



New Zealand Hospital Pharmacy Association (Inc)

Te Kāhui Whakarite Rongoā Hōhipera o Aotearoa

July 2024

Hospital Pharmacy as medicines experts – NZHPA Position Statement

The New Zealand Hospital Pharmacy Association (NZHPA) deeply values the potential of the pharmacy profession as agents for change in improving health outcomes for every New Zealander. This potential remains largely untapped due to longstanding challenges such as insufficient resources, inadequate remuneration, and a lack of recognition for the significant impact of pharmacy's professional expertise. Embracing and supporting the capability of the pharmacy profession will empower individuals and communities to support a healthier future for all.

Hospital pharmacy services in the 21st century extend into all patient care settings where our specialist clinical and technical skills allow us to lead all aspects of the medicines management process. From the evaluation, procurement, supply and storage of medicines to expert involvement in therapeutic decision making by patient facing staff, we enable patients to receive timely access to safe and effective medicines.

Leveraging this expertise in medication management and working collaboratively, hospital pharmacy can contribute significantly to improving patient outcomes and overall health and wellbeing ensuring we meet our obligation to Te Tiriti o Waitangi. By delivering cost-effective, and patient-centred healthcare, pharmacy can make significant impacts on public health, chronic disease, harm reduction, and prevent hospital readmissions. However, opportunities to do this are inconsistent and inequitable across Aotearoa.

NZHPA recommends that:

1. Pharmacists should be supported and enabled to work at their full scope of practice

This may include, but is not limited to implementing pharmacist prescriber roles, comprehensive medication reviews and medication therapy management e.g., in outpatient clinics, leading organisation wide stewardship programmes, being part of the resuscitation teams to ensure safe, timely and accurate administration of emergency medicines.

2. Pharmacy Technicians become a registered profession

Registration would provide greater assurance that all pharmacy technicians are practising with the appropriate level of specialist knowledge and meeting minimum competency standards. Registration offers the potential to expand the technician scope of practice, to streamline pharmacy operations, release pharmacist time, provide career advancement opportunities and job satisfaction, and support retention of staff.

3. Pharmacy Assistants become an integral part of the pharmacy team

Assistant roles which support supply functions, stock handling and monitoring are inequitably resourced across the country. These roles should be utilised to release technician and pharmacist time.



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4. Remuneration should be equitable in relation to comparable roles

Pay should value the level of expertise, responsibility and risk of the roles undertaken. Appropriate pay would support staff to remain in the roles where they have the biggest impact, are able to utilise their skills and experience and remain within the health sector.

5. Career framework is developed which supports pathways that promote growth across the profession

A fit for purpose career framework should enable individuals to pursue roles which are in line with their natural preferences and abilities. It should allow career growth, progression to work at full scope of practice and a diversity of roles.

6. Best practice is shared and supported nationally

Barriers to implementing best practice are removed. Systems should support an agile response to ensure equitable outcomes for patients.

7. Hospital services are consistently developed with a patient centred lens and include pharmacy and other allied health stakeholders from the outset.

Traditional models of care should be challenged with a view to ensuring the right person provides the right care at the right time.

8. Data is collected and analysed within the relevant context.

Point of care data is balanced with data on delayed impact of pharmacy interventions, recognising that the volume of patients seen does not directly correlate with impact on outcomes. Data is used to inform resourcing to ensure it is in line with best practice standards.