



FP10 PRESCRIPTION PADS POLICY

			POLICY	
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Sponsor (Position)	Chief Pharmacist			
Author (Position & Name)	Ming Cheung, pha Assistant Chief Ph Governance	-	by Joanna Freeman ation Safety and	
Lead Division/ Directorate	Clinical Support, T	herapies and Out	patients	
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Not Applicable		Not Applica	ble	
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1.0 INTRODUCTION

FP10HNC forms, also more simply referred to as FP10s, have been approved by the Trust as the preferred method of prescribing for the majority of outpatients and for out of hours treatments in the Emergency Department (ED) at Kings Mill Hospital (KMH) and the Urgent Care Centre (UCC) at Newark. If treatment is urgent i.e. required within two weeks then hospital clinical staff write the required prescription and the patient can take it to their local Community Pharmacy for dispensing.

FP10s are classified as controlled stationary for a number of reasons and organisations must maintain clear and unambiguous records on FP10 receipt, storage, distribution and use. Theft of prescriptions and their consequent misuse is a concern and they should be treated like 'blank cheques' which in the wrong hands can lead to misuse of NHS resource. FP10s could be used to illegally obtain controlled medication. FP10s are small, easy to conceal and therefore steal. There are a number of ways to minimise the potential for misuse of FP10 prescriptions. Each FP10 prescription in the Trust is pre-printed with a unique identifier which allows the prescription to be traced. In order for these to be effective, appropriately stringent security measures must be in place within the Trust. Staff involved in the handling of the prescription pads must be fully aware of the theft potential and therefore abide by the Trust security measures set out in this procedure at all times.

2.0 POLICY STATEMENT

This policy has been introduced to ensure effective security measures for the safe storage and use of FP10 prescriptions and to provide a clear audit trail. The policy will also give direction for the prompt reporting of missing FP10 prescriptions so the appropriate measures may be taken to limit the consequences of this within the local community.

This clinical document applies to:

Staff group(s)

 All staff employed by the Trust either directly or by a third party, who order, store or use FP10 prescriptions.

Clinical area(s)

All areas where FP10HNC and FP10SS prescriptions are used or stored.

Patient group(s)

Not applicable

Exclusions

- White outpatient prescriptions for internal Trust use.
- Pink ED/UCC prescriptions for internal Trust use

Both of the prescriptions highlighted above can only be dispensed by the Trust Pharmacy and so are not subject to the same level of control as an FP10 as the misuse potential is minimal.



3.0 DEFINITIONS/ ABBREVIATIONS

Trust	Sherwood Forest Hospitals NHS Foundation Trust
Staff	All employers of the Trust including those managed by a third party
	on behalf of the Trust
FP10HNC	Prescription pad used in outpatient clinic, Emergency Department
	and Urgent Care Centre
FP10SS	Prescription sheets used by Community Paediatrics. These must be
	used with a printer and cannot be handwritten.
EAU	Emergency Assessment Unit
ED	Emergency Department - KMH
OPD	Out Patient Department
UCC	Urgent Care Centre - Newark
CDU	Clinical Decisions Unit
MCH	Mansfield Community Hospital
ACH	Ashfield Community Hospital
KMH	King's Mill Hospital
ICB	Integrated Commissioning Board (formerly know as the CCG)
CDAO	Controlled Drug Accountable Officer
Prescribers	All clinical professionals with the authorisation to prescribe including
	doctors and non-medical prescribers who are registered to practice
	within the Trust
CDLIN	Controlled Drug Local Intelligence Network
Normal working	Monday - Friday
hours	09:00 – 17:00

The terminology 'FP10 pads' or 'FP10 prescriptions' will be used throughout the document to refer to all types of FP10 prescriptions used within the Trust.

4.0 ROLES AND RESPONSIBILITIES

4.1 Prescribers are responsible and accountable for:

- using FP10 prescriptions appropriately and in line with the Medicine Policy
- appropriately booking out and recording the use of FP10 prescriptions in line with this
 policy
- returning the FP10 prescriptions to secure storage at the end of each session
- collection and recording of FP10 prescriptions for individual use as per the policy
- returning FP10 prescriptions to the Pharmacy offices when their contract of employment is terminated by the Trust.
- the safe keeping of any FP10 prescriptions in their possession at all times.
- ensuring they are aware of the potential risk for abuse of controlled medications and NHS resource were FP10 prescriptions to be stolen.
- reporting any missing FP10 prescriptions immediately to Pharmacy
- preventing the mismanagement of FP10 prescriptions

<u>To note:</u>FP10 prescriptions must be safely stored on site and must not be stored at home or in other non-hospital registered premises.



4.2 Team (OPD) / department leaders (ED/UCC) are responsible and accountable for:

- ensuring the correct storage of FP10 prescription pads within the clinical area
- ensuring all staff are aware of the policy and abide by the standards at all times
- ensuring audits are carried out to give assurance that processes are embedded into practice.
- authorising staff members to collect FP10 prescriptions from pharmacy.
- reporting missing FP10 prescriptions and pads immediately.
- preventing the mismanagement of FP10 prescriptions.

4.3 Pharmacy administration staff are responsible and accountable for:

- ensuring stores of FP10 prescriptions are maintained in a secure environment until
 the point at which they are collected for use in practice, at this point the responsibility
 transfers to the person collecting the FP10 prescriptions.
- issuing FP10 prescriptions against an order in a timely fashion
- preventing the mismanagement of FP10 prescriptions

4.4 Authorised 'collectors' are responsible and accountable for:

- ensuring the prompt delivery of FP10 prescriptions back to the named department or clinic area
- ensuring the security of the FP10 prescriptions is maintained until the point at which it
 is booked into the named department or clinical area
- preventing the mismanagement of FP10 prescriptions

4.5 Chief Pharmacist is responsible and accountable for:

- ensuring all areas are aware of the policy and any updates are circulated in a timely fashion.
- ensuring audits are conducted throughout the Trust to provide assurance of the continued adherence to the policy
- reporting any missing FP10 prescriptions to the ICB and Police where necessary, and handling communication regarding this thereafter.
- reporting any missing FP10 prescriptions to the CDLIN
- preventing the mismanagement of FP10 prescriptions

5.0 APPROVAL

This document is approved by the Joint Drug and Therapeutics and Medicines Management Committee

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6.0 DOCUMENT REQUIREMENTS

6.0.1 FP10 prescriptions are controlled stationary and will be ordered and stored securely in the Pharmacy Clinical Offices until an order is received for supply to a clinical area.

6.0.2 FP10s will be issued as individual pads or sheets (for Community Paediatrics), in packs of 50 as part of a pack which will be made up by the Pharmacy admin team.

Each pack will contain the following:

- 1 stamped FP10 pad 50 sheets, with the information slip inserted. (FP10SS sheets will be issued in batches of 50 sheets)
- 1 'Record of FP10 usage form'
- Outer sticker showing the unique identifier numbers for the prescriptions contained within the pack.

6.1 Issue to clinics and department with a team of prescribers

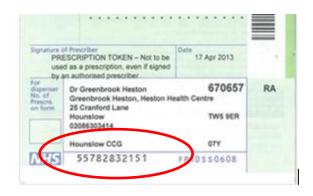
FP10s will only be issued to authorised personnel with identification badges

- 6.1.1 Staff who intend to collect FP10 prescriptions will require an authorisation form, to be signed by a designated department or team leader (the form is shown in <u>Appendix 1</u>). This will then be kept in Pharmacy and referred to when FP10 prescriptions are required. FP10 prescriptions will not be issued to someone who is unauthorised to collect.
- 6.1.2 When ordering FP10 prescriptions for the department, an order form must be completed. This form is shown in <u>Appendix 2</u>.
 - The top section of the order form will highlight the required number of FP10 prescription pads. This will be taken to Pharmacy within normal working hours. The FP10 prescription pads will be issued and signatures recorded on both the order form and the Pharmacy record.
 - The FP10 prescriptions and the order form must be immediately returned to the designated department and the receipt acknowledged by way of signing the sheet in the bottom section by a second individual in the receiving department, e.g. not the person collecting the FP10 prescription pads.
 - The FP10 prescriptions will then be booked into the department on the form shown in Appendix 3.
- 6.1.3 The process of collecting from Pharmacy and booking into the department must involve two people, one of which must be a registered nurse, and band 5 or above. The same person cannot order, collect and sign in the FP10 prescriptions.
- 6.1.4 The order form will then be returned with all signatures completed to acknowledge the delivery and receipt of the FP10 prescription pads. This must be returned to Pharmacy within 24 hours of receipt of the prescription pads. This order form will then be retained in Pharmacy for two years.
- 6.1.5 Order forms are available here via the pharmacy intranet.



- 6.1.6 All areas must record the receipt and issue of FP10 prescriptions within the department. This form is shown at Appendix 3. When a pad is required for use in a clinical environment then this pack must be issued and logged on the form. This form is to ensure an accurate log is kept at all times for the pads currently stored in the cupboard e.g. not in use.
- 6.1.7 When in use the prescriptions must be accounted for on a sessional basis using the form contained in the FP10 pack. The form is shown in Appendix 4.
- 6.1.8 All FP10 prescription forms must be checked at the beginning and end of every session and the number, highlighted in Diagram 1 below must be recorded. If any prescriptions are unaccounted for at the beginning or end of any session then please refer to Section 6.5 as to how to proceed.
- 6.1.9 Areas may wish to keep local records of which clinic rooms have FP10 pads in circulation at any one time in order to accurately check them back into stock at the end of every session. This is in acknowledgement that not all pads will be required for every clinic session but all must be accounted for at the end of the clinic session.

Diagram 1: a sample FP10 prescription showing the number to log at the beginning and end of every clinical session.



NB: The prescription numbers are sequential, last number being for audit purposes only.

6.2 Issue to Consultants or Independent Nurse Prescribers.

- 6.2.1 Consultants or Nurse Prescribers requiring a pad for their individual use will not be required to have an authorisation form but will be expected to show up to date identification in the form of a Trust ID badge on collection of an FP10 prescription pad.
- 6.2.2 The Consultant or Nurse Prescriber must return the FP10 prescriptions to Pharmacy in the event of their contract being terminated by the Trust.
- 6.2.3 The Trust will not expect individual Consultant to log each prescription used if it has been collected by them in person, and is for their own use e.g. for home visits, individual appointments outside normal clinic times.
- 6.2.4 Consultants and Nurse Prescribers must collect pads for their own use in person from Pharmacy; they will not be issued to individuals for personal use via clinics.



- 6.2.5 For individuals taking responsibility for FP10 prescription pads, ensure adherence to the following:
 - 1. A new FP10 prescription pad must be collected and booked out as per the guidance This is to ensure a log of the whereabouts of all FP10 from Pharmacy team. prescriptions.
 - 2. The FP10 pad must be available for inspection on request as part of an on-going audit plan into FP10 prescription pad security.
 - 3. Do not leave prescription pads in patients' notes.
 - 4. FP10 prescriptions must never be left unattended in clinic rooms, unlocked desks or in any patient area.
 - 5. When not in use FP10 prescription pads must be stored in a locked drawer or cupboard.
 - 6. FP10 pads must not be stored at home or in any other non-hospital registered premises.
 - 7. FP10SS prescriptions should be treated in the same way as FP10HNC and must not be left in printers in unsecured areas when not in use.
 - 8. FP10 prescriptions must never be pre-signed.
 - 9. FP10 prescriptions must not be used for self-prescribing, prescribing for friends or family. Please refer to the Trust's Self-prescribing policy for guidance in this situation. http://sfhnet.nnotts.nhs.uk/content/showcontent.aspx?contentid=15151

6.3 Return and destruction of spoiled, unwanted, or excess FP10 prescription pads or individual prescription sheets.

- 6.3.1 All spoiled, unwanted or excess prescription pads/sheets must be returned to pharmacy to be returned to stock, guarantined and destroyed.
- 6.3.2 All partly used pads must be destroyed (see 6.3.3).
- 6.3.3 Ward/clinical areas returning prescription pads to be destroyed must record on the relevant "FP10 Prescription Log when Prescription Pad in use" sheet (see form at Appendix 4):
 - The number of prescription pads and the quantity of sheets returned.
 - The serial numbers of the first prescription(s) and the last prescription(s) in the pad(s) being returned.
 - The name of the person returning them
 - The reason for return.
- 6.3.4 Pharmacy admin receiving the unwanted prescription pads will:
 - Record the serial numbers of the first prescription(s) and the last prescription(s) in the pad(s) being destroyed onto the relevant supply record.
 - Mark on the supply record as destroyed with date of destruction and who by.
 - Securely destroy them via shredding

6.4 Stock checks of FP10 prescription pads

- 6.4.1 Stock checks of FP10 prescription pads must be completed and documented quarterly.
- 6.4.2 Any discrepancies must be reported immediately to the Chief Pharmacist (details below, section 6.5)

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6.5 Missing, lost or stolen prescription pads.

- 6.5.1 All instances where FP10 prescriptions are unaccounted for must be reported on Datix.
- 6.5.2 If FP10 prescription forms are found to be missing, Trust staff must make every effort to find them.
- 6.5.3 The audit trail for all pads should be in place which will highlight the individual responsible for the pad at the time of the loss.
- 6.5.4 Pharmacy must be notified at the earliest opportunity and the Controlled Drug Accountable Officer (CDAO) must be made aware if the pad cannot be located. In the case of SFHT, this is the Chief Pharmacist.
- 6.5.5 24 hours will be given to locate the prescriptions, following this time; the loss will be reported to NHS Counter Fraud Authority (NHSCFA).
- 6.5.6 The form shown in <u>Appendix 5</u> must be completed and emailed to the Chief pharmacist, CDAO, Assistant Chief Pharmacist, and the personal assistant to the Chief Pharmacist. Email addresses can be found in <u>Appendix 6</u>.

Form available online: Missing/ lost/ stolen FP10 prescription pad notification form

6.6 Fraudulent prescriptions

- 6.6.1 The following relates to pharmacy colleagues receiving prescriptions
- 6.6.2 If there are any doubts about the authenticity of a prescription the prescriber should be contacted by a member of the pharmacy team to establish whether it is genuine or is fraudulent.
- 6.6.3 Pharmacy staff should not compromise their safety and only challenge presenting individuals if it safe and appropriate to do so.
- 6.6.4 The member of staff receiving the fraudulent prescription must ensure that they have completed an incident form via Datix system, reporting it as a security incident and fill in the Lost/Stolen/Fraudulent prescriptions forms(s) notification form (appendix 5). This form must be given to the Chief Pharmacist immediately.
- 6.6.5 The Chief Pharmacist should contact:
 - 1. The Police
 - 2. Local NHS England Primary Care Contracting Teams
 - 3. The Local Counter Fraud Specialist.
 - 4. NHS Counter Fraud Authority (NHSCFA) see section 6.7 for details.

6.6.6 In the absence of the Chief Pharmacist, the Assistant Chief Pharmacist must be informed and follow the instructions set out in the procedure above.



6.7 Responsibility of the CDAO or nominated deputy in the event of missing FP10s.

- 6.7.1 The CDAO or nominated deputy must the inform NHSCFA that the prescriptions are missing.
- 6.7.2 NHS CFA can be contacted through the NHS Fraud and Corruption Reporting Line (0800 028 4060), or online at https://cfa.nhs.uk/reportfraud.
- 6.7.3 The CDAO must inform the Controlled Drug Local Intelligence Network (CDLIN).
- 6.7.4 Depending on the circumstances the Trust, in collaboration with NHSCFA, may circulate a national or regional alert about the incident involving the security of prescription forms.
- 6.7.7 It is the responsibility of the Trust CDAO to ensure the alert is circulated to the relevant staff both within the Trust and the ICB.
- 6.7.8 If a prescription pad is lost or stolen from the Trust then all prescriptions written for a 2 month period will need to be completed in red ink.

For example, in the case of SFHT as we do not have prescription pads for individual prescribers, if prescriptions from a prescription pad stamped for 'Medicine' are lost then all prescriptions issued from a 'Medicine' pad throughout the Trust will need to be written in red ink or they will not be processed by local Pharmacy services.

6.7.10 It will be the responsibility of the departmental team leader and CDAO, or appointed deputy, to communicate and enforce this message with teams.



7.0 MONITORING COMPLIANCE AND EFFECTIVENESS

Minimum Requirement to be Monitored (WHAT – element of compliance or effectiveness within the document will be monitored)	Responsible Individual (WHO – is going to monitor this element)	Process for Monitoring e.g. Audit (HOW – will this element be monitored (method used))	Frequency of Monitoring (WHEN – will this element be monitored (frequency/ how often))	Responsible Individual or Committee/ Group for Review of Results (WHERE – Which individual/ committee or group will this be reported to, in what format (eg verbal, formal report etc) and by who)
Ensure the FP10 documentation is complete in terms of: Receipt into the department Issue to clinical areas All forms are accounted for on the prescription use log	Department leaders or nominated deputy	Audit	Quarterly – this may be increased to monthly or weekly for poor performing areas as advised by the Chief Pharmacist and CDAO for the Trust.	CSTO governance meeting
 Ensure the FP10 documentation is up to date in terms of: Log of people authorised to order prescriptions is up to date Log of people authorised to collect prescriptions is up to date All documentation is completed on receipt of new FP10 stock. All documentation is up to date when prescriptions are issued. 	Pharmacy Management Team – in conjunction with the administration team.	Audit	Annual	Pharmacy Management meeting
Ensure the audit trail for prescriptions is complete from receipt of the pad to use in clinical practice	Medication Safety Officer	Follow the trail for a sample of prescription pads to ensure all documentation is completed.	Prior to Policy update – 3 yearly cycle	Joint Drug and Therapeutics and Medicines Management Committee
Ensure all Datix reports of missing FP10s pads are investigated and resolved in a timely manner	Medication Safety Officer	Review Datix system	Daily	As required.



8.0 TRAINING AND IMPLEMENTATION

All relevant staff will be kept informed of policy updates via email.

Staff will be informed of the policy at the point of induction to the specialist areas where FP10 prescriptions are used most frequently, namely ED, UCC and outpatient areas on all sites.

Band 2 and 3 assistants will be required to undertake a competency assessment before being able to handle FP10 prescriptions in outpatients.

9.0 IMPACT ASSESSMENTS

- This document has been subject to an Equality Impact Assessment, see completed form at Appendix 7.
- This document is not subject to an Environmental Impact Assessment.

10.0 EVIDENCE BASE (Relevant Legislation/ National Guidance) AND RELATED SFHFT DOCUMENTS

Evidence Base:

 Management and control of prescription forms, v1.0. NHS Counter Fraud Authority, March 2018.

Related SFHFHT Documents:

- Medicines Policy
- Controlled drugs policy in progress at the time of this review
- Policy for self-prescribing and prescribing of medicines for family members and colleagues.

11.0 KEYWORDS

security, lost, outpatients, FP10HNC, FP10SS, prescriptions

12.0 APPENDICES

<u>Appendix 1</u> – FP10 collection authorisation form (representational copy)

Appendix 2 – Request for supply of FP10 pads (representational copy)

Appendix 3 – Receipt and issue of FP10 pads in department (representational copy)

Appendix 4 – FP10 prescription log when prescription pad in use (representational copy)

<u>Appendix 5</u> – Missing / lost / stolen FP10 prescription pad notification form (representational copy)

<u>Appendix 6</u> – Contact details for Chief Pharmacist, CDAO, and Assistant Chief Pharmacist.

Appendix 7 – Equality Impact Assessment form

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Appendix 1 - FP10 collection authorisation form (representational form)

FP10 Collection	
Authorisation Form	
Name:	
Clinic:	
Signature:	
I confirm that the above is employed by the Trust and has been approved to collect FP10 pads from Pharmacy.	
Signed:	
Print Name:	
Designation:	
Date:	
Form to be retained in a Pharmacy register of authorised signatures.	



Appendix 2 - Request for supply of FP10 pads (representational form) (click **here** for live form to download and use in practice)

SHERWOOD FOREST HOSPITALS (NHS) TRUST

REQUEST FOR SUPPLY OF HOSPITAL PRESCRIPTION FORMS FP10 (HNC)

REMEMBER - ALL PRESCRIPTION FORMS MUST BE HELD SECURELY AS CONTROLLED STATIONERY

Please supply(no.) of	f pads of 50 forms of FP10(HNC) for use at
	(name of department and hospital)
Signed	(Print name)
For Pharmacy use	
	forms of FP10(HNC) CODE NO
Issued by:	. (date)
Checked by: Signed Print name	(date)
RECEIPT OF HOSPITAL P	RESCRIPTION FORMS FP10 (HNC)
I confirm thatbeen received into the department. Delivered by:	(number) of FP10 prescription pads have
Signed Print name: Accepted in department by:	
SignedPrint name	
	rescription pads prior to issue to clinical areas

Please return the whole form to Pharmacy for storage.

This will be retained for 2 years within Pharmacy after the date of receipt.

Policy for the use of FP10 prescription pads. Issue date: February 2024 Review date: February 2027



Appendix 3 - Receipt and issue of FP10 pads in department (representational form)

Form for the receipt and issue of FP10 prescription pads within department.

This form must be completed to ensure the location of all prescription pads is recorded. This form must be kept centrally within the department and be available for audit at all times. FP10s are controlled stationery and as such must be subject to stringent records and security. Please retain forms for 2 years within the department.

Date of receipt	FP10 pad start number	FP10 pad end number	Return the order form to	department pharmacy with signature pleted	Issued to:	Date of issue to clinical area	Signature for issue to clinical area
			Collected by	Booked in by			
			7.				
		150					



Appendix 4 - FP10 prescription log when prescription pad in use (representational form)

RECORD OF FP10 PAD USAGE - SERIAL NUMBER FROM (NB the last digit is a random "check number", please bracket it when recording)

Date	Clinic +/- room no.	Signature of person issuing pad	Serial number at start of session	Signature of Prescriber receiving FP10s	Signature of Prescriber returning FP10s	Signature of Nurse in charge	Serial number at end of session
						/	
				-///			
)			
			5				
			,)				
ONLY CO	MPLETE THIS	SECTION IF RET	URNING UNWAN	ITED OR EXCES	S FP10 PRESCRIPTIO	N PAD(S) TO PHARM	MACY
Date returne	d:		Name of person ret	turning:	Signature of	person returning:	
Reason for r		181	,	v	, ,	V	



Appendix 5 - Missing / lost / stolen FP10 prescription pad notification form (representational form) (click <u>here</u> for live form to download and use in practice)

Page	1
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Organisation:	Date reported:
Contact Name:	Contact telephone number:
Contact address:	
	(
	07
The following number of FP10 prescription	forms have been identified to us as lost
or stolen:	
Date of theft / loss:	
Date of their / loss:	
Name of the person reporting:	Telephone number:
Full details of the theft / loss, please fill in b Date/time of loss/theft Date/time or reporting loss/theft Place where loss/theft occurred Type of prescription stationery Serial numbers Quantity Details of the person to whom you are reporting	the incident.
been stolen or lost:	n whom the prescription forms have
Name:	
Personal identification	
number e.g. GMC number (if applicable)	
Address	
Serial number (s) lost or stolen	
From	То

Page 2

Details of the NHS Prescription type lost or stolen (circle the appropriate one)	FP10HNC	FP10SS		
Has this incident been reported to the police?	Yes	No		
Name of the police station and investigation officer				
Has an alert and warning been issued to	Yes	No		
all local pharmacies and GP surgeries within the areas				
Please give details of any ink changes or s	ecurity measures an	d the effective		
dates of these measures:	-			
Name	· Ohr.			
Name Position	10 ₇₁			
	10 ₇₁			
	10/1/2			

Please return the completed form to: <u>Mohamed.rahman3@nhs.net</u> <u>Joanna Freeman@nhs.net</u> <u>p.baxter@nhs.net</u>

Thank you



Appendix 6 - Contact details for Chief Pharmacist, CDAO, and Assistant Chief Pharmacist.

Mohamed Rahman: mohamed.rahman3@nhs.net (Chief Pharmacist and CDAO)

Joanna Freeman: joanna.freeman@nhs.net (Assistant Chief Pharmacist & Medication Safety Officer)

Paula Baxter: P.Baxter@nhs.net (PA to the Chief Pharmacist)



APPENDIX 7 - EQUALITY IMPACT ASSESSMENT FORM (EQIA)

New or existing service/policy/	procedure: Existing policy		
Date of Assessment: January 2	9		
•	re and its implementation answer the o	questions a – c below against each cha	racteristic (if relevant consider
Protected Characteristic	a) Using data and supporting information, what issues, needs or barriers could the protected characteristic groups' experience? For example, are there any known health inequality or access issues to consider?	b) What is already in place in the policy or its implementation to address any inequalities or barriers to access including under representation at clinics, screening?	c) Please state any barriers that still need to be addressed and any proposed actions to eliminate inequality
The area of policy or its implem	nentation being assessed:		I
Race and Ethnicity	None	n/a	n/a
Gender	None	n/a	n/a
Age	None	n/a	n/a
Religion	None	n/a	n/a
Disability	None	n/a	n/a
Sexuality	None	n/a	n/a
Pregnancy and Maternity	None	n/a	n/a
Gender Reassignment	None	n/a	n/a
Marriage and Civil Partnership	None	n/a	n/a



Socio-Economic Factors (i.e. living in a poorer neighbourhood / social deprivation)	None	n/a	n/a
What consultation with prote None	cted characteristic grou	ps including patient groups have you ca	arried out?
What data or information did Information from within	you use in support of the policy and author's kn	-	
As far as you are aware are the comments, concerns, complate None known	——————————————————————————————————————	issues be taken into account such as ar	ising from surveys, questionnaires,
Level of impact			
From the information provided perceived level of impact:	above and following EQIA	A guidance document Guidance on how to	complete an EIA (click here), please indicate the
Low Level of Impact			
For high or medium levels of important	pact, please forward a cop	by of this form to the HR Secretaries for inclu	usion at the next Diversity and Inclusivity meeting.
Name of Responsible Person	undertaking this asses	sment: Joanna Freeman, Assistant Chi	ef Pharmacist
Signature:			
Date: January 2024			