

WORKFORCE DEMOGRAPHIC

Table of contents

Introduction	.....	1
1. Pharmacist registrations nationally	.....	3
2. Pharmacist regional statistics	.....	8
3. Pharmacist workforce demographics	.....	11
4. Pharmacist type of work	.....	14
Appendix 1: Registration data	.....	16
Appendix 2: Regional statistics	.....	23
Appendix 3: Gender, age and ethnicity	.....	24
Appendix 4: Type of work	.....	26

Contact us

If you have any queries about this report of the Pharmacy Workforce in general, please contact us:

Email: enquiries@pharmacycouncil.org.nz

Phone: 04 495 0333

Address: PO Box 25137, Wellington, 6146

Introduction

This is the Workforce Demographic report based on data available as at 30 June 2018.

Under the Health Practitioners Competence Assurance Act 2003 (HPCAA):

- all practising pharmacists are required to hold an annual practising certificate (APC) regardless of the number of hours they practise each year, and;
- the Pharmacy Council is required to maintain a register of pharmacists.

The data is collected as part of our obligations under the HPCAA and is also used to monitor and report on the demographic and geographic spread of pharmacists across New Zealand. It enables us to make annual comparisons and monitor workforce trends.

To help in developing the sector each year, the collected data is made available in an annual report - referred to as the *Workforce Demographic Report*.

This report is prepared for the year ending 30 June 2018. However the [public register](#), available through our website has live data.

The key findings from the collected data is structured under four key themes:

1. Pharmacist registration nationally
2. Pharmacist workforce by region
3. Pharmacist workforce demographics
4. Pharmacist work type

The supporting data for all the findings are detailed in the attached appendices.



Michael A Pead
Chief Executive



Dr Owain George
Registrar

1. Pharmacist Registrations Nationally

As at 30 June 2018, across New Zealand, the key highlights in terms of registration were:

3,787 practising
pharmacists

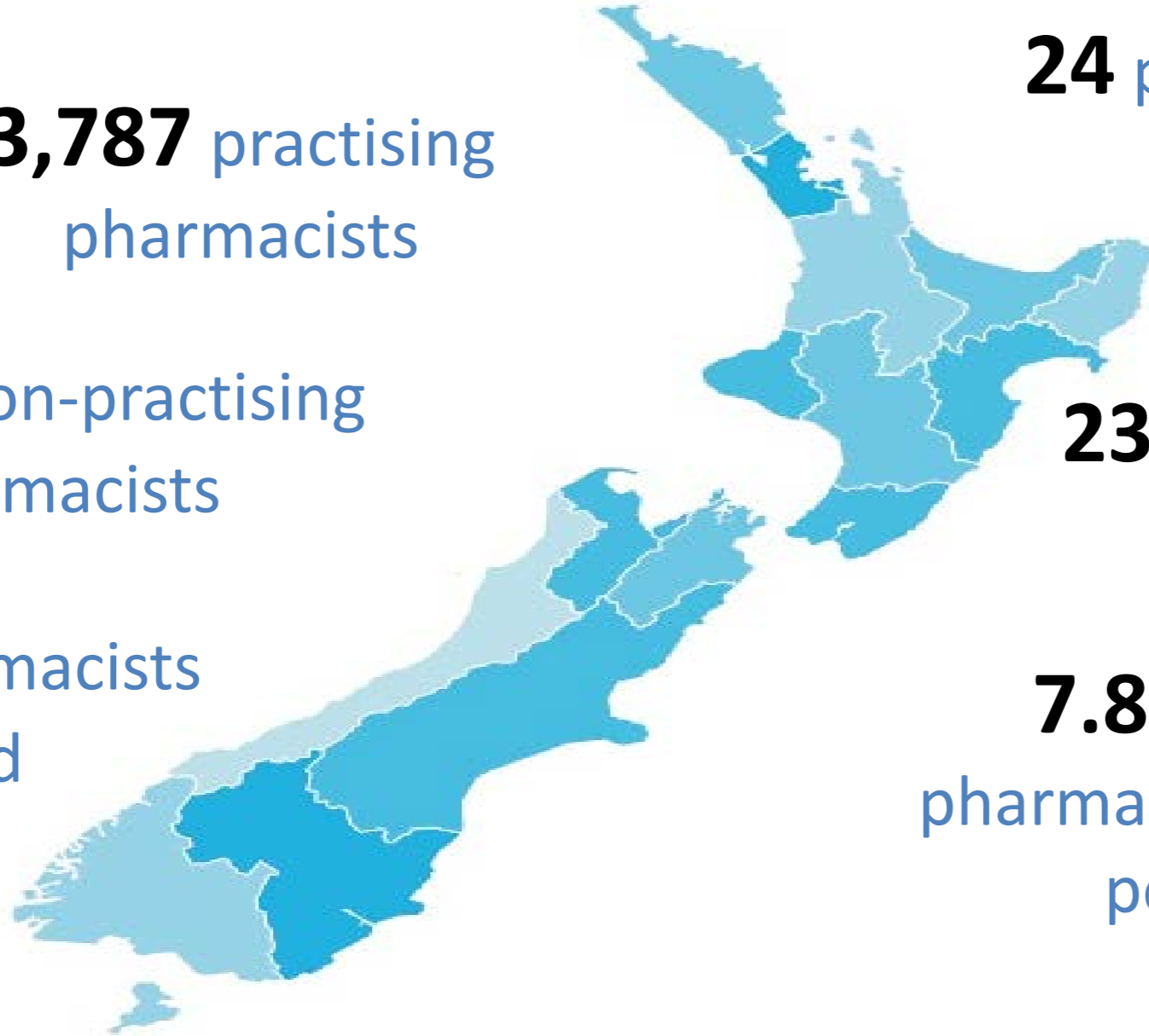
1,095 non-practising
pharmacists

259 new pharmacists
registered

24 pharmacist prescribers
(19 practising)

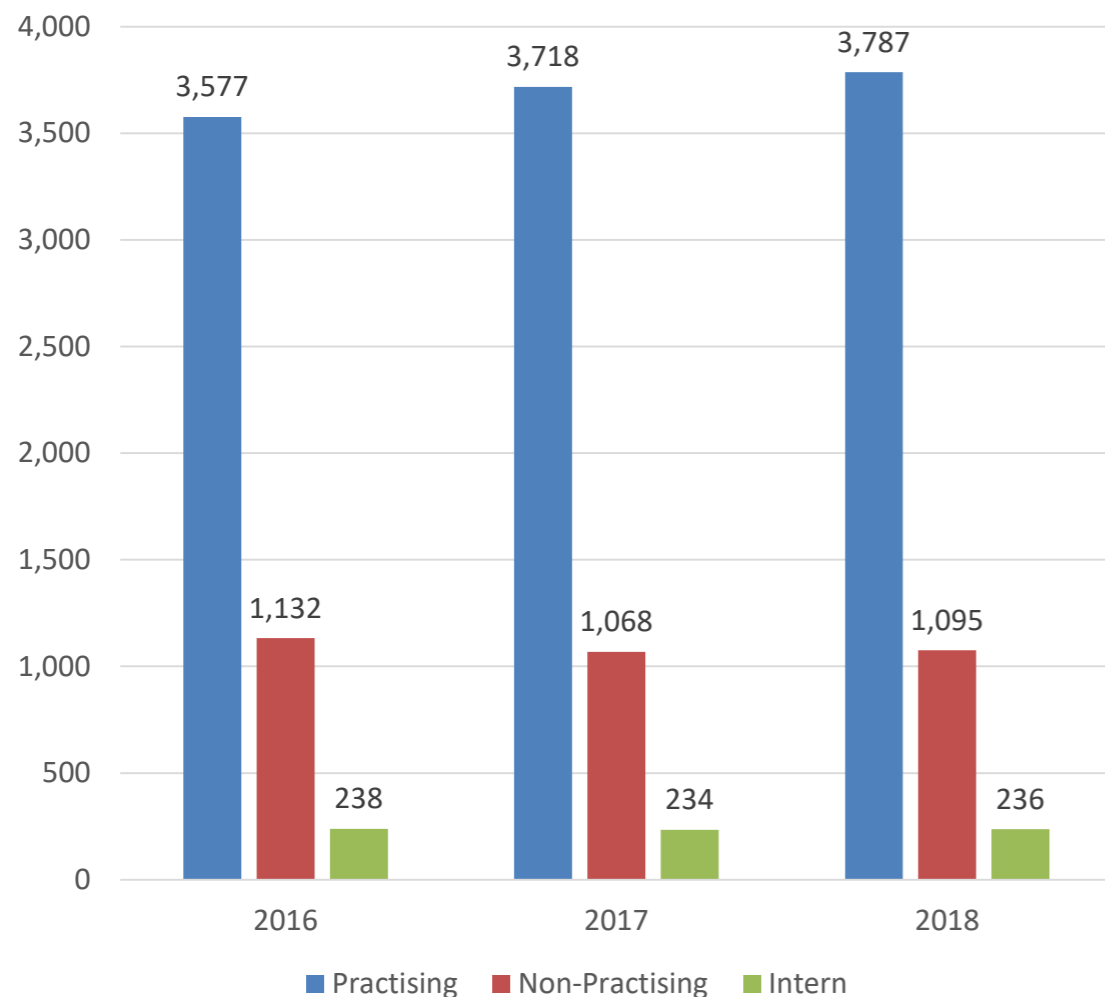
236 intern pharmacists
registered

7.89 practising
pharmacists per 10,000
population



3,787 practising pharmacists

2018 has seen an increase of 1.8 percent in practising pharmacists since 2017, a rise of 69 pharmacists across the country. The average annual increase for the previous three years is 2.6% (Range 1.8% – 3.9%).



1,095 non-practising pharmacists

The number of non-practising pharmacists as at 30 June 2018 was 1,095; 140 out of 1,095 pharmacists have not renewed their registration status.

7.89 practising pharmacists per 10,000 population

Based on the number of practising pharmacists (3,787) and the Stats NZ 30 June 2017 population estimation, the ratio of practising pharmacists per 10,000 is 7.89.

Register numbers as at 30 June	2018
Practising (includes 19 pharmacist prescribers)	3,787
Non-practising ¹ (includes 2 pharmacist prescribers)	1,095
Intern practising	236
Sub Total	5,118
Suspended ²	6
TOTAL	5,124

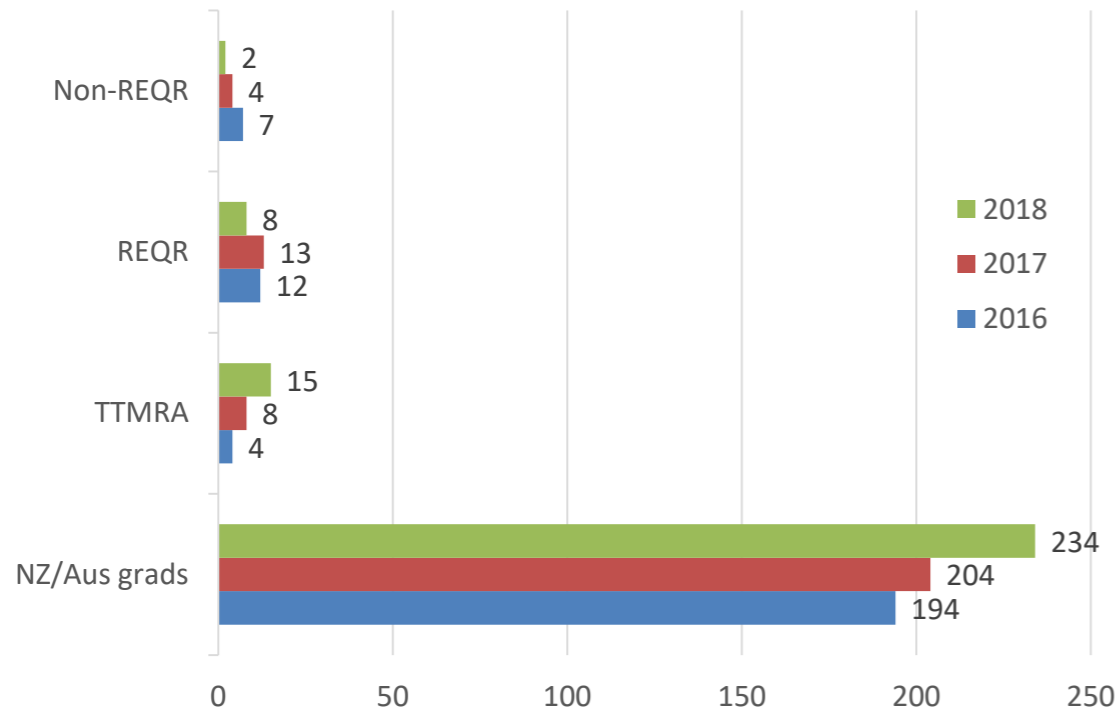
¹ who are registered but do not hold an APC

² who have been suspended because of competence, health or conduct concerns

259 newly registered pharmacists

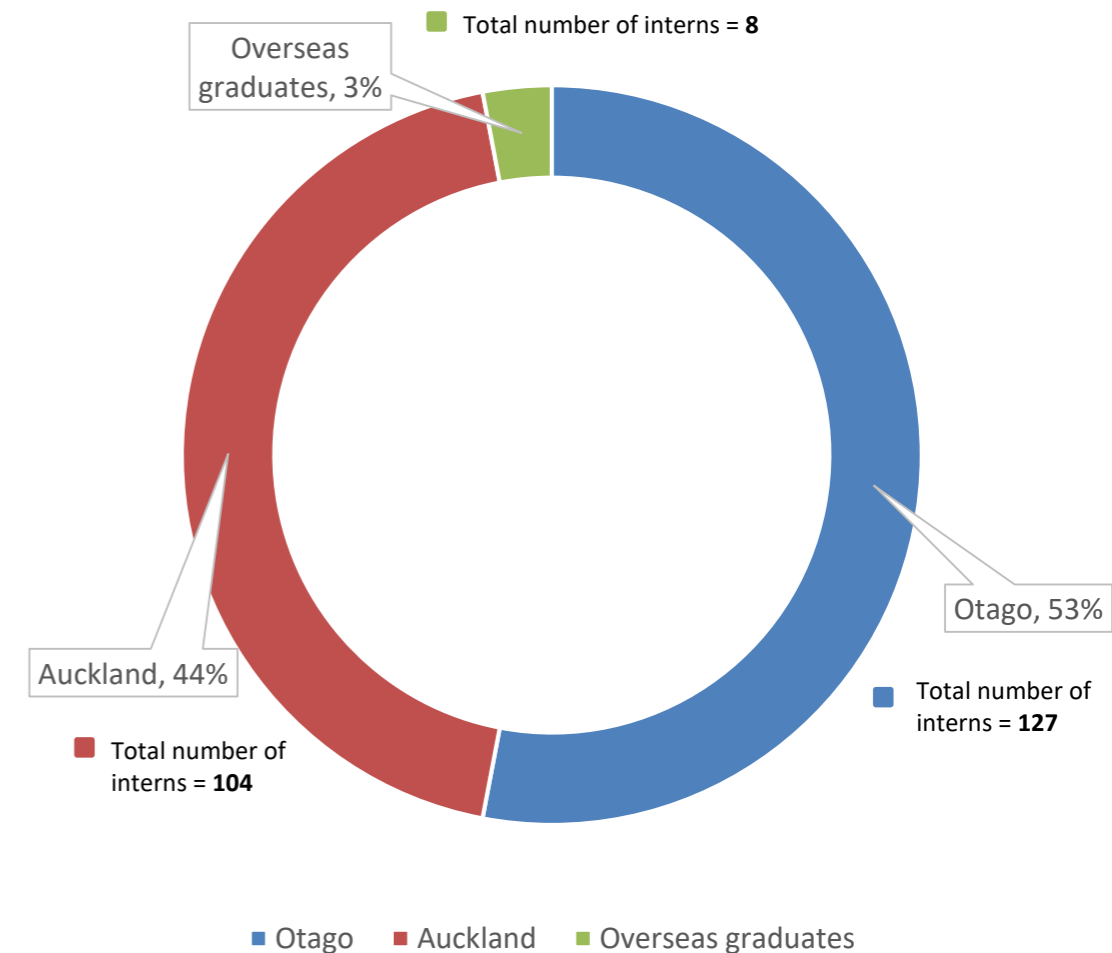
Council processed 259 new registrations in the year ending 30 June 2018. Of these registrations:

- 23 pharmacists were from countries regarded as having similar pharmacy practice standards as New Zealand, whether this was by registration of a legislative arrangement (TTMRA³ for Australia) or because they held recognised equivalent qualifications (Canada, Ireland, UK and USA)
- 236 were transfers from the intern pharmacists scope of practice; new Zealand and Australian graduates and 2 overseas pharmacists (Non-REQR⁴ route)



236 intern pharmacists

Intern numbers are similar to last year. 53% of students graduated from Otago university. Overseas pharmacists registering in the intern scope remains at a steady 3%.



³ Trans-Tasman Mutual Recognition Act (1997)

⁴ Non-REQR – Non-Recognised Equivalent Qualification Route

Data tables relating to pharmacist registrations nationally

Specific detail supporting the above findings, and additional data, is outlined in the tables shown - see [Appendix 1](#)

1.1 Pharmacy register movements

1.2 Transfers from the intern pharmacist scope of practice

1.3 Total additions to the register by registrations route

1.4 Additions to the register for overseas pharmacists with recognised qualifications

1.5 Returns to practice

1.6 Reason for not practising

1.7 Removals from the register

1.8 Requests for certificates of identity

1.9 Intern register

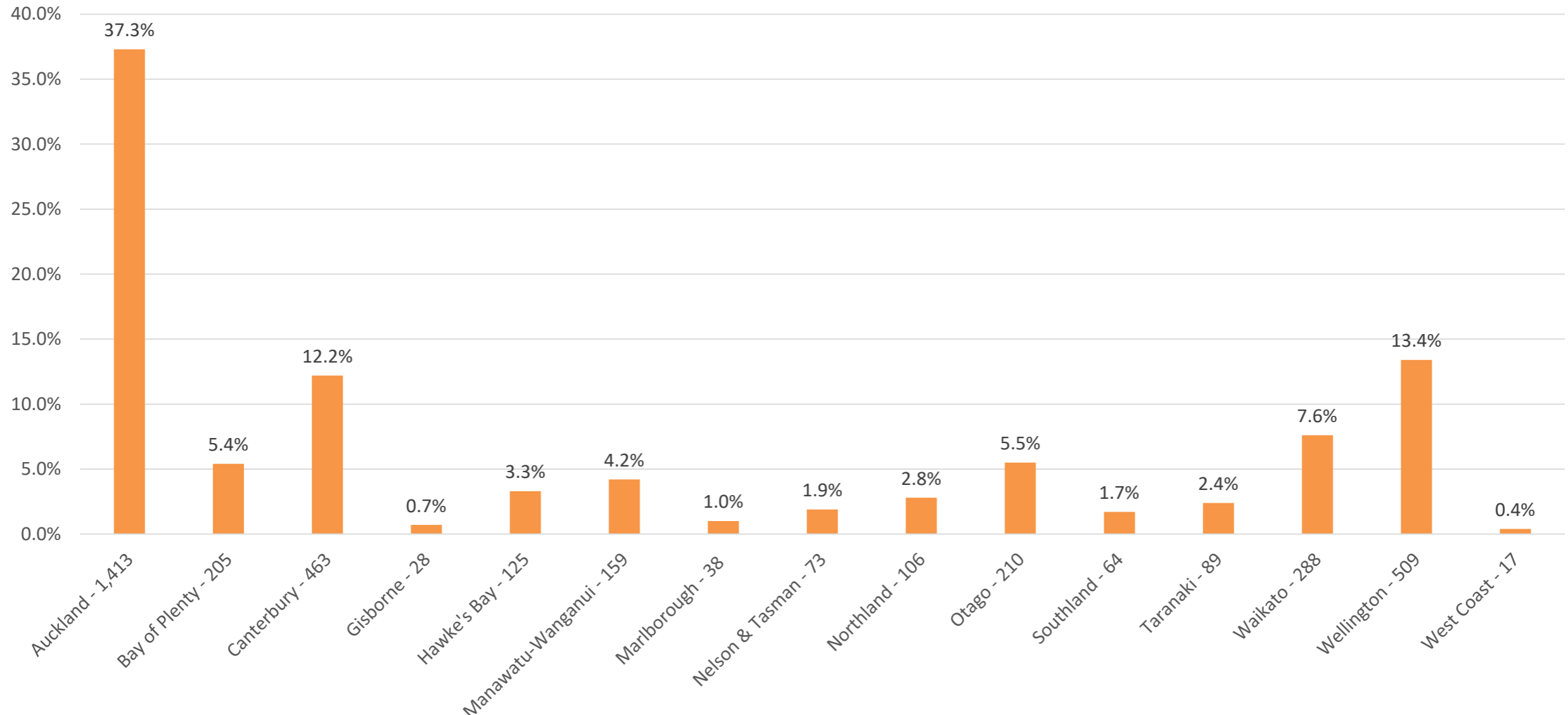
1.10 Intern register 2016 - 2018

2. Pharmacist regional statistics



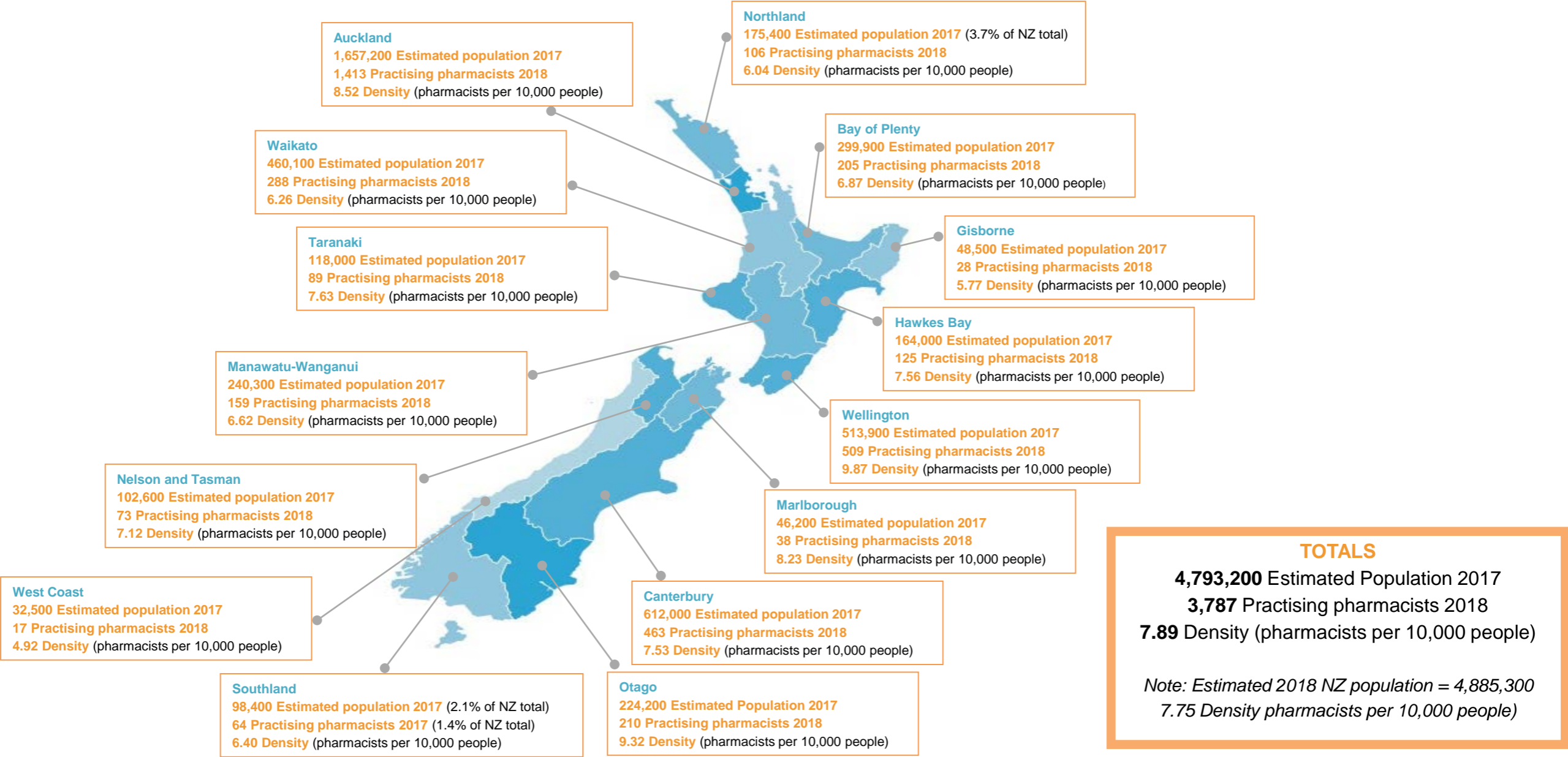
As at 30 June 2018, 76% of pharmacists work in only five regions with the highest being Auckland (37.3%)

The following graph shows the distribution of pharmacists within each region:



Demographic profile of the pharmacy workforce

As demonstrated on the heat map of New Zealand, throughout the regions, there is considerable variation in the indicative workforce density. This could be further exacerbated given the lower population density in rural regions. (Regional estimated population data for 30 June 2017).

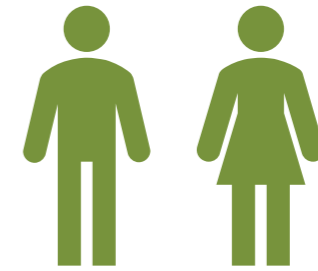


Data tables relating to pharmacist registrations nationally

Specific detail supporting the above findings, and additional data, is outlined in the tables shown - see [Appendix 2](#)

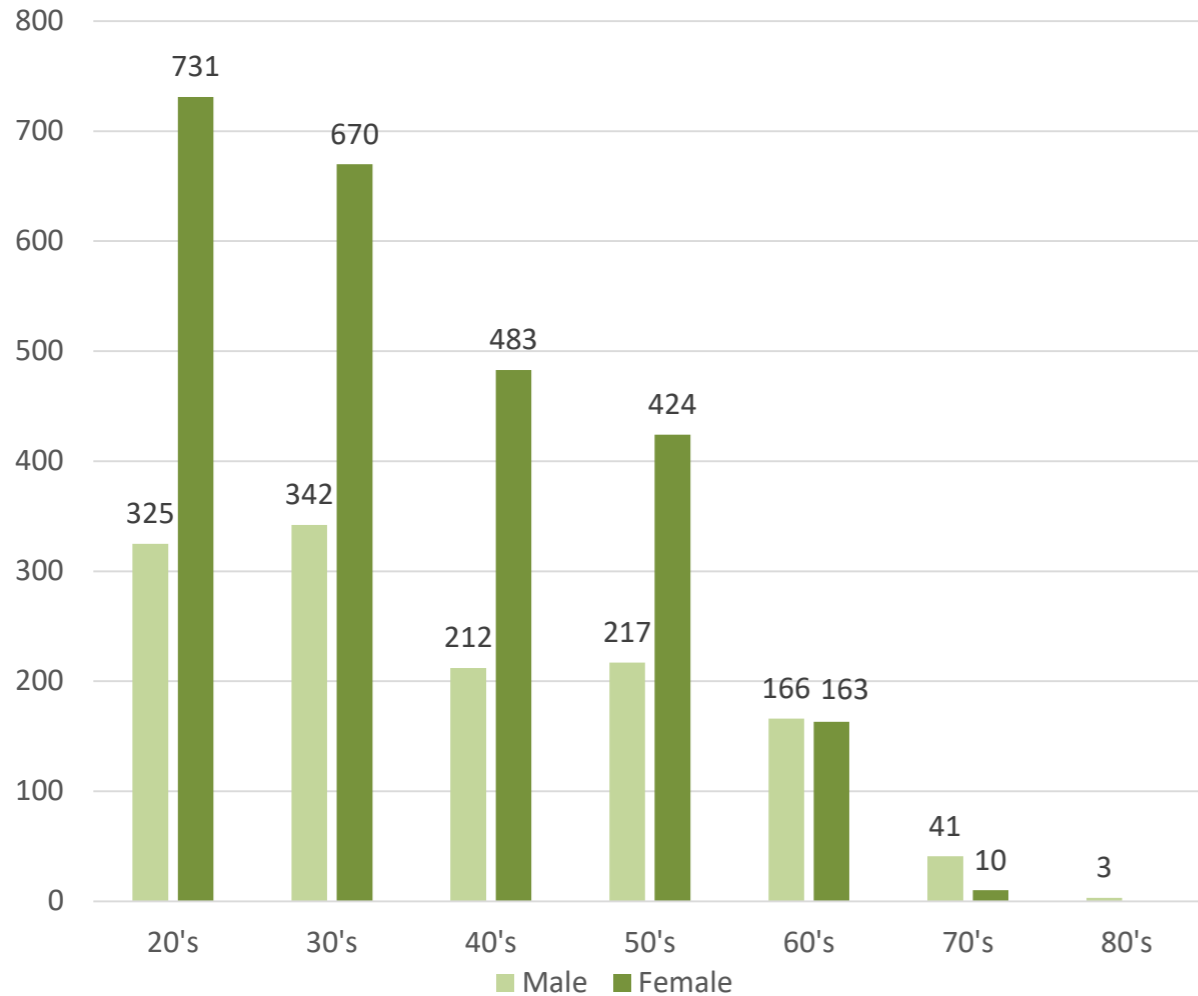
2.1 Practising pharmacists by Regional Council

3. Pharmacists workforce demographics



As at 30 June 2018, **2,481 (65.5%)** practising pharmacists are female and **1,306 (34.5%)** are male.

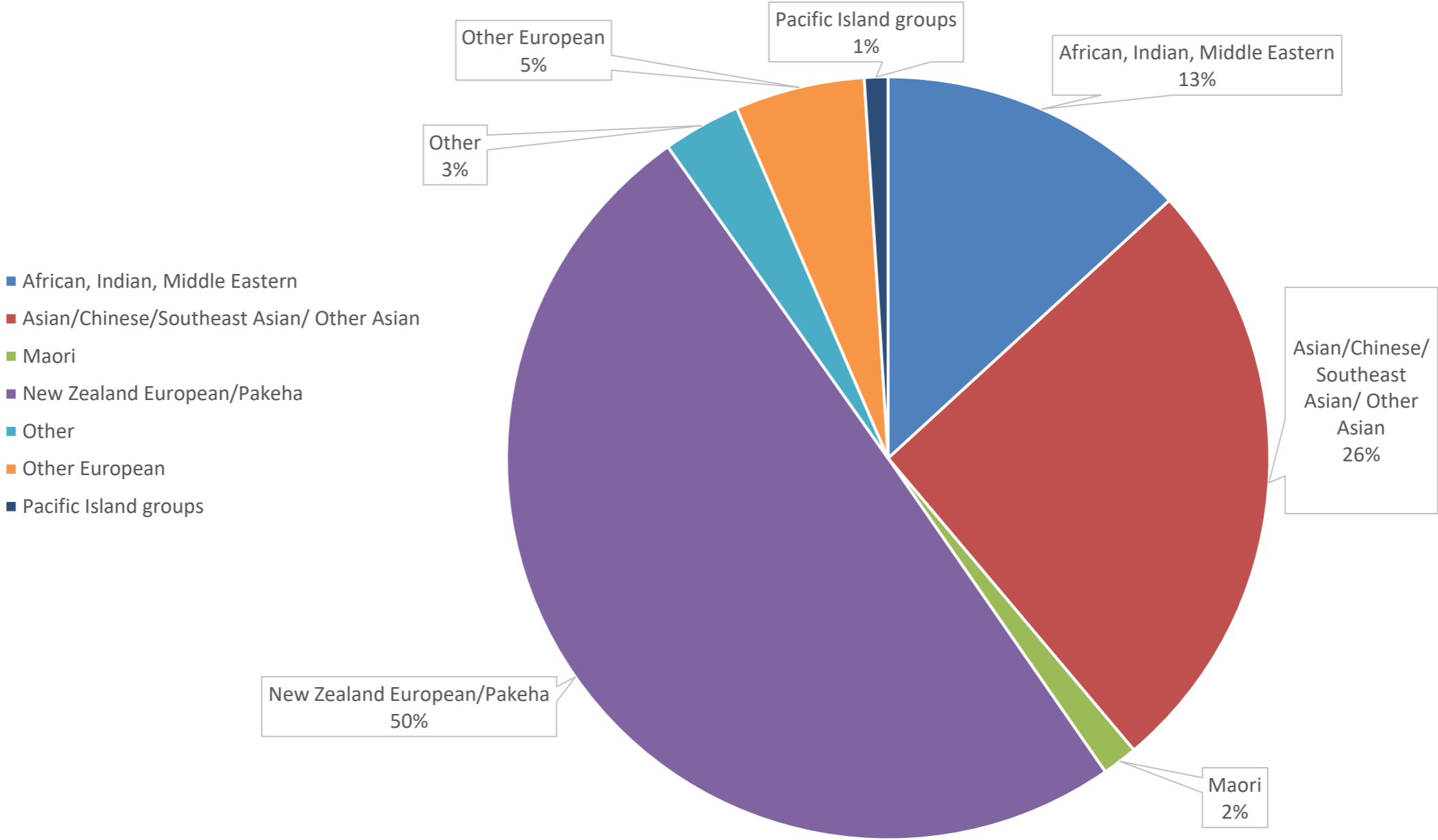
The number of female pharmacists continues to increase particularly within the younger age bracket (i.e. 20's and 30's)



Age group	Female	Male
20's	19.3%	8.6%
30's	17.7%	9.0%
40's	12.8%	5.6%
50's	11.2%	5.7%
60's	4.3%	4.4%
70's	0.3%	1.1%
80's	0%	0.1%
TOTAL	65.5%	4.5%

Ethnicity of practising pharmacists

While NZ European/Pākehā remain the dominant ethnic group (50 percent) amongst registered pharmacists, Asians represent the fastest growing ethnic group (26 percent (+2%)) on the register. Māori and Pacific Island groups are not well represented.



Data tables relating to pharmacist workforce demographics

Specific detail supporting the above findings, and additional data, is outlined in the tables shown - see [Appendix 3](#)

3.1 Gender distribution of practising pharmacists 2016 -2018

3.2 Ethnicity

3.3 Age and Ethnicity

4. Pharmacist type of work



Community-based pharmacy continues to be the largest field of employment for the industry as shown below:

Type of work	Number of pharmacists
Community	2,958
Hospital	485
Pharmacy related (e.g. PSNZ, Medsafe, Pharmac etc)	62
Other	55
Teaching/research	56
Primary Health Organisation, District Health Board	67
Pharmaceutical Industry	27
Number who did not provide their work type	77
TOTAL	3,787
<i>Number worked in two or more areas of pharmacy</i>	285

Data tables relating to pharmacist type of work

Specific detail supporting the above findings, and additional data, is outlined in the tables shown - see [Appendix 4](#)

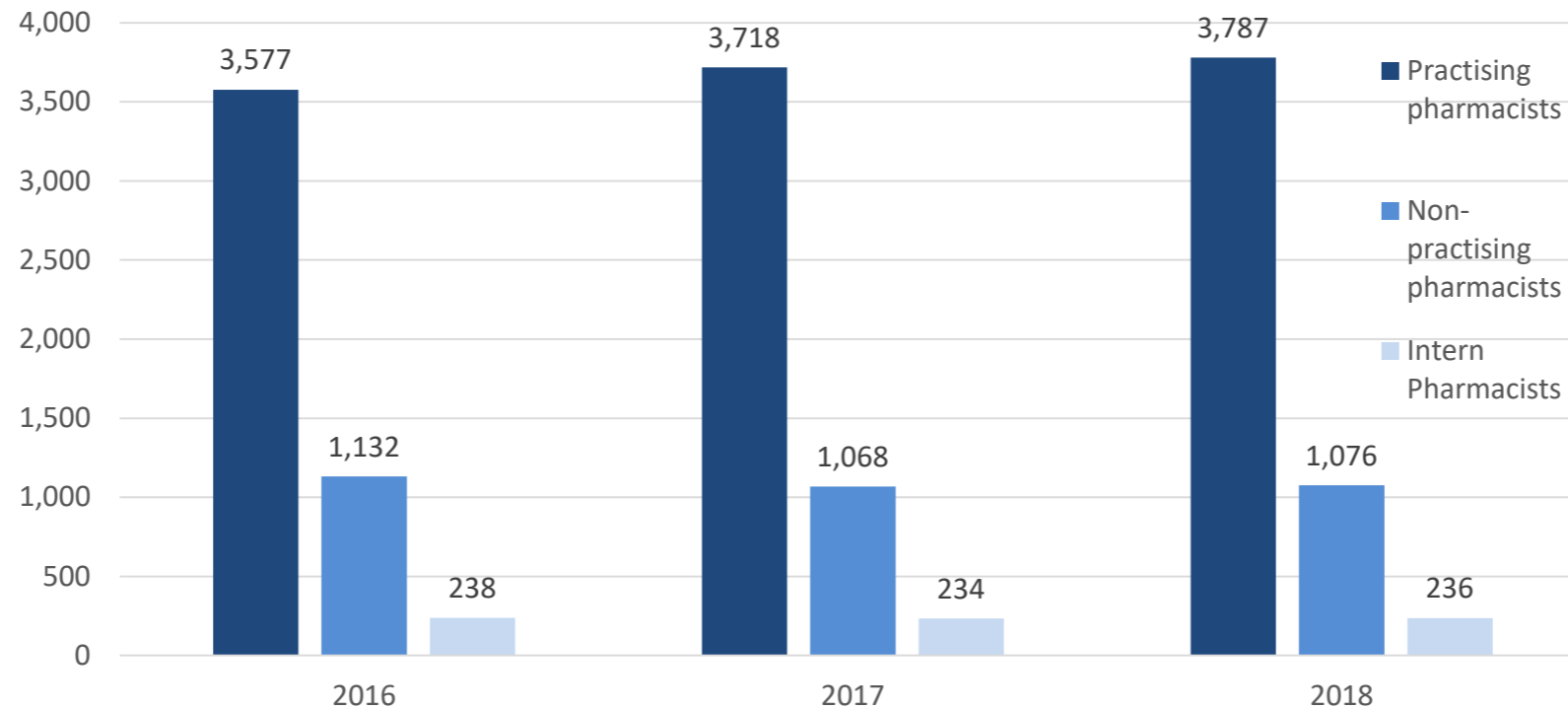
4.1 Hours worked

4.2 Weeks worked

Appendix 1: Registration data

1.1 Pharmacy register movements: 2016-2018

Register numbers as at 30 June	2016	2017	2018
Practising Pharmacists	3,577	3,718	3,787
Non-practising pharmacists	1,132	1,068	1,095
Intern pharmacists	238	234	236
TOTAL	4,947	5,020	5,099



1.2 Transfers from the intern pharmacist scope of practice

236 intern pharmacists transferred from the intern scope of practice to the pharmacist scope in the year ended 30 June 2018:

Country of qualification	Number of pharmacists
New Zealand (Total)	231
• Auckland University	104
• Otago University	127
Australia	3
Fiji	2
TOTAL	236

1.3 Total additions to the register by registration route

The following table shows additions to the pharmacist scope, via registration route in each year from 2016:

Registrations route	2016	2017	2018
Graduates (NZ & Australia)	206	204	234
TTMRA	9	8	15
REQR	9	13	8
Non-REQR	6	4	2
TOTAL	230	229	259

1.4 Additions to the register for overseas pharmacists with recognised qualifications

Country of first registration	2016	2017	2018
Australia	9	8	15
Ireland and UK	7	11	8
Canada and USA	2	2	0
TOTAL	18	21	23

1.5 Returns to practice

The length of time that pharmacists, returning to practice were away from pharmacy practice in New Zealand

Number of years out of practice	2016	2017	2018
Less than 3 years	68	70	77
3-8 years	24	17	23
More than 8 years	0	0	1
TOTAL	92	87	101

1.6 Reason for not practising 2018

Pharmacists on the non-practising register as at 30 June 2018 gave the following reasons for not practising:

Reason for not practising	2018	Total %
Overseas – practising	359	32.8%
Overseas – not practising	135	12.3%
Parenting/maternity leave	115	10.5%
Working in a non-health role	88	8.0%
Retired	75	6.8%
Working in another health profession	57	5.2%
Full-time study	21	1.9%
Seeking employment in a non-pharmacy profession	23	2.1%
Seeking employment as a pharmacist	3	0.3%
Other	79	7.2%
<i>Not renewed their status at 30 June 2018</i>	<i>140</i>	<i>12.8%</i>
TOTAL	1,095	100%

1.7 Removals from the register

The following reasons for removal from the register are identified as below – including reasons for those who were removed at their own request:

Removals	Number
Revision of the register	95
Removed at own request	82
Deceased	2
TOTAL	179

Reason for removal	Number of pharmacists
Retired	38
Working in a non-health role	14
Overseas practising	9
Working in another health profession	6
Full time study	2
Parenting/maternity leave	2
Seeking employment in a non-pharmacy profession	2
Overseas not-practising	1
Other	1
TOTAL	82

1.8 Requests for certificates of identity

The table below outlines the number of certificates of identity (also known as certificates of current professional status, statements of good standing and verification requests) processed by Council staff. In most situations pharmacists wishing to obtain registration in overseas jurisdictions or seeking formal information for other professional organisations make these requests.

Country	Number of certificates
Australia	38
UK	5
Tonga	3
Fiji	2
Malaysia	2
Qatar	1
Canada	2
Bermuda	2
Hong Kong	2
Abu Dhabi	1
TOTAL	58

1.9 Intern register

The table below shows the number of graduates from each university in New Zealand or country of graduation registered:

Number of interns by university or country of university			
New Zealand and Australian graduates	University:		
	<ul style="list-style-type: none"> • Auckland • Otago 	103 124	
Overseas (Non-REQR graduates)	Country:		
	<ul style="list-style-type: none"> • India • Italy • Malaysia (includes 1 Otago '09 graduate) • Nigeria • Sweden 	4 1 2 1 1	
	TOTAL		236

1.10 Intern register – 2016-2018

University	2016	2017	2018
Auckland	88	103	103
Otago	145	127	125
Overseas	5	4	8
TOTAL	238	234	236

Appendix 2: Regional statistics

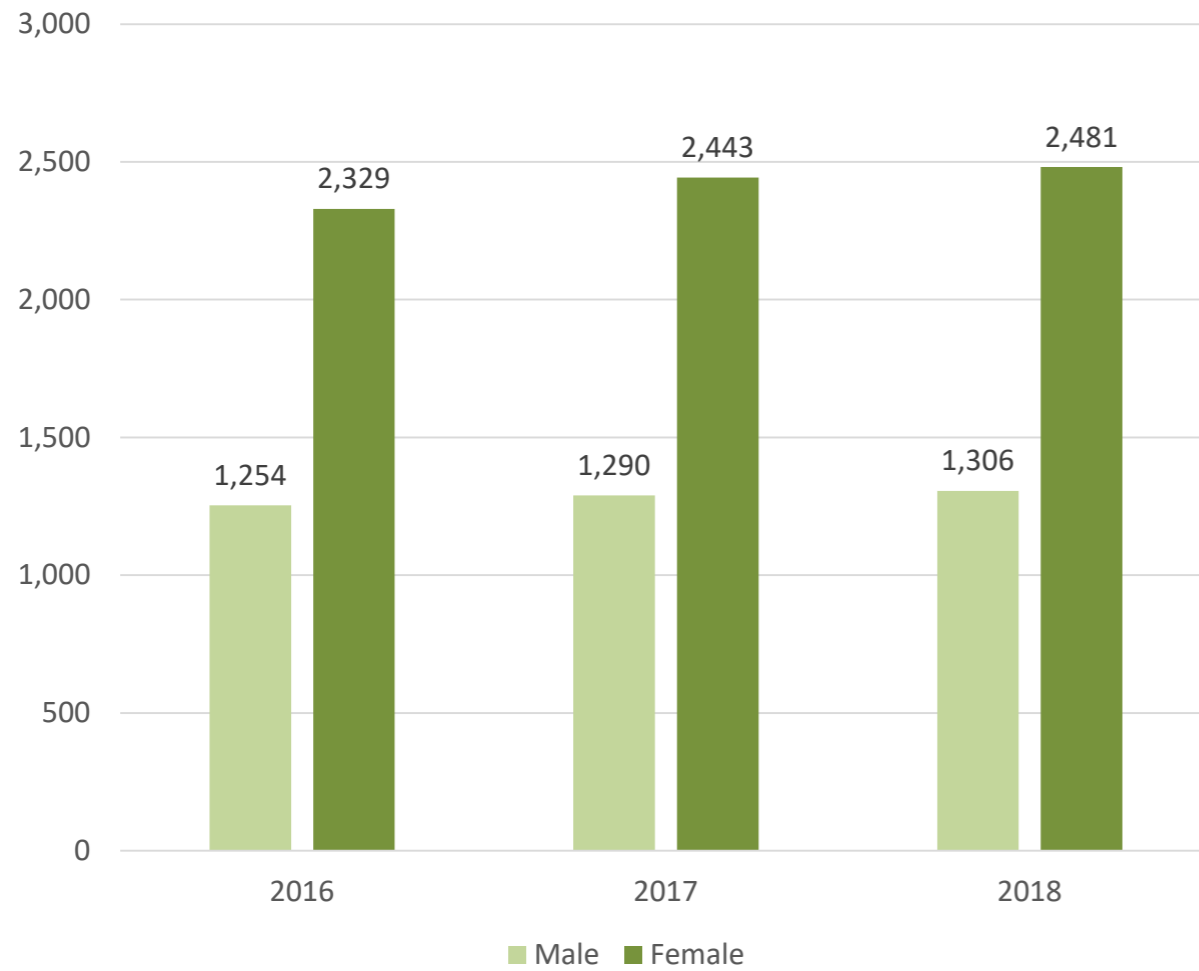
2.1 Practising pharmacists by Regional Council

The following table shows the number of practising pharmacists in each Regional Council area, as defined by the registered work address:

Regional Council	Number	Percent
Auckland	1,413	37.3%
Wellington	509	13.4%
Canterbury	463	12.2%
Waikato	288	7.6%
Otago	120	5.5%
Bay of Plenty	205	5.4%
Manawatu-Wanganui	159	4.2%
Hawke's Bay	125	3.3%
Northland	106	2.8%
Taranaki	89	2.4%
Nelson and Tasman	73	1.9%
Southland	64	1.7%
Marlborough	38	1.0%
Gisborne	28	0.7%
West Coast	17	0.4%
TOTAL	3,787	100%

Appendix 3: Gender, age and ethnicity

3.1 Gender distribution of practising pharmacists 2016 – 2018



3.2 Ethnicity

Ethnicity	Number
New Zealand European/Pakeha/European	1888
Chinese	516
Other European	209
Asian	343
Indian	302
Middle Eastern	159
Other	124
Southeast Asian	116
Maori	55
Pacific Island Groups	38
African	37
TOTAL	3,787

3.3 Age and Ethnicity

Ethnicity	20's	30's	40's	50's	60's	70's	80's	Total
African	17	16	3	1	0	0	0	37
Asian	172	150	17	3	1	0	0	343
Chinese	248	163	67	33	5	0	0	516
Indian	99	109	60	25	8	1	0	302
Maori	16	15	12	8	3	1	0	55
Middle Eastern	60	69	18	11	1	0	0	159
New Zealand European/Pakeha	320	348	416	473	283	46	2	1,888
Other	18	28	30	32	16	0	0	124
Other European	22	55	64	52	12	3	1	209
Pacific Island Groups	12	23	3	0	0	0	0	38
Southeast Asian	72	36	5	3	0	0	0	116
TOTAL	1,056	1,012	695	641	329	51	3	3,787

Appendix 4: Type of work

3,710 pharmacists issued with an APC for the year 1 April 2018 to 31 March completed the workforce information while completing their online renewal. The data collected relates to the previous APC year and has been used in this instance to provide an estimate of the number of practising in different areas of pharmacy.

258 of pharmacists who completed this section worked in two or more (different) areas of pharmacy in the previous 12 months.

The following tables show the number of pharmacists working in the different types of pharmacy work:

4.1 – Hours worked

Hours per week	Community	PHO/DHB	Hospital	Other	Pharmacy related	Teaching/ Research	Pharmaceutical Industry	TOTAL
50+	267	1	7	3	5	4	4	291
40-49	1,368	28	331	15	25	16	14	1,797
30-39	586	19	40	9	9	11	6	680
20-29	363	12	60	11	9	7	2	464
11-19	201	3	25	5	5	2	1	242
10 or less	173	4	22	12	9	15	0	236
TOTAL	2,958	68	485	55	62	55	27	3,710

4.2 Weeks worked

Weeks worked per year	Community	Hospital	Other	Pharmacy related	PHO/DHB	Teaching Pharmacy	Pharmaceutical Industry	TOTAL
50+	1,204	250	24	22	32	20	12	1,564
40-49	1,220	159	18	26	24	22	13	1,482
30-39	153	14	4	0	3	6	0	180
20-29	132	17	4	1	5	2	1	162
11-19	130	23	3	3	2	0	1	162
10 or less	119	22	2	10	2	5	0	160
TOTAL	2,958	485	55	62	68	55	27	3,710