

One FIP

Evidence of impact around the world

International
Pharmaceutical
Federation
Annual report 2023



ADVANCING
PHARMACY
WORLDWIDE

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Foreword

Impacts around the world

My four-year term as FIP president commenced in a remarkable year. 2023 marked the 75th anniversary of the World Health Organization (WHO), and 75 years of continuous official relations between FIP and the WHO. Due to our special “Non-Governmental Organisations in Official Relations with WHO” status, FIP can speak at WHO meetings, which provides a means of advocating for the pharmacy profession to ministers, governments and other stakeholders (see p3). We work with the WHO in a number of areas and provide technical advice, notably around falsified and substandard medical products and patient safety (p22).

In 2023, the WHO declared that the COVID-19 pandemic was no longer a Public Health Emergency of International Concern. However, strengthening preparedness for, response to, and recovery from future health emergencies remains a critical need. We have taken forward our findings from COVID-19 and have worked with medicine, nursing, dentistry and physical therapy under the World Health Professions Alliance to provide unique evidence of the extent of the physical and psychological damage done to healthcare professionals during the pandemic because health systems failed to protect them (p21). This evidence has contributed to the drafting of the WHO Pandemic Accord and makes clear that without a properly supported workforce, there can be no robust pandemic response and no universal health coverage.

We must preserve the advances made as a result of the pandemic. Collaboration and partnerships have been a key part of progress towards our vision and mission, underpinned by the FIP Development Goals (p13). Notable in 2023 was the renewal of the agreement between FIP and the United Nations Educational, Scientific and Cultural Organization (UNESCO) concerning the UNITWIN Network on Global Pharmacy Education Development, which facilitated the opening of a second FIP-UNESCO UNITWIN Centre of Excellence to promote an integrated system of pharmacy research, teaching and training in South-East Asia (p6).

Also remarkable was the first World Congress of Pharmacy and Pharmaceutical Sciences held in Australia since 2003. I was pleased to welcome almost 2,000 colleagues from 90 countries to my home country which hosted important discussions on sustainability and enabled knowledge to be shared and put to use around the world (p29).

These are just a few examples of the evidence of FIP’s impact in 2023 and this annual report describes more outcomes across all sectors of our profession. Many of these achievements were led by FIP’s immediate past president Dominique Jordan, who sadly died in 2023, just a few weeks before his term of presidency was due to end. This annual report can be seen as a tribute to Dominique (p28), who was the initiator of the One FIP approach that has unified our members and officers across sectors and constituencies in order to reach our goals more efficiently and more effectively. Our members continue to be our prime focus. We are very proud of the work we have done for them and with them, and I thank all those who have volunteered their expert knowledge, skills and time to help us advance pharmacy and improve global health.

We will continue to support our members and the wider profession through advocacy, engagement and resources so that they can be the best health professionals that they can be; they love what they do, and they continue to make positive impacts on the health of communities everywhere.

*Forward with Pharmacy,
Forward with FIP!*



Paul Sinclair, AM

A handwritten signature in black ink, appearing to read 'Paul Sinclair', with a horizontal line underneath.

President, International Pharmaceutical Federation (FIP)

Snapshots 2023

Quarter 1: January to March



Enrolment in pharmacy schools is critical for strengthening the profession.

AIM shares strategies to improve enrolment

A new FIP handbook launched in January shared over 30 examples of activities undertaken by FIP's academic institutional membership (AIM) to improve enrolment in schools of pharmacy. "The [COVID] pandemic highlighted the requirement for current and future pharmacy education to be improved to strengthen the pharmacy profession and improve resilience, hence enrolment strategies have become more critical to pharmacy institutions," said Pierre Moreau, AIM chair (2019-23). Through its AIM (represented through deans or academic leadership team members), FIP recognises the prominent role of schools of pharmacy and/or pharmaceutical sciences in providing the foundation for the pharmacy profession. Access to the full handbook is a benefit of AIM, but, FIP also made a [summary version](#) of the handbook, with recommendations available to all. The FIP AIM is the only global network interconnecting schools of pharmacy and academic pharmacy leaders around the world for communication, collaboration and sharing ideas related to academic leadership.

FIP-WHO actions enhance knowledge on SF medicines

Evidence of the impact of a dedicated course for pharmacy undergraduates on substandard and falsified (SF) medical products was published in *BMJ Global Health* in February. The training was designed by the World Health Organization (WHO), FIP and partners, and piloted in universities in sub-Saharan Africa between 2019 and 2021. Outcomes in Cameroon, Senegal and Tanzania showed that the course improved students' knowledge on SF medicines. The findings encourage implementation of this course in curricula beyond the pilot and can inform possible future scale-up to strengthen health systems and prevent the negative consequences of SF medicines in communities. In February, FIP also highlighted this collaborative work at the World Health Organization Executive Board in Geneva, Switzerland, and called for expansion of the course to other universities.

Pharmacy students at Muhimbili University of Health and Allied Sciences, Tanzania, are equipped to prevent harms of fake medicines.



FIP gives insights on how digital health will transform pharmaceutical care delivery.

Leading on digital health in pharmacy

Insights into how digital health interventions support national pharmaceutical care delivery were shared with FIP members in a new publication in February. The [report](#), the work of FIP's [Global Pharmaceutical Observatory](#) supporting FIP's Multinational Needs Assessment Programme, presented a summary of a FIP-hosted roundtable comprising FIP Technology Advisory Group members and other digital health experts, global and regional pharmacy leaders, and researchers. Our work in digital health is led by the FIP [Technology Advisory Group](#), which included in 2023 two new working groups on artificial intelligence and data. Also in Quarter 1, the Technology Advisory Group led an event to discuss how digital health is changing care delivery for pharmacists and improving public health. A [report](#) of the discussion, which addresses topics such as health apps for blended pharmaceutical care, was published in 2023. In September, the group held a Digital Pharmacy Summit in Brisbane, Australia, which aimed to prepare pharmacists for the dynamics of digital health.

Quarter 2: April to June

FIP CEO calls on ministers to invest in pharmacy

In April, FIP CEO Catherine Duggan contributed to a roundtable on aligning, stimulating and sustaining health workforce investments for health for all at the 5th Global Forum on Human Resources for Health. The roundtable included ministers, leaders of international financing institutions, bilateral and multilateral agencies, private sector investors and health worker organisations. "Pharmacy needs to be routinely recognised as integral to health care by health ministers and finance ministers alike," Dr Duggan said. Outcomes of the discussion included agreement that the health workforce must be recognised as a human capital investment and that the world must shift to strategic long-term financing. The dialogue informed a United Nations General Assembly's High-Level Meeting on Universal Health Coverage in September 2023 and the WHO-ILO-OECD Working for Health Programme. Later in the year, FIP spoke at an Organisation for Economic Co-operation and Development (OECD) meeting in Paris, France, on health being key for economic resilience. We outlined the services offered by pharmacists and the need for funding models to support such services.

FIP was an invited guest at the 5th Global Forum on Human Resources for Health.



Education on promoting tobacco cessation was planned by FIP and the Jordan Pharmacists Association.

Key stakeholders discuss tobacco cessation and the role of pharmacists

FIP facilitated a meeting between its member the Jordan Pharmacists Association (JPA), the World Health Organization, the King Hussein Cancer Centre and the Jordanian Ministry of Health in May. The discussion focused on ways to support pharmacists' roles in smoking cessation, as well as exploring potential opportunities and best practices. Following the meeting, held in Amman, Jordan, FIP worked with the JPA to co-develop an action plan to organise educational events about the professional interventions that pharmacists may implement to promote and support tobacco cessation. A similar collaborative project will be implemented with the Indian Pharmaceutical Association. This work is part of FIP's collaboration with the WHO under the WHO Consortium on Tobacco Cessation. (See p17 for more work on tobacco cessation.)

Members at the 76th World Health Assembly

In May, FIP was pleased to bring several member organisations to the World Health Assembly in Geneva, Switzerland, for the first time since the COVID-19 pandemic, with some making official statements on behalf of FIP. We called on UN member states to leverage pharmacists' expertise and accessibility to benefit a number of areas, including: [public health emergencies](#); [substandard and falsified medical products](#) and [infection prevention and control](#); [women's, children's and adolescents' health](#); [patient safety](#); and [universal health coverage \(UHC\)](#). FIP also joined three constituencies to deliver statements on: [UHC](#); [primary health care and self-care](#); and [preparedness and response to health emergencies](#). The FIP delegation participated in over 50 assembly side events on critical issues affecting global health. Furthermore, FIP hosted a networking reception providing an invaluable platform for knowledge exchange and relationship building among FIP delegates, allied organisations and the WHO. Business meetings took place with WHO officials on topics such as medicines regulations. A report of activities is available to FIP members [here](#).

Mariet Eksteen (Pharmaceutical Society of South Africa) spoke for FIP at a Global Self-Care Federation event.



Quarter 3: July to September



Community pharmacies in many countries are contributing to more efficient health systems, FIP told ministries of health in Central Asia.

FIP promotes pharmacy's primary healthcare role in Central Asia

In July, FIP was approached by the World Health Organization (WHO) Europe to collaborate on strengthening community pharmacy practice in Tajikistan, as a result of a request from the Tajik Government to WHO Europe. Part of this work included presenting how community pharmacies in a variety of other countries are contributing to more efficient health systems, through the provision of a wide range of primary healthcare services and by optimising the use of medicines, at the WHO meeting of the Central Asian Roadmap high-level standing group in Dushanbe, Tajikistan. FIP's professional secretary Luís Miguel Lourenço and FIP's lead for practice development and transformation Gonçalo Sousa Pinto both spoke at the meeting, which was attended by the Minister of Health of Tajikistan as well as officers from the ministries of health of neighbouring countries. Our two officers also spoke about FIP's commitment to the principles of the Astana Declaration, the [FIP/WHO guidelines on good pharmacy practice](#) and the [FIP Development Goals](#) as a framework for development.

New FIP Hub offers opportunities for collaboration and progress

After an 18-month phased transition from its previous existence as the FIP Workforce Development Hub (established during the FIP congress in Glasgow in 2018), the new FIP Hub was officially launched in September 2023. The [FIP Hub](#) brings together experts to generate intelligence and provide evidence-based resources and tools to inform and support the [FIP Development Goals](#) in practice. The transition to FIP Hub was initiated under the presidency of the late Dominique Jordan who, as FIP president, introduced the vision of "One FIP", and is continued under the stewardship of FIP Bureau and current FIP president Paul Sinclair. In association with membership engagement and outreach across FIP, the hub will provide an opportunity for access to enhanced collaboration. While the pursuit of individual FIP Development Goals remains integral, the hub will deliver other tangible outcomes ranging from publications and reports to events and surveys. (See p14 for more.)

The FIP Hub, officially launched during the FIP congress in Brisbane, Australia, supports the FIP Development Goals.



Dr Sifei Han
Lecturer, China Pharmaceutical University, Nanjing, China

A social media campaign featured six pharmaceutical scientists from around the world.

NGPS special interest group encourages careers in pharmaceutical science

Putting a spotlight on pharmaceutical scientists was the aim of a campaign launched in July, which comprised a series of videos featuring pharmaceutical scientists from around the world. The [series](#) was produced by FIP's New Generation of Pharmaceutical Sciences (NGPS) special interest group, in collaboration with FIP's Early Career Pharmaceutical Group. In six videos, pharmaceutical scientists shared experiences in their fields and demonstrated the diverse careers possible, from designing indwelling drug-eluting sutures and developing tests for acute HIV infection, to ensuring regulatory compliance and helping to build research capacity in developing countries. The videos were shared across FIP social media platforms, with almost 13,000 video views.

Quarter 4: October to December

Pharmacy at key climate change events

In October, FIP's [SustainabilityRx](#) programme of work included taking part in the Middle East and North Africa (MENA) Climate Week in Riyadh, Saudi Arabia. The event sought to identify regional solutions ahead of the 2023 United Nations Climate Change Conference (COP28). Pharmacy's responsibility towards the environment includes being present at discussions of issues such as decarbonising health care. The UN conference saw its first ever day dedicated to health in the history of these climate negotiations, with health ministers attending alongside environment ministers, and the delivery of a [COP28 Climate and Health Declaration](#). By signing the declaration, 123 countries acknowledged the growing health impacts of climate change and the need for stronger climate change action. FIP was present at this historic event. In the run up to COP28, FIP also signed a World Health Organization call for world leaders to meet their commitments on climate issues. We published a new [policy statement](#) on environmental sustainability within pharmacy in September.

"Pharmacy will be needed more than ever to address the health impacts of climate change." — Dr Lina Bader, FIP lead on equity, sustainability policy and development.



The FIP-UNESCO UNITWIN Centre for Excellence in South-East Asia will promote an integrated system of pharmacy research, teaching and training.

Second FIP-UNESCO UNITWIN Centre for Excellence opens

A new FIP-UNESCO UNITWIN Centre for Excellence in South-East Asia was launched in October, following the successful renewed agreement between FIP and the United Nations Educational, Scientific and Cultural Organization (UNESCO) concerning the UNITWIN Network on Global Pharmacy Education Development in June. In 2010, FIP and UNESCO launched the network, together with University College London (UCL) School of Pharmacy. This led to the development of the pioneering FIP-UNESCO UNITWIN Centre for Excellence in Africa. The new centre in South-East Asia aims to promote an integrated system of pharmacy research, teaching and training, as well as community engagement and communication. Seven universities from five countries in the region (Bangladesh, India, Indonesia, Nepal and Thailand) are founding members. Anticipated key outcomes include adapting and adopting the [FIP Global Competency Framework](#) for the region, creating a professional development toolkit and establishing an academic capacity training series. FIP plans to have centres of excellence in each WHO world region by the end of 2024.

FIP meets with health minister for Uruguay

Changing the pharmacy model to ensure the presence of pharmacists at all times as a precondition to implementing professional services was one of the topics that FIP, the Pharmaceutical Forum of the Americas (now integrated into FIP) and FIP member the Uruguayan Association of Chemistry and Pharmacy (AQFU) discussed with Karina Rando, Minister of Health of Uruguay, at a meeting in Montevideo in November. The inclusion of private community pharmacies in the future electronic prescribing system was another. The minister was given FIP's [policy statement on digital health](#) and the Pharmaceutical Forum of the Americas Declaration of Bogota on the role of pharmacists in primary health care. "The meeting gave us the opportunity to share with the minister a vision of the role that pharmacists and community pharmacies can play in Uruguay's integrated health system. Dr Rando was very supportive. While she acknowledged the challenges of transforming the current system, she clearly saw the value of a patient-centred and service-oriented community pharmacy model and committed to working in that direction alongside our profession," said FIP vice president Virginia Olmos.

Health minister Karina Rando (pictured right with FIP VP Virginia Olmos) committed to working towards a patient-centred, service-oriented community pharmacy model.



About FIP*

Who we are

The International Pharmaceutical Federation (FIP) is the global federation of national associations of pharmacists and pharmaceutical scientists, with (at the time of publication) 153 member organisations (of which 9 are predominantly scientific organisations), and 209 allied organisations (of which 194 are academic institutional members).

FIP is a non-governmental organisation that has been in official relations with the World Health Organization since 1948. FIP is a founder member and one of five health professional organisations that form the World Health Professions Alliance (WHPA). Bringing together medicine, nursing, dentistry, physical therapy and pharmacy, the WHPA represents more than 41 million healthcare professionals.

What we do

FIP's vision is a world where everyone benefits from access to safe, effective, quality and affordable medicines and health technologies, as well as from pharmaceutical care services provided by pharmacists, in collaboration with other healthcare professionals.

Our mission is to support global health by enabling the advancement of pharmaceutical practice, sciences and education. This mission is articulated to members and key stakeholders through FIP's [Strategic Plan 2019–2024](#). Examples of what we do can be found throughout this annual report.

“A world where everyone benefits from access to safe, effective, quality and affordable medicines and health technologies.”

How we work

FIP's activities can be divided into three main areas — science, practice and education (and workforce) — although these areas are working increasingly more closely as “One FIP”. FIP regional forums, FIP advisory groups (e.g., on [technology](#) and for [regulators](#)) and FIP commissions ([antimicrobial resistance](#) and [data and intelligence](#)) cut

across all three areas to influence our One FIP thinking and gather ideas and projects. The FIP Consortium advises on the FIP Seal for continuing professional development programmes and accreditation agencies (see p20) and criteria developed to ensure the quality of FIP-developed provision. In addition, the FIP Hub supports continued implementation of the 21 [FIP Development Goals](#) (see p13).

Science

Work to advance the pharmaceutical sciences globally is primarily done through six special interest groups (SIGs) led by the Board of Pharmaceutical Sciences. There are SIGs for:

- > [Drug delivery and manufacturing](#)
- > [New generation of pharmaceutical scientists](#)
- > [New medicines](#)
- > [Personalised and precision medicine](#)
- > [Pharmacy practice research](#)
- > [Regulatory sciences and quality](#)

Practice

A priority for FIP is to advance pharmacy practice in all settings, and this is led through the projects and initiatives of eight pharmacy practice sections (led by the Board of Pharmaceutical Practice). There are sections for:

- > [Academic pharmacy](#)
- > [Clinical biology](#)
- > [Community pharmacy](#)
- > [Health and medicines information](#)
- > [Hospital pharmacy](#)
- > [Industrial pharmacy](#)
- > [Military and emergency pharmacy](#)
- > [Social and administrative pharmacy](#)

Education

The reform of pharmacy education in the context of pharmaceutical workforce development is a third objective, and this is the purpose of FIP Education (FIPEd), which includes:

- > [Academic Pharmacy Section](#) members (faculty members and educators);
- > [Academic institutional members](#) (deans of schools of pharmacy and pharmaceutical sciences);
- > A [Pharmacy Technicians and Support Workforce Strategic Platform](#) and its advisory committee; and
- > The [FIP-UNESCO UNITWIN programme](#) (regional university networks to advance pharmaceutical education), which is a global partnership between FIP and UNESCO.

“As One FIP, science, practice and education are taking action together.”

*As at May 2024

FIP directs particular efforts towards early career pharmacists and the preparation of congresses through its Early Career Pharmaceutical Group and Congress Programme Development Group, respectively. In addition, among the boards, sections, SIGs, commissions, advisory groups and regional forums described above are ad hoc working and focus groups.

The FIP Bureau



President
Mr Paul Sinclair (Australia)



Chief executive officer
Dr Catherine Duggan (Netherlands)



Scientific secretary
Dr Rebecka Isaksson (UK)



Professional secretary
Mr Luís Miguel Lourenço (Portugal)



Interim FIP Education secretary
Dr Naoko Arakawa (UK)



Chair of the Board of Pharmaceutical Sciences
Prof. Ross McKinnon (Australia)



Chair of FIP Education
Prof. Ralph Altieri (USA)



Chair of the Board of Pharmaceutical Practice
Mr Daragh Connolly (Ireland)



Vice president
Prof. Parisa Aslani (Australia)



Vice president
Ms Manjiri Sandeep Gharat (India)



Vice president
Dr Prosper Hiag (Cameroon)



Vice president
Dr Marianne Ivey (USA)



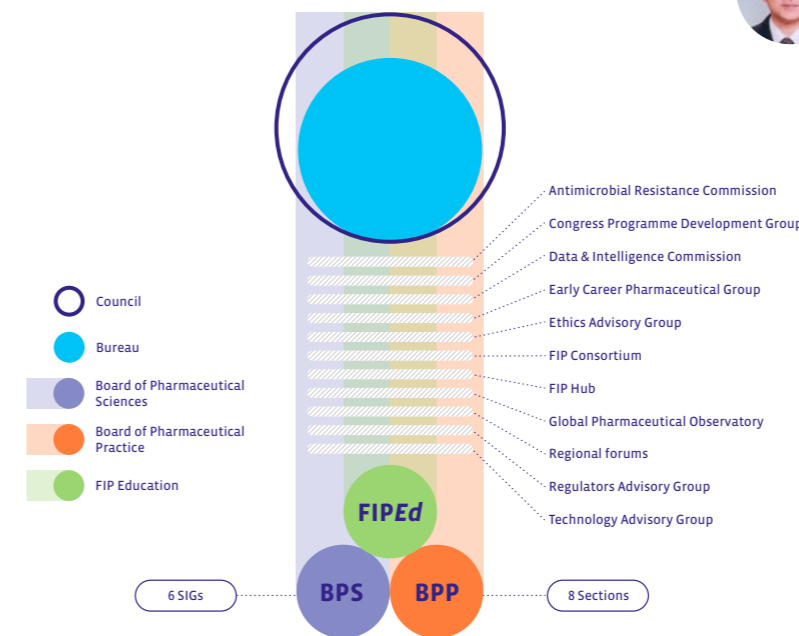
Vice president
Dr Virginia Olmos (Uruguay)



Vice president
Mr Lars-Åke Söderlund (Sweden)



Vice president
Prof. Hiroshi Suzuki (Japan) to September 2023



FIP's day-to-day activities are managed by an executive committee and a team of staff at our headquarters in the Netherlands and across the world, supported by an extensive global pharmacy and pharmaceutical sciences network and our partnerships. Individual annual reports of the SIGs and sections are available at www.fip.org.

Our members — The global pharmacy family in 2023

Through its organisational and individual membership, FIP was present in **155 countries** and territories, representing around four million pharmacists, pharmaceutical scientists and pharmacy educators.



FIP membership during 2023 was as follows:

156	194	23	3,923
Member organisations	Academic institutional members	Observer organisations	Individual members

*Full lists of FIP member organisations, observer organisations and academic institutional members can be found at: <https://www.fip.org/member-organisations>

New member organisations

At its meetings in September and December 2023, the FIP Council admitted the following as member organisations:

- Estonian Pharmacies Association
- Order of the Pharmacists of the Democratic Republic of Congo
- Pharmaceutical Society of Namibia
- SIGMA Pharm GIE (Morocco)
- Union of Community Pharmacy of Tunisia (“SPOT”)

“We are excited to have joined FIP. This partnership signifies our global healthcare excellence, sharing knowledge and progressing pharmaceutical practices, especially with the ever-evolving field of health care. Through our membership, we look forward to building international connections, staying updated on industry advancements, and contributing to the collective effort to elevate pharmaceutical standards globally.”



Ms Frieda Shigwedha
president, Pharmaceutical Society of Namibia

“We see our membership of FIP as an interesting opportunity to meet and exchange ideas with all the major players in the pharmaceutical sector from all over the world who are members of FIP. We hope to share experiences with teaching pharmacists, pharmacists’ unions, associations and professional guilds of pharmacists, to better understand what is happening elsewhere, and to enable us to move the Congolese pharmaceutical sector forward together, with a view to contributing to improving the consideration and contribution of pharmacy throughout the world.”



Dr Glorry Panzu Mavwanda
president, Order of Pharmacists of the Democratic Republic of the Congo

“Being at the global frontier of the field of pharmacy — this is essentially what membership of FIP gives us. FIP provides the opportunity to participate in discussions about the field of pharmacy, to contribute and receive the latest information about what is happening in the field, and to learn from progress and mistakes made elsewhere. Membership gives members of our association the opportunity to use internationally developed guidelines and recommendations and to participate in campaigns. As a small country, Estonia finds it difficult to pilot and develop all guidelines and implementation plans for new services from scratch, and this is where FIP’s support comes in handy.”



Ms Ly Rootslane
president, Estonian Pharmacies Association

New academic institutional members

FIP welcomed the following schools of pharmacy to academic institutional membership (AIM) in 2023:

- Al Nasser University (Yemen)
- Al-Razi University (Yemen)
- Al-Saeeda University (Yemen)
- American University of Athens (Greece)
- American University of Iraq, Sulaimani (Iraq)
- BRAC University (Bangladesh)
- Cyprus International University (Cyprus)
- Kerala university of Health Sciences (India)
- Mahidol University (Thailand)
- Massachusetts College of Pharmacy and Health Sciences (USA)
- MCPHS University (Worcester/ Manchester) (USA)
- National University Yemen (Yemen)
- Pharos University in Alexandria (Egypt)
- Silpakorn University (Thailand)
- Sri Ramachandra University (India)
- The University of Hong Kong (SAR, China)
- Tshwane University of Technology (South Africa)
- Airlangga University (Indonesia)
- Brawijaya University (Indonesia)
- Indonesian Muslim University (Indonesia)
- Abulcasis International University of Health Sciences (Morocco)
- University of Bergen (Norway)
- University of Central Punjab (Pakistan)
- University of Geneva (Switzerland)
- University of Modern Sciences (Yemen)
- University of Science and Technology Aden (Yemen)
- University of Science and Technology (Yemen)

“Silpakorn University is honoured to join the FIP community, which recognises the critical importance of fostering international partnerships in pharmacy and pharmaceutical sciences. Our membership represents a commitment to global collaboration, allowing us to use FIP’s extensive network to advance our pharmaceutical research, education and practice. We anticipate that FIP will provide us with shared knowledge, innovative practices, and a diverse range of perspectives, allowing us to make greater contributions to health care and education at both local and international levels.”



Prof. Pornsak Sriamornsak
dean, Faculty of Pharmacy, Silpakorn University, Thailand

Member engagement and delivery

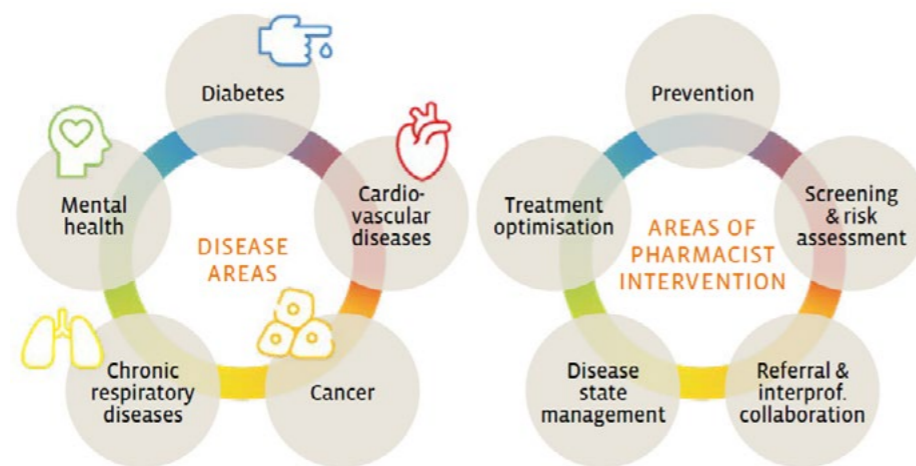
We engage with our members in a variety of ways, including through our Multinational Needs Assessment Programme (MNAP), surveys, data, transformation, provision programme and regional forums.

The MNAP enables us to assess nation's needs in order to provide evidence-based development. With our members, we identify priorities and examples of excellence in a variety of areas (see p15 and 19 for 2023 activities). The MNAP is supported by the [FIP Global Pharmaceutical Observatory](#), which is a repository for pharmaceutical data and intelligence, and the engine of our wider surveillance programme. Surveys are also conducted under FIP's other priority programmes.

Our work to transform practice in 2023 included the launch of the [FIP Practice Transformation Programme on Non-Communicable Diseases](#). This flagship project aims to showcase the profession's commitment to the WHO's Astana Declaration and to the primary healthcare agenda. The programme engages FIP member organisations by providing tools and strategic support to develop and implement pharmacy services that can have a sustained positive impact in the prevention, screening, management, and treatment optimisation of NCDs for improved patient outcomes and health systems efficiency and sustainability. While the project has particular focus on low-and middle-income countries, it encourages implementation by countries of all income levels. We hosted a launch event to introduce the programme to member organisations in February and began to work with the Indian Pharmaceutical Association using this framework.

Our [provision programme](#) seeks to facilitate a platform for the provision of quality training and development based on the needs and priorities of our members, aligned to the FIP vision. In 2023, the FIP Consortium awarded the FIP Seal to 10 training programmes (p20). In addition, we offered 88 digital events, often developed in collaboration with our members (see p31). Other work with our members last year included making more key FIP resources available in different languages, delivering 23 new translations (p35).

In 2023, work to integrate the regional pharmaceutical forums continued, in line with the One FIP ethos. This move will consolidate FIP's presence and influence at regional level, including work with World Health Organization regional offices, and provide the connections for FIP member organisations in a region to cooperate on issues, bolstered by their geographical, cultural, economic and political closeness. This stronger regional strategy may also provide an opportunity for engagement with current and new members that would otherwise not be possible. The integration process included work to draft core statutes as a template for each forum, to which region-specific elements may be added. The integration will be finalised in 2024.



The FIP Practice Transformation Programme on Non-Communicable Diseases engages FIP member organisations by providing tools and strategic support to implement pharmacy services for improved patient outcomes.

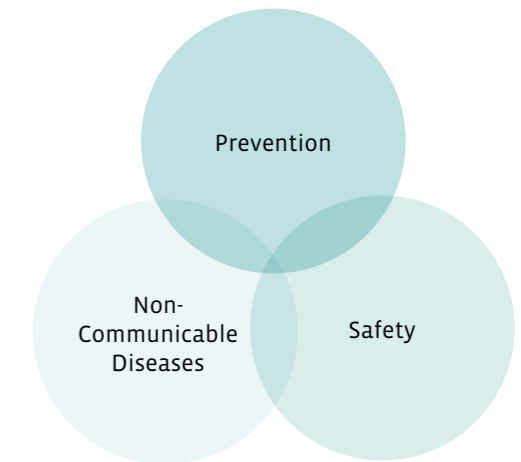
Primary health care — Moving towards universal pharmacy coverage

In October 2023, a [FIP digital event](#) marked the fifth anniversary of the Astana Declaration on primary health care. Discussions included progress and challenges related to the sustainable development goals and universal health coverage. Speakers included Dr Faraz Khalid, research and innovation officer at the World Health Organization, who presented the first volume of the Primary Health Care Global Report. FIP also marked the anniversary by calling on its 156 national member organisations, individual members and global pharmacy agencies to take 10 actions to accelerate pharmaceutical workforce transformation. The actions are set out in a document entitled the "[FIP Brisbane Calls to Action](#)" (see p20). FIP's actions since 2018 have built on the principles of the declaration through three key programmes of work: non-communicable diseases, patient safety, and prevention.

Our non-communicable diseases (NCDs) programme aims to make a sustained and measurable impact in terms of improved population outcomes and health systems efficiency. It includes a practice transformation programme on NCDs tailored for member organisations which was launched in February 2023 (see p11).

Under our patient safety programme, we advocated the importance of our profession for patient safety at the World Health Organization executive board meeting in February. We drew ministers' attention to the successful assessment of a university course on substandard and falsified medicines developed jointly by FIP and the WHO and called for further implementation (see p3). Improved patient safety is also the major driver behind a new [FIP policy statement](#) developed by our policy committee on medicines information.

The pharmacy profession has huge potential to save lives and reduce burden on healthcare systems through disease prevention. Two of the most effective disease prevention strategies are action on tobacco and vaccination, and our 2023 activities in these areas are shared in this annual report (p17).



FIP is advancing pharmacy's roles in primary health care primarily through programmes on non-communicable diseases, patient safety, and prevention.



Astana Declaration and FIP
 In 2018, the world came together at the Global Conference on Primary Health Care in Nur-Sultan (previously Astana), Kazakhstan, where heads of state and government and ministers recommitted to strengthening primary health care to achieve universal health coverage and the United Nations Sustainable Development Goals in the Declaration of Astana. The conference took place on the 40th anniversary of the Declaration of Alma-Ata, a major milestone in public health which identified primary health care as key to health for all.

FIP was part of the global community in Nur-Sultan that renewed political focus on primary health care at this historic meeting, contributing to and signing the declaration. Since that time, the federation has worked to strengthen pharmacy's contribution to, and impact on, primary health care. Examples from 2023 are given on this page.

FIP Development Goals 2023

The 21 [FIP Development Goals](#), published in 2020, bring together workforce and education, practice and science under a transformative framework. They define an improved and more advanced pharmacy profession for the next decade in alignment with FIP's mission and with wider global imperatives such as the [United Nations Sustainable Development Goals](#). Having a set of "One FIP" (FIP-wide) development goals provides a consistent way to identify shared priorities across FIP, as well as enabling needs assessment and mapping of priorities. For example, the FIP Development Goals have been mapped with all FIP priority programmes for universal health coverage through primary health care.

FIP is working to translate the FIP Development Goals into as many languages as possible. A Spanish translation was published in December, thanks to the Pharmaceutical Forum of the Americas, bringing the number of available languages to seven.

It is crucial for every country and region to develop needs- and evidence-based policies for the transformation of pharmaceutical education linked with the health needs of populations and national priorities. The FIP Development Goals provide a systematic framework for this effort and FIP has developed regional roadmaps for pharmaceutical education. In 2023, through its network of higher education institutions and national professional leadership bodies, FIP obtained insights on the use and prioritisation of the goals through surveys and qualitative interviews. The study "[Transforming pharmaceutical education: A needs-based global analysis for policy development](#)" was published in *Exploratory Research in Clinical and Social Pharmacy*.

The FIP [Global Pharmaceutical Observatory \(GPO\)](#) has identified FIP Development Goal indicators to measure progress against the goals. FIP aims to facilitate monitoring and sharing best practice development with evidence generated visualisations via the GPO, displayed through the [FIP Atlas](#).

"[The FIP Development Goals are a] key resource for transforming the pharmacy profession globally, regionally and nationally, and for supporting global health by enabling the advancement of pharmaceutical practice, sciences and education."



Dr Eduardo Savio
former president, Pharmaceutical Forum of the Americas



FIP Hub

The [FIP Hub](#) supports continued implementation of the FIP Development Goals, retaining the workforce development elements in the DGs while bringing in the elements of pharmaceutical practice and science. Officially launched in September 2023, this new structure will ensure that FIP continues to meet its commitment to universal health coverage and the Astana Declaration on primary health care, providing a focal point for project work and activity, alongside all other programmes and priorities. The FIP Hub brings together experts to undertake projects to generate data and intelligence and provide evidence-based resources and tools to inform and support progress.

Its activities extend across three key work streams:

1. FIP Development Goals (monitoring, progressing, enabling)
2. Pharmaceutical intelligence through the Global Pharmaceutical Observatory (data capture and reporting, and analysis and informing)
3. Generating education, workforce and practice-led research, policy and ideas.

Hub projects are designed to gain a better understanding of the global landscape, innovations, and new methods and tools in specific and priority-driven areas of healthcare need, as well as to meet the priorities of FIP and our members.

Hub experts work with wider forums and expert groups to implement work plans through literature reviews, case-study development, policy analyses, and quantitative and qualitative research. The reports and tools are tested, validated and shared with the FIP's global community of practice to be used and implemented.



Focus on our profession and practice across all sectors

Providing evidence of opportunities

FIP's Multinational Needs Assessment Programme (MNAP) shared evidence of needs and opportunities for the pharmacy profession related to iron deficiency anaemia and hygiene in 2023. The MNAP, which is delivered by the FIP Global Pharmaceutical Observatory, identifies priorities and examples of excellence in a variety of areas. Iron deficiency anaemia is the leading cause of anaemia globally and the programme explored the contribution of pharmacists in anaemia in five countries — India, Indonesia, Malaysia, Philippines and Singapore. Its findings, which indicate growing opportunities for pharmacists to contribute to achieving global targets on anaemia through their involvement in screening, management and increasing awareness among patients and community members, were published in *Exploratory Research in Clinical and Social Pharmacy* in February. Demand for pharmacy advice on hygiene — particularly infection control — has also increased, according to an MNAP report also published in February. The work, which included surveys across five FIP member organisations, highlighted current and future learning needs of pharmacy teams.

Evaluating pharmacy point-of-care testing

FIP's mission to improve global health by enabling the advancement of pharmacy includes monitoring trends in practice. In November, work by FIP published in a [global intelligence report](#) provided evidence of the growth in point-of-care testing (POCT) in community pharmacies. Gathering evidence from a literature review, findings from a survey of 25 countries, 11 case studies and the discussion of a FIP insight board, the report offers an overview of pharmacist-led POCT interventions around the world and highlights significant correlations with positive health outcomes and cost savings. POCT in pharmacies is an invaluable tool for the early detection and management of diseases, as well as for triaging patients for referral if needed. Obstacles to POCT are also presented. The report can be used as an advocacy and strategy tool to further grow this type of pharmacy service.

Strengthening pharmacy practice as a scientific discipline

Pharmacy practice has been defined as “the scientific discipline that studies the different aspects of the practice of pharmacy and its impact on healthcare systems, medicine use, and patient care”. The sharing of research through publications and symposia reinforces this definition. In March 2023, FIP's *Pharmacy Education* journal was among a group of clinical pharmacy and social pharmacy journals that developed the [Granada Statements](#) on how journals can contribute to strengthening pharmacy practice as a discipline. In July, pharmacy practice researchers were brought together to share the latest work from 19 countries at a two-day conference hosted by the University of Granada, Spain, and organised by FIP's Pharmacy Practice Research (PPR) special interest group (SIG). The meeting also offered interactive workshops on topics such as health economics. Abstracts of research presented at the meeting were published in *Pharmacy Education*.

“Researchers, peer reviewers and journal editors can all make an impact on the advancement of pharmacy practice. The pharmacy practice research special interest group is proud to have held this third summer meeting for researchers, which covered a range of topics such as medication adherence, deprescribing and healthcare integration and helped disseminate new knowledge that will improve practice.”



Dr Victoria Cardenas
chair, Special Interest Group in Pharmacy Practice Research, FIP

Exploring privacy and confidentiality in practice

Insights on the knowledge and application of professional ethics of privacy and confidentiality among practising pharmacists across 17 countries were published in a report from FIP's Community Pharmacy Section (CPS) in August, supported by FIP's Board of Pharmaceutical Practice. Although the CPS research found a number of indicators of good practice, the report also revealed areas for improvement, such as gaps in current training programmes (both pre- and post-graduation) and a need to change the infrastructure in some pharmacies to be more conducive to preserving confidentiality. “Our profession is undergoing a transformation

towards more clinical roles in patient care, providing services such as medication therapy management (often requiring collaboration with other healthcare professionals), immunisation and health screening. Lack of privacy and confidentiality in certain geographical areas are crucial obstacles that could inhibit service utilisation,” the authors of the report “[Ethics and the pharmacist: Privacy and confidentiality](#)” say.

Improving digital health literacy

Over 150 FIP members enrolled in FIP's “Digital health in pharmacy” course, which was launched in May 2023. Digital care delivery models present a great change for healthcare practice and for the workforce. The self-paced, online course, which was offered to members free of charge, targeted both pharmacy practitioners and educators with modules on digital health tools and related challenges that can be encountered in practice, and digital health in pharmacy curricula.

“The pharmacy profession needs to develop a digitally literate workforce for today and the future. With this course, FIP supports its members to be better equipped, lead, and be the change makers that healthcare and educational systems demand.”



Mr Jaime Acosta-Gómez
secretary, Community Pharmacy Section, and co-chair, FIP Technology Advisory Group

Advancing hospital pharmacy practice

The goals of FIP's Hospital Pharmacy Section (HPS) include setting standards for practice and workforce and facilitating the sharing of knowledge and resources. These standards — the [Basel Statements](#) — are being used by hospitals such as the King Hussein Cancer Centre (KHCC) in Jordan. In November, the centre shared in an article in the HPS newsletter how the statements had been essential in guiding the KHCC pharmacy team in developing robust procurement systems, emphasising pharmacist involvement, transparency and compliance in medicines procurement. In 2023, the HPS began work to revise the Basel Statements to ensure they remain relevant to hospital pharmacists around the world. The first phase of the revision included a gap identification and document mapping exercise. The second phase included an analysis of the gaps identified and drafting of updated statements, followed by a survey of FIP member organisations around how the statements were used and what changes they would like to see. This work was presented at the FIP world congress in Brisbane, Australia, and feedback collected. The updated statements are expected to be available in 2024.

“Applying the Basel Statements to ensure specialised training to pharmacists involved in developing the medicines’ supply chain management system contributed directly to elevating the King Hussein Cancer Centre pharmacists into clinical leaders, actively participating in strategic decision-making within the hospital.”



Ms Suzan S. Hammoudeh
pharmacy department chairman deputy, King Hussein Cancer Center, Jordan

Supporting the profession in humanitarian crises

Our world had to face several natural disasters and conflicts in 2023. Through its emerging [Humanitarian Programme](#), FIP reached out to different members and pharmacy students in the affected country/territory to ask what they needed. Our subsequent support included establishing a fund through the FIP Foundation to gather monetary aid when earthquakes hit Syria and Turkey in February; identifying priorities related to continuing professional development strategies, sharing experiences of ensuring access to medicines with colleagues in Malawi following Cyclone Freddy in March; and, in October, calling for all parties in conflicts to respect and protect healthcare workers and access to health care in a [FIP statement](#) as well as in a [statement](#) from the World Health Professions Alliance. The Humanitarian Programme includes providing webinars. For example, in May, we hosted a webinar entitled “A global view of pharmacists’ needs in humanitarian settings” which aimed to explore how pharmacists in humanitarian settings can respond to difficult situations and to identify the main challenges they face. In October, we published an updated [policy](#) on pharmacists’ roles in disaster management to guide the profession. In the same month, Sylvain Grenier, president of FIP's Military and Emergency Pharmacy Section, spoke about pharmacists’ roles in all phases of disaster management at the 3rd International Conference of Pharmaceutical Science and Military Pharmacy in Bogor, Indonesia.

“Due to the impact of the cyclone, most pharmacy students and professionals in Malawi, including academics, were engaged at various levels to help the affected communities. We were pleased to meet with FIP colleagues online, who highlighted some helpful resources, including practical examples of how other countries managed the supply chain for medicines in these situations and ensured access to medicines.”



Dr Felix Khuluza
associate professor of pharmacy, Kamuzu University of Health Sciences, Malawi

Health benefits for patients and communities

Promoting vaccination by pharmacists

Vaccination is the most effective public health intervention after clean water for saving lives and promoting good health. Throughout 2023, FIP continued to advocate the contribution that pharmacists make and have further potential to make to the health of communities through administering vaccinations. For example, we communicated the value of expanding this pharmacy service at the World Congress on Public Health in Rome, Italy, in May, during World Immunisation Week in April, at a Bamberg Health event on adult vaccination strategies, public policies and best practices in Berlin, Germany, in July, at the World Health Summit in Berlin in October, and at the “Force of the future: Co-creating youth action on immunisation” event, held by the World Health Organization Regional Office for Europe in Copenhagen, Denmark, in December. Our support in this area also included making a number of resources available including [digital events](#) and [CPD Bites](#). In April, we launched a new [tool](#) developed by FIP’s Regulators Advisory Group to help countries self-assess readiness of their regulations to enable pharmacist-delivered vaccination services and, where needed, to implement such regulations. In July, we published a [policy toolkit](#) that aimed to assist FIP member organisations seeking to accelerate pharmacy-based life-course immunisation, aligned with the [World Health Organization Immunization Agenda 2030](#) (which recommends that all member states adopt a life-course approach to immunisation) and the [United Nations Decade of Healthy Ageing Action Plan 2021–2030](#) (which urges the scale up of age-friendly primary health care to provide a comprehensive range of services for older people, including vaccination).

Pharmacy’s value in life-course vaccination was also the focus of a new FIP [policy statement](#) in September, which called for expansion of vaccination schedules and the integration of pharmacists into immunisation pathways for older people as well as those for other special-risk groups and strategies, emphasised the value of pharmacists in building vaccine confidence and addressing vaccine hesitancy, and set out recommendations for different stakeholders, including governments and policymakers, FIP member organisations, practitioners and providers of pharmacy education. This was supplemented in December with a FIP [report](#) giving an overview of the successes of FIP member organisations in

implementing or expanding the role of pharmacists in vaccination, including insights into current clinical coverage, policy frameworks, financial remuneration, the impact of pharmacy-based vaccination on vaccination rates and public satisfaction with the service. In addition, in 2023, FIP’s academic pharmacy and community pharmacy sections worked with the Indian Pharmaceutical Association (IPA) to develop and deliver a new “train the trainer” programme to equip pharmacists in India to become vaccinators. Forty pharmacists took part in the programme, which involved 15 online modules on FIPx (FIP’s online learning platform) followed by face-to-face training and assessments in December.

These colleagues will soon cascade these skills to others. FIP’s work on vaccination also included, in December, the launch of a new campaign raising awareness and understanding of the benefits of vaccination among vulnerable groups through community pharmacies. Under the banner “Let’s talk about vaccines!”, FIP offers a suite of freely available evidence-based [materials](#) aimed at pharmacy teams and the public.

“It is very heartening that FIP and IPA have worked together on these online vaccination training modules. Training pharmacists to be vaccinators and authorising vaccinations at community pharmacies in India will contribute to a more sustainable and accessible primary health care model, benefitting our people.”



Dr T.V. Narayana
president, Indian Pharmaceutical Association

Preventing harm from tobacco use

Although progress on preventing the harms of tobacco includes declining tobacco use in 150 countries, FIP has been working on further progress. In May, we published a new [handbook](#) and an accompanying [knowledge and skills guide](#) for pharmacists to support tobacco cessation and treat tobacco dependence. The handbook, developed in collaboration with an international group of experts, including from the World Health Organization, outlines the latest evidence-based practices, techniques and strategies. Concerns over health risks related to the use of e-cigarettes were addressed in a [statement](#) from the FIP Bureau in June. This statement provided much needed

interim guidance while the federation develops a new policy statement on tobacco use, which will include e-cigarettes. 2023 also saw FIP collaborate with the WHO and the Indian Pharmaceutical Association to hold a digital event to support pharmacists in their role in tobacco cessation. In addition, FIP was instrumental in facilitating a discussion with the Jordanian Ministry of Health in Amman in May on ways to support the role of pharmacists in smoking cessation (p4).

Improving patient safety

The World Health Organization estimates that more than one in 10 medicines in low- and middle-income countries are substandard or falsified (SF), presenting significant health risks to communities. Pharmacists have a key role to play in preventing these harms and in 2023, FIP continued to make strong statements from the pharmacy profession in support of the fight against fake medicines. In June, FIP advocated this role at the CD-P-PH/CMED-CD-P-PH/PC Stakeholder Day. The CD-P-PH/CMED (Committee of Experts on Minimising Public Health Risks Posed by Falsification of Medical Products and Similar Crimes) and CD-P-PH/PC (Committee of Experts on Quality and Safety Standards in Pharmaceutical Practices and Pharmaceutical Care) are both committees of the European Directorate for the Quality of Medicines and Healthcare. A new [FIP tool](#) to aid countries in assessing the sufficiency of their regulatory systems to support pharmacy interventions against SF medicines was made available in November. Developed by FIP’s Regulators Advisory Group, it covers pharmacist-led roles and the responsibilities of health ministries. This work sits under a wider FIP priority programme on [patient safety](#). Through FIP, the profession was represented at the WHO global conference on patient safety that took place in Geneva, Switzerland, in September, and at the World Drug Safety Congress EU 2023, held in Amsterdam, Netherlands, in October. “The testimonies of patients and families shared at the WHO conference underscored the vital significance of our work in ensuring patient safety and encompassing efforts from policy advocacy to community-level initiative,” said Zuzana Kusynová, FIP’s lead for policy, practice and compliance. This conference concluded with agreement across a broad range of stakeholders on a first-ever “Patient safety rights charter”.

“FIP has been speaking out against SF medical products for over 20 years and the new “Substandard and falsified medical products: Regulatory self-assessment tool” is another mechanism to decrease the impact of SF medical products on patient care.”



Mr Brett Simmonds
chair, FIP Regulators Advisory Group

Improving health literacy

“Patients must be empowered through health literacy. This is one of the most effective investments in transforming health outcomes at population basis,” Boyan Todorov, president of FIP’s Health and Medicines Information Section (HaMIS), said on a panel during the “Health literacy and human rights — trust building and equitable access to healthcare” conference in Rome, Italy, in December. The event was organised by the Council of Europe in cooperation with the National Office Against Racial Discrimination of Italy, and with the support of the Ministry of Family, Natality & Equal Opportunities and of the Ministry of Health of Italy. On behalf of FIP, Mr Todorov advocated the important role that pharmacists, as the most trusted health providers, play in this process: “Pharmacists as educators enhance awareness, coordinate roles and encourage a patient-centric care, paving the way for improved health literacy.” During the event, FIP joined the Council of Europe as a global ally in launching its guide to health literacy, a practical tool to assist decision-makers, health providers and health professionals in addressing health care, disease prevention and health promotion. The tool aims to promote the inclusion of disadvantaged groups and to fight discrimination by focusing on patient’s needs, social listening and preventive services for people in vulnerable situations.

Curbing the spread of tuberculosis

Despite being a preventable and curable disease, 1.5 million people die from tuberculosis each year, making it the world’s top infectious killer, according to the World Health Organization. FIP contributed to a [paper](#) published in *BMJ Global Health* in August, outlining three priority actions to engage pharmacies more effectively in identifying people with TB, especially in high-burden settings. These actions include establishing structured mechanisms for pharmacies to support people with presumptive TB, for example regarding screening, and the paper included an infographic to support pharmacists in managing cough and other TB-presumptive symptoms in the pharmacy with the aim of curbing the growing number of people with TB that are not reported. Often being the first point of access to care, community pharmacists are strategically positioned to identify these individuals.

Education and workforce — Setting the path ahead to 2030

Sharing intelligence to transform pharmaceutical education

Key priorities and challenges in pharmaceutical professional education and training systems across 21 selected countries were shared in a new FIP report in November. The work was part of FIP's Multinational Needs Assessment Programme (MNAP) and the report aims to shape evidence-based policies for workforce development aligned with FIP's 21 Development Goals (see p13). Priority areas included people-centred care and patient safety. The report also outlines systems, tools and mechanisms currently available to support global workforce transformation. This MNAP project highlights the importance of capacity building and competency development in improving the overall quality of pharmaceutical healthcare delivery. The next phase of this project will involve design and delivery of an education and training intervention, and its evaluation. The intelligence provided by the report can also be used by FIP members to better evaluate their situation compared with other countries and align national interventions to address identified gaps. The research was also published in the *International Journal of Pharmacy Practice*.

Supporting a competency-based approach to practice

In May, FIP launched a [handbook](#) on the FIP Global Competency Framework (GbCF). The framework, first published in 2012 and updated in 2020, is a validated set of behavioural competencies that can contribute towards supporting foundation level practitioner development and be used to map progress towards effective and sustained performance, paving the way into advanced practice. The handbook is designed to support the use of the framework and contains case studies sharing experiences of how the GbCF has been adapted and adopted. "Competency development frameworks, comprising a structured assembly of behavioural competencies, are increasingly essential in professional healthcare education, driven by the need for transparency in the training, development and professional recognition of healthcare professionals. The evidence to support their routine use in professional development is unequivocal. This handbook brings together chapters on the revision processes and,

importantly, narratives and case studies on how members and leadership bodies have addressed the 'adopt and adapt' approach, in the expectation that others can learn rapidly from these cases," said Ian Bates, director, FIP Global Pharmaceutical Observatory.

Defining needs in AMR education

Findings from a FIP survey looking into education on antimicrobial resistance (AMR) in pharmacy against the World Health Organization curriculum guide were published in November. The results, covering 81 countries, highlighted a need for curricula to evolve to cover subjects such as pharmacogenomics, adverse event investigation and prescription scrutiny. The [report](#) of the findings, which included insights from 12 case studies on the diverse approaches taken to tackle AMR education in various countries, also emphasised the importance of addressing contamination risks, diagnostic data analysis and preventive strategies. The work suggested pathways to meet the challenges posed by AMR, focusing on strengthening stewardship and surveillance by enhancing skills in collecting and analysing antimicrobial consumption data. In a new [statement of policy](#) on AMR published in November, FIP committed to support the development of the healthcare workforce through education and continuing professional development on AMR and antimicrobial stewardship. The statement also makes a number of recommendations for governments, policymakers, FIP member organisations and pharmacists. In the same month, we were also party to a [joint statement](#) with a number of global health organisations released in anticipation of the 2024 United Nations General Assembly High-Level Meeting on AMR, calling for actions spanning appropriate antimicrobial use and surveillance, supporting prevention measures, fostering innovation, ensuring access to new technologies and addressing the environmental impact of antibiotics.

"It is vital that the pharmaceutical workforce is equipped with relevant and up-to-date knowledge, skills and attitudes required to tackle AMR. The time to act is now, and by equipping the pharmaceutical workforce, we can collectively forge a more resilient future against the threat of AMR."



Prof. Cátia Caneiras
co-chair of the FIP Commission
on Antimicrobial Resistance



FIP's Workforce Symposium led to the development of 10 actions to accelerate workforce transformation (FIP's Brisbane Calls to Action).

Assuring quality provision and alignment with FIP vision

In 2023 the FIP Consortium, established to serve FIP's [provision and partnerships](#) programme and appraise applications for the FIP Seal for quality training and professional development, awarded the seal to the following continuing professional development programmes:

- "Antimicrobial stewardship educational programme in community pharmacy" (Lebanese Order of Pharmacists, Lebanon);
- "Collective learning certificate 1: Supply chain for health" (Bee Skilled Global, India);
- "Collective learning certificate 2: Supply chain for health" (Bee Skilled Global, India);
- "CVD & stroke prevention course" (American College of Cardiology — NCD Academy, USA);
- "Emerging leaders programme" (Curriculo Solutions, UK);
- "Medical logistics practitioner training programme" (CMCOMMS, Zimbabwe);
- "National diploma in medical sales and marketing" (Harare Institute of Public Health, Zimbabwe);
- "National diploma in pharmaceutical technology" (Harare Institute of Public Health, Zimbabwe);
- "National diploma in public health supply chain management" (Harare Institute of Public Health, Zimbabwe);
- "Nurturing the next generation of pharmaceutical industry professionals & leaders" (African Pharmaceutical Network, Kenya).

FIP Consortium chair Bronwyn Clark presented FIP's strategic work that aligns with FIP Development Goals 3 (quality assurance) and 5 (competency development) to accreditation and education bodies at the Global Forum in Quality Assurance in Continuing Education (GFQACE) in Colorado, USA, in July. The GFQACE has developed a framework for quality assurance of continuing education/CPD accreditation systems based on FIP resources.

"The FIP Seal is a valuable recognition for the quality of programmes delivered by the Order. This will encourage pharmacists to benefit from our educational and training programme on antimicrobial stewardship as well as show the Ministry of Public Health the interest of pharmacists in self-empowerment."



Dr Luna Elbiziri
coordinating consultant for FIP,
Lebanese Order of Pharmacists

Accelerating pharmaceutical workforce transformation

In September, the FIP Global Pharmaceutical Observatory (GPO) and the FIP Hub held a symposium entitled "Accelerating towards 2030: Workforce transformation for better health" in Brisbane, Australia. With over 120 delegates from 42 countries in attendance, the symposium marked a significant milestone in workforce transformation, representing a mid-term point between FIP's Global Conference on Pharmacy and Pharmaceutical Sciences Education in 2016 — at which a global vision for the pharmaceutical workforce was created — and the World Health Organization Global Strategy on Human Resources for Health 2030 ambitions. The event provided an opportunity to review our pharmacy workforce transformation objectives and, driven by expert insights and current evidence from FIP GPO and Hub, 10 actions (FIP's [Brisbane Calls to Action](#)) to accelerate pharmaceutical workforce transformation were developed with the consensus of the delegates. These actions, which were shared with our 156 member organisations, include developing adaptable systems and tools (including competency development frameworks) to support progressive roles for pharmacists, including preventive health care and prescribing. The Brisbane Calls to Action, aligned with the current [FIP Global Roadmap strategy](#), reaffirm FIP's objectives and offer a refreshed blueprint for future efforts on workforce transformation to meet global healthcare needs. A [report](#) of symposium discussions was published in December.

Collaborations and partnerships

Ensuring adequate human resources for health

FIP collaborates with four other international health professional organisations — the International Council of Nurses, FDI World Dental Federation, the World Medical Association and World Physiotherapy — under the World Health Professions Alliance (WHPA). This alliance facilitates the health professions to work together on common issues such as positive practice environments, interprofessional collaborative practice, substandard and falsified medicines, and non-communicable diseases. The health workforce has a crucial role in realising universal health coverage and the WHPA specifically collaborates with the World Health Organization on this area along with non-communicable diseases and the ageing population under a memorandum of understanding signed in 2022. In 2023, this work included organising a parallel session at the fifth Global Forum on Human Resources for Health held in Geneva, Switzerland, in April. The session was entitled “COVID impacts on the health workforce past, present and future”, featuring a speaker from each profession.

At this event, FIP described how the scope of pharmacy practice changed during the pandemic, including the wider successful role of community pharmacies in vaccinations and in disseminating reliable health information. During the forum, the WHPA also presented a comprehensive [report](#) revealing the extent of the physical and psychological damage done to healthcare professionals during the COVID-19 pandemic because the health systems they worked in failed to protect them. This report pulled together evidence of the impact of the pandemic from the WHPA’s five members and was presented to officials, policy makers and civil society, supporting an WHPA call for reforms to protect healthcare professionals and invest in the workforce. When the WHO Pandemic Agreement was discussed by the World Health Organization Intergovernmental Negotiating Body in November, FIP was a signatory to a WHPA [statement](#) on Article 6 (preparedness, readiness and resilience) and Article 7 (health and care workforce) of the draft agreement. Among the interventions submitted by the WHPA, were that development of rehabilitation and post-pandemic health systems should include health and care workforce recovery strategies.

“By pooling the data from surveys of their memberships conducted during the pandemic, the WHPA organisations were able to put together a unique picture of what the pandemic looked like for health professionals on the ground. By identifying the challenges we have in common across the professions, we can work together to resolve them.”



Mr Jonathon Kruger
2023 chair, World Health Professions Alliance

Supporting self-care and the management of common ailments

FIP collaborated with a number of organisations in the area of self-care in 2023. In July, we were signatory to an [open letter](#) by the Self-care Trailblazer Group lobbying United Nations member states to utilise self-care as an approach to strengthen health systems. Our advocacy work continued at the World Health Summit in Berlin, Germany, in October, where as a member of the United for Self-care Coalition, we urged policy makers to leverage pharmacists’ expertise, accessibility and convenience to deliver primary healthcare services, including common ailments management. “It is important to design an enabling policy environment for self-care interventions and to communicate the value of self-care, so that individuals perceive it as an empowerment, rather than an abandonment by healthcare professionals. . . . Whether it is about supporting the adoption of healthier lifestyles for the prevention of non-communicable diseases, managing common ailments or aiding informed choice of self-care products, pharmacists have a central role to play in self-care strategies,” said Gonçalo Sousa Pinto, FIP’s lead for practice development and transformation. FIP also took part in the Self-Care, Health & Wellbeing Summit, organised by the School of Public Health, University of Technology Sydney, and hosted by the Self-Care Academic Research Unit, Imperial College London School of Public Health, UK. This event, in September, included discussions of tools and mechanisms to expand access to self-care interventions, especially through the involvement of pharmacists in addressing the rising burden of non-communicable diseases. FIP’s work in this area in 2023 also included an assessment of needs related to pharmacists’ understandings and views about self-care, engaging colleagues across 55 countries. The research,

FIP reviews and provides technical feedback on World Health Organization documents, ensuring that pharmacists and pharmaceutical scientists benefit from WHO guidelines and recommendations.



published in a [report](#) in December, found that pharmacists and pharmacy teams are developing more opportunities to extend their contributions and behaviours to facilitate self-care support for better patient health outcomes. It identified key themes that could improve community pharmacy practice for better self-care support, and highlighted that educating pharmacists to support self-care remains a necessity. FIP resources in 2023 included a series of [CPD Bites](#) on self-care in the context of a variety of common ailments and an intelligence [report](#) on common ailment schemes.

Providing technical expertise

Since the creation of the World Health Organization, FIP has held the status of “Non-governmental Organisation (NGO) in Official Relations with WHO”. Our collaboration with the WHO in areas such as workforce is bolstered by a memorandum of understanding between FIP and the WHO in 2019. Our official status allows us to speak at the meetings of WHO governing bodies (p3), but we also collaborate by contributing our expertise, working with different WHO teams on areas such as substandard and falsified medicines (see p18), access to medicines, and biowaivers. In January 2023, for example, we shared our position on antimicrobial resistance during the WHO consultation of healthcare professionals on the over-the-counter sales of antibiotics. In February, we contributed to a technical meeting on the World Patient Safety Day 2023 Global Conference. In 2023, FIP reviewed several WHO technical document drafts developed under the WHO Expert Committee on Specifications for Pharmaceutical Preparations that were discussed at the 57th meeting of the expert committee in October. “Despite our non-committee status, we consistently conduct thorough examinations of the documents under discussion at these meetings. This enables us to provide technical feedback, ensuring that pharmacists and pharmaceutical scientists benefit from WHO guidelines and recommendations,” said Zuzana Kusynová, FIP’s lead for policy, practice and compliance. In 2023, FIP was also part of the external review group for the WHO competency framework and curricula guidance for health workers to support self-care to inform implementation of the WHO guideline on self-care. Our work with the WHO includes activities in the Global Health Workforce Network (GHWN), which operates as a global mechanism for multisectoral collaboration on health workforce policies.

In 2023, we lent our expertise on competency development to the GHWN Education Hub’s work on a standards framework for technical and vocational education and training aimed at community health workers and mid-level healthcare professionals (such as the pharmacy support workforce) to enable better utilisation of these cadres to progress universal health coverage. We also collaborated with the network’s Youth Hub to support a high-level roundtable for youth at the fifth Global Human Resources for Health Forum in April. FIP holds observer status (renewed in February 2023) to the Conference of the Parties to the WHO Framework Convention on Tobacco Control. In January, we participated in the first technical working group meeting of the WHO Tobacco Cessation Consortium, at which actions such as developing a co-branded toolkit for governments, healthcare workers and pharmacies were agreed.

“Over the years, [the FIP-WHO] partnership has been instrumental in advancing global health through improved access to quality medicines, antimicrobial resistance, combating substandard and falsified medicines, and strengthened health systems. WHO recognises the invaluable contributions of FIP in shaping the pharmacy profession and improving the quality of health care worldwide. We look forward to a continued partnership that will drive innovation, foster collaboration, and enhance the health and well-being of communities everywhere.”

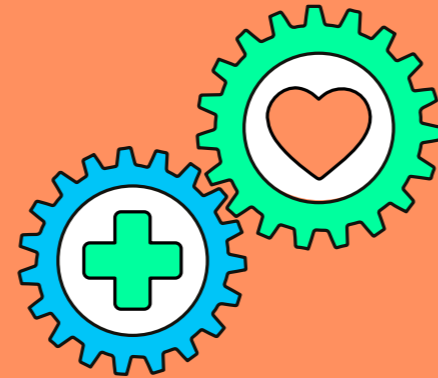


Dr Luther Gwaza
designated technical officer for FIP and team lead, Norms and Standards for Pharmaceuticals, Health Products Policy and Standards, Access to Medicines and Health Products Division, WHO

FIP also recognises collaborations with the following organisations:

- Global Self-Care Federation
- Immunisation for All Ages Initiative
- International Alliance of Patients’ Organizations
- International Federation on Ageing
- International Longevity Centre UK
- International Primary Care Respiratory Group
- Speak Up For COPD Coalition

World Pharmacists Day



FIP WORLD PHARMACISTS DAY 2023 25 September

“Pharmacists strengthening health systems” was the theme of FIP’s 13th World Pharmacists Day. The theme is chosen each year by the FIP Bureau, and in 2023 it reflected general consensus that urgent action is needed if health services are to meet future needs, especially as health systems around the world are recovering from the COVID-19 crisis.

Through this annual campaign, FIP creates opportunities to increase awareness of the value and contribution of pharmacists to health and health care. We know that World Pharmacists Day 2023 was marked in at least 129 countries, across different sectors and in many different ways. Various activities of FIP’s member organisations are collated [here](#).



Together in Brisbane, Australia, we asked FIP congress participants to make a wish for pharmacy.



Over 4,600 individuals supported World Pharmacists Day in 2023.



Mohamed Ababneh, head of the **Jordan Pharmacists Association**, broadcast a video message congratulating pharmacists on their work.



The **Pharmaceutical Society of Ghana** invited the public to join a World Pharmacists Day event in Adabraka, and take the opportunity of free blood pressure and body mass index screening.



The **National Order of Pharmacists of Madagascar** organised a parade for pharmacists and pharmacy students through the city of Toamasina.



The **Pharmaceutical Society of Kenya** organised a dynamic mentorship and networking event in Nairobi, gathering junior and senior pharmacists to strengthen professional bonds and promote career growth.



The **Canadian Pharmacists Association** released a survey finding that 80% of Canadians would use a pharmacist-led walk-in clinic to access care for a common ailment.



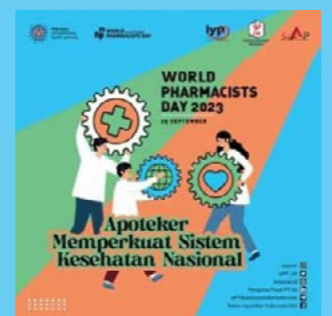
An initiative led by the **General Pharmaceutical Council of Spain** had over 100 buildings and monuments illuminated in green in recognition of pharmacists’ work.



The **New Zealand Pharmaceutical Society** created and displayed street posters.



The **Croatian Pharmaceutical Society** held a press conference to emphasise pharmacies as hubs for expert advice on medicines use, disease prevention and quality of life improvement.



The **Indonesian Pharmacists Association** carried the #WPD2023 theme across its social media.



The **Pharmaceutical Chamber of Serbia** held health education sessions in schools, with over 200 pharmacists educating 20,000 children on health topics and distributing “My pharmacist and I” colouring books.

World Pharmacy Week 2023

FIP’s fourth World Pharmacy Week ran from 19 September and concluded on 25 September as colleagues from 90 countries gathered at the 2023 FIP world congress in Brisbane, Australia (see p29).



Recognising excellence through FIP awards

In 2020, FIP renewed its range of awards following review by an FIP Awards Committee and then a new FIP Awards Working Group in 2021. The changes aimed to enhance the unique value of FIP awards, reduce competition with other organisations and increase benefit to FIP and its members. Other objectives of the review were to recognise early and mid-career colleagues for service, and to reward excellence in education and workforce development as well as in science and practice. 2023 was the second year in a new [three-year cycle](#) (which started in 2022) with awards as follows.

Health promotion and pharmacy education

FIP's 2023 Health Promotion Campaign Award went to the Irish Pharmacy Union for "Safe pharmacy", which supports victims of domestic abuse and coercive control. The campaign is run jointly the Irish police service, the Health Service Executive and the charity "Safe Ireland".



The FIP president presented the 2023 Health Promotion Campaign Award to Dermot Twomey (centre), Irish Pharmacy Union (IPU) president, and Tara Kelly (right), medicines information pharmacist, IPU.

FIP's 2023 Pharmaceutical Education Organisational Award went to Monash University, Australia, for its development of "MyDispense", a free online simulation that helps provide a safe environment for pharmacy students to hone their dispensing skills. Since its launch in 2010, the program has been shared at no cost with 242 institutions across 42 countries.

"It's been wonderful to engage with pharmacy educators across the globe as we continue to build the MyDispense community. What makes MyDispense unique is the way it ensures equity of education access for everyone — from students of resource-poor pharmacy schools in low- and middle-income countries, through the Ivy Leagues."



Ms Marian Costelloe
manager of the Faculty of Pharmacy and Pharmaceutical Sciences, Monash University

FIP awards to individuals



A Kamal K. Midha Award for Exceptional Leadership to FIP was awarded to Mr Dominique Jordan (Switzerland).



The Exceptional Award in Pharmaceutical Education, FIP's highest honour for pharmacy educators, was given to Mr Michael J. A. Rouse (USA).



The FIP Olivier Bugnon Award (mid-career, pharmacy practice) went to Dr Shellyza Sajwani (Canada).



FIP's Early Career in Pharmaceutical Science Recognition Award was given to Dr Chun-Wai Mai (Malaysia).



Joseph A. Oddis Award for Exceptional Service to FIP went to Ms Ema Paulino (Portugal).

Board of Pharmaceutical Sciences poster awards

- Dr Julie Akers (USA) — "A systematic review of pharmacist ability to independently perform CLIA-waived tests"
- Dr Hamzah Tareq Al Zubaidi (UAE) — "How community pharmacists are involved in supporting mental health care"
- Mr Reysan Cosas (Philippines) — "Cytotoxicity on MDA-MB-231 cells and antioxidant activity of tibig (Ficus nota Blanco Merr.)"
- Dr Alice Gilbert (Australia) — "Sustainable cold chain vaccine delivery"
- Mr Ethan Kreutzer (Australia) — "Impact of different apolipoprotein E isoforms on the in-vitro expression and function of P-glycoprotein at the blood-brain barrier"



FIP Fellowships were awarded to (right to left): Dr Waël E. Abi-Ghanem (Lebanon, not pictured), Prof. Rula M. Darwish (Jordan), Dr Josep M. Guiu Segura (Spain), Ms Tara Hehir (Australia), Prof. Dai John (UK, not pictured), Prof. Aukje Mantel-Teeuwisse (The Netherlands), Dr Thomas E. Menighan (USA), Dr Didier Mouliom Ngambe (Cameroon), Dr Joseph Nicolazzo (Australia), Prof. Giovanni Pauletti (USA), Ms Samira Shammass Goussous (Jordan) and Ms Mary Wang (China Taiwan).

- Dr Kari Linden (Finland) — "Oncological patients' perception of biological medicines switching"
- Ms Thábata Muta (Australia) — "Unlocking the potential of cannabidiol: Preliminary findings on the benefits of a phospholipid complex"
- Ms Tsubura Noda (Japan) — "Using machine learning algorithm to predict the occurrence of nephrotoxicity with tacrolimus"
- Mr Danial Saifuddin (Australia) — "Bivalent kappa acting opioid peptide constructs improves the stability while maintaining efficacy in kappa opioid receptor activity"
- Ms Showmika Supti (Australia) — "The impact of iron on fatty acid trafficking across the blood-brain barrier"

Academic Pharmacy Section FIP congress poster awards

- Ms Fatima Rezae (Australia) — "Adherence experts' perspectives and experiences of educating healthcare professionals on medication adherence" (1st)
- Ms Deborah Greenbaum (Australia) — "Sport pharmacy education: Australia's two stage approach for educating current practising pharmacists" (2nd)
- Mr Hung Tran (Australia) — "The sharpest tool in the shed? Critical thinking in pharmacy students" (3rd)

Community Pharmacy Section poster awards

- Ms Beatrice Mbah (Nigeria) — "Hepatitis B virus awareness and vaccination using implementation strategies in rural communities outreaches" (1st)
- Ms Kathryn Lim (Australia) — "Community pharmacists as antimicrobial gatekeepers and guardians: Exploring the views of pharmacy professional organizations and consumers" (2nd)
- Dr Loriann de Martini (USA) — "Empowering community pharmacists to prescribe preventative HIV medications in the United States of America" (3rd)
- Mr Jouni Vuorinen (Finland) — "Measuring patient counselling time in community pharmacy" (4th)
- Mr Shota Suzuki (Japan) for "Survey of how community pharmacies in urban areas deal with non-Japanese patients" (5th)

Health and Medicines Information Section (HaMIS)

- Ms Chong Ching Wern (Malaysia) — HaMIS FIP Congress Poster Award for "What's next after medication instruction videos in Malaysian sign language? Focus areas to improve medication literacy among deaf patients"
- Dr Frances Lois Ngo (Philippines) — HaMIS 2023 Stipend

Hospital Pharmacy Section (HPS)

- Mr Tesfay Mehari Atey (Australia) — poster award for "Clinical and economic impact of partnered pharmacist medication charting in the emergency department"
- Ms Nimmi Dilsha (Australia) — oral presentation award for "The prevalence and patient perception of medicine shortage in a state sector hospital in Sri Lanka"

Industrial Pharmacy Section

- Ms Anggun Pramuda Wardhani (Indonesia) received the Mike How Travel Award
- Prof. Robert Langer (USA) received the IPS Medal

Pharmacy Practice Research Special Interest Group Summer meeting

- Best 15-minute presentation: Ms Emma Graham (Spain) — "Tool for designing targeted implementation strategies to overcome barriers in community pharmacy"
- Best three-minute presentation: Ms Perrine Evrard (Belgium) — "Theory-based development of an intervention towards benzodiazepines deprescribing in nursing homes"
- Best poster presentation: Dr İpek Eroğlu (Turkey) — "Pharmacotherapy dimension of pharmacy business management in geriatric healthcare: A pilot study on pharmacy students"

Social and Administrative Section poster award

- Ms Georgina Hughes (Australia) — "National trends in antidepressant use among Australian residential aged care facilities (2006-2019): The call for pharmacists to optimise safety and appropriateness"

Council Meeting

The FIP Council, through which all member organisations have voting rights, meets at least once a year. In 2023, the Council Meeting was held on 23 and 24 September. Council decisions included the following.

Member organisation admissions Five organisations were admitted as new members of the federation (see p10).

FIP Education as a board A Bureau proposal to reshape FIPED as a third board within FIP, with a similar structure to the Boards of Pharmaceutical Science and Pharmaceutical Practice, was made. Scoping work was given the go ahead for models to be evaluated and a vote to be taken at Council in 2025, based on a full understanding of the implications to FIP and to the BPP and BPS.

Ratifications The Council ratified Dr Rebecka Isaksson (UK) as FIP's new scientific secretary. She was elected to the post in April 2023 by FIP's Board of Pharmaceutical Sciences (BPS).

"BPS is a vital part of ONE FIP, and I hope that I can help to increase the BPS footprint in the organisation, and create value for both members and non-members."



Dr Rebecka Isaksson
scientific secretary, FIP

Policies The FIP Council adopted Statements of Policy on:

- [Environmental sustainability within pharmacy;](#)
- [The role of pharmacy in life-course vaccination;](#)
- [The role of the pharmacist in disaster and emergency management;](#)
- [Strategic development of medicines information for the benefit of patients and users of medicines; and](#)
- [Mitigating antimicrobial resistance through antimicrobial stewardship.](#)

Internal auditor Mr Ka-Chun Cheung of the Royal Dutch Pharmacists Association (KNMP; Netherlands) was reappointed as FIP's internal auditor for a second four-year term.

Medicines to Africa A new initiative to ensure access to medicines was proposed by the Pharmacists' Defence Association (UK) in collaboration with colleagues from South Africa and the wider African region. The Council ratified the roll out of this initiative worldwide.

Membership work The Council Meeting also included a final consultation on membership. Discussions initiated at FIP's Abu Dhabi congress in 2019 focused on diversifying the federation's income sources and expanding its membership offering and were followed by consultations on membership with member organisations in the years since. The work of several task and finish groups mandated by Council members was compiled into motions by the FIP Bureau and discussed and voted on at the Council Meeting in Brisbane. FIP will continue with its mission to advance pharmacy worldwide, with a space and a place for members in countries, across regions and globally and will seek to grow membership through recruitment but also through retention. FIP will continue with the existing voting model, and will continue to review the feasibility of proportionate voting, based on transparency and fairness to address concerns from both large and small organisations alike. Allied and observer organisations will have no vote at Council. FIP's boards and sections will continue to vote as they do currently. FIP will work with its member organisations to establish bespoke benefits for their individual members. The definition of an individual member of FIP remains unchanged. We also committed to keeping membership fees as sustainable as possible and requiring disclosure of numbers in nations and member organisations to encourage transparency and openness. A revised fee model will be voted on in Cape Town in 2024.



The FIP Council Meeting in September 2023 was attended by over 100 pharmacy leaders.

Recognition of former bureau members

In 2023, terms of service for two FIP Bureau members ended. We acknowledge their work and dedication to our federation.



Mr Dominique Jordan (Switzerland),
FIP president, 2018–23

Dominique Jordan's term as president of FIP (due to end on 29 September 2023) was shortened by his death on 19 August 2023. A member of FIP for 20 years, before his presidency, he served FIP as chair of the Board of Pharmaceutical Practice (2014-2018). In his home country, his actions to advance pharmacy included roles as president and CEO, concurrently, of pharmaSuisse (the Swiss association of pharmacists) and as a community pharmacist. In 2022, he shared his diagnosis of cancer with FIP members but continued as a strong president. On his birthday in 2023, the FIP Bureau voted that he should receive the Kamal K. Midha Award for Exceptional Leadership to FIP. In December, he was recognised posthumously with a Medal of the Pharmaceutical Profession from the General Pharmaceutical Council of Spain, which distinguishes the outstanding contribution of pharmacists, institutions or entities to the advancement of the pharmacy profession. In November, at the initiative of his partner Astrid Czock and pharmaSuisse, the [FIP Foundation for Education and Research](#) announced a fund set up in Mr Jordan's memory to collect donations to support its [Pharmabridge programme](#), which provides international exchange opportunities for pharmacists, pharmaceutical scientists and pharmacy educators. Donations may be made [here](#). The impact of Mr Jordan on FIP and on the profession around the world is clearly demonstrated by the many tributes received by the federation after his death.

"The foundation was very pleased to be asked to establish this special fund, which will facilitate the ongoing work of the programme and stand as part of the legacy of Dominique within FIP and to global pharmacy."

— Prof. Jenelle Sobotka, chair of the FIP Foundation board of directors.

"Dominique was an exceptional advocate for our pharmacy profession and dedicated to advancing pharmacy in every country. He was convinced that FIP was the platform by which this could be achieved. During his presidency, he led our federation through the global crisis of COVID-19 and introduced the vision of 'One FIP', which resulted in greater collaboration between the many constituencies within our organisation and increased engagement with our members."

— Dr Catherine Duggan, CEO, FIP.

"Dominique was a leader of our profession at a local, national and international level for many years. His commitment to pharmacy was never more evident than during the COVID-19 pandemic when he championed an expanded hands-on role of pharmacists when many primary healthcare professionals went to virtual models. His leadership of FIP has seen our federation grow stronger, more resilient and become more member focused. Dominique was a passionate pharmacist, a strong, considered leader and a good friend to all."

— Mr Paul Sinclair, FIP president (2023-27).


Giovanni Pauletti, dean, College of Graduate Studies and Pfeiffer Chair, Department of Pharmaceutical & Administrative Sciences, University of Health Sciences and Pharmacy in St. Louis, served two consecutive terms as FIP's scientific secretary, providing leadership on scientific aspects relevant to pharmaceutical sciences, practice, and education. Dr Pauletti continues in service to FIP as the Board of Pharmaceutical Sciences expert member on strategic planning.

"It was a unique privilege and honour serving for the past nine years on the FIP Bureau and enabling the impactful transformation of our federation under the leadership of three different presidents. During my time as vice president via the Board of Pharmaceutical Sciences (2014–15) and, subsequently, two terms as scientific secretary (2015–23), I valued the dedication and commitment of my fellow Bureau members to advise the president and members of the FIP Executive Committee on critical questions relevant to governance, membership and financial viability. With support from the Council, FIP is in a strong position in today's post-COVID area to further advance the role and relevance of pharmacy worldwide. This requires continuous synergistic collaborations between pharmacists, pharmaceutical scientists and pharmaceutical educators who are represented within the diverse FIP membership. It was a wonderful opportunity to learn from my esteemed Bureau colleagues over the past years, and I look forward to continuing my contributions to future accomplishments of this federation."



Prof. Giovanni Pauletti (USA)
FIP scientific secretary, 2015-19 & 2019-23

World Congress of Pharmacy and Pharmaceutical Sciences

BRISBANE 2023 
FIP WORLD CONGRESS
 24 - 28 September

“Pharmacy building a sustainable future for health care — aligning goals to 2023” was the theme of FIP’s 81st World Congress of Pharmacy and Pharmaceutical Sciences, which was held in Brisbane, Australia. There were 1,905 participants, from 90 countries, including 100 speakers.

The programme offered a broad range of sessions under the following themes:

- Global solutions for global health challenges
- Together for better health outcomes
- Innovations in the modern world — creating opportunities for pharmacy
- Targeting special interests

There were 67 sessions (6 plenary and 61 in parallel), including one focused on indigenous knowledge systems and strategies for enabling indigenous leadership and elevating indigenous voices in pharmacist education and practice, organised by FIP’s Social and Administrative Pharmacy Section. This session sparked the start of an indigenous lead sub-group within the section to engage in connecting indigenous pharmacy professionals around the world.

A total of 827 posters were presented at the congress. In his inaugural presidential congress address, Paul Sinclair said that sustainability requires not only economic viability, environmental protection and social equity, but also basic human needs such as health care to be met: “Health systems must become more efficient. Many needs could be met by pharmacists.” Mr Sinclair also said that the negative impact of the healthcare sector on the environment had been a marginal topic for too long and that effective action on climate change must be a priority for pharmacy in all sectors. He urged the profession to remain as united against challenges as it had been during the COVID-19 pandemic in order to build a sustainable future for health care. “FIP is confident that our profession will provide solutions to many health challenges,” he said.

The congress welcomed the participation of Mark Butler, Minister for Health and Aged Care and Deputy Leader of the House (of Representatives), Shannon Fentiman, Queensland Minister for Health, Mental Health and Ambulance Services, and Brisbane Central Councillor Vicki Howard. It was supported by The Australasian Pharmaceutical Science Association, The Pharmaceutical Society of Australia, and The Society of Hospital Pharmacists of Australia.

“It was a great pleasure to show how pharmacists can make their practice greener and reduce the environmental impact of medicines, which contribute significantly (25-40%) to the total CO2 footprint of health care. This needs to be reduced with the help of everyone! De-prescribing, green delivery by bike, and redispensing of anticancer drugs are successful examples from The Netherlands and I am very proud of pharmacists in my country.”



Dr Nicole Hunfeld
 vice president, Royal Dutch Pharmacists Association (KNMP), and one of the speakers at a set of sessions dedicated to allowing FIP member organisations to share their latest ideas and developments

“It was a life- and practice-impacting world congress! It provided an opportunity for me to see how pharmacists can jointly influence policy in their countries, regions and global communities through the adoption and implementation of the Basel Statements, a powerful hospital pharmacy tool that we have not fully embraced worldwide. At the same time, it opened a door through which pharmacists can use existing FIP networks, policies and scientific data to contribute to more patient-centred pharmaceutical care.”



Mr Nhlanhla G. Mafarafara
 congress participant and president of the South African Association of Hospital and Institutional Pharmacists

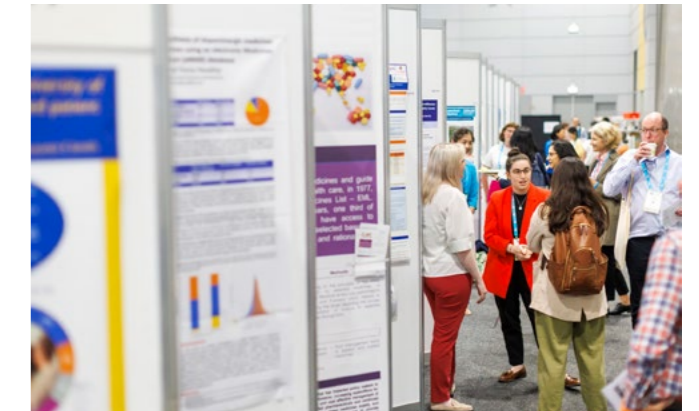
“The FIP congress in Brisbane included a workshop on current good manufacturing practice, developed by FIP’s Industrial Pharmacy Section. Seven international speakers shared insights, including on guidelines, digital transformation, robotics and automation, supporting professionals in their career development in industry.”



Mr Sola Solarin
 president, Industrial Pharmacy Section, FIP



Each of you here today are involved in shaping a sustainable future; this is evidenced by the research on show, and the rich and constructive discussions that are playing out to help us with new policies and initiatives — Shannon Fentiman, Queensland Minister for Health, Mental Health and Ambulance Services.



827 posters were presented.



A Leadership Development Workshop was led by FIP’s Early Career Pharmaceutical Group.



88 congress participants took part in the 5km FIP Fun Run along Brisbane’s Southbank.



FIP’s Military and Emergency Pharmacy Section celebrated its 70th anniversary at the congress.



The congress closing dinner took place at Brisbane City Hall.

FIP Digital Events

In 2023, over 22,000 people from 170 countries and territories attended FIP's Digital Events. A total of 88 digital events were developed and delivered, including series on:

- Advancing pharmacy practices in vaccination
- Biowaivers in Latin America
- Enabling life-course immunisation
- Expanded horizons of pharmacy practice
- Mentoring a brighter future
- Pharmaceutical education transformation: A focus on the WHO regions
- Precision medicine (organised by FIP's Special Interest Group on Precision Medicine and FIP's Technology Advisory Group)
- Shaping the future of self-care through pharmacy
- Vaccination benefits beyond specific disease prevention

Biowaivers

A Board of Pharmaceutical Science led One FIP project, in collaboration with the World Health Organization, created a roadmap for the development of and access to biowaivers in Latin America. It included a series of digital events in Spanish and English to raise awareness of this science-based regulatory pathway to improve access to safe and effective generic drugs.

"A large number of Latin American countries do not have defined criteria for the application of biowaiver by the Biopharmaceutical Classification System for marketing authorisation of medicines. The development of knowledge in this field is an effective way to offer the population of these countries medicines with demonstrated quality, safety and efficacy and at a lower cost than those developed using bioequivalence studies."



Mr Eduardo Agostinho Freitas Fernandes
pharmacist and specialist in health regulation and surveillance, ANVISA (Brazilian Health Regulatory Agency), Brazil

Mentoring

Mentoring programmes can impact individuals and the entire workforce. A webinar on "whole life mentoring" was developed by the Board of Pharmaceutical Practice, FIP Education and the Special Interest Group on

Pharmacy Practice Research. It addressed the creation and maintenance of successful, thriving mentoring relationships from organisation and individual levels, with a focus on cultivating leadership throughout education and practice.

"FIP has always understood the importance of pharmacy workforce development. Organic, formal or informal mentoring relationships are key in the success of developing individuals at all stages of their career. Mentorship also enhances camaraderie between individuals. I was honoured to have co-developed and co-hosted a series of four digital events, whereby colleagues from across the globe reflected on mentoring principles and behaviours conducive to meaningful and productive mentoring relationships. The series led to the cultivation of a new FIP mentoring programme for young women in science and education, of which I feel extremely proud."



Dr Efi Mantzourani
reader in pharmaceutical sciences, Cardiff University, Wales

FIP digital events in 2023 also included the 11th FIP Global Pharmacy Technicians' Symposium which was held over two days in October. Ethnic equality, competency framework developments, and the implementation of innovative pharmacy technician roles were topics of discussion.

"The Pharmacy Technician Symposium provided an excellent opportunity to connect with our global workforce network. While our individual roles are diverse, we have many shared experiences, and it was exciting to see the ways in which pharmacy technicians are improving health services through system change, education and role development. Working in partnership with each other, with pharmacists and other healthcare providers helps us all achieve more, and it is a pleasure to work with FIP to facilitate these partnerships."



Ms Tara Clayson-Fisher
chair, Technicians and Assistants Leadership Committee, Society of Hospital Pharmacists of Australia

A large number of stand-alone webinars on a wide range of topics, several developed as a result of collaboration between a number of FIP constituents, demonstrates the many areas where FIP has impact. For example, a webinar organised by the FIP Antimicrobial Resistance Commission in November explored new roles of pharmacists in antimicrobial resistance, specifically in fungal disease management.

"Drug-resistant ringworm is an emerging global public health problem. Pharmacists are critical to improve antifungal stewardship practices in community settings to stem the spread of this resistant fungal disease. FIP Digital Events provided a venue to share information and interventions pharmacist can take to address drug-resistant ringworm; participants asked many questions and showed great interest!"



Dr Dallas Smith
epidemiologist, Mycotic Diseases Branch, Centers for Disease Control and Prevention, USA

The impact that pharmacists can make in point-of-care testing was the topic of a webinar in February, featuring speakers from FIP's Community Pharmacy Section and FIP's Clinical Biology Section. In March, an Industrial Pharmacy Section webinar explored harmonisation and global efforts for safe and effective generic medicines. Another webinar, run by the Hospital Pharmacy Section in June, looked at paediatric pharmacy practice in different countries and across the care continuum, from inpatient to outpatient care, and including the transition from paediatric to adult care.

"We monitor attendance of and feedback on our digital events in order to continuously improve the experience we provide. It's been very satisfying to see growth in attendance and geographic reach in the past couple of years," said FIP chief operating officer and congress director, Carola van der Hoeft.

Recordings of FIP webinars are available at: <https://events.fip.org/previous-fip-digital-events/>



Publications in 2023



Strategies to improve enrolment in schools of pharmacy (for academic institutional members) and an open-access summary.



Managing reflux symptoms in the community pharmacy Guidance for pharmacists.



What community pharmacy teams need to support good hygiene as part of people's self-care Findings of the FIP Global Pharmaceutical Observatory, including a literature review and survey.



Practice Transformation Programme on NCDs programme booklet, flyer, and seven baseline assessment tools.



Pharmacy-led vaccination services A tool from FIP's Regulators Advisory Group to help countries self-assess readiness of their regulations to enable pharmacist-delivered vaccination services.



Advancements in digital pharmacy post COVID-19 Report of the discussions at an FIP Technology Advisory Group event.



FIP Global Competency Framework Handbook Supports the use of the framework.



Supporting tobacco cessation and the treatment of tobacco dependence handbook Developed in collaboration with an international group of experts, including from the World Health Organization.



Knowledge and skills reference guide for tobacco cessation and other risk factors in non-communicable diseases Intended to accompany FIP's handbook on tobacco cessation.



Supporting life-course immunisation through pharmacy-based vaccination Examples, details and guidance, plus specific focus on policy enablement around vaccination services remuneration models, regulations and prescribing authorities and access to data and patient vaccination records.



Ethics and the pharmacist A report about professional ethics of privacy and confidentiality from FIP's Community Pharmacy Section.



FIP representation at the 76th World Health Assembly A report for FIP members.



Pandemic preparedness, response and recovery Key areas of development needed to prepare for future pandemics.



Pharmacist-led common ailments schemes A global intelligence report compiling data from 24 countries and case studies.



FIP Brisbane Calls to Action Recommended actions for FIP's members and global pharmacy agencies to accelerate pharmaceutical workforce transformation.



Workforce sustainability and supporting positive practice in community pharmacy A report and recommendations from FIP's Community Pharmacy Section.



Substandard and falsified medical products A self-assessment tool to aid countries in assessing the sufficiency of their regulatory systems supporting pharmacy interventions against substandard and falsified medicines.



Pharmacy-based point-of-care testing (POCT) A global intelligence report.



Antimicrobial resistance and stewardship education Findings of a survey investigating antimicrobial resistance education in pharmacy, based on the World Health Organization curriculum guide.



Key priorities in education and training for pharmacy professionals across 21 countries A report from FIP's Multinational Needs Assessment Programme.



Global workforce symposium: Accelerating towards 2023 — Workforce transformation for better health A report of symposium discussions.



Community pharmacy insights: Supporting the need for self-care. FIP Multinational Needs Assessment Programme findings from an online questionnaire and short interviews aimed at describing pharmacists' understanding of self-care.



FIP's Early Career Pharmaceutical Group (ECPG) Strategic plan 2023-2030 Sets out strategic priorities, goals and objectives based on emerging trends in pharmacy practice, pharmaceutical sciences, education and ECPG members' feedback.



Pharmacy-based vaccination report Overview of recent developments, success stories and implementation challenges.



Vaccination: Benefits beyond specific diseases prevention Summaries of two digital events.

Statements

- [Mitigating antimicrobial resistance through antimicrobial stewardship](#)
- [Strategic development of medicines information for the benefit of patients and users of medicines](#)
- [Role of the pharmacist in disaster and emergency management](#)
- [Role of pharmacy in life-course vaccination](#)
- [Environmental sustainability within pharmacy](#)
- [Holding statement on the use of electronic cigarettes](#)

Insight board and roundtable reports

- [The role of pharmacists in closing the gender pain gap](#)
- [How can digital health interventions support national pharmaceutical care delivery?](#)
- [Enabling people-centred personalised care on pain in pharmacy](#)
- [Identifying pharmacy-led actions for improving health literacy](#)
- [Health inclusivity, agency and empowerment: Developing solutions to help pharmacists drive better health outcomes](#)
- [Sustainability in health care: The role of the pharmacist and pharmacy practice](#)
- [The role of pharmacists in relation to natural health products](#)
- [Education and training needs of early career pharmacists in self-care: A focus on sore throat and gastrointestinal issues](#)
- [Antimicrobial resistance and stewardship in the management of respiratory disease in the United States](#)

CPD Bites (mini videos to support learning and practice)



- [Fatty liver disease and type 2 diabetes](#)
- [Vaccination: Benefits beyond specific disease prevention \(series\)](#)
- [Self-care interventions for enhanced patient care \(series\)](#)
- [Vaccines and special-risk population groups \(series\)](#)
- [Ethics in pharmacy practice \(series\)](#)
- [Self-management of common ailments \(series\)](#)
- [Reflux management in the community: Guidance for pharmacists \(series\)](#)
- [Let's talk about vaccines! \(series\)](#)

FIP CEO Interviews 2023



Three discussions between the FIP CEO and Shelita Dattani, vice president of pharmacy affairs at the Neighbourhood Pharmacy Association of Canada, on what helped them become who they are.



International Pharmacy Journal (10 issues)



Pharmacy Education journal (83 articles, plus 5 special issues)

EquityRx blogs

[“Gender equality: Picking up the baton in pharmacy”](#)

Translations*

- [“Building vaccine confidence and communicating vaccine value — A toolkit for pharmacists” in Spanish¹](#)
- [“Cancer: A handbook for pharmacists” in Chinese²](#)
- [“Chronic respiratory diseases: A handbook for pharmacists” in Chinese²](#)
- [“Diabetes prevention, screening and management: A handbook for pharmacists” in Chinese², Greek³, Spanish⁴ and Turkish⁴](#)
- [“Empowering self-care. A handbook for pharmacists” in Spanish^{5,6}](#)
- [FIP Development Goals handbook in Chinese², Japanese⁷ and Spanish⁶](#)
- [FIP Global Advanced Development Framework. Quick reference guide in Arabic⁸](#)
- [FIP Global Humanitarian Competency Framework in Turkish⁴](#)
- [FIP policy statement on medicines shortages in Greek⁹](#)
- [“Knowledge and skills reference guide for professional development in cancer care” in Chinese² and Spanish¹⁰](#)
- [“Knowledge and skills reference guide for professional development in chronic respiratory diseases” in Chinese²](#)
- [“Knowledge and skills reference guide for professional development in diabetes” in Chinese²](#)
- [“Knowledge and skills reference guide for professional development in mental health care” in Chinese²](#)
- [“Mental health care: A handbook for pharmacists” in Chinese²](#)
- [“Medication review and medicines use review — A toolkit for pharmacists” in Turkish⁴](#)
- [“Medicine reconciliation: A toolkit for pharmacists” in Turkish⁴](#)
- [“Sports pharmacy practice and education: A global overview” in Turkish⁴](#)
- [“Supporting tobacco cessation and the treatment of tobacco dependence: A handbook for pharmacists” in Turkish⁴](#)

*Thanks to: 1) The College of Chemists, Biochemists and Pharmacists of Pichincha; 2) The Chinese Pharmaceutical Association; 3) The Cyprus Diabetic Association; 4) The Turkish Pharmacists’ Association; 5) The Latin-American Association of Responsible Self-Care; 6) Pharmaceutical Forum of the Americas; 7) Josai International University; 8) The Lebanese International University; 9) the Federation of Pharmacists’ Cooperatives of Greece; 10) the Venezuelan Pharmaceutical Federation.

Work in progress

During 2023, FIP’s activities also included:

Academic institutional membership (AIM)

FIP’s AIM worked on a [handbook](#) exclusively for its members to advance pharmacy and pharmaceutical science by improving academic capacity, launched in January 2024.

Antimicrobial stewardship

FIP began to prepare for the United Nations General Assembly high-level meeting on antimicrobial resistance which is to be held later this year.

Disease prevention

In 2023, FIP initiated a surveillance project aimed at collating, updating and analysing FIP’s intelligence on the role of pharmacists in vaccination. Some of the findings will be published in April this year. In addition, FIP worked on a series of three CPD Bites on vaccine confidence, complacency and fatigue.

Equity and equality

A new programme area — maternal health — was initiated. Outputs in 2024 will include digital events and publications on the basics of maternal health as well as equity in maternity/parental leave policies.

FIP annual congress

FIP’s 82nd World Congress of Pharmacy and Pharmaceutical Sciences will be held in Cape Town, South Africa, 1–4 September 2024.

Multinational needs assessment and surveillance

FIP developed a [handbook](#) to support pharmacists’ needs related to iron deficiency anaemia, published in January. A Global Workforce Surveillance project is under way, with a publication planned for September 2024.

Patient safety

A FIP policy committee began work on a statement on access to medicines that will be presented to the FIP Council this year.

Provision

Vaccination training of pharmacists in India began (see pXX), with more cohorts to be trained in 2024.

Non-communicable diseases

A FIP policy committee has been working on updating the FIP statement on the role of the pharmacist in promoting a tobacco-free future, to be presented to the FIP Council this year. Work on a global intelligence report on pharmacy tobacco cessation services and a joint FIP-WHO declaration on the role of the pharmacist in tobacco cessation is in progress.

Self-care and management of common ailments

A FIP insight board [report](#) on the management of musculoskeletal pain by community pharmacists was prepared and published in January 2024. A collaboration with FDI World Dental Federation in the area of oral health and its links to systemic health was initiated in November at an FDI workshop in Geneva and will continue in 2024, with the development of CPD Bites, digital events and the endorsement by FIP of fact sheets on oral health for other health professionals developed by FDI.

Transformation

Preparations are under way for four new FIP-UNESCO UNITWIN centres of excellence and an Africa-wide association of schools of pharmacy to be launched in 2024.

Finances

Balance sheet at 31 December 2023

After appropriation of the results for 2023
(Expressed in EURO)

	31 December 2023	31 December 2022
Intangible fixed assets	-	2 076
Tangible fixed assets	497 705	535 310
Current assets		
Debtors, prepayments and accrued income	371 494	317 524
Cash at bank and in hand	2 669 610	2 947 492
Total current assets	3 041 104	3 265 016
Total assets	3 538 809	3 802 402
Capital and reserves		
FIP capital	1 244 404	1 329 289
Sections capital	812 757	875 473
Congress reserve	650 000	650 000
Board of Pharmaceutical Practice reserve	41 703	41 703
Board of Pharmaceutical Sciences reserve	58 705	58 705
Reserve FIPeD	124 799	125 959
One FIP Project Fund	117 245	193 503
Total capital and reserves	3 049 613	3 274 632
Provisions	43 697	39 751
Current liabilities	445 499	488 019
Total capital and reserves and liabilities	3 538 809	3 802 402


	Actuals 2023	Budget 2023	Budget vs actuals	Actuals 2022
Income				
Membership fees FIP (MO, AIM & IM)	1 011 339	980 000	31 339	1 004 688
Congress revenues	1 010 745	1 100 000	(89 255)	932 576
Sections income	77 333	95 000	(17 667)	137 233
External partnerships and support	1 070 471	1 100 000	(29 529)	1 268 586
Other income	39 108	20 000	19 108	30 708
Total income	3 208 996	3 295 000	(86 004)	3 373 791

Expenses				
Membership costs	14 422	17 500	(3 078)	17 982
Personnel costs	1 341 731	1 400 000	(58 269)	1 299 725
Office costs	134 141	140 000	(5 859)	153 039
Executive Committee and Bureau meeting costs	41 073	75 000	(33 927)	25 088
Travel expenses & external representation	69 726	50 000	19 726	11 431
Website and IT	149 121	225 000	(75 879)	171 704
GPO Atlas	100 663	115 000	(14 337)	120 139
Depreciation of fixed assets	39 818	40 000	(182)	48 237
FIP Provision	76 636	70 000	6 636	62 012
ONE FIP Projects (incl. UNITIWN)	76 258	60 000	16 258	61 769
FIP Programmes	129 082	80 000	49 082	181 154
Congress expenses	822 702	850 000	(27 298)	706 324
Publication and communication costs	30 114	65 000	(34 886)	44 374
FIP subventions	10 500	112 500	(102 000)	15 000
BPP expenses	68 553	84 500	(15 947)	34 000
BPS expenses	23 445	45 000	(21 555)	-
Sections' operating costs	140 049	125 000	15 049	46 297
Academic Institutional Membership	26 041	30 000	(3 959)	12 356
Pharmacy Education journal & FIP Hub	62 285	55 000	7 285	66 171
FIPeD expenses	26 160	25 000	1 160	31 887
Maintenance Fund	15 000	15 000	-	15 000
Members & Regional engagement	80 255	65 000	15 255	65 248
Total expenses	3 477 775	3 744 500	(266 725)	3 188 937

Operating result	(268 779)	(449 500)	180 721	184 854
Financial result	43 760	5 000	38 760	(120 680)
Net result before appropriation	(225 019)	(444 500)	219 481	64 174

Appropriation of the result, (from)/to:

BPP general reserves	-	-	-	-
BPS general reserves	-	-	-	-
Sections capital	(62 716)	10 000	(72 716)	90 936
Reserve FIPeD	(1 160)	-	(1 160)	-
One FIP Project Fund	(76 258)	(60 000)	(16 258)	(61 769)
FIP capital	(84 885)	(394 500)	293 357	35 007
Total appropriated	(225 019)	(444 500)	203 223	64 174



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