

Welcome to the College of Pharmacists of Manitoba (CPhM) 2025 – 2027 Strategic Plan Dashboard, guided by the theme *Future-Pharmacy Regulation*. This plan underscores CPhM’s unwavering commitment to upholding quality standards in pharmacy services across Manitoba. It emphasizes our mission to enhance patient safety and care delivery through professional and regulatory practices that address the diverse needs of all equity-seeking groups, including rural, Indigenous, francophone, and other communities in Manitoba.

While the plan’s strategic priorities focus on specific areas of improvement and innovation, we want to reaffirm that diversity, equity, inclusion, belonging, and accessibility (DEIB+A) are embedded in every aspect of our work. Rather than designating a single strategic priority to DEIB+A, we are integrating these values into all our initiatives and decision-making processes. This ensures that the principles of inclusivity and equity are central to shaping the future of pharmacy regulation.

Future-Pharmacy Regulation suggests a forward-looking approach to the regulation of pharmacy practice. It reflects our intent to evolve our regulatory framework to meet the future needs of the pharmacy profession, embracing innovation, emerging trends, and advancing technologies to ensure that pharmacy practices remain safe, efficient, and aligned with future healthcare demands. This theme conveys our commitment to staying ahead of changes in the field to protect public health and safety while remaining responsive to the diverse needs of people living in Manitoba.

Aligned with this strategic theme, our priorities and action statements for 2025–2027 are as follows:



1. Support Manitoba’s Pharmacy Workforce

Action Statement: CPhM is committed to empowering Manitoba’s pharmacy workforce through proactive initiatives that drive quality care and support progressive, professional practice through right-touch pharmacy regulation.



2. Prepare for and Shape Legislative Changes

Action Statement: CPhM aims to prepare for and lead the way in shaping legislative changes that will influence and future-proof pharmacy care delivery in Manitoba.



3. Build and Support Operational Infrastructure

Action Statement: CPhM is focused on building and strengthening its operational infrastructure to support effective, efficient regulation for the future of pharmacy practice.



Support Manitoba's Pharmacy Workforce

1

Enhance support for Manitoba's pharmacy workforce by equipping pharmacy professionals with resources and tools to deliver high-quality care. This includes developing and implementing a robust continuing competency program, improving standards of practice, and developing an accessible complaints process that reflects principles of diversity, equity, inclusion, belonging, and accessibility (DEIB+A).

Action Statement:

CPhM is committed to empowering Manitoba's pharmacy workforce through proactive initiatives that drive quality care and support progressive, professional practice through right-touch pharmacy regulation.

Key Initiatives:

1.1 Expand and improve the current Quality Assurance Program using best practices and right-touch regulation principles.



1.2 Ensure continued Standards of Practice development, monitoring, and review to support pharmacy professionals in providing safe, effective, ethical care.



1.3 Support continued efforts to strengthen CPhM Complaints and Discipline processes to further enhance fairness, efficiency, and accessibility.



DEIB+A at the Core: Every initiative within this strategic priority is aligned with our commitment to fostering diversity, equity, inclusion, belonging, and accessibility to better serve all people living in Manitoba.



Prepare for and Shape Legislative Changes

2

Strategic priority two focuses on preparing for and shaping legislative changes to strengthen and modernize pharmacy practice in Manitoba. It seeks to develop necessary legislative and regulatory documents for transitioning under the Regulated Health Professions Act (RHPA) and establish evidence-informed regulatory policies that address pharmacy management issues, the regulation of Internationally Educated Pharmacy Professionals and concerns related to Preferred Provider Networks.

Action Statement:

Action Statement: CPhM aims to prepare for and lead the way in shaping legislative changes that will influence and future-proof pharmacy care delivery in Manitoba.

Key Initiatives:

2.1 Commit resources to plan for and encourage the future legislative reform that would bring CPhM under the RHPA.



2.2 Prepare and plan for the regulation and full registration of Pharmacy Technicians.



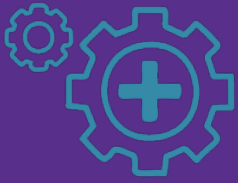
2.3 Prepare and plan for modernizing regulation of pharmacists to align with evolving healthcare needs.



2.4 Identify key issues related to the pharmacy professional workforce, ensuring public protection is key in all decisions.



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Build and Support Operational Infrastructure

3

Strategic priority three focuses on building and supporting CPhM's operational infrastructure to ensure effective and efficient regulation of future pharmacy practice. This initiative includes creating a Digital Strategy Roadmap to modernize and future-proof IT infrastructure, integrating data management systems, and developing policies that support these technological advancements. Additionally, it involves maintaining a risk register to proactively identify and address potential challenges, as well as evaluating and optimizing the use of office space, equipment, and financial resources to maximize efficiency.

Action Statement

CPhM is focused on building and strengthening its operational infrastructure to support effective, efficient regulation for the future of pharmacy practice.

Key Initiatives:

3.1 Develop a Digital Strategy to guide future technology improvements, ensure cybersecurity, and maintain sustainable systems that support the public interest.



3.2 Prioritize and resource the development of policies for internal processes to improve consistency, efficiency, standardization, and professionalism in CPhM operations.



3.3 Develop and maintain a risk register to proactively identify and minimize potential issues.



3.4 Evaluate and optimize the use of physical office space, equipment, and financial resources.



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