

POLICY TITLE	Return to Practice Policy
RELEVANT TO HPCAA	Sections 17, 27-29
POLICY STATEMENT	<p>The Health Practitioners Competence Assurance Act (HPCAA) 2003 requires pharmacists to hold a current Annual Practising Certificate (APC) to practise. When an application for an APC has been received from a pharmacist returning to practice, the Council must be satisfied that the applicant meets the required standard of competence.</p> <p>Pharmacists who have previously been on the Register, or who are currently on the Non-practising Register, may apply for an APC; however a period away from practice in New Zealand may adversely affect their competence. To ensure public safety, pharmacists applying for an APC must, as a minimum requirement, be able to work at the level expected of a newly registered pharmacist and be considered competent in the core standards for the pharmacist scope of practice.</p> <p>Pharmacists returning to a role that does not involve direct patient care can apply for a change in authorisation to their scope of practice. This change in authorisation will limit their practise to roles that do not involve direct patient care.</p> <p>Where necessary (categories 2- 5) a condition of supervision will be applied to the pharmacist's scope, subject to the completion of all the requirements of the applicable Return to Practice category.</p> <p>The condition of supervision includes the monitoring of, and reporting on, the performance of the pharmacist under supervision. After an initial period of direct supervision, the level of supervision should be determined by the supervising pharmacist in consultation with the pharmacist under supervision. The level of supervision can be further reviewed and modified on an as-required basis.</p>
RATIONALE	<p>The HPCAA provides the Council with mechanisms to ensure that pharmacists are competent and fit to practise.</p> <p>Following a period away from practice, deficiencies can be addressed through a period of supervision, assessments against the competence standards, clinical updates and a law and ethics interview. The requirements increase according to the length of time a pharmacist has been away from practice in New Zealand.</p> <p>A pharmacist returning to practise in a non dispensing role who has not practised pharmacy in New Zealand, Australia, or an REQR country within the three years prior to their application should demonstrate competence in Standard 6 – Dispense Medicines.</p>

IMPLEMENTATION

Pharmacists returning to the practising register who are, or have previously been, registered as pharmacists in New Zealand (under HPCAA 2003 or where applicable, Pharmacy Act 1970) fall into one of **five** categories:

Category 1

Pharmacists who have been:

- practising overseas and are returning to NZ to practice within 3 years of last practising here, or
- pharmacists who have been living in New Zealand and who have practised within the last 3 years.

Pharmacists who held an APC and last practised as a pharmacist in New Zealand within the three years immediately prior to the date of application may be issued with an APC provided they:

- a. Submit a work history for the three years immediately prior to the last date of practise in any country. The work history must be verifiable.
- b. Submit a record of continuing professional development activities (CPD) for the three years immediately prior to the last date of practise in any country.
- c. Provide certificates of professional status (or equivalent) from all Registration Authorities in other countries where they have practised since last practising in New Zealand.
- d. Are fit to practise.
- e. Submit their application on the Return to Practise form with payment of gazetted fee.¹

Category 2

Pharmacists who have not held an APC and not practised in New Zealand within the three years immediately preceding the date of a completed application, but who have lawfully practised pharmacy within the same three years in either Australia, Canada, Ireland, Northern Ireland, UK or USA, may be issued with an APC for returning to practise provided they:

- a. Submit a work history for the three years immediately prior to the last date of practise in any country. The work history must be verifiable.
- b. Submit a record of continuing professional development activities (CPD) for the three years immediately prior to the last date of practise in any country.
- c. Provide certificates of professional status (or equivalent) from all Registration Authorities in other countries where they have practised since last practising in New Zealand.
- d. Are fit to practise.
- e. Complete a minimum of one month's supervised practice under a designated pharmacist in a community or hospital pharmacy.
- f. Complete the Pharmacy Council Law and Ethics interview
- g. Submit their application on the Return to Practise form with payment of gazetted fee.¹

¹ Pharmacists who have previously been removed from the Register who are applying for an APC are required to be reinstated to the Register and a reinstatement fee applies.

Category 3

Pharmacists who:

- **have not** legally practised pharmacy in New Zealand, Australia, Canada, Ireland, Northern Ireland, UK or USA² within **three years** preceding the date of a completed application
- **but have** legally practised in the above countries within the **last eight years** may be issued with an APC for returning to practise provided they:
 - a. Submit a full work history for assessment. The work history must be verifiable.
 - b. Submit a record of continuing professional development activities (CPD).
 - c. Provide certificates of professional status (or equivalent) from all Registration Authorities in other countries where they have practised since last practising in New Zealand.
 - d. Complete three months' supervised practice under a designated pharmacist. Individual requirements for hours worked per week will be based on the assessment of work history and CPD information provided. If the applicant is returning to practise in a non dispensing role, they are required to complete part of their supervised practice in a community or hospital pharmacy in order to demonstrate competence in Standard 6 – Dispense Medicines.
 - e. Complete a self assessment of competence at the end of the first month of supervised practice.
 - f. Complete assessment of competence with their supervising pharmacist at the end of months 2 and 3 of the supervised practice period.
 - g. Complete the *Revisit the Workforce* programme conducted by the New Zealand College of Pharmacists.
 - h. Complete prescribed clinical and legislation update courses.
 - i. Complete the Pharmacy Council Law and Ethics interview.
 - j. Submit their application on the Return to Practise form with payment of gazetted fee.¹

Category 4

Pharmacists who have not legally practised pharmacy in New Zealand, Australia, Canada, Ireland, Northern Ireland, UK or USA for eight years or longer may be issued with an APC provided they:

- a. Submit a full work history. The work history must be verifiable.
- b. Submit a record of continuing professional development activities (CPD).
- c. Complete a minimum of 6 months' supervised practice under an approved preceptor pharmacist.
- d. Complete the EVOLVE Intern Training Programme run by the Pharmaceutical Society of NZ (Inc).
- e. Complete prescribed clinical update and legislation courses.
- f. Complete Assessment Centre
- g. Submit their application on the Return to Practise form with payment of gazetted fee.¹

² If you have practised in any other country within the last three years, you may fall under Category 5

Category 5

Pharmacists who do not fall into any of the above categories but are, or have previously been, registered as a pharmacist in New Zealand will be assessed by the Pharmacy Council on an individual basis. This category includes:

- I. Pharmacists who have not held an APC and not practised pharmacy in New Zealand for three years or longer, but have practised pharmacy in countries **other than** Australia, Canada, Ireland, Northern Ireland, UK or the USA.
- II. Pharmacists who have not held an APC and not practised pharmacy in New Zealand for three years or longer who wish to return to a role that does not involve direct patient care. These pharmacists must also apply for a change to the authorisation of their scope of practice to limit their practise.
- III. Pharmacists who previously applied for a change to the authorisation to their scope of practice (as per II) applying for re-authorisation of the full pharmacist scope.

These pharmacists may be issued with an APC provided they:

- a. Submit a full work history. The work history must be verifiable.
- b. Submit a record of continuing professional development activities (CPD).
- c. Submit a self- assessment against the competence standards and identify how gaps will be addressed.
- d. Submit their application on the Return to Practise form with payment of gazetted fee.¹
- e. Agree in writing to the requirements set by the Registrar
- f. Complete the set requirements.

Applicants who do not agree with the requirements set by the Registrar may apply to the Pharmacy Council for a review of a decision.