

APPENDIX 5: SUMMARY OF CPD AND CE SYSTEMS BY COUNTRY

Country	Continuing Professional Development / Continuing Education				CPD Regulators	CPD Programmes		
	Mandatory	Incentives	Penalties	Description		Providers	Accredited	Standards
Portugal National Board of the Portuguese Pharmaceutical Society	Yes	Maintain practice licence.	To undertake an extensive examination to maintain licence to practice or undergo a disciplinary action with suspension from practice.	Professional practice is evaluated every five years. After this period the Pharmaceutical Society will decide upon the revalidation of the pharmacist based on the acquisition of a minimum of 15 CPD ¹ Credits.	Pharmacy board and government	Professional associations, pharmacy schools and other universities, industry and others.	Providers are not accredited however CPD credits per type of activity have been evaluated by PPS and approved according to quality standards.	Evaluation of each activity will be subject to previous analysis by the PPS in order to evaluate its quality standards. Standards established by the Portuguese Pharmaceutical Society include definition of learning objectives, programme content and educators, applicability and relevance to practice amongst others.
Canada Canadian Pharmacists Association	Yes in most provinces.	Maintain practice licence (variable).	Refusal to renew licence (variable).	Most provinces have some form mandatory CE credits. Ontario has a mandatory learning portfolio with no mandatory CE credit level. Other provinces have a mix of mandatory CE credits and self-directed activities.	Provincial pharmacy boards	Pharmacy associations, universities, pharmaceutical industry, employers	CE programmes are accredited by provincial regulatory authority if presented in only one province, or by CCCEP ² if in more provinces. CCCEP in the process of piloting a programme to accredit some providers. Providers and programmes of CE must be accredited.	No standards set.
Germany Federal Union of German Associations of Pharmacists	No Obliged by law but this is only an ethical obligation.	Certificate	N/A	1 CE point = 45 min unit. The aim is to earn 150 points in 3 years. By passing a test after CE is completed successfully, an extra 1 point is gained.	N/A	Chambers of pharmacists, pharmaceutical societies and associations, pharmaceutical industry, commercial providers, pharmaceutical journals, databases.	Accreditation of providers and programmes are based on the principles for CE: Leitsätze zur apothekerlichen Fortbildung.	These principles for the CE of pharmacists define requirements for CE. These include matters of CE, qualification of references, independence of CE. The compliance of these principles is precondition for accreditation.
Singapore Pharmaceutical Society of Singapore	No	Certificate and maintenance of practice licence.	N/A	N/A		Pharmaceutical Society of Singapore, National University of Singapore.	Providers of CPD must be accredited.	No standards set.
Malta Pharmacy Council Malta	No	N/A	N/A	Malta does not have CPD programmes. Pharmacists are not obliged to do CPD. This may change in the future but at present there is no official structure.	N/A	N/A	N/A	N/A

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USA Accreditation Council for Pharmacy Education	Yes	Maintain practice licence.	The state board could refuse to re-issue the license to practice if a pharmacist did not complete the required number of hours and then refused the state board mandated remediation.	The system, now in all 50 states, is that pharmacists must renew their license every 'x' number of years. The most common period is every two years. One of the requirements for re-licensure is the completion of a specified number of hours of approved/accredited CE. The most common requirement is 30 hours over the two-year re-licensure period, or 15 hours per year. Some states have more specific requirements in terms of the format (e.g., a certain minimum number of hours must be 'live' format) and/or content (e.g., in HIV/AIDS, law, etc.). Some states rely on the honesty of pharmacists in terms of a declaration to the effect that the CE has been completed; others require pharmacists to submit their statements of CE credit. Many states do random audits of pharmacists declared CE participation.	State Boards of Pharmacy.	There are over 400 ACPE-accredited providers of continuing pharmacy education, as well as other non-ACPE-accredited providers. Some providers that offer CE programs to pharmacists may be accredited by other agencies, such as the accreditation agency for continuing medical education.	All states accept CE provided by an ACPE-accredited CE provider, but in some states the board can approve CE provided by non-ACPE-accredited providers. ACPE only accredits CE providers, not individual CE offerings/events. It is not mandatory for all providers to be accredited.	ACPE is the most commonly adopted standards for accreditation. As mentioned above, some states also recognise other forms of accreditation, e.g., for continuing medical education.
Brazil Conselho Federal de Farmácia	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cyprus Medical Representatives Course, Tertiary Education Institute, KES COLLEGE	No	N/A	N/A	The National Pharmacy board is currently developing a CPD system	National pharmacy board and 1 sub-national regulatory board	N/A	N/A	N/A
France Ordre national des Pharmaciens	Yes	Certificate	N/A	To be decided by the Conseil National de la Formation Pharmaceutique Continue (CNFPC) when it will be implemented.	Many organisations are involved in the pharmaceutical regulation. The main one is the Ordre national des Pharmaciens, but for some aspects, the regional and local offices of Social Affairs Ministry,	Schools of pharmacy, Associations of pharmacists for example, UTIP (http://www.utip.fr), private continuing education companies, the pharmaceutical companies.	Yes	No
United Kingdom Royal Pharmaceutical Society of Great Britain	Yes	Maintain practice licence	May be removed from the pharmacy register	Pharmacists are required to record their CPD and its application to practice. CPD can be learning through experiences at work as well as formal programmes. The Society publishes a framework and pharmacists must use this or an approved alternative. CPD is not measured; guidance is that one CPD entry per month is average. CPD records will be reviewed by the Society against published good practice criteria.	Pharmacy profession (National/Sub-national pharmaceutical association)	The Society provides the CPD framework and support. Continuing education is provided by several providers	No	N/A

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Iraq Syndicate of Iraqi Pharmacists	No	Certificate	N/A	It is necessary to obtain a minimum of one credit per year.	Pharmacy profession (National/Sub-national pharmaceutical association)	Ministry of health and Syndicate of Iraqi pharmacists	Yes	N/A
Israel Pharmaceutical Association of Israel	No	Certificates are issued. Negotiations are underway for the MCOs to pay more for pharmacists who have completed courses	N/A	These are voluntary only. They are put on usually by the industry in collaboration with the Association, or as special learning programmes by the universities	Government	Pharmaceutical association, Universities, Drug companies, collaboration between the Managed Care Organisations and the association.	No	No
Japan Japan Pharmaceutical Association	No	Certificate	N/A	Certification based on credits gained by CPD. Participation of individual pharmacists is voluntary.	The Ministry of Health, Labour and Welfare (MHLW) and the Ministry of Education, Culture, Sports, Science and Technology (MEXT). MHLW regulates licensed pharmacists; while MEXT regulates education before given licence.	Regional pharmacists associations, universities (pharmacy schools), pharmaceutical manufacturers and other providers.	Yes	Standards established by Council on Pharmacists Credentials
Kenya Pharmacy and Poisons Board	Yes	Renewal of Annual Practice Licence (APL)	Remedial learning and re-examination may be required	Based on a Principle of Points Allocation. ³	Government	Pharmaceutical Society of Kenya	Yes	Standards established by the Pharmacy and Poison Board
Nepal Kathmandu University	No	N/A	N/A	Currently CPD is being introduced and yet to be fully implemented	Nepal Pharmacy Council	N/A	N/A	N/A
Taiwan Taiwan Society of Health-System Pharmacists	No	Maintain practice licence and also being part of the Bureau of National Health Insurance scheme	Refusal to renew licence	The Bureau of National Health Insurance requires a minimum of 48 hours (credits) every two years in order to dispense prescriptions from the BNHI. Each credit equals 50 minutes. CPD is planned to be mandatory by the year 2006.	Pharmacy profession	Teaching hospital, pharmacy schools, and drug companies	No	No
Zambia Pharmaceutical Society of Zambia	Yes	Renewal of practice licence	Refusal to renew licence	Evidence of having attended (10pts) or organised (15 pts) a professional or other health related training programme during the year. A total of 100 pts is required	Pharmacy profession	The Pharmaceutical Society	Yes	No

Additional Notes:

1. CPD credit: standard unit of measure used to quantify continuing education, training and further professional development activities; 1 CPD credit = ten contact hours of participation in organized continuing education/training experience under responsible, qualified direction and instruction.
2. CCCEP: Canadian Council for Continuing Education in Pharmacy (CCCEP).
3. The allocation of points is based on the following principles and is applicable to all categories:
 - i. Fifty points must be accumulated per CPD year
 - ii. No more than 80% of the points may be accumulated in any one category over CPD year
 - iii. A maximum of 5 points will be accrued as a PSK and other professional association member
 - iv. All activities are accredited for a period of one year.
 - v. Maximum number of hours that will be accredited for a specific day is 8 hours e.g. (8 points)
 - vi. A workshop will be accredited on the basis of one hour equals one point
 - vii. Points can only be allocated for either the presentation or attendance of an activity
 - viii. No extra points will be allocated for the assessment of the participant of any CPD activity
 - ix. The maximum number of points that can be accrued for professional involvements is 8 points per year