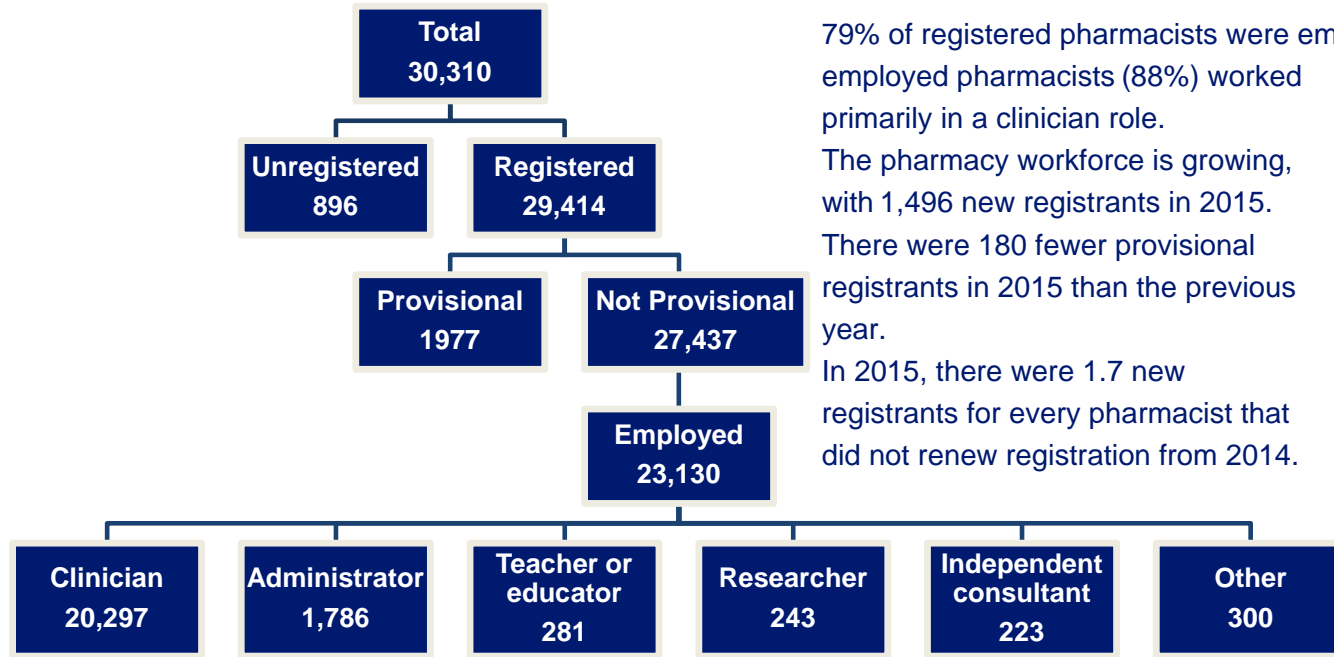
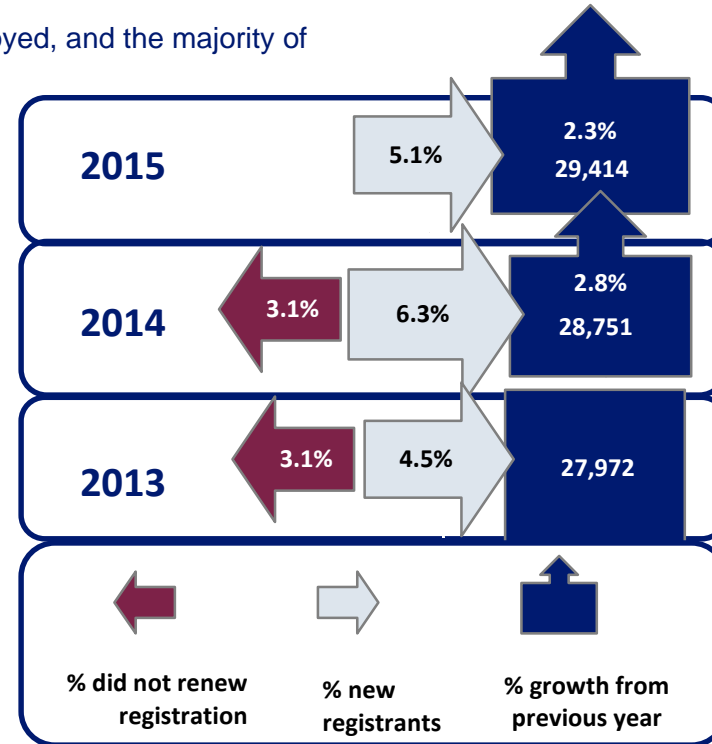


The NATIONAL HEALTH WORKFORCE DATASET (NHWDS) PHARMACY 2015



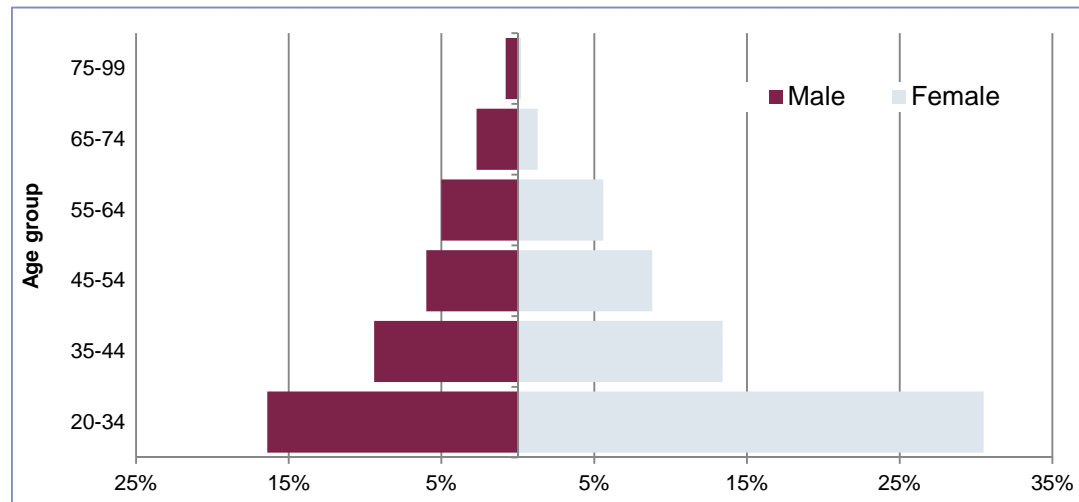
79% of registered pharmacists were employed, and the majority of employed pharmacists (88%) worked primarily in a clinician role. The pharmacy workforce is growing, with 1,496 new registrants in 2015. There were 180 fewer provisional registrants in 2015 than the previous year. In 2015, there were 1.7 new registrants for every pharmacist that did not renew registration from 2014.



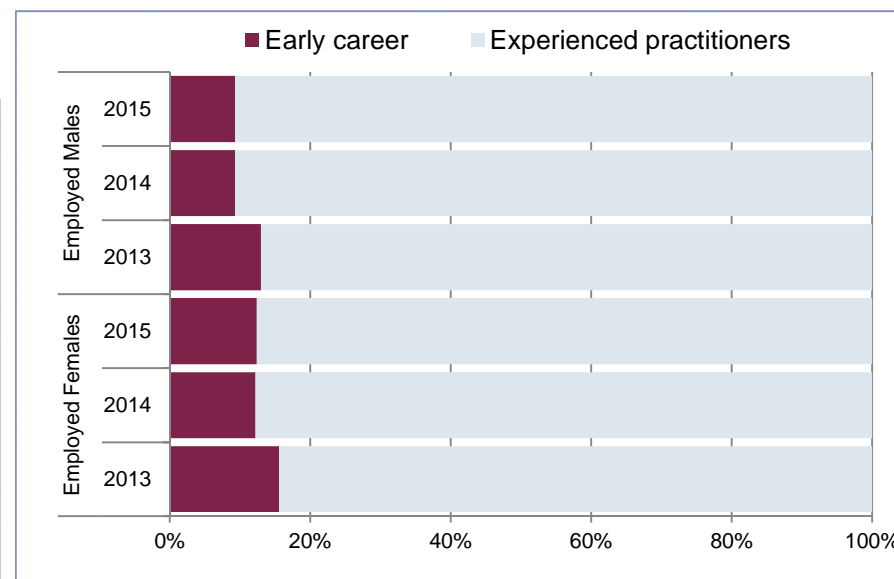
- 39 Average age
- 35.7 Average weekly hours
- 60 % female
- 57 % born in Australia
- 0.3 % Aboriginal and/or Torres Strait Islander
- 87 % with Australian/NZ qualifications
- 11 % Registered 3 years or less (Early Career)
- 76 % in major cities

The number of Independent Consultants has increased 6% since 2013. 70% of the pharmacy workforce was aged 44 years or younger. Female practitioners outnumbered male practitioners in all age groups up to 65 years, and comprised two-thirds (67%) of the 20-34 years age group.

Employed practitioners: Gender (%) by Age Group



Employed Male and Female practitioners: Early Career (%) by Year



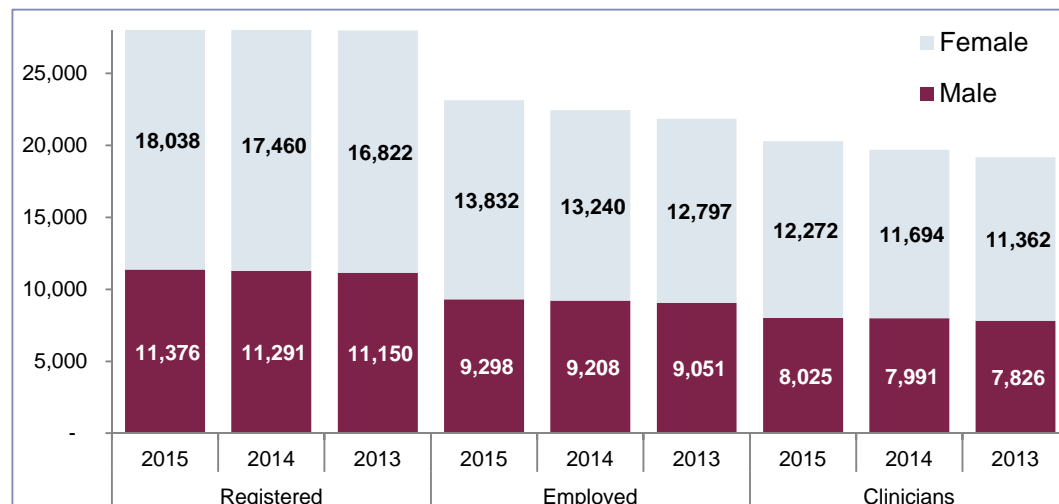
94% of Early Career pharmacists (registered 3 years or less) were aged 20-34 years. In 2015, there were 183 Early Career pharmacists over 34 years of age.

89% of registered Early Career practitioners and 84% of Experienced registered practitioners were employed in the pharmacy workforce. Early Career practitioners comprised 12% of female pharmacists and 9% of male pharmacists in the workforce.

HOURS WORKED

Average total hours per week have declined by 0.5 hours from 36.2 in 2013 to 35.7 in 2015. On average, pharmacists worked 32.8 clinical hours per week.

Registered practitioners: Gender by Workforce Status

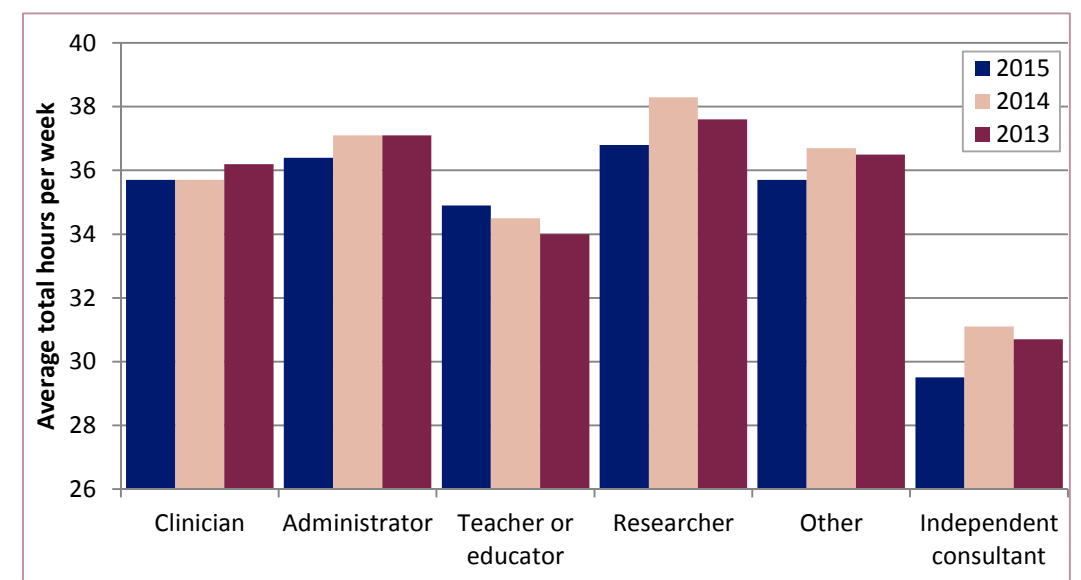


Researchers worked the longest hours (36.8) and spent the least hours on clinical work (12.1).

Clinician pharmacists worked 35.7 hours per week on average, and spent 33.7 hours per week performing clinical duties.

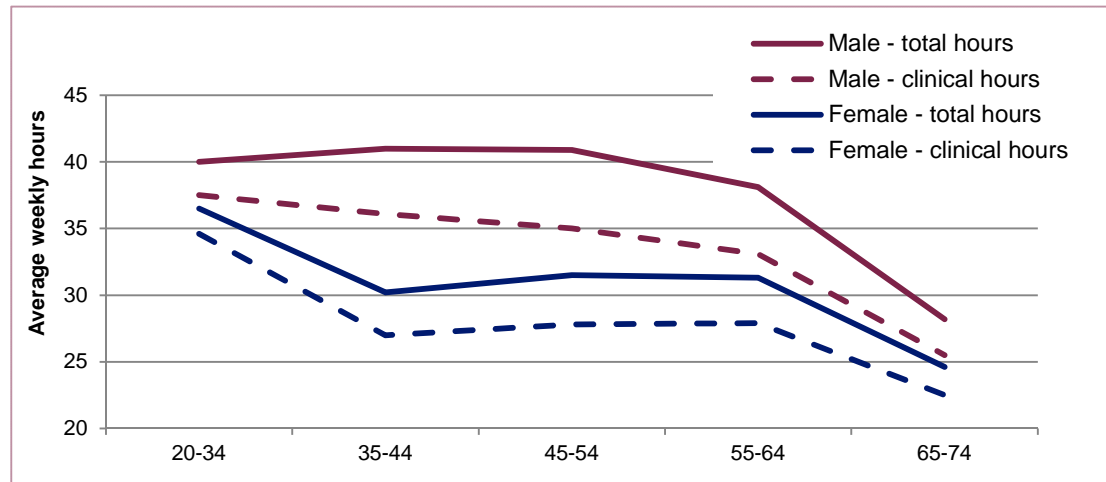
Independent Consultants worked the shortest weekly hours (29.5) and spent 22.2 hours per week on clinical work.

Employed practitioners: Average weekly hours by Job Role and Year



The NATIONAL HEALTH WORKFORCE DATASET (NHWDS) PHARMACY 2015

Employed practitioners: Average Weekly Hours by Age Group and Gender



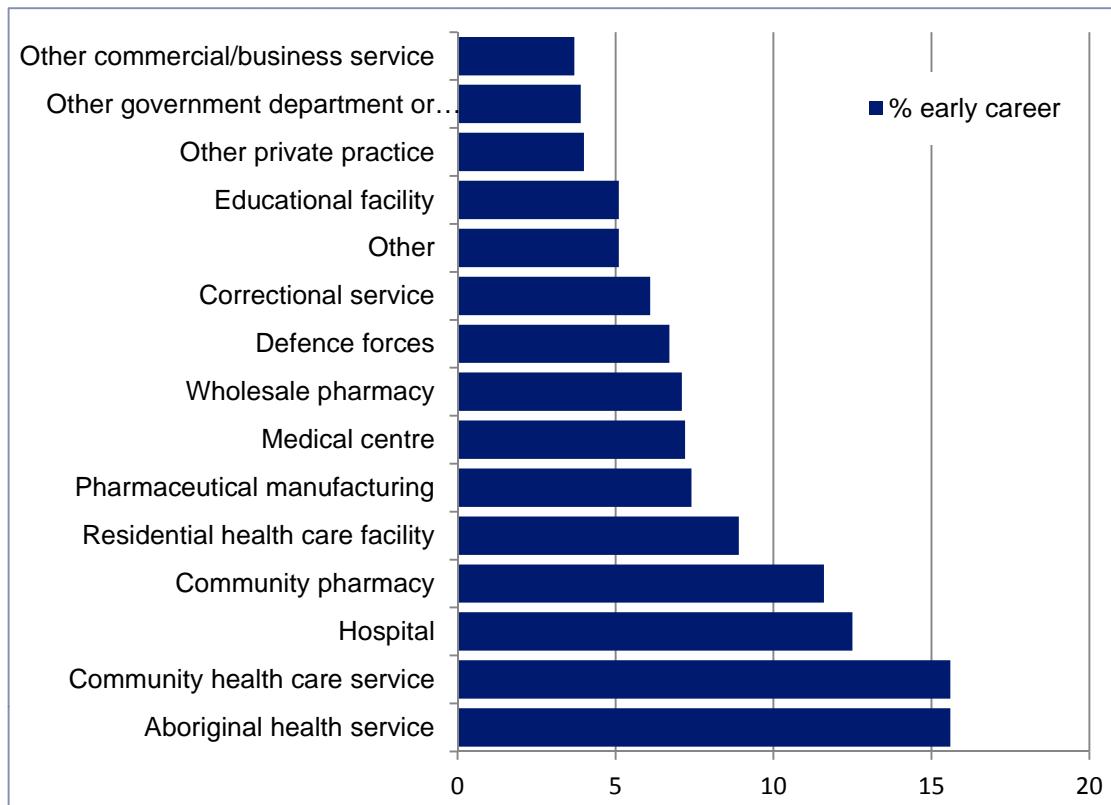
Male pharmacists worked 39 total hours per week on average, while female pharmacists worked 33.5 average total hours.

The most hours were worked by male pharmacists in the 35-44 age group, at 41 hours per week on average. Among female pharmacists, the most hours were also worked by the 20-34 age group, at 36.5 hours.

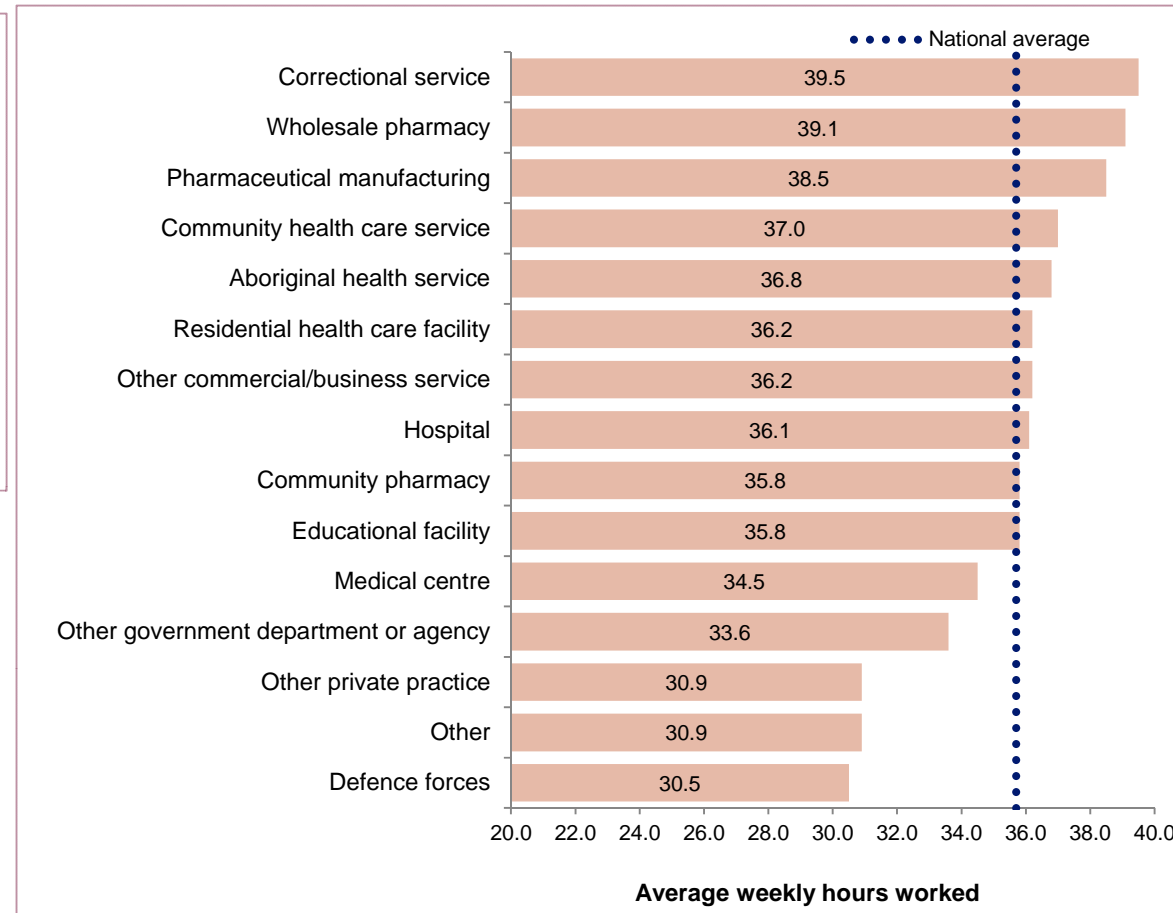
Early Career practitioners worked more total hours per week on average (38 hours) than more experienced practitioners (35.5 hours), and also worked more clinical hours per week (36.8 hours) than more experienced practitioners (32.2 hours).

At 11% of the overall workforce, Early Career practitioners comprised 16% of the small number of pharmacists working in Aboriginal health services (27 in total), and comprised 16% of pharmacists in Community health care services (519 in total).

Employed practitioners: Early Career practitioners (%) in selected Job Settings



Employed practitioners: Average Weekly Hours by Job Setting



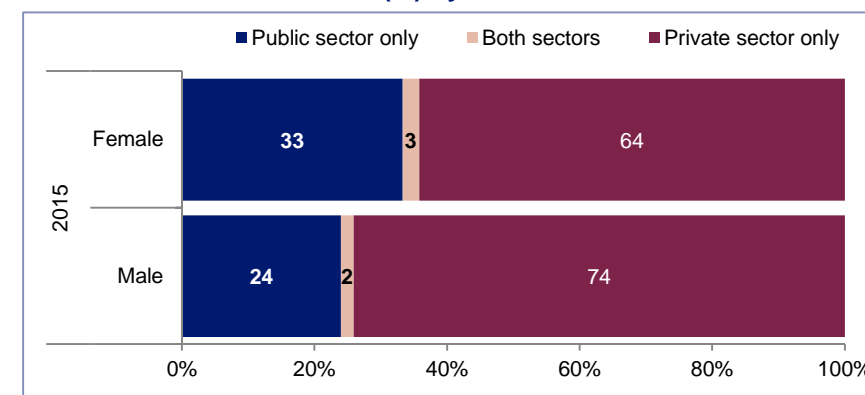
SETTING AND SECTOR

The majority of employed pharmacists (66%) worked in a Community Pharmacy setting, and another 20% worked in Hospital settings. 1,157 clinician pharmacists (6%) worked in an Advanced Scope of Practice role. 10% of Hospital clinicians and 4% of Community Pharmacy clinicians worked with an Advanced Scope of Practice.

32% of clinician pharmacists worked some hours in the public sector, an increase from 30% in 2013.

Female clinicians were more likely to work in the public sector, with 36% working some clinical hours in the public sector, compared to 26% of male clinicians.

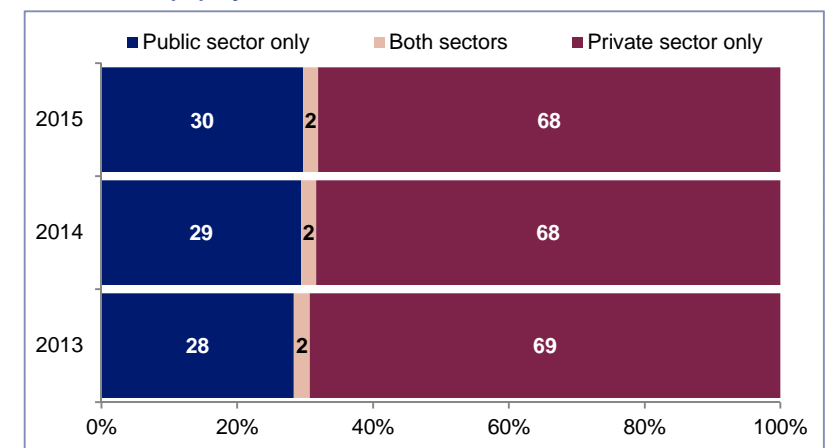
Clinicians: Male and Female (%) by Sector



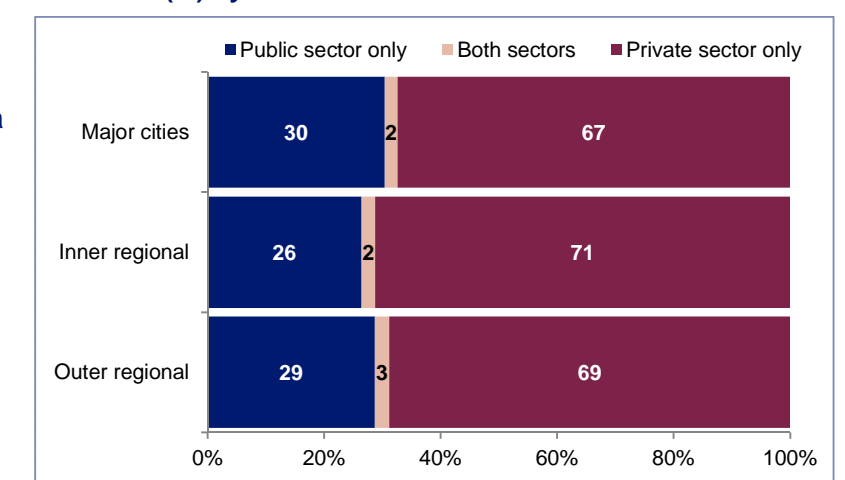
Male clinicians working only in the public sector worked more average total hours (39.1) and more clinical hours (36.6) than female clinicians in the public sector (34.7 total and 32.9 clinical hours per week).

The majority (76%) of clinician pharmacists worked in Major Cities, and a further 23% worked in Inner Regional or Outer Regional locations. A greater proportion of clinicians in Inner Regional and Outer Regional areas worked only in the private sector than clinicians in Major Cities (67%).

Clinicians (%) by Sector and Year



Clinicians (%) by Sector and Remoteness Areas

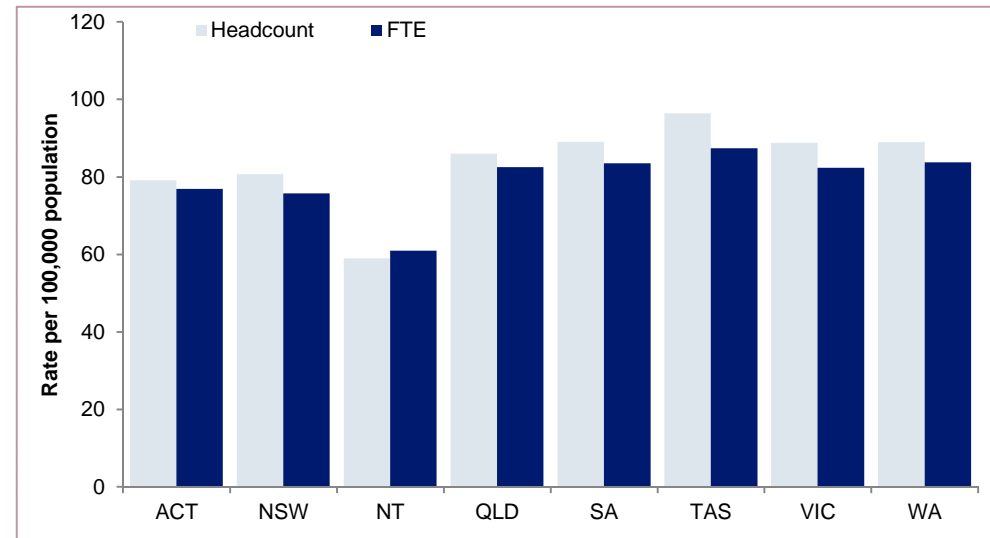


LOCATION

Numbers of full-time equivalent (FTE) clinicians per 100,000 population decreased with remoteness, from 85 FTE clinicians in Major Cities to 36 FTE in Very Remote locations.

Since 2013, the numbers of FTE clinicians per 100,000 population have remained relatively stable from Major Cities to Remote areas, but decreased in Very Remote areas by 5 FTE.

Clinicians: Headcount and FTE by State / Territory

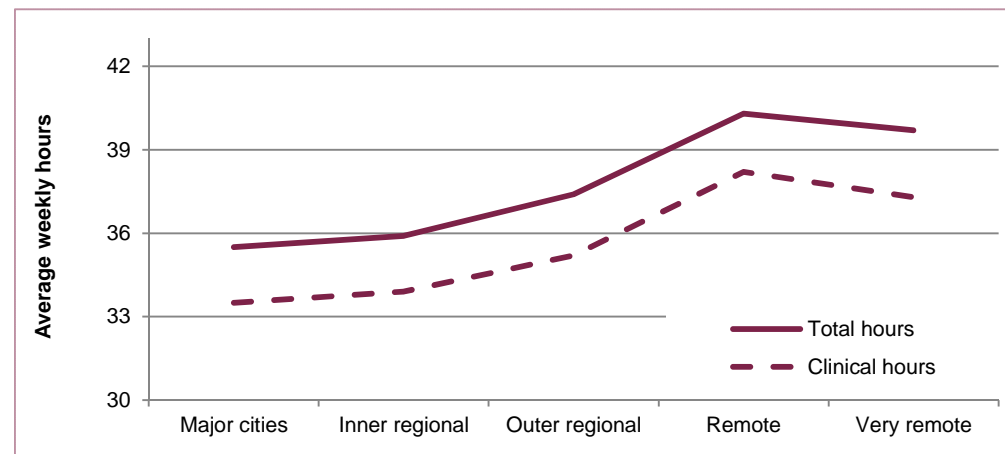


Average total hours for clinicians were highest in NT (39.3) and ACT (37) and lowest in Tasmania at 34.5 hours.

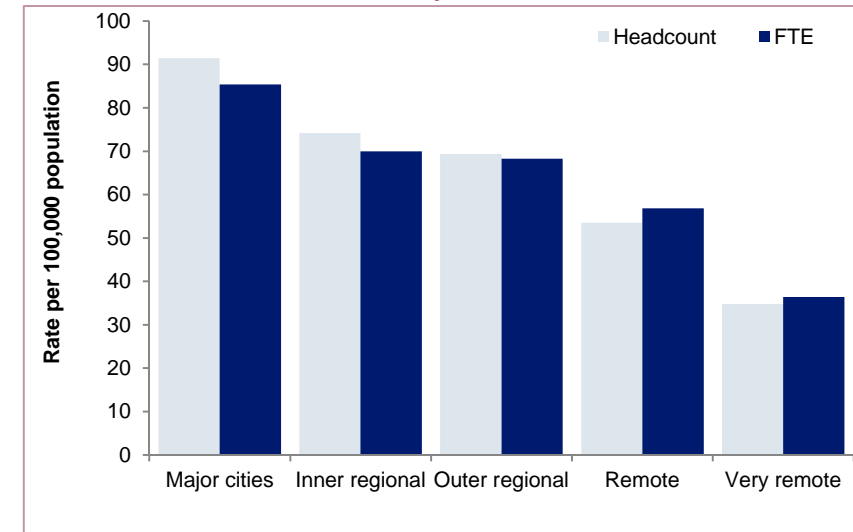
Clinicians' average total hours increased with remoteness, from an average of 35.5 hours per week in Major Cities, to 40.3 hours per week in Remote and 39.7 hours in Very Remote areas.

Clinicians' average clinical hours also tended to increase with remoteness, from 33.5 clinical hours per week in Major Cities, to 38.2 clinical hours in Remote and 37.3 hours in Very Remote areas.

Clinicians: Average Weekly Hours by Remoteness Area



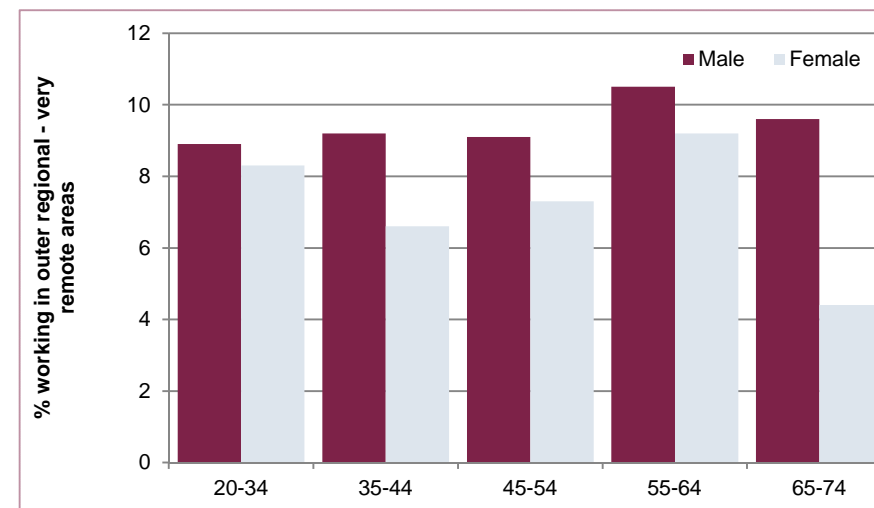
Clinicians: Headcount and FTE by Remoteness Area



The distribution of the workforce across states and territories shows a peak of 87 FTE clinicians per 100,000 population in Tasmania.

Since 2013, FTE numbers increased by 7 in ACT, by 3 in Qld and SA, and increased by 1 FTE in NSW and WA. FTE decreased by 3 in NT and by 2 in Tasmania, and remained unchanged in Victoria over the 2013-15 period.

Clinicians: % in Outer Regional and Remote Areas by Sex and Age



Male practitioners comprised 40% of the workforce, yet male clinicians in all age groups were more likely than their female counterparts to work outside Major Cities.

In 2015, there were 125 female clinicians and 118 male clinicians working in Remote and Very Remote locations around Australia. Overseas-qualified clinicians were more likely to work outside Major Cities than pharmacists with Australian or New Zealand qualifications. 14% of Early Career pharmacists with overseas qualifications, and 10% of Experienced overseas-qualified practitioners, worked in Outer Regional, Remote and Very Remote areas.

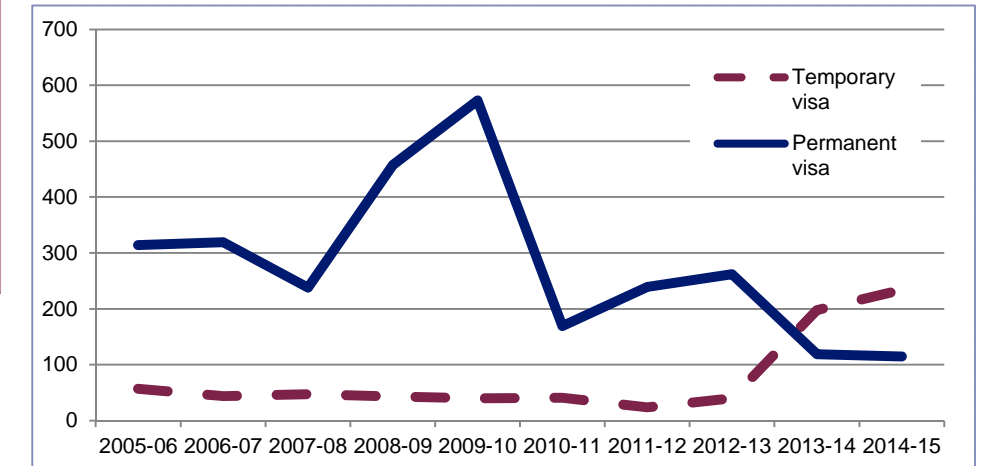
WORKFORCE TRENDS

From 2005 to 2013, an average of 42 temporary visas were granted to pharmacists each year, increasing to 234 in 2014-15.

115 permanent visas were granted to pharmacists in 2014-15.

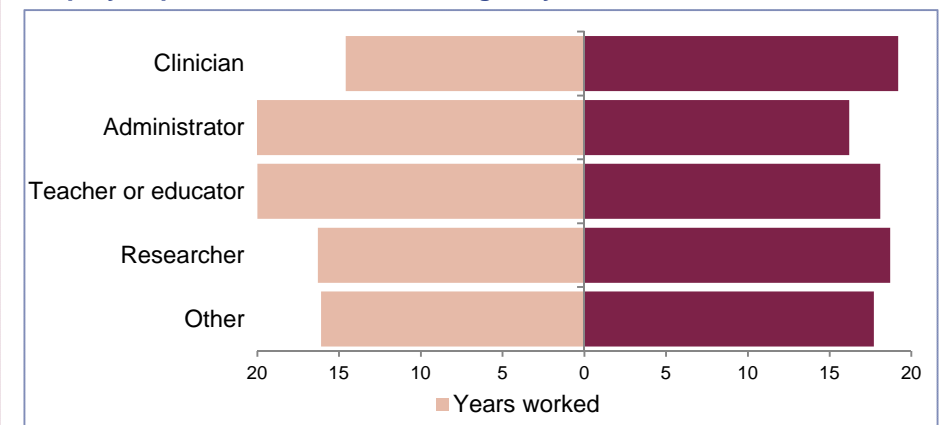
Temporary and Permanent Visas issued, 2005-2015

Source: DIBP Administrative data, 2015



Overall, pharmacists reported an intended career length of 34.1 years. Clinicians reported the shortest work histories (14.5 years) and, along with the Other category, reported the shortest intended careers (33.7 years). Teachers and educators had the longest intended careers, at 38.2 years.

Employed practitioners: Career Length by Job Role



Clinicians: Remoteness Area by Career Status

