

Aide-Mémoire

Visit to Slade Health

Date due to MO: 12 March 2026 **Date of Visit:** 18 March 2026

Security level: IN CONFIDENCE **Reference:** H2026077818

To: Hon David Seymour, Associate Minister of Health

Consulted: Health New Zealand:

Proactive release: This **title** is proposed by the Ministry of Health for proactive release:

Contact for telephone discussion

Name	Position	Telephone
Suzanne Townsend	Manager, Regulatory Policy, Health System Settings	s 9(2)(a)

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About the Visit

Purpose of Visit: Slade Health invited Minister Seymour to visit their Auckland facility to see their innovations firsthand and share how they are delivering benefits for patients and the health system.

Details of Visit:

Date: 18 March 2026
Time: 10 to 11 am
Venue: Building C, 32-38 Patiki Road, Avondale 1348, Auckland
 (Runsheet attached as Appendix 1)

Attendees Phillipa Trout, Country Manager
 Russell Hill, Chief Executive Officer
 Paula Clark, General Manager – Client Relations
 (Bios attached as Appendix 2)

Organisation Slade Health

Ministry representatives No Ministry of Health representative. There may a representative from Auckland City Hospital.

Media Media will be present (at the request of the Minister's office)

Comment/ Summary: You accepted an invitation to visit Slade Health and view their facilities and innovations. Slade Health is a leading private provider of medicine compounding services in New Zealand. They prepare chemotherapy medicines, antibiotics, analgesics and clinical trial medicines.

Slade Health has adopted innovative electronic systems. In 2022 they entered into a long-term agreement with Auckland City Hospital to service it and associated hospitals in the region, replacing paper-based systems. Slade Health also provides compounded medicines to private hospitals across New Zealand.

There is no formal meeting agenda with this visit. Topics that may be of interest to Slade Health are the Government's initiatives to strengthen access to medicines and cancer care, the security of electronic health systems in New Zealand, and the Medical Products Bill.

Background and context

1. You accepted an invitation to visit Slade Health in response to an invitation from Philippa Trout, Country Manager, New Zealand (in her letter dated 22 September 2025).
2. In 2025, Slade Health celebrated 60 years in hospital pharmacy and compounding in Australia and New Zealand. Slade Health entered the New Zealand market in May 2021.
3. Through its licensed facilities in New Zealand (licensed by Medsafe) and Australia, Slade Health prepares more than 1.3 million infusions annually, including chemotherapy, antibiotics, analgesics and clinical trial medicines.
4. Starting out as a small family pharmacy business, Slade now employs over 450 pharmacists and other staff, and is part of the Icon Group, Australasia's fastest growing cancer care provider.
5. Slade Health is one of several private providers of medicine compounding services. Some Health NZ hospitals undertake some of their medicines compounding in-house.

What is medicine compounding?

6. Medicine compounding is the process of combining, mixing, or altering ingredients to create a medicine tailored to the needs of a specific patient.
7. For chemotherapy, the compounding process takes the vial(s) of chemotherapy medicine, dissolves the dry powder, takes the exact dose required, mixes it into the correct type and volume of infusion fluid (eg, saline infusion) ready to administer to the patient without the nurse having to do further manipulations.
8. For compounded medicines that will be infused into the patient, the compounding must be undertaken under sterile conditions. Chemotherapy medicines are toxic (cytotoxic) to the person compounding the medicine, so are undertaken under specific sterile conditions that prevent medicine exposure to the person compounding.

Funding arrangements

9. Slade Health, and the other third-party compounders, are funded through contracts with Health NZ and private hospitals.
10. Pharmac reimburses Health NZ the cost of the medicines, and Health NZ meets the compounding costs.

Recent developments

11. Slade Health has innovated and adopted an electronic ordering portal that has resulted in savings. Slade has also introduced electronic prescribing system integration which it claims reduces transcription errors, improves patient safety and frees up pharmacy resource.
12. In 2022, Slade Health entered into a long-term agreement with Auckland City Hospital – Te Whatu Ora Te Toka Tumai, to service it and associated hospitals in the region and deliver products to 40 percent of New Zealand's cancer patients. This partnership has

resulted in Auckland hospital going from a paper-based system to an electronic system in a short space of time.

13. Slade Health estimates its approach can be scaled nationally, with up to 3 percent savings achievable.

Government initiatives and Slade Health

14. The visit does not include a formal meeting agenda. Points that might come up in conversation could include:
15. How Slade Health can contribute to the Government's objective of faster access to medicines and strengthening cancer care.
16. The security of electronic health systems in New Zealand, since their business relies on electronic systems. The Ministry of Health is reviewing the response to the ManageMyHealth cyber security breach. The review will recommend any improvements required to ensure data is protected. A final report is anticipated by 30 April 2026.
17. As with the pharmaceutical industry generally, they may be interested in the progress of the Medical Products Bill, which will modernise the regulatory environment for medicines, medical devices and medical technology, and the licensing of pharmacies including medicine compounding facilities. The Ministry is working to prepare the Bill for introduction to Parliament in late 2026.
18. The Medicines Amendment Act 2025 did not directly affect Slade Health. The Medicines Act 1981 permits licenced pharmacies to compound medicine pursuant to a prescription.





Suzanne Townsend
Manager, Regulatory Policy
Strategy & Policy

Appendix 1: Draft run-sheet

Time	Details	Minister's Office notes
1000	Meet at Building C, 32-38 Patiki Road, Avondale 1348, Auckland. Met by Phillipa Trout.	
	Tour of facility followed by morning tea.	
1100	Visit ends.	

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Appendix 2: Bios

<p>Phillipa Trout, Country Manager</p> <p>Phillipa has an extensive background in managing pharmaceutical and GMP facilities and a Masters in Clinical Pharmacy. She played an integral role in managing site operations at Slade Health in Queensland, Australia for nearly 10 years. In 2022 Phillipa was proud to return home to New Zealand to oversee Slade’s new world-class compounding facility in Avondale, Auckland.</p>	
<p>Russell Hill, Chief Executive Officer</p> <p>As Chief Executive Officer of Slade Health and Slade Pharmacy, Russell leads all aspects of compounding, pharmacy and retail operations.</p> <p>Russell has worked in senior management roles across both public and private sectors in Australia and the United Kingdom. He is a former Board Director of the Pharmaceutical Society of Australia (PSA). He holds a Bachelor of Pharmacy and postgraduate qualifications in clinical pharmacy and management (MBA) from Curtin University and Nottingham University Business School.</p> <p>Appointed CEO in 2025, Russell has overseen digital transformation and sustainable growth across Slade’s compounding and pharmacy services.</p>	
<p>Paula Clark – General Manager - Client Relations</p> <p>Paula has over 20 years of experience in pharmaceutical sales, distribution and commercial roles.</p> <p>Paula’s team builds relationships with hospital clients to ensure all enquiries are handled in a timely, efficient manner.</p>	