CPhM 2025-27 Strategic Plan – Year 2 Briefing Dashboard

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.	**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.	○	●	●	✓									