The SCPP Appraisal and Assessment Program is designed to assess the candidate’s knowledge, skills, and abilities to practise in Saskatchewan and to identify potential gaps in candidate knowledge prior to licensure. Candidates are assessed on their readiness to practise independently and safely in Saskatchewan using the National Association of Pharmacy Regulatory Authorities (NAPRA) Professional Competencies for Canadian Pharmacists at Entry to Practice (NAPRA competencies) and the Association of Faculties of Pharmacy of Canada (AFPC) Educational Outcomes for First Professional Degree Programs in Pharmacy in Canada (AFPC outcomes).

See the flowchart of the steps in the Appraisal and Assessment Program for more information.

PRE-REGISTRATION

1. What are the steps to register as an IPG pharmacist in Saskatchewan?

The process for all international pharmacy graduates to become licensed to practise anywhere in Canada starts with enrolment through the Pharmacists’ Gateway Canada. See the path for licensure in Saskatchewan here and Section 5 of Part C of the SCPP Regulatory Bylaws.
2. Am I required to have completed my pharmacy degree to be accepted into the SCPP Appraisal and Assessment Program?

Yes. Candidates for licensure as a pharmacist in Saskatchewan must have obtained a minimum four-year undergraduate degree in pharmacy, which is the minimum educational requirement to obtain the Certificate of Qualification from the Pharmacy Examining Board of Canada (PEBC).

3. Am I required to have been licensed/registered to practise in another jurisdiction to be accepted into the Appraisal and Assessment Program?

Yes. Per section 5 of Part C of the SCPP Regulatory Bylaws.

4. Are there any exemptions available to any of the steps in the pre-registration phase (i.e., proof of language proficiency)?

No. All candidates for registration via the SCPP Appraisal and Assessment Program must complete all steps in the pre-registration phase and submit to SCPP all required documentation.

5. What are the fees to become licensed in Saskatchewan?

The following fees, per Part F of the SCPP Administrative Bylaws Fee Schedule, are applicable to the Appraisal and Assessment Program, however additional fees may apply:

- Pre-Registration Application Fee for Non-Members
- Appraisal Fee – Pharmacist
- Assessment Fee – Pharmacist
- Jurisprudence Exam Fee – Pharmacist
- Registration Fee - Canadian Out-of-Provence and International Pharmacy Graduate Candidates
- Practising Membership – Pharmacist

6. I am a PharmD graduate from the United States. Am I required to complete the SCPP Appraisal and Assessment Program to become licensed in Saskatchewan?

All international pharmacy graduates (IPGs) not currently licensed in another province or territory in Canada are subject to the registration requirements outlined in Section 5 of Part C of the SCPP Regulatory Bylaws, however graduates of an Accreditation Council for Pharmacy Education (ACPE) accredited Doctor of Pharmacy program will follow a slightly different path to licensure in Canada. See the Eligibility to Practise Pharmacy in Canada page of the PEBC website.
7. Can SCPP assist me in obtaining a VISA/work permit/residency for Canada?

No. Immigration, Refugees and Citizenship Canada provides information on how IPGs may obtain acceptance into Canada for the purpose of living and practising here.

8. As an IPG, am I required to complete a bridging program or other educational program to obtain licensure in Saskatchewan?

Currently SCPP does not require IPGs to complete a bridging educational program to obtain licensure in Saskatchewan, however if gaps in core pharmacy knowledge (therapeutics, etc.) are identified by SCPP or its agents at any time during the licensure process or after obtaining licensure, additional education or training may be required of the candidate/member.

SCPP recommends all candidates utilize the Pharmacists' Gateway Canada self-assessment tools, particularly the Pharmacy Practice Skills and Knowledge Self-Assessment Tool to identify any gaps in knowledge and experience as they pertain to the NAPRA competencies.

9. Am I able to begin the appraisal phase and/or assessment phase prior to completing the Pharmacy Examining Board of Canada (PEBC) examinations/obtaining the PEBC Certificate of Qualification?

No. Candidates will not be admitted to the appraisal or assessment phases without first completing both PEBC examinations and obtaining the PEBC Certificate of Qualification, in addition to completing all other steps outlined in each phase prior.

10. I completed the PEBC examinations and received a Certificate of Qualification from PEBC prior to the opening of the Pharmacist's Gateway Canada in 2014, however I have not become licensed to practise as a pharmacist anywhere in Canada since that time. How can I become registered to practise in Saskatchewan?

Applications with a PEBC Certificate of Qualification received more than five (5) years ago may require additional consideration by the SCPP Registrar and/or SCPP Council before acceptance into the SCPP Appraisal and Assessment Program. Please contact scpcregistration@saskpharm.ca if you received the PEBC Certificate of Qualification more than five (5) years ago.
11. How long does it take to be accepted into the Appraisal and Assessment Program once I have completed the pre-registration steps?

The Appraisal and Assessment Program currently has a 10-candidate maximum. This means, there are only 10 candidates going through the appraisal phase and subsequent phases at any given time due to limited SCPP resources and available assessors for the assessment phase. During this time, candidates are encouraged to complete any of the mandatory and recommended training that is available and procure an acceptable appraiser/appraisal site.

12. Is there any way of expediting the process for acceptance into the Appraisal and Assessment Program?

Candidates should ensure they have completed all the pre-registration steps and have obtained the required (valid) documentation. Some documentation, such as certificates of standing, may take longer to obtain, and should therefore be requested earlier in the pre-registration process to avoid unnecessary delays in acceptance into the program. Only candidates who have all components for pre-registration will be accepted into the Appraisal and Assessment Program.

13. If I am an internationally trained pharmacist, can I practise as a pharmacy technician in Saskatchewan? What if I have completed the PEBC qualifying and evaluating examinations for pharmacy technicians?

No. Per section 22(2) (“Protection of Title”) of The Pharmacy and Pharmacy Disciplines Act, “No person other than a licensed pharmacy technician shall use the title “pharmacy technician” or any word or designation, abbreviated or otherwise, to imply that the person is a licensed pharmacy technician.” Only those who have met the requirements for licensure as a pharmacy technician, per Part D of the Regulatory Bylaws, and have obtained a Practicing Membership from SCPP may use the title of “pharmacy technician” and practise to the scope of one in Saskatchewan.

Pharmacy technician program graduates in Canada receive training specific to their scope of practice in Canada. The training for pharmacy technicians is not the same as the education provided to pharmacists. SCPP does not have a regulatory pathway to allow this type of registration or licensure. Candidates must complete a Canadian Council for Accreditation of Pharmacy Programs (CCAPP) accredited pharmacy technician program in Canada to obtain licensure to practise as a pharmacy technician in Saskatchewan.
14. Why am I not treated the same way as an “intern?”

As defined in SCPP legislation, only a student registered in a Canadian pharmacy education program is considered an intern. IPGs who have completed their pharmacy education, including an international pharmacy degree, may not refer to themselves as “students” or “interns” in Saskatchewan.

Note: “extended interns” must be graduates of the University of Saskatchewan.
APPRAISAL PROCESS

15. Am I required to complete the appraisal phase of the Appraisal and Assessment Program?

Per subsections (g)(i) of Section 5, Part C of the SCPP Regulatory Bylaws:

“5 A person who is, or has been, registered as a practising member, or its equivalent, with a pharmacy regulatory authority that is in a province, territory, jurisdiction or country where the pharmacy regulatory authority is not a signatory to the Mobility Agreement for Canadian Pharmacists, must comply with the following in order to be registered as a practising member:

[...] (g) if the applicant has been actively practising as a pharmacist:
   (i) “in a jurisdiction other than Canada, or for a period of 2000 hours or less in the past three years in Canada”, YES.

16. How do I find an appraisal site for the appraisal phase?

SCPP has criteria to assist candidates in finding an appraisal site, please see the Appraisal Site Application Form or email SCPPRegistrations@saskpharm.ca for more information.

17. May I complete the appraisal phase in another province/outside of Saskatchewan?

No. The appraisal phase is intended to orientate candidates to practising in Saskatchewan specifically and must be completed in an SCPP-approved appraisal site Saskatchewan pharmacy.

18. May I complete the appraisal phase in the pharmacy I am already working in as an assistant/clerk?

With SCPP approval of the appraisal pharmacy site and the appraisal pharmacist(s), yes.

19. Can I volunteer for my appraisal process hours instead of finding paid employment?

No. Appraisal candidates have not been granted a minimum wage exemption from The Saskatchewan Employment Act, therefore candidates must be a paid employee of the pharmacy to complete the appraisal phase.

Note: SCPP has been granted a minimum wage exemption for the candidate to complete the 80-hour (two-week) assessment phase.
20. How long does the Appraisal and Assessment Program take to complete?

The length of the program depends upon the knowledge, skills, and ability of the candidate, however the minimum length of time the candidate should expect to be in the program once accepted is 6 months. The appraisal process alone is a minimum of 800 hours and up to 4000 hours, to be completed within a maximum of two years from the date of commencement.

Additional delays in completion of the program may be a result of delays in SCPP finding a suitable assessment placement for the candidate and the candidate’s ability to complete the SCPP jurisprudence examination.

21. What are the mandatory training requirements to become licensed to practise in Saskatchewan?

Appraisal and Assessment Program candidates are required to complete:

- P4T Learning Modules;
- CPDPP Billing In Community Pharmacy;
- Prescriptive Authority Level 1 Basics;
- Minor Ailments Basics Level I (if practising in a self-care environment); and
- Harm Reduction Training.

See the Training and Development page of the SCPP website for more information.

22. Can I complete the mandatory training during the Appraisal and Assessment Program?

Yes. Candidates should complete the P4T Learning Modules and the CPDPP Billing in Community Pharmacy course prior to commencing appraisal training. All training requirements shall be met prior to being granted a Practicing Membership with SCPP.
ASSESSMENT PROCESS

23. Can I choose my own assessor?

No. To ensure there is an unbiased final evaluation of the candidate’s ability to practise independently and ability to meet the NAPRA competencies and AFPC outcomes, SCPP assigns the assessor.

There are limited assessors available in Saskatchewan which may result in a delay in candidates being assigned one once they have reached this step.

24. May I complete the assessment phase in the pharmacy I am already working in as an assistant/clerk or where I completed the Appraisal Phase?

No. Candidates must receive their assessment from an impartial assessor who has no current or previous personal or professional relationship with the candidate to avoid any real or perceived bias in the assessment process.

25. May I request a specific geographic location for my assessment to take place?

Yes, however a placement in that location is not guaranteed.

SCPP will consider a candidate’s individual and extenuating circumstances when a candidate requests a specific geographic location for the assessment to occur, however candidates are offered the first available assessor regardless of location and once offered an assessment placement candidates have 3 SCPP business days to accept or the assessment placement will be offered to the next candidate awaiting placement.

SCPP will continue to offer the candidate assessment placements as available, but assessor availability is limited, especially in locations such as Saskatoon where most pharmacies take students from the PharmD program for their experiential learning placements, and candidates are urged to take the first available assessment placement, regardless of geographic location.

26. May I complete the assessment phase in another province/outside of Saskatchewan?

No. The assessment phase must be completed with an SCPP-appointed assessor in a Saskatchewan pharmacy.
OTHER QUESTIONS

27. May I write the SCPP jurisprudence examination or complete any of the other steps for registration included in Phase 4 while I complete the appraisal and/or assessment phases?

No. The SCPP jurisprudence examination, and any of the other steps included in phase 4, may not be completed prior to completion of the earlier phases.

28. May I write the SCPP jurisprudence examination in another city/province/outside of Saskatchewan?

No. The SCPP jurisprudence examination must be written in the SCPP office, located in Regina, SK.

29. Does SCPP provide any assistance with hotel and/or transportation arrangements for the Appraisal and Assessment Program?

No. All travel and accommodations undertaken by the candidate to obtain licensure in Saskatchewan, including taking the SCPP jurisprudence examination in the Regina office, is at the candidate’s own cost.

LINKS

- AFPC Educational Outcomes for First Professional Degree Programs in Pharmacy in Canada
- CCAPP
- CPDPP
- Ethics in Health Care
- NAPRA Professional Competencies for Canadian Pharmacists at Entry to Practice
- NAPRA Gateway
- NAPRA P4T program
- NAPRA P4T learning modules
- PEBC
- Saskatchewan pharmacy legislation
- SCPP website