

Strategic Priority	Tactics / Performance Measures & Goals		Project Completion Timeline													
			✔ Complete (#) ● On Track (#) ✖ Behind (#) ● No Data (#)													
			EC = Expected Completion													
			YEAR 1 2025					YEAR 2 2026				YEAR 3 2027				
Q4*	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4				
1. Support Manitoba's Pharmacy Workforce	1.1 Expand on the current QA Program based on best practices and right-touch regulation principles	a. Develop and implement a robust, proactive, continuing competency program	●	●												
	1.2 Support continued Standards of Practice development, monitoring and review.	a. Implement a standardized process for review and development of Standards of Practice, Practice Directions, guidelines, and policies.	●	●												
	1.3 Support continued efforts to strengthen the CPhM's current Complaints and Discipline processes.	a. Investigate and implement person focused strategies in professional accountability.	✖	●												
		b. Develop a user friendly and culturally sensitive complaints process that is easily accessible.	✖	●												
2. Prepare for and Shape Legislative Changes	2.1 Commit resources to plan for and encourage the future legislative reform that would bring CPhM under the RHPA.	a. Establish a transition plan to come under the RHPA.	●	●												
		b. Identify and create documents for legislative and regulatory changes required for the RHPA.	●	●												
	2.2 Prepare and plan for the regulation and full	a. Identify barriers and opportunities related to Pharmacy Technician regulation.	●	●												

*Preliminary work on the CPhM 2025-2027 Strategic Plan initiated in Q4 of 2024.

	registration of Pharmacy Technicians.	b. Develop a multi-year plan toward regulation of Pharmacy Technicians.	●	●												
	2.3 Prepare and plan for modernizing regulations of Pharmacists.	a. Identify barriers and opportunities related to modernizing Pharmacists' regulation.	●	●												
		b. Develop a multi-year plan to modernizing regulation of Pharmacists.	●	●												
	2.4 Identify key issues related to the pharmacy professional workforce ensuring the primacy of public protection in all decisions.	a. Establish evidence-based regulatory policies addressing pharmacy management issues affecting the practice environment.	●	●												
		b. Address issues related to the listing and regulation of Internationally Educated Professionals.	●	●												
		c. Monitor and make recommendations on the regulator's role in addressing concerns related to Preferred Provider Networks.	●	●												
3. Build and Support Operational Infrastructure	3.1 Develop a Digital Strategy for CPhM, ensuring that there is a plan in place for ongoing sustainable technology infrastructure, effective cybersecurity, and enhancements that support the public interest.	a. Create a Digital Strategy Roadmap for CPhM.	●	✖												
		b. Modernized and future proofed IT infrastructure (including land and mobile phones, internet services, server, etc.).	●	●												
		c. Integration of data management system.	●	●												
	3.2 Prioritize and resource the development of policies for	a. Develop policies that support data and IT infrastructure.	●	●												

	internal processes to improve repeatability, standardization, and ongoing professionalization of CPhM's operations.	b. Develop policies that support the daily function of CPhM.	●	●												
	3.3 Develop and maintain a risk register. Apply mitigation strategies to minimize the risk.	a. Identify, continuously monitor, and mitigate risk to the organization.	●	●												
	3.4 Explore best use of physical (office space, equipment) and financial resources.	a. Evaluate future physical space need.	●	●												
		b. Explore opportunities for shared space, services, and equipment.	●	●												