



# Strategic Plan 2023

## A Message from the Registrar

On behalf of Council, I am pleased to present the New Brunswick College of Pharmacists' new five-year strategic plan. This important roadmap for the future of the College and the profession is the culmination of months of planning, engagement, review and collaboration between Council, staff, pharmacy professionals, patients, and stakeholders. Indeed, setting out the strategic direction for the College as a self regulatory body is Council's foremost responsibility.

The previous strategic plan developed in 2015 focused on building a solid foundation to support the evolving role of pharmacy professionals in healthcare - a continuation of the introduction of the *New Brunswick Pharmacy Act, 2014*. With a scope of practice that is among the broadest in the country, New Brunswick pharmacists and pharmacy technicians are able to meet emerging patient needs, as evidenced by the central role played in the province's pandemic response efforts.

Patient care is at the core of what we do as pharmacy professionals and that shone throughout the pandemic when you did not waver, even in the face of personal risk and uncertainty. Over the past few months, I had the privilege of visiting pharmacies across the province. Time and time again, I observed resilience, a spirit of collaboration, innovation as well as some of the challenges you face. From leading vaccination clinics in and outside pharmacy settings to assisting vulnerable patients; from being part of the primary care model in the hospital setting to chronic disease management through collaboration with other healthcare professionals. I also spoke to a patient who used to travel three

hours for care but is now able to receive that care from a pharmacist. The common thread here is providing timely, safe, and quality patient care that is needed and accessible from pharmacy professionals. It is clear we have an important role in the overall healthcare system.

The plan that follows describes how the College will build on its existing strengths and pursue important opportunities to achieve meaningful outcomes for the public as well as for pharmacy professionals and the College. Based on the four pillars outlined in the document, continuous quality improvement, the evolving role and well-being of pharmacy professionals, enhancing engagement and collaboration, and building transparency in self regulatory responsibilities, this strategic plan looks to the future of healthcare in New Brunswick and aligns with the Department of Health's *Stabilizing Health Care: An Urgent Call to Action* plan.

Our strategic plan deals with the modern and evolving demands and expectations being faced by pharmacy professionals playing a larger role in the primary care of patients. The College looks forward to the implementation of this strategic plan over the next five years. Both the public and the profession will be well served by it.

### **Anastasia Shiamptanis**

Registrar

New Brunswick College of Pharmacists

# Strategic Plan Components

## Mission

To protect and promote the health and well-being of New Brunswickers by regulating pharmacy practice

## Vision

**A trusted, responsive leader that:**

- collaborates with health system partners;
- empowers pharmacy professionals;
- supports evolving patient care needs of New Brunswickers.

## Values



Continuous  
Quality  
Improvement



Empowerment



Equity and  
Inclusion



Respect and  
Integrity



Collaboration



Transparency

## Strategic Pillars

### PILLAR ONE

Fostering continuous quality improvement in the profession

### PILLAR TWO

Supporting the evolving role and well-being of pharmacy professionals

### PILLAR THREE

Enhancing engagement and collaboration with pharmacy professionals, the public, and health system partners

### PILLAR FOUR

Demonstrating transparency and accountability in self-regulatory responsibilities

# Strategic Framework

## **Pillar One:** Fostering continuous quality improvement in the profession

1. Incorporate continuous improvement in everyday activities.
2. Use data to inform and guide practice improvements.
3. Identify and share continuing education tools to support professional development.

## **Pillar Two:** Supporting the evolving role and well-being of pharmacy professionals

1. Assess current levels of adoption of scope of practice.
2. Collaborate with partners to align pharmacy scope of practice with patient needs.
3. Address well-being as an important part of professional practice.

## **Pillar Three:** Enhancing engagement and collaboration with pharmacy professionals, the public, and health system partners

1. Provide pharmacy professionals with opportunities to share ideas and feedback with the College.
2. Strengthen public involvement in College work.
3. Create new opportunities for collaboration and strengthen existing relationships.

## **Pillar Four:** Demonstrating transparency and accountability in self-regulatory responsibilities

1. Implement best practices in governance.
2. Share information about how the College regulates pharmacy practice and makes decisions.
3. Strengthen commitment to equity, diversity, and inclusion (EDI).



# Strategic Plan Cascade

