

# Ontario College of PHARMACISTS

## 2023 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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# 1. Background

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

“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 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA 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 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

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.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC's enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

## 2. Organization information

<b>Organization name</b>	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):

<b>Profession/ Trade Name</b>	Pharmacist
<b>Academic requirement</b>	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) along with an approved bridging education program. The College

	<p>accepts pharmacy 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) in the United States. International pharmacy educational 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 or pharmacy technician in Canada. Graduates from these programs must complete the PEBC process, including document evaluation and passing the PEBC Evaluating Examination, to become eligible to take the PEBC Qualifying Examination, the entry-to-practice examination. 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 program is a non-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.</p>
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<b>Experience requirement</b>	N/A
<b>Language requirement</b>	<p>All applicants must possess sufficient language proficiency, in either English or French, to register with the College. This requirement is to ensure pharmacy professionals are able to communicate and comprehend 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 of the Regulated Health Professions Act, 1991. Alternative mechanisms to meet this requirement are outlined in the College's language proficiency policies. Students and graduates of Canadian educational 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. These applicants must either submit objective evidence that meets the minimum acceptable test scores for pharmacists as set by NAPRA and OCP within the</p>

	<p>standard error of measurement (SEM) where indicated, or submit acceptable non-objective evidence that demonstrates that the applicant can speak and write English or French with reasonable language proficiency. Objective 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. The College has developed a policy on Extending the Validity of Language Proficiency Test Scores.</p>
<p><b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b></p>	<p>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.</p>

	<p>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.</p>
<b>Profession/ Trade Name</b>	Pharmacy Technician
<b>Academic requirement</b>	<p>To register as a pharmacy technician in Ontario, applicants must have graduated from an accredited pharmacy technician education program, OR an international pharmacy education program recognized by the Pharmacy Examining Board of Canada (PEBC) along with an approved bridging education program. The College accepts pharmacy technician programs/pharmacy degree 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) in the United States. International pharmacy educational programs not accredited by the CCAPP</p>

	<p>or the ACPE may be recognized by the 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 document evaluation process to become eligible to take the PEBC Qualifying Examination, the entry-to-practice examination. Internationally educated pharmacy technician applicants must successfully complete 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 bridging education program is a non-exemptible registration requirement for Internationally Educated Pharmacy Technician Applicants, except for those applicants who successfully complete the PEBC Qualifying Examination, Parts I and II, on their first attempt.</p>
<p><b>Experience requirement</b></p>	<p>Pharmacy technician applicants must currently complete Structured Practical Training (SPT), which is the practice-based training requirement for registration. The SPT Program, which is based on the NAPRA Entry to Practice Competencies, allows pharmacy technician applicants to develop their competence and demonstrate their readiness for practice in Ontario. OCP has developed a practice based assessment similar to the PACE</p>



	<p>program in place for pharmacist applicants. PACE for pharmacy technician applicants is expected to be in place by the end of 2024, at which time the SPT program will be discontinued.</p>
<p><b>Language requirement</b></p>	<p>All applicants must possess sufficient language proficiency, in either English or French, to register with the College. This requirement is to ensure pharmacy professionals are able to communicate and comprehend 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 pharmacy technicians, and comply with Ontario Regulations 508/22 of the Regulated Health Professions Act, 1991. Alternative mechanisms to meet this requirement are outlined in the College's language proficiency policies. Students and graduates of Canadian educational 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, international pharmacy technician applicants, and in-the-profession pharmacy technician</p>

	<p>applicants are required to demonstrate their language proficiency as part of their pathway to registration. These applicants must either submit objective evidence that meets the minimum acceptable test scores for pharmacy technicians as set by NAPRA and OCP within the standard error of measurement (SEM) where indicated, or submit acceptable non-objective evidence that demonstrates that the applicant can speak and write English or French with reasonable language proficiency. Objective 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. The College has developed a policy on Extending the Validity of Language Proficiency Test Scores.</p>
<p><b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b></p>	<p>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. A Certificate of Qualification from the Pharmacy Examining Board of Canada (PEBC) is a requirement for individuals first</p>

	<p>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.</p>

### 4. Third party assessments

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

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

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 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	N/A
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### B. Risks and Mitigations

Risk	Mitigation Measure
N/A	N/A

## 6. Changes to registration practices

During the January 1 to December 31, 2023 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
Registration requirements either	No	

through regulation, by-law or policy		
New or consolidated class of certificates or licenses	No	
Assessment of qualifications, including competency-based assessments and examinations	No	
Documentation requirements for registration	No	
Timelines for registration, decisions and/or responses	Yes	In accordance with Ontario Regulation 508/22, effective January 1, 2023, the College was required to respond to registration inquiries and process applications in a timely manner. The College is in compliance with these requirements and monitors and reports on this data on a regular basis. These requirements have also been incorporated into an OCP Service Charter and reports on performance are reviewed by the OCP Board.
Registration and/or assessment fees	Yes	As referenced in the Bylaw, annual fee increases are tied to the published consumer price index. <a href="https://www.ocpinfo.com/regulations-standards">https://www.ocpinfo.com/regulations-standards</a>
Changes to internal review or appeal process	No	
Access by applicants to their records	No	

## B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Training and resources for staff who deal with registration issues	No	
Resources or training to support applicants to move through the licensing process	No	
Anti-racism and inclusion-based policies and practices	Yes	<p>In March 2022, the OCP Board approved the commitment statement on equity, diversity and inclusion (EDI): "The Ontario College of Pharmacists recognizes the important role we play as an employer and as a regulator that serves and protects the public interest to help build a better health system and society. We commit to promoting equity, diversity, and inclusion with our Board and staff, in our regulatory approach and philosophy, with the profession and with pharmacy patients. We aim to enhance cultural safety including Indigenous cultural competence in an effort to minimize systemic inequities, in collaboration with registrant and stakeholder, in order to contribute to the creation of an inclusive and equitable environment for all. As we do, we will strive to listen, reflect, learn, and take actions and will continue to communicate our progress along this journey". The College's EDI team is continuing with their work to demonstrate a commitment to forwarding equity, diversity,</p>

		and inclusion work with staff, registrants and the public.
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**C. System partners**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to increase accountability of third-party service provider(s)	No	
Accreditation of educational programs	No	
Mutual recognition agreements	No	

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

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Emergency registration plans	Yes	Amendments to Regulation 202/94 of the Pharmacy Act, 1991 Part V.1. The amendments align with the College’s existing provisions, which in 2021 created an emergency assignment (EA) class due to pharmacy pressures resulting from the pandemic, with the requirements of registration regulation 508/22 under the Regulated Health Professions Act, 1991. The amendments include provisions that allow: • issuance of EA certificates to be triggered by government or the Board when it is determined to be in the public interest, • a renewal period for EA class

		certificate holders to transition to another class of registration and avoid unnecessary service delivery interruptions at the conclusion of issuance of EA class certificates, • an EA certificate holder to apply for another class of registration and, • the exemption of fees for applicants transitioning from an EA class certificate to another class of registration.
Technological or digital improvements	No	
Steps to address labour shortages in the profession or trade	Yes	The College maintained access to emergency assignment certificates of registration for the entire year in an effort to mitigate pharmacy workforce pressures.
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

	<b>Race-based data collected? (Yes or No)</b>
Members	No
Applicants	No



Additional description:

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

	<b>Other identity-based or demographic data collected? (Yes or No)</b>
Members	No
Applicants	No

Additional description:

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## C. Languages of service provision

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

<b>Language</b>	<b>Yes / No</b>
English	Yes
French	Yes
Other (please specify)	Applicants can request information in French.

## D. Membership Profile

<b>Profession Name</b>	<b>Total Number of Members</b>
Pharmacist	18312

<b>Class of License</b>	<b>Total Number of Members</b>	<b>Total Number of Internationally Educated Members</b>
Full / General/ Independent Practice	18312	9197

<b>Gender</b>	<b>Number of Members</b>
Female	10741
Male	7569
X (includes trans, non-binary, and two-spirit people)	2
Other / not collected	0

<b>Jurisdiction of Initial Training</b>	<b>Number of Members</b>
Ontario	7597
Other provinces and territories	1518
United States	1426
Other International	7771

<b>Country of Initial Training</b>	<b>Number of Members</b>
Iraq	127
Yemen	5
Trinidad and Tobago	14
Portugal	3
Serbia	51
Czechia	6
Eritrea	4
Slovenia	1
Bosnia and Herzegovina	22
Kazakhstan	5
Germany	12

Colombia	1
Haiti	2
Uzbekistan	1
South Africa	84
Hungary	17
Azerbaijan	2
Belgium	4
Poland	49
Argentina	12
Slovakia	5
Singapore	4
Ghana	17
Ecuador	1
Hong Kong	3
New Zealand	7
Tunisia	4
Sudan	26
Lebanon	51
Malaysia	5
India	1737
United States of America	1426
Zimbabwe	6
United Kingdom	839
Australia	110
China	53
Afghanistan	1
United Arab Emirates	42
Uganda	1
Philippines	319
Peru	2
Indonesia	2
Venezuela	4
Japan	16
Vietnam	23
Lithuania	2
Mexico	1
Thailand	7
Armenia	7

Moldova	2
Italy	17
Chile	2
Georgia	1
Ukraine	44
Algeria	5
Libya	8
Malta	1
Albania	7
Cuba	9
Qatar	5
Bangladesh	108
Russia	43
Kuwait	2
Macedonia	12
Belarus	4
Kyrgyzstan	1
Guyana	1
Sweden	4
Turkiye	20
Greece	3
Norway	1
Israel	18
Jordan	240
Ireland	15
Oman	1
Senegal	1
Rwanda	1
Democratic Republic of the Congo	1
Nepal	9
Palestine State	10
Jamaica	70
Saudi Arabia	18
Iran	320
South Korea	93
Nigeria	175
Ethiopia	8
Canada	9115

Brazil	21
Tanzania	5
Syria	95
Pakistan	329
Egypt	2222
Spain	2
Bulgaria	7
Kenya	7
Romania	43
France	10
Other Countries	33

Official language of preference	Number of Members
English	18239
French	73

Racial identity (optional)	Number of Members
Not collected	18312

## E. Data Notes

In question A.4 other countries count was broken down to : Sierra Leone- 1  
Taiwan-31 Puerto Rico-1 Provisional Registration: students/intern 1625 and  
emergency assignment 292 not included in the membership section but  
captured under applications.

Profession Name	Total Number of Members
Pharmacy Technician	5895

<b>Class of License</b>	<b>Total Number of Members</b>	<b>Total Number of Internationally Educated Members</b>
Full / General/ Independent Practice	5895	186

<b>Gender</b>	<b>Number of Members</b>
Female	5123
Male	772

<b>Jurisdiction of Initial Training</b>	<b>Number of Members</b>
Ontario	5619
Other provinces and territories	90
United States	2
Other International	184

<b>Country of Initial Training</b>	<b>Number of Members</b>
Canada	5709
India	103
Serbia	2
United States of America	2
Egypt	5
Iran	5
Nigeria	2
Pakistan	6
China	3
Guyana	3
Libya	2
United Kingdom	4
Philippines	30

Bangladesh	1
Macedonia	1
Switzerland	1
Ukraine	1
United Arab Emirates	1
Vietnam	1
Iraq	1
South Africa	1
Greece	1
Hong Kong	1
Brazil	1
Nepal	1
Romania	1
Syria	1
Jordan	4
Other Countries	1

Official language of preference	Number of Members
English	5850
French	45

Racial identity (optional)	Number of Members
Not collected	5895

### E. Data Notes

For Question A.4 Other countries count 1 was from Taiwan which is not in the list of countries. Provisional Registration: emergency assignment 100 not included in the membership section but captured under applications.

## F. Applicant Profile

Profession Name	Total Number of Applicants
Pharmacist	990

Gender	Number of Applicants
Male	324
Female	666

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	454	
Other provinces and territories	54	
United States	48	
Other International	420	
Other/not collected	14	

Country of Initial Training	Number of Applicants
Eritrea	1
Hungary	2
Iraq	5
Poland	1
South Africa	3
Yemen	1
Bangladesh	5
South Korea	4
Libya	2
Ireland	2
Jordan	21



Oman	1
Rwanda	1
Sri Lanka	1
Turkiye	2
United Kingdom	36
Algeria	1
Philippines	9
Thailand	1
Ukraine	4
United Arab Emirates	6
Vietnam	3
Australia	10
China	1
Ghana	1
Hong Kong	2
India	109
Lebanon	11
Malaysia	1
Sudan	4
United States of America	48
Brazil	2
Canada	508
Egypt	84
Iran	16
France	1
Jamaica	2
Nepal	1
Nigeria	27
Pakistan	18
Romania	1
Syria	16
Palestine State	1
Other Countries	14

Official language of preference	Number of Members
English	987
French	3

Racial identity (optional)	Number of Members
Not collected	990

### G. Data Notes

In question B.3 the other countries count 14 was where the applicants did not declare any country.

### H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	397	0	0
Other provinces and territories	47	0	0
United States	22	0	0
Other International	396	0	0
Other/not collected	0	0	0

### I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants by class	Number of internationally educated registrants
Full / General/ Independent Practice	862	418
provisional/limited license	651	239
Emergency License	447	278

## J. Data Notes

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## 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	7
Other provinces and territories	3	3
United States	14	14
Other International	50	48
Other/not collected	2	2

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 provinces and territories	0	0
United States	0	0
Other International	0	0
Other/not collected	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. Did not apply for student when eligible	36
2. Expired studentship - not eligible for an intern certificat	21
3. Language proficiency	15

**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
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1. Language proficiency	1
2. Expired studentship	1

## L. Data Notes

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Profession Name	Total Number of Applicants
Pharmacy Technician	531

Gender	Number of Applicants
Female	424
Male	107

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	496	
Other provinces and territories	11	
Other International	24	

Country of Initial Training	Number of Applicants
Canada	507
India	13
Jordan	1
Philippines	4

Brazil	1
Egypt	2
Iran	1
Nepal	1
Pakistan	1

Official language of preference	Number of Members
English	531

Racial identity (optional)	Number of Members
Not collected	531

## G. Data Notes

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## H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	368	0	0
Other provinces and territories	7	0	0
Other International	26	0	0

## I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants by class	Number of internationally educated registrants
Full / General/ Independent Practice	401	26
Emergency Assignment License	105	3

## J. Data Notes

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## 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	23	22
Other International	15	15
Other/not collected	1	1

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
Other/not collected	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	11
2. Validity of Structured Practical Training	15
3. Passed Qualifying Exam on the 1st attempt - additional education and/or training	12

**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. Ineligible preceptor	1

## L. Data Notes

The decision that was "not changed" was regarding an unacceptable preceptor and did not affect the applicant's eligibility to register.

## 8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A.** Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B.** Streamline language proficiency testing requirements.
- C.** Provide for the continuity of registration processes during emergency situations.
- D.** Set registration time limits. (FARPACTA only)

Ontario College of PHARMACISTS has made the following changes to comply with these new legal obligations:

## A. Canadian Experience

### Change required: Yes

Ontario College of PHARMACISTS has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

Currently, pharmacy technician applicants must complete structured practical training. However, OCP has developed a practice based assessment for pharmacy technicians similar to the PACE program in place for pharmacist applicants. PACE for pharmacy technician applicants is expected to be in place by the end of 2024, at which time the current structured practical training program will be discontinued. OCP is currently in compliance with legislative requirements as there is an exception in O. Reg 508/22 to allow Canadian experience requirements for pharmacy technician applicants until the end of 2024.

## B. Language Proficiency Testing

### Change required: No changes required

Ontario College of PHARMACISTS has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:



Ontario College of PHARMACISTS offers applicants the following options to demonstrate language proficiency.

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada

- Other language proficiency tests
- Education in English or French
- Other (please specify) Policy for Non-Objective Evidence

### **C. Emergency Registration**

**Change required: No changes required**

Ontario College of PHARMACISTS has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

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## 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.