

FIP ECPG Steering Committee Annual Report 2023

FIP Early Career Pharmaceutical Group, ECPG

November 2023



Colophon

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ECPG Steering Committee 2023

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Contents

Contents	i
1. Introduction	1
1.1 FIP ECPG General Information	1
1.2 Total FIP ECPG Members	1
2. FIP ECPG Team: Steering Committee and Subcommittee	2
2.1 Composition	2
2.2 Meetings.....	4
2.3 Communication	4
2.4 FIP ECPG Priorities	4
3. Governance Affairs	5
3.1 Finances	5
3.2 2022 FIP ECPG Business Meeting	6
3.3 2023 FIP ECPG Business Meeting	6
4. One FIP	6
4.1 Secretariat.....	6
4.2 FIP Boards.....	7
4.2.1 FIP Board of Pharmaceutical Practices (BPP)	7
4.2.2 FIP Board of Pharmaceutical Sciences (BPS).....	8
4.2.3 FIP Education (FIPEd).....	9
4.2.4 ExCo, Bureau and Council.....	9
4.2.5 FIP Business Meetings in April	9
5. FIP ECPG Grants and Projects	11
5.1 Early Career Leadership Development Scholarship.....	11
5.2 Ton Hoek Scholarship.....	11
5.3 Mike How Travel Award	12
5.4 Professional Innovation Grant.....	12
5.5 FIP ECPG Digital Events.....	13
5.6 Mentorship Programme.....	14
5.7 Remote Volunteering Programme	15
5.8 Leadership Development Programme 2.0	16
5.9 Professional Development Resources	16
6. FIP ECPG Strategic Plan	17
6.1 FIP Development Goals	17
6.2 Drivers for Change	17
6.3 Rationale and Context for FIP ECPG – Global Trends and Challenges	18
6.3.1 FIP ECPG Strategic Survey	18
6.3.2 FIP ECPG Town Hall Meeting	20
6.3.3 Vision for Early Career Pharmacists, Pharmaceutical Scientists and Educators	21
6.4 Strategic Priorities.....	22
6.5 Goals and Objectives – Mapping the Plan with FIP DGs	23
6.6 Monitoring, Evaluation and Review of the Strategic Plan	28
7. FIP ECPG External Affairs	29
7.1 Partnerships and Stakeholders.....	29
7.1.1 Curriculo Solutions	29
7.1.2 IFPMA – HYPER	29
7.1.3 Pharmacist Diaries	29
7.1.4 International Pharmaceutical Students Federation (IPSF).....	32
7.1.5 Global Health Workforce Network Youth Hub (GHWN YH).....	32
7.1.5.1 World Medical Association Junior Doctors Network (WMA JDN)	32
7.2 National and Regional Early Career Pharmaceutical Organisations (ECPOs).....	33
7.3 Other External Organisations and Opportunities	34
8. FIP ECPG in Policy and Advocacy	40
8.1 Opportunities for FIP ECPG Members within FIP	40

8.1.1 FIP Policy Committees	41
8.1.2 FIP Global Pharmaceutical Observatory (GPO)	41
8.2 World Health Assembly	42
9. Communication	47
9.1 Bimonthly Newsletter	47
9.2 Liaisons Corner Newsletter	48
9.3 Networking Events	48
9.4 Web Communication	49
9.5 Social Media	49
9.5.1 Campaigns and Promotions.....	50
10. FIP Congress 2023	51
10.1 ECPG-IPSF Special Registration Package for Students and Early Careers	51
10.1.1 Pre-Congress Sessions	52
10.1.1.1 AI in a Lab Box.....	52
10.1.1.2 Healthcare Hackathon	53
10.1.2 Social Events.....	54
10.2 ECPG Leadership Development Workshop (LDW)	56
10.3 Early Career Social Night	57
10.4 Other ECPG Sessions at the FIP Congress	58
10.5 ECPG Representation at the FIP Congress	62
11. Thank you	67

1. Introduction

This document describes the activities conducted by the 2023 International Pharmaceutical Federation Early Career Pharmaceutical Group (FIP ECPG) Steering Committee, between October 2022 and November 2023.

1.1 FIP ECPG General Information

The FIP ECPG is a network of early career pharmacists, pharmacy educators, and pharmaceutical scientists within the Federation. The mission of ECPG is to promote the goals of FIP by encouraging early career members of the Federation to participate in FIP projects and activities. In doing so, ECPG aims to develop individuals who can act as agents of positive change at local, national, and international levels, both in the profession and in society. You can read more information about FIP ECPG on our [website](#). The Steering Committee recognized the growth potential of ECPG and saw the need to develop a simple, step-by-step guideline on how to join ECPG. The guideline document can be accessed [here](#).

If you have not done so, please follow our FIP ECPG social media channels: [Twitter \(X\)](#), [Facebook](#), [Instagram](#), [LinkedIn](#), and [YouTube](#).

1.2 Total FIP ECPG Members

As of September 2023, using the database provided monthly by FIP, the total number of FIP ECPG members is 555, with individual members from 99 countries, excluding the members from FIP staff.

Before former FIP Membership Engagement Manager and Data/Business Analyst left, a cleaning and updating of the membership database was performed. This means that members who did not pay their membership for more than 3 years were removed from FIP and ECPG member lists.

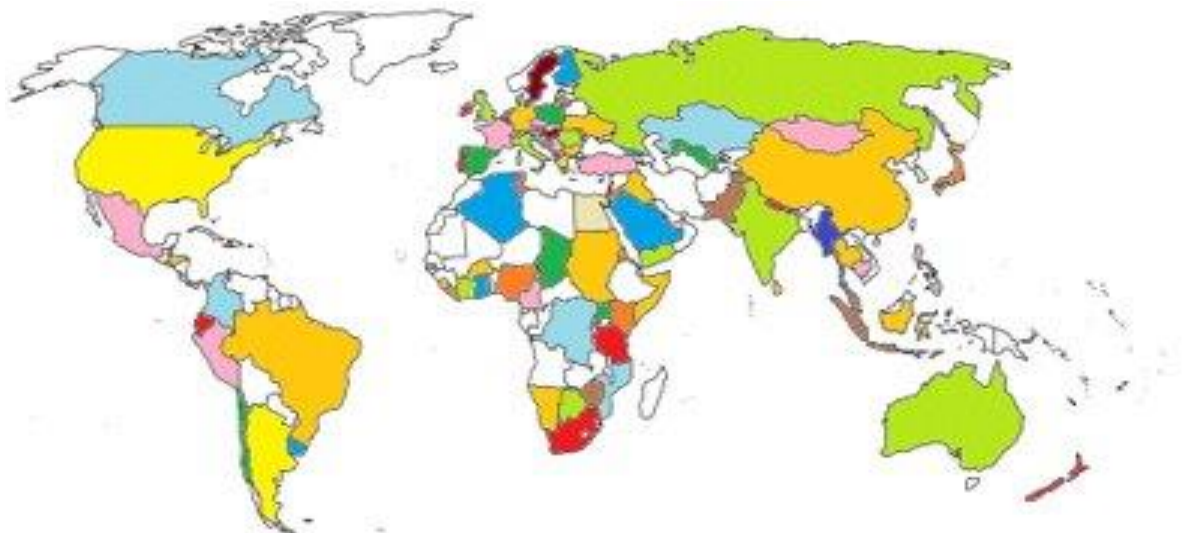


Figure 1.1 Visualised distributions of ECPG members on global map.

2. FIP ECPG Team: Steering Committee and Subcommittee

2.1 Composition



Figure 2.1 FIP ECPG Steering Committee 2023.

The 2023 ECPG Subcommittee team consists of forty members from across the world. All subcommittee members were asked to provide quarterly updates on their work progress, plan for the following period, any challenges faced and suggestions for improvement of the FIP ECPG. These updates were reviewed by all Steering Committee members during the subcommittee meetings. A certificate of performance will be issued to all subcommittee members upon successful and satisfactory completion of their term.

The profile and biographies of our Steering Committee members can be found on the FIP ECPG website: <https://www.fip.org/about-early-career-pharmaceutical-group>

The 2023 FIP ECPG Steering Committee and Subcommittee can be seen in **Figure 2.2**.

FIP ECPG TEAM 2023

STEERING COMMITTEE



Safiye Çağansel
President
Cyprus



Gonzalo M. Adsuar M.
Secretary
Spain



Amanda Cavness
Chairperson of Project
USA



Emmanuella Nzeribe
Chairperson of Public Relations
Nigeria



Clement Haeck
Chairperson of Liaisons
France

SUBCOMMITTEE MEMBERS

Liaisons Team

Academic Pharmacy Section Liaison
Kate Wang, Australia

Community Pharmacy Section Liaison
Antria Pavlidou, Cyprus

Hospital Pharmacy Section Liaison
Soraya Fekir, Algeria

Health and Medicines Information Section Liaison
Hazem Gammoh, Jordan

Industrial Pharmacy Section Liaison
Nikolina Biškić, Croatia

Military and Emergency Pharmacy Section Liaison
Lucas Ercolin, Brazil

Social and Administrative Pharmacy Section Liaison
Viktoria Gastens, Switzerland

Working group of the promotion of Pharmaceutical scientists
Kyle Allhyn Sefuentes, Philippines
Syamand Ahmed, Iraq

New Generation of Pharmaceutical Scientists SIG Liaison
Maria Virginia Giolito, Argentina

New Medicine SIG Liaison
Obidiegwu Onyeka, Nigeria

Pharmacy Practice Research SIG Liaison
Astrid Sant, Malta

Workforce Development Hub Liaison
Karolina Miljak, Croatia

GHWN Youth Hub Liaison
Stephanie Hwang, USA

FIP Foundation Liaison
Funmbi Okaya, Nigeria

Congress Liaison
Erin Comper, Australia

Projects Team

Professional Development Coordinator
Godsgift Iwendi, Nigeria

Professional Innovation Grant Coordinators
Genuine Desireh, Kenya

Leadership Development Coordinator
Amelia McLeod, Australia

Remote Volunteering Coordinator
Chikodili Iikannu, Nigeria

Mentorship Coordinator
Precious Ekpotu, Nigeria

Professional Development Team Members
Ralph Stephane Guilbaud, Haiti
Margaret Underwood, USA

Public Relations Team

Publications Coordinator
Sherilyn Wong, Australia

Publications Team
Shimaa Mahmoud Hamada, Egypt
Rafa Al Khalifa, Sudan/UAE
Gaia Anna Maria Gualco, Italy
Emily Sika, Nigeria

Media Coordinator
Ntombizodwa Luwaca, South Africa

Facebook Group Manager
Maha Elshafey, Egypt

Instagram & Youtube Manager
Clara Mayunga, The Netherlands

Twitter and Sway Manager
Nicholas Muparadzi, Zimbabwe

LinkedIn Manager
Chameni Nkouankam Jenna Maeva, Cameroon

Graphic Designers
Sabita Rimal, Nepal
Ntombizodwa Lawaca, South Africa

Member Relations Coordinator
Adebowale Sylvester Adeyemi Nigeria

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Figure 2.2 FIP ECPG Subcommittee 2023.

2.2 Meetings

The FIP ECPG Steering Committee held virtual bi-monthly meetings via Zoom. In January a General Subcommittee meeting, which was attended by FIP President Dominique Jordan, was held to introduce the newly appointed Subcommittee members to each other and to the ECPG Steering Committee. We also conducted meetings in April, July, and October. These meetings help continue updating our subcommittee members of the progress on the FIP ECPG projects and activities.



Figure 2.3 Virtual FIP Subcommittee Meetings in Q1 and Q2.

Liaison team meetings were held in February, May and August. During the meetings, liaisons provided updates on their progress and shared their experiences working with different Sections and SIGS. The Projects and the Public Relations teams also conducted regular meetings with their subcommittee members.

2.3 Communication

The Steering Committee met on a monthly basis and maintained constant communications via WhatsApp and emails. A WhatsApp group was also created for all Subcommittee members to facilitate communication apart from emails. The FIP ECPG One Drive account was used to store all ECPG documents, meeting minutes, and activity reports. All queries channelled through ecpg@fip.org (previously ypg@fip.org) were directed to the appropriate Steering Committee member for the necessary actions.

2.4 FIP ECPG Priorities

The FIP ECPG Steering Committee chose themes of Collaboration and Engagement to support with the foundation created with the theme Connection and Support for our work and to support our strategies in 2022-2024. Many of us have felt disconnected with the necessity of physical distancing during and after the pandemic, so ECPG focused on finding new and better ways to build and maintain connections, creating mediums for networking and engagement for members via new collaborations and partnerships, and supporting the early career pharmacists, pharmaceutical scientists, educators and pharmacy students.

The FIP ECPG priorities to support these themes are detailed in Section 6. ECPG Strategic Plan.



Figure 2.4 Visualised summary of the FIP ECPG theme 2022-2024.

3. Governance Affairs

3.1 Finances

FIP provides ECPG with an annual budget of € 5.000,00. Below is the breakdown of how we used our budget as of September 2023 (Table 1).

What	Status	Value (EUR)
Proofreading and other expenses	Pending	€ 350,10
FIP WC 2023 preparations (Including ECPG sessions and events at the World Congress, and partial registration and accommodation for SC members joining Brisbane)	Pending	€ 4500
Zoom PRO Account	Pending	€ 149,90
Total		€ 5000,00
Total Budget		€ 5.000,00
Total Remaining		€ 5000,00

Table 1. FIP ECPG Expenses 2023.

As of 1 December 2023, the ECPG budget balance is €5000. No payments or refunds have been allocated yet, however, they have been approved. ECPG Steering Committee 2023 voted to invest the major part of the budget on the FIP World Congress 2023 and ECPG led projects and leave 500€ for proofreading, Zoom account and other necessary expenses.

3.2 2022 FIP ECPG Business Meeting

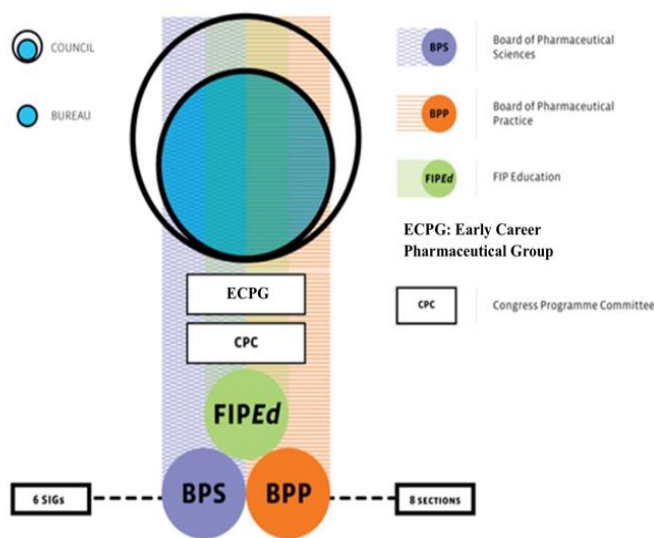
The minutes for the 2022 FIP ECPG Virtual Business Meeting can be found [here](#).

3.3 2023 FIP ECPG Business Meeting

The FIP ECPG Business Meeting was held virtually on 7 October 2023. Standard procedures were followed to promote the Business Meeting and to ensure its smooth running. The business meeting announcement, call for the 2024 Steering Committee positions, and the current operating guidelines and procedures were sent to members via the FIP ECPG email with sufficient time prior to the meeting. Notices for the meeting were also posted on ECPG social media pages one month prior, to save the date.

After discussions within the Steering Committee the decision was made to hold a single Business Meeting rather than a two-part Business Meeting. To increase engagement, enhance efficiency, and allow more time for discussions with attendees during the meeting, the Annual and Financial Report presentations by the Steering Committee were shared with ECPG members for their review prior to the Business Meeting. There were three proposed motions: ECPG Alumni Guidelines, the ECPG Operating Guidelines and the ECPG Strategic Plan. All three proposals were discussed and approved unanimously at the ECPG 2023 Business Meeting.

4. One FIP



In 2019, under the maxim of “ONE FIP”, FIP team has started to break down the silos and unify FIP, with all structures working together. In order to consolidate the position of pharmacists in the different health systems and to be able to take new roles and provide new services, all three domains of pharmacy — science, education and practice — are crucial. Practice cannot exist without science or education and only this interdependency and the collaboration of these three domains can ensure universal health coverage. Within FIP, we are all dependent on each other and we add on our work together. Therefore, it is inevitable that FIP ECPG works with all FIP constituencies, shown in the figure below, in achieving its strategic plan and supporting the one FIP strategy.

Figure 4.1. FIP Structure: Council and FIP Constituencies.

4.1 Secretariat

The Steering Committee keeps active communication with the FIP staff at headquarters and the FIP ECPG Account Holders, Farah Aqqad and Sherly Meilanti. FIP Staff and Account Holders provide guidance, advice, assistance with ECPG membership and secretarial roles, and oversight of the running and promotion of the projects of the FIP ECPG.

4.2 FIP Boards

4.2.1 FIP Board of Pharmaceutical Practices (BPP)



Figure 4.2. FIP Board of Pharmaceutical Practices (BPP) members.

FIP has adopted as one of its three main strategic objectives to advance pharmacy practice in all settings. Eight pharmacy practice sections develop projects and initiatives to help FIP and its member organisations achieve this ambitious goal. The sections are academic pharmacy, clinical biology, community pharmacy, health and medicines information, hospital pharmacy, industrial pharmacy, military and emergency pharmacy, and social and administrative pharmacy. The sections are governed by the Board of Pharmaceutical Practice (BPP) which aims to guide and lead their activities. The BPP is comprised of the Executive Committee, FIP President (ex officio member), Mr Paul Sinclair, Vice President nominated by the BPP, section representatives, expert members and the observers. ECPG is represented in BPP by President Safiye Çağansel.

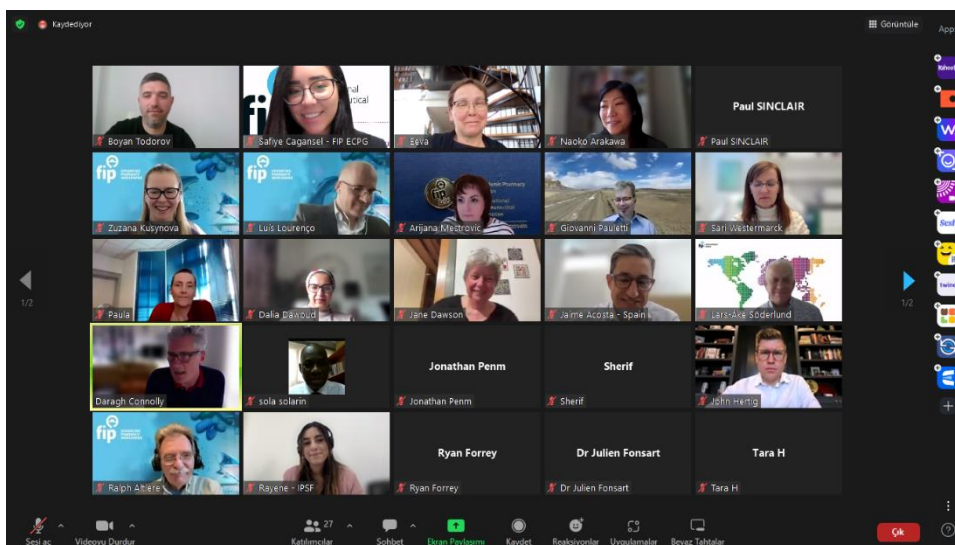


Figure 4.3. FIP Board of Pharmaceutical Practices virtual meeting on 13 March.

This year BPP met 5 times, having virtual meetings on 13 March and 11 September and face-to-face meetings on 13-15 April and 26 September. ECPG was actively represented at these meetings by President Safiye Çağansel, where she

presented progress reports on ECPG's work and activities. She reminded the section and board leaders to support and involve our liaisons within their sections to create inclusivity, foster collaborations with ECPG and sections, and strengthen the BPP as a whole to support the One FIP strategy.

ECPG has liaisons to the following 7 sections: Community Pharmacy, Hospital Pharmacy, Academic Pharmacy, Industrial Pharmacy, Health and Medicines Information, Social and Administrative Pharmacy, and Military and Emergency Pharmacy. The liaisons act as a bridge for ECPG and the sections by attending the sections' executive committee meetings, planning, organising and co-chairing events of their respective sections, and writing articles. Highlights from the activities of ECPG liaisons are detailed in the upcoming sections in this report.



Figure 4.4 ECPG MEPS Liaison Mr. Lucas Ercolin was recognised for his outstanding poster presentation on his humanitarian work. Pictured with Safiye Çağansel ECPG President and Clement Haeck Chairperson of liaisons.

4.2.2 FIP Board of Pharmaceutical Sciences (BPS)

BPS handles all aspects of FIP's scientific activities and addresses challenges. The BPS's vision is to be the global focal point for the promotion of pharmaceutical sciences and thereby contribute to the promotion of world health, especially through disease prevention and treatment. Advances in the pharmaceutical sciences improve the discovery, development, manufacturing, and use of safe, effective and quality medicines and medical products. To ensure science remains at the core of pharmacy, the BPS vision includes being a partner in related aspects of pharmaceutical education. The mission of the BPS is to serve as the leading international forum for the promotion of scientific interchange among pharmaceutical scientists, education in the pharmaceutical sciences, and the advancement of the pharmaceutical sciences globally. The BPS is comprised of the following: Executive Committee, FIP President (ex officio member), Mr Paul Sinclair, FIP Vice President nominated by the BPS, Chairs of FIP's special interest groups, Delegates of FIP's predominantly scientific member organisations (PSMOs), Expert members and the Observers. ECPG is involved as an observer member of the BPS and is represented by the ECPG President.

This year the BPS met 3 times virtually throughout the year, on 13-15 April and 29 August 2023. ECPG was actively represented by ECPG President, Safiye Çağansel, who presented progress reports of ECPG's work and activities. Also, the Special Interest Groups' leaders were informed of potential collaboration ideas and encouraged to further involve ECPG liaisons under their SIGs to foster collaboration and engagement.

ECPG has liaisons to the following BPS Special Interest Groups (SIGs): New Generation of Pharmaceutical Scientists, New Medicines, Pharmacy Practice Research, Workforce Development Hub, and Global Health Workforce Network Youth Hub.

4.2.3 FIP Education (FIPEd)

Beginning in January 2023, the Chairperson of Projects Amanda Cavness served as the ECPG representative to FIPEd. Executive Committee meetings were held virtually in February, June, August, and November. The April Business meeting was held in person at FIP Headquarters in The Hague and attended by the ECPG President. During 2023, the position of FIP Education Secretary was created. Dr Naoko Arakawa (UK) was appointed as Interim FIP Education Secretary for 2023- 2026. Regular updates were provided on the activities and accomplishments of ECPG at alternating meetings.

4.2.4 ExCo, Bureau and Council

The FIP ECG Steering Committee keeps in contact with the FIP President and the FIP CEO. The FIP CEO, Dr Catherine Duggan, and the FIP President, Dominique Jordan, provided a welcome to the new ECPG team during the first ECPG Subcommittee Meeting in January 2023. Dr Duggan, as well as the FIP ECPG Champion on the FIP Bureau, Professional Secretary Luís Lourenço, provided input and feedback on the work of ECPG, including changes to the ECPG Rules of Procedures as proposed by the ECPG Steering Committee. They also showed their support by joining the Early Career Social Night that was held at the FIP Congress in Brisbane, Australia. Face-to-face meetings were held with the FIP CEO and ECPG President in April 2023, and the ECPG Champion met with FIP ECPG President, Immediate Past President and Chairperson of Projects to exchange feedback, provide perspectives, and evaluate the current state and future potential of ECPG's work.

The FIP Council General Assembly took place on 23-24 September 2023 at the FIP Congress in Brisbane where the FIP ECPG President was involved in the high-level meetings. More information can be accessed under Section 10. FIP Congress.

4.2.5 FIP Business Meetings in April

Meetings of the FIP Bureau, Board of Pharmaceutical Sciences, Board of Pharmaceutical Practice and FIP Education were held in The Hague, Netherlands, 14 -16 April. In addition, a One FIP meeting gathering all parts of the federation also took place.

- Priority programmes shared at One FIP meeting

Twelve FIP priority programmes for 2023 and 2024 were presented by FIP CEO Catherine Duggan at the One FIP meeting.

- FIP health ministers' summit to take place alongside key global and regional events

An update on the federation's plans to hold global summits with health ministers in line with FIP's commitment to the Astana Declaration was given by FIP CEO Catherine Duggan. FIP has been examining the views given at a number of consultations with its member organisations on membership over several months, since the congress in Seville.

- Transformation of FIP Education proposed

At the FIP Bureau meeting in March, it was agreed that proposals for FIP Education to be turned into a third FIP board to align with the boards of pharmaceutical sciences and practice would be developed.

- Access to medicines in Latin America supported by One FIP project
- FIP intends to issue a statement on vaping
- Progress of special projects of the BPP discussed

Updates on special projects were presented at the Board of Pharmaceutical Practice meeting,

- Election results at the business meetings

Dr Rebecka Isaksson (UK) was elected as FIP's next scientific secretary by the Board of Pharmaceutical Sciences. She took up the post after the world congress in Brisbane, after the ratification by the FIP Council in September. Voting on a position on the Board of Pharmaceutical Practice (BPP) executive committee took place during the BPP meeting with Ms Tara Hehir (Australia), president of FIP's Social and Administrative Pharmacy Section, being elected.

ECPG Steering Committee had a special meeting with the FIP President Mr. Dominique Jordan before the FIP business meetings in April officially commenced.

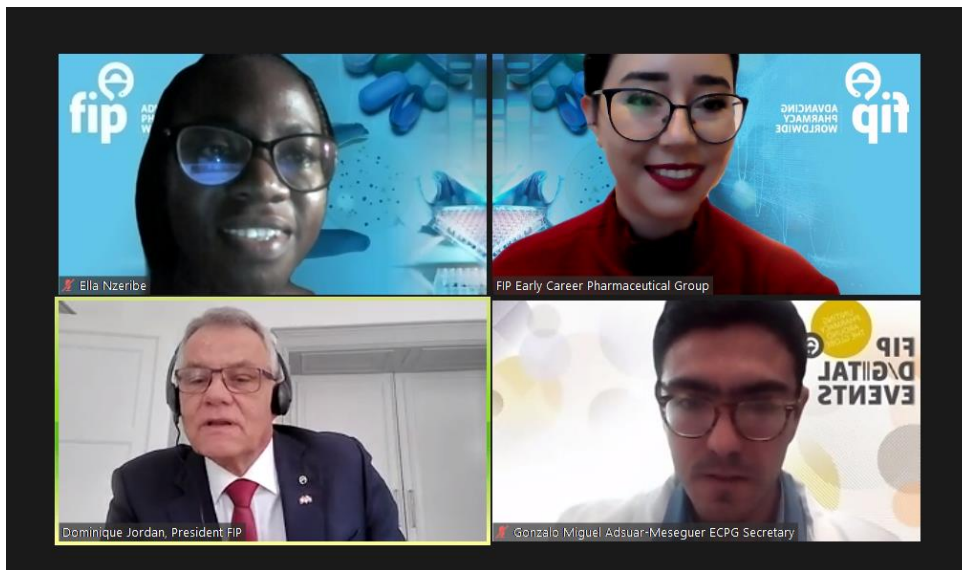


Figure 4.5 ECPG Steering Committee met with FIP President Dominique Jordan before the face-to-face FIP Business Meetings in The Hague, Netherlands.

Last, but not least, the ECPG President engaged and networked with all FIP leaders had fruitful discussions to set goals for the year ahead and align the FIP ECPG strategic plan with One FIP.



Figure 4.6 ECPG President pictured with FIP leaders during the FIP Business Meetings in The Hague, Netherlands.

5. FIP ECPG Grants and Projects

5.1 Early Career Leadership Development Scholarship

A new opportunity for ECPG members in 2023, the FIP Foundation partnered with ECPG and the Regional Pharmaceutical Forums to award the Early Career Leadership Development Scholarship to six early career pharmacists and pharmaceutical scientists. Winners attended the FIP World Congress and participated in the Leadership Development Workshop (LDW). This funding covers Congress registration, accommodations, travel assistance, and a one-year membership to FIP. The aim of this scholarship is to provide an opportunity for recipients to further develop leadership skills and knowledge while simultaneously supporting the application of these skills to improve pharmacy practice, pharmaceutical sciences, and/or pharmaceutical education in their home country and globally.

Winners of the 2023 ECLD Scholarship are:

- African Region – Mr. Imoiboho Ekwere Williams, Nigeria
- Americas Region– Mr. Oscar Allende, Paraguay
- Eastern Mediterranean Region – Dr. Hazem Gammoh, Jordan
- European Region – Prof. Martin Kondža, Bosnia & Herzegovina
- Southeast Asia Region – Dr. Praveen Devanandan, India
- Western Pacific Region – Ms. Sheron Sir Loon Goh, Malaysia

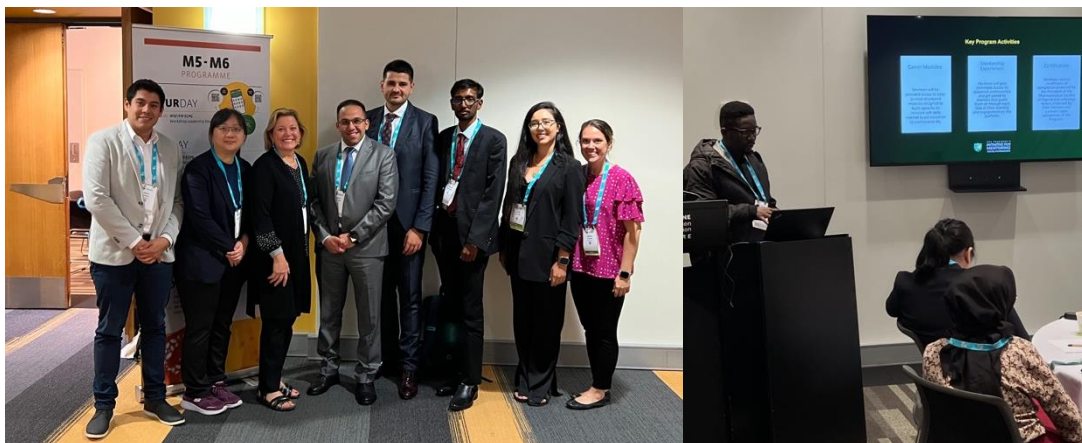


Figure 5.1. ECLD Scholarship winners with ECPG and FIP Foundation leaders during the Leadership Development Workshop in Brisbane, Australia.

Winners engaged in the two-day pre-Congress LDW, where they were able to network with leaders of the FIP Foundation, FIP ECPG, Regional Forum ExCo, and the Federation. Participants also developed and presented proposals for a pharmacy project and will be paired with a mentor from their region for guidance in planning and implementation of their project. The Leadership Development Workshop is further detailed in section 10.2 below.

5.2 Ton Hoek Scholarship

The FIP Foundation Board of Directors was pleased to offer the Ton Hoek Scholarship for Young Leaders again in 2023. This award recognises an outstanding student or early career leader. It aims to enhance their personal and professional development during the FIP Congress through knowledge and skill building combined with networking and engagement with global leaders from all arenas of pharmacy. In addition to financial support, recipients are provided opportunities for a series of interviews and discussions with the leaders of the FIP Foundation and FIP.

The Ton Hoek Scholarship winner this year was Mr. Chima Amadi of Nigeria. Mr. Amadi was present for FIP Congress in Brisbane where he was recognised during the Opening Ceremony.



Figure 5.2. Mr. Chima Amadi of Nigeria accepting the Ton Hoek award in Brisbane

5.3 Mike How Travel Award

The Mike How Travel Award is an annual collaboration between the FIP Industrial Pharmacy Section (IPS), FIP Early Career Pharmaceutical Group, and the International Pharmaceutical Students' Federation (IPSF) supporting one ECPG or IPSF member involved in the development, manufacturing, or regulatory aspects of pharmaceuticals. It includes travel funds to attend FIP congress and opportunities for participation in various Industrial Pharmacy Section activities during the event.

For the 2023 application cycle, a record number of 45 applications were received. Applications were scored by representatives from all three sponsoring groups. The award recipient was Ms. Anggun Wardhani, from Indonesia, who was supported to attend FIP Congress in Brisbane.

5.4 Professional Innovation Grant

The ECPG and FIP Foundation Grant for Professional Innovation provides support for the implementation of a project by a pharmacist/pharmaceutical scientist who is an ECPG member. Projects can stem from any field of pharmacy (practice, science or education) but must focus on innovation that improves the practice of pharmacy or the advancement of pharmaceutical science with direct clinical application. Dr. Rebekah Moles served as the FIP Foundation Board liaison for the Innovation Grant programme. The call opened on 30 March and closed on 14 May 2023. Five applications were received this year, and all were scored by members of the FIP Foundation Board, the ECPG Chairperson of Projects, the ECPG Professional Development Coordinator, Godsgift Iwendi, and the ECPG Grant Coordinator, Genuine Desireh. The winner, Shania Liu from Australia, was officially announced during the Opening Ceremony of FIP Congress.



Figures 5.3 and 5.4. Professional Innovation Grant winners with ECPG and Foundation Leadership

5.5 FIP ECPG Digital Events

From January to November 2023, ECPG planned and carried out three digital events, which are shown below. These webinars covered a variety of professional development topics to enhance members’ knowledge and skill sets. ECPG appreciates the collaboration of the FIP Foundation for Education and Research and Curriculo Solutions on our digital events this year.

18 April – [Developing a high-quality research proposal - The FIP Foundation and ECPG Grant for Professional Innovation](#)

This webinar was organised by FIP ECPG and supported by the Foundation. ECPG was represented by Amanda Cavness, ECPG Chairperson of Projects and Usman Abubakar, ECPG Professional Innovation Grant Coordinator. Previous PIG winner Jack Collins provided insight into strengthening a research proposal and shared his experience as a repeat applicant and grant winner.



Figure 5.5 Promotion for April webinar

6 June – [Learn, Grow, and Develop: Opportunities for Personal and Professional Growth with ECPG](#)

For this webinar, ECPG partnered with Curriculo Solutions to update members on the ECPG Career Development Toolkit and introduce the new structure and variety of content for the Curriculo Pharmacists for the Future Programme (PFP).



Figure 5.6 Promotion for June webinar part 1

29 June – [Learn, Grow, and Develop- Part 2: A Curriculo Preview with ECPG](#)

During this interactive session, attendees experienced a “Curriculo Taster Session” with activity previews and examples from the PFP. Past Curriculo participants also shared their experiences with PFP and ways the programme has enhanced their professional development journey.



Figure 5.7 Promotion for June webinar part 2

Two final digital events are planned for 2023. One event will focus on motivational letter writing and will provide insight into crafting expert statements for jobs, leadership roles, and volunteer positions. The second event will be the official launch of the FIP ECPG Strategic Plan 2023-2030: and will take place on 13 December 2023. Events will stream live at 13:00 CET. Register for the FIP ECPG Strategic Plan 2023-2030 Launch: Setting the Goals Ahead for the Early Career Pharmacists, Pharmaceutical Scientists and Educators Globally [here](#).

5.6 Mentorship Programme

5 new mentor and mentee pairs are participating in the ECPG Mentorship Programme this year. New in 2023, based on feedback from previous cohorts, our mentees had the opportunity to meet with multiple mentors and choose who they would like to work with for the year. Not only are all five of our mentors experts in their varied fields, but they are also all first-time participants in our programme. With the help of our liaison team, we hope to continue recruiting more new

mentors each year. ECPG greatly appreciates the time and commitment the FIP mentors devote to this programme. The 2024 programme will return to the January to September schedule.



Figure 5.8. 2023 Mentorship Programme Cohort Mentees

5.7 Remote Volunteering Programme

The FIP ECPG Remote Volunteering Programme was created to provide opportunities for early career pharmacists and pharmaceutical scientists who are interested in developing project management, research, and presentation skills through FIP's global campaigns. FIP notifies ECPG of projects that require the help of a remote volunteer, and ECPG members apply for these positions. Remote volunteers may present their work through FIP digital events or official publications. The volunteer period ranges from 3 to 12 months, with the possibility of an extension as the project requires. This year FIP and ECPG provided volunteer internship opportunities for 8 members on 7 separate projects. Published reports and digital events from this year can be found below. We will continue to utilise project-specific calls as well as our rolling application form for ECPG members to express interest in and share their availability for the Remote Volunteering Programme. The form can be found [here](#).

2023 Remote Volunteer Programme Participants

FIP Practice Development and Transformation Team:

Mfonobong Ekpoh, Nigeria

- [The role of pharmacists in relation to natural health products. Report from an international insight board](#)
- Integrating point-of-care testing in community pharmacy practice: Findings from a global intelligence report

Kirsten Lee, Australia

- Intelligence report on the role of pharmacists in the management of common ailments

Favour Ong'Udi, Kenya

Deborah Shomuyiwa, Nigeria

- Disease prevention, vaccination, self-care and oral health

Global Pharmaceutical Observatory:

Grace Adebayo, Nigeria

- FIP Compendium Project

FIP Equity, Sustainability, Policy and Development Team:

Christianne Gonzalez, Philippines

- Access to medicines statement and report

FIP Provision and Partnerships:

Precious Ekpotu, Nigeria

Genuine Desireh, Kenya

- [Education and training needs of early career pharmacists in self-care: A focus on sore throat and gastrointestinal issues. Report from an FIP insight board](#)

5.8 Leadership Development Programme 2.0

The Leadership Development Programme 2.0 (LDP2.0) is a membership benefit for the Early Career Pharmaceutical Group and builds upon the skills taught during the Leadership Development Workshop (LDW) held annually at FIP Congress. LDP2.0 is a year-long programme hosted by ECPG in collaboration with the FIP Academic Pharmacy Section and features global pharmacy leaders as session facilitators. The 2023 cohort features 19 up-and-coming leaders from ECPG who will participate in orientation, 11 virtual group meetings, a variety of FIP activities throughout the year, and have the opportunity to present their experiences during pre-congress sessions at FIP World Congress 2024. Applications for the 2024 programme will be accepted beginning in September of 2024.

5.9 Professional Development Resources

The Career Development Toolkit (CDT) for early career pharmacists and pharmaceutical scientists was launched in December 2020, and ECPG continues post-publication promotion. The CDT was highlighted during our digital event “Learn, Grow, and Develop: Opportunities for Personal and Professional Growth with ECPG” mentioned above in section 5.5. During 2023, the toolkit was translated for the first time and will now be available in Portuguese. The Professional Development Subcommittee also reviewed the toolkit for possible updates to the 100 jobs list, as well as new case studies, to keep the CDT relevant for ECPG members for years to come. We hope to collaborate with the original working group to publish updates to the toolkit in 2024.

ECPG continued their partnership with Curriculo Solutions and the Pharmacists for the Future Programme. The PFP was launched in May 2022 and continues to be a valuable resource to our members. The PFP focuses on the development of personal, social, and professional skills and provides a strong foundation in the development of key leadership capabilities. The programme aligns with numerous FIP Development Goals, including 1, 2, 4, 5, 6, 8, 9, 10, and 11. New cohorts for the PFP are offered on a rolling basis throughout the year. For a preview of the PFP experience, view our digital event from 29 June shown above. You can also learn more about Curriculo Solutions and the Pharmacists for the Future Programme [here](#).



Figure 5.9. Pharmacists of the Future Programme.

6. FIP ECPG Strategic Plan

6.1 FIP Development Goals

The 21 FIP Development Goals (DGs), launched by the International Pharmaceutical Federation (FIP) in September 2020, are a key resource for transforming the pharmacy profession globally, regionally and nationally over the next decade. They align with FIP's mission as well as wider global imperatives underpinning the UN Sustainable Development Goals (SDGs) that bring together workforce and education, practice and science in a transformative framework, to support an improved and more advanced pharmacy profession over the next decade.

The 21 DGs are accompanied by a growing set of FIP global tools, structures, indicators and programmes to facilitate and support the process of transformation. The FIP DGs serve as a systematic framework for needs assessments and priority mapping. More information on the 21 FIP DGs can be accessed at <https://developmentgoals.fip.org/>.



Figure 6.1 The 21 FIP Development Goals (FIP DGs).

6.2 Drivers for Change

In 2019, FIP updated its Strategic Plan, which includes the vision, mission and six strategic outcomes for the Federation. This also included aligning the activities and projects of all constituencies to ensure FIP operates in unison – the “One FIP” model. In 2019, FIP ECPG (previously YPG) completed a Member Needs Assessment Survey, targeting the young pharmacists and pharmaceutical scientists globally and accepted responses from both members and non-members. This survey was followed by a December 2019 report where the participants were asked what priorities and activities they would like YPG (ECPG) to focus on to support their personal and professional goals. Most respondents chose ‘International conference’ as their preference. This was followed closely by ‘National conference’, ‘Webinars’, and ‘Opportunities for grants and scholarships’.

Furthermore, the 2020 launch of the FIP DGs, which are in alignment with the United Nations (UN) Sustainable Development Goals, and the One FIP strategy made it important for FIP ECPG to review its own strategy to align with these principles. The shifts in early career involvement in pharmacy practice and pharmaceutical sciences, ECPG member engagement, and the FIP strategy have further highlighted the necessity for a review of the needs assessment.

This 2023-2030 strategic plan would ensure ECPG's strategy reflects the "One FIP" vision, while also remaining responsive to member needs and relevant to current and future goals for early career pharmacists, pharmaceutical scientists, pharmacy educators and students.

6.3 Rationale and Context for FIP ECPG – Global Trends and Challenges

Following the global trends in the pharmacy and pharmaceutical sciences world, ECPG reflected on the pertinence and need for its own strategic plan to support FIP DGs and aim for UN SDGs 2030, to map current trends and challenges, and transform practice for early career members. The goal of this plan was to learn from our needs assessment, career satisfaction survey, and the role of early-career pharmaceutical groups in global health to build upon on the work of YPG/ECPG over the past 20 years. Based on the findings, it is important to ensure equal opportunities are provided for education and training, considering gender and diversity balances. Education and training can be achieved through collaboration with national professional organisations, universities and global organisations such as FIP through the ECPG.

This ECPG Strategic Plan should serve as a contribution for the next FIP DGs progress report and for FIP ECPG members with national and regional Early Career Pharmaceutical Organisations (ECPOs). Safiye Çağansel, ECPG President 2023-2024, developed and created the ECPG Strategic Plan 2023-2030. Former and current ECPG teams, ECPG individual members, ECPG ECPOs network and FIP team were involved in the reflection and feedback process.

As technology and the digital world has made everything more accessible, particularly since the pandemic, ECPG explored the vision, priorities and needs of ECPG members via several platforms including, but not limited to, Google Forms as an online survey and Miro for brainstorming and mapping insights during a global virtual Town Hall meeting on 25 March 2023. All data was analysed from the ECPG individual member and ECPG member ECPO perspectives to map the strategic plan more effectively.

6.3.1 FIP ECPG Strategic Survey

To align the ECPG vision to the 21 FIP DGs and to evaluate the needs of not only young pharmacists and pharmaceutical scientists, but all early careers and pharmacy students, a new strategic survey was developed. ECPG aimed to analyse emerging trends and challenges in pharmacy, especially those faced early in their education or career. The survey was disseminated via ECPG newsletter, ECPG meetings, events and social media between February-June 2023 and included the following questions.

Individual Members Perspective

1. Which option describes you best?
 - Early Career Pharmacist/ Pharmaceutical Scientist
 - Pharmacy/Pharmaceutical Sciences Student
2. In your view, what are the top three current global health challenges?
3. In your view, please rank the FIP Development Goals in order of importance to focus by FIP ECPG. Please use the following format when answering this question: DG2 - Early Career Training Strategy
4. In your view, what are the top three focus areas ECPG should prioritise (not only limited to the FIP DGs)
5. What do you believe should be the top four strategic areas for ECPG over the next seven years? This may include continuing current areas of work and/or adding new ones.

Early Career Pharmaceutical Organisation (ECPO) Perspective

1. Who does your organisation represent?
 - Early Career Pharmacists and Pharmaceutical Scientists
 - Students
 - Both
2. In your view, what are the top three current global health challenges?
3. What are your strategic priorities for the next 2-7 years, until 2030? Please select 5 options.
 - Workforce—number of health professionals/shortage, migration, jobs, staffing,

- Working conditions—decent pay, safety, violence prevention, supplies/PPE
 - Workforce well-being, including mental health support
 - Noncommunicable diseases
 - Communicating the value of health professionals to society
 - Education (please specify which issue(s) in the following question)
 - Regulation (please specify which issue(s) in the following question)
 - Health policy and influence
 - Organizational development—membership / leadership
 - Gender equality
 - Disaster preparedness and climate change
 - Universal Health Coverage – UHC
 - Sustainable Development Goals – SDGs
 - If you chose "Education" or "Regulation" above, please use this space to highlight your priority issues in that field.
4. On what primary areas would you look to ECPG for support? Please list your top three options.
 5. What do you believe should be the top four strategic areas for ECPG over the next seven years? This may include continuing current areas of work and/or adding new ones.

The FIP ECPG Strategic Survey results were analysed and combined with input from live discussions with early career individuals, early career pharmaceutical organisations and ECPG members at the ECPG Town Hall Meeting and networking event. The data was considered from the national early career organisations and individual members’ perspectives. The survey had at least one respondent from all WHO regions. The demographic results from the strategic survey are visualised below.

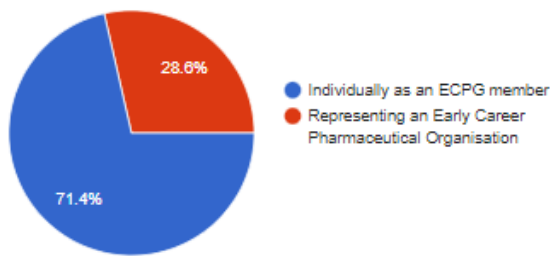


Figure 6.2 The ratio of ECPG individual members and ECPO representatives who filled out the survey.

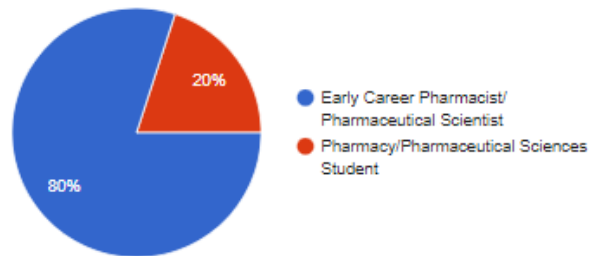


Figure 6.3 The ratio of ECPG individual members' description.

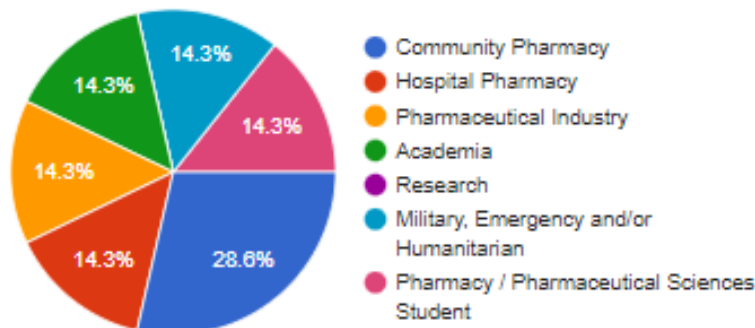


Figure 6.4 The ratio for field of work for ECPG individual members.

6.3.2 FIP ECPG Town Hall Meeting

The Town Hall meeting was held on 25 March 2023 and included a networking session followed by discussion. This was first Town Hall meeting ever organised by ECPG, and the focus was member networking and brainstorming to get feedback in developing the FIP ECPG Strategic Plan for 2023-2030.



Figure 6.5 Call for member participation in the 1st global FIP ECPG Town Hall Networking Meeting

The RSVP link created had 45 respondents who confirmed their attendance, and there was a total of 38 participants who attended the meeting. The Town Hall was chaired by the ECPG President Safiye Çağansel. Background information on the reason for the strategic plan document and expectations of participants were provided. There were breakout sessions to foster the discussions.

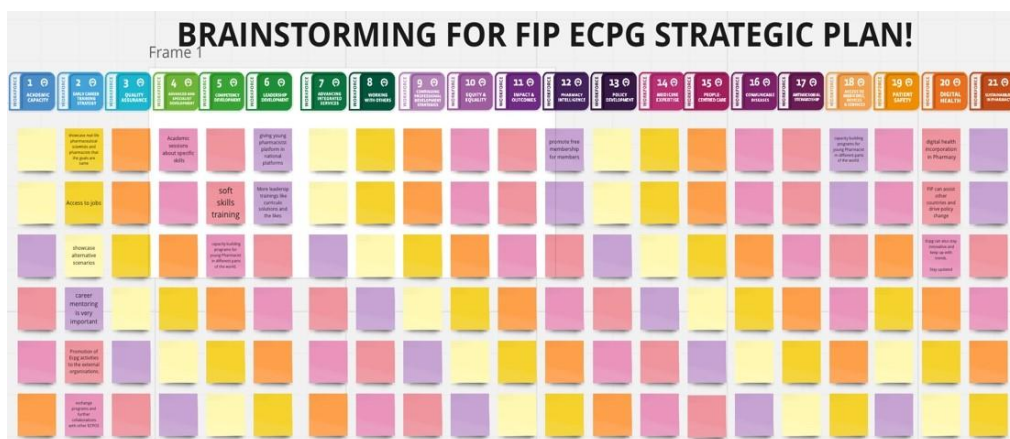


Figure 6.6 Miro Platform board used in brainstorming and visualisation of the strategies and mapping of ECPG’s global, regional and national vision towards FIP DGs.

Breakout sessions were spearheaded by President Safiye Çağansel, Maria Virginia Giolito, FIP ECPG Liaison to FIP Special Interest Group: New Generation of Pharmaceutical Scientists, Emmanuella Nzeribe, FIP ECPG Chairperson of Public Relations, and Sylvester Adeyemi, FIP ECPG Member Relations Coordinator. The feedback from the session was documented on the Miro app which was further used for the development of the Strategic Plan.



Figure 6.7 A screenshot of the breakout session from the ECPG Town Hall meeting.

6.3.3 Vision for Early Career Pharmacists, Pharmaceutical Scientists and Educators

As the pandemic, technology and the digitalisation world has made everything more accessible and straightforward, ECPG explored the vision, priorities and the needs of ECPG members via several platforms, including but not limited to google forms as an online survey, Miro as a tool for brainstorming and mapping the insights, global virtual Town Hall meeting via Zoom on 25 March 2023. In all aspects of data collection, it was analysed from ECPG individual member and ECPG member ECPO perspectives to map the strategic plan more effectively, leading to the establishment of the 6.4 ECPG Strategic Priorities.

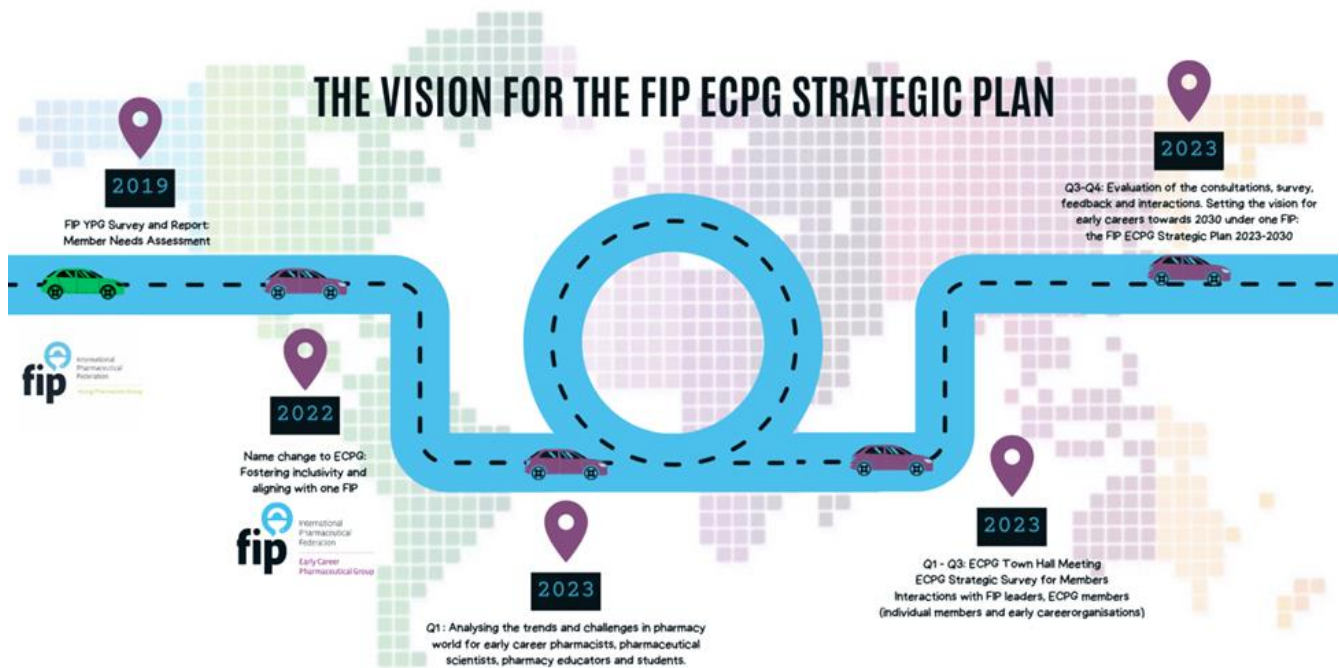


Figure 6.8 The vision and roadmap in setting up the ECPG Strategic Plan 2023-2030.

6.4 Strategic Priorities

Strategic Priority 1: Advancing practice, science and education with and for the early career pharmacists, pharmaceutical scientists, pharmacy educators and students worldwide via ECPG projects.

Strategic Priority 2: Support early career pharmacists and pharmaceutical scientists around the globe who have limited resources for professional organisation involvement or research.

Strategic Priority 3: Support and advocate for the inclusion of early career perspectives in policy development, advocacy and decision-making not only globally but also, locally, nationally and regionally.

Strategic Priority 4: Support the early career pharmacists to fulfil their responsibilities towards society and colleagues in providing their services at a high professional and innovative level in this technology era.

Strategic Priority 5: Provide opportunities for professional development, competency, networking, and mentoring for ECPG members.

Strategic Priority 6: Foster leadership and engagement of early career members across FIP constituencies, forums, sections, and groups to support one FIP strategy.

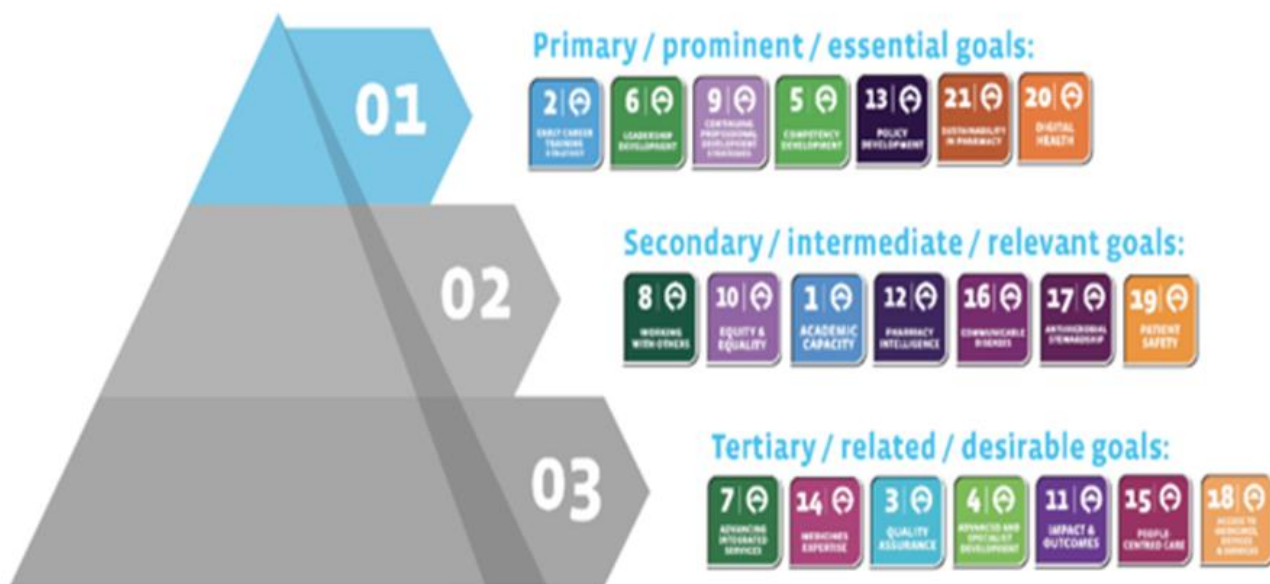





Figure 6.9 Global FIP ECPG priorities rank: based on global, national and regional screening and engagement with early careers.










6.5 Goals and Objectives – Mapping the Plan with FIP DGs

This section matches the priorities with more specific, measurable, achievable, relevant, and time-bound goals and objectives set in 2023 towards 2030 to support them and the work of ECPG is mapped with the correlating FIP DGs.

Goal 1: Increase early career member engagement in local, national and global pharmaceutical organisations.


<p>Objective 1.1: Increase early career member engagement in FIP's sections, special interest groups, FIPed, and FIP HUB.</p>	<p>This goal and objectives align primarily with the following FIP DGs:</p> <div style="display: flex; justify-content: center; gap: 20px;">    </div> <p>FIP ECPG has liaisons as part of the FIP ECPG subcommittee, Liaisons Team, who act as a link of communication between FIP Sections, SIGs, FIPed, HUB and ECPG members, to represent ECPG's interest at their meetings, explore ways to get ECPG members involved and work with ECPG Steering Committee to create opportunities for all ECPG members.</p>
<p>Objective 1.2: Evaluate the already existing resources and develop new initiatives to promote early career member participation in FIP activities.</p>	
<p>Objective 1.3: Support ECPG members' involvement within and outside FIP by the time they end their early career period.</p>	

Goal 2: Provide professional development, networking, and mentoring opportunities for early career pharmacists and pharmaceutical scientists.

<p>Objective 2.1: Provide opportunities for early career members to develop leadership skills through mentorship and training.</p>	<p>This goal and objectives align primarily with the following FIP DGs:</p> <div style="display: flex; flex-wrap: wrap; justify-content: center; gap: 10px;"> <div style="margin: 5px;"></div> <div style="margin: 5px;"></div> <div style="margin: 5px;"></div> <div style="margin: 5px;"></div> <div style="margin: 5px;"></div> <div style="margin: 5px;"></div> <div style="margin: 5px;"></div> <div style="margin: 5px;"></div> <div style="margin: 5px;"></div> </div> <ul style="list-style-type: none"> FIP ECPG has modified and relaunched the FIP ECPG Mentorship Programme in July 2023 to match mentees and mentors of their preference, meeting with their individual and professional needs and
<p>Objective 2.2: Develop, deliver and ensure the sustainability of the professional development programmes tailored to the needs of early career members.</p>	
<p>Objective 2.3: Establish and maintain a platform for early career members to connect, exchange knowledge and network with each other and with senior professionals in the field.</p>	

<p>Objective 2.4: Maintain a mentorship program that connects early career members with experienced professionals in the field.</p>	<p>requirements.</p> <ul style="list-style-type: none"> FIP ECPG has organised two virtual global networking events, one of them as part of the ECPG Town Hall meeting for ECPOs and early career individual members on 25 March 2023, the second for the ECPOs on 12 September 2023. ECPG Steering Committee organised on-site networking lunch events located at the FIP ECPG Booth, during the FIP World Congress.
<p>Objective 2.5: Equip early career professionals with the necessary skills, expertise, and connections to thrive in their careers and contribute to the advancement of the pharmacy profession.</p>	

Goal 3: Support early career pharmacists and pharmaceutical scientists with limited resources for professional organisation involvement and research.


<p>Objective 3.1: Provide and promote grants and scholarships for early career members to attend FIP events and conferences.</p>	<p>This goal and objectives align primarily with the following FIP DGs:</p> 
<p>Objective 3.2: Develop and deliver webinars and other online and offline resources to support early career members' research and professional development.</p>	<p>In order to support this goal and objectives listed, FIP ECPG has initiated and build up on the following collaborations in 2023:</p> <ul style="list-style-type: none"> Early Career Leadership Development Scholarships, discussed under point 5.1, were awarded with the FIP Foundation awarded to one recipient from every WHO region to be able to travel and attend to FIP congress and join the ECPG Leadership Development Workshop of that calendar year. Professional Innovation Grant (PIG) in collaboration with the FIP Foundation, to encourage innovation in pharmacy by an early-career pharmacist or pharmaceutical scientist who has limited resources for their own research. Full details on the PIG are listed under point 5.4. Ton Hoek scholarship for young leaders with the FIP Foundation to an individual young pharmacist or pharmaceutical scientist, or a pharmacy student (under-/post-graduate) with outstanding leadership skills, to attend a FIP World Congress. More can be read at point 5.2.

	<ul style="list-style-type: none"> • HaMIS Stipend in collaboration with FIP Health and Medicines Information Section, to financially support pharmacy students, pharmacists or pharmaceutical scientists from low/middle-income countries to attend a FIP World Congress. • Mike How Travel Award in collaboration with FIP Industrial Pharmacy Section, granted to young pharmacists or pharmacy students who have shown keen interest and passion for Industrial Pharmacy. More information on Mike How Travel Award can be accessed under section 5.3.
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Goal 4: Increase awareness of the role and value of early career pharmacists, pharmaceutical scientists, and educators.

<p>Objective 4.1: Improve the ECPG communication strategy and develop new ways to promote and raise awareness of the contributions and potential of the early career members.</p>	<p>This goal and objectives align primarily with the following FIP DGs:</p> <div style="text-align: center;"> </div>
<p>Objective 4.2: Collaborate within FIP and with other stakeholders to advocate for the inclusion of early career perspectives in policy development and decision-making.</p>	<p>ECPG has prioritised to achieve and ensure sustainability of the following:</p> <ul style="list-style-type: none"> • Have ECPG members and early career perspective included in FIP’s advocacy and policy work by having ECPG representatives in FIP Policy Committees. • Collaborated with external partners and stakeholders from the pharmacy and other healthcare professions to promote youth in policy making and foster inter-professional collaborations. • Adapted to new trends and tools in social media platforms, such as reels, to highlight early career members and their contributions in pharmacy workforce.

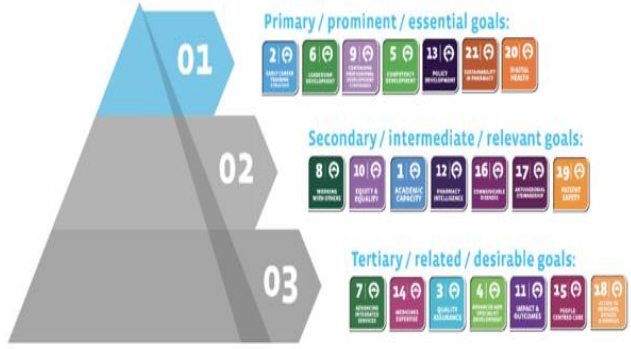
Goal 5: Enhance the diversity, equity, competency and inclusion of early career members in the profession.

<p>Objective 5.1: Develop and implement initiatives to support the recruitment and retention of early career members from underrepresented groups.</p>	<p>This goal and objectives align primarily with the following FIP DGs:</p>
	
<p>Objective 5.2: Develop and implement practices that promote diversity, equity, and inclusion within ECPG and FIP.</p>	<p>ECPG prioritised to achieve and ensure sustainability of the following:</p>
	<ul style="list-style-type: none"> • Have ECPG Steering Committee and / or Subcommittee members from all 6 WHO regions ensuring diversity within the team. ECPG Steering Committee is having 3 female, 2 male members, representing the regions: Europe, Americas and Africa. ECPG Subcommittee members represent all WHO regions. • Offer opportunities for involvement (i.e., insight board membership, consultation, internship, etc.) to ECPG members ensuring equity and equality: ECPG members are involved in insight board for selfcare, ECPG President is involved with membership consultations and there are ECPG interns with ongoing and new projects in FIP. • Offer programmes and workshops for early careers’ competency development in AI and Digital Health: ECPG offered AI in a Lab Box session and the Digital Health Summit for the ECPG FIP Congress package participants.
<p>Objective 5.3: Develop and increase the number of programmes for competency.</p>	

Goal 6: Foster innovation and entrepreneurship among early career members.

<p>Objective 6.1: Develop and deliver training programs and resources to support early career members in developing innovative and entrepreneurial skills.</p>	<p>This goal and objectives align primarily with the following FIP DGs:</p> <div style="display: flex; justify-content: space-around; align-items: center;">    </div>
<p>Objective 6.2: Establish partnerships with other stakeholders to support early career members in developing and implementing innovative solutions to challenges in the profession.</p>	<p>ECPG prioritised to achieve and ensure sustainability of the following:</p> <ul style="list-style-type: none"> • Established partnership with I-DAIR in collaboration with IPSF, to support early careers in training in digital health and AI. • Organised a hackathon in collaboration with IPSF and with support from the FIP Technology Advisory Group, to challenge and support early careers’ needs in innovation and competency development, through partnerships and provision.

Goal 7: Enhance the capacity of ECPG to achieve its mission and strategic priorities.

<p>Objective 7.1: Develop KPIs annually for every portfolio at the beginning of the calendar year to map the progress.</p>	<p>This goal and objectives align with all 21 FIP DGs with the following order:</p> 
<p>Objective 7.2: Measure the implementation progress and achievements quarterly to support the implementation of ECPG's strategic plan and activities.</p>	

6.6 Monitoring, Evaluation and Review of the Strategic Plan

Monitoring and evaluation are critical for understanding effectiveness. Regular assessment allows ECPG to identify successes and areas for improvement. The monitoring and evaluation of progress toward the ECPG Strategic Plan 2023-2030 will be completed with, but not limited to, the following major Key Performance Indicators (KPIs) for 2023:

- Increase the awareness of the roles of Early Career Pharmaceutical Group;
- Set portfolio specific KPIs for each ECPG Steering Committee member annually, to ensure the goals and KPIs will be met every calendar year, progressing towards 2030;
- Create guidance and supplementary documentation for the team to help with smooth handover and sustainability;
- Develop and maintain a platform for early career member networking and collaboration;
- Collect quarterly reports from Early Career Pharmaceutical Organisations on their events and progress towards achieving FIP development goals;
- Develop and deliver professional development programmes, mentorship opportunities, and online resources;
- Collect feedback from early career members on the effectiveness of professional development programs, mentorship opportunities, and online resources;
- Collect data, evaluate, increase early career member participation in FIP activities;
- Increase the number of early career members participating in professional development and mentorship programmes;
- Provide grants and scholarships to support early career member involvement in FIP activities in collaboration with other FIP constituencies;
- Track the number of applications received for grants and scholarships specifically designated for early career members;
- Increase in the number of early career member applicants and awardees of grants and scholarships;
- Evaluate the impact of grants and scholarships on early career members' involvement in FIP activities;
- Measure the increase in the number of applications to ECPG opportunities to showcase the efforts' impact to promote & support early careers' involvement;
- Track the diversity of grant and scholarship recipients to ensure inclusivity;
- Ensure that there is one global mentorship program each year;
- Ensure that there are two webinars on Professional Development each mandate;
- Develop and increase the number of programmes for competency with the emerging fields i.e., digital health.

While each of the ECPG steering committees and subcommittee members have served an important role in advancing the past work of the group, deliberate coordination of efforts amongst them is needed to achieve greater impact. It is key to periodically review and revise the strategic plan to ensure that it remains relevant and aligned with ECPG's mission and the changing needs of early career pharmacists, pharmaceutical scientists, pharmacy educators and students.

7. FIP ECPG External Affairs

7.1 Partnerships and Stakeholders

Partnerships bring our goals closer to achievement. When we work together, both with the Federation's different constituencies and working groups, and with external partners and stakeholders, we create the power to achieve our goals. Especially if the goals align and all parties support each other. Sharing goals means sharing a vision. Reaching the UN Sustainable Development Goals (UN SDGs) by 2030 is our common goal. Therefore, we align ourselves to support the UN SDGs by supporting and achieving the FIP DGs for pharmacy. While we strive for each goal and objective with partners and stakeholders, FIP DG 8 – Working with others, is also supported with progress. When global, regional, national and local organisations, countries, governments and people unite and take action, great goals are achieved.

7.1.1 Curriculo Solutions

ECPG was pleased to continue our partnership with Curriculo Solutions to offer members the FIP Seal-Awarded Pharmacists for the Future Programme (PFP) in 2023. This professional development platform expands upon the topics covered in ECPG Career Development Toolkit and provides both on-demand independent study and group learning environments to meet the needs of any early career professional. Digital events highlighting Curriculo and the PFP are described in more detail in sections 5.5 and 5.9. ECPG would like to thank Curriculo Solutions for their support, as well as their dedication to making the PFP accessible for all members.

7.1.2 IFPMA – HYPER

International Federation of Pharmaceutical Manufacturers & Associations - Healthcare: Youth Perspectives EmpoweRed is a group dedicated to empowering, connecting, and mobilizing young leaders and future decision makers in the life-science industry. As the mission and vision of ECPG for early career pharmaceutical scientists align with HYPER, ECPG started the process of collaboration, to support their members. This collaboration fosters the ECPG Strategic Priorities 1, 2, 4, and 5, FIP Strategic Outcome 5 and 6, and the FIP DGs 2, 6 and 8. The collaboration proposals include:

- Career Growth – compile report on youth programs across pharma companies.
- Live table of available scholarships and grants for young pharmaceutical scientists and pharmacists.
- Mentorship Programme – expand the ECPG mentorship programme by involving professionals from IFPMA and HYPER to be mentors to ECPG mentees.
- LinkedIn workshop – Organize a workshop with LinkedIn expert on professional social media use, to build own brand and maximize visibility across platforms many early career members are building up their LinkedIn profile and online presence.

7.1.3 Pharmacist Diaries

FIP and ECPG is partnering with Pharmacist Diaries Podcast to promote FIP, ECPG and share early career pharmacy leaders' career paths to act as positive agent of change and encouragement for other early careers worldwide, while promoting for early career training strategies, leadership and competency development, supporting ECPG Strategic Priorities 2, 5 and 6 and the FIP DGs 2, 5, 6, 20 and 21.

Anisha Patel has recorded and published the following podcasts:

1. Safiye Çağansel, FIP ECPG President for the episode: Breaking Barriers – the Safiye Çağansel Way (Figure 7.1)



Safiye Çağansel, the President of FIP's Early Career Pharmaceutical Group (ECPG) and a community pharmacy owner has been featured on the [Pharmacist Diaries Podcast](#) about her career journey to date! Safiye opens up about her captivating journey through the world of pharmacy, taking us from her early passion for healthcare, through the trenches of starting her own business, to the global stage where she now champions for early career pharmacists.

This episode is brimming with invaluable insights from Safiye's personal experiences. She dives into the complexities of establishing a pharmacy, building a team, managing stock, and even dealing with the profound impact of COVID-19. Whether you're at the start of your pharmacy career or a seasoned professional, we guarantee that Safiye's story will both inspire and illuminate. Tune in now!

2. Amanda Cavness, ECPG Chairperson of Projects for the episode: Battling Cancer and Building a Career with Amanda Cavness (Figure 7.2)



Get ready for an incredibly inspiring episode of the podcast featuring Dr. Amanda Cavness, a pharmacist whose journey is a testament to the resilience of the human spirit. Just months away from her pharmacy school graduation, Amanda was diagnosed with breast cancer. Tune in to hear how she bravely battled cancer, completed her pharmacy education, and went on to specialise in paediatric care. In this episode, Amanda opens up about her journey, her passion for paediatrics, her unique insights into the world of pharmacy residencies - all while making an impact in the international pharmacy arena. Amanda's story is a beautiful reminder of how one can turn adversities into opportunities. Don't miss out on this inspirational episode! Listen now!

3. Clement Haeck, ECPG Chairperson of Liaisons for the episode: The Globetrotting Scientist (**Figure 7.3**)



Ever wondered how a love for travel and a passion for pharmaceutical sciences could intertwine in one individual's life journey? Clement Haeck, a French pharmacist and chairperson of Liaison for the FIP Early Career Pharmaceutical Group (ECPG), takes us through an enthralling tale of his journey in the field of pharmacy. This episode revolves around Clement's remarkable experiences, from his academic pursuits in the UK, to his adventurous travels throughout Asia-Pacific countries, and his transition from academia to the pharmaceutical industry. His powerful commitment to mentoring early career pharmacists and his involvement in an array of pharmaceutical associations provide a unique perspective on his life's journey and impart wisdom for those contemplating a career in pharmacy.

Until the end of 2023, 2 more podcasts are planned with Pharmacist Diaries. Links to listen to the podcasts are listed below:

- Apple Podcast: [Pharmacist Diaries](#)
- Spotify: [Pharmacist Diaries](#)
- GooglePodcast: [Pharmacist Diaries](#)
- YouTube: [Pharmacist Diaries](#)

7.1.4 International Pharmaceutical Students Federation (IPSF)

FIP, ECPG and IPSF have been partners for a long time, collaborating and working together on various initiatives. FIP and ECPG support the IPSF network of pharmacy students and young graduates, helping in smooth transition from the school to the early career stage by providing mentorship, co-organising projects, toolkits and events. Aligning with the shared goals of advancing the pharmacy profession and supporting early career professionals and students, this collaboration supports all six ECPG Strategic Priorities and the seven primary FIP DGs for FIP ECPG, 2, 5, 6, 13, 20 and 21, as per the outcome of the FIP ECPG Strategic Survey for Members and secondary goal FIP DG 8.

This year ECPG has supported IPSF by providing mentors to the 1st IPSF Global Research Project, created an advocacy toolkit for members on Rare Diseases and Orphan Drugs, and a joint package for IPSF and ECPG members for the FIP Congress, explained further in details under FIP Congress section 10. The ECPG mentors and topics are listed below:

1. **Colorectal Cancer,**
Dr Maria Virginia Giolito, Postdoctoral Researcher in the Laboratory for Molecular and Cellular Therapy, Department of Biomedical Sciences, at the Vrije Universiteit Brussel (VUB), Belgium
2. **Contraception,**
Dr Clement Haeck, Pharmaceutical Formulation Scientist at the Center for Biomedical Research of the Population Council, in New York, USA, and Mr Farhan Yusuf, Chief of Party - Frontier Health Markets Engage at Results for Development, in Dar es Salaam, Tanzania
3. **Antimicrobial Resistance,**
Ms. Ana Gehrke, PhD candidate at Universidad Maimónides, in Buenos Aires, Argentina
4. **Public Health & Health Services Administration,**
Ms. Godsgift Chinemelum Iwendi, Pharmacist at the Pharmacy Council of Nigeria and Founder of The P Platform, and Ms. Emily Ditari Sika, Pharmacist in Nigeria
5. **Biopharmaceutics/Pharmaceutical Sciences,**
Ms. Sabita Rimal, Research Assistant at the Department of Pharmacy, Kathmandu University, Nepal, and Prof. Uttam Budhathoki, Head of the Department of Pharmacy, Kathmandu University, Nepal

7.1.5 Global Health Workforce Network Youth Hub (GHWN YH)

ECPG has official relations with Global Health Workforce Network Youth Hub. The ECPG Liaison is co-opted to the executive committee of the Youth Hub, which is an inter-sectoral, inter-professional community of practice hosted by the GHWN and the Health Workforce Department at the World Health Organization. Via the Hub, ECPG aims to engage with, work for, and promote human resources for national, regional and global health agendas and thus supporting ECPG Strategic Priorities 1, 3, 4 and FIP DGs 7, 8, 9, 11, 12, 13, 14, 15 and 18 through inter-professional collaboration opportunities.

7.1.5.1 World Medical Association Junior Doctors Network (WMA JDN)

As part of our strategic goals, to promote and advocate for the profession, ECPG reached out to GHWN YH and the WMA JDN to collaborate for the World Patient Safety Day on September 17. Patient safety is a priority for FIP and ECPG, such that the ECPG President delivered an FIP statement to ministers at the 76th World Health Assembly in May 2023.

‘World Patient Safety Day 2023: Engaging Patients for Patient Safety’ was recognised by a collaborative social media campaign, which featured a video of ECPG President, Safiye Çağansel, highlighting the invaluable role of pharmacists in patient safety and the importance of inter-professional collaboration to ensure the best possible care for patients and in achieving Universal Health Coverage. The infographics of the FIP ECPG x WMA JDN social media campaign on Patient Safety included importance of early career healthcare professionals' led advocacy and youth in policy making on patient safety, importance of pharmacists' and medical doctors' inter-professional collaboration in achieving patient safety. Below are the infographics, and a screenshot from FIP ECPG President's video, which was shared on ECPG social media channels for the joint campaign.



Figure 7.4 FIP ECPG x WMA JDN - World Patient Safety Day campaign materials.

7.2 National and Regional Early Career Pharmaceutical Organisations (ECPOs)

In 2023, the Member Relations team worked on multiple fronts to establish a structure for the existing ECPOs and support the creation of new ones. There was a need to translate the Guidelines for the Establishment of Early Career Pharmaceutical Organisations into two languages (French and Spanish), which is currently in process and is being translated by ECPG members. As of September 2023, the ECPGs that are part of our network include:

1. Asian Young Pharmacist Group (AYPG)
2. Associação Portuguesa de Jovens Farmacêuticos (APJF), Portugal
3. Cameroon Young Pharmacists (CYP), Cameroon
4. Grupo de Trabalho Técnico Jovem - Conselho Regional de Farmácia de São Paulo (CRF-SP), Brazil
5. Indian Pharmaceutical Association Students' Forum (IPA SF), India
6. Indonesian Young Pharmacists Group (IYPG), Indonesia
7. Malaysian Pharmacists Society Young Pharmacists Chapter (MPS YPC), Malaysia
8. Pharmaceutical Society of Australia, Early Career Pharmacists (PSA ECP), Australia
9. The Young Pharmacists Group of Pharmaceutical Society of Nigeria (PSN-YPG), Nigeria
10. Pharmaceutical Society of South Africa Young Pharmacists' Group (PSSA YPG), South Africa
11. Taiwan Young Pharmacists Group (TYPG), Taiwan
12. Turkish Pharmacists' Association Youth Commission (TPA-YC), Turkey
13. Algerian Pharmacists Federation Young Pharmacists Group (FAP YPG), Algeria
14. The Early Pharmaceutical Group of Pharmaceutical Society of Ghana (ECPG-PSGh), Ghana
15. Young Pharmacists' Group Africa, YPG Africa
16. Federazione Nazionale Associazione Giovani Farmacisti (FENAGIFAR), Italy
17. Istanbul University Pharmacy Students' Union (IUSPA), Turkey

Moreover, the Member Relations team also organised three introductory sessions for the new ECPOs (CRF Brazil, FENAGIFAR Italy, and IUSPA Turkey) that joined the network this mandate, to better connect them to ECPG and share possible areas for collaboration in the future. ECPG offered guidance to five countries (Rwanda, Malawi, Cambodia, Papua New Guinea and Sierra Leone) in the establishment of their National ECPOs. To clearly state the roles of the ECPO, the Member Relations team developed several guidelines on how existing national organisations can join ECPG and a reporting form where organisations can detail their past events/activities for the ECPG newsletter feature. There was a need for communication channels and platforms to encourage engagement and interaction among

ECPOs, hence a WhatsApp Group which is managed by the Member Relations Coordinator was created in June 2023 to encourage communication among members of these organisations.

7.3 Other External Organisations and Opportunities

- Istanbul Chamber of Pharmacists Youth Council Annual Meeting 10 December 2022, Turkey - Early Career Pharmaceutical Group President Safiye Çağansel gave a presentation on FIP, and a variety of resources produced and offered by FIP and ECPG, including the FIP Development Goals.

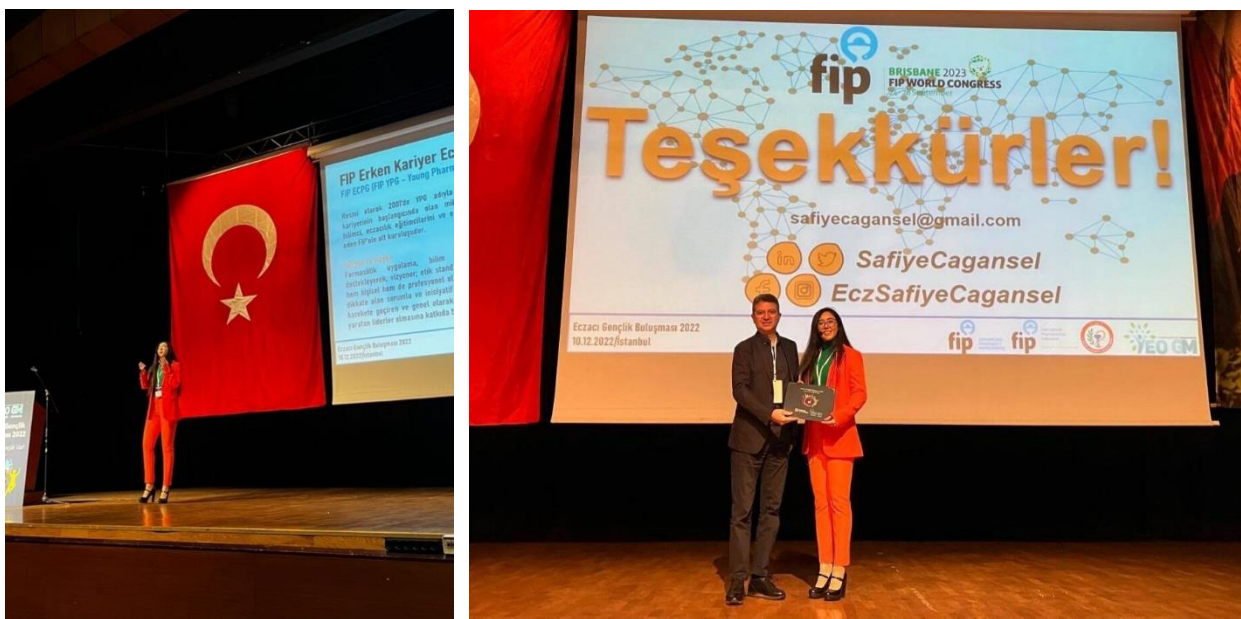


Figure 7.5 Left image - FIP ECPG President Safiye Çağansel while doing her presentation on ECPG Right image – ECPG President with Istanbul Chamber of Pharmacists Vice-Chair

- 6th National Congress of the Algerian Pharmaceutical Federation on 22 December 2022, Algeria - ECPG President, Safiye Çağansel delivered opening remarks on the FAP YPG sessions.
- Vaccines & special-risk groups: Pharmacy teams and all healthcare workers, FIP Digital Event on 9 March 2023. FIP ECPG was represented by President, Safiye Çağansel, who highlighted the importance of early career pharmacists and pharmaceutical scientists in promoting more effective and widespread use of vaccines as well as pharmacists as vaccinators worldwide. The recording can be accessed through [this link](#).

Vaccines & special-risk groups

Pharmacy teams and all healthcare workers

9 March 2023 | 13:00 - 14:30 CET

<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p>Luis Lourenço Professional Secretary FIP</p> </div> <div style="width: 45%;"> <p>Sherif Guorgui President, FIP Community Pharmacy Section</p> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 45%;"> <p>Ryan Forrey Global Clinical Solutions Director Becton Dickinson and Company</p> </div> <div style="width: 45%;"> <p>Filipa Alves da Costa Assistant professor University of Lisbon</p> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 45%;"> <p>Jerry Zee Uniformed Service (Military) Pharmacist U.S. Public Health Service Commissioned Corps</p> </div> <div style="width: 45%;"> <p>Sola Solarin President, FIP Industrial Pharmacy Section</p> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 45%;"> <p>Mansi Doshi Medicines Optimisation Pharmacist Medicines Optimisation Clinic</p> </div> <div style="width: 45%;"> <p>Susan James Director, Quality, Ontario College of Pharmacists</p> </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 45%;"> <p>Safiye Cagansel Owner / Pharmacist in Charge Safiye Cagansel Pharmacy</p> </div> <div style="width: 45%;"> <p>Rúben Viegas Practice Development and Transformation Projects Coordinator, FIP</p> </div> </div>	
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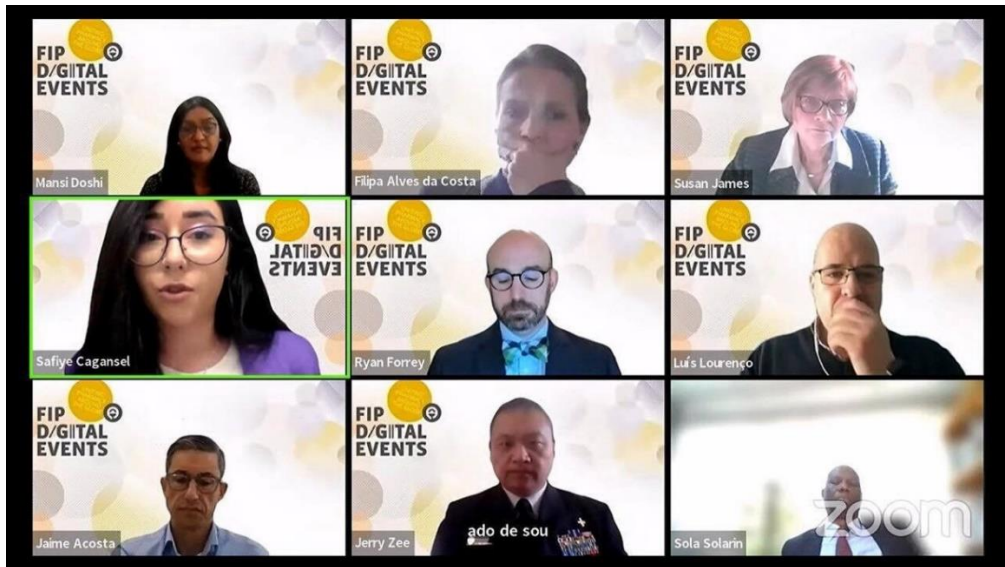


Figure 7.6 FIP digital event – Vaccines & special-risk groups: pharmacy teams and all healthcare workers, promotional art and FIP ECPG President Safiye Çağansel speaking on behalf of ECPG during the webinar.

- The launch of the FIP Global Competency Framework (GbCF) Handbook FIP Digital Event, 24 May 2023 - Ayodeji Matuloko, past ECPG team member, represented ECPG and gave updates on the ECPG Career Development Toolkit (CDT), from creation through the post-launch activities, and the impact of the CDT. The recording can be accessed through [this link](#).



Figure 7.7 Ayodeji Matuloko speaking on behalf of ECPG during the launch of the FIP GbCF Handbook webinar.

- Advancing Pharmaceutical Supply Chain Management: Strategies for Optimising Global Health Outcomes, FIP Digital Event 24 July 2023 - ECPG was represented by ECPG Projects Subcommittee member Ralph Stephane Guilbaud. The recording can be accessed through [this link](#).



Figure 7.8 FIP digital event banner – Advancing Pharmaceutical Supply Chain Management.

- Empowering early career pharmacists: Self-care interventions in common gastrointestinal and respiratory symptoms for enhanced patient care, FIP Digital Event on 30 August 2023 - ECPG was represented by Gonzalo Miquel Adsuar-Meseguer, FIP ECPG Secretary. The recording can be accessed through [this link](#).



Figure 7.9 Gonzalo Miguel Adsuar-Meseguer speaking on behalf of ECPG during ‘Empowering Early Career Pharmacists: Self-care interventions in common gastrointestinal and respiratory symptoms for enhanced patient care’ webinar.

- FIP Digital Event: Impact of regulatory reliance on expanding global access to essential medicines, 4 September 2023 - Co-moderated by Nikolina Biskic, FIP ECPG IPS Liaison. The recording can be accessed through [this link](#).
- Pharmacy-based Common Ailment Schemes: Findings from a FIP global intelligence report launch, 13 October 2023 - Kirsten Lee, ECPG intern to FIP, presented findings during the webinar. The recording can be accessed through [this link](#).

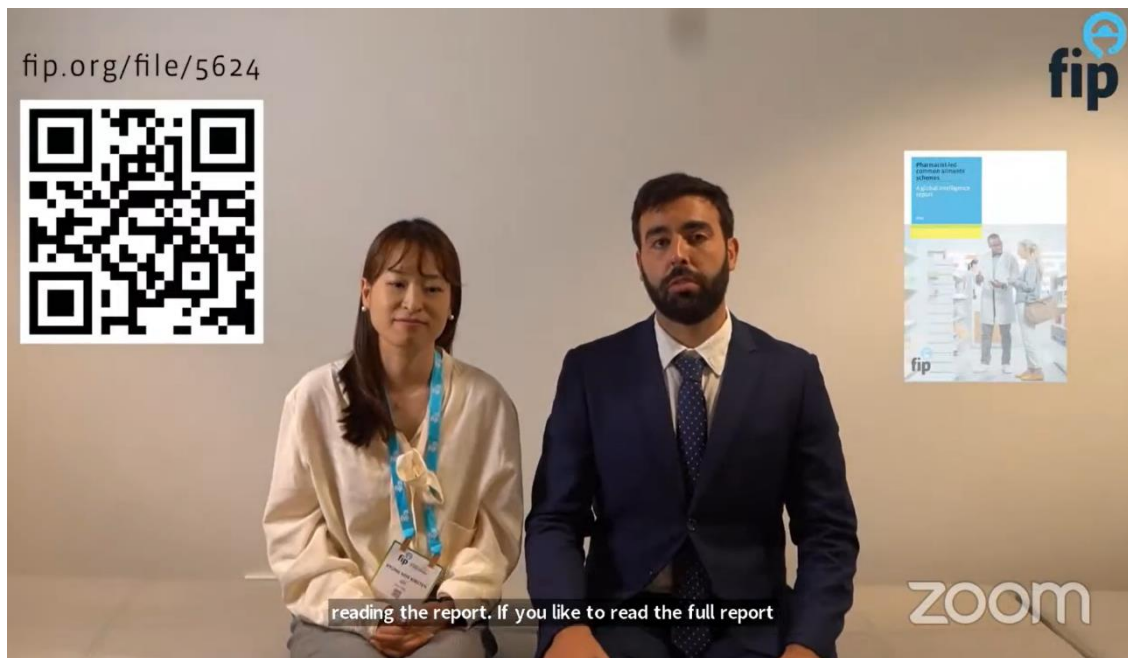


Figure 7.10 Kirsten Lee, FIP ECPG intern to FIP and Rúben Viegas Practice Development and Transformation Projects Coordinator presenting the report during their webinar.

- Particle-size Measurement and Its Impact on Drug Bioavailability FIP IPS Digital Event, 6 November 2023 - Moderated by Nikolina Biskic, FIP ECPG IPS Liaison. The recording can be accessed through [this link](#).



Figure 7.11 FIP IPS digital event banner.

- The FIP ECPG President, Safiye Çağansel, represented FIP and ECPG at the 22nd Congress of Sao Paulo on 11-14 October 2023. At the symposium “The reality of young pharmacists on the international scene and their role in entities in the area” ECPG president shared more information about FIP, ECPG, and her unique career path. This was a highly anticipated session that received a high number of attendees, especially from early career pharmacists, pharmaceutical scientists and pharmacy students and was repeated due to high demand.



Figure 7.12 FIP ECPG President Safiye Çağansel attending and speaking at the 22nd Congress of Sao Paulo during 11-14 October 2023.

- FAPA Congress, AYPG Leadership Summit in Taipei, Taiwan on 28 October 2023, FIP ECPG President delivered an opening speech virtually.



Figure 7.13 FIP ECPG President Safiye Çağansel delivering opening remarks and updates from ECPG virtually at FAPA Congress 2023 in Taipei, Taiwan.

- Chairperson of Projects, Amanda Cavness spoke to more than 1000 student pharmacists both in-person and virtually at the American Pharmacists Association Academy of Student Pharmacists (APhA-ASP) Midyear Regional Meeting. The event was held in Washington, DC and also live streamed for chapter members across the country. Amanda reflected on the importance of involvement in professional organizations and developing connections with your colleagues and patients in her presentation titled “How cancer and community shaped my career”.



Figure 7.14 FIP ECPG Chairperson of Projects Amanda Cavness presenting to student pharmacists live and virtually (top) and pictured with APhA-ASP National Executive Committee and Regional Officers (bottom).

- Secretary, Gonzalo Miguel Adsuar Meseguer presented to Argentinian pharmacists live and virtually and pictured during the National Pharmaceutical Argentinian Congress organized by COFA in October 2023.



Figure 7.15 FIP ECPG Secretary Gonzalo Miguel Adsuar Meseguer pictured during his virtual presentation during the National Pharmaceutical Argentinian Congress organized by COFA last October 2023.

8. FIP ECPG in Policy and Advocacy

8.1 Opportunities for FIP ECPG Members within FIP

ECPG President Safiye Çağansel has advocated highly for the early career involvement and more active participation in pharmacy advocacy and policy making. With full support from the FIP Bureau and under One FIP strategy, ECPG has been actively involved in policy making and advocacy throughout the year. ECPG President was invited to the membership consultation series, representing both ECPG and her country’s member organisation, Cyprus.

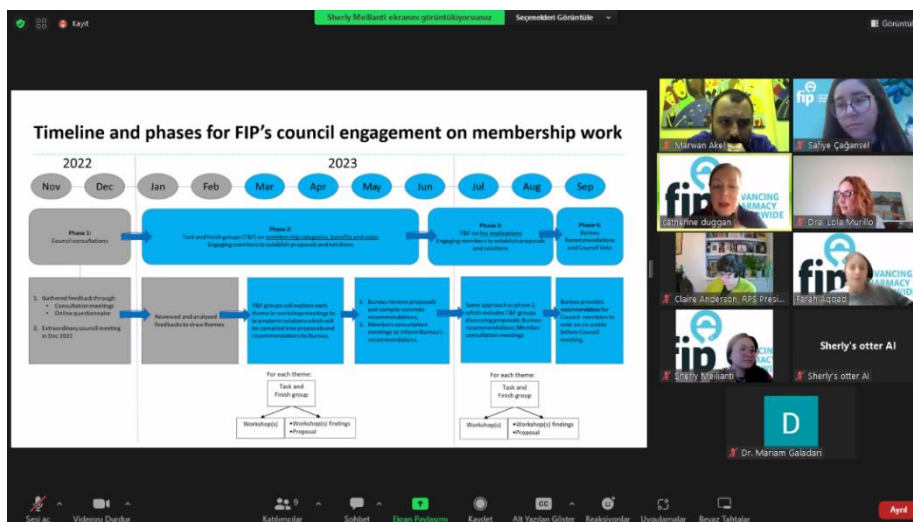


Figure 8.1. ECPG President, Safiye Çağansel attending one of the many Membership Consultation Meetings.

The ECPG Steering Committee has shared several calls throughout the year for interested and skilled members to represent ECPG in FIP insight boards to present early career perspectives. This year, one of the major insight boards for FIP ECPG was on early career empowerment in self-care, which was led by ECPG President and Secretary, Gonzalo Adsuar Meseguer. ECPG representatives to the self-care insight board are listed below. Also the report can be accessed [here](#).

Region	ECPG Representative	Country
PAHO	Austin Green	USA
PAHO	Maryam Imam	USA
EURO	Susana Fanado	Portugal
EURO	Akinola Stephen Okegbola	UK
SEARO	Sumanth CP	India
SEARO	Michelle Miana	Papua New Guinea
AFRO	Akiri Okeoghene	Nigeria
AFRO	Ofosuah Koi Larbi	Ghana
AFRO	Diana Obongo	Kenya
AFRO	Harriet Onyedibe	Nigeria
WPRO	Sue In Lee	New Zealand
WPRO	Yi Ling Ng	Malaysia
EMRO	Roaa Jehad	Egypt
EMRO	Mohammed Fathelrahman	Sudan

Table 2. ECPG Representatives to FIP Insight Board on self-care.

8.1.1 FIP Policy Committees

As the future of the profession, ECPG supports involvement of members from different backgrounds and WHO regions in policy making. During this mandate, ECPG requested feedback and input from members who had previously represented ECPG on a policy committee and/or working group. The impact of their role as the early career representation while supporting FIP staff was evaluated with the goal of continued meaningful involvement with the FIP Policy Committees.

Adam Rathbone, UK, represented ECPG in the Global Pharmaceutical Observatory on the Data and Intelligence Committee. “This opportunity enabled me to feed into policy recommendations for the GPO by sharing my views, being involved drafting and preparing statements and liaising between ECPG and GPO. I was also able to help with the development of the Career Development Toolkit. Again, the evidence here is in the collaboration with the team working on the toolkit, our ability to work flexibly and remotely to bring together a great piece of work that was supported by the Bureau.” Allie Jo Shipman, USA, represented ECPG at the FIP Policy Committee on Sustainability/Remuneration. “I was able to contribute significantly to the statement developed and fully engage in the nuances being discussed. The conversations among the FIP committee members were a natural expansion upon the conversations I have in my day-to-day work, and participating on the committee enriched my understanding of the topic on a global level, allowing me to be more effective on the national level. I also appreciated being the individual who assisted Zuzana in compiling the comments and notes from other committee members. This allowed me to be more involved and gain a better understanding of FIP’s policy process in particular.”

Below is a list of ECPG representatives, having background and experience in the fields, who were proposed to represent ECPG to the FIP Policy Committees in 2023 and 2024.

For 2023:

- Revision FIP Statement of Policy on Control of Antimicrobial Resistance (AMR), adopted in 2017, Ayodeji Matuluko, Nigeria/UK
- Revision FIP Statement of Policy on Strategic development of medicines information for the benefit of patients and users of medicines, adopted in 2017, Onyeka Obidiegwu, Nigeria
- Revision FIP Statement of Policy on the Role of the pharmacist in disaster management, adopted in 2017, Lucas Ercolin, Brazil
- New FIP Statement of Policy on the role of pharmacists in life-course vaccination, Sarah Emerson, New Zealand
- Revision FIP Statement of Policy on Environmentally sustainable pharmacy practice: Green Pharmacy, adopted in 2016 in Buenos Aires, Maria Virginia Giolito, Argentina

For 2024:

- Revision FIP Statement of Policy on the Role of the pharmacist in promoting a tobacco free future, adopted in 2003, Hazem Gammoh, Jordan
- New FIP Statement of Policy on Access to medicines, including new reference paper (Policy Committee is already in place), Renly Lim, Australia

8.1.2 FIP Global Pharmaceutical Observatory (GPO)

ECPG Members from every region were appointed as representatives to the FIP GPO - Data and Intelligence Commission. Each region’s representatives can be found below:

- Africa: Sylvester Adeyemi, Nigeria
- Americas: Stephanie Hwang, USA
- Eastern Mediterranean: Rafa Al Khalifa, UAE
- Europe: Karolina Miljak, Croatia
- Southeast Asia: Dwi Prasetyaning Rahmawati, Indonesia
- Western Pacific: Renly Lim, Australia

8.2 World Health Assembly

The World Health Assembly is the General Assembly of WHO Member States (governments), represented by their minister of health or their representatives. This is the equivalent of the FIP Council. The main functions of the World Health Assembly are to determine the policies of the Organization, appoint the Director-General, supervise financial policies, and review and approve the proposed programme budget and focuses on a specific health agenda.

The member state delegations to the WHA include individuals from countries' ministries of health and other government departments directly responsible for health (i.e., food and pharmaceutical regulators) and from the countries' permanent missions to the UN in Geneva, which is typically part of the foreign affairs ministry. Representatives of the United Nations and other UN specialised agencies such as the International Labour Organisation, or the World Bank also attend. FIP is under the category of observers at the WHA as representatives of non-state actors in official relations with WHO. On 7 April 2023 at the World Health Day, the World Health Organization has observed its 75th anniversary.



Figure 8.2 WHO 75th Anniversary official logo and banner.

The World Health Assembly (WHA) takes place in the Palais des Nations in Geneva, Switzerland. This year, six ECPG members were honoured to be part of the FIP full delegation at the 76th World Health Assembly. Members were asked to submit applications and were selected by the ECPG Steering Committee. The ECPG delegates in attendance were as pictured in Figure 8.3 below.



Figure 8.3 ECPG Delegates to the WHA pictured in front of the United Nations Headquarter Office in Geneva, Switzerland. Left to right: Karolina Miljak, ECPG HUB Liaison, Croatia; Rafa Al Khalifa, ECPG Publications team, UAE; Amanda Cavness, ECPG Chairperson of Projects, USA; Safiye Çağansel, ECPG President, Cyprus; YuYa Hwang, Taiwan; Viktoria Gastens, ECPG SAPS Liaison, Germany.

Activities for the delegates began with an exciting Walk the Talk event, where they walked 4.2 kilometres in a show of solidarity and support for physical and mental health. Prior to the walk, members had the opportunity to visit booths and learn about the work of various organizations and WHO projects, including 1.8 billion Young People for Change Campaign, The Global Forum for Adolescents, UHC2030, and more. The group also participated in strength and balance obstacle course activity presented by PAHO and met players from professional sports teams in Geneva. Great fun was had by the entire delegation!



Figure 8.4 Left – ECPG Delegates to the WHA joining Walk the Talk. Right – Chairperson of Projects and President pictured in front of the United Nations Headquarter Office in Geneva.

During the WHA, President Safiye Çağansel represented ECPG as part of the FIP Official Delegation, attending the Opening Plenary session and meetings of Committee A and Committee B inside the Palais des Nations. Committee A meets to debate technical and health matters as well as programme matters. The approved texts of resolutions from the Committee A meetings are then submitted to approval at the plenary meeting. This year there have been fourteen Committee A meetings. Committee A meeting recordings can be [accessed here](#). The financial, management, administrative and legal issues of the WHO are discussed amongst Committee B. The approved texts of resolutions from the Committee B meetings are then submitted to approval at the plenary meeting. This year there have been nine Committee B meetings, whose recordings can be [accessed here](#).

The ECPG President had the opportunity to meet and have a conversation with the WHO Director General himself, Dr. Tedros Adhanom Ghebreyesus during the WHO 75th Anniversary celebration at the Swiss Reception.



Figure 8.5 FIP ECPG President and other FIP Delegates to the WHA pictured with WHO Director General, Dr. Tedros at the WHO 75th Anniversary Reception.

ECPG statement for FIP on agenda item 12. Global Strategy for Women’s, Children’s, and Adolescents’ Health (2016–2030) Document A76/5 was delivered on 24 May at Committee A, by Mariet Eksteen, ECPG (former YPG) Chairperson 2014.

During her time in Committee B on 26 May, Safiye had the privilege of delivering a statement on behalf of FIP on group 4.1, agenda item C entitled Global action on patient safety (resolution WHA72.6 (2019) and decision WHA74(13) (2021).



Figure 8.6 ECPG President delivering a statement on patient safety at WHA Committee B meeting.

The FIP statement told ministers: “Evidence shows that pharmacist-led interventions are cost-saving & result in improved medication adherence and reduced medication-related problems”. Also, during her time in the Palais, Safiye was able to attend the daily Strategic Roundtables with the other FIP official delegates and at one of the side events she attended on non-communicable diseases, she made an intervention, highlighting the role of pharmacists especially in prevention and management of NCDs.



Figure 8.7 FIP staff and ECPG President taking part at the strategic roundtable on Tuberculosis #endTB inside Palais des Nations.

While the ECPG President was actively engaged in the committee meetings, Amanda, Viktoria, Rafa, Karolina and other delegates were also hard at work representing FIP at numerous WHA Side Events each day. Together, the ECPG delegation attended more than twenty side events throughout the week where they were able to advocate for increased pharmacy inclusion in global efforts to meet healthcare needs. Amanda was able to deliver interventions at two separate events on non-communicable diseases, both of which led to panellists discussing how to utilize the millions of accessible pharmacists more effectively around the world.



Figure 8.8 Chairperson of Projects Amanda Cavness speaks at side events during World Health Assembly.

Not only were ECPG members representing pharmacy professionals, but they were also representing youth as key stakeholders in global health. ECPG was proud to support the efforts of delegates from International Pharmaceutical Students' Federation at several side events, including sessions on mental health, artificial intelligence, and digital health.



Figure 8.9 Left – ECPG President, FIP Staff together with the IPFSF official delegates to #WHA76. Right – ECPG delegates attending the side events to represent FIP, ECPG and IPFSF.

ECPG would also like to acknowledge the members of the Full Delegation who previously served as leaders in ECPG (formerly YPG). The work of Dr. Mariet Eksteen, Mr. Luís Lourenço, and Mr. Gonçalo Sousa Pinto built the foundation for our current work. Participation at WHA as FIP delegates is an exciting and important opportunity for our members, and we are grateful for the experience.



Figure 8.10 FIP Full Delegation to #WHA76: a snapshot from FIP Reception during the WHA.

9. Communication

9.1 Bimonthly Newsletter

The FIP ECPG published its Bimonthly Newsletter in [February](#), [April](#), [June](#), [August](#), and [October](#) 2023. The Newsletter consists of interviews, global health articles, ECPG news, FIP opportunities and the social media section.

February 2023

The first Newsletter for this mandate was released in February and consisted of global health articles on childhood cancers and rare diseases. Applications for Ton Hoek Scholarships and the Leadership Development scholarships were promoted for the last time. There was also an opportunity to take part in the Pharmacists for the Future Programme for ECPG members to develop their skills and work on their career goals.

April 2023

The April edition of the Newsletter featured two interviews with the Immediate Past President of FIP ECPG – Louisa Sullivan and the President of one of the ECPOs – FENANGIFAR, Italy. There were also articles on pandemic preparedness and 'Prevention is better than cure'. News and pictures from the physical meeting in the Hague, the second subcommittee meeting, ECPG representation at the FIP digital event, the IPSF-ECPG Congress package as well as the FIP Foundation and ECPG professional Innovation grant were shared. A call for articles was made along with a feedback survey to hear from the members.

June 2023

The June edition of the Newsletter consisted of interviews with Precious Ekpotu, the Mentorship coordinator who was also one of the mentees in the previous FIP ECPG mentorship program, and Richmond Armah, the President of the Young Pharmacists group in Ghana. There were also articles on current global health issues such as precision medicine and pharmacogenomics. The Leadership Development Workshop and the IPSF -ECPG package were promoted for the last time before the deadline. Further ECPG news from social media were also featured, including the digital event on Curriculo Solutions, and throwbacks from the WHA.

August 2023

The fourth newsletter for the mandate focused its interviews on Early Career Pharmacists and Pharmaceutical Scientists from different countries doing great things and making impacts in their countries. Ayomide Ogundipe, The Early Career Pharmacists Board director and Chair of the Pharmaceutical Society of Australia and Marvelene Ekott, a high achieving pharmacist were highlighted. Articles on polypharmacy and World Humanitarian Day were published together with spotlights from WHA delegates from ECPG. Other news, such as the IPS Good Manufacturing Practice workshop and call for volunteers for young pharmacists in self-care were promoted.

October 2023

The fifth newsletter for the year focused on highlights from the Brisbane Congress, such as the ECPG roles at the congress, which include the 3rd Leadership Development Workshop, Hackathon and so much more. It also featured an interview with Zakieh Abulekhair, a Pharmacy Operations manager in Abu Dhabi, who talked extensively on the amazing work she is doing. Paolo Brusa from Italy was also interviewed about her current project which is focused on compounding drugs. A few insights from the ECPG Business meeting were highlighted.

9.2 Liaisons Corner Newsletter

The Liaisons Corner is a publication featuring the ECPG Liaisons, activities of the Sections and SIGs, and the roles of early career professional in those groups. The liaisons corner was published in [March](#), [May](#), [July](#), and [September](#) 2023.

March 2023

The first liaisons corner had greetings from the Chairperson of Liaisons, updates from the Military and Emergency Pharmacy section (MEPS), the inaugural Town Hall meeting promotion, call for volunteers for the rare disease and orphan drugs toolkit, updates from GHWN youth hub, information on the call for Abstracts, the congress grants and the FIP Pharmacy Practice research SIG.

May 2023

The second edition featured an interview with the biologics focus group chair for the New Medicines SIG, an article in the emerging crisis in Sudan, and regulatory pharmacy. There were updates from MEPS, HPS, NGPS, PPR SIG as well as updates on the congress registrations, LDW and the IPSF-ECPG package.

July 2023

The July edition of the Liaisons Corner featured an article from ours MEPS liaison on the Russian-Ukrainian war and the associated cholera risk, updates from IPS and NGPS and a webinar opportunity for ECPG members on pharmaceutical supply chain management.

September 2023

The September edition, published during the congress month, featured the upcoming IPS webinar, ECPG activities at Congress, a celebration of the World Pharmacists Day, the call for ECPG Steering Committee 2024, ECPG Business Meeting highlights and the collaboration between ECPG and the Pharmacists Diaries podcasts.

November 2023

The November edition featured the updates of the SIGs and Sections, the ECPG representation at the CRF Sao Paulo conference and the call for 2024 subcommittee members.

9.3 Networking Events

This mandate, the member relations team organised two networking events. One of the networking events was merged with the ECPG Town Hall meeting on 25th March 2023, which was for both individual members and National organisations.

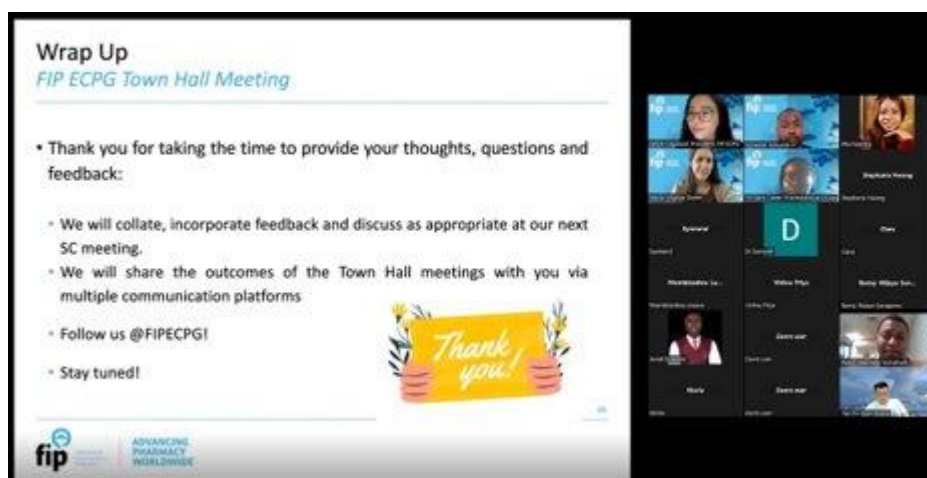


Figure 9.1 Global Networking Event and FIP ECPG Town Hall Meeting.

The second networking session was organised solely for the ECPOs on 12th September 2023. This was an opportunity for the ECPO representatives both new and old to gain a better understanding of ECPG and stay up to date with current activities. It also offered time for the representatives to share their feedback and promote any future events they may have planned where they would like ECPG support.



Figure 9.2 Global Networking Event for the FIP Early Career Pharmaceutical Organisations Network.

9.4 Web Communication

The ECPG website was frequently updated based on the recommended changes by the Steering Committee. Additional updates to the website to reflect the changes approved during the Extraordinary Meeting are expected later this year, once the changes are officially approved by the FIP Bureau. Our website can be accessed [here](#).

9.5 Social Media

The ECPG social media platforms are the easiest and fastest way of communication with the ECPG members. This is also one major way ECPG members ask questions and seek opportunities. This mandate, ECPG engaged with the public and responded to enquiries on social media platforms Facebook, Instagram, Twitter, LinkedIn, and YouTube as well. We recorded significant social media growth between January to November 2023.

ECPG Social Media platforms	Links
Facebook	https://web.facebook.com/FIPYPG/
LinkedIn	https://www.linkedin.com/company/fipecpg/mycompany/?viewAsMember=true
Twitter	https://twitter.com/FIPECPG
Instagram	https://www.instagram.com/fipecpg/?hl=en
YouTube	https://www.youtube.com/channel/UCSKCkJAB65MhuJpYuFOQ9xg

Table 3. FIP ECPG Social Media Accounts

9.5.1 Campaigns and Promotions

A total of 143 promotions and campaigns were shared through November of 2023, including the call for Steering Committee 2024 and the Annual Business meeting. During the second quarter of the year, the social media team incorporated new campaigns to increase social media engagement from both ECPG and non-ECPG members. Examples include Know Your Medicines, Signs of Common Diseases, and A Day in the Life of a Pharmacist. Other promotions include the Town Hall meeting, calls for remote volunteers, advertising of S&ECP congress package, as well as the Mike How Award and Ton Hoek, HAMIS and Leadership Development scholarships.

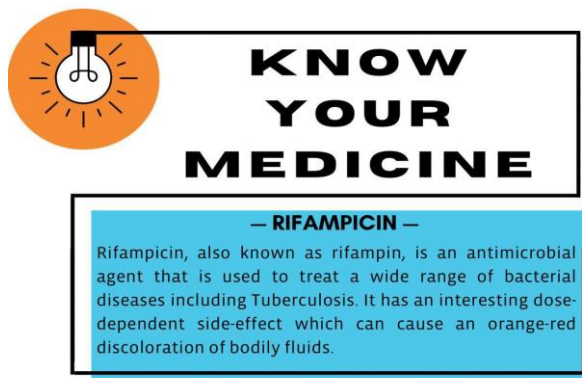


Figure 9.3 FIP ECPG posts on social media.

10. FIP Congress 2023

10.1 ECPG-IPSF Special Registration Package for Students and Early Careers



Figure 10.1 One of the many preparatory meetings before establishing the ECPG-IPSF package.

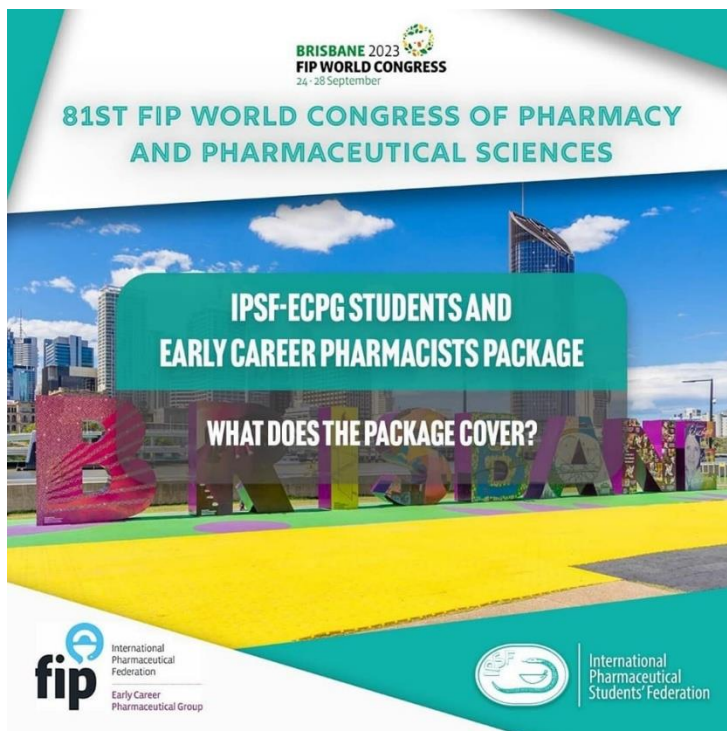


Figure 10.2 Announcement of the S&ECP Package.

In order to offer much more than a congress experience, and bring added value to their membership benefits, FIP ECPG took the leap to work together with our partner IPSF to organise a special registration package for our members. The ECPG-IPSF Students and Early Career Pharmacists Package (S&ECP) offers students, recent graduates, early career pharmacists and pharmaceutical scientists, not only access to the full educational contents and sessions of the FIP World Congress, but additionally included accommodations, breakfasts, and social events with pharmacy students and early career pharmacists from all over the world. The package was priced A\$1081 and had 32 participants from the following countries: Spain, Lithuania, Cyprus, Taiwan China, United States, United Kingdom, Australia, Brazil, Indonesia, Haiti, Germany, Nigeria, South Africa, New Zealand, China, Malaysia, Kenya, Ghana, and Finland.

The Package covered:

- Pre-Congress Sessions
 - AI in a Lab Box with A-DAIR
 - FIP Technology Summit
 - Healthcare Hackathon: Improving Quality of Life through Innovation in Pharmaceutical Care
- Congress Registration Fees
 - Admission to all sessions
 - Opening ceremony
 - Access to the exhibition area and the poster sessions
 - Coffee/tea breaks
 - Access to all submitted abstracts and biographies
 - Access to the website which includes the presentations of the speakers
- Social Night Events
 - Welcome night
 - Australian night
 - International night
- Accommodation
 - YHA Brisbane City Hotel
 - Seven-night stay
 - Meals: 7x Breakfast, 6x Lunch and 7x Dinner.
- Excursion
 - Australia Zoo

10.1.1 Pre-Congress Sessions

Two sessions were organised specifically for the ECPG-IPSF Special Registration Package for Students and Early Careers during pre-congress weekend, 23 and 24 September 2023. Also, free registration to the FIP Digital Pharmacy Summit, organised by FIP Technology Advisory Group was acquired for ECPG – IPSF S & ECP participants in Brisbane.

Date and Time	Session Name	Room
23 September 2023 Between 09:00-12:00	I-DAIR AI in a Lab Box	M9
23 September 2023 Between 13:30-18:00	Digital Pharmacy Summit	M3
24 September 2023 Between 09:00-12:30	Healthcare Hackathon: Improving Quality of Life through Innovation in Pharmaceutical Care	M5-M6

Table 4. FIP ECPG Pre-Congress Sessions 2023.

10.1.1.1 AI in a Lab Box

The complexity of the information and the digital environment has highlighted a novel set of challenges. In the current era of rapid digitalisation, technology has become an integral part of healthcare delivery, propelling its transformation like never before. This session investigated a key technology trend, AI in a Lab box, which aids in reshaping the future and fortifying health systems, resulting via our collaboration with I-DAIR. Further information on the session, which was held in room M9, can be found below:

Date and Time – 23 September 2023, between 09:00 – 12:00

Total number of participants: 32 students and early career pharmacists

This was a hands-on lab session to introduce participants to the basics of AI / Machine Learning in public health and pharmacy settings using the I-DAIR Trusted Research Infrastructure and AI in a Lab Box. The session utilised I-DAIR’s code-less experience (CODEX), which is part of the software suite of the AI Lab. This software solution covers the entire Machine Learning life cycle and can be run independently of Cloud providers on any sufficiently powerful

workstation or laptop. Due to lack of financial resources and limited travel availability of I-DAIR CEO, the session was held as a live virtual experience supported by I-DAIR over Zoom. By the end of this session, participants were able to understand the basics of digital technologies and AI/ML in healthcare, articulate the different types of AI/machine learning methods and how they can be leveraged for pharmacy and public health, and understand what is involved in going through the entire machine learning lifecycle using the simplified code-less experience from I-DAIR's AI in a Lab box.



Figure 10.3 AI in a Lab box participants at the FIP World Congress with I-DAIR team.

10.1.1.2 Healthcare Hackathon

Healthcare Hackathon – Improving Quality of Life through Innovation in Pharmaceutical Care, champions the process of ‘co-creation’, in which serendipitous meetings of people across geographies and disciplines such as healthcare, design, engineering and business enable diverse teams to develop potential solutions in a time-limited format, usually 48 hours. Due to time constraints, the first part of the hackathon was delivered to the participants online as a recorded webinar so that attendees from different time zones could easily access or re-watch the recording when necessary.

Date and Time – 24 September 2023, between 09:00 – 12:30

Total number of participants: 32 students and early career pharmacists

During the hackathon, the participants were grouped in teams and given a problem statement related to the theme. Each team's goal was to design the solution and pitch present in front of the judges and the audience. Mentors and facilitators were circulating to look after each team and guide the teams' work throughout the session. Our hackathon provided a safe and comfortable environment for everyone, regardless of any previous hackathon experience. All three topics, Non-Communicable Diseases (NCDs), Communicable Diseases/Immunisation and Rare Diseases, were incorporated with digital health and services in pharmacy, the challenges and benefits of digitization in pharmacy and the impact on pharmacy education and training, especially post-COVID. This session was organised with mentors and judges supported by the FIP Technology Advisory Group (FIP TAG).



Figure 10.4 Healthcare hackathon – Improving Quality of Life through Innovation in Pharmaceutical Care participants at the FIP World Congress.

10.1.2 Social Events

Throughout the congress, as part of the ECPG-IPSF special package, there were various social events organised.

22 September 2023, Friday – Welcome Night at YHA Brisbane City was the first dinner gathering and icebreaker for all the package participants.

23 September 2023, Saturday – Aussie Trivia Night at YHA and the Brisbane City



Figure 10.5 IPSF Participants captured at the Aussie Trivia Night.

25 September 2023, Monday – International Night at YHA Brisbane City



Figure 10.6 A part of the ECPG-IPSF international night participants.

26 September 2023, Tuesday – Early Career Social Night – more information under section 10.3.

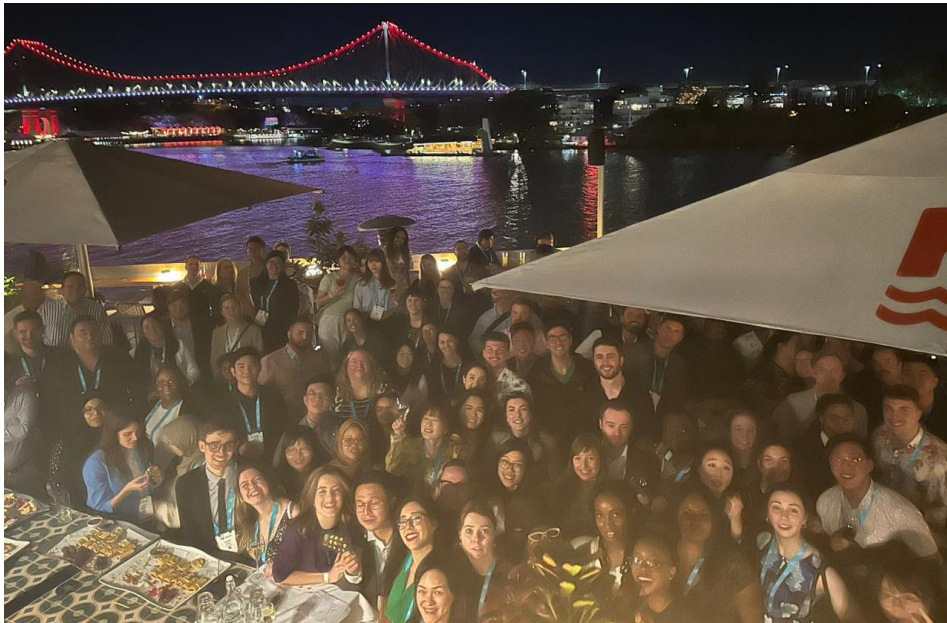


Figure 10.7 ECPG-NGPS-IPSF members and social night participants at Riverland.

28 September 2023, Thursday – Excursion to Australia Zoo.



Figure 10.8 ECPG members at the Zoo.

10.2 ECPG Leadership Development Workshop (LDW)

The Leadership Development Workshop was a pre-Congress activity supported by AcPS and the FIP Foundation. This was the fourth year LDW has been offered to ECPG members. An application process was used to select participants. During the two-day workshop, attendees engaged in sessions on multiple leadership topics, including ethical leadership and team management. ECLD Scholarship awardees also presented their project proposals as detailed in section 5.1 above. LDW Programme – Day 1 can be accessed [here](#). Day 2 can be accessed [here](#).

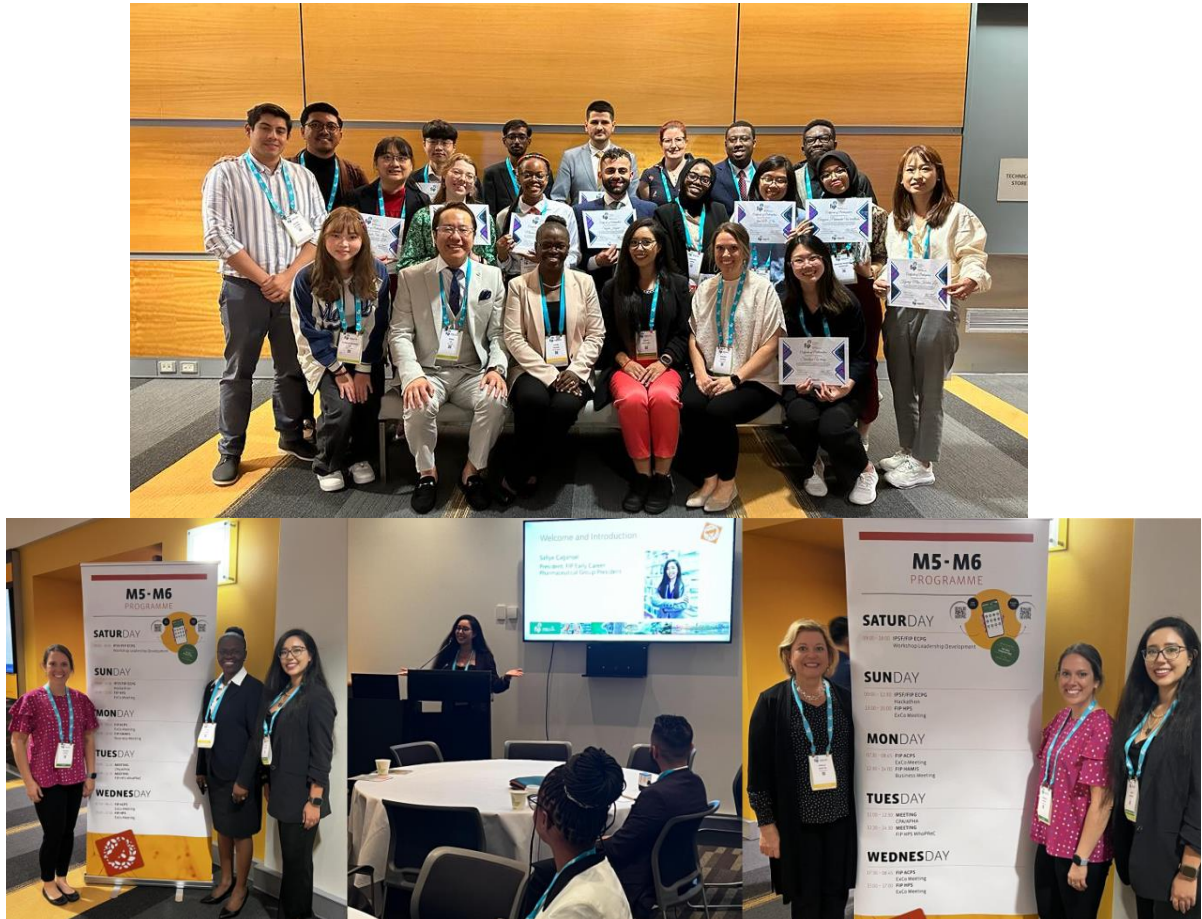


Figure 10.9 Above - 4th LDW participants with AcPS and ECPG Leadership. Below - ECPG President’s opening remarks, ECPG Leadership with AcPS and Foundation Chair.

Leadership Development Workshop 2023 Speakers



Betty Chaar



Toyin Tofade



Lisa Nissen



Miranda Sertic



Ema Paulino



Kevin Ben Laurence



Lucas Ercolin



Safiye Çağansel



Amanda Cavness



John Ly



Figure 10.10 Speakers of the 4th LDW

10.3 Early Career Social Night

The Early Career Social Night was held on 26 September 2023 at Riverland in Brisbane. To ensure a successful event, ECPG President initiated collaborative discussions with the Australian Early Career Pharmacists Group representative Ms. Hannah Knowles and the FIP ECPG Congress Liaison Ms. Erin Cooper along with the FIP Congress Team. ECPG also collaborated with IPSF and the FIP SIG New Generation of Pharmaceutical Scientists (NGPS) for the social night programme to create a relaxed platform for engagement and networking for all early careers and students joining the FIP Congress in Brisbane. The early career social night started officially with the speech of FIP ECPG President Safiye Çağansel, who then invited Mr. Luis Lourenço, FIP Professional Secretary and ECPG Champion in FIP Bureau to deliver opening remarks. Also invited to give remarks were Ms. Ema Paulino, past ECPG (YPG) Chair, community pharmacist and President of the Portuguese Pharmacists Association who spoke about her experiences from the pharmacy practice aspect, and Mr. Brian Cicali, chair of FIP NGPS who spoke about his experiences from the pharmaceutical science aspect. ECPG President then recognized all FIP ECPG Steering Committee and past presidents, FIP NGPS chair and IPSF team members on stage and thanked them, before moving to the second part of the night.



Figure 10.11 FIP, ECPG, NGPS and IPSF Leadership during the Early Career Social Night.

During the social night, there were many ECPO representatives, early career pharmacists and pharmaceutical scientists who had the chance to engage closely and ask more questions freely to ECPG Leadership.



Figure 10.12 Left – FIP ECPG President with Pharmaceutical Society of Australia’s Early Career Pharmacists President. Right – ECPG President captured with ECPG Team members during the social night.

The attendees were invited to play “Networking Bingo” as an icebreaker to increase attendees’ engagement with each other and facilitate meeting new people during the event. The first three people completing the entire bingo card were awarded prizes.



Figure 10.13 Above – Bingo winners after they received their prizes from ECPG President Safiye Çağansel, ECPG Congress Liaison Erin Cooper and ECPG PSA-ECP Liaison Hannah Knowles. Below left – The Bingo.

Early-career Social night
 fip International Pharmaceutical Federation Early Career Pharmaceutical Group
B I N G O
 How to play

1. Talk to other attendees to find out which square applies to them.
2. Have the person sign on the square that applies to them (one square per person - we want you to meet at least 24 people tonight!)
3. Try to fill in squares to make a line. This is "Bingo!"

The first 3 people to fill in **every** square will receive a prize

Has been a member of FIP for more than 10 years	TV series binge watcher	First-time FIP Congress attendee	Works with a cell-based assay	ECPG Steering Committee Member
First time in Australia	FIP Staff Member	Works with an animal model	Works in Pharmaceutical Science	Speaks 5 or more languages well
Professor of a school of pharmacy	Has met a famous sports person	FREE	Birthday is on a holiday	Hospital pharmacist
Works in a laboratory	Has been SCUBA diving	Does NOT have a Facebook page	Has completed a PhD	Has visited the FIP office in Den Haag
Travelled to Brisbane without flying	Community pharmacy owner	SIG or Section ExCo member	Works from home	Makes their own formulations

Thank you for joining us tonight!
 This event is a collaboration between ECPG (YPG), IPFSF, and NGPS.



Figure 10.14 FIP ECPG 2023 Leadership at the Early Career Social Night Event. Left to right: Clement Haeck, ECPG Chairperson of Liaisons; Amanda Cavness, ECPG Chairperson of Projects; Safiye Çağansel, ECPG President; Louisa Sullivan, ECPG Immediate Past President; Gonzalo Adsuar, ECPG Secretary.

10.4 Other ECPG Sessions at the FIP Congress

ECPG members were present and invited as speakers, panellists, moderators or workshop leads in a number of sessions. Below is a non-extensive list of events that ECPG members were invited to co-organise or were independently organised by ECPG.

Friday 22 September 2023 – Day 0

- Arrival of ECPG-IPSF S&ECP Participants: Icebreaking & Networking Dinner at the YHA Brisbane City, between 19:30-22:30

Saturday 23 September 2023 – Day 1

- 4th Leadership Development Workshop: Day 1 at room M5-M6, between 09:00-17:00
- AI in a Lab Box Session at M9, between 09:00-12:00
- Digital Pharmacy Summit at M3, between 14:00



Figure 10.15 A snapshot from one of the pre-congress ECPG-IPSF sessions.

Sunday 24 September 2023 – Day 2

- 4th Leadership Development Workshop: Day 2 at room M9, between 09:00-12:30
- Healthcare Hackathon: Improving Quality of Life through Innovation in Pharmaceutical Care at room M5-M6, between 09:00-12:30



Figure 10.16 A snapshot from Healthcare Hackathon session.

Monday 25 September 2023 – Day 3

- PSMO-04 - Novel roles of pharmacists in future healthcare systems on both sides of the digital divide at room M2, between, 11:00-12:30

Tuesday 26 September 2023 – Day 4

- PSTU-06 - Unique pharmacy careers: innovation in pharmacy to deliver the development goals at the Great Hall 2, between 14:30-16:00



Figure 10.17 ECPG Session: Unique Pharmacy Careers Session chair and panellists.

- APTU-01 - FIP Workforce Symposium 2023: Accelerating towards 2030: Workforce transformation for better health at room P3-P4, between 12:30-14:00
- GPO Symposium Session C: Deconstructing the model part 2 – Early career development: Scope of practice and career development: Are we paying enough attention to early career development?



Figure 10.18 Safiye Çağansel speaking at session C, about the pharmacy education and pharmacy practice expectation gap during the FIP Workforce Symposium.

- LSTU-01 - FIP Foundation Programme – Celebrate successes and join in planning our future work at room P1-P2, between 13:15-14:00
- PSTU-07 - Professional sustainability and positive practice in community pharmacy: Supporting the pharmacy workforce globally at the Great Hall 3-4, between 14:30-16:00



Figure 10.19 Gonzalo Adsuar speaking as panellist at the CPS-ECPG session on Professional sustainability and positive practice in community pharmacy.

Wednesday 27 September 2023 – Day 5

- PSWE-06 - Meeting today's challenges and preparing for the future in military pharmacy, at room M4, between 15:15-16:45

Thursday 28 September 2023 – Day 6

- Excursion to Australia Zoo for the S&ECP Package participants.



Figure 10.20 ECPG and IPSF members at the Australia Zoo excursion.

Friday 29 September 2023 – Day 7

- Departure of ECPG-IPSF S&ECP Participants

10.5 ECPG Representation at the FIP Congress



For the first time, ECPG had a booth at the FIP World Congress, which was located next to the FIP Foundation and IPSF. ECPG Steering Committee members present at the World Congress are captured on left at the ECPG stand.

Pictured left to right are Gonzalo Adsuar, Secretary, Amanda Cavness, Chairperson of Projects, Safiye Çağansel, President, and Clement Haeck, Chairperson of Liaisons.

Thanks to this booth, ECPG was able to showcase their work while also selling the t-shirts designed in collaboration with the FIP Foundation for fundraising purposes to support ECPG members worldwide. This year, there were 100 t-shirts printed with the designs below. During the FIP World Congress, 60 t-shirts were sold.

Figure 10.21 ECPG Steering Committee 2023 members present at the FIP World Congress in Australia.

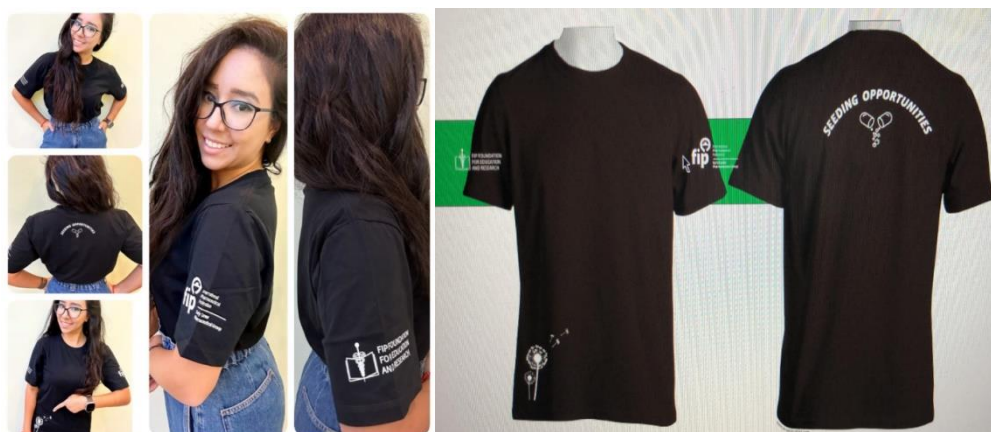


Figure 10.22 FIP ECPG x FIP Foundation T-shirts.

ECPG was extensively represented at other social and official events during the FIP congress by the ECPG team members in efforts to foster engagement and boost visibility of FIP ECPG. Pictured below, FIP ECPG President Safiye Çağansel represented ECPG at the FIP Council Meetings in Brisbane (**Figure 10.23**) and joined the FIP Council Dinner with FIP ECPG Secretary on 22 September 2023 (**Figure 10.24**).





FIP ECPG President Safiye Çağansel was present at the FIP Presidential Reception on 23 September 2023. Pictured left to right: FIP President Paul Sinclair, FIP ECPG President Safiye Çağansel and FIP CPS President Sherif Gourgoui. (Figure 10.25)

FIP ECPG team members were present at several receptions throughout the FIP Congress to boost ECPG visibility, share our work, increase engagement, and explore ways of collaboration and networking platforms for ECPG members.

Some of these events and highlight snapshots are listed below:

- Commonwealth Pharmacists Association (CPA) Reception was attended by ECPG President. Pictured with CPA CEO, Victoria Rutter from the reception and the council meeting. (Figure 10.26)



- UK Reception was attended by the ECPG President and ECPG member Linas Bertasius. (Figure 10.27)



- Monash University Reception was attended by the ECPG President and Secretary.
- USA Reception was attended by the ECPG President, Immediate Past President, Chairperson of Projects, MEPS Liaison.
- Taiwanese Reception was attended by the ECPG President and Chairperson of Liaisons.
- FIP Foundation Reception was attended by the ECPG President, Immediate Past President and Chairperson of Projects.

FIP ECPG President Safiye Çağansel informally gathered 12 generations of past chairs of former FIP YPG who attended the FIP Congress in Brisbane on 24 September 2023. Photo below, Figure 10.28, from left to right, includes the chairs from 2003-2004 to 2023-2024: Ema Paulino, Boyan Todorov, Ryan Forrey, Luis Lorenço, Tara Hehir, Mariet Eksteen, Miranda Sertic, John Ly, Carolyn Dewart, Renly Lim, Louisa Sullivan and Safiye Çağansel.



FIP ECPG team members attended various FIP Section Dinners, which happened at the Howard Smith Wharves.

- President Safiye Çağansel as a co-opted Health and Medicines Information Section ExCo member and HaMIS Liaison Hazem Gammoh have joined HaMIS dinner.
- Secretary Gonzalo Adsuar, Congress Liaison Erin Cooper and President Safiye Çağansel (partially) has joined the Community Pharmacy Section dinner.
- Chairperson of Projects Amanda Cavness has joined the Hospital Pharmacy Section dinner.
- MEPS Liaison Lucas Ercolin has joined the Military and Emergency Pharmacy Section dinner.

A meeting with the FIP Foundation was held on 25 September 2023 to evaluate the existing collaboration and to expand it further. **Figure 10.29** Pictured below: Jenelle Sobotka, Foundation Chair, Louisa Sullivan, ECPG Immediate Past President, Safiye Çağansel ECPG President.



FIP ECPG Team members have attended the business meetings and insight boards which happened by invitation only during the congress:

- President Safiye Çağansel and HaMIS Liaison Hazem Gammoh attended the Health and Medicines Information Section business meeting.
- MEPS Liaison Lucas Ercolin joined the Military and Emergency Pharmacy Section business meeting, Pharmacy without Borders meeting, and the American Regional Forum meeting.
- Chairperson of Projects Amanda Cavness attended the Hospital Pharmacy Section business meeting, the antimicrobial resistance insight board, and presented at the FIP WiSE Mentorship roundtable.
- AcPS Liaison Kate Wang attended the Academic Pharmacy Section business meeting.
- ECPG President, Secretary, Chairperson of Projects and Media Coordinator met with FIP President Paul Sinclair.
- President Safiye Çağansel attended the Board of Pharmaceutical Practices strategic meeting, FIP WiSE Mentorship roundtable.

FIP ECPG was also widely represented by ECPG members at the FIP Congress rapid fire oral presentation sessions as well as the poster presentations. Pictured below, Clement Haeck, Viktoria Gastens, Kristen Lee during the poster presentation sessions at the congress exhibition hall (**Figure 10.30**).



A wider number of ECPG membership including the ECPG Steering Committee, Subcommittee and Members have joined the FIP Congress Closing Dinner, pictured below in the first image. Second image collage from left to right includes ECPG President Safiye Çağansel with FIP Staff: Farah Aqaad, Nour El Tahla, Paula Cohen, Rachel van Kesteren, FIP Vice President Lars-Ake Söderlund and FIP CEO Catherine Duggan. (Figure 10.31)



11. Thank you

The 2023 ECPG Steering Committee would like to thank all ECPG members for the opportunity given to serve you this mandate. We appreciate your continual feedback which allowed us to constructively implement changes throughout our term of office. We extend our most sincere thanks to the entire ECPG Subcommittee and the ECPG Early Career Pharmaceutical Organisations Network and their representatives for all their work this year. We look forward to increasing and improving our collaborations in the coming years! Finally, for their endless support and guidance during the growth and evolution of ECPG, we would like to share our immense gratitude for our ECPG Account Holders Farah Aqqad and Sherly Meilanti, FIP CEO Catherine Duggan, former FIP President Dominique Jordan, current FIP President Paul Sinclair, FIP Professional Secretary (and our ECPG Champion in the Bureau!) Luis Lourenço, FIP COO Carola van der Hoeft, FIP Congress Manager Sophie Hamburger, FIP Executive Secretary Rachel van Kesteren, FIP Board Support and Coordinator Paula Cohen, FIP Head of Corporate Communications and Advocacy Lin-Nam Wang, and all FIP Bureau and the entire FIP Staff.

We value your time, your mentorship, and your friendship more than you know.

Long live FIP, long live ECPG!

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Pharmaceutical
Federation

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