

Pharmacy Council of New Zealand Workforce Demographics as at 30 June 2015

The information in this publication has been compiled from aggregated data collected at the time of annual practising certificate (APC) renewal and registration of pharmacists.

Under the Health Practitioners Competence Assurance (HPCA) Act 2003, all practising pharmacists are required to hold an APC regardless of the number of hours they practise each year.

The Pharmacy Council maintains the public register of pharmacists in three sections:

- ***practising pharmacists,***
- ***non practising pharmacists, and***
- ***intern pharmacists.***

It should be noted that the public register changes regularly and this information has been taken from data collected as at 30 June each year. This allows us to make annual comparisons and monitor workforce trends.

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1. Total registrations as at 30 June 2015

Pharmacist scope of practice – practising (includes 16 pharmacist prescribers)	3,502
Pharmacist scope of practice – suspended	5
Non practising pharmacists who have retained registration but do not hold an APC ¹	1,112
Intern pharmacist scope of practice – practising	235
Intern pharmacist scope of practice – suspended	1
TOTAL	4,855

2. APCs issued in the year ended 30 June 2015

Pharmacist prescriber scope of practice ²	15
Pharmacist scope of practice	3,767
Intern pharmacist scope of practice	267
TOTAL	4,049

3. Register numbers 2011-2015

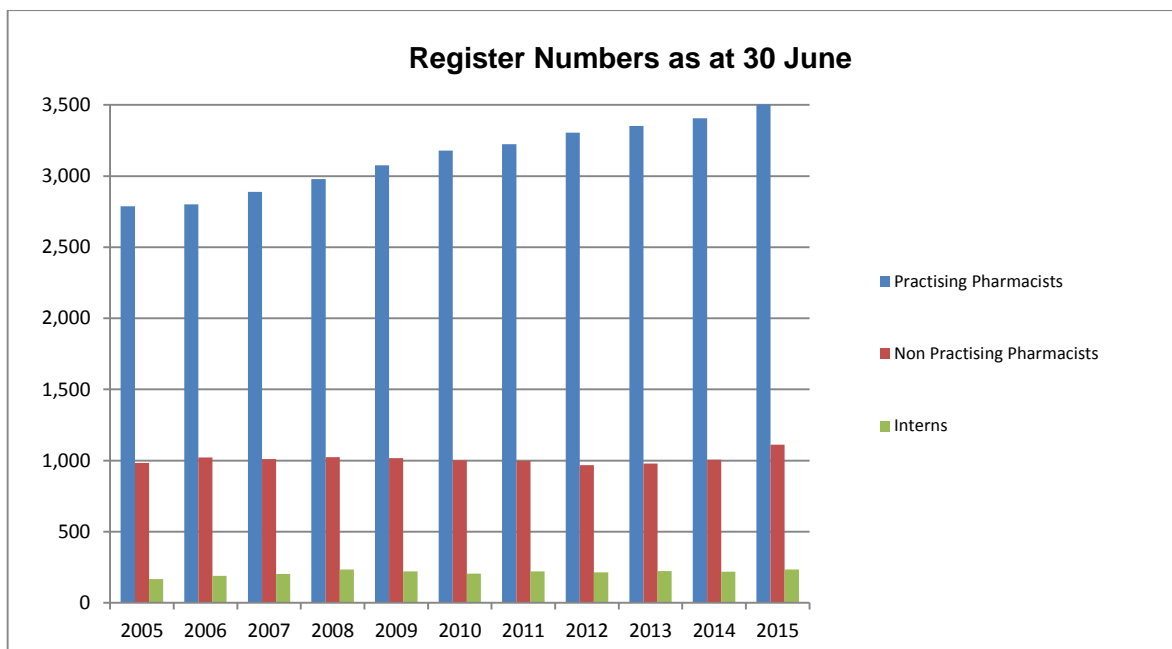
As at 30 June 2015, the number of practising pharmacists was 3,502; up 96 (2.8%) on 2014.

Register numbers as at 30 June	2011	2012	2013	2014	2015
Practising Pharmacists	3,223	3,304	3,351	3,406	3,502
Non Practising Pharmacists	996	968	978	1,005	1,112
Intern Pharmacists	221	215	223	218	235
TOTAL	4,440	4,487	4,552	4,629	4,849

¹ The Public Register now shows those pharmacists who have not renewed their registration status as 'no-APC'. Previously, their names would not appear. The Public Register reflects their status whether or not they have submitted an application. Those who have not renewed may be removed towards the end of the year.

² One pharmacist prescriber did not renew their APC to practise under the Pharmacist Prescriber scope of practice.





3.1 Practising pharmacists by country of first registration

Country first registered	Number	%	Number	%
New Zealand			3,065	87.5
Non-REQR ⁽¹⁾ Countries:				
• South Africa	82	(39.8)		
• Other	124	(60.2)	206	5.9
REQR ⁽²⁾ Countries:				
• United Kingdom	162	(88.5)		
• Other	21	(11.5)	183	5.2
Australia ⁽³⁾			48	1.4
TOTAL			3,502	100.0

⁽¹⁾ Non-REQR (Recognised Equivalent Qualification Route) countries exclude New Zealand, Canada, Ireland, United Kingdom, United States of America and Australia.

⁽²⁾ REQR countries include Canada, Ireland, United Kingdom and the United States of America.

⁽³⁾ Trans-Tasman Mutual Recognition Agreement (TTMRA).

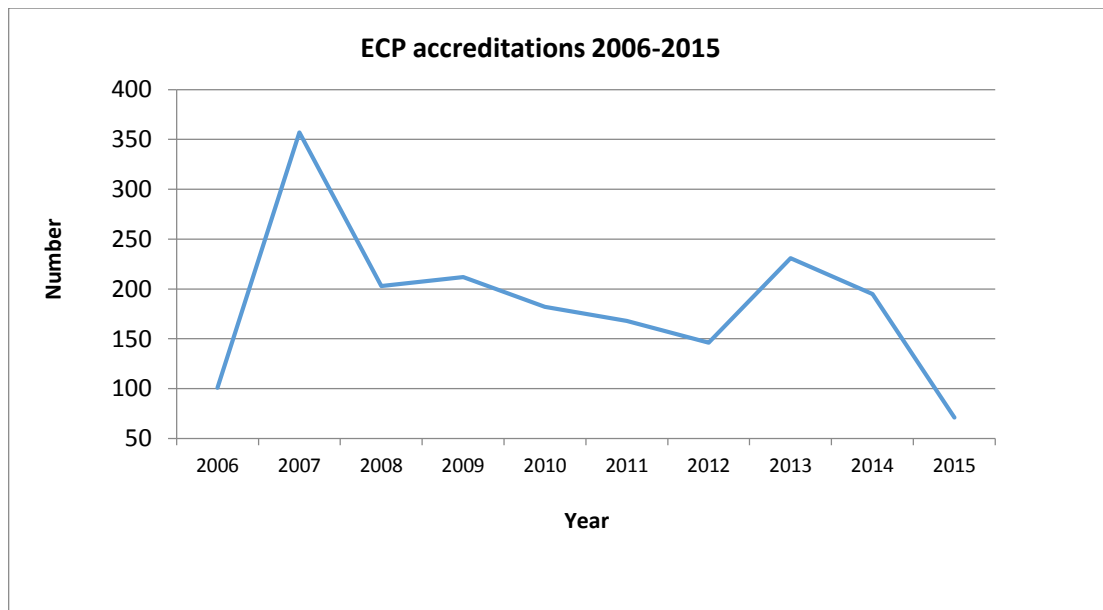


3.2 Practising pharmacists' accreditations

The annual number of Pharmacists who have successfully completed training for Emergency Contraceptive Pill (ECP) dispensing and for the Medicines Use Review (MUR), accredited by the Pharmacy Council. There was an initial uptake of 886 in 2002 for the ECP training.

Year ended December	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015*
Emergency Contraceptive Pill (ECP)	101	357	203	212	182	168	146	231	195	71
Medicines Use Review (MUR)	-	58	99	68	25	52	79	61	21	11
TOTAL	101	415	302	280	207	220	225	292	216	82

* 2015 data is to 30 June 2015.

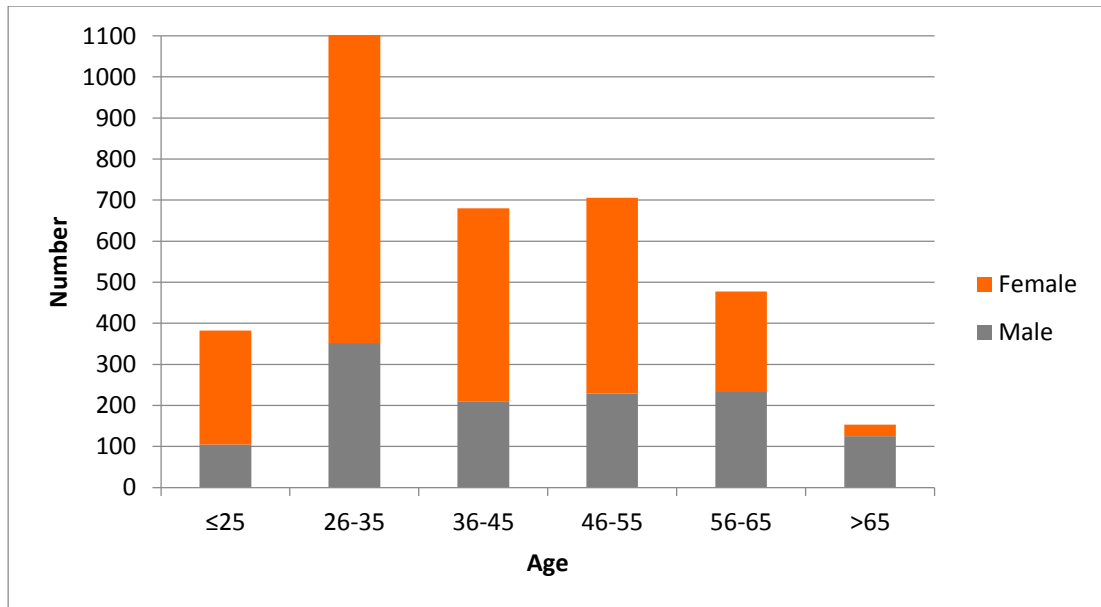


4. Demographics of practising pharmacists at 30 June 2015

4.1 Age and gender

The following table and graph show the age and gender distribution of practising pharmacists at 30 June 2015:

Age	Male	Female	Total
≤25	105	277	382
26-35	352	752	1,104
36-45	210	470	680
46-55	229	477	706
56-65	233	244	477
>65	125	28	153
TOTAL	1,254	2,248	3,502

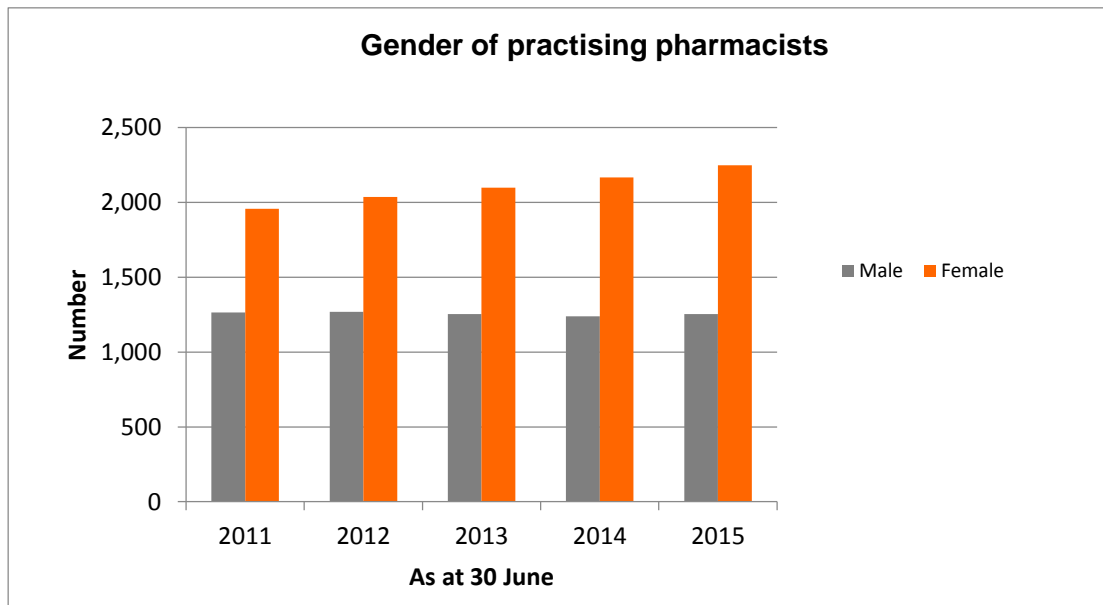


The following table shows the change in age distribution of practising pharmacists 2011-2015:

Age	2011	% of Total	2012	% of Total	2013	% of Total	2014	% of Total	2015	% of Total
≤25	347	10.8	343	10.4	352	10.5	387	11.4	382	10.9
26-35	867	26.9	939	28.4	993	29.6	1,029	30.2	1,104	31.5
36-45	721	22.4	710	21.5	706	21.1	690	20.2	680	19.4
46-55	691	21.4	693	21.0	687	20.5	699	20.5	706	20.2
56-65	430	13.3	470	14.2	463	13.8	452	13.3	477	13.6
>65	167	5.2	149	4.5	150	4.5	149	4.4	153	4.4
TOTAL	3,223	100.0	3,304	100.0	3,351	100.0	3,406	100.0	3,502	100.0

The following table and graph shows the change in gender distribution of practising pharmacists 2011-2015:

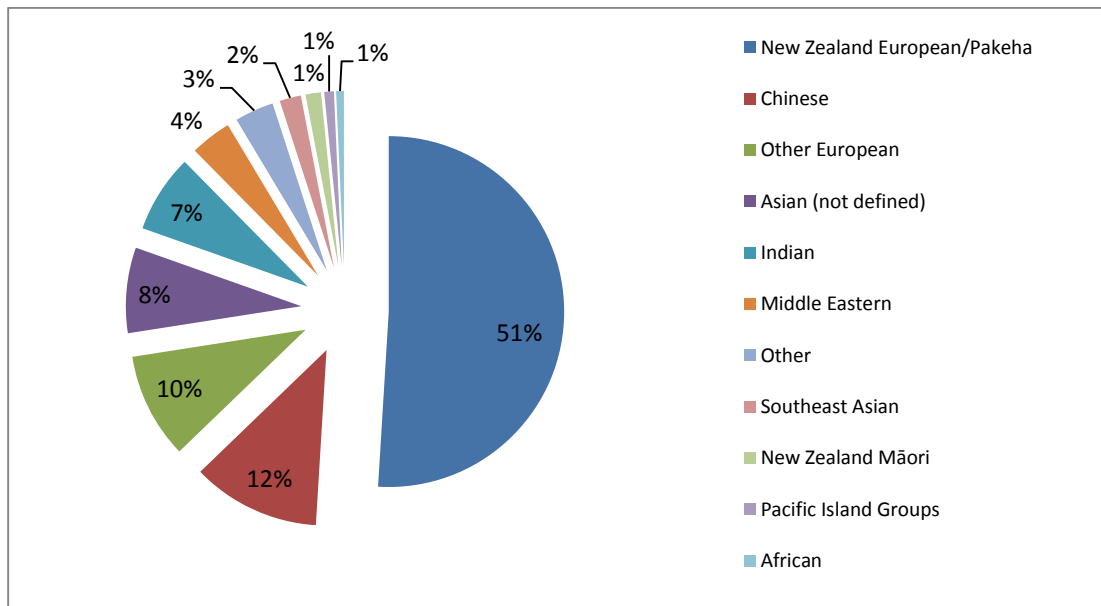
Gender	2011	% of Total	2012	% of Total	2013	% of Total	2014	% of Total	2015	% of Total
Male	1,265	39.2	1,268	38.4	1,253	37.4	1,238	36.3	1,254	35.8
Female	1,958	60.8	2,036	61.6	2,098	62.6	2,168	63.7	2,248	64.2
TOTAL	3,223	100.0	3,304	100.0	3,351	100.0	3,406	100.0	3,502	100.0



4.2 Ethnicity

The following table and graph shows the ethnicity of practising pharmacists at 30 June 2015:

Ethnicity	Number	%
New Zealand European/Pakeha	1,785	51.0
Chinese	414	11.8
Other European	341	9.7
Asian (not defined)	276	7.9
Indian	252	7.2
Middle Eastern	133	3.8
Other	126	3.6
Southeast Asian	69	2.0
New Zealand Māori	50	1.4
Pacific Island Groups	31	0.9
African	25	0.7
TOTAL	3,502	100.0

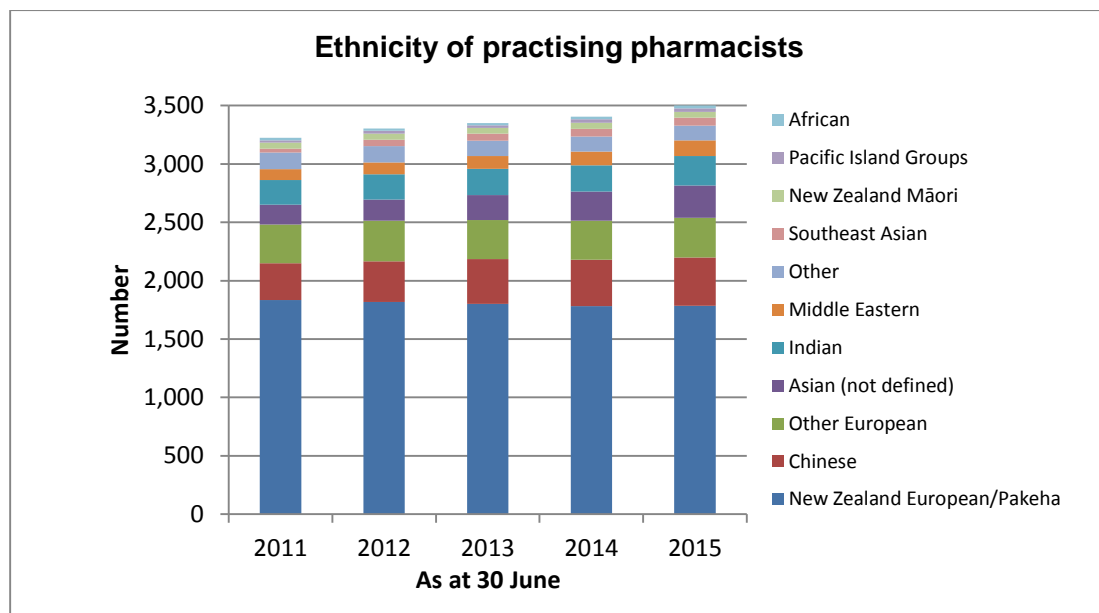


The following table shows the change in the distribution of ethnicity from 2011-15:

Ethnicity	2011	% of Total	2012	% of Total	2013	% of Total	2014	% of Total	2015	% of Total
New Zealand European/ Pakeha	1,834	56.9	1,819	55.1	1,800	53.7	1,782	52.3	1,785	51.0
Chinese	315	9.8	348	10.5	384	11.5	398	11.7	414	11.8
Other European	332	10.3	347	10.5	335	10.0	335	9.8	341	9.7
Asian (not defined)	169	5.2	181	5.5	215	6.4	249	7.3	276	7.9
Indian	213	6.6	216	6.5	224	6.7	225	6.6	252	7.2
Middle Eastern	93	2.9	102	3.1	110	3.3	117	3.4	133	3.8
Other	142	4.4	140	4.3	131	3.9	128	3.8	126	3.6
Southeast Asian	34	1.1	55	1.7	62	1.9	67	2.0	69	2.0
New Zealand Māori	50	1.6	51	1.5	49	1.5	52	1.5	50	1.4
Pacific Island Groups	21	0.7	24	0.7	22	0.7	30	0.9	31	0.9
African	20	0.6	21	0.6	19	0.6	23	0.7	25	0.7
TOTAL	3,223	100.0	3,304	100.0	3,351	100.0	3,406	100.0	3,502	100.0

Over the last year, the figures have remained largely static for New Zealand European/Pakeha, Other, Southeast Asian, New Zealand Māori, Pacific Island Groups and African. The upward trend has continued for Chinese, Asian (not defined), Indian and Middle Eastern.



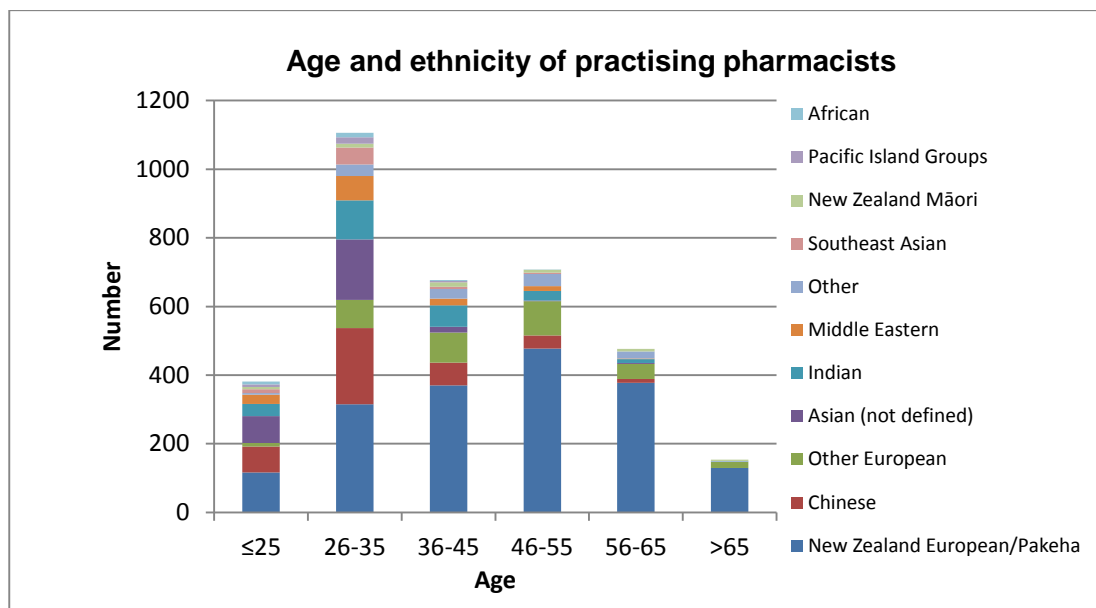


4.3 Age and ethnicity

The following table and graph shows the ethnicity of practising pharmacists in age bands:

Ethnicity	≤25	26-35	36-45	46-55	56-65	>65	Total
New Zealand European/Pakeha	116	315	370	477	378	129	1,785
Chinese	76	222	66	39	11	0	414
Other European	10	82	88	99	44	18	341
Asian (not defined)	79	176	17	2	2	0	276
Indian	35	114	62	28	12	1	252
Middle Eastern	27	71	20	14	1	0	133
Other	5	34	28	36	21	2	126
Southeast Asian	11	49	6	3	0	0	69
New Zealand Māori	6	11	13	9	7	4	50
Pacific Island Groups	8	19	4	0	0	0	31
African	8	13	3	1	0	0	25
TOTAL	381	1,106	677	708	476	154	3,502



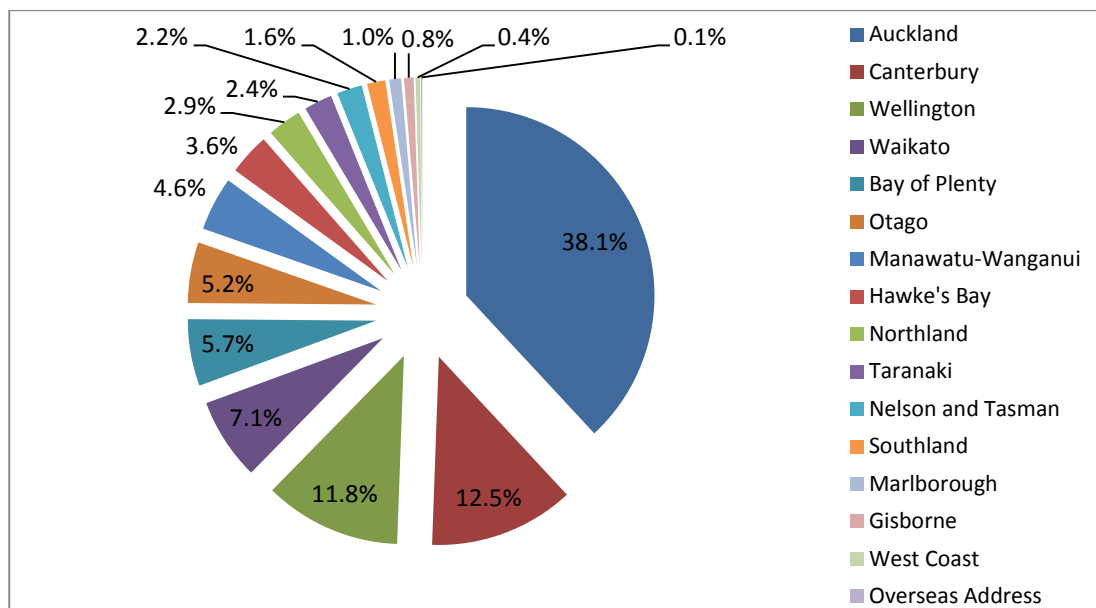


4.4 Region

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

Regional Council	Number	%
Auckland	1,334	38.1
Canterbury	437	12.5
Wellington	412	11.8
Waikato	247	7.1
Bay of Plenty	201	5.7
Otago	183	5.2
Manawatu-Wanganui	162	4.6
Hawke's Bay	125	3.6
Northland	102	2.9
Taranaki	85	2.4
Nelson and Tasman	76	2.2
Southland	55	1.6
Marlborough	36	1.0
Gisborne	29	0.8
West Coast	14	0.4
Overseas Address	4	0.1
TOTAL	3,502	100.0





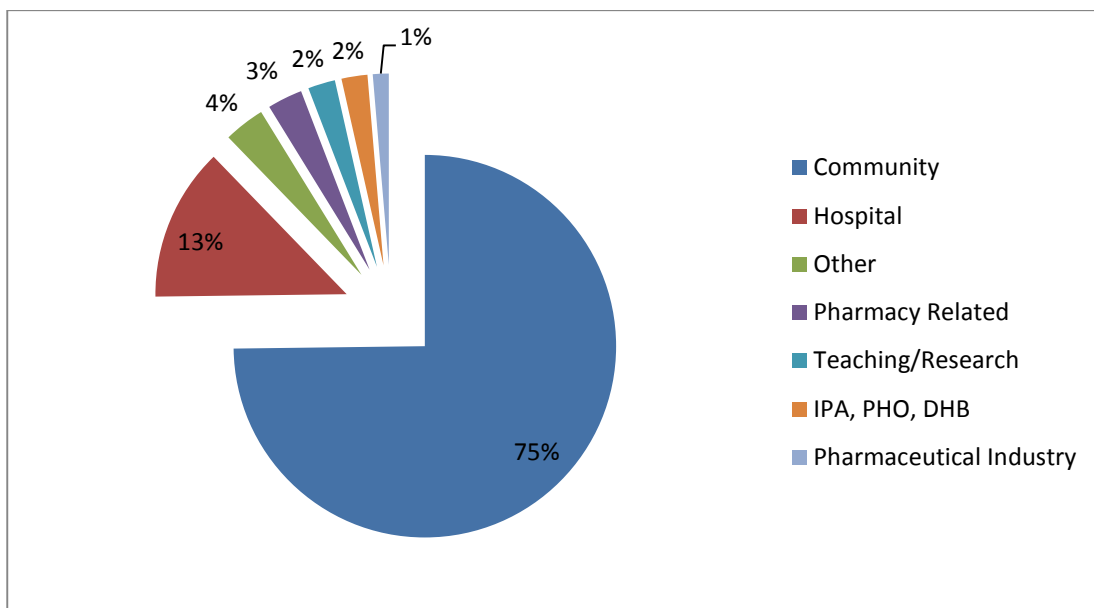
4.5 Type of work

3,409 pharmacists issued with an APC for the year 1 April 2015 to 31 March 2016 completed the 'type of work section' on the APC renewal form. This represents 97.3 percent of the pharmacists on the practising register at 30 June 2015. 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.

315 of the pharmacists who completed this section of the APC renewal form 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:

Type of Work	Number of pharmacists	%
Community	2,777	74.6
Hospital	491	13.2
Pharmacy Related	125	3.4
Other	111	3.0
Teaching/Research	86	2.3
Independent Pharmacists Association, Primary Health Organisation, District Health Board	85	2.3
Pharmaceutical Industry	49	1.3
	3,724	100.0
<i>Number worked in 2 or more areas of pharmacy</i>	-315	
TOTAL RESPONSES	3,409	





4.6 Hours/weeks worked

3,409 pharmacists issued with an APC for the year 1 April 2015 to 31 March 2016 completed the hours/weeks worked section on the APC renewal form. This represents 97.3 percent of the pharmacists on the practising register as at 30 June 2015. The data collected relates to the previous APC year and has been used in this instance to provide an estimate of the average hours worked per week and total weeks worked in the last year in each area of pharmacy.

315 pharmacists who completed this section worked in two or more areas of pharmacy bringing the totals for each table to 3,724.

The following table shows the number of pharmacists according to average hours worked per week in the last year, for each area of pharmacy:

Hours per week	Community	Hospital	Pharmacy Related	Other	Teaching/Research	IPA, etc	Pharmaceutical Industry	Total
50+	253	12	7	6	6	2	3	289
40-49	1,255	323	40	31	9	22	27	1,707
30-39	516	42	19	7	5	14	4	607
20-29	355	52	11	23	12	14	7	474
10-19	249	39	12	11	19	9	2	341
<10	149	23	36	33	35	24	6	306
TOTAL	2,777	491	125	111	86	85	49	3,724



The following table shows the number of pharmacists according to weeks worked in the last year, for each area of pharmacy:

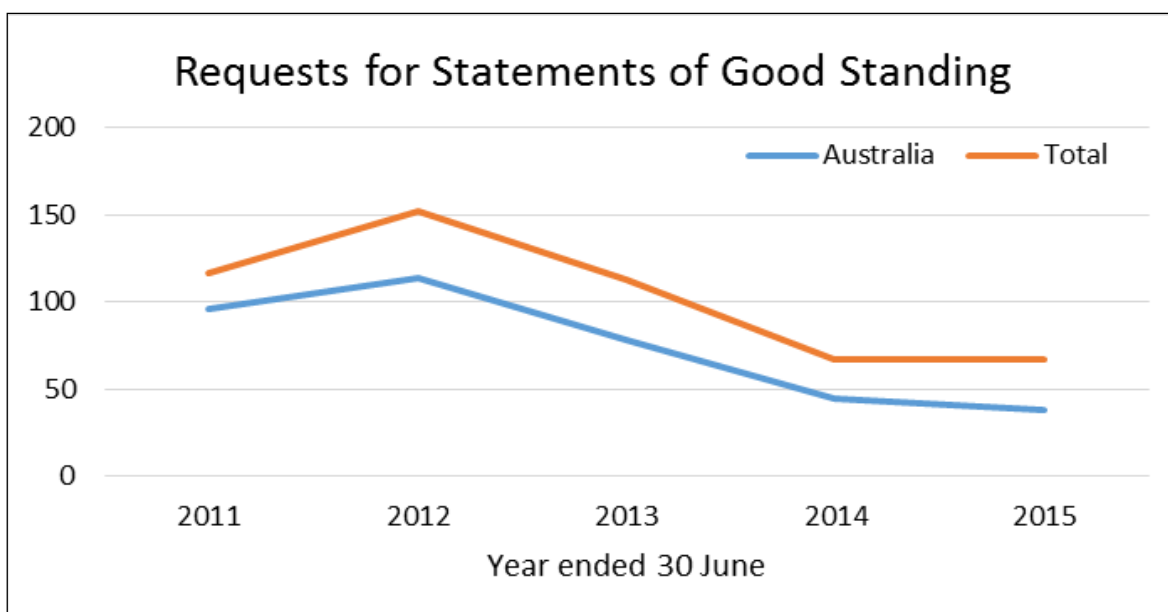
Weeks per year	Community	Hospital	Pharmacy Related	Other	Teaching/Research	IPA, etc	Pharmaceutical Industry	Total
40+	2,254	387	75	72	40	63	37	2,928
30-39	136	21	6	11	4	2	5	185
20-29	123	27	6	3	9	7	2	177
10-19	148	25	12	5	15	7	1	213
<10	116	31	26	20	18	6	4	221
TOTAL	2,777	491	125	111	86	85	49	3,724

5. Requests for statements of good standing

In the 12 months ended 30 June 2015, 67 requests for statements of good standing (also called certificates of current professional status, certificates of identity and verification requests) were processed for pharmacists registering with overseas registration boards and other professional organisations. This was the same number as in the 12 months ended 30 June 2014. Australia continues to be the main destination for New Zealand pharmacists, accounting for just over half of the statements issued.

Country	Number
Australia	38
Hong Kong	6
Other	6
USA	4
Korea	3
UK	3
Canada	2
Malaysia	2
Finland	1
Singapore	1
Tonga	1
TOTAL	67





6. Additions to the practising register

217 new registrations were processed in the year ended 30 June 2015, down eight from the previous year.

6.1 TTMRA³ & Recognised Equivalent Qualifications Route (REQR)

16 pharmacists from countries with which New Zealand has a legislative arrangement (i.e. Australia) or have recognised equivalent qualifications (i.e. Canada, Ireland, the United Kingdom and the United States of America) were registered in the year ended 30 June 2015.

Country of First Registration	2011	2012	2013	2014	2015
Australia	4	4	10	8	4
Ireland and the United Kingdom	12	8	5	9	11
Canada and the United States of America	2	3	3	2	1
TOTAL	18	15	18	19	16

⁴⁾ Trans-Tasman Mutual Recognition Agreement

³ Trans-Tasman Mutual Recognition Agreement



6.2 Transfers from the intern pharmacist scope of practice

191 intern pharmacists, who obtained their qualifications from New Zealand Schools of Pharmacy, transferred from the intern pharmacist scope of practice in the year ended 30 June 2015. Three intern pharmacists, who obtained their qualification in Australia, also transferred from the intern pharmacist scope of practice. A further seven intern pharmacists, previously registered overseas, completed the intern programme and gained registration as a pharmacist through the Non-Recognised Equivalent Qualifications Route.

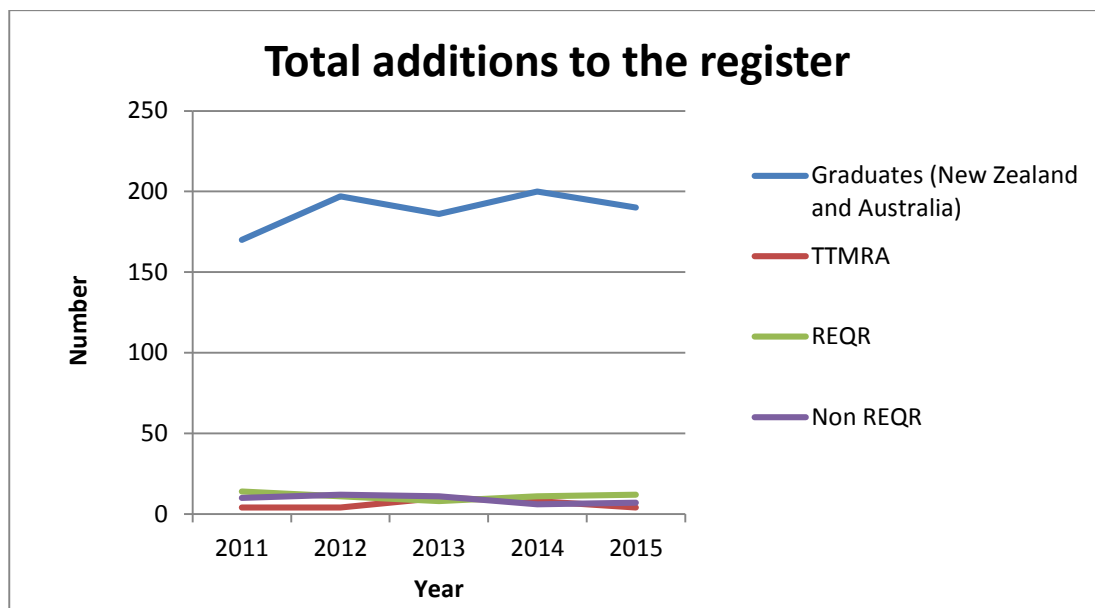
Country of Qualification		Number of pharmacists
New Zealand		
• Auckland	79	
• Otago	112	191
Australia		3
Egypt		2
Fiji		2
India		2
France		1
TOTAL		201

6.3 Total additions to the register by registrations route

The following table and graph shows the change in the numbers registered according to registration route from 2011-15:

Registrations route	2011	2012	2013	2014	2015
Graduates (New Zealand and Australia)	170	197	186	200	194
TTMRA	4	4	10	8	4
REQR	14	11	8	11	12
Non REQR	10	12	11	6	7
TOTAL	198	224	215	225	217





6.4 Returns to practising register

113 pharmacists returned to practice in the year ended 30 June 2015. The length of time out of practice is as follows:

Number of years out of practice	2011	2012	2013	2014	2015
<3	72	81	90	85	95
3-8	27	24	24	17	16
>8	2	1	0	1	2
TOTAL	101	106	114	103	113

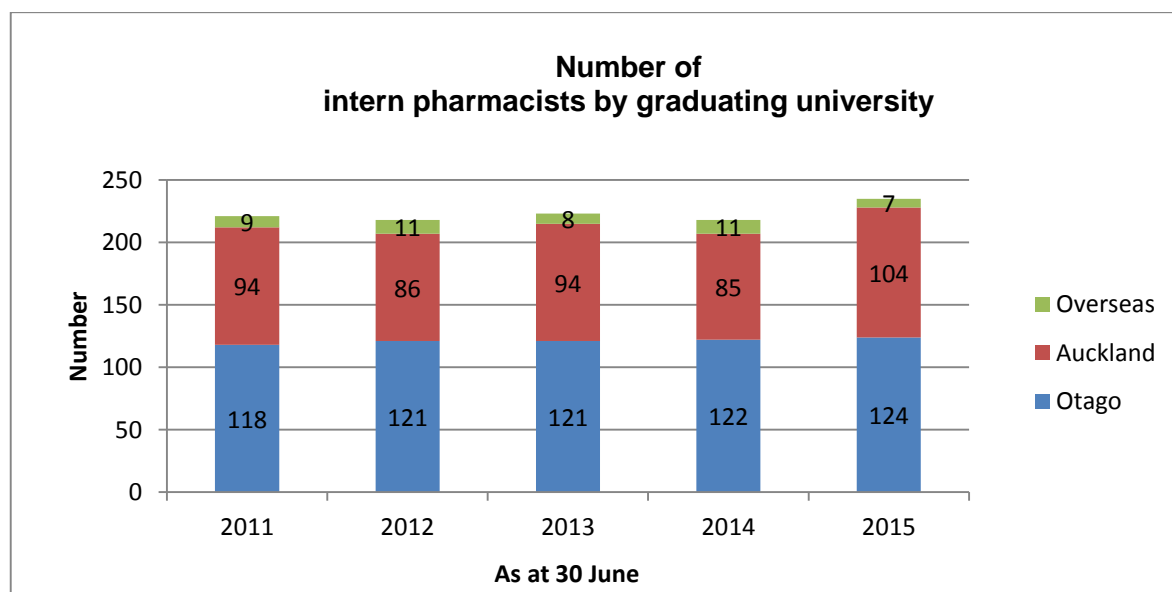


7. Intern register

235 graduates were registered in the Intern Pharmacist Scope of Practice and held an APC at 30 June 2015. The New Zealand university or the country in which the intern was university educated is as follows:

Number of Interns by University or Country of University			
New Zealand and Australian Graduates	University:		
	• Auckland	104	
	• Otago	124	
	• Queensland	1	229
Overseas (Non-REQR) Graduates	Country:		
	• Egypt	2	
	• Germany	2	
	• India	1	
	• Malta	1	6
TOTAL			235

Number of Interns by Graduating University					
University	2011	2012	2013	2014	2015
• Auckland	94	86	94	85	104
• Otago	118	121	121	122	124
• Overseas	9	11	8	11	7
TOTAL	221	218	223	218	235



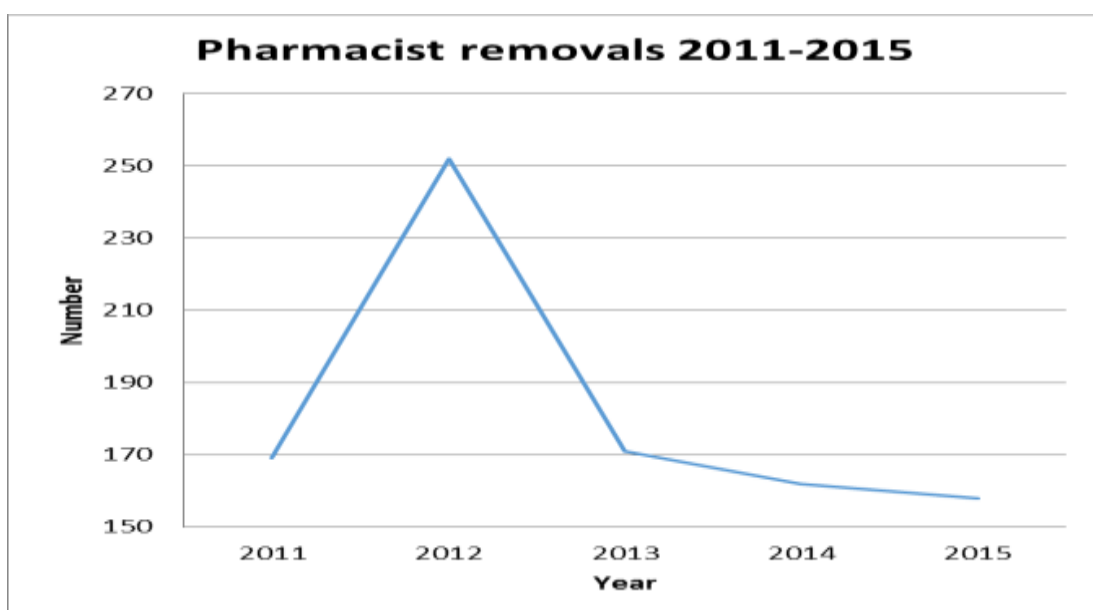
8. Removals from the register

158 pharmacists and 16 intern pharmacists were removed from the register in the year ended 30 June 2015.

Removals	Number	
Practising register		
• Removed at own request	31	33
• Revision of Register	1	
• Deceased	1	
Non practising register		
• Revision of Register	82	125
• Removed at own request	42	
• Deceased	1	
Intern register		
• Revision of Register	13	16
• Removed at own request	3	
TOTAL		174

8.1 Pharmacist removals from the register 2011-2015

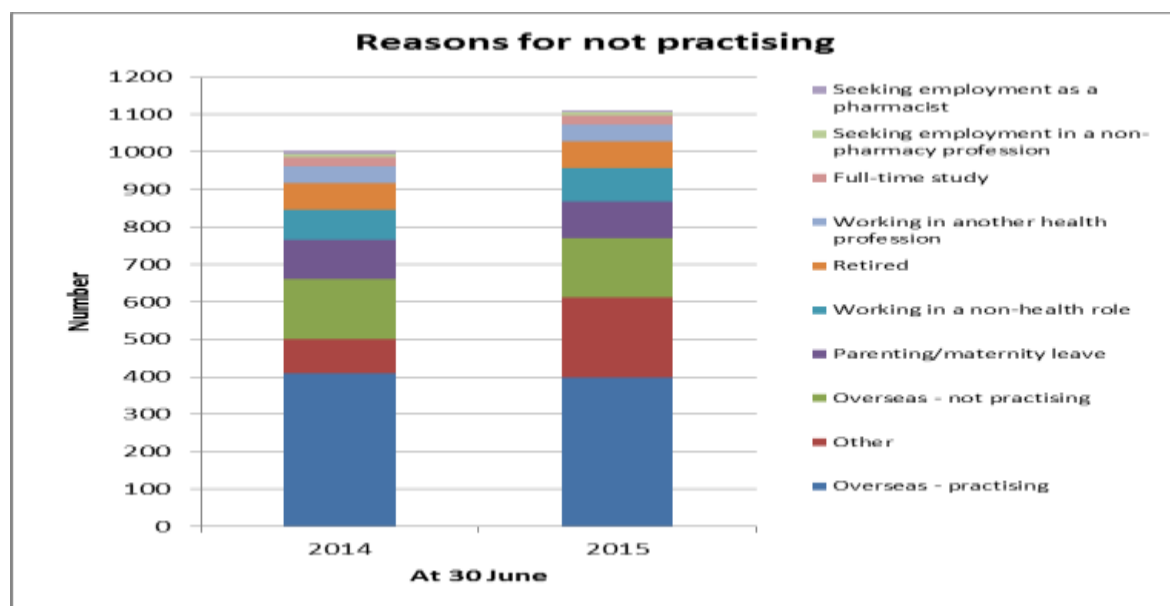
2011	2012	2013	2014	2015
169	252	171	162	158



9. Reason for not practising 2014-2015

Pharmacists on the non-practising register as at 30 June 2015 gave the following reasons for not practising:

Reason for not practising	2014	2015
Overseas - practising	408	398
Other	93	213 ⁴
Overseas - not practising	160	160
Parenting/maternity leave	104	98
Working in a non-health role	80	88
Retired	73	72
Working in another health profession	43	45
Full-time study	26	24
Seeking employment in a non-pharmacy profession	8	9
Seeking employment as a pharmacist	10	5
TOTAL	1,005	1,112



⁴ The Public Register now shows those pharmacists who have not renewed their registration status as 'no-APC'. Previously, their names would not appear. The Public Register reflects their status whether or not they have submitted an application. Those who have not renewed may be removed towards the end of the year.



10. Register retention

The following tables show register retention for practising pharmacists by registration route:

Average retention rates for overseas pharmacists registered through all routes							
As at 30 June 2015	Total pharmacists first registered overseas (all countries)	Number retained at 1 year	% retained at 1 year	Number retained at 3 years	% retained at 3 years	Number retained at 5 years	% retained at 5 years
2005	70	53	76	31	44	29	41
2006	79	59	75	29	37	28	35
2007	65	54	83	32	49	30	46
2008	39	34	87	20	51	17	44
2009	44	39	89	27	61	27	61
2010	34	28	82	22	65	21	62
2011	28	23	82	18	64	-	-
2012	26	24	92	17	65	-	-
2013	29	29	100	-	-	-	-
2014	24	22	92	-	-	-	-
2015	24	-	-	-	-	-	-



Average retention rates for pharmacists registered through TTMRA							
As at 30 June 2015	Total pharmacists first registered in Australia	Number retained at 1 year	% retained at 1 year	Number retained at 3 years	% retained at 3 years	Number retained at 5 years	% retained at 5 years
2005	7	4	57	3	43	3	43
2006	13	7	54	4	31	6 ⁵	46
2007	12	11	92	4	33	4	33
2008	13	11	85	5	38	4	31
2009	6	4	67	2	33	2	33
2010	3	3	100	3	100	3	100
2011	5	5	100	3	60	-	-
2012	4	3	75	1	25	-	-
2013	9	9	100	-	-	-	-
2014	7	6	86	-	-	-	-
2015	4	-	-	-	-	-	-

Average retention rates for overseas pharmacists registered through REQR route							
As at 30 June 2015	Total pharmacists first registered in Canada/Ireland/UK/USA	Number retained at 1 year	% retained at 1 year	Number retained at 3 years	% retained at 3 years	Number retained at 5 years	% retained at 5 years
2005	42	31	74	14	33	13	31
2006	51	39	76	14	27	11	22
2007	36	27	75	13	36	12	33
2008	17	14	82	7	41	6	35
2009	20	18	90	11	55	11	55
2010	22	17	77	12	55	11	50
2011	12	8	67	5	42	-	-
2012	10	9	90	4	40	-	-
2013	7	7	100	-	-	-	-
2014	11	10	91	-	-	-	-
2015	12	-	-	-	-	-	-

⁵ In general, the trend shows a gradual reduction in the number of pharmacists retained from Year 0 to Year 5. In this case, some of the pharmacists originally registered have returned to practise pharmacy in New Zealand.



Average retention rates for overseas pharmacists registered through Non REQR route							
As at 30 June 2015	Total pharmacists first registered overseas (except Australia/Canada/Ireland/UK/USA)	Number retained at 1 year	% retained at 1 year	Number retained at 3 years	% retained at 3 years	Number retained at 5 years	% retained at 5 years
2005	21	18	86	14	67	13	62
2006	15	13	87	11	73	11	73
2007	17	16	94	15	88	14	82
2008	9	9	100	8	89	7	78
2009	18	17	94	14	78	14	78
2010	9	8	89	7	78	7	78
2011	11	10	91	10	91	-	-
2012	12	12	100	12	100	-	-
2013	13	13	100	-	-	-	-
2014	6	6	100	-	-	-	-
2015	8	-	-	-	-	-	-

Average retention rates for New Zealand qualified pharmacists							
As at 30 June 2015	Total pharmacists first registered in New Zealand	Number retained at 1 year	% retained at 1 year	Number retained at 3 years	% retained at 3 years	Number retained at 5 years	% retained at 5 years
2005	148	135	91	88	59	87	59
2006	154	147	95	112	73	103	67
2007	173	154	89	131	76	115	66
2008	173	164	95	139	80	128	74
2009	202	187	93	157	78	142	70
2010	208	192	92	151	73	140	67
2011	170	153	90	131	77	-	-
2012	199	178	89	158	79	-	-
2013	186	173	93	-	-	-	-
2014	200	190	95	-	-	-	-
2015	183	-	-	-	-	-	-

