

Media Release
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**Early career study of pharmacists shows gender and ethnicity
impact on work choices and job satisfaction**

The latest report from the Longitudinal Cohort Study of Pharmacy Careers published today by the Pharmacy Practice Research Trust (the Trust) shows that many of the early careers of pharmacists in the cohort were either 'gendered' or 'ethnised' in that they were working in jobs disproportionately done either by male or female pharmacists, or by white or minority ethnic (ME) pharmacists (or both).

The *Work, employment and the early careers of cohort pharmacists* study is part of an on-going five-year longitudinal study of the early career choices and pathways of pharmacists who graduated from British pharmacy schools in 2006. Commissioned by the Trust, it is being undertaken by the Centre for Pharmacy Workforce Studies at the University of Manchester. This eighth report from the study is based on the analysis of a questionnaire which collected data relating to the cohort's work and employment experiences in 2008, one year after qualifying, as well as their early career choices.

At the time of completing the survey almost all the respondents (97.8%) were actively employed as pharmacists with 64.1% working in the community, 34.1% in hospital and 12.5% as locums. 22.2% of participants reported having two jobs and this was most common in those working in Hospital Pharmacy. Most of those who had trained in community pharmacy (CP) were still working in that sector (97.1%) whilst the proportion who had trained in hospital pharmacy (HP) and were still working in the same sector was significantly lower (73.2%).

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Respondents were contracted to work on average 38.76 hours a week. Males were working longer hours than females (39.78 vs 38.51) and community pharmacists were working significantly longer hours than hospital pharmacists (39.85 vs 37.13). Those working in CP were around twice as likely as their hospital colleagues to have usually worked more than four hours in excess of their contracted hours a week.

Around three-fifths (58.3%) had a strong desire to practice pharmacy with only 2.4% regretting becoming a pharmacist. Many reported some likelihood of leaving their employer within the next two years (82.3%) but few (23.8%) – and significantly more males, imagined that they would leave the profession within the same time frame. The study also showed that those working in CP were more likely to have reported a likelihood of undertaking training in providing additional or extended services whilst HP respondents were more likely to have reported intending to study for a clinical qualification.

Regarding work life, most respondents derived most job satisfaction from the interpersonal aspects of work and least from remuneration although many aspects varied according to gender, ethnicity and sector of work. For example, ME and CP respondents were less likely to be satisfied with many aspects of work whilst ME respondents working in CP were significantly less satisfied with nine aspects of their work when compared with white respondents working in this sector. Females were significantly more satisfied with patient contact, opportunities to use their abilities, opportunities for promotion and variety in their job.

When evaluating work life, the research team found that male and ME respondents reported significantly less work overload and career opportunities and that HP respondents were significantly more likely to have reported experiencing career and growth opportunities.

Said Sarah Willis: “The propensity to enter particular types of employment – white females to enter the public sector (HP) and ME males to work in the private sector (CP) has economic implications for the pharmacists in this cohort. The longer term implications of these findings for female cohort pharmacists’ career outcomes may mean that they are economically disadvantaged relative to their male counterparts.

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While those in CP work on average, longer hours than their HP peers, hospital pharmacists are more likely to have a second job, suggesting analysis of working hours should not be limited to consideration of hours worked in the primary/main job.”

Finally, Professor Karen Hassell commented, “considerably lower levels of job satisfaction reported in CP should be of concern to the profession, especially given evidence of a link between low job satisfaction and intentions to leave pharmacy.”

Beth Allen, Acting Director of the Trust said: “The findings from this longitudinal study have significantly enhanced our understanding of the career motivations, expectations and experiences of pharmacists. This study’s exploration of early years in practice is particularly pertinent to current debates about workload and workforce shortages and will continue to inform workforce planning and professional support and development.”

Ends.

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Notes to editors:

1. *Work, employment and the early careers of cohort pharmacists, A Longitudinal Cohort Study of Pharmacy Careers, Report 8: Analysis of Pharmacy Practice Questionnaire.* Sarah Willis, Research Fellow, Dr Liz Seston, Research Fellow and Professor Karen Hassell, Chair in Social Pharmacy, Director, Centre for Pharmacy Workforce Studies, School of Pharmacy and Pharmaceutical Science, University of Manchester.
ISBN: 978-0-9556969-9-2. <http://www.pprt.org.uk/Publications/2010Publications.aspx>

2. Data collection

Data collection for the ‘Pharmacy Practice’ (PP) questionnaire took place in the spring of 2008, towards the end of the cohorts’ first year in pharmacy practice. Overall, 558 completed questionnaires were returned, giving a response rate of 52.44% (558/1,064). Many of those who completed the PP questionnaire had also completed the three previous questionnaires for the study (66.5%; n=371). Moreover, 87.8% (n=490) of PP respondents had also completed the ‘Early Choices’ questionnaire in 2005; 90.7% (n=506) had also completed the ‘Pre-Registration Choices’ questionnaire in 2006; and 79.2% (n=442) had also completed the ‘Your Preregistration Post’ questionnaire in 2007. As with the profile of respondents to the other surveys for the study, the majority of PP respondents were female (77.1%, n=430) and white (60.4%, n=337).

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3. The five year Longitudinal Cohort Study of Pharmacy Careers was commissioned by the Pharmacy Practice Research Trust and funded with a grant from the Royal Pharmaceutical Society of Great Britain. Previous surveys have investigated why participants choose to study pharmacy, early preselected choices for sectors, how and why a preregistration placement is chosen and their pre-registration year experience. Reports of these earlier surveys can be found on the Trust website at:

www.pprt.org.uk/Documents/Publications/Studying_pharmacy_who_when_how_why_what.pdf

www.pprt.org.uk/Documents/Publications/From_pharmacy_education_into_preregistration_training.pdf

www.pprt.org.uk/Documents/Publications/Working_Lives_of_Preregistration_Trainees.pdf

4. The Pharmacy Practice Research Trust (the Trust) was established by the Royal Pharmaceutical Society of GB in July 1999 as an independent research charity with a broad objective to promote and develop the field of pharmacy practice research. Its trustees are drawn from senior health policy makers, leading academics, industry and retailers.

The Trust has invested around £2m in research; 30% supporting capacity building in pharmacy practice research and 70% on commissioned research. The Trust receives financial support from the Pharmaceutical Trust for Education and Charitable Objectives, the Leverhulme Trade Charities Trust and the Galen Trust, as well as a gift in kind from the Royal Pharmaceutical Society of Great Britain. For further information and to access reports of Trust commissioned research or for funding/grant opportunities go to: www.pprt.org.uk