

Introducing our 2023 Step Up to Proprietor Cohort



WIZARD *pharmacy*

Supporting you to success as a Wizard Pharmacy Franchisee

We are excited to announce the launch of our Step Up to Proprietor program, a core component of the Wizard Development Academy that empowers our team's professional and personal development.

Deciding to enter business for the first time is exciting as you begin to carve out a new path in your career journey. Then you come to the realisation that you are now responsible for your own business, and you need to know what to do.

This is where our Step Up to Proprietor program comes in.

Step Up to Proprietor has been designed exclusively by our People and Culture team, with input from Wizard Pharmacy's CEO, COO and CFO, to ensure that those looking at pharmacy ownership are empowered with the skills, knowledge, and business acumen needed to become a successful Wizard Pharmacy Franchisee.

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Today's issue of PD

Pharmacy Daily today features three pages of news, plus a cover wrap from Wizard Pharmacy.

Step Up program

WIZARD Pharmacy has designed its unique Step Up leadership program.

The first cohort for this program has commenced its nine-month training to gain valuable skills to be top franchisees.

See the cover page.

Under 5 a priority

AUSTRALIA'S Chief Medical Officer Paul Kelly is particularly concerned about influenza in children aged six months to less than five years.

"Last year, children aged younger than five years had the highest influenza rates, with only 32% of the cohort receiving a vaccine.

"This rate was even lower for First Nations children at 21.5%.

"Increasing uptake of influenza vaccines in children should be a priority."

Kelly added that pregnant women are also more than twice as likely to be admitted to hospital with influenza, and vaccination rates remain low.

For more on the 2023 Influenza vaccine, which will be available from Apr for high risk groups, subject to local supply arrangements, read [HERE](#).

TGA pulls pholcodine meds off shelves

PHOLCODINE cough medicines have been cancelled by the TGA and recalled from pharmacies for safety reasons.

Following a safety investigation by the TGA, 55 products containing pholcodine are being cancelled from the Australian Register of Therapeutic Goods and those currently on pharmacy shelves are being recalled from pharmacies (**PD** breaking news yesterday).

The recall affects a wide range of cough syrups, tablets and lozenges manufactured by Benadryl, Codral, Chemists' Own, TerryWhite, Priceline, Difflam, Bisolvon, Duro-Tuss and others.

The cancellation and recall actions are being taken because of a link between pholcodine-containing medicines and an increased risk of anaphylactic reactions (a sudden, severe and life-threatening allergic reaction) to certain medicines used as muscle relaxants during general anaesthesia (called neuromuscular blocking agents).

Pholcodine has been used in a wide range of OTC pharmacy medicines to treat non-productive (dry) cough, particularly in syrups and lozenges.

It is also used in combination with other medicines in products that treat the symptoms of cold and flu.

TGA Head Adj Prof John Skerritt said: "It is difficult to reliably predict who may be at risk of anaphylaxis during anaesthesia and some patients may not know if they

have taken pholcodine medicines recently."

Skerritt explained that some patients undergoing emergency surgery may not be in a position to talk to their anaesthetist at all.

"In addition, while surgical facilities may ask about which prescription medicines a patient is taking, they may not ask about

have used pholcodine in the previous 12 months," he said.

The TGA's investigation followed the European Medicines Agency's review recommending the withdrawal of marketing authorisations for these products in Europe.

The European findings were supported by a Western Australian study which also showed that pholcodine was a risk factor.

Up to 09 Feb, the TGA has received 50 reports of Australian cases of suspected pholcodine-related anaphylactic reactions to neuromuscular blockers, including one fatality.

The Society of Hospital Pharmacists of Australia (SHPA) Chief Executive Kristin Michaels said: "Our specialist pharmacist members working in surgical wards and medication safety services

have been keenly aware of the link between pholcodine-containing medicines and an increased risk of anaphylactic reactions to neuromuscular blocking agents, which are essential to safely performing surgery.

"This specific issue has been known among clinicians for a number of years.

"Ahead of the TGA's decision, discussion by specialist pharmacists in SHPA's Medication Safety and Surgery and Perioperative Medicine streams demonstrated that hospitals across Australia were already enacting their own measures to limit the use of pholcodine."



over-the-counter products."

Skerritt said that "safer alternatives to treat a dry cough are available and consumers should ask their doctor or pharmacist for advice.

"I urge consumers to check if any of your over-the-counter cold and flu medicines contain pholcodine and, if they do, ask your doctor or pharmacist to suggest an alternative treatment.

"If you will need general anaesthesia and have taken pholcodine in the past 12 months, I advise you to tell your health professional.

"Health professionals should also check whether patients scheduled to undergo general anaesthesia

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Ramsay recruits talent at job fairs

IN RESPONSE to ongoing workforce shortages, leading healthcare providers in Victoria are embarking on a large-scale recruitment drive to attract thousands of international healthcare workers to the state.

Ramsay Health Care, Monash Health, St John of God Healthcare, and Eastern Health, are among the healthcare heavyweights set to participate in HealthSectorTalent's Healthcare Job Fairs - the largest event series of its kind globally bringing together allied healthcare professionals pharmacists, medical, nursing, allied health and care professionals seeking new job opportunities.

The fairs, which will be held in Australia and in nine cities across the UK, Ireland, Canada, and New Zealand, will attract more than 10,000 healthcare job seekers.

They will provide Australian employers, like Ramsay Health Care, with an opportunity to connect in person with international job seekers and recruit on the spot.

Learn about the job fair [HERE](#).



Future-focused disruptor's program

THE inaugural cohort for Wizard Pharmacy's 'Step Up to Proprietor' program has started its nine-month journey to gain skills and knowledge to become successful franchisees.

Step Up to Proprietor covers everything from people, culture, data, and business performance. Drawing from the schools of positive and behavioural psychology, the program is facilitated by a strength-based approach to understanding behaviour, motivation, and culture, to support the delivery of operational and service excellence.

The program, part of the Wizard Development Academy, was designed exclusively by the brand's People and Culture team with input



from Wizard Chief Executive Officer Lyndon Dyson, Chief Operating Officer Sally Parker, and Chief Financial Officer Duncan Hannay.

Speaking about the inspiration for the program, Wizard Pharmacy People and Culture Coach Natalie

Naidoo explained that the team recognised an opportunity "to enhance the capability of our people by creating a unique program that goes beyond the traditional and developmental approaches to learning for emerging business owners.

"This program develops pharmacists into confident and future-focused disruptors of the industry with a path forward paved with ways in which they can learn to think differently, strategically and boldly, to execute their vision and facilitate personal ambitions.

"We understand that there are reasons for wanting to become a proprietor and, no matter what they are, this program is a support mechanism to get them there.

"We want to see their hopes and ambitions come true," said Naidoo.

Pictured the first cohort L-R: Natalie Naidoo, Jason Nesteriak, Nancy Rostom, Vy Poon, Peter Neale, Katrina Martin, Felipe Duque, Esther Ho, Peter Santos, Aaron Poon, Atinuke Alfred, David Gooderham and Sally Parker.

Falling through NDIS gap for end-of-life

POOR end-of-life support for Australians with severe and persistent mental illnesses have them falling through gaps in the NDIS and other service systems, according to new research.

The NDIS is expected to support more than one million Australians by 2023 but a review led by Flinders University PhD Candidate Kathy Boschen in the College of Medicine and Public Health, working with Prof Sharon Lawn and Dr Caroline Phelan, has recorded participant experiences with disjointed and siloed systems within the NDIS and other systems.

The research shows that these

negative experiences lead to overwhelmingly inequitable and bleak end-of-life experiences.

This [review](#) - published in the *International Journal of Environmental Research and Public Health* - shows NDIS participants with psychosocial disabilities most often receive support for house cleaning, gardening and shopping.

However, these supports are unavailable for most palliative patients under 65 years of age until the last weeks of their lives.

The review also noted that the clinicians work very long hours to navigate the NDIS and support their patients.

Fund to bring clinical trials to the bush

THE NSW, ACT and Australian Governments will together invest \$30.6m to fund clinical trials in the bush to improve access to healthcare.

The expanded network of new clinical trial support units across the regional local health districts of Northern, Western, and Southern NSW will be supported by ACT Health, Canberra Health Services and partnerships with

academic institutions, industry, and the local community.

Medical Director for the Rural, Regional, and Remote Clinical Trial Enabling Program, Dr John Lawson said: "The program will be beneficial to patients and ensures rural and regional communities will have access to the latest clinical developments usually only available in metropolitan sites.



3 WEEKS TO GO

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Dispensary Corner

FORGET supplements, there are apparently enough vitamins in tomato sauce to nourish the human body.

That's according to a man who has survived almost a month at sea by subsisting on a single bottle of Heinz Tomato Ketchup.

Elvis Francois was rescued by the Colombian military earlier this year, after he developed issues on his boat, was carried out to sea and was then unable to navigate his way home.

The story prompted Heinz to issue a social media call to #FindtheKetchupBoatGuy so they could provide him with a new vessel in thanks for all the free publicity he'd given them.

Last week the search was successful, with Francois found alive and well on the Caribbean island of Dominica where he was happy to share the secrets of his survival.

"All I could do was sit down and wait," he said, living off just the items on board which as well as the sauce included a sachet of garlic powder.

"I spent 24 days out at sea, I didn't have so much to make it.

"I tried eating seaweed, but it was too strong," Francois said.

"Everything happens for a reason. The ketchup has vitamins, my body was still OK."

Heinz hailed the thousands of social media fans who had shared the post, saying they had played a key role in helping find the sauce-slurping survivor.

The post reached almost five million people and was "liked" over 4,000 times.

PRODUCT SPOTLIGHT

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