One FIP
Taking action

International Pharmaceutical Federation
Annual report 2021
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One FIP — Taking action

2021 — A year of strategic actions

As our pharmacy profession around the world continued to provide care, develop medicines and nurture a new generation of pharmacists in a second year of the COVID-19 pandemic, FIP continued in its mission to support global health by enabling the advancement of pharmaceutical practice, science and education. As we entered 2021, we reflected on our learning during the first year of the pandemic and used it to refine our plans and priority actions.

One of our top strategic priorities in another year when face-to-face meetings were inadvisable was a renewed programme of membership engagement (p13). This work comprised a variety of carefully designed online events involving our member organisations, observer organisations, academic institutional members and regional pharmaceutical forums throughout the year. Indeed, we continued to communicate with all our members weekly and accelerated our digital offering to provide over 160 webinars, symposia and global summits (p31). A “One FIP” approach is evident in these events — with many different groups coming together from across our federation to make them happen.

With our consolidated digital approach, first established in 2020, we progressed the FIP Development Goals (p11), running a series of events to provide insight into each goal and to identify the priorities of nations and regions in the decade ahead to 2030, aligned with the United Nations Sustainable Development Goals. Through our extensive digital programme we also acted on our commitment to the Declaration of Astana (p12), ensuring the profession measurably contributes to primary health care and, therefore, universal health coverage.

Our profession has persevered to deliver to our populations through the variant and asynchronous waves of COVID in different countries. Although we are seeing pharmacists and pharmacies everywhere becoming more central to care, FIP worked hard in 2021 to advocate greater support, calling on governments and policymakers to improve protection for pharmacists and other health workers and invest more in health systems for care that is sustainable so that we are better prepared for future pandemics.

FIP has continued to support the profession across its wide spectrum of practice in tackling COVID and more. A large number of projects, aligned with our strategic plan, came to fruition last year and I invite you to find out more about our actions in the pages of this report. Just one example is our World Pharmacists Day campaign (p25), which saw the message of trust in pharmacy communicated in 195 countries — a record participation and a massive demonstration of solidarity led by FIP.

We have proven that by taking action as One FIP we can achieve many more goals. With trust, solidarity and actions, we will move our profession forward globally and I thank all our members for being part of this exciting journey to advance our profession and health for all.

All this remarkable work could not have been carried out successfully without the commitment and skills of the staff at FIP headquarters under the lead of our CEO Dr Catherine Duggan, and of all our volunteers, including FIP officers and their committees, who give their time, skills and expertise to make our One FIP strategy successful. On behalf of the entire FIP community and myself, I thank all these wonderful people for their support.

Long live pharmacy!
Long live FIP!

Dominique Jordan

President, International Pharmaceutical Federation
Snapshots 2021

Quarter 1: January to March

New FIP data and intelligence commission meets

Twenty pharmacists from around the world were appointed to the One FIP Data and Intelligence Commission in January. This commission is tasked with supporting FIP’s Global Pharmaceutical Observatory (GPO) to achieve its vision of becoming the most comprehensive and respected source of pharmacy data and intelligence. The commission was set up so that the GPO has regional applicability and sectoral relevance, with members coming from across FIP and contributing a breadth of experience globally. It provides strategic advice to FIP and validates the integration of GPO activities across the federation and with stakeholders. At its inaugural meeting, the commission’s terms of reference were agreed and success measures for the observatory in the short, medium and longer term were discussed. The GPO continues to inform the advocacy work of FIP’s members and partners based on evidence and intelligence, and is fundamental to delivering the wider FIP vision.

FIP’s Global Pharmaceutical Observatory will become the most comprehensive and respected source of pharmacy data and intelligence.

Campaign supports health workers

The World Health Organization designated 2022 as the International Year of Health and Care Workers. This was in appreciation of the dedication of health workers during the COVID-19 pandemic, and also to campaign for investment in, support for and protection of the health workforce. In a video message to mark the start of the campaign, FIP president Dominique Jordan and the presidents of the other four international organisations that make up the World Health Professions Alliance asked the public to help safeguard underfunded COVID-affected health systems by requesting lawmakers to better invest in healthcare, healthcare education and careers, and pandemic preparedness; following government advice to avoid close contact with others, wash hands, wear a mask and ventilate rooms; and getting vaccinated “Protect yourself and your family, and support your community and the health professionals serving you by getting vaccinated,” was Mr Jordan’s message.

New toolkit to augment patient safety

A toolkit for medicines reconciliation, launched in February, was the latest in a series of resources produced by FIP to support pharmacists in improving patient safety and contribute to the World Health Organization’s (WHO’s) third Global Patient Safety Challenge — “Medication without harm.” Under this programme of change, the WHO lists care transitions as one of three priority areas that need effective action in order to protect patients, and the new FIP toolkit highlights the value of pharmacist-led medicines reconciliation as a mode of such action. “Medicines reconciliation represents a key service across all transitions of care and, when led by pharmacists, is effective in reducing medication-related harm to patients. With this service, pharmacists can apply their medicines expertise to minimise errors and optimise medicines use, resulting in positive impacts on patient, clinical and economic outcomes,” said FIP CEO Catherine Duggan.

A new resource from FIP highlighted the value of pharmacist-led medicines reconciliation.

Voice at the World Health Assembly

FIP represented the profession at the 74th World Health Assembly in May and June. FIP described to ministers pharmacy’s commitment to preventing antimicrobial resistance (AMR), highlighting the contribution to national AMR action plans by pharmacy associations, and the activities of the FIP Commission on AMR. FIP also urged governments to act for positive practice environments on behalf of the World Health Professions Alliance. Furthermore, advocacy on patient safety, eliminating substandard and falsified medical products, and better emergency preparedness saw FIP collaborate on statements with the Fight the Fakes Alliance, the Health Stakeholders Network, the International Alliance of Patients’ Organizations, the International Council of Nurses, the International Federation of Pharmaceutical Manufacturers and Associations, the International Hospital Federation, the International Pharmaceutical Students’ Federation, the Medicines for Malaria Venture, the World Heart Federation and the World Medical Association.

FIP’s full World Health Assembly statements/joint statements are available at https://tinyurl.com/338t7zjj

Quarter 2: April to June

Health professions brought together on vaccination coverage

Leaders of global associations of nurses, doctors, dentists, physiotherapists and pharmacists gathered at a high-level round table organised by FIP in June. On the agenda was COVID-19, vaccinations against it and other diseases, tackling vaccine hesitancy and inequities of access, and drivers and barriers to diversifying vaccination pathways and providers. “Vaccination coverage rates for several diseases are suboptimal and remain below World Health Organization targets in many countries of all income levels. FIP believes that it is essential to promote dialogue and collaboration around vaccination among healthcare professionals’ organisations at the international level, so that these can be cascaded to the regional, country and local levels,” said FIP CEO Catherine Duggan. “None of us wants to get into a territorial game in health care… Healthcare is a team game and we need to look at how roles function and operate,” said Howard Catton, CEO, International Council of Nurses.

New resource from FIP helps pharmacists with nutrition and weight management services in order to prevent diseases.

Toolkit encourages bigger role in disease prevention

Poor diets are responsible for more deaths than any other behavioural risk factor, including smoking tobacco, and up to five million deaths per year could be prevented if populations were more physically active, FIP said as it released “Nutrition and weight management services: A toolkit for pharmacists” in May. Disease prevention is one of three FIP global priorities (along with patient safety and non-communicable diseases) geared to deliver universal health coverage through primary health care (see p52). The toolkit explains the impacts of nutrition in a range of diseases, describes suppletion with micronutrients and weight management strategies (including pharmacological), and presents pharmacist interventions such as education and health coaching. It aims to support pharmacists to be proactive in having conversations on diet and weight with their patients, and to encourage more of the profession to adopt services to tackle poor nutrition and obesity.
Quarter 3: July to September

Call for action on air pollution

September saw FIP issue a call to action describing the expansion of pharmacists' roles in mitigating the health threats of air pollution. The call was based on the need to increase public awareness of air pollution and pharmacists’ related roles, and to scale up pharmacy education in this field, described and how these can be facilitated. Air pollution is one of the top threats to global health and this call made clear FIP’s commitment to advocating air pollution reduction as a health measure and to supporting the profession to provide better respiratory primary healthcare services.

FIP shared research on community pharmacy

July saw the publication of FIP’s latest report on community pharmacy, presenting data from 79 countries. Its findings raised concerns over access to community pharmacies and pharmacists, and patient safety in some regions, which can translate into difficulties in having timely access to medicines and ensuring responsible use of medicines.

The global community pharmacy landscape is in constant evolution. This continued research and sharing of knowledge by FIP is important in order for us to ensure that community pharmacy is well-prepared to serve our populations in the future, to determine what and where the shortfalls are, and to set directions for work,” said Lars-Åke Söderlund, then president, FIP Community Pharmacy Section. FIP’s “Community pharmacy global report 2021” gives the most up-to-date snapshot of the state of community pharmacy around the world.

FIP leads action on digital health transformation

Recommendations to allow the full potential of digital and technology-enabled solutions to be achieved were made in a new Statement of Policy adopted by the FIP Council in September. This urged pharmacists to be a “driving force” in incorporating evidence-based digital technologies into daily practice and to facilitate patients’ digital literacy. To encourage progress, the statement described actions needed by academic institutions, government and policymakers, FIP member organisations and pharmacists. In addition, it pointed out that interoperability is key to successful digital health and committed FIP to advocating the adoption of common digital standards, terminology and taxonomy. “We expect the impact of digital advances, such as predictive and personalised medicine, facial recognition, natural language processing and augmented reality, to gain even greater significance. We must be prepared to tackle the challenges to usher pharmacy into its digitally supported future,” said Jacqueline Surugue, chair of the FIP Technology Forum.

Quarter 4: October to December

Toolkit published to improve work environments for women

A toolkit to improve practice environments for women in pharmaceutical science and pharmacy education was launched by FIP in October. The toolkit was developed by the FIP Women in Science and Education (FIPWiSE) Enabling Workplaces Working Group, building on FIP’s work with the World Health Professions Alliance to ensure positive practice environments for healthcare professionals (see p24).

It raises awareness of five domains that need attention: equal incentives for equal work; work-life balance; creating supportive and safe working environments; opportunities for professional development, recognition and empowerment; and women in leadership. The toolkit presents solutions that can be implemented by professionals, employers and policymakers to generate and maintain supportive working environments. Although women comprise the majority of the health and care workforce, they are underrepresented in science, technology and education and there are significant differences between genders in career progression. FIPWiSE is part of FIP’s EquityRx programme.

The FIPWiSE initiative aspires to champion women in pharmaceutical sciences and education and enable them to achieve their fullest potential.

FIP’s “Community pharmacy global report 2021” gives the most up-to-date snapshot of the state of community pharmacy around the world.

Eighteen urgent actions to avoid health worker shortfall

A global call to action issued by FIP in December set out urgent actions needed from academic institutions, professional organisations and policymakers to prevent the shortfall of 18 million health workers by 2030 predicted by the World Health Organization, through advancing pharmacy and pharmaceutical sciences education. These actions were presented at the FIP-UNITWIN Global Summit on Pharmaceutical Education, where participants learnt about regions’ roadmaps developed by key stakeholders at FIP-UNITWIN workshops in October, and include enhancing interdisciplinary and interprofessional education and generating pharmaceutical sciences intelligence to measure educational outcomes and inform investments. “As we draw closer to 2030, we are urging all stakeholders to take our recommended actions to advance pharmaceutical education now if we are to have any prospect of meeting the United Nations Sustainable Development Goals,” said FIP CEO Catherine Duggan.

Increasing academic capacity is one of the recommendations FIP made to provide a competent pharmaceutical workforce.

Pharmacy’s role in cleaner air and water and greener medicines use was explained to leaders attending the United Nations Climate Change Conference.

Pharmacy speaks up for sustainability

Around the world, health workers are witnessing the impacts of climate change on patients. As two weeks of negotiations by world leaders at the United Nations Climate Change Conference 2021 (COP26) began, FIP sent a letter to national delegations setting out pharmacy’s role in cleaner air and water and greener medicines use, and the benefit of sustainable pharmaceutical services. FIP also supported the Healthy Climate Prescription, an open letter from organisations representing more than 45 million healthcare workers coming together to call for action on the climate crisis, including building climate resilient, low-carbon, sustainable health systems and ensuring that pandemic recovery investments support climate action and reduce social and health inequities. The letter was delivered at an official COP26 event. These actions were followed by the announcement of a new FIP programme of work — SustainabilityRx — covering three areas: responding to disasters and pandemics, environment and planetary health, and sustainable services.

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About FIP*

Who we are

The International Pharmaceutical Federation (FIP) is the global federation of national associations of pharmacists and pharmaceutical scientists, with 146 member organisations of which 13 are predominantly scientific organisations, and academic institutions (173 members).

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

What we do

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

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

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

How we work

FIP’s activities can be divided into three main areas — science, practice and education — although these areas are working increasingly more closely as “One FIP.” FIP forums (technology and regulators) and commissions (antimicrobial resistance and data and intelligence) cut across all three areas to influence our One FIP thinking and gather ideas and projects. We also have the FIP Consortium, which advises on the provision through partnerships programme.

Science

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

- Drug delivery and manufacturing
- New generation of pharmaceutical scientists
- New medicines
- Personalised and precision medicine
- Pharmacy practice research
- Regulatory sciences and quality

Practice

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

- Academic pharmacy
- Clinical biology
- Community pharmacy
- Health and medicines information
- Hospital pharmacy
- Industrial pharmacy
- Military and emergency pharmacy
- Social and administrative pharmacy

Education

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

- Academic Pharmacy Section members (faculty members and educators),
- Academic institutional members (deans of schools of pharmacy and pharmaceutical sciences),
- A Workforce Development Hub of experts focused on academic capacity, early career training strategy, quality assurance, advances and specialist development, competency development, leadership development, advancing integrated services, working with others, continuing professional development strategies, equity and equality, impact and outcomes, pharmacy intelligence and policy development,
- A Pharmacy Technicians and Support Workforce Strategic Platform and its advisory committee, and
- The FIP-UNESCO UNITWIN programme (regional university networks to advance pharmaceutical education), which is a global partnership between FIP and UNESCO.

FIP directs particular effort towards young pharmacists and the preparation of congresses through its Young Pharmacists Group and Congress Programme Committee, respectively. In addition, among the boards, sections, SIGs and committees are ad hoc working and focus groups with the forums and commissions as described above.

FIP is governed by the FIP Council and the FIP Bureau (the organisation’s governing board). The Council is comprised of representatives of our member organisations. Our observer organisations participate in the Council but may not vote. Vice presidents are elected from the Council to make up the Bureau. A president is elected to chair the Bureau and preside over FIP for a four-year term. The Bureau consists of 14 elected officers, plus the FIP chief executive officer, ex officio. FIP’s day-to-day activities are managed by an executive committee and a team of staff at our headquarters in the Netherlands, supported by an extensive global pharmacy and pharmaceutical sciences network and our partnerships. Individual annual reports of the SIGs and sections are available at www.fip.org.

The FIP Bureau

*As at May 2022
New academic institutional members

FIP welcomed the following schools of pharmacy to academic institutional membership (AIM) in 2021:

- Universitas Sumatera Utara (Indonesia)
- Hamadan University of Medical Sciences (Iran, Islamic Republic)
- Arab American University (Occupied Palestinian Territory)
- University of Palestine (Occupied Palestinian Territory)
- Salim Habib University (Pakistan)
- Emilio Aguinaldo College, Cavite and Manila Campuses (Philippines)
- “Carol Davila” Medicine and Pharmacy University of Bucharest (Romania)
- The RUDN University (Russian Federation)
- Kyiv National University of Technologies and Design (Ukraine)
- PHEE “Kyiv Medical University” (Ukraine)
- Ukrainian National University of Pharmacy (Ukraine)
- Florida A&M University (USA)
- Palm Beach Atlantic University (USA)
- University of South Carolina (USA)

A full list of FIP academic institutional members can be found at: www.fip.org/member-organisations

New member organisations

At its meeting in September 2021, the FIP Council admitted the following as new member organisations:

- Egyptian Organisation of Pharmacy, Development and Training
- National Academy of Pharmaceutical Sciences of Mexico
- National Institute of Public Health, Clinical Epidemiology and Toxicology, Lebanon
- Nigeria Association of Foreign Trained Pharmacists
- Pharmaceutical Society of South Sudan
- Somali Pharmacists Association

Member organisations can be found at: www.fip.org/member-organisations

Our members — The global pharmacy family

Through our membership, FIP has presence in 153 countries and territories, representing around four million pharmacists, pharmaceutical scientists and pharmacy educators. This covers an estimated 7.41 billion people.

FIP membership is as follows:

146 Member organisations
170 Academic institutional members
22 Observer organisations
4,063 Individual members

"FIP is a cornerstone of pharmacy around the world. We believe that we can always trust FIP to support the profession. FIP keeps us regularly updated in pharmacy practice and pharmaceutical sciences and we’re proud to be a member. Thank you, FIP!"

Dr Wael Ali, president, Egyptian Organisation of Pharmacy, Development and Training

"We represent pharmaceutical science professionals in Mexico, with the intention of promoting the study, teaching, research, development and innovation of pharmacy, to contribute to the solution of health problems. We consider that FIP is an arm that will support us to achieve these ideals.”

Dr Gerardo Aparicio-Ozores, president, National Academy of Pharmaceutical Sciences of Mexico

"I’m really delighted that we are finally part of the great FIP... We are looking forward to collaborating with FIP and benefiting from technical resources to improve pharmaceutical services in our beloved country, South Sudan."

Mr Achwanyo Ezekiel Kutjok, chairperson, Pharmaceutical Society of South Sudan

"FIP allows access to innovative and latest practices in pharmacy that can easily be incorporated to teaching instruction and research through their webinars and special courses. FIP also provides an opportunity for academic exchange with other pharmacy programmes globally. I am looking forward to continue to gain these benefits from FIP."

Mr Romeo C. Ongpoy Jr, dean, Emilio Aguinaldo College, Philippines

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FIP Development Goals
2021: The first year of a decade of action

In September 2020, FIP published a set of 21 development goals for transforming the pharmacy profession globally, regionally and nationally, building on FIP’s 13 Pharmaceutical Workforce Development Goals launched in 2016. The 21 FIP Development Goals bring together workforce and education, practice and science under a transformative framework, and define an improved and more advanced pharmacy profession for the next decade in alignment with FIP’s mission and with wider global imperatives such as the United Nations Sustainable Development Goals.

Having a set of “One FIP” development goals provides a consistent way to identify commonalities across FIP, as well as enabling needs assessment and mapping of priorities. The FIP Development Goals are accompanied by a growing set of FIP global tools, structures, indicators and programmes to facilitate and support the process of transformation.

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Priorities identified

During 2021, FIP ran a digital programme to identify the priority goals of regions and members for the decade ahead to 2030. The programme, launched in March 2021, comprised a series of 21 online events providing insight into each of the global goals.

In order to identify priorities, FIP implemented an engagement strategy that included regional meetings (including with the five FIP regional pharmaceutical forums), one-to-one high-level meetings with member organisations and observer organisations, and interviews.

Data were analysed in order to develop regional action plans in a needs-based and tailored manner. In addition, analysis enabled the construction of a global snapshot of development goals as first level, second level and third level priorities (see Figure).

The digital programme concluded in December 2021 with the promise of a status report, regional action plans and a global roadmap to be delivered in 2022.

FIP Development Goals

Primary health care and the Declaration of Astana — Acting on our commitment

FIP marked the third anniversary of the World Health Organization’s Declaration of Astana on Primary Health Care in 2021 (see Box for history) with a Global Summit on Primary Health Care held online. This event:

• Premiered a video describing FIP’s primary health care journey since the launch of the Declaration of Alma-Ata and towards the 2030 UN Sustainable Development Goal targets,
• Showcased how pharmacists organisations in Indonesia, Jordan, Kenya, Netherlands, Singapore and the USA have been contributing to the WHO Operational Framework for Primary Health Care to translate the vision of the Astana Declaration into actions,
• Hosted a high-level discussion with the WHO to explore the strategic levers needed for pharmacists to strengthen primary health care in order to accelerate progress; and
• Launched a new Global Commitment to Action on Primary Health Care and a dedicated webpage and hub of resources to help progress work in this area.

FIP actions since 2018 have built on the principles of the declaration, the WHO/UNICEF operational framework for primary health care, and the FIP Development Goals, aiming to strengthen pharmacy’s role in primary health care and, therefore, its contribution to achieving universal health coverage and the United Nations Sustainable Development Goals. It is doing this through three key programmes of work, namely, the FIP Astana imperative areas of non-communicable diseases, prevention and patient safety.

FIP plans to host a health ministers’ summit in 2023 at which evidence of impact and change in the three priority areas across all six regions and delivery based on FIP’s commitment to the Astana Declaration will be demonstrated.

Astana declaration history

In 2018, the world came together at the Global Conference on Primary Health Care in Nur-Sultan (previously Astana), Kazakhstan, where heads of state and government and ministers pledged to recommit to strengthening primary health care to achieve universal health coverage and the United Nations Sustainable Development Goals in the Declaration of Astana. The conference took place on the 40th anniversary of the Declaration of Alma-Ata, a major milestone in public health which identified primary health care as key to health for all. FIP was part of the global community in Nur-Sultan that renewed political focus on primary health care at this historic meeting, contributing to and signing the declaration. Since that time, the federation has worked to strengthen pharmacy’s contribution to, and impact on, primary health care, with events to garner commitment from the profession and action to advance pharmacists’ roles.
Member engagement

Through strategies to consult, engage and involve members and other key stakeholders, FIP forges relationships to ensure the advancement of health care in all parts of the world. In a second year of no face-to-face meetings due to the COVID-19 pandemic, 2021 saw FIP renew its member engagement strategy, building on learnings and adapted technology that emerged in 2020 to connect and maintain rapport with members, and to engage purposefully. This strategy focused on identifying member needs and priorities to advance pharmacy on national and regional level. This has been implemented through a variety of online events carefully designed to be interactive, purposeful and targeted.

Activities to engage

In April 2021, a set of regional meetings was held to gather data on members’ priority development goals and national needs, and to identify commonalities between organisations. This was followed by further regional meetings in July and September to consolidate members’ needs to reflect regional challenges, and to align priorities with the FIP Development Goals and to group these globally, regionally and nationally. In November, FIP then conducted one-on-one interviews with member organisations, collecting reflections and suggestions for a final set of regional meetings where members could discuss common priorities in smaller groups and success stories and experiences under selected themes were shared.

FIP also held high-level meetings to discuss specific issues and challenges raised by member organisations and, towards the end of 2021, FIP invited a sample of member and observer organisations to participate in tailored interviews to validate their FIP Development Goal priorities, to track progress, and capture their feedback on the 2021 engagement strategy.

Throughout 2021, members were invited to participate in a number of surveys to gather views on a range of areas, such as education and training with particular focus on FIP’s global priorities of prevention, patient safety, non-communicable diseases and workforce capacity.

Aims

These events allowed the federation to fulfil a number of aims, including to:
- Learn about members’ priorities, needs, challenges, preferences, achievements and accomplishments;
- Find out which member needs FIP met and which FIP benefits are valued;
- Gain insight into specific needs related to education and training;
- Align members’ priorities with the 21 FIP Development Goals;
- Identify and implement effective methods that aid better understanding of needs and wishes and that also provide member benefits;
- Capture the voice of members in order to provide an authentic report that can be used as a tool for customising support;
- Identify how members can support each other and share lessons learnt;
- Connect members with comparable needs across nations and regions;
- Provide added value to members through the engagement work, creating a platform for collaboration and opportunities for partnerships and service provision;
- Continue to learn how to combine digital and face-to-face interactions in a sustainable, consistent and equitable way; and
- Rethink member engagement and take it forward in years to come.

Achieving these aims is imperative for FIP’s strategies and mission, and for the profession at large. The findings from this broad body of work were recently published — “FIP engagement with our membership 2021: Capturing the voice of FIP members globally, to advance pharmacy worldwide” features the voices of member organisations, observer organisations, academic institutional members, regional pharmaceutical forums, and FIP’s internal constituencies and informs the federation’s engagement activities in 2022.

FIP can only deliver its mission if it delivers a strong knowledge base and a platform for collaboration and partnerships to individual needs, at their own pace, but with a clear objective to reach a high, unifying standard of practice and diversity in role evolution. The regional platforms are a very good forum for discussion of this and gauging the level at which the DGs could in fact be attained.

As a member organisation of FIP, we appreciate the kind of specific and focused meetings especially for one of the most important topics, the FIP Development Goals. … It is a great opportunity to have specific discussions related to the different regions as there are different needs from one region to another. It is really important for us to learn from countries where we have similar issues and challenges.”

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“The FIP Academic Institutional Membership (AIM) aims to advance leadership in pharmacy education and is a global network connecting all pharmacy schools. The 2021 Global Academic Leaders Forum fulfilled all the objectives of FIP AIM by bringing educators from around the world in one platform and finding solutions not only for continuing but also enhancing pharmacy education in adverse situations.”

“Advancing pharmacy worldwide requires a strong knowledge of region specificity through information and data collection. The Global Pharmaceutical Observatory has a key role for this achievement and should be empowered.”

“FIP’s “Transforming vaccination globally, regionally and nationally” programme of virtual events “brought out several local and regional issues related to the roles of pharmacists in transforming vaccinations, leading to advocacy measures to promote the importance of pharmacists in the supply chain and delivery of vaccines, as well as dampening vaccine hesitancy among people in the region.”

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Take action in a second year of COVID-19

Throughout 2021, FIP continued its work to support the pharmacy profession and pharmacy services during the pandemic, leading a wide-ranging programme of action. During 2022, FIP also gathered evidence of pharmacy activities within 100-day milestones since the start of the COVID-19 pandemic.

15 January

Video message from the presidents of all five international organisations making up the World Health Professions Alliance calls for continued support for health and care workers and asks the public to help safeguard under-funded COVID-affected health systems. In particular, the FIP president urges people to protect themselves with the newly available vaccines.

30 January

Special issue of FIP’s journal brings together the world’s largest collection of peer-reviewed COVID-19 related pharmaceutical education research manuscripts, editorials and case studies reflecting global responses to teaching, learning and delivery in pharmacy education during the pandemic.

1 March

FIP statement to 74th World Health Organization Executive Board session tells policymakers they must enact legislation to enable pharmacists to help end the pandemic via vaccination and testing.

13 March

How COVID-19 has impacted the role of pharmacists is shared in an article by FIP published in the Farmacia Hospitalaria journal.

26 March

Pharmacists’ stories revealing a variety of equity issues under the pandemic, from higher risk of COVID-19 related morbidity among African Americans to inequitable vaccine rollouts published by FIP in its second EquityRx Collection, entitled “Inequities unmasked”.

26 March

Ensuring early access of the pharmacy workforce to safe and effective COVID-19 vaccines will contribute to accelerating access to vaccines for all, FIP says in Statement of Principle.

28 January

New FIP Digital Event series on COVID-19 begins under the banner “Collaborating through the pandemic — working and learning together”, with 13 webinars spread throughout the year.

19 January

COVID-19 should be recognised as an occupational disease, the World Health Professions Alliance says as it gathers experts at a webinar to discuss the challenges faced by health professionals and the importance of providing positive practice environments to safeguard the health and well-being of workers.

8 May


15 March

FIP signs the World Health Organization’s Vaccine Equity Declaration, calling for worldwide action to accelerate early access to vaccines for healthcare workers on the front line, including pharmacy teams.

18 March

COVID-19 and concludes there is not enough evidence for use as treatment.

22 March

A Special session of the World Health Assembly considers a single agenda item: instrument on pandemic preparedness. In a statement the World Health Professions Alliance says as it gathers experts at a webinar to discuss the challenges faced by health professionals and the importance of providing positive practice environments to safeguard the health and well-being of workers.

22 March

World Health Professions Alliance reminds policymakers at the 2021 World Health Professions Alliance says as it gathers experts at a webinar to discuss the challenges faced by health professionals and the importance of providing positive practice environments to safeguard the health and well-being of workers.

23 March


FIP CEO represents pharmacy profession, discussing country-level COVID-19 pandemic response analysis and lessons learnt on an Economist Intelligence Unit advisory panel with the aim of strengthening future pandemic responses. More here.

22 March

FIP CEO speaks for pharmacy and all health professions at the World Health Summit during discussions on preparedness for the next pandemic. The World Health Summit is one of the world’s leading strategic forums for global health, bringing together leaders from politics, science and medicine, the private sector and civil society.

23 March

FIP, the WHO and partners issue urgent call for concrete action to better protect health and care workers worldwide from COVID-19, following new estimation in a WHO working paper that puts the number of health and care worker deaths due to COVID-19 at between 86,000 and 310,000 as at May 2021.

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**Focus on our profession and practice**

**Strengthening pharmacy’s role in self-care**

Self-care is a tool for empowering patients, improving health outcomes and reducing health system costs. For a number of years FIP has been espousing the place of self-care in health care and promoting pharmacists as the central health professional in supporting self-care behaviours, and this work continued in 2021. In July, against the backdrop of more people taking responsibility for managing their own health and seeking information in order to do so during the COVID-19 pandemic, FIP issued a statement recommending community pharmacists as the key health professionals to go to for advice on self-management of pain. The statement described the many ways in which pharmacists oversee the responsible use of analgesics, and highlighted that this role is of particular value during transitions of care. In May, FIP began a series of 17 digital events under the theme “Shaping the future of self-care through pharmacy” with eight events focused on global policy drivers and nine events focusing on how pharmacy teams can support self-care of a range of ailments, from women’s health issues (delivered in several languages) to gastrointestinal complaints. This wide range of resources was supplemented in December, when FIP gave special focus to the potential for self-care of common upper respiratory tract infections with the publication of a handbook for pharmacists. This new resource defines various roles for pharmacists, from advice on the use of non-prescription medicines and preventing infection and supporting respiratory well-being to assessing symptoms and care via minor ailment schemes. In 2019, FIP and the Global Self-Care Federation (GSCF) issued a joint Statement of Policy on responsible and effective self-care and our collaborative work continued in 2021 with FIP support for the launch of the GSCF’s first Self-Care Readiness Index, a policy tool aimed at assisting regulators and policymakers in evaluating their self-care systems. Indeed, the fostering of self-care is wider than pharmacy and FIP further championed an inclusive approach in an opinion piece by FIP CEO Catherine Duggan for Devex in June, promoting the role of all healthcare professionals in self-care.

“The GSCF regards pharmacists as the vital cog in the self-care continuum and our collaboration on the Self-Care Readiness Index and other key policy items will help us drive self-care onto the agendas of global policy makers. We look forward to a continuing and fruitful partnership with FIP.”

**Inspiring and supporting younger colleagues**

A strong voice of the future is important for both FIP and the profession and our pharmacy youth must be stimulated and supported to play a dynamic role in defining the profession for the coming years. Several FIP constituencies acted on this agenda in 2021. Both FIP’s New Generation of Pharmaceutical Scientists Special Interest Group and Young Pharmacists Group (YPG) organised digital events throughout the year to help young pharmaceutical scientists and young pharmacists, respectively, to develop their careers. Through these events, young colleagues from around the world were able to gain insights on career opportunities in government, the pharmaceutical industry and academia, as well as core skills for career progression and switching areas of practice. In August, the YPG also published a report showcasing the impact of young pharmacists and pharmaceutical scientists on global health, with case studies from early-career pharmaceutical groups in Indonesia, Lebanon, Nigeria, Malaysia and Portugal on emergency practice, advocacy and COVID-19 response. Furthermore, 23 young pharmacists benefited from the 2020/21 YPG Mentorship Programme. Mentors came from the potential for self-care network but the programme had special support from the FIP Women in Science and Education initiative and FIP’s scientific special interest groups. 2021 also saw the YPG celebrate its 20th anniversary. This vibrant and dynamic group has grown to be an essential part of FIP and the federation was delighted to be able to mark the event with so many YPG leaders from the entire 20 years.

“The YPG YPG mentorship programme was an extremely valuable experience and one that has benefited my professional progression immensely. Even beyond the mentorship programme, I still keep in touch with my mentor and intend to meet in person during a FIP Annual Congress in the future. The mentorship programme was rewarding for both myself and my mentor and I believe it is an excellent opportunity for any young pharmacist looking for guidance in their respective field.”

**Investigating the operation of online pharmacies**

The practice of online pharmacy was the subject of a new report from FIP in December, which suggested that increased cooperation between countries in developing regulation of online pharmacies is needed. “Online pharmacy operations and distribution of medicines”, produced by FIP’s Community Pharmacy Section, was part of FIP’s programme of work on digital pharmacy practice. The report presents the findings of a global survey of pharmacy organisations on a wide variety of aspects of online pharmacy, including the types of medicines these pharmacies supply in different countries, how the authenticity of online pharmacies can be verified, and the usage of e-prescriptions and shared patient health records. Of the 79 countries responding to the survey, 51% said that no regulation of online pharmacies exists. Although online pharmacies offer convenience of increased access to medicines and services, a lack of regulation or lack of enforcement of regulation creates an avenue for illegal pharmacies and may impact the overall quality of medicines and services offered to consumers, the authors point out. Online pharmacies have been around for over 20 years, but the COVID-19 pandemic has rapidly shifted the e-commerce landscape, including in the pharmacy sector. It is likely that changed preferences for online services will remain and the importance of online pharmacies will continue to grow, making this FIP report particularly relevant for the pharmacy profession to continue providing quality health care in and evolving landscape.

“Digital systems and telehealth can provide convenience, accessibility and economy which, to varying degrees, are important to users of medicines and pharmacists’ services. These tools are both an opportunity and a challenge to conventional pharmacy service models, and issues that need to be addressed include ensuring the quality of medicines and ensuring people have access to professional advice. This valuable study indicates some countries in the Western Pacific Region are at the cutting edge in these developments but many need to do more to regulate this emerging area of practice.”

**Optimising hospital pharmacists’ contributions to care**

Findings of a survey of hospital pharmacy practice in Namibia using FIP’s Basel Statements self-assessment tool were published in the International Journal of Pharmacy Practice in May. The survey indicated that hospital pharmacists can help improve health outcomes (while also managing costs) in non-communicable and communicable diseases. FIP’s Basel Statements are a set of 65 statements reflecting the vision for hospital pharmacy practice and covering all areas of the medicine use process in hospitals, from procurement to monitoring. The Hospital Pharmacy Section also worked to map the Basel Statements to the FIP Development Goals and, as a result prioritised work on antimicrobial stewardship. Another FIP Hospital Pharmacy Section project published this year was a survey on opioid stewardship practices in hospitals.
Health benefits for patients and communities

Vaccination is the most effective public health intervention available, ranking second only to clean water for disease prevention. Although pharmacists have administered vaccines in several countries for years, this role is new in many parts of the world. FIP’s work on vaccination is based on the conviction that improving vaccination coverage and promoting a life-course approach to vaccination are global imperatives to which pharmacists can greatly contribute. In 2021, this work was varied and wide ranging, involving many collaborations within One FIP and beyond, and included:

- Participating in the International Federation of Pharmaceutical Manufacturers and Associations #TeamVaccines campaign, launched in January and continued throughout the year, to build confidence in vaccines, including for COVID-19, and to encourage people to get vaccinated against influenza;
- Providing regulators with a tool developed by the Federation of Pharmaceutical Manufacturers and Associations, ensuring that every pharmacists’ role to play to beat AMR.
- Garnering in November a new global commitment from the profession to accelerate vaccination equity and sustainability.

Vaccination is a large part of FIP’s programme of work on disease prevention. In October, FIP also launched a new online hub to support the pharmacy profession in its disease prevention role, covering vaccination, vector-borne diseases, and the promotion of informed and pharmacist-supported self-care towards better health and well-being.

“Best strategies, team effort and strong collaboration with stakeholders helped us overcome the challenges around the legal, regulatory and liability issues in offering the vaccination with the launch in July of a new handbook addressing vaccination procedures, safety aspects, common risk points and frequently asked questions, releasing a toolkit in October to help pharmacists tackle vaccines hesitancy,

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- Urging pharmacists to make every contact count to maximise their disease prevention role through vaccination with the launch in July of a new handbook addressing vaccination procedures, safety aspects, common risk points and frequently asked questions,
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Laying foundations for digital health literacy

A large proportion of pharmacy schools and faculties do not yet offer digital health education and lack the experts and resources needed to do so, said a report — “FIP digital health in pharmacy education: Developing a digitally enabled pharmaceutical workforce” — published in January by FIP’s Academic Pharmacy Section, the FIP Technology Forum and the Young Pharmacists Group. The survey, completed by 1,086 pharmacy schools, faculty members, students and practitioner groups from 91 countries, found that many practitioners are lacking familiarity with emerging digital health technologies such as blockchain, bots, digital medicines and artificial intelligence, and only a small fraction of respondents had received continuous educational development on digital health. With increased complexity of health conditions and ageing populations, digital health can be the key to many unmet needs in health services, but full use of this potential can only be made if the pharmaceutical workforce is digitally enabled. The report proposes a number of ways forward as well as describing digital health education initiatives in pharmacy faculties from around the world. Work in this area continued with FIP’s Workforce Development Hub reviewing FIP’s Global Competency Framework, which defines behavioural competencies that can contribute towards supporting foundation level practitioner development. The framework was updated in March to include four digital literacy behaviours.

“Professional education is at the centre of accelerating the uptake of digital health technologies. The ‘FIP digital health in pharmacy education: Developing a digitally enabled pharmaceutical workforce’ report lays the foundation of our current status in pharmacy education for us to build upon.”

Highlighting the value of pharmacy technicians

FIP recognises that pharmacy technicians play a critical role in the delivery of healthcare and patient care services. October 2021 saw the 9th FIP Pharmacy Technicians’ Symposium, a digital event offering two days of sessions showcasing diverse global roles among the pharmacy technician workforce and also celebrating World Pharmacy Technician Day. FIP’s support for technician colleagues in 2021 also included a focus on pharmacy technician research at a webinar in April organised by the FIP Pharmacy Technician Advisory Committee.

Establishing regional education networks

A pathfinder toolkit to aid the global expansion of centres of excellence for pharmaceutical education institutions was launched by FIP in July. The toolkit builds on successes achieved over a decade of the FIP-UNESCO UNITWIN programme in sub-Saharan Africa, which has advanced pharmaceutical education research, training and curriculum development by establishing university networks and encouraging inter-university cooperation worldwide. The pathfinder toolkit provides guidance for establishing further networks in regions around the world, contains case studies from Centre of Excellence for Africa (CfEA) experts and shares experiences on topics including legislative steps, strategic planning, decision-making, leadership, membership and marketing. With the leadership of the African Pharmaceutical Forum, the toolkit also aims to facilitate the establishment of an Africa-wide pharmacy schools association to expand the successes of the CfEA across the continent.

Guiding pharmacists working in the humanitarian arena

Pharmacists practising or wishing to practise in the humanitarian field, providing pharmaceutical expertise and services during disasters and to people affected by armed conflict, were provided with an international competency framework to guide their development in October. The “FIP Global Humanitarian Competency Framework — Supporting pharmacists and the pharmaceutical workforce in a humanitarian arena” was developed by an FIP working group comprising practitioners in areas of conflict or emergency, including in disaster response and refugee camps, advisors to United Nations and other non-governmental international agencies, and experts in the development of competency frameworks. This FIP framework fills a gap in support for the development of pharmacists working in a humanitarian arena, against a backdrop of growing demand for pharmacists with humanitarian sector skills. Since its publication in 2021, the framework has been endorsed by the International Committee on Military Medicine, the International Federation of Red Cross and Red Crescent Societies and Pharmacists Without Borders Canada, and FIP was invited by the Oman Directorate General of Medical Supplies to present it at the 10th Pharmaceutical Care Conference in Muscat in December.

“FIP’s internationally recognised competency framework can be used by individuals, mentors and employers to identify learning gaps and development needs and to monitor or assess performance. It supports pharmacists practising in the critically important field of humanitarian work.”
Collaborations and partnerships

Giving focus to healthcare professionals’ mental well-being

FIP is a founding member of the World Health Professions Alliance (WHPA). In 2021, the WHPA’s long-running Positive Practice Environments campaign put a spotlight on mental health. Health professionals’ mental well-being is important because poor mental health can affect the quality of care they are able to provide, said the WHPA in July as it released a new campaign poster and factsheet. This was supplemented with a webinar entitled “Safeguarding health professionals’ mental health” in September. Another aspect of positive practice environments addressed during the year with new campaign resources was workplace violence, particularly as evidence gathered during the COVID pandemic began to point to mounting attacks on health professionals. Indeed, throughout the year FIP, as a part of the WHPA, made several statements on the need to reverse a deterioration of working conditions and desperate shortages of health professionals during the COVID pandemic, which negatively impact people’s health outcomes and health professionals’ well-being, calling for investment in the health workforce and health systems (see p3).

“The continuation of the pandemic during 2021 kept the health and well-being of all healthcare staff firmly at the centre of the global health agenda. The centrality of safe working environments for healthcare professionals to the security of healthcare delivery has never been more apparent. That is why the members of WHPA have put so much focus on developing and promoting the Positive Practice Environments campaign, because everyone regardless of job title, profession or pay grade is entitled to have their rights respected and their safety assured, and as WHPA we know that by achieving that we also protect the patients and populations to whom we provide health care.”

Mr Howard Catton, CEO, International Council of Nurses and 2021 chair, World Health Professions Alliance

Improving conditions for women

FIP’s partnership with Women in Global Health was evident in a number of ways in 2021. FIP made a commitment to the Gender Equal Health and Care Workforce Initiative (GEHCWI) launched by Women in Global Health; the government of France and the World Health Organization in February 2021. The GEHCWI aims to inspire action in the health and care sectors on safe and decent work for women, fair and equal pay, equal opportunities in health and care occupations, ending informal work, ending violence and harassment and promoting equal participation of men and women in the sector in leadership and decision making. In June, in alignment with its Equity4x programme of work, FIP supported the organisation’s new project tackling inequities around the fit, design and use of personal protective equipment (PPE) for women. FIP encouraged its members’ input on work to gather experiences with and recommendations on how to improve PPE to meet women’s needs in order to produce a report for advocacy at the UN General Assembly. The report “Fit for women?”, was published and shared by FIP in November. Tackling gender-based violence was another area of joint activism with Women in Global Health in 2021. In December, FIP co-signed a letter to the WHO on ending sexual exploitation, abuse and harassment in global health. Together with FEMNET, the International Council of Nurses and others, FIP also called for gender parity in leadership within WHO country offices and emergency response teams.

“The presence of a critical mass of women will reduce the risk of sexual exploitation, abuse and harassment,” the letter said.

“Women are the majority in the pharmacy profession and, as we enter the third year of a global pandemic, Women in Global Health recognises the exceptional contribution made by pharmacists in the response to COVID-19. We have been pleased to work in close partnership with FIP in 2021 and together we have campaigned for safe, decent and equal working conditions for all health workers. We thank FIP for its leadership in the sector and unflinching commitment to equity in the pharmacy workforce.”

Mr Magda Robalo, global managing director, Women in Global Health

Joining forces to better protect health workers from COVID-19

In addition to planned collaborations with the World Health Organization (WHO) in 2021, FIP acted quickly on findings of a WHO working paper that put the number of health and care worker deaths due to COVID-19 at between 80,000 and 180,000 as at May 2021. FIP joined the WHO and other organisations, including the Frontline Health Workers Coalition, the International Council of Nurses and the World Medical Association, in drawing attention to this and data from 119 countries suggesting that by September 2021, on average only two in five health and care workers had been fully vaccinated — less than one in 10 had been fully vaccinated in the African and Western Pacific regions while 22 mostly high-income countries reported that above 80% of their health and care workers were fully vaccinated. A joint statement called for urgent, concrete action to better protect health and care workers worldwide.

Advocating life-course immunisation

FIP is a founding member of Immunisation For All Ages (IFAA), a coalition of organisations advocating life-course immunisation from different angles. The IFAA is supported by Pfizer, through an unrestricted grant. Its goal is to accelerate and advance policies for life-course vaccination by communicating the broader societal value of vaccination for all stages of life at a global and local level, such that governments, policymakers, non-governmental organisations, healthcare providers and citizens will support policies that prioritise vaccinations. In 2021, FIP co-authored and co-published the following with the IFAA:

- IFAA manifesto “Promoting immunisation throughout life”;
- IFAA position paper on “Protecting and progressing routine immunisation”;
- IFAA position paper on “Restructuring health systems towards prevention”;
- IFAA position paper on “Expanding capacity for immunisation beyond infancy”

These documents are powerful advocacy tools that support an expanded approach to vaccination throughout life and have a strong emphasis on the role that pharmacy can play in such strategies. Within the coalition, FIP also co-organised three stakeholder round tables to discuss these position papers and how they can be leveraged to advance the immunisation agenda.
World Pharmacists Day

FIP led the widest reaching World Pharmacists Day (WPD) ever in 2021. At a time when demonstration of global solidarity among the pharmacy profession was more important than ever, a new campaign strategy aimed to spread the message “Pharmacy: Always trusted for your health” and increase FIP’s visibility as the global leader of the profession in every corner of the world.

With this aim in mind, two campaign concepts were developed. First, people were invited to become #WPD2021 champions using a special campaign graphic that would be posted on FIP’s Champions Wall and could be used on their own social media. Secondly, a challenge was issued to have champions in all 193 countries that are members of the United Nations as well as other territories.

Over 1,200 colleagues championed World Pharmacists Day in 2021.

Campaign materials were made available in 26 languages and WPD was celebrated in 195 countries — 190 of 193 countries on the United Nations list plus five other recognised or partially recognised states and territories. Joining front-line pharmacists from all sectors as champions were leaders of national organisations, pharmacists at ministries of health, high-ranking academics, pharmacy regulators and other healthcare professionals.

On 25 September, the message of trust in pharmacy was carried by the world’s media, including television channels. Thousands engaged with WPD activities and messages, including governments, health authorities, regulators, hospitals and public health organisations and the public, with the hashtag #thankyoupharmacists circulating on social media.

People also told FIP that they loved the campaign:

“Thank you for always coming up with unique ideas.” — Pakistan

“This is a brilliant initiative taken by FIP and I applaud your hard work and creativity.” — Malaysia

“Very proud to be part of it.” — Kiribati

“I’d like to be part of this stunning initiative.” — Iraq

“Very impressive. Well done to you and the team to have put all of this together.” — Australia

FIP’s #WPD2021 challenge, launched 93 days before 25 September, aimed to spread World Pharmacists Day to all 193 country members of the United Nations and beyond.

Over 1,200 colleagues championed World Pharmacists Day in 2021.

The message of trust in pharmacy was shared . . .

World Pharmacy Week 2021

In 2021, FIP held its second World Pharmacy Week from 19 to 25 September. During this week, the truly global network of FIP was evident as pharmacists from across the globe became #WPD2021 champions. In addition, FIP held a number of digital events highlighting the varied work of the pharmacy profession:

- “Policy development” explored workforce and education, science and practice elements of FIP Development Goal 14.
- “The role of the pharmacists in the prevention and management of vector-borne diseases” identified the most relevant roles pharmacists can play in the prevention, management and optimal treatment of the most prevalent vector-borne diseases.
- “Trusted for health: Pharmacy and counterfeit medicines worldwide” highlighted regional and global strengths and success stories in the fight against counterfeit medicines.
- “Working together across systems to transform vaccination policy” focused on how pharmacists are forming intra- and interprofessional alliances to deliver areas of policy.
- “Pharmacy intelligence” looked at approaches to community pharmacy data collection and taking forward FIP Development Goal 12 (Pharmacy intelligence).

Over 1,200 colleagues championed World Pharmacists Day in 2021.
Awards*

Recognising achievements in health promotion and pharmacy practice

FIP granted two awards to its member organisations for the best health promotion and pharmacy practice improvement work.

FIP’s 2021 Health Promotion Campaign Award went to the Pharmaceutical Society of Singapore. With an overarching theme of “Digitising health care: Your health at your fingertips”, a “virtual carnival” of events was organised focusing on medication management made easy, access to medicines, digital health care, health literacy and the roles and expertise of pharmacists. Campaign tools included livestream talks, educational videos (e.g., on how to use self-care diagnostic devices), infographics, quizzes, a national Pharmacy Week webpage, social media content and Singapore’s first virtual pharmacy tours, which allowed the public to take a virtual walk around a community pharmacy and a hospital pharmacy.

FIP’s 2021 Pharmacy Practice Improvement Award went to the National Association of Pharmacies (ANF) in Portugal for its “1400 Service” a freephone service created by a pharmacy COVID-19 “crisis cabinet” to maintain care and help ensure safety of citizens and pharmacy teams following a declaration of a state of emergency. It provided a reliable source of advice amid a flood of information, it helped tackle medicines hoarding, and it helped reduce the burden on pharmaceutical teams. The ANF is very proud that its work with partners and community pharmacists to implement this service has been recognised with this award.

“People have been highly satisfied with [1400 Service], which reinforced the trust placed in community pharmacists. The service has also helped with the challenges pharmacists faced under COVID-19. It provided a reliable source of advice amid a flood of information, it helped tackle medicines hoarding, and it helped reduce the burden on pharmaceutical teams. The ANF is very proud that its work with partners and community pharmacists to implement this service has been recognised with this award.”

Ms Yong Pei Chean, president, Pharmaceutical Society of Singapore

FIP also made the following awards in 2021:

**Distinguished Practice Award**

(given to an individual or group who has made an outstanding contribution to pharmaceutical practice)

*Prof. James Stevenson (USA)*

**FIP Fellowship Award**

(recognising individual members of FIP for service to the profession and the federation)

*Prof. Patricia Asuha Johnson (Chile)*

**Champion for Change**

Dr Odhiambos David (Kenya) was selected by the FIP Community Pharmacy Section as its 2021 national champion for change.

**COVID-19 support grants**

FIP’s Academic Pharmacy Section awarded COVID-19 support grants aligned with FIP Development Goal 1 (Academic capacity) for low- and middle-income countries in 2021 to:

- **Dr Mohamed Hassan Elaenam**, kullahy of pharmacy, International Islamic University Malaysia, for “Telepharmacy practice module for students”.
- **Dr Arinola Joda**, associate professor, University of Lagos, Nigeria, for “The psychological impact of COVID-19 on the mental health of staff and students in the faculties of pharmacy and education in two universities in Nigeria”.
- **Ms Anisha Kaur**, assistant lecturer, Monash Malaysia, for “Building a pilot module to cultivate resilience in the future pharmacy workforce in Malaysia”.

**IPS Medal**

FIP’s Industrial Pharmacy Section (IPS) announced two medalists in 2021:

- **Mr Jude Nwokike (USA)**, vice president at the United States Pharmacopeia and director of the Promoting the Quality of medicines Plus Programme.

**Prof. Olivier Bugnon Award**

The Pharmacy Practice Research Special Interest Group’s Prof. Olivier Bugnon Award went to **Ms Denise Hope**, lecturer, School of Pharmacy and Medical Sciences, Griffith University, Australia, for the presentation “Gamification of pharmacy education”.

**Social and Administrative Pharmacy research grant**

Two research grants were awarded by the FIP Social and Administrative Pharmacy Section:

- **Dr Nebojša Pavlović (Serbia)** for a project on “Overcoming barriers to the involvement of community pharmacists in smoking cessation programmes in Serbia: Time for action”.
- **Dr Certina Ho (Canada)** for a project on “Quality improvement community of practice for pharmacy professionals”.

*FIP awards were reviewed by a working group during 2021 and a new cycle of awards will be established in 2022. More information here.*
Elections and Council decisions

The FIP Council, through which all member organisations have voting rights, usually meets once a year. However, an extraordinary meeting was held in March 2021.

At the extraordinary meeting, the Council voted that the current FIP president and immediate past president should serve for an additional year, with their terms of office ending in 2023. An amendment to the FIP Statutes to enable the terms of office of the FIP president and the immediate past president to be extended in exceptional cases and uncertainties regarding the continuity of FIP due to global crises, such as wars and pandemics, for a minimum of one year and no longer than four years was agreed by the Council at an extraordinary meeting in November 2020.

The FIP Council meeting was held online in September 2021, with over 100 pharmacy leaders in attendance, and the following decisions were made.

Elections and ratifications
The FIP Council ratified:

Mr Luís Lourenço (Portugal), as the new professional secretary

One new FIP vice president was elected:

Mr Lars-Åke Söderlund (Sweden)

Policies
The FIP Council adopted a Statement of Policy on digital health (see p35).

In 2021, two FIP Bureau members ended their terms of service. We acknowledge their work and dedication to our federation, and asked them for their views on taking action as “One FIP”.

“Over the centuries, the pharmaceutical profession has always been part of the solution to demographic changes, the shift in the burden of disease, and the technological development that accompanies the restlessness of a society that is not satisfied with the status quo. Since 1912, FIP has been supporting and leading this adaptation to global needs. During 2021, amid a global health crisis, FIP again took action and inspired, developed and disseminated good practice, science and education resources to better equip the pharmaceutical workforce to live up to people’s and health systems’ expectations. I have never been prouder to be a pharmacist. I have served FIP in the past 20 years, and I thank the organisation and all the friends I have made throughout the years for this incredible honour. I will be forever grateful for your companionship and for having been able to contribute.”

Ema Paulino (Portugal), professional secretary, 2013–21

“For a big federation like FIP, taking action is the best attitude to go forward. In this, FIP performs with excellence. Buoyed by the momentum brought in by experts and colleagues from all parts of the world producing voluntary work and being enthusiastic to serve, FIP is the receptacle of ideas, plans, projects and all sorts of initiatives. It becomes the repository of collaborative documents, reports, operating procedures, guidance and roadmaps that FIP dedicated staff diligently circulate among all member organisations. Here is another strength of FIP. Its wide ranging network of contacts with prominent experts sharing, in solidarity, their knowledge and expertise with those able to build on them. An important action during my vice presidency was the creation of the FIP Pharmaceutical Technology Forum, which I had the honour to launch and chair. A major milestone of the forum during my term as chair was the Statement of Policy on digital health developed in the ‘One FIP’ spirit, with representatives from all FIP sections and experts from FIP member organisations. And a significant landmark is in already fulfilling part of FIP’s first commitment in the statement—advocacy. These are outcomes we can be proud of. This is what action gives us. I am grateful to all wonderful colleagues I have worked with who made these achievements possible.”

Jacqueline Surugue (France), vice president, 2017–21

Summary of vote Results

<table>
<thead>
<tr>
<th>Votes</th>
<th>N eligible votes</th>
<th>N votes for</th>
<th>N votes against</th>
<th>abstentions</th>
<th>% YES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vote 1. The Council Members are asked to vote on the reconfirmation of the vote that took place at the Council meeting on 30 November 2020 on the extension of the terms of the FIP President and FIP Immediate Past President.</td>
<td>217</td>
<td>200</td>
<td>2</td>
<td>15</td>
<td>92.2</td>
</tr>
<tr>
<td>Vote 2. The Council Members are asked to vote on duration of the extension of the terms of the President and Immediate Past President, which is one year upon the proposal of the Bureau, and the consequent delay of the election of President-elect from 2021 to 2022.</td>
<td>214</td>
<td>194</td>
<td>5</td>
<td>15</td>
<td>90.7</td>
</tr>
</tbody>
</table>

The FIP Council voted that the current FIP president and immediate past president should serve for an additional year.
FIP Digital Events

A total of 364 digital events were developed and delivered by FIP in 2021 — an average of three every week. These comprised 12 series covering the priority FIP programmes of work and over 40 individual events, including a FIP Global Summit on Primary Health Care (see p12), a leadership summit on pharmacy-based vaccination policy and advocacy, the FIP-UNITWIN Global Summit on Pharmaceutical Education, FIP’s Pharmacy Practice Research Virtual Summer Meeting, FIP’s 9th FIP Global Pharmacy Technicians’ Symposium, and various topics from FIP’s Industrial Pharmacy Section (e.g., generic medicine approvals).

The digital event programme also included the federation’s first One FIP Live Twitter chat in July, with the support of FIP’s Academic Pharmacy Section, where the topic of discussion was how the profession was contributing to universal health coverage and how COVID-19 has impacted contributions.

“Since the decision was taken to postpone our Seville 2021 congress and not to run a specific FIP Virtual congress, we got to work on an extensive programme of online events, which had the support of the FIP Congress Programme Committee. We have been delighted with the good attendance these events achieved from all over the world,” said FIP chief operating officer and congress director, Carola van der Hoeff. Areas of “One FIP” importance that were covered included: vaccination policy and advocacy, the FIP-UNITWIN Global Summit on Primary Health Care, antimicrobial resistance, COVID-19 and the FIP Development Goals.

“Industrial Pharmacy Section webinars now regularly attract more than 2,000 participants. They’ve proven to be a great way of promoting IPS and FIP, demonstrated by a significant increase in membership.” Dr Ulf Janzon, executive committee member, FIP Industrial Pharmacy Section.

“FIP’s Academic Pharmacy Section, where the topic of discussion was how the profession was contributing to universal health coverage and how COVID-19 has impacted contributions.”

“In June, the Regulatory Sciences and Quality Special Interest Group (SIG) organised a webinar on dissolution testing, which is an important concept within the pharmaceutical life cycle. We also collaborated with several sections and other SIGs in the preparation of other webinars for 2021, with the One FIP goal of increasing the benefit of FIP for members, partners and society.” Dr Horst-Dieter Friedel, chair, FIP Regulatory Sciences and Quality Special Interest Group.

“The New Generation of Pharmaceutical Scientists SIG contributed to the FIP COVID-19 series with a webinar entitled ‘Drugs to tackle a pandemic — Something old and something new’, presenting remdesivir and the new mRNA vaccines. This contribution aligned with our goal of promoting pharmaceutical sciences and highlighting the scientific efforts during the pandemic.” Dr Rebecka Isaksson, chair, FIP New Generation of Pharmaceutical Scientists Special Interest Group.

“It was an honour to represent the special interest group on new medicines at a webinar on headaches. I was happy to share the science on therapeutic approaches and advancements with practitioners in community pharmacy.” Prof. Takuya Kumanoto, chair, FIP New Medicines Special Interest Group.

“In June, the Regulatory Sciences and Quality Special Interest Group (SIG) organised a webinar on dissolution testing, which is an important concept within the pharmaceutical life cycle. We also collaborated with several sections and other SIGs in the preparation of other webinars for 2021, with the One FIP goal of increasing the benefit of FIP for members, partners and society.”

“Our research groups at the Utrecht University and the University of Applied Sciences Utrecht were very excited to collaborate with the Pharmacy Practice Research SIG in a summer meeting event in 2021. It allowed the dissemination of the latest findings in pharmacy practice research and supported the advancement of the pharmacy profession.” Prof. Marcel Bouvy, Utrecht University, Netherlands.

“I attended many FIP webinars during 2021, both scientific and community-oriented. I found them all to be useful in empowering pharmacy professionals with the knowledge to deliver better healthcare services for the welfare and wellness of global society.” Prof. Appiakrishnan Gnaneschundran, Dean, Faculty of Pharmacy, Prakash Institute of Pharmaceutical Sciences and Research, Gwalior, India.

“Attending FIP webinars provides a unique opportunity to learn from our colleagues from around the world about the best practices, new roles and other achievements in pharmaceutical practice, education and science. Participants gain knowledge about new trends and resources. This new knowledge can be used to contribute to transforming the pharmacy profession in our countries. I share the information received with students and plan to use it for developing educational materials.” Prof. Irina Kazaryan, associate professor, Department of Pharmaceutical Management, Yerevan State Medical University, Republic of Armenia.

“Attending FIP webinars provides a unique opportunity to learn from our colleagues from around the world about the best practices, new roles and other achievements in pharmaceutical practice, education and science. Participants gain knowledge about new trends and resources. This new knowledge can be used to contribute to transforming the pharmacy profession in our countries. I share the information received with students and plan to use it for developing educational materials.”

Dr Irina Kazaryan, associate professor, Department of Pharmaceutical Management, Yerevan State Medical University, Republic of Armenia.
Curriculum for pharmacy students on substandard and falsified medicines: Curriculum guide and competency framework. Supports educators in ensuring that pharmacists are better able to prevent substandard or falsified medicines from reaching patients.


Inequities unmasked. FIP’s second EquityRx collection contains articles by pharmacists revealing a variety of equity issues under the COVID-19 pandemic.

Nutrition and weight management services: A toolkit for pharmacists. Encourages a bigger role in preventing disease and deaths from poor nutrition and obesity.

Transforming vaccination collection: Key outcomes of the FIP Transforming Vaccination Programme 2020, supporting implementation of the commitment that pharmacy professionals around the world made at the end of the programme.

FIP UNITWIN Pathfinder toolkit. Supports the establishment of regional pharmacy education networks around the world.

Medicines reconciliation. A toolkit for pharmacists. Definitions, impact and procedures for the implementation of pharmacist-led medicines reconciliation, and tools to support practice.

FIP Vaccination handbook for pharmacists. Details the many ways in which pharmacists can contribute to improving vaccination coverage.

FIP Global Humanitarian Competency Framework. Guides the development of pharmacists practising or wishing to practise in the humanitarian field, providing pharmaceutical expertise and services during disasters, including wars.

Community pharmacy global report 2021. Presents data from 39 countries, giving the most up-to-date snapshot (exclusive to FIP member organisations) of the state of community pharmacy around the world. Supplemented by Community pharmacy at a glance 2021, a summary available to all.

Global pharmacists and pharmaceutical scientists: Twenty years of FIP YPG stories from YPG leaders.

FIPWiSE toolkit for positive practice environments for women in science and education. Raises awareness of five key domains that require attention.

Building vaccine confidence and communicating vaccine value: A toolkit for pharmacists. Approaches for communicating, eliciting change and addressing misinformation.

The global threat of air pollution and its impact on patient care. Summary of a round table on empowering pharmacy teams to optimise patient care in the face of air pollution.

FIP primary health care digital toolkit. A resource hub of FIP’s materials developed around the Declaration of Astana.

Diabetes prevention, screening and management: A handbook for pharmacists. Information on the wide range of pharmaceutical services that pharmacists can provide to reduce the global burden of diabetes.

Pharmaceutical services in immunisation: Contributions, experiences and implementation in the Americas region. A technical document produced by the Pharmaceutical Forum of the Americas citing cases of successful participation of pharmacists in immunisation. Available in English, Portuguese and Spanish.

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Online pharmacy operations and distribution of medicines
Produced by FIP’s Community Pharmacy Section.
Findings of a global survey of pharmacy organisations on aspects of online pharmacy, including the types of medicines supplied, how the authenticity of online pharmacies can be verified, and the use of e-prescriptions and shared health records.

Cold, flu and sinusitis: Managing symptoms and supporting self-care
— A handbook for pharmacists
Describes pharmacists’ roles in supporting appropriate management of common upper respiratory tract infections.

Bioclassification/Biowaiver Focus Group.

EquityRx blogs
Seven stories and views about gender equity and diversity among women in pharmaceutical sciences or pharmacy education.

Statements and commitments
In-pharmacy COVID-19 testing (FIP-Holding Statement).

Accelerating vaccine equity for pharmacy teams on the front line (FIP Statement of Principle).

Digital health (FIP Statement of Policy).

FIP Global commitment to action on primary health care.

FIPWISE podcasts
Featuring Vibhuti Arya, FIP global lead for gender equity and diversity workforce development; Simi Eskola, regulatory drug development and manufacturing director, European Federation of Pharmaceutical Industries and Associations; Reemo Yadav, vice president human rights and social justice committee and dean and scientist, Bhbaa University, India; and Christina Chai, head of department and professor, Department of Pharmacy, Faculty of Sciences, National University of Singapore.

FIPWISE Words
Videos featuring: Charlotte Rossing, director of research and development, Pharmakon; Lilian Azopardi, head of Pharmacy Department, University of Malta; and Shania Liu, PhD student, University of Sydney, on mentorship; Patricia Acuta-Johnson, School of Chemistry and Pharmacy, Valparaíso, Chile, and Andrea Bruno-Tomé, global lead for FIP Development Goal 5 (on motivating others); and Louise Brown, professor at UCL School of Pharmacy.

International Pharmacy Journal
(Seven monthly issues).

Medicinal plants
Twenty videos describing plants grown in the Experimental Station for Medicinal Plants, Kyoto University, Japan, produced by the FIP Focus Group on Natural Products and Traditional Medicines chair.

Pharmacy Education journal
(24 research articles).

Translations
“Responding to disasters: Guidelines for pharmacy” in Chinese, thanks to senior colonel Chen Zheng-Yu, FIP China Envoy.

“An overview of pharmacy’s impact on immunisation coverage: A global survey” in Turkish, thanks to the Turkish Pharmacists Association.

“Give it a shot: Expanding immunisation coverage through pharmacists” in Spanish, thanks to the Venezuelan Pharmaceutical Federation.

“Pharmacy based pandemic vaccination programme: regulatory self-assessment tool” in French, Portuguese and Spanish.

“Vector-borne diseases: A handbook for pharmacists” in French, thanks to the African Pharmaceutical Forum, in Portuguese, thanks to the Association of Pharmacists of Portuguese Speaking Countries, and in Spanish, thanks to the Forum of the Americas.

“Community Pharmacy at a glance 2021” in Turkish, thanks to the Turkish Pharmacists Association.

“FIP vaccination handbook for pharmacists” in Spanish, thanks to the General Pharmaceutical Council of Spain.

“Patient safety: Pharmacists’ role in “Medication without harm” in Portuguese, thanks to the Brazilian Federal Council of Pharmacy.

FIP call to action: Mobilising pharmacists across our communities to mitigate the impact of air pollution on health in Arabic, Chinese, French, Portuguese, Russian and Spanish.

FIP Hospital Pharmacy Section Basel Statement Self-Assessment Tool in Indonesian and Spanish.

Work in progress

During 2021, FIP’s activities also included:

Discharge information
FIP’s Health and Medicines Information Section created written discharge medication information templates in English, Vietnamese and Chinese, being tested.

Education and digital health
FIP developed a “Train the trainer online course on digital health in pharmacy education”, launched in January 2022.

Evidence to advance practice
FIP conducted surveys in 2021 (findings to be published in 2022) to assess multinational education and training needs, competency-based education for pharmacy/pharmaceutical science, postgraduate training for pharmaceutical scientists, and global leadership needs.

FIP Development Goals
FIP evaluated the work delivered in 2021. The “FIP Development Goals report 2021”, released in January 2022, presents a global status update on the goals.

FIP congresses
FIP’s 8th annual world congress will be held in Seville, Spain, in 2022. Dates and the location for FIP’s 8th Pharmaceutical Sciences World Congress will be announced soon.

FIP Global Platform for Provision and Partnerships
FIP developed quality criteria to award providers of training programmes and professional development and accreditation agencies of pharmacy education with the FIP Seal. Handbooks for providers and accreditors were published in February 2022.

FIP-UNESCO UNITWIN programme
FIP sought renewal of its agreement with UNESCO to continue the UNITWIN programme. Regional roadmaps developed at FIP-UNITWIN workshops will be published in 2022.

Global Pharmaceutical Observatory (GPO) and FIP Atlas
FIP started work on a visualisation platform called the FIP Atlas which displays impactful pharmaceutical data in an innovative way. Links will be made between the atlas and the GPO. FIP has summarised its publications from 2012 to 2022 in order to identify gaps and inform FIP’s Health Ministers Summit in 2023.

Industrial pharmacy
FIP’s Industrial Pharmacy Section is developing a survey on what value-added roles pharmacists can play in the pharmaceutical industry.

Medicines and driving
FIP’s Health and Medicines Information Section is measuring the impact of the FIP policy paper on medicines and driving.

Medicines for children
FIP’s Paediatric Formulations Focus Group launched a survey to identify current oral antiepileptic compounds for children’s medicines.

Non-communicable diseases
Development started on a new handbook for mental health.

Official status with the WHO
FIP worked to renew its status as a non-governmental organisation in official relations with the World Health Organization. Successful renewal was announced in February 2022.

Patient safety
FIP worked to update its 2020 medicines use review toolkit in order to reflect a wider scope of practice for pharmacists in reducing medication risks and errors.

Self-care
FIP worked on guidance for pharmacists on supporting self-care in six areas, published in February 2022.

Substandard or falsified medicines
FIP continued work with the World Health Organization to encourage teaching on substandard or falsified medicines. A WHO-FIP round table to share the outcomes of universities adopting the WHO-FIP SF medicines curriculum guide was held in March 2022.

Sustainability
A new programme, SustainabilityRx, will support FIP Development Goal 21. Plans for 2022 include a FIP declaration on climate change.

Women in Science and Education
The FIP Women in Science and Education initiative created an annual list of “FIPWISE Rising Stars” to champion early career women in pharmaceutical sciences or pharmacy education.
## Finances

### Balance sheet at 31 December 2021

After appropriation of the results for 2021

(Expressed in EURO)

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<tr>
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<th>31 December 2021</th>
<th>31 December 2020</th>
</tr>
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<tbody>
<tr>
<td><strong>Intangible fixed assets</strong></td>
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<tr>
<td><strong>Tangible fixed assets</strong></td>
<td>570 594</td>
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<td><strong>Current assets</strong></td>
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<tr>
<td>Cash at bank and in hand</td>
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<td><strong>Total current assets</strong></td>
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<tr>
<td><strong>Total assets</strong></td>
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<td><strong>Capital and reserves</strong></td>
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<tr>
<td>FIP capital</td>
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<td>Executive Committee and Bureau meeting costs</td>
<td>41 703</td>
<td>41 703</td>
</tr>
<tr>
<td>Travel expenses &amp; external representation</td>
<td>125 959</td>
<td>125 959</td>
</tr>
<tr>
<td>Website and IT</td>
<td>10 871</td>
<td>10 871</td>
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<tr>
<td><strong>Total capital and reserves</strong></td>
<td>3 218 458</td>
<td>3 011 514</td>
</tr>
<tr>
<td><strong>Provisions</strong></td>
<td></td>
<td></td>
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<tr>
<td>BPP general reserves</td>
<td>-</td>
<td>(10 500)</td>
</tr>
<tr>
<td>BPS general reserves</td>
<td>-</td>
<td>(10 500)</td>
</tr>
<tr>
<td>Sections capital</td>
<td>-</td>
<td>(10 500)</td>
</tr>
<tr>
<td>Reserve FIP</td>
<td>-</td>
<td>(10 500)</td>
</tr>
<tr>
<td>One FIP Project Fund</td>
<td>-</td>
<td>(10 500)</td>
</tr>
<tr>
<td><strong>Total appropriated</strong></td>
<td>198 824</td>
<td>(271 295)</td>
</tr>
</tbody>
</table>

### Income

<table>
<thead>
<tr>
<th></th>
<th>Actuals 2021</th>
<th>Budget 2021</th>
<th>Budget vs actuals</th>
<th>Actuals 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership fees FIP (excl. sections)</td>
<td>2 048 104</td>
<td>1 067 501</td>
<td>(38 997)</td>
<td>1 105 012</td>
</tr>
<tr>
<td>Congress revenues (incl. regional congresses)</td>
<td>(3 109)</td>
<td>1 700 000</td>
<td>(1 703 109)</td>
<td>112 725</td>
</tr>
<tr>
<td>Other income BPS</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Sections income</td>
<td>86 744</td>
<td>85 040</td>
<td>1 701 117</td>
<td>152 721</td>
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<tr>
<td>External partnerships, support and other</td>
<td>11 124 631</td>
<td>500 000</td>
<td>624 621</td>
<td>851 827</td>
</tr>
<tr>
<td>Membership fees of prior years</td>
<td>- 6 006</td>
<td>- 20 000</td>
<td>(15 902)</td>
<td>10 992</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td>2 062 798</td>
<td>3 371 541</td>
<td>(1 309 743)</td>
<td>2 211 658</td>
</tr>
</tbody>
</table>

### Expenses

<table>
<thead>
<tr>
<th></th>
<th>Actuals 2021</th>
<th>Budget 2021</th>
<th>Budget vs actuals</th>
<th>Actuals 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership costs</td>
<td>28 748</td>
<td>30 000</td>
<td>1 252</td>
<td>17 042</td>
</tr>
<tr>
<td>Personnel costs</td>
<td>1 101 422</td>
<td>1 300 000</td>
<td>(198 578)</td>
<td>1 067 472</td>
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<td>Office costs</td>
<td>110 717</td>
<td>150 000</td>
<td>(39 283)</td>
<td>151 386</td>
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<tr>
<td>Travel expenses &amp; external representation</td>
<td>9 838</td>
<td>50 000</td>
<td>(40 162)</td>
<td>7 088</td>
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<tr>
<td>Website and IT</td>
<td>130 747</td>
<td>150 000</td>
<td>14 253</td>
<td>147 286</td>
</tr>
<tr>
<td>GPO &amp; Atlas</td>
<td>167 745</td>
<td>100 000</td>
<td>67 746</td>
<td>67 133</td>
</tr>
<tr>
<td>Depreciation of fixed assets</td>
<td>46 618</td>
<td>40 000</td>
<td>6 618</td>
<td>41 519</td>
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<tr>
<td>FIP Provision</td>
<td>55 660</td>
<td>-</td>
<td>55 660</td>
<td>-</td>
</tr>
<tr>
<td>ONE FIP Projects</td>
<td>17 228</td>
<td>-</td>
<td>17 228</td>
<td>-</td>
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<tr>
<td>Other Operational Projects</td>
<td>118 228</td>
<td>80 000</td>
<td>38 228</td>
<td>110 044</td>
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<tr>
<td>FIP congress costs (incl. regional congresses)</td>
<td>2 534</td>
<td>1 200 000</td>
<td>(1 197 466)</td>
<td>321 090</td>
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<tr>
<td>Publication and communication costs</td>
<td>42 946</td>
<td>65 000</td>
<td>(22 054)</td>
<td>48 136</td>
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<tr>
<td>FIP Subventions</td>
<td>25 000</td>
<td>25 000</td>
<td>-</td>
<td>25 000</td>
</tr>
<tr>
<td>BPP Expenses</td>
<td>36 136</td>
<td>74 500</td>
<td>(38 364)</td>
<td>29 815</td>
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<tr>
<td>BPS Expenses</td>
<td>117</td>
<td>40 000</td>
<td>(29 883)</td>
<td>9 355</td>
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<tr>
<td>Sections’ operating costs</td>
<td>14 932</td>
<td>120 000</td>
<td>(105 068)</td>
<td>55 535</td>
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<tr>
<td>Academic Institutional/Membership</td>
<td>13 885</td>
<td>15 000</td>
<td>(1 115)</td>
<td>35 805</td>
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<tr>
<td>Pharmacy Education journal &amp; FIP Hub</td>
<td>59 330</td>
<td>-</td>
<td>59 330</td>
<td>-</td>
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<tr>
<td>Other FIPEd expenses</td>
<td>15 000</td>
<td>-</td>
<td>15 000</td>
<td>-</td>
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<tr>
<td>Building Maintenance Fund</td>
<td>26 104</td>
<td>20 000</td>
<td>6 104</td>
<td>5 607</td>
</tr>
<tr>
<td>Members &amp; Regional engagement (Business Dev)</td>
<td>26 104</td>
<td>20 000</td>
<td>6 104</td>
<td>5 607</td>
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<tr>
<td><strong>Total expenses</strong></td>
<td>2 102 733</td>
<td>3 648 836</td>
<td>(1 546 103)</td>
<td>2 211 411</td>
</tr>
</tbody>
</table>

- Operating result: 160 065 (370 295)
- Financial result: 38 759 5 000
- Net result before appropriation: 198 824 (271 295)

### Appropriation of the result, (from)/to:

<table>
<thead>
<tr>
<th></th>
<th>Actuals 2021</th>
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<tr>
<td>BPP general reserves</td>
<td>-</td>
<td>(10 500)</td>
<td>30 500</td>
<td>(10 500)</td>
</tr>
<tr>
<td>BPS general reserves</td>
<td>-</td>
<td>(10 500)</td>
<td>30 500</td>
<td>(10 500)</td>
</tr>
<tr>
<td>Sections capital</td>
<td>-</td>
<td>10 000</td>
<td>63 852</td>
<td>45 582</td>
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<tr>
<td>Reserve FIP</td>
<td>-</td>
<td>(60 000)</td>
<td>60 000</td>
<td>(50 000)</td>
</tr>
<tr>
<td>One FIP Project Fund</td>
<td>(17 228)</td>
<td>-</td>
<td>(17 228)</td>
<td>115 000</td>
</tr>
<tr>
<td>FIP capital</td>
<td>144 200</td>
<td>(584 295)</td>
<td>261 267</td>
<td>5 605</td>
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<tr>
<td><strong>Total appropriated</strong></td>
<td>117 024</td>
<td>(373 295)</td>
<td>452 267</td>
<td>(11 500)</td>
</tr>
</tbody>
</table>