



New Brunswick College of Pharmacists Ordre des pharmaciens du Nouveau-Brunswick

Review of Scope of Practice Framework

The legislated scope of practice of pharmacy professionals in New Brunswick is outlined in the *NB Pharmacy Act, 2014* and reflects the competency-based role of the pharmacist at the time it was initially published. As the Canadian health-care system adapts to evolving health care needs, the role of the pharmacist is correspondingly being reviewed and modernized by the provincial regulatory authorities (PRAs) for pharmacy to address any regulatory barriers to practitioners using the full scope of their knowledge and skills in meeting these needs.

Looking across Canada, several frameworks have been developed that guide regulators and health system decision makers in Canada when considering scope of practice changes, including:

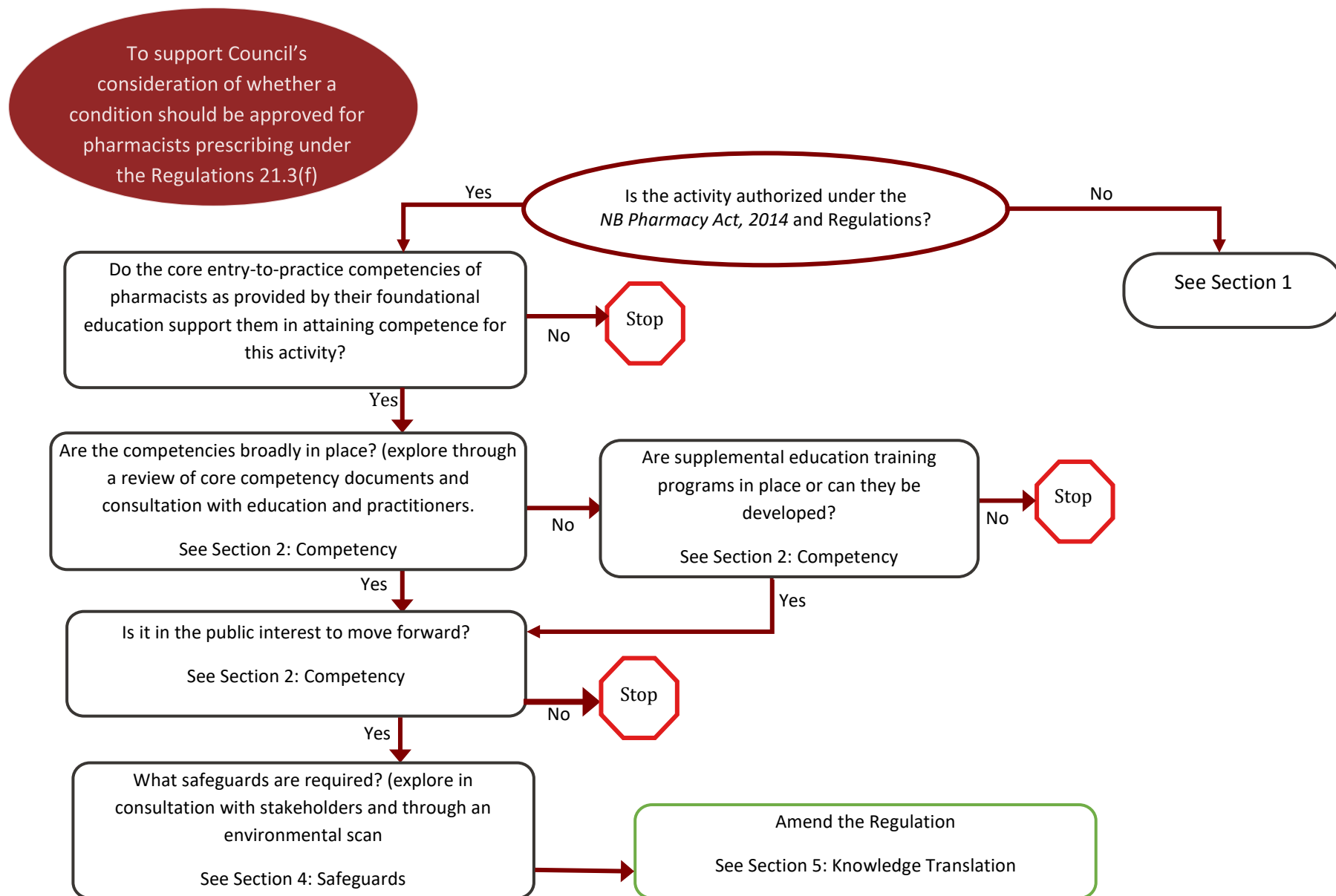
- Health Professional Regulatory Advisory Council - Review of a Professional Scope of Practice
- Model for Expanded Scope in Ontario
- New Brunswick Department of Health: Healthcare Professionals and Patients Advisory Committee

Consistent with its core responsibilities to ensure that pharmacy professionals only engage in activities when it is in the best interest of the health and well-being of the public, the College has adopted the *NSCP Review of Scope of Practice Framework* to support its work of modernizing pharmacy professionals' scope of practice. In recognizing best practices for considering scope of practice changes in place in other jurisdictions, the framework includes the following elements for consideration

- Whether the activity is currently authorized under the *NB Pharmacy Act, 2014* and Regulations
- Whether there are core entry-to-practice competencies that support the activity

- The extent to which these competencies are broadly in place within the practice of pharmacy to support the activity being authorized for all practitioners
- The availability of supplemental and/or training programs
- The public's best health interest in the activity being added to the pharmacy practitioner's scope of practice
- Required safeguards to ensure safe practice of the activity

There are two primary pathways in the framework. The pathway followed is dependent on the College's determination of whether the specific activity is consistent with authorized legislated scope of practice. If it isn't, the pathway sets out a series of questions to support legislative changes. If it is, the pathway sets out questions categorized in the areas of Competency, Public Interest, Safeguards, and Knowledge Translation to support the College's determination of whether the specific activity should be added to the list of pharmacy practice activities and whether the public's best health interest requires that specific safeguards be established. This pathway supports Council's approval of conditions for which pharmacists are authorized to prescribe (arising from the Regulations. 21.3 (f)).



Section 1: Regulatory Change

1. Does the proposed change in scope of practice require the authorization of a new prescribing category or an extension of, or change to an existing prescribing category?
2. If the proposed change in scope of practice involves an additional prescribing category being authorized to the profession, specify the circumstances (if any) under which a member of the profession should be permitted to delegate that act. In addition, please describe any consultation processes that have occurred with other regulatory bodies that have authority to perform and delegate this prescribing category.
3. Do members of the pharmacy profession practice in a collaborative or team environment where a change in the scope of practice and the recognition of existing or new competencies will contribute to interprofessional health care delivery?
 - Describe any consultative process with other professions that will be undertaken before implementing these proposed changes.
 - Describe any obligations or agreements on trade and mobility that may be affected by the proposed change in scope of practice for the profession. What is the plan to address any trade or mobility issues?

Economic Impact

Explore the economic impact of the proposed change in scope of practice for the profession, the public and the health-care system. This includes considering the potential costs and benefits to the public and the profession in allowing this change in scope of practice.

Describe the impact of any of the following economic factors:

- Direct patient benefits/costs;
- Benefits and costs to the broader health-care service delivery system;
- Benefits and costs associated with wait times;
- Workload, training and development costs; and
- Costs associated with educational and regulatory sector involvement.

Section 2: Competency

The profession should show that there is a body of knowledge within the profession to support the performance of these activities being requested, and that the activity could be readily incorporated into the profession.

A review of core competency documents should be completed along with consultations with educators and practitioners to consider the following questions:

- Is the entry-to-practice education and training (didactic and clinical) sufficient to support the proposed change in scope of practice and/or to support the supplemental education and training required to perform the activity?
- Do members of the profession currently have the competencies to perform the proposed scope of practice? Can the extent to which practitioners have this competence be determined?
- What effect will the proposed change in scope of practice have on members of the profession who are already in practice? How will they gain competence in the activity and how will their competency be assessed?
- Consider the educational bridging programs that will be necessary for current members to practice within the proposed scope, including opportunities to apply new knowledge and skills to practice and demonstrate competent performance.

Section 3: Public Interest

Explore the following to support a decision as to whether it is in the public's best health interest to authorize pharmacists to perform this activity:

1. What is the public/health-care system need?
 - Is the change in the scope of practice consistent with the evolution of the health-care delivery system, and particularly with changing dynamics between health professionals who work in integrated, team-based and collaborative care models?
2. How would the proposed change in scope of practice affect current members of the profession? Other health professions? The public? Describe the effect the proposed change in scope of practice might have on:

- Practitioner availability
 - Need for development and/or approval of education and training programs including continuing education
 - Enhancement of quality of services
 - Access to services
 - Service efficiency
 - Inter-professional health care delivery
 - Economic issues, and
 - Other impacts.
3. How will the proposed changes to the scope of practice of the profession be in the public health interest, including impact on the following factors?
- Gaps in professional services
 - Epidemiological trends in illness and disease
 - Changing public need for services and increased public awareness of available services
 - Waiting times for health care services
 - Geographic variation in availability and diversity of health-care providers across the province
 - Changing technology
 - Demographic trends
 - Promotion of collaborative scopes of practice
 - Patient safety
 - Wellness and health promotion
 - Health human resources issues
 - Professional competencies not currently recognized, and
 - Access to services in remote, rural or under serviced areas
4. Are there other public interest considerations?
5. What is the economic impact of the proposed change in scope of practice for the profession, the public and the health-care system?

- What are the potential costs and benefits to the public and the profession in allowing this change in scope of practice in terms of one or more of the following economic factors?
 - Direct patient benefits/costs:
 - Benefits and costs to the broader health-care service delivery system:
 - Benefits and costs associated with wait times:
 - Workload, training and development costs: and
 - Costs associated with educational and regulatory sector involvement.

Section 4: Safeguards

Safeguards could include:

- Identification of key resources/references for practitioners
- Clarification of existing standard of care with the primary profession of this activity. In other words, if pharmacists are seeking to perform a new clinical task that has already been established under another profession's scope of practice (e.g., physicians, nurse practitioners, dietitians), the College should clarify:
 - What constitutes competent and safe practice for that activity within that profession;
 - What training, assessments or decision-making processes that profession follows; and
 - How pharmacists' delivery of that service should align with or differ from that established standard.
- Requirements for a recognized designation (if one exists)
- Identification of tools or references to support the self-assessment of competence
- Establishing and considering responses to the following questions:
 - What other health-care practitioners are currently providing care by undertaking the activity(s) proposed as an expansion to pharmacy professionals' scope of practice? By what means are they providing this care (e.g., under delegation, supervision or on their own initiative)?

- Under what circumstances (if any) should a member of the profession be required to refer a patient/client to another health professional, both currently and in the context of the proposed change in scope of practice?
- Plan for monitoring or assessing implementation of new scope of practice.

There should be demonstrated support for the proposed change in scope of practice and that compliance with regulatory requirements is likely among registrants.

1. Are members of the profession in favour of this change in scope of practice? Describe any consultation process and the response achieved.
2. What is the experience in other Canadian jurisdictions?
3. What is the experience in other international jurisdictions?
4. How will the College provide quality assurance of the new activity?
5. What quality improvement/quality measurement programs should or will be put in place?
6. How should the College ensure that pharmacy professionals maintain competence?

Section 5: Knowledge Translation

Describe the knowledge translation plan that will be used to advise the public.