Introduction

Skilled Occupations List

The Department of Education and Training is currently updating its advice on the Australian Government's Skilled Occupations List (SOL) for 2016-17. We are seeking your input on the occupations/industry sectors your organisation represents or that you belong to as an individual. In particular, we are seeking evidence of:

- skill demand and supply imbalance,* both nationally and regionally
- medium to long-term demand and supply trends which may impact upon Australia’s employment outlook
- formal licensing or registration requirements.

Note: The SOL is concerned only with 'medium to long-term' skills needs rather than immediate skills shortages. As such, the Department of Education and Training is only seeking to obtain information on longer term trends, rather than immediate shortages and costs. For the purposes of this exercise, 'medium to long-term' is defined as a period of around two to ten years.

* Skill demand and supply (im)balance occurs when the quantity of a given skill supplied by the workforce and the quantity demanded by employers diverge at existing market conditions. Labour market supply and demand for occupational skills are continuously fluctuating. At a certain point in time, there will be labour market imbalances and accompanying skill imbalances if there is disequilibrium between the demand for and supply of skills.

Privacy

All information, including name and address details, contained in submissions will be made available to the public on the Department of Education and Training website unless you indicate that you would like all or part of your submission to remain in confidence. Automatically generated confidentiality statements in emails do not suffice for this purpose. Respondents who would like all or part of their submission to remain in confidence should provide this information in an email to SOLSubmissions@education.gov.au. Legal requirements, such as those imposed by the Freedom of Information Act 1982, may affect the confidentiality of your submission.
### Applicant Details

<table>
<thead>
<tr>
<th>Field</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Given Name</td>
<td>Jerry</td>
</tr>
<tr>
<td>Surname</td>
<td>Yik</td>
</tr>
<tr>
<td>Organisation</td>
<td>The Society of Hospital Pharmacists of Australia</td>
</tr>
</tbody>
</table>

### Contact Details

Please provide the name, position and contact details of a person within your organisation who is willing to be contacted if any further information or follow-up is required.

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<td>Yik</td>
</tr>
<tr>
<td>Position</td>
<td>Policy and projects analyst</td>
</tr>
<tr>
<td>Contact Number</td>
<td>03 9486 0177</td>
</tr>
<tr>
<td>Email (receipt will be sent to this address)</td>
<td><a href="mailto:jyik@shpa.org.au">jyik@shpa.org.au</a></td>
</tr>
</tbody>
</table>
**Industry**

**Type of Industry**

What are the industry/industries and ANZSCO occupation/s that you or your organisation represents for the purposes of this submission? * 
(Select all that apply)

- All Industries
- Agriculture, Forestry and Fishing
- Mining
- Manufacturing
- Electricity, Gas, Water and Waste Services
- Construction
- Wholesale Trade
- Retail Trade
- Accommodation and Food Services
- Transport, Postal and Warehousing
- Information Media and Telecommunications
- Financial and Insurance Services
- Rental, Hiring and Real Estate Services
- Professional, Scientific and Technical Services
- Administrative and Support Services
- Public Administration and Safety
- Education and Training
- Health Care and Social Assistance
- Arts and Recreation Services
- Other Services

**Occupation**

**Occupation**

The three drop-downs below accord with the ABS ANZSCO classification of occupations. Selections are required at the 'Occupation Group' 2-digit level and at the 'Occupation Unit (4-digit)' level, but can also be made down to the Occupation (6-digit) level depending on the occupation/s to which your submission relates.

**Occupation 1 of 1**

**Occupation Group** *

Health Professionals

**Occupation Unit** *

2515

**Occupation** *

All

For the 2016-17 SOL please indicate advice about your nominated occupation

- Include
- Exclude
- Maintain status quo
Are there any occupations that you represent where there is evidence of imbalances in the demand and supply of skills in the medium to long-term? Please list them.

There are problems in filling pharmacist positions that require highly skilled clinical pharmacists, particularly in rural areas.

129 of 1000 characters

Is there evidence of imbalances in the demand for and supply of skills in the medium to long-term in non-metropolitan areas?

Yes  No

Please indicate in which part of Australia this imbalance exists. *

The pharmacist to population ratio is relatively low in rural and remote Australia.

83 of 1000 characters

Are there any occupations which require formal licensing or registration arrangements in order to practice/perform. *

For example:
  • Midwives are required to register with the nurses board in their state or territory
  • Panelbeaters are required to be registered or certified with the state Motor Vehicle Repair Industry Authority

Yes  No

Please provide details. *

All pharmacists in Australia are required to be registered through the Pharmacy Board of Australia. Initial registration requires the person to complete a pharmacy degree, undertake a year of supervised practice and complete a series of examinations. Registration renewal is dependent upon completing minimum professional development requirements, recency of practice amongst other requirements.

395 of 1000 characters
Is it expected that your employment sector will be impacted by any medium to long-term trends which will impact upon demand and/or supply (excluding costs associated with training, labour hire, and international sponsorship)?

☐ Yes  ☐ No

Please provide evidence (e.g. data source, policy document) which substantiates these claims. *

For example:

• New benchmarks for childcare centres mandate increased staff-to-child ratios and higher qualification standards for childcare workers.

The rise in the number of people with chronic diseases, in particular multiple chronic diseases, the increased population and the rising number of older Australians are all driving demand for hospital based and hospital outreach services. As medicines are the most common treatment used for these chronic diseases, demand for clinical pharmacy skills will continue.

The emerging role of GP practice-based pharmacists who have considerable clinical pharmacy skills and work within the GP practice rather than a community pharmacy or hospital pharmacy will impact on the demand for pharmacists in the medium to long term.

Additional Information

Please provide any additional information you consider relevant evidence to support your submission. For example, you may know of independent studies about your occupation that supports your advice to us.

There is limited data to support any claims of a shortage or glut of pharmacists. Anecdotally, there is evidence of mal-distribution of pharmacists in some rural and remote areas and shortage of pharmacists with advanced clinical pharmacy skills.

Please add any document that supports your recommendations.

Supporting Document

File: None