



Pharmers

A C A D E M Y

PHARMERS ACADEMY



2025

COURSES & SHORT COURSES:
RA | QA | PV | GXP AND MORE...

INTERNATIONAL STANDARD
A global curriculum that adapts to the local and regional needs

EXPERIENCED INSTRUCTORS
All presenters have certification in their respective fields of expertise

E-CLASS PROGRAMS + COURSES
Learners' needs and busy schedules are taken into account when conducting on-demand remote lectures

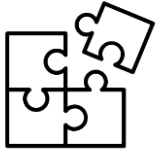
Medico-Pharmaceutical Skills, Courses & Training

Pharmers Academy



Centurion,
Gauteng

South Africa



This course guide is designed and published specifically for Pharmers Academy Pty Ltd.
Wwwpharmers.co.za/training and www.pharmersacademy.com

It contains the following sections:

WELCOME

INTRODUCTION	3
FULL MEDICINE REGISTRATION SHORT COURSE	6
FULL MEDICINE EVALUATION SHORT COURSE	8
ELECTIVE COURSES	10
GXP APPLIED COURSES	12
COMPLIANCE COURSES	14
CAREER OPTIONS COURSES	15
MEDICATION THERAPY MANAGEMENT COURSE	17
RA WORK PLACEMENT (RAWP-AT & RAWP-NAT)	19
PHARMACY BUSINESS STARTUP	21
CONTINUING PROFESSIONAL DEVELOPMENT COURSES	21
CALENDAR (RECORDED & LIVE SCHEDULE) & PRICING	22
UNISOLV TRAINING FOR BEGINNERS	25
CONCLUDING REMARKS	25
TESTIMONIAL.....	27
APPLICATION FORM	28

WELCOME

WHO WE ARE?

Pharmers Academy is a private distance learning establishment that provides skills development course and job-relevant training to pharmacists and other healthcare professionals in South Africa and abroad. Our focus is on “excellent outcomes” as we provide a high standard of practical training for employment.

Pharmers Academy has been providing training 2020, in over 30 courses in a range of medico-pharmaceutical topics relevant for learners aspiring to enter the pharmaceutical manufacturing industry at large. Our learner base is diverse with new and returning candidates across the southern African region. Our training site and office is in Centurion, Gauteng, South Africa, where we conduct live sessions; but primarily operate in an online and remote manner to reach further learners in the most flexible way.

The best way to learn new skills at your own pace, in your own place and while you work your full time job.

1. INTRODUCTION



At Pharmers Academy, we have a number of relevant, precise and sector shifting courses available for every mindful learner in the medico-pharmaceutical industry. Take your time and explore each course to understand if it suits your skill need. Don't hesitate to request clarity or personalisation of training for yourself or a group. Our best seller and all time favourite RA short course for pharmacists (RASCP) is also readily available in the latest 2025 version (recorded or live) as well as our exclusive RAWP one-year RA work placement experience!

The 2025 calendar and courses are set per quarter. The first quarter (Q1) running from January to March has concurrent specials to look out for. From April to June Q2 will have its own live events. Q3 from July to September will also depict its unique offerings and lastly Q4 from October to December. Check our website (www.pharmers.co.za/academy), social media pages (LinkedIn, Instagram, Facebook, YouTube, WhatsApp) for frequent updates, discount codes and more useful and timely information). Two formats exist for most courses i.e. recorded and live. “RECORDED” means the course is pre-recorded and available through private links to watch on-demand. “LIVE” means the course is presented in real time with learners (whether online or in person) or both (hybrid). Recorded courses are available monthly. Learners need to register or enrol the month before or earlier to reserve their space for the 1st of the month they wish to begin. Live courses are only available according to the calendar below. Learners are required to book at least 2 weeks in advance to reserve their limited spaces for live sessions.

New learners require to enrol into the academy and pay the associated enrolment fee. This is a once off fee that provides lifetime enrolment at the academy. It allocates a unique identifying number to the learner to be used in all communication for reference. Subsequent course registrations will use the same unique enrolment number for each returning learner.

How to enrol

Manually

Step 1: select course of interest noting its code/ number

Step 2: fill out the application form completely including the relevant course code or number

Step 3: return by email to academy@pharmers.co.za

Step 4: receive an quote / invoice and pay according to payment plan selected

Step 5: pay and return proof of payment by email

Step 6: receive enrolment confirmation / contact 010 222 0118 for further assistance

Online

Step 1: go to www.pharmersacademy.com

Step 2: select desired course

Step 3: pay online and received login details

Entry requirements to Pharmers Academy, and pre-requisites are as follows:

Pre-requisites:

- **RASCP or any other pharmacist course** – NQF 8; P number to prove registration, or degree certificate
- **RASCA** – NQF 3 and above
- **RAWP** – prior RA training certificate / curriculum (from Pharmers or other provider)

Other courses without specific mentioned pre-requisites are open to everyone

What to expect and consider before you start

To attend the on-demand recorded versions of these courses, you will need:

- Internet connectivity
- A few self-study hours
- A working device (desktop / tablet / laptop computer)
- Printer/scanner or electronic signature to sign declaration forms

- A WhatsApp number for additional learning support group environment

To attend the live versions of these courses, you will need:

- Internet connectivity
- 3+ hours of undivided attention as scheduled
- A notepad and pen
- A link to the online attendance or address to the venue (centurion)

These prices exclude VAT and once off enrolment fee

	COURSES / MASTERCLASSES		RECORDED
	NAME & NUMBER		Excluding VAT
SHORT COURSE	101 - Introduction to RA for Compilers	1 of 5	R3500 RASCP/RASCA
	102 - Module 1 eCTD ZA	2 of 5	R3500 RASCP/RASCA
	103 - Module 2/4/5 eCTD	3 of 5	R3500 RASCP/RASCA
	104 - Module 3 eCTD (plus dossier example)	4 of 5	R3500 RASCP/RASCA
	104 Extended – module 1-2-3-4-5 compilation example	5 of 5	R3500 RASCP/RASCA
Short course	201 – introduction to Medicine Evaluations	1 of 5	R2000 MESC
	202 – Submission Screening	2 of 5	R2000 MESC
	203 – submission Evaluating	3 of 5	R2000 MESC
	204 – Queries - Reporting – Responding	4 of 5	R2000 MESC
	205 – Evaluation Outcomes	5 of 5	R2000 MESC
	105 - Quality Assurance Fundamentals		R3200
	106 – eCTD Variations & Baseline Conversions		R3200
	107 - Complementary Medicines & Registration		R3200
	108 - Medical Devices Licensing + Startup		R3200
	109 - Biologicals, Biosimilars & Registration		R3200
110 - Customized Training – request your own			By request
111 - GMP Applied (Good Manufacturing Practice)		R3200	
112 - GPP Applied (Good Pharmacy Practice)		R3200	
113 - GWP + GDP Applied (Good warehousing/ distribution Practice)		R3200	
114 - GCP Applied (Good Clinical Practice)		R3200	
115 - GRP + GReP Applied (Good Regulatory Practice)		R3200	

116 - The Responsible Pharmacist (in Industry)	R3200
117 - Cannabis Compliance in SA	R3200
118 - Pharmacovigilance Compliance in SA	R3200
119 – Pharmaceutical Formulation Development Fundamentals	R3200

120 - Domain 1 – Public Health		R1000
121 - Domain 2 – Safe & Rational Use of Health Products		R1000
122 - Domain 3 – Supply of Medicines & Devices		R1000
123 - Domain 4 – Organization & Management Skills		R1000
124 - Domain 5 – Professional & Personal Practice		R1000
125 - Domain 6 – Education, Research & Critical Analysis		R1000
126 - Medical Writing (Beginners in South Africa)		R2000
127 - Career Guidance – Pharmacist Options		R2000
128 - Legal Prescription Writing 101		R2000
129 - Developing a Confident Online Pharmacist Voice		R2000
130 - Medication Dispensing Fundamentals		R2000
131 - Background, Models & Implementation	1 of 7	R1200
132 - Quality Measures & Preparation Essentials	2 of 7	R1200
133 - Potential Patients & Conducting Sessions	3 of 7	R1200
134 - Patient Assessment Strategies (accuracy)	4 of 7	R1200
135 - Professional Communication & Documentation	5 of 7	R1200
136 - Evidence-Based Action Plan	6 of 7	R1200
137 - Setting Up Practice & Overcoming Newness	7 of 7	R1200**
138 – RAWP- AT (RA Work Placement Pharmacists Academy Trained)		R24 000
139 – RAWP- NA (RA Work Placement Non Pharmacists Academy Trained)		R35 000
140 – Ultimate Community Pharmacy (Starter Pack Training)		R3500
141 – Unisolv For Beginners (Capture, Dispense, Control)		R3500

2. FULL MEDICINE REGISTRATION SHORT COURSE



A practical dossier compilation masterclass series ideal for:

Pharmacists looking to move from other sectors into regulatory affairs

- *Regulatory Affairs Short Course For Pharmacists (RASCP)*

These two courses are divided into 4 learning classes with a fifth practical example class:

Day 1 or Class 1

Masterclass 101 - Introduction to Regulatory Affairs

Duration: approx. 1.5 hours + (average 5 self study hours)

Location: online

Additional Features: Personality Assessment, Homework, Assessment, Additional Guidance Resources, Certificate

This introductory session spells everything out for you from a general and bigger perspective. It focuses in on the local (SAHPRA) and international (EMA, ICH, EDQM, WHO, etc.) guiding authorities by providing understanding on the four main components of regulatory affairs. Learn the basics of the product application process for and compiling a dossier. You will understand what, who, when where and why RA is what it is! Commonly used jargon and key ideas/ concepts needed to grasp the essence of RA are also described. You will also determine if it is for you as a SWOT analysis is also done with examples to help participants relate personally.

Day 2 or class 2

Masterclass 102 – Module 1 Compilation

Duration: 2.5 hours + (average 15 self study hours)

Location: online

Additional Features: PHARMERS m1 Tool, Assessment, Homework, Additional Guidance Resources, Certificate

This detailed session starts with the first ADMINISTRATIVE module of a dossier compilation; the one outside of CTD. Terms, subsections, module, and nodes are discussed for each. SAHPRA guides are explained, and you will definitely grasp a good understanding of PI/PIL/ Label/ BTIF examples. Attachments of various kinds are also given to show the participants how to put this module together. Use the unique PHARMERS TOOL provided. Submit your homework and get evaluated!

Day 3 or class 3

Masterclass 103 – Modules 2/4/5 eCTD

Duration: 1.5 hours + (average 15 self study hours)

Location: online

Additional Features: PHARMERS 103 Tool, Assessment, Homework Additional Guidance Resources, Certificate

Module 2 represents the SUMMARIES module and has the template for QOS/QIS, the other 2 compilation document types are standard even for module 4 and 5. ICH/EMA guidelines relevant to all 3 modules are discussed in theory and using the Pharmers tool to guide you into the expected compilation. Submit your work and get evaluated. Additional resources (guides) also provided.

Day 4 or class 4

Masterclass 104 – Module 3 eCTD

Duration: approx. 2.5 hours + (average 15 self study hours)

Location: online

Additional Features: PHARMERS 104 Tool, Assessment, Homework, Additional Guidance Resources, Certificate

This module represents the QUALITY part of a medicine dossier. You'll learn and understand how to carefully approach it during compilation. During the class, each node is discussed in detail and examples from international guidelines such as EMA/ICH are given. Get a chance to understand the pre, during, and post compilation screening. Learn about finding deficiencies / query lists and very importantly which tests need to be done to assess BE (bioequivalence) for registration products etc. Project manage and keep track of applications like a pro!

Day 5 Compilation Practice or class 5

Masterclass 104 Extended - Drug Compilation (m1-2-3-4-5)

Duration: 20+ hours

Pre-requisites: **Relevant RA Short Course**

Location: online

Additional Features: multiple dossiers, monthly work environment tasks, ongoing Assessments, Final Certificate

Come work at Pharmers Academy as a new recruit. Enter the work environment we simulate with real life dossiers and day to day RA experience. This is the bankable experience you've been waiting for. Up to a year's worth! 4 quarters, different projects and assignments. Work alone or in groups and get it done! Keep up with SAHPRA's new RIMs and eCTD submission processes while you learn from a variety of medicine registration applications with different dosage forms, reliance types and supporting evidence. Manage your portfolio and liaise with stakeholders as you typically would in a professional setting. Receive feedback as you go along until all your submissions are successful! Finish your year and get recommendations for your career ahead.

2. FULL MEDICINE EVALUATION SHORT COURSE

Ideal for:

Learners who wish to add further skill or refresh their medicine screening, reporting & evaluating skills as regulators. This short course can also benefit those aspiring to enter the regulator SAHPRA or fast track their understanding of a new role.

Masterclass 201 – Introduction to Medicine Evaluations

Duration: approximately 2 hours +

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Certificate

Once a medicine dossier is compiled and submitted, it then needs to be evaluated. The regulatory authority has various departments which handle these evaluations. Understand the overall procedures and timelines for generic applications

Masterclass 202 – Submission Screening

Duration: approximately 2 hours +

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Screening Tool, Certificate

When dossiers arrive after a submission, they are screened for correctness and completeness. Learn the process followed by SAHPRA and understand what to look out for during technical screening. This step precedes evaluation of the dossier and goes through the applicant submission to ensure high- quality dossiers pass onto evaluation. Learn about A1, A2, A3, B, C, D, E screenings.

Masterclass 203 – Submission Evaluation

Duration: approximately 3 hours +

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Evaluation Tool, Certificate

After passing the screening stage, applicant submissions are allocated to evaluators from the various units (inspectorate, names & scheduling, Quality & Bioequivalence, Clinical). These reflect the 5 modules of the eCTD format and thus cover the entire dossier.

Masterclass 204 – Queries, Reports and Responses

Duration: approximately 3 hours +

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Templates, Certificate

Queries are sent to applicants when findings and shortcomings emerge. These can be sent merged with other queries or on their own. Learn what query examples are and use templates to write them. Learn to use the submission trackers available online in a timely manner as strict timeframes and rounds for each type are implemented.

Masterclass 205 – Evaluation Outcomes

Duration: approximately 3 hours +

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Certificate

At the end of the road, the outcome is given. Your medicine is either registered or rejected. Learn the different possible outcomes available and what to do in each case. Once recommended for registration, the applicant will provide certificate template details and collect their new registration certificate.

3. ELECTIVE COURSES



Ideal for:

Learners who wish to add further skill or refresh their skill in relevant sectors. These courses can also benefit participants who recently filled new roles or are aspiring to enter these sectors by showing they have an upper hand in their knowledge and skill training.

Masterclass 105 – Quality Assurance Fundamentals

Duration: approximately 4 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, QA Tool, Certificate

Get introduced to QA and its fundamental elements. In a typical pharmaceutical manufacturing environment as an example, you will find that a quality management system (QMS) is crucial. The QA team is responsible for designing and maintaining all aspects of quality (external and internal) in the organization through the QMS. Explore guidelines, systems, and attempt a quality plan of your own during your homework using our special QA Tool.

Masterclass 106 – Variations and Baseline Conversions (MBR/MRF)

Duration: approximately 4 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, GMP Tool, Certificate

All old formats (MBR/MRF need to be converted to CTD) this is called a baseline dossier with sequence 0000. Once this is done, learn how to distinguish between type I and type II variations (through the EMA variations guidelines) required to be submitted as your product lives out its lifecycle. Compile variations/ amendment changes 0001, 0002 correctly.

Masterclass 107 – Complementary Medicines & Registration

Duration: approximately 3.5 hours (+ self study hours)

Location: online remote

Additional Features: Homework, Assessment, Additional guidance resources, Certificate

To obtain and maintain SAHPRA compliance towards complementary medicines, one needs to know how to correctly classify them (herbal supplements or discipline specific), and what the registration requirements are (PI/PIL, 3D list, desktop application form etc). learn all of the latest requirements while doing a practical example of your own in your homework.

Masterclass 108 - Medical Devices: Licensing + Startup

Duration: approximately 5 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Certificate

Theres a lot to unpack in this one. First start with the basics of understanding all categories and how medical devices are classified. From covid test kits, to glucometers there are a lot of Principles, and algorithms to consider and understand. Then, learn about the licensing categories (manufacturing, distribution, wholesale, and the new export only one) as well as the processes for application in each case. Lastly, review local and international guidelines and important industry communication set out by the WHO, EMA, and the national regulatory authority (SAHPRA).

Masterclass 109 – Biologicals, Biosimilars & Registration

Duration: approximately 4 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Pharmers Tool, Certificate

Equivalence and similarities are the name of these differentiation games. Learn what a biological or biosimilar medicine dossier consist of. Learn what differences there are to a orthodox medicine dossier. Complete the assessment and receive your certificate.

Masterclass 110 – Custom Training

Duration: approximately 3 hours + (5 self study hours)

Location: online or at your premise

Additional Features: Homework, Assessment, Additional Guidance Resources, handouts, Certificate

This is a customised training session for you or your team. Decide on topic and approach to maximise learning outcomes and participant development.

4. GXP APPLIED COURSES



Ideal for:

Pharmacists, pharmacist assistants, scientists who wish to begin or fast-track their learning in various pharmaceutical industry roles. Learn the principles and how to apply them to day-to-day practice. New or refresher skills training suitably presented for entry level purposes and outcomes.

Masterclass 111 – Good Manufacturing Practice; Applied

Duration: approximately 4 hours (+self study hours)

Location: online

Additional Features: Homework, Assessment, Pharmers Tool, Certificate

This introductory session spells out all the fundamental concepts, practices, and regulations (local/global) of c/GMP in an applied way. The 5 Ps of c/GMP will layout the people (personnel, qualification, required expertise including that pertaining to GEP,GMP,GLP,GPP), premise (utility systems, equipment & requirements, calibrations & qualification, validations(CV)), procedure (policies, guidelines, deviations, validation, contracted parties and good documentation habits), process (development, principles, audits, validations (PV, MVP), standards, value vs supply chain), product (quality assurance &management with systems, specifications/ identifiers, templates, inspections, release, risk management (including CAPA) etc.), for assistants, scientists and pharmacists as appropriate. Explore master BMR and BPR documents. Base and current technologies (key vs supportive) as well as systems are discussed. Submit your homework + assessment for evaluation and obtain your masterclass certificate once successful! Submit your homework and assessment for evaluation and obtain your masterclass certificate once successful!

GPP

Masterclass 112 – Good Pharmacy Practice; Applied

Duration: approximately 3 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, GPP Tool, Certificate

This introductory session spells out the fundamentals on good pharmacy practice in an applied way. Learn the WHO GPP requirements, the philosophy, the 4 WHO principles, additional elements in practice, how to collaborate with other health professionals, local (NDoH/SAPC) and international (WHO/FIP) authorities and guides etc. Explore the SAPC part 1 - pertaining to rules relating to code of conduct, part 2 - pertaining to the rules of GPP, part 3 - pertaining to the rules of paid services, and part 4 - pertaining to the disciplinary rules; then apply them in a real-life scenario. Submit your homework and assessment for evaluation and obtain your masterclass certificate once successful!

GWP/GDP

Masterclass 113 – Good Warehousing + Distribution Practice Applied

Duration: 4 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, GW/DP Tool, Certificate

This introductory session spells out the fundamentals on good warehousing, (wholesaling) and distribution practices in an applied way. Learn the principles of storing actives and finished products to preserve quality and integrity. Equipment & facilities (qualification & validation), personnel, good documentation involved and data integrity etc. including SAHPRA wholesaling practices; then apply them in a real-life scenario. Go through an inspection schedule as well as an SOP list to gain practical applied knowledge. Submit your homework and assessment for evaluation and obtain your masterclass certificate once successful!

GCP

Masterclass 114 – Good Clinical Practice; Applied

Duration: approx. 3 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Protocol Tool, Certificate

The South African Good Clinical Practice Guidelines for Clinical Trials is the cornerstone of this masterclass. Learn some key concepts and principles of conducting ethical clinical trials, selecting & protecting selected participants (consent, safety, and compensations). Learn about INVESTIGATORS, and SPONSORS of clinical trials. Learn who the authority bodies and stakeholders are (NHREC, SAHPRA, RECs, SANCTR, NHRC, PHRC) as well as their responsibilities. Explore protocol writing and submit your homework and assessment for evaluation and obtain your masterclass certificate once successful!

GRP

Masterclass 115 – Good Regulatory Practice; Applied

Duration: approx. 3 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, GRP Tool, Certificate

This introductory session spells out the fundamentals on good regulatory practice in an applied way based on the latest 2021 W.H.O guidelines. . Learn core elements of regulatory systems around the world, understand the framework for good regulatory practice and good reliance practice, learn about the 9 WHO principles of efficient regulations, practical ways these principles assist with product life cycles, and how to use this information in your (future) workplace as an aspiring or beginner regulator. See a case study for South Africa comparing the **old** MCC vs the **new** SAHPRA and how regulation practices have changed. Submit your homework + assessment for evaluation and obtain your masterclass certificate once successful!

5. PROFESSIONAL COMPLIANCE COURSES



Ideal for:

Pharmacists in industry or those looking to make the switch to positions of leadership, medicinal cannabis or pharmacovigilance compliance will benefit from these courses. In addition, prescribers seeking to elevate their prescribing knowledge/ polish their habits should consider 119 for themselves and their patients.

Masterclass 116 – The Responsible Pharmacist (In Industry)

Duration: approximately 4 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, GMP Tool, Certificate

The responsible Pharmacist is the pharmacist in charge of compliance in a pharmacy (all types). According to the pharmacy Act and the medicines and related substance act, the RP requirements are mandatory. In community or institution, the roles are more naturally intuitive as most pharmacy curricula teach and train for those major settings. Industry on the other hand is not as intuitive, therefore present the most challenge to those appointed. Learn the industry requirements and excel in your new role.

Masterclass 117 – Medicinal Cannabis Licensing & Compliance in SA

Duration: approximately 3 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Certificate

Medicinal cannabis is a booming field in South Africa with many players entering the sector at a fast pace. There is much interest and much confusion. Learn the latest license types available for licensing with SAHPRA (manufacturing, cultivating, or export), and go through the application process (forms). Lastly, learn the plant compliance requirements for local and international GMP compliance and client satisfaction. Discuss some common setting up errors (seed types, growing conditions, etc.) and how to avoid replicating them including handling THC and CBD as S4 & S6. Complete your homework and submit for evaluation.

Masterclass 118 – Pharmacovigilance Compliance in SA

Duration: approximately 4 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Certificate

This pharmacovigilance course provides fundamental understanding of pre and post marketing monitoring of medicines and health products. Systems put in place around the world ensure that patient safety is closely addressed. Aspects of prevention as well as promotion are outlined. As a health care professional, or QPPV your important role in pharmacovigilance is also discuss. Whether in the public or private sector, the scope and possible actions needed towards your patients, colleagues and the SAHPRA are many and varied. Discover the role and requirements prescribed by the regulator for all pharmacies, health practitioners, applicant, or holders of certificate of registration (HCR). Learn the objectives and content of a PSMF and how to manage the effectiveness and quality therein. Set up your SOP list and establish an effective PV system in your organisation based on the latest SAHPRA, EU and FDA guidelines. Practice compiling an ADR / ICSR report and using the SAHPRA templates as demonstrated on ARGUS. Submit your homework and assessment for evaluation and obtain your masterclass certificate once successful!

Masterclass 119 – Pharmaceutical Formulation Development

Duration: approximately 3 hours + (5 self study hours)

Location: online

Additional Features: Homework, Assessment, Additional Guidance Resources, Certificate

Design your own robust formulation. Using sound quality by design principles and applying technical aspects described in the masterclass, you will be introduced and taught about what matters most. Learn key principles from an expert pharmaceutical developer. Complete the assessment and obtain your completion certificate. This is a suitable masterclass for those newly in or aspiring to enter production.



These courses are ideal For:

Pharmacists who are looking to explore new careers or additional / secondary stream of income generating options. Knowing what's available and the sectors in which you can switch to will show you new opportunities and make knowledgeable decisions towards your immediate and future career plans.

Masterclass 126 – Medical Writing For Beginners

Duration: approximately 3 hours

Location: online

Additional Features: Homework, Tools, Assessment, Certificate

This course introduces medical writing and the most common environments in which writers are needed and found. Learn how to find opportunities and position yourself as an aspiring medical writer. Learn how to build a credible portfolio and even set up your freelance business. Start writing your first piece and submit it for evaluation.

Masterclass 127 - Career Guidance

Duration: approximately 3 hours

Location: online

Additional Features: Homework, Asse

The pharmacist's career options are many in South Africa. They are even more abroad. Explore the options you have locally and internationally. Know where to look for vacancies, especially the non-advertised ones. Develop the necessary eagerness and attitude which will unlock your potential and set you above your competition. Plan your career for the short and long term and strategize accordingly. You are in control so go get exactly what you want!

Masterclass 128 – Developing the Pharmacist's Online Voice

Duration: approximately 3 hours

Location: online

Additional Features: Homework

Establishing your voice as a pharmacist can be daunting. Understand what your voice is, where and how to echo it for maximal purpose. Learn strategies for immediate action and long-term outcomes on the social media platform of your choice. Find the relation between your voice and your income when you use it

correctly in your private practice / independent pharmacy. Identify common errors made during community practice that produce harmful results from the patient perspective.

Masterclass 129 – Medication Dispensing Fundamentals

Duration: approximately 3 hours

Location: online

Additional Features: Homework, Assessment, Tool, Certificate

Dispensing medication might be the most underrated skill in health care. When carefully assessed, the risks involved in giving active pharmaceutical ingredients to unsuspecting patients as therapies in combination; opens up the door to a multitude of important considerations to make as discussed in this course. Learn the 3 phases of dispensing as described in the GPP as well as some additional actions which elevate the patient experience to unbeatable heights.

Masterclass 130 – Pharmacy Businesses & Entrepreneurship

Duration: approximately 3 hours

Location: online

Additional Features: Homework

Opening a new business is a scary yet exciting project. When it's in the pharmaceutical field it has an added layer of scrutiny and compliance requirements. Learn how to open a pharmacy from start to finish. Explore the various budgets involved for startup, operations and how they change when adding a clinic within the pharmacy.

7. MEDICATION THERAPY MANAGEMENT STARTUP COURSE



Ideal for:

This course is ideal for the pharmacist who wants to enhance their patient-facing services. Whether in private practice as a PCDT pharmacist or even in community during Pharmacist-Initiated-Therapy (PIT) or regular patient interactions requiring greater attention to entire pharmacotherapy holistically. Start consulting patients intentionally. This course comprises 7 masterclasses:

Day 1

Masterclass 131 MTM Background, Models & implementation

Duration: approximately 2 hours

Location: online

Additional Features: Homework, Assessment, Tool, Certificate

This Is the first of 7 masterclasses in the MTM course. Understand where the need for deeper patient care unique to pharmacy arose from and various models available that may match your objectives and circumstances. Learn how to implement MTM in quick and suggestive ways by dropping seeds of interest to potential MTM candidates.

Day 2

Masterclass 132 Quality measures & Essentials

Duration: approximately 2 hours

Location: online

Additional Features: Homework, Assessment, Tool, Certificate

This Is the second of 7 masterclasses in the MTM course. All pharmacist services should be of high quality. MTM is no different. Provide exceptional value requires exceptional preparation. Those essential aspects are discussed herein.

Day 3

Masterclass 133 Potential Patients & Sessions

Duration: approximately 2 hours

Location: online

Additional Features: Homework, Assessment, Tool, Certificate

This Is the third of 7 masterclasses in the MTM course. Its not every patient that is suitable for MTM. Learn how to identify them and design fitted sessions that address all key elements.

Day 4

Masterclass 134 Assessments Strategies + Overall Accuracy

Duration: approximately 2 hours

Location: online

Additional Features: Homework, Assessment, Tool, Certificate

This Is the fourth of 7 masterclasses in the MTM course. When assessing patients there are different strategies that can be used with different scenarios. Learn how to accurately assess your short- and long-term patient whether online, in person, a child, an adult, or otherwise disabled.

Day 5

Masterclass 135 Professional Communication and Documentation

Duration: approximately 2 hours

Location: online

Additional Features: Homework

This Is the fifth of 7 masterclasses in the MTM course. Learn how to promote your skill to professionals/ colleagues through speech, written statements and even videos. Have the correct documentation to ease record keeping and also dissemination of activities and outcome.

Day 6

Masterclass 136 MTM Action Plan & Science

Duration: approximately 2 hours

Location: online

Additional Features: Homework, Assessment, Tool, Certificate

This Is the sixth of 7 masterclasses in the MTM course. Use evidence-based practice to create a simple and effective action plan for your patient that will have their treatment buy-in and easy to follow KPIs to improve adherence.

Day 7

Masterclass 137 Setting up Practice & overcoming Newness

Duration: approximately 2 hours

Location: online

Additional Features: Homework, Assessment, Tool, Certificate

This Is the seventh of 7 masterclasses in the MTM course. You are ready to start your service offering! How will you structure medical aid reimbursements or cash payments? Learn how to set up, train colleagues and market the service for maximum interest & uptake!

8. RA WORK PLACEMENT – 12 months Practical Experience



RAWP-AT 138 / RAWP – NAT 139

Duration: 50 hours monthly;

Pre-requisites: **Relevant RA Short Course**

Location: online, remote

Additional Features: dossiers, optional SAHPRA visits, Client work, industry visits, Final Service Certificate

Come work at Pharmers Academy as a new resident “recruit”. Enter the working world of regulatory affairs and pharmacovigilance in an environment with real life dossiers and day-to-day client experience. This is the bankable experience you’ve been waiting for. Up to a year’s worth! Rotate through 12 months and topics structured with different projects and assignments. Work alone or in groups and get it done! Keep up with SAHPRA’s submission processes while you learn from a variety of medicine registration applications with different dosage forms, reliance types and supporting evidence. Manage your portfolio and liaise with stakeholders as you typically would in a professional setting. Visit manufacturing plants, and obtain unique industry insight. Receive monthly feedback from your submissions! Finish your year and get leads and recommendations for your budding new career ahead.

EXCLUSIVE


Pharmers
ACADEMY

What is it?

REMOTE RAWP 12 MONTHS

What skills should I learn?

REGULATORY AFFAIRS WORK PLACEMENT

What type of work?

What you get:

- 2 x Monthly group meetings
- Monthly work assigned
- Monthly Training
- Monthly dossier / license compilations
- Monthly compliance client work + shadowing
- Monthly 1-on-1 progress report
- Annual SAHPRA Training / tour
- Annual industry training / tour
- CV addition: 1 year experience + RA skills

How can I start?

WWW.PHARMERSACADEMY.COM

PHARMERS ACADEMY

WHAT WE PROMISE IN THIS YEAR

You will be placed as a regulatory affairs compliance pharmacist at Pharmers Academy for 12 months. You will be working remotely and online with options of attending in person various meetings, trainings or tours. Every month, a new regulatory affairs and related compliance theme is allocated to structure your experience and learning. You will receive by email a new assignment video with training. Weekly tasks will be outlined to ensure you complete an average of 50 hours a month. Some tasks will require you to research, allow you to be creative, or work in groups. You will need to submit your work monthly and attend monthly 1-on-1 progress report meeting. You will also have to attend an online team meeting twice a month with all residents. At the end of the year, receive your completion of work certificate and letter and update your cv to apply for work in the RA sector.

CONTENTS	
JUNE 1	INTRODUCTION TO COMPLIANCE Start your work placement with compliance fundamentals. License applications, in terms of section 22C of the medicines Acts 101 & regulations. Client work.
JULY 2	MEDICAL DEVICE Complete a medical device training as provided and you can compile your first application to SAHPRA for class ABCD with either manufacturing, distribution or wholesale licenses. Client work.
AUGUST 3	COMPLEMENTARY MEDICINES Register CatD medicines by completing 3D lists, labels and PILs. Complete training, work on client requests and submit DL01 / 02/ 03 applications associated with CAM. Client work.
SEPTEMBER 4	ORTHODOX MEDICINES Compile some orthodox medicines dossiers including some labels and leaflets. Compile brochures and other forms of medical writing after training is received. Client work
OCTOBER 5	PHARMACOVIGILANCE Undergo training, complete case processing tutorial, complete ADR forms and app submissions as a reporter. Client work
NOVEMBER 6	BIOLOGICS + BIOSIMILAR MEDICINES Complete provided training and do self study as indicated. This month a manufacturing tour is planned. Client work.

CONTENTS	
DECEMBER 7	LEAVE + COMPILATIONS You may take leave or continue with your work and compilations.
JANUARY 8	INSPECTIONS + AUDITS Learning the key highlights of conducting departmental or entire company audits and inspections with a expert inspector. Client work
FEBRUARY 9	VARIATIONS + AMENDMENTS Post-reg applications for medicines that require a Variations (T1or2), as well as Amendments to existing licenses will be completed here. Client work.
MARCH 10	COSMETICS + BORDERLINE License requirements for these categories of products and how they are assessed by SAHPRA. Training. Client work.
APRIL 11	VETERINARY MEDICINES Act 36 and 101 have framed animal medicine compliance until now. Training from vet department. Self study. Client work.
MAY 12	MEDICINAL CANNABIS Training from cannabis extraction pharmacist. The license types and industry requirements for compliance. Client work.

9. PHARMACY BUSINESS STARTUP COURSE



Masterclass 140 Ultimate Pharmacy Startup Course

Duration: approximately 3 hours

Location: online

Additional Features: Guidelines, Checklist, Budget, Homework

This 6 part comprehensive course covers all aspects of starting a pharmacy in South Africa. The course discusses all pharmacy types in the introduction but focuses on community pharmacy applications. Understand who the governing bodies are and what they require from the applicant and the responsible pharmacist. Consider the legal fees and licenses needed. The course breaks up the licensing process into pre and post licensing activities and how to tackle them. Use the checklist to screen your project and prevent automatic fails. Anticipate budgets, risks and how best to reduce time delays. Outcome types are discussed as well as how to obtain a practice number, how to staff, stock and fit your pharmacy in readiness for launching. Lastly, we discuss marketing, maintenance and other key aspects for longevity.

10. Continuing Professional Development (SAPC friendly)



‘Continuing Professional Development’ is defined in the Regulations relating to pharmacy education and training published in terms of the Pharmacy Act, 53 of 1974, as follows: ‘Continuing professional development means the process by which natural persons registered with Council continuously enhance their competence throughout their professional careers, and encompasses a range of activities including continuing education and supplementary training’.

A person who is registered in one of the categories prescribed in terms of Section 14 of the Pharmacy Act, 1974, and who is designated as practising on the register, may have their designation changed by Council from practising to non-practising if they do not comply with Council's requirements relating to participation in CPD and the recording thereof in the format approved by Council.

All registered persons who are designated as practising will be required to participate in CPD by following the CPD cycle shown in Figure 1 below. The CPD cycle is a process that involves four steps, namely:

Step 1: Reflection on practice (answers: What do I need to know? and What do I need to be able to do?)

Step 2: Planning (answers the question: How can I learn?)

Step 3: Implementation (describes the action taken)

Step 4: Evaluation or reflection on learning (answers: What have I learnt? and How is it benefitting my practice?).

Pharmers Academy has created a course for one of the competencies, in each of the domains:

Domain	Course Name / Code	Course Description
1 - Domain 1 – Public Health 1.1 Promotion to Health & Wellness	(PHW) How to Promote Health & Wellness (7 ways)	One of the most neglected aspects of Pharmacy - Learn 7 ways to promote health and wellness in your workplace whether public or private.
2 - Domain 2 – Safe & Rational Use of Health Products 2.1 Patient Consultation	(EPC) How to effectively consult Patients (8 steps)	Pharmacists and other HCPs at some point need to consult a patient (informally or formally). It is important to conduct it in a sequentially sound manner and with training, it becomes second nature
3 - Domain 3 – Supply of Medicines & Devices 3.4 Medicine Dispensing	(OMD) How to Dispense Medicines Optimally	Dispensing is an art, unfortunately it has been trivialised into JUST giving out medicines! No, there's so much more.
4- Domain 4 – Organization & Management Skills 4.1 Human Resource Management	(HRM) How to manage employees (6 steps)	Owners, managers, seniors! If you work with people and have delegation authority, you MUST be trained and aware of how to do it. Professionally & ethically, ensure your work environment is pleasant.
5 - Domain 5 – Professional & Personal Practice 5.5 Leadership	(LBM) How to lead and manage a business (10 steps)	Leadership is a vast topic but here we focus on leading in dispensary/ pharmacy management. Being an owner has its rewards but its responsibilities are not always clear.
6 - Domain 6 – Education, Research & Critical Analysis 6.2 Provision of Education and Training	(ETD) How to educate and train others	Nothing worse than stagnating in life and work. Whether for your employees, or patients; there's is value and growth to be gained if proper education and training strategies or programs are established. <i>They always need a new goal to achieve!</i>

11. CALENDAR (RECORDED & LIVE SCHEDULE) & PRICING

Recorded courses are available monthly. Learners need to register or enrol the month before or earlier to reserve their space for the 1st of the month they wish to begin. Live courses are only available according to the calendar below. Learners are required to book at least 2 weeks in advance to reserve their limited spaces.

New learners require to enrol into the academy and pay the associated enrolment fee. This is a once off fee that provides lifetime enrolment at the academy. It allocates a unique identifying number to the learner to be used in all communication for reference. Subsequent course registrations will use the same unique enrolment number for each returning learner.

The advertised course fees are before tax (excl VAT) and any applicable specials or sale discounts are to be calculated before adding the tax to your invoice and final total due. Complete the attached application form fully and select desired courses.

The live course formats are hosted at our offices (Centurion) or in disclosed venues around Gauteng, South Africa unless otherwise stated. These are generally announced and confirmed two weeks prior to the "LIVE" course or event.

These prices exclude VAT and once off enrolment fee

COURSES / MASTERCLASSES		RECORDED	LIVE
NAME & NUMBER		Excluding VAT	DATES
		(1 st of every month)	
101 - Introduction to RA for Compilers	1 of 5	R3500 RASCP/RASCA	R19 500 N/A
102 - Module 1 eCTD ZA	2 of 5	R3500 RASCP/RASCA	
103 - Module 2/4/5 eCTD	3 of 5	R3500 RASCP/RASCA	
104 - Module 3 eCTD (plus dossier example)	4 of 5	R3500 RASCP/RASCA	
104 Extended – module 1-2-3-4-5 compilation example	5 of 5	R3500 RASCP/RASCA	
201 – introduction to Medicine Evaluations	1 of 5	R2000	N/A
202 – Submission Screening	2 of 5	R2000	
203 – submission Evaluating	3 of 5	R2000	
204 – Queries - Reporting – Responding	4 of 5	R2000	
205 – Evaluation Outcomes	5 of 5	R2000	
105 - Quality Assurance Fundamentals		R3200	N/A
106 – eCTD Variations & Baseline Conversions		R3200	
107 - Complementary Medicines & Registration		R3200	
108 - Medical Devices Licensing + Startup		R3200	
109 - Biologicals, Biosimilars & Registration		R3200	
110 - Customized Training – request your own		Cost will depend on specifications / need	

111 - GMP Applied (Good Manufacturing Practice)	R3200	R3500 Each N/A
112 - GPP Applied (Good Pharmacy Practice)	R3200	
113 - GWP + GDP Applied (Good warehousing/ distribution Practice)	R3200	
114 - GCP Applied (Good Clinical Practice)	R3200	
115 - GRP + GReP Applied (Good Regulatory Practice)	R3200	
116 - The Responsible Pharmacist (in Industry)	R3200	N/A
117 - Cannabis Compliance in SA	R3200	
118 - Pharmacovigilance Compliance in SA	R3200	
119 – Pharmaceutical Formulation Development Fundamentals	R3200	

120 - Domain 1 – Public Health	R1000	N/A
121 - Domain 2 – Safe & Rational Use of Health Products	R1000	
122 - Domain 3 – Supply of Medicines & Devices	R1000	
123 - Domain 4 – Organization & Management Skills	R1000	
124 - Domain 5 – Professional & Personal Practice	R1000	
125 - Domain 6 – Education, Research & Critical Analysis	R1000	
126 - Medical Writing (Beginners in South Africa)	R2000	
127 - Career Guidance – Pharmacist Options	R2000	
128 - Legal Prescription Writing 101	R2000	
129 - Developing a Confident Online Pharmacist Voice	R2000	
130 - Medication Dispensing Fundamentals	R2000	
131 - Background, Models & Implementation 1 of 7	R1200	R1500 Each N/A
132 - Quality Measures & Preparation Essentials 2 of 7	R1200	
133 - Potential Patients & Conducting Sessions 3 of 7	R1200	
134 - Patient Assessment Strategies (accuracy) 4 of 7	R1200	
135 - Professional Communication & Documentation 5 of 7	R1200	
136 - Evidence-Based Action Plan 6 of 7	R1200	
137 - Setting Up Practice & Overcoming Newness 7 of 7	R1200**	
138 – RAWP- AT (RA Work Placement Pharmacists Academy Trained)	R24 000	Remote, 50 hours monthly
139 – RAWP- NA (RA Work Placement Non Pharmacists Academy Trained)	R35 000	Remote 50 hours monthly

140 – Ultimate Community Pharmacy (Starter Pack Training)	R3500	Recorded videos
141 – Unisolv For Beginners (Capture, Dispense, Control)	R3500	Recorded + practicals

Live 2025 academy calendar				
Quarter - 2		April - June 2025		
Course Name	Course Description	Masterclass Type	Cost (excluding VAT)	Date
MESC	Full Medicine Evaluation short course	Hybrid	R14 000	May 1 - 5
ARA	RA in Africa (regions, systems and maturity)	Online	R2000	May 22
119	Formulations by quality design	Hybrid	R3400	May 29

12. UNISOLV TRAINING FOR BEGINNERS



Masterclass 141 Unisolv For Beginners

Duration: approximately 3 hours

Location: online + in person

Additional Features: Assessment, Certificate

Our Brand new 2025 Unisolv training is landing and launching in March. Enrol to receive training on the most common, most popular and most practical software for retail pharmacy. whether you are entering the corporate retail world for the first time or re-entering after some time, we have the latest offering of this powerful dispensing and inventory control software and were ready to show you how to use it. In our online and remote Unisolv short course, we've integrated all the theory and fundamentals you will need to know to operate efficiently in a busy retail setting. Once completed, the short course continues into a 5 day practical work experience where you will work in a pharmacy (Centurion, Gauteng) to gain practice, speed and agility. Receive stock, capture patient prescriptions on the system, and conduct stock take among other critical tasks. Completion certificate.

13. CONCLUDING REMARKS



We trust, you have found our Pharmers Academy brochure insightful.

Upon completion of any of our courses, all learners will receive certificates. With the full courses, they will also automatically receive a summary of outcome in a recommendation letter. Referral letters or referee requests will be reviewed on a case by case basis.

Enrolment Durations

Learners have a lifelong enrolment number to be used with any returning applications.

Recorded masterclasses are taken at your own time and convenience, therefore completion is also dependent on your own pace. The minimum amount of time is 5 days as that will assume one class is taken per day as with the live sessions, but the completion of self study, assessments, homework, and feedback is likely to take longer for most participants. On average a class per week is a reasonable time frame to expect of learners. Many participants have taken on average 3 months to complete the short courses.

Short course:

We allocate up to 6 months (180 days) from the start date for learners to submit all requirements in order to receive continued support, feedback, and certification (the complimentary cv + interview preparation session for RASCP. Should a participant not meet these requirements they forfeit their certification. A request for extension of the 6 months period can be applied for separately.

Courses:

Single masterclasses and courses have up to 3 months deadline for completion. This means from the day of live or recorded material sent; the learner will have 3 calendar months (90 days) to return the submission pack (homework, declarations and feedback form). An extension can be applied for separately.

Extensions:

An extension form is available for learners who require additional time beyond the initial enrolment period (3 or 6 months) to complete their course. This should be applied for before the last two weeks of the maximum enrolment period. i.e. month 2.5 or month 5.5. Kindly request an extension form at academy@pharmers.co.za or download from the website.

Successful Completion

Upon completion of each masterclass / course and its submission requirements, learners will receive completion certificates.

A combined / aggregate of 50% is required to pass.

i.e. all three requirements for submission are marked out of 300%

Academy Certification is subject to the following:

- Successful completion of homework (signed declaration statement) (0% if incomplete or absent or 100% if completed)



- Successful completion of feedback form (0% if absent / incomplete or 100% if complete)
- Successful completion of class assessment (10 questions weighted at 10% each)

50% class mark is considered a pass; a re-assessment will be provided for any learners who do not succeed on their first attempt

A Premium Distinction seal on the certificate is issued to participants who score 80% and higher!

Appeal Process

An appeal process is in place for learners who require it. An appeal form can be completed when an outcome is contested. An independent evaluator will assess the script / homework / assessment and give their deliberation.

This will be taken as final.

Payment Plans

Payment plans exist as shown on the application form below. This is to facilitate learner enrolment while minimising the financial strain one may experience. A 50% split on short courses is available as well as an RP swap for pharmacists who qualify for temporary RP assignments. Enquire about our Interim RP service Swap to further reduce your course costs!

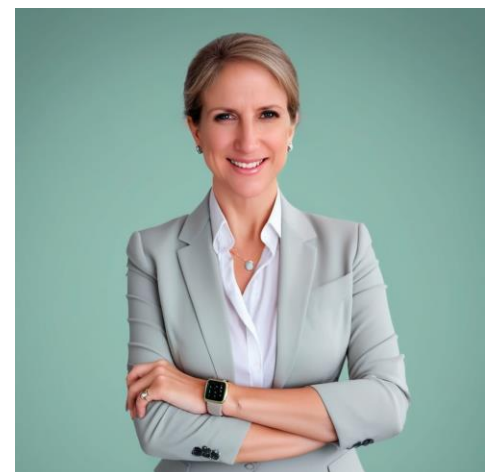
Thank you for your time and consideration for Pharmers Academy in upskilling and changing sectors in your conscientious career growth journey.

14. TESTIMONIAL



"Enrolling in the RASCP Regulatory Affairs Pharmacist Short Course at Pharmers Academy was one of the best decisions I've made for my professional development. The course provided a comprehensive, well-structured curriculum that deepened my understanding of regulatory frameworks, compliance processes, and industry standards. The instructors were highly knowledgeable, engaging, and eager to share their expertise, making complex concepts easy to grasp.

Not only did I gain valuable insights into pharmaceutical regulations, but I also developed practical skills that I could immediately apply in my career. The training sessions and real-world assignments made learning truly immersive. I highly recommend this course to any pharmacist or industry professional looking to expand their regulatory knowledge and advance their career in pharmaceutical affairs."



Ame Prinsloo

APPLICATION FORM

PHARMERS ACADEMY - INDUSTRY COURSES + TRAINING

Participant Title:		First Name:	
Last name:		Current Position:	
Company:		Email:	
Contact Number:		Prospective Start Date:	
Date:		COUNTRY / City:	
Degree / Qualification:		P Number:	Other council n:
NB – R500 enrolment fee applies to all new learners		Returning Learner enrolment number:	
COURSE SELECTION (please tick all boxes that apply)			
Class / Course Code e.g., RASCP 101	On-Demand ✓	Live ✓	Apply Discount Code e.g., VAL14
....			
....			
....			
....			
....			
....			
NB: <i>This application form needs to be completed in full; Enter the correct masterclass number under class type; Select between recorded or live formats. If you have a discount code (seen on social media or our website) please insert it in the correct box</i>			
Total Number of Classes:		Other Comments:	
TOTAL Payment Due including 15% VAT :	R		

PAYMENT OPTIONS SELECTION (please tick box which applies)

One Full Payment		Two x 50% (for short course (over 2 months only))		RP Swap (verified pharmacists only)	
-------------------------	--	----------------------------------------------------------	--	--------------------------------------------	--

Please return completed form to academy@pharmers.co.za for an invoice to be generated for your selection.

Approved		Declined	
Academy Authorised Signature:		Date: ... / ... / 2025	

MONEYBACK GUARANTEE & REFUND POLICY

Pharmers Academy has a new 10-day refund policy where participants may request and receive a refund on a purchased course (short-course) provided they've followed the claim process within the stipulated time. Please refer to the Pharmers Academy Terms and Conditions for more information.

PHARMERS ACADEMY TERMS & CONDITIONS

All new learners have a R500 enrolment fee added to their invoice, returning learners automatically waiver this fee. Full payments are due before enrolments. Part payments can be in a 2 x 50% equal split payment first due on enrolment date and the next one due before the first day of the next consecutive month (30 days later). RRP swap payments can be opted only by registered active pharmacists who are not currently RPs anywhere. They can swap their R6k stipend for interim RP applications and thus get a reduced registration fee on the selected full short courses only. A combination of an RP swap as well as a 50% split payment in two installments is also possible for pharmacists only. Registration fees above include the following entitlements: entrance to sessions, registration pack, ongoing online support, links to additional resources. •Payments Terms; on the return of a registration form, full payment is required within 3 working days. Payment must be received prior to the event date. PHARMERS and its academy reserve the right to refuse entry into the course should full payment not have been received prior to the event date. Cancellations will be charged under the terms set out below. •Cancellations, no show, and substitutions: cancellations received in writing more than 21 days prior to the event being held carry a 50% cancellation fee. Should cancellations be received between 21 days and the date of the event, full course fees will be payable and non- refundable. Non-payment or non- attendance does not constitute cancellation. No shows will be charged the full registration fee. Cash back alternatives will not be offered, however, substitutions at no extra charge are welcome. •Alterations to the advertised package; PHARMERS and its academy reserves the right to alter this program without notice or penalty and in such situations no refunds or part refunds will be made. Alternative offers may be offered. Should PHARMERS or its academy permanently cancel an event, for any reasons whatsoever, the client shall be provided with a credit of the equivalent amount paid towards the cancelled event. In the event of a postponed or cancelled event PHARMERS and its academy will not be responsible for covering air fares, accommodation, and transportation. •Interest will be charged on all overdue amounts at a rate of three percent (3%) per month after thirty days. •In the event of PHARMERS instructing an attorney to enforce compliance with the terms here of, the above-mentioned company on the registration form agrees to pay such attorneys on an attorney and client scale and will be liable to pay the costs of letters of demand or any other cost involving cancellations or no shows to the event. PLEASE NOTE – PHARMERS ACADEMY HAS A 10 DAY SATISFACTION GUARANTEE OR REFUND POLICY – if you experience all four of the following: feedback score less than 6 out of 10, unmet learning objectives of classes, failed one-on-one session on challenging area, unsatisfactory response to queries or questions then you are eligible for a full refund. A partial refund can be considered if part of the above 4 activities have been actioned. Alternatively, the masterclass / course which you struggle with may be reissued or restructured in an upcoming live or recording to further fit the learner to the discretion of the academy. Please also read our online Ts & Cs from our website for more on refunds and general Pharmers rules.

Learner / Delegate Signature: Date: / / 2025

Witness Signature: Date: / / 2025