

Advancing the global pharmaceutical workforce towards achieving universal health coverage and the UN Sustainable Development Goals

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Why invest in the pharmaceutical workforce?

- Access to quality essential health services and safe and effective medicines and vaccines is fundamental to achieving universal health coverage (UHC) by 2030, as part of the Sustainable Development Goals (SDGs).
- Health service delivery, health workforce and access to essential medicines are three of six WHO health system building blocks.
- As medicines experts, the pharmaceutical workforce¹ plays a key role in improving health outcomes through responsible use of medicines and optimising effective choice and use.
- Investing in the development of an adaptable, flexible, competent and well-distributed pharmaceutical workforce contributes towards achieving UHC, SDGs and strengthening health systems.

Why a global transformative roadmap for pharmacy?

- Transforming the global pharmaceutical workforce requires a global vision with clear and consensus-based objectives consistent with global health strategies.
- The International Pharmaceutical Federation (FIP) is the global professional leadership body representing over 3 million pharmacists and pharmaceutical scientists around the world.
- FIP has developed a transformative workforce roadmap adopted at the Global Conference on Pharmacy and Pharmaceutical Sciences Education held in Nanjing, China, on 7 and 8 November 2016.
- The workforce roadmap sets out the desired milestones for education and workforce development of pharmacists and pharmaceutical scientists, clearly linked with a global Vision for transforming pharmacy and pharmaceutical sciences education.

Following an extensive consensus-based consultation process, three milestone documents were presented and adopted at the Global Conference.²

1. A Global Vision for Education and Workforce that provides a description of the future directions of our profession and how education can support the progression of medicines science and practice.
2. A set of Pharmaceutical Workforce Development Goals (PWDGs) which aim to facilitate national implementation of the global vision and roadmap through a series of measurable, feasible and tangible goals.
3. A set of Statements on Pharmacy and Pharmaceutical Sciences Education ("the Nanjing Statements") that describe an envisioned future for progressive professional education, to enable the further enhancement of pharmaceutical education standards worldwide.

What are the Pharmaceutical Workforce Development Goals?

The Pharmaceutical Workforce Development Goals (PWDGs) have been developed as a measurable, feasible and tangible means to activate and give purpose to the Global Vision.

They will provide action-oriented workforce planning and ways of monitoring progress towards global achievement of the workforce vision. Crucially, they will provide consistent structure for coherent and comprehensive national workforce development actions.












- There are 13 PWDGs, gathered into three groups:
- Academy: Focus on schools, universities and education providers
- Professional Development: Focus on the pharmaceutical workforce
- Systems: Focus on policy development, governmental strategy and planning, and monitoring systems

¹ Pharmaceutical workforce refers to the whole of the pharmacy related workforce (e.g. registered pharmacist practitioners, pharmaceutical scientists, pharmacy technicians and other pharmacy support workforce cadres, pre-service students/trainees) working in a diversity of settings (e.g. community, hospital, research and development, industry, military, regulatory, academia and other sectors) with a diversity of scope of practice.

² The documents are presented and described in a full report of FIP's Global Conference, "Transforming pharmacy and pharmaceutical sciences education in the context of workforce development". Available at: <http://fip.org/publications>

THE PHARMACEUTICAL WORKFORCE DEVELOPMENT GOALS (PWDGS) ARE ALIGNED WITH:

UN High-Level Commission on Health Employment and Economic Growth Recommendations and Immediate Actions;
 WHO's Global Strategy on Human Resources for Health Objectives, Milestones and Policy Options;
 and ILO OECD WHO Working for Health: Five-Year Action Plan for Health Employment and Inclusive Economic Growth (2017–2021) Workstreams.

PWDG general description. Countries/territories and Member Organisations should have:		UN Commission's Recommendations and Immediate Actions	WHO Global Strategy Objectives, Milestones, and Policy Options	ILO OECD WHO Five-Year Action Plan Workstreams
	Academic capacity Engagement with pharmaceutical higher education development policies and ready access to leaders in pharmaceutical science and clinical practice in order to support supply-side workforce development agendas.	1, 3, 5, 6, 8, A	1, 2, 3	
	Foundation training and early career development Foundation training infrastructures in place for the early post-registration (post-licensing) years of the pharmaceutical workforce as a basis for consolidating initial education and training and progressing the novice workforce towards advanced practice.	1, 3, 6	1, 2	1, 3, 5
	Quality assurance Transparent, contemporary and innovative processes for the quality assurance of needs-based education and training systems.	1, 3, 5, 6	1	
	Advanced and specialist expert development Education and training infrastructures in place for the recognised advancement of the pharmaceutical workforce as a basis for enhancing patient care and health system deliverables.	1, 3, 6, 9	1	
	Competency development Clear and accessible developmental frameworks describing competencies and scope of practice for all stages of professional careers. This should include leadership development frameworks for the pharmaceutical workforce.	1, 3, 6	1	
	Leadership development Strategies and programmes in place that develop professional leadership skills (including clinical and executive leadership) for all stages of career development, including pharmaceutical sciences and initial education and training.	2	1	1, 3
	Service provision and workforce education and training A patient-centred and integrated health services foundation for workforce development, relevant to social determinants of health and needs-based approaches to workforce development.	1, 3, 4, 5, 6	1, 2	
	Working with others in the healthcare team Clearly identifiable elements of collaborative working and interprofessional education and training which should be a feature of all workforce development programmes and policies.	1, 5, 6, 8	1	
	Continuing professional development strategies All professional development activity clearly linked with needs-based health policy initiatives and pharmaceutical career development pathways.	1, 3, 6	1	
	Pharmaceutical workforce gender and diversity balances Clear strategies for addressing gender and diversity inequalities in pharmaceutical workforce development, continued education and training, and career progression opportunities.	1, 2	1, 2	
	Workforce impact and effect on health improvement Evidence of the impact of the pharmaceutical workforce within health systems and health improvement.	1, 6	3, 4	1, 2, 4
	Workforce intelligence A national strategy and corresponding actions to collate and share workforce data and workforce planning activities (skill mixes, advanced and specialist practice, capacity). Without workforce intelligence data there can be no strategic workforce development.	1, 2, 5, 10, C, E	1, 2, 4	
	Workforce policy formation Clear and manageable strategies to implement comprehensive needs-based development of the pharmaceutical workforce from initial education and training through to advanced practice.	4, 6, A	1, 2, 3, 4	