

# REGISTRATION AS A PHARMACIST

## Internationally Educated Pharmacists

### Registration Policy

Approved September 27, 2024

## 1. INTRODUCTION

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The *Pharmacy Act, 2024*<sup>1</sup> (Act), requires that applicants for registration as a pharmacist in Newfoundland and Labrador who are not already registered as a pharmacist in another province or territory of Canada must provide proof of graduation from a Canadian pharmacy educational program that has been accredited by the Canadian Council for the Accreditation of Pharmacy Programs (CCAPP) or another accreditation body approved by the board of the College of Pharmacy of Newfoundland and Labrador (CPNL). However, in situations where a candidate for registration has not graduated from an accredited Canadian program, the Act grants CPNL the authority to set alternative requirements.

## 2. STANDARD PATHWAY

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Pursuant to the authority granted in the Act, CPNL may accept proof of completion of alternate education, training and assessments, as an alternative to the completion of a CCAPP-accredited pharmacy educational program for internationally educated pharmacists.

2.1 Unless they meet the criteria outlined in section 3 below, applicants for registration as a pharmacist who obtained their pharmacy education from outside of Canada and are not currently registered in another Canadian jurisdiction must complete the steps outlined in sections 2.2 -2.4.

2.2 Interested candidates must first complete the following requirements:

- Register with the [Pharmacists' Gateway Canada](#) to obtain a National ID number and designate Newfoundland and Labrador as a province of interest.

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<sup>1</sup> Enabling Legislation: Pharmacy Act, 2024, section 16.

- Register with the [Pharmacy Examining Board of Canada \(PEBC\)](#), complete Document Evaluation, and successfully complete the PEBC Evaluating Examination.
- Complete English language proficiency testing in accordance with CPNL's [English Language Proficiency Requirements for Registration](#).

2.3 Once the steps in section 2.2 have been completed, the candidate can proceed with the following:

- [Register with CPNL as a pharmacy intern](#). This includes providing:
  - A certificate of conduct, in accordance with CPNL's [Certificate of Conduct Requirements for Registration](#);
  - A professional liability insurance coverage certificate, indicating current coverage in accordance with CPNL's [Professional Liability Insurance Requirements for Registration](#); and
  - Government-issued photo identification in accordance with CPNL's [Photo Identification Requirements for Registration](#).
- Complete practical training in accordance with CPNL's [Practical Training Requirements for Registration as a Pharmacist](#).
  - This includes completing the [NAPRA Diagnostic Tool and Learning Modules](#).
- Complete the CPNL Registration Examination, in accordance with CPNL's [Registration Examination Interpretation Guide](#).
- Complete both parts of the [Pharmacy Examining Board of Canada \(PEBC\)](#) Qualifying Examination for Pharmacists.

The above steps may be completed concurrently.

2.4 Once the steps in sections 2.2 and 2.3 have been completed, the applicant can proceed with [applying to register as a pharmacist](#). This includes:

- A certificate of conduct, in accordance with CPNL's [Certificate of Conduct Requirements for Registration](#);
- A professional liability insurance coverage certificate, indicating current coverage in accordance with CPNL's [Professional Liability Insurance Requirements for Registration](#);
- Government-issued photo identification in accordance with CPNL's [Photo Identification Requirements for Registration](#); and
- A declaration that they have obtained membership in the [Pharmacists Association of Newfoundland and Labrador](#).

### 3. EXPEDITED PATHWAY

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The current Canadian health workforce shortage has given regulators reason to consider the balance of the risks to safety and quality of care resulting from the shortage against their obligation to ensure that they are registering qualified health professionals.

Pursuant to the authority granted in the Act, CPNL may also waive certain initial registration requirements in the public interest. In considering the situations where it would do so, the board of CPNL recognized the work already conducted by the Nova Scotia College of Pharmacists (NSCP) in developing their Council Policy - Waiver of Registration or Licensing Requirements in the Public Interest – Applicants from Eligible International Jurisdictions. As such, the board accepts the assessment criteria established by NSCP (Appendix A) and agrees to waive select initial registration requirements for applicants who are currently registered and practicing pharmacy in an approved jurisdiction (Appendix B).

3.1 Applicants for registration as a pharmacist who are currently registered and practicing pharmacy in an approved jurisdiction (Appendix B) must first complete the following requirements:

- Arrange to have Letters of Standing sent from all pharmacy regulatory authorities with which they are currently, or were formerly, registered directly to CPNL. These Letters must include:
  - the period of time the applicant was registered, and the applicant's current status, with that organization;
  - confirmation that the applicant has complied with any professional development or competency requirements of that organization;
  - whether the applicant is authorized to perform/participate in any specific scopes of practice;
  - whether there are currently any terms, conditions or limitations attached to the applicant's registration;
  - whether the applicant has ever been or is currently suspended or restricted with respect to the practice of pharmacy by that organization;
  - whether there is a record of any disciplinary findings for this applicant; and
  - whether the applicant is currently the subject of any outstanding allegations or disciplinary proceedings.
- Complete the CPNL Registration Examination, in accordance with CPNL's [Registration Examination Interpretation Guide](#).

3.2 Once the steps in sections 3.1 have been completed, the applicant can proceed with [applying to register as a pharmacist](#). This includes providing:

- A certificate of conduct, in accordance with CPNL's [Certificate of Conduct Requirements for Registration](#);
- A professional liability insurance coverage certificate, indicating current coverage in accordance with CPNL's [Professional Liability Insurance Requirements for Registration](#);
- Government-issued photo identification in accordance with CPNL's [Photo Identification Requirements for Registration](#); and
- A declaration that they have obtained membership in the [Pharmacists Association of Newfoundland and Labrador](#).

## APPENDIX A

### Assessment Criteria for International Jurisdiction Equivalency

Criterion	Indicators
Required training for pharmacists is substantially equivalent to Newfoundland and Labrador training requirements.	<ul style="list-style-type: none"> <li>• Complete at minimum a baccalaureate pharmacy program that is accredited by a national pharmacy program accreditation body to be registered as a pharmacist.</li> </ul>
Entry-to-practice registration process is substantially equivalent to Newfoundland and Labrador process.	<ul style="list-style-type: none"> <li>• Complete structured and unstructured practice experience prior to registration.</li> <li>• Complete a national standardized competency assessment or an assessment that is substantially equivalent.</li> </ul>
The practice of pharmacy is substantially equivalent to the practice of pharmacy in Newfoundland and Labrador.	<ul style="list-style-type: none"> <li>• Authorized scope of practice and the common practice of a pharmacist is substantially equivalent to that in Newfoundland and Labrador.</li> </ul>
The regulatory oversight of the registration and practice of pharmacists is substantially equivalent to the oversight in Newfoundland and Labrador.	<ul style="list-style-type: none"> <li>• The regulator               <ul style="list-style-type: none"> <li>○ registers (or licenses) pharmacists,</li> <li>○ requires annual renewal of registration (or licensure), including a process to ensure continuing competence,</li> <li>○ requires adherence to a code of ethics and professional standards / standards of care,</li> <li>○ assesses pharmacy practice, and</li> <li>○ investigates professional misconduct complaints.</li> </ul> </li> </ul>

## APPENDIX B

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### Approved Jurisdictions for Expedited Pathway

- Australia
- Great Britain
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- New Zealand
- United States of America