



ANZSCO 2515-11, 13 Queensland

Hospital Pharmacist, Retail Pharmacist June 2018

Current labour market rating:	No Shortage
Previous labour market rating (June 2017):	Regional Shortage

Comments

This year the majority of employers are filling their vacancies across both retail and hospital roles. The exception to this is retail pharmacist vacancies in regional areas, where some employers are unable to attract sufficient suitable applicants willing to work the hours offered or relocate to take up the role.

Survey results¹

- This year, metropolitan employers reported 100 per cent of vacancies filled, while regional employers reported 69 per cent of vacancies filled; this was an increase from last year's results, which were 89 per cent and 57 per cent respectively.
- Of this year's employers surveyed, 57 per cent sought applicants for hospital pharmacists and 43 per cent were seeking retail pharmacists.
 - This year 100 per cent of hospital pharmacist vacancies were filled in both metropolitan and regional areas. The result was the same for retail pharmacists in metropolitan areas however, only 29 per cent of vacancies in regional areas were filled.
 - A number of employers reported location and lack of desire to move to regional areas as the main reasons for regional retail pharmacist positions remaining unfilled. Some also reported that they filled positions internally as a way to overcome this issue.
- On average, there were 6.8 applicants per vacancy, similar to 6.4 applicants recorded last year.
 - Metropolitan vacancies attracted an average of 18.2 applicants per vacancy, a substantial increase on last year's result of 5.9.
 - There were 3.2 applicants per regional vacancy, which is a decrease on last year's result of 7.6.
 - Of these, there was an average of 18.0 qualified applicants per metropolitan vacancy and 2.2 qualified applicants per regional vacancy compared with the 5.1 for metropolitan and 5.0 for regional areas recorded last year.
- On average, there were 3.9 suitable applicants per vacancy, increasing from 2.1 recorded last year.
 - Employers received an average of 10.0 suitable applicants for metropolitan vacancies and 2.0 suitable applicants for regional vacancies.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government](#) and can also be accessed by the QR code.



Unsuitable applicants

- Of the total applicants per vacancy, 44 per cent of metropolitan and 14 per cent of regional applicants were considered unsuitable by the employer.
 - Most employers stated lack of basic qualifications as the primary reason applicants were deemed unsuitable.
 - Additional factors identified by some employers included lack of experience, insufficient clinical problem solving ability and unwillingness to work part time hours offered.

Demand and supply trends

- The average number of internet advertised vacancies for pharmacists in Queensland has increased steadily over the last five years from 44 per month (2013) to 112 (2018).²
- The most recent data shows that in Queensland 42.2 million Pharmaceutical Benefits Scheme and Repatriation Pharmaceutical Benefits Scheme services were processed by Medicare Australia in 2017 a drop of around nine per cent over the five years since 2012.³
- The latest figures from the Australian Bureau of Statistics show there were 1504 businesses in pharmaceutical, cosmetic and toiletry goods retailing in 2015-2016. There was little variation in these numbers over the five years to June 2016.⁴
- All hospital and retail pharmacists in Queensland must be registered with the Pharmacy Board of Australia. Registration requires the completion of a Bachelor of Pharmacy followed by completion of an approved internship program with at least 1824 supervised practice hours.⁵
- In March 2018, there were 5624 general pharmacists registered in Queensland, an increase of almost three per cent over the year and around 17 per cent higher than five years previously.⁶
- The number of provisional pharmacists (those undertaking their internship) decreased by around three per cent from 399 in 2017 to 377 as at March 2018.⁷
- The latest data from the Department of Education and Training indicates that in 2016 there were 309 students commencing pharmacy degrees in Queensland, a drop of around six per cent from the previous year (329). The number of pharmacy students that graduated in 2016 (255) however, remained approximately the same as the previous year (254).⁸

Other indicators and issues

- A female workforce dominates this industry with 62.9 per cent of those registered in Queensland and only 37.1 per cent male.⁹
- To note also is of those registered nationally (both genders) only 29 per cent are aged over 45.¹⁰

² Department of Jobs and Small Business, Internet Vacancy Index, May 2018, 12 month moving average

³ Medicare Australia, [Medical Item Reports](#), July to June 2017

⁴ ABS 8165.02 [Counts of Australian Businesses, including Entries and Exits, Jun 2011 to Jun 2016 – Businesses by Main State by Industry Class by Employment Size Ranges, June 2011 to June 2016](#)

⁵ Pharmacy Board of Australia, [Internships](#)

⁶ Pharmacy Board of Australia, [Registration Data Table March 2018](#), pg.4

⁷ *ibid*

⁸ Department of Education and Training, Higher Education Student Data Collection, 2016, customised tables

⁹ Pharmacy Board of Australia, [Registration Data Table March 2018](#), pg.4

¹⁰ *ibid*