



Expanding the pharmacy workforce agenda

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Summary

- **The principal objective: to organise a meeting of European women pharmacists, that would help women pharmacists in all practice sectors, to fulfil their potential**
- **A framework was developed for international organisation of a meeting relevant to pharmacists at all stages of their career regardless of country of practice**
- **This satisfied a wider aim of bringing gender-related career issues onto the workforce agenda**

Introduction

- Specific difficulties encountered by women working in scientific and medical disciplines, especially research and academia, have been long recognised {1}
- UK pharmacy seems to show similar characteristics {2}
- The consensus is that raising awareness of problem areas and of opportunities can help
- Our Association facilitated collaborative organisation of a European meeting to do this

Method of implementation

1. A group of female pharmacists from Austria, Germany, Iceland, the Netherlands and UK agreed to organise a meeting in September 2017 that satisfied the objective and was relevant to all career levels and all practice areas

2. The target audience included pharmacists attending for: personal career development reasons, roles as an employer, manager, mentor or educator, or interest in Return to Practice

Achievements and Outcomes

Organisation

- The Austrian association of employed pharmacists, provided the venue and organisational support
- A one-day programme offered talks and workshops (English language)
- Appropriate learning outcomes for attendees and meeting evaluation arrangements were set
- Agreement was obtained from an international peer reviewed journal to publish a review of the meeting, subject to usual editorial considerations; along with pharmacy press coverage

Programme overview

Talks [speaker nationality]:

- To educate the pharmacist of the future: curriculum changes in the Netherlands [D]
- Pharmacists in GP practice-an evolving career pathway [GB]
- Hospital Pharmacy: The Common Training Framework (CTF) initiative [IRL]
- Public administration: Training and lifelong learning [A]
- Reconciling profession, the impact of the Austrian Salary Fund on women pharmacists [A]

Workshops [nations leading discussion] :

- Community pharmacists moving into GP surgeries [GB]
- Hospital pharmacy-new roles and qualifications [A,IS]
- Pharmaceutical industry- Specialist qualifications [GB]
- Public administration [A,D]

Attendee data

- Number of people attending = 58
- Attendees came from 10 European countries (2 non-EU)

- 7 sectors of practice were represented
- Sectors most represented were community and students

Benefits to women pharmacists and to pharmacy

The meeting provided a:

- ❖ **Unique experience to meet women pharmacists from other European countries as colleagues, to discuss career issues**
- ❖ **Much welcomed opportunity for networking, learning, and education**



This demonstrated how:

- ❖ **Pharmacy meetings without any training element can have a role to play in development of the pharmacy workforce**

Key elements from feedback forms (n ≤ 35)

The meeting was reported to be:

- **most relevant** to education, learning and improving understanding

- of noticeably **low relevance** to current or future work

- **most valued** (68% respondents) for networking and the opportunity to exchange views with colleagues


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