

# Webinar: Advancing Pharmacy Regulation Under the RHPA

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September 24, 2025  
7:00 PM



# Land Acknowledgement

The College of Pharmacists of Manitoba acknowledges that we gather on Treaty 1 territory, the home and traditional lands of the Anishinaabe, Ininewak, Anishinewak, Dakota Oyate, and Denesuline Nations, as well as in the National Homeland of the Red River Métis. We recognize Indigenous peoples' enduring connection to this land and commit to cultural humility within our regulatory practices. By embracing the diversity of knowledge within these communities, we strive to cultivate a culturally responsive pharmacy profession that meets the unique needs of all people living in Manitoba.



# General Logistics:

- Submit questions anytime via the **Q&A feature**
- Questions will be answered following the presentations
- All questions and responses will be posted with the recording
- Information Session recording, slides, and FAQ will be posted on the CPhM website for future reference



# Introductions: Sheena Deane



## **President, CAPT**

- 35+ years in pharmacy practice
- One of the first registered pharmacy technicians with OCP (2010)
- President of CAPT
- First pharmacy technician elected President of CCCEP (2022)
- Advocate for national collaboration & advancement of pharmacy technicians

# CAPT: A Brief Overview



CANADIAN ASSOCIATION  
OF PHARMACY TECHNICIANS

- Canadian Association of Pharmacy Technicians (CAPT)
- Established in 1983
- National, member-run organization
- Advocates for the pharmacy technician profession
- Offers professional development, networking & resources
- Elevates the voice of pharmacy technicians in healthcare, informs members

# Introductions: Susan Balagus



## **Pharmacy Technician & Director of Membership CAPT**

- 35+ years in pharmacy technology practice
- Former Practice Development Technician, WRHA
- Educator & program coordinator, Robertson College
- Current Compounding Supervisor, The Compounding Pharmacy of Manitoba
- Longtime CAPT Manitoba Rep
- Contributed to CPhM committees
- Advocate for pharmacy technicians in Manitoba

# CAPT: Membership & Future Regulation



CANADIAN ASSOCIATION  
OF PHARMACY TECHNICIANS

- CAPT supports the regulation of pharmacy technicians in Manitoba under the RHPA
- CAPT membership empowers you to:
  - Stay informed about regulatory changes
  - Stay connected with other pharmacy technicians
  - CAPT membership = strong representation
- To join CAPT email: [sbalagus@capt.ca](mailto:sbalagus@capt.ca)

# Introductions: Liz Ambrose



## **Health Policy & RHPA Consultant**

- Longstanding support for RHPA transitions
- 25-year career as a registered nurse
- Former Senior Nursing Policy Analyst, Manitoba Health
- Key contributor to RHPA Overview & Guidance documents
- Ongoing consultant for health profession regulators in reserved acts & policy development



# Introductions: Leanne Matthes



## **Regulatory Reform Project Consultant**

- 15+ years in healthcare regulation
- Led CRNM's RHPA transition
- Consultant to Manitoba regulators since 2021
- Expert in drafting regulations, by-laws & governance policies
- Key leader in Manitoba's Regulatory Reform Project at the governmental level

# *The Regulated Health Professions Act (RHPA): An Overview*

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Leanne Matthes, MA, Project Consultant



# Current Status

## The Regulated Health Professions Act (RHPA)

- Passed in June 2009
- Proclaimed in 2014

To date, five of 21 regulators under the RHPA:

- College of Audiologists and Speech Language Pathologists
- College of Registered Nurses of Manitoba
- College of Paramedics of Manitoba
- College of Physicians and Surgeons of Manitoba
- College of Registered Psychiatric Nurses of Manitoba

CPhM is now on the official list of regulators to be brought under the RHPA.



# RHPA Principles

- Protection of the Public as Mandate
- Umbrella Legislation
- Provides consistency across health professions
  - Consistent processes
  - Consistent language and terminology
- Reserved Acts model
  - Overlapping Scopes of Practice
- Inter-professional Collaboration
- Eventually all regulators will transition under the RHPA



# Language

Some major language changes under the RHPA:

- Complaints Committee will become Complaints Investigation Committee
- Discipline Committee will become Inquiry Committee
- Practice Directions



# Reserved Acts

RHPA introduces reserved acts

**Definition:** procedures which have the potential to cause harm to the patient if not performed by a competent, regulated health care professional

## Reserved Acts:

- Assist to further define the scope of practice
- Are shared among professions
- Depth and breadth of reserved acts will vary by profession



# Governance

- RHPA sets out the duty to serve the public interest
- A college must not set professional fees for service

# Governance

RHPA sets out requirements for:

- Annual General Meetings – minimum once per year
- Minimum trigger for special general meeting (5%)
- Council composition
- Council may not have more than 11 members
- Minimum 1/3 Public Representatives on Council
- Terms of Office
- Statutory Committees




# Registration

## Certificate of Registration:

- One-time document
- Does not allow holder to practise
- Provides evidence that the holder met initial requirements at a point in time
- May appeal denial to Council

## Certificate of Practice:

- Annual renewal
  - Allows holder to practise, subject to any conditions noted
  - May appeal denial to Council
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# Standards of Practice & Code of Ethics

- Stipulates that the Standards of Practice and Continuing Competency Program must be written in the regulation
- The Code of Ethics may be incorporated by reference, if it is a third-party document  
Ex: National Alliance



# Complaints & Inquiry Committees

Similar to current *Pharmaceutical Act*:

- Subsection 96(4) – provision for registrar to assume the duties of the complaints committee re: investigator function
- Subsections 104(3) & 129(3) – restricts publication of information regarding an ailment, emotional disturbance or addiction that impairs the member's ability to practise
- However, ss. 129(3) makes provision for instances in which the public interest substantially outweighs the privacy interests of the investigated member regarding inquiry panel findings



# Regulations

Two regulations under the Act to establish a college:

## Practice Regulation

- Sets out professional scope of practice and reserved acts

## General Regulation

- Sets out registration and renewal requirements
- Conditions for performance of a reserved act
- Standards of Practice & Continuing Competency Program



# How Do We Get There?

- CPhM will work with Project Consultant and Reserved Acts Consultant to complete the required preparations
- Goal to establish two independent pharmacy professions under one college
  - College will be re-named to reflect this
- Two parallel processes – one for each profession
- Regulatory Reform *Ad Hoc* Committee
- Reserved Acts Working Groups (one WG for each profession)
- TIMELINE: Goal of 2027 – dependent upon government



# Overview of the RHPA Reserved Acts & Submission Process

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Liz Ambrose , Reserved Acts Consultant



# Overview of the RHPA Reserved Acts

Part 2 of the RHPA sets out:

- Purpose
  - Definitions
  - List of reserved acts
  - Delegation of reserved acts
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- All regulated health professions in MB will move under the RHPA eventually
  - Profession-specific regulations define which reserved acts each profession can perform, along with any applicable limits or conditions



# Overview of the RHPA Reserved Acts

- The reserved act model of the RHPA regulates health services by controlling potentially harmful activities
- B.C., Alberta & Ontario have similar legislation to the RHPA with a reserved acts, controlled acts, or restricted activities model
- Reserved acts are not limited to a single health profession
- Overlap and sharing of reserved acts supports:
  - interprofessional practice
  - improves access to care
  - protects public safety





# Reserved Acts & Scope of Practice

Under the RHPA, the scope of practice of a health profession is established through:

- Non-inclusive scope of practice statement
- Reserved acts authorized to the profession

A non-inclusive scope of practice statement is:

- intended to overlap professional boundaries
- accompanied by controlled or reserved acts that the profession has the education and clinical competencies to perform them



# Reserved Acts & Scope of Practice

Entry-level competencies form the basis for determining reserved acts of a profession

Other contributing factors:

- Experience
- Additional education



# Reserved Acts Development Process

- Regulated health professionals must be granted the legislative authority to perform reserved acts
- A health profession may be granted the right to perform a reserved act if it can demonstrate its registrants are competent to do so
- When submitting a request to perform a reserved act, a regulated health profession must:
  - Demonstrate that registrants have the competency to perform the reserved act
  - The appropriateness of its registrants to perform the act



# Reserved Acts Development Process

1. Identify the list of reserved acts to be requested authority for the profession to perform
2. Determine any conditions or requirements of the profession to perform each proposed reserved act
3. Gather practice data & practice examples from registrants to validate & provide context for each of the proposed reserved acts



# Reserved Acts Development Process

4. Provide the required competencies & educational entry-to-practice competencies
5. Compile a scan of the performance of the proposed reserved acts by the profession in the other jurisdictions
6. Consult as appropriate with relevant groups to inform them about the reserved acts being proposed & gather feedback
  - Employers
  - Clinical practice groups
  - Other health profession regulators

# Reserved Acts Development Process

Identified reserved acts being requested by a profession are:

- Documented
- Data collected
- Compiled into one document
- Submitted to MB Health for review and approval

Reserved acts, once approved, become part of the General Regulation



# CPhM Reserved Acts Project

- 12 – 18 months to complete a reserved acts submission for one profession
- CPhM regulatory reform project includes two distinct professions:
  - Practice of Pharmacy
  - Practice of Pharmacy Technology
- Anticipate the CPhM project will take two years to complete



# CPhM Reserved Acts Project

- Identify the reserved acts to be requested for the profession
- Determine any limits or conditions required for the profession to safely perform the reserved act
- Develop the reserved acts submission criteria





# CPhM Reserved Acts Project

1. Reserved Acts request for pharmacy profession
2. Reserved Acts request for pharmacy technology profession

## Results:

- One Reserved Acts Submission for each profession
  - Both provided to government for review and approval
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Questions?



# Regulatory Reform Project Updates

- CPhM website:  
Advancing Pharmacy Regulation Under the RHPA
- Friday Five Articles
- CPhM Social Media Channels
- FAQ on CPhM website

