

# PDA Provisional Registration Charter



| representing your interests |

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**Pharmacy is at the heart of the healthcare system and we want to support those provisionally registered now and throughout their career, to develop and thrive in their roles and ensure they are supported by employers to provide the best possible care for patients.**

The PDA is the largest pharmacist membership organisation and the only independent trade union exclusively for pharmacists in the UK.

We stand up for individuals in our profession and are free of the influence of employers, which means we can stand up to any other body without conflict of interests.

Our investment in the profession includes FREE membership for students and trainee pharmacists. For provisionally registered pharmacists, we are providing the membership that we normally provide to newly qualified pharmacists which is 3 months free, once you are on the register, followed by a year of membership for just £99.

Each year, we also donate £1 from the membership fee of every member to Pharmacist Support - the profession's charity. We are committed to making this contribution on an ongoing basis to support the work of the charity in assisting pharmacists and their families, former pharmacists, trainees, those provisionally registered and students, through any challenging times they may face.

Through the PDA, pharmacists benefit from a unique combination of indemnity insurance and trade union and defence services, which are there to protect your interests.

We are also campaigning and representing the profession in workplaces, across all 4 UK nations and internationally. As a PDA member you can get involved and influence that. Membership also means you can access the PDA Plus benefits package.

## Provisionally registered pharmacists

Provisional registration was originally a new role in pharmacy created by the GPhC in response to their decision to postpone the trainee assessment examinations during summer 2020. Now, provisional registration is available as one of the actions by the GPhC to address the unacceptable delays experienced by some registration assessment candidates in June 2022, provided they meet the eligibility criteria outlined by the GPhC. A provisionally registered pharmacist can practice as a responsible pharmacist but cannot work as a locum.

## Who is eligible for provisional registration according to the GPhC policy?

Trainee pharmacists who have;

- Been awarded a GPhC-accredited Master of Pharmacy (MPharm) degree or Overseas Pharmacists' Assessment Programme (OSPAP).
- Sat the registration assessment on 29 June 2022 and experienced delays of 30 minutes or more in starting or completing either or both Part 1 and/or Part 2 of the registration assessment due to technical or other IT difficulties (including those who withdrew from the registration assessment on the day due to the start of the assessment being delayed by 30 minutes or more).
- Not previously failed the registration assessment at a sitting earlier than 29 June 2022.
- Successfully completed 52 weeks foundation training and received a final declaration from their tutor that they have met all performance standards or learning outcomes.
- Are not subject to fitness to practise proceedings.

In addition, the GPhC will provisionally register candidates where their appeal is upheld due to other issues that would constitute procedural error in the conduct of the assessment.

## What this Charter covers

The Charter will help you to elevate your position at work, hold your employers accountable and provide greater development and working opportunities through our negotiations, representations, recognition agreements and challenges to employers and the GPhC.

## Where to go for help and support

- Join the PDA today: [www.the-pda.org/join](http://www.the-pda.org/join)
- The dedicated trainee pharmacist/provisional registration section of the PDA website: [www.the-pda.org/get-involved/pda-trainee-pharmacists/](http://www.the-pda.org/get-involved/pda-trainee-pharmacists/)
- The PDA FAQs on trainee pharmacist issues: [www.the-pda.org/wp-content/uploads/June-2022-Assessment-FAQs.pdf](http://www.the-pda.org/wp-content/uploads/June-2022-Assessment-FAQs.pdf)
- The GPhC website: [www.pharmacyregulation.org](http://www.pharmacyregulation.org)
- The Pharmacist Support website: [pharmacistsupport.org](http://pharmacistsupport.org)

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# Principles of the Charter

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## 1. RECRUITMENT

Recruitment processes should be open, fair and transparent.

## 2. ROLE

The role of a provisional pharmacist should be as outlined in the GPhC Policy for provisional registration. The job description should be defined before appointment and where there is a recognised union the job description should be agreed between the employer and the union.

## 3. CONDITIONS OF EMPLOYMENT

Conditions of employment are to be the same as normally afforded to newly qualified pharmacist employees. In addition, the employer must meet the required standards for employing a provisionally registered pharmacist, as set out by the GPhC.

## 4. PAY

Provisionally registered pharmacists should be paid at the rate of the newly qualified scale by the employer. This has been agreed at the largest pharmacy multiple by the PDA who are the recognised union and sets a benchmark for the reward of provisionally registered pharmacists.

## 5. SUPPORT AND WELLBEING

Provisionally registered pharmacists are beginning their practice while also preparing for an assessment. Employers and the regulator need to protect their wellbeing during this highly pressured period.

## 6. EXPECTATIONS

Employer expectations of the provisionally registered pharmacist should be made clear and there should be no pressure to work beyond professional competencies and confidence. They can be responsible pharmacists and should practise under 'the guidance and direction' of a senior pharmacist as outlined in the GPhC policy.

## 7. DEVELOPMENT

Opportunities for development of practice and the ability to engage in professional mentoring relationships should be provided to provisionally registered pharmacists. Structured support must be in place along with provision for study time prior to the assessment as outlined in the GPhC policy.

## 8. PROFESSIONAL EXPERIENCE

Sufficient breadth and depth of practice experience and professional activities should be provided to allow them to meet and maintain competencies in-line with the GPhC standards and to develop as pharmacists.

## 9. RESPECT

Employers and other members of the pharmacy team should respect the professional status of a provisionally registered pharmacist.

## 10. HEALTH AND SAFETY

It is essential that employers make every effort to support the physical and mental wellbeing of staff so that they stay healthy and safe. This will enable them to protect themselves and patients. The pharmacy owner, Superintendent Pharmacist or Chief Pharmacist must complete a risk assessment before a provisionally registered pharmacist starts work in accordance with the GPhC policy.

## 11. ACCESS TO TIME OFF

The same opportunity as other professionals to participate in civic and trade union duties should be provided e.g. PDA Prov-Reg Representative role, where there is a recognised union.

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[www.the-pda.org](http://www.the-pda.org)

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**Let's stay connected. Follow us on social media.**



Just search 'Pharmacists' Defence Association' on any of these platforms.

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