

The FIP Brisbane Calls to Action

The consensus from the FIP Workforce Symposium “Accelerating towards 2030: Workforce transformation for better health”

Brisbane, Australia,
September 2023



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The “Accelerating towards 2030: Workforce transformation for better health” symposium, held on 26 September 2023 during the 81st FIP World Congress of Pharmacy and Pharmaceutical Sciences in Brisbane, Australia, represented a mid-term point between the 2016 FIP Global Conference on Pharmacy and Pharmaceutical Sciences Education in Nanjing, China, (which created a global vision for a global pharmaceutical workforce) and the World Health Organization Global Strategy on Human Resources for Health 2030 ambitions. This symposium marked a significant opportunity to review and refresh our global pharmacy workforce transformation objectives.

The symposium participants developed a consensus on a “Call to Action” driven by expert insights and current evidence from the FIP Global Pharmaceutical Observatory and the FIP Hub. The symposium participants, from more than 40 countries, expressed support for developing a revised mission plan for our global workforce.

Why now?

The 2016 Nanjing conference established clear objectives for the future trajectory of the pharmacy workforce. The 2023 symposium reaffirmed these commitments, emphasising the need for sustained momentum.

In a post-COVID evolving health care landscape, the years since 2016 have seen transformative changes in pharmaceutical health care, notably with increasing challenges on primary health care delivery. Such shifts highlight the urgency to review and revisit our strategic objectives. Additionally, the WHO’s Fifth Global Forum on Human Resources for Health in April 2023 further emphasised the pressing need for consensus on strategic planning revision.

In addition to our federation’s core principles of needs-based and competency-based workforce development, and the current [FIP Global Roadmap strategy](#), we issue these “**Brisbane Calls to Action**” to all our member organisations, members and global pharmacy agencies to:

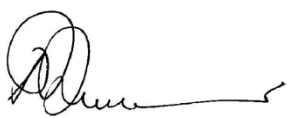
1. Advocate for enhanced training pathways for professional recognition in order to accelerate global workforce development and better address the healthcare challenges we face.
2. Develop a global platform for sharing successful examples of best practices that will enhance the advancement and support of pharmacists and pharmacy support personnel to perform at a full scope of practice.
3. Provide contemporary guidance on the best practice use of digital health tools for the provision of pharmaceutical care and to ensure pharmaceutical digital health is embedded as a core competency in education programmes.
4. Develop guidance and best practice case studies that describe the optimal use of skill mix for pharmacy teams in all sectors, with a focus on primary care settings.
5. Increase efforts for global surveillance and data collation for monitoring the progress of the global pharmacy development goals, ensuring accessible data to enable global workforce planning.
6. Encourage equity, diversity and inclusiveness within the pharmaceutical workforce.
7. Advocate for programmes that will support the return and retention of pharmaceutical workforce personnel following career breaks.
8. Develop frameworks to support sustainable positive practice environments that are conducive to the health, well-being, and resilience of the pharmaceutical workforce.
9. Work with stakeholders to develop innovative experiential learning and continuing professional development mentoring systems that will support new pharmacy graduates and early career registrants for the current and future realities of practice.

10. Develop adaptable systems, tools and mechanisms, including competency development frameworks, that will support the development of a range of progressive roles for pharmacists, including preventive health care and prescribing roles.

The key concepts highlighted in these actions include concerted efforts to address:

- Professional recognition;
- Further role and scope of practice enhancement;
- Support workforce and pharmacy team skill mix;
- Digital health competencies;
- Data, surveillance and the FIP development goal indicators;
- Flexibility and resilience of the workforce;
- Equity, diversity, and inclusivity of the workforce.

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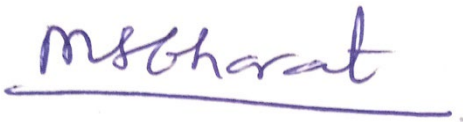
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