

PHARMACY GUILD OF NEW ZEALAND (INC)

Remuneration Survey 2010

The Pharmacy Guild of New Zealand (the Guild) conducts a Remuneration Survey annually for community pharmacy. The results are important for the Guild in determining workforce trends and issues, and assists Guild members in evaluating their staff costs against others in similar situations. The value of this survey is determined by the information you provide so we strongly encourage you to participate.

Please complete this survey and return it to the Guild by fax using the details below.

Alternatively you can complete the survey online.

Online: www.pharmacyguildsurvey.co.nz

Fax: 04 384 8085

Please send all responses no later than Tuesday 31 August 2010.

Dedicated to member pharmacies



SECTION 1: INFORMATION ABOUT YOUR PHARMACY AND STAFF

Please answer these questions about your pharmacy.

Q1. Please tell us which area your pharmacy is located in:

- A Auckland
- B Wellington
- C Christchurch
- D Provincial City (urban area with a population over 30,000 people e.g. Hamilton, Dunedin, Nelson, New Plymouth, Napier, Gisborne etc)
- E Provincial Town (town with a population between 1,000 and 30,000 people eg Levin, Gore)
- F Rural (non-urban areas such as rural centres with population under 1,000 people)

Q2. Is your pharmacy located:

- A In a mall
- B By a medical centre or hospital
- C On the main street of a provincial town
- D Elsewhere

Q3. Is your pharmacy owned by:

- A A sole pharmacist who works there
- B A sole pharmacist who does not work there
- C A group of pharmacists
- D A company
- E A combination of pharmacists and non pharmacists

Q4. Is your pharmacy part of a branded pharmacy group (eg Unichem, Life, Amcal etc):

- A No
 - B Yes, please name
-

Q5. Does your pharmacy have internet access?

- A Yes – dial up
- B Yes – broadband
- C No

Q6. If you have internet access, what type of internet browser do you use?

- A Internet Explorer
- B Firefox
- C Safari
- D Google Chrome
- E Opera
- F Other

Q7. Approximately what proportion of your pharmacy's total turnover comes from the dispensary? (Please tick the appropriate box)

- | | |
|-------------------------------------|--------------------------------------|
| <input type="checkbox"/> 1% to 29% | <input type="checkbox"/> 60% to 69% |
| <input type="checkbox"/> 30% to 39% | <input type="checkbox"/> 70% to 79% |
| <input type="checkbox"/> 40% to 49% | <input type="checkbox"/> 80% to 89% |
| <input type="checkbox"/> 50% to 59% | <input type="checkbox"/> 90% to 100% |

Q8. Approximately how many prescription items did your pharmacy dispense in the year ending 30 June 2010?

Q9. How many staff does your pharmacy employ? (Please provide a headcount of all staff irrespective of the number of hours worked.)

Q10. Please tell us about your opening hours and the number of hours worked by staff in a usual week

Total hours the pharmacy is open

Total staff hours worked

Total pharmacist hours worked

Total technician hours worked

Total retail hours worked

Q11. We are interested in learning more about the changing face of community pharmacy. If you are willing to provide information, please tell us about the ethnic make-up of your staff.

How many people of the New Zealand European ethnic group work in your pharmacy?

How many people of the Māori ethnic group work in your pharmacy?

How many people of the Pacific ethnic group work in your pharmacy?

How many people of the Asian ethnic groups work in your pharmacy?

How many people of other ethnic groups work in your pharmacy?

How many people of the New Zealand European ethnic group work in your dispensary?

How many people of the Māori ethnic group work in your dispensary?

How many people of the Pacific ethnic group work in your dispensary?

How many people of the Asian ethnic groups work in your dispensary?

How many people of other ethnic groups work in your dispensary?

SECTION 2: INFORMATION ABOUT PROFESSIONAL STAFFING CHANGES

We are interested in learning about the factors involved in recent professional staff changes. If you have not recently lost staff, please go to question 12.

Q12. If you have recently lost professional staff, please tick the appropriate box or boxes.

- Technician
- Pharmacist
- Pre-registration pharmacist

Q13. Why did these people leave your pharmacy? Please tick the appropriate box or boxes.

	Technician	Pharmacist	Pre-registration pharmacist
To go to another NZ pharmacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To practice overseas	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To leave pharmacy altogether	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
To retire	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q14. Are you currently trying to recruit professional staff? Please tick the appropriate box or boxes.

- Technicians
- Pharmacists
- Pre-registration pharmacist

Q15. Are you having difficulty recruiting: Please tick the appropriate box or boxes.

- Technicians
- Pharmacists
- Pre-registration pharmacist

SECTION 3: STAFF REMUNERATION

Finally, we need to gather information about the remuneration of your staff. Please read these instructions and then complete the questions below.

Instructions and notes

1. Please provide information on current staff remuneration and other benefits in the questions below.

2. Please use the following codes to signify the role that person has.

PHO: Owner Pharmacist: a registered pharmacist who owns or part-owns the pharmacy.

PHC: Charge Pharmacist: A registered pharmacist in charge of the pharmacy. If they are also an owner, use PHO.

PHS: Staff Pharmacist: A registered pharmacist employed by the pharmacy.

PHL: Locum Pharmacist: a registered pharmacist who is not an employee.

PHI: Pre-registration Pharmacist: a pharmacy graduate completing their registration year through the Pharmaceutical Society of New Zealand.

DTQ: Qualified Dispensary Technician: a qualified dispensary technician.

DTT: Trainee Dispensary Technician: a technician enrolled in the National Certificate (Pharmacy) programme, but not yet qualified.

RTS: Senior Retail Pharmacy Assistant: a retail assistant who is also responsible for supervising other shop staff.

RTE: Experienced Retail Pharmacy Assistant: a retail assistant with more than five years experience who does not supervise staff.

RTJ: Junior Retail Pharmacy Assistant: a retail assistant with less than five years experience who does not supervise staff.

3. Please make sure you use the correct category definitions when completing the questionnaire.

Q16. Please tell us the occupation code for each staff member, their gross hourly pay, their total annual bonuses and how many hours per week each person works.

Code	Gross hourly pay	Annual bonuses	Average hours per week



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