



**ANNUAL
REPORT
2017-2018**



australian
pharmacy
council

ANNUAL REPORT 2017-2018

CONTENTS

5

Position

11

Accreditation and Assessment

21

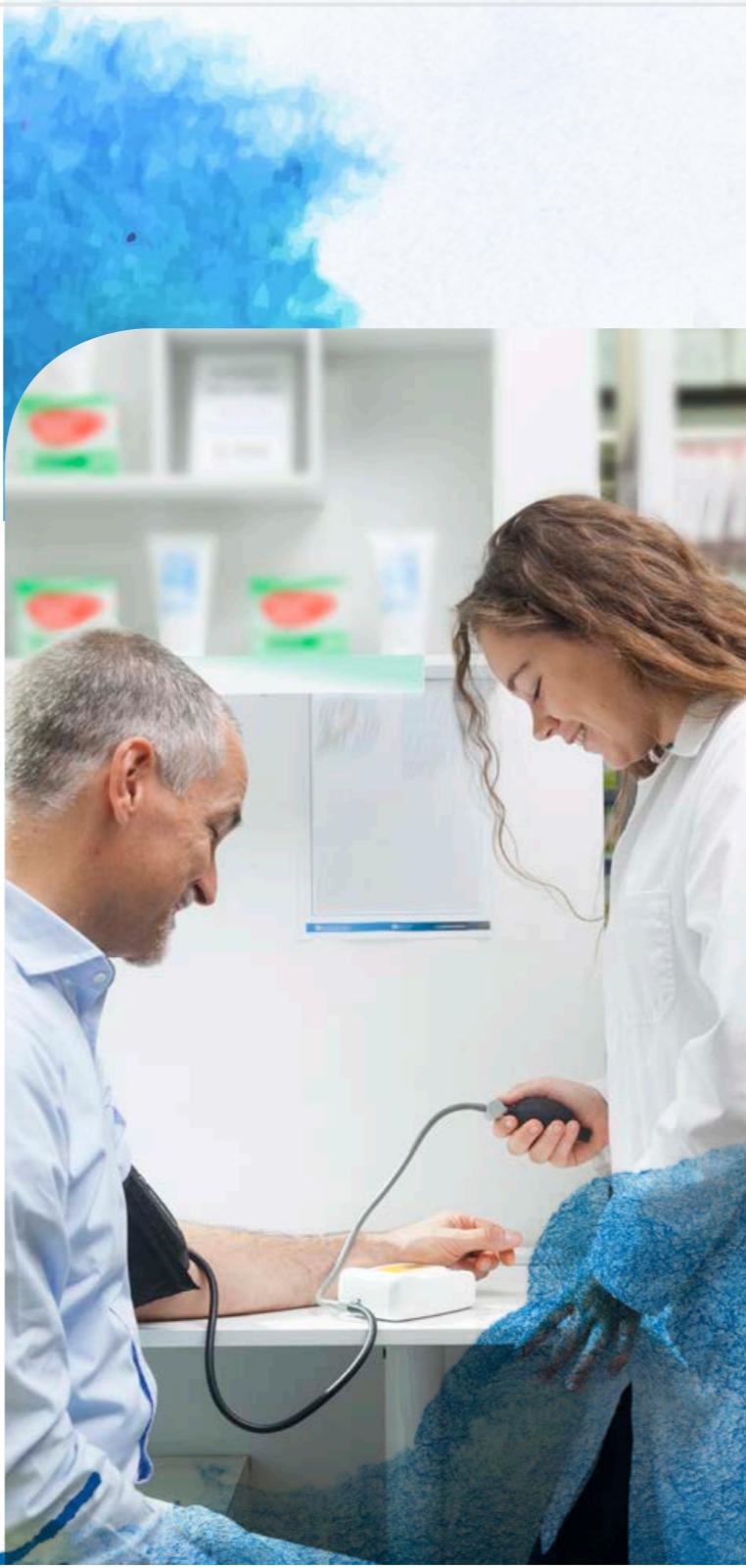
Capability

26

Reputation

35

Business Model



australian
pharmacy
council

OUR ORGANISATION

The Australian Pharmacy Council (APC) is the accreditation authority for pharmacy education in Australia.

Our purpose is to accredit pharmacy education programs in Australian and New Zealand universities and assess the competency of graduates and overseas pharmacists who want to practice in Australia.

We maintain the high standards of pharmacy education in Australia and New Zealand and ultimately protect the public to ensure practising pharmacists have the skills and knowledge to deliver effective health care that meets the changing needs of the community. Our vigorous assessment work also ensures that overseas pharmacists who want to practice in Australia meet our standards in pharmacy.

We are an independent company limited by guarantee and work within the [National Registration and Accreditation Scheme \(NRAS\)](#), under assignment of the [Pharmacy Board of Australia](#).

OUR VALUES

Our work is underpinned by the values of independence, high ethical standards, honesty and transparency. Our work is backed by evidence-based decision making and benchmarking, accountability, high quality business processes, continuous improvement and solid collaboration.

OUR MISSION

“ Assuring and advancing quality in pharmacy education ”

OUR STRATEGIC DIRECTION

Our agreed strategic direction for 2017-2020 reflects our priority to protect public safety by assuring and advancing quality in pharmacy education and ensuring future pharmacists are competent and work-ready.

To achieve this, we have identified five key areas of strategic focus:

1

POSITION

to emerge as a leader in this dynamic and ever-changing co-regulatory environment;

2

ACCREDITATION AND ASSESSMENT

using contemporary and integrative methodologies for accreditation and assessment standards;

3

CAPABILITY

to demonstrate that our governance, staff and systems are fit for the future;

4

REPUTATION

building our reputation as the leader in pharmacy education standards, and

5

BUSINESS MODEL

we are able to diversify and grow our revenue streams.

Everything we do is underpinned by the drive to maintain quality in the pharmacy education and accreditation sector, at a high level of efficiency.

This report addresses operational priorities for each of the key areas of strategic focus for the last financial year.

POSITION

PRESIDENT REPORT

The 2017/18 financial year has been another successful one for the Australian Pharmacy Council (APC) and I was humbled and honoured to be elected as President of the Council in February 2018 when Debra Rowett completed her final term on Council.

2018 has seen a number of Councillors step down from their Council roles, and I would like to thank them all for the significant contributions they have each made to the organisation during their time on Council. We said fond farewells to Debra Rowett, Lloyd Sansom, Nick Shaw, Peter Fricker and Monica Schlesinger. The departure of these Council members gave the APC the opportunity to recruit new members, and with that we have welcomed Nicholas Glasgow, Sarah Roberts-Thomson, Leanne Wells and Amanda Galbraith onto Council during the financial year.

I would like to acknowledge in particular the contributions of Debra Rowett and Lloyd Sansom, who have both been with the APC from before its inception in various capacities. Their dedication to the APC and to Pharmacy education has been significant. We will miss their wise counsel around the Council table. We are fortunate that both will continue to work with us as we progress a number of strategic projects on behalf of the profession and the public we are here to serve.

As noted elsewhere in the report, the APC has had a successful year financially, which will put us in a good position to continue the work we are doing to ensure we have a robust and secure examinations platform and to continuously

improve our processes in the accreditation and examination spaces. Aligned with our strategic intent, the Council has worked with our CEO, Bronwyn Clark and the talented staff of the APC to become a leading organisation striving towards excellence in Pharmacy education. The notification of reassignment from the Pharmacy Board of Australia (PharmBA) for the next five years was a significant achievement for the APC and has provided Council with the opportunity to get on with our work program over coming years.

Although we are not yet aware of the Government's response to the Wood's report on Accreditation under the National Scheme, Council remains cognisant of the draft findings of that important work. As we progress our strategic activities including the Accreditation Standards review and the work we are doing in conjunction with the PharmBA on the Intern Blueprint we remain mindful of the messages and potential direction from that review.

Leading up to the end of this period, we are looking forward to the Life Long Learning in Pharmacy Conference in Brisbane in July. The leadership of Bronwyn Clark in the organisation of this conference has been significant and I would also like to acknowledge the very capable group on the organising committee who have assisted Bronwyn to put together a leading program for this international event.

At its final meeting in this period, Council resolved to amend the APC strategic intent document to dedicate effort into striving towards Cultural Safety for our Aboriginal and Torres Strait Islander populations. This followed similar resolutions from a large number of organisations that come together under the National Scheme. Council will independently and in collaboration with the other professions through the Health Professions Accreditation Collaborative (HPAC) Forum embark on a program of education and accreditation activities aimed at improving and assuring Cultural Safety.

The APC has had a successful year financially, which will put us in a good position to continue the work we are doing to ensure we have a robust and secure examinations platform and to continuously improve our processes in the accreditation and examination spaces.

Sue Kirsa
President



CEO REPORT

APC is consistently working towards assuring and advancing quality in pharmacy education. APC has over 30 years of accreditation expertise in which we have ensured that the standards of education, training and assessment of the pharmacy profession promote and protect the health of the Australian community.

This year we have positioned ourselves at the forefront of the thinking on accreditation and built our solid reputation in the pharmacy sector as the leader in quality assurance pharmacy education. This positioning stems from our Strategic Directions 2017-2020.

Professional accreditation has been in the spotlight both in Australia and internationally in recent years, where questions have been raised by stakeholders and governments as to what the benefits may be. These questions are rightly making us all think about what are the best systems, processes and governance structures for accreditation to ensure an appropriate "right touch" approach.

The bulk of our work last year was in responding to the Accreditation Systems Review of the National Scheme, which was commissioned by Health Ministers and conducted by Professor Woods. The sector is still in a 'holding pattern' on this extensive review as the Ministers are yet to respond to Professor Woods' final recommendations which were handed down in December 2017. By way of background, the first Discussion Document, was released in May 2017 followed by the Draft report from the Review Team in September. This review triggered extensive interest from many of our stakeholders who are as equally committed to ensuring best-practice accreditation as we are at APC. Many of these stakeholders also took considerable time to lodge comprehensive submissions to these reports and many also recognised and acknowledged the importance of our role in accreditation, for which we are very grateful.

A significant milestone was achieved this year, when the PharmBA confirmed our assignment as the accreditation authority for pharmacy until 30 June 2024. Our relationship with the Board is strong and respectful, and we are pleased to have this future surely to allow us to continue to develop and grow. The Board also funded our Intern Year Blueprint Project, which was a significant and important piece of work for the future that we completed this year.

In December 2017 I was humbled to have been elected as the incoming Chair of the HPAC Forum, which brings together 14 accreditation authorities within the National Scheme. As an active member of the Forum we are committed to sharing our knowledge to encourage consistency in approach, while maintaining our individual profession-specific requirements. Leading this group of health professions to achieve the best outcomes for health education and for the Australian public has been both challenging and rewarding and I am very grateful for the collegiality and cooperation of my colleagues across the professions.

Bronwyn Clark
CEO



Our connection to the profession, coupled with our expertise in quality assurance and our commitment to quality improvement, is instrumental to us providing high quality work.

At APC we believe profession-based accreditation is in the best interests of the public for health professions who have a potential to harm the public. We also believe that the public and the pharmacy profession is best served by an independent accrediting body for pharmacists. Our connection to the profession, coupled with our expertise in quality assurance and our commitment to quality improvement, is instrumental to us providing high quality work. We have pharmacists working within our staff, on our Council and Committees, and as contractors on our exam-writing and accreditation teams, and I am very proud of the work we do and the high standard of work that we produce.

I believe that our collaborative approach, underpinned by our pharmacy knowledge, allows us to provide accreditation services that deliver pharmacists who are able to provide appropriate services for the changing needs of the community. We look forward to continuing our collaborations with our members and stakeholders who allow us to do this work for the benefit of the pharmacy sector and the Australian community.

This past year has been one of significant growth and expansion of APC, which has been necessary to meet the growing demands for our services. Overseas-trained pharmacist assessment continues to dominate the increased workload in our assessment and exam applications. Australia is clearly a very highly sought-after country in which to work and despite the recent changes in Government immigration policy and visas we do not anticipate this trend

changing in the near future. We have continued to invest in our information technology (IT) infrastructure and our staff to meet this demand, and our quality improvements in examinations, psychometrics, content and delivery methods have continued to ensure our exams are robust and reliable.

This year we were delighted to host our Inaugural Emeritus Professor Lloyd Sansom AO Distinguished Lecture Series, which was held in November and was an outstanding success. In addition, we have been working hard preparing for the 12th International Life Long Learning in Pharmacy Conference, to be hosted in Brisbane in July 2018. This is shaping up to be the be the pharmacy education event of the year internationally, and I have a fabulous team of colleagues to work with to ensure it's a success.

In 2018 Professor Debra Rowett retired as Council President which significantly changed the composition of our Council and brought to an end a remarkable era at APC. I was very fortunate to have worked for and with her, but I am now equally fortunate to have the significant guidance and advice from our new President Associate Professor Sue Kirsia. Our Council is renewed and continues to focus on excellence in all that we do.

This past year has been extremely busy but very rewarding and I wish to thank the Council for their support and solid work in our strategic direction ahead. Our team is dedicated to assuring and advancing quality in pharmacy education and I look forward to another year of APC business.

2017/18 PERFORMANCE SUMMARY

Overview of our key accomplishments, influence and collaboration

We ensure that we connect with both our profession and the wider community, without our connections we wouldn't be successful in what we do. We have been confirmed assignment as the accreditation authority for pharmacy until 30 June 2024.

COLLABORATION

Council and Committee Members:

| | |
|----|---|
| 68 | pharmacists |
| 8 | community members |
| 6 | other health professionals |
| 14 | new Council and Committee members appointed |

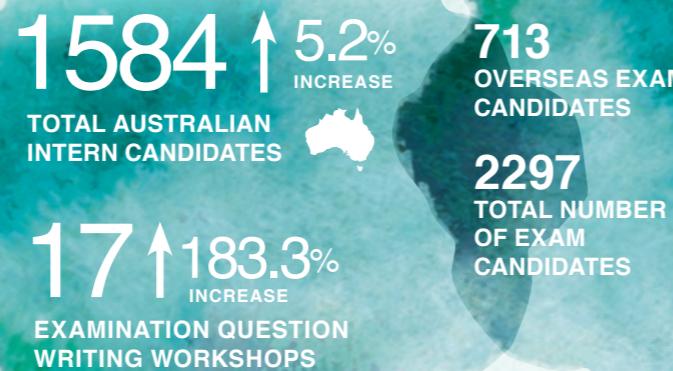


ACCREDITATION

- ✓ We worked with 21 Pharmacy Degree Providers
- ✓ 53 accredited programs were delivered via degrees and Intern Training Programs
- ✓ 12 Accreditation Team members completed 9 Accreditation Team visits.

EXAMINATIONS

| | |
|------|--------------------------------------|
| 3383 | questions mapped to new competencies |
| 633 | examination questions referenced |
| 39 | examination question writers |



INTERNATIONAL SKILLS ASSESSMENTS

We saw a **26.3% increase** in overseas pharmacists wanting to become a registered pharmacist in Australia with **946 people** applying for a skills assessment.

To pharmacists to migrate or register as pharmacists from overseas:

| | |
|-------------------|----------------------------------|
| 404 | SKILLS ASSESSMENT LETTERS ISSUED |
| ↑ 106.1% INCREASE | |



SOCIAL

| |
|------------------|
| 1504 FOLLOWERS |
| 4275 PAGE VISITS |
| 181 MENTIONS |
| 248 RETWEETS |
| 505 LIKES |

| |
|-------------------------|
| 3 NEWSLETTERS PUBLISHED |
|-------------------------|

ACCREDITATION AND ASSESSMENT

Our accreditation and assessment standards and methodologies are contemporary and integrative

ACCREDITATION

The Accreditation Team continued their work during this past year to review and monitor education programs in Australia and New Zealand. The Accreditation Committee met several times during the year to make accreditation decisions about university programs, Intern Training Programs (ITPs) and Continuing Professional Development (CPD) organisations to ensure the continual delivery of high quality pharmacy training programs in both Australia and New Zealand.

ACCREDITATION

During the year Site Evaluation Teams (SETs) visited providers to review accredited programs. SET members include qualified and experienced pharmacy academics and practitioners.

SITE EVALUATION TEAM VISITS

4 UNIVERSITIES

4 CPD ACCREDITING ORGANISATIONS



5 ACCREDITATION COMMITTEE MEETINGS

PROGRAM PROVIDERS

currently accredited by APC



ACCREDITATION ACTIVITY

During 2017 – 2018

We have re-accredited 5 Degree programs, 4 CPD accrediting organisations and 1 ITP provider.
We have granted accreditation to 1 new CPD accrediting organisation.

Following the completion of the reaccreditation process for each program/provider, Site Evaluation Team (SET) members and staff from the provider are invited to submit their views on our processes to ensure continual improvement. Some of the comments received confirmed that the experience is beneficial and rewarding to all involved and is an important component to continually improving the delivery of pharmacy education.

In May, the APC's Executive Director Professional Services had the opportunity to benchmark and review our processes against two universities in California following an invitation from our collegiate organisation in the United States, the Accreditation Council for Pharmacy Education (ACPE). This rich and rewarding opportunity confirmed that the APC system and standards of accreditation compare favourably to the American system, however to ensure continual improvement, our processes will be reviewed and refreshed given expanded knowledge and experience. The generosity of ACPE and the two universities was very much appreciated.

From Site Evaluation Team (SET) members who participated in the review of an Australian degree program:

I really enjoyed the open and collaborative nature of working in a SET... „

„ I have a lot of experience as a pharmacist... I learnt a lot through this process and what goes into the profession. „

CONVERSATIONS WITH THOSE WHO MATTER: OUR PHARMACY COMMUNITY

This year APC wanted to get personal with its annual report. While it's important to report on the business of APC, it's also important to hear from the people who matter and who are affected by or involved in the work we do.

This year we spoke to six people who have an interest in APC; an accreditation site evaluator, an overseas-trained pharmacist, a community representative on our Accreditation Committee, a pharmacy student and our senior pharmacists. Their journey and interactions with APC show how important it is to assure and advance quality in pharmacy education.

Views from an Accreditation Site Evaluation Team member

Jeff Harrison is an Accreditation Site Evaluation Team member and Head of School, School of Pharmacy, Auckland University, New Zealand.

When Jeff finds a spare moment, you will find him either at the gym, mountain bike riding or training for a couple of 10 and 12 km runs. Having just recently retired from coaching women's cricket, Jeff's other new-found love is watching more cricket "with fewer nerves".

"I've been very fortunate to be involved in four Site Evaluation Teams one of which was as Chair. The Accreditation process, particularly under the newer 2014 standards, is very clear in terms of the standards and criteria," Jeff said.

"Fortunately, the training provided by APC and the clarity about the standards and evidence makes the SET team's role much more straightforward. There is still an enormous amount of very detailed information to review prior to a site visit but it is very clear what it is one is looking for – and how the institution can demonstrate they meet the standards."

“Universities that have good relationships with their professional and lay communities will be leading this change not responding to it, hopefully.”



"I should also note the massive contribution the APC team makes to the process both in terms of managing the process but in supporting and guiding the team. APC makes sure there is a comprehensive and robust discussion on whether and how standards are met and, if not, what recommendations should be provided to guide the Accreditation Committee's decision about conditions and monitoring requirements.

"What's also pleasing is the way the Schools and the institutions being accredited engage positively in the process as a quality improvement exercise."

Before his appointment as an academic head, Jeff was involved in three SETs under the old and new accreditation standards. Jeff said this experience was enormously helpful in understanding the purpose and process of accreditation.

"My background is steeped in quality improvement and so accreditation is an easy sell to me. So I was not concerned about it being an adversarial process but I also had the opportunity to observe very experienced, senior academics on both sides of the accreditation process model which created a positive and open discussion about the strengths and weaknesses of each other's programs," he said.

When asked to put a crystal ball on the pharmacy profession and how that will impact on universities, Jeff kept it simple: "In my opinion there isn't one profession of pharmacy; whether we recognise it or not we already have specialisations."

"If I think about the largest specialisation I think of community pharmacy. The future here is very challenging, there are pharmacists who are looking forward, innovating and evolving their roles to deliver patient-centred clinical services. These practitioners will thrive and become increasingly involved in multidisciplinary care in an integrated primary healthcare system," Jeff said.

"Universities are already training undergraduates for this future but will need to support more experienced pharmacists to upskill in terms

of their patient assessment and consultation skills and to refresh their knowledge to support contemporary evidence-based care. Many pharmacists will, of course say they are good communicators already but what we know is that consultation skills are not the same as counselling skills.

"The other thing universities will be called on to do is to assist pharmacists, from all settings, to develop the quality assurance, clinical governance and practice research skills. This is not for the purposes of publishing and demonstrating academic skill but to evaluate the outcomes of their care, as funders increasingly look to paying for outcomes rather than processes, and where regulators look to pharmacists to demonstrate their fitness to practise through providing evidence of high quality, effective care that meets the needs of their enrolled populations.

"Universities that have good relationships with their professional and lay communities will be leading this change not responding to it, hopefully," he said.

When it comes to how accreditation enhances pharmacy education, Jeff believes the outcomes-based approach to accreditation that is seen in Australia and New Zealand supports – and in fact drives – innovation in teaching and learning.

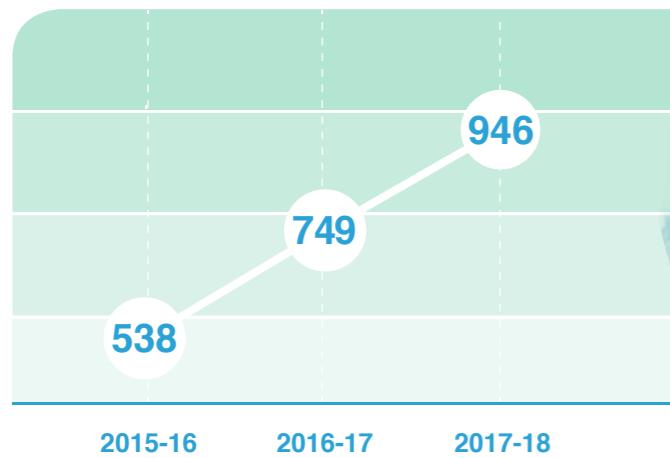
"This increasing engagement in the scholarship of teaching lifts the capability of graduates. I'm always delighted when our placement sites report how capable our undergraduate students are. We no longer focus on knowledge acquisition as the marker of academic success in our pharmacy programmes.

"Knowledge will always be important but we are now focussing on the application of knowledge and skills, the development of professional behaviours; I believe this is at least in part in response to the focus of accreditation standards on learning and graduate outcomes," Jeff said.

INTERNATIONAL SKILLS ASSESSMENTS

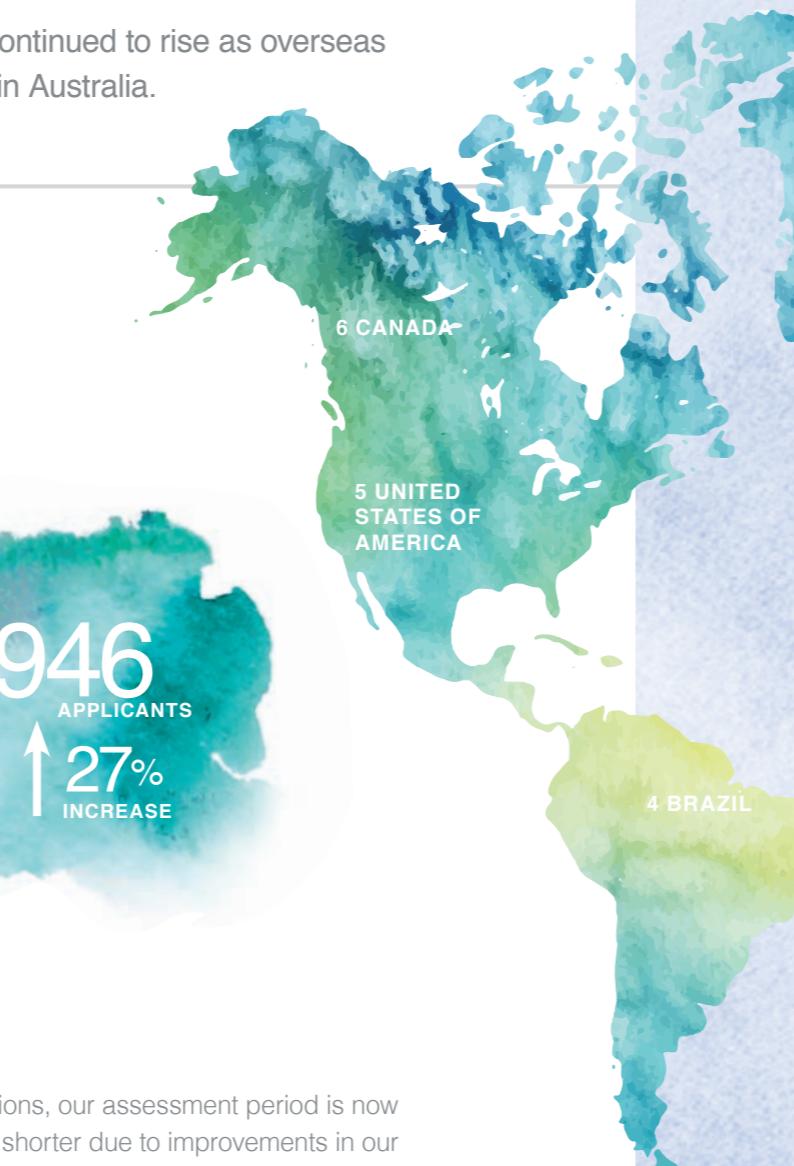
Applications for identity and qualification assessments continued to rise as overseas trained pharmacists sought recognition to live and work in Australia.

A total of 946 applications were received in 2017/18 financial year which was a 27% increase in activity from the previous financial year.



Following validity check processes and successful completion of the Knowledge Assessment of Pharmaceutical Sciences (KAPS) exam, a skills assessment can be undertaken by overseas trained pharmacists to support their visa applications. Regardless of the growth

in applications, our assessment period is now becoming shorter due to improvements in our internal processes, our sophisticated IT system and the due diligence of our in-house team. All of this was achieved with minimal increase in resources.



ASSESSMENTS: CANDIDATE LOCATIONS

Applications in 2017/18 were received from candidates in 56 countries



In addition, single candidates migrated to Australia from these countries: Austria; Bolivia; Bosnia and Herzegovina; Bulgaria; Chile; China; Colombia; Germany; Greece; Hong Kong; Israel; Japan; Kuwait; Oman; Portugal; Romania; Serbia; Singapore; Sri Lanka; Sweden; Switzerland; and Taiwan.

And two candidates from these countries: Kenya; Libya; Namibia; Palestine; Thailand; Turkey; and Venezuela.

APC Skills Assessments Letter

Following satisfactory completion of the Knowledge Assessment of Pharmaceutical Sciences (KAPS) exam in Stream A or the Competency Assessment for Overseas Pharmacists (CAOP) exam in Stream B, APC issues a final assessment letter to enable candidates to start their registration process with the PharmBA and to accompany their visa or migration application with the Department of Home Affairs.

In the financial year we issued a total of 404 skills assessment letters.

| | |
|-------------------------------|------------|
| KAPS (STREAM A) CANDIDATES | 371 |
| CAOP (STREAM B) CANDIDATES | 33 |
| TOTAL | 404 |

AN OVERSEAS PHARMACISTS' JOURNEY: PARUL KUMAR

When the decision was made to come to Australia, the APC pathway was my best option to advance my pharmacy career.



Parul Kumar is an overseas-trained pharmacist from India.

Parul never thought about moving to Australia, but then she got married and all that changed. She's now based in regional Victoria where she's been living for the past seven years.

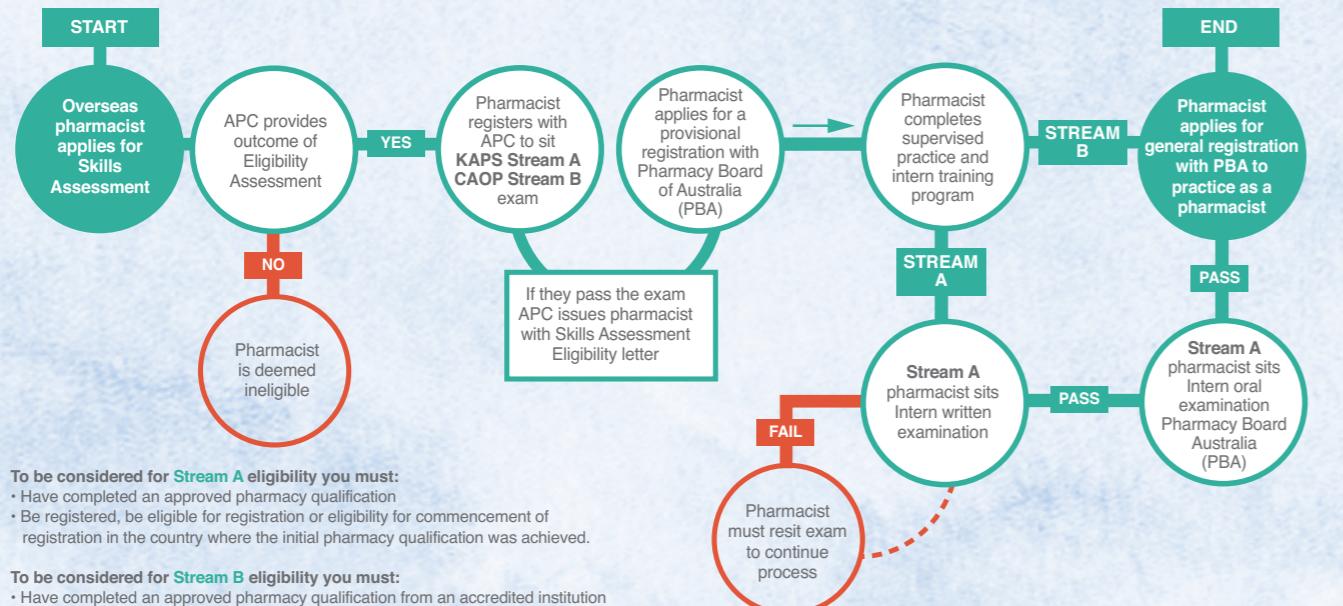
"When the decision was made to come to Australia, the APC pathway was my best option to advance my pharmacy career.

"In the beginning, it took time for me to understand the process as I didn't know anyone who had gone through a similar pathway. Exams are not easy, and it is a lengthy process as it took me three years to get myself registered, including

an internship. At the end though it is rewarding," Parul said.

"Things which I didn't like were the results that mentions the range, which they never explained what that means. I remember, the first time I was unsuccessful in the KAPS exam, I got a counselling session, which they stopped later on. But the process as a whole has helped me to accomplish my goals and to advance in my career."

Parul says practising in Australia is very different to back home. "Here it's more clinically-based and it's really good because it sharpens my clinical skills. Back home, most pharmacists practice mainly in industry and marketing."



EXAMINATIONS

New online Itembank for examinations

To ensure we deliver a comprehensive, modern and secure itembank for our examination questions this past year APC has transitioned exam questions from an in-house itembank to a new cloud-based itembank. This tool will greatly increase our efficiency and work flow in producing exam papers as well as maintain the security around exam questions.

We have a significant pool of practising pharmacists and experts and who make a significant contribution to APC as writers for our examination questions. Item writers and reviewers attend workshops for the purpose of ensuring the examination questions are robust, defensible and fit for purpose but now with access to this new itembank their contribution will be enhanced. They will now be able to write questions into the secure portal remotely, which will increase efficiency and allow these valued external pharmacists to fit in our work around their other roles.

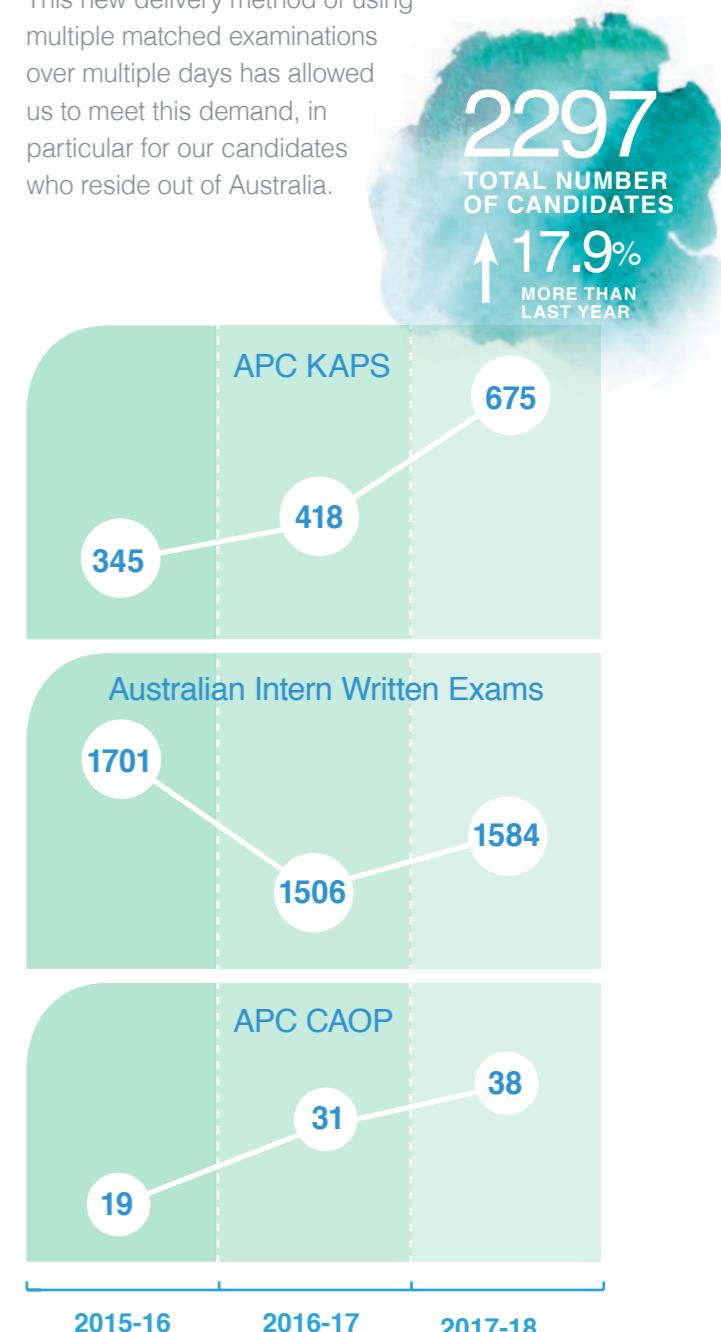
Exam Item Mapping project

Following the release of the *National Competency Standards Framework for Pharmacists in Australia 2016* APC appointed a consultant to map our current examination questions to the new 2016 competencies to reflect modern pharmacy practice, and to ensure our exam questions are contemporary, reliable and validated. This project was guided by the Governance Group Chaired by Emeritus Professor Lloyd Sansom AO.

As well as updating exam questions, further categorising of questions was undertaken to allow APC to expand the nature and scope of its questions. This process also ensures examination questions match professional practice issues such as usage rates within the community, risk and areas of special focus. Extra categories for questions ensures that examinations are defensible and accountable for such high stakes exams.

Extended delivery of KAPS Examinations

One of the opportunities that arose because of the implementation of our new itembank is the ability for KAPS exams to be delivered across a number of sessions and days in multiple locations, thus increasing access and flexibility for candidates. The demand for KAPS has grown significantly in the last few years with a continued growth of 30% per annum for the last three years. This new delivery method of using multiple matched examinations over multiple days has allowed us to meet this demand, in particular for our candidates who reside out of Australia.



A STUDENT'S PERSPECTIVE

“ After graduation I am hoping to get into hospital pharmacy and I would also like to do research one day. ”

Vivien Banks is a pharmacy student at the University of Queensland.

After seeing older members of her family struggle with chronic health conditions and issues relating to end of life care, Vivien really wanted to get more involved in improving health outcomes for the elderly and so she has chosen pharmacy because she thinks it will be a great way to be able to influence better outcomes in these areas of care.

On the pharmacy curriculum front, Vivien says the most beneficial impact has been our professional practice and social pharmacy subjects.

“It's great to get the opportunity to put what we learn in our therapeutics subjects into a broader social context and gain the skills to critically appraise the research we rely on to guide our practice,” Vivien said.

Vivien is also a student volunteer at the 12th International Life Long Learning in Pharmacy Conference being held July 2018, an even she's looking forward to.

“I hope to be able to meet pharmacists from all around the world and find out what opportunities are out there within the profession. Also, as someone who will be graduating at the end of next year, I hope to get some tips about how to maximise the educational opportunities available to me as I move from university to working as a pharmacist.

“As for my next steps, after graduation I am hoping to get into hospital pharmacy and I would also like to do research one day. Prior to pharmacy I studied economics and I hope one day to find myself in a position where I can combine my previous studies and interests with what I've learned in this degree,” she said.

When asked about her hopes for the profession into the future, Vivien thinks it will be in interprofessional collaboration.

“As our population ages, it will be crucial to take advantage of opportunities to work together as a team of health professionals to implement evidence-based solutions to the problems that lie ahead,” Vivien said.



CAPABILITY

Our governance, staff and systems are fit for the future

ICT DIGITAL TRANSFORMATION PROJECT

One of our operational priorities is to ensure our governance, staff and systems are fit for the future. In addition, with the increasing rate of applications from overseas-trained pharmacists, our current systems require ongoing investment to enhance functionality, user experience and business intelligence gathering.

Our last IT upgrade offered greater online registration functionality for both assessments and examination candidates which led to a significant increase in applications from overseas pharmacists, causing registrations for examinations to jump significantly. It is expected these growth trends will continue and so we need to ensure our IT infrastructure is robust and reliable to meet these growing demands.

This last financial year we have been working towards completing Phase 1 of our ICT Digital Transformation where APC Systems will be transitioned into the Cloud with the following services:

- Office 365 (Exchange, Email, Office Applications, OneDrive)
- Dynamics 365 CRM (Customer Relationship Management System for Assessments and Exams Candidates and content management for APC Website and Candidate Portal)
- Dynamics 365 Portal (APC Website and Candidate Portal for Assessments and Exams Candidates)

Three Year IT Development Plan

| 2018 | 2019 | 2020 |
|--|--|--|
| Implementation of SSO for Exams candidates | Development and Implementation of CRM Enhancements | Business Analysis of HR and other Systems |
| Sharepoint DMS and Extranet | Website Redesign | Development and Implementation of HR System |
| Fully transition to Cloud | Business Analysis of Accreditation System | Development and Implementation of Accreditation System |
| Business Analysis of CRM Enhancement and Website | | |

APC INTENDS TO CLOSE THE GAP ON INDIGENOUS HEALTH

The APC is one of 37 organisations determined to close the gap and achieve equity in health outcomes between Aboriginal and Torres Strait Islander Peoples and other Australians by 2031.

Closing the Gap by 2031: Statement of Intent signed by APC

As a signal of this intent, APC's President, Associate Professor Sue Kirsia attended the launch of the National Scheme Statement of Intent and signed alongside leading Aboriginal and Torres Strait Islander health organisations.

Other organisations that also committed to this statement included entities working to implement Australia's regulation scheme for health practitioners; Australian Health Practitioners Regulation Agency (AHPRA), all National Boards and all accreditation authorities.

The work behind the Statement of Intent has been led by the National Scheme Aboriginal and Torres Strait Islander Health Strategy Group in close partnership with a range of Aboriginal and Torres Strait Islander organisations and experts. The group shares a commitment to ensuring that Aboriginal and Torres Strait Islander Peoples have access to health services that are culturally safe and free from racism so that they can enjoy a healthy life, equal to that of other Australians, enriched by a strong living culture, dignity and justice.

APC CEO Bronwyn Clark said, "this Statement of Intent will be far reaching. Between us, we work with partners and stakeholders that will help extend this commitment even further because it's a commitment we must see through over the next 13 years."

"For the accreditation authorities in the National Scheme, developing accreditation standards that assist with recruitment and retention of Aboriginal and Torres Strait Islander Peoples into our health professions, and assist education providers to ensure students are able to deliver culturally

safe care in the future, is an important role that we are uniquely placed to undertake."

"Our accreditation responsibilities mean we can assure that this work gets done from the get go," Bronwyn said.

"Our work reaches all education providers with accredited programs, and in turn, the students and graduates of those programs," she said.

At APC's June 2018 Council meeting, Ms Janine Mohamed, CEO of the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives led a discussion on how APC can contribute to Closing the Gap. Her insights were valuable as we move progressively on our commitment to this work which is being enhanced through an additional workstream within our Strategic Intentions.

This workstream is designed to equip our people with the understanding of Aboriginal and Torres Strait Islander peoples to progress "Closing the Gap" with our Communities.

This will commence with ensuring all Council, staff and Committee members are trained in cultural safety and understanding of indigenous health disparities.



OUR SENIOR PHARMACISTS EXAMINATIONS AND ACCREDITATION

At APC we have two Senior Pharmacists who work across our Accreditation and Examination business and are the back-bone of our professional services. Let's meet them.

Peter Halstead is our Senior Pharmacist here at the APC

When he's not hard at work, Peter is spending time by the beach (but out of the sun) with his wife and family and is a keen follower of all sports which requires access to Foxtel mainly late at night.

Outside of his healthy outdoor living, Peter has been working for the APC for more than 10 years. His main responsibilities are in the examinations area, where he uses his experience and networks to ensure that the content of the APC examinations is contemporary and best-practice. As well as working for APC, Peter is the General Manager of the Pharmacy Regulation Authority SA (PRASA) and also has a role with AHPRA.

Peter graduated with a pharmacy degree from what is now known as the University of South Australia (formerly known as the South Australian Institute of Technology). But this degree came after he spent three years studying dentistry until "it became very obvious I would make a less than satisfactory dental surgeon" he told us.

Peter initially began his career working as a community pharmacist and becoming a partner in four pharmacies, where his special area of interest was the provision of pharmacy services to facilities such as private hospitals and care facilities. He then left traditional pharmacy practice to take up a role as a project manager for pharmacy projects being delivered by the University of South Australia which included work being done onshore and offshore from Australia.

In the early 2000s he accepted a position in regulatory affairs which has led to his current situation in which he works for a state and national regulator as well as the organisation charged with the accreditation functions for the profession of pharmacy in Australia.

The magic Peter contributes to APC includes his vast experience and his ability to connect with many members of the pharmacy profession. However, Peter states that it is his experience that enables him to understand that most situations have been encountered, considered and resolved before in one way or another and that haste is often the prelude to a poor outcome.



Kate Spencer is APC's Accreditation Senior Pharmacist

Kate is a driving force in her family, especially as she develops her patience to teach one of her kids to drive! When she is not driving the streets of Adelaide, Kate is either watching her four kids play sport and music, or she's reading, watching movies, playing and coaching netball. When all that's done, she will be found hiking the beautiful Adelaide Hills with her husband.

Kate completed her undergraduate pharmacy degree at the University of South Australia. She has more than 20 years' experience in community pharmacy practice in a variety of roles including Medication Management Reviews, Medication Assisted Treatment for Opioid Dependence programs, pharmacy services to aged care facilities and supervising intern pharmacists.

Kate currently works across a number of regulatory areas of professional pharmacy. Kate has been with APC since 2015 with responsibility for the management of accreditation functions related to degree, intern training provider, pharmacist prescribing and CPD accrediting organisations for Australia and New Zealand. Kate is the "face" of accreditation for us, and her calm and professional manner, combined with her exceptional attention to detail, enables her to juggle the challenges of this role with grace and aplomb. Kate also works part time for PRASA (yes, for Peter!) with primary responsibility for the South Australian pharmacy premises inspection program.

Kate is the “face” of accreditation for us, and her calm and professional manner, combined with her exceptional attention to detail, enables her to juggle the challenges of this role with grace and aplomb.





REPUTATION

Our key stakeholders understand and value our distinct contribution

REPUTATION

Our Strategic Direction of Reputation is to ensure that our key stakeholders understand and value our distinct contribution. Our relationships with our national and international partners and stakeholder organisations are an important part of this strategy. Here's a summary of our 2017/18 achievements.

NATIONALLY

Pharmacy Board of Australia (PharmBA)

Our relationship with the PharmBA is one of our most important as the Board is the regulator for pharmacists in Australia and it has the power to assign accreditation within the National Scheme. As a sign of the strong and respected relationship between our organisations, the Board this year extended our accreditation role for a further five years until 30 June 2024. In addition, APC has collaborated on a number of projects this year, including the Intern Year Blueprint and Examinations Mapping project. We meet frequently with the Board as a whole, and the Board Chair and Executive Officer hold regular meetings with our staff.

Health Professions Accreditation Collaborative (HPAC) Forum

The Health Professions Accreditation Collaborative Forum is for the 14 regulated health profession accreditation authorities and meets five times a year to discuss and collaborate on issues around accreditation. Our CEO Bronwyn Clark became Chair of this Forum in December 2017, allowing us to take a lead in the work of this Forum, as well as play an active role in the Accreditation Managers Sub-committee.

The Forum has agreed to a Strategic Plan for 2017 – 2019, and progress is being made on a number of initiatives across the membership. We have taken a lead role in three of the key components of HPAC's strategy being: the Safe Use of Medicines project; the

Governance project; and the Interprofessional Education accreditation standard project.

This year the Forum has met with a number of key stakeholders including the Accreditation Systems Review Team, the Tertiary Education Quality Standards Authority (TEQSA), and the AHPRA Chief Executive Officer. For more information on the Forum see [the HPAC website](#).

Accreditation Liaison Group (ALG)

The Accreditation Liaison Group (ALG) is the committee that acts as a conduit between AHPRA, National Boards and Accreditation Authorities and its primary focus is to advance work on accreditation. The benefits that stream from this group this past year include publishing work on international accreditation systems for comparisons and the costs associated with these functions in Australia. Our CEO Bronwyn Clark is the co-Chair of this group.

Council of Pharmacy Schools (Australia and New Zealand)

One of our key relationships is with our Schools of Pharmacy, and we connect on an individual basis as well as through their peak body the Council of Pharmacy Schools (CPS). Our recent work with the Council includes seeking feedback on our processes and examination reports, as well as inviting them to participate in HPAC Forum activities including our *Improving Aboriginal and Torres Strait Islander health* project.

Australian Pharmacy Liaison Forum (APLF)

The Australian Pharmacy Liaison Forum (APLF) represents the peak professional bodies for pharmacy, of which APC is a member. The APLF meets four times a year and discusses matters of interest to the pharmacy profession and the public who receive pharmacist services.

INTERNATIONALLY

Pharmacy Council of New Zealand (PCNZ)

The Pharmacy Council of New Zealand (PCNZ) is the regulator for pharmacists in New Zealand and is a valued partner of APC and a member of our Council. We provide both accreditation and examination services to PCNZ under a service agreement, and their accreditation program includes degree programs, their Intern Training Program and a Pharmacist Prescriber program. We meet at least annually with the PCNZ Council and management, and in 2017 the APC President and Accreditation Committee Chair were invited to Wellington to present on our accreditation standards and processes.

International Pharmaceutical Federation (FIP)

We are an active observer member of the International Pharmaceutical Federation (FIP) and proud to have been contributors to the 2017 FIP "Research, development and evaluation strategies for pharmaceutical education and workforce: A global report". Our work is within the FIP Workforce Development Goal (WDG) 3 – Quality Assurance. This report is [available here](#).

International Life Long Learning in Pharmacy Conferences (LLLPC)

The International Life Long Learning in Pharmacy conferences are hosted every two years across the world, and our CEO is a member of the international committee. APC has been granted the hosting rights to the 12th conference to be held in Brisbane, Australia from 6 – 9 July 2018, and

Professions Australia

We are an associate member of Professions Australia and have been invited twice this year to present to colleagues on our accreditation processes and standards. Professions Australia is a body for professional groups, and a number of their members are involved in professional accreditation.

our team and host committee have planned a stimulating and exciting program.

Accreditation Council for Pharmacy Education

We have a Memorandum of Understanding with our sister organisation in the USA the Accreditation Council for Pharmacy Education (ACPE), which allows us to share and collaborate on pharmacy education accreditation resources. In 2017, through this relationship, our President and CEO attended the NEXUS IPE conference in Minneapolis, USA where we were invited to participate in a session with the US Health Professions Accreditation Collaborative on Interprofessional Education accreditation standards. Additionally in 2018 our Executive Director Professional Services was invited as an Observer on two Site Evaluation Team visits in California. The learnings we are able to exchange with our colleagues in the US are valuable for both parties as we work closely and monitor developments in other countries.

Council on Licensure, Enforcement and Regulation (CLEAR)

The Council on Licensure, Enforcement and Regulation (CLEAR) is an association of individuals, agencies and organisations that comprise the international community of professional and occupational regulation. APC has been a member of CLEAR since 2012. Our staff have attended CLEAR educational conferences and our CEO serves on the Entry to Practice Committee of CLEAR.

INTERN YEAR BLUEPRINT

The PharmBA provided funding to APC to develop a new blueprint for determining assessment options for measuring pharmacy interns against the newly-introduced *National Competency Standards Framework for Pharmacists in Australia 2016*. The Blueprint, supported by and reflective of an extensive Literature Review for international evidence about contemporary assessment methods, was completed and both documents are [available on our website](#).

The project was a collaborative effort by many stakeholders to guide the project consultants which enabled the development of a meaningful blueprint for the three organisations involved in

EXAMINATIONS COMMITTEE

To ensure quality and integrity in our examination processes and defensibility in the administration of the high stakes exams for interns and overseas applicants a new Examinations Committee was appointed by Council to:

- Benchmark our current exam methodologies with national / international practices to ensure the currency of our methodology
- Review the outcomes and recommendations developed by operational staff after each exam to protect and uphold the integrity of the exams
- Review and recommend the contemporary 'scoring' of exams to ensure accuracy and defensibility of examination papers
- Provide oversight of internal processes such as moderation and appeals and develop recommendation to ensure fair and just processes for candidates

intern assessments – the APC, the Board and the ITP providers.

The next steps in its implementation will be the development of a strategy to determine the most appropriate and effective type of assessment for each competency from the range of choices described in the blueprint, and to identify the organisation with the prime responsibility to develop and administer the assessment. This work will be carried out by a joint working party between the Board and the APC with meetings to start mid-year.

Appointments to the Committee were made following an Expression of Interest process and the members who were appointed reflect knowledge and expertise in examination methodology as well as contemporary practice in pharmacy. The Committee met for the first time in June for induction and a briefing in current APC processes.



CONVERSATIONS WITH THOSE WHO MATTER: OUR PHARMACY COMMUNITY

Fiona Tito Wheatland is a Community Representative and Accreditation Committee member

Fiona is a creative type. If it's not loom weaving, cooking, particularly her outstanding Salted Caramel Almond Bark, sewing or making soap, Fiona will be found camping, traveling and loving family life with her husband and kids. Fiona is 'community personified'. With her involvement in the local choir, a local Repair café where she helps people make and repair clothes, she also finds time to teach and help people to grow their own fruit and veggies and bottle them up. In between all of that, Fiona also has time to be on our Accreditation Committee, a role that goes to the heart of what she believes is fundamentally important: issues of quality and safety in the health system.

Fiona's accreditation background is extensive following consumer roles with the Australian Medical Council over the past ten years as well as being a member of the Accreditation Committee of the Canberra Region Medical Education Council, which accredits intern training places across Canberra and some rural NSW hospitals linked to The Canberra Hospital. Fiona also worked in the area of accreditation as Chair of the Review of Arrangements for Professional Indemnity for Health Professionals between 1991-1995.

Fiona says she has a particular interest in how Pharmacy operates as a health profession in the Australian context which drew her to the APC. When she joined APC's Accreditation Committee she was surprised initially about how many places offer pharmacy studies in Australia and was quite interested in the regulatory differences between New Zealand and Australia.

"How the pharmacy sector works is important because I often see patients and carers using the pharmacy as a first port of call for their primary health care, particularly where there is a lack of bulk-billing doctors or the person is away from home travelling for example," she said.

"In fact, some of my PhD research was on professional identity and it looked at the history of the division of labour between physicians, surgeons and apothecaries. I also see the role of education and training as important for pharmacists' concepts of professional identity in the changing world," she said.

Fiona has also been impressed with APC's performance as an accreditation authority.



I believe pharmacists are likely to have a greater role in the future in helping some of those people who do not have good access to medical care at the moment, and having seen the rigour of the accreditation process, I think that could still meet patient safety concerns, if carefully implemented.

"I think that the accreditation function of the APC is one of the most robust and refined of those I have seen and worked with. I have also seen the Committee take on some hard issues, where there were problems and it acted supportively and decisively to remedy them. I hope that this work creates better outcomes for pharmacy students, and in the end, hopefully consumers and carers," Fiona said.

"APC's strengths are the expertise of the members, both of the Committee and those who go out and do the accreditation visits. I think another main strength is APC's collegiality in problem solving – it's a great committee to work on as a consumer/community person and I always feel listened to and respected. Lastly, I think that the preparatory work of the Council's staff for our meetings is of an extremely high quality and makes it a pleasurable experience to participate," she said.

Fiona says her participation on the Committee has changed her perspective about pharmacy and she now has a greater understanding of the level of training that they go through.

"I believe pharmacists are likely to have a greater role in the future in helping some of those people who do not have good access to medical care at the moment, and having seen the rigour of the accreditation process, I think that could still meet patient safety concerns, if carefully implemented."

And when it comes to her aspirations for pharmacy and the APC, it's the broader community engagement that comes to mind.

"I hope to see more focus on community engagement with pharmacy education and training programs. This is further ahead in New Zealand in the context of Maori engagement. I think we have made some small steps with Aboriginal and Torres Strait Islander engagement in Australia, but there is a lot more to be done across the APC and pharmacy."

"I think as well, the rest of pharmacy users, especially those with specific needs, related to their medications, need to have a bigger face in Pharmacy training, if universities, intern training and continuous professional development are to be on the front foot for the future," Fiona said.

APC LAUNCHES THE “EMERITUS PROFESSOR LLOYD SANSON, AO DISTINGUISHED LECTURE SERIES”

Following 35 years of serving the APC, Emeritus Professor Sansom AO stepped down from the APC Council in 2017. Professor Sansom has played a key role in overseeing the quality of pharmacy education in Australia during his distinguished career as an educator, policy advisor and researcher.

Following 35 years of serving the APC, Emeritus Professor Sansom AO stepped down from the APC Council in 2017. Professor Sansom has played a key role in overseeing the quality of pharmacy education in Australia during his distinguished career as an educator, policy advisor and researcher.

Lloyd's legacy remains with the APC in the Emeritus Professor Lloyd Sansom AO Distinguished Lecture Series, the inaugural lecture which he delivered himself in November 2017. Over 70 invited guests attended his lecture and reception. Two previous APC Presidents were in attendance, Mrs Elizabeth Frost OAM and Mr John Low, and were recognised with the unveiling of meeting rooms in the APC offices named after them.

Reflecting upon his pharmacy career, Professor Sansom said it's time the profession's culture moved on from the dispensing model of care and instead embraced the community health opportunities that primary health care in particular can offer the pharmacy sector.

“I look at 5,600 pharmacies as being primary health care centres but to do that we're going to have to change our model and we must be accepting of being a part of a medical model of health,” Professor Sansom said.

“Fundamental to that is ensuring that the pharmacy profession maintains its autonomy over setting its standards, so long as that's within a clinical governance framework and in consultation with relevant stakeholders.”

This was the first lecture in the new annual series and was a great success.

We look forward to hosting the lecture series again in November 2018, with our previous President Professor Debra Rowett PSM as honorary speaker.



INTERNATIONAL LIFE LONG LEARNING IN PHARMACY CONFERENCE

We were delighted to be selected to host the 12th International Life Long Learning in Pharmacy (LLLP) Conference, from 6-9 July 2018 in Brisbane. Our CEO Bronwyn Clark is the Host Convenor and has had a lot of experience with these conferences, both as an International Committee member and as Host for the LLLP conference held in New Zealand in 2011.



SHAPING TOMORROW'S PRACTITIONERS TODAY
12 TH INTERNATIONAL CONFERENCE

The International Conferences on LLLP are a series of conferences that have been held for the past 25 years, following the inaugural meeting in Denmark in 1990. They provide an opportunity to discuss issues of importance and relevance to advancing pharmacy practice through continuous professional development (CPD) and lifelong learning. The conferences have been convened around the world in Europe, North America, Africa and New Zealand, and usually attract pharmacists, pharmacy technicians, educators, researchers, regulators, policy-makers and professional associations from around the world.

As an organisation whose mission is to *“assure and advance pharmacy education”* we believe that lifelong learning and the pursuit of knowledge is key to a competent, flexible, responsive and sustainable health workforce. We hope that those who attend LLLP 2018 will be inspired and leave with new and broader perspectives on teaching and learning and the future of pharmacy and professional development.

In our planning for the conference, we expect record numbers of attendees, with over 210 delegates already registered in June 2018. We have developed a magnificent program that explores *Shaping Tomorrow's Practitioner's Today*. Our program involves over 120 sessions

presented by speakers from all around the globe sharing their knowledge and expertise from their various countries and jurisdictions about the direction in which pharmacy education is heading. Our keynote speakers include, Zubin Austin (Canada), Catriona Bradley (Ireland), Gloria Dall'Alba (Australia), Gabrielle Brand (Australia), and Debra Rowett (Australia).

One of the highlights of the conference will be the closing session *“Where the Rubber Hits the Road”*. This session will feature an original ‘Prophetic’ - a dynamic and entertaining technique for engaging participants deeply. The Prophetic harnesses the power of a story to connect, to intrigue, to reveal and to inspire, tapping into the intrinsic problem-solving capacity of the group as a whole.

Our Host Committee includes colleagues from across pharmacy education in Australia:

- Bronwyn Clark (Convenor, Australian Pharmacy Council)
- Jacqui Bond (University of Queensland)
- Rhonda Clifford (University of Western Australia)
- Kirstie Galbraith (Monash University)
- Beverley Glass (James Cook University)
- Lisa Nissen (Queensland University of Technology (QUT))
- Brett Simmonds (Pharmacy Board of Australia)
- Jeanne Edwards (Australian Pharmacy Council)
- Gabrielle Sutton (Australian Pharmacy Council)
- Anna Turello (Secretariat)

Our Events and Communications Officer, Anna Turello, has been entrusted with the task of planning the last six months of the project to ensure we deliver a seamless and thought-provoking event that brings knowledge and experiences together. Anna and the Host Committee have had help from LLLP Mascot, Lola the Koala, who is shaping to be quite the celebrity around the LLLP community via [Twitter @LLLPharmConfnce](#).

This year's conference marks the first time that we will be publishing the proceedings of the oral and poster abstracts from LLLP. We are delighted to announce that Pharmacy Education, an international peer review research journal for professional pharmacy education published by FIP, will be publishing the abstracts.

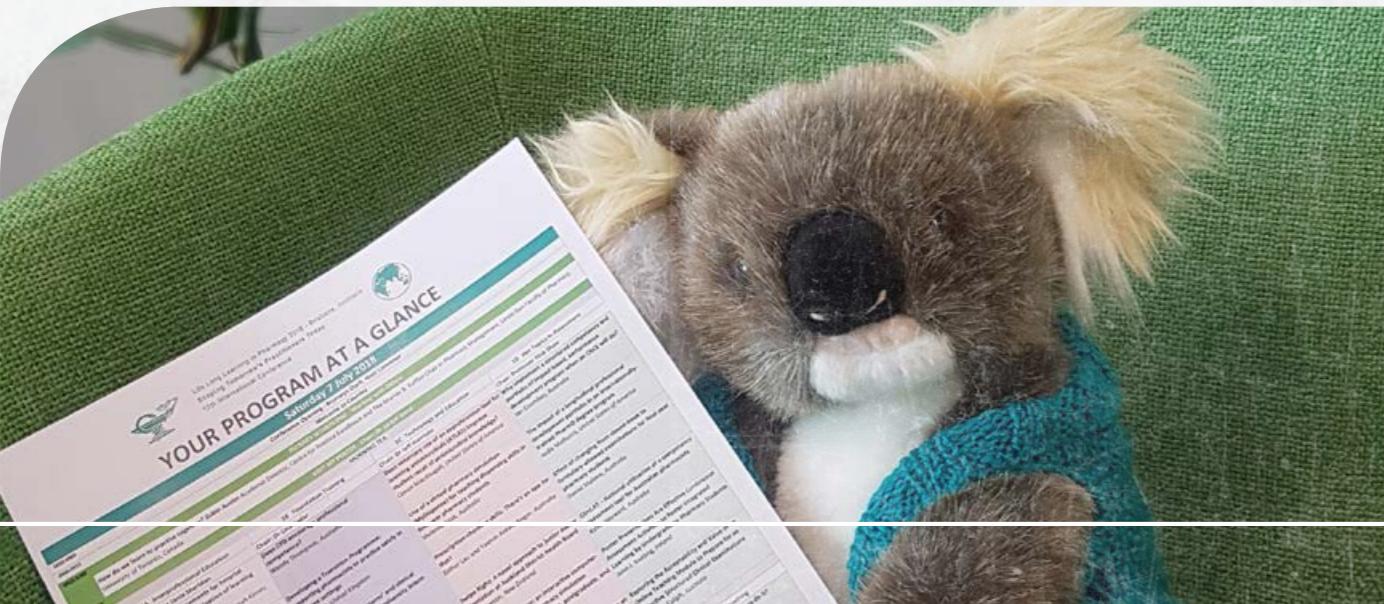
Partnering with the peer-reviewed journal will open the exchange of ideas from the conference to those who are not able to attend the conference in person and provide authors with a citation for their work.

This year's conference also comes with a difference as we partner with Eventium to develop a Conference App that allows delegates to view session times, speaker profiles and abstracts, create their own schedule, participate in live polling and provide feedback. Our app lets delegates instantly receive all event information and updates including daily announcements, whilst also showcasing our much-appreciated sponsors and their brands.

We are very grateful for the support we have gained from our sponsors, who are all key APC partners. Their contributions have allowed us to plan and execute an outstanding event.

Thanks go to the following:

- The University of Auckland, School of Pharmacy
- The University of Sydney, School of Pharmacy
- Pharmaceutical Defence Limited
- Council of Pharmacy Schools: Australian and New Zealand
- Pharmaceutical Society of New Zealand
- Society of Hospital Pharmacists of Australia
- The University of Queensland School of Pharmacy
- The Queensland University of Technology, School of Clinical Sciences
- Pharmacy Education Journal



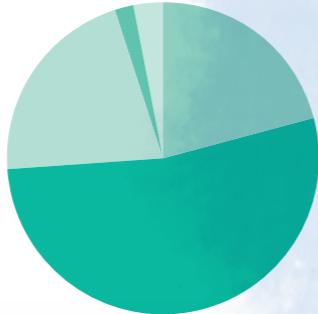
We are able to diversify and grow our revenue streams

STATEMENT OF FINANCIAL POSITION

as at 30 June 2018

Income

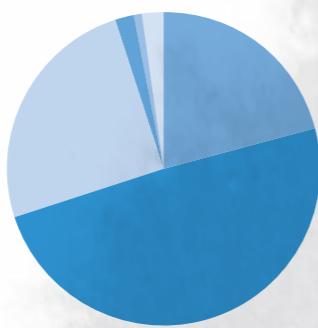
| | |
|---------------|--------------------|
| Assessment | \$1,164,542 |
| Examination | \$2,858,232 |
| Accreditation | \$1,161,618 |
| IAS | \$95,677 |
| IYB Project | \$158,914 |
| | \$5,438,983 |



| | |
|---------------|-----|
| Assessment | 21% |
| Examination | 53% |
| Accreditation | 21% |
| IAS | 2% |
| IYB Project | 3% |

Expenses

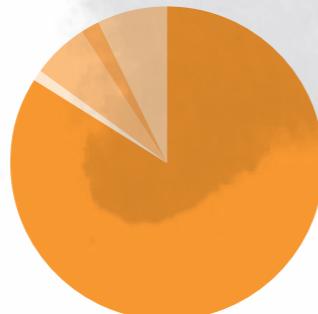
| | |
|----------------|--------------------|
| Assessment | \$1,015,326 |
| Examination | \$2,314,745 |
| Accreditation | \$1,196,759 |
| IAS | \$71,196 |
| IYB Project | \$38,885 |
| Other projects | \$99,432 |
| | \$4,736,343 |



| | |
|----------------|-----|
| Assessment | 21% |
| Examination | 49% |
| Accreditation | 25% |
| IAS | 2% |
| IYB Project | 1% |
| Other projects | 2% |

Assets

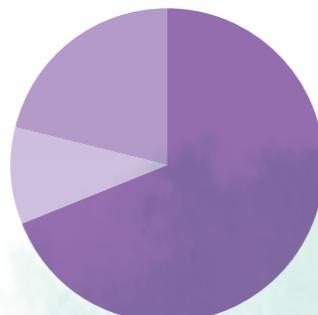
| | |
|------------------------|--------------------|
| Cash | \$5,165,771 |
| Debtors | \$85,906 |
| Financial assets | \$354,730 |
| Other | \$118,343 |
| Property and equipment | \$454,053 |
| | \$6,178,803 |



| | |
|------------------------|-----|
| Cash | 84% |
| Debtors | 1% |
| Financial assets | 6% |
| Other | 2% |
| Property and equipment | 7% |

Liabilities

| | |
|---------------------|--------------------|
| Creditors | \$1,389,079 |
| Employee provisions | \$188,765 |
| Other liabilities | \$425,070 |
| | \$2,002,914 |



| | |
|---------------------|-----|
| Creditors | 69% |
| Employee provisions | 10% |
| Other liabilities | 21% |

| | |
|----------------|--------------------|
| SURPLUS | \$702,640 |
| EQUITY | \$4,175,889 |

OUR COUNCIL



Associate Professor
Sue Kirsa – President



Professor Iqbal Ramzan
Vice President



Ms Gayle Ginnane
Councillor



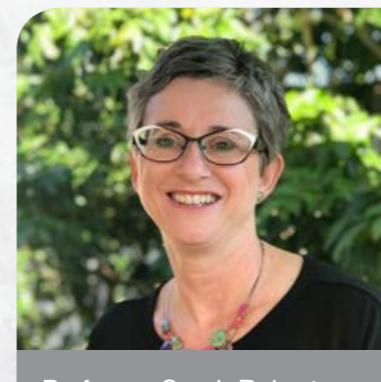
Mr Mark Bedford
Councillor



Professor Rhonda
Clifford – Councillor



Miss Amanda Galbraith
Councillor



Professor Sarah Roberts-
Thomson – Councillor



Emeritus Professor Nicholas
Glasgow – Councillor



Ms Leanne Wells
Councillor

OUR COUNCIL

President – Associate Professor Sue Kirsia

B.Pharm, Grad Dip Hosp Pharm, FSHP, MAICD

Sue is currently the Director of Pharmacy at Monash Health. Prior to moving to Monash Health in 2015, she was the Director of Pharmacy at the Peter MacCallum Cancer Centre for 10 years.

Sue has been the President of the Society of Hospital Pharmacists of Australia and has been a member of numerous professional and government organisations and committees, including the Pharmacy Board of Victoria. She has a special interest in Oncology, Quality Use of Medicines, patient safety and antimicrobial stewardship. Sue is a Distinguished Alumni of Monash University School of Pharmacy and Pharmaceutical Sciences.

Sue was appointed to Council in May 2016 and elected as President in February 2018.

Vice President – Professor Iqbal Ramzan

Dip Pharm; MSc; PhD

Iqbal recently stepped down as the Dean of Pharmacy at The University of Sydney, a position he held for over 12 years. He has also held the position of President/Director of the Council of Pharmacy Schools and was the Chair of the Australian Pharmacy Leaders Forum.

His research interests are in the pharmacokinetics, pharmacodynamics and toxicodynamics of western and complementary medicines and in nanomedicine and nanotoxicity.

Iqbal was first appointed to Council in May 2015 and was elected as Vice President in February 2018. He also sits on the APC Finance, Audit and Risk Monitoring Committee.

Ms Gayle Ginnane

BA, BEd, MDefStud, GradDipStratStud, FAICD, MAIM, IPAA

Gayle is a community member of the APC. As an independent director and consultant, brings a non-pharmacy and consumer perspective to the Council. Her time as CEO of the Private Health Insurance Administration

Council assists her with an excellent knowledge of the overall health system in Australia.

Gayle serves on a wide variety of other Boards including the National Blood Authority and Police Health and is the Chair of a number of Government agency Audit and Risk Committees.

Gayle is the Chair of the Council Finance, Audit and Risk Monitoring Committee and was first appointed to Council in May 2012.

Mr Mark Bedford

Dip Pharm, RegPharmNZ, AFNZIM

Mark is the PCNZ nominee to the APC. He currently has an active involvement in community pharmacy in a medical centre providing high level patient centred services, including immunisation, and anticoagulation management services.

Mark is keen to foster ongoing relationships between Australia and New Zealand especially in the areas of accreditation.

Mark was first appointed to Council in 2011 and is also the Chair of the PCNZ, the regulator for pharmacists in New Zealand.

Professor Rhonda Clifford

BPharm, PGDipHospPharm, PhD, FPS, MAICD

Rhonda is the Head of School, Allied Health in the Faculty of Health and Medical Sciences at the University of Western Australia. Prior to this Rhonda was the Director of Pharmacy in the School of Medicine and Pharmacology (SMP) (December 2012 to December 2016).

She was recently recognised by her peers for her life-long dedication to excellence in education and outstanding contribution to the practice of pharmacy and pharmacy research in Western Australia, by receiving the Erik Kirk Memorial Award.

Rhonda was first appointed to Council in October 2017 and also sits on the APC Accreditation Committee.

Miss Amanda Galbraith

B.Pharm. CDE. GradCertPharmMgt. GradCertDiabEd&Mgt. GAICD

Amanda is a registered community pharmacist, community pharmacy owner and credentialed diabetes educator. Her experiences as a pharmacist have included the training and mentoring of many pharmacy students and interns, including appointment by the ACT Pharmacy Board as a supervisor and assessor of pharmacy interns.

Amanda has extensive experience within the pharmacy industry as a National Councillor of The Pharmacy Guild, and ACT Guild Branch President, from 2010 to the end of 2017, is a member of the Australian Community Pharmacy Authority, Prior to this he was the Dean,

and a Board member for Marathon Health.

Amanda was appointed to Council in November 2017.

Professor Sarah Roberts-Thomson

B.Pharm(Hons), PhD, MPS, GAICD, GCELead, PFHEA

Sarah is currently the Associate Dean (Academic) for the Faculty of Health and Behavioural Sciences at the University of Queensland. Sarah's role as Associate Dean (Academic) involves responsibility for teaching and learning strategy across 12 health-related disciplines including pharmacy.

Sarah is passionate about interprofessional education and interprofessional practice as elements of a sustainable and effective healthcare system. She has worked across a range of different scopes of practice including community and hospital pharmacy as well as academia.

A past board member of the Queensland Pharmacists Board of Queensland, she is currently a non-executive director of the not-for-profit company UQ Health Care.

Sarah was appointed to Council in February 2018.

Emeritus Professor Nicholas Glasgow

BHB; MBChB; GradDipFamMed; GradCertEdStudies; MD; FRNZCGP; FRACGP; FACHPM

Nicholas is currently the Acting Head, Department of Health Services Research and Policy, at the Australian National University (ANU) in Canberra. Prior to this he was the Dean,

Medicine and Health Sciences, and Dean, Medical School and Chair of the Academic Board of ANU.

He has been President of the Medical Deans Australia and New Zealand and served on a number of Australian Government committees including the Australian Drug Evaluation Committee, the Asthma Expert Advisory Committee and the National Lead Clinicians Group.

Nicholas was appointed to Council in November 2017.

Ms Leanne Wells

BA (Comms), GradDipBusMgt, MAIM, MAICD

Leanne is the Chief Executive Officer of the Consumers Health Forum of Australia. She is a health advocate and service executive with over thirty years' experience in health and social policy, program and service development.

Leanne has held executive positions within federal government and in national and state non-government organisations.

Leanne is Board Director of Coordinare South East New South Wales' Primary Health Network, the Ozhelp Foundation, PainAustralia and the Advancing Practice Advisory Board. She is the Independent Chair of Coordinare's Community Advisory Committee and a member of the NSW Agency for Clinical Innovation's International Expert Advisory Committee.

Leanne was appointed to Council as a Community member in May 2018.

OUR COUNCIL

With special mention to the following councillors who have completed their terms during the financial year:



Professor Debra Rowett,
PSM – Past President
Retired 25 February 2018



Ms Monica Schlesinger
Retired 21 May 2018



Professor Nick Shaw
Retired 21 May 2018

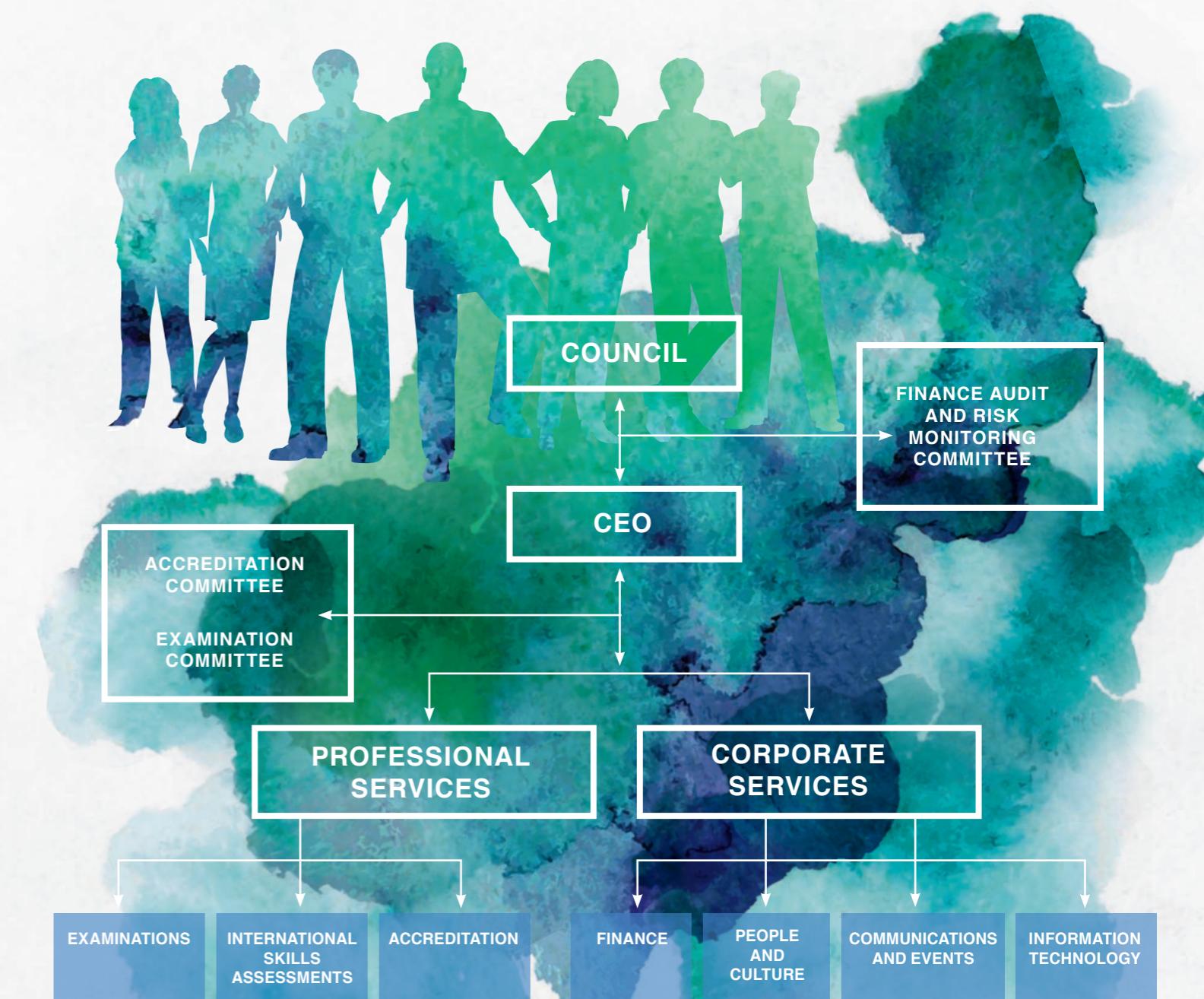


Emeritus Professor Lloyd
Sansom, AO
Retired 25 November 2017



Professor Peter Fricker, OAM
Retired 1 July 2017

ORGANISATIONAL CHART



OUR COMMITTEES

Our work would not be possible without the guidance and advice of our APC Committees. We have three committees, which operate under relevant By-laws.

Finance, Audit and Risk Monitoring Committee

The Finance, Audit and Risk Monitoring (FARM) Committee is a Council Committee that oversees and monitors APC's financial and compliance risks. The Committee's primary function is to monitor the APC's finances, undertake assessment of risks, review policies and monitor delegation and management systems.

Members:

- Ms Gayle Ginnane (Chair)
- Professor Iqbal Ramzan
- Mr Paul Groenewegen (from 14 May 2018)
- Ms Ros Jackson (until 13 May 2018)

Examinations Committee

The Examinations Committee is an operational committee of the APC. It ensures the integrity and defensibility in the administration of the high stakes exams for interns and overseas applicants by the APC.

Members:

- Emeritus Professor Lloyd Sansom AO (Chair)
- Dr Joanna Moullin, Curtin University
- Dr Julie Stevens, RMIT University
- Emeritus Professor David Prideaux, Flinders University
- Professor Jim Tognolini, University of Sydney
- Dr Daniel Malone, Monash University
- Kristy Grady, CPA

Accreditation Committee

The Accreditation Committee is an operational committee of the APC with responsibility for accreditation decisions in accordance with the policies set by Council. The Committee's structure draws upon relevant expertise across the pharmacy profession, academia and the community to enable the Committee to make decisions that are robust and defensible.

Members:

- Professor Nick Shaw, University of Queensland (Chair)
- Ms Karalyn Huxhagen, Community pharmacist
- Professor Rhonda Clifford, University of Western Australia
- Dr Pam Montgomery, non-pharmacist member
- Ms Adele Print, Auckland District Health Board
- Dr Erica Sainsbury, University of Sydney
- Ms Fiona Tito Wheatland, Community member



2018



australian
pharmacy
council

Australian Pharmacy Council

Level 1, 15 Lancaster Place

Majura Park, Canberra Airport, ACT 2609

p +61 2 6188 4288 | www.pharmacycouncil.org.au