

Pharmacy Council of New Zealand Workforce Demographics as at 30 June 2014

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.

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1. Total registrations as at 30 June 2014

Pharmacist scope of practice – practising (includes 15 pharmacist prescribers)	3,406
Pharmacist scope of practice – suspended	2
Non practising register (pharmacists who have retained registration but do not hold an APC)	1,005
Intern scope of practice - practising	218
TOTAL	4,631

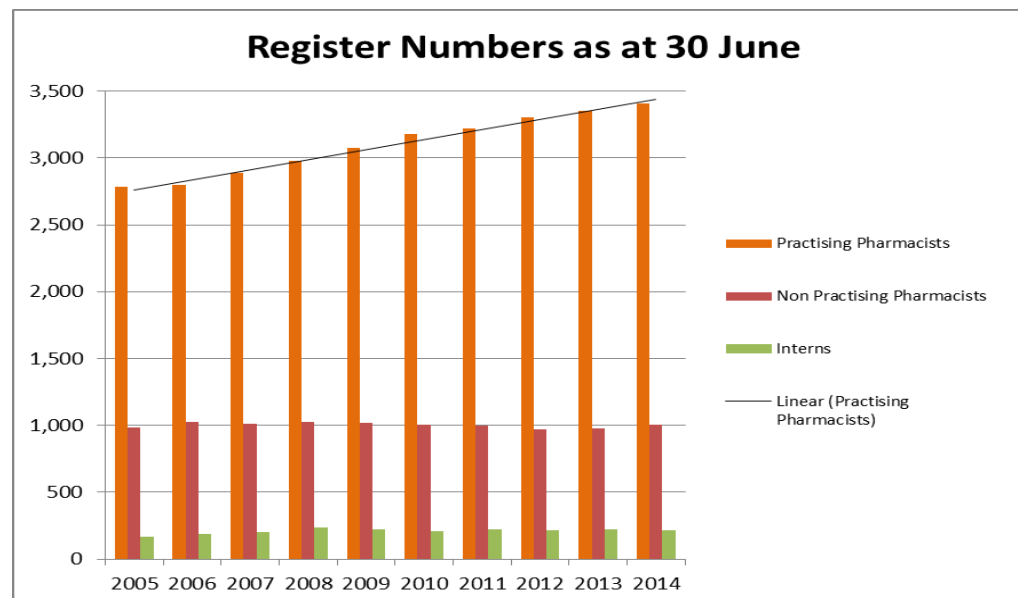
2. APCs issued in the year ended 30 June 2014

Pharmacist scope of practice (includes 15 pharmacist prescribers)	3,582
Intern scope of practice	237
TOTAL	3,819

3. Register numbers 2010-2014

As at 30 June 2014, the number of practising pharmacists was 3,406; up 55 (1.6%) on 2013.

<i>Register numbers as at 30 June</i>					
	2010	2011	2012	2013	2014
Practising Pharmacists	3,180	3,223	3,304	3,351	3,406
Non Practising Pharmacists	1,001	996	968	978	1,005
Interns	205	221	215	223	218
TOTAL	4,386	4,440	4,487	4,552	4,629



a) Practising pharmacists by country of first registration

<i>Country first registered</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
New Zealand			2,973	87.3
Non-REQR ⁽¹⁾ Countries:				
South Africa	84	(40.4)		
Other	124	(59.6)	208	6.1
REQR ⁽²⁾ Countries:				
United Kingdom	156	(89.7)		
Other	18	(10.3)	174	5.1
Australia ⁽³⁾			51	1.5
TOTAL			3,406	100.0

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

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

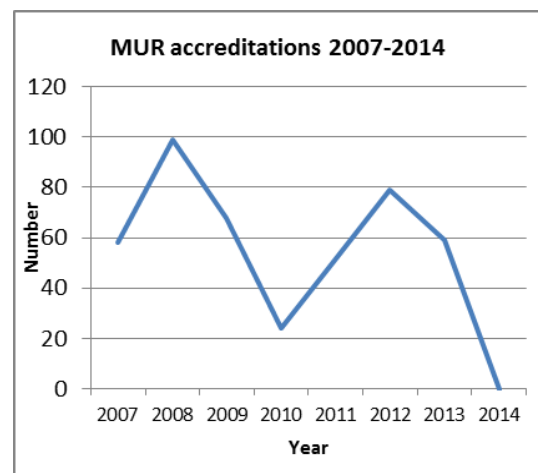
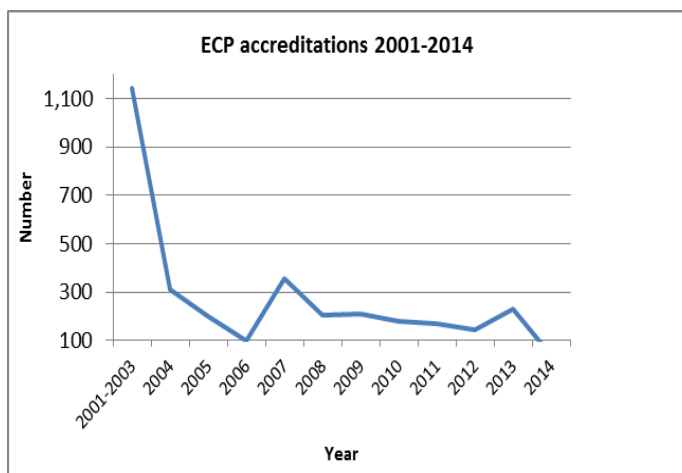
(3) Trans-Tasman Mutual Recognition Agreement (TTMRA).

b) Practising pharmacists' accreditations

Pharmacists who have successfully completed training for Emergency Contraceptive Pill (ECP) dispensing and for the Medicines Use Review (MUR) are accredited by the Pharmacy Council.

<i>Practising pharmacists accreditations</i>												
<i>Year ended December</i>	<i>2001-2003</i>	<i>2004</i>	<i>2005</i>	<i>2006</i>	<i>2007</i>	<i>2008</i>	<i>2009</i>	<i>2010</i>	<i>2011</i>	<i>2012</i>	<i>2013</i>	<i>2014</i>
Emergency Contraceptive Pill (ECP)	1,144	308	199	101	357	203	211	181	167	146	229	38
Medicines Use Review (MUR)	-	-	-	-	58	99	68	24	52	79	59	0
TOTAL	1,144	308	199	101	415	302	279	205	219	225	288	38

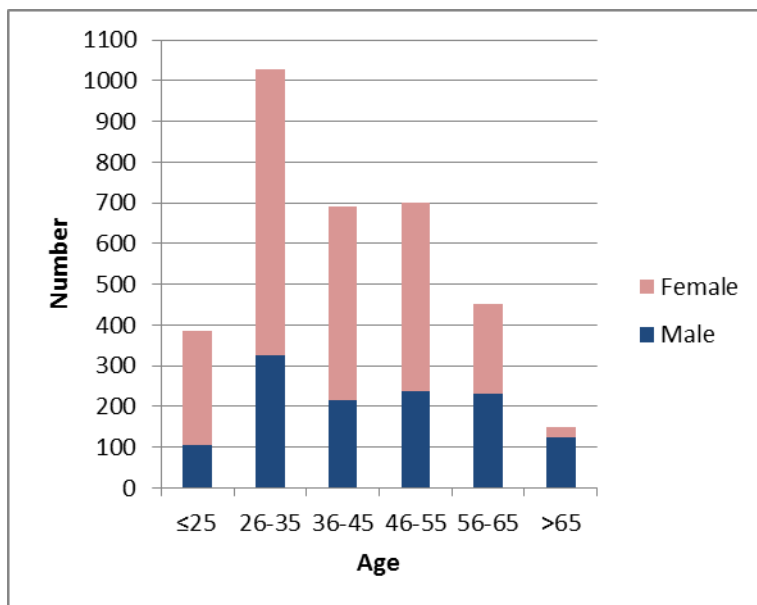
Note: 2014 data is from January to June.



4. Demographics of practising pharmacists at 30 June 2014

a) Age and sex

Age	Male	Female	Total
≤25	106	281	387
26-35	325	704	1,029
36-45	216	474	690
46-55	236	463	699
56-65	230	222	452
>65	125	24	149
TOTAL	1,238	2,168	3,406

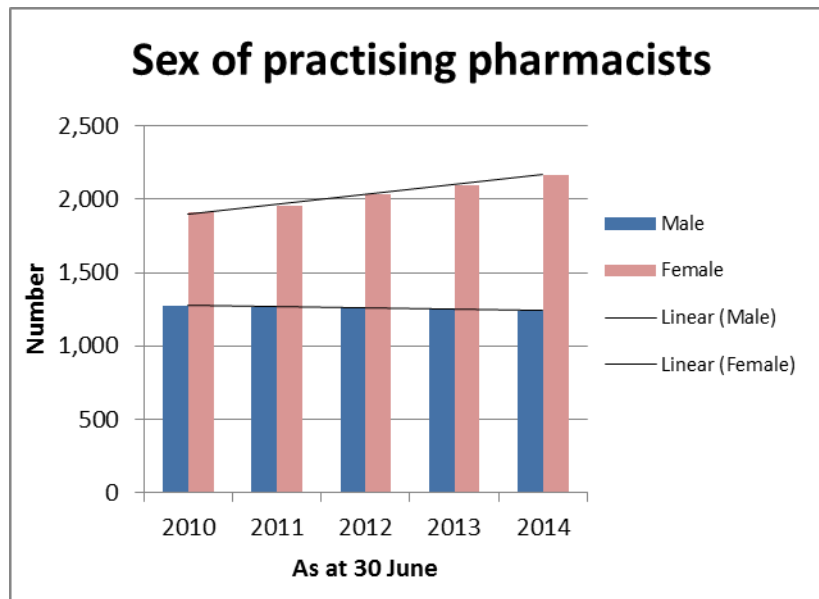


The following table shows the age distribution of practising pharmacists 2010-2014:

Age	2010	% of Total	2011	% of Total	2012	% of Total	2013	% of Total	2014	% of Total
≤25	387	12.2	347	10.8	343	10.4	352	10.5	387	11.4
26-35	789	24.8	867	26.9	939	28.4	993	29.6	1029	30.2
36-45	722	22.7	721	22.4	710	21.5	706	21.1	690	20.2
46-55	700	22.0	691	21.4	693	21.0	687	20.5	699	20.5
56-65	396	12.5	430	13.3	470	14.2	463	13.8	452	13.3
>65	186	5.8	167	5.2	149	4.5	150	4.5	149	4.4
TOTAL	3,180	100.0	3,223	100.0	3,304	100.0	3,351	100.0	3,406	100.0

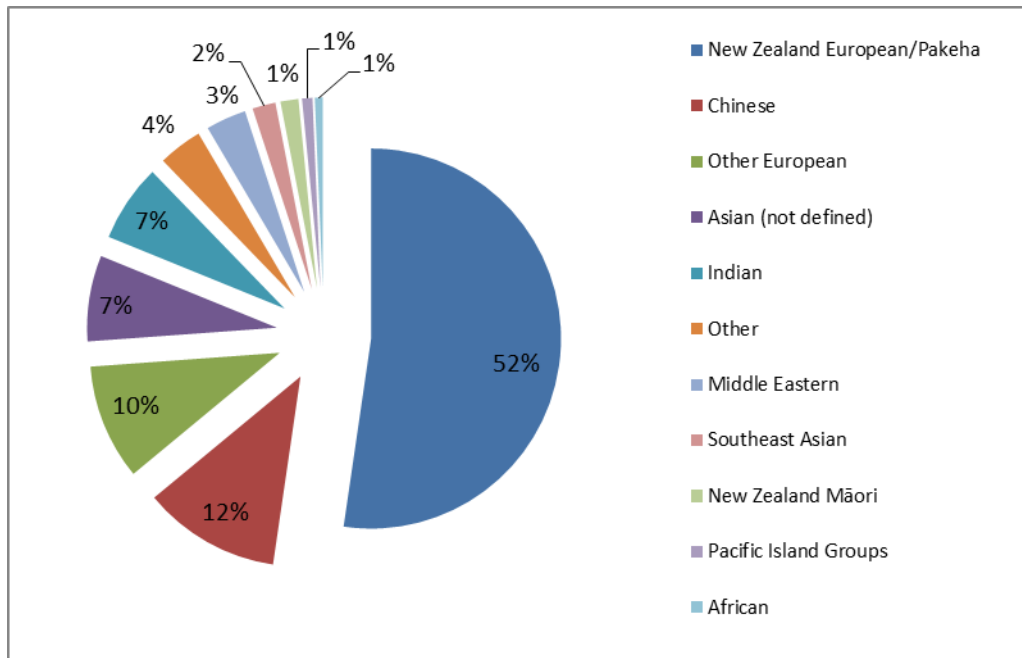
The following table shows the sex distribution of practising pharmacists 2010-2014:

Sex	2010	% of Total	2011	% of Total	2012	% of Total	2013	% of Total	2014	% of Total
Male	1,270	39.9	1,265	39.2	1,268	38.4	1,253	37.4	1,238	36.3
Female	1,910	60.1	1,958	60.8	2,036	61.6	2,098	62.6	2,168	63.7
TOTAL	3,180	100.0	3,223	100.0	3,304	100.0	3,351	100.0	3,406	100.0



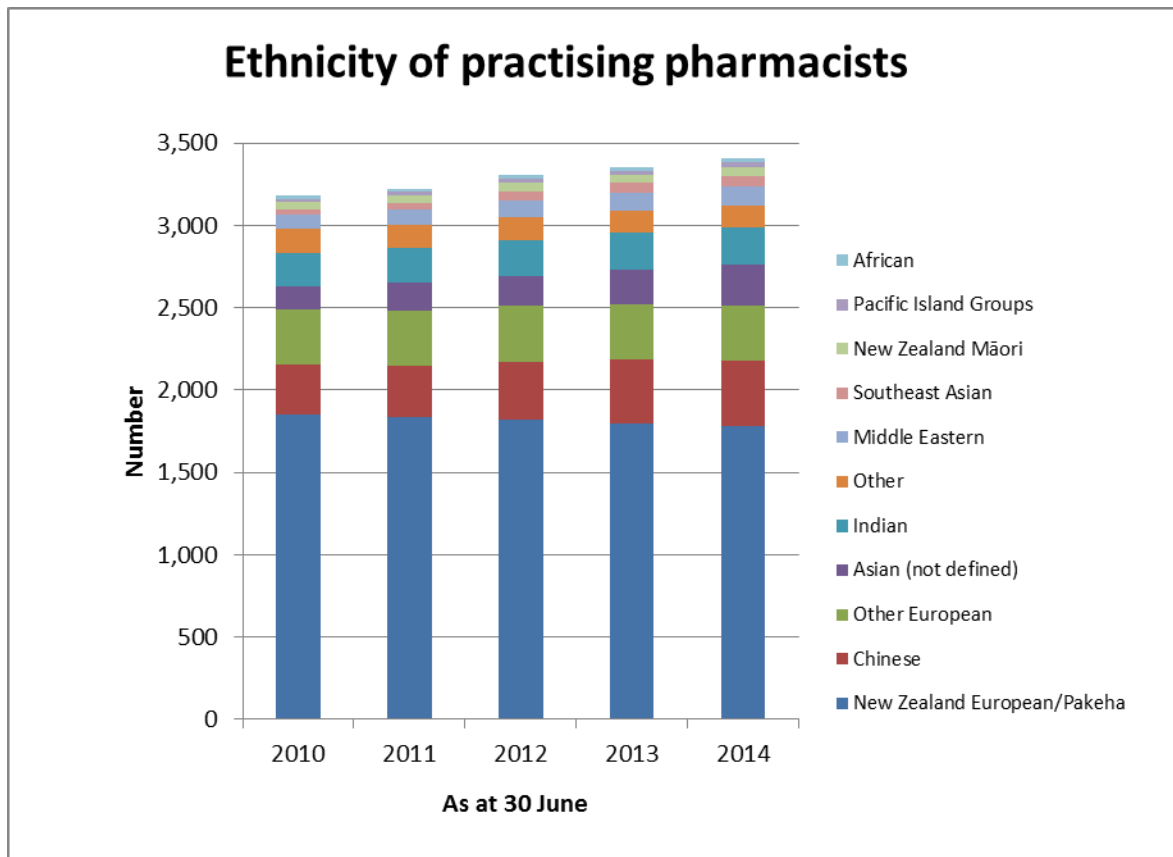
b) Ethnicity

Ethnicity	Number	%
New Zealand European/Pakeha	1,782	52.3
Chinese	398	11.7
Other European	335	9.8
Asian (not defined)	249	7.3
Indian	225	6.6
Other	128	3.8
Middle Eastern	117	3.4
Southeast Asian	67	2.0
New Zealand Māori	52	1.5
Pacific Island Groups	30	0.9
African	23	0.7
TOTAL	3,406	100.0



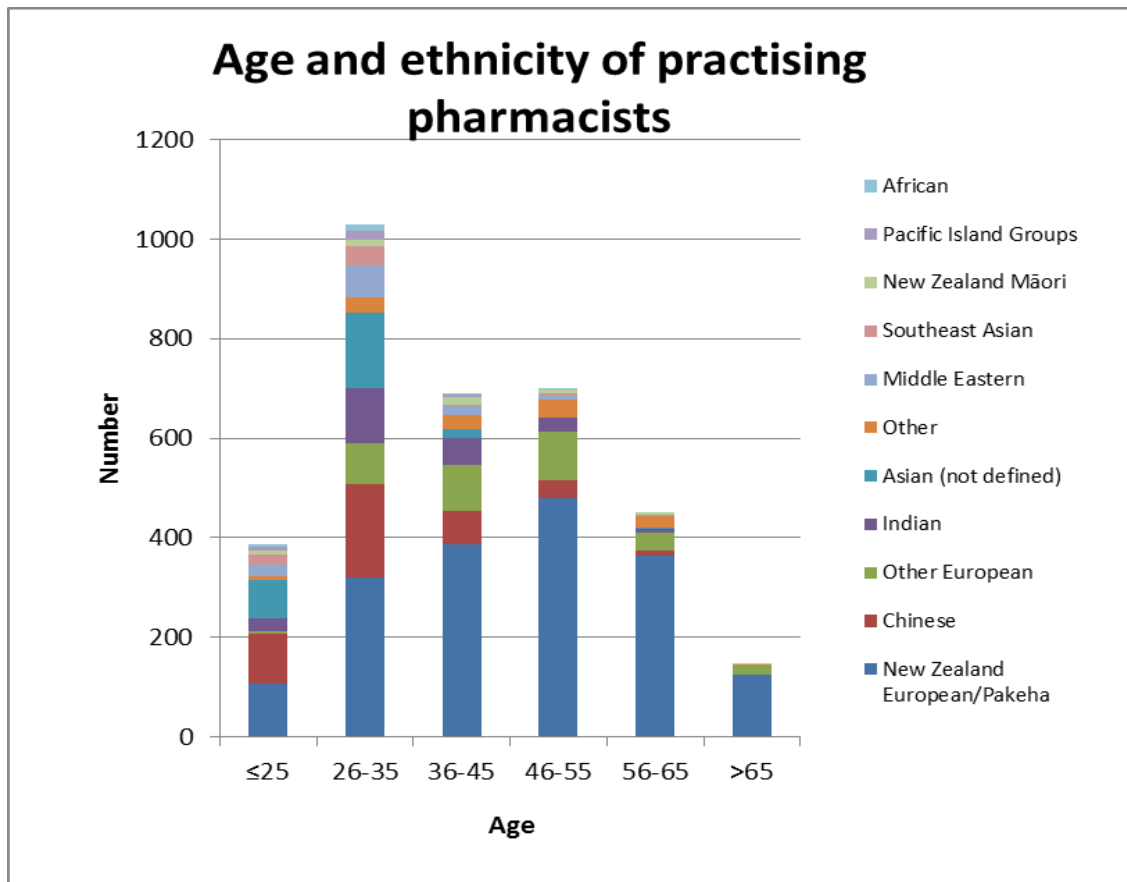
Ethnicity	2010	% of Total	2011	% of Total	2012	% of Total	2013	% of Total	2014	% of Total
New Zealand European/Pakeha	1,854	58.3	1,834	56.9	1,819	55.1	1,800	53.7	1,782	52.3
Chinese	304	9.6	315	9.8	348	10.5	384	11.5	398	11.7
Other European	328	10.3	332	10.3	347	10.5	335	10.0	335	9.8
Asian (not defined)	146	4.6	169	5.2	181	5.5	215	6.4	249	7.3
Indian	200	6.3	213	6.6	216	6.5	224	6.7	225	6.6
Other	147	4.6	142	4.4	140	4.3	131	3.9	128	3.8
Middle Eastern	89	2.8	93	2.9	102	3.1	110	3.3	117	3.4
Southeast Asian	28	0.9	34	1.1	55	1.7	62	1.9	67	2.0
New Zealand Māori	45	1.4	50	1.6	51	1.5	49	1.5	52	1.5
Pacific Island Groups	18	0.6	21	0.7	24	0.7	22	0.7	30	0.9
African	21	0.7	20	0.6	21	0.6	19	0.6	23	0.7
TOTAL	3,180	100.0	3,223	100.0	3,304	100.0	3,351	100.0	3,406	100.0

There continues to be a decline in the number of New Zealand European/Pakeha practising pharmacists, down from 1,854 in 2010 to 1,782 in 2014, a fall of 72 (3.9%). Over the same period significant increases were recorded for Asian (not defined) practising pharmacists, up 103 (70.5%); Chinese practising pharmacists, up 94 (30.9%); and Southeast Asian practising pharmacists, up 39 (139.3%).



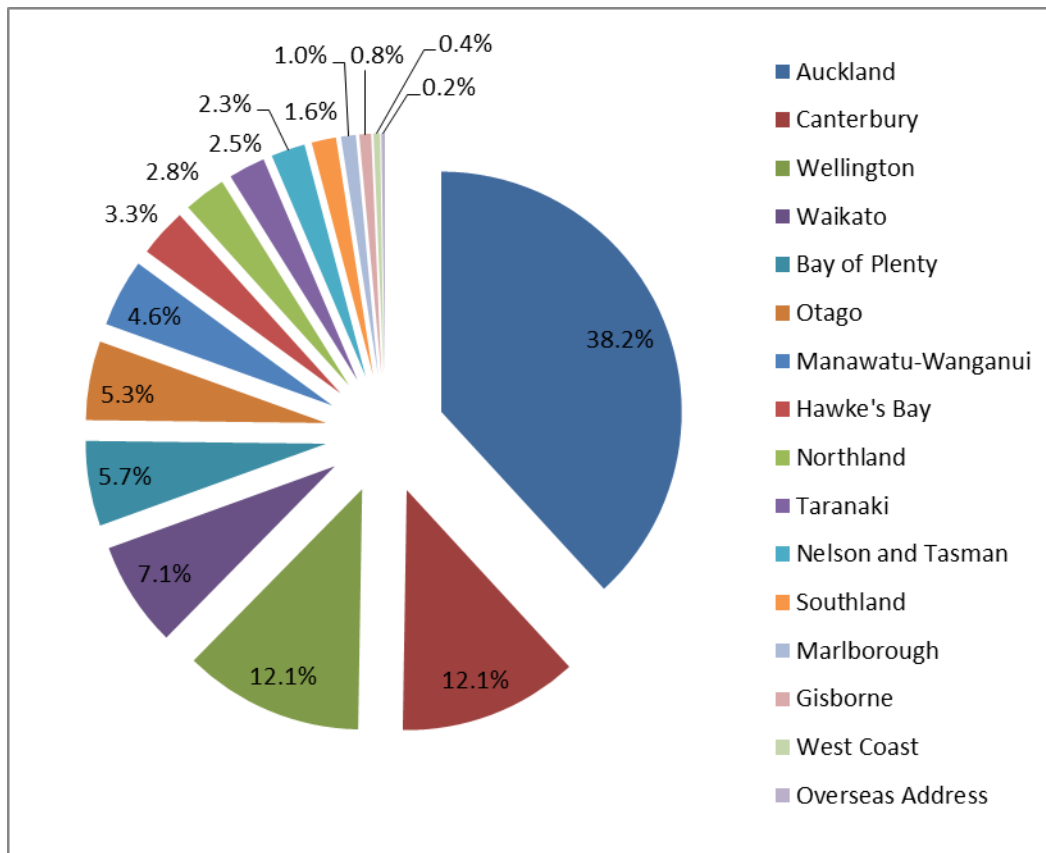
c) Age and ethnicity

Ethnicity	≤25	26-35	36-45	46-55	56-65	>65	Total
New Zealand European/Pakeha	106	320	388	479	364	125	1,782
Chinese	100	187	65	37	9	0	398
Other European	7	84	94	96	37	17	335
Asian (not defined)	78	151	17	1	2	0	249
Indian	25	109	54	28	8	1	225
Other	7	31	29	35	24	2	128
Middle Eastern	22	66	18	10	1	0	117
Southeast Asian	22	38	3	4	0	0	67
New Zealand Māori	6	13	14	8	7	4	52
Pacific Island Groups	8	17	5	0	0	0	30
African	6	13	3	1	0	0	23
TOTAL	387	1,029	690	699	452	149	3,406



d) Region

Regional Council	Number	%
Auckland	1,300	38.2
Canterbury	412	12.1
Wellington	412	12.1
Waikato	242	7.1
Bay of Plenty	195	5.7
Otago	181	5.3
Manawatu-Wanganui	155	4.6
Hawke's Bay	111	3.3
Northland	96	2.8
Taranaki	84	2.5
Nelson and Tasman	78	2.3
Southland	56	1.6
Marlborough	34	1.0
Gisborne	27	0.8
West Coast	15	0.4
Overseas Address	8	0.2
TOTAL	3,406	100.0

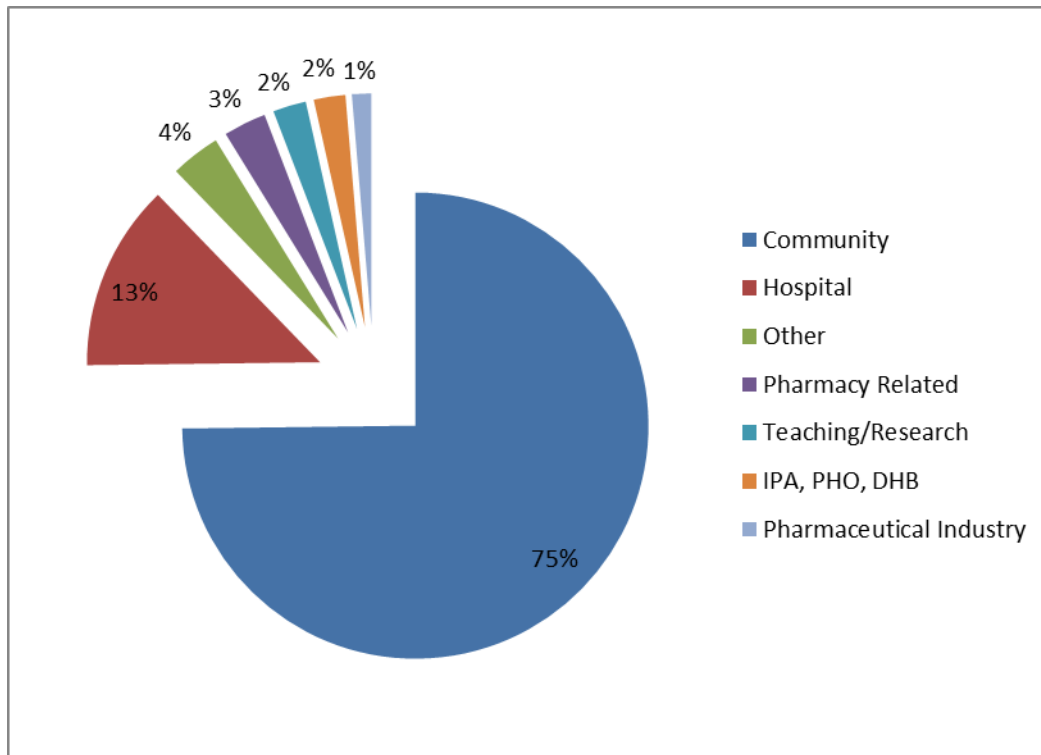


e) Type of work

3,341 pharmacists issued with an APC for the year 1 April 2014 to 31 March 2015 completed the type of work section on the APC renewal form. This represents 98.1% of the pharmacists on the practising register at 30 June 2014. 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.

310 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	2,731
Hospital	473
Other	126
Pharmacy Related	108
Teaching/Research	84
IPA, PHO, DHB	80
Pharmaceutical Industry	49
	3,651
<i>Number worked in 2 or more areas of pharmacy</i>	-310
TOTAL RESPONSES	3,341



f) *Hours/weeks worked*

3,341 pharmacists issued with an APC for the year 1 April 2014-31 March 2015 completed the hours/weeks worked section on the APC renewal form. This represents 98.1% of the pharmacists on the practising register as at 30 June 2014. 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. 310 pharmacists who completed this section worked in two or more areas of pharmacy bringing the totals for each table to 3,651.

Number of pharmacists by average hours worked per week in the last year in each area of pharmacy								
Hours per week	Community	Hospital	Other	Pharmacy Related	Teaching/ Research	IPA, etc	Pharmaceutical Industry	Total
50+	249	10	5	5	3	3	3	278
40-49	1,213	301	44	36	5	21	27	1,647
30-39	502	48	14	17	11	16	7	615
20-29	363	47	22	13	11	12	4	472
10-19	237	41	15	9	21	9	1	333
<10	167	26	26	28	33	19	7	306
TOTAL	2,731	473	126	108	84	80	49	3,651

Number of pharmacists by weeks worked in the last year in each area of pharmacy								
Weeks per year	Community	Hospital	Other	Pharmacy Related	Teaching/ Research	IPA, etc	Pharmaceutical Industry	Total
40+	2,243	359	73	67	44	53	37	2,876
30-39	131	25	20	1	6	4	4	191
20-29	122	24	9	10	9	5	3	182
10-19	121	27	3	8	11	5	1	176
<10	114	38	21	22	14	13	4	226
TOTAL	2,731	473	126	108	84	80	49	3,651

5. Requests for statements of good standing

In the 12 months ended 30 June 2014, 67 requests for statements of good standing were processed for pharmacists registering with overseas registration boards. This is significantly down from the previous year, a fall of 46 (40.7%). The decline was again driven by a fall in the number of requests from Australia, down 33 (42.3%) from the previous year.

Country	Number
Australia	45
Canada	4
Hong Kong	3
Malaysia	3
Singapore	3
United Kingdom	3
USA	2
Brunei	1
Korea	1
Qatar	1
Taiwan	1
TOTAL	67

6. Additions to the practising register

225 new registrations were processed in the year ended 30 June 2014, up 10 on the previous year.

a) *TTMRA⁽¹⁾ & Recognised Equivalent Qualifications Route (REQR)*

19 pharmacists from countries with which we have a legislative arrangement (ie Australia) or have recognised equivalent qualifications (ie Canada, Ireland, the UK and the USA) were registered in the year ended 30 June 2014.

Country of First Registration	2010	2011	2012	2013	2014
Australia	3	4	4	10	8
Ireland and the UK	20	12	8	5	9
Canada and the USA	2	2	3	3	2
TOTAL	25	18	15	18	19

⁽¹⁾ Trans-Tasman Mutual Recognition Agreement.

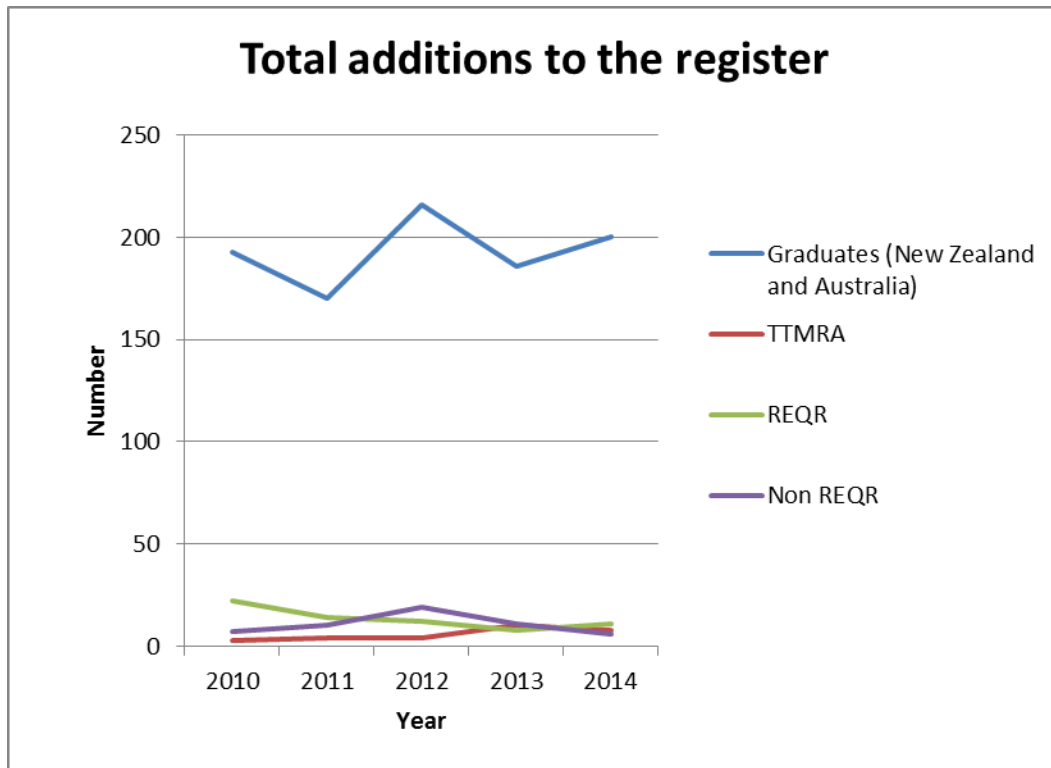
b) *Transfers from the intern scope of practice*

199 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 2014. One intern pharmacist, who obtained their qualification in Australia, also transferred from the intern scope of practice. A further 6 interns, previously registered overseas, completed the intern programme and gained registration as a pharmacist through the Pharmacy Council's Non-Recognised Equivalent Qualifications Route.

Country of Qualification	Number of pharmacists				
New Zealand	199				
<table border="1" style="margin-left: 40px;"> <tr> <td>Auckland University</td> <td>91</td> </tr> <tr> <td>Otago University</td> <td>108</td> </tr> </table>	Auckland University	91	Otago University	108	
Auckland University	91				
Otago University	108				
Australia	1				
Philippines	2				
Austria	1				
Fiji	1				
Hungary	1				
India	1				
TOTAL	206				

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

Registrations route	2010	2011	2012	2013	2014
Graduates (New Zealand and Australia)	193	170	216	186	200
TTMRA	3	4	4	10	8
REQR	22	14	12	8	11
Non REQR	7	10	19	11	6
TOTAL	225	198	251	215	225



d) *Returns to practising register*

103 pharmacists returned to practice in the year ended 30 June 2014. The length of time out of practice is as follows:

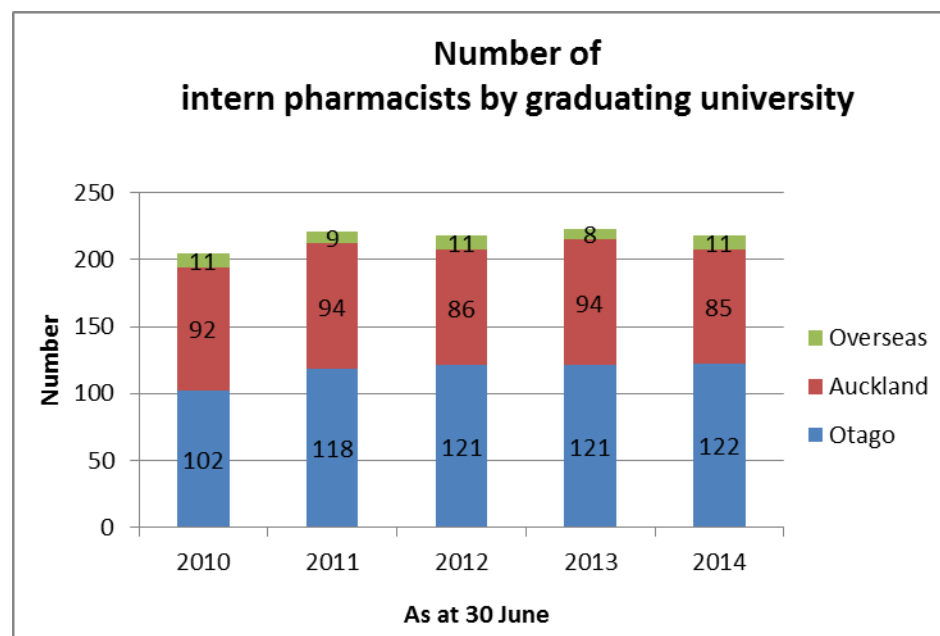
Number of years out of practice	2010	2011	2012	2013	2014
<3	93	72	81	90	85
3-8	25	27	24	24	17
>8	1	2	1	0	1
TOTAL	119	101	106	114	103

7. Intern register

218 pharmacists were registered in the Intern Scope of Practice and held an APC at 30 June 2014. New Zealand university or country of university follows:

Number of Interns by University or Country of University															
New Zealand Graduates	207														
<table border="1"> <tr> <td colspan="2">University:</td> </tr> <tr> <td>Otago</td> <td style="text-align: right;">122</td> </tr> <tr> <td>Auckland</td> <td style="text-align: right;">85</td> </tr> </table>		University:		Otago	122	Auckland	85								
University:															
Otago	122														
Auckland	85														
Overseas (Non-REQR) Graduates	11														
<table border="1"> <tr> <td colspan="2">Country:</td> </tr> <tr> <td>Egypt</td> <td style="text-align: right;">4</td> </tr> <tr> <td>India</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Fiji</td> <td style="text-align: right;">1</td> </tr> <tr> <td>France</td> <td style="text-align: right;">1</td> </tr> <tr> <td>Germany</td> <td style="text-align: right;">1</td> </tr> <tr> <td>The Netherlands</td> <td style="text-align: right;">1</td> </tr> </table>		Country:		Egypt	4	India	3	Fiji	1	France	1	Germany	1	The Netherlands	1
Country:															
Egypt	4														
India	3														
Fiji	1														
France	1														
Germany	1														
The Netherlands	1														
TOTAL	218														

Number of Interns by Graduating University					
University	2010	2011	2012	2013	2014
Otago	102	118	121	121	122
Auckland	92	94	86	94	85
Overseas	11	9	11	8	11
TOTAL	205	221	218	223	218



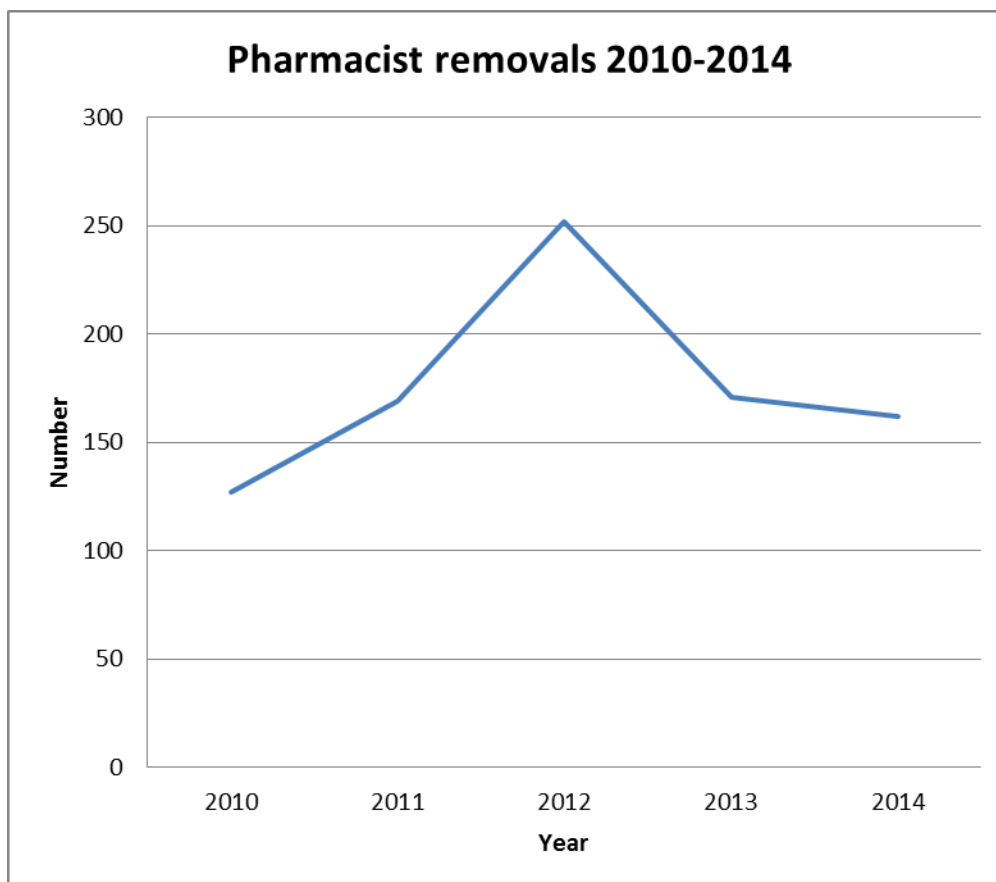
8. Removals from the register

162 pharmacists were removed from the register in the year ended 30 June 2014, down 9 (5.3%) from the previous year.

Removals		Number
Practising register		60
Removed at own request s. 142	39	
Revision of Register s. 144 (5)	18	
Deceased s. 143	3	
Non practising register		102
Revision of Register s. 144 (5)	59	
Removed at own request s. 142	43	
TOTAL		162

Removals from the register 2010-2014

2010	2011	2012	2013	2014
127	169	252	171	162

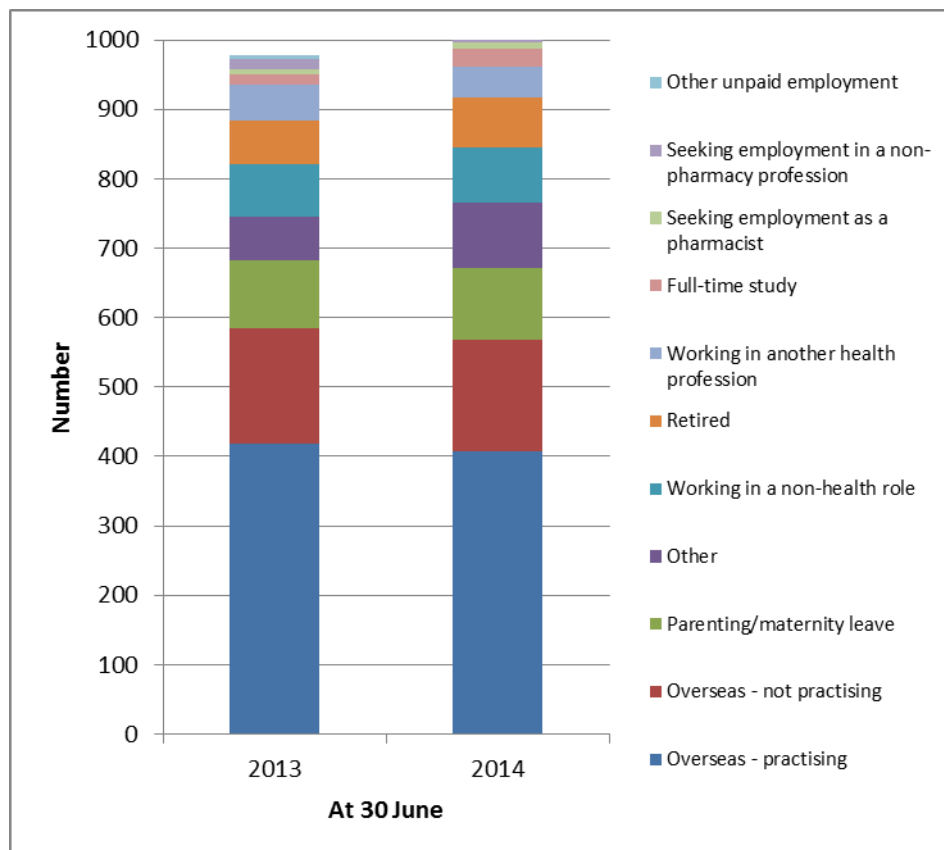


9. Reason for not practising 2013-2014

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

Reason for not practising	2013	2014
Overseas - practising	419	408
Overseas - not practising	165	160
Parenting/maternity leave	98	104
Other	63	93
Working in a non-health role	77	80
Retired	62	73
Working in another health profession	51	43
Full-time study	16	26
Seeking employment as a pharmacist	7	10
Seeking employment in a non-pharmacy profession	14	8
Other unpaid employment	6	0
TOTAL	978	1,005

There have been small decreases in the number of pharmacists overseas practising and not practising, down 11 and 5 respectively from the previous year. The most significant change was in the Other category, up 30 (47.6%) on the previous 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	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
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	27	61
2010	34	28	82	22	65	-	-
2011	28	23	82	18	64	-	-
2012	26	24	92	-	-	-	-
2013	29	29	100	-	-	-	-
2014	25	-	-	-	-	-	-

Average retention rates for pharmacists registered through TTMRA							
As at 30 June	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
2004	5	2	40	2	40	0	0
2005	7	4	57	3	43	3	43
2006	13	7	54	4	31	6 ⁽¹⁾	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	-	-
2011	5	5	100	3	60	-	-
2012	4	3	75	-	-	-	-
2013	9	9	100	-	-	-	-
2014	8	-	-	-	-	-	-

⁽¹⁾ 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 REQR route								
As at 30 June	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	
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	11	55	
2010	22	17	77	12	55	-	-	
2011	12	8	67	5	42	-	-	
2012	10	9	90	-	-	-	-	
2013	7	7	100	-	-	-	-	
2014	11	-	-	-	-	-	-	

Average retention rates for overseas pharmacists registered through Non REQR route								
As at 30 June	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	
2004	12	10	83	11 ⁽¹⁾	92	9	75	
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	-	-	
2011	11	10	91	10	91	-	-	
2012	12	12	100	-	-	-	-	
2013	13	13	100	-	-	-	-	
2014	6	-	-	-	-	-	-	

⁽¹⁾ 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 New Zealand qualified pharmacists								
As at 30 June	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	
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	142	70	
2010	208	192	92	151	73	-	-	
2011	170	153	90	131	77	-	-	
2012	199	178	89	-	-	-	-	
2013	186	173	93	-	-	-	-	
2014	200							