



**National  
Pharmacy  
Council**

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# **GUIDELINES FOR GRADING PHARMACY PROFESSIONALS IN RWANDA**

**January 2017**

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## **PREAMBLE**

Grading of Pharmacy professionals emanated from the fact that there was no proper grading system for Health Professionals in place.

Designating the Grading Criteria based on internationally acceptable standards, the National Pharmacy Council through its Education, Research and CPD committee initiated this activity to comply with public servants categorization and implementation of the new salary structure guidelines.

The grading of Pharmacy professionals is made with reference to regional and international standards and best practices.

## **NOMENCLATURE**

The nomenclature is as follows:

- a) **Pharmacy Technicians** are graded into: Pharmacy technician, Pharmacy Technician Higher Level and Pharmacy Technician Specialist.
- b) **Pharmacists** are graded into: Pharmacist, Senior Pharmacist, Pharmacist Advanced, Junior Consultant Pharmacist, Consultant Pharmacist, Senior Consultant Pharmacist and Chief Consultant Pharmacist





## **CRITERIA FOR PHARMACY PROFESSIONALS CATEGORY**

The following are the criteria for promotion of Pharmacists from one grade to the next:

**1. Pharmacist:**

- ✓ This grade is automatic upon successful registration with the National Pharmacy Council.

**2. Senior Pharmacist:**

- ✓ Minimum of 5 years in pharmacy practice as pharmacist with at least 1 publication
- ✓ Minimum of 6 years in pharmacy practice as pharmacist

**3. Pharmacist Advanced:**

- ✓ Minimum of 5 years in Pharmacy practices as Senior pharmacist with at least 1 publication
- ✓ Automatic upon completion of Master's Degree in pharmaceutical sciences from a recognized higher institution or University

**4. Junior Consultant Pharmacist:**

- ✓ Automatic upon completion of Master's Degree in pharmaceutical sciences from a recognized higher institution or University, with three years of experience in any pharmaceutical field

**5. Consultant Pharmacist:**

- ✓ Minimum of 3 years of experience in the pharmacy practice as Junior Consultant with at least 2 publications, one being the principal author.

**6. Senior Consultant Pharmacist:**

- ✓ Experience of 3 years as Consultant pharmacist with at least 3 publications, one being principal author and with at least 4 presentations in international or national conferences





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- ✓ Or PHD in any Pharmaceutical field

**7. Chief Consultant Pharmacist:**

- ✓ Experience of 6 years as a Senior Consultant pharmacist.
- ✓ Must have involved in Research & publication (at least 5 publications, 3 being principal author).
- ✓ At least 10 presentations in international or national conference
- ✓ Supervision/ Teaching/Mentorship of both under & post graduate students and pharmacists.

For pharmacy technicians, the following grades were retained

**1. Pharmacy technician:**

- ✓ Is automatic upon successful completion of registration requirements with possession of Diploma in Pharmacy from a recognized higher institution and not less than 4 years of experience.

**2. Senior Pharmacy technician**

- ✓ Minimum of 4 years of practice as a pharmacy technician

**3. Pharmacy Technician higher Level:**

- ✓ Minimum of 3 years in the Pharmacy practice as a Senior Pharmacy technician

**4. Pharmacy Technician Specialist:**

- ✓ Proven experience of at least 4 years of practice as Pharmacy Technician higher Level and specialized in a specific field of practice relevant to pharmacy.

**Dr Raymond Muganga**  
**Chairperson**

