MANDATORY CONTINUING PROFESSIONAL DEVELOPMENT (MCPD) PROGRAMME FOR THERE-CERTIFICATION OF PHARMACISTS IN NIGERIA

MODULES X, XI, XII

Pharmacists Council of Nigeria
Abuja, 2013
Mandatory Continuing Professional Development (MCPD) Programme for the Re-Certification of Pharmacists in Nigeria

Modules X, XI, XII

Pharmacists Council of Nigeria
Abuja, 2013
About the Publishers

The Pharmacists Council of Nigeria (“the Council”) is a public corporation created by the Federal Government of Nigeria in 1992, with the sole authority for registering, monitoring, regulating and controlling all aspects of pharmacy practice in Nigeria, including the education and training of pharmacists and pharmacy-related personnel. The Council formulates the corporation’s policies and takes related decisions, which may be classified into four areas:

(a) Registration and Control Initiatives;
(b) Monitoring and Regulatory Functions;
(c) Education and training Programmes, and;
(d) Appropriate Information and Publications in Support of Functions (a) and (b). The Registrar is the CEO and also Secretary to the Governing Council and Council’s Disciplinary Tribunal, with overall responsibility for implementing the Council’s policies and decisions. Financial provisions for the Council derive from internally generated revenue and grants from the Federal Government. The Council’s Headquarters are in Abuja, with eight (8) Zonal Offices in Abuja, Lagos, Enugu (SE), Bauchi (NE), Minna (NC), Uyo (SS), Ibadan SW) and Kaduna (NW), and thirty five (35) State Offices.


vii, 23 p. (Education and Training (EdT) Titles) PCN.EdT.009
1. Pharmacy – Vocational Guidance – Nigeria
2. Pharmacy Paraphernalia – Study and Teaching
3. Continuing Education – Nigeria
   (i) Title
   (ii) Series: Registration and Control Titles
   (iii) Pharmacists Council of Nigeria

RSI22.5.P482 2009 AACR2 ISBN: 978-2397-42.3

PHARMACISTS COUNCIL NIGERIA
## CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acronyms</td>
<td></td>
</tr>
<tr>
<td>General Preface to PCN Publications</td>
<td>3</td>
</tr>
<tr>
<td>1.0 Introduction</td>
<td>5</td>
</tr>
<tr>
<td>2.0 Objectives</td>
<td>5</td>
</tr>
<tr>
<td>3.0 The Programme</td>
<td>6</td>
</tr>
<tr>
<td>4.0 The MCPD-Modular System</td>
<td>6</td>
</tr>
<tr>
<td>5.0 The MCPD Curriculum</td>
<td>7</td>
</tr>
<tr>
<td>5.1 Disease State Management in Pharmacy</td>
<td>7</td>
</tr>
<tr>
<td>5.2 Public Health Pharmacy</td>
<td>8</td>
</tr>
<tr>
<td>5.3 Contemporary, National &amp; Global Health Issues</td>
<td>10</td>
</tr>
<tr>
<td>5.4 Relevant International Agreements and Resolutions</td>
<td>11</td>
</tr>
<tr>
<td>5.5 Pharmaceutical Care</td>
<td>11</td>
</tr>
<tr>
<td>5.6 Pharmacy Laws and Ethics</td>
<td>12</td>
</tr>
<tr>
<td>5.7 Herbal Medicines and Pharmacovigilance</td>
<td>13</td>
</tr>
<tr>
<td>5.8 Information and Communication Technology in Pharmacy Practice</td>
<td>14</td>
</tr>
<tr>
<td>5.9 Quality Assurance Systems in Pharmacy</td>
<td>15</td>
</tr>
<tr>
<td>5.10 Principles of General Management</td>
<td>15</td>
</tr>
<tr>
<td>5.11 Acceptable CPD Activities</td>
<td>16</td>
</tr>
<tr>
<td>6.0 Who is to Participate?</td>
<td>17</td>
</tr>
<tr>
<td>6.1 Registration</td>
<td>17</td>
</tr>
<tr>
<td>6.2 Sanctions</td>
<td>17</td>
</tr>
<tr>
<td>6.3 Exemptions</td>
<td>18</td>
</tr>
<tr>
<td>7.0 An Appeal to Employers of Pharmacists</td>
<td>18</td>
</tr>
<tr>
<td>8.0 Approved Provider Centres</td>
<td>18</td>
</tr>
<tr>
<td>9.0 Methods of Evaluation</td>
<td>18</td>
</tr>
<tr>
<td>10.0 Further Information</td>
<td>19</td>
</tr>
</tbody>
</table>
Appendix I:  The PCN-MCPD Exemption List  20
Appendix II:  List of PCN’s Publications to Date  21
Appendix III:  PCN’s Contact Addresses Nationwide  23
Appendix IV:  Index  26
# Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADR</td>
<td>Adverse Drug Reaction</td>
<td></td>
</tr>
<tr>
<td>CPA</td>
<td>Commonwealth Pharmacists Association</td>
<td></td>
</tr>
<tr>
<td>FIP</td>
<td>International Pharmaceutical Federation</td>
<td></td>
</tr>
<tr>
<td>GCP</td>
<td>Good Clinical Practice</td>
<td></td>
</tr>
<tr>
<td>GLP</td>
<td>Good Laboratory Practice</td>
<td></td>
</tr>
<tr>
<td>ICH</td>
<td>International Conference on Harmonization of Technical Requirements for Registration of Pharmaceuticals for Human Use</td>
<td></td>
</tr>
<tr>
<td>ICT</td>
<td>Information, Communication Technology</td>
<td></td>
</tr>
<tr>
<td>IPR</td>
<td>Intellectual Property Right</td>
<td></td>
</tr>
<tr>
<td>PCN</td>
<td>Pharmacists Council of Nigeria</td>
<td></td>
</tr>
<tr>
<td>PSN</td>
<td>Pharmaceutical Society of Nigeria</td>
<td></td>
</tr>
<tr>
<td>QAS</td>
<td>Quality Assurance System</td>
<td></td>
</tr>
<tr>
<td>SFH</td>
<td>Society for Family Health</td>
<td></td>
</tr>
<tr>
<td>TRIPS</td>
<td>Trade-Related International Property Right</td>
<td></td>
</tr>
<tr>
<td>UNICEF</td>
<td>United Nations International Children’s Emergency Fund</td>
<td></td>
</tr>
<tr>
<td>WAPCP</td>
<td>West African Postgraduate College of Pharmacists</td>
<td></td>
</tr>
<tr>
<td>WHO</td>
<td>World Health Organization</td>
<td></td>
</tr>
</tbody>
</table>
General Preface to PCN Publications

In accordance with the mandate of the Pharmacists Council of Nigeria (PCN) to standardize and control all aspects of pharmacy practice, including education and training for pharmacy and Pharmaceutical Service Providers in Nigeria, a series of publications has been launched. This title is the first in the second series of PCN publications and has, appropriately, been given the code number, PCN.EdT.001, where ‘EdT is the code for ‘Education and Training. Subsequent PCN publications in this series will be given the code numbers, ‘PCN. EdT.010, 011, 012, etc’. This coding arrangement allows for a maximum of 999 titles to be published in the series.

The Council’s new coding system for this and two other series of its publications is the result of a comprehensive standardization of all of the Council’s twenty (20) major publications, to date, by an internationally renowned firm of Knowledge Management Consultants, founded and run entirely by Nigerians. For every title, the following eighteen (18) functions, in roughly chronological order, were carried out:

- Generic Classification and Coding;
- Re-design of the front and back covers (for each of three, new PCN series);
- Validating the contents of twelve (12) “Pharmacy and Drug Laws in Nigeria,” compiled by the PCN;
- Purging the documentation of the twelve drug laws of all infelicities, in regard to errors of spelling, grammar and syntax;
- Reformatting, Editing, Reprinting and Indexing;
- Alphabetical listing of all abbreviations and acronyms used;
- Providing a Cataloging-in-Source Data;
- Writing a new General Preface and a new PCN Resume;
- Providing, in most cases, better Titles;
- Insertion of a Copyright Caveat;
- Registration, in accordance with a specific Nigerian legal requirement;
- Acquisition of an International Standard Book Number (ISBN); and
- The Listing of All Coded PCN Titles in every PCN publication
The PCN is proud of this achievement especially because, in several of them, the PCN has become pacesetters for other public corporations in Nigeria. Henceforth, every PCN publication will fit into a logically structured sequence. Moreover, Nigerian practising pharmacists and workers in Pharmaceutical service delivery, as well as educators and trainers for pharmacy and pharmacy-related services, will find the new, standardized titles much easier to use than before in searching, locating, citing, recalling, or purchasing them.

The PCN recommends this fourth edition of *PCN’s Mandatory Continuing Professional Development (MCPD) Programme for the Re-certification of Pharmacists in Nigeria* to all its users, in a determined drive to enhance the quality and pace of optimal healthcare delivery/services in Nigeria, through appropriate pharmacy practice and Pharmaceutical service delivery to promote the nation’s accelerated socio-economic development.

Pharm. (Mrs.) Gloria O. Abumere, (JP), FPSN  
Ag. Registrar, Pharmacists Council of Nigeria
1.0 **Introduction**

The need for Mandatory Continuing Professional Development (MCPD) Programme in the re-certification of all health professionals was recognised at the maiden National Health Summit in 1995. This recognition was followed by the directives of the Honourable Minister of Health in 1996 to all Professional Regulatory Bodies for Health to discuss the modalities for the early take-off of the programme.

The Pharmacists Council of Nigeria (PCN), in line with the Federal Government’s directive, commenced the first and second cycles of the Mandatory Continuing Professional Development (MCPD) Programme (formerly called the Mandatory Continuing Professional Education, MCPE), for the re-certification of Pharmacists in April 1998 and September 2005 respectively, and rounded off the initiative in 2003 and 2007 respectively. The third and fourth cycles commenced in January 2008, and **June 2013**, respectively.

The programme is designed to update the knowledge of Pharmacists by equipping them to keep abreast of developments in pharmaceutical service delivery and current international trends and practice in Pharmacy. As the name of the Programme suggests, all registered pharmacists in Nigeria must undergo all aspects of the Programme, to the complete satisfaction of the Pharmacists Council of Nigeria.

2.0 **Objectives**

The objectives of the MCPD Programme are to:

(i) Update the knowledge of Pharmacists by equipping them to keep abreast of developments in current trends and practices in Pharmacy;

(ii) Provide an opportunity to supplement the initial training of Pharmacists by expanding their knowledge base and skills to meet the needs of the consumers/clients of their products and services;

(iii) Improve the skills and knowledge of pharmacists to ensure their continued relevance in the Health Care Management Team;
(iv) Provide a forum for cross-fertilization of ideas and experience which would enhance the competence and commitment of Pharmacists and, in turn, help to improve the quality of pharmaceutical products and services;

(v) Serve as an important element of necessary change by preparing Pharmacists to learn to adapt, contribute positively and participate actively in the implementation of change; and

(vi) Ensure that the Nigerian Pharmacist is always positively oriented and professionally competent to offer the services for which he is licensed.

3.0 The Programme

The MCPD Programme is a three-year cycle of courses developed into three modules *(See Tables I - IV)*. Each module is to run for two days at a time. To qualify for re-certification, a Nigeria-licensed Pharmacist must obtain a minimum of thirty (30) credit units. Every practising Pharmacist in Nigeria must obtain the minimum of thirty (30) credit units within the re-certification period of five years, either by:

(i) attending all lectures for the three modules, or

(ii) by attending a minimum of 2 modules and by attendance of local, regional, or international conferences and courses recognised by the PCN to obtain 10 additional credit units

In a given year, Pharmacists are expected to attend not more than two modules, given that each module carries a maximum of ten (10) credit units. Every registered provider centre is allowed to register a minimum of fifty (50) participants and a maximum of one hundred and fifty (150) participants at a time (per programme).

4.0 The MCPD-Modular System

(a) The MCPD Programme has been divided into three modules: All Pharmacists are expected to have 30 MCPD credit units within the re-certification period of **three years**.
(b) The acquisition of twenty (20) credit units from any two of Modules X, XI and XII, in addition to ten (10) credit units earned from attendance at a combination of acceptable Continuing Professional Development (CPD) activities, highlighted in Table V, qualifies a Pharmacist for re-certification.

(c) The respective modules have been developed to cover all the courses as displayed in Tables II, III and IV.

Table I

<table>
<thead>
<tr>
<th>Module X</th>
<th>Module XI</th>
<th>Module XII</th>
</tr>
</thead>
<tbody>
<tr>
<td>PCN/M10/1, PCN/M10/2 and PCN/M10/3</td>
<td>PCN/M11/1, PCN/M11/2, PCN/M11/3 and PCN/M11/4</td>
<td>PCN/M12/1, PCN/M12/2 and PCN/M12/3</td>
</tr>
</tbody>
</table>

5.0 MCPD Curriculum

The MCPD Curriculum comprises structured courses, as described in Tables II, III, IV and V, where the Main Courses are given generic codes (PCN/M10/I; to PCN/M12/3); and Acceptable CPD Activities, with the generic code of PCN/E/S.

The ten (10) groups of courses are also given the serial numbers of 5.1 to 5.10.

Table II: Module 10

<table>
<thead>
<tr>
<th>Code</th>
<th>Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>PCN/M10/1</td>
<td><strong>DISEASE STATE MANAGEMENT IN PHARMACY</strong></td>
</tr>
<tr>
<td>5.1</td>
<td>Credit Units - 5</td>
</tr>
<tr>
<td></td>
<td>• Cardiovascular diseases - hypertension, congestive heart failure</td>
</tr>
<tr>
<td></td>
<td>• Malignant diseases – breast, prostate and cervical cancers</td>
</tr>
<tr>
<td></td>
<td>• Endocrine – Diabetes, Goitre</td>
</tr>
<tr>
<td></td>
<td>• Tuberculosis</td>
</tr>
<tr>
<td></td>
<td>• HIV/AIDS</td>
</tr>
<tr>
<td></td>
<td>• Malaria</td>
</tr>
</tbody>
</table>

**Scope/Learning Objectives**

The resource persons are primarily expected to discuss and address
current local and national issues and health concerns of the end-users of healthcare services in the management of aforementioned disease state using local case studies experience. At the end of the learning session, participants should be able to:

1. Differentiate between a particular disease state and others with similar symptoms, underlying causative factors and predisposing factors.

2. Clearly understand the development of the diseases with particular focus on major symptoms and pathological involvement of various organs; usefulness of laboratory data.

3. Identify and discuss pharmacotherapeutic interventions, precautionary measures and contraindications in special populations such as the elderly, children, pregnant women, and nursing mothers as well as in co-morbidity;

4. Discuss patient counseling considerations in relation to drug interactions and adverse drug reactions in the disease state management.

5. Identify and discuss current trends in management of these diseases.

<table>
<thead>
<tr>
<th>PCN/M10/2 5.2</th>
<th>PUBLIC HEALTH PHARMACY Credit Units - 4</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Overview of Public Health Pharmacy</td>
</tr>
<tr>
<td></td>
<td>• Drug use, misuse and abuse</td>
</tr>
<tr>
<td></td>
<td>• Drugs and Sports</td>
</tr>
<tr>
<td></td>
<td>• Oral Health</td>
</tr>
<tr>
<td></td>
<td>• Mental Health</td>
</tr>
<tr>
<td></td>
<td>• Immunization</td>
</tr>
<tr>
<td></td>
<td>• Vaccine preventable diseases</td>
</tr>
</tbody>
</table>
- Swine flu/Avian influenza/Lasa Fever
  - Family Health (including Reproductive, Maternal and Child Health)
  - Health Promotion and Education (De-worming, life style modifications including alcohol moderation, smoking cessation, exercise, weight management)
  - Water Supply and Sanitation
  - Food Safety
  - Nutrition in Diseases - Cholesterol level management and uric acid level management

**Scope/Learning Objectives**

The focus of public health intervention is to prevent rather than treat a disease through surveillance of cases and the promotion of healthy seeking attitudes/behaviours. However, treating a disease may be vital to preventing it in others, such as during an outbreak of an infectious disease. The Primary Healthcare on the other hand focuses on strengths and maximizes the involvement and full participation of individuals and community through the use of only health technologies that are accessible, acceptable, affordable and appropriate in providing essential health care.

At the end of this learning session, participants should be able to:

1. Identify and discuss local and global public health challenges/issues;
2. Educate clients and recommend family planning method(s) appropriate for individuals;
3. Discuss the promotion of maternal and child health in Nigeria;
4. Discuss drug and non-drug therapy of health related concerns and importance of lifestyle modifications/adaptions and dietary
advice specific to the different life stages.

<table>
<thead>
<tr>
<th>PCN/M10/3</th>
<th>CONTEMPORARY, NATIONAL AND GLOBAL HEALTH ISSUES</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.3</td>
<td>CREDIT UNITS - 2</td>
</tr>
</tbody>
</table>

- Rapid response and emergency preparedness including mass casualty incidents
- Biotechnology – concept, current biotech products and their uses in development of diagnostic tools, handling of biopharmaceuticals
- Pharmacogenomics
- Global Debt Relief and Donor funds – Coordinating agencies (global and local), Access of funds and Beneficiary programmes

**Scope/Learning Objectives**

The resource persons are expected to discuss basic life support skills during emergencies as well as elaborate on the application of biotechnology in pharmacy practice. At the end of the session, participants should be able to:

(1) Discuss modalities in drug donation, supply and management during emergencies and outbreak of diseases;

(2) Understand the concept of biotechnology as it relates to development of diagnostic and therapeutic tools and handling of biopharmaceuticals;

(3) Identify disease control programmes such as (National Malaria Control Programme, National Tuberculosis and Leprosy Control Programme, National Programme on Immunization) and increase the participation of Pharmacists in such programmes.
### Table III: Module 11

<table>
<thead>
<tr>
<th>PCN/M11/1</th>
<th>RELEVANT INTERNATIONAL AGREEMENTS AND RESOLUTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.4</td>
<td>Credit Units - 2</td>
</tr>
</tbody>
</table>

- Intellectual Property Rights (IPRs): The Trade-Related Aspects of Intellectual Property Rights (TRIPs) Agreement
- Pharmaceutical Patent Rights
- Selected WHO General Assembly Resolutions
- Selected FIP/CPA/WAPCP Resolution

**Scope/Learning Objectives**

The resource persons are primarily to discuss various Intellectual Property Rights Agreements, their implementation and impacts on legislation of member countries. At the end of the learning session, participants should be able to:

1. Identify the relationship between the Trade-Related Aspects of Intellectual Property Rights (TRIPs) Agreement and Pharmaceutical Patent Rights;
2. Identify the impact of IPRs and Pharmaceutical Patent Rights on Public Health and accessibility to essential medicines;

<table>
<thead>
<tr>
<th>PCN/M11/2</th>
<th>PHARMACEUTICAL CARE</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.5</td>
<td>Credit Units - 2</td>
</tr>
</tbody>
</table>

- Basic Concepts in Clinical Pharmacy
- Pharmaceutical Care Concept and Application
- Communication Skills and Patient Counseling

**Scope/Learning Objectives**

The resource persons are expected to discuss the concepts, philosophy and the process of pharmaceutical care. At the end of the learning...
session, participants should be able to:

1. Understand the pharmaceutical care process
2. Differentiate between the concept of pharmaceutical care and clinical pharmacy
3. Understand the principles of interpersonal communication

<table>
<thead>
<tr>
<th>PCN/M11/3</th>
<th>PHARMACY LAWS AND ETHICS</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.6</td>
<td>Credit Units - 3</td>
</tr>
<tr>
<td></td>
<td>- Introduction to Laws of Torts and Contract</td>
</tr>
<tr>
<td></td>
<td>- Patient Rights</td>
</tr>
<tr>
<td></td>
<td>- Pharmacy and Drug Laws</td>
</tr>
<tr>
<td></td>
<td>- Regulatory Issues</td>
</tr>
<tr>
<td></td>
<td>- Code of Ethics</td>
</tr>
<tr>
<td></td>
<td>- Public Procurement Act</td>
</tr>
</tbody>
</table>

**Scope/Learning Objectives**

The focus of the law is to control the different aspects of human endeavours through the instrumentality of legislations set up to regulate a particular profession. The resource persons are to discuss the implications of the listed Laws and regulations on pharmacy practice. At the end of the learning session, participants should be able to:

1. Understand the ethics and laws regulating the practice of pharmacy;
2. Understand what constitutes the duties and standards of care in pharmacy practice;
3. Identify the elements of a valid contract;
4. Know patient rights and the Pharmacists responsibilities;
5. Understand the Public Procurement Process.

<table>
<thead>
<tr>
<th>PCN/M11/4</th>
<th>HERBAL MEDICINES AND PHARMACOVIGILANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.7</td>
<td>Credit Units - 2</td>
</tr>
</tbody>
</table>
• Overview of Pharmacovigilance
• Herbal Medicines in current use
• Complementary and Alternative Medicines
• Co-administration of Herbal and Orthodox Medicines
• Pharmacovigilance in Herbal Medicines

Scope/Learning Objective
The aim of pharmacovigilance is to enhance patient care and patient safety in relation to the use of medicines, especially with regard to the prevention of harm from the use of medicines. Pharmacovigilance involves all medicine related reactions (including biological, radio contrast media and consumable medical devices and traditional/herbal remedies).

The resource persons are expected to discuss pharmacovigilance in relation to herbal medicines. At the end of the session, participants should be able to:

(1) Discuss the effect of co-administration of Orthodox Medicines and Herbal Medicines;
(2) Discuss the potential and suspected ADRs of herbal medicines;
(3) Discuss the reporting processes in Pharmacovigilance.
<table>
<thead>
<tr>
<th>PCN/M12/1 5.8</th>
<th>INFORMATION &amp; COMMUNICATION TECHNOLOGY IN PHARMACY PRACTICE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Credit Units – 2</td>
</tr>
<tr>
<td></td>
<td>• Overview of Computer use in Pharmacy</td>
</tr>
<tr>
<td></td>
<td>• ICT in inventory Management</td>
</tr>
<tr>
<td></td>
<td>• Telepharmacy</td>
</tr>
<tr>
<td></td>
<td>• ICT in Drugs and Poison Information services (including useful websites)</td>
</tr>
<tr>
<td><strong>Scope/Learning Objectives</strong></td>
<td></td>
</tr>
<tr>
<td>The proportion of Pharmacists that use computers in their practice has increased over the years. The advent of the internet has further widened the scope of services that the Pharmacist can offer. The use of ICT has many advantages for the Pharmacist and the patients including cost savings, convenience, accessibility and improved privacy and communication.</td>
<td></td>
</tr>
<tr>
<td>The Resource Persons are expected to primarily discuss the importance and consequences of ICT in pharmacy practice.</td>
<td></td>
</tr>
<tr>
<td>At the end of the learning session, participants are expected to:</td>
<td></td>
</tr>
<tr>
<td>(1) Understand the Application of ICT in Pharmacy Practice;</td>
<td></td>
</tr>
<tr>
<td>(2) Discuss the challenges of the on-line sales and dispensing of prescription drugs and controlled substances;</td>
<td></td>
</tr>
<tr>
<td>(3) Be conversant with websites that are relevant to Pharmacy Practice.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PCN/M12/2 5.9</th>
<th>QUALITY ASSURANCE SYSTEMS IN PHARMACY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Credit Units – 2</td>
</tr>
<tr>
<td></td>
<td>• Introduction to Quality Assurance Systems (including quality improvement)</td>
</tr>
</tbody>
</table>
Quality Assurance Systems (QAS) are intended to raise standards of work and to make sure everything is done consistently. The resource persons are expected to discuss the QAS for the various practice areas, and the stages involved in implementing QAS.

At the end of the learning session, participants are expected to:

(1) Appreciate the importance of QAS to Pharmacy practice;
(2) Appreciate the various stages of QAS as it applies to Pharmacy practice;
(3) Identify the stages that organizations implementing QAS should follow;
(4) Differentiate between internal and external QAS.

**Scope/Learning Objectives**

**PCN/M12/3 5.10 PRINCIPLES OF GENERAL MANAGEMENT**

Credit Units – 5

- Introduction to General Management in Pharmacy;
- Logistics and Supply Chain Management of Medicines and other Health Commodities;
- Small Scale Business Management;
- Human Resource management
  - Dispute Resolution (Inter and Intra professional collaboration)
  - Mentoring in Pharmacy
- Financial Management (e.g. Drug Revolving Fund Scheme,
Cooperatives in Pharmacy

**Scope/Learning Objectives**

Management principles are statements of fundamental truth. These principles serve as guidelines for decisions and actions of managers. The resource persons are expected to discuss the principles that form the foundations of successful management.

At the end of the learning session, participants should be able to:

1. Discuss the fundamentals of Business Logistics and Supply Chain Management of Medicines and other Health Commodities;
2. Discuss the principles and application of Management in Pharmacy;
3. Identify the various financing options/interventions in establishing and sustaining pharmaceutical businesses;
4. Understand Dispute Resolution Processes;
5. Appreciate the importance of Mentoring in Pharmacy;
6. Discuss Risk Assessment & Management;

<table>
<thead>
<tr>
<th>PCN/E/S 4.11</th>
<th>ACCEPTABLE CPD ACTIVITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><em>10 Credit Units Combined</em></td>
</tr>
<tr>
<td>(a)</td>
<td>PSN Conference (3 CU)</td>
</tr>
<tr>
<td>(b)</td>
<td>PSN Technical Group Conference (2 CU)</td>
</tr>
<tr>
<td>(c)</td>
<td>FIP, CPA and other International Congresses (5 CU)</td>
</tr>
<tr>
<td>(d)</td>
<td>Internationally Recognised Training Courses (2 CU)</td>
</tr>
<tr>
<td>(e)</td>
<td>WHO, UNICEF, SFH and other Development Partners Conferences (2 CU)</td>
</tr>
</tbody>
</table>
6.0 **Who is to Participate?**

To be re-certified by the year 2016, all Pharmacists who graduated before and up to 2008 are expected to attend and obtain the required 30 Credit Units between January 01, 2013 and December 31, 2015. Subsequently, all Pharmacists would be required to participate in the MCPD Programme for the purpose of re-certification **after five (05) years of graduation.**

6.1 **Registration**

(a) The MCPD Programme is non-residential and the course fee of ten thousand Naira (₦10,000.00) covers only learning materials and refreshments. Registration and payments should be made on-line not later than two (2) weeks preceding the commencement of a particular module. Online late registration attracts a penalty of 20% of registration fees. On-site registration will attract a penalty of 100%.

(b) The registration forms for the MCPD Programme shall be made available by the Provider Centres for completion and submission by the prospective participants, with payment of the prescribed fees, directly on-line into "Pharmacists Council of Nigeria Account," using PCN-MCPD customised tellers available at the Provider Centres. The payer’s copy of the customised teller must be presented as evidence of payment for the purpose of registration.

6.2 **Sanctions**

Every Pharmacist is expected to attend and obtain the required 30 Credit Units within each re-certification period.

Note also that as from January 01, 2016, a pharmacist in default would lose the right to the renewal of his practice licence and, if in employment of any company or establishment, such companies or establishments would be operating in breach of the law.
6.3 **Exemption**

- Pharmacists with 40 years post-graduation experience are exempted from participation in the MCPD Programme. However, they are encouraged to participate gratis. The PCN would be responsible for the registration fee of such participants.

- Pharmacists who are on special assignment as approved by the Council may apply for exemption (See exemption list on page 16).

7.0 **An Appeal to Employers of Pharmacists**

The MCPD Programme is a knowledge-oriented and professional-skills enhancement programme, which would no doubt enhance competence and efficiency of pharmacists in discharging their duties.

Furthermore, the renewal of the Pharmacist’s Annual Licence to practice shall depend on their participation in this Programme, among other requirements.

The attention of employers is drawn to the fact that MCPD is a Programme of the Pharmacists Council of Nigeria. Employers are required to ensure that the Pharmacist is statutorily fit to offer the services for which he is employed. Moreover, **they are encouraged to sponsor and release Pharmacists** in their employment for this value-added mandatory programme within each re-certification period.

8.0 **Approved Provider Centres**

(a) Accredited Faculties of Pharmacy in Nigerian Universities recognized by the Pharmacists Council of Nigeria;

(b) The West African Postgraduate College of Pharmacists (WAPCP);

(c) The National Institute for Pharmaceutical Research and Development (NIPRD);

(d) Special Providers (**Acceptable CPD Activities in Table V**).

9.0 **Methods of Evaluation**

(a) Full attendance (Compulsory), and

(b) Participants Assessment
(c) Instructor Evaluation

(d) Provider Centre Evaluation

10.0 **Further Information**

The *MCPD Brochure* is produced by the PCN and is available at a fee. Further inquiries can be made at PCN's Contact Addresses listed in this book (See Appendix III).

The contents of this document are subject to review and amendment from time to time as the need arises.
Appendix I

PCN-MCPD Exemption List

1. President of the Federal Republic of Nigeria
2. Vice President of the Federal Republic of Nigeria
3. Chairman, PCN
4. PSN President
5. Director, Food and Drug Services, FMOH
6. Serving Ministers
7. Members of the National Assembly (Senate and House of Representatives)
8. Speakers and Deputy Speakers of the State Assemblies
9. Governors and Deputy Governors of States
10. Members of State Houses of Assembly
11. State Commissioners
12. Registrar, Pharmacists Council of Nigeria (PCN)
13. Director-General, NAFDAC
14. National Coordinator – National Programme on Immunization (NPI)
15. Permanent Secretaries at States and National Levels
16. Director-General – NIPRD and other DGs
17. Ambassadors and High Commissioners
18. Local Government Chairmen
19. Those exempted from paying for annual licences (more than 40 years post-graduation experience and 65 years of age and above)
20. Deans of Faculties
21. Secretary-General – WAPCP
22. PSN National Secretary
23. Other Pharmacists on National Assignment as Approved by Council

Note: The exemption privilege ceases with the exit of any affected above listed from office.
### Appendix II

**List of PCN’s Publications to date**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>PCN.ReC.002:</td>
<td>Conditions of Service for Employees of the Pharmacists Council of Nigeria. 2nd ed. 2009, p.</td>
</tr>
<tr>
<td>6</td>
<td>PCN.ReC.006:</td>
<td>Meeting the Leadership Challenge of A Repositioned PCN, the Council’s 2003-2006 Scorecard. 2nd ed. 2009, p.</td>
</tr>
</tbody>
</table>

**B. Monitoring and Regulation (MoR) Titles**

|---|-------------|---------------------------------------------------------------------------------------------------------|
### C. Education and Training (EdT) Titles

|---|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
### Appendix III

<table>
<thead>
<tr>
<th>Head Office/Registry</th>
<th>North East Zonal Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmacists Council of Nigeria, Plot 7/9, Idu Industrial Layout, Idu, P. M. B. 415,</td>
<td>Pharmacists Council of Nigeria, Along Murtala Mohammed Way, Bauchi, Bauchi State</td>
</tr>
<tr>
<td>Garki, Abuja</td>
<td></td>
</tr>
<tr>
<td><strong>Abuja Zonal Office</strong></td>
<td><strong>Bauchi State Office</strong></td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria,</td>
<td>Pharmacists Council of Nigeria, Along Murtala Mohammed Way, Bauchi, Bauchi State</td>
</tr>
<tr>
<td>Former SGF's Office</td>
<td></td>
</tr>
<tr>
<td>Federal Secretariat</td>
<td><strong>Borno State Office:</strong></td>
</tr>
<tr>
<td>Phase 1, Abuja</td>
<td>Pharmacists Council of Nigeria, Federal Secretariat Complex, Maiduguri, Borno State.</td>
</tr>
<tr>
<td><strong>Lagos Zonal Office</strong></td>
<td></td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria,</td>
<td><strong>Adamawa State Office</strong></td>
</tr>
<tr>
<td>Medical Compound, Edmond Crescent, Yaba, Lagos</td>
<td>Pharmacists Council of Nigeria, Federal Secretariat Complex, Yola, Adamawa State</td>
</tr>
<tr>
<td><strong>South West Zonal Office</strong></td>
<td></td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria, Plot 1, Kolapo Ishola GRA, Ibadan, Oyo State</td>
<td><strong>Gombe State Office</strong></td>
</tr>
<tr>
<td><strong>Oyo State Office</strong></td>
<td>Pharmacists Council of Nigeria, C/o Ministry of Health, Gombe, Gombe State</td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria, Plot 1, Kolapo Ishola GRA, Ibadan, Oyo State</td>
<td></td>
</tr>
<tr>
<td><strong>Ogun State Office</strong></td>
<td><strong>Yobe State Office</strong></td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria,</td>
<td>Pharmacists Council of Nigeria, Federal Secretariat Complex, Damaturu, Yobe State</td>
</tr>
<tr>
<td>Federal Secretariat Complex, Abeokuta, Ogun State</td>
<td></td>
</tr>
<tr>
<td><strong>Ondo State Office</strong></td>
<td><strong>Taraba State Office</strong></td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria,</td>
<td>Pharmacists Council of Nigeria, C/o Taraba State Essential Drug Development, Behind State</td>
</tr>
<tr>
<td>C/o Ministry of Health, Akure, Ondo State</td>
<td>Secretariat, Jalingo, Taraba State</td>
</tr>
<tr>
<td><strong>Osun State Office</strong></td>
<td></td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria,</td>
<td><strong>Ekiti State Office</strong></td>
</tr>
<tr>
<td>Suite 207, First Floor, Amazing Grace Plaza, Osogbo, Ogun State</td>
<td>Pharmacists Council of Nigeria, Room 14, Ekiti State Health Data Bank Building</td>
</tr>
<tr>
<td><strong>Ekiti State Office</strong></td>
<td>Ministry of Health, State Secretariat, Ado-Ekiti, Ekiti State</td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria,</td>
<td></td>
</tr>
<tr>
<td>Room 14, Ekiti State Health Data Bank Building</td>
<td></td>
</tr>
<tr>
<td><strong>Osun State Office</strong></td>
<td></td>
</tr>
<tr>
<td>Pharmacists Council of Nigeria,</td>
<td></td>
</tr>
<tr>
<td>Federal Secretariat Complex,</td>
<td></td>
</tr>
<tr>
<td>Behind State Secretariat, Jalingo, Taraba State</td>
<td></td>
</tr>
</tbody>
</table>
South South Zonal Office
Pharmacists Council of Nigeria, Along Ring Road II, Off Udo Udoma Avenue, Uyo, Akwa Ibom State.

Akwa Ibom State Office
Pharmacists Council of Nigeria, Along Ring Road II, Off Udo Udoma Avenue, Uyo, Akwa Ibom State.

Edo State Office
Pharmacists Council of Nigeria, State Medical Stores Compound, Medical Stores Road, Adjacent to Psychiatric Hospital, Uselu, Benin City, Edo State.

Rivers State Office
Pharmacists Council of Nigeria, C/o Ministry of Health, Port-Harcourt, Rivers State.

Cross River State Office
Pharmacists Council of Nigeria, C/o Ministry of Health, Calabar, Cross River State.

Delta State Office

Bayelsa State Office
Pharmacists Council of Nigeria, C/o Federal Medical Centre, Yenagoa, Bayelsa State.

North West Zonal Office
Pharmacists Council of Nigeria, Olusegun Obasanjo House, Yakubu Gowon Way, Kaduna, Kaduna State

Kaduna State Office
Pharmacists Council of Nigeria, Olusegun Obasanjo House, Yakubu Gowon Way, Kaduna, Kaduna State

Kano State Office
Pharmacists Council of Nigeria, Medical Stores, 2, Ibrahim Taiwo Road, Kano, Kano State

Katsina State Office
Pharmacists Council of Nigeria, Federal Secretariat Complex, Katsina, Katsina State

Sokoto State Office
Pharmacists Council of Nigeria, Medical Stores, Ministry of Health, Sokoto, Sokoto State

Jigawa State Office
Pharmacists Council of Nigeria, Federal Secretariat Complex, Dutse, Jigawa State

Zamfara State Office
Pharmacists Council of Nigeria, Tudun Wada Quarters, Gusau, Zamfara State

Kebbi State Office
Pharmacists Council of Nigeria, State Secretariat Complex, Birnin Kebbi, Kebbi State
South East Zonal Office

Pharmacists Council of Nigeria,
#8, Temple Avenue,
Enugu,
Enugu State

Enugu State Office

Pharmacists Council of Nigeria,
#8, Temple Avenue,
Enugu,
Enugu State

Imo State Office

Pharmacists Council of Nigeria,
Former Ministry of Health,
Owerri,
Imo State

Anambra State Office

Pharmacists Council of Nigeria,
C/o Ministry of Health,
Awka,
Anambra State

Abia State Office

Pharmacists Council of Nigeria,
C/o Ministry of Health,
Umuahia,
Abia State

Ebonyi State Office

Pharmacists Council of Nigeria,
C/o Ministry of Health,
Abakaliki,
Ebonyi State

North Central Zonal Office

Pharmacists Council of Nigeria,
Umar Farouk Bahaga Road,
Near School of Health Technology,
Minna, Niger State

Niger State Office

Pharmacists Council of Nigeria,
Umar Farouk Bahaga Road,
Near School of Health Technology,
Minna, Niger State

Kwara State Office

Pharmacists Council of Nigeria,
Federal Secretariat Complex,
Ilorin,
Kwara State

Benue State Office

Pharmacists Council of Nigeria,
C/o Ministry of Health,
Makurdi,
Benue State

Kogi State Office

Pharmacists Council of Nigeria,
Behind Federal Ministry of Information,
Ganaja, Lokoja,
Kogi State

Nasarawa State Office

Pharmacists Council of Nigeria,
C/o Ministry of Health,
Lafia,
Nasarawa State

Plateau State Office

Pharmacists Council of Nigeria,
C/o Ministry of Health,
Jos,
Plateau State

MCPD for the Re-certification of Pharmacists. Reviewed
Index

Abumere, vi
Council, vi
CPD,
    Acceptable Activities, 3, 12
Disease,
    State, 4
Drug,
    Interactions, 4
    Misuse and Abuse, 4
    Reactions, 4
Evaluation,
    Methods, 14, 15
Exemption, 14, 16
Food and Drug Services (FMOH), 16
Health,
    Concerns, 5
    Education, 9
    Issues, 10
    Promotion, 5
Healthcare,
    Delivery, vii
    Management Team, 5
    Services, 7
Herbal Medicines, 9
Information and Communication Technology, 10
Mandatory Continuing Professional Development (MCPD),
    Programme, i, 4, 5, 22
    Brochure, 15
Curriculum, 3
Modular System, 2
Objectives of, 1
Mandatory Continuing Professional Education (MCPE), 1
Medicine, 1, 11, 13, 14, 15
NAFDAC,
    Director-General, 16
National Health Summit, 1
National Institute for Pharmaceutical Research and Development (NIPRD), 14
NIPRD,
    Director-General, 16
National Programme on Immunization (NPI), 16

National Coordinator, 20
PCN (Pharmacists Council of Nigeria), i,
    ii, vi, vii, 4, 5, 17, 18
    Account, 13
    Chairman, 16
    Ag. Registrar, vii
    Registrar, 16
PCN’s Contact Addresses, 19, 20, 21, 22
PCN’s Publications,
    List of, 17, 18
    Series of, vi
Pharmaceutical Care, 1, 5, 11, 12, 21
Pharmacist,
    Competence and Efficiency, 14
    Knowledge of, 1
    Re-certification, i, ii, 4, 5, 6, 7,
    17, 18, 22
    Training, 5
Pharmacist Annual Licence to Practice, 14, 16
    Renewal of, 13
Pharmacy,
    Laws and Ethics, 1, 8
    International Trends, 1
    Practice, 1, 3, 4, 5, 10, 12, 14
Pharmacy Practice,
    Good (GPP), 11
Professional Regulatory Bodies for Health,
    Provider Centres, 1, 17, 18
PSN,
    President, 16
    National Secretary, 15
Public Health, 1, 8, 9, 11
    Pharmacy, 4
Quality Assurance Systems, 11
Registration, 13
Sanctions, 13
UNICEF, 12
West African Postgraduate College of Pharmacist (WAPCP), 14
    Secretary General, 16
WHO, 7, 12