good shake of an inability to say no
- 5. Sprinkle of Fear of failure
- 6. Pinch of **risk aversion**

Garnish with a lack of **SUPPORT** and SERVE with a side of **High Functioning Anxiety** 

## Being the one in charge...

# Impact of Perfectionism

## What Standards Are You Setting Yourself?

## Impact on Workload



# What will it take for you to accept GOOD ENOUGH?

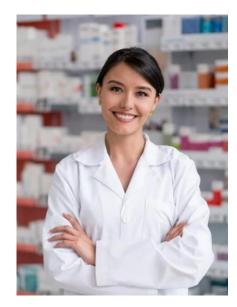
Extend yourself the same compassion you freely give to others



# Mindset Makeover

# Start with WHY

### WHY do you do what you do?



What is YOUR Why?



## WHY do you do what you do?



What is YOUR Why?



What is your TEAM Why?



# Fixed vs Growth Mindset

"Some people want it to happen, some people wish it would happen, others make it happen."

- Michael Jordan -

## Which One Are You?



## Fixed Mindset

- I'm only good at certain things
- I give up when it gets too hard
- I hate challenges
- I take feedback and criticism personally
- I don't like doing what I don't know

### Growth Mindset

- I can be good at anythin
- I try until I get the results I want
- I embrace challenges
- I welcome feedback and criticism
- I like learning about things I don't know



## Failure doesn't define you, your response to it does

F.A.I.L. [F]irst [A]ttempt [I]n [L]earning





# Shift Your Thinking

# Mindset Shift

l'm a pharmacist, Not a businesswoman!

## You ARE in business

### ►Money isn't EVIL

If you don't look after the business and continue a profit you won't be able to help anyone in the community

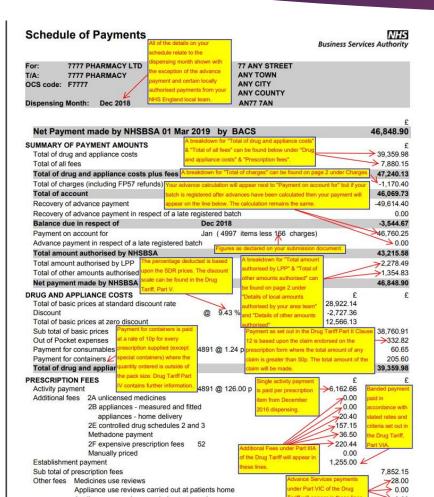
You are there to serve!

You make money in order to serve

Think about how great the new services are for the patient



## Which Activities Bring the Most Return?



Look at your FP34s from the last 3 months:

- ▶What was your item income?
- ▶What was your item income vs wholesale spend?
- ► What was your service income?
- ▶What was your OTC income?

#### WHERE is the most potential?



# What Needs to Happen?

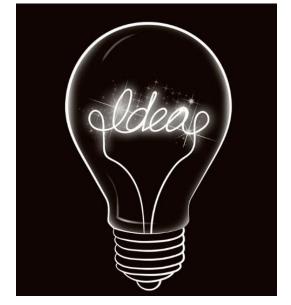
### Think about:

What needs to change in your workflow?

How do you need to handle your patients?

Whose help do you need?

What do you need to communicate to your teams?



THE MENTAL WEALTH ACADEMY

# Workflow/Workload

### **FIRE YOURSELF!**

Make a list of everything you are currently doing



# Work With Your Team

# **Review Current Skill Mix**

Make 2 lists:

- What do you need to STOP doing?
- What do you need to START doing?
- What do you need in order for this to happen?
- Is everyone working to the top of their licence?
- Who can you upskill to do more admin/buying/delivering?
- Do you have a supervisor? A service champion?
- Are you incentivising your team?
- Are you maximising their strengths?

#### Write down THREE things you need to do right now to help make it happen





# Managing Expectations

## **Build Relationships**

#### Weekly Strategy thinking time:

- Build surgery relations
- Understand their objectives/motivations
- Speak to your patients get their continual feedback
- Do mystery shopper













 $\bigoplus$ 

in Harpreet Chana

harpreet.chana@thementalwealthacademy.com

www.thementalwealthacedemy.com

THE MENTAL WEALTH ACADEMY

Strengthening the mental health of the working population



# Hypertension Case Finding

Yeyenta Osasu National Pharmacy Integration Lead NHS England

Claire Thomas Community Pharmacy Clinical Lead SY ICB





## Hypertension case finding service

#### Aims of this session:

- Provide an overview of service delivery in SY
- Highlight support for service delivery in SY
- Reflect on intended aim of this service case finding undiagnosed hypertension
- Explain the benefits of ABPM vs 7 day home BP monitoring
- Explore the barriers & facilitators to ABPM utake by patients



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#### What's the picture in South Yorkshire?

BP checks data over 12 months.





#### **CPSY & SY ICB** support for the Hypertension case finding service

#### What we are doing to support pharmacies to deliver the service:

- Working on developing resources to support contractors e.g. script to improve uptake of ABPM
- Looking into training needs of pharmacy workforce to build confidence delivering ABPM checks
- Please give feedback regarding additional support you feel your team may require <u>lucy.crowder1@nhs.net</u>

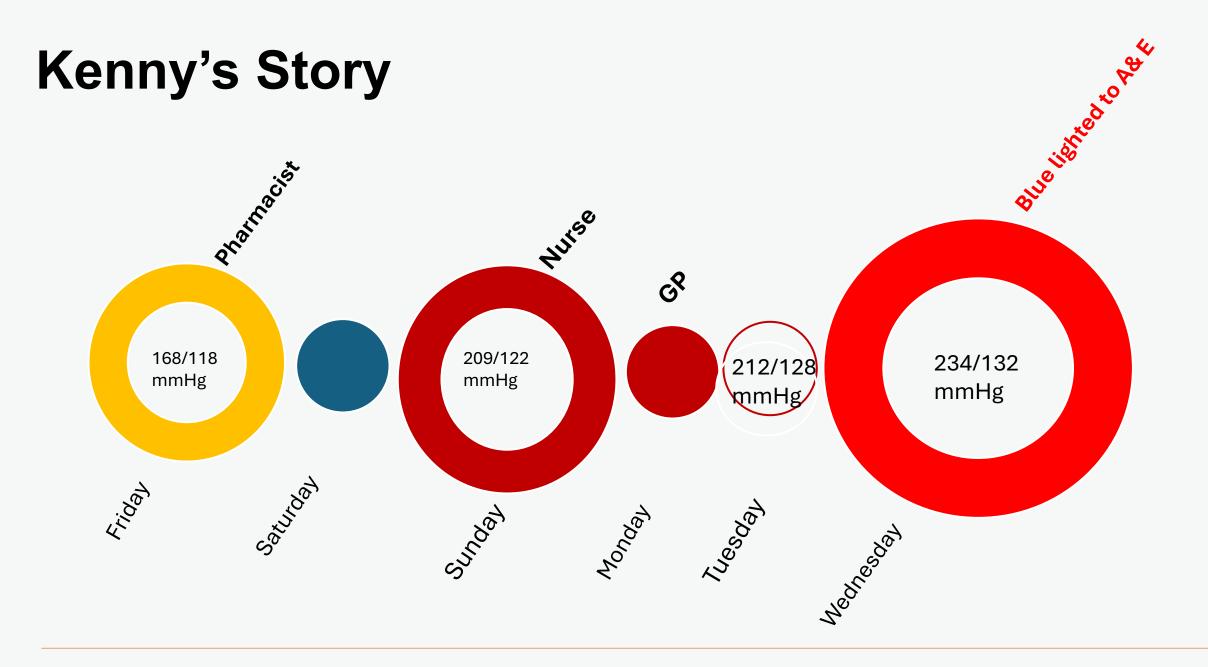
#### Top Tips for working with local GP practices to deliver this service:

- Ensure appropriate patients are being approached for hypertension case finding
- Follow the service spec to communicate timely reporting & importance of patient identifiable info
- Importance of encouraging patients to take up ABPM in the pharmacy

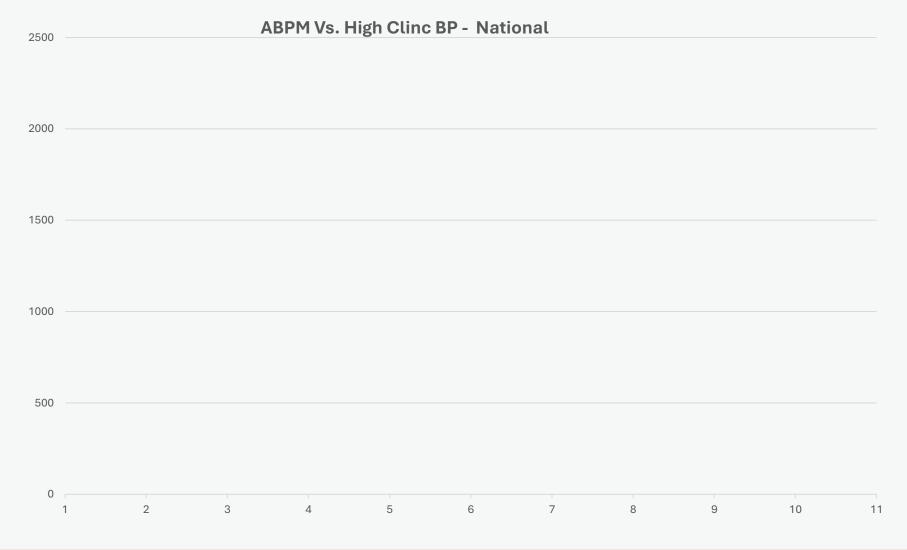


# Kenny's Story

- ➤ 40-year old female
- > Architect
- Normally fit and healthy
- BMI- Normal
- > Weight- 60kg
- Walks 30mins to/from work

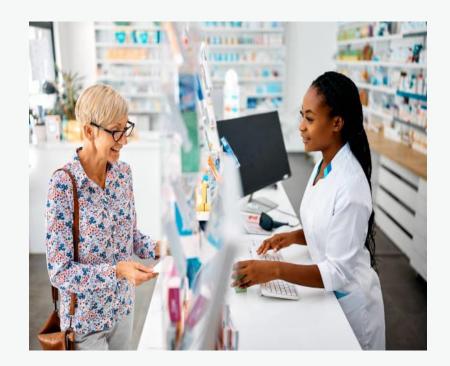


#### **ABPM vs High Clinic BP**



#### **South Yorkshire**

#### Having the right conversations



Having the right conversation about undiagnosed hypertension can make a difference!

#### Inclusion criteria

4.2 For the service to be a success, potential patients who meet the opportunistic inclusion criteria should be proactively identified.

The inclusion criteria for opportunistic blood pressure checks are as follows:

- Adults who are 40 years old or over, who do not have a current diagnosis of hypertension.
- Patients, by exception, under the age of 40 who request the service because they have a recognised family history of hypertension may be provided the service at the discretion of pharmacy staff.
- Patients between 35 and 39 years old who are approached about or request the service may be tested at the discretion of the pharmacy staff.

The inclusion criteria for patients referred from the GP are as follows:

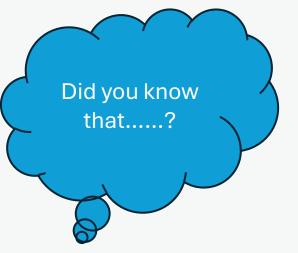
 Adults, of any age, with or without a prior diagnosis of hypertension, specified by a general practice for the measurement of blood pressure (clinic and ambulatory blood pressure checks). This process should be agreed locally with general practices.

NHS community pharmacy hypertension case-finding advanced service

### Start Well

Set the expectation:

1. Explain the risk of undiagnosed hypertension



2. Seek permission upfront from the patient that they will accept ambulatory monitoring via that same pharmacy if a result is raised

3. The equipment for doing this will be provided by, and available at the same pharmacy that referral onto a GP practice will only be made where ambulatory readings are also high unless for absolutely exceptional circumstances.

4. Address the time commitment that might be required

## How old is your patient?

- Remember Higher threshold for those aged 80 years and over
   Refer to NICE Guidelines
- 1.4.13 Consider antihypertensive drug treatment in addition to lifestyle advice for people aged over 80 with stage 1 hypertension if their clinic blood pressure is over 150/90 mmHg. Use clinical judgement for people with frailty or multimorbidity (see also <u>NICE's guideline on multimorbidity</u>).
   [2019]

### **Other considerations**

Treat the patient as a whole

Low blood pressure- ?Sepsis
Pulse rate- Tachycardia/ bradycardia
Pulse rhythm- ?AF
Use clinical judgement

#### Discussion

What are the *barriers* and *facilitators* to converting high clinic readings to ABPM measurements?

### **Attendee Pledge**

Whatever your role:

- How can you become an ambassador/champion for this service & raise awareness that this service is about hypertension case finding & NOT just offering BP checks.
- Share with your networks.
- Identify ways to increase ABPM uptake.

### **Case Studies**

- Invitation to participate in a case study
- Hypertension Case Finding
- Pharmacy First
- ✓ Pharmacy team's Perspective
- ✓ Patient's/ Service User's Perspective
- Yeyenta.osasu@nhs.net



#### **Thank You**



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england.nhs.uk





#### GP Practice – Community Pharmacy Relationships

Dr Nabeel Alsindi, Salaried GP (Don Valley Healthcare, Doncaster) & Place Medical Director, NHS South Yorkshire







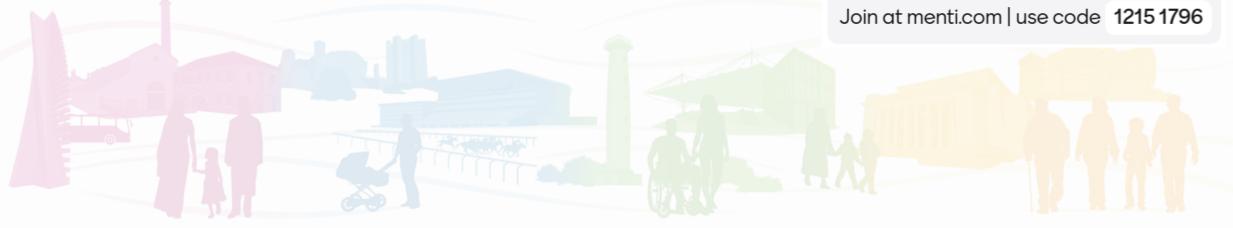
Intro / Menti – What would be helpful for you today?

➤Hear from pharmacy staff

≻GP views

Ask a GP – any question is a good one!
Ideas & Issues











#### **BREAK**





#### **Pharmacy First Service**

#### Vicki Roberts & Shammi Khosla Community Pharmacy South Yorkshire







## **Pharmacy First – Session Objectives**

- Reflections on the service so far
- How are we doing across South Yorkshire?
- CPSY / SY ICB Task & Finish Group Activity & Learning
- Practical support for Pharmacy Teams
- Scenarios Claim or No Claim
- Resources available







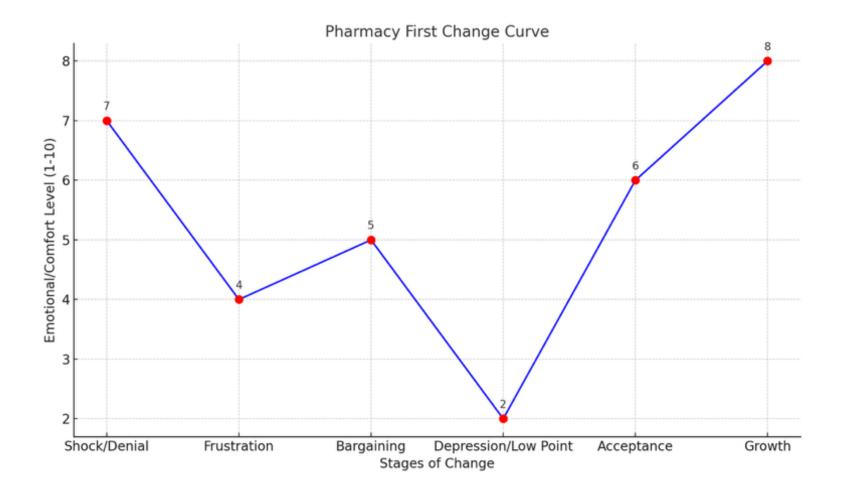
#### **Pharmacy First Reflections**

Commissioning Constraints	High Workload & Short Timeframe	GP Record Rollout Challenges
Pharmacy First	Low GP	Limited NHSE
Name Confusion	Referrals in SY	Support
Poor Public	Challenging	GP Collective
Awareness	Targets	Action





#### **Pharmacy First Learnings - Change Curve**







#### Pharmacy First – Data





#### **PF Clinical Pathway SY**





## Pharmacy First – Task & Finish Group

Enhanced Pharmacy First across South Yorkshire, ensuring that both practices and pharmacies deliver consistent, high-quality care

Community Pharmacy	Referrals to the PF service	Public awareness
Enhance quality & consistency of service delivery	Increasing minor illness referrals	Raising awareness via ICB channels - (Facebook, website etc)
Advanced Services Workshop	Engage all eligible providers	
Newsletters		Leaflets and posters for schools
Encouraging local feedback		

Support from CPSY & SY ICB





## Pharmacy First Service Overview

### • Key Highlights:

- - Alleviates pressure on GP practices
- Part of Primary Care Access and Recovery Plan
- Importance of partnership working in successful PF programs
- Stakeholder Benefits:
- For Patients:
- - Quick Access: No GP appointment needed
- Free Treatment: Eligible for advice and minor ailment treatment
- Convenience: Extended hours, local care
- Personalised Care: 1:1 consultations
- Reduced Waiting: Immediate care
- For GPs:
- - Reduced Workload: Minor ailments managed by pharmacies
- Improved Patient Flow: Eases GP congestion
- Lower Admin Burden: Less paperwork

## Community Pharmacy & NHS Benefits

#### • For Community Pharmacies:

- - Enhanced Role: Increased visibility & impact
  - Increased Patient Engagement: Builds trust
  - Revenue Opportunities: Increased income
  - Professional Development: Expanded roles
- For the NHS:
- - Cost Savings: Minor ailments diverted to pharmacies
  - Efficient Resource Use: Optimised care delivery
  - Improved Access: Increased healthcare availability
  - Relieves Pressure: Reduced strain on A&E & GP
- Call to Action:
- - Encourage active participation and reflect on individual contributions to service success.

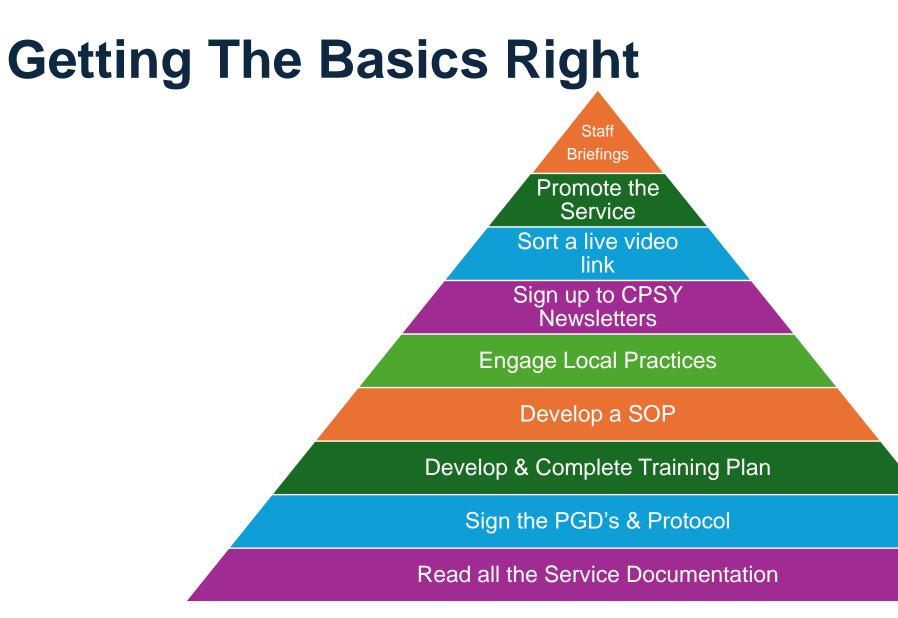




#### **Workshop Activity** Challenges & Group 1 frustrations Inpharmacy Wins & We want Group 4 opportunities Group 2 Working Public / to hear with local community GP from you! awareness practices **5 minute discussion Feedback ONE challenge or** Group 3 **ONE** win IT / digital











### Whole Team Approach – Engage Your Team







### **Local Relationships - Ideas**







### Let's get going: Growth through Collaboration

embed PF Develop public awareness

Grow &

Collaborate with GP practices

Engaged teams

Operational excellence





### Claim or No Claim ...









## National Resources & Local Support

### **National Resources**

Community Pharmacy England website https://cpe.org.uk/national-pharmacyservices/advanced-services/pharmacy-firstservice/

#### CPPE website

https://www.cppe.ac.uk/services/pharmacyfirst/

Your NHS assured IT system supplier e.g. PharmOutcomes

#### NHS England

https://www.england.nhs.uk/primarycare/pharmacy/pharmacyservices/pharmacy-first/ Sign up to CPSY newsletters

https://communitypharmacy.us13.list-

manage.com/subscribe?u=cc39d47ce68aa192d12582a03&id=b51119b70f

Practice Support for Implementation/referring to community pharmacies:

Practices wanting to go live with referring to community pharmacies or wanting support to increase referrals and/or build links with local pharmacies:

Contact: Laura Richardson, Services & Engagement Lead, CPSY Email: laura.richardson42@nhs.net

#### All clinical community pharmacy service queries: Contact: Claire Thomas, Community Pharmacy Clinical Lead, SY ICB Email: Claire.thomas47@nhs.net

**Concerns / queries about contractual requirements/service delivery:** Contact the Primary Care Contracting Team: <u>syicb.syprimarycare@nhs.net</u>





### Claire Thomas Community Pharmacy Clinical Lead SY ICB





### The aims of this session are to:

- 1. Support pharmacy teams who have yet to sign up to consider signing up & plan implementation
- 2. Support pharmacists providing the service build confidence in patient centred oral contraception consultations
- 3. Opportunity to share experiences, knowledge & best practice

### Format of session:

Presentation followed by group work



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### Aims of the service:

- Provide greater choice of access to contraception services
- Provide extra capacity in primary care & sexual health clinics to support more complex patients

### Key points:

- Initiation, review & ongoing supply of oral contraception
- Consultation needs to be provided by pharmacist
- Trained pharmacy staff can provide BP & BMI measurement
- From April 2025 contractors will likely need to be providing PCS, Pharmacy First & Hypertension Service

## **Getting Ready To Deliver The Service**

- Registration and payment via the NHSBSA's MYS platform MYS Pharmacy NHSBSA
- > Must be **READY TO DELIVER** at point of registration
- > Must deliver **BOTH** initiation and ongoing supply consultations

Item	Payment	Must use an IT solution which meets the
Insultation feePayment of £18 per consultationharmacy set up costs£900 per pharmacy premises paid in instalments as follows:	minimum digital requirements of the service (as specified within the NHS technical toolkits) i.e. Pharmoutcomes, Cegedim, Sonar or Positive	
	<ul> <li>£400 paid on signing up to deliver the service via the NHSBSA MYS portal.</li> <li>£250 paid after claiming the first 5 consultations; and</li> <li>£250 paid after claiming a further 5 consultations (i.e. 10 consultations completed).</li> </ul>	Before commencement of the service, the pharmacy contractor must ensure that pharmacis & pharmacy staff providing the service are competer to do so in line with the specific skills & knowledge, and the relevant PGDs. This may involve completion of training

## Training

CPE website: <u>Pharmacy Contraception Service - Community Pharmacy England (cpe.org.uk)</u> which includes links to CPPE & FSRH training

Pharmacists responding to an evaluation survey reported which of the training modules they would recommend pharmacy colleagues complete prior to delivering OC consultations:

## Safeguarding

Pharmacists delivering the service must have completed one of the recommended Safeguarding level 3 training materials **or** have direct access to professional advice from someone who can advise on Safeguarding at Level 3.

Safeguarding Level 3 – – <u>Safeguarding Children and Adults Level 3 for</u> <u>Community Pharmacists</u> – video on elfh

Or

Safeguarding Level 3 Learning for Healthcare Safeguarding Children and Young People (SGC) – Safeguarding Children Level 3





## Pharmacy Contraception Service Implementation:

### **CPE Resources for Implementation:**

- Briefing 032/23: Pharmacy owner implementation checklist
- ➢ GP practices and local sexual health clinics service notification template
- Briefing 034/23: Briefing for general practice teams and staff at sexual health clinics
- Briefing 033/23: Briefing for pharmacy teams Whole pharmacy team approach to promotion and recruitment

### **Promoting the Service in the Pharmacy:**

- > Posters, leaflets, digital media
- Collecting a prescription
- > Accessing other services e.g. EHC requests

NB: Pharmacy staff providing blood pressure & BMI measurements must be appropriately trained & competent



## Pharmacy Contraception Service Providing the service:

#### **Patient Access:**

- Identified as clinically suitable by the community pharmacist;
- ➢ Self-refer;
- Referred by their general practice, from a sexual health clinic or from other NHS service providers, e.g., urgent treatment centres or NHS 111.

Consultation done face to face (in consultation room\*) or remotely via video/telephone conference (\*service requirement to have a room)

#### **Eligibility Inclusion Criteria:**

An individual seeking to be initiated on an OC, or seeking to obtain a further supply of their ongoing OC:

- COC age from menarche up to & including 49 years
- > POP age from menarche up to & including 54 years\* (\*excludes Drospirenone)

#### **Exclusion Criteria:**

- Clinically unsuitable
- Individuals under 16 years of age and assessed as not competent using Fraser Guidelines;
- Individuals 16 years of age and over and assessed as lacking capacity to consent.
- Additional exclusion criteria are listed in the PGDs





## Pharmacy Contraception Service Providing the service:

### Consultation

- Patient centred approach
- Discuss alternative and more effective forms of contraception including Long-Acting Reversible Contraception (LARC)
- Initiation discuss options with individual
- > Online shared decision-making contraception **consultation tools**:
  - ➢ <u>NHS.uk</u>
  - Contraception choices
  - Brook Brook & contraception choices have useful online questionnaires

### Don't forget safety netting advice! Consider safeguarding!





### Pharmacy Contraception Service Providing the service:

#### **Outcomes:**

#### Criteria met - Supply can be made

✓ FSRH UK Medical Eligibility Criteria for Contraceptive Use (UKMEC) calculator available to support clinical decision on choice

 $\checkmark$  local SY ICB formularies should be referred to

#### √ Quantity

- Initiation quantity should not exceed 3 months
- $\succ$  Ongoing supplies of up to 12 months duration

### Criteria not met - Supply deemed not clinically appropriate

- √ Explain
- √ Refer

96

 $\checkmark$  Document – reason for not supplying against a PGD – referral to an alternate service provider

Post event message to GP via NHS mail or GP Connect:Update Record if the patient consents. If the patient does not consent this does not prevent a supply from being made.





### Pharmacy Contraception Service Choice of Oral Contraceptive:

### **Initiation: POP vs COC**

### POP:

- > POP option for people who cannot take combined pill
- Irregular bleeding may bother some
- > Needs to be taken roughly the same time each day (desogestrel 12 hrs, others 3 hr window)
- POP average user 91% effective

### COC:

- Cycle control can take back to back, bleeding is lighter & less painful
- Risk of blood clots (clots in legs or lungs very rare side effect 5-12 in 10,000 users)
- NICE 1<sup>st</sup> line option are monophasic preps containing 30mcg of oestrogen plus either norethisterone or levonorgestrel – lower risk of DVT





### Pharmacy Contraception Service Tips for effective delivery:

- Ensure <u>NHS Profile Manager</u> reflects current status
- Ensure members of the pharmacy team are trained & have access to update profile manager.
- Do NOT make a supply of OC via PGD if a Rx has already been issued by GP practice
- Implement a booking system
- Consider online consultations
- Consider sending the patient information ahead of the consultation
- Make the most of EHC enquires/supplies to promote service
- Work collaboratively with local GP practices find out how the service offer could benefit them & maximise opportunity for referrals





### **Group Work:**

Team based learning In teams work through 2 activities

> Activity 1: Implementation/Set up: discuss & agree a top tip (5 mins)

Activity 2: Clinical Scenario Agree as a team best choice of contraception (5 mins)











### Pharmacy Contraception Service Resources

SY ICB formularies: Contraceptive formularies – South Yorkshire LPC (communitypharmacy.org.uk)

Contraceptive choices: <a href="https://www.contraceptionchoices.org/">https://www.contraceptionchoices.org/</a>

Brook contraception: https://www.brook.org.uk/topics/contraception/

Sexwise: https://www.sexwise.org.uk

Faculty of sexual and reproductive health care (FSRH), UK Medical Eligibility Criteria for Contraceptive Use (UKMEC) 2016 (amended September 2019): <u>https://www.fsrh.org/standards-and-guidance/uk-medical-eligibility-criteria-for-contraceptive-use-ukmec/</u>

FSRH Clinical Guideline: Combined Hormonal Contraception (January 2019, Amended October 2023): <u>https://www.fsrh.org/documents/combined-hormonal-contraception/</u>

FSRH Clinical Guideline: Combined Hormonal Contraception (January 2019, Amended October 2023): <u>https://www.fsrh.org/documents/combined-hormonal-contraception/</u>

FSRH Clinical Guideline: Combined Hormonal Contraception (January 2019, Amended October 2023): <u>https://www.fsrh.org/documents/combined-hormonal-contraception</u>

NICE CKS: <u>Scenario: Combined oral contraceptive | Management | Contraception - combined hormonal methods | CKS | NICE</u>





## **Closing Session**

### Vicki Roberts Community Pharmacy South Yorkshire







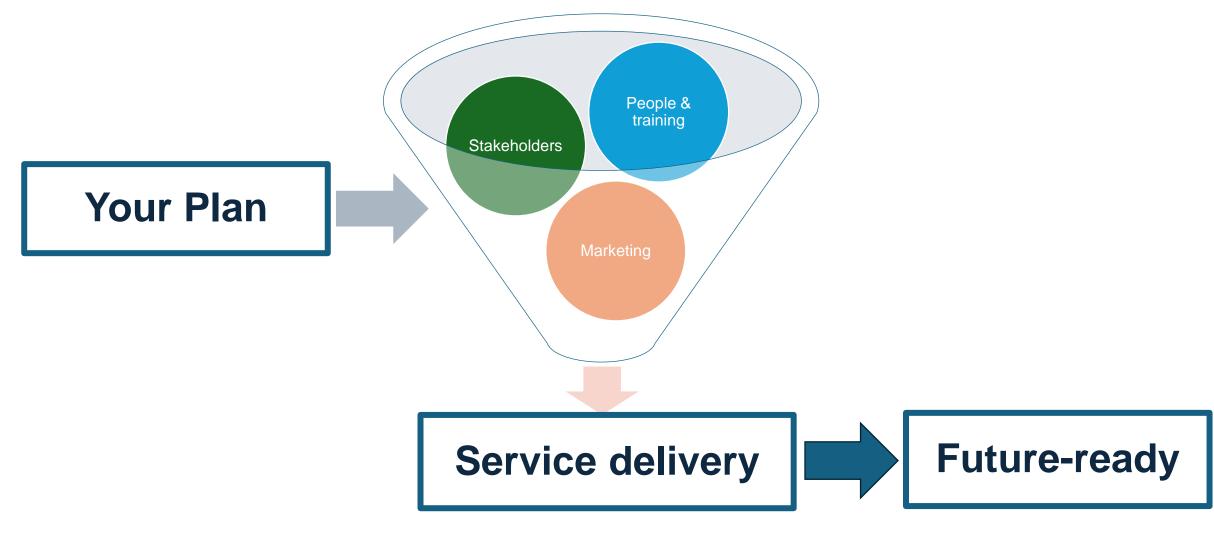
## **Session objectives**

- Maximising Service Delivery
- Summary of today's sessions
- Action planning & commitments
- Feedback What's gone well / could have been improved
- > One final thought to leave you with ...





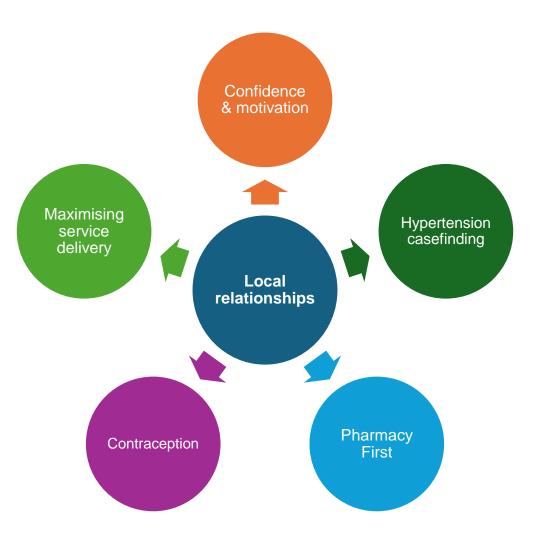
## **Maximising Service Delivery**







### **Summary Of Today's Session**







## **Action Planning & Commitments**

- > 3 key commitments you will take back to your pharmacy next week
- How are you going to engage your team?
- > How are you going to measure progress?
- > What are the differences you are hoping to see?
- How are you going to measure progress?
- > Do you anticipate any challenges & what are your mitigations?





### **Feedback From You**



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# Thank you!

"Insanity is doing the same thing over and over again and expecting different results"

Albert Einstein

