

FIP Early Career Pharmaceutical Group

FIP ECPG Steering Committee Annual Report 2024

October 2024



Colophon

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International Pharmaceutical Federation (FIP)
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1. Introduction

This document describes the activities conducted by the 2024 International Pharmaceutical Federation Early Career Pharmaceutical Group (FIP ECPG) Steering Committee, between December 2023 and September 2024.

1.1 FIP ECPG General Information

The FIP ECPG is a network of early career pharmacists, pharmacy educators, and pharmaceutical scientists within the Federation. The mission of ECPG is to promote the goals of FIP by encouraging early career members of the Federation to participate in FIP projects and activities. In doing so, ECPG aims to develop individuals who can act as agents of positive change at local, national, and international levels, both in the profession and in society. You can read more information on FIP ECPG on our [website](#). The Steering Committee recognized the growth of ECPG and the need for a [WhatsApp](#) channel, for easy transmission of ECPG information and opportunities. If you have not done so, please follow our other FIP ECPG social media channels: [Twitter \(X\)](#), [Facebook](#), [Instagram](#), [LinkedIn](#), and [YouTube](#).

1.2 Total FIP ECPG Members

There has been a 25% increase in ECPG membership between 2023 and 2024, with members from 101 different countries.



Figure 1.1 Visualized distributions of ECPG members on global map.

2.3 Communication

The Steering Committee met monthly on a regular basis and maintained constant communications via WhatsApp and emails. A WhatsApp group was created for all Subcommittee members to facilitate communication apart from the emails. The FIP ECPG OneDrive account was used to store all ECPG documents, meeting minutes, and activity reports.

All queries channelled through ecpg@fip.org (previously ypg@fip.org) were directed to the appropriate Steering Committee member for the necessary actions. Over the months, we received several emails requesting to know more about FIP ECPG and ways of becoming more involved.

2.4 FIP ECPG Priorities

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

The FIP ECPG priorities to support these themes are detailed under Section ECPG Strategic Plan, the strategic priorities.



Figure 2.4 Visualized summary of the FIP ECPG theme for 2022 to 2024.

3. Governance Affairs

3.1 Finances

FIP provides ECPG with an annual budget of € 5.000,00. Below is the breakdown of how we used our budget as of October 2024 (Table 1).

Item	Status	Value (EUR)
Travel Support (Including travel expenses for SC members to Cape Town)	Pending	€ 4826.2
Zoom PRO Account	Pending	€ 173.8
Total		€ 5000,00
Total Budget		€ 5000,00
Total Remaining		€ 5000,00

Table 1. FIP ECPG Expenses 2024

As of October 3rd 2024, the remaining ECPG budget is €5000 because no payments/refunds have been processed yet; however, expenses and reimbursement forms will be submitted to FIP once finalized. ECPG Steering Committee 2024 has decided to invest the majority of its budget on ECPG-related travel expenses (including to World Congress), leaving the remaining for the ECPG Zoom Pro account subscription.

3.2 2023 FIP ECPG Business Meeting

The minutes for the 2023 FIP ECPG Virtual Business Meeting can be found [here](#).

3.3 2024 FIP ECPG Business Meeting

Standard procedures were followed to promote the Business Meeting and to ensure its smooth running. The Business Meeting announcement, call for the 2025 Steering Committee positions, and the current operating guidelines and procedures were sent to members via the FIP ECPG email with sufficient time prior to the meeting. Notices for the meeting were also posted on ECPG social media pages one month prior to save the date. The Annual and Financial Report presentations by the Steering Committee were shared with ECPG members for their review prior to the Business Meeting.

3.4 Secretariat

The Steering Committee keeps active communication with the FIP staff at the headquarters. FIP staff provide advice, assistance with the ECPG membership, secretarial roles, running and promotions as well as the projects of the FIP ECPG. FIP ECPG Acting President Emmanuella Nzeribe, maintained active communication with the FIP ECPG Account Holders from FIP headquarters, Farah Aqqad and Nisa Masyitah. ECPG thanks the continuing and unwavering support from the FIP staff.

4. FIP ECPG Grants and Projects

The FIP ECPG Projects form part of the activities tailored towards ECPG members' career and personal development. This year, scholarships were given to ECPG members in collaboration with FIP Foundation. These scholarships enable early career pharmacists to attend the congress, network and learn.

4.1 Early Career Leadership Development (ECLD) Scholarship

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

Winners of the 2024 ECLD Scholarships were:

- African Region – Mr. Rostand Sagu Kenfack, Cameroon
- Americas Region – Mr. Gabriel Leandro Molina, Argentina
- Eastern Mediterranean Region – Ms. Ruba Shaheen, Palestine
- European Region – Ms. Irem Karaöerlioglu, Turkey
- Southeast Asia Region – Md. Mirajul Islam, Bangladesh
- Western Pacific Region – Mr. Reysan Sundiam Cosas, Philippines

4.2 Community Pharmacy Section ECLD Scholarship

Another good news this year is that ECPG has collaborated with the Community Pharmacy section, which led to the establishment of the CPS ECLD Scholarship, with the aim of ensuring that early career pharmacist in Community Pharmacy practice can learn leadership development skills and network at the congress. The pioneer winner of the CPS ECLD is Ms. Yi Ling Ng from Malaysia. The winners of the Regional ECLD and CPS ECLD were engaged in the two-day pre-Congress LDW, where they were able to network with leaders of the FIP Foundation, FIP ECPG, and FIP. Participants also developed and presented their ideas for a pharmacy project and will be offered guidance in the planning and implementation of their project.



Figure 4.2 Scholarship and grant winners being presented at the FIP Foundation Programme at the Congress by ECPG FIP Foundation Liaison, Jelena Lusic

4.3 Ton Hoek Scholarship

The FIP Foundation Board of Directors was pleased to offer the Ton Hoek Scholarship for Young Leaders again in 2024. This award recognises an outstanding early career leader. It aims to enhance their personal and professional development during the FIP Congress through knowledge and skill building combined with networking and engagement with global leaders from all arenas of pharmacy. In addition to financial support, recipients are provided opportunities for a series of interviews and discussions with the leaders of the FIP Foundation and FIP. The Ton Hoek Scholarship winner this year was Mr. Praveen Devanandan of India.

4.3 Mike How Travel Award

The Mike How Travel Award is an annual collaboration between the FIP Industrial Pharmacy Section (IPS), FIP Early Career Pharmaceutical Group, and the International Pharmaceutical Students' Federation (IPSF) supporting one ECPG or IPSF member involved in the development, manufacturing, or regulatory aspects of pharmaceuticals. It includes travel funds to attend FIP congress and opportunities for participation in various Industrial Pharmacy Section activities during the event. The award recipient for this year was Ms. Lilian Muthoni, from Kenya, who was supported to attend the FIP Congress in Cape Town.

4.4 Professional Innovation Grant

Once again, the ECPG and FIP Foundation Grant for Professional Innovation provides support for the implementation of a project by a young pharmacist or pharmaceutical scientist who is an ECPG member. Projects can stem from any field of pharmacy (practice, science or education) but must focus on innovation that improves the practice of pharmacy or the advancement of pharmaceutical science with direct clinical application. A total of 6 applications were received this year, and all were scored by members of the FIP Foundation Board, the ECPG Chairperson of Projects, the ECPG Professional Development Coordinator, and the ECPG Professional Innovation Grant Coordinator. The winner was Ms. Ana Katharina Gehrke from Argentina.

4.5 Mentorship Programme

This year's Mentorship Programme was designed in a different way. The ECPG Steering Committee in collaboration with all FIP Sections and SIGs nominated mentors who were willing and committed to mentoring younger colleagues. The design and structure were planned in collaboration with FIP Women in Science and Education (FIPWiSE). This was launched in on the first day of the Cape Town congress in September. Deadline for applications was on the 20th of September and mentor-mentee matching is currently ongoing at the time of report writing. There was a total of 21 mentors who were interested in mentoring and a total of 19 mentees were interested in being mentored. ECPG greatly appreciates the time and commitment the FIP mentors will devote to this programme. The 2025 programme will return to the January to September schedule.



Figure 4.5 FIP ECPG and FIPWiSE Pathfinder Mentorship Program Call

4.6 Remote Volunteering Program

This year, there was an opportunity to recruit an ECPG volunteer for a remote internship to work with FIP Staff on the Pharmacy Technician and Support Workforce Surveillance Project. The project will span over 8 months from August 2024 to April 2025. This year, the team was able to recruit a remote volunteer to work with FIP Staff.

4.7 Leadership Development Programme 2.0

The Leadership Development Program 2.0 is one of the benefits of ECPG membership and builds upon the skills taught during the Leadership Development Workshop (LDW) held annually at FIP Congress. LDP2.0 is a 10 month-long programme hosted by ECPG in collaboration with the FIP Academic Pharmacy Section and features global pharmacy leaders as session facilitators. The previous cohort featured 19 up-and-coming leaders from ECPG who participated in orientation, 11 virtual group meetings, a variety of FIP activities throughout the year, and had the opportunity to present their experiences during pre-congress sessions at FIP World Congress. Applications for the 2024 programme will be starting this month of October. ECPG members are encouraged to apply.

4.8 Professional Development Resources

The ECPG Steering Committee is pleased to announce the translation of the Career Development Toolkit from English to Portuguese. This additional translation is essential to ensure inclusion and increase the utility of the Toolkit. You can read about the toolkit [here](#).

4.9 Digital Events

- In January 2024, The Acting President, Emmanuella Nzeribe, was invited to speak at one of FIP's digital event on Neglected Tropical Diseases marking the World Neglected Tropical Disease Day. At this webinar, she spoke about how NTDs are being eliminated in most countries, the role pharmacists play in NTD elimination and policy advocacy.



4.9.1 FIP Digital event on climate change and vector borne neglected tropical diseases with Emmanuella Nzeribe

- In April 2024, the Secretary Jenae Robertz represented ECPG at the IPSF Career fair. This was an opportunity to promote FIP and ECPG to IPSF colleagues, inspire them and also foster connections between ECPG and IPSF. She spoke extensively on the future of Pharmacy.



4.9.1: IPSF Career Fair and Exhibition graphic

- Basel Statements Webinar: At the end of October 2024, there will be a webinar about the FIP Basel Statements in collaboration with FIP HPS. The purpose of the webinar is to provide information on the purpose, history, and current implementation of the Basel Statements, as well as provide tools to help participants implement the statements in their own workplaces. The speaker will be Dr. Michael Stepanovic (HPS) with Dr. Amanda Cavness (HPS Liaison) moderating the webinar.
- Entrepreneurship Webinar: On the 5th of November 2024, there will be an upcoming webinar about Entrepreneurship and Pharmacy. This activity will include FIP ECPG, FIP CPS and FIP TF. We will have Ms. Antria Pavlidou (ECPG CPS Liaison) and Mr. Sherif Gourgui (CPS President) as moderators. The panel of speakers will include Mr. Jaime Acosta Gomez (Immediate Past Secretary of CPS), Mr. Lars Ake Soderlund (FIP Vice President) and Mr. Gonzalo Miguel Adsuar (ECPG Chairperson of Liaison, 2024).

5. FIP ECPG External Affairs

5.1 National and Regional Early Career Pharmaceutical Organisations (ECPOs)

FIP ECPG aims to serve as a channel to promote collaboration, communication and supportive relationships with local, national and regional Early Career Pharmaceutical Organisations (ECPOs).

Currently, there are 17 regional/national ECPOs who are members of ECPG’s network. Every year, there is often a change of executive leadership within ECPOs which can sometimes contribute to loss of communication between ECPG and the ECPO. On 7 April 2024, an online Consultation Session was held with Early Career Pharmaceutical Organisations (ECPOs) as a means of re-establishing communication with the current ECPOs within the ECPG network. This Consultation Session served as an initial meeting for introductions. It also featured a discussion to brainstorm strategies of how ECPG and ECPOs could mutually support one another and to define the working relationship moving forward. 9 ECPOs were represented at the Session.

The outcomes of this Consultation Session were written up as a formal proposal and submitted to the FIP Bureau for consideration with the aim of establishing the foundations of a clear and defined working relationship between ECPG and ECPOs to foster improved collaboration globally.

ECPO Interactive Session Part 2 –

Q & A

Discussion Points

1. Introduce your organization & leadership structure.
2. Your plans for the year
3. How do you want to get involved with ECPG?
4. How do you want ECPG to support you?
5. Opportunities for collaboration?

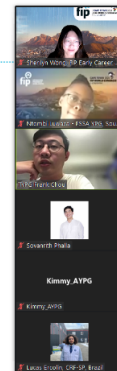


Figure 5.1 ECPO Consultation Session

Other activities organized with the ECPO There was also a Virtual Networking Session held in June 2024 where ECPG members and ECPO representatives were in attendance.

At the FIP World Congress in Cape Town, we held two Meet & Greet sessions at the ECPG booth where we engaged with congress attendees, including ECPO representatives, and had flyers with link to a form for ECPOs to add their contact details to our database.

As part of celebrating World Pharmacists' Day, ECPG invited ECPOs to submit photos and/or videos of their organisation's events and activities for World Pharmacists' Day, which will be featured in ECPG's October newsletter and on social media.

5.2 Alumni Network

The idea of establishing an alumni network culminated in 2023 to keep in touch with our past ECPG members who have contributed to the advancements of FIP and ECPG, whether it is because they served on the Steering Committee or the Subcommittee.

The Alumni Network officially launched in 2024. In early 2024, the call for eligible ECPG alumni members was put out. The Alumni Network welcomes all individuals who had previously served in the ECPG Steering Committee or Subcommittee. The Alumni Network provides an opportunity for Alumni to continue to stay engaged with ECPG activities and for ECPG to take advantage of the experiences and skillsets of Alumni members, for example, inviting them as guest speakers for webinars or having them as mentors for ECPG members. The first Alumni Corner newsletter was published in August 2024 and emailed to Alumni members, featuring news of the 2024 ECPG team and current opportunities to network and to engage with ECPG. It is anticipated that there will be at least two Alumni newsletters per year. If you are eligible to join the Alumni Network, we warmly welcome your application. Please scan the QR code on the graphic or get in touch with us via email.



Opportunities to get involved with ECPG events

ECPG are planning a number of digital events, including webinars, on a series of topics. We surveyed our members and these topics emerged as being of interest:

- Digital health and technologies e.g. Artificial Intelligence
- Drug research and development
- Pharmacists' roles and responsibilities in public health
- Mental health
- Participating in research by entry level professionals
- Regulatory affairs and challenges
- Requirements to practise pharmacy in other countries as a foreigner
- Pharmacogenetics

If you have knowledge, skills or experience in any of those areas, and you would be willing to be a speaker on any of these topics, please email us at ecpg@fip.org.

Figure 5.2 Call for Registrations for the Alumni Network; Snippet from Alumni Corner Newsletter

6. FIP ECPG in Policy and Advocacy

6.1 World Health Assembly

This year, three ECPG members had the privilege of being a part of FIP's official delegation to the 77th World Health Assembly. ECPG members who were interested in serving on the delegation submitted applications to the ECPG Steering Committee, who then reviewed the applications and selected delegates. The ECPG delegates in attendance were as follows:

Jenae Robertz, ECPG Secretary, United States of America
 Afina Nur Fauziyyah, ECPG Remote Volunteer Coordinator, Indonesia
 Olanrewaju Popoola, ECPG Publications Team Member, Nigeria

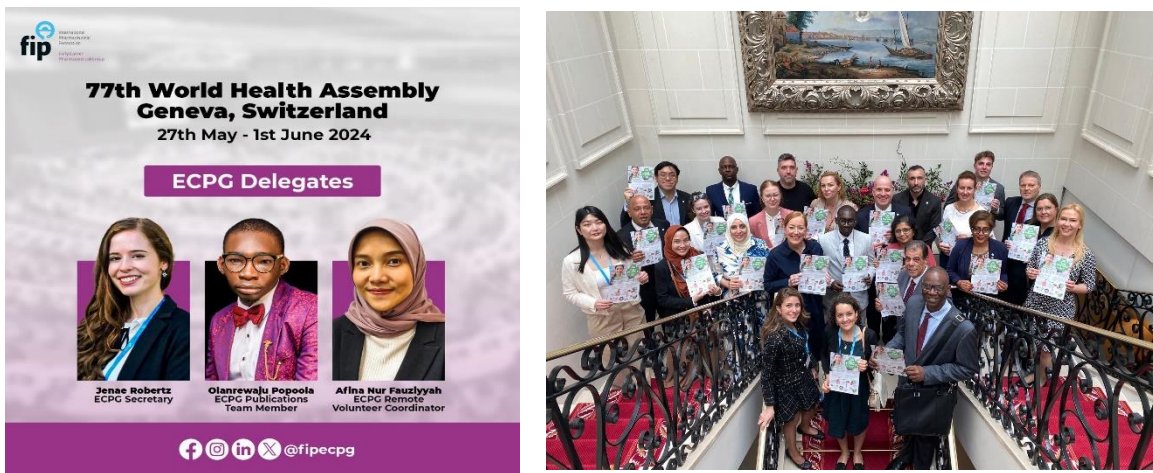


Figure 6.1.1 ECPG delegates to the WHA; photo of FIP delegation

Some of ECPG's most impactful work at WHA77 came in the form of policy statements. ECPG collaborated with FIP in the drafting of six policy statements for the following agenda items: 11.4 Immunization Agenda 2030, 11.5 End TB Strategy, 11.8 Antimicrobial Resistance (AMR): Accelerating National and Global Responses, 15.1 Social Determinants of Health, 15.3 Well-being and Health Promotion, and 15.4 Climate Change, Pollution, and Health. Due to an agenda change issued by the World Health Organization (WHO), items 11.5 and 15.3 were merged, with FIP electing to drop these statements and add a policy statement on 14.3 Global Health and Peace Initiative, authored by the FIP Bureau.

ECPG was then given the immense privilege to present several of the policy statements during the Committees. The statement on Antimicrobial Resistance: Accelerating National and Global Response was delivered by Afina (Committee A), the statement on Global Health and Peace Initiative was delivered by Olanrewaju (Committee A), and the statement on Climate Change, Pollution, and Health was delivered by Jenae (Committee B). All three ECPG delegates were able to watch one another present their statements live and provide support and encouragement; it was an excellent opportunity for team bonding!

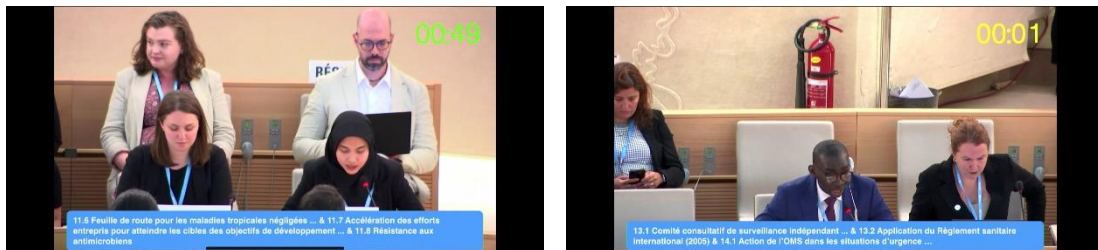


Figure 6.1.2 ECPG delegates Afina and Olanrewaju delivering their policy statements

In addition to their work on policy statements, ECPG was tasked with attending the six strategic roundtable discussions held throughout the week: All for Health, Health for All: The WHO Investment Case, 2025-2028; Celebrating 50 Years of Immunization progress: Honoring Achievements, Embracing Innovation, and Envisioning the Future; Economics and Financing of Health and Well-Being for All: A Bold New Vision for Achieving Universal Health

Coverage; Artificial Intelligence for Health: Opportunities, Risks, and Governance; Charting a New Path Forward for Global Action Against Antimicrobial Resistance; and Climate Change and Health: A Global Vision for Joint Action. Following the roundtable on antimicrobial resistance, Olanrewaju had the pleasure of meeting Dr. Tedros Adhanom Gebreyesus (WHO Director-General)! Olanrewaju shared with Dr. Tedros about the great work that FIP is doing to mitigate AMR and advocated for the continuous engagement of pharmacists in strategic discussions on the matter.

ECPG also had a significant presence at the various side events held throughout WHA77. ECPG delegates attended a combined total of 21 side events, with some fantastic take-aways gleaned from each. Strong themes observed throughout all of the side events were the importance of prevention, primary care, and interprofessional partnership. Jenae kicked off the week by attending Walk the Talk, a “fun run/walk” held the day prior to WHA77 to promote physical activity and a healthy lifestyle. Jenae was joined by two other FIP delegates, who were able to participate together in healthy activities such as a balance challenge hosted by the Pan American Health Organization (PAHO). Jenae also attended an event hosted by Alzheimer’s Disease International entitled “From Plan to Impact VII Report Launch”, in which a 10-year extension was agreed upon for the Global Action Plan on the public response to dementia, with a focus on timely diagnosis and access to post-diagnostic care, including emerging and disease-modifying treatments.

Afina attended an event entitled “The Power of Family and Caregivers: Building Compassionate Health Systems Together,” where she learned about the importance of engaging family caregivers in health facilities and providing them with necessary competencies to improve the quality of healthcare delivered at home. She also met with the Minister of Health for the Republic of Indonesia, Hon. Mr. Budi. G. Sadikin, where she was able to share a bit about the work of FIP via the “Think Health, Think Pharmacy” poster. At another event entitled “How AI Can Enhance Health Service Delivery at the Last Mile”, Afina learned about the importance of interdisciplinary collaboration in harnessing the power of artificial intelligence for improved patient care and was also able to meet with the WHO Lead on AI for the Health Department of Digital Health and Innovation.

Olanrewaju attended many side events, one of which was entitled “From Crisis to Control: Winning the Fight Against Antimicrobial Resistance.” At this event, Olanrewaju learned about the need to involve behaviour change professionals and social scientists to help educate populations and foster behaviour change that promotes antimicrobial stewardship practices, as well as the need for clear targets and metrics to track our progress in combating antimicrobial resistance.

Lastly, ECPG connected with the International Pharmaceutical Students’ Federation (IPSF) delegation during WHA77. ECPG was pleased to strengthen its relationship with IPSF and support IPSF in their advocacy efforts.

ECPG was honoured to be a part of this esteemed event and grateful for the opportunity to advocate for the role of early career pharmacists and pharmaceutical scientists in global public health.



Figure 6.1.3 ECPG delegates at the WHA

7. Communication

FIP ECPG communicates and promotes opportunities to its members, external organisations and the general public via regular email newsletters, social media and the FIP website. Virtual networking events with ECPG members and ECPOs are also occasionally held to foster collaboration.

7.1 Bimonthly Newsletter

The ECPG Publications team produces bimonthly newsletters which are emailed to all ECPG members. A newsletter is released in February, April, June, August, October and December, and contains interviews (written or video), articles and the latest news from ECPG and FIP. Interviews and articles are commissioned according to a decided theme for each newsletter.

This year, the Publications team trialled video interviews which are uploaded to [Youtube](#), with the aim of improving engagement with the newsletters and to highlight more in-depth conversations with inspiring and experienced pharmacists in different practice areas.

There has been a conscious effort this year to promote the newsletters on social media whenever they are released to increase awareness and to encourage our members to open their emails and read it.

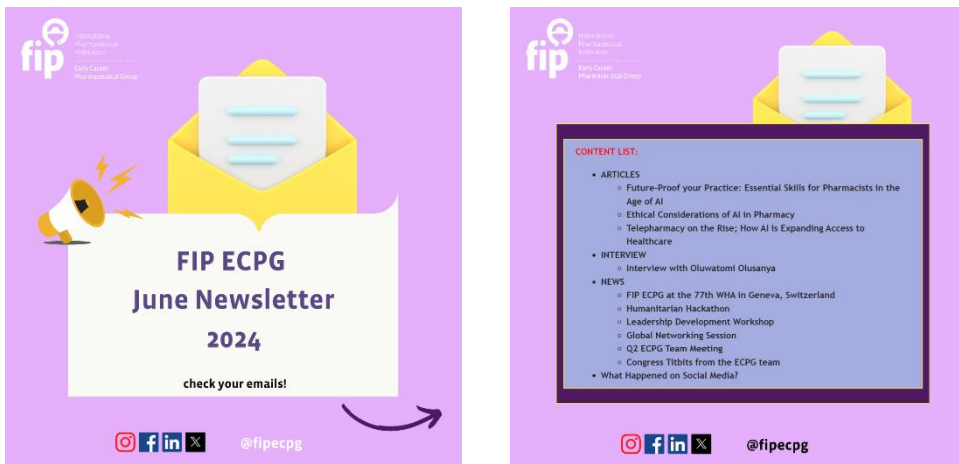


Figure 7.1.1 Social media graphic promoting the release of a newsletter

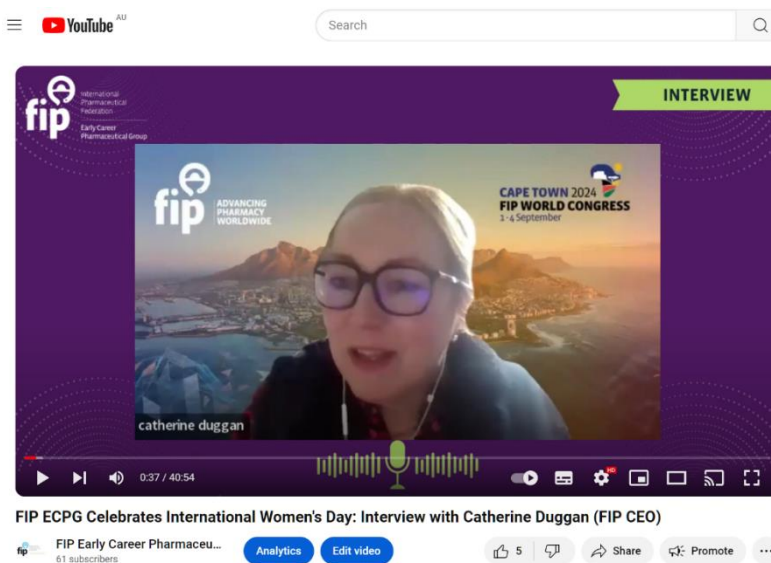


Figure 7.1.2 Video interview with Dr Catherine Duggan on ECPG's Youtube channel

Summary of published newsletters to date:

February newsletter: the theme was “Celebrating Women Leaders on International Women’s Day”. It featured video interviews with our very own Dr Catherine Duggan (FIP CEO), Ms Waranyu (Kimmy) Lengwiryakul (President of Asian Young Pharmacist Group) and Ema Paulino (President of the Portuguese National Association of Pharmacies). It also contained articles on breaking the glass ceiling for women in leadership, and strategies for work-life balance.

April newsletter: the theme was “Transitioning from pharmacy education to practice – lessons from yesteryears”, featuring video interviews with Jaime De Costa (FIP Technology Advisory Group Co-chair) and Igor L de Castro (FIP IPS Secretary), and a written interview with Shepard Mhlaba (FIP Hub, Global Lead for Early Career Training Strategy). It also included an article on time management strategies.

June newsletter: the theme was “Innovations in the pharmacy field”, which featured a written interview with Oluwatomi Olusanya (Medical Operations Lead at WellaHealth) and articles on artificial intelligence (AI). The newsletter also spotlighted some of the ECPG subcommittee members who attended the 2023 FIP World Congress in Brisbane to get people excited about the Congress in Cape Town and to encourage people to register.

August newsletter: the theme was “Exploring new frontiers: career opportunities for early career pharmacists in industrial pharmacy”. The newsletter featured two video interviews with Sola Solarin (FIP IPS President) and Dr Onyenoha Chukwumerije (pharmaceutical quality/GMP compliance consultant), and a written interview with Dr Noppadon Nhum Adjimatera (regulatory affairs director). The newsletter also included articles on emerging roles in industrial pharmacy and Stevens-Johnson's syndrome.

In addition to these regular bimonthly newsletters, ECPG occasionally releases extraordinary newsletters on special

INTERVIEW WITH DR. NOPPADON (NHUM) ADJIMATERA



"The pharmaceutical industry is experiencing an ongoing transformation which has opened up new career prospects for early career pharmacists (ECPs) in industrial pharmacy. This rapidly shifting area necessitates ECPs to develop a combination of hard and soft skills" ...[\(read more\)](#)

ARTICLES

**How ECPs Can Prepare to take up Emerging Roles
in Industrial Pharmacy**

Written by Meshkat Torkamanian



"The pharmaceutical industry is experiencing an ongoing transformation which has opened up new career prospects for early career pharmacists (ECPs) in industrial pharmacy. This rapidly shifting area necessitates ECPs to develop a combination of hard and soft skills" ...[\(read more\)](#)

occasions. For example, ECPG also sent out a newsletter showcasing [ECPG's activities at the 77th World Health Assembly](#). Since December 2023, the newsletter audience has grown by almost 50 new subscribers.

Figure 7.1.3 Section of an ECPG newsletter, featuring Interviews and Articles

7.2 Liaison Corner Newsletter

In the months of March, May, July, September and November, the Liaison Corner newsletters are released. The Liaison Corner newsletters capture the latest news and updates from our ECPG liaisons in each of the FIP Sections and Special Interest Groups to foster communication and collaboration under One FIP. These newsletters also help to promote opportunities for ECPG members to engage with the FIP Sections. The newsletters also include news or promotion of calls that are time-urgent that cannot wait until the next newsletter. The Liaison Corner newsletters are promoted on social media whenever they are released to promote them.

Links to published Liaison Corner newsletters to date:

- [March Liaison Corner newsletter](#)
- [May Liaison Corner newsletter](#).
- [July Liaison Corner newsletter](#)
- [September Liaison Corner newsletter](#)



Figure 7.2 Social media graphic promoting the release of a Liaison Corner newsletter

7.3 Networking Events

On 29 June 2024, a global virtual networking session was held on Zoom for ECPG individual members and representatives from Early Career Pharmaceutical Organizations. This was organized by the Chairperson of Public Relations and the Member Relations Coordinator and included a time of networking in breakout rooms and a trivia quiz on South Africa, in anticipation of the Congress.

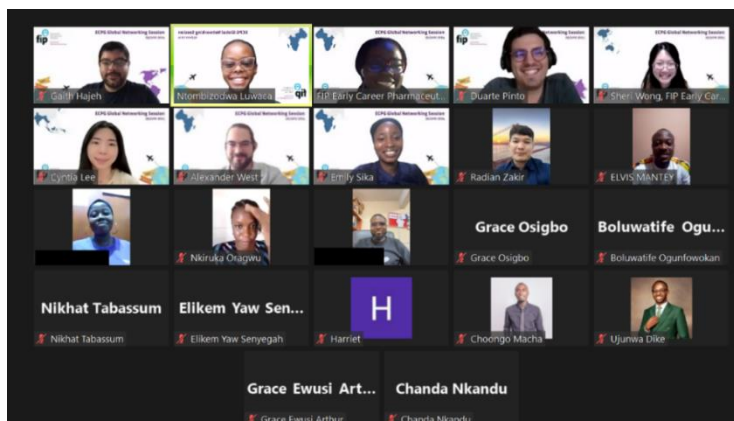


Figure 7.3 Virtual Networking Session with ECPG members and Early Career Pharmaceutical Organization Representatives

7.4 Web Communication

ECPG has its own [microsite](#) on the FIP website. It includes a description of ECPG, recent activities for the year, career support and opportunities, and available grants and scholarships for ECPG members.

Official ECPG reports (e.g. Annual Report), guidelines and an archive of past newsletters are also accessible from the [FIP library](#).

7.5 Social Media

An active social media presence is key to communication and improving engagement with ECPG members and the public. ECPG is active on multiple social media platforms: [Instagram](#), [Facebook](#), [X](#), [LinkedIn](#) and [YouTube](#). In the second half of 2024, a [WhatsApp](#) channel was also created for easy communication to the wider public. The social media platforms are managed by the Media Team and are the main forms of communication when it comes to promoting ECPG events, opportunities, grants and scholarships.

This year, the following opportunities were promoted on social media: 2024 Early Leadership Development Scholarships, Health and Medicines Information Section Travel Grant, Mike How Travel Award, Professional Innovation Grant, the ECPG-IPSP congress package, remote internship opportunity and the ECPG-FIPWiSE Mentorship Program.

In addition to promoting opportunities, regular media posts are released to share knowledge and educate on common drugs (#KnowYourMedicine) and conditions (#SpotTheSignsOf), the different roles of pharmacists (#YourPharmacistCanHelp), weekly motivational posts and world health days. Newsletters and interviews are also promoted on social media at the time of their release. Graphics are designed by ECPG graphic designers, the Media Team and the Chairperson of Public Relations.

Highlights of special events, such as Congress and the World Health Assembly, are also shared on social media. ECPG-specific calls and announcements (e.g. Steering Committee nominations, Annual Business Meeting) are always shared on social media.

From December 2023 to September 2024, ECPG has gained almost 1,800 new followers on LinkedIn, 300 followers on Instagram, 100 followers on Facebook and maintained the Twitter (X) follower count. Due to the increased activity on Youtube through the new video format of interviews, the Youtube channel has also grown in number of subscribers and engagement.



Figure 7.5 Example of ECPG social media posts

8. FIP Congress 2024

8.1 ECPG/IPSF Special Registration Package

The Congress planning team, made up of the ECPG President and the Congress Liaison, designed a package for early career pharmacists and students in collaboration with the international Pharmaceutical Students Federation (IPSF) and the Young Pharmacists' Group of Pharmaceutical Society of South Africa (PSSA YPG). This package was established with the aim of having more early career pharmacists (ECPs) and pharmaceutical scientists attend the congress at a subsidized rate. The package was designed for 50 participants; 30 ECPs registered for it. The graphic below has further details on the components of the package.



Figure 8.1 FIP ECPG-IPSF Students and Early Career Pharmacists' Registration Package

8.2 Pre-Congress Sessions

As part of the package, three pre-congress sessions were organized. They include the Leadership Development Workshop, the Generative Artificial Intelligence (AI) Summit and the first ever Humanitarian Hackathon.

8.2.1 Leadership Development Workshop

The 5th edition of the Leadership Development Workshop (LDW) was organized to train and empower the next generation of FIP leaders and global pharmacy leaders. This workshop was organized in collaboration with the FIP Foundation, the FIP Academic Pharmacy Section and the IPSF. 25 participants were selected based on their application, including the ECLD scholars. This was a chance for the participants to learn about FIP, FIP ECPG and its structure, and to engage with the ECPG Leadership. Some of the topics covered in the workshop included project management, leadership styles, emotional intelligence and personal branding.

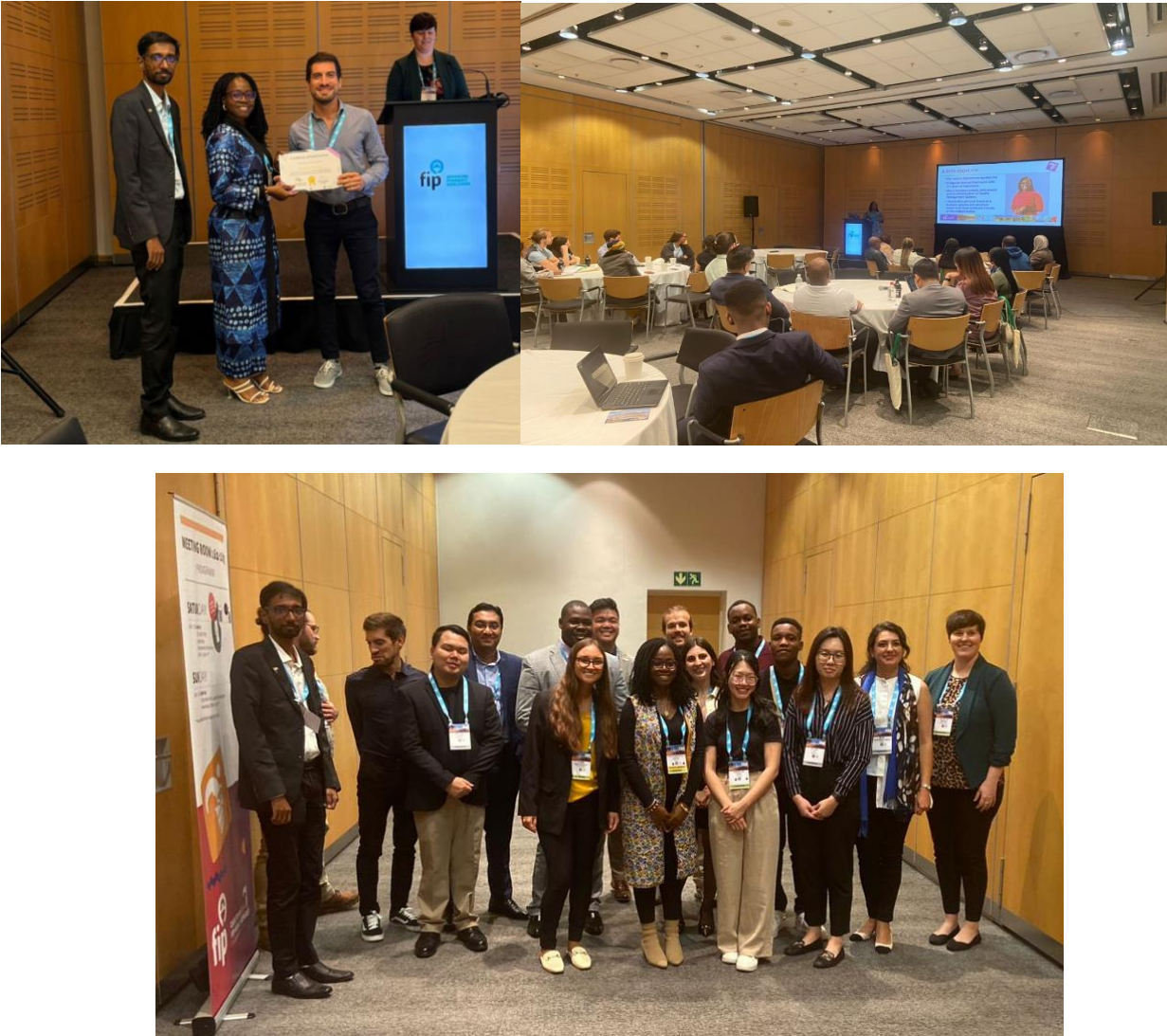


Figure 8.2.1 The ECPG Steering Committee and the Leadership Development Workshop participants.

8.2.2 Generative AI Summit

The Generative AI Summit was organized as a parallel session to take place on the 31st of August 2024, with a total of 10 ECPs in attendance. The summit was aimed at educating and empowering ECPs on the different ways they can use AI to enhance their practice, irrespective of the sector they are in. In the evolving landscape of Artificial Intelligence, Large Language Models (LLMs) like ChatGPT are at the forefront of innovation, transforming how we interact with technology daily.

The Summit was facilitated by Florencia Ojeda, a Machine Learning Engineer from Uruguay and a member of the FIP AI Working Group. The half-day program featured a theoretical component, introducing core concepts of LLMs and the associated challenges with using them, followed by a hands-on practical component of testing different models and prompt training the models with different inputs. Participants also shared and discussed the current applications of AI in their home countries, showing the potential of the role of AI in healthcare and pharmaceutical practice.



Figure 8.2.2 Participants of the Generative AI Summit and the Facilitator, Florencia Ojeda

8.2.3 Humanitarian Hackathon

Healthcare Hackathons champion co-creation, in which a group of people from diverse backgrounds gather to brainstorm on a solution to a problem. This year's hackathon was centred on Humanitarian Pharmacy. Military and Emergency Pharmacy has been a grey aspect of pharmacy and COVID-19 has brought to light this gap, showcasing the various roles pharmacists can play in the humanitarian sector. The aim of the hackathon was to connect the MEPS community and those interested in the emergency sector. It also aimed at exploring possible emergency interventions from a pharmaceutical perspective, based on ongoing crisis, engage early career pharmacists with the FIP humanitarian goals and explore ideas of humanitarian projects that can be used by FIP.

The hackathon used a real-world case study of Nigeria with participants representing FIP and the Pharmaceutical Society of Nigeria. The hackathon was well-attended with 25 participants and was chaired by ECPG MEPS Liaison, Lucas Ercolin. The panel comprised of 3 experts (FIP representative, Red Cross Humanitarian Pharmacist and Nigerian Humanitarian Pharmacist) who provided feedback on the humanitarian proposals put forward by the attendees.



Figure 8.2.3 Humanitarian Pharmacy Hackathon Facilitators and Participants

8.3 Social Events

To continue to foster networking among ECPG members, the team organized social events for informal bonding and creating memories during the Congress. The social events (excluding the ECPG Social Night) were included in the ECPG/IPSF Package. The social events included: Welcome Night (31st of August), International Night (1st of September), South African Night (2nd of September) and the inaugural ECPG Social Night (3rd of September).

Welcome Night was a casual night of drinks and snacks; International Night featured fun displays and performances from each country that was present; South African Night saw an outing to Mojo Market in Cape Town, a place with a variety of food vendors and live karaoke performances; the Social Night had attendees from ECPG, IPSF, PSSA YPG and SAPSF and featured a night of bingo, drinks, snacks, music and fun near the waterfront.

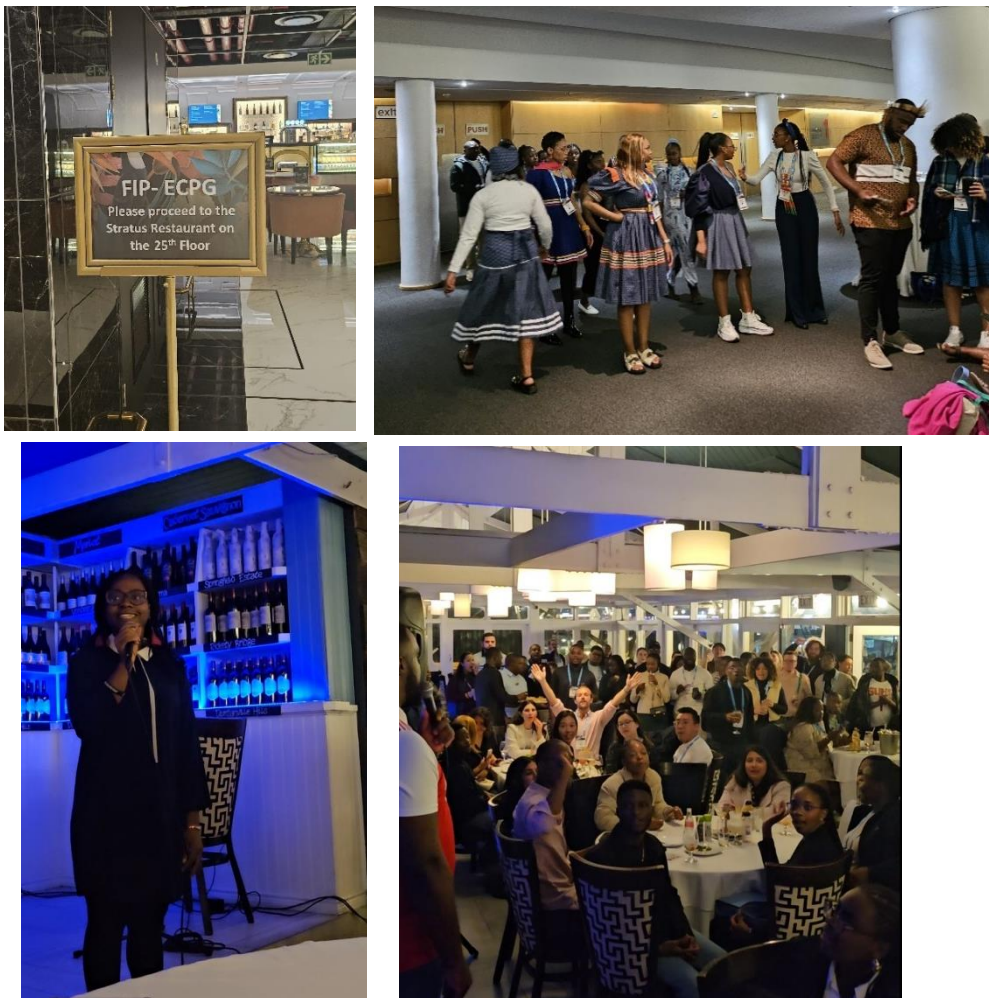


Figure 8.3 Photos of the Welcome Night, International Night and Social Night

8.4 Meet and Greet at the ECPG Booth

On Monday and Tuesday (2 and 3 September 2024), ECPG held Meet and Greet networking sessions at the ECPG booth in the Exhibition Hall at the Congress venue during the morning tea breaks. This was a great opportunity for Steering and Subcommittee team members to promote FIP ECPG to professionals around the world who had gathered for the Congress. The Meet and Greet was promoted on social media and all participants who visited the booth were encouraged to take a photo with the ECPG team and received a special "I'm proud to be a pharmacist" pin to take home as a souvenir. The pins were kindly designed and sponsored by Alpro Pharmacy and the Malaysian Pharmacists Society Young Pharmacists' Chapter.

The booth also had flyers encouraging representatives of ECPO to add their contact details to the ECPG database as well as for eligible people to sign up for the ECPG Alumni Network.



Figure 8.4 Photos from the ECPG Booth and the Lapel Pin

8.5 Congress Merchandise

FIP ECPG had merchandise developed in collaboration with the FIP Foundation which were sold at the 2024 Congress. ECPG designed brand new, shiny lapel pins which made for a nice souvenir. Proceeds went towards supporting the work of the Foundation. More t-shirts were also sold, with the same design as the previous year.



Figure 8.5 FIP ECPG-FIP Foundation Lapel Pin sold at Congress

8.6 Excursion

ECPG members went on a guided tour excursion to the Cape Peninsula on the 5th of September after conclusion of the Congress. It was a beautiful day to explore the lovely sights of the Cape Peninsula, including serene beaches and saying hello to the seals and penguins! It was a great way to conclude an amazing Congress week.



Figure 8.6 ECPG Cape Peninsula Excursion

9. Other opportunities for ECPG members

- ECPG Liaisons Team Member, Onyeka Obidiegwu, moderated the Academic Pharmacy Section Digital Event Series: Learning from Policy Leaders Around the World: The African Region on December 8th 2023 at 1 pm CEST.
- Former ECPG President, Safiye Çağansel, presented the ECPG Strategic Plan 2023-2030 at the digital event: Setting the goals..... which was moderated by ECPG President-Elect Emmanuella Nzeribe and joined by FIP President, FIP Professional Secretary and ECPO representatives from AYPG and APJF, Portugal.
- World Health Organization Youth Council: On 10th of October, the World Health Organization will celebrate a new youth council for the Youth Assembly. Mr. Walter Liu from FIP ECPG will be the representative for our charter after being appointed by the FIP Bureau.
- Entrepreneurship Webinar: On the 5th of November 2024, there will be an upcoming webinar about Entrepreneurship and Pharmacy. This activity will include FIP ECPG, FIP CPS and FIP TF. We will have Ms. Antria Pavlidou (ECPG CPS Liaison) and Mr. Sherif Gourgui (CPS President) as moderators. The panel of speakers will include Mr. Jaime Acosta Gomez (Immediate Past Secretary of CPS), Mr. Lars Ake Soderlund (FIP Vice President) and Mr. Gonzalo Miguel Adsuar (ECPG Chairperson of Liaison, 2024).
- ECPG has featured interesting interviews with experts and professionals from FIP SIGs and FIP Sections. Check out the [interview](#) with Yasutaro Nakazato, chief pharmacist from the Japanese Red Cross.



Figure 9.1 ECPG Interview with Yasutaro Nakazato of Japanese Red Cross

- We also had some great collaborations with the FIP Sections including speakers and moderators from FIP ECPG. ECPG Liaison Nikolina Biskic moderated several digital events with FIP IPS, for example, on biological drugs. Recordings of previous FIP digital events are available [here](#).

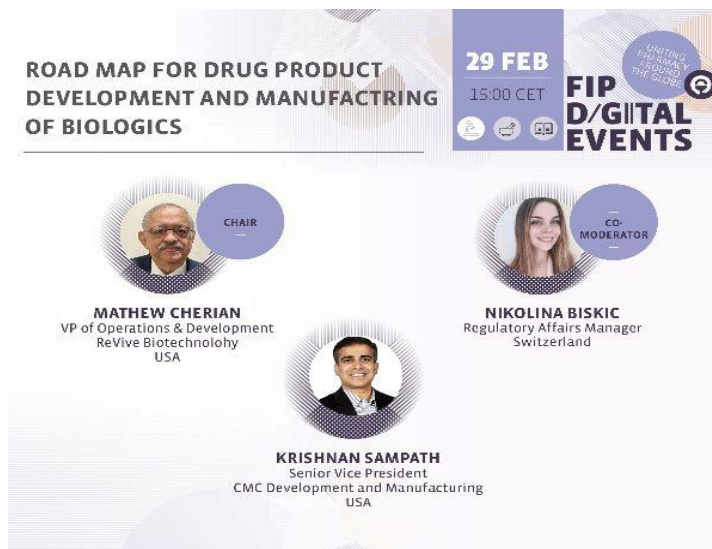


Figure 9.2 ECPG Webinar with IPS

- You can also have a look at our Youtube Channel for interviews that we had during the mandate regarding topics that directly affects early career pharmacists! Pharmacists and pharmaceutical scientists provided insights to their career journey and encouraging words for ECPG members. ECPG’s interview with Jaime Acosta’s was one of the more popular interviews. You can find all of ECPG’s video interviews [here](#).



Figure 9.3 ECPG Interview with Jaime Acosta

10. Thank you

The 2024 ECPG Steering Committee would like to thank all ECPG members for the opportunity given to serve you this mandate. We extend our most sincere thanks to the entire ECPG Subcommittee and the ECPG Early Career Pharmaceutical Organisations Network and their representatives for all their work this year. We look forward to increasing and improving our collaborations in the coming years!

Finally, for the endless support and guidance during the growth and evolution of ECPG, we would like to share our immense gratitude for our ECPG Account Holders Farah Aqqad and Nisa Masyitah, FIP CEO Catherine Duggan, FIP President Paul Sinclair, FIP Professional Secretary (and our ECPG Champion in the Bureau!) Luis Lourenço, FIP COO Carola van der Hoeff, FIP Congress Manager Sophie Hamburger, FIP Executive Secretary Rachel van Kesteren, FIP Board Support and Coordinator Paula Cohen, FIP Head of Corporate Communications and Advocacy Lin-Nam Wang, and all FIP Bureau and the entire FIP Staff.

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

Long live FIP, long live ECPG!

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