

Online Appendix. Mean scores on self-declared pharmacy competencies

Domain	Competency	Mean	Standard Deviation
Fundamental Knowledge	Fundamental courses. knowledge Knows and understands basics of scientific fundamental knowledge courses	63.89	21.94
	Patient care courses knowledge. Knows and understands basics of patient care knowledge courses	72.48	21.59
	Pharmaceutical courses knowledge. Knows and understands basics of pharmaceuticals knowledge courses	59.09	24.36
	Social, behavioral and administrative courses knowledge. Knows and understands basics of social, behavioral and administrative knowledge courses	71.86	24.24
Professional Practice	Professional Practices. Implements professional requirements to practice settings	83.04	21.56
	Ethical Practices. Demonstrates awareness of codes of ethics and acts accordingly	65.02	18.77
	Legal Practices. Demonstrates an understanding of the Lebanese pharmacy law and acts accordingly	73.53	25.47
	Patient-Focused Practices. Demonstrates a patient-focused approach to practice	80.13	23.82
	Continuing Professional Development (CPD). Applies principles of continuing professional development including assessing own learning needs and developing a plan to meet these needs	78.37	24.02
	Inter-Professional Collaboration. Acts as a team member in all aspects of practice	80.21	21.99
Personal skills	Leadership Skills. Demonstrates leadership abilities in the team processes.	76.72	23.17
	Decision making skills. Demonstrates the ability to take accurate, evidenced based and timely decisions	78.09	23.06
	Team Working Skills. Recognizes the value of the pharmacy team and of a multi-disciplinary team and acts accordingly	76.63	24.54
	Communication Skills. Communicates effectively with patients and their caregivers, with other healthcare professionals, other support staff, and other relevant third parties	78.12	23.34
	Information Technology (IT). Skills Applies a minimum of IT in daily work	77.23	26.29
	Self-Awareness Demonstrates accurate self-assessment, willingness to learn from errors, and controlled behaviors towards stress and work overload	77.14	24.57
	Innovation and Entrepreneurship. Develops new ideas to improve quality or overcome barriers to enhance the profession	73.16	25.24
Medicines supply	Manufacture and Compounding of Medicines. Performs efficiently various tasks in pharmaceutical plant and product quality control units.	63.94	27.33

Domain	Competency	Mean	Standard
	Supply Chain Management. Ensures the quality, safety and integrity of products	64.98	26.53
	Dispensing Medicines. Dispenses a product safely and accurately that is appropriate for the patient.	73.35	26.19
Safe and Rational Use of Medicines	Patient Consultation Skills. Gathers information and discusses with the patient medication and disease issues	76.88	22.96
	Patient Counseling and Advocacy Skills. Counsels patients and acts to promote the best patient care	78.21	22.92
	Monitors medicines use. Monitors the patient's progress and assess therapeutic outcomes	75.74	25.28
	Monitors medication safety. Prioritizes medication safety and acts accordingly	72.90	26.71
	Working Environment Safety. Creates and maintains a working environment that promotes safety	73.03	25.65
Pharmaceutical Public Health	Population Health. Engages in health promotion activities with the patient	70.17	26.77
	Health Education and Promotion. Actively participates in health promotion issues	72.70	25.75
	Medicines Information and Advice. Responds to questions using appropriate strategies	72.43	25.77
	Research and Education. Applies knowledge, research skills and professional judgment to the decision-making process	73.60	24.62
Organization and Management	Self-Management at Work. Demonstrates personal organizational and management skills at work.	77.61	23.61
	Workplace Management. Applies management principles and skills relevant to the workplace	76.78	23.22
	Human Resources Management. Applies management principles and skills relevant to human resource	73.52	25.53
	Budget, Reimbursement and Administration. Applies management principles and skills relevant to financial resources	71.89	24.35
	Quality Assurance. Applies principles and skills relevant to quality assurance	70.79	24.15
	Pharmaceutical Product Development. Understands the principles of pharmaceutical product development	71.22	28.81