

Hospital pharmacists are experts in medicines. They are part of multidisciplinary healthcare teams. They provide clinical pharmacy services at the bedside, and other clinical areas such as emergency departments and outpatient clinics alongside doctors and nurses. They provide specialist medicine manufacture and drug information and work to ensure medication safety and support around medicines use to staff and patients. While hospital pharmacists primarily work in patient-facing roles, innovation in hospital pharmacy practice and systems has led to pharmacists being essential team members in aged care and rehabilitation facilities, electronic medicines systems and eMR, procurement, clinical governance, patient safety, public health and community services.



Workforce characteristics for NSW Health pharmacy workforce in 2040



2010
Headcount



78.3%
Female



30
Work hours per
week



41.7
Years average age



7.6%
Future 60+



3.4%
Aboriginal
workforce target



Demand is expected to grow **2.3%** (low demand scenario) to **2.5%** (high demand scenario).

Workforce modelling indicates the need to grow the NSW pharmacy workforce by around **4 to 11** new professionals per annum to meet community need in 2040 across both demand scenarios.

SIGNIFICANT
CAREER
OPPORTUNITIES

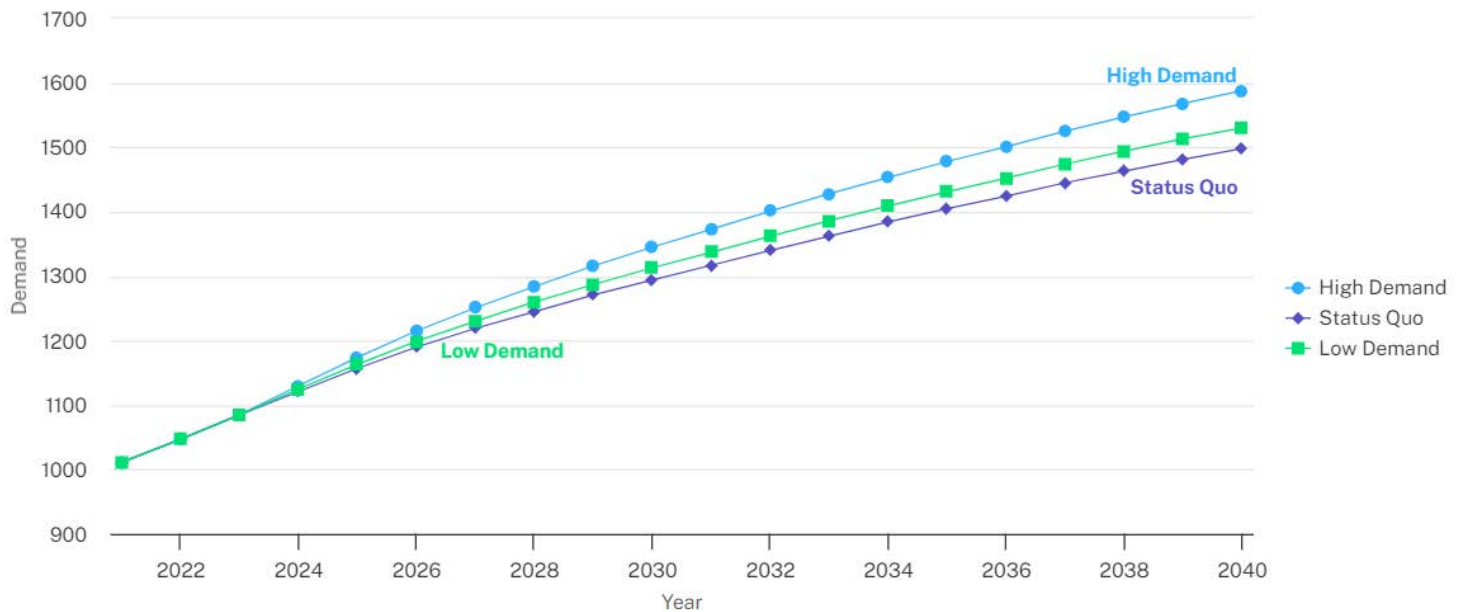
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Notes: Data source: NSW Health. Vacancy data is excluded from the workforce model. Data included is limited to the workforce employed under the relevant health professional award. NSW Health may engage therapists on a sessional basis.

- 2040 workforce characteristics reflect the high demand scenario.
- Data included is limited to the workforce employed under the relevant health professional award.
- Specialty health networks are not displayed geographically in the workforce distribution maps.
- LHD/SHN may engage in sessional arrangements in selected circumstances.
- Workforce that cannot be aligned to a physical location have been attributed to a pre-determined facility within each LHD/N. This may impact on Headcount shown at these facilities within the distribution map.
- NSW Health does not make any representations or warranties whether expressed or implied with respect to the accuracy and completeness of the information contained in the fact sheet.

* Note: The inclusion of added qualitative inputs within career opportunities varies from standard modelling methodology calculations and hence differs to standard modelling outcomes.

Projected FTE growth for NSW Health pharmacy workforce to 2040



Workforce characteristics for NSW Health pharmacy workforce in 2021



1290
Headcount



28.5
Work hours per week



39.1
Years average age



76.5%
Female



2.9%
Aged 60+



0.3%
Aboriginal

Metropolitan Sydney



910
Headcount



28.4
Work hours per week



38.6
Years average age



1.5%
Aged 60+

Non-Metropolitan Sydney



442
Headcount



28.8
Work hours per week



39.8
Years average age



1.1%
Aged 60+

Pharmacy junior entrant positions into NSW Health



2017

30

2018

28

2019

27

2020

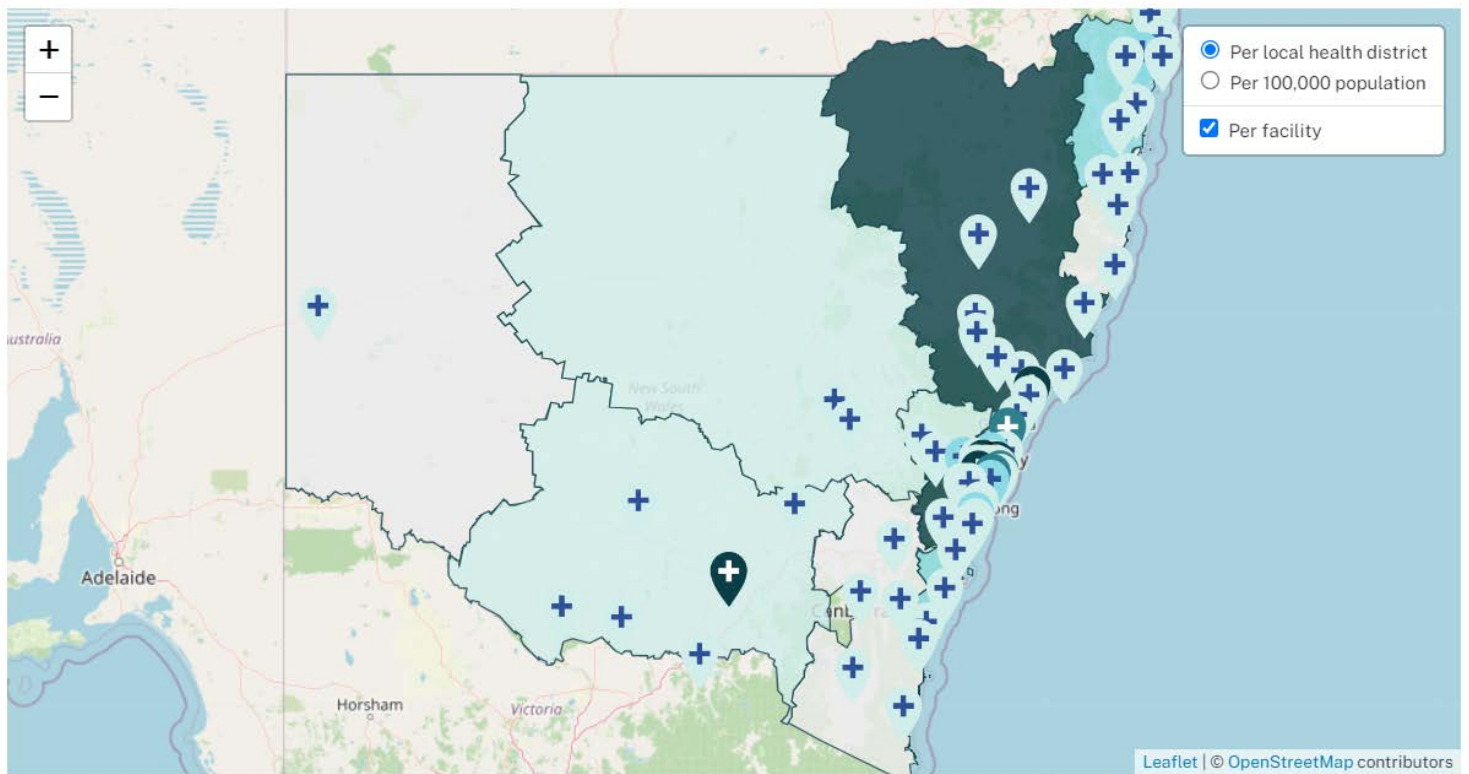
26

2021

90

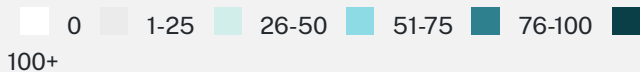
Workforce distribution for NSW Health pharmacy workforce in 2021

The geographic distribution of the public workforce by local health district/network, by facility and per 100,000 population.



Legends

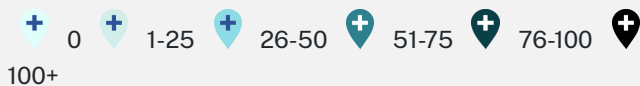
Per local health district



Per 100,000 population



Per facility



Other networks

- Sydney Children's Hospitals: 100 to 150 | 6 to 10 per 100,000
- Enable NSW: 0 | 0 per 100,000
- Justice Health and Forensic Mental Health: 1 to 50 | 16 to 20 per 100,000

Workforce considerations

- Population demographics and increasing incidence of complex and chronic disease may increase demand for pharmacy services.
- New government funding initiatives and policy, including Pharmaceutical Benefits Scheme (PBS) reform will influence pharmacy workforce movement (gains / attrition) in NSW public health.
- Pharmacists are able to work to top of scope when potentiated by supporting pharmacy technicians.
- Advancements in technology and increased use of technology for dispensing, compounding, prescriptions, medication reconciliation may change pharmacy models of care and influence demand for the pharmacy workforce (e.g. personalised medication).
- Data available does not include all pharmacy activity and may not capture all specialty areas/clinics in which pharmacists work.