

Essential skills and attributes required for the study of pharmacy to train pharmacists.

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This document provides essential information for prospective applicants as well as students in the undergraduate Doctor of Pharmacy program, faculty, staff, student accessibility advisors, health professionals and the public, regarding the essential skills and attributes (ESAs) expected of students in the undergraduate Doctor of Pharmacy program leading to the practice of the pharmacy profession. The undergraduate Doctor of Pharmacy program has as its values inclusion, accessibility, diversity and equity. Central to this document is an outcomes-based approach to achieving the expected competency levels for pharmacists. In order for students in the undergraduate Doctor of Pharmacy program to achieve the competency levels expected for the practice of pharmacy, this document outlines the skills and attributes deemed essential for success in completing the program leading to pharmacy practice. The content of this document is not intended to discriminate against students in the program or prospective applicants wishing to enroll in the undergraduate Doctor of Pharmacy program, but rather to assist them in their academic endeavors.

The objectives of this document are to:

- Provide information on the undergraduate Doctor of Pharmacy to prospective applicants so they can make an informed decision regarding their admission to a program;
- Support prospective applicants and undergraduate Doctor of Pharmacy students through the process of deciding to avail themselves of the [University's accessibility services](#) for University of Ottawa students;
- Assist prospective applicants, students of the undergraduate Doctor of Pharmacy program, student accessibility advisors, faculty, staff, and health professionals in implementing reasonable accommodations so that prospective applicants and students can meet the requirements of the undergraduate Doctor of Pharmacy program, including clinical placement requirements;
- Contribute to the safety of students throughout their academic journey in the undergraduate Doctor of Pharmacy program;
- Contribute to patient and client safety during clinical encounters and internships with students in the undergraduate Doctor of Pharmacy program; and
- Provide prospective applicants, undergraduate Doctor of Pharmacy students and the public with information on the expected competencies of a pharmacist at entry to practice.

The practice of pharmacy requires that the professional master a range of knowledge, skills, behaviors and aptitudes necessary for providing quality pharmaceutical care. The pharmacist must be able to develop a relationship with the patient, manage health problems, verify prescriptions and communicate with their team and other health professionals while providing care with respect and compassion. The pharmacy profession also requires that the professional be able to perform technical actions in a timely manner that take into account patient safety.

Pharmacy graduates must possess the competencies expected of a pharmacist at entry to practice. The goal of the undergraduate Doctor of Pharmacy program is for students to acquire knowledge and skills through learning activities adapted to the Entrustable Professional Activities (EPAs) of pharmaceutical practice.

In order to achieve the expected competency levels for the practice of pharmacy, pharmacy students must possess the skills and attributes deemed essential for successful completion of the undergraduate Doctor of Pharmacy leading to pharmacy practice. Students in the undergraduate Doctor of Pharmacy program are expected to possess cognitive, sensory, motor and communication abilities. It is possible for a prospective applicant or a student to be able to meet the essential skills and attributes required through other means, including reasonable accommodations. The essential skills and attributes of the undergraduate Doctor of Pharmacy program are based on the [competency framework published by NAPRA](#) (National Association of Pharmacy Regulatory Authorities) and on the [standards required by the Canadian Council for Accreditation of Pharmacy Programs](#) (CCAPP).

In addition to graduating from an undergraduate Doctor of Pharmacy program, pharmacy graduates must pass the national Qualifying Examination administered by the Pharmacy Examination Board of Canada (PEBC) for entry to pharmacy practice. This is a requirement for all graduates of programs in other Faculties of Pharmacy across the country, except Quebec. Graduates must also pass a provincial [Jurisprudence Exam](#).

Observation

Students must be able to accurately assess all written details on a prescription in order to, among other things, validate the information prescribed and the accuracy of the prescription. Students must also verify that patients are dispensed the correct medication by means of a visual verification of the container with the contents. They must also be able to observe the patient to obtain relevant clinical information.

Communication

Students must be able to communicate skillfully and effectively with patients, team members and health professionals. They must be able to obtain and understand verbal and non-verbal information relevant to the patient's care. They must also be able to summarize and synthesize information orally and in writing. Students must demonstrate

a sufficient level of oral and written French to meet the requirements of the program. They must also be able to communicate in English both orally and in writing in the context of clinical placements in bilingual or Anglophone settings.

Motor

Students must have adequate motor function to safely perform the technical tasks associated with the pharmacist's job. Students must be able to use various devices and instruments in the laboratory or with patients. They must be able to perform basic physical assessment procedures on patients. Students must also be able to read, write and use digital media.

Intellectual and Quantitative Abilities

Students must possess basic cognitive functions, such as language, memory, attention and visuospatial functions. They must demonstrate high-level cognitive abilities necessary for clinical and management problem solving. Students must demonstrate their ability to analyze, synthesize, organize and apply information, while demonstrating rational thinking, clinical and ethical reasoning and judgment to ensure patient safety.

Social Behavior

Students must be mentally and emotionally healthy enough to exercise good judgment and effectively fulfill their professional responsibilities. They must be able to function in environments that can be stressful and changing. Students must be able to handle the physical, mental and emotional demands of the program. Students are expected to be able to function in a variety of settings, including community pharmacy, health establishments and school environments.

Professional Conduct

Pharmacy students must exhibit impeccable professional conduct with their clients and patients. As well, they must be able to comply with the Code of Ethics and the Code of Conduct of the Ontario College of Pharmacists or the equivalent when completing a clinical placement in another Canadian province. Students must be able to understand and recognize the power relationship that inevitably exists with their clients and patients. They must avoid any behaviors that could abuse the rights and dignity of their clients and patients.

Students with a temporary or permanent disability¹

The undergraduate Doctor of Pharmacy program is committed to ensuring that students with disabilities that could prevent them from meeting the program standards are

¹ The term *disability* used here follows the definition in Section 10 (1) of the [Ontario Human Rights Code](#).

provided reasonable accommodations to assist them in meeting the program standards and academic requirements.

Reasonable accommodations must not compromise patient care and safety. Accommodations must not be used to ensure program success, but rather to give students with disabilities the same opportunity as their peers to achieve the required operational level.

Along their academic path, students must be able to demonstrate that they have met the program requirements in terms of acquired competencies and have adequately mastered the Entrustable Professional Activities essential to the pharmacy profession at the expected level according to their level of progression in the program.

In the case of an applicant or student with a disability, it is their responsibility to contact the Academic Accommodations Service as soon as they become aware of the need for academic accommodation or when they have questions concerning this need. They will have to provide the [documentation required](#) for an assessment of their file. The Academic Accommodations Service can then take charge of the file and develop an accommodation plan in collaboration with the relevant parties (e.g., applicant or student, Faculty, teachers). The Academic Accommodations Service never discloses a diagnosis to the Faculty.

In addition, please note that certain accommodations obtained in prior educational environments may not be appropriate, especially with regard to clinical requirements.

The undergraduate Doctor of Pharmacy program reserves the right to refuse academic accommodations that involve undue hardship to patient care and safety.

Prior to accepting an offer of admission from the undergraduate Doctor of Pharmacy program, it is the responsibility of the applicant who requires or is likely to require accommodations to consult the accessibility services offered by the Academic Accommodations Service (also called Student Academic Success Service) for University of Ottawa students.

An offer of admission to the undergraduate Doctor of Pharmacy program should not be interpreted as evidence that the program has independently verified that an applicant has the ESAs for successful completion of the undergraduate Doctor of Pharmacy degree or for the practice of pharmacy.

References:

https://www.ouac.on.ca/docs/omsas/cofm_abilities_oct16.pdf

<https://www.ouac.on.ca/orpas/orpas-essential/>

<https://www.ocpinfo.com/>

[https://www.napra.ca/sites/default/files/2017-08/Comp for Cdn PHARMACISTS at EntrytoPractice March2014 b.pdf](https://www.napra.ca/sites/default/files/2017-08/Comp%20for%20Cdn%20PHARMACISTS%20at%20EntrytoPractice%20March2014%20b.pdf)

Internal document: Demande de création du programme PharmD

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