



## Community Pharmacy Internship- Detailed internship objectives

**Training Outcomes** At the end of the internship, the intern pharmacist should be able to:

#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
1	<b>Demonstrate proficiency in providing patient counseling on medication usage, dosage instructions, and potential side effects</b>	<ul style="list-style-type: none"> <li>• Patient-centered communication</li> <li>• Risk communication</li> <li>• Active listening</li> <li>• Dosage instruction clarity</li> <li>• Side effect explanation</li> </ul>	<ul style="list-style-type: none"> <li>• Role-play counseling scenarios</li> <li>• Supervised patient sessions</li> <li>• WHO/MOH counseling guidelines</li> <li>• Practice dosage calculations</li> </ul>	Observed counseling sessions with standardized checklist focusing on dosage clarity and side effect communication	<ul style="list-style-type: none"> <li>• WHO counseling protocols</li> <li>• MOH guidelines</li> <li>• Patient education materials</li> <li>• Dosage calculation worksheets</li> </ul>
2	<b>Develop skills in accurately dispensing medications and managing prescription orders</b>	<ul style="list-style-type: none"> <li>• Prescription validation</li> <li>• Accurate labeling</li> <li>• Dosage calculation</li> <li>• Error identification</li> <li>• Order management systems</li> </ul>	<ul style="list-style-type: none"> <li>• Supervise dispensing process</li> <li>• Provide accuracy feedback</li> <li>• Introduce dispensing SOPs</li> <li>• Practice order prioritization</li> </ul>	Dispensing accuracy assessment with error tracking and order management evaluation	<ul style="list-style-type: none"> <li>• Dispensing SOPs</li> <li>• Prescription samples</li> <li>• Labeling materials</li> <li>• Order management systems</li> </ul>
3	<b>Gain knowledge of over-the-counter medications and their appropriate use</b>	<ul style="list-style-type: none"> <li>• OTC classification systems</li> <li>• Indication-based recommendations</li> <li>• Safety considerations</li> <li>• Age-appropriate selections</li> </ul>	<ul style="list-style-type: none"> <li>• Review top OTC medications</li> <li>• Simulate OTC consultations</li> <li>• Practice safety assessments</li> </ul>	OTC recommendation scenarios and comprehensive product knowledge assessment	<ul style="list-style-type: none"> <li>• OTC medication reference guide</li> <li>• Indication charts</li> <li>• Safety guidelines</li> <li>• Age-specific protocols</li> </ul>
4	<b>Acquire experience in managing</b>	<ul style="list-style-type: none"> <li>• FIFO/FEFO implementation</li> </ul>	<ul style="list-style-type: none"> <li>• Assign stocktaking tasks</li> </ul>	Complete inventory audit with FIFO/FEFO	<ul style="list-style-type: none"> <li>• Inventory management software</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
	<b>inventory, including stock control and expiration date monitoring</b>	<ul style="list-style-type: none"> <li>• Inventory tracking systems</li> <li>• Reordering protocols               <ul style="list-style-type: none"> <li>• Expiry date monitoring</li> </ul> </li> <li>• Stock level optimization</li> </ul>	<ul style="list-style-type: none"> <li>• Practice inventory systems</li> <li>• Monitor expiry date management</li> <li>• Teach reordering procedures</li> </ul>	implementation and expiry management plan	<ul style="list-style-type: none"> <li>• Stock sheets</li> <li>• Supplier contact lists</li> <li>• Expiry monitoring tools</li> </ul>
5	<b>Understand the importance of patient confidentiality and adhere to ethical guidelines</b>	<ul style="list-style-type: none"> <li>• Confidentiality protocols               <ul style="list-style-type: none"> <li>• Ethical reasoning</li> </ul> </li> <li>• Professional discretion               <ul style="list-style-type: none"> <li>• Privacy protection</li> </ul> </li> <li>• Ethical decision-making</li> </ul>	<ul style="list-style-type: none"> <li>• Observe ethical practice</li> <li>• Discuss confidentiality scenarios</li> <li>• Review ethical guidelines</li> <li>• Practice discretionary judgment</li> </ul>	Ethics case study analysis and confidentiality assessment with reflection paper	<ul style="list-style-type: none"> <li>• Pharmacy ethics code</li> <li>• Confidentiality guidelines               <ul style="list-style-type: none"> <li>• Ethical scenario cases</li> </ul> </li> <li>• Privacy protection protocols</li> </ul>
6	<b>Demonstrate effective communication skills when interacting with patients, healthcare providers, and other pharmacy staff</b>	<ul style="list-style-type: none"> <li>• Empathetic communication</li> <li>• Verbal clarity</li> <li>• Professional interpersonal skills</li> <li>• Team collaboration</li> <li>• Conflict resolution</li> </ul>	<ul style="list-style-type: none"> <li>• Observe patient interactions               <ul style="list-style-type: none"> <li>• Facilitate teamwork exercises</li> </ul> </li> <li>• Provide communication feedback</li> <li>• Practice professional dialogue</li> </ul>	Communication skills assessment using comprehensive interpersonal competency evaluation	<ul style="list-style-type: none"> <li>• Communication guidelines</li> <li>• Patient interaction protocols</li> <li>• Team collaboration frameworks</li> <li>• Professional dialogue examples</li> </ul>
7	<b>Develop proficiency in accurately interpreting and processing prescription orders</b>	<ul style="list-style-type: none"> <li>• Legal prescription interpretation</li> <li>• Clinical assessment               <ul style="list-style-type: none"> <li>• Error detection</li> </ul> </li> <li>• Processing protocols</li> <li>• Validation procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Assign prescription review exercises</li> <li>• Simulate processing scenarios</li> <li>• Practice error identification</li> <li>• Teach validation procedures</li> </ul>	Prescription interpretation and processing competency test with complex case scenarios	<ul style="list-style-type: none"> <li>• Sample prescriptions</li> <li>• Legal interpretation guides</li> <li>• Processing protocols               <ul style="list-style-type: none"> <li>• Validation checklists</li> </ul> </li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
8	<b>Acquire knowledge of common medications, their indications, dosages, and potential drug interactions</b>	<ul style="list-style-type: none"> <li>• Therapeutic classification</li> <li>• Drug indications and contraindications</li> <li>• Dosage calculations</li> <li>• Interaction identification</li> <li>• Mechanism of action understanding</li> </ul>	<ul style="list-style-type: none"> <li>• Assign drug profile studies</li> <li>• Supervise interaction checking tools</li> <li>• Practice therapeutic classification</li> <li>• Review indication protocols</li> </ul>	Comprehensive drug knowledge assessment including therapeutic classification and interaction identification	<ul style="list-style-type: none"> <li>• Drug reference databases</li> <li>• Interaction checking software</li> <li>• Therapeutic classification charts</li> <li>• Indication guidelines</li> </ul>
9	<b>Gain experience in providing pharmaceutical care and counseling to patients regarding medication adherence and lifestyle modifications</b>	<ul style="list-style-type: none"> <li>• Adherence assessment techniques</li> <li>• Motivational interviewing</li> <li>• Lifestyle counseling</li> <li>• Care plan development</li> <li>• Follow-up protocols</li> </ul>	<ul style="list-style-type: none"> <li>• Guide pharmaceutical care planning</li> <li>• Practice adherence counseling</li> <li>• Teach motivational techniques</li> <li>• Supervise follow-up sessions</li> </ul>	Pharmaceutical care plan development with adherence strategies and lifestyle modification recommendations	<ul style="list-style-type: none"> <li>• Adherence assessment tools</li> <li>• Motivational interviewing guides</li> <li>• Care planning templates</li> <li>• Lifestyle modification resources</li> </ul>
10	<b>Develop skills in managing common minor illnesses and recommending appropriate over-the-counter medications</b>	<ul style="list-style-type: none"> <li>• Symptom assessment</li> <li>• Differential diagnosis</li> <li>• Safe OTC selection</li> <li>• Red flag identification</li> <li>• Referral protocols</li> </ul>	<ul style="list-style-type: none"> <li>• Use MOH minor ailment guidelines</li> <li>• Practice symptom assessment</li> <li>• Simulate counter consultations</li> <li>• Teach red flag recognition</li> </ul>	Minor illness management scenarios with appropriate OTC recommendations and red flag identification	<ul style="list-style-type: none"> <li>• MOH minor ailment protocols</li> <li>• Symptom assessment tools</li> <li>• OTC selection algorithms</li> <li>• Red flag identification guides</li> </ul>
11	<b>Understanding and applying relevant laws and regulations related to pharmacy practice</b>	<ul style="list-style-type: none"> <li>• Rwanda Pharmacy Law comprehension</li> <li>• Legal scope of practice</li> <li>• Prescription regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Review key pharmacy laws</li> <li>• Assign legal interpretation exercises</li> <li>• Practice compliance procedures</li> </ul>	Legal compliance assessment and regulatory interpretation evaluation	<ul style="list-style-type: none"> <li>• Rwanda Pharmacy Law documents</li> <li>• Regulatory guidelines</li> <li>• Compliance checklists</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
		<ul style="list-style-type: none"> <li>Controlled substance handling</li> <li>Regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>Discuss regulatory scenarios</li> </ul>		<ul style="list-style-type: none"> <li>Legal scenario cases</li> </ul>
12	<b>Participating in health promotion activities within the community</b>	<ul style="list-style-type: none"> <li>Health education delivery</li> <li>Community engagement</li> <li>Public health messaging</li> <li>Event coordination</li> <li>Health screening support</li> </ul>	<ul style="list-style-type: none"> <li>Involve in health promotion campaigns</li> <li>Assign Information, Education, and Communication (IEC) material development</li> <li>Practice community engagement</li> <li>Coordinate health events</li> </ul>	Health promotion activity planning and community engagement assessment	<ul style="list-style-type: none"> <li>Health promotion guidelines</li> <li>IEC material templates</li> <li>Community engagement tools</li> <li>Event planning resources</li> </ul>
13	<b>Collaborating with healthcare professionals to optimize patient care</b>	<ul style="list-style-type: none"> <li>Interprofessional communication with medical doctors, nurses, pharmacists, laboratory technicians, clinical officers</li> <li>Shared decision-making</li> <li>Referral protocols</li> <li>Care coordination</li> <li>Professional networking</li> </ul>	<ul style="list-style-type: none"> <li>Practice interprofessional dialogue with doctors and nurses</li> <li>Role-play healthcare team scenarios with different professionals</li> <li>Facilitate collaborative case reviews</li> <li>Teach referral procedures to various specialists</li> </ul>	Interprofessional collaboration assessment and care optimization case studies with multiple healthcare professionals	<ul style="list-style-type: none"> <li>Interprofessional communication guides</li> <li>Referral protocols for doctors, nurses, specialists</li> <li>Care coordination frameworks</li> <li>Healthcare team scenarios involving multiple disciplines</li> </ul>
14	<b>Utilizing technology and information systems commonly used in pharmacy practice</b>	<ul style="list-style-type: none"> <li>Dispensing software proficiency</li> <li>Inventory management systems</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate pharmacy software</li> <li>Assign data entry tasks</li> </ul>	Technology competency assessment using various pharmacy management systems	<ul style="list-style-type: none"> <li>Dispensing software access</li> <li>Inventory management tools</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
		<ul style="list-style-type: none"> <li>• Digital communication tools</li> <li>• Electronic health records</li> <li>• Technology troubleshooting</li> </ul>	<ul style="list-style-type: none"> <li>• Practice system navigation</li> <li>• Teach troubleshooting basics</li> </ul>		<ul style="list-style-type: none"> <li>• Digital communication platforms</li> <li>• EHR systems</li> </ul>
15	<b>Engaging in continuous professional development to stay abreast of new developments in the field of pharmacy and interprofessional collaboration</b>	<ul style="list-style-type: none"> <li>• Reflective learning practices</li> <li>• CPD planning and documentation</li> <li>• Professional networking with medical doctors, nurses, pharmacists, and other healthcare professionals</li> <li>• Literature review skills</li> <li>• Collaborative learning approaches</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage weekly reflections</li> <li>• Provide CPD resource access</li> <li>• Facilitate professional networking with various healthcare disciplines</li> <li>• Assign literature reviews</li> <li>• Promote collaborative learning with medical and nursing teams</li> </ul>	CPD portfolio development with documented learning objectives and interprofessional collaboration examples with multiple healthcare disciplines	<ul style="list-style-type: none"> <li>• CPD guidelines and resources</li> <li>• Professional journals</li> <li>• Networking opportunities with medical doctors, nurses, specialists</li> <li>• Reflection templates</li> <li>• Collaboration documentation tools</li> </ul>



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# PHARMACIST INTERN EVALUATION FORM (COMMUNITY PHARMACY)

This form should be completed by the Tutor/Supervising pharmacist who has had the greatest opportunity to observe the intern pharmacist's skills during the internship period.

## Instructions:

- Rate each item using the **5-point scale: 5=Excellent, 4=Good, 3=Average, 2=Fair, 1=Poor, NA=Not Applicable**
- Assessment should reflect the intern's performance relative to their current level of experience
- Provide comments where necessary, especially if more experience is required or if requirements cannot be fulfilled
- Please note that the assessment is against a standard of what would be expected at the intern's current level of experience

## INTERN AND SUPERVISOR INFORMATION

Field	Details
Pharmacist Intern Name	
Pharmacist Intern Signature	
Tutor Name	
Tutor Signature	
Internship Site Name	
Address of Workplace	
Internship Period	From: // ____ To: // ____



## EVALUATION SECTIONS

Rating Scale: 5=Excellent | 4=Good | 3=Average | 2=Fair | 1=Poor | NA=Not Applicable

### 1. Professional and Ethical Practice

Area	5	4	3	2	1	NA
Exhibits awareness of requirements to practice pharmacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Follows procedures at workplace as instructed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Displays personal and professional integrity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies accepted standards of practice and professional competence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains patient confidentiality and adheres to ethical guidelines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Establishes and maintains good professional relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interprets and complies with relevant codes of ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows awareness of customer's needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Produces accurate written records and reports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies own learning needs and reflects on feedback	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contributes to continuous quality improvement of pharmacy services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 1 Subtotal: \_\_\_/55 points**

### 2. Communication, Collaboration and Self-Management

Area	5	4	3	2	1	NA
Demonstrates effective communication with patients, healthcare providers, and staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicates with patients in a professional and respectful manner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates empathy and verbal clarity in patient interactions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows interprofessional communication skills with medical doctors, nurses, pharmacists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates basic negotiation skills and conflict resolution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies and addresses problems effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effectively plans and manages work time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works effectively within organizational structure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Observes supervision approaches used by Tutor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contributes to promotion of safe working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Maintains punctual attendance and respects workplace procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Section 2 Subtotal: \_\_\_/55 points**

### 3. Medication Dispensing and Prescription Management

Area	5	4	3	2	1	NA
Accurately reads and interprets prescriptions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develops proficiency in accurately interpreting and processing prescription orders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Establishes validity of prescriptions and identifies errors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assesses appropriateness of prescribed medicines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates accurate dispensing skills and manages prescription orders	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates systematic dispensing procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appropriately labels dispensed medicines with clear instructions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effectively and efficiently maintains dispensing records	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 3 Subtotal: \_\_\_/40 points**

### 4. Patient Counseling and Pharmaceutical Care

Area	5	4	3	2	1	NA
Demonstrates proficiency in patient counseling on medication usage and dosage instructions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effectively communicates potential side effects and safety information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provides pharmaceutical care and counseling on medication adherence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counsels patients on lifestyle modifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Elicits, reviews and assesses consumer's history when necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contributes to optimizing efficacy and safety of dispensed medicines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assists patients in self-management of their conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 4 Subtotal: \_\_\_/35 points**

## 5. Over-the-Counter Medications and Minor Illness Management

Area	5	4	3	2	1	NA
Demonstrates knowledge of over-the-counter medications and their appropriate use	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develops skills in managing common minor illnesses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Selects and advises on appropriate OTC treatment options	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advises on non-pharmacological treatment strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Refers consumers to other health professionals when appropriate	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognizes red flags and knows when to refer patients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 5 Subtotal: \_\_\_/30 points**

## 6. Drug Knowledge and Therapeutic Understanding

Area	5	4	3	2	1	NA
Shows knowledge of common medications, their indications and dosages	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates understanding of therapeutic classification systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies potential drug interactions effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses interaction checking tools appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates in adverse drug reaction management and reporting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates in drug usage evaluation programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 6 Subtotal: \_\_\_/30 points**

## 7. Inventory Management and Technology

Area	5	4	3	2	1	NA
Demonstrates experience in managing inventory and stock control	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effectively monitors expiration dates and implements FIFO/FEFO	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Utilizes technology and pharmacy information systems effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates proficiency with dispensing software	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses digital communication tools appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 7 Subtotal: \_\_\_/25 points**

## 8. Health Promotion and Community Engagement

Area	5	4	3	2	1	NA
Participates in health promotion activities within the community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Counsels and educates for promotion of good health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provides healthcare/disease prevention information to consumers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contributes to development of health education materials (IEC)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluates outcomes of primary health care provision	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 8 Subtotal: \_\_\_/25 points**

## 9. Legal and Regulatory Knowledge

Area	5	4	3	2	1	NA
Understands and applies relevant laws and regulations related to pharmacy practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows knowledge of Rwanda Pharmacy Law and scope of practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates understanding of controlled substance handling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains compliance with regulatory requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 9 Subtotal: \_\_\_/20 points**

## 10. Professional Development and Collaboration

Area	5	4	3	2	1	NA
Collaborates with healthcare professionals to optimize patient care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engages in continuous professional development activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates interprofessional collaboration skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses accepted protocols to facilitate consumer interaction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognizes own limitations and seeks appropriate advice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 10 Subtotal: \_\_\_/25 points**

## 11. Information Retrieval and Analysis

Area	5	4	3	2	1	NA
Retrieves relevant and accurate information using current reference sources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accurately interprets and evaluates information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relates information to specific situations, consumers or requests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Formulates accurate responses to medicines information questions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Section 11 Subtotal: \_\_\_/20 points**



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## OVERALL PERFORMANCE SUMMARY

*Total Score: \_\_\_/360 points converted to %: .....%*

### Performance Rating

- Excellent (90-100%)** - Exceeds expectations, ready for independent community pharmacy practice
- Good (80-89%)** - Meets expectations, minor development areas identified
- Satisfactory (70-79%)** - Acceptable performance, some improvement needed
- Needs Improvement (60-69%)** - Below expectations, significant development required
- Unsatisfactory (<60%)** - Does not meet minimum standards for community pharmacy practice

## TUTOR'S DETAILED COMMENTS

### Key Strengths Demonstrated

*Provide specific examples of excellent performance and competencies mastered*

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### Areas Requiring Development

*Identify specific skills, knowledge areas, or competencies needing improvement*

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**Recommendations for Continued Professional Growth**

*Suggest specific next steps, additional training, or career development opportunities*

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**Specific Comments on Technical Competencies:**

*Detailed feedback on regulatory-specific skills and knowledge application*

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**Additional Observations:**

*Any other relevant comments about performance, attitude, or potential*

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**SIGNATURES AND OFFICIAL APPROVAL**

**Intern Acknowledgment:** I acknowledge that I have reviewed this evaluation and discussed it with my supervisor.

- **Name:** \_\_\_\_\_
- **Date:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_

**Community Pharmacy Official Review:** This evaluation has been reviewed and approved by the Community Pharmacy Internship site.

- **Reviewer Name:** \_\_\_\_\_
- **Title:** \_\_\_\_\_
- **Date:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_
- **Official Stamp:** \_\_\_\_\_

**For Official Use Only:**

- **Internship Status:**  Successfully Completed  Requires Extension  Not Satisfactory
- **Date Processed:** \_\_\_\_\_

## Hospital Pharmacy Internship- Detailed internship objectives

At the end of the internship, the intern pharmacist should be able to:

#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
1	<b>Collaborate with healthcare professionals to optimize medication therapy</b>	<ul style="list-style-type: none"> <li>• Clinical communication with doctors, nurses, lab technicians</li> <li>• Therapeutic decision-making</li> <li>• Patient-specific medication planning</li> <li>• Interdisciplinary teamwork</li> </ul>	<ul style="list-style-type: none"> <li>• Involve intern in ward rounds</li> <li>• Facilitate interdisciplinary discussions</li> <li>• Review care plans together</li> <li>• Practice case presentations</li> </ul>	Interdisciplinary collaboration assessment during ward rounds and case presentations	<ul style="list-style-type: none"> <li>• Ward round schedules</li> <li>• Patient care plans</li> <li>• Interdisciplinary communication protocols</li> </ul>
2	<b>Prepare sterile and non-sterile extemporaneous medications</b>	<ul style="list-style-type: none"> <li>• Aseptic techniques</li> <li>• Accurate compounding calculations</li> <li>• Cleanroom safety protocols</li> <li>• Quality control procedures</li> <li>• Documentation requirements</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate compounding steps</li> <li>• Supervise hands-on preparation</li> <li>• Review SoPs and GMP requirements</li> <li>• Practice sterile technique certification</li> </ul>	Practical compounding assessment with sterile technique evaluation	<ul style="list-style-type: none"> <li>• Compounding facilities</li> <li>• SoPs and GMP guidelines</li> <li>• Sterile technique certification materials</li> </ul>
3	<b>Conduct drug utilization reviews and monitor (PK/PD) case parameters</b>	<ul style="list-style-type: none"> <li>• Data interpretation</li> <li>• Therapeutic drug monitoring</li> <li>• Dose adjustments               <ul style="list-style-type: none"> <li>• Renal/hepatic dosing</li> <li>• Population pharmacokinetics</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Provide case scenarios</li> <li>• Guide interpretation of PK/PD data (e.g., renal dosing)</li> <li>• Review charts and adjustments</li> <li>• Practice TDM protocols</li> </ul>	PK/PD case study analysis and dose adjustment recommendations	<ul style="list-style-type: none"> <li>• TDM guidelines</li> <li>• PK/PD software</li> <li>• Laboratory result interpretation guides</li> </ul>
4	<b>Participate in patient care</b>	<ul style="list-style-type: none"> <li>• Diagnostic interpretation</li> </ul>	<ul style="list-style-type: none"> <li>• Assign real patient cases</li> </ul>	Patient care plan development and	<ul style="list-style-type: none"> <li>• Patient cases</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
	<b>management and clinical rounds</b>	<ul style="list-style-type: none"> <li>• Clinical decision-making</li> <li>• Medication regimen planning</li> <li>• Patient assessment skills</li> <li>• Care plan documentation</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss diagnostic results</li> <li>• Supervise treatment adjustments</li> <li>• Facilitate patient interviews</li> </ul>	clinical reasoning assessment	<ul style="list-style-type: none"> <li>• Diagnostic result interpretation guides</li> <li>• Care planning templates</li> </ul>
5	<b>Acquire knowledge of common medications, their indications, dosages, potential drug interactions, medical products and IPC</b>	<ul style="list-style-type: none"> <li>• Therapeutic classification systems</li> <li>• Drug indications and contraindications</li> <li>• Dosage calculations and adjustments</li> <li>• Drug interaction identification and management</li> <li>• Medical device knowledge</li> <li>• Infection prevention and control protocols</li> <li>• Antimicrobial stewardship principles</li> </ul>	<ul style="list-style-type: none"> <li>• Assign drug profile studies</li> <li>• Practice therapeutic classification</li> <li>• Use interaction checking software</li> <li>• Review medical device protocols</li> <li>• Demonstrate IPC procedures</li> <li>• Participate in antimicrobial stewardship rounds</li> </ul>	Comprehensive drug knowledge assessment including therapeutic classification, interaction identification, and IPC protocol application	<ul style="list-style-type: none"> <li>• Drug reference databases</li> <li>• Interaction checking software</li> <li>• Therapeutic classification charts</li> <li>• Medical device manuals</li> <li>• IPC guidelines</li> <li>• Antimicrobial stewardship protocols</li> </ul>
6	<b>Provide medication information and counseling to patients and healthcare providers</b>	<ul style="list-style-type: none"> <li>• Information retrieval</li> <li>• Clinical communication</li> <li>• Adherence strategies</li> <li>• Drug information analysis</li> <li>• Evidence-based recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Assign drug info summary preparation</li> <li>• Observe counseling during discharge</li> <li>• Evaluate communication quality</li> <li>• Practice in-service presentations</li> </ul>	Drug information response preparation and patient counseling evaluation	<ul style="list-style-type: none"> <li>• Drug information databases</li> <li>• Counseling protocols</li> <li>• Presentation materials</li> </ul>
6	<b>Understand formulary management</b>	<ul style="list-style-type: none"> <li>• Formulary structure</li> </ul>	<ul style="list-style-type: none"> <li>• Review hospital formulary</li> </ul>	Formulary analysis and therapeutic	<ul style="list-style-type: none"> <li>• Hospital formulary</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
	<b>and therapeutic interchange</b>	<ul style="list-style-type: none"> <li>• Drug selection criteria</li> <li>• Cost-effectiveness analysis</li> <li>• Therapeutic equivalence assessment</li> <li>• Budget impact analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss rationale for interchange</li> <li>• Simulate decision-making</li> <li>• Analyze cost-effectiveness scenarios</li> </ul>	interchange recommendation	<ul style="list-style-type: none"> <li>• Cost-effectiveness analysis tools</li> <li>• Therapeutic interchange protocols</li> </ul>
7	<b>Gain insight into Medicines and Therapeutics Committee (MTC) functions</b>	<ul style="list-style-type: none"> <li>• MTC role comprehension</li> <li>• Rational use policies</li> <li>• Protocol drafting</li> <li>• Evidence evaluation</li> <li>• Committee decision-making processes</li> </ul>	<ul style="list-style-type: none"> <li>• Review past MTC minutes</li> <li>• Discuss impact of decisions</li> <li>• Assign intern to map formulary decisions to MTC actions</li> <li>• Observe MTC meetings</li> </ul>	MTC manual analysis and protocol development exercise	<ul style="list-style-type: none"> <li>• MTC meeting minutes</li> <li>• Policy development templates</li> <li>• Protocol drafting guidelines</li> </ul>
8	<b>Manage medication supply, procurement, and storage systems</b>	<ul style="list-style-type: none"> <li>• Procurement systems</li> <li>• Inventory control</li> <li>• Cold chain management</li> <li>• Disposal procedures</li> <li>• Supply chain optimization</li> <li>• Emergency stock management</li> </ul>	<ul style="list-style-type: none"> <li>• Involve intern in stock monitoring</li> <li>• Assign expiry tracking</li> <li>• Demonstrate disposal documentation</li> <li>• Practice procurement processes</li> <li>• Review cold chain protocols</li> </ul>	Inventory management assessment and procurement planning exercise	<ul style="list-style-type: none"> <li>• Inventory management systems</li> <li>• Procurement protocols</li> <li>• Cold chain monitoring tools</li> <li>• Disposal documentation</li> </ul>
9	<b>Participate in medication reconciliation and safety monitoring</b>	<ul style="list-style-type: none"> <li>• Medication history taking</li> <li>• Error detection and reporting</li> <li>• ADR identification and reporting</li> <li>• Medication reconciliation protocols</li> </ul>	<ul style="list-style-type: none"> <li>• Assign reconciliation tasks on admission/discharge</li> <li>• Guide in completing ADR reports</li> <li>• Review near-miss cases</li> </ul>	Medication reconciliation accuracy assessment and ADR reporting evaluation	<ul style="list-style-type: none"> <li>• Reconciliation forms</li> <li>• ADR reporting systems</li> <li>• Error analysis templates</li> <li>• Quality improvement tools</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
		<ul style="list-style-type: none"> <li>• Quality improvement processes</li> </ul>	<ul style="list-style-type: none"> <li>• Practice error analysis</li> </ul>		
10	<b>Apply standard treatment guidelines (STGs) and evidence-based protocols</b>	<ul style="list-style-type: none"> <li>• Protocol interpretation</li> <li>• Evidence-based practice</li> <li>• Specialty-specific guideline use</li> <li>• Clinical pathway navigation</li> <li>• Outcome monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Provide STGs per department</li> <li>• Assign cases aligned with protocols</li> <li>• Observe guideline application in care plans</li> <li>• Review evidence quality</li> </ul>	Protocol application assessment and evidence-based recommendation development	<ul style="list-style-type: none"> <li>• STGs by specialty</li> <li>• Evidence-based medicine resources</li> <li>• Clinical pathway documentation</li> </ul>
11	<b>Support emergency and critical care medication management</b>	<ul style="list-style-type: none"> <li>• Emergency drug protocols</li> <li>• Critical care dosing</li> <li>• Rapid response team participation</li> <li>• Code blue medication management</li> <li>• High-risk medication handling</li> </ul>	<ul style="list-style-type: none"> <li>• Shadow emergency response teams</li> <li>• Practice critical care calculations</li> <li>• Review emergency protocols</li> <li>• Simulate code situations</li> </ul>	Emergency response simulation and critical care medication assessment	<ul style="list-style-type: none"> <li>• Emergency drug protocols</li> <li>• Critical care guidelines</li> <li>• Code blue documentation</li> <li>• High-risk medication lists</li> </ul>
12	<b>Understand specialized pharmacy services and clinical programs</b>	<ul style="list-style-type: none"> <li>• Oncology pharmacy protocols</li> <li>• Pediatric dosing considerations</li> <li>• Geriatric medication optimization</li> <li>• Pain management protocols</li> <li>• Infectious disease stewardship</li> </ul>	<ul style="list-style-type: none"> <li>• Rotate through specialized units</li> <li>• Practice specialized calculations</li> <li>• Review specialized protocols</li> <li>• Observe specialized consultations</li> </ul>	Specialized pharmacy service competency assessment	<ul style="list-style-type: none"> <li>• Specialized protocols by service</li> <li>• Specialized dosing calculators</li> <li>• Clinical consultation documentation</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
13	<b>Participate in quality assurance and medication safety programs</b>	<ul style="list-style-type: none"> <li>• Quality indicators monitoring</li> <li>• Incident reporting systems</li> <li>• Root cause analysis</li> <li>• Continuous quality improvement</li> <li>• Accreditation standards</li> </ul>	<ul style="list-style-type: none"> <li>• Review quality metrics</li> <li>• Participate in safety rounds</li> <li>• Practice incident analysis</li> <li>• Contribute to Quality Improvement (QI) projects</li> </ul>	Quality improvement project participation and safety analysis	<ul style="list-style-type: none"> <li>• Quality metrics data</li> <li>• Safety reporting systems</li> <li>• QI project templates</li> <li>• Accreditation standards</li> </ul>
14	<b>Navigate health insurance systems and medication access</b>	<ul style="list-style-type: none"> <li>• RSSB and CBHI hospital coverage</li> <li>• MMI inpatient benefits</li> <li>• Private insurance authorization</li> <li>• Prior authorization processes</li> <li>• Formulary restrictions navigation</li> </ul>	<ul style="list-style-type: none"> <li>• Practice insurance verification</li> <li>• Review coverage limitations</li> <li>• Process prior authorizations</li> <li>• Navigate formulary restrictions</li> </ul>	Insurance navigation assessment and prior authorization processing	<ul style="list-style-type: none"> <li>• Insurance coverage guidelines</li> <li>• Prior authorization forms</li> <li>• Formulary restriction protocols</li> </ul>
16	<b>Provide comprehensive clinical pharmacy services</b>	<ul style="list-style-type: none"> <li>• Clinical assessment and pharmaceutical care planning</li> <li>• Drug therapy problem identification and resolution</li> <li>• Clinical intervention documentation and follow-up</li> <li>• Medication therapy management (MTM) protocols</li> <li>• Clinical</li> </ul>	<ul style="list-style-type: none"> <li>• Assign comprehensive medication reviews</li> <li>• Practice pharmaceutical care plan development</li> <li>• Document clinical interventions and outcomes</li> <li>• Participate in specialty clinics</li> <li>• Review clinical research protocols</li> <li>• Practice clinical assessment skills</li> </ul>	Comprehensive pharmaceutical care plan development with documented clinical interventions and patient outcomes	<ul style="list-style-type: none"> <li>• Pharmaceutical care planning templates</li> <li>• Clinical intervention documentation forms</li> <li>• MTM protocols</li> <li>• Specialty clinic guidelines</li> <li>• Clinical research materials</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
		research participation <ul style="list-style-type: none"> <li>• Specialty clinic collaboration (anticoagulation, diabetes, HIV, etc.)</li> </ul>			
17	<b>Demonstrate professional behavior and soft skills</b>	<ul style="list-style-type: none"> <li>• Punctuality</li> <li>• Responsibility</li> <li>• Teamwork</li> <li>• Respectful communication</li> <li>• Adaptability</li> <li>• Cultural sensitivity</li> <li>• Stress management</li> </ul>	<ul style="list-style-type: none"> <li>• Observe daily conduct</li> <li>• Use professionalism checklist</li> <li>• Provide feedback and mentoring</li> <li>• Practice conflict resolution</li> </ul>	Weekly professionalism assessment using behavioral competency checklist	<ul style="list-style-type: none"> <li>• Professionalism guidelines</li> <li>• Behavioral checklists</li> <li>• Feedback documentation</li> </ul>
18	<b>Uphold ethical standards, legal obligations, and confidentiality</b>	<ul style="list-style-type: none"> <li>• Confidentiality protocols</li> <li>• Ethical decision-making</li> <li>• Rwanda Pharmacy Laws knowledge</li> <li>• Patient rights awareness</li> <li>• Research ethics understanding</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss Rwanda Pharmacy Law and ethical codes</li> <li>• Use real or hypothetical ethical dilemmas</li> <li>• Review patient data privacy cases</li> <li>• Practice informed consent processes</li> </ul>	Ethics case study analysis and legal compliance assessment	<ul style="list-style-type: none"> <li>• Rwanda Pharmacy Law</li> <li>• Ethical codes</li> <li>• Privacy protection protocols</li> <li>• Informed consent templates</li> </ul>
20	<b>Manage pharmaceutical care for non-communicable diseases (NCDs) and communicable diseases</b>	<b>Non-Communicable Diseases (NCDs):</b> <ul style="list-style-type: none"> <li>• <b>Diabetes</b> - medication management and monitoring</li> <li>• <b>Hypertension</b> - treatment protocols and blood pressure optimization</li> <li>• <b>Cardiovascular disease</b> -</li> </ul>	<b>NCD Training:</b> <ul style="list-style-type: none"> <li>• Rotate through NCD specialty clinics</li> <li>• Practice diabetes medication adjustments</li> <li>• Review hypertension treatment algorithms</li> <li>• Participate in oncology medication preparation</li> <li>• Practice renal dosing calculations</li> </ul>	Comprehensive chronic disease pharmaceutical care plan development with therapeutic monitoring for both NCDs and communicable diseases	<b>NCD Resources:</b> <ul style="list-style-type: none"> <li>• Diabetes management protocols</li> <li>• Hypertension treatment algorithms</li> <li>• Oncology pharmacy protocols</li> <li>• Renal dosing guidelines</li> <li>• Mental health medication guides</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
		<p>medication therapy •</p> <p><b>Cancer/oncology</b> - supportive care and chemotherapy protocols</p> <p>• <b>Chronic kidney disease</b> - dialysis medication management</p> <p>• <b>Mental health conditions</b> - medication management and monitoring</p> <p>• <b>Chronic respiratory diseases</b> (asthma, COPD) - treatment protocols</p> <p><b>Communicable Diseases:</b></p> <p>• <b>HIV/AIDS</b> - antiretroviral therapy (ART) management and monitoring</p> <p>• <b>Tuberculosis (TB)</b> - treatment protocols and monitoring</p>	<p>• Observe mental health medication consultations</p> <p><b>Communicable Disease Training:</b></p> <ul style="list-style-type: none"> <li>• Participate in HIV/AIDS clinic and ART initiation</li> <li>• Shadow TB treatment programs</li> <li>• Review hepatitis treatment protocols</li> </ul> <p><b>General Training:</b></p> <ul style="list-style-type: none"> <li>• Practice adherence counseling for chronic conditions</li> <li>• Review chronic disease medication reconciliation</li> </ul>		<p><b>Communicable Disease Resources:</b></p> <ul style="list-style-type: none"> <li>• HIV/AIDS treatment guidelines and ART protocols</li> <li>• TB treatment guidelines</li> <li>• Hepatitis treatment protocols</li> </ul> <p><b>General Resources:</b></p> <ul style="list-style-type: none"> <li>• Chronic disease monitoring tools</li> <li>• Adherence assessment instruments</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
		<ul style="list-style-type: none"><li>• <b>Hepatitis B/C</b> - antiviral therapy management</li><li><b>General Skills:</b><ul style="list-style-type: none"><li>• Medication adherence strategies</li><li>• Lifestyle modification counseling</li><li>• Monitoring parameters and therapeutic targets</li><li>• Drug interactions in polypharmacy patients</li></ul></li></ul>			



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# PHARMACIST INTERN EVALUATION FORM (HOSPITAL PHARMACY)

This form should be completed by the Tutor/Supervising pharmacist who has had the greatest opportunity to observe the intern pharmacist's skills during the internship period.

## Instructions:

- Rate each item using the **5-point scale: 5=Excellent, 4=Good, 3=Average, 2=Fair, 1=Poor, NA=Not Applicable**
- Assessment should reflect the intern's performance relative to their current level of experience
- Provide comments where necessary, especially if more experience is required or if requirements cannot be fulfilled
- Please note that the assessment is against a standard of what would be expected at the intern's current level of experience

## INTERN AND SUPERVISOR INFORMATION

Field	Details
Pharmacist Intern Name	
Pharmacist Intern Signature	
Tutor Name	
Tutor Signature	
Internship Site Name	
Address of Workplace	
Internship Period	From: / ____ To: / ____



## EVALUATION SECTIONS

Rating Scale: 5=Excellent | 4=Good | 3=Average | 2=Fair | 1=Poor | NA=Not Applicable

### 1. Interdisciplinary Collaboration

Area	5	4	3	2	1	NA
Collaborates with healthcare professionals to optimize medication therapy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates clinical communication with doctors, nurses, lab technicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows therapeutic decision-making skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates effectively in patient-specific medication planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates effective interdisciplinary teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 1 Subtotal: \_\_\_/25 points

### 2. Sterile and Non-Sterile Compounding

Area	5	4	3	2	1	NA
Prepares sterile and non-sterile extemporaneous medications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates proper aseptic techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs accurate compounding calculations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Follows cleanroom safety protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains quality control procedures and documentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 2 Subtotal: \_\_\_/25 points

### 3. PK/PD Monitoring and Drug Utilization

Area	5	4	3	2	1	NA
Conducts drug utilization reviews and monitors PK/PD parameters	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates data interpretation skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs therapeutic drug monitoring effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Makes appropriate dose adjustments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies renal/hepatic dosing and population pharmacokinetics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 3 Subtotal: \_\_\_/25 points

### 4. Patient Care Management and Clinical Rounds

Area	5	4	3	2	1	NA
Participates effectively in patient care management and clinical rounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates diagnostic interpretation skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows clinical decision-making abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develops appropriate medication regimen planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates patient assessment skills and care plan documentation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 4 Subtotal: \_\_\_/25 points

### 5. Drug Knowledge and IPC

Area	5	4	3	2	1	NA
Shows knowledge of common medications, indications, dosages, and interactions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates therapeutic classification systems understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies and manages drug interactions effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows medical device knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies infection prevention and control (IPC) protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates antimicrobial stewardship principles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 5 Subtotal: \_\_\_/30 points

## 6. Medication Information and Counseling

Area	5	4	3	2	1	NA
Provides medication information and counseling to patients and healthcare providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates effective information retrieval skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows clinical communication and adherence strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs drug information analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provides evidence-based recommendations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 6 Subtotal: \_\_\_/25 points

## 7. Formulary Management and Therapeutic Interchange

Area	5	4	3	2	1	NA
Understands formulary management and therapeutic interchange	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates knowledge of formulary structure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies drug selection criteria	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs cost-effectiveness analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conducts therapeutic equivalence assessment and budget impact analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 7 Subtotal: \_\_\_/25 points

## 8. Medicines and Therapeutics Committee (MTC)

Area	5	4	3	2	1	NA
Gains insight into MTC functions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates MTC role comprehension	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands rational use policies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows protocol drafting abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates evidence evaluation and committee decision-making understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 8 Subtotal: \_\_\_/25 points

## 9. Procurement and Supply Chain Management

Area	5	4	3	2	1	NA
Manages medication supply, procurement, and storage systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates procurement systems knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows inventory control and cold chain management skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages disposal procedures appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates supply chain optimization and emergency stock management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 9 Subtotal: \_\_\_/25 points

## 10. Medication Safety and Reconciliation

Area	5	4	3	2	1	NA
Participates in medication reconciliation and safety monitoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates medication history taking skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows error detection and reporting abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies and reports ADRs appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies medication reconciliation protocols and quality improvement processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 10 Subtotal: \_\_\_/25 points

## 11. Evidence-Based Protocols and STGs

Area	5	4	3	2	1	NA
Applies standard treatment guidelines (STGs) and evidence-based protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates protocol interpretation skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows evidence-based practice understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses specialty-specific guidelines appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates clinical pathway navigation and outcome monitoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Section 11 Subtotal: \_\_\_/25 points

### 12. Emergency and Critical Care

Area	5	4	3	2	1	NA
Supports emergency and critical care medication management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates emergency drug protocol knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows critical care dosing skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Participates effectively in rapid response team activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages code blue medications and high-risk medication handling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 12 Subtotal: \_\_\_/25 points

### 13. Specialized Pharmacy Services

Area	5	4	3	2	1	NA
Understands specialized pharmacy services and clinical programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates oncology pharmacy protocol knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows pediatric dosing considerations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies geriatric medication optimization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates pain management protocols and infectious disease stewardship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 13 Subtotal: \_\_\_/25 points

### 14. Quality Assurance and Safety Programs

Area	5	4	3	2	1	NA
Participates in quality assurance and medication safety programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates quality indicators monitoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses incident reporting systems appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs root cause analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contributes to continuous quality improvement and accreditation standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 14 Subtotal: \_\_\_/25 points



## 15. Health Insurance Navigation

Area	5	4	3	2	1	NA
Navigates health insurance systems and medication access	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands RSSB and CBHI hospital coverage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages MMI inpatient benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Processes private insurance authorization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Handles prior authorization processes and formulary restrictions navigation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 15 Subtotal: \_\_\_/25 points

## 16. Clinical Pharmacy Services

Area	5	4	3	2	1	NA
Provides comprehensive clinical pharmacy services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates clinical assessment and pharmaceutical care planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies and resolves drug therapy problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Documents clinical interventions and follow-up appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies MTM protocols and specialty clinic collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 16 Subtotal: \_\_\_/25 points

## 17. Professional Behavior and Soft Skills

Area	5	4	3	2	1	NA
Demonstrates professional behavior and soft skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows punctuality and responsibility	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates teamwork and respectful communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows adaptability and cultural sensitivity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates stress management abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 17 Subtotal: \_\_\_/25 points



## 18. Ethics, Legal, and Confidentiality

Area	5	4	3	2	1	NA
Upholds ethical standards, legal obligations, and confidentiality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains confidentiality protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates ethical decision-making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows Rwanda Pharmacy Law knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates patient rights awareness and research ethics understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 18 Subtotal: \_\_\_/25 points

## 19. NCD and Communicable Disease Management

Area	5	4	3	2	1	NA
<b>NCDs:</b> Manages diabetes medication and monitoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>NCDs:</b> Applies hypertension treatment protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>NCDs:</b> Manages cardiovascular disease medication therapy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>NCDs:</b> Handles cancer/oncology supportive care and chemotherapy protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>NCDs:</b> Manages chronic kidney disease and dialysis medications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>NCDs:</b> Handles mental health medication management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>NCDs:</b> Manages chronic respiratory diseases (asthma, COPD)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Communicable:</b> Manages HIV/AIDS ART therapy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Communicable:</b> Handles TB treatment protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Communicable:</b> Manages Hepatitis B/C antiviral therapy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>General:</b> Applies medication adherence strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>General:</b> Provides lifestyle modification counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>General:</b> Monitors therapeutic targets and drug interactions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 19 Subtotal: \_\_\_/65 points



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## OVERALL PERFORMANCE SUMMARY

### Scoring Summary

- **Section 1 - Interdisciplinary Collaboration:** \_\_\_/25 points
- **Section 2 - Sterile/Non-Sterile Compounding:** \_\_\_/25 points
- **Section 3 - PK/PD Monitoring:** \_\_\_/25 points
- **Section 4 - Patient Care Management:** \_\_\_/25 points
- **Section 5 - Drug Knowledge and IPC:** \_\_\_/30 points
- **Section 6 - Medication Information:** \_\_\_/25 points
- **Section 7 - Formulary Management:** \_\_\_/25 points
- **Section 8 - MTC Functions:** \_\_\_/25 points
- **Section 9 - Supply Chain Management:** \_\_\_/25 points
- **Section 10 - Medication Safety:** \_\_\_/25 points
- **Section 11 - Evidence-Based Protocols:** \_\_\_/25 points
- **Section 12 - Emergency Care:** \_\_\_/25 points
- **Section 13 - Specialized Services:** \_\_\_/25 points
- **Section 14 - Quality Assurance:** \_\_\_/25 points
- **Section 15 - Insurance Navigation:** \_\_\_/25 points
- **Section 16 - Clinical Pharmacy:** \_\_\_/25 points
- **Section 17 - Professional Behavior:** \_\_\_/25 points
- **Section 18 - Ethics and Legal:** \_\_\_/25 points
- **Section 19 - NCD/Communicable Disease:** \_\_\_/65 points

**Total Score:** \_\_\_/505 points

Overall %:.....%

### Performance Rating

- Excellent (90-100%)** - Exceeds expectations, ready for independent hospital pharmacy practice
- Good (80-89%)** - Meets expectations, minor development areas identified
- Satisfactory (70-79%)** - Acceptable performance, some improvement needed
- Needs Improvement (60-69%)** - Below expectations, significant development required
- Unsatisfactory (<60%)** - Does not meet minimum standards for hospital pharmacy practice



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## **TUTOR'S DETAILED COMMENTS**

### **Key Strengths Demonstrated**

*Provide specific examples of excellent performance and competencies mastered*

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.....  
.....  
.....

### **Areas Requiring Development**

*Identify specific skills, knowledge areas, or competencies needing improvement*

.....  
.....  
.....  
.....

### **Recommendations for Continued Professional Growth**

*[Suggest specific next steps, additional training, or career development opportunities*

.....  
.....  
.....  
.....

### **Additional Comments**

*Any other relevant observations about performance, attitude, or potential*

.....  
.....  
.....  
.....



## **SIGNATURES AND APPROVAL**

### **Intern Acknowledgment:**

- **Name:** \_\_\_\_\_
- **Date:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_

### **Hospital Pharmacy Department Head /Supervisor Approval:**

- **Name:** \_\_\_\_\_
- **Date:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_
- **Official Stamp:** \_\_\_\_\_

## Supply chain Management Internship- Detailed internship objectives

At the end of the internship, the intern pharmacist should be able to:

#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
1	<b>Understand pharmaceutical supply chain processes</b>	<ul style="list-style-type: none"> <li>• End-to-end supply chain awareness</li> <li>• Process mapping</li> <li>• Stakeholder roles</li> </ul>	<ul style="list-style-type: none"> <li>• Provide overview of national supply chain structure</li> <li>• Assign process flow mapping tasks</li> <li>• Explain roles of RMS, RBC, Rwanda FDA, MoH</li> </ul>	Supply chain process mapping presentation with stakeholder analysis	<ul style="list-style-type: none"> <li>• National supply chain documentation</li> <li>• Process mapping templates</li> <li>• Stakeholder contact information</li> </ul>
2	<b>Learn procurement and inventory management practices</b>	<ul style="list-style-type: none"> <li>• Forecasting</li> <li>• Quantification</li> <li>• Stock control techniques</li> <li>• Procurement procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Assign real or simulated procurement plan review</li> <li>• Supervise stock card use</li> <li>• Guide monthly stock report preparation</li> </ul>	Procurement plan development and inventory management assessment	<ul style="list-style-type: none"> <li>• Procurement guidelines</li> <li>• Stock card templates</li> <li>• Monthly reporting forms</li> </ul>
3	<b>Acquire knowledge of drug storage and distribution systems</b>	<ul style="list-style-type: none"> <li>• Proper storage conditions</li> <li>• Cold chain maintenance</li> <li>• Distribution protocols</li> </ul>	<ul style="list-style-type: none"> <li>• Provide national GSP/GDP guidelines</li> <li>• Tour cold chain storage</li> <li>• Assign distribution documentation review</li> </ul>	Storage and distribution protocol compliance assessment	<ul style="list-style-type: none"> <li>• GSP/GDP guidelines</li> <li>• Cold chain monitoring tools</li> <li>• Distribution documentation</li> </ul>
4	<b>Manage pharmaceutical logistics (order, replenish, distribute)</b>	<ul style="list-style-type: none"> <li>• Order processing</li> <li>• Stock evaluation</li> <li>• Route planning</li> <li>• Lead time calculation</li> </ul>	<ul style="list-style-type: none"> <li>• Supervise intern in order processing</li> <li>• Assign restocking simulation</li> </ul>	Logistics management simulation with order processing evaluation	<ul style="list-style-type: none"> <li>• Order processing systems</li> <li>• Route planning tools</li> <li>• Delivery schedule templates</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
			Review delivery schedules and timelines		
5	<b>Utilize accurate supply chain data for decisions and record-keeping</b>	<ul style="list-style-type: none"> <li>• Data reporting</li> <li>• LMIS understanding</li> <li>• Inventory analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Provide LMIS dashboard access</li> <li>• Assign tasks in stock status updates</li> <li>• Guide data validation procedures</li> </ul>	Data analysis project with LMIS system demonstration	<ul style="list-style-type: none"> <li>• LMIS dashboard access</li> <li>• Data validation protocols</li> <li>• Reporting templates</li> </ul>
6	<b>Use digital tools for inventory tracking and SCM monitoring</b>	<ul style="list-style-type: none"> <li>• eLMIS/RxSolution proficiency</li> <li>• Barcode scanning</li> <li>• Stock reconciliation using systems</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate inventory software use</li> <li>• Supervise entry and stock reconciliation</li> <li>• Assign system-based report tasks</li> </ul>	Digital inventory management competency assessment	<ul style="list-style-type: none"> <li>• eLMIS/RxSolution access</li> <li>• Barcode scanning equipment</li> <li>• System user manuals</li> </ul>
7	<b>Implement strategies to improve efficiency and reduce waste</b>	<ul style="list-style-type: none"> <li>• Waste reduction analysis</li> <li>• Expiry monitoring</li> <li>• Redistribution planning</li> </ul>	<ul style="list-style-type: none"> <li>• Assign expired product analysis</li> <li>• Guide on near-expiry reporting</li> <li>• Review SOPs for wastage prevention</li> </ul>	Waste reduction strategy development and efficiency improvement plan	<ul style="list-style-type: none"> <li>• Waste analysis templates</li> <li>• SOPs for waste prevention</li> <li>• Redistribution protocols</li> </ul>
8	<b>Understand regulatory compliance and standards in SCM</b>	<ul style="list-style-type: none"> <li>• Policy awareness</li> <li>• WHO/MoH/Rwanda FDA standards</li> <li>• Inspection readiness</li> </ul>	<ul style="list-style-type: none"> <li>• Review MOH SCM guidelines and compliance tools</li> <li>• Assign review of audit checklists</li> </ul>	Regulatory compliance assessment and audit simulation	<ul style="list-style-type: none"> <li>• MOH SCM guidelines</li> <li>• Audit checklists</li> <li>• Compliance documentation</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
			<ul style="list-style-type: none"> <li>• Simulate compliance audits</li> </ul>		
9	<b>Support access to essential medicines in underserved areas</b>	<ul style="list-style-type: none"> <li>• Needs-based distribution</li> <li>• Equity focus</li> <li>• Emergency logistics</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss last-mile delivery strategies</li> <li>• Review stockout response cases</li> <li>• Assign rural zone stock availability analysis</li> </ul>	Access strategy development for underserved areas	<ul style="list-style-type: none"> <li>• Last-mile delivery protocols</li> <li>• Stockout response procedures</li> <li>• Rural distribution data</li> </ul>
10	<b>Engage with stakeholders to improve SCM system performance</b>	<ul style="list-style-type: none"> <li>• Stakeholder mapping</li> <li>• Interagency coordination</li> <li>• Conflict resolution</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate meetings or simulations with RMS, Rwanda FDA, hospitals</li> <li>• Assign collaboration activity</li> <li>• Discuss real-life supply delays</li> </ul>	Stakeholder engagement project with collaboration assessment	<ul style="list-style-type: none"> <li>• Stakeholder contact lists</li> <li>• Meeting facilitation tools</li> <li>• Collaboration protocols</li> </ul>
11	<b>Apply financial management and cost analysis in SCM</b>	<ul style="list-style-type: none"> <li>• Budget planning and cost analysis</li> <li>• Economic order quantity calculations</li> <li>• Cost-effectiveness analysis</li> <li>• Financial reporting and variance analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Review SCM budget documents</li> <li>• Practice EOQ calculations</li> <li>• Analyze cost-effectiveness scenarios</li> <li>• Guide financial variance reporting</li> </ul>	Financial analysis project with budget planning and cost-effectiveness assessment	<ul style="list-style-type: none"> <li>• SCM budget documents</li> <li>• EOQ calculation tools</li> <li>• Cost analysis templates</li> <li>• Financial reporting formats</li> </ul>
12	<b>Implement quality assurance and GDP compliance</b>	<ul style="list-style-type: none"> <li>• Good Distribution Practice (GDP) implementation</li> <li>• Temperature monitoring and validation</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate GDP compliance procedures</li> <li>• Practice temperature</li> </ul>	GDP compliance assessment and quality assurance project	<ul style="list-style-type: none"> <li>• GDP implementation guidelines</li> <li>• Temperature monitoring equipment</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
		<ul style="list-style-type: none"> <li>• Product recalls and reverse logistics</li> <li>• Quality control in storage and transport</li> </ul>	<ul style="list-style-type: none"> <li>monitoring protocols</li> <li>• Simulate product recall scenarios</li> <li>• Review quality control checklists</li> </ul>		<ul style="list-style-type: none"> <li>• Product recall protocols</li> <li>• Quality control checklists</li> </ul>
13	<b>Develop emergency and crisis management capabilities</b>	<ul style="list-style-type: none"> <li>• Emergency preparedness planning</li> <li>• Disaster response supply chain</li> <li>• Alternative supply routes planning</li> <li>• Crisis communication protocols</li> </ul>	<ul style="list-style-type: none"> <li>• Review emergency preparedness plans</li> <li>• Simulate disaster response scenarios</li> <li>• Practice alternative route planning</li> <li>• Demonstrate crisis communication procedures</li> </ul>	Emergency response plan development and crisis management simulation	<ul style="list-style-type: none"> <li>• Emergency preparedness templates</li> <li>• Disaster response protocols</li> <li>• Alternative route mapping tools</li> <li>• Crisis communication guidelines</li> </ul>
14	<b>Utilize advanced analytics for SCM optimization</b>	<ul style="list-style-type: none"> <li>• Demand forecasting models</li> <li>• Supply chain risk assessment</li> <li>• Performance metrics and KPIs</li> <li>• Continuous improvement methodologies</li> </ul>	<ul style="list-style-type: none"> <li>• Practice demand forecasting techniques</li> <li>• Conduct supply chain risk analysis</li> <li>• Review SCM performance metrics</li> <li>• Apply continuous improvement methods</li> </ul>	Advanced analytics project with forecasting, risk assessment, and KPI analysis	<ul style="list-style-type: none"> <li>• Forecasting software/models</li> <li>• Risk assessment tools</li> <li>• KPI dashboards</li> <li>• Continuous improvement frameworks</li> </ul>
15	<b>Apply procurement law and regulatory compliance in pharmaceutical purchasing</b>	<ul style="list-style-type: none"> <li>• Rwanda Public Procurement Law understanding</li> <li>• RPPA regulations and procedures</li> </ul>	<ul style="list-style-type: none"> <li>• Review Rwanda Public Procurement Law</li> <li>• Practice tender</li> </ul>	Procurement law compliance assessment and tender evaluation exercise	<ul style="list-style-type: none"> <li>• Rwanda Public Procurement Law</li> <li>• RPPA guidelines</li> <li>• Tender document templates</li> <li>• Contract management tools</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
		<ul style="list-style-type: none"> <li>• Tender processes and evaluation criteria</li> <li>• Contract management and legal compliance</li> <li>• Procurement ethics and transparency</li> <li>• Supplier qualification requirements</li> </ul>	document preparation <ul style="list-style-type: none"> <li>• Observe procurement committee meetings</li> <li>• Guide contract evaluation exercises</li> <li>• Discuss procurement ethics cases</li> <li>• Review supplier qualification procedures</li> </ul>		<ul style="list-style-type: none"> <li>• Procurement ethics guidelines</li> <li>• Supplier evaluation criteria</li> </ul>
16	<b>Collaborate with Rwanda FDA in medicine importation and regulatory processes</b>	<ul style="list-style-type: none"> <li>• Import permit procedures</li> <li>• Drug registration requirements</li> <li>• Custom clearance processes</li> <li>• Quality control and inspection protocols</li> <li>• Post-market surveillance coordination</li> <li>• Regulatory compliance verification</li> </ul>	<ul style="list-style-type: none"> <li>• Practice import permit application processes</li> <li>• Review drug registration documentation</li> <li>• Observe custom clearance procedures</li> <li>• Participate in quality control inspections</li> <li>• Review post-market surveillance reports</li> <li>• Coordinate with Rwanda FDA regulatory officers</li> </ul>	Import documentation project and regulatory compliance assessment	<ul style="list-style-type: none"> <li>• Import permit templates</li> <li>• Drug registration guidelines</li> <li>• Custom clearance procedures</li> <li>• Quality control protocols</li> <li>• Post-market surveillance forms</li> <li>• Rwanda FDA contact directory</li> </ul>
17	<b>Coordinate with CPDS/MoH for national</b>	<ul style="list-style-type: none"> <li>• National pharmaceutical planning processes</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in CPDS planning meetings</li> </ul>	National supply planning project with	<ul style="list-style-type: none"> <li>• CPDS planning documents</li> <li>• Essential medicines list</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
	<b>pharmaceutical supply planning</b>	<ul style="list-style-type: none"> <li>• Essential medicines list management</li> <li>• Budget allocation and resource planning</li> <li>• Inter-ministerial coordination</li> <li>• Health system integration</li> <li>• Policy implementation support</li> </ul>	<ul style="list-style-type: none"> <li>• Review essential medicines list updates</li> <li>• Analyze budget allocation processes</li> <li>• Practice inter-ministerial communication</li> <li>• Study health system integration points</li> <li>• Support policy implementation activities</li> </ul>	CPDS coordination assessment	<ul style="list-style-type: none"> <li>• Budget planning templates</li> <li>• Inter-ministerial coordination protocols</li> <li>• Health system integration guidelines</li> <li>• Policy implementation frameworks</li> </ul>
18	<b>Understand RMS operations and multi-level supply chain coordination</b>	<ul style="list-style-type: none"> <li>• RMS central warehouse operations</li> <li>• Branch-level distribution management</li> <li>• Inter-facility transfer protocols</li> <li>• RMS-facility coordination procedures</li> <li>• Vertical supply chain integration</li> <li>• Performance monitoring across all levels</li> <li>• Multi-tiered inventory management</li> <li>• Regional distribution planning</li> </ul>	<ul style="list-style-type: none"> <li>• Tour RMS central warehouse operations</li> <li>• Visit multiple RMS branch facilities</li> <li>• Shadow inter-facility transfer processes</li> <li>• Participate in RMS coordination meetings</li> <li>• Review multi-level performance dashboards</li> <li>• Practice vertical integration protocols</li> <li>• Observe regional</li> </ul>	RMS operations assessment with multi-level coordination project and performance analysis	<ul style="list-style-type: none"> <li>• RMS central operations manuals</li> <li>• Health Supply Chain Management Module for RMS branches and Central level module</li> <li>• Branch management guidelines</li> <li>• Inter-facility transfer protocols</li> <li>• RMS coordination frameworks</li> <li>• Multi-level performance dashboards</li> <li>• Regional distribution maps</li> <li>• RMS-facility communication tools</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
			distribution planning • Study RMS-facility communication systems		• Vertical integration documentation
19	<b>Develop comprehensive stakeholder collaboration and partnership management</b>	<ul style="list-style-type: none"> <li>• Multi-stakeholder coordination protocols</li> <li>• Partnership development and management</li> <li>• Conflict resolution and negotiation</li> <li>• Communication strategy development</li> <li>• Cross-sector collaboration</li> <li>• Public-private partnership understanding</li> <li>• Donor coordination and management</li> <li>• Civil society organization engagement</li> <li>• Academic institution partnerships</li> <li>• International organization liaison</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate multi-stakeholder meetings with RMS, Rwanda FDA, CPDS, MoH, hospitals, private sector</li> <li>• Practice partnership agreement development</li> <li>• Participate in donor coordination meetings</li> <li>• Engage with CSOs and academic partners</li> <li>• Observe conflict resolution scenarios</li> <li>• Practice communication strategy implementation</li> <li>• Shadow international</li> </ul>	Stakeholder collaboration project with partnership development plan and multi-sector coordination assessment	<ul style="list-style-type: none"> <li>• Stakeholder mapping tools</li> <li>• Partnership agreement templates</li> <li>• Donor coordination frameworks</li> <li>• CSO engagement guidelines</li> <li>• Academic collaboration protocols</li> <li>• International liaison procedures</li> <li>• Conflict resolution frameworks</li> <li>• Communication strategy templates</li> <li>• Partnership performance metrics</li> </ul>



#	Training Outcome	Necessary Skills	Preceptor Inputs	Assessment Method	Resources Needed
			organization meetings  •Review partnership performance assessments		



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# PHARMACIST INTERN EVALUATION FORM (SUPPLY CHAIN MANAGEMENT)

This form should be completed by the Tutor/Supervising pharmacist who has had the greatest opportunity to observe the intern pharmacist's skills during the internship period.

## Instructions:

- Rate each item using the **5-point scale: 5=Excellent, 4=Good, 3=Average, 2=Fair, 1=Poor, NA=Not Applicable**
- Assessment should reflect the intern's performance relative to their current level of experience
- Provide comments where necessary, especially if more experience is required or if requirements cannot be fulfilled
- Please note that the assessment is against a standard of what would be expected at the intern's current level of experience

## INTERN AND SUPERVISOR INFORMATION

Field	Details
Pharmacist Intern Name	
Pharmacist Intern Signature	
Tutor Name	
Tutor Signature	
Internship Site Name	
Address of Workplace	
Internship Period	From: /___/___ To: /___/___

## EVALUATION SECTIONS

Rating Scale: 5=Excellent | 4=Good | 3=Average | 2=Fair | 1=Poor | NA=Not Applicable

### 1. Supply Chain Process Understanding

Area	5	4	3	2	1	NA
Understands pharmaceutical supply chain processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates end-to-end supply chain awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows process mapping skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands stakeholder roles (RMS, RBC, Rwanda FDA, MoH)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 1 Subtotal: \_\_\_/20 points

### 2. Procurement and Inventory Management

Area	5	4	3	2	1	NA
Learns procurement and inventory management practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates forecasting and quantification skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses stock control techniques effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies procurement procedures appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 2 Subtotal: \_\_\_/20 points

### 3. Storage and Distribution Systems

Area	5	4	3	2	1	NA
Acquires knowledge of drug storage and distribution systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains proper storage conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages cold chain maintenance effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Follows distribution protocols correctly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 3 Subtotal: \_\_\_/20 points

#### 4. Pharmaceutical Logistics Management

Area	5	4	3	2	1	NA
Manages pharmaceutical logistics (order, replenish, distribute)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates order processing skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs stock evaluation effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows route planning and lead time calculation abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 4 Subtotal: \_\_\_/20 points

#### 5. Data Utilization and Record-Keeping

Area	5	4	3	2	1	NA
Utilizes accurate supply chain data for decisions and record-keeping	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates data reporting skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows LMIS understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs inventory analysis effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 5 Subtotal: \_\_\_/20 points

#### 6. Digital Tools and Technology

Area	5	4	3	2	1	NA
Uses digital tools for inventory tracking and SCM monitoring	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates eLMIS/RxSolution proficiency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses barcode scanning effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs stock reconciliation using systems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 6 Subtotal: \_\_\_/20 points

## 7. Efficiency and Waste Reduction

Area	5	4	3	2	1	NA
Implements strategies to improve efficiency and reduce waste	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs waste reduction analysis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates expiry monitoring skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plans redistribution effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 7 Subtotal: \_\_\_/20 points

## 8. Regulatory Compliance and Standards

Area	5	4	3	2	1	NA
Understands regulatory compliance and standards in SCM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows policy awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies WHO/MoH/Rwanda FDA standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates inspection readiness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 8 Subtotal: \_\_\_/20 points

## 9. Access and Equity

Area	5	4	3	2	1	NA
Supports access to essential medicines in underserved areas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates needs-based distribution understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows equity focus in supply chain decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies emergency logistics principles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 9 Subtotal: \_\_\_/20 points



## 10. Stakeholder Engagement

Area	5	4	3	2	1	NA
Engages with stakeholders to improve SCM system performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates stakeholder mapping skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows interagency coordination abilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies conflict resolution techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 10 Subtotal: \_\_\_/20 points

## 11. Financial Management and Cost Analysis

Area	5	4	3	2	1	NA
Applies financial management and cost analysis in SCM	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates budget planning and cost analysis skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs economic order quantity calculations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conducts cost-effectiveness analysis and financial reporting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 11 Subtotal: \_\_\_/20 points

## 12. Quality Assurance and GDP Compliance

Area	5	4	3	2	1	NA
Implements quality assurance and GDP compliance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates Good Distribution Practice implementation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs temperature monitoring and validation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages product recalls and reverse logistics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies quality control in storage and transport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 12 Subtotal: \_\_\_/25 points

### 13. Emergency and Crisis Management

Area	5	4	3	2	1	NA
Develops emergency and crisis management capabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates emergency preparedness planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows disaster response supply chain understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plans alternative supply routes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies crisis communication protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 13 Subtotal: \_\_\_/25 points

### 14. Advanced Analytics and Optimization

Area	5	4	3	2	1	NA
Utilizes advanced analytics for SCM optimization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses demand forecasting models	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conducts supply chain risk assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies performance metrics and KPIs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses continuous improvement methodologies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 14 Subtotal: \_\_\_/25 points

### 15. Procurement Law and Regulatory Compliance

Area	5	4	3	2	1	NA
Applies procurement law and regulatory compliance in pharmaceutical purchasing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands Rwanda Public Procurement Law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies RPPA regulations and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages tender processes and evaluation criteria	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates contract management and legal compliance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows procurement ethics and transparency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 15 Subtotal: \_\_\_/30 points



## 16. Rwanda FDA Collaboration

Area	5	4	3	2	1	NA
Collaborates with Rwanda FDA in medicine importation and regulatory processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages import permit procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands drug registration requirements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Handles custom clearance processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies quality control and inspection protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coordinates post-market surveillance and regulatory compliance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 16 Subtotal: \_\_\_/30 points

## 17. CPDS/MoH Coordination

Area	5	4	3	2	1	NA
Coordinates with CPDS/MoH for national pharmaceutical supply planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands national pharmaceutical planning processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages essential medicines list effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows budget allocation and resource planning skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates inter-ministerial coordination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supports health system integration and policy implementation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 17 Subtotal: \_\_\_/30 points

## 18. RMS Operations and Multi-Level Coordination

Area	5	4	3	2	1	NA
Understands RMS operations and multi-level supply chain coordination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows knowledge of RMS central warehouse operations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates branch-level distribution management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies inter-facility transfer protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows RMS-facility coordination procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates vertical supply chain integration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performs performance monitoring across all levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses multi-tiered inventory management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows regional distribution planning skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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Section 18 Subtotal: \_\_\_/45 points

### 19. Comprehensive Stakeholder Collaboration and Partnership Management

Area	5	4	3	2	1	NA
Develops comprehensive stakeholder collaboration and partnership management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates multi-stakeholder coordination protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows partnership development and management skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies conflict resolution and negotiation techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develops communication strategies effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates cross-sector collaboration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows public-private partnership understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages donor coordination effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Engages civil society organizations appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develops academic institution partnerships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coordinates with international organizations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 19 Subtotal: \_\_\_/55 points



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## SECTION E: OVERALL PERFORMANCE SUMMARY

### Scoring Summary

- **Section 1 - Supply Chain Process Understanding:** \_\_\_/20 points
- **Section 2 - Procurement and Inventory Management:** \_\_\_/20 points
- **Section 3 - Storage and Distribution Systems:** \_\_\_/20 points
- **Section 4 - Pharmaceutical Logistics Management:** \_\_\_/20 points
- **Section 5 - Data Utilization and Record-Keeping:** \_\_\_/20 points
- **Section 6 - Digital Tools and Technology:** \_\_\_/20 points
- **Section 7 - Efficiency and Waste Reduction:** \_\_\_/20 points
- **Section 8 - Regulatory Compliance and Standards:** \_\_\_/20 points
- **Section 9 - Access and Equity:** \_\_\_/20 points
- **Section 10 - Stakeholder Engagement:** \_\_\_/20 points
- **Section 11 - Financial Management:** \_\_\_/20 points
- **Section 12 - Quality Assurance and GDP:** \_\_\_/25 points
- **Section 13 - Emergency and Crisis Management:** \_\_\_/25 points
- **Section 14 - Advanced Analytics:** \_\_\_/25 points
- **Section 15 - Procurement Law:** \_\_\_/30 points
- **Section 16 - Rwanda FDA Collaboration:** \_\_\_/30 points
- **Section 17 - CPDS/MoH Coordination:** \_\_\_/30 points
- **Section 18 - RMS Operations:** \_\_\_/45 points
- **Section 19 - Stakeholder Collaboration:** \_\_\_/55 points

**Total Score:** \_\_\_/485 points

**Overall %:**.....%

### Performance Rating

**Core Program:**  **Excellent (90-100%)** - Exceeds expectations, ready for independent regulatory practice

**Good (80-89%)** - Meets expectations, minor development areas identified

**Satisfactory (70-79%)** - Acceptable performance, some improvement needed

**Needs Improvement (60-69%)** - Below expectations, significant development required

**Unsatisfactory (<60%)** - Does not meet minimum standards for regulatory practice



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**SECTION F: DETAILED EVALUATION COMMENTS**

**Key Strengths Demonstrated**

*Provide specific examples of excellent performance and competencies mastered*

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**Areas Requiring Development**

*Identify specific skills, knowledge areas, or competencies needing improvement*

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**Recommendations for Continued Professional Growth**

*Suggest specific next steps, additional training, or career development opportunities*

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**Specific Comments on Technical Competencies**

*Detailed feedback on regulatory-specific skills and knowledge application*

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**Additional Observations:**

*Any other relevant comments about performance, attitude, or potential*

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**SECTION G: SIGNATURES AND OFFICIAL APPROVAL**

**Intern Acknowledgment:** I acknowledge that I have reviewed this evaluation and discussed it with my supervisor.

- **Name:** \_\_\_\_\_
- **Date:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_

**SCM Department Head/RMS Representative Approval:**

- **Name:** \_\_\_\_\_
- **Date:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_
- **Official Stamp:** \_\_\_\_\_

**For Official Use Only:**

- **Internship Status:**  Successfully Completed  Requires Extension  Not Satisfactory
- **Date Processed:** \_\_\_\_\_



## Regulatory Internship- Detailed internship objectives

*Applicable to placements at the Rwanda Food and Drugs Authority (FDA), Rwanda*

*National Pharmacy Council (NPC), or other regulatory agencies.*

<b>Training Outcome</b>	<b>Necessary Skills</b>	<b>Preceptor Inputs</b>	<b>Assessment Method</b>	<b>Resources Needed</b>
<b>1. Regulatory processes (registration, licensing, quality control)</b>	<ul style="list-style-type: none"> <li>• Reviewing dossiers</li> <li>• Understanding application workflows</li> <li>• Quality control basics</li> </ul>	<ul style="list-style-type: none"> <li>• Guide intern through sample registration dossier</li> <li>• Demonstrate key steps in licensing workflow</li> <li>• Involve in quality documentation review</li> </ul>	Intern presents dossier review findings to team	<ul style="list-style-type: none"> <li>• Sample dossiers</li> <li>• Process flowcharts</li> <li>• QC checklists</li> </ul>
<b>2. Role of regulatory bodies in compliance</b>	<ul style="list-style-type: none"> <li>• Policy and law interpretation</li> <li>• Compliance framework understanding</li> </ul>	<ul style="list-style-type: none"> <li>• Assign reading on national regulatory laws</li> <li>• Facilitate participation in compliance review meetings</li> </ul>	Written summary of compliance framework with examples	<ul style="list-style-type: none"> <li>• Regulatory law documents (Rwanda FDA Law &amp; Pharmacy Council Law)</li> <li>• Compliance reports</li> <li>• Meeting access</li> </ul>
<b>3. Pharmacovigilance &amp; ADR reporting</b>	<ul style="list-style-type: none"> <li>• ADR case documentation</li> <li>• Use of VigiFlow/national PV database</li> <li>• Signal detection basics</li> </ul>	<ul style="list-style-type: none"> <li>• Assign tasks in ADR entry and analysis</li> <li>• Organize briefing on national pharmacovigilance strategy</li> <li>• Practice with mock ADR cases</li> </ul>	Complete 5 ADR reports with quality review	<ul style="list-style-type: none"> <li>• VigiFlow access</li> <li>• Mock ADR cases</li> <li>• PV strategy documents</li> </ul>



<b>4. Inspections and audits</b>	<ul style="list-style-type: none"><li>• Use of inspection checklists</li><li>• Report writing</li><li>• Compliance observation</li></ul>	<ul style="list-style-type: none"><li>• Shadow 2+ actual inspections</li><li>• Provide checklist samples and previous reports</li></ul>	Draft inspection report for review and feedback	<ul style="list-style-type: none"><li>• Inspection checklists</li><li>• Sample reports</li><li>• Transportation for site visits</li></ul>
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<b>Training Outcome</b>	<b>Necessary Skills</b>	<b>Preceptor Inputs</b>	<b>Assessment Method</b>	<b>Resources Needed</b>
	<ul style="list-style-type: none"> <li>• Interview techniques</li> </ul>	<ul style="list-style-type: none"> <li>• Assign practice inspection of office area</li> </ul>		
<b>5. Licensing of pharmacies &amp; manufacturing facilities</b>	<ul style="list-style-type: none"> <li>• Understanding licensing requirements</li> <li>• Regulatory forms validation</li> <li>• Site assessment criteria</li> </ul>	<ul style="list-style-type: none"> <li>• Review 3+ licensing applications</li> <li>• Assign mock licensing assessment</li> <li>• Demonstrate site evaluation process</li> </ul>	Present licensing recommendation with rationale	<ul style="list-style-type: none"> <li>• Licensing applications</li> <li>• Assessment forms</li> <li>• Site visit opportunities</li> </ul>
<b>6. Risk assessments and risk management</b>	<ul style="list-style-type: none"> <li>• Risk ranking methodologies</li> <li>• Mitigation strategy development</li> <li>• Risk communication</li> </ul>	<ul style="list-style-type: none"> <li>• Walkthrough of risk management plans</li> <li>• Assign risk assessment using real case</li> <li>• Practice risk communication scenarios</li> </ul>	Complete risk assessment report with mitigation plan	<ul style="list-style-type: none"> <li>• Risk assessment templates</li> <li>• Historical cases</li> <li>• Risk matrices</li> </ul>
<b>7. Regulatory compliance (safety, efficacy, quality)</b>	<ul style="list-style-type: none"> <li>• Product dossier analysis</li> <li>• GMP and QA basics</li> <li>• Non-compliance identification</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate product quality check processes</li> <li>• Discuss real compliance case studies</li> <li>• Review GMP inspection findings</li> </ul>	Case study analysis and compliance recommendation	<ul style="list-style-type: none"> <li>• Product dossiers</li> <li>• GMP guidelines</li> <li>• Compliance case studies</li> </ul>
<b>8. International standards &amp; best practices</b>	<ul style="list-style-type: none"> <li>• Knowledge of ICH, WHO, US FDA guidelines, AMA Guidelines</li> <li>• Global comparison skills</li> <li>• Best practice identification</li> </ul>	<ul style="list-style-type: none"> <li>• Compare WHO &amp; Rwanda guidelines</li> <li>• Provide access to international guidance</li> <li>• Assign benchmarking exercise</li> </ul>	Comparative analysis presentation of 2+ regulatory systems	<ul style="list-style-type: none"> <li>• ICH guidelines</li> <li>• WHO documents</li> <li>• Internet access</li> <li>• International contacts</li> </ul>
<b>9. Rwanda's regulatory alignment</b>	<ul style="list-style-type: none"> <li>• Comparative legal understanding</li> <li>• Policy gap analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Map local guidelines with global standards</li> <li>• Assign policy gap identification</li> </ul>	Policy gap analysis report with recommendations	<ul style="list-style-type: none"> <li>• Local and international guidelines</li> <li>• Policy documents</li> </ul>



<b>Training Outcome</b>	<b>Necessary Skills</b>	<b>Preceptor Inputs</b>	<b>Assessment Method</b>	<b>Resources Needed</b>
	<ul style="list-style-type: none"> <li>• Harmonization strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss harmonization challenges</li> </ul>		<ul style="list-style-type: none"> <li>• Gap analysis templates</li> </ul>
<b>10. Promoting access to safe &amp; affordable medicines</b>	<ul style="list-style-type: none"> <li>• Access policy basics</li> <li>• Pricing analysis</li> <li>• Health equity considerations</li> <li>• Supply chain understanding</li> </ul>	<ul style="list-style-type: none"> <li>• Share national access strategy documents</li> <li>• Assign essential medicines access analysis</li> <li>• Discuss pricing and availability challenges</li> </ul>	Policy brief on improving medicine access	<ul style="list-style-type: none"> <li>• Access strategy documents</li> <li>• Pricing data</li> <li>• Essential medicines list</li> </ul>
<b>11. Regulatory decision-making</b>	<ul style="list-style-type: none"> <li>• Data analysis and interpretation</li> <li>• Evidence-based review</li> <li>• Risk-benefit evaluation</li> <li>• Committee dynamics</li> </ul>	<ul style="list-style-type: none"> <li>• Observe decision committee meetings</li> <li>• Assign mock reviews with rationale</li> <li>• Practice presenting evidence</li> </ul>	Mock committee presentation with Q&A session	<ul style="list-style-type: none"> <li>• Committee meeting access</li> <li>• Case materials</li> <li>• Decision templates</li> </ul>
<b>12. Applying guidelines and policies</b>	<ul style="list-style-type: none"> <li>• SoP development and interpretation</li> <li>• Response drafting</li> <li>• Case-based applications</li> <li>• Stakeholder communication</li> </ul>	<ul style="list-style-type: none"> <li>• Review and apply specific SoP</li> <li>• Role play scenario implementation</li> <li>• Practice stakeholder correspondence</li> </ul>	Written response to regulatory query using guidelines	<ul style="list-style-type: none"> <li>• SOPs and guidelines</li> <li>• Sample scenarios</li> <li>• communication templates</li> </ul>
<b>13. Laws governing pharmacy profession</b>	<ul style="list-style-type: none"> <li>• Licensing law understanding</li> <li>• Scope of practice definition</li> <li>• Professional boundaries</li> </ul>	<ul style="list-style-type: none"> <li>• Study Pharmacy Law and ministerial orders</li> <li>• Assign pharmacist responsibility mapping</li> <li>• Discuss professional boundary cases</li> </ul>	Quiz on pharmacy law and case study analysis	<ul style="list-style-type: none"> <li>• Pharmacy Law documents (Law establishing the Council of Pharmacists)</li> <li>• Ministerial orders (Ministerial order determining the code of ethics of Pharmacists)</li> <li>• Professional practice cases</li> </ul>



<b>Training Outcome</b>	<b>Necessary Skills</b>	<b>Preceptor Inputs</b>	<b>Assessment Method</b>	<b>Resources Needed</b>
<b>14. Ethics in pharmacy regulation</b>	<ul style="list-style-type: none"> <li>• Ethical reasoning framework</li> <li>• Conflict of interest identification</li> <li>• Regulatory integrity principles</li> </ul>	<ul style="list-style-type: none"> <li>• Facilitate ethical dilemma discussions</li> <li>• Review professional codes</li> <li>• Assign reflection on ethical challenges</li> </ul>	Written reflection paper on regulatory ethics with case examples	<ul style="list-style-type: none"> <li>• Professional codes</li> <li>• Ethical dilemma scenarios</li> <li>• Ethics frameworks</li> </ul>
<b>15. East African Community (EAC) regulatory harmonization</b>	<ul style="list-style-type: none"> <li>• Understanding EAC medicines regulations</li> <li>• Regional mutual recognition processes</li> <li>• Cross-border regulatory cooperation</li> </ul>	<ul style="list-style-type: none"> <li>• Study EAC regulatory guidelines</li> <li>• Participate in regional harmonization meetings</li> <li>• Compare Rwanda's alignment with EAC standards</li> </ul>	Analysis of Rwanda's implementation of EAC directives	<ul style="list-style-type: none"> <li>• EAC regulatory documents</li> <li>• Regional meeting records</li> <li>• Comparative analysis tools</li> </ul>
<b>16. Digital regulatory systems and e-submissions</b>	<ul style="list-style-type: none"> <li>• Electronic submission platforms</li> <li>• Digital documentation management</li> <li>• Data security protocols</li> <li>• System troubleshooting basics</li> </ul>	<ul style="list-style-type: none"> <li>• Training on Rwanda FDA's digital platforms</li> <li>• Practice with e-submission workflows</li> <li>• Demonstrate data backup and security measures</li> </ul>	Successfully process e-submission from start to finish	<ul style="list-style-type: none"> <li>• Access to digital platforms</li> <li>• User manuals</li> <li>• IT support contact</li> </ul>
<b>17. Public health emergency response</b>	<ul style="list-style-type: none"> <li>• Emergency use authorization processes</li> <li>• Crisis communication protocols</li> <li>• Expedited review procedures</li> <li>• Supply chain emergency management</li> </ul>	<ul style="list-style-type: none"> <li>• Review COVID-19 response case studies</li> <li>• Practice emergency communication drafting</li> <li>• Simulate expedited approval scenarios</li> </ul>	Emergency response plan presentation with timeline	<ul style="list-style-type: none"> <li>• Emergency protocols</li> <li>• COVID-19 case studies</li> <li>• Communication templates</li> </ul>



<b>Training Outcome</b>	<b>Necessary Skills</b>	<b>Preceptor Inputs</b>	<b>Assessment Method</b>	<b>Resources Needed</b>
<b>18. Community health and traditional medicine regulation</b>	<ul style="list-style-type: none"> <li>• Traditional medicine registration processes</li> <li>• Community health program oversight</li> <li>• Integration of traditional and modern medicine</li> <li>• Cultural sensitivity in regulation</li> </ul>	<ul style="list-style-type: none"> <li>• Study traditional medicine regulatory framework</li> <li>• Visit community health cooperatives</li> <li>• Interview traditional medicine practitioners</li> </ul>	Policy brief on traditional medicine integration	<ul style="list-style-type: none"> <li>• Traditional medicine guidelines</li> <li>• Community health contacts</li> <li>• Field visit arrangements</li> </ul>
<b>19. Stakeholder engagement and public consultation</b>	<ul style="list-style-type: none"> <li>• Public consultation facilitation</li> <li>• Industry liaison management</li> <li>• Patient advocacy group interaction</li> <li>• Community feedback incorporation</li> </ul>	<ul style="list-style-type: none"> <li>• Observe public consultation sessions</li> <li>• Practice stakeholder meeting facilitation</li> <li>• Draft consultation reports</li> </ul>	Facilitate mock public consultation session	<ul style="list-style-type: none"> <li>• Consultation guidelines</li> <li>• Stakeholder contact lists</li> <li>• Meeting facilities</li> </ul>
<b>20. Regulatory economics and resource management</b>	<ul style="list-style-type: none"> <li>• Cost-benefit analysis basics</li> <li>• Fee structure understanding</li> <li>• Budget allocation for regulatory activities</li> <li>• Resource optimization strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Review Rwanda FDA budget documents</li> <li>• Analyze fee structure rationale</li> <li>• Practice resource allocation exercises</li> </ul>	Business case presentation for regulatory improvement	<ul style="list-style-type: none"> <li>• Budget documents</li> <li>• Fee schedules</li> <li>• Economic analysis templates</li> </ul>



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## PHARMACY GRADUATE INTERNSHIP EVALUATION FORM

*Applicable to placements at the Rwanda Food and Drugs Authority (FDA), Rwanda*

*National Pharmacy Council (NPC), or other regulatory agencies.*

This form should be completed by the **Tutor/Supervising pharmacist** who has had the greatest opportunity to observe the intern pharmacy graduate's skills during the internship period.

### Instructions:

- Rate each item using the 5-point scale: **5=Excellent, 4=Good, 3=Average, 2=Fair, 1=Poor, NA=Not Applicable**
- Assessment should reflect the intern's performance relative to their current level of experience
- Provide comments where necessary, especially if more experience is required or if requirements cannot be fulfilled
- Complete both rating sections and practical assessments

### INTERN AND SUPERVISOR INFORMATION

Field	Details
Pharmacy Graduate Name	
Pharmacy Graduate Signature	
Tutor Name	
Tutor Signature	
Internship Site	Rwanda FDA
Address	
Internship Period	From: /      To: /
Program Type	<input type="checkbox"/> Core Program <input type="checkbox"/> Extended Program



**SECTION A: PROFESSIONAL COMPETENCIES**

**Rating Scale: 5=Excellent | 4=Good | 3=Average | 2=Fair | 1=Poor | NA=Not Applicable**

<b>Area</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>NA</b>
<b>1. Professional and Ethical Practice</b>						
Follows procedures at workplace as instructed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Displays personal and professional integrity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies accepted standards of practice and professional competence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains confidentiality of regulatory information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interprets and complies with relevant codes of ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates ethical reasoning in regulatory scenarios	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reflects and responds to feedback constructively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>2. Communication, Collaboration and Self-Management</b>						
Knows and applies key principles of communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Establishes and maintains good professional relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Collaborates effectively with cross-functional teams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Effectively plans and manages work time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Works effectively within organizational structure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Observes and learns from supervision approaches	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contributes to safe working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maintains punctual attendance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3. Application and Initiative</b>						
Demonstrates self-initiative at internship site	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organized and confident in regulatory tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates lifelong learning and critical thinking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reliable and available when needed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Makes effective use of available resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>4. Research and Information Management</b>						
Retrieves relevant information using current reference sources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Produces accurate written records and reports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Accurately interprets and evaluates information	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relates information to specific regulatory situations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows willingness to learn and seek professional growth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**SECTION B: CORE REGULATORY COMPETENCIES**

<b>Training Outcome</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>NA</b>
<b>1. Regulatory Processes (registration, licensing, quality control)</b>						
Reviews drug registration dossiers competently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands application workflows and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies quality control basics effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates competence in using IRMS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>2. Role of Regulatory Bodies in Compliance</b>						
Interprets Rwanda FDA Law & Pharmacy Council Law	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands compliance framework and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3. Pharmacovigilance &amp; ADR Reporting</b>						
Documents ADR cases accurately and completely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uses VigiFlow/national PV database effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates signal detection basics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>4. Inspections and Audits</b>						
Uses inspection checklists appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writes clear and accurate inspection reports	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates effective compliance observation skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows competent interview techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>5. Licensing of Pharmacies &amp; Manufacturing Facilities</b>						
Understands licensing requirements for facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Validates regulatory forms correctly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies site assessment criteria appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>6. Risk Assessments and Risk Management</b>						
Applies risk ranking methodologies effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develops appropriate mitigation strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicates risk information clearly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>7. Regulatory Compliance (safety, efficacy, quality)</b>						
Analyzes product dossiers for safety, efficacy, quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands GMP and QA principles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies non-compliance issues accurately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>8. International Standards &amp; Best Practices</b>						
Knows ICH, WHO, FDA, AMA guidelines	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates global comparison skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies international best practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>9. Rwanda's Regulatory Alignment</b>						
Understands comparative legal frameworks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Conducts policy gap analysis effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands harmonization strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>10. Promoting Access to Safe &amp; Affordable Medicines</b>						



Understands access policy basics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates pricing analysis skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Considers health equity in regulatory decisions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows supply chain understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>11. Regulatory Decision-Making</b>						
Analyzes data and interprets information correctly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates evidence-based review skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluates risk-benefit ratios appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands committee dynamics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>12. Applying Guidelines and Policies</b>						
Develops and interprets SOPs correctly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drafts appropriate regulatory responses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies policies to case-based scenarios	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates effective stakeholder communication	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>13. Laws Governing Pharmacy Profession</b>						
Understands licensing laws and procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knows scope of practice definitions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands professional boundaries and responsibilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Familiar with Law establishing Council of Pharmacists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knows Ministerial order on code of ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>14. Ethics in Pharmacy Regulation</b>						
Demonstrates ethical reasoning framework	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Identifies conflicts of interest appropriately	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Applies regulatory integrity principles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**SECTION C: ADVANCED COMPETENCIES**

<b>Training Outcome</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>NA</b>
<b>15. East African Community (EAC) Regulatory Harmonization</b>						
Understands EAC medicines regulations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knows regional mutual recognition processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands cross-border regulatory cooperation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>16. Digital Regulatory Systems and E-submissions</b>						
Uses electronic submission platforms effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages digital documentation securely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands data security protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates system troubleshooting basics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>17. Public Health Emergency Response</b>						
Understands emergency use authorization processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates crisis communication protocols	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knows expedited review procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands supply chain emergency management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>18. Community Health and Traditional Medicine Regulation</b>						
Understands traditional medicine registration processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows community health program oversight knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates integration of traditional and modern medicine	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows cultural sensitivity in regulatory approaches	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>19. Stakeholder Engagement and Public Consultation</b>						
Facilitates public consultation processes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Manages industry liaison relationships	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates patient advocacy group interaction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Incorporates community feedback effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>20. Regulatory Economics and Resource Management</b>						
Understands cost-benefit analysis basics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Knows fee structures and rationale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understands budget allocation for regulatory activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrates resource optimization strategies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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## SECTION D: PRACTICAL ASSESSMENTS

**Check all completed assessments:**

***Core Program Assessments (Required for all interns)***

- Dossier Review Presentation** - Intern successfully presented findings from registration dossier analysis
- Compliance Framework Summary** - Written summary with examples demonstrates understanding of regulatory framework
- ADR Report Portfolio** - Completed 5 quality ADR reports with proper documentation
- Inspection Report** - Drafted comprehensive inspection report with clear recommendations
- Licensing Assessment** - Presented licensing recommendation with clear rationale
- Risk Assessment Report** - Completed risk analysis with appropriate mitigation strategies
- Case Study Analysis** - Analyzed compliance case study with appropriate recommendations
- Comparative Analysis** - Presented comparison of 2+ regulatory systems
- Policy Gap Analysis** - Identified policy gaps with actionable recommendations
- Access Policy Brief** - Developed policy brief on medicine access improvement
- Mock Committee Presentation** - Successfully presented evidence in simulated committee setting
- Regulatory Query Response** - Applied guidelines to respond to regulatory question appropriately
- Pharmacy Law Quiz** - Passed assessment on pharmacy professional laws and ethics
- Ethics Reflection Paper** - Demonstrated ethical reasoning with relevant case examples



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## ADVANCED COMPETENCIES

- EAC Implementation Analysis** - Analyzed Rwanda's implementation of EAC directives
- E-submission Processing** - Successfully completed electronic submission workflow
- Emergency Response Plan** - Developed comprehensive emergency response strategy with timeline
- Traditional Medicine Integration Brief** - Created policy brief on traditional medicine integration
- Public Consultation Facilitation** - Successfully facilitated mock consultation session
- Business Case Presentation** - Presented regulatory improvement business case

## SECTION E: OVERALL PERFORMANCE SUMMARY

### Scoring Summary

- **Section A - Professional Competencies:** \_\_\_/100 points (20 items × 5 points each)
  - **Section B - Core Regulatory Competencies:** \_\_\_/325 points (65 items × 5 points each)
  - **Section C - Advanced Competencies:** \_\_\_/100 points (20 items × 5 points each)  
(*Advanced Competencies*)
  - **Core Practical Assessments Completed:** \_\_\_/14 assessments
- Overall assessment %:** .....%

### Performance Rating

- Core Program:**  **Excellent (90-100%)** - Exceeds expectations, ready for independent regulatory practice
- Good (80-89%)** - Meets expectations, minor development areas identified
  - Satisfactory (70-79%)** - Acceptable performance, some improvement needed
  - Needs Improvement (60-69%)** - Below expectations, significant development required
  - Unsatisfactory (<60%)** - Does not meet minimum standards for regulatory practice



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**SECTION F: DETAILED EVALUATION COMMENTS**

**Key Strengths Demonstrated**

*Provide specific examples of excellent performance and competencies mastered*

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**Areas Requiring Development**

*Identify specific skills, knowledge areas, or competencies needing improvement*

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**Recommendations for Continued Professional Growth**

*Suggest specific next steps, additional training, or career development opportunities*

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**Specific Comments on Technical Competencies**

*Detailed feedback on regulatory-specific skills and knowledge application*

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**Additional Observations**

*Any other relevant comments about performance, attitude, or potential*

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**SECTION G: SIGNATURES AND OFFICIAL APPROVAL**

**Intern Acknowledgment:** I acknowledge that I have reviewed this evaluation and discussed it with my supervisor.

- **Name:** \_\_\_\_\_
- **Date:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_

**Rwanda FDA Official Review/National Pharmacy Council official Review:** This evaluation has been reviewed and approved by Rwanda FDA/NPC.

- **Reviewer Name:** \_\_\_\_\_
- **Title:** \_\_\_\_\_
- **Date:** \_\_\_\_\_
- **Signature:** \_\_\_\_\_
- **Official Stamp:** \_\_\_\_\_

**For Official Use Only:**

- **Internship Status:**  Successfully Completed  Requires Extension  Not Satisfactory
- **Date Processed:** \_\_\_\_\_