

the tablet

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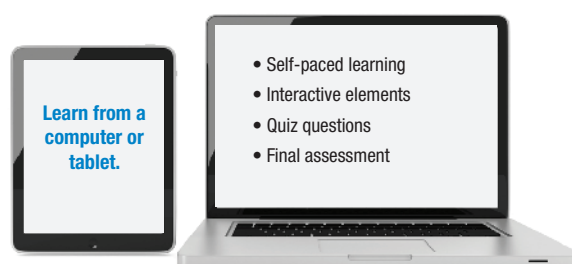
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This program is CCCEP accredited for 32.5 CEUs. Visit our website to learn more.

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On the cover: Pharmacist Glen Schoepp (right) completes a medication review with patient Pat Baker (left) at St. Anthony's Clinic Pharmacy in Victoria, B.C.



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Got a suggestion for an article in *The Tablet*?
Email info@bcpharmacy.ca with your story ideas.

In the news

Pharmacists report pessimism in practice

While pharmacists are gaining the professional ability to practice in a more rewarding and impactful way, more pharmacists seem unhappy with their situation, according to Vicki Wood's editorial in the November 2016 edition of *Pharmacy Practice+*.

The magazine had just reviewed the results of its 2016 Trends & Insights survey of community pharmacists. It found that only 37 per cent of respondents were optimistic about their personal future. This was a significant drop from 54 per cent in 2014.

Among the many reasons for this pessimism suggested by the editorial and online comments were: job insecurity, family-unfriendly working hours, a corporate focus on dispensing volumes and professional service quotas, and a general feeling of loss of control over professional practice.

Further results from the survey were included in the December 2016 issue of *Pharmacy Practice+* and online at canadianhealthcarenetwork.ca.

Sign up to receive *The Tablet* online

Did you know you can now opt-in to receive an electronic version of *The Tablet* instead of a mailed copy?

Online subscribers will be the first to receive *The Tablet* by email only and will no longer receive the printed version of the magazine. To opt in, please email communications@bcpharmacy.ca.



Keynote speaker Roni Zeiger

Join us in Whistler this May

Save the date for the 2017 BC Pharmacy Association (BCPhA) Annual Conference, coming up May 25 to 27 at the Fairmont Chateau Whistler.

Dr. Roni Zeiger, former chief health strategist at Google, will headline this year's event. At Google, Zeiger developed innovative digital medical services like online medical records, Google Flu Trends and Symptom Search. Now he's leading a company called Smart Patients, a peer support network for patients and families.

With a theme of *Connect 2017*, conference sessions will focus on the many ways community pharmacists and pharmacy businesses can build connections, including with patients, inter-professionally and online. Stay tuned for more information.



Elaine Chang



Jason Kim

UBC students awarded BCPhA scholarships

Elaine Chang and Jason Kim, both fourth year students at the University of British Columbia (UBC) Faculty of Pharmaceutical Sciences, were recently awarded the BCPhA Scholarship for the 2016 winter academic session.

Chang is currently the vice-president of public relations for the UBC Pharmacy Undergraduate Society (PhUS). Her primary area of interest is in mental health, which she developed through volunteer work at UBC Hospital's geriatric psychiatry unit and at a local needle exchange program.

Kim is an active member of the Korean Canadian UBC Pharmacy Student Society (KOCUPSS) and is planning to become a community pharmacist after graduating this year.

Behind the scenes to help your practice



The BC Pharmacy Association (BCPhA) works hard to balance the needs of our two very different types of members: pharmacists and pharmacies. While we continue to advocate for pharmacy on the bigger issues, such as new pharmacy compounding guidelines or pharmacist prescribing, we also want to help you implement changes in your practice. Here are a few things we've been doing behind the scenes to support members.

Compounding guidelines

When the National Association of Pharmacy Regulatory Authorities (NAPRA) began work on creating new standards for pharmacy compounding in non-sterile environments, we knew this was an important issue that could impact many members. A committee including Board members John Forster-Coull, Linda Gutenberg and Chris Waller reviewed the draft guidelines in detail. Overall, our concern was that excessively stringent requirements could potentially force many pharmacies out of the compounding business and result in patient access issues. We've already submitted our feedback to NAPRA as part of their stakeholder consultations and will continue to advocate for reasonable and fair standards for pharmacy compounding.

Pharmacist prescribing

The College of Pharmacists of BC made a decision at its November 2016 board meeting that was unexpected, and frankly, a bit disappointing. After completing stakeholder engagement around the Certified Pharmacist Prescriber Draft Framework, the College found not all groups were confident or supportive of pharmacist prescribing. Feedback suggested pharmacist prescribing might work best in interdisciplinary team-based settings with access to more patient information and lab test results, and a physician or nurse practitioner available to provide a diagnosis.

The College board decided the scope of the draft framework should be narrowed to pharmacist prescribing within a collaborative practice setting. The Association will engage with the College on its definition of "collaborative" and how we move forward. The BCPhA strongly believes that pharmacist prescribing would provide patients with greater access to care, especially for minor ailments in rural areas, emergency situations and for patients without a primary care provider.

Medical assistance in dying

Legislation governing Medical Assistance in Dying (MAID) was passed by the federal parliament in June 2016. We were at the forefront of these changes, advocating for 20 key recommendations for community pharmacies, and now our work has shifted to implementation. We've heard from front-line pharmacists who have questions about what to do once they receive a MAID prescription, so we're developing a checklist for members. I think this really demonstrates the BCPhA's readiness to respond to current member needs: it's all about providing a service to help you in your practice.

Similarly, when the Modernized Reference Drug Program (RDP) went into effect Dec. 1, 2016, we hired six pharmacists to contact pharmacies in regions identified as having a greater concentration of patients on RDP drugs with changed coverage. These trainers are available to help review program details and answer staff questions. We heard a lot of positive feedback from members on these free, in-person sessions.

I hope you'll continue to let us know about the issues you're facing, and how we're doing in response.



Looking through the rearview mirror

I am a prairie person. I grew up in Saskatchewan and lived in Alberta and Manitoba before finally settling in B.C. People not from the prairies can think of few things more boring than driving long distances through countryside that to them looks all the same. But those of us with roots there know that nothing is finer than driving along looking back through the rearview mirror - it gives you a chance to see things you might have missed. You see the landscape in details that give you pause and time for reflection.

January 2017 marks five years since I joined the BC Pharmacy Association (BCPhA) and so it seems apt to look back through the rearview mirror and assess what I have observed on this journey so far.

I arrived at a time of great turmoil: in February 2012, the *Pharmacy Services Agreement* was cancelled, legislation was pending and the threat of banning professional allowances was very real. We

certainly had our hands full. We needed to build a network of contacts with MLAs and others in government that would allow us to protect the interests of pharmacies at a time in which we were not very well regarded. And since that harsh start to my entry into the world of community pharmacy, we have had a number of other big bumps in the road: national drug pricing agreements, the growth in the College of Pharmacists of BC's interest and involvement in the business of pharmacy, and a few attacks on the reputation of the profession as a result of methadone and other payment programs. As everyone in all aspects of the profession and business of pharmacy knows, the last few years have brought unprecedented change. It is

sometimes tough to see many rays of sunlight in this sea of change.

I would be lying to say that the first few months or even the first year was an easy transition for me. I had come from working with the most respected and politically powerful health-care professionals - medical doctors - to being amongst the least vocal and organized group of health-care professionals - pharmacists. Also, there was a whole language to learn: MALPs, LCAs, U&C (remains my personal favourite) and a business structure that is complex and has taken a long time to understand.

“Thankfully pharmacists are a generous bunch. I have learned a great deal about the expertise and passion pharmacists have and the commitment they have to their patients.”

Thankfully pharmacists are a generous bunch. I have learned a great deal about the expertise and passion pharmacists have and the commitment they have to their patients. And thanks to many, I can make my way through a discussion filled with unique acronyms and speak with some conviction about the business and practice of community pharmacy.

So as I look through my rearview mirror, here's what I observe:

- Respect is never given - it is earned. And that takes equal parts smarts, guts and a willingness not to be pushed around. I think B.C.'s pharmacists have earned a measure of respect from decision-makers in government and from private payers that didn't always exist.

- Nothing good comes from apologizing for bad behaviour. You have to look hard at where there are problems, find ways to fix them and accept nothing less than adherence to new standards if you want to restore and rebuild your reputation.
- No one gets very far asking for permission. If you wait for others to give way you will forever sit on the sidelines.
- Pharmacists are amazing professionals. They have far more expertise than most people give them credit for. But it is the job of each and every pharmacist to tell that story and claim their legitimate place in the health-care team. Don't wait for someone else to make it happen.

Looking back, I had no real idea of what I was getting into. I knew a bit about the aspirations of community pharmacists and the support they needed from their association. Now I understand that the needs of our members are never static and our primary job is to understand those changing needs and find tangible ways in which to support the inevitable changes that will continue to come.

It is a pleasure and a privilege to head the team at the BCPhA. I thank the Board for their continued trust and for the curiosity and commitment that the staff of the Association bring with them to the office every day.

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Top four ways to get pharmacy practice support



It can be challenging enough managing your day-to-day practice, so it's easy to miss things happening in the broader world of pharmacy. The BC Pharmacy Association (BCPhA) pharmacy practice support department is often involved in high-level issues in pharmacy. It's our job to keep up-to-date on regulatory, compliance and payer issues so we can answer your questions.

Here are four ways you can get the most out of your BCPhA membership:

1. Call our pharmacy help line

Did you know that you can call or email us with your pharmacy-related questions? A licensed pharmacist or pharmacy technician will respond to your inquiries, such as:

- Are electronic prescriptions acceptable? What about scanned prescriptions?
- Many of my patients already have special authorities for proton pump inhibitors (PPI) coverage, will their coverage change because of the Modernized Reference Drug Program?
- Where do I go to find out which patients are eligible for publicly-funded vaccines?
- We've just been audited: Can you help us understand why certain claims are being rejected?
- What are the rules around waiving co-pays?

Whether you need support interpreting a new PharmaCare policy or a College of Pharmacists of BC regulation, you have questions about clinical services or need to bounce an idea off another pharmacist or technician, contact us. We're here to help.

2. Access our training programs

We've been expanding our training programs – both in-person and online. We bring you content that is focused and relevant to pharmacists in B.C.

We currently have close to 30 programs available online. These range from women's health to travel medicine, and we're adding more programs regularly. Many are free or heavily discounted for BCPhA members. Have a topic you think we need to address? Let us know.

3. Use our policy and procedure manual templates

Every pharmacy is required to have documented policy and procedures. We've made this easier by creating templates that touch on key elements of operating a pharmacy based on the College's requirements. Templates are only available to BCPhA pharmacy (corporate) members. A selection of our current templates includes: Dispensary Activities, Operation of a Community Pharmacy, Administration of Injections and Methadone Maintenance.

4. Let us escalate your pharmacy concerns

The Association's strength comes from members. We need to hear from you so we're in touch with issues that may be brewing on the front lines. It's often through your emails and calls that we're alerted to an issue that may affect all members. Once we hear about it, we can take action. We've done this on pharmacy audits, PharmaNet issues and regulatory concerns.

So get in touch with us by calling 604.269.2862 or email me at derek.desrosiers@bcpharmacy.ca. We want to hear from you. Your profession depends on it.

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Advice from Anoop

What you should know about the MLA Outreach Program



Anoop Khurana is an associate-owner with Shoppers Drug Mart in Vancouver, and one of BCPhA's MLA Outreach Program members.

Are you looking for a way to give back to your profession? To get involved and make a difference? To build connections in your community?

The BC Pharmacy Association's MLA Outreach Program helps pharmacists advocate for their profession. Our members meet with provincial and local politicians to discuss the range of expertise community pharmacists provide to B.C.'s health-care system. The Association helps support members as they reach out to government officials by providing background on key issues, advising the best ways to connect with their local MLAs, how and when to visit constituency offices and how to conduct meetings that are beneficial to both members and government officials.

The MLA Outreach Program currently has 125 pharmacists enrolled. *The Tablet* spoke to member Anoop Khurana to learn what the program means to him and his advice on getting involved.

Q. When did you join the BC Pharmacy Association's MLA Outreach Program?

A. I joined the MLA Outreach program in 2013. Pharmacists' scope of practice is expanding and we really need government support to provide a proper funding model and ensure it's a viable service. I wanted to meet with my MLA to help facilitate that process.

Q. What activities have you been involved with so far?

A. I've met with my MLA Shane Simpson (Vancouver-Hastings) many times. I first met with him in his office just to talk about the services that pharmacists provide and want to do in the future – whether it be minor ailments, INR testing or better access to publicly funded vaccinations. Subsequently he came to my pharmacy for a tour. He got to see what we do behind the scenes: how we fill a prescription, how we access PharmaNet and how we document services. It gave him great perspective of what it looks like behind the pharmacy counter.

Since then I've had a couple of follow-up meetings with him and gave him his flu shot two years in a row.

Q. How does being part of this program help you as a professional in your career?

A. It's just about getting the word out – you want the highest levels of government to really see the value of what we do as pharmacists – that we're providing optimal patient care and improving health outcomes. Starting with an MLA is the best way to do that. We want them to be our advocates so they can pass along the message in their meetings, whether in Victoria or Ottawa. At the end of the day we just want more support for our profession to allow us to do what we went to school for and continue to expand our scope.

Q. What advice would you give to other members interested in joining this program?

A. Get to know your MLA. Start with a simple email or letter that you're interested in meeting to discuss what you do in your pharmacy and why you're benefiting the community. They want to know you. Keep in mind they're very busy people, so be patient. And, contact the BCPhA as they provide a great support structure for reaching out to your MLA.

No need to sugarcoat it

Pharmacists need to demonstrate value to private payers or risk losing future opportunities

For several years, the BC Pharmacy Association (BCPhA) has been advocating for the payment of pharmacists' clinical services, whether by government or private payers. Now, it's taking action to demonstrate to other employers - or plan sponsors - the importance of extended pharmacy services.

Together with Green Shield Canada (GSC), the Association is launching a new diabetes management program for beneficiaries of BCPhA's health insurance plan.

Pharmacists must successfully complete training through the Diabetes Health Coaching Program to offer this service to patients. Online training is free for BCPhA members and CCCEP-accredited for 3.0 CEUs.

Here's what Elaine Cooke, Certified Diabetes Educator and author of the training program, says:

Q. Why is this such an important step in demonstrating the value of pharmacy services?

A. Type 2 diabetes is an epidemic in Canada; soon one in three Canadians will have either type 2 diabetes or pre-diabetes. Sadly, this means we have a large proportion of the public we could potentially help. This program offers you skills to make a difference, while at the same time demonstrating that pharmacists are effective clinicians. It's time provincial and private payers start paying for these services; otherwise our time, out of necessity, gets allocated instead to the functions we are getting paid for.

Q. Is there any point in taking the training if I don't have many GSC patients who will qualify for the service?

A. Yes! This is a step forward to getting paid for clinical services. We need to demonstrate to ourselves and to private payers that we can and want to make a difference in our patients' health. I think it makes a statement to private payers if a majority of pharmacists take programs like this, showing that we want to expand our clinical service offerings.

I would encourage all pharmacists to take the training and utilize it with many of your type 2 patients in some way. Hopefully as we demonstrate our effectiveness with the eligible patients, more private payers sign on to the program.



Elaine Cooke is a Certified Diabetes Educator and author of the training program.

Training launching early 2017

Successful completion of the Diabetes Health Coaching Program is a prerequisite to delivering this program to eligible patients. Opening soon for registration, this online training course is free for BCPhA members and CCCEP-accredited for 3.0 CEUs.

This comprehensive program is broken into four modules:

1. Overview of diabetes
2. Overview of current recommendations for pharmacological treatment of type 2 diabetes
3. Overview of non-pharmacological measures to manage type 2 diabetes
4. Communication skills to promote patient self-management.

Worried about the time commitment? You'll be able to proceed through the program at your own pace and sign back on to continue as needed.

Visit www.bcpharmacy.ca/etraining to learn more.

Q. So all pharmacists – not just those who are Certified Diabetes Educators – should get involved in this program?

A. This expands our clinical services. This program does not provide all the information needed to become a Certified Diabetes Educator by any means, but it gives a good foundation for you to help your patients understand type 2 diabetes and to improve their glycemic control with better pharmaceutical and lifestyle management.

Q. How can this training program help pharmacists in more than just diabetes management?

A. The lifestyle recommendations you use for diabetes patients can be used to promote health for everyone. You can apply what you'll learn in the coaching module to any health-coaching situation and perhaps in your personal lives as well.

Pharmacists will also be compensated for their services by GSC:

\$80

for the initial consultation

\$30

for each follow-up

to a maximum of three follow-up consultations per year.

Who qualifies for this service?

This new service will be available for patients who meet the following criteria:

- have type 2 diabetes,
- are taking one or more drugs to treat the condition, and
- have extended health coverage through BCPhA (adjudicated by GSC).

Pharmacists will determine patient eligibility based on a review of a patient's medication history, which will likely be done at the time of dispensing.

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Patient representative: A guidance note for pharmacists

Part 1 of 2

By Sara A. Levine, Q.C.

In community pharmacy, you're faced daily with individuals who are representing a patient. They may be picking up their spouse's prescription refill. They may be an adult child of an elderly patient who was just released from the hospital or they may be the person answering the door when you deliver a refill to a patient's home.

In September 2016, changes to the *Health Professions Act* (HPA) bylaws officially defined a "patient's representative" as "a person who is authorized to act on a patient's behalf" for pharmacy services. Prior to September, the bylaws did not define the term.

We have had a lot of questions from members asking for guidance on what a pharmacist needs to know when a patient delegates another person to act on their behalf for pharmacy services. How do busy pharmacists meet regulatory compliance in these situations?

By presenting some examples of common situations involving personal representatives, Part 1 of this article aims to help you understand what factors to consider when you exercise your professional judgment from day to day. In the Mar/Apr issue of The Tablet, Part 2 will focus on the challenges of a new patient or new prescription.

What are the fundamentals?

Your duty is always to the patient. So whenever reasonably possible, it is preferable to confirm directly with the patient who they authorize to act as their representative, as well as the scope and any time limits on their authority.

Ideally, these questions should be asked the first time a patient presents a prescription or requires other pharmacy services. These should be properly noted in the patient's record. This will reduce risks in subsequent interactions when

determining whether a person claiming to act for the patient is authorized to act as that patient's representative.

A registrant is required to take reasonable steps to confirm the identity of a patient, the patient's representative, registrant or practitioner *before providing any pharmacy service*. This includes confirming the identity before viewing a patient record and before answering any questions regarding the existence of a patient record.

But remember, simply confirming identity isn't enough to confirm whether the person is the patient's representative, because a representative is defined as "a person authorized to act on the patient's behalf." So, pharmacists should confirm the identity of the representative at the time of dispensing *and* check the patient's record to confirm whether this person is "authorized to act" on their behalf.

When the patient record isn't sufficient to confirm the person's authority, it is up to you to make that determination, and determine whether there are any limits on what the representative can do on the patient's behalf.

What authority can a patient's representative have?

A patient's representative can have the authority to do some – or all – of the following:

- give consent to health care and treatment on behalf of the patient
- discuss the patient's personal information with the pharmacist
- authorize the pharmacist to collect the patient's personal information from a source other than the patient
- be given the privacy notice required by s. 67 of the HPA bylaws
- get access to the patient's personal information.

In other words, there are three steps that pharmacists must take when a person who is not the patient presents at the pharmacy:

1. Confirm the person's identity.
2. Determine whether the person is authorized to be the patient's representative.
3. Confirm the extent of their authority.

How do you confirm identity?

Each time before you provide service you must ask yourself: Who are you talking to? So, every time, the first thing to do is confirm their identity.

The best way to confirm identity when acting in person is to rely on identification documents. For phone interactions, it is recommended that you develop a

standard protocol for confirming identity over the phone, and follow the protocol every time. Ideally, you would document your procedure in your operating manual. Comprehensive documentation and consistent adherence to your policy and procedure are key to protecting your practice.

How do you determine the nature and scope of their authority?

Once you have confirmed the person's identity, you must then assess whether it is reasonable to believe that this person is 'authorized' to act as the patient's representative, *in the current circumstances*.

While not so common in community practice, the simplest situation is when the person has a court order or a Representation Agreement. These

documents will generally be quite specific about the nature and scope of the person's authority. It is appropriate to make a copy of the document for your file.

When there isn't a court order or Representation Agreement, you will have to consider the relevant facts, take reasonable steps in the circumstances and use your judgment.

Relevant facts to consider may include the patient's age; whether to your knowledge they are capable or incapable; the nature of the patient's health condition(s), care and treatment; the relationship between the person and the patient; whether the patient has previously indicated that the person does or doesn't have their authority; the scope of any authority previously granted; whether you are aware of any new facts which would change the prior authority; whether there is anything

Continued on page 14



unusual in the PharmaNet record, such as whether it has protective words attached; the nature of the service to be performed; the nature of the information to be disclosed; and the identity of the individual purporting to be the representative.

Remember, no single factor can determine whether the individual is 'authorized.' Circumstances change, and having had authority in the past doesn't automatically mean the person has authority in the current circumstances or for every professional service. You must take into account all the circumstances and exercise professional judgment. Remember that a pharmacist/patient consultation must respect the patient's right to privacy and there is a general duty to limit information-sharing to only what is necessary. If in doubt, call the patient.

While every situation is different, here are three examples involving refill prescriptions:

Situation 1

Your patient's spouse picks up refill medications for the patient.

First, confirm the person's identity. Then determine the current scope of their authority, if any.

You have confirmed the person's identity using their identity documents and you see that the person lives at the same address as the patient.

Factors to consider: Verify who was dispensed the original prescription to get background and to confirm that the patient gave consent to treatment, and that the original consultation was provided. (The refill is part of the original prescription health-care plan so the consent to treatment continues to apply). You know the patient and know that this is their spouse. You are not aware of any changes to their living arrangements or relationship status. The patient record and the PharmaNet record raise no concerns. The patient has been taking the medication for a long period and is familiar with it. The spouse has picked up the patient's medication in the past. The spouse can provide detailed information about the patient's responses to the medication.

Services you can reasonably provide: Dispense the medication; pharmacist/patient consultation; updating the clinical record; and answering questions regarding the clinical record or patient health information in relation to the medication being dispensed. The spouse doesn't have carte blanche to be given information about the patient's history that isn't relevant or necessary for this treatment.

Document the factors you considered, your decision and your actions in the patient record.

Situation 2

You deliver a refill prescription to the patient's home.

Factors to consider: The duties to confirm identity and authority don't change because the drugs are delivered rather than picked up. A person does

not automatically become the patient's representative simply because they answered the door.

The pharmacist must always obtain consent to health care and treatment, and do the consultation, in accordance with the College bylaws and the *Health Care Consent and Care Facility (Admission) Act*. See the article on *Informed Consent* from the Dec/Jan 2014 issue of *The Tablet* (www.bcpharmacy.ca/informedconsent) for more information.

Follow the three steps to confirm who is the patient representative. Where possible, confirm directly with the patient, prior to or at the time of delivery, whether they authorize another person to act as their representative, when they authorize that person to act as their representative, and the scope and any time limits on their authority. If that is not possible, consider the same factors discussed in the other situations described in this article, taking into account all of the circumstances.

Document the factors you considered, your decision and your actions in the patient record.

Services you can reasonably provide: The services you can provide will depend on the circumstances. Did the patient identify the representative and describe the scope of their authority? If not, did you take reasonable steps to identify the individual accepting delivery, and determine whether they have authority to act on behalf of the patient and determine the scope of that authority? If the medication is delivered by someone other than a full pharmacist, can you ensure the s. 12 consultation is still carried out with the patient or their authorized representative as required?

Remember, leaving the prescription with a person who isn't authorized to receive it amounts to an unauthorized disclosure of the patient's personal information, and may pose safety risks.

Therefore, prior to commencing deliveries to each patient, some safeguards should be considered to maintain privacy, ensure consent to treatment is obtained and that consultations are completed as required.

This is especially important when non-pharmacy staff deliver prescriptions to a patient's place of residence since this means that there is no face-to-face interaction between the pharmacist and the patient at the time of delivery.

Situation 3

A man identifies themselves as the adult son of an elderly patient. He advises you that his mom is too ill to come in, and requests the refill available on a prescription. The son can provide the patient's PHN but does not have the patient's BC Services Card. You have never met the son before, but you know the patient. The patient record shows that her consent to the treatment was obtained the first time the prescription was dispensed.

First, confirm the person's identity. Then confirm the current scope of their authority, if any.

Factors to consider: You know the patient and you know that she provided consent to health care and treatment at the time the original prescription was dispensed. The refill is part of the original prescription health-care plan so the consent to treatment continues to apply.

But you don't know the son. Consider any personal knowledge of the patient you may have; knowledge of the person asserting authority; the nature of the service requested; and the content of the patient record and the PharmaNet record. Consider that you have been advised that the patient is ill. Ask yourself if you have enough information – do you know the nature of the illness? Consider whether you should contact the mom by phone. Consider whether the medications or condition are such that for patient safety or confidentiality reasons you should conduct the pharmacist/patient consultation by phone directly with the patient prior to releasing the medication to the representative.

Services you can reasonably provide:

If you have determined that this person is authorized to act as the patient's representative, you may provide services up to and including full consultation. If you spoke with the patient by phone you could have obtained specific instructions at that time.

As in every case, you should document on the patient record all of the factors you considered and your decision and the actions taken.

What about keeping records?

It is important to keep accurate records and document what you did. The patient record is the evidence of what happened, and why.

As a professional, a registrant has a duty to their patients to ensure that they communicate with the patient as appropriate in the circumstances. Take all the circumstances into account. Document in the patient record what relevant factors you considered, and your decision to give or decline services, the date and any other important information. Remember, keep a record every time.

This will help you and your colleagues to give appropriate advice in addressing drug therapy problems, which is so important for patient safety. And it will ensure you meet your professional responsibility to maintain good records.

Not only is good record-keeping a professional obligation, a complete record is your evidence that you met your other professional duties. The patient record should reliably demonstrate that in deciding to provide or to decline to provide professional services, you considered the relevant circumstances and exercised your professional judgment.

The bottom line is that you are delivering high-quality health care, exercising professional judgment and being very thoughtful while doing so. Don't sell yourself short, and remember to document the good work that you do.

This article is an excerpt from the Patient Representative Guidance Note created for BCPHA members. The complete guidance note and references are available at www.bcpharmacy.ca/patient-representative.

Sara A. Levine, Q.C. is a trusted advisor and strategic counsel to health sector entities, professional associations and regulatory bodies. Her clients rely on her for legal advice on governance, risk management, health law and policy, freedom of information and privacy matters.

The management of chronic pain

How community pharmacists can improve patient safety

By Thuy Nguyen, B.Sc.(Pharm.), PharmD and Marylene Kyriazis, B.Pharm., PharmD

Every day, more than one in five British Columbians live with chronic pain. The prevalence of chronic pain is projected to grow as the population ages; therefore, there is a need for pharmacists' role to expand to include the management of Chronic Non-Cancer Pain (CNCP). Pharmacists are encouraged to work collaboratively with the treating physicians to ensure opioids are used safely, effectively and responsibly. The Canadian Guideline for Safe and Effective Use of Opioids for CNCP recommends comprehensive assessment for all patients receiving opioid therapy to ensure opioids are a reasonable choice and to identify the risks and benefits for individual patients.

Assessment of patients with chronic pain

To provide optimal pain management, pharmacists need to properly assess their patients with chronic pain. Different types of pain respond to different treatments and it is important to identify the type of pain before recommending a therapeutic regimen. Assessment and reassessment of pain allow the pharmacist to determine the effectiveness of the therapeutic regimen and to minimize toxicity.

Types of pain

Chronic pain may be nociceptive, neuropathic or both. Nociceptive pain is generally well localized to the area of injury. It is often characterized by sharp, hot, stinging, throbbing or achy pain and a lack of burning. Neuropathic pain can be described as burning, shooting, tingling, radiating, electrical or numbness.

Tools for assessing pain

The two most commonly used tools for assessing pain are the Numeric Rating Scale (NRS) and Brief Pain Inventory (BPI). For the NRS, patients are asked to rate their pain on a simple scale marked from 0 to 10, where 0 is "no pain" and 10 is "worst pain imaginable." The BPI is one of the most widely-used measurement tools for assessing pain and its impact on quality of life. It allows patients to rate the severity of their pain and the degree to which their pain interferes with feelings and function.

For more information on the pain assessment tools, please visit the Pain BC website at www.painbc.ca/health-care-providers/assessment-tools.

Non-pharmacological options

There are a number of approaches that can be very helpful to reduce pain levels and improve functions, including: therapeutic exercise; acupuncture; cognitive-behavioral therapy; mind-body interventions such as hypnosis, meditation, mindfulness-based stress reduction; yoga and breathing exercises and self-management.

For more information, please visit the Pain BC Toolbox at www.painbc.ca/chronic-pain/pain-toolbox.

Adjuvant co-analgesics

Generally, patients with neuropathic pain do not respond well to opioids alone. To optimize the management of neuropathic and mixed pain, consider adding appropriate adjuvants. Unlike with opioids and NSAIDs, it may take several weeks for patients to notice the therapeutic benefits of adjuvants so it is important to have patients on adequate trials at high enough doses and long enough durations.

Pharmacological treatment options for Chronic Non-Cancer Pain

Non-opioid analgesics	Opioids		Co-analgesics	
Acetaminophen NSAIDs <ul style="list-style-type: none"> • Systemic • Topical 	Codeine Morphine Hydromorphone Oxycodone Methadone	Tramadol Tapentadol Meperidine Fentanyl Buprenorphine	Tricyclic antidepressants SNRIs, certain SSRIs Gabapentin/pregabalin Other anticonvulsants	Capsaicin Ketamine Lidocaine Skeletal muscle relaxants

Use of opioids in the management of chronic pain

The College of Physicians and Surgeons of BC developed and implemented standards and guidelines in June 2016, in response to the public health crisis of prescription drug misuse. The over-prescribing and inappropriate use of opioids has contributed to this misuse.

Pharmacists, as frontline health-care professionals, can play a vital role in ensuring patient safety and in reducing potential harms associated with the long-term use of opioids.

Optimal opioid dose

The optimal dose is reached with a balance of three factors:

Effectiveness: improved function or at least 30 per cent reduction in pain intensity.

Plateauing: increasing the dose yields negligible benefit.

Adverse effects/complications: adverse effects or complications are manageable.

Consider tapering to a lower dose or to discontinuation when benefits do not outweigh risks. A slow taper of 10 per cent dose reduction every one to two weeks is considered reasonable to minimize withdrawal symptoms.

Negative effects of opioids

Some common adverse effects of opioids are: constipation; nausea; drowsiness and other cognitive issues; pruritis and respiratory depression.

Medical complications of opioids include neuroendocrine abnormalities, such as hypogonadism, amenorrhea, osteoporosis, sleep apnea and opioid induced hyperalgesia. Opioid use has been associated with overdose, withdrawal, diversion, misuse and addiction.

How can community pharmacists improve patient safety?

- Discuss non-pharmacological options and recommend non-opioid analgesics.
- If opioid use is warranted, ensure dose and formulation are appropriate and effective.
- Advise patients about risks involving occupation, child-care responsibilities and driving.
- Check to see if patients are at risk of respiratory depression from opioid use.
- Advise patients on opioids to abstain from alcohol and non-prescription sedatives.
- Monitor compliance and/or overuse of prescribed opioids by checking PharmaNet profile for overdue prescriptions or early fills.
- When receiving a prescription for a new dose of the current opioid, or when an opioid rotation has been done, ensure that all other opioid prescriptions have been deactivated.
- Deactivate an opioid prescription if it has not been dispensed for a period of time.
- Deactivate all current opioid prescriptions if the patient has participated in a detox program or if the patient has been prescribed chemical detox.
- When dispensing prescriptions for opioids, consider the possibility that other household members (including young children) might accidentally or deliberately take those medications. Reinforce to patients that prescription medications, especially opioids, should be securely stored, preferably locked, and unused medications should be disposed at a pharmacy.
- Inform patients about the adverse effects, medical complications and risks of opioid use and assist with the management of adverse effects and withdrawal symptoms.
- If you suspect that the patient is altering the route of delivery by injecting, biting, or crushing an oral formulation, a switch to an abuse deterrent formula would be appropriate.
- Notify the physician if the patient is accessing opioids from other sources (friends or relatives, purchasing from the street, multi-doctoring) or if there is unsanctioned use (multiple unauthorized dose escalations, binge rather than scheduled use).
- Be aware of drug seeking behavior (recurring Rx losses, aggressive complaining of need for higher doses, request for a specific generic, indicating that nothing else “works”).
- Notify physician if you observe repeated withdrawal symptoms (marked dysphoria, myalgias, GI symptoms, craving).
- Ensure physician is aware of accompanying conditions (addicted to alcohol, cocaine, cannabis or other drugs, underlying mood or anxiety disorders unresponsive to treatment, deteriorating social function, concerns expressed by family members).
- Make sure the pharmacy has a policy in place so that home deliveries of opioids are not left unattended.

With a better understanding of chronic pain assessment and management, pharmacists can work with physicians and patients to optimize the effectiveness and safety of treatment for chronic pain. Pharmacists are a key point of frequent contact for pain patients and are in an ideal position to have a great impact on the issue of pain in British Columbia.

Dr. Thuy Nguyen is a clinical pharmacist who works as a pharmacy advisor at WorkSafeBC and a medical aesthetic practitioner at Lift - the Facial Revolution clinic. Dr. Marylene Kyriazis is a researcher and consultant clinical pharmacist with a focus on pain management and palliative care. Nguyen and Kyriazis are the developers and presenters of Pain BC's Chronic Pain 101: Continuing Education Program for Community Pharmacists.

The next step for medication review services

Collaboration is the key to moving forward

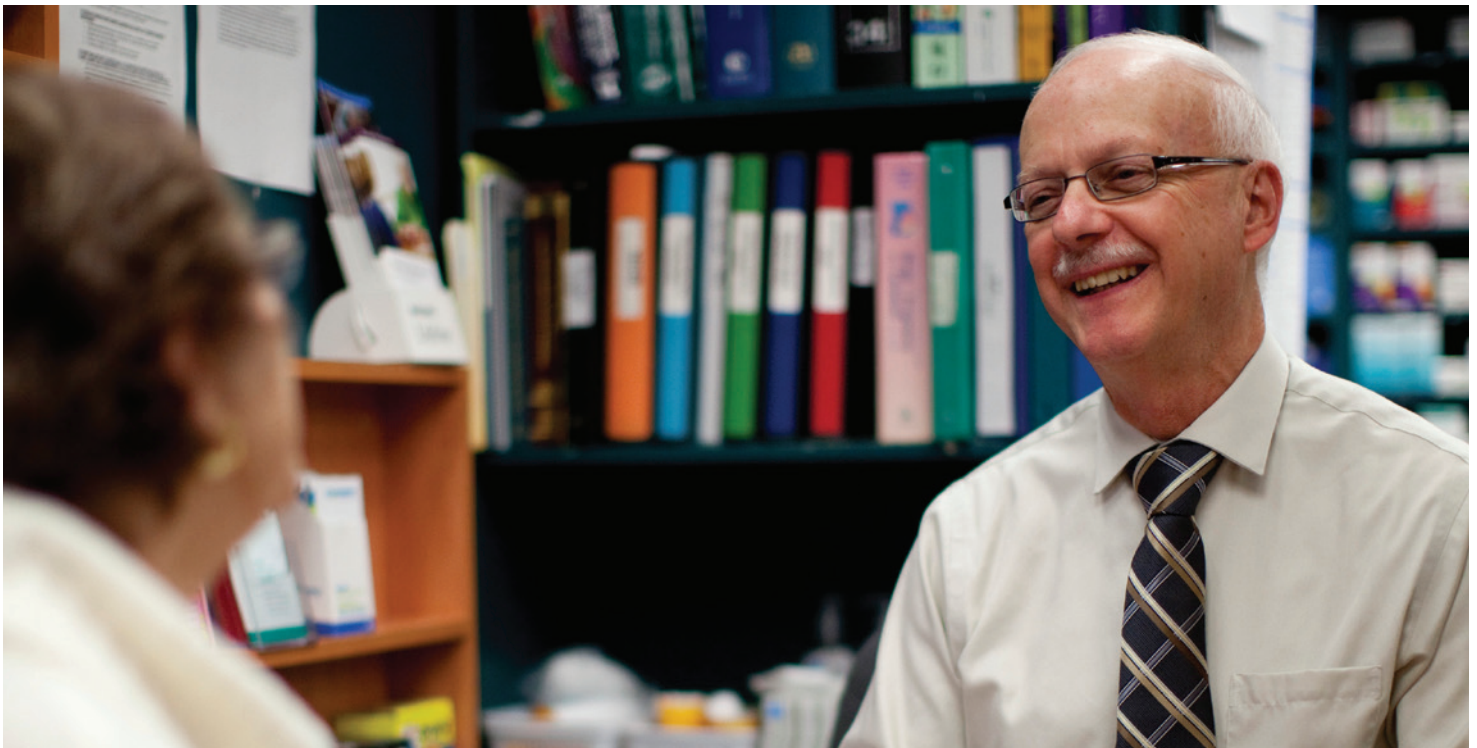
By Elise Steeves

Pat Baker had been feeling dizzy and lethargic. The 74-year-old Victoria woman was worried about her risk of falling, especially since she lives alone. With a family history of high blood pressure, Baker was taking several medications. When her doctor suggested adding another, she approached her community pharmacist.

Baker reached out to Glen Schoepp at St. Anthony's Clinic Pharmacy in Victoria for a medication review: a service that allows patients to schedule a one-on-one appointment with their community pharmacist to learn about their medications, including why they are taking them, when to take them and how to take them for best results. She says having this review was one way she could take charge of her own health.

"I wondered, 'Am I on the right medications for me?'" says Baker, who worked as a nurse with seniors. "I'd often seen how easy it was to just keep having more pills added to the mix."

Baker is one of many patients who has seen the value of Medication Review Services offered by community pharmacists. When the service first launched in April 2011, it was the first of



Victoria pharmacist Glen Schoepp (right) completes a medication review with his patient Pat Baker.



Dr. Aaron Tejani, a PharmD with the Therapeutics Initiative at UBC, says collaboration is key when it comes to medication reviews.

its kind across Canada. As part of the 2008 *Interim Pharmacy Agreement* with the BC Pharmacy Association (BCPhA), the Ministry of Health had agreed to allocate savings from new policies around generic multisource drug pricing and frequency of dispensing to projects for medication management and review.

In 2010, the B.C. Medication Management Project (BCMMP) began with 100 pilot pharmacy locations. The project aimed to improve patient care, drug therapy outcomes and sustainability of the health-care system by having pharmacists provide medication management services in community settings.

Lessons learned from the BCMMP helped support the development of medication review services, which was designed to help British Columbians better understand their medications. As part of the service, pharmacists provide patients with a Best Possible Medication History (BPMH) that lists all of their current medications. This history can be taken home, or shared

with their physician or other health-care professionals.

Now, the BCPhA and the Ministry of Health are working on a plan for the next steps of medication management for community pharmacy.

"We need to ensure these services reach patients who will most benefit from them," says Derek Desrosiers, BCPhA director of pharmacy practice support. He says the draft proposal for the newest incarnation of medication reviews focuses on having measurable outcomes, targeting services to patients with an identifiable health need such as a chronic condition, and building relationships with prescribers and other members of the patients' care teams.

Dr. Aaron Tejani, a PharmD with the Therapeutics Initiative at the University of British Columbia, says collaboration is key when it comes to medication reviews.

In 2015, Tejani and Dr. Tom Perry, an internist/clinical pharmacologist with the Therapeutics Initiative, ran

December 12, 2008

The *Interim Pharmacy Agreement* between BCPhA and the Ministry of Health allocates savings from new policies around generic multisource drug pricing and frequency of dispensing to projects for medication management and review.

September 2010

The B.C. Medication Management Project (BCMMP) begins with 100 pilot community pharmacy locations across the province.

December 2010

As part of the *Pharmacy Service Agreement*, the province commits to an initial investment of \$10 million for clinical services in community pharmacies and an enhanced rural incentive program in 2011/12.

April 1, 2011

Medication review services launch in B.C. The service is designed to help British Columbians better understand their medications by creating a Best Possible Medication History (BPMH).

Jan. 31, 2012

Data collection phase ends for the BCMMP. The project records more than 26,000 patient encounters and includes 243 pharmacists.

Feb. 29, 2012

The Ministry of Health terminates the *Pharmacy Services Agreement* with the BCPhA and the Canadian Association of Chain Drug Stores (now Neighbourhood Pharmacy Association of Canada), effective April 1. Funding for clinical services has been maintained.

Continued on page 20



Patient Pat Baker (left) and pharmacist Glen Schoepp outside of St. Anthony's Clinic Pharmacy in Victoria, B.C.

12 interprofessional workshops with pharmacists, physicians and nurse practitioners across the province. These in-person sessions promoted collaborative practices between health professions when completing medication reviews.

"What we found was that pharmacists and physicians often don't know what

"Almost all the physicians said they'd never seen a medication review, which was so sad," says Tejani. "Wow - as a pharmacist, I thought, here's our chance to get physicians to listen to us and we're not even trying."

While physicians have access to lab results that pharmacists can't see, pharmacists

"No individual has the complete set of information necessary to do a comprehensive review. That's enough justification to say, shouldn't the people with different information be talking to each other?" Tejani says.

One challenge is that there isn't currently a standardized mechanism for sending medication reviews to physicians. All the tools are in place, including PharmaNet and professionals who want to talk to one another, but none of those things are connecting consistently, he says.

Until updates to the program are complete, the biggest improvement pharmacists can make is to let physicians know when they complete a medication review.

"If you see a problem and you have a potential solution, find some way to communicate with the doctor; that would be huge," says Tejani.

Victoria pharmacist Schoepp agrees the program needs to include initiation and follow-up with physicians in a consistent way.

Collaborative teamwork works best, he says. "You're sharing expertise. You're getting different lines of thinking, practical experience approaches and educational backgrounds," Schoepp says.

The main benefits of a medication review are making sure health problems are treated optimally, as well as catching potential adverse reactions. With seniors it's particularly important to check for

"Medication reviews for patients at high risk of problems, such as the elderly, are a crucial health care service," Schoepp says. "These referrals can save lives."

the others are doing," said Tejani. Not all physicians in the workshops knew about medication reviews, and many pharmacists were surprised to hear the doctors were even interested.

often have close relationships with their patients and may know if the patient is using the drug appropriately.

compliance, since patients often self-adjust doses or stop taking certain medications altogether, he says.

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A recent online survey of Canadians commissioned by Alliance Pharmacy Group found that 22 per cent of those 55 and older are taking five or more medications daily.

As for his patient Baker, Schoepp recommended switching back to a diuretic that she tolerated well in the past and had just returned to the market. He also suggested trying another statin that might minimize the weakness in her legs or decreasing her dose of Crestor and Coenzyme Q10.

Schoepp provided Baker with a BPMH and a recommendations summary to take to her next appointment with her physician. Baker has since moved all her prescriptions to St. Anthony's Clinic Pharmacy because of her positive experience with her medication review.

She says she'd recommend a medication review for other seniors who are taking several medications or who have recently been discharged from the hospital. Pharmacists can help review a patient's medications when they're back in the community so that patients aren't confused.

The future of medication reviews should focus on transitions of care, says Schoepp, who also works with three long-term care facilities in Victoria. That means any time a patient changes care settings, whether coming out of hospital after a heart attack or stroke, or moving from acute care to long-term care.

"Patients are under physical and emotional stress; they often can't remember what drugs they are on and why. In my experience, there is almost always one significant discrepancy in the drug regimen for every transfer to a new care setting," says Schoepp.

"Medication reviews for patients at high risk of problems, such as the elderly, are a crucial health care service," he says. "These referrals can save lives."



George Pettie is the pharmacy manager at Fraser Lake Medicine Centre.

Medication reviews support patients in rural B.C.

George Pettie felt burnt out in his job as a pharmacist.

But thanks to the introduction of medication reviews, Pettie switched his focus from filling prescriptions at his Fraser Lake pharmacy to dispensing advice, and discovered a newfound job satisfaction.

When the B.C. Medication Management Project (BCMMP) began in 2010, Pettie was selected to be a pilot pharmacy location. The project was a collaboration between the Ministry of Health and the BC Pharmacy Association.

Now, Pettie has more than 200 patients a year for whom he does medication reviews, many of whom are aging, diabetic or cardiovascular patients.

"The value of being a pharmacist isn't what I can count, it's what I think," he says.

Whether it's a conversation at intake or a full medication review, Pettie says, "It's really about me communicating what their medications are going to do, reinforcing the physician's message, and ensuring they get the best benefit out of their medication."

This is particularly critical in a community with limited health services like Fraser Lake. Located along the Yellowhead Highway in Northern B.C., the small village is almost a two-hour drive west of Prince George.

Like many pharmacists in rural B.C., the biggest challenge Pettie has faced is that there is not a steady physician population.

"I have to be the continuity of care for my patients," he says. "At the end of the day, practicing pharmacy in a rural community isn't really different than pharmacy anywhere else. It's all about the connection with the patient."

"If we do pharmacy right it doesn't matter where we are."

Mifegymiso®: What pharmacists need to know

*By Judith A. Soon, B.Sc.(Pharm.), R.Ph., ACPR, PhD, FCSHP
and Parkash Ragsdale, B.Sc.(Bioc), B.Sc.(Pharm), R.Ph.*

Current status of Mifegymiso®

In July 2015, Health Canada approved Mifegymiso® (mifepristone/misoprostol) for medical abortion. Canada is the 62nd country worldwide since 1988 to support this important reproductive choice for unintended pregnancies. Canadian women will soon have access to this international gold standard for medical abortion.

When Mifegymiso® was initially approved by Health Canada, restrictive constraints on the distribution and administration of the product required physician-only prescribing and dispensing. These constraints could limit patient access, especially in rural and remote settings. Health Canada has also specified a mandatory mifepristone training program for pharmacists and physicians.

Pharmacist and physician groups are working together to undo these unique and unnecessary requirements that bypass the professional role of the pharmacist in the dispensing process. These requirements reduce opportunities to ensure monitoring for medication-related patient safety, initiating provincial database record-keeping, managing inventory, and directly billing public and private payers.

The Canadian distributor, Celopharma Inc., is now waiting for Health Canada approval of their recent submission, which asks for enhanced access for women with fetuses of less than 63 days gestational age. The submission also requests that pharmacists can dispense directly to the patient. Mifegymiso® is likely to be launched early in 2017.



Judith A. Soon

Potential impact of Mifegymiso® availability

The overall abortion rate does not increase in countries where mifepristone is approved. However, the proportion of medical abortions compared to surgical abortions increases over time, ranging from 30 per cent to 80 per cent.

One in three Canadian women will experience an abortion during their reproductive years. Between 1991 and 2005, Statistics Canada reported about 100,000 abortions each year - with a slight decline more recently. Data reported in a comprehensive national survey of



Parkash Ragsdale

Canadian abortion facilities in 2012 and by the Canadian Institute for Health Information in 2013 report that about 96 per cent of abortions are surgical and four per cent are medical.

Surgical abortions are performed in a hospital or clinic in a day surgery setting and most frequently occur in urban locations. A medical abortion involves the use of medications to voluntarily interrupt the pregnancy. The medications can be prescribed by a physician in a family practice setting, hospital or clinic, and the woman self-administers the medications at home.

Mifepristone and misoprostol pharmacology, mechanism of action and adverse effects

Mifepristone is a potent antiprogesterone, which when administered in early pregnancy, leads to degeneration of the endometrium, a decline in beta-human chorionic gonadotropin (β hCG), and cervical softening and dilation. Mifepristone is well tolerated and may cause diarrhea, nausea, vomiting, headache and dizziness in addition to abortion-related bleeding.

Misoprostol induces cervical ripening and uterine contractions due to prostaglandin E1 activity, resulting in contractions similar to a natural miscarriage. Adverse effects are related to peristalsis of smooth muscle in the gastrointestinal tract, potentially leading to nausea, vomiting and diarrhea, which are usually tolerable and of short duration. Serious congenital anomalies in early pregnancy have been reported from misoprostol, necessitating meticulous follow-up after medical abortion to ensure that the abortion is complete.

The Health Canada approved mifepristone/misoprostol protocol for less than 49 days gestation has an effectiveness of 95.5 per cent to 97 per cent, defined as a complete abortion without requiring follow-up surgery.

Additional information is available through the Canadian Pharmacists Association/Society of Obstetricians and Gynecologists of Canada/College of Canadian Family Physicians Medical Abortion Clinical Guidelines. New pharmacist guidelines will be published in the Canadian Pharmacists Journal early in 2017.

Administration instructions for Mifegymiso®

The pre-packed combination product contains one 200 mg mifepristone tablet for oral use and four 200 μ g misoprostol tablets for buccal administration 24 to 48 hours after mifepristone.

Day 1:

Mifepristone 200 mg tablet is swallowed with a glass of water.

Day 2-3:

24 to 48 hours after taking the mifepristone, the woman places four misoprostol tablets (800 μ g in total) between the teeth and the cheeks (two on each side), and leaves them in place for 30 minutes. Any leftover fragments are then swallowed with a glass of water.

- Cramping will typically begin in two to three hours
- Analgesics taken as required (e.g., ibuprofen, oral narcotics)
- Rest for several hours.

Day 7-14:

Follow-up should take place at the clinic or by telemedicine to ensure that expulsion is complete. This may involve a clinical examination, ultrasound or β hCG measurement.

Access to Mifegymiso®

Mifegymiso® is likely to become available in early 2017. Based on the patterns of practice in other counties, uptake by physicians is expected to be gradual. The distributor has stated that the cost of a mifepristone and misoprostol treatment will be \$300. A Canadian Agency for Drugs and Technologies in Health (CADTH) cost-effectiveness review is currently underway, and will inform future drug coverage decisions by public and private insurers.

The registrars of the College of Pharmacists of British Columbia and the College of Physicians and Surgeons of British Columbia have recently stated a plan for a joint message to allow "off label" physician prescribing and pharmacist dispensing of Mifegymiso®. Health Canada's chief medical officer has confirmed that the two colleges are free to proceed with their plan.

In B.C., the Provincial Pharmacy and Therapeutics Committee has recently decided to cover the cost of Mifegymiso® in hospital-based facilities. This has the potential to facilitate access in rural and remote settings in the province.

Mifepristone training program

An accredited online Mifepristone Training Program has been jointly developed by the Canadian Pharmacists Association, the Society of Obstetricians and Gynecologists of Canada, and the College of Canadian Family Physicians. Further information on the release of the mandatory training program is anticipated early in 2017.

Ongoing support for health professionals

A national online initiative has been created to actively support interprofessional interactions between physicians and pharmacists providing Mifegymiso®. The funded initiative, "Canadian Abortion Providers Support" (CAPS) program, is a partnership between the Canadian Pharmacists Association, Society of Obstetricians and Gynecologists of Canada, College of Canadian Family Physicians, and Canadian Institutes of Health Research (Figure 1). The CAPS program is available following the completion of the Mifepristone Training Program.

Pharmacists' action plan

1. Complete the Mifepristone Training Program.
2. Join the CAPS program.
3. Improve access to medical abortion.

References available on request at communications@bcpharmacy.ca.

Judith Soon is an assistant professor with the UBC Faculty of Pharmaceutical Sciences, and the chair of the Canadian Pharmacists Association (CPhA) Mifepristone Implementation Committee. Parkash Ragsdale is a lecturer and coordinator of primary care in practice innovation with the UBC Faculty of Pharmaceutical Sciences, and a member of the CPhA Mifepristone Implementation Committee. Together, they recently presented CPhA's webinar, Myths and Facts around Reproductive Health: What Pharmacists Need to Know.



Hormonal and IUD contraceptive agents available in Canada

By Shelina Rayani, B.Sc.(Pharm.) and Kathy McInnes, B.Sc.(Pharm.),
BC Drug and Poison Information Centre
Reviewed by C. Laird Birmingham, MD, MHSc., FRCPC

Pharmacists play an important role in primary and emergency contraception. They can recommend suitable therapy, counsel, as well as monitor their patients for adverse effects. The array of hormonal contraceptives, influx of generics, and growing awareness of intrauterine devices (IUDs) along with their efficacy and safety profile, reinforces pharmacists' important role for women seeking, initiating or currently utilizing contraception.

The following tables have been compiled as a reference for selecting products and finding suitable alternatives. The tables focus on hormonal contraceptives, IUD primary contraceptives and emergency contraceptives currently available in Canada.

Tables are listed alphabetically by progestin component.

Table 1: Combined oral contraceptives - Unless otherwise specified, pack sizes available: 21 day (21 active tablets), 28 day (21 active/7 inert tablets).

Monophasic oral contraceptives				
Brand	Generic or equivalent	Estrogen	Progestin	Other indication/comments
Diane-35	Cleo-35, Cyestra-35	35 mcg ethinyl estradiol	2 mg cyproterone	NOT for contraception. For severe acne. ^a
Marvelon	Apri, Freya, Mirvala, Reclipsen	30 mcg ethinyl estradiol	150 mcg desogestrel	
Yaz, Yaz Plus	Mya	20 mcg ethinyl estradiol	3 mg drospirenone	24 active/4 inert. Moderate acne ≥ 14yrs. Plus formulation contains folate.
Yasmin, Yasmin Plus	Zamine, Zarah, Qismette ^b	30 mcg ethinyl estradiol	3 mg drospirenone	Moderate acne ≥ 16yrs. Plus formulation contains folate.
Demulen 30		30 mcg ethinyl estradiol	2 mg ethynodiol diacetate	
Alesse	Alysena, Aviane, Esme, Lutera	20 mcg ethinyl estradiol	100 mcg levonorgestrel	Moderate acne ≥ 14yrs
Min-Ovral	Ovima, Portia	30 mcg ethinyl estradiol	150 mcg levonorgestrel	
Minestrin 1/20		20 mcg ethinyl estradiol	1 mg norethindrone	
Loestrin 1.5/30		30 mcg ethinyl estradiol	1.5 mg norethindrone	
Brevicon 0.5/35, Ortho 0.5/35		35 mcg ethinyl estradiol	0.5 mg norethindrone	
Brevicon 1/35, Ortho 1/35	Select 1/35	35 mcg ethinyl estradiol	1 mg norethindrone	
Cyclen	Previfem ^b , Sarensis ^b	35 mcg ethinyl estradiol	0.25 mg norgestimate	

Table 1 continued: Combined oral contraceptives

Multiphasic oral contraceptives					
Brand	Generic or equivalent	Days	Estrogen	Progestin	Other indication/comments
Linessa		1 to 7	25 mcg ethinyl estradiol	100 mcg desogestrel	
		8 to 14	25 mcg ethinyl estradiol	125 mcg desogestrel	
		15 to 21	25 mcg ethinyl estradiol	150 mcg desogestrel	
Triquilar		1 to 6	30 mcg ethinyl estradiol	50 mcg levonorgestrel	
		7 to 11	40 mcg ethinyl estradiol	75 mcg levonorgestrel	
		12 to 21	30 mcg ethinyl estradiol	125 mcg levonorgestrel	
Lolo		1 to 24	10 mcg ethinyl estradiol	1 mg norethindrone	24 active/2 ethinyl estradiol only/2 inert.
		25 to 26	10 mcg ethinyl estradiol	-	
Synphasic		1 to 7	35 mcg ethinyl estradiol	0.5 mg norethindrone	Biphasic formulation.
		8 to 16	35 mcg ethinyl estradiol	1 mg norethindrone	
		17 to 21	35 mcg ethinyl estradiol	0.5 mg norethindrone	
Ortho 7/7/7		1 to 7	35 mcg ethinyl estradiol	0.5 mg norethindrone	
		8 to 14	35 mcg ethinyl estradiol	0.75 mg norethindrone	
		15 to 21	35 mcg ethinyl estradiol	1 mg norethindrone	
Tri-Cyclen Lo	Tricira Lo, Tri-Lena Lo ^b , Centrisa-Lo ^b	1 to 7	25 mcg ethinyl estradiol	0.18 mg norgestimate	
		8 to 14	25 mcg ethinyl estradiol	0.215 mg norgestimate	
		15 to 21	25 mcg ethinyl estradiol	0.250 mg norgestimate	
Tri-Cyclen	Centrisa ^b , Tri-Lena ^b , Tri-Previfem ^b	1 to 7	35 mcg ethinyl estradiol	0.18 mg norgestimate	Moderate acne ≥ 15yrs.
		8 to 14	35 mcg ethinyl estradiol	0.215 mg norgestimate	
		15 to 21	35 mcg ethinyl estradiol	0.250 mg norgestimate	
Commercial extended cycle oral contraceptives					
Brand	Generic or equivalent	Days	Estrogen	Progestin	Other indication/comments
Seasonale	Indayo	1 to 84	30 mcg ethinyl estradiol	150 mcg levonorgestrel	84 active/7 inert tablets.
Seasonique		1 to 84	30 mcg ethinyl estradiol	150 mcg levonorgestrel	84 active/7 ethinyl estradiol tablets.
		85 to 91	10 mcg ethinyl estradiol	-	

Table 2: Progesterone-only contraceptives - All progestin-only methods (including IUDs) are suitable postpartum and breastfeeding.

Brand	Generic or equivalent	Progestin	Concentration	Form	Other indication/comments
Depo-Provera-SC		Medroxyprogesterone	104mg/0.65mL	Subcutaneous pre-filled syringe	Subcutaneous in anterior thigh or abdomen. Bone density loss with long-term use.
Depo-Provera	Sandoz	Medroxyprogesterone	150mg/mL	Intramuscular injection	150mg - Contraception use only. 50mg dosing for endometriosis only. Bone density loss with long-term use.
Micronor	Jencycla, Movisse	Norethindrone	0.35 mg	Oral tablet	

Table 3: Non-oral hormonal contraceptives

Brand	Estrogen	Progestin	Other indication/comments
NuvaRing Slow Release Vaginal Ring	2.6 mg ethinyl estradiol (15mcg daily)	11.4 mg etonogestrel (120mcg daily)	3 weeks continuous use, 1 week off. 5-13% of patients may experience vaginitis.
Evra Transdermal Patch	11.4 mg etonogestrel (120mcg daily)	0.6mg ethinyl estradiol (35mcg daily)	Change weekly for 3 weeks, 1 week off. Can use consecutively for 9 to 12 weeks. If weight >90kg, less effective and increased risk of venous thromboembolism.

Continued on page 26

Table 4: Intrauterine devices (IUDs) - IUDs may be covered by extended health plans.

Hormonal IUD				
Brand	Manufacturer	Levonorgestrel	Length of use	Indication/comments
Jaydess	Bayer	13.5 mg	3 years	Contraception only.
Mirena	Bayer	52 mg	5 years	Contraception, idiopathic menorrhagia.
Copper IUD ^c - All indicated for contraception. Some are approved for emergency contraception (see Table 5).				
Brand	Manufacturer	Copper (mg/mm ²)	Length of use	Indication/comments
Flexi-T 300	TriMedic	300	5 years	Uniparous, nulliparous.
Flexi-T 300+	TriMedic	300	5 years	Multiparous (≥ 2 deliveries).
Flexi-T 380+	TriMedic	380	5 years	Multiparous. Larger copper surface.
Liberte UT Standard	MediSafe	380	5 years	Uniparous, multiparous or uterine cavity ≥ 7 cm.
Liberte UT Short	MediSafe	380	5 years	Nulliparous or uterine cavity < 7 cm.
Liberte TT Standard	MediSafe	380	10 years	Uniparous, multiparous or uterine cavity ≥ 7 cm.
Liberte TT Short	MediSafe	380	5 years	Nulliparous or uterine cavity < 7 cm.
Mona Lisa N	Besins Health Care	300	3 years	Small uterus.
Mona Lisa 5	Besins Health Care	380	5 years	Parous women spacing their children.
Mona Lisa 5 Mini	Besins Health Care	380	5 years	Nulliparous/parous with narrow or short uterus.
Mona Lisa 10	Besins Health Care	380	10 years	Women who do not want further pregnancy.
Nova-T	Bayer	200	2.5 years	No product information within monograph.
SMB	SMB Corp of India	380	10 years	No product information within monograph.

Table 5: Emergency contraceptives (EC) - For use after Unprotected Intercourse (UPI).^d

Hormonal IUD				
Brand	Generic or equivalent	Drug	Concentration	Indications/comments
Plan B	Next Choice, Norlevo, Option 2	Levonorgestrel	0.75 mg x 2 tablets	Take within 72hrs (3 days) of UPI. Less effective for BMI>25kg/m ² . NOT effective on day of ovulation or after ovulation. Note: Levonorgestrel IUDs are not currently approved or recommended for EC.
Plan B	Backup Plan Onestep, Contingency One	Levonorgestrel	1.5 mg tablet as a single dose	
Ella		Ulipristal	30 mg	Take within 120hrs (5 days) of UPI. Also suitable for BMI≥25 to 35kg/m ² . NOT effective on day of ovulation or after ovulation.
Yuzpe Regimen ^e		Each oral dose: Alesse 5 tablets or Min-Ovral 4 tablets or Triquilar 4 yellow tablets		Two doses total (12 hours apart). Less effective, more side effects.
Copper IUD ^f Liberte, Mona Lisa, Flexi-T	Other brands of Copper IUD may be provided off label.	Copper	Various	Used up to 7 days after UPI. Most effective method of all ECs. Also suitable for BMI>30kg/m ² .

a - Indicated for the treatment of women with severe acne with associated symptoms of androgenization, including seborrhea and mild hirsutism. Should be used only when acne is unresponsive to topical therapy and oral antibiotics. Discontinue three to four cycles post-acne resolution.

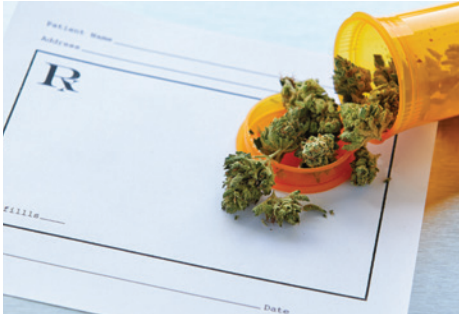
b - Products that have received Health Canada approval, but are not yet on the market.

c - More information available at www.iudinsertion.ca

d - Pregnancy test should be done if no menses within 21 days of using pills or Copper IUD insertion for EC.

e - Off label use. Recommended when other forms of EC are not available.

f - For a list of practitioners available to insert an IUD for emergency contraception see www.emergencyiud.com



Pot talk

Four updates in medical marijuana

1. Shoppers formally applies to distribute medical marijuana

Shoppers Drug Mart formally applied to be a distributor of medical marijuana in October 2016, saying that allowing pharmacy dispensing in conjunction with counselling from a pharmacist would increase access, safety, quality and security.

In order to sell marijuana, companies require a distribution license from Health Canada. Shoppers applied to be a licensed producer strictly for the purposes of being able to dispense medical marijuana to their patients.

Ottawa is still in the process of updating laws surrounding medical marijuana. Currently, federal regulations only allow registered patients to obtain medical marijuana directly from licensed producers, who send the product to clients by mail. However, it is possible the federal government could make changes to that legislation as it designs the framework for legalization.

Shoppers spokeswoman Tammy Smitham told CBC News they are hoping that the Government of Canada will revise the current regulations to allow for the dispensing of medical marijuana at pharmacies.

2. London Drugs training pharmacists to dispense marijuana

London Drugs has already started training pharmacists to dispense medical marijuana as soon as regulations are in place, reported BC Local News in December 2016.

Vice-president John Tse says that how dispensing will work will depend on official word from Ottawa.

"We're interested from the perspective of how does it affect other medication the patient might be on and other health conditions they might have," he told BC Local News. "As a pharmacy, we want it all documented properly so that we can advise patients and other health-care professionals."

Tse says London Drugs will only purchase medical marijuana from federally licensed cannabis producers, and that discussions have begun with pot producers to lay the groundwork for setting up a supply chain in anticipation of legalization.

3. B.C. College of Physicians and Surgeons concerned they can't track pot prescriptions

Better tools to track medical marijuana prescriptions are being sought by the College of Physicians and Surgeons of BC, reported The Globe and Mail on Dec. 1.

Currently, the provincial bodies that regulate Canada's physicians have no way of tracking how medical doctors are prescribing medical marijuana, leaving them unable to determine how often the drug is prescribed, to whom and in what quantities.

B.C.'s PharmaNet logs prescriptions for opioids and other psychoactive pharmaceuticals, but not medical marijuana, because Health Canada has neither licensed nor approved it as a therapeutic product.

The College's concern is that they have little way to keep tabs on prescribing practices around cannabis for medicinal purposes.

They could investigate unusual prescriptions better if Health Canada licensed marijuana and assigned it a drug identification number, the regulator told the Globe.

4. CPhA welcomes medical cannabis recommendations

Pharmacists have cause to celebrate the Government of Canada's report from the Task Force on Marijuana Legalization and Regulation. The report, released December 2016, contains 80 recommendations, validating months of advocacy work from the Canadian Pharmacists Association (CPhA).

CPhA is pleased that their strong recommendation to establish separate streams to access medical and recreational marijuana is reflected in the report. This dual system recognizes that there is a difference between medical and recreational cannabis use, opening the door for medical cannabis patients to have access to necessary clinical support and oversight by licensed health professionals.

The CPhA's submission to the Task Force in August also addressed the health and safety of recreational users, which did appear in the report's recommendations. This includes supporting public education, establishing a minimum age for legal purchases, mandating clear product warnings and offering training for retail staff.

CPhA will now work with governments, regulatory bodies and licensing authorities to expedite the necessary changes to the medical access regime. This federal government report validates CPhA's assertion that there is a strong role for pharmacists to play in the safe management and distribution of cannabis for medical use.



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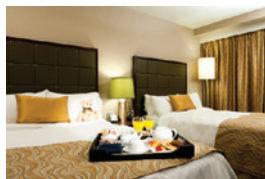
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CAREER LISTINGS

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Pharmacy members can place free career opportunities listings in this section and on the BCPhA website. We have the best pharmacy job board in BC! For the full listings of pharmacy technician and assistant positions visit the Pharmacy Technician Society of BC website at ptsbc.ca

Pharmacist members looking for new career opportunities can post their resumes for free on the Hire-a-Pharmacist page. To learn more, visit the recruitment section of bcpharmacy.ca

ABBOTSFORD

Pharmacist - full-time

We are looking for pharmacists to join our busy, established community pharmacies. Pharmacist must have a passion for patient care and strong interpersonal skills. Experience with Kroll/WinRx and Punjabi speaking is an asset. All experience levels are welcome. Please send resume to cmhjobs@outlook.com or fax 604.856.7178.

Pharmacist - part-time

Pharmasave Abbotsford Hospital is a unique pharmacy, offering service to patients inside and outside the Abbotsford Regional Hospital and Cancer Centre. We help patients transition back into the community as well as servicing the pharmacy needs of patients in Abbotsford. We are looking for a full-time pharmacist who can work in our patient-centred pharmacy. We are seeking someone with good communication and customer service skills who can work proactively with our technicians and assistants to provide the perfect Pharmasave experience. Two years experience as a Canadian pharmacist is required. Kroll experience is an asset. Complete fluency in English is a requirement. Please send resume to info@pharmasaveabby.com.

Pharmacist - part-time

Garden Park Pharmacy is a long-established, friendly community pharmacy seeking a pharmacy manager, pharmacist and pharmacy assistants to join our company. Abbotsford is about a 45-minute drive from Vancouver. We offer competitive wages. No Sunday, Saturday, statutory holidays or evenings. All experience levels and new graduates are welcome. Please send resume to alanchoi5588@yahoo.com, fax 604.746.2825 or call 604.859.3300.

BURNABY

Pharmacist - full-time

Medical Pharmacies Group Ltd. is seeking a clinical consultant pharmacist. We specialize in providing pharmacy services to retirement homes and long-term care facilities. The pharmacist is responsible for providing innovative pharmacy services and clinical expertise that provides safe medication management, optimizes effective drug therapy outcomes for residents, participates in multi-disciplinary care and makes recommendation to care providers. The consultant is required to build and maintain excellent customer relations. Applicant

must be able to travel to various locations in the Lower Mainland. Pharmacists with long-term care, management or clinical experience are highly preferred. Geriatric Certification is an asset. Please email cover letter and resume to Sonia.Fiorini@medicalpharmacies.com.

Pharmacist - full-time

We are searching for a pharmacist with experience in residential care/nursing home. The Overwaitea Food Group (OFG) is one of Western Canada's leading retailers in food and pharmacy solutions. We are committed to providing a fun and respectful work environment and to empowering our team members in professional growth. We are supported by the organization's core values in service, people, integrity, fun and innovation. Join the OFG and reward yourself with an exciting career. Please forward resume to ming_chang@owfg.com.

CAMPBELL RIVER

Pharmacist - part-time, relief

London Drugs has a part-time opportunity in Campbell River. Join a clinical and patient-focused team using the latest robotic dispensing machines plus counseling booths and counseling rooms. Competitive salary and compensation packages, scheduled meal breaks and opportunities to advance to roles such as travel medicine, long-term care, pharmacy management, CDE, injection pharmacist and patient care pharmacists. Please send resume to Nelson Costa, Pharmacy Operations Manager at ncosta@londondrugs.com, fax 604.448.1075 or call 604.272.7113.

CHEMAINUS

Pharmacy manager - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales. Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to DBilson@rexall.ca.

CHILLIWACK

Pharmacy manager - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales. Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed.

Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to DBilson@rexall.ca.

Pharmacist - full-time

Pharmacist needed for a maternity leave coverage in Chilliwack (40 hours/week). Approximate start date end of Feb 2017. Overwaitea Food Group, one of Western Canada's leading food and consumer-goods retailer, operates more than 100 pharmacies in BC and Alberta under the following banners: Save On Foods, PriceSmart Foods, Coopers Foods, Urban Fare and Overwaitea Pharmacy. We provide a very professional pharmacy practice environment and are committed to: challenging & growing our staff; caring for people; healthy living for our shoppers and patients; and innovation and investing in our future. Join the Overwaitea Food Group and make your career prescription complete! Please send resume to Livia Chan, Regional Manager, Pharmacy Operations at Livia_chan@owfg.com.

COQUITLAM

Pharmacy manager - full-time

If you are a licensed pharmacist who is looking to provide patient-focused care within a strong team environment, then this opportunity may be for you. We offer a full compensation and benefits package with industry-leading components. We are a company committed to both pharmaceutical care and customer care. This position will start approximately January 2017. Please apply online at www.safewaypharmacy.jobs.

Pharmacist - full-time

If you are a licensed pharmacist who is looking to provide patient-focused care within a strong team environment, then this opportunity may be for you. We offer a Full Compensation and Benefits Package with industry-leading components. We are a company committed to both Pharmaceutical care and customer care. This position will start approximately January 2017. Please apply online at www.safewaypharmacy.jobs.

COURTENAY

Pharmacist - part-time, relief

London Drugs has a part-time opportunity in Courtenay. Join a clinical and patient-focused team using the latest robotic dispensing machines plus counseling booths and counseling rooms. Competitive salary and compensation packages, scheduled meal breaks and opportunities to advance to roles such as travel medicine, long-term care, pharmacy management, CDE, injection pharmacist and patient care pharmacists. Please send resume to Nelson Costa, Pharmacy Operations Manager at ncosta@londondrugs.com, fax 604.448.1075 or call 604.272.7113.

DELTA

Pharmacist - full-time

We are looking for full-time pharmacists for our Lower Mainland pharmacies. Experience with WinRX/Kroll and Microsoft Office (Word, Excel, etc.) are necessary. The successful applicant is required to have at least one year of experience working

in a community pharmacy and to be injection certified. Pharmacists must also have a good working knowledge of PharmaCare and third party billing policies, medication reviews, and experience with blister packing. Pharmacists must be strong communicators, clinically oriented, and willing to further their pharmacy practice and patient-centered care. Wages start at \$37/hour. Full medical and dental benefits are provided after a trial period of three months. If interested, please send resume and cover letter to careers@wescanapharmacy.com.

Pharmacist - part-time

A growing independent new pharmacy specializing in patient-centered care. We do dispense methadone but are not your typical methadone pharmacy. Known for our outstandingly efficient operations and loyal patient population, we have created a great environment to work and thrive. Seeking a pharmacist who is highly motivated with a strong work ethic; strong customer service skills; good communication & leadership skills; ability to work as a member of a dynamic & energetic team and most importantly willingness to actively participate in patients' health-care outcomes. Position is a permanent part-time leading to full-time. We offer stability, competitive pay structure and a great benefits package. We pride ourselves on our dedication to our employees and interest in long-term relationships. Please send resume to careers@wescanapharmacy.com.

GRAND FORKS

Pharmacist - full-time

Join a well-established, progressive, community-based independent pharmacy. Our pharmacy staff are encouraged to spend time with patients and go beyond the pharmacy counter to actively participate in their patients' health-care outcomes using their professional training. Our pharmacy is currently involved in many patient care initiatives including weight loss and metabolic management using the Ideal Protein protocol, advanced health screening using HealthTab, medication reviews and travel health. We offer a newly renovated pharmacy with two consultation rooms, an exciting work environment, competitive wages and benefits, as well as payment of professional dues and continuing education. Please send resume to ps298lake@gmail.com, fax 250.442.3523 or call 250.442.3515.

KAMLOOPS

Pharmacy manager - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales. Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to DBilson@rexall.ca.

Pharmacist - full-time, part-time

Manshadi Pharmacy is looking to hire a full-time and part-time (up to 30 hours a week or more) motivated pharmacist to work in a well-established independent retail pharmacy. Experience working in a busy pharmacy is a requirement. We specialize

in diabetic care, compounding and home health care products. Great team that supports our pharmacist. We prefer a long-term commitment. Kamloops is a great place to be. We are close to two ski hills, Sun Peaks and Harper Mountain, and dozens of nearby lakes. Good community to raise a family with all needed amenities. Thank-you for your interest but only qualified applicants will be contacted. New grads are welcome to apply. Please send resume to Missagh Manshadi, pharmacist/owner at missagh@manshadipharmacy.com, online at manshadipharmacy.com, fax 250.434.2527 or call 250.574.0111.

Pharmacist - part-time

Advance your pharmacy career with Overwaitea Food Group. With over 120+ pharmacies in over 50+ communities across BC and Alberta, and growing in Saskatchewan and Manitoba, under the following banners: Save On Foods, PriceSmart Foods, Urban Fare and Overwaitea Pharmacy. Our pharmacy team members share a passion for healthy living and quality patient-centred care. We provide a very professional pharmacy practice environment and are committed to: challenging & growing our staff; caring for people; healthy living for our shoppers and patients; innovation and investing in our future. Join the Overwaitea Food Group and make your career prescription complete! Sorry, but only shortlisted candidates will be contacted. Please send resume to Raymond Jay, B.Sc. (Pharm), R.Ph, Regional Manager, Pharmacy Operations at raymond_jay@owfg.com.

Pharmacist - part-time

Looking for part-time pharmacist in Kamloops (1 year contract). Job Requirements: insured and currently licensed with the British Columbia College of Pharmacist (Part A), in good standing; proven relationship management and interpersonal skills to allow to develop strong partnerships with clients; a history of being a continuous learner where the skills and knowledge have been developed to be a respected pharmacy professional; excellent presentation and communication skills, both verbal and written; effective organization, planning, and time management skills. Please send resume to Farishta.Ahmad@loblaw.ca.

KELOWNA

Pharmacy manager - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales. Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to DBilson@rexall.ca.

Pharmacist - full-time

Maternity leave position. Medical Pharmacies Group is seeking a clinical consultant pharmacist. We specialize in providing pharmacy services to retirement homes and extended care facilities. The pharmacist is responsible for providing innovative pharmacy services and clinical expertise that provides safe medication management and optimizes effective drug therapy outcomes

for residents. Participates in multi-disciplinary resident care and makes recommendations to care providers. The consultant is required to build and maintain excellent customer relations. Applicant must be flexible to travel. Pharmacists with long-term care and clinical experience are highly preferred. Geriatric certification is an asset. See full job description at bcpharmacy.ca/jobs. Please send resumes to Sonia Fiorini, Talent Acquisition Specialist at recruitment@medicalpharmacies.com.

Pharmacist - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales. Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resumes to DBilson@rexall.ca.

LANGLEY

Pharmacist - full-time

We are looking for a full-time pharmacist (30-36 hours per week) in Langley. Pharmacist must know how to use Kroll system and be able to do injections and clinical services. Please email resume to pharmacycareltld@gmail.com.

Pharmacist - part-time

We are looking for a part-time, permanent pharmacist for Saturday and Sunday from 10am-2pm. Please send resume and cover letter to ms0361@store.medicineshoppe.ca or fax 604.510.3141.

MAPLE RIDGE

Pharmacist - full-time, part-time, relief

We are looking for a full-time/part-time pharmacist for a small, independent compounding pharmacy in the Lower Mainland. Experience with WinRx preferred but will train right candidate. Must be injection certified; authorized to dispense Methadone; have good knowledge of PharmaCare and third party billing; be clinically oriented; enjoy doing medication reviews; have strong verbal and written communication as well as organizational skills; be able to perform in a fast-paced environment; must be flexible and a team player and be business minded with a patient-focused attitude. This is an ideal position for someone looking to further their knowledge of pharmacy and grow with a company. Above average compensation and benefits. Please send resume to alouettepharmacy@gmail.com.

NANAIMO

Pharmacy manager - full-time

This is a one year term position (maternity leave replacement). If you are a licensed pharmacist who is looking to provide patient-focused care within a strong team environment, then this opportunity may be for you. We offer a Full Compensation and Benefits Package with industry-leading components. We are a company committed to both Pharmaceutical care and Customer care. Please apply online at www.sobeyscareers.ca.

Pharmacist - part-time

CareRx is looking for a part-time pharmacist to help us in our busy LTC pharmacy in Nanaimo on a regular basis. Required qualifications: licensed to practice as a pharmacist in B.C.; superior interpersonal skills; strong verbal and written English communication skills; commitment to providing exceptional customer service and computer proficiency. Desired qualifications: exposure to Kroll computer software; efficient time management abilities; effective organization and planning skills and experience with clinical services to long-term care facilities. Please send resume to kevin.liew@carerx.ca or online at carerx.ca.

Pharmacist - part-time

London Drugs has a part-time opportunity in Nanaimo. Join a clinical and patient-focused team using the latest robotic dispensing machines plus counseling booths and counseling rooms. Competitive salary and compensation packages, scheduled meal breaks and opportunities to advance to roles such as travel medicine, long-term care, pharmacy management, CDE, injection pharmacist and patient care pharmacists. Please email resumes to Nelson Costa, Pharmacy Operations Manager at NCosta@londondrugs.com or fax: 604-448-1075 or please call 604-272-7113.

NEW WESTMINSTER

Pharmacist - full-time

Key responsibilities include: checking prescriptions for accuracy, counseling on prescription medications, OTC counseling, health management consulting and collaboration with pharmacy assistant to accurately dispense prescription medications. Qualifications: Bachelor of Pharmacy; license to practice in the province seeking employment; superior interpersonal skills; strong verbal and written

communication skills; commitment to providing exceptional customer service and computer proficiency. A flexible schedule with some weekends and evenings. Please send resume to sabeeh@globalhealthmanagement.ca.

Pharmacist - full-time, part-time

We require a part-time or full-time pharmacist for busy, independent North Vancouver pharmacy. If you are looking for a great work environment with a strong clinical role coupled with dispensing, interdisciplinary collaborative focus, competitive pay and consistent enjoyable work, please send resume to nvpharmacy1@gmail.com.

Pharmacist - full-time, part-time

Staff pharmacist for independent 'full service' community pharmacy in North Vancouver. Prerequisites: registered full pharmacist in 'good-standing' in B.C., trained in ppp-66, authorized to administer injections and fluent English language skills. Details: weekday shifts from 10:30-17:30; part & full-time schedules and experienced support staff & management team. Benefits: paid annual vacations, employment contract guarantee, compensation between \$35 - \$40/hour, which is contingent on job performance. If interested, please forward cover letter and resume to wlmcparmacy@gmail.com.

PARKSVILLE

Pharmacist - full-time

Overwaitea Food Group, one of Western Canada's leading food and consumer-goods retailer, operates more than 110 pharmacies in BC and Alberta under the following banners: Save On Foods, PriceSmart Foods, Urban Fare and Overwaitea Pharmacy. We provide a very professional pharmacy practice environment and are committed to: challenging & growing our staff; caring for people; healthy living

for our shoppers and patients; innovation and investing in our future. Join the Overwaitea Food Group and make your career prescription complete! We have an opening for a pharmacist position at our store in Parksville. Please send resume to Sammy Lee, B.Sc. (Pharm), R.Ph., Regional Manager, Pharmacy Operations at sammy_lee@owfg.com.

PRINCE GEORGE

Pharmacist - full-time

Pharmacist needed for maternity leave coverage (40 hours/week position) for 6 to 12 months. Overwaitea Food Group, one of Western Canada's leading food and consumer-goods retailer, operates more than 100 pharmacies in BC and Alberta under the following banners: Save On Foods, PriceSmart Foods, Coopers Foods, Urban Fare and Overwaitea Pharmacy. We provide a very professional pharmacy practice environment and are committed to: challenging growing our staff; caring for people; healthy living for our shoppers and patients; innovation and investing in our future. Join the Overwaitea Food Group and make your career prescription complete! Please send resume to Livia Chan, Regional Manager, Pharmacy Operations at livia_chan@owfg.com.

QUESNEL

Pharmacist - full-time

Pharmacist needed for a maternity leave coverage in Quesnel. (40 hours a week) Approximate start date end of Jan 2017. Overwaitea Food Group, one of Western Canada's leading food and consumer-goods retailer, operates more than 100 pharmacies in BC and Alberta under the following banners: Save On Foods, PriceSmart Foods, Coopers Foods, Urban Fare and Overwaitea Pharmacy. We provide a very professional pharmacy practice environment and are

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Home Protect Rx is a Comprehensive Home Insurance Policy providing Guaranteed Replacement cost coverage against loss or damage to your home and replacement cost coverage to your personal property. In addition to our exceptional policy features, *as BCPhA members you will receive benefits not available to the general public:*

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committed to: challenging & growing our staff; caring for people; healthy living for our shoppers and patients; innovation and investing in our future. Join the Overwitea Food Group and make your career prescription complete! Please send resumes to Livia Chan, Regional Manager, Pharmacy Operations at Livia_chan@owfg.com.

RICHMOND

Pharmacist - full-time

Operations Pharmacist. MediSystem Pharmacy, a Shoppers Drug Mart Company, is an established specialty pharmacy that provides pharmaceutical dispensing and clinical pharmacy consulting services to long-term care facilities across Canada. MediSystem services 40,000 residents in over 300 facilities and is proud to be 100% Canadian owned and operated. Please see job description at bcpharmacy.ca/jobs. Please send resumes to Farishta.ahmad@loblaw.ca or apply online at www.imedisystem.com.

Pharmacist - full-time

MediSystem Pharmacy is committed to optimizing the health, wellness and safety of all residents who we service through the introduction of innovative technologies, continuing education, enhanced clinical services and seamless medication delivery. The successful candidate will join the supervisory team in Richmond operations to help drive the change required for operational excellence and to promote learning, growth and development within the organization. About the role: as a supporting member of the MediSystem site operations supervisory team, reporting directly to the Operations Manager, the pharmacist lead will play a critical role in meeting established quality and productivity goals in a fast-paced long term care pharmaceutical production facility. See full job description at bcpharmacy.ca/jobs. Please send resumes to Farishta.Ahmad@loblaw.ca.

SALMON ARM

Pharmacist - part-time

Part-time staff pharmacist needed for three days per week in a busy pharmacy in downtown Salmon Arm. No evenings or Sunday shifts. Focus on pharmacy services and injection services are required. Previous compounding experience is preferred. Only those selected for an interview will be contacted. Please send resume and cover letter to Todd Gehring, Pharmacy Operations Coordinator at tgehring@forewest.ca or call 604.315.3273.

SALT SPRING

Pharmacist - full-time

Pharmasave on Salt Spring Island has an opening for a full-time pharmacist. If you dream about living in one of the most vibrant and beautiful Gulf Island communities in British Columbia while still maintaining an interesting and rewarding career, then you should consider joining our team of experienced and dedicated professionals. We offer a competitive compensation and benefits package and the opportunity for a truly great lifestyle. Our standards are high and we aim to offer our customers the best service and pharmacy counseling available. Come and find out why The New York Times calls Salt Spring Island one of the "gems" of the Pacific Northwest. Please send resume to Gary Utter, Owner/Manager at gary@saltspringpharmasave.com or fax: 250.537.2802 or please call 250.537.5534.

SURREY

Pharmacy manager - full-time

If you are a licensed pharmacist who is looking to provide patient-focused care within a strong

team environment, then this opportunity may be for you. We offer a full compensation and benefits package with industry-leading components. We are a company committed to both Pharmaceutical care and customer care. This is a one year term position (maternity leave replacement). Please apply online at www.safewaypharmacy.jobs.

Pharmacy manager - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales; and provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resume to DBilson@rexall.ca.

Pharmacist - full-time

If you are a licensed pharmacist who is looking to provide patient-focused care within a strong team environment, then this opportunity may be for you. We offer a Full Compensation and Benefits Package with industry-leading components. We are a company committed to both Pharmaceutical care and customer care. Please apply online at www.safewaypharmacy.jobs.

Pharmacist - full-time

Key responsibilities include: checking prescriptions for accuracy, counseling on prescription medications, OTC counseling, health management consulting and collaboration with pharmacy assistant to accurately dispense prescription medications. Qualifications: Bachelor of Pharmacy; license to practice in the province seeking employment; superior interpersonal skills; strong verbal and written communication skills; commitment to providing exceptional customer service; and computer proficiency. A flexible schedule with some weekends and evenings. Please send resume to sabeeh@globalhealthmanagement.ca.

Pharmacist - full-time

We are looking for a pharmacist to join our growing company. We are an independent, community-based pharmacy providing patient-centred care. We require a pharmacist with the following qualifications: highly motivated and with a strong work ethic; strong customer service skills; good communication and leadership skills; ability to work proactively as a member of a dynamic and energetic team; and a willingness to actively participate in patients' health-care outcomes and various managed care initiatives. We offer stability, a competitive wage, and a benefits package. We pride ourselves on our dedication to our employees and interest in long term relationships. Please send resumes to hr@nazwellness.com or fax 604.608.3230.

Pharmacist - part-time.

Part-time pharmacist position with new independent Pharmacy in Surrey - two to three shifts a week. Need to be able to work independently. Must be proficient in both Kroll as well as PharmaClik. Preference given to pharmacists that are injection certified, have completed the methadone training and are able to conduct professional services such as medication reviews, adaptations and refusal to fills. New grads are welcome - great learning opportunity! Position to start immediately. Please send resume to vivacarerx@gmail.com or fax 778.293.2274.

TRAIL

Pharmacy manager - full-time

If you are a licensed pharmacist who is looking to provide patient-focused care within a strong team environment, then this opportunity may be for you. We offer a Full Compensation and Benefits Package with industry-leading components. We are a company committed to both Pharmaceutical care and customer care. Please apply online at www.safewaypharmacy.jobs.

VANCOUVER

Pharmacy manager - full-time, part-time

Seeking an exciting position as a pharmacist? A busy pharmacy in Vancouver is looking for a full-time or part-time: staff pharmacist / pharmacy manager. The applicants must: be licensed by the College of Pharmacist of BC; possess great command of English both written and oral; possess great communication skills and customer service; and be able to work independently and also as a part of a team. Competitive salary offered. Experience in the field is an added benefit but not necessary. Ability to communicate in Cantonese with seniors. Please email resume to christyhe_@hotmail.com. Fax 778.298.7207, phone 604.753.9116.

Pharmacy Intern - full-time

Save-On-Foods is in search of a motivated and enthusiastic pharmacy intern to join our team. If you are a pharmacy student seeking to obtain essential experience in retail pharmacy, come join us to advance your knowledge and gain leverage that you can use in your future career. We have a position available for you in our Vancouver location. With over 118 pharmacies in over 50 communities across BC and Alberta, and growing into Saskatchewan and Manitoba, our pharmacy team members share a passion for healthy living and quality, patient-centred care. We offer an attractive compensation package and our extensive benefits package is one of the industry's finest. Please send resumes to pharmacyemployment@owfg.com.

Pharmacist - full-time

We are looking for a pharmacist to join our growing company. We are an independent, community-based pharmacy providing patient-centred care. We require a pharmacist with the following qualifications: highly motivated and with a strong work ethic; strong customer service skills; good communication and leadership skills; ability to work proactively as a member of a dynamic and energetic team; and willingness to actively participate in patients' healthcare outcomes and various managed care initiatives. We offer stability, a competitive wage, and a benefits package. We pride ourselves on our dedication to our employees and interest in long term relationships. Please send resumes to hr@nazwellness.com or please call 604.608.3230.

Pharmacist - part-time

Part-time pharmacist position available. Experienced in retail pharmacy, exceptional communication and organization skills, familiar with Telus RxA or RxT program, and able to work productively as a member of a dynamic team. If required, will work at two different pharmacy locations, both in the Lower Mainland. Please, no phone calls about this job. Email resumes only to hr@yyoung.com.

Pharmacist - part-time

We are a growing independent new pharmacy specializing in patient-centred care. Known for outstanding efficient operations and our loyal patients. We have created a great environment to work & thrive. Looking for a highly motivated pharmacist with a strong work ethic; great customer service skills; and good communication and leadership skills. Ability to work as a member of a

dynamic team and most importantly willingness to actively participate in patients' healthcare outcomes. Position is permanent part-time weekends, leading to full-time with flexibility between two pharmacies located in downtown Vancouver. We offer stability, a very competitive pay structure and a great benefits package. We pride ourselves on our dedication to our employees and interest in long-term relationships. Please send resumes to drimrantejani@gmail.com.

VERNON

Pharmacist - part-time

Looking for part-time staff pharmacist in Vernon (7 month contract). Job requirements: insured and currently licensed with the British Columbia College of Pharmacists (Part A) in good standing; proven relationship management and interpersonal skills to allow to develop strong partnerships with clients; a history of being a continuous learner where the skills and knowledge have been developed to be a respected pharmacy professional; excellent presentation and communication skills - both verbal and written; and effective organization, planning, and time management skills. Please send resumes to Farishta.Ahmad@loblaw.ca.

VICTORIA

Pharmacy manager - full-time

Demonstrate strong sales ability, leadership, energy, passion and communication skills as we strive to be recognized as the Canadian leader in pharmacy health care. Consult with patients to maximize Rx and OTC sales. Provide professional advice and applicable dialogue with patients on prescription and OTC products to provide excellent customer service. Be aware of any in-store events and support these events within the store. Supervise pharmacy technicians. Ensure company standard operating procedures, policies, professional standards and applicable laws and regulations are followed. Implement proper pricing and receiving procedures to minimize shrinkage. Maintain the dispensary inventory level within the prescribed guidelines through accurate perpetual inventory records. Please send resumes to DBilson@rexall.ca.

Pharmacy manager - full-time

Full-time pharmacy operations manager. Requirements: Pharmacist license in good standing; three years of retail, hospital or long-term care pharmacy experience; three years of management or supervisory experience; effective written and verbal communication skills; excellent interpersonal and customer service skills; excellent organizational and multi-tasking skills; ability to delegate responsibility; and team player and leadership skills. Please email your resume to Farishta.ahmad@loblaw.ca.

Pharmacist - full-time

Are you looking for an opportunity with an established independent pharmacy chain that is looking to grow and expand its focus on patient care and clinical specialization? We take patient follow up to a whole new level. We are looking for energetic pharmacists who want to practice their full scope of clinical skills and help us bring top-notch health care to our customers. Heart Pharmacy IDA owned by Naz Rayani is looking for an engaged, clinically-oriented and outgoing full-time pharmacist to work at our unique community pharmacies. Please send resumes to jobs@victoriapharmacy.com.

Pharmacist - relief

A community pharmacy is looking for a locum pharmacist for occasional day-time shifts. Please send resumes to victoriamedicaljobs@gmail.com.

OPPORTUNITIES ACROSS BC

ACROSS BC

Pharmacist - part-time, relief

Advance your pharmacy career with the Overwaitea Food Group, a Canadian-owned company that operates under multiple banners: Save-On-Foods, Coopers Foods, Overwaitea Foods, PriceSmart Foods, and Urban Fare. With over 115 pharmacies in over 50 communities across BC and Alberta, and growing into Saskatchewan and Manitoba, our pharmacy team members share a passion for healthy living and quality patient-centred care. We offer an attractive compensation package and our extensive benefits package is one of the industries' finest. We have positions available in Kitimat & Creston, Parksville, Prince George, Quesnel, Grand Forks, Fernie, Fort Nelson, Prince Rupert & Campbell River. Floater pharmacist positions are also available. New grads are welcome to apply. Please send resumes to pharmacyemployment@owfg.com.

LOWER MAINLAND

Pharmacist - part-time, relief

If you are a licensed pharmacist who is looking to provide patient-focused care within a strong team environment, then this opportunity may be for you. We offer a Full Compensation and Benefits Package with industry-leading components. We are a company committed to both Pharmaceutical care and customer care. Please apply online www.safewaypharmacy.jobs.

LOWER MAINLAND

Pharmacist - part-time

London Drugs has a part-time opportunity in the Lower Mainland. Join a clinical and patient-focused team using the latest robotic dispensing machines plus counseling booths and counseling rooms. Competitive salary and compensation packages, scheduled meal breaks and opportunities to advance to roles such as travel medicine, long-term care, pharmacy management, CDE, injection pharmacist and patient care pharmacists. Please email resume to Nelson Costa, Pharmacy Operations Manager, BC at ncosta@londondrugs.com or fax 604.448.1075 or please call 604.272.7113.

OKANAGAN

Pharmacist - relief

Advance your pharmacy career with the Overwaitea Food Group, a Canadian-owned company that operates under multiple banners: Save-On-Foods, Coopers Foods, Overwaitea Foods, PriceSmart Foods, and Urban Fare. With over 118 pharmacies in over 50 communities across BC and Alberta, and growing into Saskatchewan and Manitoba, our pharmacy team members share a passion for healthy living and quality, patient-centred care. We offer an attractive compensation package and our extensive benefits package is one of the industry's finest. We have a relief pharmacist position available for the Okanagan region. New graduates are welcome to apply. Please email your resume to sammy_lee@owfg.com.

OPPORTUNITIES OUTSIDE BC

ALBERTA

Pharmacist - full-time, float position

The Overwaitea Food Group (OFG) proudly provides professional, patient-centred care through more than 80 pharmacies across BC and Alberta. We are a leading-edge food and consumer goods retailer known for our belief that well-being is about prevention, not just intervention. And thanks to the breadth and depth of our well-established health related offerings, our pharmacists are in a unique position to counsel clients about nutrition and wellness. At OFG, we're committed to fostering a work environment that encourages personal growth, training and career opportunities and provides continuous learning. We offer an attractive compensation package and our extensive benefits package for full-time pharmacists is one of the industries' finest. Learn more about what we have to offer. Please send resumes to Denise Nilsen, Regional Manager, Pharmacy Operations at denise_nilsen@owfg.com.

SASKATCHEWAN

Pharmacist - full-time

Advance your pharmacy career with Save-On-Foods. With over 100+ pharmacies in over 50+ communities across BC and Alberta, and growing in Saskatchewan and Manitoba, our pharmacy team members share a passion for healthy living and quality patient-centred care. Our pharmacy team members are made up of hardworking people who thrive in a demanding and changing environment and are deeply committed to their patients. We offer: friendly, professional and supportive work environments; flexibility, stability and great compensation packages; and opportunities to develop your leadership skills, expand your scope of practice and advance your career. Pharmacist positions available in Regina & Yorkton. For more information on career opportunities, please contact or forward your resume in confidence to Denise Nilsen, Regional Manager, Pharmacy Operations at denise_nilsen@owfg.com.

PHARMACY TECHNICIANS AND ASSISTANTS

For the full listings of pharmacy technician and assistant positions visit the Pharmacy Technician Society of BC website at ptsbc.ca

ABBOTSFORD - Pharmacy technician - full-time -

Please send resume to cmhjjobs@outlook.com or fax 604.856.7178.

ACROSS BC - Pharmacy technician - full-time

(Vancouver, Burnaby, Richmond, Surrey, Port Coquitlam, Langley, Langford, Nanaimo, Kelowna, Kamloops and Prince George). Please send resumes to jason.tran@costco.com or please call 604.444.9347.

ALBERTA - Pharmacy assistant - part-time. Please send resumes to Denise Nilsen at denise_nilsen@owfg.com.

BARRIERE - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacist/Pharmacy Operations Manager at regan@teamrx.net.

BURNABY - Pharmacy assistant - part-time - Please send resumes to steve_lee@owfg.com.

BURNABY - Pharmacy technician - full-time - Please send resume to Farishta.Ahmad@loblaw.ca.

CHILLIWACK - Pharmacy assistant - part-time - Please apply online at safewaypharmacy.jobs.

CLEARWATER - Pharmacy technician - full-time, part-time - Please send resume to ps231@telus.net, fax 250.674.0056 or call 250.674.0059.

COQUITLAM - Pharmacy assistant - part-time - Please apply online at safewaypharmacy.jobs.

COURTENAY - Pharmacy technician - full-time - Please send resume to Farishta.Ahmad@loblaw.ca.

CRANBROOK - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

CRANBROOK - Pharmacy technician - full-time - Please send resume to peoplespharmacy@telus.net, fax 250.420.4135 or call 250.420.4133.

DEASE LAKE - Pharmacy technician - full-time - Please send resume to Alan Williamson, Owner at ps214@shaw.ca.

DELTA - Pharmacy technician - full-time - Please send resume to careers@wescanapharmacy.com.

GOLD RIVER - Pharmacy technician - part-time - Please send resume to Colleen at collhogg@hotmail.com, fax 250.285.3375 or call 250.285.2275.

HUDSON HOPE - Pharmacy technician - full-time - Please send resume to Alan Williamson at ps214@shaw.ca.

KAMLOOPS - Pharmacy technician - full-time, part-time - Please send resume to Missagh Manshadi, Owner/Pharmacist at missagh@manshadipharmacy.com, fax 250.434.2527 or call 250.574.0111.

KASLO - Pharmacy assistant - full-time - Please send resumes to wardctaylor@gmail.com.

LADNER - Pharmacy assistant - part-time - Please send resume to ps246rx@dccnet.com.

LANGLEY - Pharmacy assistant - part-time - Please apply online at safewaypharmacy.jobs.

LANGLEY - Pharmacy technician - full-time - Please send resumes to pharmacycareltd@gmail.com.

LANGLEY - Pharmacy technician - full-time - Please send resumes to hr@nazwellness.com or fax 604.608.3230.

LOGAN LAKE - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacy Operations Manager at regan@teamrx.net.

LOWER MAINLAND - Pharmacy technician - full-time - Please send resume to Nelson Costa, Pharmacy Operations Manager at ncosta@londondrugs.com, fax 604.448.1075 or call 604.272.7113.

MAPLE RIDGE - Pharmacy assistant - part-time - Please send resume to alouettepharmacy@gmail.com or fax 604.467.3714.

MAPLE RIDGE - Pharmacy assistant - part-time - Please send resume to gwrong2108@yahoo.ca.

MASSET - Pharmacy technician - full-time - Please send resume to Alan Williamson, Owner at ps214@shaw.ca.

MCBRIDE - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacist/ Pharmacy Operations Manager at regan@teamrx.net.

MIDWAY - Pharmacy technician - part-time - Please send resume to Cris Bennett, Pharmacy manager/ owner at boundarypharmacy@gmail.com, fax 250.449.2867 or call 250.449.2866.

NANAIMO - Pharmacy technician - full-time, part-time - Please send resume to Kevin Cox, Pharmacist/ manager at phr01525@loblaw.ca, fax 250.390.5732 or call 250.390.5730.

NEW AIYANSH - Pharmacy technician - full-time - Please send resume to Alan Williamson, Owner at ps214@shaw.ca or call 604.926.5331.

NEW WESTMINSTER - Pharmacy technician - Full-

time - Please send resumes to atang@londondrugs.com or please call 604.524.1121.

NEW WESTMINSTER - Pharmacy technician - full-time - Please send resume to pdm128@pdmstores.com or call 778.928.1067.

NORTH VANCOUVER - Pharmacy assistant - part-time - Please apply online at www.safewaypharmacy.jobs.

RICHMOND - Pharmacy technician - full-time - Please send resumes to Farishta.Ahmad@loblaw.ca.

RICHMOND - Pharmacy assistant - full-time - Please send resumes to Farishta.Ahmad@loblaw.ca.

RICHMOND - Pharmacy assistant - part-time - Please apply online at safewaypharmacy.jobs.

SICAMOUS - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacist/ Pharmacy Operations Manager at regan@teamrx.net.

SURREY - Pharmacy technician - full-time - Please send resumes to hr@nazwellness.com or fax 604.608.3230.

VALEMOUNT - Pharmacy technician - full-time - Please send resume to Regan Ready, Pharmacist/ Pharmacy Operations Manager at regan@teamrx.net.

VANCOUVER - Pharmacy technician - full-time - Please send resume to hr@nazwellness.com or fax 604.608.3230.

VANCOUVER - Pharmacy technician - full-time - Please send resume to ms285@pharmacybc.com.

VANCOUVER - Pharmacy technician - full-time - Please send resume to brooke@bixa.ca.

VANCOUVER - Pharmacy technician - full-time - Please send resume to Farishta.ahmad@loblaw.ca.

VANCOUVER - Pharmacy assistant - full-time, part-time - Please send resume to pharmavancouver@outlook.com.

VANCOUVER - Pharmacy assistant - part-time - Please apply online at safewaypharmacy.jobs.

VANCOUVER - Pharmacy assistant - part-time - Please send resume to albertopharmacy@gmail.com.

VANCOUVER - Pharmacy assistant - part-time - Please send resume to christyhe_@hotmail.com.

VICTORIA - Pharmacy technician - full-time - Please send resume to jobs@victoriapharmacy.com.

VICTORIA - Pharmacy technician - full-time - Please send resumes to info@rxvictoria.com or fax 250.477.6121.

VICTORIA - Pharmacy assistant - full-time, part-time - Please send resumes to info@rxvictoria.com or fax 250.477.6121.

WEST VANCOUVER - Pharmacy assistant - part-time - Please apply online at safewaypharmacy.jobs.

BUSINESS OPPORTUNITIES

Are you thinking of selling your pharmacy? **Overwaita Food Group** may be interested. If you would like more information please contact pharmacybuyer1@gmail.com.

Forewest Holdings partners with local pharmacists and currently owns 34 Pharmasave locations. We have been partnering with local pharmacists for more than 30 years. We are currently looking for opportunities to acquire more community pharmacies in B.C. and Alberta. Please contact us if you are ready to sell all or part of your store. Forewest is also always looking for pharmacists who would like to become part owners of a pharmacy. Under the Forewest program you become a shareholder of your store and receive your full pro-rata share of its income in addition to your normal salary. We have several ownership opportunities available at this time. Please contact Don Fraser, CEO and President, at dfraser@forewest.ca or please call 604.788.9315.

Peoples Drug Mart is an established and proven pharmacy banner that will make your pharmacy business more successful and profitable. We provide outstanding marketing support and services for a low monthly fee. Unlike other banners, Peoples Drug Mart does not charge a percentage of sales. Our belief is that the profits from your hard work should stay in your business. With Peoples, you get the best of both worlds, outstanding support and services and the ability to maintain your profits. If you are interested in purchasing, selling or opening a new pharmacy, please contact Frank Cucca toll free 1.877.450.6006, ext. 18 or 604.619.4846 or email frankc@pdmstores.com.

BURNABY - business partner opportunity

We are looking for an enthusiastic and experienced pharmacist to become a business partner in this new pharmacy. The candidate must be energetic, friendly, patient-focused, capable of enhancing operational efficiency and business value. Minimum of four years' working as a pharmacist is essential. Experience as a pharmacy manager is preferred. Please email your resume and cover letter to masmajlesi@gmail.com.

LOWER MAINLAND - established pharmacy for sale

Busy pharmacy for sale. Located in the Lower Mainland beside a medical office. Over 32,000 Rx per year. High volume of senior clientele. No methadone. Excellent opportunity for new entrepreneurs or dedicated pharmacists who want to work for themselves. Please email some background information about yourself and forward your phone number for more details to jackthepharmacist@yahoo.ca.

TOFINO - partnership/sale

Tofino Pharmacy is seeking a partnership for gradual, or immediate outright purchase. Very busy 7000 sq. ft. store, with extremely profitable frontstore. Best location in Tofino, long renewable lease with reasonable rent. Call George at 250.725.8605 or email pdm134@gmail.com

UCLUELET - pharmacy for sale

Independent pharmacy in Ucluelet, B.C. Owner retiring. Well-established business with growth opportunity for young, entrepreneurial pharmacist(s). Flexibility with purchase agreement and hours worked. Please email hport@ukecable.net or call 250.726.4342.

VANCOUVER - pharmacy for sale

Pharmacy for sale. The pharmacy is adjacent to a medical clinic. For more information contact pharmacy1601@gmail.com.



HIRE THE BEST PHARMACISTS & PAY LESS

ShiftPosts is a web platform that provides pharmacies with on-demand relief pharmacists and technicians. Our web platform allows pharmacy owners to post a shift and find a match within minutes.

If you are a pharmacy manager that needs relief pharmacists or technicians on demand, without expensive agency fees, sign up or request a demo at www.shiftposts.com/signup



Hire the Best

We've had thousands of applicants and we have interviewed and approved only the best. Each pharmacist and technician has a rating so you know you're hiring the top candidates.

Cost Savings



The average pharmacy can save over \$2,000 a year by using ShiftPosts. We don't charge you an hourly cut of the wages. Instead we charge a flat fee for every shift.



Customization

Set your location, hourly rate, shift duration and systems used and we will connect you with the pharmacist or technician best suited to your pharmacy.

Payments + Invoices



We take care of payments, invoices and notifications. Simply add money using PayPal, INTERAC e-Transfer®, cheques, direct bank transfer or credit cards.

To sign up, please visit:
www.shiftposts.com/signup
or call 1-877-SHIFT-01 (toll free)
or email info@shiftposts.com

To learn more, visit www.shiftposts.com



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SAVE THE DATE! **BCPhA Annual Conference 2017**

May 25 to 27 at the Fairmont Chateau Whistler

Visit www.conference2017.bcpha.ca to learn more and register!

