

Celebrating Women in Pharmacy



NAWP

Magazine

Founded 1905 Issue 10 - September 2014

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Commonwealth Games

Ann Lewis Memorial Service

NICE Call for Evidence

and more...

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haven't found the solution yet.*

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Celebrating Women in Pharmacy



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The President's Letter



Dear Colleagues,

Summer is upon us and so far it has been a good one, lots of long hot days, but as I write Cardiff has a yellow flood warning. The remnants of hurricane Bertha is on its way. Heavy rain overnight is due to continue all day. It's all good for the gardens but I hope it won't affect anyone's travel or holiday plans.

The NAWP Conference in April, "I Forget to Remember, Understanding Dementia" held in Cardiff, was very well attended, our best for many years. I think it struck a chord with many members. All of us have experienced dementia in some way or another, some with loved ones, others friends or patients.

The speakers covered all aspects of the condition, from the pathological roots, the effects of drugs, caring for sufferers and very personal experiences.

All who attended found it very encouraging and informative. We were fortunate to welcome a large number of our European colleagues. The Dutch made it their biannual trip to a foreign country and the Germans came to renew old friendships. The full report will be included in the next magazine. The three very good submissions from the Pre-registration students are included in this edition. Several other students attended the conference, from all over the country, not as expected just from Cardiff.

Becoming a Dementia Friend was the topic of one lecture and is something I hope you will all hear a lot more about in the future. It is up to everybody to do their part to make life easier for dementia sufferers to remain in their own community, by just helping with

little things. I am pleased to be a part of it and encourage all of you to find out how you can become involved in your locality and maybe become a Dementia Friend.

This year we abandoned the age old conference raffle in favour of a straight donation to my chosen charity, the Forget Me Not Chorus. We raised £250 on the night plus a further £20 donation, a fantastic amount. I had the privilege of spending an hour with the chorus at their weekly meeting/rehearsal in Rhiwbina, Cardiff in May. Kate Woolveridge is an inspiring opera singer who knows everyone, sufferers, carers and visitors, by name and her enthusiasm is contagious. Everyone there enjoyed it, contributing in whatever way they can, some just listening but most, including me, standing up and joining in the singing. It's

not the songs from the good old days as you'd expect, but new material especially written for them to sing in harmony and perform in public 3-4 times a year. Singing, breathing properly and joining in with others has been proven to help dementia patients. To have a laugh and a joke with others for 2 hours certainly helps the carers too. I can assure you, our money will be well spent supporting this group. There are plans to open another group in Newport, South Wales next year.

In late September seven of us are planning to go to the 10th European Meeting of Women Pharmacists, "Power Projects – Powerful Women," being held in Frankfurt, Germany. If anyone would like to join us please contact a member of the Executive committee. It has always proved to be a very enjoyable trip, mixing

study with pleasure and good companionship, with the added benefit of networking with our European colleagues.

Your NAWP executive committee have already started planning next year's conference. We have a hard act to follow but will rise to the challenge. Keep 18 April 2015 free, the historic city of Bristol is a possible venue. All details will be on our website and sent to you as soon as they are confirmed in the autumn.

I wish you all a relaxing summer.

Anita White

President of the National Association
of Women Pharmacists

Keep your Conference Receipts

At the time of writing this, advertisements for the RPS conference highlight the 10 ½ hours of CPD that are on offer and the discounted Early Bird rate available for early booking. This is good because pharmacists need to undertake CPD, and like to keep costs down.

It's a pity though that neither the RPS website nor the Pharmaceutical Journal alert pharmacists to the possibility that they might be eligible to claim tax relief on the costs of attending the conference. I use the term 'might' very deliberately, because of course every individual is responsible for their own tax affairs and circumstances vary between individuals. Many individuals will be eligible for some relief though, whether employed or self employed, and this information should be more widely known across the profession. Disseminating information is very different from giving specific guidance, so it is hard to understand why the facts are almost kept hidden.

The bases of the potential eligibility are that: the practice of pharmacy requires individuals to be registered; CPD is compulsory if pharmacists are to remain registered; and that HMRC will allow relief on expenses if they are wholly, exclusively and necessarily required for the performance of your employment duties.

Obviously potential claims are not restricted to the RPS conference; they could apply to NAWP conferences and even to travel to and from free events (run, for example by LPFs or CPPE). No special accreditation of any meeting is required; it just needs to be something you can justify for inclusion as part of your CPD. Not everyone will always be eligible, but if potential tax relief is not too small, it could be worth checking your position.

*Christine Heading and
Veronica Pearson*

NAWP Annual Report April 2014

This year the President and Secretary have written the Annual Report jointly.

The Executive Committee has been very busy again this year. Not only meeting four times in London to discuss NAWP matters but also attending various functions on your behalf.

During the summer we commissioned new publicity material with the help of Jennifer Archer and her daughter-in-law - the 6-foot banner, as displayed at the recent NAWP Conference, along with new leaflets and bookmarks. These have been widely distributed throughout the year at our publicity events in Birmingham, Manchester and Cardiff. The BPSA asked if they could put a bookmark in every delegate pack at their recent conference in Loughborough. Leaflets and bookmarks are available to members to distribute to interested parties. Although costly, the final products look very professional and well worth the money spent on their production.

The first outing for this publicity material was in September when we attended The Pharmacy Show at the Birmingham International Arena as exhibitors. Members of the Exec manned the stand for the two days. This gave NAWP a higher than normal profile to a completely different audience as over 6,000 delegates attended over the two days. We ran a competition to attract new membership; this allowed us to get email addresses for those showing an interest. The prize was free attendance to this conference; unfortunately the winner Sarah London was unable to attend. While at the show, the Exec members visited many of the stands to introduce ourselves and NAWP. Some good contacts have come of this for promoting the competition for pre-registration students, for sponsorship and speakers for this conference.

In March Manchester University Faculty of Medical and Human Sciences invited NAWP, to celebrate Manchester's International Women's Day at Manchester University. The title of the day was 'Celebration of Women Through Times as Peacemakers' to coincide with the 100th Anniversary of the start of World War I. The publicity banner and material were of great use again. We shared a table with the Pharmacy Department and made good contacts with them for the future.

In October seven members of NAWP went to the European Women Pharmacists Conference, in Munich, "Powerful Women in Pharmacy – accepting the challenge". The visit further enhanced relationships with our European colleagues, so much

so that we were able to welcome 11 members to our annual conference.

We were invited to celebrate the 10th anniversary of NOVA, the Dutch association of Women Pharmacists, at their annual conference in Deventer in The Netherlands during October. Christine Heading and Anita White attended this event and were made very welcome and entertained both the Saturday of the conference and on the Sunday at the Kroger-Muller gallery, which has one of the largest Van Gogh collections.

April 2013 saw a change in NAWP Presidents, with Anita White succeeding Virginia Watson in the position. Sadly Anita's first duty as President was to attend the funeral of Mrs Marion Rawlings, a past president of both the RPS and NAWP and a founder member of the Cardiff branch. Before retiring Marion owned her own pharmacy in Cardiff where a number of Cardiff branch members served as locums. Many retired NAWP members along with Welsh RPS and Welsh Board members attended the funeral.

In January the President was accompanied by Hazel Baker at yet another funeral, that of Ann Lewis. Ann was a past President of RPS and, at the time of her retirement, Secretary and Registrar of RPS, and long term member of NAWP. The church was full of RPS members and work colleagues

from across the country. Monica Rose, Christine Heading, Veronica Pearson and Vela Burden attended the memorial service for Ann, in London. Ann had attended the joint NAWP/European Conference in Manchester, in 2012, as our after dinner speaker and was always a great supporter of our work.

Both Marion and Ann were very much to be admired for their work for women and their profession.

During the course of the year members of the Executive have been approached to give verbal or written interviews. The Chemist and Druggist printed an article on Stereotyping within Pharmacy to which Hazel Baker contributed. The Pharmaceutical Journal - Women Inspiring Change in Pharmacy contributed to by Anita White and a Horizon programme on some gender aspects of medicine to which Virginia Watson made a contribution. The former two have been published and the latter is still in production. This all raises the profile of NAWP and will hopefully lead to new members.

NAWP has commented on fewer consultation papers this year but has sent responses to:

- Enabling a sustainable supply of pharmacy graduates – should the number of pharmacy graduates produced in UK be rationed and how?
- The NICE call for evidence; Older People – Independence

and Mental Wellbeing. The RPS is submitting this response on our behalf.

Virginia Watson continued to attend the Pain Coalition event and the Medical Women's Federation Conference on behalf of NAWP.

Our website continues to receive at least one enquiry a month mainly regarding returning to practice or to the register. We signpost as appropriate, unfortunately this doesn't generate members but does give a much needed service.

In February NAWP opened a Twitter account, we are now following 52, and have 65 followers. Twitter is the new communication media platform and we felt we needed to have a presence. We have been able to tweet information about our conference. For those with twitter accounts you can find us at @NAWP_UK.

It's not been all been about hard work this year. We all enjoy the conferences we attend and manage to fit in a few trips to the theatre when we are in London for the Executive meetings. As was the case in January when Monica Rose celebrated 50 years on the Pharmaceutical Register and Christine Heading was designated a Fellow of RPS.

If anyone would like to join the committee there is plenty of work to share out, please come and join the fun.

Anita White and Hazel Baker

GLASGOW 2014

“Pure dead brilliant” - headline from *The Scotsman*, 24 July 2014

The Commonwealth or Friendly Games came to Glasgow and we were lucky enough to get tickets to the Opening Ceremony at Celtic Park on 23 July 2014.

The opening of any Games is usually viewed with mild disdain and an event to be tolerated to get things underway, but this was a home games in a city of my forebears so it was fitting that all efforts should be made to be in that arena. However, this was not confirmed until just days before we travelled north. There was a slight ‘ticket fiasco’ according to Kevin Bridges on his TV show the night before. The website had crashed several times; some events were supposedly sold out when in fact vast amounts of tickets were still available. The capacity of Celtic Park had been reduced from 60,000 to 35,000 to accommodate a vast screen and the staging area had been constructed on top of the football pitch.

I never thought I would live to see the day when Glaswegians were seen to be using brollies to protect themselves from the sun rather than the usual precipitation but the temperature continued to rise all day and by 9 pm was still in the region of 26 degrees, Irn Bru was selling out fast and we were reaching for the Dioralyte®.

However I digress as the build up to the evening was an event in itself. We had driven through from Edinburgh in the morning and so had to book a park and ride bus from Braehead which is a large shopping centre outside Glasgow. We arrived at Celtic Park just after 6 pm and were ushered in to the venue by happy, shouty helpers all exhorting us to ‘Have a good evening’ and ‘Have a good Games’ also plying us with badges sporting the ‘People Make Glasgow’ logo. Security although tight was controlled by the military and was quite painless, unlike the usual marathon we have to endure at most airports now with sour faced officials who make one feel like a criminal before you have even taken off your shoes! We were then shown to our seats in the sunny end of the stadium and spent the next few hours people-watching and celebrity spotting....

Alistair Darling ended up a few rows in front of us complete in smart jacket and slacks, no mixing with the posh people for the NO campaign!

The audience was an accurate reflection of the good nature of the Commonwealth from large Asian families complete with tiny baby to Arab ladies in full dress. The Aussies were there in good voice along with the South Africans, Canadians and of course some very vocal, flag waving Scots.

The warm up acts were greeted with a loud cheer at 8.15 - a great band of drummers and bagpipes in Braveheart gear followed by Esperanza, the bouncy ska band who were playing at the Clutha vaults in November, the night when the club was hit by a helicopter.

Bang on cue at 9 pm the entertainment began, the sun still lighting the corner of the stands.

John Barrowman catapulted from an enormous kilt leading us through a celebration of all things Scottish from Gretna Green to Edinburgh, the Loch Ness Monster and the Forth rail bridge through a pile of Tunnocks Tea Cakes and finally a gay kiss which was bound to ruffle a few Commonwealth feathers!!

Rod Stewart cavorted with his usual style of throaty rock and managed to raise the roof despite his 70 years. Subo followed a little meekly with a rendition of Mull of Kintyre, introducing the magnificent sound of the Massed Pipe bands to a backdrop on the screen of the Queen through her reign in the Commonwealth. For seven decades Her Majesty has been the driving force behind the institution that remains closest to her heart.

I am ashamed to own up to a degree of ignorance on the Commonwealth, so here are a few facts to put things in context. The Commonwealth which came into being in 1949 is a voluntary organisation of 53 independent countries but there are 71 different nations and territories represented in Glasgow. For example, the UK is made up of England, Scotland, Wales, the Isle of Man, Guernsey and Jersey and Northern Ireland.

The Commonwealth is home to 2.2 billion people, 60% of whom are under 30. Thirty-one of its members are small states, many of them Island nations. The Commonwealth spans five regions in the world from some of the poorest to the richest on the globe. These regions are Africa, Asia, the Americas, Europe and the Pacific and although we think we know all the names from the Empire I am afraid I did not know Kiribati, Nauru or Tuvalu!!

Commonwealth Day is celebrated on the second Monday in March each year and next year this will be on 9 March 2015.

After the celebration of all things Scottish the next stage of the ceremony was the entrance of Her Majesty the Queen, and as she processed around the arena in her limousine the cheers raised the roof of Celtic Park. This was symbolic in itself as Celtic Park is the home of Celtic Football Club, reflecting the long rivalry between Catholic and Protestant, and where an English monarch would not have been welcome...maybe we are actually moving in to a more enlightened 21st century when religious bigotry can be laid to rest? The Red Arrows added their bit with a flypast of red, white and blue.....discount the rumour that Alex Salmond had asked for white and blue.....no these games are apolitical!

Her Majesty was welcomed by Prince Imran Turku of Malaysia who is President of the Commonwealth Games Federation and she moved with the Duke of Edinburgh to her box where Charles and Camilla were already in situ. There followed a fairly long winded procession of all the athletes in various uniforms, some striking, others just fashion blunders but the highlight of it all was the Scotty dogs who were name bearers for each team....some trotting quite regally with all before them, others protesting at the noise and furore who ended up having to be carried. The funny thing was there weren't actually enough Scotties to go round and the same ones made a second appearance

with their handlers about ten minutes later fronting a different team. The judoka Euan Barton brought the parade to an end leading in Team Scotland which brought the crowd to their feet cheering to the rafters despite their colourful if controversial uniform of orange tartan and blue shirts.

There was a serious side to the proceedings which had been introduced from the beginning of the Ceremony and this was unveiled by six different videos during the parade by different UNICEF ambassadors starting with Euan McGregor, and then James McAvoy and Sir Chris Hoy, who told us at the appointed



moment to text FIRST to 70333 and we could donate £5 to the 'Commonwealth's Put Children First' fundraising campaign, to help children have the best start in life through education, clean water, inoculation and play. It was quite moving to see the lights from everyone's phones being held up in the dark to mark their commitment and it appears that £2.5m was made in that one evening! Quite mind boggling what technology can achieve for good in these days of mindless global warfare. Another sombre moment was a minute's silence to remember

those who died in the Malaysian airlines crash.

The culmination of the ceremonial was Nicola Benedetti playing Loch Lomond as the Commonwealth flag was carried in to the arena carried by six athletes and it then took pride of place in the centre of the stage.



The Queen's relay baton which had travelled 100,000 miles over 288 days since leaving Buckingham Palace last October was brought in to the arena by Scotland's greatest Olympian, Sir Chris Hoy. All went well until Prince Imran had a slight tussle to open the baton but after several tugs and some assistance from Chris Hoy the message was extracted and the Queen declared the Games officially open, celebrating the shared ideals and ambitions of

the Commonwealth as a diverse, resourceful and cohesive family. Fireworks burst into the night sky and again cheering raised the roof...

Luckily we made it safely back to the park and ride buses and arrived eventually back in Edinburgh despite the fog en route at about 1 am, thoroughly exhausted but so glad to have been part of a great celebration which perhaps wasn't quite the extravaganza of Danny Boyle's London 2012, but nevertheless portrayed Scotland at it's best despite it's current dilemma regarding which way to go in the future. Hopefully the international audience caught a glimpse of the warmth and good nature of a Glasgow welcome!!

Post Script 3rd August

We have enjoyed eleven days of different sports across a variety of venues and the tally of medals across the Home nations is quite staggering. Glasgow has triumphed in hosting the Friendly Games in every sense of the word and ahead of 18 September maybe someone should whisper a word in Mr Salmond's ear. With Rio in mind, Team GB's potential is greater than the sum of its parts and maybe we should all just stick together for the greater good.....strength in diversity.

Elizabeth Nye

2014 Annual Subscriptions

A reminder that your Annual Subscription is now due.
If you have not paid your subscription fee for this year, please do so as soon as possible.

Subscription fees for 2014 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.

Treasurer: Monica Rose, Glangors, Tregaron, Ceredigion, SY25 6JS

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Address given at the Memorial Service for Ann Lewis

'Life is not measured in the years you have lived but in the love you gave and the things you did'.

Each one of us has personal anecdotes, stories and treasured memories of Ann, some of which we have had the opportunity to share in recent weeks as we have reflected on her life and her achievements.

However, it falls to me today to attempt to capture the essence of what was indeed a truly remarkable life. To say that it was 'action packed' is to put it mildly and I hope that, in the short time available, I can do it justice.

For those of you who were at Ann's funeral, you will note that I have used Christine Glover's excellent eulogy as a 'starter for ten'!

Ann was born into a farming family and grew up on a farm on the Cheshire Plains where she acquired a passion for wildlife and all sorts of country pursuits that would last a lifetime – but more of that later.

A few months before Ann's fifth birthday there was a new arrival on the farm in the shape of her brother, Tom. Like most elder sisters, she was fiercely protective of her younger sibling whilst having an unerring ability to lead him astray. The young Ann saw no reason why if she did something that Tom could not do it too. Her 'Come on, Tom, you can do it' attitude was to land the pair of them in trouble on more than one occasion - it is probably just as well that Mrs Lewis did not know the half of it.

Ann spent her schooldays at Rydal School in North Wales and you do not need me to tell you who was the instigator of many a school girl prank! One of her prized possessions was a watercolour of the school's Chapel which she kept in her apartment in the Barbican, a gentle reminder perhaps of those carefree days.

She went on to read Pharmacy and graduated from 'John Moore's' in 1965. A career in hospital pharmacy in the Chester Hospitals followed which culminated in her being appointed as Director of Pharmaceutical Services at the (then new) Countess of Chester Hospital.

Ann was always fascinated by law, ethics and governance and quite early in her career completed a law degree with honours and was subsequently called to the Bar at Grays Inn. It was this 'dual qualification' that would shape her eventual career path.

Never content to 'stand in the wings' and simply observe, Ann embraced the wider aspects of her profession and served on the Council of the Royal Pharmaceutical Society for 12 years. She was elected President and served for 2 years with great distinction. It was during her inaugural speech as President that reference was made to the shipping forecast and the Butt of Lewis. Hence the poem read earlier¹ which I know will have resonated with many of you here.

Her interest in the wider dimensions of the profession led to her involvement in continuing professional development and, after leaving the NHS, she worked with Peter Wilson as the Joint Director of the Centre for Postgraduate Education. She firmly believed that the profession did not utilise its skills base to best effect and she was soon to have the opportunity to influence the direction of travel.

Ann became the Secretary and Registrar of the Royal Pharmaceutical Society in 1998, a position for which she was ideally suited enabling her utilise both of her professional qualifications and to draw on her wide breadth of experience. She took the role on at what can best be described as 'a challenging time' but one which Ann rose to in her characteristic way.

She oversaw the roll out of 'Pharmacy in a New Age', the initiative that we all affectionately used to refer to as 'PIANA' - an acronym which used to irritate her intensely. (I can still visualise those royal blue coloured documents with the bright orange flash). It was a monumental task but one which Ann and her team achieved with the minimum of fuss.

Whilst Ann had a very successful career, life was not always plain sailing and she weathered a number of storms along the way. (That Butt of Lewis has a lot to answer for!).

Like many hospital pharmacists holding senior management positions she became entangled in numerous NHS Reorganisations. She faced the legal challenge over the Society's Charter. Then towards the end of her career she had to face, for her possibly the most distressing challenge, the change in Government Policy in respect of Professional Regulation and the subsequent split in the Society's functions.

On a personal basis, this was to prove a particularly difficult time for both of us as we found ourselves on 'opposite sides of the fence'. Fortunately our friendship was founded on 'solid ground' and withstood the ravages of that period.

Despite the 'occasional storm' there were periods of 'prolonged sunshine' too and Ann was the recipient of many accolades in recognition of her contribution to the profession: the Schering Award for Pharmaceutical Practice; the Evans Gold Medal from the Guild of Healthcare Pharmacists; Honorary Fellowship from John Moore's University; Honorary Doctorate from Sunderland University; Honorary Membership of the American Pharmacists Association; and, in 2009, the Society's Charter Gold Medal.

One of her most cherished awards, however, was her OBE which she was awarded in 1997. I remember her carrying it to Vancouver later that year to show to her Canadian friends who had never seen an actual OBE. The OBE was left in the hotel safe whilst we travelled to the Yukon and Alaska to indulge in Whale Watching and White Water Rafting.

On our return to Vancouver, our luggage (including hand luggage) had not made it from Seattle. The hotel was very understanding, promptly upgraded us to a rather gorgeous room and, on observing our somewhat scruffy state, tactfully suggested that we might prefer to have dinner served in our room. There we sat resplendent in fluffy bathrobes and slippers with Ann wearing her OBE!

Ann was well known all over the pharmaceutical world for her thoughtful, insightful and positive contribution to the profession, be it to the administrative, educational or political side and was still an active participant in FIP – the international body.

She had a great affection for the Commonwealth Pharmacists Association where she helped to develop education and training plans and to build up standards.

She was a superb communicator and could 'work a room' so well she could have given master classes. She was an accomplished public speaker and was frequently asked to present at conferences and meetings. She rarely said 'no' and went wherever she was asked to go, she was a fantastic ambassador for the profession. The testimony to her world status has come in the many tributes that have flowed in from Australia, Africa, Canada, the Caribbean, Europe, India, and the United States to name but a few.

We can all recall stories of Ann and her escapades at some conference or other. She had the capacity to enjoy life to the full and whenever you travelled with her you were bound to be maximising the opportunity, visiting exciting places or doing extraordinary things you would probably not have done without Ann's encouragement.

Graeme Smith's story in the PJ last month² typified her approach to life. During a Commonwealth Pharmacists Conference in Jamaica, he unwittingly said that the parascending, pulled by boats, they were watching 'looked like fun'. Ann responded that she had always fancied 'having a go'. Needless to say the next morning found the pair of them, well out to sea, suspended at considerable height. Talk about being hoisted by your own petard!

Ann was a liveryman with the Worshipful Society of Apothecaries, and living in the Barbican, meant that she was able to enter into the Society's activities with her usual verve and energy. This included driving a flock of sheep over London Bridge – a privilege afforded to Freeman of the City of London. Only Ann would think of exercising her right to that privilege, she was joined by Nick Wood in this venture and together they raised a good sum of money for charity.

I know that Tom will treasure the memory of the Carol Service they attended together just before last Christmas and it is fitting that the reception following this Service is to be held at Apothecaries Hall.

Over the last 5 years, Ann discovered there was 'life after pharmacy'. She had a wide range of interests: art, ballet, cricket, music (particularly jazz), poetry andcollecting Moose.

Yes, I know most people collect teddy bears, but not Ann. Failure to spot the elusive Moose on her first visit to Canada resulted in her becoming the recipient of several Moose – of the stuffed variety. Over the years the collection grew to include all manner of articles associated with Moose including chocolate Moose droppings.

¹ *Closedown by Wendy Cope*

² *Pharmaceutical Journal 2014;292:20-21*

Retirement afforded her the opportunity to indulge in some of her passions in life. Wildlife featured heavily, if she wasn't observing the migration of Wildebeest in Kenya, or bird watching in the Pantanal, she was in a hide watching Red Kites in Wales.

I was surprised when one day she announced she was going to Abercych, an exceedingly small blip on the map, until I realised that it was virtually on the banks of one of the best salmon fishing rivers in Wales – the Teifi and that Ann had discovered a new passion – angling.

Which brings me to the subject of 'waders', it does not take much to imagine the fun she had attempting to find a suitable pair of waders: Ann's dimensions and those of waders were not exactly compatible and much chortling ensued to the amusement of all involved.

She wanted to transmit her enthusiasm for nature to the younger generation and she became a volunteer for the National Trust at Erddig, not far from her home in Marford. What attracted her to Erddig was the working farm and its ponds and the opportunity to teach schoolchildren about the things she was so passionate about.

Whenever possible, Ann took the opportunity to travel either with Tom or with one or more of her many friends. In fact she was scheduled to have been in Norway watching the Northern Lights with Jane Nicholson –right now. They had been in the process of finalising arrangements and discussing their itinerary when the subject of whether to take a trip on a dog sledge came up. By all accounts it was quite an animated conversation which ended with one of them saying 'Oh for heaven's sake stop being such a wimp'.

The observant amongst you will have noted that Jane is not here today – she is, at this precise moment, on a dog sledge, accompanied by her sister-in-law, raising a glass to Ann.

There was one continent, however, that had won Ann's heart and that was Africa. I think she had been entranced ever since someone gave her a Chief's seat in Ghana. She had travelled widely across the continent but it was after her retirement that she became involved with the Nyambani Home for AIDS

orphans near Nairobi, Kenya. She felt she was able to contribute to the project in a tangible way, she raised money for it by organising events, visited it and worked in it and only last September took an extra suitcase of children's clothes with her – no mean feat when you think of her stature -but typical of Ann to put others before herself.

It was the combination of her outstanding professional achievements coupled with her charitable work that resulted in her being made a Paul Harris Fellow, the highest accolade awarded by Rotary International.

One of Ann's great strengths was as a friend, and my goodness she had a lot of them – you only have to look around today to see how many of you have made the journey to this Service today.

She had a real gift for friendship; she was generous with her time and her hospitality. She would offer you a bed if you needed it, ply you with food and drink, listen to your woes patiently before giving you wise counsel and then suggesting that it was time to change the subject!

Ann was one of life's enthusiasts who made life so much nicer. Modest in the extreme, she had a heart of gold and we shall all miss her Midas touch, her integrity, her wisdom, her friendship and...her irrepressible chuckle.

I feel privileged to have known Ann and, to quote Christine (Glover)

'What a woman, what a sister, what a pharmacist, what a friend'

Tom, you can feel justifiably proud of your 'big' sister just as I know she would be proud of you today too. Together with your new companion Leo (the new guide dog – who is just gorgeous), you are about to embark on a new chapter of your life and relocate to Chester. Our love and best wishes go with you for a happy and successful future – the one Ann would have wished for you.

Carwen Wynne Howells



NAWP Conference

Pre-registration Student Competition

At this year's annual conference in Cardiff, three pre-registration students who submitted abstracts to the NAWP pre-reg competition were invited to give a presentation on their project work. Their abstracts are printed on the following pages.

The winner of the competition was Maryam Khaki, University Hospital Lewisham, with a project entitled "Medication related problems in an older population"

The runners up were Lola Adeyemi, from a Numark pharmacy in Portsmouth, with a project entitled "A report on the making of elder-friendly pharmacies" and Mehreen Karim, South London and Maudsley NHS Foundation Trust, who presented a project entitled "A Quality Improvement Programme (QIP) to improve the rates of physical health monitoring in patients prescribed antipsychotics at South London and Maudsley (SLaM) inpatient units".



A report on the making of elder-friendly pharmacies

Lola Adeyemi, Numark, Portsmouth

Increasing population age has increased pressures on the National Health Service (NHS). However, the NHS attempts to meet the demands of its heaviest users – our most vulnerable and elderly. In 2011, the UK government led caring for our future engagement, stated older people felt let down by current National Healthcare Service systems. The increasing age of the population has led to the government acknowledging more needs to be done for the older population. In 2012, the government issued 'Caring for our future: reforming care and support' a white paper with a key message of promoting independence and wellbeing in the older population. Additionally, the paper challenged providers to provide high-quality and integrated services built on the needs of individuals. Currently, 8 out of 10 people aged over 65 will need some care and support in their later years. In Portsmouth, UK there are 31,858 residents over the aged of 65. This project aimed to promote independence and wellbeing in residents over the age of 65 in Portsmouth city. Working with the Portsmouth clinical commission group, a health initiative was

developed to produce a service for older patients in community pharmacies. The service was comprised of several criteria which if met entitled the pharmacy as an 'Elder friendly pharmacy'. The criteria to meet was split into necessary (amber) and additional (green) sections. For example, it is necessary to have at least one pharmacy staff attend a dementia friends session; thus it is additional to have the majority of staff attend a dementia friends session. In February 2014, the service was delivered to over 40 community pharmacies in Portsmouth, UK in a workbook format. The deadline for obtaining the required criteria and returning the workbook was 26th March 2014. Over 75% of community pharmacies in Portsmouth responded and met the required criteria. The individual feedback forms from each pharmacy is yet to be analysed. Therefore, limitations of the project are currently based on study design rather than implementation. The main limitation is in the nature of the project – i.e. a field project – and thus there is a lack of quantitative data needed to establish true outcomes.

A Quality Improvement Programme (QIP) to improve the rates of physical health monitoring in patients prescribed antipsychotics at South London and Maudsley (SLaM) inpatient units

Mehreen Karim, South London and Maudsley NHS Foundation Trust

Introduction

It is well established that there is higher physical morbidity and mortality amongst patients with a mental health illness, largely attributable to cardiovascular disease and metabolic conditions associated with antipsychotics¹. To address the physical healthcare disparity amongst mental health patients, the Trust is required to ensure that all adult mental health patients have evidence of an offer for glucose/ HbA1C and full lipid profile tests conducted on admission.

Aim and Objectives

To undertake a two part audit and retrospectively assess whether adult inpatients prescribed an antipsychotic have evidence in their records of plasma glucose/ HbA1C and lipid tests being offered upon admission between 16/11/13 and 13/12/13. To improve rates, a pharmacy-led intervention will be implemented.

Method

A total of 381 inpatient records were scrutinised. Inpatients with missing tests were identified and missing blood tests were requested. The pre- and post-intervention results were analysed and compared.

Inclusion criteria: Adult inpatients.

Exclusion criteria: Ladywell unit, triage ward, patients admitted <7 days, patients who refused tests >3 times in the last 6 months.

Results

Fig.1 (See Below) Proportion of patients prescribed an antipsychotic with evidence of plasma glucose/ lipid tests offered within 7 days of date of admission, more than 7 days after admission and after the pharmacy-led intervention (Total n=381).

Discussion and Conclusion

Part one of the audit shows that 40% (n=152) of inpatients records showed no evidence of plasma glucose/ HbA1C and 42% (n=160) for lipid tests within 7 days. Post pharmacy intervention, 100% of inpatient records showed evidence of an offer made. This QIP demonstrates that pharmacists have a valuable role in the multidisciplinary team to help improve physical health monitoring rates and are appropriately skilled to make an intervention to ensure baseline tests are carried out. With greater emphasis on parity of esteem between mental and physical health, this QIP tackles an important gap in physical health monitoring within the psychiatric population.

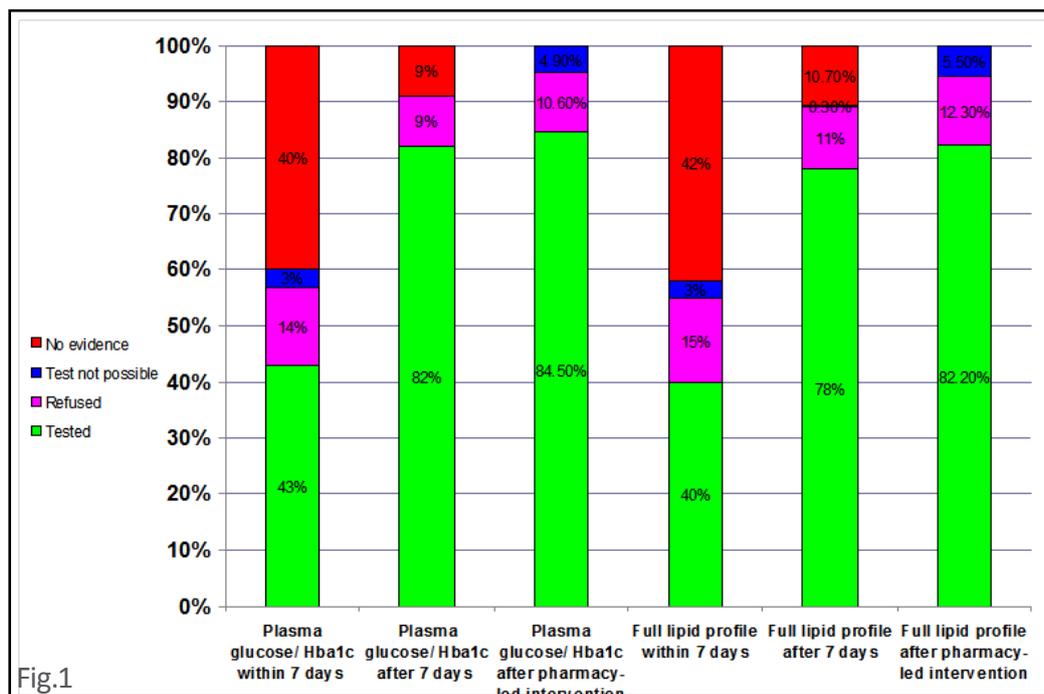


Fig.1

References: 1. MHRA Drug Safety Update 2011. Atypical (second generation) antipsychotics: reminder to monitor and manage weight, glucose and lipid levels.

Medication Related Problems in an Older Population

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Objective Identification of data regarding the frequency of medication related problems amongst pensioners attending Pusat Sejahtera, Universiti Sains Malaysia Clinic. This report is the first known study looking at medication related problems amongst pensioners in Malaysia.

Methods A retrospective observational medical record review was undertaken between October and November 2012. All patients over the age of 50 who attended the clinic in 2012 were included. Cases of medication related problems were analysed and sub-divided using validated PCNE guidelines, within which cases of adverse drug reactions were further categorised by the Naranjo probability scale and Hallas' criteria. Predictions of ten-year survival were also made using The Charlson comorbidity index.

Key Findings Only 11 cases (2%) of the 447 reviewed were found to have experienced medication related problems, of which 8 were caused by adverse drug reactions, 3 of which were unavoidable. Drugs used to treat the cardiovascular system were found to be the most prevalent cause of medication related problems with 8 cases, and medication related problems were more likely when a patient was taking a drug from the respiratory BNF category.

Conclusion Encouragingly, only a small number of patients suffered medication related problems, which may reflect an underestimation owing to a non-integrated data storage system at the clinic. Due to such a small data set, statistical analysis was not significant, indicating that further work is required in a larger community setting, where it is likely that a greater number of medication related problems would be seen.



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Promoting Women in Pharmacy





Blue Pill, Pink Pill: a gender/sex medicine update

Towards the end of June, I learned via one of my daily email newsfeeds that a bill had recently been introduced to Congress in America 'to amend the Federal Food, Drug, and Cosmetic Act to provide for expedited review of drugs and biological products to provide safer or more effective treatment for males or females, to amend the Public Health Service Act to enhance the consideration of sex differences in basic and clinical research, and for other purposes'.

One of the drivers for this amendment is that, whereas clinical trials must be carried out in both men and women this does not apply to nonclinical studies i.e. animal and isolated cell and tissue studies. This bill aims to reduce the male bias in early stage drug development.

I am not familiar with the workings of Congress or the introduction of new legislation in the US, but looking at the website Congress.gov it would appear that this is listed as the 'Research for All Act' and has a somewhat wider scope than I first thought. For example there is emphasis on the demonstration of safety and efficacy of new drugs by reporting clinical trial results to examine clinical outcome in men and women separately, as well as for the total trial population include both men and women, and would speed up the process within the FDA for approval of drugs which have been extensively tested in this way. For a full and official summary of this bill go to <https://beta.congress.gov/bill/113th-congress/house-bill/4879>.

This bill is supported by a number of health and women's organisations, but apparently there is only a slim chance of it being accepted in the current Congress, with a 6% chance of getting past committee and a 1% chance of being enacted (<https://www.govtrack.us/congress/bills/113/hr4879>)

This month (August) the FDA announced a plan to improve the collection of demographic subgroup data (age, sex, race and ethnicity) in clinical trials (<http://www.fda.gov/downloads/RegulatoryInformation/Legislation/FederalFoodDrugandCosmeticActFDCAAct/SignificantAmendmentstotheFDCAAct/FDASIA/UCM410474.pdf>). Their action plan is divided into three parts, namely quality, participation and transparency. When implemented this will improve the quality of data collection by subgroup, analysis and reporting; improve patient/subject participation by identifying barriers that may reduce recruitment to studies; and improve transparency of demographic subgroup data. It is reported elsewhere that this should give researchers, healthcare professionals and patients easier access to 'more meaningful' clinical information.

Also this month a new FDA Guidance document entitled 'Evaluation of Sex Specific Data in Medical Device Clinical Studies' has been issued (<http://www.fda.gov/medicaldevices/deviceregulationandguidance/guidancedocuments/ucm283453.htm>). It is stressed that this is a guidance (i.e. not mandatory) with FDA recommendations on sex-specific aspects to be considered when designing medical device trials.

Did you know that last year (May 2013) the FDA told manufacturers to halve the recommended dose for zolpidem (Ambien®) in women because slower metabolism of the drug led to women being more susceptible to drowsiness the following morning?

Virginia Watson

Athena SWAN, Manchester Pharmacy School and International Women's Day

2012

In August 2012, The Manchester Pharmacy School achieved a Bronze Level Athena SWAN award. At the time we were one of only three UK schools of pharmacy to hold one. Athena SWAN awards are given to individual departments or schools in Higher Education Institutions (HEIs) that demonstrate good practice in recruiting, retaining, and promoting women in STEMM (science, technology, engineering, mathematics and medicine) academic departments. Universities that sign up to the Athena SWAN Charter, as ours does, are expected to make concerted efforts to eliminate gender bias and to ensure an inclusive culture exists for students and staff.

Females are very well represented among undergraduates in all schools of pharmacy and women are also in the majority in the profession. Despite this, gender inequalities are known to exist in the employment market, with women poorly

represented in the top jobs. There are likely to be a number of explanations for this and HEIs can help do something about some of them. For example, we can make sure that the excellent

female role models who work in pharmacy and the pharmaceutical sciences are profiled and celebrated for their contributions. We can also make sure that all students (male and female) leave the university with a positive view of what everyone has the potential to achieve during their working life.

2013

On the afternoon of International Women's Day, Friday 8 March 2013, Manchester Pharmacy School held an event for all staff and students, and invited guests to celebrate the careers and achievements of women in Pharmacy. The event, which was inspired

by our recent Athena SWAN bronze award, was an excellent opportunity for students to find out more about pharmacy career pathways, to network with staff members and each other, and to discuss some of the barriers that women in science might face.

The afternoon began with a podcast from our President and Vice-Chancellor - Professor Dame Nancy Rothwell. She took the opportunity to emphasise the importance of Athena SWAN in addressing the poor representation of women in senior positions in our university and she highlighted the university's commitment to equality and diversity. The President stressed that there are some women in senior positions and drew attention to Sally Davies, Chief Medical Officer and Manchester alumnus. There are opportunities out there to be seized! It was a very positive and supportive start to what would be an enlightening afternoon.

Our Athena SWAN lead, Professor Karen Hassell, kicked off the presentations by discussing the aims of the afternoon, what Athena SWAN is, and what it means to us. For those not in the know, 'Athena' is the Greek goddess of wisdom and 'SWAN' is an acronym for the Scientific Women's Academic Network. She also gave a brief history of women scientists over the centuries, partly to demonstrate how far we have come and partly to show how far we still have to go. Our Head of School, Professor Kay Marshall, then took to the lectern. Professor Marshall is another inspiring woman in science and a fantastic role model for our staff and students. She is one of only three female Heads of pharmacy schools out of twenty-seven schools in the UK.

The afternoon was brought to a close with an interactive session facilitated by two of our undergraduate students who presented a series of equality and diversity related statements and facts to the audience which were then opened to the floor for discussion. The session generated a lot of discussion and debate and I think it highlighted what



a highly emotive and challenging subject gender inequality can be.

After such hard work from presenters, staff, and students, we all retired to the common room for



networking, drinks, and canapés. We were also provided with entertainment from the newly formed Pharmacy band, fondly named the Pharmacy Pillharmonic.

They put on a terrific show. It wasn't long before we had polished off all of the food and drink and it was time to draw the event to a close.

Speaking to staff and students in the common room the general consensus was that everybody had really enjoyed the day and found it very beneficial and a few people mentioned they felt an increase in their confidence and appreciated the opportunity to get to know staff and students they wouldn't normally speak to. All students that attended the event were awarded a certificate to go in their personal and professional development files.

2014

For International Women's Day 2014 I had the pleasure of attending the Faculty's International Women's Day event with Virginia Watson and Joan Kilby. We joined forces and had a stand full of information about NAWP and Athena SWAN. We also had plenty of articles and information about women in the profession, past and present.

We were disappointed that the event was not as well attended as we would have hoped. We wondered whether this was to do with lack of advertising or maybe poor venue choice with not much through traffic. Or, could it be that women in science have come as far as they can go and completely smashed

their way through the glass ceiling and mended the 'leaky pipeline'? Unfortunately, as we know, this is not the case. However, there were some real highlights and positives for us that day. We met a few women who decided to sign-up and join NAWP, and it gave Joan, Virginia, and I the chance to talk and air our views on how we think equality for women in the workplace (and elsewhere) has progressed and developed over the years. This led Virginia to ask me to write this article about Athena SWAN for the NAWP newsletter and to an agreement that we would stay in touch and offer mutual support whenever possible.

I believe that this type of networking, and the support offered to women by women, is what has always been so crucial in our ability to take great strides forward in all aspects of our lives personally and politically. It is one of the key factors of what makes NAWP such a fantastic organisation and why the networking events and opportunities that are created from dedication to the principles of NAWP and Athena SWAN are so important.

The Manchester Pharmacy School submitted our application for the silver Athena SWAN award in April this year, which was one of the last major activities Professor Karen Hassell undertook before taking sabbatical leave to work in California a couple of weeks ago. We are in the process of looking for an internal Athena SWAN Lead to take up her mantle and hope, with the ongoing support of Professor Marshall and our colleagues, that the solid foundations laid by Karen and our school's active dedication to Athena SWAN will continue to go from strength to strength.

For other information relating to Athena SWAN please see our website.

<http://www.pharmacy.manchester.ac.uk/about-us/athenaswanawards>

Jessica Bowman
Manchester Pharmacy School

ⁱ In this instance I refer to Schools of Pharmacy at Manchester, Belfast, and East Anglia.

ⁱⁱ Females represented 61.2% of all undergraduate pharmacy students in academic year 2012/13, 61.1% in 2011/12, and 60.8% 2010/11. Source: HESA data: JACS Principal subject B2 - Pharmacology, toxicology & pharmacy

ⁱⁱⁱ Females represent 60.4% of the pharmacist population according to the GPhC Registrant Survey 2013 http://www.pharmacyregulation.org/sites/default/files/gphc_registrant_survey_2013_main_report_by_natcen.pdf

ⁱⁱⁱⁱ For more information about this phenomenon please see <http://www.telegraph.co.uk/education/educationopinion/10637941/The-leaky-pipeline-of-women-in-science.html>, <http://www.psychologicalscience.org/index.php/publications/observer/obsonline/patching-the-leaky-pipeline-of-women-in-stem.html>

NICE Call for Evidence

Older people - independence and mental wellbeing

In April, on behalf of NAWP, Christine Heading submitted a response to NICE who were seeking a range of evidence relevant to a Public Health Guidance on 'Independence and mental wellbeing (including social and emotional wellbeing) for older people'. The aspects for which evidence was sought included effectiveness of interventions; cost effectiveness, resource use and outcomes; barriers and facilitators; and descriptions of UK practice in the last 5 years.

The NAWP response was related to barriers and facilitators only. In the response Christine highlighted a statement on the 'NHS Choices about Dementia' webpage which begins by stating, "If you're becoming increasingly forgetful, particularly if you're

over the age of 65, it may be a good idea to talk to your GP about the early signs of dementia." She pointed out that the incidence of dementia in Europe in the 65-69 year age group is put at about 0.2% in men, 0.3% in women and for those aged 60-64 years it is 0.2% for both genders¹. Since there is barely any difference between the low incidence of dementia in these two age groups this appears to reinforce problems identified by the RoAD report² which found the linking of specific ages to services as a significant contributor to age discrimination both within and outside the NHS.

Responses to NICE consultations can only be submitted by registered stakeholders so the NAWP response was submitted through RPS.

¹ Lobo A, Launer LJ, Fratiglioni L, Andersen K, Di Carlo A, Breteler MM. Prevalence of dementia and major subtypes in Europe: A collaborative study of population-based cohorts. *Neurologic Diseases in the Elderly Research Group. Neurology* 2000;54(11 Suppl 5):S4-S9.

² Byethway, B, Ward R, Holland C and Peace S Older people's accounts of discrimination, exclusion and rejection, A report from the Research on Age Discrimination Project 2007 (RoAD) to Help the Aged http://www.open.ac.uk/hsc/___assets/dh4bwtxdy7tjqvhe2.pdf



Congratulations

Linda Jones and Pauline Driscoll

who were shortlisted for the Welsh Pharmacy Awards, 2014. Linda was shortlisted for the Asthma Project of the Year and Pauline for the Managing Substance Abuse in the Community award, sponsored by Martindale Pharma.

Forthcoming Events

10th European Meeting of Women Pharmacists
Potent Projects - Powerful Women
Frankfurt/Main: 26-28 September 2014



HPE LIVE 2014

Hilton Birmingham Metropole Hotel.
Tuesday 9 September 2014

This 1-day conference is aimed primarily at secondary care pharmacists. Divided into three simultaneous tracks (Advances in Therapeutics, Advances in Technology and Continuity of Pharmaceutical Care), the conference will cover topics such as oncology dosing, improving patient safety with pre-filled syringes, managing heart failure as a pharmacist prescriber and e-prescribing and robotic dispensing. Registration is free.

For more information go to <http://www.hpe-live.com/front>

Watch This Space

NAWP Annual Conference 2015

The provisional date for our conference next year is Saturday 18 April which will be held in Bristol. A social programme for Friday evening and Sunday morning will also be organised. Further information will be provided in the next issue of this magazine.

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

