



HUNTER
HUMAN CAPITAL



Pharmacist

Salary Survey

2015

Key data for recruiting and retaining staff

Page 03

Research Powered Recruitment

Page 04

Why are Top Quality Pharmacists hard to find?

Page 05

Salary Survey

Research-Powered Recruitment - Proven to deliver 6x as many high calibre candidates as any other method.

Established in 2003, Hunter Human Capital is a headhunting firm that specialises in recruiting **Pharmacists, Accredited Checking Technicians and Pharmacy Technicians**. Our proactive, research based recruitment methodology is an ideal solution for employers looking to find exceptional candidates or fill 'hard-to-fill' posts.

Headhunting involves making direct and personalised approaches to prospective job candidates, with a high degree of discretion. It is an ideal solution when recruiting for positions where specific qualifications and expertise are sought and candidates must have proven track records of success in similar roles.

Underpinned by high quality candidate research, headhunting is a transparent process, whereby the list of candidates to be headhunted is agreed in advance with the client and the client receives regular, detailed updates on the outcome of all headhunting activity being undertaken on their behalf.

Why use us.....

Headhunting is very different to any other method of recruitment. The service provided by Hunter Human Capital uniquely gives you the opportunity to present your role in a powerful and engaging way to every Pharmacist or Technician in your area, not just the few who are actively looking for new positions.

Identification & Attraction

- Real time access to every Pharmacist and Technician in all of the UK's 12,000 Community Pharmacies.
- High calibre candidates generated **exclusively** for you.
- Unique ability to promote your opportunity, in order to attract **the right candidates** into your pharmacy.

Selecting for Quality

- Assessing and selecting candidates with the right **skills, motivation & track record** to help you achieve your pharmacy's goals.
- Ensuring **good cultural fit** between the candidate and your pharmacy.

Assurance & Peace of Mind

- Bespoke, **fully project-managed** and **totally transparent** recruitment service.
- Recruitment process **developed over 15 years** through consultation with pharmacy owners and leading industry bodies.

Your Vacancy; an Opportunity

It would be easy to view having to recruit a Pharmacist or Technician as a problem, but if you choose the right recruitment methodology it is a huge opportunity. Think of your business goals and how your new recruit might help you achieve them. Think of the skills,

and experience that would complement your existing team. Consider what you need to achieve in order to drive your pharmacy forward, develop new revenue streams, retain existing patients and increase footfall. What kind of person will be adaptive, innovative and entrepreneurial enough to effectively future-proof your business?

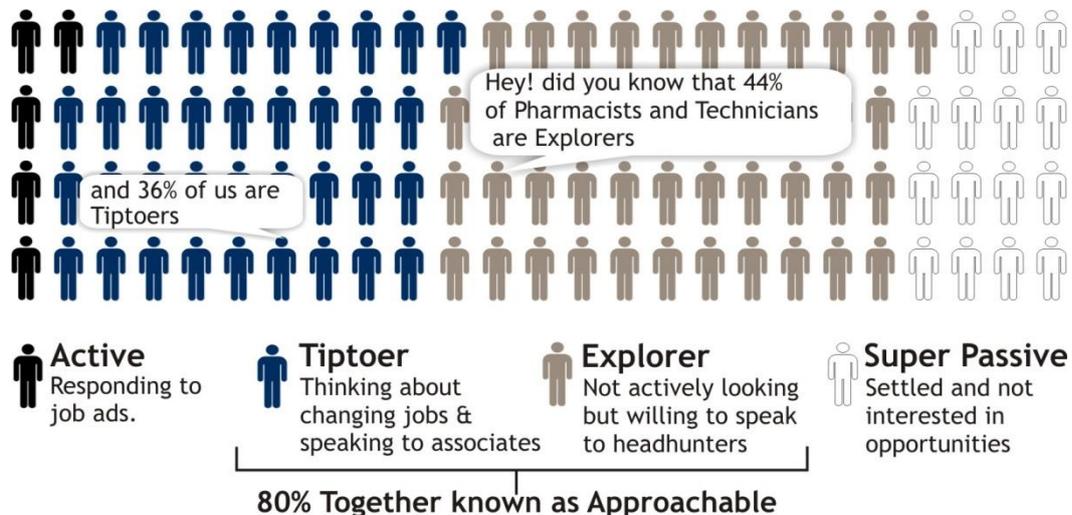
Why are top quality Pharmacists & Technicians so hard to find?

If you want to recruit a really top quality Pharmacist or Technician, there are 2 separate problems you need to overcome.

1. The pool of active job-seekers is small – at any one time less than 5% of Pharmacists and Technicians are actively looking for new roles i.e. reading job ads and sending their CVs to employment agencies. Hiring exercises based around advertisements or agencies are inevitably compromised by a shortage of candidates.
2. Active job-seekers are quite likely to be poorly-performing employees – people don't tend to enjoy doing jobs they're not good at and employers don't make much of an effort to look after poor-performers, so the lowest calibre Pharmacists and Technicians are always more likely to be seeking an escape route.

The solution!

The pool of Approachable candidates (made up of Tiptoers and Explorers - see below) is considerably bigger and contains a significantly higher proportion of high quality candidates. Headhunting is the only method of recruitment that will enable you to present your vacancy to every one of these candidates and this, in turn, will afford you a significantly better opportunity to hire a high quality candidate with a proven track record of success.



As long as the right conditions exist, we provide service on a 'no-hire, no-fee' basis – under these terms you do not pay us a penny until, or unless a candidate supplied by us accepts a position with you.

PHARMACIST SALARY SURVEY

HOURLY RATES

BASIC HOURLY RATE	PERCENTAGE OF PHARMACISTS
<£18.00	12%
£18.00-18.99	8%
£19.00-19.99	18%
£20.00-20.99	15%
£21.00-21.99	15%
£22.00-22.99	16%
£23.00-23.99	5%
£24.00-£24.99	5%
£25.00+	6%

The average basic hourly rate paid to Pharmacists in the data sample during 2014 was **£21.09**. For this kind of money (£21.09/hour), you can reasonably expect to be able to hire a Pharmacist to run the clinical side of your pharmacy professionally, maintain the volume of prescription items and assist you with the development of advanced and enhanced services.

You might also be able to hire a Pharmacist for less than the average of £21.09/hour if:

You have a job opportunity that would be particularly attractive to certain individuals (such as school-time working hours). You don't need a particularly experienced Pharmacist. You don't need a Pharmacist whose abilities stretch much beyond basic clinical competence. There's a very good supply of Pharmacists in your local area.

You can reasonably expect to pay more than the average of £21.09 per hour if you're looking for a proficient business manager who is capable of working on their own initiative to develop new services and increase prescription volumes. If you're based in an area of the country where demand for good Pharmacists outweighs supply you could expect to pay more than the national average.

1. VOLUME OF PRESCRIPTION ITEMS...

BASIC HOURLY RATE	AVERAGE PRESCRIPTION ITEMS
<£18.00	5600
£18.00-18.99	6000
£19.00-19.99	7400
£20.00-20.99	7500
£21.00-21.99	7800
£22.00-22.99	8400
£23.00-23.99	8900
£24.00-24.99	8600
£25.00+	9700

2. WORKING DAYS AND HOURS...

The data showed that jobs requiring early starts, late finishes and other ‘unsociable’ shift patterns paid approximately 10-14% more than those which didn’t.

3. YEAR OF QUALIFICATION...

We found that Pharmacists who were paid less than **£18.00 per hour** had an average of 3 years post-qualifying experience.

We found that Pharmacists who were paid between **£18.00 and £21.99** per hour had an average of 8 years post-qualifying experience.

We found that Pharmacists who were paid between **£22.00 and £24.99** per hour had an average of 12 years post-qualifying experience.

We found that Pharmacists who were paid more than **£25.00** per hour had an average of 16 years post-qualifying experience.

4. LOCATION...

The data showed a clear correlation between wages and location. Where pharmacies were based in rural and coastal areas, or cities and towns with a lower socio-economic status (areas where demand for good Pharmacists outweighs supply), Pharmacists’ wages were enhanced.

5. COUNTRY OF ORIGIN...

The clear majority of Pharmacists who originally trained in other European Union countries such as Spain and Poland earned approximately 10-15% less than their UK-trained counterparts.

6. ADDITIONAL BENEFITS:

The majority of Pharmacists received a range of benefits as part of their overall remuneration package, the most popular being:

- Professional fees paid
- Pensions
- Private health insurance
- Staff Discount

7. PENSIONS:

The effect of pensions on the overall value of a Pharmacist's remuneration package is probably the single item most commonly overlooked by Pharmacy owners who don't provide a pension, when they're offering a job to a Pharmacist who currently receives a pension.

If a Pharmacist is paid £23/hour as a basic salary and their employer contributes 6% of their salary into a pension, then just the basic and pension element of their remuneration package (setting aside bonuses and other benefits) is worth £24.38/hour and that needs to be the starting point when considering making an offer.

8. BONUSES:

80% of Pharmacists were given an opportunity to earn bonus. Approximately 70% actually earned bonus.

CHANGING JOBS

The 9 most important factors for Pharmacists considering changing jobs:

1	Remuneration package (cash + benefits)
2	Location
3	Working environment
4	Job description
5	Support
6	Identity/reputation of employer
7	Opportunity for training & career development
8	Job security
9	Type of firm (multiple versus independent etc.)

The following 3 factors have the greatest effect on salaries:

- Supply & demand - this is largely down to geography and whether or not you're based in an area of the country where demand for good people outweighs supply.
- Experience - e.g. a highly experienced candidate will command a much higher salary than a less experienced one.
- Calibre - you can't determine a salary by looking at a CV. Two individuals with near-identical CVs may be worlds apart in terms of their respective levels of competence and 'worth'.

Multiplied together, these 3 factors create significant variances and on that basis, the figures quoted in this salary survey should be used as no more than a rough guide.

If your aim as an employer is to retain a member of staff, the main questions you need to be asking yourself are:

- Am I paying this person not just what they might be worth on the open market but what they're worth to my business?
- If I lost this person, could I reasonably expect to find a replacement of equal or higher calibre and commitment?
- What would be the cost to my business of losing this person, once I've taken everything into account, including lost opportunity costs and the cost of hiring and training a new member of staff

If you're looking to hire someone, the questions are similar:

- Is the package I'm offering competitive?
- If I don't manage to hire this person, can I reasonably expect to be able to find someone else of equal or higher calibre and commitment?
- What is this person really worth to my business?
- What will it cost me if I don't get them on board?

If you go about recruiting in the right way, then when you meet with someone you'd like to hire, the skills, abilities, experience and financial demands of that specific individual are the only things that will determine the remuneration package you'll need to offer.

For further information about how we can help you hire Pharmacists, Accredited Checking Technicians and Pharmacy Technicians, please contact Jason Dunn on 01423 874696 or by email Jason@hhcuk.com



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