

WORKFORCE DEMOGRAPHIC 2019

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Introduction

This is the Workforce Demographic Report based on data available as at 30 June 2019.

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 used to monitor and report on the demographic and geographic spread of pharmacists across New Zealand.

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 2019. 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.



Michael A Pead
Chief Executive



Dr Owain George
Registrar

1. Pharmacist registrations nationally

As at 30 June 2019, across New Zealand, the key registration highlights are:

3,832

practising pharmacists

1,131

non-practising pharmacists

25

pharmacist prescribers (20 practising)

225

new pharmacists registered

243

intern pharmacists registered (and holding a practising certificate)

7.84

practising pharmacists per 10,000 population

3,832 practising pharmacists

2019 has seen an increase of 1.2% in practising pharmacists over the last year, a rise of 45 pharmacists across the country.

Register numbers as at 30 June	2019
Practising (includes 20 pharmacist prescribers)	3,832
Non-practising ¹ (includes 2 pharmacist prescribers)	1,133
Intern practising	243
Sub Total	5,208
Suspended ²	6
TOTAL	5,214

1,133 non-practising pharmacists

The number of non-practising pharmacists at 30 June 2019 was 1,133, which includes 142 pharmacists who did not renew their registration status.

225 new pharmacists

Council processed 225 new registrations in the year ending 30 June 2019. Of these registrations:

- 19 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, UK and USA)
- 200 were transfers from the intern pharmacist scope of practice; New Zealand and Australian university graduates and
- 6 overseas pharmacists (Non REQR⁴ route)

¹ who are registered but do not hold an APC

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

³ Trans-Tasman Mutual Recognition Act (1997)

⁴ Non REQR- Non- Recognised Equivalent Qualification Route

243 intern pharmacists

Otago University continue to have the highest number of graduates (60%), while Auckland University had a decrease of 9% this year compared to 2018. Overseas pharmacists registering in the intern scope is at its highest number ever (19) (up 7%).

Data tables relating to pharmacist registrations nationally

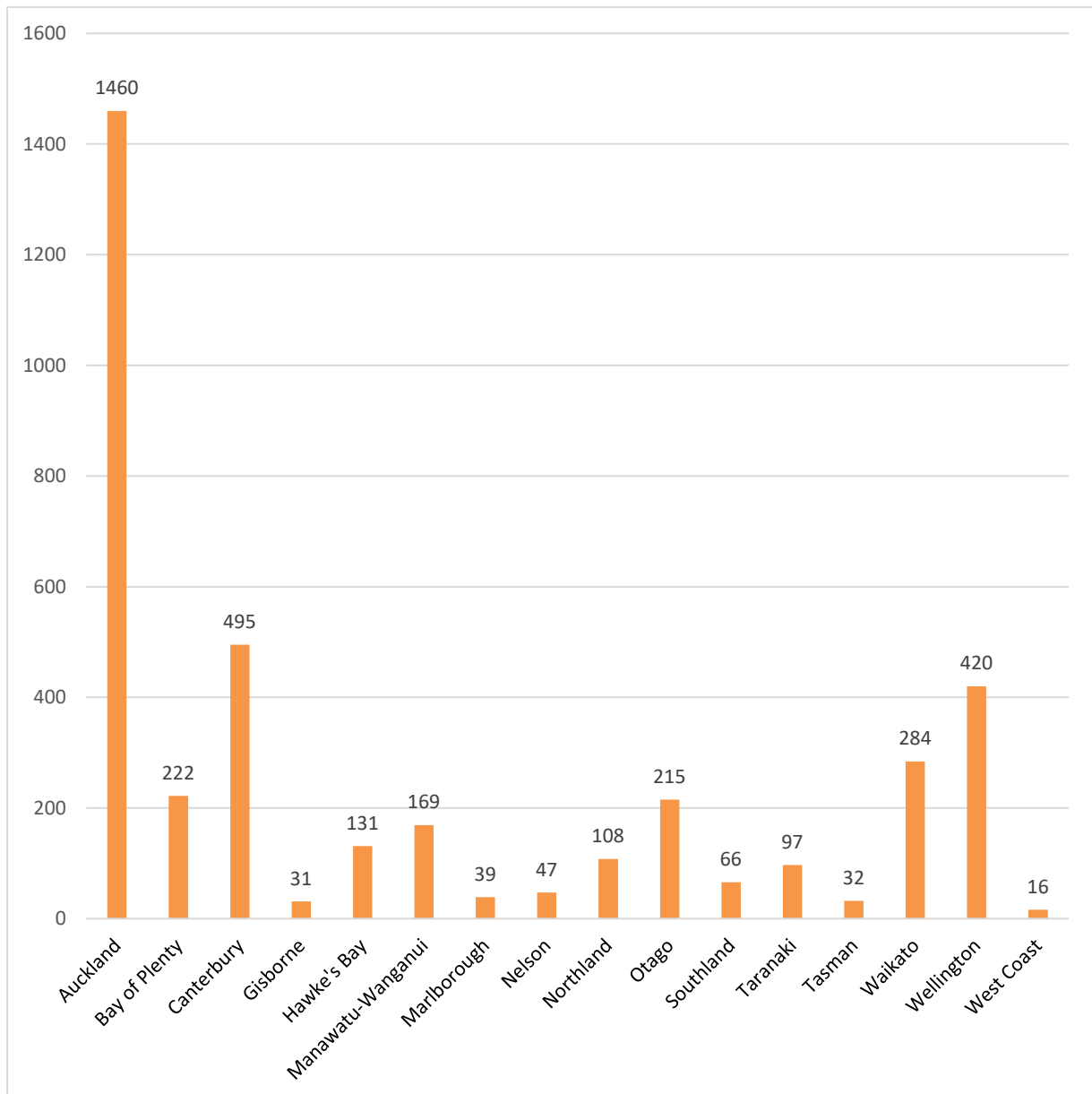
Specific detail supporting the above findings, and additional data, is outlined in the tables shown – see [Appendix 1](#)

- 1.1 Pharmacy register movements
- 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
- 1.7 Removals from the register
- 1.8 Requests for certificates of identity
- 1.9 Intern register
- 1.10 Intern register 2017 - 2019

2. Pharmacist regional statistics

Geographical regions were previously based on a pharmacist's postal address. The region is now based on the work address.

The following graph shows the distribution of pharmacists within each region:



Demographic profile of the pharmacy workforce

There haven't been significant changes within other regions, however Canterbury numbers increased by 32 pharmacists over the last year (up 6%). The density has remained fairly steady compared to last year (7.89 in 2018).

Northland

179,100 Estimated Population 2018
108 Practising pharmacists 2019
6.03 Density (pharmacists per 10,000 people)

Auckland

1,695,900 Estimated Population 2018
1,460 Practising pharmacists 2019
8.61 Density (pharmacists per 10,000 people)

Waikato

468,800 Estimated Population 2018
284 Practising pharmacists 2019
6.06 Density (pharmacists per 10,000 people)

Taranaki

119,600 Estimated Population 2018
97 Practising pharmacists 2019
8.11 Density (pharmacists per 10,000 people)

Manawatu-Wanganui

243,700 Estimated Population 2018
169 Practising pharmacists 2019
6.93 Density (pharmacists per 10,000 people)

Nelson and Tasman

104,000 Estimated Population 2018
79 Practising pharmacists 2019
7.60 Density (pharmacists per 10,000 people)

West Coast

32,600 Estimated Population 2018
16 Practising pharmacists 2019
4.91 Density (pharmacists per 10,000 people)

Southland

99,100 Estimated Population 2018
66 Practising pharmacists 2019
6.66 Density (pharmacists per 10,000 people)

Bay of Plenty

305,700 Estimated Population 2018
222 Practising pharmacists 2019
7.26 Density (pharmacists per 10,000 people)

Gisborne

49,100 Estimated Population 2018
31 Practising pharmacists 2019
6.31 Density (pharmacists per 10,000 people)

Hawkes Bay

165,900 Estimated Population 2018
131 Practising pharmacists 2019
7.90 Density (pharmacists per 10,000 people)

Wellington

521,500 Estimated Population 2018
420 Practising pharmacists 2019
8.05 Density (pharmacists per 10,000 people)

Marlborough

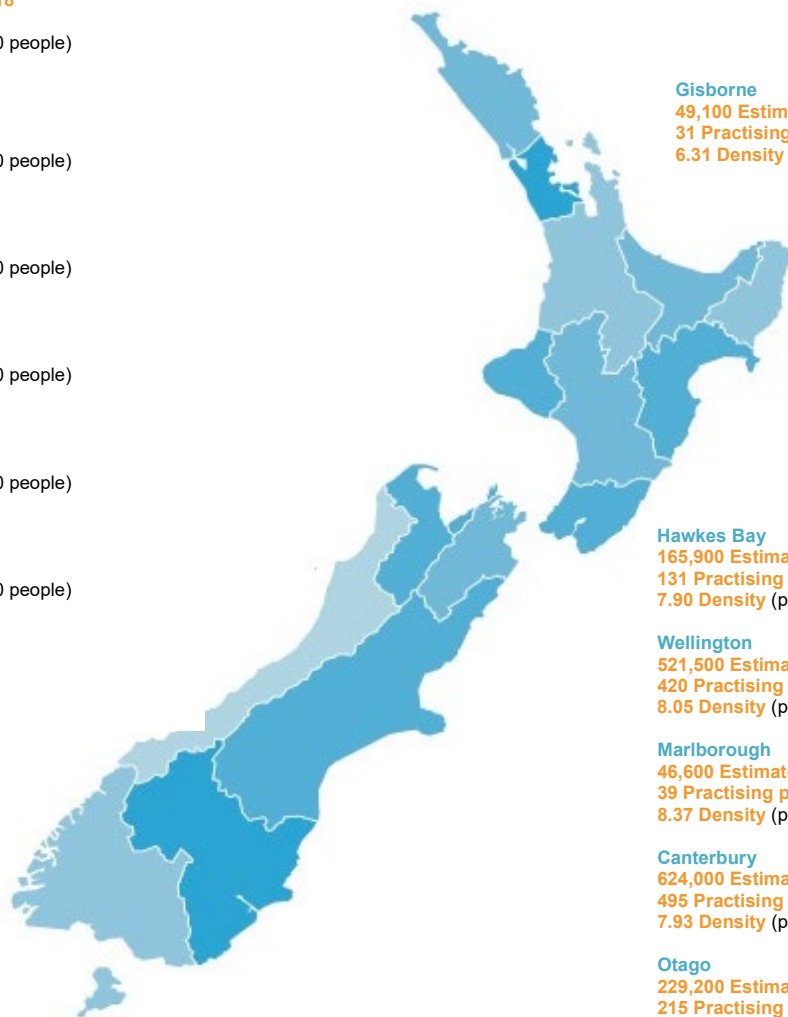
46,600 Estimated Population 2018
39 Practising pharmacists 2019
8.37 Density (pharmacists per 10,000 people)

Canterbury

624,000 Estimated Population 2018
495 Practising pharmacists 2019
7.93 Density (pharmacists per 10,000 people)

Otago

229,200 Estimated Population 2018
215 Practising pharmacists 2019
9.38 Density (pharmacists per 10,000 people)



TOTALS

4,885,300 Estimated Population 2018
3,832 Practising pharmacists 2019
7.84 Density (pharmacists per 10,000 people)

Data tables relating to pharmacists registered nationally

Specific detail supporting the above findings, and additional data, is outlined in the tables shown – see [Appendix 2](#)

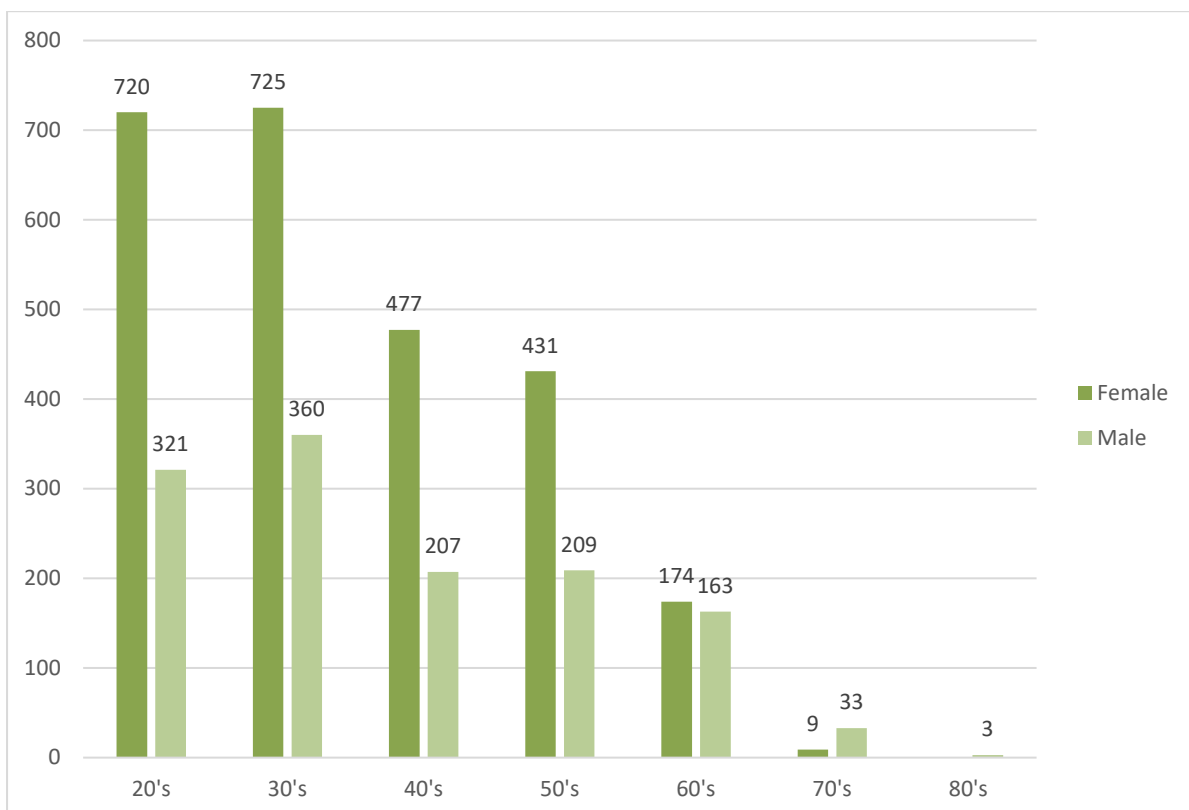
2.1 Practising pharmacists by Regional Council

3. Pharmacist workforce demographics

As at 30 June 2019, 2,536 (66%) practising pharmacists are female, and 1,296 (34%) are male.

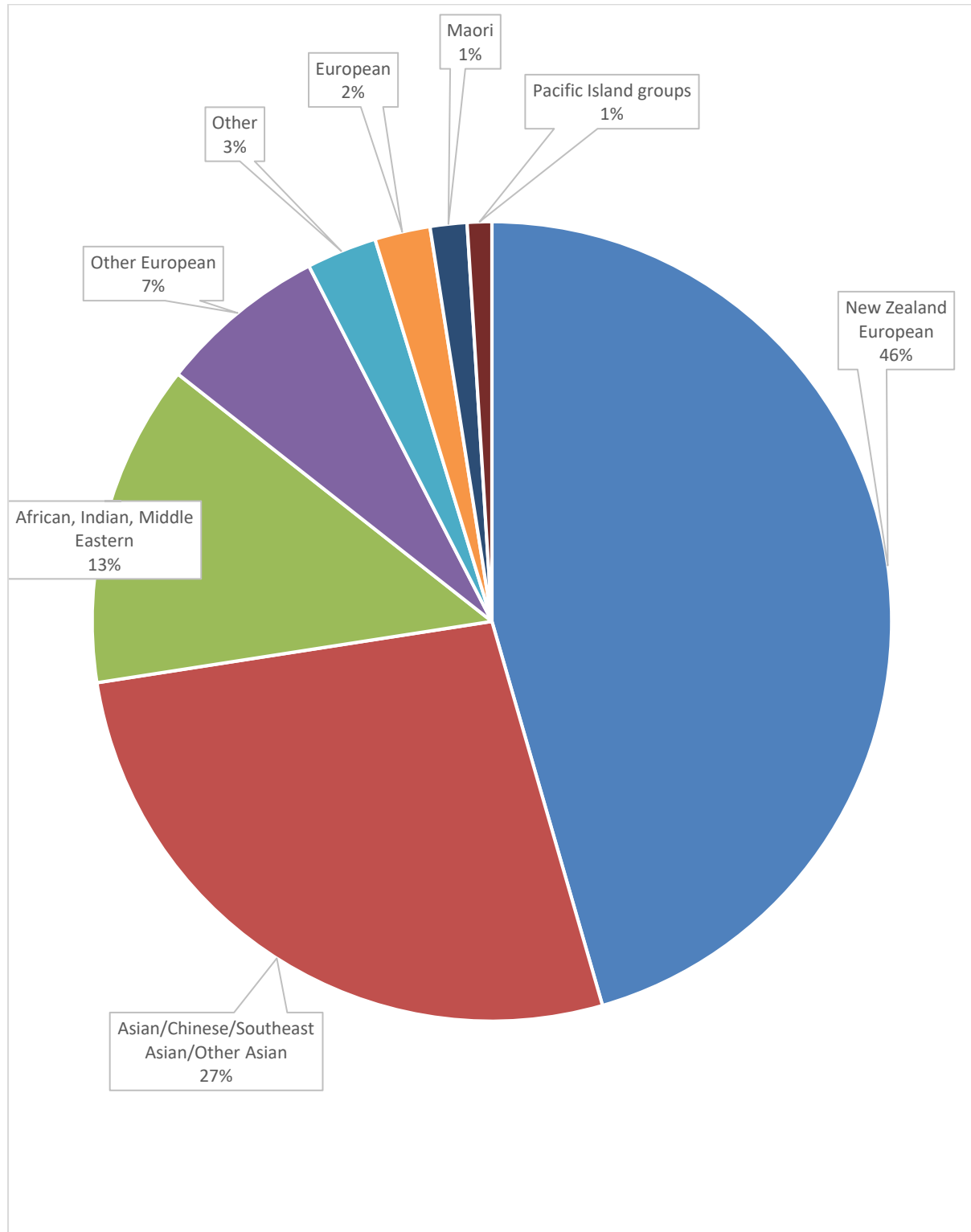
The number of female pharmacists continues to increase particularly within the younger age bracket (i.e. 20's and 30's).

Age Group	Female (Number)	Percent	Male (Number)	Percent
20's	720	19%	321	8%
30's	725	19%	360	9%
40's	477	12%	207	5%
50's	431	11%	209	5%
60's	174	5%	163	4%
70's	9	0%	33	1%
80's	0	0%	3	0%
TOTAL	2,536	66%	1,296	34%



Ethnicity of practising pharmacists

While NZ European remain the dominant ethnic group (45%) amongst registered pharmacists, Asians represent the fastest growing ethnic group. Māori and Pacific Island groups are not well represented.



Data tables relating to pharmacist workforce demographics

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 2017 - 2019
- 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.

Type of work	Number of pharmacists
Community Pharmacy	2,965
Hospital Pharmacy	524
Other	68
Teaching/Research	43
Pharmaceutical Industry	30
General Practice	29
Pharmacy related organisations (e.g. PSNZ)	28
DHB (excluding hospital pharmacy work)	24
Primary Health Organisation	23
Number who did not provide their work type	98
Grand Total	3,832
Number worked in two or more areas of pharmacy	382

Data tables relating to pharmacist type of work

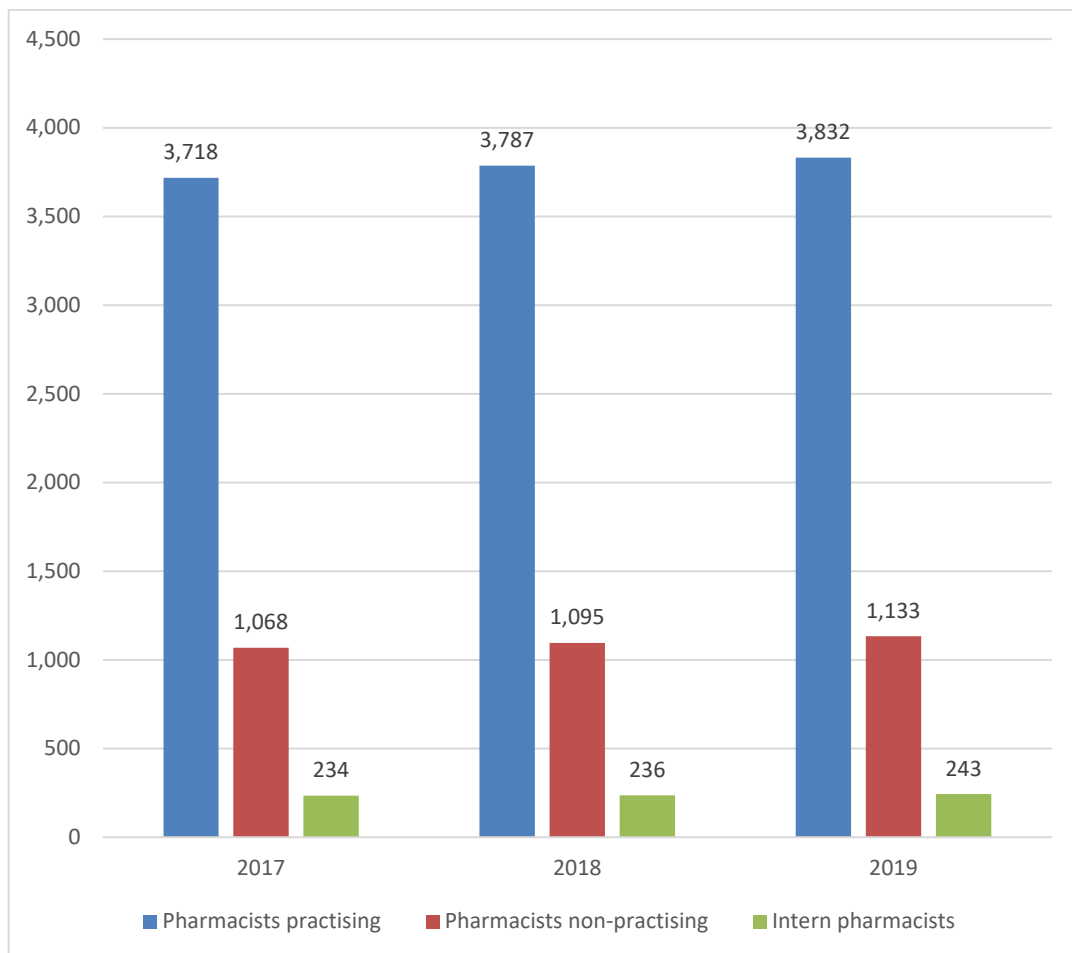
Specific detail supporting the above findings, and additional data, is outlined in the tables shown - see [Appendix 4](#)

- 4.1 Hours worked
- 4.2 Weeks worked

Appendix 1: Registration data

1.1 Pharmacy register movements: 2017 – 2019

Register numbers as at 30 June	2017	2018	2019
Pharmacists- practising	3,718	3,787	3,832
Pharmacists- non practising status	1,068	1,095	1,133
Intern Pharmacists	234	236	243
TOTAL	5,020	5,099	5,208



1.2 Transfers from the intern pharmacist scope of practice

206 intern pharmacists transferred from the intern pharmacist scope of practice to the pharmacist scope in the year ended 30 June 2019.

Country of Qualification	Number of pharmacists
New Zealand (Total)	200
• Auckland University	94
• Otago University	106
India	2
Singapore	1
Italy	1
Malaysia	1
Sweden	1
TOTAL	206

1.3 Total additions to the register by registrations route

2019 figures are more in line with 2017. The following table shows additions to the pharmacist scope, via registration route in each year from 2017:

Registrations route	2017	2018	2019
Graduates (New Zealand and Australia)	204	234	200
TTMRA	8	15	8
REQR	13	8	11
Non REQR	4	2	6
TOTAL	229	259	225

1.4 Additions to the register for overseas pharmacists with recognised qualifications

Country of first registration	2017	2018	2019
Australia	8	15	7
Ireland and the United Kingdom	11	8	8
Canada and the United States of America	2	0	3
TOTAL	21	23	18

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	2017	2018	2019
Less than 3 years	70	77	88
3 - 8 years	17	23	12
More than 8 years	0	1	2
TOTAL	87	101	102

1.6 Reason for not practising: 2019

Pharmacists on the non-practising register as at 30 June 2019 gave the following reasons for not practising:

Reason for not practising	2019	Total %
Overseas - practising	345	30%
Overseas - not practising	135	12%
Parenting/maternity leave	90	8%
Working in a non-health role	90	8%
Working in another health profession	87	8%
Other	86	7%
Retired	78	7%
Full-time study	45	4%
Seeking employment in a non-pharmacy profession	33	3%
Seeking employment as a pharmacist	2	0%
Not renewed their status at 30 June 2019	142	13%
TOTAL	1,133	100%

1.7 Removals from the register

The following reasons for removal from the register are identified:

Removals	Number
• Revision of Register	67
• Removed at own request	80
• Deceased	3
TOTAL	150

Removal reason (personal request)	Number
Retired	49
Working in a non-health role	9
Overseas - practising	6
Working in another health profession	5
Other	5
Overseas - not practising	3
Full time study	1
Seeking employment in a non-pharmacy profession	1
Parenting/maternity leave	1
TOTAL	80

1.8 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	79
	• Otago	145
	• Sydney	1
Overseas (Non-REQR) Graduates	Country:	
	• Egypt	2
	• Fiji	1
	• India	5
	• Malaysia	3
	• Nigeria	1
	• Philippines	3
	• South Africa	2
	• Thailand	1
TOTAL		243

1.9 Intern registration: 2018-2019

University	2018	2019
Auckland	103	79
Otago	125	145
Overseas	8	19
TOTAL	236	243

1.10 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. In most situations pharmacists who wish to obtain registration in overseas jurisdictions or seeking formal information for other professional organisations make these requests.

Country	Number
Australia	44
Canada	2
Dubai	1
Fiji	1
Ireland	1
Malaysia	6
NZ	3
Seychelles	1
Singapore	1
Tonga	1
UK	2
USA	1
Vanuatu	1
TOTAL	65

Appendix 2: Regional statistics

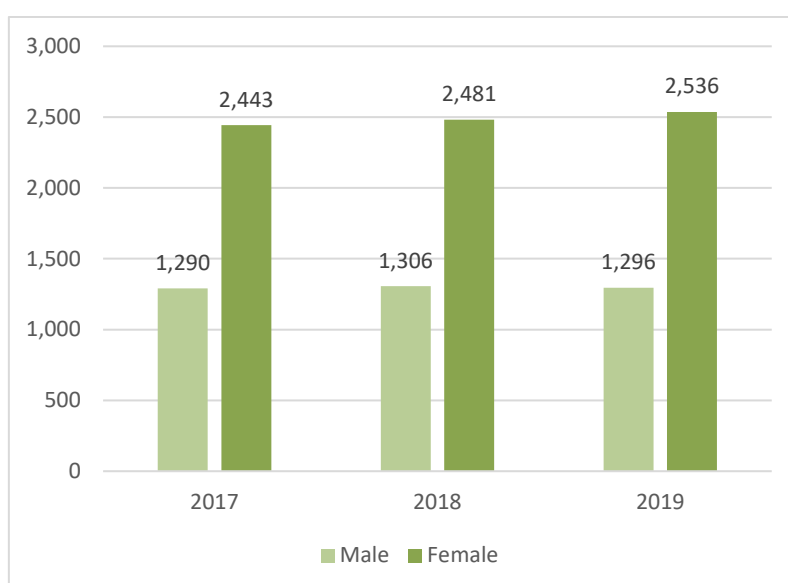
2.1 Practising pharmacists by Regional Council

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

Regional Council	Number	Percent
Auckland	1,460	38%
Bay of Plenty	222	6%
Canterbury	495	13%
Gisborne	31	1%
Hawke's Bay	131	3%
Manawatu-Wanganui	169	4%
Marlborough	39	1%
Nelson	47	1%
Northland	108	3%
Otago	215	6%
Southland	66	2%
Taranaki	97	3%
Tasman	32	1%
Waikato	284	7%
Wellington	420	11%
West Coast	16	0%
TOTAL	3,832	100%

Appendix 3: Gender, age and ethnicity

3.1 Gender distribution of practising pharmacists 2017 – 2019



3.2 Ethnicity

Ethnicity	Number
New Zealand European	1,745
Asian/Chinese/Southeast Asian/Other Asian	1,035
African, Indian, Middle Eastern	501
Other European	261
Other	109
European	86
Maori	57
Pacific Island groups	38
TOTAL	3,832

3.3 Age and Ethnicity

Ethnicity	20's	30's	40's	50's	60's	70's	80's	Total
New Zealand European	320	330	365	427	265	36	2	1,745
Asian/Chinese/Southeast Asian/Other Asian	470	419	97	41	8	0	0	1,035
African, Indian, Middle Eastern	168	198	84	40	10	1	0	501
Other European	26	61	74	71	25	3	1	261
Other	12	23	27	34	13	0	0	109
European	13	20	21	20	11	1	0	86
Maori	18	13	13	7	5	1	0	57
Pacific Island groups	14	21	3	0	0	0	0	38
TOTAL	1,041	1,085	684	640	337	42	3	3,832

Appendix 4: Type of work

3,734 pharmacists issued with an APC for the year 1 April 2019 to 31 March 2020 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 practising in different areas of pharmacy.

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

The following tables show the number of pharmacists working in the different types of pharmacy work:

4.1 – Hours worked

Hours worked per week	10 or less	11-19 hours	20-29 hours	30-39 hours	40-49 hours	50+ hours	Total
Community Pharmacy	143	173	377	621	1,418	233	2,965
Hospital Pharmacy	16	25	58	59	355	11	524
Other	4	2	16	10	34	2	68
Teaching/Research	3	6	9	5	16	4	43
Pharmaceutical Industry			4	5	19	2	30
General Practice		2	6	11	6	4	29
Pharmacy related organisations (e.g. PSNZ)	1	2	5	2	15	3	28
DHB (excluding hospital pharmacy work)	1	2	2	6	12	1	24
Primary Health Organisation	1		8	5	9		23
TOTAL	169	212	485	724	1,884	260	3,734

4.2 – Weeks worked

Weeks worked per year	10 or less	11 - 19 weeks	20-29 weeks	30-39 weeks	40-49 weeks	50+ weeks	Total
Community Pharmacy	83	128	97	144	1,351	1,162	2,965
Hospital Pharmacy	12	23	25	22	199	243	524
Other	4	1		1	34	28	68
Teaching/Research	1	1	2	1	29	9	43
Pharmaceutical Industry		1		2	15	12	30
General Practice					18	11	29
Pharmacy related organisations (e.g. PSNZ)			1		12	15	28
DHB (excluding hospital pharmacy work)			2	1	8	13	24
Primary Health Organisation				2	12	9	23
TOTAL	100	154	127	173	1,678	1,502	3,734