

# National Competency Standards Framework for Pharmacists - review

## Project Advisory Group – 2026 / 27



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**Dr Andreia Bruno-Tomé**  
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**Leon Yap**  
Professional Pharmacists Australia



**Prof Lisa Nissen**



**Jo Root**  
Consumer Health Forum



**Jessie Kristo**  
National Australian Pharmacy  
Students' Association

## PAG member profiles

**Adrian Lee** (He/Him), Practitioner Member, Pharmacy Board of Australia: Adrian is a seasoned pharmacist with extensive experience in both pharmacy regulation and practice. Adrian currently serves as a practitioner member of the Pharmacy Board of Australia, overseeing pharmacist registration and standards nationwide. Previous regulatory roles include deputy president of the Pharmacy Council of NSW, managing complaints and governance matters as well as pharmacy business regulation, and as a senior member of the NSW Civil and Administrative Tribunal, Occupational Division. Alongside regulatory work, Adrian is a director in three community pharmacies managing over 50 team members, driving business growth, expanding scope of practice, and delivering a wide range of healthcare services to the community. Adrian has also held various leadership and advisory roles across the pharmacy sector.

**Dr Andreia Bruno- Tomé**, Director, Research and Policy, Australian Pharmacy Council: Andreia is a pharmacist by profession, a distinguished workforce specialist with 17 years of experience leading diverse, global teams comprising individuals from more than 50 nationalities. Andreia has extensive experience in developing national and global policies, strategies, and frameworks for healthcare organisations, including the International Pharmaceutical Federation (FIP), World Health Organisation (WHO) and UNESCO. She is a published author with over 60 articles and a speaker with 100+ technical talks in 50 cities. Leading the Research and Policy Team, Andreia manages a team committed to advancing pharmacy education through innovative research, shaping impactful policies, and fostering strategic partnerships to drive excellence and workforce development. In previous roles Andreia has developed strategy and implementation of workforce and education programs and policies for FIP member organisations, designed innovative healthcare competency frameworks and global healthcare programs, developed partnerships and strategies for workforce optimisation and organisational change and created tools used by healthcare professionals worldwide.

**Cate Whalan**, Pharmacist, Pharmacy Guild of Australia.

**Claire Bekema**, Professional Officer- Canberra Office, Pharmaceutical Defence Limited: Claire Bekema is a registered pharmacist with over 20 years' experience across a diverse range of practice areas including community pharmacy, hospital pharmacy, justice health, and clinical education. She has worked with, and for, various pharmacy and health organisations in roles involving policy and regulation, workforce, quality improvement, scope of practice and clinical governance. Claire has experience in standards development, accreditation and quality management systems in both pharmacy education and practice settings. Claire brings her expertise and interest to the role of PDL Professional Officer and a member of the ACT/NSW Local Advisory Committee.

**Jessie Kristo** (She/Her), Executive Director, Research, National Australian Pharmacy Students' Association: Jessie is the current Executive Director (Research) at NAPSA and avid pharmacy student researcher at The University of Sydney. Jessie is driven to strengthen the pharmacy profession at the student level, especially through supporting, expanding and promoting pharmacy student research. Jessie's passion spans both pharmaceutical science and pharmacy practice and she has worked on various research projects, recently publishing one of her papers and with another currently under consideration. Jessie is committed to fostering pharmacy students' experience of the research world to empower the next generation of pharmacists with confidence engaging with research.

**Jo Root**, Director, Policy & Research, Consumer Health Forum of Australia: Jo manages the Policy and Research team which develops policy positions and advocates for consumer-centred health reform. Jo has been involved in health policy since 1990, working for the Commonwealth and Queensland Governments and then moving to the non-government sector; community-controlled Aboriginal health, and Council on the Ageing (COTA). She has undergraduate and postgraduate qualifications in Economics.

**Joanne Gross**, Tasmania Branch President, The Pharmaceutical Society of Australia.

**Dr Kate O'Hara**, Advanced Pharmacy Australia: Kate is an experienced hospital pharmacist with experience across Women's and Newborn health, compounding and operational leadership. Kate holds key positions with Advanced Pharmacy Australia, including Training Program chair and NSW board member. Kate is a passionate advocate for advancing pharmacy practice and guiding the next generation of pharmacy practitioners to reach their top of scope.

**Leon Yap**, President, Professional Pharmacists Australia: Leon Yap is a proud Queensland and local Gold Coast Pharmacist. He is the current President of Professional Pharmacists Australia, the national union representing Community and Hospital Pharmacists and Pharmacy Technicians. Leon has worked for the last 10 years as a hospital pharmacist, specialising in Aged Care and General Medicine. Prior to this, he worked for many years as a community pharmacist. Leon is passionate about advocating for pharmacy employees and ensuring their voice is heard in all discussions about Australian pharmacy.

**Professor Lisa Nissen**, Director and Taylor Family Chair HERA Program Director - Health Workforce Optimisation Centre for the Business & Economics of Health: Lisa has been a prominent health practitioner leader, educator, researcher, and implementation scientist nationally and internationally for more than 25 years. Professor Nissen focuses on strategic collaborations across the healthcare continuum with key partnerships in government, professional boards, associations, university, and other industry and consumer groups. These have led to the implementation of multiple complex practice change interventions. She has a proven record of bringing together these groups to focus on establishing multidisciplinary care teams to provide consumer-centric health care.

**A/Prof. Liza Seubert**, Council of Pharmacy Schools Australia and New Zealand: Associate Professor Liza Seubert is Head of the Department of Pharmacy at The University of Western Australia. With more than 30 years' experience across community pharmacy practice, pharmacy governance and academia, she has been a leader in advancing contemporary pharmacy education and workforce development. Representing the Council of Pharmacy Schools of Australia and New Zealand, Liza brings extensive expertise in curriculum design, professional capability frameworks and the preparation of pharmacists for evolving scopes of practice. She has contributed to international workforce and competency development through consultancy work supporting the International Pharmaceutical Federation (FIP) Global Competency Standards, helping align education outcomes and assessment across pharmacy programs globally. Her work focuses on developing innovative education and practitioner development programs that support expanding scope of practice and strengthen the role of pharmacists in person-centred healthcare.

**Mike Stephens**, Director Medicines Policy and Programs, National Aboriginal Community Controlled Health Organisation (*BPharm MPH-MBA MPS*): Mike Stephens is Director of Medicines Policy and Program at the National Aboriginal Community Controlled Health Organisation (NACCHO) and a research affiliate of the Melbourne Institute's Health Analytics, Leadership, and Economics (HALE) Hub at the University of Melbourne. Mike has 25 years' experience working in a diverse range of roles in the health and medicines sector, both in Australia and overseas, including in community and hospital pharmacy, as a consultant pharmacist, and in education and intern assessment. Mike has spent over a decade working in the Aboriginal and Torres Strait Islander health sector as a consultant, policy and program director and as a practising pharmacist integrated into an Aboriginal health service. He is a member of the Drug Utilisation Subcommittee of the Pharmaceutical Benefits Advisory Committee.