

The FIP Workforce Transformation Programme (WTP)

Fédération
Internationale
Pharmaceutique

International
Pharmaceutical
Federation

TRANSFORMING THE GLOBAL PHARMACY WORKFORCE THROUGH COUNTRY-BASED PARTNERSHIPS

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 outlined in the United Nations Sustainable Development Goals (SDGs). This is of concern to all countries, irrespective of culture or wealth.

Health service delivery, health workforce and access to essential medicines are three of the World Health Organization's (WHO) essential health system strategic building blocks. WHO recognises health workforce development as a key driver to better health everywhere.

By providing direct access to valuable medicines expertise, 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, and competent pharmaceutical workforce contributes towards achieving UHC, SDGs and strengthening health systems.

“COMMITMENT TO WORKFORCE TRANSFORMATION”

“NO HEALTH WITHOUT A PHARMACY WORKFORCE”

WHY THE FIP ROADMAP FOR WORKFORCE TRANSFORMATION?

Transforming the pharmaceutical workforce around the world requires a global vision with clear and consensus-based objectives consistent with global health strategies. This vision needs to be translated into concerted actions and engagement at country-level in order to impact significantly on better population pharmaceutical healthcare.

The International Pharmaceutical Federation (FIP) is the global leadership body working on behalf of professional pharmaceutical and pharmacy leadership bodies worldwide.

After a decade of innovation, evidence generation, consensus and collaborative working, FIP developed a transformative workforce roadmap which was adopted at the 2016 FIP Global Conference on Pharmacy and Pharmaceutical Sciences Education held in Nanjing, China. This roadmap sets out milestones and outcomes for education and workforce development of pharmacists and pharmaceutical scientists, driven in cooperation with our members and partners, and linked directly and clearly with a global vision for transforming pharmacy.

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 scopes of practice.*

The FIP workforce roadmap is aligned with the global strategies of the WHO Health Workforce Department, with whom FIP works closely to ensure alignment between global workforce strategies and pharmacy workforce strategies as implemented by our stakeholders.

“ADVANCING YOUR COUNTRY’S WORKFORCE”

WHAT IS THE FIP WORKFORCE TRANSFORMATION PROGRAMME?

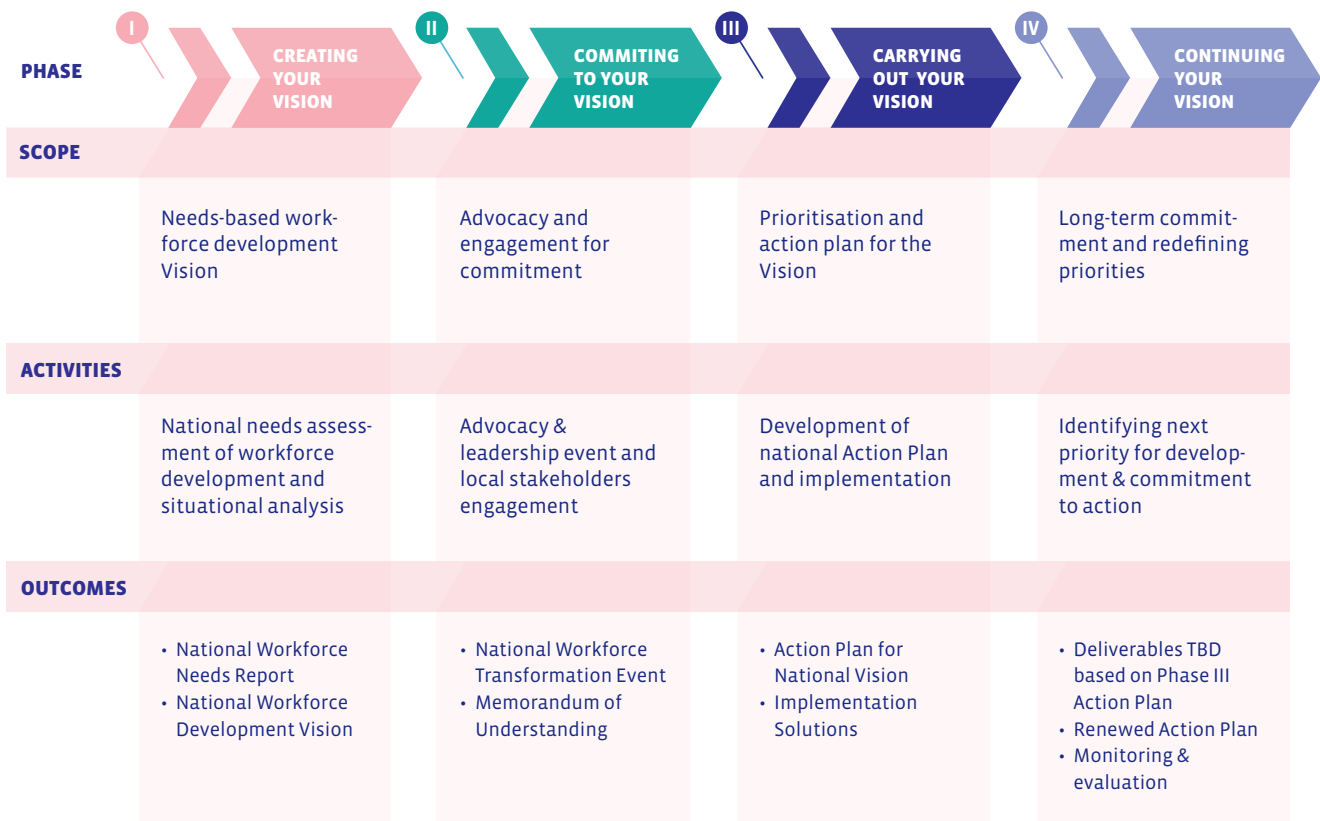
The FIP Workforce Transformation Programme (WTP) is a global programme that supports FIP’s member organisations and stakeholders in leading the advancement of their national pharmaceutical workforces.

The programme is designed to strategically support countries in developing needs-based, national workforce development strategies, workforce planning and actions.

The **WTP vision** is for every country to have a needs-based, national strategy and action plan for pharmaceutical workforce development.

The programme’s **mission** is to:

- Assist countries in assessing their pharmacy workforce needs and priorities;
- Support countries in developing needs-based national workforce strategies and infrastructure;
- Provide co-created solutions, tools, mechanisms and resources for implementation.



HOW DOES THE PROGRAMME WORK?

The WTP is a practical and flexible four-phase model with each phase having a clear scope, defined activities and tangible outcomes.

Phase I: Create your workforce Vision

FIP believes that development must be based on needs and that every country has its own distinct needs and health system circumstances. FIP can support each country in the first critical step of the WTP which is the comprehensive identification of the country-specific workforce development needs through a comprehensive needs-assessment and situational analysis process.

In addition to a National Workforce Needs Report, the key outcome from this stage is a National Workforce Development Vision

Phase II: Commit to your Vision

Committing to the Vision created in Phase I requires the full support, engagement and advocacy of all national pharmacy and health stakeholders.

In Phase II of the programme, FIP can support you in garnering the advocacy and evidence-led engagement through such mechanisms as discussion and briefing papers, designing high-level national leadership events, access to expertise and bi-lateral working with other countries, or even high-profile leadership advocacy through WHO engagement or signing of a memorandum of understanding

Phase III: Carry out your Vision

The third phase of the WTP is all about actions. One of the most important outcomes is to convert your vision into a sustainable and practical action plan. **Then, FIP will support you to use this action plan** to prioritise and achieve the vision in a step wise fashion, FIP will work with you to identify solutions and mechanisms for development and implementation to address your priorities. We will support you in leading real, results-driven and needs-based workforce transformation.

Phase IV: Deliver your Vision

By Phase IV, implementing solutions for your national workforce development priorities will be underway. During this phase, we revisit your vision (from Phase I) and action plan (from Phase III) and re-identify new priorities and renew our mutual commitment to transforming your national workforce.

“DESIGNED AROUND YOUR NEEDS”

FIP believes that successful and sustainable development can only be truly transformative if it is based on the distinctive health, pharmacy and workforce needs of each individual country. The FIP Workforce Transformation Programme offers a realistic and achievable framework for real transformation.

To find out more, please email wtp@fip.org

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