



# Your Register

Pharmacist Register 2008



# Foreword

The Royal Pharmaceutical Society of Great Britain (RPSGB) is currently the professional and regulatory body for pharmacists in England, Scotland and Wales. It also regulates pharmacy technicians which became statutory in July 2009.

This brief summary of the 2008 registry data provides an overview of registry activity over the last 12 months. Knowledge of new entrants to the registers and the demographic profile of leavers helps to identify workforce trends and provide information on the supply of the future pharmacy workforce, which is important to workforce planners in the public and private sector and policy makers who influence the demand side for pharmacy services.

There were no significant changes to movement in numbers overall in terms of entrants and exits from the pharmacists' or pharmacy technicians' register.

The results for new entrants show no great change in terms of demographics, with females still representing over 60% of all new registrants onto the pharmacists register. The pharmacy technician database also reflects the growing feminisation of the whole pharmacy workforce with females representing over 90% of all new registrants. Analysing the demographics of those who leave the registry (exits) also provides valuable information for workforce planners. Although more females initially register, more females under 40 years than any other group (excluding male and female over retirement age) leave the register.

Regulation requires robust processes which in turn require adequate support resources. Maintaining up to date information on all members of the Society's registers is becoming an increasingly complex task. Growing clinical service provision and concomitant patient and public expectation of all healthcare professionals, together with government's reintervention in healthcare regulation, is placing increasing demands on the registry and the Society's staff.

These reflect a primary focus on patient safety and the need to monitor and prepare for an increasingly advanced clinical role reflected in the introduction of annotations to the pharmacists register regarding Independent and Supplementary Prescriber status upon completion of accredited training.

Over the next 10 years there will be an anticipated increase in the number of students as new schools of pharmacy seek accreditation.

I would like to thank all the staff in the Regulatory Directorate who contributed to the report and the Research and Development team for their analysis.

This summary provides only an overview of key registry elements and is largely drawn from the continued valuable work undertaken by the Centre for Pharmacy Workforce Studies, Manchester University in undertaking the Society's annual detailed analysis of the registry. The full registry report for 2008 is available at:

<http://www.rpsgb.org/informationresources/downloadsocietypublications/#r>

Jeremy Holmes  
Chief Executive & Registrar



# Your Register

Pharmacist Register 2008



# Introduction

The Society has responsibility for a wide range of regulatory functions that combine to assure competence and fitness to practise of pharmacists. These include monitoring standards for education and registration, setting and enforcing professional standards, promoting good practice, providing support for improvement, dealing with poor performance, dealing with misconduct and removal from the register.

The registers lie at the heart of the Society's regulatory role. No person may practise as a pharmacist in Great Britain unless registered with the RPSGB as a pharmacist. New legislation will mean that no person will be able to practise as a pharmacy technician in Great Britain unless registered with the RPSGB as a pharmacy technician. No person or business may dispense pharmacy or prescription only medicines unless the premises from which the supply is made is registered with RPSGB as a pharmacy.

Pharmacists, pharmacy technicians and pharmacy premises pay an annual fee to stay on the appropriate register.

There are approximately 49,000 pharmacists, 7,800 technicians (although this number is expected to grow substantially) and 13,000 premises registered.

The registers can be accessed from anywhere in the world online by any person. The general public, employers, and other businesses and organisations use the registers to check that people who claim to be pharmacists or pharmacy technicians are suitably qualified and fit to practise, and that premises are properly registered.



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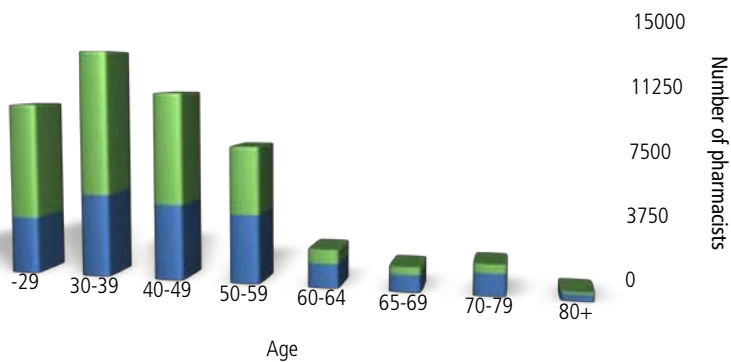


PHARMACIST REGISTER 2008

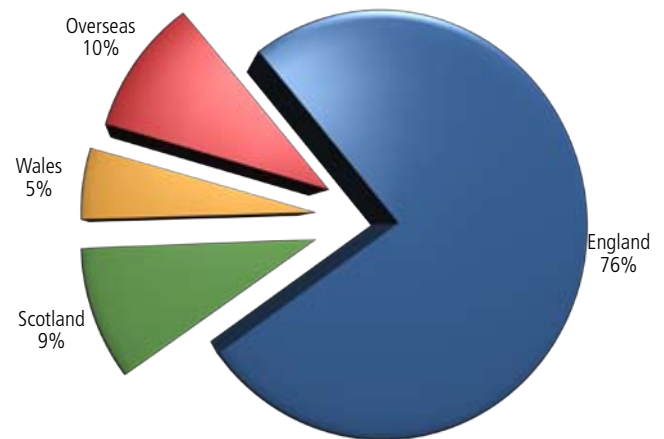
In August 2008 there were 48,794 pharmacists registered with the Society with just over half of the register being female (56.9%). Nearly three quarters of the pharmacists were aged 49 years or less (71.5%). There are a higher proportion of female pharmacists in the younger age groups (49 years and under). The chart below illustrates the age and gender of registered pharmacists.

The majority of registered pharmacists have a registered address in England (76%). The chart below illustrates the registered addresses of pharmacists.

Age Group & Gender of Pharmacists - 2008

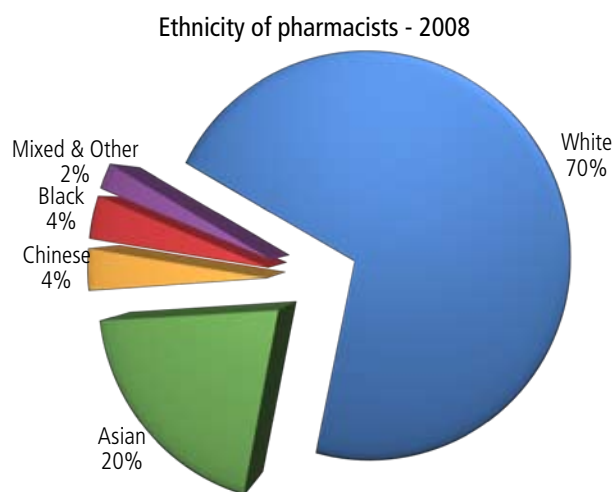


Registered Addresses of Pharmacists



## ETHNICITY

A greater proportion of pharmacists (29.9%) are from black and minority ethnic backgrounds than for the general population (which the 2001 Population and Housing Census estimate to be 9%).



## NON-PRACTISING PHARMACISTS

Since 2004 there have been two categories of registration for pharmacists – practising and non-practising. A pharmacist is deemed to be practising if he or she:

whilst acting in the capacity of or holding himself out as a pharmacist or a pharmacy technician, undertakes any work or gives any advice in relation to the dispensing or use of medicines, the science of medicines, the practice of pharmacy or the provision of healthcare

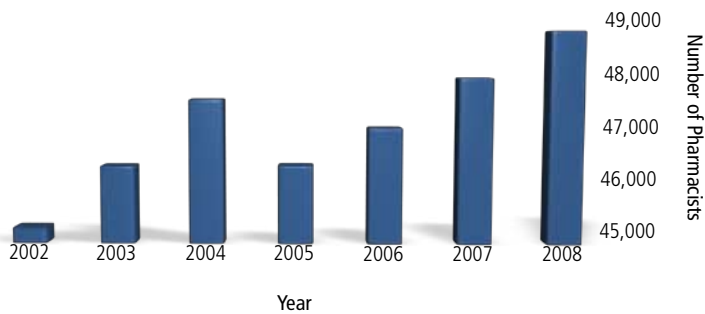
The number of non-practising pharmacists on the register in August 2008 was 8,559 (17.5% of the register). Of those that are non-practising the gender breakdown is broadly an even split, however there are still significantly more non-practising male pharmacists in the older age categories than compared to the register as a whole.

Age groups of non-practising pharmacists in 2008 (numbers)			
	Male	Female	Total
< 29 years	198	500	698
30 to 39 years	628	1308	1936
40 to 49 years	610	968	1578
50 to 59 years	595	615	1210
60 to 64 years	326	237	563
65 to 69 years	382	225	607
70 to 79 years	868	374	1242
80 years or older	348	112	460
<b>Total</b>	<b>3955</b>	<b>4339</b>	<b>8294</b>

## PHARMACIST REGISTER OVER TIME

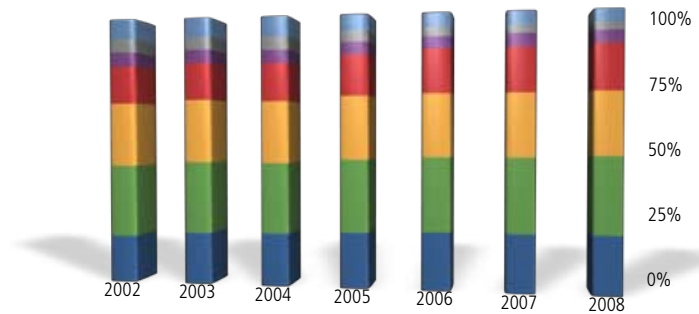
An analysis of the pharmacy register has been undertaken in August since 2002 resulting in seven years worth of comparable registration data. In this time the number of registered pharmacists has increased by 3,527.

Registered Pharmacists Over Time



Over the last seven years the percentage of female pharmacists has increased from 52% to 56.9%. There have also been changes to the age breakdown of the register as illustrated in the table overleaf. The number of pharmacists in the older age groups is decreasing over time, in 2002 some 13% of registered pharmacists were aged 65 years or over, this had fallen to 7.6% in 2008 – this decrease may be partly attributable to the creation of the non-practising register in 2005.

PERCENTAGE OF REGISTER BY AGE GROUP



The location of registered addresses has remained static, with only a small decrease in the number of registrants with overseas addresses (9.5% to 9.6% - the first decrease since 2004).

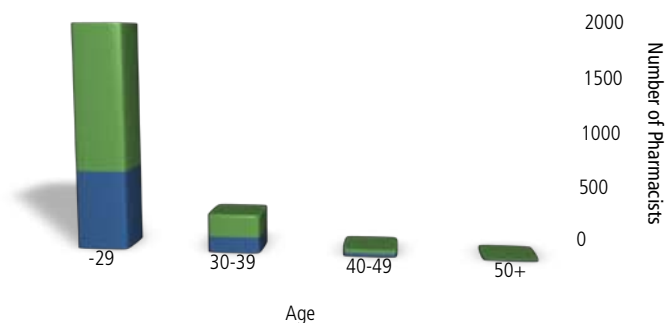
### New entrants between August 2007 and August 2008

There were 2,526 new entrants on the register between August 2007 and August 2008 with the majority being aged 29 years or younger (83.%). More than two thirds of the new entrants to the register between August 2007 and August 2008 were female (63.9%). New registrants include UK graduates

who have completed their preregistration training, pharmacists from overseas and some who have returned to the register following a break.

There is an increase of Asian, Black and Chinese minority ethnics groups in 2008; their proportionate representation is also much higher than the register as a whole.

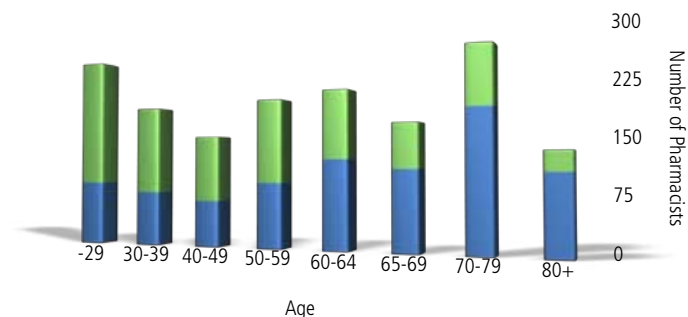
Age & Gender of New Registrants



Exits from register between August 2007 and August 2008

There were 1,694 entries on the register in August 2007 (3.5% of which registered in 2007) that were no longer on the register in August 2008. The graph below illustrates the gender and age groups of the pharmacists leaving the register.

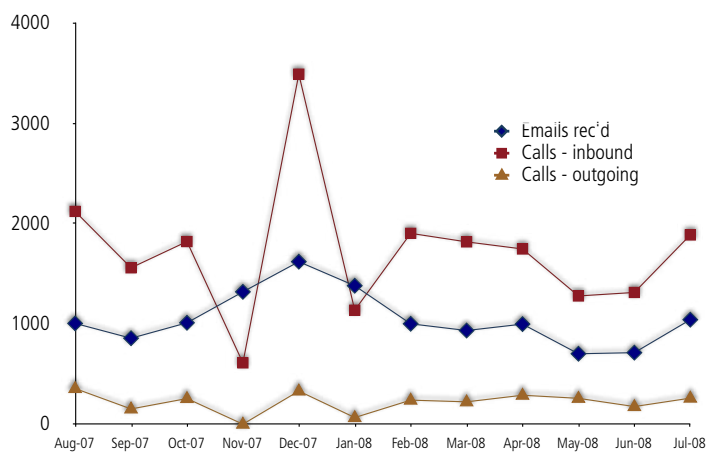
Age & Gender of Exits from Register



## REGISTRATION ACTIVITY

There are four permanent registration staff, supported by the head of regulatory operations, who administer and maintain the three registers. While other departments handle applications for registration and assist the registrar in making decisions to admit or remove registrants from a particular register, the registration team is responsible for entering people and premises on the registers, keeping their details up-to-date, collecting annual declarations and fees, and removing them from registration as necessary.

The graph below illustrates the number of queries dealt with by the registration team between August 2007 and July 2008. The number of queries fluctuates across the year with a peak during the retention fee exercise (December/January).



On average each month there are\*:

- 192 new registrations
- 91 retirements from the register
- 18 deaths
- 2 removals ordered by the Disciplinary Committee
- 572 addresses to change
- 72 names to change
- 257 certificates to send out
- 49 certificates of current professional status to prepare

\* Statistics apply to the Register of Pharmacists

## INTERNATIONAL REGISTRATION

There are a number of routes for non-GB qualified pharmacists to enter the Register of Pharmacists – initially split into two categories, European and non-European. All applications and enquiries are dealt with by a team of 3 people.

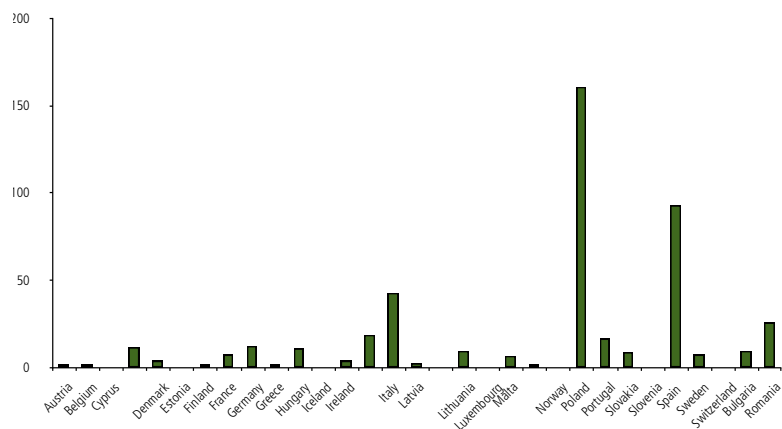
### European route

The European route is subdivided into 2 categories; compliant and non-compliant.

### Compliant category

Pharmacists who are nationals of a European Economic Area (EEA) state holding a qualification listed in the Pharmacy Directive, complying with all the Minimum Training Requirements of that Directive and awarded in an EEA state have an automatic right of entry to the register provided that they can prove their identity, pay the appropriate fees, sign declarations of good health and good conduct and affirm that they will abide by the Society's Code of Ethics.

Between August 2007 and July 2008, some 452 pharmacists were registered with the RPSGB through the European route. The most popular entry country again was Poland with 161 pharmacists followed by Spain with 93. During the same period 19 pharmacists who had qualified in Northern Ireland registered with the Society.



## Non-compliant category

Directive 2005/35/EC also provides a system of recognition for those EEA pharmacists whose EEA qualification and work experience does not comply with the Directive requirements. The qualification and work experience of each applicant is assessed against the national requirements for registration (i.e. the MPharm indicative syllabus, the Society's Registration examination syllabus and the preregistration performance standards), any gaps identified during this assessment may result in the applicant being required to undergo a further period of training before being able to register. The length of this training, which is based on the Society's preregistration training scheme, varies between applicants and can range from 3 months to 12 months. In certain cases an applicant may also be required to pass the

Society's Registration Examination. The comparative assessment process was approved by Council in August 2006 and June 2007. Between August 2007 and July 2008, 17 applicants had been assessed and by July 2008 5 applicants had completed the required period of training and registered.

## Non-European route

Internationally qualified pharmacy graduates (excluding EEA pharmacy graduates with EEA Nationality) must enter the register via the RPSGB Adjudicating Committee. The role of the Adjudicating Committee is to examine the comparability of the applicants' degree course with the UK MPharm and to decide the route applicants should take to the register.

The standard adjudicating route to the register requires applicants:

- to hold a three year pharmacy degree comparable to British Bachelor degree level,
- be registered or eligible to register as a pharmacist in their country of qualification,
- complete and pass the one year Overseas Pharmacists Assessment Programme (OSPAP) in this country,
- complete the preregistration training programme and pass the Society's Registration exam,
- non-European applicants must pass an English language test.

Applicants whose pharmacy degree is not comparable to British Bachelor degree level or who cannot provide the necessary application documentation are defined as non-standard applicants.

Between August 2007 and July 2008 the Adjudicating Committee considered the following applications:

- 175 standard applications
- 4 non-standard applications - all of which were interviewed by the committee

In the academic year 2007/8 170 students joined the OSPAP course at the four Universities offering the Course - Sunderland, Aston, Brighton and The Robert Gordon University in Aberdeen. Of those, 166 entered preregistration training.

### PREREGISTRATION 2007/08

#### Preregistration team

The team consists of six permanent staff resident at the Society, three Preregistration Training Facilitators (who are based in the 'field' in a similar manner to the inspectors) and a remote worker, who coordinates the papers for the Registration Examination. The team is responsible for the preregistration training year, trainees, tutors, training programmes, premises and setting and running the Registration Examination.

The peak workflow runs from May to October in any given year.

The RPSGB Preregistration Scheme

The scheme involves a preregistration trainee pharmacist (trainee) undertaking preregistration training (a period of workplace learning assessed through a set of Performance Standards), coupled with sitting a Registration Examination. Both parts must be successfully completed before trainees can register as a pharmacist in Great Britain.

#### Preregistration training

Trainees must complete 52 weeks of preregistration training employed in the workplace. This is normally conducted over a one-year period following the pharmacy degree; for sandwich course students the 52 weeks are integrated with their undergraduate studies in two six-month blocks. This training must be undertaken in an approved training site and by a tutor who meets the Society's standards.

The Society's Performance Standards require the trainee to demonstrate that they are able to:

- Meet the knowledge requirements laid down by the Society
- Manage themselves and their behaviour (including attitude)
- Manage their work
- Comply with Medicines, Ethics and Practice Guide for Pharmacists
- Manage problems
- Demonstrate a commitment to quality in performance
- Demonstrate ongoing learning and development
- Communicate effectively
- Work effectively with others

- Manage the dispensing process
- Provide additional clinical and pharmaceutical services

The standards are realised in the preregistration placement through a learning contract between the trainee and tutor. The tutor acts as a supervisor and assessor for compliance against the Performance Standards through a series of staged assessments (every 13 weeks). A satisfactory progress report in week 39 determines the trainee's eligibility to sit the Registration Examination. There is a final assessment at 52 weeks and a final declaration completed by the tutor.

Trainees can commence training at any point between the beginning of July and mid-November in a given year. In August 2008 there were 2081 of the 2008/09 cohort of trainees undertaking preregistration training. In total there were 2,367, which includes those completing training from the previous year's cohort

### Training site requirements

In order to become an approved preregistration training site the Society requires that the following are submitted:

- The Society's application form (available on the website), which includes a training plan and
- A tutor resources declaration form

The Society quality assures the application and determines the approval period for the premises. Once the premises are approved then it can be a site for preregistration training for up to 5 years, after which a new application will have to be submitted.

In August 2008 there were 3,428 sites eligible to train preregistration trainees of which:

Community	3,142
Hospital	278*
Other	8**

\* Hospitals can take a number of trainees in each year

\*\* Industry sites can take a number of trainees in each year

### Registration Examination

Trainees must pass this examination together with meeting all of the Performance Standards (as described above) in order to join the Register of Pharmacists. The examination is a national objective assessment, which complements the testing of skills in practice (performance) by tutors during the preregistration year. It tests knowledge, the application of knowledge, calculation, comprehension, recall, interpretation and evaluation. It does this through multiple choice questions using practice-based questions. Scenarios may be used that are based on a broad range of topic areas - some of which may not have been encountered by the candidate during the preregistration year.

To be eligible for the examination, candidates must have:

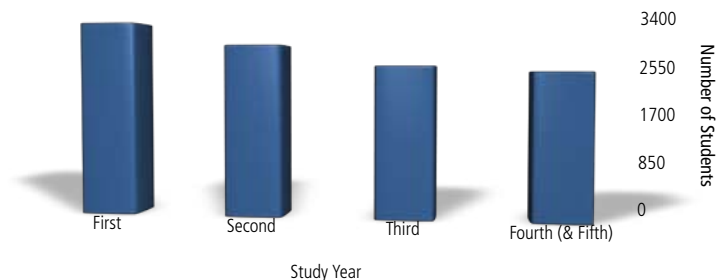
- Completed at least 45 weeks of preregistration training
- Been present in the pharmacy for at least 39 of those weeks
- Achieved successful sign-off by the tutor at the 39 week stage (Progress Report-3)
- Submitted an examination entry form 6 weeks before the sitting

In summer 2008 1,675 candidates passed the examination resulting in a pass rate of 94.3%.

### UNDERGRADUTATE EDUCATION 2007/08

There were approximately 11,317 students studying for an MPharm in the 2007/08 academic year (Sept 2007 to July 2008):

Number of Pharmacy Students by Study Year



Over the last few years pharmacy student numbers have increased both as a result of new Schools of Pharmacy opening and existing schools increasing their annual intake. There were 3,200 new (i.e. not retaking) 1st year MPharm students in 2007/8 compared to 1,753 new students in the 1998/99 academic year; this is an increase of 1,447 students (82%). 912 pharmacy students are from Schools that are not yet fully accredited (new schools).

The Society is responsible for accrediting undergraduate pharmacy programmes and other programmes leading to registration or annotation. In the 2007/8 academic year there were 23 schools of pharmacy, 17 of which were fully accredited. The reaccreditation process involves a two-day visit to the school of pharmacy by a team of 8 which includes the Head of Accreditation, a team leader, a rapporteur, a lay member and four others from academia/community/industry. Accreditation visits to new Schools take place over one day with a two hour team meeting taking place the afternoon before the university site visit. New schools are visited annually until the full four-year programme has been completed. All visits include a pre-visit approximately one month before the main visit involving only the Head of Accreditation and the team leader. Overseas Pharmacists' Assessment Programmes (OSPAPs), support staff programmes and prescribing programmes are accredited in similar ways.

During the 2007/8 academic year 36 accreditation events took place (52 including pre-visits), these are broken down as follows:

- 8 visits to new Schools of Pharmacy (plus pre-visits)
- 3 visits to existing Schools of Pharmacy (plus pre-visits)
- 1 visits to a School of Pharmacy regarding the OSPAP course
- 3 visits to Schools of Pharmacy offering MPharms overseas (plus pre-visits)
- 3 visits to support staff education providers (plus pre-visits)
- 19 prescribing accreditation events

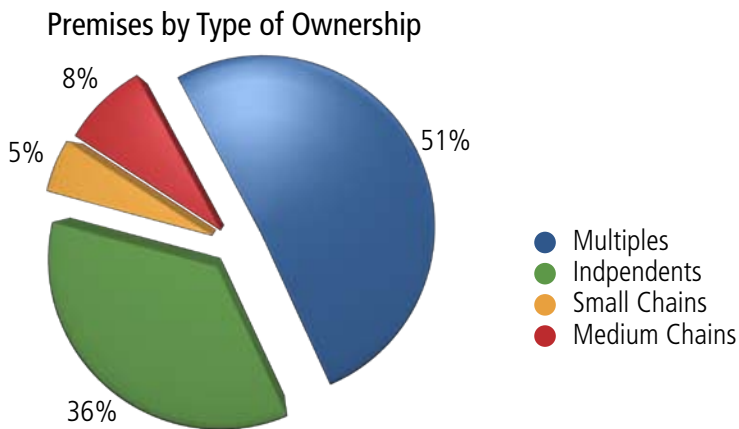
### PHARMACY PREMISES 2007/08

On the 31st July 2008 there were 12,823 pharmacy premises registered with the Royal Pharmaceutical Society of Great Britain. Of these 12,542 were community pharmacy premises and 281 were registered hospital premises.

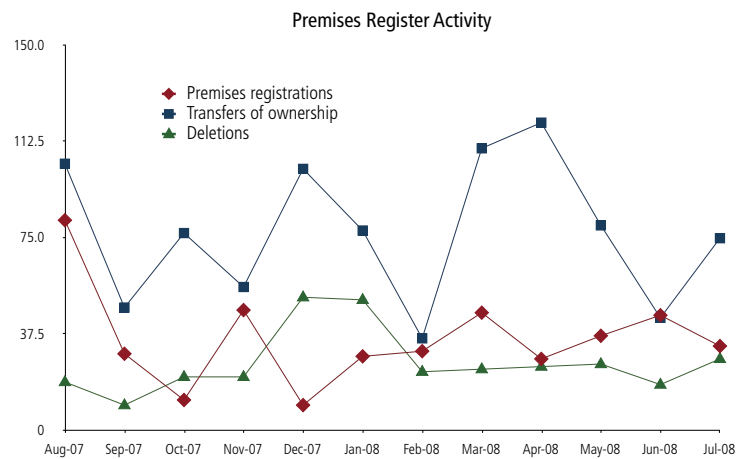
Location of Registered Premises



The chart below shows the distribution of ownership for community pharmacy premises. The largest multiple owns 2,326 pharmacy premises.



Looking at the registration team workload in relation to the registration of pharmacy premises (graph below) the activity is less cyclical than for pharmacist and technician registrants, and largely dependent on market changes, such as changes of ownership.



#### PHARMACY TECHNCIAN REGISTER 2007/08

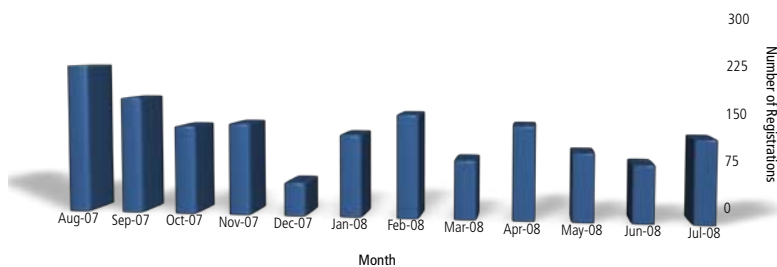
The Royal Pharmaceutical Society of Great Britain currently operates a voluntary register for pharmacy technicians but is seeking statutory powers. Legislation to enable the Society to operate a statutory register is being sought via an Order under Section 60 of the Health Act 1999. Pharmacy technicians who maintain their registration on the voluntary register will be transferred to the statutory register on its establishment and will not need to reapply for registration.

It is expected that two years after the start date of the statutory register the title "pharmacy technician" will become protected in law. This means that it will be illegal to continue to use the title without being registered with the Society. Based on current information, this will happen on the 1st July 2011, depending on the timing of the legislation.

On the 31st July 2008 there were 7,111 pharmacy technicians registered with the Royal Pharmaceutical Society of Great Britain.

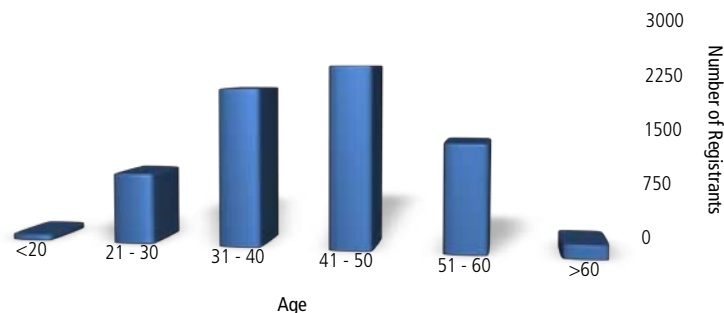
On average 110 pharmacy technicians are being registered each month. The chart below illustrates the number of registrations by month between August 2007 and July 2008 (1,542 registered in total).

New Registrations per Month



The majority of registered pharmacy technicians are female (94%) and are practising (99%). The chart below shows the age profile of registrants.

Age of Registrants



The chart below illustrates the registered location of pharmacy technicians

Location of Registrants

