

The Alberta Pharmacists' Wage Survey Report 2021



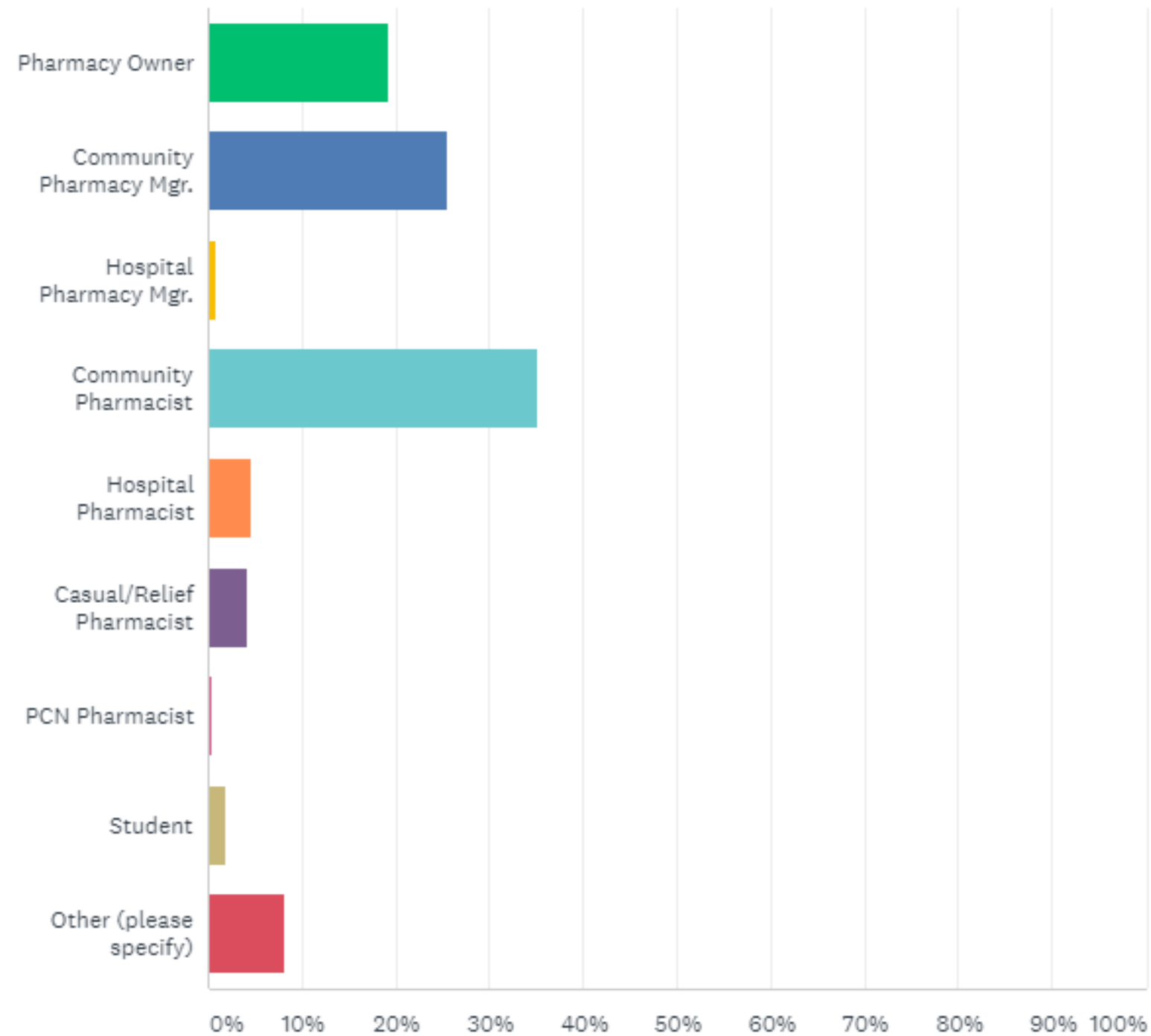
About the 2021 Wage Survey Report



- The Alberta Pharmacists' Association (RxA) is pleased to present the 2021 Wage Survey findings. The survey was open from January to March 2021 and had 265 respondents.
- This survey provides members with a snapshot of compensation and benefits among Alberta pharmacists and management.
- Please note that this is not a survey of employers, nor a report of salary ranges. RxA recommends using a number of sources when evaluating salaries and income levels.
- Please email Kendall.Franklin@rxa.ca with areas you would like to see further data on or other ways to improve the survey.

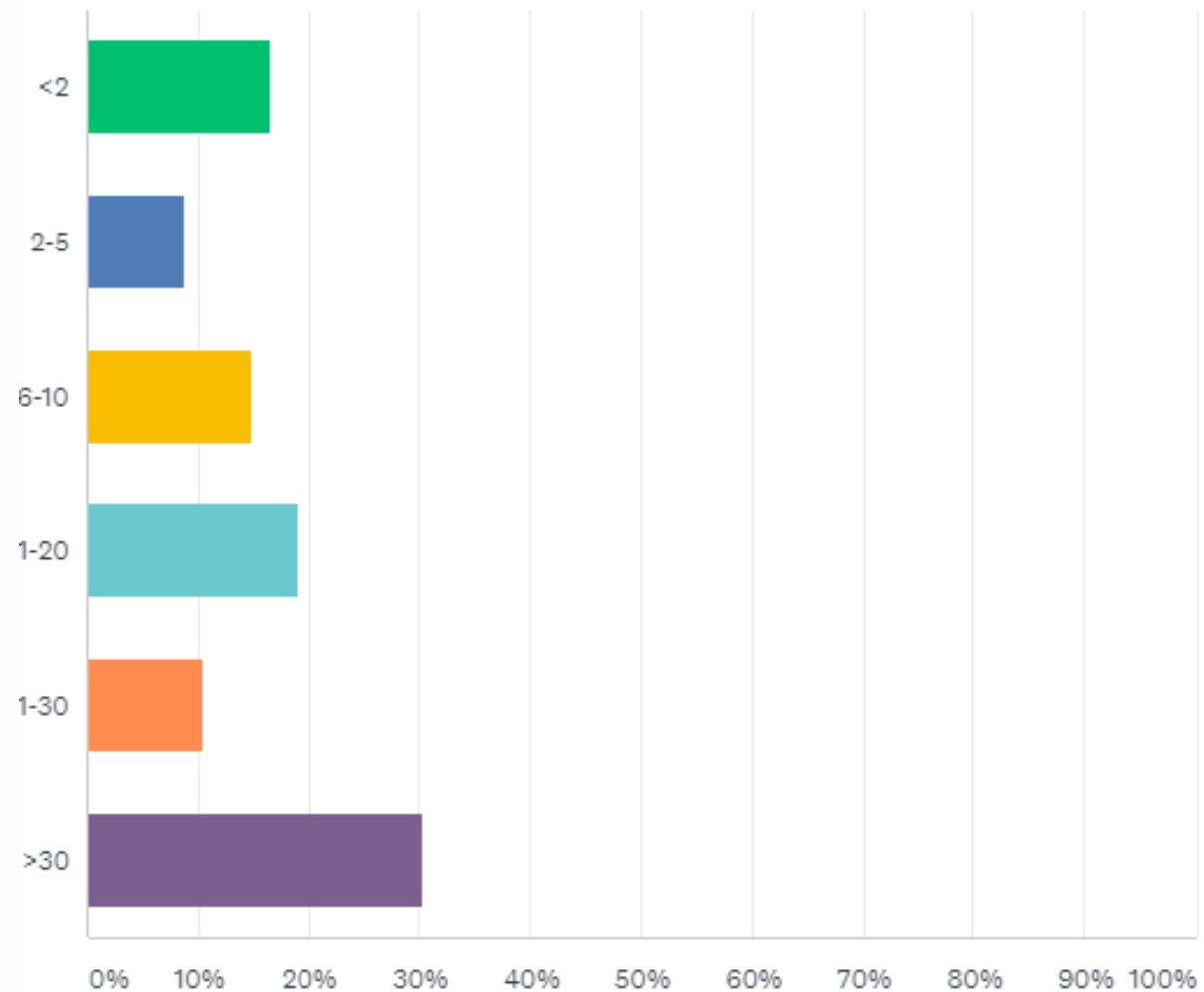


Which best describes your position?

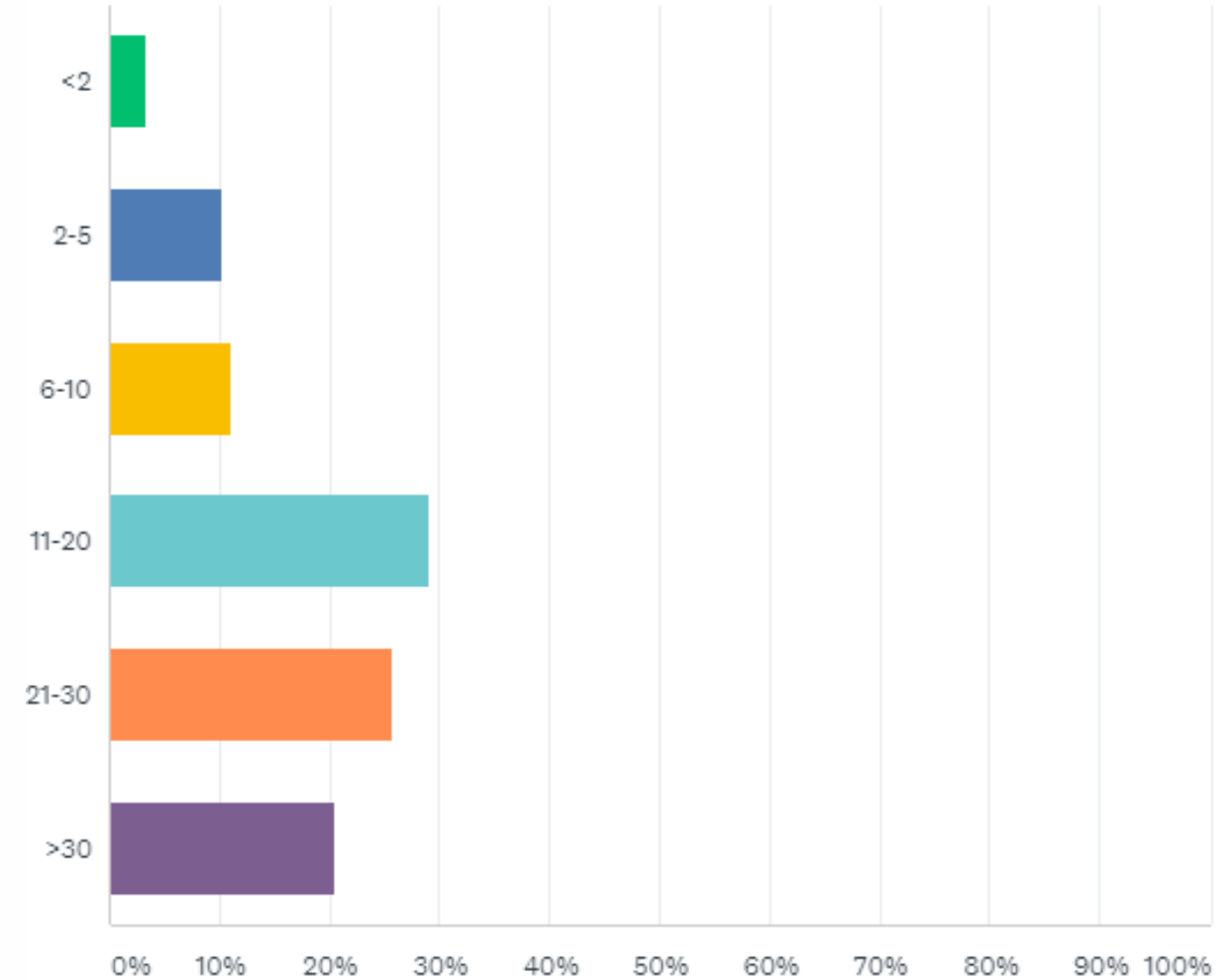


How many years have you been practicing?

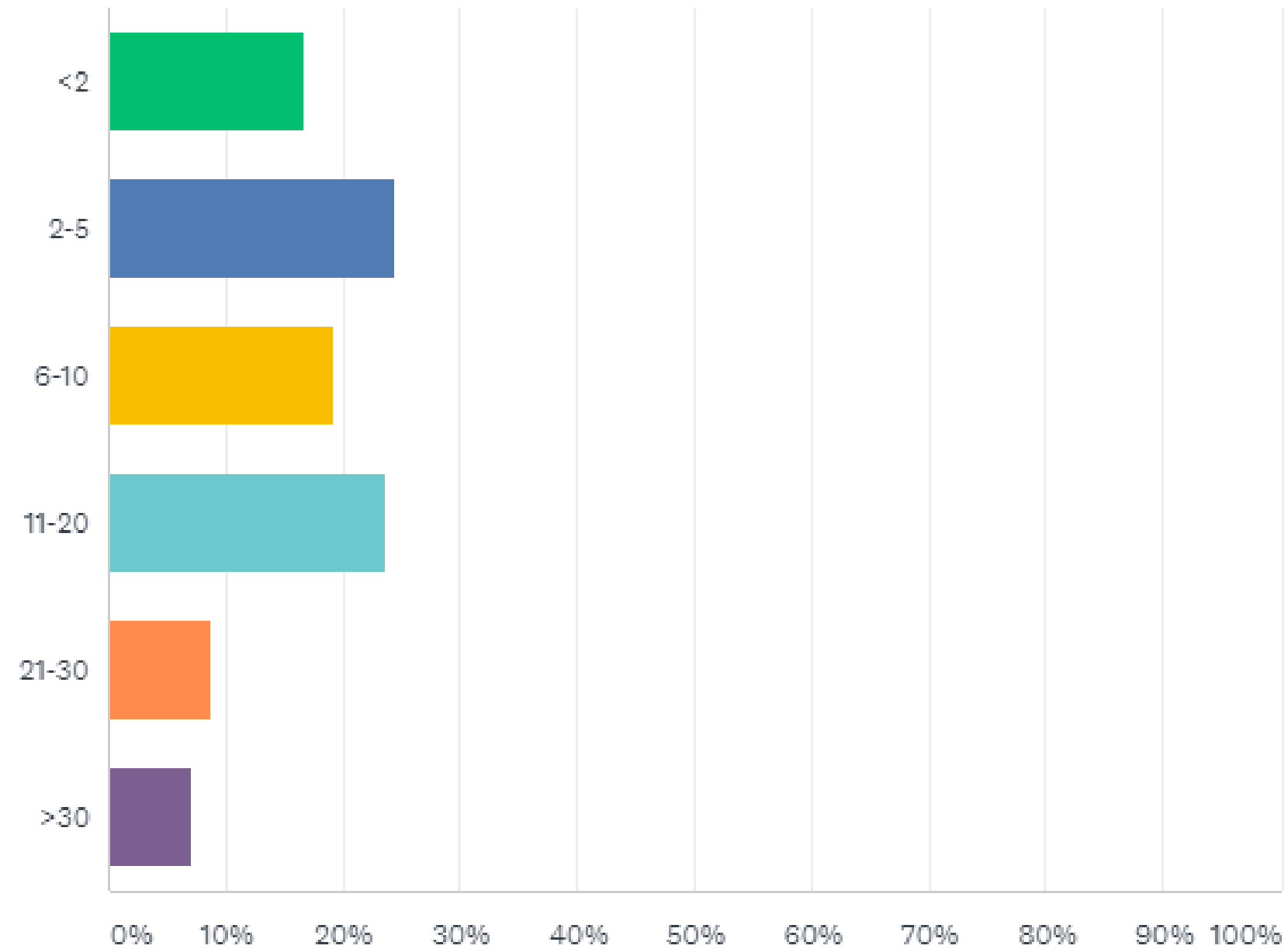
Pharmacist



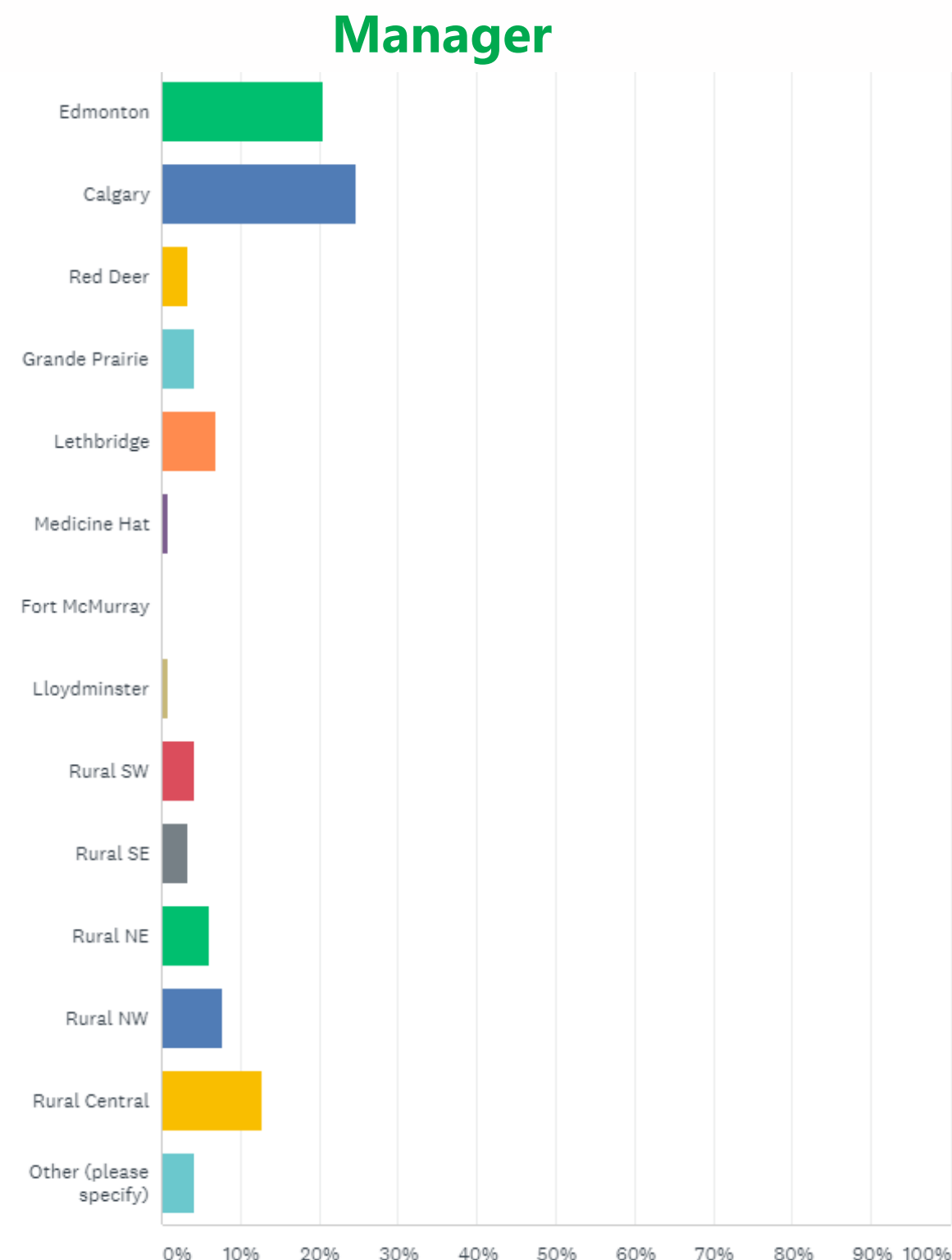
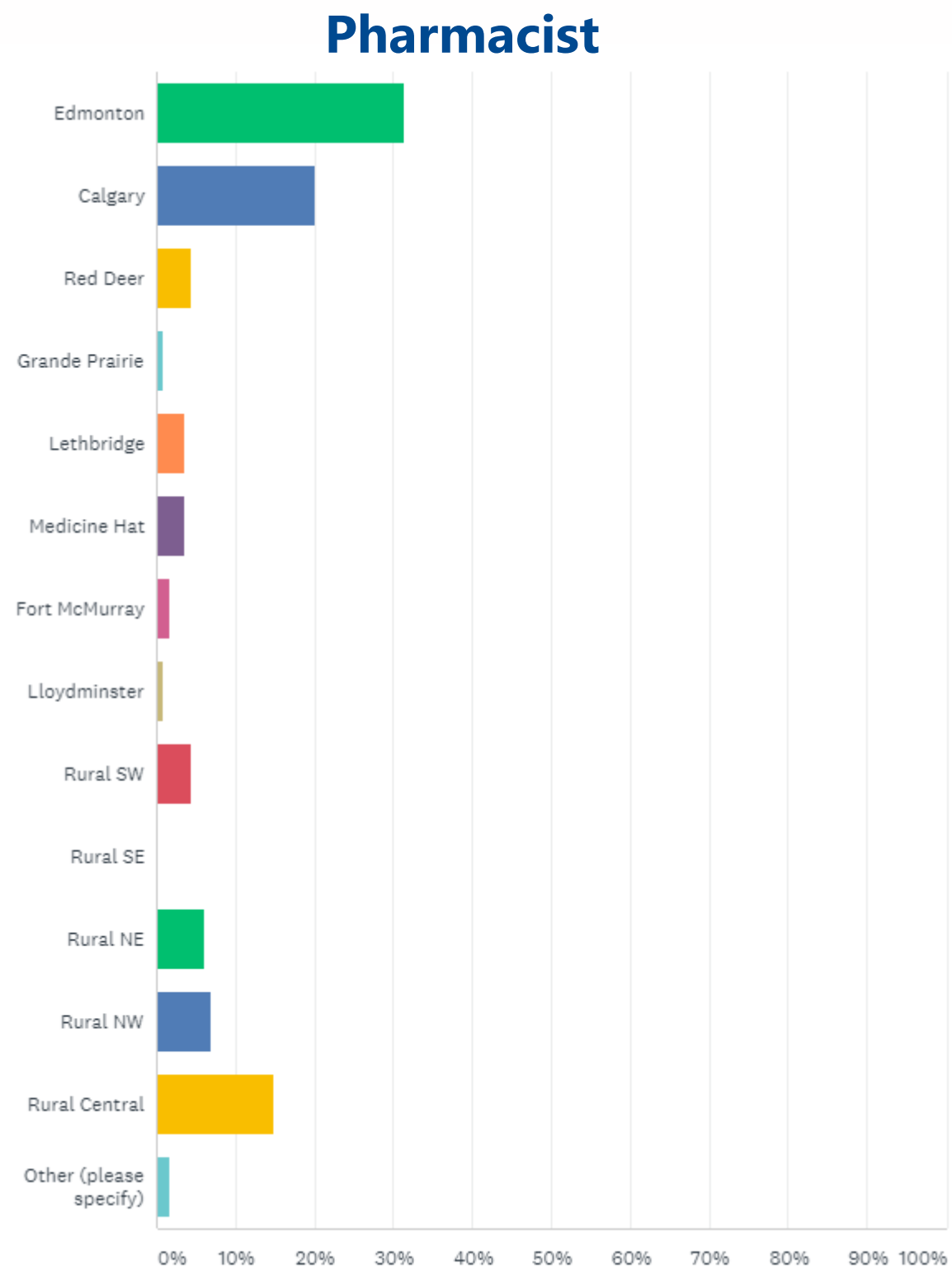
Manager



Manager: How many years have you been the pharmacy licensee in your current location?

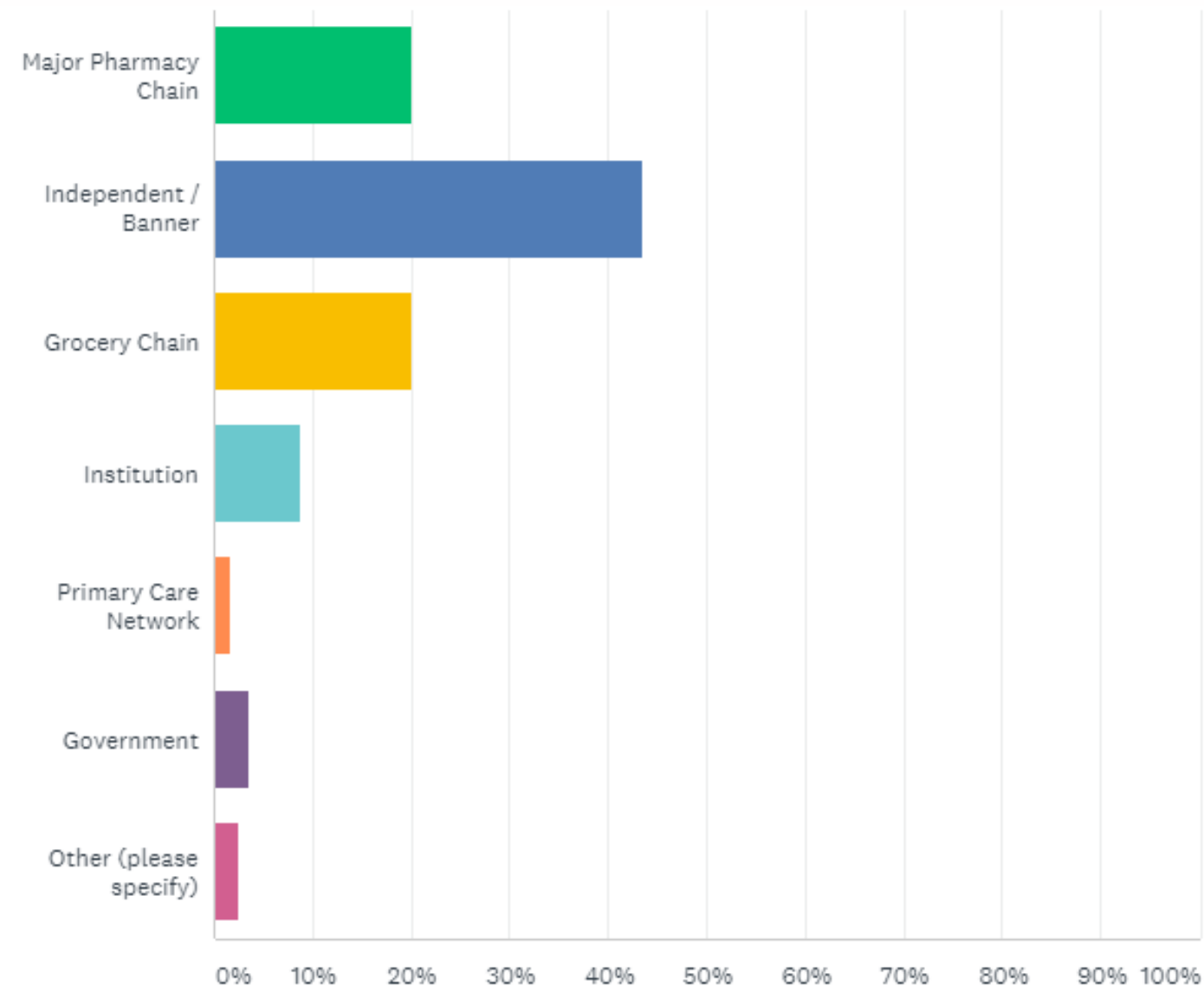


What area of the province do you work in?

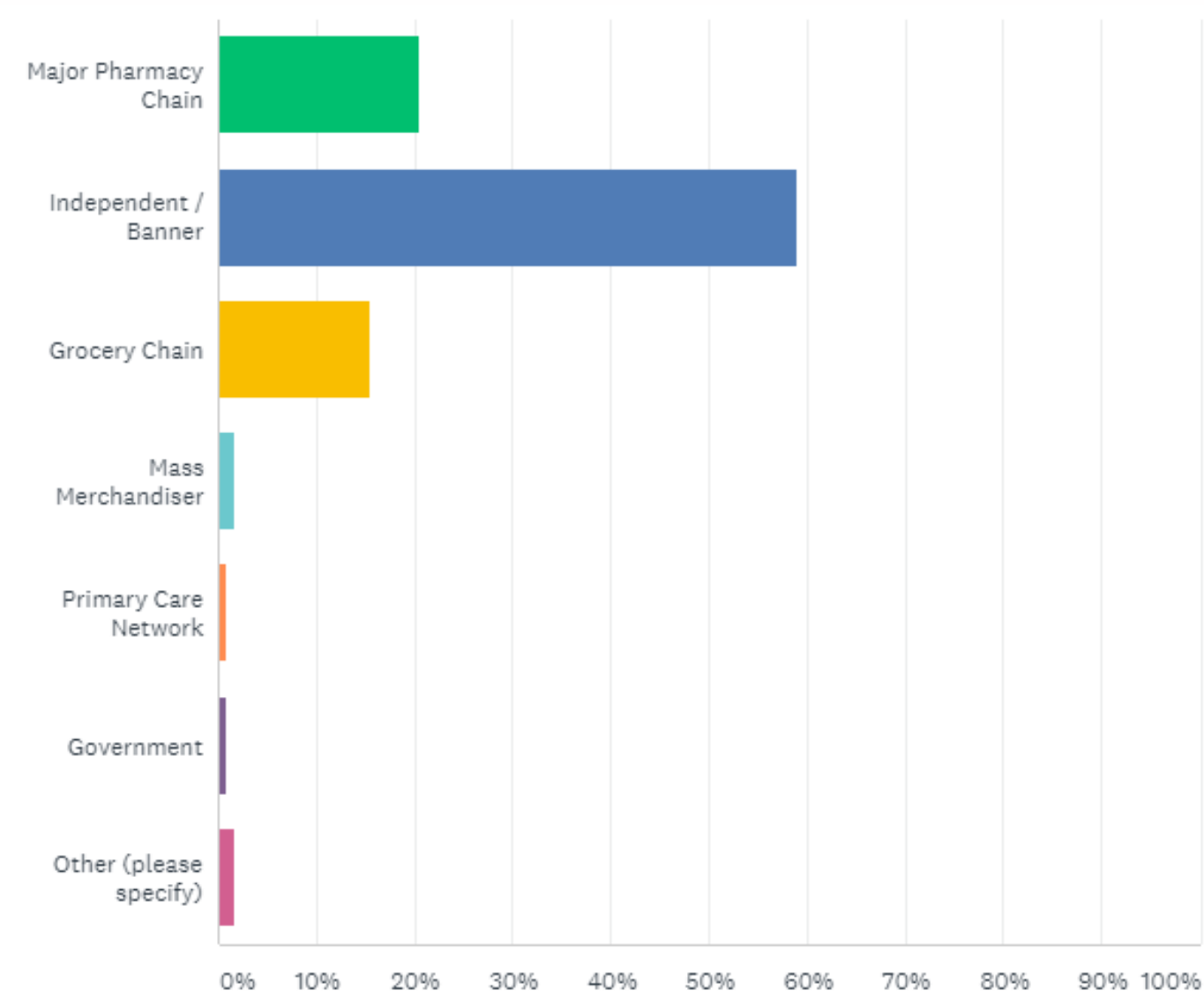


Which best describes your practice area?

Pharmacist

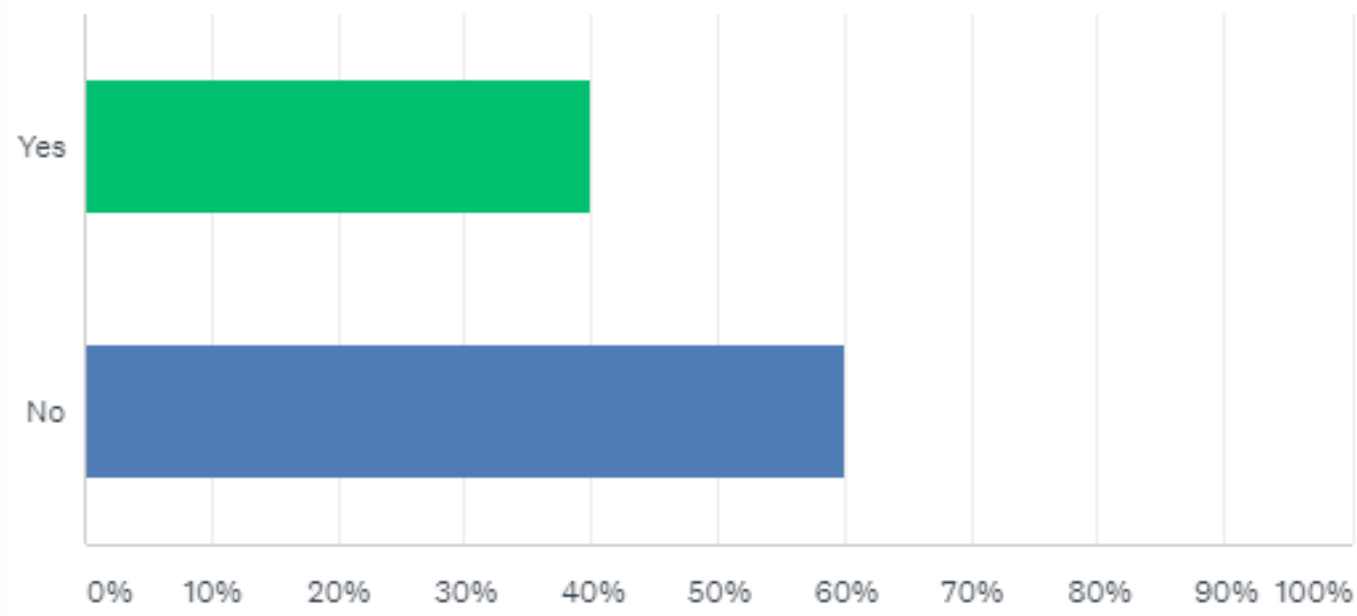


Manager

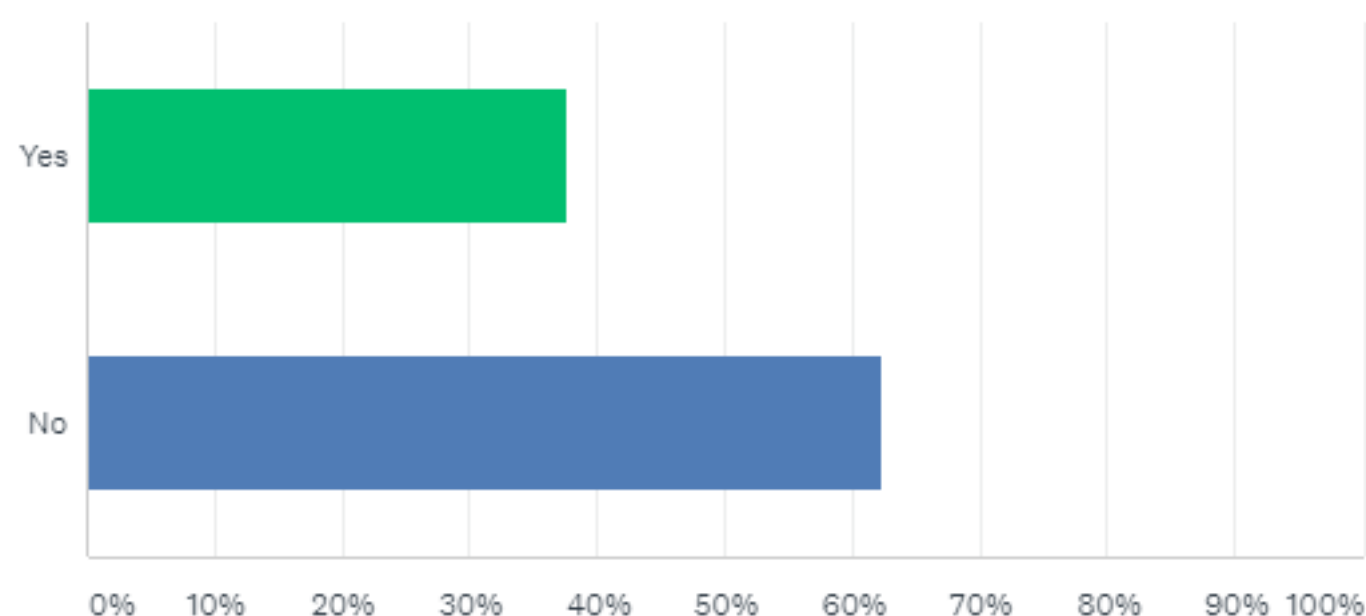


Have you achieved any special designations within your practice area (e.g., Certified Diabetes Educator)?

Pharmacist

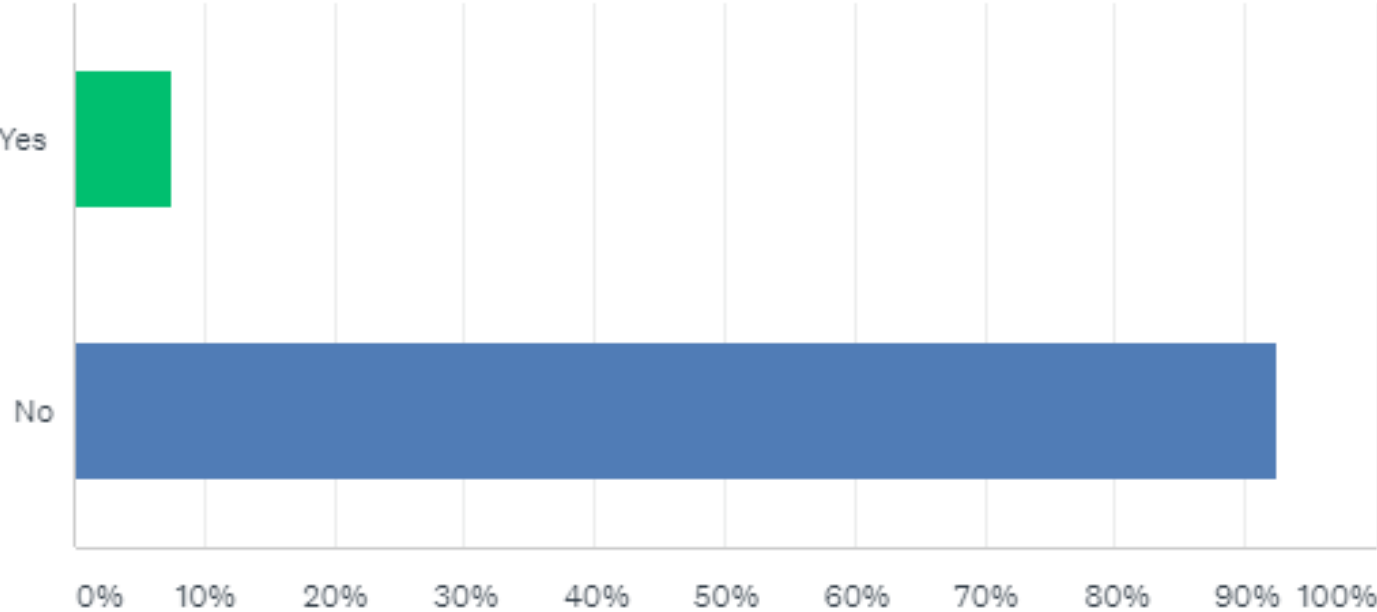


Manager

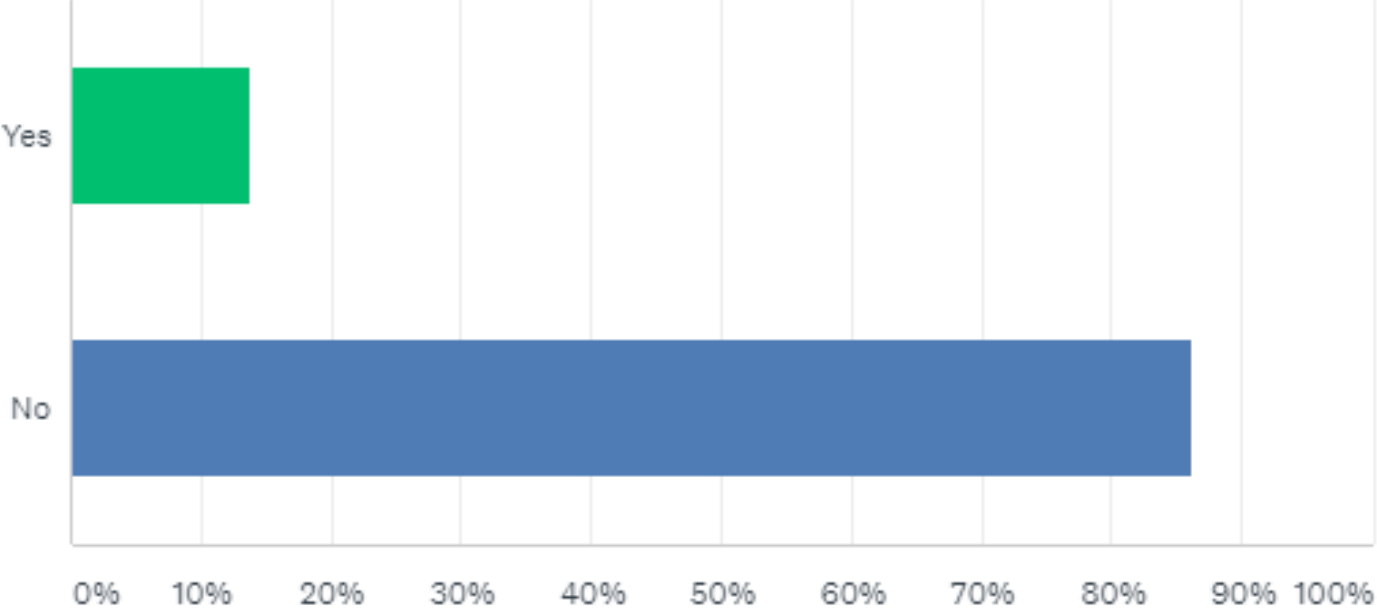


If yes, has attaining these designations resulted in your receiving a higher salary?

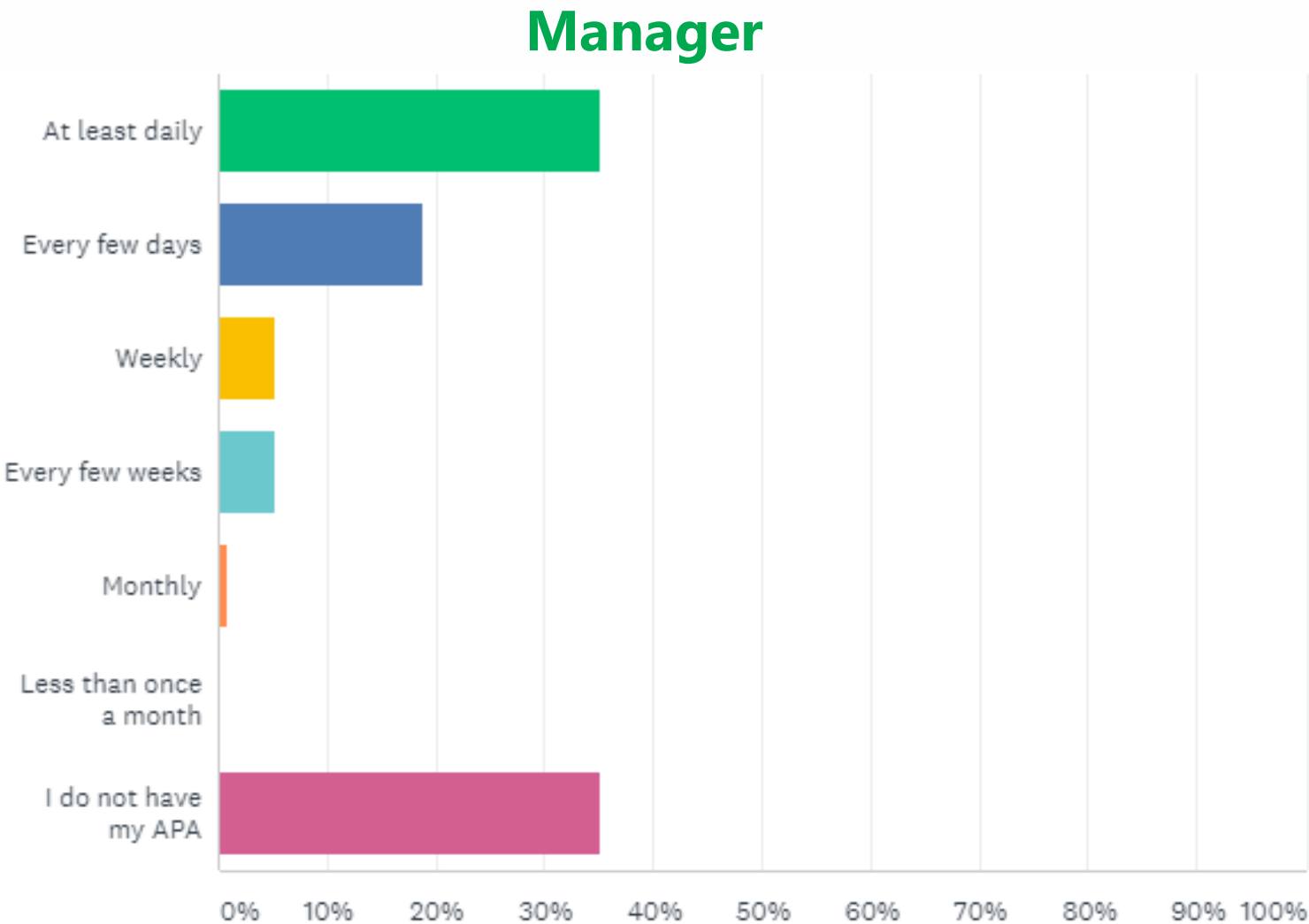
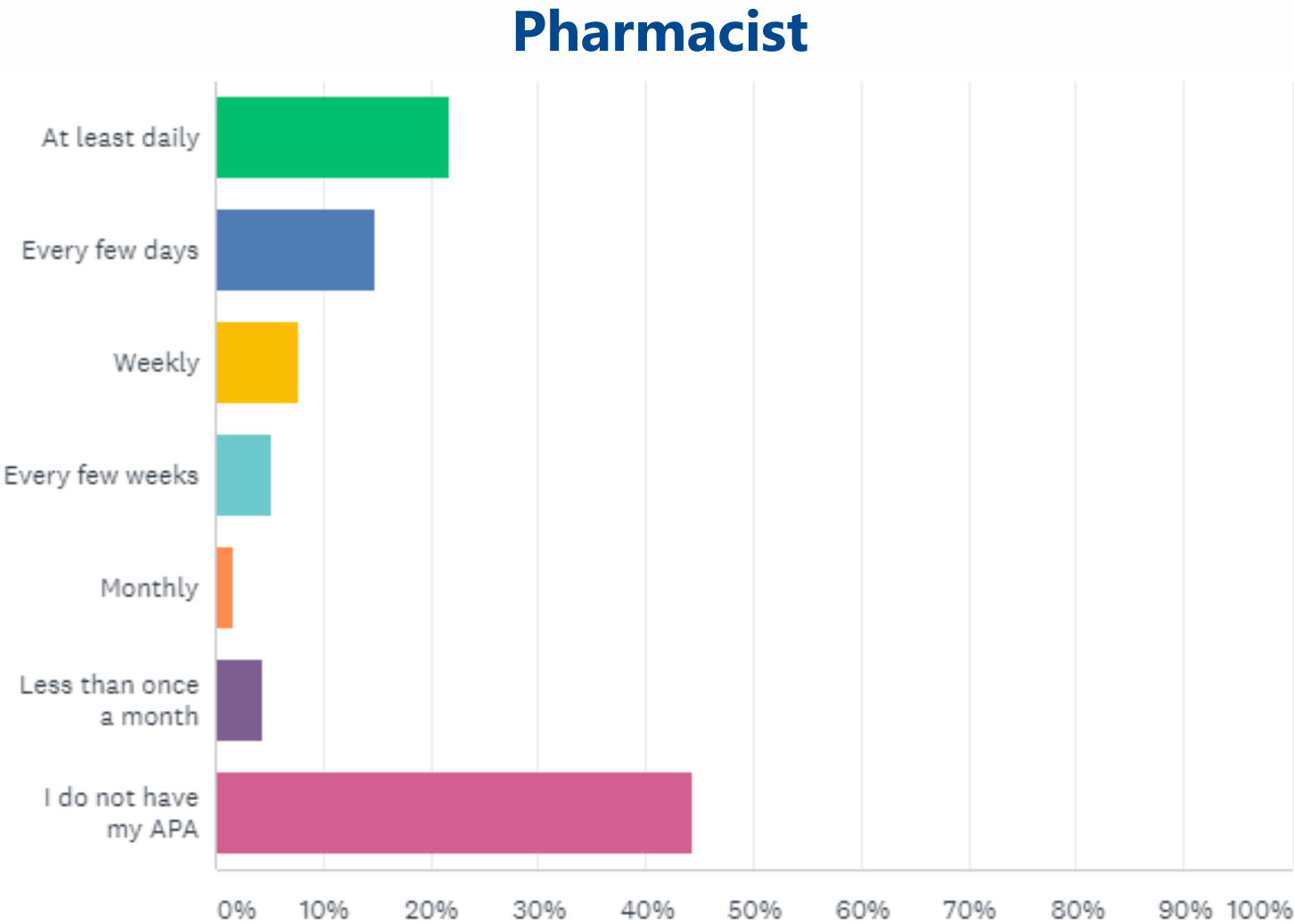
Pharmacist



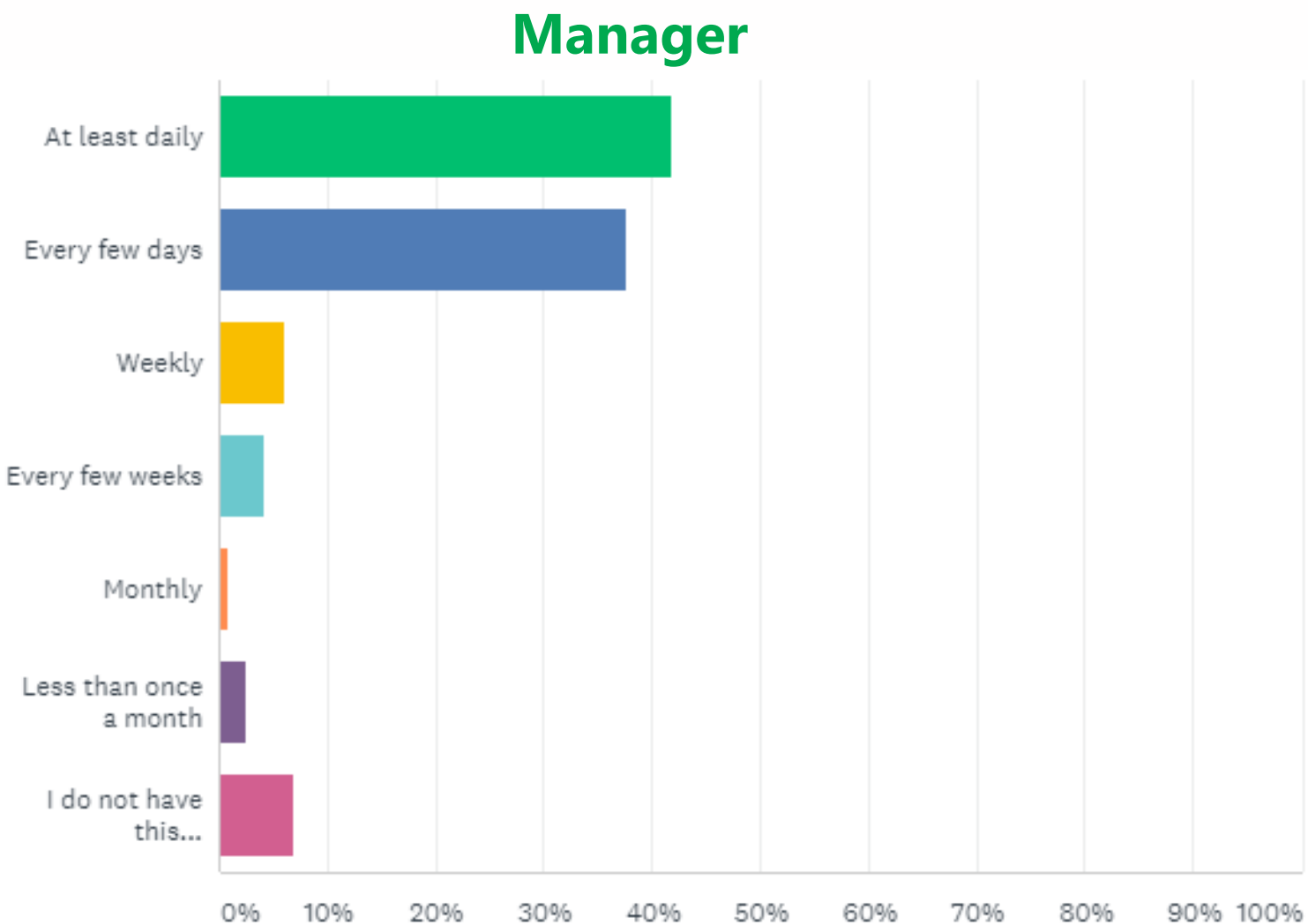
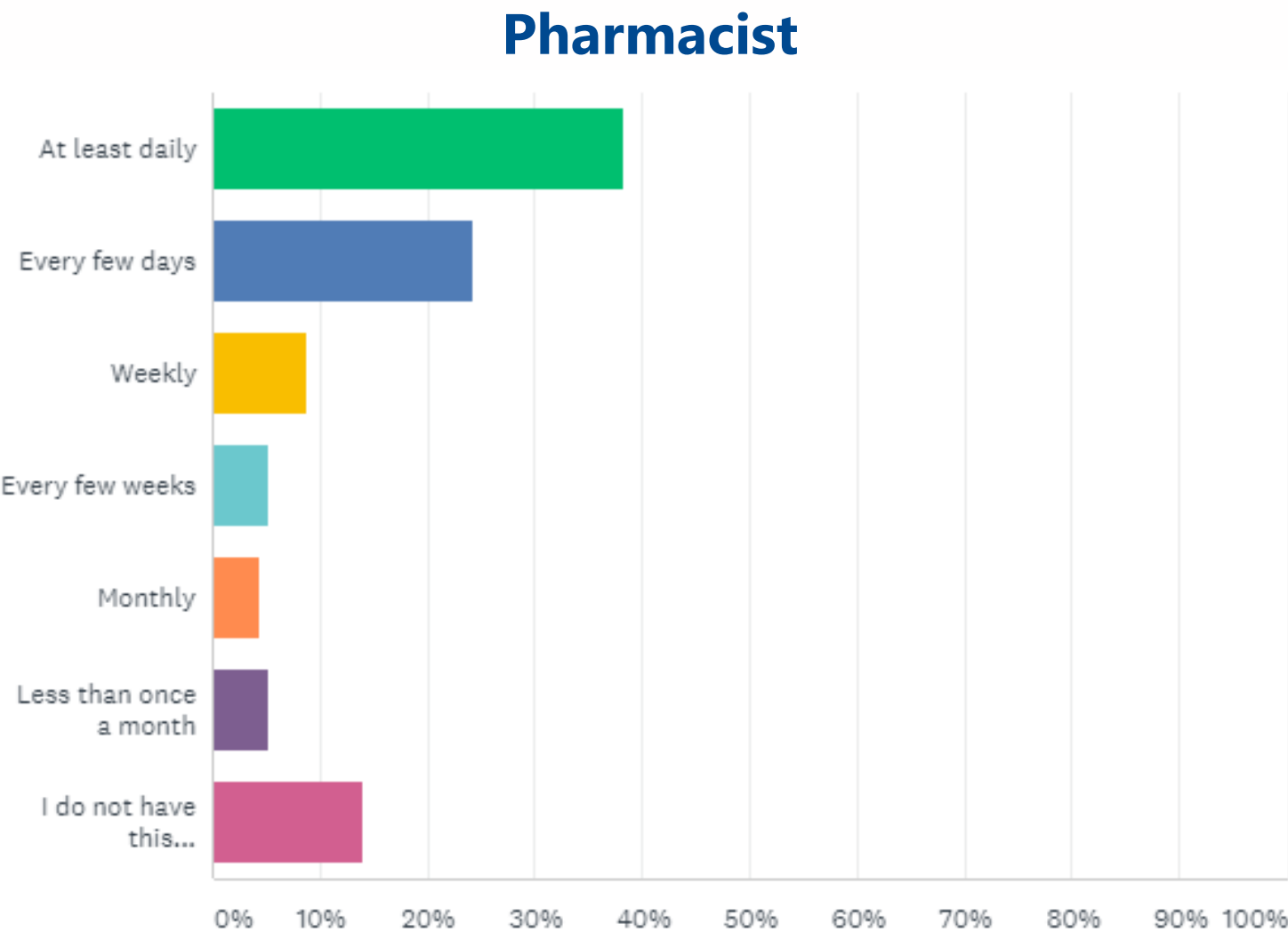
Manager



How often do you use your additional prescribing authority?



How frequently do you use your authority to administer medications by injection?



Hourly wage summary

Overall average (\$ per hour)			
2021	2017	2015	2013
53.68	52.60	52.93	53.30

Overall average includes all pharmacist responding to this survey in all practice areas.

Average by type of practice (\$ per hour)				
	2021	2017	2015	2013
Major Pharmacy Chain (e.g., Rexall, Shoppers)	52.95	49.40	53.01	51.68
Independent/Banner (e.g., IDA, Guardian)	53.18	51.77	51.36	50.02
Grocery Chain (e.g., Safeway, Save-On)	52.62	50.96	52.11	50.41
Mass Merchandiser (e.g., Walmart)	61.50	54.99	55.50	54.53
Hospital	57.95	54.35	52.81	58.20



Hourly wage summary

Average by position type (\$ per hour)				
	2021	2017	2015	2013
Community Pharmacy Manager	57.39	54.51	54.72	52.12
Community Pharmacist	50.93	50.69	49.86	48.85
Hospital Pharmacist	57.95	54.35	52.81	58.20

Average by years of experience (\$ per hour)				
	2021	2017	2015	2013
Less than 2 years	47.07	48.87	58.44	49.29
2 to 5 years	53.23	50.52	52.72	51.05
6 to 10 years	52.79	50.14	50.27	50.92
11 to 20 years	53.58	55.36	52.44	52.98
21 or more years	55.11	52.03	51.58	52.14



Hourly wage summary

Average by distribution of responses (\$ per hour)				
	2021	2017	2015	2013
Edmonton	50.42	50.75	52.83	50.5
Calgary	51.43	50.67	50.97	51.02
Red Deer	58.15	53.37	56.56	54.82
Grande Prairie	64.67	N/A	N/A	N/A
Lethbridge	54.87	55.88	51.74	49.35
Medicine Hat	52.82	56.67	58.25	51.30
Fort McMurray	57.00	N/A	N/A	N/A
Lloydminster	58.50	N/A	N/A	N/A
Rural SW	54.45	54.27	N/A	N/A
Rural SE	50.13	54.07	N/A	N/A
Rural NW	56.50	56.93	54.97	53.48
Rural NE	53.68	56.33	51.47	54.45
Rural Central	55.43	N/A	52.59	53.61



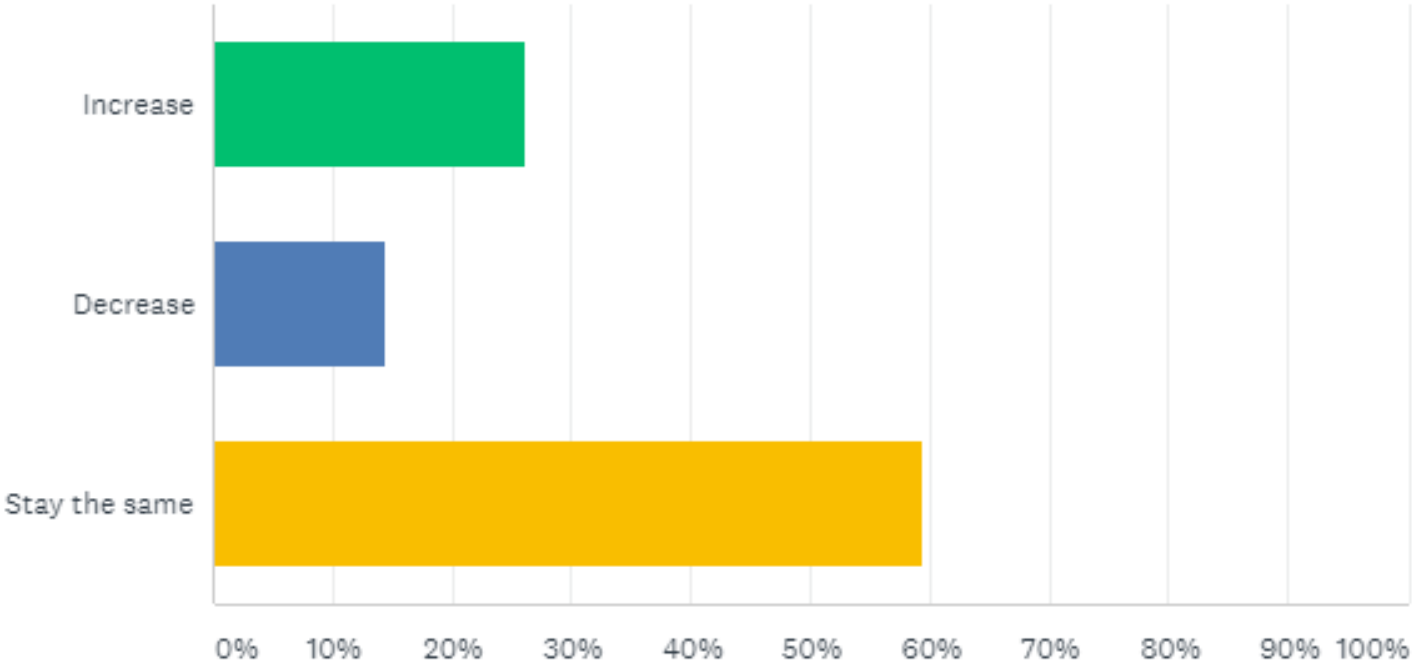
Last wage increase summary

Average by position type (\$ per hour)				
	2021	2017	2015	2013
Community Pharmacy Manager	1.40	0.79	2.25	0.82
Community Pharmacist	1.77	1.17	1.09	0.81
Hospital Pharmacist	1.73	0.66	1.48	1.29

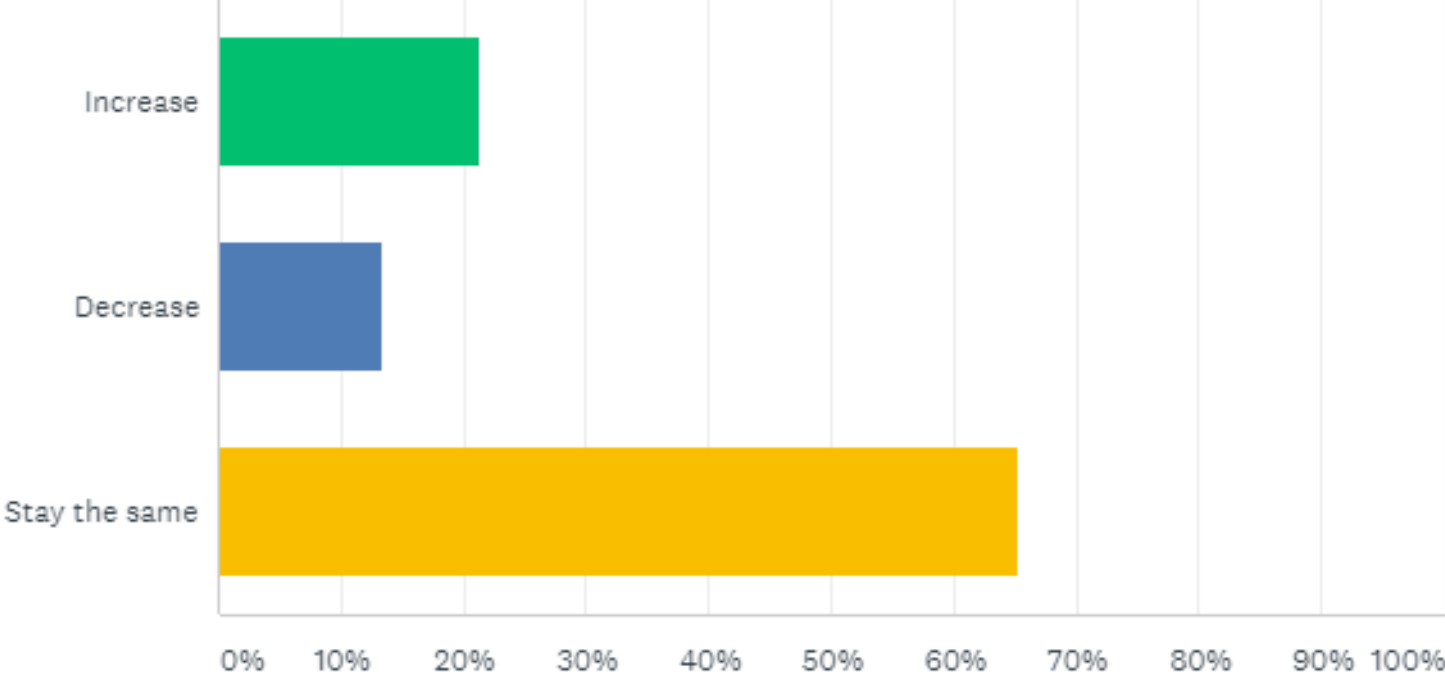


Pharmacy practice and economics are shifting across the country; do you expect your wage to:

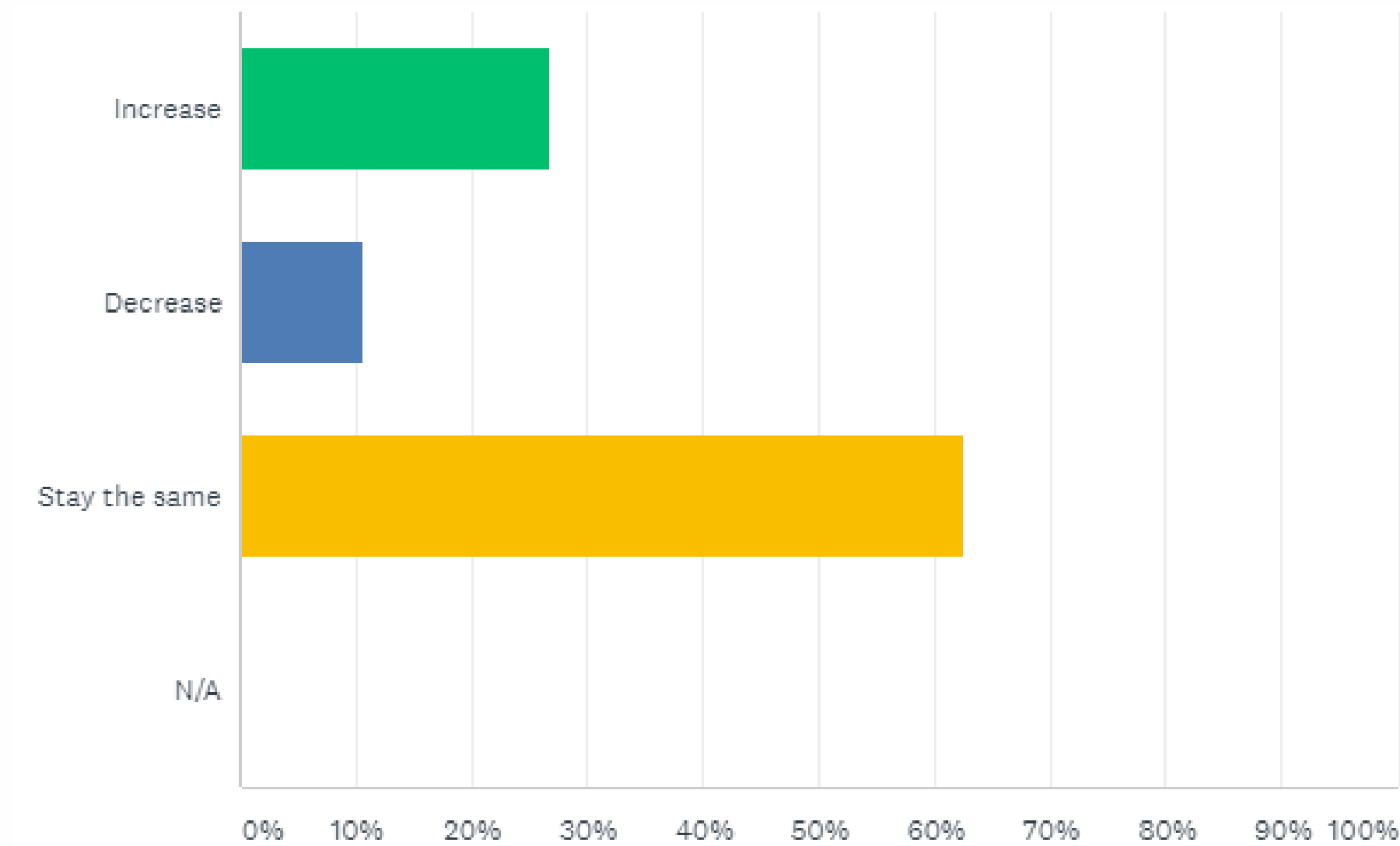
Pharmacist



Manager

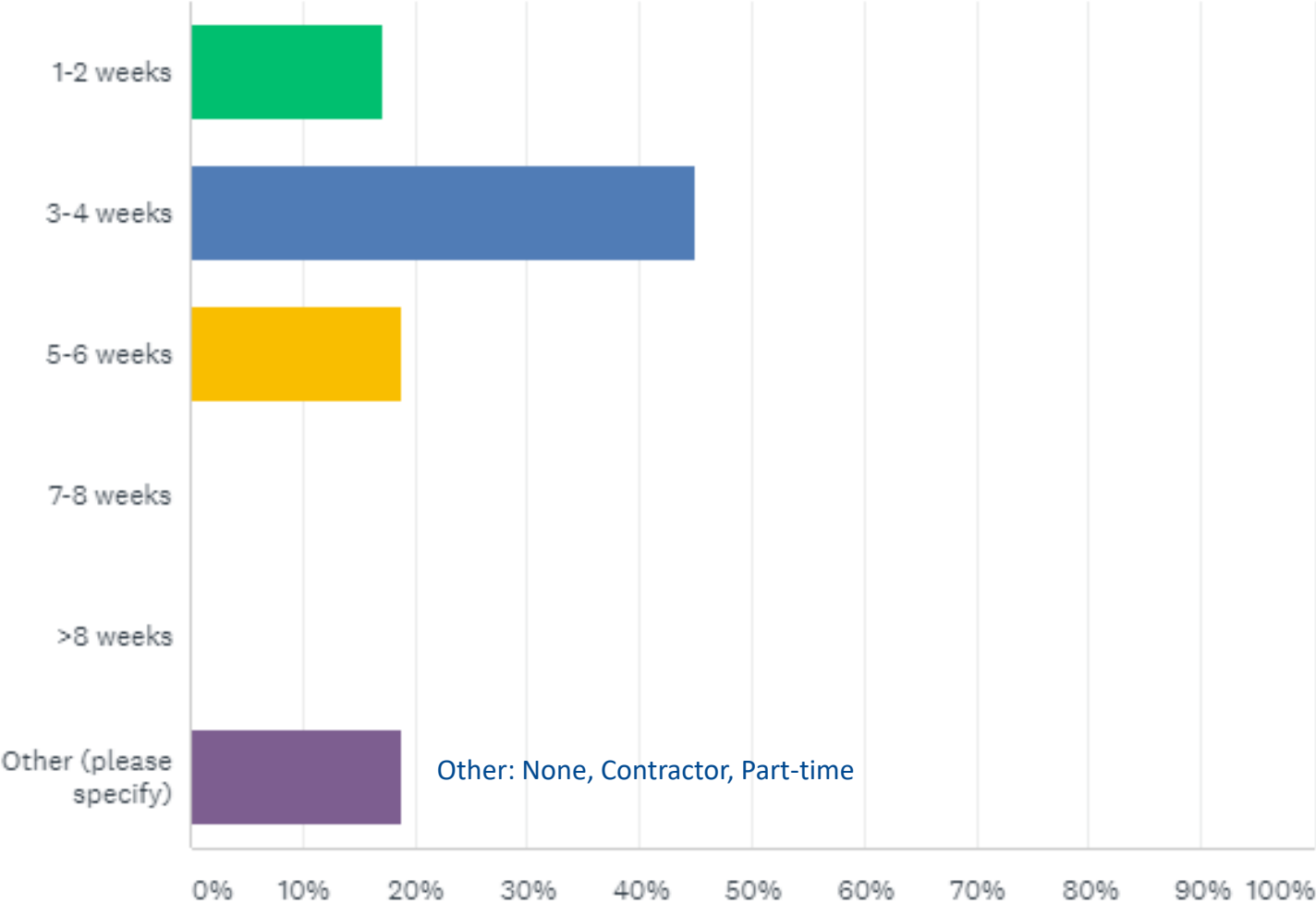


Manager: Pharmacy practice and economics are shifting across the country. Do you expect your staff wages to:

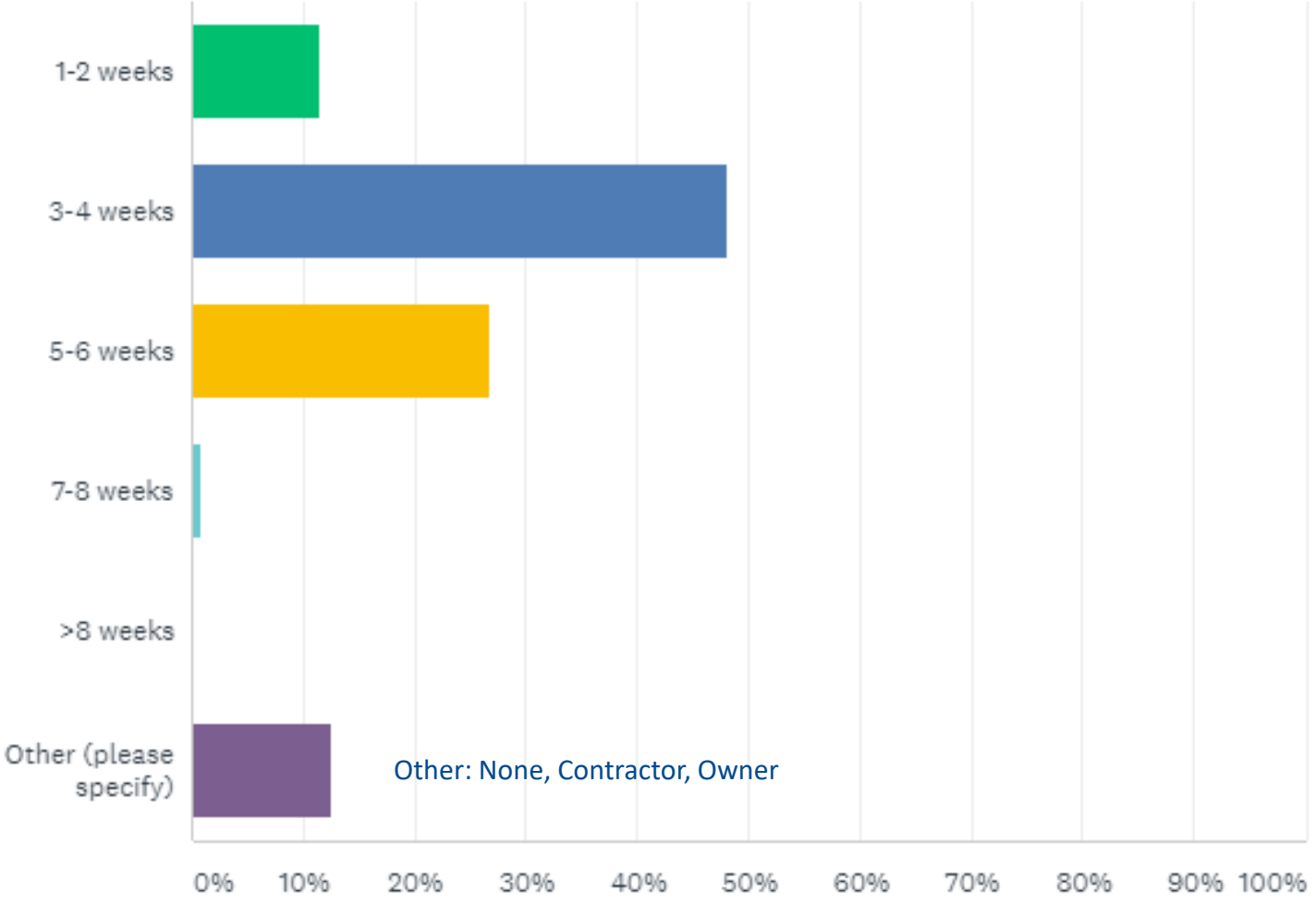


How many weeks of paid vacation do you receive?

Pharmacist

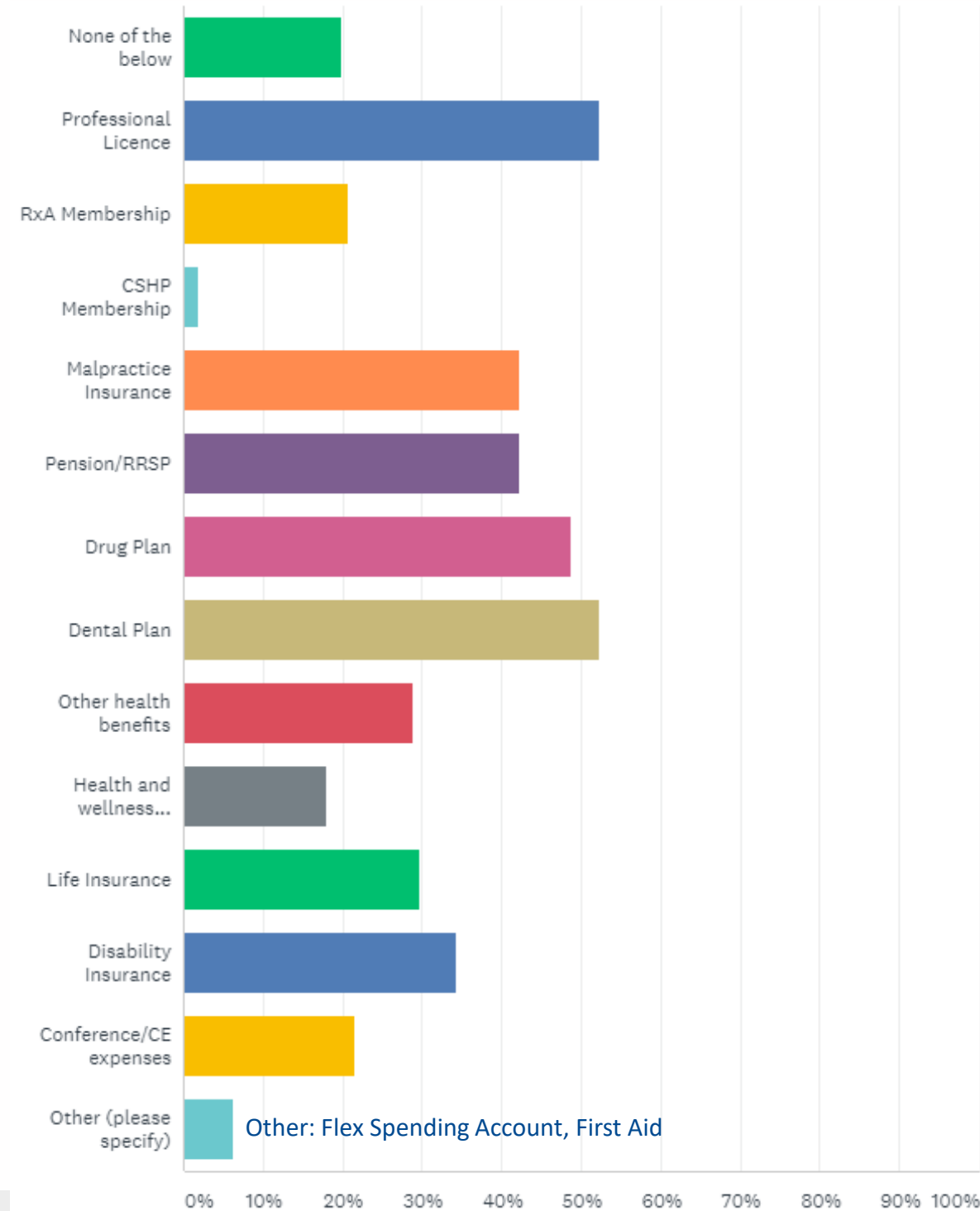


Manager

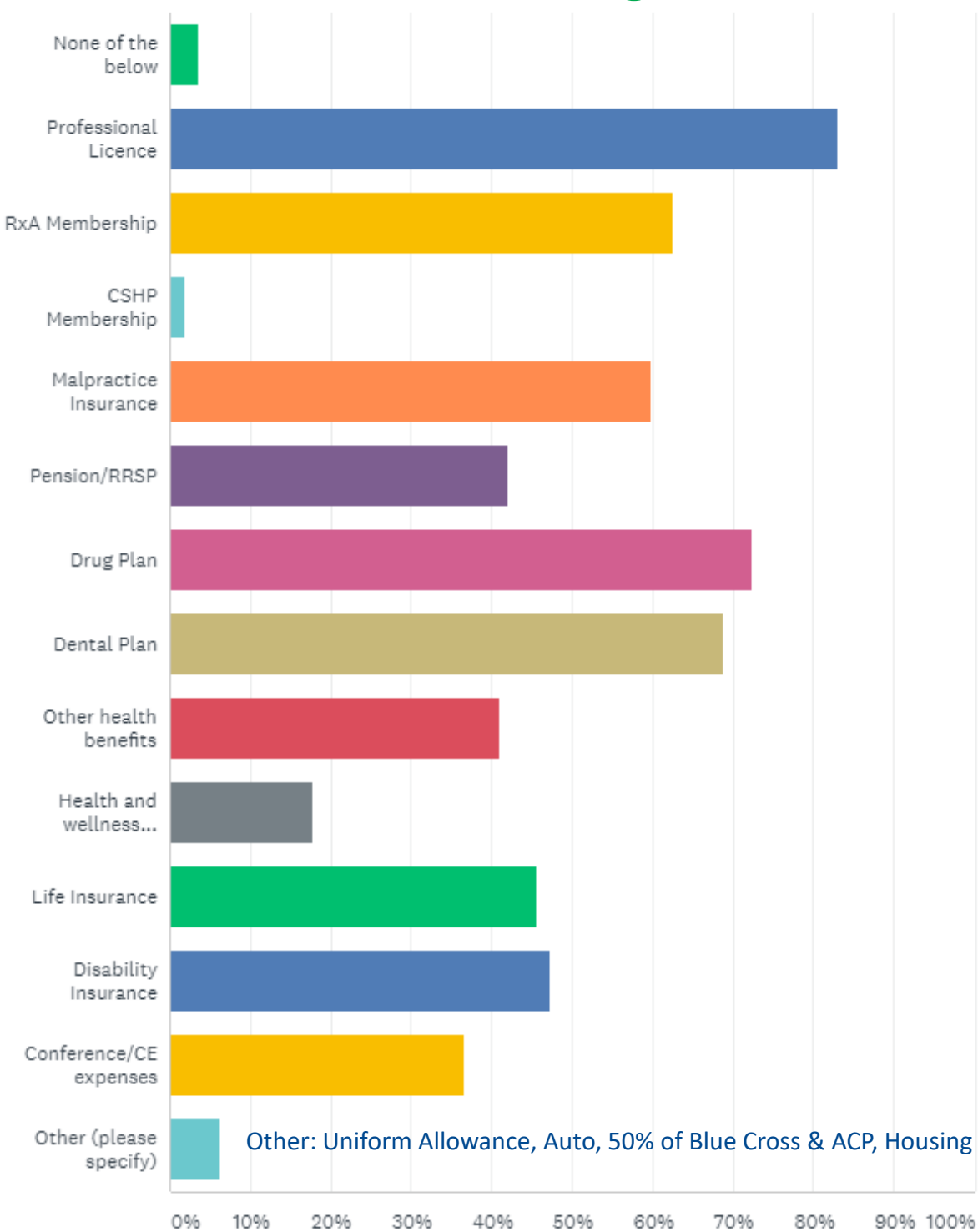


Please indicate if you receive any of the following paid benefits:

Pharmacist

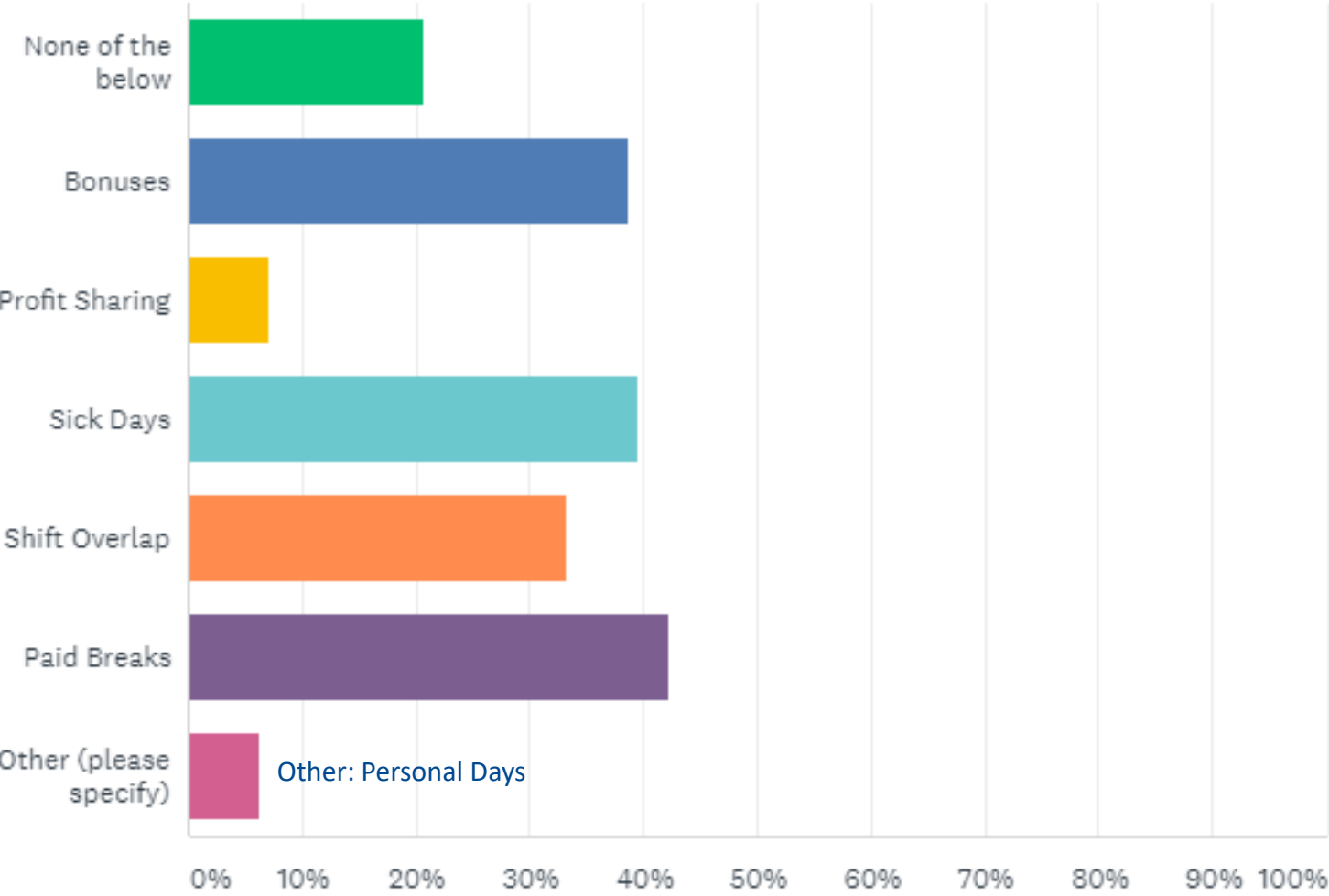


Manager

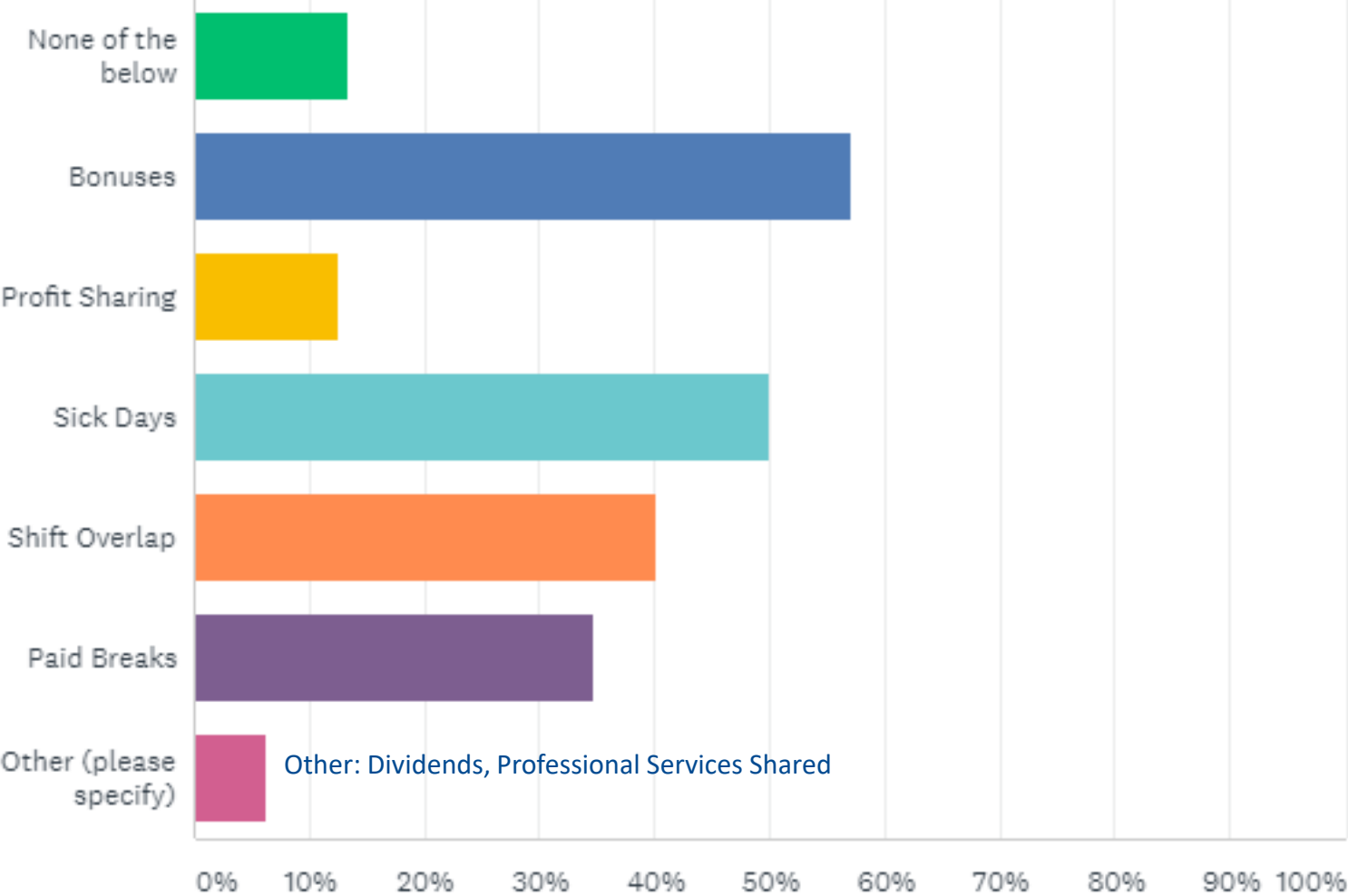


Does your employer provide?

Pharmacist

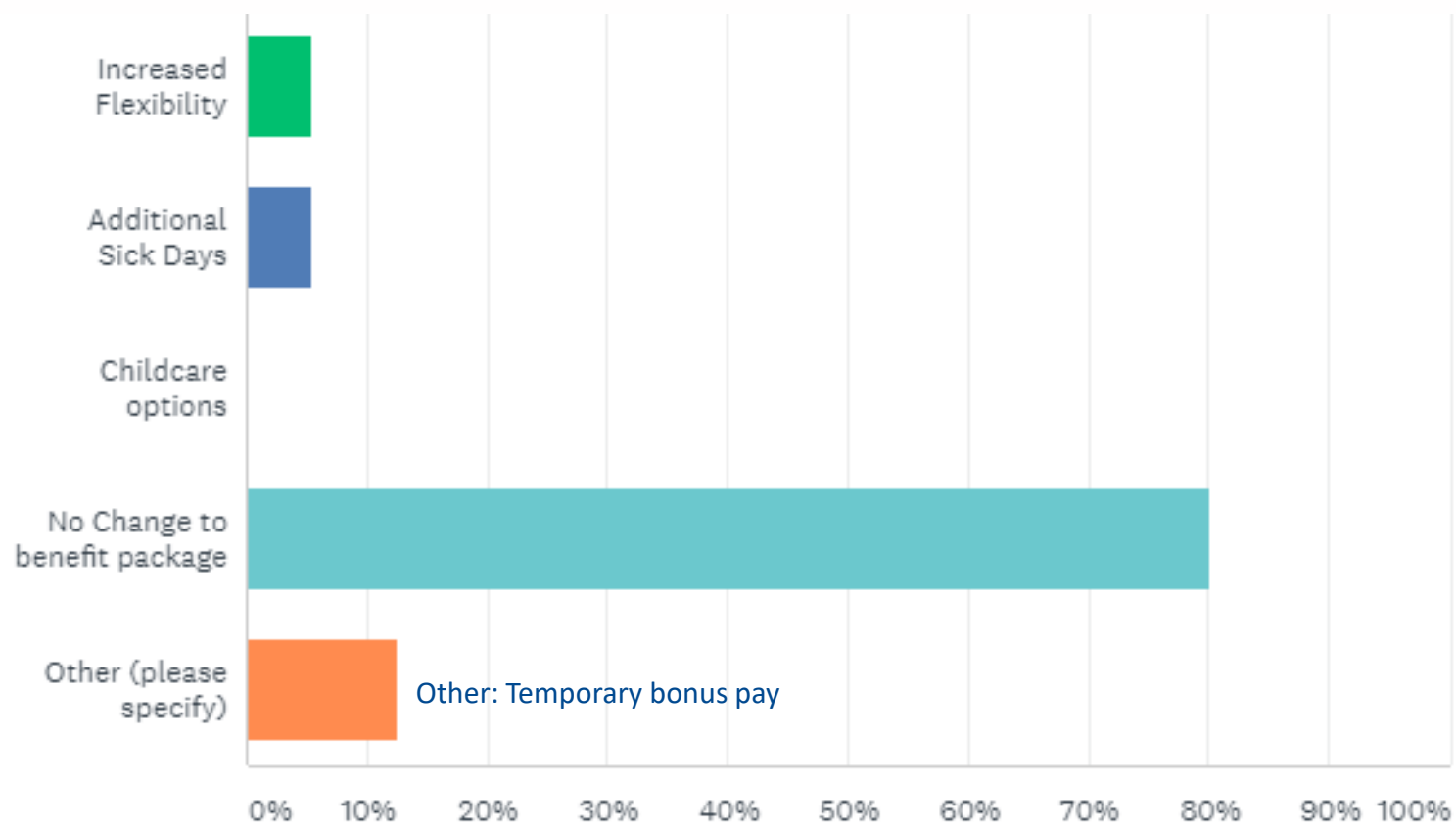


Manager

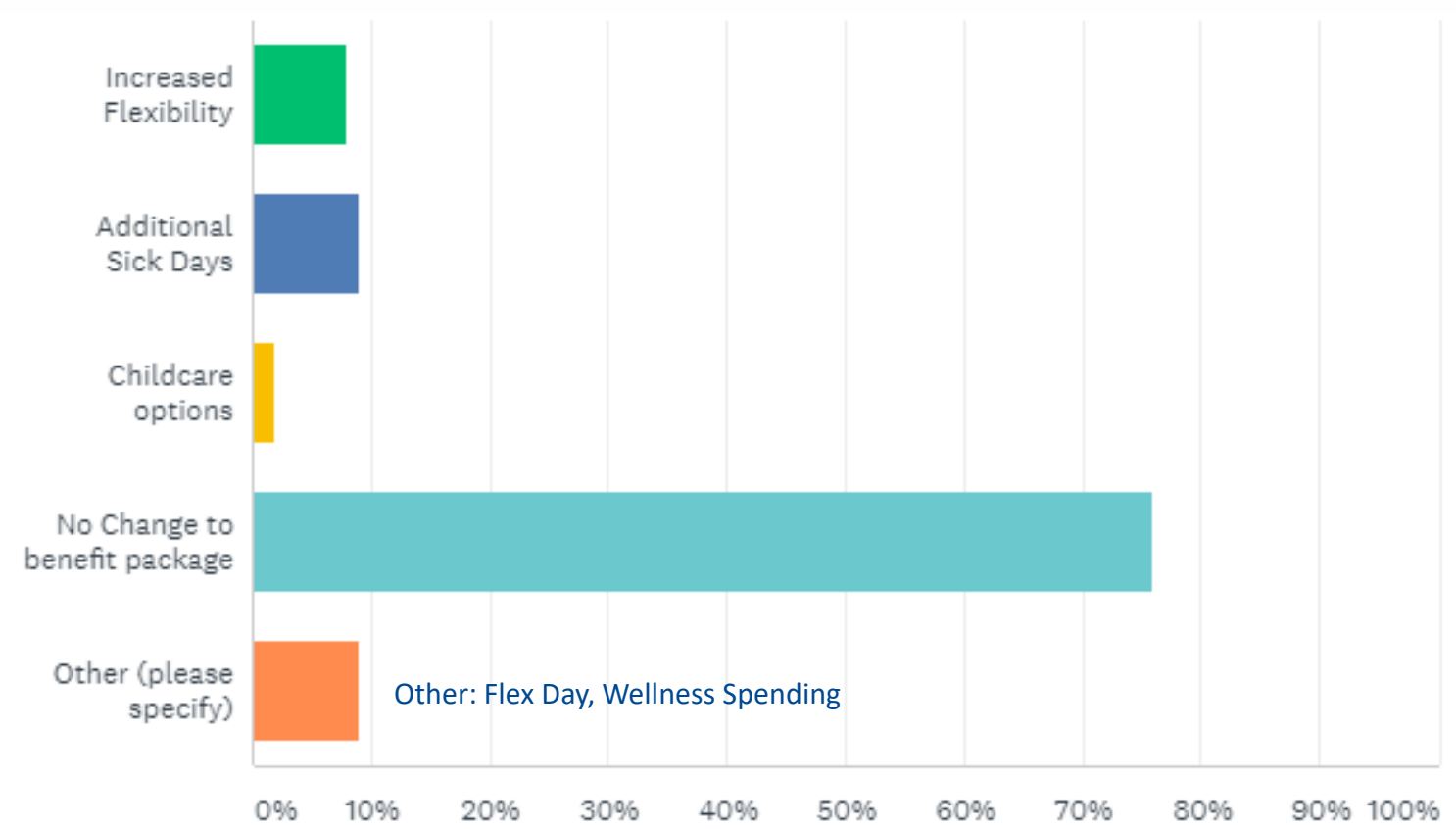


Has your benefit package changed to support you better during COVID-19?

Pharmacist

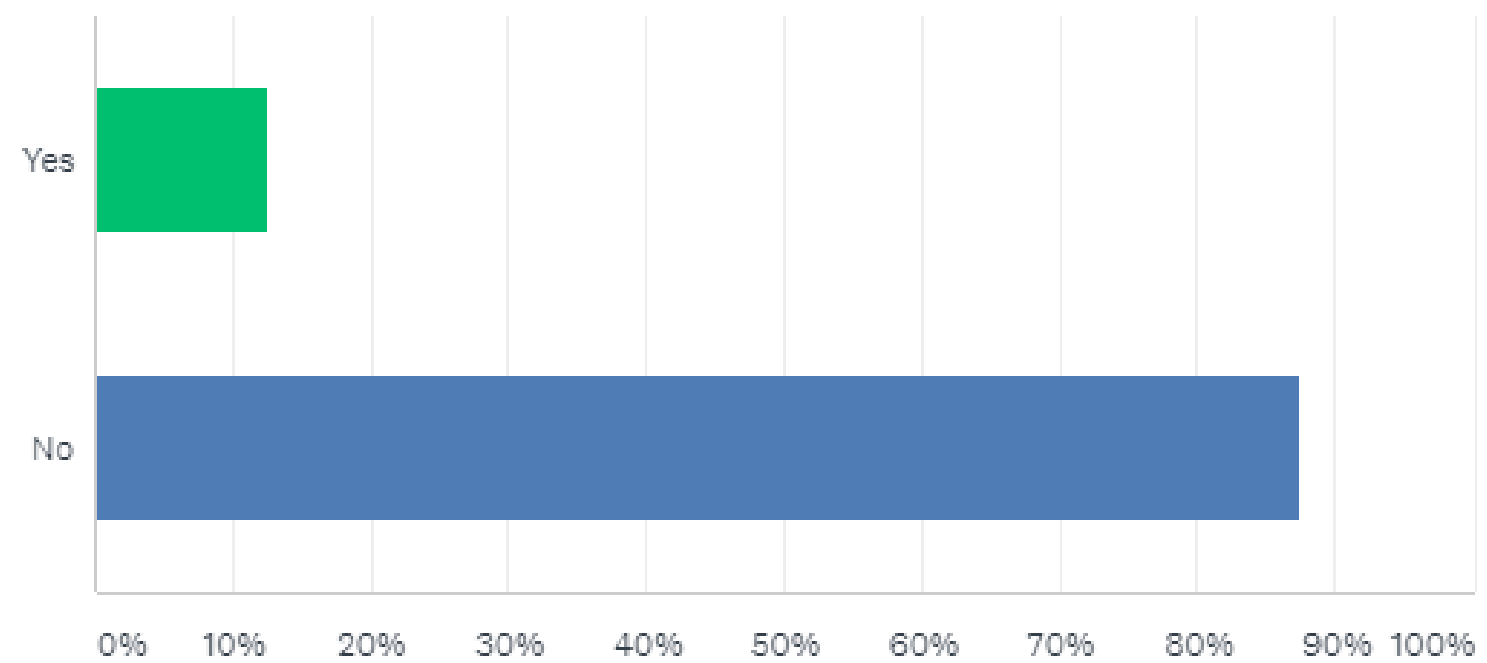


Manager

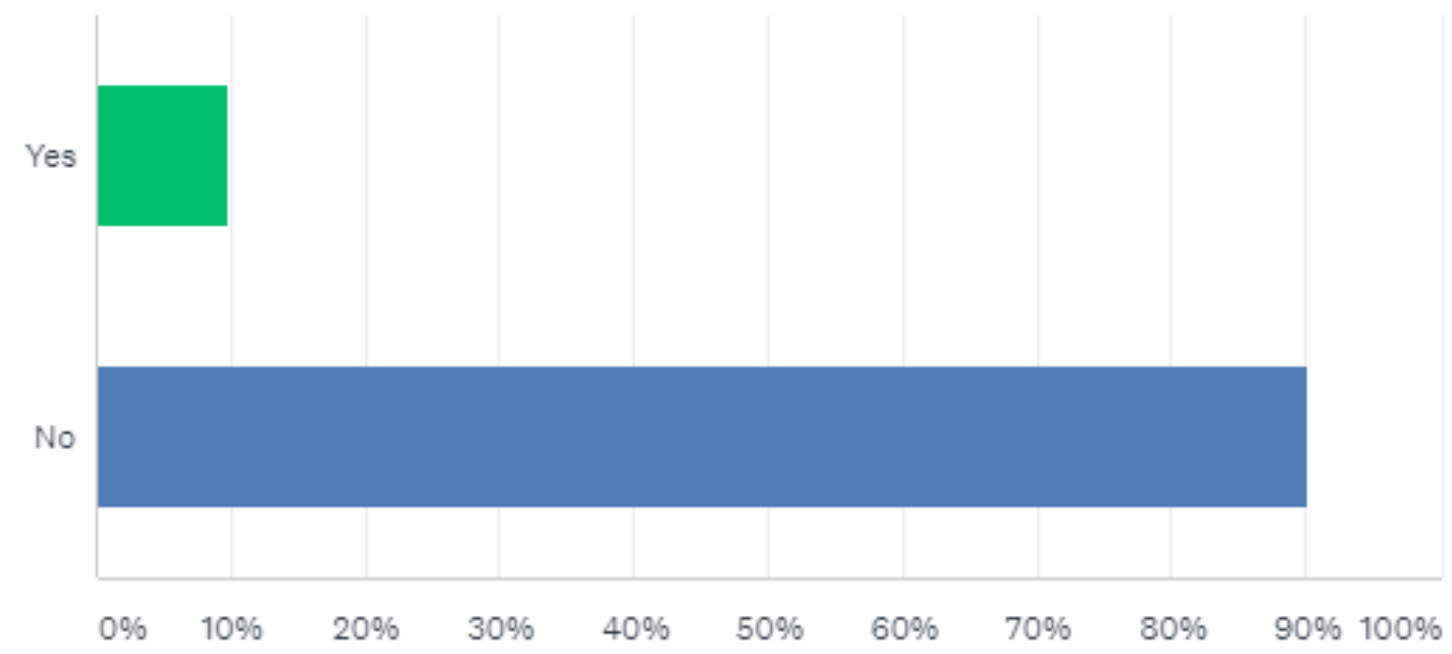


Do you receive Shift Differential (e.g., Increased wage for working nights, weekends and/or holidays)?

Pharmacist

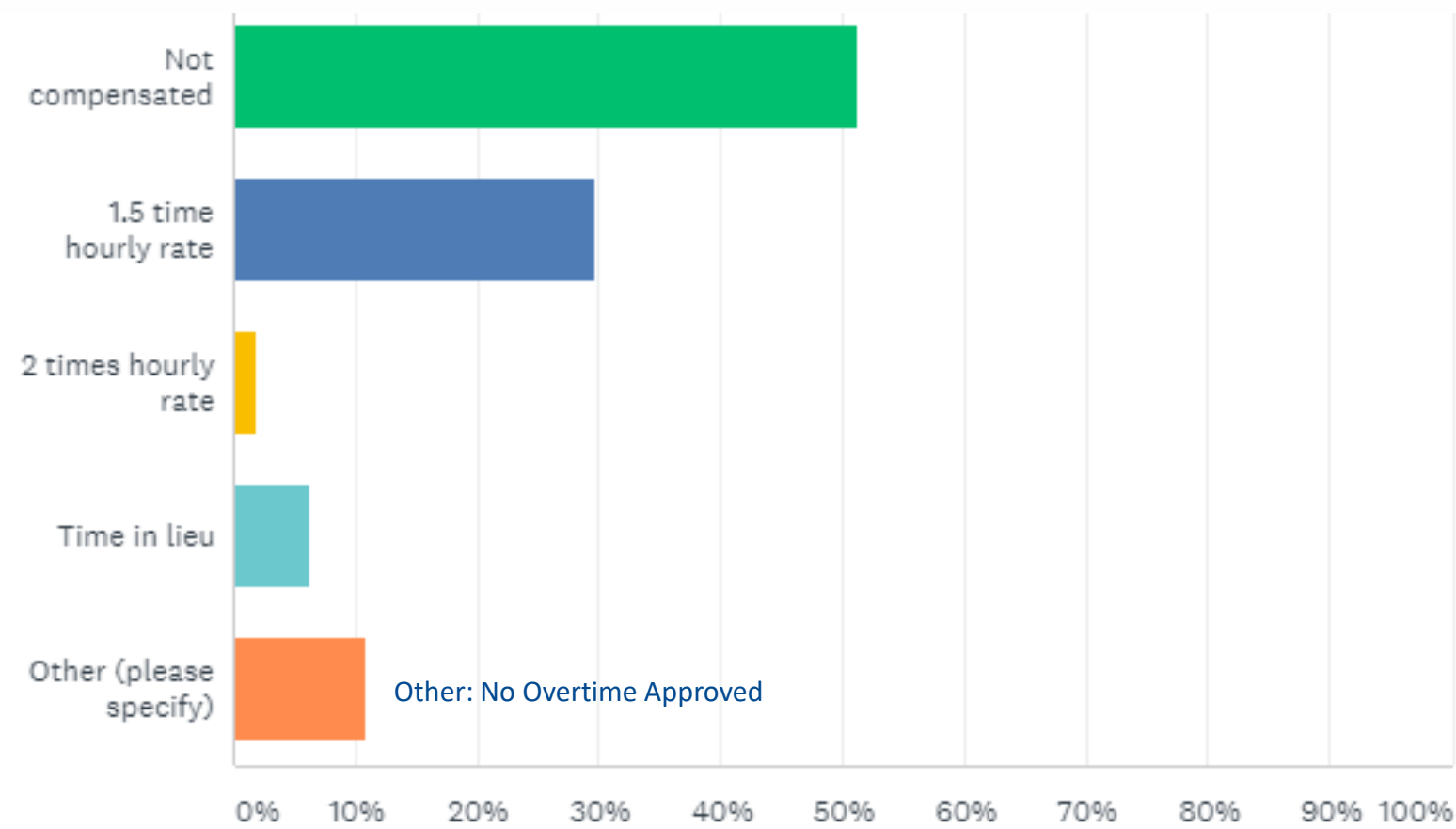


Manager

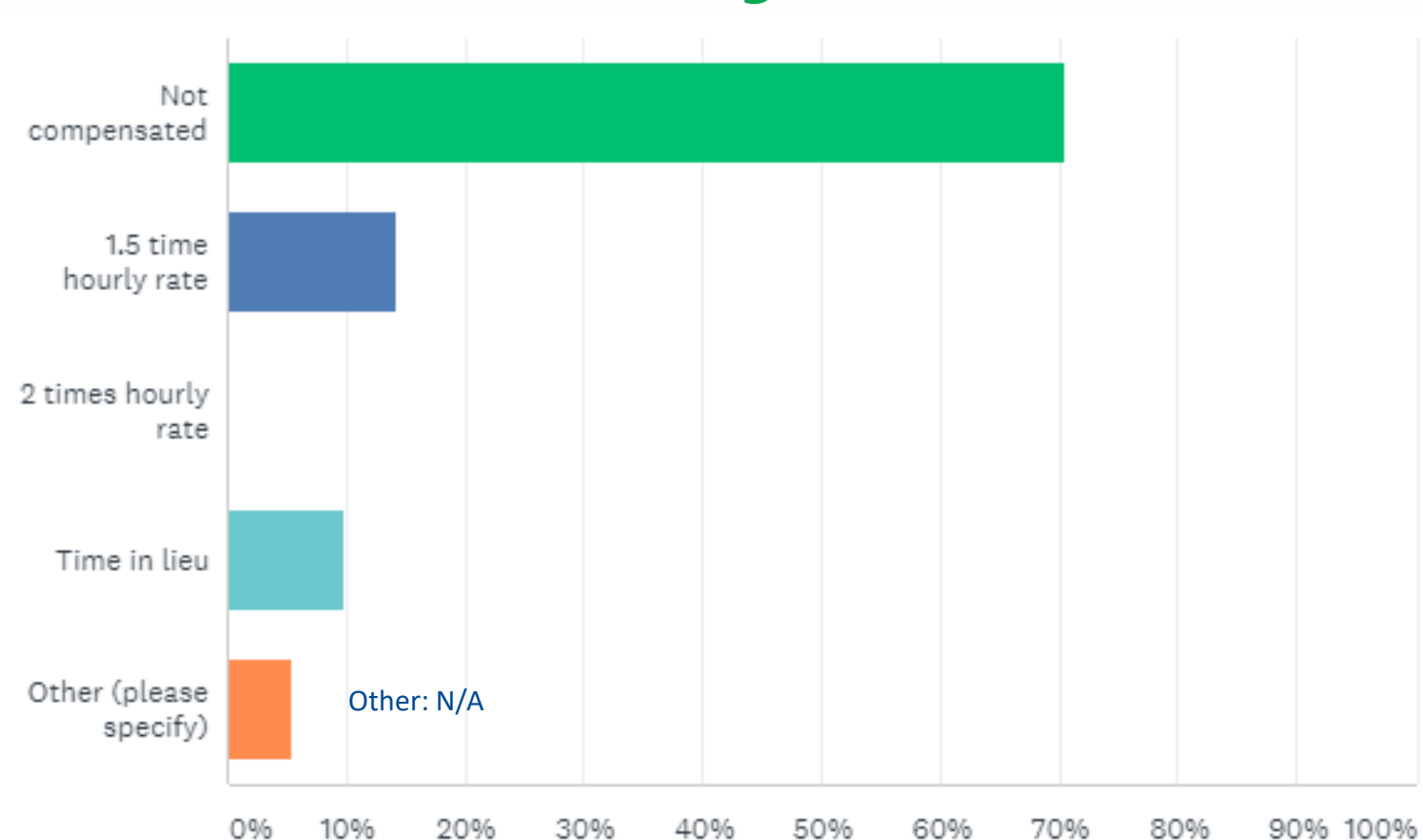


Do you receive compensation for working overtime?

Pharmacist

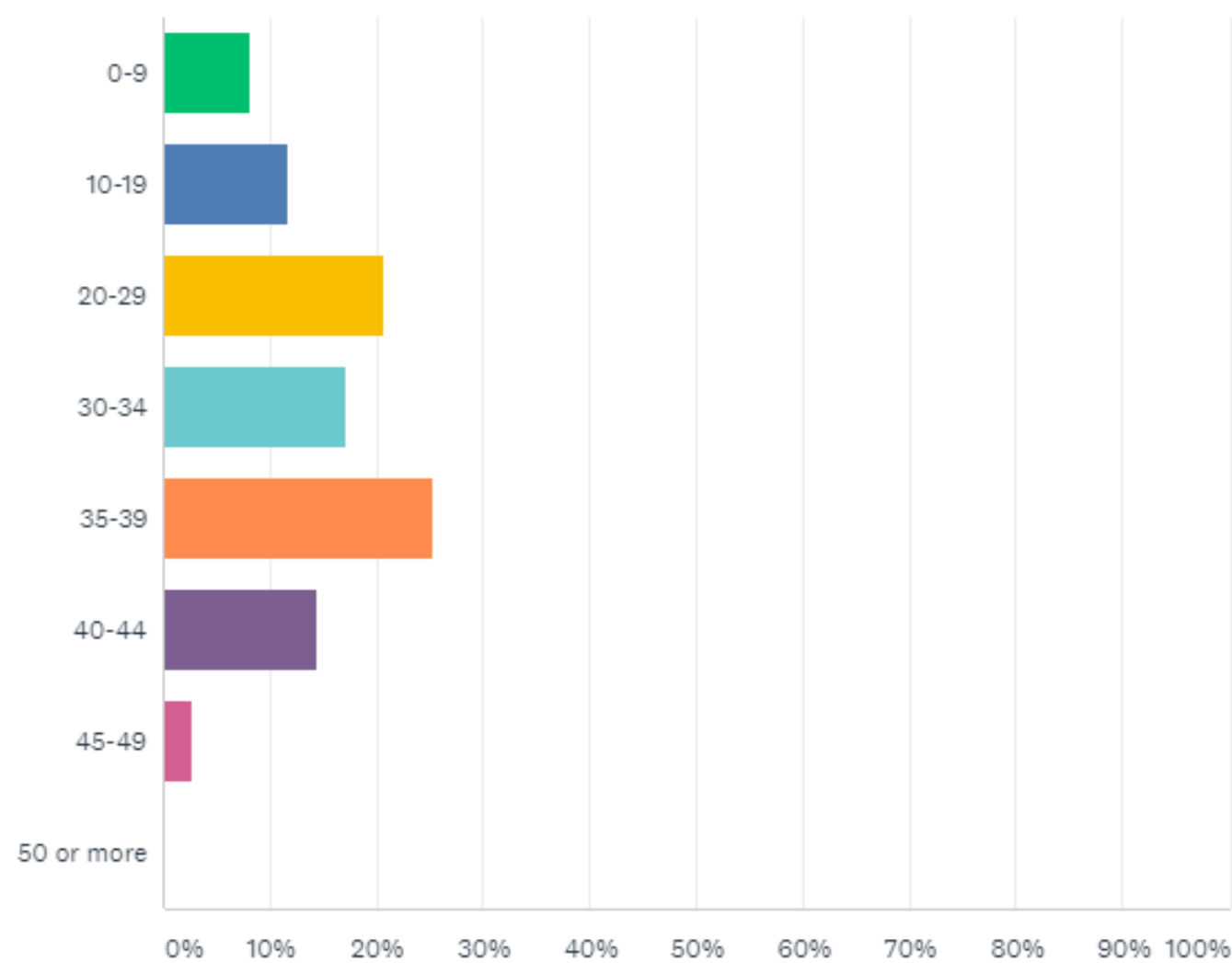


Manager

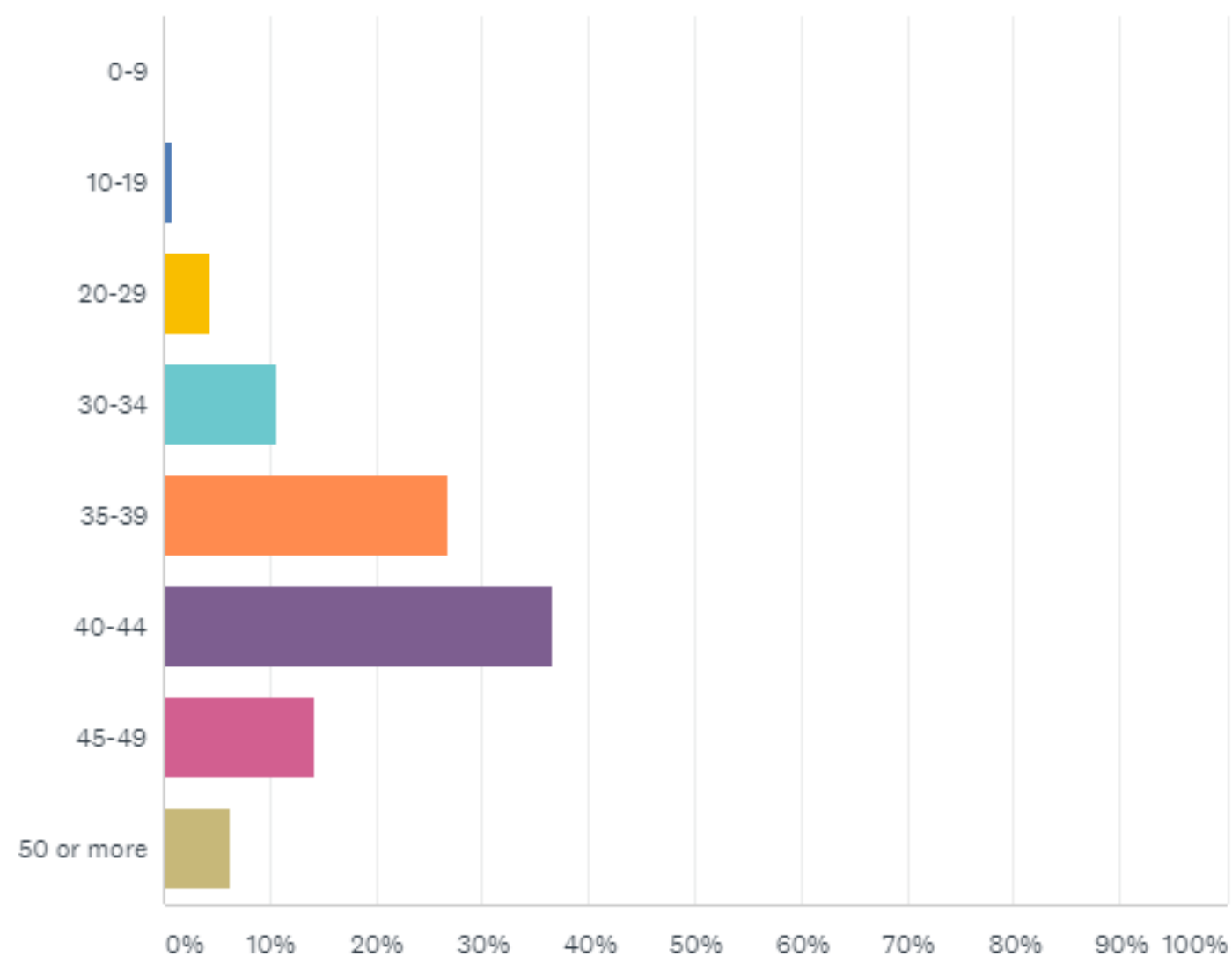


On average, how many hours do you work per week?

Pharmacist

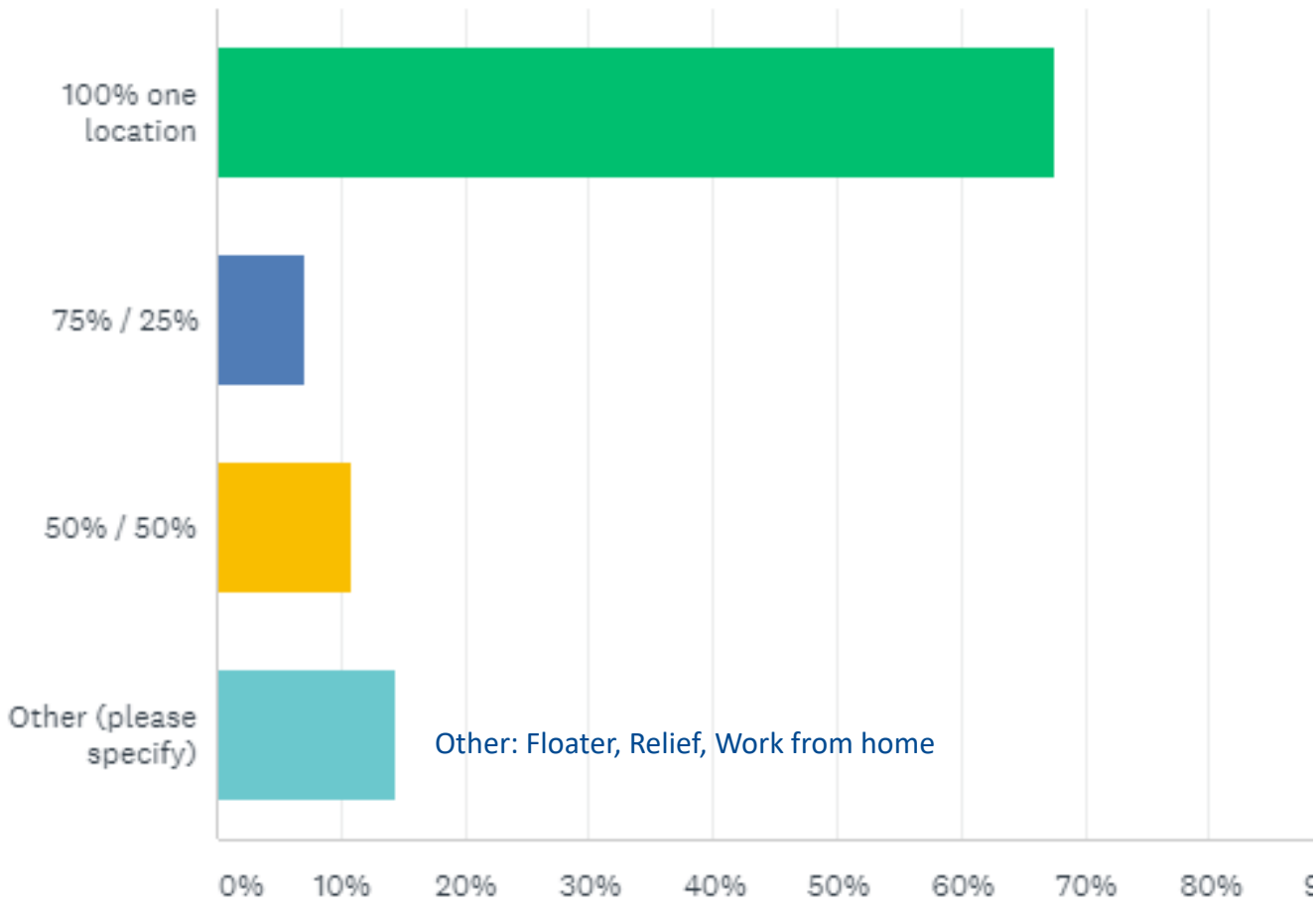


Manager

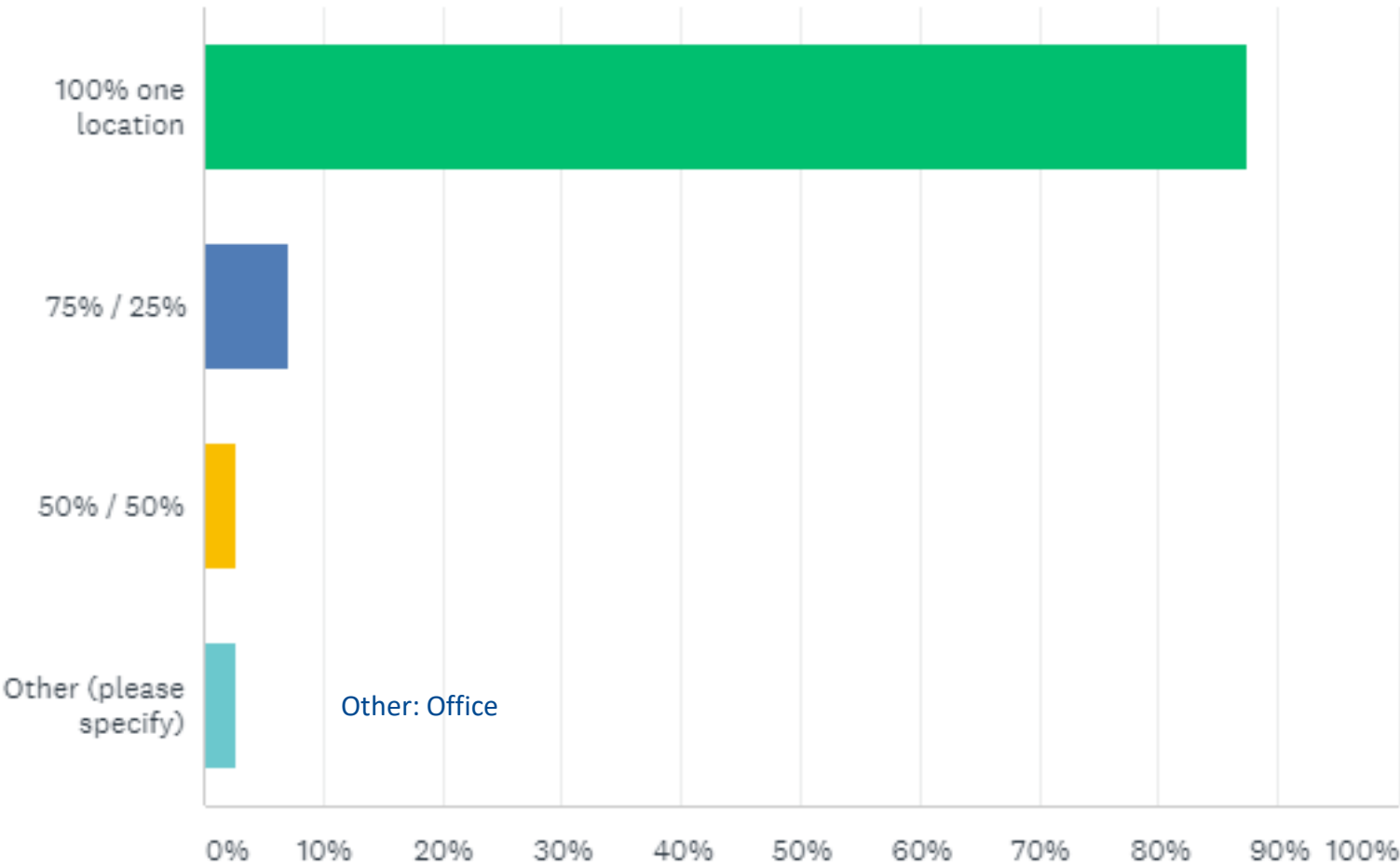


Approximately what proportion do you work in one pharmacy location to multiple locations?

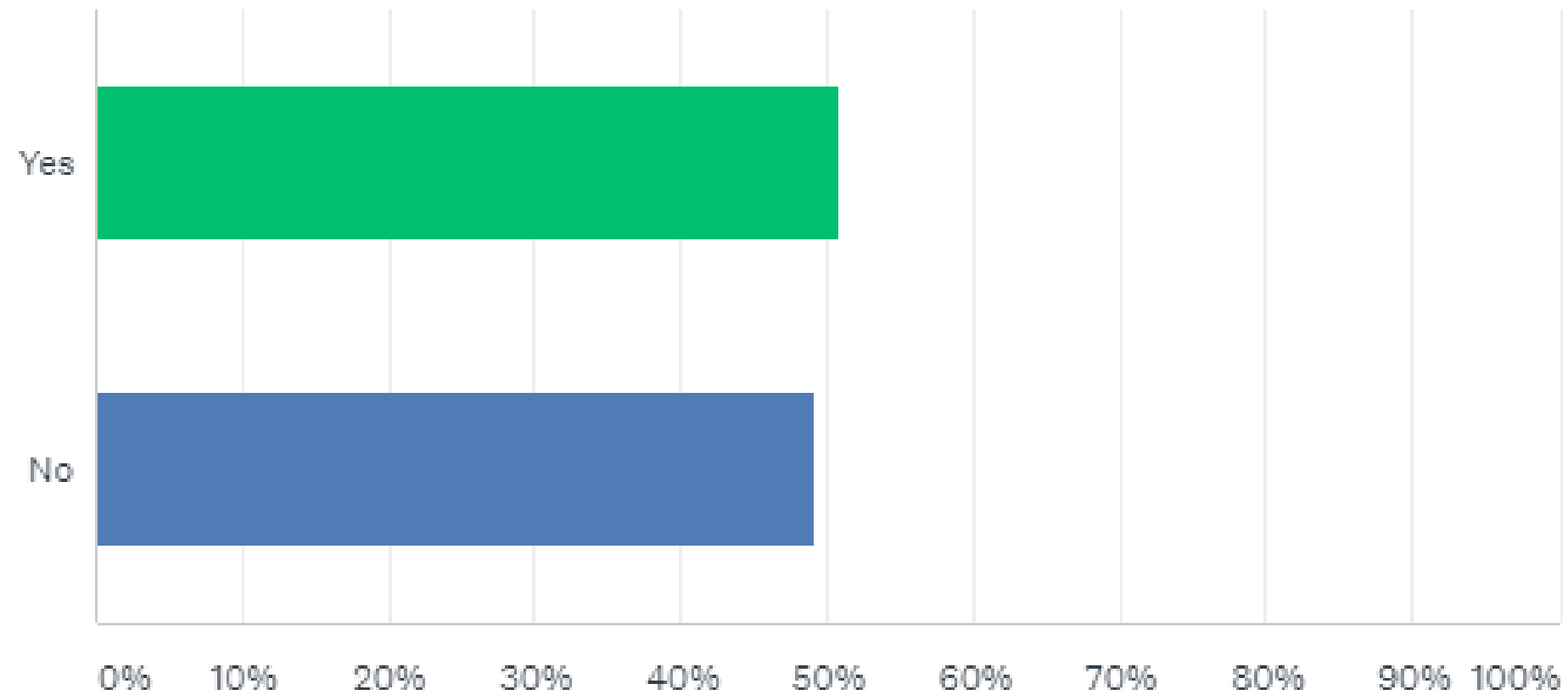
Pharmacist



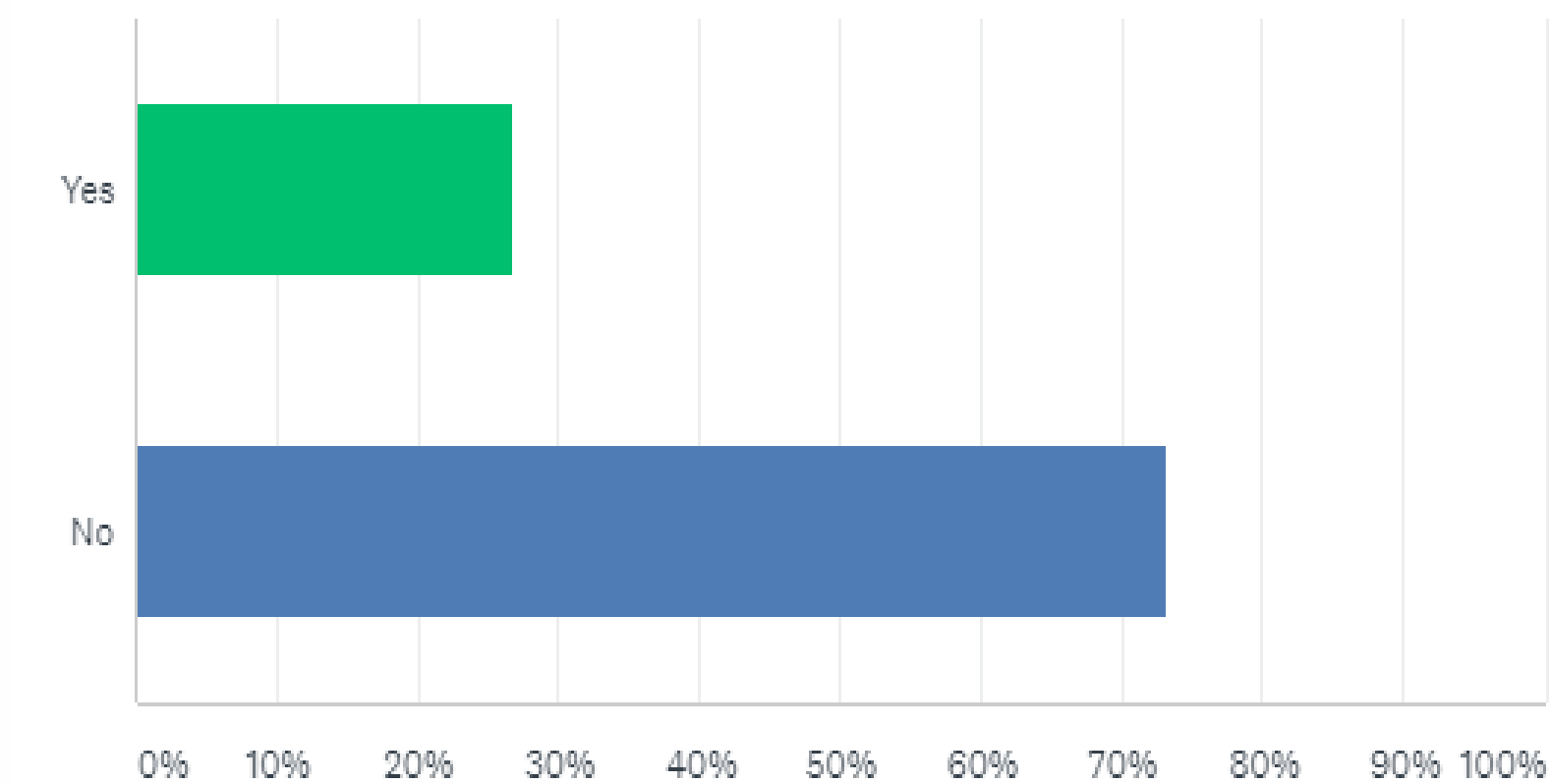
Manager



Manager: Do you employ regulated pharmacy technicians?



Manager: Do you employ pharmacy students (excluding rotation/practicum)?



Year	Average wage (\$ per hour)
First Year	15.78
Second Year	16.72
Third year	19.10
Fourth Year	21.60



Contact Kendall.Franklin@RxA.ca

