

Profile of the Pharmacist Workforce in NSW, 2003

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1

INTRODUCTION

The annual pharmacist workforce survey

Introduction

Each year, as part of the annual registration process for pharmacists in NSW, an Annual Workforce Survey is sent to each pharmacist currently registered with the Pharmacy Board of New South Wales. This report provides an overview of information from the 2003 workforce survey.

The response rate to the survey was slightly higher than for 2002, increasing from 81.1% to 81.8%. The continued support of the Pharmacy Board of New South Wales, professional organisations and pharmacists participating in the survey is appreciated.

Availability of survey information

The previous summary of the Annual Survey data was produced in 2004, entitled "Profile of the Pharmacist Workforce in NSW, 2003". This profile reproduces the same data as for the 2003 survey, including the analysis of data on hospital pharmacists. Additional survey analysis data such as additional cross tabulations can be obtained by forwarding a written request to the contact address in the front of the publication. Contact should be made to clarify the information required and to determine if a fee may apply. A charging policy is available on request.

Strict procedures are followed to ensure the privacy of individual pharmacists who respond to the Survey. There is no access to identifying data, as individual names and addresses are not provided by the Board on the data file. Survey information will not be made available in any format that enables the identification of individual respondents.

Methodology

Timing of the 2003 Survey

Information from the 2003 Annual Workforce Survey relates to the 2003 registration renewal period. Renewal notices and surveys were forwarded in October 2003 to pharmacists registered with the Pharmacy Registration Board of New South Wales at that time. The renewal fee was due by the end of December in order for the pharmacist to be retained on the register, as non-financial pharmacists had their status altered by Board consent in mid January. Survey respondents completed the survey with

information about their usual working situation at that time. Information regarding the registration status of pharmacists was provided by the Board which related to the period for 2003.

Workforce Survey coverage

Information from the Annual Workforce Survey does not cover all registered pharmacists in NSW. Only those registrants renewing their registration are forwarded a survey form. This normally excludes:

- **New registrants:** New registrants include new local graduates, interstate graduates and overseas trained pharmacists registering for the first time with the NSW Board who have had their qualifications recognised in NSW. These persons will normally not receive the Workforce survey, but some new registrants do receive the survey form if they also renew in the same financial year. If new registrants return a survey form, they are reclassified for the purposes of this profile as renewals (see Table 1.1).
- **Restorations:** Restorations are persons who have been restored to the register after a period in which they were not financial. These persons will not normally receive the annual survey. Some pharmacists are restorations simply due to late payment and may have returned a survey form.
- **Technical restorations:** Some dentists are restorations simply due to late payment, as they are removed from the register and then reinstated on receipt of the payment of the renewal fee. These dentists have usually completed a survey form, and therefore if they have provided survey data they have been included in the data analysis for this profile. Prior to the 2000 profile the definition of respondents was those pharmacists **renewing** their registration who completed or part completed a survey form.

Care should be taken when interpreting this data as some individual pharmacists may be included in more than one of the categories during the twelve month period.

The definition of response has been applied to those respondents who completed the question on workforce status. In addition, a number of dentists have not completed the question on workforce status, but have completed the majority of the remainder of the survey form including the provision of a New South Wales postcode for work location, as well as other data such as hours worked. It was therefore decided for data completeness, to include both of those categories in the definition of respondents, as a workforce status could be derived.

Figures have not been adjusted for non-response

Data in this publication have not been adjusted for unknown information (both survey non-response and registration data such as year of birth). When interpreting the tables, consideration should be given to the impact of unknown data:

- The absence of data due to non-response results in an under-representation of the size of the workforce in individual tables.
- The workforce characteristics of non-respondents may differ from the characteristics of survey respondents (for example, respondents may be more likely than non-respondents to be in the workforce). Weighting the survey data according to non-response alone may result in an over-estimation or under-estimation in some categories.
- The workforce characteristics of pharmacists who are not part of the survey target group (that is, new registrants and restorations) may differ from the characteristics of the survey population.

Calculating total unknown data for the survey

In determining the total unknown data for a particular question, consideration should be given to:

- **Unknown data for the question or questions comprising the table**, as indicated at the foot of each table. This may also include information that is unknown due to registration data (eg, year of birth) being unavailable from the Board.
- **Non-response to any filtering questions.** Data on second job will be affected by the lack of the explicit question “Do you have a 2nd job?” The number of persons with second jobs has been estimated from the highest response to any one question (Table 3.5: Field of pharmacy- second job, n= 904) and used to estimate unknown data in relevant questions.
- **Non-response to the survey.** Survey response rates are presented in Table 1.1.

It should be noted that limitations in the survey data prevent a distinction between non-response and alternatives such as “no”, “other” or “zero”. Information regarding this is noted at the foot of the relevant tables.

Conventions used in this publication

Throughout this publication, figures within the tables may not add to the total shown where it has been necessary to round numbers. Percentages printed as 0.0 may denote less than 0.05%.

Italics are used to report unknown data.

0 is used for zero.

Bold is used to indicate a total or subtotal.

— denotes not applicable.

n/a denotes data is not available.

Category of Pharmacist Registration

Table 1.1: Persons registered as Pharmacists in NSW, 2003

Category of registration	No. Row %		No. Row %		No. Row %	
	Female		Male		Total	
New registrations(only status) ²	98	60.5%	64	39.5%	162	100.0%
Restorations	20	47.6%	22	52.4%	42	100.0%
"True" restorations	5	31.3%	11	68.8%	16	100.0%
"Technical" restorations ³	15	57.7%	11	42.3%	26	100.0%
Renewals	3,571	50.8%	3,457	49.2%	7,028	100.0%
Deletions	0	0.0%	0	0.0%	0	100.0%
New registrations (total) ²	206	59.7%	139	40.3%	345	100.0%

Notes:

¹ The table includes information on pharmacists financial with the Board during 2003

² Some pharmacists are included in more than one category during the twelve month period. There were 345 new registrations in total, but 183 of those were also renewals within the survey period. These have been counted as renewals.

³ There were 26 restorations who had survey forms of the total of 62 restorations, and are therefore categorised as "technical restorations", because they renewed their registration after the cut off date and were then restored to the register.

In 2003, there were 7,054 pharmacists financially registered with the Pharmacy Board of NSW, an increase of 171 from the 6,883 pharmacists registered in 2002. Of these, 3,586 (50.8%) were female and 3,468 (49.2%) were male. Table 1.1 provides an overview of the number of pharmacists in each category of registration.

Response rate to Workforce Annual Survey

The response rate to the 2003 Pharmacy Workforce Annual Survey was 81.8%, higher than the response rates in 2002 of 81.1%.

Table 1.2: Response Rate to Pharmacist Annual Workforce Survey, 2001 - 2003

	No.	Rate	No.	Rate		
	2001		2002		2003	
Formal response rate						
<i>Survey respondents</i> ¹ who were <i>renewals</i> ²	5,427		5,464		5,769	
<i>Total renewals</i> ²	6,537	83.0%	6,739	81.1%	7,054	81.8%

- Notes:**
1. A "survey respondent" is defined as a renewal who provides information to the question on working status. There were 1,076 survey forms either with no data on workforce status and workforce status could not be determined, or with no match to Board information. 209 pharmacists did not return any survey form.
 2. "Renewal" is defined as a person recorded as renewing their registration although other actions may also have been recorded (technical restoration, new registration).

Determining the response rate to the survey is complicated by the relationship between the survey and the renewal process. While new registrants and restorations do not generally receive the survey, some may if they also receive a renewal notice within the twelve month survey period. Additionally, some persons sent renewal notices do not renew their registration and therefore do not return surveys. All survey responses from financially registered pharmacists are presented in Tables 1.3 and 1.4. Tables 3.1 to 3.36 describe the working renewals cohort only.

Work Status

There were 5,769 pharmacists who provided data on workforce status, with 4,383 working renewal survey respondents in 2003, unadjusted for non response. Working renewals are those respondents who:

- Were financially registered and renewed their registration in 2003
- Returned a workforce survey indicating their work status; and
- Indicated that their work status was one of the following three categories:
 - Working in pharmacy only in NSW
 - Working in pharmacy mainly in NSW, but also in other states
 - Working in pharmacy in NSW, but on extended leave (see Table 1.3)

Table 1.3: Work status of Pharmacist Workforce Survey respondents¹, NSW, in 2003

Work Status	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
Working in pharmacy							
Only in NSW	2,228	75.2%	2,085	74.3%	4,313	74.8%	51.7%
Mainly in other states, but also in NSW	22	0.7%	41	1.5%	63	1.1%	34.9%
Mainly in NSW, but also in other states	10	0.3%	19	0.7%	29	0.5%	34.5%
Only in states other than NSW	116	3.9%	165	5.9%	281	4.9%	41.3%
Working in NSW but currently on leave	31	1.0%	10	0.4%	41	0.7%	75.6%
Working overseas	119	4.0%	100	3.6%	219	3.8%	54.3%
Not Working in/ practicing in pharmacy							
Currently not working	239	8.1%	235	8.4%	474	8.2%	50.4%
Currently working, not in pharmacy	196	6.6%	153	5.4%	349	6.0%	56.2%
Total	2961	100.0%	2,808	100.0%	5,769	100.0%	51.3%
<i>Non-response to survey question¹</i>	510	14.7%	556	16.5%	1066	15.6%	

Notes: 1. There were 6,835 forms from pharmacists renewing their registration, of whom 1,076 did not reply to the question on work status and a work status could not be derived. Ten pharmacists from this group had no data on sex (see Note 1 to Table 1.2)

The workforce participation rate was 76.0% in total, and similar for males and females.

Pharmacists seeking work

Table 1.4: Seeking Work in Pharmacy in NSW, 2003

Nature of work sought	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
Not looking for work in pharmacy	337	87.8%	350	91.6%	687	89.7%	49.1%
Looking for work in pharmacy:							
- either full time or part time	4	1.0%	6	1.6%	10	1.3%	40.0%
- full time	1	0.3%	1	0.3%	2	0.3%	50.0%
- part time	40	10.4%	24	6.3%	64	8.4%	62.5%
- not specified	2	0.5%	1	0.3%	3	0.4%	66.7%
Total	384	100.0%	382	100.0%	766	100.0%	50.1%
<i>non response</i>	51	11.7%	6	1.5%	57	6.9%	

Note: Table includes only those survey respondents in Table 1.3 who indicated that they were not currently working or currently working but not in pharmacy (n=823)

Only 10.4% of those not currently working or working but not in pharmacy indicated that they were seeking work in pharmacy.

Estimating Workforce Size

Table 1.5: Estimating the Size of the Pharmacist Workforce, 2001-2003

	No.		
	2001	2002	2003
Size of Workforce (Unadjusted) ¹	4,221	4281	4383
Total respondents to work status	5,427	5464	5769
% working	77.8%	78.3%	76.0%
No. of renewals ²	6,537	6,739	7,054
1) estimated workforce from renewals	5,084	5,280	5,359
No. of new registrants ³	123	128	162
2) estimated workforce from new reg. (90%)	111	115	146
No. of restorations ³	25	16	16
3) estimated workforce from restorations (80%)	20	13	13
Total Estimated Workforce (1+2+3)	5,215	5,408	5,518
Total number of new registrations	219	284	345
Total number of financial restorations	43	62	42

- Notes:**
- 1 The unadjusted size of the workforce is based on renewals and technical restorations who answered the work status question as working in NSW (see Section on work status). This is the workforce size unadjusted for non response.
 - 2 The number of renewals includes renewals and technical restorations
 - 3 The total number of new registrants and restorations in each year are shown below the table. However, a

The method of estimating workforce size from the 1999 Medical Workforce Survey has been applied in the above table. When applied to the data, this results in an estimated 5,359 working renewals, 146 working new registrants, and 13 working registrants in other categories, with a total estimated workforce size of 5,518 pharmacists, an increase of 110 or 2.0% from the estimated 5,408 pharmacists working in 2002. The estimated workforce size for 2003 has nearly reached the estimate of 5,530 working pharmacists for 2000.

Estimating Full-Time Equivalent Workforce (FTE)

The numbers of hours worked by pharmacists on average per week for all jobs together (see Table 3.11) can be converted to full-time equivalents (FTEs) which becomes a measure of the productive workforce. This is shown in Table 3.14, where the total hours worked by pharmacists in each age and hours worked group are divided by 35 to calculate the FTE workforce. Thirty five hours is used as the measure of full time work based on workforce definitions developed by the Australian Bureau of Statistics. A ratio of FTEs to the total headcount workforce can then be calculated, to determine the relative productivity of the workforce.

Table 3.14 has not been adjusted to the estimated size of the workforce accounting for non response, and therefore shows an FTE workforce of 4580.2 pharmacists compared to a headcount of 4,265 pharmacists (see Table 3.11). Therefore the FTE ratio is 1.074, indicating that pharmacists are 7.4% more productive on average than the workforce equivalent (based on 35 hours per week). The FTE ratio of 1.074 applied to the estimated workforce size of 5,518 headcount calculated above results in an estimated FTE workforce of 5,926.3 pharmacists, an increase of 177.6 FTE from the estimated workforce of 5,748.7 FTE pharmacists in 2002.

2

PHARMACISTS WORKING IN NSW

This section documents the number and characteristics of pharmacists working in NSW.

- From 2002 to 2003, the NSW pharmacist workforce is estimated to have increased from a headcount of 5,408 to 5,518 (after adjusting for non response, see Section 1, p.6, "Estimating Workforce Size"). This represents an increase of 110 or 2.0% in that period.
- Workforce participation rates for pharmacists in NSW appear to have declined between 2002 and 2003 (from 78.3% to 76.0%).
- The proportion of women in the pharmacist workforce is 51.8%, and the proportion of men in the pharmacist workforce is 48.2%, with a greater proportion of women in younger age groups. Some 45.8% of the female workforce were aged under 40, while 29.2% of males were under forty years in 2003. However, women are greater in numbers in all age groups younger than 55 years, while men are significantly higher in numbers in the 55 year age group and older age groups.
- There is a much higher proportion of women working as hospital/clinic pharmacists (78.3% of all hospital/clinic pharmacists) than the proportion of women working as community (retail) pharmacists (46.4%) in their main job.
- Some 37.7% of the workforce are aged under forty years, 21.2% are aged 40 to 49 years, 19.1% are aged 50 to 59 years, and 22.0% of the workforce are 60 years and older. The modal age range is 25 to 29 years and 30 to 34 years (i.e. the age range with the greatest numbers of working pharmacists), although the average age is 43.6 years.
- Some 7.7% of pharmacists working in NSW are also registered interstate, with the highest proportion being registered in Queensland followed by Victoria.
- Some 79.8% of the workforce are community/retail pharmacists in their main job, with 12.9% working as hospital/clinic pharmacists, 2.7% as industrial pharmacists, 3.0% in other categories, 0.8% in administration and 0.8% also in teaching. This varies with the second job, with 80.1% working as community/retail pharmacists, 7.3% working as hospital/clinic pharmacists, 7.3% in other positions, 3.4% as teachers/educators, and 1.4% in administration.
- The large majority of community pharmacists are in an in-charge position (86.2%) in their main job, while only 13.8% are staff pharmacists. However, just over half of community pharmacists are salaried (56.4%), 25.5% are sole proprietors, and 18.1% are in a partnership as proprietors. A large majority are in permanent positions, either full time or part time (82.8%), while 17.2% are relievers

in either one or more locations. The proportion of pharmacists in charge is lower for a second job at 81.8%, while 18.2% are staff pharmacists. However, the large majority of community pharmacists (88.6%) in a second community pharmacy position are salaried, 5.6% are sole proprietors, and 5.8% are in a partnership as proprietors. Just over half or 51.7% are in permanent positions in a second job, either full time or part time, while 48.4% are relievers in either one or more locations.

- For hospital/clinic pharmacists, 15.5% are in a director position in their main job, 3.1% are in a deputy director position, 20.1% are senior pharmacists, just over a third (38.9%) are clinical pharmacists, and 22.4% are pharmacists. There are very few hospital/clinic pharmacists in a second job overall (n= 55) and the largest numbers are in pharmacist positions (45.5%) and clinical pharmacist positions (40.0%).
- Some 41.3% of pharmacists reported working part time in their main job (hours worked less than 35 hours per week) and 58.7% reported working full time. Women were more likely to work part time than men (51.5% of women compared with 30.1% of men). Some 97.0% of pharmacists reported working part time in their **second** job (hours worked less than 35 hours per week). Some 36.1 % of pharmacists reported working part time in their **total job hours** (hours worked less than 35 hours per week). Women were more likely to work part time than men (45.9% of women compared with 25.2% of men). The modal range of hours worked (the hours range with the greatest numbers of working pharmacists) was 40 to 44 hours per week (lower than in 2002 at 55 to 59 hours).
- The majority of community/retail pharmacists work full time (59.3%) while a similar proportion of hospital/clinic pharmacists (55.8%) reported working full time. The modal hours range for community/retail pharmacists was 50 to 59 hours (15.5% of all community/retail pharmacists) while it was 40 to 44 hours for hospital/clinic pharmacists (28.4%).
- The full time equivalent pharmacist workforce (FTE workforce) consists of 4,580.2 FTE (see Table 3.14) from the 4,265 pharmacists who provided data on their hours worked (Table 3.11). Therefore the FTE ratio of 1.074 compared to total numbers indicates that there is a greater than one to one relationship. This is due to the number of pharmacists who work 35 hours or greater contributing more to the productive workforce than those working less than 35 hours. Women were 2,169.7 FTE (47.4% of the FTE workforce) and men 2,410.5 FTE (52.6%), indicating that the greater hours worked by males result in their higher average FTE (males were 48.2% of the headcount workforce).
- The large majority of pharmacists work in the private sector (85.0%) while the public sector accounted for 16.0% of pharmacists in 2003 in their main job. Community pharmacists are four fifths or 79.6% of the total workforce, and hospital pharmacists in general hospitals 11.2%. The only other employment area of any size is private pharmaceutical organisations, with 2.5% of pharmacists. This trend is more pronounced in the second job, with 90.8% in the private sector and only 9.2% in the public sector.
- Stand alone premises account for 70.3% of premises in a main job, and 67.1% in a second job. Some 24.4% of premises are in a shopping mall complex in a main job, and 25.6% in a second job.
- In 2003, the main job for 82.9% of pharmacists was located in Metropolitan Area Health Services, with 68.4% in Metropolitan Sydney and 14.5% in other major Metropolitan areas. Northern Sydney was the main job location for 19.3% of pharmacists with South Eastern Sydney having 18.3%. Rural Area Health services were the main job location for 17.0% of pharmacists, with Mid North Coast having the highest proportion in a rural area at 3.4% followed by Northern Rivers at 3.3%. For the second job there is a slightly higher proportion of pharmacists working in Metropolitan Area Health Services (83.9%).
- There was 80.9% of community retail pharmacists working in Metropolitan Area Health Services in their main job, and 87.4% of hospital/clinic pharmacists.

3

WORKFORCE TABLES

Table 3.1 Age and sex distribution of pharmacists working in NSW, 2003

Age group	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
19-24	137	6.4%	51	2.6%	188	4.5%	72.9%	
25-29	322	15.0%	192	9.7%	514	12.4%	62.6%	
30-34	323	15.1%	189	9.5%	512	12.4%	63.1%	
35-39	199	9.3%	148	7.4%	347	8.4%	57.3%	
40-44	225	10.5%	163	8.2%	388	9.4%	58.0%	
45-49	310	14.5%	176	8.9%	486	11.8%	63.8%	
50-54	234	10.9%	153	7.7%	387	9.4%	60.5%	
55-59	174	8.1%	225	11.3%	399	9.7%	43.6%	
60-64	122	5.7%	309	15.5%	431	10.4%	28.3%	
65-69	70	3.3%	247	12.4%	317	7.7%	22.1%	
70-74	17	0.8%	104	5.2%	121	2.9%	14.0%	
75+	11	0.5%	31	1.6%	42	1.0%	26.2%	
Total	2144	100.0%	1988	100.0%	4,132	100.0%	51.9%	
<i>Unknown¹</i>	125	5.5%	126	6.0%	251	5.7%		

66 people with unknown age and gender have been omitted from this and subsequent tables.

Average age **40.1** **47.4** **43.6**

Table 3.2: Pharmacists registered in NSW with registration to work as a pharmacist in other States of Australia, 2001

Age group	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Registered interstate	155	6.9%	185	8.8%	340	7.8%	45.6%	
Not registered interstate	2105	93.1%	1918	91.2%	4,023	92.2%	52.3%	
Total	2260	100.0%	2103	100.0%	4,363	100.0%	51.8%	
<i>Non-response:</i>	9	0.4%	11	0.5%	20	0.5%		

	No.	% of those registered interstate	No.	% of those registered interstate	No.	% of those registered interstate
Registered in:						
Victoria	37	23.9%	39	21.1%	76	22.4%
Queensland	48	31.0%	96	51.9%	144	42.4%
Western Australia	6	3.9%	4	2.2%	10	2.9%
South Australia	12	7.7%	5	2.7%	17	5.0%
Tasmania	1	0.6%	4	2.2%	5	1.5%
Australian Capital Terri	14	9.0%	25	13.5%	39	11.5%
Northern Territory	18	11.6%	24	13.0%	42	12.4%

NB: Individual survey respondents may be included in more than one of the above categories.

Survey data have not been adjusted for unknown information (see p. 2)

Table 3.3: Resident status of pharmacists working in NSW, 2003

Residential Status	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Australian Citizen	2131	94.3%	2002	95.2%	4133	94.7%	51.6%	
Not an Australian Citizen								
Permanent resident	100	4.4%	91	4.3%	191	4.4%	52.4%	
Not permanent resident	22	1.0%	7	0.3%	29	0.7%	75.9%	
Not stated	7	0.3%	3	0.1%	10	0.2%	70.0%	
Total	2260	100.0%	2103	100.0%	4363	100.0%	51.8%	
<i>Non-response:</i>	9	0.4%	11	0.5%	20	0.5%		

Table 3.4: Field of pharmacy, main job - pharmacists working in NSW, 2003

Field of pharmacy - 1st job	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Community/ retail pharmacist	1588	71.0%	1861	89.3%	3449	79.8%	46.0%	
Hospital/ clinic pharmacist	439	19.6%	117	5.6%	556	12.9%	79.0%	
Industrial Pharmacist	78	3.5%	39	1.9%	117	2.7%	66.7%	
Administration	20	0.9%	16	0.8%	36	0.8%	55.6%	
Teacher/ Education	20	0.9%	14	0.7%	34	0.8%	58.8%	
Other	92	4.1%	37	1.8%	129	3.0%	71.3%	
Total	2237	100.0%	2084	100.0%	4321	100.0%	51.8%	
<i>Non-response:</i>	32	1.4%	30	1.4%	62	1.4%		

Table 3.5: Field of pharmacy, second job - pharmacists working in NSW, 2003

Field of pharmacy - 2nd job	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Community/ retail pharmacist	432	77.8%	292	83.7%	724	80.1%	59.7%	
Hospital/ clinic pharmacist	50	9.0%	16	4.6%	66	7.3%	75.8%	
Industrial Pharmacist	3	0.5%	1	0.3%	4	0.4%	75.0%	
Administration	5	0.9%	8	2.3%	13	1.4%	38.5%	
Teacher/ Education	20	3.6%	11	3.2%	31	3.4%	64.5%	
Other	45	8.1%	21	6.0%	66	7.3%	68.2%	
Total	555	100.0%	349	100.0%	904	100.0%	61.4%	
<i>Non-response:</i>	1714	75.5%	1765	83.5%	3479	79.4%		

Table 3.6: Nature of employment, pharmacists working in community (retail) pharmacy in main job, NSW, 2003

Employment status - main job	No.	%	No.	%	No.	%	Per cent Female
	Female		Male		Total		
Classification of current job							
Pharmacist in charge	1263	80.6%	1671	91.0%	2,934	86.2%	43.0%
Staff pharmacist	304	19.4%	165	9.0%	469	13.8%	64.8%
Total	1567	100.0%	1836	100.0%	3,403	100.0%	46.0%
<i>Non-response:</i>	21	1.3%	25	1.3%	46	1.3%	
Sole proprietor, partner, or salaried							
Sole proprietor	238	15.4%	620	34.1%	858	25.5%	27.7%
Partner-proprietor	196	12.7%	413	22.7%	609	18.1%	32.2%
Salaried	1115	72.0%	786	43.2%	1901	56.4%	58.7%
Total	1549	100.0%	1819	100.0%	3368	100.0%	46.0%
<i>Non-response:</i>	39	2.5%	42	2.3%	81	2.3%	
Nature of employment position							
Permanent (full time or part time)	1296	83.4%	1504	82.3%	2800	82.8%	46.3%
Reliever, one location	146	9.4%	119	6.5%	265	7.8%	55.1%
Reliever - various locations	112	7.2%	205	11.2%	317	9.4%	35.3%
Total	1554	100.0%	1828	100.0%	3382	100.0%	45.9%
<i>Non-response:</i>	34	2.1%	33	1.8%	67	1.9%	

Table 3.7: Nature of employment, pharmacists working in community (retail) pharmacy in second job, NSW, 2003

Employment status - second job	No.	%	No.	%	No.	%	Per cent Female
	Female		Male		Total		
Classification of current job							
Pharmacist in charge	334	81.3%	224	82.7%	558	81.8%	59.9%
Staff pharmacist	77	18.7%	47	17.3%	124	18.2%	62.1%
Total	411	100.0%	271	100.0%	682	100.0%	60.3%
<i>Non-response:</i>	21	4.9%	21	7.2%	42	5.8%	
Sole proprietor, partner, or salaried							
Sole proprietor	13	3.4%	23	8.9%	36	5.6%	36.1%
Partner-proprietor	8	2.1%	29	11.3%	37	5.8%	21.6%
Salaried	365	94.6%	205	79.8%	570	88.6%	64.0%
Total	386	100.0%	257	100.0%	643	100.0%	60.0%
<i>Non-response:</i>	46	10.6%	35	12.0%	81	11.2%	
Nature of employment position							
Permanent (full time or part time)	207	51.6%	137	51.7%	344	51.7%	60.2%
Reliever, one location	92	22.9%	43	16.2%	135	20.3%	68.1%
Reliever - various locations	102	25.4%	85	32.1%	187	28.1%	54.5%
Total	401	100.0%	265	100.0%	666	100.0%	60.2%
<i>Non-response:</i>	31	7.2%	27	9.2%	58	8.0%	

Table 3.8: Job classification of hospital/clinic pharmacists working in NSW, main and second job, 2003

	No.		%		No.		%		Per cent female
	Female		Male		Total				
Main job									
Director	46	10.5%	35	30.4%	81	14.6%			56.8%
Deputy Director	14	3.2%	10	8.7%	24	4.3%			58.3%
Senior Pharmacist	85	19.4%	24	20.9%	109	19.7%			78.0%
Clinical Pharmacist	196	44.7%	26	22.6%	222	40.1%			88.3%
Pharmacist	97	22.1%	20	17.4%	117	21.2%			82.9%
Total	438	100.0%	115	100.0%	553	100.0%			79.2%
<i>Non-response:</i>	1	0.2%	2	1.7%	3	0.5%			
Second job									
Director	1	2.1%	1	6.7%	2	3.2%			50.0%
Deputy Director	2	4.3%	1	6.7%	3	4.8%			0.0%
Senior Pharmacist	9	19.1%	1	6.7%	10	16.1%			90.0%
Clinical Pharmacist	16	34.0%	6	40.0%	22	35.5%			72.7%
Pharmacist	19	40.4%	6	40.0%	25	40.3%			76.0%
Total	47	100.0%	15	100.0%	62	100.0%			75.8%
<i>Non-response:</i>	3	6.0%	1	6.3%	4	6.1%			

Table 3.9: Total hours usually worked per week in pharmacy - main job

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	168	7.7%	115	5.6%	283	6.7%			59.4%
10-19	363	16.5%	190	9.3%	553	13.1%			65.6%
20-29	389	17.7%	184	9.0%	573	13.5%			67.9%
30-34	211	9.6%	127	6.2%	338	8.0%			62.4%
35-39	245	11.2%	201	9.9%	446	10.5%			54.9%
40-44	392	17.9%	344	16.9%	736	17.4%			53.3%
45-49	163	7.4%	272	13.3%	435	10.3%			37.5%
50-59	180	8.2%	397	19.5%	577	13.6%			31.2%
60-69	48	2.2%	157	7.7%	205	4.8%			23.4%
>70	35	1.6%	53	2.6%	88	2.1%			39.8%
Total	2194	100.0%	2040	100.0%	4234	100.0%			51.8%
<i>No hours reported</i>	75	3.3%	74	3.5%	149	3.4%			

Table 3.10: Total hours usually worked per week in pharmacy - 2nd job

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	308	34.9%	161	50.0%	469	53.2%			65.7%
10-19	173	19.6%	130	32.6%	303	34.4%			57.1%
20-29	27	3.1%	51	13.8%	78	8.8%			34.6%
30-34	4	0.5%	2	1.3%	6	0.7%			66.7%
35-39	4	0.5%	0	1.0%	4	0.5%			100.0%
40-44	1	0.1%	3	0.0%	4	0.5%			25.0%
45-49	1	0.1%	1	0.0%	2	0.2%			50.0%
50-59	1	0.1%	1	1.0%	2	0.2%			50.0%
60-69	2	0.2%	0	0.0%	2	0.2%			100.0%
>70	10	1.1%	2	0.3%	12	1.4%			83.3%
Total	531	60.2%	351	100.0%	882	100.0%			60.2%
<i>No hours reported</i>	1738		1763		3,501				

Survey data have not been adjusted for unknown information (see p. 2)

Table 3.11: Total hours usually worked per week by all pharmacists - all jobs

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	147	6.6%	103	5.0%	250	5.9%			58.8%
10-19	300	13.5%	168	8.2%	468	11.0%			64.1%
20-29	365	16.5%	146	7.1%	511	12.0%			71.4%
30-34	207	9.3%	101	4.9%	308	7.2%			67.2%
35-39	247	11.1%	207	10.1%	454	10.6%			54.4%
40-44	407	18.4%	335	16.3%	742	17.4%			54.9%
45-49	213	9.6%	310	15.1%	523	12.3%			40.7%
50-59	222	10.0%	440	21.5%	662	15.5%			33.5%
60-69	59	2.7%	177	8.6%	236	5.5%			25.0%
>70	49	2.2%	62	3.0%	111	2.6%			44.1%
Total	2216	100.0%	2049	100.0%	4265	100.0%			52.0%
<i>No hours reported</i>	53	2.3%	65	3.1%	118	2.7%			

Table 3.12: Total hours usually worked per week by community (retail) pharmacists - all jobs

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	207	12.4%	131	7.1%	338	9.6%			61.2%
10-19	269	16.1%	166	9.0%	435	12.3%			61.8%
20-29	270	16.1%	134	7.2%	404	11.5%			66.8%
30-34	159	9.5%	99	5.3%	258	7.3%			61.6%
35-39	161	9.6%	164	8.9%	325	9.2%			49.5%
40-44	235	14.0%	270	14.6%	505	14.3%			46.5%
45-49	132	7.9%	277	15.0%	409	11.6%			32.3%
50-59	156	9.3%	390	21.1%	546	15.5%			28.6%
60-69	46	2.7%	165	8.9%	211	6.0%			21.8%
>70	39	2.3%	55	3.0%	94	2.7%			41.5%
Total	1674	100.0%	1851	100.0%	3,525	100.0%			47.5%
<i>No hours reported in retail pharmacy</i>	51	3.0%	60	3.1%	111	3.1%			

Table 3.13: Total hours usually worked per week by hospital/clinic pharmacists - all jobs

Hours per week	No.		%		No.		%		Per cent female
	Female		Male		Total				
1-9	36	7.8%	9	6.9%	45	7.6%			80.0%
10-19	70	15.1%	11	8.4%	81	13.6%			86.4%
20-29	83	17.9%	12	9.2%	95	16.0%			87.4%
30-34	39	8.4%	3	2.3%	42	7.1%			92.9%
35-39	61	13.1%	32	24.4%	93	15.6%			65.6%
40-44	126	27.2%	43	32.8%	169	28.4%			74.6%
45-49	24	5.2%	8	6.1%	32	5.4%			75.0%
50-59	18	3.9%	11	8.4%	29	4.9%			62.1%
60-69	4	0.9%	0	0.0%	4	0.7%			100.0%
>70	3	0.6%	2	1.5%	5	0.8%			60.0%
Total	464	100.0%	131	100.0%	595	100.0%			78.0%
<i>No hours reported in retail pharmacy</i>	13	0.7%	1	5.3%	14	2.4%			

Survey data have not been adjusted for unknown information (see p. 2)

Table 3.14: Estimated full-time equivalent pharmacists in workforce using average hours worked per week

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	27.5	1.3%	18.2	0.8%	45.7	1.0%	60.2%
10-19	123.0	5.7%	65.7	2.7%	188.7	4.1%	65.2%
20-29	244.7	11.3%	97.6	4.1%	342.3	7.5%	71.5%
30-34	185.5	8.6%	89.9	3.7%	275.4	6.0%	67.4%
35-39	261.5	12.1%	218.1	9.0%	479.6	10.5%	54.5%
40-44	475.4	21.9%	393.6	16.3%	868.9	19.0%	54.7%
45-49	281.0	13.0%	410.1	17.0%	691.1	15.1%	40.7%
50-59	331.0	15.3%	656.9	27.3%	987.9	21.6%	33.5%
60-69	103.2	4.8%	309.1	12.8%	412.3	9.0%	25.0%
>70	136.9	6.3%	151.2	6.3%	288.1	6.3%	47.5%
Total	2169.7	100.0%	2410.5	100.0%	4580.2	100.0%	47.4%

No hours reported 53 65 118

Note: Total hours worked per week by the numbers of pharmacists in Table 3.11 are divided by 35 to calculate FTE.

Table 3.15: Estimated full-time equivalent community (retail) pharmacists in workforce using average hours worked per week

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	35.9	2.4%	22.8	1.1%	58.7	1.6%	61.1%
10-19	107.4	7.1%	64.3	3.0%	171.7	4.7%	62.5%
20-29	179.3	11.9%	89.3	4.2%	268.6	7.4%	66.7%
30-34	141.7	9.4%	87.8	4.1%	229.5	6.3%	61.7%
35-39	169.9	11.3%	172.2	8.1%	342.1	9.4%	49.7%
40-44	275.6	18.3%	317.7	15.0%	593.3	16.4%	46.5%
45-49	174.5	11.6%	366.5	17.2%	541.0	14.9%	32.3%
50-59	233.1	15.5%	582.0	27.4%	815.1	22.5%	28.6%
60-69	80.3	5.3%	288.4	13.6%	368.7	10.2%	21.8%
>70	105.8	7.0%	133.6	6.3%	239.4	6.6%	44.2%
Total	1503.5	100.0%	2124.6	100.0%	3628.2	100.0%	41.4%

No hours reported 51 60 111

Note: Total hours worked per week by the numbers of pharmacists in Table 3.12 are divided by 35 to calculate FTE.

Table 3.16: Estimated full-time equivalent hospital/clinic pharmacists in workforce using average hours worked per week

Hours per week	No.	%	No.	%	No.	%	
	Female		Male		Total		Per cent female
1-9	6.8	1.7%	1.4	1.0%	8.2	1.5%	83.2%
10-19	30.0	7.3%	4.3	3.3%	34.3	6.3%	87.5%
20-29	55.9	13.7%	7.6	5.8%	63.5	11.8%	88.0%
30-34	35.1	8.6%	2.7	2.1%	37.8	7.0%	92.9%
35-39	65.7	16.1%	34.3	26.2%	100.1	18.5%	65.7%
40-44	144.7	35.4%	49.4	37.7%	194.1	36.0%	74.6%
45-49	31.1	7.6%	10.5	8.0%	41.6	7.7%	74.7%
50-59	26.3	6.4%	16.3	12.4%	42.5	7.9%	61.8%
60-69	6.9	1.7%	0.0	0.0%	6.9	1.3%	100.0%
>70	6.6	1.6%	4.4	3.4%	11.0	2.0%	59.8%
Total	409.0	100.0%	130.9	100.0%	539.9	100.0%	75.8%

No hours reported 13 1 14

Note: Total hours worked per week by the numbers of pharmacists in Table 3.13 are divided by 35 to calculate FTE.

Survey data have not been adjusted for unknown information (see p. 2)

Table 3.17: Age and sex distribution of community (retail) pharmacists working in NSW, 2003 (main job)

Age group	No.		%		No.		%		Per cent female
	Female		Male		Total				
19-24	97	6.4%	46	2.6%	143	4.4%			67.8%
25-29	243	16.1%	179	10.3%	422	13.0%			57.6%
30-34	226	15.0%	170	9.8%	396	12.2%			57.1%
35-39	141	9.4%	130	7.5%	271	8.3%			52.0%
40-44	141	9.4%	140	8.0%	281	8.6%			50.2%
45-49	201	13.3%	156	9.0%	357	11.0%			56.3%
50-54	154	10.2%	128	7.3%	282	8.7%			54.6%
55-59	120	8.0%	195	11.2%	315	9.7%			38.1%
60-64	98	6.5%	273	15.7%	371	11.4%			26.4%
65-69	60	4.0%	212	12.2%	272	8.4%			22.1%
70-74	15	1.0%	88	5.0%	103	3.2%			14.6%
75+	11	0.7%	26	1.5%	37	1.1%			29.7%
Total	1507	100.0%	1743	100.0%	3250	100.0%			46.4%
<i>Non-response:</i>	81	5.1%	118	6.3%	199	5.8%			
Average age	40.0		46.0		43.0				

Table 3.18: Age and sex distribution of hospital/clinic pharmacists working in NSW, 2003 (main job)

Age group	No.		%		No.		%		Per cent female
	Female		Male		Total				
19-24	30	7.3%	3	2.6%	33	6.3%			90.9%
25-29	54	13.1%	6	5.3%	60	11.4%			90.0%
30-34	56	13.6%	10	8.8%	66	12.5%			84.8%
35-39	33	8.0%	5	4.4%	38	7.2%			86.8%
40-44	47	11.4%	10	8.8%	57	10.8%			82.5%
45-49	74	18.0%	11	9.6%	85	16.2%			87.1%
50-54	55	13.3%	11	9.6%	66	12.5%			83.3%
55-59	36	8.7%	16	14.0%	52	9.9%			69.2%
60-64	15	3.6%	16	14.0%	31	5.9%			48.4%
65-69	10	2.4%	17	14.9%	27	5.1%			37.0%
70-74	2	0.5%	5	4.4%	7	1.3%			28.6%
75+	0	0.0%	4	3.5%	4	0.8%			0.0%
Total	412	100.0%	114	100.0%	526	100.0%			78.3%
<i>Non-response:</i>	27	6.2%	3	2.6%	30	5.4%			
Average Age	39.0		51.0		42.0				

Table 3.19: Service or business employed or self-employed in - main job, pharmacists working in NSW

Business/Service in main job	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Public sector								
Hospital	384	17.2%	97	4.7%	481	11.2%	79.8%	
Psychiatric Hospital	9	0.4%	8	0.4%	17	0.4%	52.9%	
Nursing Home	2	0.1%	4	0.2%	6	0.1%	33.3%	
Medical centre	3	0.1%	4	0.2%	7	0.2%	42.9%	
Tertiary education institution	26	1.2%	13	0.6%	39	0.9%	66.7%	
Government dept/organisation	17	0.8%	13	0.6%	30	0.7%	56.7%	
Defence Forces	7	0.3%	6	0.3%	13	0.3%	53.8%	
Pharmaceutical manufacturing org.	22	1.0%	7	0.3%	29	0.7%	75.9%	
Other health establishments	15	0.7%	8	0.4%	23	0.5%	65.2%	
Total public sector	485	21.7%	160	7.7%	645	15.0%	75.2%	
Private sector								
Community pharmacy	1581	70.9%	1849	88.9%	3430	79.6%	46.1%	
Hospital	40	1.8%	7	0.3%	47	1.1%	85.1%	
Psychiatric Hospital	5	0.2%	1	0.0%	6	0.1%	83.3%	
Nursing Home	7	0.3%	4	0.2%	11	0.3%	63.6%	
Medical centre	3	0.1%	6	0.3%	9	0.2%	33.3%	
Tertiary education institution	1	0.0%	0	0.0%	1	0.0%	100.0%	
Pharmaceutical manufacturing org.	71	3.2%	36	1.7%	107	2.5%	66.4%	
Pharmaceutical wholesaling org.	3	0.1%	5	0.2%	8	0.2%	37.5%	
Other health establishments	34	1.5%	12	0.6%	46	1.1%	73.9%	
Total private sector	1745	78.3%	1920	92.3%	3665	85.0%	47.6%	
Total	2230	100.0%	2080	100.0%	4310	100.0%	51.7%	
<i>Non-response:</i>	39	1.7%	34	1.6%	73	1.7%		

Table 3.20: Type of premises for community pharmacies - main job, pharmacists working in NSW

Type of premises	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Stand alone	1086	69.2%	1302	71.3%	2388	70.3%	45.5%	
Shopping mall complex	391	24.9%	439	24.0%	830	24.4%	47.1%	
Private hospital/ Nursing home	8	0.5%	1	0.1%	9	0.3%	88.9%	
Medical Centre	82	5.2%	82	4.5%	164	4.8%	50.0%	
Other non -govt.	2	0.1%	2	0.1%	4	0.1%	50.0%	
Total	1569	100.0%	1826	100.0%	3395	100.0%	46.2%	
<i>Non-response:</i>	19	1.2%	35	1.9%	54	1.6%		

Table 3.21: Service or business employed or self-employed in - second job, pharmacists working in NSW

Business/Service in second job	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Public sector								
Hospital	32	5.9%	9	2.5%	41	4.5%	78.0%	
Psychiatric Hospital	0	0.0%	0	0.0%	0	0.0%	0.0%	
Nursing Home	3	0.6%	0	0.0%	3	0.3%	100.0%	
Medical centre	0	0.0%	0	0.0%	0	0.0%	0.0%	
Tertiary education institution	18	3.3%	5	1.4%	23	2.5%	78.3%	
Government dept/organisation	2	0.4%	4	1.1%	6	0.7%	33.3%	
Defence Forces	5	0.9%	1	0.3%	6	0.7%	83.3%	
Pharmaceutical manufacturing org.	0	0.0%	0	0.0%	0	0.0%	0.0%	
Other health establishments	4	0.7%	0	0.0%	4	0.4%	100.0%	
Total public sector	64	11.8%	19	5.3%	83	9.2%	77.1%	
Private sector								
Community pharmacy	442	81.4%	321	89.2%	763	84.5%	57.9%	
Hospital	6	1.1%	8	2.2%	14	1.6%	42.9%	
Psychiatric Hospital	1	0.2%	0	0.0%	1	0.1%	100.0%	
Nursing Home	13	2.4%	2	0.6%	15	1.7%	86.7%	
Medical centre	3	0.6%	4	1.1%	7	0.8%	42.9%	
Tertiary education institution	0	0.0%	0	0.0%	0	0.0%	0.0%	
Pharmaceutical manufacturing org.	2	0.4%	1	0.3%	3	0.3%	66.7%	
Pharmaceutical wholesaling org.	0	0.0%	0	0.0%	0	0.0%	0.0%	
Other health establishments	12	2.2%	5	1.4%	17	1.9%	70.6%	
Total private sector	479	88.2%	341	94.7%	820	90.8%	58.4%	
Total	543	100.0%	360	100.0%	903	100.0%	60.1%	
<i>Non-response:</i>	1726	76.1%	1754	83.0%	3480	79.4%		

Table 3.22: Type of premises for community pharmacies - second job, pharmacists working in NSW

Type of premises	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Stand alone	268	66.3%	181	68.3%	449	67.1%	59.7%	
Shopping mall complex	109	27.0%	62	23.4%	171	25.6%	63.7%	
Private hospital/ Nursing home	4	1.0%	2	0.8%	6	0.9%	66.7%	
Medical Centre	23	5.7%	20	7.5%	43	6.4%	53.5%	
Other non -govt.	0	0.0%	0	0.0%	0	0.0%	0.0%	
Total	404	100.0%	265	100.0%	669	100.0%	60.4%	
<i>Non-response:</i>	28	6.5%	27	9.2%	55	7.6%		

Table 3.23: Work location by Area Health Service of pharmacists working in NSW - main job

Work location - main job	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Health Service								
Central Coast	57	2.6%	99	4.9%	156	3.7%	36.5%	
Central Sydney	209	9.6%	179	8.9%	388	9.2%	53.9%	
Hunter	110	5.0%	159	7.9%	269	6.4%	40.9%	
Illawarra	86	3.9%	100	5.0%	186	4.4%	46.2%	
Northern Sydney	504	23.1%	305	15.2%	809	19.3%	62.3%	
South Eastern Sydney	456	20.9%	310	15.4%	766	18.3%	59.5%	
South Western Sydney	174	8.0%	189	9.4%	363	8.7%	47.9%	
Wentworth	57	2.6%	82	4.1%	139	3.3%	41.0%	
Western Sydney	226	10.3%	175	8.7%	401	9.6%	56.4%	
Total Metropolitan Areas	1879	86.0%	1598	79.4%	3477	82.9%	54.0%	
Far West	4	0.2%	14	0.7%	18	0.4%	22.2%	
Greater Murray	58	2.7%	73	3.6%	131	3.1%	44.3%	
Macquarie	11	0.5%	24	1.2%	35	0.8%	31.4%	
Mid North Coast	56	2.6%	85	4.2%	141	3.4%	39.7%	
Mid Western	54	2.5%	36	1.8%	90	2.1%	60.0%	
New England	34	1.6%	40	2.0%	74	1.8%	45.9%	
Northern Rivers	47	2.2%	91	4.5%	138	3.3%	34.1%	
Southern	39	1.8%	49	2.4%	88	2.1%	44.3%	
Total Rural Health Services	303	13.9%	412	20.5%	715	17.0%	42.4%	
Interstate	2	0.1%	2	0.1%	4	0.1%	50.0%	
Total	2184	100.0%	2012	100.0%	4196	100.0%	52.0%	
<i>Non response:</i>	85	3.7%	102	4.8%	187	4.3%		

Table 3.24: Work location by Area Health Service of pharmacists working in NSW - second job

Work location - 2nd job	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Health Service								
Central Coast	14	2.8%	15	4.6%	29	3.5%	48.3%	
Central Sydney	57	11.4%	32	9.8%	89	10.8%	64.0%	
Hunter	31	6.2%	40	12.3%	71	8.6%	43.7%	
Illawarra	25	5.0%	17	5.2%	42	5.1%	59.5%	
Northern Sydney	109	21.8%	47	14.4%	156	18.9%	69.9%	
South Eastern Sydney	108	21.6%	48	14.7%	156	18.9%	69.2%	
South Western Sydney	41	8.2%	26	8.0%	67	8.1%	61.2%	
Wentworth	12	2.4%	15	4.6%	27	3.3%	44.4%	
Western Sydney	29	5.8%	28	8.6%	57	6.9%	50.9%	
Total Metropolitan Areas	426	85.0%	268	82.2%	694	83.9%	61.4%	
Far West	0	0.0%	2	0.6%	2	0.2%	0.0%	
Greater Murray	13	2.6%	9	2.8%	22	2.7%	59.1%	
Macquarie	4	0.8%	5	1.5%	9	1.1%	44.4%	
Mid North Coast	11	2.2%	13	4.0%	24	2.9%	45.8%	
Mid Western	14	2.8%	5	1.5%	19	2.3%	73.7%	
New England	15	3.0%	5	1.5%	20	2.4%	75.0%	
Northern Rivers	8	1.6%	14	4.3%	22	2.7%	36.4%	
Southern	6	1.2%	3	0.9%	9	1.1%	66.7%	
Total Rural Health Services	71	14.2%	56	17.2%	127	15.4%	55.9%	
Interstate	4	0.8%	2	0.6%	6	0.7%	66.7%	
Total	501	100.0%	326	100.0%	827	100.0%	60.6%	
<i>Non response:</i>	1768	77.9%	1788	84.6%	3556	81.1%		

Table 3.25: Work location by Area Health Service, community (retail) pharmacists working in NSW - main job

Work location - main job	No.	%	No.	%	No.	%	Per cent Female
	Female		Male		Total		
Health Service							
Central Coast	39	2.5%	96	5.4%	135	4.1%	28.9%
Central Sydney	138	8.9%	155	8.7%	293	8.8%	47.1%
Hunter	84	5.4%	140	7.8%	224	6.7%	37.5%
Illawarra	61	3.9%	94	5.3%	155	4.7%	39.4%
Northern Sydney	345	22.3%	244	13.7%	589	17.7%	58.6%
South Eastern Sydney	326	21.1%	277	15.5%	603	18.1%	54.1%
South Western Sydney	140	9.1%	180	10.1%	320	9.6%	43.8%
Wentworth	44	2.8%	74	4.1%	118	3.5%	37.3%
Western Sydney	114	7.4%	145	8.1%	259	7.8%	44.0%
Total Metropolitan Areas	1291	83.5%	1405	78.7%	2696	80.9%	47.9%
Far West	4	0.3%	13	0.7%	17	0.5%	23.5%
Greater Murray	49	3.2%	67	3.8%	116	3.5%	42.2%
Macquarie	11	0.7%	21	1.2%	32	1.0%	34.4%
Mid North Coast	48	3.1%	79	4.4%	127	3.8%	37.8%
Mid Western	43	2.8%	34	1.9%	77	2.3%	55.8%
New England	30	1.9%	35	2.0%	65	2.0%	46.2%
Northern Rivers	37	2.4%	81	4.5%	118	3.5%	31.4%
Southern	31	2.0%	48	2.7%	79	2.4%	39.2%
Total Rural Health Services	253	16.4%	378	21.2%	631	18.9%	40.1%
Interstate	2	0.1%	2	0.1%	4	0.1%	50.0%
Total	1546	100.0%	1785	100.0%	3331	100.0%	46.4%
<i>Non response:</i>	42	2.6%	76	4.1%	118	3.4%	

Table 3.26: Work location by Area Health Service, community (retail) pharmacists working in NSW - second job

Work location - 2nd job	No.	%	No.	%	No.	%	Per cent Female
	Female		Male		Total		
Health Service							
Central Coast	11	2.9%	9	4.0%	20	3.3%	55.0%
Central Sydney	40	10.5%	20	8.8%	60	9.9%	66.7%
Hunter	24	6.3%	24	10.6%	48	7.9%	50.0%
Illawarra	14	3.7%	15	6.6%	29	4.8%	48.3%
Northern Sydney	93	24.4%	38	16.7%	131	21.5%	71.0%
South Eastern Sydney	84	22.0%	35	15.4%	119	19.6%	70.6%
South Western Sydney	38	10.0%	18	7.9%	56	9.2%	67.9%
Wentworth	8	2.1%	12	5.3%	20	3.3%	40.0%
Western Sydney	22	5.8%	22	9.7%	44	7.2%	50.0%
Total Metropolitan Areas	334	87.7%	193	85.0%	527	86.7%	63.4%
Far West	0	0.0%	0	0.0%	0	0.0%	0.0%
Greater Murray	7	1.8%	4	1.8%	11	1.8%	63.6%
Macquarie	2	0.5%	3	1.3%	5	0.8%	40.0%
Mid North Coast	6	1.6%	10	4.4%	16	2.6%	37.5%
Mid Western	12	3.1%	3	1.3%	15	2.5%	80.0%
New England	10	2.6%	4	1.8%	14	2.3%	71.4%
Northern Rivers	5	1.3%	6	2.6%	11	1.8%	45.5%
Southern	3	0.8%	2	0.9%	5	0.8%	60.0%
Total Rural Health Services	45	11.8%	32	14.1%	77	12.7%	58.4%
Interstate	2	0.5%	2	0.9%	4	0.7%	0.0%
Total	381	100.0%	227	100.0%	608	100.0%	62.7%
<i>Non response:</i>	51	11.8%	65	22.3%	116	16.0%	

Table 3.27: Work location by Area Health Service, hospital/clinic pharmacists working in NSW - main job

Work location - main job	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Health Service								
Central Coast	16	3.8%	3	2.7%	19	3.6%	84.2%	
Central Sydney	42	10.0%	10	9.0%	52	9.8%	80.8%	
Hunter	22	5.2%	14	12.6%	36	6.8%	61.1%	
Illawarra	21	5.0%	4	3.6%	25	4.7%	84.0%	
Northern Sydney	71	16.9%	15	13.5%	86	16.2%	82.6%	
South Eastern Sydney	92	21.9%	14	12.6%	106	20.0%	86.8%	
South Western Sydney	29	6.9%	7	6.3%	36	6.8%	80.6%	
Wentworth	12	2.9%	6	5.4%	18	3.4%	66.7%	
Western Sydney	72	17.1%	14	12.6%	86	16.2%	83.7%	
Total Metropolitan Areas	377	89.8%	87	78.4%	464	87.4%	81.3%	
Far West	0	0.0%	1	0.9%	1	0.2%	0.0%	
Greater Murray	8	1.9%	3	2.7%	11	2.1%	72.7%	
Macquarie	0	0.0%	2	1.8%	2	0.4%	0.0%	
Mid North Coast	8	1.9%	4	3.6%	12	2.3%	66.7%	
Mid Western	7	1.7%	2	1.8%	9	1.7%	77.8%	
New England	3	0.7%	4	3.6%	7	1.3%	42.9%	
Northern Rivers	10	2.4%	7	6.3%	17	3.2%	58.8%	
Southern	7	1.7%	1	0.9%	8	1.5%	87.5%	
Total Rural Health Services	43	10.2%	24	21.6%	67	12.6%	64.2%	
Interstate	0	0.0%	0	0.0%	0	0.0%	0.0%	
Total	420	100.0%	111	100.0%	531	100.0%	79.1%	
Non response:	19	4.3%	6	5.1%	25	4.5%		

Table 3.28: Work location by Area Health Service, hospital/clinic pharmacists working in NSW - second job

Work location - 2nd job	No.		%		No.		%	
	Female		Male		Total		Per cent Female	
Health Service								
Central Coast	1	2.7%	0	0.0%	1	1.9%	0.0%	
Central Sydney	5	13.5%	1	6.7%	6	11.5%	83.3%	
Hunter	2	5.4%	3	20.0%	5	9.6%	40.0%	
Illawarra	4	10.8%	0	0.0%	4	7.7%	0.0%	
Northern Sydney	3	8.1%	1	6.7%	4	7.7%	75.0%	
South Eastern Sydney	5	13.5%	1	6.7%	6	11.5%	83.3%	
South Western Sydney	0	0.0%	2	13.3%	2	3.8%	0.0%	
Wentworth	2	5.4%	0	0.0%	2	3.8%	0.0%	
Western Sydney	2	5.4%	1	6.7%	3	5.8%	66.7%	
Total Metropolitan Areas	24	64.9%	9	60.0%	33	63.5%	72.7%	
Far West	0	0.0%	1	6.7%	1	1.9%	0.0%	
Greater Murray	1	2.7%	2	13.3%	3	5.8%	0.0%	
Macquarie	2	5.4%	1	6.7%	3	5.8%	66.7%	
Mid North Coast	1	2.7%	1	6.7%	2	3.8%	50.0%	
Mid Western	1	2.7%	0	0.0%	1	1.9%	100.0%	
New England	3	8.1%	0	0.0%	3	5.8%	100.0%	
Northern Rivers	2	5.4%	1	6.7%	3	5.8%	66.7%	
Southern	2	5.4%	0	0.0%	2	3.8%	100.0%	
Total Rural Health Services	12	32.4%	6	40.0%	18	34.6%	66.7%	
Interstate	1	2.7%	0	0.0%	1	1.9%	100.0%	
Total	37	100.0%	15	100.0%	52	100.0%	71.2%	
Non response:	13	26.0%	1	6.3%	14	21.2%		

Table 3.29: Work location by Area Health Service, public health pharmacists working in NSW - main job

Work location - main job	No.		%		No.		%		Per cent Female
	Female	Male	Total		Total				
Health Service									
Central Coast	17	4.5%	3	2.8%	20	4.1%		85.0%	
Central Sydney	40	10.6%	9	8.3%	49	10.1%		81.6%	
Hunter	22	5.8%	15	13.9%	37	7.6%		59.5%	
Illawarra	21	5.6%	4	3.7%	25	5.1%		84.0%	
Northern Sydney	53	14.0%	15	13.9%	68	14.0%		77.9%	
South Eastern Sydney	77	20.4%	11	10.2%	88	18.1%		87.5%	
South Western Sydney	29	7.7%	9	8.3%	38	7.8%		76.3%	
Wentworth	9	2.4%	6	5.6%	15	3.1%		60.0%	
Western Sydney	70	18.5%	15	13.9%	85	17.5%		82.4%	
Total Metropolitan Areas	338	89.4%	87	80.6%	425	87.4%		79.5%	
Far West	0	0.0%	1	0.9%	1	0.2%		0.0%	
Greater Murray	6	1.6%	2	1.9%	8	1.6%		75.0%	
Macquarie	0	0.0%	2	1.9%	2	0.4%		0.0%	
Mid North Coast	8	2.1%	4	3.7%	12	2.5%		66.7%	
Mid Western	7	1.9%	2	1.9%	9	1.9%		77.8%	
New England	3	0.8%	3	2.8%	6	1.2%		50.0%	
Northern Rivers	9	2.4%	7	6.5%	16	3.3%		56.3%	
Southern	7	1.9%	0	0.0%	7	1.4%		100.0%	
Total Rural Health Services	40	10.6%	21	19.4%	61	12.6%		65.6%	
Interstate	0	0.0%	0	0.0%	0	0.0%		0.0%	
Total	378	100.0%	108	100.0%	486	100.0%		77.8%	
<i>Non response:</i>	20	5.0%	5	4.4%	25	4.9%			

Table 3.30: Work location by Area Health Service, other public sector pharmacists working in NSW - main job

Work location - 2nd job	No.		%		No.		%		Per cent Female
	Female	Male	Total		Total				
Health Service									
Central Coast	0	0.0%	0	0.0%	0	0.0%		0.0%	
Central Sydney	18	21.4%	10	23.3%	28	22.0%		64.3%	
Hunter	1	1.2%	1	2.3%	2	1.6%		50.0%	
Illawarra	2	2.4%	0	0.0%	2	1.6%		100.0%	
Northern Sydney	30	35.7%	12	27.9%	42	33.1%		71.4%	
South Eastern Sydney	14	16.7%	7	16.3%	21	16.5%		66.7%	
South Western Sydney	2	2.4%	0	0.0%	2	1.6%		100.0%	
Wentworth	0	0.0%	1	2.3%	1	0.8%		0.0%	
Western Sydney	12	14.3%	6	14.0%	18	14.2%		66.7%	
Total Metropolitan Areas	79	94.0%	37	86.0%	116	91.3%		68.1%	
Far West	0	0.0%	0	0.0%	0	0.0%		0.0%	
Greater Murray	1	1.2%	4	9.3%	5	3.9%		20.0%	
Macquarie	0	0.0%	0	0.0%	0	0.0%		0.0%	
Mid North Coast	0	0.0%	0	0.0%	0	0.0%		0.0%	
Mid Western	4	4.8%	0	0.0%	4	3.1%		100.0%	
New England	0	0.0%	1	2.3%	1	0.8%		0.0%	
Northern Rivers	0	0.0%	1	2.3%	1	0.8%		0.0%	
Southern	0	0.0%	0	0.0%	0	0.0%		0.0%	
Total Rural Health Services	5	6.0%	6	14.0%	11	8.7%		45.5%	
Interstate	0	0.0%	0	0.0%	0	0.0%		0.0%	
Total	84	100.0%	43	100.0%	127	100.0%		66.1%	
<i>Non response:</i>	3	3.4%	4	8.5%	7	5.2%			

Survey data have not been adjusted for unknown information (see p. 2)

Table 3.31: Work location by Area Health Service, private sector pharmacists working in NSW - main job

Work location - main job	No.	%	No.	%	No.	%	Per cent Female
	Female		Male		Total		
Health Service							
Central Coast	40	2.4%	96	5.2%	136	3.8%	29.4%
Central Sydney	150	8.8%	159	8.7%	309	8.7%	48.5%
Hunter	85	5.0%	142	7.7%	227	6.4%	37.4%
Illawarra	61	3.6%	96	5.2%	157	4.4%	38.9%
Northern Sydney	416	24.5%	274	14.9%	690	19.5%	60.3%
South Eastern Sydney	357	21.0%	288	15.7%	645	18.2%	55.3%
South Western Sydney	141	8.3%	177	9.6%	318	9.0%	44.3%
Wentworth	48	2.8%	74	4.0%	122	3.5%	39.3%
Western Sydney	141	8.3%	150	8.2%	291	8.2%	48.5%
Total Metropolitan Areas	1439	84.7%	1456	79.2%	2895	81.9%	49.7%
Far West	4	0.2%	13	0.7%	17	0.5%	23.5%
Greater Murray	51	3.0%	67	3.6%	118	3.3%	43.2%
Macquarie	11	0.6%	22	1.2%	33	0.9%	33.3%
Mid North Coast	47	2.8%	80	4.4%	127	3.6%	37.0%
Mid Western	43	2.5%	34	1.8%	77	2.2%	55.8%
New England	31	1.8%	36	2.0%	67	1.9%	46.3%
Northern Rivers	38	2.2%	81	4.4%	119	3.4%	31.9%
Southern	32	1.9%	47	2.6%	79	2.2%	40.5%
Total Rural Health Services	257	15.1%	380	20.7%	637	18.0%	40.3%
Interstate	2	0.1%	2	0.1%	4	0.1%	50.0%
Total	1698	100.0%	1838	100.0%	3536	100.0%	48.0%
Non response:	47	2.7%	82	4.3%	129	3.5%	

Table 3.32: Work location by Area Health Service, pharmacists working in NSW by sector - second job

Work location - 2nd job	No.	%	No.	%	No.	%
	public health sector		other public sector		private sector	
Health Service						
Central Coast	1	2.7%	0	0.0%	25	3.6%
Central Sydney	3	8.1%	12	40.0%	70	10.1%
Hunter	3	8.1%	2	6.7%	56	8.0%
Illawarra	4	10.8%	1	3.3%	35	5.0%
Northern Sydney	3	8.1%	2	6.7%	143	20.5%
South Eastern Sydney	6	16.2%	6	20.0%	134	19.3%
South Western Sydney	0	0.0%	2	6.7%	58	8.3%
Wentworth	1	2.7%	0	0.0%	24	3.4%
Western Sydney	5	13.5%	0	0.0%	49	7.0%
Total Metropolitan Areas	26	70.3%	25	83.3%	594	85.3%
Far West	1	2.7%	0	0.0%	1	0.1%
Greater Murray	0	0.0%	0	0.0%	17	2.4%
Macquarie	2	5.4%	1	3.3%	6	0.9%
Mid North Coast	2	5.4%	3	10.0%	18	2.6%
Mid Western	0	0.0%	0	0.0%	17	2.4%
New England	3	8.1%	1	3.3%	15	2.2%
Northern Rivers	1	2.7%	0	0.0%	18	2.6%
Southern	2	5.4%	0	0.0%	6	0.9%
Total Rural Health Services	11	29.7%	5	16.7%	98	14.1%
Interstate	0	0.0%	0	0.0%	4	0.6%
Total	37	100.0%	30	100.0%	696	100.0%
Non response:	7	15.9%	9	23.1%	124	15.1%

Note: data not reported by gender due to small cell sizes

Table 3.33: Type of continuing professional education undertaken by pharmacists working in NSW, 2003

Type of education	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
Nil continuing education	189	198	8.9%	9.9%	387	387	9.4%	48.8%	
Face-to-face only	271	165	12.8%	8.3%	436	436	10.6%	62.2%	
Private study only	444	572	20.9%	28.6%	1016	1016	24.6%	43.7%	
Face-to-face and private	1220	1063	57.4%	53.2%	2283	2283	55.4%	53.4%	
Total	2124	1998	100.0%	100.0%	4122	4122	100.0%	51.5%	
<i>Non response:</i>	145	116	6.4%	5.5%	261	261	6.0%		

Table 3.34: Hours of face-to-face study undertaken by pharmacists working in NSW, 2003

Hours of study	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
1-9	366	360	24.5%	29.3%	726	726	26.7%	50.4%	
10-19	477	409	32.0%	33.3%	886	886	32.6%	53.8%	
20-29	260	228	17.4%	18.6%	488	488	17.9%	53.3%	
30-39	113	90	7.6%	7.3%	203	203	7.5%	55.7%	
40-49	96	43	6.4%	3.5%	139	139	5.1%	69.1%	
50-59	62	35	4.2%	2.9%	97	97	3.6%	63.9%	
60-69	38	25	2.5%	2.0%	63	63	2.3%	60.3%	
70-79	15	2	1.0%	0.2%	17	17	0.6%	88.2%	
80-89	14	10	0.9%	0.8%	24	24	0.9%	58.3%	
90-99	5	1	0.3%	0.1%	6	6	0.2%	83.3%	
100-199	37	22	2.5%	1.8%	59	59	2.2%	62.7%	
200-299	7	1	0.5%	0.1%	8	8	0.3%	87.5%	
300+	1	2	0.1%	0.2%	3	3	0.1%	33.3%	
Total	1491	1228	100.0%	100.0%	2719	2719	100.0%	54.8%	
<i>Non response:</i>	778	886	34.3%	41.9%	1664	1664	38.0%		

Table 3.35: Hours of private study undertaken by pharmacists working in NSW, 2003

Hours of study	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
1-9	121	105	7.3%	6.4%	226	226	6.9%	53.5%	
10-19	329	282	19.8%	17.2%	611	611	18.5%	53.8%	
20-29	339	341	20.4%	20.9%	680	680	20.6%	49.9%	
30-39	151	149	9.1%	9.1%	300	300	9.1%	50.3%	
40-49	102	132	6.1%	8.1%	234	234	7.1%	43.6%	
50-59	217	195	13.0%	11.9%	412	412	12.5%	52.7%	
60-69	72	68	4.3%	4.2%	140	140	4.2%	51.4%	
70-79	16	28	1.0%	1.7%	44	44	1.3%	36.4%	
80-89	49	29	2.9%	1.8%	78	78	2.4%	62.8%	
90-99	9	14	0.5%	0.9%	23	23	0.7%	39.1%	
100-199	179	231	10.8%	14.1%	410	410	12.4%	43.7%	
200-299	43	41	2.6%	2.5%	84	84	2.5%	51.2%	
300+	37	20	2.2%	1.2%	57	57	1.7%	64.9%	
Total	1664	1635	100.0%	100.0%	3299	3299	100.0%	50.4%	
<i>Non response:</i>	605	479	26.7%	22.7%	1084	1084	24.7%		

Table 3.36: Work status in 2002, Pharmacists working in NSW, 2003

Type of education	No.		%		No.		%		Per cent female
	Female	Male	Total		Total				
Working only in NSW	1880	94.5%	1766	95.9%	3646	95.2%		51.6%	
Working mainly in other states but also NSW	4	0.2%	5	0.3%	9	0.2%		44.4%	
Working mainly in NSW but also in other states	16	0.8%	35	1.9%	51	1.3%		31.4%	
Working in states other than NSW	14	0.7%	15	0.8%	29	0.8%		48.3%	
Working in NSW but currently on leave	20	1.0%	2	0.1%	22	0.6%		90.9%	
Working overseas	31	1.6%	10	0.5%	41	1.1%		75.6%	
Currently not working	15	0.8%	6	0.3%	21	0.5%		71.4%	
Currently working but not in pharmacy	9	0.5%	3	0.2%	12	0.3%		75.0%	
Total	1989	100.0%	1842	100.0%	3831	100.0%		51.9%	
<i>Non response:</i>	280	12.3%	272	12.9%	552	12.6%			