

2017

**WORKFORCE
DEMOGRAPHIC**

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Introduction

This is the Workforce Demographic Report based on data available as at 30 June 2017.

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 collected as part of our obligations under the HPCAA 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.

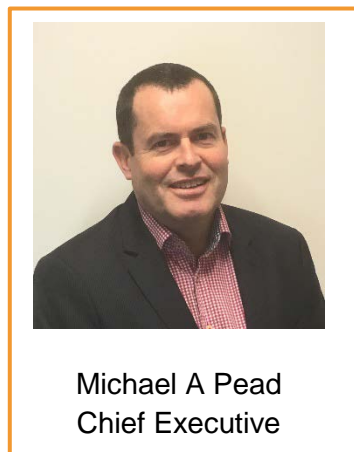
To help in developing the sector each year, the collected data is made available in an annual report – referred to as the *Workforce Demographic Report*.

This report is prepared for the year ending 30 June 2017. However, the [public register](#), available through our website, changes as new data comes to hand.

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. Pharmacists work type

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



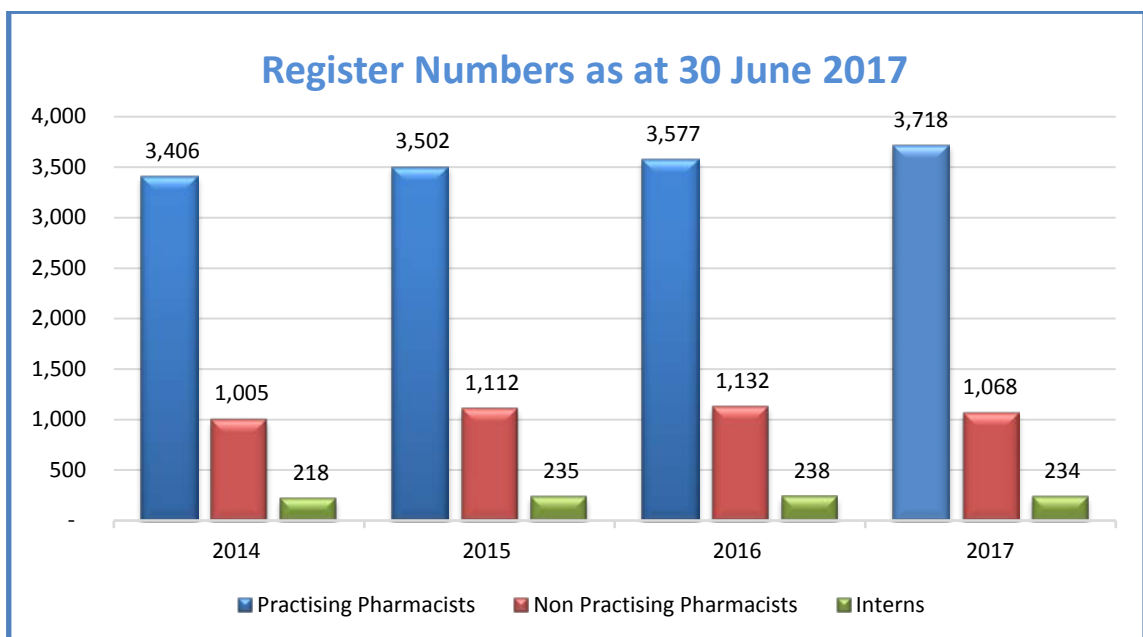
1. Pharmacist registrations nationally

As at 30 June 2017, across New Zealand, the key highlights in terms of registration were:

- 3,718** practising pharmacists
- 1,068** non-practising pharmacists
- 14** pharmacists also registered as prescribers
- 229** new pharmacists registered over the last year
- 234** intern pharmacists registered over the last year
- 7.75** practising pharmacists per 10,000 population

3,718 practising pharmacists

2017 saw the most significant increase in practising pharmacists since 2014, a rise of 141 pharmacists across the country. The average for the previous five years has been between 1.4 – 2.8 percent. The trend in registrations per year is shown in the graph below:



The specific types of registrations as at 30 June 2017 are as follows:

Register numbers as at 30 June	2017
Practising (includes 14 pharmacist prescribers)	3,718
Non practising ¹ (includes 1 pharmacist prescriber)	1,068
Intern practising	234
Sub Total	5,020
Suspended ²	5
TOTAL	5,025

1,068 non-practising pharmacists

The number of non-practising pharmacists at 30 June 2017 was 1,068, which includes pharmacists who did not renew their status. The reasons identified for non-practising are:

- 32.9 percent are practising overseas
- 14.2 percent are overseas, but not practising
- 12.8 percent are working, but not in the pharmacist scope or as a practising pharmacist
- 7.0 percent are on parenting or maternity leave
- 6.4 percent have retired
- 1.4 percent are studying full time
- 1.9 percent are seeking employment either as a pharmacist or in a non-pharmacy profession
- 6.5 percent have not defined why they are not practising

A total of 189 (16.9%) had not renewed their status by 30 June 2017.

¹ who are registered but do not hold an APC

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

229 new pharmacists

Council processed 229 new registrations in the year ending 30 June 2017, down 1 from 2016. Of these new registrations:

- 21 pharmacists were from countries regarded as having similar pharmacy practice standards as New Zealand, whether this was by registration by a legislative arrangement (TTMRA³ for Australia) or because they held recognised equivalent qualifications (Canada, Ireland, United Kingdom and United States)
- 204 were transfers from the intern pharmacist scope of practice; New Zealand and Australian graduates and 4 overseas pharmacists (Non REQR⁴ route)

234 intern pharmacists

Intern numbers are similar (-4) to last year. 54 percent of students graduated from Otago University. Overseas pharmacists registering in the intern scope is at its lowest level for the last five years.

7.75 practising pharmacists per 10,000 population

Based on the number of practising pharmacists (3,718) and the Statistics NZ 30 June 2017 population estimation, the ratio of practising pharmacists per 10,000 (as at 30 June 2017) is 7.75.

The most recent Global Pharmacy Workforce Intelligence: Trends Report⁵ provides comparative data for countries with similar jurisdictions. For example:

- Australia (11.64)
- Ireland (10.46)
- Canada (10.17)
- UK (8.08)

³ Trans-Tasman Mutual Recognition Act (1997)

⁴ Non REQR- Non- Recognised Equivalent Qualification Route

⁵ Available on https://www.fip.org/files/FIPEd_Trends_report_2015_web.pdf (Accessed 13/09/2017)

Appendix 1 – data tables relating to pharmacist registrations nationally

More specific detail supporting the above findings, and additional data, is outlined in the tables shown - see *Appendix 1*.

- 1.1 Pharmacy register movements: 2014-2017
- 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: 2016-2017
- 1.7 Removals from the register
- 1.8 Pharmacist removals from the register: 2014-2017
- 1.9 Requests for certificates of identity
- 1.10 Intern register
- 1.11 Intern registration: 2014-2017

2. Pharmacist regional statistics

As at 30 June 2017, across New Zealand, the key highlights in terms of regional statistics for practising pharmacists were:

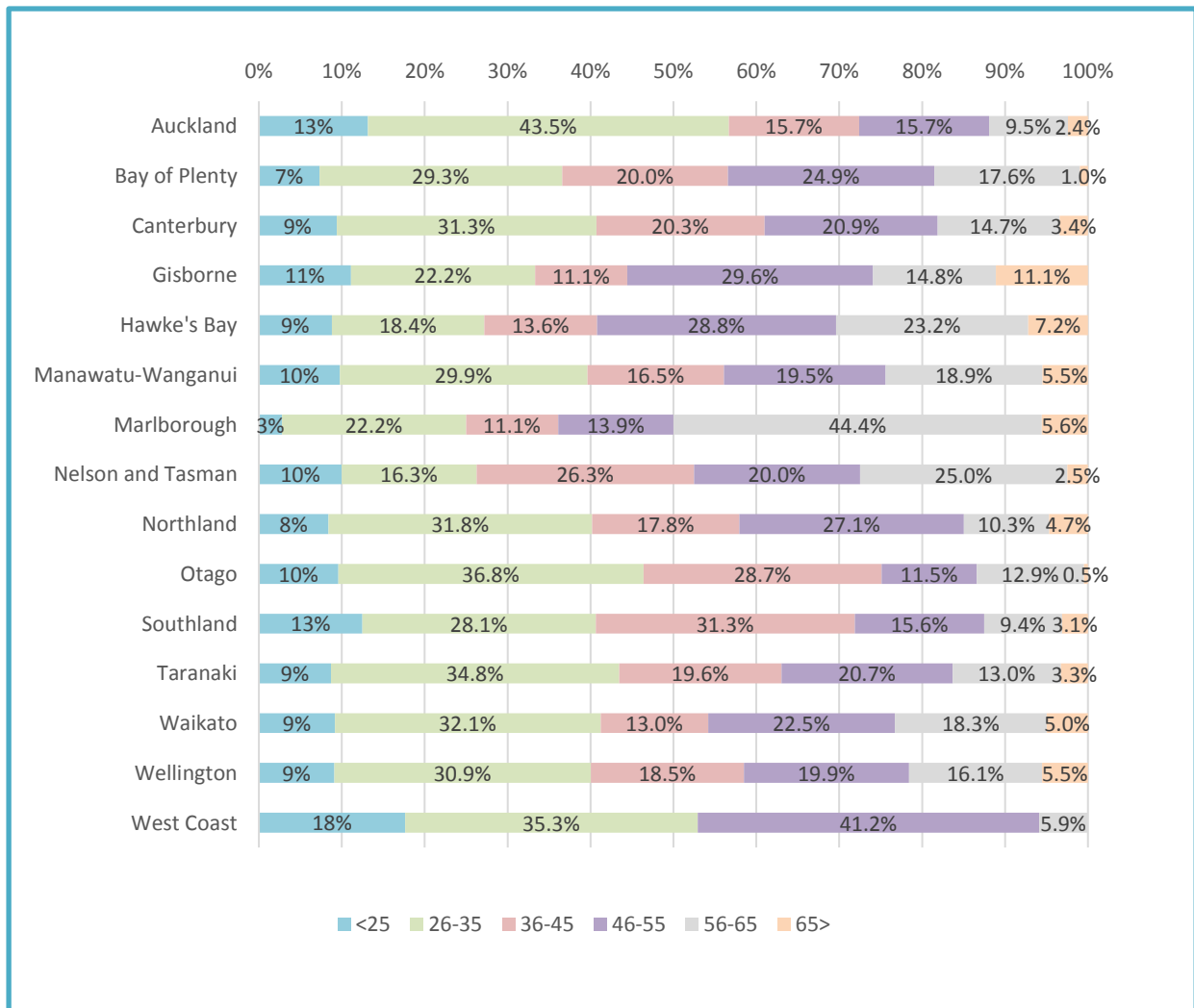
74 percent of pharmacists work in five regions

56.7 percent of Auckland pharmacists are 35 years old or younger

63.9 percent of Marlborough pharmacists are 46 years old or older

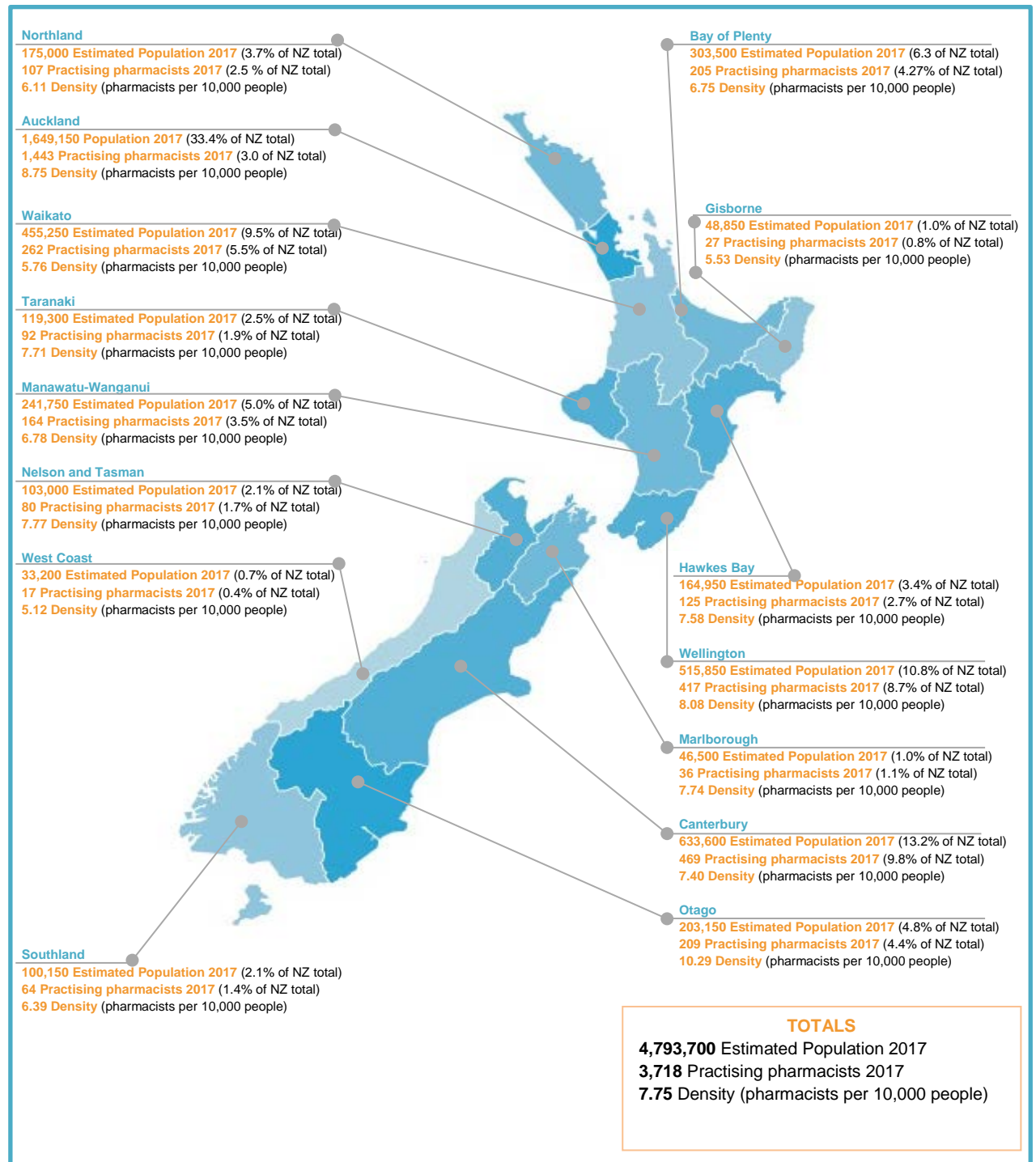
Age distribution by region

The following graph shows the Age distribution for pharmacists within each region.



Demographic profile of the pharmacy workforce

As demonstrated on the following heat map of New Zealand, throughout the regions⁶, there is considerable variation in the indicative workforce density. This could be further exacerbated given lower population density in the more rural regions.



⁶ Ratio of pharmacists per 10,000 population based on estimated regional data 2016, adjusted based on estimated 2017 total population. The Pharmacy Council plans to use work address information combined with estimated or actual population data in the future.

Appendix 2 – data tables relating to pharmacist regional statistics

More 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 2017:

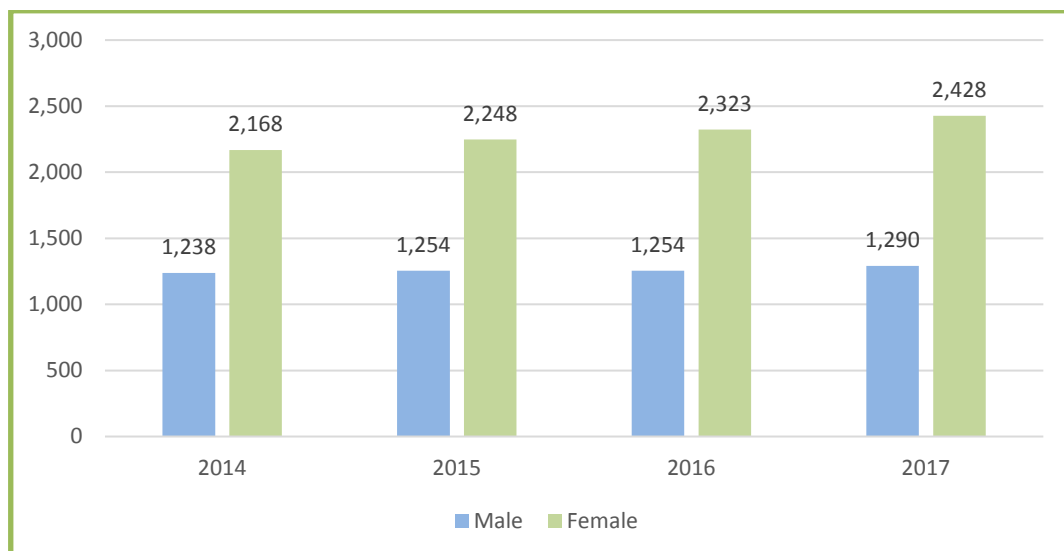
46 percent of practising pharmacists are under the age of 36

65 percent of practising pharmacists are female

Age and gender of practising pharmacists

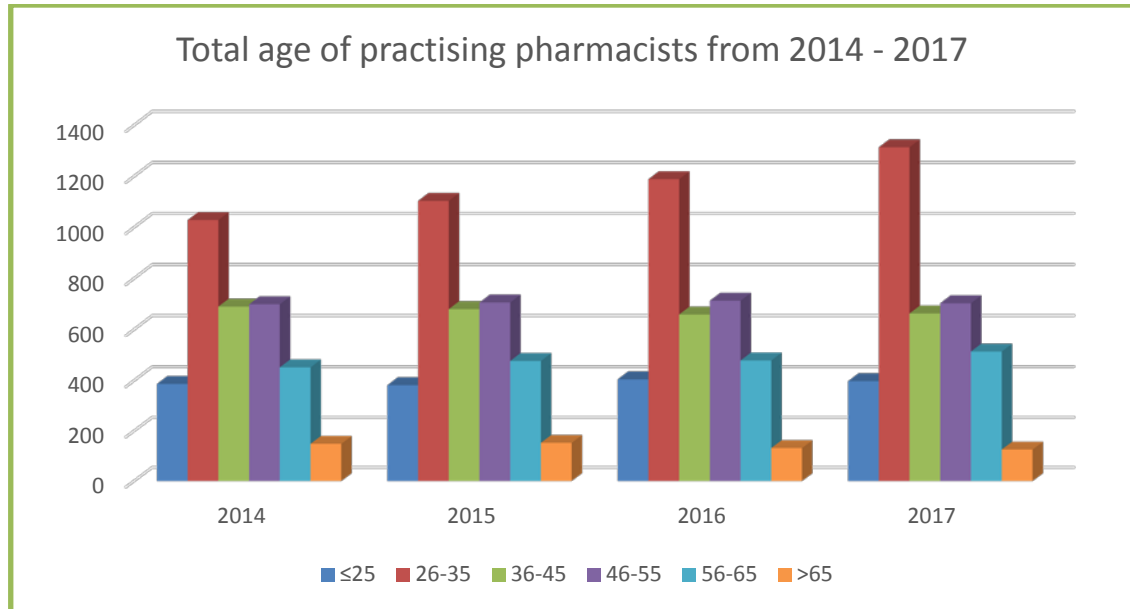
As noted in our 2016 report, there is a continuing increase in the number of females becoming pharmacists, particularly in the younger age bracket.

Age	Male	Female	Total
<25	117	281	398
26-35	432	882	1,314
36-45	197	466	663
46-55	215	488	703
56-65	236	278	514
65>	93	33	126
TOTAL	1,290	2,428	3,718



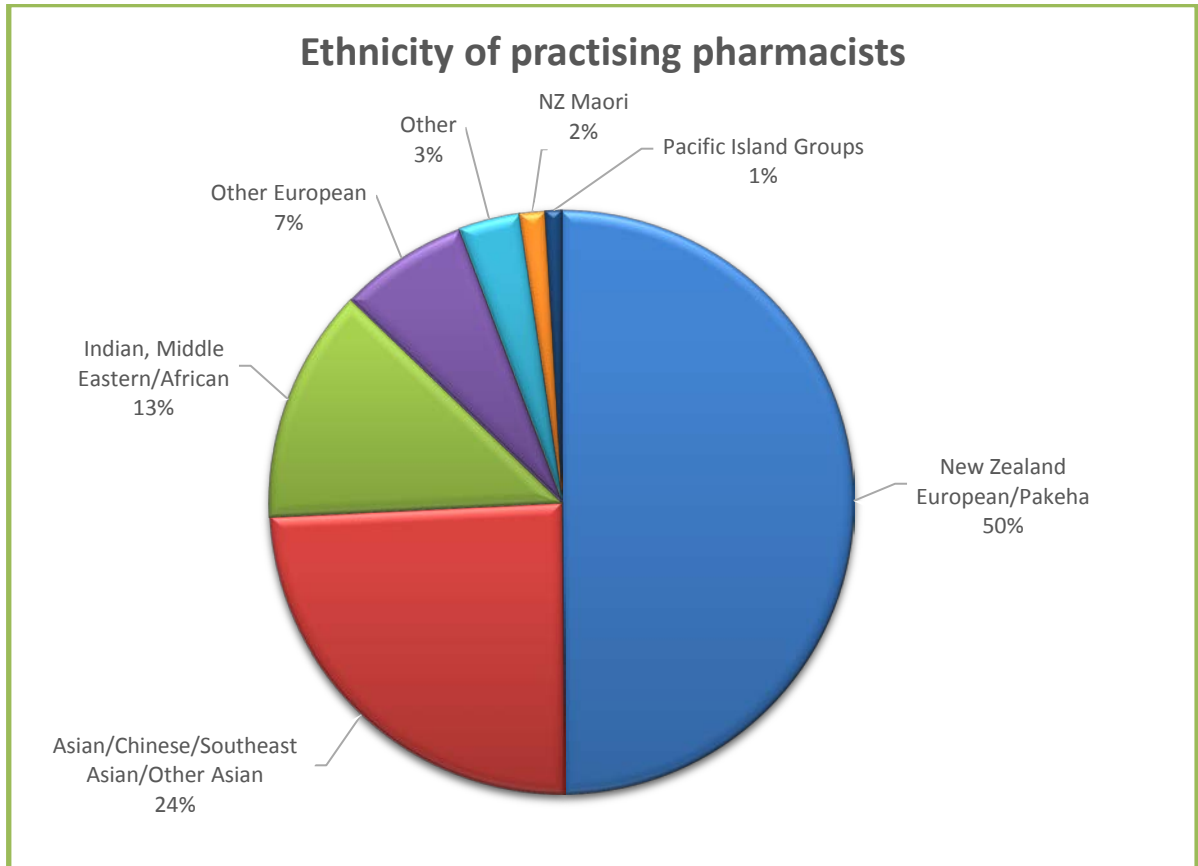
Age of practising pharmacists

The growth in the pharmacist population is more evident within age bands, 26-35 years old, as shown below:



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 (24 percent) on the register. Māori and Pacific Islanders are not well represented. A further 63 pharmacists identify their secondary ethnicity as Māori or a Pacific Island Group.



Appendix 3 – data tables relating to pharmacists’ workforce demographics

More 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: 2014-2017
- 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	2,727
Hospital	470
Pharmacy related	89
Other	83
Teaching/research	55
Independent Pharmacists Association, Primary Health Organisation, District Health Board	68
Pharmaceutical industry	34
<i>Number who did not provide their work type</i>	192
	3,718
<i>Number worked in two or more areas of pharmacy</i>	316

Appendix 4 – tables relating to pharmacist type of work

More specific detail, supporting the above findings, and additional data, is outlined in the tables shown - see *Appendix 4*.

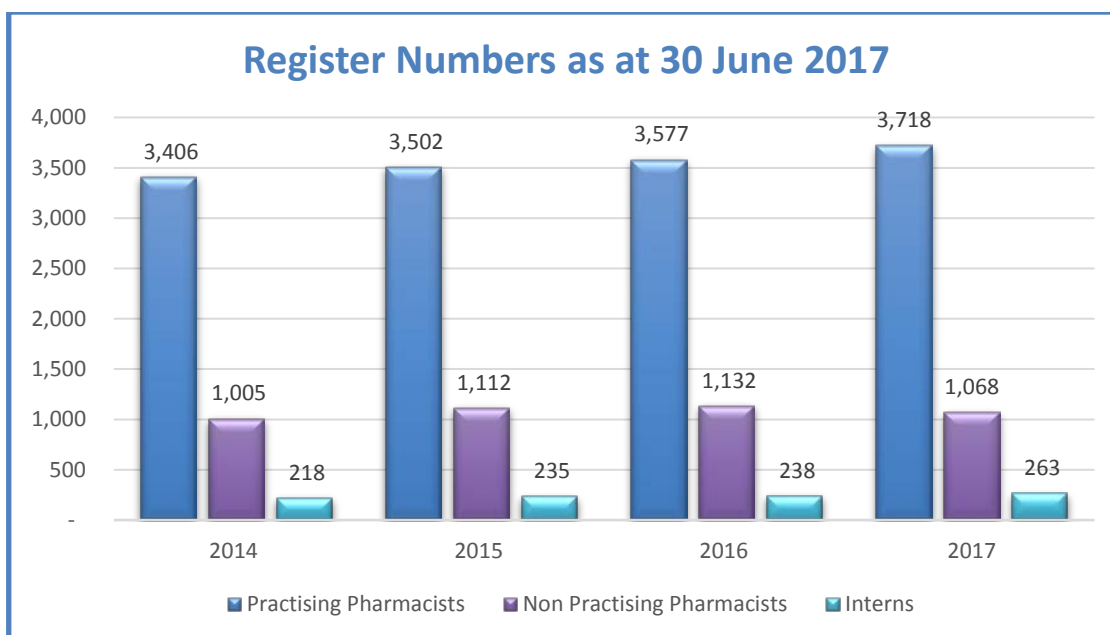
4.1 Hours Worked

4.2 Weeks Worked

Appendix 1: Registration data

1.1 Pharmacy register movements: 2014-2017

Register numbers as at 30 June	2014	2015	2016	2017
Pharmacists-practising	3,406	3,502	3,577	3,718
Pharmacists-non practising status	1,005	1,112	1,132	1,068
Intern Pharmacists	218	235	238	234
TOTAL	4,629	4,849	4,947	5,020



1.2 Transfers from the intern pharmacist scope of practice

208 intern pharmacists transferred from the intern pharmacist scope of practice in the year ended 30 June 2017.

Country of Qualification	Number of pharmacists
New Zealand (Total)	202
<ul style="list-style-type: none"> • Auckland University • Otago University 	119 83
Malaysia	1
Australia	2
South Africa	1
Fiji	1
Egypt	1
TOTAL	208

1.3 Total additions to the register by registrations route

The following table shows the change in the numbers registered according to registration route from 2014 -2017:

Registrations route	2014	2015	2016	2017
Graduates (New Zealand and Australia)	200	194	206	204
TTMRA	8	4	9	8
REQR	11	12	9	13
Non REQR	6	7	6	4
TOTAL	225	217	230	229

1.4 Additions to the register for overseas pharmacists with recognised qualifications

Country of first registration	2014	2015	2016	2017
Australia	8	4	9	8
Ireland and the United Kingdom	9	11	7	11
Canada and the United States of America	2	1	2	2
TOTAL	19	16	18	21

1.5 Returns to practice

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

Number of years out of practice	2014	2015	2016	2017
Less than 3 years	85	95	68	70
3 - 8 years	17	16	24	17
More than 8 years	1	2	0	0
TOTAL	103	113	92	87

1.6 Reason for not practising: 2016-2017

Pharmacists on the non-practising register as at 30 June 2017 gave the following reasons for not practising:

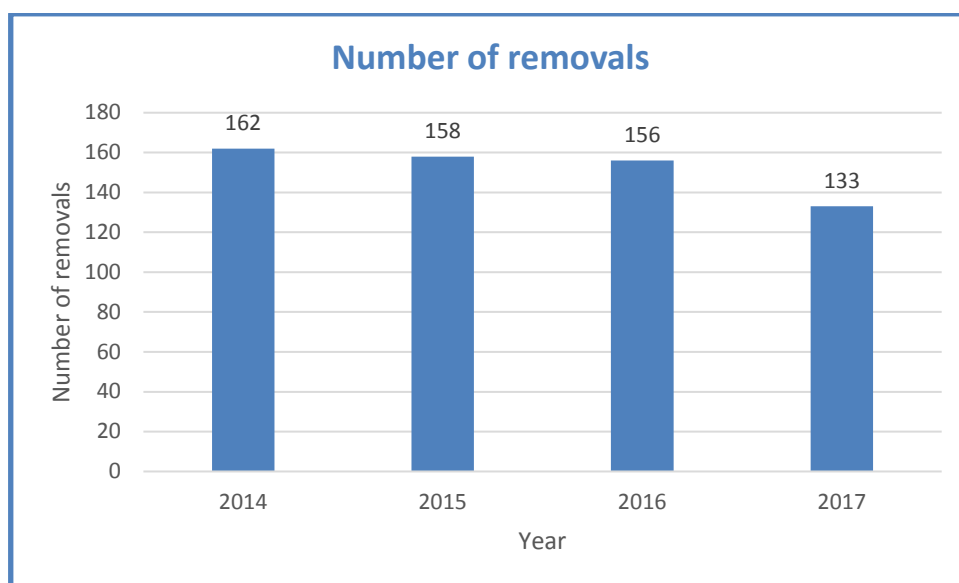
Reason for not practising	2016	2017
Overseas - practising	369	351
Overseas - not practising	191	152
Parenting/maternity leave	99	75
Working in a non-health role	86	85
Retired	84	68
Working in another health profession	59	53
Full-time study	13	15
Seeking employment in a non-pharmacy profession	7	13
Seeking employment as a pharmacist	5	7
Other	225	60
Not renewed their status at 30 June 2017		189
TOTAL	1,138	1,068

1.7 Removals from the register

The following reasons for removal from the register are identified:

Removals	Number
• Revision of Register	94
• Removed at own request	36
• Deceased	3
TOTAL	133

1.8 Pharmacist removals from the register: 2014-2017



1.9 Requests for certificates of identity

The table below outlines the number of certificates of identity, (also called 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
Australia	12
Fiji	1
Hong Kong	9
Other	5
Tonga	3
United Kingdom	1
TOTAL	31

1.10 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:	
	• Auckland	103
	• Otago	127
	• Queensland	2
	• Western Australia	1
Overseas (Non-REQR) Graduates	Country:	
	• Fiji	1
TOTAL		234

1.11 Intern registration: 2014-2017

University	2014	2015	2016	2017
Auckland	85	104	88	103
Otago	122	124	145	127
Overseas	11	7	5	4
TOTAL	218	235	238	234

Appendix 2: Regional statistics

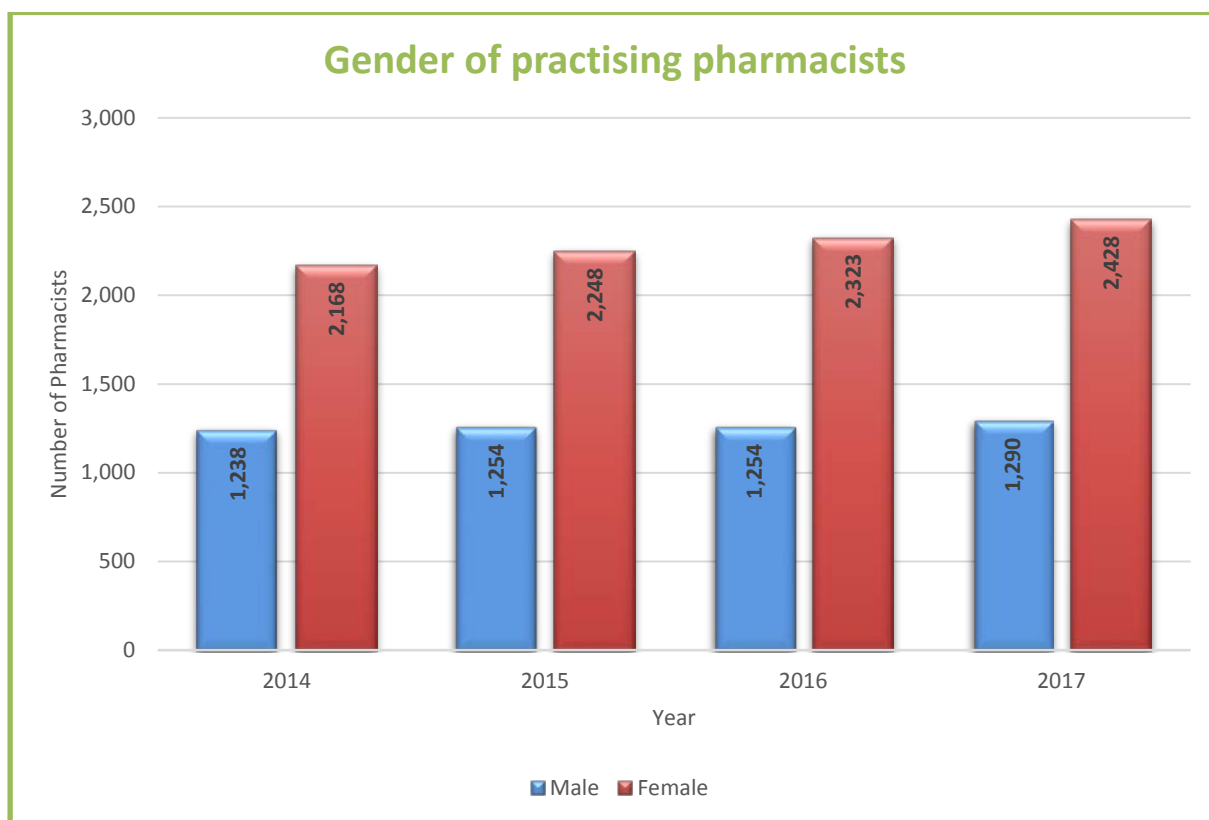
2.1 Practising pharmacists by Regional Council

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

Regional Council	Number	Percent
Auckland	1,443	38.8
Canterbury	469	12.6
Wellington	417	11.2
Waikato	262	7.0
Bay of Plenty	205	5.5
Otago	209	5.6
Manawatu-Wanganui	164	4.4
Hawke's Bay	125	3.4
Northland	107	2.9
Taranaki	92	2.5
Nelson and Tasman	80	2.2
Southland	64	1.7
Marlborough	36	1.0
Gisborne	27	0.7
West Coast	17	0.5
Not defined	1	0.0
TOTAL	3,718	100

Appendix 3: Gender, age and ethnicity

3.1 Gender Distribution of Practising Pharmacists: 2014-2017



3.2 Ethnicity

Ethnicity	Number
New Zealand European/ Pākehā/European	1,855
Chinese	486
Other European	263
Asian	322
Indian	290
Middle Eastern	160
Other	126
Southeast Asian	98
Māori	51
Pacific Island Groups	33
African	34
TOTAL	3,718

3.3 Age and Ethnicity

Ethnicity	≤25	26-35	36-45	46-55	56-65	>65	Total
New Zealand European/ Pākehā /European	133	382	335	483	409	113	1855
Chinese	96	261	78	40	11		486
Other European	6	58	66	83	42	8	263
Asian	47	233	33	6	3		322
Indian	40	141	64	28	15	2	290
Middle Eastern	28	93	22	16	1		160
Other	8	31	27	32	26	2	126
Southeast Asian	25	58	11	4			98
Māori	7	14	13	9	7	1	51
Pacific Island Groups	2	22	9				33
African	6	21	5	2			34
TOTAL	398	1314	663	703	514	126	3,718

Appendix 4: Type of work

3,526 pharmacists issued with an APC for the year 1 April 2017 to 31 March 2018 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 pharmacists practising in the different areas of pharmacy.

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

The following table and graph show the number of pharmacists working in the different types of pharmacy work:

4.1 Hours worked

Hours per week	Community	Hospital	Other	Pharmacy related	PHO/DHB	Teaching Pharmacy	Pharmaceutical Industry	Total
50+	203	8	7	5	3	3	5	234
40-49	1,323	315	25	33	23	10	16	1,745
30-39	541	36	11	15	15	10	5	633
20-29	327	63	17	15	15	3	4	444
11-19	182	32	5	5	3	6	2	235
10 or less	151	16	18	16	9	23	2	235
TOTAL	2,727	470	83	89	68	55	34	3,526

4.2 Weeks worked

Weeks worked per year	Community	Hospital	Other	Pharmacy related	PHO/DHB	Teaching Pharmacy	Pharmaceutical Industry	Total
50+	1,107	234	32	25	28	14	13	1,453
40-49	1,169	151	30	29	27	17	13	1,436
30-39	134	16	7	7	3	4		171
20-29	110	15	3	8	4	7	2	149
11-19	113	25	3	6	3	3	3	156
10 or less	94	29	8	14	3	10	3	161
TOTAL	2,727	470	83	89	68	55	34	3,526