

Annual Report 2022



About Us

Who We Are

The National Association of Pharmacy Regulatory Authorities (NAPRA) is an alliance of provincial and territorial pharmacy regulatory bodies and the Canadian Forces Health Services.

Our Members

Our members regulate the practice of pharmacy in their respective jurisdictions in Canada and their primary mandate is protecting and serving the public interest.

Pharmacy Regulatory Authorities

Alberta College of Pharmacy
Canadian Forces Health Services
College of Pharmacists of British Columbia
College of Pharmacists of Manitoba
Community Services – Government of Yukon
Department of Health – Government of Nunavut
Health and Social Services – Government of the Northwest Territories
New Brunswick College of Pharmacists
Newfoundland and Labrador Pharmacy Board
Nova Scotia College of Pharmacists
Ontario College of Pharmacists
Ordre des pharmaciens du Québec
Prince Edward Island College of Pharmacy
Saskatchewan College of Pharmacy Professionals

What We Do

We provide a platform for our members to discuss and take a national approach in addressing common issues in the practice of pharmacy in Canada.

NAPRA Board of Directors 2022-2023

Back row (left to right): Michelle Wyand (Prince Edward Island College of Pharmacy), Shenda Tanchak (Ontario College of Pharmacists), Sean Meredith (Canadian Forces Health Services), Kevin Hamilton (College of Pharmacists of Manitoba), Barbara Harvey (Department of Health – Government of Nunavut), Beverley Zwicker (Nova Scotia College of Pharmacists), Anastasia Shiamptanis (New Brunswick College of Pharmacists)

Front row (left to right): David Cameron (external Director), Adele Fifield, NAPRA Executive Director (ex-officio), Manon Lambert, Chair (Ordre des pharmaciens du Québec), David Collie, Vice Chair (external Director), Noelle Patten (Newfoundland and Labrador Pharmacy Board)

Absent: Greg Eberhart (Alberta College of Pharmacy), Jeana Wendel, Past Chair (Saskatchewan College of Pharmacy Professionals), Ravan Bedingfield (Health and Social Services – Government of the Northwest Territories), Stephanie Connolly (Community Services – Government of Yukon), Suzanne Solven (College of Pharmacists of British Columbia), Tana Yoon (external Director)



A Year of Progress and Achievements

The 2022 Annual Report of the National Association of Pharmacy Regulatory Authorities (NAPRA) highlights "steady progress and achievements" as the theme for NAPRA and its Board in 2022 as the organization worked diligently to continue advancing its priorities after the challenging years of the COVID-19 pandemic. Providing the best possible support to its members – the pharmacy regulatory authorities (PRAs) in Canada – is at the heart of NAPRA's purpose. NAPRA's Board, staff, committees, and working groups delivered on this purpose through their dedicated commitment to quality throughout the year in helping the PRAs pursue their mandate of serving the Canadian public interest in pharmacy regulation in their respective jurisdictions.

Progress on the 2019-2023 Strategic Plan continued in several key areas, including the publication of the *Principles of Professionalism for the Profession of Pharmacy* and the finalization of a Cross-Jurisdictional Agreement between PRAs. Delivering on its commitment to modernize key NAPRA documents, NAPRA published the *Model Standards of Practice for Pharmacists and Pharmacy Technicians in Canada* and the *Model Compounding Competencies for Pharmacists and Pharmacy Technicians in Canada*. Clarifications were published regarding two sections of the NAPRA *Model Standards for Pharmacy Compounding of Non-sterile Preparations* and accompanying Guidance Document. NAPRA also launched the first phase of the National Drug Schedules (NDS) Modernization Project, a central piece of its strategic goal to review the role of NAPRA in the NDS program. More details on the goals of this phase of the project are available in the report. Finally, as part of its efforts to support the continuous improvement processes of its members, NAPRA has made the decision to undertake a series of activities centering on learning and peer exchange (rather than an assessment tool).

In addition to advancing the specific goals outlined in its Strategic Plan, NAPRA continued to effectively operate core programs and services. This includes maintaining the National Drug Schedules and managing Pharmacists' Gateway Canada, which has registered close to 25,000 international pharmacy graduates (IPGs) since its establishment in 2014.

December 2022 marked the end of the three-year Pilot Program to Prepare for Practical Training (P4T), launched in 2019 to facilitate a smoother entry to pharmacy practice in Canada for IPGs by providing access to tools, resources, and a mentorship program matching IPGs with experienced Canadian pharmacists. Despite the serious challenges of piloting a program at the onset of the COVID-19 pandemic and lockdowns, P4T was able to run the full mentorship program, surpassing the original number of placements targeted. Registration targets for the assessment and learning component of the project were also exceeded. NAPRA and its Board take this opportunity to reiterate their profound gratitude to the Government of Canada's Foreign Credential Recognition Program for its financial support, as well as the P4T Steering Committee Members, subject matter experts, project partners and mentors whose dedication and contributions made the project a success.

Lastly, NAPRA was excited to launch its newly redesigned website in 2022. In addition to improved accessibility and an updated visual style, the new site offers users thoughtfully considered content, streamlined navigation for faster access to key information, and improved functionality, including newly introduced options for a more precise search of the NDS.

NAPRA is privileged to work with committed Board members, staff, and experts who keep the organization moving forward. NAPRA thanks each of them for their contributions to another year of progress and achievements in 2022, and we are proud to share the collective successes of the organization in this annual report. We look forward to advancing and strengthening NAPRA in its critical role as the alliance of pharmacy regulators in Canada.

Mission

National leadership in the pursuit of pharmacy regulatory excellence.

Vision

Best pharmacy regulation, best pharmacy practice, best patient care.



Values



Leadership: We provide strong, innovative and proactive leadership in the regulation of pharmacy practice.



Excellence: We commit to quality in all of our activities to support serving the public interest.



Integrity: We act with integrity, honesty and in an ethical manner with each other, with our partners, and with all other interested parties.



Respect: We recognize, consider and value the contributions and differences of others, and treat everyone respectfully. We resolve issues openly and constructively.



Transparency: We communicate our purpose and objectives clearly. We strive for openness in what we do and the decisions we take.



Collaboration: We value collaboration within NAPRA, with our partners, and with all other interested parties. We seek to build productive relationships at all levels.

Purpose

As an alliance of pharmacy regulatory authorities, NAPRA provides:

- 1. Leadership on national policy issues;
- 2. Harmonization of standards to reinforce their credibility, dependability, and acceptance;
- 3. A national, central point of contact for communication and engagement with interested parties at the pan-Canadian and international levels;
- 4. A community of practice for pharmacy regulatory authorities across Canada to address common issues and share knowledge and experiences relevant to pharmacy regulation.



In 2022, the NAPRA Board continued to strengthen its internal operations and policies as it worked to ensure the organization diligently advanced and completed various projects and maintained its programs and services to meet its members' needs. NAPRA was able to successfully move forward large portions of its workplan for the year and make progress on projects that had been postponed from earlier years, mainly as a result of the domino effect of activities delayed in 2020 due to the onset of the COVID-19 pandemic.

NAPRA completed the governance assessment exercise it initiated in 2021 with the objective of reviewing and assessing the organization's current governance model introduced in 2018. Based on an initial report including key findings on NAPRA's governance strengths and areas for improvement, the Board held discussions to explore priority areas in more depth. The resulting final recommendations are already being actioned per the timeline set for implementation.

As NAPRA's current Strategic Plan (2019-2023) nears its successful completion, Board members have started exploring early considerations for the upcoming five-year strategic plan, set to take effect in 2024, as well as working on developing an updated Value Proposition.

2019-2023 Strategic Plan

NAPRA's 2019-2023 Strategic Plan comprises the effective operation of the organization's programs and services as well as the advancement of five specific goals over the stated period.

In 2022, NAPRA remained focused on delivering its programs and services at the highest level possible.

NAPRA's current programs and services are:





2019-2023 NAPRA Strategic Plan

In addition to NAPRA's programs and services, the 2019-2023 Strategic Plan outlines five specific strategic goals that address its members' current and emerging concerns and enables NAPRA to provide leadership on priority policy and cross-jurisdictional issues. NAPRA's workplan for 2022 included action items to advance goals #1 to #5 as outlined below.



1. Restore the culture of professionalism within pharmacy practice

Develop and support the integration of a clearly defined set of tenets of professionalism into the practice of pharmacy professionals, regulatory authorities, pharmacy employers and other interested parties.

Progress: The *Principles of Professionalism for the Profession of Pharmacy*, a document based on the results of an earlier multi-sector workshop and extensive public consultations held in 2021, was finalized and released in 2022. A white paper on the culture of professionalism in pharmacy, written to support the development of the principles, and revised to accommodate new perspectives gained as a result of the COVID-19 pandemic, was also completed and published as an additional resource.



2. Develop a framework to govern cross-jurisdictional practices within Canada

Establish principles and develop a framework that will allow pharmacy regulatory authorities to govern practices across jurisdictions in the public interest.

Progress: By the end of 2022, a Cross-Jurisdictional Agreement between pharmacy regulatory authorities (PRAs) was signed by 11 PRAs and was under review in two others where Ministry approval was required. An internal repository where PRAs can share their respective cross-jurisdictional documents and other cross-jurisdictional work was developed, and the first of a series of roundtables was held where PRAs discussed documents and issues related to cross-jurisdictional practice.



2019-2023 NAPRA Strategic Plan

3. Modernize key NAPRA documents and create new standards for the reporting and analyzing of and learning from medication-related incidents

Develop and implement a five-year renewal schedule of NAPRA's documents, including the development of standards and a common data set for reporting and learning from medication-related incidents.

Progress: The Model Standards of Practice for Pharmacists and Pharmacy Technicians in Canada were published in 2022, as well as the English version of the Model Compounding Competencies for Pharmacists and Pharmacy Technicians in Canada. Clarifications were published regarding sections 8.3 and 9.1 of the NAPRA Model Standards for Pharmacy Compounding of Non-sterile Preparations and accompanying Guidance Document, as were updated Scope of Practice Charts for Pharmacists and Pharmacy Technicians in Canadian Jurisdictions. For more on NAPRA's work to advance strategic goal #3: STANDARDS, COMPETENCIES AND OTHER DOCUMENTS

4. Review the role of NAPRA in the National Drug Schedules program

Conduct consultations with its members and other interested parties, including Health Canada, on the National Drug Schedules in Canada and NAPRA's role in providing this program.

Progress: Building on the roadmap for the modernization and update of the National Drug Schedules (NDS) program completed a year earlier, the first phase of the NDS Modernization Project was launched in 2022. The goals of this phase are to establish agreed-upon success factors and guiding principles and examine future trends. The NDS Modernization Task Force, formed to support work on the modernization roadmap, held meetings to discuss the formation of a multi-sector advisory table (MSAT), the initial stages of the project and future trends. For more information on NDS-related work conducted by NAPRA in 2022: NATIONAL DRUG SCHEDULES

5. Establish an impartial assessment framework focused on pharmacy regulatory authority continuous improvement

Explore options for the establishment of an impartial assessment framework, tools, and methodology to support the continuous improvement processes of the pharmacy regulatory authorities, in line with best practices in self-governance and regulation.

Progress: An initial review of the scope of this goal was undertaken in 2021 as significant activity related to assessments and reporting expectations had already occurred in several jurisdictions since this strategic goal was first defined in 2018. In 2022, NAPRA and the pharmacy regulatory authorities (PRAs) reviewed models from other regulators and explored additional options and alternative approaches to this goal. A shift in this goal to center on learning and peer exchange opportunities that focus on continuous quality improvement, rather than an assessment tool, was subsequently determined to be of greater value to the PRAs.



Pharmacists' Gateway Canada Pharmacists' CANADA TO P

All international pharmacy graduates (IPGs) who wish to practise pharmacy in Canada, except in the province of Quebec, must enroll in Pharmacists' Gateway Canada for International Pharmacists (Gateway) as their first step in the process to become a licensed pharmacist in Canada. NAPRA administers and maintains the Gateway in support of its members, the pharmacy regulatory authorities (PRAs), who are responsible for regulating all pharmacists in Canada, including IPGs.

The public-facing part of the Gateway website provides pertinent, clear, and complete information to the thousands of IPGs each year seeking to learn how to become licensed pharmacists in Canada. Gateway guides applicants through every step in the licensure process for each province and territory and helps IPGs identify the requirements that can be completed before their arrival in Canada.

In addition, Gateway provides tremendous value not only to IPGs but to all other parties involved in the licensure process (PRAs, the Pharmacy Examining Board of Canada and NAPRA) as it establishes a central national document repository to support seamless communication among all concerned.

By the end of December 2022, close to 25,000 IPGs had enrolled in Gateway since its inception in 2014. There were 2,790 new enrolments in 2022.

Pilot Program to Prepare for Practical Training (P4T)

In 2019, NAPRA launched the Pilot Program to Prepare for Practical Training (P4T), a national three-year pilot project, with financial support from the Government of Canada's Foreign Credential Recognition Program. P4T aimed to provide IPGs pursuing licensure in Canada several practical resources to facilitate their smoother entry to pharmacy practice in Canada. The project specifically addressed learning and skill gaps that have been identified as barriers to success for IPGs seeking to become licensed pharmacists in Canada and included three main components:

- A mentorship program that matched IPGs with experienced Canadian pharmacists, providing IPGs with a unique opportunity to gain exposure and experience in a Canadian pharmacy prior to formal assessment;
- An online diagnostic tool which helped IPGs assess any gaps they may have in three areas: knowledge of the Canadian healthcare system, cultural diversity and awareness, and professional communication; and
- Three interactive online learning modules to which IPGs were directed based on the results provided by the diagnostic tool and which helped IPGs fill any knowledge gaps identified in the assessment phase.

P4T came to a successful completion on December 31, 2022. Despite the many challenges posed by the COVID-19 pandemic and ensuing lockdowns, the project was able to run the full mentorship program across Canada, with a total of 181 mentorship placements completed, exceeding the original target of 150 placements by over 20%. Mentees have lauded the value of the practical experience the mentorship provided while mentors noted an appreciable improvement in their mentees' level of preparedness to successfully challenge mandatory clinical assessments after their in-pharmacy experience.



Funded by the Government of Canada's Foreign Credential Recognition Program



P4T Participant Program Feedback

"The mentorship experience enabled me to gain confidence being in the pharmacy and dealing with the usual pharmacy transactions. My mentor allowed me to do all the scope of practice of pharmacy intern under his supervision which was a good preparation for PACE." - P4T mentee

"[Menorship] helps mentees to improve their professional skills, communication, level of understanding regarding patient care, multiculturalism, etc. [...] At the beginning, the mentee was not ready for PACE. After several weeks of training, [he] was confident and applied for PACE and successfully passed at the first attempt. Now he is working as a pharmacist." - P4T mentor

P4T also met and exceeded registration targets for its online diagnostic tool and learning modules (DTLM) with 393 IPGs enrolled in, and 179 having completed, the assessment and learning program by the end of the project.

P4T Participant Program Feedback

"The program has been the best part of my licensing iourney!"

"I finally am licensed in Canada, and I owe a lot of my success to the P4T programme!"

"I found the modules very helpful and relatable especially the module on cultural diversity and its impact on the health system especially with Canada being a country with a great cultural mix."

While the mentorship program administered as part of P4T ended with the completion of the pilot project, NAPRA continues to offer the DTLM to IPGs as well as to Canadian-educated pharmacists and pharmacy students.





In Canada, Health Canada, NAPRA and the provincial/territorial governments each have distinct roles related to drug scheduling in Canada. Health Canda has the authority and responsibility to authorize health products (e.g., drugs, natural health products and medical devices) for sale in Canada. As part of this process, Health Canada will determine whether a drug requires a prescription for sale in Canada. NAPRA's role in the process begins after Health Canada has authorized a drug for sale in Canada and determined whether it requires a prescription for sale.

On behalf of its members, NAPRA administers the National Drug Schedules (NDS) program, a harmonized national drug scheduling model established with the aim of aligning the provincial/territorial drug schedules so that the conditions of sale for non-prescription drugs would be more consistent across Canada. The NDS consist of three schedules or four categories of drugs as outlined on the NAPRA website.

Managing NDS Operations

In 2022, NAPRA continued to effectively manage the ongoing operations of the NDS program. Regular updates to the NDS were completed to align with changes to the Health Canada Prescription Drug List (PDL) and schedules to the *Controlled Drugs and Substances Act* (CDSA) and its regulations, with nine sets of updates completed through the year.

NDSAC Reviews

In June 2022, the National Drug Scheduling Advisory Committee (NDSAC) completed a review of diclofenac diethylamine when sold as a single medicinal ingredient for topical use on the skin in a concentration of 2.32% or less for not more than 7 days. The NDS were subsequently modified as follows:

Drug Name	Comment	Schedule	Date
Diclofenac diethylamine	For human use – when sold as a single medicinal ingredient for topical use on the skin in concentrations greater than 1.16% and less than or equal to 2.32% for not more than 7 days – in package sizes containing greater than 2.6g of diclofenac diethylamine	III	July 2022
Diclofenac diethylamine.	For human use – when sold as a single medicinal ingredient for topical use on the skin in concentrations greater than 1.16% and less than or equal to 2.32% for not more than 7 days – in package sizes containing no more than 2.6g of diclofenac diethylamine	U	July 2022
Diclofenac diethylamine	For human use – when sold as a single medicinal ingredient for topical use on the skin in concentrations of not more than 1.16% for not more than 7 days	U	July 2022
Diclofenac or its salts	For human use – including (but not limited to): diclofenac diethylamine, diclofenac sodium, diclofenac potassium, except diclofenac diethylamine when sold as a single medicinal ingredient for topical use on the skin in a concentration equivalent to 2% or less of diclofenac concentrations less than or equal to 2.32% for not more than 7 days	I	July 2022
Diclofenac or its salts ^{PDL}	For veterinary use – including (but not limited to): diclofenac sodium, diclofenac potassium	I	Aug 2014

In addition, the NDSAC had completed a review in late 2021 of brimonidine tartrate ophthalmic solution in concentrations up to and including 0.025%, used for the relief of redness of the eye due to minor irritations caused by environmental allergies, dryness and fatigue for adults 18 years and older. The NDS were modified as follows in 2022 (see table on next page) subsequent to the NAPRA Board's approval of the Committee's recommendations in January 2022.

Drug Name	Comment	Schedule	Date
Brimonidine or its salts ^{PDL}	Except when sold as brimonidine tartrate ophthalmic solution in concentrations up to and including 0.025%, used for the relief of redness of the eye due to minor eye irritations caused by environmental allergies, dryness and fatigue for adults of 18 years and older	ſ	May 2022
Brimonidine tartrate	Ophthalmic solution in concentrations up to and including 0.025%, used for the relief of redness of the eye due to minor eye irritations caused by environmental allergies, dryness and fatigue for adults of 18 years and older	III	May 2022

In September 2022, the NDSAC completed another review of brimonidine tartrate ophthalmic solution in concentrations up to and including 0.025%, used for the relief of redness of the eye due to minor irritations caused by environmental allergies, dryness and fatigue for adults 18 years and older. The final decision remained the same and the schedules were not modified.

Removal of Natural Health Products in Schedules I and II

In accordance with its *Policy for Natural Health Products* (NHPs), NAPRA progressed with the planned removal of NHPs from the NDS, in the stepwise, risk-based approach initiated in 2019. Thus, on January 2, 2022, all NHPs that were listed within Schedules I and II were removed from the NDS, with the exception of ephedrine and pseudoephedrine, slated for removal in 2024. As a reminder: NHPs in Schedule III and Unscheduled were removed from the NDS in January 2020.

The Background on Update to NAPRA NHP Policy explains the history of natural health products as they relate to the NDS and the NAPRA *Policy for Natural Health Products* in further detail.

NDS Modernization Project

Building on the roadmap for the modernization and update of the NDS program completed a year earlier, the first phase of the NDS Modernization Project was launched in mid-2022. The goals of this phase are to establish agreed-upon success factors and guiding principles for the project, as a foundation to future phases of the work. This phase also seeks to establish a list of future trends in healthcare and pharmacy practice, to help guide future phases of the work.

The NDS Modernization Task Force, formed to support work on the modernization roadmap, held meetings to discuss the formation of a multi-sector advisory table (MSAT), the initial stages of the project and future trends during the period under report.

Standards, Competencies and Other Documents

NAPRA develops and publishes model standards, competencies, and other documents which serve as a model that can be adopted or adapted for implementation as seen fit by the pharmacy regulatory authority in each jurisdiction of Canada, based on its specific needs. Given the slight differences between jurisdictions, pharmacy professionals are responsible for knowing and adhering to the requirements in their particular province or territory.

Harmonizing competencies and practice standards using common, national documents helps to reinforce their credibility, dependability, and acceptance throughout Canada. This contributes to ensuring the delivery of consistent quality care from coast to coast.

In 2022, NAPRA published *Model Standards of Practice for Pharmacists and Pharmacy Technicians in Canada*. While there may be slight differences in the scope of practice of pharmacists and pharmacy technicians in each province and territory, their core roles are the same across Canada. Educators, pharmacy regulators, pharmacy professionals and the public all benefit from a common understanding of the practice standards for the profession, which articulate what can be expected of a pharmacy professional. To this end, NAPRA redeveloped the model standards of practice (MSOPs) for pharmacy professionals that can be applied in all settings across Canada. As with all NAPRA documents, these standards of practice serve as a model, which the pharmacy regulatory authority (PRA) in each province or territory can adopt or adapt for implementation as they see fit, based on the needs in that jurisdiction.

NAPRA also published the English version of the *Model Compounding Competencies for Pharmacists and Pharmacy Technicians in Canada*. This document defines the Model Compounding Competencies required of compounding pharmacy professionals in Canada to ensure safe, quality compounding, with competencies defined for compounding of the three categories of non-sterile, sterile, and hazardous preparations. The intent is that all pharmacy professionals who are involved in a given category of compounding, including pharmacy professionals with supervisory or management responsibilities for compounding, must be able to demonstrate the defined competencies. NAPRA developed these *Model Compounding Competencies* to serve as a model that may be used for mapping of compounding educational programs or may be applied as seen fit by the pharmacy regulatory authority in each province or territory, based on the needs in that jurisdiction.

The *Principles of Professionalism for the Profession of Pharmacy* were also published during this period. This document defines eight principles of professionalism that the profession of pharmacy agrees to strive toward with the intent of opening the dialogue around professionalism with interested parties across the profession.

Finally, clarifications were published regarding sections 8.3 and 9.1 of the NAPRA *Model Standards for Pharmacy Compounding of Non-sterile Preparations* and accompanying Guidance Document, as were updated Scope of Practice Charts for Pharmacists and Pharmacy Technicians in Canadian Jurisdictions.

Engagement With Interested Parties



On behalf of its members, NAPRA provides leadership on national policy issues, and acts as a national and central point of contact with the federal government as well as with interested parties at pan-Canadian and international levels.

Central to NAPRA's engagement-related activities is engaging with Health Canada and other relevant government departments to ensure that NAPRA members' perspectives are shared on pertinent issues, including responding to formal consultation requests. In this regard, in 2022 NAPRA provided input into a variety of consultations, including on:

- Cannabis regulation
- Notices of restriction
- Biosimilars
- Veterinary drug labelling
- Monitoring system for Medical Assistance in Dying (MAiD)
- Switches from prescription to nonprescription status
- Exceptions to the Prescription Drug List (PDL).

Moreover, NAPRA engaged in federal-level conversations related to external initiatives around drug scheduling, including Health Canada's Self-Care Framework Task Force. NAPRA also participated in various Health Canada meetings on topics such as drug shortages and recalls, risk management plans, selling drugs to Ukrainian refugees, as well as general update sessions.

NAPRA continued to engage with various non-governmental organizations on matters of mutual interest at the pan-Canadian and international levels. These include: NAPRA's partnership in the National Association of Boards of Pharmacy's .Pharmacy Verified Websites Program which serves to identify safe and legitimate online pharmacies and online sources of pharmacy information; its participation on external committees and boards of interested parties such as the International Pharmaceutical Federation's FIP Forum for Pharmacy Regulators, the Canadian branch of the Alliance for Safe Online Pharmacies (ASOP Canada) as well as ASOP Global, and the Canadian Council for Accreditation of Pharmacy Programs; serving as key contact with pan-Canadian and international organizations of interest such as the Association of Faculties of Pharmacy of Canada, the Canadian Pharmacists Association and dozens of others. NAPRA also held several exchanges through the year with PRAs and the Pharmacy Examining Board of Canada in relation to its work with international pharmacy graduates.

Some of the organizations with whom NAPRA engages on behalf of its members include:

Alliance for Safe Online Pharmacies (ASOP) Association of Faculties of Pharmacy of Canada Canadian Association of Pharmacy Students and Interns Canadian Association of Pharmacy Technicians Canadian Council for Accreditation of Pharmacy Programs Canadian Council of Registered Nurse Regulators Canadian Council on Continuing Education in Pharmacy Canadian Network of Agencies of Regulation Canadian Pharmacists Association Canadian Pharmacy Technician Educators Association Canadian Society of Hospital Pharmacists Council on Licensure, Enforcement and Regulation Federal government departments and agencies Federation of Medical Regulatory Authorities of Canada Food, Health and Consumer Products of Canada Healthcare Excellence Canada Immigrant employment councils Immigrant-serving organizations Institute for Safe Medication Practices Canada International Pharmaceutical Federation National Association of Boards of Pharmacy Neighbourhood Pharmacy Association of Canada Pharmacy Examining Board of Canada Public/Patients



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