













| Strategic Priority | Tactics / Performance Measures & Goals | | Project Completion Timeline | | | | | | | | | | |
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| | | |  Complete (#)  On Track (#)  Behind (#)  No Data (#) | | | | | | | | | | |
| | | | YEAR 1 2024/25 | | | YEAR 2 2025/26 | | | | YEAR 3 2026/27 | | | |
| | | | F/W | W/S | S/S | S/F | F/W | W/S | S/S | S/F | F/W | | |
| 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 registration of Pharmacy Technicians. | a. Identify barriers and opportunities related to Pharmacy Technician regulation. |  | | | | | | | | | | |
| | | b. Develop a multi-year plan toward regulation of Pharmacy Technicians. |  | | | | | | | | | | |

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| | 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. | ● | | | | | | | | | | | | |
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| 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 internal processes to improve repeatability, standardization, and ongoing professionalization of CPhM's operations. | a. Develop policies that support data and IT infrastructure. | ● | | | | | | | | | | | | |
| | | b. Develop policies that support the daily function of CPhM. | ● | | | | | | | | | | | | |

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| | 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. | ● | | | | | | | | | |