



Royal Pharmaceutical Society of Great Britain

Helping pharmacists achieve excellence

January 2008

Dear Student/Training Manager,

Recruitment of Preregistration Trainee Pharmacists

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. Also, students have held onto several offers without making final decisions, depriving others of the chance of being made an offer, and as a result feeling obliged to accept a different post.

The RPSGB 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 and have been sent to all students. A copy of this bulletin can be found on the RPSGB's website (www.rpsgb.org/acareerinpharmacy/preregistrationtraining/enteringpreregistration.html). The high standards of honesty and trust are expected of all students as is described in the RPSGB Code of Ethics.

The RPSGB's guidance following discussion with the Preregistration Training Managers is that employers may hold interviews and make formal offers at their convenience. 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.

Acceptance or refusal of a position must be received by an employer before 3rd October 2008. This deadline date is intended to give students time to make an informed decision. If a student is given an offer of employment then it is up to them to decide whether they can accept this prior to the deadline. However, it should be noted that 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 3rd October an employer can ask you to give them a definite decision within a day of them making you an offer.) Students are advised not to hold onto offers that they know they are going to refuse. This deprives other students, who may really want these offers.

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. If you are being pressured or are aware of anybody pressuring students to give a formal acceptance prior to the 3rd October, please contact the Preregistration Division at the RPSGB on 0207 572 2372 or email prereg@rpsgb.org

Yours sincerely,

Nicola Tyers
Acting Head of Preregistration

Education and Registration Directorate

Preregistration Division

Telephone: 020 7572 2370

Fax: 020 7572 2506

e-mail: prereg@rpsgb.org