



England

# Community Pharmacy Workforce Survey 2022

Key Findings

August 2023



# Snapshot taken autumn 2022

## Survey aims

Build a picture of the community pharmacy workforce

Support decisions where community pharmacy workforce can contribute to supporting clinical service expansion in community pharmacy, for the benefit of patients

## Survey output

A reported overview of the workforce from community pharmacy contractors

Different to a census which would capture individuals' employment patterns

## Next steps

Access the data at [Community Pharmacy Workforce Survey - data.gov.uk](https://data.gov.uk)

Use the data to inform future investment in education and training, and effective workforce planning, across all sectors of pharmacy

Prepare for 2023 survey, in the autumn

# Background

The survey was open from 6 October to 30 November 2022.

It is based on 87% useable data submitted (from 95% response rate) and exceeds the 47% useable data rate in the voluntary 2021 survey.



Staff groups surveyed:

- Pharmacists, pharmacy technicians, accuracy checkers, dispensing assistants, medicines counter assistants and trainees for each role.
- Plus delivery drivers



The survey includes demographic data.

As in 2021, this is reported as percentages rather than applying weightings to produce numbers, as there was variation in the availability and completion of this data.



# Survey principles and data trends

- The survey is returned by contractors and reflects the staffing model for a typical week.
- Consequently, there may be some double-counting, e.g. locum workforce and pre-registration trainee pharmacy technicians.
- The survey is not a census and cannot report on workforce information for individuals.
- The Community Pharmacy Workforce Survey 2022 (CPWS22) is the first annual repeat of the data collection, and the first year it has been a part of the Terms of Service for community pharmacy.
- The format has remained consistent since 2017, to develop the data trend. A notable difference between 2021 and 2022 was the increased useable data from 47% to 87%. The 2021 survey required considerable scaling up of responses and specific adjustments, which may impact on some of the trend information. The increased response rate in 2022 means that calculations for vacancy rate now follow the standard approach for workforce indicators (details in next slide).
- The 2022 survey questions are available in the Frequently Asked Questions of the [Community Pharmacy Workforce Survey website](#).
- The publication of the data includes detail on the approach to calculations and the caveats.
- Access the data at: [Community Pharmacy Workforce Survey - data.gov.uk](#)



# Definitions and context

- **Full-Time Equivalent:** Full Time Equivalent (FTE) is the recognised approach to describe workforce because it reflects the available workforce to deliver patient care.
- **Headcount:** Headcount (HC) is used to indicate number of staff in different roles
- **Vacancy rate:** Vac Rate (FTE) is calculated as vacancies/establishment (staff in post + vacancies). Respondents are asked to include only those posts which are long standing, e.g. > 3 months and without anyone appointed to post. The 2022 figures are not directly comparable to 2021 due to 2021 methodology needing adjustment for the lower return rate.

The vacancy rate for foundation trainee pharmacists and pre-registration trainee pharmacy technicians are not asked. This reflects experience from voluntary surveys and the current model of training.

- Pre-registration pharmacy technicians are often working in another role, e.g. dispensing assistant.
- Foundation trainee pharmacist vacancies are not asked for, as these are fixed-term training posts and not all pharmacies will have registered as a training site. Therefore, there is the potential for data received to not be reflective of the true picture. The capacity for foundation trainee pharmacists can be identified through the posts submitted via the [National Recruitment Scheme \(Oriel\)](#).
- **Locum pharmacist workforce:** Locums were reported as pharmacists who are either (i) part of the workforce model or (ii) fill a session due to the employed pharmacist being unavailable. Locum pharmacists are included when referring to all pharmacists.

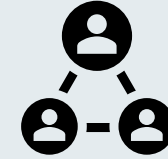
# Reported findings



The number of **all pharmacists** reported is almost constant (27,711 compared to 27,406 in 2021, 1% increase) while **pharmacy technicians** figures show a reduction (from 7,768 in 2021 to 6,544, 16%).



Looking at the composition of the pharmacist roles, FTE figures indicate a decline in employed pharmacists (15%) and an expansion in **locum pharmacists\*** (26%). The submitted data implies locum pharmacists are working fewer hours on average.



The reported numbers of **total workforce** have reduced 6% in total from 2021, using FTE. The largest reductions are delivery drivers (18%), pharmacy technicians (17%) and all pharmacists (13%).

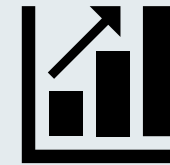


For all roles there is an increase in the vacancy rate. The 2022 reported **vacancies**:

Pharmacy technicians	20%
Pharmacists	16%
Dispensing assistants	9%



**Trainee roles**, using the reported FTE: Increase in trainee dispensing assistants (50%) and trainee medicines counter assistants (27%). Decrease in trainee numbers for pharmacy professionals: foundation pharmacists (10%)† and pre-registration trainee pharmacy technicians (17%).



- There is an increase overall (37%) in the number of **Independent Prescribers** (422)
- There is a slight growth (6%) in the number **pharmacy technicians** working as accuracy checkers (140)

\*Locums were identified as pharmacists who are either (i) part of the workforce model or (ii) fill a session due to the employed pharmacist being unavailable. There might be some possible double-counting of the locum workforce. Locum pharmacists are included when referring to all pharmacists.

†Further work is needed to explore possible under-reporting.



# Next steps

- The data is available at: [Community Pharmacy Workforce Survey - data.gov.uk](https://data.gov.uk/dataset/community-pharmacy-workforce-survey)
- Use the data to inform future investment in education and training, and effective workforce planning, across all sectors of pharmacy
- Prepare for the 2023 survey, in the autumn
- Find out more on the [Community Pharmacy Workforce Survey webpage](#)
- Read [Frequently Asked Questions](#) about the 2022 survey
- Contact [pharmacyteam@hee.nhs.uk](mailto:pharmacyteam@hee.nhs.uk) with any additional enquiries

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## Thank You



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