

Pharmacy Workforce Census – February 2003

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Introduction

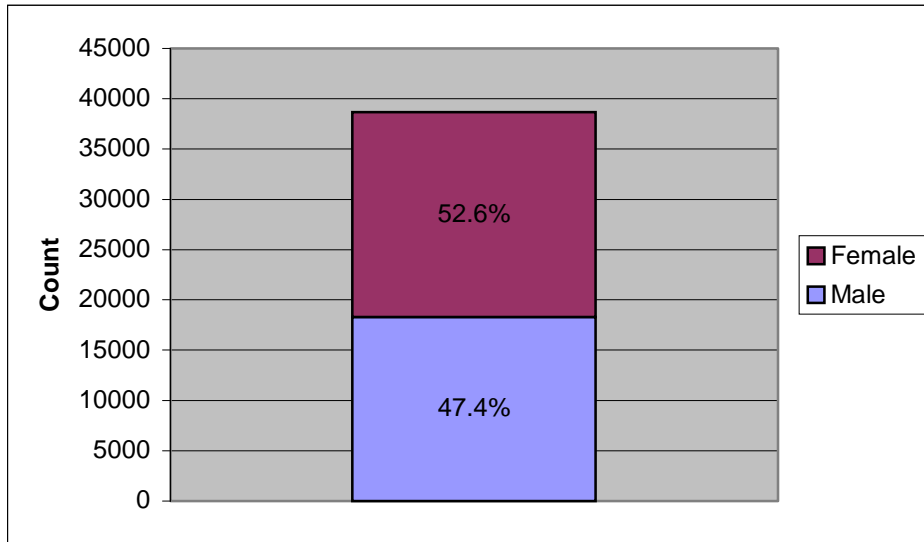
Findings from the 2002 pharmacy workforce census provide information on the socio-demographic profile and employment practices and patterns of pharmacists registered with the RPSGB. This report gives a very brief overview of the main findings. All pharmacists on the Register in August 2002 (whether classed as ‘home’ (living in England {E}, Scotland {S}, and Wales {W}) or ‘overseas’) were included in the census. From this population of 45,267 pharmacists, 39,020 useable responses were received, which gave an overall response rate of 86.2%.

Differences in response rates were noted for England, Wales, Scotland, and ‘overseas’ pharmacists – 88%, 90%, 90% and 69.5% respectively. The response rate from those pharmacists on the ‘home’ Register only (ie, E, W and S), was 88%. In addition to non-responders being more likely to be overseas based pharmacists, there is also a slight over representation of younger pharmacists and males among non-responders. The following analysis is based on data from all respondents to the census.

Gender of respondents

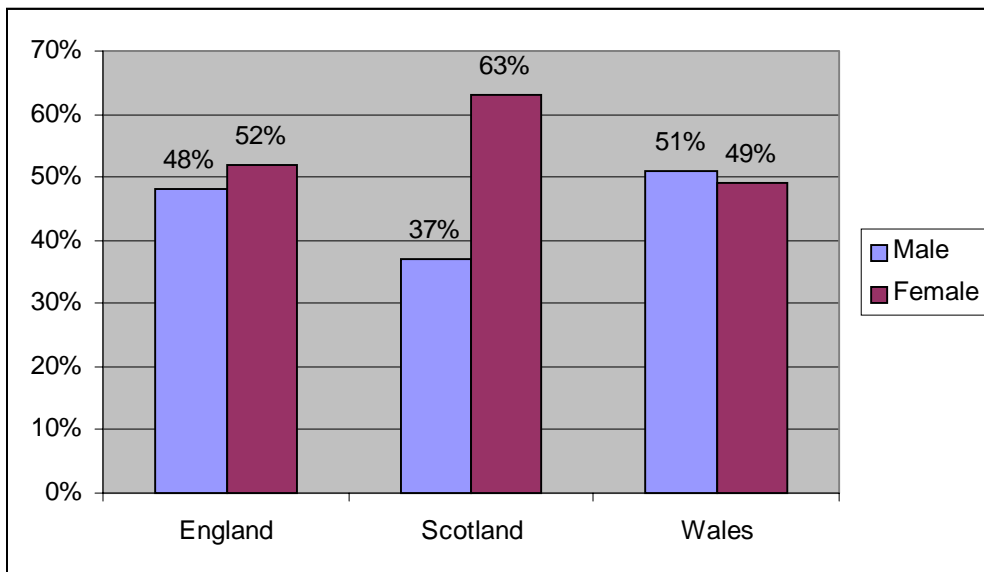
Starting with the gender split of all respondents, where known, 52.6% are female (47.4% are male).

Chart 1: Gender



If gender is observed via region (see chart 2) it is clear that although the gender split in England more or less mirrors that of all respondents, Wales has slightly more male pharmacists while in Scotland there is a substantially larger proportion of females to males (63% to 37%).

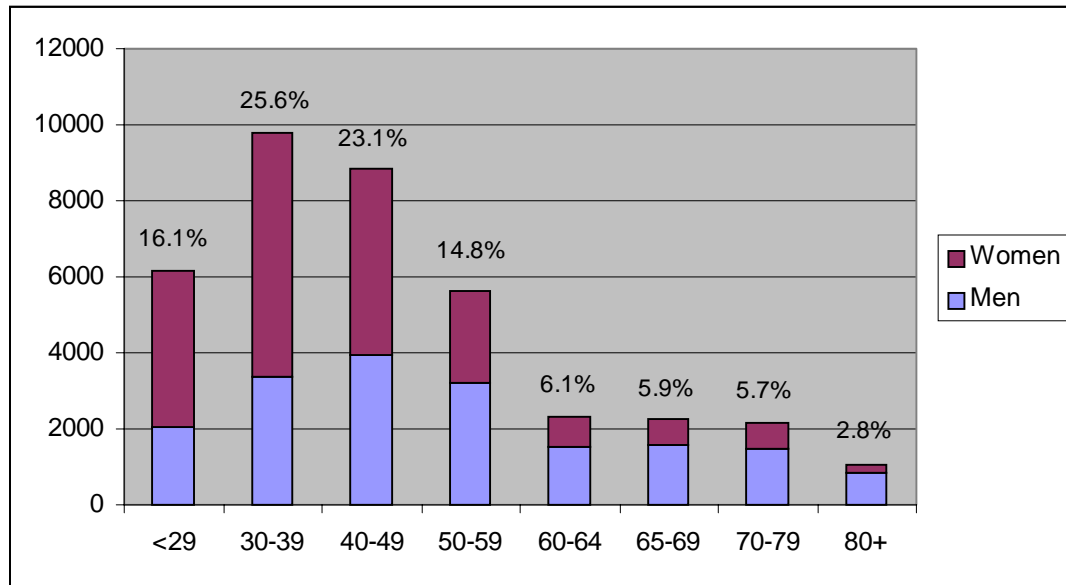
Chart 2: Gender by Region



Age group of respondents

Chart 3 shows age groups and gender for pharmacists, in ten-year age bands, with those falling in the 60-69 age group split further to differentiate the different state pension age (SPA) for men (65yrs) and women (60yrs).

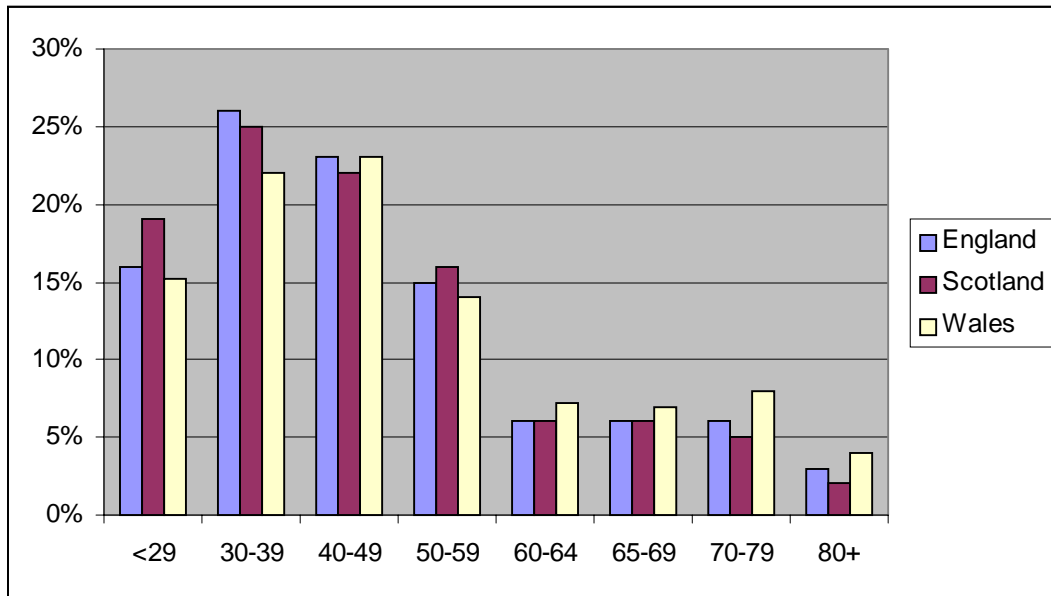
Chart 3: Age Group and Gender



A quarter (25.6%) of respondents are between 30-39 years, accounting for the biggest single proportion of pharmacists, and 23% are between 40 and 49 years. In total, 42% of respondents are under 40 years of age. The number of females within this age bracket is very high, representing 52% of all females (whereas the males under 40 represent 30% of all males). A twelfth of respondents (8.2%) are 70 years or over. Taking account of the different retirement ages for men and women, 16% of respondents are over the official age of retirement. The gender breakdown of those over SPA is 22% male & 12% female.

The above age groups remain relatively similar in proportion if they are examined via region (chart 4), with the exception of Wales, where there is a slightly higher proportion of older pharmacists.

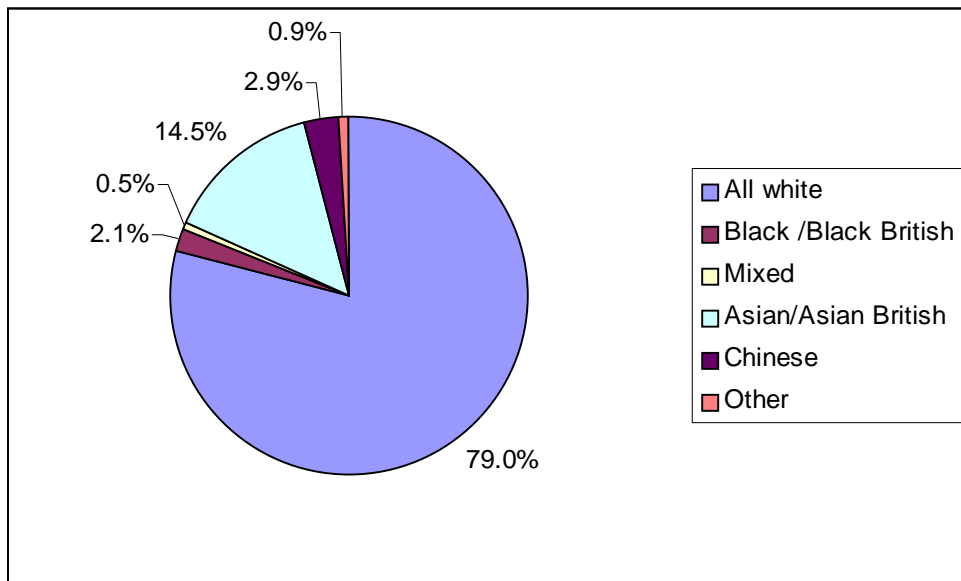
Chart 4: Age Group by Region



Ethnic group of respondents

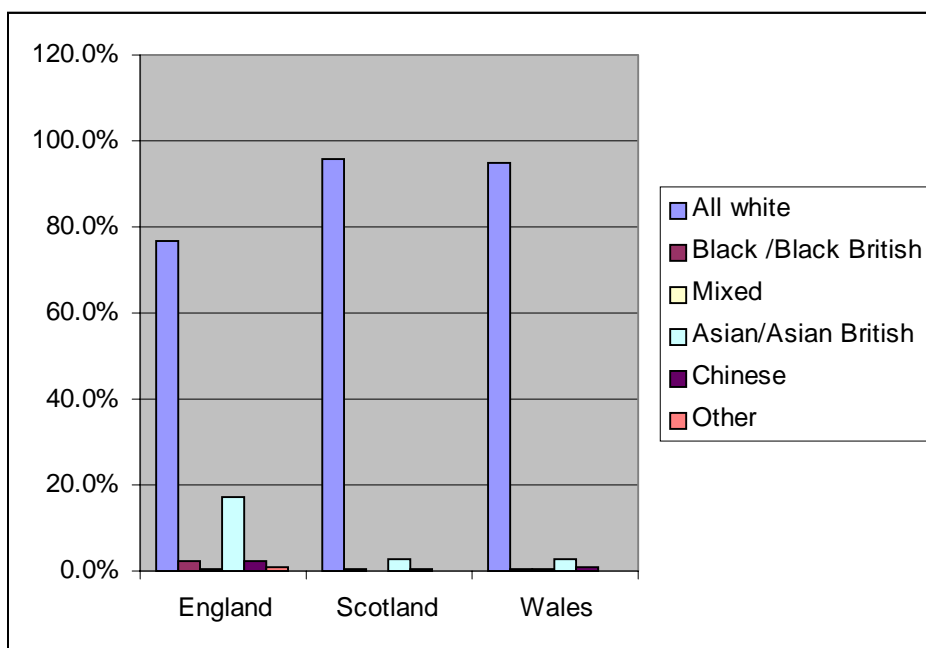
Recent legislation means all public bodies, like the RPSGB, will be expected to have complete ethnic origin information on its Register. Therefore, a question on ethnic origin was included in the census. The majority (79%) of all respondents are white/white British, whilst just over one fifth (21%) of pharmacists are from an ethnic minority background (see chart 5). The single biggest ethnic minority group are Indian pharmacists, constituting 11% of all respondents.

Chart 5: Ethnic Group



The ethnic group data changes substantially if it is viewed across regions (see chart 6), with both Scotland and Wales having a much smaller proportion of pharmacists from minority ethnic groups than England.

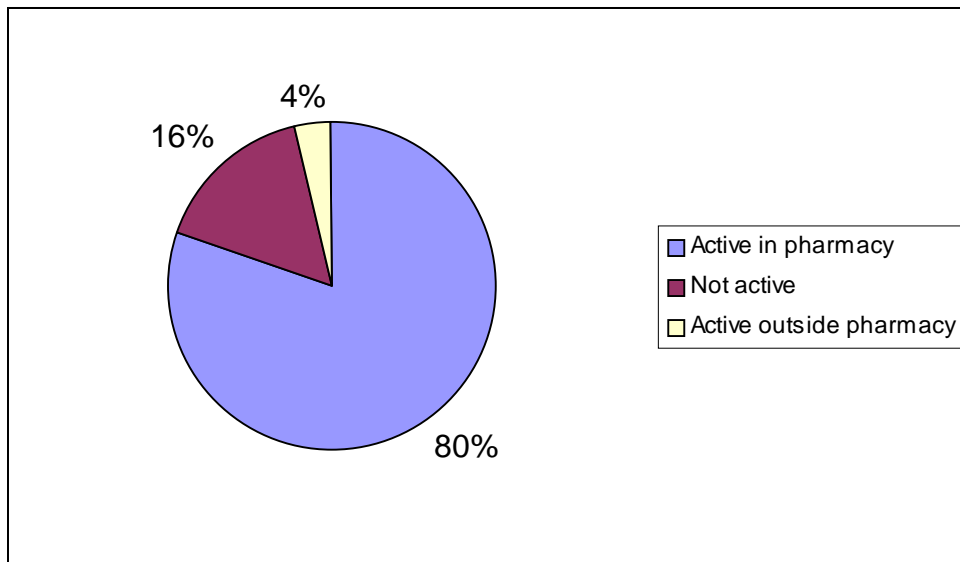
Chart 6: Ethnic group by Region



Employment situation of all respondents

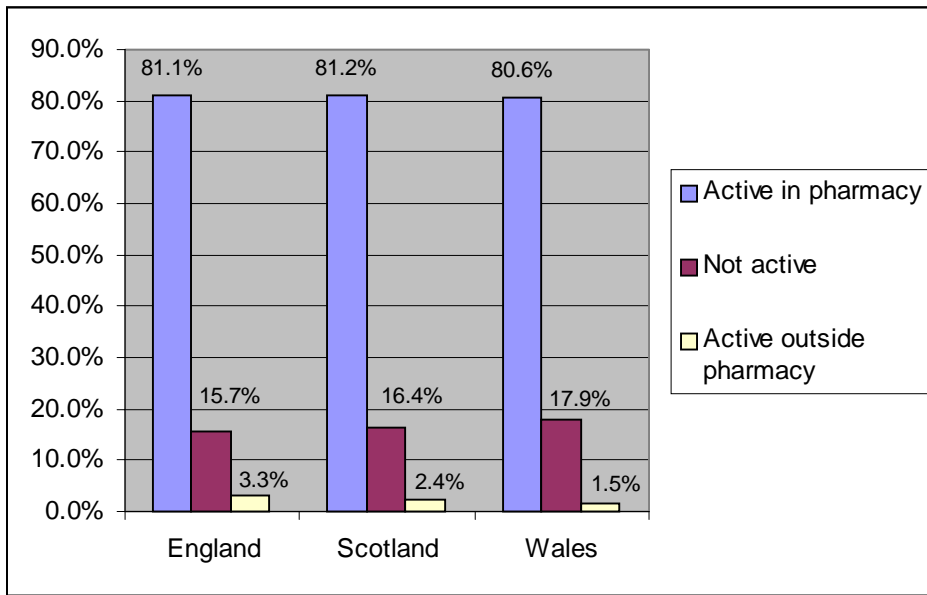
Regarding the economic activity of pharmacists, approximately 20% are not in active employment or work outside pharmacy altogether (see chart 7). Therefore, it could be said that one fifth of pharmacists are ‘non-practising’. Of the 80% who are still working in the profession, 85.9% work solely in pharmacy; 7.6% work partly inside and partly outside pharmacy; and 6.5% are officially retired but are still working in pharmacy in some capacity.

Chart 7: Employment Situation



As chart 8 shows, there is little difference in employment situation across England, Scotland & Wales.

Chart 8: Employment Situation by Region



What sector. All pharmacists

Out of those in active pharmacy employment (80.4% of all respondents), information regarding the sector they work in, their job (a maximum of four), and hours of work was provided. Approximately 73% of all those in active employment work in the community pharmacy sector, 20% in the hospital sector, 6% in primary care and 12% in other (eg industry, academia) (see chart 9 - total adds up to more than 100% as some people have more than one job). The breakdown of sectors is broadly similar to this if those actively employed in England, Scotland and Wales are observed separately (see chart 10). However, there are statistically significant differences found, with proportionately more pharmacists in Scotland working in Primary Care than is the norm for the population as a whole and more pharmacists in England working in 'other' pharmacy sectors. Gender differences are found within sector of employment of all those actively employed: 73.5% of hospital pharmacists are female, while 49% of community pharmacists are female.

Chart 9: Sector

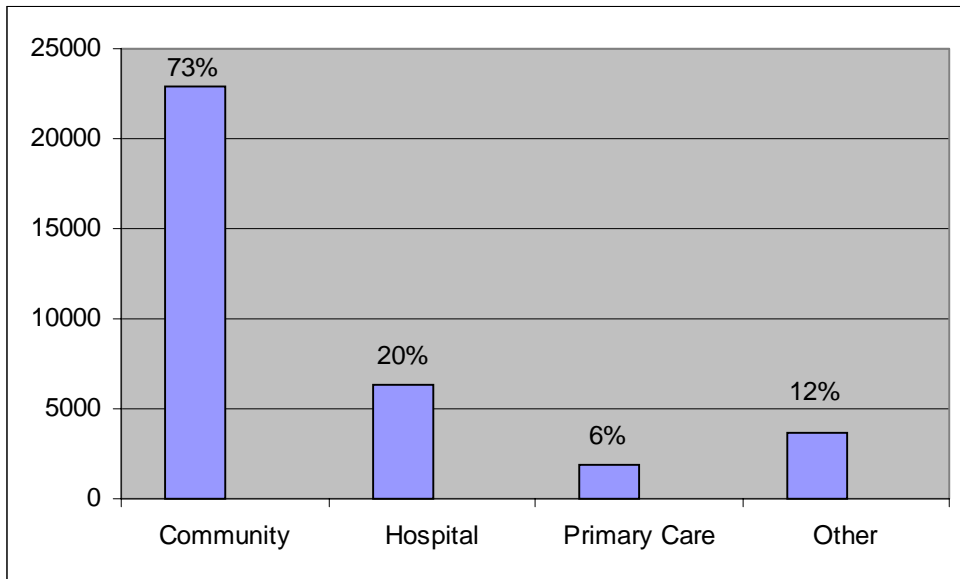
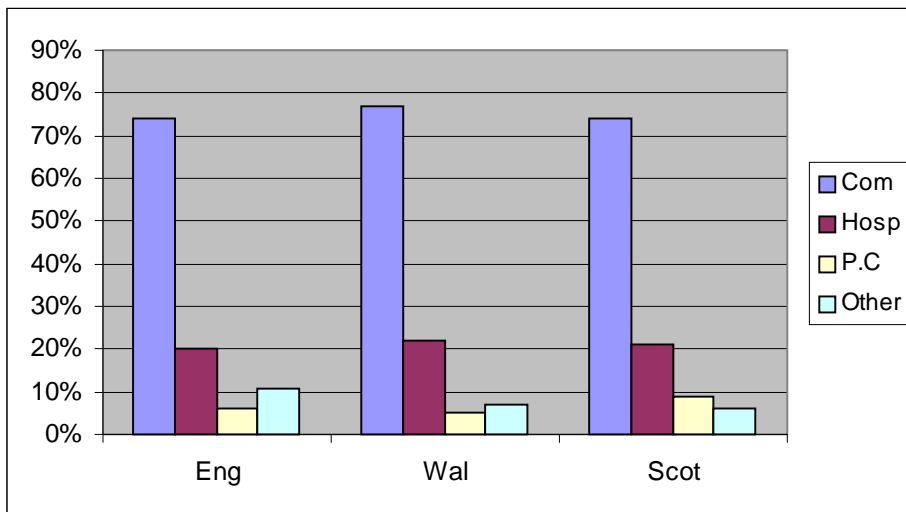


Chart 10: Sector via Region

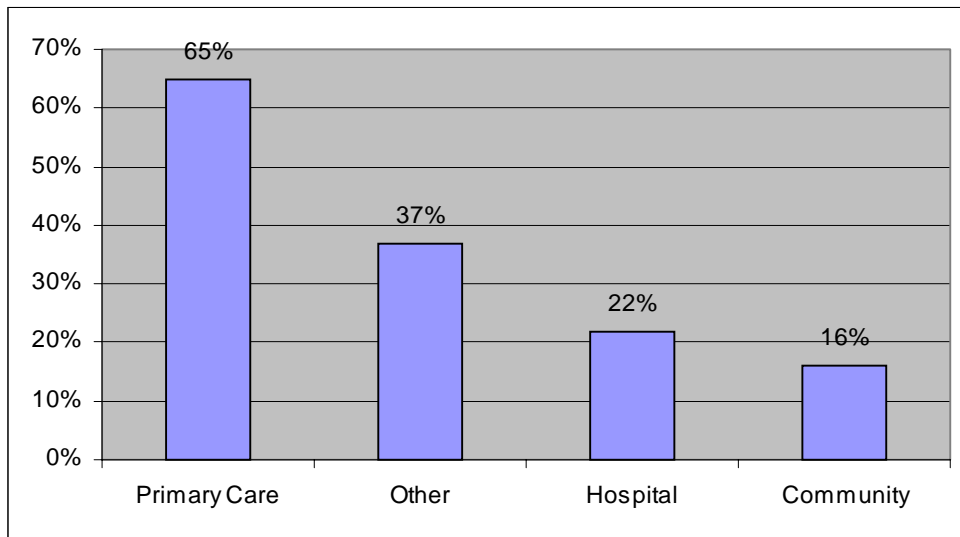


Number of jobs held by those active in pharmacy

Remaining with those stating they are active in pharmacy, the findings showed that approximately 86% of those working in pharmacy (in any sector) have one job only, whilst 14% have two or more jobs. However, the findings look much different when each sector is examined individually with 65% of primary care pharmacists having

two or more jobs (chart 11). This suggests portfolio working is much more the norm for people in this sector.

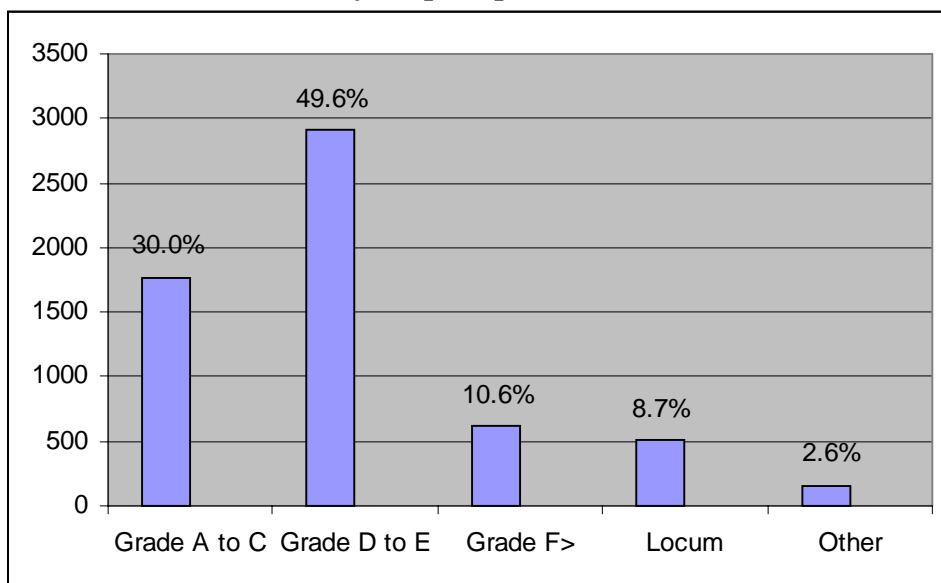
Chart 11: Percentage of pharmacists in each sector with more than one job



Positions held by hospital pharmacists

For those active in hospital pharmacy (chart 12), the largest proportion of jobs, 49.6%, are graded D to E, while 8.7% are classed as locum.

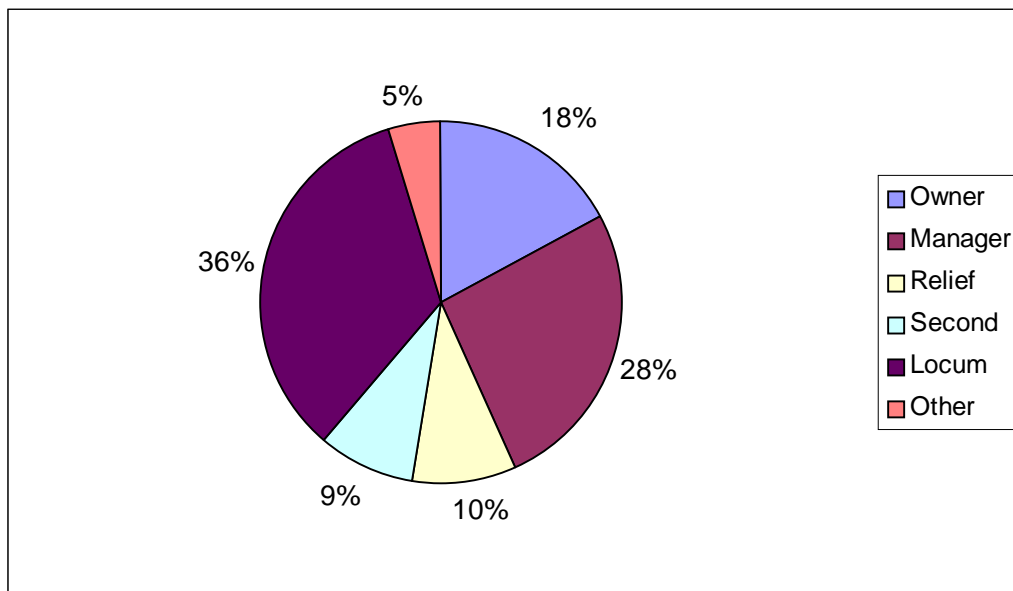
Chart 12: Positions held by hospital pharmacists



Positions held by community pharmacists

Of all pharmacists who are active in the community sector, 18% are owner pharmacists (chart 13). Only 28% are managers (and thus with permanent positions). The single largest category within this sector is the locum position, accounting for 36% of the community pharmacists. Relief or second pharmacists account for a further 10% and 9% respectively. Locums combined with relief pharmacists suggest that around 46% of pharmacists who work in the community sector are in non-permanent positions .

Chart 13: Positions held by Community pharmacists



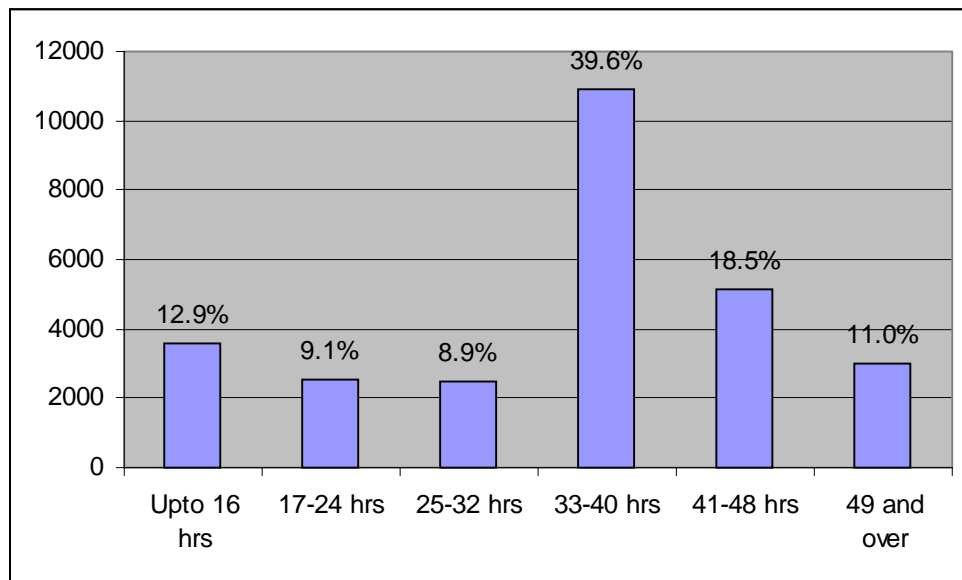
Hours of work. All 'active' respondents

Looking at hours of work for all pharmacists in active employment, (using total hours worked across the maximum of 4 jobs and taking an 8-hour day as the average working day), 40% of the total work between 33 and 40 hours a week (chart 14). A slightly bigger proportion of the women work these hours compared to men (42 % and 37% respectively).

Interestingly 11% of respondents worked 49 hours a week or more, which is in excess of that recommended by the EU directive. Approximately 50% of the people who work 49 hrs and above are owners of community pharmacies.

As is the general pattern, greater proportions of men work longer hours than women, while the opposite is true for women. What is worth pointing out though is that a relatively large proportion of men (19.4%) work less than full-time (i.e., all the people who work 32 hours or less). This compares to 40.3% of women.

Chart 14: Hours of Work



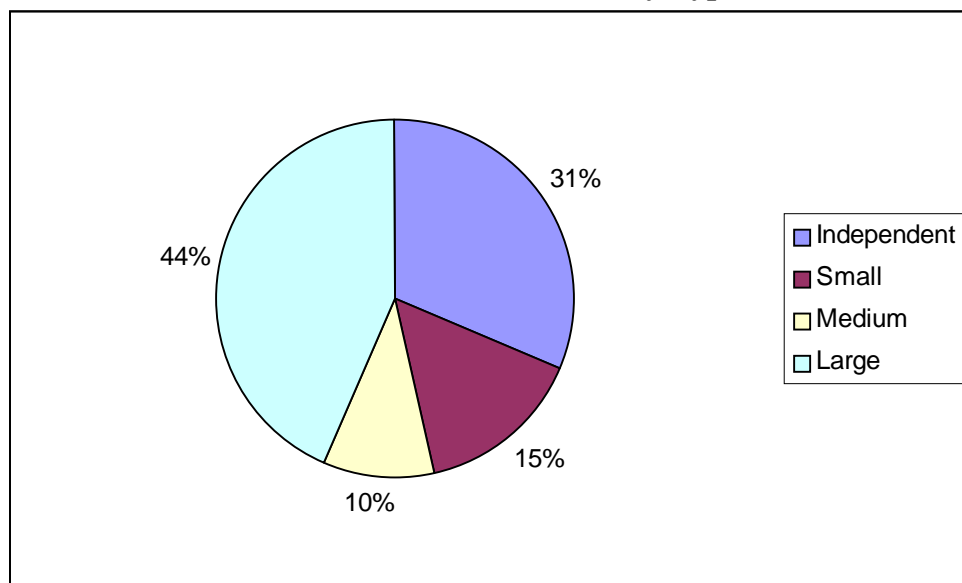
Distribution of Jobs Across Pharmacy Types

The distribution of community pharmacists across the different pharmacy types (large multiples, independents, medium/ small chains) is shown in chart 15. This does not refer to the number of pharmacies, but to all jobs in the community sector.

Of all the jobs in community pharmacy 43% are located in large multiples, 31% in independents, and the remainder in small (15%) and medium (10%) chains. Looking

at positions within community pharmacy the census revealed that 75% of all *owner positions* are located in independents; 63% of *managers* are located in large multiples, while *locum* jobs are more evenly distributed across the different types, with one third of locum jobs held in independents, a third held in large multiples, and the remaining third split between the small and medium chains.

Chart 15: Distribution of Jobs Across Pharmacy Types



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