

# Fair Registration Practices Report

## Pharmacy Technicians (2010)

The answers that you submitted to OFC can be seen below.

This Fair Registration Practices Report was produced as required by:

- the Fair Access to Regulated Professions Act (FARPA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPA
- the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act (RHPA) s. 22.7 (1) and 22.9(1), for health colleges.

### Provision of Information About Registration Practices (1 / 13)

**Describe how you make information about registration practices available to individuals applying or intending to apply for registration. Specify the tools used to provide information, and the manner in which you make that information available, current, accurate and user friendly in each of these subcategories:**

#### a) steps to initiate the registration process

There are several ways the College makes information about the registration process available to applicants - on the website, through e-mail notification to a subscriber list, through presentations organized with key employers and at related conferences.

The primary method is through the College website at [www.ocpinfo.com](http://www.ocpinfo.com). The website allows applicants to access the information from anywhere, at any time and, because the website is managed in-house, it is a tool that can be updated immediately if information changes. There are two places on the home page where applicants will find the registration information; one is through "The Registration Process" or Pharmacy Technician" under the "Fast Track:" menu and the other is under the "Licensing" heading on the main menu. Regardless of the entry point selected, the information provided is exactly the same. In each case, there is an overview of the Registration process which summarizes the key steps. The registration process varies depending on the applicant's status at the time of their application with the College (e. g. a new graduate who has never been registered ,a currently practicing pharmacy assistant seeking registration under the transition period or, an internationally educated pharmacy technician or pharmacist seeking registration as a pharmacy technician). A flowchart is provided showing the requirements for each step with live links to more information about each of the requirements.

The Registration Program staff are responsible for updating the registration portion of the website and ensuring it is current, accurate and presented in a user friendly manner. Changes to the information are made if a requirement changes or when improvements are identified based on questions and feedback received by the College from applicants, members or other stakeholders. These same staff members are responsible for training other staff with the most up to date information, for preparing and giving all presentations and writing all articles for publication. Feedback from presentations and through emails and phone calls was used to monitor if the information was clear and "user friendly". The College also established an internal committee with representatives from all departments areas in order to ensure all staff were informed of the information about registration for technicians and to receive any feedback or questions from staff who may have contact with stakeholders in different venues. The College values and follows a continuous improvement approach to all of its business processes and encourages feedback from stakeholders through many avenues. The website is the most commonly used tool for this purpose. Users of the website can ask questions or provide feedback to

any staff member by accessing the Contact Us tab and sending an email or phoning the College. There is also a drop down menu with the College departments listed to help users direct their questions to the most appropriate area of the College.

Although pharmacy technicians only became regulated as of December 3, 2010, the legislation which enabled regulation was passed in 2007 and therefore communication about the process for registration began in 2007 in order to prepare potential applicants for registration. In the fall of 2007 and 2009 the College offered a series of District meetings throughout the province and all of these included a presentation on the proposed registration requirements and process for pharmacy technicians. In addition, the College has been providing information sessions for any technicians or employers who request it, provided they were able to assist with securing a location for the event and are willing to invite attendees from within the local community. This process has proven to be very effective and resulted in many sessions being offered in hospitals throughout the province. In a few situations, videoconferencing was also used to extend the presentation to other sites. Over the three years over 40 presentations have been held and continue to be available. In addition to these presentations the College was invited to participate in several professional development conferences to discuss the requirements and process for registration. Since 2007 the College has provided over 50 presentations through this process.

In addition to the sessions noted above, in the spring of 2010 the College participated in an information session for international pharmacist and pharmacy technician graduates in conjunction with staff from Health Force Ontario (HFO), Centennial College (for the pilot bridging program for internationally educated pharmacy technicians), and the Pharmacy Examining Board of Canada. Attendees were provided with handouts of the information presented. Although there were only a small number of participants, the College agreed to continue to offer similar information sessions if the Health Force staff identified a need.

Since 2007, the College has also used the College publication, "Pharmacy Connection" as a tool to inform potential applicants about the steps involved in becoming registered to practice as a pharmacy technician. Each issue (published 6 times a year) includes a section on pharmacy technician regulation and provides information about the process and/or requirements for registration. This publication was provided to the 5000 pharmacy technicians who had completed the OCP certification exam up until it was discontinued at the end of 2008. These individuals continue to receive the electronic version of the publication.

The College also created a specific email address for inquiries about the regulation of pharmacy technicians. ([pharmtech@ocpinfo.com](mailto:pharmtech@ocpinfo.com)) This email was advertised at all presentations so that inquiries would be directed to the staff resource with the most up to date information about the proposed requirements. The College also set up an email subscriber list that was used to send out regular updates and reminders about upcoming events and deadlines for assessment activities (e. g. exam dates) or to direct subscribers to new information posted on the website. The College has 8,000 subscribers on the list.

As noted above, the College also has a Client Services department with staff readily available to answer phone calls and emails during business hours. If they were not able to answer the question they redirected the caller to a staff person in the Registration Program department who could address it. There is also a Client Services representative available to meet with individuals for walk-in or scheduled appointments at the College office. This service was available for pharmacy technician applicants as soon as registration was open for pharmacy technicians. These staff are trained to address questions about the registration requirements and process or to process applications. If necessary they will direct applicants to other College staff or third party organizations for assistance with any questions they are unable to answer, or for any issues they are unable to manage.

## b) requirements for registration

Information about the how the requirements for registration are provided in the same manner as the information noted above in 1 a. about initiating the registration process. The same tools and process are used and the information is updated and reviewed for clarity in the same way.

The requirements are found on the College website as noted above (and noted in section 8 of this report)

c) explanation of how the requirements for registration are to be met, such as the number of years of schooling required for a degree to be deemed equivalent to an Ontario undergraduate degree, length and type of work experience, credit hours or program content

Information about how the requirements for registration are met is the same as stated above in 1 a. this information is provided along with the explanation about what the requirements are. The same tools are used to communicate the information and the information is updated and reviewed for clarity in the same way as noted above.

d) any education or practical experience required for registration that must be completed in Ontario or practice that must be supervised by a member of the profession who is registered in Ontario

Information about the education and practical experience that is required for registration is also provided using the same tools and methods as noted in 1 a. The website has specific information about the practical training requirement, including an overview of the requirement, the policy that identifies the criteria for the site and preceptor to be approved and an orientation video on the two types of practical training - Structured Practical Evaluation for applicants who are in practice and are part of the transition group and Structured Practical Training for graduates from the accredited pharmacy technician program or international bridging program. This information is updated by Registration Program staff and also reviewed by them for clarity as noted above.

e) requirements that may be satisfied through acceptable alternatives

Requests for exemptions from any of the registration requirements may be made to a panel of the Registration Committee and will be considered on a case by case basis. Information about making a panel request is available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Licensing > Member Registration > Registration Panel Requests. For example, additional information about requesting acceptance of non-objective evidence of language proficiency is available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Fast Track: > : Pharmacy Technician> Registration Process>Step 5. OCP registration. Language proficiency . This information can also be accessed by clicking on Licensing > Training & Assessments > Fluency.

This information is provided using the same tools as all other registration information. It is also updated and reviewed in the same manner as noted about.

f) the steps in the assessment process

The steps for registration, which include the steps for the assessment process is clearly laid out on the website at [www.ocpinfo.com](http://www.ocpinfo.com)>Fast Track> Pharmacy Technician>Registration Process

The registration process chart outlines each step and has live links to more detailed information for each step according to the type of applicant (i.e. in transition from current practice, a new graduate or an international graduate).

This chart is referenced in all presentations and has been introduced and re-printed in the College Publication a few times over the last few years.

Registration Program staff are responsible for updating the information and reviewing it for clarity as noted above.

g) the documentation of qualifications that must accompany each application; indicate which documents, if any, are required only from internationally trained applicants

The documentation of qualifications is posted on the website and is available through the on-line registration process for pharmacy technicians. When an individual goes to Step 5 in the chart on the Registration Process page of the website they are provided with information about what is required to initiate registration (called pre-registration) and what information will be required to complete registration. Once an applicant starts the process and pre-registers with the College, then the documentation requirements are posted directly on the "on-line application". The applicant is guided through a number of tabs on the application. Each tab is related to a different registration requirement and has information about what documentation needs to be attached or provided directly to the College from an outside organization (e.g. test results sent directly to the College from the testing agency). Automated emails or if necessary, customized e-mails or phone calls are made to applicants by Client Services staff to notify them of the next steps and/or any missing information.

Documentation requirements are consistent for all applicants but may come from different sources. Documentation is needed to verify that each requirement has been met. Differences between Canadian graduate applicants and International graduate only relate to the type or source of the documentation as follows:

- Verification of education - the College accepts graduate lists directly from the Registrar's office of an accredited program in Ontario, validation with an official transcript is also accepted. International graduates must provide an official transcript, however, in order to avoid duplication of documentation, the College will accept a copy of the information sent directly from the Pharmacy Examining Board of Canada.
- Verification of identity and work status in Canada - Canadian applicants may provide a birth certificate or passport and Non-Canadian applicants are required to provide the following documentation:
- Valid international passport and proof of status in Canada by one of the following: i) Record of Landing, ii) Permanent Resident card, or iii) Valid Study Permit and/or Work Permit (valid work permit is required for registration as an intern)
- Validity of language proficiency - International graduates must demonstrate that they understand, speak and write in either English or French with reasonable proficiency by submitting (directly from the testing agency) current, (within 2 years) acceptable language proficiency test scores or non-objective evidence of language proficiency for a panel of the Registration to determine if the applicant has met the College's language proficiency requirements.

h) acceptable alternatives to the documentation if applicants cannot obtain the required documentation for reasons beyond their control

Requests for exemptions from any of the registration requirements may be made to a panel of the Registration Committee and will be considered on a case by case basis. Information about making a panel request is available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Licensing > Member Registration > Registration Panel Requests. For example, additional information about requesting acceptance of non-objective evidence of language proficiency is available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Licensing > Training and Assessments > Language proficiency requirements.

The College recognizes that in some rare circumstances applicants may not be able to provide documentation that is normally used to validate registration requirements (such as transcripts for credential evaluation). The College is familiar with the process that the Pharmacy Board of Canada follows to accept alternative information to verify the requirements and the College will accept a determination that PEBC has made using an alternative approach to verify the credential. The College would also use a similar case by case approach to any other information that is not available.

Information about these alternatives is available on the PEBC website as well. Our client services staff are also able to explain this information to applicants. Registration Program staff are responsible for ensuring that staff within the Registration Program and Client Services department are informed about the alternative options for documentation. Client Services staff refer to the Registration Program staff if there is any question about the documentation.

i) how applicants can contact your organization

The website has all contact information for both Registration Program and Client Service staff. There is a Contact Us page with email addresses for client services and one specifically for pharmacy technicians. This email is monitored by Registration Program staff who will either address the question or refer it to the most appropriate department. Applicants can contact Client Services on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Contact Us or by clicking on Licensing > Contact Us or any of the highlighted links to "Client Services" from various pages on the College's website. Applicants can also make an appointment to meet with a Client Services representative or visit the College and speak with the Client Services representative who is assigned to help drop in visitors. Client Services has a call center phone line which is open during business hours. This allows phone calls to be picked up quickly by any one of the client service representatives and avoids callers having to leave messages. Contact information is provided at all presentations about registration. The College website link is also posted on other websites such as the Pharmacy Examining Board of Canada and the National Association of Pharmacy Regulatory Authorities.

j) how, why and how often your organization initiates communication with applicants about their applications

The College communicates with applicants throughout the registration process. Client Services and Registration Programs staff spend a considerable amount of time guiding internationally trained individuals through the registration process. Canadian graduates receive information within their education program and are able to complete their registration on-line and with support from the College staff who attend the University to assist with complete of the student registration application.

This information is provided during registration presentations with potential applicants and is provided to applicants by client services representatives as applicants proceed through the process. For some aspects of the process, applicants also receive automated e-mails in response to submissions they have made. For example, when an applicant submits their application for structured practical training they receive notification about process for acceptance and when they can expect to receive notification.

k) the process for dealing with documents provided in languages other than English or French

The primary need for translation of documents would be in relation to document evaluation for the purpose of credential evaluation. The College website directs applicants to the PEBC website which provides information about the translation requirements for documents required to complete the document evaluation

process and Client Services staff also provide this information in response to questions from applicants either by email, on the phone or in person.

l) the role of third-party organizations, such as qualification assessment agencies, organizations that conduct examinations or institutions that provide bridging programs, that applicants may come into contact with during the registration process

Information about the Bridging Education Program offered by Community Colleges and the role of the Pharmacy Examining Board of Canada is outlined on the College's website. This information and links to all their websites are available on the College's website by clicking on [www.ocpinfo.com](http://www.ocpinfo.com) > Fast Track: The Registration Process or Pharmacy Technicians. This information can also be accessed by clicking on Licensing > Pharmacy Technician > Registration Process

m) any timelines, deadlines or time limits that applicants will be subject to during the registration process

This information is available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Fast Track: The Registration Process or Pharmacy Technicians. Information about important timelines is provided on the website related to the specific requirement. In addition the on-line application form for pharmacy technicians provides this kind of information under the tab for each requirement.

This information is updated in the same manner as described above. The Colleges IT department assists with updating of the on-line registration form.

n) the amount of time that the registration process usually takes

The amount of time will take for an applicant to complete the process will depend on the applicant's successful completion of the required education, examinations and training, and can vary greatly depending on the status of the applicant when entering the process. (transitioning from practice, new CCAPP graduate or internationally educated applicant). The OCP jurisprudence examination dates are available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Licensing > Training & Assessments > Jurisprudence. The dates of the Pharmacy Examining Board of Canada (PEBC) examinations are available on their website. A link to the PEBC website is available on the OCP website at [www.ocpinfo.com](http://www.ocpinfo.com) > Licensing > Training & Assessments > PEBC.

While third party organizations update their own information, the College information is updated as described above.

o) information about all fees associated with registration, such as fees for initial application, exams and exam rewrites, course enrolment or issuance of licence

A summary table of OCP's registration-related fees is available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Fast Track: The Registration Process. Links to the fee table are active from every applicant category listed above and for each level of registration. Fees are also printed on each application form that must be

completed by the applicant depending on the level of registration to which he/she is applying. The Co-ordinator of Client Services is responsible for ensuring that the College website and all application forms that list fees are updated with the most current information about the fees.

p) accommodation of applicants with special needs, such as visual impairment

Applicants may request accommodation of special needs to write the College's pharmaceutical jurisprudence examination. The Guidelines for Special Needs Accommodations for Testing are available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Licensing > Training & Assessment > Jurisprudence. This document can also be found by entering "special needs" in the Search feature. This information is also available on the application for the Jurisprudence exam. The Registration Advisor - Jurisprudence Lead is responsible for ensuring this information is kept up to date and is clear for applicants.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first reporting year for Pharmacy Technicians. Registration was enabled on December 3, 2010 when the government proclaimed the Colleges Registration Regulation (Part I-VII of the General Regulation o>Reg 202/94 under the Pharmacy Act.)

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## Amount of Fees (2 / 13)

Are any of the fees different for internationally trained applicants? If yes, please explain.

The total fee that an applicant will be required to pay for registration will be dependent on which requirements they need to complete to be eligible for registration and in some cases will be dependent on individual circumstances. Fees payable to OCP are consistent regardless of whether the applicant is a Canadian or International graduate. There are some requirements however that may be met in different ways and as a result the total fee may be different from one applicant to the next. For example, the structured practical training program requirement for applicants in the "transition" group (already practicing in the profession) than for new and international graduates. Therefore new graduates and international graduates are required to pay the training fee at the time of registration, where as the transition applicants are not assessed a training fee. The schedule of fees is posted on the College website and is hyper-linked throughout the website where ever reference to a fee is made. The OCP registration fees for pharmacy technicians are listed below (plus applicable taxes):

Pre-registration/filing fee \$130.00

Application for a certificate of registration \$205.00

Training fee (if applicable) \$410.00

Annual Registration fee \$400.00

Jurisprudence exam \$200.00

Fees payable to third parties are not posted on the OCP fee schedule because OCP cannot be sure that the fee is up to date and accurate. We rely on third parties to post fees on their own sites and we provide links to all third party organizations that are linked to the registration process. The Client Services department ensures that the correct fees are posted on the website and on all forms that reference the fee.

In presentations to technician applicants, some general correspondence to the applicant pool and College publications an average or range of fees associated with third party assessments has been referenced in order to provide pharmacy technician applicants with an idea of the total fees associated with registration.

During the reporting year the College did not have any international graduates. Presently these applicants have the opportunity to meet the same requirements as the transition group and therefore the fees are exactly the same. In the future they will have a different fee associated with any bridging education that they will need to complete, which new graduates will not have to complete.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first reporting year for pharmacy technicians. Registration was enabled on December 3rd, 2010 when the Registration Regulation was proclaimed.

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## Provision of Timely Decisions, Responses and Reasons (3 / 13)

a) What are your timelines for making registration decisions?

The processing time for a complete application is up to 10 business days. The pharmacy technician application process is completed on-line and may be completed over an extended period of time. Applicants are able to open a file by pre-registering. Requirements to pre-register include verification of eligibility to initiate a bridging education program or completion of education from an accredited education program. Once pre-registered the applicant can provide evidence of completion of each registration requirement as they proceed through the process. There are some requirements which require registration or verification by Client Services staff (i.e. application to sit the jurisprudence exam and application to start structured practical training). Applications to complete a requirement for registration are received and reviewed by the Client

Services staff and responded to within a couple business days on average. At any stage of the process, if it is unclear if an applicant meets the registration criteria Client Services staff will refer to Registration Programs staff to determine whether all of the registration requirements as set out in the Registration Regulation, by-laws and policy have been met. If the applicant has met all of the requirements then a Certificate of Registration is granted upon payment of the required fees. If the applicant has not met all of the requirements for a certificate of registration, or if the Registrar proposes to put terms, conditions or limitations on a certificate or to refuse an application, the application is referred to a panel of the Registration Committee [paragraph 15.(1)(b) of the Code]. A panel is comprised of a minimum of three members of the Registration Committee (i.e., two members of the College and a member of the Council who is a public member, ) [ss 17.(2) of the Code]. The Registration Committee convenes panels once a month to review such applications. The panel will review the individual's application and all supporting documentation before making a decision in respect of that application. Applications received by the first business day of the month are generally considered by the panel that convenes the following month and they are informed of the panel's decision within three business days of the meeting.

One of the requirements for registration is successful completion of a jurisprudence examination as approved by the Council. Results of the exam are provided within eight weeks of completion of the exam.

b) What are your timelines for responding to applicants in writing?

If an application is referred to a panel, the applicant is notified of the referral [ss 15.(3) of the Code] by letter. The notice of referral letter notifies the applicant of the statutory grounds for the referral and the applicant's right to make written submissions to the panel up to 30 days after receiving the notice. The notice of the referral is usually sent by mail to applicants whose files are complete by the 15th of the month preceding the panel meeting( e.g By February 15th for the March panel meeting). If an application will be considered by a panel in fewer than 30 days from the date of the referral, the notice of the referral is e-mailed to the applicant. The applicant is also advised that they may sign a waiver of the 30 day notice period if he/she wishes her application to be considered by the earliest available panel. After the panel meeting, the Registration Programs Assistant or other Registration Programs staff advises applicants of the panel's decision by email usually within three business days of the meeting. In cases where a written decision, with reasons, is required or requested by the applicant, then it is sent by mail within eight weeks of the panel meeting.

c) What are your timelines for providing written reasons to applicants about all registration decisions, internal reviews and appeal decisions?

Applicants are notified by email of the panel's decision within three business days. Applicants for whom positive decisions are made (i.e., with no conditional requirements attached) may act on the decision immediately . Written reasons are not required. Applicants for whom the panel has not denied the application but have set conditional requirements are asked to sign and return a waiver if they are satisfied with the decision and wish to act on it immediately. Written reasons are not required in these cases. An applicant whose application has been denied or who is not satisfied with the Panel's decision is issued a formal Panel Order including written reasons.[ss 20.(1) of the Code]. The College's timeline to provide the applicant with a Panel Order is eight weeks from the date of the Panel meeting. These Panel Orders are accompanied by a letter advising the applicant of their right to appeal the decision to the Health Professions Appeal and Review Board within 30 days of the date of the cover letter [ss 20.(2) of the Code].

d) Explain how your organization ensures that it adheres to these timelines.

Applications that are incomplete or pending are stored in a folder that is checked regularly against the applicant's file. Client Services staff notify the Registration Programs Assistant when the file is complete and

the file is moved to the folder for the next available panel. After panel meetings, the e-mails with the panel's decisions are prepared and sent by Registration Programs staff. Six of the seven staff members in the department have received training on preparing and sending the e-mails. Applicants who received a conditionally positive decision by a panel but have not returned a waiver are contacted three to four weeks after a panel meeting to determine if they would like to act upon the decision or if they wish to receive a formal Panel Order. If a Panel Order is required, a Registration Programs staff member will draft it based on the panel's deliberations and send it to the Panel Chair for his/her approval and signature. It is the responsibility of the Registration Program Assistant to monitor the timelines for the panel responses and to provide reports to the Manager Registration Programs. The dates for panel meetings are posted on the website under the panel request section (Licensing>Registration Process>Panel Requests) so that applicants are also aware of when they can expect to receive the decision.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first year of reporting for Pharmacy Technicians as registration was enabled on December 3, 2010 when the Registration Regulation was proclaimed.

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## Access to Records (4 / 13)

a) Describe how you give applicants access to their own records related to their applications for registration.

All material that has been submitted by an applicant or upon the direction of an applicant from a third party (e.g., PEBC, language proficiency testing institutions, degree transcripts) is accessible to the applicant upon written request [ss 16.(1) of the Code]. Requests are managed by the Coordinator of Client Services.

A copy of the Panel Order, reasons and all of the material considered by a panel of the Registration Committee is provided to any applicant who has appealed a panel's decision to the HPARB [ss 21.(3) of the Code]. Access to information with respect to an applicant's record by someone other than the applicant (e.g., employer/recruiter) is only given upon receipt of written permission by the applicant.

b) Explain why access to applicants' own records would be limited or refused.

The College operates on the premise that applicants have full access to their own records. However, the Registrar may refuse to give an applicant access to anything in the record that may, in the Registrar's opinion, jeopardize the safety of any person [ss 16.(2) of the Code].

c) State how and when you give applicants estimates of the fees for making records available.

The College does not charge a fee for making records available. In the event a fee was necessary, it would be

determined and communicated to the applicant prior to preparing the record for the applicant.

d) List the fees for making records available.

No fee has been charged but if necessary it would be based on cost recovery.

e) Describe the circumstances under which payment of the fees for making records available would be waived or would have been waived.

No fee has been charged but if necessary it would be based on cost recovery .A fee could be waived if it was likely to cause undue hardship. The decision to waive a fee would be approved by the Registrar only after consideration of the individual circumstances.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first year of reporting for pharmacy technicians

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## Resources for Applicants (5 / 13)

a) List and describe any resources that are available to applicants, such as application guides, exam blueprints or programs for orientation to the profession.

1. The College's Pharmaceutical Jurisprudence Examination - The jurisprudence exam blueprint is available to all applicants. College staff also offer a one-day seminar in Toronto before each jurisprudence examination. The handout material for this seminar is available on the College's website for anyone to access.
2. Structured Practical Training - The website has information about the training program and an orientation video.
3. The Internationally Educated Pharmacy Technician Bridging Program was available a as a pilot program designed to assist pharmacists or pharmacy technicians trained in countries outside Canada. It is a resource to help international graduates meet Canadian entry-to-practice standards. The IEPT Program is now under evaluation and when the next offering of a program is available the College will post the information on the website and assist with other communication about the program as necessary.
4. The PEBC Evaluating Examination Syllabus, Qualifying Examination Information Booklet and blueprints for both examinations are available on the PEBC website. Print and electronic resources for preparing for these examinations are also listed on the PEBC website. Various links to the PEBC website are available from the College's website.
5. The Language Proficiency Requirements are posted on the website, with the minimum required test scores for each of the accepted tests. Information about non-objective evidence of language proficiency is also

available on the website. This section of the website provides a link to all of the contact information for the testing agencies.

b) Describe how your organization provides information to applicants about these resources.

These resources are all readily available on the College website. See above on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) under the Licensing tab and Training and Assessments sub tab. Another secondary menu directs applicants to information about the JP exam, SPT, Fluency and the PEBC. The seminars for presentations about any of these requirements are advertised on the homepage of the OCP website and through organizations that assist newcomers to Ontario (e.g., HFO, YMCA). Electronic invitations are also sent to applicants whose applications have or will soon be considered by a panel of the Registration Committee. The News section of the homepage is frequently used to highlight information about presentations.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first year of reporting for pharmacy technicians

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### Internal Review or Appeal Processes (6 / 13)

In this section, describe your internal review or appeal process. Some regulatory bodies use these two terms (*internal review* and *appeal*) for two different processes, some use only one of these terms, and some use them interchangeably. Please use the term that applies to your profession. If you use both terms (for two different processes), please address both.

a) List your timelines for completing internal reviews or appeals of registration decisions.

If the Registrar has reason to believe an applicant has not met all of the requirements for a certificate of registration, or proposes to refuse an application, the application is referred to a panel of the Registration Committee [paragraph 15.(1)(b) of the Code]. A panel is comprised of a minimum of three members of the Registration Committee (i.e., two members of the College and a Council member who is a public member) [ss 17.(2) of the Code]. A panel is convened once a month to review such applications. The panel will review the individual's application and all relevant information before making a decision in respect of that application. Applications received by the first business day of the month are generally considered by the panel that convenes the following month.

i. State the number of internal reviews or appeals of registration decisions that exceeded your timelines.

There were no internal reviews or appeals that exceeded our timelines (note there was only 1 referral to a panel of the Registration Committee in the reporting year)

ii. Among internal reviews or appeals that exceeded your timelines, state the number that were from internationally trained applicants.

Not applicable - there were no appeals that exceeded timelines

b) Specify the opportunities you provide for applicants to make submissions regarding internal reviews or appeals.

If an application is referred to a panel, the applicant is notified of the referral [ss 15.(3) of the Code]. The notice of the referral notifies the applicant of the statutory grounds for the referral and the applicant's right to make written submissions to the panel within 30 days after receiving the notice. If an application will be considered by a panel in fewer than 30 days from the date of the referral, the notice of the referral is e-mailed to the applicant. The applicant is invited to submit additional written information and asked to sign a waiver of the 30 day notice period if he/she wishes her application to be considered by the earliest available panel.

c) Explain how you inform applicants about the form in which they must make their submissions (i.e., orally, in writing or by electronic means) for internal reviews or appeals.

If an application is referred to a panel, the applicant is notified of the referral [ss 15.(3) of the Code]. The notice of the referral notifies the applicant of the statutory grounds for the referral and the applicant's right to make written submissions to the panel within 30 days after receiving the notice or sooner if the application will be considered by a panel in fewer than 30 days from the date of the referral and the applicant has signed a waiver of the 30 day notice period. The Registration Program Assistant manages the panel applications and is available to the applicant by phone or email.

d) State how you ensure that no one who acted as a decision-maker in a registration decision acts as a decision-maker in an internal review or appeal of the same registration decision.

Applications are processed by the Client Services staff and, if necessary, Registration Programs staff and decisions about the application are made according to the requirements established in regulation, by-law and policy. When there is doubt whether the applicant meets the registration requirements, the application is referred to a panel of the Registration Committee. Panels are comprised of three members of the Registration Committee (i.e., two pharmacists and a public member) [ss 17.(2) of the Code]. College staff provide the application and all supporting documentation to the panel, but they do not participate in making the decision.

e) Describe your internal review or appeal process.

If the Registrar proposes to refuse an application, the application is referred to a panel of the Registration

Committee [paragraph 15.(1)(b) of the Code]. A panel is comprised of three members of the Registration Committee (i.e., two pharmacists and a public member) [ss 17.(2) of the Code]. A panel is convened once a month to review such applications. The panel will review the individual's application and all relevant information before making a decision in respect of that application. Applications received by the first business day of the month are generally considered by the panel that convenes the following month.

f ) State the composition of the committee that makes decisions about registration, which may be called a Registration Committee or Appeals Committee: how many members does the committee have; how many committee members are members of the profession in Ontario; and how many committee members are internationally trained members of the profession in Ontario.

Under the College bylaws, the Registration Committee is composed of a minimum of two members of Council who are members of the College, a minimum of two members of Council appointed to the Council by the Lieutenant Governor in Council, a minimum of one member of the College who is not a member of the Council, and the dean of a school of pharmacy in Ontario. During the reporting period the committee had five members of Council who were members of the College, four members of Council appointed to the Council by the Lieutenant Governor in Council and three members of the College who were not members of Council. One of the committee members was an international graduate for the first 8 months of the reporting year and three of the committee members were international graduates during the last 4 months of the reporting period . Decisions about registration are made by a panel which is comprised of a minimum of three members of the Registration Committee, one of whom must be a public member [ss 17.(2) of the Code]. The dean does not sit on any panels of the Registration Committee to ensure that there is no perceived or actual conflict of interest.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

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## Information on Appeal Rights (7 / 13)

This section refers to reviews or appeals that are available after an internal review or appeal. Describe how you inform applicants of any rights they have to request a further review of or appeal from a decision.

An applicant whose application has been denied or who is not satisfied with the Panel's decision is issued a formal Panel Order [ss 20.(1) of the Code]. These Panel Orders are accompanied by a letter advising the applicant of their right to appeal the decision to the Health Professions Appeal and Review Board (HPARB) within 30 days of the date of the cover letter [ss 20.(2) of the Code]. A link to the HPARB website is also available on the College's website at [www.ocpinfo.com](http://www.ocpinfo.com) > Licensing > Member Registration > Registration Panel Requests.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

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## Assessment of Qualifications (8 / 13)

This category covers your processes for assessing all qualifications, such as academic credentials, competencies, language ability or practical experience.

a) List the criteria that must be met in order for an applicant's qualifications to satisfy the entry-to-practice requirements for your profession.

The requirements for registration are described fully in the Part I - VII of the General Regulation( O.Reg 202/94) under the Pharmacy Act. In summary to be registered as a pharmacy technician in Ontario an applicant must meet the following core requirements;

### 1. Education:

i. have successfully completed a pharmacy technician program designed to educate and train persons to be pharmacy technicians which was, at the time the applicant graduated, accredited by the Canadian Council for Accreditation of Pharmacy Programs or such other accrediting body approved by the Council for that purpose, or

ii. have successfully completed a pharmacy technician program designed to educate and train persons to be pharmacy technicians other than one referred to in subparagraph i or have a university degree or university diploma in pharmacy and, in either case,

A. must have successfully completed a program that, at the time the applicant commenced was approved by the Council as one whose graduates should possess knowledge, skill and judgment at least equivalent to a current graduate or

B have successfully completed the examination provided for in paragraph 4 on the applicant's first attempt and have successfully completed any further education or training or combination of education and training that was specified by a panel of the Registration Committee to evidence that the applicant possesses knowledge, skill and judgment at least equal to those of current graduates

### 2. Jurisprudence Exam

The applicant must have successfully completed an examination in pharmaceutical jurisprudence approved by the Council for applicants for a certificate of registration as a pharmacy technician.

### 3. Structured Practical Training

The applicant must have successfully completed a structured practical training program approved by the Council, while under the supervision of a preceptor approved by the Registration Committee.

#### 4. Entry-to-Practice Exam

The applicant must have successfully completed the qualifying examination of the Pharmacy Examining Board of Canada for pharmacy technicians at a time when the examination was approved by the Council or have successfully completed another examination that has been approved by the Council for that purpose.

#### 5. Language Proficiency

1. The applicant must possess sufficient language proficiency, in either English or French, to be able to communicate and comprehend effectively, both orally and in writing.

#### 6. Good Character

1. The applicant must not have been found guilty of any offence in any jurisdiction.
2. The applicant must not be the subject of a current proceeding in respect of any offence in any jurisdiction.
3. The applicant must not have been the subject of a finding of professional misconduct, incompetence or incapacity or any like finding in Ontario or any other jurisdiction in relation to pharmacy or any other profession or occupation and must not be the subject of any current professional misconduct, incompetence, or incapacity proceeding or any like proceeding in Ontario or any other jurisdiction in relation to pharmacy or any other profession or occupation.
4. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,
  - i. will practise pharmacy with decency, honesty and integrity, and in accordance with the law,
  - ii. does not suffer from any physical or mental condition or disorder that could affect his or her ability to practise pharmacy in a safe manner,
  - iii. has sufficient knowledge, skill and judgment to competently engage in the practice of pharmacy authorized by the certificate of registration, and
  - iv. will display an appropriately professional attitude.

#### 7. Work Status

The applicant must be a Canadian citizen or permanent resident of Canada or must hold the appropriate authorization under the Immigration and Refugee Protection Act (Canada) to permit the applicant to engage in the practice of pharmacy in Ontario as a pharmacist, registered pharmacy student, intern or pharmacy technician in the manner permitted by the certificate of registration for which he or she has applied.

#### 8. Professional Liability Insurance

The applicant must provide evidence satisfactory to the Registrar that the applicant will have professional liability insurance in the amount and in the form as required by the by-laws as of the anticipated date for the issuance of his or her certificate of registration.

#### 9. Payment of Fees

The applicant must have paid any fees required under the by-laws for the issuance of the certificate of registration for which the applicant applied.

In order to successfully complete the structured practical training requirements the applicant must

demonstrate competence as defined in the Professional Competencies for Canadian Pharmacy Technicians at Entry-to-Practice (NAPRA 2007).

b) Describe the methodology used to determine whether a program completed outside of Canada satisfies the requirements for registration.

The Canadian Council for Accreditation of Pharmacy Programs (CCAPP) accredits all of the pharmacy technician education programs across Canada to ensure similar educational outcomes. Pharmacy technicians are not regulated in many other countries and presently the PEBC is not evaluating international pharmacy technician programs.

c) Explain how work experience in the profession is assessed.

Work experience considered to determine eligibility to sit the PEBC Evaluating Exam. 2000 hours of practice similar to the scope of practice of a pharmacy assistant in Ontario within the last three years is required.

d) Describe how your organization ensures that information used in the assessment about educational systems and credentials of applicants from outside Canada is current and accurate.

As noted above this is not applicable for international pharmacy technicians at this time.

e) Describe how previous assessment decisions are used to assist in maintaining consistency when assessing credentials of applicants from the same jurisdictions or institutions.

As noted above this is not applicable at this time. .

f) Explain how the status of an institution in its home country affects recognition of the credentials of applicants by your organization.

As noted above this is not applicable at this time. .

g) Describe how your organization accommodates applicants with special needs, such as visual impairment.

The College's Guidelines for Special Needs Testing Accommodations state the following:  
1. Requests for accommodation of Special Needs will be reviewed and approved on a case by case basis, using an external consultant as necessary. All requests will be reported for information at the following Committee meeting. The candidate will provide a written request stating the disability or impairment, its impact on testing performance, and the accommodations that are being requested. The following disabilities will be

considered: Physical, Psychiatric, Hearing/Visual, Learning, Other

2. Evaluation of Special Needs must be completed by a qualified professional. Professionals who are qualified in the assessment of the disability will be acceptable. Diagnosis in Ontario is a controlled act and may only be performed by qualified members of the College of Psychologists (CPO) and the College of Physicians and Surgeons (CPSO). The name, title, professional credentials and information about the license/certification of the evaluator must be included on the report outlining the diagnosis.

3. Evidence of Special Needs must be provided by the qualified professional. The candidate will arrange for supporting documentation of a previously identified Special Needs to be submitted to the College. This documentation must provide recent assessment of the disability and substantiate the candidate's request for testing accommodations. The report must outline the diagnosis and make recommendations for appropriate testing accommodations stating why these are necessary. It must be submitted on letterhead, dated and signed by the qualified professional. If the assessment was completed during the candidate's education, school records documenting the disability and the accommodations that were provided to the candidate will be accepted from the institution. The candidate must provide written consent to allow the College to contact all professionals or institutions submitting documentation on their behalf. Note: An independent assessment of the candidate's testing needs may be requested by OCP.

4. Accommodations specific to the individual will be provided upon review and approval. The College will endeavour to support the candidate in providing appropriate and reasonable testing accommodations in accordance with the terms of the Ontario Human Rights Code to the point of "undue hardship". This Code identifies three factors in determining whether a requested accommodation would cause undue hardship:

1. cost;
2. availability of outside sources of funding; and
3. health and safety requirements.

Other factors that may be considered include the degree to which an accommodation negatively impacts other students and staff. Each candidate will be provided with appropriate accommodations based on supporting documentation with the appreciation that individuals may require varying degrees of assistance.

Accommodations requested by the candidate that have not been recommended by a qualified professional will not be provided. Types of accommodations that may be provided include:

1. Extra time
2. Private room
3. Assistive technology (e.g. audio-taped exam)
4. Reader
5. Scribe or assistance with completion of Scantron answer sheet
6. Food/drink in exam room
7. Rest breaks during exam

5. The College is committed to protecting the privacy and confidentiality of the candidate's disability. However, sufficient documentation will be required to be able to evaluate and provide necessary accommodations. The candidate is responsible for providing the College with the necessary information in a timely manner. This information will not be shared or released outside of the administration of the specific testing accommodations.

6. Acceptance of testing accommodations by the candidate.

The candidate must sign and date a letter (refer to standard letter) prepared by the College clearly outlining the specific accommodations that he/she will be provided during the examination. This letter will confirm the candidate's acceptance of the accommodations being provided to him/her before the examination.

h) State the average length of time required to complete the entire registration process, from when the process is initiated to when a registration decision is issued.

The College considers that the entire registration process for pharmacy technicians to be complete once they have met all of the registration requirements. The length of time to complete the process will depend on the status of the applicant on entry. Individuals who have been working in the profession and are transitioning to become registered will be able to complete the process on average in 12 to 18 months. New graduates will complete either a two or one year education program and then will be able to complete the process within another 6 months.

i. State whether the average time differs for internationally trained individuals.

There are no international applicants at this time, but the average time is not expected to be any different for this group from those transitioning to registration from practice as an assistant.

ii. If the average time differs for internationally trained individuals, state whether it is greater or less than the average for all applicants, and the reasons for the difference.

As noted above this is not applicable at this time.

i) If your organization conducts credential assessments:

i. Explain how you determine the level (e.g., baccalaureate, master's, Ph.D.) of the credential presented for assessment.

Not applicable

ii. Describe the criteria that are applied to determine equivalency.

Not applicable

iii. Explain how work experience is taken into account.

Not applicable

j) If your organization conducts competency assessment:

i. Describe the methodology used to evaluate competency.

Pharmacy technician applicants are required to demonstrate their competency by completing a structured practical training approved by Council. During their training they are required to complete activities while working in an accredited community pharmacy or hospital under the supervision of an approved pharmacist or pharmacy technician preceptor. The applicant and their preceptor also complete regular assessments of their competency, based on the NAPRA Professional Competencies for Canadian Pharmacy Technicians at Entry to Practice (2007). By the end of their rotation, the applicant must have demonstrated to the satisfaction of the preceptor that he/she is able to independently practice according to the NAPRA competencies. The applicant must also submit documentation of his/her activities to be reviewed and approved by an independent reviewer.

The NAPRA competency document is available on the OCP website at [www.ocpinfo.com](http://www.ocpinfo.com) > Licensing > Training & Assessments > SPT and on the NAPRA website at [www.napra.org](http://www.napra.org) .

ii. Explain how the methodology used to evaluate competency is validated, and how often it is validated.

Registration Program staff monitor the performance of the structured practical training program on an ongoing basis. Review of submitted activities and assessments provides valuable feedback for the staff. In addition, pharmacy technician applicants and their preceptors submit evaluations at the end of the rotation. Technician applicants provide feedback on the overall program, the preceptor and the site. Preceptors provide feedback on the program. These evaluations are reviewed by staff for trends. This program has just been introduced within the last year. Review of the activities and overall program functioning will occur on an annual basis, but not until it has been in full implementation.

iii. Explain how work experience is used in the assessment of competency.

Work experience will be reflected in the applicant's ability to perform the competencies that are being evaluated in the assessment. Individuals with work experience directly related to the NAPRA competencies may anticipate being able to complete the assessment within the minimum amount of time needed for an preceptor to observe them and complete the evaluation. The individual nature of an applicant's work experience will contribute differently toward demonstration of competence, such that individuals with work experience that is not similar to the Ontario scope of practice or NAPRA competencies may require a longer period of training in order to develop the competency before being able to demonstrate proficient performance.

k) If your organization conducts prior learning assessment:

i. Describe the methodology used to evaluate prior learning.

Not applicable

ii. Explain how the methodology used to evaluate prior learning is validated, and how often it is validated.

Not applicable

iii. Explain how work experience is used in the assessment of prior learning.

Not applicable

l) If your organization administers examinations:

i. Describe the exam format, scoring method and number of rewrites permitted.

OCP administers a pharmaceutical jurisprudence examination that consists of multiple choice questions. The exam is offered four times per year in various Ontario cities and across the country. The exam uses criterion

based scoring. Scoring is based on a standard setting process for each exam administration. Each administration of the exam has a cut-score required for successful completion based on the standards set for each test item. Answer sheets are scored electronically but for unsuccessful candidates hand-scoring is provided upon request and payment of an administrative fee. The performance of all items is evaluated following each exam and any item that performs poorly (as determined by statistical analysis and subject matter expert review) is removed from the exam for scoring purposes. A candidate may attempt the examination three times in any 24 month period and the exam is valid for a period of three years.

ii. Describe how the exam is tested for validity and reliability. If results are below desired levels, describe how you correct the deficiencies.

The jurisprudence exam is developed according to a blueprint that has been created according the National Model Licensing Program by the National Association of Pharmacy Regulatory Authorities. The pharmacy technician blueprint was established in 2008 and is current but will be reviewed every three to four years or when significant legislative changes occur. Standards are set for all test items. A minimum performance level is assigned to each multiple choice question to reflect its level of difficulty. These standards are set by a standard setting committee comprised of practising pharmacists in Ontario. OCP utilizes the services of a psychometrician for exam development and administration. He reviews the results of each exam administration to determine its validity and reliability. If an item has performed poorly on the exam as supported by a statistical analysis, the item is dropped from the scoring. Items may be reviewed, revised or rewritten and standards are re-set. The Registration Committee is provided with summary reports of the exam performance and assesses the need for any changes in the exam administration.

iii. State how often exam questions are updated and the process for doing so.

Exam questions are reviewed as a part of setting the exam and reviewing the performance each item following each exam administration. If there is a change in legislation, regulation or standards, the related test items are identified and revised accordingly. The standards committee meets four times a year to select the items for each exam administration. Through this process, test items that require updating are identified. The Registration Advisor, JP Lead also reviews every question that has been selected for the exam to determine if it remains current and valid.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first reporting year for the pharmacy technicians.

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### **Third-Party Organizations (9 / 13)**

a) List any third-party organizations (such as language testers, credential assessors or examiners) relied upon by your organization to make assessment decisions.

The College relies on 1. Language assessment agencies to evaluate language proficiency of applicants and, 2. The Pharmacy Examining Board of Canada (PEBC) to evaluate education credentials of international graduates and current pharmacy technicians who are not otherwise eligible to write the entry to practice exam (not previously certified by the College), and entry-to-practice competency for all pharmacy technicians seeking licensure to practice in Ontario

1. Language tests - An applicant's language proficiency is assessed by means of standardized tests.

Approved tests include TOEFL, IELTS, CanTEST, MELAB. The minimum accepted scores for these tests are consistent among all pharmacy regulatory authorities across Canada except for Quebec and are determined through a formal standard setting process facilitated by the National Association of Pharmacy Regulatory Authorities (NAPRA). Applicants may also request acceptance of nonobjective evidence of their language proficiency from a panel of the Registration Committee. The language proficiency requirements are available on the OCP website at [www.ocpinfo.com](http://www.ocpinfo.com) >Licensing > Training & Assessments > Fluency and on the NAPRA website at [www.napra.org](http://www.napra.org)>National Model Licensing Program>Language Proficiency Requirements.

2. The PEBC assesses the education qualifications using a two step Document Evaluation (presently a verification of 2000 hours of related practice in the past 3 years, from any jurisdiction) and includes an Evaluating Examination which is designed to determine if applicants have the base knowledge the programs accredited by the Canadian Council for Accreditation of Pharmacy Programs (CCAPP). The PEBC's Qualifying Examination is an objective competency assessment based on the NAPRA Professional Competencies for Canadian Pharmacy Technicians at Entry to Practice and it assesses individuals to determine if they have the necessary professional knowledge, skills and abilities to practise pharmacy within their scope of practice, in a safe and effective manner.

b) Explain what measures your organization takes to ensure that any third-party organization that it relies upon to make an assessment:

i. provides information about assessment practices to applicants

1. The National Association of Pharmacy Regulatory Authorities (NAPRA), of which the College is a member, develops the requirements for demonstration of language proficiency. They follow a formal standard setting process facilitated by an independent language assessment consultant. This standard setting process is completed every couple years to ensure the accepted language tests continue to be valid and reliable. This review includes consideration of the test agencies policies and practices. Information about these agencies is available on their respective websites which can be accessed from either the NAPRA or OCP website ( [www.napra.org](http://www.napra.org) or [www.ocpinfo.com](http://www.ocpinfo.com) ) under the language proficiency section. Each of the tests approved by the College are administered by internationally recognized assessment organizations with a demonstrated history of valid and reliable language tests.

2. The Pharmacy Examining Board of Canada (PEBC) assesses qualifications and competence of applicants on behalf of the provincial regulatory authorities. A College representative who is an elected member of Council sits on the PEBC board to monitor and contribute to the practices of the PEBC and to serve as a liaison with the College. College staff also have strong working relationships with the staff of the PEBC and are familiar with their practices and processes. College staff also monitor the information available on the PEBC website and frequently receive feedback from applicants about their experiences with PEBC. This information is used to determine if there are any issues of concern that the College representative needs to be informed of. Information about the PEBC's assessment practices is available on their website at [www.pebc.ca](http://www.pebc.ca).

ii. utilizes current and accurate information about qualifications from outside Canada

1. As noted above, NAPRA reviews the practices of accepted testing agencies during a formal standard setting review every couple years. An independent language assessment consultant assists with review of the

language testing agencies to ensure they remain valid and reliable tools for assessment. During the registration process, if an applicant identifies an issue regarding the language proficiency tests accepted by the College, these are brought to the attention of staff for follow-up with contacts that have been established with the testing institutions or with an independent language expert at the Ontario Institute of Studies in Education. Issues may be brought to the Registration Committee and/or NAPRA for consideration as required (e.g., introduction of internetbased TOEFL in 2005).

2. The College representative who sits on the PEBC board provides reports to Council on the practices of the PEBC. College staff also monitor the information available on the PEBC website and frequently receive feedback from applicants about their experiences with PEBC. This information is used to determine if there are any issues of concern that the College representative needs to be informed of. Issues may be brought to the Registration Committee for consideration as required.

### iii. provides timely decisions, responses and reasons to applicants

1. Part of the ongoing review of language testing agencies (as noted above), includes the provision of timely decisions and reasons to applicants. The currently accepted language testing agencies usually provide results to candidates within two weeks. Client Services staff are able to confirm a candidate's official test scores electronically after this period if the candidate has provided the College with his/her unique identification number. This helps to expedite the process and avoids the need for test results to be mailed to the College.

2. The provision of timely decisions and reasons for applicants is an important consideration for the College and is monitored along with all PEBC assessment practices. PEBC results are available within six to eight weeks from the exam date. The date for release of the results is published in advance so the College always knows how long it takes. The results are sent directly to the candidate and at the same time a summary of the results is sent to all pharmacy regulatory authorities across Canada. The College has a representative on the PEBC board which also allows the College to monitor the practices of PEBC and participate in making changes.

### iv. provides training to individuals assessing qualifications

1. As noted above, the ongoing review of testing agencies and assessments, every couple years by NAPRA, includes consideration of the training they provide to their assessors. Information about the training or qualifications of language proficiency assessors is available on the testing agency websites. Any concerns regarding the validity of these tests are brought to the attention of an identified College staff member who will follow-up with the established contacts at the testing institutions or an independent language expert at the Ontario Institute of Studies in Education.

2. As noted above, the ongoing monitoring of PEBC assessment practices includes consideration of the training provided to the individuals involved. Qualified psychometricians are directly involved in the assessment process and assist with training of individuals involved in all aspects of the examination. (items writers, standard setters and assessors). Assessors for the Objective Structured Performance Evaluation portion of the PEBC's qualifying examination are pharmacists and registered pharmacy technicians who are specifically trained to observe and evaluate the applicant's responses according to the competencies. Assessors use standardized scoring criteria and evaluation forms. Information about becoming a PEBC assessor is available on the PEBC's website at [www.pebc.ca](http://www.pebc.ca).

### v. provides access to records related to the assessment to applicants

1. As noted above, the ongoing review of testing agencies and assessments, every couple years by NAPRA,

includes consideration of exam candidate access to their assessment records. The College recognizes that in order to maintain exam integrity, test papers are generally not shared with candidates. In reviewing the practices of the language testing agencies use of industry standards regarding this issue are expected. Candidates may request that their tests be re-scored or they may request a review, reconsideration or appeal of their results. This information is available to candidates on the website of each testing agency. (accessible from the OCP website at <http://www.ocpinfo.com/client/ocp/OCPHome.nsf/web/Fluency+Contacts> )

2. As noted above, the ongoing monitoring of PEBC assessment practices includes consideration of exam candidate access to their assessment records. The College recognizes that in order to maintain exam integrity, testing papers are not shared with candidates. As noted on the PEBC website ([www.pebc.ca](http://www.pebc.ca) >examination results), candidates who are unsuccessful on the examination are provided with feedback reports for each respective exam. For the Evaluating Exam these reports provide relative feedback on a candidate's performance according to the subject areas tested in the examination and for the Qualifying Exam the reports provide relative feedback on a candidate's performance according to the competency areas tested in the examination. This information is intended to help candidates to identify their areas of greatest weakness so that they can focus further study and remediation accordingly. Candidates may request their exams be re-scored.

#### vi. accommodates applicants with special needs, such as visual impairment

1. As noted above, the ongoing review of testing agencies and assessments, every couple years by NAPRA, includes consideration of the testing agencies policies on special needs accommodations. Accommodations for special needs is not only one of the industry standards, but in many cases is also governed by legislation. Information about accommodations is readily available on websites for each of the testing agencies. (accessible from the OCP website at <http://www.ocpinfo.com/client/ocp/OCPHome.nsf/web/Fluency+Contacts> )

2. Similarly, the ongoing monitoring of PEBC assessment practices by the representative who sits on the PEBC board, includes consideration of their policies for special needs accommodations. The PEBC's Special Needs Testing Arrangements policy is available on their website ([www.pebc.ca](http://www.pebc.ca)) The College is very aware of these policies having relied on the expertise of the PEBC to assist with development of OCP's own special needs accommodation policy

#### c) If your organization relies on a third party to conduct credential assessments:

##### i. Explain how the third party determines the level (e.g., baccalaureate, master's, Ph.D.) of the credential presented for assessment.

The PEBC has over 40 years of experience in assessing academic credentials for pharmacy regulatory authorities in Canada and their procedures are consistent with international principles for good practice in the assessment of foreign principles. Ontario is the first province in Canada and one of the first jurisdictions internationally to regulate pharmacy technicians and therefore the PEBC relies on evidence of 2000 hours of related practice experience from any jurisdiction, rather than assessing for other education programs. It is expected that documentation will evolve in the future once PEBC researches the nature and level of pharmacy technician education in other countries. Applicants who have a degree in pharmacy from another country are required to submit an originally produced, currently-dated transcript (with an attached official translation, if necessary) mailed directly to the PEBC by the University. This document should include marks or grades obtained for each subject in each year. This documentation is used to verify that the applicant has graduated from a bona fide education institution. To determine if the degree is equivalent to a bachelor of pharmacy degree program the program length, transcript and degree are reviewed. The International Handbook of Universities is referenced as well as PEBC's own extensive collection of historical and precedent files.

ii. Describe the criteria that are applied to determine equivalency.

PEBC uses a two step process to evaluate documents and establish equivalency. As noted above, the PEBC is using a practice requirement (from any jurisdiction ) in order to determine eligibility to write the Evaluating Exam. The Evaluating Examination is used to determine if the applicant has the knowledge and skills comparable to a graduate from a CCAPP-accredited pharmacy technician program. It evaluates knowledge and skill in required areas of current pharmacy technician education.

iii. Explain how work experience is taken into account.

Work experience is taken into account as noted above in PEBC's Document Evaluation process for international graduates. A form with the related performance activities is provided by PEBC and the applicant is required to have a previous employer that they have completed these activities for a period of 2000 hours over the last three years.

d) If your organization relies on a third party to conduct competency assessments:

i. Describe the methodology used to evaluate competency.

The PEBC Qualifying Examination blueprint is based on the NAPRA the Professional Competencies for Canadian Pharmacy Technicians at Entry to Practice (2007). The examination is composed of two parts, a multiple choice, (MCQ) knowledge base exam and an objective structured performance exam (OSPE) which evaluates performance. The combination of these two exam formats allows for a broader evaluation of competent pharmacy practice. Information about these exams is available on the PEBC website at [www.pebc.ca](http://www.pebc.ca)

ii. Explain how the methodology used to evaluate competency is validated, and how often it is validated.

The PEBC evaluates their methodology on an ongoing basis as part of the analysis of each exam administration. The blue print follows the NAPRA competencies that were developed in 2007 based on input from pharmacists, pharmacy technicians, employers and educators across Canada.

iii. Explain how work experience is used in the assessment of competency.

The PEBC does not consider work experience in their assessment competency, except to the extent that work experience contributes to the applicant's knowledge and skill in pharmacy practice

e) If your organization relies on a third party to conduct prior learning assessments:

i. Describe the methodology used to evaluate prior learning.

Pharmacy technician applicants who have been in practice in Ontario and are completing the bridging

program designed specially to address their needs have the opportunity to use PLAR for 3 of the 4 mandatory courses. These three courses allow for completion of a challenge exam, which is set to evaluate the candidates knowledge against the learning outcomes that are set for the course.

ii. Explain how the methodology used to evaluate prior learning is validated, and how often it is validated.

The prior learning process has been developed according to the guidelines set by the Ministry of Training, Colleges and Universities for the Community Colleges in Ontario

iii. Explain how work experience is used in the assessment of prior learning.

Work experience provides the applicant with the knowledge they need to succeed with the challenge exam.

f ) If your organization relies on a third party to administer examinations:

i. Describe the exam format, scoring method and number of rewrites permitted.

The PEBC administers the Evaluating and Qualifying Examinations. Both exams consist of multiple choice questions and are scored electronically. The Qualifying Examination also includes an objective structured performance evaluation that is marked using standardized scoring criteria and evaluation forms. Applicants are permitted to attempt these examinations three times, and may appeal to the PEBC with evidence of remediation to request a fourth and final attempt.

ii. Describe how the exam is tested for validity and reliability. If results are below desired levels, describe how you correct the deficiencies.

Test questions are assigned a minimum performance level as determined by standard setting sessions by practising pharmacists across Canada. Proposed questions are pre-tested on live versions of the examination but not counted towards the candidates' result until the validity of the question has been established. The performance of each question is reviewed by a psychometrician. The question may be removed from the final calculation of candidates' results if any consistent issues are noted. The question may be re-written, re-standardized and re-tested as a future examination question.

iii. State how often exam questions are updated and the process for doing so.

The Pharmacy Technician Evaluating and Qualifying exams were first introduced in 2009 and therefore are current. PEBC will follow the same process they use with the pharmacist exam to update questions. Questions and stations will be reviewed and updated yearly by practising pharmacists and pharmacy technicians and content experts. Examination drafts are reviewed by practitioners and content experts to ensure currency.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first year of reporting for pharmacy technicians.

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## Training (10 / 13)

a) Describe the training that your organization provides to:

i. individuals who assess qualifications

Pharmacists (and in the future pharmacy technicians) who serve as preceptors must first attend an OCP Preceptor Orientation Workshop to become eligible to precept a pharmacy technician applicant. During the workshop, preceptors are introduced to the NAPRA Professional Competencies for Canadian Pharmacy Technicians at Entry to Practice, and a review of the scope of practice for technicians and the assessment tools to be used to assess the technician applicant's competency. Preceptors must continue to update their skills to be eligible to continue to act as a preceptor, but as this is the first year of the program for pharmacy technician applicants there is no need for this yet. The preceptor guidelines indicate that preceptors are to attend advanced preceptor workshops every three years to develop their skills and maintain their eligibility. Preceptors are provided with a Preceptor Guide that outlines the key points that the technician applicant is expected to address while completing the SPT activities.

Activities completed by the technician applicant are first reviewed by their preceptor and then submitted for review by a Registration Advisor at the College (either a pharmacy technician or pharmacist). These staff members are fully oriented to their role of assessor and their work is compared with other staff who perform the same function. Individual training and professional development needs are reviewed annually as a part of the College's performance plan process.

ii. individuals who make registration decisions

An orientation session for new Registration Committee members, and Registration Programs and Client Services staff is held annually when the new Committee has been appointed. The legal counsel for the Committee and Registration Programs staff conducts the orientation. Additional Individual orientation sessions are held for all new staff and new Committee members as required.

An internal steering committee about the regulation of pharmacy technicians has been in place for two years, in order to prepare staff to fulfill their role within the registration process. Additional training sessions have been held specifically with Client services staff to prepare them for registration of pharmacy technicians. Registration requirements and decision-making tools are built into the College's member database to ensure consistency and accuracy of decisions.

Registration Program staff have been trained by the legal counsel about their role in supporting panels of the Registration Committee. Staff have also attended registration-specific training workshops (e.g., Fair Registration Practices & Procedures: A Training Session for Staff and Committee Members, Writing Decisions,

Managing Cultural Diversity).

iii. individuals who make internal review or appeal decisions

An orientation session for new Registration Committee members, and Registration Programs and Client Services staff is held annually once the new Committee has been appointed. The legal counsel for the Committee and Registration Programs staff conducts the orientation. Individual orientation sessions are held for new Committee members as required.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first reporting year for pharmacy technicians.

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**Agreements on the Recognition of Qualifications (11 / 13)**

Examples of agreements on the recognition of professional qualifications include mutual recognition, reciprocity and labour mobility agreements. Such agreements may be national or international, between regulatory bodies, associations or jurisdictions.

a) List any agreements on the recognition of qualifications that were in place during the reporting period.

There are no agreements in place for pharmacy technicians. Ontario is currently the only province in Canada with regulated pharmacy technicians. The Registration Regulation has labour mobility provisions in place for pharmacy technicians so that they will apply as soon as another province has regulated pharmacy technicians.

b) Explain the impact of these agreements on the registration process or on applicants for registration.

Not applicable

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

This is the first reporting year for pharmacy technicians.

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## Data Collection (12 / 13)

### Languages in which application information materials are available

a) Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
English	Yes
French	No
Other (please specify)	

### Paid staff employed by your organization

b) In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, 1 full-time employee and 1 part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
Total staff employed by the regulatory body	70
Staff involved in appeals process	5.1
Staff involved in registration process	15.2

### Countries where internationally educated applicants were initially trained

c) In the following table, enter the top source countries where your applicants<sup>1</sup> were originally trained in the profession (**excluding** Canada), along with the number of applicants from each of these

source countries.

Enter the country names in descending order. (That is, enter the source country for the greatest number of your applicants in the top row, the source country for the second greatest number in the second row, etc.)

Use the dropdown menu provided in each row to select the country.

Note that only one country can be reported in each row. If two or more countries are tied, enter the information for these tied countries in separate rows.

Country of training (Canada excluded)	Number of applicants in the reporting year
n/a	0
n/a	0
n/a	0
n/a	0
n/a	0
n/a	0
n/a	0
n/a	0
n/a	0
n/a	0
n/a	0

<sup>1</sup>Persons who have applied to start the process for entry to the profession.  
*Select "n/a" from the drop-down list if you do not track this information. Enter "0" in a "Number of applicants" field if you track the information, but the correct value is zero.*

**Jurisdiction where members were initially trained**

d) Indicate where your members<sup>2</sup> were initially trained in the profession (use only whole numbers; do not enter commas or decimals).

The numbers to be reported in the **Members** row are the numbers on December 31<sup>st</sup> of the reporting year. For example, if you are reporting registration practices for the calendar year 2009, you should report the numbers of members in the different categories on December 31<sup>st</sup> of 2009.

	Jurisdiction where members were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total

<b>Members on December 31<sup>st</sup> of the reporting year</b>	109	0	0	0	0	<b>109</b>
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<sup>2</sup> Persons who are currently able to use the protected title or professional designation of the profession.

*Enter "n/a" if you do not track this information. Enter "0" if you track the information, but the correct value is zero.*

Additional comments:

The College did not have any international applicants during the reporting year. The education requirement for all applicants who are transitioning from practice requires that they complete a bridging education program in Ontario, therefore all applicant were initially trained in Ontario.

### Applications your organization processed in the past year

e) State the number of applications your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
<b>New applications received</b>	164	0	0	0	0	<b>164</b>
<b>Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)</b>	164	0	0	0	0	<b>164</b>
<b>Inactive applicants (applicants who had no contact with your organization in the reporting year)</b>	0	0	0	0	0	<b>0</b>
<b>Applicants who met all requirements and were</b>						

<b>authorized to become members but did not become members</b>	0	0	0	0	0	<b>0</b>
<b>Applicants who became FULLY registered members</b>	109	0	0	0	0	<b>109</b>
<b>Applicants who were authorized to receive an alternative class of licence<sup>3</sup> but were not issued a licence</b>	0	0	0	0	0	<b>0</b>
<b>Applicants who were issued an alternative class of licence<sup>3</sup></b>	0	0	0	0	0	<b>0</b>

<sup>3</sup> An alternative class of licence enables its holder to practise with limitations, but additional registration requirements must be met in order for the member to be fully licenced. Please list and describe below the alternative classes of licence that your organization grants, such as student, intern, associate, provisional or temporary.

*Enter "n/a" if you do not track this information. Enter "0" if you track the information, but the correct value is zero.*

Additional comments:

Registration for pharmacy technicians was enabled on December 3, 2010. There is no alternate class of licensure.

	<b>Class of licence</b>	<b>Description</b>
<b>a)</b>		<input type="text"/>
<b>b)</b>		<input type="text"/>
<b>c)</b>		<input type="text"/>
<b>d)</b>		<input type="text"/>

e)		
f)		
g)		
h)		
i)		
j)		

**Reviews and appeals your organization processed in the past year**

f) State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	1	0	0	0	0	1

<b>Applicants who initiated an appeal of a registration decision</b>	0	0	0	0	0	<b>0</b>
<b>Appeals heard</b>	0	0	0	0	0	<b>0</b>
<b>Registration decisions changed following an appeal</b>	0	0	0	0	0	<b>0</b>

*Enter "n/a" if you do not track this information. Enter "0" if you track the information, but the correct value is zero.*

Additional comments:

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

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### Certification (13 / 13)

I hereby certify that:

- i. I have reviewed the information submitted in this Fair Registration Practices Report (the "Report").
- ii. To the best of my knowledge:
  - all information required to be provided in the Report is included; and
  - the information contained in the Report is accurate.

Name of individual with authority to sign on behalf of the organization: Deanna Williams

Title: Registrar

Date: March 1, 2011

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