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.
Details

Applicant Details

Given Name *
Khin Win

Surname *
May

Organisation
The Pharmacy Guild of Australia

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.

Given Name *
Khin Win

Surname *
May

Position
National Manager - Policy and Regulation

Contact Number *
02 6270 1888

Email (receipt will be sent to this address) *
khinwin.may@guild.org.au
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

The three dropdowns 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 *
251513

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

- Include
- Exclude
- Maintain status quo
Members of the Pharmacy Guild of Australia (the Guild) have reported no issues in securing the employment of a pharmacist in major centres of Australia during 2015. Internal modeling conducted by the Guild (February 2015) also suggests that there will be a full-time equivalent oversupply of 6,108 pharmacists in 2015. The situation gets progressively worse into the future with a full-time equivalent oversupply in 2020 of 6,920 pharmacists and 2025 of 9,408 pharmacists.

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.

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 Pharmacy Board of Australia (the Board) June 2015 data shows that of the 26,179 general registered pharmacists in Australia, only 0.72% (191) are located in the Northern Territory, which is a decline compared to the 2014 data of 0.74% (188).

Occupational reports for individual State/Territories (ANZCO 2515) indicate that Queensland and WA report regional shortages in labour market recruitment. The Tasmania reports indicated recruitment difficulties.

The number of applicants per vacancy varied across the jurisdictions but on average, nationally, there were 10.1 applicants per vacancy. The state/area attracting the largest number of applicants was Victorian metropolitan – 23.5 applicants per vacancy. However, in Tasmania, Western Australia and Queensland there were recruitment difficulties in regional areas with relatively low numbers of applicants (per vacancy (Source: Department of Employment website ANZSCO 2515- March 2015).

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

Yes No

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

Pharmacists must be registered with the Pharmacy Board of Australia (the Board) and meet the Board’s registration standards in order to practise in Australia.

Pharmacist graduates are required to complete 1,824 hours of supervised practice in accordance with the requirements set out in the Board’s supervised practice arrangements to be eligible to apply for general registration.

Supervised practice is undertaking pharmacy practice under the direct supervision of a pharmacist who holds general registration (a preceptor), while the pharmacist is providing pharmacy services in pharmacy premises or other circumstances as determined by the Board. Interns must be registered by the Board to undertake the period of supervised practice required for initial general registration. (Source: http://www.pharmacyboard.gov.au).
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 Guild believes that the current system is still not resourced adequately to support rural and remote intern pharmacy placements due to the limited financial support for undergraduates and internships. This impacts on pharmacy graduates attempting to become eligible for registration as a pharmacist in rural locations, as there is already a difficulty in accessing workplaces due to costs and current incentives which are not attracting enough people to relocate permanently to rural locations.

In 2016 more than 1,700 pharmacy graduates will be seeking intern training positions. In addition, pharmacists seeking approval to conduct supervised practice are advised to undertake a preceptor training program as part of their preparation for the role. (Source: Pharmacy Board Preceptor Guide)

Furthermore, many employers may be reluctant to take on additional staff at the present time due to ongoing financial uncertainty stemming from the impending Pharmacy Remuneration and Regulation Review.

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.

It is the Guild’s position that the occupation of Community (Retail) Pharmacist (ANZSCO: 251513) should remain off the Skilled Occupation List for 2016.

The Guild acknowledges that there may be shortages of pharmacists in rural/remote areas due to mal-distribution between metropolitan and regional Australia. However it considers that the SOL may not assist in solving the problem and that it should be addressed through appropriate domestic pharmacy workforce planning and offer of appropriate conditions and incentives.

In circumstances where employers still identify a recruitment issue in regional, remote or low population growth areas of Australia, some temporary overseas recruitment options should remain available. As such, it is essential that pharmacists remain listed on the Consolidated Sponsored Occupations List (CSOL) which applies to the Employer Nomination Scheme (ENS), State Sponsored Migration Scheme and Temporary Business Long Stay (457).

Please add any document that supports your recommendations.

Supporting Document

File: None