



# NZHPA Strategy and Vision 2025-29

## Vision

To champion and advocate for the pharmacy profession, promoting our value and impact in healthcare. To promote connection, transformation and development for our members.

## Advocate

Pharmacy plays a critical role in healthcare, but our full potential remains untapped.

Our members will be seen and heard, and gain the recognition and support they deserve, working towards a future where pharmacy is consistently valued, empowered and positioned to positively impact patient care.

We will:

- Be proactive in seeking opportunities to engage with other organisations
- Promote and contribute to pharmacy sector collaboration
- Increase visibility of member activities to raise the profile of NZHPA
- Provide clarity to decision makers on the value of pharmacy
- Provide feedback on relevant proposals that impact the profession
- Begin our journey to ensure our organisation is honouring and supporting Te Tiriti in all of our work

## Transform

Hospital and clinical pharmacy must remain dynamic, resilient, and future-focused in an evolving healthcare system. As demands on our services continue to grow, we need to use data-driven decision-making and smarter workflows to enhance efficiency and patient care. By embracing automation, new ways of working and ensuring the best use of workforce to optimise input, we can maximise impact and contribute to a more sustainable healthcare system.

**We will:**

- Pursue professional registration of the Technician workforce
- Embrace data driven decision making, and smarter workflows
- Provide platforms to exchange ideas around developments and automation
- Encourage innovative practice development and top of scope working
- Promote practices that support equity and reduce disparities in care
- Collaborate with overseas organisations who model advanced practice

## **Connect**

Inclusivity, connection, and support are key strengths of our organisation. There are several key groups that we feel would benefit by having more support and professional development opportunities. We also recognise that by having a more diverse membership we can have a stronger and more representative organisation and executive.

We already have some strong communities within the organisation and want to ensure these continue to grow and provide our members with connections that benefit their practice

**We will:**

- Prioritise connections and technologies available for rural workforce and other isolated communities
- Ensure our membership reflects the diversity of our workforce in particular Māori, Pacific and culturally diverse pharmacy staff
- Explore ways to improve engagement and support for technicians, students, interns and early career pharmacists
- Support mentorship opportunities within our membership
- Strengthen our Special Interest Groups (SIGs) and Special Interest Networks (SINs)
- Continue to offer face-to-face educational opportunities

## **Develop**

There are evolving learning needs required to support equitable workforce growth and development across all stages of a career. A focus on culturally and psychologically safe practice is key in ensuring team members feel valued, support effective collaboration, and enhance patient care. Supporting the development of interpersonal and leadership skills alongside clinical learning will ensure that pharmacy staff are equipped to excel in their clinical roles and to lead and drive positive change.

We will:

- Identify the learning needs across all stages of our members' careers
- Provide opportunities for learning that reflect the changing needs of the healthcare environment
- Encourage culturally and psychologically safe practice within the healthcare teams and across transitions of care
- Support the development of the interpersonal and leadership skills of our members
- Identify opportunities for remote learning to complement our well-established face to face education
- Administer educational grants to support lifelong learning

## **Our strategy is underpinned by ensuring the on-going viability of the Association**

We will:

- Maintain and grow our membership
- Utilise technology to support Association activities and member engagement
- Maintain sound Governance
  - Update and maintain internal processes and policies
  - Maintain financial sustainability
  - Review and maintain contracts
- Ensure the infrastructure of our Association supports the required activities
- Commit to meeting our obligations under Te Tiriti o Waitangi in all we do

Commit to Environmental sustainability in all we do

