

Mobility Agreement for Canadian Pharmacists

The following signatories have reviewed the Mutual Recognition Agreement (MRA) signed in 2001, and agreed in principle to a number of changes. Signatories now include the provincial regulatory authorities, the Northwest Territories and Yukon. This agreement for the profession of pharmacy in Canada was worked on through the National Association of Pharmacy Regulatory Authorities (NAPRA). When put into effect, the Agreement will expedite the movement of pharmacists across Canada without imposing unreasonable or discriminatory requirements.

Mobility Agreement for Canadian Pharmacists

1. General

We agree to present this Agreement to our provincial and territorial boards for review and approval by July 1, 2009. Copies of this agreement will be filed with each of the provincial and federal Labour Mobility Coordinators.

2. Purpose

We, the undersigned, enter into this Agreement in order to establish the conditions under which a pharmacist who is licensed and/or registered in one Canadian jurisdiction will have his/her qualifications recognized in another Canadian jurisdiction that is a Party to this Agreement.

3. Mobility Principles

- 3.1 There is a threshold level of competent¹ practice required for public protection.
- 3.2 Each province and territory respects the fact that other provinces and territories set and implement standards for competent practice in good faith.
- 3.3 There is more than one method to achieve and assess competence.

4. Agreement

- 4.1 We, the undersigned, agree that the practice of pharmacy has a high degree of commonality across Canada.
- 4.2 We, the undersigned, agree to the components of the National Association of Pharmacy Regulatory Authorities (NAPRA) Model Licensing Program (Appendix 1) as an on-going process, all of which are representative of the high degree of commonality in the practice of pharmacy among the signatories of this Agreement. It is understood that the components of the program and their associated documents will evolve over time as required to meet the needs of the Canadian public.
- 4.3 In signing this Agreement, we shall abide by the Agreement on Internal Trade (AIT) requirements and will, within our ability and authority to do so, take action in our respective jurisdictions to achieve the necessary legislative and regulatory amendments in order to give effect to the terms of this Agreement.

- 4.4 The signatories agree to register and/or license as pharmacists those applicants who hold an unrestricted practice certificate in the jurisdiction of a signatory, and having met the requirements set out in Clause 5.

5. Requirements

In accordance with Clause 2 of this Agreement, the following registrations and/or licensure requirements are agreed to:

- 5.1 Educational Requirements or Equivalent:
 - (a) a minimum of a baccalaureate program from a Canadian Council for Accreditation of Pharmacy Programs (CCAPP) accredited pharmacy program at a Canadian university, OR
 - (b) are substantially equivalent to (a) in both academic and clinical training and/or experience.
- 5.2 Entry to Practice Assessment
 - (a) has successfully completed a qualifying examination based on the *Professional Competencies for Canadian Pharmacists at Entry-to-Practice* (March 2007), referenced in Clause 4.2 OR
 - (b) is a graduate of a CCAPP approved pharmacy program at a Canadian university in a jurisdiction where the statutory framework provides terms and conditions between a signatory and the authorities of such university programs to include oversight and explicit authority over the curricula leading to conferring a degree in pharmacy as set out in Clause 5.1(a) OR
 - (c) has qualified and obtained from the Ordre des pharmaciens du Québec, an equivalency of diploma or training under the *Regulation respecting diploma and training equivalence standards for the issue of a pharmacist's permit* adopted under the Québec Pharmacy Act and Professional Code.

5.3 Other Requirements

- At the date of application, the applicant must:
- (a) have completed and submitted the prescribed forms and fees respecting the jurisdiction to which the applicant is applying; AND
 - (b) have satisfied other jurisdiction-specific occupational² requirements that pertain to entry to practice provisions that are not covered in 5.1 or 5.2 in the receiving jurisdiction.

² Other occupational requirements may include such aspects as applicable to the legal/regulatory context of the receiving jurisdiction and related to judicial/disciplinary precedents, good character, immigration status and eligibility to work, language proficiency and jurisprudence.

6. Maintenance and Administration of the Agreement

This Agreement is a dynamic and evolving instrument that may be amended. We, the undersigned, agree to initiate periodic reviews of the Agreement no less than every two years after July 1, 2009.

7. Withdrawal

A signatory may withdraw from this Agreement, six months after it gives notice with rationale to all other parties of its intention.

8. Notification for New or Modified Provincial/Territorial Qualifications or Requirements

When a signatory is proposing to add or amend a registration and/or licensure requirement that might impact on this Agreement, we, the undersigned agree to notify all other signatories of the proposed change and the particulars thereof, and afford them an opportunity for its review prior to implementation.

9. Signatories to the Agreement

Signed on _____, 2009

Signatories to the Agreement

Alberta College of Pharmacists
President

Alberta College of Pharmacists
Registrar

College of Pharmacists of British Columbia
President

College of Pharmacists of British Columbia
Registrar

Government of the Northwest Territories
Registrar

Manitoba Pharmaceutical Association
President

Manitoba Pharmaceutical Association
Registrar

New Brunswick Pharmaceutical Society
President

New Brunswick Pharmaceutical Society
Registrar

Newfoundland and Labrador Pharmacy Board
President

Newfoundland and Labrador Pharmacy Board
Secretary-Registrar

Nova Scotia College of Pharmacists
President

Nova Scotia College of Pharmacists
Registrar

Ontario College of Pharmacists
President

Ontario College of Pharmacists
Registrar

Ordre des pharmaciens du Québec
Directrice générale et secrétaire

Ordre des pharmaciens du Québec
Président

Prince Edward Island Pharmacy Board
President

Prince Edward Island Pharmacy Board
Registrar

Saskatchewan College of Pharmacists
President

Saskatchewan College of Pharmacists
Registrar

Yukon Government
Registrar

APPENDIX 1

National Association of Pharmacy Regulatory Authorities (NAPRA) Model Licensing Program

This program outlines the core requirements for initial registration and/or licensing of pharmacists. It also assists the provincial and territorial pharmacy regulatory authorities in ensuring that candidates for licensure meet NAPRA's *Professional Competencies for Canadian Pharmacists at Entry-to-Practice* (March 2007) which form the basis of NAPRA's *Model Standards of Practice for Canadian Pharmacists* (March 2009) and the Association of Faculties of Pharmacy of Canada's (AFPC) "Educational Outcomes".

The core requirements for initial licensure consist of the following:

- Has fulfilled educational requirements or equivalent;
- Has attained the competencies prescribed in "Pharmacy Jurisprudence Competencies for Licensure as a Pharmacist in Canada", and can demonstrate competence in jurisprudence specific to the province/territory in which registration and/or licensure is being sought;
- Has successfully completed a structured practical training program consistent with "A Framework for Assessing Canadian Pharmacists Competencies at Entry-to-Practice through Structured Practical Training Programs";
- Has attained the language requirements of the jurisdiction at a level consistent with the "Language Proficiency Requirements for Licensure as a Pharmacists in Canada"; and,
- Has completed a national qualifying examination except in Québec

The program is expected to continue evolving over time as required to meet the needs of the Canadian public as well as the changing environment of the profession of pharmacy. It also includes ensuring the on-going competence of pharmacists through formal continuing competence programs consistent with the "National Model Continuing Competence Program for Canadian Pharmacists".

The program components and its core requirements will be examined and updated on a periodic basis.

¹ To have the knowledge, skills and attitudes necessary for safe and effective practice