



2019

Pharmacists



Pharmacists are registered healthcare practitioners who prepare and dispense medicines, consult with patients and other practitioners on drug selection and administration, and work in the research, development and manufacture of medicines. In a community setting, pharmacists also advise patients on over the counter medicines and medical aids (such as blood glucose monitoring equipment).

To gain registration as a pharmacist, practitioners must complete a minimum four-year undergraduate, or two-year postgraduate Master program of study approved by the Pharmacy Board of Australia.

CONTENTS

Workforce

Quick Facts

Table 1: Pharmacists

Figure 2, 3: Gender and age

Table 2, 3: Replacement rate and average hours per week

Table 4, 5: Clinical full time equivalent (FTE) by sector for principal job and second job

Figure 4: Average hours per week by gender and age group

Table 6, 7: Principal role and second job role

Table 8, 9: Principal work setting, and No. of Pharmacists extended scope of practice

Table 10: Initial qualification country

Table 11: Years worked and years intended to work

Table 12: Distribution by state and territory

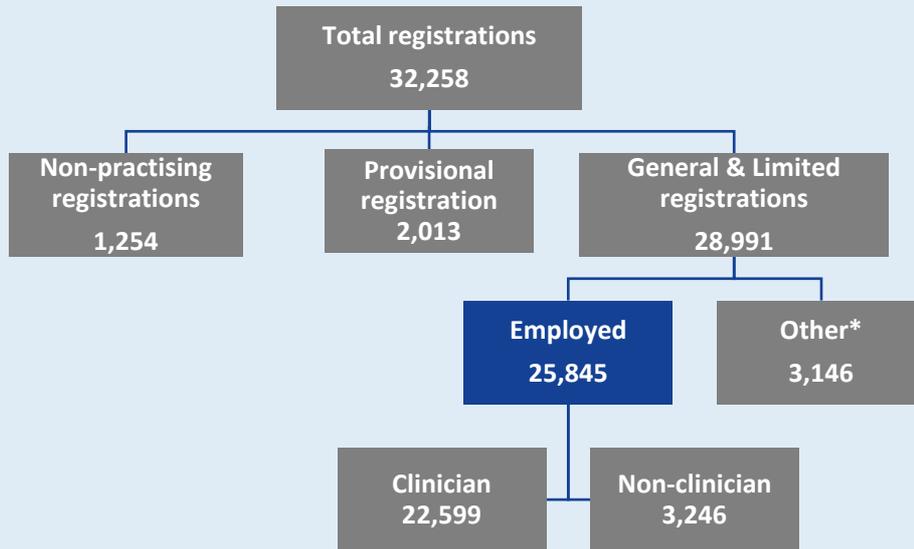
Table 13 and 14: Distribution of workforce and tele-health by Modified Monash Model (MMM2019)



1

Workforce

Figure 1: Pharmacists: Workforce status, 2019



*Other includes: working but on long leave, working outside the profession, looking for work, overseas, and retired.

Quick Facts - 2019

Quick facts for Pharmacists

85.7%
With Australia qualification

&55.2% born in Australia

77.6%
in metropolitan areas (MM1)

61.7%
female

35.3
Average weekly hours

39.7
Average age

0.3%
identified as
Aboriginal and/or
Torres Strait Islander



Between 2015 and 2019, the total number of Pharmacists with general or limited registration increased by 9.7% from 29,414 to 32,258 (a compound annual growth rate of 2.3%). The number of employed Pharmacists ('workforce') increased 11.7% from 23,134 to 25,845 over the same period (a compound annual growth rate of 2.8%).

The number of employed Pharmacists who worked as clinicians increased 11.4% from 20,281 to 22,599 over the same period (a compound annual growth rate of 2.7%). Clinicians are Pharmacists who indicated that the principal role of their main job was clinician (including Pharmacists conducting medication reviews and managers and supervisors also providing clinical services). Non-clinicians are Pharmacists who indicated that the principal role of their main job was administrator (including managers not providing clinical services), teacher, educator, research or other.

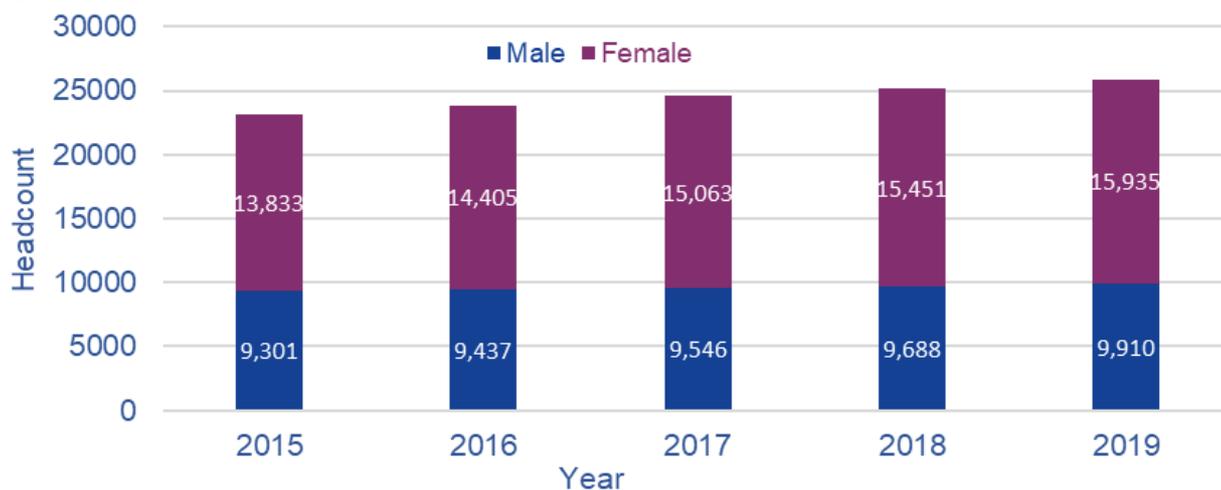
The following analysis of the Pharmacy 'workforce' is drawn from the number of the Pharmacists with general or limited registration who were employed (25,845 in 2019 as indicated by blue shading in figure 1) unless otherwise stated.

Table 1: Pharmacists, 2015 – 2019

| | 2015 | 2016 | 2017 | 2018 | 2019 | Annual growth |
|------------|--------|--------|--------|--------|--------|---------------|
| Registered | 29,414 | 29,995 | 30,622 | 31,148 | 32,258 | 2.3% |
| Employed | 23,134 | 23,842 | 24,609 | 25,139 | 25,845 | 2.8% |
| Clinicians | 20,281 | 20,960 | 21,656 | 22,063 | 22,599 | 2.7% |

Source: NHWDS Pharmacists, 2015-2019

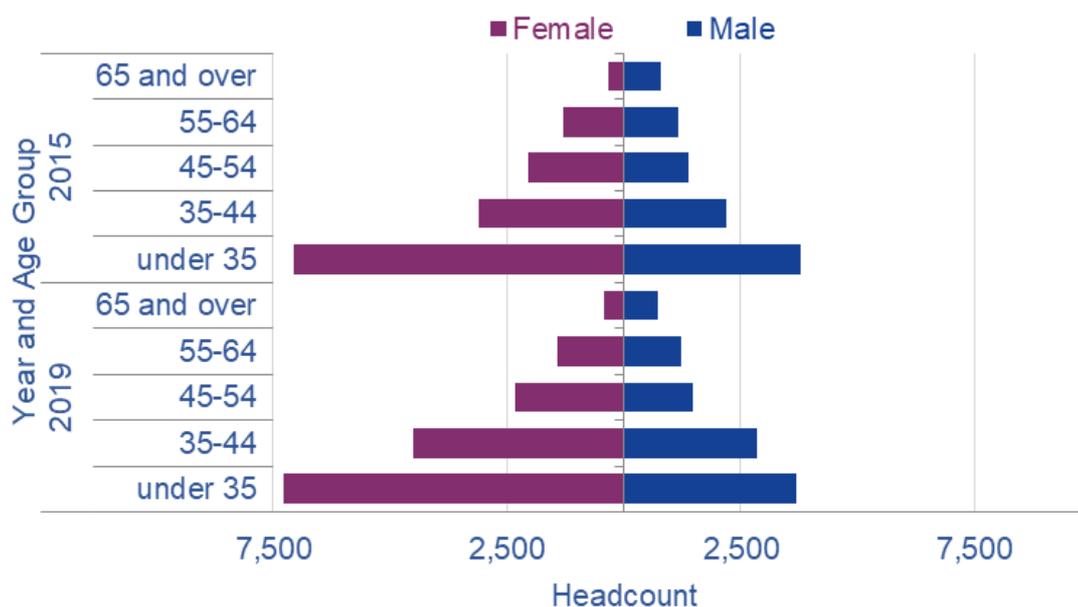
Figure 2: Gender distribution, 2015-2019



Source: NHWDS Pharmacists, 2015 – 2019



Figure 3: Age and gender distribution, 2015 and 2019



Source: NHWDS Pharmacists, 2015 and 2019

Table 2: Replacement rate, 2015 – 2019

| | 2015 | 2016 | 2017 | 2018 | 2019 |
|-------------------------|------------|------------|------------|------------|------------|
| New entrants | 1,452 | 1,429 | 1,411 | 1,364 | 1,556 |
| Exits | 896 | 955 | 922 | 961 | 694 |
| Replacement rate | 1.6 | 1.5 | 1.5 | 1.4 | 2.2 |

Source: NHWDS, Pharmacists, 2015 - 2019

Table 3: Average hours per week, 2015 – 2019

| | 2015 | 2016 | 2017 | 2018 | 2019 |
|---------------------|-------------|-------------|-------------|-------------|-------------|
| Clinical hours* | 30.5 | 30.6 | 30.5 | 30.4 | 30.2 |
| Non-clinical hours^ | 5.3 | 5.2 | 5.2 | 5.3 | 5.0 |
| Total hours | 35.8 | 35.9 | 35.7 | 35.7 | 35.3 |

Source: NHWDS, Pharmacists, 2015 - 2019

Due to rounding figures may not sum to the expected total

* Clinical hours are the reported weekly hours worked in clinical roles (including Pharmacists conducting medication reviews and managers and supervisors also providing clinical services)

^ Non-clinical hours are the reported weekly hours worked in non-clinical roles (including teacher, researcher, administrator or other)



Table 4: Principal job clinical full time equivalent (FTE) by sector, 2015 and 2019

| Sector | 2015 | | 2019 | |
|----------------|-----------------|-------------|-----------------|-------------|
| | Clinical FTE | % | Clinical FTE | % |
| Private sector | 12,149.2 | 68.1% | 13,306.0 | 67.1% |
| Public sector | 5,678.2 | 31.9% | 6,531.6 | 32.9% |
| Total | 17,827.4 | 100% | 19,837.6 | 100% |

Source: NHWDS, Pharmacists, 2015 and 2019

Includes Pharmacists who reported working hours in public and / or private sectors in their clinical roles

Due to rounding figures may not sum to the expected total

Full time equivalent (FTE) based on 38 hours per week

Table 5: Second job clinical full time equivalent (FTE) by sector, 2015 and 2019

| Sector | 2015 | | 2019 | |
|----------------|--------------|-------------|--------------|-------------|
| | Clinical FTE | % | Clinical FTE | % |
| Private sector | 566.5 | 79.4% | 586.3 | 82.2% |
| Public sector | 147.2 | 20.6% | 127.2 | 17.8% |
| Total | 713.7 | 100% | 713.5 | 100% |

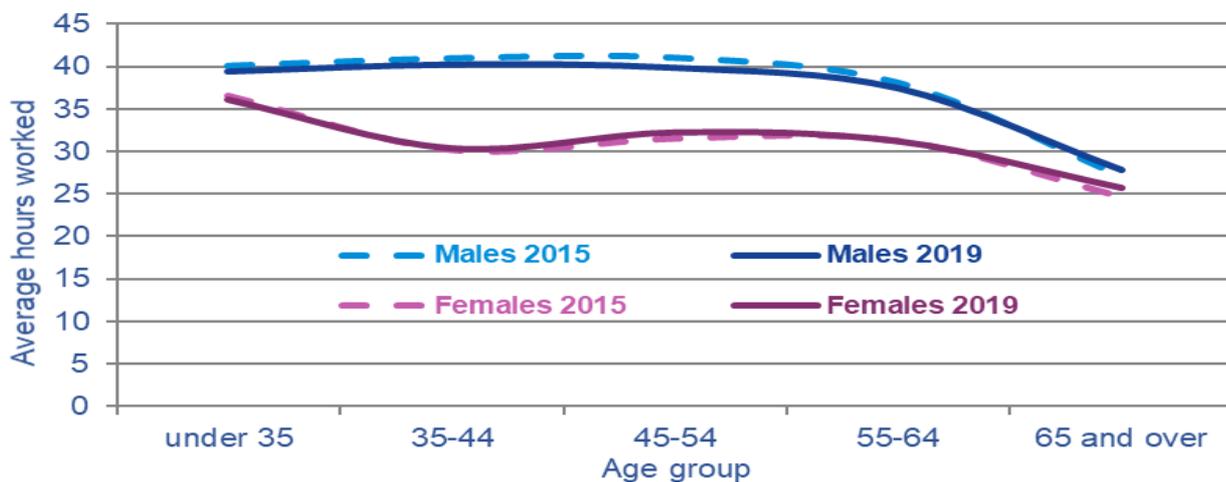
Source: NHWDS, Pharmacists, 2015 and 2019

Includes Pharmacists who reported working hours in public and / or private sectors in their clinical roles

Due to rounding figures may not sum to the expected total

Full time equivalent (FTE) based on 38 hours per week

Figure 4: Average hours per week by gender and age group, 2015 and 2019



Source: NHWDS Pharmacists, 2015 and 2019



Table 6: Principal role, 2015 and 2019

| Principal role | 2015 | | 2019 | |
|------------------------|---------------|-------------|---------------|-------------|
| | Headcount | % | Headcount | % |
| Clinician | 20,281 | 87.7% | 22,599 | 87.4% |
| Administrator | 1,637 | 7.1% | 1,792 | 6.9% |
| Teacher or educator | 287 | 1.2% | 391 | 1.5% |
| Researcher | 256 | 1.1% | 325 | 1.3% |
| Independent consultant | 223 | 1.0% | 234 | 0.9% |
| Other | 450 | 1.9% | 504 | 2.0% |
| Total | 23,134 | 100% | 25,845 | 100% |

Source: NHWDS, Pharmacists, 2015 and 2019

Table 7: Second job by job role, 2015 and 2019

| Principal role | 2015 | | 2019 | |
|------------------------|--------------|--------------|--------------|--------------|
| | Headcount | % | Headcount | % |
| Clinician | 2,490 | 10.8% | 2,404 | 9.3% |
| Administrator | 262 | 1.1% | 251 | 1.0% |
| Teacher or educator | 196 | 0.8% | 224 | 0.9% |
| Researcher | 78 | 0.3% | 88 | 0.3% |
| Independent consultant | 126 | 0.5% | 139 | 0.5% |
| Other | 157 | 0.7% | 180 | 0.7% |
| Total | 3,309 | 14.3% | 3,286 | 12.7% |

Source: NHWDS, Pharmacists, 2015 and 2019



Table 8: Principal work setting, 2015 and 2019

| Principal work setting | 2015 | | 2019 | |
|---------------------------------------|----------------|--------------|----------------|--------------|
| | Principal role | Second Job | Principal role | Second Job |
| Community pharmacy | 15,257 | 2,379 | 16,336 | 2,372 |
| Hospital | 4,627 | 238 | 5,824 | 291 |
| Community health care service | 559 | 99 | 706 | 137 |
| Pharmaceutical manufacturing | 314 | 28 | 586 | 116 |
| Other government department or agency | 306 | 80 | 418 | 87 |
| Medical centre | 438 | 68 | 351 | 81 |
| Educational facility | 302 | 211 | 335 | 227 |
| Other private practice | 351 | 132 | 255 | 85 |
| Other | 332 | 220 | 219 | 145 |
| Work from home | - | - | 212 | 200 |
| Residential health care facility | 181 | 47 | 203 | 61 |
| Other commercial/business service | 270 | 81 | 162 | 48 |
| Defence forces | 91 | 11 | 103 | 9 |
| Correctional service | 30 | 13 | 52 | NP |
| Wholesale pharmacy | 43 | 16 | 43 | NP |
| Aboriginal health service | 33 | 4 | 40 | 13 |
| Total | 23,134 | 3,627 | 25,845 | 3,879 |

Source: NHWDS, Pharmacists, 2015 and 2019

'NP' denotes figure that are not published (suppressed) for confidentiality purposes



Table 9: No. of Pharmacists extended scope of practice, 2015 – 2019

| Extended scope of practice | 2015 | 2016 | 2017 | 2018 | 2019 |
|----------------------------|-------|-------|-------|-------|-------|
| No. of Pharmacists | 2,172 | 2,460 | 2,721 | 3,043 | 3,449 |
| % of employed | 9.4% | 10.3% | 11.1% | 12.1% | 13.3% |

Source: NHWDS, Pharmacists, 2015 - 2019

Table only includes Pharmacists who reported that their principal job included an extended scope of practice role

Table 10: Initial qualification country, 2015 and 2019

| Country | 2015 | | 2019 | |
|----------------------|---------------|-------------|---------------|-------------|
| | Headcount | % | Headcount | % |
| Australia | 19,517 | 84.4% | 22,147 | 85.7% |
| Overseas | 2,822 | 12.2% | 3,092 | 12.0% |
| Unknown / not stated | 795 | 3.4% | 606 | 2.3% |
| Total | 23,134 | 100% | 25,845 | 100% |

Source: NHWDS, Pharmacists, 2015 and 2019



Table 11: Years worked and years intended to remain in the workforce by principal role, 2019

| Role | Average years worked | Average years intended to work |
|------------------------|----------------------|--------------------------------|
| Clinician | 14.9 | 18.2 |
| Administrator | 20.9 | 15.3 |
| Teacher or educator | 19.4 | 17.4 |
| Researcher | 16.7 | 19.3 |
| Independent consultant | 23.2 | 14.9 |
| Other | 15.4 | 17.5 |
| Total | 15.5 | 17.9 |

Source: NHWDS, Pharmacists, 2019

Table 12: Distribution by State/Territory, 2019

| State/Territory | Headcount | Full time equivalent (FTE) | Average weekly hours | Population | FTE per 100,000 population |
|-----------------------------|---------------|----------------------------|----------------------|-------------------|----------------------------|
| New South Wales | 7,756 | 7,170.2 | 35.1 | 8,089,817 | 88.6 |
| Victoria | 6,805 | 6,271.7 | 35.0 | 6,596,039 | 95.1 |
| Queensland | 5,199 | 4,888.4 | 35.7 | 5,094,510 | 96.0 |
| South Australia | 1,856 | 1,729.3 | 35.4 | 1,751,963 | 98.7 |
| Western Australia | 2,861 | 2,639.0 | 35.1 | 2,621,509 | 100.7 |
| Tasmania | 647 | 579.7 | 34.0 | 534,457 | 108.5 |
| Australia Capital Territory | 490 | 462.9 | 35.9 | 426,704 | 108.5 |
| Northern Territory | 214 | 217.1 | 38.6 | 245,929 | 88.3 |
| Unknown / not stated | 17 | 17.0 | 36.6 | - | - |
| Australia | 25,845 | 23,975.3 | 35.3 | 25,365,571 | 94.5 |

Source: NHWDS, Pharmacists, 2019

ABS 3218.0 - Regional Population Growth, June 2019

Full time equivalent (FTE) based on 38 hours per week



Table 13: Distribution by Modified Monash Model (MMM), 2019

| Modified Monash | Headcount | Full time equivalent | Average weekly hours | Population | FTE per 100,000 population |
|-------------------------------|---------------|----------------------|----------------------|-------------------|----------------------------|
| MM1 - Metropolitan | 20,064 | 18,507.2 | 35.1 | 18,320,373 | 101.0 |
| MM2 - Regional centres | 2,144 | 2,001.2 | 35.5 | 2,245,754 | 89.1 |
| MM3 - Large rural towns | 1,480 | 1,389.1 | 35.7 | 1,587,466 | 87.5 |
| MM4 - Medium rural towns | 824 | 760.4 | 35.1 | 968,583 | 78.5 |
| MM5 - Small rural towns | 1,005 | 981.5 | 37.1 | 1,748,340 | 56.1 |
| MM6 - Remote communities | 217 | 218.0 | 38.2 | 281,794 | 77.4 |
| MM7 - Very remote communities | 95 | 102.5 | 41.0 | 212,587 | 48.2 |
| Unknown / not stated | 16 | 15.4 | 36.6 | - | - |
| Australia | 25,845 | 23,975.3 | 35.3 | 25,365,571 | 94.5 |

Source: NHWDS, Pharmacists, 2019

Full time equivalent (FTE) based on 38 hours per week

<https://www.health.gov.au/resources/publications/modified-monash-model-fact-sheet>

Modified Monash Model (MMM) 2019

ABS Estimated Resident Population (unpublished)

Table 14: Telehealth practitioners by Modified Monash (MMM), 2019

| Modified Monash Model | Percentage |
|-------------------------------|------------|
| MM1 - Metropolitan | 80.3% |
| MM2 - Regional centres | 7.0% |
| MM3 - Large rural towns | 5.0% |
| MM4 - Medium rural towns | 3.2% |
| MM5 - Small rural towns | 2.5% |
| MM6 - Remote communities | 1.2% |
| MM7 - Very remote communities | 0.8% |

Source: NHWDS, Pharmacists, 2019

MMM breakdown for tele-health refers to the location of the Pharmacists not the location of the person receiving the service

<https://www.health.gov.au/resources/publications/modified-monash-model-fact-sheet>



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References

- 1) National Health Workforce Dataset (NHWDS) Pharmacists 2015-2019 (<http://hwd.health.gov.au>)
- 2) ABS 3218.0 - Regional Population Growth, June 2019
- 3) ABS Estimated Resident Population (unpublished)