



# THE COUNCIL OF THE PHARMACEUTICAL SOCIETY OF UGANDA



# ANNUAL REPORT 2022/2023



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## Stakeholder Engagement



Throughout the year, the PSU Council prioritised engagements with stakeholders on several issues. This photo shows council members after meeting with a team from Bill and Melinda Gates Foundation and PATH



# List of Acronyms and Abbreviations

**AA**

Account Assistant

**AMR**

Anti-Microbial Resistance

**AG**

Attorney General

**CPD**

Continuous Professional Development

**Co-PI**

Co Principal Investigator

**CPE**

Continuous Professional Education

**EAHRC**

East African Health Research Commission

**FICCI**

Federation of Indian Chambers of Commerce and Industry

**FDO**

Front Desk officer

**HTA**

Institutionalisation of Health Technologies Assessment

**IDI**

Infectious Disease Institute

**JMS**

Joint Medical Stores

**KIUPSA**

Kampala International Students Association

**MAAIF**

Ministry of Agriculture, Animal Industry and Fisheries

**MBUPSA**

Mbarara University Pharmacy Students Association

**MUPSA**

Makerere University Pharmacy Students Association

**MTaPs**

Medicine Technologies and Pharmaceutical Services

**MoH**

Ministry of Health

**NCHE**

National Council for Higher Education

**NDPA**

National Drug Policy and Authority

**NDA**

National Drug Authority

**NMS**

National Medical Stores

**OA**

Office Assistants

**PI**

Principal Investigator

**PSU**

Pharmaceutical Society of Uganda

**PDA**

Pharmacy and Drugs Act

**STI-OP**

Science, Technology, and Innovation

**SCTIFI**

Sectoral Council on Trade, Industry, Finance and Investment

**SRHR**

Self-care for Sexual and Reproductive Health and Rights

**UMIC**

Uganda Medical Internship Committee

**UDA**

Uganda Dispensers Association

**UPS**

Uganda Pharmaceutical Symposium

**UPSA**

Uganda Pharmacy Students Association

**URTIs**

Upper Respiratory Tract Infections

**PCM**

Veterinary Pharmacy, Clinical & Comparative Medicine

**WAAW**

World Antimicrobial Awareness Week

# Preamble

The Pharmaceutical Society of Uganda is a body corporate established by the Pharmacy and Drugs Act of 1970 and Cap 280 of the Constitution of the Republic of Uganda. It is the professional body of Pharmacists in the country that brings together pharmacists working in different practice areas i.e. community pharmacies, hospitals, pharmaceutical industries, regulatory bodies, academia, research organisations, procurement, and supply chain entities among others



## Mandate of Council

As per Section 21 of the Pharmacy and Drugs Act, the Council of the Pharmaceutical Society of Uganda is mandated to secure the highest practicable standards in the practice of pharmacy.



## Vision

To be the leader in ensuring professional excellence and securing the highest standards of Pharmacy practice in the region.



## Mission

To advance the pharmacy profession through strengthening training, promoting professional competence, ethical practices, and members' welfare leading to the improvement of the quality and use of pharmaceuticals, advancement of patient care, and safeguarding of the health of the public.



## Values

- Integrity
- Accountability and transparency
- Trust
- Excellence
- Commitment
- Leadership
- Innovativeness

## Duties



1. To provide for the conduct of the qualifying examinations for membership of the society or registration as a pharmacist;
2. To prescribe or approve courses of study for such examinations;
3. To maintain and publish a register of pharmacists;
4. To supervise and regulate the engagement, training, and transfer of pharmacy students and to make provision for the registration of students;
5. To specify the class of persons who shall have the right to train pharmacy students and specify the circumstances in which any person of that class may be deprived of that right;
6. To maintain a library of books and periodicals relating to pharmacy and allied subjects and to encourage the publication of such books; and
7. To encourage research in the subject of pharmacy and chemistry and generally to secure the well-being and advancement of the profession of pharmacy.



# Message from the President



On behalf of the Council of the Pharmaceutical Society of Uganda, I am truly honoured to welcome each and every one of you to this year's Annual General Meeting (AGM) of the Pharmaceutical Society of Uganda. As we gather here today, we celebrate not only our unity as pharmacists but also our shared commitment to upholding the highest standards of professionalism in our noble profession.

In a world that is continually evolving, the role of pharmacists has never been more critical. Our responsibilities span beyond dispensing medications; we are custodians of public health, advocates for patient well-being, and contributors to healthcare innovation. In all this, professionalism forms the cornerstone of our identity as pharmacists. It encompasses not just our clinical and industrial expertise, but also our ethics, values, and dedication to improving the lives of those we serve. Let us pledge today to uphold these principles, to earn and maintain the trust our communities place in us.

Our journey towards an even brighter future calls for constant self-improvement and adaptation. The pharmaceutical landscape is evolving rapidly, with advancements in technology, research, and healthcare delivery reshaping our industry. As

custodians of medicines, we must be at the forefront of these changes, continuously expanding our knowledge and skills. Other professions have in the past tried to encroach on our professional turf and they continue to do so. We have a duty to safeguard our professional turf with the utmost diligence and determination.

On this note, the Council successfully constituted a taskforce to address the recently emerged issue of creating a regulatory agency for veterinary medicine. The PSU Council with the help of the taskforce developed a position paper that was addressed to H. E the President of the Republic of Uganda, Rt. Hon. Speaker of Parliament and other key stakeholders in the relevant ministries.

It is my privilege to share with you the remarkable strides we have taken in advancing our profession since our last AGM. Our collective efforts have led to a series of new developments that exemplify our commitment to excellence.

Firstly, I am thrilled to announce that we undertook an ambitious project - the construction of Phase II (A) of the Pharmacy House. This structure will house a modern ISO certified Analytical Laboratory providing us with the facilities to conduct cutting-

edge research and analysis. While we have registered some delays with the contractor, we are confident the first part of the project will be concluded well. Please get some time and visit and witness the progress that we have made as a profession.



*In the spirit of growth, we welcome 163 new members into our fold this year through a well-structured examinations, registration and induction process. We also had 256 interpharmacists posted for internship. Their addition enriches our society, bringing on board new perspectives and energies that contribute to our collective growth and impact.*



The Council continues to perform a number of activities through different committees. The Anti-Microbial Resistance (AMR) Committee for instance, continues to implement the Pfizer-funded project piloting antimicrobial stewardship in community pharmacies in the three districts of Mpigi, Wakiso, and Kampala. This project underscores our commitment to public health and responsible medication usage, as we seek to curb the rising threat of antimicrobial resistance. The Building committee is steering the construction of Phase II (A) of the Pharmacy House and has also successfully commissioned a number of other construction projects.

Education remains a cornerstone of our professional journey, and the Education and Grants committee has registered several achievements. The committee has held several CPDs throughout the year as highlighted in the report and also overseen a number of grant applications, three of which have

been successful. These CPD sessions not only foster our individual growth but also collectively elevate the standards of our profession.

The Council recently convened a one-day stakeholders' consultative meeting to discuss and define the minimum standards for the undergraduate Pharmacy curriculum. This collaborative effort ensures that our future pharmacists are equipped with the knowledge and skills to excel. We have also diligently reviewed new and revised curricula for the Bachelor of Pharmacy and relevant postgraduate programs from academic institutions including Gulu University, Fins Medical University, Victoria University, and Makerere University.

I extend our heartiest congratulations to members who have entered new phases of life - marriages, new family members, new jobs, and qualifications. Your achievements inspire us all. While celebrating our successes, we also stand together in moments of loss. Our thoughts and condolences go out to those who have lost loved ones. Let us observe a moment of silence for all our dearly departed.

Lastly, I would like to thank the Parliament of Uganda, Ministry of Health (MoH), NDA, NMS, other different MDAs, pharmaceutical companies, universities, international agencies, and the entire private sector for their unwavering support and collaboration.

I am also profoundly grateful to all members of PSU for your untiring dedication to the growth of our profession and the well-being of our society. Thank you.

*'Per Medicatum Servium'*

**Dr. Achii Pamela**

**President, Pharmaceutical Society of Uganda**

# PSU Council 2022/2023



**Dr. Achii Pamela**  
President



**Dr. Jonans Tusiimire**  
Vice President



**Dr. Munanura Edson Ireeta**  
Secretary



**Dr. Kayima Ronald**  
Treasurer





**Dr. Nanyonga Stella Maris**



**Dr. Francis Otim**



**Dr. Farida Khaukha**



**Dr. Juliet Awori Okecho**



**Dr. Obua Thomas Ocwa**



**Dr. Rodney Tabaruka**



**Dr. Achiro Hope Fortunate**



**Dr. Lukwago Muhammad**

# PSU Governance Structure

The Society is governed by the Council of the Pharmaceutical Society of Uganda which consists of 12 members. The secretary and treasurer are ex-officio members and are elected annually during the AGM. Of the other ten members of the Council, six are elected every four years by the AMG whereas four are appointed by the Minister of Health. The president and vice president are elected from among the Council members. This quasi-democratic arrangement is aimed at ensuring autonomy in the professional management of the Society whilst remaining accountable to the government. It also provides for adequate representation by both the private and public sectors in the Council.

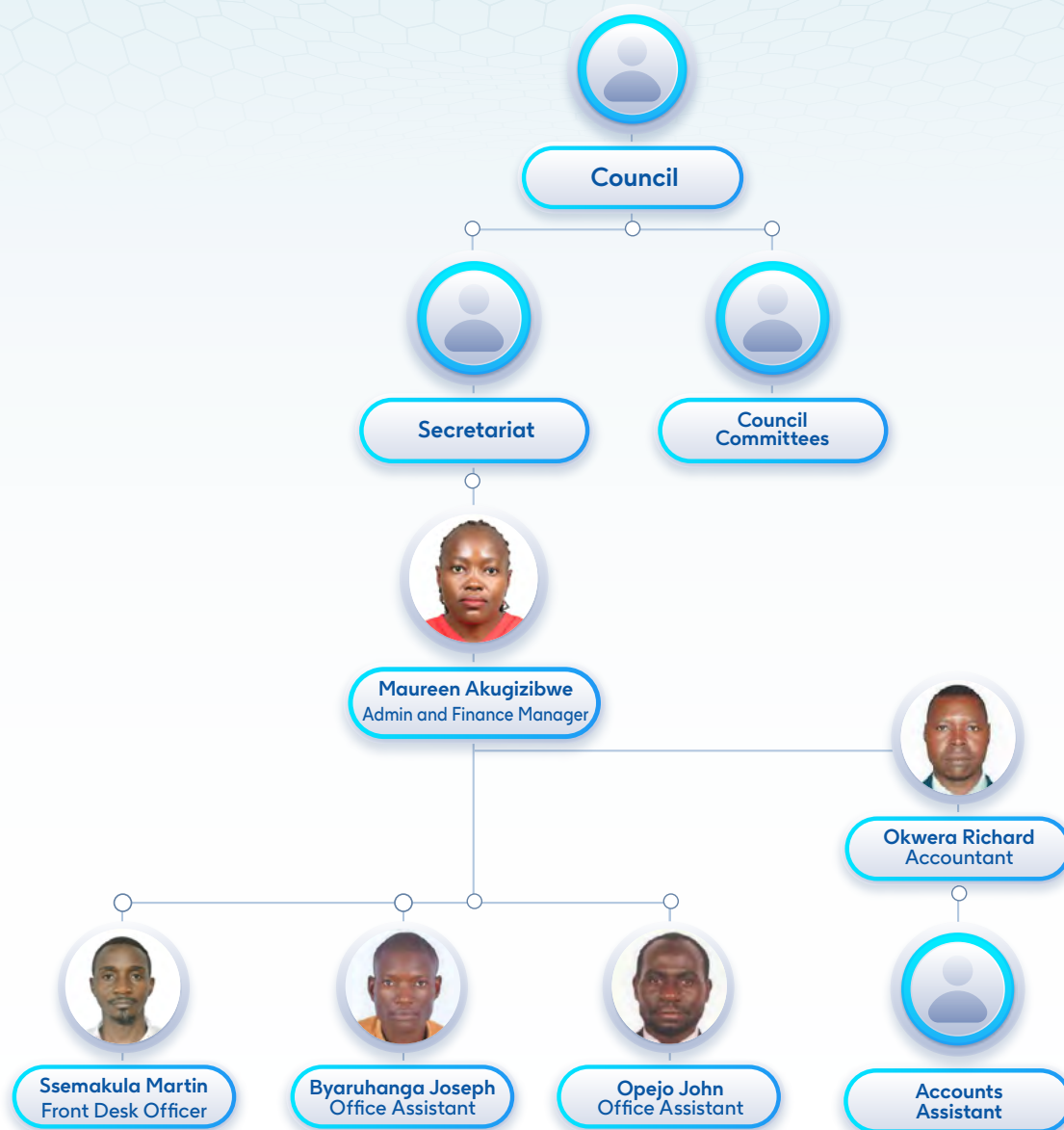
## Administration of the Society

The Society has a secretariat and technical staff responsible for the day-to-day operation of its affairs under the supervision of the secretary who is the accounting officer. The treasurer is responsible for overseeing the finances of the society.

The technical staff are full-time employees of the society. They are supervised by the Administration and Finance manager who is charged with the overall responsibility of managing the finance and administrative functions. Other staff include an accountant, an Accounts Assistant, a Front Desk officer, and two Office Assistants.

All Council functions are discharged through its established Council committees and the secretariat.

## Governance and Administration Structure of the Society







# Minutes of the Annual General Meeting, 2022



# Minutes of the Annual General Meeting

September 30, 2022, Imperial Royale Hotel, Kampala

**List of Attendance:** See Appendix I

## Minute 1/AGM/2022: Arrival and Registration of Members

## Minute 2/AGM/2022: Opening Prayer

The meeting started at 9:07 a.m. with an opening prayer led by Dr. Katende Quraish, Reg. No. 1805.

## Minute 3/AGM/2022: Adoption of Agenda

The president and chairperson of the meeting called the meeting to order and requested the adoption of the agenda. Dr. Muwanguzi Timothy Eria, Reg. No. 1355 raised a matter of concern regarding a request by the two members to move a special motion. The chairperson of the meeting guided that the matter raised would be discussed under agenda item no. 12. The member requested that agenda item no. 12 should be amended to reflect this.

**The agenda was therefore amended as follows:**

1. Registration of members
2. Opening prayer
3. Adoption of agenda
4. President's address to the AGM
5. Opening of election for secretary and treasurer
6. Review of minutes and action items of AGM 2021
7. Presentation of audited books of accounts, discussion, and adoption
8. Presentation of treasurer's report 2021/2022 and budget 2023/2024; discussion and adoption
9. Presentation of the Council annual report 2021/2022, discussion and adoption
10. Presentation of the list of proposed auditors and appointment of auditors for 2022/2023
11. Presentation from NDA on Pharmacy Supervision, way forward, and discussion on the position of PSU representative to NDA.

**12.** Announcement of results for secretary and treasurer

**13.** Closure of AGM, cocktail, and departure

A motion to adopt the agenda with an amendment to item 12 was proposed by Dr. Muwanguzi Timothy Eria Reg. No. 1355 and seconded by Dr. Okiror Adakun Le-Marine, Reg. No. 358.

### Minute 4/AGM/2022: President's Address to the AGM

The president welcomed and thanked all for coming to this year's AGM. In a special way, she welcomed the new members of the Pharmaceutical Society of Uganda.

A moment of silence was observed for the Pharmacists who passed on during the year and all members who lost their loved ones.

She recognised and congratulated those who got promoted at their workplaces, earned new qualifications, or welcomed new babies.

She stated that since last year's AGM on 16th December 2021, which was extended and concluded on 4th March 2022, the Council had resolved and committed to holding this year's AGM in September per the PDA. She congratulated the Council and secretariat for their hard work.

She appreciated the guidance and support from Council members since she took office in December 2020. She highlighted the support, especially over the past few months, provided by

the senior members of the Society, past presidents and Council members of PSU, and honourable members of the parliament of Uganda with whom the Council regularly consulted. She also thanked the members of Council committees, secretariat staff, the volunteers, service providers, facilitators, and moderators for CPDs, and all members.

She also commended PSU partners, including the Ministry of Health, Ministry of Public Service, National Drug Authority, National Medical Stores, Joint Medical Stores, pharmacy schools, internship centres, pharmaceutical industries, institutions and agencies that employ pharmacists, and the parliamentary committee on health, for their continued support to the pharmacy profession and the health sector in general.

She informed the meeting that between March 2022 and the time of the AGM, the Council had engaged with several ministries, departments, and agencies, such as the Science, Technology, and Innovation (STI-OP) Secretariat, which has since supported PSU with a grant for the microcrystalline cellulose research project being carried out by the Education and Grants committee of Council. Pfizer also awarded a grant to the AMR committee's antimicrobial stewardship programme. This assistance aligns well with the PSU's mission to pursue innovative research and provide quality services.

Members were invited to visit the Phase II construction site and submit feedback to help guide the Council. She also notified members of completed projects, such as the paving of the PSU compound and the building of outdoor washrooms for use during garden events.



The president congratulated the pharmacy fraternity on reaching 50 years of existence and informed members that to commemorate this milestone, the PSU@50 magazine will be published with a record of the profession's major accomplishments. She applauded the Council members, Editorial Committee, and secretariat staff for their outstanding work on the magazine's conceptualisation and publication.

She commended the sponsors, including the Infectious Disease Institute (IDI), Makerere University, and Troikaa Pharma, for collaborating with the Education and Grants committee to host webinars on training pharmacists as vaccination champions and career progression among others.

Members were informed that the first pharmaceutical exhibition, which brought together important people in the pharmaceutical industry, was held at UMA grounds in Lugogo from March 22nd to 24th, 2022, in partnership with 3S Fairs of New Delhi. They were asked to take part in the upcoming exhibition, which will take place in February 2023.

The Council's hiring of a professional accountant to tighten internal controls and improve reporting standards was noted. Similarly, the chairperson informed members of the progress made in developing the balanced scorecard system to measure the performance of the Council, committees, and employees. She emphasized that the next step was the review of HR,

A section of members during the Annual CPD, 2022



finance, and governance manuals to enhance PSU corporate governance through a quality management system.

She expressed great concern about an increase in reported cases of professional misconduct involving members who request advance payment of their salaries and fail to provide services to pharmacy proprietors, impromptu resignations without proper notice, nonpayment of pharmacists by fellow pharmacists, sexual harassment and verbal abuse, and other issues. She requested the Ag. Registrar, Dr. Obua Thomas to expedite cases forwarded to the Pharmacy Board, and she also thanked the Ethics committee for processing them.

Regarding sexual harassment allegations, she informed the members that the Council had established a special committee to deal with such matters and a report will be availed to them in due course.

The chairperson also informed members that the information that was going around on social media regarding the mismanagement of Society were mere allegations and that the council implements activities approved in their meetings and operates according to the highest standards of accountability, transparency, and good governance. She called on members to freely express their opinions, support, and advise the Council where necessary.

Lastly, she thanked Council members for supporting her as president of the Society, and all those who have supported the Council and wished everyone a very successful AGM.

### **Minute 5/AGM/2022: Opening of Election for Secretary and Treasurer**

The chairperson of the Electoral Commission, Dr. Higenyi Emmanuel was invited to guide members through the voting process. He emphasized that for one to vote, they must be a fully subscribed member and must possess either a national or work ID.

He informed the meeting that the position of the secretary was unopposed, while that of the treasurer had two candidates namely Dr. Odum Favour Chaimaka, Reg. No. 1385 and Dr. Kayima Ronald, Reg. No. 1205 whom he accorded three minutes each to campaign.

He introduced the election committee team notably Dr. Alfred Kiiza, Dr. Abamazima Maria, Dr. Emma Mbabazi, and Dr. Okiror Adakun Le-Marine.

He called upon members to exercise their voting rights assuring them of a free, fair, and transparent process.

Lastly, voting was declared open from 9:23 a.m. up to 3:00 p.m.

### **Minute 6/AGM/2022: Review of Minutes and Action Items of AGM 2021**

The secretary presented for review the minutes and action items from the AGMs held on 16<sup>th</sup> December 2021 and 4<sup>th</sup> March 2022. Members expressed the following observations:



2022 PSU Annual General Meeting in session

**A.** The 16th of December, 2021 AGM Minutes

- i. Addition of Dr. Achiro Hope Fortunate, Reg. No. 595 and Dr. Nuwamanya Peter, Reg. No. 773 to the attendance record and the correction of Dr. Lutoti Stephen's, Reg. No. 532.

**B.** March 4<sup>th</sup>, 2022 AGM Minutes

- ii. Page 10 minute 12/AGM/2021, revision of sentence to capture the word **hacking** of the voting system in the sentence.
- iii. The hacking report is not captured in the annual report.

- iv. Updates requested on the merger and restructuring from the legislation committee.
- v. Page 12, minute 02/AGM/202, a member requested to get an update on the feedback of the engagement with the President of Uganda on funding of PSU.
- vi. UGX 50,000 be charged to members who fail to attend the AGM in a bid to recover resources committed especially in cases where no apology is sent to the secretary.
- vii. A member proposed the development of an action matrix to track all AGM Action items.



### **The chairperson responded to inquiries as follows:**

- i. Regarding an inquiry made on strides made to engage the president of Uganda on funding, the chair informed the meeting that a letter had been sent to the President and follow-up was being done through the then speaker of parliament, who sadly passed away before securing a meeting for PSU. However, she noted that efforts to follow up on this engagement have been handed over to pharmacists in parliament and feedback will be communicated as soon as the Council secures a meeting with the president of Uganda.
- ii. She also answered a second question regarding the report on hacking elections in 2021, stating that the case had been reported to the police and that the PSU report had been distributed before the deferred AGM.
- iii. The suggested penalty of UGX 50,000 for all members who do not attend the AGM was rejected, and it was decided that only fully subscribed members are eligible to attend the AGM under section 11 (3) of the PDA.
- iv. It was resolved that an action matrix be developed to track AGM action items.

Dr. Lutoti Stephen, Reg. No. 532 moved a motion to adopt the minutes of the December AGM of 16/12/21 and the adjourned AGM of 4/3/22 as a true record of what transpired and Dr. Adamai Samuel, Reg. No. 1415 seconded the motion for adoption.

### **Minute 7/PSU/2022: Presentation of Audited Books of Accounts, Discussion, and Adoption**

The 2021/2022 audited books of accounts of the R&P unit and PSU were presented by CPA Ediomu David Timothy, F256/22 of Ediomu and Company, Certified Public Accountants as of the end of June 30, 2022

He provided a detailed explanation of terms used and notes for the members to clearly understand the society's financial position, comprehensive income, changes in the accumulated fund, and cash flow details of the society.

He attributed an increase in revenue to funding from two major grants; that is MCC and Pfizer project grants and also noted that the expenditure went down due to a reduction in the number of unit staff under the R&P unit and also a slowdown in production.

Accordingly, he informed the meeting that the audit exercise was independent, free and fair of errors and fraud, and their opinion that per audit exercise conducted was unqualified.

Following the presentation of the audit report to the AGM, the following issues and suggested proposals were raised.

- There is a need to define the purpose of each account held by PSU and also capture the account numbers in the audited books.
- The Council should provide a way forward on the handling of unclaimed deposits citing the limitation act which doesn't provide for a claim to such funds because of unknown sources.

- Applauded Council for reducing expenditure and lastly raised an inquiry on the expenditure of MCC project funds where UGX 247 million was received and UGX 215 million was spent.
- The Council should donate the balance of the sanitizer to the community and also encourage members to support the R&P by purchasing units of the sanitizer.
- A payment policy needs to be developed to resolve the issue of receivables, especially in the R&P unit.

With these submissions and proposals from members on the presented audited books of accounts, Dr. Kamala Emma, Reg. No. 790 proposed that the audited books of accounts be adopted and this was seconded by Dr. Gwoyita Loi, Reg. No. 351.

### **Minute 8/AGM/2022: Presentation of Treasurer's Report 2021/2022 and Budget 2023/2024; Discussion and Adoption**

The outgoing treasurer, Dr. Ssemanda Musa, Reg. No. 691, presented the treasurer's report and proposed budget for 2023/2024. He noted that in the financial year 2021/2022, the Council prioritized revenue growth to fund council activities. He acknowledged that an increase was attributed to non-subscription sources especially grants won by the Education and Grants and AMR Committees.

He thanked partners that have continuously funded activities namely National Drug Authority, Joint Medical Stores, Wide Spectrum, and Troikaa

Pharma, and called on more engagements with them.

He clarified an inquiry raised by a member regarding commission paid under the R&P unit as commission earned in the previous financial year but paid in the current year.

He also presented the proposed budget for 2023/2024 highlighting funds allocated to capital expenditure of UGX 520 million and a reduction in committee budgets to focus funds on the completion of Phase II construction.

A clarification was sought by a member on the roles of the PSU support supervision team and NDA. Another member noted the need to address the challenges of products by NDA. The chairperson of the Standards and Support supervision committee informed the meeting that PSU focuses on the practice of the professional while NDA focuses on the product and premises. She however noted that NDA inspection books inform both parties of the corrective action recommended and forge a good working relationship.

Dr. Katende Quraish, Reg. No. 1805 moved a motion to adopt the treasurer's report and the proposed budget for 2023/2024. Dr. Kiiza Haulat, Reg. No. 1587 seconded the motion.

### **Minute 9/AGM/2022: Presentation of the Council Annual Report 2021/2022, Discussion and Adoption**

The secretary presented the 2021/2022 report of the Council. He introduced members of each committee highlighting key activities undertaken



by each committee. The secretary pointed out that members called to the Ethics Committee need to attend the meetings to clarify issues raised against them. He too advised them to avoid unethical behavior that puts the profession in bad repute.

The president presented new members to the AGM congratulating them upon joining the noble profession of pharmacy (See list under Appendix II).

#### **Reactions to the annual council report were as follows:**

The chair Ethics Committee, Dr. Okello Bosco thanked the council for compiling a very inclusive report. He noted that Dr. Akampurira Moses' name was omitted from the Ethics Committee members. Secondly, he informed members that the committee resolves complaints raised by either the proprietors or pharmacists calling on them to respond when invited to the committee.

A member asked the Council to develop a scientific conference spearheaded by the Education and Grants committee in a bid to attract funding from stakeholders and international organisations and the need to improve staff welfare through salary enhancement.

Under the Legislative Committee report, members were encouraged to take part in pharmacovigilance at all levels and were informed that parliament passed the organ transplant bill including the requirement to have a clinical pharmacist in every hospital licensed to carry out organ transplants.

Another member requested the Council to create official communication channels notably email to limit the use of WhatsApp to communicate formal information to streamline and control the flow of information.

Prof. Dr. Ogwang Patrick Engeu, Reg. No. 387 moved the motion to adopt the annual report of the Council. Dr. Wabwire Joseph, Reg. No. 1398 seconded this motion.

#### **Minute 10/AGM/2022: Presentation of List of Proposed Auditors and Appointment of Auditors for 2022/2023**

The treasurer presented a list of three audit firms evaluated by the PSU Evaluation Committee and approved by the Contracts Committee to the AGM for selection and appointment to audit PSU books of accounts for the FY 2022/2023.

No	Name	Total Fees (Audit fees, VAT and Disbursement)
1.	Kisaka & Co	9,427,000/=
2.	BIZ & Co	9,958,000/=
3.	Dativa & Associates	10,974,000/=

Dr. Kabogo Abaasi, Reg. No. 279 moved a motion that Kisaka & Co having been evaluated and passed the evaluation criteria outlined in the Term of Reference and quoted the lowest audit fees be appointed by the AGM to audit PSU books of accounts for the financial year 2022/2023. Dr. Ssematiko Gordon, Reg. No. 274 seconded the motion.



### Minute 11/AGM/2022: Presentation from NDA on Pharmacy Supervision, Way Forward, and Discussion on PSU Representation to National Drug Authority

Before presenting the key issues regarding pharmacy supervision, Dr. Mwondha Zaidi, Reg. No. 355 gave members an advance notice that the license renewal process had commenced on October 1<sup>st</sup>, 2022, and would continue until December 31, 2022. Calling on colleagues to work professionally and ethically to avoid the closure of their premises, he noted that the key challenges affecting supervision were avoidable.

He pointed out recurrent absenteeism, abrupt resignations without adequate notice, requests for advance payments of salary that don't match the work accomplished, and poor work ethics was endangering pharmacy practice. He urged the Council to adopt a resignation policy to prevent pharmacists from abruptly resigning their positions and revoking their licenses. In addition, he recommended participation in local politics to gain a better understanding of difficulties on the ground, as these issues play a significant role in national politics, particularly LC 3.

Under reactions, Dr. Lutoti Steven, Reg. No. 532 noted the increased bureaucracy at National Drug Authority offices, which impedes the prompt processing of licenses, thereby impacting the

practice, as well as the double standards exhibited in the closure of pharmacies, where some NDA inspectors allow some pharmacy owners to operate without a pharmacist, while others are closed immediately, recommending that the council conduct a needs assessment to address the challenges faced by both parties. Likewise, he advocated for the NDA to retrieve the licenses from the premises upon receipt of a pharmacist's resignation letter.

Concerning unexpected resignations, a member recommended that pharmacists be assisted in opening their pharmacies, which they can supervise themselves, as was the case when they began supervision. Additionally, he urged members to engage in written contracts with the proprietors to facilitate arbitration in the event of underpaid wages and other wrongful terminations.

Another member requested that to find a permanent solution, a survey be conducted to determine the behavioral patterns of members who resign without sufficient notice and initiate a conversation on the enhancement of external rotation at community pharmacies during the internship. Similarly, he encouraged all those in leadership positions to set an example. In addition, he informed the group that NDAMIS would be replaced with a new system. Therefore, the issue with accessing the system will be resolved soon.

### **Presentations and Discussions on PSU Representative to NDA**

The chairperson, of the PSU Legislation Committee made a presentation on the rationale behind the Council's position on the way of selecting the Society's representative to the NDA to steer the meeting's discussion on the topic.

He highlighted the National Drug Policy and Authority (NDPA) Act (1993), which provides for a PSU representative, as well as provisions of the Pharmacy and Drugs Act (PDA) 1970 that clarify the Council's responsibility, pharmacy board responsibilities, and AGM responsibilities.

He highlighted that from 1993 to 2012, the members elected as PSU president would automatically serve as PSU representatives to NDA. However, in 2012 the then president, Dr. Hussein Oria, was also the head of the Pharmacy School, Makerere University and as such already a representative at NDA and therefore could not represent two entities. The first election by the AGM was therefore held and a council member, Ohairwe Gilbert was elected to represent PSU. The second representative to NDA was rejected by the minister of health, while the third representative, was then a Council member and is currently serving his final term.

He further explained that various organisations have been sending requests for PSU representation on an ad hoc basis, and the Council has been making administrative decisions to send representatives since this is an administrative function.

He stated that allowing the AGM to elect representatives would set a precedent where all administrative issues have to be discussed at the AGM. This would thereby create challenges in the day-to-day administration of the Society and further undermine the roles of the Council. In addition, a board representation requires years of experience that allows for negotiation and fair presentation of issues affecting the pharmacy profession. Furthermore, representatives elected by the AGM have neither been reporting to the AGM nor the Council thereby creating a significant gap in the coordination of major issues between PSU and NDA.

Two members of the Society who had shown interest in the position of PSU/NDA representation; Dr. Muhereza Abel, Reg. No. 1087 and Dr. Anyase Ronald Amaza, Reg. No. 1312, made presentations and below are some of the key highlights:

- PDA is silent about the election of PSU representatives to the NDA board most likely because PDA was made in 1970 and could not have predicted the NDPA Act that came in 1993 for scenarios like this. Where the law is silent, it is set by precedence.
- The functions of the Council are enumerated under section 21 of the Pharmacy and Drug Act (1970) and the kind of officers and employees it can appoint under 23 of the same Act.
- Members should vote for their representatives and leaders and there should be no restriction arising from age or experience for one to be elected as a PSU representative.
- Guidelines/bylaws or amendments of the Pharmacy and Drugs Act should be fostered to describe the roles and expectations of the representative.

## Discussion on the Matter by Members Present

The current PSU representative to NDA indicated that the Council is best placed to appoint or select a representative to the NDA citing difficulties and challenges he encountered during his time at the board. He stated that when the Council selects a representative from within, such a person is well-informed of the Council's position on various matters and can regularly report to the Council on the board proceedings. In case

of unsatisfactory performance, the Council can reprimand or send another representative. He further recommended that to prevent a standoff, a resolution be reached that satisfies the needs of both the Council and the AGM.

A member pointed out that the NDA board is a very important institution to the profession, and is not an internship centre where someone is going to learn. Thus, it requires people with strong integrity, skills, knowledge, and experience. He however pointed out that in such matters of disagreement on the provisions of the law, seeking legal advice from the attorney general is the best option.

Another member noted that the Council should deliberate and give feedback to members on the matter at an appropriate time.

Following calls from various members to seek legal opinion, the Chairperson informed the AGM that the Council would write to the Attorney General (AG) to seek legal interpretation and communicate accordingly.

## PSU Awards 2022

The Council honoured the following for their contribution to society:

No	Awardee	Category
1	Hon Dr. Opio Samuel Acuti	11 years of excellent service to the pharmaceutical sector and the Pharmaceutical Society of Uganda
2	Dr. Kamala Emma	Outstanding contribution towards the welfare of pharmacists
3	Abacus Pharma	Sponsoring pharmacy students and generously contributing to the growth of the pharmacy profession.



## Minute 12/AGM/2022: Announcement of Results for Secretary and Treasurer

The chairman of the election committee released the following final tally for the election of treasurer:

No	Name	Total Votes	Percentage (%)
1	Dr. Odum Favor	118	34.8
2	Dr. Kayima Ronald	233	65.2
Total Cast votes		351	

Dr. Kayima Ronald having obtained the highest number of votes for the position of treasurer was declared the winner and as such PSU treasurer 2022/2023 by the president.

The current secretary, Dr. Munanura Edson Ireeta being unopposed was declared PSU Secretary 2022/2023 by the president.

## Minute 13/AGM/2022: Closure of AGM, Cocktail, and Departure

The president encouraged members to aspire for leadership calling on more pharmacists to offer themselves to serve as secretaries and treasurers next year.

There being no other business, the AGM was declared closed with a word of prayer from the president/chairperson of the AGM. Members were invited to a cocktail

Compiled by: **Dr. Munanura Edson Ireeta**

**Secretary, PSU**

Signed: .....

Approved by: **Dr. Achii Pamela**

**President, PSU**

Signed: .....

## Annual General Meeting Action Items Matrix

No	Item	Status
1	AGM to be attended by only fully subscribed members under section 11(3) of the PDA	Implementation commenced following the 2022 AGM at Imperial Royale and is ongoing.
2	Follow-up on the request to meet H.E, the President of Uganda	Letter written to the President on the issue of veterinary drugs regulation and requested physical engagement with him on various issues. Our Members of Parliament are closely following up.
3	Define the purpose of each account held by the PSU and also capture the account numbers in the audited books	Implemented in the FY 2022/2023 audited books
4	Disposal of all expired sanitizers	Disposal was duly conducted
5	Develop a payment policy to resolve the issue of receivables, especially in the R&P unit, and write to debtors	This has been addressed
6	Pharmacists be assisted in opening their pharmacies.	The council encourages members to join the PSU SACCO and investment clubs to generate capital. The society also signed a MoU with Ecopharm to provide mentorship to members who wish to open their own pharmacies.



No	Item	Status
7	Improve staff welfare through salary enhancement	10% salary enhancement provided to all staff under the new contracts.
8	Have one official channel to be used by the Council to pass on official communication to members	Bulk email platform developed by ICT service provider. Members encouraged to routinely update the email address records
9	Appointment of Kisakka & Co CPA as PSU auditors for the financial year 2022/2023	Kisakka & Co CPA was appointed and duly conducted audit of the financial statement for the FY 2022/2023.
10	Conduct a needs assessment to address pharmacy practice challenges	Key stakeholders' engagement was conducted; Field survey to be done.
11	Encourage members to engage in written contracts with the proprietors to facilitate arbitration in the event of underpaid wages and other wrongful terminations	Template contract shared, UPOA executive engaged to ensure its members sign contracts with their supervising pharmacists.
12	Engage NDA on equity matters	Stakeholders' meeting held co-organized with NDA.
13	Survey to determine the behavioural patterns of members who resign without sufficient notice and initiate a conversation on the enhancement of external rotation during mentorship to find a permanent solution	Conducted key stakeholders' engagement; Field survey to be done

No	Item	Status
14	Develop an action matrix to track AGM action items	Done
15	Seek legal interpretation regarding PSU representation to NDA and communicate accordingly	Legal interpretation obtained from the Attorney General; Dr. Jonans Tusiimire appointed as PSU representative to NDA.

## Activity Report



The Council through its standing committees carried out various activities under the five (5) strategic objectives below:

1. Maximise value for customers and members
2. Improve financial performance
3. Grow membership
4. Improve quality of pharmaceutical services
5. Strengthen regulation and compliance



# PSU Standing Committees



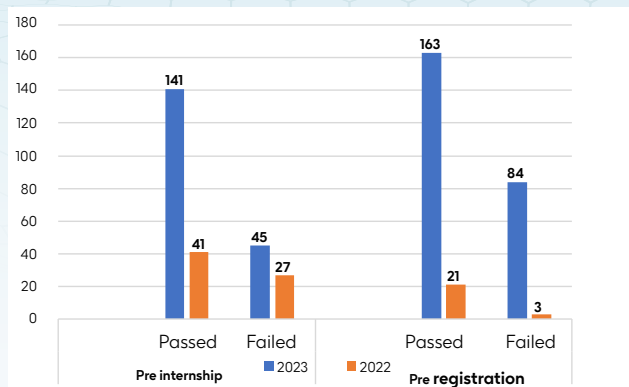
# Examinations Committee

## Introduction

The Council conducts regular examinations through the Examination Committee. These examinations include two Pre-internship and two pre-registration examinations each year. These examinations continue to serve two purposes; prepare newly graduated BPharm students for internship and ensure competent intern pharmacists are ready for registration as pharmacists and practice pharmacy. The membership of this committee is as follows; Dr. Achii Pamela, Reg. No. 558—the chairperson, Dr. Kalidi Rajab, Reg. No. 536; Dr. Emmanuel Higenyi, Reg. No. 489; Dr. Gad Twikirize, Reg. No. 321; Dr. Bosco Okello, Reg. No. 254; Prof. Dr. Patrick Ogwang Engeu, Reg. No. 387; Dr. Jonans Tusiimire, Reg. No. 527; and Dr. Okiror Adakun Lemarine, Reg. No. 358.

## Examinations Administered

The PSU Examinations Committee conducted two sittings for pre-internship exams and two sittings for pre-registration exams during the period in review. For pre-internship, 60% (41/68) passed the 2022 second sitting exam, while 76% (141/168) passed the first sitting exam of 2023. For pre-registration, 88% (21/24) passed the 2022 second-sitting exam, while 66% (163/247) passed the first sitting exam of 2023.



*Graph 1: Pre-internship and pre-registration exam result 2022/2023*

## Examinations Malpractice

During this review period of 2022/2023, three incidents of examination malpractice were recorded. In two of these, the candidates were in possession of unauthorised written materials, and in the other possession of a mobile phone. The Council established a special committee on examination malpractice which investigated these cases and the affected candidates' results were cancelled and they were suspended for one sitting each. The Council is looking at having in place tougher measures to deal with examination malpractice with tougher punishments such as suspension from sitting PSU exams for five years etc. The Council has tasked the Legislation Committee to come up with a comprehensive by-law to guide the administration of examinations and examination malpractice. Furthermore, the venue for examinations will be changed from time to time.

PSU examinations: Candidates briefing by the examinations committee ongoing



Pharmacy students in a practical session



# Antimicrobial Resistance Committee

## Introduction

The AMR committee is a standing committee of the Pharmaceutical Society of Uganda with the overall purpose of promoting and overseeing the appropriate and responsible use of antimicrobial agents in Uganda. The committee plays a pivotal role in safeguarding the effectiveness of antimicrobial agents, protecting patient health, and contributing to global efforts to combat antimicrobial resistance. The membership of the AMR includes Dr. Nanyonga Stella Maris, Reg. No. 655– chairperson, Dr. Ssemanda Musa, Reg. No. 691; Dr. Murungi Marion, Reg. No. 763; Dr. Laker Eva, Reg. No. 529; Dr. Jane Frances Zalwango, Reg. No. 918; Dr. Walakira Felix, Reg. No. 1871; Dr. Kato Outhman Sengendo, Reg. No. 1334; and Dr. Sharon Nakamanya, Reg. No. 1625. The committee's primary objectives include:

- 1. Reducing antimicrobial resistance:** Slow down the development and spread of drug-resistant infections by promoting the appropriate use of antibiotics and other antimicrobial agents.
- 2. Optimizing patient outcomes:** Improve patient outcomes by ensuring that antimicrobial drugs are used effectively and judiciously.
- 3. Education and training:** Provide education and training to healthcare providers and the public to improve their knowledge and awareness of antimicrobial stewardship principles. This includes proper prescribing practices, understanding drug resistance, and infection prevention and control.
- 4. Monitoring and data analysis:** Monitor antimicrobial usage patterns and resistance rates in Uganda.
- 5. Developing guidelines and protocols:** Support the development of guidelines and protocols for the appropriate use of antimicrobial agents based on the latest scientific evidence and best practices.
- 6. Collaboration and communication:** Foster collaboration among different healthcare disciplines and the public to ensure a multidisciplinary approach to antimicrobial stewardship.



## Activities

### 1. World Antimicrobial Awareness Week (WAAW) 2022

The Pharmaceutical Society of Uganda (PSU) joined the rest of the world to commemorate the WAAW from 18th to 24th November 2022 with the theme, “Preventing Antimicrobial Resistance Together”. A panel discussion on antimicrobial resistance was held on 18th November 2022, drawing participants from community pharmacies, civil society organisations, implementing partners, researchers, and student AMR clubs from Makerere University, Mbarara University of Science and Technology, and Kampala International University. In line with the year’s theme of “preventing antimicrobial resistance together”, the campaign was also taken to the streets of Kampala to engage members of the public who are usually excluded from such awareness campaigns. The week was a success and the events were covered by the main media houses.



WAAW 2022 campaign posters



*World Antimicrobial Awareness Week 2022 Campaign at Mulago Roundabout, Kampala*



*Participants at the Pharmaceutical Society of Uganda AMR panel discussion 2022 at Makerere University, Kampala*



## 2. Training of Pharmacy Auxiliary Staff, Prescribers, and Community Members

With funding from Pfizer, PSU is implementing a study entitled, *“Optimising antimicrobial use in the management of Upper Respiratory Tract Infections through antimicrobial stewardship in Community Pharmacy practice in Uganda; A patient-centred approach”*. As part of this study, PSU has trained pharmacy auxiliary staff from 64 pharmacies, prescribers from 20 clinics, and 96 community leaders including Village Health Team members, and Local Council leaders

among others from Wakiso, Kampala, and Mpigi Districts. The training covered the management of Upper Respiratory Tract Infections (URTIs), infection prevention and control, understanding antimicrobial resistance, and the community pharmacy’s role in preventing antimicrobial resistance. The participants were equipped with posters, job aids, reference materials, and flyers to spread AMR awareness at their workplaces and within their communities.



*Dr. Seru Morries, Ag Commissioner, Department of Pharmaceuticals and Natural Medicines opening the training (L). AMR awareness message in the local language(R).*



Day 1: Community members during the training session under the topic: Strategies to fight AMR in communities (L). A community member presenting their group discussion points (R).



Day 2: A group of pharmacy staff and prescribers posing with their certificates after the training (L). Dr Aziz Maija presented strategies to fight AMR in community pharmacies (R).

## Collaborations

PSU works closely with other key stakeholders including the National Drug Authority, Ministry of Health, Makerere University, and the Medicine Technologies and Pharmaceutical Services (MTaPs) program in promoting antimicrobial stewardship in Uganda.

# Standards and Support Supervision Committee

## Introduction

The Standards and Support Supervision Committee of PSU is charged with the implementation of standards of pharmacy practice through the enforcement of ethical and professional standards of conduct in pharmaceutical outlets. The committee periodically conducts supervisory visits to community pharmacies, both public and private hospital pharmacies to improve and strengthen the quality of practice and service delivery. The committee is composed of seven members i.e. Dr. Farida Khaukha, Reg. No. 583—chairperson, Dr. Ismail Senkungu, Reg. No. 632; Dr. Kayima Ronald, Reg. No. 1205; Dr. Zainab Akello, Reg. No. 1006; Dr. Ajulong Martha Grace, Reg. No. 475; Dr. Nyirankusi Eleth, Reg. No. 580; and Dr. Edson Ireeta Munanura, Reg. No. 637.

## Activities

### 1. Induction of Newly Registered Members of PSU

The Standards and Support Supervision Committee in collaboration with the pharmacy board, and the MoH held an orientation event for 163 newly registered members on the mandate, functions, and contemporary practice to acquaint them with new knowledge skills, and attributes before they commenced practice. On this same event, the new members were issued their certificates of registration by the acting registrar, pharmacy board, Dr Obua Thomas Ocwa. Presentations were made by the pharmaceuticals and natural medicines department, PSU Ethics Committee, PSU Standards and Support Supervision Committee, UPOA, NDA, and experts from academia, the pharmaceutical industry, clinical pharmacy, and community pharmacy.



Induction has been employed as one of the most practical ways of ensuring the new members comprehend their role, the workings of the different practice areas, and their relationship with others in and outside the practice environment in a bid to improve the quality and effectiveness of pharmacy practice. This activity focused on the current trends in clinical, community, industrial ethical and academic research, and regulation. There was an emphasis on soft skills like interpersonal and ethical conduct as key to success as a pharmacist.



## 2. Hospital Pharmacy Practice Assessment

The PSU Standards and Support Supervision Committee in collaboration with the pharmacy department of the MoH carried out support supervision at selected public and private hospitals in October-November 2022. The objective was to ensure that professional hospital pharmacy services are improved and appreciated over time. This is because the Council is charged with a duty to secure the highest practicable standards of professional practice. The focus of this supervision was to obtain baseline information for any unforeseen gaps and challenges pharmacists go through as they practice in hospitals. This would then set the stage for the development of implementation strategies to address the identified gaps and challenges using a collaborative approach involving the different stakeholders.

This baseline assessment was done at 11 hospitals; Mityana GH, Entebbe RRH, Butabika NRH, Mulago NRH, Kiruddu NRH, Specialised Women's Hospital, St. Francis Hospital Nsambya, Kawempe National Referral Hospital, Uganda Heart Institute, China-Uganda Friendship – Naguru, and Murchison Bay Hospital—Luzira. An assessment tool to measure five parameters was used. The parameters included; institutional information, governance, supportive policy environment, human resources and administration, pharmacy personnel and intern pharmacists, and Pharmacy services i.e. supply chain and pharmaceutical care services.

During the supervision, the focus was on discussing, guiding, evaluating, encouraging, and stimulating the hospital pharmacists to steer up and reinforce professional activities at their designed sites of work so that pharmacy services are appreciated over time.

# Internship Committee

## Introduction

The committee is charged with conducting the induction of intern pharmacists and supervisory visits to internship centers, reviewing the intern pharmacist's manual, liaising with MoH to allocate intern sites, and the provision of continuous professional development. The committee works in collaboration with the Uganda Medical Internship Committee (UMIC) at the Ministry of Health to deploy interns and arrange for external rotations of interns. The committee consists of seven members: Dr. Tabaruka Rodney, Reg. No. 627;—chairperson, Dr. Obua Thomas Ocwa, Reg. No. 407; Dr. Aboda Alex Komakech, Reg. No. 839; Dr. Muwanguzi Timothy, Reg. No. 1355; Dr. Wangoye Khalim, Reg. No. 1010; Dr. Buzaare Peter, Reg. No. 680; and Dr. Nyirankusi Eleth, Reg. No. 580.

## Activities

### 1. Internship Placements

Over the FY 2022/2023, 256 interns completed internship from various sites. The numbers that undertook internship per external sites are as follows; JMS-42, NDA- 161, MAUL- 07, CIPLA- 24, UCI-15, IDI- 26, KIMSY- 03, UHI-25. To cater for the increasing number of interns, the number of internship sites for pharmacy interns has been increased from 30 to 36; which constitutes 64% of the current 56 internship sites accredited by UMIC for medical interns. In the FY 2022/2023, the new internship sites added include; Yumbe RRH, Kayunga RRH, Moroto RRH, UHI (from external rotation site to full-time site), Anaka GH, Nakaseke GH, St. Joseph's Hospital Kitgum, and Aber GH. Efforts are currently underway to increase

the sites even further and 14 hospitals are currently undergoing evaluation. These include Kisoro GH, Bundibugyo GH, Kyenjojo GH, Bwera GH, Kagando Hospital, Kalisizo GH, Kisubi Hospital, Lyantonde GH, Kitagata GH, Kiryandongo GH, Moyo GH, Budaka GH, Bugiri GH, and Rukunyu GH.

The placement of interns in FY2022/2023 was a great challenge stemming from the non-availability of funds at MoH to clear facilitation arrears of the previous interns and also provide facilitation for the new interns. However, the new batch of 185 interns that was meant to be posted in April 2023 was later successfully posted on 1<sup>st</sup> August 2023.

## **2. Continuous Professional Education (CPE)**

The committee conducted online CPE for interns to impart knowledge in different practice areas. This tool has been employed as an educational tool to develop competency in providing quality pharmaceutical care to patients during their internship. The CPE program has further helped to maintain up-to-date knowledge and skills that increase professionalism impacting patient health outcomes.

## **3. Interns Supervisors' Workshop**

This workshop was hosted at the Pharmacy House boardroom and was attended by 20 supervisors. The focus of this meeting was two-fold. First it reviewed the challenges that had been highlighted in the internship-centres supervisory visit reports and put in

place remedial mechanisms to improve the quality of internship supervision. Secondly, it reviewed the interns' assessment tool and proposed the required revisions that will enable its proper implementation and ensure better assessment of interns.

## **4. Induction of Interns**



Internship induction was conducted on the 28<sup>th</sup> of March 2023 at Pharmacy House. The induction is always done before deployment by the MoH to orient interns on internship guidelines. This includes the ethical code of conduct, discipline, respect of the hierarchy, timekeeping, and the use of the intern assessment logbook. The interns were cautioned against taking up placement at external rotational sites without their immediate supervisor's approval and were advised to obtain an intern's assessment book and temporary certificate of practice from the secretariat before reporting to their internship sites.

# Contracts Committee

## Introduction

The committee provides oversight on all procurements done at the Society. The Contracts committee of PSU is composed of four members i.e. Dr. Morries Seru, Reg. No. 296– chairperson, Reg. No. 296; Dr. Juliet Awori Okecho, Reg. No. 283; Dr. Alex Mugasa, Reg. No. 707; and Dr. Steven Ziritwawula Matovu, Reg. No. 928.

## Activities

The committee accomplished the following activities during the last financial year:

- A.** Prequalification of suppliers for the period running 2023-2025. The pre-qualified list of suppliers was approved by the Council.
- B.** Evaluation of bids from firms to audit PSU for the financial year 2022/2023. The AGM appointed Kisaka & Co CPA as PSU auditors for FY 2022/2023.
- C.** Evaluation of applications for Clerk of Works position. The Council appointed Mr. Kalema Yusuf as the PSU Clerk of Works.
- D.** Evaluation of bids for consultancy services to review and/or develop policy manuals for PSU.
- E.** Evaluation of bids from companies to provide various supplies and repair and maintenance services to PSU.



# Building Committee

## Introduction

This is a special committee constituted by the Council. The primary responsibility of the committee is to monitor and supervise the construction of the multi-purpose four-story structure, Phase I (Part A). The building committee consists of six members: Dr. Rodney Tabaruka, Reg. No. 627;—chairperson, Dr. Okello Bosco, Reg. No. 383; Dr. Naikazi Grace, Reg. No. 976; Dr. Aguma Daniel, Reg. No. 814; and Dr. Kabonero Timothy, Reg. No. 624; Mr. David Wanangwe of D'avid Architects serves as the technical advisor to this committee.

## Activities

### 1. Construction of Part A Phase II of Pharmacy House

The committee has overseen the construction of part A Phase II of Pharmacy House with a contract cost of UGX 2,308,112,657 (including VAT and 5% contingency). This covered raising and roofing a four-level structure. In FY 2022/23, the project was funded to the tune of Ugx 814,642,748. Currently, the first, second and third levels have been completed. The final level is pending slabbing, walling and roofing.



Council members inspecting progress of works Pharmacy House phase II



## 2. Establishment of an ISO-certified Analytical Laboratory

The PSU Council signed an MoU with Quntrol Laboratories to jointly establish an ISO-certified analytical laboratory on the Pharmacy House-Phase 2 building. Quntrol Laboratories, with head offices in India, is an independent certification company that provides pre-shipment verification services for governments, international institutions,

and partners. They offer services of document verification, physical inspection, and quality testing to check the conformity of pharmaceuticals, cosmetics, chemicals, medical devices, food, etc. This laboratory will generate income for the Society, provide for knowledge transfer for members and students, provide laboratory research infrastructure to accelerate research, as well as employment to members.

# Education and Grants Committee

## Introduction

The Education and Grants Committee of PSU is mandated by the PSU Council as the committee responsible for organising Continuous Professional Development (CPD) trainings and webinars for members of PSU. It also oversees the training of prospective pharmacists in pharmacy schools, and supports pharmacy curriculum reviews in the schools. In addition, the committee supports international student exchanges and transfers, pharmacy student placements in industry, student mentorship and skilling programmes, and coordinating pharmacy student engagement at national and international levels. Besides these functions, the committee was also mandated by the current PSU Council to spearhead the Society's research agenda by writing and submitting research grants for funding from recognised funding organisations both nationally and internationally.

The membership of this committee is as follows; Dr. Jonans Tusiimire, Reg. No. 527;—chairperson, Dr. Edson Ireeta Munanura, Reg. No. 637; Dr. Nuru

Mugide, Reg. No. 1220; Dr. Comfort Were Elisha Adbulkarim Ssenyange, Reg. No. 875; Dr. Juliet Sanyu Namugambe, Reg. No. 657; Dr. Robert BD Otto, Reg. No. 357; Dr Vivienne Mulema, Reg. No. 588; and Dr Miriam Josephine Nakiwala, Reg. No. 1846.

## Activities

### 1. Continuing Professional Development (CPD)

The Education and Grants Committee offers a variety of opportunities for CPD to PSU members, interns, and pharmacy students throughout the year in the form of webinars and physical workshops. The CPD opportunities for 2022/2023 included the following:

#### A. July-September 2022 Webinar Series

This webinar series was sponsored jointly by the PSU Council in collaboration with Troikaa Pharmaceuticals Ltd. The webinars focused on Pharmacists' career development and



targeted young pharmacists, pharmacist interns, and pharmacy students. As the sponsor, Troikaa used the platform offered by the webinar series to present some of their products and services during the webinars. The products presented to members included: Xykaa, Nurotroy SR, Naso B12, and Dynapar QPS. The topics covered, presenters, moderators, and attendances for each of the webinars in the series are summarised below:

No.	Date	CPD/Webinar theme(s)	Attendees
1	30 July 2022	Leveraging Existing Opportunities for Career Development in Pharmacy Practice  Presenter: Dr. Comfort Elisha Were Abdulhakim Ssenyange Moderator: Dr. Haulat Kiiza	98
2	13 Aug 2022	The Pharmacist as a Change Leader in Health Supply Chain and System Strengthening  Panelists: Dr Vivienne Mulema Moderator: Dr. Laban Bashabe	90
3	03 Sept 2022	Building a Successful Research Career as a Pharmacist—What does it take?  Presenters: Dr. Thomas B. Kakule; Dr. Ronald B. Kuteesa; Dr. Laker E. A. Odongpiny. Moderator: Dr. Benjamin Mwesige	387

No.	Date	CPD/Webinar theme(s)	Attendees
4	17 Sept 2022	Succeeding in Academia and Research: Perspectives on the Benefits and Challenges of Life as an Academic Pharmacist.  Panelists: Assoc. Prof. Jackson Mukonzo; Dr. Juliet S. Namugambe; Dr. Daniel Chans Mwandah; Assoc. Prof. Dan Kibuule.  Moderator: Dr Nuru Mugide	414

The Education and Grants Committee of the Pharmaceutical Society of Uganda (PSU) proudly brings to you a highly engaging webinar on:

### LEVERAGING EXISTING OPPORTUNITIES FOR CAREER ADVANCEMENT IN PHARMACY PRACTICE

**30<sup>th</sup> JULY 2022**  
09:30 - 11:00 AM

**Dr. Comfort Elisha Were Abdulhakim Ssenyange**  
PRESENTER

**Dr. Haulat Kiiza**  
MODERATOR

**REGISTER NOW**  
WEBINAR ID: 828 1297 0093  
WEBINAR PASSCODE: 110 632

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Follow this link to register to attend:  
<https://us06web.zoom.us/j/82812970093?pwd=L0pzdndZpTU3MeUhib05GdjdXlYMQT09>  
www.psu.or.ug

The Education and Grants Committee of the Pharmaceutical Society of Uganda (PSU) proudly brings to you a highly engaging webinar on:

### THE PHARMACIST AS A CHANGE LEADER IN HEALTH SUPPLY CHAIN AND SYSTEM STRENGTHENING

Date: 13th August 2022 | Time: 9:30 - 11:00 am

**Dr. Vivienne Mulema**  
Associate Director, Global Cancer Care Uganda  
Webinar Facilitator

**Dr. Laban Bashabe**  
Director, 3Doc Pharmacies  
Webinar Moderator

**REGISTER NOW**  
[https://us06web.zoom.us/webinar/register/WN\\_cvG152luTGk6T2fy-NuVQ](https://us06web.zoom.us/webinar/register/WN_cvG152luTGk6T2fy-NuVQ)

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In the Figure: Webinar posters for webinars on career advancement by pharmacists and change leadership in health supplies. Special panel discussion on system strengthening. Panel discussion webinar on building a research career for pharmacists. Special panel discussion webinar on succeeding in academia and research by pharmacists.

## B. September 2022 Annual CPD

As part of the celebrations to mark 50 years of existence of the pharmacy profession in Uganda, the Education and Grants Committee organised a grand annual CPD on 29 September 2022 as a prelude to the annual PSU AGM.

Under the theme “*Celebrating PSU Golden Jubilee; the Past, Present, and Future of Pharmacy Practice in Uganda*,” the CPD sought to: enhance pharmacists’ knowledge of current developments in various fields of practice, highlight the evolution of pharmacy and lessons learned, and broaden pharmacists’ perspectives on potential career options in the diverse fields of pharmacy practice.

### Specifically, the CPD addressed the following key objectives:

- To help the pharmacist stay up-to-date on the newest developments in the various practice areas and acquire new skills.
- To help the pharmacist improve their performance at work and boost their self-confidence.
- To enhance the pharmacist’s professional reputation and career prospects.

The CPD was both physical (at Imperial Royale Hotel, Kampala) and virtual (via online streaming) encompassing the following topics:

Sn	Topic	Facilitator
1	PSU@50: The Vision, Mission, Core Functions, and Strategic Positioning on the Golden Jubilee.	Dr. Achii Pamela President, PSU
2	Evolution of the Pharmacy Profession and Practice in Uganda	Dr. Martin Oteba Management Sciences for Health
3	Health services research; Pharmacist's role, current and future opportunities for the Pharmacist in clinical research	Assoc. Prof. Joan N. Kalyango Makerere University
4	Regulatory Pharmacy: Pharmacist's obligations; contracts, resignations, and conflicts in practice	Dr. James William Tamale National Drug Authority
5	Community Pharmacy Practice: How best can pharmacists unleash their potential to transform patient care and sustain the health care system in Uganda?	Dr. Berna Nayebara Wilbert Pharmacy
6	Existence, roles, and opportunities for Pharmacists in the public health care system in Uganda: How can Pharmacists become more visible?	Dr. Morris Seru Ag. Commissioner, Ministry of Health

Sn	Topic	Facilitator
7	Academia: Reflective practice and its implications for Pharmacy professional education	Assoc. Prof. Dan Kibuule Busitema University
8	Industrial Pharmacy; Current status, challenges, and mitigation in industrial Pharmacy practice	Dr. Andrew Mukungu East Africa Medical Vitals

### C. March 2023 Webinars on Pharmacovigilance (PV)

In March 2023, PSU partnered with the National Drug Authority (NDA) to conduct a webinar series on pharmacovigilance for pharmacists, pharmacist interns, pharmacy students, and other health workers. The theme of the webinar was: “***Pharmacists as Pharmacovigilance Champions in Healthcare, Industry, Research and Academia Settings.***”

The five-part webinar series was coordinated by the Education and Grants Committee in liaison with the Pharmacovigilance Unit in the Directorate of Product Safety at the NDA.

The purpose of this series was to broaden the pharmacists' knowledge of PV and its applicability in the different fields of pharmacy practice. This would equip them to be PV champions in their workplaces, thus contributing to drug safety monitoring. The webinar topics, facilitators, moderators, and attendance are summarised in the following table:

Session	Date, Topic, and Presenter	Facilitator	Attendance
1	02 Mar 2023; Introduction to Pharmacovigilance: The Past, Present and Future by Dr. Emmaculate Kwikiriza	Dr. Lule Falisy Pharmacist, Kiruddu NRH	232
2	09 Mar 2023; Pharmacovigilance in Clinical/Hospital Setting by Dr. Joanitah Atuhaire	Dr. Lule Falisy Pharmacist, Kiruddu NRH	190
3	16 Mar 2023; Pharmacovigilance in Industry Setting by Dr. Julius Mayengo	Dr. Uthman Kiryowa PPV at Laborex	144
4	23 Mar 2023; Pharmacovigilance in Academia and Research by Dr. Helen Byomire Ndagije.	Dr. Kennedy Odokonyero Makerere University	165
5	30 Mar 2023; Vaccine Pharmacovigilance by Dr. Ismail Ntale	Dr. Uthman Kiryowa PPV at Laborex	98
<b>Total</b>			<b>829</b>

*Webinar Resources: The link to all PV resources used in the webinar series can be found [here](#).*



**PHARMACOVIGILANCE (PV) WEBINAR SERIES FOR PHARMACISTS & PHARMACY INTERNS**

**Dr. Emmaculate Kwikiriza**  
Inspector of Drugs, NDA  
**Presenter**

**WEBINAR 1**  
Topic:  
**"The Pharmacovigilance journey: The past, present and future"**

**PURPOSE:**  
1. To broaden knowledge of the pharmacists on PV and its applicability in the different areas of pharmacy practice.  
2. Encourage pharmacists to be PV Champions in their fields of practice.

**EXPECTED OUTCOME:**  
Upon completion of these webinar series, pharmacists will be able to:  
1. Apply their new knowledge of PV in the various fields of practice, and  
2. Contribute to drug safety monitoring.

**Dr. Lule Falisy**  
Hospital Pharmacist, Kiruddu NRH  
**Moderator**

**02:00pm EAT**  
**2<sup>nd</sup> March 2023**  
Every Thursday of March 2023

Webinar ID: 87518840108  
Passcode: PSUWeb2023  
www.psu.or.ug



**PHARMACOVIGILANCE (PV) WEBINAR SERIES FOR PHARMACISTS & PHARMACY INTERNS**

**Dr. Joanitah Atuhaire**  
Inspector of Drugs, NDA  
**Presenter**

**WEBINAR 2**  
Topic:  
**Pharmacovigilance in Clinical/Hospital Setting**

**#Pharmacovigilance**

**Dr. Lule Falisy**  
Hospital Pharmacist Mulago NRH  
**Moderator**

**2:00pm EAT**  
**Thursday 09<sup>th</sup> March 2023**

Passcode: PSUWeb2023  
Webinar ID: 87 518 840 108  
www.psu.or.ug



The Pharmaceutical Society of Uganda

PHARMACOVIGILANCE (PV) WEBINAR SERIES FOR PHARMACISTS AND PHARMACY INTERNS

**Dr. Julius Mayengo**  
Manager pharmacovigilance unit, NDA  
**Presenter**

**WEBINAR 3**

Topic:  
**Pharmacovigilance in Industry Setting**

**Dr. Uthman Kinyowa**  
QPPV at Laborax  
**Moderator**

**02:00pm EAT**  
**16<sup>th</sup> March 2023**

Every Thursday of March 2023

**Webinar ID: 87518840108**  
**Passcode: PSUWeb2023**  
[www.psu.or.ug](http://www.psu.or.ug)

#Pharmacovigilance

The Pharmaceutical Society of Uganda

PHARMACOVIGILANCE (PV) WEBINAR SERIES FOR PHARMACISTS AND PHARMACY INTERNS

**Dr. Helen Byomire Ndagije, PhD**  
Director Product Safety, NDA  
President, Africa chapter ISO  
**Presenter**

**WEBINAR 4**

Topic:  
**Pharmacovigilance in Academia and Research**

**Kennedy Odokonyero**  
Department of Pharmacy, Makerere University  
**Moderator**

**02:00pm EAT**  
**23<sup>rd</sup> March 2023**

Every Thursday of March 2023

**Webinar ID: 87518840108**  
**Passcode: PSUWeb2023**  
[www.psu.or.ug](http://www.psu.or.ug)

#Pharmacovigilance

## 2. Stakeholders Workshop on Bachelor of Pharmacy Curriculum

The Council of the PSU organised a one-day stakeholders' consultative meeting to discuss the minimum standards for the undergraduate pharmacy curriculum. The workshop took place on Friday, August 12, 2022, at Pharmacy House. The meeting was expected to propose strategies on how pharmacy schools can be encouraged and supported to comply with the minimum standards for the Bachelor of Pharmacy and Pharmaceutical Sciences programmes that were developed jointly by PSU and National Council for Higher Education (NCHE) in 2019

for undergraduate pharmacy training in Uganda.

Among the key aspects of the minimum standards was the increase in the duration of the undergraduate programme from four to five years. Alongside the minimum standards, the PSU/NCHE joint team had also developed the *"Pharmacist Competencies and Curriculum Syllabus for Pharmacy"* and a *Curriculum Course Format* had also been suggested. However the latter two have not yet been adopted by NCHE. The challenge was that, despite the successful development of the minimum standards and their adoption by NCHE, adoption of the standards beyond NCHE had been critically lacking. Most of the



pharmacy schools were not aware of these standards, while those who knew them had not fully accepted (let alone adopted) them. Thus, the meeting was intended to develop a roadmap for the implementation of the minimum standards in the pharmacy schools.

From the meeting, it was agreed that the minimum standards were good, but there was no consensus on the timelines for the transition to a five-year BPharm programme due to cost implications. The different schools were at different levels of preparedness to make the required transition. However, after follow-up discussions with NCHE, communication was sent out to all the pharmacy schools to implement the five-year BPharm programme upon the expiry of the current programs. All new pharmacy schools that submitted BPharm curricula were advised to revise them to five years.

### 3. Curriculum Reviews

The Council of the PSU has a statutory duty to supervise and regulate the engagement, training, and transfer of pharmacy students and to make provision for the registration of these students. In addition, the law mandates the Council to specify the class of persons who shall have the right to train pharmacy students and to specify the circumstances in which any person of that class may be deprived of that right.

In carrying out this role, the Council works in liaison with the NCHE through an existing memorandum of understanding to evaluate curricula, verify training facilities and

staff credentials, and approve pharmacy professional programs at undergraduate, masters and PhD levels in Uganda.

In line with the above, the Education and Grants Committee received and reviewed new and revised curricula for Bachelor of Pharmacy and relevant postgraduate programs from the following academic institutions:

#	Academic Institution	Programme	Status
1	Gulu University	Bachelor of Pharmacy, new accreditation	Curriculum review done; awaiting facilities verification
2	Fins Medical University	Bachelor of Pharmacy, new accreditation	Final review ongoing; then facilities verification to follow
3	Victoria University	Bachelor of Pharmacy, new accreditation	Second review ongoing; then facilities verification to follow
4	Makerere University	Bachelor of Pharmacy, reaccrreditation	Curriculum review done
		MSc in Pharmaceuticals and Health Supplies, reaccrreditation	Curriculum review done

### 4. Research and Grants

The Education and Grants Committee made great efforts in applying for grants aimed at raising funds for the Society to pursue noble causes for the advancement of the pharmacy profession and offering services to the public. Below is a summary of all the grant applications made and the outcomes:

## A. Successful grants

SN	Title of the Grant Application	Funding Agency and Amount	Partners	PI and Co-PIs
1	SUPPACT Development of Bio-based Supplements to Artemisinin-based Combination Therapy for Malaria Treatment	icipe/BioInnovate Africa Programme (400,000 USD) <sup>1</sup>	PSU (Lead) Jena Herbals University of Bukavu (DRC) University of Bahr El Ghazal (S. Sudan)	Dr. Jonans Tusiimire Prof. Patrick E. Ogwang Dr. Félicien K. Mushagalusa Dr. Lina Sarah Mathew
2	Alumni Tracer Study Evaluating the Impact of the PSU-Abacus Scholarship Program on its Beneficiaries after 10 Years of Implementation	Abacus Pharma (A) Ltd (5,000 USD)	PSU (Lead) Abacus Pharma (A) Ltd	Dr. Jonans Tusiimire Dr. Miriam J. Nakiwala Dr. Nuru Mugide
3	AMSICU Antimicrobial Stewardship and Infection Prevention and Control in Critical Care: Reducing the Transmission of Multi-Drug Resistant Superbugs in the Intensive Care Unit of Mbarara Regional Referral Hospital	Pfizer (100,000 USD)	MUST (Lead) MRRH PSU	Dr. Chans D. Mwandah Dr. Jonans Tusiimire Dr. Stella Nanyonga Dr. Miriam Josephine Nakiwala

## B. Promising projects

SN	Title of the Grant Application	Funding Organisation	Partners	Project Team
1	PV in Academia Implementation of Pharmacovigilance Curriculum in Public Universities and Other Tertiary Institutions in Uganda	National Drug Authority (NDA)	NDA (Lead) PSU	Dr. Julius Mayengo Dr. Jonans Tusiimire

<sup>1</sup> The SUPPACT project had initially been approved by icipe for 1 million USD but the funding was severely cut when the government of Sweden reduced budget allocations to Sida, icipe's main sponsor, for research cooperation by more than 50% in 2023. The government of Sweden was giving higher priority to humanitarian support to Ukraine due to the war situation with Russia.



Support supervision visit at KIU

### C. The icipe/BioInnovate Africa-funded SUPPACT Project

This project aims to develop supplements to ACT (SUPPACT) for the treatment of malaria. It builds on previous work by Jena Herbs Ltd on a de-artemisinin formulation of *Artemisia* species (JenaMal®) which has been demonstrated to possess significant efficacy in preventing resistant malaria in animal models. Leveraging on the Pharmaceutical Society of Uganda's (PSU) recent work on microcrystalline cellulose (Microse®), supported by MoSTI under NRIP in 2021/2022, the project seeks to further study and develop JenaMal® into

standardised and clinically evaluated solid dosage formulations capable of augmenting ACTs.

The developed safe and efficacious supplements will improve the effectiveness of antimalarial therapy by overcoming plasmodial resistance to ACTs. The intervention is a collaboration led by PSU and Jena Herbs Ltd with support from the University of Bukavu in DRC and the University of Bahr El Ghazal in South Sudan respectively.

Work will take place in overlapping phases where PSU will lead the production of Microse®, SUPPACT quality control analysis, quality assurance processes, regulatory compliance,



and stakeholder engagements. Jena Herbs Ltd will lead product innovation, efficacy, and safety evaluation in animal models, pilot production for clinical trials, and commercialisation plans. The University of Bukavu and the University of Bahr El Ghazal will support extraction processes, phytochemical screening, active compound isolation, clinical trials, and botanical classification and conservation respectively.

The project will develop two market-ready solid dosage forms, i.e., capsules for adults and a reconstitutable powder for children, each with a dossier to support the application for market

authorisation. Graduate students will be recruited as volunteers and trained, and value chain actors (including farmers of maize and Artemisinin species) will be sensitised. Through stakeholder engagements, a policy framework will be developed to ensure the mainstream adoption of SUPPACT as a supplement to ACTs in the routine management of malaria. The project outcomes will include both health and economic impacts in the form of reduced morbidity, mortality, and cost of treatment, as well as increased jobs, value addition, import substitution, and productivity of the population.





In the Figure: **Microse®**, a pharmaceutical-grade microcrystalline cellulose (MCC) produced by PSU. It is used as an excipient in tablet and capsule manufacture. It is developed with funding from MOSTI under NRIP. **Jenamal®**, an anti-malarial powder produced by Jena Herbals Ltd. is made from the de-artemisinised extracts of sweet wormwood (*Artemisia annua*), avocado (*Persea americana*), and lemon grass (*Cymbopogon spp.*). **SUPPACT** will include capsule and reconstitutable power formulations of Jenamal® manufactured using Microse® to be used as supplements to artemisinin-based combination therapy in malaria treatment.

#### D. The Alumni Tracer Study

Since 2011/2012 to date, PSU in collaboration with Abacus Pharma (A) Limited (APL) has sponsored about 55 needy pharmacy students under the PSU-Abacus Scholarship scheme. The scholarship has enabled many scholars to successfully enroll, train, and graduate as pharmacists and have subsequently gone on to serve different communities in various capacities. However, there has not been any systematic study to trace these alumni and assess their impact post-graduation.

Therefore, the Education and Grants Committee of PSU approached APL with a proposal to conduct an impact evaluation study for all the scholarship alumni. The study targeted all scholars who received financial support from the PSU-Abacus Scholarship program for their studies at Mbarara University, Makerere University, and Kampala International University-WC. As evidenced by the findings, most of these scholars have made significant impacts in health care within the hospitals, community practice, logistics and supply chain, research, academia, and regulatory sectors.



*I successfully participated in the winning of and I am now servicing the following tenders with the government of Uganda: (1) Procurement of a PET - Centre and assorted Oncology equipment at UCI; (2) Supply, delivery, installation, commissioning, and maintenance of Computerized Tomography and MRI scanners; (3) Supply, installation, testing, user training and commissioning of assorted medical equipment for UPDF National Referral Hospital: Lot 2 (Diagnostic equipment, radiology, imaging, and laboratory); (4) Licensing and supervision of two community pharmacies, retail and wholesale.*

**Dr. Gloria Muno Atimango, PSU-Abacus Scholar, KIU, 2014-2018.**





Group photo at the Inception Meeting of the AMSICU project

It was anticipated that the findings would enable PSU, APL, participating universities, and other key stakeholders to understand how the scholarship program has impacted the scholars and the communities they serve. This will, in turn, inform the need for reviews of the implementation plan where necessary to ensure effective training of the scholars to maximum impact.

## E. The AMSICU Project

The Pfizer-funded AMSICU project seeks to promote antimicrobial stewardship in critical care by focusing on the prevention of the transmission of multi-drug-resistant superbugs in the Intensive Care Unit of Mbarara Regional Referral Hospital. The

project aims to develop an evidence-based AMS program and implementation of IPC in the ICU at MRRH. The project will also identify root causes for MDR superbugs and propose local solutions to circumvent this problem. The project will work together with existing hospital structures such as the MTC committee, AMS committee, and the Hospital laboratory and hospital ICU staff.

The AMSICU project PI Dr. Daniel Chans Mwandah, and the Co-PIs include Dr. Jonans Tusiimire (Pharmacist), Dr. Stephen Ttendo (Anesthesiologist), Ms. Rose Dusabe (ICU Nurse), Dr. Miriam Josephine Nakiwala (Pharmacist), Mr. Robert Wagubi (Laboratory Scientist), Dr. Stella Nanyonga (AMR Researcher, PSU), and Christine Tumuhimbise (ICU Nurse).



The Chief Guest, Dr Thomas Ocwa Obua from the Ministry of Health making remarks during the inception meeting



# Ethics Committee

## Introduction

The PSU Council bylaws were made in 1971 and amended in 2007, stipulating the establishment and mandate of the Ethics Committee. A separate code of conduct was enacted by Council and approved by the general meeting of the Society in 2014. These provide the key working tool for the committee to date.

The current Ethics Committee was elected in March 2021, and has five members from various fields and with various lengths of pharmacy practice as follows: Dr. Bosco Okello—chairperson, Reg. No. 383; Dr. Peter Kiondo Mukhama, Reg. No. 227; Dr. Florence Obiocha, Reg. No. 405; Dr. Peter Nuwagira, Reg. No. 710; and Dr. Moses Akampurira, Reg. No. 840.

## Situational Analysis

Worldwide, the pharmacy profession prides itself in being the most trusted and most accessible profession in the healthcare fraternity. In Uganda, this realisation is not so pronounced because of the chronically low numbers of registered pharmacists in the country until recently. Instead, the practice of pharmacy, even by non-pharmacy professionals, is seen as the most lucrative and strain-resistant of all businesses in the SME category. As such, the predominant practice environment for pharmacists is characterised by a collaboration between an investor as the main business actor and the pharmacist rather as a technical advisor. These two lines of interest are not always congruent and have often sparked conflicts.





## Objectives

The main mandate of the Ethics Committee is to handle conflicts that are not legal, involving at least one pharmacist in the course of their practice. There's, however, usually contestation on whether an issue is legal in nature or not, with the tiebreaker being that the conflicting parties agree not to proceed legally. Where either party seeks legal redress, even if erroneously, the committee's engagement is halted until otherwise solicited again. In line with its mandate, therefore, the Ethics committee seeks to:

- A. Receive formal complaints from members of the general public or pharmacists, be they victims or whistle-blowers.
- B. Conduct fair and transparent hearings for both complainants and defendants.
- C. Advise Council on the course of action to take.
- D. Sensitise the public of their rights as well as boundaries with regard to pharmacy practice.
- E. Offer continuing professional education to pharmacists, regarding ethics



## Methodology

The Ethics Committee receives complaints formally through the secretariat of PSU. In the event that a complaint is raised informally to any member of the Committee, the complainant is advised accordingly. The committee then invites the two parties for a formal hearing in one sitting, if it's a victim allegation, or in separate sittings if it's a whistle-blower allegation. In case an amicable solution is reached, the committee further mediates in its implementation to conclusion. In case of further disagreement, the committee refers the matter to the Council, for enforcement or onward referral to the Disciplinary Committee of the board, or to the courts of law as the case may be.



## Achievements

The period under review in this report ran from 1<sup>st</sup> July 2022 through 30<sup>th</sup> June 2023. During this period, the Committee–

1. Received five victim claims, one from a fellow pharmacist against another.
2. Conducted three bilateral hearings to conclusion, where–
  - i. In one case, the pharmacist refunded money advanced to him.
  - ii. In one case, the pharmacist was acquitted of refunding the money.
  - iii. In one case, the proprietor was assisted in getting another pharmacist.
3. Conducted two unilateral hearings, where–
  - i. In one case, a pharmacist accused by a fellow pharmacist in a pharmacy sale deal, preferred legal proceedings, since the sale itself is not a pharmacy practice issue.
  - ii. In another case, a pharmacist accused of receiving money before becoming a pharmacist preferred legal proceedings, for reasons he was not willing to disclose.



## Limitations

While working on the above achievements, the committee noted some constraints, ranging from internal to external. Among them–

1. Widespread scepticism about ethics in the general public with overtones of fear in extreme cases, where whistle-blowers prefer to grumble in the backyard, while victims prefer keeping their “peace” rather than seeking justice.
2. Lingering misunderstanding of ethics even among professionals, where the committee is presumed to do everything from policing to arresting, charging, judging and even punishing the errant pharmacists. This has led to many accused members even avoiding the idea of appearing before the committee at all.
3. The legal escape, where the accused party purports to prefer the legal route, but leaves it to the accuser to start the game.

# Editorial Committee

## Introduction

The committee is in charge of supervising the publication and transmission of various pieces of information to the general public. In addition, the committee is responsible for designing and keeping the content on the Society's website up to date. The committee is made up of six people, including, Dr. Ivan Segawa, Reg. No. 1054—chairperson, Dr. Achiro Hope Fortunate, Reg. No. 595; Dr. Odokonyero Kennedy, Reg. No. 1380; Dr. Umar Hassan, Reg. No. 908; Dr. Mwandah Daniel Chans, Reg. No. 857; and Dr. Ssemanda Musa, Reg. No. 691.

## Activities

- A. Monitoring the PSU social media platforms; Twitter, LinkedIn, YouTube, and Facebook, and ensuring adequate engagement.
- B. Tracking of key information in newspapers and other media platforms on matters of health especially those related to the pharmaceutical sector.
- C. Updating of PSU website information in liaison with the PSU secretariat and website maintenance team.
- D. Development of info-graphics and special days e-posters in liaison with the graphics design support team.

## Work in Progress

The process of recruiting a graphics/media expert on a retainer basis is underway, to support the editorial team in running the PSU social media platforms, and updates on the PSU website and improve the PSU media presence.







# AD HOC Committee on Sexual Harassment

Conducting examinations for public universities is a pivotal responsibility of the PSU Council. The Council is dedicated to ensuring that these exams are carried out with the utmost security and fairness. The council is committed to preventing any form of student intimidation, harassment, or improper exchanges for exam-related favors.

In March 2022, the Council established an Ad hoc Committee to address complaints regarding potential sexual harassment involving a member of the examination committee. The committee intentionally comprised of senior members from diverse backgrounds. Gender balance was ensured. The investigation spanned over eight months and adhered to established procedures to safeguard witness confidentiality.

Upon receiving the final investigative report, the Council did not find conclusive evidence of sexual harassment by any member of the Examination Committee. Nevertheless, the society will initiate the development of a policy addressing sexual harassment. Any violation of this policy by Council members, members of Council committees, PSU members and staff, or examination candidates will be subject to appropriate penalties.





## Other Council Activities

# Other Council Activities

## PSU Council Engagements with Universities

### 1. Support supervision at KIU School of Pharmacy

The PSU Council undertook a support supervision visit to KIU Western Campus on Friday 3rd February 2023 to assess the progress made in the training of pharmacists at undergraduate, masters, and PhD levels. This visit was in line with the Council's mandate of ensuring the highest practicable standards in the practice of pharmacy.

The Council's four-member delegation was led by Dr. Francis Otim. He was accompanied by the chairperson of the Education and Grants Committee, Dr. Jonans Tusiimire, PSU secretary, Dr. Edson Ireeta Munanura, and Dr. Miriam Josephine Nakiwala, a committee member.

The Council delegation established that generally, the university has fairly adequate teaching and learning facilities including laboratory space,

ICT and library, lecture rooms, equipment, and supplies. The university has also made great advances in expanding and improving these facilities despite the devastating effects of COVID-19 that affected students' enrolment and tuition payment hence affecting the welfare of staff.

The team recommended more deliberate efforts in; improving staff welfare, increasing the number of senior staff under the pharmacy specialties, acquisition of advanced pharmaceutical analysis equipment (HPLC, GC, AAS, etc.) for postgraduate training and research, expanding research financing, expanding the bandwidth of the internet and providing wireless internet access all over the campus, and expanding community placements for pharmacy students beyond the KIU teaching hospital to the other placement centers around the country where the medical students go. A close engagement with PSU and NCHE was recommended for technical support in developing new pharmacy and specialised programs to meet the current needs of the country.





## 2. Raised concerns to Makerere University on Advertising an Unrecognised Pharmacy Postgraduate Programme:

Following the advertisement by Makerere University of a new postgraduate programme of Master of Veterinary Medicine with Pharmaceutical Practice and Regulation as one of the five tracks, PSU Council wrote to the Makerere University Vice Chancellor to raise the following concerns:

- That the programme did not have approval from the PSU Council contrary to section 21 of the PDA 1970.
- That the department of veterinary pharmacy, clinical and comparative medicine (PCM)” in the College of Veterinary Medicine, Animal Resources and Biosecurity (COVAB) unrecognised by PSU Council and lacks appropriately trained and qualified personnel, expertise and infrastructure to run pharmacy programs contrary to Section 21 of the Pharmacy and Drugs Act 1970.
- That the word “pharmacy” which is protected by the PDA 1970, is being used in a department of COVAB without the requisite professionals.
- That the university has rather taken a long time to approve and begin the implementation



of the proposed “Master of Science in Medicines Regulation” under the department of pharmacy. This programme was duly developed by the experts as discussed during a stakeholders’ engagement in 2019 involving PSU.

The Council reaffirmed its confidence that the department of pharmacy has the facilities and capacity to provide comprehensive training in pharmacy and related specialisations including regulation and provision of veterinary pharmaceutical services. The Council also urged the department to continually identify any gaps and develop additional pharmacy-related curricula or programmes at undergraduate, master, and PhD levels.

The Council, given its statutory duty to exercise vigilance, skill, and care to protect public interests, urged Makerere University to:

- Support pharmacy-related degree training programs at the Department of Pharmacy, College of Health Sciences, which is the only recognised training unit for pharmacy degrees at Makerere University.
- Upgrade the department of pharmacy to a school of Pharmacy in compliance with regional and global standards.
- Consider renaming the department of veterinary pharmacy, clinical and comparative medicine (PCM) to exclude the word ‘pharmacy’ and evaluate the programs offered therein to ensure they align with existing laws and frameworks.

- Halt admissions and implementation of the pharmaceutical practice and regulation track under the master of veterinary medicine with immediate effect.

The Council is finalising plans to have a support supervision visit to Makerere University in semester one 2023/2024 to follow up on the progress made on the above recommendations and other pharmacy training matters.

### **3. Raised concerns to Victoria University for Running an Unrecognised Pharmacy Programme:**

Following the premature advertisement on social media and other web platforms by Victoria University (VU) of a new undergraduate programme of Bachelor of Pharmacy (BPharm), PSU Council wrote to the vice chancellor to raise the following concerns:

- That the programme of Bachelor of Pharmacy was still under review and did not yet have approval from the PSU Council in accordance with section 21 of the PDA 1970.
- That the premature advisement of a programme under review had created serious anxieties, uncertainties, and confusion among many students, parents, guardians, and the public given the unaccredited status of VU’s BPharm programme and the unknown fate of the students after graduation.

The Council reaffirmed its commitment to follow due process in the review of the programme and to exercise vigilance, skill, and care to protect public interests. In line with its statutory duty to

supervise and regulate the engagement, training, and transfer of pharmacy students, the Council advised Victoria University to;

- Immediately halt, cease, or otherwise stop the advertising of the unaccredited Bachelor of Pharmacy program until the accreditation process has been concluded.
- Make urgent arrangements to transfer the currently admitted students to other universities with accredited Bachelor of Pharmacy programs.

Victoria University submitted its corrected curriculum for the second review and once the Council is done with this, NCHE will plan a facilities verification visit alongside the PSU team. It is only after the successful completion of these next steps and accreditation by NCHE that the PSU Council will consider Victoria University a pharmacy training institution with enrolments starting after the date of accreditation.

### PSU Council Support to Pharmacy Students Associations

Pharmacy Students Associations are avenues for knowledge transfer and skilling of the students on their journey to join the pharmacy profession. The activities they undertake enable them to improve their academic, social, leadership, and financial skills, and as such the PSU Council has continued to provide financial and administrative support to the four pharmacy students associations. Over the FY 2022/2023, The PSU Council supported the following events organised by the Uganda Pharmacy Students Association (UPSA), Kampala

International Students Association (KIUPSA), Makerere University Students Association (MUPSA), and Mbarara University Students Association (MBUPSA).

#### A. 3rd Uganda Pharmaceutical Symposium (UPS)

The 3rd annual Uganda Pharmaceutical Symposium scientific event aimed at empowering pharmacy students and recent graduates in research and suggesting possible innovative solutions in the pharmaceutical sector took place at MUK on the 16th - 18th of March 2023. The event was under the theme “The Multidisciplinary Action in the Fight against Anti-Microbial Resistance (AMR) in the Post-COVID Era”. It was organised by the UPSA, a non-partisan umbrella body of the students’ federation uniting all pharmacy students in the country. The body brings together pharmacy all students’ bodies in the country. This include KIUPSA, MUPSA and MBUPSA.

A total of 133 participants including pharmacy and medical student delegates from Makerere University, Kampala International University, Mbarara University of Science and Technology, University of Rwanda, and University of Burundi as well as intern pharmacists and professionals attended the event.



- B. UPSA executive handover:** This handover event was hosted at the Pharmacy House on 31<sup>st</sup> May 2023.
- C. MUPSA Medical Camp to Bududa:** This event was organised as part of the bigger Makerere College of Health Sciences Students Association event (MAKCHSSA) running from 16<sup>th</sup>- 19<sup>th</sup> February 2023.
- D. KIUPSA 12<sup>th</sup> Annual Pharmaceutical Awareness Week:** This event, as is the tradition, runs for one week. The one for this financial year ran from 17<sup>th</sup> to 22<sup>nd</sup> October 2022.
- E. MBUPSA Pharmacy Week:** This event took place from 18<sup>th</sup> to 23<sup>rd</sup> July 2022.

The PSU Council wishes to thank all members of PSU and the various institutions that as tradition continue to support these activities organised by the pharmacy students.

### PSU Council Support to the PSU Corporate Team

The PSU Council is proud that under the great mobilisation skills of our senior member and former president, Dr. Oria Hussein, there is a vibrant PSU corporate team in place. The PSU football team has so far taken part in seven (7) games as follows; PSU 2: 2 UMA, PSU 1:0 MBUPSA, PSU 3:1 UDA (Uganda Dispensers Association), PSU 3:1 NDA.

PSU 2:1 Wide spectrum, PSU 2:1 MBUPSA, and PSU 1:3 Parliamentary Team.





*The PSU football team poses for a picture with some PSU leaders and members*

Having a PSU team in place is a great opportunity to accelerate the engagement of stakeholders, create avenues for cooperation with other agencies, foster unity among members, and market the PSU brand. The PSU Council will continue to extend funding towards the PSU corporate team, support initiatives to have a robust governance structure in place, and expansion to include other sports such as netball, basketball, athletics, cycling, volleyball etc. The PSU Council hereby extends gratitude to all organisations (NDA, Wide Spectrum, etc.) and members of the Society who have continued to sponsor the PSU corporate team activities and have taken active participation in these events.

## Uganda Pharma and Healthcare Exhibition 2023

The event took place at UMA Grounds Lugogo from the 16<sup>th</sup> to the 18<sup>th</sup> of February 2023. The exhibition registered 115 participants from ten countries namely Uganda, Kenya, USA, Rwanda, Tanzania, UAE, India, Turkey, UK, and Bangladesh, and 3100 unique visitors and 2368 buyers. It was inaugurated by Hon. Muhanga Margaret Mugisa, the Minister of Health in charge of Primary Healthcare on the 17<sup>th</sup> of February 2023 at UMA Grounds Lugogo.





*Hon Margaret Muhanga Mugisa officially launches the exhibition at UMA Grounds*

The exhibition attracted several dignitaries including Dr Ruth Aceng Oceru, the minister of health; Dr. Bahati David, minister of trade and industry; H. E Ajay Kumar, high commissioner of India in Uganda, Dr. Seru Morries, commissioner of pharmacy and natural medicines, MoH, Uganda and Hon. Tushar Upadhyay, honorary adviser, Federation of Indian Chambers of Commerce and Industry (FICCI).



*Dr Ruth Aceng Ocero, the Minister of Health engaging an exhibitor*



*Dr Achii Pamela, President, PSU giving a speech during the launch of the Uganda Pharma and Health Care Exhibition at UMA Grounds on 17th February 2023*

The exhibition will be back next year with its 3rd edition scheduled to be held around February-March 2024. It is expected to attract 150+ domestic and international companies to the multi-multipurpose hall in the UMA Show Grounds, Lugogo, Kampala, Uganda. Uganda Pharma and Healthcare 2024 will be the biggest pharma, medical, and healthcare event in Uganda so far. It is expected to be the best place for the meeting of companies in these sectors.

### PSU Council Engagements on Proposed Changes to Laws/Policies

The PSU Council continues to remain steadfast in ensuring the niche of pharmacists is protected from attacks on the legal and policy framework front. This has been made possible with the help of the high vigilance of all members of the society and most outstandingly our members who are in parliament. Over the period under review, the following are the key matters that were handled;

- A. Uganda Human Organ Donation and Transplant Bill (2023):** The PSU Council led by the Legislation Committee made submissions to the Health Committee of Parliament on the Uganda Human Organ Donation and Transplant Bill (2021). The focus was to ensure that the act has pharmacists' positions provided for in the organ transplant facilities, and this position was successfully realised with outstanding contributions by our members in parliament.
- B. Veterinary Practitioners Bill (2023):** The PSU Council and individual members of the Society made detailed presentations to the

Parliament Committee of Agriculture, Animal Industry, and Fisheries on the above bill. The focus was to ensure matters of veterinary pharmacy practice regulation and aspects of dispensing veterinary medicines by veterinary professionals are excluded from the bill since they are already regulated under the NDPA act (1993). Furthermore, the PSU made recommendations towards strengthening veterinary practice to ensure improved animal health while safeguarding human health and environmental safety in the spirit of one health. The PSU Council hereby appreciates the members of the PSU Ad hoc Committee on veterinary medicines regulations matters, the individual members, and our senior members of the profession who compiled the different position papers and presented them to parliament.

- C. Separation of Regulation of Veterinary Drugs from Human Drugs:** Following the cabinet's decision to create a new body, the Food, Animal, and Plant Health Authority under the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF), to regulate veterinary drugs, the PSU Council set up an Ad hoc Committee to consider this matter. The committee's core function was to make consultations and conduct research in order to develop a position paper on veterinary medicines regulation across the globe. The PSU Council adopted this position paper to be used to engage the key stakeholders to ensure appropriate regulation of the pharmaceutical sector as a whole is realised and fostered.

## PSU Council Engagements to Increase Pharmacists' Positions in Public Service

Over the years, the PSU Council in partnership with various PSU members and key stakeholders has pushed to have the staff establishment for pharmacists in the public sector expanded. These efforts bore fruit on 9<sup>th</sup> March 2023 with the establishment expanded as follows; general hospital – two pharmacists, regional referral hospitals- five pharmacists, and Mulago National Referral Hospitals- 22 pharmacists. The PSU Council hereby expresses gratitude to the different stakeholders especially the Ministry of Health, and the PSU members who worked tirelessly to ensure this achievement is realised.

The PSU Council will continue to push for the filling of all positions under this expanded establishment, and also a further expansion of the establishment through strategic engagements with the MoH, Prime minister, ministry of public service, ministry of finance, and parliament of Uganda among others.

## Other PSU Council Stakeholder Engagements

The Council held and was represented at various stakeholders' engagement events in a bid to ensure strategic collaboration and also ensure the niche of the pharmacy profession is well protected and galvanised. Some of these engagement events include:

**A.** PSU members key stakeholders meeting: This was organised in partnership with the NDA and was attended by pharmacists

representing the different pharmacy practice areas. The key issues of discussion and recommendation were: rampant resignations by pharmacists, chronic absenteeism of pharmacists, and change to a five-year BPharm program as per the NCHE Minimum standards.

**B.** A meeting with the UPOA executive was held on 26<sup>th</sup> April 2023: The meeting aimed to discuss strategies for; improving supervising pharmacists' welfare and work environments, improving pharmacists' presence, and handling issues of non-payment and rampant resignations. Some of the agreed upon areas for further discussion include;

- i.** Pharmacy owners having signed contracts with their supervising pharmacists.
- ii.** Pharmacy owners creating sitting space for pharmacists, where they are missing, over the next three years.
- iii.** UPOA and PSU jointly supporting the develop an orientation/training package for supervising pharmacists.
- iv.** Pharmacy owners holding monthly meetings with their staff and ensure supervising pharmacists attend these.
- v.** Pharmacy owners' need to involve pharmacists in the key operations of the pharmacy including procurement and marketing.
- vi.** PSU and UPOA establishing a tribunal to deal with resignations and non-payments of pharmacists' salaries



- vii. PSU developing oath of professional conduct that new members sign and swear to uphold.
  - viii. PSU organising joint induction events for new members with UPOA, NDA and pharmacy board to give guidance to the members regarding misconduct/indiscipline examples and the implications.
  - ix. Holding routine meetings amongst PSU, UPOA and NDA to discuss and agree of various matters arising.
- C.** Registrars' forum meeting: This is a meeting of registrars and assistant registrars of health professional bodies that is hosted on a rotational basis by the different health professional bodies. PSU hosted this meeting on 4<sup>th</sup> May 2023 at Pharmacy House. During this meeting, it was agreed that the PSU secretary becomes a member of the registrars' forum.
- D.** CEHURD consultative meeting on advocacy strategy for service providers: on 8<sup>th</sup> - 9<sup>th</sup> May 2023 at Speke Resort-Munyonyo. It was based on the understanding that service providers like PSU have unique experiences working with young people to respond to Sexual and Reproductive Health (SRH) needs for young people and that their lived realities have the potential to persuade decision-makers and policymakers to create a supportive legal and policy environment for young people.
- E.** Self-care for Sexual and Reproductive Health and Rights (SRHR). This was organised by CEHURD in collaboration with the MoH and Population Services International (PSI). The first meeting held on 5<sup>th</sup> April 2023 at Fairway Hotel, was to update health professionals under their umbrella bodies on the progress the country has made towards integrating self-care into our healthcare system and the various roles that can be played by various stakeholders for Uganda to fully institutionalise it. The second meeting to update the National Guideline on Self-Care Interventions on SHR was held on June 20, 2023, at Protea Hotel Kololo.
- F.** Institutionalisation of Health Technologies Assessment (HTA) in Africa, held on 26<sup>th</sup> of April 2023 at Golf Course Hotel: This was organised by the Makerere School of Public Health in partnership with KEMRI and the MoH Uganda. The focus was to discuss African countries' experiences with institutionalising HTA.
- G.** Workshop to monitor implementation of EAC leather, pharma and fruits and vegetable Strategies, held on 20<sup>th</sup>- 21<sup>st</sup> March 2023, at Protea Hotel: The East African Community developed strategic action plans which have been adopted by the Sectoral Council on Trade, Industry, Finance and Investment (SCTIFI): EAC Fruits and Vegetables (F&V) Strategic Plan (2021-2031); EAC Post Harvest Loss Management; EAC Leather and Leather Strategy (2021-2031) and EAC Regional Pharmaceutical Manufacturing (EACRMPOA) Plan of Action, 2017-2027.

- H. EAC, capacity building/training workshop on the African Continental Free Trade Area (AfCFTA) Agreement, held on 24<sup>th</sup>- 25<sup>th</sup> November 2022.
- I. EAC, national capacity workshop on the protocol on investment to the agreement establishing the African continental free trade area, held on 24<sup>th</sup>-25<sup>th</sup> of October 2022.
- J. URA engagement meeting with PSU members on stamp duty, held online on 27<sup>th</sup> October 2022: This was followed by a physical meeting with URA on 25<sup>th</sup> Jan 2023 following a letter from concerned pharmacists that PSU had been collecting stamp duty and not remitting it since 2020. The meeting agreed that the PSU Council writes to URA justifying why AMC doesn't qualify as a document that should attract duty. But even when the letter was written, URA responded that though AMC is issued as an administrative document, it attracts stamp duty. PSU council wrote to the Attorney General seeking legal opinion on this matter. We also await a constitutional court ruling on this matter of stamp duty following suit filed by a consortium of professional bodies.
- K. Consultative meeting on developing the 2nd East African Health Research Commission (EAHRC) Strategic Plan 2021-2026: This was held on 19<sup>th</sup> January 2023 at the Ministry of East African Community Affairs Offices. Various MDAs presented their research agenda and areas that require support and collaboration.
- L. Validation workshop of the outcomes of the scoping study on pharmaceutical waste management in the east African community, held on 28th June 2023: This workshop involved the presentation and discussion of a comprehensive report on the pharma waste management situation in the EAC partner states and recommendations.
- M. Review of the NCHE programme assessment tools workshop, held on 8<sup>th</sup> June 2023. This was geared at improving the tools to ease programs and institutions' accreditation processes.
- N. NDA strategic plan mid term review (2020 - 2022 December), consultative meeting held on 5th May 2023, and validation meeting held on 14th - 15th June 2023 At Golf View Hotel, Entebbe: The Society was represented by 20 members at both events.

## Bereavement and Welfare

### A. Bereavement

Born on 5<sup>th</sup> April 1978, Dr. Joseph Kagwisagye, Reg. No. 1018 died on 1<sup>st</sup> December 2022. He completed his Bachelor of Pharmacy degree from Kampala International University in 2014, and was registered as a pharmacist in 2016.



The Council would like to condole with all members who lost their loved ones and we pray that the almighty God continues to comfort you.

**The following are some of our members who lost their loved ones in FY 2022/2023;**

- Dr. Grace Watuke (Lost a parent)
- Dr. Godfrey Etyang (Lost a parent)
- Dr. Nicholas Olinga (Lost a parent)
- Dr. Florence Wanyenze (Lost a parent)
- Dr. Kosiya Emurwon (Lost a parent)
- Dr. Jacquelyn Nambi Ssanyu (Lost a parent)
- Dr. Mangusho Amuri Joseph (Lost a parent)
- Dr. Pamela Asimwe (Lost a parent)
- Dr. Mubangizi Patrick Tibasiimwa (Lost a parent)
- Dr. Mercy Tenywa (Lost a parent)
- Dr. Sekayombya Brian (Lost a parent)
- Dr. Mwijukye Julius (Lost a parent)
- Dr. Nakatoogo Maria (Lost a parent)
- Dr. Maseruka Richard (Lost a child)
- Dr. Kiiza Abdallah (Lost a parent)
- Dr. Sande Alex (Lost a child)
- Dr. Olinga Nicholas (Lost a parent)
- Dr. Nakiganda Victoria (Lost a parent)
- Dr. Katende Deograsias (Lost a parent)
- Dr. Mukisa Charles David (Lost a parent)
- Dr. Mawejje Kenneth (Lost a child)
- Dr. Kizito Mohamad (Lost a parent)
- Dr. Mulindwa Ronnie Joseph (Lost a parent)

**B. Medical support to Dr. Johnbrebeuf Murungi (1838)**

This year has been a tough one for the family of our senior member, Dr. Masereka J.C.Lyeni (299), and the pharmacy profession as a whole following the sickness of our young member Dr. Johnbrebeuf Murungi (1838), a son to Dr. Masereka. Dr. Murungi was diagnosed with glioblastoma and is still receiving very expensive treatment in India. We thank all members who led and responded to the fundraising drive to collect medical support funds for our colleague. We also dearly appreciate organisations like NDA, the Microfinance Support Center, and others who supported the family when we contacted them for help. We urge members to continue praying for the family and supporting them. Our prayers also go to all the other PSU members who haven't been in good health over this period.

**C. State House Scholarship for COVID-19 Orphans of Doctors**

The Ministry of Health in March 2023 requested for submission of details of medical workers who died of COVID-19, including details of their children to state house for processing of scholarships for the orphans. The PSU Council submitted details of our two fallen comrades; Dr. Ucaakon Paul, Reg. No. 581 and Dr. Ecweu Richard, Reg. No. 676, and we continue to follow up with PS MoH to ensure this support is realised.

## Pharmacists' SACCO

### A. Registration

The Pharmacists' SACCO was registered in November 2018 and a provisional license was issued by the cooperatives department of the Ministry of Trade, Industry, and Cooperatives. The SACCO has a mandate to collect savings and issue affordable credit to its members. A permanent license number **11404/RCS** was granted in 2021 after successfully operating and meeting the governance requirements. The SACCO is currently waiting for the amendment of the license to multipurpose status. The multipurpose status will allow the SACCO to get involved in any type of income-generating activities.

### B. Objectives

- i. To provide an opportunity for each of its members to improve their economic and social conditions.
- ii. To offer members complimentary savings and credit services and other financial products.
- iii. To ensure the safety and soundness of the member's funds through risk management systems.
- iv. To ensure the progress of members by educating them continuously on the proper use of credit.
- v. To perform all functions and exercise all those powers designated for SACCOs under the applicable law for the benefit of members.

### C. Leadership

The SACCO has an executive committee comprising five members as the governing body. It also has a loans committee and

external auditors. The members of the executive committee include

- i. Dr. Kamili John – Chairperson
- ii. Dr. Naikazi Grace – Vice Chairperson
- iii. Dr. Otim Francis Etura – Treasurer
- iv. Dr. Mugasa Alex – Secretary
- v. Dr. Kafeero Ivan – Member

### D. Membership

The SACCO membership has continued to grow from around 20 active members at inception to 134 members currently.

### E. Financial Status

The current financial status of the SACCO is as below:

Shares	UGX 36M	As at 31.07.23
Savings	UGX 421M	As at 31.07.23
Britam Unit Trust Fund	UGX 116.5M	Current value
Loans Issued	UGX 369M	January 23 to date

### F. Key Achievements of the SACCO

- i. Governance structures established.
- ii. Online-based financial management system in place.
- iii. Operating well as a going concern.
- iv. Our first investment now generating good revenue every month.
- v. Many members have been able to expand their businesses using funds from the SACCO.

The PSU Council congratulates the leadership and members of the Pharmacists' SACCO for the great strides made over close to five years now to grow the SACCO financially and for ensuring regulatory compliance. We continue to encourage all PSU members to join this SACCO so that we grow and invest together as Pharmacists.



# Summary Report from the PSU Representative to the NDA



Greetings to all members of the noble profession. I was honored to be appointed a member of the National Drug Authority (NDA) by the Honorable Minister of Health on 18th February 2023 following a unanimous nomination by the PSU Council. I was assigned by the Authority to the following committees:

- Committee on National Formulary (CNF)
- Disciplinary Committee
- ICT Committee

Below is a summary report with key updates on issues discussed and engagements held so far. As a disclaimer, the contents of this report are entirely from my own observations and analysis as the PSU representative to the NDA and are not intended to represent the official position of the Authority.

## The NDA Laboratory Tower

The new, state-of-the-art, NDA laboratory tower was completed. Partitioning and furnishing of offices are being concluded, and arrangements are underway to shift the head office from the

current rented premises on Lumumba Avenue. The PSU Council officially sent a congratulatory message on behalf of all pharmacists to the NDA upon this great milestone.

## The Draft New NDA Bill

The draft new NDA bill is underway. It is intended to consolidate the regulation of drugs, vaccines, medical devices, household chemicals (public health chemicals), food or nutritional supplements and cosmetics. The PSU Council expects that the draft bill will accept inputs from all key stakeholders, including pharmacists, before it is presented to Parliament for consideration.

## The Veterinary Practitioners Bill 2023

Just like the PSU, the NDA did make submissions to the Parliamentary Committee on Agriculture, Animal Industry and Fisheries regarding the Veterinary Practitioners' Bill 2023 to ensure that the interests of the NDA as provided in the NDPA Act are observed.

## On the Issue of Veterinary Drugs

Following the 8th May 2023 cabinet decision to establish a new authority under the Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) to regulate, among others, veterinary medicines which have hitherto been under the regulatory ambit of the NDA, the PSU Council established a special taskforce to consult and research on this matter. The taskforce has since completed its work and the PSU Council submitted extensive technical guidance to cabinet, addressed to the President of Uganda, advising against this decision. A copy of this report was received by the NDA. It is our hope and prayer that the President will appreciate the PSU's point of view to safeguard drug regulation in the country.

## The iRIMS

The new integrated Regulatory Management System (iRIMS) is being developed at the NDA. This will replace the current NDAMIS. As the name suggests, iRIMS is expected to offer high level integration of regulatory services across the entire NDA directorates and functions. It is expected to also link to the databases of professional bodies. In line with this, the PSU Council plans to create a database for members that will be linked to iRIMS. This will solve the problem of pharmacies operating without pharmacists.

## Professional Discipline

The PSU Council appreciates the great work of our members at the NDA. Most of them are doing an excellent job and raising the flag of PSU up high. However, a few cases of professional misconduct by some of our members at NDA were handled by the Disciplinary Committee in accordance with the Human Resource Manual. These staff were dismissed but paid in lieu of notice as per the provisions of their

contracts. We urge all our members, in the NDA and any other areas practice, to always be professional in their work.

## Capacity building

The NDA has continued to support all staff, including our members, to pursue advanced studies related to their specific job descriptions. Many pharmacists have been supported to obtain masters and some PhDs, and have returned to boost the capacity in the NDA. These staff also support capacity building within the country since some of them are visiting lecturers, fellows or external examiners in the universities. The NDA promises to continue to support such capacity building trainings for all staff based on need and availability of resources. The NDA has also been grateful that local universities have started developing relevant specialized programs and we encourage pharmacists to enroll in these as we continue to develop the pharmaceutical sector.

## Information Management

There is a challenge in which information about drugs and drug regulation is sometimes portrayed in the media. A lot of the time, the blame is placed on NDA, PSU and pharmacists when in actual sense the blame lies somewhere else. The NDA has always tried to intervene in such situations by providing the right information. As pharmacists, we need to control the narrative about drugs and how they are being regulated, and showcase the great achievements being done. We should not allow individuals with selfish interests to control this narrative and spoil the good image of our practice and that of the NDA which is doing a wonderful job. The PSU Council plans to strengthen the editorial committee to regularly disseminate vital and accurate information about drugs and counteract any misconceptions or false

narratives on social media and other platforms. We urge all pharmacists to also do the same whenever there is an opportunity.

## Concerns about Pharmacies

There were concerns from medical doctors presented by the representative of UMA about pharmacies becoming “clinics”. They complained that pharmacies were issuing drugs without prescriptions or “altering patient prescriptions because they don’t have the drugs prescribed”. The other allegations raised were that pharmacies: (a) issue narcotics and similarly restricted drugs freely; (b) lack proper supervision and employ dispensers with very little or no medical qualification, particularly outside Kampala; (c) are fully commercial, all over the place; and (d) have no clinicians but a lab, yet they offer clinical care to patients. The concerns were on who takes history, examines the patient and orders investigations.

These concerns and allegations were discussed in the PSU Council and an appropriate response given. Importantly, the PSU Council also expressed its own concerns (outlined below) about private health centres, clinics and hospitals. In line with the need for mutual recognition and inter-professional collaboration between the health professionals, the Council argued that, in accordance with the law, clinics should take patient history, assess patients, make diagnosis, and issue a prescription to the patient. However, the clinics are not doing this but instead illegally stocked with all kinds of drugs like pharmacies, yet they don’t employ pharmacists. The PSU Council called for an engagement between UMA and PSU to resolve the current situation.

## Concerns about Private Clinics

As a rejoinder to the concerns presented by the UMA representative mentioned above, the PSU presented the following concerns about private clinics, health centres and hospitals:

1. Medical centres and clinics operate retail pharmacies without pharmacists. They irregularly dispense medicines to walk in patients without prescription and without clerking.
2. Hospitals, medical centres and clinics overstock medicines. They do not have licensed pharmacies in them, they prescribe according to the available stock, not based on actual patient needs.
3. Laboratories in hospitals, medical centres and clinics are poorly supervised. They report deliberate false positives intended to fleece patients, and false negatives occasioned by poor standards.
4. Absentee doctors in clinics and medical centres. Units are run by nurses and sometimes nursing assistants. The result is irrational drug use.
5. Generally, there’s very poor supply of prescriptions from private health outlets and this partly results in poor practices in pharmacies.
6. Prescriptions are NOT in generic names as required by section 11 of NDA Act. Clinicians are given to prescribing brands. Pharmacists are legally correct to dispense any brand of the same drug.
7. Schedule B2 of the NDP/A Act is for pharmacist initiated drugs. These can be issued by a pharmacist without a prescription.
8. There is a tendency by clinics to deny patients their medical records just to keep clients in their clinics. This is unethical.
9. Some medical doctors look at pharmacists as competitors and not as partners in patient management. This is not good for inter-professional collaboration and effective patient care.

10. Poorly written and hard to read hand writings on prescriptions, mostly of brand names. There is also over prescribing, where a prescription has so many drugs without clear justification.

## PSU Initiatives Supported by the NDA

The NDA has supported several initiatives at PSU including educational webinars, continuing professional development of pharmacists and interns, antimicrobial stewardship activities, internship training, student placements, contributions to the corporate league and welfare support for some distressed pharmacists who have required serious medical intervention.

## NDA's Support for Local Industries

The NDA continues to support and advocate to government for favorable policy environments for our local industries, from small to large scale, all of which employ pharmacists. This has boosted local production of drugs and several improvements are also being registered in the herbal sector. We encourage pharmacists to invest in the local pharmaceutical industries and contribute to government's efforts for import substitution and building of a self-sustaining economy.

## Other Key Challenges

The challenges which remain are absentee pharmacists in some pharmacies and abrupt resignations. The NDA and PSU have held several engagements to find a permanent solution. Some proposals have been communicated to pharmacists, such as the need to sign binding contracts with pharmacy owners and formalisation of handover processes. Pharmacists are also urged to be professional in the delivery of professional services.

The other challenge is that drugs are in the hands of far too many people. From the VHTs at LCI to lower cadre nurses at LC IV, drugs are being handled by personnel with limited to no relevant training in the safe handling and use of medicines. Yet, whenever anything goes wrong, the blame is squarely placed on the pharmacist. In so many districts, you find one dispenser in charge of several HCIVs. This makes it difficult to guarantee quality services in the pharmaceutical sector. There is need for the operationalisation of the newly approved structure where a pharmacist operates at the district level to monitor these drugs. Dispensers need to be deployed up to health centre IIIs, and pharmacy assistants at HCIIIs. And both of these, as well as the VHTs at LCI, should be effectively monitored by the district pharmacist. Only then can we guarantee a robust pharmaceutical sector.

## Appreciation

I would like to appreciate all pharmacists for the great support accorded to me over the past seven months since I became the PSU representative to the NDA. Special thanks to the NDA Chair, Dr. Medard Bitekyerezo, the Secretary to the Authority, Dr David Nahamya, all the Authority members, the President of the PSU and all my colleagues in Council for the guidance and trust. I reiterate my unwavering commitment to serve the PSU, the pharmacy profession and my country. I call upon all pharmacists to always engage and give ideas on how the NDA can become an even better institution in the performance of its statutory mandate.

*Per medicatum servium*

**Dr Jonans Tusiimire**

**PSU Representative to the National Drug Authority (NDA)**

**Vice President, Pharmaceutical Society of Uganda (PSU)**



# Neuroton

## Tablets

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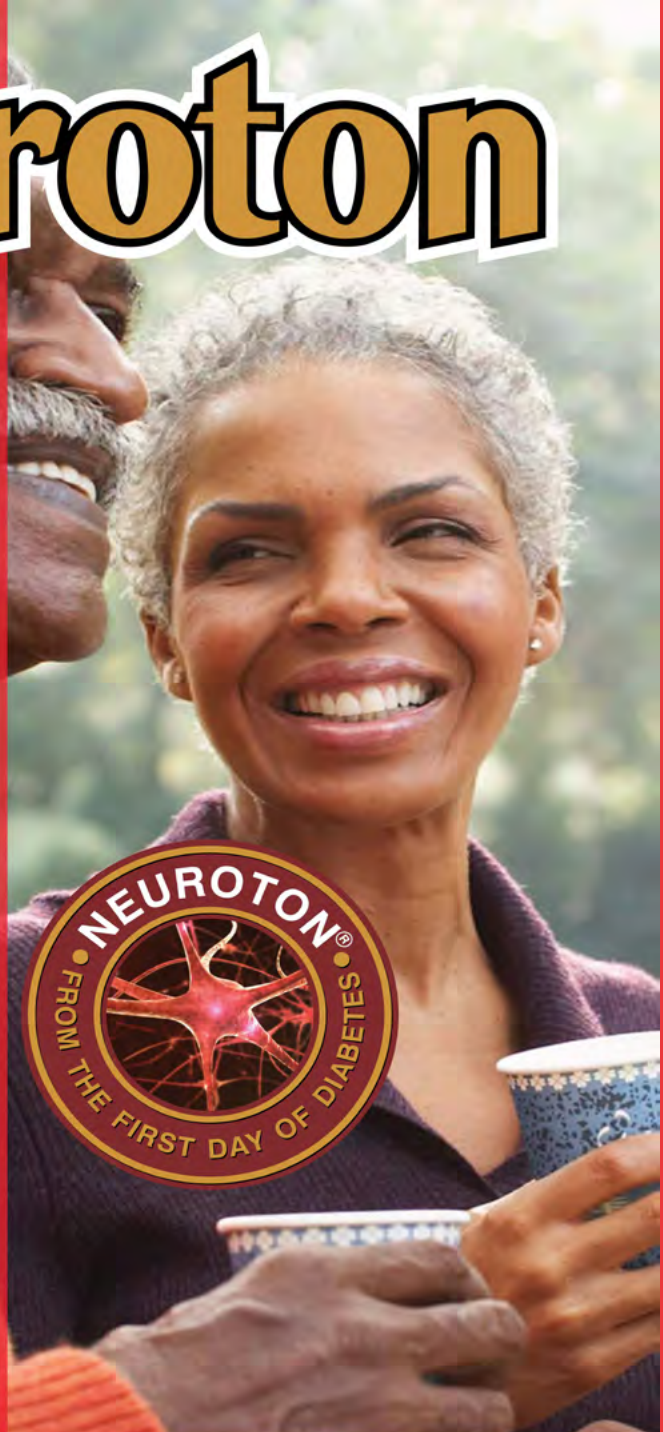
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# Treasurer's Report



# Treasurer's Report for Financial Year 2022/2023

## Introduction

I take the pleasure of presenting to this Annual General Meeting of the Pharmaceutical Society of Uganda, the Treasurer's Report for the year that ended 30<sup>th</sup> June 2023. The financial statements have been audited and prepared by Kisaka and Company Certified Public Accountants.

Before I do that, please let me take this opportunity to thank the members of the Society, secretariat staff, Council members, our partners, and stakeholders for your support and contributions to the Pharmaceutical Society of Uganda.

## Presentation of Audited Accounts

In accordance with Section 27 (1) of the Pharmacy and Drugs Act, 1970, I hereby submit the audited financial statements and auditor's report for the society for the financial year 2022/2023. The audited financial statements include both the income statement and the balance sheet for the financial year 2022/2023. *(Please refer to the attached auditor's report)*

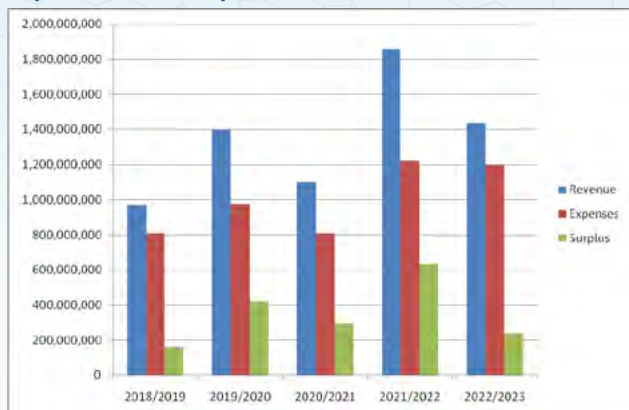
## Financial Performance

Below is the financial performance of the society for the last five years:

**Table 1: Revenue and expenditure for FY 2018-2023 in UGX**

	2018/2019	2019/2020	2020/2021	2021/2022	2022/2023
Revenue	970,424,250	1,395,588,609	1,100,133,075	1,856,974,992	1,434,983,936
Expenses	808,549,297	974,442,141	807,939,526	1,222,901,615	1,197,521,697
Surplus	161,874,953	421,146,468	292,193,549	634,073,377	237,462,239

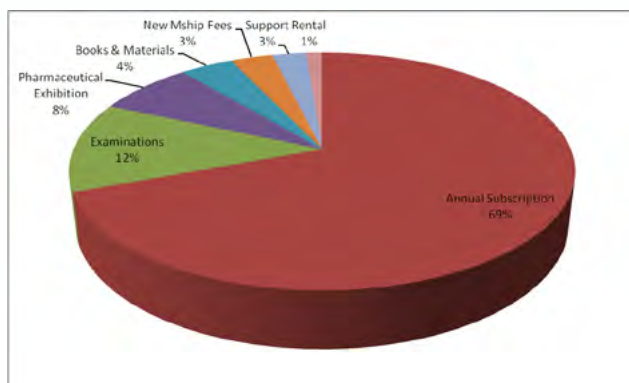
A bar graph showing the performances of revenue, expenses, and surpluses for five FYs



## Revenue

There has been a decrease in revenue between FY 2021/2022 and FY 2022/2023 by 23 % due to a reduction in grant receipts as reflected above. Annual subscription continues to bring in the most revenue as shown in the following pie chart. For revenue sources (*Please refer to Audit Report note 9.10*)

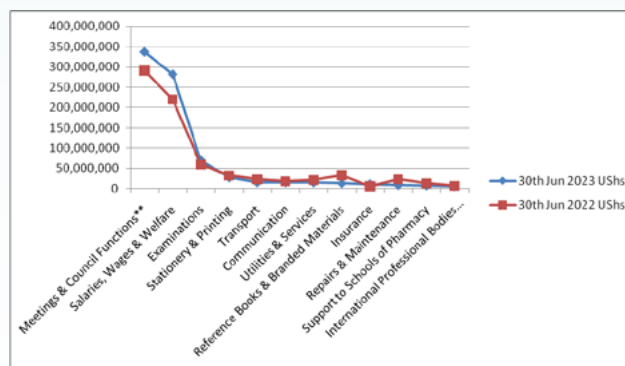
Pie chart showing revenue sources for FY 2022/2023



## Expenditure

Total expenditure for the financial year 2022/2023 was UGX 1,197,521,697. There was a decrease in expenditure by UGX 25,379,918 representing 2%. (*Please refer to audit report notes 9.11 and 9.12*). The council's meeting allowance was cut by half (from UGX 200,000 to UGX 100,000) between November 2022 to June 2023, and the budgets of most committees were reduced in order to save money for the construction of Phase II of Pharmacy House.

A line graph showing operating costs in 2021/2022 vs. 2022/2023



Meetings and Council functions costs increased in the 2022/23 FY because of activities such as support to Ad hoc Committee on veterinary regulation, AGM of 2022, hosting the registrars' forum meeting, PSU online portal subscriptions, Council retreat, support to Heroes in Health awards among others.

Salaries, wages, and welfare remained slightly high because we recruited, a clerk of works, a PSU accountant, and a project coordinator for the AMR Project.



## A line graph showing administrative costs in 2021/2022 vs. 2022/2023

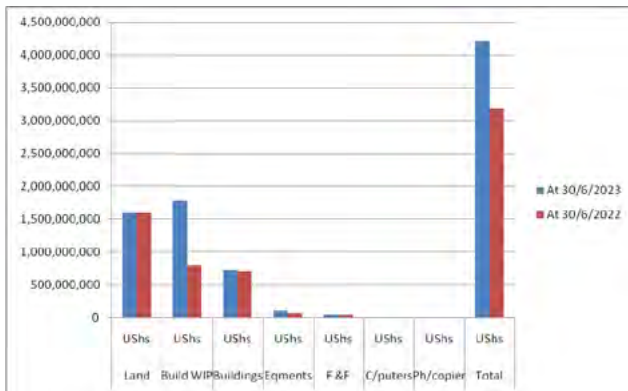


The administration cost fell because a merger of accounts led to some costs being written off under the research and production unit, such as expired sanitizer stock. MCC project costs decreased because the project ended as shown in the graph above.

## Assets

The society made additions in its asset register by 32 % due to the construction of the Pharmacy House phase II, compound paving, and toilet construction (*Please refer to the assets schedule in the audit report*).

## A graph showing additions of assets in F/Y 2022/2023



## PSU Bank Balances

Cash and bank balance as of 30th June 2023 was UGX 952,797,218 (*Please refer to audit report notes 9.4*).

## Budgets for 2024/2025

The projected budget for the twelve months of FY 2024/2025 is UGX 1,532,113,756 the main drivers for the above expenditure are Pharmacy House Phase II (B), meetings and council functions, salaries, wages and welfare and examination expenditures with revenue projection of UGX 1,551,650,000. The subscription fees have not changed.

## Mobilised Support to Members

The Society received support of UGX 37,100,000 on a case-by-case basis such as medical support towards our members and corporate league teams (*Please refer to audit report note 9.10*). Continuous efforts are being made by the secretariat to lobby for more revenue outside.

## Achievements

We have been using cheques in processing our payments which is costly. In the FY 2022/2023 we adopted banking online to minimise bank charges.

Thank you all for coming.

**Dr. Kayima Ronald**  
**Treasurer 2023**

# PSU 2024/2025 Annual Budget

## Secretariat Expenditure Budget

Expense	Expenditure	Cost drivers	Quantity of cost drivers	Unit cost (UGX)	Total cost (UGX)
<b>Operations</b>					
Utilities	Water	Number of units and months	12 months of water units	200,000	2,400,000
	Electricity	Number of YAKA units and months	12 months of YAKA units	300,000	3,600,000
	Internet	Number of months	12 months of MBs usage	300,000	3,600,000
	Telephone	Number of months	12	200,000	2,400,000
	Sanitary	Usage months	12	400,000	4,800,000
<b>Subtotal</b>					<b>16,800,000</b>
Motorcycle	Fuel	Number of months and liters of fuel	12 months of buying fuel	250,000	3,000,000
	Repairs and maintenance	Number of repairs and servicing	2	200,000	400,000
<b>Subtotal</b>					<b>3,400,000</b>
Generator	Fuel	Liters of fuel	12 months of buying fuel	300,000	3,600,000
	Repairs and maintenance	Number of repairs and servicing	2	450,000	900,000
<b>Subtotal</b>					<b>4,500,000</b>
Communication	Bulk SMS	Number of months	12 months of sending SMS	100,000	1,200,000
<b>Subtotal</b>					<b>1,200,000</b>
Office	Repairs and maintenance	Number of repairs and servicing	4	1,000,000	4,000,000
	Quarterly cleaning	Quarterly cleanings	4	2,000,000	8,000,000

Expense	Expenditure	Cost drivers	Quantity of cost drivers	Unit cost (UGX)	Total cost (UGX)
	Office desk	Sec, Ac and reception	3	10,000,000	30,000,000
	Files cabinet	Sec, Ac and reception	4	900,000	3,600,000
	Lobby chairs	Members	12	1,500,000	18,000,000
	Generator	Office generator	1	25,000,000	25,000,000
	Compound security lights	Security lights	4	500,000	2,000,000
	Coffee tea brewer	One brewer	1	1,500,000	1,500,000
	Water dispenser	One dispenser	1	500,000	500,000
	Portrait Replacement	PSU President/Minister	2	240,000	480,000
	PSU COP platform	Subscription	1	6,000,000	6,000,000
	Rebranding / Decoration inside PSU office	Office decorations	1	15,000,000	15,000,000
	Hand drier	Number of drier	4	250,000	1,000,000
	Toilet hand tissue holders	Number of holders	6	80,000	480,000
	Corporate league support	Number of games	3	2,000,000	6,000,000
	Digitilising members database		1	20,000,000	20,000,000
	PSU website	Annual website fee	1	2,500,000	2,500,000
	PSU email addresses	Annual fee	300	1,000	300,000
	Internet	Internet	1	4,000,000	4,000,000
	PSU bulk emails	Annually	1	4,000,000	4,000,000
	Office supplies	Number of toiletries and office supply items	Quarterly usage of toiletries and office supplies (4)	1,700,000	6,800,000
	Courier services	Number of deliveries	12 months of deliveries	500,000	6,000,000
	Refreshments	Quantity of refreshments	Months of Council and Committee meetings	320,000	3,840,000
<b>Subtotal</b>					<b>169,000,000</b>
Staff members	Medical insurance	Number of employees and dependants	7 employees and 2 dependants	4,000,000	28,000,000
	Lunch	Number of months	12	2,500,000	30,000,000
	Development and training	Number of trainings	1	10,000,000	10,000,000
<b>Subtotal</b>					<b>68,000,000</b>

Expense	Expenditure	Cost drivers	Quantity of cost drivers	Unit cost (UGX)	Total cost (UGX)
Insurance	Pharmacy house	Insurance premiums	Premium amount	4,000,000	4,000,000
	Namuwongo house	Insurance premiums	Premium amount	1,000,000	1,000,000
	Other assets	Insurance premiums	Premium amount	1,000,000	1,000,000
<b>Subtotal</b>					<b>6,000,000</b>
Consumables	Stationery	Number of purchases	2	4,000,000	8,000,000
	Toner	Number of purchases	6	1,500,000	9,000,000
<b>Subtotal</b>					<b>17,000,000</b>
Clearing and Forwarding	BNFS	Number of consignments and clearing charges	1	2,500,000	2,500,000
<b>Subtotal</b>					<b>2,500,000</b>
Audit and legal services	Internal audit	Number of audits	4	2,400,000	9,600,000
	External audit	Number of audits	1	10,000,000	10,000,000
	Legal services	Number of services	2 opinions	2,000,000	4,000,000
<b>Subtotal</b>					<b>23,600,000</b>
Salaries and statutory payment	Secretary to Council	Number of months	12	2,000,000	24,000,000
	Treasurer	Number of months	12	1,000,000	12,000,000
	Finance and admin manager	Number of months	12	3,700,000	44,400,000
	Accountant	Number of months	12	3,300,000	39,600,000
	Accounts Assistant	Number of months	12	1,520,000	18,240,000
	Front Desk Officer	Number of months	12	1,300,000	15,600,000
	Office Assistant	Number of months	12	890,000	10,680,000
	Security Officer	Number of months	12	600,000	7,200,000
	NSSF contribution (10%)	Number of months	12	2,205,469	17,643,756
	Local Service Tax	Number of payments	1	1,350,000	1,350,000
<b>Subtotal</b>					<b>190,713,756</b>
Security	Security for PSU offices	Number of months	12	1,900,000	22,800,000
	Security (Festive Seasons)	Number of seasons	1 (Christmas)	450,000	450,000
	UPS backup	Number of pieces	7	300,000	2,100,000
<b>Subtotal</b>					<b>25,350,000</b>



Expense	Expenditure	Cost drivers	Quantity of cost drivers	Unit cost (UGX)	Total cost (UGX)
<b>Council Oversight and Activities</b>					
Council oversight	Ordinary meetings and facilitation	Number of meetings and number of Council members	4 meetings	2,400,000	9,600,000
	Special meetings	Number of meetings and number of Council members	8 meetings	2,400,000	19,200,000
	Upcountry member facilitation	Number of Council members from upcountry	2	3,600,000	7,200,000
	Airtime	Number of months	12	200,000	2,400,000
	Council functions	Number of activities	Number of engagements	50,000,000	50,000,000
	Stakeholder Engagements	Number of engagements	3 engagements	12,500,000	37,500,000
	Open days	Number of days	2 open days	2,500,000	5,000,000
<b>Subtotal</b>					<b>130,900,000</b>
Student & Member Support	Student associations	Number of associations and activities	4	1,000,000	4,000,000
	Bereavement	Number of deaths and special requests	Amount disbursed	10,000,000	10,000,000
<b>Subtotal</b>					<b>14,000,000</b>
Subscription to international Association and meeting platforms	International Pharmaceutical Federation (FIP)	Number of subscriptions	1	1,000,000	1,000,000
	Common wealth Pharmacists Association (CPA)	Number of subscriptions	1	8,000,000	8,000,000
	Zoom	Number of subscriptions	1	8,000,000	8,000,000
<b>Subtotal</b>					<b>17,000,000</b>
Pharmacy Awareness Week	Mass media (newspapers, TV, radio)	Number of publications and talk shows	1 publication	5,000,000	5,000,000
	Award plaques	Number of plaques	6 plaques	320,000	1,920,000
	Award committee meetings	Number of committee meetings and members	4 members with 2 meetings	400,000	800,000
	Annual Reports	Number of annuals reports printed	500 copies	25,000	12,500,000
<b>Subtotal</b>					<b>20,220,000</b>
Standards	Publication of registered members	Number of publications	1 publication	1,000,000	1,000,000

Expense	Expenditure	Cost drivers	Quantity of cost drivers	Unit cost (UGX)	Total cost (UGX)
	Printing AMC and Certificates of Practice	Number of certificates	4000 (2000 COPs & 2000 AMCs)	1,000	4,000,000
	Printing of Uganda Clinical Guidelines 2016	Number of guidelines	1000	25,000	25,000,000
	Branded items	Number of PSU branded items	1	10,000,000	10,000,000
	Purchasing of clinical coats	Number of clinical coats	250	50,000	12,500,000
	Procurement of branded shirts	Number of shirts	1,500	55,000	27,500,000
	Procurement of Hygrometers	Number of hygrometers	400	70,000	28,000,000
<b>Subtotal</b>					<b>108,000,000</b>
AGM and CPD	Annual General Meeting	Cost of venue and food. number of members	Number of days, members	120,000,000	120,000,000
<b>Subtotal</b>					<b>120,000,000</b>
Others	Bank charges	Number of transactions per month	12 months of charges	500,000	6,000,000
<b>Subtotal</b>					<b>6,000,000</b>
<b>Subtotal Secretariat</b>					<b>944,183,756</b>

## Committee Budgets

Strategic Actions/Approach	Outputs	Cost Drivers	Quantity of Cost drivers	Unit Cost (UGX)	Total Revenue (UGX)
<b>Examinations Committee</b>					
Conduct Regular Qualifying Exams	Review applications to sit exams		4 Examinations 8 Examiners	100,000	3,200,000
	Moderate examinations	Number of exams Number of examiners	4 Examinations 8 Examiners	100,000	3,200,000
	Administer examinations	Number of exams Number of examiners Number of students Number of security persons number of print materials	Hire of 4 halls for 4 exams	2,000,000	8,000,000
			12 examiners to invigilate 4 exams	100,000	4,800,000
			2 security personnel to conduct security checks for 4 exams	160,000	1,280,000

Strategic Actions/Approach	Outputs	Cost Drivers	Quantity of Cost drivers	Unit Cost (UGX)	Total Revenue (UGX)
	Mark and compile exam results	Marking venue hire. Number of examiners. Number of candidates. Honoraria.	Accommodation per day for 2 days for 8 examiners for 4 exams	250,000	16,000,000
			Honoraria for 8 examiners for 4 exams	700,000	22,400,000
<b>Subtotal</b>					<b>58,880,000</b>
<b>AMR Committee</b>					
Planning and organisation of committee activities	Workplans and reports to Council	Meetings. Report writing and discussions	4	500,000	2,000,000
Grant applications	Studies. Research papers	Grant writing. Number of grants. Number of preparatory meetings.	2	1,500,000	3,000,000
Participation in the WAAW activities	Public awareness. Social media posts. Print media articles. Radio shows	Number of media houses. Number of platforms.	1	5,000,000	5,000,000
<b>Subtotal</b>					<b>10,000,000</b>
<b>Education and Grants Committee</b>					
Provide curriculum and tutorial support to training institutions	Technical supportive and advisory visits to training institutions	Number of institutions engaged	5	1,200,000	6,000,000
Solicit and execute grants from development, government and donors for projects and programmes	Grant proposals written and submitted	Number of grant proposals submitted. (Average of 5 preparatory meetings per grant application).	3	1,500,000	4,500,000
Committee meetings	Quarterly meetings	Number of meetings	4	800,000	3,200,000
CPD Workshops and skill sharing with interns	Conduct online monthly CPDs	Number of trainings. Number of facilitators	12	200,000	2,400,000
Implementation of both online and physical CPDs for pharmacists and pharmacist interns by PSU	Developing content for CPDs in all core pharmacy practice areas	Fees for CPD content developers in 5 key thematic areas	5	200,000	1,000,000
	Conducting quarterly webinars	Number of webinars	4	800,000	3,200,000
<b>Subtotal</b>					<b>20,300,000</b>

Strategic Actions/Approach	Outputs	Cost Drivers	Quantity of Cost drivers	Unit Cost (UGX)	Total Revenue (UGX)
<b>Standards and Support Supervision Committee</b>					
Support supervision	Support supervision visits to pharmacist duty stations to assess and improve drug management practice. Activity report	One visit in 2 select regions across the country. Data bundles Airtime transport refund refreshments Perdiem	2	4,000,000	8,000,000
Meetings	Quarterly committee meetings	Number of meetings	4	800,000	3,200,000
Trainings	Conduct quarterly trainings on standards and ethics	Number of training	4	1,000,000	4,000,000
<b>Subtotal</b>					<b>15,200,000</b>
<b>Internship Committee</b>					
Support supervision, mentoring and coaching at all the internship centres.	Conduct 1 support supervision, mentoring and coaching at each selected intern centre	Number of sessions. Number of interns	1	4,000,000	4,000,000
Induction of interns before training	Conduct induction before internship	Number of inductions	1	5,000,000	5,000,000
Committee meetings	Quarterly committee meetings	Number of meetings	4	500,000	2,000,000
Create and implement initiatives and mechanisms for enhancing supervision of intern pharmacists	Conduct an annual meeting with Supervisors of interns	Number of meetings. Number of supervisors	1	4,000,000	4,000,000
<b>Subtotal</b>					<b>15,000,000</b>
<b>Building Committee</b>					
Planning and organising of work	Phase II completion	Number of meetings	5	800,000	4,000,000
Inspection of work by key stakeholders		Number of visits	2	500,000	1,000,000
Inspection of work by PSU members		Number of visits	3	1,000,000	3,000,000
<b>Subtotal</b>					<b>8,000,000</b>
<b>Editorial &amp; PR</b>					
Proper governance, planning and organisation – Committee Meetings	Editorial Committee members engaged	Number of meetings	6	600,000	3,600,000
Communication and Media Engagement – News paper articles		Number of news paper articles	2	2,000,000	4,000,000
Communication & Media Engagement – Digital Officer/ service provider		Cost of employment	12	800,000	9,600,000
Member and Stakeholder Engagement – PSU calender		Number of calenders	1000	15,000	15,000,000



Strategic Actions/Approach	Outputs	Cost Drivers	Quantity of Cost drivers	Unit Cost (UGX)	Total Revenue (UGX)
Member and Stakeholder Engagement-PSU Diaries		Number of diaries	50	35,000	1,750,000
<b>Subtotal</b>					<b>33,950,000</b>
<b>Ethics Committee</b>					
Resolve conflicts among members and enhance the integrity of the profession	Conflict resolution interactions.	Number of case-meetings.	4	800,000	3,200,000
<b>Sub Total</b>					<b>3,200,000</b>
<b>Contracts Committee</b>					
Evaluate and review bids and prequalified suppliers	Meeting facilitation to members	Number of meetings held	8	500,000	4,000,000
	Bid evaluation meetings	Number of meetings held	4	500,000	2,000,000
	Facilitation for due diligence visits	Number of visits	6	300,000	1,800,000
<b>Subtotal</b>					<b>7,800,000</b>
<b>Legislation committee</b>					
Draft new bylaws and gazette existing draft bylaws – Review existing relevant literature	At least 2 bylaws drafted and presented to Council, and approved one gazetted	Number of meetings	4	700,000	2,800,000
Draft new bylaws and gazette existing draft bylaws – Draft bylaws and consult stakeholders accordingly		Number of meetings	4	700,000	2,800,000
Draft new bylaws and gazette existing draft bylaws – Process all approved bylaws for gazetting		Estimate of gazetting fees	1	2,000,000	2,000,000
Participate in all ongoing legislative activities in the country that impact PSU – Actively participate in the legislative processes and provide update to council	Provide status reports on involvement in ongoing relevant legislative activities to Council with advisory notes	Number of interactions with legislators, politicians and key political offices	4	2,000,000	8,000,000
<b>Subtotal</b>					<b>15,600,000</b>
Committee subtotal					187,930,000
Capital expenditure	Phase II construction works		1	400,000,000	400,000,000
<b>Subtotal</b>					<b>400,000,000</b>
<b>Total Expenditure</b>					<b>1,532,113,756</b>

## Revenue Projections

Item	Revenue Drivers	Quantity of Drivers	Unit (UGX)	Total Revenue (UGX)
Entrance fee	Number of new applications	200 new membership applications	250,000	50,000,000
Member's annual subscription	Number of members( 90% payment rate)	2100 Pharmacists	550,000	1,039,500,000
Internship registration fee-non Uganda	Number of interns	2 interns	750,000	1,500,000
Preinternship exams	Number of students	300 students	250,000	75,000,000
Pregistration exam	Number of new members	250 new prospective members	350,000	87,500,000
Member files	Printing costs	300 files	10,000	3,000,000
Provisional COP	Number of COPs	4 COPs	1,600,000	6,400,000
<b>Subtotal</b>				<b>1,262,900,000</b>
Sale of BNFS/book aid	Number of books	500 books	25,000	12,500,000
Sale of clinical coats	Number of coats	250 coats	60,000	15,000,000
Sale of Polo T-shirts	Number of T-shirts	100 T-shirts	50,000	5,000,000
Namuwongo rental income	Number of months	12 months	1,000,000	12,000,000
Identity cards	Number of applicants	250 applicants	35,000	8,750,000
Sale of hygrometers	Number of hygrometers	400 hygrometers	100,000	40,000,000
Sale of UCG	Number of UCGs	1000 UCG copies	30,000	30,000,000
Intern logbooks & Provisional COP	Number of intern logbooks	300 Intern logbooks	50,000	15,000,000
Sale of corporate shirts	Number of shirts	1500 shirts	65,000	32,500,000
Sale of keyholders	Number of keyholders	200 keyholders	10,000	2,000,000
Sale of branded bottles	Number of bottles	100 bottles	20,000	2,000,000
Sale of branded mugs	Number of mugs	100 mugs	30,000	3,000,000
Sale of branded clocks	Number of clocks	100 clocks	100,000	10,000,000
Sale of standards of retail and wholesale	Number of books	50 books	20,000	1,000,000
Grants	Number of grants	2 grants	100,000,000	100,000,000
<b>Sub total</b>				<b>288,750,000</b>
<b>Total Secretariat Revenue</b>				<b>1,551,650,000</b>

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# Appendices and Annexes





# Appendix I: List of Members that Attended FY 2021/2022 AGM

#	Name of Pharmacist	Reg No.
1	Dr. Tonny Badebye	225
2	Dr. Peter Mukhama Kiondo	227
3	Dr. Muhairwe Apollo Edson	235
4	Dr. Aziz Damani	255
5	Dr. Sematiko Gordon Katende	274
6	Dr. Stella Nandiyi Mwesige	275
7	Dr. Daniel Kulubya	278
8	Dr. Abaasi Kabogo	279
9	Dr. Juliet Awori Okecho	283
10	Dr. Kyaterekera Nicholas	290
11	Dr. Joseph.N. Mwoga	311
12	Dr. Twikirize Gad	321
13	Dr. Otim Francis. E	325
14	Dr. Ssemango Patrick	337
15	Dr. Namuwawu Venie Mukasa	338
16	Dr. Gulumira Prinscoo Ohairwe	345
17	Dr. Gwoyita Loi	351
18	Dr. Zaidi Mwendha	355
19	Dr. Robert BD Otto	357
20	Dr. Okiror Adukun Le-Marine	358
21	Dr. Egou David	377
22	Dr. Kaniz .H. Abidi	380
23	Dr. Okello Bosco	383
24	Dr. Meera Vadodaria	399
25	Dr. Masayi Herbert	400
26	Dr. Obua Thomas Ocwa	407
27	Dr. Bakesiga Rweyora Martin	408
28	Dr. David Ekau	412

#	Name of Pharmacist	Reg No.
29	Dr. Nayebara Berna Turinawe	426
30	Dr. Idusso Jacqueline	429
31	Dr. Tumusiimirwa Gladys Tugume	435
32	Dr. Hussein Oria	437
33	Dr. Maija Aziz	438
34	Dr. Josephine.N.Kairu	439
35	Dr. Apio Karen Lucy Ebong	443
36	Dr. Monica Nagawa	446
37	Dr. Marie Aber Mwesigwa	447
38	Dr. Nsubuga Phiona	448
39	Dr. Namutebi Joanita	450
40	Dr. Kiiza Tadeo Charles	453
41	Dr. Mutyaba Michael Romeo	456
42	Dr. Kitonsa Richard Kitaka	457
43	Dr. Ssenyonga Mark	463
44	Dr. Etyang Godfrey	467
45	Dr. Denis Kibira	468
46	Dr. Anthonia Nakamya (SR)	470
47	Dr. Mirembe Lydia	473
48	Dr. Ajulong Martha Grace	475
49	Dr. Kiiza Alfred Joel	478
50	Dr. Anne Ruth Lubega	480
51	Dr. Grace Nakanwagi Sekabira	484
52	Dr. Higieny Emmanuel	489
53	Dr. Nabuguzi Eric Jemera	499
54	Dr. Kigangali Eric	500

#	Name of Pharmacist	Reg No.
55	Dr. John Obicho	501
56	Dr. Ssemuli Micheal	502
57	Dr. Opio Samuel Acuti	503
58	Dr. Kadde Stephen	505
59	Dr. Birungi Victoria J.Kwesiga	506
60	Dr. Mulwanya Collin Semakula	508
61	Dr. Nakajiri Juliet	514
62	Dr. Kikundwa Emma Mbabazi	517
63	Dr. Kaggwa Bruhan	524
64	Dr. Kalule Joseph William	525
65	Dr. Tumusiime.K.Kenneth	526
66	Dr. Tusiimire Jonans	527
67	Dr. Muzito Ronald	528
68	Dr. Lutoti Stephen	532
69	Dr. Tubenawe Marshal	533
70	Dr. Kitimbo Brenda Claire	540
71	Dr. Mwigu John Banobere	542
72	Dr. Makumbi Tom	549
73	Dr. Tumwine Yona	552
74	Dr. Lukwago Mohammed Idris	553
75	Dr. Kimuli Fred Kirinya	555
76	Dr. Achii Pamela	558
77	Dr. Ndawula George	561
78	Dr. Dorothy Namuganga	567
79	Dr. Naluyima Amoreen	574
80	Dr. Kizza Abdallah	576
81	Dr. Eleth Nyirankusi	580
82	Dr. Khaukha Farida	583

#	Name of Pharmacist	Reg No.
83	Dr. Turyatunga .R.Julius	592
84	Dr. Achiro Hope Fortunate	595
85	Dr. Okobet Paul	599
86	Dr. Nyamaizi Beatrice	603
87	Dr. Rachel Juliet Mujawimana	616
88	Dr. Namakula Aisha	619
89	Dr. Twikirize Osbert	623
90	Dr. Arinitwe Brian	625
91	Dr. Rodney Tabaruka Tibaruha	627
92	Dr. Ssenyonjo Festo Hannington	630
93	Dr. Mugisha Mike	631
94	Dr. Senkungu Ismail	632
95	Dr. Munanura Edson Ireeta	637
96	Dr. Jane Frances Achan	640
97	Dr. Aguma Bush Herbert	641
98	Dr. Yikii Reward	642
99	Dr. Lubowa Godfrey Gekibira	644
100	Dr. Kakeeto John Blair	646
101	Dr. Birabwa Catherine	648
102	Dr. Kololi Celestine.N.	650
103	Dr. Niwagaba Peter	654
104	Dr. Nanyonga Stella Maris	655
105	Dr. Nabukeera Catherine Sheilah	656
106	Dr. Kamakune Carolynn Murungi	658
107	Dr. Mwijukye Julius	665
108	Dr. Akwech Samuel	669
109	Dr. Rose Kanturegye (SR)	670
110	Dr. Kasami Luke	671
111	Dr. Mutema Anthony Batamy	679
112	Dr. Buzaare Peter	680

#	Name of Pharmacist	Reg No.
113	Dr. Geoffrey Ojiambo Koholo	683
114	Dr. Nakabugo Stella	684
115	Dr. Nabanoba Allen	685
116	Dr. Kagombe Umar	686
117	Dr. Nsereko Godfrey	687
118	Dr. Aida Nakayiwa Kawuma	690
119	Dr. Musa Ssemenda	691
120	Dr. Minyeto Daniel	695
121	Dr. Mukasa Moustapha	696
122	Dr. Muthoka Esther Nthenya	700
123	Dr. Oboi Francis	703
124	Dr. Ndagire Nabisere Muhire	705
125	Dr. Nalubega Fatuma	706
126	Dr. Mugasa Alex	707
127	Dr. Winnie Nambatya	714
128	Dr. Nyombi Vicky Richardova	717
129	Dr. Kwizera Patrick	718
130	Dr. Kabagabe Hellen	721
131	Dr. Masembe David	724
132	Dr. Derek Kamulegeya	726
133	Dr. Kabagambe Keith Samuel	728
134	Dr. Atim Mary Gorreti	730
135	Dr. Mukungu Andrew	732
136	Dr. Twinomugisha Muganzi	734
137	Dr. Namakula Edith	735
138	Dr. Ssebatta Raymond	738
139	Dr. Mayengo Julius	739
140	Dr. Lubega Emmanuel	740
141	Dr. Ajwang Pamela	752
142	Dr. Nabaweesi Sylvia	754
143	Dr. Kazibwe George	759
144	Dr. Cairo Shamim	762

#	Name of Pharmacist	Reg No.
145	Dr. Katwesigye Rodgers	764
146	Dr. Ronald Sserunjogi	766
147	Dr. Brian Mwesigye	768
148	Dr. Nabadda Faridah	772
149	Dr. Kibwika Micheal	776
150	Dr. Kaboggoza Julian Paul Kibudde	781
151	Dr. Kamala Emma Lubanga	790
152	Dr. Iga Farouq	799
153	Dr. Begumisa .T.Christine	800
154	Dr. Mukiibi Phillip	802
155	Dr. Basiima Allen	804
156	Dr. Micheal Kavulu	805
157	Dr. Miti Joel Tutu	809
158	Dr. Wamala Amir	810
159	Dr. Joseph Zziwa	813
160	Dr. Kabalimu Stephen	815
161	Dr. Manyifu Festus	816
162	Dr. Nkambo Willy	824
163	Dr. Saka Samuel	826
164	Dr. Sentaayi Enock	830
165	Dr. Ssemalulu Jimmy	837
166	Dr. Murinzi Joseph Karara	841
167	Dr. Maswa Muhammad	843
168	Dr. Serugo Mudathiru	845
169	Dr. Nyombi Joseph	846
170	Dr. Theophile Tuyishimire	847
171	Dr. Namwase Hadijja	848
172	Dr. Laker Pamela	849
173	Dr. Namatovu Leticia	850
174	Dr. Omongole David Omongole	851
175	Dr. Yatukinga Rebecca	854
176	Dr. Mulindwa Matovu Kudra	855
177	Dr. Mwandah Daniel Chans	857

#	Name of Pharmacist	Reg No.
178	Dr. Sanyu Juliet	862
179	Dr. Wasswa Robert	863
180	Dr. Aruho Keith	869
181	Dr. Asiku Ibrahim	870
182	Dr. Comfort Were Ssenyange	875
183	Dr. Jakira Ambrose	877
184	Dr. Kangave Basajjasubi	878
185	Dr. Katongole Godfrey	879
186	Dr. Kawalya Aggrey Joel	880
187	Dr. Kemigisha Agnes	881
188	Dr. Lubega Wilfred	887
189	Dr. Lwanga Charles	889
190	Dr. Mubiru Joseph	893
191	Dr. Mulangwa John	895
192	Dr. Ndawula Stephen Henry	896
193	Dr. Mutebi Ramathan	899
194	Dr. Nansubuga Alice	905
195	Dr. Ndugga Harrison	907
196	Dr. Nsooli Oliver	909
197	Dr. Nsubuga Joseph	910
198	Dr. Taratwebirwe Sarah	915
199	Dr. Wabwire Bob	917
200	Dr. Mutesigensi Herbert	919
201	Dr. Misinde Patrick	920
202	Dr. Opiecabo Ronald	922
203	Dr. Buleera Marvin	932
204	Dr. Bonabaana Harriet	935
205	Dr. Muhiire Robert	937
206	Dr. Asiiimwe Nashira	948
207	Dr. Babirye Jane	950
208	Dr. Merab Babirye	951
209	Dr. Batera Joyce	955
210	Dr. Bewayo Victor	956
211	Dr. Bukenya Denis	957
212	Dr. Engwau Stephen	959
213	Dr. Eriwala William	960
214	Dr. Ikanza Julius	962
215	Dr. Kitatta Samuel	966
216	Dr. Lwegaba Afaani	968
217	Dr. Makoha Joseph Emmanuel	969
218	Dr. Matovu Frank	970
219	Dr. Nabatanzi Daisy Martha	975
220	Dr. Naikazi Grace	976

#	Name of Pharmacist	Reg No.
221	Dr. Nakimuli Lilian	979
222	Dr. Namara Ruth	980
223	Dr. Otim Lawrence	989
224	Dr. Ssebuliba Jude	992
225	Dr. Ssentamu Frank	994
226	Dr. Nakimbugwe Sarah	1002
227	Dr. Jibi James	1007
228	Dr. Wangoye Khalim	1010
229	Dr. Kiiza Daniel	1013
230	Dr. Ahimbisibwe Hillary	1015
231	Dr. Bbosa Rogers	1016
232	Dr. Emurwon Kosiya	1017
233	Dr. Mugisha Dan Rubagumya	1023
234	Dr. Nyamitoro Ian	1030
235	Dr. Ocaka Kenneth	1031
236	Dr. Ssekajjugo Robert	1034
237	Dr. Twine Cosmas	1035
238	Dr. Arnold Arinaitwe	1037
239	Dr. Ahimbisibwe Patricia	1042
240	Dr. Bugembe Ggonzaga	1043
241	Dr. Buyinza Peter	1044
242	Dr. Komakech Alfred	1046
243	Dr. Nabwami Racheal	1048
244	Dr. Ntulume Enoch	1052
245	Dr. Ampaire Philip	1057
246	Dr. Bungu Edwin Waran	1059
247	Dr. Kiruyi Samuel	1068
248	Dr. Kyeyune Henry	1069
249	Dr. Malinga Augustine	1070
250	Dr. Mutebi Noah	1073
251	Dr. Mutumba Linda Gertrude	1074
252	Dr. Nakabuye Hilda	1076
253	Dr. Nakalema Rashidah	1077
254	Dr. Nyamaizi Grace	1079
255	Dr. Okumu Eunice	1081
256	Dr. Owachgiu Emmanuel	1082
257	Dr. Namunana Sandra	1083
258	Dr. Muhereza Abel	1087
259	Dr. Mutumba Nicholas	1093
260	Dr. Apun Irene	1099
261	Dr. Ariho Mugumya Pius	1100
262	Dr. Banura Claire Marunga	1104
263	Dr. Byaruhanga Melvin	1109

#	Name of Pharmacist	Reg No.
264	Dr. Ddungu Edgar	1111
265	Dr. Engura Jacob	1112
266	Dr. Ibrah-Mawazi Mujoma	1114
267	Dr. Kagumba Joseph	1118
268	Dr. Kakooza Ashiraf	1120
269	Dr. Kateregga Benjamin Kizito	1122
270	Dr. Kiyundhu Singe Andrew	1125
271	Dr. Mawejje Kenneth	1130
272	Dr. Mugisa Kenneth	1134
273	Dr. Mugisha Israel	1135
274	Dr. Mwesigwa Bridge	1141
275	Dr. Mwesigwa Wilson	1142
276	Dr. Nakidde Bridget	1144
277	Dr. Nasaazi Claire Rebecca	1147
278	Dr. Nasasira Marble	1148
279	Dr. Tuhairwe Sandra	1157
280	Dr. Walusimbi David	1160
281	Dr. Wanyenze Florence	1161
282	Dr. Kaduyu Henry	1165
283	Dr. Ninsiima Hope	1167
284	Dr. Nowangye Edgar	1168
285	Dr. Ayesigye Rogers	1176
286	Dr. Ayebare Gilbert	1177
287	Dr. Barijuka Joseph	1181
288	Dr. Gulaale Aaron Baidu	1191
289	Dr. Katamba Andrew	1202
290	Dr. Kayima Ronald	1205
291	Dr. Khaukha Jude Tadeo Natte	1206
292	Dr. Kizito Nicholas Kanyike	1209
293	Dr. Kwikiriza Emmaculate	1211
294	Dr. Lubega Peter	1213
295	Dr. Mpuuga Ashiraf	1218
296	Dr. Mugide Nuru	1220
297	Dr. Mwebaza Joyce	1226
298	Dr. Nabakiibi Hanifah	1227
299	Dr. Florence Nabirye Shantara	1228
300	Dr. Nabisere Caroline	1229
301	Dr. Nambi Christine	1233
302	Dr. Namyalo Ruth Mary	1236
303	Dr. Nannungi Flavia	1237
304	Dr. Nanyonjo Anne Mary	1239
305	Dr. Ndaabe Amos	1241

#	Name of Pharmacist	Reg No.
306	Dr. Jacqueline Njeri Muchiri	1245
307	Dr. Nsubuga Peter Micheal	1247
308	Dr. Onegi Okoth Amos	1254
309	Dr. Semwanga Gaster	1255
310	Dr. Ssegawa Simon Peter	1259
311	Dr. Taita Towett Lee	1262
312	Dr. Tamale Ibrahim	1263
313	Dr. Twikirize Everce Magyezi	1265
314	Dr. Waiswa Paul	1266
315	Dr. Walugembe Richard	1267
316	Dr. Babirye Phiona	1270
317	Dr. Byakatonda Alex	1272
318	Dr. Chelangat Patrick	1273
319	Dr. Kawooya Francis	1278
320	Dr. Leke Andrew Emmanuel	1284
321	Dr. Mirondo Paul Patrick	1286
322	Dr. Mwidu Ibrahim	1288
323	Dr. Naguddi Winnie	1289
324	Dr. Nalule Racheal Namutale	1290
325	Dr. Nambi Hellen	1292
326	Dr. Namuyanja Hasifa	1293
327	Dr. Maiko Joakim Odoi	1294
328	Dr. Okabo Emmanuel	1295
329	Dr. Wagubi Marsden	1301
330	Dr. Anyase Ronald Amaza	1312
331	Dr. Atukunda Barbara	1314
332	Dr. Atwine Vianney	1315
333	Dr. Bbosa Florence	1319
334	Dr. Bunkedeko Kenneth	1320
335	Dr. Dhikusooka Waiswa Jimmy	1321
336	Dr. Emiku Joseph	1323
337	Dr. Jjuuko Derrick	1328
338	Dr. Lubega Hassan	1341
339	Dr. Mugeru Jonathan	1349
340	Dr. Munyosi Syliver	1354
341	Dr. Muwanguzi Eria Timothy	1355
342	Dr. Nakakeeto Teddy	1363
343	Dr. Namata Madina	1366
344	Dr. Namayanja Susan	1367
345	Dr. Namirimu Regina Mary	1368
346	Dr. Namoma Emmanuel Isaac	1369
347	Dr. Namukasa Flavia	1370
348	Dr. Nasaga Suzan	1375

#	Name of Pharmacist	Reg No.
349	Dr. Obilil Paul	1382
350	Dr. Odum Favour Chiamaka	1385
351	Dr. Okello Geoffrey Omara	1387
352	Dr. Sekamwa Maria Nakiryowa	1394
353	Dr. Wabwire Joseph	1398
354	Dr. Abamazima Maria	1401
355	Dr. Ayoo Andrew	1402
356	Dr. Mumbere Iving	1407
357	Dr. Ninshaba Rebecca	1410
358	Dr. Otim Boniface	1411
359	Dr. Rubayiza Paul	1412
360	Dr. Sewalu Mathias Bonny Dumba	1413
361	Dr. Adamai Samuel	1415
362	Dr. Ahikiriza Allan Amooti	1417
363	Dr. Atuhaire Joan Keziah	1422
364	Dr. Awanya Jasper	1424
365	Dr. Bajungu Ophin	1426
366	Dr. Buleni Milton	1431
367	Dr. Giramia Faith N	1435
368	Dr. Kalanda Aloysius	1440
369	Dr. Karekoon Faisal	1442
370	Dr. Kayemba Isaac	1448
371	Dr. Kirabo Kaanyi Mariam	1452
372	Dr. Kyambadde Bonny	1454
373	Dr. Mangeni Moses Hajusu	1457
374	Dr. Mugabi Eve Esther	1461
375	Dr. Nabasumba Anzerea Joan	1467
376	Dr. Nakatoogo Maria	1472
377	Dr. Nalunga T. Zainab	1476
378	Dr. Niwagaba Micheal	1483
379	Dr. Nshabaruhanga Amuzah	1484
380	Dr. Tuhame Hillary	1502
381	Dr. Wadada Allan Emmanuel	1504
382	Dr. Wafula Innocent Lam	1505
383	Dr. Akena Churchill	1513
384	Dr. Ayebare Paul	1514
385	Dr. Ejang Vicky	1515
386	Dr. Nasaba David	1527
387	Dr. Tumwebaza John Martin	1528
388	Dr. Waiswa Emmanuel	1531
389	Dr. Aepei Gabriel	1537
390	Dr. Ainebyona Calvin	1539

#	Name of Pharmacist	Reg No.
391	Dr. Akamumpa William	1540
392	Dr. Alujjah Esther	1541
393	Dr. Arinaitwe Conrad	1542
394	Dr. Bagwa Nicholas	1549
395	Dr. Bangi Alice	1551
396	Dr. Bashabe Laban	1552
397	Dr. Batwala Hizili	1553
398	Dr. Buyinza Alex	1557
399	Dr. Bwogi Andrew Kenneth	1559
400	Dr. Byomuntura Isaya	1561
401	Dr. Kabera Makuza Radiana	1570
402	Dr. Kagimu Patrick	1572
403	Dr. Kananura Emmanuel	1575
404	Dr. Karungi Christine	1576
405	Dr. Kigenyi Silagi	1585
406	Dr. Kiiza Haulat	1587
407	Dr. Kirunda Bill	1589
408	Dr. Kitaka Zaid Kyobe	1592
409	Dr. Kobusinge Livia Sheila	1595
410	Dr. Makawa Joseph Gilbert	1603
411	Dr. Mbaziira Mathias	1608
412	Dr. Monday Dan	1610
413	Dr. Mujuni Vicent	1616
414	Dr. Muwanguzi Daniel	1619
415	Dr. Nabukenya Laila	1623
416	Dr. Namunyega Rehema	1632
417	Dr. Nancy Mugala	1634
418	Dr. Narika Racheal Lodou	1637
419	Dr. Nazziwa Pauline	1638
420	Dr. Ngolobe Samuel	1640
421	Dr. Niwandinda Faith	1643
422	Dr. Sabini Fiona	1652
423	Dr. Sekiyunzi Jackson	1654
424	Dr. Sida Harrison	1656
425	Dr. Ssekikubo Kizito	1659
426	Dr. Ssentambule Ibrahim	1661
427	Dr. Tabingwa Lydia Hope	1663
428	Dr. Tumusiime Nelson	1666
429	Dr. Tumwebaze Ambrose	1667
430	Dr. Tushemerirwe Mark	1668
431	Dr. Wanenge Benard	1672
432	Dr. Zirimala Stewart	1673
433	Dr. Amwine Joseph	1677



#	Name of Pharmacist	Reg No.
434	Dr. Birungi Milvat Kabanda	1682
435	Dr. Duhimbaze Alex	1684
436	Dr. Madile Alex	1695
437	Dr. Mutesi Doreen Kezia	1701
438	Dr. Mwesigye Godwin	1702
439	Dr. Ariong Moses	1717
440	Dr. Baraka John	1719
441	Dr. Beera Wilberforce	1720
442	Dr. Birungi John	1722
443	Dr. Birungi Marion	1723
444	Dr. Buyinza Nicholas	1724
445	Dr. Byamukama Bearing	1725
446	Dr. Chemutai Priscilla	1726
447	Dr. Eilu Conrad Denis	1727
448	Dr. Higienyi Erisa	1729
449	Dr. Kabugo Rodgers Charles	1730
450	Dr. Kandole Richard	1732
451	Dr. Kasolo Daniel	1733
452	Dr. Kibuuka Henry	1735
453	Dr. Kiiza Favour	1736
454	Dr. Kyalisiima Joy	1738
455	Dr. Kyeyune Francis	1739
456	Dr. Lukyamuzi Charles	1740
457	Dr. Masika Gloria	1742
458	Dr. Mpanso Musa	1744
459	Dr. Musinguzi Joseph	1747
460	Dr. Namaganda Jacinta Nakato	1751
461	Dr. Nantajja Quraish	1754
462	Dr. Niwagira Mulodokayi	1756
463	Dr. Ogwang Silver	1759
464	Dr. Oluma Raphael	1760
465	Dr. Orishaba Junior	1762
466	Dr. Owomugisha Elia	1764
467	Dr. Sengonzi Ismail	1765
468	Dr. Tumuhimbise Richard	1767
469	Dr. Turinawe Nelson	1770
470	Dr. Tweekwatse Owen	1773
471	Dr. Abimanya Willbrod	1777
472	Dr. Atino Mauryn	1783
473	Dr. Atukwatse Collins	1785
474	Dr. Ayo Lucky Henry	1786
475	Dr. Drabe Nickson	1794

#	Name of Pharmacist	Reg No.
476	Dr. Kakande Paul	1801
477	Dr. Kapanga Muhamed	1804
478	Dr. Katende Quraish	1805
479	Dr. Katongole Mike	1807
480	Dr. Kayanja Erasmus	1811
481	Dr. Kemigisha Keziah Muiruri	1812
482	Dr. Kitandwe Stuart	1816
483	Dr. Kivumbi Deogracious	1817
484	Dr. Masano Hope Evelyne	1824
485	Dr. Matovu Rogers	1826
486	Dr. Mirembe Naava Sholah	1827
487	Dr. Mukisa Ivan Agati	1832
488	Dr. Mulindwa Joseph Ronnie	1834
489	Dr. Mulumba Julius	1836
490	Dr. Munu Isaac	1837
491	Dr. Mutaka Martin	1840
492	Dr. Nabigwo Edward	1842
493	Dr. Nakatudde Agatha	1844
494	Dr. Nakibuule Maria Kayondo	1845
495	Dr. Nakiwala Miriam Josephine	1846
496	Dr. Nazziwa Harriet	1850
497	Dr. Nnamala Hanim	1853
498	Dr. Owori Joseph	1858
499	Dr. Sebisadlu Joel	1859
500	Dr. Ssebyala Ibrahim Twaha	1860
501	Dr. Tumusiime David	1866
502	Dr. Turinaive Marvin	1867
503	Dr. Tusubira Solomon	1868
504	Dr. Wabomba Derrick	1869
505	Dr. Walakira Joshua Felix	1871
506	Dr. Wamala Rogers Stephen	1872
507	Dr. Waziko Stephen	1873
508	Dr. Mwesige Benjamin	638
509	Dr. Katate David	1578
510	Dr. Carina Rhita	1879
511	Dr. Chesuro Philip Malil	1880
512	Dr. Kabiito Baker Kiwanuka	1875
513	Dr. Mbooli Joshua	1886
514	Dr. Mwesigwa Boaz	1887
515	Dr. Namyalo Victoria	1890
516	Dr. Nyaburu Martha Joyce	1893
517	Dr. Owomugisha Brian	1894

## Apologies from Members

No	Name	Reg No.
1	Dr. Otim William Edward Opio	216
2	Dr. Kakwemeire Atanasius	276
3	Dr. Mwesigwa Denis	354
4	Dr. Nakachwa Florence	405
5	Dr. Amos Atumanya	477
6	Dr. Caroline Abalo	487
7	Dr. Lawrence Imanirampa	556
8	Dr. Silivano Twinomujuni	611
9	Dr. Nakyanzi Josephine Kabataazi	653
10	Dr. Peter Maswere	693
11	Dr. Nanonno Victoria	723
12	Dr. Akampurira Moses	840
13	Dr. Labalpiny Richard	866
14	Dr. Ahabwe Peter Babigumira	941
15	Dr. Okidi Oscar P. Okello	988
16	Dr. Nagimesi Anani	1012
17	Dr. Muyise Bulya Rhona Curthereen	1075

# Appendix II: List of New Members Introduced in the FY 2021/2022 AGM

Society witnessed growth in numbers during the year. 163 new members joined the society in 2023.

No	Name	Reg No
1	Dr. Abaasa Isaac	1776
2	Dr. Abimanya Willbrod	1777
3	Dr. Aheebwa Anthony	1778
4	Dr. Akankunda Bridget	1779
5	Dr. Akatuhurira Charity	1780
6	Dr. Akello Lydia	1781
7	Dr. Arora Bob	1782
8	Dr. Atino Mauryn	1783
9	Dr. Atuha Moses	1784
10	Dr. Atukwatse Collins	1785
11	Dr. Ayo Lucky Henry	1786
12	Dr. Baba Hanani	1787
13	Dr. Bagiire Jeremiah	1788
14	Dr. Bitamazire Airizibwe Ava	1789
15	Dr. Boogera Moses Kalidde	1790
16	Dr. Bwambale Seti	1791
17	Dr. Byarugaba Moses	1792
18	Dr. Damale Abdu	1793
19	Dr. Drabe Nickson	1794
20	Dr. Draga Comboni Daniel	1795
21	Dr. Driwale Jackson Kassim	1796
22	Dr. Ikorat Francis	1797
23	Dr. Juba Mark	1798

No	Name	Reg No
24	Dr. Kabaana Jude Elizabeth	1799
25	Dr. Kabundami Manzi	1800
26	Dr. Kakande Paul	1801
27	Dr. Kalyango Peter Paul	1802
28	Dr. Kamugisha Ezekiel	1803
29	Dr. Kapanga Muhamed	1804
30	Dr. Katende Quraish	1805
31	Dr. Katirebe Nathan	1806
32	Dr. Katongole Mike	1807
33	Dr. Katugira Lauben	1808
34	Dr. Katusiime Fiona	1809
35	Dr. Kawesa Titus	1810
36	Dr. Kayanja Erasmus	1811
37	Dr. Kemigisha Keziah Muiruri	1812
38	Dr. Kifubangabo Marvin	1813
39	Dr. Kimbowa John	1814
40	Dr. Kimera Geoffrey	1815
41	Dr. Kitandwe Stuart	1816
42	Dr. Kivumbi Deogracious	1817
43	Dr. Kiyini Zakkiyu	1818
44	Dr. Kizito Mohamad	1819
45	Dr. Kusinga Natasha Amanda	1820
46	Dr. Kyomuhendo Esteri	1821
47	Dr. Lubangakene Derick	1822
48	Dr. Lwanga Geofrey	1823
49	Dr. Masano Hope Evelyn	1824

No	Name	Reg No
50	Dr. Maseruka Richard	1825
51	Dr. Matovu Rogers	1826
52	Dr. Mirembe Naava Sholah	1827
53	Dr. Mugabe Robert	1828
54	Dr. Mugumya Julius	1829
55	Dr. Muhangi Richard	1830
56	Dr. Muhanguzi Jonnan	1831
57	Dr. Mukisa Ivan Agati	1832
58	Dr. Mulekwa Helon	1833
59	Dr. Mulindwa Joseph Ronnie	1834
60	Dr. Mulisa Precious Geraldine	1835
61	Dr. Mulumba Julius	1836
62	Dr. Munu Isaac	1837
63	Dr. Murungi John Brebeuf	1838
64	Dr. Musudo Enoch	1839
65	Dr. Mutaka Martin	1840
66	Dr. Mwesigwa Sam	1841
67	Dr. Nabigwo Edward	1842
68	Dr. Nakajiri Somaiya	1843
69	Dr. Nakatudde Agatha	1844
70	Dr. Nakibuule Maria Kayondo	1845
71	Dr. Nakiwala Miriam Josephine	1846
72	Dr. Namaganda Mariam	1847
73	Dr. Namuli Veronica	1848
74	Dr. Nanteza Rosette Maria	1849
75	Dr. Nazziwa Harriet	1850
76	Dr. Nimusiima Godwin	1851
77	Dr. Niwandinda Phionah	1852
78	Dr. Nnamala Hanim	1853
79	Dr. Nsibambi Ronald Kizza	1854
80	Dr. Nyiiro Grant	1855
81	Dr. Odecha Michael	1856
82	Dr. Opio Emmanuel Angoyar	1857

No	Name	Reg No
83	Dr. Owor Joseph	1858
84	Dr. Sebisalu Joel	1859
85	Dr. Ssebyala Ibrahim Twaha	1860
86	Dr. Ssemakula Andrew Benon	1861
87	Dr. Ssemakula Mawazi Hasan	1862
88	Dr. Sserwanga Hamidu	1863
89	Dr. Tumuhimbise Michael	1864
90	Dr. Tumusiime Bonnex	1865
91	Dr. Tumusiime David	1866
92	Dr. Turinauwe Marvin	1867
93	Dr. Tusubira Solomon	1868
94	Dr. Wabomba Derrick	1869
95	Dr. Wabyona Johnmary	1870
96	Dr. Walakira Joshua Felix	1871
97	Dr. Wamala Rogers Stephen	1872
98	Dr. Waziko Stephen	1873
99	Dr. Okello Tonny	1874
100	Dr. Kabiito Kiwanuka Baker Musoke	1875
101	Dr. Atugonza Gerald	1876
102	Dr. Bahati Wilson	1877
103	Dr. Bwanika Lawrence	1878
104	Dr. Carina Rhita	1879
105	Dr. Chesuro Philip Malil	1880
106	Dr. Hadadi Dauda Daikey	1881
107	Dr. Kaddu Hussein	1882
108	Dr. Katende Yayiro	1883
109	Dr. Kibirige Emmanuel	1884
110	Dr. Mayanja Alafat	1885
111	Dr. Mbooli Joshua	1886
112	Dr. Mwesigwa Boaz	1887
113	Dr. Nakalema Sharon Barbra	1888
114	Dr. Nakawoko Florence	1889
115	Dr. Namyalo Victoria	1890
116	Dr. Nantume Ritah Leticia	1891
117	Dr. Nganga Herbert	1892
118	Dr. Nyaburu Martha Joyce	1893
119	Dr. Owomugisha Brian	1894
120	Dr. Tibenderana Didus	1895
121	Dr. Tukei Michael	1896
122	Dr. Tumwesige Emmanuel	1897

# Appendix III: List of New Members of the Society for FY 2022/2023

No	Name	Reg. No.
1	Namuli Sharifah	1898
2	Abigaba Aliganyira	1899
3	Adokorach Bridgitta	1900
4	Ahabwe Vivian	1901
5	Ahimbisibwe Alex	1902
6	Ahishakiye Kennedy	1903
7	Ainamatsiko Job Edgar	1904
8	Aine Susan	1905
9	Ainembabazi Clinton	1906
10	Aiya Catherine Lalam	1907
11	Akello Immaculate Aula	1908
12	Ali Abdullahi Mohamud	1909
13	Amailuk John Micheal	1910
14	Amal Solomon Aggrey	1911
15	Amba Vicent	1912
16	Ambasiize Benon	1913
17	Amulen Josephine	1914
18	Anyang Dinah Martha	1915
19	Apiyo Lorna	1916
20	Arinaitwe Anthony	1917
21	Aryamanya Mathias	1918
22	Ashiraf Lubega	1919
23	Asiimwe Anthony	1920
24	Asma'a N. Kasenene	1921

No	Name	Reg. No.
25	Atuhaire Joan	1922
26	Baluku Godwin	1923
27	Balwiise Collin	1924
28	Bamulinde Denis	1925
29	Bamuwe Veronica	1926
30	Bilwana Onnesmas	1927
31	Businge Frank	1928
32	Bwambale Isaac	1929
33	Bwambale Philbert Tusiime	1930
34	Cherotich Laura Kiprop	1931
35	Chesang Victor Matila	1932
36	Egaru Lazarous	1933
37	Frances Philomena Namatovu	1934
38	Gobera Boaz	1935
39	Imodia Gloria Joseline	1936
40	Iswezi Richard	1937
41	Kaboggoza Emmanuel	1938
42	Kaddu Mark	1939
43	Kagusuru Suzan	1940
44	Kalema Bashir Amza	1941
45	Kamaziima Hope	1942
46	Kantono Mildred	1943
47	Kanyesigye Colleb	1944

No	Name	Reg. No.
48	Kasadha Jafari	1945
49	Kasibante Wahab	1946
50	Katende Deograsias	1947
51	Katondwaki Wilson	1948
52	Katushabe Lydia	1949
53	Kaweesa Dickson	1950
54	Kaweesa Henry	1951
55	Kibalya Ronald Nditusawa	1952
56	Kidimu Misaki	1953
57	Kigozi Saul	1954
58	Kintu Ismail	1955
59	Kisumba Timothy	1956
60	Kitentera Blessed	1957
61	Komugisha Daphine	1958
62	Kushemererwa Jovaile	1959
63	Kutosi Derrick	1960
64	Kwagala Faith	1961
65	Kwizera Mercy Rukundo	1962
66	Kyambadde Mark	1963
67	Lukubuya Derrick Jonathan	1964
68	Lwanga Benon Walusimbi	1965
69	Mabi Joshua Mukose	1966
70	Mafabi Pius Timothy	1967



No	Name	Reg. No.
71	Makonya Alex	1968
72	Malagala Ibrahim Kyazze	1969
73	Masembe Arnold	1970
74	Mbaziira Micheal	1971
75	Miir Chraish	1972
76	Modi Isaac	1973
77	Muganga Brian	1974
78	Mugula Mervyn	1975
79	Muhumuza Innocent	1976
80	Mukakanya Tusabe Timothy	1977
81	Mukashyaka Ritah	1978
82	Mukhangu Moses	1979
83	Mukonyezi Salaamah	1980
84	Mulindwa Joseph Stuarts	1981
85	Mumbere Brian	1982
86	Muwonge Francis	1983
87	Muyodi Reagan	1984
88	Mwanguhya Patrick	1985
89	Mwasa Edwin	1986
90	Mwesigwa Denis	1987
91	Mwinganisa Amon	1988
92	Nabatanzi Catherine	1989
93	Nabirye Husuna	1990
94	Nabuuma Lilian	1991
95	Nadiope Wilber	1992
96	Nakafu Geraldine	1993
97	Nakamanya Stella	1994
98	Nakasiita Immaculate	1995
99	Nakazibwe Joy	1996
100	Nakigudde Margaret	1997
101	Nakiwala Hajjara	1998
102	Nakyanzi Olivia Babirye	1999

No	Name	Reg. No.
103	Nakyanzi Prossy	2000
104	Nakyeyune Saudah	2001
105	Nalubega Ruth Nabukenya	2002
106	Nalugo Olivia	2003
107	Naluyange Maria	2004
108	Naluzze Vivian	2005
109	Namajja Clementine	2006
110	Namakula Crystal Elizabeth	2007
111	Namawejje Sumaya	2008
112	Nambi Leah Beatrice	2009
113	Nanfuma Daphine	2010
114	Nantumbwe Hadja	2011
115	Nasasira Abert	2012
116	Naswiiba Musa Nagginda	2013
117	Nattabi Jovia	2014
118	Ngoje Adhiambo Fridah	2015
119	Niwaha Hilda	2016
120	Nkwanga John Bosco	2017
121	Nuwabine Judith	2018
122	Nyiramugisha Doreen	2019
123	Obilo Allan	2020
124	Odoi Yona	2021
125	Ogwai Peter	2022
126	Oinebye Annatori	2023
127	Okello Emmanuel	2024
128	Omudu Abraham	2025
129	Onenchan Job	2026
130	Oula Daniel	2027
131	Ouma Kenneth Kinyera	2028
132	Owor Velentine	2029
133	Rubagumya Ivan	2030

No	Name	Reg. No.
134	Ssebanja Kenneth	2031
135	Ssejjemba Jimmy	2032
136	Ssekalaala Hassan	2033
137	Ssekwe Douglas Henry	2034
138	Ssempijja Ibrahim	2035
139	Sseruyange Daniel	2036
140	Susan Mary Elizabeth	2037
141	Taire Paul	2038
142	Taremwa Lawrence	2039
143	Tashobya Trust	2040
144	Toko Rashid	2041
145	Tukamuhebwa Joanitor	2042
146	Tumwebaze Marius	2043
147	Turyamusii Wise	2044
148	Tushabe Osborn	2045
149	Twagirayesu Osbert	2046
150	Twizere Kenneth	2047
151	Wadri Welborn Dema	2048
152	Wairama Timothy	2049
153	Wakyaya Brian	2050
154	Wamani Linus Kirungi	2051
155	Wambi Andrew	2052
156	Wandera Ashraf	2053
157	Wasswa Cosma	2054
158	Watambala Wycliff	2055
159	Wattira James	2056
160	Zirabamuzale Matthew Dean	2057
161	Zziwa Daudi	2058
162	Zziwa Habibu	2059
163	Asiimwe Ritah	2060

# Pictorial of Some of the Notable Moments of the Past year







# Audited Financial Statements







**The Pharmaceutical Society of Uganda  
Audited Financial Statements  
For the Year Ended 30<sup>th</sup> June 2023**



Pharmaceutical Society of Uganda  
Audited Financial Statements  
For the year ended 30<sup>th</sup> June 2023

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**List of Acronyms**

CEO	Chief Executive Officer
CPA	Certified Public Accountant
PSU	Pharmaceutical Society of Uganda
ISA	International Standards on Auditing
NSSF	National Social Security Fund
PAYE	Pay as You Earn
UShs	Uganda Shillings
R&P	Research and Production Unit



## 1.0 Society Information

### 1.1 Registered Office

Pharmacy House  
Plot 1847 Kyambogo  
P. O. Box 3774  
Kampala Uganda

### 1.2 Council Members

The Council members who held office for the period: 1<sup>st</sup> July 2022 to 30<sup>th</sup> June 2023, of this report were:

Name	Title
Dr. Achii Pamela	President
Dr. Tusiimire Jonans	Vice President
Dr. Edson Ireeta Munanura	Secretary
Dr. Kayima Ronald	Treasurer
Dr. Lukwago Mohammad	Member
Dr. Otim Francis Etura	Member
Dr. Khaukha Farida	Member
Dr. Nanyonga Stella Maris	Member
Dr. Juliet Awori Okecho	Member
Dr. Obua Thomas Ocwa	Member
Dr. Achiro Hope Fortunate	Member
Dr. Tabaruka Rodney	Member

### 1.3 Bankers

Stanbic Bank Uganda Limited  
Corporate Branch, Crested Tower  
P.O Box 7131  
Kampala, Uganda

DFCU Bank Limited  
Makerere University Branch  
P.O Box 70  
Kampala, Uganda

### 1.4 Solicitors

Cr. Amanyia Advocates & Solicitors  
Plot 49 Salim Bay, Ntinda  
P.o. Box 2263 Kampala Uganda  
[www.cramanya.com](http://www.cramanya.com)  
+256414530835/+256772484003

### 1.5 Auditors

Kisaka and Company  
Certified Public Accountants  
Plot 77, Buganda Road  
P.O.Box 27917, Kampala  
Tel: 0414255453  
Fax: 0414-257592  
[kisaka@africaonline.co.ug](mailto:kisaka@africaonline.co.ug)  
[kisaka@utlonline.co.ug](mailto:kisaka@utlonline.co.ug)





## 2.0 Statement of Council Members' Responsibilities

The Pharmacy and Drug Act of Uganda (Cap 280) requires the Council to prepare financial statements for each financial year, which give a true and fair view of the state of the financial affairs of the Society as at the end of the financial year and of its operating results for that year. The Pharmacy and Drug Act, (Cap 280) also requires the Council to ensure that the Society keeps proper accounting records, which disclose with reasonable accuracy at any time the financial position of the Society. They are also responsible for safeguarding the assets of the Society.

The Council is ultimately responsible for the internal control of the Society. Standards and systems of internal control are designed and implemented by the Council to provide reasonable assurance as to the integrity and reliability of the financial statements and to adequately safeguard, verify, and maintain accountability of the Society's assets. Appropriate accounting policies supported by reasonable and prudent judgments and estimates, are applied consistently and using the going concern basis. These systems and controls include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures, and adequate segregation of duties.

The Council accepts responsibility for the year's financial statements set out on pages 10 to 22 which have been prepared using appropriate accounting policies supported by reasonable and prudent judgments and estimates, in conformity with International Financial Reporting Standards for SMEs and the Pharmacy and Drug Act of Uganda (Cap 280) of Uganda. The Council is of the opinion that the financial statements give a true and fair view of the state of the financial affairs of the Society and its operating results. Council further accepts responsibility for the maintenance of accounting records which may be relied upon in the preparation of financial statements, as well as adequate systems of internal financial control.

Council has assessed the Society's ability to continue as a going concern and is satisfied that the Society has the resources to continue in business for the foreseeable future. Furthermore, Council is not aware of any material uncertainties that may cast significant doubt upon the Society's ability to continue as a going concern. Therefore, the financial statements continue to be prepared on the going concern basis.

The Council members acknowledge that the independent audit of the Financial Statements does not relieve them of their responsibilities.

So far as each of the Council members is aware, there is no relevant audit information which the auditor is unaware of, and each of the Council members has taken all the steps that ought to have been taken to become aware of any relevant audit information and to establish that the auditor is aware of that information.

Approved by the Council on 13 / 07 / 2023 signed on its behalf by:

..... President	..... Secretary
..... Treasurer	..... Member

### 3.0 Independent Auditor's Report to the Members of the Pharmaceutical Society of Uganda

#### 3.1 Report on the Audit of the Financial Statements

##### 3.1.1 Introduction

We have audited the financial statements of the Pharmaceutical Society of Uganda (the Society) set out on pages 10 to 22 which comprise the statement of financial position as at June 30, 2023, the statement of income & expenditure, statement of changes in accumulated funds, and statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies and other explanatory notes.

##### 3.1.2 Qualified Opinion

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at June 30, 2023, and its financial performance and cash flows of the Company for the year ended in accordance with International Financial Reporting Standards for Small and Medium Enterprises (IFRS for SMEs).

##### 3.1.3 Basis for Qualified Opinion

###### Unsupported VAT payment of US\$ 207 Million

Contrary to Section 22(2n)<sup>1</sup> of the Income Tax Act Cap 340, PSU made VAT payments totalling to US\$ 207 Million to Gabikan Engineering Ltd, which is VAT registered, without e-invoices thereby making the expenditure disallowable. Notwithstanding the fact that the payment was made to Gabikan, we were unable to ascertain the occurrence of the expenditure using alternative procedures. This payment consisted of 17% of the total expenditure, which is significantly above our materiality threshold of 4%.

We conducted our audit in accordance with the International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the International Ethics Standards Council for Accountants Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the Financial Statements in Uganda, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

<sup>1</sup> Section 22(2n) of the Income Tax Act Cap340 states, "(2) Except as otherwise provided in this Act, no deduction is allowed for – (n) expenses of a person who purchases goods or services from a supplier who is designated to use the e-invoicing system unless the expenses are supported by e-invoices or e-receipts."



#### **3.1.4 Key Audit Matters**

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the Financial Statements of the current period. These matters were addressed in the context of our audit of the Financial Statements as a whole, and in forming our opinion thereon; we do not provide a separate opinion on these matters.

We have not determined any matter as a key audit matter.

#### **3.1.5 Emphasis of Matter**

We draw attention to:

- (a) Note 8.7.1—Prior year adjustments; Unclaimed Deposits of US\$150.4 million were transferred to Reserve on resolution of the Council.
- (b) Note 8.6: Receivables and Note 8.9: Payables and Accruals include annual subscription receivable and prepaid respectively. No response was received to our independent confirmation.
- (c) Note 8.7.2: Research and Production adjustments, following consolidation of the unit's financial statements with PSU.

Our opinion is not modified with respect to the above matters.

#### **3.1.6 Other Matters**

Other matters are matters other than those presented or disclosed in the financial statements that, in the auditor's judgment, are relevant to the user's understanding of the audit, the auditor's responsibilities, or the auditor's report.

The financial statements of PSU for the prior year ended 30<sup>th</sup> June 2022, were audited by another auditor—Ediomu & Company CPA Uganda—who expressed an unmodified opinion on the financial statements on 16<sup>th</sup> September 2022.

#### **3.1.7 Other Information**

The Council is responsible for other information issued along the Financial Statements. Our opinion on the Financial Statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the Financial Statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.



### **3.1.8 Responsibilities of the Council Members for the Financial Statements**

The council members are responsible for the preparation of financial statements that give a true and fair view in accordance with international financial reporting standards for small and medium-sized entities and for such internal control as the council members determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the council members are responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council members either intend to liquidate the Society or to cease operations or has no realistic alternative but to do so. The council members are responsible for overseeing the Society's financial reporting process.

### **3.1.9 Auditor's Responsibilities for the Audit of the Financial Statements**

The objectives of our audit are to obtain reasonable assurance about whether the Financial Statements as a whole are free from material misstatement, whether due to fraud or error and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken based on these Financial Statements. As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the planning and performance of the audit. We also:

- Identify and assess the risks of material misstatement of the Financial Statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.
- Obtain an understanding of internal controls relevant to the audit to design audit procedures that are appropriate in the circumstances, but not to express an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Society management.
- Conclude on the appropriateness of the Society management's use of the going concern basis of accounting based on the audit evidence obtained whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the Financial Statements, including the disclosures, and whether the Financial Statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the Society to express an opinion on the Financial Statements. We remain solely responsible for our audit opinion.





We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the Financial Statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

### 3.2 Report on Legal and Other Regulatory Requirements

We report to you based on the audit that;

- a) Except for the matter reported in the basis for qualified opinion, we have obtained all the information and explanations which to the best of our knowledge and belief were necessary for our audit.
- b) Proper books of account have been kept by the Society, so far as appears from our examination of those books.
- c) The Society's statement of financial position and the statement of income and expenditure were in agreement with the books of account; and
- d) The Council generally complied with the regulations of the Pharmacy and Drug Act (Cap 280).
- e) Except for the inconsistencies in obtaining proper tax invoices and withholding WHT, the Society generally complied with the Income Tax Act.

The engagement Partner on the audit resulting in this independent auditor's report was CPA, Victor Kamugisha – P0456.

*Kisaka & Co*  
.....  
Certified Public Accountants-AF0028  
*14th Sep* 2023

*[Signature]*  
.....  
CPA, Victor Kamugisha  
Engagement Partner







#### 4.0 Statement of Financial Position


	Notes	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
<b>Non-Current Assets</b>			
Property and Equipment	8.3	4,212,161,054	3,180,507,212
		<b>4,212,161,054</b>	<b>3,180,507,212</b>
<b>Current Assets</b>			
Cash and Cash Equivalents	8.4	952,797,218	1,322,820,724
Receivables	8.5	505,434,308	624,125,444
Research & Production Account	8.6	-	45,948,400.00
		<b>1,458,231,526</b>	<b>1,992,894,568</b>
<b>Total Assets</b>		<b>5,670,392,580</b>	<b>5,173,401,780</b>
<b>Reserves and Liabilities</b>			
<b>Reserves</b>			
Accumulated Fund	8.7	3,814,182,609	3,303,689,318
Revaluation Reserves	8.8	1,473,127,375	1,473,127,375
		<b>5,287,309,984</b>	<b>4,776,816,693</b>
<b>Current Liabilities</b>			
Payables and Accruals	8.9	383,082,596	396,585,087
		<b>383,082,596</b>	<b>396,585,087</b>
<b>Total Reserves and Liabilities</b>		<b>5,670,392,580</b>	<b>5,173,401,780</b>

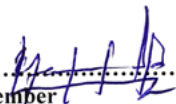
The notes on pages 14 to 22 form an integral part of these Financial Statements.

The Financial Statements which appear on pages 10 to 13 were approved and authorized for issue by the Council of the Pharmaceutical Society of Uganda on... 13/07/2023 and were signed on its behalf by:

 .....  
 President

 .....  
 Secretary

 .....  
 Treasurer

 .....  
 Member



## 5.0 Statement of Comprehensive Income

	Notes	30 <sup>th</sup> Jun 2023 UShs	30 <sup>th</sup> Jun 2022 UShs
<b>Income:</b>			
Revenue	8.10	1,434,983,936	1,856,974,992
		<b>1,434,983,936</b>	<b>1,856,974,992</b>
<b>Expenditure:</b>			
Operating Costs	8.11	806,168,177	739,340,559
Administrative Costs	8.12	391,353,520	483,561,056
<b>Total expenses</b>		<b>1,197,521,697</b>	<b>1,222,901,615</b>
<b>Excess Income over Expenditure</b>		<b>237,462,239</b>	<b>634,073,377</b>

*The notes on pages 14 to 22 form an integral part of these Financial Statements.*



## 6.0 Statement of Changes in Accumulated Fund

a) For the year ended 30<sup>th</sup> June 2023

	Revaluation Reserve US\$	Accumulated Fund US\$	Total US\$
Notes	9.8	9.7	
<b>As at 01 July 2022</b>	1,473,127,375	3,303,689,318	4,776,816,693
Excess Income over Expenditure		237,462,239	237,462,239
Research and Production (R&P) merging adjustments	-	115,342,350	115,342,350
Prior Year Adjustment		157,688,702	157,688,702
<b>As at 30 June 2023</b>	<b>1,473,127,375</b>	<b>3,814,182,609</b>	<b>5,287,309,984</b>

The notes on pages 14 to 22 form an integral part of these Financial Statements.

b) For the year ended 30<sup>th</sup> June 2022

	Revaluation Reserve US\$	Accumulated Fund US\$	Total US\$
Notes	9.8	9.7	
<b>As at 01 July 2021</b>	1,473,127,375	2,680,115,941	4,153,243,316
Excess Income over Expenditure		634,073,377	634,073,377
Prior year adjustment- Prior year adjustment Rental Income Receivables	-	(5,100,000)	(5,100,000)
	-	(5,400,000)	(5,400,000)
<b>As at 30 June 2022</b>	<b>1,473,127,375</b>	<b>3,303,689,318</b>	<b>4,776,816,693</b>



## 7.0 Statement of Cash Flows

	Notes	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
<b>Cash Flows from Operating Activities</b>			
Excess of Income over Expenditure	8.7	237,462,239	634,073,377
Add: Depreciation	8.3	71,220,088	61,863,347
Prior year adjustment	8.7.1	157,688,702	(10,500,000)
Research and Production (R&P) merging adjustments	8.7.2	115,342,350	-
<b>Accumulated Surplus (Loss) before Working Changes</b>		<b>581,713,379</b>	<b>685,436,724</b>
<b>Capital changes:</b>			
Decrease (Increase) in Receivables	8.5	164,639,536	(26,409,429)
Increase (Decrease) in Payables	8.9	(13,502,491)	133,936,181
<b>Net Cash flow from Operating Activities</b>		<b>732,850,424</b>	<b>792,963,476</b>
<b>Cash Flows from Investing Activities</b>			
Adjustment for Fixed Assets from R&P	8.7.2	(67,504,902)	-
Additions to Property, Plant & Equipment	8.3	(58,187,000)	(34,866,000)
Increase in Capital - Work in Progress	8.3	(977,182,028)	(752,644,637)
<b>Net Cash flow from Investing Activities</b>		<b>(1,102,873,930)</b>	<b>(787,510,637)</b>
Net change in Cash & Cash Equivalents		(370,023,506)	5,452,839
Cash and Cash Equivalents at 1 July		1,322,820,724	1,317,367,885
<b>Cash and Cash Equivalents at 30th June</b>		<b>952,797,218</b>	<b>1,322,820,724</b>
<b>Represented by Cash &amp; Bank</b>		<b>952,797,218</b>	<b>1,322,820,724</b>

The notes on pages 14 to 22 form an integral part of these Financial Statements.





## 8.0 Notes to the Financial Statements for the year ended 30th June 2023

### 8.1 Accounting Entity

The Pharmaceutical Society of Uganda (PSU) is a body corporate established by the Act of Parliament. The Pharmacy and Drugs Act of 1970 Cap 280 of the laws of Uganda. The Society is governed by a Council of the Pharmaceutical Society of Uganda which consists of 12 members. The Secretary and Treasurer are Ex-officio members.

### 8.2 Significant Accounting Policies

The principal accounting policies adopted in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all the years presented unless otherwise stated.

#### a) Basis of Preparation

The financial statements have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs) issued by the International Accounting Standards Board and are consistent with the previous period and prepared under the historical convention.

#### b) Income

##### • Receipts

These include all cash, cheques and fund transfers received by PSU's, these may take the form of; Member fees, Grants from donors, Income from Income Generating Activities.

Members' fees—comprise annual fees collected from members. Members' fees are the single largest source of income for PSU. The amount receivable from each member is determined by council. The amount of fees expected in a financial year can therefore be estimated with reasonable level of accuracy. Members' fees revenue are recognized when a member is admitted.

Grants from Donors—these funds are received from the different donors both local and international. Donations are recognised as revenue in the statement of comprehensive income when received.

##### • Other income

This comprises of incomes that arise from activities outside the Organisation's ordinary course of operations like; gains from disposal of assets; investment income and any other income.

#### c) Expenditure

Expenditure represents an outflow of future economic benefits or depletion of assets such as cash and bank and inventory. PSU recognises an expense when it occurs rather than when paid. The Society's expenditure comprises of operating costs and administrative expenses.

#### d) Property and Equipment

All property and equipment are initially recorded at cost and thereafter stated at historical cost less accumulated depreciation (except as stated below). Historical cost comprises expenditure initially incurred to bring the asset to its location and condition ready for its intended use.

Subsequent costs are included in the asset's carrying amount or recognized as a separate asset as appropriate only when it is probable that future economic benefits associated with the item will flow to the Society and the cost can be reliably measured. The carrying amount of the



replaced part is de-recognised. All other repairs and maintenance are charged to profit or loss during the financial year in which they are incurred.

Depreciation on all other assets is calculated using the reducing balance method to write down the cost of each asset to its residual value over its estimated useful life using the following annual rates:

Asset	Rates (%)
Land	Nil
Building	5
Furniture and fittings	20.0
Computer equipment	40.0
Office equipment	20.0

The assets' residual values and useful lives are reviewed and adjusted if appropriate at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposal of property and equipment are determined by comparing the proceeds with the carrying amounts and are taken into account in determining operating profit/loss.

#### e) Cash and Bank Balances

For the cash flow statement, cash and cash equivalents comprise cash in hand, deposits held at call with banks.

#### f) Provisions

Provisions for legal claims are recognised when the Society has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and the amount has been reliably estimated. Provisions for future operating losses are not recognised.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligation may be small.

The amount recognised as a provision is the best estimate of the present value of expenditures expected to be incurred to settle the obligation using a pre-tax rate that reflects the current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense in profit or loss under finance costs.

#### g) Retirement Benefit Obligations

The Society and its employees contribute to the National Social Security Fund (NSSF) a statutory defined contribution scheme registered under the NSSF Act. The Society's contributions to the defined contribution scheme are charged to profit or loss in the year to which they relate. The Society has no further payment obligations once the contributions of 10% of the employee's gross salary have been paid.



**h) Short-term Employee Benefits**

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual, and sick leave in the period the related service is rendered at the undiscounted amount of the benefits expected to be paid in exchange for that service. Liabilities recognised in respect of short-term employee benefits are measured at the undiscounted amount of the benefits expected to be paid in exchange for the related service.

**i) Currency**

The functional and presentation currency of the Society is Uganda Shillings (UShs).

**j) Comparatives**

Audited Financial Statements for the year ended 30<sup>th</sup> June 2022 have been used as comparatives for 30<sup>th</sup> June 2023 and, where necessary, comparative figures have been adjusted to conform to changes in presentation in the current year.



### 8.3 Property and Equipment

(a) For the year ended 30<sup>th</sup> June 2023

	Land US\$ 0%	Building- WIP US\$ 0%	Buildings US\$ 5%	Office Equipments US\$ 20%	Furniture & Fittings US\$ 20%	Computers US\$ 40%	Photocopier US\$ 40%	Total US\$
<b>Cost/Valuation</b>								
At 1/7/2022	1,590,000,000	798,965,317	730,000,000	162,457,447	108,130,750	31,604,983	6,280,000	3,427,438,497
R&P Adjustments	-	-	-	92,601,158	6,075,000	1,170,000	-	99,846,158
Additions**	-	977,182,028**	58,187,000*	-	-	-	-	1,035,369,028
<b>At 30/6/2023</b>	<b>1,590,000,000</b>	<b>1,776,147,345</b>	<b>788,187,000</b>	<b>255,058,605</b>	<b>114,205,750</b>	<b>32,774,983</b>	<b>6,280,000</b>	<b>4,562,653,683</b>
<b>Depreciation</b>								
At 1/7/2022	-	-	36,500,000	106,443,330	68,149,868	29,858,262	5,979,824	246,931,284
R&P-Adjustments	-	-	-	29,879,056	1,877,200	585,000	-	32,341,256
Charge for the year	-	-	37,584,350	23,747,244	8,835,736	932,688	120,070	71,220,089
<b>At 30/6/2023</b>	<b>-</b>	<b>-</b>	<b>74,084,350</b>	<b>160,069,630</b>	<b>78,862,804</b>	<b>31,375,950</b>	<b>6,099,894</b>	<b>350,492,629</b>
<b>Net Book Value</b>								
At 30/6/2023	<b>1,590,000,000</b>	<b>1,776,147,345</b>	<b>714,102,650</b>	<b>94,988,975</b>	<b>35,342,946</b>	<b>1,399,033</b>	<b>180,106</b>	<b>4,212,161,054</b>
At 30/6/2022	1,590,000,000	798,965,317	693,500,000	56,014,117	39,980,882	1,746,721	300,176	3,180,507,212

\*Relates to Compound Paving-US\$45.2 million and Toilet Construction-13.0 million

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(b) For the year ended 30<sup>th</sup> June 2022

	Land US\$ 0%	Building- WIP US\$ 0%	Buildings US\$ 5%	Office Equipments US\$ 20%	Furniture & Fittings US\$ 20%	Computers US\$ 40%	Photocopier US\$ 40%	Total US\$
<b>Cost/Valuation</b>								
At 1/7/2021	263,250,000	46,320,680	941,500,391	127,591,447	108,130,750	31,604,983	6,280,000	1,524,678,251
Revaluation	1,326,750,000	-	(211,500,391)	-	-	-	-	1,115,249,609
Additions**	-	752,644,637	-	34,866,000	-	-	-	787,510,637
<b>At 30/6/2022</b>	<b>1,590,000,000</b>	<b>798,965,317</b>	<b>730,000,000</b>	<b>162,457,447</b>	<b>108,130,750</b>	<b>31,604,983</b>	<b>6,280,000</b>	<b>3,427,438,497</b>
<b>Depreciation</b>								
At 1/7/2021	-	-	285,624,539	92,439,801	58,154,648	28,693,782	5,779,707	470,692,477
Acc dep on revaluation	-	-	(285,624,539)	-	-	-	-	(285,624,539)
Adj Acc Dep	-	-	-	92,439,801	58,154,648	28,693,782	5,779,707	185,067,938
Charge for the year	-	-	36,500,000	14,003,529	9,995,220	1,164,480	200,117	61,863,347
<b>At 30/6/2022</b>	<b>-</b>	<b>-</b>	<b>36,500,000</b>	<b>106,443,330</b>	<b>68,149,868</b>	<b>29,858,262</b>	<b>5,979,824</b>	<b>246,931,285</b>
<b>Net Book Value</b>								
At 30/6/2022	<b>1,590,000,000</b>	<b>798,965,317</b>	<b>693,500,000</b>	<b>56,014,117</b>	<b>39,980,882</b>	<b>1,746,721</b>	<b>300,176</b>	<b>3,180,507,212</b>
At 30/6/2021	263,250,000	46,320,680	655,875,852	35,151,646	49,976,102	2,911,201	500,293	1,053,985,774

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#### 8.4 Cash and Cash Equivalent

	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
Stanbic Bank	652,429,512	370,511,610
DFCU Bank	270,367,199	948,747,998
MSI Stanbic (R & P Account)	29,164,291	-
Cash at Hand	836,216	3,561,116
	<b>952,797,218</b>	<b>1,322,820,724</b>

#### 8.5 Receivables

	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
Annual Subscription Receivable	504,434,308	605,625,444
Rental Income	1,000,000	-
Salary Advance	-	7,200,000
MSI Stanbic	-	11,300,000
	<b>505,434,308</b>	<b>624,125,444</b>

#### 8.6 Research and Production Unit

	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
Research and Production Account	-	45,948,400

#### 8.7 Accumulated Fund

	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
Balance brought forward	3,303,689,318	2,680,115,941
Prior year adjustment	8.7.1 157,688,702	(10,500,000)
Research and Production (R&P) merging adjustments	8.7.2 115,342,350	-
Surplus for the year	237,462,239	634,073,377
	<b>3,814,182,609</b>	<b>3,303,689,318</b>

*The Surplus for the year ended 30<sup>th</sup> June 2023 reduced by 63% due to decrease in Grant Receipts*

#### 8.7.1 Prior year adjustments

	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
Unclaimed Deposits-transferred to reserves*	150,400,877	-
Insurance Payable-written off	3,769,280	-
MSI Scheme-PSU SACCO	3,518,545	-
Rental Income	-	(5,100,000)
Receivables (Pharmacists)	-	(5,400,000)
	<b>157,688,702</b>	<b>(10,500,000)</b>

*\*Relates to members deposits which were unclaimed for more than 365 days which the Council resolved to transfer to reserves.*

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#### 8.7.2 Research and Production Unit Adjustments

	30 <sup>th</sup> Jun 2023 US\$
Research and Production Account (Payable to PSU)	(49,146,400)
MSI Stanbic (R&P Account)	29,164,291
Administrative Costs-R&P Unit	67,819,557
Adjustment-Fixed Asset-R&P-Cost	99,846,158
Adjustment-Fixed Asset-R&P-Accumulated Depreciation	(32,341,256)
	<b>115,342,350</b>

*The prior year financial statements of Research and Production Unit were prepared separately; however, this was adjusted in 2023 to have consolidated financial statements with PSU.*

#### 8.8 Revaluation Reserve

	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
Balance brought forward	1,473,127,375	72,253,227
Buildings - Gain on revaluation	-	74,124,148
Land - Gain on revaluation	-	1,326,750,000
	<b>1,473,127,375</b>	<b>1,473,127,375</b>

#### 8.9 Payables and Accruals

	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
Prepaid Annual Subscriptions	191,530,030	176,223,385
Construction Retention*	135,773,791	-
Duties & Taxes	33,613,775	-
Unclaimed Deposits	11,638,000	187,923,877
Audit fees	10,527,000	11,620,000
Insurance payable	-	3,769,280
Segawa Stephen	-	400,000
Stanbic MSI - Production Unit	-	11,186,000
FZS Company Ltd	-	1,944,000
MSI Scheme	-	3,518,545
	<b>383,082,596</b>	<b>396,585,087</b>

*\*Relates to 10% retained from every payment to the Contractor of the Pharmacy House*

#### 8.10 Revenue

	30 <sup>th</sup> Jun 2023 US\$	30 <sup>th</sup> Jun 2022 US\$
Annual Subscription	981,475,000	876,150,000
Examinations	174,104,435	158,496,950
Pharmaceutical Exhibition	104,221,525	96,988,070
Reference Books & Branded Materials	57,340,325	85,683,847
New Membership Fees	45,500,000	39,250,000
Grants	37,100,000	-
Rental	17,000,000	7,500,000
Provisional COP & Replacement	7,592,501	5,023,000
Bid documents	5,400,150	-
AMR Project -Pfizer	3,000,000	317,197,125
CPD workshops	2,000,000	4,000,000

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PAS Training	250,000	-
Hire of PSU Gardens	-	2,406,000
PSU @ 50	-	16,500,000
MCC Project	-	247,780,000
	<b>1,434,983,936</b>	<b>1,856,974,992</b>

*The revenue reduced by 23% due to reduction in grants*

#### 8.11 Operating Cost

	30 <sup>th</sup> Jun 2023	30 <sup>th</sup> Jun 2022
	US\$	US\$
Meetings & Council Functions**	336,483,555	290,298,300
Salaries, Wages & Welfare	281,381,063	219,068,089
Examinations	69,820,100	59,105,300
Stationery & Printing	27,678,551	31,887,600
Transport	15,351,600	22,294,000
Communication	15,178,860	17,759,674
Utilities & Services	15,037,339	20,733,300
Reference Books & Branded Materials	12,835,384	32,203,600
Insurance	11,029,573	5,278,896
Repairs & Maintenance	8,105,100	22,067,800
Support to Schools of Pharmacy	7,749,930	12,509,000
International Professional Bodies		
Subscriptions	5,517,122	6,135,000
	<b>806,168,177</b>	<b>739,340,559</b>

*\*\*Includes meetings, Annual General Meeting, Council functions, Regional Inspection, and Induction*

#### 8.12 Administrative Cost

	30 <sup>th</sup> Jun 2023	30 <sup>th</sup> Jun 2022
	US\$	US\$
Pharmaceutical Exhibition	103,188,120	96,149,320
AMR Project	78,220,745	50,000
Depreciation	71,220,088	61,863,347
Administrative Costs-R&P Unit*	67,819,557	-
Security	20,555,600	19,338,400
Audit**	19,967,000	11,620,000
Bank Charges	10,972,410	5,535,749
Scholarships and Grants	10,520,000	820,000
MCC Research Project	8,890,000	215,235,140
Professional/Consultancy Services	-	22,895,500
PSU garden hire	-	634,000
PSU @ 50	-	30,000,000
Launch of PSU Pharmacy House Phase II	-	19,419,600
	<b>391,353,520</b>	<b>483,561,056</b>

*\*Includes Bank charges-US\$ 0.522 million, Write-off of uncollectable receivables-37.7 million, Expiries and Donations of inventory-US\$28.1 million and write off-consumables-US\$1.5 million from Research and Production Unit.*

*\*\*Includes Internal Audit-US\$...and External Audit-US\$....*



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#### 8.13 Contingent Liabilities

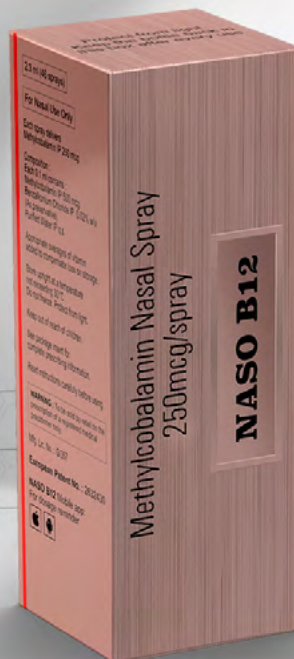
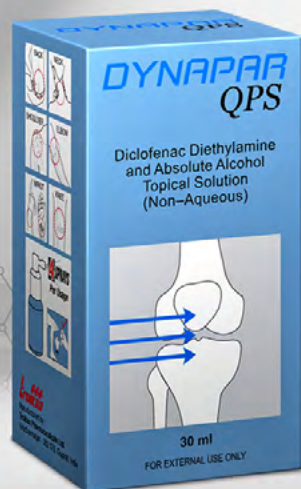
There were no material contingent liabilities as at 30 June 2023.

#### 8.14 Commitments

There were no capital commitments as at 30 June 2022.



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## The Council of The Pharmaceutical Society of Uganda



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