COLLEGE OF PHARMACISTS OF MANITOBA

Regulatory Reform Project Information Webinar Q & A Responses

On September 24, 2025, the College of Pharmacists of Manitoba (CPhM) held a live webinar regarding the Regulatory Reform Project and the eventual transition to The Regulated Health Professions Act (RHPA). At the end of the event, webinar participants had the opportunity to ask questions; several questions were answered live during the Q & A.

This is a list of questions generated during the webinar. Questions with similar themes have been summarized and condensed for clarity:

Q: Why is CPhM pursuing regulation under *The Regulated Health Professions Act* (RHPA)?

A: The Government of Manitoba has adopted a new legislative framework for regulating health professions, commonly referred to as "umbrella legislation." All regulated health professions will transition to regulation under the RHPA. CPhM has committed resources to conduct the work and best position the pharmacy professions to move under the RHPA according to government's schedule.

Legislation for each health profession has the same purpose – to protect the public interest. The RHPA will:

- Consolidate individual statutes, such as *The Pharmaceutical Act*, under a single umbrella act to ensure consistency across professions
- Permit professions to continue to be self-regulating
- Establish consistency across professions regarding registration provisions, continuing competency requirements, professional conduct processes, and governance models,
- Place the interests of patients and the public at the centre of the regulatory process
- Adopt the "Reserved Acts model," which offers more effective protection for the public by regulating actions or clinical procedures that may present a risk of harm if performed by someone who is not adequately trained.
- Enhance interdisciplinary practice

Q: Will CPhM be consulting educators from the Rady Faculty of Health Sciences and community colleges to gather their input?

A: Yes. CPhM will be consulting with educators across education programs as part of this process. Key elements of the submissions to government detail where the entry-to-practice program teaches the relevant competencies, both in didactic and clinical formats.

Education programs will be engaged in relation to the reserved acts requests, as well. Detailed information is required to support each reserved act request, and input from educators will be essential in developing those submissions.

Q: What is the benefit for all pharmacy professionals transitioning from *The Pharmaceuticals Act* to *The Regulated Health Professions Act*.

A: While CPhM's current legislation under the Pharmaceuticals Act is relatively modern, the transition to the Regulated Health Professions Act (RHPA) offers several advantages. The RHPA provides a unified legislative framework for all regulated health professions in Manitoba, promoting consistency, transparency, and accountability across the system.

Under the RHPA, pharmacy technicians will gain full regulated status, including entry-to-practice requirements, profession-specific standards of practice, continuing competency programs, and title protection. Also, the RHPA introduces the reserved acts model; pharmacy professionals will be authorized to perform certain reserved acts with clearly defined parameters by which the reserved acts are performed.

Moving pharmacy professionals under regulation of the RHPA would align pharmacy with other regulated health professions to enhance inter-professional collaboration and patient centered care. It ensures that all health professions are governed under consistent rules for registration, continuing competency, and professional conduct in the best interest of patients and the public.

Q: Will pharmacy technicians have to write additional examinations in order to become regulated?

A: At this time, it is not yet confirmed whether currently listed pharmacy technicians in Manitoba will need to write additional exams or complete supplementary educational requirements to become regulated under the RHPA. CPhM will provide updates and guidance as information becomes available.

Q: Will additional schooling or exams be required to perform reserved acts, or just additional training?

A: The Reserved Acts are an identified list of activities that pose a significant risk of harm to the public if performed by an individual who lacks the appropriate knowledge, skill, and judgement to perform the activity safely. In most cases, no additional schooling or exams will be required unless a reserved act involves a change in scope or introduces new responsibilities not currently covered by existing training. Some reserved acts will be performed broadly by most pharmacy professionals while others may only be performed by a small subset of professionals, depending on their practice setting.

If a Reserved Act requires knowledge, skill, or judgement that is beyond a pharmacy professional's current abilities, they will have the opportunity to pursue additional education to expand their skills prior to engaging in such practice. It is the responsibility of each regulated health professional to practice within their individual personal competence.

Q: As a registered technician, will I have the ability to work under my own license instead of being covered under my manager's insurance?

A: This is the goal. If government grants pharmacy technicians self-regulation, they will be able to practice independently, within their defined scope of practice, will require professional liability insurance, and will be held accountable for their professional conduct.

Q: With the transition from *The Pharmaceuticals* Act to *The Regulated Health Professions Act* (RHPA), will the current regulations be eliminated? Will the Code of Ethics and practice directions remain?

A: When CPhM transitions to governance under the RHPA, the current Act and regulations will be repealed. A new college will be established by Ministerial regulation under the RHPA.

A general regulation for pharmacy professions will be established under the RHPA. This will set out all the profession-specific provisions for regulating the pharmacy professions, including Standards of Practice, Code of Ethics, and other duties of the college, Practice directions will be revised to remain consistent with the new regulations.

Q: Will pharmacy technicians be considered licensed as opposed to listed? If licensed, how will fees be affected?

A: Pharmacy technicians would be eligible for a certificate of registration and a certificate of practice under the RHPA. There will be a process in the regulations for initial registration and registration renewal.

The impact on fees is yet to be determined. However, it is likely that fees will increase once pharmacy technicians become regulated under the RHPA, as fees are typically based on the level of regulatory responsibility and services required of a health profession.

Q: Will further expansion and implementation of pharmacist practice currently permitted under the legislation, and occurring in other provinces, as included practice, remain on hold until pharmacists and technicians come under the RHPA?

A: No. CPhM will continue to engage with the government to amend regulations and expand the scope of practice of pharmacy professionals.

Q: Within the RHPA webinar slides, there is mention of an Ad Hoc Committee for regulatory reform. What is this committee and what is this committee's role?

A: The Ad Hoc Committee: Regulatory Reform will be comprised of pharmacy professionals and will support the work of the consultants. The primary role of the committee will be to review materials and provide feedback prior to the documents being presented to Council.

Q: How many Manitoba pharmacy technicians are members with the Canadian Association of Pharmacy Technicians (CAPT) and how many more members are needed?

A: Currently, there are approximately 35 pharmacy technicians from Manitoba who are members of CAPT.

CAPT is the voice of pharmacy technicians in Canada. The greater the membership with CAPT, the better CAPT is able to represent pharmacy technicians' professional interests and advocate for the profession in Manitoba and across Canada.

Q: What could the expanded scope of pharmacy technicians look like under the RHPA?

A: The scope of practice for pharmacy technicians will be determined by the number of reserved acts the government grants authority for pharmacy technicians to perform, and under what circumstances. The reserved acts request will involve extensive research into education and training, current practice in Manitoba, and comparisons with other regulated jurisdictions across Canada.

Q: How can current registrants (pharmacists), future registrants (pharmacy technicians) and the public participate in the RHPA transition process?

A: Registrants, future registrants, and members of the public can participate in the regulatory reform process in a number of ways:

- Participate in consultation opportunities
- Attend future information sessions, like the one held recently, to keep informed. Recordings, slide decks, and FAQs from these sessions will be made available on the website for reference
- Visit the CPhM website page for latest updates on the Regulatory Reform Project
- Read Friday Five and Newsletter articles for important updates regarding the Regulatory Reform Project and CPhM's transition to the RHPA. These future articles may provide insights into what the RHPA means for pharmacy professionals, upcoming webinars, and how these changes will impact practice and patient care.

Q: Will the new Complaints and Investigation Committee under the RHPA be broad rather than profession-specific? Will this impact timeliness?

A: This is not yet known. It is the preference for a new Complaints and Investigation Committee under the RHPA to oversee complaints for both pharmacists and pharmacy technicians, but this will depend on the direction from government.

Q: How are dispensing fees and other professional fees affected by the RHPA?

A: Professional fees are not affected by the RHPA. Similar to regulation under *The Pharmaceutical Act*, the regulator does not set professional fees (fees that a professional may charge for the service provided).