

Strategic Framework for Pharmacy Council of Pakistan

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PROGRAMME DIRECTION

Mission

- To regulate and promote professional pharmacy education in the country in line with the international standards (WHO Vancouver 1997).

Vision

- To be recognized internationally as a national regulatory body.
- To be respected nationally and internationally as an effective body protecting and advancing health, safety and well-being of patients.

Value:

- As the national body, Pharmacy Council of Pakistan (PCP) is committed to professional excellence and create value for the stakeholders and patients.
- Encourage and promote pharmacy education in the country and uphold professional integrity.

Professional Scope

The responsibility of PCP is to ensure that the Pharmacy Act is enforced in the protection and the promotion of pharmacy profession. A range of activities that are covered by PCP are as follows:

- Recognition of pharmacy institutions and their programs.
- Curriculum & courses for professional pharmacist & pharmacy technicians
- Approve continuous professional development programmes.
- Development of standards concerning the pharmacy profession.
- Registration of pharmacist and pharmacy technicians (by the provincial councils).
- Accreditation of degrees obtained from overseas for purpose of equivalence.
- Advise government in making of health policies and legislations.

Strategic Objectives

The mission, vision and value of PCP can be achieved by focusing the following objectives:

- To regulate the pharmacy education in Pakistan ensuring that patient safety becomes the core value of institutions imparting pharmacy education
- To ensure that the curriculum of PharmD courses as well as pharmacy technician is innovative, efficient, relevant and responsive.
- To provide proactive policy and operational supports for pharmacist associations and university institutions.
- To create enabling environment that enhances continuous education, training and development programme.

Key Result Areas

In order to accomplish the strategic objectives, PCP must achieve results in the following areas.

- **Safe, effective and quality medicinal products:** - dispensed in accordance with the principle of risk management.
- **Information Management:** - disseminate to stakeholders information in effective manner.
- **Stakeholder's satisfaction:** - use principals of fairness, equity and transparency.
- **Efficiency and responsiveness:** - ensure that performance standard in all activities are met.
- **Leadership:** - facilitate International cooperation.

Strategic Priorities

- **Organization Status:** - Develop appropriate and effective mechanism for delivering the activities of PCP.
- **Communications:** - Develop and implement Communication Strategies for internal and external stakeholders.

- **Legislative and Regulatory Review:** - Review the existing regulation; develop a responsive efficient and effective regulatory framework for various areas of responsibilities.
- **Quality Management:** - Implement quality management principle throughout the organization.
- **Partnerships:** - Develop and implement strategies to ensure cooperative relationship with other international and national organizations.
- **Structure and Delivery:** - optimize activities through the application of continuous improvement.
- **Knowledge Management:** - Develop and implement an effective and efficient knowledge management and informatics (active website and global connectivity).

PROGRAM CULTURE AND PHILOSOPHY

Guiding Principles:

- Uphold transparency and fair play in all matters.
- A conflict of interest policy will be developed and effectively implemented.
- Maintaining a sound scientific (evidence based) foundation as basis of decision-making.
- Conducting activities using principles of quality management.
- Providing responsive value added service.
- Maintaining responsible frameworks through proactive consultative process.
- Respecting public and stakeholder trust.
- Develop and operate a complaint collection and redress mechanism.
- Promoting a risk/benefit assessment and management approach to all professional activities.
- Strengthening the leadership role in the development and adoption of effective educational programme.
- Working in partnership with national and international agencies.

- Maintain and promote timely communication within the organization and stakeholders.

Code of Conduct

PCP should follow the fundamental principle that people and organization are “most important resource” and in support of these principles they have to develop a code of conduct which is linked to human resource policies and established appropriate behaviors with stakeholders. All members of the PCP are personally responsible and should be held accountable for creating and fostering a work environment in which the value and positive behaviors are maintained on ongoing basis.

- **Dignity and respect**
 - treat all staff, members and stakeholders with dignity and respect at all times
 - encourage, permit and value creativity
 - ensure that the Organization is free of discrimination, prejudice, harassment and any other unacceptable behaviors.
- **Fairness, Equality and Compassion**
 - demonstrate fairness, equality and compassion in dealing with all members
- **Diversity**
 - recognize, accept, respect and value diversity
 - respect differences such as culture, believes, customs, values, languages and genders
 - encourage in creating and using diverse work teams
- **Openness and honesty**
 - ensure open, honest, transparent and timely communication
- **Integrity**
 - Exercise responsibilities concerning policies, regulations and directives.
 - demonstrate trust, cooperation and respect confidentiality

Good Governance:

For sustainable development and economic growth of PCP programme, good governance is an integral component. Countries with social, economic and political chaos and corruption would have difficulty in establishing a sustainable programme. Even those countries where such activities are limited, good governance is important in managing resources and promote well being of consumers. The key characteristics of good governance include accountability, transparency, responsiveness and principle of 3 E concepts (Efficiency, Effectiveness and Economy).

There are two approaches namely the value approach which includes moral and ethical values, code of conducts and promotion of moral leadership. The second approach is called as disciplinary approach which includes anti corruption legislation, whistle blowing internal external audits and integrity system. (take up appropriately as discussed earlier)