

Community Pharmacy Derbyshire Strategic Plan 2025-2027

Priorities

Year 1 (2025):

1. Support contractors with the implications of the 25/26 CPCF announcements.
2. Maintain partnerships with Healthwatch, ICBs, PH LA colleagues during this next stage of organisational change.
3. Contractor events to support CPCF changes.
4. Delivery plan for the operations team to ensure capacity is utilised fully.
5. Finalise long-term strategies, including operational scalability and succession planning.

Year 2 (2026):

1. Evaluate progress and adjust strategies to align with emerging priorities.
2. Expansion of workforce development programs and mentorship opportunities for the benefit of community pharmacy.
3. CPD representation at system level Board meetings.
4. Share success stories and address performance gaps amongst contractors.
5. Secure sustainable funding streams beyond 2026/7.

This strategic plan provides a cohesive roadmap for achieving both short-term and long-term objectives while aligning with national healthcare priorities.

Develop and Support

1. Proactively represent community pharmacy at key system-level meetings to influence and shape local health strategy.
2. Engage with sexual health commissioners to explore opportunities for the reinvestment of EHC funding into pharmacy-led initiatives.
3. Continuous mapping of service sign-up across the county to promote consistent and equitable access to pharmaceutical services.
4. Support the development of robust Pharmaceutical Needs Assessments (PNAs) to ensure services meet local population health needs.
5. Guide contractors through the evolving Community Pharmacy Contractual Framework (CPCF) and its implications for 2025/26.
6. Roll out a structured contractor visit programme, with targeted support for those below service benchmarks.
7. Explore external funding to enable protected learning time and workforce development initiatives.
8. Support contractors during periods of structural change within the NHS and Integrated Care Board (ICB) landscape.
9. Develop and maintain a skills matrix for committee members to ensure a resilient, capable leadership team.

Integration

1. Maintain a strong presence for CPD on Health and Wellbeing Boards (HWBBs).
 2. Align our strategies and services with Integrated Care Boards (ICBs), Local Authorities, and Public Health teams to drive collaborative working.
 3. Leverage Primary Care Network (PCN) Pharmacy First and LPN funding to embed community pharmacy within primary care systems.
 4. Monitor neighbourhood working developments to position community pharmacy as an essential contributor to emerging care models.
 5. Maintain close ties with Local Medical Committees (LMCs), Local Optical Committee's (LOC's) and Local Dental Committee's (LDC's) through regular engagement and committee participation.
 6. Advocate for CPD representation at ICS Board level to ensure the sector's voice informs primary care commissioning.
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Communicate

1. Publish monthly newsletters and refresh our digital presence to ensure timely and transparent communication with contractors.
 2. Build a strong, accessible social media strategy to engage both contractors and the public, exploring innovative platforms like patient forums.
 3. Provide contractors with timely updates on funding, service reviews, and business decision support for commissioned services.
 4. Conduct focus groups to tailor communication strategies to contractor preferences and improve engagement.
 5. Enable enhanced contractor connectivity through tools like WhatsApp and monitoring effectiveness via engagement metrics.
 6. Promote engagement with Members of Parliament (MPs) and encourage contractors to build relationships via preferred social media channels.
 7. Host at least three in-person events in 2025/26—potentially in collaboration with Community Pharmacy Nottinghamshire—to reduce costs and improve value.
 8. Share best practice from top-performing pharmacies to foster a culture of continuous improvement.
 9. Alert contractors to training and development opportunities in advance to support workforce planning.
 10. Provide regular updates on NHS change programmes and their local impact.
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Protect

1. Analyse service data to identify income-optimising opportunities for contractors and ensuring financial viability.
2. Prepare bids for future LPN funding cycles to secure investment for 2026/27 and beyond.

3. Conduct regular financial reviews of locally commissioned services in line with contract timelines.
 4. Support contractors through regulatory and contractual processes including CPAF visits and breach notices.
 5. Ensure commissioners uphold their duty to consult with CPD before modifying or withdrawing locally commissioned services.
 6. Facilitate system-wide collaboration to ensure DPP support is aligned with future needs, and contractors are well-placed to deliver quality training.
 7. Champion the professional growth of community pharmacy teams through system-wide workforce development opportunities.
 8. Implement robust succession planning for key committee roles and support the transition to paid roles where appropriate.
 9. Maintain strong HR governance and adherence to employment law to ensure operational resilience.
 10. Maintain SharePoint files and ensure these are accessible for all committee members, thus ensuring transparency, accountability, and good governance.
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