

## Workstream 3 Public Sector Pharmacist Career Development Pathway Review



### Change ideas

1. Recognise all pharmacists as clinicians at entry-to-practice
2. Delineate career tracks clearly in terms of the developmental needs
3. Clarify the requirements for career progression
4. Allow flexibility for lateral movements across the different pathways, as long as the requirements of the desired position are met
5. Recognise advanced practice clinicians (including collaborative prescribers and PSAB specialists) for the expanded scope of work and qualifications
6. Promote transparency in the communication of the career development pathways to key stakeholders



### Conversations

Interviewed Pharmacy Leaders and Pharmacists on current realities and career aspirations



### Preliminary recommendations

Charted recommendations and revised career pathways for job analysis and evaluation



### Training Pathways

Ongoing training pathway development to strengthen competencies of Pharmacists



### Stakeholder engagements

Continual stakeholder engagements to implement change