2012 Wage and Benefits Survey

Conducted March/April 2012

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Introduction

Background

Since 1989, the Pharmacy Association of Nova Scotia has conducted a Wage and Benefits Survey of its members.

The PANS 2012 Wage and Benefits Survey was conducted in March and April. The original deadline for submissions was March 31. The deadline was extended by two weeks to give PANS members more time to complete the survey and to improve the response rate.

Methodology

As in 2010, PANS used the web-based survey application "Survey Monkey" to conduct the survey. This the second time the survey has been web-based. Previously, surveys were conducted by mail.

New Questions for 2012

The 2012 Wage and Benefits Survey asked a number of new questions. These included questions about overtime, job security, expanded services, employment environment, breaks and scheduling.

Response Rate and Reliability

456 respondents completed the survey this year. This is down from 2010, when 516 people completed the survey.

The survey had a response rate of 37.8%. The response rate for the 2010 Wage and Benefits Survey was 46.2% .

The 2012 Wage and Benefits Survey is accurate +/- 3.62 , 19 times out of 20.

Provincial Results

Respondent Profile

Position Held By Respondents

	Response Percent
Retail: Owner/Manager	13.4%
Retail: Manager/Non Owner	18.9%
Retail: Full Time Pharmacist	**42.1%**
Retail: Part Time Pharmacist	9.3%
Retail: Relief Pharmacist - Full Time	4.3%
Retail: Relief Pharmacist - Part Time	2.7%
Hospital: Director of Pharmacy (Manager)	0.2%
Hospital: Assistant Director of Pharmacy (Assistant Manager)	0.0%
Hospital: Staff Pharmacist - Full Time	7.3%
Hospital: Staff Pharmacist - Part Time	1.6%

Employment Environment

	Response Percent
Independent	16.0%
Banner	20.0%
Chain	**29.6%**
Grocery	17.8%
Department Store	5.5%
Do not work in a retail environment	11.2%

Respondent Profile (continued)

Dispensary Hours at Place of Employment

	Response Percent
Less than 30	1.5%
31-40	15.1%
41-50	5.0%
51-60	6.1%
61-70	15.6%
71-80	**24.6%**
81-90	10.3%
91-100	7.7%
101-105	0.2%
106-110	0.4%
111-115	3.3%
24 hrs a day/7 days a week	1.8%
Do not work in a retail pharmacy	8.3%

Employment History

	6 or less	7-12	13-19	20-26	27-33	More than 33
Years Experience as a Pharmacist	**25.9% (118)**	19.7% (90)	16.0% (73)	17.1% (78)	12.5% (57)	8.8% (40)
Years with Present Employer	**53.2% (238)**	25.1% (112)	10.5% (47)	6.7% (30)	2.5% (11)	2.0% (9)

Respondent Profile (continued)

Location of Employment/Practice

	Response Percent
Shelburne, Yarmouth and Digby Counties	6.8%
Lunenburg and Queens Counties	5.3%
Hants, Kings and Annapolis Counties (except East Hants)	9.4%
Metro (Halifax, Dartmouth, Bedford and Sackville)	**42.5%**
Halifax County (other than Metro), East Hants	6.8%
Antigonish, Cumberland, Colchester, Pictou and Guysborough Counties	16.4%
Sydney Area (Sydney, New Waterford, Glace Bay, North Sydney, Sydney Mines)	9.0%
Cape Breton (other than the Sydney Area)	3.7%

The percentage of respondents from each region is virtually the same as the 2010 Wage and Benefits Survey. The only variance is in the representation from the Hants, Kings and Annapolis Counties which represented 11.6 percent of the respondents in 2010 and in 2012 they represented 9.4 percent of the respondents. Metro (Halifax, Dartmouth, Bedford and Sackville) increased their representation in the survey from 39.9 percent in 2010 to 42.5 percent in 2012.

Employment Schedule

Hours Contracted to Work Per Week

	Response Percent
less than 5	1.3%
5-10	1.3%
11-15	1.5%
16-20	3.1%
21-25	4.0%
26-30	7.7%
31-35	19.4%
36-40	55.6%
41-45	3.5%
46-50	1.1%
51-55	0.7%
55-60	0.4%
more than 60	0.2%

Weekends Expected to Work

	Response Percent
None	13.0%
Every	2.0%
1 out of 2	21.4%
1 out of 3	38.0%
1 out of 4	17.2%
1 out of 5	5.1%
1 out of 6	4.0%
	Other (please specify) Show Responses

Employment Schedule continued

Hours Worked (per week) for the Past Year

	Response Percent
Increased	19.4%
Decreased	19.4%
Remained the same	**61.1%**

The survey indicates that only 40 percent of respondents have notice a change in their work schedule over the past year. The results were split with 50 percent of those who had noticed a change saying that their hours worked had increased while the remaining 50 percent noticed their hours had decreased.

Employment Schedule continued

Hours a Week Worked Beyond the Hours Contracted to Work (i.e. overtime hours)

	Response Percent
0	47.5%
1	9.3%
2	12.8%
3	6.0%
4	7.5%
5	5.7%
6	2.2%
7	0.4%
8	2.0%
9	0.7%
10	3.8%
11	0.0%
12	0.7%
13	0.0%
14	0.0%
15	0.4%
16	0.2%
17	0.0%
18	0.2%
19	0.0%
20	0.2%
More than 20	0.4%

Employment Schedule continued

Scheduled Breaks Taken Regularly

	Response Percent
Yes	31.8%
No	**47.5%**
Sometimes	20.8%

(Almost every respondent that said they did not get regular breaks said it was because the pharmacy was too busy and/or they were the only pharmacist on duty)

Breaks (other than meals) Taken

	Response Percent
Yes	8.1%
No	**91.9%**

Job Security

Pharmacists Perception Of Having A Secure Job For The Next Two Years

	Response Percent
Yes	67.6%
No	11.3%
Not sure	21.0%

Job Security - By Job Title

	Yes	No	Not Sure
PhC FT Retail	73.3%	7.6%	19.1%
PhC PT Retail	43.3%	13.3%	43.3%
Manager/Owner	79.5%	13.6%	6.8%
Manager/Non Owner	68.7%	13.4%	17.9%
Hospital Staff Pharmacist FT	50.0%	33.3%	16.7%
Hospital Staff Pharmacist PT	100.0%	0.0%	0.0%

Respondents were asked "Do you feel your job is secure for the next two years?" Manager/Owners were the most confident, closely followed by Full Time Retail Pharmacists. There was a great deal of uncertainty among Part Time Retail Pharmacists with 43.3 percent saying they were not sure if their job was secure for the next two years.

Expanded Services

Performance of Expanded Services

	Yes	No
Basic Medication Review	**76.3% (232)**	23.7% (72)
Advanced Medication Review	43.1% (128)	**56.9% (169)**
Minor Ailment Assessment	23.6% (70)	**76.4% (226)**
Continuing Care Prescribing (30 days)	**95.1% (290)**	4.9% (15)
Prescription Renewal (up to 90 days)	9.5% (28)	**90.5% (268)**
Emergency Prescribing	12.9% (38)	**87.1% (257)**
Therapeutic Substitution	20.5% (61)	**79.5% (237)**
Prescription Adaptation	28.4% (84)	**71.6% (212)**

The most common reasons provided for not performing the upon services were:

- No private counselling room
- Lack of Training
- Services are not covered by third parties or government
- Pharmacist is not comfortable providing the service(s)
- Not enough time
- Not enough staff
- Lack of Support from manager/owner

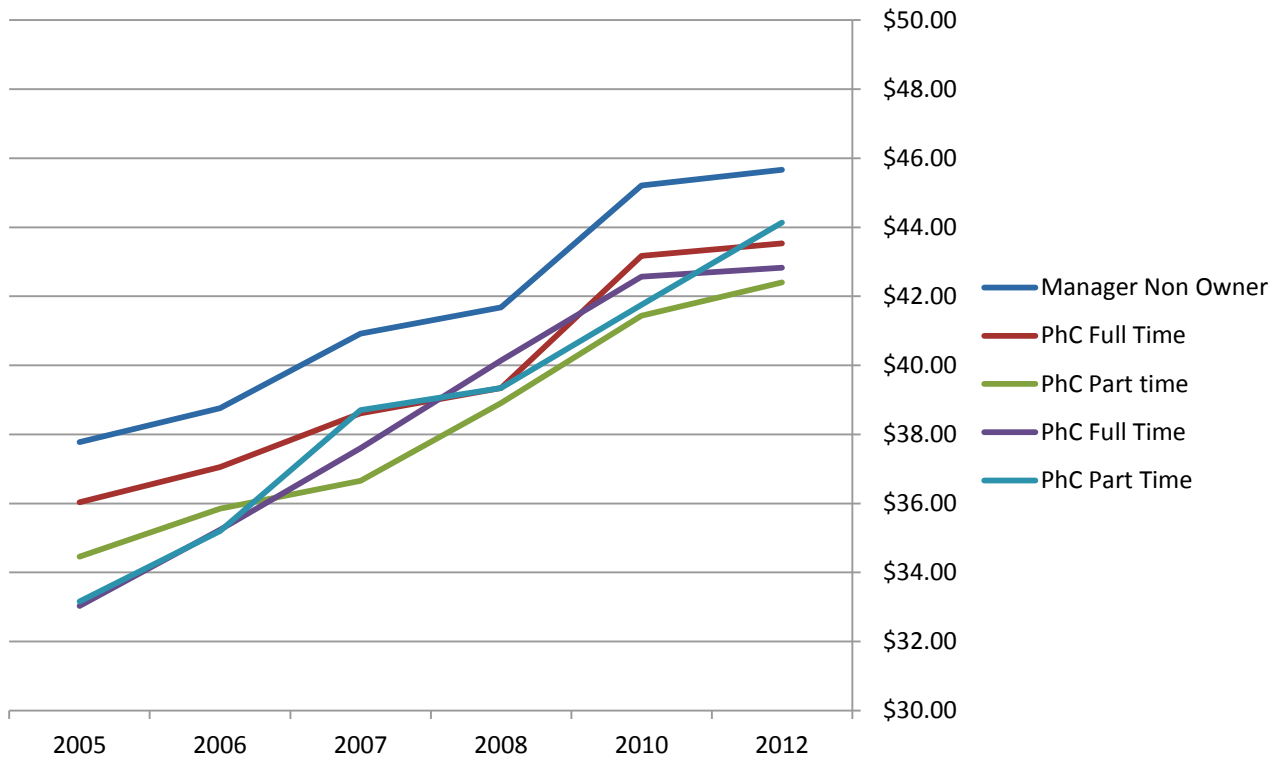
Pharmacist Compensation (Wages/Salary)

Method of Compensation

	Response Percent
Hourly Wage	86.1%
Annual Salary	13.9%

Hourly Wage

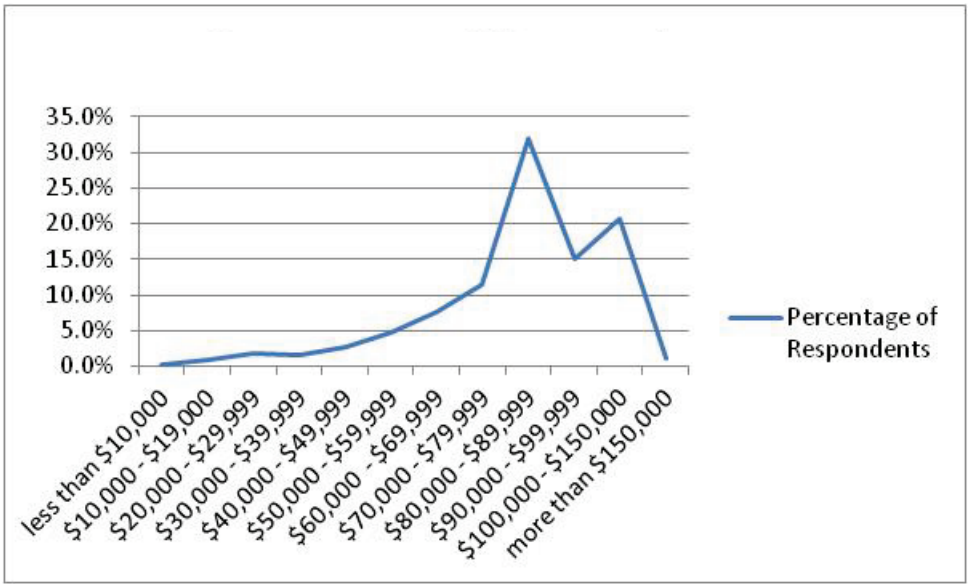
Hourly Rate	2012	2010	2008	2007	2006	2005
Retail						
Manager Non Owner	$ 45.67	$ 45.21	$ 41.68	$ 40.92	$ 38.76	$ 37.78
PhC Full Time	$ 43.53	$ 43.17	$ 39.34	$ 38.61	$ 37.05	$ 36.03
PhC Part time	$ 42.40	$ 41.44	$ 38.91	$ 36.66	$ 35.85	$ 34.46
Hospital						
PhC Full Time	$ 42.83	$ 42.57	$ 40.14	$ 37.60	$ 35.24	$ 33.03
PhC Part Time	$ 44.14	$ 41.75	$ 39.34	$ 38.70	$ 35.20	$ 33.16
Assistant Director	-	-	$ 41.47	$ 35.00	$ 33.00	$ 34.00
Director	-	-	$ 49.37	$ 43.73	$ 35.96	$ 39.66



Pharmacist Compensation (Wages/Salary)

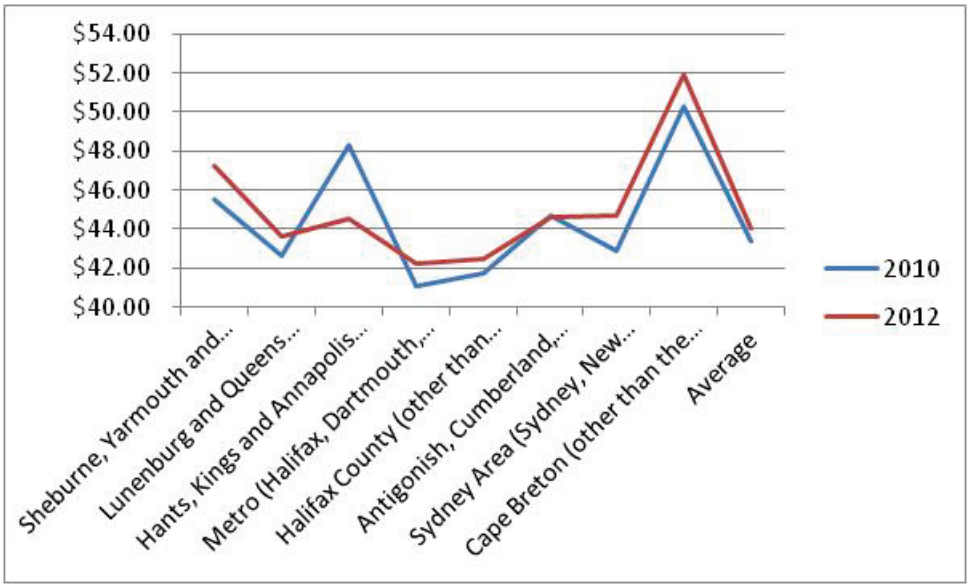
Base Annual Salary (not including bonuses)

	Response Percent
less than $10,000	0.9%
$10,000-$19,999	0.7%
$20,000-$29,999	1.2%
$30,000-$39,999	1.2%
$40,000-$49,999	2.8%
$50,000-$59,999	6.2%
$60,000-$69,999	5.8%
$70,000-$79,999	15.0%
$80,000-$89,999	32.6%
$90,000-$99,999	19.2%
$100,000-$150,000	14.1%
more than $150,000	0.5%



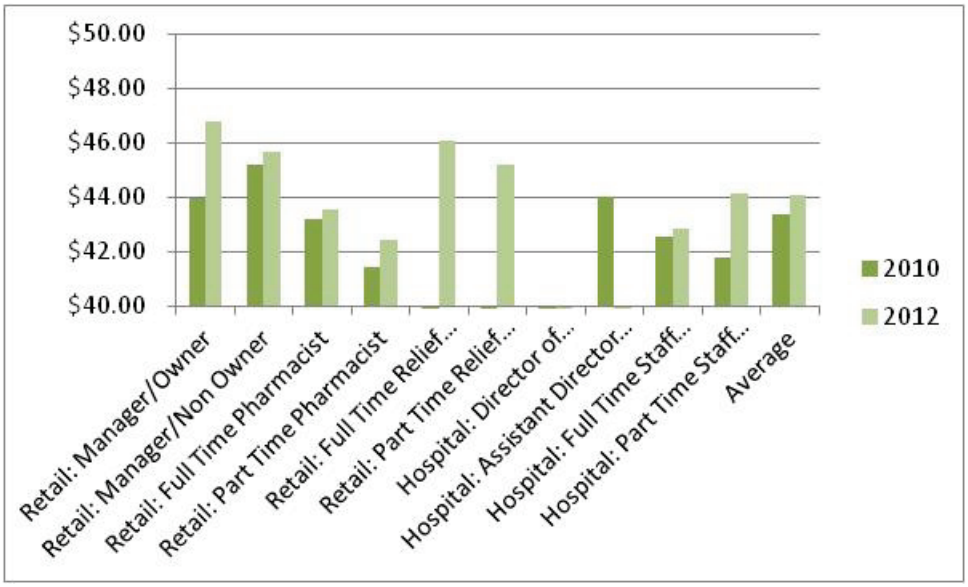
Average Hourly Wage - By Region

Location	Hourly Wage	
	2010	2012
Sheburne, Yarmouth and Digby Counties	$ 45.48	$ 47.27
Lunenburg and Queens Counties	$ 42.67	$ 43.65
Hants, Kings and Annapolis Counties (except East Hants)	$ 48.33	$ 44.53
Metro (Halifax, Dartmouth, Bedford, Sackville)	$ 41.12	$ 42.26
Halifax County (other than Metro), East Hants	$ 41.77	$ 42.44
Antigonish, Cumberland, Colchester, Pictou and Guysborough Counties	$ 44.72	$ 44.62
Sydney Area (Sydney, New Waterford, Glace Bay, North Sydney, Sydney Mines)	$ 42.90	$ 44.66
Cape Breton (other than the Sydney Area)	$ 50.25	$ 51.90
Average	$ 43.38	$ 44.07



Average Hourly Wage - By Job Title

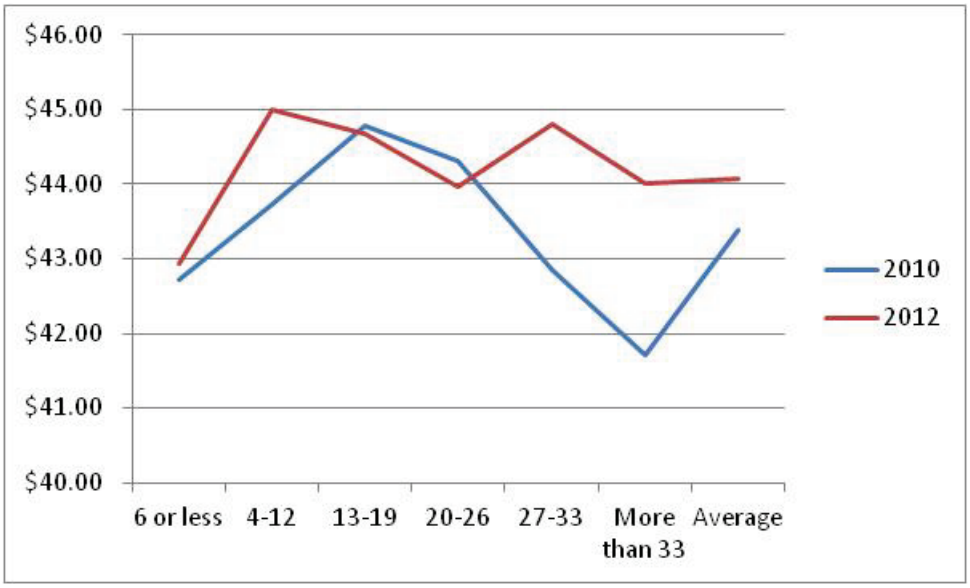
Job Title	Hourly Wage	
	2010	2012
Retail: Manager/Owner	$ 43.95	$ 46.78
Retail: Manager/Non Owner	$ 45.21	$ 45.67
Retail: Full Time Pharmacist	$ 43.17	$ 43.53
Retail: Part Time Pharmacist	$ 41.44	$ 42.40
Retail: Full Time Relief Pharmacist	n/a	$ 46.05
Retail: Part Time Relief Pharmacist	n/a	$ 45.18
Hospital: Director of Pharmacy/Manager	n/a	n/a
Hospital: Assistant Director of Pharmacy/Assistant Manager	$ 44.00	n/a
Hospital: Full Time Staff Pharmacist	$ 42.57	$ 42.83
Hospital: Part Time Staff Pharmacist	$ 41.75	$ 44.14
Average	$ 43.38	$ 44.07



Note: There were few Hospital Directors or Assistant Directors of Pharmacy who completed the survey and therefore the results were no statistically relevant.

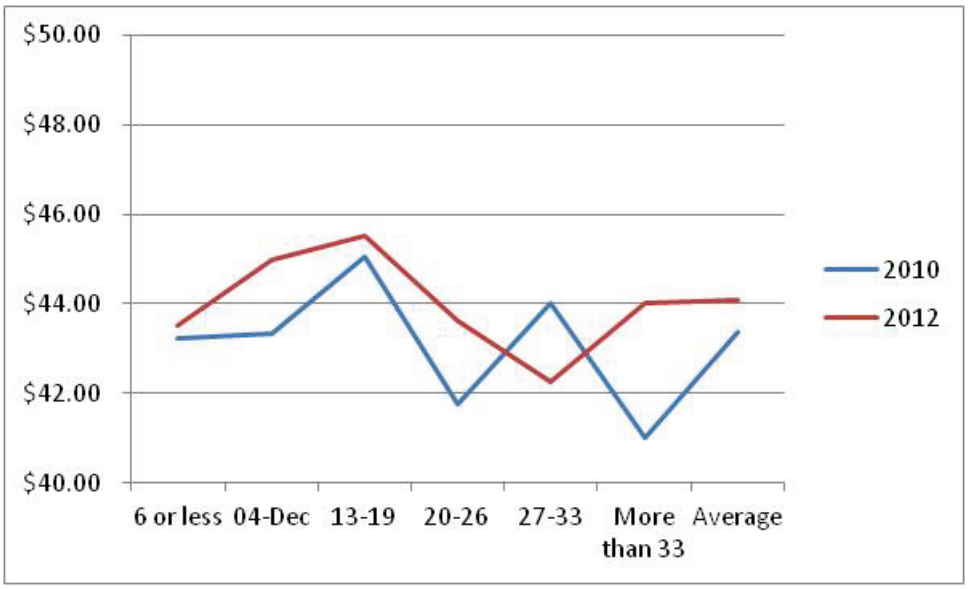
Average Hourly Wage - By Experience (Total Years in Profession)

Years in Profession	Hourly Wage	
	2010	2012
6 or less	$ 42.72	$ 42.94
7-12	$ 43.73	$ 44.99
13-19	$ 44.79	$ 44.67
20-26	$ 44.30	$ 43.97
27-33	$ 42.84	$ 44.81
More than 33	$ 41.72	$ 44.00
Average	$ 43.38	$ 44.07



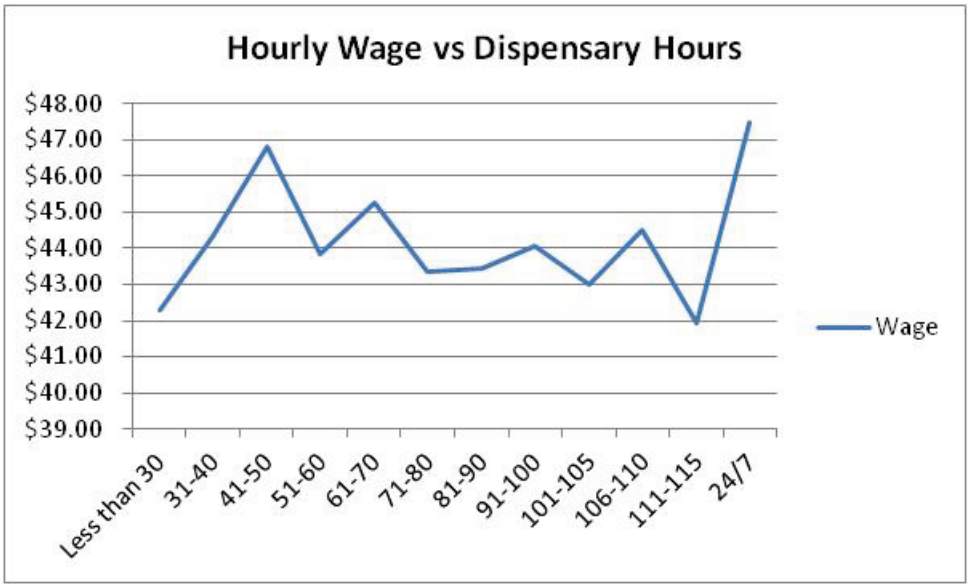
Average Hourly Wage - By Experience (Years with Current Employer)

Years with Current Employer	Hourly Wage	
	2010	2012
6 or less	$ 43.24	$ 43.50
7-12	$ 43.33	$ 44.97
13-19	$ 45.05	$ 45.53
20-26	$ 41.76	$ 43.63
27-33	$ 44.00	$ 42.25
More than 33	$ 41.00	$ 44.00
Average	$ 43.38	$ 44.07



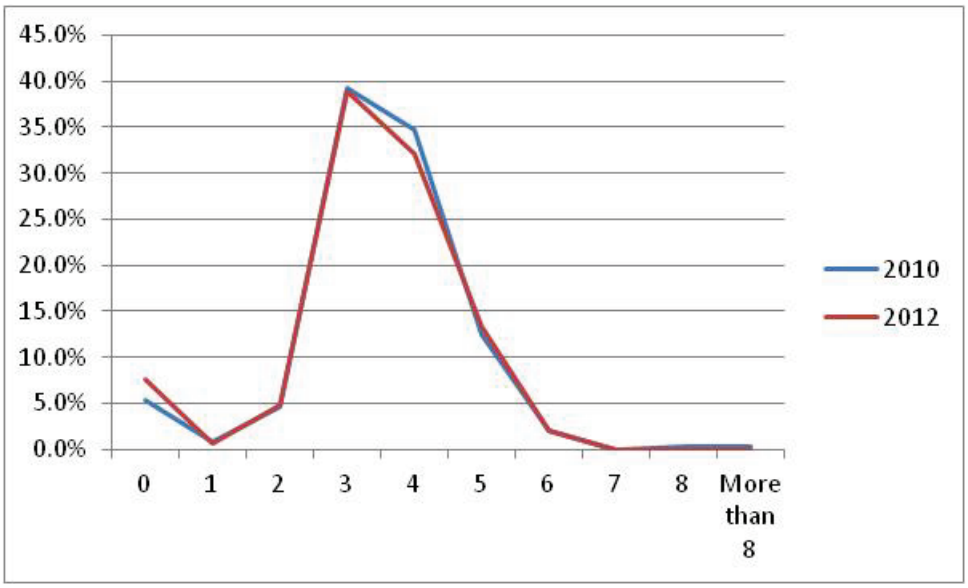
Average Hourly Wage - By Dispensary Hours

Hours	Wage
Less than 30	$ 42.29
31-40	$ 44.33
41-50	$ 46.83
51-60	$ 43.82
61-70	$ 45.26
71-80	$ 43.35
81-90	$ 43.44
91-100	$ 44.06
101-105	$ 43.00
106-110	$ 44.50
111-115	$ 41.92
24/7	$ 47.50



Paid Vacation (Weeks)

Weeks	Percentage of Respondents	
	2010	2012
0	5.4%	7.6%
1	0.8%	0.7%
2	4.6%	4.9%
3	39.3%	38.9%
4	34.7%	32.1%
5	12.5%	13.3%
6	2.0%	2.0%
7	0.0%	0.0%
8	0.4%	0.0%
More than 8	0.4%	0.0%



Note: Respondents stated that their vacation pay was based on the following (expressed in a percentage of respondents):

- Fixed Number of Weeks 36.3 %
- Fixed Number of Days: 10.3 %
- Percent of Hours Worked: 33.5 %
- Percent of Salary: 11.9 %
- Don't Get Vacation: 3.6 %
- Don't Know: 4.0 %

Additional Benefits

	Percentage of Respondents	
Registration with NSCP	**2010**	**2012**
Yes	94.1%	93.2%
No	5.3%	6.2%
Partly	0.6%	0.6%

	Percentage of Respondents	
PANS Membership	**2010**	**2012**
Yes	92.7%	91.7%
No	6.2%	7.7%
Partly	1.2%	0.6%

	Percentage of Respondents	
Medical Insurance	**2010**	**2012**
Yes	88.3%	92.8%
No	11.7%	7.0%
Don't Know	n/a	0.2%

	Percentage of Respondents	
Dental Insurance	**2010**	**2012**
Yes	88.1%	92.4%
No	11.9%	7.0%
Don't Know	n/a	0.7%

	Percentage of Respondents	
Short Term Disability Insurance	**2010**	**2012**
Yes	78.3%	75.1%
No	21.7%	18.4%
Don't Know	n/a	6.5%
Average % of Salary Covered		50.0%

	Percentage of Respondents	
Long Term Disability Insurance	**2010**	**2012**
Yes	49.2%	20.7%
No	50.8%	0.0%
Don't Know	n/a	79.3%

	Percentage of Respondents	
Life Insurance	**2010**	**2012**
Yes	89.0%	83.7%
No	11.0%	6.1%
Don't Know	n/a	10.2%

Additional Benefits continued

	Percentage of Respondents	
Continuning Education Allowance	**2010**	**2012**
Yes	69.1%	66.4%
No	30.9%	26.6%
Don't Know	n/a	7.0%
Average Allowance	$660	$503.44

	Percentage of Respondents	
RRSP Matching	**2010**	**2012**
Yes	41.4%	54% (Fixed: 21.9 %, Matching: 32.1%)
No	58.6%	44.5%
Average Percent of Salary Matched	3.6%	

	Percentage of Respondents	
Pension Plan	**2010**	**2012**
Yes	56.4%	48.1%
No	43.6%	47.2%
Don't Know	n/a	4.8%

	Percentage of Respondents	
Profit Sharing	**2010**	**2012**
Yes	29.5%	48.1%
No	70.5%	47.2%
Don't Know	n/a	4.8%

Other Benefits Received (in order of frequency mentioned)

Store Discount (ranging from 10% - 30%)
Retention Bonus
Travel Insurance
Gym Membership
Conferences
Company Vehicle
Travel Allowance/Gas Allowance
Sick Pay
Discounts at Other Merchants
Stock Options
Christmas Bonus

Desired Benefits (in order of frequency mentioned)

Pension
RRSP Matching
Profit Sharing
Performance Bonus
Health and Dental Insurance
Maternity Leave/Maternity Leave Top-up
NSCP/PANS Fees
Continuing Education Allowance
More Vacation
Short Term Disability
Breaks
Fitness Membership
Better Wages
Paid Sick Days
Personal Days
Flex Days

Results: Job Title

Results: Job Title - Full Time Pharmacist Retail

Method of Compensation

Method	Percentage of Respondents	
	2010	2012
Hourly	96.9%	98.4%
Annual Salary	3.1%	1.6%

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$40.86	$42.49
4-12	$45.33	$44.32
13-19	$42.33	$44.95
20-26	$43.17	$43.93
27-33	$41.33	$43.75
More than 33	$41.00	$42.50
Average	$42.57	$43.54
ars with Current Emplo	2010	2012
6 or less	$42.62	$43.13
4-12	$43.00	$43.98
13-19	$41.00	$45.10
20-26	$41.67	$42.86
27-33	$0.00	n/a
More than 33	$0.00	$44.50
Average	$42.57	$43.53

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	3.2%	0.0%
$30,000 - $39,999	0.0%	0.0%
$40,000 - $49,999	0.0%	0.0%
$50,000 - $59,999	0.0%	4.0%
$60,000 - $69,999	3.2%	6.3%
$70,000 - $79,999	9.7%	23.4%
$80,000 - $89,999	77.4%	34.3%
$90,000 - $99,999	3.2%	22.9%
$100,000 - $150,000	3.2%	8.6%
more than $150,000	0.0%	0.6%

Results: Job Title - Full Time Pharmacist Retail continued

Paid Vacation

Weeks	2010	2012
0	0.0%	3.8%
1	0.0%	0.0%
2	6.3%	5.5%
3	34.4%	44.3%
4	31.3%	32.8%
5	21.9%	11.5%
6	6.3%	1.6%
7	0.0%	0.0%
8	0.0%	0.0%
more than 8	0.0%	0.5%

Results: Job Title - Part Time Pharmacist Retail

Method of Compensation

Method	Percentage of Respondents	
	2010	2012
Hourly	96.4%	97.6%
Annual Salary	3.6%	2.4%

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$42.00	$41.71
4-12	$42.00	$40.67
13-19	$42.00	$42.00
20-26	$42.00	$42.33
27-33	$42.00	$43.71
More than 33	$40.00	$43.71
Average	$41.75	$42.40
Years with Current Employer	**2010**	**2012**
6 or less	$41.33	$42.05
4-12	$42.00	$41.86
13-19	$42.00	$41.50
20-26	n/a	$44.43
27-33	n/a	$43.00
More than 33	n/a	n/a
Average	$41.75	$42.40

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	5.0%
$10,000 - $19,000	0.0%	2.5%
$20,000 - $29,999	12.5%	10.0%
$30,000 - $39,999	0.0%	10.0%
$40,000 - $49,999	0.0%	17.5%
$50,000 - $59,999	37.5%	20.0%
$60,000 - $69,999	37.5%	17.5%
$70,000 - $79,999	12.5%	5.0%
$80,000 - $89,999	0.0%	12.5%
$90,000 - $99,999	0.0%	0.0%
$100,000 - $150,000	0.0%	0.0%
more than $150,000	0.0%	0.0%

Results: Job Title - Part Time Pharmacist Retail continued

Paid Vacation

Weeks	2010	2012
0	12.5%	24.4%
1	0.0%	2.4%
2	0.0%	7.3%
3	37.5%	31.7%
4	37.5%	26.8%
5	12.5%	4.9%
6	0.0%	0.0%
7	0.0%	0.0%
8	0.0%	0.0%
more than 8	0.0%	2.4%

Results: Job Title - Manager/Owner Retail

Method of Compensation

Method	Percentage of Respondents	
	2010	2012
Hourly	31.8%	30.2%
Annual Salary	68.2%	69.8%

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$45.00	$44.50
4-12	$48.25	$49.63
13-19	$43.50	$44.25
20-26	$42.33	$46.00
27-33	$45.25	$41.00
More than 33	$38.50	$46.00
Average	$43.95	$46.78
Years with Current Employer	**2010**	**2012**
6 or less	$47.71	$43.50
4-12	$39.60	$53.80
13-19	$44.00	n/a
20-26	$42.00	$48.00
27-33	$40.00	n/a
More than 33	$36.00	$46.00
Average	$43.95	$46.78

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	0.0%	0.0%
$30,000 - $39,999	4.5%	0.0%
$40,000 - $49,999	10.5%	3.7%
$50,000 - $59,999	6.1%	3.7%
$60,000 - $69,999	6.1%	1.9%
$70,000 - $79,999	4.5%	14.8%
$80,000 - $89,999	18.2%	22.2%
$90,000 - $99,999	15.2%	14.8%
$100,000 - $150,000	34.8%	37.0%
more than $150,000	9.1%	1.9%

Results: Job Title - Manager/Owner Retail continued

Paid Vacation

Weeks	2010	2012
0	13.6%	9.3%
1	3.0%	3.7%
2	4.5%	9.3%
3	25.8%	33.3%
4	37.9%	35.2%
5	10.6%	5.6%
6	1.5%	3.7%
7	0.0%	0.0%
8	0.0%	0.0%
more than 8	3.0%	0.0%

Results: Job Title - Manager/Non Owner Retail

Method of Compensation

Method	Percentage of Respondents	
	2010	2012
Hourly	92.8%	85.4%
Annual Salary	7.2%	14.6%

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$44.07	$44.24
4-12	$45.38	$44.83
13-19	$47.57	$48.38
20-26	$45.56	$45.42
27-33	$43.89	$47.33
More than 33	$44.50	$46.00
Average	$45.21	$45.67
Years with Current Employer	**2010**	**2012**
6 or less	$44.89	$44.57
4-12	$44.97	$46.77
13-19	$45.89	$46.63
20-26	$42.80	$42.67
27-33	$46.67	n/a
More than 33	$40.00	n/a
Average	$45.21	$45.67

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	0.0%	0.0%
$30,000 - $39,999	0.0%	0.0%
$40,000 - $49,999	0.0%	0.0%
$50,000 - $59,999	0.0%	1.3%
$60,000 - $69,999	6.2%	2.5%
$70,000 - $79,999	6.5%	10.0%
$80,000 - $89,999	25.8%	27.5%
$90,000 - $99,999	26.9%	38.8%
$100,000 - $150,000	37.6%	20.0%
more than $150,000	0.0%	0.0%

Results: Job Title - Manager/Non Owner Retail continued

Paid Vacation

Weeks	2010	2012
0	1.1%	0.0%
1	0.0%	0.0%
2	2.1%	2.5%
3	37.9%	35.8%
4	41.1%	40.7%
5	16.8%	19.8%
6	1.1%	1.2%
7	0.0%	0.0%
8	0.0%	0.0%
more than 8	0.0%	0.0%

Results: Job Title - Hospital Staff Pharmacist Full Time

Method of Compensation

Method	Percentage of Respondents	
	2010	2012
Hourly	96.9%	90.6%
Annual Salary	3.1%	9.4%

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$40.86	$42.43
4-12	$45.33	$43.25
13-19	$42.33	$43.00
20-26	$43.17	$43.00
27-33	$41.33	$42.50
More than 33	$41.00	n/a
Average	$42.57	$42.83
Years with Current Employer	**2010**	**2012**
6 or less	$42.62	$42.69
4-12	$43.00	$43.29
13-19	$41.00	$43.00
20-26	$41.67	$42.50
27-33	n/a	$42.00
More than 33	n/a	n/a
Average	$42.57	$42.83

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	3.2%	0.0%
$30,000 - $39,999	0.0%	0.0%
$40,000 - $49,999	0.0%	0.0%
$50,000 - $59,999	0.0%	0.0%
$60,000 - $69,999	3.2%	0.0%
$70,000 - $79,999	9.7%	0.0%
$80,000 - $89,999	77.4%	96.8%
$90,000 - $99,999	3.2%	3.2%
$100,000 - $150,000	3.2%	0.0%
more than $150,000	0.0%	0.0%

Results: Job Title - Hospital Staff Pharmacist Full Time continued

Paid Vacation

Weeks	2010	2012
0	0.0%	3.1%
1	0.0%	0.0%
2	6.3%	3.1%
3	34.4%	37.5%
4	31.3%	31.3%
5	21.9%	21.9%
6	6.3%	3.1%
7	0.0%	0.0%
8	0.0%	0.0%
more than 8	0.0%	0.0%

Results: Job Title - Hospital Staff Pharmacist Part Time

Method of Compensation

Method	Percentage of Respondents	
	2010	2012
Hourly	100.0%	100.0%
Annual Salary	0.0%	0.0%

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$42.00	$43.00
4-12	$42.00	$43.00
13-19	$42.00	$44.67
20-26	$42.00	$45.00
27-33	$42.00	n/a
More than 33	$40.00	$44.00
Average	$41.75	$44.14
Years with Current Employer	**2010**	**2012**
6 or less	$41.33	$44.74
4-12	$42.00	$43.00
13-19	$42.00	n/a
20-26	n/a	n/a
27-33	n/a	$44.00
More than 33	n/a	n/a
Average	$41.75	$44.14

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	12.5%	0.0%
$30,000 - $39,999	0.0%	0.0%
$40,000 - $49,999	0.0%	14.3%
$50,000 - $59,999	37.5%	28.6%
$60,000 - $69,999	37.5%	28.6%
$70,000 - $79,999	12.5%	14.3%
$80,000 - $89,999	0.0%	14.3%
$90,000 - $99,999	0.0%	0.0%
$100,000 - $150,000	0.0%	0.0%
more than $150,000	0.0%	0.0%

Results: Job Title - Hospital Staff Pharmacist Part Time continued

Paid Vacation

Weeks	2010	2012
0	12.5%	42.9%
1	0.0%	0.0%
2	0.0%	0.0%
3	37.5%	28.6%
4	37.5%	14.3%
5	12.5%	0.0%
6	0.0%	14.3%
7	0.0%	0.0%
8	0.0%	0.0%
more than 8	0.0%	0.0%

Results: Region

Results: Region - Shelburne, Yarmouth and Digby Counties

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$46.83	$47.67
4-12	$48.80	$46.25
13-19	$44.14	$45.88
20-26	$44.14	$47.50
27-33	$45.25	$51.67
More than 33	$45.67	$46.00
Years with Current Employer	**2010**	**2012**
6 or less	$45.80	$46.53
4-12	$48.00	$52.25
13-19	$45.75	$49.00
20-26	$41.00	$42.00
27-33	$49.00	n/a
More than 33	$36.00	$46.00
Job Title	**2010**	**2012**
Owner/ Manager (Retail)	$45.00	$46.25
Manager/Non Owner (Retail)	$48.75	$52.86
Full time Pharmacist (Retail)	$44.80	$46.00
Part Time Pharmacist (Retail)	$42.75	$36.00
Full Time Relief (Retail)	n/a	n/a
Part Time Relief (Retail)	n/a	n/a
Director of Pharmacy (Manager)	n/a	n/a
Assistant Director of Pharmacy (Assistant	n/a	n/a
Staff Pharmacist Full Time (Hospital)	$42.00	$43.00
Staff Pharmacist Part Time (Hospital)	n/a	n/a
Average	$45.58	$47.27

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	3.7%	0.0%
$30,000 - $39,999	0.0%	0.0%
$40,000 - $49,999	0.0%	6.7%
$50,000 - $59,999	7.4%	3.3%
$60,000 - $69,999	0.0%	3.3%
$70,000 - $79,999	3.7%	3.3%
$80,000 - $89,999	29.6%	36.7%
$90,000 - $99,999	18.5%	13.3%
$100,000 - $150,000	37.0%	33.3%
more than $150,000	0.0%	0.0%

Results: Region - Lunenburg and Queens Counties

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$41.20	$42.40
4-12	n/a	$45.00
13-19	$42.67	$43.67
20-26	$43.25	$45.00
27-33	$44.50	$45.00
More than 33	$40.67	$39.00
Years with Current Employer	**2010**	**2012**
6 or less	$42.79	$42.83
4-12	$40.75	$44.50
13-19	$44.67	$46.00
20-26	n/a	$41.00
27-33	n/a	n/a
More than 33	n/a	n/a
Job Title	**2010**	**2012**
Owner/ Manager (Retail)	$45.00	n/a
Manager/Non Owner (Retail)	$48.00	$46.00
Full time Pharmacist (Retail)	$41.75	$43.36
Part Time Pharmacist (Retail)	$43.75	$40.50
Full Time Relief (Retail)	n/a	n/a
Part Time Relief (Retail)	n/a	n/a
Director of Pharmacy (Manager)	n/a	n/a
Assistant Director of Pharmacy (Assistant Manager)	n/n	n/a
Staff Pharmacist Full Time (Hospital)	n/a	n/a
Staff Pharmacist Part Time (Hospital)	$40.00	n/a
Average	$42.67	$43.65

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	0.0%	0.0%
$30,000 - $39,999	0.0%	0.0%
$40,000 - $49,999	3.7%	0.0%
$50,000 - $59,999	14.8%	8.7%
$60,000 - $69,999	0.0%	4.3%
$70,000 - $79,999	22.2%	13.0%
$80,000 - $89,999	33.3%	26.1%
$90,000 - $99,999	14.8%	26.1%
$100,000 - $150,000	7.4%	21.7%
more than $150,000	3.7%	0.0%

Results: Region - Hants, Kings and Annapolis Counties (except East Hants)

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$47.00	$44.00
4-12	$46.63	$46.33
13-19	$53.08	$45.86
20-26	$51.44	$43.50
27-33	$42.00	$42.20
More than 33	$42.00	$44.20
Years with Current Employer	**2010**	**2012**
6 or less	$46.50	$43.74
4-12	$51.08	$45.13
13-19	$50.00	$49.00
20-26	$43.00	$43.67
27-33	$41.00	$40.00
More than 33	$0.00	$44.00
Job Title	**2010**	**2012**
Owner/ Manager (Retail)	$44.20	$40.00
Manager/Non Owner (Retail)	$53.89	$45.83
Full time Pharmacist (Retail)	$49.07	$44.26
Part Time Pharmacist (Retail)	$43.33	$45.00
Full Time Relief (Retail)	n/a	$48.00
Part Time Relief (Retail)	n/a	n/a
Director of Pharmacy (Manager)	N/A	n/a
Assistant Director of Pharmacy (Assistant	N/A	n/a
Staff Pharmacist Full Time (Hospital)	$42.00	$43.33
Staff Pharmacist Part Time (Hospital)	N/A	43
Average	$48.33	$44.53

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	1.7%	0.0%
$30,000 - $39,999	0.0%	0.0%
$40,000 - $49,999	3.3%	0.0%
$50,000 - $59,999	0.0%	7.7%
$60,000 - $69,999	5.0%	0.0%
$70,000 - $79,999	10.0%	12.8%
$80,000 - $89,999	28.3%	46.2%
$90,000 - $99,999	11.7%	20.5%
$100,000 - $150,000	40.0%	12.8%
more than $150,000	0.0%	0.0%

Results: Region - Metro
(Halifax, Dartmouth, Bedford, Sackville)

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$40.94	$41.74
4-12	$41.29	$42.90
13-19	$40.81	$42.93
20-26	$41.32	$41.83
27-33	$41.55	$42.65
More than 33	$40.79	$42.08
Years with Current Employer	**2010**	**2012**
6 or less	$41.01	$42.20
4-12	$41.33	$42.32
13-19	$41.82	$41.77
20-26	$40.64	$43.33
27-33	$43.00	$42.00
More than 33	$40.50	$42.67
Job Title	**2010**	**2012**
Owner/ Manager (Retail)	$41.44	$43.00
Manager/Non Owner (Retail)	$41.71	$42.81
Full time Pharmacist (Retail)	4047%	$41.37
Part Time Pharmacist (Retail)	$40.04	$41.39
Full Time Relief (Retail)	n/a	$45.00
Part Time Relief (Retail)	n/a	$43.17
Director of Pharmacy (Manager)	n/a	n/a
Assistant Director of Pharmacy (Assistant Manager)	$44.00	n/a
Staff Pharmacist Full Time (Hospital)	$42.29	$42.70
Staff Pharmacist Part Time (Hospital)	$42.00	$45.50
Average	$41.12	$42.26

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.5%	1.6%
$10,000 - $19,000	1.0%	1.1%
$20,000 - $29,999	2.6%	1.6%
$30,000 - $39,999	3.1%	1.1%
$40,000 - $49,999	3.1%	3.8%
$50,000 - $59,999	3.6%	7.1%
$60,000 - $69,999	11.8%	7.7%
$70,000 - $79,999	13.8%	20.8%
$80,000 - $89,999	40.5%	37.2%
$90,000 - $99,999	9.7%	10.9%
$100,000 - $150,000	9.2%	6.6%
more than $150,000	1.0%	0.5%

Results: Region - Halifax County (other than Metro), East Hants

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$42.00	$39.71
4-12	$44.80	$44.44
13-19	$40.67	$43.50
20-26	$42.00	$42.00
27-33	$40.63	$44.00
More than 33	$43.00	$42.00
Years with Current Employer	**2010**	**2012**
6 or less	$44.09	$42.20
4-12	$38.82	$44.25
13-19	$44.50	n/a
20-26	$43.00	$40.00
27-33	$0.00	n/a
More than 33	$0.00	n/a
Job Title	**2010**	**2012**
Owner/ Manager (Retail)	$31.00	$45.50
Manager/Non Owner (Retail)	$41.63	$45.00
Full time Pharmacist (Retail)	$43.89	$41.00
Part Time Pharmacist (Retail)	$39.60	$43.00
Full Time Relief (Retail)	n/a	$55.00
Part Time Relief (Retail)	n/a	$40.00
Director of Pharmacy (Manager)	n/a	n/a
Assistant Director of Pharmacy (Assistant	n/a	n/a
Staff Pharmacist Full Time (Hospital)	$47.67	n/a
Staff Pharmacist Part Time (Hospital)	$42.00	n/a
Average	$41.77	$42.44

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	3.4%
$10,000 - $19,000	8.8%	0.0%
$20,000 - $29,999	0.0%	0.0%
$30,000 - $39,999	2.9%	0.0%
$40,000 - $49,999	2.9%	0.0%
$50,000 - $59,999	2.9%	0.0%
$60,000 - $69,999	8.8%	3.4%
$70,000 - $79,999	11.8%	37.9%
$80,000 - $89,999	20.6%	27.6%
$90,000 - $99,999	11.8%	17.2%
$100,000 - $150,000	29.4%	10.3%
more than $150,000	0.0%	0.0%

Results: Region - Antigonish, Cumberland, Colchester, Pictou and Guysborough Counties

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$43.75	$45.50
4-12	$44.21	$46.24
13-19	$44.75	$48.50
20-26	$45.84	$46.91
27-33	$45.10	$47.17
More than 33	$44.38	$47.57
Years with Current Employer	**2010**	**2012**
6 or less	$44.91	$45.91
4-12	$44.22	$48.00
13-19	$45.44	$49.17
20-26	$43.40	$45.57
27-33	$46.00	n/a
More than 33	$47.00	$45.00
Job Title	**2010**	**2012**
Owner/ Manager (Retail)	$53.50	$47.00
Manager/Non Owner (Retail)	$47.18	$47.80
Full time Pharmacist (Retail)	$44.18	$46.41
Part Time Pharmacist (Retail)	$43.00	$46.43
Full Time Relief (Retail)	n/a	$45.00
Part Time Relief (Retail)	n/a	$55.00
Director of Pharmacy (Manager)	n/a	n/a
Assistant Director of Pharmacy (Assistant	n/a	n/a
Staff Pharmacist Full Time (Hospital)	$41.67	$43.00
Staff Pharmacist Part Time (Hospital)	$42.00	$43.67
Average	$44.72	$46.62

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	2.4%	1.4%
$30,000 - $39,999	0.0%	1.4%
$40,000 - $49,999	2.4%	1.4%
$50,000 - $59,999	3.7%	7.0%
$60,000 - $69,999	6.1%	7.0%
$70,000 - $79,999	12.2%	7.0%
$80,000 - $89,999	26.8%	22.5%
$90,000 - $99,999	18.3%	35.2%
$100,000 - $150,000	26.8%	15.5%
more than $150,000	1.2%	1.4%

Results: Region - Sydney Area (Sydney, New Waterford, Glace Bay, North Sydney, Sydney Mines)

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$42.71	$43.86
4-12	$41.50	$44.75
13-19	$46.00	$45.50
20-26	$43.63	$44.80
27-33	$41.75	$44.86
More than 33	$41.67	$44.60
Years with Current Employer	**2010**	**2012**
6 or less	$43.23	$43.93
4-12	$42.58	$44.75
13-19	$42.67	$46.29
20-26	$42.50	n/a
27-33	$0.00	$43.00
More than 33	$41.50	$45.00
Job Title	**2010**	**2012**
Owner/ Manager (Retail)	n/a	n/a
Manager/Non Owner (Retail)	$44.78	$46.50
Full time Pharmacist (Retail)	$42.26	$44.64
Part Time Pharmacist (Retail)	$43.20	$42.25
Full Time Relief (Retail)	n/a	$45.50
Part Time Relief (Retail)	n/a	$44.00
Director of Pharmacy (Manager)	n/a	n/a
Assistant Director of Pharmacy (Assistant	n/a	n/a
Staff Pharmacist Full Time (Hospital)	n/a	$43.00
Staff Pharmacist Part Time (Hospital)	n/a	n/a
Average	$42.90	$44.66

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	n/a
$10,000 - $19,000	0.0%	2.4%
$20,000 - $29,999	0.0%	2.4%
$30,000 - $39,999	0.0%	4.9%
$40,000 - $49,999	2.1%	4.9%
$50,000 - $59,999	8.5%	7.3%
$60,000 - $69,999	4.3%	2.4%
$70,000 - $79,999	4.3%	n/a
$80,000 - $89,999	27.7%	26.8%
$90,000 - $99,999	29.8%	31.7%
$100,000 - $150,000	21.3%	17.1%
more than $150,000	2.1%	n/a

Results: Region - Cape Breton (other than Sydney Area)

Average Hourly Wage

Years in Profession	2010	2012
6 or less	$46.50	$48.50
4-12	$54.60	$57.00
13-19	$45.00	$53.00
20-26	$0.00	$51.00
27-33	$49.50	$60.00
More than 33	$0.00	$43.50
Years with Current Employer	**2010**	**2012**
6 or less	$51.29	$49.33
4-12	$59.50	$56.80
13-19	$45.00	n/a
20-26	$0.00	$43.00
27-33	$0.00	$44.00
More than 33	$0.00	n/a
Job Title	**2010**	**2012**
Owner/ Manager (Retail)	$65.00	$63.50
Manager/Non Owner (Retail)	$55.00	$60.00
Full time Pharmacist (Retail)	$48.30	$49.00
Part Time Pharmacist (Retail)	$0.00	n/a
Full Time Relief (Retail)	n/a	n/a
Part Time Relief (Retail)	n/a	n/a
Director of Pharmacy (Manager)	n/a	n/a
Assistant Director of Pharmacy (Assistant	n/a	n/a
Staff Pharmacist Full Time (Hospital)	n/a	n/a
Staff Pharmacist Part Time (Hospital)	n/a	44
Average	$50.25	$51.90

Salary

Annual Salary (w/o bonuses)	2010	2012
less than $10,000	0.0%	0.0%
$10,000 - $19,000	0.0%	0.0%
$20,000 - $29,999	0.0%	0.0%
$30,000 - $39,999	0.0%	0.0%
$40,000 - $49,999	0.0%	0.0%
$50,000 - $59,999	0.0%	0.0%
$60,000 - $69,999	5.9%	11.8%
$70,000 - $79,999	0.0%	11.8%
$80,000 - $89,999	17.6%	17.6%
$90,000 - $99,999	35.3%	11.8%
$100,000 - $150,000	35.3%	47.1%
more than $150,000	5.9%	0.0%

Conclusions

The majority of pharmacists are paid hourly in Nova Scotia. Based on the comments of respondents, there is an appetite for the opportunity to receive bonuses based on their performance.

The highest hourly wages continue to be paid in Cape Breton.

Pensions and RRSP Matching Programs are still the number one most desired benefits.

Although the feeling of job security is relatively strong amongst pharmacists, many comments made in the additional comments section indicated that there is growing stress in the workplace amongst the PANS membership

Salaries have continued to increase at normal trending levels.