



PHARMACEUTICAL SOCIETY
of New Zealand Incorporated

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GUIDE

FOR PHARMACIST
SALARY
BANDING
IN NEW ZEALAND



PHARMACIST SALARY BANDING

INTRODUCTION

The Pharmaceutical Society of New Zealand has produced this guide to provide a national remuneration reference. This identifies pharmacists' existing and developing roles commensurate with required education, skills and responsibilities. The Guide reflects the range of salaries paid to pharmacists in differing roles in New Zealand. It will help enable funders to appropriately recognise the value of the different and expanding roles, skill-sets and education of pharmacists in the integrated healthcare model. This Guide can be read in conjunction with the New Zealand National Framework of Pharmacists' Services and the Integrated Health Care Framework for Pharmacists and Doctors.

These salary bands are at 2017 levels, and it is expected these bands will change over time.

Full role descriptions follow in this guide. Note that BPharm is now the minimum qualification - other earlier qualifications e.g. DipPharm and professional exams are also acceptable. Post-graduate qualifications, working towards a qualification, or a similar qualification (e.g. from overseas, or a Masters of Pharmacy with appropriate clinical experience) may be suitable depending on the role, qualification and experience.

This does not include management responsibilities.

ROLE	DISPENSING PHARMACIST	GENERAL PHARMACIST	PHARMACIST FACILITATOR
SALARY BAND	\$65 – \$75,000	\$75 – \$100,000	\$100 – \$120,000
KEY FUNCTIONS include but not limited to:			
DISPENSING	Standard dispensing	Standard dispensing Complex dispensing	
EDUCATION	Patient counselling ensuring patient understanding and adherence Minor conditions management	Evidence-based medicines information. Minor conditions management	Medicines information and education for GPs, patients with complex conditions
OPTIMISING TREATMENT	Prescription review, ensuring accuracy/availability of medicines	Reconciliation/adherence support/MUR/LTC screening/case-finding	Drug utilisation reviews/audits
MEDICINES PROVISION	General OTC/ Pharmacy Only Medicines not requiring additional training	Pharmacist Only Medicines requiring additional training or accreditation e.g. ECP/trimethoprim/CPAMs/vaccinations	
PUBLIC HEALTH	Patient education on lifestyle issues, disease prevention and management	Smoking cessation/vaccinations/screening. Patient education on lifestyle issues, disease prevention and management	Smoking cessation/vaccinations/screening. Patient education on lifestyle issues, disease prevention and management
QUALIFICATIONS SKILLS & TRAINING	BPharm, Reg PharmNZ	BPharm, Reg PharmNZ plus training programmes	BPharm, Reg PharmNZ, PGCertClinPharm plus experience
RESPONSIBILITY ACCOUNTABILITY, INCLUDES MAINTAINING APC	Accountable for accuracy	Adherence to guidelines and training set parameters	Accountable for information disseminated. Shared responsibility for outcomes

PHARMACIST SALARY BANDING

ROLE	PRIMARY CARE SUPPORT PHARMACIST	PHARMACIST PRESCRIBER
SALARY BAND	\$ 120 – \$ 140,000	\$ 130 – \$ 170,000
KEY FUNCTIONS include but not limited to:		
EDUCATION	GP/nurse/patient education, publications, guideline development	GP/nurse/patient education publications
OPTIMISING TREATMENT	Medicines Therapy Assessments, complex medication review, pharmacists' clinic (supported environment)	Complex medication reviews (More independence – can follow up with prescribing)
MEDICINES PROVISION		Assessment/optimisation/ deprescribing/ dose titration/ prescribing
PUBLIC HEALTH	Patient education on lifestyle issues, disease prevention and management	Patient education on lifestyle issues, disease prevention and management
QUALIFICATIONS SKILLS & TRAINING	BPharm, RegPharmNZ, PGDipClinPharm plus experience	BPharm, RegPharmNZ, PGDipClinPharm, plus PGCertClinPharm(Prescribing) plus experience
RESPONSIBILITY ACCOUNTABILITY, INCLUDES MAINTAINING APC	Accountable and responsible for advice, decisions and collaboration	Accountable and responsible for prescriptions, changes and clinical decisions

- Each grade assumes competence in previous grade(s). Skill set is cumulative unless specialisation occurs.
- These grades are descriptive of pharmacist's roles and skill sets - there is no recognition of differing practice environments.
- The grades cover those pharmacists working in community pharmacy and primary care. Pharmacists working in academia, hospital, management and in non-clinical roles will be covered by separate and different employment arrangements.

DISPENSING PHARMACIST

SALARY BAND \$65 - \$75,000

STANDARD DISPENSING

DESCRIPTION

A pharmacist-controlled technical process where a patient's prescribed medicine is prepared, packed and labelled in accordance with legal requirements and the prescriber's instructions.

PROCESS

The process has three distinct subsets

1. The prescription is checked against legal, ethical and funding requirements, and also the patient's medication history for potential drug interactions, conformity with previous treatments and potential prescribing errors. There should also be a process where defined alerts signal the need for intervention by the pharmacist in charge.
2. Involves;
 - a. extemporaneous compounding
 - b. unit dose packaging
 - c. repackaging
 - d. labelling
 - e. patient counselling on use of medicines.

3. A checking system to ensure that the dispensed medication complies with the prescription and legal, funding and ethical requirements, and provides for patient safety.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

OUTCOMES

Timely provision of prescription medicines in accordance with the requirements set out by government legislation and the funder.

PRESCRIPTION REVIEW

DESCRIPTION

An opportunistic review of a patient's current prescription to determine any legislative omissions or inconsistencies with previous treatments or known conditions, to promote better compliance.

PROCESS

The pharmacist will examine the patient's computer records for inconsistencies with current treatment. Any concerns need to be communicated to the prescriber, patient or carer for collaborative resolution. This review is dependent upon the pharmacy having a computerised dispensing system capable of collating a patient's previously dispensed medication and incorporating a system capable of flagging potential drug interactions. However, skilled input is required to clinically quantify the problem and provide an acceptable resolution for the individual.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

OUTCOMES

The prescription review will aim to resolve the approximately 6% of prescriptions that contain legal and funding errors and the 1% of prescriptions containing errors such as dosage queries. The outcomes are the resolution of these problems.

DISPENSING PHARMACIST

SALARY BAND \$65 - \$75,000

PATIENT COUNSELLING

DESCRIPTION

Providing information, education and advice on prescription medicines designed to maximise health outcomes and patient understanding. This should occur for all newly prescribed medicines when first dispensed, and checked for adherence and adverse events on repeat dispensing.

Requires an understanding of health literacy and the potential pharmacodynamic and pharmacokinetic parameters.

PROCESS

This type of counselling is likely to occur in the community pharmacy, the primary care specialty pharmacy or via counselling from a remote dispensary. The information may be transmitted to the patient by one or more of the following: - verbal communication, leaflet, demonstration or follow-up telephone call or

other electronic communication. It is the provision of technical instructions (medicine name, strength, dose, frequency) and information (common adverse effects, standard precautions) to ensure safe and optimal use of medicines. The pharmacist must be aware of any other medicines the patient might be taking along with their current health status.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

OUTCOMES

Improved health outcomes.

PROVIDING OTC & PHARMACY ONLY MEDICINES FOR MINOR ILLNESS

DESCRIPTION

People presenting for a minor illness are offered general, evidence-based health advice including referral if required and, if necessary, provided with a non-prescription medicine to assist with resolving minor illness symptoms. This process will include the provision of specific Pharmacy Only or those Pharmacist-Only Medicines not requiring accredited training. The pharmacist will offer evidence based advice and, if deemed suitable, provide a non-prescription medicine to assist with minimising the symptoms. The pharmacist will determine the need for:

- triage and referral to other health care providers
- treatment of minor self-limiting illness e.g. head lice
- wound management.

PROCESS

Advice and treatment is evidence-based and the person is informed of the evidence. The pharmacist will be able to access suitable references and have sufficient knowledge to provide this service. Patients' privacy will be respected at all times and the location will have a separate area in which consultations can be undertaken.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

OUTCOMES

Resolution of condition and problem. Minimisation of other health care costs. Prevention of further disease.

GENERAL PHARMACIST

SALARY BAND \$75 - \$100,000

COMPLEX DISPENSING

DESCRIPTION

A complex dispensing process includes:

- specialised dispensing which may require additional training and/or checks versus basic dispensing e.g. clozapine or opioid substitution therapy
- managing robotic dispensing
- any other processes required to be carried out in accordance with separate protocols and which requires a greater pharmacist involvement with the patient.

PROCESS

Complex dispensing processes need to be covered by separate protocols and standards that cover the complex or lengthy preparation and/or the administration of the medication by the pharmacist. The pharmacist will work to improve the patient's medication-related problems and quality of life by collaborating with other members of the health care team as and when required.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Have gained extra knowledge of current evidence-based practices.

OUTCOMES

Timely provision of prescription medicines with complexity in dispensing, in accordance with the requirements set out by legislation and the funder.

MEDICINES ALIGNMENT FOR DISCHARGE PATIENTS

DESCRIPTION

Requires the pharmacist to match the medicines the person has with new prescriptions to ensure the pharmacy dispensing software has the most up-to-date list of medicines from all sources, and the patient understands what changes have been made to their medicines.

PROCESS

Collaboration between pharmacists and prescribers in different services to ensure there is an accurate list of medications for the person.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Have gained extra knowledge of current evidence-based practices.

OUTCOMES

A reduction in duplicate and conflicting medicines and adverse drug events. Improvement in concordance. Improvement in quality of life. Provides a consistent and accurate list of medicines.

GENERAL PHARMACIST

SALARY BAND \$75 - \$100,000

PROVIDING COMPLEX MEDICINES FOR COMMON CONDITIONS

DESCRIPTION

People presenting for a common condition or prevention are offered general, evidence-based health advice. This will include referral if required and, if necessary, provided with a medicine to assist with minimising minor illness symptoms. This process may include the prescribing of Pharmacist-Only Medicines. The pharmacist will determine the need to triage and/or refer to a GP or other health care provider. A record of the intervention should be kept and patient follow-up undertaken when necessary. The input of the pharmacist can extend beyond the patient to include preventative advice to family and other members of the community. Examples of this service are:

- treatment of self-limiting illness
- wound management
- provision of emergency contraception (ECP)
- CPAMS
- trimethoprim
- chloramphenicol.

PROCESS

Advice and treatment is evidence-based and the person is informed of the evidence. The pharmacist will be able to access suitable references and have sufficient knowledge to provide this service. Patients' privacy will be respected at all times and the location will have a separate area in which consultations can be undertaken.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Have completed any specific training and gained the knowledge required for the services performed.

OUTCOMES

Resolution of condition and problem. Minimisation of other health care costs. Prevention of further disease.

PUBLIC HEALTH PROGRAMMES

DESCRIPTION

A pharmacist-controlled intervention, whereby the pharmacist seeks to collaboratively manage treatment of minor illness, delivery of vaccinations and promote lifestyle modification programmes designed to minimise the risks of illness, enhance well-being and improve quality of life. The input of the pharmacist may extend beyond the person to include family/whānau, the person's GP and other health care providers. Examples of these programmes might include:

- vaccinations
- smoking cessation
- weight loss programmes
- case-finding.

PROCESS

The pharmacist must ensure the patient has access at all times to evidence-based treatment and knowledge, and the care of other health care providers if necessary. The pharmacist will undertake this service in accordance with written protocols and standards that may be locally or nationally prepared and approved by the funder. There will

be a requirement that the patient's privacy will be respected at all times and patients will provide written consent to participate. All consultations will be documented and will include a record of the patient's current medication use, and other pertinent demographic and medical condition details. This information will be available to other health care professionals if required.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Have completed any specific training and gained knowledge for dispensing appropriate medicines. They will also have completed any required training that increases skills in service provision and patient engagement.

May undertake postgraduate training in public health to extend their roles.

OUTCOMES

Resolution of conditions and problems. Minimisation of other health care costs. Prevention of disease.

GENERAL PHARMACIST

SALARY BAND \$75 - \$100,000

SCREENING / CASE-FINDING

DESCRIPTION

The provision of a simple inexpensive validated test that identifies people at risk of having a particular medical condition. Information obtained should be shared with the patient's GP and other health care providers with the agreement of the patient. Examples include screening for diabetes, strep throat and high blood pressure. The procedures should be developed with input from other health care professionals likely to be involved directly or indirectly in the process.

PROCESS

The pharmacist will need to ensure the procedure is acceptable and, ideally, agreed to by the local GP(s), or provided nationally or through their local district health board. Written protocols for screening, validating equipment and standards must be completed prior to commencing the process. The pharmacist is required to manage the dissemination of the positive or negative results of this screening with empathy and concern, and ensure the patient

is reassured and, if necessary, encouraged to seek appropriate and fuller diagnostic procedures under the guidance of an appropriately skilled health professional.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Have completed specific training to ensure the pharmacist is skilled and knowledgeable about the procedures employed; is aware of any physiological confounders of any measurements; can recognise the limitations of the screening methods employed; and manage any possible patient reactions to positive or negative measurements and their ramifications.

OUTCOMES

The early determination of existing or potential health problems with the potential to reduce future costs for chronic health care.

ADHERENCE SUPPORT

DESCRIPTION

For specific medical conditions, the pharmacist will support the health team in managing the condition through close monitoring and follow up of the patient for adherence.

PROCESS

For medical conditions such as hypertension and dyslipidaemia, diabetes and asthma, the pharmacist will consult with the person regarding their adherence, progress and understanding of their medicines. This will include monitoring of some physiological aspects such as blood pressure, INR or lipid profile. The pharmacist will have access to patient demographics and laboratory data.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Have completed training relevant to the additional services being provided, e.g. Medicines Use Review.

OUTCOMES

An improvement in the surrogate endpoints of the medical condition being addressed.

PHARMACIST FACILITATOR

SALARY BAND \$100 - \$120,000

MEDICINES INFORMATION

DESCRIPTION

The research of a specific clinical question on the existing or potential utilisation of medication to provide expert evidence-based opinion to improve therapeutic outcomes.

PROCESS

Incorporates literature searching of information sources and databases with critical appraisal of the evidence, including the primary literature, by applying clinical knowledge and understanding of pharmacotherapy. There is a focus on the provision of an assessment of the patient's likely response to existing or proposed medication use in response to a formalised query.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Will also have a PGCertClinPharm and at least two years' experience working collaboratively with doctors. Advanced literature searching and evaluation skills are required.

OUTCOMES

Improved medication information for use by prescribers, health carers and patients. Better patient management.

PRESCRIPTION AUDIT FOR QUALITY IMPROVEMENT

DESCRIPTION

A retrospective assessment of a practice, hospital and/or an individual doctor's prescribing, designed to be used as a basis for evidence-based prescribing education.

PROCESS

The collection, analysis and dissemination of prescribing and associated data to target prescriber focused education with the aim of improving the quality of prescribing. The pharmacist compares best practice principles, guidelines and the international literature to current prescribing practice. The pharmacist then develops educational strategies to deliver to prescribers individually and collectively to compare current practice with best practice.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Will also have a PGCertClinPharm and at least two years' experience working collaboratively with general practitioners. Advanced literature searching and evaluation skills are required.

OUTCOMES

Improved medication education for prescribers, health carers and patients. Better patient management.

PRIMARY CARE SUPPORT PHARMACIST

SALARY BAND \$120-\$140,000

MEDICINES THERAPY ASSESSMENT

DESCRIPTION

A systematic, patient-centred clinical assessment of all medicines currently taken by the patient.

PROCESS

The pharmacist will work with the patient and the patient's prescriber to optimise the effectiveness of the patient's medication treatment by identifying, resolving and preventing medication-related problems. The pharmacist will provide a care plan to the patient's GP. Requires a high level of collaboration between pharmacist and GP.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Will also have a PGCertClinPharm and at least 2 years' clinical experience. There is also a requirement for advanced literature searching and evaluation, communication and motivational interviewing, and cultural awareness skills. Pharmacists practicing at this level need to accept responsibility for their determinations and recognise the boundaries of their competency.

OUTCOMES

Resolved drug therapy problems and reduced drug-related morbidity and mortality.

COMPLEX MEDICATION REVIEW

DESCRIPTION

A patient-centred, outcomes-oriented pharmacy practice, that requires a pharmacist to work in concert with the patient and the patient's other health care providers to promote health, prevent disease and to assess, monitor, initiate and modify medication use to ensure that medication regimens are safe and effective.

PROCESS

This is a face-to-face consultation with the patient reviewing all of the patient's medication and its appropriateness according to the patient's medical condition, symptoms and physiology. The pharmacist is responsible and accountable for defining and resolving recognised existing and potential medication problems. It is an on-going collaborative process requiring the pharmacist to work closely with the patient and the patient's other health care providers. This role is integrated with the interprofessional health care team and will be working within the team environment and have continuing access to the Patient Management System, the prescriber and other health care providers.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Will also have a minimum of PGCertClinPharm and at least 2 years' clinical experience. There is a requirement for advanced literature searching, evaluation and drug information skills, communication and motivational interviewing skills and cultural awareness. The process is a person-/whānau-centred approach, and the pharmacist must possess advanced consultation, assessment, problem-solving, clinical reasoning, communication, goal setting and care planning skills. The pharmacist is accountable and takes full responsibility for their recommendations and/or interventions.

OUTCOMES

Identification and resolution of drug therapy problems to optimise medicines-related health outcomes by reducing drug-related morbidity and mortality.

PRIMARY CARE SUPPORT PHARMACIST

SALARY BAND \$120-\$140,000

PROVIDING PRESCRIBER MEDICINES EDUCATION

DESCRIPTION

Responsibility for the provision of GP and other health care provider education on evidence-based medication and therapeutic processes.

PROCESS

Includes preparation of medicines information bulletins, slide presentations and the provision of individual doctor focused education sessions such as peer review groups and continuing medical education (CME) sessions.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Will also have 2 years' clinical experience, and a PGDipClinPharm or similar, and experiential training. There is also a requirement for advanced literature searching and evaluation skills.

OUTCOMES

Changes in prescribing habits.

GUIDELINE AND FORMULARY DEVELOPMENT AND IMPLEMENTATION

DESCRIPTION

The development of prescribing practice guidelines and formulary to provide parameters for disease state prescribing.

PROCESS

To document best practice prescribing parameters after a review of the most recent available research based literature.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Will also have 2 years' clinical experience, a PGDipClinPharm, and experiential training. There is also a requirement for advanced literature searching and evaluation skills.

OUTCOMES

Best practice prescribing determined by changes in prescribing habits.

PHARMACIST CLINICS

DESCRIPTION

A planned appointment-based consultation whereby the pharmacist undertakes a clinical medication review, blood pressure, and other measurements, and seeks to identify and resolve medicines-related problems.

PROCESS

The pharmacist works collaboratively with the patient and the patient's other health care providers and manages the optimisation of the patient's medication profile by adjusting doses of existing medicines and stopping or starting treatments at the level of complex medication reviews. The consultation is recorded and the pharmacist's decisions become accessible by the patient's other health care providers.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Will also have 2 years' experience working in a collaborative environment and have achieved a PGDipClinPharm and gained skills in literature evaluation and medicines information.

OUTCOMES

Improved medicines-related health outcomes, improved compliance, better informed and compliant patients, minimisation of medicines-related adverse events and improved quality of life.

PHARMACIST PRESCRIBER

SALARY BAND \$130 - \$170,000

PRESCRIBING

DESCRIPTION

The pharmacist prescriber individualises and optimises the prescribing for people in a collaborative environment.

PROCESS

The prescribing pharmacist will undertake a medication review and initiate, titrate, deprescribe and optimise the patient's medicines. The prescribing pharmacist may organise blood tests, blood pressure checks, or a consultation with the GP. Legislation demands the location to be within the collaborative environment of a general practice, health care home or hospital.

SKILL SET

Requires the knowledge and skills provided by the completion of a BPharm and internship training programme enabling registration.

Will also have 2 years' experience working in a primary care practice or in a hospital collaborative environment with a PGDipClinPharm and a PGCert Prescribing and will be registered as a prescribing pharmacist with the Pharmacy Council of NZ.

OUTCOMES

Optimisation of long term medication, reduction in potential and existing adverse effects, improved compliance and quality of life.

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