



CODE OF CONDUCT FOR

PHARMACISTS IN UGANDA

**(Under S.21 (1) (3) of The Pharmacy and drugs Act, Cap 280,
Laws of Uganda, Edition 2000)**

**The Council of The Pharmaceutical
Society Of Uganda**

September,2014

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FOREWORD BY PRESIDENT, PSU

Over the years, pharmacy practice in Uganda has evolved. Strengthening of regulations and creation of additional measures to promote professionalism is critical to maintain this positive evolution. The Council of PSU is mandated to “*secure the highest practicable standards in the practice of Pharmacy.*”

Section 21, subsection 3 of the Pharmacy and Drugs Act provides that “*For the purpose of discharging its functions under this section the council may—make byelaws regulating the activities of the society; and enact a code of conduct which shall, on approval by the society at a general meeting of the society, be binding upon the members of the society.*”

This code of conduct was enacted by the Council of PSU on the 03rd of September 2014 and there after approved by the members of PSU at the annual general meeting held on 27th of September 2014 at Silver springs hotel, Bugolobi, Kampala.

I would like to thank the members of the Standards committee and Ethics committee who accepted the responsibility assigned by the council to come up with this code of conduct that was subjected to number of consultations among pharmacists, debated and consensus obtained. This document is therefore a representation of the consensus of pharmacists in Uganda as regards their ethical conduct. Every Pharmacist in Uganda has an obligation to comply in full with this Code of Conduct both within and without their practising sectors.

This Seven-principle Code is a critical element of the pharmacy professional regulatory system in Uganda. It is our public declaration of the principles and ethical standards which govern us as pharmacists in the practice of our profession, and which the public, patients, other healthcare professionals and society should generally require and expect from professional pharmacists as key frontline health professionals.

Every registered pharmacist in Uganda and those professionals working under his/ her supervision should regularly consult this important document and ensure that their professional practice is guided and supported by these seven principles.



.....
Hussein Oria
President, Pharmaceutical Society of Uganda
Chairperson, Council of PSU

PREFACE

The Pharmaceutical society of Uganda is the national professional body of Pharmacists in Uganda. Its governing body is the council of the Pharmaceutical society of Uganda (PSU) which is mandated to “*secure the highest practicable standards in the practice of Pharmacy*”. The societies’ vision is “*to be the leader in ensuring professional excellence and securing the highest standards of pharmacy practice in the region.*” The publication of this Code of conduct for Pharmacists in Uganda sets out standards of behaviour for Pharmacists in Uganda and is one of the several strategic efforts by the Council of PSU towards attaining this vision.

This code of conduct has seven principles with each having obligations to guide the implementation of the stated principles.

For the purposes of this Code of Conduct, a patient includes a person or persons who stand in such a degree of relationship to a pharmacist that the pharmacist ought to reasonably comprehend that such a person or person’s health, wellbeing and care are likely to be affected by the acts or omissions of that pharmacist.

The list of obligations stated under each principle is neither exhaustive nor exclusive and therefore the pharmacist in Uganda should look out other ways through which the stated principle can be applied but must make effort to fulfill the stated obligations under each principle.

In the development of this code of conduct, reference was made to the FIP statement of professional standards and codes of ethics for pharmacists, Uganda Public service code of conduct, and established codes of conduct for pharmacy professionals in the East African region, West Africa, South Africa, UK, Australia and Ireland.

It is a recognized fact that a profession is identified by the willingness of individual practitioners to comply with ethical and professional standards, which exceed minimum legal requirements. I therefore encourage you to read, understand and apply the principles of this code for ethical behaviour during your practice as a pharmacist and member of the health care team.

For God and My country,



.....
Stephen Lutoti
Chairperson, PSU Standards Committee

ACKNOWLEDGMENTS

I would like to thank the standards committee and the Ethics Committee for coming up with this code of conduct as assigned by the council. These committees are constituted as follows:

Members of the PSU Standards committee:

1. Mr Stephen Lutoti, MPS - Chairperson
2. Mr Lukwago Mohammed, MPS – Vice Chairperson
3. Ms Amanyana Diana, MPS - Secretary
4. Mr Okello Bosco, MPS - Member
5. Ms Kitimbo Brenda Claire, MPS - Member & PSU Treasurer
6. Mr Obicho John, MPS - Member
7. Mr Mangusho Joseph, MPS - Member
8. Mr Oteba Martin, MPS - Member
9. Ms. Stella Nanyonga, MPS - MEMBER
10. Mr. Brian Bagyenda - Member

Members of the PSU Ethics Committee

1. Alfred Kizza, MPS - Chairperson
2. David Nahamya, MPS
3. Benjamin Mwesigye, MPS

With support of the council and general membership of the society, this code of conduct has been enacted by the Council of PSU and adopted by members of PSU themselves as required in the Pharmacy and drugs Act, CAP 280.

I therefore take the opportunity to present to you the enacted and adopted Code of conduct for pharmacists in Uganda, Edition 2014.

Yours in service,



.....
Samuel Opio
Secretary, Council Pharmaceutical Society of Uganda

COMPOSITION OF PSU COUNCIL

The following is composition of the council of PSU that spearheaded the development of this code of conduct:

- 01 Hussein Oria
- 02 Roshan Ismail
- 03 Opio Samuel
- 04 Kitimbo Brenda
- 05 Otim Francis
- 06 Gilbert Ohairwe
- 07 Kiiza Alfred
- 08 Prof. Richard Odoi
- 09 Oteba Martin
- 10 Lutoti Stephen
- 11 Okello Bosco
- 12 Lyeni Masereka

IMPORTANT ABBREVIATIONS /ACRONYMS

CPD : Continuous professional development

FIP : International Pharmaceutical Federation

MOH : Ministry of Health

MPS : Member of the Pharmaceutical society of Uganda

NDA : National Drug Authority

PSU : Pharmaceutical society of Uganda

WHO : World Health Organization

1.0 PREAMBLE

Pharmacists are experts on drugs including their chemistry, the formulation of medicines and the way in which drugs are used to manage diseases. As health professionals, they assist individuals in ensuring rational use of medications and provision of various pharmaceutical services.

This Code, prepared and upheld by pharmacists in Uganda, is intended to state publicly the principles that form the fundamental basis of the roles and responsibilities of pharmacists. These principles, based on moral obligations and virtues, are established to guide pharmacists in relationships with patients, health professionals, and society. It is the responsibility of all pharmacists to make every reasonable effort to ensure that everything that they do (or that is done under their supervision, or in their name, by any other individual under their jurisdiction) conforms with the principles laid down in this Code of Conduct.

As healthcare professionals, practicing pharmacists are required not only to display full technical competence in their chosen profession but also to behave with probity and integrity and to be accountable in this regard for their actions (or omissions). The qualities of competence, probity, integrity and accountability which a pharmacist should demonstrate are under written by a Code of Conduct to which all pharmacists should subscribe. This Code of Conduct is a public declaration of the principles and ethical standards which govern pharmacists in the practice of their profession. A person dealing with a pharmacist (whether as a patient, a healthcare professional or a member of the general public) is entitled to expect that a pharmacist will conduct himself/herself in accordance with the principles laid down in the Code of Conduct.

This Code of Conduct sets out the core principles in accordance with which pharmacists should act and by which they will be judged in the course of providing their professional services. This code of conduct is therefore applicable to all registered pharmacists in Uganda.

This document is illustrative rather than prescriptive. It seeks to establish some practical conduct templates for pharmacists in respect of each of the seven principles. These templates are intended to direct and guide pharmacists on the proper use of the Code in terms of their relationships and interactions with patients, other healthcare professionals (including fellow pharmacists), pharmacy students, employees (including fellow employees), employers, the Council of PSU and the general public.

Building on the values of PSU Which includes Integrity, Accountability, transparency, Trust, Excellence, Commitment, Leadership and Innovativeness, this code of conduct sets out some of the main practical considerations stated as obligations which pharmacists in Uganda should take into account when applying the principles. Every circumstance in the professional life of a pharmacist should be governed by the application of the principles of the Code of Conduct.

2.0 INTERPRETATIONS

In this code, unless the context otherwise requires:

- i. **Citation** : This code may be cited as “*Code of conduct for pharmacists in uganda, Edition 2014*”
- ii. **Code** : means the code of conduct for pharmacists in uganda
- iii. **Conduct** : Means behaviour, attitude and character exhibited by a pharmacist within and outside his/her practicing environment
- iv. **Council** : Means Council of the Pharmaceutical Society of Uganda
- v. **Drug** : Means drug as defined in the National Drug policy and Authority Act, Cap 206
- vi. **Ethics** : Means the moral principles that govern a pharmacist’s behaviour or the manner of carrying out activities within and outside the pharmacist’s practicing environment as spelt out in each principle stated here in.
- vii. **Health professional:** Means any person who is registered as a Pharmacist, Medical practitioner, Dentist, Veterinary surgeon, Veterinary assistant, nurse, midwife or Allied health professional as defined in existing legislations.
- viii. **Member** : Means fully subscribed member of PSU as per provisions of The Pharmacy and Drugs Act,
- ix. **Obligation:** Means the practical considerations for application of this code of conduct as defined under each principle.

- x. **Pharmacist** : Means Registered pharmacist under Pharmacy and drugs Act, Cap 280
- xi. **Pharmacy practice:** means areas of practice of a pharmacist recognized by International Pharmaceutical Federation and/ or The World Health Organization and approved by the council
- xii. **Principle** : Means a fundamental proposition that serves as the foundation for behaviour and chain of reasoning expected of a pharmacist.

3.0 PRINCIPLES OF THE CODE OF CONDUCT

The following is a summary of the principles of the code of conduct for members of the Pharmaceutical society of Uganda:

I	The pharmacist’s primary concern should be the welfare of the patient and the general public and this is the primary principle and all other 6 principles should be read in light of this principle
II	A pharmacist should apply professional competences to enhance the health of the community and society
III	A pharmacist should uphold the trust and rights of his/her patients
IV	A pharmacist should at all times uphold reasonably accepted standards of behavior
V	A pharmacist should maintain a level of competence sufficient to provide his/her professional services effectively and efficiently
VI	A pharmacist should collaborate with other members of the pharmacy profession as well as other health professionals to ensure the provision of best possible quality of health care
VII	A pharmacist should be aware and safeguard /comply with the requirements of this code and all relevant legislations

4.0 OBLIGATIONS UNDER EACH PRINCIPLE

4.1 PRINCIPLE ONE: WELFARE OF PATIENTS AND GENERAL PUBLIC

“The pharmacist’s primary concern should be the welfare of the patient and the general public and this is the primary principle and all the other 6 principles should be read in light of this principle.”

	OBLIGATIONS: In order to fulfil his/her obligations under this principle a pharmacist should:
I	Be cognisant of the of the patient’s holistic needs
II	Strive to ensure the safety of the patient in all circumstances by decision-making, which may at times conflict with the stated requirements of the patient
III	Ensure acceptable standards of practice and care to those for whom they provide professional services
IV	Utilise their professional expertise in medicine and health related products for the benefit of patients
V	Not purchase, supply, manufacture, register or authorise the use, distribution, marketing, manufacture, importation, exportation and dispensing of any product, including a medicinal product, where there is reason to doubt its safety, efficacy or quality or where a product may impose a hazard to a patient’s health or wellbeing of the public and/or individual patients
VI	Encourage the rational and proper use of medicines
VII	Ensure suitable controls and accountability mechanisms are in place, appropriate to the area of practice, to govern the management of the manufacture, regulation, research, supply and distribution of medicinal products which have a potential for abuse or dependency
VIII	Promote compliance with effective medicine and treatment regimes, and seek to address issues that may impinge on a patient obtaining the best result from his treatment
IX	In the scientific application of pharmaceutical research carried out on human beings it is the duty of the pharmacist to uphold the sanctity of human life. A pharmacist shall not be a party to any research on human beings unless the research proposal has been approved by the appropriate ethics committee

X	The pharmacist can combine scientific research with professional care, the objective being the acquisition of new knowledge, only to the extent that the research is justified by its potential value for the patient
XI	Ensure that in instances where they are unable to provide prescribed medicines of pharmacy services to a patient they should take reasonable action to ensure these medicines/services are provided and the patient's care is not jeopardised by unnecessary delays, supply of substandard medicines, etc
XII	Honour commitments, agreements and arrangements for the provision of professional services having due regard to their competence and other options for assistance available to a patient

This list is neither exhaustive nor exclusive

4.2 PRINCIPLE TWO : APPLICATION OF PROFESSIONAL COMPETENCES

“A pharmacist should apply professional competences to enhance the health of the community and society”

	OBLIGATIONS: In order to fulfil his/her obligations under this principle a pharmacist should:
I	Support positive changes in the healthcare delivery system
II	Be cognisant and responsive to the societal requirements for the provision of quality and cost effective pharmacy services
III	Support and advocate for continuous improvement in delivery of existing pharmacy services
IV	Ensure discriminatory practices are not demonstrated towards any class of patient or sector of the community
V	Make effort to actively influence and participate in health policy development process and review of existing policies that impact on pharmacy practice and service delivery
VI	Safeguard society as a whole by ensuring that the protection of vulnerable individuals is given due significance and any cases of mistreatment or abuse referred to the appropriate authorities
VII	Ensure proper disposal of expired medicinal products and hazardous substances by appropriate methods
VII	Raise concerns with the appropriate authorities if policies, systems, working conditions or the actions, professional performance or health of others compromise patient care or public safety and/ or undermines good pharmacy practice
IX	Support the advancement of knowledge and practice by conducting and supporting research and development and promoting pharmacy education and training, wherever possible
X	Support cost-effective therapies and prudent use of healthcare resources
XI	Ensure all information provided to the public is legal, truthful and rational
XII	Serve the patient and public interest and never improperly confer an advantage or disadvantage on any individual

This list is neither exhaustive nor exclusive

4.3 PRINCIPLE THREE: UPHOLDING PATIENT RIGHTS AND PUBLIC TRUST

“A pharmacist should uphold the trust and rights of his/her patients.”

	OBLIGATIONS: In order to fulfill his/her obligations under this principle a pharmacist should:
I	Ensure the position of trust they hold in respect of a patient and general public is never abused
II	Ensure the patient is treated with courtesy, dignity, integrity and honesty
III	Ensure the patient’s confidentiality and privacy is respected
IV	Avoid arrangements with prescribers, other pharmacists or other healthcare professionals that could affect any individual’s independent professional judgment or interfere with the patient’s right to choose a treatment, care or pharmacy service
V	Recognise and endeavour to avoid conflicts of interest and declare any personal or professional interests to those who may be affected
VI	Not accept inducements, gifts, offers or benefits that could be reasonably perceived as affecting their independent professional judgment
VII	Ensure that their professional judgment is not impaired by personal or commercial interests including incentives, targets or similar measures
VIII	Seek to involve patients in decisions regarding their health and should explain options available to help patients make informed decisions regarding service and treatment options
IX	Not allow their personal views to prejudice care and treatment of patients
X	Provide honest, relevant, accurate, current and appropriate information to patients regarding the nature, cost, value and benefit of medicines, health-related products and services provided by them
XI	Recognise the entitlement of the patient to appropriate information and disclose material risks associated with medication therapy
XII	Ensure the patient is at all times acknowledged as a person who deserves respect and care

This list is neither exhaustive nor exclusive

4.4 PRINCIPLE FOUR: ACCEPTED STANDARDS OF BEHAVIOUR

“A pharmacist should at all times uphold reasonably accepted standards of behavior.”

	OBLIGATIONS: In order to fulfill his/her obligations under this principle a pharmacist should:
I	Respect the expertise and care delivery of other healthcare professionals
II	Accept responsibility for all of his or her professional activities, and for all activities undertaken under their direct supervision
III	A Pharmacist where employed should not engage in any acts of dishonesty, fraud and deceit during the execution of their agreement with the employer and should provide due respect to their employers
IV	Report and make disclosures to relevant authorities on matters affecting or having the potential to impact on patient wellbeing and public health
V	Endeavour to ensure that each patient is assisted in a manner which facilitates the care and treatment that they may be receiving from another recognised healthcare professional
VI	Not practise under conditions which compromise their ability to exercise their professional judgment and integrity or the quality of their practice
VII	Ensure that information obtained in the course of professional practice is used only for the purpose for which it was obtained
VIII	Maintain patient confidentiality unless detrimental to a patient’s safety and welfare, and ensure that all persons who operate under their direction and supervision conserve this confidentiality
IX	Be aware of the limitations of their professional knowledge and refer patients to other appropriate healthcare avenues when required
X	Respond honestly, openly and courteously to complaints and criticisms
XI	Co-operate with inspections and investigations into their or another healthcare professional’s fitness to practice
XII	Respect the integrity, skills and expertise of colleagues and other healthcare professionals, and maintain and promote professional relationships to ensure patients’ needs are met
XIII	Not impose conditions on other pharmacists or health professionals which compromise their professional judgment, integrity or quality of service or impinge on the ability to meet professional and legal obligations for patient care and safety
XIV	Disclose any concerns adversely affecting patient care and safety to relevant bodies

This list is neither exhaustive nor exclusive

4.5 PRINCIPLE FIVE : MAINTAINING A LEVEL OF COMPETENCE

“A pharmacist should maintain a level of competence sufficient to provide his/her professional services effectively and efficiently”

	OBLIGATIONS: In order to fulfill his/her obligations under this principle a pharmacist should:
I	Maintain, develop and update competence and knowledge of evidence-based learning, which includes CPDs
II	Ensure reasonable due care and expertise is employed before providing a product or service.
III	Seek all relevant information required to assess the patient’s needs and where necessary refer the individual to other relevant health professionals, services and organisations
IV	Communicate and work effectively with patients and others health professionals, and ensure individuals who work and deliver patient care under their supervision and direction have sufficient competence and communication skills
V	Undertake regular reviews, audits and risk assessments, both to improve quality of service and to inform learning requirements and possible deficits
VI	Be accurate and impartial when teaching others and when providing or publishing information, to ensure they do not mislead others or make claims that cannot be justified

This list is neither exhaustive nor exclusive

4.6 PRINCIPLE SIX : COLLABORATION WITH OTHER SERVICE PROVIDERS

A pharmacist should collaborate with other members of the pharmacy profession as well as other health professionals to ensure the provision of best possible quality of health care.

	OBLIGATIONS
I	Pharmacists should not practice under conditions which compromise their freedom to exercise professional judgment or which cause a deterioration of the quality of their professional service or care
II	Pharmacists should not seek more than fair and reasonable remuneration for their professional services
III	Pharmacists should not enter into arrangements with prescribers that could affect the prescriber's independent professional judgments in prescribing or that could interfere with the patient's right of choice of a pharmacy
IV	Pharmacists should not accept inducements from suppliers and/or their employers that could reasonably be perceived as affecting the pharmacist's independent professional judgment
V	In his/her practice, a pharmacist shall not by words or deed or by inference thereof discredit or disparage the professional integrity, or judgment, or skill of another pharmacist or of a member of another health profession
VI	In conformity with his own sense of responsibility, a pharmacist shall refer a patient or client to members of other health professions when, in the opinion of the pharmacist, the interest of the patient or client, is better served by members of that profession
VII	A pharmacist should freely exercise professional judgment when carrying out the duties of a pharmacist and should not accept employment in which this freedom may be Compromised

VIII	A pharmacist managing an environment in which other pharmacists are employed should ensure the professional autonomy of those pharmacists is preserved
IX	A pharmacist should avoid situations likely to present a conflict of interest or compromise the objectivity of their professional practice
X	A Pharmacist should neither agree to practice under conditions which may compromise their professional independence, judgment or integrity, nor impose such conditions on other Pharmacists
XI	A Pharmacist should not submit any falsified information to the society or any other body/ organization either in form of an application, evidence or whatsoever manner and for any purpose

This list is neither exhaustive nor exclusive

4.7 PRINCIPLE SEVEN : COMPLIANCE WITH LEGISLATION AND ACCEPTED CODES AND STANDARDS OF PRACTICE

“A pharmacist should be aware and safeguard /comply with the requirements of this code and all relevant legislations.”

	OBLIGATIONS: In order to fulfill his/her obligations under this principle a pharmacist should:
I	Ensure he/she displays awareness, application and adherence to the principles of the Code
II	Ensure he/she is aware of the current regulations, standards and guidance governing the practice of pharmacy
III	Ensure active participation and interaction with the relevant regulatory bodies (PSU,NDA etc)
IV	Ensure that clearly defined parameters and accountabilities are specified and understood by all individuals in the practice environment

V	Ensure that he/she is objective in behaviour and decision-making
VI	Ensure that he/she takes account of the views of those under their jurisdiction, but reaches his/her own conclusions and decisions
VII	Ensure that he/she does not impose any constraint, financial, tangible or intangible on any individual bound by these principles which would impact that person's objectivity and judgment
VIII	Ensure that he/she practises, and encourages others to operate, in as open and transparent a manner as possible
IX	Ensure that he/she promotes and supports the principles of the Code by leadership and by example
X	Ensure the maintenance of and adherence to a sound system of internal controls in the practice environment, to manage risk and promote safety
XI	Ensure, in accordance with his/her role, that an optimal practice environment and required resources are evaluated and provided
XII	Ensure that work practices inconsistent with professional practice as governed by the principles of the Code do not occur
XIII	Comply with medicines legislation, the directive of the Council and law enforcement agencies
XIV	Obey the laws, regulations, standards, guidelines and policies of the profession both in letter and in spirit
XV	Does not condone breaches of the law, regulations, standards or policies relating to pharmacy practice by colleagues, co-workers or owners of a pharmacy and report, without fear, such breaches
XVI	Accepts the ethical principles of the profession and do not engage in any activity that will bring discredit to the profession

XVII	Does not abuse drugs or alcohol, and should do not condone the abuse of drugs or alcohol by colleagues or co-workers and report, without fear, such abuse
XVIII	Does not accept to practice under conditions which require their absence from their practice centres without any professionally justifiable reasons
XIX	Does not absent oneself from the place of practice without any professionally justifiable reasons

This list is neither exhaustive nor exclusive

5.0 UPDATING, PRINTING AND DISTRIBUTION OF THE CODE

5.1 This code of conduct shall be updated following the directive of the council and approval of the Annual general meeting as shall be deemed necessary from time to time.

5.2 The code may be updated in part or whole clearly showing the areas amended and reasons for amendment in the new edition of the code.

5.3 No person has the right to sell the printed version of the code except with the approval of the council.

5.4 The manner of distribution of this code and its subsequent versions shall be determined by the council from time to time.

5.5 Members and the public can freely download the electronic version of this code but must acknowledge source and not use this for commercial purposes.

6.0 SANCTIONS AND REWARDS

6.1 SANCTIONS

Unethical conduct among members of the Pharmaceutical Society of Uganda shall not be accepted by the council. Violation of this code of conduct shall constitute professional misconduct in addition to what is provided under the second schedule of CAP 280 (See Annex II).

Depending on the gravity of the misconduct, the following sanctions shall apply:

- a) Warning.
- b) Suspension from membership of the society for a period not exceeding 12 months.
- c) Withholding issuance of a certificate of practice for period not exceeding 12 months.
- d) Withdrawal of certificate of practice for period not exceeding 12 months.
- e) Issuance of certificate or letter of incompetence
- f) Recommendation for disciplinary inquiry and proceedings under The Pharmacy and drugs Act
- g) Any other penalties prescribed by the council and approved by the general meeting of the society from time to time.

6.2 REWARDS

An appropriate reward and recognition shall be accorded by the council to a pharmacist who exhibits good ethical conduct. The rewards shall include; but not limited to;-

- (a) Word of recognition of good conduct
- (b) Open praise
- (d) Letter of commendation
- (e) Presents
- (g) Certificate of merit
- (k) Award of Medals

ANNEXES

ANNEX 1:

PHARMACIST’S PLEDGE FOR MEMBERS OF PSU¹

I(Name) of

Registration No.....hereby make my pledge as follows:

- I shall uphold the laws and standards governing my profession as a pharmacist.
- I will keep abreast with the developments and maintain professional competency in my profession of pharmacy.
- I will maintain the highest principles of moral, ethical and legal conduct at all times
- I will apply my knowledge, experience, and skills to the best of my ability to ensure optimal drug therapy outcomes for the patients I serve.
- I shall endeavour to contribute to the discovery and manufacture of drugs of quality to alleviate sufferings of humanity and animals.
- I will embrace and advocate for positive changes and developments in the profession of pharmacy that improves patient care and growth of the profession of pharmacy
- I shall hold in confidence the knowledge gained during my professional practice and never divulge unless authorized to do so by the law or as otherwise provided in the code of conduct.
- I will consider the welfare of patients as my primary concern during my professional practice as a pharmacist.
- I make this pledge with the full realization of the responsibility with which I am entrusted by the public and the laws of Uganda.

FOR GOD AND MY COUNTRY²

Signed:.....

Date.....

Notes:

1. This pledge has to be made by all members of PSU in addition to the Oath for Pharmacists and properly filed in each member’s file at PSU Secretariat.

2. National motto of Uganda

ANNEX II:

**SECOND SCHEDULE OF THE PHARMACY AND DRUGS ACT,
CAP 280 S.16. Professional misconduct.**

Any act or omission, contrary to the following, shall be regarded as professional misconduct.

1. *A reasonable comprehensive pharmaceutical service shall be provided by every pharmacy.*
2. *The conditions in a pharmacy shall be such as will preclude avoidable risk of error or contamination in the preparation, dispensing and supply of medicines.*
3. *The appearance of a pharmacy shall reflect the professional character of the pharmacy.*
4. *The dispensing of medicines shall not be advertised whether directly or indirectly.*
5. *Names of substances and preparations in the authorised pharmacopoeia or names closely resembling them shall not be applied to substances of a different composition.*
6. *Labels, trademarks and other signs and symbols of contemporaries or their products shall not be imitated or copied.*
7. *No misleading or exaggerated claims shall be made for any medicinal product.*
8. *No advertising or display material shall be used in a pharmacy which the council considers undignified in style or content.*
9. *No substitution of articles or ingredients in a prescription may be made, except in cases of obvious error, without the prior authority of the prescriber.*

10. *A drug or medicine likely to cause addiction or other form of abuse shall not be supplied when there is reason to suppose that it is required for such purpose.*
11. *Drugs shall not be supplied to any person when there is reason to suppose that such drugs are destined for illicit channels or will be misused.*
12. *A pharmacist shall not disclose any information which he or she has acquired during his or her professional activities unless required by law to do so.*
13. *Articles or preparations which in the opinion of the council should be supplied only on the prescription of a medical practitioner, dentist, veterinary surgeon or veterinary practitioner may not be supplied otherwise after due notice has been given.*
14. *The society's emblem or devices resembling it shall not be used for business purposes.*

ANNEX III

SEVEN-STAR PHARMACIST ACCORDING TO WHO / FIP

According to FIP and the WHO, the roles of the pharmacist are described below and include the following functions:

- 1. Caregiver:** Pharmacists provide caring services. They must view their practice as integrated and continuous with those health care system and other health professionals. Services must be of the highest quality.
- 2. Decision-maker:** The appropriate, efficacious, safe and cost-effective use of resources (e.g. personnel, medicines, chemicals, equipment, procedures, practices) should be the foundation of the pharmacist's work. At the local and national levels, pharmacists play a role in setting medicines policy. Achieving this goal requires the ability to evaluate, synthesize data and information and decide upon the most appropriate course of action.
- 3. Communicator:** The pharmacist is in an ideal position to provide a link between prescriber and patient, and to communicate information on health and medicines to the public. He or she must be knowledgeable and confident while interacting with other health professionals and the public. Communication involves verbal, non-verbal, listening and writing skills.
- 4. Manager:** Pharmacists must be able to manage resources (human, physical and financial) and information effectively; they must also be comfortable being managed by others, whether by an employer or the manager/leader of a health

care team. More and more, information and its related technology will provide challenges as pharmacists assume greater responsibility for sharing information about medicines and related products and ensuring their quality.

5. **Life-long-learner:** It is possible to acquire in pharmacy school all the knowledge and experience needed to pursue a life-long career as a pharmacist. The concepts, principles and commitment to life-long learning must begin while attending pharmacy school and must be supported throughout the pharmacist's career. Pharmacists should learn how to keep knowledge and skills up to date.
6. **Teacher:** The pharmacist has a responsibility to assist with the education and training of future generations of pharmacists and the public. Participating as a teacher not only imparts knowledge to others, it offers an opportunity for the practitioner to gain new knowledge and to fine-tune existing skills.
7. **Leader:** In multidisciplinary (e.g. team) caring situations or in areas where other health care providers are in short supply or non-existent the pharmacist is obligated to assume a leadership position in the overall welfare of the patient and the community. Leadership involves compassion and empathy as well as vision and the ability to make decisions, communicate, and manage effectively. A pharmacist whose leadership role is to be recognized must have vision and the ability to lead.

And there is also the added function of:

Researcher: The pharmacist must be able to use the evidence base (e.g. scientific, pharmacy practice, health system) effectively in order to advise on the rational use of medicines in the health care team. By sharing and documenting experiences, the pharmacist can also contribute to the evidence base with the goal of optimizing patient care and outcomes. As a researcher, the pharmacist is able to increase the accessibility of unbiased health and medicines-related information to the public and other health care professionals.

Pharmaceutical Society Of Uganda
Plot 1847, Nitinda Kyambogo
P.O. Box 3774, Kampala-Uganda
Email: psupe@psu.or.ug
Website: www.psu.or.ug
Tel: +256 312 266 993, +256 414 340 385



PHARMACY HOUSE

