



The Northern Ireland Pharmacist Workforce Survey 2022 – Results

Contents

	Page
Introduction	2
Headline Results	2
Methodology	2
Gender	3
Age	4
Working pattern: Full-time or Part-time	5
Registered Pharmacist or Foundation Trainee Year pharmacist	5
Length of time registered	6
Geographical area of NI	7
Pharmacist Independent Prescriber	8-9
Sector of practice	10-12
Foundation training respondents	13-14
Community pharmacy respondents	15-19
Hospital pharmacy respondents	20-22
General practice respondents	23-25
The future	26-33
Well-being	34-37
Job satisfaction	38-44
Pharmacist Advice and Support Service (PASS)	45
Appendix 1 Survey questions	46
Appendix 2 Well-being questions and results	61
Appendix 3 Job satisfaction questions and results	62

Introduction

The 2018 Pharmacist Workforce Survey provided an insight into the pharmacy workforce of Northern Ireland and helped the Department of Health and its stakeholders to inform future planning and investment decisions. The 2022 survey will allow the Department to refocus and assess the progress made since then 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](#).

Headline Results

- Most respondents: were female (65.7%); worked full time (73.1%); were Registered Pharmacists (97.2%); and had been registered for 10+ years (70.2%)
- Most respondents practiced in the Belfast Trust/LCG (30.7%) and most only practiced in one geographical area of NI (89.4%).
- 63.4% of respondents were not Independent Prescribers, although more than half of these hoped to undertake this training in the next 5 years.
- More than half of respondents reported that they practice in the Community Pharmacy sector and more than one third in Hospital Pharmacy; these were also the most selected 'main' areas of pharmacy practice.
- Over 80% of respondents agreed or strongly agreed with the statement 'I am treated with respect by the people I work with'. Almost three quarters agreed or strongly agreed with the statements 'I have clear objectives' and 'The people in my team can be relied upon to help when things get difficult in my job'.
- Almost three quarters 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, more than half agreed or strongly agreed that they felt overwhelmed trying to meet patients' expectations, while 80% agreed or strongly agreed that they are not paid enough for the level of responsibility.
- Over half of respondents agreed or strongly agreed with feeling stressed about making a mistake in the treatment of a patient, while almost 60% disagreed or strongly disagreed with the statement 'I would choose pharmacy again if I could start my career over'.

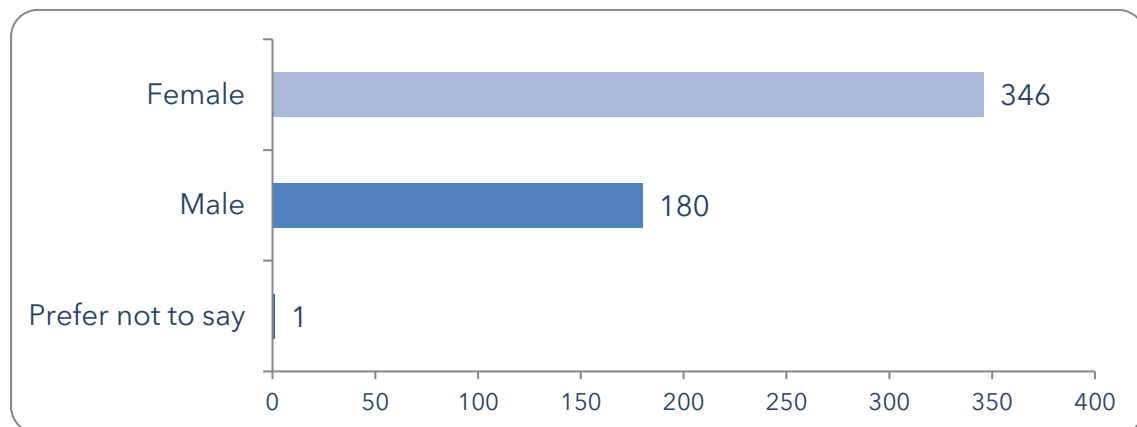
Methodology

This survey differs from the previous, both in terms of the questions asked and the type of survey used. The previous survey involved a paper questionnaire and focus groups; the current survey employed an online format using Citizen Space. As such, findings from the two surveys are not directly comparable.

The 2022 survey ran for 6 weeks, from 05/09/2022 to 17/10/2022, and there were 527 responses. The survey was shared with the approximately 2900 pharmacists in NI, meaning a response rate of approximately 18% (the previous survey was completed by over 690 respondents). The survey questions can be found in Appendix 1.

Gender

Of the 527 responses, 346 (65.7%) were from female pharmacists and 180 (34.2%) were from male pharmacists, with one respondent preferring not to say.

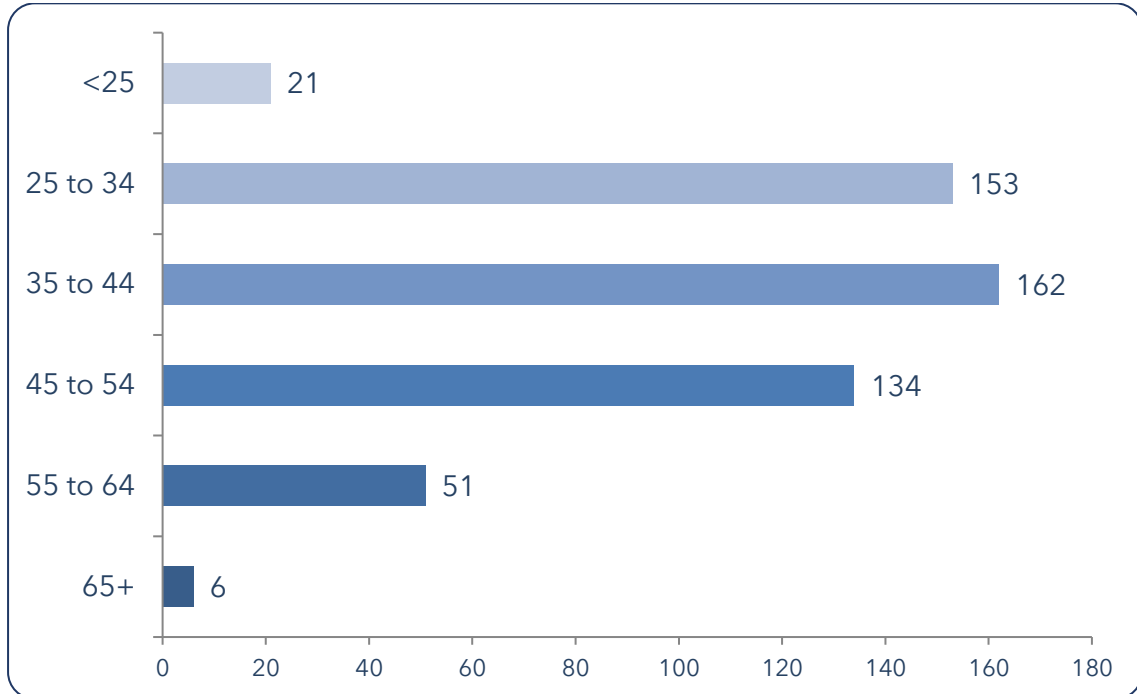


Gender	Total	Percent*
Female	346	65.7%
Male	180	34.2%
Prefer not to say	1	0.2%
Prefer to self-describe	0	0.0%

* Percentage of total respondents

Age

The age breakdown of the 527 respondents is shown in the chart and table below. Most respondents were in the 35-44 age band (30.7%), closely followed by the 25-34 age band (29.0%). The 65+ age band had the smallest number of respondents.

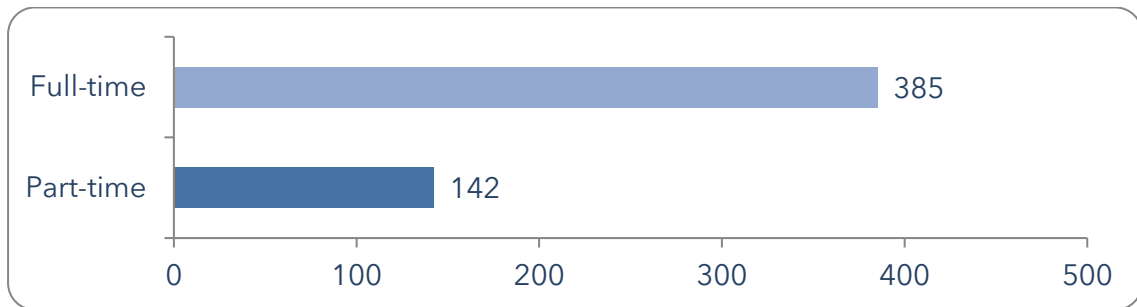


Age band	Total	Percent*
<25	21	4.0%
25 to 34	153	29.0%
35 to 44	162	30.7%
45 to 54	134	25.4%
55 to 64	51	9.7%
65+	6	1.1%

* Percentage of total respondents

Working pattern: Full-time or Part-time

Most respondents (73.1%) were full-time, compared to 26.9% working part-time.

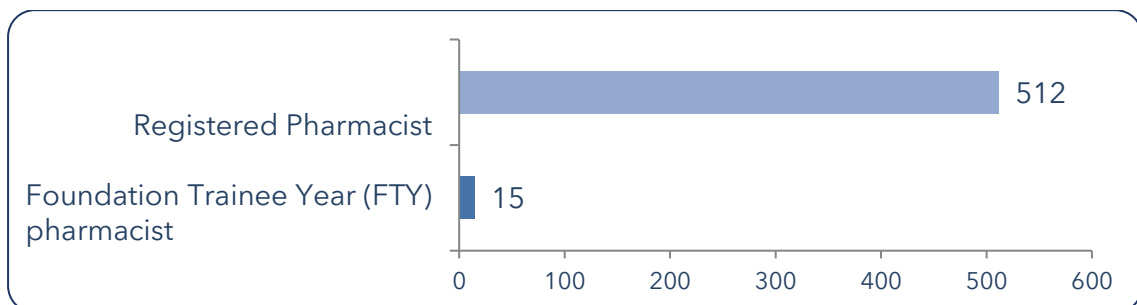


Working pattern	Total	Percent*
Full-time	385	73.1%
Part-time	142	26.9%

* Percentage of total respondents

Registered Pharmacist or Foundation Trainee Year (FTY) pharmacist?

Most respondents (97.2%) were Registered Pharmacists, with 15 respondents (2.8%) being FTY pharmacists

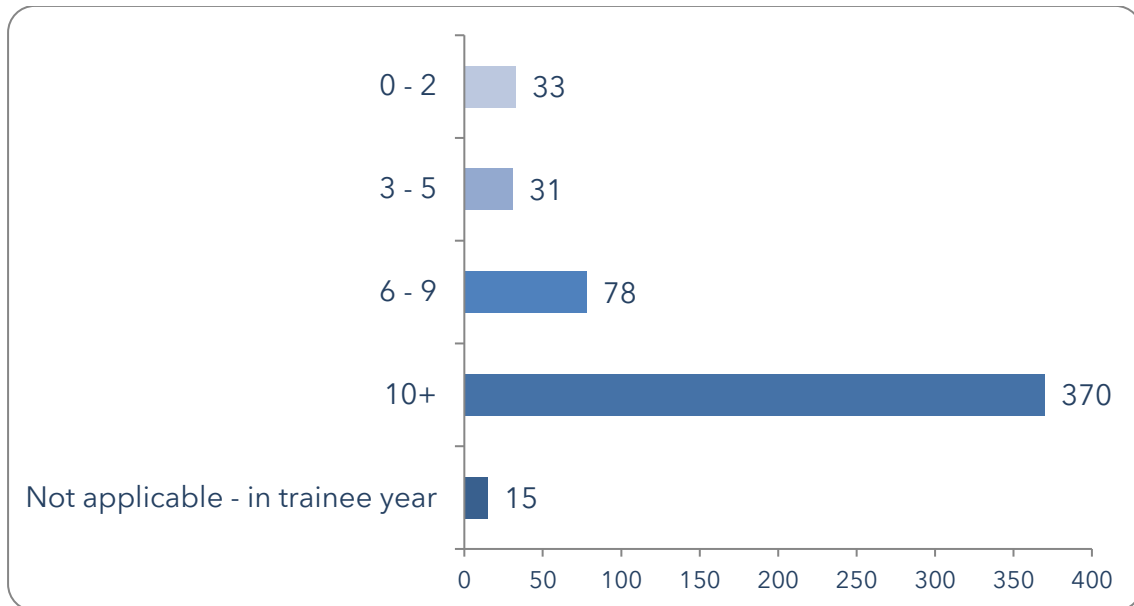


Pharmacist type	Total	Percent*
Registered Pharmacist	512	97.2%
Foundation Trainee Year (FTY) pharmacist	15	2.8%

* Percentage of total respondents

Length of time registered

Most respondents (70.2%) have been registered for 10+ years



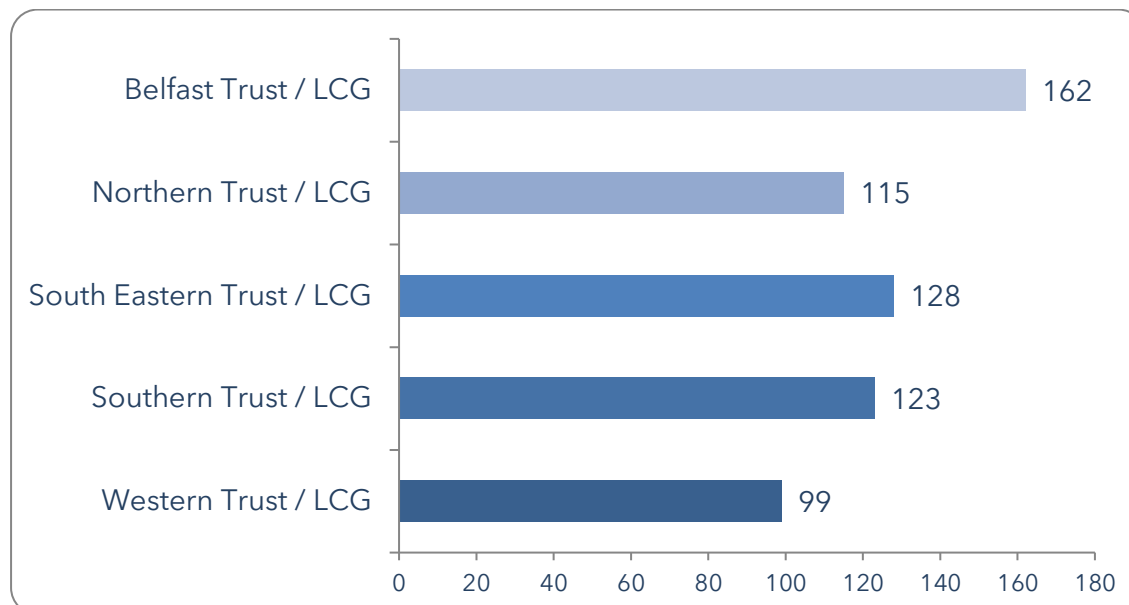
Time registered	Total	Percent*
0 - 2	33	6.3%
3 - 5	31	5.9%
6 - 9	78	14.8%
10+	370	70.2%
Not applicable - in trainee year *	15	2.8%

* Percentage of total respondents

Geographical area of NI in which respondent practices

Most respondents practice in the Belfast Trust/LCG (30.7%).

Multi-response question – respondents could select multiple areas



Geographical area	Total*	Percent**
Belfast Trust / LCG	162	30.7%
Northern Trust / LCG	115	21.8%
South Eastern Trust / LCG	128	24.3%
Southern Trust / LCG	123	23.3%
Western Trust / LCG	99	18.8%

*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 the total number of respondents to the survey.

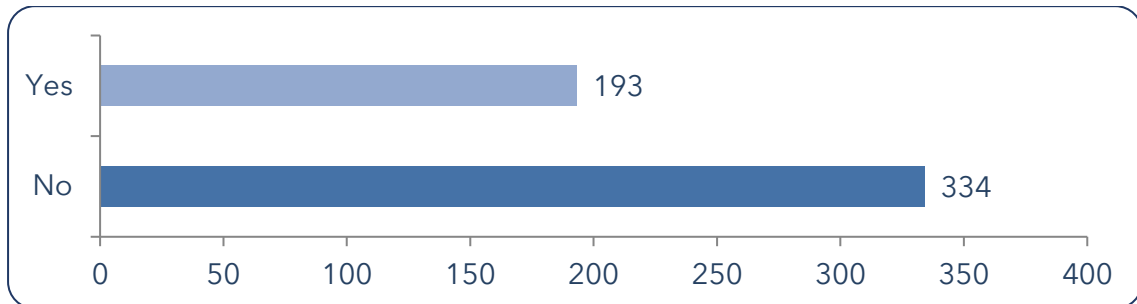
Number of geographical areas of Northern Ireland

Almost 90% of respondents practice in one geographical area of Northern Ireland.

Number of geographical areas	Number of respondents practicing in this number of areas	Percentage of total respondents practicing in this number of areas
1	471	89.4%
2	35	6.6%
3	8	1.5%
4	3	0.6%
5	10	1.9%

Are you a Pharmacist Independent Prescriber (IP)?

Most respondents were not Independent Prescribers (334; 63.4%)



Independent Prescriber status	Total	Percent*
Yes	193	36.6%
No	334	63.4%

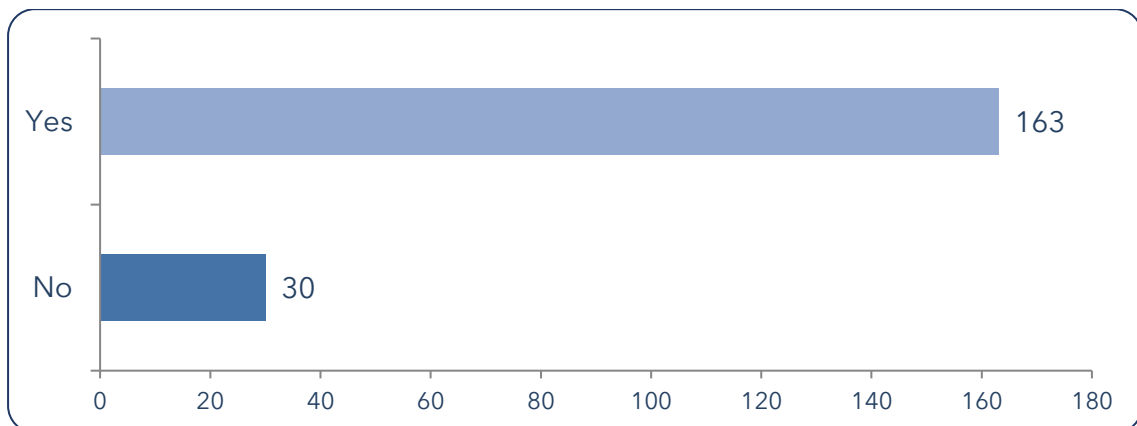
* Percentage of total respondents

Why are you not a PIP

Of the 334 respondents who answered that they are not an IP, there were 281 free text responses to this part of the question. These answers can be found in the accompanying spreadsheet.

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

Of the 193 respondents who answered that they are a PIP, 163 (84.5%) answered that they are using their IP skills.



Using IP skills	Total	Percent*
Yes	163	84.5%
No	30	15.5%

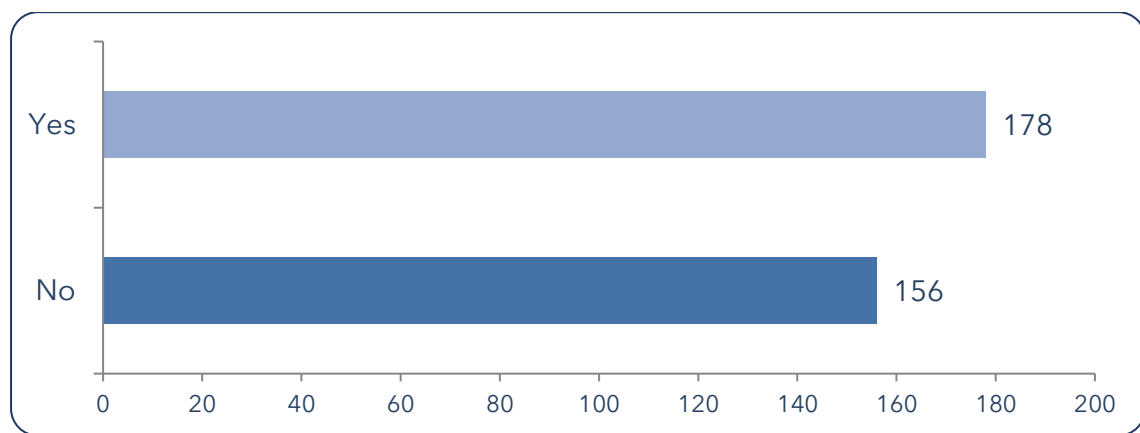
* Percentage of respondents who are an IP

If no, why are you not using your skills?

For the respondents who answered that they were not using their skills, answers were given in a free text box. These responses can be found in the accompanying spreadsheet.

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

Of the 334 respondents who were not Independent Prescribers, the majority hoped to undertake prescribing training in the next five years.



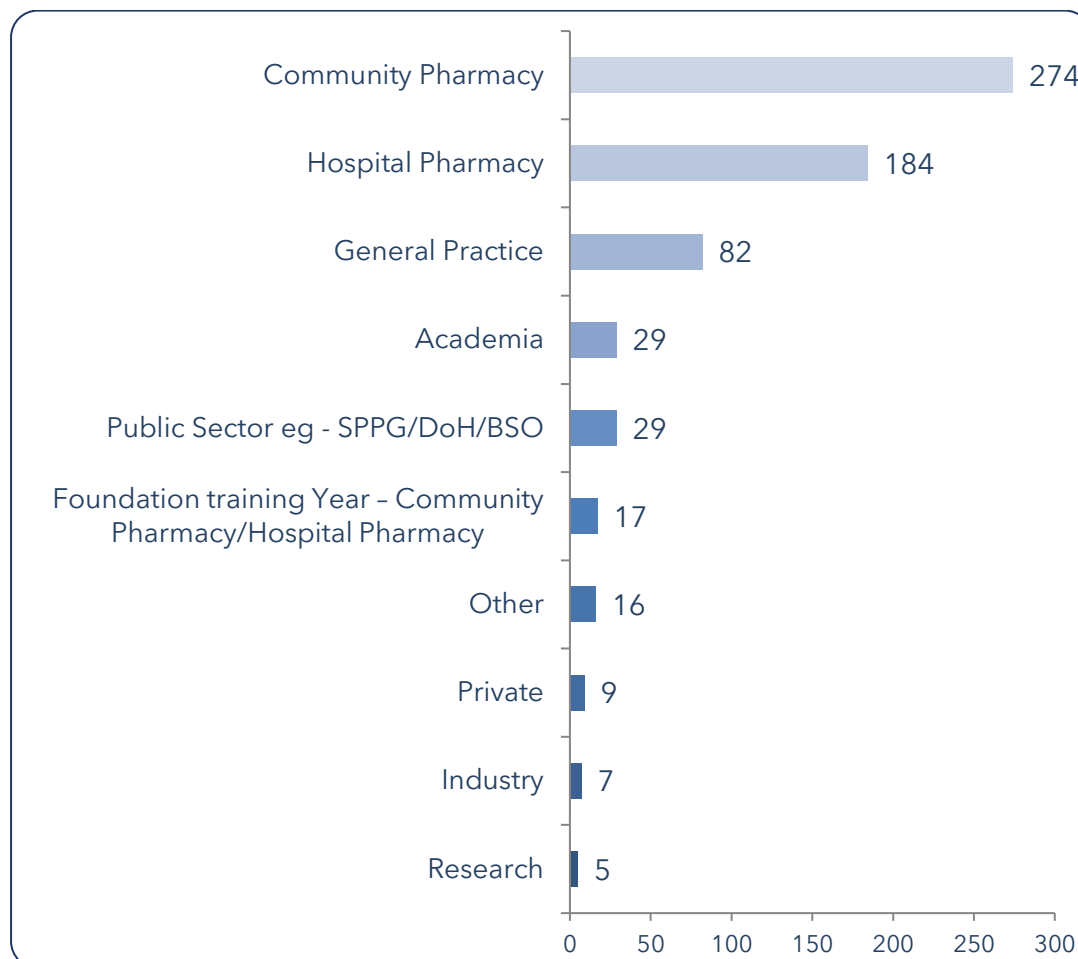
Hope to undertake prescribing training	Total	Percent*
Yes	178	53.3%
No	156	46.7%

* Percentage of respondents who were not IPs

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

Most respondents practiced in Community Pharmacy (52.0%), followed by Hospital Pharmacy (34.9%).

Multi-response question – respondents could select multiple areas



Sector	Total	Percent*
Community Pharmacy	274	52.0%
Hospital Pharmacy	184	34.9%
General Practice	82	15.6%
Academia	29	5.5%
Public Sector eg - SPPG/DoH/BSO	29	5.5%
Foundation training Year - Community Pharmacy/ Hospital Pharmacy	17	3.2%
Other**	16	3.0%
Private	9	1.7%
Industry	7	1.3%
Research	5	0.9%

* Percentage of total respondents.

** Free text responses provided in the accompanying spreadsheet.

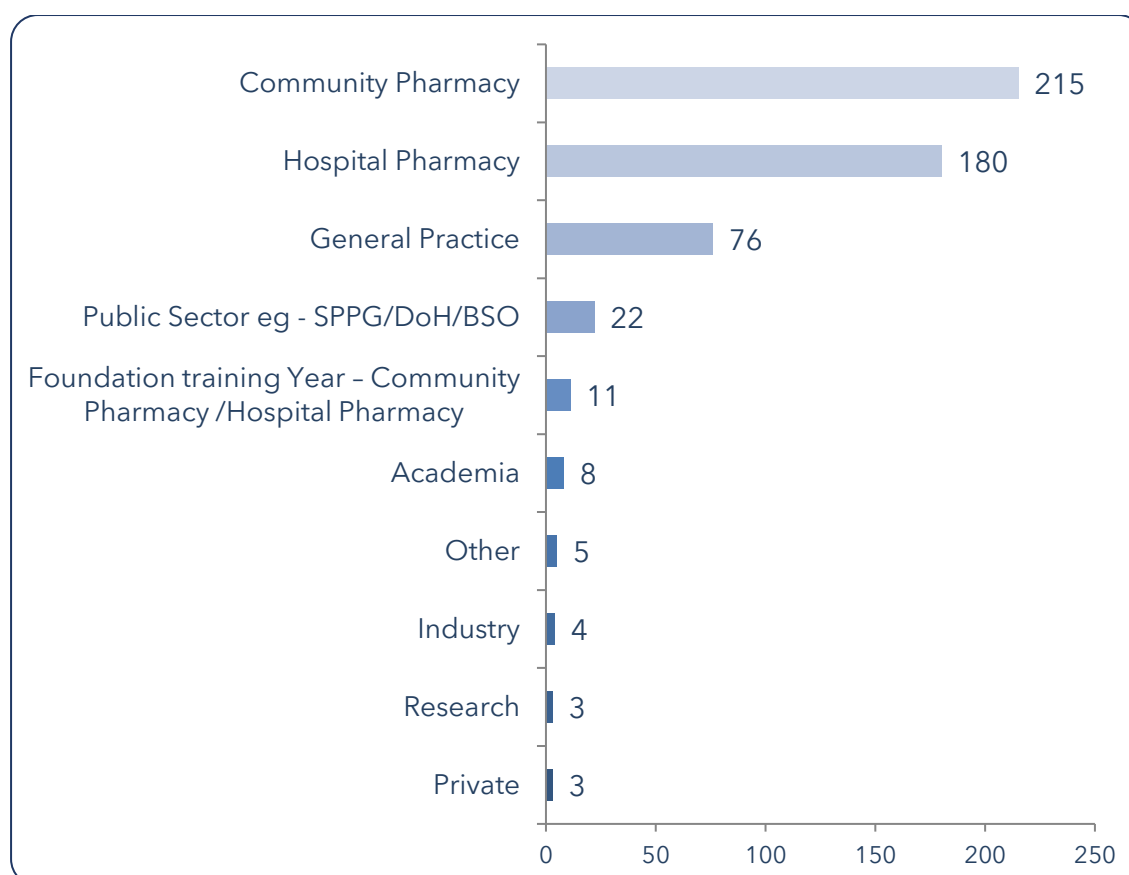
Number of Sectors

Most respondents chose one option to the question of which sectors in which they practice.

Number of sectors	Number of respondents practicing in this number of sectors	Percentage of total respondents practicing in this number of sectors
1	417	79.1%
2	95	18.0%
3	15	2.8%

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.

Most respondents selected Community Pharmacy (40.8%) as their main area of practice, followed by Hospital Pharmacy (34.2%).



An associated table including percentages is on the following page.

Main area of practice	Total	Percent*
Community Pharmacy	215	40.8%
Hospital Pharmacy	180	34.2%
General Practice	76	14.4%
Public Sector eg - SPPG/DoH/BSO	22	4.2%
Foundation training Year - Community Pharmacy/Hospital Pharmacy	11	2.1%
Academia	8	1.5%
Other**	5	0.9%
Industry	4	0.8%
Research	3	0.6%
Private	3	0.6%

* Percentage of total respondents.

** Free text responses provided in the accompanying spreadsheet.

Foundation training

In what area are you completing your training?

There were 11 responses to this part of the question; most respondents were completing their Foundation Training in Community Pharmacy.

Area of Foundation Training	Total
Community Pharmacy	10
Hospital Pharmacy	1

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

Of these 11 respondents, all answered that they were intending to continue their career in pharmacy after registration.

Intend to continue after registration	Total
Yes	11
No	0

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

Of the 11 respondents in the training year, community pharmacy and hospital pharmacy were most selected as intended work area in the 5 years following registration. Note that this was a multi-response question and respondents could select multiple areas.

Intended work area	Total*
Community Pharmacy	8
Hospital Pharmacy	8
General Practice	4
Academia	2
Private	2
Public Sector eg - SPPG/DoH/BS	1
Industry	0
Research	0
Other	0

* These figures should not be summed, as respondents could select more than one area.

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

All 11 Foundation trainee pharmacists intend to practice in NI; 5 also intend to practice in the RoI and 3 in GB (2 of the trainee pharmacists intend to practice in NI, GB and the RoI).

Multi-response question – respondents could select multiple areas

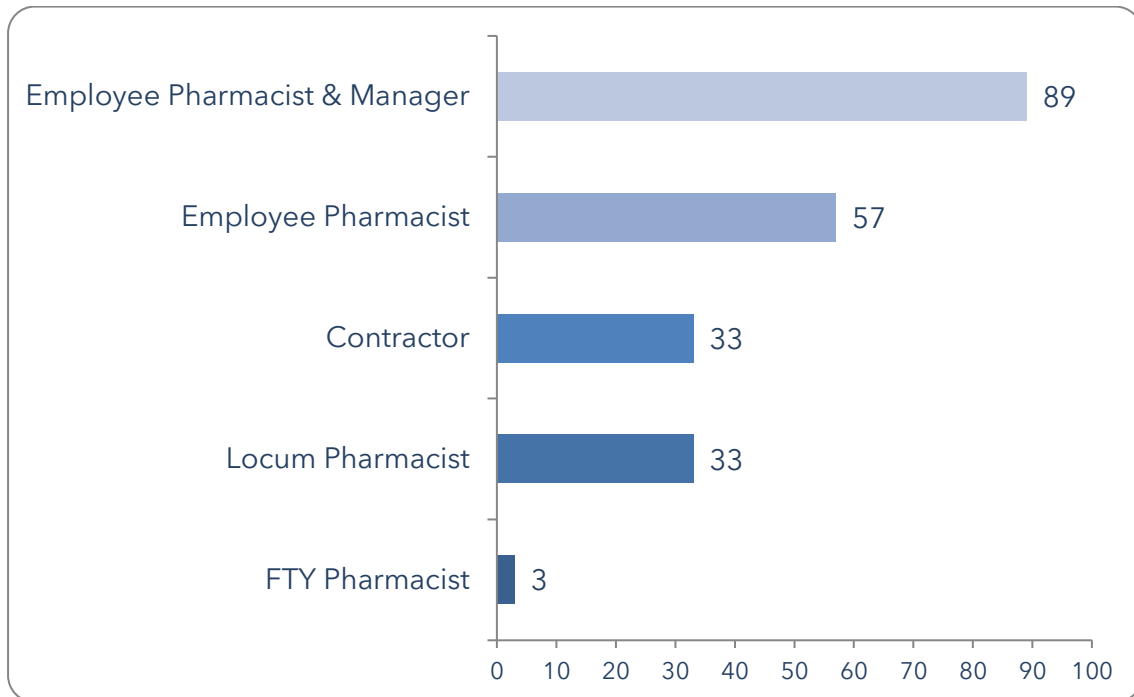
Geographical area	Total
Northern Ireland (NI)	11
Republic of Ireland (RoI)	5
Great Britain (GB)	3

None of the 11 respondents intend to practice in any other geographical areas.

Community Pharmacy

Which category do you fall into?

Of the 215 respondents who entered community pharmacy as their main area of practice, most chose the 'Employee Pharmacist and Manager' category.

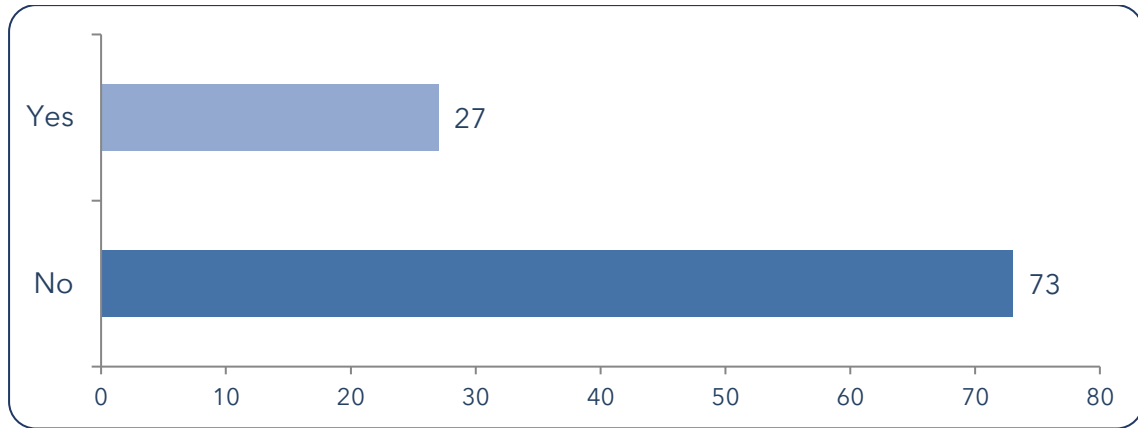


Community Pharmacy category	Total	Percent*
Employee Pharmacist & Manager	89	41.4%
Employee Pharmacist	57	26.5%
Contractor	33	15.3%
Locum Pharmacist	33	15.3%
FTY Pharmacist	3	1.4%

* Percentage of the 215 respondents who chose Community Pharmacy as their main area of practice.

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

There were 100 responses to this question, with almost three quarters of respondents answering no.



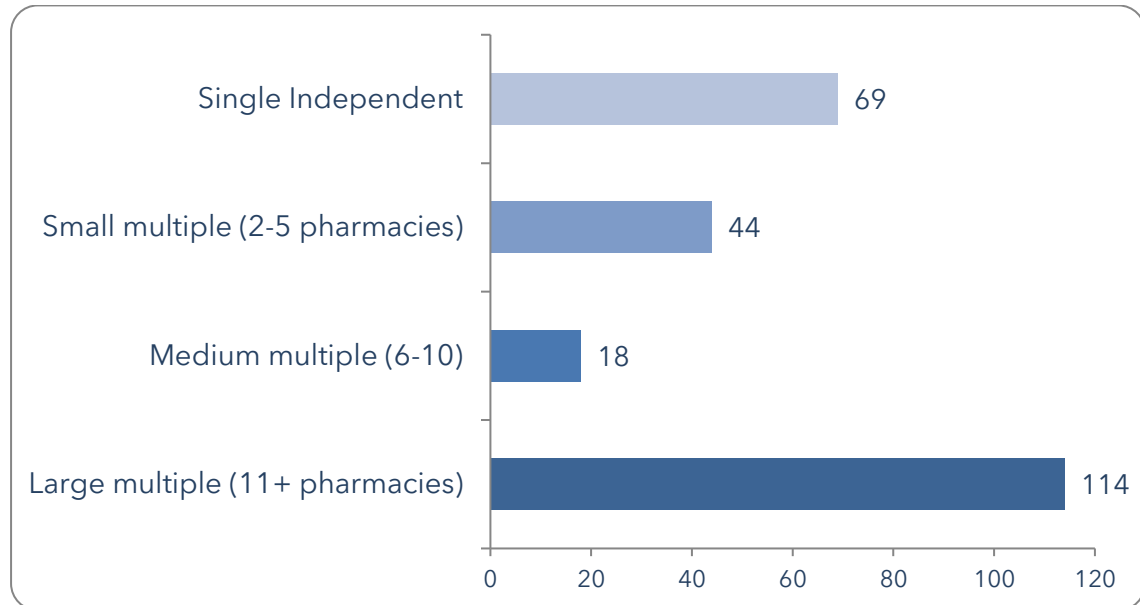
See a future move into management	Total	Percent*
Yes	27	27.0%
No	73	73.0%

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

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

More than half of the respondents worked in 'Large multiple' community pharmacies, while almost one third worked in 'Single Independent' community pharmacies.

Multi-response question - respondents could select multiple areas



Type of Community Pharmacy	Total	Percent*
Single Independent	69	32.1%
Small multiple (2-5 pharmacies)	44	20.5%
Medium multiple (6-10)	18	8.4%
Large multiple (11+ pharmacies)	114	53.0%

* Percentage of the 215 respondents who chose community pharmacy as their main area of practice; respondents could select more than one type of community pharmacy, so the totals and percentages should not be summed.

Multiple Community Pharmacy Types

Most respondents indicated that they only worked in 1 type of community pharmacy.

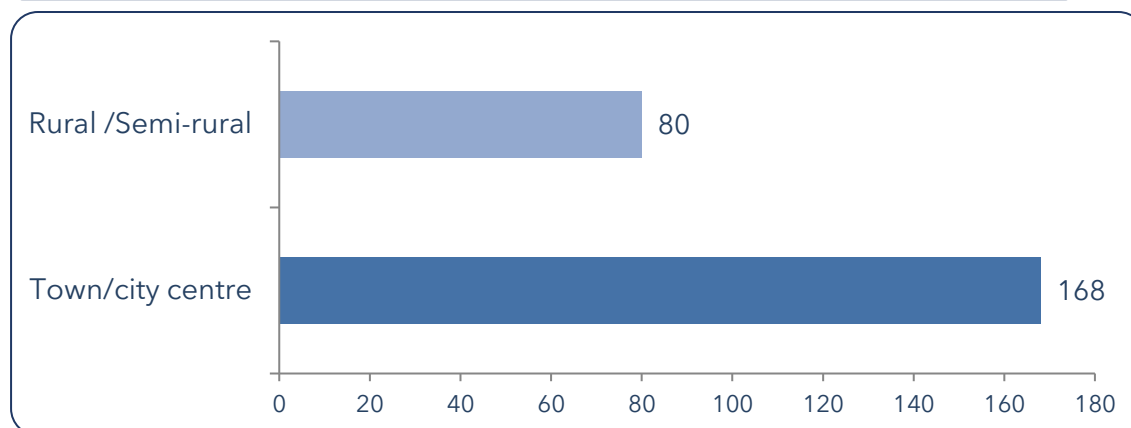
Number of community pharmacy types worked in	Number of respondents	Percent*
1	201	93.5%
2	6	2.8%
3	0	0.0%
4	8	3.7%

* Percentage of the 215 respondents who chose community pharmacy as their main area of practice.

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

Most respondents work in community pharmacies located in town/city centres (78.1%)

Multi-response question - respondents could select multiple areas



Option	Total	Percent*
Rural /Semi-rural	80	37.2%
Town/city centre	168	78.1%

* Percentage of the 215 respondents who chose community pharmacy as their main area of practice; respondents could select more than one location, so the totals and percentages should not be summed.

Multiple Community Pharmacy locations

Most respondents indicated that they only work in 1 type of location.

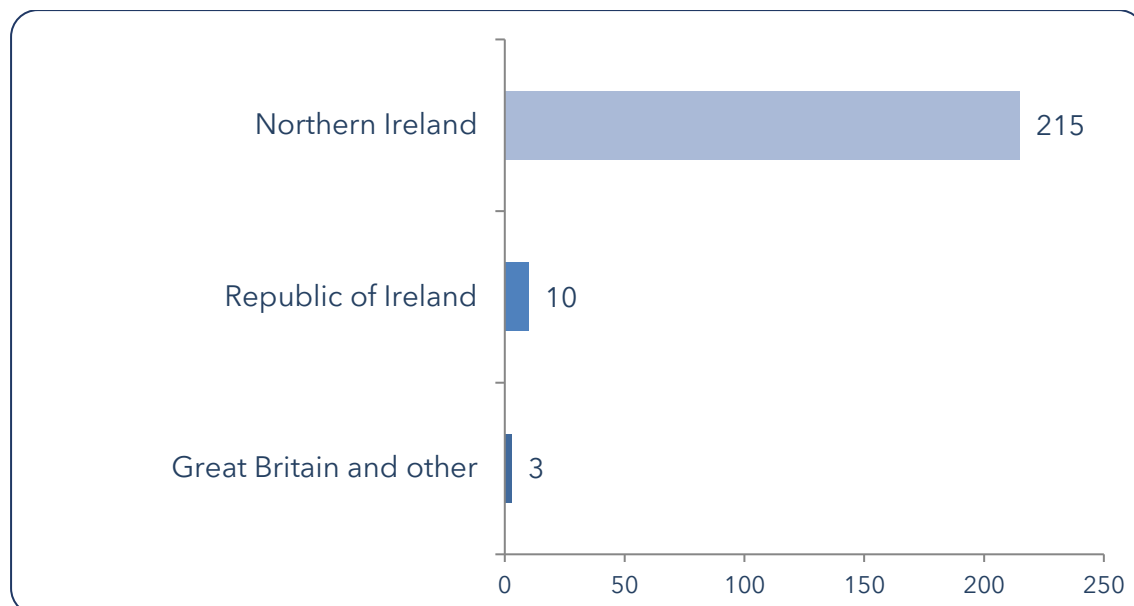
Number of locations worked in	Number of respondents	Percent*
1	182	84.7%
2	33	15.3%

* Percentage of the 215 respondents who chose community pharmacy as their main area of practice.

Within which country do you practice? Please tick all that apply.

All respondents (who chose community pharmacy as their main area of practice) practice in Northern Ireland, while 4.7% practice in the Republic of Ireland.

Multi-response question – respondents could select multiple areas



Country	Total	Percent*
Northern Ireland	215	100.0%
Republic of Ireland	10	4.7%
Great Britain/Other	3	1.4%

* Percentage of the 215 respondents who entered community pharmacy as their main area of practice; respondents could select more than one country, so the totals and percentages should not be summed.

Multiple Countries of work

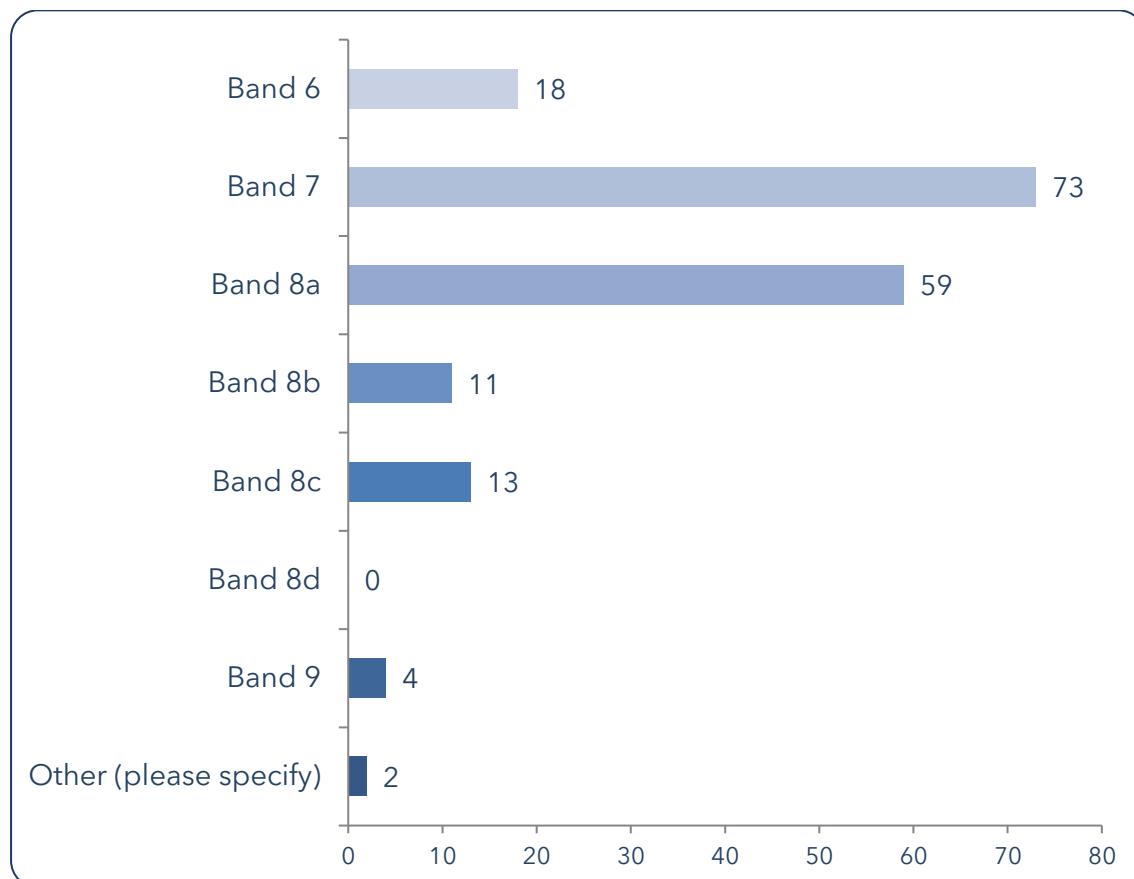
Most respondents indicated that they only work in 1 country.

Number of countries	Number of respondents	Percent*
1	203	94.4%
2	11	5.1%
3	1	0.5%

* Percentage of the 215 respondents who chose community pharmacy as their main area of practice.

Hospital Pharmacy

There were 180 respondents who selected 'Hospital Pharmacy' as their main sector of work. Most (40.6%) chose Band 7 as their Agenda for Change grade. No one chose Band 5 as their grade.



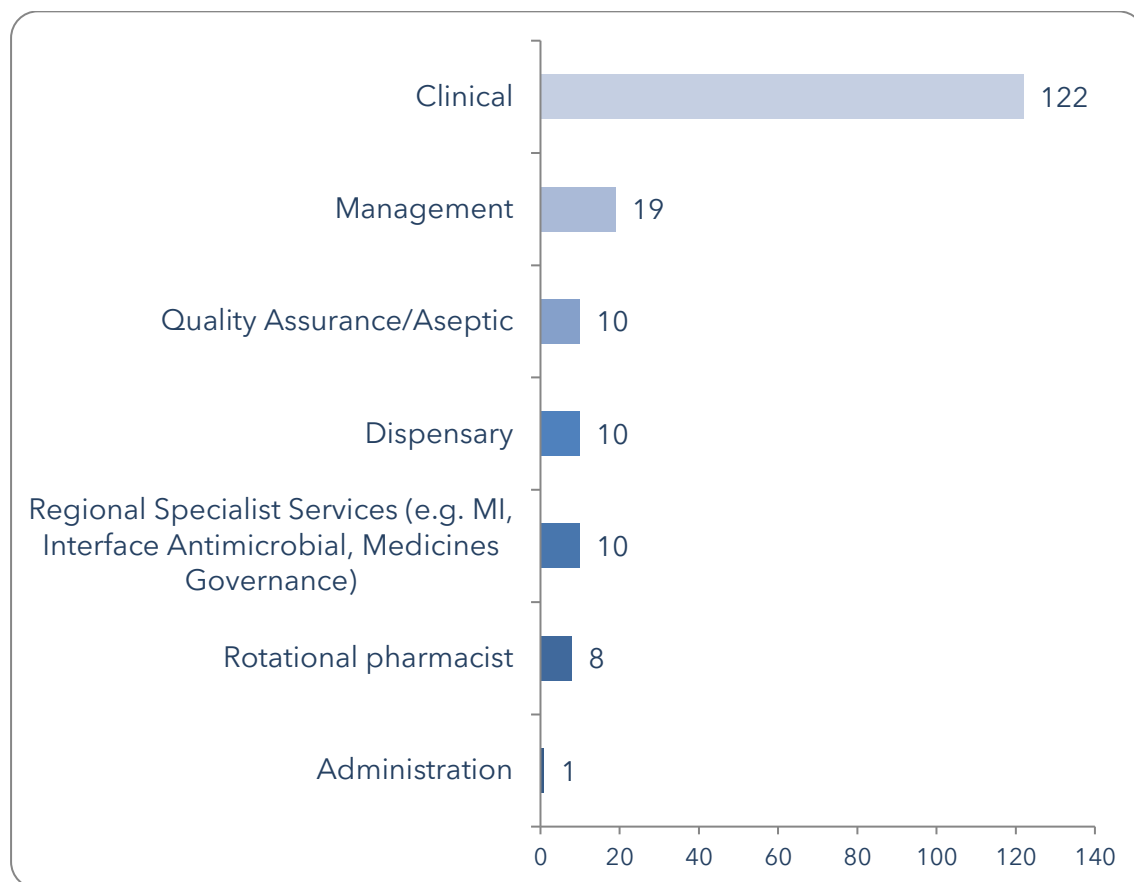
Grade	Total	Percent*
Band 5	0	0.0%
Band 6	18	10.0%
Band 7	73	40.6%
Band 8a	59	32.8%
Band 8b	11	6.1%
Band 8c	13	7.2%
Band 8d	0	0.0%
Band 9	4	2.2%
Other (please specify)**	2	1.1%

* Percentage of the 180 respondents who chose Hospital Pharmacy as their main work sector.

** The two respondents who answered 'Other' gave the details: (i) Was band 9 but now self-employed and (ii) Band 6/7

What is your main role?

Of the 180 responses, most hospital pharmacists (67.8%) selected 'Clinical' as their main role.

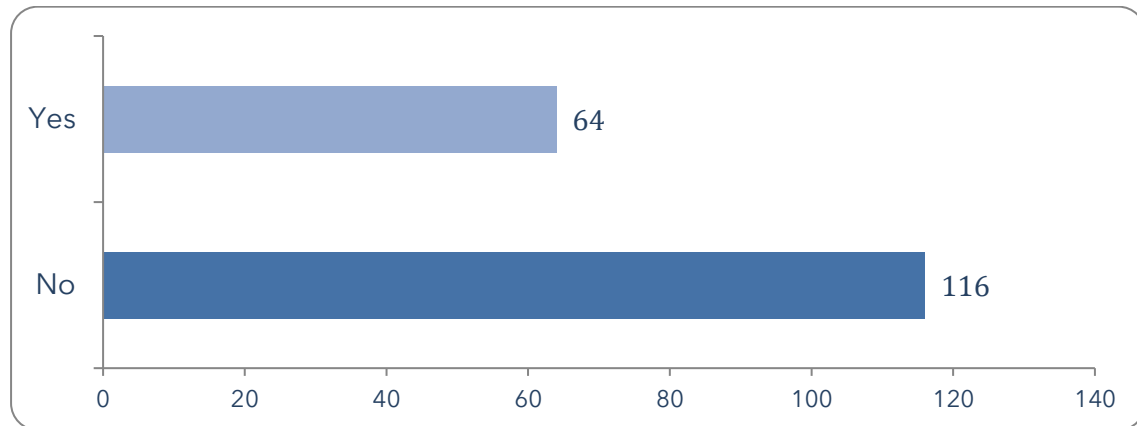


Main role	Total	Percent*
Clinical	122	67.8%
Management	19	10.6%
Quality Assurance/Aseptic	10	5.6%
Regional Specialist Services (e.g. MI, Interface Antimicrobial, Medicines Governance)	10	5.6%
Dispensary	10	5.6%
Rotational pharmacist	8	4.4%
Administration	1	0.6%

* Percentage of the 180 respondents who chose Hospital Pharmacy as their main work sector.

Does your current role involve staff management?

Of the 180 respondents, 64 (35.6%) answered that their current role involves staff management.

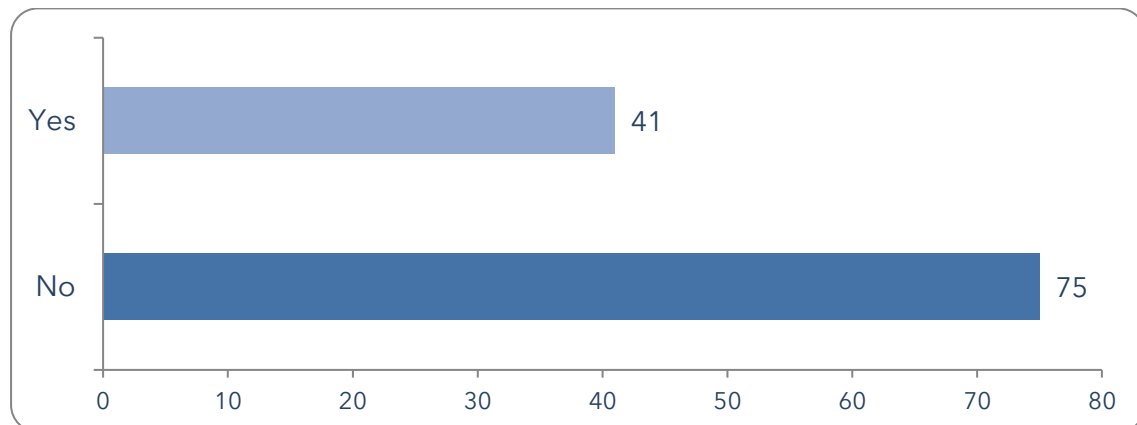


Staff Management	Total	Percent*
Yes	64	35.6%
No	116	64.4%

* Percentage of the 180 respondents who chose Hospital Pharmacy as their main work sector.

Do you see your future career moving into management?

Of the 116 respondents whose current role did not involve staff management, almost two thirds did not see a future move into management.

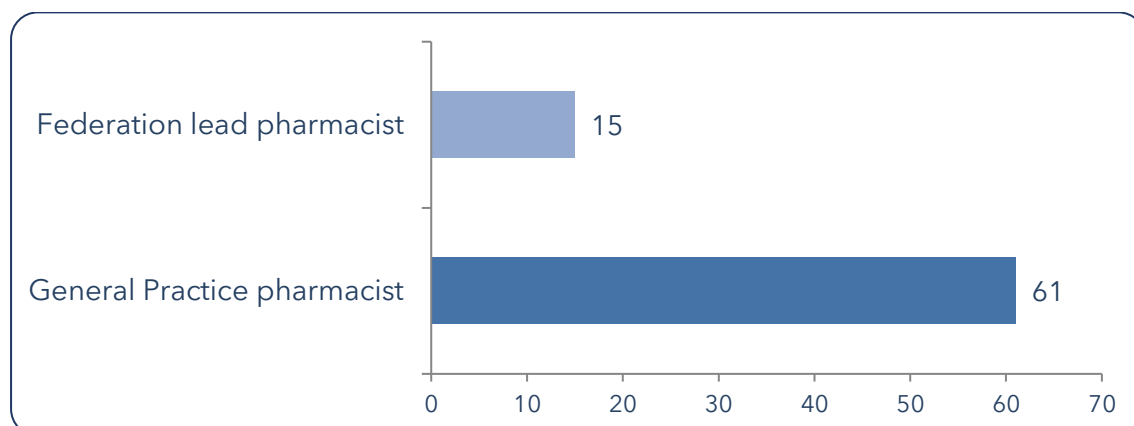


Future move into management	Total	Percent*
Yes	41	35.3%
No	75	64.7%

* Percentage of the 116 respondents whose current role did not involve staff management.

General Practice

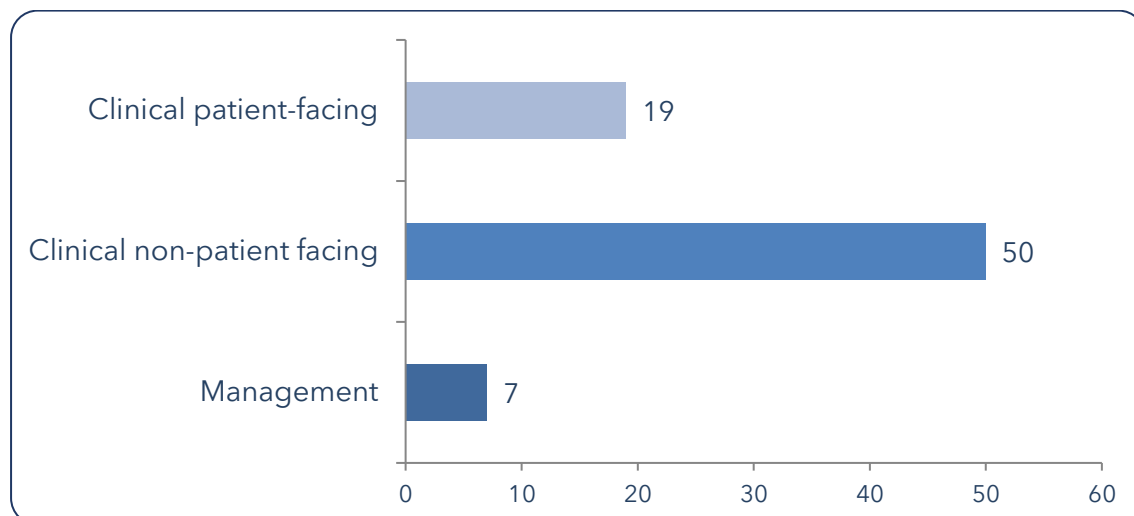
Of the 76 respondents who selected GP pharmacy as their main area of practice, most (80.3%) were General Practice pharmacists.



Job title	Total	Percent*
Federation lead pharmacist	15	19.7%
General Practice pharmacist	61	80.3%

* Percentage of the 76 respondents who chose GP Pharmacy as their main work sector.

Almost two thirds of the 76 respondents selected 'Clinical non-patient facing' as their main role.

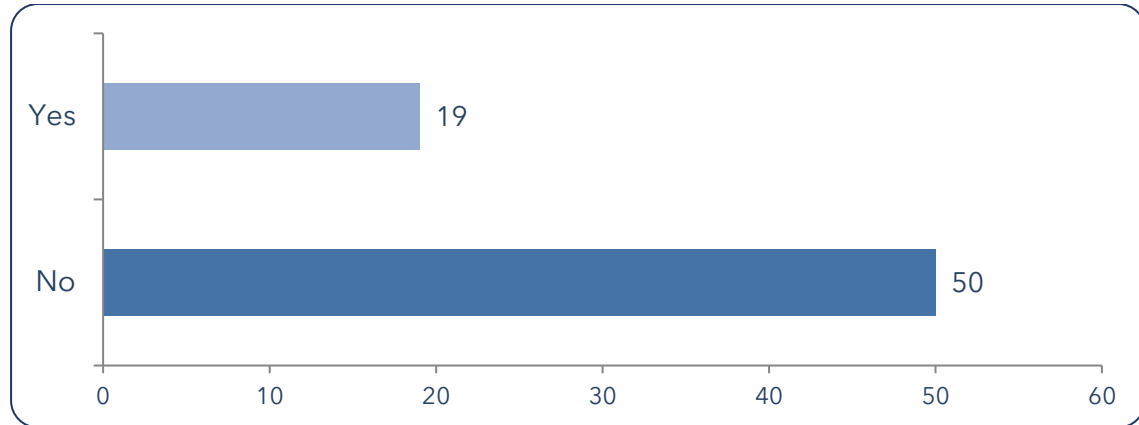


Main role	Total	Percent*
Clinical patient-facing	19	25.0%
Clinical non-patient facing	50	65.8%
Management	7	9.2%

* Percentage of the 76 respondents who chose GP Pharmacy as their main work sector.

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

Of the 69 respondents whose main role is not currently management, almost three-quarters did not see a move into management in the future.

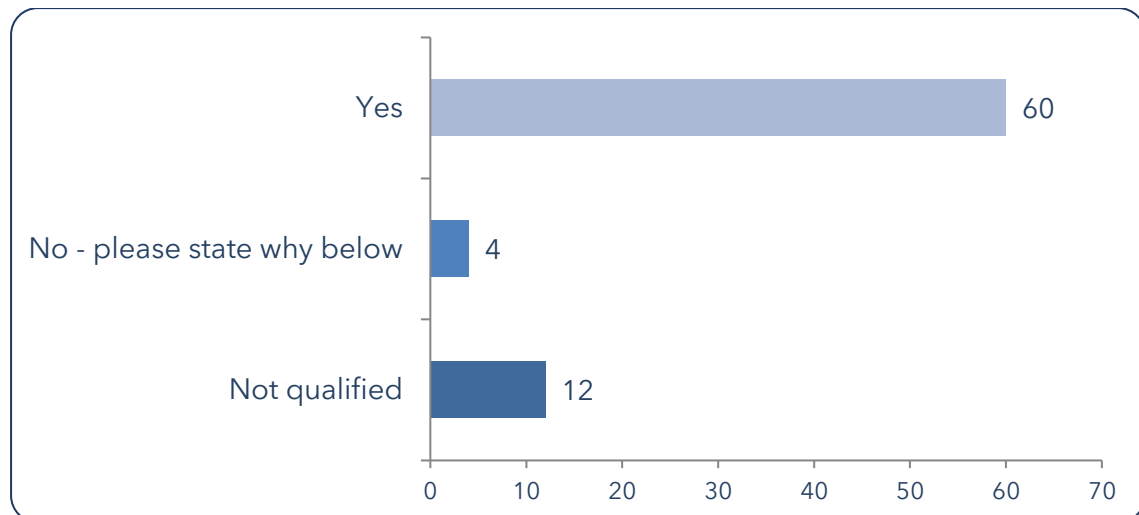


Future career move into management	Total	Percent*
Yes	19	27.5%
No	50	72.5%

* Percentage of the 69 respondents whose main role is not currently management.

If qualified, as part of your General Practice role, do you work as an IP?

Of the 76 respondents whose main area of practice was GP Pharmacy, most (78.9%) answered that they do work as an Independent Prescriber.



Work as an Independent Prescriber	Total	Percent*
Yes	60	78.9%
No - please state why below	4	5.3%
Not qualified	12	15.8%

* Percentage of the 76 respondents who chose General Practice Pharmacy as their main work sector.

Reason for not working as an IP as part of GP role

The reasons given by the 4 respondents who answered that they do not work as an Independent Prescriber are given below:

- Currently undergoing Ip training
- Not eligible for course yet
- No opportunities to use in current practice. GP practice don't see benefit in GPP prescribing
- Not enough time in practices to be allocated dedicated clinic time as other work often takes priority

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

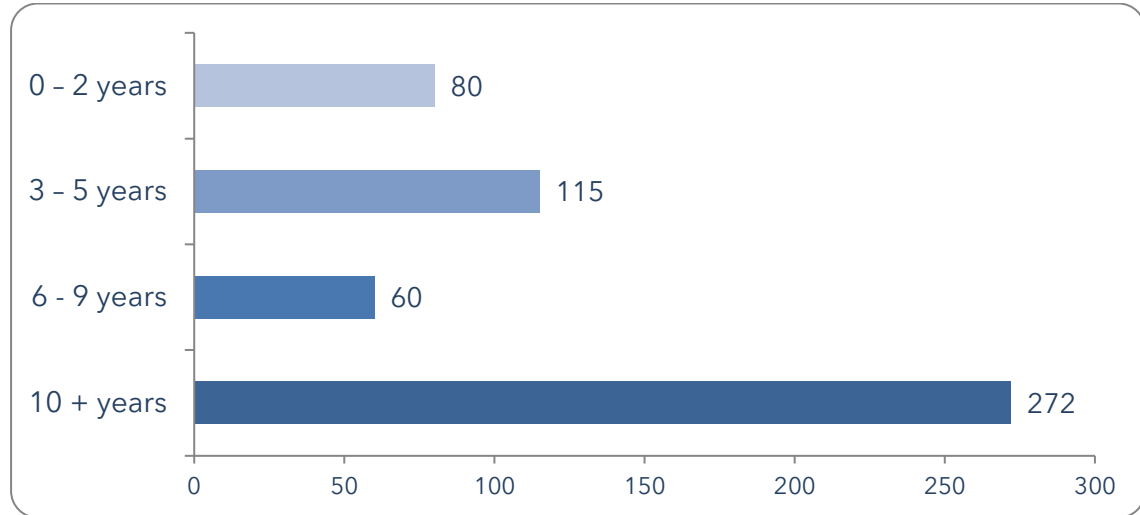
Of the 12 respondents not qualified as an Independent Prescriber, two thirds plan to undertake the qualification in the next 5 years.

Plan to undertake IP training	Total
Yes	8
No	4

The Future

Length of time in current sector

Most respondents (51.6%) had worked in their current sector for 10+ years.

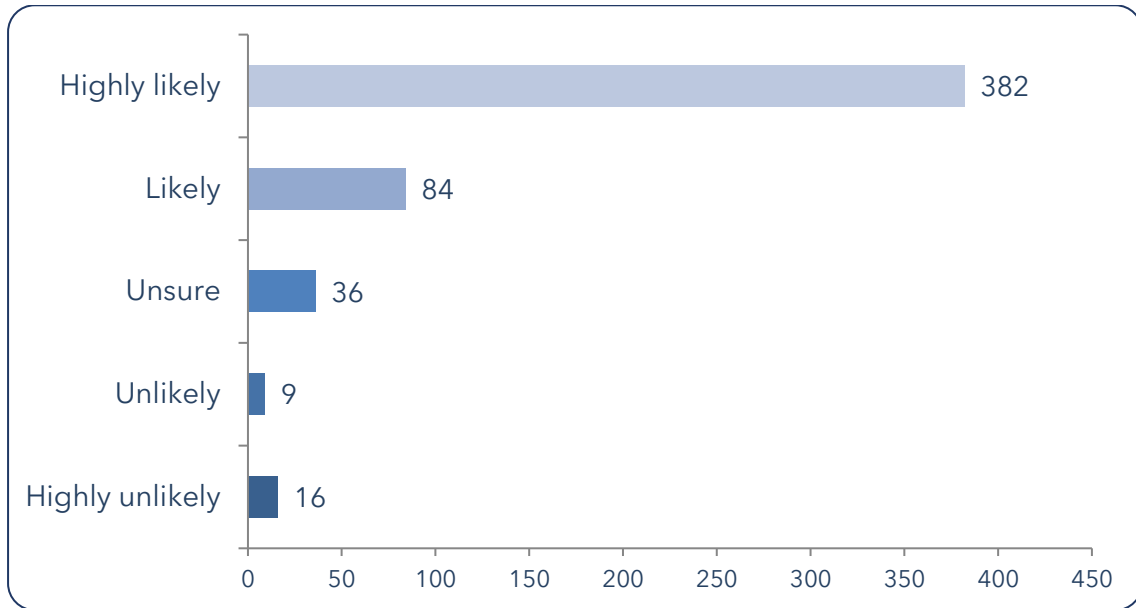


Length of time in current sector	Total	Percent*
0 - 2 years	80	15.2%
3 - 5 years	115	21.8%
6 - 9 years	60	11.4%
10 + years	272	51.6%

* Percentage of total respondents

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?

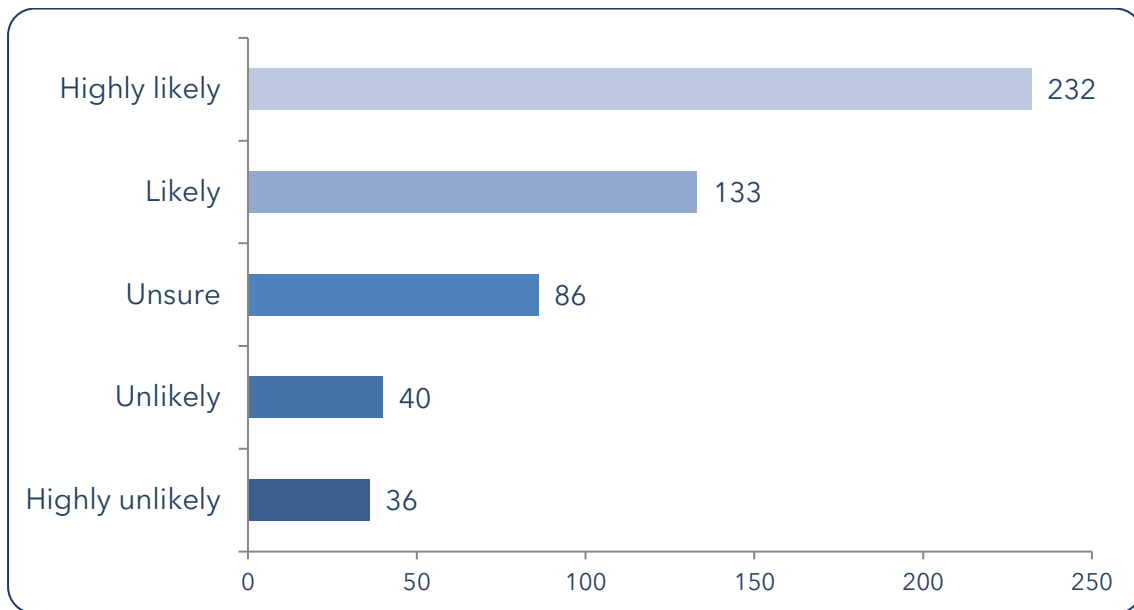
In one year's time: most respondents (88.4%) answered that they were highly likely or likely to be working in their main area of practice. Only 4.7% of respondents thought it was unlikely or highly unlikely that they would be working in their main area of practice in one year's time.



Likelihood of still working in main area of practice	Total	Percent*
Highly likely	382	72.5%
Likely	84	15.9%
Unsure	36	6.8%
Unlikely	9	1.7%
Highly unlikely	16	3.0%

* Percentage of total respondents

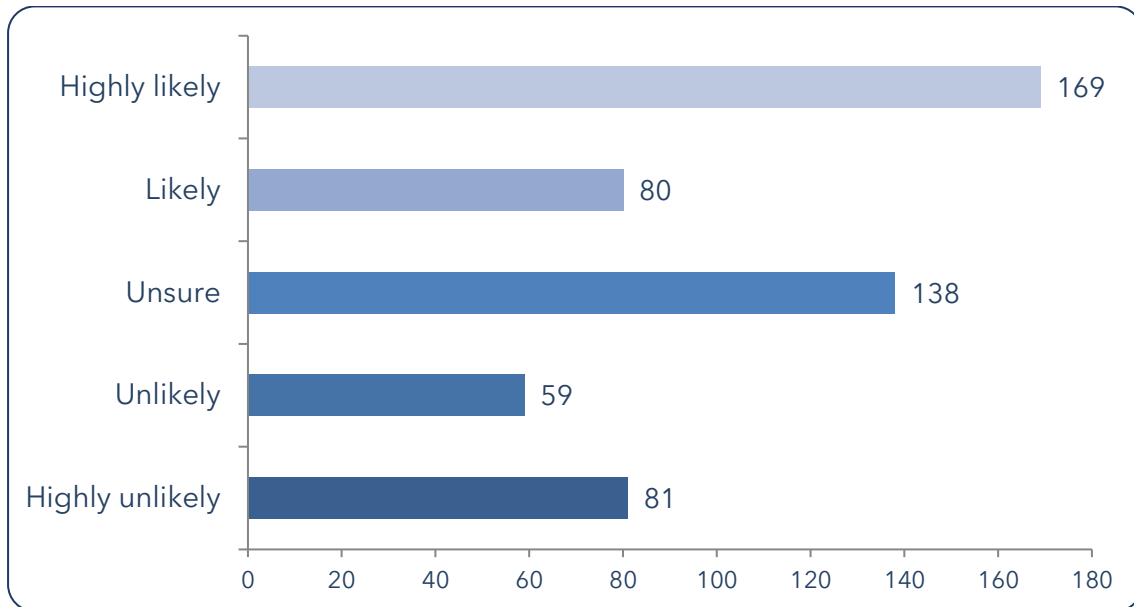
In three years' time: most respondents again answered that they were highly likely or likely to be working in their main area of practice, although this fell to 69.2% of respondents



Likelihood of still working in main area of practice	Total	Percent*
Highly likely	232	44.0%
Likely	133	25.2%
Unsure	86	16.3%
Unlikely	40	7.6%
Highly unlikely	36	6.8%

* Percentage of total respondents

In five years' time: most respondents again answered that they were highly likely or likely to be working in their main area of practice, but again the percentage of respondents fell, this time to 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 (26.6%) that they would be in their main area of practice in five years' time.



Likelihood of still working in main area of practice	Total	Percent
Highly likely	169	32.1%
Likely	80	15.2%
Unsure	138	26.2%
Unlikely	59	11.2%
Highly unlikely	81	15.4%

* Percentage of total respondents

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.

There were 466 respondents who answered this question, with 'Enjoy working in this area of pharmacy' being the most popular reason chosen.

Multi-response question - respondents could select multiple areas



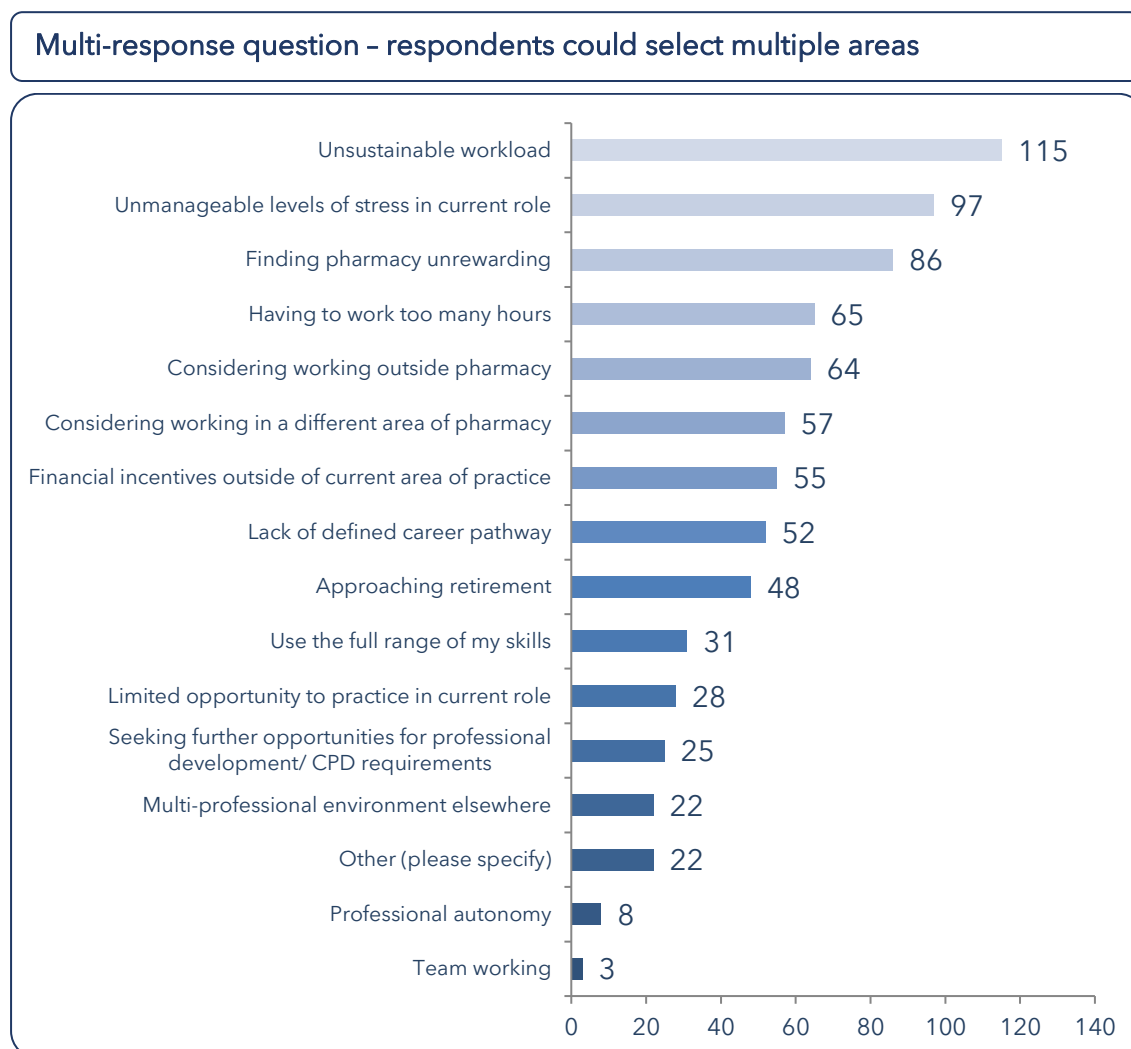
Reason	Total	Percent*
Enjoy working in this area of pharmacy	295	56.0%
Team working	180	34.2%
Multi-professional environment	149	28.3%
Opportunities for professional development	144	27.3%
Use full range of my skills	129	24.5%
Professional autonomy	109	20.7%
Defined career pathway	101	19.2%
Financial incentives	92	17.5%
Limited opportunity to practice elsewhere	87	16.5%
Approaching retirement	62	11.8%
Other (please specify)	51	9.7%

* Percentage of total respondents. Respondents could select more than one reason, so the totals and percentages should not be summed.

There were 51 respondents who ticked 'other' reason to wish to stay in their current area of practice/not consider a change, but 60 respondents then specified a reason. Only 49 of the 51 respondents specified a reason and an extra 11 respondents who had not ticked 'other' gave a reason, giving a total of 60 reasons given. Rather than remove the specified reasons given by those 11 respondents who did not tick 'Other', all 60 reasons are provided in the accompanying spreadsheet, with the 'extra' 9 reasons highlighted.

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

There were 210 respondents who answered this question; unsustainable workload was the most frequent reason given.



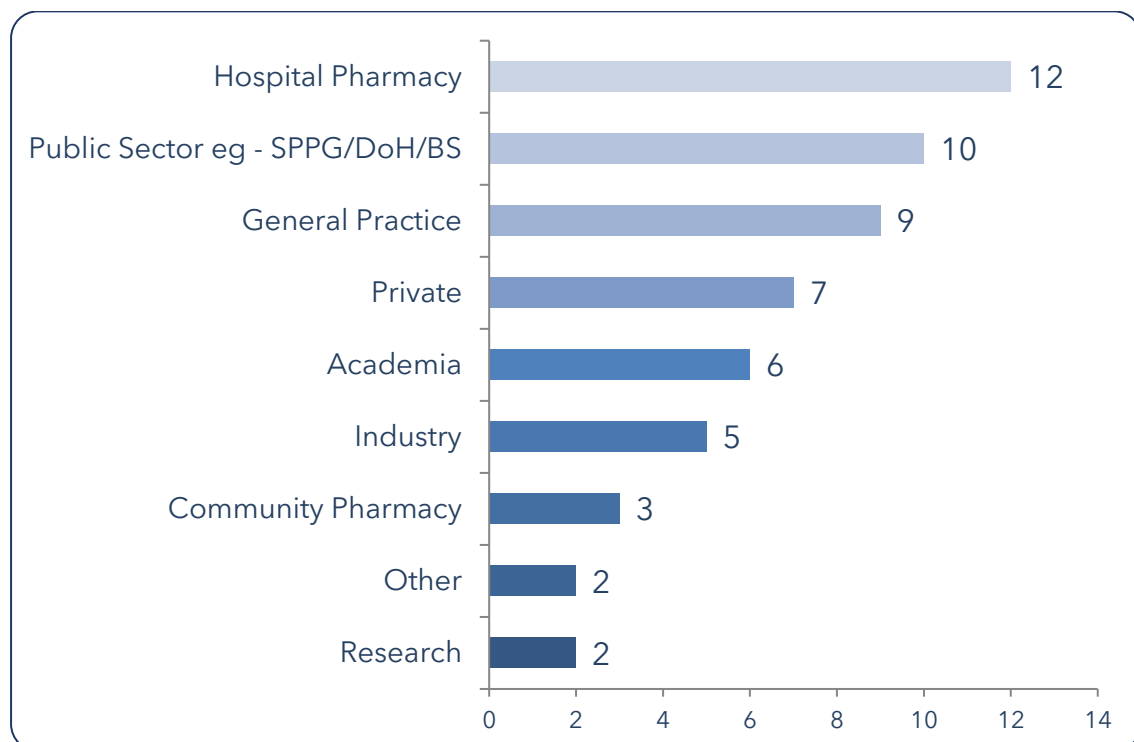
There were 22 respondents who selected 'other' to the question 'If you answered highly unlikely/unlikely, for what reason(s) are you considering a change?' Of these, 21 respondents gave a reason for considering a change; these are provided in the accompanying spreadsheet.

Reason	Total	Percentage*
Unsustainable workload	115	21.8%
Unmanageable levels of stress in current role	97	18.4%
Finding pharmacy unrewarding	86	16.3%
Having to work too many hours	65	12.3%
Considering working outside pharmacy	64	12.1%
Considering working in a different area of pharmacy	57	10.8%
Financial incentives outside of current area of practice	55	10.4%
Lack of defined career pathway	52	9.9%
Approaching retirement	48	9.1%
Use the full range of my skills	31	5.9%
Limited opportunity to practice in current role	28	5.3%
Seeking further opportunities for professional development/ CPD requirements	25	4.7%
Multi-professional environment elsewhere	22	4.2%
Other (please specify)	22	4.2%
Professional autonomy	8	1.5%
Team working	3	0.6%

* Percentage of total respondents. Respondents could select more than one reason, so the totals and percentages should not be summed.

Considering working in a different area of pharmacy

There were 57 respondents who chose 'considering working in a different area of pharmacy'; one respondent failed to identify a different area of pharmacy, so 56 choices are represented in the chart below.



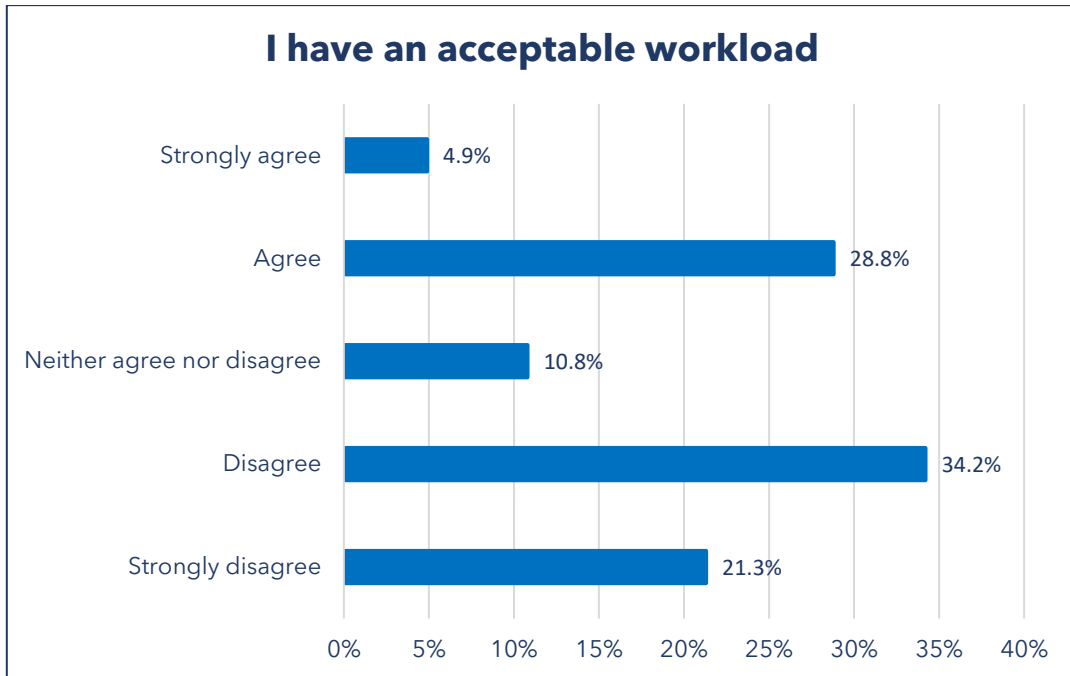
As shown in the previous chart and the corresponding table below, most of the 56 respondents who chose 'considering working in a different area of pharmacy' selected 'Hospital Pharmacy' followed by 'Public Sector Pharmacy' from a drop-down list.

Different area of Pharmacy	Total	Percent*
Hospital Pharmacy	12	21.4%
Public Sector eg - SPPG/DoH/BS	10	17.9%
General Practice	9	16.1%
Private	7	12.5%
Academia	6	10.7%
Industry	5	8.9%
Community Pharmacy	3	5.4%
Other	2	3.6%
Research	2	3.6%

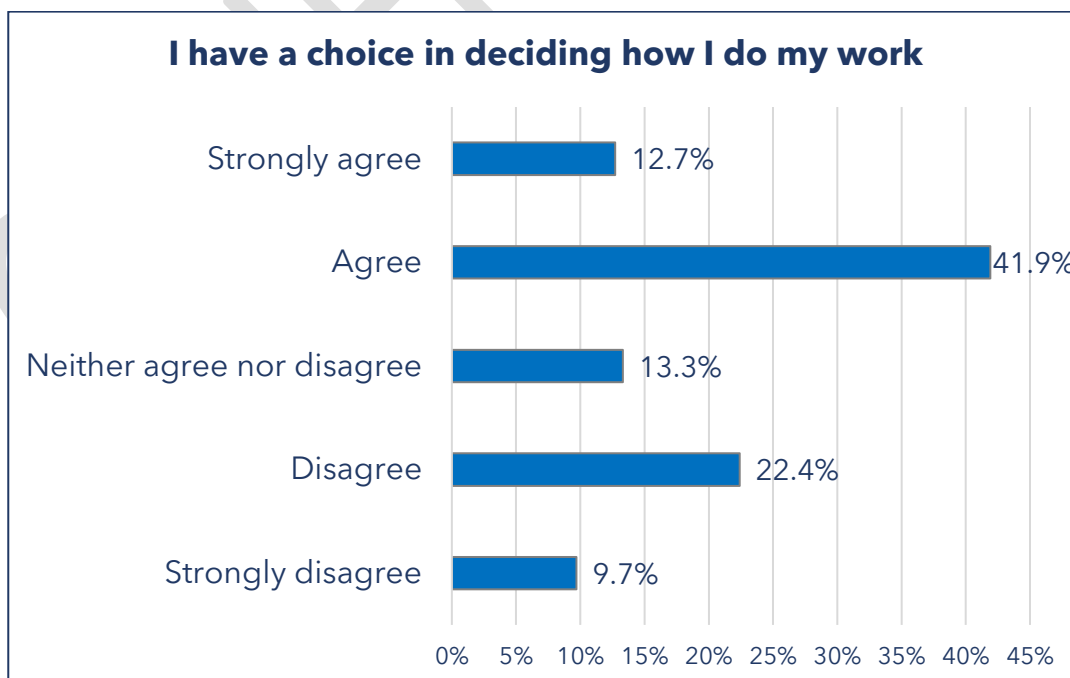
* Percentage of the 56 respondents who chose 'considering working in a different area of pharmacy' and specified a reason

Well-being scale questions (see also Appendix 2)

Please note, summing percentages in the charts may give slightly different totals than those given for combined categories in the commentary (such as agreed plus strongly agreed) due to rounding, as the charts present rounded figures but calculations have been carried out on unrounded figures.



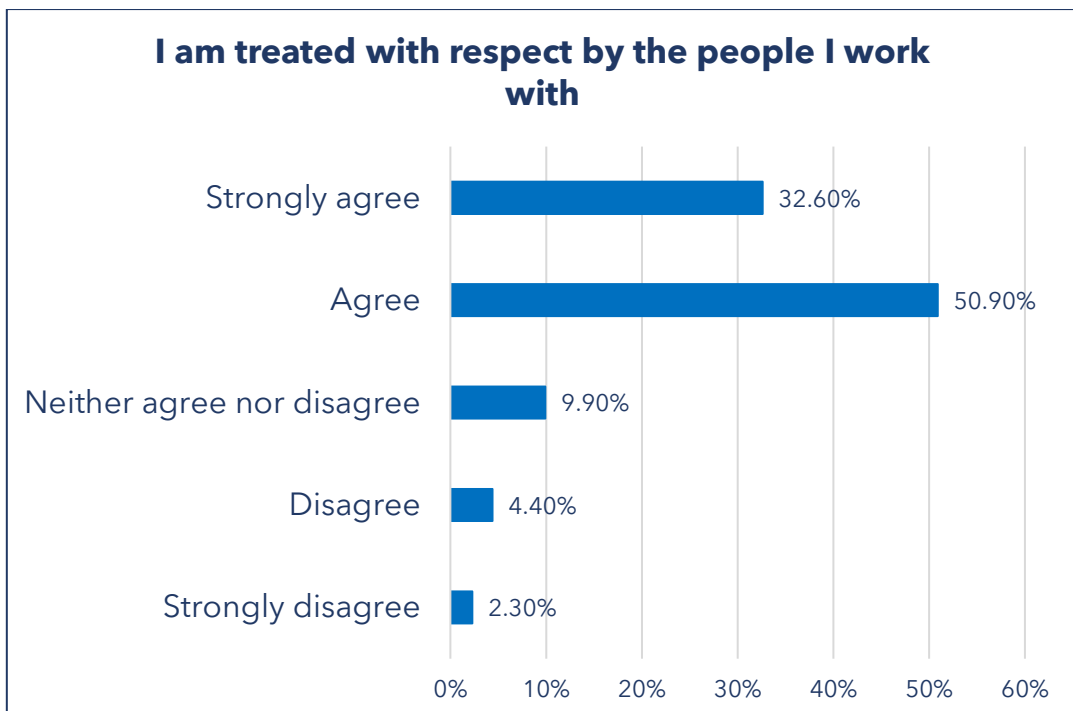
More than half of respondents (55.4%) disagreed or strongly disagreed that they have an acceptable workload, while just over one third (33.8%) agreed or strongly agreed.



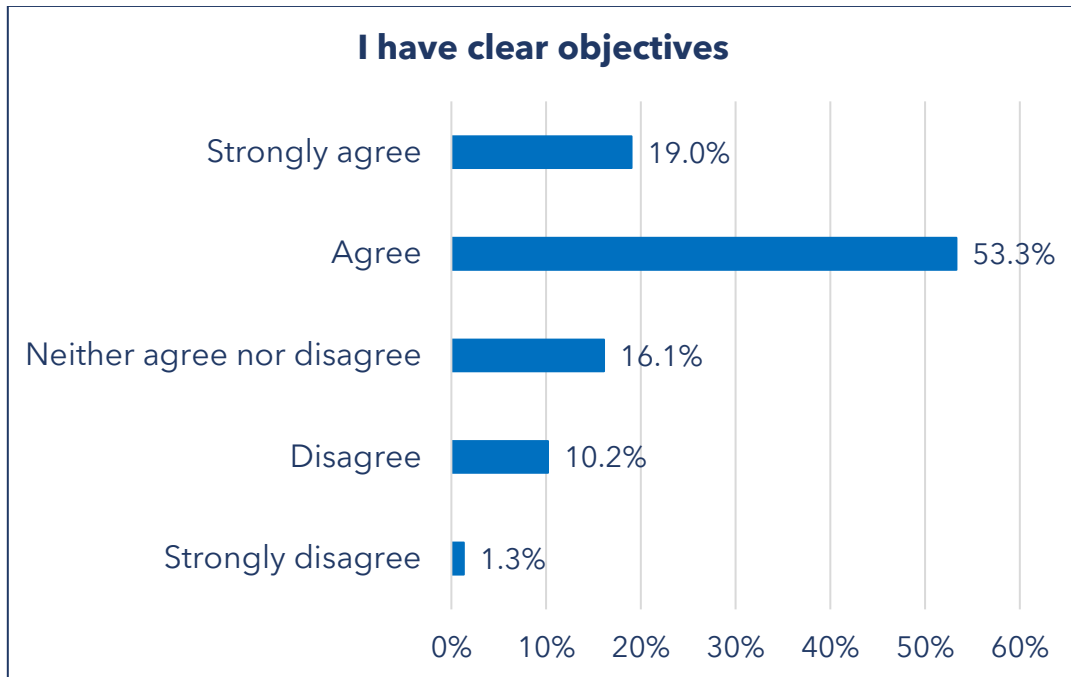
More than half of respondents (54.6%) agreed or strongly that they have a choice in deciding how they do their work; just under one third (32.1%) disagreed or strongly disagreed.



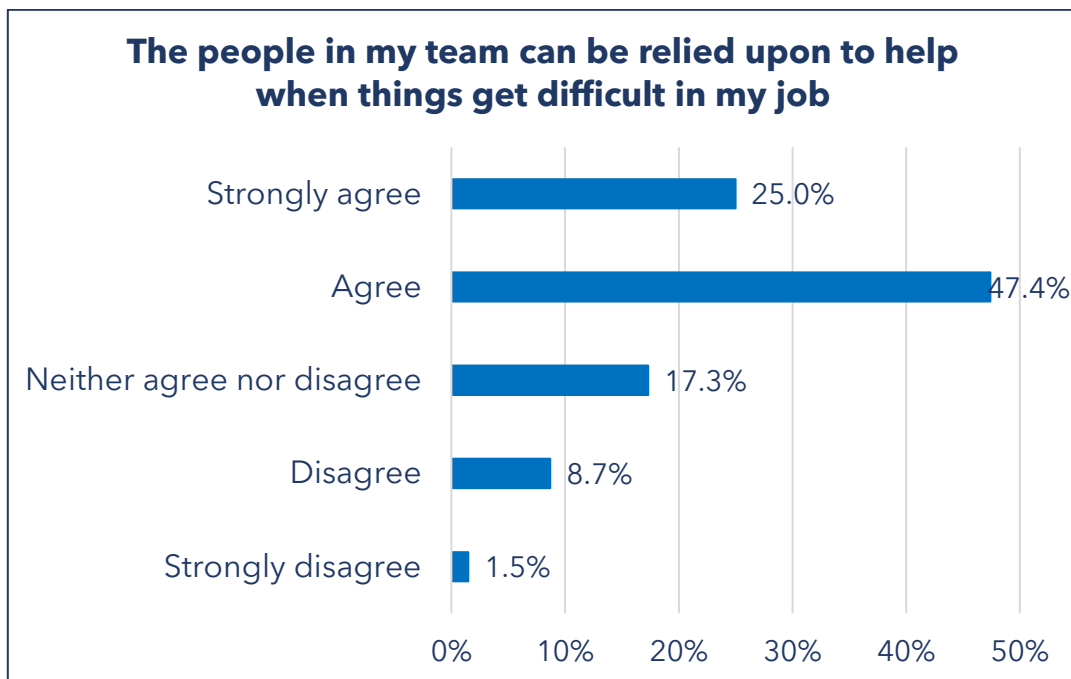
Almost one third of respondents neither agreed nor disagreed with this, however 43.5% agreed or strongly agreed that their manager motivates them to be more effective in their job, while just under one quarter (24.1%) disagreed or strongly disagreed.



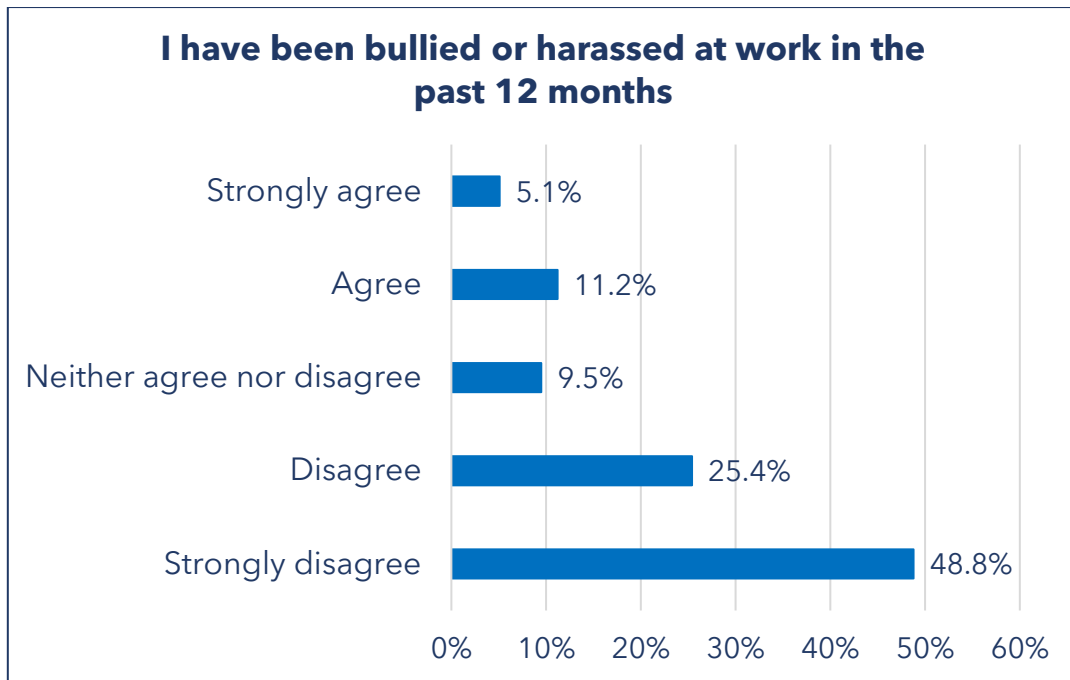
Most respondents (83.5%) agreed or strongly agreed that they are treated with respect by the people they work with; only 6.6% disagreed or strongly disagreed.



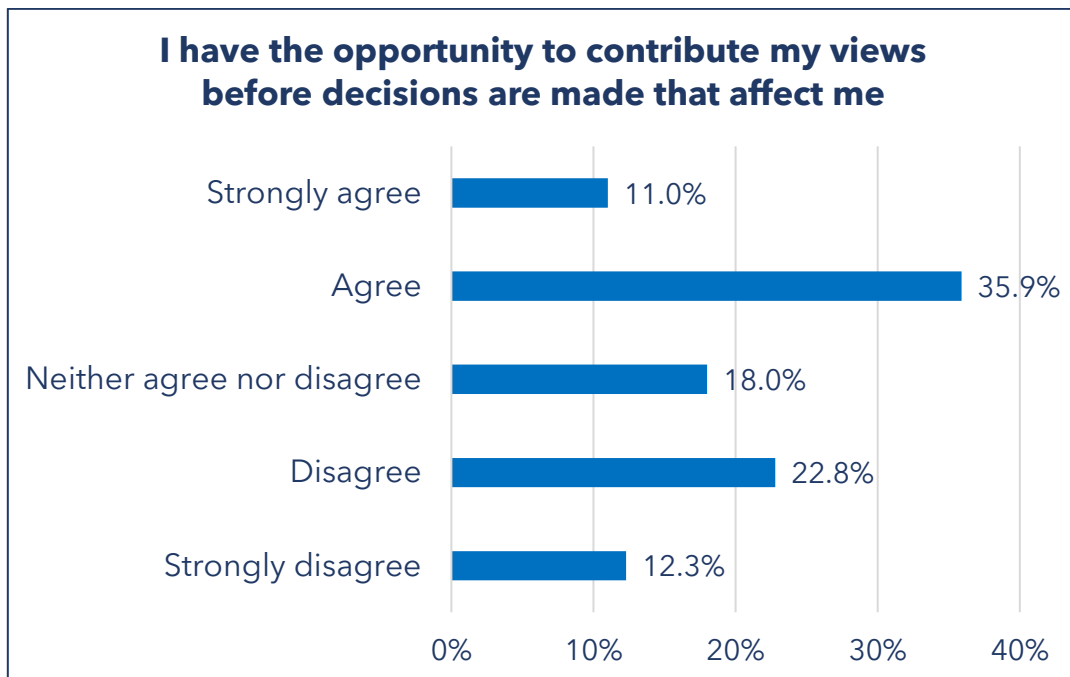
Almost three quarters of respondents (72.3%) agreed or strongly agreed that they have clear objectives, while 11.6% disagreed or strongly disagreed with this.



Results suggest many pharmacists have supportive teams, with almost three quarters (72.5%) agreeing or strongly agreeing that the people in their team can be relied upon to help when things get difficult in their job. One tenth of respondents (10.2%) disagreed or strongly disagreed with this.



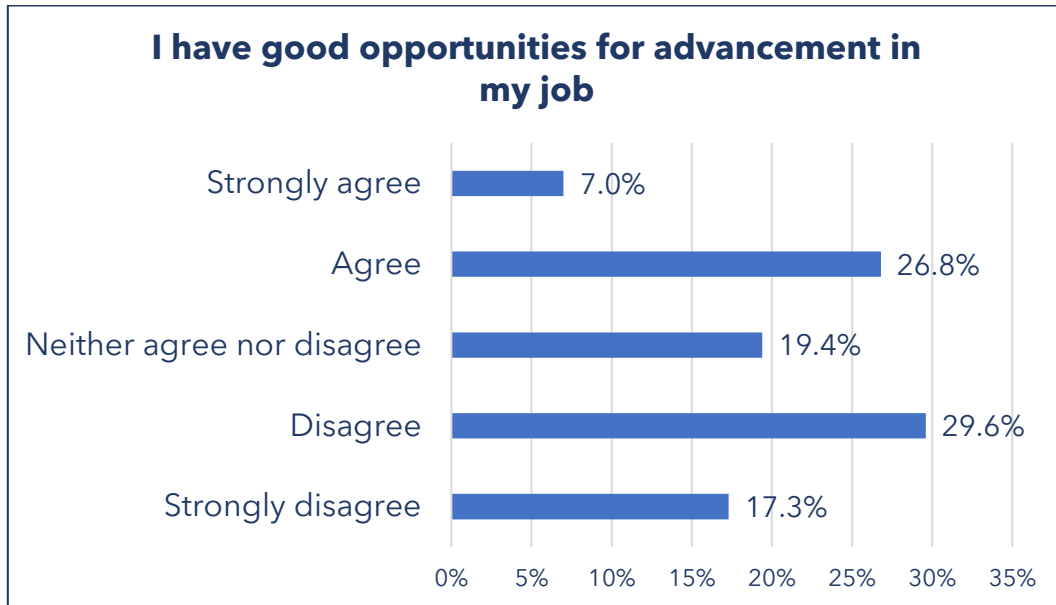
Almost three quarters of respondents (74.2%) disagreed or strongly disagreed that they had been bullied or harassed at work in the past 12 months, however 16.3% agreed or strongly agreed with this.



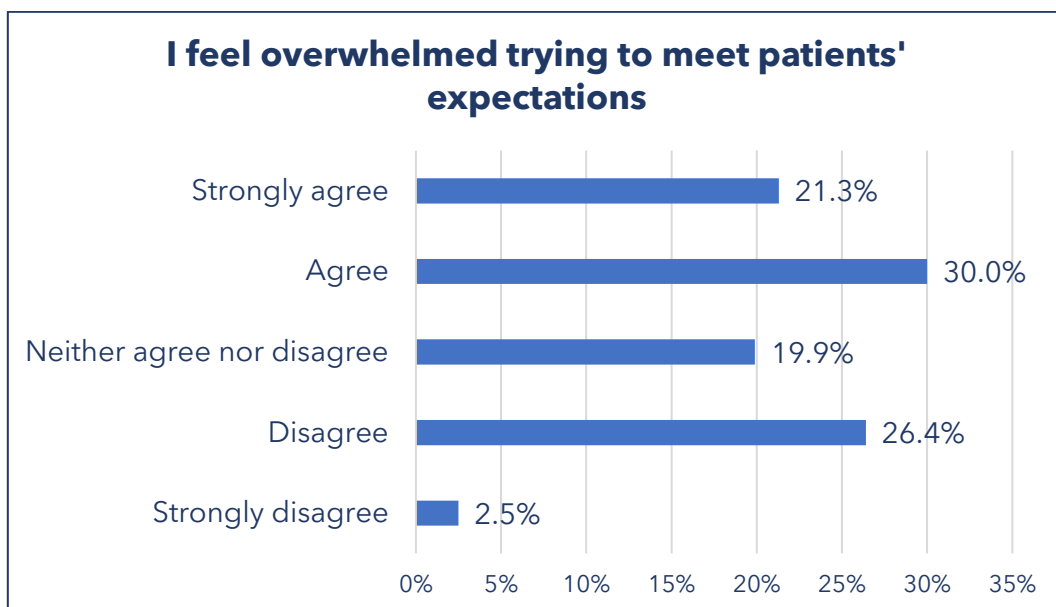
Slightly less than half of respondents (46.9%) agreed or strongly agreed that they have the opportunity to contribute their views before decisions are made that affect them; just over one third (35.1%) disagreed or strongly disagreed with this.

Job satisfaction scale questions (see also Appendix 3)

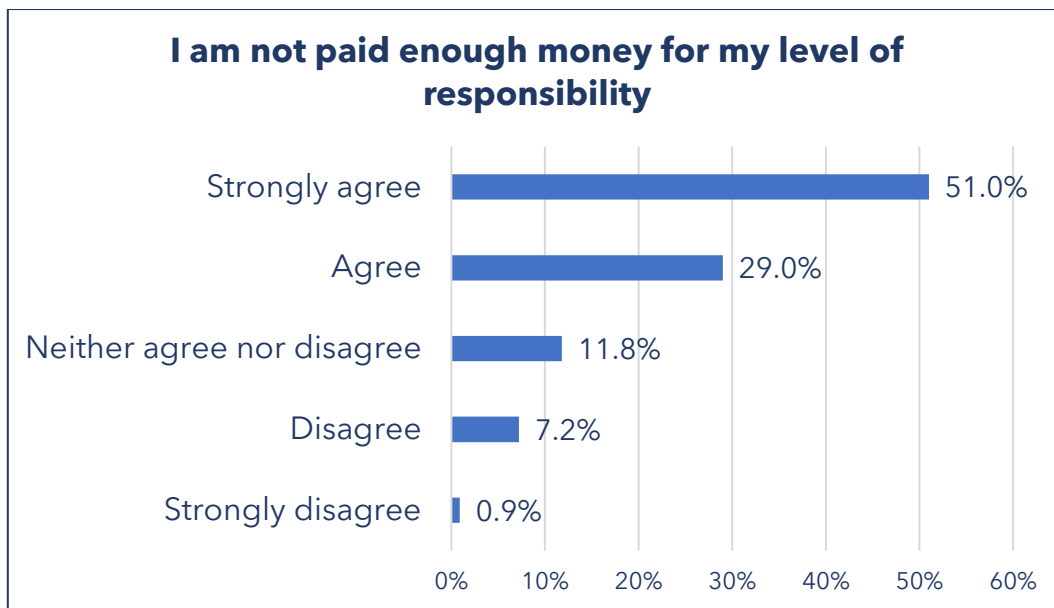
Please note, summing percentages in the charts may give slightly different totals than those given for combined categories in the commentary (such as agreed plus strongly agreed) due to rounding, as the charts present rounded figures but calculations have been carried out on unrounded figures.



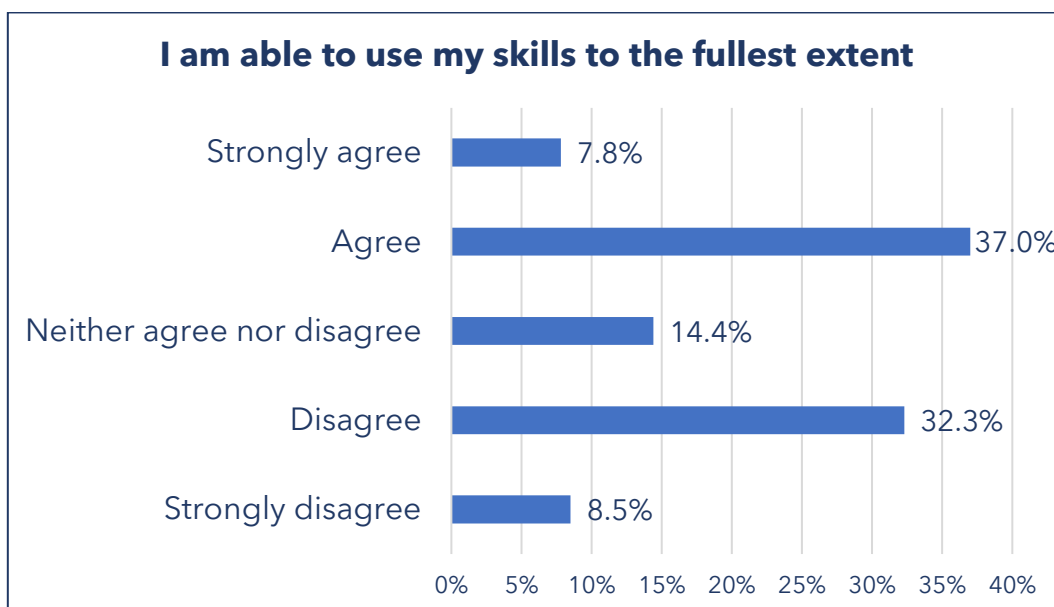
Almost half of respondents (46.9%) disagreed or strongly disagreed that they have good opportunities for advancement in their job, while approximately one third agreed or strongly agreed (33.8%).



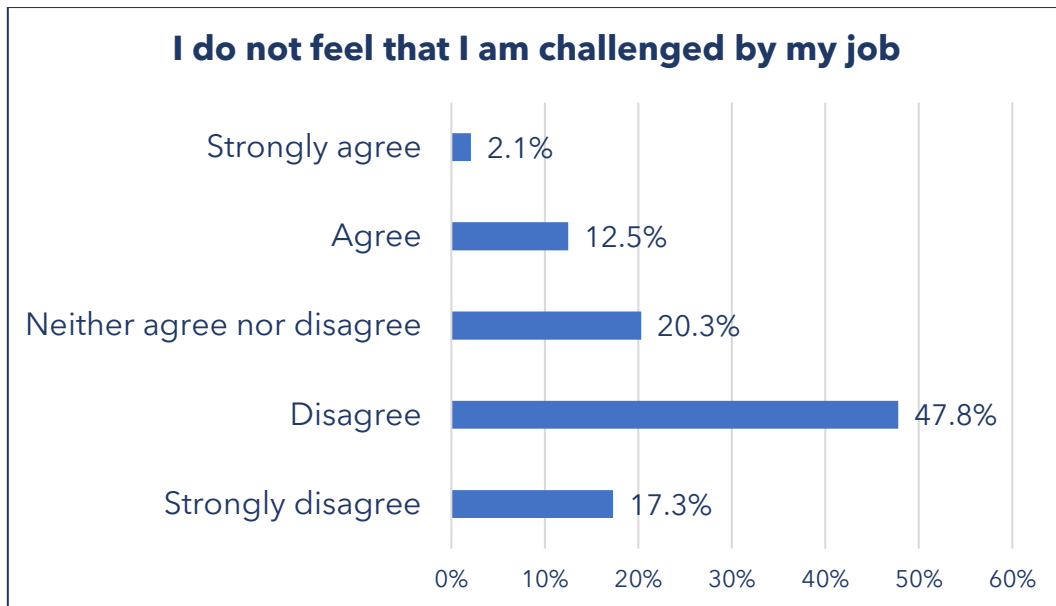
Over half of respondents strongly agreed or agreed (51.2%) that they feel overwhelmed trying to meet patients' expectations, while 28.8% disagreed or strongly disagreed with this.



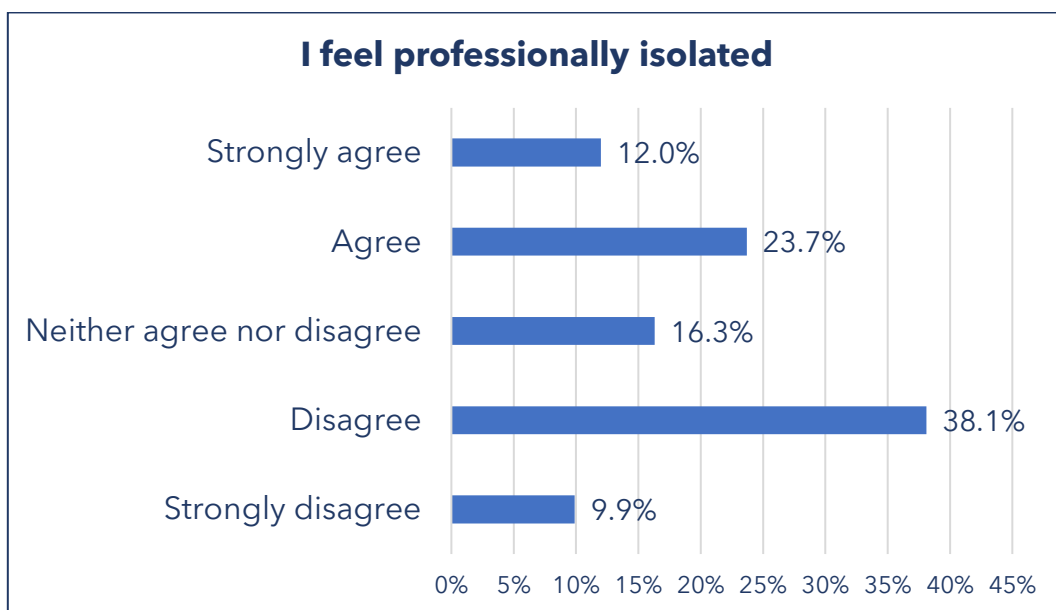
A large majority of respondents agreed or strongly agreed (80.1%) that they are not paid enough money for their level of responsibility, while fewer than 10% of respondents disagreed or strongly disagreed with this (8.2%).



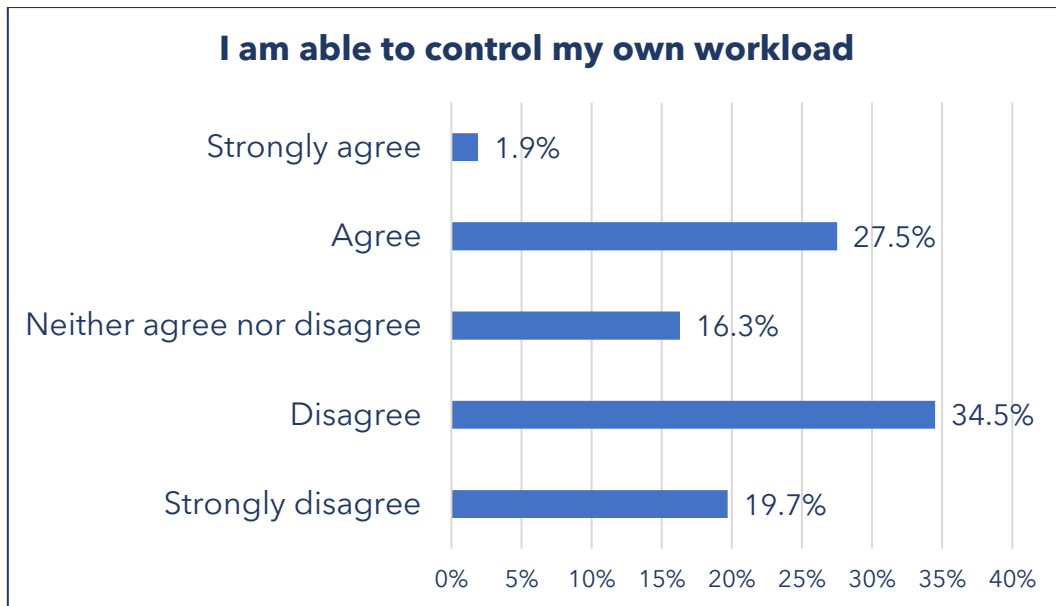
Similar numbers of respondents agreed or strongly agreed (44.8%) and disagreed or strongly disagreed (40.8%) that they are able to use their skills to the fullest extent.



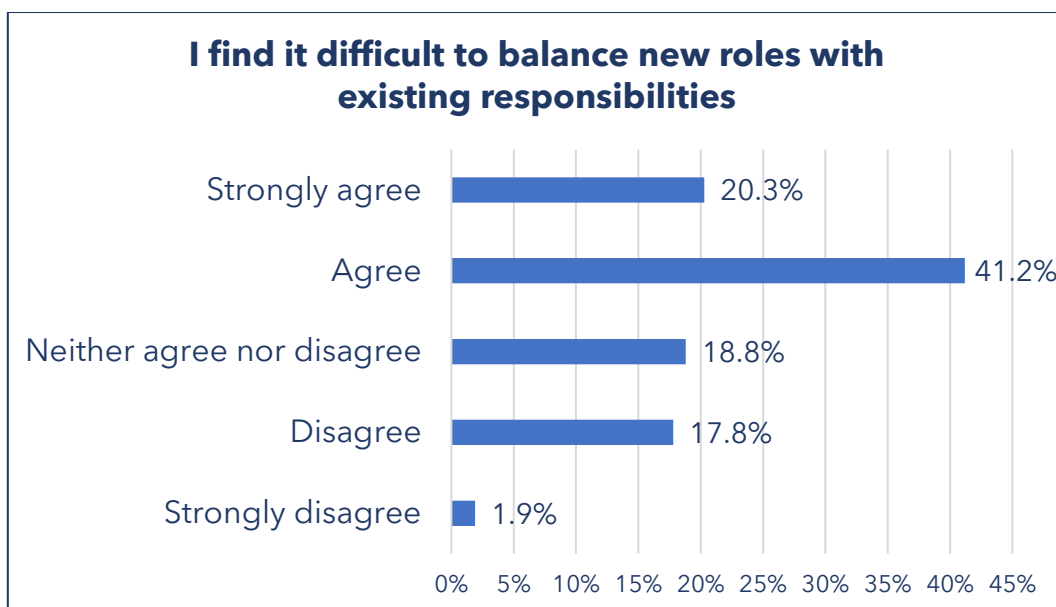
Almost two thirds (65.1%) of respondents disagreed or strongly disagreed that they do not feel challenged by their job; fewer than 15% of respondents agreed or strongly agreed with this.



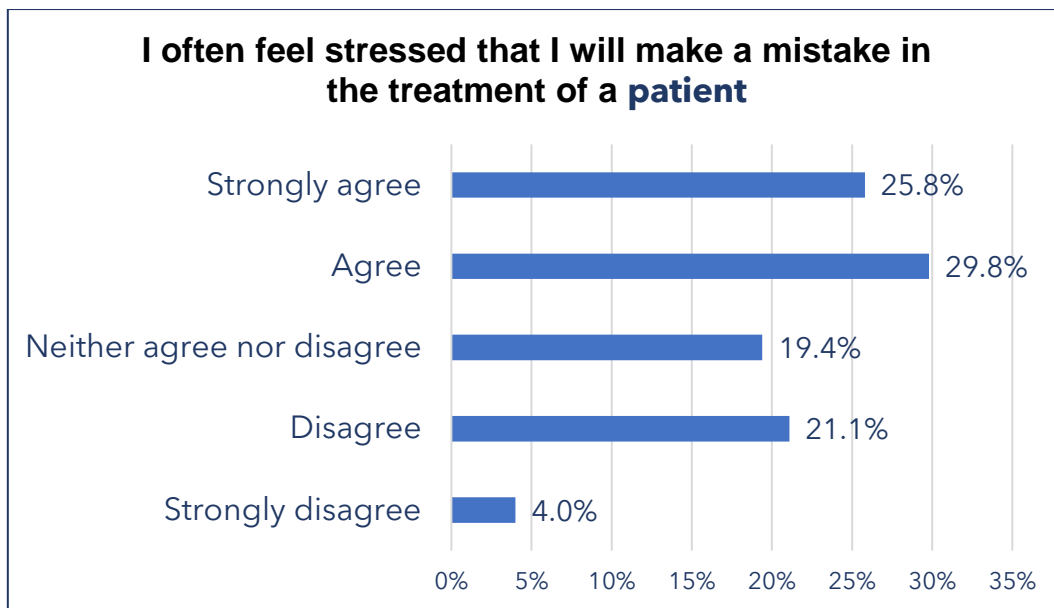
Almost half of respondents (48.0%) disagreed or strongly disagreed that they feel professionally isolated, while just over one third (35.7%) agreed or strongly agreed.



Over half of respondents (54.3%) disagreed or strongly disagreed that they are able to control their own workload, while 29.4% agreed or strongly agreed with this.



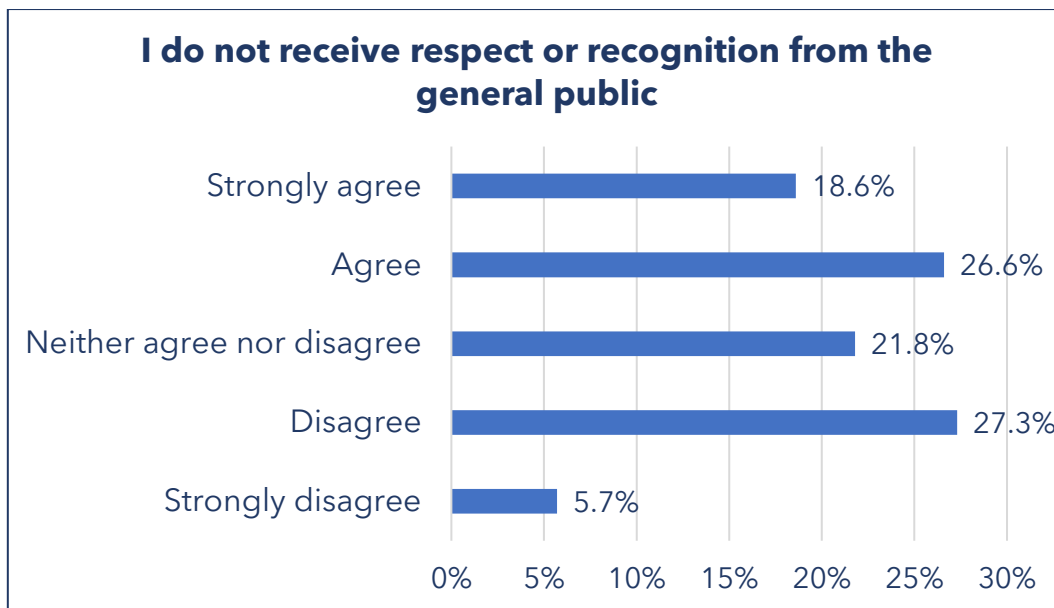
Most respondents (61.5%) agreed or strongly agreed that they find it difficult to balance new roles with existing responsibilities; one fifth (19.7%) of respondents disagreed or strongly disagreed with this.



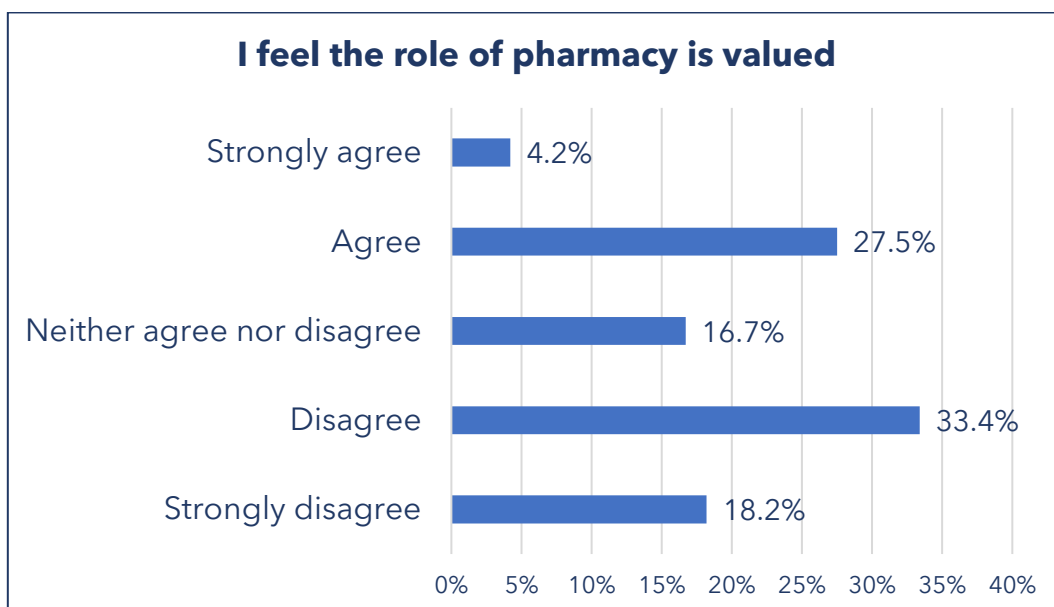
Over half of respondents (55.6%) agreed or strongly agreed that they often feel stressed that they will make a mistake in the treatment of a patient; one quarter of respondents (25.0%) disagreed or strongly disagreed with this statement.



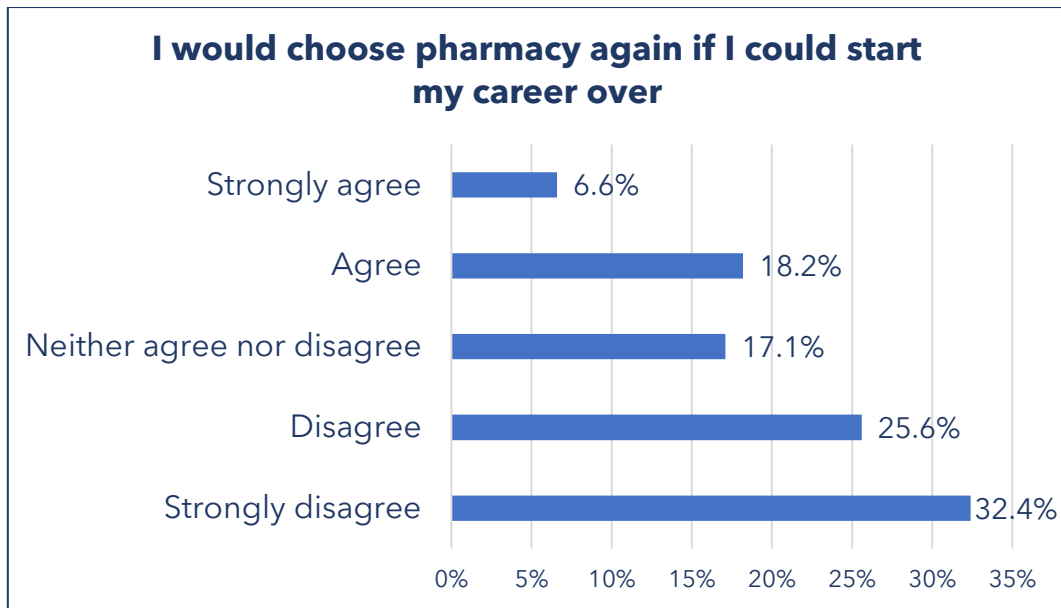
While most respondents agreed or strongly agreed that they were satisfied in their job (46.1%), almost one third of respondents (32.3%) disagreed or strongly disagreed with this.



Over two fifths (45.2%) of respondents agreed or strongly agreed that they do not receive respect or recognition from the general public, while approximately one third of respondents (33.0%) disagreed or strongly disagreed with this.



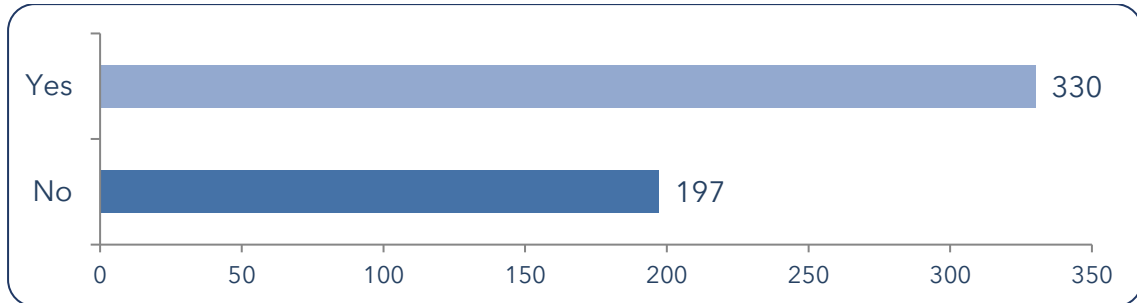
Over half of respondents (51.6%) disagreed or strongly disagreed that the role of pharmacy is valued, while just under one third (31.7%) agreed or strongly agreed with this.



The majority of respondents (58.1%) disagreed or strongly disagreed that they would choose pharmacy again if they could start their career over; only one quarter of respondents (24.9%) agreed or strongly agreed with this.

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

Most respondents (62.6%) were aware of this service.

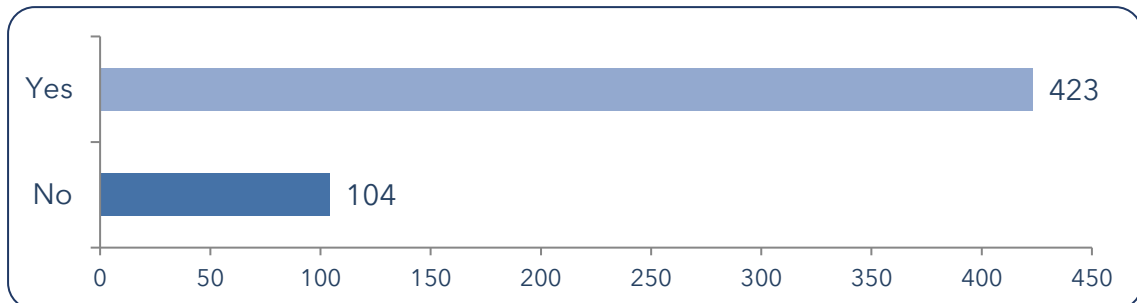


Awareness of PASS	Total	Percent*
Yes	330	62.6%
No	197	37.4%

* Percentage of total respondents.

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

A large majority of respondents (80.3%) knows how to raise a safety concern within their area of practice.



Know how to raise a safety concern	Total	Percent*
Yes	423	80.3%
No	104	19.7%

* Percentage of total respondents.

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

Pharmacist Independent Prescriber status

Are you a Pharmacist Independent Prescriber (IP)?
(Required)

Please select only one item

- Yes
- No

If No, why are you not a Pharmacist Independent Prescriber

Making use of Independent Prescriber skills

If you are a Pharmacist Independent Prescriber (IP), are you using your IP 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

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 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

Community Pharmacy continued

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 country 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 an IP

If qualified, as part of your General Practice role, do you work as an IP?

(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>					

Future plans continued

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>(Required)</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I have an acceptable workload <i>Please select only one item</i>					
I have a choice in deciding how I do my work <i>Please select only one item</i>					
My manager motivates me to be more effective in my job <i>Please select only one item</i>					
I am treated with respect by the people I work with					

<i>(Required)</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<i>Please select only one item</i>					
I have clear objectives <i>Please select only one item</i>					
The people in my team can be relied upon to help when things get difficult in my job <i>Please select only one item</i>					
I have been bullied or harassed at work, in the past 12 months <i>Please select only one item</i>					

<i>(Required)</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I have the opportunity to contribute my views before decisions are made that affect me <i>Please select only one item</i>					

Well-being continued

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>(Required)</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I have good opportunities for					

<i>(Required)</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
advancement in my job <i>Please select only one item</i>					
I feel overwhelmed trying to meet patients' expectations <i>Please select only one item</i>					
I am not paid enough money for my level of responsibility <i>Please select only one item</i>					
I am able to use my skills to the fullest extent <i>Please select only one item</i>					
I do not feel that I am challenged by my job					

<i>(Required)</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
<i>Please select only one item</i>					
I feel professionally isolated <i>Please select only one item</i>					
I am able to control my own workload <i>Please select only one item</i>					
I find it difficult to balance new roles with existing responsibilities <i>Please select only one item</i>					
I often feel stressed that I will make a mistake in the treatment of a patient <i>Please select only one item</i>					

<i>(Required)</i>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I am satisfied in my job <i>Please select only one item</i>					
I do not receive respect or recognition from the general public <i>Please select only one item</i>					
I feel the role of pharmacy is valued <i>Please select only one item</i>					
I would choose pharmacy again if I could start my career over <i>Please select only one item</i>					

Well-being question	Strongly agree		Agree		Neither agree nor disagree		Disagree		Strongly disagree		Strongly agree and agree		Disagree and strongly disagree	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
I have an acceptable workload	26	4.9%	152	28.8%	57	10.8%	180	34.2%	112	21.3%	178	33.8%	292	55.4%
I have a choice in deciding how I do my work	67	12.7%	221	41.9%	70	13.3%	118	22.4%	51	9.7%	288	54.6%	169	32.1%
My manager motivates me to be more effective in my job	66	12.5%	163	30.9%	171	32.4%	77	14.6%	50	9.5%	229	43.5%	127	24.1%
I am treated with respect by the people I work with	172	32.6%	268	50.9%	52	9.9%	23	4.4%	12	2.3%	440	83.5%	35	6.6%
I have clear objectives	100	19.0%	281	53.3%	85	16.1%	54	10.2%	7	1.3%	381	72.3%	61	11.6%
The people in my team can be relied upon to help when things get difficult in my job	132	25.0%	250	47.4%	91	17.3%	46	8.7%	8	1.5%	382	72.5%	54	10.2%
I have been bullied or harassed at work, in the past 12 months	27	5.1%	59	11.2%	50	9.5%	134	25.4%	257	48.8%	86	16.3%	391	74.2%
I have the opportunity to contribute my views before decisions are made that affect me	58	11.0%	189	35.9%	95	18.0%	120	22.8%	65	12.3%	247	46.9%	185	35.1%

Appendix 3

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	37	7.0%	141	26.8%	102	19.4%	156	29.6%	91	17.3%	178	33.8%	247	46.9%
I feel overwhelmed trying to meet patients' expectations	112	21.3%	158	30.0%	105	19.9%	139	26.4%	13	2.5%	270	51.2%	152	28.8%
I am not paid enough money for my level of responsibility	269	51.0%	153	29.0%	62	11.8%	38	7.2%	5	0.9%	422	80.1%	43	8.2%
I am able to use my skills to the fullest extent	41	7.8%	195	37.0%	76	14.4%	170	32.3%	45	8.5%	236	44.8%	215	40.8%
I do not feel that I am challenged by my job	11	2.1%	66	12.5%	107	20.3%	252	47.8%	91	17.3%	77	14.6%	343	65.1%
I feel professionally isolated	63	12.0%	125	23.7%	86	16.3%	201	38.1%	52	9.9%	188	35.7%	253	48.0%
I am able to control my own workload	10	1.9%	145	27.5%	86	16.3%	182	34.5%	104	19.7%	155	29.4%	286	54.3%
I find it difficult to balance new roles with existing responsibilities	107	20.3%	217	41.2%	99	18.8%	94	17.8%	10	1.9%	324	61.5%	104	19.7%
I often feel stressed that I will make a mistake in the treatment of a patient	136	25.8%	157	29.8%	102	19.4%	111	21.1%	21	4.0%	293	55.6%	132	25.0%
I am satisfied in my job	28	5.3%	215	40.8%	114	21.6%	113	21.4%	57	10.8%	243	46.1%	170	32.3%
I do not receive respect or recognition from the general public	98	18.6%	140	26.6%	115	21.8%	144	27.3%	30	5.7%	238	45.2%	174	33.0%
I feel the role of pharmacy is valued	22	4.2%	145	27.5%	88	16.7%	176	33.4%	96	18.2%	167	31.7%	272	51.6%
I would choose pharmacy again if I could start my career over	35	6.6%	96	18.2%	90	17.1%	135	25.6%	171	32.4%	131	24.9%	306	58.1%