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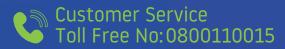
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"Promoting Good Pharmacy Practice to Save Lives"

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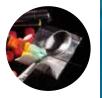
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On May 2022 in an official parliamentary session, the Minister of Health, Hon. Ummy Mwalimu (MP) addressed the Parliament of United Republic of Tanzania where among other things she stated that the time has come for officially bringing to an end the Training of ADDO dispensers, a program that has been implemented by the Ministry through Pharmacy Council.

In her speech, she reiterated that there has been a significant increase in the number pharmaceutical personnel in all levels; the Degree program, the Diploma, Certificate and One year pharmacy dispensers and thus sufficiently and potently nullifies the basic concept establishment of ADDO Training. In a nutshell when this program started in 2003 the number of all pharmaceutical personnel in the country was hardly above **750** but as of now the number has grown to about 8393. Closing these trainings has been a timely solution for growing concern for employment elsewhere among newly registered/ enrolled/ enlisted pharmacy professionals.

The Registrar of Pharmacy Council ordered all institutions entrusted to conduct the ADDO Training to stop any sort of advertising the course and that the order comes to effect by 16th May, 2022 as ordered by the minister.

Improving pharmacy practice and creating employment for professionals; closing the training of ADDO dispensers will prove a tandem solution.



Tanzania observes the International Day against Drug Abuse each year together with other nations. The major objective is to raise public awareness and motivate people to take action in the battle against drug misuse and trafficking.

The Prime Minister of the United Republic of Tanzania, Hon. Kassim Majaliwa Majaliwa served as the official guest of honor at this year's national commemorations, which were held on 26th June 2022 at the Mnazi Mmoja grounds in Dar es Salaam.

The Prime Minister exhorted the political party leaders to use their platforms, in addition to those for other political problems, to denounce drug abuse.





The Dar es Salaam Regional Medical officer of Dar es Salaam. Hon. Amos Makalla who accompanied by Drug Control and Enforcement Authority (DCEA) Commissioner General. Mr. Gerald Kusaya receiving copies of the Council folder from Pharmacist Tumaini Makole.

The Prime Minister also took use of the occasion to urge guardians, parents, and society to raise kids morally so they won't engage in bad behavior like drug usage and trafficking. He continued, "Let's go back to our roots where the entire society participated in childrearing and worked together to condemn misconduct".

From June 30 through July 2, 2022, a variety of stakeholders from public and commercial institutions participated in the commemorations, which encompassed dissemination of education and displays of various actions taken in the battle against drug abuse.

On his end, The Dar es Salaam Regional Commissioner, Hon. Amos Makalla, implored the public to act as good ambassadors in the battle against drug addiction because it significantly harms both the person and the country as a whole.

The Council, a key participant and the pharmacy profession's regulatory body, participated on these commemorations and educated the public on responsible use of medications while motivating them to confront the problems associated with drug abuse for the benefit of society.

Pharmacist Winfrida Moremi from Pharmacy Council educating the public on the rational use of medicines during the commemorations





December Between 2021 and Juni 2022, Council Pharmacy conducted operational inspection Regions. In this activity, 5644 drugs outlets were inspected whereby 2137 drug outlets were closed by inspectors due reasons various including the premises operating without valid permits, premises did not meet minimum requirement for storing medicines and they didn't have qualified medicines dispensers.

Regions which were inspected included Dar es salaam. Coast. Manvara. Tanga. Dodoma, Singida, Tabora, Katavi, Songwe, Mbeya, Njombe, Ruvuma. Morogoro and Iringa.





In Tanzania, drug shops are widely used, particularly in rural and underserved areas. Beyond improving the quality of medicines and dispensing services also helps in accessibility of essential medicines.

Verification of ADDO dispensers was also conducted in all District Councils of 14 Regions through Pharmacy Council Management and Information System (PCMIS) which saves as reservoir of information. A total of 15516 ADDO dispensers were verified and 973 had forged ADDO certificates.

The verification process involved scrutinization of various documents to assess the authenticity of the dispenser's information in the database. The main objective was to curb the challenges of fake or unqualified dispensers ADDO providing pharmaceutical services which jeopardize the public may health.

Speaking to the Pharmacy News, the Head of Pharmacy Practice and Inspection Department at Pharmacy Council, Pharmacist Arapha Nshau said that, the plan is to accomplish verification of all ADDO dispensers countrywide towards September 2022.



Pharmacy and DLDM logo



Operational Inspection and Verification of Addo outlets.



Drug outlets closed



10 – 16 June every year.

formulated specifically to raise awareness different identified gaps and issues are fraternity with the aim of safeguarding the

This week starts on 10th to 16th June each year, during which different platforms, like media, lectures, speeches, brochures and motivate the public to avoid bad medicine that poses danger to the public.

Pharmacv personnel to meet the CPD requirements stakeholders

Addressing the audience, Dr. Shekalaghe narrated on the utmost importance for pharmacy professionals to keep abreast of their knowledge and skills as science and technology changes dramatically. Frequent discoveries that bring positive impact to public health have been observed globally. Dr. Shekalaghe applauded the initiative done by PST with regard to professional development.

during the peak of Pharmacy Week celebrations commemorated from



Pharmacy Council Secretariat in a group photo with Dr. Seif A. Shekalaghe, Deputy Permanent Secretary Ministry of Health, Pharmaceutical Society of Tanzania (PST) president Fadhili Hezekiah and Prof. Eliangiringa Kaale, Head of Pharm R&D Laboratory School of Pharmacy, MUHAS.



Pharmacy Council Registrar, Pharmacist Elizabeth Shekalaghe speaking during the launch of Continuing Professional Development (CPD) Learning Calendar.

Nukuu Wiki ya Famasi Juni 10-16, 2022

"Mabadiliko chanya katika huduma za dawa yataletwa endapo wataalamu katika sekta ya dawa watakuwa kinara kwenye uwajibikaji, ubunifu na ushirikiano katika maeneo yao ya kazi"

Mhe. Ummy Mwalimu (Mb) Waziri wa Afya

"Serikali imewekeza kwenye upatikanaji wa dawa na vifaa tiba kwa wananchi. Hivyo nawasihi wanataaluma wa Famasi kuendelea kusimamia bidhaa hizi za afya kwa umahiri na weledi ili kulinda afya ya



Prof. Abel Makubi

"Mshikamano, juhudi na ubunifu ni nguzo kuu katika kuleta mabadiliko yenye tija kwenye kuimarisha Sekta ya dawa. Taalumaya Famasi ni nyeti sana hivyo tuilinde na kuendelea kuijenga kwa manufa ya Nchi".

Bw. Daudi Msasi

Mfamasia Mkuu wa Serikali



"Wanataaluma wa fani ya Famasi ni afya, tujiendeleze kuongeza ujuzi pamoja nakufanya tafiti zitakazosaidia taaluma yetu katika kuboresha huduma za dawa Nchini".

> Bi. Elizabeth Shekalaghe Msajili wa Baraza la Famasi



■ Bv Annette Ezekiel

International Labour Day well known as May Day is celebrated globally every year on 1st May. The main objective of the day is to create awareness about worker's rights and acknowledge their tangible efforts and achievements.

In Tanzania, the commemoration brought together workers from various private and public institutions. Council's staff from Headquarters and Zonal offices participated in these celebrations in their respective regions.



Pharmacy Council staff from Headquarters (Dodoma) on a picture during the International Workers Day

Nationally, the celebrations were held in Dodoma and the Guest of Honour was the President of the United Republic of Tanzania, Her Excellency Samia Suluhu Hassan. The theme for this year's May Day, was "Mishahara Maslahi Wafanyakazi Bora kwa Ndivo Kilio Chetu: Kazi lendelee".

In her remarkable speech, President Samia promised workers to improve on their salary increment request as of July 2022, the new financial year. President Samia notified the public that she has directed respective ministers follow up on the matter of wages evaluation and her with provide recommendations while puting high regard on the country's econimic status.

"Worker's Day is celebrated every year around the world with the aim of recognizing and honoring the contributions of workers in the development of nations," said President Samia. "I sincerely congratulate the public and private sector employees for your efforts dedication in building our nation. It is indeed without a doubt that the achievements since Independence is due to immense contributions of workers", the President added.



Utaratibu wa Kuhuisha Vibali vya Famasi kwa Mfumo wa Kielektroniki



UTANGULIZI

1. DHUMUNI

Kutekeleza takwa la Kifungu Na. 36 cha Sheria ya Famasi, Sura 311 (The Pharmacy Act, Cap 311).

2. WAHUSIKA

- i) Wafamasia wasimamizi wa famasi husika; na
- ii) Fundi Dawa Sanifu.

3. MFUMO WA UHUISHAJI

Mfumo wa Kieletroniki utakaomuwezesha Mfamasia Msimamizi au Fundi Dawa Sanifu kuhuisha taarifa na kibali cha jengo husika analosimamia kwa mwaka wa fedha 2022/23. unapatikana kubofya kiunganishi hapa https://www.pc.go.tz/applications/permitapplication.php

LENGO

Kuboresha ufanisi wa uhuishaji wa vibali na uwasilishaji wa taarifa kutoka kwa wasimamizi. Aidha, mfumo utaokoa muda wa uhuishaji na upatikanaji wa vibali kwa wakati.

UTARATIBU WA KUHUISHA KIBALI CHA KUTOA HUDUMA YA DAWA KWENYE REJESTA

- a) FOMU YA KIELEKTRONIKI: Mfamasia ANAYESIMAMIA FAMASI au Fundi Dawa Sanifu anayesimamia ADDO YA JUMLA (ARW) au GHALA LA DAWA atapashwa kuingia katika akaunti yake aliyofungua awali kwenye kanzidata (database) ya Baraza.
- b) Mhuishaji Anapaswa kubonyeza kitufe cha kuhuisha na kuingiza taarifa zinazohitajika.
- c) VIAMBATA: Hakikisha kuwa nakala zote zinazopashwa kuambatishwa zipo katika Mfumo wa PDF. Nakala za kuambatisha ni kama zifuatazo:

- i) A current signed contract of agreement of Superintendent pharmacist, P/Technician.
- ii) P/Assistant, P/Dispenser (period of one year);
- iii) A declaration form if the owner is also a superintendent:
- iv) A signed commitment form available in the www.pc.go.t z (instead of commitment letter) of registered, enrolled/enlisted or dispenser pharmaaceutical personnel;
- v) Memorandum of Understanding (pages that show Directors, identification cards recognized by government for personal identification and their signatures);
- vi) Tax Identification Number (TIN) Certificate:
- vii) Business Name Registration Certificate from BRELA;
- d) Taarifa zote zitakazokuwa zimewasilishwa na mfamasia msimamizi endapo zitakuwa si halali, mfamasia husika atachukuliwa hatua za kisheria.
- e) Baada ya kukamilisha ujazaji wa taarifa, mfumo utakupatia NAMBA YA MALIPO (Control Number) ya kulipia kibali ambayo itatumwa kwenye namba ya simu uliyoiingiza.

f) KUKAMILISHA UHAKIKI:

Baada ya uwasilishaji wa taarifa za uhuishaji, uhakiki utafanyika na utakapokamilika utapokea ujumbe wa sms wa kukujulisha upatikanaji wa kibali husika. Mfamasia/Fundi Dawa Sanifu atawajibika kurudi kwenye akaunti yake kwa ajili ya kudurufu (printing) kibali cha duka husika.

g) ADA: Malipo ya ada ya kuhuisha kibali cha biashara kwa mujibu wa Kanuni za Ada na Tozo ya Mwaka 2012 ni kama ifuatavyo:-

Na.	Aina ya Biashara	Ada ya Kibali	Ada ya Taaluma	Jumla
1.	Rejareja	TZS 200,000/=	TZS 200,000/=	TZS 400,000/=
2.	Jumla	TZS 350,000/=	TZS 500,000/=	TZS 850,000/=
3.	Jumla na Rejareja	TZS 550,000/=	TZS 700,000/=	TZS 1,250,000/=
4.	Ghala	TZS 100,000/=	NIL	TZS 100,000/=
5.	Duka la Jumla la ADDO	TZS 200,000/=	TZS 200,000/=	TZS 400,000/=

h) MUDA WA MALIPO: Zoezi la kuhisha kwa mwaka wa fedha 2022/2023 litaanza rasmi tarehe 01 Julai 2022 mpaka 31 Julai 2022 ambapo baada ya tarehe 31 Julai 2022 utalazimika kulipa pamoja na faini ya 25% ya kiwango ulichopaswa kulipia.

NAMBA ZA SIMU KWA MSAADA:

Na.	Ofisi za Baraza la Famasi	Namba ya simu
1	Kanda ya kati na magharibi (Dodoma ·Singida ·Tabora · Kigoma · Iringa)	0736 222 527
2	Kanda ya Mashariki (Dar es Salaam ·Lindi ·Morogoro ·Mtwara ·Pwani)	0736 222 523
3	Kanda ya nyanda za juu kaskazini (Arusha ·Kilimanjaro ·Manyara ·Tanga)	0736 222 531
4	Kanda ya nyanda za juu kusini (Mbeya ·Njombe ·Rukwa ·Ruvuma ·Songwe · Katavi)	0736 222 521
5	Kanda ya ziwa (Geita ·Kagera ·Mara ·Mwanza ·Shinyanga ·Simiyu)	0736 222 501
6	Makao makuu, Dodoma	0736 222 516

Imetolewa na: Msajili, Baraza la Famasi S.L.P. 1277, Bila malipo 0800110015 Dodoma

Learning Best Practices:

An Encounter with Pharmacist John Pemba, Head of Pharmacy Department

- Bugando Medical Centre

By Anna Temu

Bugando Medical Centre (BMC) is a referral, consultant, and university teaching hospital for the Lake and Western zones of the United Republic of Tanzania. It is situated along the shores of Lake Victoria in Mwanza City. It has over 950 beds and over 1700 employees. It is owned by the Tanzania Episcopal Conference of the Catholic Bishops of Tanzania but it has an agreement to work in partnership with the government to provide Government Services as a referral and consultant hospital for the Lake Zone.

BMC is a referral tertiary specialist care for eight regions and serves a catchment's population of over 16 million people. The hospital has about six directorates and also offers a total of 21 specialized services.

Pharmacist John Pemba graduated B. Pharm in 1997 and joined BMC in 1998. He then pursued Masters in Business Administration and graduated in 2010 at St. Augustine University of Tanzania and later attended fellowships on Radiopharmacy (2011- Cape town) and Health System Management (2012 – 2014, Rush University-Chicago). After holding various positions, in August, 2012 John Pemba was then promoted to head the pharmacy department and has been serving that position todate.

Below is an exclusive interview between John Pemba (JP) and Anna Temu (AT), a Pharmacist and Head of Public Relation from Pharmacy Council.

AT: Being the hospital pharmacist of a Zonal hospital that serves over 2000 patients daily, what can you narrate about this potential yet accountable role that you hold.

JP: It is true that currently the hospital serves around 2,000 patients in a day. This has not been an easy job, the process started back in 2017 where we used to serving 500 patients on average per day. We then asked ourselves is this all? Can we do much better than this?

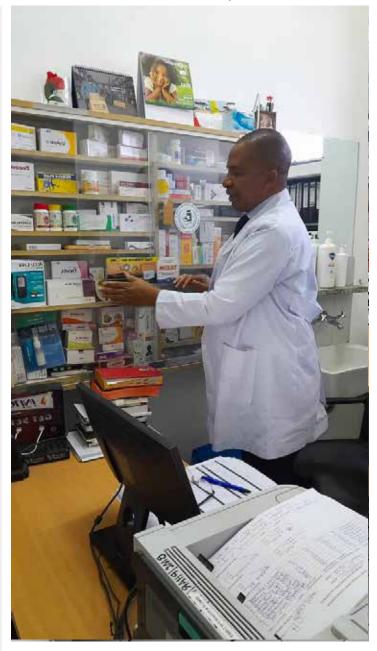
In October 2017 we conducted a mini survey which clearly showed where we were, where we wanted to go, challenges and way forward. We discovered that the services offered were substandard both in quality and (availability). By that time the availability of drugs in the hospital was around 40%, at the same time the number of customers who needed our services was growing exponentially, meaning that we had potential customers that need just to be assured of the availability of quality services.

The department by then had a small number of qualified staff with only 8 registered Pharmacists and 15 Pharmaceutical Technicians who could not cater for the needs of out and in-patients including care and treatment services. During that time staff.

attrition was very high due to the fact that Pharmacy personnel had no extra incentives apart from monthly salary. It was revealed that theft and pilferage of drugs and medical supplies was so high that almost 50% of purchased items would disappear within a few days resulting into critical shortage of the same.

Our first task was therefore to prepare a business plan that would address the gaps, the current needs and show what will be produced if the needed resources will be provided by the administration. hospital Inputs requested from the hospital in order to commence providing quality services included starter up capital, human resources, electronic health information system to control stock and CCTV cameras to trace unusual events. In addition, the hospital administration was assured of the safety of stock and that daily, monthly and annual reports will be submitted to the Director general for monitoring and evaluation purposes.

The hospital was able to grant almost 90% of the requirements and the project started immediately. Within one year, the number of patients increased from 500 to 1200 per day, medicines availability increased from 40 to 96%, and daily collections increased from 340 million to 1 billion per month. As of now the number of patients served per day is around 2.000 while medicines availability is between 95 and 97% (average 96%) and the average cash collection per month is 2.3 billion Tzs (from 340 million), the number of staff has increased from 8 to 28 Pharmacists and from 15 to 36 Pharm. Techs. The influx of patients to our hospital in recent days is probably due to the availability of medicines (96%) and good customer care. Currently the number of Pharmacy outlets has increased from 3 to 9 thereby reducing congestion waiting time.



AT: The role of a pharmacist in this era has been a bit shaken and doubtful to a few and the misconceptions have affected majority of ethically driven pharmacy professionals. In view of this, what challenges did you encounter and how did you triumph over such pressure and expectations. Please narrate your success story.

JP: When we presented our business proposal to the hospital board of directors (Executive committee) we encountered a number of challenges, mostly were raised by senior leaders including some Directors. Maior concern was the perceptions that Pharmacists are thieves and that continuously steal medicines from the hospital, hence threatened to reject the proposal.



Some were convinced with our clearly written business plan which listed all medicines including purchasing and selling prices for each drug. The source of starter-up capital was another challenge because the hospital did not want to borrow money for this project because they were not sure it would generate income. We therefore decided to face the drug whole sellers and presented to them our proposal which indicated how we are going to service the outstanding. Finally the suppliers accepted our request and gave us medicines on credit.

The beginning of new pharmaceutical service model started in 2018 and it was not an easy job since we had to work day and night, weekends and public holidays without additional payment. It took almost 8 months to realize the expected income of 1 billion Tzs per Month. After attaining the 1 billion goal per month, it marked the new beginning and the new page whereby Pharmacists were trusted and started getting extra payment and were considered in all matters related to hospital staff including holding positions into sensitive management committees. At this point the department had started contributing one third (1/3) of the hospital income.

AT: **Pharmacy** department includes approximately eleven (11) units that provides pharmaceutical services to both inpatients and outpatients. What strategies do you employ for building an efficient work team that guarantees desired output.

JP: The first strategy was to make sure that we employ competent and qualified staff, such that all prospective employees were supposed to be recommended by Pharmacy HoD and it was accepted. We needed to have electronic information system to monitor and control stock which was granted by the hospital administration. Supported by electronic system, we introduced shifts systematic and duties handing over such that the outgoing shift would hand-over the drugs to the incoming shift in writings, and both in-charges of shifts must sign the stocks handed over. Through this system we were able to tell who was involved if there was an instance of loss or theft.

We also introduced CCTV cameras to all sensitive areas to monitor and facilitate drug movements. A daily report generated (and was continues to be generated) every day at 8 am which is submitted to the Director general and copied to all heads of the units which makes the monitorina and evaluation of the departmental activities easy to everyone and also it is a stepping stone to those units which are not performing when they compare themselves to the performing ones.

When productivity increased, the Pharmacy staff started getting extra income which is paid on monthly basis including extra duty allowance, over time allowance, on call, motivation allowance(one percent of gross income generated is paid back to the department motivation allowance). NHIF drug sales allowance. and I.V fluids production profit sharing allowance. All these are paid to Pharmacy staff every month and have reduced staff attrition and boosted work morale.

AT: The Pharmacy Council has been posting Intern **Pharmacists** to frequently and as required, they are placed under the immediate supervision of the Hospital Pharmacist. What is your impression on the intern pharmacists' performance when they are there? Would you be ready to take more intern pharmacists?

JP: We feel proud working with the young generation to inspire them and transfer the art and science of work. Intern Pharmacists come with different ideology but when they work with motivated and hard working team they become transformed and adopt our culture.

Current plan is to officially open the Ophthalmology Pharmacy located within the complex the bmc at Ophthalmology building and will need a minimum of 6 staff,



and operation of the bmc town clinic with 2 pharmacy outlets will start within a month and will need more than 8 staff.

In view of the above, we still need more intern Pharmacists because we are creating job opportunities every day for the Pharmacy profession

AT: The number of pharmacy professionals is growing rapidly as the Office of the Registrar receives substantial number of applications yearly. You being in the field and having remarkable experience, what is your advice on the young and fresh registered pharmacy personnel.

> JP: Pharmacists, especially the young generation should learn to become productive, should aim at delivering or bringing positive outcomes to the organizations they are employed. They should prevent loss rather becoming the sources of loss. They should strive to create employment for the profession through creativity.

> In short if Pharmacists become creative, hard working and faithful to employers the profession will receive a tremendous recognition and everyone will realize the need for the Pharmacist.

Solutions suggested as more than 70% of **Prescriptions** in Public Health Facilities are found with Anomalies

By Wilbard Semvua

The Pharmacy Council in Collaboration with the Office of Chief Pharmacist conducted supportive supervision in ten (10) regions where a total of 12 Regional Referral Hospitals were visited between 09th to 20th May 2022 aiming at observing and advising on various matters related to inventory of medical products, pharmacy staff and the internship program. The visited hospitals are regional Referral hospitals of Dodoma, Dar es Salaam, Kilimanjaro, Arusha, Singida, Katavi, Tabora, Manyara, Tumbi and Tanga region.

Among other tasks, the team scrutinized a total of 2374 prescriptions to assess the accuracy of information, assessed the availability and use of hospital formulary & Standard Treatment Guideline and cross-checking the retention status for pharmacy staff.

The result was appalling as only one hospital (Amana Hospital) out of 12 had greater than 75% correctness on preparing and dispensing prescriptions. Others had low rates; for instance Katavi Regional Hospital, Tumbi and Temeke were at below 40% correctness. For the visited pharmacy staff it was found that 92% of Pharmaceutical Technicians had not paid retention fees.

The team put forward recommendations including the need to increase the number of pharmacy staff per hospital to improve work efficiency in multiple areas and organizing seminars / CPD programs focusing on inventory systems.



PONGEZI

Ofisi ya Msajili inatoa pongezi za dhati kwa Mfamasia Mavere Ali Tukai kwa kuteuliwa na Rais wa Jamhuri ya Muungano wa Tanzania, Mhe. Samia Suluhu Hassan kuwa Mtendaji Mkuu wa Bohari ya Dawa (MSD).









Kwa Pamoja Tulinde Afya Zetu





Pharmacy Council - Tenzon a // Pharm. Council - Yellow (/ Pharm. Council - Tenzon a // Pharm. Council -



