BQA NCQF QUALIFICATION TEMPLATE

SECTION A:	QUALIFICATION DETAILS																	
QUALIFICATION DEVELOPER (S)	University of Botswana																	
TITLE	Bachelor of Pharmacy (Honours)												NCQF LEVEL		8			
STRANDS (where applicable)	Not Applicable																	
FIELD	Health and Social Services												CREDIT VALUE		757			
SUB FIELD	Health Science																	
New Qualification			Legacy Qualification									Renewal Qualification		√				
												Registration Code		Q0297				
SUB-FRAMEWORK	General Education			TVET			Higher Education	√										
QUALIFICATION TYPE	Certificate	I		II		III		IV		V		Diploma		Bachelor				
	Bachelor Honours	√		Post Graduate Certificate			Post Graduate Diploma											
	Masters			Doctorate/ PhD														

RATIONALE AND PURPOSE OF THE QUALIFICATION

RATIONALE:

The Bachelor of Pharmacy (Hons) qualification has been designed to respond to Botswana's (and regional) economic and health needs. The Bachelor of Pharmacy (Hons) degree is in alignment with Vision 2036 and Botswana's Economic Transformation Programme (BETP) goals, which focus on developing a highly productive, skilled, innovative and internationally competitive workforce to transform Botswana from an upper middle income, resource-based to a competitive high income, knowledge-based economy (Government of Botswana, 2016; Ministry of Finance, 2025). The qualification contributes to following Vision 2036 strategic pillars and not limited to; Pillar 1 Sustainable Economic Development (knowledge-based economy, competitive workforce that is productive and creative and Botswana being the destination of choice for investment), Pillar 2 Human and Social Development (access to effective healthcare). In countries that have made the transition to knowledge-based economy, the collective economic value of workforce's knowledge and skills development in

driving innovation, productivity and competitiveness have been actualized (Hamed et al. (2024). The BPharm (Hons) degree provides a strong foundation of knowledge, skills and competence that prepares individuals for the evolving needs of the knowledge-based economy in the pharmaceutical sector. Pharmacists (1) are entrepreneurs and managers, creating local jobs and contributing to economic growth, (2) manage the logistics and procurement of medicines, reducing waste and ensuring a consistent supply, (3) work in the pharmaceutical manufacturing sector to ensure that products meet stringent regulatory standards ensuring safety, quality and value for money on pharmaceutical products and better health outcomes, (4) provide chronic disease management, medication management, and wellness programs, they serve as frontline responders in public health, and they provide preventative care including lifestyle to optimize therapy and thereby reducing costs on the healthcare system.

Pharmacists are required to achieve the national and international strategies/interventions aimed at improving the lives of the population. Such interventions include the International Pharmaceutical Federation (FIP) Development goals of transforming pharmacy globally to support the broader global health needs (International Pharmaceutical Federation 2017). The FIP goals call for improvements in pharmaceutical workforce and education (by developing pharmacist skills and ensuring quality education), practice (by improving access to medicine, advancing patient centred care and integrating digital health services), and science (by advocating for innovation, research, and evidence-based practice in the pharmaceutical industry); the Sustainable Development Goals target 3 (Good Health and Wellbeing) which calls for increasing capacity in workforce to eliminate diseases like the epidemics of AIDS, tuberculosis, malaria and other communicable diseases by 2030; The World Health Organization Non Communicable Disease Botswana Country Profile for 2018 estimates that non-communicable diseases (NCD), which include hypertension, diabetes, cancers and other, account for almost 50% of all deaths in Botswana. The incidence of and mortality associated with NCDs is increasing globally including in Botswana. Therefore, in response to the increasing burden, the Ministry of Health and Wellness (MoHW) established a Botswana National Multisectoral Strategy for the Prevention and Control of Non-Communicable Diseases to comprehensively address the NCDs. Pharmacists participate in research, development and testing of pharmaceutical and medical products. The Pharmaceutical services implement the Botswana National Health Policy with the slogan “Towards a Healthier Botswana” through the Botswana National Drug Policy (BNDP) (Ministry of Heath, 2012). The BNDP is implemented through the Medicines and Related Substances Act, 2013) and Regulations of December 2019 which provide for medicines regulation, control from the manufacture, distribution and dispensing to the use of medicines in the country. Safe and effective quality medicines, vaccines and medical devices are required for health promotion, disease prevention and for curative purposes in both human and animals. Pharmacists participate in health promotion and educate the communities about medicines and disease prevention.

The pharmacy profession plays an important role in the multidisciplinary provision of health care and in implementing the National Medicines Policy. The profession has expanded considerably in the past decades. Pharmacists play a pivotal role in the continuous access and appropriate use of safe and cost-effective quality medicines, complimentary/alternative medicines and medical devices. In addition, pharmacists are responsible for regulation, licensing, manufacturing, assuring quality and safety, procurement, storage, distribution and dispensing of medicines and medical devices and provision of pharmaceutical health care services. Availability and rational use of medicines and medical devices is essential for prevention and treatment of medical conditions but also for reduction of morbidity, mortality and costs associated with diseases, medication errors and/or adverse events of medicines.
Currently, there is a shortage of pharmacy personnel in Botswana. The density of pharmaceutical personnel in Botswana (per 10 000 population) decreased by 0.3 per 10 000 population from 0.8 in 2004 to 0.5 in 2023 compared to a global benchmark of 4.8 per 10 000 population in 2022 (World

Health Organization, 2026). To provide optimal pharmaceutical services, World Health Organization recommends a ratio of 1 pharmacist per 2000 population (Azhar et al, 2009) which translates into at least 1300 pharmacists for Botswana population of over 2.6 million.

The Bachelor of Pharmacy (Hons) qualification is established in response to the shortage of pharmacists in the country, as evidenced by inclusion in the list of technical and soft skills for the top occupations in demand in Botswana. The HRDC Priority Skills Report of 2025 identified pharmacy as one of the critical and top occupations in high demand across Botswana and one of the major forecasted contributors to employment (HRDC Report, 2025). Graduates of this qualification are therefore guaranteed employment in view of the needs both in government and the private sectors in Botswana, regionally and internationally. This qualification is a direct response to the request by the Ministry to accelerate output of pharmacists including upgrading of pharmacy technicians. The critical shortage of pharmacists has resulted in (1) increased risk of drugs/medicines stock outs of vital and essential medicines and medical devices; (2) medicines procured from outside the country not speedily tested for safety, quality and effectiveness, (3) regulation of pharmacy premises and medical products compromised, (4) inadequate number of pharmacy technicians being trained due to shortage of pharmacy lecturers; (5) the role of medicine dispensing at most public health facilities in Botswana used to be shifted to nurses. However, nurses are no longer dispensing, which has resulted in some dispensary closed. Therefore, a locally established Bachelor of Pharmacy (Honourss) qualification will result in increased output of pharmacists and address some of these gaps in health care delivery in the country. In 2012, the then Ministry of Health requested the University of Botswana to establish a Pharmacy Programme to reduce the shortage of the cadre and also the cost associated with training (Correspondence, 2012). The Government of Botswana has been sending qualifying citizens to train abroad with considerable costs to the country. The costs of training one pharmacist is estimated to be P200, 000.00 at the University of Botswana, while elsewhere it was estimated to be P 0.5 – 1.5 million (2013) and upon completion of studies, some of the trained pharmacists opt to stay in the countries of training.

Botswana has increased access to quality programmes such as medical doctors and medical laboratory scientists at a significantly lower cost to the country with increased retention. The proposed qualification emphasizes clinical pharmacy practice, but the learners will also be adequately prepared to function in other pharmacy settings, such as industrial pharmacy, including manufacturing of medicines. Pharmacists are deployed in various pharmacy settings in the private and public sectors. Pharmacists may work in industrial pharmacy (manufacturing and distribution of medicines), medicines regulation institutions, quality testing and control laboratories, medical stores, community and hospital pharmacies, medicine information and toxicology centres, training and research institutions, health financing/managed care organizations, and health-related non-governmental organizations (NGOs).

The reviewed Bachelor of Pharmacy (Honours) qualification has received positive feedback and support for its renewal by the relevant industry, graduates, and current students. The industry feedback was mostly positive with recommendations to improve the entrepreneurship course as well as increasing clinical practicum duration.

The first cohort of 33 graduates has gone on to do their internship and work placements in the government, community pharmacies, and the Botswana Medicines Regulatory Authority. Those from subsequent cohorts graduated as follows: 28 in 2023, 40 in 2024 and 47 in 2025 and have and taken Botswana Health Professional Council examination that is required for internship registration. Two of the graduates from these previous cohorts have proceeded to do post-graduate studies.

In general, all the information gathered was insightful and contributed significantly to the qualification.

PURPOSE: (itemise exit level outcomes)

The purpose of the qualification is to produce graduates with highly specialized knowledge, skills, and competence to:

- Provide optimal pharmaceutical care and services to the patients, families and caregivers to attain desired patient and health outcomes.
- Risk stratifies patients to prioritize and optimize intervention to be provided during patient care provision.
- Critically select and recommend appropriate, cost-effective and safe quality medicines and medical devices when caring for patients to ensure access including through therapeutic substitution, optimal outcomes and prevention of adverse effects of medicines.
- Manufacture, test, procure and distribute quality, safe and effective medicines
- Effectively regulate medicines and medical devices to ensure efficacy, safety and quality
- Initiate and conduct meaningful research to discover, modify medicines and/or improve patients and population outcomes and also to inform policy development and review.
  Conduct medicine utilization reviews to determine rationale use of medicines and recommend appropriate interventions

MINIMUM ENTRY REQUIREMENTS (including access and inclusion)

- Certificate IV, (NCQF Level 4) or equivalent.
- Recognition of Prior Learning (RPL) and Credit Accumulation and Transfer (CAT) will be applicable for entry into this qualification as per University of Botswana policies in line with national RPL and CAT policies.

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SECTION B	***QUALIFICATION SPECIFICATION***
GRADUATE PROFILE (LEARNING OUTCOMES)	***ASSESSMENT CRITERIA***
1. Demonstrate highly specialized knowledge and understanding of pharmaceutical concepts and principles in pharmacy settings	1.1 Identify stakeholders as part of a multi-disciplinary team to collaborate with in the provision of pharmaceutical services to patients. 1.2 Utilise and operate instruments and equipment when manufacturing, extemporaneously compounding or testing medicines to assure efficacy, quality and safety in manufacturing plants, hospitals or community pharmacies and pharmaceutical laboratories utilising Good Manufacturing Practices. 1.3 Validate the tools and equipment used in

	pharmaceutical activities such as testing medicines and medical supplies for quality and safely. 1.4 Utilise the knowledge of the effects of medicines on the body (pharmacokinetics) and the effects of body on medicines (pharmacodynamics) when developing treatment plans or protocols and guidelines to optimize the outcomes of patients. 1.5 Engage in accurate pharmaceutical calculations and the applications during the provision of pharmaceutical care services.
2. Select appropriate, safe, cost-effective quality medicines, medical supplies and medical devices for procurement, dispensing or for inclusion into the formulary and treatment guidelines in various pharmacy settings.	2.1 Select, procure and safe, cost-effective quality medicines, medical supplies and medical devices from various suppliers to distribute to health facilities (hospitals, clinics, general practitioners) and community pharmacies following supply chain and logistics management guidelines and in accordance with the Medicines and Related Substances Act. 2.2 Select safe, cost-effective quality medicines, medical supplies and medical devices to include in the formularies and treatment guidelines/protocols for use in the health facilities or nationally. 2.3 Select safe, cost-effective quality medicines, medical supplies and medical devices to dispense to patients according to the Medicines and Related Substances Act and Good Dispensing Practice Standards.
3. Apply pharmaceutical care (PC) and medication therapy management (MTM) principles to critically select, prepare, dispense, evaluate and promote rational use of medicines and medical devices and optimize outcomes as per the good dispensing practice standards and Medicines and Related Substances Act.	3.1 Apply pharmaceutical services concepts/strategies such a pharmaceutical care, medication therapy management (MTM) principles to manage patients' diseases and medicines at various pharmaceutical settings, including health facilities, community pharmacy, hospice, long-term care institution, and managed care organizations. 3.2 Assess patients' diseases, diagnosis, prescriptions and non-prescription medicines for appropriateness in management of various conditions in a critical manner. 3.3 Recommend appropriate, safe, and cost-effective medicines and medical devices in the management of diseases/conditions in patients of all ages in both ambulatory care and inpatient settings in a timely and efficiently. 3.4 Detect and implement sound interventions to solve

	medication-related problems (MRPs) and optimize therapeutic outcomes proactively. 3.5 Initiate and implement plans to monitor and evaluate patients' health outcomes in both ambulatory care and inpatient settings and intervene accordingly. 3.6 Apply evidence-based medication use strategies to enhance patients' and population's health outcomes.
4. Design, manufacture and compound effective, safe and quality medicines in small and large scale in various pharmacy settings following Good Manufacturing and Compounding Practice Standards, and according to the Medicines and Related Substances Act.	4.1 Identify sources of and select or design compounds that meet the health needs of patients and the population to determine the manufacturing processes to follow. 4.2 Manufacture and compounds medicines that meet the health needs of patients and the population following Good Manufacturing Practices/Standards and Medicines and Related Substances Act in manufacturing plants or other authorized entities. 4.3 Test and analyse medicines and medical devices for safety, effectiveness and quality in manufacturing plants and laboratories. Compound the extemporaneous products following Good Compounding Practice Standards to meet the needs of patients in health facilities.
5. Regulate, inspect, and audit pharmacy premises for licensure, evaluate medicines and medical devices in pharmacy settings for compliance with the Good Manufacturing Practice and to the Medicines and Related Substances Act.	5.1 Review dossiers of applications of medicines and medical devices for efficacy, safety and quality in order to register them for use in the country. 5.2 Inspect pharmaceutical premises (manufacturing plants, wholesales, community pharmacies and hospital pharmacies) for compliance with Good Manufacturing Practice Standards and according to the Medicines and Related Substances Act efficiently.
6. Contribute to the development of cost-effective health, economics, and pharmaceutical policy.	6.1 Develop and/or review of health policies and protocols according to evidence-based data and information. 6.2 Design health benefits for health plans and recommend cost-effective health financing models for hospitals and medical aid schemes.
7. Promote and deliver quality and sustainable preventative primary and public health care services.	7.1 Design innovative health prevention strategies for educating clients and community. 7.2 Coordinate/organize outreach programmes targeting provision of pharmaceutical activities and screening services to promote healthy lifestyles.

8. Conduct scholarly research that improves pharmaceutical services, patient care outcomes and influences the development/review of policies.	8.1 Synthesize information/data to identify pharmaceutical and health services' needs. 8.2 Formulate an innovative research proposal to address identified needs. 8.3 Collaborate with other health care providers and/or engage relevant stakeholders to conduct research that complies with ethical standards. 8.4 Execute the project, analyse, interpret the findings and make appropriate conclusions and recommendations. 8.5 Disseminate the research findings using various methods to a diverse audience 8.6 Utilise research findings to improve health outcomes and pharmaceutical services and/or inform policy or therapeutic outcomes change.
9. Plan and organise activities to achieve efficiency in delivery of health and pharmaceutical services in various pharmacy settings.	9.1 Identify and deploy resources effectively, efficiently and timely to achieve/execute planned initiatives and tasks in any setting. 9.2 Prioritize and sequence tasks or projects to be carried out in any setting. 9.3 Apply time management skills to ensure work is completed according to set deadlines.
10. Communicate and collaborate effectively with other health care providers, clients and stakeholders using appropriate methods and techniques in any pharmacy settings.	10.1 Demonstrate professional conduct in offering services and when collaborating with colleagues and stakeholders. 10.2 Utilise appropriately written, verbal and non-verbal communication formats/methods and language to disseminate to targeted audience. 10.3 Interpret stipulated instructions and requirements in order to deliver the required services.
11. Conduct medicine utilization reviews and audits and analysis to determine rationale use of medicines and recommend appropriate interventions to improve practice and outcomes.	11.1 Identify triggers for prioritization of medication processes for medicine utilization evaluation. 11.2 Analyse medication use practices for defined areas to assess for variations and choose appropriate methods of communicating variations with the different teams' members 11.3 Collaborate with members of the multidisciplinary team to determine appropriate interventions to address medicine use variations effectively. 11.4 Implement and monitor plans to improve drug use practices.

12. Apply advanced knowledge and entrepreneurial skills in planning and operating the business entities or organizations.	12.1 Conduct market analysis/survey for establishing the business entity. 12.2 Identify required resources (personnel, equipment, furniture and IT support) to run a business or organization or department. 12.3 Develop a robust pharmaceutical business plan to guide in the running of the business entity. 12.4 Implement a business plan and yield profits in an effective and efficient manner.
13. Utilise pharmacy information and automated technologies in running pharmaceutical entities to ensure process efficiency, improved patient outcomes, and safety.	13.1 Utilise automated technologies to generate reports for projection, procurement, and inventory management of pharmaceutical products. 13.2 Leverage on existing software system to accurately process and evaluate prescriptions, for medical and medication-related problems, and intervene/ dispense appropriately. 13.3 Integrate digital health tools to provide medicine information services and to enhance patient health outcomes and safety

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SECTION C	***QUALIFICATION STRUCTURE***					
COMPONENT	***TITLE***	***Credits Per Relevant NCQF Level***				***Total Credits***
		Level [5]	***Level [6]***	***Level [7]***	***Level [8]***	
FUNDAMENTAL COMPONENT *Subjects/ Courses/ Modules/Units*	Principles of Biology	12				12
	Introductory Mathematics I	12				12
	General Chemistry I	14				14
	Geometrical Optics and Mechanics	14				14
	Diversity of Plants and Animals	14				14
	Introductory Mathematics II	13				13

	General Chemistry II	14				14
	Electricity, Magnetism, and Elements of Modern Physics	14				14
	Introduction to Communication and Academic Literacy Skills for Health Sciences		11			11
	Computer Skills Fundamentals I		10			10
	Health Communication		12			12
	Computer Skills Fundamentals II		10			10
	Cell Biology		12			12
	Genetics		12			12
	Structure and Survey of Functional Groups		10			10
	Organic Chemistry Lab I		14			14
CORE COMPONENT *Subjects/Courses/ Modules/Units*	Human Anatomy and Human Physiology I		12			12
	Human Anatomy and Human Physiology II		12			12
	Pharmaceutical Chemistry		14			14
	Pharmacy Practice I		10			10
	Pharmacy Practice II			14		14
	Pharmacy Practice III				14	14
	Pharmaceutical Calculations and Dosage forms I		14			14

	Pharmacognosy		14			14
	Pharmaceutical Microbiology		14			14
	Medicinal Chemistry I		14			14
	Medicinal Chemistry II			14		14
	Pharmacy Practicum I (a):		12			12
	Pharmacy Practicum I (b):		12			12
	Pharmacy Practicum II (a):			12		12
	Pharmacy Practicum II (b):			12		12
	Pharmacy Practicum III (a):				24	24
	Pharmacy Practicum III (b):				12	12
	Pharmacy Practicum i:				12	12
	Pharmacy Practicum ii:				12	12
	Health Informatics		12			12
CORE COMPONENT *Subjects/Courses/ Modules/Units*	Pharmaceutics and Dosage Forms I			14		14
	Pharmaceutics and Dosage Forms II			14		14
	Pharmaceutical Analysis			14		14
	Pathophysiology I (a)			10		10
	Pathophysiology I (b)			10		10
	Pharmacology I			10		10
	Pharmacology II			10		10

	Pharmacology III				10	10
	Pharmacotherapeutics I			14		14
	Pharmacotherapeutics II				14	14
	Pharmacotherapeutics III				14	14
	Biopharmaceutics and Pharmacokinetics			10		10
	Pharmacy Law, Ethics, and Regulatory Practice			10		10
	Non-Prescription Medicines, Complementary & Alternative Medicines			10		10
	Clinical Pharmacokinetics				14	14
	Pharmaceutical Technology and Biotechnology				14	14
	Medicine Information & Toxicology				10	10
	Special Topics in Pharmacy Pharmacovigilance & Veterinary medicines				10	10
	Pharmacy Management, Leadership, and Entrepreneurship				10	10
	Introduction to Biostatistics II			14		14
	Research Methods Proposal Writing			17		17
	Pharmacy Research Project				12	12

STRANDS/ SPECIALIZATION	*Subjects/ Courses/ Modules/Units*	***Credits Per Relevant NCQF Level***				***Total Credits***
		Level [5]	***Level [6]***	***Level [7]***	***Level [8]***	
1.						
2.						
Electives **The learner can choose either Applied Pharmaceutical Analysis or Applied Pharmacognosy and Phytochemistry.**	Applied Pharmaceutical Analysis				14	14
	Applied Pharmacognosy and Phytochemistry				14	14
In addition, the learner may also choose either Epidemiology or Control of Communicable Diseases	Epidemiology			14		14
	Control of Communicable Diseases			14		14

SUMMARY OF CREDIT DISTRIBUTION FOR EACH COMPONENT PER NCQF LEVEL	
TOTAL CREDITS PER NCQF LEVEL	
NCQF Level	**Credit Value**
5	**107**
6	**231**
7	**223**
8	**196**
TOTAL CREDITS	**757**

Rules of Combination:

(Please Indicate combinations for the different constituent components of the qualification)

The qualification consists of didactic modules and experiential attachments at various pharmacy settings. It also consists of fundamental, core, and elective/optional modules. The learner should achieve a total of **757** credits for acquiring the Bachelor of Pharmacy (Honours) qualification.

Fundamental Components: - 198 Credits
Level 5 = 107 credits
Level 6 = 91 credits

Core Components: - 531 Credits
Level 6 = 140 credits
Level 7 = 209 credits
Level 8 = 182 credits

Elective Components: - 28 Credits (Learners to select one elective at each level)
Level 7 – 14 credits
Level 8 – 14 credits

TOTAL CREDITS: 757

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ASSESSMENT ARRANGEMENTS

Assessment

All assessments, formative and summative, leading/contributing to the award of credits or a qualification.

All assessments will be done for theory and practice using formative and summative assessment.

- **Formative assessment**: weighting of 50%
- **Summative assessment**: weighting of 50%

Assessment shall be done by a suitably qualified person(s) with a qualification in Pharmacy and registered with BQA as assessors or recognized by an equivalent body.

MODERATION ARRANGEMENTS

Moderation shall be done by a suitably qualified person(s) with a qualification in Pharmacy and registered with BQA as a moderator or recognized by an equivalent body.

Moderation

•There shall be internal and external moderation undertaken by qualified personnel in line with national and institutional assessment and moderation policies.

Moderators shall all be registrable and accreditable with BQA or other relevant bodies.

RECOGNITION OF PRIOR LEARNING

There is a provision for the award of this qualification through RPL in line with institutional and national policies.

CREDIT ACCUMULATION AND TRANSFER

There is a provision for the award of this qualification through credit accumulation in line with institutional and national CAT policies.

PROGRESSION PATHWAYS (LEARNING AND EMPLOYMENT)

Completion of a Bachelor of Pharmacy Honours Degree meets the requirement for vertical progression and admission to a master's degree in the same or a cognate discipline.

Horizontal Articulation (related qualifications of similar level that graduates may consider)
Bachelor of Science in Health Informatics (Hons),
Bachelor of Public Health (Hons)

Vertical Articulation (qualifications to which the holder may progress to)
Master of Science in Pharmaceutics
Master of Science in Pharmaceutical Chemistry
Master of Science in Medicinal Chemistry
Master of Science in Pharmaceutical Sciences
Master of Science in Pharmaceutical Biotechnology
Master of Science in Pharmaceutical Analysis

Master of Science in Nuclear Pharmacy
Master of Science in Regulatory Affairs and Pharmacovigilance
Master of Pharmacology
Master of Pharmacy Practice
Master of Pharmacy Ambulatory Care
Master of Medicine Information and Toxicology
Master of Clinical Pharmacy
Master of Health Informatics
Master of Public Health
Master of Science in Pharmacoeconomics
Master of Science in Pharmacoepidemiology

Professional Specialization through Residency Programme in
Infectious Disease,
Paediatrics and Adolescence,
Geriatrics,
Psychiatry,
Oncology,
Nuclear Pharmacy,
Reproductive Health
Ambulatory Care

Employment pathways
(state possible jobs or employment which the holder of this qualification may take up)

Graduates with the B. Pharm (Hon) qualification may work health care setting, pharmaceutical industry, regulatory bodies, academia, research institutions, and can also be consultants and entrepreneurs, they may work as:

- Hospital Pharmacists
- Clinical Pharmacists
- Community Pharmacists
- Managed Care Organization Pharmacists/Disease Management Officers
- Pharmacy Benefit Managers
- Long Term Care/Hospice Pharmacists
- Researchers/Research Auditors/Clinical Trial Specialists
- Pharmacy Regulators/Regulatory Affairs Specialist/Medicines Safety/Pharmacovigilance Officers
- Pharmaceutical Product /Manufacturing Officer/Managers
- Research and Development Scientists
- Quality Assurance Pharmacists
- Quality Control Pharmacists
- Pharmaceutical Procurement Officers
- Pharmaceutical Marketing Officer/Medical Representative
- Public Health Pharmacists
- Primary Health Care Pharmacists
- Health and Pharmaceutical Consultants

QUALIFICATION AWARD AND CERTIFICATION

Award and Classification of the Bachelor of Pharmacy (Honours)
To be awarded a Bachelor of Pharmacy Honours degree, a learner should have accumulated a total of **757** credits.

Certification

Candidates meeting the prescribed requirements will be awarded a certificate of the qualification in accordance with the institution's standards and applicable policies for awarding. A Bachelor of Pharmacy (Honours) certificate will be awarded upon successful completion of the qualification.

SUMMARY OF REGIONAL AND INTERNATIONAL COMPARABILITY

The Bachelor of Pharmacy (Honours) qualification offered on a full-time basis is similar to the Rhodes University, University of Witwatersrand, University of Otago, Oslo Metropolitan University, University of Nottingham and National University of Singapore qualification.

Titles
The title being Bachelor of Pharmacy (Honors) is like the title offered by the National University of Singapore (*Bachelor of Pharmacy (Honours))* and the University of Otago (*Bachelor of Pharmacy (Honours)).* However, the titles of the qualifications are different from those offered in Rhodes University (*Bachelor of Pharmacy)*, University of Witwatersrand (*Bachelor of Pharmacy)*, Oslo Metropolitan University (Bachelor of Pharmacy) and The University of Nottingham (Master of Pharmacy (Honours)).

NQF Level
In terms of NCQF levels, the Bachelor of Pharmacy (Honors) qualification is pegged at NCQF 8. Rhodes University and the University of Witwatersrand has pegged their qualification at SA NQF level 8, the University of Otago has their qualification at NZQF level 7- 8, and the National University of Singapore has their qualification at Singapore honors bachelor level 8. However, the University of Nottingham is at *UK FHEQ Level 7,* which is a master's level qualification and is the academic requirement for pharmacist registration in the United Kingdom. The Oslo Metropolitan University qualification is pegged at EQF Level 6–7, which is structured as a bachelor's-to-master's professional pathway. Although the qualifications are positioned at different levels within their respective national qualification's frameworks, they all serve as entry-to-practice professional pharmacy qualifications and are designed to prepare graduates for registration, licensure, or authorisation as practising pharmacists within their respective jurisdictions.

Credits
For credit values, the Bachelor of Pharmacy (Honours) credits are 757 credits. Comparator Universities have a different credit system, with values varying based on location and educational structure.

Duration
The reviewed qualification follows a four-year professional pharmacy structure, which aligns with Rhodes University, University of the Witwatersrand, University of Nottingham, University of Otago

and National University of Singapore. Although Oslo Metropolitan University follows a 3+2 Bachelor/Master progression structure, the total professional preparation period remains comparable. Therefore, the reviewed qualification meets international norms for pharmacist education duration and workload.

Main Exit Outcome

The exit outcomes offered by the Bachelor of Pharmacy (honours) qualification is like the Rhodes University, University of Witwatersrand, University of Otago, Oslo Metropolitan University, University of Nottingham and National University of Singapore qualifications. The qualifications emphasise graduates to acquire skills and knowledge in pharmaceutical care, rational medicine use, professional and ethical conduct, pharmaceutical sciences, communicate effectively with patients and healthcare professionals, participate in research and evidence-based practice, and contribute to public health initiatives.

Domains/Modules/Courses

The core domains offered by the Bachelor of Pharmacy (Honours) qualification is similar to the Rhodes University, University of Witwatersrand, University of Otago, Oslo Metropolitan University, University of Nottingham and National University of Singapore qualification. The Core pharmacy domains covered across all comparator qualifications include pharmaceutics, pharmacology, pharmaceutical chemistry, clinical pharmacy, pharmacotherapy, pharmacy practice, pharmacognosy, research methodology, regulatory sciences, pharmaceutical management and experiential/clinical training. The Oslo Metropolitan University and National University of Singapore also offers additional courses in social pharmacy and healthcare informatics.

Assessment Strategies and Weightings

All comparator Universities similar to the Bachelor of Pharmacy (Honours) utilise combinations of continuous assessment, written examinations, practical/laboratory assessments, presentations, research projects, clinical competency assessments, and experiential learning evaluations. Differences exist mainly in assessment weighting structures rather than academic rigor. For example: University of Nottingham applies explicit year weighting contributions, Oslo Met University Norway emphasises compulsory attendance and suitability assessments, University of Singapore incorporates structured OSCE competency testing annually.

Qualification rules and minimum standards for the award of the qualification

The qualification rules by the Bachelor of Pharmacy (Honours) qualification is similar to the Rhodes University, University of Witwatersrand, University of Otago, Oslo Metropolitan University, University of Nottingham and National University of Singapore qualification. All institutions require successful completion of prescribed coursework, achievement of minimum pass marks, successful completion of practical and experiential learning, and demonstration of professional competence. Additionally, the University of Nottingham requires fitness-to-practice evaluations and the Oslo Met University requires suitability assessments.

Education, Employment, and Pathways:

Graduates of all comparator qualifications may progress to postgraduate studies (MPharm, MSc, PhD), register as pharmacists following internship/licensing requirements, and work in: hospital pharmacy, community pharmacy, pharmaceutical industry, regulatory affairs, pharmacovigilance, academia, public health, and research. Emerging career pathways including health informatics, pharmaceutical policy, medical/scientific writing, clinical trials, and pharmaceutical entrepreneurship

are also accessible to graduates of the reviewed qualification, consistent with international trends.

Conclusion
The proposed Bachelor of Pharmacy (Honours) is at par with similar qualifications benchmarked at the Rhodes University, University of Witwatersrand, University of Otago, Oslo Metropolitan University, University of Nottingham, and National University of Singapore. Although different titles have been used by the comparator universities for their qualifications essentially, they are like the proposed program. The qualifications are comparable and similar with respect to the NQF level, domains/modules, main exit outcomes, duration of study, qualification rules and employment pathways. The proposed qualification also carries equivalent credits with most comparator universities.

REVIEW PERIOD
Every 5-year cycle

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CODE (ID)			
REGISTRATION STATUS	**BQA DECISION NO.**	**REGISTRATION START DATE**	**REGISTRATION END DATE**
LAST DATE FOR ENROLMENT		**LAST DATE FOR ACHIEVEMENT**	