

DELIVERING THE BRISBANE CALLS TO ACTION: GLOBAL PROJECTS LED BY THE FIP-HUB

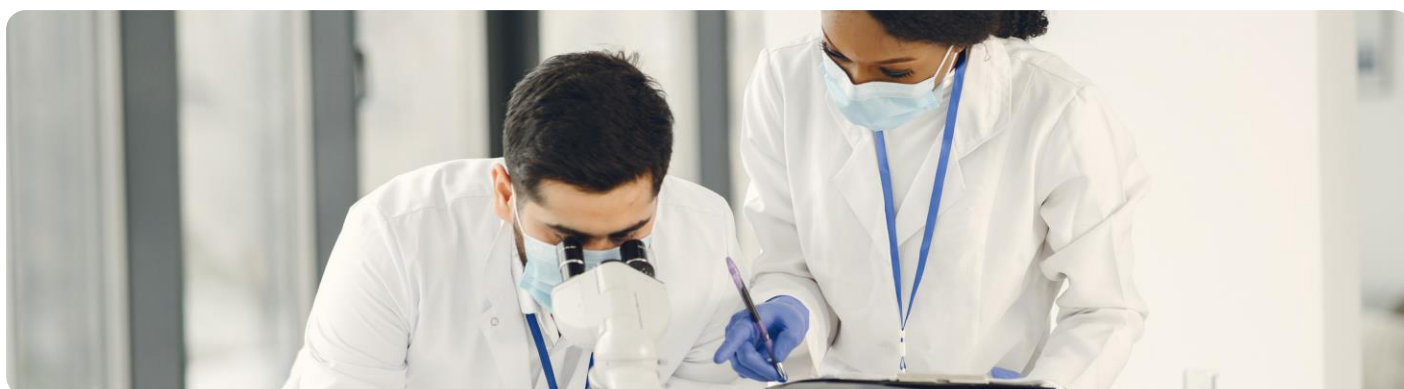


In September 2023, the International Pharmaceutical Federation (FIP) launched the Brisbane Calls to Action, a strategic roadmap developed with global experts to guide transformative workforce development in pharmacy. These Calls to Action were shaped by input from more than 100 countries and aim to align education, policy, regulation, and service delivery to meet evolving health needs.

In response, the FIP Hub is leading a series of targeted global projects addressing high-priority areas such as specialisation, digital transformation, new practice settings, mental health, gender equity, and prescribing. These projects reflect FIP's commitment to turning global priorities into tangible progress, advancing a workforce that is future-ready, flexible, and equipped to deliver patient-centred care.

This infographic presents all priority projects currently being delivered by expert teams under the leadership of the FIP Hub.

PROJECTS		
CALL TO ACTION MAPPING	PROJECT THEME	GSRP CHAPTERS MAPPING
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Pharmacists in new practice areas: A mixed-methods study on emerging roles, barriers, and essential competencies



PROJECT BACKGROUND

The pharmacy profession is rapidly evolving in response to shifting healthcare needs, technological advancements, and demographic changes. Pharmacy professionals now work in diverse settings beyond traditional roles, such as correctional and geriatric facilities and NGOs, but knowledge about their roles in these areas remains limited. Moreover, the adoption of digital health tools, like telepharmacy and remote monitoring, is transforming care delivery and enabling greater interprofessional collaboration, especially in underserved regions.

Based on the interplay between education, regulation, and practice, and the need to align workforce competencies with local and global health needs, researching the needs, barriers, and competencies of the pharmaceutical workforce in unconventional settings is essential to inform targeted interventions, support professional development, and optimize patient outcomes in a rapidly changing healthcare landscape.



PROJECT AIM

To assess global needs and barriers in primary health care and emerging pharmacy practice areas (e.g., prisons, regulation, education, and professional sectors).



KEY OBJECTIVES

This study aims to assess global needs and barriers in primary health care and emerging pharmacy practice areas (e.g., prisons, regulation, education, and professional sectors).

- Map core and advanced competencies of pharmacists and pharmacy technicians across various settings and regions.
- Identify education and CPD needs, including regulatory and professional practice gaps.
- Compare barriers to practice across countries and settings.
- Recommend strategies to bridge gaps in curricula and lifelong learning to future-proof careers.
- Integrate digital tools, health literacy, and person-centred care into strategies for new practice environments.

EXPECTED OUTPUTS



**INTERIM
REPORT**



**PEER-
REVIEWED
ARTICLE (1–2)**



**FIP GLOBAL REPORT:
PHARMACISTS IN NEW
PRACTICE AREAS**

LEADS AND CONTRIBUTORS

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Global mapping and case studies of pharmacy specialisations : A global initiative to support smart, evidence-based specialisation in pharmacy



PROJECT BACKGROUND

This FIP-led initiative systematically maps global pharmacy specialisation models, emerging roles, and workforce trends to support evidence-based workforce development, policymaking, and healthcare transformation. It builds on FIP's longstanding commitment to advancing advanced practice and professional specialisation within the pharmaceutical workforce.



PROJECT AIM

To document the global landscape of pharmacy specialisations, explore the relevance of smart specialisation principles, and provide evidence-based recommendations to advance workforce development and health system impact.



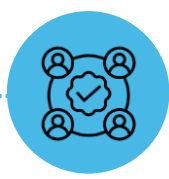
KEY OBJECTIVES

- Finalise a World Health Assembly-aligned report chapter outlining the global context, relevance, and policy importance of pharmacy specialisation, supported by literature reviews and existing FIP resources.
- Conduct a comprehensive global scan to identify and categorise existing specialisation models, recognition pathways, and workforce development frameworks across countries and regions.
- Explore the applicability of localisation, prioritisation, and participation principles to pharmacy workforce planning, culminating in a strategic assessment paper with implications for policy and workforce strategy.
- Engage global stakeholders through structured consultations (e.g., workshops, interviews, panels) to co-develop a sustainable, context-specific roadmap aligned with workforce transformation goals and adaptable across regions.
- Prepare and submit scholarly manuscripts based on the findings of the mapping and conceptual analyses to contribute to the global pharmacy and health workforce literature.

EXPECTED OUTPUTS



**STRATEGIC ASSESSMENT
PAPER**



**COMPREHENSIVE MAPPING
REPORT**



**PHARMACY
SPECIALISATION ROADMAP**



**CONSULTATION
SUMMARY REPORT**



**ADVOCACY AND
TRANSLATION PACKAGE**

LEADS AND CONTRIBUTORS

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Global mapping of competency frameworks for pharmacy workforce development



PROJECT BACKGROUND

This project aims to identify and compile existing competency frameworks relevant to pharmacy practice across the globe. The goal is to support pharmacy workforce development through the creation of a centralised, searchable database organised by region, practice level, and domain. The work aligns with the FIP Development Goals and WHO's health workforce objectives. Drawing from international literature, FIP resources, and expert contributions, this initiative highlights regional disparities, supports local adaptation of global standards, and promotes the development of new frameworks where gaps exist. It serves as a foundation for harmonising education and practice and enabling better healthcare delivery through a competent pharmacy workforce.



PROJECT AIM

To compile and compare existing pharmacy competency frameworks globally and create an accessible, visual, and user-friendly database/resource to support policy, practice, and education development.



KEY OBJECTIVES

- Identify and compile existing national, regional, and global pharmacy competency frameworks across diverse practice settings and career stages.
- Compare and categorise frameworks based on core domains, structure, level of practice (e.g. foundation, advanced), and intended use (e.g. education, regulation, CPD).
- Develop an Excel-based repository to serve as a structured, searchable database for policy-makers, educators, and workforce planners.
- Integrate FIP-related frameworks into the broader FIP Impact Database.
- Create a visualisation tool to enable interactive exploration of global competency data, trends, and gaps.
- Produce practical guidance on how to use the database for education reform, regulatory adaptation, and national framework development.
- Support regional adaptation by identifying areas where competency frameworks are lacking or underdeveloped.

EXPECTED OUTPUTS



**EXCEL-BASED GLOBAL
PHARMACY COMPETENCY
FRAMEWORK DATABASE**



**INTERACTIVE POWER BI
DASHBOARD FOR
STAKEHOLDER USE**



**PRACTICAL GUIDANCE
DOCUMENT FOR
IMPLEMENTATION**

**INTEGRATION OF FIP-
RELATED FRAMEWORKS
INTO THE FIP IMPACT
DATABASE**

**SCOPING REPORT AND
ADVOCACY MATERIALS FOR
DISSEMINATION**

LEADS AND CONTRIBUTORS

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The Digital pharmacist: mastering health care technology for enhanced patient care



PROJECT BACKGROUND

The rapid integration of digital technologies into healthcare requires pharmacists to develop competencies in areas such as data analytics, artificial intelligence (AI), telehealth, and digital therapeutics. However, current training programmes do not sufficiently address these emerging competencies. Building on FIP's online course on digital health for practitioners and educators, this project aims to bridge this gap by developing specialised training modules in collaboration with the Technology Advisory Group (TAG) and key stakeholders.



PROJECT AIM

To enhance digital health competencies among pharmacists through targeted training modules, interactive digital events, and concise, on-demand Continuing Professional Development (CPD) bites, ensuring their effective engagement with emerging digital health technologies.



KEY OBJECTIVES

- Develop specialised training modules covering essential areas such as AI, data analytics, telehealth, and digital therapeutics.
- Organise interactive digital events that provide hands-on learning experiences.
- Create concise, on-demand CPD materials for pharmacists' flexible learning.
- Establish partnerships with leading organizations
- Implement an evaluation framework to assess knowledge retention and impact on pharmacy practice.

EXPECTED OUTPUTS



CPD BITES



TRAINING MODULES FOR
PHARMACY PRACTICE



DIGITAL EVENTS

LEADS AND CONTRIBUTORS

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- Mrs Leticia Caligaris, Fondo Nacional de Recursos, Uruguay, FIP Hub Global Lead and Secretary of FIP Community Pharmacy Section

Guidance and framework on the use and implementation of Entrustable Professional Activities



PROJECT BACKGROUND

As health professional training moves from knowledge-based education to competency-based, Entrustable Professional Activities (EPAs) become key in the professional development of a trainee. EPAs are defined as units of professional practice (task or responsibility) that can be fully entrusted to a trainee, once they have demonstrated the necessary competence to execute the described activity without supervision. Its purpose is to operationalize competency-based education through engaging trainees stepwise and safe in practice with progressive (bounded) autonomy. Becoming competent is defined by passing the threshold that allows for sufficient trust in the trainee to act unsupervised. EPAs are developed in all medical professional educations, including medicine, pharmacy, nursing, dentistry, chiropractic and veterinary. EPAs play a vital role in bridging education and practice, fostering trust, competence, confidence, and accountability in the workforce.



PROJECT AIM

To conduct a comprehensive scoping review on EPAs in professional education and practice.



KEY OBJECTIVES

- Map the existing literature to build a comprehensive understanding of current knowledge and evidence related to Entrustable Professional Activities (EPAs) in pharmacy education and workforce development.
- Identify key themes, gaps, and global trends emerging from the literature to highlight areas of progress
- Propose a global framework that can guide countries and institutions in systematically adopting and integrating EPAs within pharmacy education and practice.
- Develop practical implementation guidance that offers clear steps, tools, and strategies to support stakeholders in applying the framework effectively across diverse contexts.
- Prepare an evidence-based position paper that consolidates the findings and recommendations, serving as an authoritative resource to advocate for the global adoption and integration of EPAs in pharmacy education and workforce development.

EXPECTED OUTPUTS



**INTERIM
REPORT**



**SCOPING
REVIEW
MANUSCRIPT**



**PRACTICAL IMPLEMENTATION
GUIDANCE
AND FRAMEWORK**

LEADS AND CONTRIBUTORS

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- Dr Sherly Meilianti, Robert Gordon University, UK, Hub Global Lead for DG11 Impact & outcomes
- Dr Ukamaka Okafor, EUCLID University, Central African Republic; Hub Global Lead for DG13 Policy Development

Advancing pharmacy practice: Developing a global prescribing competency framework



PROJECT BACKGROUND

Prescribing by pharmacists is expanding globally, with varying levels of prescribing practice. Competency frameworks that support this role are essential to ensuring patient safety and quality of care. They also provide a pathway for continuous professional development and the advancement of pharmacists' roles. Such frameworks assist in the development of competency-based education and training to prepare pharmacists and pharmacy students for prescribing practice. Furthermore, they support the establishment of a rigorous quality assurance process for both the education and training programmes, as well as pharmacists' fitness to practise.



PROJECT AIM

This project aims to develop a globally relevant prescribing competency framework for pharmacists by analysing existing national and institutional models, identifying essential components, and validating the findings through international consensus. By supporting the expansion of prescribing roles within pharmacy practice, the framework will inform education, regulation, and workforce development to promote safe, effective, and person-centred prescribing across health systems.



KEY OBJECTIVES

- Identify, collect, and analyse existing national and institutional prescribing competency frameworks globally.
- Identify essential prescribing competencies for pharmacists that are applicable across diverse health systems and levels of practice.
- Consult global stakeholders—including educators, regulators, and practitioners—to validate competencies and gather insights.
- Use structured methods (e.g., Delphi technique) to reach expert consensus on the global framework.
- Develop an implementation guide to support countries and institutions in adapting the global framework to local contexts.

EXPECTED OUTPUTS



**INTERIM
REPORT**



**INTERNATIONAL
STAKEHOLDER
WORKSHOP**



**GLOBAL PRESCRIBING
COMPETENCY
FRAMEWORK**

**IMPLEMENTATION AND
ADAPTATION GUIDE**

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- Dr Amy Chan, University of Auckland, New Zealand, Hub Global Lead for DG9 Continuing Professional Development Strategies
- Ms Dayana El Nsouli, independent prescribing pharmacist, UK

A global scoping review of mental health and wellbeing initiatives for pharmacists



PROJECT BACKGROUND

Pharmacists face unique mental health and wellbeing challenges due to their frontline roles, high workloads, and evolving responsibilities. In response, a range of initiatives and interventions have been developed to support both pharmacists and their patients, aiming to improve mental health outcomes and workplace wellbeing. Initiatives aim to reduce stress, burnout, and emotional fatigue by promoting a culture of openness, resilience, and work-life balance. Effective strategies may include access to confidential counselling services, mental health awareness training, peer support networks, and organisational policies that encourage rest, flexible work arrangements, and manageable workloads. Prioritising mental wellbeing not only enhances the personal health and job satisfaction of pharmacists but also improves the quality of patient care and overall healthcare system performance.



PROJECT AIM

This project aims to review the mental health needs of the pharmaceutical workforce and support the development of practical, evidence-based initiatives to promote wellbeing and foster positive practice environments.



KEY OBJECTIVES

- Develop a protocol for a global scoping review, using JBI methodology, for mental health and wellbeing initiatives for pharmacists in all sectors.
- Conduct searches and extract data on mental health and wellbeing initiatives for pharmacists.
- Analyse the evidence
- Present the findings and identify examples of good practice and gaps in the provision of mental health and wellbeing initiatives for pharmacists.

EXPECTED OUTPUTS



CPD BITES



DIGITAL
EVENTS



SET OF ACTIONABLE
RECOMMENDATIONS

LEADS AND CONTRIBUTORS

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- Dr Banan Mukhalalati, Qatar University, Qatar, Hub Global Lead for DG3 Quality Assurance
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- Ms Batool Alkhawaldeh, NEX Founder, Jordan, Hub Global Lead for DG9 Continuing Professional Development Strategies



PROJECT BACKGROUND

This project led by the Pharmacy Technician Advisory Committee (PTAC) in collaboration with Hub Global Leads for DG4, aims to develop a global glossary of terminology used in pharmacy education, training, and workforce advancement. Variability in terminology across countries creates barriers to collaboration, advocacy, and recognition of qualifications within the pharmaceutical workforce, including pharmacists and pharmacy support personnel (PSPs). Using a modified Delphi method, expert participants reviewed definitions of 90 key terms during the first Delphi round. We are now busy with a validation process before the next Delphi round takes place. The final glossary will be published by FIP and potentially hosted on a wiki platform for continuous updates. The project seeks to harmonize language globally, facilitating workforce development and international collaboration. Ethics approval has been obtained from Nelson Mandela University, and completion is planned for mid-2026.



PROJECT AIM

To develop a global glossary of terminology used in pharmacy education, training, and workforce advancement.



KEY OBJECTIVES

To publish the FIP Glossary for global Education & Training and Workforce after validation and review. Publication via peer review journal and launch of online FIP platform following a general plan:

- Identify a working group and collaborators for development of the glossary
- Define the purpose of the glossary - scope
- Develop methodology to determine how to identify terms to include; concurrently developing a wiki-based platform embedded within the FIP web resources.
- Build a list of terms and definitions
- Test content using a collaborative online module
- Publish and launch

EXPECTED OUTPUTS



**A PUBLISHED GLOSSARY OF TERMS
USING A WIKI-BASED PLATFORM FOR
CONTINUED UPDATING**

LEADS AND CONTRIBUTORS

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