



australian
pharmacy
council

O-78 Assessment Standards

for overseas trained pharmacists and
international graduates of Australian
pharmacy programs

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Glossary of Terms

Term	Meaning
Skills Assessment	An assessment process undertaken by APC for an individual who submits an application. The assessment determines if the applicant meets the requirements ('criteria') of the specific pathway (pharmacist registration and/or visa/migration purposes).
Applicant	An individual who submits a Skills Assessment application to APC.
Competency Stream	<p>The pathway for applying for a Skills Assessment Outcome (SAO) or registration as a pharmacist in Australia for an individual who has completed their pharmacy qualification, or been through an approved adjudication process, in a 'Competency Stream country'.</p> <p>The pathway has two parts:</p> <ol style="list-style-type: none"> 1. Passing the initial eligibility check (meeting the eligibility criteria described in these standards) 2. Passing the CAOP (Competency Assessment of Overseas Pharmacists) exam <p>Individuals who meet the two parts of this pathway can use:</p> <ul style="list-style-type: none"> • their SAO to support a visa application with the Department of Home Affairs • their results certificate showing they have passed the CAOP exam to apply for limited registration with the Pharmacy Board of Australia
Competency Stream countries	<p>The following are 'Competency Stream' countries:</p> <ol style="list-style-type: none"> 1. Canada 2. Ireland 3. United Kingdom 4. United States of America 5. Any other country approved by the APC Board and Pharmacy Board
Knowledge Stream	The pathway for applying for a Skills Assessment Outcome (SAO) or registration as a pharmacist in Australia for an

Term	Meaning
	<p>individual who has completed their pharmacy qualification in any country other than Australia, New Zealand or the Competency Stream countries (Canada, Ireland, United Kingdom or the United States of America).</p> <p>The pathway has two parts:</p> <ol style="list-style-type: none"> 1. Passing the initial eligibility check (meeting the eligibility criteria described in these standards) 2. Passing the KAPS (Knowledge Assessment of Pharmaceutical Sciences) exams <p>Individuals who meet the two parts of this pathway can use:</p> <ul style="list-style-type: none"> • their SAO to support a visa application with the Department of Home Affairs • their results certificate showing they have passed the KAPS exam to apply for provisional registration with the Pharmacy Board of Australia
<p>Skills Assessment Outcome (SAO)</p>	<p>A document issued by APC that can be used by an individual to support a visa application with the Department of Home Affairs (DHA). The validity of a SAO is determined by DHA policy.</p>

List of Abbreviations

Abbreviation	Term
APC	Australian Pharmacy Council
CAOP	Competency Assessment of Overseas Pharmacists
DHA	Department of Home Affairs
KAPS	Knowledge Assessment of Pharmaceutical Sciences
PharmBA	Pharmacy Board of Australia
PCNZ	Pharmacy Council of New Zealand
SAO	Skills Assessment Outcome

APC Assessment Standards

1. Purpose

The APC Assessment Standards for overseas trained pharmacists and international graduates of Australian pharmacy programs ('the standards') describe the Assessment Criteria that must be met for an individual candidate to be assessed as eligible for the APC overseas-trained pharmacist pathways to registration in Australia OR for the issuing of an APC Skills Assessment Outcome for the Department of Home Affairs to support a visa application.

The requirements for each pathway are described in these standards. It is the responsibility of the individual applying for a Skills Assessment ('the Applicant') to ensure that the evidence they provide meets each relevant criterion. The standards are structured to include:

Standards structure	
Criterion	The requirement that must be met by the Applicant.
Notes	Which provide further explanation of the Criterion.
Documentary Evidence	The information that must be provided by an Applicant to allow APC to assess the listed Criteria. In addition to those listed, APC may (in specific circumstances) require further documents or information to be submitted by an individual. Depending on the circumstances of the individual Applicant, APC will communicate this directly to the Applicant (or their nominated third party).

2. Preamble

In Australia, the pharmacy profession is regulated by the Pharmacy Board of Australia (PharmBA) under the National Registration and Accreditation Scheme (NRAS) which came into effect on 1 July 2010.

The Australian Pharmacy Council (APC) is the national accreditation authority for pharmacy education and training. Our work protects public health by setting and maintaining high standards of pharmacy education, and helping pharmacists deliver effective health care to meet the changing needs of the community.

APC undertakes Skills Assessments of Australian intern and overseas trained pharmacists as part of their pathway to registration as a pharmacist with (PharmBA).

Skills Assessments are also undertaken for individuals who have completed an Australian pharmacy qualification as an international student, or who are overseas trained and PharmBA-registered, and who require documentary evidence to support a visa application with the Department of Home Affairs.

3. The Standards

The following tables describe the minimum requirements for each of the APC Skills Assessment pathways. The responsibility is on the applicant seeking the assessment to provide the APC with the appropriate documents to prove compliance as part of their application.

The minimum requirements for each of the documents provided as evidence against these standards are described in the [Skills Assessment Document Policy](#).

Competency Stream

This **registration** pathway is for individuals who completed their pharmacy qualification in a Competency Stream country and hold current registration to practice as a pharmacist in a [Competency Stream country](#).

Criterion	Explanation	Documentary evidence
<p>1a. The Applicant must have completed a pharmacy qualification, in a Competency Stream country, that APC has determined is substantially equivalent to an Australian APC-accredited pharmacy qualification.</p> <p>OR</p> <p>1b. The Applicant must have completed a pharmacy qualification in a non-Competency Stream country and then gained registration in a Competency Stream country.</p>	<ul style="list-style-type: none"> the curriculum content of the completed qualification must be assessed by APC as comparable to an APC-accredited Australian pharmacy program the completed qualification must be at least the equivalent of four years full time academic study (if awarded after 2006) OR three years full time academic study (if awarded prior to 2006) 	<ul style="list-style-type: none"> degree certificate/testamur academic transcript
<p>2. The Applicant must hold current registration as a pharmacist in a Competency Stream country.</p>	<ul style="list-style-type: none"> the registration must be from a pharmacist registering authority in a Competency Stream country that is recognised by APC 	<ul style="list-style-type: none"> evidence of current registration as a pharmacist in the relevant Competency Stream country showing the commencement and/or expiry date of the registration period

Knowledge Stream

This **registration** pathway is for individuals who completed their pharmacy qualification and are either registered or eligible to commence the registration process to practice as a pharmacist in a [non-Competency Stream country](#).

Criterion	Explanation	Documentary evidence
<p>3. The Applicant must have completed a pharmacy qualification, in a non-Competency Stream country, that APC has determined incorporates the knowledge of pharmacy and the pharmaceutical sciences that form the foundation of the pathway for general registration in Australia.</p>	<ul style="list-style-type: none"> the curriculum content of the completed qualification must be assessed by APC as incorporating the knowledge of pharmacy and the pharmaceutical sciences that form the foundation of the pathway for general registration in Australia the completed qualification must be at least the equivalent of four years full time academic study (if awarded after 2006) OR three years full time academic study (if awarded prior to 2006) 	<ul style="list-style-type: none"> degree certificate/testamur academic transcript
<p>4a. The Applicant must have been registered (either currently or previously) as a pharmacist in the country of training OR another country where the registering authority is recognised by APC.</p> <p>OR</p> <p>4b. The Applicant must provide evidence that their completed qualification is accepted by the pharmacist registering authority in</p>	<ul style="list-style-type: none"> the registration must be from a pharmacist registering authority in the country where the pharmacy qualification was completed, and must be recognised by APC 	<ul style="list-style-type: none"> evidence of registration as a pharmacist (either current or lapsed) <p>OR</p> <ul style="list-style-type: none"> evidence from the pharmacist registering authority in the country of completing the pharmacy qualification confirming the applicant's eligibility to commence the registration process in that country <p>OR</p> <ul style="list-style-type: none"> evidence from a relevant authority in the country of completing the pharmacy

Knowledge Stream

This **registration** pathway is for individuals who completed their pharmacy qualification and are either registered or eligible to commence the registration process to practice as a pharmacist in a [non-Competency Stream country](#).

<p>the country of completing the pharmacy qualification as suitable for the commencement of the pharmacist registration process in that country.</p>		<p>qualification that there is no registration system for pharmacists in that country and that the qualification meets the requirements to practice as a pharmacist in that country</p>
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International Student Stream Skills Assessment Outcome

This pathway is for individuals who require a Skills Assessment Outcome for the Department of Home Affairs to support a visa application and have either:

- completed an APC-accredited and PharmBA-approved pharmacy qualification in Australia as an international student
- completed a PCNZ accredited pharmacy qualification in New Zealand

Criterion	Explanation	Documentary evidence
<p>5a. The Applicant must have completed a pharmacy qualification that is accredited by the Australian Pharmacy Council and approved by the Pharmacy Board of Australia.</p> <p>OR</p> <p>5b. The Applicant must have completed a pharmacy qualification that the Pharmacy Board of Australia considers to be 'substantially equivalent, or based on similar competencies to an approved qualification'.</p>	<ul style="list-style-type: none"> • the qualification must have been accredited by APC and approved by PharmBA at the time of completion (<i>only for applicants applying under Criterion 5a</i>) • the qualification must have been considered by PharmBA at the time of completion to be 'substantially equivalent, or based on similar competencies to an approved qualification' (<i>only for applicants applying under Criterion 5b</i>) 	<ul style="list-style-type: none"> • degree certificate/testamur • academic transcript

New Zealand Registered Pharmacist Stream (Trans-Tasman) Skills Assessment Outcome

This pathway is for individuals who require a Skills Assessment Outcome for the Department of Home Affairs to support a visa application and have either:

- completed a PCNZ-accredited pharmacy qualification in New Zealand and are currently registered to practise as a pharmacist in either Australia or New Zealand OR
- completed a pharmacy qualification assessed by PCNZ via an adjudication process as comparable to a PCNZ-accredited pharmacy qualification and are currently registered to practise as a pharmacist in either Australia or New Zealand

Criterion	Explanation	Documentary evidence
<p>6a. The Applicant must have completed a pharmacy qualification that leads to registration with the Pharmacy Board of Australia (PharmBA).</p> <p>OR</p> <p>6b. The Applicant must have completed a pharmacy qualification that is accredited or accepted by the Pharmacy Council of New Zealand (PCNZ).</p>	<ul style="list-style-type: none"> • the qualification must have been approved by PharmBA for registration purposes at the time of completion (<i>only for applicants applying under Criterion 6a</i>) • the qualification must have been accredited or accepted by PCNZ at the time of completion (<i>only for applicants applying under Criterion 6b</i>) 	<ul style="list-style-type: none"> • degree certificate/testamur • academic transcript
<p>7a. The Applicant must hold current registration with the Pharmacy Board of Australia.</p> <p>OR</p> <p>7b. The Applicant must hold current registration with the Pharmacy Council of New Zealand.</p>	<ul style="list-style-type: none"> • the registration must be current and able to be verified via the PharmBA or PCNZ online register 	<ul style="list-style-type: none"> • evidence of current registration as a pharmacist with PharmBA (<i>only for applicants applying under Criterion 7a</i>) • evidence of current registration as a pharmacist with PCNZ (<i>only for applicants applying under Criterion 7b</i>)

Updated Skills Assessment Outcome

This pathway is for individuals who require an updated Skills Assessment Outcome for the Department of Home Affairs to support a visa application and:

- have previously been issued with an APC Skills Assessment Outcome via one of the APC Assessment Streams listed above that is still valid* and
- have changed circumstances relating to the information in their initial Skills Assessment Outcome for one or more areas listed under Criterion 11

*This pathway does not apply to applicants who have been previously issued with an APC SAO whose validity has lapsed, unless they are applying under Criterion 11a. For candidates who have changed their registration status from 'provisional' or 'limited' to 'general', the previously issued SAO may have expired and they can still be issued with an updated SAO.

Criterion	Explanation	Documentary evidence
<p>8. The Applicant must have been previously assessed by APC as meeting the requirements of one of the registration or Skills Assessment Outcome pathways.</p> <p>The previous assessment must still be valid (i.e. meet the DHA validity period requirements).</p>	<ul style="list-style-type: none"> • this pathway is only applicable for an Applicant that has been previously issued with an APC Skills Assessment Outcome that is still valid (i.e. not expired) 	<ul style="list-style-type: none"> • not required (APC records will be used by APC to determine if an Applicant meets this requirement)
<p>9. The Applicant must have changed circumstances since the last Skills Assessment Outcome was issued in relation to one (or more) of the Criterion 10a, 10b and 10c.</p>	<ul style="list-style-type: none"> • an updated Skills Assessment Outcome can only be issued to include a change in specific situations as described in 10a, 10b and 10c 	
<p>10a. Changed registration status with the Pharmacy Board of Australia from 'provisional' or 'limited' to 'general'.</p>		<ul style="list-style-type: none"> • evidence of current general registration as a pharmacist with PharmBA
<p>10b. Gained additional work experience as a pharmacist with general registration.</p>	<ul style="list-style-type: none"> • additional work experience must be: <ul style="list-style-type: none"> ○ as a hospital or retail pharmacist (with registration in 	<ul style="list-style-type: none"> • an up-to-date curriculum vitae (CV) showing start and finish dates for every

Updated Skills Assessment Outcome

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- have changed circumstances relating to the information in their initial Skills Assessment Outcome for one or more areas listed under Criterion 11

*This pathway does not apply to applicants who have been previously issued with an APC SAO whose validity has lapsed, unless they are applying under Criterion 11a. For candidates who have changed their registration status from 'provisional' or 'limited' to 'general', the previously issued SAO may have expired and they can still be issued with an updated SAO.

	<p>the country of work experience)</p> <ul style="list-style-type: none"> ○ for more than 20 hours per week ○ for at least 12 months in the last 10 years <ul style="list-style-type: none"> • for the period of the claimed work experience, the Applicant must have been registered as a pharmacist in the country where the work was undertaken • APC must be able to verify the work experience claims 	<p>job undertaken as a registered pharmacist</p> <ul style="list-style-type: none"> • a completed Work Experience Reference template for each job undertaken as a registered pharmacist • relevant secondary evidence, issued by the employer, verifying the information for each submitted Work Experience Reference template • evidence of registration as a pharmacist for the period of the work experience
<p>10c. Completed a PhD qualification assessed by APC to be relevant to the practice of pharmacy.</p>	<ul style="list-style-type: none"> • the only 'additional qualification' accepted by APC for an updated SAO is a PhD • the PhD research area must be assessed by APC as relevant to the practice of pharmacy and issued by an institution assessed by APC as appropriate 	<ul style="list-style-type: none"> • PhD degree certificate • PhD academic transcript including thesis title and abstract



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