



Royal Pharmaceutical Society of Great Britain

Helping pharmacists achieve excellence

Prospective Preregistration Trainee Pharmacists
Preregistration Training Managers

REGULATION DIRECTORATE
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Dear Pharmacy Student/Training Manager,

Recruitment of Preregistration Trainee Pharmacists in 2010 for 2011-12 training

In recent years, organisations have commenced the recruiting process earlier and earlier, and this has caused concern for students who have been asked to give a formal acceptance to an offer before having the opportunity to attend interviews with other organisations. Students have also held onto several offers without making final decisions. This deprives others of the chance of being made an offer and it therefore puts them in a position of feeling obliged to accept a different post.

The RPSGB (future GPhC) produces a set of guidelines outlining the Council's view of the best practice for the recruitment of pharmacy students into preregistration training posts; these are outlined in the RPSGB Undergraduate Bulletin for 3rd Year Pharmacy Students accessible from your school of pharmacy notice board or on our website at:

www.rpsgb.org/acareerinpharmacy/preregistrationtraining/enteringpreregistration.html. High standards of honesty and trust are expected of all students as is described in the Student Code of Conduct (<http://www.rpsgb.org/pdfs/ccpharmstudentsguide.pdf>).

Following discussion with the Preregistration Training Managers, the RPSGB's guidance is that employers may hold interviews and make formal offers at their convenience. Acceptance or refusal of a position must be received by an employer on or before **1st October 2010**. It is acknowledged that it is neither in the employer's nor the employee's best interests to be pressurised into making employment decisions, however, if the student is happy with the offer then they can accept the position **at any** stage prior to the above deadline.

In order to avoid potential disappointment, students are advised not to wait right until the deadline to accept an offer of employment in a specific preferred site. (Please note that if the offer is made after the 1st of October, an employer may ask you to give them a definite decision within a day of them making you an offer). Students are advised that if they receive two or more offers they must think very carefully before accepting one of the offers. Once they have accepted an offer they are expected to honour their acceptance. Please be reminded that a verbal acceptance of an offer is a legally binding contract.

It is hoped that this will result in a more orderly recruiting system for all parties involved and allow students to make informed decisions that they can adhere to.

Yours faithfully,

Joanne Martin MRPharmS PGCE
Interim Head of Preregistration