

*Celebrating Women in Pharmacy*

# *NAWP Newsletter*

*February 2018*



## The Presidents Letter

Dear Colleagues

Happy New Year to you all. I hope 2018 will be kind to you all. Cardiff managed to miss the latest snow fall that I know caused disruption across the country. Wind and rain on the other hand, came in abundance.

Hazel Baker, Veronica Pearson and I have joined the retired Pharmacists Group on a few occasions this summer. Veronica and I went to Lichfield to visit the Cathedral, Johnson's birthplace and Erasmus House. Guided tours of each including coffee in the Bishop's garden, with the new bishop, Michael Ipgrave. Although it's where I went to boarding school I haven't been back to sightsee for several years. Hazel went on the Severn Valley Railway for the day. These days are well organised events and worth keeping an eye out for. You don't have to be retired to go along!

In September I was again invited to the RPS Pharmacy Awards held on the Sunday of the RPS Conference in The Vox, NEC, Birmingham. I was able to talk to the new CEO of the Day Lewis Group about his policy for women employees. The group is working with Pharmacist Support to support, mainly women, in caring roles. Does this sound familiar to you all? NAWP launched a similar successful initiative in Cardiff about 10 years ago. It was very interesting to discuss the subject with him, they seem very committed to the welfare of their employees. The RPS Conference was made free to RPS members for the first time this year, so I stayed on for the Monday programme. Several other NAWP members joined me there. The topic was Connecting Pharmacy, with several new sessions trialled. CPD/ revalidation was discussed giving an insight into the GPhC's plans for the next 2 years and how RPS suggest supporting their members through the Faculty scheme.

The 12<sup>th</sup> European Women Pharmacists Meeting took place in Vienna on Saturday September 28<sup>th</sup> Eleven NAWP members plus some husbands/daughters travelled out on various days, meeting up at the conference. The title of "Women Pharmacists-Always One Step Ahead" certainly suited the meeting. The women there were committed both to their chosen branch of pharmacy and fulfilling their potential within their particular lifestyle. A full report appears later in this newsletter. There was

a full programme both academic and social, starting with a Huerigen, tasting the new wine whilst hearing local music. A banquet in the volts of the Vienna Town Hall in the Rathauskeller, was very atmospheric and tasty. A conducted walk around the streets of Vienna on Sunday morning culminated in a visit to the famous Demel coffee house, where we all enjoyed a delicious cake with coffee. A number of us couldn't resist the chance to ride on the infamous Giant Ferris Wheel that we remembered from films *The Third Man* or *The Living Daylights*, depending on our age!

The RPS held a second conference this year dedicated to the Science section of Pharmacy. NAWP submitted a poster, which was accepted, on the organisation of the EWPM. (This can be viewed in full by going to [www.nawp.org](http://www.nawp.org) ). Christine Heading, Virginia Watson and I attended the summit to display the poster. The talks were based on some very forward thinking research projects, fascinating. A possible single tablet containing all the drugs for a patient for a day.

The NAWP AGM is being planned for Birmingham this year to break away from being London based, with a hope that some more members will be able to attend. Further details will appear as soon as they are finalised. It is hoped to combine this with a trip to an Art Gallery or some other interesting venue in the centre of Birmingham. NAWP have been invited to attend "The Vote 100 Women in Business Summit" taking place in London in April. Details later in this Newsletter, come and join us if you are able, it looks very interesting with plenty of networking opportunities.

Finally the next EWPM is being organised to take place in Reykjavik, Iceland, on September 15<sup>th</sup> 2018, again NAWP are on the committee, involved via Skype. The topic is suggested as "From Research to Practise." If anyone knows of any research being undertaken, preferably in Community Pharmacy, could they please let me know? We have one possible speaker but others are always welcome. Perhaps you would like to join, what I expect to be, a merry band heading out to Iceland.

Looking forward to seeing many of you in Birmingham and maybe Reykjavik.

Anita White

Grateful thanks are due to the International Journal of Gender Science and Technology for permission to reproduce this meeting report.

White, M.A and Heading, C.E. (2017) Review of 'Women pharmacists Always One Step Ahead' 12th European Women Pharmacists Meeting. Int. J Gender Science and Technology Vol 9 Issue 3 <http://genderandset.open.ac.uk/index.php/genderandset/article/view/552/878>  
Int. J Gender Science and Technology is an Open Access journal that focuses on gender issues in and of science and technology, including engineering, construction and the built environment. It can be accessed at <http://genderandset.open.ac.uk/index.php/genderandset>

## **Review of**

### **'Women pharmacists – Always One Step Ahead'**

#### **12th European Women Pharmacists Meeting**

*Reviewed by Anita White and Christine Heading*

*National Association of Women Pharmacists, UK*

#### **CONFERENCE DETAILS**

Date: 30th September 2017

Location: Vienna, Austria

#### **REVIEW**

The extent to which women pharmacists experience the same challenges as women in other STEMM disciplines is unknown. The evidence is patchy and often anecdotal (see Collins, 2016 and O'Keefe, 2017), but in the absence of information to the contrary it is reasonable to assume the challenges are the same. The scale is impossible to judge, but there are steps that can be taken individually and collectively to boost the chances of women pharmacists thriving as well as their male colleagues.

It was these steps that were the focus of the 12<sup>th</sup> European Women Pharmacists Meeting (EWPM) in Vienna in September 2017. The objective was to help women pharmacists to fulfil their full potential, and simultaneously to support a wider aim of securing a place for gender-related career issues on the pharmacy workforce agenda. This is routinely absent, with 'career development pathways' paying scant attention to the needs or aptitudes of the individual.

Numerically, most pharmacists across Europe work in community pharmacy, with the next largest number working in the hospital sector. There are nevertheless a substantial number working in industry, academia, regulatory affairs, publishing, Inspectorates, policy affairs or other sectors. If an individual anticipates needing flexibility in their personal career path, it is particularly helpful to have some understanding of the full range of career options available and of the potential to move between them.

The one-day programme was drawn up by a group of pharmacists from five European countries, Europe being defined geographically and thus not limited to the EU. It was attended by 56 women pharmacists from 11 countries, all of whom were attending as individuals and not as delegates or representatives.

The meeting took the form of English language talks and workshops relating to different work sectors, from different countries, intended to be relevant to individuals at all career stages.

Although organised internationally, the venue and logistical support were supplied by the Austrian Association of Employed Pharmacists (Verband Angestellter Apotheker Osterreichs; VAAO). After a welcome from Prof Elfriede Dolinar, a former president of the European Association of Hospital Pharmacists (EAHP), it was appropriate that the opening addresses were delivered by Raimund Podroschko and Norbert Valecka, the President and Director of VAAO, respectively. During these addresses, attendees

unfamiliar with pharmacy in Austria had their first insight into the unusual salary and employment conditions of Austrian community pharmacists. These were drawn up following a 'discrimination against women' ruling by the Austrian Constitutional Court in 1999. Details were described later in the day.

The programme continued with a review of the Dutch undergraduate and masters pharmacy curriculum changes by Dr Martina Teichert from Leiden University, who outlined changes designed for the future. Inevitably the battle for teaching time between science and clinical practice featured, as it always does. She was followed by Helen Kilminster, a Senior Clinical Pharmacist in the first phase of the NHS England GP Pharmacists Pilot scheme, who described the NHS England initiative to introduce and fund pharmacists within GP surgeries, to boost medicines optimisation. At that date, Helen's role was part time (P/T), and in previous commentaries Helen had noted how satisfactory this was. Unfortunately, in Vienna she reported that the next pilot phase was expressly discouraging P/T workers because of the costs of training the GP pharmacists.

There then followed a resume of the European Common Training Framework for hospital pharmacists, presented by Joan Peppard from the Republic of Ireland who is the current President of EAHP. Of particular interest here was the gradual progress to allow cross-border European recognition of specialities, which takes basic mutual recognition arrangements further. The regulatory and inspectorate sectors were discussed next, by Dr Verena Plattner, Inspector at the Austrian Medicine and Medical Devices Agency. The options within regulation and inspectorates are certainly considerable, and ones where pharmacists with different backgrounds can find roles matching their personal expertise. Having experience of what needs to be regulated or inspected is an obvious asset.

Workshops exploring the themes already described along with options within the pharmaceutical industry then followed, but the final talk of the day described the impact of the Austrian Salary Fund on women pharmacists. This was presented by Ulrike Mayer, Chair of this community pharmacy payment fund. In brief, rather than individual employers paying their employed pharmacists, they pay a nationally negotiated fee into the fund, which in turn pays each pharmacist according to an agreed framework specifying hours of work, bi-annual salary increments, and numerous benefits. It is compulsory for employers and employees to belong to the scheme, originally set up in 1908. All P/T work is paid pro-rata, but what is truly unusual are the post-1999 arrangements whereby: 1. salary increments are linked to years in employment, whether P/T or F/T, and 2. parental leave (within limits) counts as years in employment and not as years of absence. It is easy for pharmacists to get P/T work in Austria, where 89% of pharmacists are women, of whom around 80% work P/T. All good meetings collect feedback from attendees and, apart from details, it was clear that the single most valued aspect was the opportunity to network and exchange views with colleagues.

Coincidentally, a week earlier the International Pharmaceutical Federation (a global body comprising primarily 140 national organisations plus academic institutional members) had agreed 13 workforce development goals (FIP, 2016). Number 10 is to achieve gender and diversity balances within the overall pharmaceutical workforce – thus making the EWPM meeting especially timely.

## REFERENCES

Collins, A. (2016). C+D Salary Survey: Gender pay gap doubles in a year. *Chemist and Druggist*, 11th July 2016. Available at: <https://www.chemistanddruggist.co.uk/news/gender-pay-gap-increases-pharmacists>

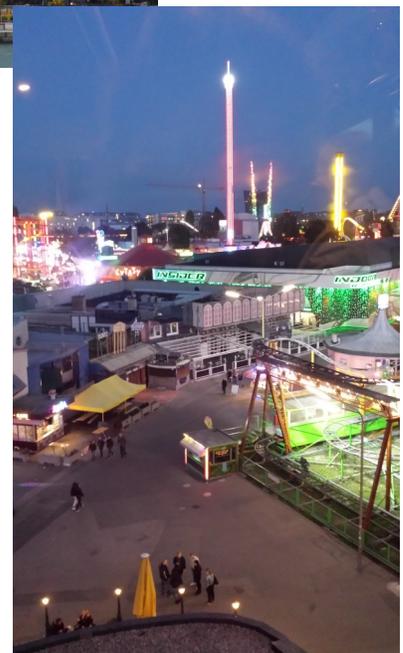
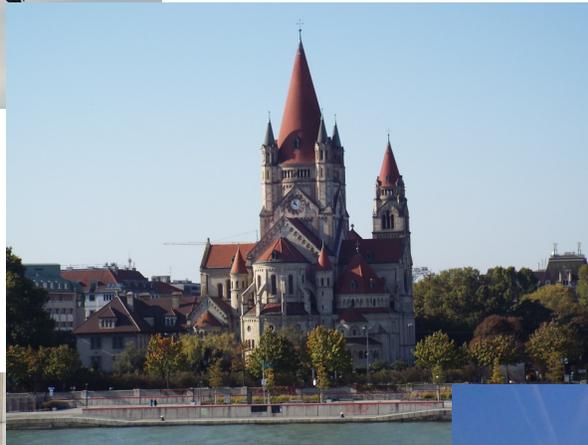
O'Keefe S. (2017). The inspiring women of pharmacy. England Blog. Royal Pharmaceutical Society, 8th March 2017. Available at: <http://blog.rpharms.com/england/2017/03/08/inspiring-women-in-pharmacy/>

FIP (2016). Pharmaceutical Workforce Development Goals, November 2016. Available at: [www.fip.org/educationreports](http://www.fip.org/educationreports)

A poster illustrating the content of the European Women's Pharmaceutical Conference in Austria was presented in the Evidence Showcase section of the RPS Winter Summit 2017 under the title 'Expanding the Workforce Agenda'. Full details of the poster can be viewed on the NAWP website [www.nawp.org](http://www.nawp.org)



## VIENNA IN COLOUR



## Benevolence Today!

Some of you may be familiar with benevolent funds - occupational charities that were established over one hundred years ago (many in the 1800's) - to support colleagues in various professions through times of hardship. Back then with no state benefit system in place, a drop in income brought about through illness or death, a lack of work or a failing business was a real concern for many professionals. The social stigma attached to the work house encouraged many professions at that time to set up benevolent funds, creating a charitable structure within the professional world that still exists today.

Pharmacist Support – as the title suggest – supports pharmacists and their families, former pharmacists (those retired from the profession or no longer on the register for whatever reason) trainees and pharmacy students. The charity, formed by the Royal Pharmaceutical Society of Great Britain back in 1841, spent many years providing financial assistance to the elderly, retired or sick members of the profession.

Things have moved on a great deal since those days, however, and 177 years on The Benevolent Fund of the RPSGB has undergone many changes too. Today the charity is an independent organisation (with a new name!) providing a range of free and confidential services in tune with the needs of those in the profession today. These services include a stress helpline, an Information and enquiry service, financial assistance, a wellbeing service, debt, benefits and employment advice, careers guidance and addiction support.

Since relaunching 10 years ago the charity has provided almost 20,000 acts of support, provided over £2m in financial assistance to those in need and secured over £10.5m in gains via state benefits, debt rescheduling/consolidation or write off and outstanding pay entitlements to those in the profession. One of the recipients of this support was Emily:

### Emily's story

**Emily graduated with a first class degree and registered as a pharmacist four years ago. A severe health relapse, however, made finding paid work**

**extremely prohibitive.**

*"I'd cut back on all expenses to the point where I had no TV licence and no home phone. I was skimping on food and at one point I switched off my fridge to save money. Thanks to Pharmacist Support I have received three forms of help, by paying my General Pharmaceutical Council registration fee for a year, a referral to a benefits adviser to support me in getting the benefits I am entitled to, as well as help with living costs to tide me over while I reapply for them. Through all of their help, Pharmacist Support has ensured that I will be in a better situation for years to come, which is an enormous relief and I can now concentrate on building a better, healthier life."*

**For further information about Pharmacist Support, its services and how you can get involved visit [www.pharmacistsupport.org](http://www.pharmacistsupport.org), email [info@pharmacistsupport.org](mailto:info@pharmacistsupport.org) or call 0808 168 2233.**



## **WELCOME**

A welcome is extended to our newest European Member, Alicia Baldo Gisbert from Spain. Ms Gisbert came to the European Conference in Vienna and is very much looking forward to meeting NAWP members on future European events.

## **FORTHCOMING EVENTS**

The **NAWP AGM** will be held in Birmingham on April 13th 2018 at 2pm at the PDA Headquarters, The Old Fire Station, 69 Albion Street, Birmingham, B1 3EA

The possibility of a visit to the Art Gallery and/or St Philips Cathedral is being considered and also an option meal after the AGM  
More details to follow when they are finalised

## **13<sup>th</sup> European Women Pharmacists meeting in Vienna September 14<sup>th</sup> – 16<sup>th</sup>**

**Proposed venue is Reykjavik, Iceland**

**“From Research to Practice”**

**More details as they become available**

## **Annual Subscriptions 2018**

If you have not paid your subscription fee for this year, please do so as soon as possible.

Subscription fees for 2018 are:

Full time £ 30

Associate Member £ 30

Part time £ 20

Retired £ 10

Students are entitled to join NAWP free of charge and to pay a reduced subscription of £10 for the first three years after registration (please state the year of graduation).

**Associate Membership** is open to individual healthcare professionals (including pharmacists in other countries and technicians) who support the objectives and activities of the Association. Associate members may attend and speak, but not vote at the Annual General Meeting of the Association.

Cheques should be made payable to NAWP and sent to The Treasurer, Mrs. Monica Rose, Glangors, Tregaron, Dyfed SY25 6JS.

## OTHER EVENTS which may be of interest to NAWP members

### The Vote 100 Women in Business Summit

Supported by The National Association of Women Pharmacists

**20% discount – see below**

City & Financial Global, in partnership with the [Government Equalities Office](#) and the [Women in Business Council](#), are organising **The Vote 100 Women in Business Summit**, which is taking place in Central London on 17 April 2018. For full details please visit <https://www.cityandfinancialconferences.com/womeninbusiness>.

**Delegate Fees:**

Standard Delegate Fee: £495 + VAT

**Discounted Delegate Fee: £396.00 + VAT**

**Discount Code:**

**WIB2NAWP**

**Registration Options:**

Email: [bookings@cityandfinancial.com](mailto:bookings@cityandfinancial.com)

Online: <https://www.cityandfinancialconferences.com/womeninbusiness>

Please contact City & Financial Global on 01932 340115 if you have any questions.

We hope that you are able to join us at the event.

### 78<sup>th</sup> FIP World Congress of Pharmacy and Pharmaceutical Sciences in SEC Centre Glasgow

**Sunday September 2<sup>nd</sup> – Thursday September 6<sup>th</sup> 2018**

Main theme 'Pharmacy, Transforming Outcomes'

For more details see RPS website

**Data Protection:**

NAWP will want to continue to contact you to share news, membership information and information about activities.

If you are happy to receive information by the means below please let us know by ticking the relevant boxes below. If you think the information we hold may be out of date please let the Registrar, Mrs Hazel Baker know. (See below for contact details)

- email
- Post
- Home phone
- Other phone

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*(year to retire in brackets)*

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