

## Pharmacy Division Newsletter #2

21 November 2017

Dear colleagues,

The Pharmacy Division continues to grow. The Clinical Pharmacist Facilitators at Hawkes Bay DHB have recently joined, and interest continues to be shown by pharmacy staff from other DHBs. The growth can be attributed to word of mouth from members as well as APEX delegates from other professions talking with their colleagues.

We are now commencing bargaining for collective agreements for the new APEX groups, so a lot has been happening since our last newsletter.

### **Collective bargaining**

As you may or may not be aware, the NZNO has received an offer for their members covered by the Nurses DHB MECA. Key details include:

- The term is 33 months, which will see 2+2+2% increases in salary over the term
- Recognition of advanced practice for senior roles and midwives
- Increases in on-call rates from \$4.04 and \$6.06 moving to \$8 and \$10 respectively
- Recognition of phone call consultations as work
- Increases for training funds

We expect similar increases to provisions to be available to our members in the upcoming bargaining, and as such we will discuss these with members as we prepare for each set of bargaining.

**Nelson Marlborough** Pharmacy has had their first 2 days of bargaining. Agreement so far has been reached on moving salaries to those similar to other APEX pharmacy groups, increasing on-call rates, recognising extension of scopes, and improvements to merit progression. Their issues raised in bargaining were similar to most other pharmacy groups:

- Protection of current terms and conditions in their new APEX collective
- Salaries that recognise base qualification and size and complexity of roles
- Salary increases corresponding to those currently being offered to other professions across the health sector
- Merit progression that sets a career path, adds value, and is relevant to pharmacy

- Future proofing, including recognition of extension of scopes; i.e. PACT and prescribing pharmacists
- Adequate staffing to get through the work and backfill for training and leave
- Safer rostering out of hours with adequate breaks between duties
- Facilities and accommodation

**Hawkes Bay** Pharmacy are awaiting dates to commence bargaining for their first APEX collective agreement. They have come from a union which does not represent many Allied Scientific professions and are looking to improve their current terms and conditions to those that are similar to other pharmacy groups.

**Clinical Pharmacist Facilitators** have now joined APEX. These members are currently employed by HBDHB on IEAs with varying terms and conditions. We will be working together to look at comparative salaries and benchmarking of roles and terms and conditions, with a view to negotiating a collective agreement for this group in 2018.

**Northland's** current agreement expires late April 2018 and it will be time soon to start gathering their claims for bargaining.

DHB	Expiry Date	Bargaining dates
Nelson Marlborough DHB	31 <sup>st</sup> Oct 2017	Nov 12 & 13
Hawkes Bay DHB Pharmacy	31 <sup>st</sup> Dec 2017	TBA
Hawkes Bay DHB Facilitators	Individual Employment agreements	TBA
Northland DHB	22 April 2018	TBA

## Staffing

A common issue raised by members across the DHBs we represent is lack of staffing.

For some sites this issue is widespread, and there is the requirement for staff to soak up extra workload as opposed to the DHB reducing services. This has recently been the case in Nelson Marlborough and also in Southern. Other DHBs have cited lack of pharmacists to provide all services, lack of technicians to assist pharmacists and to take on advanced technician roles, and the preference of some employers not employ assistants or enough assistants to free up technician time.

Whilst there is very little data to inform staffing mix, there is international data to support the need for a minimum requirement of Pharmacists per 10,000 population for your DHB catchment. New Zealand's density for all pharmacists (DHB and community) is lower than that in other countries, and considerably lower than that in Australia. See the table below to see where your employer sits compared to other DHBs.

## Workforce Data

### Pharmacist Workforce Data based on PCNZ Data 30 June 2017

DHB	Population	Pharmacists (FTE) DHB	FTE DHB & Community	DHB Density /10,000	Total Density /10,000
NDHB	170000	10.3	108	0.61	6.35
Waikato	455250	29.33	248	0.64	5.45
BOP	303500	11.89	203	0.39	6.69
HB	164950	22.18	127	1.34	7.70
Taranaki	119300	13	89	1.09	7.46
NMDHB	103000	12	82	1.17	7.96
Canterbury	633600	53.85	449	0.85	7.09
Southern	303300	20.3	250	0.67	8.24

	AVG Density /10,000
NZ	7.75
Australia	11.64
Ireland	10.46
Canada	10.17
UK	8.08

Average density for each country is based on data from the Global Pharmacy Workforce Intelligence: Trends Report 2015.

Go to the [website](#) for the 2017 workforce demographic report.

### Salaries and relativities

Work continues on improving salaries for Pharmacists, pharmacy technicians and assistants.

#### Pharmacists:

- Recognition of base qualification relative to other professions
- Remuneration for extension of scope as well as additional post graduate qualification through allowances, minimum steps and the merit progression criteria

#### Pharmacy Technicians

- Recognition of the various qualifications relative to scope of role and level of responsibility
- Remuneration for extension of scope as well as additional qualifications through allowances, minimum steps and the merit progression criteria

### Pharmacy assistants

- Recognition of the level of responsibility and high trust required of the role
- Maintaining the value of wages in the face of increasing minimum wages and the care support workers settlement

For your information, see below the “care support workers” pay equity settlement, implemented in July 2017, showing the increases in salaries across the next 2 years. This will significantly impact on assistant and technician salaries across the health sector, but is not the sole argument for increasing salaries across the spectrum of pharmacy.

### Care Support Workers Pay Equity Settlement

Qualification Level	1-Jul-17	1-Jul-18	1-Jul-19	1-Jul-20
	year 1	year 2	year 3	year 4
L0 or < 3 years service	\$19	\$19.80	\$20.50	\$21.50
L*2 or 3+ years' service	\$20	\$21.00	\$21.50	\$23.00
L*3 or 8+ years' service	\$21.00	\$22.50	\$23.00	\$25.00
L*4 or 12+ years' service	\$23.50	\$24.50	\$25.50	\$27.00
Annual rate using 2086 divisor	1-Jul-17	1-Jul-18	1-Jul-19	1-Jul-20
	year 1	year 2	year 3	year 4
L0 or < 3 years' service	39634	41303	42763	44849
L*2 or 3+ years' service	41720	43806	44849	47978
L*3 or 8+ years' service	43806	46935	47978	52150
L*4 or 12+ years' service	49021	51107	53193	56322

### APEX Pharmacy current relativities

#### Pharmacists

	CDHB	SDHB	NMDHB	Waikato	NDHB	BOP	HBDHB	Taranaki IEA
	04/09/17	15/10/17	12/09/16	02/01/17	19/12/16	06/03/17	05/12/16	1/07/2016
Steps								
15			100168					
14			96886					
13			94708			100856		99631
12			90862		97643	97255		97235
11	100665		87016	97934	95484	93654		93226
10	97368	93290	82870	94334	91602	90052	88336	89811
9	95178	90290	78313	90733	87728	86460	84596	86355
8	91312	87290	75013	87133	83549	82846	80569	80900
7	87449	83131	72772	83532	78955	79245	76521	77732

6	83281	78560	68707	79932	<b>75628</b>	75643	76139	75836
5	78702	75250	<b>65895</b>	76331	<b>73368</b>	<b>73241</b>	72928	74045
4	<b>75385</b>	<b>73001</b>	<b>61623</b>	<b>72729</b>	<b>69269</b>	<b>70840</b>	72844	72696
3	<b>73133</b>	<b>68923</b>	<b>57353</b>	<b>69130</b>	<b>66435</b>	<b>67239</b>	68776	<b>68291</b>
2	<b>69048</b>	<b>66102</b>	<b>53081</b>	<b>65531</b>	<b>59790</b>	<b>63637</b>	<b>65960</b>	<b>64699</b>
1	<b>66222</b>	<b>60488</b>	<b>48810</b>	<b>61930</b>	<b>56593</b>	<b>58832</b>	<b>63420</b>	<b>61037</b>
	04/09/17	15/10/17	12/09/16	02/01/17	19/12/16	06/03/17	05/12/16	1/07/2016
Intern	\$45,896	45,812	45,669	39,760	46044	43690	44403	51248

### Pharmacy Technicians

	CDHB	SDHB	NMDHB	Waikato	NDHB	BOP	HBDHB	Taranaki IEA
	04/09/17	15/10/17	12/09/16	02/01/17	19/12/16	06/03/17	05/12/16	1/07/2016
<b>Steps</b>								
14							<b>65960</b>	
13							<b>63420</b>	
12						62539	<b>55791</b>	63694
11				60233		60539	53632	59245
10	67626	61981		58809		58167	50422	57352
9	59752	59981	57355	56407	59670	55792	52028	55520
8	57639	57535	55165	54277	57825	<b>53685</b>	50981	53718
7	55439	55338	<b>51360</b>	<b>50527</b>	55617	<b>49976</b>	<b>49933</b>	52840
6	<b>51615</b>	<b>51521</b>	<b>49458</b>	<b>48638</b>	<b>51779</b>	<b>48106</b>	<b>48084</b>	<b>51248</b>
5	<b>49703</b>	<b>49614</b>	<b>45656</b>	<b>44945</b>	<b>49865</b>	<b>44455</b>	<b>44387</b>	<b>48101</b>
4	<b>45883</b>	<b>45834</b>	<b>42609</b>	<b>42607</b>	<b>46030</b>	<b>42142</b>	<b>41425</b>	<b>44405</b>
3	42821	42743	42609	41245	42958	40795	39053	42600
2	39763	39692	39567	40145	39892	39706	36094	40798
1	36703	36637	36521	39040	36820	38613	33135	36826

### Pharmacy Assistants

	CDHB	SDHB	NMDHB	Waikato	NDHB	BOP	HBDHB	Taranaki IEA
	04/09/17	15/10/17	12/09/16	02/01/17	19/12/16	06/03/17	05/12/16	1/07/2016
<b>Steps</b>								
5				<b>44945</b>				43641
4	<b>45896</b>	<b>45813</b>	<b>45669</b>	<b>42007</b>	<b>46044</b>	<b>43584</b>	<b>41033</b>	41868
3	<b>42416</b>	<b>42339</b>	<b>42207</b>	<b>38406</b>	<b>42551</b>	<b>40733</b>	<b>37874</b>	<b>40097</b>
2	<b>39150</b>	<b>39079</b>	<b>38956</b>	<b>38195</b>	<b>39275</b>	<b>37241</b>	<b>34719</b>	<b>38275</b>
1	<b>35890</b>	<b>35825</b>	<b>35713</b>	<b>35713</b>	<b>36005</b>	<b>34099</b>	<b>32930</b>	<b>36193</b>

\*Note that Nelson Marlborough, Hawkes Bay and Taranaki are yet to bargain.

### **PCNZ consultation**

We encourage all members to review the proposed changes (an email to the documents was sent earlier today; access [here](#) and [here](#)). These changes will see increases in the cost of APCs and written examination fees, with reasoning given to be consistent with doctors and dentists. If the council considers that pharmacists are relative to these professions, then we would suggest that they need to be lobbying for recognition of this by your employer in terms of salaries and training/continuing professional development funding. APEX will also be responding to this proposal and would appreciate hearing your thoughts to aid in our response.

### **Items still on our radar:**

- **Seven-day service.** This is currently being reviewed in Northland and no doubt will be in other DHBs. The employer will be required to consult with APEX members as well as all stakeholders. We will also need to ensure there are adequate provisions for payment, out of hours and on weekends prior to implementation.
- **The future.** Headway is being made with employers to recognise the current extension of scopes as staff become qualified or are appointed to roles. We will watch this closely and raise these at upcoming bargaining rounds.
- **Delegates.** To ensure the proper distribution of information between APEX and members, we need adequate representation in the workplace. If you don't currently have a delegate and are interesting in becoming one, please talk to your colleagues and let us know. We currently have vacancies for a technician delegate at Waikato, a Pharmacist and Technician delegate at Southern DHB (Dunedin), and a delegate at Wairau.
- **Workload.** Workload continues to be an issue reported by all our delegates across all pharmacies. APEX strongly advises you to take care of yourself: take your breaks, and start and leave on time – or else claim overtime. If you do not do this, the employer will continue to pile work on you because you are masking the inadequate staffing. Also, speak up on days when you are extra short, and if you don't get a satisfactory response (such as reduction in services), let us know so we can get involved.
- **Fatigue.** In the coming months we will gather information across the membership, with a view to implementing safe rostering practices.

Please share our newsletters with colleagues who are not members of APEX at your current place of work or at other sites.

For more information about APEX please go to the website [www.apex.org.nz](http://www.apex.org.nz), and like and follow APEX on [Facebook](#) to keep up-to-date with news.

If you should have any further queries please do not hesitate to contact your local delegate in the first instance or this office [pharmacist@apex.org.nz](mailto:pharmacist@apex.org.nz).