Managing and leading Non-Medical Prescribing across organisations

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Non-Medical Prescribing Lead
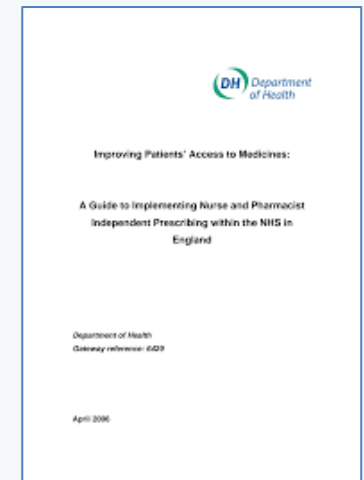
- The role of the NMP Lead

- Changes to the role

- Challenges of the role

Improving Patients' Access to Medicines

Organisations should develop their strategic plan for the use of nonmedical prescribing to include independent prescribing by nurses and pharmacists. Typically this would involve senior managers and clinicians (doctors, nurses, pharmacists) and the drug and therapeutics committee (or equivalent). The plan should be approved at Board level and would, for example:

- recognise the benefits to patients of non-medical prescribing;
- identify an initial range of clinical areas where patients could benefit;
- identify a way to support and sustain the transition of staff to extended roles and the services they currently provide;
- develop a communications plan aimed at informing both patients and all clinical and managerial staff;
- include timescales for implementation;
- identify a lead director to be responsible for implementation.

Improving Patients' Access to Medicines:

A Guide to Implementing Nurse and Pharmacist Independent Prescribing within the NHS in England

Department of Health
Gateway reference: 6429

April 2006

The role of the NMP Lead

Promoting and co-ordinating

Information and communication

Clinical governance

Support and training

Courtenay et al, 2011

Promoting and co-ordinating

- Engaging Board level support for NMP

- Raising awareness of NMP within the organisation

- Working with commissioners and providers to ensure NMP is embedded into service delivery and service redesign

- Leading the development and implementation of a strategy for NMP

- Developing an NMP steering group to drive the aims of the NMP strategy

Information and Communication

- Keeping up to date with national policy and priorities for NMP

- Effectively communicating changes in policy, legislation and important clinical information to NMPs

- Sharing good practice relating to NMP across the organisation

- Liaising between internal and external drivers of NMP, for example regional and national NMP Leads, commissioners and providers, patients and the public

- Working with Prescribing and Medicines Management Teams to ensure best practice in all aspects of prescribing and medicines management

- Providing input to relevant committees, for example regional NMP groups, Prescribing, Quality and Safety Committees

Clinical Governance

- Ensuring the organisation has policies to underpin NMP

- Ensuring that there is an up to date register of non-medical prescribers

- Developing and implementing a robust clinical governance framework to support NMP

- Establishing a process to update job descriptions to reflect prescribing responsibilities

- Ensuring that systems are in place to include prescribing practice and CPD relevant to prescribing roles in annual appraisals for all NMPs

- Ensuring that the organisation has a clear process to review, monitor and advise on prescribing by NMPs for example through analysis of ePACT data in primary care and hospital prescribing systems and audit in secondary care

- Developing systems to identify and address concerns regarding NMPs

Support and Training

- Ensuring the organisation has a robust application process for NMP courses and that applicants are prioritised according to service need

- Establishing a forum to provide support to NMPs

- Providing professional guidance to NMPs within the organisation

- Providing support, advice and direction to NMPs so that they achieve their full potential in non-medical prescribing (including students and potential NMPs)

- Facilitating the provision of opportunities for NMPs to further develop their own competence, keep up to date on prescribing practice and continuing professional development (CPD)

Changes to the role of the NMP Lead

Increased number of NMPs

	Supplementary Prescribers	Independent Prescribers
Nurse	39904*	40941
Pharmacist	308	9000
Physiotherapist	118	1017
Podiatrist	71	376
Paramedic	-	194
Diagnostic Radiographer	24	-
Therapeutic Radiographer		123
Dietitian	89	-

*Community Nurse Practitioner Prescribers

- Increased number of NMPs

- Increased professions able to prescribe

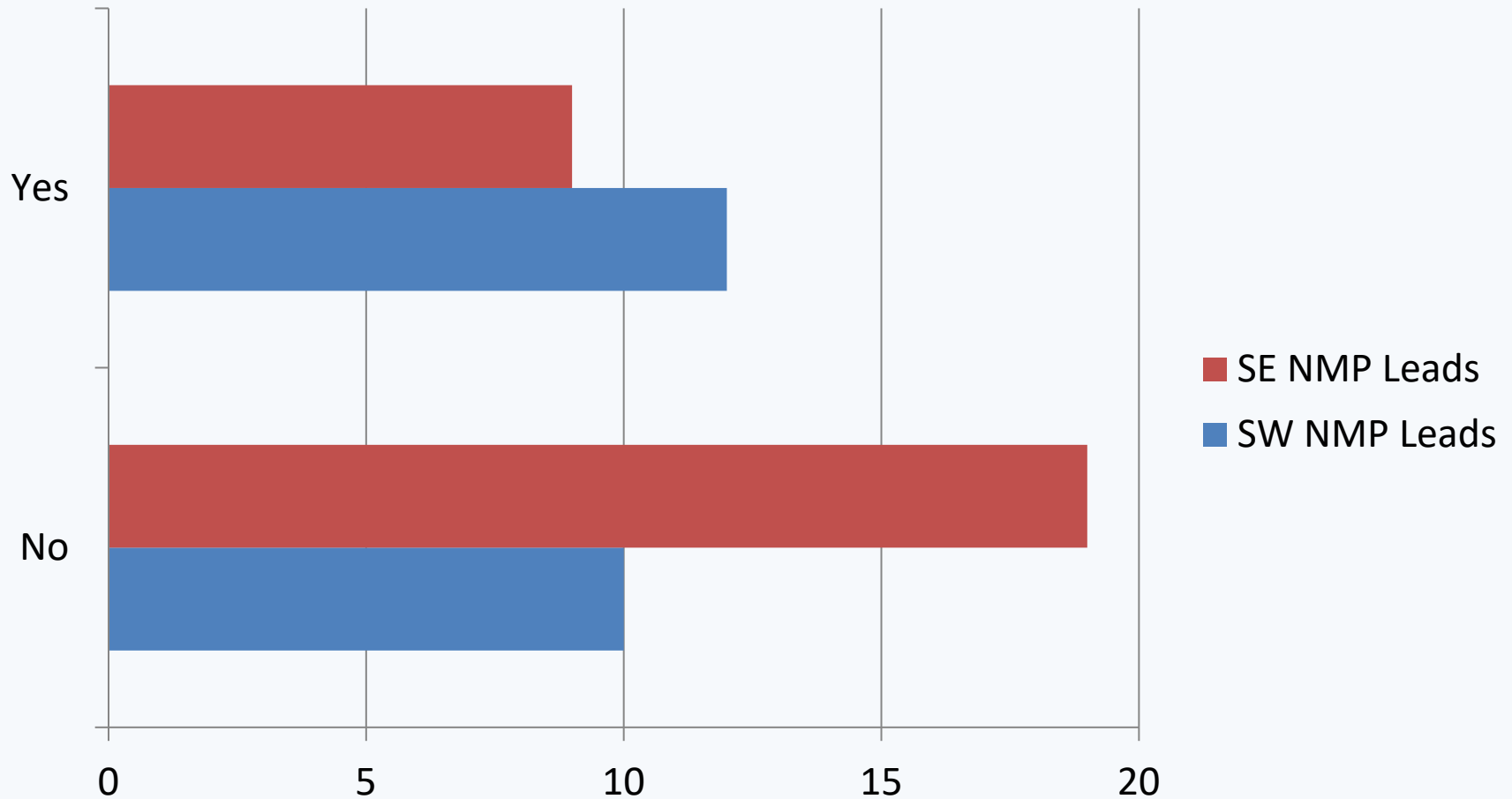- Changes to regulatory requirements for NMP course

Challenges to the role of the NMP Lead

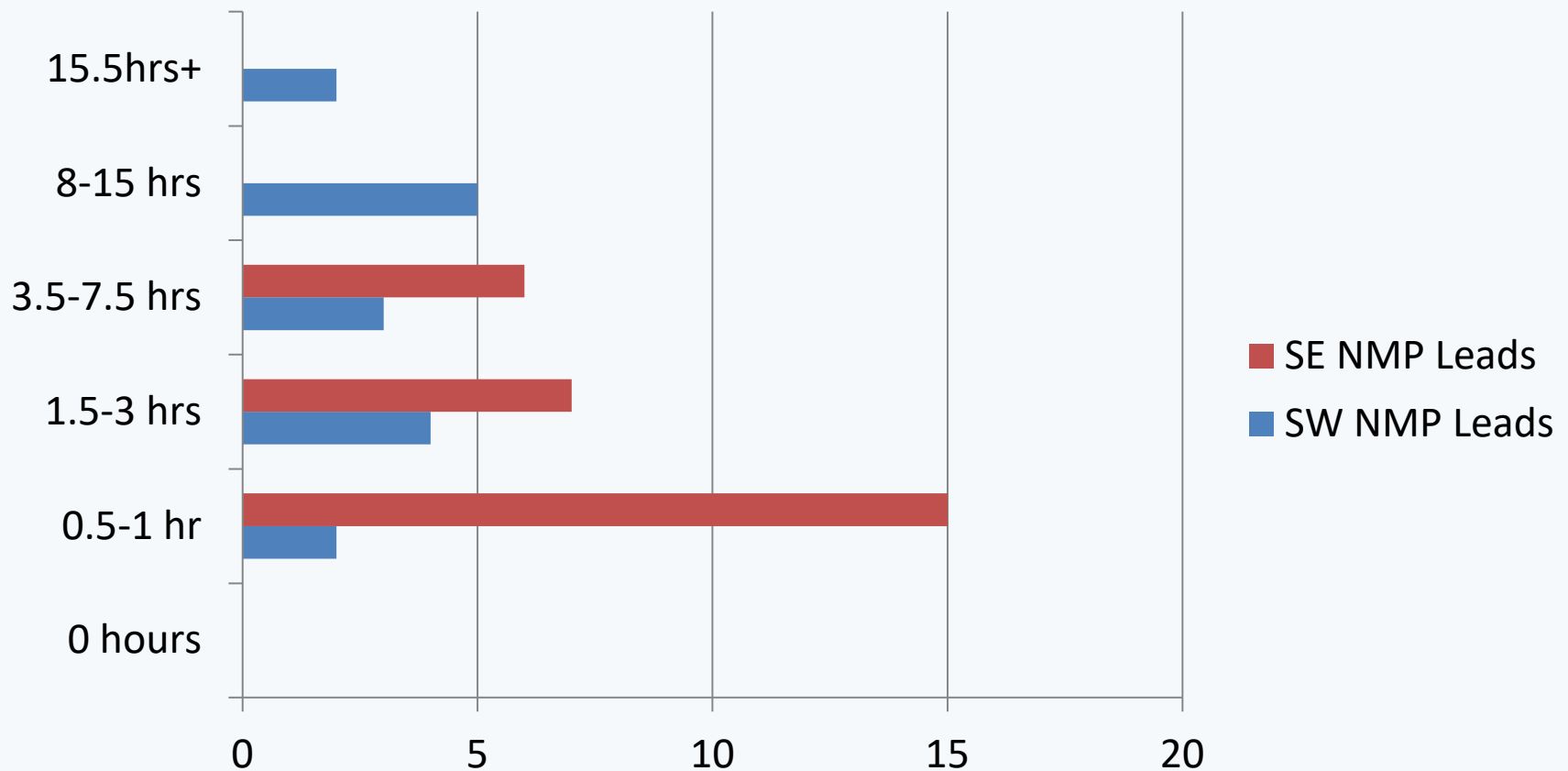Does your job description include your role as NMP Lead?
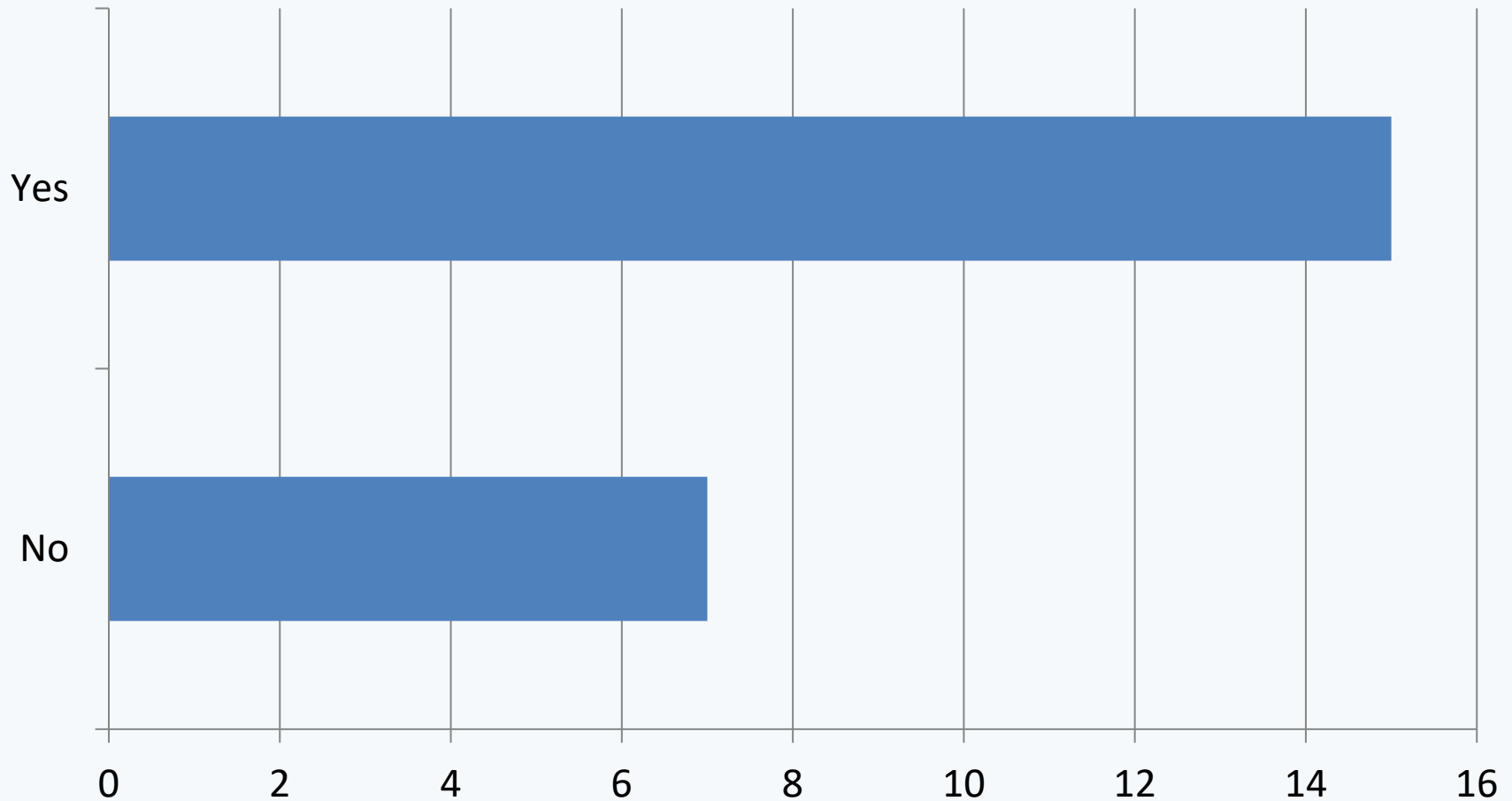
Challenges to the role of the NMP Lead

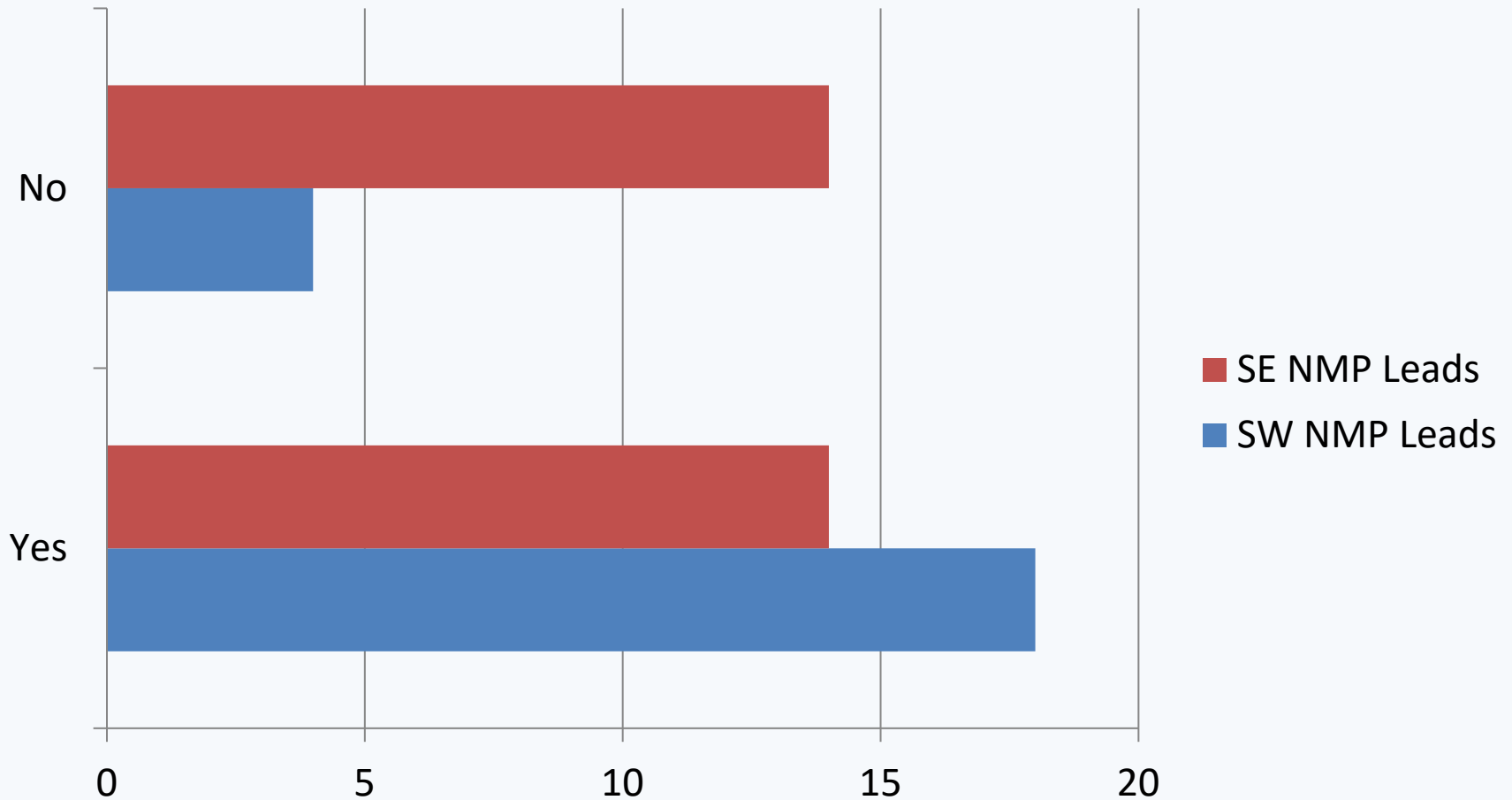Does your role include designated time for NMP Lead activities?

Legend:
- SE NMP Leads (red)
- SW NMP Leads (blue)

Challenges to the role of the NMP Lead

Is there any aspect of your role which is clinical?

- Organisational support

   Designated time

   Job descriptions

   Management

- NMP Lead networks

- National support

Summary

- NMP Lead role includes:
  - promoting and co-ordinating
  - information and communication
  - clinical governance
  - support and training

- The role has become increasingly complex with increased numbers of prescribers from a growing number of professional backgrounds

- Organisational support for the NMP Lead role is essential if NMP is to be implemented effectively

Any Questions?