



Our Ref: 111/PSU/2026

Your Ref:

Date: 1<sup>st</sup> JUNE 2026

## NOTICE

### PSU POSITION ON THE NATIONAL EDUCATION AND TRAINING FOR HEALTH POLICY 2025 – PRE-INTERNSHIP EXAMINATION, INTERNSHIP, ADMISSIONS & INTERN WELFARE

Greetings from the Pharmaceutical Society of Uganda (PSU), the national professional body for Pharmacists in Uganda, governed by the Council with the mandate to secure the highest practicable standards of pharmacy practice in Uganda.

Under the Pharmacy and Drugs Act, Cap 309, Section 22(2)(c), the PSU Council has the statutory duty to supervise and regulate the engagement, training and transfer of pharmacy students and to make provision for the registration of students.

Under Section 22(2)(d), Council has the duty to specify the class of persons who shall have the right to train pharmacy students and the circumstances in which any person of that class may be deprived of that right.

In light of this mandate, PSU makes the following clarification on the **National Education and Training for Health Policy 2025**:

#### *1. Pre-Internship Examination*

The PSU pre-internship examination will be held as scheduled for the current academic year. There has been no change to the examination timetable, format, or eligibility criteria for this year's cohort. Final year students should prepare and sit the examination as previously communicated by PSU.

#### *2. Internship, Curriculum Review & Consultation*

The National Education and Training for Health Policy 2025 proposes the incorporation of internship/practical training within the undergraduate BPharm program. PSU was not consulted prior to the passing of the policy. Consequently, PSU does not support the policy in its current form. There has not been any curriculum review to accommodate students undertaking internship before graduation for purposes of membership into the Society.

Until all university curricula are formally revised to embed internship within the BPharm program and PSU is engaged in accordance with its statutory mandate,

Council considers the current requirements for registration to remain in force. In view of doctrine of legitimate expectation, the revised curricula shall apply to newly admitted students and not the current students.

### *3. Suspension of Implementation*

PSU Council's position is that implementation of the National Education and Training for Health Policy 2025 should be suspended until all university curricula are revised to embed internship and approved by the relevant academic and regulatory authorities. This suspension is necessary to ensure that standards of training, supervision, mentorship and patient safety are not compromised during transition. PSU does not support an additional year on the program while at the university in the name of doing internship before graduation.

### *4. Current Registration Path - Applies to All Applicants*

Irrespective of where one trains, whether in Uganda or outside Uganda, a person must satisfy the following requirements before being considered for admission into PSU membership and registration as a pharmacist in Uganda:

- a) Hold a Bachelor of Pharmacy degree awarded by a recognized university after successful completion of academic requirements.
- b) Undergo practical training in the form of internship for the period prescribed by PSU bylaws.
- c) Pass PSU qualifying examinations, namely the pre-internship examination and the post-internship examination.

Universities must first clear students, award the BPharm degree, and forward graduates to PSU. PSU will then conduct the qualifying examinations and recognize internship/practical training that meets the requirements for membership into PSU and registration as a pharmacist in Uganda.

### *5. Admission Standards for Quality of the Health Workforce*

Council is of the opinion that Uganda's health workforce challenge is not caused by insufficient years of study, but by gaps in entry standards, supervision, training capacity and funding. Council therefore calls for the establishment of firm national minimum entry requirements for pharmacy and medical schools. It is prudent that only academically capable, motivated, and ethically suitable students are admitted.

Quality begins at admission. Raising entry standards will produce better health workers without increasing the financial burden on families or delaying graduation through unnecessary extension of training years. Additionally, admissible numbers should be checked. Universities are admitting students beyond the capacity they can handle as authorized at the time of program accreditation.

### *6. Rollout Date and Applicability*

The effective date and implementation guidelines for the National Education and

Training for Health Policy 2025 are not yet clear. Students are advised to confirm with their respective Deans/Heads of Department whether any changes have been made to their specific academic program.

From PSU's side, and following consultations with institutions, there has been no change to the current training and internship pathway. If a university clears a student and forwards them for internship, PSU will receive and process them according to existing procedures.

### *7. Intern Welfare - Council Position*

Council notes that medical interns are not merely trainees but essential contributors to healthcare delivery in Uganda. Interns work nights, weekends, emergency shifts, labour wards, theatres and medical wards, often working shifts exceeding 72 hours. Hospitals across the country rely heavily on their service.

Denying or weakening internship remuneration sends the wrong message. It risks accelerating brain drain, discouraging students from poor backgrounds, and worsening the migration of health workers to countries that value and compensate their contribution. A nation cannot lament the loss of medical professionals while simultaneously making medical training longer, more expensive, and financially unsustainable.

Council therefore calls upon Government to maintain fair and timely internship remuneration for all medical interns during internship. This recognizes their critical contribution and protects their welfare. The contribution of parents supporting privately sponsored students should be applauded. Extending the same financial demands during internship is very burdensome. Many parents struggle to pay school fees for other children who did not get government sponsorship. Despite high fees for private institutions, many parents take the risk with faith, not certainty, to secure a better future for their child. Many students drop out or delay completion because of fees.

### *8. Advice to Students*


Council advises all pharmacy students, especially final years, to concentrate on their studies and final examinations. Academic performance and timely completion of the BPharm program remain the immediate priority. Once you graduate and are cleared by your university, PSU will handle the qualifying examinations and internship placement without disruption. The Council shall continue to engage the relevant offices to address internship challenges.

PSU Council remains committed to its statutory duty of safeguarding the quality and standards of pharmacy education and training in Uganda. We shall communicate promptly once curriculum reviews are concluded and the implementation date for the National Education and Training for Health Policy 2025 is confirmed in consultation with PSU.

CONTINUATION SHEET

Yours in service,

Per medicatum Servium  
(With medicines We Serve)



Dr. Lutoti Stephen  
Secretary, Pharmaceutical Society of Uganda

