

The FIP Global Roadmap 2030: Sustainable advancement for pharmacy worldwide

High-level Report by the
FIP Bureau

September 2022



Colophon

This high-level report is a forward-looking summary of the FIP Bureau Special Insights Board held virtually in July 2022.

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1. About this global roadmap

The International Pharmaceutical Federation (FIP) is the membership body representing pharmacy, pharmaceutical sciences and pharmaceutical education globally.

We work to support the development of the pharmacy profession, through practice and emerging scientific innovations, and through developing the pharmacy workforce to meet the world's health care needs and expectations.

As the lead organisation for pharmacy at the global level, FIP's mission is to support global health by enabling the advancement of pharmaceutical practice, sciences, the workforce and education.

Driven by the FIP Development Goals, FIP is committed to supporting the United Nations 2030 Agenda for Sustainable Development.

This global roadmap provides our members and partners with a strategic

framework that pulls together the FIP vision for transforming pharmacy worldwide, in support of the United Nations 2030 Sustainable Development Agenda and the FIP Development Goals.

It serves as an enabling tool for our members and the global profession.

This global roadmap is a forward-looking summary of a FIP Bureau Insights Board held in July 2022.

The global roadmap addresses the issues around both advancement and transformation and considers the question "How can pharmacy transform and contribute to the global agenda on sustainable development?"

The global roadmap will be launched at the 80th FIP World Congress of Pharmacy and Pharmaceutical Sciences, Seville, Spain, on 21 September 2022, marking the second anniversary of the launch of the FIP Development Goals.



“Our mission is to support global health by advancing pharmaceutical practice, science and workforce & education. This global roadmap serves to set forth our global commitment to the 2030 Agenda for development and advancement to provide our members with a way to commit nationally, regionally and globally.”

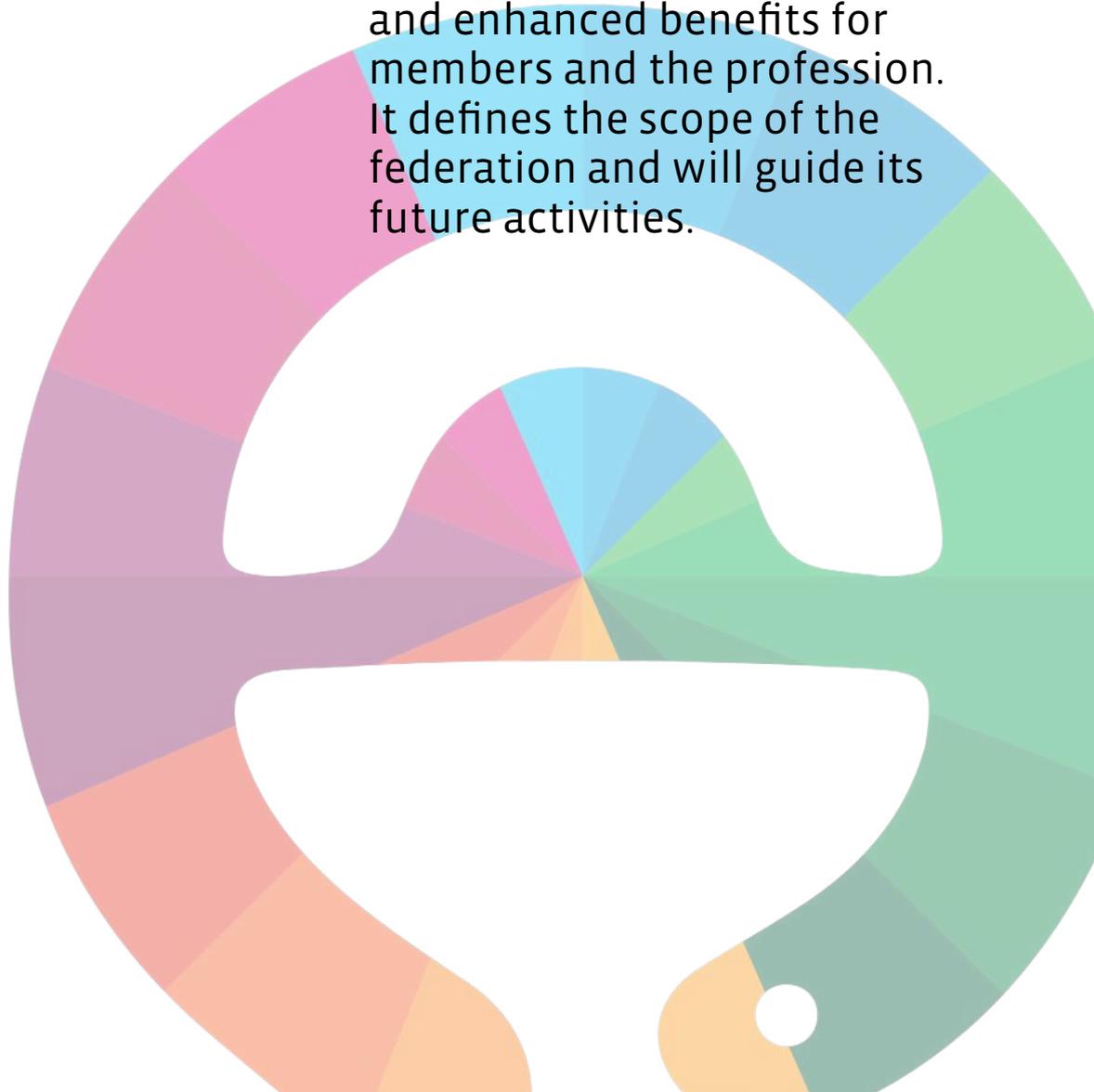


Mr Dominique Jordan
FIP President (2018-2023)

2. Setting the path ahead

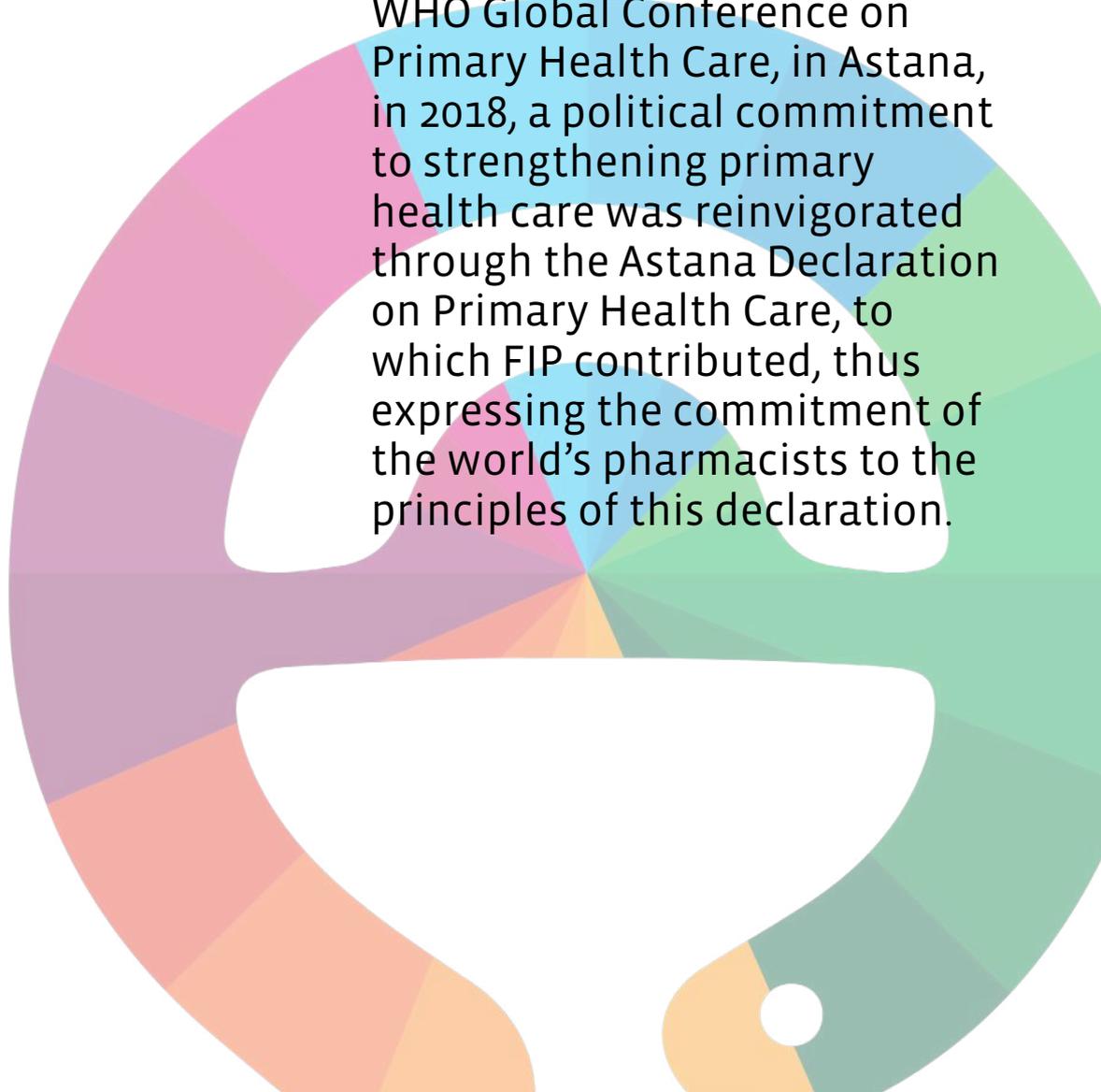
1. Our vision at FIP is to live in “a world where everyone benefits from access to safe and effective medicines and pharmaceutical care”.

Our mission is to support global health by enabling the advancement of pharmaceutical practice, sciences, workforce development and education. Our mission is supported by our strategic plan (currently 2019–2024) and its six strategic outcomes. The plan articulates the mission of FIP to further strategic partnerships, purposeful collaborations and enhanced benefits for members and the profession. It defines the scope of the federation and will guide its future activities.



2. In line with our vision, FIP is committed to supporting the world to achieve the United Nations Sustainable Development Goals and universal health coverage.

To enable our vision, we have made our global commitments to primary health care and universal health coverage very clear. Pharmacists, who practise at the hearts of the world's communities, make huge contributions to primary health care. For many years the federation has worked to advance our profession, driven by a vision of universal health access and coverage. At the WHO Global Conference on Primary Health Care, in Astana, in 2018, a political commitment to strengthening primary health care was reinvigorated through the Astana Declaration on Primary Health Care, to which FIP contributed, thus expressing the commitment of the world's pharmacists to the principles of this declaration.

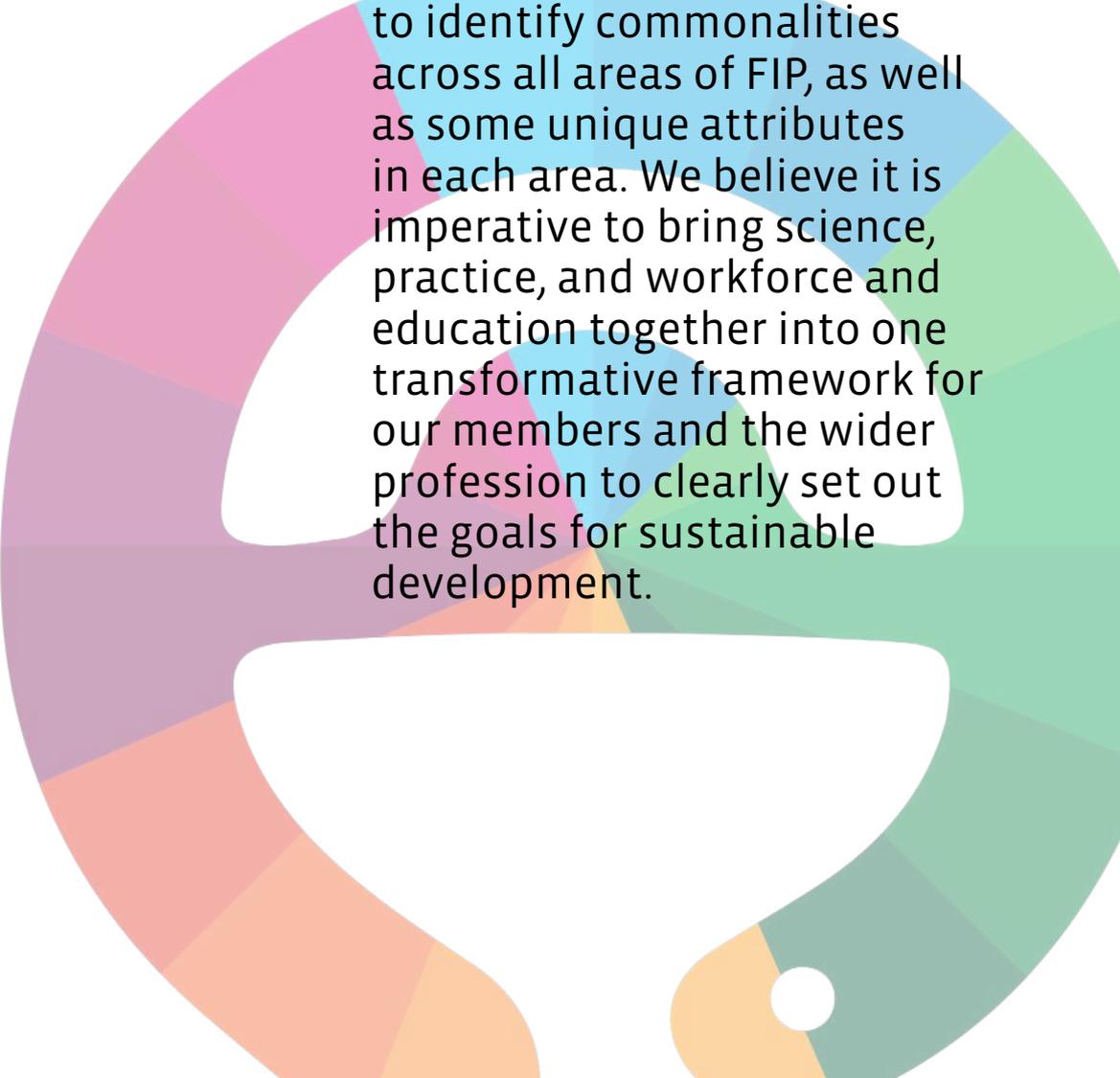


3. The FIP Development Goals deliver FIP's commitment to global health and development.

On 21 September 2020, FIP launched its Development Goals (DGs) as a global framework to transform pharmacy. The DGs are a major global initiative for pharmacy to steer and focus our activities for the decade ahead. They build on the innovations that led to the launch of the FIP Pharmaceutical Workforce Development Goals (PWDGs) in November 2016 at the FIP Global Conference on Pharmacy and Pharmaceutical Sciences Education in Nanjing, China. In turn, the PWDGs were inspired and adapted from the concepts underpinning the UN Sustainable Development Goals (SDGs) to ensure alignment of the pharmaceutical workforce to the wider global imperatives.

4. We — as “One FIP” — bring together practice, workforce and science to transform pharmacy for better global health.

FIP is unique because no other organisation combines science, education and practice under one umbrella. We are the home of the pharmacy profession globally. The driving force behind our work is that there can be no pharmaceutical care without a pharmaceutical workforce, and that there can be no pharmaceutical care without a scientific foundation. Having a set of “One FIP” DGs enables us to identify commonalities across all areas of FIP, as well as some unique attributes in each area. We believe it is imperative to bring science, practice, and workforce and education together into one transformative framework for our members and the wider profession to clearly set out the goals for sustainable development.



5. With the Development Goals as a framework to support transformation, the time has come for FIP to set out its global roadmap to 2030.

In 2022, we convened a Bureau Insight Board with members of FIP's Bureau gathered to discuss the milestones, actions and priorities needed to drive the next decade of action for pharmacy. The FIP DGs provide mechanisms for its 21 goals to support their operationalisation globally, and nationally by supporting our members in individual countries and territories. Our collective journey to 2030 needs strategic tools to support the implementation of the DGs which is what this global roadmap delivers.



6. This global roadmap serves to support our global commitments, the FIP strategic plan, and our Development Goals to 2030.

It provides a forward path in support of the UN 2030 Agenda on Sustainable Development, and universal health coverage through pharmacy. The global roadmap is enabled by the FIP DGs and anchored within the FIP vision of a “world where everyone benefits from access to safe, effective, quality and affordable medicines and pharmaceutical care”.



3. Sustainable development - the global picture

The United Nations 2030 Agenda for Sustainable Development aims to promote environmental, social and economic sustainability globally, and is driven by the 17 global Sustainable Development Goals (SDGs) established in 2015.

The ultimate aim of this global developmental agenda is to eliminate poverty, hunger, illiteracy and disease, protect the planet, and ensure prosperity for all peoples.

Pharmacy is central to achieving the United Nations 2030 Agenda on Sustainable Development. The UN recognises the pharmacy workforce as essential to achieving SDG 3 (Ensure healthy lives and promote well-being for all at all ages).

The density of pharmacists is taken into account in measuring the achievement of SDG 3 under one of its health targets:

“3.c Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing states.”

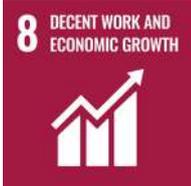
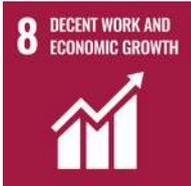
The FIP Development Goals (DGs) set out the areas of FIP’s commitment to global health and development. In addition, they build on the heritage of FIP innovations and leadership

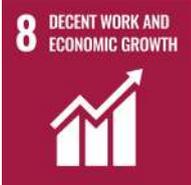
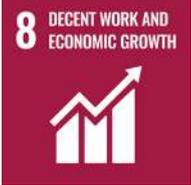
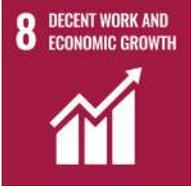
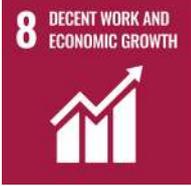
across the decades. The leadership and innovation that underpinned the launch of the FIP Pharmaceutical Workforce Development Goals (PWDGs) in 2016, inspired by and adapted from the WHO Global Strategy on Human Resources for Health. In turn, these underpin the UN SDGs to ensure the pharmaceutical workforce is aligned to the wider global imperatives.

Expanding the PWDGs into the FIP DGs further strengthened the alignments between the global pharmacy goals and the SDGs. There is no one specific way to map the FIP DGs and the UN SDGs, but to demonstrate the alignment, an indicative thematic mapping between them is visualised below.

Mapping the FIP DGs to the UN SDGs demonstrates the strong and clear alignments between the two sets of global goals. While priorities at FIP may change and adapt to member needs over the years, some of the SDGs will always remain at the core of what we do. Understandably, SDG 3 (Good health and well-being) criss-crosses all of our 21 DGs. Other goals, such as SDG 4 (Quality education), SDG 8 (Decent work and economic growth), SDG 9 (Industry, innovation and infrastructure), and SDG 17 (Partnership for the goals) are also priority areas for FIP.



FIP Development Goals	UN Sustainable Development Goals					
						
						
						
						
						

FIP Development Goals	UN Sustainable Development Goals			
 <p>6 LEADERSHIP DEVELOPMENT</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>4 QUALITY EDUCATION</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	
 <p>7 ADVANCING INTEGRATED SERVICES</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	
 <p>8 WORKING WITH OTHERS</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p>
 <p>9 CONTINUING PROFESSIONAL DEVELOPMENT STRATEGIES</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>4 QUALITY EDUCATION</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	
 <p>10 EQUITY & EQUALITY</p>	 <p>1 NO POVERTY</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>5 GENDER EQUALITY</p>	 <p>10 REDUCED INEQUALITIES</p>

FIP Development Goals	UN Sustainable Development Goals				
 <p>11 </p> <p>IMPACT & OUTCOMES</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>		
 <p>12 </p> <p>PHARMACY INTELLIGENCE</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	
 <p>13 </p> <p>POLICY DEVELOPMENT</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>4 QUALITY EDUCATION</p>	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>		
 <p>14 </p> <p>MEDICINES EXPERTISE</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>			
 <p>15 </p> <p>PEOPLE-CENTRED CARE</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>			

FIP Development Goals	UN Sustainable Development Goals				
					
					
					
					
					
					

4. Our Guiding Principles

The FIP Bureau Insights Board identified key imperatives and guiding principles that will underpin the work we will carry out during this decade and beyond. Without clear principles and imperatives, we will not achieve what we have all set to achieve by 2030.

1. Navigating changing landscapes and rising demands facing the profession worldwide.

FIP has led the profession globally since 1912, expanding and organising itself to include, represent and advocate many types, sectors and sections across pharmacy, pharmacists and pharmaceutical sciences. Our mission remains to support global

health by enabling the advancement of pharmaceutical practice, sciences and education. Like all membership organisations, in order to thrive we must adapt to the demanding challenges facing the profession worldwide, be responsive to scientific and technological advances, and understand how to advocate for and work around ever-changing policies and regulations.



2. Adapting leadership and focus through uncertain times to continue to steer, support and represent the profession and our members.

The global COVID-19 pandemic has taught us to learn to adapt to the circumstances the world puts us in, not only as an organisation but as a

whole profession. FIP recognises not only the importance of developing the profession, but also the complexity of balancing the delivery of present's emergent and urgent needs with future goals, while trying to harness the opportunities presented from immediate difficulties. For example, widening pharmacy-based vaccination delivery as a continuation of the emergency pandemic response.



3. Understanding that sustainable development is not a one-size fits-all model.

FIP commits to supporting our members based on their needs, priorities and capacities. FIP recognises there is no one-size-fits-all model, and sustainable development in one place, region or country will not look the same in another. As a global organisation, we

will remain dedicated to our needs-based development approach, which started as the underpinning principle behind our education and workforce frameworks but now extends to all our ways of working with our members. FIP will always support our members to adopt and adapt our tools and resources based on their local needs and priorities, and ensure that equity, access and sustainability remain at the core of our mission.



4. **Strengthening global, regional and national partnerships for transformation.**

We cannot do what we do without our partners and stakeholders. In addition to working with our members, our partnerships are essential to the profession's success and our own outreach, impact and engagement. FIP will continue to forge new partnerships and alliances and reinforce our existing ones. While it is widely known that FIP has been in official relations with the World

Health Organization (WHO) since 1948, we undertake triennial plans and agreements of shared work, and we entered into a specific Memorandum of Understanding with the WHO for specific work driven by the UN 2030 agenda to support its initiatives in human resources for health, primary health care and universal health coverage. Our global partnerships are essential in mobilising action at regional and national levels and in facilitating exchange of information, practice and lessons to learn with and from each other globally.



5. Supporting our members' implementation of the FIP Development Goals: assessing needs, prioritising and implementing.

FIP commits to supporting our members to implement the FIP DGs locally, regionally and globally. Conceptually, goals provide organisations, professions and end-users with tangible, achievable and

purposeful scopes of work, set against clear priorities. The evolution of the FIP DGs represents a systematic and integrated framework to guide development globally, regionally and locally across science, practice, and workforce and education development. Rather than being a mandate for direction, the FIP DGs form a foundation for systematic action to meet national, regional and global healthcare needs.



6. Working together as “One FIP”, bringing together science, practice, and workforce and education under one umbrella.

FIP is unique among pharmacy organisations because no other organisation combines science, education and practice under one

federation to consolidate the position of pharmacists in different health systems and foster their ability to take on new roles and provide new services, all three of these domains of pharmacy are crucial. Practice cannot exist without science or education and only this interdependency and the alignment of these three domains can ensure universal health coverage.



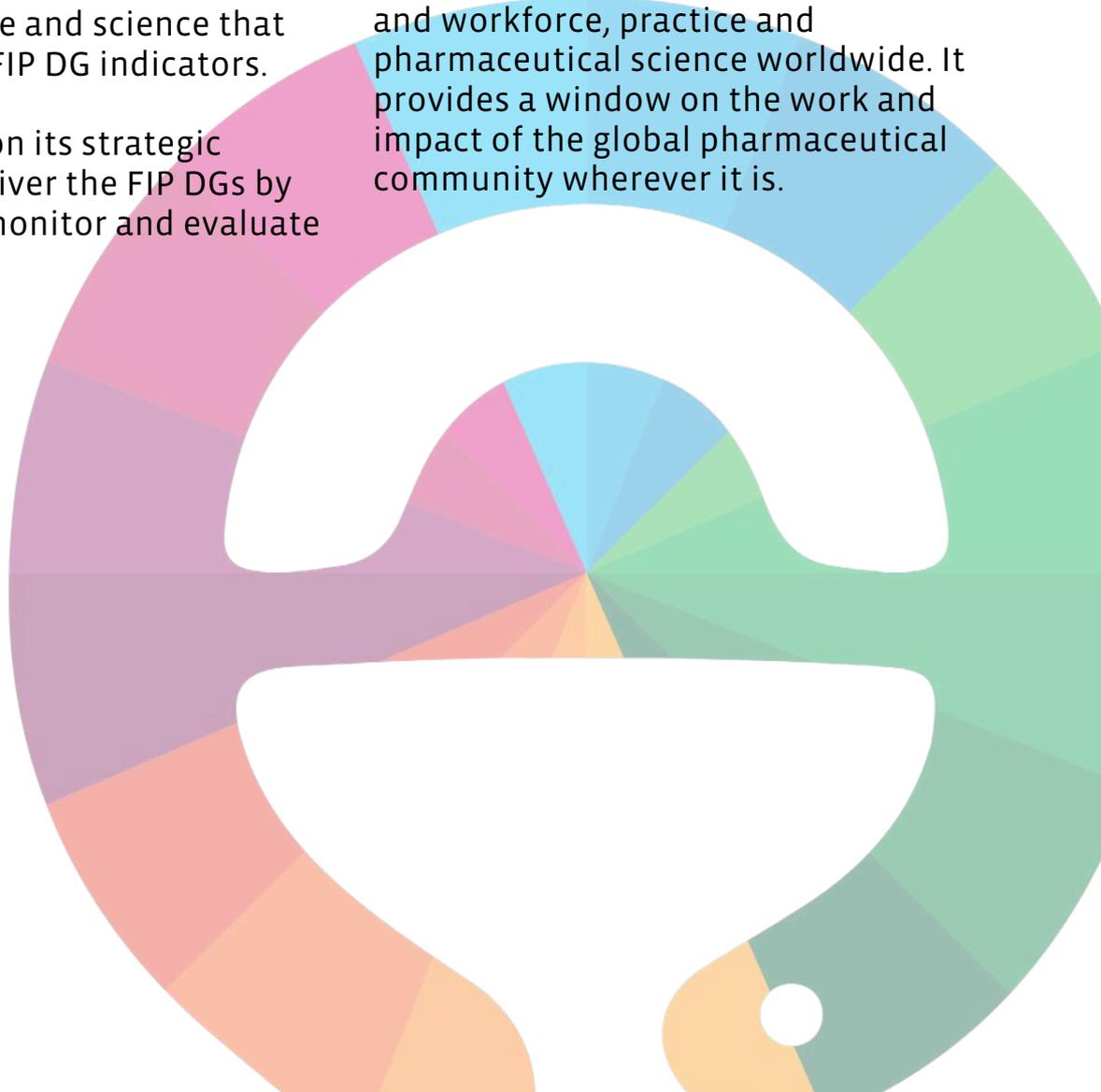
5. Strategic and organisational enablers

FIP Global Pharmaceutical Observatory

Along with concrete and tangible mechanisms, the FIP Development Goals package includes FIP global tools, structures, indicators and programmes to facilitate and support the process of transformation. Indicators and country level metrics developed by the FIP Global Pharmaceutical Observatory (GPO) will be a way to measure and monitor progress via the data we collect. The GPO seeks to effectively and efficiently collate and validate global data on pharmacy and pharmaceutical education and workforce, practice and science that will feed into the FIP DG indicators.

For FIP to deliver on its strategic objectives and deliver the FIP DGs by 2030, we need to monitor and evaluate

all initiatives using appropriate and relevant indicators and metrics. The GPO will undertake comprehensive analyses and provide accessible, quality intelligence that supports our member organisations in their work. We will communicate this innovatively and support our member organisations in enhancing impact and contribution to health care. We will provide evidence-based strategic information, reports and guidance on the application of pharmaceutical science, policies, practices and services. The GPO provides a comprehensive and respected source of data and intelligence on pharmacy education and workforce, practice and pharmaceutical science worldwide. It provides a window on the work and impact of the global pharmaceutical community wherever it is.

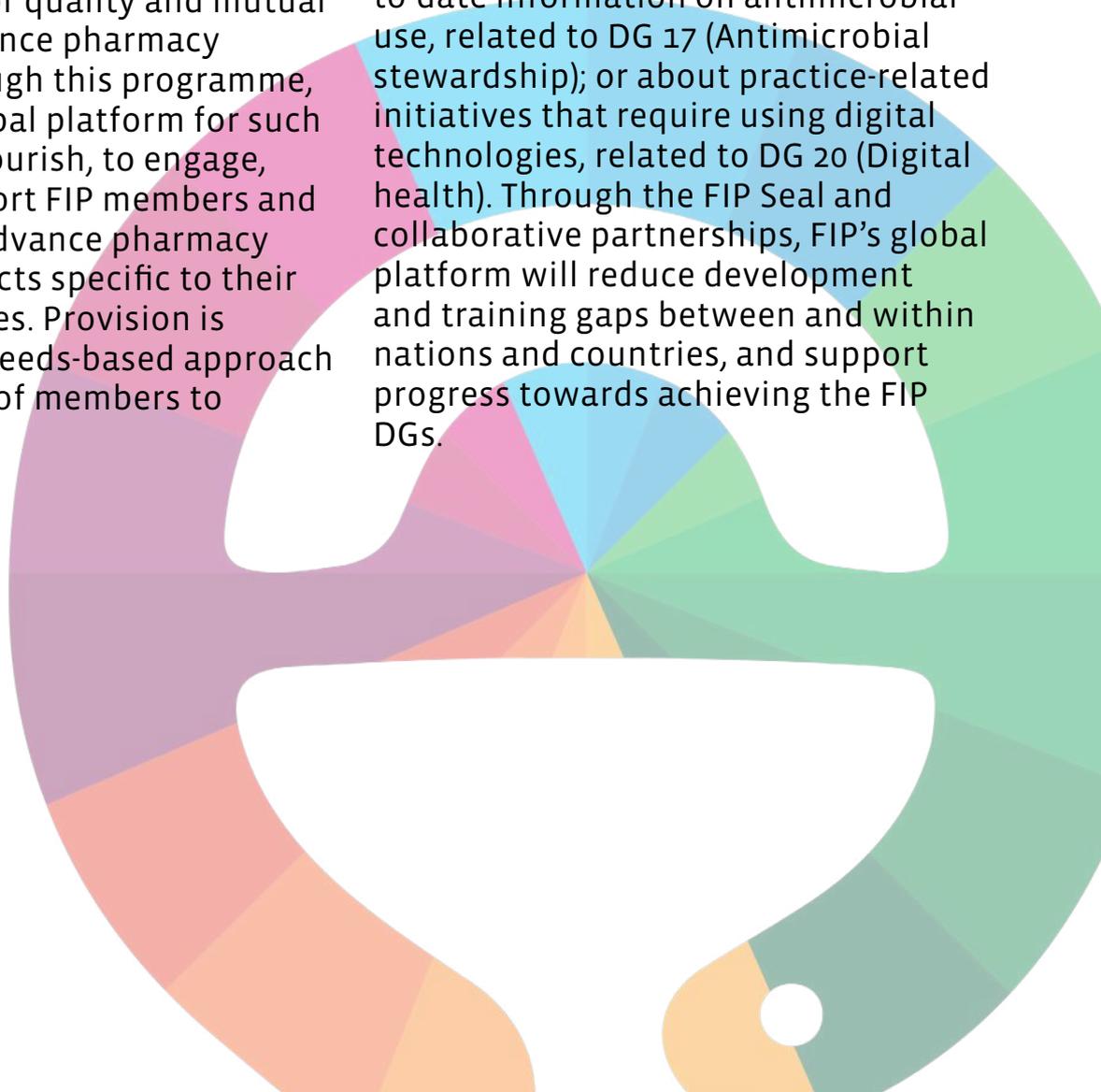


The FIP Platform for provision through partnerships

The FIP Provision and Partnerships Programme seeks to forge partnerships between member organisations and partners to facilitate provision of quality programmes and courses for training and development of the pharmaceutical workforce through the FIP seal. The FIP seal is awarded to programmes that have presented evidence against the FIP criteria for quality and alignment with the FIP DGs, particularly DG 3 (Quality assurance). Therefore, the FIP Seal is the FIP symbol of endorsement for quality and mutual alignment to advance pharmacy everywhere. Through this programme, FIP provides a global platform for such partnerships to flourish, to engage, develop and support FIP members and partners, and to advance pharmacy in areas and subjects specific to their needs and priorities. Provision is anchored on the needs-based approach and the priorities of members to

advance pharmacy across all sectors and roles at national and regional levels.

Underpinned by the FIP DGs and supported by FIP data and intelligence, FIP will support member organisations by tailoring the partnership models to identify and address continuing professional development and education and training needs for pharmacists, pharmaceutical scientists, educators and pharmacy students. For example, such training may be around: vaccination services, related to DG 16 (Communicable diseases); providing up-to-date information on antimicrobial use, related to DG 17 (Antimicrobial stewardship); or about practice-related initiatives that require using digital technologies, related to DG 20 (Digital health). Through the FIP Seal and collaborative partnerships, FIP's global platform will reduce development and training gaps between and within nations and countries, and support progress towards achieving the FIP DGs.



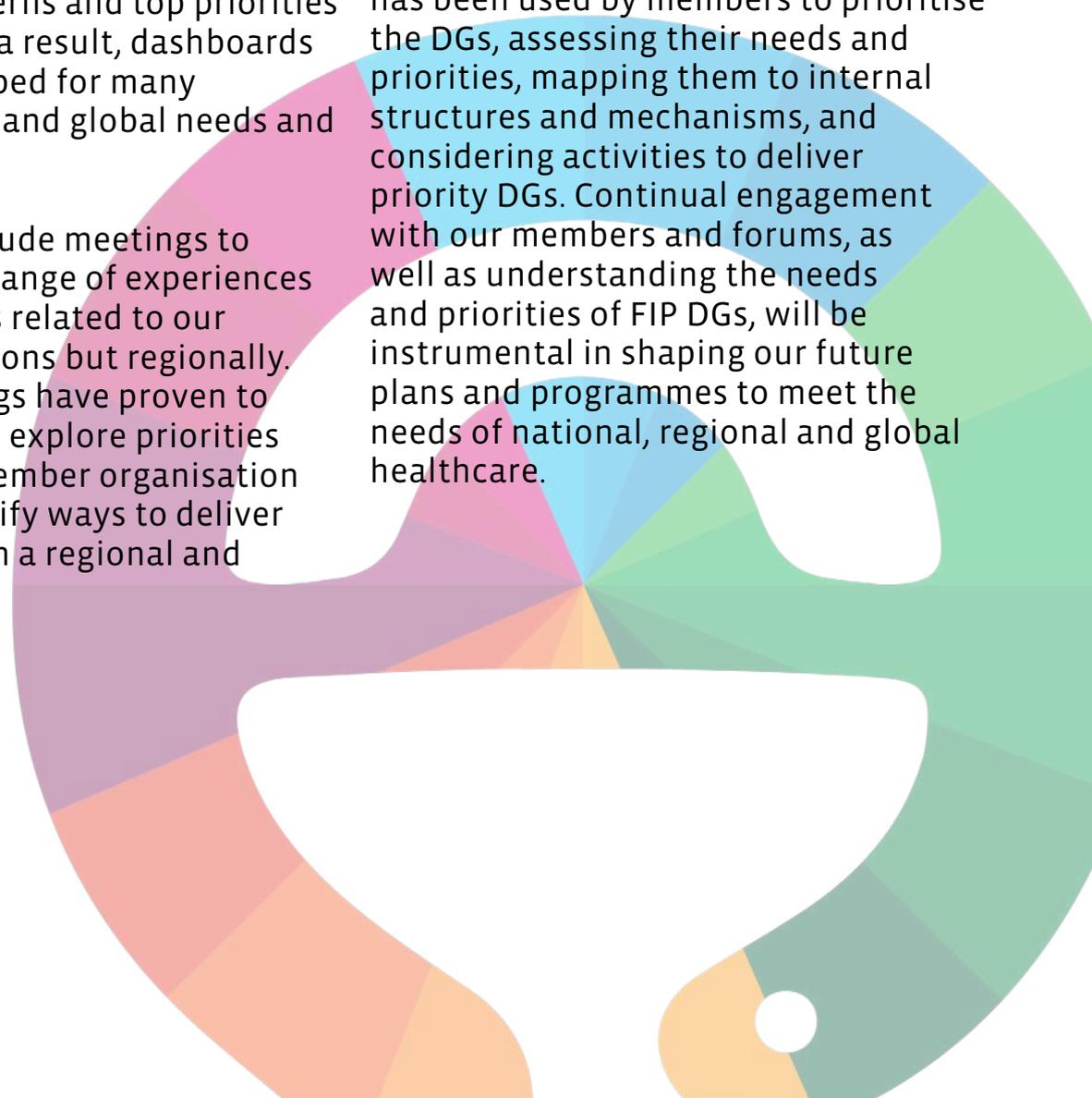
FIP Regional engagement and support programmes

Regional engagement is key to understand the needs and priorities of different parts of the world. By developing roadmaps for regions and the countries within them, FIP can seek to support advancement and to share examples of good practice among regions. During the COVID-19 pandemic, FIP developed a virtual regional engagement strategy in September 2020. Initially, FIP engaged with member organisations and regional pharmaceutical forums to map their needs, gaps, concerns and top priorities to the FIP DGs. As a result, dashboards have been developed for many national, regional and global needs and priority DGs.

FIP initiatives include meetings to facilitate the exchange of experiences and best practices related to our members and nations but regionally. High-level meetings have proven to be another way to explore priorities in depth with a member organisation as well as to identify ways to deliver specific FIP DGs on a regional and

national basis. In addition, we conduct needs assessments to evaluate and monitor the science, practice, workforce and educational needs across countries and organisations. Several regional digital events have also been organised to facilitate the implementation of specific DGs, and from these we can share examples of what has worked, alongside lessons learnt.

Through close engagement with our member organisations, we have learnt that one approach to implementation does not fit all. A variety of approaches has been used by members to prioritise the DGs, assessing their needs and priorities, mapping them to internal structures and mechanisms, and considering activities to deliver priority DGs. Continual engagement with our members and forums, as well as understanding the needs and priorities of FIP DGs, will be instrumental in shaping our future plans and programmes to meet the needs of national, regional and global healthcare.



FIP Transformation programmes

FIP supported transformation programmes, such as the FIP Workforce Transformation Programme (WTP) and the FIP Practice Transformation Programme on Non-Communicable Diseases (PTP-NCDs), provide a pathway for needs-assessment, prioritisation and implementation of action plans tailored for specific countries. The WTP, launched in 2019, was designed to advance pharmaceutical workforces around the world. It offers a practical and flexible model to assist countries in assessing their individual pharmacy workforce needs and priorities. It also supports needs-based national workforce strategies and infrastructure, and provides co-created solutions, tools, mechanisms and resources for implementation.

Building on the WTP, the PTP-NCDs was established in 2021 to address progress on NCDs across the globe. The programme provides tools and strategic support to FIP member organisations to develop and implement pharmacy services that can have a sustained positive impact in the prevention, screening, management

and treatment optimisation of NCDs. Through these, we seek to improve patient outcomes and health systems efficiency and sustainability.

While these projects have a particular focus on low-and-middle-income countries, they will encourage implementation by countries at all income levels. This programme will initially focus on five clinical areas that, together, represent an enormous disease and economic burden for individuals and health systems: diabetes, mental health, chronic respiratory diseases, cancer and cardiovascular diseases. Working in partnership with our member organisations, the FIP transformation programmes are practical pathways for countries to accelerate progress towards achieving the FIP DGs and to contribute to global and local health agendas. FIP will monitor and document the impact of these transformation programmes over time in relation to a thorough baseline assessment and will use these data to further advocate an expanded and competence-driven role of the pharmacy workforce in healthcare teams and healthcare systems.

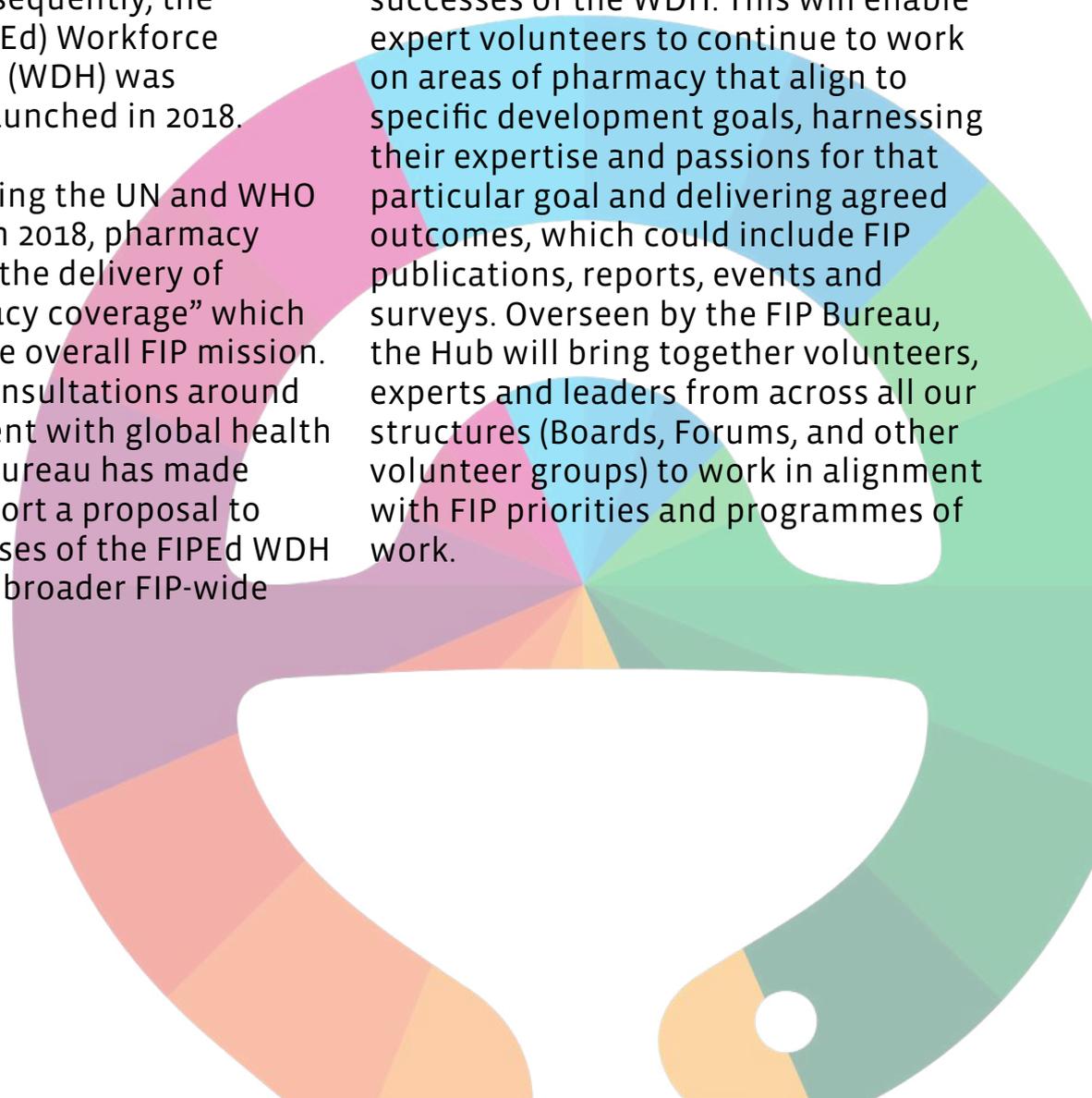
The FIP-Hub

In 2015, the advancement of the FIP mission was progressed by aligning with wider external agendas, not least the World Health Organization Global Strategy on Human Resources for Health. A successful Global Conference on Pharmacy and Pharmaceutical Sciences Education was held in Nanjing in 2016 to support the implementation of the 13 Pharmaceutical Workforce Development Goals, which aimed to ensure a pharmaceutical workforce able to meet healthcare needs under the banner “no healthcare without a workforce”. Subsequently, the FIP Education (FIPeD) Workforce Development Hub (WDH) was established and launched in 2018.

Since then, following the UN and WHO Astana congress in 2018, pharmacy is now integral to the delivery of “universal pharmacy coverage” which are now part of the overall FIP mission. Following wide consultations around increased alignment with global health agendas, the FIP Bureau has made a decision to support a proposal to extend the successes of the FIPeD WDH and to establish a broader FIP-wide

hub by the end of 2023. The proposed new “FIP-Hub” will primarily support continued implementation of the FIP DGs (retaining workforce development elements), bringing in the elements of pharmaceutical practice and science to join the workforce element, and channelled with the wider FIP missions that are aligned with universal health coverage and the Astana Declaration on primary health care.

The FIP Development Goals will be at the centre of the FIP-Hub and the main focus of the hub activities and organisation, building on the successes of the WDH. This will enable expert volunteers to continue to work on areas of pharmacy that align to specific development goals, harnessing their expertise and passions for that particular goal and delivering agreed outcomes, which could include FIP publications, reports, events and surveys. Overseen by the FIP Bureau, the Hub will bring together volunteers, experts and leaders from across all our structures (Boards, Forums, and other volunteer groups) to work in alignment with FIP priorities and programmes of work.



Our people and ways of working

Our volunteers and members are the beating heart of FIP. Engaging through volunteering has been part of our federation since our inception in 1912. We pride ourselves on the work of our volunteers on behalf of, for and with FIP. We value the time and expertise they so willingly give and appreciate the dedication and commitment they have for

FIP and, more importantly, for the entire profession of pharmacy. With the support of FIP staff, volunteers from all around the world comprise our core structures at FIP: the FIP Bureau, FIP Executive Committee, the Boards of Pharmaceutical Practice and Science, FIP Education, FIP forums, FIP Young Pharmacists Group, FIP Hub, FIP Global Pharmaceutical Observatory and all of their affiliated groups and sections. Our volunteers are also the backbone of our committees, expert advisory groups and any other “task and finish” structures.

FIP’s wealth of knowledge, resources, tools and frameworks is the result of global collaborative efforts that merge expert voluntary service with coordinated staff support and leadership. Our volunteers help us achieve our mission and vision. Their service supports us as we work for

our members everywhere. FIP’s ways of working aim to constantly evolve so that we adapt our processes and procedures to work for us as times change. The pandemic showed us how valuable that flexibility is. We continuously strive to find ways to streamline our programmes and projects, facilitate cross-world collaboration, nurture partnerships and provide guidance and leadership where needed.

Enabled by flexible and adaptable ways of working, we can only deliver our Global Roadmap 2030 with:

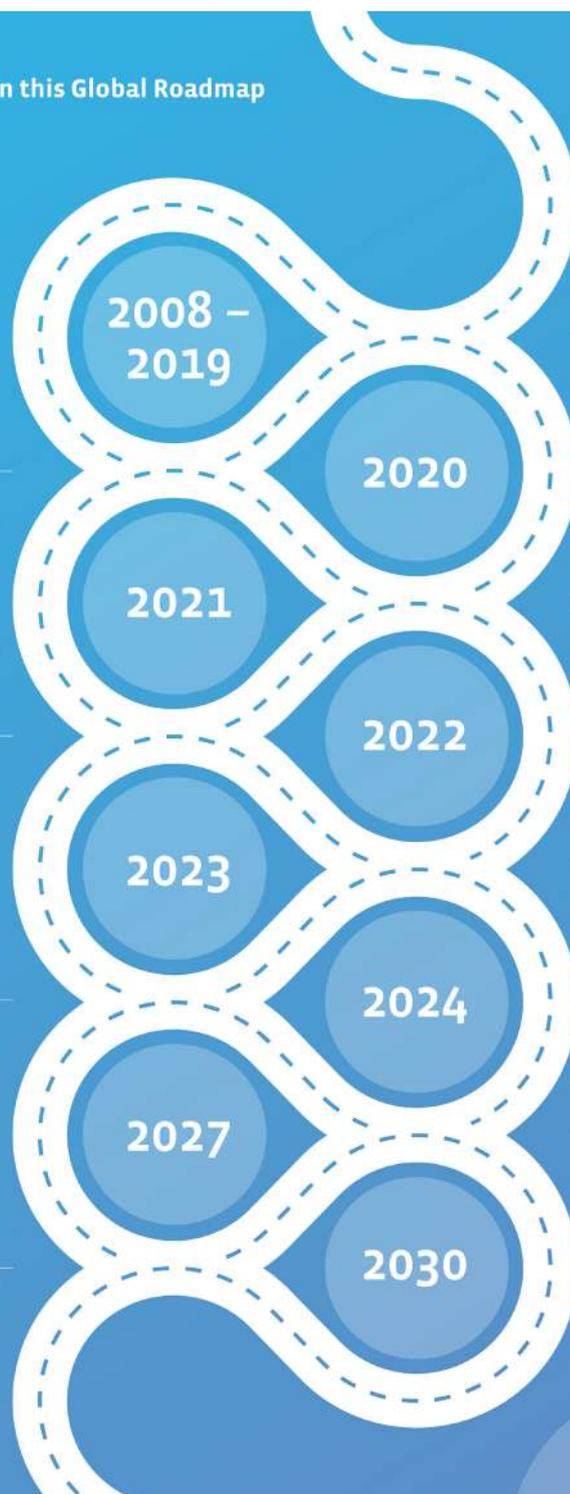
1. Decision making by the FIP Council - our highest and primary decision-making body, made up of our member organisations and representatives from the FIP Bureau and other sections;
2. Service from our volunteers, who mobilise our structures, drive our path forward, and support the delivery of our vision and mission;
3. Commitment from our staff, who lead our programmes, support our volunteers and members, and represent our profession and professionalism everywhere.

6. The road to 2030

The road to 2030 is marked by significant milestones we aspire to achieve. FIP recognises the legacy work, especially that of the last decade, which this roadmap is underpinned by. We look forward to the decade ahead marked by continuously advancing the pharmacy profession and improved health for all, supported by a profession-led FIP Strategy and an externally shaped Global Roadmap.

Key legacy achievements that underpin this Global Roadmap

- 🕒 2020 Vision: FIP’s Vision, Mission and Strategic Plan (2008)
- 🕒 FIP Pharmaceutical Workforce Development Goals (2016)
- 🕒 Global Vision for Education and Workforce (2016)
- 🕒 FIP commits to the Declaration of Astana (2018)
- 🕒 FIP DGs regional mapping programme
- 🕒 FIP Development Goals Digital Programme 2021
- 🕒 The FIP Development Goals Report 2021: Setting goals for the decade ahead
- 🕒 FIP Health Ministers Summit(s)
- 🕒 Formal launch of the FIP-Hub
- 🕒 Further refinement of delivery and impact. To be confirmed - next health ministers summit or influence



- 🕒 Launch of the FIP Development Goals
- 🕒 Launch of the FIP Global Roadmap 2030 at the FIP Congress in Seville
- 🕒 Transition from FIP Workforce Development Hub to FIP-Hub
- 🕒 Renewal of current Strategic Plan (2019-2024)
- 🕒 UN 2030 Agenda for Sustainable Development: how FIP has delivered

“The road to 2030 is marked by significant milestones we aspire to achieve. FIP recognises the legacy work, especially that of the last decade, which this roadmap is underpinned by. We look forward to the decade ahead marked by continuously advancing the pharmacy profession and improved health for all, supported by a profession-led FIP Strategy and an externally shaped Global Roadmap.”



Dr Catherine Duggan
FIP Chief Executive Officer

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