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GPhC Registrant Survey 2013

Findings

General
Pharmaceutical
Council

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1 Introduction

1.1 Background

The General Pharmaceutical Council (GPhC) is the independent regulator of pharmacy professionals and businesses. In 2013 GPhC committed to undertaking a major survey of GPhC registrants. The survey involved a census of pharmacy technicians and a large sample of pharmacists. The aim of the survey was to improve GPhC's understanding of the registrants' work, training and professional practice and was the first survey of its kind since both the inception of GPhC and the introduction of mandatory registration in 2011 for pharmacy technicians.

1.2 Methodology

1.2.1 Sample design

Three main sample populations were identified by GPhC; pharmacy technicians, pharmacists, and within the pharmacist category those with a prescriber annotation. There are approximately 22,000 technicians and 45,000 pharmacists on the GPhC register with addresses in Great Britain. Of these 45,000 pharmacists, approximately 3,000 are registered prescribers.

A census of the technician and prescriber category was conducted, and a large random probability sample taken of pharmacists. Any prescribers not included in the random probability sample of pharmacists were additionally sampled to ensure a census of that category. The pharmacists who were also prescribers are included as both pharmacists and prescribers for analysis purposes.

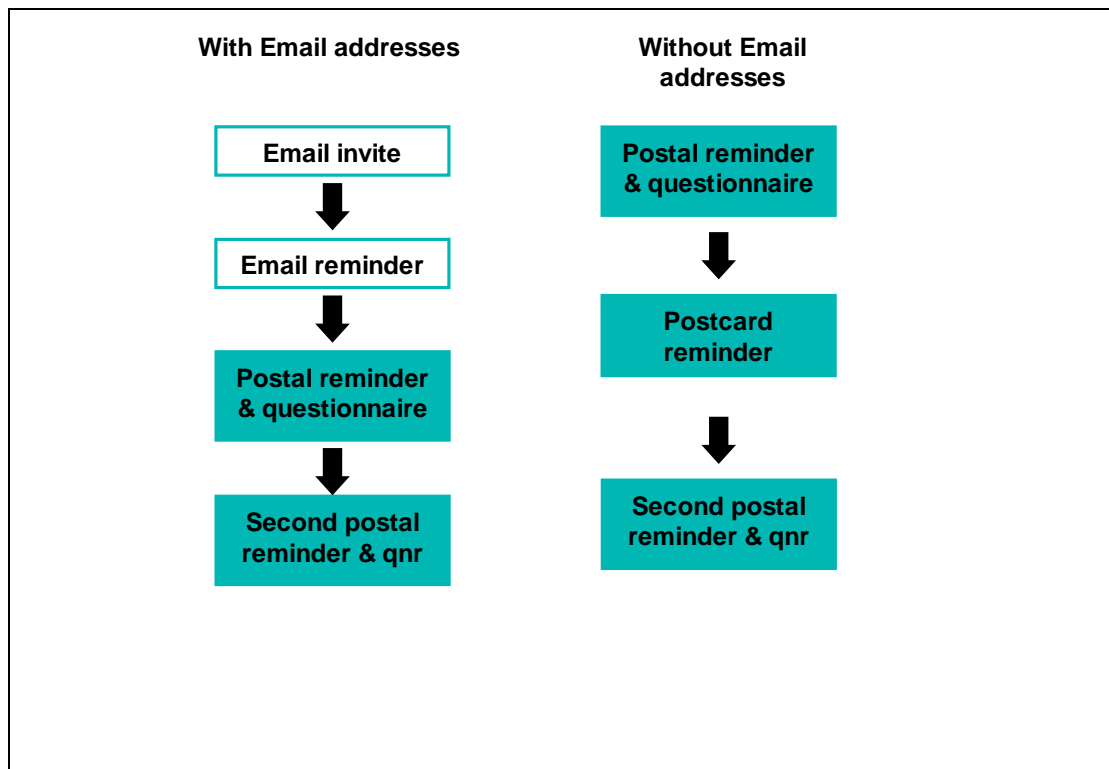
The size of the pharmacist sample was informed by the intended subgroup analyses, including analyses by age, gender, sector and country. The estimated achieved sample size of around 15,000 aimed to provide maximum confidence intervals of about ± 3 per cent for tables with 15 or 16 groups.

The sample frame was stratified by an indicator of whether the registrant was a prescriber or not, country (England/Scotland/Wales/London), sex (male/female) and age (continuous). Sampling of pharmacists was by equal probability and there was no oversampling.

1.2.2 Survey design

Survey data was collected using a combination of online and postal modes. Combining different modes of data collection can achieve a higher response rates than would be achieved through a single-mode approach. Using an initial online data collection mode is also a more cost effective methodology than an entirely postal methodology.

The GPhC register includes email addresses for the majority of registrants. Only around 3% of registrants were found not to have an email address. For this group an alternative survey design was used. The two survey designs are illustrated in the figure below.



An initial email invitation to complete the questionnaire online was sent to registrants between 21st and 27th August 2013. Email invitations were issued over a seven day period to avoid any adverse pressure on the web survey server. An email reminder was sent between 4th and 10th September. For those who hadn't replied to the email invitation a postal reminder letter and questionnaire were sent on 24th September. A final postal reminder letter and questionnaire were sent on 14th October 2013 with a final email reminder sent on the 17th October to coincide with the receipt of this final postal reminder.

For those where an email address wasn't available, or where the email invitation had 'bounced back' a postal questionnaire was sent together with an introductory letter on 29th August 2013. A postcard reminder was sent to this group on 13th September and a final postal reminder letter with a further copy of a questionnaire was sent on 7th October 2013.

Fieldwork for both modes was kept open until 4th November 2013.

Copies of letters sent with questionnaires and copies of the text used in email communications can be found in Appendix B.

1.3 Sample profile

The total population was all pharmacists and pharmacy technicians with a registered status on the registration database as at 10th July 2013 who had a registered address in England, Scotland or Wales, and who had no restrictions on their practice.

Out of 44,751 registered pharmacists, 30,040 were sampled for the Registrant Survey, of which 1,914 were pharmacist prescribers who received the full questionnaire and 1,040 were pharmacist prescribers who received the shorter questionnaire. Additionally all 21,672 registered pharmacy technicians were selected (this was a census of all eligible technicians), giving a total of 51,712 registrants who were invited to take part in the survey.

Table 1.1 shows the profile of the achieved sample compared with the total sampled population by registrant group and key demographics.

Table 1.1 Achieved sample compared with population

<i>Base: All sampled registrants</i>	Pharmacists – achieved sample	Pharmacists - population	Pharmacy technicians – achieved sample	Pharmacy technicians - population
	%	%	%	%
Male	36.7	39.6 ¹	8.0	10.3
Female	63.3	60.4	92.0	89.7
Under 30	16.3	21.6	11.6	15.0
30-39	28.3	31.9	25.0	28.2
40-49	24.6	22.4	32.7	31.0
50-59	21.9	17.4	26.5	22.4
60+	9.0	6.8 ²	4.3	3.5
England (not including London)	76.5	76.3	80.2	79.9
Wales	5.6	5.0	7.0	6.9
Scotland	10.6	9.9	9.4	9.3
London	7.4	8.8	3.4	4.0
<i>Bases</i>	<i>15,553</i>	<i>30,040</i>	<i>13,515</i>	<i>21,672</i>

1.4 Questionnaires

The questionnaires were developed in consultation with GPhC and were pretested by GPhC ahead of fieldwork. Three different versions of the questionnaire were developed:

- A version for pharmacy technicians and pharmacists who were not prescribers (14 pages of questions coloured green)
- A version for pharmacy prescribers who were selected as part of the sample of pharmacists (16 pages of questions coloured lilac)
- A version for pharmacy prescribers who were not selected as part of the sample of pharmacists (4 pages of questions coloured yellow).

Pharmacy technicians and pharmacists who were not prescribers were asked questions about:

- Current working status and types of settings worked in the last 12 months

¹ In 2008 43.1% of registered pharmacists were male and 56.9% were female.

² In 2008 12.1% of registered pharmacists were aged 60+

- Current employment in pharmacy: Number of jobs, job title, hours worked, type of setting, employment status, work postcode, whether patient facing role, responsibilities (up to three jobs in total)
- Questions on formal appraisals in current job
- Additional qualifications
- Future plans for registration
- Work not related to pharmacy
- Disability, religion, ethnic group.

Pharmacy prescribers were asked questions about:

- Whether ever prescribed since annotation in the register
- Areas prescribed in the last 12 months
- Number of patients prescribed to in a typical week
- How many items prescribed in a typical week
- Types of settings worked in the last 12 months
- Why haven't practised as a pharmacist prescriber
- Ethnic group.

Gender, age, country and whether prescribers held independent or supplementary prescriber annotation were not collected since these data are held on the registration database.

1.5 Response rates

The following table summarises response by sample group.

Table 1.2 Response rate by sample group				
<i>Base: All registrants</i>	Pharmacists	Pharmacy Technicians	Prescribers (sample)	Prescribers (census)
Issued sample size	27,086	21,672	1,914	1,040
Registrant deregistered during survey period	56	71	1	0
Registrant died	3	1	0	0
Productive questionnaire completed	13,730	13,515	1,144	679
<i>Response rate (%)</i>	<i>50.8</i>	<i>62.6</i>	<i>59.8</i>	<i>65.3</i>

Of the 51,712 registrants who were invited to take part in the survey, 128 were identified as subsequently de-registering during fieldwork, and four registrants were identified as having died, giving an eligible issued sample size total of 51,580.

Overall, 29,068 registrants completed a questionnaire, an overall response rate of 56.4%. Of these, 18,592 (64.0%) were completed with a paper questionnaire and 10,476 (36.0%) were completed on-line.

Response varied by sample type. Among pharmacists the response rate was 50.8% and among pharmacy technicians the response rate was 62.6%. Although the overall response rate among pharmacist prescribers was 61.7%, this varied by sample type. Those who were sampled to receive the full 16 page questionnaire had a 59.8% response rate, and those who were sent a four page questionnaire had a higher response rate at 65.3%.

The following table summarises response by age and sex for the sample groups, considering all prescribers together.

Table 1.3 Response rate by age and sex							
<i>Base: All registrants</i>	Male	Female	Under 30	30-39	40-49	50-59	60+
Pharmacists							
Eligible issued sample	10,996	16,031	6,367	8,268	5,733	4,698	1,961
Productive questionnaires	5,183	8,547	2,480	3,678	3,212	3,027	1,333
<i>Response rate (%)</i>	<i>47.1</i>	<i>53.3</i>	<i>39.0</i>	<i>44.5</i>	<i>56.0</i>	<i>64.4</i>	<i>68.0</i>
Pharmacy technicians							
Eligible issued sample	2,215	19,385	3,229	6,079	6,699	4,844	748
Productive questionnaires	1,080	12,435	1,562	3,372	4,416	3,585	579
<i>Response rate (%)</i>	<i>48.8</i>	<i>64.1</i>	<i>48.4</i>	<i>55.5</i>	<i>65.9</i>	<i>74.0</i>	<i>77.4</i>
Pharmacist prescribers							
Eligible issued sample	881	2071	88	1,296	985	509	75
Productive questionnaires	524	1,299	50	726	608	379	60
<i>Response rate (%)</i>	<i>59.5</i>	<i>62.7</i>	<i>56.8</i>	<i>56.0</i>	<i>61.7</i>	<i>74.4</i>	<i>80.0</i>

Response rates varied by gender with female registrants more likely to respond than male registrants. This was the case across all sample groups. For example the response rate for female pharmacists was 53.3% compared with 47.1% for male pharmacists.

Response rates also varied with age. Across all sample groups response increased with age. For example the response rate among pharmacy technicians under 30 was 48.4% whereas the response among pharmacy technicians aged 50-59 was 74.0% and 77.4% for those aged 60+.

Table 1.4 shows response across the sample groups by country.

Table 1.4 Response rate by country				
<i>Base: All registrants</i>	England	London	Wales	Scotland
Pharmacists				
Eligible issued sample	23,385	2,450	1,324	2,318
Productive questionnaires	11,743	1,046	751	1,236
<i>Response rate (%)</i>	50.2	42.7	56.7	53.3
Pharmacy technicians				
Eligible issued sample	18,123	855	1,480	1,997
Productive questionnaires	11,298	465	949	1,268
<i>Response rate (%)</i>	62.3	54.4	64.1	63.5
Pharmacist prescribers				
Eligible issued sample	2,136	188	183	634
Productive questionnaires	1,295	100	114	414
<i>Response rate (%)</i>	60.6	53.2	62.3	65.3

The above table includes London as a separate geographical area but is also included in the column for England. In order to explore whether a metropolitan area has specific characteristics London was included as a separate geographical area. The number of registrants with a London postcode was also sufficiently large for this purpose. It may give some indication of what pharmacy practice looks like in other metropolitan areas although this has not been tested in the present report. Response rates varied by country. The response rate for pharmacists based in England was 50.2% but was higher in Scotland (53.3%) and Wales (56.7%) and lower in London (42.7%). The same pattern was reflected in response rates among pharmacy technicians and pharmacist prescribers.

1.6 Weighting

There are no selection weights since our analysis looks separately at the different categories of GPhC registrants; the pharmacists, technicians and the pharmacist prescribers. However, a set of non-response weights was calculated for each category to reduce bias from non-response.

To obtain the non-response weights, logistic regression models were fitted to the issued sample of each GPhC registrant category. The outcome variable used was whether or not a survey was completed. The following variables were initially entered as covariates in the models: age group by sex, ethnicity and region (England/Scotland/Wales/London).

After running the logistic regression model for each GPhC registrant category, it was possible to identify which variables (age, sex, ethnicity and region) were related to outcome. Variables were only included in the final model used to construct weights if they were statistically significant (meaning that we were at least 95% confident that the relationship with the outcome had not occurred by chance). The non-response weights were calculated as the inverse of the predicted probabilities of response estimated from the regression models. This means that cases with a high probability of response were given a small weight and cases with a low probability of response were given a large weight to compensate for their imbalanced numbers in the sample resulting from differential non-response. The non-response weights were trimmed at the 1% tails to

remove extreme values. This means that the smallest 1% of weights were increased slightly and the largest 1% of weights were reduced slightly because extreme weights cause instability in analysis.

1.7 Notes on tables

Throughout this report, where a ‘-’ is presented in the table this signifies that no registrants fell into this cell category. Where a ‘0’ is presented in the table this signifies that less than 0.5% of registrants fell into this cell category.

In each chapter of the report each finding commented on has been tested and found to be statistically significant, unless otherwise specified. A result is called statistically significant if it has been predicted as unlikely to have occurred by chance alone, according to a pre-determined threshold probability, which is known as the significance level. Significance tests have been undertaken at the 95% significance level. This means that we can be 95% confident that any significant result in this report is actually the case in the full population of registrants, and has not occurred by chance alone. The 95% significance level is a standard measure of significance in statistical analysis.

The appendices include additional tables not used in the main body of the report for information, many of which display findings that were found not to be statistically significant.

Table columns with base sizes of less than 50 are generally not commented on and rarely presented in tables within the main body of this report. Figures based on unweighted bases of 30-49 are presented in [square brackets]. Where bases are less than 30 the figures are not shown.

When results are presented by country, those based in London are reported within the column for England and in a separate column as well.

1.8 Comparisons with 2008 census

A pharmacy workforce census was carried out for the then Royal Pharmaceutical Society of Great Britain in 2008, which reported in July 2009³. Although the questionnaire 2008 was very different in design and layout, some of the questions asked were similar to those asked in the 2013 survey. Comparisons have not been made in this report, but there scope for some limited comparison between the reports.

1.9 Glossary

The following terms are found commonly in this report and have the following definitions:

Main job – registrants were asked to give details of the paid pharmacy positions that they currently held. They were asked to only include jobs held in Great Britain. Space was included for registrants to give information about up to three different jobs. If they

³ Seston, L. and Hassell, K. (2009) **Pharmacy Workforce Census 2008: Main findings**. London: Royal Pharmaceutical Society of Great Britain

had more than one job they were instructed to start with the one that they considered to be their main job. This is referred to throughout this report as 'main job'.

Second job – once registrants had given details of their main job (see above), they were then asked to give similar details about 'Job 2'. This is referred to in this report as their second job, or second job.

Third job – once registrants had given details of their second job (see above), they were then asked to give similar details about 'Job 3'. This is referred to in this report as their third job, or third job.

Settings –registrants were asked about 'settings they practised in' in their job(s). The following options were given:

Large multiple – 'Large multiple community pharmacy', defined on the questionnaire as being one of ten companies – Asda, Boots, Co-operative, Day Lewis, Lloyds, Morrisons, Rowlands, Sainsbury's, Superdrug and Tesco.

Other multiple – this was 'another multiple community pharmacy not listed above, with 5 or more stores'. The pharmacies 'listed above' refer to the large multiples listed on the questionnaire.

Small community pharmacy - this was 'community pharmacy with 4 or fewer stores'.

Hospital Pharmacy – this could include NHS or private hospital

Primary Care - this was defined as primary care other than community pharmacy

University, education or training provider

Pharmaceutical industry

Other – no definitions of this were given in the questionnaire

In some analysis relating to setting all these categories are presented but in others they are not in which case these are grouped:

Community pharmacy – includes large multiple, other multiple and small community pharmacies.

All other settings – includes University, education or training provider, pharmaceutical industry and other setting

Non-pharmacy job – later in the questionnaire, registrants were asked whether they currently worked in a paid non-pharmacy job in Great Britain. This could be full-time or part-time. This was also an option for 'working in a paid non-pharmacy role' on the second question in the questionnaire, which asked for current working status.

Patient facing role – the questionnaire defined a patient facing role as a role delivering care and services directly to individual patients or members of the public. This report defines registrants as patient facing if registrants said a role was patient facing at least occasionally.

Prescriber – a registrant who was identified as having an annotation in the GPhC register as a pharmacist prescriber as at July 2013.

2 Overview of registrants

- The majority of registrants had worked in a pharmacy related job in the last 12 months (98% of pharmacists and 99% of pharmacy technicians).
- The majority of registrants currently worked in a pharmacy related job (90% of pharmacists and 95% of pharmacy technicians).
- Five per cent of pharmacists and 3% of pharmacy technicians worked in a non pharmacy job.
- Four per cent of pharmacists and 3% of pharmacy technicians said they were temporarily away from work, 2% of pharmacists and no pharmacy technicians were unemployed and 2% of pharmacists and 1% of technicians gave other reasons for not working.
- The majority of pharmacists (81%) and pharmacy technicians (95%) reported having only one pharmacy related job. 13% of pharmacists and 3% of pharmacy technicians had two or more pharmacy related jobs. The remainder did not currently have a pharmacy related job.
- Sixty-four per cent of pharmacists and 52% of pharmacy technicians worked in a community setting in their main job. 22% of pharmacists and 38% of pharmacy technicians worked in a hospital setting in their main job.
- Just 3% of pharmacists and 2% of pharmacy technicians worked across multiple settings in their main job (considering community, hospital, primary care and other as different setting types).
- Within community settings 17% of pharmacists and 3% of pharmacy technicians worked in more than one type of community setting (large, medium or small).
- Pharmacists worked around 36 hours per week on average across all pharmacy jobs reported (up to three) and pharmacy technicians worked 32.5 hours per week on average across all jobs.

2.1 Working status

2.1.1 Working status in last 12 months

The first question in the survey asked registrants which types of settings they had worked in during the last 12 months. The question gave registrants an option of ticking the box to say 'I have not worked in a pharmacy related job in the last 12 months'.

Pharmacists

Ninety eight per cent of pharmacists on the General Pharmaceutical Council register had worked in a pharmacy related job in the last 12 months. Proportions were similarly high across all countries (99%-98%) (Table A.1 in the appendix).

Pharmacy technicians

Almost every pharmacy technician (99%) on the GPhC register had worked in a pharmacy related job in the last 12 months. The prevalence of working in a pharmacy related job was similarly high across all age groups, countries and genders (Table A.2 in the appendix).

2.1.2 Current working status

Registrants were asked what their current working status was and were asked to tick all that applied from a list of options presented on the questionnaire.

Pharmacists

Table 2.1 summarises the differences in current working status by age and gender.

Table 2.1 Current working status by age and gender - PHARMACISTS								
<i>Base: All pharmacists</i>								
	Gender		Age					Total
Current working status	Male	Female	Under 30	30-39	40-49	50-59	60 and over	
Pharmacists	%	%	%	%	%	%	%	%
In pharmacy role	93	89	92	87	93	92	87	90 ⁴
In non-pharmacy role	4	3	2	3	4	4	2	3
Temporarily away from work ⁵	1	6	4	8	2	2	1	4
In full-time education ⁶	0	0	1	0	0	0	0	0
Unemployed and looking for pharmacy work	2	2	2	2	1	2	2	2
Other	2	2	1	2	2	3	9	2
<i>Weighted bases</i>	<i>5,919</i>	<i>8,939</i>	<i>3,198</i>	<i>4,713</i>	<i>3,281</i>	<i>2,624</i>	<i>1,042</i>	<i>14,858</i>
<i>Unweighted bases</i>	<i>5,503</i>	<i>9,355</i>	<i>2,510</i>	<i>4,124</i>	<i>3,586</i>	<i>3,271</i>	<i>1,367</i>	<i>14,858</i>

⁴ Note, although reported in the 2008 census, this figure is not comparable with the 2008 census, as in 2008 the question and answer categories were phrased differently.

⁵ Temporarily away from work included the following examples: maternity or paternity leave, sick leave or other approved leave.

⁶ In full time education in the questionnaire included the phase 'and intending to return to pharmacy practice in Great Britain'

The proportion of pharmacists who currently worked in a paid pharmacy related role was slightly lower than the proportion of those who had worked in a pharmacy related role in the last 12 months. Ninety per cent of pharmacists on the register currently worked in a paid pharmacy related role (full-time or part-time in Great Britain) compared with 98% in the last 12 months.

Those who were not currently working in a paid pharmacy related role were either temporarily away from work (4%) (examples were given on the questionnaire of maternity or paternity leave, sick leave and other approved leave), worked in a paid non-pharmacy related role (full-time or part-time) (3%), were unemployed but looking for paid pharmacy work (2%) or were not working in a paid pharmacy related role for other reasons (2%). Very few were in full-time education.

Pharmacists aged 40-49 were most likely to currently work in pharmacy (93%) and those aged 30-39 and those aged 60 and over were least likely (87%). Pharmacists aged 30-39 and women were the most likely to be temporarily away from work (8% and 6% respectively).

Table 2.2 summarises differences in current working status by country.

Table 2.2 Current working status by country - PHARMACISTS					
<i>Base: All pharmacists</i>					
Current working status	England (incl. London)	Wales	Scotland	London	Total
Pharmacists	%	%	%	%	%
Working in paid pharmacy role	90	93	91	84	90
Working in paid non-pharmacy role	3	3	2	5	3
Temporarily away from work	4	4	5	6	4
In full-time education and intending to return to pharmacy practice	0	0	0	0	0
Unemployed but looking for paid pharmacy work	2	0	1	4	2
Other	2	1	2	3	2
<i>Weighted bases</i>	<i>12,704</i>	<i>747</i>	<i>1,407</i>	<i>1,320</i>	<i>14,858</i>
<i>Unweighted bases</i>	<i>12,535</i>	<i>820</i>	<i>1,503</i>	<i>1,102</i>	<i>14,858</i>

Throughout this report, when making regional comparisons London is presented as a separate category, but pharmacists in London are also included in the England category. In order to explore whether a metropolitan area has specific characteristics London was included as a separate geographical area. The number of registrants with a London postcode was also sufficiently large for this purpose. Pharmacists in London were less likely to be currently working in a paid pharmacy related role compared to others (84% compared with 90% overall) and more likely to work in a paid non-pharmacy related role (5% compared with 3%). London pharmacists were also more likely to be temporarily away from work or unemployed. The proportion of pharmacists who currently worked in a paid pharmacy related role was highest in Wales (93%).

Pharmacy technicians

Table 2.3 summarises current working status by age and gender for pharmacy technicians.

Table 2.3 Current working status by age and gender – PHARMACY TECHNICIANS

Base: All pharmacy technicians

	Gender		Age					Total
Current working status	Male	Female	Under 30	30-39	40-49	50-59	60 and over	
Pharmacy technicians	%	%	%	%	%	%	%	%
Working in paid pharmacy role	96	95	92	92	97	97	92	95
Working in paid non-pharmacy role	3	1	1	2	1	1	1	1
Temporarily away from work	1	4	7	6	1	1	2	3
In full-time education and intending to return to pharmacy practice	1	0	1	0	0	-	-	0
Unemployed but looking for paid pharmacy work	0	0	1	0	0	1	0	0
Other	1	1	1	1	1	1	6	1
<i>Weighted bases</i>	<i>1,381</i>	<i>12,110</i>	<i>1,925</i>	<i>3,801</i>	<i>4,206</i>	<i>3,078</i>	<i>481</i>	<i>13,491</i>
<i>Unweighted bases</i>	<i>1,077</i>	<i>12,413</i>	<i>1,560</i>	<i>3,368</i>	<i>4,407</i>	<i>3,576</i>	<i>579</i>	<i>13,490</i>

The proportion of pharmacy technicians who currently worked in a paid pharmacy related role was slightly lower than the proportion of those who had worked in a paid pharmacy related role in the last 12 months. Ninety-five per cent of pharmacy technicians currently worked in a paid pharmacy related role compared with 99% in the last 12 months.

Those aged 40-59 were most likely to currently work in a paid pharmacy related role (97% compared with 92% the other age groups). Women were more likely than men to be temporarily away from work (4% compared with 1%). Similarly those aged under 30 and aged 30-39 were most likely to be temporarily away from work (7% and 6% respectively compared with 1-2% in other age groups).

2.2 Current pharmacy related jobs - settings

2.2.1 Main jobs - settings

This section focuses on the settings that registrants reported working in, in their main job. Registrants were asked what type of setting they practised in, in their main job, and were presented with a list of settings to choose from. They were able to select more than one setting if applicable.

Pharmacists

Table 2.4 Setting of main job by age and gender – PHARMACISTS								
<i>Base: All pharmacists currently working in a paid pharmacy related job</i>								
	Gender		Age					Total
Setting	Male	Female	Under 30	30-39	40-49	50-59	60 and over	
Pharmacists	%	%	%	%	%	%	%	%
Large multiple community pharmacy	39	40	52	43	35	29	31	40
Another multiple community pharmacy	14	9	11	10	10	13	14	11
Community pharmacy with 4 or fewer stores	31	14	15	15	20	32	44	21
Hospital pharmacy	15	29	27	26	23	17	10	23
Primary care (not CP)	4	7	1	6	9	7	3	6
Education & research	2	2	1	3	3	2	2	2
Pharmaceutical industry	3	2	1	2	3	3	3	3
Other	3	3	1	2	3	5	4	3
<i>Weighted bases</i>	<i>5,559</i>	<i>8,278</i>	<i>3,015</i>	<i>4,359</i>	<i>3,094</i>	<i>2,447</i>	<i>923</i>	<i>13,838</i>
<i>Unweighted bases</i>	<i>5,155</i>	<i>8,696</i>	<i>2,375</i>	<i>3,825</i>	<i>3,391</i>	<i>3,051</i>	<i>1,209</i>	<i>13,851</i>

Table 2.4 shows all the settings pharmacists reported working in, in their main job. Since they could report multiple settings, the percentages add to more than 100%. In their main job 40% of pharmacists worked in a large multiple community pharmacy, 11% worked in another multiple pharmacy and 21% worked in a community pharmacy with four or fewer stores. Twenty-three per cent worked in a hospital pharmacy and six per cent in primary care (other than community pharmacy). Two percent reported working in education and research, three percent in the pharmaceutical industry and three percent in other pharmacy jobs.

Men were more likely than women to have worked in another multiple community pharmacy setting (14% compared with 9%) and were more than twice as likely to work in a community pharmacy with four or fewer stores (31% compared with 14%). Women were more likely than men to work in a hospital pharmacy setting (29% compared with 15%). Women were also more likely to work in a primary care setting (7% compared with 4%).

Pharmacists' main work setting varied by age. Younger pharmacists were more likely to work in a large multiple community pharmacy (for example 52% of those aged under 30 compared with 29% of those aged 50-59). Younger pharmacists were also more likely to work in a hospital setting (27% of those aged under 30 compared with 10% of those aged 60 and over). Older pharmacists were more likely to be working in smaller community pharmacies (44% of those aged 60 and over compared with 15% of those under 40). Those aged between 40 and 49 were more likely than average to be working in a primary care setting (9% compared with 6% overall) (Table 2.4).

Table 2.5 Setting of main job by ethnicity - PHARMACISTS								
<i>Base: All pharmacists currently working in a paid pharmacy related job</i>								
Setting	White British	White other	Mixed	Asian	Black	Chinese	Other	Total
Pharmacists	%	%	%	%	%	%	%	%
Large multiple community pharmacy	33	52	52	43	60	44	49	40
Another multiple community pharmacy	11	11	7	12	12	5	10	11
Community pharmacy with 4 or fewer stores	17	15	19	32	18	16	19	21
Hospital pharmacy	28	21	25	14	19	33	22	23
Primary care	8	3	4	4	3	1	3	6
Education	3	2	4	1	1	3	1	2
Pharmaceutical industry	3	3	0	2	1	2	3	3
Other	4	3	2	2	1	2	2	3
<i>Weighted bases</i>	<i>6,934</i>	<i>1,265</i>	<i>202</i>	<i>3,825</i>	<i>795</i>	<i>446</i>	<i>146</i>	<i>13,838</i>
<i>Unweighted bases</i>	<i>8,093</i>	<i>1,149</i>	<i>176</i>	<i>3,014</i>	<i>703</i>	<i>382</i>	<i>121</i>	<i>13,851</i>

Pharmacists who identified themselves as being 'white British' were less likely to have worked in a large multiple community pharmacy setting compared with other ethnic groups (33% compared with 43% of Asian pharmacists and 60% of Black pharmacists). Asian pharmacists were more likely than others to work in a community pharmacy with four or fewer stores (32% compared with 21% overall). The groups most likely to work on hospital settings were Chinese pharmacists (33%) and White British pharmacists (28%) compared with pharmacists as a whole (23%). White British pharmacists were more likely than any other group to work in primary care settings (8%) (Table 2.5).

Table 2.6 Setting of main job by country - PHARMACISTS

Base: All pharmacists currently working in a paid pharmacy related job

Setting	England (incl. London)	Wales	Scotland	London	Total
Pharmacists	%	%	%	%	%
Large multiple community pharmacy	40	41	37	28	40
Another multiple community pharmacy	11	11	13	6	11
Community pharmacy with 4 or fewer stores	22	17	18	25	21
Hospital pharmacy	23	27	25	34	23
Primary care	5	6	10	4	6
Education	2	2	2	3	2
Pharmaceutical industry	3	1	1	4	3
Other	3	2	3	4	3
<i>Weighted bases</i>	<i>11,802</i>	<i>707</i>	<i>1,328</i>	<i>1,166</i>	<i>13,838</i>
<i>Unweighted bases</i>	<i>11,651</i>	<i>779</i>	<i>1,421</i>	<i>978</i>	<i>13,851</i>

Pharmacists in Scotland were more likely to work in a primary care setting compared with other countries (10% compared with 5% in England and 6% in Wales). Those working in London were more likely than others to work in a hospital pharmacy setting (34% compared with 23% overall) and in a community pharmacy with four or fewer stores (25% compared with 21% overall).

Table 2.7 shows the extent to which pharmacists move between settings. It shows the settings pharmacists have worked in during the last 12 months by the setting of their current main job.

Table 2.7 Settings other than current setting worked in during the last 12 months by setting in current main job – PHARMACISTS WITH ONE CURRENT JOB IN ONE SETTING

Base: All pharmacists currently working in a paid pharmacy related job with one current job in one setting

Settings in last 12 months	Settings in current main job						Total
	Community only	Hospital only	Primary care only	Education only	Pharmaceutical industry only	Other setting only	
Pharmacists	%	%	%	%	%	%	%
Community		7	10	10	8	14	70
Hospital pharmacy	1		4	7	3	8	23
Primary care	1	1		3	1	5	5
Education	1	3	2		2	3	2
Pharmaceutical industry	0	0	1	2		4	3
Other	0	1	3	6	2		3
<i>Weighted bases</i>	<i>8,189</i>	<i>2,650</i>	<i>515</i>	<i>129</i>	<i>287</i>	<i>271</i>	<i>12,042</i>
<i>Unweighted Bases</i>	<i>7,997</i>	<i>2,712</i>	<i>570</i>	<i>139</i>	<i>304</i>	<i>303</i>	<i>12,025</i>

Table 2.7 shows that most pharmacists with one current job in one setting, had just worked in that setting over the last 12 months. This was particularly the case for those currently working in community settings where only 1% had worked in each of hospital pharmacy, primary care and education over the previous 12 months. Among those currently working in a setting other than community, the most common setting worked in during the last 12 months in addition to their current setting was community. Ten percent of those currently working in only primary care or only education had worked in a community setting in the last 12 months. It is notable that, for all current main job settings except community not all those who reported working in a setting in the main job reported working in that setting at the initial question about settings they have worked, in the last 12 months, suggesting inconsistency in response between these questions.

Pharmacy technicians

Table 2.8 Setting of main job by age and gender – PHARMACY TECHNICIANS

Base: All pharmacy technicians currently working in a paid pharmacy related job

Setting	Gender		Age					Total
	Male	Female	Under 30	30-39	40-49	50-59	60 and over	
Pharmacy technicians	%	%	%	%	%	%	%	%
Large multiple community pharmacy	16	35	28	28	34	38	46	33
Another multiple community pharmacy	6	9	9	9	9	9	11	9
Community pharmacy with 4 or fewer stores	12	11	10	10	12	11	10	11
Hospital pharmacy	57	37	46	43	37	33	26	39
Primary care	6	6	4	7	6	6	6	6
Education	1	1	0	1	1	1	1	1
Pharmaceutical industry	3	1	1	1	1	1	0	1
Other	4	2	2	3	2	2	2	2
<i>Weighted bases</i>	<i>1,344</i>	<i>11,753</i>	<i>1,871</i>	<i>3,680</i>	<i>4,111</i>	<i>2,989</i>	<i>446</i>	<i>13,097</i>
<i>Unweighted bases</i>	<i>1,046</i>	<i>12,048</i>	<i>1,515</i>	<i>3,260</i>	<i>4,309</i>	<i>3,473</i>	<i>537</i>	<i>13,094</i>

Table 2.8 shows all the settings pharmacist technicians reported working in, in their main job. They could report multiple settings so percentages can add to more than 100%. A third of pharmacy technicians (33%) worked in a large multiple community pharmacy setting, 9% worked in another multiple community pharmacy setting and 11% worked in a community pharmacy setting with four or fewer stores. Thirty-nine per cent worked in a hospital setting.

Women were more likely than men to work in a large multiple community pharmacy setting (35% compared with 16%). Men were more likely than women to work in a hospital pharmacy setting (57% compared with 37%).

Older pharmacy technicians were more likely to work in large multiple community pharmacies. For example 46% of those aged 60 and over worked in a large multiple compared with 28% of those aged under 40. Younger pharmacy technicians were more likely to work in hospital settings. Almost half of those aged under 30 (46%) worked in a hospital pharmacy setting compared with a quarter (26%) of those 60 and over (Table 2.8).

Table 2.9 Setting of main job by ethnicity – PHARMACY TECHNICIANS

Base: All pharmacy technicians currently working in a paid pharmacy related job

Setting	White British	White other	Mixed	Asian	Black	Chinese	Other	Total
Pharmacy technicians	%	%	%	%	%	%	%	%
Large multiple community pharmacy	34	34	24	25	20		[6]	33
Another multiple community pharmacy	9	6	1	7	6		[8]	9
Community pharmacy with 4 or fewer stores	10	8	3	22	6		[10]	11
Hospital pharmacy	37	43	65	41	65		[62]	39
Primary care	6	4	5	4	3		[3]	6
Education	1	1	2	1	0		-	1
Pharmaceutical industry	1	2	1	2	0		[8]	1
Other	2	3	3	3	4		[3]	2
<i>Weighted bases</i>	<i>11,199</i>	<i>330</i>	<i>98</i>	<i>1,060</i>	<i>235</i>	<i>28</i>	<i>35</i>	<i>13,097</i>
<i>Unweighted bases</i>	<i>11,390</i>	<i>317</i>	<i>83</i>	<i>921</i>	<i>217</i>	<i>25</i>	<i>30</i>	<i>13,094</i>

Figures for Chinese pharmacy technicians are not shown because of a small base.

Pharmacy technicians identifying themselves as being of a white ethnic group were more likely to work in a large multiple community pharmacy setting compared with other ethnic groups (34% compared with, for example 25% of Asian pharmacy technicians). Asian pharmacy technicians were more likely to work in a community pharmacy with four or fewer stores (22% compared with 11% overall) (Table 2.9).

Table 2.10 Setting of main job by country – PHARMACY TECHNICIANS

Base: All pharmacy technicians currently working in a paid pharmacy related job

Setting	England (incl. London)	Wales	Scotland	London	Total
Pharmacy technicians	%	%	%	%	%
Large multiple community pharmacy	32	38	35	16	33
Another multiple community pharmacy	9	13	9	6	9
Community pharmacy with 4 or fewer stores	11	12	13	14	11
Hospital pharmacy	40	30	36	60	39
Primary care	6	7	6	2	6
Education	1	0	1	1	1
Pharmaceutical industry	1	0	0	-	1
Other	2	1	2	3	2
<i>Weighted bases</i>	<i>10,969</i>	<i>913</i>	<i>1,216</i>	<i>492</i>	<i>13,097</i>
<i>Unweighted bases</i>	<i>10,928</i>	<i>934</i>	<i>1,232</i>	<i>437</i>	<i>13,094</i>

Pharmacy technicians working in Wales were more likely to work in a large multiple community pharmacy setting and in other multiple community pharmacies compared with other countries. Thirty-eight per cent of pharmacy technicians in Wales worked in a large multiple community pharmacy setting and 13% in another multiple community pharmacy setting compared with 35% and 9% respectively in Scotland and 32% and 9% respectively in England. Those who worked in London were more likely to work in a hospital pharmacy setting (60% compared with 39% overall) and less likely to work in a large multiple (16% compared with 33% overall).

Table 2.11 illustrates setting in pharmacy technicians' main job by the settings that pharmacists said that they had worked in the last 12 months. The table only includes those who worked in one current job in one setting.

Table 2.11 Settings other than current setting worked in during the last 12 months by setting in current main job - PHARMACY TECHNICIANS WITH ONE CURRENT JOB IN ONE SETTING

Base: All pharmacy technicians currently working in a paid pharmacy related job with one current job in one setting

	Settings in current main job						Total
Settings in last 12 months	Community only	Hospital only	Primary care only	Education only	Pharmaceutical industry only	Other setting only	
Pharmacists	%	%	%	%	%	%	%
Community		3	6	6	11	13	55
Hospital pharmacy	1		7	8	3	13	39
Primary care	0	1		11	-	9	6
Education	0	1	2		1	2	1
Pharmaceutical industry	0	0	0	-		2	1
Other	0	1	4	4	2		2
<i>Weighted bases</i>	<i>6,703</i>	<i>4,814</i>	<i>656</i>	<i>56</i>	<i>111</i>	<i>242</i>	<i>12,583</i>
<i>Unweighted Bases</i>	<i>6,834</i>	<i>4,686</i>	<i>673</i>	<i>57</i>	<i>103</i>	<i>241</i>	<i>12,594</i>

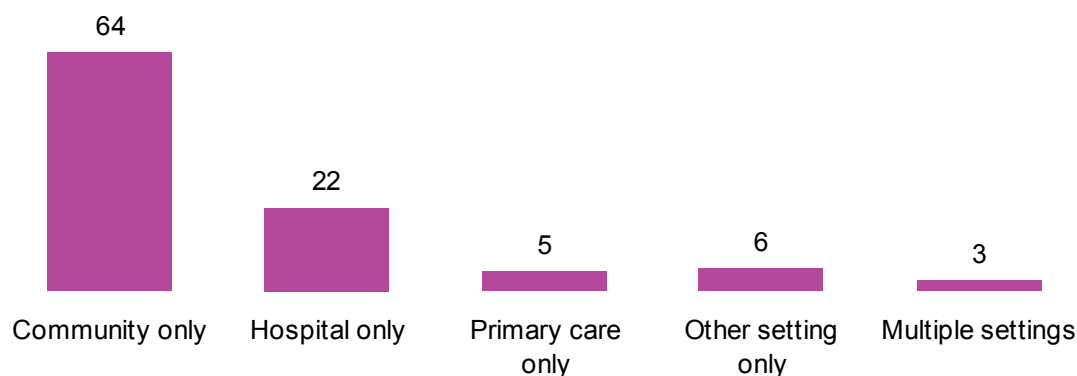
As Table 2.11 shows pharmacy technicians who currently worked in one job with one setting were generally unlikely to have worked in a setting different to that of their main job in the last 12 months. This was particularly the case for those who had a current main job within a community setting. The only other job setting they had worked in during the last 12 months was hospital pharmacy (1%). Those working in education settings now, were most likely to have worked in primary care settings in the last year in addition to their current setting. For those currently working in the pharmaceutical industry the most common additional setting they had worked in during the last 12 months was community. As with pharmacists, not all those who currently worked in a setting in their main job had reported that setting when answering the question about the setting they had worked in during the last year.

2.2.2 Working in multiple settings

When asked about settings in each job, registrants could report as many settings as they wished. The majority reported only one setting. Those who reported more than one setting complicate the analysis when we later carry out analysis by setting in main job. This is because where registrants worked in multiple settings there was a great range of combinations which cannot all be presented. Figure 2.1 shows the main setting breakdown used in the report. The table below shows some of the combinations reported, as well as a greater breakdown of the other group than is possible elsewhere in the report.

Figure 2.1 Summary: setting of main job - PHARMACISTS

Base: All pharmacists currently working in a paid pharmacy related job



The most common setting for pharmacists in their main job was a community pharmacy setting. Around two-thirds (64%) only worked in either a large multiple, other multiple or small community pharmacy in their main job. The second most common setting was a hospital pharmacy setting (22% currently worked only in this setting). Three per cent of pharmacists worked in more than one setting in their main job (Figure 2.1)

Table 2.12 Types of other and multiple settings in main job - PHARMACISTS

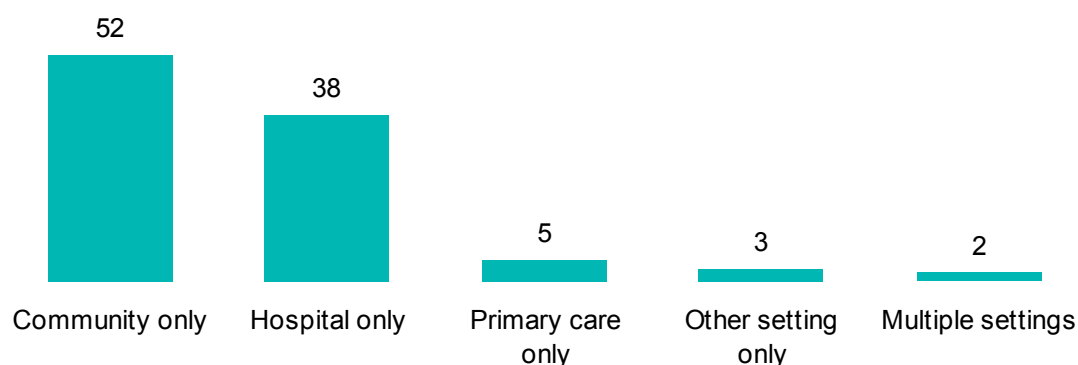
Base: All pharmacists currently working in a paid pharmacy related job

Setting type	Category in main setting summary variable		Total (all settings)
	All other Settings	Multiple settings	
Pharmacists	%	%	%
Community only	-	-	64
Hospital only	-	-	22
Primary care only	-	-	5
Education only	24	-	2
Pharmaceutical industry only	37	-	2
Other only	39	-	2
Community and hospital	-	13	0
Community and primary care	-	6	0
Hospital and primary care	-	10	0
Hospital and education	-	16	0
Other combination	-	54	2
<i>Weighted bases</i>	<i>883</i>	<i>408</i>	<i>13,966</i>
<i>Unweighted bases</i>	<i>959</i>	<i>410</i>	<i>13,976</i>

Table 2.12 shows that among those working in 'all other settings' on the summary variable, 37% worked in the pharmaceutical industry, 24% in education and research and 39% in a range of other settings. When the three percent working in multiple settings are examined in detail the main combinations are hospital and education (16%), community and hospital (13%), hospital and primary care (10%) and community and primary care (6%). However over half work in combinations other than these with such low prevalence that it is not possible to show all the combinations. Because there are so many combinations and the base sizes are low, even for the most common combinations the category 'multiple settings' has been used throughout the report. Although this includes registrants with a range of different combinations, they do share one important characteristic: that they work across multiple settings, not just one and thus have a different range of experience from those working in one setting in their main job.

Figure 2.2 Main work setting – Summary – PHARMACY TECHNICIANS

Base: All pharmacy technicians currently working in a paid pharmacy related job



Just over a half (52%) of pharmacy technicians only worked in community pharmacy settings in their main job (large multiples, other multiples and small pharmacies combined). Thirty-eight per cent worked in a hospital setting only and just 2% worked in more than one setting in their main job (Figure 2.2).

Table 2.13 Types of other and multiple settings in main job - PHARMACY TECHNICIANS

Base: All pharmacists currently working in a paid pharmacy related job

Setting type	Category in main setting summary variable		Total (all settings)
	All other Settings	Multiple settings	
Pharmacists	%	%	%
Community only	-	-	52
Hospital only	-	-	38
Primary care only	-	-	5
Education only	16	-	1
Pharmaceutical industry only	26	-	1
Other only	58	-	2
Community and hospital	-	17	0
Community and primary care	-	7	0
Hospital and primary care	-	12	0
Hospital and education	-	11	0
Other combination	-	54	1
<i>Weighted bases</i>	<i>438</i>	<i>256</i>	<i>13,171</i>
<i>Unweighted bases</i>	<i>429</i>	<i>247</i>	<i>13,168</i>

Among pharmacy technicians working in 'all other settings' in their main job on the summary variable, 26% work in the pharmaceutical industry, 16% in education and over half (58%) in a range of other settings which were not specified on the questionnaire. Among those working across multiple settings in their main job the most common combinations were community and hospital (17%), hospital and primary care (12%), hospital and education (11%) and community and primary care (17%). Over half (54%) worked in other combinations which were too small to show separately. Among pharmacy technicians the number working across multiple settings is even smaller than among the pharmacists and so as with pharmacists multiple setting is shown as a category in this report.

2.3 Working in multiple jobs

Registrants were asked how many paid pharmacy related jobs they currently worked in, and asked to provide details of up to three current jobs. This section provides information about the number of jobs reported at the specific question on the questionnaire, and presents details about the second and third jobs reported.

2.3.1 Number of jobs currently held

Information on the number of jobs that registrants currently held came from just one question on the questionnaire:

"How many paid pharmacy related jobs (full-time or part-time) do you currently work in? Only include jobs held in Great Britain"

Answers to this question are presented below.

Pharmacists

Table 2.14 illustrates the answers to this question analysed by age and gender.

Table 2.14 Number of current pharmacy related jobs by age and gender - PHARMACISTS

Base: All pharmacists

No. of pharmacy jobs	Gender		Age					Total
	Male	Female	Under 30	30-39	40-49	50-59	60 and over	
Pharmacists	%	%	%	%	%	%	%	%
0	5	6	5	6	5	6	11	6
1	79	81	82	81	81	80	73	81
2	12	10	10	10	11	11	11	10
3	2	2	1	1	2	2	3	2
4	0	0	0	0	0	1	1	0
5 or more	1	0	1	1	1	1	1	1
<i>Weighted bases</i>	<i>5,500</i>	<i>9,345</i>	<i>3,194</i>	<i>4,704</i>	<i>3,280</i>	<i>2,623</i>	<i>1,043</i>	<i>14,843</i>
<i>Unweighted bases</i>	<i>5,915</i>	<i>8,928</i>	<i>2,507</i>	<i>4,116</i>	<i>3,585</i>	<i>3,270</i>	<i>1,367</i>	<i>14,845</i>

When asked how many paid pharmacy related jobs that they currently worked in, the majority of pharmacists (81%) reported one job. One in ten (10%) reported two jobs and 3% reported working in three or more jobs⁷. Six per cent said they currently had no pharmacy job.

Early in the questionnaire registrants gave their current working status. Many of those who initially said that they were temporarily away from work in the working status question then went on at this question about number of current jobs to report one or more current paid pharmacy related jobs, which they then gave details of in the following questions. It was felt that this data should be kept within the analysis as these registrants felt that they did have a pharmacy related job, even though initially they had reported being temporarily away from work.

The number of jobs pharmacists worked in varied by age, gender, country and setting. Those aged 60 and over were least likely to have one job (73% compared with 80%-82% in other age groups), and more likely not to currently have a paid pharmacy related job (11% compared with 5-6% in other age groups). Women were more likely to have one job compared with men (81% compared with 79% respectively).

Table 2.15 Number of current pharmacy jobs by country - PHARMACISTS

Base: All pharmacists

No. of pharmacy jobs	England	Wales	Scotland	London	Total
Pharmacists	%	%	%	%	%
0	6	4	4	10	6
1	80	82	84	78	81
2	11	11	9	10	10
3	2	2	2	1	2
4	0	0	0	0	0
5 or more	1	1	1	1	1
<i>Weighted bases</i>	12,693	747	1,403	1,316	14,843
<i>Unweighted bases</i>	12,527	820	1,498	1,101	14,845

Pharmacists in Scotland were more likely to have one job (84%) compared with England (80%) and Wales (82%).

Table 2.16 Number of current pharmacy jobs by setting in main job - PHARMACISTS

Base: All pharmacists

	Setting in main job					
No. of pharmacy jobs	Community only	Hospital only	Primary care only	All other settings only	Multiple settings	Total
Pharmacists	%	%	%	%	%	%
0	-	-	-	-	-	6
1	88	87	69	76	75	81
2	9	12	24	19	18	10
3	2	1	5	4	3	2
4	0	0	1	1	1	0
5 or more	1	0	1	1	2	1
<i>Weighted bases</i>	8,935	3,024	717	883	408	14,843
<i>Unweighted bases</i>	8,736	3,080	791	959	410	14,845

Pharmacists only working in primary care in their main job were most likely to have more than one job, with 31% having more than one job. Those only working in a community pharmacy setting in their main job were mostly likely to work one job only. Eighty-eight per cent had one job and nine per cent had two jobs.

Pharmacy technicians

Table 2.17 Number of current pharmacy jobs by age and gender –
PHARMACY TECHNICIANS

Base: All pharmacy technicians

No. of pharmacy jobs	Gender		Age					Total
	Male	Female	Under 30	30-39	40-49	50-59	60 and over	
Pharmacy technicians	%	%	%	%	%	%	%	%
0	2	2	2	3	2	2	6	2
1	92	95	95	94	95	95	91	95
2	4	3	2	3	3	3	2	3
3	1	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
5 or more	0	0	-	0	0	0	0	0
<i>Weighted bases</i>	<i>1,381</i>	<i>12,114</i>	<i>1,924</i>	<i>3,798</i>	<i>4,211</i>	<i>3,083</i>	<i>479</i>	<i>13,495</i>
<i>Unweighted bases</i>	<i>1,077</i>	<i>12,418</i>	<i>1,559</i>	<i>3,365</i>	<i>4,412</i>	<i>3,582</i>	<i>577</i>	<i>13,495</i>

When asked how many paid pharmacy related jobs they currently worked in, the majority of pharmacy technicians (95%) reported one job. Three per cent had two jobs and very few had three or more jobs. Two per cent said that they currently had no pharmacy job, which was fewer than the 5% that reported not currently working in a paid pharmacy role in Table 2.3. Many of those who initially in the questionnaire said that they were temporarily away from work then went on to give information about their pharmacy related jobs, which explains this difference.

Those aged 60 and over were least likely to have one job (91% compared with 94%-95% in other age groups), and more likely not to currently have a paid pharmacy related job (6% compared with 2-3% in other age groups). Men were more likely than women to have more than one job. Ninety-four per cent of men had one job and 4% had two jobs compared with 95% and 3% of women respectively.

Table 2.18 Number of current pharmacy jobs by country – PHARMACY TECHNICIANS

Base: All pharmacy technicians

No. of pharmacy jobs	England	Wales	Scotland	London	Total
Pharmacy technicians	%	%	%	%	%
0	3	1	2	5	2
1	94	97	95	90	95
2	3	2	2	4	3
3	0	-	0	1	0
4	0	-	-	0	0
5 or more	0	-	0	0	0
<i>Weighted bases</i>	<i>11,319</i>	<i>926</i>	<i>1,249</i>	<i>521</i>	<i>13,495</i>
<i>Unweighted bases</i>	<i>11,280</i>	<i>949</i>	<i>1,266</i>	<i>463</i>	<i>13,495</i>

Pharmacy technicians in London were less likely to have one job compared with Great Britain as a whole (90% compared with 95% overall), otherwise there was little difference in the number of jobs by country.

Table 2.19 Number of current pharmacy jobs by setting in main job – PHARMACY TECHNICIANS

Base: All pharmacy technicians

No. of pharmacy jobs	Setting in main job					Total
	Community only	Hospital only	Primary care only	All other settings only	Multiple settings	
Pharmacy technicians	%	%	%	%	%	%
0	-	-	-	-	-	2
1	98	97	91	93	85	95
2	2	3	8	6	12	3
3	0	0	0	1	1	0
4	0	0	0	-	1	0
5 or more	0	0	-	-	-	0
<i>Weighted bases</i>	<i>6,795</i>	<i>4,969</i>	<i>713</i>	<i>438</i>	<i>256</i>	<i>13,495</i>
<i>Unweighted bases</i>	<i>6,925</i>	<i>4,836</i>	<i>731</i>	<i>429</i>	<i>247</i>	<i>13,495</i>

Pharmacy technicians who only worked in primary care were more likely than others to have more than one job. Ninety-one per cent reported one job (compared with, for example, 98% of those only working in community pharmacy settings).

2.3.2 Second job

After reporting on what they considered to be their main job, registrants were asked whether they were currently working in another pharmacy related job. If they were, then details were asked about this second current job, including the type of setting they

practised in, in this job. Table 2.20 shows the answers to this question analysed by gender and age.

Table 2.20 Setting of second job by age and gender - PHARMACISTS

Base: All pharmacists who reported a second job

Setting	Gender		Age					Total
	Male	Female	Under 30	30-39	40-49	50-59	60 and over	
Pharmacists	%	%	%	%	%	%	%	%
Large multiple community pharmacy	36	31	53	42	24	18	16	33
Another multiple community pharmacy	10	9	12	10	9	9	10	10
Community pharmacy with 4 or fewer stores	31	22	29	22	22	28	33	26
Hospital pharmacy	4	8	4	6	7	7	9	6
Primary care	11	15	5	12	20	17	6	13
Education	9	12	6	11	15	11	9	11
Pharmaceutical industry	4	1	1	1	2	3	10	2
Other	8	9	1	7	9	15	11	8
<i>Weighted bases</i>	<i>655</i>	<i>884</i>	<i>303</i>	<i>445</i>	<i>389</i>	<i>296</i>	<i>107</i>	<i>1,539</i>
<i>Unweighted bases</i>	<i>602</i>	<i>964</i>	<i>235</i>	<i>387</i>	<i>428</i>	<i>375</i>	<i>141</i>	<i>1,566</i>

The most common setting mentioned by pharmacists for their second job was a large multiple community pharmacy (33%) followed by a community pharmacy with four or fewer stores (26%). Thirteen per cent mentioned a primary care setting and 11% mentioned working in an educational setting.

Women were more likely than men to work in a primary care setting in their second job (15% compared with 11% of men) and men were more likely to work in a large multiple community pharmacy setting (36% compared with 31% of women) and in a community pharmacy with four or fewer stores (31% compared with 22%).

As with pharmacists' main job, younger pharmacists were more likely to work in large multiple community pharmacies (53% of under 30s compared with 16% of those 60 and over). Those aged 40-49 were more likely to work in a primary care setting than those aged under 30 and 60 and over (20% compared with 5% and 6% respectively). Other differences by age were not statistically significant due to low base sizes.

Table 2.21 Setting of second job by country - PHARMACISTS

Base: All pharmacists who reported a second job

Setting	England	Wales	Scotland	London	Total
Pharmacists	%	%	%	%	%
Large multiple community pharmacy	34	36	23	28	33
Another multiple community pharmacy	10	7	10	4	10
Community pharmacy with 4 or fewer stores	26	24	25	34	26
Hospital pharmacy	6	8	6	12	6
Primary care	12	11	28	3	13
Education	10	12	13	19	11
Pharmaceutical industry	3	2	-	4	2
Other	8	6	8	6	8
<i>Weighted bases</i>	<i>1,309</i>	<i>91</i>	<i>139</i>	<i>111</i>	<i>1,539</i>
<i>Unweighted bases</i>	<i>1,314</i>	<i>101</i>	<i>151</i>	<i>91</i>	<i>1,566</i>

Pharmacists in Scotland were more likely to work in a primary care setting for their second job (28% compared with 12% in England and 11% in Wales).

Table 2.22 compares the setting in the second job held by pharmacists with the setting that they reported working in their main job.

Table 2.22 Setting in second job by setting in main job - PHARMACISTS

Base: All pharmacists who reported a second job

Setting in second job	Setting in main job					Total
	Community only	Hospital only	Primary care only	All other settings only	Multiple settings	
Pharmacists	%	%	%	%	%	%
Community only	67	62	49	55	31	60
Hospital only	3	10	4	9	7	6
Primary care only	14	5	27	6	12	13
All other settings only	15	21	19	28	43	20
Multiple settings	1	2	0	2	6	1
<i>Weighted bases</i>	<i>721</i>	<i>361</i>	<i>219</i>	<i>208</i>	<i>57</i>	<i>1,539</i>
<i>Unweighted bases</i>	<i>726</i>	<i>369</i>	<i>200</i>	<i>189</i>	<i>56</i>	<i>1,566</i>

Two-thirds (67%) of pharmacists who only worked in a community setting in their main job, also only worked in a community setting in their second job. However, for those reporting two jobs, one in ten pharmacists who only worked in a hospital setting in their main job also worked in a hospital setting in their second job. The same was true of pharmacists who in their main job reported only working in a primary care setting: a quarter (27%) said that their second job was only in a primary care setting.

For all groups, regardless of the setting of their main job, the most common setting for a second job was community pharmacy. This means that for those working only in a community setting in their first job, their second job was most likely to be in the same setting, whereas for those working in other setting types in their main job, their second job was most likely to be in a different setting from their main job.

Second jobs among pharmacists were typically part-time in nature (97% of second jobs) and this did not vary significantly by second job setting. A quarter (25%) of second jobs were rarely or never patient facing, although this varied from 2% in community settings to 88% in settings other than community, hospital or primary care. Two in ten (18%) pharmacists reported having had a formal appraisal in their second job. This varied from 9% of those in a community setting to 36% of those working only in a hospital setting in their second job (not illustrated in tables).

Pharmacy technicians

Relatively few pharmacy technicians reported having a second job (308 pharmacy technicians) meaning there are small base sizes in the different sub groups are too small for analysis. As a result differences by gender, age, ethnicity, country and employment status were not significant and are therefore not reported in this section.

Here we present the overall figures for pharmacy technicians as a whole. The most common setting mentioned by pharmacy technicians for their second current job was a community pharmacy (39%), the second most common was a hospital pharmacy (28%) and the third most common setting was a primary care setting (10%).

2.3.3 Third current job

After reporting on their second job, registrants were asked whether they were currently working in another pharmacy related job. If they were, then details were asked about this third job, including the type of setting they practised in, in this job.

A low proportion of pharmacists (1.5%) reported currently having a third pharmacy related job. The most common setting mentioned by pharmacists for their third current job was a community setting (50%). The second most common setting was a primary care setting (11%).

Men were more likely than women to work in a community pharmacy setting in their third job (54% compared with 48%). No further sub analysis is possible due to low base sizes.

A very low proportion of pharmacy technicians (less than 0.5%) stated that they currently had a third pharmacy related job. As a result, differences by gender, age, ethnicity, country, setting and employment status are not reported in this section due to low base sizes.

2.4 Mean number of hours per week in current jobs

For each pharmacy related job where registrants gave further information, one of the questions asked was how many hours they typically worked in that job per week. Registrants were given the option of giving their answer to one decimal place. This section presents the mean number of hours worked per week from the answers given at these questions. Much of this analysis is for registrants' main job, but some analysis is also presented for registrants' second and third jobs as well.

Pharmacists

Table 2.23 presents the mean number of hours worked in paid pharmacy related jobs for pharmacists' main job, second job, third job and across all three reported jobs.

Table 2.23 Mean number of hours worked in pharmacy related jobs - PHARMACISTS

Base: All pharmacists currently working in a paid pharmacy related job

	Main job	2 nd job	3 rd job	Total (across all 3 jobs)
Pharmacists	%	%	%	%
Mean No. of hours	34.6	9.2	7.1	35.7
Standard error of mean	0.09	0.08	0.03	0.09
<i>Weighted bases</i>	13,851	1,508	199	13,851
<i>Unweighted bases</i>	13,863	1,536	219	13,863

Pharmacists worked around 35 hours per week on average in their main job, and 35.7 hours per week on average across up to 3 pharmacy related jobs⁸. Section 3 explores the relationship between hours worked (in the form of whether the registrant was working full-time or part-time in their main job) and other demographics and job related variables.

The number of hours worked by pharmacists in their main job differed depending on gender, age, country and setting as demonstrated in the following set of figures that relate to pharmacists' main job.

Figure 2.3 Mean number of hours worked in main job by gender - PHARMACISTS

Base: All pharmacists who work in a pharmacy related role

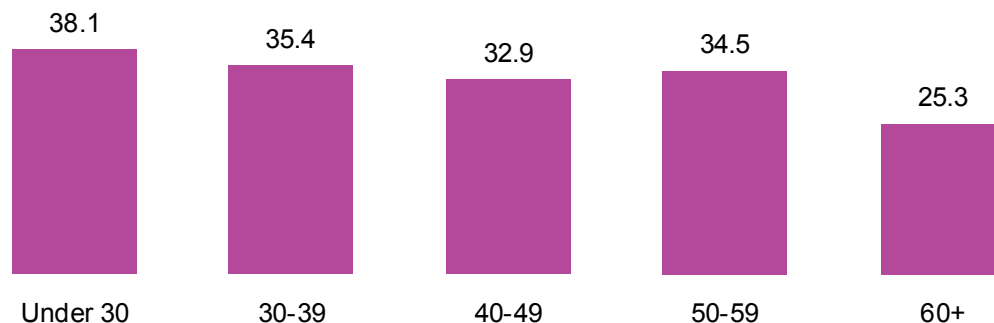


Figure 2.3 shows that men were more likely than women to work longer hours, averaging 38.6 hours per week compared with 31.9 hours per week for women.

⁸ In 2008 the average number of hours worked across all jobs for active pharmacists was 35.3 hours

Figure 2.4 Mean number of hours worked in main job by age - PHARMACISTS

Base: All pharmacists who work in a pharmacy related role



The number of hours worked per week tended to decrease with age. Pharmacists under 30 worked on average around 38 hours per week and those over 60 worked around 25 hours per week (Figure 2.4).

Figure 2.5 Mean number of hours worked in main job by country - PHARMACISTS

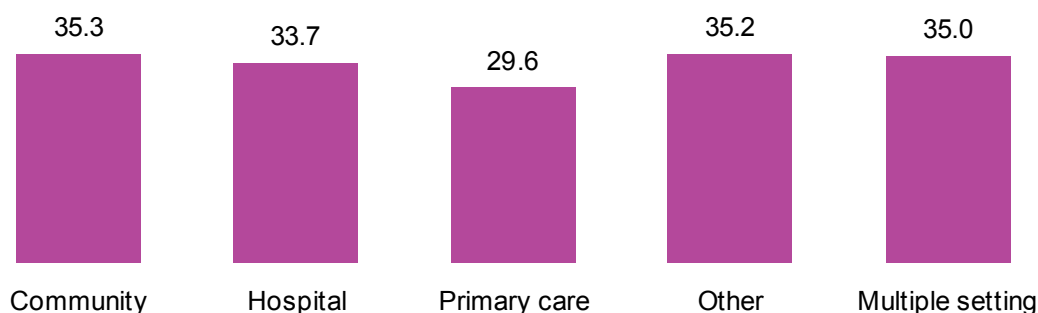
Base: All pharmacists who work in a pharmacy related role



Pharmacists in England worked more hours per week compared with those in Scotland and Wales (34.9 hours per week on average compared with 33.7 hours in Wales and 33.0 hours in Scotland). Those working in London in particular worked more hours per week on average (35.7 hours) compared with pharmacists working in other areas (Figure 2.5).

Figure 2.6 Mean number of hours worked in main job by setting - PHARMACISTS

Base: All pharmacists who work in a pharmacy related role



Pharmacists who only worked in community pharmacy settings and in multiple settings worked more hours per week (around 35 hours on average) compared with those who only worked in a hospital setting (33.7 hours) and those who only worked in a primary care setting (29.6 hours) (Figure 2.6).

Pharmacy technicians

Table 2.24 presents the mean number of hours worked in paid pharmacy related jobs for pharmacy technicians' main job, second job, across all three reported jobs.

Table 2.24 Mean number of hours worked in pharmacy related jobs – PHARMACY TECHNICIANS

Base: All pharmacy technicians currently working in a paid pharmacy related job

	Main job	2 nd job	Total (across all 3 jobs)
Pharmacy technicians	%	%	%
Mean No. of hours	32.2	10.5	32.5
Standard error of mean	0.07	0.59	0.88
Weighted bases	13,083	301	13,083
Unweighted bases	13,078	294	13,078

Pharmacy technicians worked around 32 hours per week on average in their main job and 10.5 hours on average in their second job. There were too few pharmacy technicians reporting three jobs to analyse average working hours in their third job. The average number of hours worked across all jobs was 32.5 hours.

The number of hours worked by pharmacy technicians in their main job differed depending on gender, age, country and setting as illustrated in the following set of figures that relate to pharmacy technicians' main job.

Figure 2.7 Mean number of hours worked in main job by gender – PHARMACY TECHNICIANS

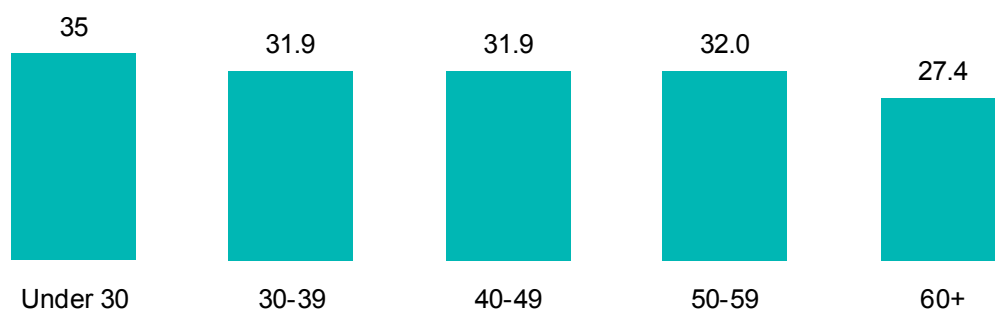
Base: All pharmacy technicians who work in a pharmacy related role



Figure 2.7 shows that men were more likely than women to work longer hours averaging 37.2 hours per week compared with 31.6 hours per week for women.

Figure 2.8 Mean number of hours worked in main job by age – PHARMACY TECHNICIANS

Base: All pharmacy technicians who work in a pharmacy related role



The number of hours worked per week tended to decrease with age. Pharmacy technicians under 30 worked on average 35 hours per week whereas those 60 and over worked 27.4 hours per week (Figure 2.8).

Figure 2.9 Mean number of hours worked in main job by country – PHARMACY TECHNICIANS

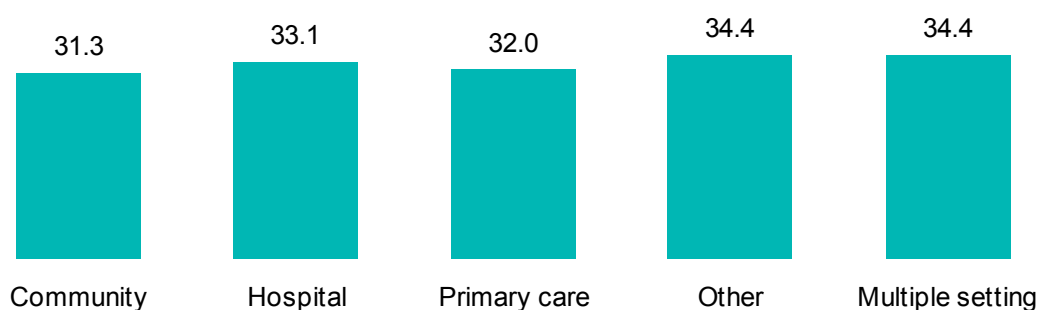
Base: All pharmacy technicians who work in a pharmacy related role



Pharmacy technicians in Scotland worked more hours per week (32.7 hours on average) compared with England (32.2 hours) and Wales (31.8 hours). Those working in London in particular worked more hours per week on average (36.1 hours) compared with pharmacists working in other areas (Figure 2.9).

Figure 2.10 Mean number of hours worked in main job by setting – PHARMACY TECHNICIANS

Base: All pharmacy technicians who work in a pharmacy related role



Pharmacy technicians who worked in community pharmacy settings worked fewer hours per week on average compared with all other settings (31.3 hours per week). Those who worked in multiple settings and those who worked in settings other than community, hospital and primary care worked the most number of hours per week on average (34.4 hours) (Figure 2.10).

Full-time/ part-time in main job

Registrants were asked how many hours they typically worked in their main job per week. Registrants were able to give their answer to one decimal place. From the answers given at this question registrants were classified as working full time if they worked 30 hours or more, and part-time if they worked less than 30 hours.

Table 2.25 Full-time/ part-time in main job by setting in main job - PHARMACISTS

<i>Base: All registrants currently working in a paid pharmacy related job</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
Pharmacists	%	%	%	%	%	%
Full-time	73	77	58	77	75	73
Part-time	27	23	42	23	25	27
<i>Weighted bases</i>	8,673	3,071	790	955	374	13,863
<i>Unweighted bases</i>	8,872	3,015	715	878	371	13,851

Table 2.26 Full-time/ part-time in main job by setting in main job – PHARMACY TECHNICIANS

<i>Base: All registrants currently working in a paid pharmacy related job</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
	%	%	%	%	%	%
Full-time	65	76	71	82	81	70
Part-time	35	24	29	18	19	30
<i>Weighted bases</i>	6,898	4,824	731	426	199	13,078
<i>Unweighted bases</i>	6,769	4,958	713	436	208	13,083

Overall, around three-quarters of pharmacists (73%) worked full-time in their main job, and a quarter (27%) worked part-time. Part-time work was most prevalent among pharmacists only working in a primary care setting (42%), and less prevalent among those only working in a hospital setting (23%) and those working in a setting other than community, hospital or primary care (23%).

Seven in ten pharmacy technicians (70%) worked full-time in their main job, with 30% working part-time. Part-time work was most prevalent among technicians only working in a community setting (35%) and less prevalent among those working in multiple settings in their main job (19%) and technicians working in a setting other than community, hospital or primary care (18%).

2.5 Current non-pharmacy job

Registrants were asked whether they currently worked in a paid full-time or part-time non-pharmacy job in Great Britain. If they did, registrants were asked how many hours they typically worked per week in their non-pharmacy job(s). This section presents the responses given to these two questions, firstly for pharmacists, then for pharmacy technicians.

Pharmacists

Table 2.27 Whether working in a non-pharmacy job and mean hours by number of pharmacy-related jobs - PHARMACISTS

Base: All pharmacists

	Number of pharmacy related jobs currently held						Total
	0	1	2	3	4	5 or more	
Pharmacists	%	%	%	%	%	%	%
Working in paid non-pharmacy related job	29	3	5	6	11	6	5
<i>Weighted bases</i>	<i>846</i>	<i>11,742</i>	<i>1,517</i>	<i>258</i>	<i>53</i>	<i>113</i>	<i>14,556</i>
<i>Unweighted bases</i>	<i>840</i>	<i>11,759</i>	<i>1,499</i>	<i>273</i>	<i>57</i>	<i>107</i>	<i>14,558</i>
Mean No. of hours in paid non-pharmacy related job	36.8	20.5	13.5	5.6	18.6	11.9	24.7
<i>Standard error of mean</i>	<i>0.21</i>	<i>0.18</i>	<i>0.10</i>	<i>0.10</i>	<i>0.00</i>	<i>0.00</i>	<i>0.18</i>

Five per cent of pharmacists on the GPhC register reported currently working in a paid non-pharmacy job. The mean number of hours pharmacists worked in a paid non-pharmacy job was just under 25 hours per week (24.7 hours). The average number of hours per week decreased with age.

Nearly six in ten (57%) pharmacists who worked in a paid non-pharmacy job, did so as an additional job and also worked in a paid pharmacy related job (not illustrated in table). Table 2.27 shows that 29% of those who did not currently work in a paid pharmacy related job worked in a paid non-pharmacy related job.

Table 2.28 illustrates analysis of whether pharmacists worked in a non-pharmacy job by what setting the pharmacist worked in their main job.

Table 2.28 Whether working in a non-pharmacy job and mean hours by setting in main job - PHARMACISTS

Base: All pharmacists

	Setting in main job					Total
	Community only	Hospital only	Primary care only	All other settings only	Multiple settings	
Pharmacists	%	%	%	%	%	%
Working in paid non-pharmacy job	4	2	4	9	7	5
<i>Weighted bases</i>	8,743	2,979	701	868	393	14,556
<i>Unweighted bases</i>	8,547	3,035	775	943	395	14,558
Mean No. of hours in paid non-pharmacy related job	18.1	11.5	15.6	28.3	14.9	24.7
<i>Standard error of mean</i>	0.10	0.00	0.62	0.39	0.14	0.18

Those who worked in settings other than community, hospital and primary care, or who worked across multiple settings in their main job were most likely to have a non-pharmacy job.

Pharmacy technicians

Table 2.29 illustrates analysis of whether pharmacy technicians worked in a paid non-pharmacy related job by the number of pharmacy related jobs they currently held.

Table 2.29 Whether working in a non-pharmacy job and mean hours by number of pharmacy-related jobs – PHARMACY TECHNICIANS							
<i>Base: All pharmacy technicians</i>							
	Number of pharmacy related jobs currently held						
	0	1	2	3	4	5 or more	Total
Pharmacy technicians	%	%	%	%	%	%	%
Working in paid non-pharmacy related job	30	3	6	6	12	-	3
<i>Weighted bases</i>	308	12,434	351	36	11	-	13,163
<i>Unweighted bases</i>	310	12,434	340	34	10	-	13,151
Mean No. of hours in paid non-pharmacy related job	30.6	18.1	14.0	20.0	0.00	-	20.7
Standard error of mean	1.33	0.81	3.03	0.00	0.00	-	0.73

Three per cent of pharmacy technicians reported currently working in a paid non-pharmacy job. They worked an average of just over 20 hours per week (20.7 hours) in their paid non-pharmacy job.

Six in ten (59%) pharmacy technicians who worked in a paid non-pharmacy job also worked in a paid pharmacy related job (not illustrated in table). Table 2.29 shows that 30% of those who did not currently work in a paid pharmacy related job worked in a paid non-pharmacy related job and on average worked 30.6 hours in that job.

There were no significant differences by setting in main job for pharmacy technicians (see Appendix).

3 Understanding pharmacy jobs and settings

Key findings

- Overall, for pharmacists:
 - Around three-quarters were employees, three-quarters worked full-time in their main job and 90% were patient facing at least occasionally
- Overall, for pharmacy technicians:
 - Almost all (98%) were employees, 70% worked full-time in their main job and 90% were patient facing at least occasionally
- Community pharmacy settings were typified as follows:
 - Locums and business owners were more prevalent than in other settings
 - Registrants were particularly likely to be patient facing
 - Pharmacy technicians were more likely than pharmacists to work part-time in their main job
 - The most frequently mentioned responsibilities for pharmacists were providing advice to patients, supplying medicines and managing staff
 - The most frequently mentioned responsibilities for pharmacy technicians were providing advice to patients, supplying medicines and doing routine tasks to manage the pharmacy environment
- Hospital pharmacy settings were typified as follows:
 - Predominantly employees, very few were working as locums
 - Pharmacy technicians were more likely than other settings to be working full-time
 - Pharmacists were mostly patient facing
 - Pharmacists most frequently mentioned providing advice to health professionals and patients and doing other clinical work as their main responsibilities.
 - Pharmacy technicians most frequently mentioned providing advice to patients, supplying medicines and doing routine tasks to manage the pharmacy environment as their main responsibilities
- Primary care settings were typified as follows:
 - Predominantly employees rather than locums or business owners
 - Less likely to be patient facing than in other settings
 - Pharmacists were more likely to be working part-time
 - Pharmacists most frequently mentioned providing advice to health professionals and patients and doing governance and other administrative work as their main responsibilities
 - Pharmacy technicians most frequently mentioned providing advice to health professionals and patients and supplying medicines as their main responsibilities.

3.1 Job title, employment status and responsibilities

This chapter looks at the features of registrants' main jobs. The first section gives a comparison across settings, and analysis at subsequent sections is at setting level for the three largest settings – community pharmacy, hospital pharmacy, and primary care.

3.1.1 Setting comparison

Job title

Registrants were asked to write into a box on the questionnaire what their job title was for up to three current jobs that they held. The subsequent answers were coded to a list of job titles (separate lists for pharmacists and pharmacy technicians) by a team of coders at NatCen. This section presents job titles given for registrants' main jobs.

Pharmacists

The most common job title for pharmacists was 'Pharmacist manager/ Pharmacy manager' (25%) and the second most common was 'Pharmacist' (21%). The most common job title for pharmacists only working in community pharmacies was 'Pharmacist manager/ Pharmacy manager' (37%), the second most common was 'Pharmacist' (24%) and the third most common was 'Locum pharmacist' (19%). Different job titles were more prevalent in different settings. The most common job title for those only working in a hospital setting was 'Clinical pharmacist' (29%) whereas the most common job title for those only working in a primary care setting was 'Pharmacy advisor' (21%). See Appendix A.

Pharmacy technicians

The most common job title for pharmacy technicians was 'Pharmacy technician' (40%).

The most common job title reported by pharmacy technicians only working in a community pharmacy setting was 'Pharmacy technician' (46%). The second most common was 'ACT/ACPT' (33%) and third most common was 'Dispensing technician' (15%).

The most commonly reported job title for pharmacy technicians only working in a hospital setting was 'Pharmacy technician' (35%). The second most common was 'Senior pharmacy technician' (22%); and the third most common was 'Medicines management technician' (13%).

The most common job title for pharmacy technicians only working in a primary care setting was 'Medicines management technician' (27%). The second most common was 'Pharmacy technician' (21%); and the third most common was 'Prescribing support pharmacy technician' (17%).

Employment status

Registrants were asked whether their employment status could be summarised as 'Business owner (including pharmacy owner)', 'Locum/ self-employed/ freelancer/ contractor' or 'Employee'. This was asked for up to three current jobs. Table 3.1 shows employment status for registrants in their main job for those who answered this question. Results are presented by the setting that they practice in, and pharmacists are presented separately from pharmacy technicians.

Table 3.1 Employment status in main job by setting in main job - PHARMACISTS

<i>Base: All registrants currently working in a paid pharmacy related job</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
	%	%	%	%	%	%
Business owner (including pharmacy owner)	11	0	1	6	3	8
Locum/ self-employed/ freelancer/ contractor	24	4	9	11	32	18
Employee	65	96	90	83	65	74 ⁹
<i>Weighted bases</i>	<i>8,917</i>	<i>3,022</i>	<i>714</i>	<i>879</i>	<i>370</i>	<i>13,902</i>
<i>Unweighted bases</i>	<i>8,719</i>	<i>3,077</i>	<i>788</i>	<i>955</i>	<i>372</i>	<i>13,911</i>

⁹ In the 2008 census the question about employment status only asked whether pharmacists were employees or self-employed, therefore direct comparisons with 2013 findings cannot be made.

Table 3.2 Employment status in main job by setting in main job – PHARMACY TECHNICIANS

<i>Base: All registrants currently working in a paid pharmacy related job</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
	%	%	%	%	%	%
Business owner	1	0	-	0	1	1
Locum/ self-employed/ freelancer/ contractor	1	2	3	5	8	2
Employee	98	98	97	95	92	98
<i>Weighted bases</i>	<i>6,782</i>	<i>4,958</i>	<i>713</i>	<i>438</i>	<i>210</i>	<i>13,101</i>
<i>Unweighted bases</i>	<i>6,911</i>	<i>4,824</i>	<i>731</i>	<i>429</i>	<i>202</i>	<i>13,097</i>

Around three-quarters of pharmacists (74%) classified themselves as employees, 18% reported that they were a locum, self-employed, freelancer or contractor, and 8% reported that they were a business owner. Pharmacists were more likely to be employees in hospital and primary care settings (96% and 90% respectively) and less likely in community and multiple settings (65% in each case). Business owners were predominantly in community settings (11% of those only in a community setting) whereas locums were more prominent in community settings (24%) and multiple settings (32%).

Pharmacy technicians were predominantly employees (98%), with one per cent reporting that they were a business owner and two per cent reporting that they were a locum/ self-employed/ freelancer/ contractor.

Patient facing roles

Registrants were asked for each of their jobs whether it was a patient facing role. The question clarified that by patient facing we meant roles delivering care and services directly to individual patients or members of the public. Table 3.3 – 3.4 illustrate the responses to this question for the registrants' main job split by the setting in their main job. Results are presented separately for pharmacists and pharmacy technicians.

Table 3.3 Whether patient facing role in main job by setting in main job – PHARMACIST

<i>Base: All registrants currently working in a paid pharmacy related job</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
Pharmacists	%	%	%	%	%	%
Yes, all or most of the time	91	65	12	5	56	75
Yes, some of the time	6	23	20	3	22	10
Yes, occasionally	2	7	24	8	10	5
No, rarely	2	5	43	84	12	10
<i>Weighted bases</i>	<i>8,906</i>	<i>3,017</i>	<i>714</i>	<i>881</i>	<i>372</i>	<i>13,890</i>
<i>Unweighted bases</i>	<i>8,710</i>	<i>3,071</i>	<i>789</i>	<i>957</i>	<i>375</i>	<i>13,902</i>

Table 3.4 Whether patient facing role in main job by setting in main job – PHARMACY TECHNICIAN

<i>Base: All registrants currently working in a paid pharmacy related job</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
Pharmacy technicians	%	%	%	%	%	%
Yes, all or most of the time	80	49	40	31	49	64
Yes, some of the time	14	26	15	10	20	19
Yes, occasionally	4	12	16	6	15	8
No, rarely	2	13	29	53	15	9
<i>Weighted bases</i>	<i>6,750</i>	<i>4,940</i>	<i>709</i>	<i>438</i>	<i>214</i>	<i>13,051</i>
<i>Unweighted bases</i>	<i>6,879</i>	<i>4,806</i>	<i>728</i>	<i>428</i>	<i>206</i>	<i>13,047</i>

Overall, three quarters of pharmacists (75%) reported that their main job was patient facing 'all or most of the time', 10% said that it was patient facing 'some of the time', 5% said it was occasionally patient facing and one in ten (10%) said their main job was rarely patient facing. Pharmacists only working in a community setting were most likely to be patient facing 'all of most of the time' (91%) and those only working in settings other than community, hospital or primary care were least likely (5%).

Around two-thirds of pharmacy technicians (64%) said that their main job was patient facing, 19% said it was patient facing 'some of the time' and 8% said it was occasionally patient facing. As with pharmacists, around one in ten of technicians (9%) reported rarely being patient facing in their main job but this varied from just two per cent of technicians only working in a community setting to over half (53%) of technicians only in settings other than community, hospital or primary care.

Three main responsibilities in main job

Registrants were presented with a list of responsibilities that they may have had in their jobs, and an initial question asked them to identify all responsibilities that applied. A second question asked what their three main responsibilities were. The results from the question about all responsibilities in their main job by setting in main job are presented in the appendices for both pharmacists and pharmacy technicians. The results from the second question about the three main responsibilities are presented in tables 3.5 and 3.6 below. Responses have been ranked so that the most frequently mentioned responsibilities overall appear at the top of each table. Differences reported by country are not illustrated in these tables but can be found in tables in the appendices.

Pharmacists

Table 3.5 Three main responsibilities in main job by setting in main job - PHARMACISTS

<i>Base: All pharmacists currently working in a paid pharmacy related job</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
	%	%	%	%	%	%
Providing advice and information to patients and carers	84	57	33	8	55	70
Supplying medicines and medical devices	84	35	3	10	42	63
Providing advice and information to health professionals	17	77	74	30	43	35
Any other clinical work	10	41	22	3	22	17
Preparation and manufacturing of medicinal products	2	9	-	8	1	4
Quality assurance of medicinal products and/ or their distribution	0	3	0	15	2	2
Management of staff	35	22	23	23	17	30
Routine tasks to manage pharmacy environment	29	3	1	3	14	20
Education, training, tutoring and research	4	15	26	30	25	10
Governance, policy, regulation and other administrative work	7	20	45	31	16	13
Development and management of pharmacy IT systems and technology	1	3	3	4	1	2
<i>Weighted bases</i>	8,935	3,024	717	883	408	13,966
<i>Unweighted bases</i>	8,736	3,080	791	959	410	13,976

Overall, among pharmacists overall the most frequently mentioned responsibilities were:

- ‘Providing advice and information to patients and carers’ (70%)
- ‘Supplying medicines and medical devices’ (63%)
- ‘Providing advice and information to health professionals’ (35%).

This varied by setting. In the community setting the three most mentioned responsibilities were:

- ‘Providing advice and information to patients and carers’ (84%)
- ‘Supplying medicines and medical devices’ (84%)

-
- 'Management of staff (35%).

In the hospital setting the most mentioned responsibilities were:

- 'Providing advice and information to health professionals' (77%)
- 'Providing advice and information to patients and carers' (57%)
- 'Any other clinical work' (41%)

In the primary care setting the most mentioned responsibilities were:

- 'Providing advice and information to health professionals' (74%)
- 'Governance, policy, regulation and other administrative work' (45%)
- 'Providing advice and information to patients and carers' (33%)

Pharmacy technicians

The three main responsibilities for pharmacy technicians in their main job are presented in the table below.

Table 3.6 Three main responsibilities in main job by setting in main job – PHARMACY TECHNICIANS

<i>Base: All pharmacy technicians currently working in a paid pharmacy related job</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
	%	%	%	%	%	%
Providing advice and information to patients and carers	68	42	47	26	38	55
Supplying medicines and medical devices	82	65	30	40	50	71
Providing advice and information to health professionals	9	24	47	25	23	17
Any other clinical work	3	8	9	2	9	5
Preparation and manufacturing of medicinal products	9	27	2	17	12	16
Quality assurance of medicinal products and/ or their distribution	2	6	1	13	8	4
Management of staff	11	26	14	17	14	17
Routine tasks to manage pharmacy environment	66	32	26	32	36	49
Education, training, tutoring and research	2	16	16	18	14	9
Governance, policy, regulation and other administrative work	4	9	27	18	15	8
Development and management of pharmacy IT systems and technology	1	5	5	5	2	3
<i>Weighted bases</i>	<i>6,795</i>	<i>4,969</i>	<i>713</i>	<i>438</i>	<i>256</i>	<i>13,171</i>
<i>Unweighted bases</i>	<i>6,925</i>	<i>4,836</i>	<i>731</i>	<i>429</i>	<i>247</i>	<i>13,168</i>

Overall, among pharmacy technicians the most frequently mentioned responsibilities were:

- ‘Supplying medicines and medical devices’ (71%)
- ‘Providing advice and information to patients and carers’ (55%)
- ‘Routine tasks to manage pharmacy environment’ (49%).

Compared with pharmacists the most frequently mention responsibilities did not vary as much by main job setting. In the community and hospital settings the most frequently

mentioned responsibilities were the same as for pharmacy technicians overall. For the primary care setting the most frequently mentioned responsibilities were:

- 'Providing advice and information to patients and carers' (47%)
- 'Providing advice and information to health professionals' (47%)
- 'Supplying medicines and medical devices' (30%).

3.1.2 Community pharmacy setting

Job title

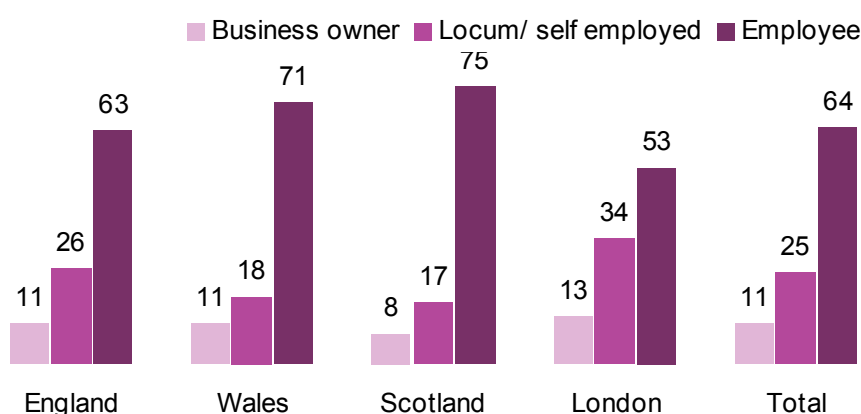
Pharmacists in a community setting were most likely to report being a 'pharmacist manager' (36%), 'pharmacist' (24%) or a 'locum pharmacist' (19%). Pharmacist managers were more prevalent in Wales and Scotland (41% and 41% respectively), and less prevalent in London (25%).

Among community pharmacy technicians the most common job titles given were 'pharmacy technician' (46%), 'ACT/ ACPT' (33%) and 'dispensing technician' (14%). ACT/ ACPT was reported more frequently in Scotland (39%) and less frequently in London (19%).

Employment status

As so few community pharmacy technicians said that they were anything other than employees, this section only reports on findings for community pharmacists. Figure 3.1 illustrates employment status in the pharmacists' main job by country for those working in a community setting.

Figure 3.1 Employment status in main job by country – COMMUNITY PHARMACISTS



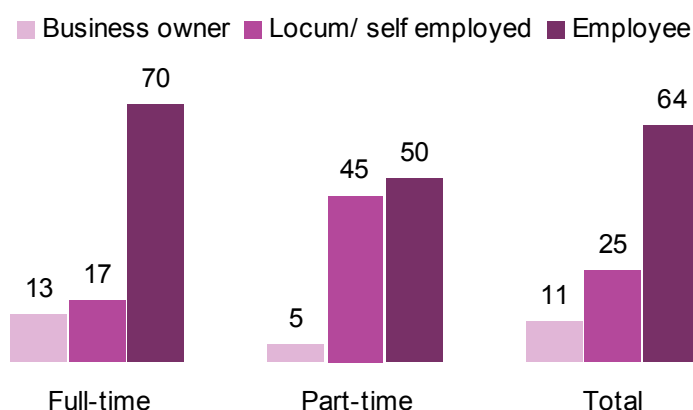
*Base: All pharmacists currently working in a paid pharmacy related job in a **community** setting*

Community pharmacists in Wales and Scotland were more likely to be employees than in England (71% and 75% respectively, compared with 63% in England overall). Community pharmacists were particularly likely to be locums/ self-employed/

freelancers/ contractors in London, where a third (34%) identified themselves as being in this category.

Figure 3.2 shows employment status in the pharmacists' main job by whether the main job was full-time or part-time for those working in a community setting.

Figure 3.2 Employment status in main job by whether main job full-time or part-time - PHARMACISTS



*Base: All pharmacists currently working in a paid pharmacy related job in a **community** setting*

Perhaps not surprisingly, community pharmacists whose main job was full-time were more likely to classify themselves as employees than those whose main job was part-time (70% compared with 50%). However, 17% of those whose main job was full-time identified with being a locum/ self employed/ freelancer/ contractor.

Full-time/ part-time in main job

Table 3.7 illustrates whether the registrant's main job was full-time or part-time by country for those working in a community setting.

Table 3.7 Full-time/ part-time in main job by country					
<i>Base: All registrants currently working in a paid pharmacy related job in a community setting</i>	England (incl. London)	Wales	Scotland	London	Total
Pharmacists	%	%	%	%	%
Full-time	73	72	68	73	73
Part-time	27	28	32	27	27
Weighted bases	7,733	460	813	635	9,006
Unweighted bases	7,445	500	857	527	8,802
Pharmacy technicians	%	%	%	%	%
Full-time	64	66	70	81	65
Part-time	36	34	30	19	35
Weighted bases	5,597	567	690	175	6,854
Unweighted bases	5,679	588	709	151	6,976

Community pharmacists in Scotland were more likely to work part-time than those in England (32% compared with 27%). Community pharmacy technicians in Scotland and

London were less likely than average to report being part-time workers (30% and 19% respectively compared with 35% overall).

Community pharmacists in patient facing roles were less likely to be full-time compared with those not in a patient facing role (73% compared with 79%). There were no significant differences between community pharmacy technicians working in a patient facing role compared with those not working in a patient facing role.

Patient facing roles

Registrants were asked for each of their jobs whether it was a patient facing role. The question clarified that by patient facing we meant roles delivering care and services directly to individual patients or members of the public. Table 3.8 illustrates the responses to this question for the registrants' main job split by country. Results are presented separately for pharmacists and pharmacy technicians.

Table 3.8 Whether patient facing role in main job by country					
<i>Base: All pharmacists currently working in a paid pharmacy related job in a community setting</i>	England (incl. London)	Wales	Scotland	London	Total
Pharmacists	%	%	%	%	%
Yes, all or most of the time	91	91	93	88	91
Yes, some of the time	6	4	4	8	6
Yes, occasionally	2	3	2	3	2
No, rarely	2	2	1	1	2
<i>Weighted bases</i>	<i>7,760</i>	<i>460</i>	<i>821</i>	<i>638</i>	<i>9,041</i>
<i>Unweighted bases</i>	<i>7,475</i>	<i>500</i>	<i>865</i>	<i>530</i>	<i>8,840</i>
Pharmacy technicians	%	%	%	%	%
Yes, all or most of the time	80	82	80	83	80
Yes, some of the time	14	14	14	13	14
Yes, occasionally	4	3	4	3	4
No, rarely	2	2	2	1	2
<i>Weighted bases</i>	<i>5,584</i>	<i>565</i>	<i>687</i>	<i>176</i>	<i>6,837</i>
<i>Unweighted bases</i>	<i>5,667</i>	<i>585</i>	<i>706</i>	<i>152</i>	<i>6,958</i>

For those working within a community setting, the proportion reporting rarely being patient facing in their main job did not vary significantly by country for either pharmacists or pharmacy technicians. For pharmacists, those in Scotland were more likely to be patient facing 'all or most of the time' (93%) and those in London were less likely (88%). For pharmacy technicians, those in Wales and London were most likely to be patient facing 'all or most of the time' (82% and 83% respectively).

Full-time registrants were no less likely than part-time workers to have had a patient facing role.

3.1.3 Hospital pharmacy setting

Job title

Hospital pharmacists were most likely to report that they were a 'clinical pharmacist' (29%), a 'specialist clinical pharmacist' (15%) or simply just a 'pharmacist' (19%). Hospital pharmacists in Wales were more likely to report being a clinical pharmacist compared with England (36% compared with 28%). As with community pharmacists, non patient facing hospital pharmacists were more likely to give non standard job titles, for example 20% said they were a 'pharmacist manager' compared with 29% of patient facing hospital pharmacists.

Among pharmacy technicians working in a hospital setting, 35% reported their job title as 'pharmacy technician' 22% said they were a 'senior pharmacy technician' and 13% said they were a 'medicines management technician'. Medicines management technicians were less prevalent in Scotland (2%) and London (9%), and more prevalent among those with a patient facing role in their main job (14%) compared with those not in a patient facing role (3%).

Employment status

As so few pharmacy technicians said that they were anything other than employees, this section only reports on findings for pharmacists. Table 3.9 illustrates hospital pharmacists' employment status in their main job by country.

Table 3.9 Employment status in main job by country – HOSPITAL PHARMACISTS

<i>Base: All pharmacists currently working in a paid pharmacy related job in a hospital setting</i>	England (incl. London)	Wales	Scotland	London	Total
Pharmacists	%	%	%	%	%
Business owner	0	-	-	-	0
Locum/ self-employed/ freelancer/ contractor	5	2	1	8	4
Employee	95	98	99	92	95
<i>Weighted bases</i>	<i>2,684</i>	<i>188</i>	<i>331</i>	<i>391</i>	<i>3,203</i>
<i>Unweighted bases</i>	<i>2,703</i>	<i>207</i>	<i>356</i>	<i>328</i>	<i>3,266</i>

Although the overall proportion of those within hospital settings who identified themselves as employees was high (95%), a higher proportion said that they were employees in Wales and Scotland compared with England (98% and 99% compared with 95%), and a lower proportion said that they were employees in London (92%).

There were no significant differences between patient and non patient facing roles within hospital settings (not illustrated).

Patient facing roles

Registrants were asked for each of their jobs whether it was a patient facing role. The question clarified that by patient facing we meant roles delivering care and services directly to individual patients or members of the public. Table 3.10 illustrates the responses to this question for the registrants' main job split by country. Results are presented separately for pharmacists and pharmacy technicians.

Table 3.10 Whether patient facing role in main job by country					
<i>Base: All registrants currently working in a paid pharmacy related job in a hospital setting</i>	England (incl. London)	Wales	Scotland	London	Total
Pharmacists	%	%	%	%	%
Yes, all or most of the time	64	67	63	65	64
Yes, some of the time	24	20	24	23	24
Yes, occasionally	7	8	5	8	7
No, rarely	5	5	8	4	5
<i>Weighted bases</i>	2,679	188	331	391	3,198
<i>Unweighted bases</i>	2,697	207	356	328	3,260
Pharmacy technicians	%	%	%	%	%
Yes, all or most of the time	48	67	45	46	49
Yes, some of the time	27	19	29	25	26
Yes, occasionally	12	8	11	14	12
No, rarely	13	5	15	14	13
<i>Weighted bases</i>	4,349	266	442	293	5,058
<i>Unweighted bases</i>	4,216	266	437	263	4,919

For those working within a hospital setting, pharmacists in Scotland were more likely not to have a patient facing role (8% compared with 5% overall). Pharmacy technicians in Wales were most likely to report having had a patient facing role 'all or most of the time' (67% compared with 49% overall).

3.1.4 Primary care setting

Job title

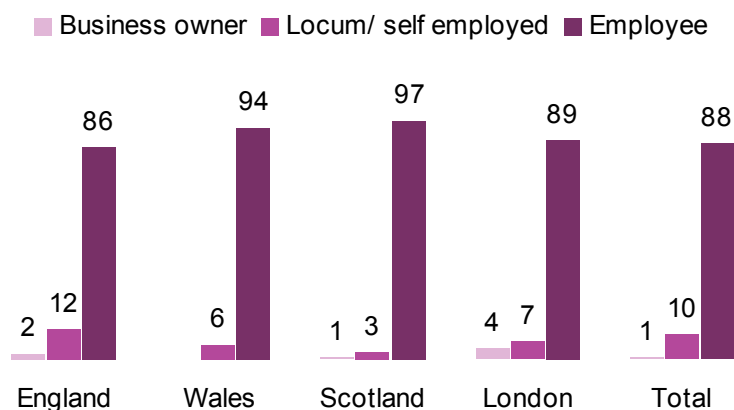
Primary care pharmacists were most likely to report that they were a 'pharmacy advisor' (18%), a 'medicines management pharmacist' (16%) or gave an uncommon job title that wasn't coded to the list of most common job titles (18%). Primary care pharmacists in Wales and London were more likely to report being a pharmacy advisor compared with England (29% and 30% compared with 18% in England).

Among pharmacy technicians working in a primary care setting, 25% reported their job title as 'medicines management technician', 23% said that they were a 'pharmacy technician' and 16% said that they were a 'prescribing support pharmacy technician'. Medicines management technicians were less prevalent in Scotland (2%) where prescribing support pharmacy technicians were more prevalent (45%).

Employment status

As so few pharmacy technicians said that they were anything other than employees, this section only reports on findings for pharmacists. Figure 3.3 illustrates primary care pharmacists' employment status in their main job by country.

Figure 3.3 Employment status in main job by country – PRIMARY CARE PHARMACISTS

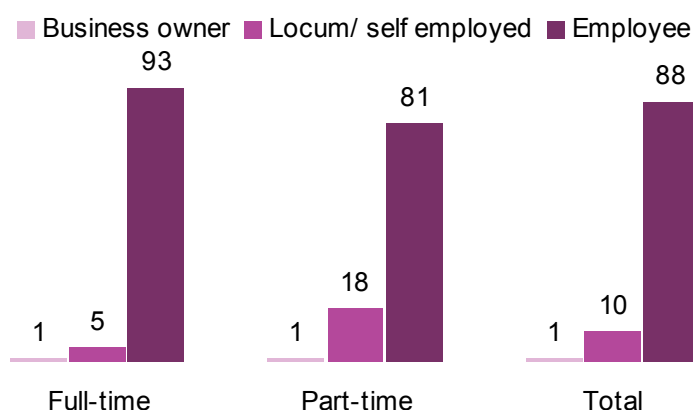


*Base: All pharmacists currently working in a paid pharmacy related job in a **primary care** setting*

As has been shown in other job settings, pharmacists working in a primary care setting in Wales and Scotland were more likely to be employees than in England (94% and 97% respectively compared with 86% in England). However this was not statistically significant for Wales due to a low base size.

Figure 3.4 shows employment status in the pharmacists' main job by whether the main job was full-time or part-time for those working in a primary care setting.

Figure 3.4 Employment status in main job by whether main job full-time or part-time - PHARMACISTS



*Base: All pharmacists currently working in a paid pharmacy related job in a **primary care** setting*

Those whose main job was full-time were more likely to have reported that they were employees compared with those whose main job was part-time (93% compared with 81%).

Patient facing roles

Analysis among those working in a primary care setting is limited due to low base sizes, and as such no significant differences were observed when analysing patient facing roles by country or full-time/part-time status.

3.2 Appraisals

Key findings

- Six in ten pharmacists (60%) and seven in ten pharmacy technicians (72%) reported having had an appraisal in the last 12 months
- Pharmacists only working in a hospital setting were most likely to report having had an appraisal (80%); pharmacists in a community setting were least likely (51%)
- Pharmacy technicians only working a hospital setting were most likely to report having had a appraisal (81%), pharmacy technicians in a community setting were least likely (65%)
- Prevalence of appraisals varied significantly by type of community setting, 69% of pharmacists working in large multiples had had an appraisal and 17% of pharmacists working in a community pharmacy with four or fewer stores had had an appraisal. There was a similar difference for pharmacy technicians, although less marked
- Pharmacists with a patient facing role in a community or primary care setting were less likely to have had an appraisal than those in non patient facing roles, but there was no significant difference for those working in a hospital setting. There were also no significant differences between patient and non patient facing roles among pharmacy technicians in community, primary care or hospital settings
- Having an appraisal by a pharmacy professional was most common in hospital settings for both pharmacists and pharmacy technicians, but when appraisals in smaller community pharmacy settings occurred, these were more likely to be carried out by a peer than appraisals carried out in larger multiple community settings.

3.2.1 Appraisals

All registrants who were currently working in a pharmacy role in Great Britain were asked if they had had a formal appraisal of their work in the last 12 months. This was clarified in the question text as meaning formal feedback on their performance in the role. The question was asked for up to three pharmacy related jobs, but as in other sections of this report the following findings are from registrants' main job as the majority of registrants only reported one pharmacy related job.

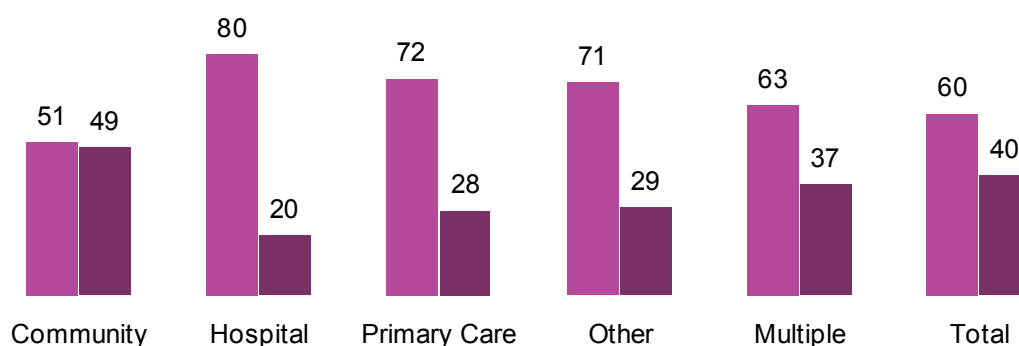
Figures 3.5 and 3.6 show the proportion that had had an appraisal by what setting they practiced in, in their main job.

Figure 3.5 Whether had appraisal in last 12 months in main job by setting in main job - PHARMACISTS

Base: All pharmacists currently working in a paid pharmacy related role

■ Yes

■ No



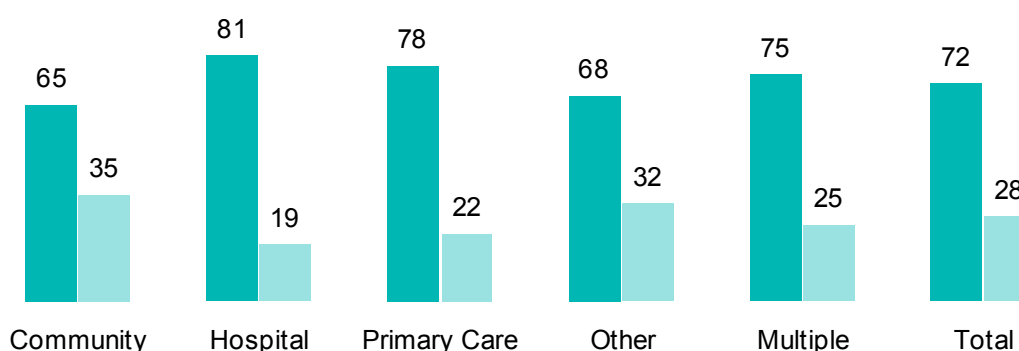
Overall, six in ten pharmacists (60%) reported that they had had an appraisal in the last 12 months. This varied from 51% in those only working in a community setting, to 80% of those only working in a hospital setting.

Figure 3.6 Whether had appraisal in last 12 months in main job by setting in main job – PHARMACY TECHNICIANS

Base: All pharmacy technicians currently working in a paid pharmacy related role

■ Yes

■ No



Among pharmacy technicians, seven in ten (72%) had had an appraisal. Similarly to pharmacists, those only working in a hospital setting were most likely to have had an appraisal (81%), and those only in a community setting were least likely (65%).

For those working in a community setting there was a marked difference in the prevalence of appraisals depending on the type of community setting, as demonstrated in Table 3.11.

Table 3.11 Whether had appraisal in last 12 months in main job by community setting in main job

<i>Base: All registrants currently working in a paid pharmacy related job in a community setting</i>	Large multiple pharmacy	Other multiple pharmacy	Community pharmacy with 4 or fewer stores	Total
Pharmacists	%	%	%	%
Had appraisal	69	30	17	51
Not had appraisal	31	70	83	49
<i>Weighted bases</i>	<i>5,444</i>	<i>1,528</i>	<i>2,904</i>	<i>9,007</i>
<i>Unweighted bases</i>	<i>5,188</i>	<i>1,530</i>	<i>2,911</i>	<i>8,806</i>
Pharmacy technicians	%	%	%	%
Had appraisal	75	53	45	65
Not had appraisal	25	47	55	35
<i>Weighted bases</i>	<i>4,288</i>	<i>1,162</i>	<i>1,441</i>	<i>6,853</i>
<i>Unweighted bases</i>	<i>4,408</i>	<i>1,168</i>	<i>1,437</i>	<i>6,977</i>

Just over half of community setting pharmacists (51%) reported having had an appraisal in the last 12 months. However this increased to seven in ten (69%) among those working in large multiples (defined in the question by ten specific pharmacy companies), but fell to three in ten (30%) among those working in other multiples (defined in the glossary in section 1.9). Among those working in community pharmacies with four or fewer stores the proportion having had an appraisal fell further, to 17%.

Overall, two-thirds of community setting pharmacy technicians (65%) reported having had an appraisal, but again this increased to three-quarters (75%) of those working in large multiples, and fell to 53% of those in other multiples, and 45% of those working in a community pharmacy with four or fewer stores.

Within those only working in community settings, the prevalence of appraisals did not vary significantly by country, however, pharmacists in London were less likely to have had an appraisal (47% compared with 51% overall), and pharmacy technicians were more likely to have had an appraisal (75% compared with 65% overall). Community setting pharmacists with a patient facing role were less likely to have had an appraisal compared with those who were not patient facing (51% compared with 58%). Whether pharmacy technicians were patient facing or not did not influence the prevalence of appraisals (see appendices).

For pharmacists only working in a hospital setting, appraisal prevalence did vary by country (65% in Scotland, 70% in Wales, compared with 80% overall). However prevalence did not differ significantly between those with patient facing roles and those without. For pharmacy technicians only working in a hospital setting, there were no significant differences in appraisal prevalence either by country or by whether they had a patient facing role or not (see appendices).

Among those only working in a primary care setting, pharmacists in a patient facing role were less likely to have had an appraisal compared with those not in a patient facing role (69% compared with 75%). However, for pharmacy technicians only working a primary care setting, there were no significant differences between those working and those not working in a patient facing role (see appendices).

3.2.2 Nature of appraisal

All registrants who reported having had an appraisal in the previous 12 months were asked three follow up questions:

- Whether the formal appraisal was carried out by a peer in the pharmacy profession (pharmacist or pharmacy technician)
- Whether organisational or business objectives were discussed in the formal appraisal
- Whether professional learning and development needs as a pharmacist or pharmacy technician were discussed in the formal appraisal.

Table 3.12 illustrates the findings from these questions by the setting practiced in, in the registrants' main job.

Table 3.12 Nature of appraisal in last 12 months in main job by setting in main job						
<i>Base: All registrants currently working in a paid pharmacy related job who have had an appraisal in the last 12 months</i>	Community setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
Pharmacists	%	%	%	%	%	%
Carried out by a peer in the pharmacy profession	58	94	79	51	79	70
Organisational or business objectives discussed	96	82	91	94	91	91
Professional learning and development needs discussed	67	95	91	72	83	78
<i>Weighted bases</i>	<i>4,508</i>	<i>2,423</i>	<i>511</i>	<i>624</i>	<i>234</i>	<i>8,299</i>
<i>Unweighted bases</i>	<i>4,268</i>	<i>2,471</i>	<i>564</i>	<i>678</i>	<i>237</i>	<i>8,218</i>
Pharmacy technicians	%	%	%	%	%	%
Carried out by a peer in the pharmacy profession	85	98	74	76	91	90
Organisational or business objectives discussed	90	81	85	89	84	85
Professional learning and development needs discussed	87	96	93	85	91	91
<i>Weighted bases</i>	<i>4,373</i>	<i>3,998</i>	<i>552</i>	<i>290</i>	<i>155</i>	<i>9,369</i>
<i>Unweighted bases</i>	<i>4,477</i>	<i>3,909</i>	<i>567</i>	<i>288</i>	<i>152</i>	<i>9,393</i>

Among pharmacists, 70% of those having had an appraisal reported that it had been carried out by a peer in the pharmacy profession. This varied from just over half (51%) of those only working in a setting other than community, hospital and primary care, to 94% of those only working in a hospital setting.

Nine in ten pharmacists who had had an appraisal (91%) reported that organisational or business objectives had been discussed. Again this varied from 82% of those only working in a hospital setting, to 96% of those only working in a community setting.

Almost eight in ten of pharmacists who had had an appraisal (78%) reported that professional learning and development needs had been discussed. This varied from two-thirds of pharmacists only working in a community setting (67%) to 95% of those only working in a hospital setting.

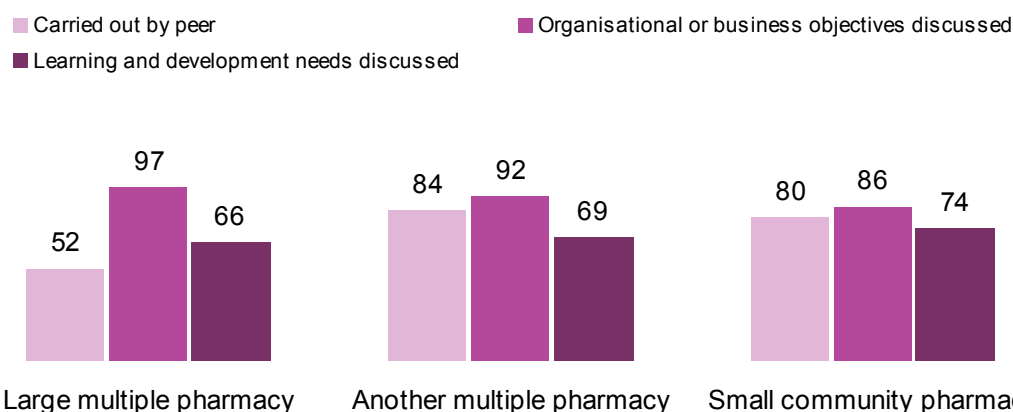
Overall, nine in ten pharmacy technicians who had reported having had an appraisal in the last 12 months (90%) said that their appraisal had been carried out by a peer in the pharmacy profession. This varied from 74% of those only in a primary care setting to 98% of those only in a hospital setting.

Eighty five per cent of pharmacy technicians who had had an appraisal in the last 12 months said that organisational or business objectives were discussed. This varied less by setting, from 81% only in a hospital setting to 90% of those only in a community setting.

Just over nine in ten of pharmacy technicians who had had an appraisal (91%) said that professional learning and development needs had been discussed. This varied from 85% of those only working in a setting other than community, hospital or primary care to 96% of those only working in a hospital setting.

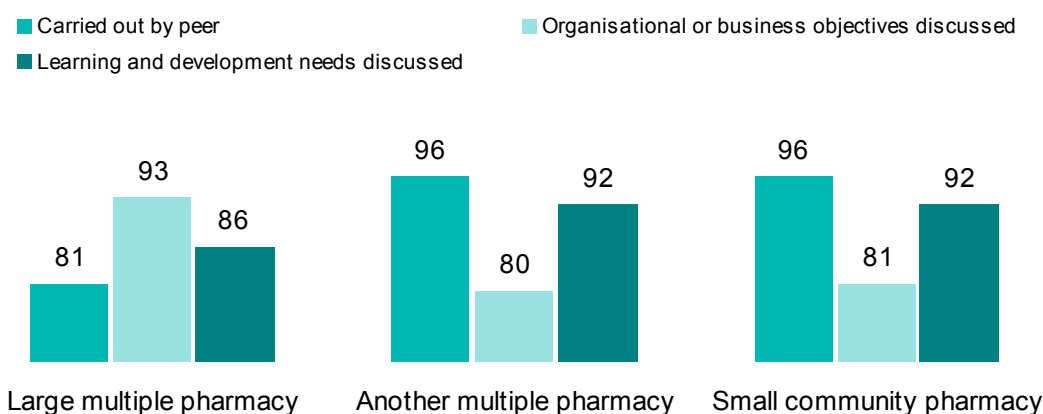
Figures 3.7 and 3.8 look at these aspects of the appraisal by the three different community settings.

Figure 3.7 Nature of appraisal in last 12 months in main job by community setting in main job – COMMUNITY PHARMACISTS



*Base: All **pharmacists** currently working in a paid pharmacy related job in a **community** setting who have had an appraisal in the last 12 months*

Figure 3.8 Nature of appraisal in last 12 months in main job by community setting in main job – COMMUNITY PHARMACY TECHNICIANS



*Base: All **pharmacy technicians** currently working in a paid pharmacy related job in a **community** setting who have had an appraisal in the last 12 months*

Although appraisals were less prevalent outside of the ten large multiple pharmacy companies listed on the questionnaire, when they did occur they were more likely to be carried out by a peer in the pharmacy profession and more likely to discuss professional learning and development needs. However, organisational or business objectives were less likely to be discussed.

For example, just over half of appraised community pharmacists in large multiples (52%) were appraised by a peer, while 84% of those in other multiples had been appraised by a peer, and 80% of those in community pharmacies with four or fewer stores. A similar pattern was observed for pharmacy technicians.

4 Locum work

In the other chapters, whether or not the individual was a locum is an analysis variable so other chapters give comparisons between locums and non-locums (predominantly employees). This chapter looks in more detail at locum jobs and their characteristics, mainly focusing on the community setting.

Locums for the purposes of this chapter have been identified from the employment status question for any of the three jobs reported in the questionnaire, where registrants have the opportunity to identify themselves as 'Locum/ self-employed/ freelancer/ contractor'. This was checked against the job title given which in majority of cases mentioned 'locum'. For most analyses only those who said that they worked in a community setting have been considered.

Because locum work is most common in community settings, there is a particular interest in locums working in this setting. Therefore most tables in this chapter illustrate findings by type of community setting in particular. Where we look at characteristics related to a specific job (e.g. appraisals) we only consider the main job.

As only 1% of pharmacy technicians identified themselves as a locum in a community or hospital setting, this chapter will only focus on pharmacists.

Key findings

- Locum jobs were most common in community settings (24% of main jobs in a community setting were locum jobs)
- Locum work in hospital settings was least common (4% of main jobs in hospital setting only were locum jobs)
- The age distribution of community locums was similar to that of pharmacists as a whole, and the age distribution of locums did not vary by different community settings
- Half of community locums were male and half female
- 50% of locum main jobs in a community setting were full-time and 50% part time
- The majority of locum main jobs in community settings (99%) were patient facing
- Only 14% of pharmacists in a locum main job in a community setting had had an appraisal in the last 12 months, in contrast to 51% of all pharmacists in a main job in a community setting.

4.1 Jobs and settings for locums

In this chapter, we look at whether the registrant was a locum in three different ways. We look at the characteristics (e.g. age and gender) of pharmacists who work in any locum jobs in a community setting.

Where we are looking at factors which are job specific such as settings, whether job is full or part time, and whether they have had an appraisal we look at locums working in a community setting in their main job and we only look at the characteristics of their main job.

Finally we look at the number of jobs and different settings worked in by pharmacists who reported being a locum, contractor or freelancer in any job.

Overall 18% of pharmacists reported that their main job was a locum job (see Table 3.1). This varied from 24% of pharmacists working in a community setting only in their main job to 4% of those working in a hospital setting only. Among those working in multiple settings in their main job, 32% reported it was a locum job. However this group includes a wide range of settings and the number of jobs in multiple settings is relatively small, making analysis difficult. Therefore in this chapter we focus on the single setting where locum main jobs were most common: community pharmacy. Across all settings, second and third jobs were more likely to be locum jobs than main jobs were. Sixty-nine percent of second jobs and 72% of third jobs were locum jobs (See appendices).

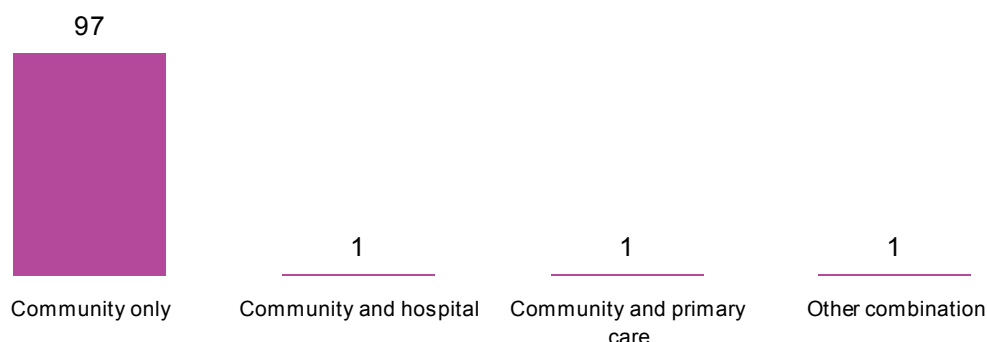
Twelve percent of community pharmacists with a locum main job (as defined by self report) also had a second job and 88% of those were locum second jobs (self defined as locum, freelancer or contractor). However, since the number of second and third jobs are small overall, we focus on the main job only. By focussing only on the main job we are not capturing all locum work but we are including most locum jobs.

4.2 Settings in main job for community pharmacists

Figure 4.1 shows the setting that the community pharmacist locum had worked in, in their main job.

Figure 4.1 Setting locum has worked in, in main job - PHARMACISTS

Base: All community pharmacists working as locum in their main job

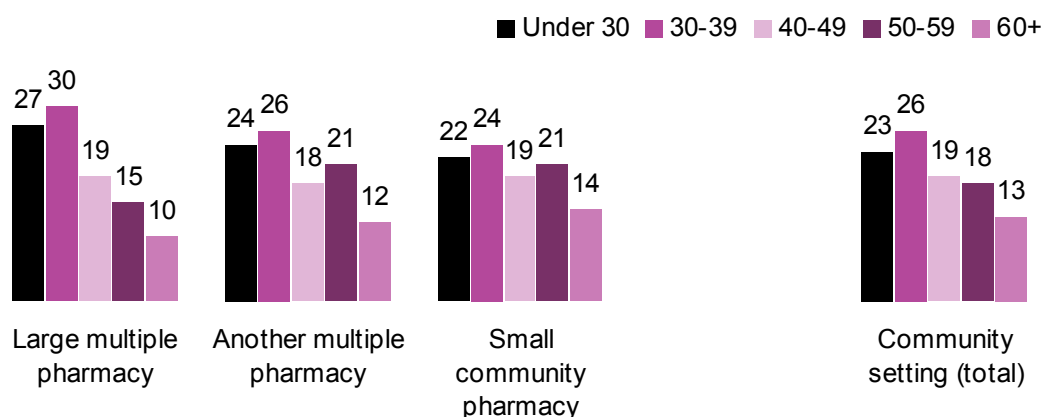


The majority of community pharmacists working as a locum in their main job worked only in a community pharmacy setting in their main job, 97% in total. One percent or less worked in other combinations of settings

4.3 Age and gender of locum

Figure 4.2 shows the age profile of locums.

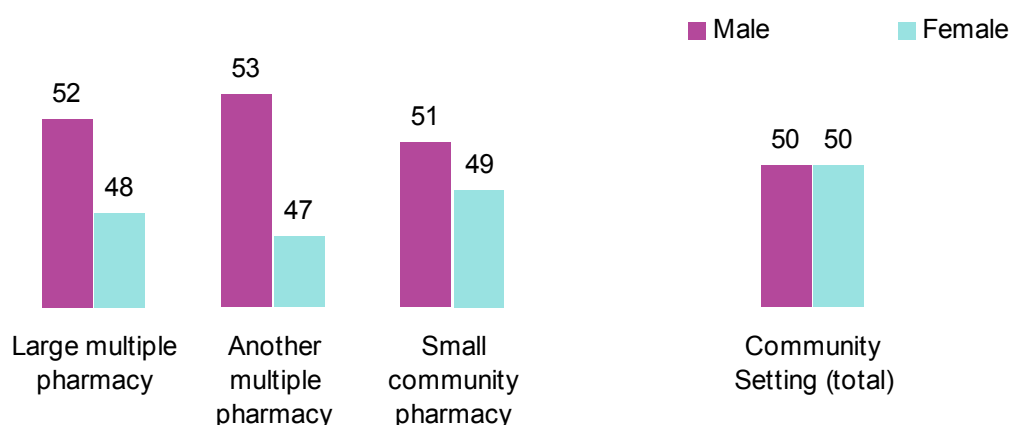
Figure 4.2 Age group of locum - PHARMACISTS



Base: All pharmacists working as a locum in a community setting in any job

Almost a quarter (23%) were aged under 30, a quarter (26%) were aged 30-39, one in five (19%) were aged 40-49, 18% were aged 50-59 and 13% were aged 60+. The figure above illustrates the age distribution of locums for those in community settings. There was little variation by the type of community setting the locum practiced in.

Figure 4.3 Gender of locum - PHARMACISTS



Base: All pharmacists working as a locum in a community setting in any job

Half of locums (50%) were male and half (50%) were female. Again, there was little variation by different types of community setting as shown in Figure 4.3.

4.4 Working status in community locum main jobs

Table 4.1 shows whether locum main jobs were full-time or part-time by the type of community pharmacy of that job. The glossary in section 1.9 gives full definitions for these different types of community pharmacies.

Table 4.1 Whether locum works full-time or part-time in main job – COMMUNITY PHARMACISTS IN LOCUM MAIN JOB

<i>Base: All pharmacists working in locum main job in community</i>	Large multiple pharmacy in main job	Another multiple pharmacy in main job	Community pharmacy with 4 or fewer stores in main job	Total
	%	%	%	%
Main job full-time	56	59	50	50
Main job part-time	44	41	50	50
<i>Weighted bases</i>	<i>1,075</i>	<i>619</i>	<i>1,320</i>	<i>2,192</i>
Unweighted bases	1,023	608	1,302	2,152

Table 4.1 shows that 50% of community locum main jobs were full-time (defined as 30 hours a week or more), and 50% were part-time. Part-time locum jobs were less prevalent in large multiple pharmacies (44% and 41%). When looking at those working in locum second jobs in community pharmacy 98% were part time, and for the equivalent third jobs 99% were part time.

Table 4.2 Whether locum job is patient facing – COMMUNITY PHARMACISTS IN LOCUM MAIN JOB

<i>Base: All pharmacists working in locum main job in community</i>	Large multiple pharmacy in main job	Another multiple pharmacy in main job	Community pharmacy with 4 or fewer stores in main job	Total
	%	%	%	%
Main job patient facing	99	99	99	99
Main job not patient facing	1	1	1	1
<i>Weighted bases</i>	<i>1,091</i>	<i>628</i>	<i>1,341</i>	<i>2,222</i>
<i>Unweighted bases</i>	<i>1,039</i>	<i>617</i>	<i>1,324</i>	<i>2,185</i>

The majority of locum main jobs in community pharmacy were patient facing (99%). This was consistent across the three types of community setting.

4.5 Whether locums have appraisals

Section 3.2 reported the main findings for the prevalence of appraisal among registrants. Table 4.3 shows whether locums had had an appraisal in their main job, by the type of community pharmacy of that job.

Table 4.3 Whether locum has had an appraisal in the last 12 months - PHARMACISTS

<i>Base: All pharmacists working in locum main job in community</i>	Large multiple pharmacy in main job	Another multiple pharmacy in main job	Community pharmacy with 4 or fewer stores in main job	Total
	%	%	%	%
Had an appraisal in main (locum) job	13	12	14	14
Not had an appraisal in main (locum) job	87	88	86	86
<i>Weighted bases</i>	<i>1,094</i>	<i>628</i>	<i>1,344</i>	<i>2,228</i>
<i>Unweighted bases</i>	<i>1,041</i>	<i>617</i>	<i>1,327</i>	<i>2,190</i>

Table 4.3 shows that overall, 14% of pharmacists working in a locum main job in community pharmacy had had an appraisal in the last 12 months in that job. This did not vary by type of community setting. This contrasts with all pharmacists working in a community pharmacy; overall 51% had had an appraisal.

4.6 Number of jobs and settings

Table 4.4 illustrates the differences between locums (and contractors and freelancers) and non-locums in terms of the number of paid pharmacy related jobs reported by pharmacists. In this table we look at pharmacists who worked in all settings. This shows the percentage working in different numbers of job by whether or not they are a locum, contractor or freelancer in any job.

Table 4.4 Number of current pharmacy jobs by locum/ contractor/ freelance work - PHARMACISTS

Base: All pharmacists

	Locum/contractor/freelancer		Total
No. of pharmacy jobs	Yes	No	
Pharmacists	%	%	%
1	69	87	81
2	27	5	10
3	3	1	2
4	1	0	0
5 or more	0	0	1
<i>Weighted bases</i>	<i>2,983</i>	<i>11,860</i>	<i>14,843</i>
<i>Unweighted bases</i>	<i>2,900</i>	<i>11,945</i>	<i>14,845</i>

Pharmacists who worked as locums were more likely to have more than one job than those who did not. Thirty-one per cent of those working as a locum, contractor or freelancer had more than one job compared with 13% of those who did not. Twenty-seven per cent of locums had two jobs and 4% had three or more jobs, compared with 5% and 1% respectively of those not working as locums (Table 4.4).

Table 4.5 Types of settings in main job by whether main job is a locum/ contractor/ freelance job- PHARMACISTS

Base: All pharmacists currently working in a paid pharmacy related job

Types of settings	Locum		Total
	Yes	No	
	%	%	%
Community only	85	59	64
Hospital only	5	26	22
Primary care only	3	6	5
Education only	1	2	2
Pharmaceutical industry only	1	3	2
Other only	2	3	2
Community and hospital	1	0	0
Community and primary care	0	0	0
Hospital and primary care	-	0	0
Hospital and education	0	1	0
Other combination	3	1	2
<i>Weighted bases</i>	<i>2,568</i>	<i>11,398</i>	<i>13,966</i>
<i>Unweighted bases</i>	<i>2,536</i>	<i>11,440</i>	<i>13,976</i>

Table 4.5 shows that locum main jobs were more likely to be in community settings only (85%) than non-locum jobs (59%). Locum jobs were more likely than non-locum jobs to be across a combination of settings (4%).

4.7 Working hours

All registrants who worked in a paid pharmacy related role were asked how many hours they typically worked in their job. Figure 4.4 compares the mean number of hours worked in registrant's main job for locums and non-locums, looking only at those working in community main jobs.

Figure 4.4 Mean number of hours worked in main job by whether locum job - PHARMACISTS IN COMMUNITY MAIN JOB

Base: Pharmacists in community main jobs



Pharmacists in community main jobs worked more hours (37.6 hours) when the job was not a locum job, than those working in locum main jobs (27.3 hours). From these figures it appears that people in locum jobs work fewer hours than those in locum jobs. However we also know that people working in at least one locum job are more likely than others to have more than one job, analysis of total hours worked across up to three jobs for pharmacists working in any community job showed that the mean total hours worked by those in any locum job is 32.1 hours compared with 38.4 hours for those not working in any locum job. Therefore those working in locum jobs work fewer hours overall, even when considering all their jobs.

5 Prescribers

This chapter describes the characteristics of registrants who were annotated on the GPhC register as a pharmacist prescriber.

Key findings

- Three quarters (74%) of prescribers had prescribed at some point since their annotation and of these, 82% had prescribed in the last 12 months (61% of all with a prescriber annotation)
- The reasons prescribers gave for not prescribing can be summarised as lack of opportunities, changes in circumstances, and for personal reasons such as retirement and maternity leave
- Prescribers were predominantly working in hospital settings (61%) and primary care settings (30%), less so in community settings (11%). Six per cent worked across multiple settings
- The three most frequently given areas for prescribing were antibiotics (39%), pain management (38%) and cardiovascular (37%)
- Two-thirds (64%) prescribed to 10 patients or fewer in a typical week
- 54% of those who had prescribed in the last 12 months prescribed 10 items or fewer in a typical week.

5.1 Whether had ever prescribed since annotation

Table 5.1 shows a breakdown of whether prescribers had ever prescribed since their annotation by gender.

Table 5.1 Ever prescribed by gender			
<i>Base: All prescribers</i>			
	Male	Female	Total
	%	%	%
Yes	79	72	74
No	21	28	26
<i>Weighted bases</i>	<i>543</i>	<i>1,271</i>	<i>1,814</i>
<i>Unweighted bases</i>	<i>520</i>	<i>1,294</i>	<i>1,814</i>

Around three quarters (74%) of all prescribers had prescribed at some point since their annotation. Male prescribers were more likely than female prescribers to have ever prescribed, 79% of men compared with 72% of women.

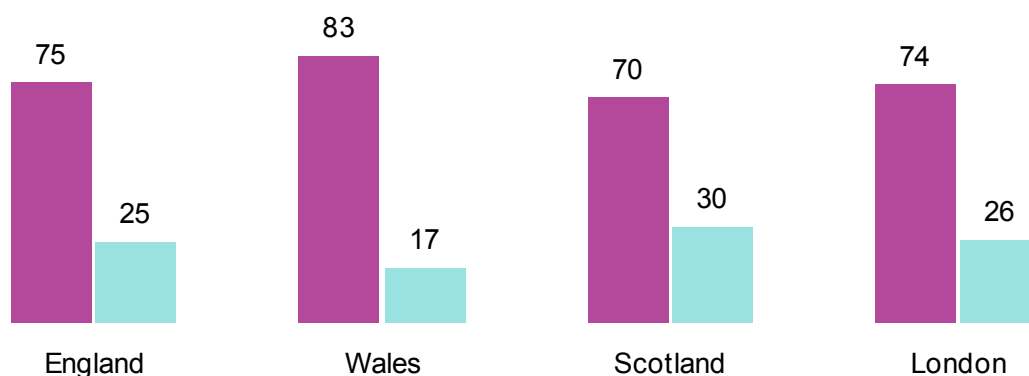
Figure 5.1 shows a breakdown of whether prescribers had ever prescribed since their annotation by country.

Figure 5.1 Ever prescribed by country¹⁰

Base: All prescribers

Yes

No



Prescribers in Wales (83%) were more likely to have prescribed since their annotation than prescribers in England (75%), London (74%) or Scotland (70%).

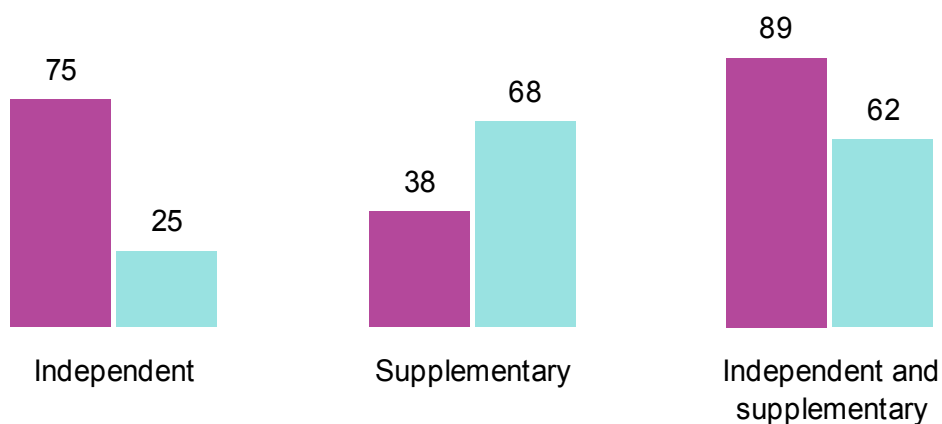
Figure 5.2 shows whether prescribers had ever prescribed since their annotation by whether they had an independent or a supplementary prescriber annotation.

Figure 5.2 Ever prescribed by whether independent or supplementary prescriber

Base: All prescribers

Yes

No



Three quarters (75%) of independent prescribers had prescribed since their annotation compared with 38% of supplementary prescribers; but 89% of those with independent and supplementary prescriber annotation had ever prescribed.

¹⁰ Weighted base sizes: England 1315, Wales 111, Scotland 388, London 107. See Appendix for table on which this chart is based.

5.2 Whether had prescribed in the last 12 months

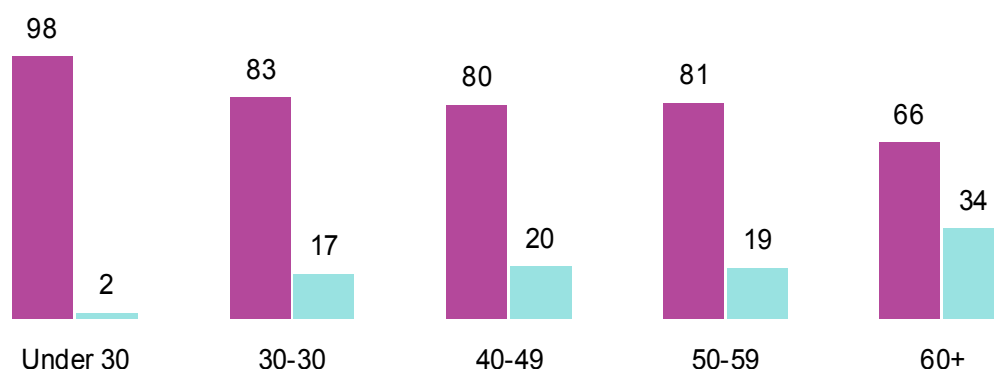
Figure 5.3 illustrates whether prescribers had prescribed in the last 12 months by prescriber age group.

Figure 5.3 Prescribed in last 12 months by age

Base: All prescribers who had prescribed since annotation

■ Yes

■ No



Overall, 82% of prescribers who had prescribed since annotation had prescribed in the previous 12 months (61% of all prescribers on the register).

Younger prescribers were generally more likely than older prescribers to have prescribed in the last 12 months, for example 83% of 30-39 year olds had prescribed compared with 81% of 50-59 year olds (proportions shown in Figure 5.3 for the 60+ group should be treated with caution as this group only had a base size of less than 30).

Table 5.2 shows whether prescribers had prescribed in the last 12 months by whether they worked full-time or part-time in their main job. As those prescribers who answered the shorter questionnaire were not asked how many hours they worked in their main job, this analysis is restricted to those prescribers completing the longer questionnaire that contained these questions.

Table 5.2 Prescribed in last 12 months by full-time or part-time across all jobs (up to three)

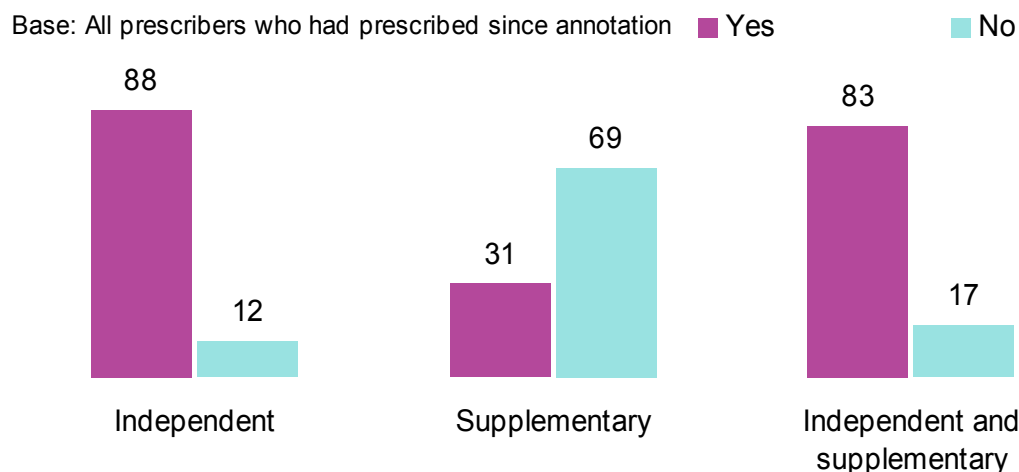
Base: All prescribers who had prescribed since annotation and completed the longer questionnaire

	Full time/ part time status across three jobs		Total
	Full-time	Part-time	
	%	%	%
Yes	85	70	81
No	15	30	19
Unweighted bases	635	175	810
Weighted	632	182	814

Prescribers working full-time across all jobs were more likely than those working part-time to have prescribed in the last 12 months - 85% of full-time prescribers compared with 70% of part-time prescribers.

Figure 5.4 illustrates whether prescribers had prescribed over the last 12 months by independent or supplementary prescriber status.

Figure 5.4 Prescribed in last 12 months by whether independent or supplementary prescriber



Those with only an independent prescriber status were most likely to have prescribed in the last 12 months. Eighty-eight per cent of independent only prescribers had prescribed in the last 12 months compared with 83% of independent and supplementary prescribers and around a third (31%) of supplementary only prescribers.

5.3 Reasons for not prescribing

Prescribers who had not prescribed in the last 12 months, were asked to provide reasons for not prescribing. This was an open question where prescribers could write in their answers. Although the question was not coded into themed answers formally, the following paragraphs outline some example answers and common themes.

Lack of opportunities:

- Commissioning environment
- GPs prescribe in current work place
- Not needed in area
- Not supported by large multiple community pharmacies
- Their pharmacy does not cover the required indemnity insurance

Changed circumstances:

- New NHS CMS does not require/enable independent prescribing
- In management role now, prescribing not part of current job
- Difficult as self-employed pharmacist

Personal reasons:

- Retirement
- Maternity leave
- Lost interest in prescribing
- Moved to area where prescribing practice not needed

5.4 Work settings

Prescribers who had prescribed in the last 12 months were asked what types of settings they had worked in as a pharmacist prescriber. Prescribers were able to give more than one type of setting so the following tables do not add to 100%.

Table 5.3 shows prescribers' job settings by gender.

Table 5.3 Settings where prescribing was practised by gender			
<i>Base: All prescribers who had prescribed in the past 12 months</i>			
	Male	Female	Total
	%	%	%
Large multiple community pharmacy (Asda, Boots, Co-operative, Day Lewis, Lloyds, Morrisons, Rowlands, Sainsbury's, Superdrug, Tesco)	5	2	3
Another multiple community pharmacy not listed above, with 5 or more stores	4	1	2
Community pharmacy with 4 or fewer stores	16	3	8
Hospital pharmacy (NHS or private hospital)	46	68	61
Primary care (other than community pharmacy)	37	27	30
Other	6	4	5
<i>Weighted bases</i>	<i>360</i>	<i>734</i>	<i>1,094</i>
<i>Unweighted bases</i>	<i>348</i>	<i>749</i>	<i>1,097</i>

Pharmacist prescribers were most likely to have worked in hospital pharmacy setting as a pharmacist prescriber, around six in ten (61%) prescribers worked in a hospital setting. Female prescribers were more likely than male prescribers to have worked in a hospital setting (68% compared with 46%) as a pharmacist prescriber.

Just under a third (30%) of prescribers worked in a primary care setting. Male prescribers were more likely than female prescribers to have worked in a primary care setting (37% compared with 27%) as a pharmacist prescriber.

Eight per cent of prescribers worked as a pharmacist prescriber in a community setting with 4 or fewer stores, but men (16%) were more likely than women (3%) to have worked in this type of community setting.

Table 5.4 illustrates prescribers' job setting by country; prescribers reported the settings in which they had worked as a pharmacist prescriber.

Table 5.4 Settings in which they had worked as a pharmacist prescriber by country

Base: All prescribers who had prescribed in the past 12 months

	England (incl. London)	Wales	Scotland	London	Total
	%	%	%	%	%
Large multiple community pharmacy (Asda, Boots, Co-operative, Day Lewis, Lloyds, Morrisons, Rowlands, Sainsbury's, Superdrug, Tesco)	2	-	9	8	3
Another multiple community pharmacy not listed above, with 5 or more stores	2	-	2	1	2
Community pharmacy with 4 or fewer stores	7	3	13	3	8
Hospital pharmacy (NHS or private hospital)	62	79	52	76	61
Primary care (other than community pharmacy)	31	20	32	13	30
Other	5	2	4	7	5
<i>Weighted bases</i>	<i>793</i>	<i>79</i>	<i>222</i>	<i>67</i>	<i>1,094</i>
<i>Unweighted bases</i>	<i>781</i>	<i>80</i>	<i>236</i>	<i>61</i>	<i>1,097</i>

Prescribers in Wales and London were more likely to have worked as a pharmacist prescriber in a hospital setting and prescribers living in Scotland less likely. Seventy-nine per cent of prescribers in Wales and 76% of prescribers in London worked in a hospital setting as a pharmacist prescriber compared with 52% in Scotland.

A higher proportion of prescribers in Scotland worked as a pharmacist prescriber in a community pharmacy with 4 or fewer stores, 13% of Scottish prescribers compared with 8% overall.

Just under a third of prescribers in both England (31%) and Scotland (32%) worked as a pharmacist prescriber in a primary care setting, whereas a fifth (20%) of prescribers in Wales and one in eight (13%) prescribers in London worked as a pharmacist prescriber in this setting.

5.5 Areas prescribed

Three questions were asked of those who had prescribed in the last 12 months. Prescribers were able to give more than one answer at this question, therefore response categories add to more than 100%.

Table 5.5 Areas prescribed in last 12 months	
<i>Base: All prescribers who had prescribed in the past 12 months</i>	
	Total
	%
Antibiotics	39
Anticoagulation	29
Cardiovascular	37
Diabetes	24
Hypertension	36
Medication optimisation for elderly	26
Minor ailments	27
Oncology - Adult	7
Oncology - Paediatric	2
Pain management	38
Palliative care	8
Renal	14
Respiratory	31
Substance misuse	8
Total Parenteral Nutrition	8
Travel Medicine	9
Other	31
<i>Weighted bases</i>	<i>1,097</i>
<i>Unweighted bases</i>	<i>1,100</i>

Overall, the three most frequently mentioned areas were antibiotics (39%), pain management (38%) and cardiovascular (37%).

Three in ten (31%) prescribers mentioned areas that were different from the options printed on the questionnaire. A wide variety of other areas were mentioned. Some of the more common ones are listed below:

- Mental health – 28 mentions – 2.6% of those who had prescribed in the past 12 months
- HIV – 19 mentions – 1.8% of those who had prescribed in the past 12 months
- Rheumatology – 13 mentions – 1.2% of those who had prescribed in the past 12 months
- Medicines reconciliation – 11 mentions – 1.0% of those who had prescribed in the past 12 months
- Dermatology – 10 mentions – 0.9% of those who had prescribed in the past 12 months

Looking at the number of areas prescribed, the maximum number reported as being prescribed in the last 12 months was 14. Sixty-eight per cent had prescribed in 4 areas or fewer in the last 12 months. The mean number of areas prescribed in was 4.4.

Table 5.6 illustrates the areas prescribed in over the last 12 months by country.

Table 5.6 Areas prescribed in last 12 months by country					
<i>Base: All prescribers who had prescribed in the past 12 months</i>					
	England (incl. London)	Wales	Scotland	London	Total
	%	%	%	%	%
Antibiotics	41	32	36	38	39
Anticoagulation	30	28	24	27	29
Cardiovascular	39	23	34	32	37
Diabetes	26	16	19	20	24
Hypertension	39	20	33	27	36
Medication optimisation for elderly	29	21	19	19	26
Minor ailments	28	16	27	22	27
Oncology - Adult	6	11	9	4	7
Oncology - Paediatric	1	-	3	6	2
Pain management	39	26	40	31	38
Palliative care	8	5	9	6	8
Renal	15	10	8	18	14
Respiratory	33	21	31	29	31
Substance misuse	7	5	10	5	8
Total Parenteral Nutrition	8	6	9	4	8
Travel Medicine	10	4	7	9	9
Other	31	39	30	38	31
<i>Weighted bases</i>	<i>795</i>	<i>79</i>	<i>222</i>	<i>68</i>	<i>1,097</i>
<i>Unweighted bases</i>	<i>783</i>	<i>80</i>	<i>237</i>	<i>62</i>	<i>1,100</i>

There were few significant differences by country due to low base sizes, particularly for Wales and London. A lower proportion of prescribers in Wales prescribed in the cardiovascular compared with the rest of Great Britain (23% compared with 37% overall). The same was true of hypertension (20% in Wales compared with 36% overall), pain management (26% compared with 38% overall) and respiratory (21% compared with 31%).

A lower proportion of prescribers in Scotland, compared with England prescribed in the area of medication optimisation for elderly (19% compared with 29% in England).

Table 5.7 Areas prescribed in last 12 months by setting

Base: All prescribers who had prescribed in the past 12 months

	Community Setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings only	Total
	%	%	%	%	%	%
Antibiotics	32	42	29	29	56	39
Anticoagulation	5	36	23	8	33	29
Cardiovascular	11	31	60	6	46	37
Diabetes	6	22	32	9	35	24
Hypertension	20	26	64	15	55	37
Medication optimisation for elderly	7	21	43	8	38	26
Minor ailments	56	15	36	28	52	26
Oncology - Adult	-	11	-	-	-	7
Oncology - Paediatric	-	3	-	-	-	2
Pain management	23	39	40	21	52	38
Palliative care	1	10	4	6	11	8
Renal	2	17	10	-	13	14
Respiratory	22	27	40	23	46	31
Substance misuse	11	4	10	20	19	7
Total Parenteral Nutrition	-	12	3	-	6	8
Travel Medicine	46	0	8	14	29	8
Other	41	37	15	30	27	31
<i>Weighted bases</i>	<i>81</i>	<i>633</i>	<i>264</i>	<i>31</i>	<i>59</i>	<i>1,068</i>
<i>Unweighted bases</i>	<i>81</i>	<i>633</i>	<i>267</i>	<i>31</i>	<i>59</i>	<i>1,071</i>

Respondents were not asked to give details of other settings when asked about settings in which they prescribed.

A higher proportion of prescribers who had only worked in a community setting compared with those who had only worked in a hospital or primary care setting prescribed in areas such as minor ailments (56% compared with 15% and 36% respectively) and travel medicine (46% compared with 0% and 8% respectively).

A higher proportion of prescribers who had only worked in a hospital setting compared with those who had only worked in a community or primary care setting prescribed in areas such as anticoagulation (36% compared with 5%, and 23%), renal (17% compared with 2% and 10%) and total parenteral nutrition (12% compared with none and 3%).

A higher proportion of prescribers who had only worked in a primary care setting compared with those who had only worked in a community or hospital setting prescribed in areas such as cardiovascular (60% compared with 11% and 31%), hypertension (64% compared with 20% and 26%) and medication optimisation for elderly (43% compared with 7% and 21%).

5.6 Typical number of patients per week

Prescribers were asked how many patients they prescribed for as a pharmacist prescriber in a typical week. Table 5.8 shows the number of patients per week by country.

Table 5.8 Patients per week by country					
<i>Base: All prescribers who had prescribed in the last 12 months</i>					
	England (incl. London)	Wales	Scotland	London	Total
	%	%	%	%	%
5 or fewer	39	46	44	52	40
6 – 10	24	28	23	14	24
11 – 20	17	20	18	10	17
21 – 30	8	4	11	10	9
31 – 40	5	-	1	8	4
41 – 50	1	-	1	2	1
More than 50	6	2	2	4	5
<i>Weighted bases</i>	792	78	220	68	1,090
<i>Unweighted bases</i>	780	79	235	62	1,094

Four in ten (40%) prescribers who had prescribed in the last 12 months prescribed for five or fewer patients per week, a quarter (24%) prescribed for 6-10 patients, 17% prescribed for 11-20 patients, and 19% prescribed for more than 20 patients. There were no significant differences across countries.

Table 5.9 shows the number of patients per week by settings.

Table 5.9 Patients per week by setting						
<i>Base: All prescribers who had prescribed in the last 12 months</i>						
	Community Setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
	%	%	%	%	%	%
5 or fewer	57	38	39	60	41	40
6 – 10	19	27	23	8	17	24
11 – 20	18	19	16	10	14	17
21 – 30	6	8	9	15	11	9
31 – 40	-	3	4	3	8	4
41 – 50	-	1	2	4	-	1
More than 50	1	4	6	-	11	5
<i>Weighted bases</i>	80	630	268	31	58	1,067
<i>Unweighted bases</i>	80	629	265	31	58	1,063

Prescribers who had only worked in a community setting in the last 12 months tended to have prescribed to fewer patients than prescribers in other settings. They were more likely to have had 5 or fewer patients per week than those who had only worked in a hospital or primary care setting (57% compared with 38% and 39%). Otherwise there were no significant differences by setting. There were no significant differences by age, gender, or full-time/ part-time working status.

5.7 Typical number of items per week

Prescribers were asked how many items they prescribed as a pharmacist prescriber in a typical week.

Around a third (35%) of prescribers who had prescribed in the last 12 months prescribed five or fewer items per week. Two in ten (19%) had prescribed 6-10 items, 16% had prescribed 11-20 items, 10% had prescribed 21-30 items and 19% had prescribed more than 30 items. There are no significant differences by gender, age, country or full-time/ part-time working status.

Table 5.10 shows a breakdown of the number of items prescribed per week by setting.

Table 5.10 Items per week by setting						
<i>Base: All prescribers who had prescribed in the last 12 months</i>						
	Community Setting only	Hospital setting only	Primary care setting only	All other settings only	Multiple settings	Total
	%	%	%	%	%	%
5 or fewer	56	30	39	[51]	35	35
6 – 10	21	19	19	[15]	21	19
11 – 20	11	18	16	[13]	8	16
21 – 30	4	11	10	[6]	15	11
31 – 40	4	6	3	[6]	4	5
41 – 50	-	4	3	[8]	4	3
More than 50	4	12	10	[-]	12	11
<i>Weighted bases</i>	<i>80</i>	<i>632</i>	<i>265</i>	<i>31</i>	<i>59</i>	<i>1,066</i>
<i>Unweighted bases</i>	<i>80</i>	<i>632</i>	<i>268</i>	<i>31</i>	<i>59</i>	<i>1,070</i>

Prescribers who had only worked in a community setting tended to prescribe fewer items in a typical week compared with those who had worked in all other settings. Community prescriber pharmacists were more likely to prescribe fewer than 5 items per week than those who had only worked in a hospital or primary care setting (56% compared with 30% and 39%).

6 Future plans for registration

- The majority of registrants planned to renew their GPhC registration when it next comes up for renewal (95% of pharmacists and 96% of pharmacy technicians).
- Three per cent of pharmacists and pharmacy technicians were still undecided about renewing their registration next year.
- The most common reason stated for not renewing the registration was plans for retirement (61% of pharmacists and 42% of pharmacy technicians).
- The second most common reason stated was plans to work in a non-pharmacy sector (around 20% of pharmacists and pharmacy technicians).

All registrants were asked whether they intended to renew their registration as a pharmacist or pharmacy technician next time it came up for renewal. Registrants were given the option of stating that they were undecided. If they said no, they were asked why they did not intend to renew their registration and were asked to tick all that applied from a list printed on the questionnaire.

Pharmacists

Table 6.1 shows the answers to the renewal intention question by age and gender for pharmacists.

Table 6.1 Whether intend to renew registration by age and gender - PHARMACISTS

Base: All pharmacists

	Gender		Age					Total
	Male	Female	Under 30	30-39	40-49	50-59	60 and over	
Pharmacists	%	%	%	%	%	%	%	%
Yes	94	96	97	97	97	93	78	95
Undecided	4	3	2	2	2	5	12	3
No	2	1	1	1	0	2	9	1
<i>Weighted bases</i>	<i>5,846</i>	<i>8,858</i>	<i>3,162</i>	<i>4,669</i>	<i>3,251</i>	<i>2,600</i>	<i>1,024</i>	<i>14,704</i>
<i>Unweighted bases</i>	<i>5,437</i>	<i>9,275</i>	<i>2,483</i>	<i>4,088</i>	<i>3,553</i>	<i>3,244</i>	<i>1,344</i>	<i>14,712</i>

Ninety-five per cent of pharmacists intended to renew their registration to the GPhC register next year. Three per cent were still undecided and one per cent did not intend to renew.

Future plans for registration for pharmacists differed by age and gender. Pharmacists who were older were less likely to renew their registration next year compared with younger age groups. Seventy-eight per cent of those aged 60 and over intended to renew their registration next year compared with 97% of those aged 49 and under. Those aged 60 and over were also most likely not to have decided at the time of completing the questionnaire whether to renew their registration or not. Twelve per cent

of those 60 and over had not yet decided compared with two per cent of those aged 49 year and under.

Women were more likely than men to say they intended to renew their registration next year (96% compared with 94%) while men were more likely to not have made a decision yet, or not renewed their registration. There were no significant differences by country.

Table 6.2 shows the reasons given for the intention not to renew registration.

Table 6.2 Reasons for not renewing registration - PHARMACISTS	
<i>Pharmacists who answered 'No' to whether plan to renew registration</i>	%
Not being able to work due to an illness or disability	2
Not being able to work due to lack of work in local area	9
Intend to work in different sector (non-pharmacy)	20
Intend to leave the UK	9
Intend to go to full-time education	0.5
Intend to stop working to look after family/ home	5
Intend to work in pharmacy role that does not require registration	3
Intend to retire	61
Other	5
<i>Weighted bases</i>	<i>205</i>
<i>Unweighted bases</i>	<i>249</i>

The most common reason pharmacists gave for not intending to renew their registration was plans for retirement (61%). Other reasons given were plans to work in a non-pharmacy sector (20%), plans to leave the UK (9%) and anticipating not having work in the local area (9%).

Pharmacy technicians

Table 6.3 shows the answers to the renewal intention question by age and gender for pharmacy technicians.

Table 6.3 Whether intend to renew registration by age and gender – PHARMACY TECHNICIANS								
<i>Base: All pharmacy technicians</i>								
	Gender		Age					
	Male	Female	Under 30	30-39	40-49	50-59	60 and over	Total
Pharmacy technicians								
Yes	95	96	97	97	97	96	79	96
Undecided	4	3	2	2	2	3	9	3
No	1	1	1	1	0	1	12	1
<i>Weighted bases</i>	<i>1,380</i>	<i>12,035</i>	<i>1,913</i>	<i>3,779</i>	<i>4,179</i>	<i>3,067</i>	<i>478</i>	<i>13,416</i>
<i>Unweighted bases</i>	<i>1,077</i>	<i>12,338</i>	<i>1,550</i>	<i>3,348</i>	<i>4,378</i>	<i>3,563</i>	<i>576</i>	<i>13,415</i>

Ninety-six per cent of pharmacy technicians intended to renew their registration to the GPhC register next year. Three per cent were still undecided and one per cent did not intend to renew.

As with pharmacists, future plans for registration for pharmacy technicians differed by age and gender. Pharmacy technicians who were older were less likely to intend to renew their registration next year compared with the younger age groups. Seventy-nine per cent of those 60 and over intended to renew their registration next year compared with 97% of those aged 49 and under. Those 60 and over were also most likely not to have decided at the time of answering the question. Nine per cent of those 60 or over have not yet decided compared with two per cent of those aged 49 and under.

Table 6.4 shows the reasons given for the intention not to renew registration for pharmacy technicians.

Table 6.4 Reasons for not renewing registration – PHARMACY TECHNICIANS	
<i>Pharmacy technicians who answered 'No' to whether plan to renew registration</i>	%
Not being able to work due to an illness or disability	4
Not being able to work due to lack of work in local area	2
Intend to work in different sector (non-pharmacy)	20
Intend to leave the UK	4
Intend to go to full-time education	3
Intend to stop working to look after family/ home	11
Intend to work in pharmacy role that does not require registration	13
Intend to retire	42
Other	15
<i>Weighted bases</i>	158
<i>Unweighted bases</i>	169

As with pharmacists, the most common reason pharmacy technicians gave for not renewing their registration was plans for retirement (42%). Other reasons given were plans to work in a non-pharmacy sector (20%), plans to work in a pharmacy role that does not require registration (13%) and plans to stop working to look after family or home (11%).

7 Equality and diversity information

7.1 Age and gender

A total of 29,068 registrants took part in the survey of which 13,730 were pharmacists, 13,515 were pharmacy technicians and 1,823 were pharmacist prescribers. Table 7.1 below summarises the division by age group and gender of the three different population groups. Age and gender were not asked in the questionnaire but were taken directly from the register for each individual.

Table 7.1 Age and gender by population group			
<i>Base: All registrants</i>			
	Pharmacists	Pharmacy technicians	Prescribers
	%	%	%
Male	40	10	30
Female	60	90	70
Under 30	23	14	3
30-39	31	28	43
40-49	21	31	33
50-59	18	23	18
60 and over	7	4	3
<i>Weighted bases</i>	<i>13,808</i>	<i>13,515</i>	<i>1,823</i>
<i>Unweighted bases</i>	<i>13,730</i>	<i>13,515</i>	<i>1,823</i>

The majority of registrants who took part in the survey across all three groups were women. Sixty per cent of pharmacists responding to the survey were women and 40% of pharmacists were men; 90% of pharmacy technicians were women and 10% were men; 70% of prescribers were women and 30% were men.

The largest age group among **pharmacists** was those aged 30-39 (31%). The largest age groups among **pharmacy technicians** were those aged 40-49 (31%) and 30-39 (28%). The largest age groups among **prescribers** were those aged 30-39 (43%) and 40-49 (33%). The smallest age group across all three population groups was those 60 and over (7% of pharmacists; 4% of technicians; 3% of prescribers). In the **prescribers** group, a small proportion was under 30 (3%).

7.2 Further qualifications

Registrants were asked about any further qualifications they had acquired in addition to any qualifications they needed to register. Registrants were asked to only include qualifications that related to their pharmacy practice and were encouraged to report all that applied.

Table 7.2 Qualifications by population group

Base: All registrants

	Pharmacists	Pharmacy technicians	Prescribers
	%	%	%
Further Education			
Accuracy Checking Pharmacy Technician	0	50	0
Certificate in Medicines Management	4	12	2
Other Further Education qualifications	6	14	12
Higher Education			
Graduate level	24	9	26
Postgraduate level	37	3	81
Doctoral	4	0	4
Other Higher Education qualifications	3	3	13
None	40	36	8
<i>Weighted bases</i>	<i>12,981</i>	<i>12,666</i>	<i>1,029</i>
<i>Unweighted bases</i>	<i>12,919</i>	<i>12,657</i>	<i>1,105</i>

Note that this table shows qualifications additional to those needed to register.

Four in ten (40%) pharmacists, 36% of pharmacy technicians and 8% of prescribers stated that they did not have any further qualifications that related to their pharmacy practice.

Among **pharmacists**, the majority mentioned Higher Education qualifications. Thirty-seven per cent mentioned a Postgraduate level qualification, 24% mentioned a Graduate level qualification. In addition 10% mentioned Further Education qualifications.

Among **pharmacy technicians**, the majority mentioned Further Education qualifications. Half (50%) mentioned 'Accuracy checking', 12% mentioned 'Certificate in Medicines Management' and 14% mentioned other Further Education qualifications. Around 15% of pharmacy technicians mentioned completing Higher Education qualifications (9% Graduate level, 3% Postgraduate level and 3% other Higher Education qualifications).

Among **prescribers**, as with other pharmacists the majority mentioned Higher Education qualifications. Eighty-one per cent mentioned Postgraduate level, 26% mentioned Graduate level and 13% mentioned other Higher Education qualifications. Fourteen per cent mentioned Further Education qualifications.

7.3 Disability

Registrants were asked whether they considered themselves as having a disability. If they said yes they were asked what type of disability they had and asked to tick all the areas affected from a pre coded list. Table 7.3 shows the answers given to these two questions by population group.

Table 7.3 Disability by population group			
<i>Base: All registrants</i>			
	Pharmacists	Pharmacy technicians	Prescribers
Whether has a disability	%	%	%
Yes	2	2	1
No	98	98	99
<i>Weighted bases</i>	<i>13,667</i>	<i>13,515</i>	<i>1,058</i>
<i>Unweighted bases</i>	<i>13,594</i>	<i>13,515</i>	<i>1,136</i>
Type of disability	%	%	
Mobility	34	36	
Manual dexterity	11	11	
Speech & language	9	2	
Hearing	22	19	
Sight	6	6	
Memory	2	2	
Other	31	38	
<i>Weighted bases</i>	<i>200</i>	<i>280</i>	
<i>Unweighted bases</i>	<i>219</i>	<i>291</i>	

Two per cent of pharmacists, two per cent of pharmacy technicians and one per cent of prescribers considered themselves as having a disability¹¹.

Among **pharmacists** who considered themselves as having a disability, 34% mentioned having difficulties with mobility, 22% mentioned hearing, and 11% mentioned manual dexterity.

Among **pharmacy technicians** who considered themselves as having a disability, 36% mentioned having difficulties with mobility, 19% mentioned hearing, and 11% mentioned manual dexterity.

Too few **prescribers** mentioned having a disability for any further analysis.

¹¹ The 2011 census reports that 6% of those aged 16-64 in England and Wales reported that their level of activity was limited a lot by a long-term health problem or disability.

7.4 Religion

Registrants were asked to which, if any, of a list of religions they considered that they belonged. Table 7.4 illustrates the answers given to this question by population group.

Table 7.4 Religion by population group			
<i>Base: All registrants</i>			
	Pharmacists	Pharmacy technicians	Prescribers
	%	%	%
No religion	20	26	24
Christian	48	64	58
Buddhist	1	0	1
Hindu	12	4	6
Jewish	1	0	1
Muslim	13	3	7
Sikh	4	1	2
Other	2	1	1
<i>Weighted bases</i>	<i>13,482</i>	<i>13,280</i>	<i>1,044</i>
<i>Unweighted bases</i>	<i>13,411</i>	<i>13,283</i>	<i>1,121</i>

Forty-eight per cent of **pharmacists** reported that they were Christian, 13% were Muslim and 12% were Hindu. A fifth of pharmacists (20%) stated that they did not belong to any religion.

Just under two thirds (64%) of **pharmacy technicians** reported that they were Christian. Just over a quarter (26%) stated that they do not belong to any religion.

Six in ten **prescribers** (58%) reported being Christian. Seven per cent were Muslim and six per cent were Hindu. Around a quarter (24%) of prescribers stated that they did not belong to any religion (Table 7.4).

7.5 Ethnicity

The final question of the question asked registrants to report their ethnic group. Table 7.5 shows reported ethnicity by population group.

Table 7.5 Ethnicity by population group			
<i>Base: All registrants</i>			
	Pharmacists	Pharmacy technicians	Prescribers
	%	%	%
White British	49	86	72
White other	10	3	5
Mixed	2	1	1
Asian	29	8	16
Black	6	2	3
Chinese	3	0	2
Other	1	0	0
<i>Weighted bases</i>	<i>13,572</i>	<i>13,389</i>	<i>1,786</i>
<i>Unweighted bases</i>	<i>13,507</i>	<i>13,391</i>	<i>1,793</i>

Pharmacist prescribers are shown in the prescriber column.

Around a half of **pharmacists** (49%) reported being 'White British' and just under a third (29%) stated that they were Asian. Ten per cent of pharmacists (10%) gave their ethnicity as 'other White'.

The majority of **pharmacy technicians** (86%) were 'White British'. The next largest ethnic group were Asians (8%).

Just under three quarters of **prescribers** (72%) were White British, 16% were Asian. (Table 7.5)

8 Country/ region summaries

This chapter does not present any new findings, but presents a summary of key results by England, Wales, Scotland and London.

8.1 England

8.1.1 Response

- Among pharmacists, 11,743 questionnaires were returned, giving a response rate of 50.2%, very close to the overall pharmacist response rate of 50.8%. Among pharmacy technicians 11,298 questionnaires were returned, a response rate of 62.3%, again very similar to the overall pharmacy technician response rate of 62.6%. The response among prescribers in England was 60.6% (1,295 questionnaires returned).

8.1.2 Overview of registrants

- Two per cent of pharmacists and 1% of pharmacy technicians in England had not worked in pharmacy in the last 12 months
- The majority of registrants in England currently worked in a paid pharmacy related role (90% of pharmacists and 95% of pharmacy technicians)
- Three per cent of English pharmacists and 2% of pharmacy technicians worked in a paid non pharmacy related role
- Four per cent of English pharmacists said they were temporarily away from work, 2% were unemployed and 2% gave other reasons for not currently working in pharmacy
- The majority of English pharmacists (80%) worked in one job, 94% of pharmacy technicians worked in one job.
- The most common setting for English registrants' main job was a community setting for both pharmacists (64%) and pharmacy technicians (50%). The second most common was a hospital setting for pharmacists (21%) and pharmacy technicians (39%).
- Just 3% of English pharmacists and 2% of pharmacy technicians worked across multiple settings in their main job.
- English pharmacists worked around 36 hours per week on average across all jobs and pharmacy technicians worked 32.4 hours per week on average across all jobs.

8.1.3 Understanding pharmacy jobs

- English community pharmacy settings were typified as follows:
 - 63% of pharmacists were employees, 26% were locums or self-employed and 11% were business owners
 - 73% of pharmacists and 64% of pharmacy technicians worked full-time in their main job
 - Registrants were particularly likely to be patient facing

- Pharmacists most frequently mentioned providing advice to patients, supplying medicines and managing staff as their main responsibilities.
- Pharmacy technicians most frequently mentioned supplying medicines, providing advice to patients, and doing routine tasks to manage the pharmacy environment as their main responsibilities.
- English hospital pharmacy settings were typified as follows:
 - Predominantly employees, 5% were working as locums
 - 77% of pharmacists and 76% of pharmacy technicians worked full-time in their main job
 - Pharmacists were mostly patient facing (95% of pharmacists and 87% of pharmacy technicians at least occasionally were patient facing)
 - Pharmacists most frequently mentioned providing advice to health professionals and patients and doing other clinical work as their main responsibilities
 - Pharmacy technicians most frequently mentioned supplying medicines, providing advice to patients and doing routine tasks to manage the pharmacy environment as their main responsibilities.
- English primary care pharmacy settings were typified as follows:
 - Mostly employees, but 12% working as locums.
 - 61% of pharmacists and 71% of pharmacy technicians worked full-time in their main job
 - Around 58% of pharmacists were patient facing at least occasionally, while the base sizes for pharmacy technicians were too small to allow for such analysis.
 - Pharmacists most frequently mentioned providing advice to health professionals, dealing with governance, policy, regulation and other administrative work, and providing advice and information to patients and carers as their main responsibilities.
 - Pharmacy technicians most frequently mentioned providing advice and information to patients and carers, providing advice and information to health professionals, and supplying medicines and medical devices as their main responsibilities.

8.1.4 Appraisals, learning and development

- 51% of English pharmacists working in a community setting reported having had an appraisal, 65% of pharmacists in a community setting had had an appraisal
- 83% of English pharmacy technicians working in a hospital setting reported having had an appraisal, 85% of pharmacy technicians in a hospital setting had had an appraisal
- Fifty six per cent of pharmacists working in a community setting had had an appraisal carried out by a peer in the pharmacy profession and 67% had had an appraisal where professional learning and development needs had been discussed. Ninety six per cent had discussed organisational or business objectives
- Eighty four per cent of English pharmacy technicians working in a community setting had had an appraisal carried out by a peer in the pharmacy profession, and 87% had had an appraisal where professional learning and development needs had been discussed and nine in ten had discussed organisational or business objectives as part of their appraisal.

8.1.5 Prescribers

- 75% of prescribers in England had ever prescribed and 61% of all prescribers in England had prescribed in the last 12 months.
- The majority (62%) prescribed in a hospital pharmacy setting, with 31% prescribing in a primary care setting.
- Overall, the most frequently mentioned areas in which they had prescribed were antibiotics (41%), cardiovascular (39%), hypertension (39%) and pain management (39%).
- Four in ten prescribers in England (39%) prescribed for fewer than five patients a week on average, with 34% prescribing fewer than five items per week on average.

8.1.6 Future plans for registration

- The majority of registrants in England planned to renew their registration to the GPhC register next year (95% of pharmacists and 96% of pharmacy technicians).

8.2 Wales

8.2.1 Response

- Among pharmacists, 751 questionnaires were returned giving a response rate of 56.7%, higher than any other country. Among pharmacy technicians 949 questionnaires were returned, a response rate of 64.1%, again higher than any other country. The response among Welsh prescribers was 62.3% (114 questionnaires returned).

8.2.2 Overview of registrants

- One per cent of Welsh pharmacists and less than 0.5% of pharmacy technicians had not worked in pharmacy in the last 12 months
- The majority of Welsh registrants currently worked in a paid pharmacy related role (93% of pharmacists and 96% of pharmacy technicians)
- Three per cent of Welsh pharmacists and less than 0.5% of pharmacy technicians worked in a paid non pharmacy related role
- Four per cent of Welsh pharmacists said they were temporarily away from work, less than 0.5% were unemployed and 1% gave other reasons for not currently working in pharmacy
- The majority of Welsh pharmacists (82%) worked in one job, 97% of pharmacy technicians worked in one job.
- The most common setting for Welsh registrants' main job was a community setting (63% of pharmacists and 62% of pharmacy technicians), the second most common was a hospital setting (23% of pharmacists and 29% of pharmacy technicians).
- Just 5% of Welsh pharmacists and 1% of pharmacy technicians worked across multiple settings in their main job.

- Welsh pharmacists worked around 35 hours per week on average across all jobs and pharmacy technicians worked 32.0 hours per week on average across all jobs.

8.2.3 Understanding pharmacy jobs

- Welsh **community pharmacy** settings were typified as follows:
 - 71% of pharmacists were employees, 18% were locums or self employed and 11% were business owners
 - 72% of pharmacists and 66% of pharmacy technicians worked full-time in their main job
 - Ninety-eight percent of registrants (pharmacists and pharmacy technicians) were in patient facing jobs
 - Pharmacists most frequently mentioned providing advice to patients, supplying medicines and managing staff as their three main responsibilities. The last of these was more prevalent in Wales than elsewhere
 - Pharmacy technicians most frequently mentioned supplying medicines, providing advice to patients and doing routine tasks to manage the pharmacy environment as their three main responsibilities. The last of these was more prevalent in Wales than elsewhere
- Welsh **hospital pharmacy** settings were typified as follows:
 - Predominantly employees, very few were business owners or were working as locums
 - 73% of pharmacists and 73% of pharmacy technicians worked full-time in their main job
 - Pharmacists were mostly patient facing (95% of pharmacists and pharmacy technicians were patient facing at least occasionally)
 - Pharmacists most frequently mentioned providing advice to health professionals and patients and doing other clinical work as their three main responsibilities
 - Pharmacy technicians most frequently mentioned supplying medicines, providing advice to patients and doing routine tasks to manage the pharmacy environment as their three main responsibilities. The second of these was more prevalent in Wales than elsewhere
- Welsh **primary care** settings were typified as follows:
 - Predominantly employees rather than locums or business owners
 - 68% of pharmacists and 80% of pharmacy technicians worked full-time in their main job
 - 70% of pharmacists were patient facing at least occasionally
 - Pharmacists most frequently mentioned providing advice to health professionals, doing governance and other administrative work, and doing other clinical work as their responsibilities
 - Pharmacy technicians most frequently mentioned providing advice to health professionals and patients and supplying medicines as their responsibilities.

8.2.4 Appraisals, learning and development

- Six in ten Welsh pharmacists (57%) and six in ten Welsh pharmacy technicians (63%) reported having had an appraisal in the last 12 months
- 70% of Welsh pharmacists working in a hospital setting reported having had an appraisal, 49% of pharmacists in a community setting had had an appraisal
- 62% of Welsh pharmacy technicians working in a hospital setting reported having had an appraisal, 61% of pharmacy technicians in a community setting had had an appraisal
- Two-thirds of Welsh pharmacists working in a community setting had had an appraisal carried out by a peer in the pharmacy profession (66%) and had had an appraisal where professional learning and development needs had been discussed (65%). Ninety eight percent had discussed organisational or business objectives
- Nine in ten Welsh pharmacy technicians working in a community setting had had an appraisal carried out by a peer in the pharmacy profession (90%), had had an appraisal where professional learning and development needs had been discussed (89%) and had discussed organisational or business objectives (87%)

8.2.5 Prescribers

Although a relatively high response rate was achieved with Welsh prescribers (62.3%), only 114 questionnaires were received which limits the extent to which sub group analysis can be performed.

- 83% of Welsh prescribers had prescribed since their annotation, and 71% of all Welsh prescribers had prescribed in the last 12 months.
- The majority (79%) prescribed in a hospital pharmacy setting (which is higher than in the other countries), with 20% prescribing in a primary care setting
- Overall, the three most frequently mentioned areas in which they had prescribed were antibiotics (32%), anticoagulation (28%) and pain management (26%)
- Almost half (46%) of Welsh prescribers prescribed for fewer than five patients a week on average with 42% prescribing fewer than five items per week on average

8.2.6 Future plans for registration

- The majority of Welsh registrants planned to renew their registration to the GPhC register next year (96% of pharmacists and 97% of pharmacy technicians)

8.3 Scotland

8.3.1 Response

- Among pharmacists, 1,236 questionnaires were returned giving a response rate of 53.3%, higher than the overall pharmacist response rate of 50.8%. Among pharmacy technicians 1,268 questionnaires were returned, a response rate of 63.5%, again higher than the overall pharmacy technician response rate of 62.6%. The response among Scottish prescribers was 65.3% (414 questionnaires returned).

8.3.2 Overview of registrants

- Two per cent of Scottish pharmacists and 1% of pharmacy technicians had not worked in pharmacy in the last 12 months
- The majority of Scottish registrants currently worked in a paid pharmacy related role (91% of pharmacists and 96% of pharmacy technicians)
- Two per cent of Scottish pharmacists and 1% of pharmacy technicians worked in a paid non pharmacy related role
- Five per cent of Scottish pharmacists said they were temporarily away from work, 1% were unemployed and 2% gave other reasons for not currently working in pharmacy
- The majority of Scottish pharmacists (84%) worked in one job, 95% of pharmacy technicians worked in one job.
- The most common setting for Scottish registrants' main job was a community setting (61% of pharmacists and 56% of pharmacy technicians), the second most common was a hospital setting (23% of pharmacists and 35% of pharmacy technicians).
- Just 3% of Scottish pharmacists and 3% of pharmacy technicians worked across multiple settings in their main job.
- Scottish pharmacists worked around 34 hours per week on average across all jobs and pharmacy technicians worked 33 hours per week on average across all jobs.

8.3.3 Understanding pharmacy jobs

- Scottish community pharmacy settings were typified as follows:
 - 75% of pharmacists were employees, 17% were locums or self employed and 8% were business owners
 - 68% of pharmacists and 70% of pharmacy technicians worked full-time in their main job
 - Ninety-nine percent of registrants (pharmacists and pharmacy technicians) were in patient facing jobs
 - Pharmacists most frequently mentioned providing advice to patients, supplying medicines and managing staff as their three main responsibilities.
 - Pharmacy technicians most frequently mentioned supplying medicines, providing advice to patients and doing routine tasks to manage the pharmacy environment as their three main responsibilities.
- Scottish hospital pharmacy settings were typified as follows:

- Predominantly employees, very few were business owners or were working as locums
- 76% of pharmacists and 79% of pharmacy technicians worked full-time in their main job
- Pharmacists were mostly patient facing (92% of pharmacists and 85% of pharmacy technicians at least occasionally)
- Pharmacists most frequently mentioned providing advice to health professionals and patients and doing other clinical work as their three main responsibilities. All three of these were more prevalent in Scotland than elsewhere.
- Pharmacy technicians most frequently mentioned supplying medicines, doing routine tasks to manage the pharmacy environment, and preparation and manufacturing medicinal products as their three main responsibilities. The second of these was more prevalent in Scotland than elsewhere
- Scottish primary care settings were typified as follows:
 - Predominantly employees rather than locums or business owners
 - 52% of pharmacists and 77% of pharmacy technicians worked full-time in their main job
 - 67% of pharmacists were patient facing at least occasionally
 - Pharmacists most frequently mentioned providing advice to health professionals and patients, and doing governance and other administrative work as their three main responsibilities.
 - Pharmacy technicians most frequently mentioned providing advice to health professionals and patients and routine tasks to manage pharmacy environment as their three main responsibilities.

8.3.4 Appraisals, learning and development

- Six in ten Scottish pharmacists (59%) and six in ten Scottish pharmacy technicians (61%) reported having had an appraisal in the last 12 months
- 65% of Scottish pharmacists working in a hospital setting reported having had an appraisal, 51% of pharmacists in a community setting had had an appraisal
- 51% of Scottish pharmacy technicians working in a hospital setting reported having had an appraisal, 65% of pharmacy technicians in a community setting had had an appraisal
- Seven in ten Scottish pharmacists working in a community setting had had an appraisal carried out by a peer in the pharmacy profession (68%) and had had an appraisal where professional learning and development needs had been discussed (72%). Ninety eight percent had discussed organisational or business objectives
- Nine in ten Scottish pharmacy technicians working in a community setting had had an appraisal carried out by a peer in the pharmacy profession (92%), had had an appraisal where professional learning and development needs had been discussed (90%) and had discussed organisational or business objectives (89%)

8.3.5 Prescribers

Although a relatively high response rate was achieved with Scottish prescribers (65.3%), only 414 questionnaires were received which limits the extent to which sub group analysis can be performed.

- 70% of Scottish prescribers had ever prescribed, and 57% of all Scottish prescribers had prescribed in the last 12 months.
- Just over half (52%) prescribed in a hospital pharmacy setting, with 32% prescribing in a primary care setting. Fewer prescribed in a hospital setting and more in a primary care setting than in the other countries.
- Overall, the three most frequently mentioned areas in which they had prescribed were pain management (40%), antibiotics (36%) and cardiovascular (34%)
- Forty four percent of Scottish prescribers prescribed for fewer than five patients a week on average with 38% prescribing fewer than five items per week on average

8.3.6 Future plans for registration

- The majority of Scottish registrants planned to renew their registration to the GPhC register next year (96% of pharmacists and 97% of pharmacy technicians)

8.4 London

8.4.1 Response

- Among pharmacists, 1,046 questionnaires were returned giving a response rate of 42.7%, lower than the overall pharmacist response rate of 50.8%. Among pharmacy technicians 465 questionnaires were returned, a response rate of 54.4%, again lower than the overall pharmacy technician response rate of 62.6%. The response among London prescribers was 53.2% (100 questionnaires returned).

8.4.2 Overview of registrants

- Three per cent of London pharmacists and 2% of pharmacy technicians had not worked in pharmacy in the last 12 months
- The majority of London registrants currently worked in a paid pharmacy related role (84% of pharmacists and 94% of pharmacy technicians)
- Five per cent of London pharmacists and 2% of pharmacy technicians worked in a paid non pharmacy related role
- Six per cent of London pharmacists said they were temporarily away from work, 4% were unemployed and 3% gave other reasons for not currently working in pharmacy
- The majority of London pharmacists (78%) worked in one job, 90% of pharmacy technicians worked in one job.

- The most common setting for London registrants' main job was a community setting for pharmacists (53%) and a hospital setting for pharmacy technicians (58%). The second most common was a hospital setting for pharmacists (31%) and a community setting for pharmacy technicians (34%)
- Just 4% of London pharmacists and 3% of pharmacy technicians worked across multiple settings in their main job.
- London pharmacists worked 37 hours per week on average across all jobs and pharmacy technicians also worked 37 hours per week on average across all jobs.

8.4.3 Understanding pharmacy jobs

- London community pharmacy settings were typified as follows:
 - 53% of pharmacists were employees, 34% were locums or self employed and 13% were business owners
 - 73% of pharmacists and 81% of pharmacy technicians worked full-time in their main job
 - Ninety-nine percent of registrants (pharmacists and pharmacy technicians) were in patient facing jobs
 - Pharmacists most frequently mentioned providing advice to patients, supplying medicines and routine tasks to manage the pharmacy environment as their three main responsibilities.
 - Pharmacy technicians most frequently mentioned supplying medicines, providing advice to patients and doing routine tasks to manage the pharmacy environment as their three main responsibilities.
- London hospital pharmacy settings were typified as follows:
 - Predominantly employees, 8% were working as locums
 - 87% of pharmacists and 90% of pharmacy technicians worked full-time in their main job
 - Pharmacists were mostly patient facing (96% of pharmacists and 86% of pharmacy technicians at least occasionally were patient facing)
 - Pharmacists most frequently mentioned providing advice to health professionals and patients and doing other clinical work as their three main responsibilities
 - Pharmacy technicians most frequently mentioned supplying medicines, providing advice to patients and doing routine tasks to manage the pharmacy environment as their three main responsibilities. The first two of these were less prevalent in London than overall in the UK
- There were too few pharmacists and pharmacy technicians working in London primary care settings to provide a meaningful analysis.

8.4.4 Appraisals, learning and development

- Six in ten London pharmacists (62%) and eight in ten London pharmacy technicians (79%) reported having had an appraisal in the last 12 months
- 82% of London pharmacists working in a hospital setting reported having had an appraisal, 47% of pharmacists in a community setting had had an appraisal
- 82% of London pharmacy technicians working in a hospital setting reported having had an appraisal, 75% of pharmacy technicians in a community setting had had an appraisal
- Seven in ten London pharmacists working in a community setting had had an appraisal carried out by a peer in the pharmacy profession (68%) and had

had an appraisal where professional learning and development needs had been discussed (71%). Ninety four percent had discussed organisational or business objectives

- Nine in ten London pharmacy technicians working in a community setting had had an appraisal carried out by a peer in the pharmacy profession (92%), had had an appraisal where professional learning and development needs had been discussed (88%) and had discussed organisational or business objectives (88%)

8.4.5 Prescribers

Only 100 completed questionnaires were received from prescribers who worked in London, which limits the extent to which sub group analysis can be performed.

- 74% of London prescribers had ever prescribed, and 63% of all London prescribers had prescribed in the last 12 months.
- The majority (76%) prescribed in a hospital pharmacy setting, with 13% prescribing in a primary care setting
- Overall, the three most frequently mentioned areas in which they had prescribed were antibiotics (38%), cardiovascular (32%) and pain management (31%)
- Just over half (52%) of London prescribers prescribed for fewer than five patients a week on average with 46% prescribing fewer than five items per week on average

8.4.6 Future plans for registration

- The majority of London registrants planned to renew their registration to the GPhC register next year (95% of pharmacists and 96% of pharmacy technicians)