

**CPWS Briefing Paper**

**GPhC Register Analysis 2011**

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## **Introduction: Analysis of Register Datasets**

When the research that underpins this report (and other reports in the series) was first commissioned, the regulatory body for pharmacy, and the body which therefore maintained the Register of Pharmaceutical Chemists (from which the data being analysed are derived), was the Royal Pharmaceutical Society of Great Britain (RPSGB). Starting in 2002 the RPSGB commissioned the Centre for Pharmacy Workforce Studies at the University of Manchester to undertake annual reviews of the Pharmaceutical Register, usually in August each year after the majority of pre-registration students had joined the register. In 2009 the research contract was extended for a further two years because of the utility of the analyses to workforce planning. A short delay in the analysis of the 2011 Register occurred due to the transfer of the final year of the research contract to the GPhC.

The General Pharmaceutical Council (GPhC) took over the regulatory functions from the RPSGB and formally became the independent statutory regulator for the pharmacy profession in Great Britain in September 2010. In order to practise in Great Britain, pharmacists (and pharmacy technicians) must be registered with the GPhC; thus the data included in this report relate to those pharmacists who transferred their registration from the RPSGB to the GPhC at the time of the transfer or in the period between the transfer and 15<sup>th</sup> November 2011 when the 2011 register data were download for analysis.

Under the Pharmacy Order 2010 pharmacists are entitled to be on the register providing they are appropriately qualified, their fitness to practise is not impaired, and that additional requirements (if any) relating to education, training or experience are met. It is worth noting that the GPhC determined that any former RPSGB registrant who had been on the practising register at some point from January 2005, but was not on Part 1 of the RPSGB register (ie, the practising part) at the time of establishment of the GPhC, will not be required to complete additional education, training or experience if they apply to register by 26 September 2012. Finally, of relevance to the analysis undertaken for this briefing paper, the Pharmacy Order defines a pharmacist as not entitled to be entered onto the Register, or to have an entry renewed, if that person does not intend to practise as a pharmacist in Great Britain, the Channel Islands or the Isle of Man.

## 1. Growth between 2002 and 2011

Table 1 below compares RPSGB/GPhC register membership on the dates set for the snap shot analysis each year: 10<sup>th</sup> August 2002, 8<sup>th</sup> August 2003, 6<sup>th</sup> August 2004, 5<sup>th</sup> August 2005, 4<sup>th</sup> August 2006, 3<sup>rd</sup> August 2007, 8<sup>th</sup> August 2008, 7<sup>th</sup> August 2009, 10<sup>th</sup> August 2010, and 15<sup>th</sup> November 2011.

<b>Number of pharmacists</b>	<b>Year</b>	<b>Year-on-year change (%)</b>	<b>Inclusion criteria</b>
45,267	2002	-	All registered pharmacists
46,385	2003	+2.5	All registered pharmacists
47,578	2004	+2.6	All registered pharmacists
46,396	2005	-2.5	All registered pharmacists (including practising & non-practising)
47,068	2006	+1.4	All registered pharmacists (including practising & non-practising)
47,962	2007	+1.9	All registered pharmacists (including practising & non-practising)
48,794	2008	+1.7%	All registered pharmacists (including practising & non-practising)
49,646	2009	+1.7%	All registered pharmacists (including practising & non-practising)
50,664	2010	+2.0%	All registered pharmacists (including practising & non-practising)
<i>[43,780]</i>			<i>[Number of practising pharmacists]</i>
<i>[6,884]</i>			<i>[Number of non-practising pharmacists]</i>
46,310	2011	-8.6% from last year's overall total	All registered pharmacists (NB. - distinction between practising & non-practising no longer applicable)
<i>[6,662]</i>			<i>[Number of leavers who were on non-practising part of last year's register]</i>

The net decrease (4,354) in the overall number of pharmacists on this year's Register represents a fall of 8.6% over the 15 months between 11<sup>th</sup> August 2010 and 15<sup>th</sup> November 2011. However, the majority (n=6,662; 81.5%) of leavers in 2011 had been on the non-practising part (ie, 'part 2') of the register the previous year.

Table 1 above therefore identifies the figure for the practising part of the 2010 register so that a more accurate like-for-like comparison can be drawn with the 2011 figure. If the number on the register in 2011 (46,310) is compared with the number of pharmacists who were on the practising part of the 2010 register (43,780) the register can be described as having increased in size by 5.8%.

**KEY FINDING**

**The net decrease in the number of pharmacists on the 2011 Pharmaceutical Register represents a drop of 8.6% over the last 15 months. However a more accurate like-for-like comparison with the data from the practising part of the 2010 register suggests an increase of 5.8%**

## 2. Characteristics of registered pharmacists

### 2.1 Gender

In 2010, 58.1% of all registered pharmacists were female (see Table 2). The feminisation trend continues again in 2011, with the proportion of females on the register now reaching 59.4%.

	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Male	47.1	45.7	44.5	43.8	43.1	42.6	41.9	40.6
Female	52.9	54.3	55.5	56.2	56.9	57.4	58.1	59.4
(n)	47,578	46,396	47,068	47,962	48,794	49,646	50,664	46,310

When each of the three countries is examined separately, male pharmacists are under-represented in Scotland, where they constitute a much smaller proportion (30%) of the pharmacists with registered addresses there (see Table 3). Female pharmacists constitute 61.1% of pharmacists with a registered address overseas in 2011. (See Appendix 1 for age breakdown by country of residence).

**Table 3: Gender by country of residence in 2011**

n (%)	Male	Female	Total
All registered pharmacists	18,797 (40.6)	27,513 (59.4)	46,310
All GB domiciled pharmacists	18,050 (40.7)	26,341 (59.3)	44,391
England	15,840 (41.8)	22,047 (58.2)	37,887
Scotland	1,279 (30.0)	2,987 (70.0)	4,266
Wales	931 (41.6)	1,307 (58.4)	2,238
All overseas domiciled pharmacists	747 (38.9)	1,172 (61.1)	1,919

**KEY FINDINGS**

**The feminisation of the pharmacy workforce continues, with women now constituting 59.4% of the total workforce.**

**As in previous years, male pharmacists are under-represented in Scotland, where they constitute less than a third of all registered pharmacists.**

**2.2 Age (group)**

The mean age of pharmacists on the register in 2010/11 is 39.9 years. Male pharmacists are on average almost 4 years older than female pharmacists (42.3 years versus 38.4 years respectively). As with the previous three years, the modal age group in 2011 is the 30 to 39 year olds (see Table 4), accounting for 30.4% of all registered pharmacists (where date of birth is known). This is the modal age group for both male and female pharmacists.

**Table 4: Age group by gender of all registered pharmacists in 2011 (%)**

Age group	Male	Female	Total
≤29 years	20.0	26.3	23.7
30-39 years	27.9	32.2	30.4
40-49 years	20.7	23.0	22.0
50-59 years	20.1	14.9	17.0
60-64 years	5.7	2.4	3.8
65-69 years	3.2	0.9	1.8
70-79 years	2.2	0.4	1.1
≥80 years	0.2	0.0	0.1
Total (n)	18,694	27,443	46,137*

\* 173 missing values

While less than half (47.9%) of the male pharmacists are 39 years or younger, this compares to almost three-fifths (58.5%) of female registrants. Conversely, proportionately more men are over 65 years compared with women, 5.6% and 1.3% respectively. This is the fourth year running that the proportion of 'older' pharmacists on the register has fallen. In 2010, 10.8% of male registrants and 3.0% of female registrants were 65 years or older.

The main changes since last year between individual age groups are shown in Table 5, where the largest single increase (+2.2%) is in the 20 to 29 years category. Conversely, the 60 and over age groups, collectively, have fallen by 3.8% since last year.

**Table 5: Age group by year of all registered pharmacists**

<b>Age group</b>	<b>2010 (c%)</b>	<b>2011 (c%)</b>	<b>% difference</b>
≤29 years	21.5	23.7	+2.2
30-39 years	28.7	30.4	+1.7
40-49 years	22.3	22.0	-0.3
50-59 years	16.9	17.0	+0.1
60-64 years	4.3	3.8	-0.5
65-69 years	2.5	1.8	-0.7
70-79 years	3.0	1.1	-1.9
≥80 years	0.8	0.1	-0.7
<b>Total (n)</b>	<b>50,268*</b>	<b>46,137*</b>	

*\*some missing values*

When the three countries are examined separately, older pharmacists (over 65 years) are slightly over-represented in Wales compared with the other two home nations (see Appendix 1).

**KEY FINDINGS**

**The mean age of pharmacists on the register is 39.9 years, with female pharmacists younger than males (38.4 vs. 42.3 years).**

**As in previous years, the modal age group is the 30-39 year olds.**

**More male pharmacists on the register are over state pension age than female pharmacists. Older pharmacists are over-represented in Wales.**



### 2.3 Ethnic group of registered pharmacists

Of those pharmacists for whom information on ethnic group is available (11.6% missing values, n=5,374) 61.3% identified their ethnic origin as white (British, Irish or other). This is a relatively large fall from 2010, when 66.3% identified themselves as white. Over a quarter of pharmacists (26.9%) is Asian, with Indian being the single predominant group (17.4%), followed by Pakistani (6.3%). Pharmacists from Chinese, Black, and mixed or other backgrounds are also represented on the 2011 register, but in much smaller proportions (see Table 6 for details).

**Table 6: Ethnic origin and gender of all registered pharmacists in 2011**

<b>Ethnic origin</b>	<b>Men (%)</b>	<b>Women (%)</b>	<b>Total (%)</b>
<b>White</b>	<b>55.1</b>	<b>65.3</b>	<b>61.3</b>
British	46.6	54.7	51.5
Irish	2.3	2.5	2.4
Other	6.2	8.0	7.3
<b>Asian</b>	<b>33.8</b>	<b>22.4</b>	<b>26.9</b>
Indian	22.2	14.3	17.4
Pakistani	7.9	5.2	6.3
Bangladeshi	1.0	0.8	0.9
Other	2.6	2.2	2.4
<b>Black</b>	<b>5.1</b>	<b>5.5</b>	<b>5.4</b>
<b>Chinese</b>	<b>3.3</b>	<b>3.9</b>	<b>3.7</b>
<b>Mixed &amp; other</b>	<b>2.6</b>	<b>2.8</b>	<b>2.8</b>
<b>Total (n)</b>	<b>16,144</b>	<b>24,792</b>	<b>40,936</b>

*\*NB: Ethnic origin unknown for 5,374 pharmacists*

Table 6 also lists a breakdown by gender, and this shows that female pharmacists are more likely than males to be of white ethnic origin. Over a third (33.8%) of male pharmacists are Asian (an increase of almost 6% since last year), compared with over a fifth (22.4%) of female pharmacists. Within this category Indian pharmacists are in the majority.

The higher representation of ethnic minority backgrounds amongst younger pharmacists on the register can also be seen in the age breakdown by ethnic origin presented in Table 7.

<b>Age group</b>	<b>White (%)</b>	<b>Asian (%)</b>	<b>Black (%)</b>	<b>Mixed</b>	<b>Chinese</b>	<b>Other</b>
≤29 years	18.3	37.9	25.5	38.5	43.2	36.9
30-39 years	26.9	31.9	38.6	35.1	35.1	36.5
40-49 years	24.9	14.2	25.6	18.8	12.4	15.8
50-59 years	20.9	12.1	8.3	5.9	7.9	7.8
60-69 years	7.3	3.4	1.6	1.2	1.3	2.3
≥70 years	1.7	0.3	0.4	0.5	0.1	0.8
<b>Total*</b>	<b>24,959</b>	<b>10,999</b>	<b>2,192</b>	<b>410</b>	<b>1,513</b>	<b>716</b>

\*5521 missing values

Compared with 2009/10 there has been a relatively large numerical drop among the white pharmacists (of 4,392), and a small drop among the Chinese pharmacists (from 1,737 in 2009/10 to 1,513 in 2010/11). The fall is most heavily concentrated in the older age groups. For all other ethnic groups there has been an increase in numbers.

Table 8 shows the ethnic group composition of the register from 2006 to this year. The proportion of pharmacists from non-white ethnic groups has been increasing year-on-year. Pharmacists from Asian backgrounds now represent 26.9% of the register, a rise of 8.8% since 2006, while the proportion of white pharmacists has fallen by 12% in the same time period.

<b>Ethnic origin</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
<b>White</b>	<b>73.3</b>	<b>71.9</b>	<b>70.1</b>	<b>68.5</b>	<b>66.3</b>	<b>61.3</b>
British	64.1	62.0	59.7	57.8	55.1	51.5
Irish	1.9	2.0	2.2	2.3	2.6	2.4
Other	7.3	7.9	8.2	8.4	8.6	7.3
<b>Asian</b>	<b>18.1</b>	<b>19.1</b>	<b>20.4</b>	<b>21.5</b>	<b>22.9</b>	<b>26.9</b>
Indian	13.0	13.5	14.1	14.6	15.2	17.4
Pakistani	3.2	3.6	4.1	4.5	5.0	6.3
Other	1.9	2.0	2.2	2.4	2.7	0.9
<b>Black</b>	<b>3.1</b>	<b>3.4</b>	<b>3.7</b>	<b>4.0</b>	<b>4.5</b>	<b>5.4</b>
<b>Chinese</b>	<b>3.5</b>	<b>3.5</b>	<b>3.6</b>	<b>3.7</b>	<b>3.9</b>	<b>3.7</b>
<b>Mixed &amp; other</b>	<b>2.0</b>	<b>2.1</b>	<b>2.2</b>	<b>2.3</b>	<b>2.4</b>	<b>2.8</b>
<b>Total (n)</b>	<b>40,538*</b>	<b>41,513*</b>	<b>42,527*</b>	<b>43,555*</b>	<b>44,674*</b>	<b>40,936*</b>

\*some missing values

#### KEY FINDINGS

The majority of pharmacists (61.3%) on the register are of white British, white Irish or white other ethnic origin. The proportion of pharmacists of white origin has been falling annually, while the proportion of pharmacists from non-white backgrounds on the register has been increasing.

Over one in four (26.9%) pharmacists on the register is 'Asian', with Indian pharmacists representing the largest single group (17.4%). Men have a higher representation among Asian ethnic backgrounds when compared to women.

#### 2.4. Location of registered pharmacists

In 2011, 4.1% of all registered pharmacists had a registered address outside England, Scotland or Wales ('overseas' in Table 9 below), representing a decrease of 5% in relation to last year. Although the number of registered pharmacists in England has actually fallen in comparison with the previous year, as a proportion of all registered pharmacists they now represent 81.8% of the register compared to 77.3% in 2009/10; the proportion in Scotland and Wales has risen slightly.

**Table 9: Location of registered address of all registered pharmacists**

Country	2003 (%)	2004 (%)	2005 (%)	2006 (%)	2007 (%)	2008 (%)	2009 (%)	2010 (%)	2011 (%)
England	34,904 (75.3)	35,732 (75.1)	35,397 (76.3)	35,915 (76.3)	36,462 (76.0)	37,303 (76.4)	38,051 (76.6)	39,139 (77.3)	37,887 (81.8)
Scotland	4,276 (9.2)	4,415 (9.3)	4,367 (9.4)	4,388 (9.3)	4,441 (9.3)	4,449 (9.1)	4,501 (9.1)	4,516 (8.9)	4,266 (9.2)
Wales	2,279 (4.9)	2,322 (4.9)	2,246 (4.8)	2,279 (4.9)	2,341 (4.9)	2,371 (4.9)	2,393 (4.8)	2,394 (4.7)	2,238 (4.8)
Overseas	4,926 (10.6)	5,109 (10.7)	4,386 (9.5)	4,484 (9.5)	4,718 (9.8)	4,671 (9.6)	4,701 (9.5)	4,615 (9.1)	1,919 (4.1)
(n)	46,385	47,578	46,396	47,066 <sup>‡</sup>	47,962	48,794	49,646	50,664	46,310

<sup>‡</sup> some missing data

#### KEY FINDINGS

The number and proportion of pharmacists with a registered address overseas has fallen since last year. The number of registered pharmacists domiciled in England has fallen by 3.2%, but their proportion overall has risen in 2011, to 82% from 77% in 2010.

## 2.5. Overseas-qualified pharmacists on the register

The current register contains details on whether pharmacists have joined the register from overseas. Pharmacists from the European Economic Area (EEA), who possess a European pharmacy qualification, can apply to join the register, providing their paperwork is in order and the majority will not need to undertake any further assessment or study (the 'European' route in table 10 below). Prior to June 2006, pharmacists from Australia, New Zealand and South Africa were permitted to register with the RPSGB without having to undertake further assessment or study (known as the 'reciprocal' route); since 2006, they and all other non-European pharmacists (with the exception of those from Northern Ireland) are required to complete a one-year Masters level Overseas Pharmacists Assessment Programme (OSPAP), plus a 52-week period of pre-registration training and a pass in the registration examination (labelled the 'non-European' route in table 10 below). Where 'reciprocal' route is shown in the following tables it will include registrants from Australia, New Zealand, South Africa and Northern Ireland when they joined prior to June 2006, but after that date it will only include those from Northern Ireland.

Up to last year the proportion of pharmacists who join the register with a qualification from overseas has remained fairly static (data are not available prior to 2006). However, as might be expected, the proportion on the register this year joining through the reciprocal route dropped again, to 2.1%, from 3.2% the previous year. See table 10 for details.

<b>Route %</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
E,W & S	88.9	88.7	87.9	88.8	87.9	88.2
Non-European	3.0	3.0	3.7	2.8	3.5	3.9
European	3.5	4.1	4.7	4.9	5.4	5.8
'Reciprocal'	4.6	4.2	3.7	3.5	3.2	2.1
N	47,066*	47,962	48,794	49,646	50,664	46,310

*\*Two missing values*

*NB: Table 10 shows the route of registration of all pharmacists on the Register. With the exception of a small number of registrations from Northern Ireland there are no new entries via the reciprocal route in 2011*

Of the 46,310 pharmacists on the register in 2011, 5,460 (11.8%) qualified overseas, and 61.5% of these were female. Almost half (49.5%) of all overseas-qualified pharmacists originally entered via the European route, and 67.5% of these are female. The non-European route is the second most common route, accounting for 33% of all overseas pharmacists on the register (53.5% are female).

Female pharmacists are more likely to have come through the European route than their male counterparts (54.2% vs. 41.8%) and are less likely than males to have come through either of the two other routes (see Table 11 for details).

<b>Route %</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Non-European	39.8	28.7	33.0
European	41.8	54.2	49.5
Reciprocal	18.3	17.1	17.5
N	2,103 (38.5%)	3,357 (61.5%)	5,460

Pharmacists who have entered the register via one of the overseas routes are on average younger than home-qualified (England, Scotland and Wales) pharmacists (37.76 years vs. 40.29 years,  $p < 0.01$ ), although there are significant differences in mean age between pharmacists from different overseas routes, with pharmacists from the European route significantly younger than either the non-European or reciprocal pharmacists and reciprocal pharmacists significantly younger than non-European pharmacists (Anova:  $p < 0.00$ ). See Table 12 for details.

<b>Route</b>	<b>Mean age (<math>\pm</math>SD)</b>
Non-European	43.15 (9.69)
European	33.58 (6.83)
Reciprocal	39.44 (12.90)
All overseas qualified (n = 5,282)*	37.76 (10.10)
Home qualified (n=40,855)*	40.29 (12.25)

*\*some missing date of birth data*

The modal age group for all overseas-qualified pharmacists, regardless of route of entry, was 30 to 39 years. There are, however, considerable differences in the age breakdown of the different groups (see Table 13 for details). Nearly 85% of the European pharmacists are aged below 40 years, compared with 42.1% and 60.8% respectively for the non-European and reciprocal routes.

Age groups	GB trained	Non-European	European	Reciprocal
≤29 years	24.2	3.5	30.2	21.4
30-39 years	28.2	38.6	54.5	39.4
40-49 years	22.3	34.4	11.6	18.3
50-59 years	18.1	16.8	3.1	11.7
60-64 years	4.0	3.8	0.4	2.4
65-69 years	1.9	1.7	0.2	2.9
70-79 years	1.2	1.0	-	3.7
≥80 years	0.1	0.2	-	0.2
N	40,694*	1797*	2,700*	946*

\*some missing data

The ethnic background of pharmacists from different routes varies. The majority (95.8%) of those coming through the European route are of white ethnic origin, as are a large proportion (79.4%) of those who had entered the register via the reciprocal route. Forty-two percent of those who entered through the non-European route are of black ethnic origin. See Table 14 for details.

Ethnic origin	GB trained	Non-European	European	Reciprocal
White	61.0	15.6	95.8	79.4
Black	4.1	42.0	1.3	1.3
Mixed	1.0	1.8	0.7	1.3
Asian	28.4	32.6	1.7	4.6
Chinese	3.8	1.5	0.1	9.9
Other	1.6	6.6	0.4	3.5
n*	36,765	1,534	1,890	747

\*NB: Ethnic origin unknown for 5,374 pharmacists

#### KEY FINDINGS

**11.8% of pharmacists on the register in 2011 qualified overseas, with the European route being the most common. The number of overseas-qualified pharmacists on the register in 2011 has fallen by 670 compared with 2010.**

**Pharmacists who qualified overseas were younger than home pharmacists (37.76 compared with 40.29 years).**

**The majority (96%) of entrants from Europe and via the reciprocal route (79%) were of White ethnic origin, in contrast to the non-European route, where the majority (42%) were of Black ethnic origin.**

## **2.6. Independent and supplementary prescribers**

This year, there are 2,049 independent prescribers and 1,431 supplementary prescribers on the register. Of these, 884 are classified as both supplementary and independent prescribers. Compared to 2010, when there were 1,545 independent and 1,451 supplementary prescribers, this represents a net increase of +504 for the independent prescribers and net decrease of -20 for the supplementary prescribers.

More than two-thirds (69.2%, n=1,418) of the independent prescribers are female. The mean age of independent prescribers is 40.7 years and the majority (78.1%, n=1,205) are aged between 30 and 49 years. A higher proportion of independent prescribers recorded their ethnic origin as white British, white Irish or white other than pharmacists on the register as a whole (80.1% vs. 61.3%). Pharmacists who reported that they were Asian constitute 14.0 percent of all independent prescribers.

More than two-thirds (68.8%, n=985) of the supplementary prescribers on this years register are female. The mean age of supplementary prescribers is 43.5 years, with more than three-quarters (76.2%, n=1,089) aged between 30 and 49 years. White British, white Irish and white other pharmacists are overrepresented amongst supplementary prescribers when compared with the register as a whole (80.7% of supplementary prescribers were white compared with 61.3% for the register).

### **KEY FINDINGS**

**The number of independent prescribers on the register has risen by 32.6%, from 1,545 in 2010 to 2,049 in 2011. The number of supplementary prescribers has fallen slightly (by -20).**

**The majority of both independent and supplementary prescribers are female, aged between 30 and 49 years and of white ethnic origin.**

### 3. Entries on the Register in 2011

#### 3.1 Changes since 2003

Table 15 below shows the number of registrants, the number of entries and exits between 2003 and 2011, and the net change over the last nine years.

The number of entries on the Register rose in 2011 by 877. However, the number leaving the register also rose, but by a much larger amount (+6,176).

<b>Year</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
Total on the register	46,385	47,578	46,396	47,068	47,962	48,794	49,646	50,664	46,310
Total number of 'entrants'	2,146	2,275	2,412	2,604	2,283	2,526	2,304	3,018	3,824
Number of 'new' entrants	2,047	2,150	2,332	2,440	2,184	2,408	2,257	2,945	3,526
Net change in 'new' entrants	-	+103	+182	+108	-256	+224	-151	+688	+581
GB 'new' entrants	-	-	-	1,529	1,734	1,813	1,870	2,433	2,735
Overseas 'new' entrants	-	-	-	911	450	595	387	512	791
'Re-entrants'	99	125	80	164	99	118	47	73	298
Number who left - 'exits'	1,028	1,082	3,594	1,932	1,389	1,694	1,452	2,000	8,176
Net overall change year on year	+1,118	+1,193	-1,182	+672	+894	+832	+852	+1,018	-4,354

#### 3.2 Identifying new entrants to the register

Entrants have traditionally been identified by comparing two registers with each other and identifying those who were not on the register the previous year. However, in 2007 we became aware that some of those who appeared to be new entrants to the register in that year actually had a registration date prior to this. Thus we made the decision to use date of registration to differentiate between



'new entrants' and re-entrants. Those who joined the register between the two cut-off dates, and had not appeared on any previous years' registers, were classified as 'new entrants'. Those who appeared on the register between the two cut-off dates but had a registration date on or earlier than 10<sup>th</sup> August 2010 were classed as a 're-entrant' in 2011.

In 2008 we also decided to use data on overseas status to differentiate between new entrants from England, Scotland and Wales ('home' new entrants) and those who have joined through either the non-European, European or reciprocal routes ('overseas new entrants'). In the next section we therefore differentiate between new England, Scotland and Wales entrants and new overseas entrants. These data are also available for 2006-2009 but they were not available for the years prior to this.

### **3.3 New entrants and re-entrants to the 2011 register**

Of the 3,824 'entrants' to the register in 2011, 3,526 (92.2 percent) first joined between the cut off dates in August 2010 and November 2011 (called the 'new' entrants). The remaining 7.8 percent (n=298) of the entries to the register in 2011 had originally entered the register on dates between 1956 and July 2010 and thus are assumed to be 're-entrants' to the register.

The subsequent analysis focuses only on those who are classified as 'new' entrants to the register (n=3,526). Of these 'new' entrants in 2011, 22.4% (n=791) qualified overseas, a small rise compared with the previous year (17.4% in 2010). The majority of these overseas-qualified pharmacists (65.4% n=517) come from Europe, 14.4 percent (n=114) came through the reciprocal route and 20.2 percent (n=160) came through the non-European route.

More pharmacists joined the register in 2011 than in 2010. As in 2010, most of the 3,526 'new' entrants in 2011 are younger female pharmacists: 61.4 percent (n=2,165) of the entrants in 2011 are female; 52.2% are females under the age of 29 years, while 31.2% are men aged less than 29 years (see Table 16). New entrants have a mean age of 26.4 years, with the male entrants slightly older than their female counterparts (26.7 and 26.3 years respectively, t=2.78, p<0.01).

	<b>Male</b>	<b>Female</b>	<b>All</b>
≤29 years	31.2	52.2	83.4
30-39 years	5.9	7.4	13.3
40-49 years	1.3	1.4	2.6
50 years or above	0.3	0.4	0.6
<b>Total (n and %)</b>	<b>1,361 (38.6%)</b>	<b>2,165 (61.4%)</b>	<b>3,526</b>

Thirty percent of the 'new' entrants with a recorded ethnic group are white. Almost half (46.6%) of 'new' entrants is Asian. The proportional representation of Black and Chinese minority ethnic groups among new entrants is also much stronger than on the register as a whole. See Table 17 for details.

<b>Ethnic origin (c%)</b>	<b>new entrants (n=2,889*)</b>	<b>2011 register (n=46,310**)</b>
White	30.4	61.3
Asian	46.6	26.9
Black	10.1	5.4
Chinese	7.2	3.7
Other	5.4	2.8

\*Missing data – 637 (mostly overseas qualified) pharmacists did not provide information

\*\* Missing data – 5,374 pharmacists did not provide this information

Comparing the ethnic origin of new entrants by register year indicates that in 2011 the number of entrants from non-white ethnic backgrounds rose again, after falling slightly in 2009. See Table 18 for details.

<b>Ethnic origin</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>
White	58.2	56.1	49.9	51.3	46.9	30.4
Asian	24.4	29.9	33.4	33.2	32.9	46.6
Black	6.0	7.5	8.2	7.3	9.4	10.1
Chinese	6.5	3.5	5.1	5.3	6.4	7.2
Other	4.9	3.0	3.4	2.9	4.4	5.4
<b>N</b>	<b>2,339*</b>	<b>2,109*</b>	<b>2,384*</b>	<b>2,246*</b>	<b>2,831*</b>	<b>2,889*</b>

\* some missing values

### 3.4 Comparison of home and overseas new entrants

A larger proportion of overseas-qualified new entrants compared to the home qualified ones are female (63.5% and 60.8% respectively). Home new entrants are on average younger than their overseas-qualified counterparts (25.38 years vs. 30.12 years). The majority (90.7%) of home new entrants are in their twenties, compared with 58.0% of overseas-qualified new entrants. This difference is to be expected, as pharmacists from overseas may have to undergo additional training or gain more experience before they can join the GPhC register. See Table 19 for details.

**Table 19: Age groups of home and overseas new entrants % (n)**

	<b>Home new entrants</b>	<b>Overseas new entrants</b>	<b>All new entrants</b>
≤29 years	90.7	58.0	83.4
30-39 years	7.4	33.9	13.3
40-49 years	1.6	6.4	2.7
50 years & above	0.3	1.6	0.6
Total (n)	2,735	791	3,526

Of all new entrants to the Register in 2011 who provided the information, 69.6% is from an ethnic minority group; 69.1% of the home-qualified entrants were from a BME background. No breakdown of ethnic origin of home compared with overseas-qualified is provided this year because for 589 of the 791 overseas-qualified new entrants (93%) ethnic group was not recorded.

#### **KEY FINDINGS**

**As in previous years, the majority (61.4%) of 'new' entrants to the register in 2011 are female; 83.4% are aged 29 years and under, and just under 70% of the new entrants are from an ethnic minority background.**

**22.4 percent of the new entrants in 2011 are overseas-qualified, a slightly higher proportion than in 2010. The majority of these (65.4%) come from Europe. Overseas-qualified 'new' entrants are older than their GB counterparts.**

#### 4. Exits from the register in 2011

The analysis this year has identified 8,176 pharmacists no longer on the register in 2011 who were on the register the previous year. This represents 16% of the total number of pharmacists who were on the register in 2010 (ie, both practising and non-practising parts of the register as it existed at that time).

Last year 51% of the leavers were male, and that has been the pattern for most years. However, this year the majority (52%) of leavers are female (n=4,255).

The majority (51.5%) of leavers were domiciled in England. However, a substantial proportion (39.6%) of the leavers were domiciled overseas when they left the register (n=3,241). Furthermore, 81.5% (n=6,662) of the pharmacists who left the register in 2011 had been on 'part 2' of the 2010 register, ie, were registered as non-practising.

The average age of the leavers came down this year to 52.8 years (compared with 55.2 years in 2010). The male leavers' average age is 57.9, compared with 48.1 for the females. See Table 20 for details of the age and gender breakdown of leavers.

<b>Age group</b>	<b>Male</b>	<b>Female</b>	<b>All</b>
≤29 years	3.0	7.6	5.4
30-39 years	16.3	28.7	22.8
40-49 years	14.2	22.5	18.5
50-59 years	16.4	16.7	16.6
60-64 years	9.9	7.7	8.8
65-69 years	10.6	5.8	8.1
70-79 years	20.7	8.1	14.0
≥80 years	9.0	3.0	5.8
(n)	47.4% (3,776)	52.6% (4,187)	7,963*

\* Some missing data: date of birth was unknown for 213 leavers

Just over 40% of the male leavers were 65 years or older, compared with only 16.9% of the female leavers. A surprisingly large proportion (28.7%) of women leavers were aged between 30 and 39 years, while the single largest proportion of the male leavers was aged between 70 and 79 years.

#### **KEY FINDINGS**

**Men over state pension age represented 40.3% of those who left the register between the two extraction dates, and women under 39 years represented 28.2%.**

**Almost 40% of leavers had a registered address overseas and 81.5% were on the non-practising part of the 2010 register**

#### **5. Summary of key findings**

- The net decrease in the number of pharmacists on the 2011 Register represents a fall of 8.6% over the last 15 months (ie, between August 2010 and November 2011).
- The feminisation of the pharmacy workforce continues, with women now constituting 59.4% of the total workforce.
- As in previous years, male pharmacists are under-represented in Scotland, where they constitute less than a third (29.9%) of all registered pharmacists.
- The mean age of pharmacists on the register is 39.9 years, with female pharmacists younger than males (38.4 vs. 42.3 years). As in previous years, the modal age group is the 30-39 year olds.
- A larger proportion of male than female pharmacists on the register are over 65 years (5.6% vs. 1.3%). Pharmacists in the same age group are over-represented in Wales (8%).
- While the proportion of pharmacists of White ethnic origin has been falling annually, and still is in 2011, the majority of pharmacists (61.3%) on the register are nevertheless of white British, white Irish or white other ethnic origin.

- Conversely, the proportion of pharmacists from non-white backgrounds on the register has been increasing annually. More than one in four (26.9%) of pharmacists on the register record their ethnic origin as 'Asian', with Indian pharmacists representing the largest single group (17.4%).
- There is a far larger proportion of Asians among the male pharmacists compared with females (33.8% and 22.4% respectively).
- The proportion of pharmacists with a registered address overseas fell in 2011 compared with 2010 (from 9.1% of the total in 2010 to 4.1% in 2011).
- The proportion of pharmacists with a registered address in England has risen from 77.3% of the total in 2010, to 81.8% in 2011.
- 11.8% of pharmacists on the register in 2011 qualified overseas, and just under half (49.5%) joined via the European route.
- Pharmacists who joined via the non-European route are older than home-qualified pharmacists (44.1 years and 40.3 years respectively).
- As in previous years, a considerable proportion (61.4%) of the 'new' entrants to the register in 2011 are female, and 83.4% of the new entrants are aged 29 years and under. Just under 70% of the new entrants to the register in 2011 are from an ethnic minority background.
- 22.4 percent of the new entrants in 2011 come from overseas, a slightly higher proportion than in 2010. The majority (65.4%) come from Europe.
- A much higher than usual number (8,176) of pharmacists left the register in 2011.
- The majority (52%) of leavers were female, unlike in previous years when men have always been in the majority.
- The majority of leavers (51.5%) were domiciled in England, but a substantial proportion (39.6%) was domiciled overseas at the time of quitting the register.
- Just over two-fifths (40.3%) of male leavers were 65 years of age or older, compared to 19.9% of female leavers.
- 81.5% of the 2011 leavers had been on the non-practising part of the 2010 register.

- The number of independent prescribers on the register has risen by 32.6%, from 1,545 in 2010 to 2,049 in 2011. The number of supplementary prescribers has fallen slightly for the first time (-20).
- The majority of both independent and supplementary prescribers are female, aged between 30 and 49 years and of white ethnic origin.

## Appendix 1:

### Demographic data on registered pharmacists, by country of registered address (2011).

	<b>Male</b>	<b>Female</b>	<b>All</b>
≤29 years	20.0	26.1	23.5
30-39 years	28.1	32.3	30.5
40-49 years	20.5	22.9	21.9
50-59 years	20.1	14.9	17.1
60-64 years	5.7	2.5	3.9
65-69 years	3.2	0.9	1.8
≥70 years	2.5	0.4	1.3
% gender (n)	42.9 (15,759*)	57.1 (21,995*)	37,754*

*\*some missing data on age*

	<b>Male</b>	<b>Female</b>	<b>All</b>
≤29 years	19.7	24.9	23.4
30-39 years	27.5	29.9	29.2
40-49 years	21.1	26.0	24.5
50-59 years	20.6	15.8	17.2
60-64 years	6.4	2.2	3.5
65-69 years	3.2	0.8	1.5
≥70 years	1.5	0.3	0.7
% gender (n)	29.9 (1,274*)	70.1 (2,976*)	4,250*

*\* some missing data on age*

	<b>Male</b>	<b>Female</b>	<b>All</b>
≤29 years	18.6	25.1	22.2
30-39 years	22.9	30.5	27.4
40-49 years	20.9	23.0	22.1
50-59 years	24.0	16.8	19.8
60-64 years	5.5	2.8	3.9
65-69 years	4.1	1.2	2.4
≥70 years	3.9	0.6	2.0
% gender (n)	41.5 (924*)	58.5 (1,303*)	2,227*

*\* some missing data on age*