

# **Profile of the Pharmacist Workforce in NSW, 1999**

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Profile of the Pharmacist Workforce in NSW, 1999

ISBN 0 7347 33488

STATE HEALTH PUBLICATION No. (SHP) 010170

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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 1999 workforce survey.

The response rate to the survey was lower than for 1997, at 79.9%. 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 1997, entitled "Pharmacy Workforce Annual Survey, New South Wales, 1997". This profile reproduces the same data as for 1997, and includes the analysis of more 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 1999 Survey

Information from the 1999 Annual Workforce Survey relates to the 1999 registration renewal period. Renewal notices and surveys were forwarded in October 1999 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 1999.

### 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 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 may receive the survey form if they also renew in the same financial year.
- **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, although some pharmacists are restorations simply due to late payment and may have returned a survey form.
- **Prior Payments:** persons who have paid for several years' registration in advance. These persons will normally only receive the Work force survey in the first year they are listed as prior payment.
- **Registration status pending:** generally persons due for renewal between October and December who have not re-registered by the end of the survey period. These persons will most likely appear as deletions or restorations in the following year.

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.

### 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 3.28: Service or business employed or self-employed in - second job, n=639) 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.

- is used in place of zero (0).

**Bold** is used to indicate a total or subtotal.

— denotes not applicable.

n/a denotes data is not available.

## Category of Pharmacist Registration

In 1999, there were 6,999 pharmacists financially registered with the Pharmacy Board of NSW, a decrease of 339 on 1997. Of these, 3,420 (48.9%) were female and 3,579 (51.1%) were male. Table 1.1 provides an overview of the number of pharmacists in each category of registration.

**Table 1.1: Persons registered as Pharmacists in NSW, 1999**

Category of registration	No.	%	No.	%	No.	%
	Female		Male		Total	
New registrants	164	59.4	112	40.6	276	100.0
Restorations	41	52.6	37	47.4	78	100.0
Renewals	3,215	48.4	3,430	51.6	6,645	100.0
Deletions	95	47.5	105	52.5	200	100.0

- Notes:**
- 1 The table includes information on pharmacists who were financial with the Board during 1999. Some pharmacists are included in more than one category during the twelve month period.
  - 2 One deletion had sex unknown, and therefore the total number of deletions was 201

## Response rate to Workforce Annual Survey

The response rate to the 1999 Pharmacy Workforce Annual Survey was 79.9%, a decrease from the 1997 response rate of 90.1%.

**Table 1.2: Response Rate to Pharmacist Annual Workforce Survey, 1999**

	No.	Rate	No.	Rate
	<u>1997</u>		<u>1999</u>	
<b>Formal response rate</b>				
<i>Survey respondents</i> <sup>1</sup> who were <i>renewals</i> <sup>2</sup>	5,763		5,307	
<i>Total renewals</i> <sup>2</sup>	6,398	90.1%	6,645	79.9%

- Notes:**
1. A "survey respondent" is strictly defined in this context as a renewal who provides information to the question on working status. There were 1,591 survey forms with no data on workforce status. However further analysis indicated that 635 respondents had zero work status, but showed a NSW postcode for place of work, and so were allocated to category 1: working only in NSW in pharmacy. The above response rate includes this group as respondents. There were still 956 persons who provided some information on other questions in 1999, but workforce status could not be determined. 382 pharmacists did not return any survey form
  2. "Renewal" is strictly defined in this context as a person recorded as renewing their registration with no other actions recorded (eg, restoration, deletion). New registrants and restorals do not receive the workforce survey. This renewal group represents those persons who unambiguously received the survey and could have returned it on payment.
  3. In total, there were 6,518 survey forms received in 1999, but 255 were from individuals who did not renew their 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 3.29 describe the working renewals cohort only.

## Work Status

There were 5,307 pharmacists who provided data on workforce status (including those mentioned in Note 1 to Table 1.2). This resulted in 4,120 working renewal survey respondents in 1999. Working renewals are those respondents who:

- Were financially registered and renewed their registration in 1999 (with no period not financial during the year)
- 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 respondents<sup>1</sup>, NSW, in 1999**

Work Status	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
<b>Working in pharmacy</b>							
Only in NSW	1,939	64.7%	2,119	64.9%	4,058	64.8%	47.8%
Mainly in other states, but also in NSW	14	0.5%	28	0.9%	42	0.7%	33.3%
Mainly in NSW, but also in other states	8	0.3%	18	0.6%	26	0.4%	30.8%
Only in states other than NSW	98	3.3%	140	4.3%	238	3.8%	41.2%
Working in NSW but currently on leave	28	0.9%	8	0.2%	36	0.6%	77.8%
Working overseas	70	2.3%	67	2.1%	137	2.2%	51.1%
<b>Not Working in/ practicing in pharmacy</b>							
Currently not working	205	6.8%	211	6.5%	416	6.6%	49.3%
Currently working, not in pharmacy	180	6.0%	174	5.3%	354	5.7%	50.8%
<b>Work Status Unknown</b>							
Non-response to survey question <sup>2</sup>	457	15.2%	499	15.3%	956	15.3%	47.8%
<b>Total</b>	<b>2,999</b>	<b>100.0%</b>	<b>3,264</b>	<b>100.0%</b>	<b>6,263</b>	<b>100.0%</b>	<b>47.9%</b>
No forms	216		166		382		

**Notes:** 1.

There were 6,263 forms from pharmacists renewing their registration, of whom 956 did not reply to the question on working status. (see Note 1 to Table 1.2)

- 2 Percentages include the non-response to the survey. These need to be recalculated to determine the proportion of respondents by work status.

## Pharmacists seeking work

**Table 1.4: Seeking work in Pharmacy in NSW, 1999**

Nature of work sought	No.	%	No.	%	No.	%	%
	Female		Male		Total		Female
<b>Not looking for work in pharmacy</b>	340	88.3%	339	88.1%	679	88.2%	50.1%
<b>Looking for work in pharmacy:</b>							
- either full time or part time	5	1.3%	5	1.3%	10	1.3%	50.0%
- full time	2	0.5%	3	0.8%	5	0.6%	40.0%
- part time	34	8.8%	25	6.5%	59	7.7%	57.6%
- not specified	4	1.0%	13	3.4%	17	2.2%	
<b>Total</b>	<b>385</b>	<b>100.0%</b>	<b>385</b>	<b>100.0%</b>	<b>770</b>	<b>100.0%</b>	<b>50.0%</b>

**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

## Estimating Workforce Size

The 1999 Profile of the Medical Workforce in NSW (NSW Health Department, 1999) estimated the size of the medical workforce in New South Wales, using the following approach:

- Assume the proportion of survey respondents working in NSW represents the proportion of all renewals working in NSW (77.6% for pharmacists in 1999)
- Assume 90% of new registrants are working in NSW
- Assume 80% of other registrants are working in NSW (excluding deletions)

This results in 5,159 working renewals, 248 working new registrants, and 62 working registrants in other categories, with a total estimated workforce size of 5,470 pharmacists.

A comparison has been made with the data for 1997, in order to calculate the workforce size in 1997, and therefore growth over two years. The data are not directly comparable, as there were a significant number of registrations pending when the 1997 profile was prepared. However, if it is assumed that the renewals data is accurate, and that the new registrations and other registrations were approximately the same as for 1999, then the estimated workforce size for 1997 is 5,239.7 headcount.

## 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 4,311.5 pharmacists compared to a headcount of 4,018 pharmacists (see Table 3.11). Therefore the FTE ratio is 1.073, indicating that pharmacists are 7.3% more productive on average than the workforce equivalent (based on 35 hours per week). The FTE ratio of 1.073 applied to the estimated workforce size of 5,470 headcount calculated above results in an estimated FTE workforce of 5,869.3 FTE pharmacists.

# 2

## PHARMACISTS WORKING IN NSW

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

- From 1997 to 1999, the NSW pharmacist workforce is estimated to have grown from a headcount of 5,239.7 to 5,470 (after adjusting for non response, see Section 1, p.6, "Estimating Workforce Size"). This represents an increase of 4.4% over the two years. This level of growth is based on the assumptions made in estimating the 1997 workforce size.
- Workforce participation rates for pharmacists in NSW increased very slightly between 1997 and 1999 (from 77.0% to 77.6%).
- The proportion of men in the pharmacist workforce is 52.1%, and the proportion of women in the pharmacist workforce is 47.9%, with a greater proportion of women in younger age groups. Some 41.5% of the female workforce were aged under 40, while 22.8% or just under one quarter of males were under forty years in 1999. However, women are greater in numbers in all age groups younger than 50 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 (75.6% of all hospital/clinic pharmacists) than the proportion of women working as community (retail) pharmacists (43.4%).
- Some 31.8% of the workforce are aged under forty years, 23.0% are aged 40 to 49 years, 23.7% are aged 50 to 59 years, and 21.5% of the workforce are 60 years and older. This indicates an older workforce overall, with the modal age ranges being 40 to 44 years and 55 to 59 years (ie the age range with the greatest numbers of working pharmacists).
- Some 7.9% of pharmacists working in NSW are also registered interstate, with the highest proportion being registered in Queensland (3.6% of total workforce), followed by Victoria (1.3%).
- Some 80.7% of the workforce are community/retail pharmacists in their main job, with 12.3% working as hospital/clinic pharmacists, 3.2% as industrial pharmacists, 2.4% in other categories, 0.8% in administration and 0.5% in teaching. This varies with the second job, with 86.1% working as community/retail pharmacists, 8.0% working as hospital/clinic pharmacists, 2.7% in other positions, 1.8% as teachers/educators, and 1.2% in administration.
- The large majority of community pharmacists are in an in-charge position (87.7%) in their main job, while only 12.3% are staff pharmacists. However, just over half of community pharmacists are

salaried, 29.1% are sole proprietors, and 18.9% are in a partnership as proprietors. A large majority are in permanent positions, either full time or part time (83.6%), while 16.4% are relievers in either one or more locations. The proportion of pharmacists in charge is similar for a second job at 84.0%, while 16.0% are staff pharmacists. However, a large majority of community pharmacists (89.9%) in a second community pharmacy position are salaried, 4.4% are sole proprietors, and 5.8% are in a partnership as proprietors. Just under half or 47.6% are in permanent positions in a second job, either full time or part time, while 52.4% are relievers in either one or more locations.

- For hospital/clinic pharmacists, 16.7% are in a director position in their main job, 5.3% are in a deputy director position, 19.3% are senior pharmacists, almost a third (32.3%) are clinical pharmacists, and 26.4% are pharmacists. There are very few hospital/clinic pharmacists in a second job overall (n= 45) and the largest numbers are in pharmacist positions (44.4%) and clinical pharmacist positions (31.1%).
- Some 39.0% of pharmacists reported working part time in their **main job** (hours worked less than 35 hours per week) and 61% reported working full time. Women were more likely to work part time than men (51.6% of women compared with 27.5% of men). Some 98.5% of pharmacists reported working part time in their **second** job (hours worked less than 35 hours per week). Some 36.0% 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 (47.9% of women compared with 24.7% of men). The modal range of hours worked (the hours range with the greatest numbers of working pharmacists) was 50 to 59 hours per week.
- The majority of community/retail pharmacists work full time (59.2%) while a similar proportion of hospital/clinic pharmacists (60.1%) reported working full time. The modal hours range for community/retail pharmacists was 50 to 59 hours (18.4% of all community/retail pharmacists) while it was 40 to 44 hours for hospital/clinic pharmacists (27.3%).
- The full time equivalent pharmacist workforce (FTE workforce) consists of 4,311.5 FTE (see Table 3.14) from the 4,018 pharmacists who provided data on their hours worked (Table 3.11). Therefore the proportion of the FTE workforce of 107.3% compared to total numbers indicates that there is almost 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 1830.0 FTE (42.4% of the FTE workforce) and men 2,481.5 FTE (57.6%), indicating that the greater hours worked by males result in their higher productivity rates (males were 52.1% of the headcount workforce).
- The large majority of pharmacists work in the private sector (85.6%) while the public sector accounted for 14.4% of pharmacists in 1999 in their main job, indicating that some of these arrangements are not on a salaried basis. Community pharmacists are 80.4% of the total workforce, and hospital pharmacists in general hospitals 10.8%. The only other employment area of any size is manufacturing organisations, with 2.8% of pharmacists. This trend is more pronounced in the second job, with 93.8% in the private sector and only 6.2% in the public sector.
- Stand alone premises account for 72.4% of premises in a main job, and 67.7% in a second job. Some 22.95 of premises are in a shopping mall complex in a main job, and 26.1% in a second job.
- In 1999, the main job for 82.4% of pharmacists was located in Metropolitan Area Health Services, with 67.8% in Metropolitan Sydney and 14.6% in other major Metropolitan areas. Northern Sydney was the main job location for 19.0% of pharmacists with South Eastern Sydney having 17.8%. Rural Area Health services were the main job location for 17.4% of pharmacists, with Northern Rivers having the highest proportion in a rural area at 3.7%. The distribution is similar for a second job.
- There was 80.8% of community retail pharmacists working in Metropolitan Area Health Services in their main job, and 78.2% of hospital/clinic pharmacists.

## 3

## WORKFORCE TABLES

Table 3.1 Age and sex distribution of pharmacists working in NSW, 1999

Age group	No.		%		No.		%		Per cent Female
	Female	Male	Female	Male	Total	Total	Total		
19-24	69	47	3.7%	2.3%	116	3.0%		59.5%	
25-29	297	146	16.0%	7.2%	443	11.5%		67.0%	
30-34	231	148	12.5%	7.3%	379	9.8%		60.9%	
35-39	172	120	9.3%	6.0%	292	7.6%		58.9%	
40-44	304	187	16.4%	9.3%	491	12.7%		61.9%	
45-49	248	152	13.4%	7.5%	400	10.3%		62.0%	
50-54	204	222	11.0%	11.0%	426	11.0%		47.9%	
55-59	150	340	8.1%	16.9%	490	12.7%		30.6%	
60-64	122	390	6.6%	19.4%	512	13.2%		23.8%	
65-69	40	168	2.2%	8.3%	208	5.4%		19.2%	
70-74	15	81	0.8%	4.0%	96	2.5%		15.6%	
75+	1	13	0.1%	0.6%	14	0.4%		7.1%	
<b>Total</b>	<b>1,853</b>	<b>2,014</b>	<b>100.0%</b>	<b>100.0%</b>	<b>3,867</b>	<b>100.0%</b>		<b>47.9%</b>	
<i>Unknown<sup>1</sup></i>	122	131	6.2%	6.1%	253	6.1%			

Table 3.2: Pharmacists registered in NSW with registration to work as a pharmacist in other States of Australia, 1999

Age group	No.		%		No.		%		Per cent Female
	Female	Male	Female	Male	Total	Total	Total		
Not registered interstate	1,837	1,953	93.1%	91.1%	3,790	92.1%		48.5%	
Registered interstate	136	190	6.9%	8.9%	326	7.9%		41.7%	
<b>Total</b>	<b>1,973</b>	<b>2,143</b>	<b>100.0%</b>	<b>100.0%</b>	<b>4,116</b>	<b>100.0%</b>		<b>47.9%</b>	
<i>Non-response:</i>	2	2	0.1%	0.1%	4	0.1%			

	No.	% of registered interstate	No.	% of registered interstate	No.	% of registered interstate
Registered in:						
Victoria	26	19.1%	27	14.2%	53	16.3%
Queensland	47	34.6%	100	52.6%	147	45.1%
Western Australia	5	3.7%	3	1.6%	8	2.5%
South Australia	5	3.7%	11	5.8%	16	4.9%
Tasmania	0	0.0%	4	2.1%	4	1.2%
Australian Capital Territory	20	14.7%	24	12.6%	44	13.5%
Northern Territory	12	8.8%	23	12.1%	35	10.7%

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

**Table 3.3: Resident status of pharmacists working in NSW, 1999**

Residential Status	No.		%		No.		%		Per cent Female
	Female		Male		Total				
Australian Citizen	1,893	96.0%	2,060	94.8%	3,953	94.4%			47.9%
<b>Not an Australian Citizen</b>									
Permanent resident	70	3.6%	73	4.8%	143	4.7%			49.0%
Not permanent resident	5	0.3%	2	0.0%	7	0.7%			71.4%
Not stated	3	0.2%	5	0.4%	8	0.2%			37.5%
<b>Total</b>	<b>1,971</b>	<b>100.0%</b>	<b>2,140</b>	<b>100.0%</b>	<b>4,111</b>	<b>100.0%</b>			<b>47.9%</b>
<i>Non-response:</i>	4	0.2%	5	0.2%	9	0.2%			

**Table 3.4: Field of pharmacy, main job - pharmacists working in NSW, 1999**

Field of pharmacy - 1st job	No.		%		No.		%		Per cent Female
	Female		Male		Total				
Community/ retail pharmacist	1,382	71.1%	1,887	89.6%	3,269	80.7%			42.3%
Hospital/ clinic pharmacist	385	19.8%	112	5.3%	497	12.3%			77.5%
Industrial Pharmacist	87	4.5%	44	2.1%	131	3.2%			66.4%
Administration	12	0.6%	21	1.0%	33	0.8%			36.4%
Teacher/ Education	13	0.7%	9	0.4%	22	0.5%			59.1%
Other	66	3.4%	33	1.6%	99	2.4%			66.7%
<b>Total</b>	<b>1,945</b>	<b>100.0%</b>	<b>2,106</b>	<b>100.0%</b>	<b>4,051</b>	<b>100.0%</b>			<b>48.0%</b>
<i>Non-response:</i>	30	1.5%	39	1.8%	69	1.7%			

**Table 3.5: Field of pharmacy, second job - pharmacists working in NSW, 1999**

Field of pharmacy - 2nd job	No.		%		No.		%		Per cent Female
	Female		Male		Total				
Community/ retail pharmacist	378	86.3%	260	85.8%	638	86.1%			59.2%
Hospital/ clinic pharmacist	35	8.0%	24	7.9%	59	8.0%			59.3%
Industrial Pharmacist	0	0.0%	2	0.7%	2	0.3%			0.0%
Administration	3	0.7%	6	2.0%	9	1.2%			33.3%
Teacher/ Education	9	2.1%	4	1.3%	13	1.8%			69.2%
Other	13	3.0%	7	2.3%	20	2.7%			65.0%
<b>Total</b>	<b>438</b>	<b>100.0%</b>	<b>303</b>	<b>100.0%</b>	<b>741</b>	<b>100.0%</b>			<b>59.1%</b>
<i>Non-response:</i>	1537	77.8%	1842	85.9%	3379	82.0%			

**Table 3.6: Nature of employment, pharmacists working in community (retail) pharmacy in main job, NSW, 1999**

Employment status - main job	No.	%	No.	%	No.	%	Per cent Female
	Female		Male		Total		
<b>Classification of current job</b>							
Pharmacist in charge	1,120	81.7%	1,714	92.1%	2,834	87.7%	39.5%
Staff pharmacist	251	18.3%	147	7.9%	398	12.3%	63.1%
<b>Total</b>	<b>1,371</b>	<b>100.0%</b>	<b>1,861</b>	<b>100.0%</b>	<b>3,232</b>	<b>100.0%</b>	<b>42.4%</b>
<i>Non-response:</i>	11	0.8%	26	1.4%	37	1.1%	
<b>Sole proprietor, partner, or salaried</b>							
Sole proprietor	217	16.2%	710	38.6%	927	29.1%	23.4%
Partner-proprietor	186	13.9%	414	22.5%	600	18.9%	31.0%
Salaried	939	70.0%	716	38.9%	1655	52.0%	56.7%
<b>Total</b>	<b>1,342</b>	<b>100.0%</b>	<b>1,840</b>	<b>100.0%</b>	<b>3182</b>	<b>100.0%</b>	<b>42.2%</b>
<i>Non-response:</i>	40	2.9%	47	2.5%	87	2.7%	
<b>Nature of employment position</b>							
Permanent (full time or part time)	1,112	81.9%	1,561	84.8%	2673	83.6%	41.6%
Reliever, one location	129	9.5%	102	5.5%	231	7.2%	55.8%
Reliever - various locations	117	8.6%	177	9.6%	294	9.2%	39.8%
<b>Total</b>	<b>1,358</b>	<b>100.0%</b>	<b>1,840</b>	<b>100.0%</b>	<b>3198</b>	<b>100.0%</b>	<b>42.5%</b>
<i>Non-response:</i>	24	1.7%	47	2.5%	71	2.2%	

**Table 3.7: Nature of employment, pharmacists working in community (retail) pharmacy in second job, NSW, 1999**

Employment status - second job	No.	%	No.	%	No.	%	Per cent Female
	Female		Male		Total		
<b>Classification of current job</b>							
Pharmacist in charge	296	80.4%	220	89.4%	516	84.0%	57.4%
Staff pharmacist	72	19.6%	26	10.6%	98	16.0%	73.5%
<b>Total</b>	<b>368</b>	<b>100.0%</b>	<b>246</b>	<b>100.0%</b>	<b>614</b>	<b>100.0%</b>	<b>59.9%</b>
<i>Non-response:</i>	10	2.6%	14	5.4%	24	3.8%	
<b>Sole proprietor, partner, or salaried</b>							
Sole proprietor	8	2.3%	17	7.4%	25	4.4%	32.0%
Partner-proprietor	6	1.7%	27	11.8%	33	5.8%	18.2%
Salaried	329	95.9%	185	80.8%	514	89.9%	64.0%
<b>Total</b>	<b>343</b>	<b>100.0%</b>	<b>229</b>	<b>100.0%</b>	<b>572</b>	<b>100.0%</b>	<b>60.0%</b>
<i>Non-response:</i>	35	9.3%	31	11.9%	66	10.3%	
<b>Nature of employment position</b>							
Permanent (full time or part time)	178	51.4%	100	42.0%	278	47.6%	64.0%
Reliever, one location	81	23.4%	57	23.9%	138	23.6%	58.7%
Reliever - various locations	87	25.1%	81	34.0%	168	28.8%	51.8%
<b>Total</b>	<b>346</b>	<b>100.0%</b>	<b>238</b>	<b>100.0%</b>	<b>584</b>	<b>100.0%</b>	<b>59.2%</b>
<i>Non-response:</i>	32	8.5%	22	8.5%	54	8.5%	

Table 3.8: Job classification of hospital/clinic pharmacists working in NSW, main and second job, 1999

	No.		%		No.		%		Per cent female
	Female		Male		Total				
<b>Main job</b>									
Director	51	13.4%	31	28.2%	82	16.7%			62.2%
Deputy Director	18	4.7%	8	7.3%	26	5.3%			69.2%
Senior Pharmacist	70	18.3%	25	22.7%	95	19.3%			73.7%
Clinical Pharmacist	141	36.9%	18	16.4%	159	32.3%			88.7%
Pharmacist	102	26.7%	28	25.5%	130	26.4%			78.5%
<b>Total</b>	<b>382</b>	<b>100.0%</b>	<b>110</b>	<b>100.0%</b>	<b>492</b>	<b>100.0%</b>			<b>77.6%</b>
<i>Non-response:</i>	3	0.8%	2	1.8%	5	1.0%			
<b>Second job</b>									
Director	3	11.1%	4	22.2%	7	15.6%			42.9%
Deputy Director	-	0.0%	-	0.0%	-	0.0%			0.0%
Senior Pharmacist	3	11.1%	1	5.6%	4	8.9%			75.0%
Clinical Pharmacist	9	33.3%	5	27.8%	14	31.1%			64.3%
Pharmacist	12	44.4%	8	44.4%	20	44.4%			60.0%
<b>Total</b>	<b>27</b>	<b>100.0%</b>	<b>18</b>	<b>100.0%</b>	<b>45</b>	<b>100.0%</b>			<b>60.0%</b>
<i>Non-response:</i>	8	22.9%	6	25.0%	14	23.7%			

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	171	8.9%	114	5.5%	285	7.1%			60.0%
10-19	342	17.8%	169	8.2%	511	12.8%			66.9%
20-29	314	16.3%	165	8.0%	479	12.0%			65.6%
30-34	165	8.6%	119	5.8%	284	7.1%			58.1%
35-39	227	11.8%	194	9.4%	421	10.5%			53.9%
40-44	327	17.0%	327	15.8%	654	16.4%			50.0%
45-49	142	7.4%	264	12.8%	406	10.2%			35.0%
50-59	165	8.6%	488	23.6%	653	16.3%			25.3%
60-69	55	2.9%	178	8.6%	233	5.8%			23.6%
>70	17	0.9%	51	2.5%	68	1.7%			25.0%
<b>Total</b>	<b>1,925</b>	<b>100.0%</b>	<b>2,069</b>	<b>100.0%</b>	<b>3,994</b>	<b>100.0%</b>			<b>48.2%</b>
<i>No hours reported</i>	50	2.5%	76	3.5%	126	3.1%			

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	266	60.3%	152	50.0%	418	56.1%			63.6%
10-19	146	33.1%	99	32.6%	245	32.9%			59.6%
20-29	20	4.5%	42	13.8%	62	8.3%			32.3%
30-34	5	1.1%	4	1.3%	9	1.2%			55.6%
35-39	1	0.2%	3	1.0%	4	0.5%			25.0%
40-44	3	0.7%	-	0.0%	3	0.4%			100.0%
45-49	-	0.0%	-	0.0%	-	0.0%			0.0%
50-59	-	0.0%	3	1.0%	3	0.4%			0.0%
60-69	-	0.0%	-	0.0%	-	0.0%			0.0%
>70	-	0.0%	1	0.3%	1	0.1%			0.0%
<b>Total</b>	<b>441</b>	<b>100.0%</b>	<b>304</b>	<b>100.0%</b>	<b>745</b>	<b>100.0%</b>			<b>59.2%</b>
<i>No hours reported</i>	1,534	77.7%	1,841	85.8%	3,375	81.9%			

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

Hours per week	Female		Male		Total		Per cent female
	No.	%	No.	%	No.	%	
1-9	138	7.1%	95	4.6%	233	5.8%	59.2%
10-19	274	14.1%	150	7.2%	424	10.6%	64.6%
20-29	335	17.3%	166	8.0%	501	12.5%	66.9%
30-34	182	9.4%	103	4.9%	285	7.1%	63.9%
35-39	222	11.5%	168	8.1%	390	9.7%	56.9%
40-44	332	17.1%	321	15.4%	653	16.3%	50.8%
45-49	173	8.9%	295	14.2%	468	11.6%	37.0%
50-59	198	10.2%	532	25.6%	730	18.2%	27.1%
60-69	59	3.0%	187	9.0%	246	6.1%	24.0%
>70	24	1.2%	64	3.1%	88	2.2%	27.3%
<b>Total</b>	<b>1,937</b>	<b>100.0%</b>	<b>2,081</b>	<b>100.0%</b>	<b>4,018</b>	<b>100.0%</b>	<b>48.2%</b>
<i>No hours reported</i>	38	1.9%	64	3.0%	102	2.5%	

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

Hours per week	Female		Male		Total		Per cent female
	No.	%	No.	%	No.	%	
1-9	206	14.1%	126	6.7%	332	9.9%	62.0%
10-19	259	17.7%	159	8.4%	418	12.5%	62.0%
20-29	234	16.0%	147	7.8%	381	11.4%	61.4%
30-34	138	9.4%	98	5.2%	236	7.0%	58.5%
35-39	144	9.8%	126	6.7%	270	8.1%	53.3%
40-44	180	12.3%	255	13.5%	435	13.0%	41.4%
45-49	111	7.6%	270	14.3%	381	11.4%	29.1%
50-59	131	9.0%	486	25.7%	617	18.4%	21.2%
60-69	45	3.1%	170	9.0%	215	6.4%	20.9%
>70	15	1.0%	54	2.9%	69	2.1%	21.7%
<b>Total</b>	<b>1,463</b>	<b>100.0%</b>	<b>1,891</b>	<b>100.0%</b>	<b>3,354</b>	<b>100.0%</b>	<b>43.6%</b>
<i>No hours reported</i>	34	2.3%	51	2.6%	85	2.5%	

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

Hours per week	Female		Male		Total		Per cent female
	No.	%	No.	%	No.	%	
1-9	29	7.1%	9	7.1%	38	7.1%	76.3%
10-19	49	12.0%	10	7.9%	59	11.0%	83.1%
20-29	74	18.1%	7	5.6%	81	15.1%	91.4%
30-34	32	7.8%	4	3.2%	36	6.7%	88.9%
35-39	66	16.1%	37	29.4%	103	19.3%	64.1%
40-44	104	25.4%	42	33.3%	146	27.3%	71.2%
45-49	24	5.9%	4	3.2%	28	5.2%	85.7%
50-59	26	6.4%	10	7.9%	36	6.7%	72.2%
60-69	3	0.7%	2	1.6%	5	0.9%	60.0%
>70	2	0.5%	1	0.8%	3	0.6%	66.7%
<b>Total</b>	<b>409</b>	<b>100.0%</b>	<b>126</b>	<b>100.0%</b>	<b>535</b>	<b>100.0%</b>	<b>76.4%</b>
<i>No hours reported</i>	3	0.7%	7	5.3%	10	1.8%	

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

Hours per week	No.		%		No.		%		Per cent female
	Female	Male	Total						
1-9	26.5	1.4%	17.0	0.7%	43.5	1.0%			60.9%
10-19	114.0	6.2%	57.8	2.3%	171.8	4.0%			66.4%
20-29	226.1	12.4%	109.9	4.4%	336.1	7.8%			67.3%
30-34	162.8	8.9%	91.0	3.7%	253.8	5.9%			64.1%
35-39	234.9	12.8%	177.3	7.1%	412.2	9.6%			57.0%
40-44	388.7	21.2%	377.5	15.2%	766.2	17.8%			50.7%
45-49	227.7	12.4%	391.1	15.8%	618.8	14.4%			36.8%
50-59	295.1	16.1%	794.8	32.0%	1,089.9	25.3%			27.1%
60-69	102.7	5.6%	326.5	13.2%	429.2	10.0%			23.9%
>70	51.3	2.8%	138.7	5.6%	190.0	4.4%			27.0%
<b>Total</b>	<b>1,830.0</b>	<b>100.0%</b>	<b>2,481.5</b>	<b>100.0%</b>	<b>4,311.5</b>	<b>100.0%</b>			<b>42.4%</b>
<i>No hours reported</i>	38		64		102				

Note: Table 3.14 calculates the full-time equivalent (FTE) workforce assuming that 1 FTE works a 35 hour week.

The total hours worked per week by the pharmacist numbers in Table 3.11 are divided by 35 to calculate FTE.

**Table 3.15: Age and sex distribution of community (retail) pharmacists working in NSW, 1999**

Age group	No.		%		No.		%		Per cent female
	Female	Male	Total						
19-24	59	4.2%	45	2.5%	104	3.2%			56.7%
25-29	238	16.9%	140	7.7%	378	11.7%			63.0%
30-34	179	12.7%	129	7.1%	308	9.5%			58.1%
35-39	125	8.9%	102	5.6%	227	7.0%			55.1%
40-44	210	14.9%	171	9.4%	381	11.8%			55.1%
45-49	175	12.4%	133	7.3%	308	9.5%			56.8%
50-54	153	10.9%	194	10.7%	347	10.8%			44.1%
55-59	117	8.3%	314	17.3%	431	13.4%			27.1%
60-64	106	7.5%	352	19.4%	458	14.2%			23.1%
65-69	32	2.3%	152	8.4%	184	5.7%			17.4%
70-74	15	1.1%	74	4.1%	89	2.8%			16.9%
75+	1	0.1%	11	0.6%	12	0.4%			8.3%
<b>Total</b>	<b>1,410</b>	<b>100.0%</b>	<b>1817</b>	<b>100.0%</b>	<b>3227</b>	<b>100.0%</b>			<b>43.7%</b>
<i>Non-response:</i>	87	5.8%	125	6.4%	212	6.2%			

**Table 3.16: Age and sex distribution of hospital/clinic pharmacists working in NSW, 1999**

Age group	No.		%		No.		%		Per cent female
	Female	Male	Total						
19-24	11	2.8%	2	1.5%	13	2.5%			84.6%
25-29	57	14.7%	6	4.6%	63	12.2%			90.5%
30-34	34	8.8%	14	10.8%	48	9.3%			70.8%
35-39	43	11.1%	14	10.8%	57	11.0%			75.4%
40-44	82	21.2%	14	10.8%	96	18.6%			85.4%
45-49	61	15.8%	9	6.9%	70	13.5%			87.1%
50-54	51	13.2%	13	10.0%	64	12.4%			79.7%
55-59	28	7.2%	19	14.6%	47	9.1%			59.6%
60-64	13	3.4%	27	20.8%	40	7.7%			32.5%
65-69	7	1.8%	7	5.4%	14	2.7%			50.0%
70-74	0	0.0%	5	3.8%	5	1.0%			0.0%
<b>Total</b>	<b>387</b>	<b>100.0%</b>	<b>130</b>	<b>100.0%</b>	<b>517</b>	<b>100.0%</b>			<b>74.9%</b>
<i>Non-response:</i>	25	6.1%	3	2.3%	28	5.1%			

Table 3.17: 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	
<b>Public sector</b>								
Hospital	330	17.2%	103	4.9%	433	10.8%	76.2%	
Psychiatric Hospital	9	0.5%	4	0.2%	13	0.3%	69.2%	
Nursing Home	3	0.2%	1	0.0%	4	0.1%	75.0%	
Medical centre	6	0.3%	4	0.2%	10	0.2%	60.0%	
Tertiary education institution	17	0.9%	9	0.4%	26	0.6%	65.4%	
Government dept/organisation	13	0.7%	16	0.8%	29	0.7%	44.8%	
Defence Forces	7	0.4%	7	0.3%	14	0.3%	50.0%	
Pharmaceutical manufacturing org.	20	1.0%	14	0.7%	34	0.8%	58.8%	
Other health establishments	10	0.5%	2	0.1%	12	0.3%	83.3%	
<b>Total public sector</b>	<b>415</b>	<b>21.6%</b>	<b>160</b>	<b>7.7%</b>	<b>575</b>	<b>14.4%</b>	<b>72.2%</b>	
<b>Private sector</b>								
Community pharmacy	1360	70.8%	1,859	89.2%	3,219	80.4%	42.2%	
Hospital	32	1.7%	5	0.2%	37	0.9%	86.5%	
Psychiatric Hospital	4	0.2%	-	0.0%	4	0.1%	100.0%	
Nursing Home	7	0.4%	2	0.1%	9	0.2%	77.8%	
Medical centre	1	0.1%	3	0.1%	4	0.1%	25.0%	
Pharmaceutical manufacturing org.	80	4.2%	33	1.6%	113	2.8%	70.8%	
Pharmaceutical wholesaling org.	4	0.2%	9	0.4%	13	0.3%	30.8%	
Other health establishments	19	1.0%	12	0.6%	31	0.8%	61.3%	
<b>Total private sector</b>	<b>1,507</b>	<b>78.4%</b>	<b>1,923</b>	<b>92.3%</b>	<b>3,430</b>	<b>85.6%</b>	<b>43.9%</b>	
<b>Total</b>	<b>1,922</b>	<b>100.0%</b>	<b>2,083</b>	<b>100.0%</b>	<b>4,005</b>	<b>100.0%</b>	<b>48.0%</b>	
<i>Non-response:</i>	53	2.7%	62	2.9%	115	2.8%		

Table 3.18: 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	934	69.8%	1,358	74.2%	2,292	72.4%	40.8%	
Shopping mall complex	331	24.7%	393	21.5%	724	22.9%	45.7%	
Private hospital/ Nursing home	3	0.2%	2	0.1%	5	0.2%	60.0%	
Medical Centre	67	5.0%	75	4.1%	142	4.5%	47.2%	
Other non -govt.	3	0.2%	1	0.1%	4	0.1%	75.0%	
<b>Total</b>	<b>1338</b>	<b>100.0%</b>	<b>1,829</b>	<b>100.0%</b>	<b>3,167</b>	<b>100.0%</b>	<b>42.2%</b>	
<i>Non-response:</i>	22	1.6%	30	1.6%	52	1.6%		

**Table 3.19: 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	
<b>Public sector</b>								
Hospital	15	3.4%	10	3.3%	25	3.4%	60.0%	
Psychiatric Hospital	2	0.5%	-	0.0%	2	0.3%	100.0%	
Nursing Home	3	0.7%	-	0.0%	3	0.4%	100.0%	
Medical centre	1	0.2%	-	0.0%	1	0.1%	100.0%	
Tertiary education institution	5	1.1%	4	1.3%	9	1.2%	55.6%	
Government dept/organisation	2	0.5%	-	0.0%	2	0.3%	100.0%	
Defence Forces	1	0.2%	1	0.3%	2	0.3%	50.0%	
Pharmaceutical manufacturing org.	1	0.2%	-	0.0%	1	0.1%	100.0%	
Other health establishments	1	0.2%	-	0.0%	1	0.1%	100.0%	
<b>Total public sector</b>	<b>31</b>	<b>7.1%</b>	<b>15</b>	<b>4.9%</b>	<b>46</b>	<b>6.2%</b>	<b>67.4%</b>	
<b>Private sector</b>								
Community pharmacy	380	86.8%	273	89.2%	653	87.8%	58.2%	
Hospital	10	2.3%	8	2.6%	18	2.4%	55.6%	
Psychiatric Hospital	1	0.2%	-	0.0%	1	0.1%	100.0%	
Nursing Home	6	1.4%	2	0.7%	8	1.1%	75.0%	
Medical centre	2	0.5%	0	0.0%	2	0.3%	100.0%	
Pharmaceutical manufacturing org.	0	0.0%	1	0.3%	1	0.1%	0.0%	
Pharmaceutical wholesaling org.	2	0.5%	1	0.3%	3	0.4%	66.7%	
Other health establishments	6	1.4%	6	2.0%	12	1.6%	50.0%	
<b>Total private sector</b>	<b>407</b>	<b>92.9%</b>	<b>291</b>	<b>95.1%</b>	<b>698</b>	<b>93.8%</b>	<b>58.3%</b>	
<b>Total</b>	<b>438</b>	<b>100.0%</b>	<b>306</b>	<b>100.0%</b>	<b>744</b>	<b>100.0%</b>	<b>58.9%</b>	
<i>Non-response:</i>	1,537	77.8%	1,839	85.7%	3,376	81.9%		

**Table 3.20: 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	255	69.1%	176	65.7%	431	67.7%	59.2%	
Shopping mall complex	90	24.4%	76	28.4%	166	26.1%	54.2%	
Private hospital/ Nursing home	3	0.8%	2	0.7%	5	0.8%	60.0%	
Medical Centre	21	5.7%	14	5.2%	35	5.5%	60.0%	
Other non -govt.	0	0.0%	-	0.0%	-	0.0%	0.0%	
<b>Total</b>	<b>369</b>	<b>100.0%</b>	<b>268</b>	<b>100.0%</b>	<b>637</b>	<b>100.0%</b>	<b>57.9%</b>	
<i>Non-response:</i>	11	2.9%	5	1.8%	16	2.5%		

Table 3.21: 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	Female	Male	Total	Per cent Female
<b>Health Service</b>								
Central Coast	49	2.6%	92	4.5%	141	3.6%	34.8%	
Central Sydney	189	10.2%	177	8.7%	366	9.4%	51.6%	
Hunter	104	5.6%	161	7.9%	265	6.8%	39.2%	
Illawarra	76	4.1%	89	4.4%	165	4.2%	46.1%	
Northern Sydney	436	23.4%	303	14.9%	739	19.0%	59.0%	
South Eastern Sydney	369	19.8%	326	16.0%	695	17.8%	53.1%	
South Western Sydney	148	8.0%	197	9.7%	345	8.8%	42.9%	
Wentworth	43	2.3%	78	3.8%	121	3.1%	35.5%	
Western Sydney	182	9.8%	194	9.5%	376	9.6%	48.4%	
<b>Total Metropolitan Areas</b>	<b>1,596</b>	<b>85.8%</b>	<b>1,617</b>	<b>79.3%</b>	<b>3,213</b>	<b>82.4%</b>	<b>49.7%</b>	
Far West	7	0.4%	10	0.5%	17	0.4%	41.2%	
Greater Murray	41	2.2%	68	3.3%	109	2.8%	37.6%	
Macquarie	12	0.6%	23	1.1%	35	0.9%	34.3%	
Mid North Coast	40	2.1%	70	3.4%	110	2.8%	36.4%	
Mid Western	44	2.4%	42	2.1%	86	2.2%	51.2%	
New England	33	1.8%	45	2.2%	78	2.0%	42.3%	
Northern Rivers	44	2.4%	100	4.9%	144	3.7%	30.6%	
Southern	41	2.2%	59	2.9%	100	2.6%	41.0%	
<b>Total Rural Health Services</b>	<b>262</b>	<b>14.1%</b>	<b>417</b>	<b>20.5%</b>	<b>679</b>	<b>17.4%</b>	<b>38.6%</b>	
Interstate	3	0.2%	4	0.2%	7	0.2%	42.9%	
<b>Total</b>	<b>1,861</b>	<b>100.0%</b>	<b>2,038</b>	<b>100.0%</b>	<b>3,899</b>	<b>100.0%</b>	<b>47.7%</b>	
<i>Non response:</i>	114	5.8%	107	5.0%	221	5.4%		

Table 3.22: 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	Female	Male	Total	Per cent Female
<b>Health Service</b>								
Central Coast	9	2.2%	23	7.7%	32	4.5%	28.1%	
Central Sydney	33	8.1%	28	9.4%	61	8.7%	54.1%	
Hunter	29	7.1%	29	9.8%	58	8.2%	50.0%	
Illawarra	17	4.2%	17	5.7%	34	4.8%	50.0%	
Northern Sydney	92	22.6%	48	16.2%	140	19.9%	65.7%	
South Eastern Sydney	90	22.1%	46	15.5%	136	19.3%	66.2%	
South Western Sydney	31	7.6%	24	8.1%	55	7.8%	56.4%	
Wentworth	9	2.2%	13	4.4%	22	3.1%	40.9%	
Western Sydney	32	7.9%	21	7.1%	53	7.5%	60.4%	
<b>Total Metropolitan Areas</b>	<b>342</b>	<b>84.0%</b>	<b>249</b>	<b>83.8%</b>	<b>591</b>	<b>83.9%</b>	<b>57.9%</b>	
Far West	-	0.0%	1	0.3%	1	0.1%	0.0%	
Greater Murray	10	2.5%	10	3.4%	20	2.8%	50.0%	
Macquarie	5	1.2%	2	0.7%	7	1.0%	71.4%	
Mid North Coast	11	2.7%	7	2.4%	18	2.6%	61.1%	
Mid Western	14	3.4%	4	1.3%	18	2.6%	77.8%	
New England	10	2.5%	9	3.0%	19	2.7%	52.6%	
Northern Rivers	5	1.2%	6	2.0%	11	1.6%	45.5%	
Southern	8	2.0%	7	2.4%	15	2.1%	53.3%	
<b>Total Rural Health Services</b>	<b>63</b>	<b>15.5%</b>	<b>46</b>	<b>15.5%</b>	<b>109</b>	<b>15.5%</b>	<b>57.8%</b>	
Interstate	2	0.5%	2	0.7%	4	0.6%	50.0%	
<b>Total</b>	<b>407</b>	<b>100.0%</b>	<b>297</b>	<b>100.0%</b>	<b>704</b>	<b>100.0%</b>	<b>57.8%</b>	
<i>Non response:</i>	1568	79.4%	1848	86.2%	3416	82.9%		

**Table 3.23: 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		
<b>Health Service</b>							
Central Coast	39	2.9%	89	4.9%	128	4.1%	30.5%
Central Sydney	123	9.2%	152	8.4%	275	8.7%	44.7%
Hunter	82	6.1%	148	8.2%	230	7.3%	35.7%
Illawarra	54	4.0%	87	4.8%	141	4.5%	38.3%
Northern Sydney	299	22.4%	238	13.1%	537	17.1%	55.7%
South Eastern Sydney	268	20.1%	295	16.3%	563	17.9%	47.6%
South Western Sydney	119	8.9%	184	10.1%	303	9.6%	39.3%
Wentworth	36	2.7%	74	4.1%	110	3.5%	32.7%
Western Sydney	94	7.0%	161	8.9%	255	8.1%	36.9%
<b>Total Metropolitan Areas</b>	<b>1,114</b>	<b>83.5%</b>	<b>1,428</b>	<b>78.8%</b>	<b>2,542</b>	<b>80.8%</b>	<b>43.8%</b>
Far West	7	0.5%	9	0.5%	16	0.5%	43.8%
Greater Murray	34	2.5%	63	3.5%	97	3.1%	35.1%
Macquarie	12	0.9%	21	1.2%	33	1.0%	36.4%
Mid North Coast	36	2.7%	65	3.6%	101	3.2%	35.6%
Mid Western	33	2.5%	39	2.2%	72	2.3%	45.8%
New England	30	2.2%	38	2.1%	68	2.2%	44.1%
Northern Rivers	34	2.5%	91	5.0%	125	4.0%	27.2%
Southern	32	2.4%	56	3.1%	88	2.8%	36.4%
<b>Total Rural Health Services</b>	<b>218</b>	<b>16.3%</b>	<b>382</b>	<b>21.1%</b>	<b>600</b>	<b>19.1%</b>	<b>36.3%</b>
Interstate	2	0.1%	3	0.2%	5	0.2%	40.0%
<b>Total</b>	<b>1,334</b>	<b>100.0%</b>	<b>1,813</b>	<b>100.0%</b>	<b>3,147</b>	<b>100.0%</b>	<b>42.4%</b>
<i>Non response:</i>	48	3.5%	107	5.0%	122	3.7%	

**Table 3.24: 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		
<b>Health Service</b>							
Central Coast	9	2.8%	18	8.4%	27	5.1%	33.3%
Central Sydney	22	6.9%	20	9.3%	42	7.9%	52.4%
Hunter	24	7.5%	22	10.2%	46	8.6%	52.2%
Illawarra	14	4.4%	13	6.0%	27	5.1%	51.9%
Northern Sydney	77	24.1%	35	16.3%	112	21.0%	68.8%
South Eastern Sydney	72	22.6%	28	13.0%	100	18.7%	72.0%
South Western Sydney	28	8.8%	23	10.7%	51	9.6%	54.9%
Wentworth	9	2.8%	9	4.2%	18	3.4%	50.0%
Western Sydney	25	7.8%	15	7.0%	40	7.5%	62.5%
<b>Total Metropolitan Areas</b>	<b>280</b>	<b>87.8%</b>	<b>183</b>	<b>85.1%</b>	<b>463</b>	<b>86.7%</b>	<b>60.5%</b>
Far West	-	0.0%	1	0.5%	1	0.2%	0.0%
Greater Murray	6	1.9%	6	2.8%	12	2.2%	50.0%
Macquarie	2	0.6%	1	0.5%	3	0.6%	66.7%
Mid North Coast	5	1.6%	6	2.8%	11	2.1%	45.5%
Mid Western	10	3.1%	4	1.9%	14	2.6%	71.4%
New England	8	2.5%	5	2.3%	13	2.4%	61.5%
Northern Rivers	3	0.9%	5	2.3%	8	1.5%	37.5%
Southern	5	1.6%	4	1.9%	9	1.7%	55.6%
<b>Total Rural Health Services</b>	<b>39</b>	<b>12.2%</b>	<b>32</b>	<b>14.9%</b>	<b>71</b>	<b>13.3%</b>	<b>54.9%</b>
Interstate	0	0.0%	0	0.0%	0	0.0%	0.0%
<b>Total</b>	<b>319</b>	<b>100.0%</b>	<b>215</b>	<b>100.0%</b>	<b>534</b>	<b>100.0%</b>	<b>59.7%</b>
<i>Non response:</i>	59	15.6%	45	17.3%	104	16.3%	

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Table 3.25: 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	Female	Male	Total	Per cent Female
<b>Health Service</b>								
Central Coast	10	3	13	76.9%	2.6%	2.7%	2.6%	76.9%
Central Sydney	43	12	55	78.2%	11.2%	10.7%	11.1%	78.2%
Hunter	20	11	31	64.5%	5.2%	9.8%	6.3%	64.5%
Illawarra	19	2	21	90.5%	4.9%	1.8%	4.2%	90.5%
Northern Sydney	59	10	69	85.5%	15.4%	8.9%	13.9%	85.5%
South Eastern Sydney	75	12	87	86.2%	19.5%	10.7%	17.5%	86.2%
South Western Sydney	29	8	37	78.4%	7.6%	7.1%	7.5%	78.4%
Wentworth	6	4	10	60.0%	1.6%	3.6%	2.0%	60.0%
Western Sydney	49	16	65	75.4%	12.8%	14.3%	13.1%	75.4%
<b>Total Metropolitan Areas</b>	<b>310</b>	<b>78</b>	<b>388</b>	<b>79.9%</b>	<b>80.7%</b>	<b>69.6%</b>	<b>78.2%</b>	<b>79.9%</b>
Far West	-	1	1	0.0%	0.0%	0.9%	0.2%	0.0%
Greater Murray	7	4	11	63.6%	1.8%	3.6%	2.2%	63.6%
Macquarie	0	2	2	0.0%	0.0%	1.8%	0.4%	0.0%
Mid North Coast	4	5	9	44.4%	1.0%	4.5%	1.8%	44.4%
Mid Western	10	2	12	83.3%	2.6%	1.8%	2.4%	83.3%
New England	3	7	10	30.0%	0.8%	6.3%	2.0%	30.0%
Northern Rivers	10	6	16	62.5%	2.6%	5.4%	3.2%	62.5%
Southern	8	2	10	80.0%	2.1%	1.8%	2.0%	80.0%
<b>Total Rural Health Services</b>	<b>42</b>	<b>29</b>	<b>71</b>	<b>59.2%</b>	<b>10.9%</b>	<b>25.9%</b>	<b>14.3%</b>	<b>59.2%</b>
Interstate	32	5	37	86.5%	8.3%	4.5%	7.5%	86.5%
<b>Total</b>	<b>384</b>	<b>112</b>	<b>496</b>	<b>77.4%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>77.4%</b>
Non response:	1	0	1	0.2%	0.3%	0.0%	0.2%	

Table 3.26: 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	Female	Male	Total	Per cent Female
<b>Health Service</b>								
Central Coast	-	-	-	0.0%	0.0%	0.0%	0.0%	0.0%
Central Sydney	5	1	6	83.3%	14.3%	4.2%	10.2%	83.3%
Hunter	2	1	3	66.7%	5.7%	4.2%	5.1%	66.7%
Illawarra	-	2	2	0.0%	0.0%	8.3%	3.4%	0.0%
Northern Sydney	4	2	6	66.7%	11.4%	8.3%	10.2%	66.7%
South Eastern Sydney	2	5	7	28.6%	5.7%	20.8%	11.9%	28.6%
South Western Sydney	1	-	1	100.0%	2.9%	0.0%	1.7%	100.0%
Wentworth	-	-	-	0.0%	0.0%	0.0%	0.0%	0.0%
Western Sydney	2	1	3	66.7%	5.7%	4.2%	5.1%	66.7%
<b>Total Metropolitan Areas</b>	<b>16</b>	<b>12</b>	<b>28</b>	<b>57.1%</b>	<b>45.7%</b>	<b>50.0%</b>	<b>47.5%</b>	<b>57.1%</b>
Far West	2	2	4	50.0%	5.7%	8.3%	6.8%	50.0%
Greater Murray	-	-	-	0.0%	0.0%	0.0%	0.0%	0.0%
Macquarie	1	1	2	50.0%	2.9%	4.2%	3.4%	50.0%
Mid North Coast	2	1	3	66.7%	5.7%	4.2%	5.1%	66.7%
Mid Western	2	0	2	100.0%	5.7%	0.0%	3.4%	100.0%
New England	0	1	1	0.0%	0.0%	4.2%	1.7%	0.0%
Northern Rivers	1	0	1	100.0%	2.9%	0.0%	1.7%	100.0%
Southern	2	0	2	100.0%	5.7%	0.0%	3.4%	100.0%
<b>Total Rural Health Services</b>	<b>10</b>	<b>5</b>	<b>15</b>	<b>66.7%</b>	<b>28.6%</b>	<b>20.8%</b>	<b>25.4%</b>	<b>66.7%</b>
Interstate	9	7	16	56.3%	25.7%	29.2%	27.1%	56.3%
<b>Total</b>	<b>35</b>	<b>24</b>	<b>59</b>	<b>59.3%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>59.3%</b>
Non response:	0	0	0	0.0%	0.0%	0.0%	0.0%	

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

**Profile of the Pharmacist Workforce 1999**
**Table 3.27: Type of continuing professional education undertaken by pharmacists working in NSW, 1999**

Type of education	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
Nil continuing education	277	296	14.0%	13.8%	573	13.9%		48.3%	
Face-to-face only	224	167	11.3%	7.8%	391	9.5%		57.3%	
Private study only	310	453	15.7%	21.1%	763	18.5%		40.6%	
Face-to-face and private	1,164	1,229	58.9%	57.3%	2,393	58.1%		48.6%	
<b>Total</b>	<b>1,975</b>	<b>2,145</b>	<b>100.0%</b>	<b>100.0%</b>	<b>4,120</b>	<b>100.0%</b>		<b>47.9%</b>	
Non response:	-	-	0.0%	0.0%	-	0.0%			

**Table 3.28: Hours of face-to-face study undertaken by pharmacists working in NSW, 1999**

Hours of study	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
1-9	307	338	22.1%	24.2%	645	23.2%		47.6%	
10-19	459	505	33.1%	36.2%	964	34.6%		47.6%	
20-29	255	291	18.4%	20.8%	546	19.6%		46.7%	
30-39	133	100	9.6%	7.2%	233	8.4%		57.1%	
40-49	76	61	5.5%	4.4%	137	4.9%		55.5%	
50-59	54	36	3.9%	2.6%	90	3.2%		60.0%	
60-69	27	23	1.9%	1.6%	50	1.8%		54.0%	
70-79	12	3	0.9%	0.2%	15	0.5%		80.0%	
80-89	15	7	1.1%	0.5%	22	0.8%		68.2%	
90-99	7	3	0.5%	0.2%	10	0.4%		70.0%	
100-199	30	19	2.2%	1.4%	49	1.8%		61.2%	
200-299	10	4	0.7%	0.3%	14	0.5%		71.4%	
300+	3	6	0.2%	0.4%	9	0.3%		33.3%	
<b>Total</b>	<b>1,388</b>	<b>1,396</b>	<b>100.0%</b>	<b>100.0%</b>	<b>2,784</b>	<b>100.0%</b>		<b>49.9%</b>	
Non response:	587	749	29.7%	34.9%	1,336	32.4%			

**Table 3.29: Hours of private study undertaken by pharmacists working in NSW, 1999**

Hours of study	No.		%		No.		%		Per cent female
	Female	Male	Female	Male	Total	Total	Total		
1-9	115	84	7.8%	5.0%	199	6.3%		57.8%	
10-19	276	272	18.7%	16.2%	548	17.4%		50.4%	
20-29	290	373	19.7%	22.2%	663	21.0%		43.7%	
30-39	144	143	9.8%	8.5%	287	9.1%		50.2%	
40-49	100	154	6.8%	9.2%	254	8.0%		39.4%	
50-59	174	197	11.8%	11.7%	371	11.8%		46.9%	
60-69	57	64	3.9%	3.8%	121	3.8%		47.1%	
70-79	20	19	1.4%	1.1%	39	1.2%		51.3%	
80-89	36	46	2.4%	2.7%	82	2.6%		43.9%	
90-99	7	18	0.5%	1.1%	25	0.8%		28.0%	
100-199	198	239	13.4%	14.2%	437	13.8%		45.3%	
200-299	30	50	2.0%	3.0%	80	2.5%		37.5%	
300+	27	23	1.8%	1.4%	50	1.6%		54.0%	
<b>Total</b>	<b>1,474</b>	<b>1,682</b>	<b>100.0%</b>	<b>100.0%</b>	<b>3,156</b>	<b>100.0%</b>		<b>46.7%</b>	
Non response:	501	463	25.4%	21.6%	964	23.4%			