



ADVANCED  
PHARMACY  
AUSTRALIA



# Yindyamarra 2030

Strategic Plan



## Acknowledgements

The story of Advanced Pharmacy Australia's **Reflect Reconciliation Action Plan**, highlights the values of community, collaboration and *yindyamarra*, a Wiradjuri term that encompasses respect, honour and responsibility.

In naming this document *Yindyamarra 2030*, we seek to imbue this concept through all that we do while celebrating Aboriginal and Torres Strait Islander peoples as the first pharmacists of Australia, bush medicine practitioners and doctors who practised on this land.

We acknowledge Aboriginal and Torres Strait Islander people as the Traditional Owners of the lands and waterways on which all Australians meet, work and live, and thank their elders past and present.

## What is Yindyamarra 2030?

*Yindyamarra 2030* is the forward vision for advanced pharmacy in Australia, spanning three horizons: Equity 2025-26, Sustainability 2027-28 and Adaptability 2029-2030.

This document details goals under five pillars: Workforce, Patient Care, Learn and Grow, Govern and Sustain, which evolve through each horizon to ensure a more inclusive, connected, collaborative and sustainable pharmacy community in 2030.

Not included in the strategic plan, but underpinning all activity, is progression through Reconciliation Action Plans to ensure AdPha supports First Nations sovereignty in parallel to improved health outcomes for Aboriginal and Torres Strait Islander communities.



*Smoking Ceremony*

Created by Chrystal Galea, an Indigenous woman from the Wiradjuri Nation now living on the land of the Girai wurrung people, Eastern Maar, in rural Victoria.



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## Our purpose

[ The reason we exist ]

Leading pharmacy, enriching care.

From hospitals to everywhere medicines are needed.

## Our goal

[ What we want to achieve ]

Australia's health outcomes are improved because medicines are safely stewarded for every person in Australia, regardless of their place, their care setting or their vulnerabilities.

## Our people

[ Who we are ]

Pharmacists, technicians and assistants caring for Australians in hospitals, homes and communities since 1941.

# Our five pillars

Our eight decade history has seen momentous progress, but our core focus on connection and learning, within and beyond hospitals and health services, has not changed.

Members of Advanced Pharmacy Australia have always been on the cutting edge of clinical excellence, medicines innovation and patient care, pioneering hospital pharmacy services, and championing advances such as deprescribing and team-based medicines stewardship at transitions of care.

*Yindyamarra 2030* provides a roadmap for Advanced Pharmacy Australia to strengthen the reach and impact of work begun by the Society of Hospital Pharmacists of Victoria and continued the Society of Hospital Pharmacists of Australia to advance all of pharmacy, centred on five pillars:



**WORKFORCE**



**GOVERN**



**PATIENT CARE**



**SUSTAINABILITY**

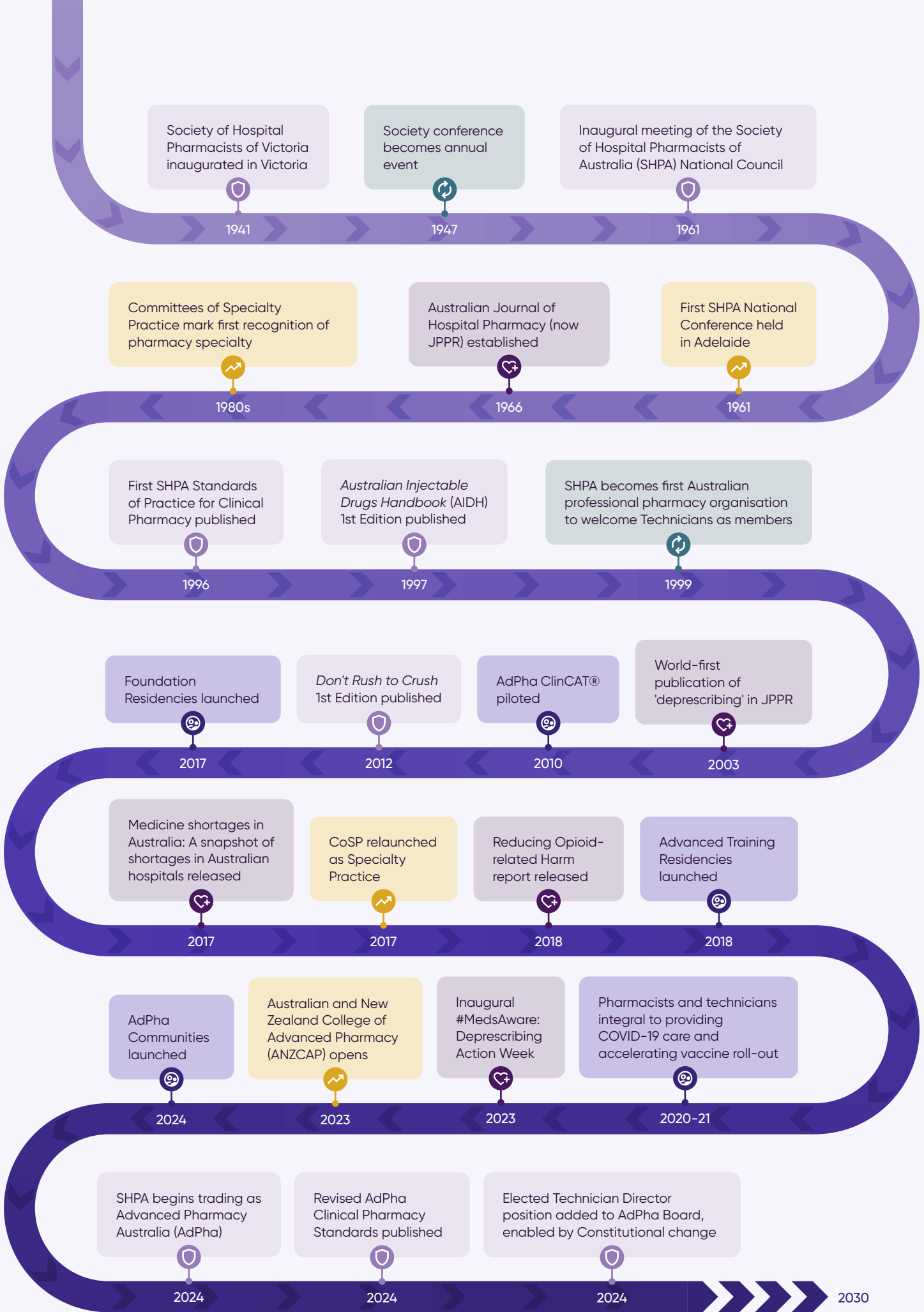


**LEARN AND GROW**

## An ongoing journey

For more than 80 years, our organisation has represented and advocated for practitioners operating at the highest levels of pharmacy and healthcare – based predominantly in hospitals – leading and harnessing innovations on a national scale to advance professional pharmacy services, supporting all Australians (see timeline over page).

*Yindyamarra 2030* charts our vision for Australian pharmacy based in and around our hospitals. This is the next step in our story.





# Our forward vision

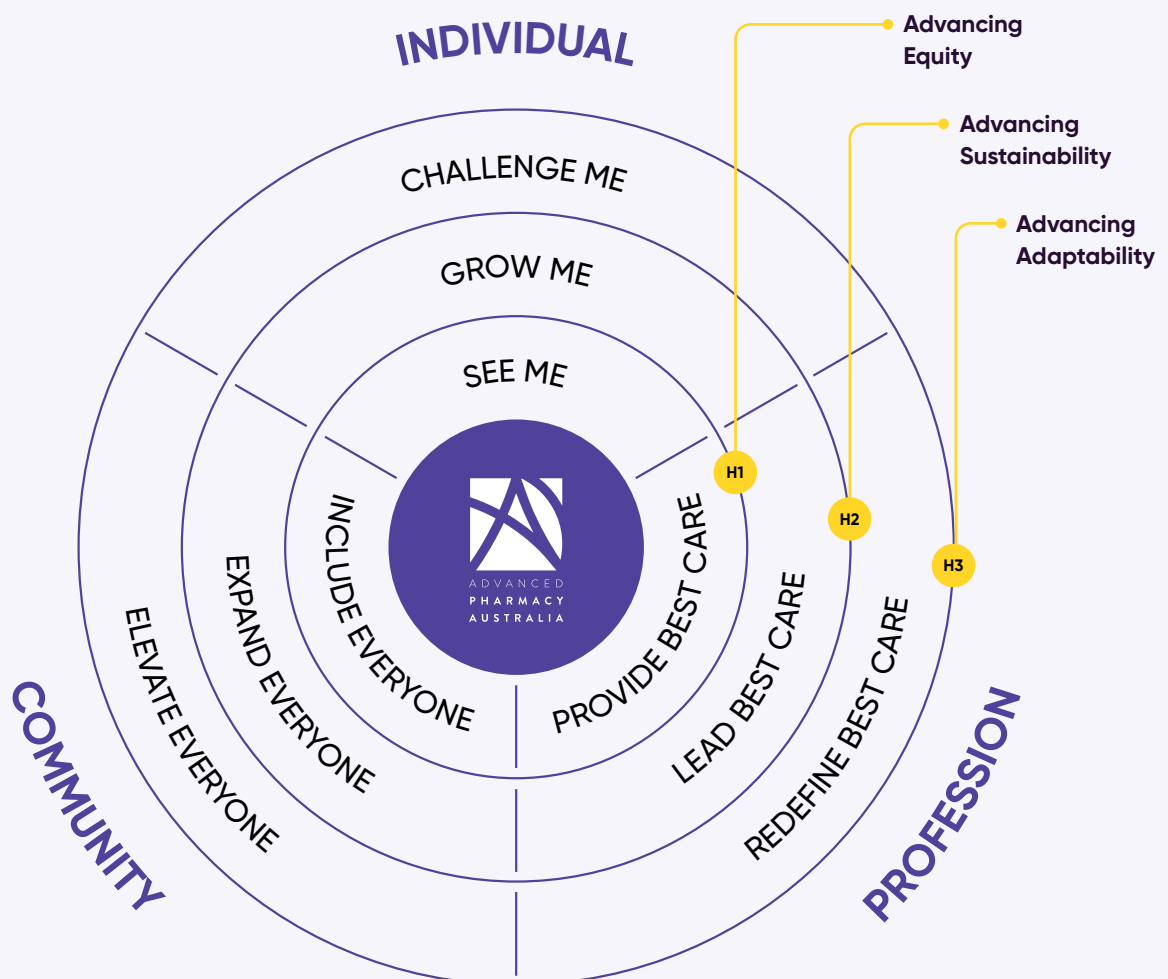
*Yindymarra 2030* is the forward vision for Advanced Pharmacy Australia, spanning **three horizons**: Advancing Equity 2025–26, Advancing Sustainability 2027–28 and Advancing Adaptability 2029–2030.

Each horizon includes goals that will benefit three key stakeholder groups, the individual pharmacy practitioner, the profession in which they learn and grow and the community in which they live, work and provide care. As the horizons unfold, the influence and positive impact of Advanced Pharmacy Australia increases.

Progress toward the goals is underpinned by annual business plans that both influence and are responsive to the prevailing and developing policy landscape, i.e. the National Medicines Policy, Pharmaceutical Benefits Scheme, Medicare Benefits Schedule and National Health and Climate Strategy.

Our progress is also supported by the strength of our national and international partnerships, including but not limited to:

- American Society of Health-System Pharmacists (ASHP)
- Australian Pharmacy Council (APC)
- Council of Pharmacy Schools (CPS)
- European Association of Hospital Pharmacists (EAHP)
- International Pharmaceutical Federation (FIP)
- Leaders in Indigenous Pharmacy Profession Education (LIPPE)
- National Australian Pharmacy Students' Association (NAPSA)
- New Zealand Hospital Pharmacy Association (NZHPA)
- Pharmaceutical Society of Australia (PSA)
- Pharmacists Support Service (PSS)
- The Pharmacy Guild of Australia

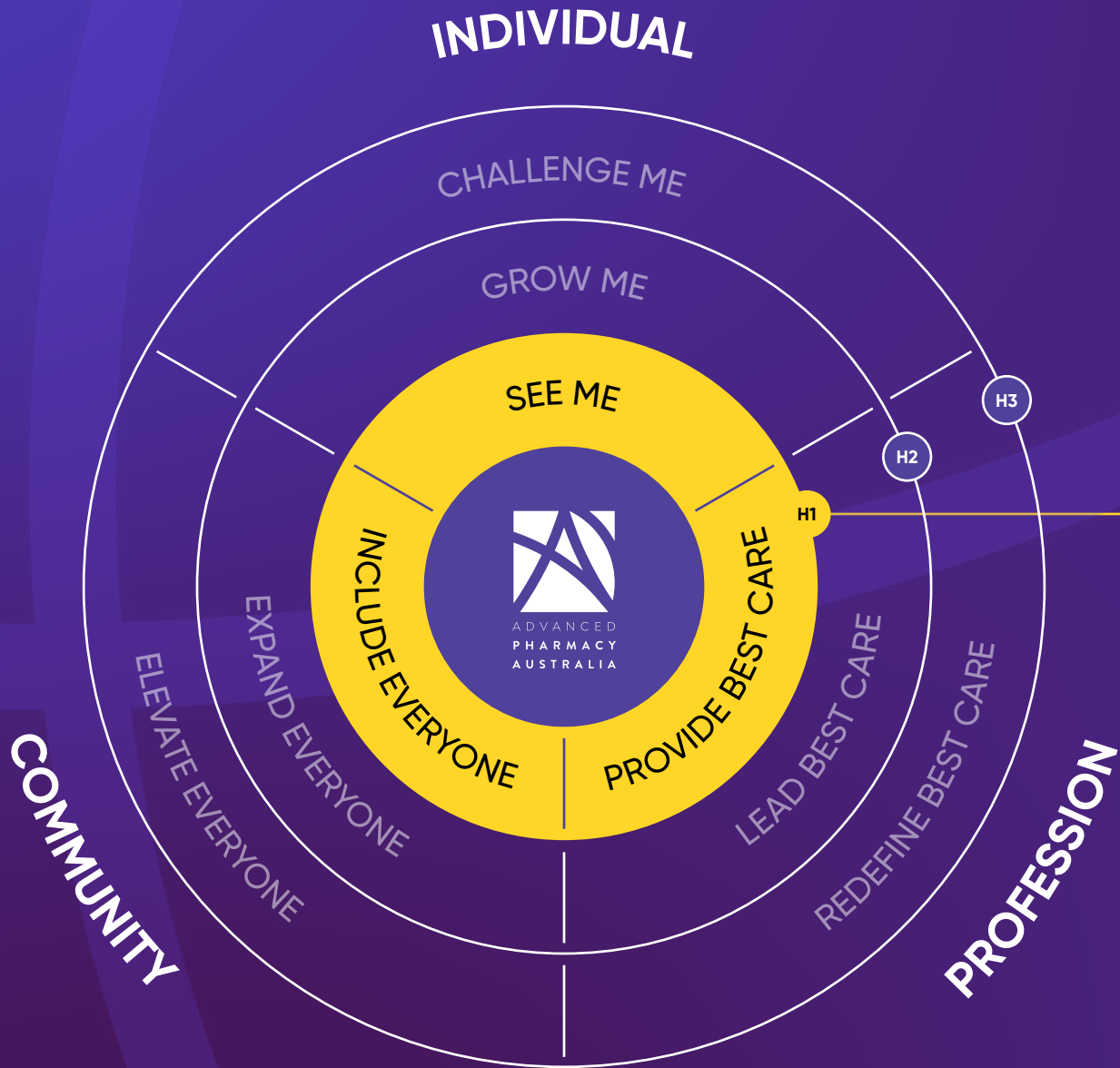


Yindyamarra 2030 details goals under five pillars – **Workforce**, **Patient Care**, **Learn and Grow**, **Govern** and **Sustain** – to ensure a more inclusive, connected, collaborative and sustainable Australian pharmacy community, with the patient at the centre.

This is who we are and what we stand for: we put people and patients first.

As the pillars build and expand through the six-year plan, they both inform, and are informed by, the future analysis of annual Pharmacy Forecast Australia reports.









# Horizon 1: Advancing Equity

2025-2026    2027-2028    2029-2030

**The convergence of pharmacists and technicians from specialty and generalist settings, industry, regulation and academia to create the best profession, dedicated to better care for every patient.**

*Yindyamarra 2030* builds on the historical strengths of the Society of Hospital Pharmacists of Australia (SHPA), expanding and empowering more pharmacists and technicians as Advanced Pharmacy Australia.

Advanced Pharmacy Australia is the progressive voice of Australian pharmacy practitioners, built on 80 years of pharmacy innovation that puts people and patients first and provides lifelong support for members.

Advanced Pharmacy Australia is an inclusive pharmacy organisation, a collaborative community of thousands of members caring for Australians in hospitals, homes and communities.

This horizon stimulates advances in pharmacy practice to radiate outward, developing and expanding the professional identity of pharmacy and healthcare to the benefit of more Australians.

Horizon 1 will support convergence of Australian pharmacists and technicians through a unity of purpose, fostering more equitable opportunities in a stronger profession to improve health outcomes.

**This horizon uplifts all individuals – regardless of specialty, background or career stage – through training, recognition, connection and community.**



## ANZCAP-Reg. (Cardiol., RuralHlth)

I am passionate about access to health care, particularly in rural and remote Australia, and by supporting a 📊 **landmark pharmacy workforce data report** I contributed to 🗣️ **advocacy for greater healthcare equity** for some of our most vulnerable communities. Often working remotely, I stay connected to like-minded 🧑‍🤝🧑 **specialty pharmacy communities** and access 📖 **evolving practice guidelines** to maintain my site's standards of care delivery, while driving my growth toward 🏆 **personal practice recognition from ANZCAP.**



# Horizon 1: Advancing Equity

2025-2026 2027-2028 2029-2030

## Goals

### WORKFORCE

#### Workforce data for care models

H1

Establish baseline data set and publish first AdPha pharmacy workforce data report to expand scope for pharmacists and technicians

H2

H3

#### Foster the next generation

H1

Enhance member engagement, recognition through ANZCAP and professional development at student, intern and early career levels with digital support

H2

H3

#### National and International Standard Training Programs

H1

Develop standard setting training pathways linked to recognition models across the sector

H2

H3

### PATIENT CARE

#### Partner with Stakeholders

H1

Partner with professional stakeholders across pillars and increase collaboration with patient advocacy groups

H2

H3

#### Partner with Government

H1

Advocate for positive change to elevate the profession and improve patient care and access

H2

H3

#### Research and share

H1

Expand publications, standards and research to meet priority care needs

H2

H3

### LEARN AND GROW

#### Recognition

H1

Grow ANZCAP with and for the profession to drive structured industrial advancement

H2

H3

#### Education and skills expansion

H1

Advance inclusivity and equity as cultural norms in the profession

H2

H3

#### Evolve digital foundations

H1

Enhance digital capabilities for member experiences supporting education, credentialing and practitioner recognition

H2

H3



GOVERN

**Accreditation**

|           |   |           |           |
|-----------|---|-----------|-----------|
| <b>H1</b> | Accredit programs and site providers to increased equitable access to training and skills development | <b>H2</b> | <b>H3</b> |
|-----------|---|-----------|-----------|

**Standards**

|           |  |           |           |
|-----------|--|-----------|-----------|
| <b>H1</b> | Align Specialised Standards for the profession, including against AdPha Clinical Pharmacy Standards and AdPha Technician Competency Standards, to meet expanding scope and inter- and intra-disciplinary care models | <b>H2</b> | <b>H3</b> |
|-----------|--|-----------|-----------|

**Rebrand**

|           |   |           |           |
|-----------|---|-----------|-----------|
| <b>H1</b> | Transform our organisational identity to embrace and advance an inclusive pharmacy profession | <b>H2</b> | <b>H3</b> |
|-----------|---|-----------|-----------|



SUSTAIN

**Manage growth**

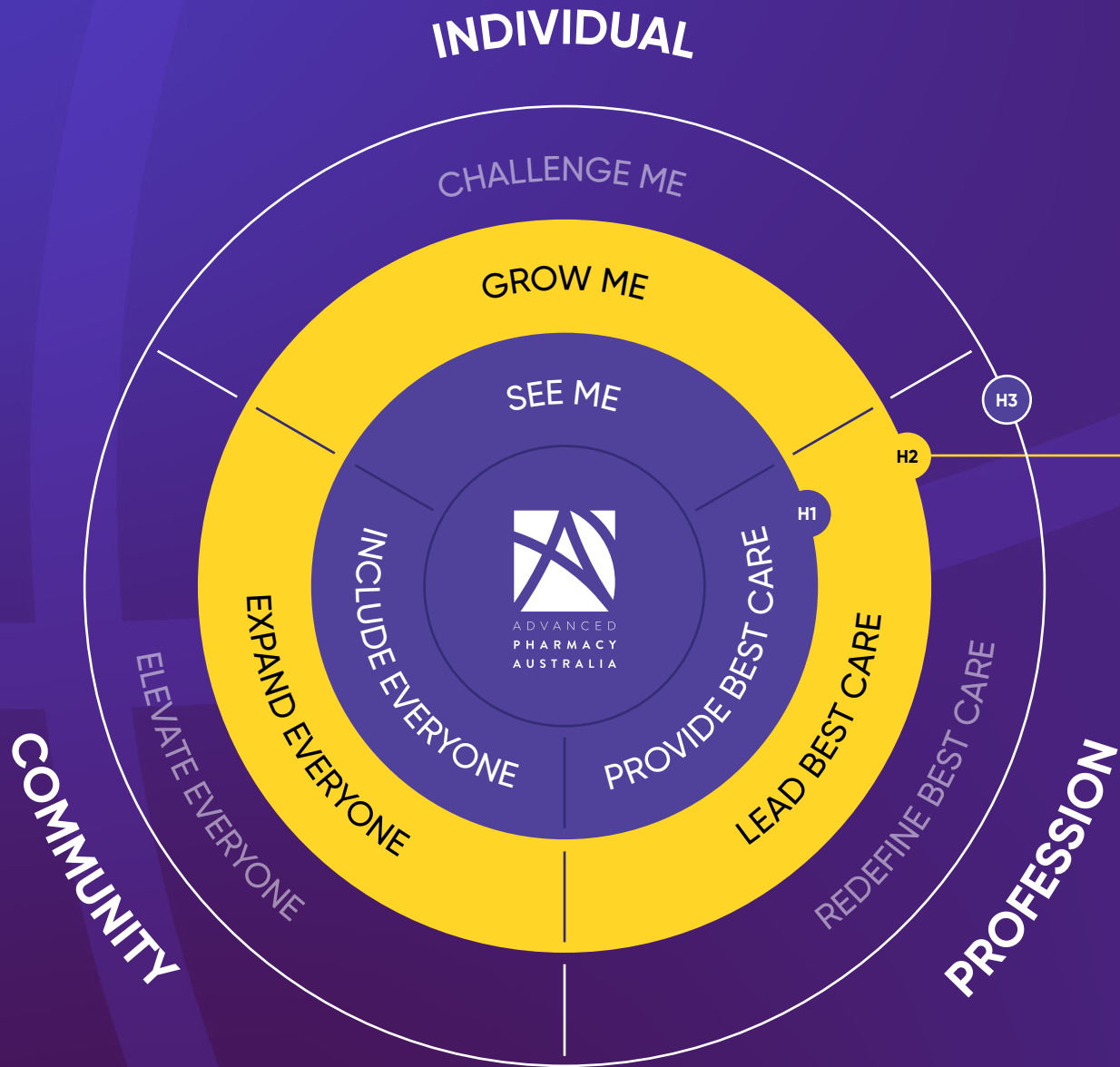
|           |   |           |           |
|-----------|---|-----------|-----------|
| <b>H1</b> | Transform operations, complemented by ANZCAP, to embrace inter- and intra-disciplinary collaboration and professional expansion for pharmacists and technicians | <b>H2</b> | <b>H3</b> |
|-----------|---|-----------|-----------|

**Lead green**

|           |   |           |           |
|-----------|---|-----------|-----------|
| <b>H1</b> | Develop sustainability initiatives across Scope 1 (emissions that result from activities within the organisation's control) | <b>H2</b> | <b>H3</b> |
|-----------|---|-----------|-----------|

**Change our world**

|           |  |           |           |
|-----------|--|-----------|-----------|
| <b>H1</b> | Contribute to the outcomes of the <i>Transitions to Sustainable Health Systems Consortium</i> on behalf of the pharmacy profession | <b>H2</b> | <b>H3</b> |
|-----------|--|-----------|-----------|





# Horizon 2: Advancing Sustainability

2025-2026   2027-2028   2029-2030

**Standing taller, together as a profession while taking the lead on growing inter-disciplinary collaborations that benefit people and the planet.**

Horizon 2 of *Yindyamarra 2030* continues to uplift the individual, but also nurtures the practitioner’s sphere of influence: the teams, workplaces, communities and regions that give meaning and purpose to pharmacy practice and patient care.

As the voice of advanced pharmacy practice, Advanced Pharmacy Australia will redefine what pharmacy can be for each practitioner; a varied, respected and rewarding range of experiences.

In this horizon, Australian pharmacy has arrived on the world stage, fostering dynamic and purposeful career paths based on training and practice standards that are universally recognised by peers and the profession.

**Horizon 2 marks a clear shift toward the broadest possible accountabilities: by placing every patient at the centre, our impact extends from medicines stewardship and clinical care to the communities we live in, the societies we shape, and the world we share.**



## FANZCAP (ToC, PrimCare)

I help shape Advanced Pharmacy Australia’s 🔄 **diverse on-demand education content** to support the next generation, and am contributing to an international project on optimising the 🔄 **safe and ethical adoption of AI** into education frameworks. I am passionate about 🌐 **supporting career pathways** that begin 🏢 **building from university**, with the patient at the centre, regardless of care setting, and my project seeking to 🔄 **close gaps in care transitions** received an AdPha Team Innovation Award, celebrated by my peers and workplace leaders.



# Horizon 2: Advancing Sustainability

2025-2026   2027-2028   2029-2030

## Goals

### WORKFORCE

#### Workforce data for care models

|    |    |  |    |
|----|----|--|----|
| H1 | H2 | Build workforce data set and collaborate with workforce planners to expand scope | H3 |
|----|----|--|----|

#### Foster the next generation

|    |    |  |    |
|----|----|--|----|
| H1 | H2 | Elevate pharmacists and technicians through career pathways and inter/intradisciplinary models | H3 |
|----|----|--|----|

#### National and International Standard Training Programs

|    |    |   |    |
|----|----|---|----|
| H1 | H2 | Expand conferences, credentials and training nationally and internationally | H3 |
|----|----|---|----|

### PATIENT CARE

#### Partner with Stakeholders

|    |    |   |    |
|----|----|---|----|
| H1 | H2 | Partner with academic institutions to value-add credentials to improve clinical outcomes and access to care | H3 |
|----|----|---|----|

#### Partner with Government

|    |    |   |    |
|----|----|---|----|
| H1 | H2 | Develop pharmacy leadership; embed members in policy-making and healthcare debates, decisions and governance structures | H3 |
|----|----|---|----|

#### Research and share

|    |    |   |    |
|----|----|---|----|
| H1 | H2 | Provide innovation and research grants targeting collaboration while building on research data sets | H3 |
|----|----|---|----|



LEARN AND GROW

Recognition

|    |    |  |    |
|----|----|--|----|
| H1 | H2 | Grow ANZCAP certifications across all pharmacy domains and integrate with workforce agreements | H3 |
|----|----|--|----|

Education and skills expansion

|    |    |  |    |
|----|----|--|----|
| H1 | H2 | Expand innovative educational content and on-demand learning to meet scope | H3 |
|----|----|--|----|

Evolve digital foundations

|    |    |  |    |
|----|----|--|----|
| H1 | H2 | Develop and establish new tools and platforms to support members and drive change in pharmacy practice | H3 |
|----|----|--|----|

GOVERN

Accreditation

|    |    |  |    |
|----|----|--|----|
| H1 | H2 | Offer specialised training programs and support research and development in emerging pharmacy fields | H3 |
|----|----|--|----|

Standards

|    |    |   |    |
|----|----|---|----|
| H1 | H2 | Establish and recognise Standards across; clinical practice, pharmacy services, individual patient and learning and development | H3 |
|----|----|---|----|

Rebrand

|    |    |   |    |
|----|----|---|----|
| H1 | H2 | Embed Advanced Pharmacy Australia as the centre of excellence for pharmacy practice and education | H3 |
|----|----|---|----|

SUSTAIN

Manage growth

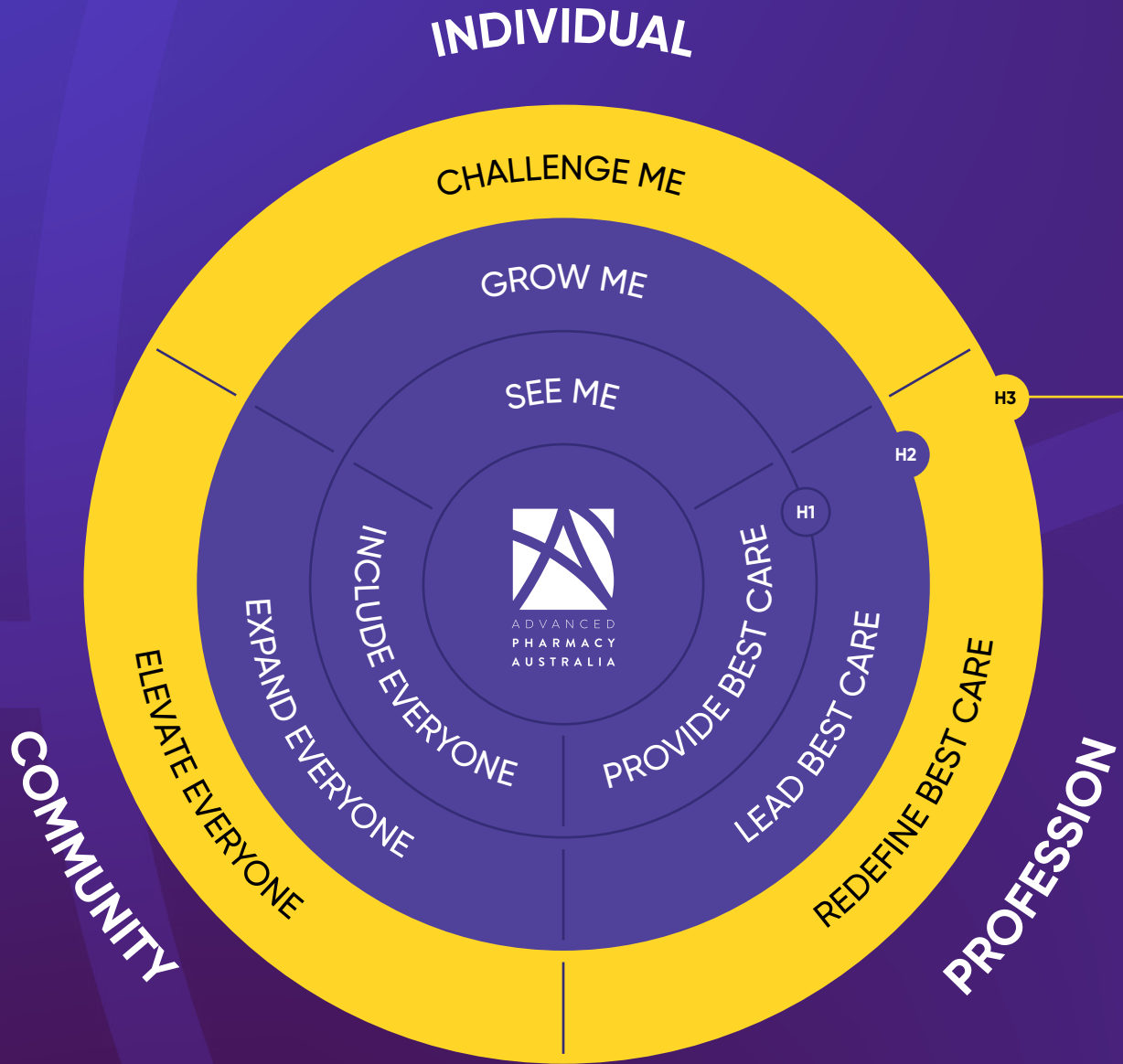
|    |    |   |    |
|----|----|---|----|
| H1 | H2 | Adapt to organisational and member growth | H3 |
|----|----|---|----|

Lead green

|    |    |  |    |
|----|----|--|----|
| H1 | H2 | Develop sustainability initiatives across Scopes 1 and 2 | H3 |
|----|----|--|----|

Change our world

|    |    |   |    |
|----|----|---|----|
| H1 | H2 | Support implementation of the recommendations of the <i>Transitions to Sustainable Health Systems Consortium</i> in hospitals and health services | H3 |
|----|----|---|----|



# **Horizon 3: Advancing Adaptability**

2025-2026   2027-2028   **2029-2030**

**Owning broader accountabilities, expanding the reach and influence of individuals and partnerships through the sustainable and resilient leadership of Advanced Pharmacy Australia members.**

Horizon 3 of *Yindyamarra 2030* continues investment in the individual, fostering resilient cultures of clinical excellence by embedding recognised education and training pathways for all.

Pharmacy is truly inter-disciplinary in all places Australians receive care, with team-based care in the DNA of the next generation of practitioners.

In this horizon, Advanced Pharmacy Australia is a local, national and international partner, leading and supporting collaborations of reciprocal benefit, learning and influence.

**Horizon 3 sees a dynamic outward-looking pharmacy profession seizing opportunities to change practice and reshape care, everywhere.**



## **ANZCAP-Res.**

I look forward to progressing my early career through  **upcoming offshore training opportunities** and I plan to volunteer in  **Pacific outreach programs** while supporting local environmental initiatives backed by  **peers back home**. I look forward to beginning  **my Registrar Training Program** in Infectious Diseases, while working closely with interprofessional colleagues as my specialty interests develop, and have received an  **AdPha Research Grant** to explore antimicrobial resistance post-hospital discharge that contributes to the  **health of people and communities**.



# Horizon 3: Advancing Adaptability

2025-2026 2027-2028 2029-2030

## Goals

### Workforce data for care models

H1

H2

H3

Influence the workforce pipeline for workforce expansion in public and private settings

### Foster the next generation

H1

H2

H3

Respond to and harness the energy for change and innovation across disciplines

### National and International Standard Training Programs

H1

H2

H3

Establish Pacific region training programs linked to recognition models

WORKFORCE

### Partner with Stakeholders

H1

H2

H3

Influence national and international health policies through active participation in national, regional and international health forums

### Partner with Government

H1

H2

H3

Influence patient outcomes in the Asia-Pacific region

### Research and share

H1

H2

H3

Grow grant opportunities and Australian research data, and build global partnerships for research collaborations

PATIENT CARE

LEARN AND GROW

Recognition

|    |    |    |  |
|----|----|----|--|
| H1 | H2 | H3 | Expand ANZCAP's role in pharmacy recognition |
|----|----|----|--|

Education and skills expansion

|    |    |    |  |
|----|----|----|--|
| H1 | H2 | H3 | Build global partnerships for education collaborations |
|----|----|----|--|

Evolve digital foundations

|    |    |    |  |
|----|----|----|--|
| H1 | H2 | H3 | Embed digital solutions in the development of Australian pharmacy practitioners at-scale |
|----|----|----|--|

GOVERN

Accreditation

|    |    |    |  |
|----|----|----|--|
| H1 | H2 | H3 | Recognise levels of pharmacy service performance |
|----|----|----|--|

Standards

|    |    |    |   |
|----|----|----|---|
| H1 | H2 | H3 | Expand standards to inter- and intra-disciplinary scope |
|----|----|----|---|

Rebrand

|    |    |    |  |
|----|----|----|--|
| H1 | H2 | H3 | Be advanced pharmacy; complete the journey, embed for all patient interactions |
|----|----|----|--|

SUSTAIN

Manage growth

|    |    |    |  |
|----|----|----|--|
| H1 | H2 | H3 | Adapt to organisational and member growth in scope and influence |
|----|----|----|--|

Lead green

|    |    |    |   |
|----|----|----|---|
| H1 | H2 | H3 | Develop sustainability guidelines for pharmacy operations and embed industry-wide |
|----|----|----|---|

Change our world

|    |    |    |   |
|----|----|----|---|
| H1 | H2 | H3 | Lead sustainable practices in the pharmacy profession |
|----|----|----|---|

# Pharmacy in 2030



Pharmacists and technicians are fully integrated into interdisciplinary care teams, their medicines expertise indispensable.

Recognised and respected, their complementary skills and collegiate partnerships meet the needs of each patient, regardless of their place, their care setting or their vulnerabilities.

In this way, a more inclusive, connected, collaborative and sustainable pharmacy community improves health outcomes for all Australians.

The positive impact of advanced pharmacy extends from medicines stewardship and clinical care to the communities we live in, the societies we shape, and the world we share.

AdPha is a unifying and driving force, the professional partner of pharmacists and technicians, from students and trainees to innovators and leaders.



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