



The Northern Ireland Pharmacist Workforce Survey 2024 – Results

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Introduction

The 2018 and 2022 Pharmacist Workforce Surveys provided an insight into the pharmacy workforce of Northern Ireland (NI) and helped the Department of Health and its stakeholders to inform future planning and investment decisions. The 2024 survey allows the Department to refocus and assess the progress made since 2022 and inform work to further develop the pharmacy workforce. The analysis will enable future measurements and comparisons of outputs and will be used to inform and take forward recommendations made within the Pharmacy Workforce Review Implementation plan. Where possible, findings have been compared to those of the previous survey.

Headline Results

- Most respondents were female (72.0%); worked full time (66.7%); were Registered Pharmacists (95.3%); and had been registered for 10+ years (72.7%).
- 57.2% of respondents were Pharmacist Independent Prescribers, of whom 80.5% reported that they were using their skills.
- Of the 42.8% of respondents who were not Pharmacist Independent Prescribers, the majority of these (60.3%) hoped to undertake this training in the next 5 years.
- Responses were received from across NI, with the highest number from respondents who practiced in the Southern Trust/LCG (22.8%) and most only practiced in one geographical area of NI (89.5%).
- A small number of respondents reported that they have a regional role (7.5%). Of these respondents, over 70% reported this as their only role, a quarter (25.7%) of respondents also worked in one LCG and 2.9% also worked in two LCGs.
- Only a small number of respondents were currently a Designated Prescribing Practitioner (0.9%)
- Half (49.9%) of the respondents reported that they practice in the Hospital Pharmacy sector, while one third (33.8%) practice in Community Pharmacy. These were also the most selected 'main' areas of pharmacy practice.

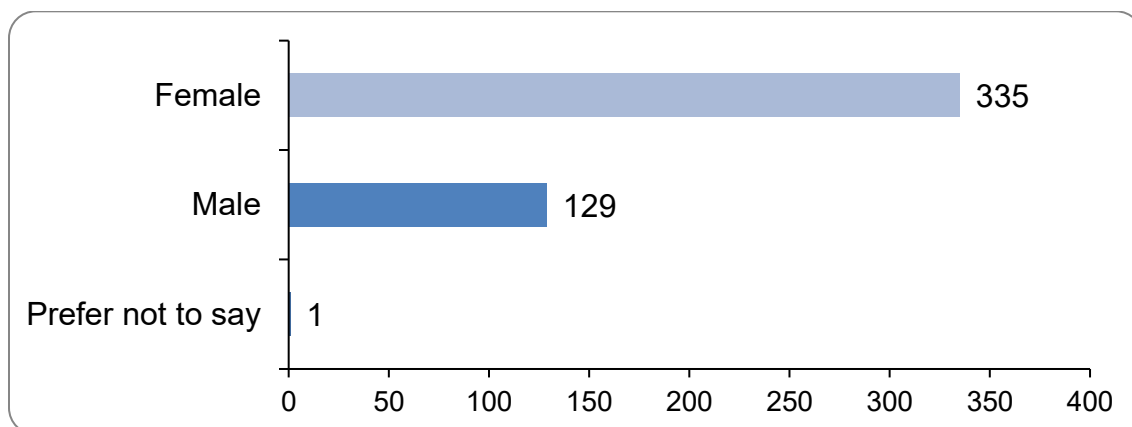
- Over four fifths (84.5%) of respondents think it is likely or highly likely that they will be working in their main area of practice in one year; this fell to 66.2% and 48.2% for three year and five-year timeframes respectively.
- Only 7.5% of respondents think it is unlikely or highly unlikely that they will be working in their main area of practice in one year; this rose to 15.7% and 25.4% for three year and five-year timeframes respectively.
- Over half of respondents (54.6%) indicated that the reason for wanting to stay in their current area of practice was they 'Enjoy working in this area of pharmacy'. 'Team working' (30.5%) and 'Multi-professional environment' (29.0%) were the next most selected reasons.
- The most selected reason for considering a change from their main area of practice was 'Unsustainable workload', chosen by 22.6% of respondents. 'Unmanageable levels of stress in current role' (19.4%) and 'Finding pharmacy unrewarding' (17.6%) were the next most selected reasons.
- Almost 80% of respondents agreed or strongly agreed with the statement 'I am treated with respect by the people I work with'. Approximately two thirds agreed or strongly agreed with each of the following statements, 'I have clear objectives' and 'The people in my team can be relied upon to help when things get difficult in my job.'
- Three quarters (75.3%) of respondents disagreed or strongly disagreed with the statement 'I have been bullied or harassed at work in the past 12 months'.
- In relation to job satisfaction, just over three quarters (76.8%) agreed or strongly agreed that they are not paid enough for the level of responsibility, while over two thirds (68.4%) disagreed or strongly disagreed that they did not feel challenged by their job.
- Over half (56.1%) of respondents agreed or strongly agreed with feeling stressed about making a mistake in the treatment of a patient, while 57.0% disagreed or strongly disagreed with the statement 'I would choose pharmacy again if I could start my career over'.

Methodology

This survey repeated questions asked in the 2022 survey, including a small number of additional questions¹. As in the previous survey, the current survey had an online format using Citizen Space. The 2024 survey ran for just over 6 weeks, from 07/10/2024 to 19/10/2024, resulting in 465 responses. The survey was shared with the approximately 2,900 pharmacists in NI, resulting in a response rate of approximately 16% (the previous survey was completed by over 520 respondents and had a response rate of approximately 18%). The 2024 survey questions can be found in Appendix 1.

Gender

Of the 465 responses, 335 (72.0%) were from female pharmacists and 129 (27.7%) were from male pharmacists, with one respondent (0.2%) preferring not to say. No respondent chose the 'Prefer to self-describe' option. This differs slightly from the previous survey, for example, a slightly greater proportion of respondents were female this time.



Gender	Total	Percent *
Female	335	72.0%
Male	129	27.7%
Prefer not to say	1	0.2%
Total	465	100%

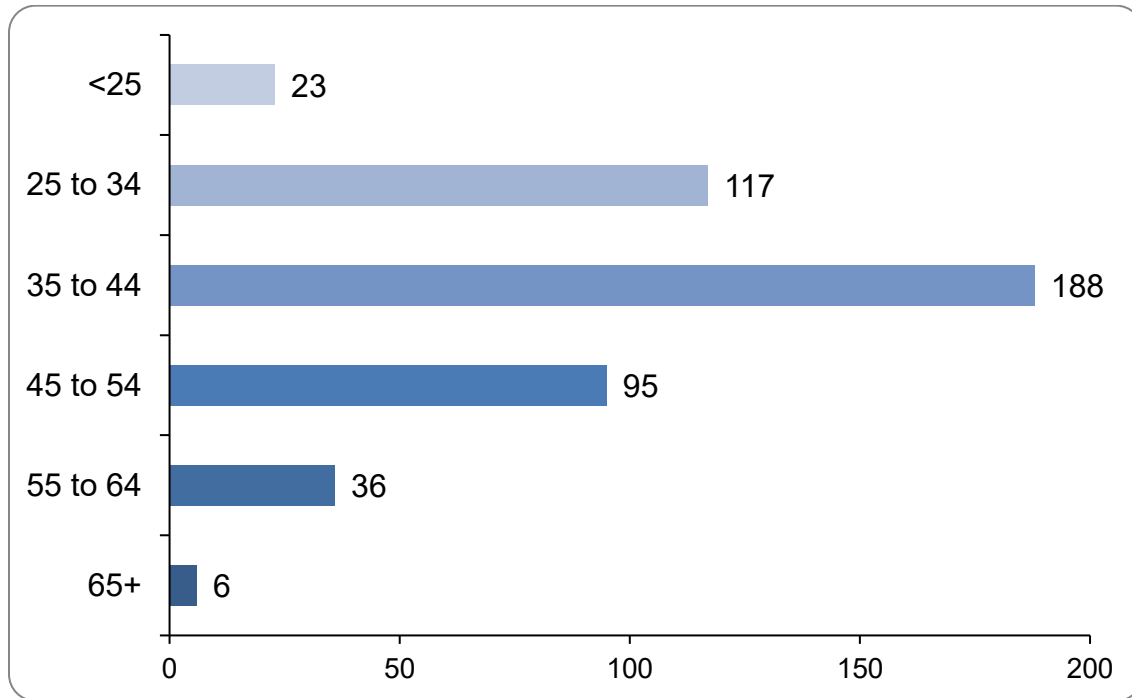
* Percentage of total respondents.

Please refer to the note section regarding rounding used in percentages presented in tables and charts.

¹ The 2024 survey additions were: an option of 'Regional role' in the Geographical practice question; the option of 'Not required for role' in the PIP and Future training questions; and the addition of a section relating to Designated Prescriber Practitioner status.

Age

The age breakdown of the 465 respondents is shown in the chart and table below. Most respondents were in the 35-44 age band (40.4%) and 25-34 age band (25.2%). The 65+ age band had the smallest number of respondents (1.3%). This is a similar breakdown to the previous survey.



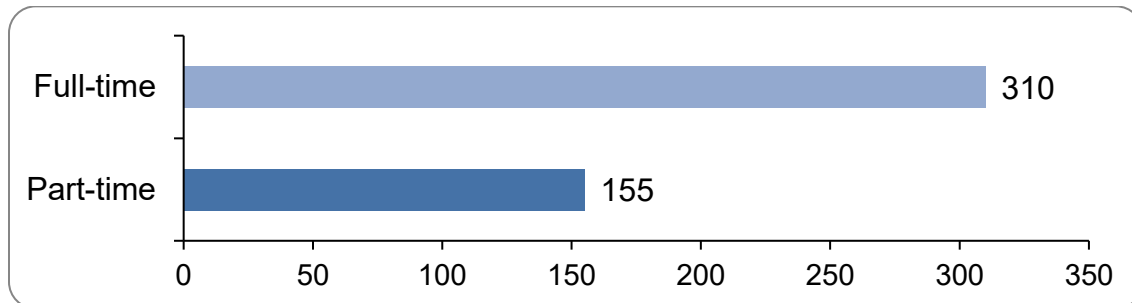
Age band	Total	Percent *
<25	23	4.9%
25 to 34	117	25.2%
35 to 44	188	40.4%
45 to 54	95	20.4%
55 to 64	36	7.7%
65+	6	1.3%
Total	465	100%

* Percentage of total respondents.

Please refer to the note section regarding rounding used in percentages presented in tables and charts.

Working Pattern: Full-time or Part-time

Two thirds of respondents (66.7%) were full-time, whilst 33.3% were working part-time. This compares to 73.1% full-time and 26.9% part-time in the previous survey.

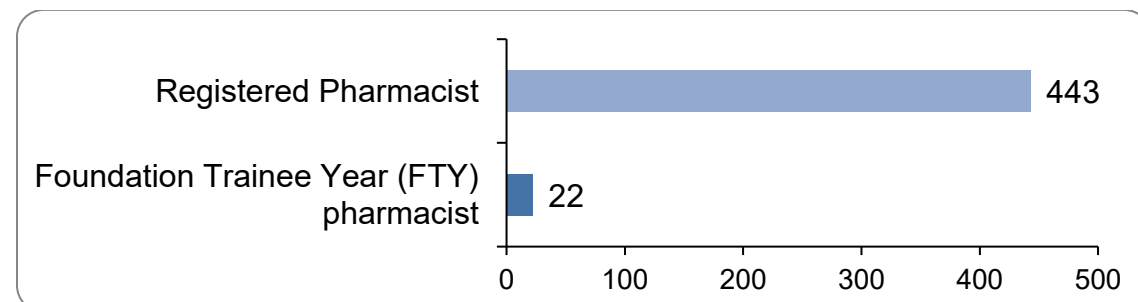


Working pattern	Total	Percent *
Full-time	310	66.7%
Part-time	155	33.3%
Total	465	100%

* Percentage of total respondents.

Registered Pharmacist or Foundation Trainee Year (FTY) Pharmacist

The majority of respondents (95.3%) were Registered Pharmacists, with only 4.7% being FTY pharmacists. This compares to 97.2% and 2.8% respectively in the previous survey.

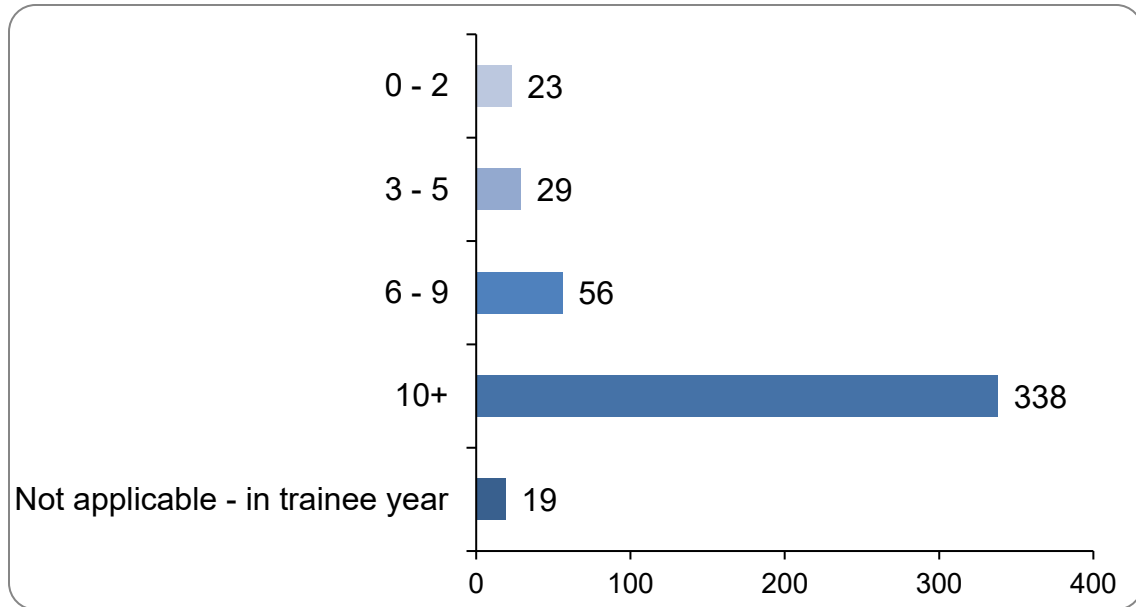


Pharmacist type	Total	Percent *
Registered Pharmacist	443	95.3%
Foundation Trainee Year (FTY) pharmacist	22	4.7%
Total	465	100%

* Percentage of total respondents.

Length of time registered

Almost three quarters of respondents (72.7%) have been registered for 10+ years. The figures below show a similar breakdown to the previous survey.



Time registered	Total	Percent *
0 – 2	23	4.9%
3 – 5	29	6.2%
6 – 9	56	12.0%
10+	338	72.7%
Not applicable – in trainee year	19	4.1%
Total	465	100%

* Percentage of total respondents.

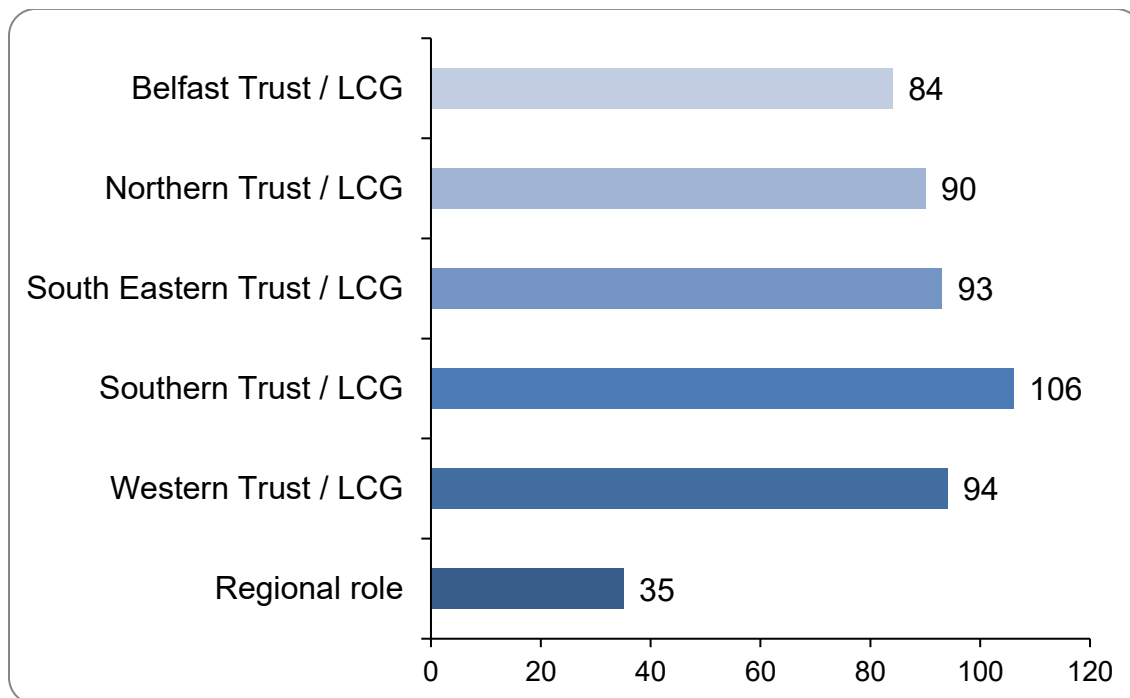
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

Geographical area of NI in which respondent practices

Respondents were asked which geographical area they practice in, in terms of the 5 Trust/LCG areas and a regional role option. Most respondents practice in the Southern Trust/LCG (22.8%), with quite an even representation across the remaining Trusts/LCGs. The previous survey had a more notable majority of respondents (30.7%) who practiced in the Belfast Trust/LCG area, but quite even representation across the other Trusts/LCGs.

'Regional role', added as an option in this survey, was selected by fewer than one in 10 (7.5%) respondents.

Multi-response question – respondents could select multiple areas



Geographical area	Total*	Percent**
Belfast Trust / LCG	84	18.1%
Northern Trust / LCG	90	19.4%
South Eastern Trust / LCG	93	20.0%
Southern Trust / LCG	106	22.8%
Western Trust / LCG	94	20.2%
Regional role	35	7.5%

*The Trust/LCG totals sum to greater than the total number of survey respondents, as respondents can work in more than one LCG/Trust. ** Percentage of total respondents.

Number of geographical areas of Northern Ireland

As in the previous survey, almost 90% of respondents practice in one Trust/LCG area of Northern Ireland. Only 5.4% of respondents had a regional role only (rather than working in one of the 5 Trusts/LCGs). No respondents worked in more than 3 Trusts/LCGs.

Number of geographical areas (Trust/LCG)	Total	Percent*
0 (regional role only)	25	5.4%
1	416	89.5%
2	21	4.5%
3	3	0.6%

* Percentage of total respondents.

Over 90% of respondents reported that they did not have a regional role. For those with a regional role, over 70% reported this as their only role, a quarter (25.7%) of respondents also worked in one LCG and 2.9% also worked in two LCGs.

Geographical area	Total	Percent*
No regional role	430	92.5%
Regional role	35	7.5%

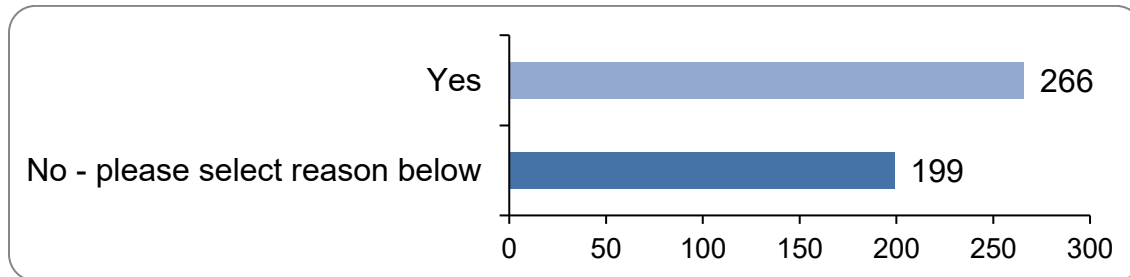
* Percentage of total respondents.

Geographical area	Total	Percent*
Regional role only	25	71.4%
Regional role + 1 LCG	9	25.7%
Regional role + 2 LCG	1	2.9%

* Percentage of the 35 respondents with a regional role.

Are you a Pharmacist Independent Prescriber (PIP)?

Almost six in ten respondents (57.2%) reported that they were Pharmacist Independent Prescribers, compared with 36.6% of respondents in the 2022 survey.



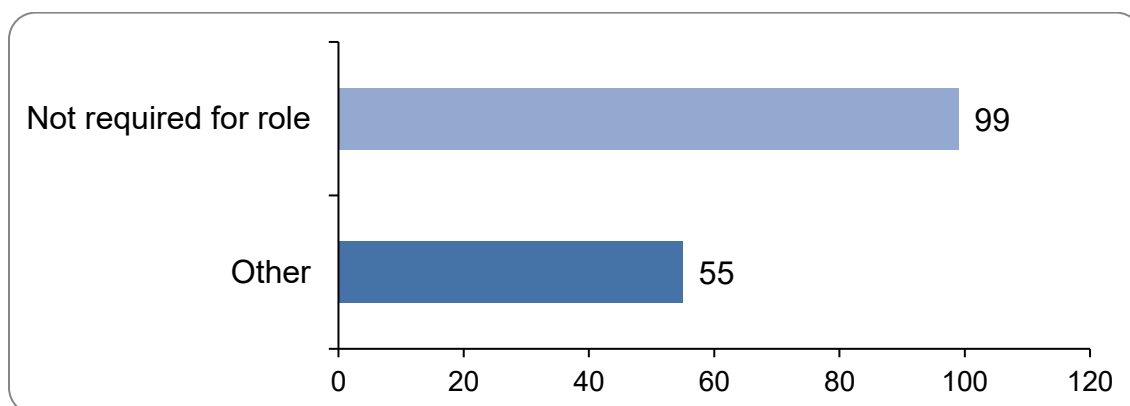
Independent Prescriber status	Total	Percent*
Yes	266	57.2%
No	199	42.8%

* Percentage of total respondents.

Reasons given for not being a PIP

Over three quarters (154, 77.4%) of the 199 respondents who answered that they were not a PIP gave a reason for this, with the majority indicating that it was not required for their role.

Over a third (55, 35.7%) of respondents selected the 'Other' option when asked to provide a reason for not being a PIP, which resulted in 106 free text responses to this part of the question. These answers are available on request.

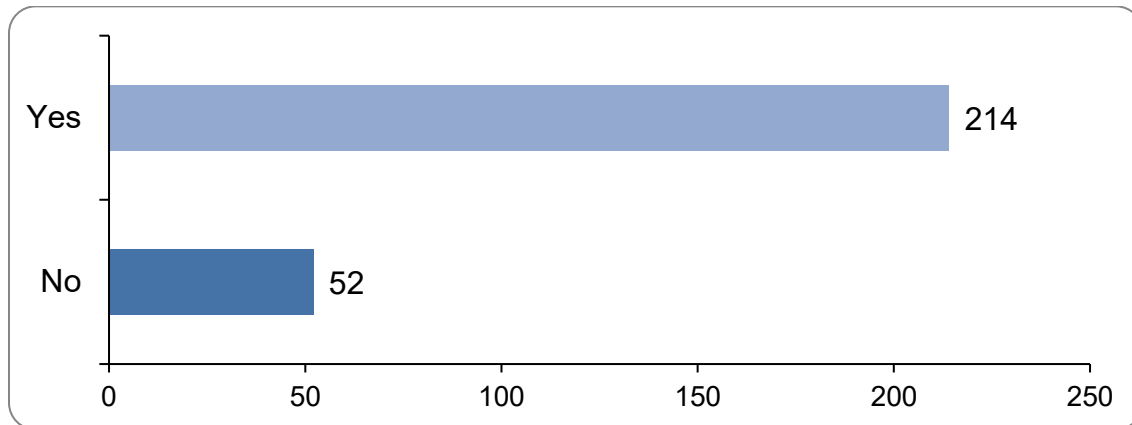


Reason	Total	Percent*
Not required for role	99	64.3%
Other	55	35.7%

* Percentage of the 154 respondents who gave a reason for not being an Independent Prescriber.

If you are a Pharmacist Independent Prescriber (PIP), are you using your PIP skills?

Of the 266 respondents who answered that they are a PIP, 214 (80.5%) answered that they are using their PIP skills, slightly lower than the previous survey (84.5%).



Using PIP skills	Total	Percent*
Yes	214	80.5%
No	52	19.5%

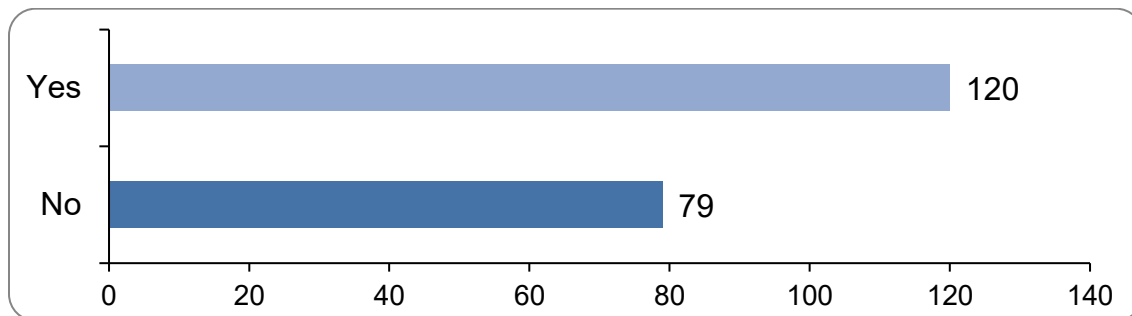
* Percentage of the 266 respondents who were an Independent Prescriber.

If no, why are you not using your skills?

For respondents who answered that they were not using their skills, answers were given in a free text box. These answers are available on request.

Do you hope to undertake prescribing training in the next five years?

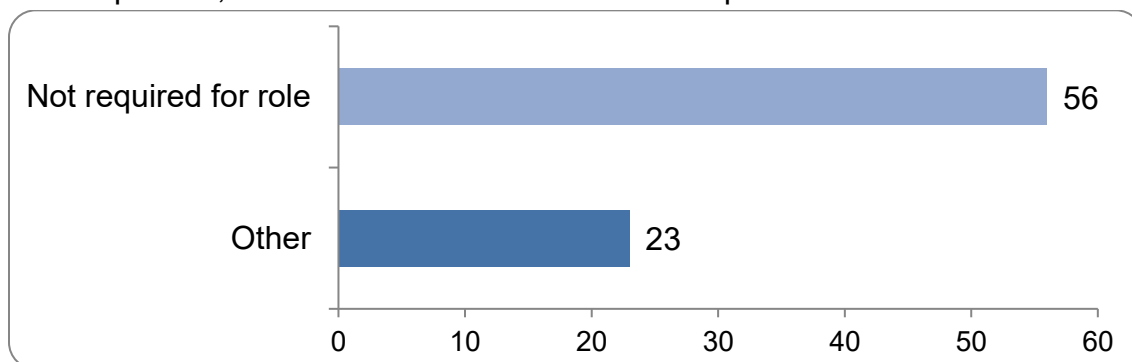
Of the 199 respondents who were not Independent Prescribers, the majority (60.3%) hoped to undertake prescribing training in the next five years. This compares to 53.3% in the previous survey.



Hope to undertake prescribing training	Total	Percent*
Yes	120	60.3%
No	79	39.7%

* Percentage of the 199 respondents who were not Independent Prescribers.

Of the 79 respondents who do not hope to undertake prescribing training in the next 5 years, 70.9% indicated that it is not required for their role. A further 23 respondents selected the 'Other' reason option for this question, providing 34 free text responses; these answers are available on request.



Reasons to not want to undertake prescribing training	Total	Percent*
Not required for role	56	70.9%
Other	23	29.1%

*Percentage of those who do not want to undertake prescribing training.

Are you currently a Designated Prescribing Practitioner (DPP)?

Only a small number of respondents (4) were currently a Designated Prescribing Practitioner.

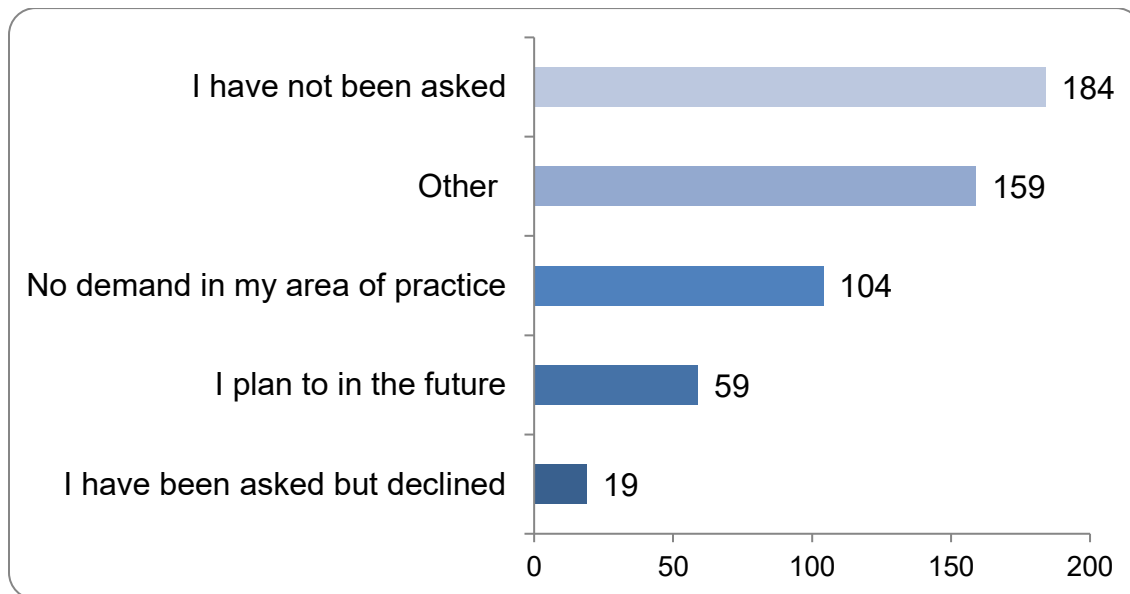
Are you currently a DPP?	Total	Percent*
Yes	4	0.9%
No	461	99.1%

* Percentage of total respondents

Why are you not currently a Designated Prescribing Practitioner?

Of the 461 respondents who were not Designated Prescribing Practitioners, almost 40% indicated that they had not been asked.

Multi-response question – respondents could select multiple areas



Reason for not being a DPP	Total	Percent*
I have not been asked	184	39.9%
Other (please give details in the box below)**	159	34.5%
No demand in my area of practice	104	22.6%
I plan to in the future	59	12.8%
I have been asked but declined	19	4.1%

* Percentage of respondents who are not a Designated Prescribing Practitioner.

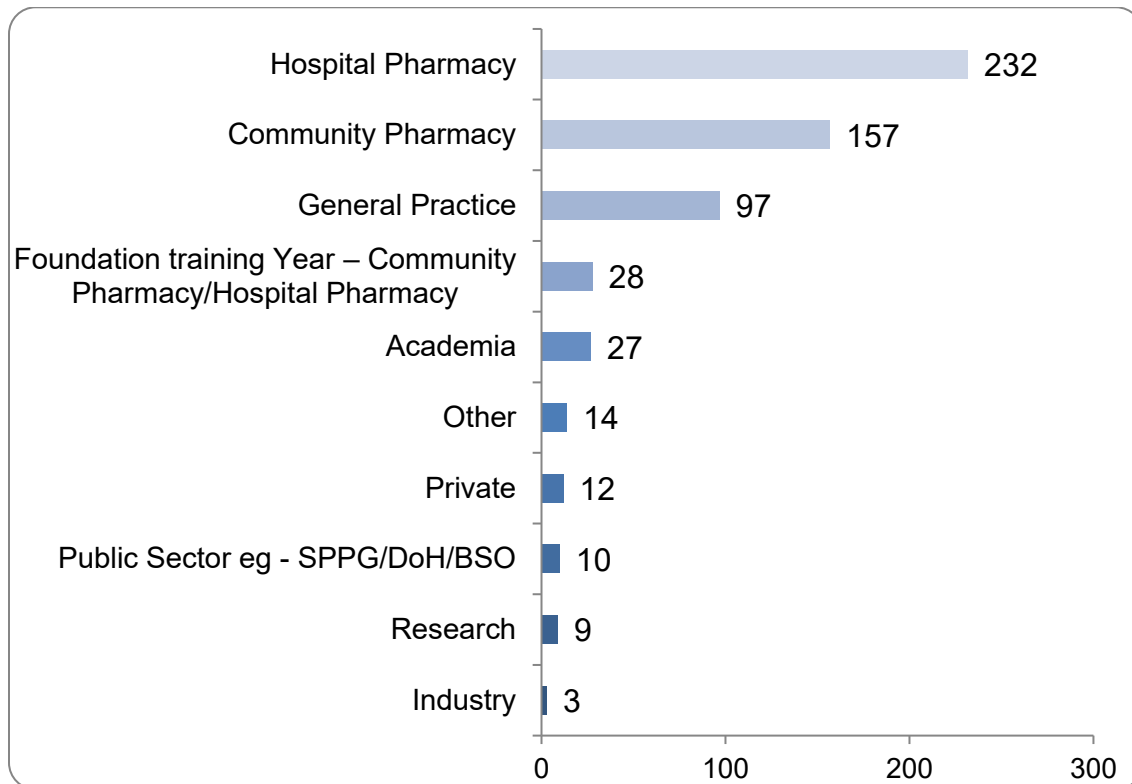
**Free text responses available on request.

Please note, figures should not be summed, as respondents could select more than one reason.

In which sector(s) do you practice?

The majority of respondents practiced in Hospital (49.9%) and Community Pharmacy (33.8%). These results are in line with those of the previous survey.

Multi-response question – respondents could select multiple areas



Sector	Total	Percent*
Hospital Pharmacy	232	49.9%
Community Pharmacy	157	33.8%
General Practice	97	20.9%
Foundation training Year – Community Pharmacy/Hospital Pharmacy	28	6.0%
Academia	27	5.8%
Other**	14	3.0%
Private	12	2.6%
Public Sector eg - SPPG/DoH/BSO	10	2.2%
Research	9	1.9%
Industry	3	0.6%

* Percentage of total respondents.

** Free text responses available on request.

Please note, figures should not be summed, as respondents could select more than one sector.

Number of sectors

Over three quarters (77.2%) of respondents reported that they practiced in only one sector, similar to the previous survey (79.1%).

Number of sectors	Number of respondents practicing in this number of sectors	Percentage of total respondents practicing in this number of sectors*
1	359	77.2%
2	90	19.4%
3	15	3.2%
4	0	-
5	1	0.2%
Total	465	100.0%

* Percentage of total respondents.

Which sector do you consider to be your main area of practice?

Almost half of respondents indicated that Hospital Pharmacy (48.8%) was their main area of practice, followed by Community Pharmacy (21.1%) and General Practice (19.1%). These were also the most selected areas of practice for respondents in the previous survey.

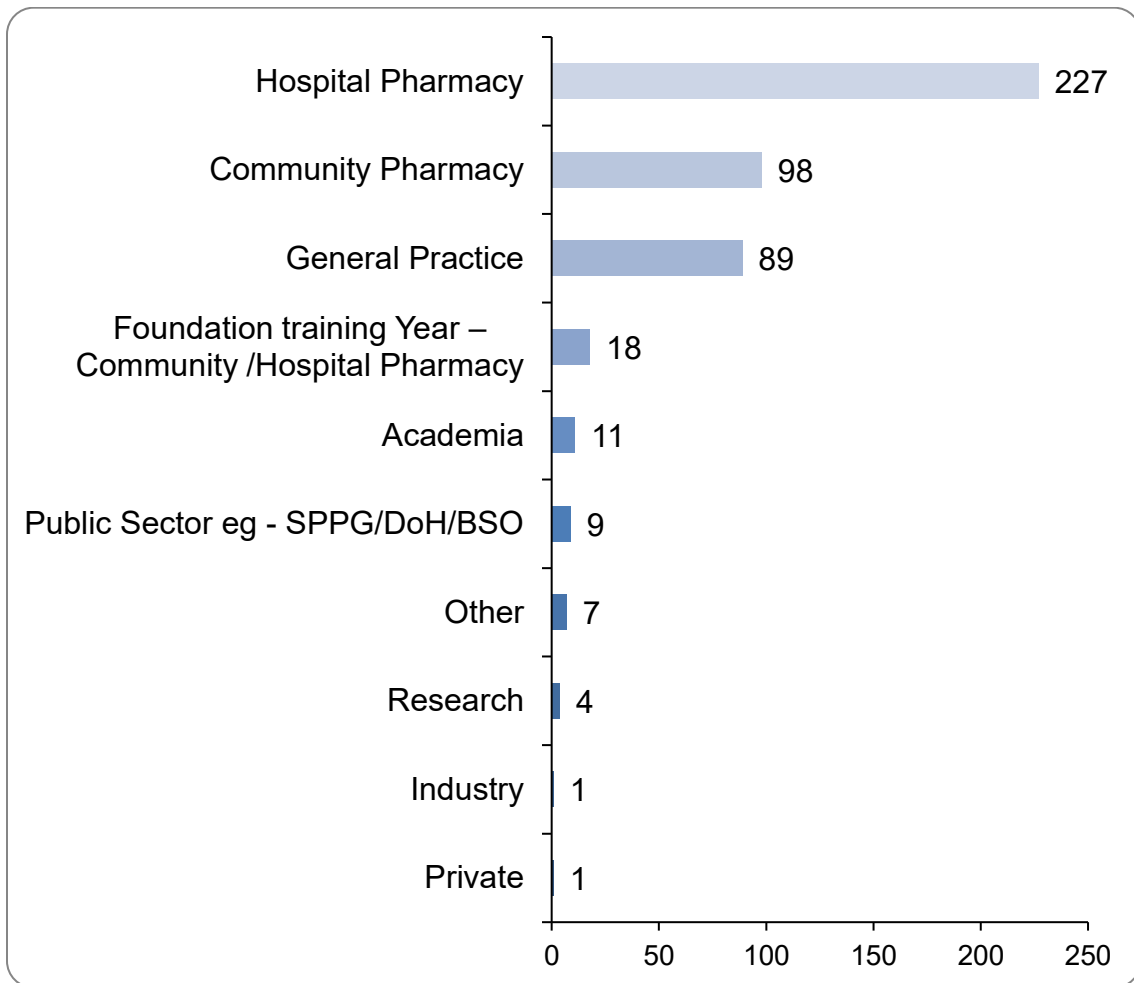
Sector (main area of practice)	Total	Percent*
Hospital Pharmacy**	227	48.8%
Community Pharmacy**	98	21.1%
General Practice**	89	19.1%
Foundation training Year – Community Pharmacy/Hospital Pharmacy**	18	3.9%
Academia	11	2.4%
Public Sector eg - SPPG/DoH/BSO	9	1.9%
Other***	7	1.5%
Research	4	0.9%
Industry	1	0.2%
Private	1	0.2%

* Percentage of total respondents.

** Respondents who selected any of these options as their main sector of pharmacy each then progressed in the survey to a set of questions specific to that sector; all other respondents progressed directly to the 'Future Plans' section of the survey

*** Only 6 of the respondents who selected 'other' identified an 'Other' main area of work in the free text field, which are available on request.

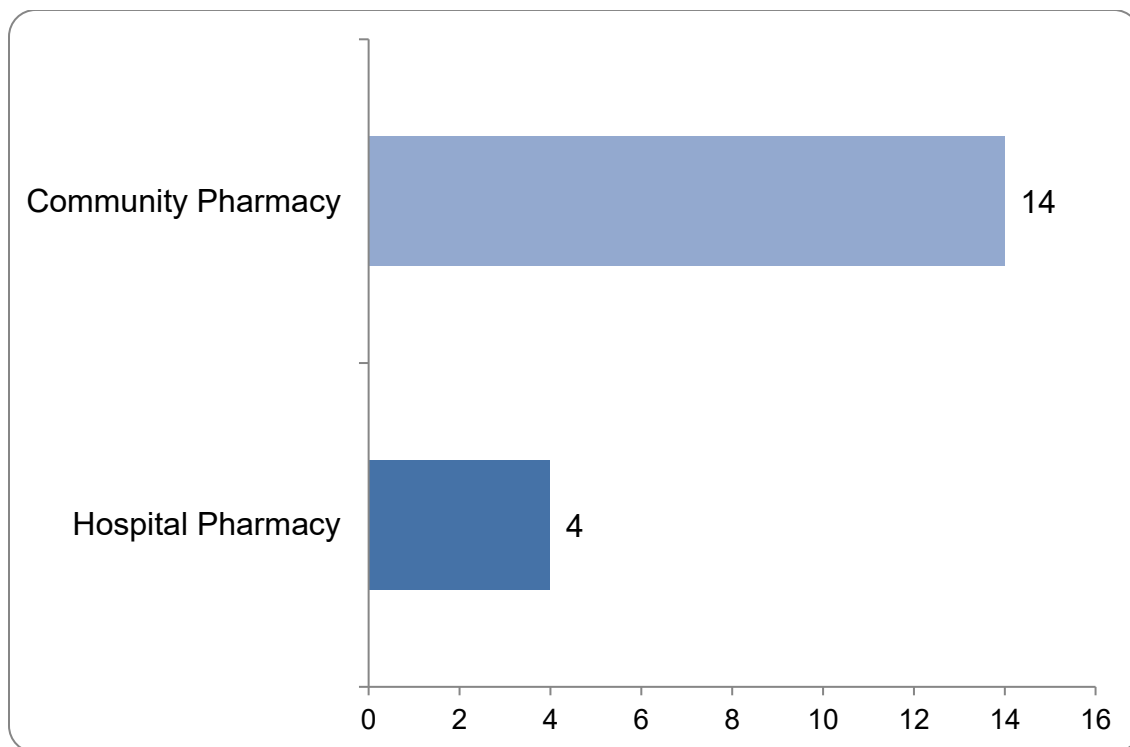
Which sector do you consider to be your main area of practice?



Foundation training

In what area are you completing your training?

There were 18 respondents whose main sector was Foundation Training Year; 14 completed their Foundation Training in Community Pharmacy (77.8%) and 4 in Hospital Pharmacy (22.2%). Most Foundation Training respondents in the previous survey were also completing their training in Community Pharmacy (10 out of 11).



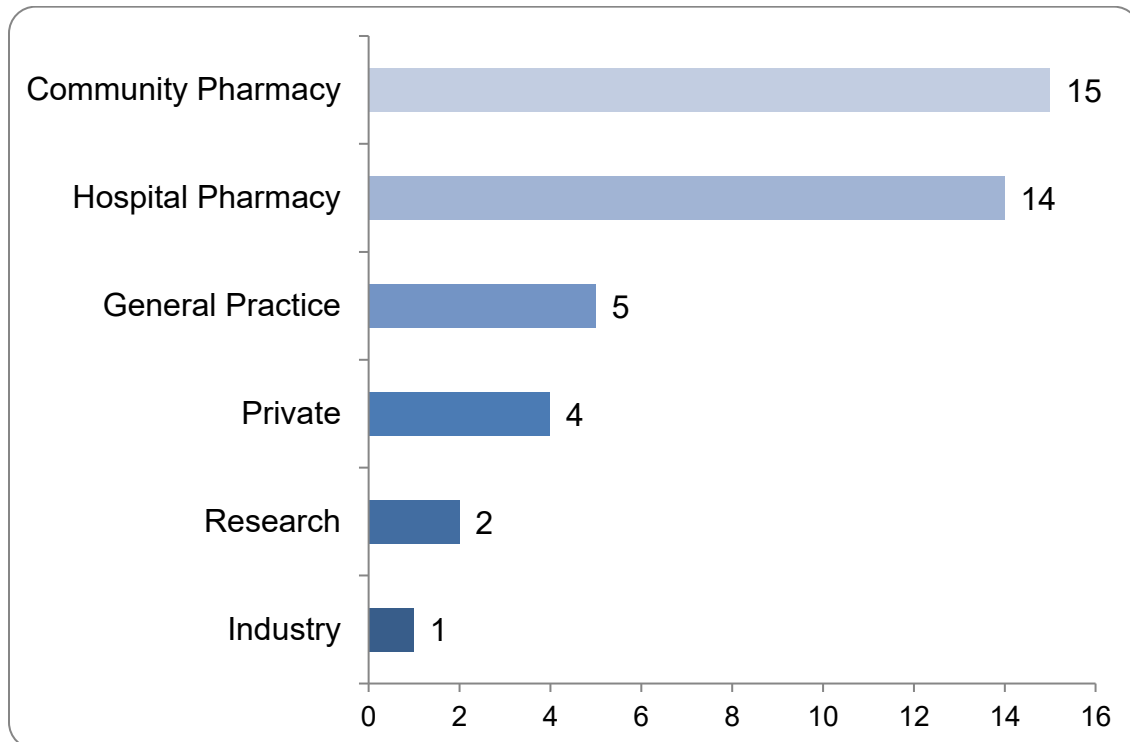
Foundation Training Area	Total	Percent
Community Pharmacy	14	77.8%
Hospital Pharmacy	4	22.2%

All 18 respondents were intending to continue their career in pharmacy after registration.

What areas are you intending to work in in your first 5 years after registration?

As in the previous survey, community, hospital and general practice pharmacy were the main intended work areas in the 5 years following registration.

Multi-response question – respondents could select multiple areas



No respondents selected the 'Academia', 'Public Sector' or 'Other' options

Intended work area	Total	Percent*
Community Pharmacy	15	83.3%
Hospital Pharmacy	14	77.8%
General Practice	5	27.8%
Private	4	22.2%
Research	2	11.1%
Industry	1	5.6%

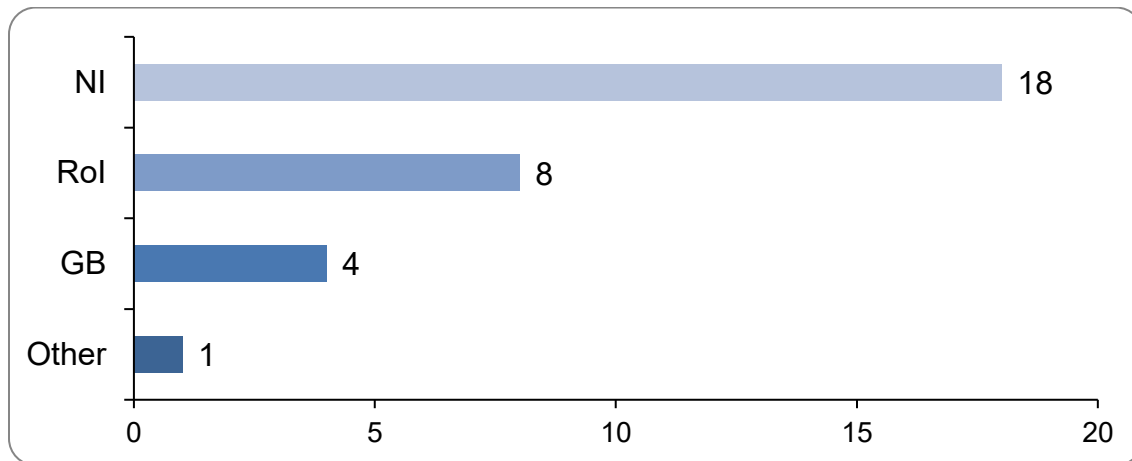
* Percentage of the 18 Foundation Training Year respondents.

Please note, figures should not be summed, as respondents could select more than one area.

In which geographical area are you intending to practice?

All 18 Foundation trainee pharmacists intend to practice in NI; 8 intend to practice in the RoI, 4 in GB and 1 in an 'Other' area, which was identified in the free text as 'possibly New Zealand or Australia'. One trainee pharmacist intends to practice in NI, GB and the RoI.

Multi-response question – respondents could select multiple areas



Geographical area	Total	Percent*
Northern Ireland (NI)	18	100.0%
Republic of Ireland (RoI)	8	44.4%
Great Britain (GB)	4	22.2%
Other	1	5.6%

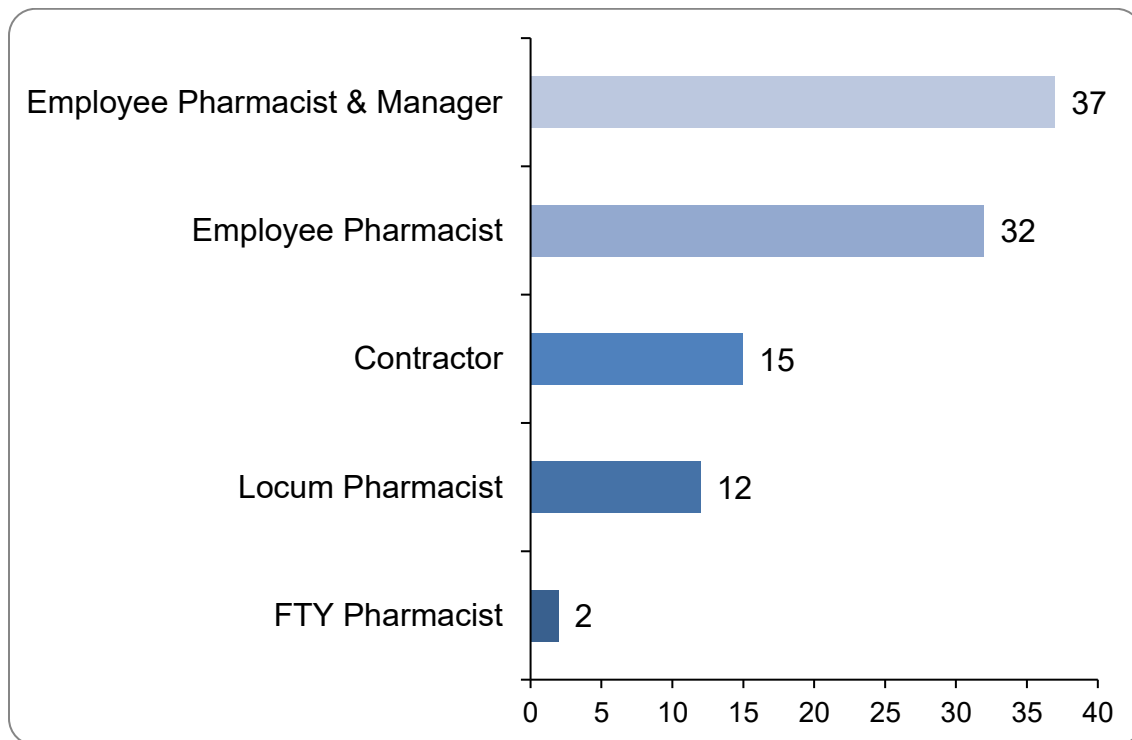
* Percentage of the 18 Foundation Training Year respondents.

Please note, figures should not be summed, as respondents could select more than one area.

Community pharmacy

Which category do you fall into?

Of the 98 respondents who selected community pharmacy as their main area of practice, most (37.8%) chose the 'Employee Pharmacist and Manager' category. Whilst there were fewer Community Pharmacy respondents to the current survey compared with the previous survey (215), the category breakdown is similar.

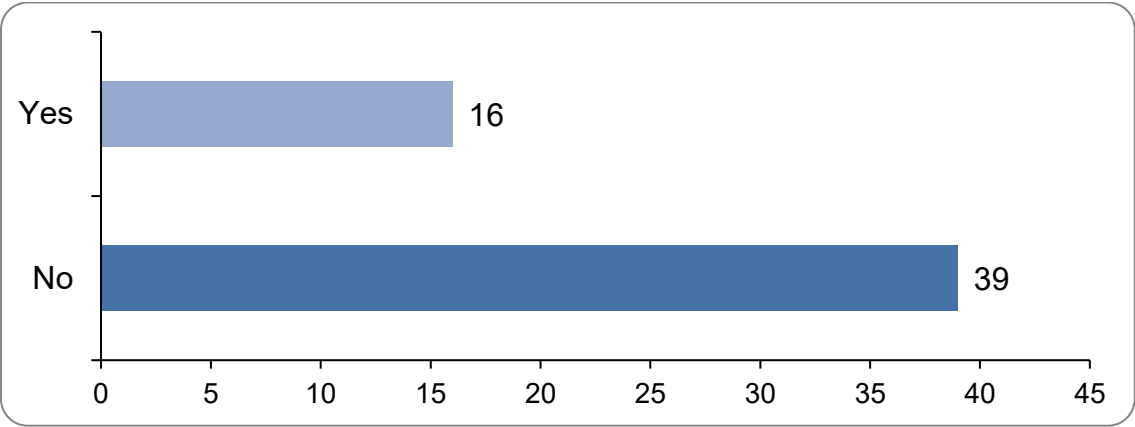


Community Pharmacist category	Total	Percent*
Employee Pharmacist & Manager	37	37.8%
Employee Pharmacist	32	32.7%
Contractor	15	15.3%
Locum Pharmacist	12	12.2%
FTY Pharmacist	2	2.0%

* Percentage of the 98 Community Pharmacy respondents.

For those whose main role does not currently involve management, do you see yourself moving into management in the future?

There were 55 responses to this question, with 70.9% of respondents indicating that they did not envisage moving into management in the future. This compares to 73.0% in the previous survey.



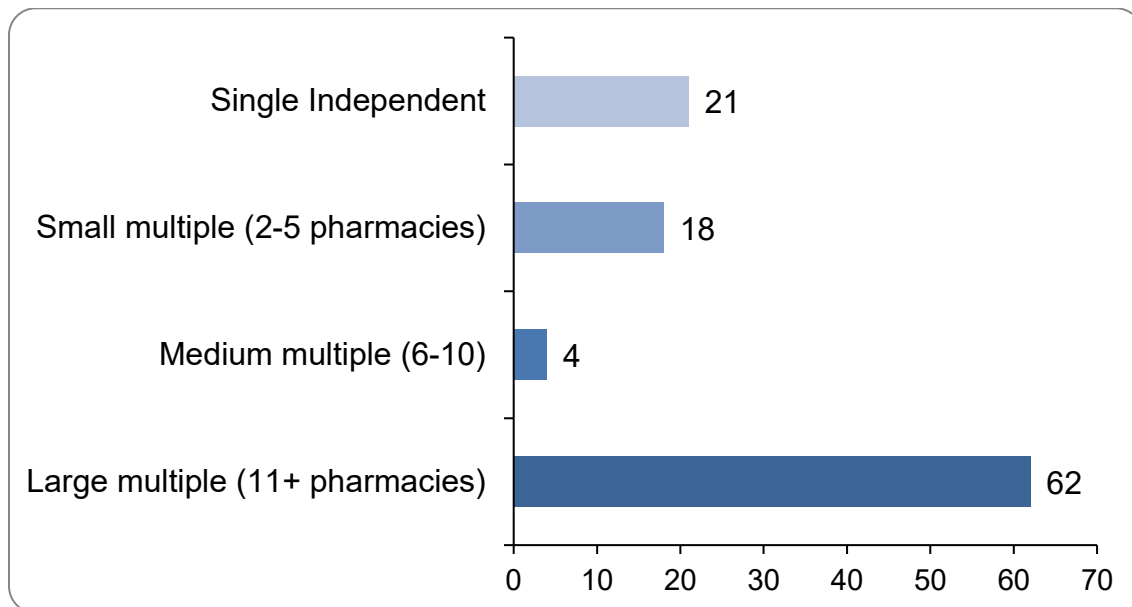
See a future move into management	Total	Percent*
Yes	16	29.1%
No	39	70.9%

* Percentage of those whose main role does not currently involve management.

What type of community pharmacy do you work in/represent?

More than three fifths (63.3%) of respondents worked in 'Large multiple' community pharmacies, a higher percentage than in the previous survey (53.0%). Over one fifth (21.4%) worked in 'Single Independent' community pharmacies in this survey.

Multi-response question – respondents could select multiple areas



Type of Community Pharmacy	Total	Percent*
Single Independent	21	21.4%
Small multiple (2-5 pharmacies)	18	18.4%
Medium multiple (6-10)	4	4.1%
Large multiple (11+ pharmacies)	62	63.3%

* Percentage of the 98 respondents who chose community pharmacy as their main area of practice.

Please note, figures should not be summed, as respondents could select more than one pharmacy type.

Multiple Community Pharmacy Types

Over 95% of respondents indicated that they only worked in 1 type of community pharmacy, with only small numbers working in more than one pharmacy type, a similar breakdown as the previous survey.

Number of community pharmacy types worked in	Total	Percent*
1	94	95.9%
2	2	2.0%
3	1	1.0%
4	1	1.0%

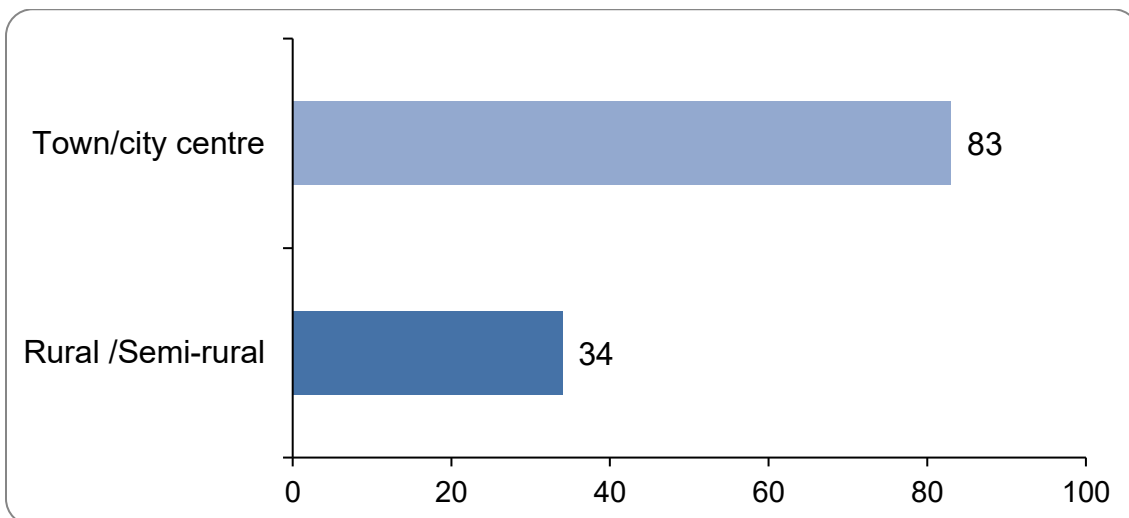
* Percentage of the 98 respondents who chose community pharmacy as their main area of practice.

Please refer to the note section regarding rounding used in percentages presented in tables and charts.

Where is the community pharmacy in which you work located?

Multi-response question – respondents could select multiple areas

Most respondents work in community pharmacies located in town/city centres (84.7%), which is a higher percentage than in the previous survey (78.1%).



Location of community pharmacy	Total	Percent*
Town/city centre	83	84.7%
Rural /Semi-rural	34	34.7%

* Percentage of the 98 respondents who chose community pharmacy as their main area of practice.

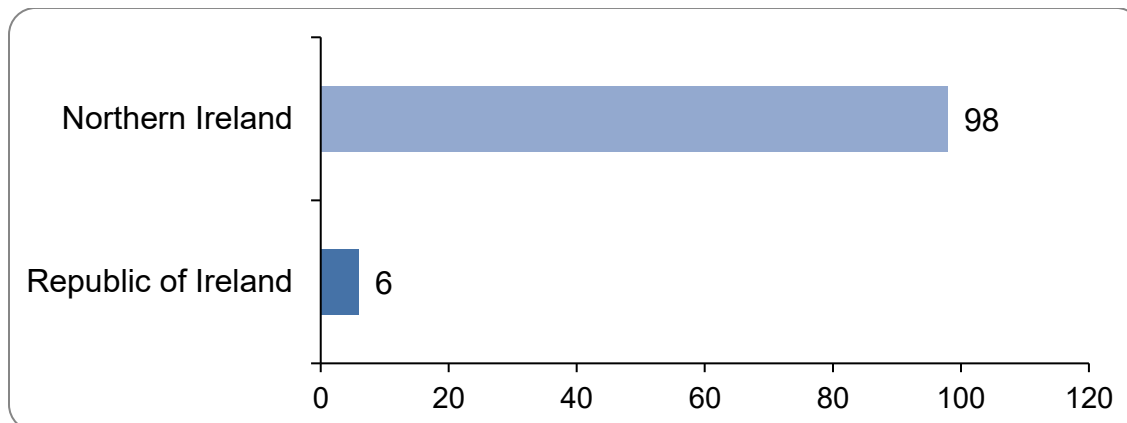
Please note, figures should not be summed, as respondents could select more than one location.

Most respondents (80.6%) indicated that they only worked in one type of location, with the remaining (19.4%) working in both town/city centre and rural/semi-rural locations. This compares with 84.7% and 15.3% respectively in the previous survey.

Within which geographical area do you practice?

Multi-response question – respondents could select multiple areas

All community pharmacy respondents practice in Northern Ireland, with 6.1% also practicing in the Republic of Ireland. The previous survey also reported that all community pharmacy respondents practiced in Northern Ireland, although a lower percentage of those (4.7%) also practiced in the Republic of Ireland.



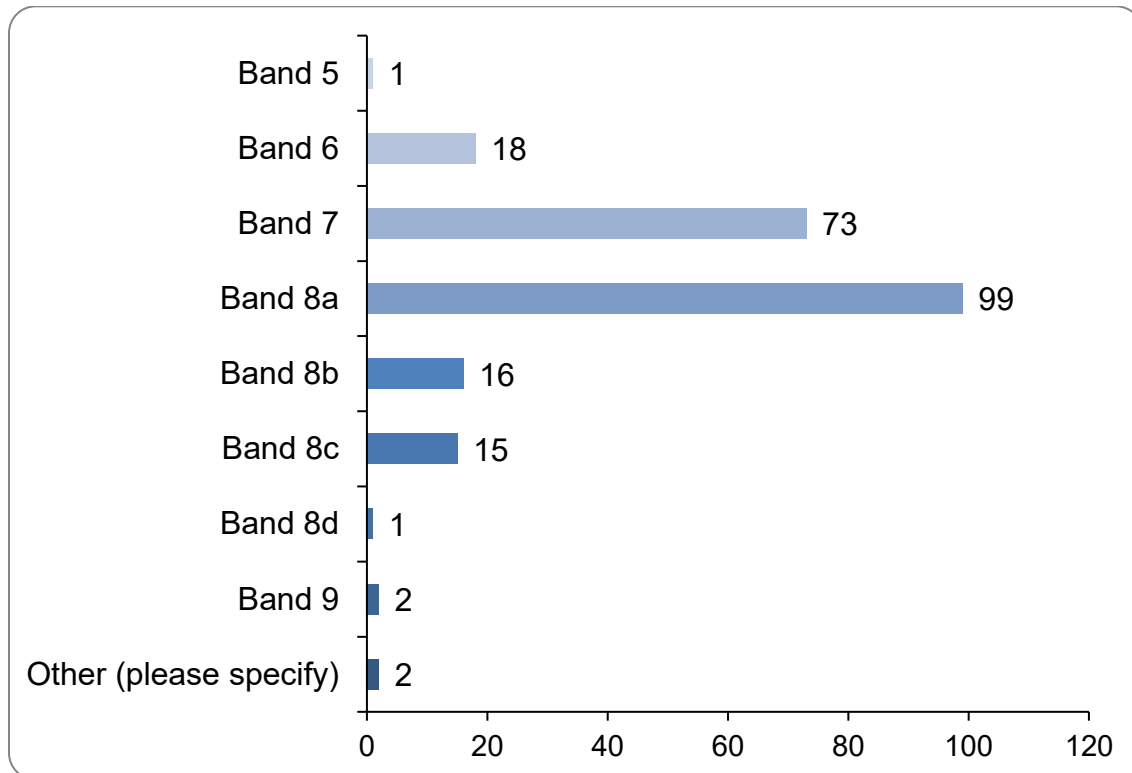
Area	Total	Percent*
Northern Ireland	98	100%
Republic of Ireland	6	6.1%

* Percentage of the 98 respondents who chose community pharmacy as their main area of practice.

Please note, figures should not be summed, as respondents could select more than one area.

Hospital Pharmacy

There were 227 respondents who selected 'Hospital Pharmacy' as their main sector of work. Most respondents (43.6%) chose Band 8a as their Agenda for Change grade. The breakdown of respondents by Grade is similar to the previous survey.



Agenda for Change Grade	Total	Percent*
Band 5	1	0.4%
Band 6	18	7.9%
Band 7	73	32.2%
Band 8a	99	43.6%
Band 8b	16	7.0%
Band 8c	15	6.6%
Band 8d	1	0.4%
Band 9	2	0.9%
Other (please specify)**	2	0.9%

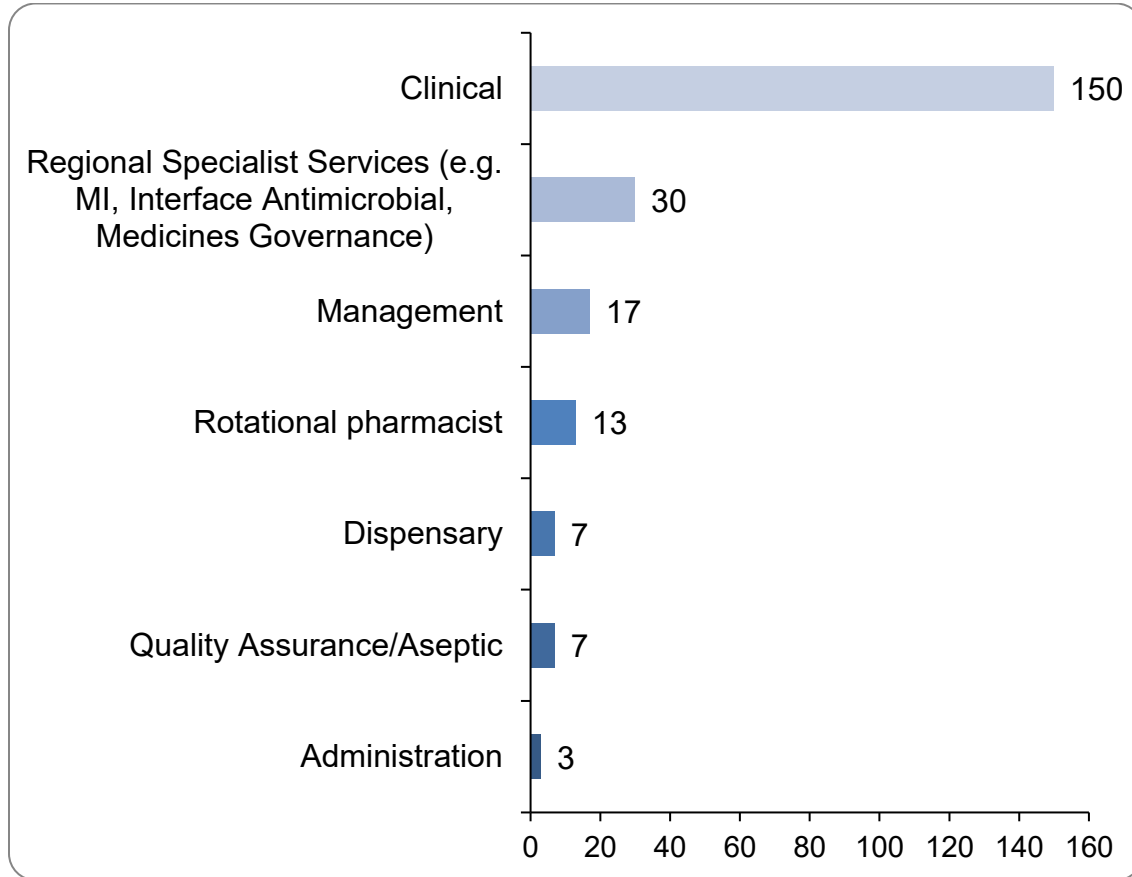
* Percentage of the 227 respondents who chose Hospital pharmacy as their main area of practice.

**Details available on request.

Please refer to the note section regarding rounding used in percentages presented in tables and charts.

What is your main role?

Of the 227 hospital pharmacist responses, two thirds (66.1%) selected 'Clinical' as their main role, similar to the previous survey (67.8%).

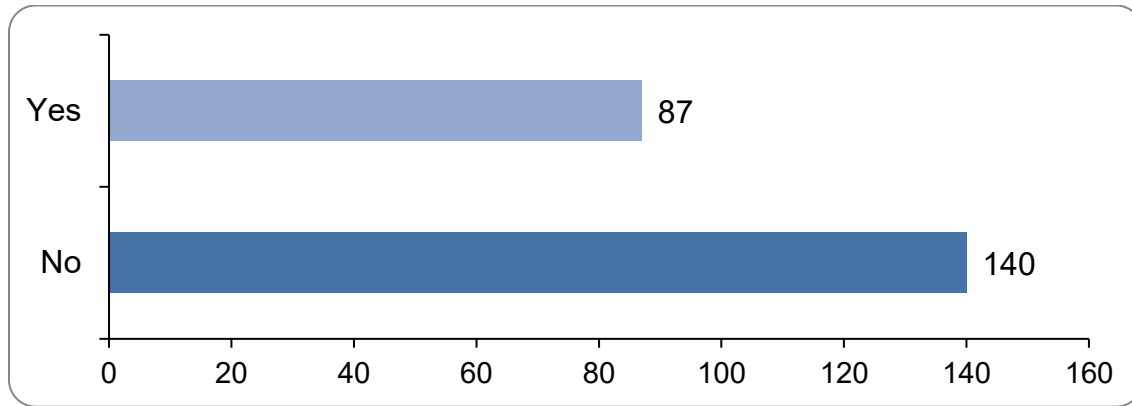


Main role	Total	Percent*
Clinical	150	66.1%
Regional Specialist Services (e.g. MI, Interface Antimicrobial, Medicines Governance)	30	13.2%
Management	17	7.5%
Rotational pharmacist	13	5.7%
Dispensary	7	3.1%
Quality Assurance/Aseptic	7	3.1%
Administration	3	1.3%

* Percentage of the 227 respondents who chose Hospital pharmacy as their main area of practice.

Does your current role involve staff management?

More than one third (38.3%) of hospital pharmacist respondents indicated that their current role involves staff management, similar to the previous survey (35.6%).

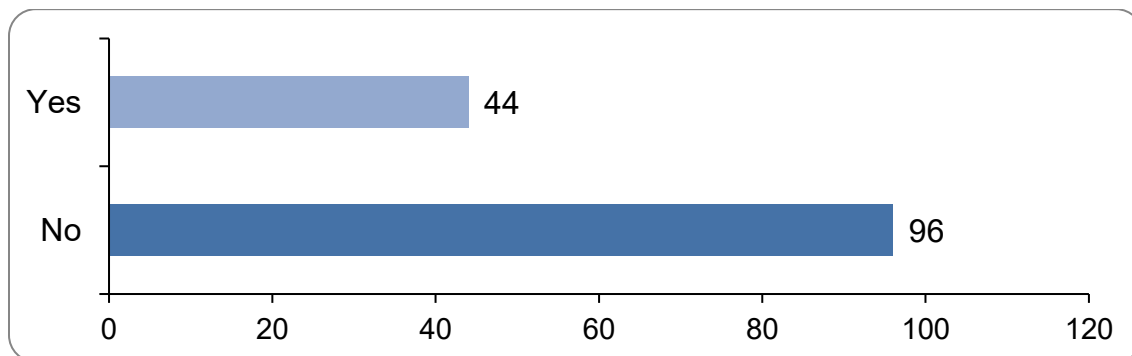


Staff Management	Total	Percent
Yes	87	38.3%
No	140	61.7%

* Percentage of the 227 respondents who chose Hospital pharmacy as their main area of practice.

Do you see your future career moving into management?

Of the 140 respondents whose current role did not involve staff management, over two thirds (68.6%) did not see a future move into management. This is slightly higher than in the previous survey (64.7%).

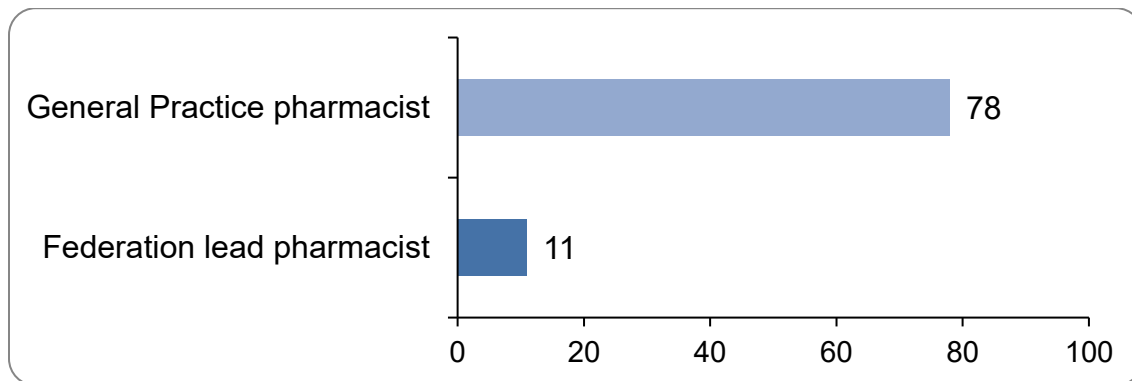


Future career in management	Total	Percent*
Yes	44	31.4%
No	96	68.6%

* Percentage of the 140 respondents whose current role did not involve staff management.

General Practice

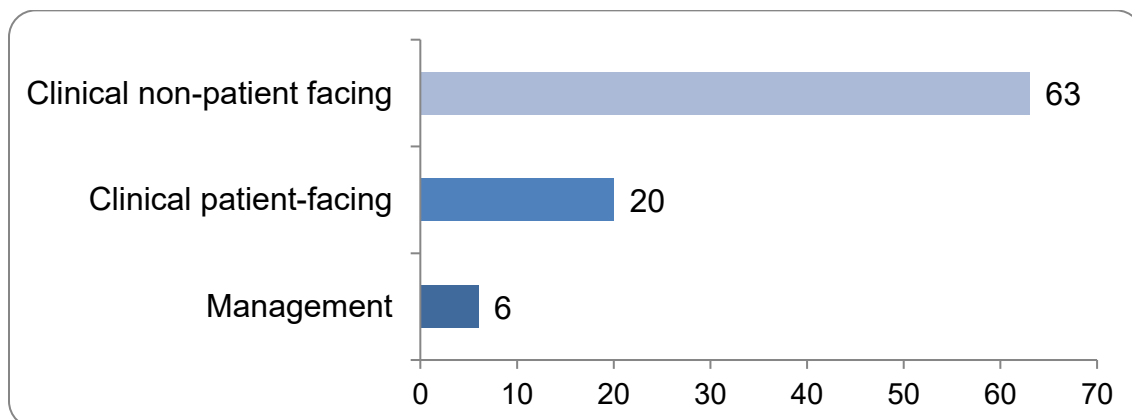
Of the 89 respondents who selected GP pharmacy as their main area of practice, most (87.6%) were General Practice pharmacists. This compares to 80.3% in the previous survey.



Job title	Total	Percent*
General Practice pharmacist	78	87.6%
Federation lead pharmacist	11	12.4%

* Percentage of the 89 respondents who chose GP pharmacy as their main area of practice.

'Clinical non-patient facing' (70.8%) was the most selected main role for those who selected GP pharmacy as their main area of practice. This compares to 65.8% in the previous survey.

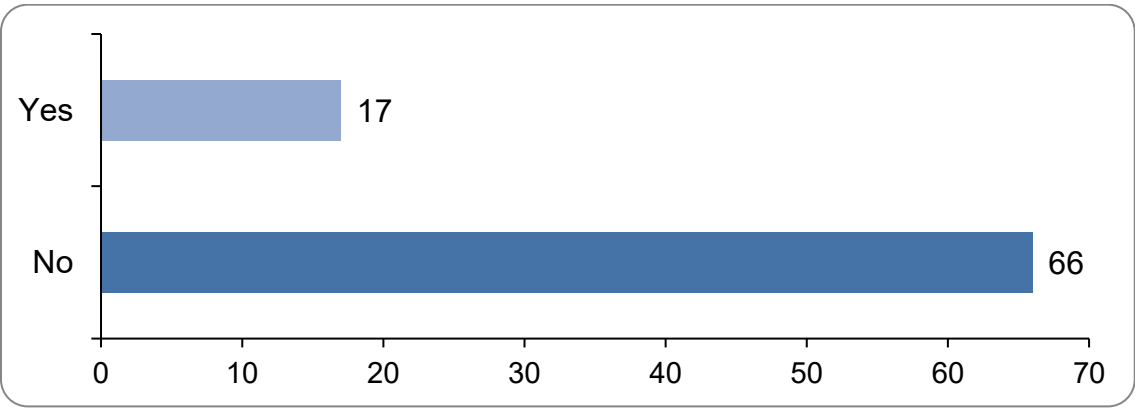


Main role	Total	Percent*
Clinical non-patient facing	63	70.8%
Clinical patient-facing	20	22.5%
Management	6	6.7%

* Percentage of the 89 respondents who chose GP pharmacy as their main area of practice.

For those whose main role is not currently 'management', do you see your future career moving into management?

Of the 83 respondents whose main role is not currently management, more than three quarters (79.5%) did not see a move into management in the future. This compares to 72.5% in the previous survey.



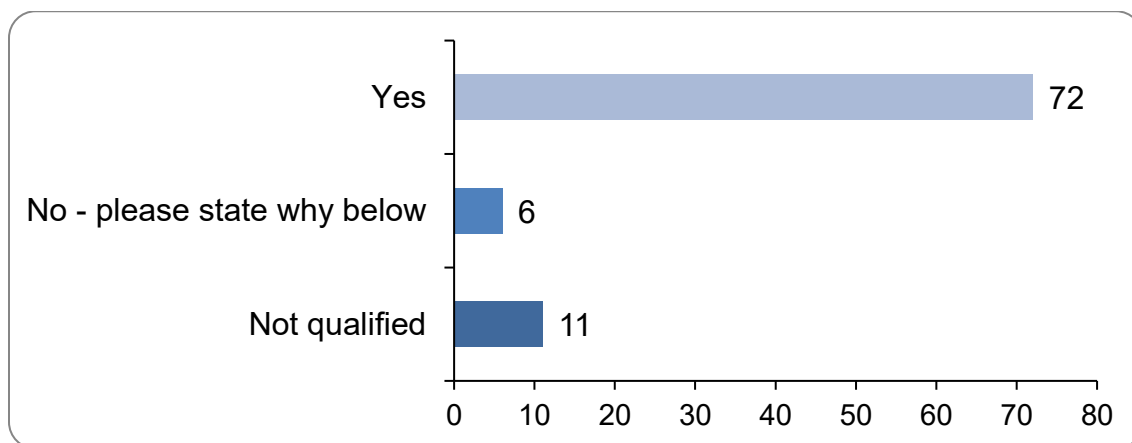
Future career move into management	Total	Percent*
Yes	17	20.5%
No	66	79.5%

* Percentage of the 83 respondents whose main role is not currently 'management'

If qualified, as part of your General Practice role, do you work as a Pharmacist Independent Prescriber (PIP)?

Of the 89 respondents whose main area of work was GP Pharmacy, over three quarters (80.9%) indicated that they were qualified and do work as a PIP, while 6.7% were qualified but do not work as a PIP. Only 12.4% of respondents reported that they were not qualified as a PIP.

This breakdown of respondents reflects the findings of the previous survey, in which 78.9% of qualified General Practice pharmacist respondents worked as a PIP.



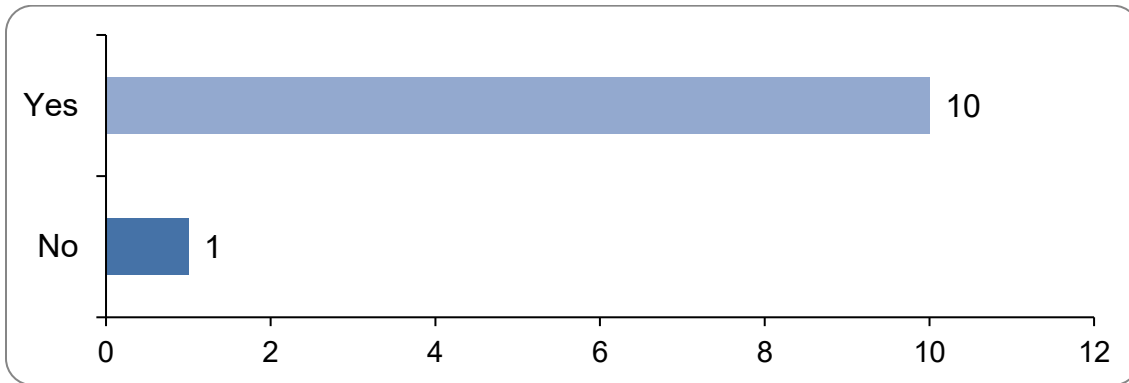
If qualified, do you work as an Independent Prescriber?	Total	Percent*
Yes	72	80.9%
No	6	6.7%
Not qualified	11	12.4%

* Percentage of the 89 respondents who chose GP pharmacy as their main area of practice.

The reasons given by the 6 respondents who answered that they do not work as a Pharmacist Independent Prescriber are available on request.

Reason for not working as a PIP as part of GP role

Of the 11 respondents not qualified as a PIP, all but one (90.9%) plan to undertake the qualification in the next 5 years.



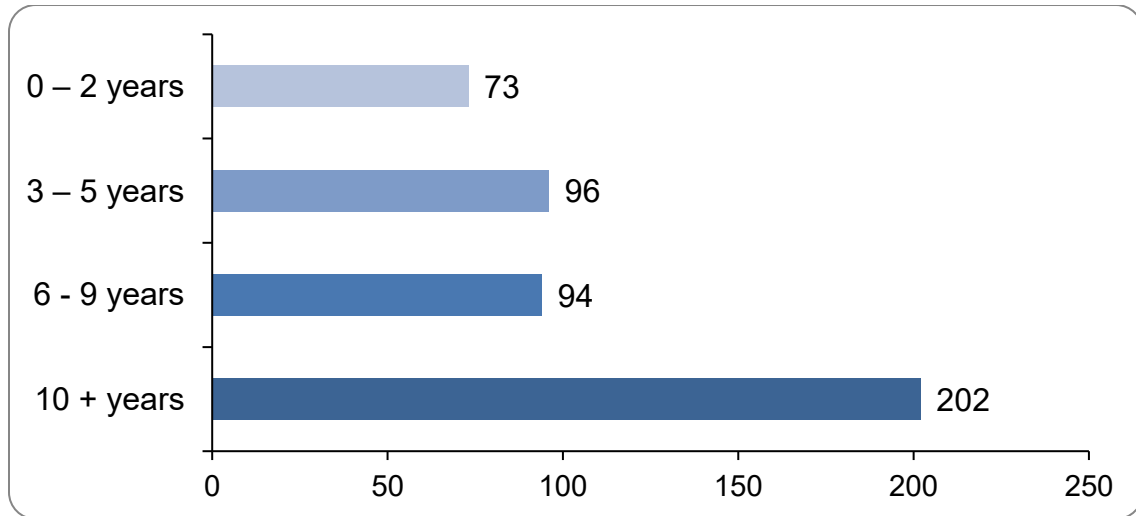
Plan to undertake PIP training	Total	Percent*
Yes	10	90.9%
No	1	9.1%

* Percentage of the 11 GP pharmacy respondents not qualified as Independent Prescribers.

The Future

Length of time in current sector

Most respondents (43.4%) had worked in their current sector for 10+ years, compared to 51.6% in the previous survey.



Length of time in current sector	Total	Percent*
0 – 2 years	73	15.7%
3 – 5 years	96	20.6%
6 – 9 years	94	20.2%
10 + years	202	43.4%

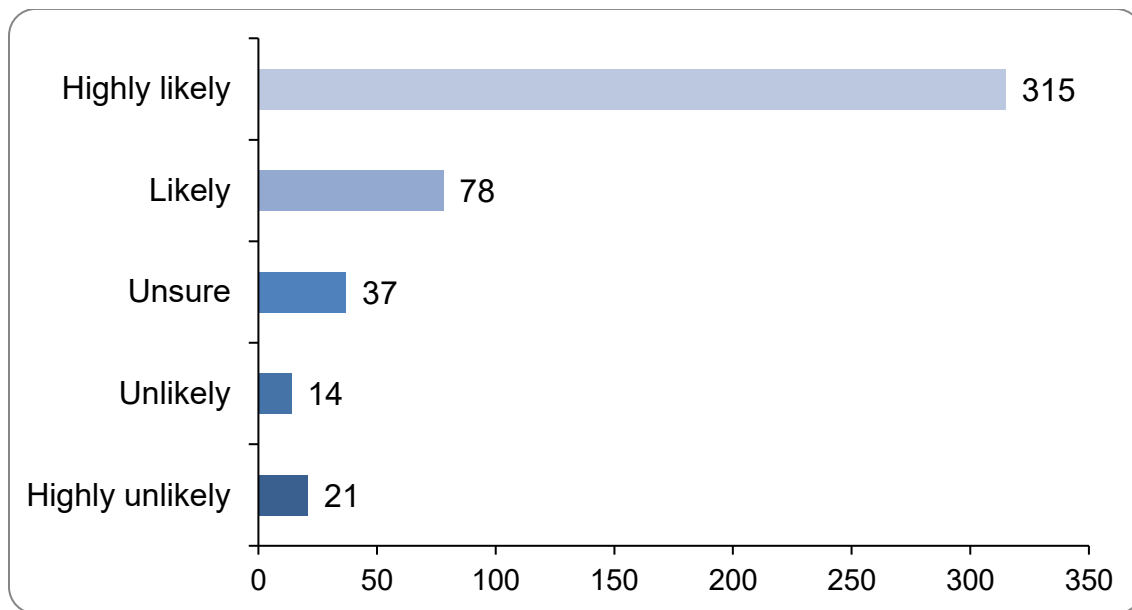
* Percentage of total respondents.

Please refer to the note section regarding rounding used in percentages presented in tables and charts.

Thinking about the future, how likely is it that you will be working in your main area of practice in each of the following time frames?

In one year's time: Over four fifths of respondents (84.5%) answered that they were highly likely or likely to be working in their main area of practice, which is a decrease from the percentage in the previous survey (88.4%).

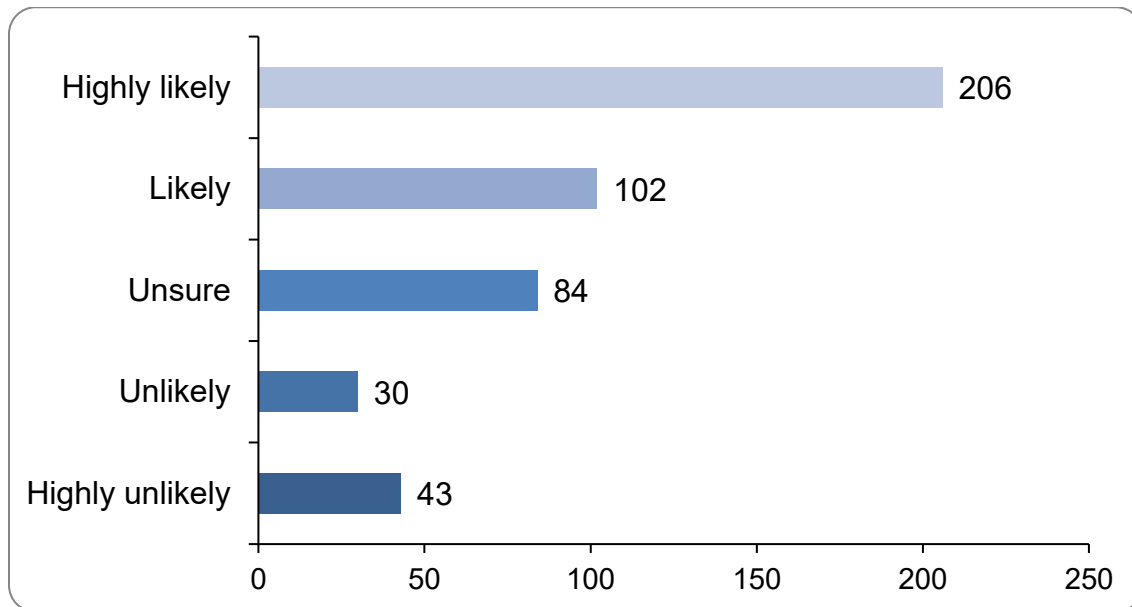
Only 7.5% of respondents thought it was unlikely or highly unlikely that they would be working in their main area of practice in one year's time, which compares to 4.7% in the previous survey.



Likelihood of still working in main area of practice	Total	Percent*
Highly likely	315	67.7%
Likely	78	16.8%
Unsure	37	8.0%
Unlikely	14	3.0%
Highly unlikely	21	4.5%

* Percentage of total respondents.

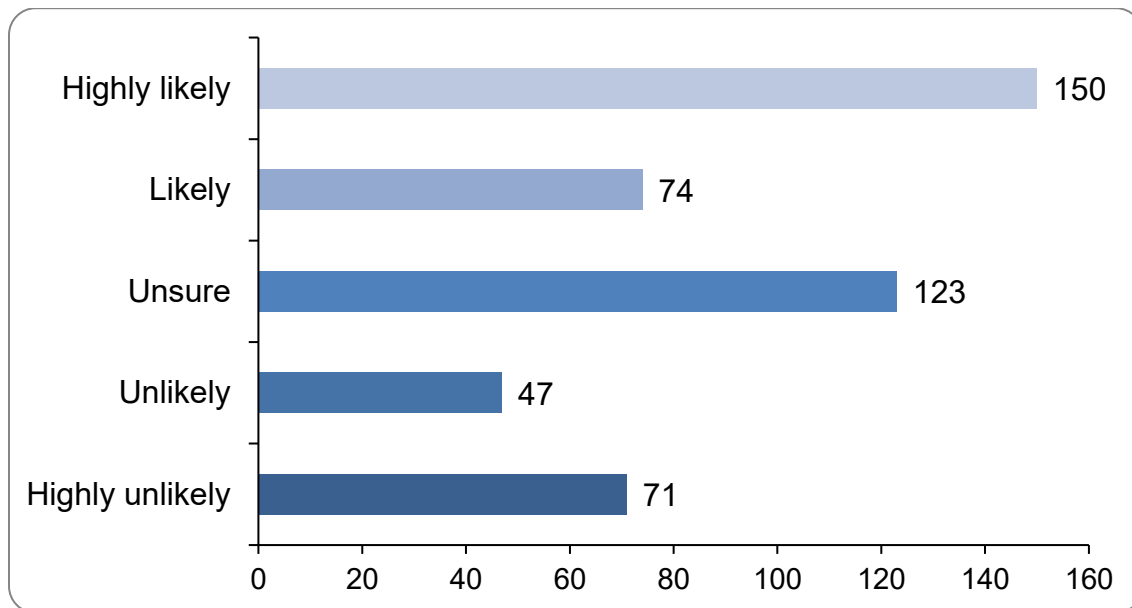
In three years' time: Almost two thirds (66.2%) of respondents indicated that they were highly likely or likely to be working in their main area of practice, which compares to 69.2% in the previous survey.



Likelihood of still working in main area of practice	Total	Percent*
Highly likely	206	44.3%
Likely	102	21.9%
Unsure	84	18.1%
Unlikely	30	6.5%
Highly unlikely	43	9.2%

* Percentage of total respondents.

In five years' time: Just under half (48.2%) of respondents answered that they were highly likely or likely to be working in their main area of practice, similar to the previous survey (47.3%). Also notable is that more respondents were unsure in relation to this longer time frame and more felt it unlikely or highly unlikely (25.4%) that they would be in their main area of practice in five years' time, similar to 26.6% in the previous survey.



Likelihood of still working in main area of practice	Total	Percent*
Highly likely	150	32.3%
Likely	74	15.9%
Unsure	123	26.5%
Unlikely	47	10.1%
Highly unlikely	71	15.3%

* Percentage of total respondents.

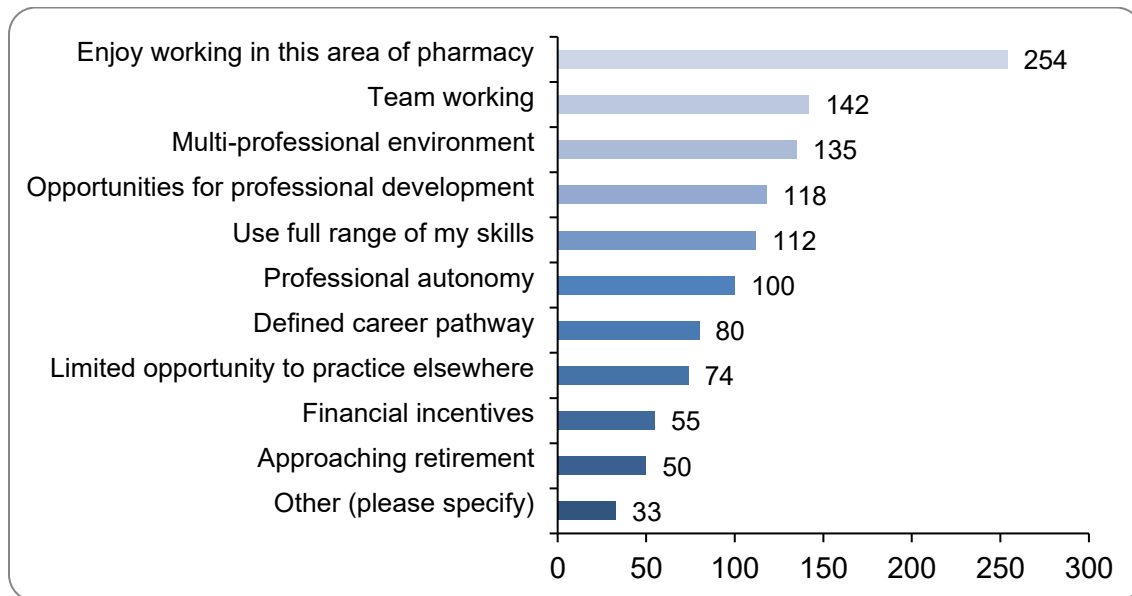
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

For all three time periods (one, three and five years), the percentage breakdowns of respondents in both the previous and current survey in relation to the likelihood of working in their main area of practice were similar.

If you answered highly likely/likely for any of the options in the previous question, for what reason(s) would you wish to stay in your current area of practice/not consider a change?

There were 399 responses to this question, with 'Enjoy working in this area of pharmacy' being the most popular reason chosen.

Multi-response question – respondents could select multiple areas



Reason you wish to stay in current area/not consider a change	Total	Percent*
Enjoy working in this area of pharmacy	254	54.6%
Team working	142	30.5%
Multi-professional environment	135	29.0%
Opportunities for professional development	118	25.4%
Use full range of my skills	112	24.1%
Professional autonomy	100	21.5%
Defined career pathway	80	17.2%
Limited opportunity to practice elsewhere	74	15.9%
Financial incentives	55	11.8%
Approaching retirement	50	10.8%
Other (please specify)	33	7.1%

* Percentage of total respondents.

Please note, figures should not be summed, as respondents could select more than one area.

The above results closely mirror those from the previous survey, both in order and frequency of the reasons selected.

There were 33 respondents who ticked 'other' reason to wish to stay in their current area of practice/not consider a change (of whom 32 then specified a reason). A further 4 respondents (who had not ticked 'other') also specified a reason. The reasons given by these 36 respondents are available on request.

If you answered highly unlikely/unlikely, for what reason(s) are you considering a change?

There were 189 responses to this question; unsustainable workload was the most frequent reason given.

Multi-response question – respondents could select multiple areas



* Financial incentives outside of current area of practice; ** Considering working in a different area of pharmacy; *** Seeking further opportunities for professional development/ CPD requirements

If you answered highly unlikely/unlikely, for what reason(s) are you considering a change?

Reason for considering a change	Total	Percent*
Unsustainable workload	105	22.6%
Unmanageable levels of stress in current role	90	19.4%
Finding pharmacy unrewarding	82	17.6%
Considering working outside pharmacy	65	14.0%
Financial incentives outside of current area of practice	64	13.8%
Lack of defined career pathway	63	13.5%
Having to work too many hours	47	10.1%
Use the full range of my skills	45	9.7%
Limited opportunity to practice in current role	38	8.2%
Approaching retirement	37	8.0%
Considering working in a different area of pharmacy	35	7.5%
Seeking further opportunities for professional development/ CPD requirements	28	6.0%
Other (respondent to specify in text box)	18	3.9%
Professional autonomy	17	3.7%
Multi-professional environment elsewhere	10	2.2%

* Percentage of total respondents.

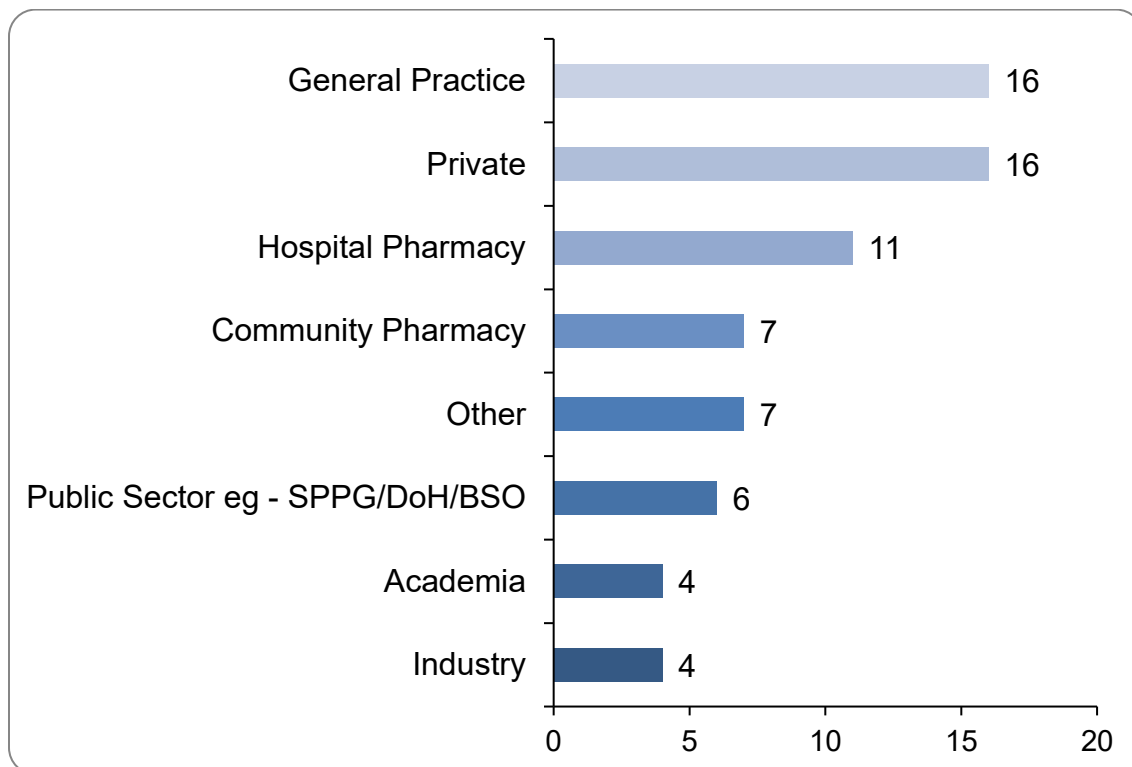
Please note, figures should not be summed, as respondents could select more than one area.

As was the case with the reasons chosen for wanting to stay in their current area of pharmacy/not consider a change, the order and frequency of those reasons selected by respondents for considering a change very strongly mirror those in the previous survey.

There were 18 respondents who ticked 'other' reason considering a change (of whom 16 then specified a reason). A further 7 respondents (who had not ticked other) also specified a reason. The reasons given by these 23 respondents are available on request. No respondents selected the 'Team working' option.

Considering working in a different area of pharmacy

There were 35 respondents who chose the reason 'considering working in a different area of pharmacy', 34 of whom then gave the different area of pharmacy they would consider. However, a further 37 respondents who had not chosen 'considering working in a different area of pharmacy' also identified a different area of pharmacy that they would consider working in, so these respondents have been included in the chart and table below, giving a total of 71 respondents identifying a different area of pharmacy that they would consider.



Different area of Pharmacy	Total	Percent*
General Practice	16	22.5%
Private	16	22.5%
Hospital Pharmacy	11	15.5%
Community Pharmacy	7	9.9%
Other	7	9.9%
Public Sector eg - SPPG/DoH/BSO	6	8.5%
Academia	4	5.6%
Industry	4	5.6%

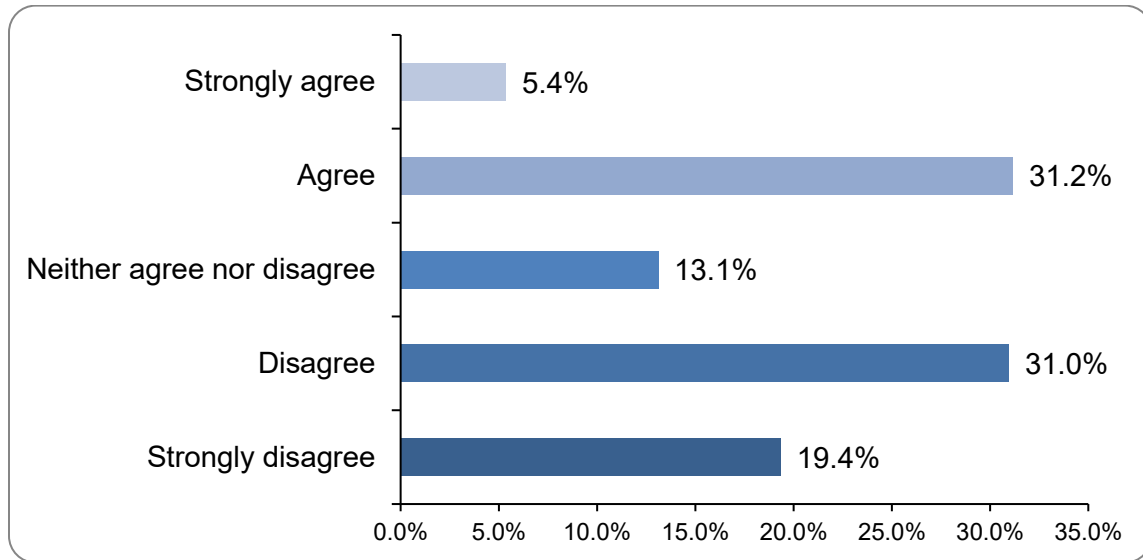
* Percentage of the 71 respondents who identified a different area of Pharmacy that they would consider working in.

Well-being scale questions

Well-being question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Agree and Strongly agree		Disagree and Strongly disagree	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
I have an acceptable workload	25	5.4%	145	31.2%	61	13.1%	144	31.0%	90	19.4%	170	36.6%	234	50.3%
I have a choice in deciding how I do my work	63	13.5%	177	38.1%	83	17.8%	88	18.9%	54	11.6%	240	51.6%	142	30.5%
My manager motivates me to be more effective in my job	69	14.8%	143	30.8%	142	30.5%	59	12.7%	52	11.2%	212	45.6%	111	23.9%
I am treated with respect by the people I work with	119	25.6%	249	53.5%	54	11.6%	24	5.2%	19	4.1%	368	79.1%	43	9.2%
I have clear objectives	74	15.9%	235	50.5%	85	18.3%	48	10.3%	23	4.9%	309	66.5%	71	15.3%
The people in my team can be relied upon to help when things get difficult in my job	92	19.8%	228	49.0%	76	16.3%	42	9.0%	27	5.8%	320	68.8%	69	14.8%
I have been bullied or harassed at work, in the past 12 months	26	5.6%	50	10.8%	39	8.4%	118	25.4%	232	49.9%	76	16.3%	350	75.3%
I have the opportunity to contribute my views before decisions are made that affect me	53	11.4%	151	32.5%	92	19.8%	97	20.9%	72	15.5%	204	43.9%	169	36.3%

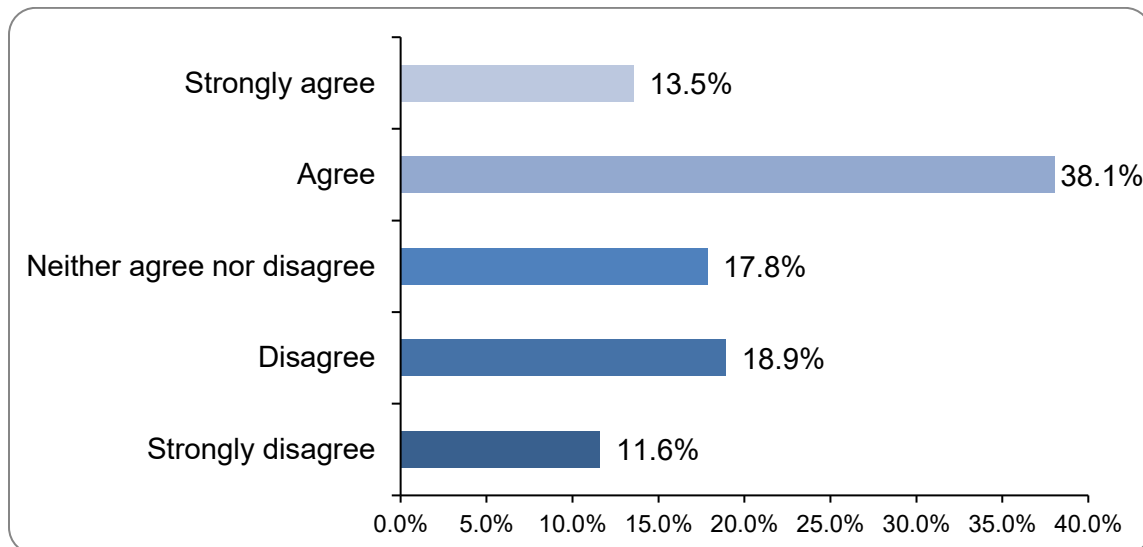
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I have an acceptable workload



Half of respondents (50.3%) disagreed or strongly disagreed that they have an acceptable workload, while just over one third (36.6%) agreed or strongly agreed that they have an acceptable workload. This compares to 55.4% and 33.8% respectively in the previous survey.

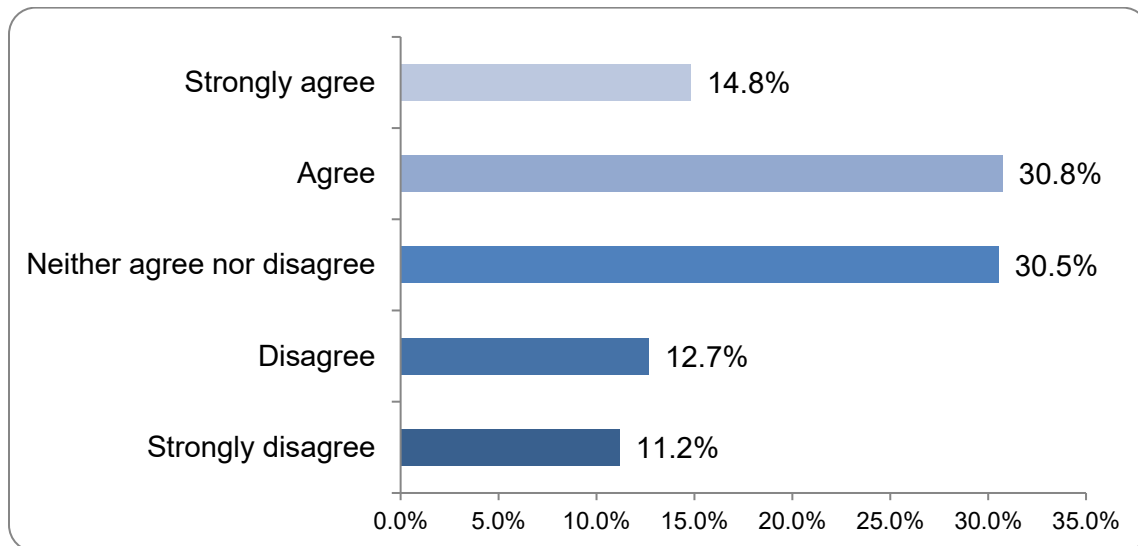
I have a choice in deciding how I do my work



More than half of respondents (51.6%) agreed or strongly agreed that they had a choice in deciding how they do their work compared with just under one third (30.5%) who disagreed or strongly disagreed. This compares to 54.6% and 32.1% respectively in the previous survey.

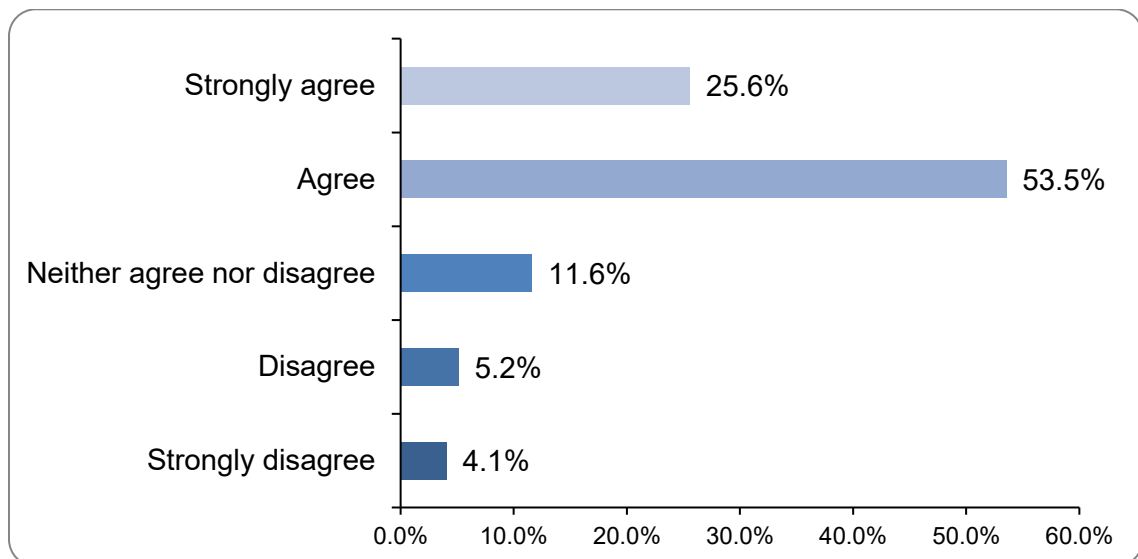
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

My manager motivates me to be more effective in my job



Almost half (45.6%) of respondents agreed or strongly agreed that their manager motivates them to be more effective in their job, while just under one quarter (23.9%) disagreed or strongly disagreed. This compares to 43.5% and 24.1% respectively in the previous survey.

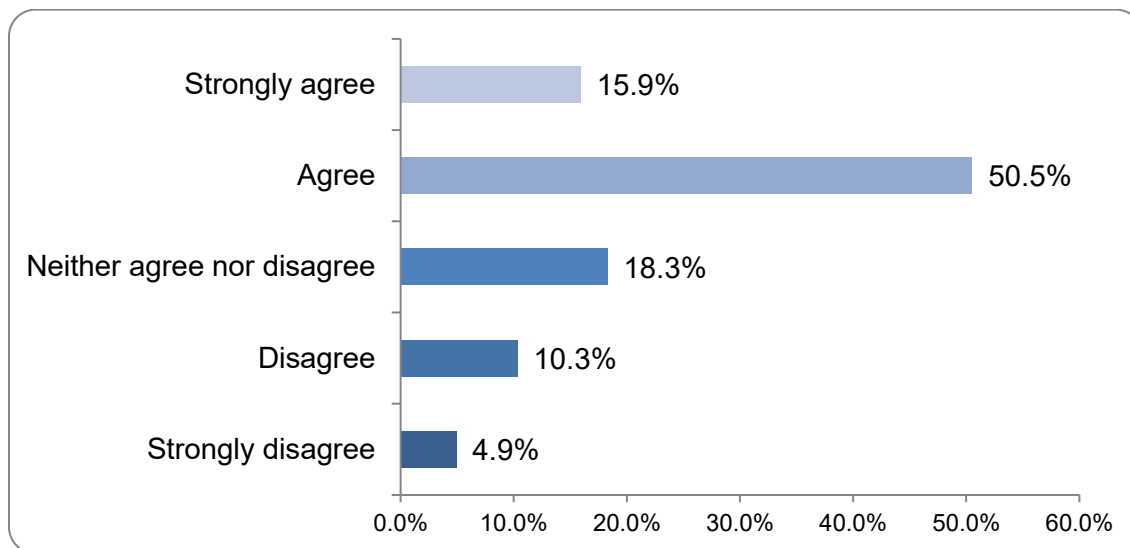
I am treated with respect by the people I work with



Most respondents (79.1%) agreed or strongly agreed that they are treated with respect by the people they work with compared with 9.2% of respondents who disagreed or strongly disagreed. This compares to 83.5% and 6.6% respectively in the previous survey.

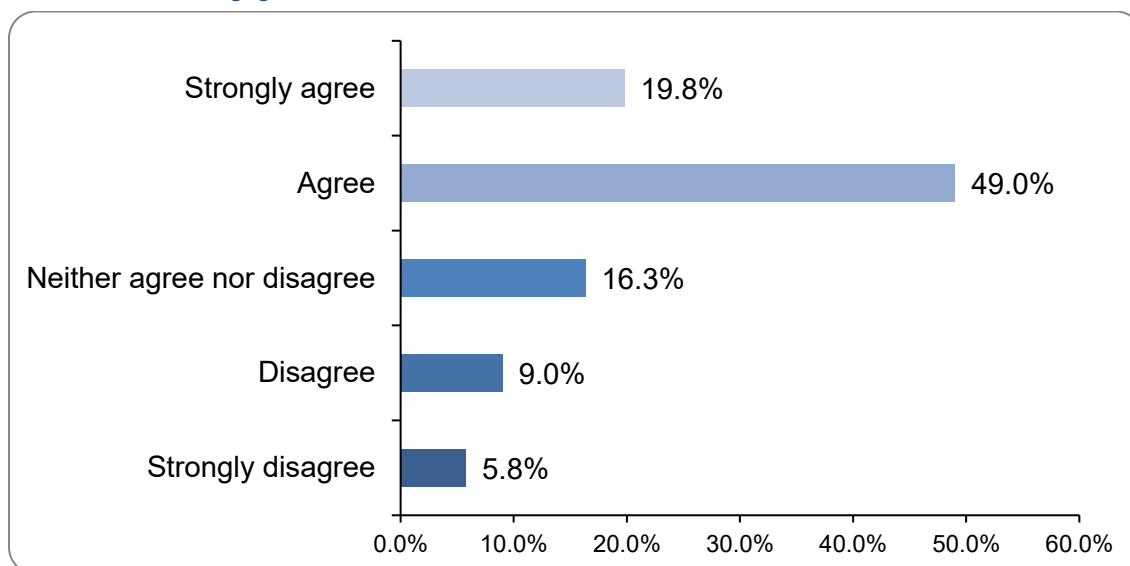
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I have clear objectives



Two thirds of respondents (66.5%) agreed or strongly agreed that they have clear objectives, while 15.3% disagreed or strongly disagreed with this. This compares to 72.3% and 11.6% respectively in the previous survey.

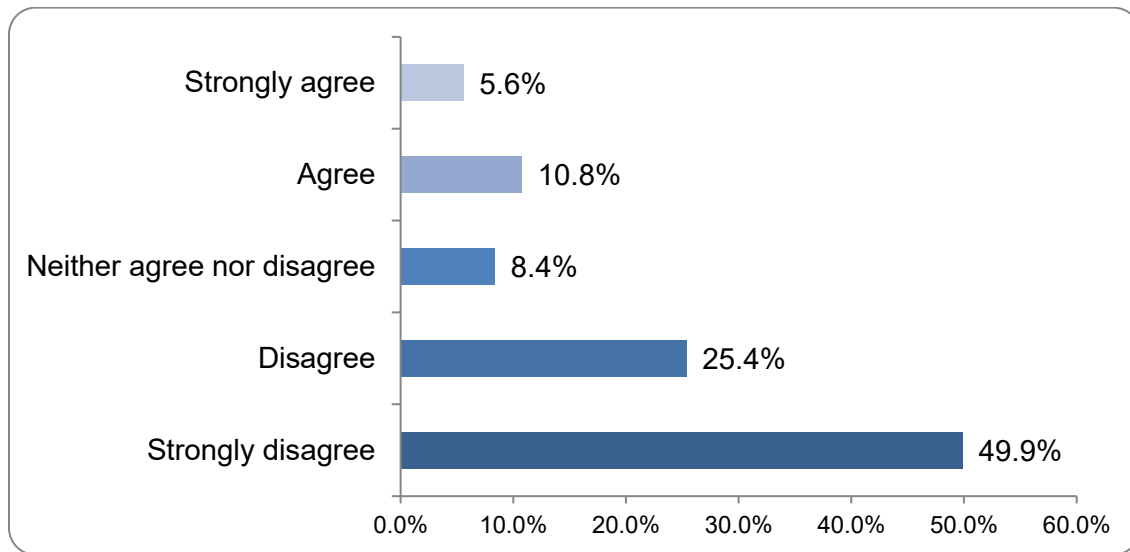
The people in my team can be relied upon to help when things get difficult in my job



Results suggest many pharmacists have supportive teams, with over two thirds (68.8%) agreeing or strongly agreeing that the people in their team can be relied upon to help when things get difficult in their job compared with 14.8% of respondents disagreed or strongly disagreed with this. This compares to 72.5% and 10.2% respectively in the previous survey.

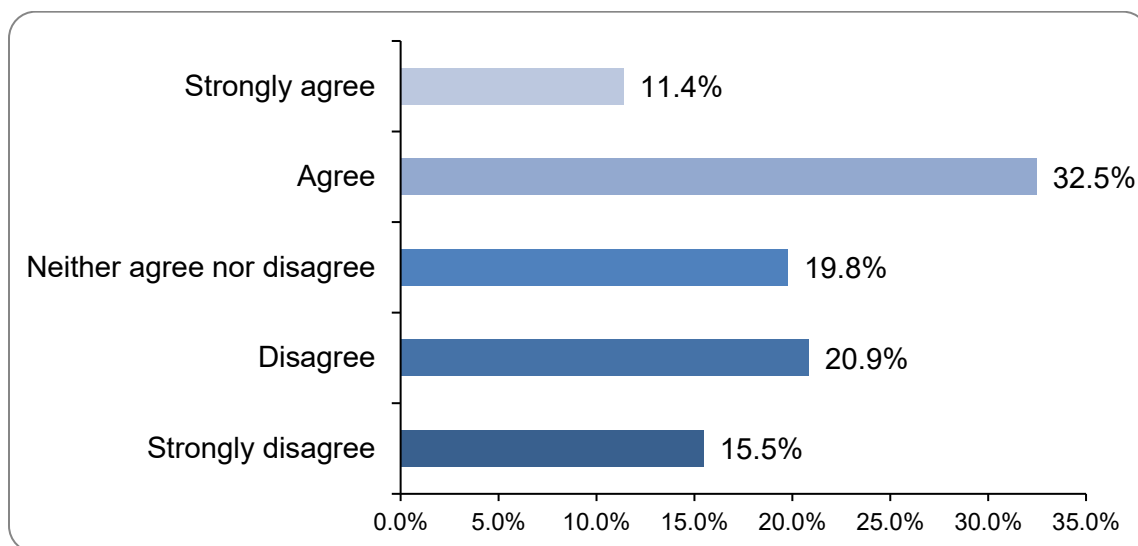
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I have been bullied or harassed at work, in the past 12 months



Three quarters of respondents (75.3%) disagreed or strongly disagreed that they had been bullied or harassed at work in the past 12 months, however 16.3% agreed or strongly agreed with this. This compares to 74.2% and 16.3% respectively in the previous survey.

I have the opportunity to contribute my views before decisions are made that affect me



More than two fifths of respondents (43.9%) agreed or strongly agreed that they have the opportunity to contribute their views before decisions are made that affect them, whilst just over one third (36.3%) disagreed or strongly disagreed with this. This compares to 46.9% and 35.1% respectively in the previous survey.

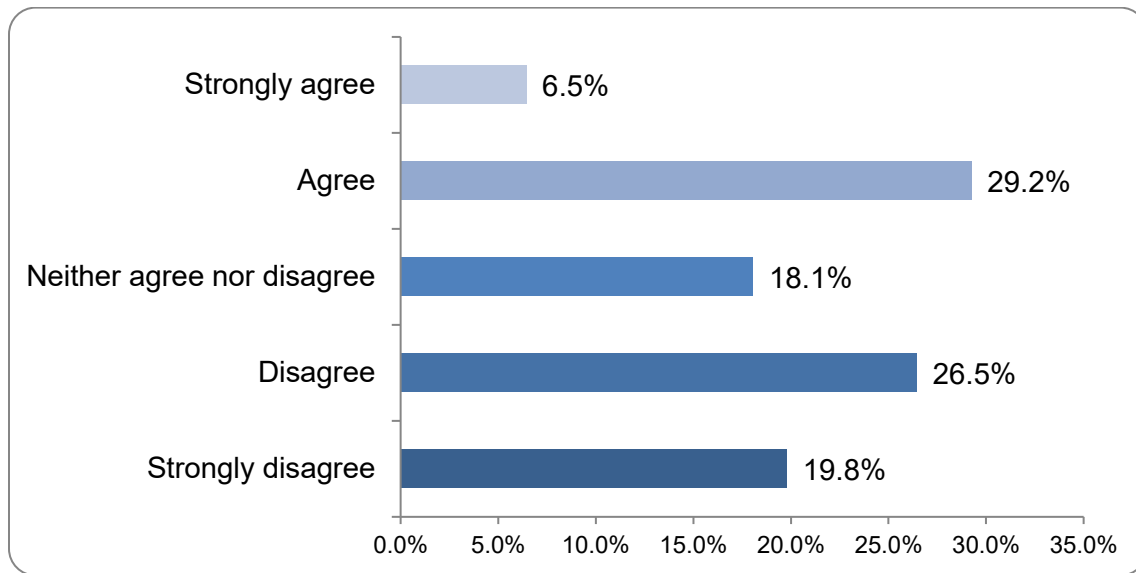
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

Job satisfaction scale questions

Job satisfaction question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Agree and Strongly agree		Disagree and Strongly disagree	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
I have good opportunities for advancement in my job	30	6.5%	136	29.2%	84	18.1%	123	26.5%	92	19.8%	166	35.7%	215	46.2%
I feel overwhelmed trying to meet patients' expectations	84	18.1%	130	28.0%	126	27.1%	104	22.4%	21	4.5%	214	46.0%	125	26.9%
I am not paid enough money for my level of responsibility	240	51.6%	117	25.2%	67	14.4%	36	7.7%	5	1.1%	357	76.8%	41	8.8%
I am able to use my skills to the fullest extent	32	6.9%	163	35.1%	75	16.1%	143	30.8%	52	11.2%	195	41.9%	195	41.9%
I do not feel that I am challenged by my job	21	4.5%	47	10.1%	79	17.0%	241	51.8%	77	16.6%	68	14.6%	318	68.4%
I feel professionally isolated	50	10.8%	83	17.8%	73	15.7%	202	43.4%	57	12.3%	133	28.6%	259	55.7%
I am able to control my own workload	21	4.5%	110	23.7%	82	17.6%	151	32.5%	101	21.7%	131	28.2%	252	54.2%
I find it difficult to balance new roles with existing responsibilities	124	26.7%	168	36.1%	93	20.0%	65	14.0%	15	3.2%	292	62.8%	80	17.2%
I often feel stressed that I will make a mistake in the treatment of a patient	113	24.3%	148	31.8%	66	14.2%	112	24.1%	26	5.6%	261	56.1%	138	29.7%
I am satisfied in my job	33	7.1%	197	42.4%	94	20.2%	83	17.8%	58	12.5%	230	49.5%	141	30.3%
I do not receive respect or recognition from the general public	75	16.1%	117	25.2%	109	23.4%	138	29.7%	26	5.6%	192	41.3%	164	35.3%
I feel the role of pharmacy is valued	21	4.5%	132	28.4%	75	16.1%	133	28.6%	104	22.4%	153	32.9%	237	51.0%
I would choose pharmacy again if I could start my career over	24	5.2%	97	20.9%	79	17.0%	113	24.3%	152	32.7%	121	26.0%	265	57.0%

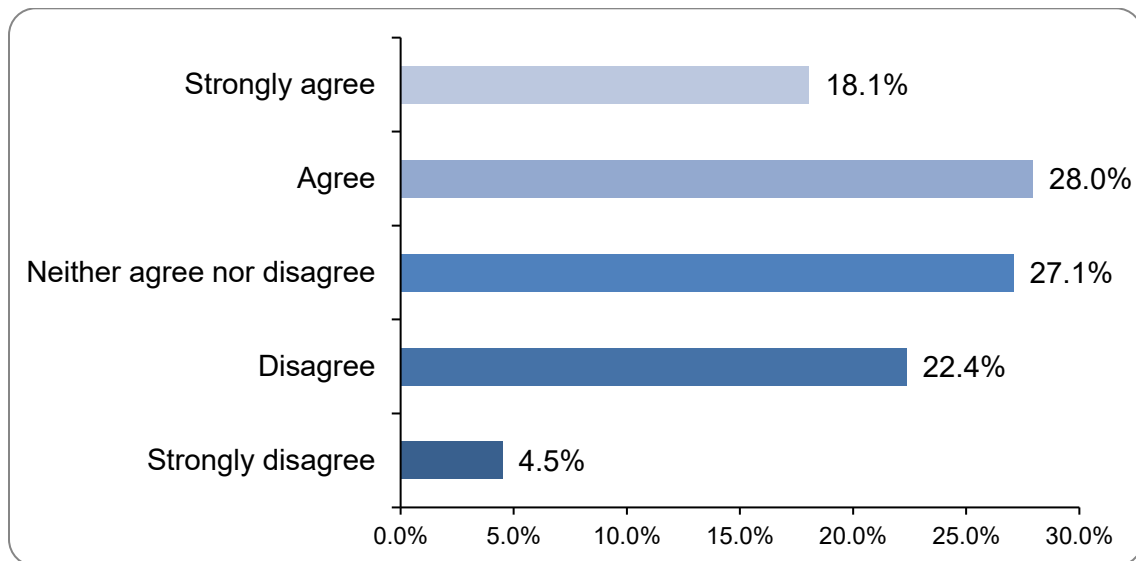
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I have good opportunities for advancement in my job



Almost half of respondents (46.2%) disagreed or strongly disagreed that they have good opportunities for advancement in their job, while just over one third agreed or strongly agreed (35.7%) with this. This compares to 46.9% and 33.8% respectively in the previous survey.

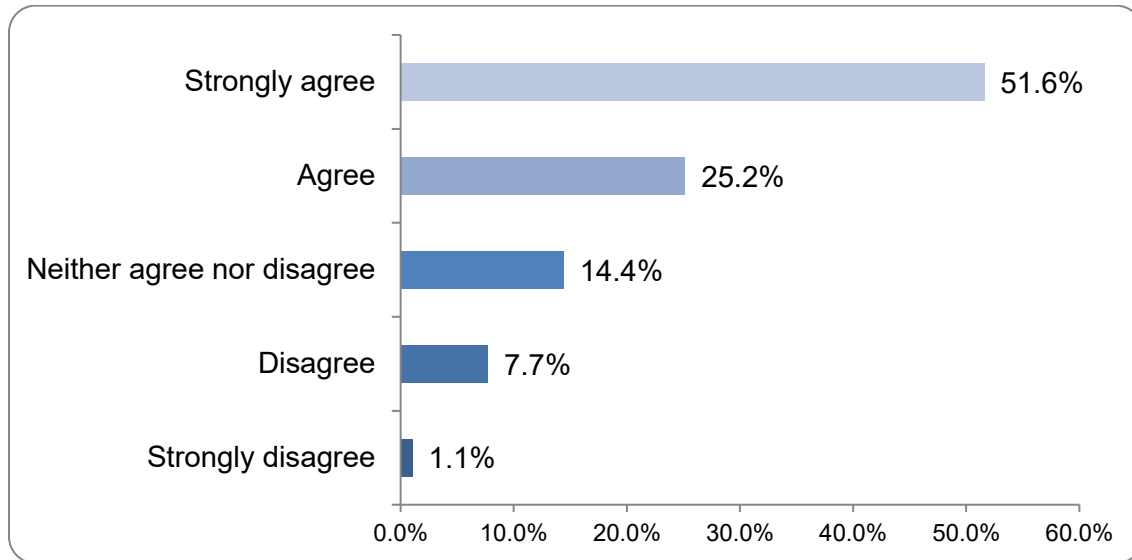
I feel overwhelmed trying to meet patients' expectations



Almost half of respondents strongly agreed or agreed (46.0%) that they feel overwhelmed trying to meet patients' expectations, while 26.9% disagreed or strongly disagreed with this. This compares to 51.2% and 28.8% respectively in the previous survey.

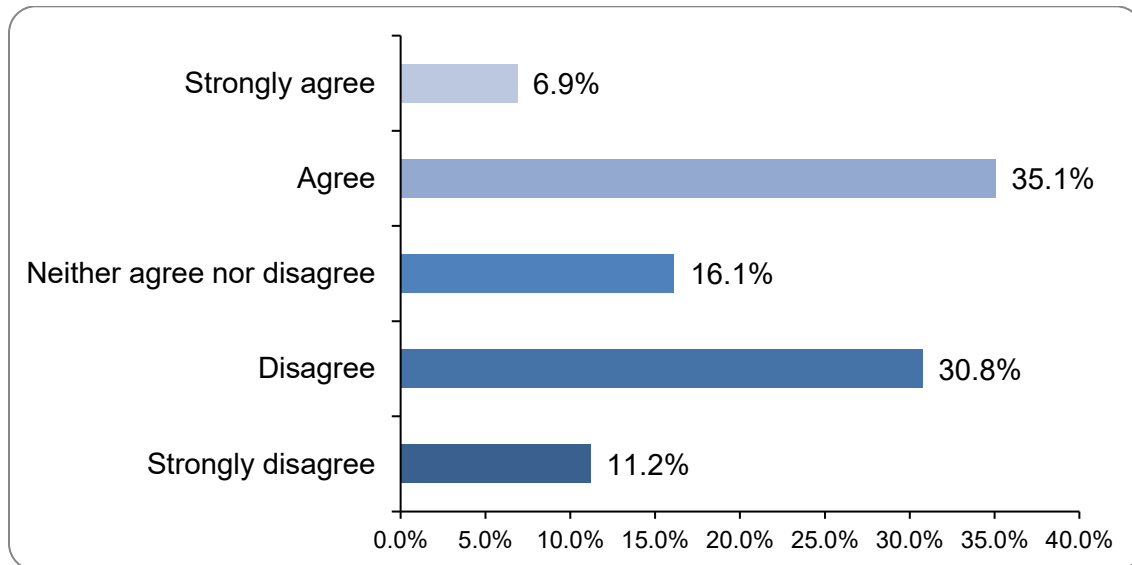
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I am not paid enough money for my level of responsibility



Over three quarters of respondents agreed or strongly agreed (76.8%) that they are not paid enough money for their level of responsibility, while fewer than 10% of respondents disagreed or strongly disagreed with this (8.8%). This compares to 80.1% and 8.2% respectively in the previous survey.

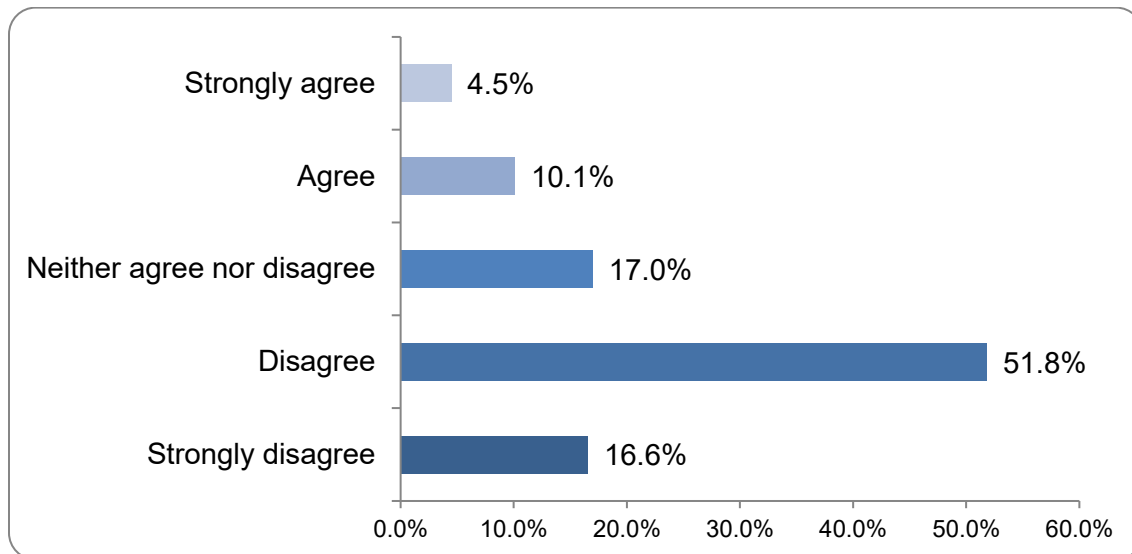
I am able to use my skills to the fullest extent



The same number of respondents agreed or strongly agreed (41.9%) and disagreed or strongly disagreed (41.9%) that they are able to use their skills to the fullest extent. This compares to 44.8% and 40.8% respectively in the previous survey.

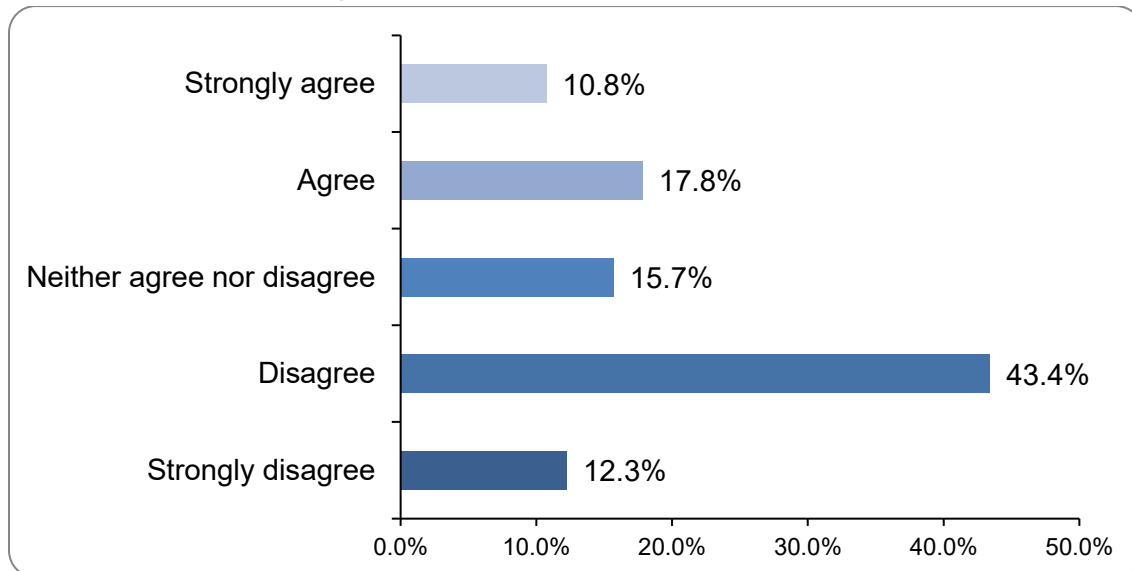
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I do not feel that I am challenged by my job



Just over two thirds (68.4%) of respondents disagreed or strongly disagreed that they do not feel challenged by their job, whilst 14.6% of respondents agreed or strongly agreed with this. This compares to 65.1% and 14.6% respectively in the previous survey.

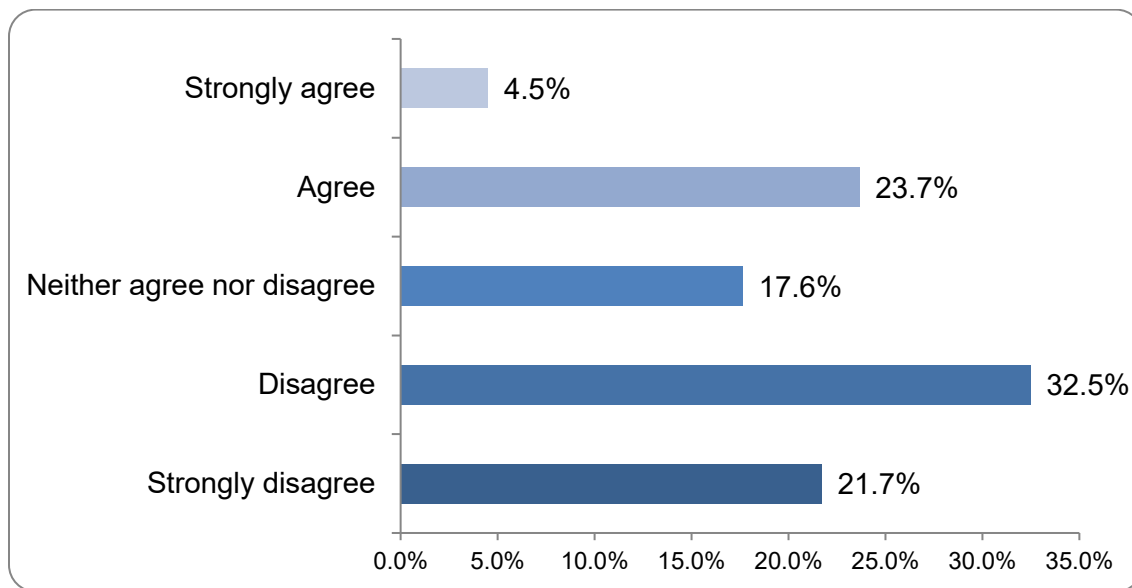
I feel professionally isolated



More than half of respondents (55.7%) disagreed or strongly disagreed that they feel professionally isolated, while more than one quarter (28.6%) agreed or strongly agreed. This compares to 48.0% and 35.7% respectively in the previous survey.

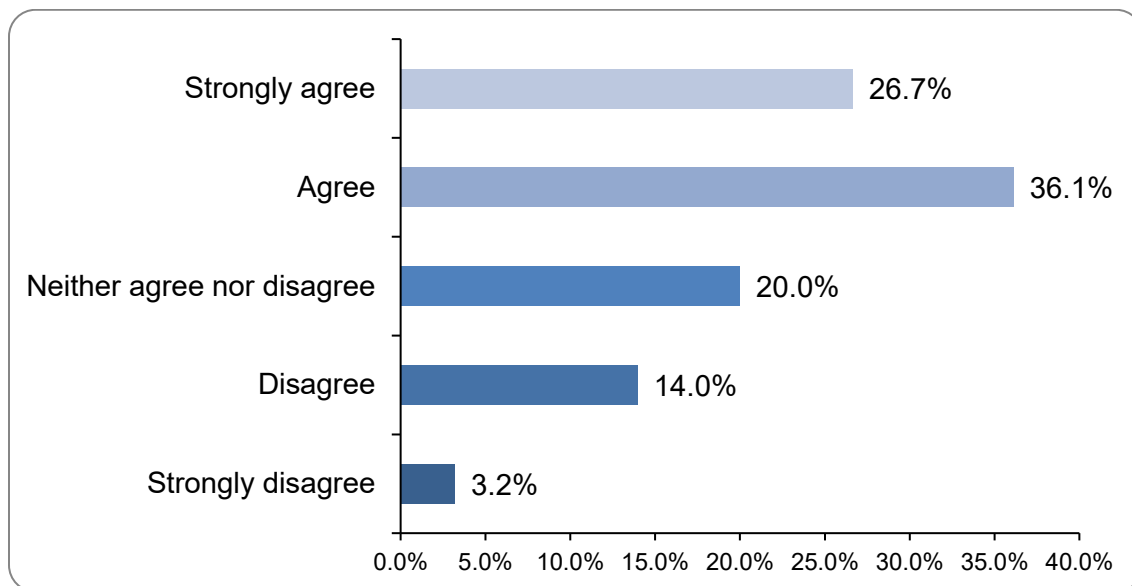
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I am able to control my own workload



Over half of respondents (54.2%) disagreed or strongly disagreed that they are able to control their own workload, while 28.2% agreed or strongly agreed with this. This compares to 54.3% and 29.4% respectively in the previous survey.

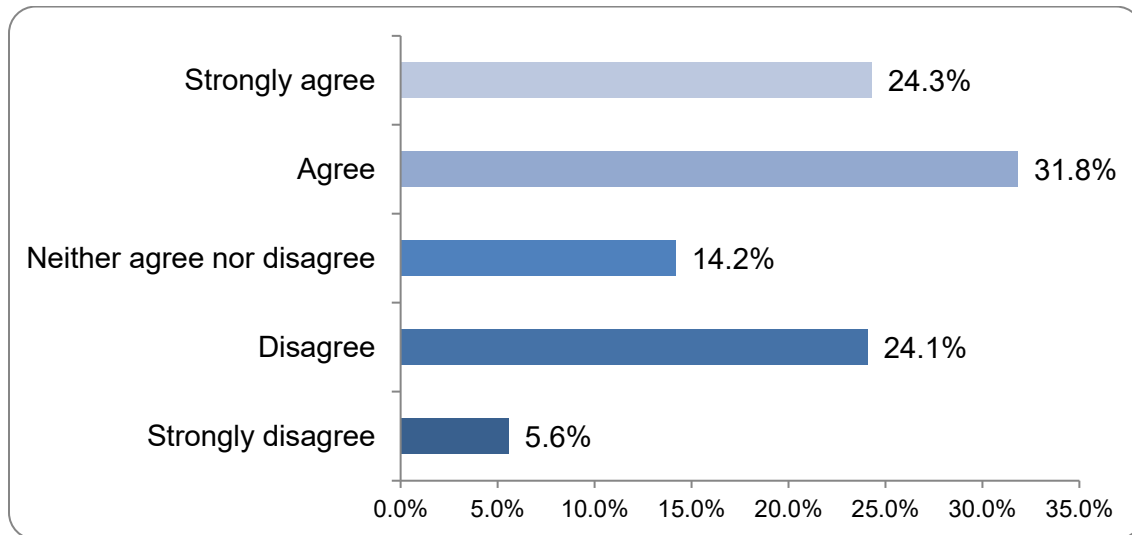
I find it difficult to balance new roles with existing responsibilities



Most respondents (62.8%) agreed or strongly agreed that they find it difficult to balance new roles with existing responsibilities, whilst fewer than one fifth (17.2%) of respondents disagreed or strongly disagreed with this. This compares to 61.5% and 19.7% respectively in the previous survey.

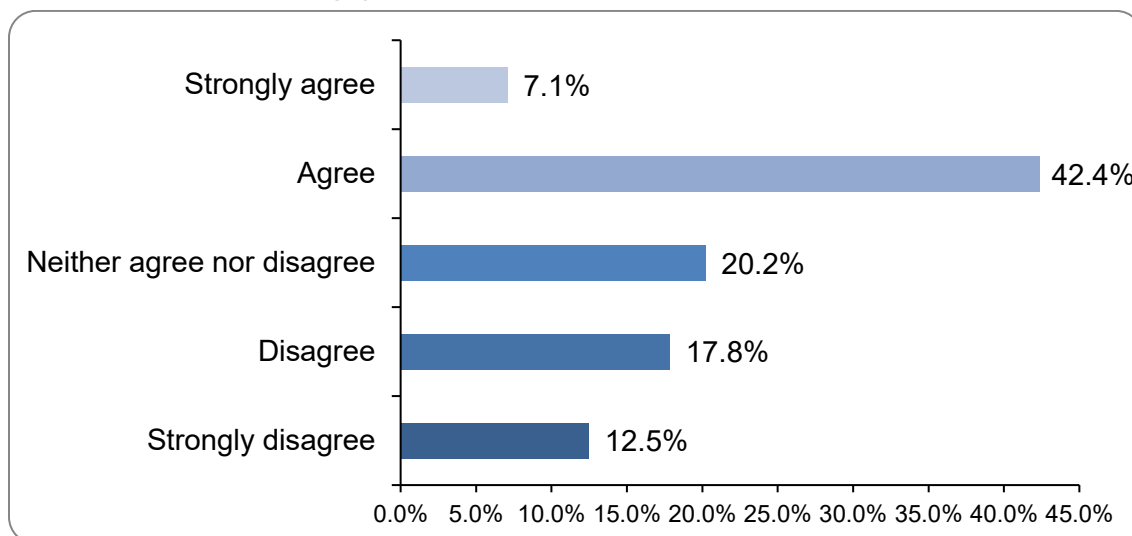
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I often feel stressed that I will make a mistake in the treatment of a patient



Over half of respondents (56.1%) agreed or strongly agreed that they often feel stressed that they will make a mistake in the treatment of a patient, whilst more than one quarter of respondents (29.7%) disagreed or strongly disagreed with this. This compares to 55.6% and 25.0% respectively in the previous survey.

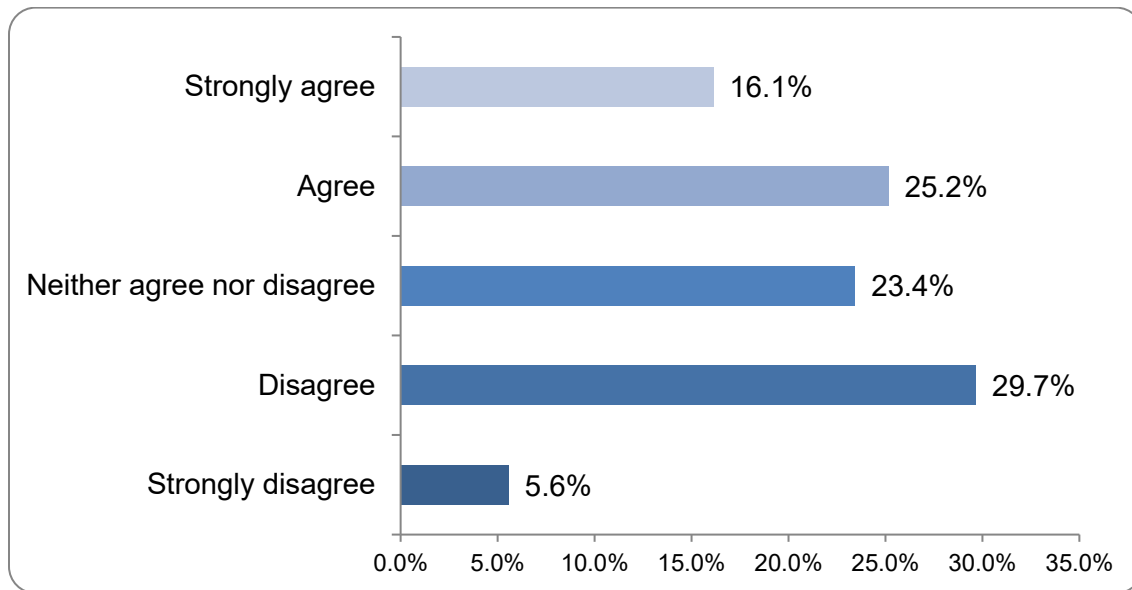
I am satisfied in my job



Most respondents agreed or strongly agreed that they were satisfied in their job (49.5%), whilst almost one third of respondents (30.3%) disagreed or strongly disagreed with this. This compares to 46.1% and 32.3% respectively in the previous survey.

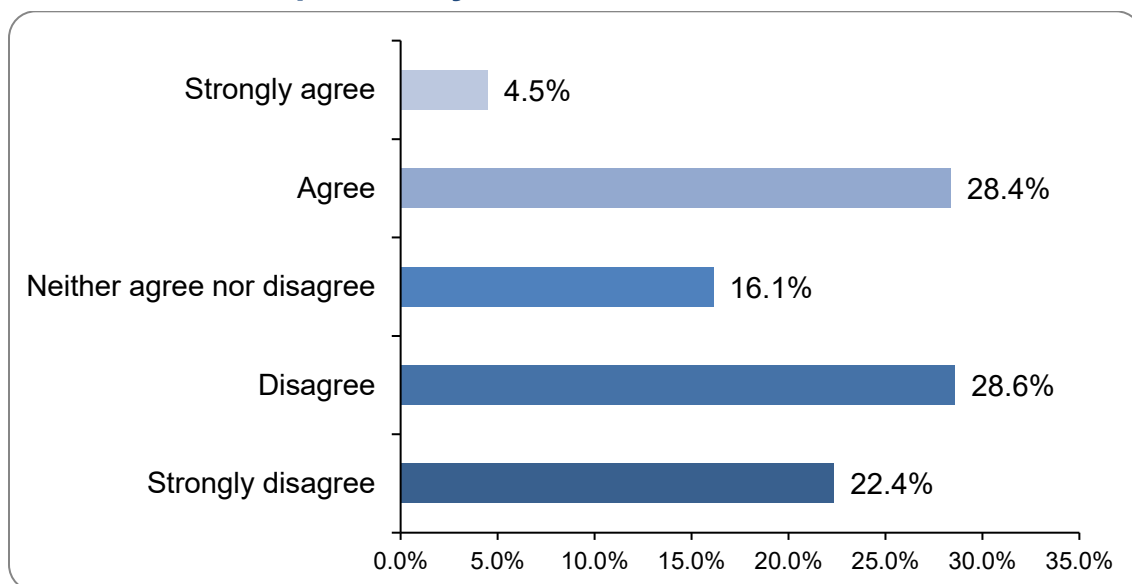
Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I do not receive respect or recognition from the general public



Over two fifths (41.3%) of respondents agreed or strongly agreed that they do not receive respect or recognition from the general public, while more than one third (35.3%) disagreed or strongly disagreed with this. This compares to 45.2% and 33.0% respectively in the previous survey.

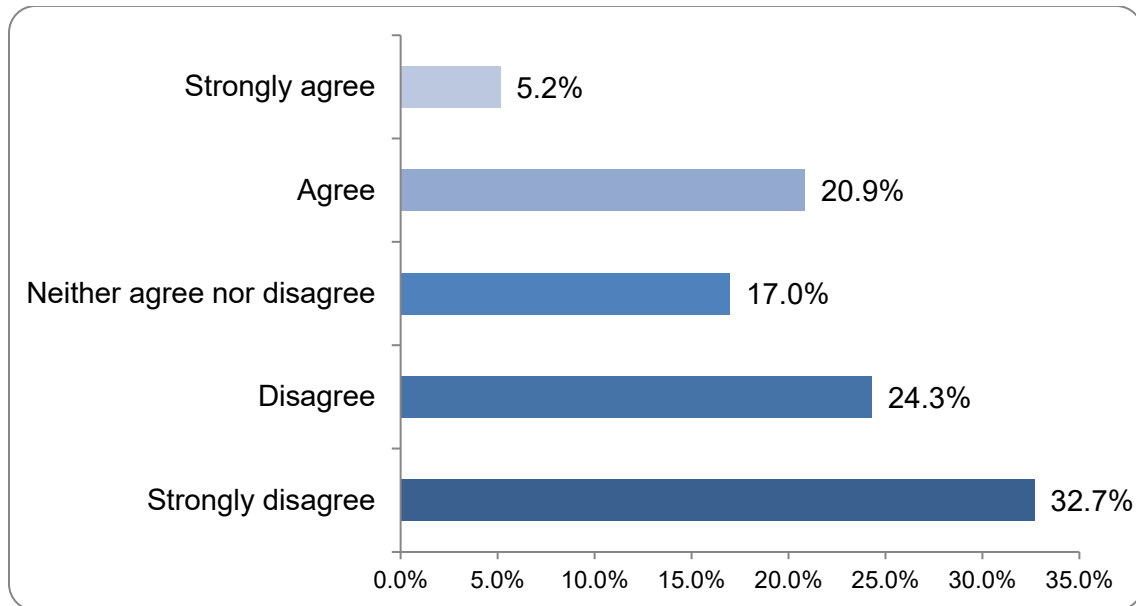
I feel the role of pharmacy is valued



Over half of respondents (51.0%) disagreed or strongly disagreed that the role of pharmacy is valued, while just under one third (32.9%) agreed or strongly agreed with this. This compares to 51.6% and 31.7% respectively in the previous survey.

Please refer to the note section regarding rounding used in percentages presented in tables and charts.

I would choose pharmacy again if I could start my career over



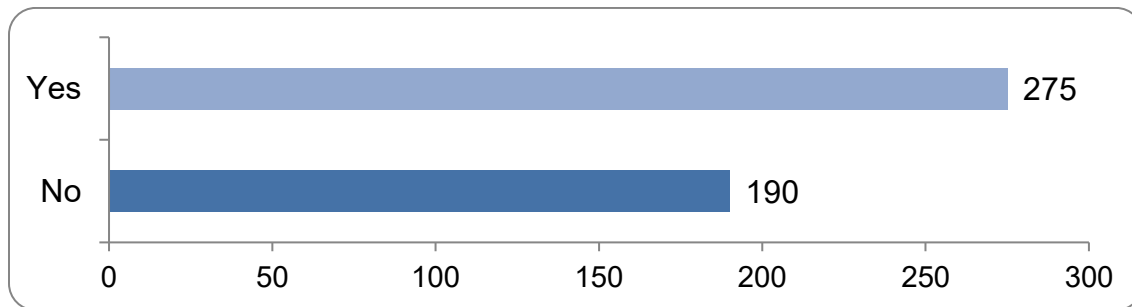
Most respondents (57.0%) disagreed or strongly disagreed that they would choose pharmacy again if they could start their career over, while just more than one quarter of respondents (26.0%) agreed or strongly agreed with this. This compares to 58.1% and 24.9% respectively in the previous survey.

Please refer to the note section regarding rounding used in percentages presented in tables and charts.

Pharmacist Advice and Support Service

Are you aware of the Pharmacist Advice and Support Service (PASS)?

Most respondents (59.1%) were aware of this service. This compares to 62.6% of respondents in the previous survey.

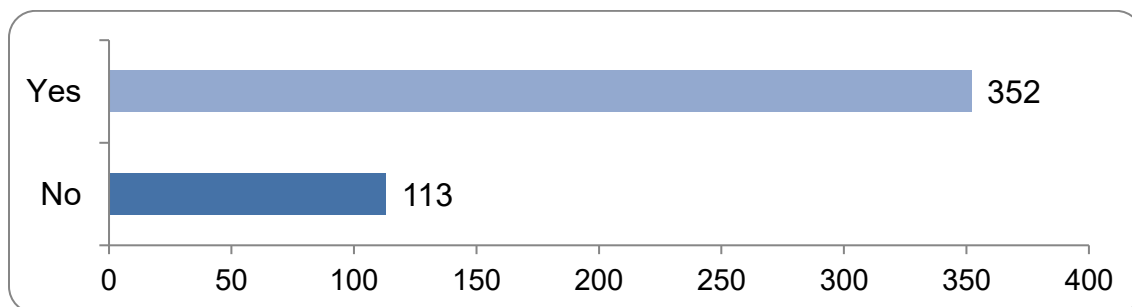


Awareness of PASS	Total	Percent*
Yes	275	59.1%
No	190	40.9%

* Percentage of total respondents.

Do you know how to raise a concern around safety within your area of practice?

Three quarters of respondents (75.7%) indicated that they knew how to raise a safety concern within their area of practice, compared to 80.3% of respondents in the previous survey.



Know how to raise a safety concern	Total	Percent*
Yes	352	75.7%
No	113	24.3%

* Percentage of total respondents.

Appendix 1 - 2024 NI Pharmacist Workforce Survey Questions

Gender

What is your gender?

(Required)

Please select only one item

- Female
- Male
- Prefer not to say
- Prefer to self-describe (please enter in text box below)

Age

What is your age?

(Required)

Please select only one item

- <25
- 25 to 34
- 35 to 44
- 45 to 54
- 55 to 64
- 65+

Working status

Do you work full-time or part-time?

(Required)

Please select only one item

- Full-time
- Part-time

Are you a registered Pharmacist or Foundation Trainee Year (FTY) pharmacist?

(Required)

Please select only one item

- Registered Pharmacist
- Foundation Trainee Year (FTY) pharmacist

Length of time registered in years?

(Required)

Please select only one item

- 0 - 2
- 3 - 5
- 6 - 9
- 10+
- Not applicable - in trainee year

Geographical area

Which geographical area(s) of Northern Ireland do you practice in? (select all that apply)

(Required)

Please select all that apply

- Belfast Trust / LCG
- Northern Trust / LCG
- South Eastern Trust / LCG
- Southern Trust / LCG
- Western Trust / LCG
- Regional role

Pharmacist Independent Prescriber status

Are you a Pharmacist Independent Prescriber (PIP)?

(Required)

Please select only one item

- Yes
- No - please select the reason(s) you are not an Independent Prescriber below

Please select all that apply

- Not required for role
- Other - please give other reason(s) in text box below

Other reason(s)

Making use of Independent Prescriber skills

If you are a Pharmacist Independent Prescriber (PIP), are you using your PIP skills?

(Required)

Please select only one item

- Yes
- No

Reasons for not using Independent Prescriber skills

If no, why are you not using your skills?

Why are you not using your skills *(Required)*

Future Independent Prescriber training

Do you hope to undertake prescribing training in the next five years?

(Required)

Please select only one item

- Yes
- No - please select the reason(s) why you do not hope to undertake this training below

Please select all that apply

- Not required for role
- Other - please give other reason(s) in the text box below

Other reason(s)

Are you currently a DPP

Are you currently a Designated Prescribing Practitioner (DPP)?

(Required)

Please select only one item

- Yes
- No

Why are you not a DPP

Why are you not currently a Designated Prescribing Practitioner? Please tick all that apply.

(Required)

Please select all that apply

- No demand in my area of practice
- I have not been asked
- I have been asked but declined
- I plan to in the future
- Other (please give details in the box below)

Other reason(s)

Sectors in which you practice

In which sector(s) do you practice? Please tick all that apply.

(Required)

Please select all that apply

- Academia
- Foundation training Year – Community Pharmacy/Hospital Pharmacy
- Community Pharmacy
- Hospital Pharmacy
- Public Sector eg - SPPG/DoH/BSO
- General Practice
- Industry
- Research
- Private
- Other

'Other' area of practice:

Which sector do you consider to be your main area of practice? Please select one option only and ensure this is one that you have included in your response to the previous question.

(Required)

Please select only one item

- Academia
- Foundation training Year – Community Pharmacy/Hospital Pharmacy
- Community Pharmacy
- Hospital Pharmacy
- Public Sector eg - SPPG/DoH/BSO
- General Practice
- Industry
- Research
- Private
- Other

'Other' main area of practice:

Foundation Trainee Year

In what area are you currently completing your training?

(Required)

Please select only one item

- Community Pharmacy
- Hospital Pharmacy

Are you intending to continue your career in pharmacy after registration?

(Required)

Please select only one item

- Yes
- No

If No, why not

Foundation Trainee Year continued

What areas are you intending to work in in your first 5 years after registration?

(Required)

Please select all that apply

- Academia
- Community Pharmacy
- Hospital Pharmacy
- Public Sector eg - SPPG/DoH/BS
- General Practice
- Industry
- Research
- Private
- Other

Please specify 'Other'

In which geographical area are you intending to practice? Select all that apply.

(Required)

Please select all that apply

- NI
- GB
- RoI
- Other (Please specify Other)

Community Pharmacy

Which category do you fall into?
(Required)

Please select only one item

- Contractor
- Employee Pharmacist
- Employee Pharmacist & Manager
- Locum Pharmacist
- FTY Pharmacist

For those whose main role does not currently involve management, do you see yourself moving into management in the future?

Please select only one item

- Yes
- No

What type of community pharmacy do you work in/represent? Please tick all that apply.
(Required)

Please select all that apply

- Single Independent
- Small multiple (2-5 pharmacies)
- Medium multiple (6-10)
- Large multiple (11+ pharmacies)

Where is the community pharmacy in which you work located? Please tick all that apply.
(Required)

Please select all that apply

- Rural /Semi-rural
- Town/city centre

Within which geographical area do you practice? Please tick all that apply.
(Required)

Please select all that apply

- Northern Ireland
- Republic of Ireland
- Great Britain
- Other - please give details in the box below

Other

Hospital Pharmacy

What is your current Agenda for Change grade?

Agenda for Change grade *(Required)*

Please select only one item

- Band 5
- Band 6
- Band 7
- Band 8a
- Band 8b
- Band 8c
- Band 8d
- Band 9
- Other (please specify)

Please specify 'Other'

What is your main role?

Main role *(Required)*

Please select only one item

- Administration
- Clinical
- Dispensary
- Management
- Quality Assurance/Aseptic
- Regional Specialist Services (e.g. MI, Interface Antimicrobial, Medicines Governance)
- Rotational pharmacist

Does your current role involve staff management?

(Required)

Please select only one item

- Yes
- No

Hospital Pharmacy Management

Do you see your future career moving into management?

Please select only one item

- Yes
- No

General Practice Pharmacy

What is your job title?

(Required)

Please select only one item

- Federation lead pharmacist
- General Practice pharmacist

What is your main role?

(Required)

Please select only one item

- Clinical patient-facing
- Clinical non-patient facing
- Management

General Practice Pharmacy Management

For those whose main role is not currently 'management', do you see your future career moving into management?

(Required)

Please select only one item

- Yes
- No

General Practice Pharmacy - Working as a PIP

If qualified, as part of your General Practice role, do you work as a PIP?

(Required)

Please select only one item

- Yes
- No - please state why below
- Not qualified

If No, please state why

General Practice Pharmacy Future Plans

Do you plan to undertake an Independent Practitioner qualification in the next 5 years?

Please select only one item

- Yes
- No

Future plans

Length of time in current sector

(Required)

Please select only one item

- 0 – 2 years
- 3 – 5 years
- 6 – 9 years
- 10 + years

Thinking about the future, how likely is it that you will be working in your main area of practice in each of the following time frames?

<i>(Required)</i>	Highly likely	Likely	Unsure	Unlikely	Highly unlikely
In one year <i>Please select only one item</i>					
In three years <i>Please select only one item</i>					
In five years <i>Please select only one item</i>					

If you answered highly likely/likely for any of the options in the previous question, for what reason(s) would you wish to stay in your current area of practice/not consider a change? Please tick all that apply.

Please select all that apply

- Approaching retirement
- Opportunities for professional development
- Defined career pathway
- Professional autonomy
- Enjoy working in this area of pharmacy
- Team working
- Financial incentives
- Use full range of my skills
- Limited opportunity to practice elsewhere
- Multi-professional environment
- Other (please specify)

Please specify 'other'

If you answered highly unlikely/unlikely, for what reason(s) are you considering a change? Please tick all that apply.

Please select all that apply

- Approaching retirement
- Considering working outside pharmacy
- Finding pharmacy unrewarding
- Seeking further opportunities for professional development/ CPD requirements
- Professional autonomy
- Team working
- Financial incentives outside of current area of practice
- Use the full range of my skills
- Limited opportunity to practice in current role
- Multi-professional environment elsewhere
- Having to work too many hours
- Lack of defined career pathway
- Unsustainable workload

- Unmanageable levels of stress in current role
- Considering working in a different area of pharmacy (* See drop down menu below)
- Other (please specify below)

Different area of pharmacy considered

Please select only one item

- Academia
- Community Pharmacy
- Hospital Pharmacy
- Public Sector eg - SPPG/DoH/BS
- General Practice
- Industry
- Research
- Private
- Other

Please specify 'Other' reason

Well-being

Please select the most appropriate response to the following statements.

<i>Statements – please select only one response for each</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I have an acceptable workload					
I have a choice in deciding how I do my work					
My manager motivates me to be more effective in my job					
I am treated with respect by the people I work with					
I have clear objectives					
The people in my team can be relied upon to help when things get difficult in my job					

<i>Statements – please select only one response for each</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I have been bullied or harassed at work, in the past 12 months					
I have the opportunity to contribute my views before decisions are made that affect me					

Are you aware of the Pharmacist Advice and Support Service (PASS)?

(Required)

Please select only one item

- Yes
- No

Do you know how to raise a concern around safety within your area of practice?

(Required)

Please select only one item

- Yes
- No

Job Satisfaction

Please select the most appropriate response to the following statements.

<i>Statements – please select only one response for each</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I have good opportunities for advancement in my job					
I feel overwhelmed trying to meet patients' expectations					
I am not paid enough money for my level of responsibility					
I am able to use my skills to the fullest extent					
I do not feel that I am challenged by my job					
I feel professionally isolated					
I am able to control my own workload					
I find it difficult to balance new roles with existing responsibilities					
I often feel stressed that I will make a mistake in the					

<i>Statements – please select only one response for each</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
treatment of a patient					
I am satisfied in my job					
I do not receive respect or recognition from the general public					
I feel the role of pharmacy is valued					
I would choose pharmacy again if I could start my career over					

Appendix 2 - Further Information

Notes

1. Please note, summing percentages in the charts and tables may not total to 100% due to rounding, as the charts and tables present rounded figures, but calculations for the commentary have been carried out on unrounded figures. Also due to rounding, summing percentages in the charts and tables may give slightly different totals than those given for combined categories in the commentary (such as agreed plus strongly agreed), as the charts and tables present rounded figures, but calculations for the commentary have been carried out on unrounded figures.

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