

GUIDANCE TO FACILITATE THE INTEGRATION OF THE REFUGEE PHARMACY WORKFORCE FROM UKRAINE

**Support for education and professional regulation
of the workforce in other countries**

ІНСТРУКЦІЯ ДЛЯ ПІДТРИМКИ ІНТЕГРАЦІЇ ФАРМАЦЕВТИЧНИХ ПРАЦІВНИКІВ-БІЖЕНЦІВ З УКРАЇНИ

**Підтримка освіти та професійного регулювання
працівників в інших країнах**

INTERNATIONAL PHARMACEUTICAL FEDERATION

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GUIDANCE TO FACILITATE THE INTEGRATION OF THE REFUGEE PHARMACY WORKFORCE¹ FROM UKRAINE

This information is based on data provided by the All-Ukrainian Pharmaceutical Chamber (AUPC) to the International Pharmaceutical Federation (FIP) in 2017, reviewed by Dr Iryna Vlasenko in April 2022. It is provided to support the integration of refugee pharmacists or pharmacy technicians from Ukraine in other countries. Some data may not be entirely up to date, but will be updated as soon as possible.

This document was also developed following the recommendations and inputs by the FIP Forum for Pharmacy Professional Regulators and the FIP Workforce Development Hub.

FIP is grateful to Associate Professor Dr Iryna Vlasenko, an academic pharmacist from Ukraine, for her invaluable and selfless collaboration in compiling this information. Dr Vlasenko is a Member of the European Medicine Agency (EMA)’s Working Party with Patients and Consumers, a member of the Steering Group of the European Network of Centres for Pharmacoepidemiology and Pharmacovigilance, and a vice president of the International Federation on Diabetes.

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FIP Member Organisation	<p>All-Ukrainian Pharmaceutical Chamber (AUPC)</p> <p>AUPC is a voluntary, self-governing public organisation established on the basis of common interests for the joint realisation of the rights and freedoms of health professionals engaged in research and practice in the pharmaceutical sector of health care and related disciplines. The goal of AUPC is to unite the efforts of pharmaceutical workers engaged in science, production, distribution and retail organisation of medicines, scientists, representatives of the media and health care institutions of Ukraine. AUPC’s objectives include to promote research on the theory and practice of health care in the field of pharmacy and related disciplines, satisfaction and protection of common interests of members of the organization, to maintain a</p>
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¹ Throughout this publication, the phrase “pharmacy workforce” includes pharmacists, pharmacy technicians and pharmacy assistants.

	<p>single register of pharmaceutical workers (EDFP), training and certification of pharmaceutical workers, and protection of the interests of citizens from the provision of low-quality pharmaceutical services by taking measures provided by current legislation.</p> <p>For more information about AUPC: http://farmpalata.com.ua/pro-nas/meta-ta-zavdannya/</p> <p>Contact details can be found at: http://farmpalata.com.ua/pro-nas/kontakty/</p>
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1. Key figures

Number of community pharmacists (2017*)	48,200
Number of pharmacy technicians and pharmacy support staff graduates (2017*)	21,208
Number of schools of pharmacy	28

*The figures are based on data provided to FIP in 2017

2. Regulatory requirement and practice standards for pharmacists

Is there a legal requirement for pharmacists to be registered or licensed?	<p>No.</p> <p>Pharmacists may start practising by showing their university diploma and internship certificate.</p> <p>Entry level qualification for pharmacists is a masters' degree. The Ukrainian term "Провізор" (pronounced "provizor") refers to the full education, masters-level pharmacist.</p> <p>Pharmacists' diplomas prior to 2021 used the term "provizor". Since 2021, the term "provizor" has been replaced by "pharmacist".</p> <p>Technicians: Pharmacy technicians' diplomas prior to 2021 used the terms "pharmacist".</p>
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	<p>Since 2021, pharmacy technicians are called “pharmaceutical assistants”. Technicians have a bachelor’s degree.</p> <p>Classification of professions, Document 810_21, current version - Adoption on 25.10.2021: https://zakon.rada.gov.ua/rada/show/v0810930-21#Text</p>
<p>Is continuing education mandatory for pharmacists?</p>	<p>Yes (as of July 2021).</p>
<p>What are the requirements for continuing education? Are Continuing Education sources accredited? Who monitors and records the requirements are met or outstanding?</p>	<p>There is a continuing professional development (CPD) points system supervised by the Ministry of Health (MoH) (training, published articles, attendance of congresses, etc.). Every five years, every pharmacist must submit proof of CPD and pass an exam by the Ministry of Education and Science.</p> <p>Some universities have a CPD division and academies for CPD for healthcare professionals-provide courses.</p> <p>https://zakon.rada.gov.ua/laws/show/725-2021-%D0%BF#n8</p>
<p>Are there a minimum number of pharmacist practice hours required to maintain right to practice?</p>	<p>To maintain the right to practice, the MoH relies on the CPD points system.</p> <p>https://zakon.rada.gov.ua/laws/show/z0319-21#Text</p>
<p>Are there any published good pharmacy practice guidelines?</p>	<p>Yes.</p> <p>The Joint FIP-WHO GPP Guidelines (2011) are used and are available in Ukrainian, English and Russian languages on the website of the Ukrainian Parliament (national legislation)</p> <p>Document 897_009, current version - Adoption from 1 January 2011: https://zakon.rada.gov.ua/laws/show/897_009#Text</p> <hr/> <p>Decree № 870 of 9 October 2013 On the approval of the guidelines on "Medicines. Good practice of promotion"</p> <hr/> <p>Decree № 455 of 30 May 2013 On the WHO and FIP Guidelines on "Good Pharmacy Practice: Quality Standards for Pharmacy Services"</p> <p>To establish that, in order to improve the provision of quality medical care in health care institutions, the joint guidelines of the World Health Organization and the International Pharmaceutical Federation on "Good Pharmacy Practice: Quality Standards for Pharmacy Services" are recommended.</p>

<p>Who monitors the good pharmacy practice guidelines are maintained?</p>	<p>FIP GPP standards are published by MoH / as law but there is no mechanism to ensure implementation or quality control of practice.</p>
<p>Is there of a code of conduct/code of ethics governing the professional behaviour of pharmacists?</p>	<p>Yes. It was adopted at the All-Ukrainian Pharmaceutical Congress of 2010. Meeting of the working group on the development and adoption of the Code of Ethics for Pharmaceutical Workers of Ukraine (28 July 2010) Available in Ukrainian and English</p>
<p>Is there a published competency framework for pharmacists?</p>	<p>Yes. There is a Standard of Higher Education for obtaining a master's degree in "Pharmacy, Industrial Pharmacy"¹, which was developed and implemented according to the Ukrainian Law on Higher Education. Available in Ukrainian and English. Special (professional) competencies of pharmacists are grouped in five clusters in accordance with FIP guidelines (Education Initiatives. Pharmacy Education Taskforce. A Global Competency Framework, v.1)² and established in the national educational programme. 1. Ministry of Education and Science of Ukraine. Standards of higher education in Ukraine for the training of specialists of the master's level of higher educational branches of health sciences in the specialty Pharmacy. 2018, 30 p. 2. International Pharmaceutical Federation. Pharmacy Education Taskforce. A Global Competency Framework. 2012. https://www.fip.org/files/fip/PharmacyEducation/GbCF_v1.pdf</p>
<p>Can the public file complaints about the quality of care received from the pharmacist? Who receives, investigates and records the outcome of the complaints?</p>	<p>The public may file a complaint electronically to the State Service of Ukraine on Food Safety and Consumer Protection (https://dpss.gov.ua) This exists for all businesses that provide services, and is not specific for pharmacies. https://zakon.rada.gov.ua/laws/show/1023-12#Text https://zakon.rada.gov.ua/laws/show/833-2006-%D0%BF#Text There are no sanctions to suspend someone from practice (there are professional licences to be suspended, and university diplomas cannot be suspended). However, if there are serious consequences</p>

	of malpractice, the case can be dealt with through a criminal procedure.
<p>Are there nationally recognised performance indicators for practice standards, intended for pharmacists?</p> <p>Are there other levels of certification for certain services (Ex: vaccinations) or specialization?</p>	<p>No. But there is an official document on «Qualification characteristics of professions. Issue 78 "Health Care"», where the different qualifications and profiles in the pharmacy workforce (chief pharmacy, pharmacist, etc.) are detailed.</p> <p>https://zakon.rada.gov.ua/rada/show/v2242282-21#Text</p> <p>Second level specialization: If a pharmacist wishes to become a chief pharmacist, he/she needs to take a course on management and present the university diploma from that course to the employer. Also, to work as an analytical control pharmacist, pharmacists need to go through a 2-month course at a university/academy. The same applies for specializations in cosmetology, toxicology / forensic toxicology, and clinical pharmacy (diploma/certificate).</p> <p>https://zakon.rada.gov.ua/laws/show/z1081-21#Text</p> <p>Some roles may require additional specialization.</p>
<p>Are pharmacies inspected and assessed for quality assurance?</p> <p>Who can issue a letter of standing for actively practicing pharmacists?</p>	<p>Yes</p> <p>The Ministry of Education, through a special apostille to certify that diplomas are genuine.</p> <p>https://minjust.gov.ua/dep/ddr/poryadok-prostavlennya-apostilya</p> <p>There is a professional history booklet (“jobs book”) that each workplace must stamp to indicate the dates of the start and the end of employment. Until June 2021, this document only existed in paper, but now it is possible to have an electronic version. It is also used to define and calculate pensions.</p>
<p>Does Ukraine have reciprocity with other countries to accept and recognize the pharmacists actively practicing?</p>	<p>No. The process needs confirmation on individual basis in the destination country, by going through the rules and policies that each country specifies for the practice of foreign pharmacists.</p>

3. Regulatory requirement and practice standards for pharmacy technicians

Is there a legal requirement for pharmacy technicians to be registered or licensed?	No, but they must have a diploma to practice. “Assistant pharmacist”, as they are called in Ukraine, are pharmacy technicians (Bachelor of Pharmacy).
Is there a competency framework for pharmacy technicians?	Yes. Mostly these standard requirements are in educational documents for colleges and universities. These are standards for all Ukraine. Every University can adapt it (approx. 10% of the curriculum may change among institutions).
Are there nationally recognised performance indicators for practice standards, intended for pharmacy technicians?	No.
What is the minimum period of full time education for pharmaceutical technicians (technician training school), excluding internship?	4 years.
Are there accreditation requirements for schools that train pharmacy technicians?	Yes, by the Ministry of Education and Science of Ukraine.

4. Pharmacy education

What is the minimum required “entry to practice” education level for pharmacist practice?	Master’s degree or “Provizor” (“Провізор”) More recently renamed as “pharmacist”.
What is the minimum period of fulltime undergraduate education for pharmacists (pharmacy school), excluding internship?	5-6 years (depending on the model of education) 300 -360 credits (Approximately Bachelor 3-4 years (depending on the model of education) (240 credits) + master 1-1,5 years 120 credits)

<p>What is the minimum period of fulltime experiential learning to become licensed/registered as a pharmacist (e.g. internship)?</p>	<p>One year internship. After exam, graduates obtain an internship certificate, which is additional to the diploma after university. This certificate is essential to practise.</p>
<p>Are there accreditation requirements for schools that educate pharmacists?</p>	<p>Yes. By the Ministry of Education and Science, https://mon.gov.ua/eng/osvita/visha-osvita</p> <p>The accreditation of a pharmacy education institution is done by the Ministry of Education and Science, whilst the accreditation of the programme can also be made by a national professional organization.</p>
<p>Is there a system of regular review of the pharmacy curriculum at national level?</p>	<p>Yes. Universities must renew their certificate for initial education and training of students (when this certificate expires), and they must review not only the programme but also all materials that are delivered to students (such as materials for lectures, seminars, workshops).</p> <p>These is a core curriculum for all Ukraine. Every University can adapt it (approx. 10% of the curriculum may change among institutions).</p>
<p>Is there an assessment to confirm all programmes achieve the same educational outcomes?</p>	<p>Yes. According to standards and requirements</p> <p>There are special state exams:</p> <ol style="list-style-type: none"> 1. Integrated exam Krok (Step) 1 after the 3rd year of education; 2. Krok 2 at the end of university studies (to get the Diploma); and 3. Krok 3 (after the internship). <p>Certification of interns include: an oral assessment and evaluation of practical skills and test (Krok 3) with a pass mark of 70% (to obtain the certificate). Students who do not pass Krok 3 cannot take the state exam and must take the Krok 3 again at the following call.</p>
<p>Is there an comprehensive “entry to practice” examination upon graduation?</p>	<p>Yes. After internship Krok (Step) 3 there is a state exam.</p>

<p>Is there a national strategic plan for pharmaceutical human resources (e.g. as part of a broader Human Resources for Health Plan or as a separate strategic plan)?</p>	<p>It is not clear whether the following document can be considered such a strategic plan, but it contains some related elements:</p> <p>Resolution of the Cabinet of Ministers of Ukraine dated December 5, 2018 regarding approval of the State Strategy for the implementation of state policy provision of the population with medicines for the period up to 2025.</p> <p>https://zakon.rada.gov.ua/laws/show/en/1022-2018-%D0%BF/conv#Text</p>
<p>Other comments</p>	<p>In Ukraine, there is no compulsory licensing of pharmaceutical workers.</p> <p>The All-Ukrainian Pharmaceutical Chamber is actively raising the issue of the need for mandatory registration in a single register of pharmacists, which they developed, in order to track and license the actively practising pharmaceutical workers.</p>

5. List of pharmacy schools of Ukraine

From the FIP World List of Pharmacy Schools and online search (Listed in alphabetical order)

1. Bogomolets National Medical University

Website: <https://nmuofficial.com/>

E-mail address: kancnmu@nmu.ua

2. Bukovinian State Medical University

Website: <https://www.bsmu.edu.ua/en/general-information/about-bsmu/>

E-mail address: office@bsmu.edu.ua

3. Danylo Halytsky Lviv National Medical University

Website: <http://www.meduniv.lviv.ua/index.php?id=281&L=1>

Email Address: dr_r_lesyk@org.lviv.net

4. Dnipro State Medical University

Website: <https://study.dmu.edu.ua/>

<https://dmu.edu.ua/ua/info-2>

Email Address: prcom@dma.dp.ua

dmu@dmu.edu.ua

- 5. Donetsk National Medical University (DNMU)**
Website: <https://dnmu.edu.ua/en/specjalnosti/#farmaciya>
E-mail address: contact@dsmu.edu.ua
- 6. Institute of Chemical Technology of the East Ukrainian National University named after V. I. Dahl (IHT VNU)**
Website: <https://www.education.ua/ru/universities/289/>
E-mail address: contact@rfvnu.lg.ua
- 7. Ivano-Frankivsk State Medical Academy**
Website: <http://www.ifdma.if.ua/cgi-bin/index?kind=learn&lang=eng>
Email Address: pk@ifdmu.edu.ua
- 8. Kyiv International University (KiMU)**
Website: <https://kymu.edu.ua/instituti-ta-fakulteti/farmatsevtichnyy-fakultet/>
E-mail address: institutes@kymu.edu.ua
- 9. Kyiv Medical University**
Website: <https://kmu.edu.ua/en/pharmaceutical-faculty/>
Email Address: o.lozova@kmu.edu.ua
- 10. Kyiv National University of Technologies and Design**
Website: www.knutd.edu.ua
Email Address: knutd@knutd.edu.ua
- 11. Lugansk State Medical University**
Website: <http://www.lsmu.com/pharmacy.htm>
Email Address: lsmu.com@gmail.com
- 12. Lviv Medical Institute**
Website: <https://medinstytut.lviv.ua/farmatsevychnyy-fakultet-dfn/>
E-mail address: dekanatfarm@gmail.com
- 13. Lviv National University of Veterinary Medicine and Biotechnology. S. Gzhitsky (LNUVM and BT)**
Website: <https://lvet.edu.ua/en/>
E-mail address: international@lvet.edu.ua
- 14. National Pirogov Memorial Medical University, Vinnytsya**
Website: <https://www.vnmu.edu.ua/en>
E-mail address: deans_office@vnmu.edu.ua
- 15. National University "Lviv Polytechnic" (NU LP)**
Website: <http://icct.org.ua/>
E-mail address: ixt.dept@lpnu.ua

16. Odessa I.I.Mechnikov National University

Website: <http://onu.edu.ua/en/>

17. Odessa National Medical University (ONMU)

Website: <https://onmedu.edu.ua/information-foreign-citizens/syllabuses/required-components-pharmacy-pharmaceutical-industry/?lang=en>

E-mail address: international@onmedu.edu.ua

18. Odessa National Polytechnic University (ONPU)

Website: <https://op.edu.ua/en/node/4092>

E-mail address: mail@op.edu.ua

19. Pylyp Orlyk International Classical University

Website: <https://mku.edu.ua/>

E-mail address: mku.osvita@gmail.com

20. The Shupyk National Healthcare University of Ukraine

Website: <https://nuozu.edu.ua/>

Email Address: incoop@nuozu.edu.ua

21. Ternopil State Medical Academy

Website: <http://www.tdmu.edu.te.ua/eng/fakultet/farm.php>

Email Address: university@tdmu.edu.te.ua

22. Ukrainian Medical Academy of Postgraduate Education

Website: <https://umaedu.com.ua/en/certification-training/>

E-mail address: info@umaedu.com.ua

23. Ukrainian National University of Pharmacy

Website: <https://en.nuph.edu.ua/contacts/>

Email Address: mail@nuph.edu.ua

24. Ukrainian State University of Chemical Technology (USHTU)

Website: <https://udhtu.edu.ua/ftk/tortab/kaftortfp>

E-mail address: organic_pharma@udhtu.edu.ua

25. Uzhhorod National University

Website: <https://www.uzhnu.edu.ua/>

E-mail address: kaf-pharma@uzhnu.edu.ua

26. Zaporizya State Medical University

Website: <http://www.zsmu.zp.ua>

Email Address: kremzer@zsmu.zp.ua

Schools with bachelor-level courses only (for pharmacy technicians)

27. Professional Medical and Pharmaceutical College of Poltava State Medical University

Website: <https://college.pdmu.edu.ua/>

E-mail address: nnmi@pdmu.edu.ua

28. Zhytomyr College of Pharmacy

Website: <https://pharm.zt.ua/general-info>

E-mail address: college@pharm.zt.ua