

**PHARMACISTS COUNCIL OF NIGERIA
(PCN)**



**MANDATORY CONTINUING PROFESSIONAL
DEVELOPMENT PROGRAMME FOR
RECERTIFICATION OF PHARMACISTS**

REVIEWED YEAR 2005

MANDATORY CONTINUING PROFESSIONAL DEVELOPMENT (MCPD)

PROGRAMME FOR RECERTIFICATION OF PHARMACISTS

1.0 Introduction

- 1.1 The need for Mandatory Continuing Professional Development (MCPD) Programme in the re-certification of all Health Professionals was acknowledged by the maiden national Health summit in 1995. This was followed by the directive of the Honourable Minister of Health in 1996 to the Professional Regulatory Bodies to discuss the modalities for the early take-off of the Programme.
- 1.2 The Pharmacists Council of Nigeria (PCN) in line with Government directives commenced the first of the cycle Mandatory Continuing Professional Development, MCPD, (formerly Mandatory Continuing Professional Education, MCPE), for re-certification of Pharmacists on 1st April, 1998, and rounded off the cycle in December 2003. The next cycle will commence in August 2005.
- 1.3 The programme is designed to update the knowledge of Pharmacists, to enable them keep abreast of advancements in Pharmaceutical development and modern trends in Pharmacy. This is to enhance their skills in the process of providing Pharmaceutical care.

2.0 Objectives

The objectives of MCPD are to: -

- (a) Update the knowledge of Pharmacists to assist them in keeping abreast of advancements in Pharmaceutical knowledge and changes in Pharmacy Practice.
- (b) Provide opportunity to supplement the initial training of Pharmacists and expand their knowledge and skills to meet the needs of the consumers of their services.
- (c) Improve skills and knowledge to ensure continued relevance of Pharmacists in the Health Management Team.
- (d) Provide a forum for cross-fertilization of ideas/experience which would enhance competence and commitment; this will help to improve quality of products and services.

- (e) Serve as an on-going process of change, which will assist Pharmacists to adapt, contribute and participate actively in the implementation of change.
- (f) Ensure that the Pharmacist is statutorily fit to offer the services for which he is licensed in line with the provisions of Section 14 (1) and (6) of the Pharmacists Council of Nigeria Act 91 of 1992.

3.0 **The Programme**

The MCPD is a 3-year cycle programme developed into three modules (**See Table III**) each running for two days at a time. To qualify for re-certification, a Pharmacist must obtain a minimum of thirty (30) credit units. Every Pharmacist must obtain the minimum of thirty (30) credit units within the re-certification period of three years either by, attendance of all the three modules, or attendance of adequate number of any local, regional or, and international conferences recognised by PCN in addition to attendance of at least two modules of MCPD Programmes (See PCN/E/S). In a given year, Pharmacists are to attend not more than two modules. For documentation, maximum credit units accruable to a module is ten (10). Each programme is allowed a minimum of fifty (50) and maximum of one hundred and fifty (150) participants.

4.0 **MCPD Curriculum**

MCPD Curriculum is made up of Core, Elective and Special Elective Courses as reflected in tables I & II below.

(i) **Core Courses**

All Pharmacists are expected to attend the following Core Courses within the re-certification period.

Table I

CODE	COURSES
PCN/C/1	PUBLIC HEALTH PHARMACY (6 Credit Units)
	<p>(a) National Drug & Health Policies</p> <ul style="list-style-type: none">- Introduction and definition- Goals and objectives of the policy- Targets of the policy- Implementation strategies <p>(b) National Healthcare System</p> <p>The role and the place of pharmacist in</p> <ul style="list-style-type: none">- Primary Healthcare System- Secondary Healthcare System- Specialist and Tertiary Healthcare System <p>(c) Drug Supply Management</p> <ul style="list-style-type: none">- Health care structure and financing drug supply- Selection and quantification of drugs- Procurement and quality testing of supplies- Stock management- Distribution- Injection Safety Devices Security- Regulation and drugs liable to abuse <p>(d) Pharmacoeconomics</p> <ul style="list-style-type: none">- Introduction- Pharmacoeconomics Evaluation; Methodologies- Consequences of the Types of Economic Evaluation <p>(e) National Healthcare Programs</p> <ul style="list-style-type: none">- Definition and concepts of, and the role of Pharmacist in:

	<ul style="list-style-type: none"> (i) National Programme on Immunization (NPI) (ii) National Health Insurance Scheme (NHIS) (iii) Public Private Partnership on Healthcare provision (iv) National Action Committee on AIDS (NACA) Programme (v) Others <p>(f) Patent and Proprietary Medicines Vendors</p> <ul style="list-style-type: none"> - The concept - Role and responsibilities of: <ul style="list-style-type: none"> (i) Federal Ministry of Health (ii) Pharmacists Council of Nigeria (iii) State Ministries of Health (iv) Patent and Proprietary Medicines Vendors Licence (PPMVL) Committee - Composition of State PPMVL Committee - Approved Patent Medicines List (3rd Edition 2003) <p>(g) Drugs & Sports</p> <ul style="list-style-type: none"> - Drug Abuse and Misuse - What is doping (International Olympic Committee (IOC) definition) - Objectives of doping control activities (Anti-doping activities) - Categories of banned substances and techniques - Prohibited substances in some sports - Penalties for doping offences <p>(h) Rational Use of Drugs</p> <ul style="list-style-type: none"> - Definition and concept - Advantages of rational use of drugs - Patient counselling/education on use of drugs - Consequences of irrational use of drugs - Components of injection safety and universal safety precaution
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	<p>(i) Disease of Public Health Importance</p> <ul style="list-style-type: none"> - Promotion of good health - Prevention of diseases – List of common parasitic and infectious diseases (e.g. Malaria, HIV/AIDS, Tuberculosis, Sexually Transmitted Diseases, children six killer diseases) - Recent Drugs of choice in Treatment of the identified diseases
PCN/C/2	<p>HEALTH EDUCATION & THE PHARMACISTS</p> <p>(2 Credit Units)</p>
	<p>(a) Communication Skills</p> <ul style="list-style-type: none"> - Principles of communication - Interpersonal communication e.g. emphatic listening, assertiveness - Conflict management <p>(b) Patient Counselling</p> <ul style="list-style-type: none"> - Patient interview e.g. medication history <p>(c) Drug Information Services</p> <ul style="list-style-type: none"> - Information sources and services - Principles of information evaluation - Skills required in retrieving and disseminating information - Legal status of advice from local drug information centres and its relationship to professional responsibility and negligence - Limitations on use of drugs leaflets and monitoring/evaluation of adverse drug events
PCN/C/3	<p>INFORMATION TECHNOLOGY AND PHARMACY</p> <p>(2 Credit Units)</p>
	<p>(a) Development of Software</p> <ul style="list-style-type: none"> - Programme language - Pharmacy operating programme/event <p>(b) Application of Computer in Pharmacy</p>

	<ul style="list-style-type: none"> - Components - Use of Microsoft office - Statistical program e.g. SPSS, BMDP, NONLIN etc - Labelling - Robotic dispensing
PCN/C/4	CONTEMPORARY ISSUES (4 Credit Units)
	<p>(a) Veterinary Pharmacy</p> <ul style="list-style-type: none"> - History and scope of veterinary pharmacy - The role/importance of veterinary pharmacy in veterinary practice - Drugs in veterinary practice - Formulation/administration of veterinary drugs products - Future prospects <p>(b) Toxicology (Agrochemicals)</p> <ul style="list-style-type: none"> - Objectives, importance, advantages/disadvantages of agrochemicals - Definition, classification, uses and mode of application of agrochemicals with examples - Toxicology-environmental, absorption by human skin, toxicity rating, hazards and management of toxicity - Types of formulations, storage, handling and safety <p>(c) Biotechnology (Genetic Engineering etc)</p> <ul style="list-style-type: none"> - Definition of terms and scope of biotechnology - Molecular approaches to diseases - Gene therapy in disease treatment - Vaccines and vaccine biotechnology (e.g. malarial vaccine) - Social, regulatory, ethical and welfare concerns in biotechnology <p>(d) Pharmacovigilance</p> <ul style="list-style-type: none"> - Introduction, definitions, the need for Pharmacovigilance in Nigeria

	<ul style="list-style-type: none"> - Adverse drug reaction and the role of pharmacists - Counterfeit drugs and Pharmacovigilance - Pharmacovigilance in public health programmes - Casualty assessment: Case-study <p>(e) Traditional Medicine</p> <ul style="list-style-type: none"> - Definition and concept - Natural sources of drugs - Formulation, standardisation and evaluation of herbal medicines - Herbal medicines in current use
PCN/C/5	PHARMACY PRACTICE (4 Credit Units)
	<p>(a) Hospital Pharmacy</p> <ul style="list-style-type: none"> - Concept of hospital pharmacy practice - Unit dose dispensing - Drug revolving fund - Clinical pharmacy - Drug and Therapeutic Committee - Pharmaceutical Care <p>(b) Community Pharmacy</p> <ul style="list-style-type: none"> - Concept of community pharmacy practice - Good professional outlook of premises - Good professional outlook of pharmacist - Patient counselling and education - Availability of qualified supportive staff <p>(c) Industrial Pharmacy</p> <ul style="list-style-type: none"> - Concept of industrial pharmacy practice - Components of good manufacturing practice - Quality Assurance - Total Quality Management

	<p>(d) Academic Pharmacy</p> <ul style="list-style-type: none"> - Sources of information - Application of Psychological Teaching Models - Guidelines to writing proposals - Handling Research and Research findings - International acceptable protocols for using human and animals in research <p>(e) Consultancy</p> <ul style="list-style-type: none"> - Definition and concept - Attributes of a consultant - Role and functions of consultants - The need for consultancy <p>(f) Operational Research</p> <ul style="list-style-type: none"> - Definition - Concept/theories of operational research - Tools and techniques of operational research - Relevance/benefits of operational research - Operations and operating resources management
PCN/C/6	PHARMACY LAWS & CONSUMER RIGHTS (5 Credit Units)
	<p>(a) Pharmacists Council of Nigeria (PCN) Decree 91 of 1992</p> <p>(b) National Agency for Food and Drug Administration and Control (NAFDAC) Decree 15 of 1999 (Drug Registration Procedure)</p> <p>(c) Counterfeit and Fake Drug etc Decree 25 of 1999</p> <p>(d) National Drug Laws Enforcement Agency (NDLEA) Act Cap LFN (1990)</p> <p>(e) Poison and Pharmacy Act Cap 535 LFN (1990)</p> <p>(f) Consumer Protection Council Decree 66 of 1992 (Law of negligence etc)</p> <p>(g) Institute of Public Analyst of Nigeria (IPAN) Decree 100, 1992</p>

ii. **Elective Courses**

A Pharmacist can draw/obtain ten (10) credit units from the Special electives PCN/E/S in lieu of any of the three modules by attendance of a number of adequate combinations of any of the local, regional and international conferences recognised by PCN within the recertification period of three (3) years. Appropriate credit units would only be earned once for a particular conference regardless of the number of times that particular conference is attended within the recertification period of three years:

A minimum of two (2) and maximum of four (4) elective courses should be offered for each module at every MCPD seminar from the following

Table II

PCN/E/1	RECENT ADVANCES IN MANAGEMENT AND THERAPY OF PREVALENT DISEASES (3 Credit Units)
	<ul style="list-style-type: none"> (a) Cardiovascular Diseases (b) Endocrine Disorders (c) Sickle Cell Anaemia (d) Dermatological Disorders (e) Respiratory Diseases (f) Malaria (g) HIV/AIDS (h) Stress <ul style="list-style-type: none"> - Scope - Definition - Pathophysiology - Signs and symptoms - Clinical findings/laboratory investigation reports - Current drug therapy and management - Prognosis

PCN/E/2	<p style="text-align: center;">PRINCIPLES OF MANAGEMENT</p> <p style="text-align: center;">(2 Credit Units)</p>
	<p>(a) Definition, Principles and Theories of Management</p> <ul style="list-style-type: none"> - Scientific management - Fayol's principles of management - Bureaucracy style - Human relations and social psychological school - Systems/contingency theory - Modern management theory <p>(b) Key Management Concepts</p> <ul style="list-style-type: none"> - Planning - Organising - Controlling <p>(c) Total Quality Management (TQM)</p> <ul style="list-style-type: none"> - Definition/historical development of TQM - Philosophy TQM (Edward Deming's Approach) - Comparison of TQM and its applications - Core concepts of TQM <p>(d) Re-Engineering</p> <ul style="list-style-type: none"> - Definition of re-engineering and change of management - Business of paradigms/business process redesign - Character of re-engineering - Implication of re-engineering in pharmacy management <p>(e) Human Resources Management (HRM)</p> <ul style="list-style-type: none"> - Definition of HRM and types of organisational structure - Job and work design/staffing - Training and development - Performance appraisal/organisation improvement

	<ul style="list-style-type: none"> - Challenges of HRM in Nigeria <p>(f) Fiscal Management</p> <ul style="list-style-type: none"> - Definition of term - Importance of physical management - Statutory financial reports - Budgeting, forecasting - Business plan <p>(g) Leadership</p> <ul style="list-style-type: none"> - Definition, concepts and theories/group behaviour - Leadership styles - Organizational Theory - Leadership and Team Management - Motivation - Principles of effective management
PCN/E/3	PHARMACEUTICAL SALES AND MARKETING (2 Credit Units)
	<p>(a) Philosophies of Marketing</p> <ul style="list-style-type: none"> - Definition and overview - Historical background and evolution <p>(b) The Marketing Process and Marketing Concept</p> <ul style="list-style-type: none"> - The essential elements of marketing - Marketing plan - Marketing strategy <p>(c) Business and Product Life Cycles</p> <ul style="list-style-type: none"> - Stages of a healthy business/product life cycles - Product elimination - Selecting brand names - Brand and product management

	<ul style="list-style-type: none"> - Usefulness of the product lifecycle in pharmaceutical business management <p>(d) Promotional Strategies</p> <ul style="list-style-type: none"> - Marketing communications and promotion - Advertising and its management - Personal selling and sales promotion - Adapting which is appropriate for effective results
	<p>(e) Marketing Management</p> <ul style="list-style-type: none"> - The marketing management process - Analyzing opportunities - Determining marketing objectives - Developing a strategic plan - Implementation of plan - Evaluating the results (Evaluating and controlling marketing performance)
PCN/E/4	<p>LABORATORY INVESTIGATIONS</p> <p>(2 Credit Units)</p>
	<p>(a) Aims and Objectives</p> <p>(b) Terminologies and their Definitions</p> <ul style="list-style-type: none"> - Normal and abnormal test results - Laboratory test results errors <p>(c) Commonly requested tests</p> <p>(d) Standards and Normal Values</p> <p>(e) Investigative procedures</p> <p>(f) Factors that affect and influence results</p> <p>(g) Interpretation of Results and Conclusions</p> <p>(h) System/organ functional assessment e.g. kidney and liver</p>

PCN/E/5	TOTAL QUALITY ASSURANCE (3 Credit Unit)
	<p>(a) Quality Assurance and Quality Control</p> <ul style="list-style-type: none"> - Definitions and applications - Principles (WHO, UK/EC guidelines) - Validation (process/equipment) - Self inspection and quality auditing <p>(b) Good Manufacturing Practice (GMP)</p> <ul style="list-style-type: none"> - Basic principles/essential of GMP - Components of GMP - Implication of GMP/quality - GMP legislation and relevant PCN/NAFDAC guidelines - Interrelationship between quality control, quality assurance and GMP <p>(c) Bioavailability and Bioequivalence</p> <ul style="list-style-type: none"> - Definitions and concept - Therapeutic equivalence, evaluations and parameters - Bioavailability and bioequivalence study designs - Responsibility of pharmacists: expiry date, strength of products, storage conditions, labelling instructions for use <p>(d) Advances in Pharmaceutical Analysis</p> <ul style="list-style-type: none"> - Introduction - Tools and techniques of drug analysis - Drug analysis and quality control - Methods of analysis: chemical, instrumental, chromatographic methods
PCN/E/6	EXISTING CEP ACTIVITIES FOR PSN AND RELATED BODIES (14 Credit Units)
	<p>(a) PSN Conference (3 CU)</p> <p>(b) PSN Technical Group Conference (2 CU)</p>

	(c) FIP, CPA and Other International Congresses (5 CU) (d) Internationally Recognized Training Courses (2 CU) (e) WHO, UNICEF, SFH and Other Development Partners Conferences (2 CU)
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5.0 **The MCPD-Modular System**

- (a) The MCPD Programme has been divided into three modules: All Pharmacists are expected to attend the three modules within the re-certification period of three years.
- (b) The modules are developed to contain all the courses in the curriculum as outlined below:

Table III

Module IV	Module V	Module VI
PCN/C/1 & PCN/C/2 and two Elective Courses from: PCN/E/2, E/3 and E/5	PCN/C/3 & PCN/C/4 and two Elective Courses from: PCN/E/1, E/2, E/3 and E/5	PCN/C/5 & PCN/C/6 and two Elective Courses from: PCN/E/1, E/2, E/3 and E/4

- (c) Pharmacists are to apply for registration after completion of a registration form each with the payment of the prescribed fee made in bank draft payable to **Pharmacists Council of Nigeria. Pharmacists shall forfeit the registration fees in case of failure to attend the seminar after registration.** However, registration can be deferred where adequate notice for cancellation is given before the commencement of the course.

6.0 **Who is to Participate**

To be re-certified by the year 2008, all Pharmacists who graduated before and up to 1999 are expected to attend and obtain the required 30 Credit Units on or before 31st December, 2007. Subsequently, all Pharmacists will be required to participate in the MCPD for the purpose of re-certification after **five (5) years** of graduation. Impliedly, all

things being equal, three year post National Youth Service Corps (N. Y. S. C.) Programme.

7.0 **Registration**

MCPD is non-residential and the course fee of ₦5,000.00 covers workshop materials and refreshments. All payments should be made in bank draft payable to Pharmacists Council of Nigeria. Applications are to be made on the prescribed forms from the Registry (**Note that registration fees are subject to review without notice**). Applications received **less than 2 weeks** prior to commencement of the courses would attract **additional fee of ₦1,000.00** (for late registrations).

Payment by participants **in draft at seminar venue** would be treated as **late registration**.

8.0 **Sanctions**

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

8.2 Note that from January 01, 2008, 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 law.

9.0 **Exemption**

9.1 Pharmacists with 40 years post graduation experience are exempted from participation in the MCPD Programme on age grounds.

9.2 Pharmacists exempted from the MCPD Programme on age grounds are allowed to participate in MCPD Seminar at no cost if they so wish and such information should be indicated on the lists forwarded to the Registry from the centres.

9.3 Coordinators should only be credited with the MCPD modules they have coordinated.

9.4 Pharmacists who are on special assignments as approved by Council, would also be considered for exemption (**See Appendix I**).

- 9.5 Other Pharmacists who may eligible for exemption (on health ground) should apply for it within the period of recertification by writing formally to the Registrar/Secretary to the Council.
- 10.0 **Appeal to Employers of Pharmacists**
- 10.1 MCPD is a knowledge-oriented and professional-skill enhancement process, which would no doubt add competence and efficiency to the input of Pharmacists in discharging their duties, furthermore, the renewal of the Pharmacist's Annual Licence to practice in the year 2008, and subsequent years will depend on participation in this programme among other requirements.
- 10.2 The attention of employers is therefore, drawn to the fact that MCPD is incidental to the provisions of Section 14 (l) and (6) of the Pharmacists Council of Nigeria Act 91 of 1992. In addition, employers are expected to ensure that the Pharmacist is statutorily fit to offer the services for which he is employed. Furthermore, **they are encouraged to sponsor and release Pharmacists** in their employment for this value-added mandatory programme within each re-certification.
- 11.0 **Approved Provider Centres**
- (a) Faculties of Pharmacy recognized by Pharmacists Council of Nigeria
 - (b) West African Post-graduate College of Pharmacists (WAPCP)
 - (c) National Institute for Pharmaceutical Research and Development (NIPRD)
 - (d) Special Providers (Existing CEP of PSN and related bodies)
- 12.0 **Method Of Evaluation**
- (a) Full attendance (Compulsory)
 - (b) Post Seminar Examinations
- 13.0 **Mission Statement**
- Yet to be decided.**

14.0 **Further Information**

The MCPD Brochure is produced by PCN and is available at a fee of ~~N~~200.00 per copy.

However, further inquiries can be made at:

Pharmacists Council of Nigeria,
Plot 7/9, Idu Industrial Layout,
Idu,
P. M. B. 415, Garki
Abuja

Tel:

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

Tel: 042-251471

Pharmacists Council of Nigeria,
Minna Zonal Office,
State Secretariat,
Minna,
Niger State.

Tel:

Pharmacists Council of Nigeria,
Bauchi Zonal Office,
Yanko doka Road
Opposite NEPA Office,
Bauchi,
Bauchi State.

Tel:

Pharmacists Council of Nigeria,
Medical Compound,
Off Edmond Crescent,
P. M. B. 2007, Yaba
Lagos

Tel: 01-7740894

Pharmacists Council of Nigeria,
Federal Secretariat,
Katsina Road,
Room 815 – 818,
Kano,
Kano State

Tel:

Pharmacists Council of Nigeria,
Uyo Zonal Office,
6, Ukana Uffort Street,
Off Abak Road,
Uyo, Akwa Ibom State

Tel:

PCN-MCPD Exemption List

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

Note: The exemption privilege ceases with the exit of any affected officer from office.