Ontario College of PHARMACISTS

# 2025 Fair Registration Practices Report

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**Prepared for the Office of the Fairness Commissioner (OFC)**

FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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Glossary of terms

# 1. Background

Under section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA), which is substantially similar to section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA).

> "A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations".

Section 22.9 of Schedule 2 of the RHPA and Section 23 of FARPACTA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2025.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

# 2. Organization information

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| **Organization name** | Ontario College of PHARMACISTS |

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# 3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by Ontario College of PHARMACISTS

Licensing requirements (brief description for each requirement listed):

| **Profession/ Trade Name** | Pharmacist |
|---|---|
| **Academic requirement** | To register as a pharmacist in Ontario, applicants must have graduated from an accredited pharmacy education program OR an international pharmacy education program recognized by the Pharmacy Examining Board of Canada (PEBC) and an approved bridging education program. The College |

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| | accepts pharmacy programs in Canada that have been accredited to Canadian standards by the Canadian Council for Accreditation of Pharmacy Programs (CCAPP), and pharmacy degree programs that are accredited by the Accreditation Council for Pharmacy Education (ACPE) with \"PharmD Program Accreditation" status. International pharmacy education programs not accredited by the CCAPP or the ACPE may be recognized by the PEBC as one whose graduates may be eligible to pursue registration as a pharmacist in Canada. Graduates from these programs must complete the PEBC process to become eligible to take the PEBC Qualifying entry-to-practice examination, which is required for registration. The education requirements for registration as a pharmacist must have been met within the two years before applying to ensure that the practitioner has current knowledge and skills to practise safely. There are alternative measures to enable the applicant to demonstrate currency of education. The OCP Board has approved the International Pharmacy Graduate Program through the University of Toronto (IPG Program) as the required bridging education program for international pharmacist applicants. The OCP Board has the authority to approve additional bridging education programs if and when necessary. Successful completion of the bridging education is a non- |

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| | exemptible registration requirement for international pharmacy graduates except for those applicants who successfully complete the PEBC Qualifying Examination Parts I and II, on their first attempt. |
| **Experience requirement** | N/A |
| **Language requirement** | All applicants must be able to speak, read, write and comprehend English or French with sufficient fluency to practice the profession. This requirement is in place to ensure that pharmacy professionals are able to communicate effectively with patients, the College, and other healthcare professionals. The College's language proficiency requirements are aligned with the relevant National Association of Pharmacy Regulatory Authorities' (NAPRA) language proficiency requirements for pharmacists and comply with Ontario Regulation 508/22 under the Regulated Health Professions Act, 1991. Alternative mechanisms to meet this requirement are outlined in the College's language proficiency policies, which have been approved by the College's Registration Committee. Graduates of Canadian education programs accredited by the Canadian Council for the Accreditation of Pharmacy Programs (CCAPP) or of pharmacy degree programs accredited by the Accreditation Council for Pharmacy Education (ACPE) are considered to have met the language proficiency requirements. International |

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|---|---|
| | pharmacy graduates are required to demonstrate their language proficiency as part of their pathway to registration and must either submit objective evidence that meets the minimum acceptable test scores as set by OCP or acceptable non-objective evidence that demonstrates the applicant is proficient in either English or French. Language proficiency test scores are valid for two years and must be valid when an application is processed. Testing institutions will not provide official confirmation of test results beyond two years from the test date. |
| **Additional information on licensing requirements (may include links to appropriate page on regulator website):** | The Jurisprudence, Ethics and Professionalism Exam assesses a candidate's knowledge of federal and provincial legislation affecting pharmacy practice in Ontario as part of the "Ethical, Legal and Professional Responsibilities" competency from the Professional Competencies for Canadian Pharmacists and Pharmacy Technicians at Entry-to-Practice. The exam is based on an examination blueprint that has been approved by the OCP Board. Practice Assessment of Competence at Entry (PACE) is the practice-based assessment of a pharmacist applicant's readiness to safely and independently practice as a pharmacist performing the authorized acts of the profession. The PACE Assessment Criteria are based on the National Association of Pharmacy Regulatory Authority (NAPRA) Entry-to Practice Competencies for Pharmacists. |

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|---|---|
| | A Certificate of Qualification from the Pharmacy Examining Board of Canada (PEBC) is a requirement for individuals first registering as pharmacists or pharmacy technicians in Ontario. The PEBC Qualifying Examination is based on the relevant National Association of Pharmacy Regulatory Authorities (NAPRA) Entry-to-Practice Competencies for pharmacists or pharmacy technicians, and assesses the candidate's pharmaceutical knowledge and skills as required of graduates of current pharmacy education programs in Canada. |
| | |
| **Profession/ Trade Name** | Pharmacy Technician |
| **Academic requirement** | To register as a pharmacy technician in Ontario, applicants must have graduated from an accredited pharmacy/pharmacy technician education program OR an international pharmacy education program recognized by PEBC and an approved bridging education program. The College accepts pharmacy/pharmacy technician programs that have been accredited to Canadian standards by the Canadian Council for Accreditation of Pharmacy Programs (CCAPP), and pharmacy degree programs that are accredited by the Accreditation Council for Pharmacy Education (ACPE). International pharmacy education programs not accredited by the CCAPP or the ACPE may be recognized by the Pharmacy Examining Board of Canada |

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| | (PEBC) as one whose graduates may be eligible to pursue registration as a pharmacy technician in Canada. Graduates from these programs must complete the PEBC process to become eligible to take the PEBC Qualifying Examination. Graduates of international programs are commonly referred to as "internationally educated pharmacy technician applicants" (IEPTAs). The OCP Board has approved the Canadian Health Care System, Culture and Context for Internationally Educated Healthcare Professionals course and any program approved by the Registration Committee as their bridging education program. Successful completion of the relevant bridging education program is a non-exemptible registration requirement for IEPTAs, except for those applicants who successfully complete the relevant PEBC Qualifying Examination, Parts I and II on their first attempt. The educational requirements for registration as a pharmacy technician must have been met within the two years before applying to ensure that the practitioner has current knowledge and skills to practise safely. There are alternative measures to enable the applicant to demonstrate currency of education. |
| **Experience requirement** | N/A |
| **Language requirement** | All applicants must be able to speak, read, write and comprehend English or French with sufficient fluency to |

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| | practice the profession. This requirement is in place to ensure that pharmacy professionals are able to communicate effectively with patients, the College, and other healthcare professionals. The College's language proficiency requirements are aligned with the relevant National Association of Pharmacy Regulatory Authorities' (NAPRA) language proficiency requirements for pharmacists and comply with Ontario Regulation 508/22 under the Regulated Health Professions Act, 1991. Alternative mechanisms to meet this requirement are outlined in the College's language proficiency policies, which have been approved by the College's Registration Committee. Graduates of Canadian education programs accredited by the Canadian Council for the Accreditation of Pharmacy Programs (CCAPP) or of pharmacy degree programs accredited by the Accreditation Council for Pharmacy Education (ACPE) are considered to have met the language proficiency requirements. International pharmacy graduates are required to demonstrate their language proficiency as part of their pathway to registration and must either submit objective evidence that meets the minimum acceptable test scores as set by OCP or acceptable non-objective evidence that demonstrates the applicant is proficient in either English or French. Language proficiency test scores are valid for two years and must be valid when an |

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|---|---|
| | application is processed. Testing institutions will not provide official confirmation of test results beyond two years from the test date. |
| **Additional information on licensing requirements (may include links to appropriate page on regulator website):** | The Jurisprudence, Ethics and Professionalism Exam assesses a candidate's knowledge of federal and provincial legislation affecting pharmacy practice in Ontario as part of the "Ethical, Legal and Professional Responsibilities" competency from the Professional Competencies for Canadian Pharmacists and Pharmacy Technicians at Entry-to-Practice. The exam is based on an examination blueprint that has been approved by the OCP Board. The Practice Assessment of Competence at Entry (PACE) for Pharmacy Technicians is the practice-based assessment of a pharmacy technician applicant's readiness to safely and independently practice as a pharmacy technician performing the authorized acts of the profession. The PACE Assessment Criteria are based on the National Association of Pharmacy Regulatory Authority (NAPRA) Entry-to Practice Competencies for Pharmacy technicians. A Certificate of Qualification from the Pharmacy Examining Board of Canada (PEBC) is a requirement for individuals first registering as pharmacists or pharmacy technicians in Ontario. The PEBC Qualifying Examination is based on the relevant National Association of Pharmacy Regulatory Authorities |

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| | (NAPRA) Entry-to-Practice Competencies for pharmacists or pharmacy technicians, and assesses the candidate's pharmaceutical knowledge and skills as required of graduates of current pharmacy education programs in Canada. |
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# 4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

| Organization name | Function |
|---|---|
| Pharmacy Examining Board of Canada (PEBC) | Academic credential evaluation |
| Pharmacy Examining Board of Canada (PEBC) | OSCE / Skill based exam |

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

Ontario College of PHARMACISTS takes the following measure(s) to ensure fair and timely assessments:

The College has a relationship with the Pharmacy Examining Board of Canada (PEBC) to administer national certification examinations on our behalf, which assesses qualifications for pharmacist candidates and pharmacy technician candidates. The College has had a long-standing positive relationship with PEBC. The College is engaged in a Memorandum of Understanding (MOU) with PEBC which details the obligations of both parties. In addition, the College has

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| appointed a representative to the PEBC Board that reports back to the OCP Board at regular intervals. |

# 5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

## A. Accomplishments

| | |
|---|---|
| 1 | Closure of Pharmacy Technician Emergency Assignment certificates. Information about how emergency assignment certificate holders can transition to another class of registration, including intern technician or pharmacy technician was provided through several forums, including our usual communication platforms and our website. In addition, targeted communications were sent directly to emergency assignment certificate holders to support them in transitioning to another class of registration. |
| 2 | In 2025, OCP consistently met the legislative requirement to issue registration decisions within 30 business days. Our average processing time for the issuance of certificates of registration in 2025 was 2 business days. |
| 3 | On September 30, the College launched its new and improved website after consultation with website users - including registrants, applicants, members of the public and OCP staff. Changes to the website include: • Enhanced Search Functionality. Users can find what is needed faster with a powerful new search tool that delivers more accurate and relevant results. • Audience-Focused Navigation. Restructured menus to help users get to the information that matters most — whether its registration details, practice resources, or public protection information. • Improved Content Organization. Clearer layouts and better grouping of topics make browsing easier and more intuitive. |

## B. Risks and Mitigations

| Risk | Mitigation Measure |
|---|---|
| Access to the College's Jurisprudence, Ethics, and Professionalism (JEP) Exam. | We are currently planning a full review of how we administer our JEP exam, |

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|---|---|
| The College's JEP exam is a requirement for registration for all individuals pursuing registration in Ontario. However, it is not currently available as an on-demand exam and is currently offered three times per year - February, June, and October. This could impact the length of time it takes to fully register for individuals in which the JEP exam is their final requirement, especially for individuals who are seeking registration in Ontario that are already registered in another Canadian jurisdiction. | including exploring alternatives to how this knowledge is assessed. In the meantime, in addition to our current offering of the JEP exam at three times per year, we are now able to offer the exam at anytime of the year for individuals who are seeking registration in Ontario and are already currently registered in another Canadian jurisdiction. This will allow those individuals who only have JEP as a registration requirement to obtain registration in a more expedient manner without unnecessary delay. |
| Practice Assessment of Competence at Entry (PACE) for pharmacy technician applicants in hospital settings. Since late 2024, successful completion of PACE has been a requirement for pharmacy technician applicants seeking registration. As more than half of Ontario's pharmacy technicians work in hospital settings, it is imperative that PACE be available in hospital settings to assess candidates in that environment. For various reasons, uptake of PACE assessments in hospital settings has been lower than expected and may present a barrier to individuals seeking registration if they are unable to obtain a site in which PACE can be conducted. | College staff have been collaborating with individual hospital directors to overcome potential barriers to allowing individual hospital sites to be considered as PACE sites. In addition ,staff have been collaborating with the Ontario Hospitals Pharmacy Directors Forum to overcome any potential barriers that are common across all hospital sites in Ontario. College staff have also been working internally on ways to refine the PACE program so that it remains accessible to all individuals seeking registration. |

# 6. Changes to registration practices

During the January 1 to December 31, 2025 reporting period, Ontario College of PHARMACISTS has introduced the following changes impacting its registration

processes. Changes, anticipated impacts, and risk mitigation are summarized below.

## A. Registration requirements and practices

| Registration process | Changes Made (Yes / No) | Description |
|---|---|---|
| Timelines for registration, decisions and/or responses | No | |
| Changes to internal review or appeal process | No | |
| Assessment of qualifications, including competency-based assessments and examinations | Yes | PEBC's Streamlined Pathway exempts eligible pharmacist applicants from completing the PEBC Evaluating Exam. As a result, this allows those individuals direct access to the PEBC Qualifying Exam. Candidates are eligible for this pathway if they are graduates of international pharmacy programs with national, regional or other international accreditation AND the country where the candidate completed their pharmacy education OR where they recently practiced is deemed by PEBC to have a scope of practice and regulatory framework for licensure that is comparable to Canada. Candidates are eligible if they completed an accredited pharmacy program in Australia, New Zealand, Republic of Ireland, South Africa, or the United Kingdom. Alternatively, candidates are also eligible for this pathway if they completed an accredited program in different country than listed above, and in the past 3 years possessed a full, unrestricted license as a pharmacist in good standing from one of the approved countries |

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|---|---|---|
| | | above or the United States, and, during that time, practiced for at least 1 year in a direct patient care role as a pharmacist with a full, unrestricted license. |
| Registration requirements either through regulation, by-law or policy | Yes | At its September 2025 meeting, the Board of Directors amended Registration Resolution #3. This change permits applicants whom the PEBC has exempted from the Pharmacist Evaluating Examination to proceed directly to the PEBC Qualifying Examination. This change supports the new PEBC Streamlined Pathway which allows international pharmacy graduates where PEBC is satisfied that the candidate's education would support admission into the Pharmacist Qualifying Examination without the necessity for the Pharmacist Evaluating Examination. On November 3, 2025, the Ontario government passed legislative amendments that expand "As of Right" legislation to make it easier for regulated health professionals licensed in other parts of the country to work immediately in Ontario. As of January 1, 2026, pharmacists and pharmacy technicians already licensed in another Canadian province or territory who meet the eligibility criteria can practice for up to six months while completing their pharmacist registration requirements or pharmacy technician registration requirements with the College. At its August 14, 2025 Registration Committee meeting, committee members approved changes to the language proficiency policy requirements which updated the minimum acceptable scores recommended by NAPRA, incorporating the policies on French Language Proficiency Tests and Extending the Validity of Language Proficiency Test Scores. This policy will be implemented on January 1, |

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|---|---|---|
| | | 2026. Changes to the language requirements have already noted on the College's website. The term “Suitability for Registration” has replaced “Good Character” in the policies on Reported Minor Offences and Police Background Checks. This broader language takes the emphasis off conduct and incorporates an applicant’s character, professional competence, health, and their potential impact on public trust in the profession. |
| Documentation requirements for registration | No | |

## B. Training, policy and applicant supports

| Registration process | Changes Made (Yes / No) | Description |
|---|---|---|
| Anti-racism and inclusion-based policies and practices | Yes | In the fall of 2025, all College staff completed training on Human Rights principles and application for the environment we work in. In addition, throughout 2025, several members of the Registration team completed Equity, Diversity, and Inclusion (EDI) Foundations training, learning about EDI principles and how to apply the knowledge to the work that we do. |

## C. System partners

| Registration process | Changes Made (Yes / No) | Description |
|---|---|---|
| Steps to increase accountability of third parties | No | |

| | | |
|---|---|---|
| Mutual recognition agreements | No | |
| Accreditation of educational programs | No | |

### D. Responsiveness to changes in the regulatory environment

| Registration process | Changes Made (Yes / No) | Description |
|---|---|---|
| Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc) | Yes | On November 3, 2025, the Ontario government passed legislative amendments that expand "As of Right" legislation to make it easier for regulated health professionals licensed in other parts of the country to work immediately in Ontario. As of January 1, 2026, pharmacists and pharmacy technicians already licensed in another Canadian province or territory who meet the eligibility criteria can practice for up to six months while completing their pharmacist registration requirements or pharmacy technician registration requirements with the College. Applicants may be eligible to work immediately in Ontario if they are a: • Pharmacist registered, in good standing, in another Canadian province/territory • Pharmacy technician registered, in good standing, in another Canadian province/territory |
| Other | No | |

## 7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year.

## A. Race-based data collected

| | **Race-based data collected?**<br>**(Yes or No)** |
|---|---|
| Members | No |
| Applicants | No |

Additional description:

| |
|---|
| |

## B. Other identity-based or demographic data collected

| | **Other identity-based or demographic data collected?**<br>**(Yes or No)** |
|---|---|
| Members | No |
| Applicants | No |

Additional description:

| |
|---|
| |

## C. Languages of service provision

Ontario College of PHARMACISTS makes application materials and information available to applicants in the following languages.

| **Language** | **Yes / No** |
|---|---|

| | |
|---|---|
| English | Yes |
| French | Yes |
| Other (please specify) | Applicants can request information in French. |

## D. Membership Profile

| Profession Name | Total Number of Members |
|---|---|
| Pharmacist | 18973 |

| Class of License | Total Number of Members | Number of Internationally Educated Members |
|---|---|---|
| Full / General/ Independent Practice | 18973 | 9419 |

| Gender | Number of Members |
|---|---|
| Male<br>Female<br>X (includes trans, non-binary, and two-spirit people) | 7736<br>11235<br>2 |

| Jurisdiction of Initial Training | Number of Members |
|---|---|
| Ontario<br>Other provinces and territories<br>United States<br>Other International | 7994<br>1560<br>1087<br>8332 |

| Country of Initial Training | Number of Members |
|---|---|

| | |
|---|---|
| Iraq | 148 |
| Yemen | 6 |
| Portugal | 3 |
| Trinidad and Tobago | 16 |
| Serbia | 51 |
| Eritrea | 4 |
| Slovenia | 1 |
| Bosnia and Herzegovina | 17 |
| Kazakhstan | 5 |
| Germany | 12 |
| Colombia | 2 |
| Haiti | 2 |
| Uzbekistan | 1 |
| South Africa | 80 |
| Hungary | 18 |
| Azerbaijan | 2 |
| Belgium | 5 |
| Poland | 42 |
| Argentina | 11 |
| Slovakia | 5 |
| Singapore | 4 |
| Ghana | 29 |
| Ecuador | 1 |
| Hong Kong | 4 |
| New Zealand | 6 |
| Tunisia | 5 |
| Sudan | 30 |
| Lebanon | 65 |
| Malaysia | 6 |
| India | 1932 |
| Zimbabwe | 8 |
| United States of America | 1088 |
| Australia | 117 |
| China | 56 |
| Afghanistan | 1 |
| United Arab Emirates | 51 |
| Uganda | 1 |
| Philippines | 328 |

| | |
|---|---|
| Peru | 1 |
| Indonesia | 1 |
| Venezuela | 4 |
| Vietnam | 21 |
| Japan | 15 |
| Sierra Leone | 1 |
| Lithuania | 2 |
| Mexico | 1 |
| Armenia | 7 |
| Thailand | 8 |
| Moldova | 2 |
| Italy | 17 |
| Chile | 3 |
| Taiwan | 26 |
| Georgia | 1 |
| Ukraine | 43 |
| Algeria | 10 |
| Libya | 11 |
| Malta | 1 |
| United Kingdom | 858 |
| Albania | 9 |
| Cuba | 9 |
| Switzerland | 1 |
| Qatar | 5 |
| Bangladesh | 117 |
| Russia | 42 |
| Kuwait | 3 |
| Macedonia | 12 |
| Nepal | 9 |
| Palestine State | 13 |
| Jamaica | 73 |
| Saudi Arabia | 19 |
| Iran | 355 |
| South Korea | 90 |
| Nigeria | 216 |
| Ethiopia | 8 |
| Canada | 9554 |
| Brazil | 23 |

| | |
|---|---|
| Tanzania | 5 |
| Syria | 117 |
| Pakistan | 352 |
| Egypt | 2336 |
| Spain | 1 |
| Bulgaria | 7 |
| Kenya | 6 |
| Romania | 41 |
| France | 8 |
| Belarus | 3 |
| Sri Lanka | 2 |
| Kyrgyzstan | 1 |
| Barbados | 1 |
| Sweden | 3 |
| Guyana | 3 |
| Turkiye | 25 |
| Greece | 2 |
| Norway | 1 |
| Israel | 18 |
| Jordan | 267 |
| Ireland | 9 |
| Oman | 2 |
| Cyprus | 1 |
| Senegal | 1 |
| Democratic Republic of the Congo | 1 |
| Czechia | 6 |

| Official language of preference | Number of Members |
|---|---|
| English | 18935 |
| French | 38 |

| Racial identity (optional) | Number of Members |
|---|---|

| | |
|---|---|
| Not collected | 18973 |

## E. Data Notes

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|---|
| |

| Profession Name | Total Number of Members |
|---|---|
| Pharmacy Technician | 6452 |

| Class of License | Total Number of Members | Number of Internationally Educated Members |
|---|---|---|
| Full / General/ Independent Practice | 6452 | 99 |

| Gender | Number of Members |
|---|---|
| Female<br>Male | 5538<br>914 |

| Jurisdiction of Initial Training | Number of Members |
|---|---|
| Ontario<br>Other provinces and territories<br>United States<br>Other International | 6036<br>317<br>1<br>98 |

| Country of Initial Training | Number of Members |
|---|---|

| | |
|---|---|
| Serbia | 1 |
| Guyana | 1 |
| Jordan | 3 |
| Philippines | 14 |
| Bangladesh | 2 |
| Libya | 1 |
| Macedonia | 1 |
| Switzerland | 1 |
| United Kingdom | 2 |
| China | 1 |
| India | 47 |
| United States of America | 1 |
| Brazil | 2 |
| Canada | 6353 |
| Egypt | 8 |
| Iran | 5 |
| Nepal | 1 |
| Pakistan | 7 |
| Romania | 1 |

| Official language of preference | Number of Members |
|---|---|
| English | 6415 |
| French | 37 |

| Racial identity (optional) | Number of Members |
|---|---|
| Not collected | 6452 |

## E. Data Notes

## F. Applicant Profile

| Profession Name | Total Number of Applicants |
|---|---|
| Pharmacist | **1041** |

| Gender | Number of Applicants |
|---|---|
| Female | 704 |
| Male | 337 |

| Jurisdiction of Initial Training | Number of Applicants |
|---|---|
| Ontario | 393 |
| Other provinces and territories | 56 |
| United States | 50 |
| Other International | 542 |

| Country of Initial Training | Number of Applicants |
|---|---|
| Argentina | 1 |
| El Salvador | 1 |
| Hungary | 1 |
| Iraq | 9 |
| Serbia | 1 |
| South Africa | 3 |
| Georgia | 1 |
| Italy | 1 |
| Philippines | 21 |
| Ukraine | 1 |
| Bangladesh | 3 |

| | |
|---|---|
| Kuwait | 2 |
| Libya | 4 |
| Qatar | 1 |
| United Kingdom | 44 |
| Australia | 4 |
| Ghana | 10 |
| Hong Kong | 3 |
| India | 135 |
| Lebanon | 12 |
| New Zealand | 1 |
| Sudan | 3 |
| Tunisia | 1 |
| United States of America | 50 |
| Zimbabwe | 2 |
| Barbados | 1 |
| Jordan | 19 |
| Turkiye | 6 |
| Canada | 449 |
| Egypt | 103 |
| France | 1 |
| Iran | 32 |
| Jamaica | 6 |
| Nepal | 3 |
| Nigeria | 55 |
| Pakistan | 20 |
| South Korea | 2 |
| Syria | 12 |
| Algeria | 2 |
| Brazil | 2 |
| Saudi Arabia | 1 |
| Switzerland | 1 |
| Trinidad and Tobago | 1 |
| United Arab Emirates | 5 |
| Vietnam | 3 |
| Yemen | 1 |
| Palestine State | 1 |

| Official language of preference | Number of Applicants |
|---|---|
| English<br>French | 1040<br>1 |

| Racial identity (optional) | Number of Applicants |
|---|---|
| Not collected | 1041 |

## G. Data Notes

## H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

| Jurisdiction of initial training | Successful | Unsuccessful | Withdrawn |
|---|---|---|---|
| Ontario | 393 | 0 | 0 |
| Other provinces and territories | 56 | 0 | 0 |
| United States | 50 | 0 | 0 |
| Other International | 542 | 0 | 0 |

### Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

| Jurisdiction of initial training | Incomplete | Complete | Total |
|---|---|---|---|
| Ontario | 393 | 332 | 725 |
| Other provinces and territories | 56 | 52 | 108 |
| United States | 50 | 28 | 78 |
| Other International | 542 | 380 | 922 |

## I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

| Class of registration | Total new registrants | Number of internationally educated registrants |
|---|---|---|
| Full / General/ Independent Practice<br>provisional/Limited | 775<br>617 | 406<br>406 |

## J. Data Notes

## K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

| Jurisdiction of initial training | Number of internal reviews and appeals processed | Number of decisions changed following internal review or appeal |
|---|---|---|
| Ontario | 9 | 8 |
| Other provinces and territories | 4 | 4 |
| United States | 12 | 12 |
| Other International | 23 | 23 |

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

| Jurisdiction of initial training | Number of applicants who sought external review or appeal | Number of decisions changed following external review or appeal |
|---|---|---|
| Ontario | 1 | 0 |
| Other provinces and territories | 0 | 0 |
| United States | 0 | 0 |
| Other International | 0 | 0 |

**Issues raised in reviews and appeals** can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

| Issue or reason raised | Number of appeals |
|---|---|
| 1. Validity of Education | 28 |
| 2. Language proficiency | 11 |

| | |
|---|---|
| 3. Conduct | 11 |

**Internationally trained applicants** face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

| Reason for not registering | Number of internationally trained applicants |
|---|---|
| 1. Non-exemptible requirement not met | 1 |

## L. Data Notes

Some applicants are cited on more than one registration requirement

| Profession Name | Total Number of Applicants |
|---|---|
| Pharmacy Technician | **790** |

| Gender | Number of Applicants |
|---|---|
| Female<br>Male | 626<br>164 |

| Jurisdiction of Initial Training | Number of Applicants |
|---|---|
| Ontario<br>Other provinces and territories | 759<br>7 |

| | |
|---|---|
| Other International | 24 |

| Country of Initial Training | Number of Applicants |
|---|---|
| Canada | 766 |
| Pakistan | 3 |
| India | 15 |
| United Kingdom | 1 |
| Philippines | 2 |
| Egypt | 3 |

| Official language of preference | Number of Applicants |
|---|---|
| English | 788 |
| French | 2 |

| Racial identity (optional) | Number of Applicants |
|---|---|
| Not collected | 790 |

## G. Data Notes

| |
|---|
| |

## H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

| Jurisdiction of initial training | Successful | Unsuccessful | Withdrawn |
|---|---|---|---|
| Ontario | 759 | 0 | 0 |
| Other provinces and territories | 7 | 0 | 0 |
| Other International | 24 | 0 | 0 |

### Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

| Jurisdiction of initial training | Incomplete | Complete | Total |
|---|---|---|---|
| Ontario | 759 | 390 | 1149 |
| Other provinces and territories | 7 | 5 | 12 |
| Other International | 24 | 18 | 42 |

## I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

| Class of registration | Total new registrants | Number of internationally educated registrants |
|---|---|---|
| Full / General/ Independent Practice | 403 | 18 |
| Intern Technicians | 517 | 13 |

## J. Data Notes

## K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

| Jurisdiction of initial training | Number of internal reviews and appeals processed | Number of decisions changed following internal review or appeal |
|---|---|---|
| Ontario | 36 | 36 |
| Other International | 8 | 8 |

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

| Jurisdiction of initial training | Number of applicants who sought external review or appeal | Number of decisions changed following external review or appeal |
|---|---|---|
| Ontario | 0 | 0 |
| Other International | 0 | 0 |

**Issues raised in reviews and appeals** can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

| Issue or reason raised | Number of appeals |
|---|---|
| 1. Validity of Education<br>2. Validity of Jurisprudence Ethics & Professionalism Exam<br>3. Validity of the Practice Assessment of Competence at Entry (PACE) | 24<br>8<br>8 |

**Internationally trained applicants** face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

| Reason for not registering | Number of internationally trained applicants |
|---|---|
| | |

## L. Data Notes

| |
|---|
| Some applicants were cited on more than one registration requirement. |

# Glossary of terms

**Applicant:** An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

**Domestic labour mobility**: Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

**Internationally educated / trained**: An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

**Jurisdiction of initial training**: For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

**Member**: An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

**Racial identity**: Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism> .

**Registration requirements**: the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement**: The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement**: The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

**Third party service provider**: An external organization that assesses applicant qualifications on behalf of the regulator.