



Jamhuri ya Muungano wa Tanzania

United Republic of Tanzania

Pharmacy Council

Exchequer Receipt

Stakabadhi ya Malipo ya Serikali

Receipt No

: 923318214435389

Received from

: SYNERGY PHARMACY

Amount

: 50,000.00

Amount in Words

: Fifty Thousand TZS And Zero Cent(s) Only

Outstanding Balance

: 0.00

In respect of

Item Description(s)

Item Amount

: 142202540104 - Application for

change of name/ ownership -

CHANGE OF MGT

Bill Reference

: 16208318235030882797

Payment Control Number

: 991620223998

Payment Date

: 2023-11-14 10:23:42

Issued by

: Zena Mango

Date Issued

: 2023-11-17 09:25:35

Signature

Government Payment Gateway @ 2017 All Rights Reserved (GePG)

PHARMACY COUNCIL

50,000.00 (TZS)

Total Billed Amount :

Alpie 50,000
Change of Management

991620223998



PCF. 17

THE UNITED REPUBLIC OF TANZANIA
MINISTRY OF HEALTH
PHARMACY COUNCIL



NOTICE FOR CHANGE OF MANAGEMENT OR PHARMACEUTICAL PERSONNEL OF A
PHARMACY
(Regulation 17(1) of The Pharmacy (Practice and the Conduct of Business of Pharmacy) GN No. 267)

Changes to be Made: Superintendent ☒ Other Pharmaceutical Personnel ☐

A. TO BE COMPLETED BY THE SUPERINTENDENT/OTHER PHARMACEUTICAL PERSONNEL AND OWNER OF THE PHARMACY.

A.1. DETAILS OF THE PHARMACY

Name of the pharmacy: SYRREY Pharmacy
Physical address: Street: ABC Estate
Ward: Kivumbi
Full Name: CHARITY ALIENIE
Address: Dar es Salaam

A.2. DETAILS OF SUPERINTENDENT/OTHER PHARMACEUTICAL PERSONNEL

Full Name: CHARITY ALIENIE
Address: Dar es Salaam
Phone: 014618761
Email: charityalienie@gmail.com

A.3. REASON(S) FOR CHANGE

Two of contract

Time frame of notification: (As per Contract)

A.4. OWNER'S DETAILS

Full Name: AGNES JOHANNA MUMMAO
Signature: _____
Date: 8/11/2022
Phone Number: 0759421294

B. TO BE COMPLETED BY THE OWNER ONLY

B.1. NEW SUPERINTENDENT / OTHER PHARMACEUTICAL PERSONNEL

Full Name: ALHA O. DABASY
Physical address: Lpanga Ng
Street: Lpanga Ng
Ward: Lpanga Ng
Details of previous pharmacy: Lpanga Ng Pharmacy
Name of Pharmacy: Lpanga Ng Pharmacy
PIN: 0101917
Phone Number: 0655121909
Email: omega@gmail.com

B.2. QUALIFICATION DOCUMENTS OF THE NEW SUPERINTENDENT / OTHER PHARMACEUTICAL PERSONNEL (To be attached)

(i) Copies of registration certificate and valid license to practice
(ii) Contract Agreement/MOU
(iii) Commitment Letter

C. FOR OFFICIAL USE ONLY

INSPECTION/REGISTRATION OR ZONAL OFFICE

Recommendations: _____
Full Name: _____
Signature: _____
Date: _____

D. NOTE:

Failure to acquire the services of another superintendent/ Other Pharmaceutical Personnel within the mentioned time frame, shall lead to immediate closure of the premises as per Section 43 of the Pharmacy Act Cap 311.

NB: Other pharmaceutical personnel mean any pharmaceutical personnel apart from superintendent

WIZARA YA AFYA, MAENDELEO YA JAMII, JINSIA, WAZEE NA WATOTO

BARAZA LA FAMASI



FOMU YA KUKIRI KUTEKELEZA MAJUKUMU YA MWANATAALUMA WA DAWA
KWENYE MAJENGO YA KUTOLEA HUDUMA YA DAWA
(kutoka katika Kifungu No. 44 (1) (a) cha Sheria ya Famasi)

SEHEMU YA KWANZA: - TAARIFA ZA MWANATAALUMA

☒ MFAMASIA ☐ FUNDI DAWA SANIFU ☐ FUNDI DAWA MSAIDIZI ☐ PHARM. DISP

1. Jina la mwanataaluma Alma Omega Damasy PIN 0101917

2. Namba ya simu 0655127909 barua pepe omega.damasy@gmail.com

3. Tarehe ya mwisho kuhuishia jina (Retention) Dec 2022

4. Je, umehuishia taarifa zako kwenye mfuomo kupitia tovuti ya baraza la famasi? (http://196.45.42.57/pcmis.data/view/modules/registration/pharmacist-signup.php)

☒ NDIYO, Stakabadhi Na ☐ HAPANA

SEHEMU YA PILI: - KUKIRI KWA MWANATAALUMA:

Mimi: Alma Omega Damasy mwenye

taaluma ya dawa ngazi ya Mfamasi nakiri kwamba nitafanya

kazi yangu ya kitaaluma katika jengo la kutolea huduma ya dawa iliitwalo

FIN 0102398 iliilopo katika

Wilaya ya Da es Salama Mkoani

Sahih 14/11/2023 Tarehe

Uthibitisho wa Mfamasi wa Halmashauri

Nadhibitisha kwamba mwanataaluma tajwa ni miongoni/ si miongoni mwa

wanataaluma waliopo katika halmashauri ninayosimamia

Jina na Sahih Da es Salama Tarehe 17/11/23

SEHEMU YA TATU: - UTHIBITISHO WA MAKAZI:

lithibitishwe na: Afisa Mtendaji

Jina la mtendaji (Kata) Rt. Mny. C. MISHKHA Kata ya UPANGA MAGHARIBI

Nadhibitisha kwamba Ndugu Alma Omega Damasy analishi

langu mtaa/kijiji CHAKAMBE, kuanzia mwaka 2018

Sahih Afisa Mtendaji

Tarehe 14/11/2023

Muhuri
Mtendaji

AFISA MTENDAJI KATA
KATA YA UPANGA MAGHARIBI

AGREEMENT TO OPERATE A BUSINESS OF A PHARMACIST

BETWEEN

SYNERGY PHARMACY LTD
(PROPRIETOR)

AND

ALMA O. DAMASY
(SUPERINTENDENT)

AGREEMENT FOR EMPLOYMENT TO OPERATE A BUSINESS OF A PHARMACIST

This Agreement is made on this 08th Nov. 2023.

BETWEEN

SYNERGY PHARMACY LTD of P.O. BOX 38067 DAR ES SALAAM (hereinafter referred to as the PROPRIETOR) the expression which includes his assignees, agent/s or his legal representative of his business, of one part;

AND

ALMA O. DAMASY a registered pharmacist with PIN No. 0101917 in charge who supervises a business of a pharmacist (hereinafter referred to as the SUPERINTENDENT) of another part.

WHEREAS the Proprietor wishes to establish and operate a business of a pharmacist which is a regulated business under the Act

AND WHEREAS in compliance with section 43 of the Act the Proprietor wishes to engage the professional services of a pharmacist to be in charge of his business;

AND WHEREAS the Superintendent is willing to offer professional services to the proprietor in lieu of remuneration for such services or such other terms and conditions as stipulated hereunder;

AND WHEREAS the proprietor and superintendent (together referred as the Parties) are desirous to enter into an agreement, to establish and operate a business of a pharmacist at the terms and conditions as hereinafter appearing;

AND WHEREAS the Parties agree to establish and operate a business of a pharmacist styled as SYNERGY PHARMACY.

AND NOW WHEREFORE THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. Interpretation:

In this Agreement, unless the contrary intention appears, the following words shall denote the meaning assigned to them:

Act means the Pharmacy Act, [Cap 311 R:E 2002] Laws of Tanzania.

Agreement means this Agreement between the parties to establish and operate a business of Pharmacist.

Business of pharmacy or pharmacist includes professional pharmacy practice and any activity carried on by a person in relation to medicines, medical devices or herbal medicines.

Council means the Pharmacy Council established under section 3 of the Act.

Pharmacy means any approved premises wherein or from which any services pertaining to the practice of a pharmacist is provided, and shall include a community Pharmacy, consultant Pharmacy, institutional Pharmacy or wholesale Pharmacy.

Pharmacist means a person registered as such under section 16 of the Act.

Proprietor means an owner of Pharmacy who is registered as such under the Tanzania Food, Drugs and Cosmetics Act of 2003 and includes his assignees, agents or his legal representatives.

Registrar means Registrar of the Council appointed under Section 11 of the Act

Superintendent means a Pharmacist In-Charge of the business of a pharmacist who supervises a pharmacy and is registered as such by the Council under the Act.

Transfer of ownership means any disposition of ownership of the facility subject of this agreement to a third party either by way of sale, lease, or any other form, which has the effect of changing or transferring power of authority of owning of pharmacy to a third person during existence of its operation.

2. **Duration of Agreement**
This Agreement shall be effective for a period of 2 years, commencing from 1st November 2023 to 30th October 2025.

3. **Commencement of Supervision**
The superintendent shall commence management and supervision of the above-named Pharmacy on the 1st day of November 2023 with a probation period of 6 months.

4. **Obligation of the Parties:**

4.1 **The Proprietor:**
The proprietor shall have the following duties and responsibilities:

4.1.1 **The PROPRIETOR** shall pay a net monthly allowance/emoluments of TZS 700,000/= (Seven Hundred thousand) after applicable statutory deductions, payable to SUPERINTENDENT after discharging her duties and functions as per this Agreement.

(a) Provided that the said allowance shall be net off any applicable taxes and/or deductible employment benefits and shall be paid in monthly basis and shall not exceed seven (7) days from the monthly payment date unless the delay in payment is communicated to the Superintendent and has accepted to the delay.

(b) Where the Proprietor fails to pay a monthly allowance to the Superintendent for thirty (30) days without any justifiable cause, the Superintendent shall treat such late payment as a breach of contract and the matter may be taken to court for appropriate legal measure at the expenses of the Proprietor.

- 4.1.2 The Proprietor shall be responsible for purchasing or buying all reference materials necessary for the discharge of the business of a pharmacist and shall always ensure the availability of all necessary reference and other relevant materials necessary for provision of pharmaceutical services and operations.
- 4.1.3 The Proprietor shall comply with the Laws, Regulations, Guidelines, and standards prescribed by the Council and other relevant authorities.
- 4.1.4 Implement and ensure that standards required for pharmacy and pharmaceutical properties are always maintained in high level.
- 4.1.5 The Proprietor shall hire pharmaceutical personnel for providing services or dispensing personnel recognized by the Council.
- 4.1.6 The Proprietor shall apply adequate funds necessary to rehabilitating or modifying the present premises and maintaining the modern pharmacy practice.
- 4.1.7 The Proprietor shall follow up and implement on matters advised by a Superintendent on professional and matters related to provision of good pharmaceutical services.
- 4.1.8 The Proprietor shall ensure pharmaceutical services are provided with due care and ensure all proper records are maintained and managed well.
- 4.1.9 The Proprietor shall be responsible to report to the Council on poor attendance, service provided, or malpractices done by the Superintendent.
- 4.1.10 The Proprietor shall purchase and ensure availability of all necessary tools for pharmacy operations are in place, which includes but not limited to availability of Superintendent logbook, PC logo, dispensing register, ledgers etc.
- 4.1.11 The Proprietor shall not interfere with the performance of professional matters in the premises or cause non-performance of professional services in the pharmacy.
- 4.1.12 The Proprietor shall ensure all purchases or procurement and deliverables of pharmacy items are signed by a Superintendent for proper records and professional accuracy.
- 4.1.13 Perform any other duty as the Council may determine from time to time for proper conduct and management the business of pharmacist.

4.2 The Superintendent

For an allowance or emolument stipulated in clause 4.1.1 of this Agreement, the Superintendent shall, with all commitment and professional diligence, take the necessary steps to establish and efficiently supervise the said pharmacy, dealing in Pharmaceuticals.

The superintendent shall have the following duties and obligations:

- 4.2.1 Shall obtain from the Council and other appropriate authorities collect the requisite licenses, permits and authorization and keep the pharmacy within the standards and conditions as contained in any written law that regulate and control the business of a pharmacist.
- 4.2.2 Shall ensure physical supervision of the said premises at a minimum of 15 hours in 7 days of the week. Full time pharmacist is preferable.
- 4.2.3 Shall implement and ensure that standards required for pharmacy and pharmaceutical properties are always maintained in high level.
- 4.2.4 Shall manage and undertake all technical and professional matters in the pharmacy.
- 4.2.5 Shall supervise and control all pharmaceutical personnel work in the pharmacy and ensure day-to-day functions of the pharmacy abide to the law.
- 4.2.6 Shall facilitate capacity building to all pharmaceutical personnel that supervises the pharmacy.
- 4.2.7 Shall provide pharmaceutical service with due care.
- 4.2.8 Shall ensure all proper records are maintained and managed in accordance to good pharmacy practice standards.
- 4.2.9 Shall ensure availability of all necessary reference and other relevant materials necessary for provision of pharmaceutical services and operations are in place.
- 4.2.10 Shall report to the Council on any malpractices or violations done by the Proprietor.
- 4.2.11 Shall ensure availability of all necessary tools for pharmacy operations are in place, i.e. Superintendent logbook, PC logo, dispensing register, ledgers etc.
- 4.2.12 Must ensure whoever is on duty shall appear on a white coat and name tag on it.

- 4.2.13 Shall establish a well-organized management body of the pharmacy of which she supervises.
- 4.2.14 Shall ensure that all certificates (business permit, premises registration, copy of certificate of a Superintendent and any other certificates from other authorities are conspicuously displayed in the premises.
- 4.2.15 Shall ensure medicines, medical supplies and other pharmacy items are properly arranged and kept in compliance with good pharmacy practice standards.
- 4.2.16 Shall independently work to promote the growth of the business of the pharmacy.
- 4.2.17 Shall create pharmacy operations procedures according to the needs of the business.
- 4.2.18 Shall perform any other duty as the Council may determine.

5. Termination

- 5.1 This Agreement shall be terminated:
 (a) by automatic termination,
 (b) by mutual consent, or
 (c) by Notice
- 5.2 The Agreement may automatically be terminated:
 (i) after the probation period stated on Clause 3 of this Agreement if the Key Performance Indicators mutually agreed are not achieve by 50%.
 (ii) after the expiry of a term fixed under Clause 2 of this Agreement, unless otherwise the parties agree to renew the terms of the agreement.
 (iii) If the Council cancels the license or suspends or removes the name of a Superintendent from the Register due to professional misconducts in accordance with section 45 of the Act.
 Notwithstanding the requirement of this Clause, where termination is due to the cancellation of the Superintendent's license, or suspension or removal from the Register, Roll or List of Pharmacists, all benefits, allowances or claims due to the Superintendent for the work done for any such of days before the cancellation, suspension or removal shall be paid by the Proprietor prior to termination.
- 5.3 The Agreement may be terminated at any time by mutual agreement or consent between the parties when they find it appropriate that the agreement be terminated. Provided that where the Agreement is terminated by mutual consent, all claims or allowance due to the Superintendent shall be paid in full by the Proprietor prior to termination.
- 5.4 The Agreement may be terminated by notice:
 (i) By either party by giving a one (1) month written notice to the other party of the intention to terminate the Agreement;

(iii) By either party by yielding to the other party one month's equivalent payment in lieu of a notice as required under Clause 5.4 (i) above.
 Provided that a written notice under this clause shall be addressed to the other part and copy shall be submitted to the Registrar for notification.

5.5 Notification of termination of the contract to the Registrar shall be accompanied with reasons of termination.
 5.6 The Parties agree that the Council shall not be obligated to issue another notice of termination but a closure order as per the Act.

6. Dispute Settlement

6.1 In the event of dispute in connection with this agreement both parties will make every effort to resolve the matter amicably.

6.2 If amicable settlement becomes impossible, then, an aggrieved party may seek legal remedy.

6.3 Nothing in clause 6 (6.1) and (6.2) shall prevent the Proprietor or Superintendent from initiating or proceeding to the Commission for Mediation and Arbitration (CMA).

7. Applicable Law and Jurisdiction

7.1 The laws of Tanzania hereto shall govern the validity, construction and interpretation of this agreement and the rights and duties of the parties.

7.2 Any dispute, controversy or claim arising of or relating to this Agreement or the breach, termination or invalidity of the Agreement shall firstly be settled amicably by the parties.

7.3 Unless the matter is not settled in an amicable way within thirty (30) days from the date when the dispute arose, the matter may be taken court of competent jurisdiction for further redress.

7.4 in this Agreement shall preclude the making of an application to the Court for conservatory or provisional relief

IN WITNESS WHEREOF the parties hereto have duly signed and sealed this presents on the date and in the manner herein after appearing.

Signed and delivered by the parties at this 8 day of 11 20 23

SIGNED and DELIVERED at Dar es salaam by the said
Dr. Agnes Jonathan who is known
to me personally/identified to me by GIDEON MPAWA
the latter being
personally known to me this 8 day of 11 2023.

PROPRIETOR

SIGNED and DELIVERED at Dar es salaam by the said
Alma O. Damasy who is known
to me personally/identified to me by GIDEON MPAWA
the latter being
personally known to me this 8 day of 11 2023.

SUPERINTENDENT

In the presence of:

Name:

Address:

Phone:

Signature:

Qualification:

DOROTHY JOHN NDAZI
P.O. BOX 3601, DSM
0657 089495
ADVOCATE

