

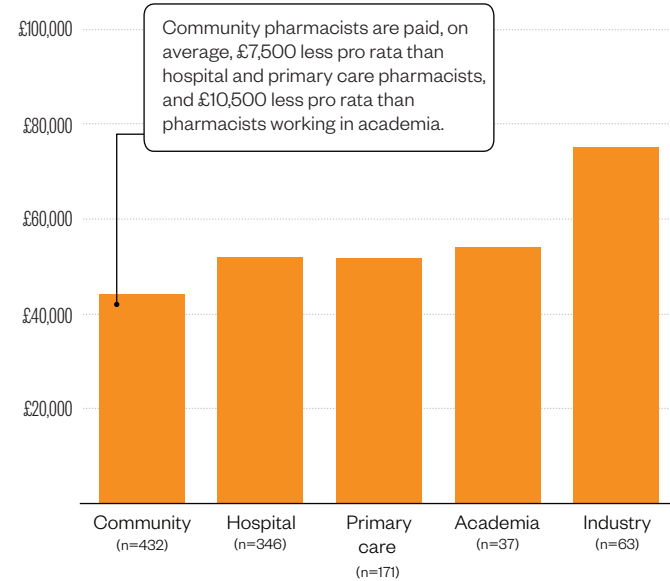
PHARMACY: UNDERPAID AND STRESSED?

The Pharmaceutical Journal salary and satisfaction survey 2018 provides a snapshot of the profession's pay and working conditions.

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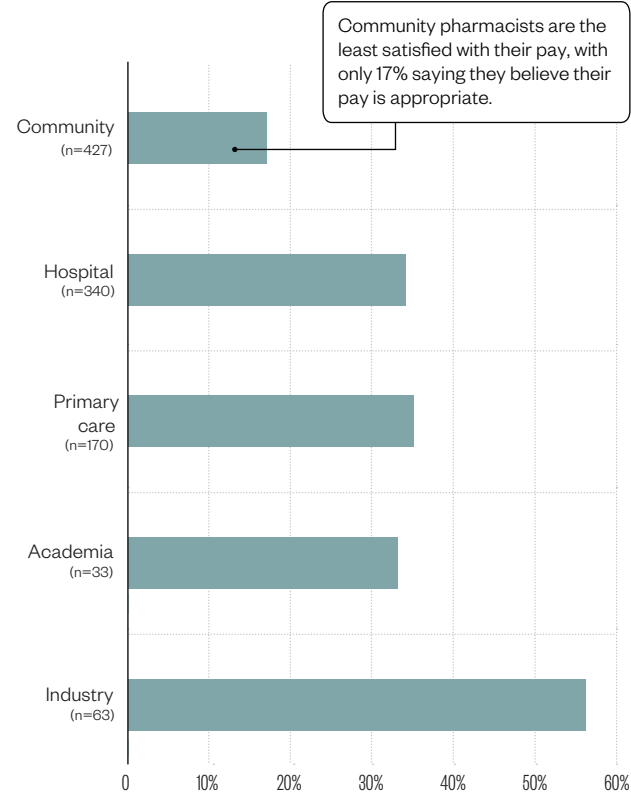
SALARY BY SECTOR

Median annual salary by sector, based on hourly rate and assuming a 40-hour week



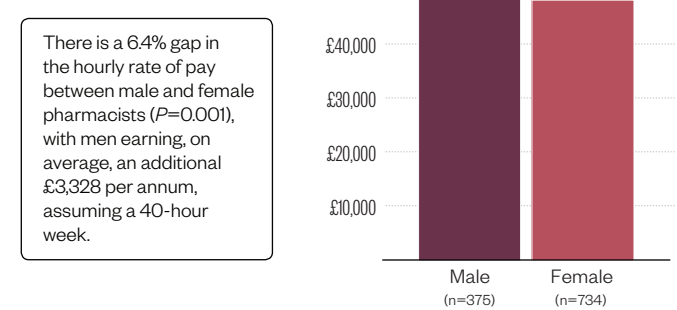
APPROPRIATE PAY

Percentage of pharmacists who think their pay is appropriate for the job they do



GENDER PAY

Gender pay gap taking into account part-time workers



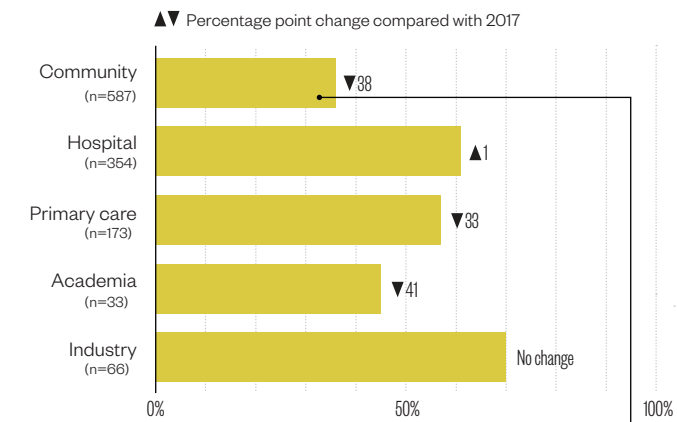
ETHNICITY PAY

Ethnicity pay gap taking into account part-time workers



PAY RISE

Percentage of pharmacists who have had a pay rise in the past year



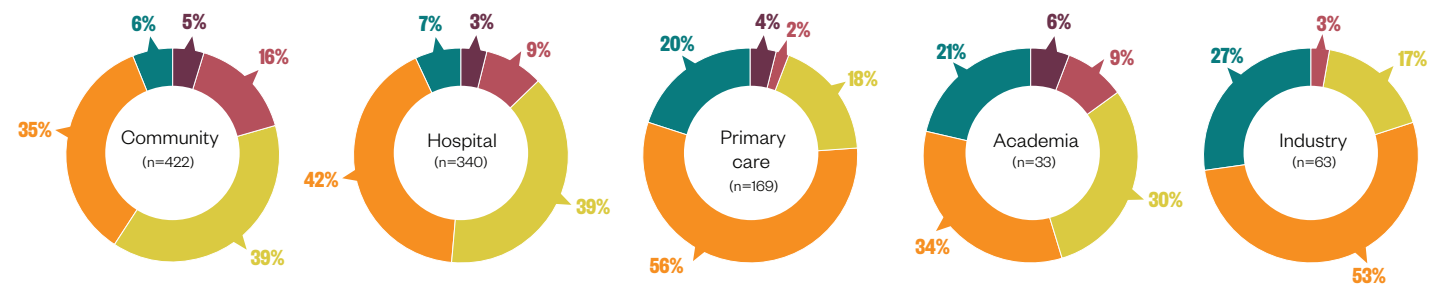
Perhaps unsurprisingly in the light of cuts to community pharmacy funding in England, only 36% of community pharmacists received a pay rise in 2018, compared with 74% in 2017, when the cuts had not yet begun to bite. More surprising is the lack of pay rises within the primary care and academic sectors compared with 2017.

STRESS

To what extent do you feel stressed at work?

Legend: I have had to take time off work owing to stress (dark purple), I am very stressed (red), I am moderately stressed (yellow), I am slightly stressed (orange), I do not feel stressed at all (teal).

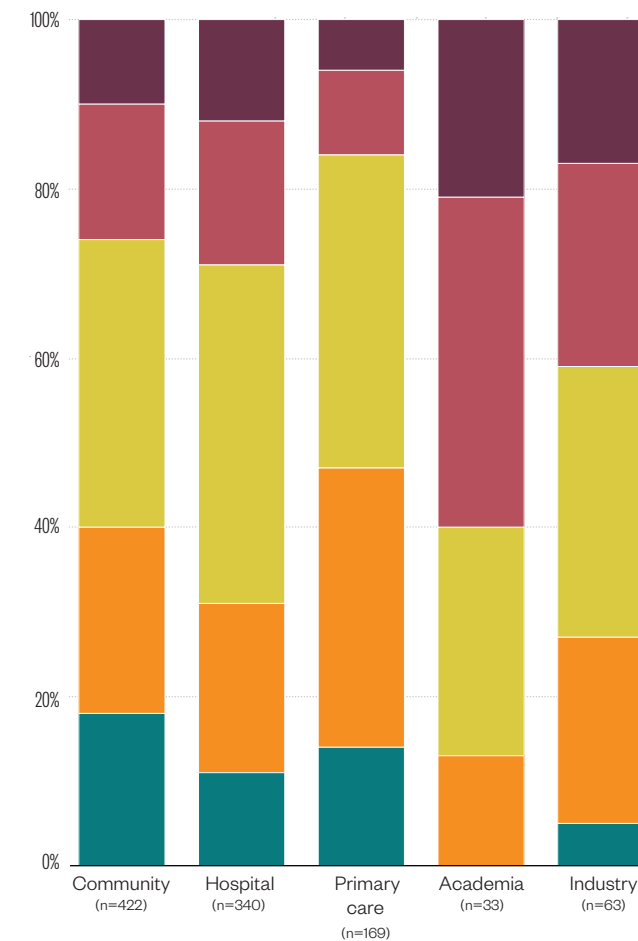
Overall, 90% of pharmacists feel some degree of stress at work, higher than in the general population, where 38% of people are stressed about work. However, only 10% of pharmacists feel very stressed, lower than the 70% of GPs who say they experience a significant amount of work-related stress.



WORK/LIFE BALANCE

How often do you take work home with you?

Legend: Never (teal), Rarely (orange), Sometimes (yellow), Usually (red), Always (dark purple).

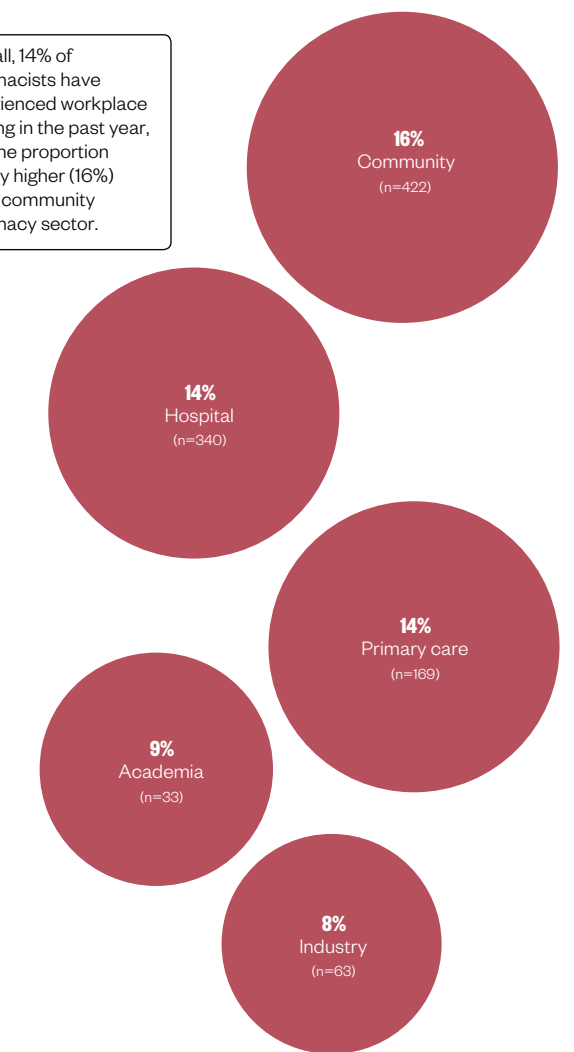


Overall, 87% of pharmacists take work home with them, of whom 11% do so every day. And while 34% of pharmacists feel they spend too much time at work, 32% felt the balance is about right (data not shown).

BULLYING

Percentage of pharmacists who say they have been the victim of bullying from another member of staff in the past year

Overall, 14% of pharmacists have experienced workplace bullying in the past year, with the proportion slightly higher (16%) in the community pharmacy sector.



DISCLAIMER:

The Pharmaceutical Journal salary and satisfaction survey 2018 included 1,175 pharmacists and was analysed by independent academic statisticians at the University of Aberdeen. In the survey, community pharmacists were under-represented compared with all RPS members (38% vs. 52%). Hospital and primary care pharmacists were over-represented (31% vs. 23% and 15% vs. 4%, respectively). Industry and academic pharmacists were roughly comparable (6% vs. 5% and 3% vs. 3%, respectively).

The BAME population was marginally younger than the white population surveyed, with half of BAME respondents aged under 35 years (compared with just 20% of white respondents). The results displayed are for non-locum pharmacists only. Respondents to the 2017 survey also included preregistration trainees and pharmaceutical scientists. Additional sources: AXA Stress Index 2017; British Medical Association Infographic: nicolahawesdesign.com