



Founded 1905

October 2004

Newsletter

National Association of Women Pharmacists

The President's Letter

Dear Fellow Members,

A 25% increase in next year's annual retention fee for membership of the RPSGB may have come as a shock for many (particularly those providing occasional locum services to local pharmacies). There is much to consider before making the ultimate decision of removing ones name from the Register, a response that I have heard from some as I have travelled around the country.

The increase in fee of £205 to £256 for those whose name is included on the practising register is stated to be a prudent one, given the risks of the present day market place, as in the past the Society has been overly dependent on income derived from its publishing activities. Choosing to pay the fee to be on the practising register, not unreasonably brings with it the mandatory requirement for CPD, which is expected to be a provision of Pharmacy's Section 60 Order, under the Health Act 1999. Being on the non practising register, as far as I can see, brings with it only an eligibility to receive the Pharmaceutical Journal!

Many of us provide an essential service to our local pharmacy, standing in for an occasional day or even a couple of hours, allowing the owner/manager to attend PCT/LHB meetings or visit the local GP practice etc. This necessary role should allow us to negotiate 'premium' locum rates of pay with our employers that will be significantly higher than those being paid regular locum rates and would to a degree offset the increase in the Retention Fee. Alternatively, those providing such a service for one of the multiples may claim that it is of sufficient value to the Company to warrant them paying the Retention Fee. I would value your comments on this matter, my contact

details are at the end of this Newsletter. I am sure that I don't need to remind any of you that the Fee; professional indemnity costs; necessary clothing and registration costs incurred when attending conferences etc. can all be claimed against tax on the Annual Tax Return Form.

Our Centenary Year is drawing ever closer and we appear to be on course with all the events, information and publicity that we are planning by way of celebration. Many of these are detailed in the Newsletter. Do look out for them and decide to join us to make 2005 a really memorable year for NAWP.

Kind regards

Monica Rose

CPD – No Fear? Annual Conference Soroptomist Club, London 3 April 2004

Continuous Professional Development should, where possible, start with 'Reflection', so this report will start by doing precisely that. NAWP has always had a strong commitment to professional development, and has been a leader in development of the concept. Furthermore, NAWP members have a reputation for enthusiastically embracing the concept, and are generally thought to be active within the profession and being well-read. Consequently, both the association and its members are well aware of the enormous difficulties faced by the RPSGB when drawing up a programme for soon-to-be compulsory CPD in the current hyper-regulatory environment. It is only honest to admit that not everyone is convinced that the CPD recording and monitoring system will influence professional standards as much as is suggested, and it would be wrong to suppress the view.

Nevertheless sceptics can gain comfort from comments recently expressed by a former government minister, who in a different context remarked:

" I know I have to obey the law, but I don't have to like it"

Another sentiment that is detectable whenever CPD is discussed, is fear – hence the title of the conference. This is not surprising, but while some people are apprehensive about the whole concept, others are more concerned about the recording process. We now know that at some future date by some uncertain means, our CPD records will be monitored and judged to be 'satisfactory' or otherwise. Yet we also know that traditionally in the fields of education and training, whenever an individual is required to submit a project, plan or report - a tutor, teacher or supervisor is on hand to peruse the draft and advise on what is expected. This is true when a schoolchild submits his or her GCSE coursework, the university applicant submits a Personal Statement, or a Post-Graduate student submits a dissertation. So, since one-to-one support is not imminent, fear of CPD monitoring not irrational. Dispelling this fear was the principal intention of the NAWP conference.

The conference began with a talk from Susan Melvin (Professional Standards Inspector, RPSGB). The Inspectorate is not involved with monitoring or evaluating individual's CPD at all, but naturally expects pharmacists to be active participants. In stark contrast to the uncertainties and hesitations associated with the CPD programme, the transparency and clarity associated of the Society's Inspectorate was immediately obvious. This well honed machine knows what it is trying to do and how to do it. Risk assessment by pharmacists was one of the key themes of Susan's talk, and the need to continuously evaluate risk and design strategies to reduce

it was strongly emphasised. Changes in packaging, the distractions of phone calls or conversations, rotating staff and multiplicity of locums all increase the risk of tasks being incorrectly performed, and require strategies for risk reduction. Strategies may be personal or involve the whole workplace, but they are essential if errors and mistakes are to be avoided.

Moving to CPD, NAWP was very fortunate to have the assistance of two seasoned experts in the field: Jennifer Archer (Assistant Director CPPE) and Mair Davies (WCPPE Tutor). Both did their best to remove the 'fear' component already mentioned and as well as outlining the history and aims of CPD, they provided two important items of reassurance. These were: that the RPSGB is content to receive paper records of CPD for the foreseeable future, and that the requirement to devote a specified number of hours to CPD is to be dropped. Both of these reassurances were greatly welcomed by the meeting. Areas that remain obscure and potentially unsettling include the relationship between CPD and future revalidation, and the arrangements for CPD appraisal.

As to where pharmacists can receive support with their CPD, several sources were identified. Firstly CPPE and its national variants will be offering support to those eligible to receive it. There was a hint that at some time CPPE's help will be extended to the entire profession, but as recently as June 2004, the RPSGB has informed English pharmacists in their CPD roll-out letters that "CPPE will be providing workshops for any pharmacist providing NHS services in England". Regrettably this excludes well over 2000 UK pharmacists. Employers, pharmacy groups such as the College of Pharmacy Practice and other practice-focused bodies should be providing help, and the branches too should be offering increasing help in due course.

Attendees at the conference were able to see exactly what was required of them by the CPD programme in a workshop session. This, amongst other things, clarified the distinction between CPD initiated by actions, and that initiated by reflection. Although the workshop was of considerable help to those participating in it, it did serve to reinforce the view that many individual pharmacists are likely to want assistance with getting to grips with the reporting scheme. There is, though, one obvious irony. A CPD record will only be as accurate and truthful as the person who compiles it. Unfortunately it is the absence of these very qualities in some healthcare individuals that has led to the compulsory CPD programme.

PHARMACY – A PROFESSION FIT FOR PURPOSE CONFERENCE 26 MAY 2004

This one-day conference, convened by the Professional Development Directorate of RPSGB, aimed to examine and explore the changing nature of the pharmacy workforce and to look ahead to what challenges future planners and policy makers might be required to face. I was interested to note that by the time the conference was held (having been postponed from September 2003) the original title of 'Pharmacy:

A workforce fit for purpose' had been changed to that above, indicating a much wider remit than first envisaged. However, it soon became apparent that the programme was to concentrate on workforce issues, in itself a large and diverse topic.

Just over 120 delegates attended, the majority coming from PCTs, SHAs, Hospital Trusts, academic pharmacy departments

and the Department of Health. It was an opportunity for me to meet pharmacists that I had not previously seen at other pharmacy gatherings, and was the most positive indication of the very thing we had come to discuss, namely the changing nature of the pharmacy workforce.

The conference was chaired by Judy Hargadon, Director of New Ways of Working at the Modernisation Agency, which is responsible for programmes supporting Workforce Modernisation schemes. She is also Chair of the Pharmacy Workforce Planning and Policy Group. Keynote speakers included Jim Smith, Chief Pharmacist at the Department of Health (DoH); Karen Hassell, Senior Research Fellow, School of Pharmacy, University of Manchester; David Guest from King's College, London and Andrew Foster, Human Resources Director of the NHS.

Dr Gillian Hawkesworth, as President of RPSGB, opened the conference and spoke of the urgent need to address workforce issues in pharmacy as part of our own modernisation process. The results of research now taking place in different workforce areas will need to be acted upon, and there has to be co-operation between the Society and the three national DoHs if anything worthwhile is to be achieved. Feedback from this present conference and from other studies will inform the final decisions of the policy and planning teams.

Dr Smith emphasised the need to make better use of the existing workforce, building upon assets and recognising shortcomings. A balance is required between supply and demand, taking account of issues of supply and recruitment and the significance of flexible working. He saw pharmacy as an innately conservative profession with a skill mix that has not changed much since the 1940s. It is a hierarchical structure based on personal control and supervision. All this should be looked at carefully if we are to

advance in the aftermath of the Kennedy Report.

Dr Hassell presented a report on the Pharmacy Labour Market: an overview of findings from a comparative analysis of data from the 2003 Pharmacy Workforce Census. These findings have thrown up a number of issues and challenges for the profession:

- The number of pharmacists working as locums is increasing – currently 26% of those actively employed
- There is a high rate of part-time working – 32.5% of those actively employed
- An increasing number of pharmacists are employed in hospital and primary care, and the numbers in community pharmacy are decreasing
- The demographics of pharmacy are changing, with more women pharmacists (56% of the active workforce) and the average age getting younger (47% of those working are under 39)
- There is an 18% attrition rate of those qualifying as pharmacists but going on to work elsewhere
- 19% of registered pharmacists are not working at all; 76% of these are retired
- 8% of UK registered pharmacists live or work abroad.

Professor Guest presented a preliminary report on the Workforce Model for Pharmacy, and emphasised that the Working Party would be taking account of feedback from this conference in their preparation of the final report. The aim of the Model is to assess degrees of match between future supply and demand, and to estimate risk of over- or under-supply. Workforce modelling works on broad approximations, and in

what is essentially a forecasting exercise, establishes a blueprint for the next five years and beyond. The demand side of the model takes account of the growth of the different sectors of pharmacy, and the changing scope of work within those sectors. Supply relies on Census and survey data, information on the movement of pharmacists within pharmacy and out of it, and on a growing emphasis on the importance of a satisfying life/work balance. Pharmacists work on average 37.1 hours/week, but could expect to work fewer hours in five years' time. Professor Guest stressed that the Model does not represent 'the real world' but is a valuable evaluation tool – an opportunity to make the best guess. In this context it is valid to extrapolate from many different factors such as leading edge practice, policy analyses, demographic changes, and to consult sector specific expert opinion.

The afternoon programme consisted of four workshops run in parallel and I attended the one on Patterns of Working. The relatively new field of Primary Care Pharmacy was described by Dr Rachel Mullen in terms of the different areas in which PCPs work, and she outlined some of the advantages and disadvantages of this work pattern. Since 1999 the presence of PCPs in Primary Care Groups and Primary Care Trusts has increased the available career options and job satisfaction is now much higher. The emergence of 'portfolio' patterns of working has meant that many PCPs are not lost to community or hospital pharmacy.

Philip Shann presented an account of research done on Locum Pharmacy. With 38% of community pharmacists working as locums it is important to understand their motivation for choosing this work pattern. The predominant theme was a desire for flexibility but the disadvantages, such as lack of training, and difficulties when working with poorly trained support staff, will need to be addressed if the trend for more pharmacists

working as locums continues.

Skill mix in community pharmacy was discussed by Tanya Samuels. She defined skill mix as a 'balance between trained and untrained, qualified and unqualified, and supervisory and operative staff within a service area as well as between staff groups'. The need for research in this area was prompted by the fact that although we have a shortage of pharmacists, many pharmacists appear to be underemployed, with insufficient time to take on their extended roles. The introduction of the regulation of pharmacy technicians was another factor. The Centre for Workforce Studies in the University of Manchester has conducted a study of skill mix in community pharmacy in Denmark, Sweden and the Netherlands; enough similarities were found to make it worthwhile examining how they dealt with their individual problems. The study found there were advantages to having advanced training for technicians, and establishing strong systems and clear job roles within the pharmacy. In addition, there needed to be a strong political drive for the pharmacists' extended role.

The final plenary session of the day was presented by Andrew Foster. In discussing 'Pharmacy and the NHS: a Workforce Fit for Purpose' he outlined the wider workforce strategy within the NHS and its particular application to hospital pharmacy. The Agenda for Change has meant a redefinition of staff pathways so that Grades have become Bands, and not all are directly comparable. An increase in basic pay is good news for newly qualified pharmacists, and although there will no longer be automatic promotion, there will be more career opportunities. The New Ways of Working strategy emphasises both vertical and horizontal expansion of the pharmacist's role and we heard about the progress of the Northumberland Mental Health Pilot where the implementation of strategies in which pharmacists played an

integral part had saved time and money and provided a more efficient service.

I felt that the conference provided much food for thought. There were many issues relevant to women pharmacists' patterns of working, which have so often been sidelined or ignored, but are now being given due attention and consideration.

Sue Symonds

News from the Branches



Monica Rose, President of NAWP, seen lunching with the Chairman, Joan Alderson, and nine members of the Blackpool Branch at the Porto Fino Restaurant in Lytham on 24th September. There was much talk of the Centenary Year celebrations and many of those present are hoping to travel to London for the Centenary Luncheon.

AGM

Please send your nominations for the Executive Committee to The Secretary, Brenda Ecclestone, by 1 February 2005.

NOVA
Dutch Organisation of
Women Pharmacists
Paris in 24 hours
The NOVA International
Excursion
10-11 September 2004

Every other year, the NOVA organises a short visit to a neighbouring country. Recent visits have included trips to Heidelberg, Germany and to Bruges, Belgium. This year our destination was Paris. Typically the visit comprises an excursion with a pharmaceutical/scientific theme and a sight-seeing element.

All aboard

Early in the morning, a blue bus with twenty five of us on board could be seen heading off from Utrecht towards the south. Our trip to Paris was underway in spite of the news that the Thalys high speed train was not running that weekend. Thankfully the organising committee had been able to arrange things with John, our driver, so that his touring car provided a comfortable alternative.

During the journey we enjoyed a picnic lunch on board: Dutch-style – we would have to wait a little while before we could experience the French cuisine. At about two o'clock we reached the outskirts of Paris – and some very heavy traffic. However John knew how to make progress and after a short stop to pick up a parking permit (60 euros) we arrived on time at our first destination in the Rue du Dr Roux.

First stop – the Museum of the Pasteur Institute

The museum has been set up to provide information about the life and work of

Louis Pasteur (1822-1895). Our guide was Elisabeth Liber who is one of the documentalists at the Pasteur Institute. Elisabeth showed us the Science Room first. Approximately a thousand objects from the original experiments of Pasteur are on display here: microscopes, microbiological media, early polarimeters and autoclaves. There was also a description of one of the earliest examples of environmental monitoring – Pasteur taking a sample of air high up in the mountains.

Although Pasteur studied chemistry, he is more often recognised as being one of the founders of microbiology. Highlights from his research, which brought him world renown, include the following:

- 1848: Research into stereochemistry (molecular symmetry).
- 1863: Research into the deterioration of wine – basis for heat treatments and pasteurisation techniques.
- 1865: Research into diseases of the silkworm – the conclusion lead to the theory of micro-organisms as causative agents of disease.
- 1880: Pasteur's most famous work – research into rabies. Although the causative agent (virus) was not visible under the microscope, Pasteur was able to develop a method of treatment. This marked the beginning of immunology and the development of vaccines.

After visiting the Science Room, we went to view the grand apartment where Pasteur spent the last seven years of his life with his wife Marie Laurent. The apartment is furnished in the original style from the 19th century and contains an impressive collection of furniture, paintings (including portraits painted by Pasteur himself), and

photographs. Also on display were the large number of scientific medals and honorary degrees presented to Pasteur.

Pasteur was honoured with a state funeral when he died in 1895 and is buried in a crypt under the museum. We visited the crypt, which is decorated with magnificent mosaics depicting scenes from the work of Pasteur. In the corners of the ceiling there are decorations portraying the three virtues: Faith, Hope and Charity. To these Pasteur had added 'Science' since he was convinced that science would save mankind.

The current Pasteur Institute was established in 1888. Approximately 200 scientists working in 23 laboratories throughout the world to ensure that the pioneering work of Pasteur is continued to the present day. The mission of this non-profit foundation is the prevention and treatment of infectious disease through research, education and public health services. Research is focussed on viral disease (e.g. HIV, hepatitis and influenza), bacterial disease (TB and meningitis) and diseases caused by parasitic infection such as malaria. As well as the development of vaccines and diagnostic tests, the foundation also provides advice about tropical diseases. Every year some 250 scientists from all over the world follow courses given by the Pasteur Institute on the subjects of microbiology and immunology. The Institute also offers students the opportunity to follow part of their training in the various laboratories worldwide.

For those interested, more detailed information about the Pasteur Institute can be found at the website: www.pasteur.fr.

Second stop – boat trip on the Seine

After a whistle-stop tour past the Louvre, the Palaces (Petit and Grand), and the golden Dôme des Invalides, we arrived at the riverside at the foot of the Eiffel Tower. On board one of the Bateaux Parisiens we

watched the monuments of Paris glide past us slowly and enjoyed the warm sunshine of the late afternoon. Very relaxing!

Third stop – dinner

For John, it was probably less relaxing – driving the bus along the Avenue des Champs Elysées in the Friday evening rush-hour. In the narrow streets near our hotel a couple of gendarmes were kind enough to stop the traffic so that we could turn around.

Later we continued on foot to the Rue du Faubourg Saint-Denis where we had arranged dinner at the restaurant Julien. As well as some traditional French cuisine, we were able to enjoy the stylish interior. The restaurant dates from the Art Nouveau period and is decorated with wonderful mosaics in rich colours, stained-glass ceilings, ornately carved wooden furniture and some very stylish lamps. We were so impressed by our surroundings that after dinner we continued chatting in the lobby of the hotel. Only to discover that we were in the wrong hotel – ours was the one next-door!

The next morning we had a traditional breakfast of coffee, French bread and croissants with butter and jam. We met up with our Dutch-speaking guide Ria van der Weelde and joined the bus again which took us to the starting point of our city tour.

Fourth stop – city walk

Saturday morning – nice and early in the centre of Paris and the chance to savour the atmosphere of the city. Ria explained that most of the tourists have gone by September so the city is getting back into its normal rhythm after the summer. In recent years there has been an effort to create more green areas in the city – more parks and courtyards and trees along the Seine. The number of cars is decreasing and even the police are becoming more environmentally friendly by using in-line skates these days!

We started our walk at the Place de la Bastille opposite the current opera building. In the middle of the square there is a monument to the victims of the 1830 revolution. Ria explained the concept of the 'Marianne' – a national emblem of France and a name associated with strong and capable women. Since one of our organising committee is called Marianne – this seemed an appropriate description! The Marianne has a place of honour in city halls and courts and her profile is to be found on the French euro coins and stamps. Our next stop was at the Place des Vosges in the middle of the Marais district. A royal square built in 1604 by Henri IV, the square has been fully restored to a series of grand villas over-looking a formal garden with gravel paths and fountains. In one of the cafés in the arcades we stopped to admire the surroundings and enjoy a cup of coffee (or as the waiter recommended, some tea with fresh mint).

Ria took us further through the narrow streets of the Marais and pointed out several interesting buildings including some houses from the Middle Ages. These houses are now plastered over, apparently because of fire risk. The firebrigade ('pompiers') has a slightly different, and no less important, role in Paris. Traditionally they are called first if an emergency arises, rather than the ambulance services for example. We continued to the church of St Gervais where we learned about the way of life of the brothers and sisters of the Monastic Community of Jerusalem ('in the heart of the city, in the heart of God'), and walked on to the Île de la Cité where we could admire the magnificent Notre-Dame cathedral.

After lunch in the Quartier Latin and saying goodbye to Ria, we met up here with some friends of our group who are currently living in Paris.

Fifth stop – an emergency stop

Unfortunately, life in the big city can also have

some drawbacks. During lunch, one of our group noticed that her bag had gone missing. Obviously this caused a considerable degree of agitation in the group - however thanks to one of the girlfriends who could speak fluent French and the navigation skills of John, we were able to report the incident to the local police. The police station was situated opposite the church St Sulpice – well known to readers of the current best-seller that takes place in Paris 'The Da Vinci Code'.

Sixth stop – back in The Netherlands

After several days of beautiful weather, the heavens opened. We left Paris in the pouring rain and were even warned about possible flooding on the roads. It was a close thing, but we made it back to Utrecht in time for the last trains and buses home. Well done John! And thanks of course are also due to our Organising Committee: Dorine, Marianne and Pauline. It was a very enjoyable and interesting excursion – thank you very much.

Vivien Moffat

Secretary's Postbag

NAWP receives items of news from women's groups. If you would like more information on any of these items please contact Brenda Ecclestone on 01453 759516.

Women's Library

A photographic exhibition of the lives of women in London's East End, *The Iron Ladies*, is running from 21 October to 17 December concurrently with *Women in Thatcher's Britain*, which looks at how women were affected by role models, particularly Margaret Thatcher. There are items from the Margaret Thatcher archive and the Churchill Archives Centre. At the same time as the exhibitions there is a programme of talks, films and events, including 'Carry Greenham Home', 'The Struggle to be Heard' and a free

hands-on event when you can discover if your granny was a suffragette!

The Women's Library Newsletter celebrates its purchase of the new Dictionary of National Biography. This includes entries for a much higher proportion of women than previous editions, and many of these were contributed by Friends of the Women's Library.

Citizens Advice Bureaux

The CAB newsletter 'Evidence' records some good and bad news. Government spending has increased on help for pensioners, new housing and the Neighbourhood Renewal Fund, but there will be substantial cuts in the Department of Work and Pensions which are likely to make access to its services more difficult.

The Human Rights Act becomes law this year. This will have some positive effects for legal protection against physical violence in domestic situations, lesbian and gay relationships, gender recognition (i.e. the right of transsexuals to change birth records and marry) and for people with impaired mental capacity. A Director of Children's Services will deal with the problems of child protection revealed by the Victoria Climbié case. Very importantly for some of the patients seen by pharmacists is the new Disability Discrimination Act, which deals with access to buildings and the responsibilities of employers. However, asylum seekers face increasing legal constraints, some of which have been challenged by the Lord Chief Justice.

Overcoming Inequalities

Electors have been urged to write to their MP to make them aware of unjustifiable inequalities and discrimination. My own MP did reply, with evidence that the need for change was under discussion and plans are being developed. The most important may be the creation of a single Equality Unit to replace separate units for race, gender

and disability. It may also, in time, include discrimination on the grounds of religion, sexual orientation and age. The government's 'Age Positive' campaign already encourages employers to avoid ageism.

The Equal Opportunities Commission has found that there is still a significant pay gap between men and women. The average salary difference is 25% for full-time workers (including overtime and bonuses) and 18% for part-time work hourly rates. Some of the statistics were gathered by the Fawcett Society, the Soroptomists and the government's Women & Equality Unit.

The Women & Equality Unit has been instrumental in several measures to help women:

1. As mothers: expansion of affordable childcare and the Sure Start programme
2. In the work place: the National Minimum wage, and helping to speed-up tribunal hearings on unfair pay
3. In public life: encouraging women to get involved
4. Health and well-being: positive action on domestic violence and faster referral (now 2 weeks) for cervical and breast cancer
5. Retirement: free TV licences for over-75s, winter heating payments, pension credits and equitable share of pensions for divorced women.

Brenda Ecclestone

NAWP at the British Pharmaceutical Conference 26 September 2004 Practice Management – Negotiation Skills – Pilot

For the past few years NAWP has been pleased to collaborate with Jennifer Archer of CPPE to pilot workshops. This year on the Sunday prior to the 2004 BPC in Manchester a select group gathered to work on Negotiating Skills. We were encouraged to build on the CPD framework which we have now all received. We found the task of fitting the work into our CPD records an interesting challenge.

The session began by doing a self-assessment on individual styles of negotiating and then group discussions of the attitudes we would take in various situations. We learned the importance of good preparation and a structured approach to the process. We studied how to develop techniques to improve our ability to separate people's positions from their needs and how to negotiate on the needs. Negotiator types can be defined as bully, chum, procrastinator or adult – we learned how to recognise the different types and how best to handle them. The phases of negotiation start with planning and go through discussion and review to a final closure, confirming both parties are clear as to the result.

We made a few constructive comments about the material to go into the final CPPE workshop. This should be a very useful workshop for all pharmacists to attend.

Vela Burden

100 YEARS OF WOMEN IN PHARMACY 2005 Centenary Celebrations

The Women Pharmacists' meeting must be regarded as an event great with possibilities, though we shall perhaps all contemplate the "petticoat peril" with equanimity, notwithstanding the 100 members who attended the meeting at Bloomsbury Square, the 200 women pharmacist who, Mr Hills tells us are threatening our future, and Mrs Creighton's rather suggestive indication of the Russian revolutionists as examples. That the ladies can beat us in the classroom has been proved many times. Nor does anyone doubt their ability to dispense medicines elegantly and accurately. Moreover, it would be expected that they would make their shops look prettier, and keep them neater than we do. And yet in the quarter of a century that has passed since they first asserted their right to a share of the pharmaceutical work, they have made scarcely any progress towards business rivalry. If pharmacy were really a profession, or rather if there were enough of the professional part of it to distribute, the ladies would be far more formidable competitors: for a pharmacy with a wire blind a lady dispenser would be admirable; it is apparently in the art of shopkeeping where they fail. Even in the businesses for which they should be peculiarly suited, such as drapery or bookselling, they very rarely develop a large concern without a man manager. Mrs Creighton told her audience that "visible assertiveness in a woman is not attractive." That is true, but thereby hangs the reason why attractive women are never likely to succeed notably in commercial enterprises.

*From X-rayser,
Chemist and Druggist, 28 October 1905*

Such was the report on the first public meeting of the Association of Women Pharmacists, which was held in the lecture theatre of the Pharmaceutical Society in Bloomsbury Square on 17 October 1905. The Vice President, Miss Margaret Buchanan was in the Chair and the guest speaker was Mrs. Louise Creighton, a foundation member of the Union of Women Workers, later to become the National Council of Women.

Reading this and other contemporary accounts of that first meeting in October 1905 makes us realise just how far women pharmacists have come in 100 years. There will be opportunities next year to learn more about this first public meeting and the inaugural meeting which preceded it in June.

Following requests in this and other publications, stories are beginning to emerge of clever and resourceful women who practised pharmacy in all sorts of places and conditions. We hope that their experiences will be chronicled in print and in other media so that we can all learn more about those who paved the way for the rest of us.

Next year there will be many opportunities for NAWP members to share in the celebrations which will include:

- A series of articles in the Pharmaceutical Journal covering various aspects of NAWP and its history
- A Centenary Luncheon at the RPSGB in London
- The Annual Conference to be held in Abergavenny
- A presentation on the foundation of NAWP at the International Congress of the History of Pharmacy in Edinburgh
- A lecture at a meeting of the British Society for the History of Pharmacy
- Interviews with pharmacists from different generations will be filmed and will be available for viewing on a number

of occasions. These and other records will be added to the NAWP Archives held at the Society.

- An exhibition is being prepared by Briony Hudson, Keeper of the Museum Collections, and will be on display at the Conference in Wales and then in the foyer at Lambeth through the month of June
- Application has been made to English Heritage for the placing of a blue plaque on the building in Endsleigh Street WC1, where the inaugural meeting of the Association of Women Pharmacists was held on June 15, 1905.

We hope that the publicity generated by these activities will bring new members into NAWP, together with recognition that the Association still has a vital role to play, not only within pharmacy, but increasingly as the voice of pharmacy in the wider public arena of women's affairs.

Most importantly, 2005 will be a year of fun and celebration, in which we can all participate.

**DON'T MISS OUT!
IT MAY BE ANOTHER 100 YEARS
BEFORE YOU GET THIS CHANCE AGAIN**

Obituary

I regret to report the death of Mrs. Joan Limb of 13 Avenue Rd., Normoss, Blackpool. Joan died in Hospital on Saturday 17th of July and I enclose the following tribute.

Joan Limb registered in July 1939 and only came off the Register in January of this year. After suffering a slight stroke at the age of 82 four years ago, she was reluctantly persuaded to give up her locum duties but remained active, attending meetings and insisted in driving herself down to St. Albans to visit her daughter until just before Christmas, which was typical of her character.

She was in business with her late husband Maurice in Normoss for many years. Both were committee members of the Blackpool and Fylde Branch of the Society, both serving two terms of office as Branch President. They were on the local Conference committee in 1949 and 1967 when the B.P. Conference was held in Blackpool and in 1967 Joan was Chairman of the Ladies Conference Committee organising the Ladies Excursions which used to be a great feature in those days.

Joan was still on the Branch committee until the Branch merged with Preston a few years ago to form the Central Lancashire Branch. She was a founder member of the Blackpool and District Branch of NAWP in 1953, serving as a committee member and terms of office over the years. She had many interests outside Pharmacy, being a member of the Mother's Union at St. John's Parish Church in Blackpool and being involved in many Parish activities. She was a Soroptomist, a member of a sewing circle and in 1986 accepted the invitation of the late Lillian Anderson to act as her Mayoress for the Borough of Wyre.

Joan leaves a son and daughter and five grandchildren and we offer our sympathy to Michael and Christine in their loss.

She had a great circle of friends and will be sadly missed especially by our group of friends in N.A.W.P., the girls she worked with as a locum and by me, a friend for over fifty years

Joan Alderson

Forthcoming Events

2005 Conference 8-10th April 2005 at The Hill, Abergavenny

The Annual Conference in our Centenary Year will be held in this conference centre which was previously the home of one of the 'coal barons' and is set in wonderful grounds on the edge of the Brecon Beacons National Park.

The programme has not yet been finalised but it is planned that after registration on the Friday afternoon there will be an opportunity to visit local beauty spots or maybe an organised trip to a local vineyard complete with wine tasting. On Friday evening there will be a Law and Ethics update. Saturday and Sunday will be looking at issues around Women's Health with particular emphasis on the future role of pharmacists in preventative medicine, health promotion, medicines management and supplementary prescribing. Other possible subjects are Management of Stress and the Working Pharmacist and Child Protection - the Pharmacist's role. There will also be opportunities to celebrate the achievements of the past 100 years and to look forward to the future role of NAWP.

There are beautiful views over the surrounding Welsh countryside or the restored Victorian walled garden from the ensuite bedrooms, many of which have recently been modernised. All are equipped with television and tea and coffee making facilities. Abergavenny is well situated to host this event and has good road and rail links to all parts of the UK. The cost of the weekend is expected to be around £200 depending on numbers.

Centenary Lunch 15th June 2005 RPSGB

This event is aimed at raising public awareness of NAWP. As numbers will be limited, if you are interested in attending this event and have not yet registered your interest, please complete the enclosed form and return to Veronica Pearson.

At this time we cannot give you a definite cost but it is anticipated that this event will be subsidised and the cost to any member who wishes to attend will be approximately £20.



WATCH THIS SPACE

**People and Places
37th International Congress for the
History of Pharmacy
22-25 June 2005
University of Edinburgh**

A call for abstract for this conference has been issued with a deadline of 31 March 2005, so only an outline programme is available at the moment.

For further information please contact
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Back issues of the NAWP Newsletter

The RPSGB keeps issues of our Newsletter, but due to changes in procedures, we failed to send them some issues. We have been able to supply most of the missing issues but have been unable to find back numbers for: early 1998 (probably February), and the midsummer issue for 2001. If anyone has a copy of any of these and would be willing to part with it – could they either contact the NAWP Secretary, or e-mail to enquiries@nawp.org.uk.

Editor's note: We apologise for the printing errors in the July Newsletter. The report on the Annual Conference in April has been reprinted in full and the items on the absent page 10 are included in this issue.

If you would like to contribute to the next issue of the Newsletter, please contact the Newsletter Editor or any member of the Executive Committee.

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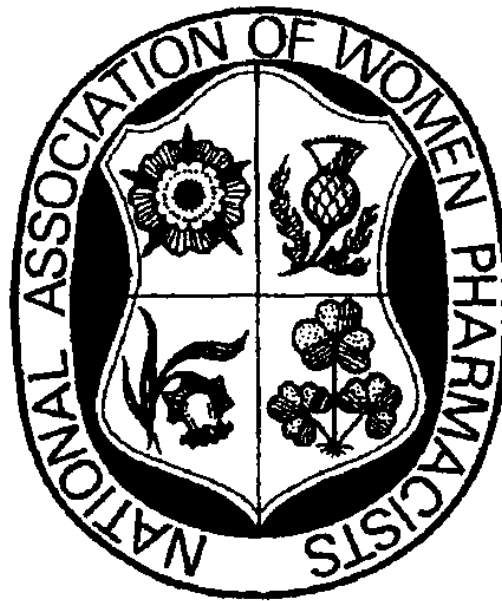
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