

## ***Pharmacy Council of New Zealand Workforce Demographics as at 30 June 2013***

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 on 30 June each year. This allows us to make annual comparisons and monitor workforce trends.

*If you have any workforce queries please do not hesitate to contact us:*

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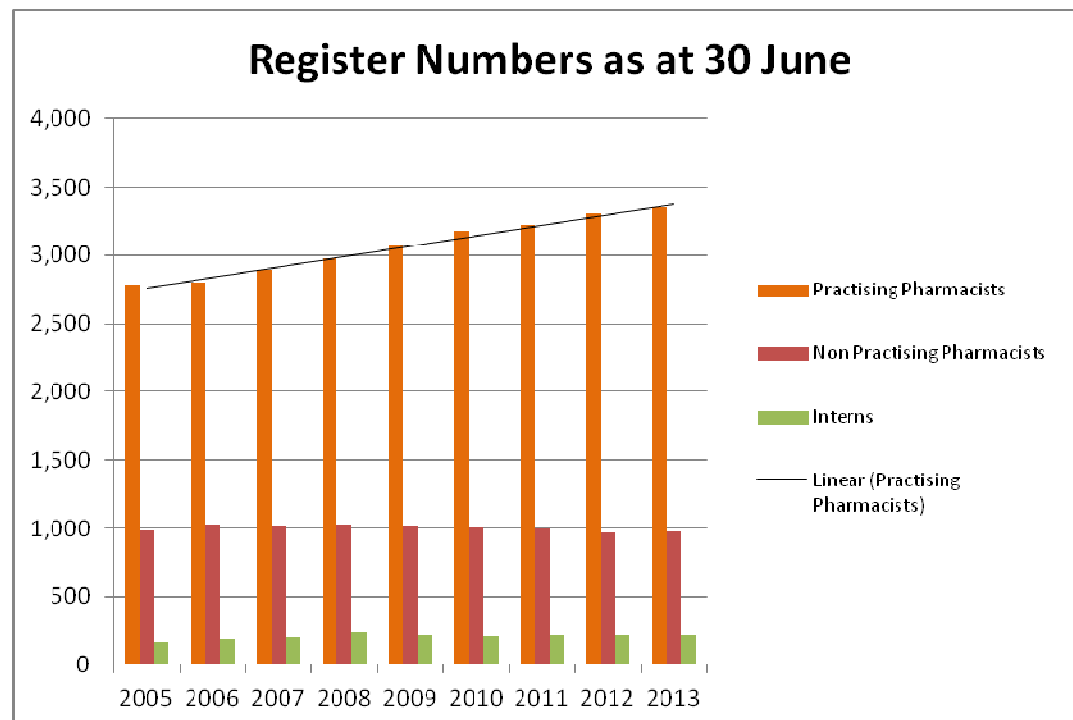
## 1. Total registrations as at 30 June 2013

Pharmacist scope of practice – practising	3,351
Pharmacist scope of practice – suspended	5
Non practising register (pharmacists who have retained registration but do not hold an APC)	978
Intern scope of practice - practising	223
<b>TOTAL</b>	<b>4,557</b>

## 2. Register numbers 2009-2013

As at 30 June 2013, the number of practising pharmacists was 3,351; up 47 (1.4%) on 2012.

<i>Register numbers as at 30 June</i>					
	2009	2010	2011	2012	2013
Practising Pharmacists	3,076	3,180	3,223	3,304	3,351
Non Practising Pharmacists	1,017	1,001	996	968	978
Interns	220	205	221	215	223
<b>TOTAL</b>	<b>4,313</b>	<b>4,386</b>	<b>4,440</b>	<b>4,487</b>	<b>4,557</b>



### a) Practising pharmacists by country of first registration

Country first registered	Number	%	Number	%
New Zealand			2,923	87.2
Non-REQR <sup>(1)</sup> Countries:				
South Africa	88	(42.5)		
Other	119	(57.5)	207	6.2
REQR <sup>(2)</sup> Countries:				
United Kingdom	161	(91.0)		
Other	16	(9.0)	177	5.3
Australia <sup>(3)</sup>			44	1.3
<b>TOTAL</b>			<b>3,351</b>	<b>100.0</b>

(1) Non-REQR (Recognised Equivalent Qualification Route) countries exclude New Zealand, REQR countries and Australia.

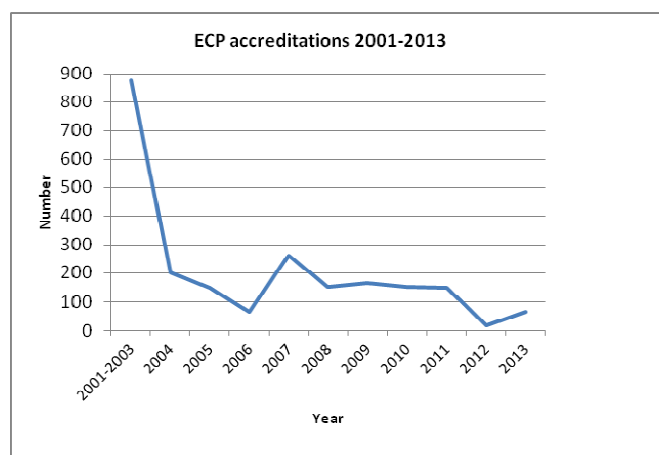
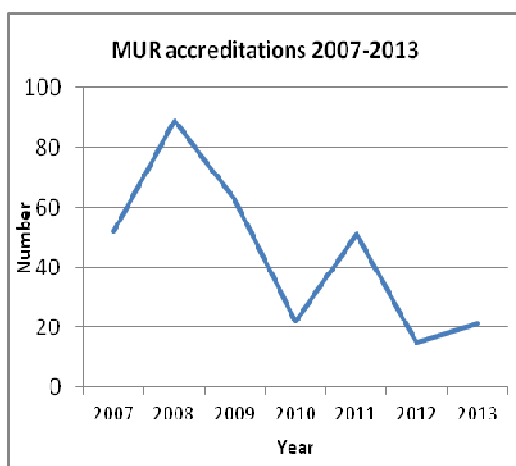
(2) REQR countries include Canada, Ireland, Northern Ireland, the UK and the USA.

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

### b) Practising pharmacists' accreditations

Qualifications for registration are recorded at the time of registration and post graduate qualifications at APC renewal. Pharmacists who have also successfully completed the required training for Medicines Use Review (MUR) and Emergency Contraceptive Pill (ECP) dispensing are accredited by the Pharmacy Council and this information is recorded as follows:

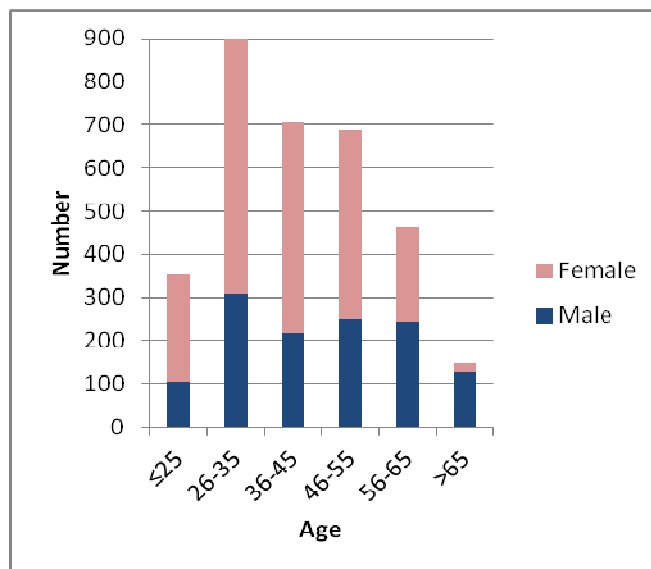
Practising pharmacists accreditations												
	2001-2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	Total
Medicines Use Review (MUR)	-	-	-	-	52	89	63	22	51	15	21	313
Emergency Contraceptive Pill (ECP)	879	202	149	64	260	152	163	152	149	19	65	2,254
<b>TOTAL</b>	<b>879</b>	<b>202</b>	<b>149</b>	<b>64</b>	<b>312</b>	<b>241</b>	<b>226</b>	<b>174</b>	<b>200</b>	<b>34</b>	<b>86</b>	<b>2,567</b>



### 3. Demographics of practising pharmacists at 30 June 2013

#### a) Age and sex

Age	Male	Female	Total
≤25	105	247	352
26-35	309	684	993
36-45	217	489	706
46-55	250	437	687
56-65	245	218	463
>65	127	23	150
<b>TOTAL</b>	<b>1,253</b>	<b>2,098</b>	<b>3,351</b>

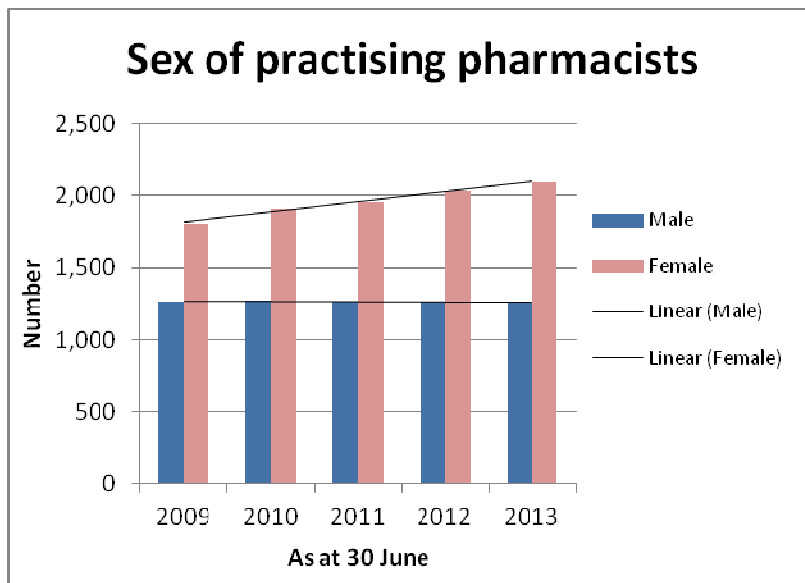


The following table shows the age distribution of practising pharmacists 2009-2013:

Age	2009	% of Total	2010	% of Total	2011	% of Total	2012	% of Total	2013	% of Total
≤25	318	10.3	387	12.2	347	10.8	343	10.4	352	10.5
26-35	737	24.0	789	24.8	867	26.9	939	28.4	993	29.6
36-45	731	23.8	722	22.7	721	22.4	710	21.5	706	21.1
46-55	709	23.0	700	22.0	691	21.4	693	21.0	687	20.5
56-65	370	12.0	396	12.5	430	13.3	470	14.2	463	13.8
>65	211	6.9	186	5.8	167	5.2	149	4.5	150	4.5
<b>TOTAL</b>	<b>3,076</b>	<b>100.0</b>	<b>3,180</b>	<b>100.0</b>	<b>3,223</b>	<b>100.0</b>	<b>3,304</b>	<b>100.0</b>	<b>3,351</b>	<b>100.0</b>

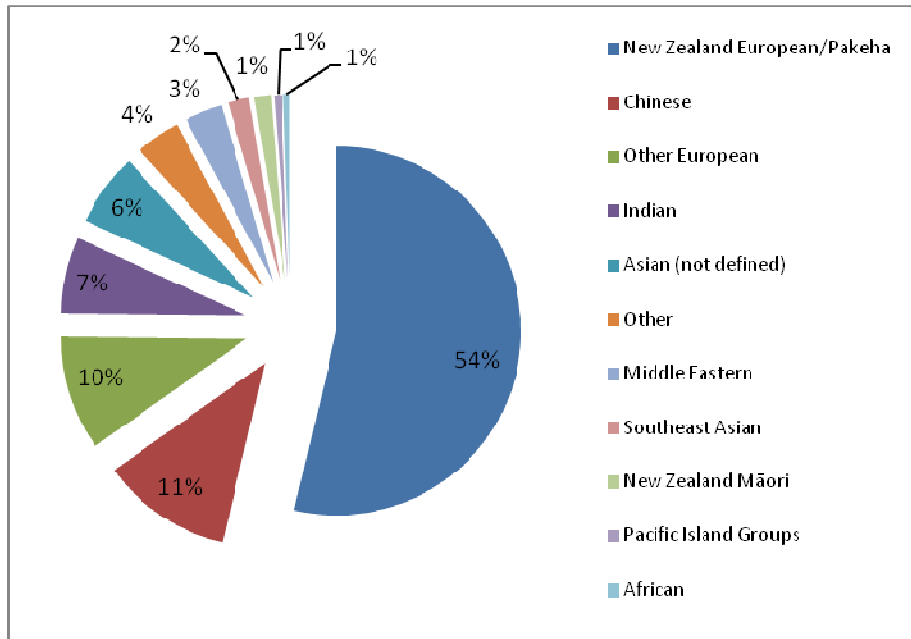
The following table shows the sex distribution of practising pharmacists 2009-2013:

Sex	2009	% of Total	2010	% of Total	2011	% of Total	2012	% of Total	2013	% of Total
Male	1,269	41.3	1,270	39.9	1,265	39.2	1,268	38.4	1,253	37.4
Female	1,807	58.7	1,910	60.1	1,958	60.8	2,036	61.6	2,098	62.6
<b>TOTAL</b>	<b>3,076</b>	<b>100.0</b>	<b>3,180</b>	<b>100.0</b>	<b>3,223</b>	<b>100.0</b>	<b>3,304</b>	<b>100.0</b>	<b>3,351</b>	<b>100.0</b>



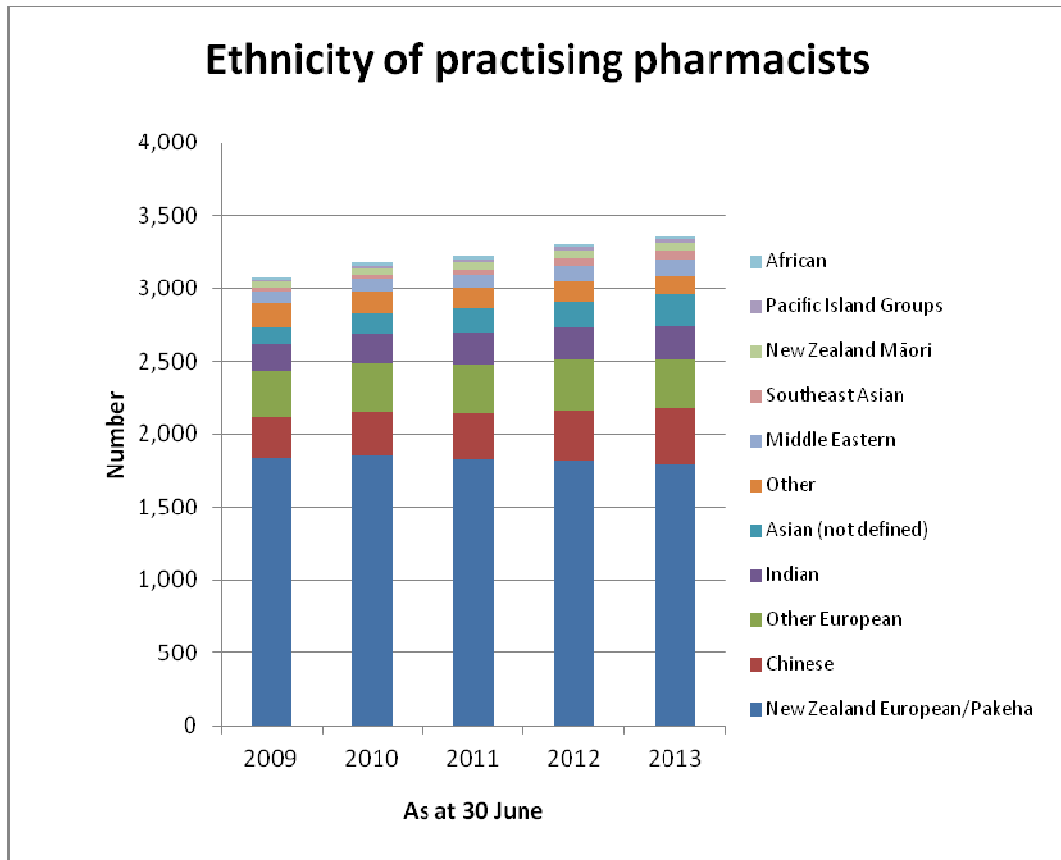
## b) Ethnicity

Ethnicity	Number	%
New Zealand European/Pakeha	1,800	53.7
Chinese	384	11.5
Other European	335	10.0
Indian	224	6.7
Asian (not defined)	215	6.4
Other	131	3.9
Middle Eastern	110	3.3
Southeast Asian	62	1.9
New Zealand Māori	49	1.5
Pacific Island Groups	22	0.7
African	19	0.6
<b>TOTAL</b>	<b>3,351</b>	<b>100.0</b>



From 2009 to 2013 there has been a 2.0% decrease in the number of New Zealand European/Pakeha practising pharmacists. There has been little change in the number of New Zealand Māori practising pharmacists. Significant movements were recorded in Asian (not defined) up 92.0%, Chinese up 36.2% and Indian up 25.1%.

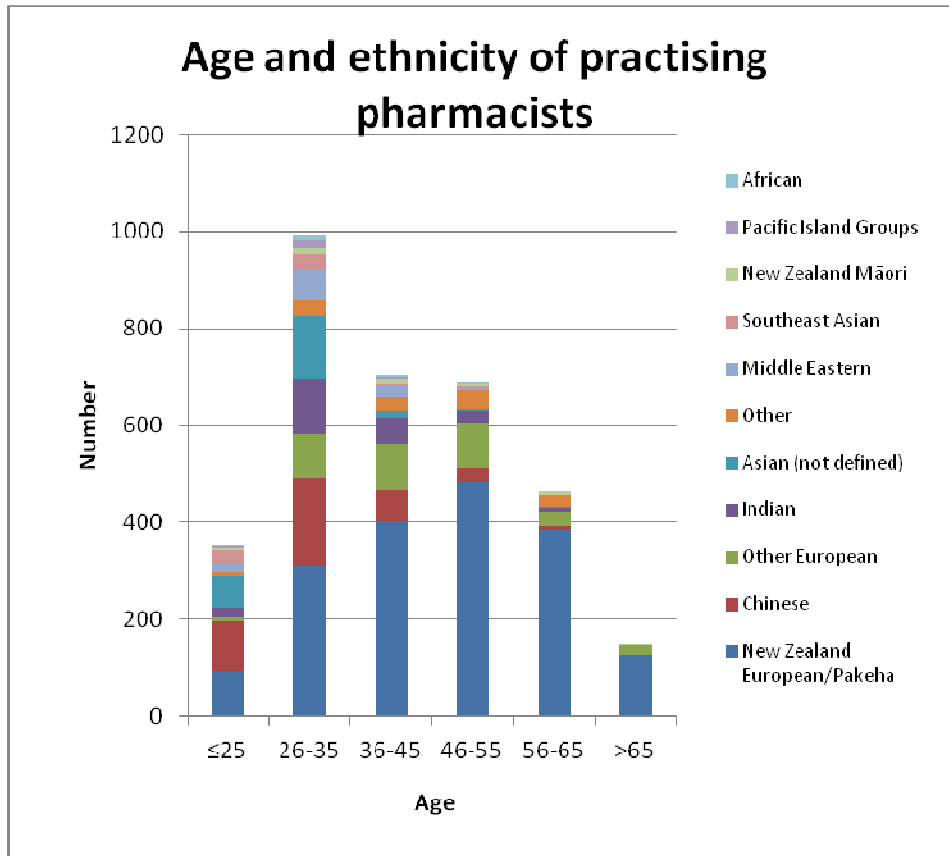
<b>Ethnicity</b>	<b>2009</b>	<b>% of Total</b>	<b>2010</b>	<b>% of Total</b>	<b>2011</b>	<b>% of Total</b>	<b>2012</b>	<b>% of Total</b>	<b>2013</b>	<b>% of Total</b>
New Zealand European/Pakeha	1,837	59.7	1,854	58.3	1,834	56.9	1,819	55.1	1,800	53.7
Chinese	282	9.2	304	9.6	315	9.8	348	10.5	384	11.5
Other European	319	10.4	328	10.3	332	10.3	347	10.5	335	10.0
Indian	179	5.8	200	6.3	213	6.6	216	6.5	224	6.7
Asian (not defined)	112	3.6	146	4.6	169	5.2	181	5.5	215	6.4
Other	168	5.5	147	4.6	142	4.4	140	4.3	131	3.9
Middle Eastern	78	2.5	89	2.8	93	2.9	102	3.1	110	3.3
Southeast Asian	27	0.9	28	0.9	34	1.1	55	1.7	62	1.9
New Zealand Māori	46	1.5	45	1.4	50	1.6	51	1.5	49	1.5
Pacific Island Groups	13	0.4	18	0.6	21	0.7	24	0.7	22	0.7
African	15	0.5	21	0.7	20	0.6	21	0.6	19	0.6
<b>TOTAL</b>	<b>3,076</b>	<b>100.0</b>	<b>3,180</b>	<b>100.0</b>	<b>3,223</b>	<b>100.0</b>	<b>3,304</b>	<b>100.0</b>	<b>3,351</b>	<b>100.0</b>



### c) Age and ethnicity

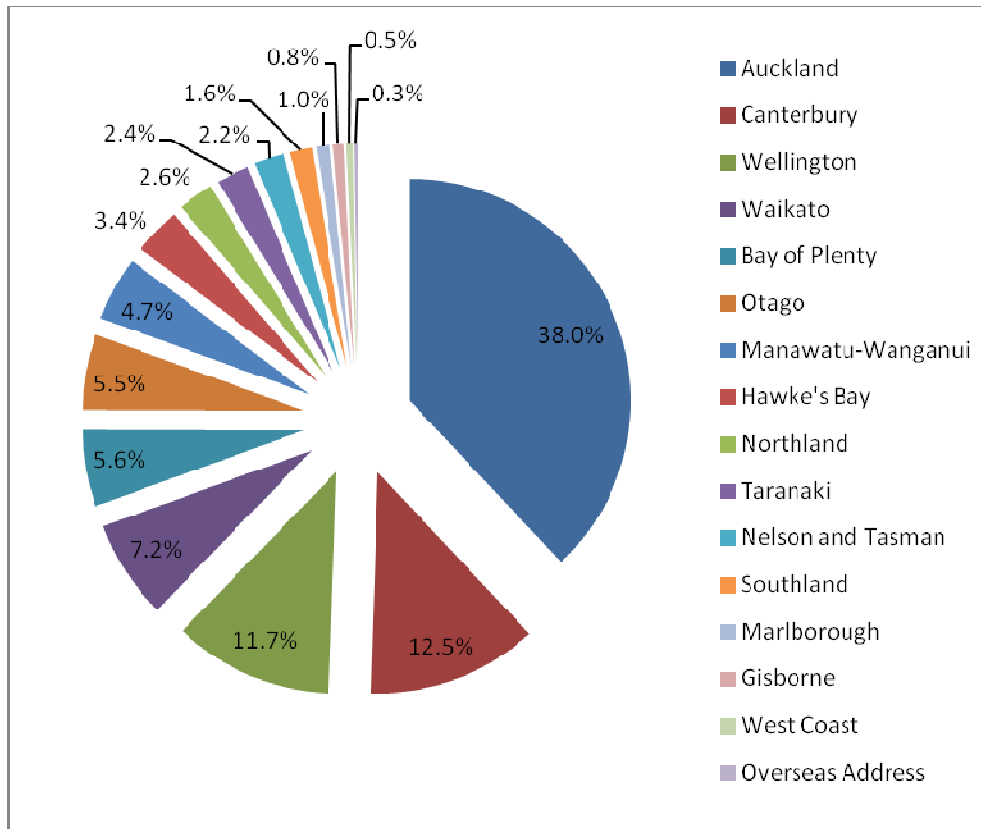
<b>Ethnicity</b>	<b>≤25</b>	<b>26-35</b>	<b>36-45</b>	<b>46-55</b>	<b>56-65</b>	<b>&gt;65</b>	<b>Total</b>
New Zealand European/Pakeha	94	313	401	481	384	127	1,800
Chinese	103	176	65	31	9	0	384
Other European	7	93	95	92	29	19	335
Indian	20	112	55	28	9	0	224
Asian (not defined)	64	132	16	1	2	0	215
Other	9	32	28	38	22	2	131
Middle Eastern	19	64	20	6	1	0	110
Southeast Asian	26	30	4	2	0	0	62
New Zealand Māori	5	12	15	7	7	3	49
Pacific Island Groups	3	17	2	0	0	0	22
African	2	12	4	1	0	0	19
<b>TOTAL</b>	<b>352</b>	<b>993</b>	<b>705</b>	<b>687</b>	<b>463</b>	<b>151</b>	<b>3,351</b>





#### d) Region

Regional Council	Number	%
Auckland	1,274	38.0
Canterbury	420	12.5
Wellington	392	11.7
Waikato	241	7.2
Bay of Plenty	188	5.6
Otago	185	5.5
Manawatu-Wanganui	158	4.7
Hawke's Bay	115	3.4
Northland	87	2.6
Taranaki	80	2.4
Nelson and Tasman	73	2.2
Southland	54	1.6
Marlborough	33	1.0
Gisborne	26	0.8
West Coast	16	0.5
Overseas Address	9	0.3
<b>TOTAL</b>	<b>3,351</b>	<b>100.0</b>

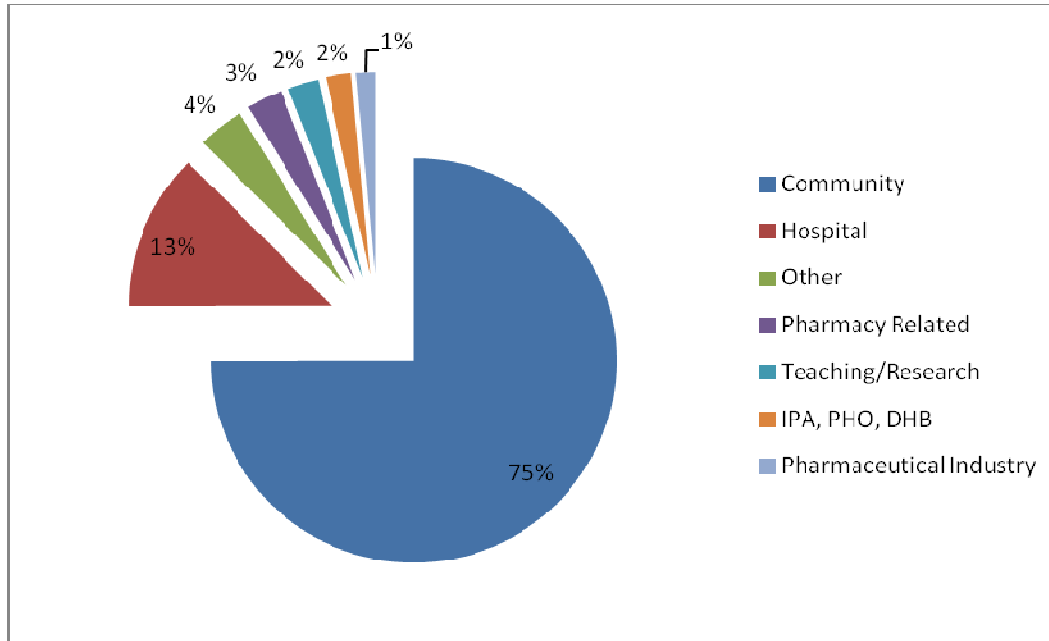


### e) Type of work

3,258 pharmacists issued with an APC for the year 1 April 2013 to 31 March 2014 completed the type of work section on the APC renewal form. This represents 97% of the pharmacists on the practising register at 30 June 2013. 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 in the different areas of pharmacy employment.

332 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.

Type of Work	Number of pharmacists
Community	2,691
Hospital	451
Other	132
Pharmacy Related	102
Teaching/Research	88
IPA, PHO, DHB	72
Pharmaceutical Industry	54
	3,590
<i>No. worked in 2 or more areas of pharmacy</i>	-332
<b>TOTAL RESPONSES</b>	<b>3,258</b>



#### f) *Hours/weeks worked*

3,258 pharmacists issued with an APC for the year 1 April 2013-31 March 2014 completed the hours/weeks worked section on the APC renewal form. This represents 97% of the pharmacists on the practising register as at 30 June 2013. 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. 332 pharmacists who completed this section worked in two or more areas of pharmacy bringing the totals for each table to 3,590.

<b>Number of pharmacists by average hours worked per week in the last year in each area of pharmacy</b>								
<b>Hours per week</b>	<b>Community</b>	<b>Hospital</b>	<b>Other</b>	<b>Pharmacy Related</b>	<b>Teaching/Research</b>	<b>IPA, etc</b>	<b>Pharmaceutical Industry</b>	<b>Total</b>
<b>50+</b>	260	11	9	4	3	3	4	<b>294</b>
<b>40-49</b>	1,187	285	34	42	6	15	31	<b>1,600</b>
<b>30-39</b>	523	50	16	10	7	11	8	<b>625</b>
<b>20-29</b>	330	45	23	8	12	10	4	<b>432</b>
<b>10-19</b>	233	39	20	9	19	16	3	<b>339</b>
<b>&lt;10</b>	158	21	30	29	41	17	4	<b>300</b>
<b>TOTAL</b>	<b>2,691</b>	<b>451</b>	<b>132</b>	<b>102</b>	<b>88</b>	<b>72</b>	<b>54</b>	<b>3,590</b>

<b>Number of pharmacists by weeks worked in the last year in each area of pharmacy</b>								
<b>Weeks per year</b>	<b>Community</b>	<b>Hospital</b>	<b>Other</b>	<b>Pharmacy Related</b>	<b>Teaching/ Research</b>	<b>IPA, etc</b>	<b>Pharmaceutical Industry</b>	<b>Total</b>
<b>40+</b>	2,217	358	82	72	47	52	40	<b>2,868</b>
<b>30-39</b>	123	20	13	4	7	4	2	<b>173</b>
<b>20-29</b>	122	30	10	1	11	6	4	<b>184</b>
<b>10-19</b>	115	18	9	5	10	6	5	<b>168</b>
<b>&lt;10</b>	114	25	18	20	13	4	3	<b>197</b>
<b>TOTAL</b>	<b>2,691</b>	<b>451</b>	<b>132</b>	<b>102</b>	<b>88</b>	<b>72</b>	<b>54</b>	<b>3,590</b>

#### 4. Requests for statements of good standing

In the 12 months ended 30 June 2013, 112 requests for statements of good standing were processed for pharmacists registering with overseas registration boards. One request was also processed from a District Health Board. This compares with 152 requests in the previous year. The decline was driven by a fall in the number of requests from Australia, down 36 (31.6%) from the previous year.

<b>Country</b>	<b>Number</b>
Australia	78
United Kingdom	10
Hong Kong	7
Canada	5
Malaysia	3
United Arab Emirates	3
Ireland	1
Korea	1
Northern Ireland	1
Singapore	1
Tonga	1
USA	1
Other <sup>(1)</sup>	1
<b>TOTAL</b>	<b>113</b>

<sup>(1)</sup> Issued to a District Health Board

## 5. Additions to the practising register

215 new registrations were processed in the year ended 30 June 2013, down 9 from the previous year.

### a) *TTMRA<sup>(1)</sup> & Recognised Equivalent Qualifications Route (REQR)*

18 pharmacists from countries with which we have a legislative arrangement (ie Australia) or have recognised equivalent qualifications (ie Canada, Ireland, Northern Ireland, the UK and the USA) were registered in the year ended 30 June 2013.

<i>Country of First Registration</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>
Australia <sup>(2)</sup>	4	3	4	4	10
Ireland, Northern Ireland and the UK	20	20	12	8	5
Canada <sup>(3)</sup> and the USA	2	2	2	3	3
<b>TOTAL</b>	<b>26</b>	<b>25</b>	<b>18</b>	<b>15</b>	<b>18</b>

<sup>(1)</sup> Trans Tasman Mutual Recognition Agreement.

<sup>(2)</sup> Includes one pharmacist in 2013 who first registered in India and subsequently in Australia.

<sup>(3)</sup> Includes one pharmacist in 2013 who first registered in Egypt and subsequently in Canada under the PEBC programme.

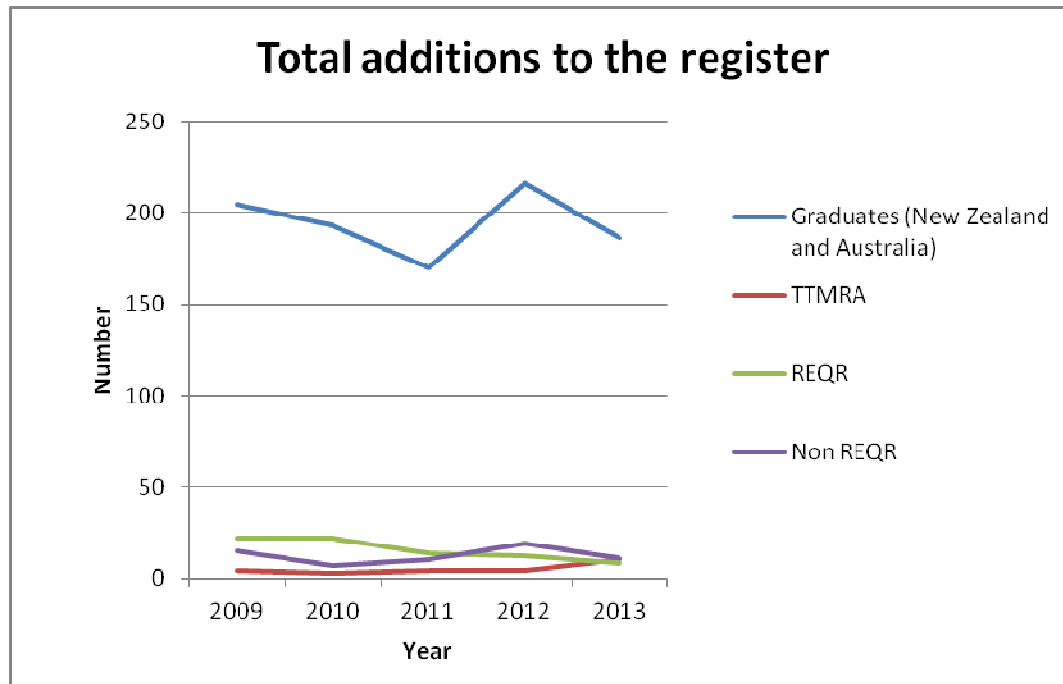
### b) *Transfers from the intern scope of practice*

184 intern pharmacists who obtained their qualifications at New Zealand Schools of Pharmacy transferred from the intern scope of practice in the year ended 30 June 2013. Two intern pharmacists who obtained their qualifications in Australia also transferred from the intern scope of practice. A further 11 interns, previously registered overseas, completed the intern programme and gained registration as a pharmacist through the Pharmacy Council's Non-Recognised Equivalent Qualifications Route.

<i>Country of Qualification</i>		<i>Number of pharmacists</i>
New Zealand		184
	Auckland University    77 Otago University        107	
Australia		2
Egypt		2
Fiji		2
Iraq		2
South Africa		2
India		1
Iran		1
Malaysia		1
<b>TOTAL</b>		<b>197</b>

**c) Total additions to the register by registrations route**

<b>Registrations route</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Graduates (New Zealand and Australia)	205	193	170	216	186
TTMRA	4	3	4	4	10
REQR	22	22	14	12	8
Non REQR	15	7	10	19	11
<b>TOTAL</b>	<b>246</b>	<b>225</b>	<b>198</b>	<b>251</b>	<b>215</b>



**d) Returns to practising register**

114 pharmacists returned to practice in the year ended 30 June 2013. The length of time out of practice is as follows:

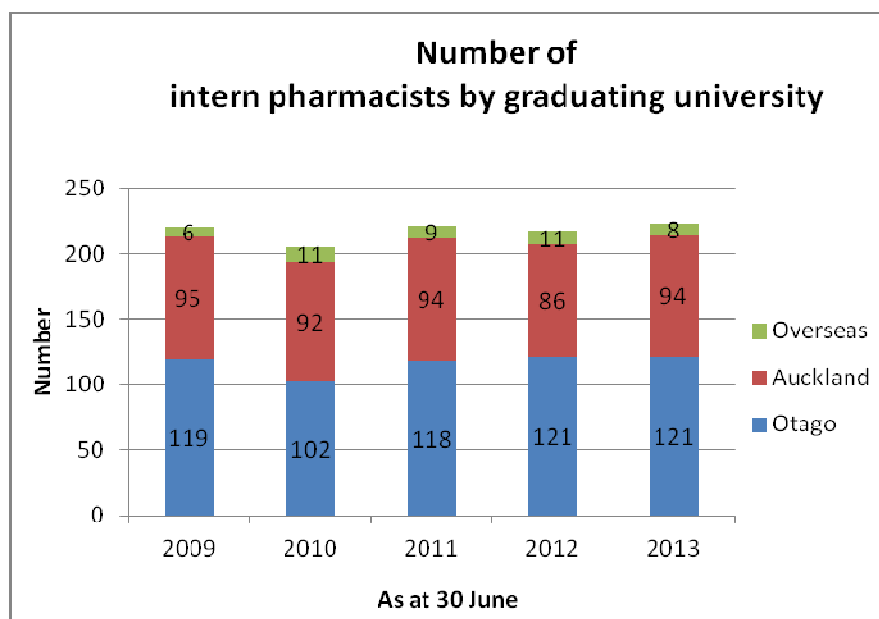
<b>Number of years out of practice</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
<3	101	93	72	81	90
3-8	27	25	27	24	24
>8	0	1	2	1	0
<b>TOTAL</b>	<b>128</b>	<b>119</b>	<b>101</b>	<b>106</b>	<b>114</b>

## 6. Intern register

223 pharmacists were registered under the Intern Scope of Practice and held an APC at 30 June 2013. New Zealand and Australian university or country of university follow:

<b>Number of Interns by University or Country of University</b>	
<b>New Zealand and Australian Graduates</b>	216
<b>University:</b>	
Otago	121
Auckland	94
Queensland	1
<b>Overseas (Non-REQR) Graduates</b>	7
<b>Country:</b>	
Philippines	3
Austria	1
Egypt	1
India	1
Romania	1
<b>TOTAL</b>	<b>223</b>

<b>Number of Interns by Graduating University</b>					
<b>University</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Otago	119	102	118	121	121
Auckland	95	92	94	86	94
Overseas	6	11	9	11	8
<b>TOTAL</b>	<b>220</b>	<b>205</b>	<b>221</b>	<b>218</b>	<b>223</b>



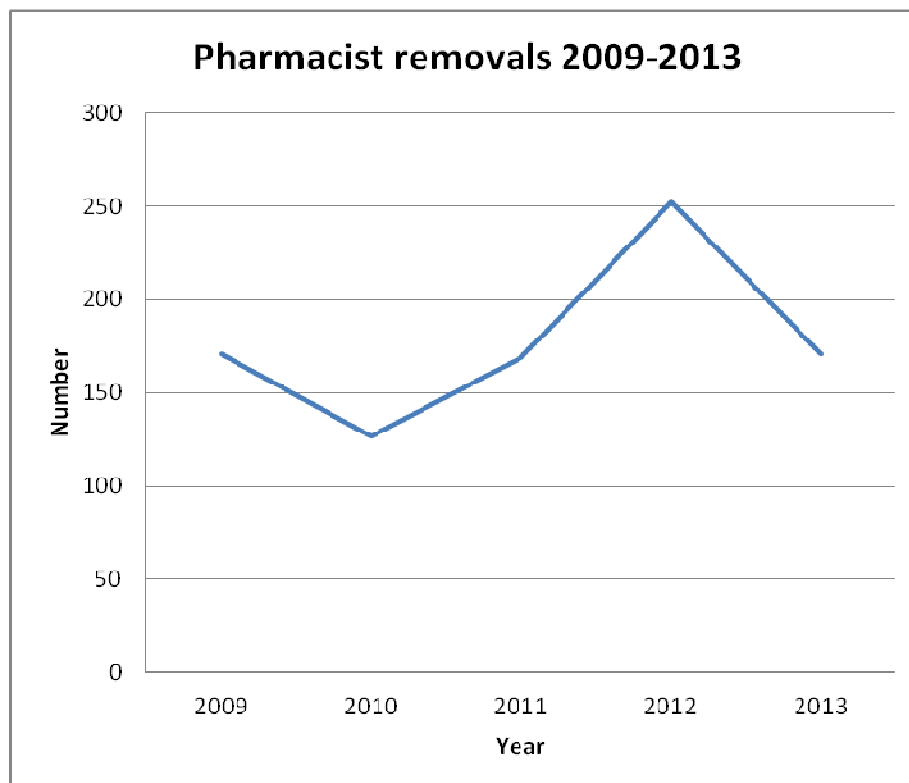
## 7. Removals from the register

171 pharmacists were removed from the register in the year ended 30 June 2013, down 81 (32.1%) from the previous year. One intern was also removed from the register during the year.

<b>Removals</b>	<b>Number</b>
<b>Practising register</b>	<b>66</b>
Removed at own request s. 142	43
Revision of Register s. 144 (5)	21
Deceased s. 143	2
<b>Non practising register</b>	<b>105</b>
Revision of Register s. 144 (5)	66
Removed at own request s. 142	39
	<b>171</b>
<b>Intern register</b>	<b>1</b>
Removed at own request s. 142	1
<b>TOTAL</b>	<b>172</b>

### Removals from the register 2009-2013

<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
171	127	169	252	171



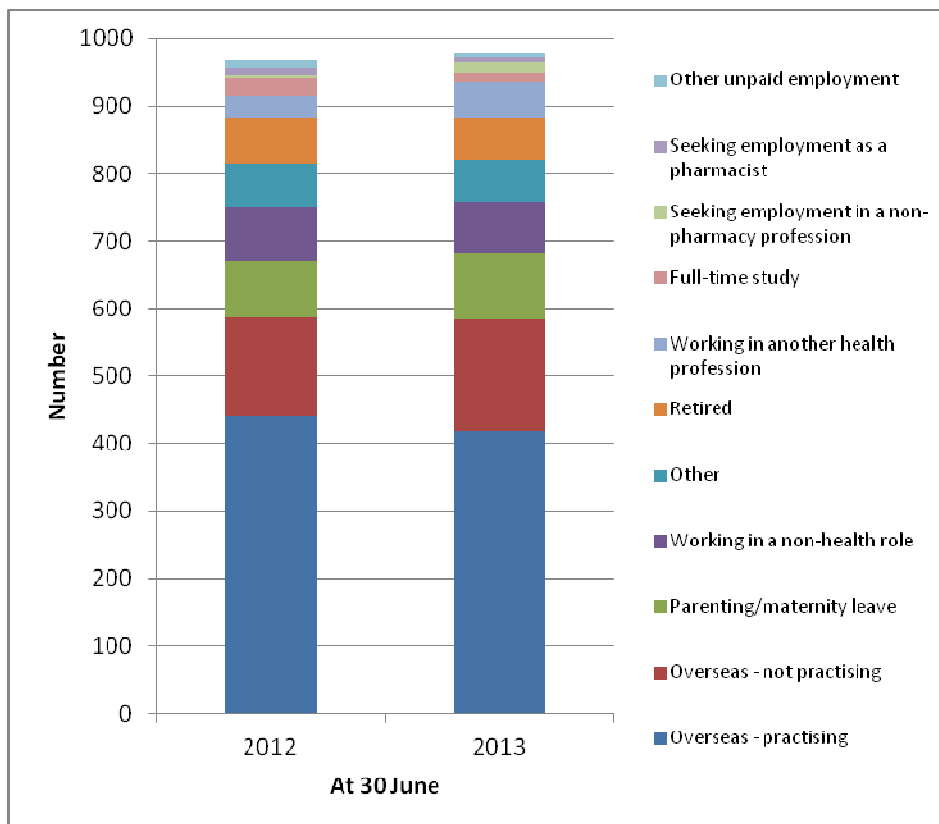


## 8. Reason for not practising 2012-2013

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

<b>Reason for not practising</b>	<b>2012</b>	<b>2013</b>
Overseas - practising	441	419
Overseas - not practising	145	165
Parenting/maternity leave	86	98
Working in a non-health role	79	77
Other	65	63
Retired	68	62
Working in another health profession	32	51
Full-time study	26	16
Seeking employment in a non-pharmacy profession	4	14
Seeking employment as a pharmacist	12	7
Other unpaid employment	10	6
<b>TOTAL</b>	<b>968</b>	<b>978</b>

There has been a fall of 22 (5.0%) in the number of pharmacists practising overseas at 30 June 2013. This has been largely offset by an increase of 20 (13.8%) in the number of pharmacists living overseas but not practising. Although small in number, significant movements were recorded in working in another health profession (up 59.4%), parenting/maternity leave (up 14.0%), and full-time study (down 38.5%).



## 9. Register retention

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

<b>Average retention rates for overseas pharmacists registered through all routes</b>							
<b>As at 30 June</b>	<b>Total pharmacists first registered overseas (all countries)</b>	<b>Number retained at 1 year</b>	<b>% retained at 1 year</b>	<b>Number retained at 3 years</b>	<b>% retained at 3 years</b>	<b>Number retained at 5 years</b>	<b>% retained at 5 years</b>
2004	41	31	76	26	63	22	54
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	-	-
2010	34	28	82	22	65	-	-
2011	28	23	82	-	-	-	-
2012	26	24	92	-	-	-	-
2013	29	-	-	-	-	-	-

<b>Average retention rates for pharmacists registered through TTMRA</b>							
<b>As at 30 June</b>	<b>Total pharmacists first registered in Australia</b>	<b>Number retained at 1 year</b>	<b>% retained at 1 year</b>	<b>Number retained at 3 years</b>	<b>% retained at 3 years</b>	<b>Number retained at 5 years</b>	<b>% retained at 5 years</b>
2004	5	2	40	2	40	0	0
2005	7	4	57	3	43	3	43
2006	13	7	54	4	31	6 <sup>(1)</sup>	46
2007	12	11	92	4	33	4	33
2008	13	11	85	5	38	4	31
2009	6	4	67	2	33	-	-
2010	3	3	100	3	100	-	-
2011	5	5	100	-	-	-	-
2012	4	3	75	-	-	-	-
2013	9	-	-	-	-	-	-

<sup>(1)</sup> 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.

<b>Average retention rates for overseas pharmacists registered through REQR route</b>							
As at 30 June	Total pharmacists first registered Canada/Ireland/Northern 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
2004	24	19	79	13	54	13	54
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	-	-
2010	22	17	77	12	55	-	-
2011	12	8	67	-	-	-	-
2012	10	9	90	-	-	-	-
2013	7	-	-	-	-	-	-

<b>Average retention rates for overseas pharmacists registered through Non REQR route</b>							
As at 30 June	Total pharmacists first registered overseas (except Australia/Canada/Ireland/Northern 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
2004		12	10	83	11 <sup>(1)</sup>	9	75
2005		21	18	86	14	13	62
2006		15	13	87	11	11	73
2007		17	16	94	15	14	82
2008		9	9	100	8	7	78
2009		18	17	94	14	-	-
2010		9	8	89	7	-	-
2011		11	10	91	-	-	-
2012		12	12	100	-	-	-
2013		13	-	-	-	-	-

<sup>(1)</sup> 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.

<b>Average retention rates for New Zealand qualified pharmacists</b>							
<b>As at 30 June</b>	<b>Total pharmacists first registered in New Zealand</b>	<b>Number retained at 1 year</b>	<b>% retained at 1 year</b>	<b>Number retained at 3 years</b>	<b>% retained at 3 years</b>	<b>Number retained at 5 years</b>	<b>% retained at 5 years</b>
2004	102	95	93	52	51	48	47
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	-	-
2010	208	192	92	151	73	-	-
2011	170	153	90	-	-	-	-
2012	199	178	89	-	-	-	-
2013	187	-	-	-	-	-	-