

The Alberta Pharmacists' Wage Survey Report 2022



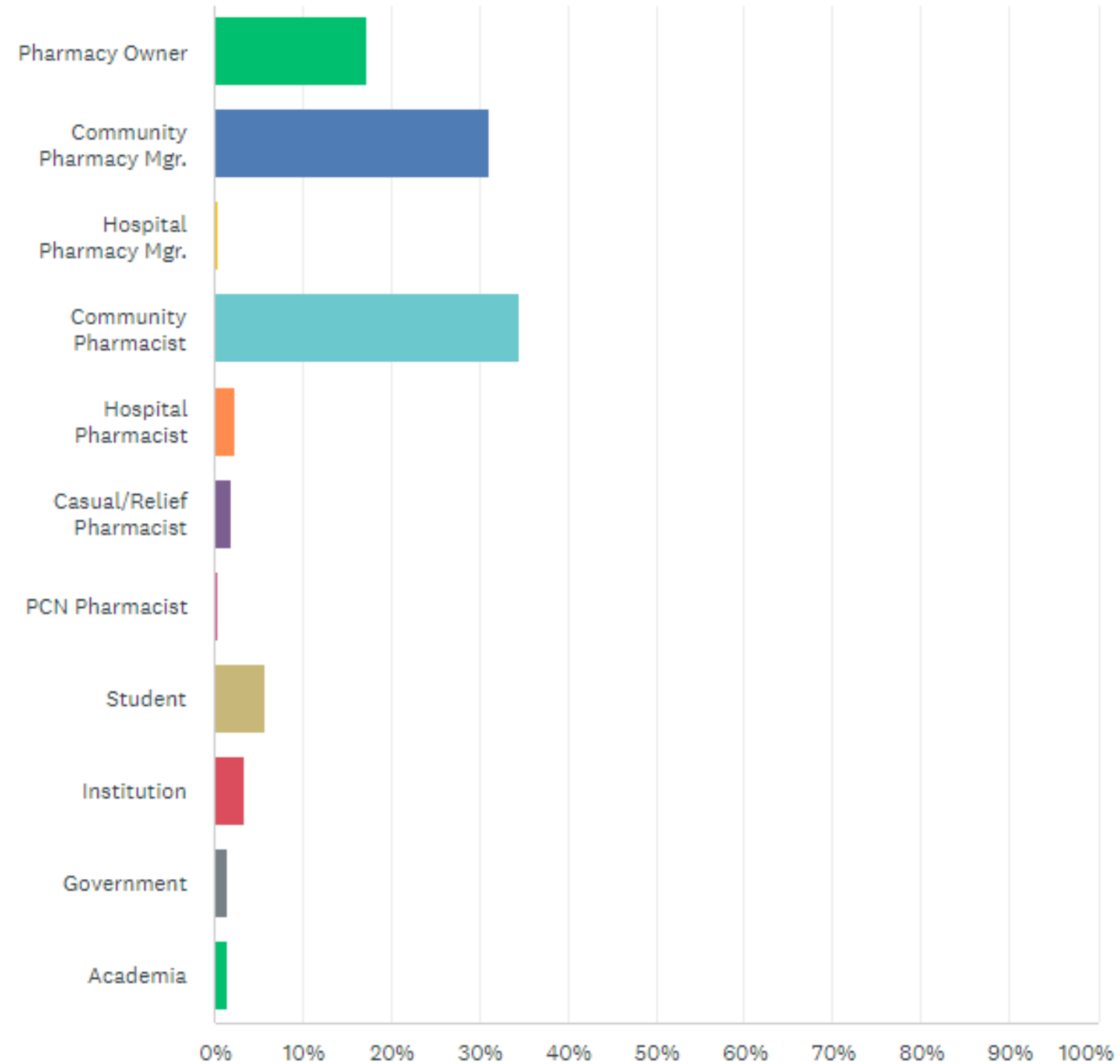
About the 2022 Wage Survey Report



- The Alberta Pharmacists' Association (RxA) is pleased to present the findings of our 2022 Wage Survey. The survey was open from January 20, 2022, to February 16, 2022, and had 209 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.

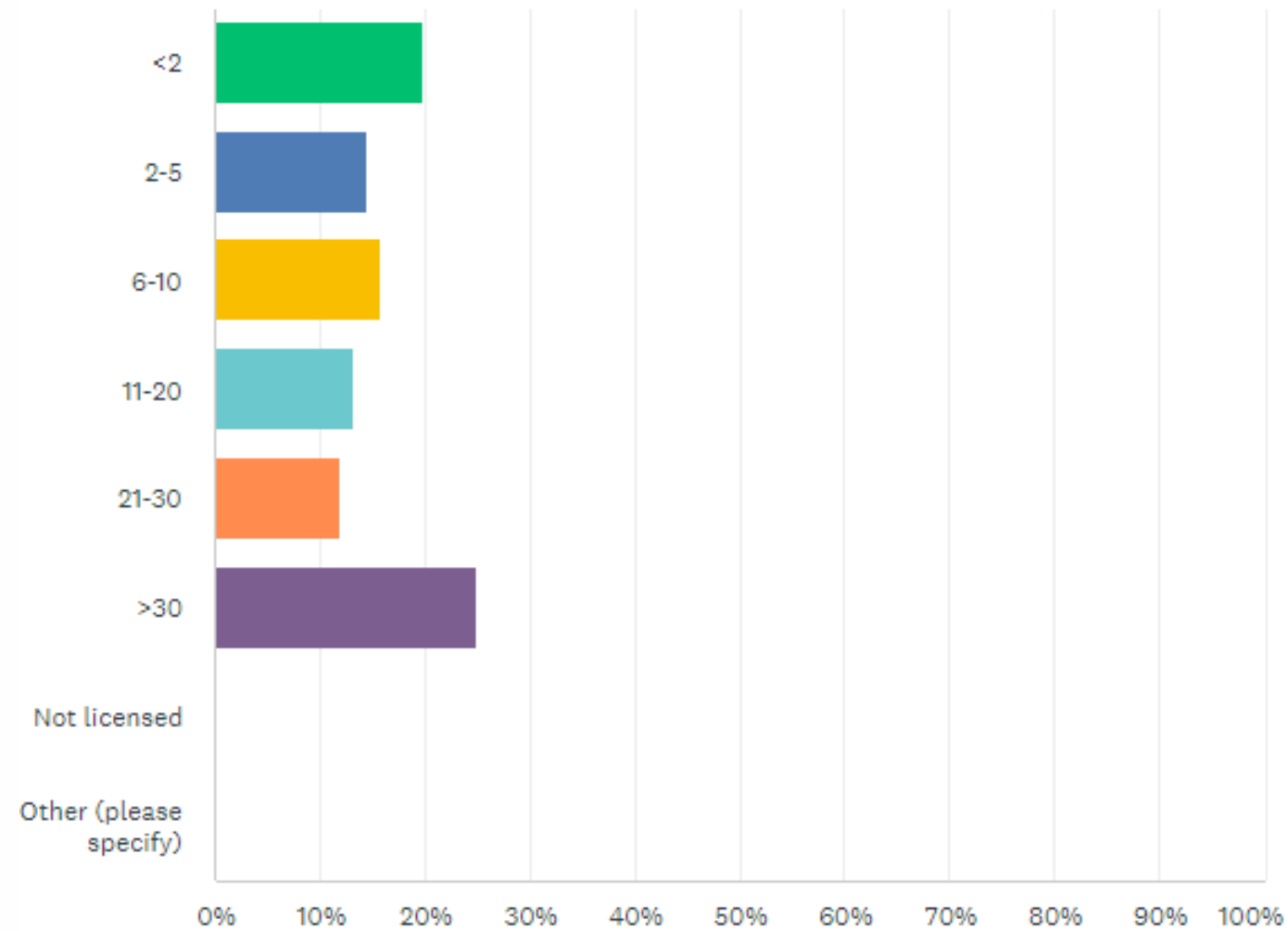


Which best describes your position?

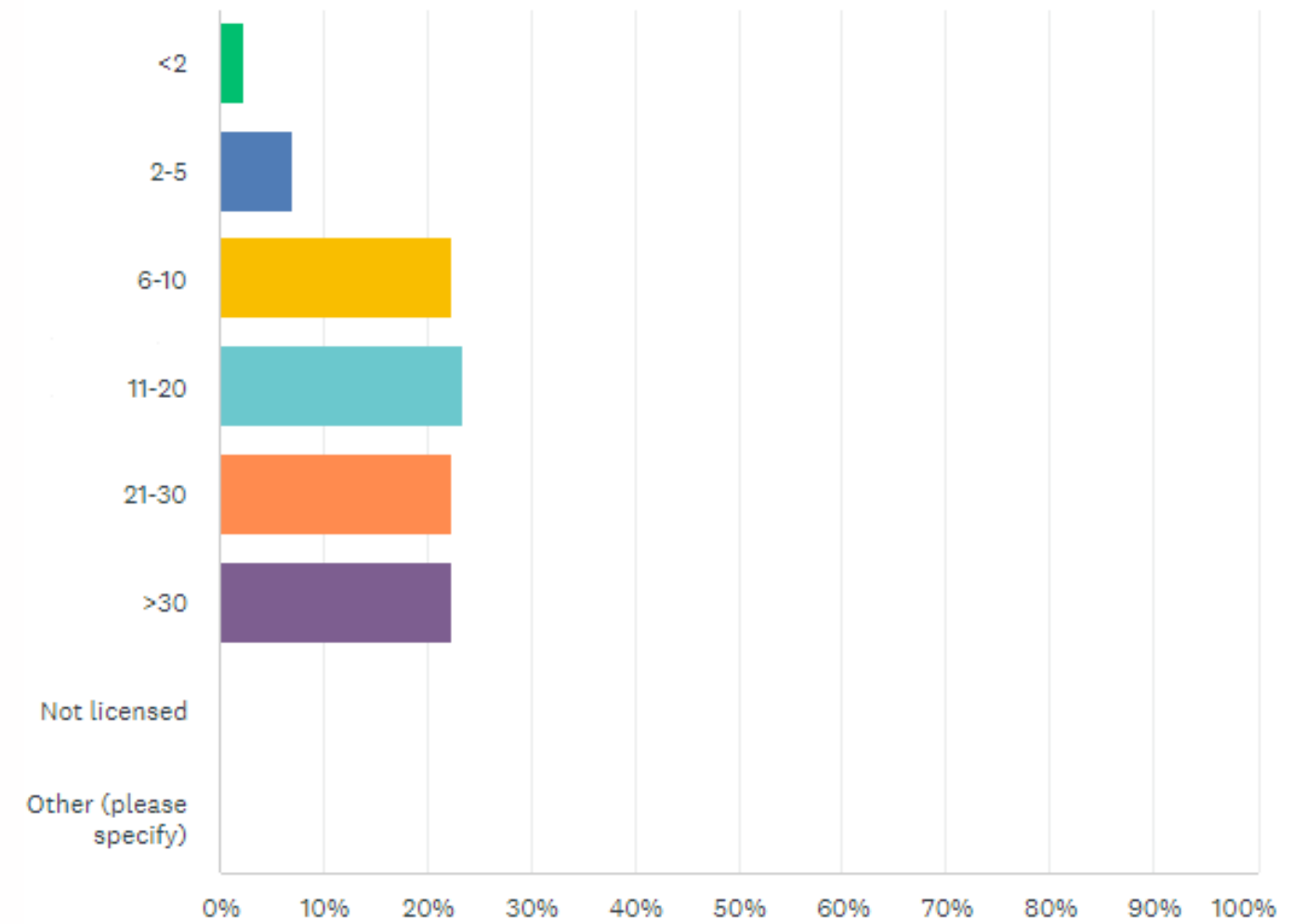


How many years have you been practicing?

Pharmacist

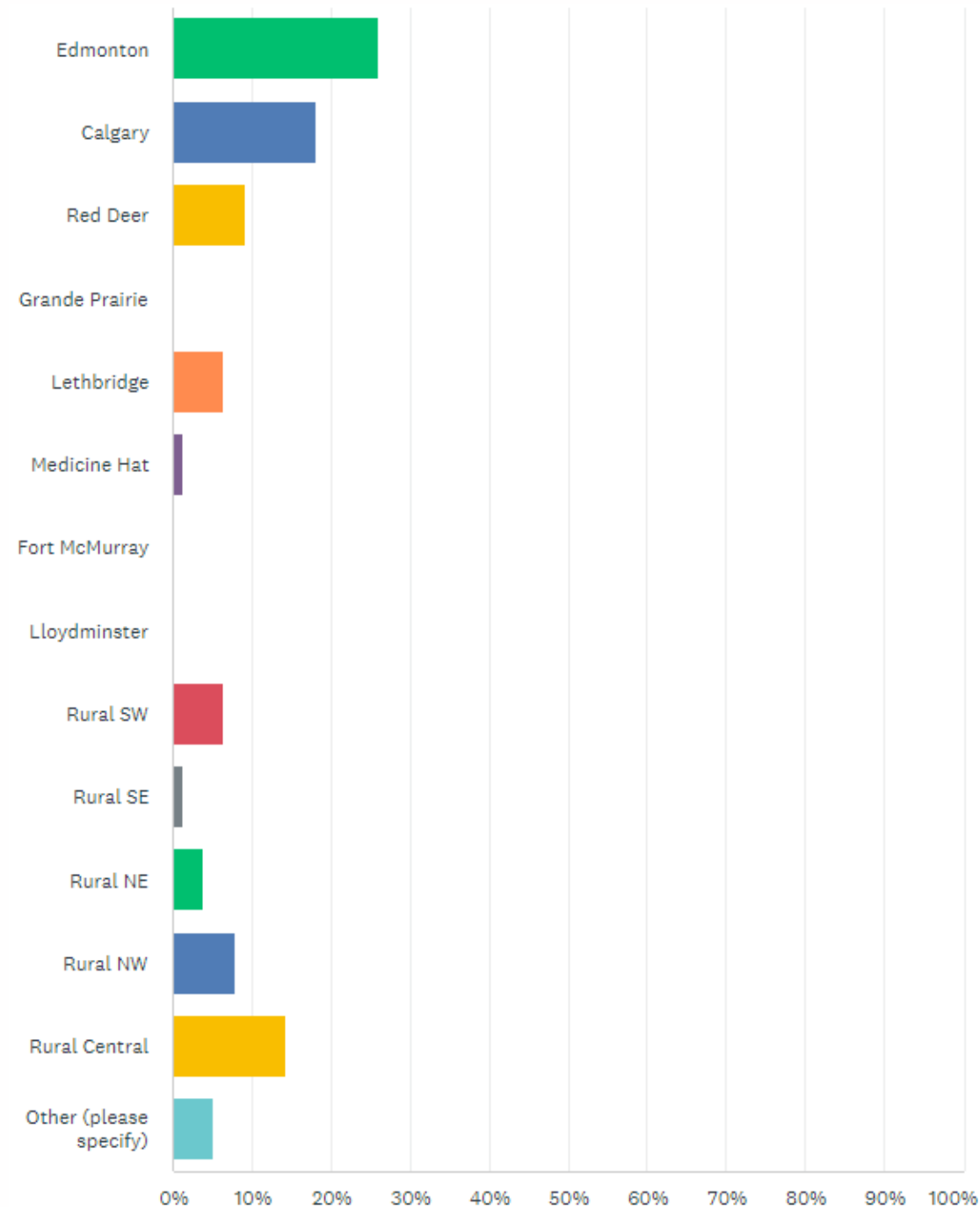


Manager

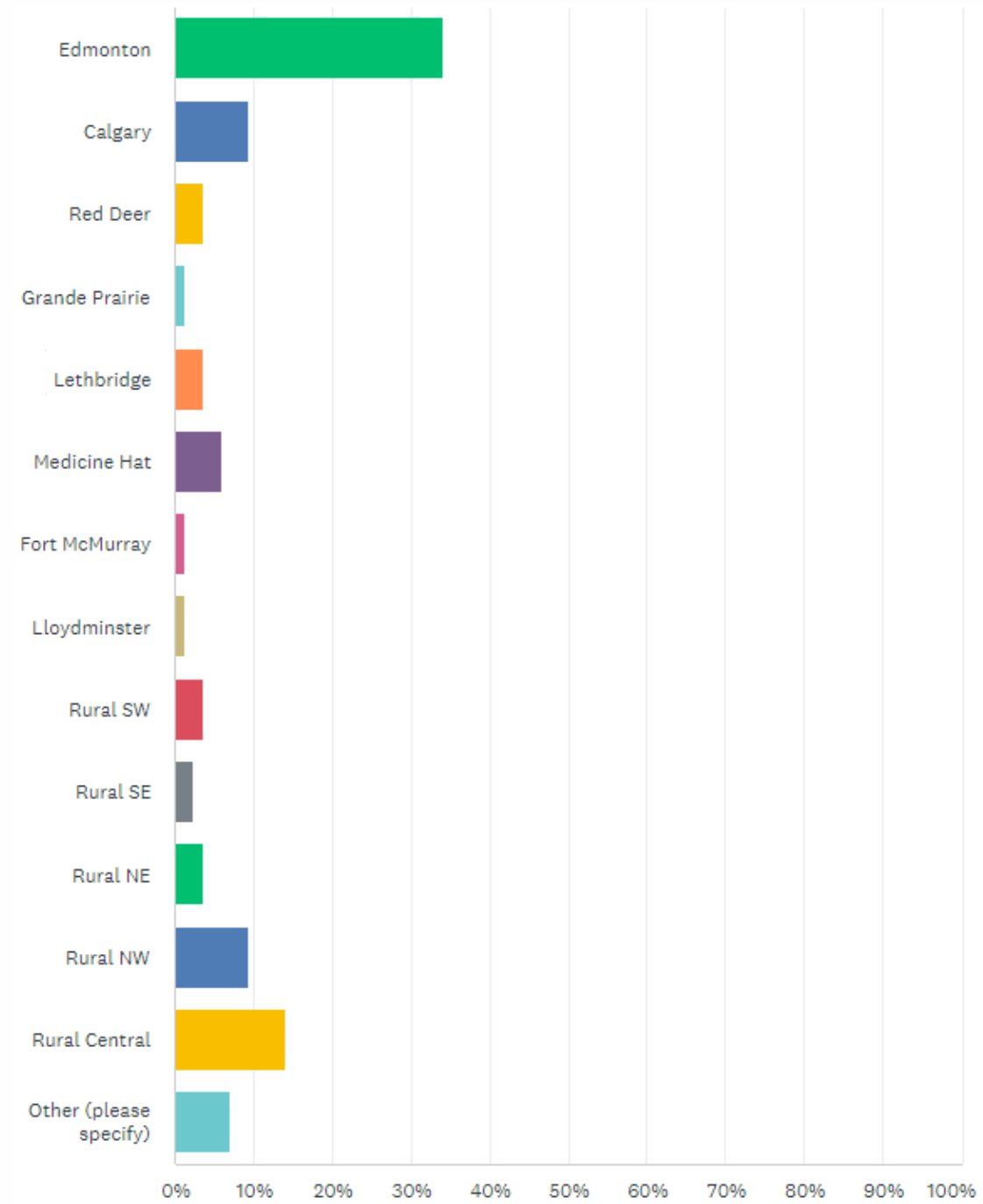


What area of the province do you work in?

Pharmacist

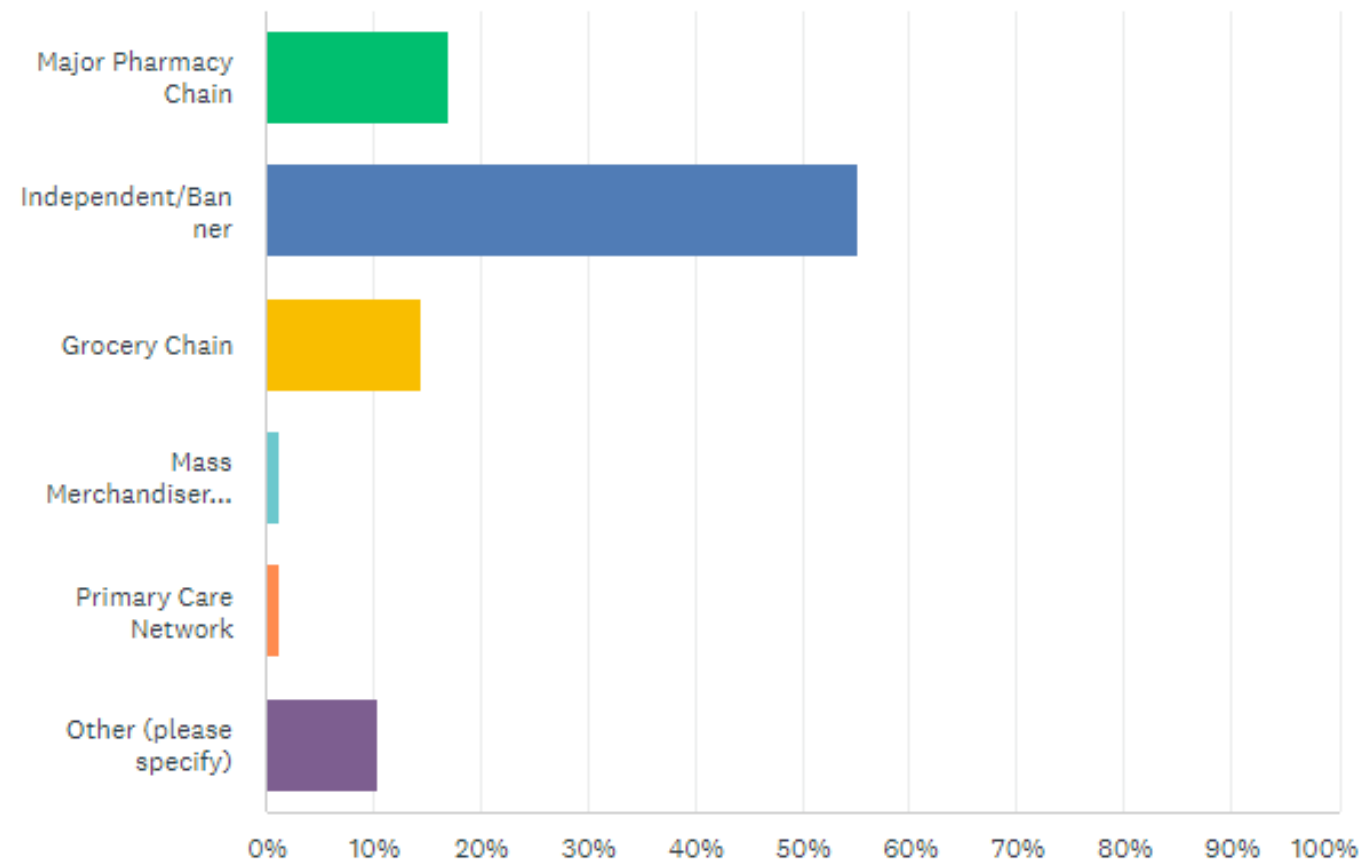


Manager

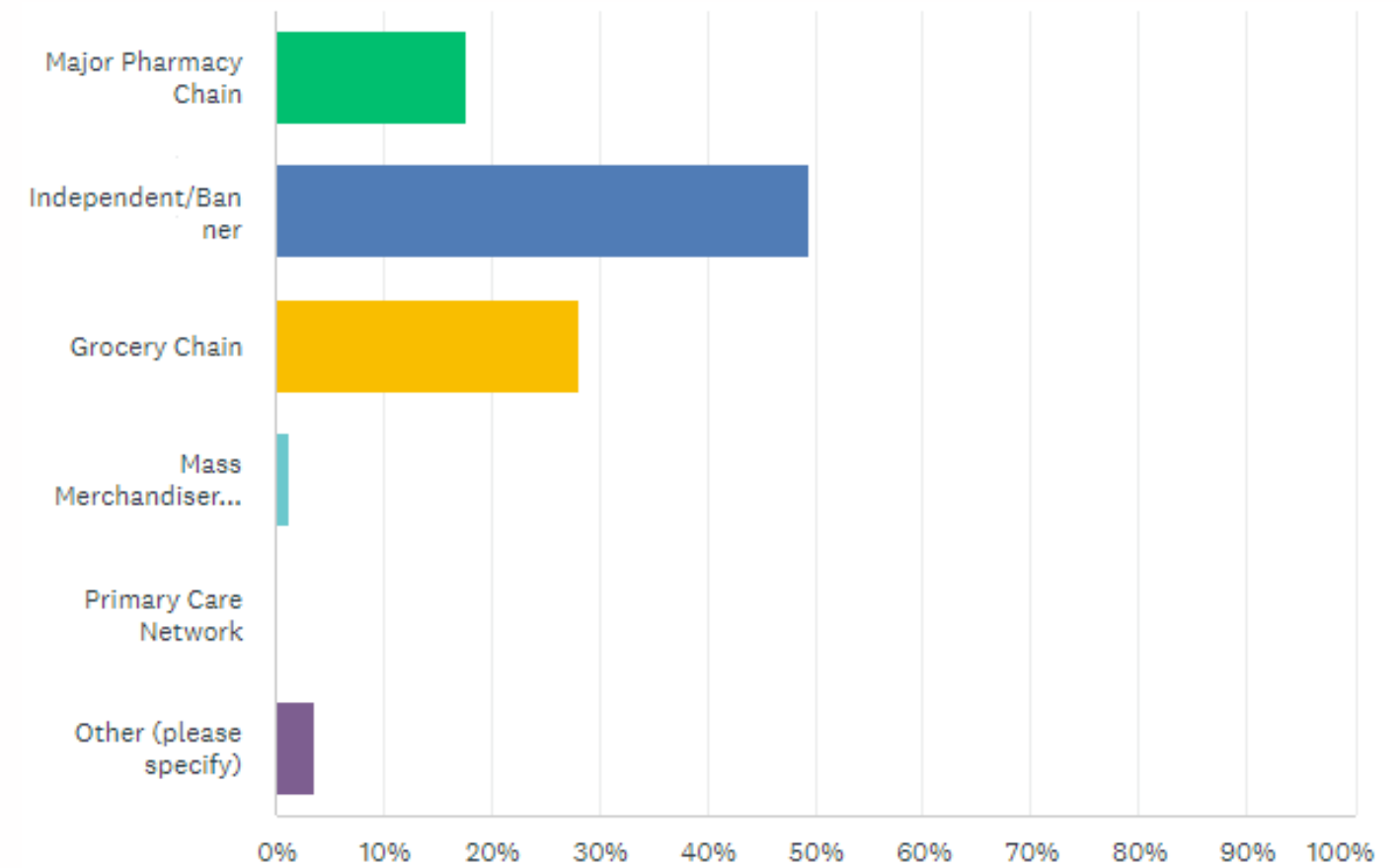


Which best describes your practice area?

Pharmacist

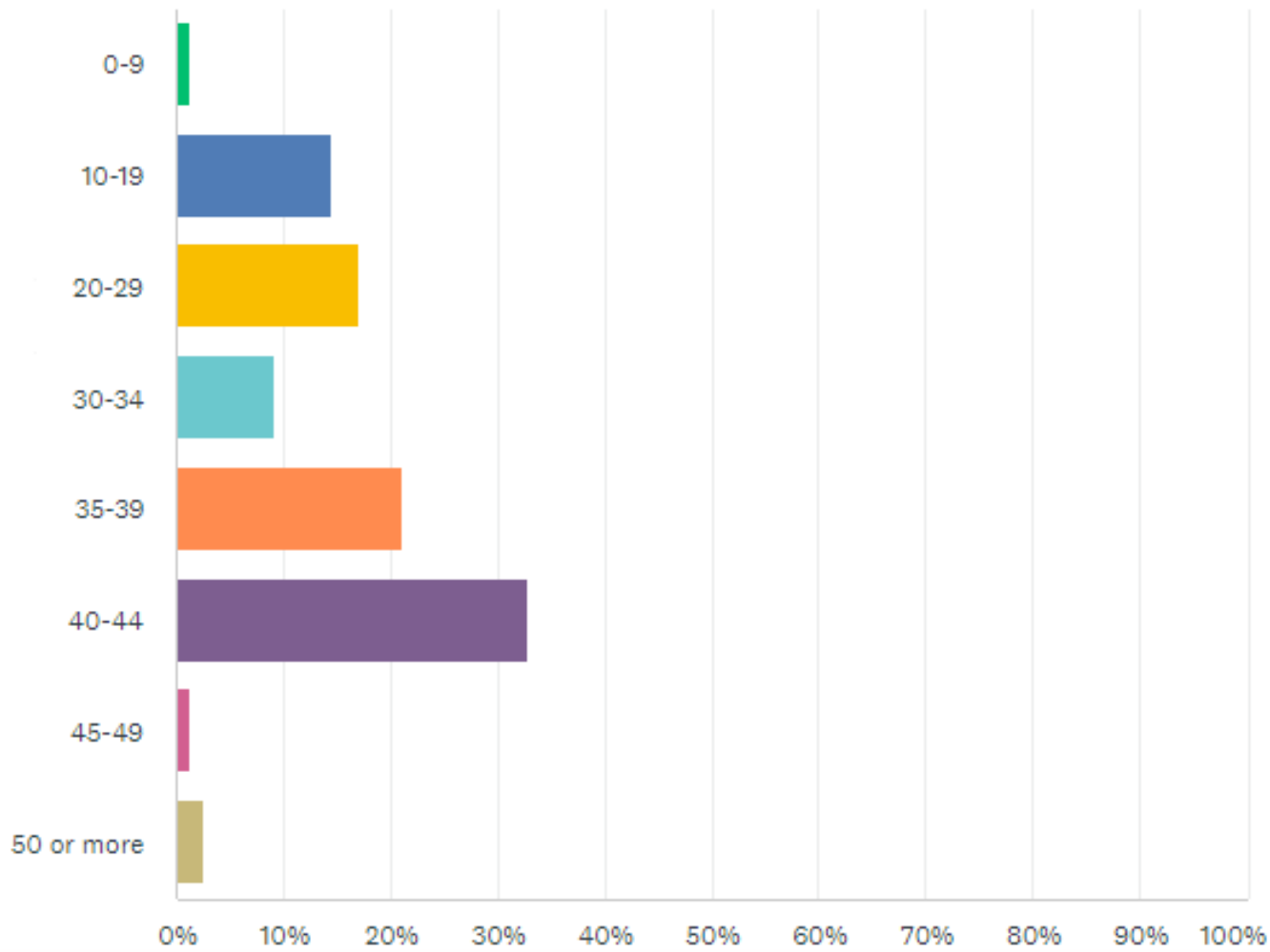


Manager

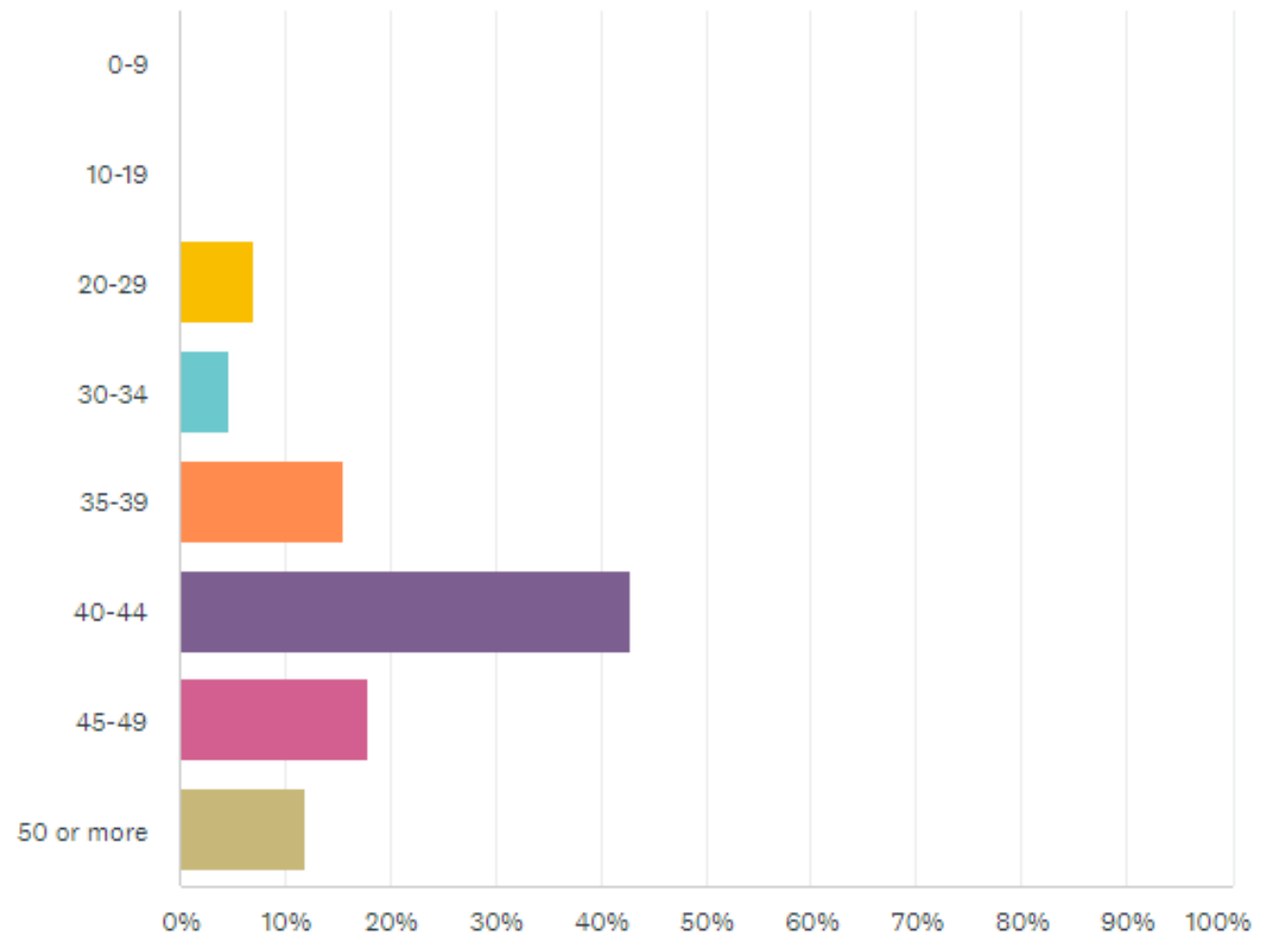


On average, how many hours do you work per week?

Pharmacist

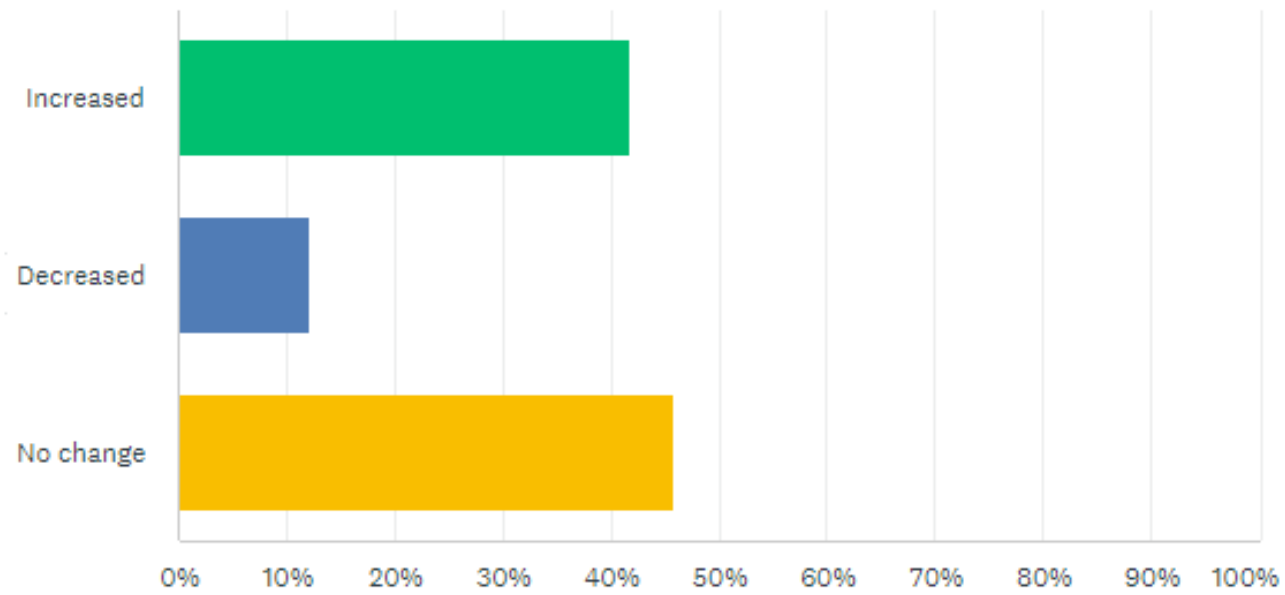


Manager

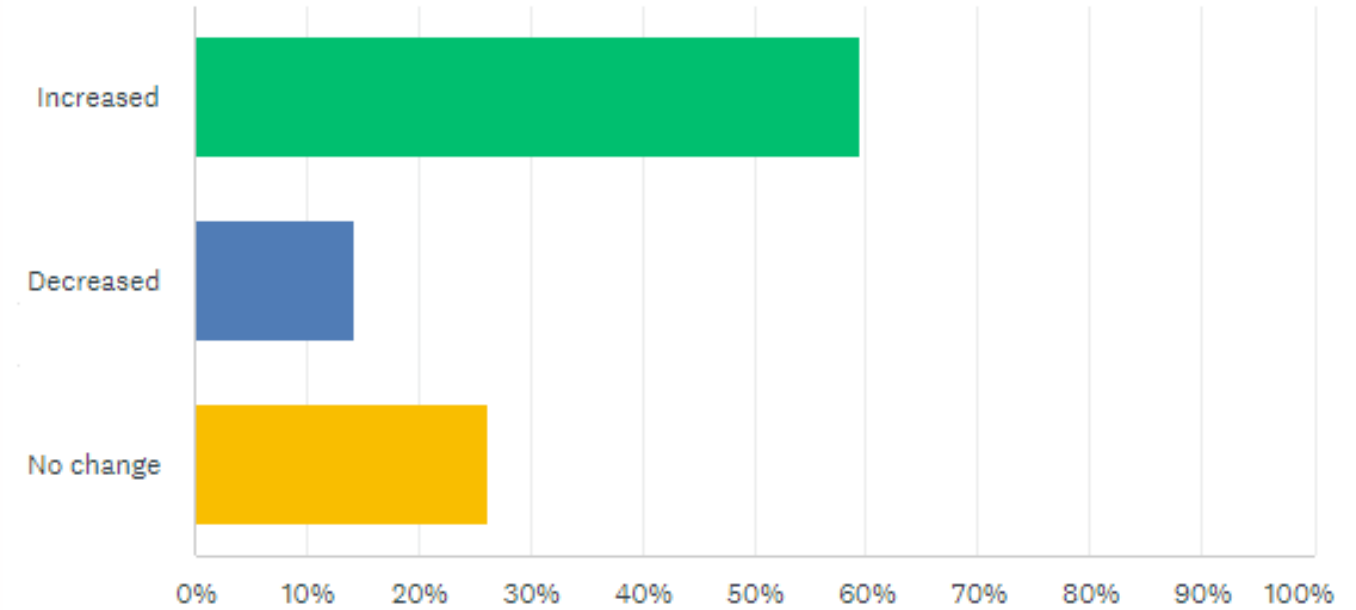


Have your hours changed during the pandemic?

Pharmacist

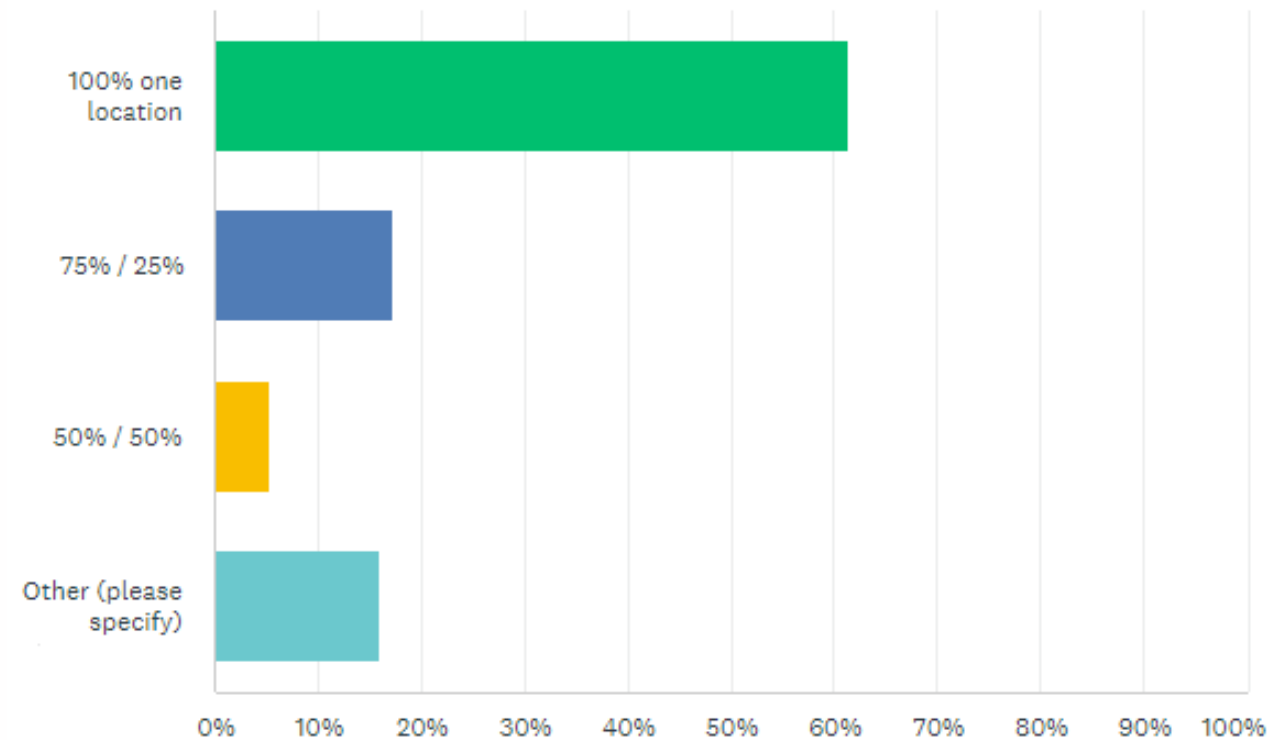


Manager

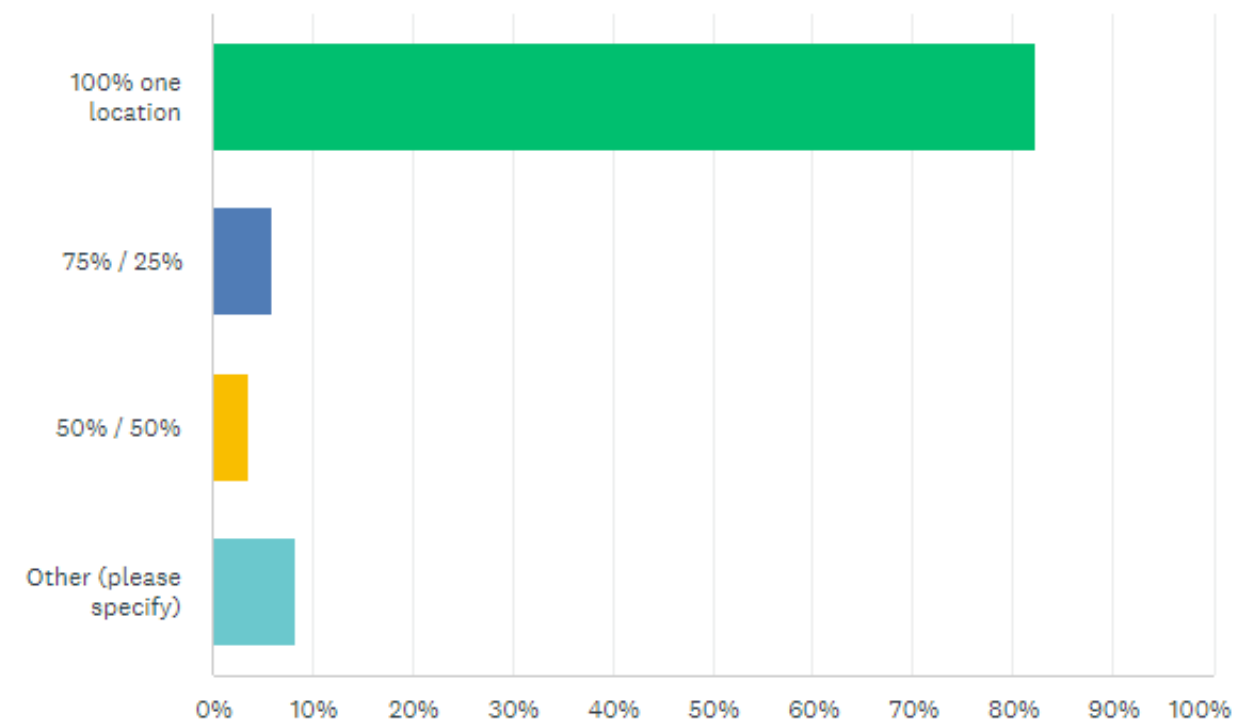


What proportion do you work in one pharmacy location to multiple locations?

Pharmacist

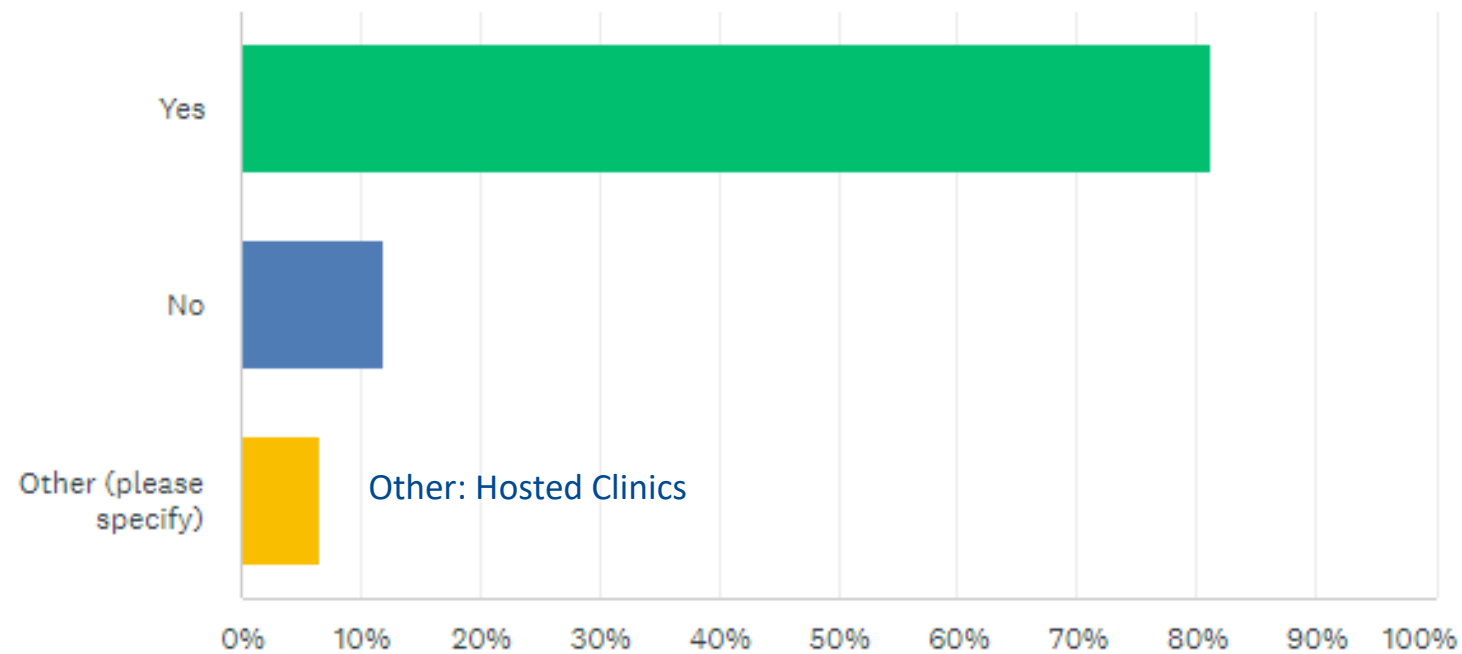


Manager

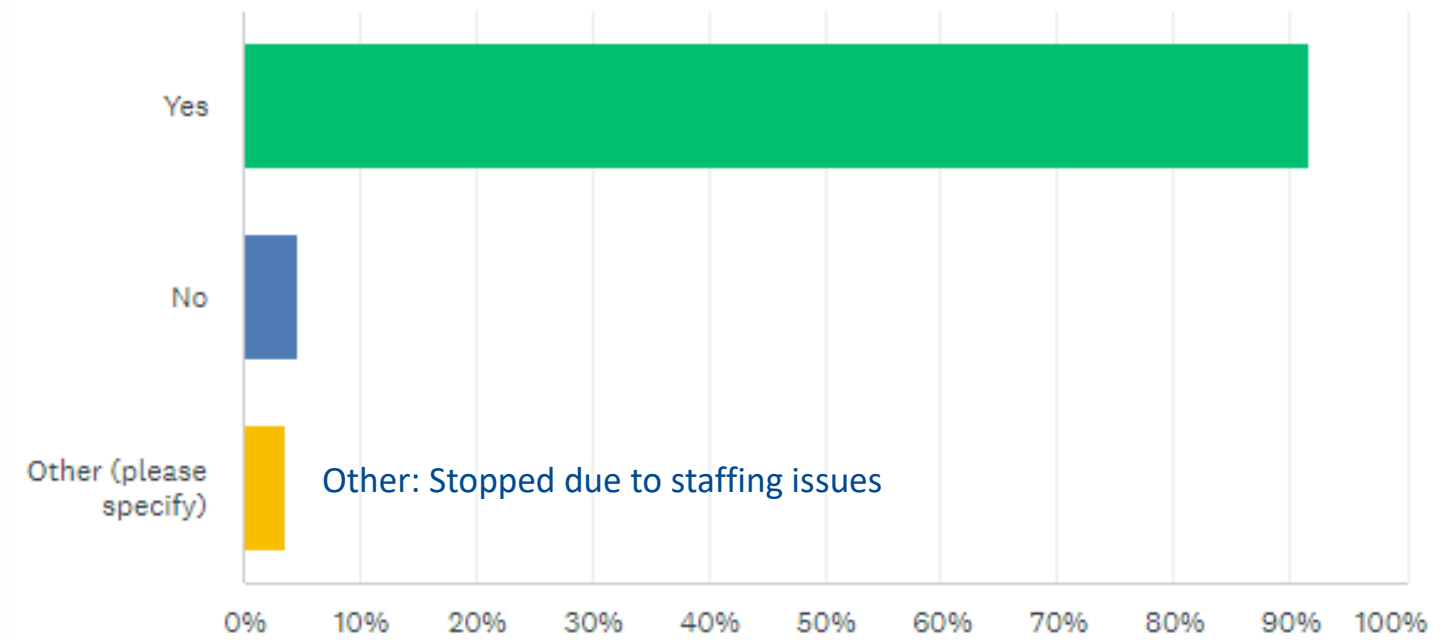


Does your pharmacy participate in the COVID-19 Vaccination program?

Pharmacist

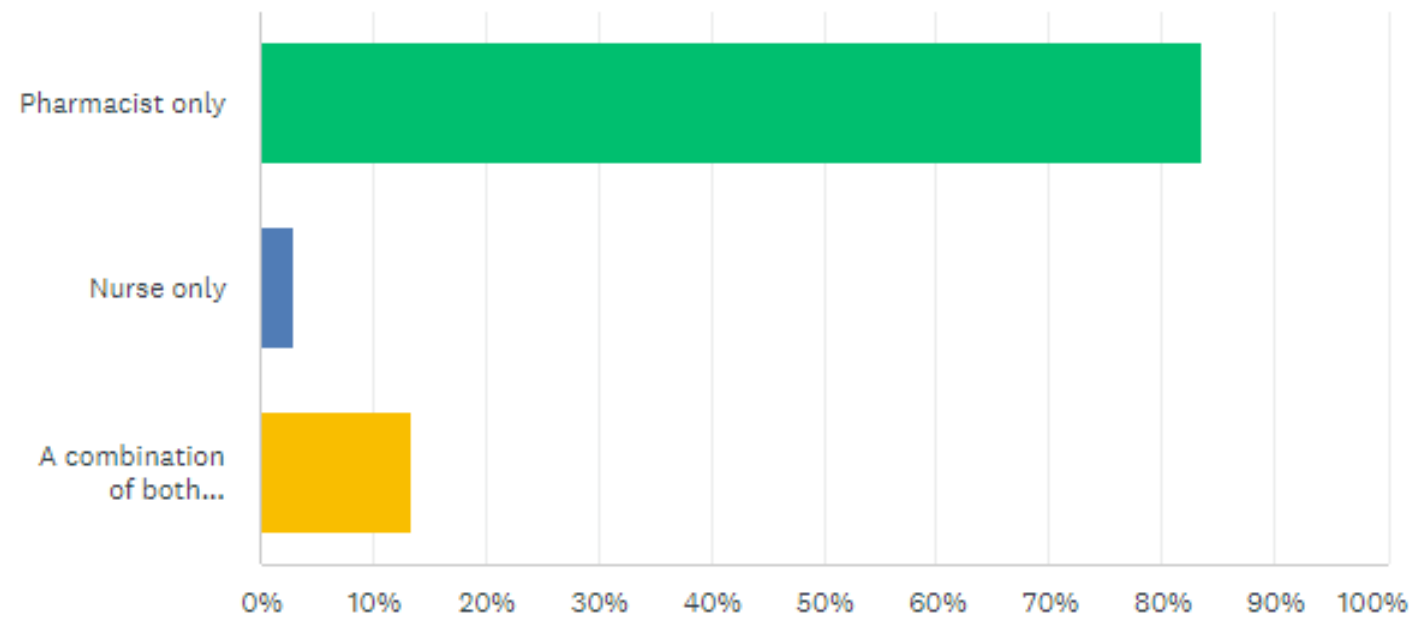


Manager

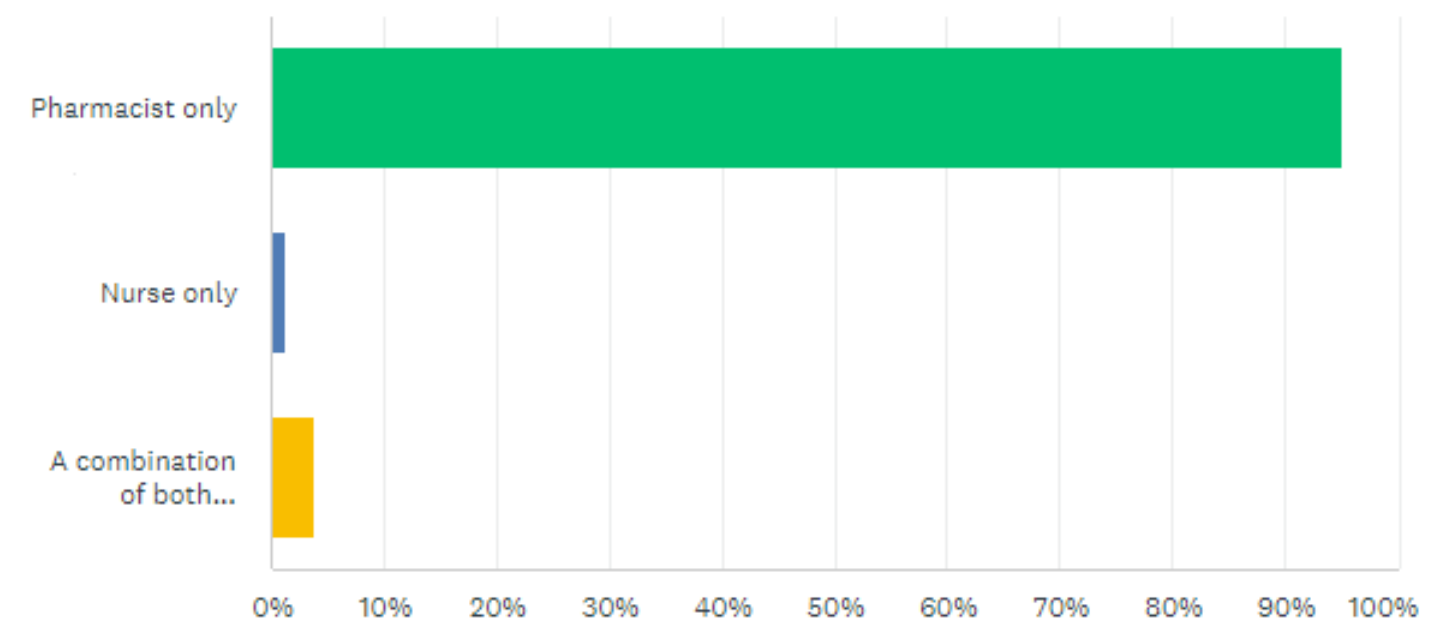


If yes, does your pharmacy administer vaccines by pharmacists, nurses, or a combination?

Pharmacist

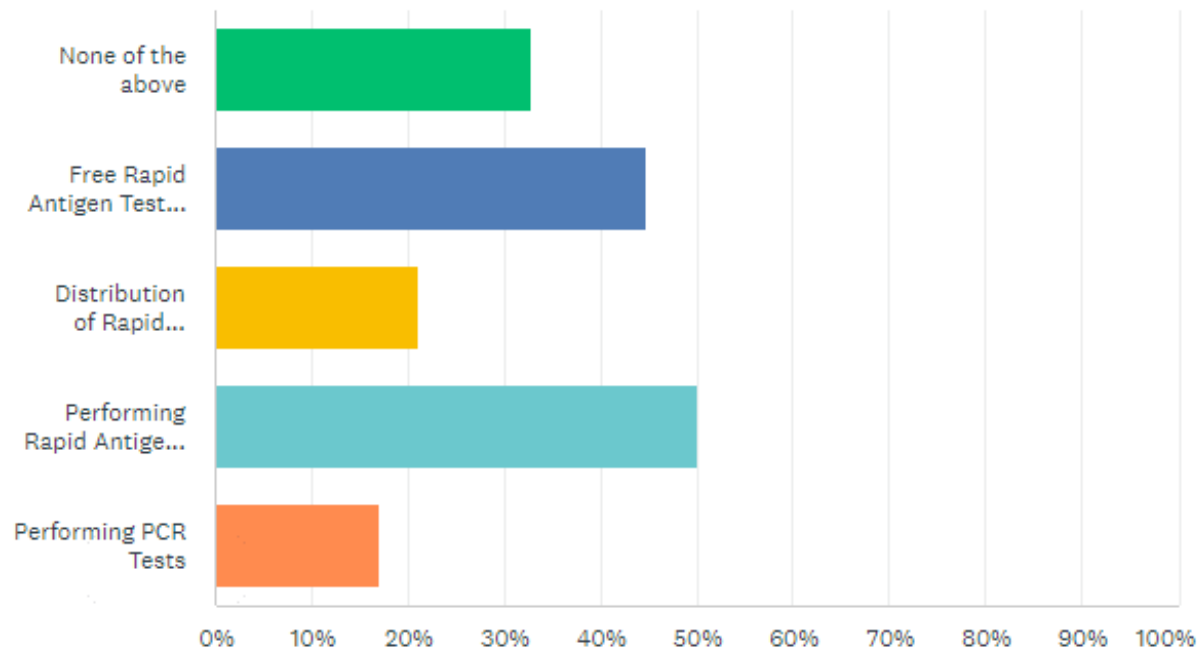


Manager



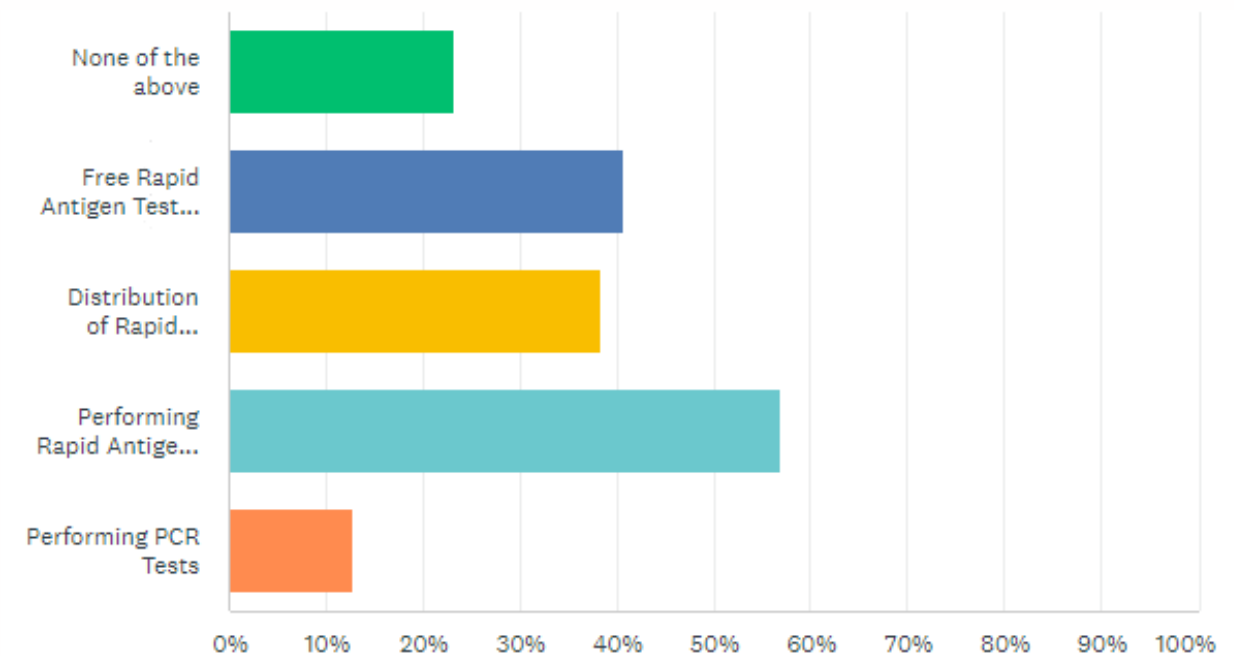
Does your pharmacy participate in: (Choose all that apply)

Pharmacist



None of the above	32.89%
Free Rapid Antigen Test Kit Distribution through Alberta Health	44.74%
Distribution of Rapid Antigen Test Kits to local businesses through Health Canada	21.05%
Performing Rapid Antigen Tests	50.00%
Performing PCR Tests	17.11%

Manager



None of the above	23.26%
Free Rapid Antigen Test Kit Distribution through Alberta Health	40.70%
Distribution of Rapid Antigen Test Kits to local businesses through Health Canada	38.37%
Performing Rapid Antigen Tests	56.98%
Performing PCR Tests	12.79%



Hourly wage summary

Overall average (\$ per hour)			
2022	2021	2017	2015
53.90	53.68	52.60	52.93

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

Average by type of practice (\$ per hour)				
	2022	2021	2017	2015
Major Pharmacy Chain (e.g., Rexall, Shoppers)	53.39	52.95	49.40	53.01
Independent/Banner (e.g., IDA, Guardian)	52.84	53.18	51.77	51.36
Grocery Chain (e.g., Safeway, Save-On)	53.95	52.62	50.96	52.11
Mass Merchandiser (e.g., Walmart)	58.85	61.50	54.99	55.50
Hospital	56.66	57.95	54.35	52.81



Hourly wage summary

Average by position type (\$ per hour)				
	2022	2021	2017	2015
Manager/ Owner	54.62	57.39	54.51	54.72
Community Pharmacist	52.05	50.93	50.69	49.86
Hospital Pharmacist	56.66	57.95	54.35	52.81

Overall average by years of experience (\$ per hour)				
	2022	2021	2017	2015
Less than 2 years	49.41	47.07	48.87	58.44
2 to 5 years	51.46	53.23	50.52	52.72
6 to 10 years	52.82	52.79	50.14	50.27
11 to 20 years	54.59	53.58	55.36	52.44
21 or more years	55.82	55.11	52.03	51.58

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



Hourly wage summary

Overall average by distribution of responses (\$ per hour)				
	2022	2021	2017	2015
Edmonton	50.26	50.42	50.75	52.83
Calgary	51.48	51.43	50.67	50.97
Red Deer	58.02	58.15	53.37	56.56
Grande Prairie	63.50	64.67	N/A	N/A
Lethbridge	51.71	54.87	55.88	51.74
Medicine Hat	53.31	52.82	56.67	58.25
Fort McMurray	52.00	57.00	N/A	N/A
Lloydminster	52.00	58.50	N/A	N/A
Rural SW	54.88	54.45	54.27	N/A
Rural SE	52.75	50.13	54.07	N/A
Rural NW	61.61	56.50	56.93	54.97
Rural NE	56.00	53.68	56.33	51.47
Rural Central	55.64	55.43	N/A	52.59

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



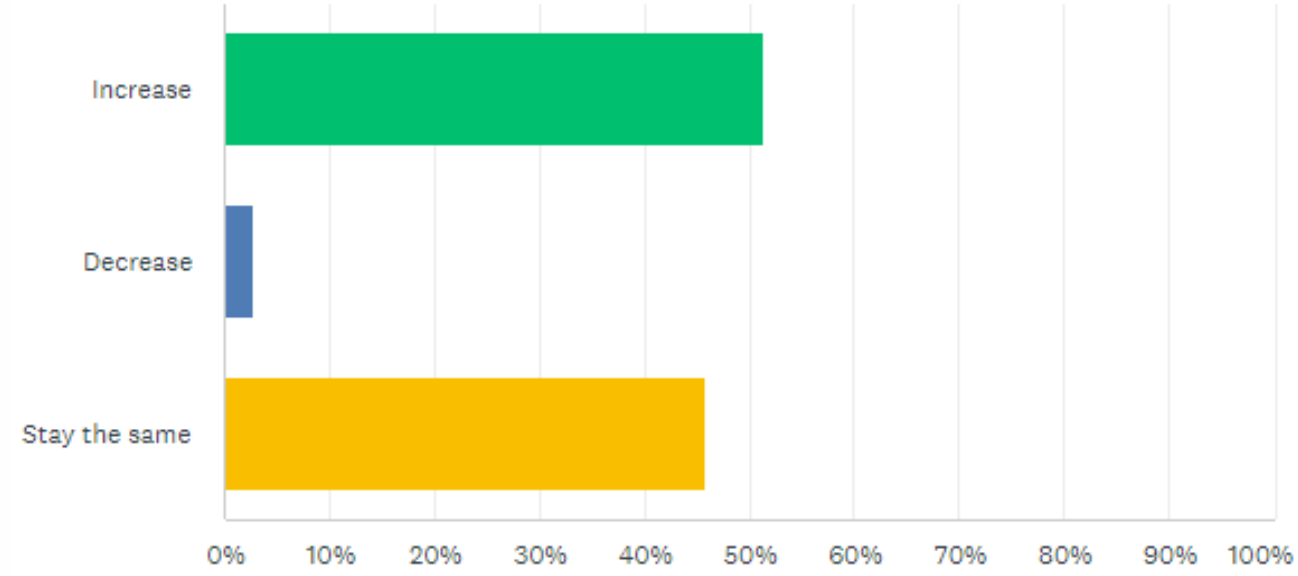
Last wage increase summary

Average by position type (\$ per hour)				
	2022	2021	2017	2015
Manager/Owner	1.57	1.40	0.79	2.25
Community Pharmacist	1.67	1.77	1.17	1.09
Hospital Pharmacist	N/A	1.73	0.66	1.48

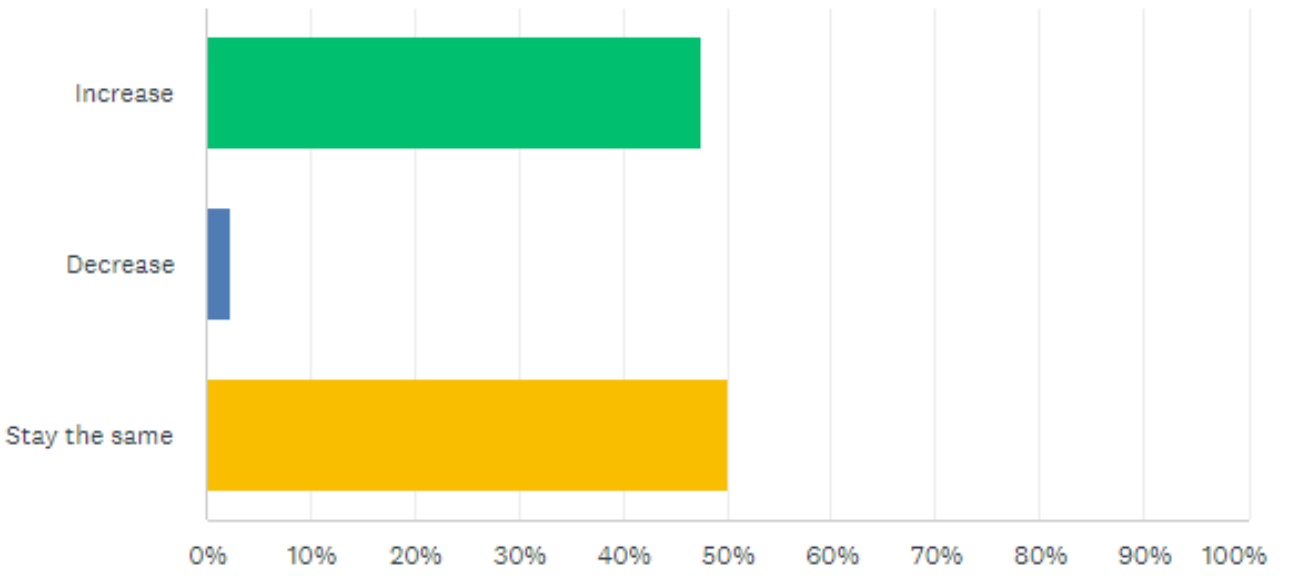


Pharmacy practice and economics are changing due to COVID; do you expect your wage to:

Pharmacist

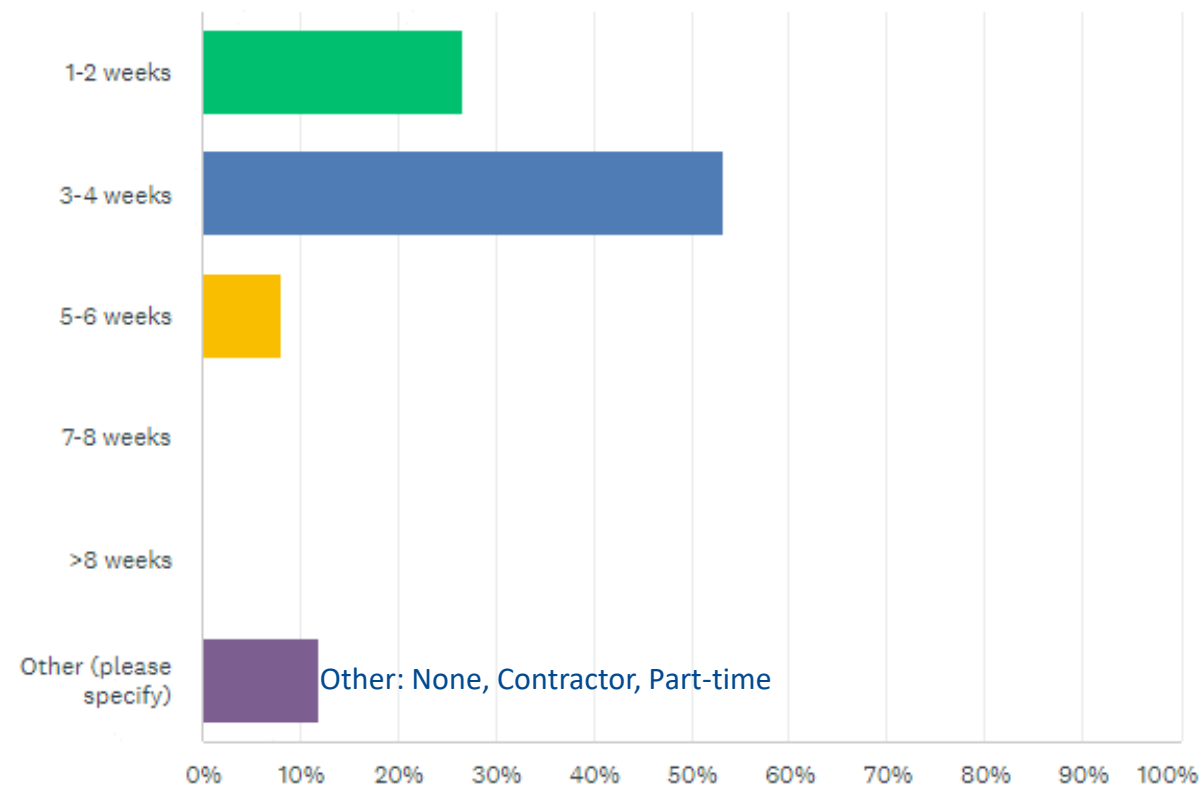


Manager

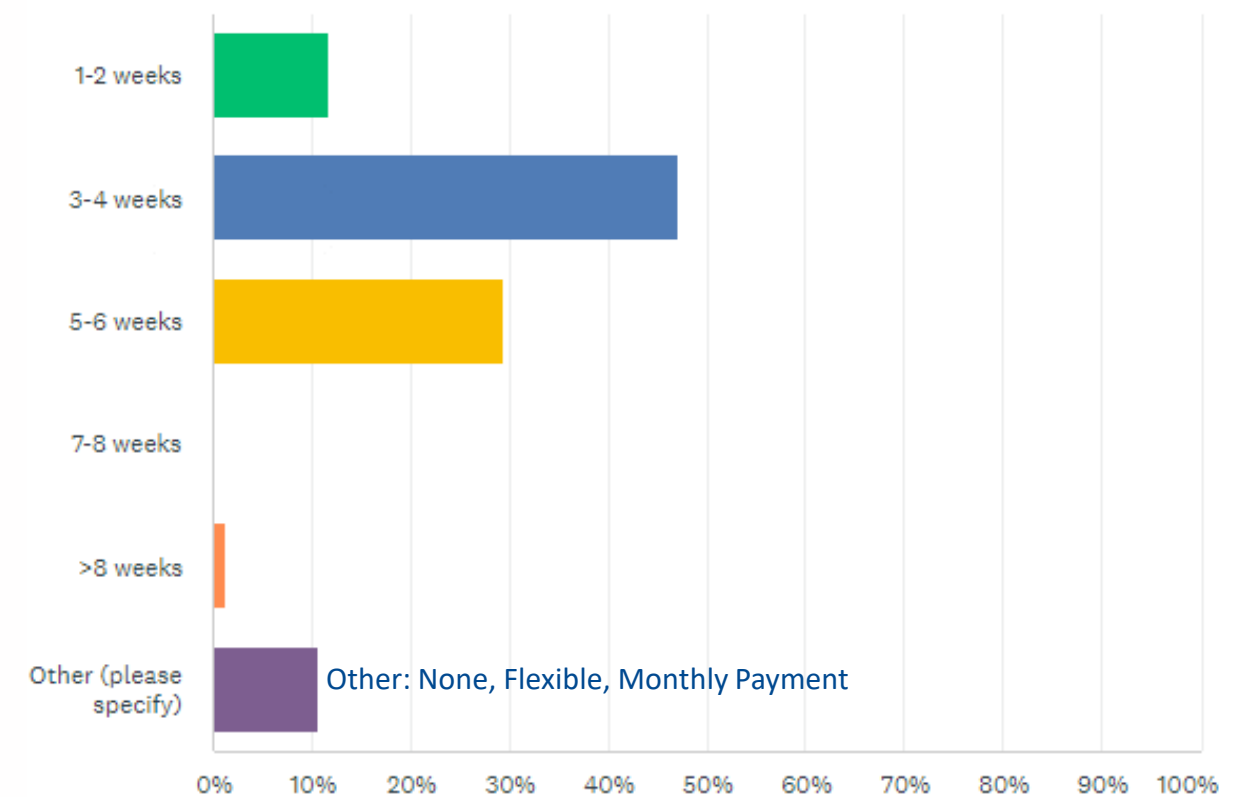


How many weeks of paid vacation do you receive?

Pharmacist

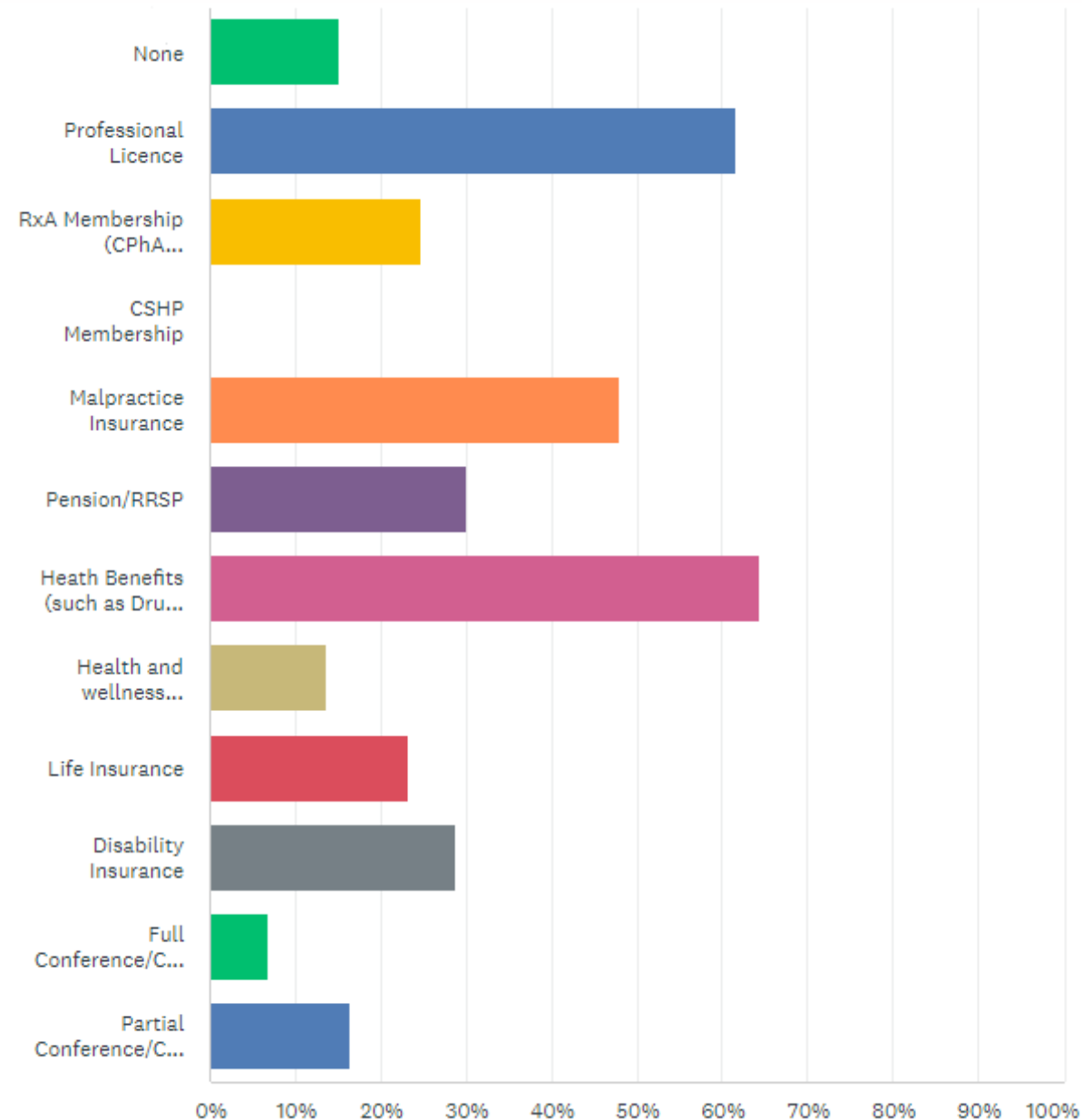


Manager

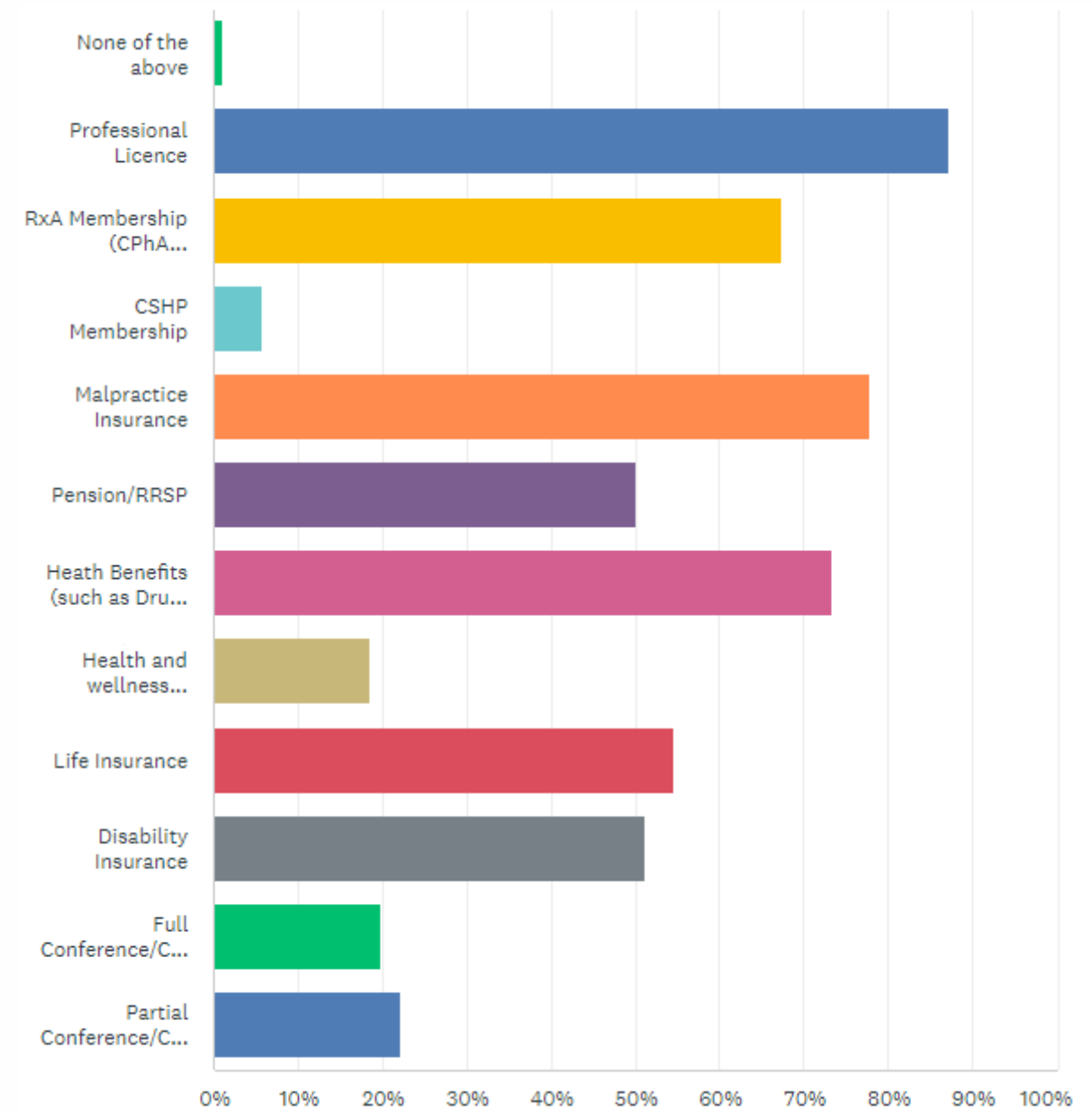


Please indicate if you receive any of the following paid benefits:

Pharmacist

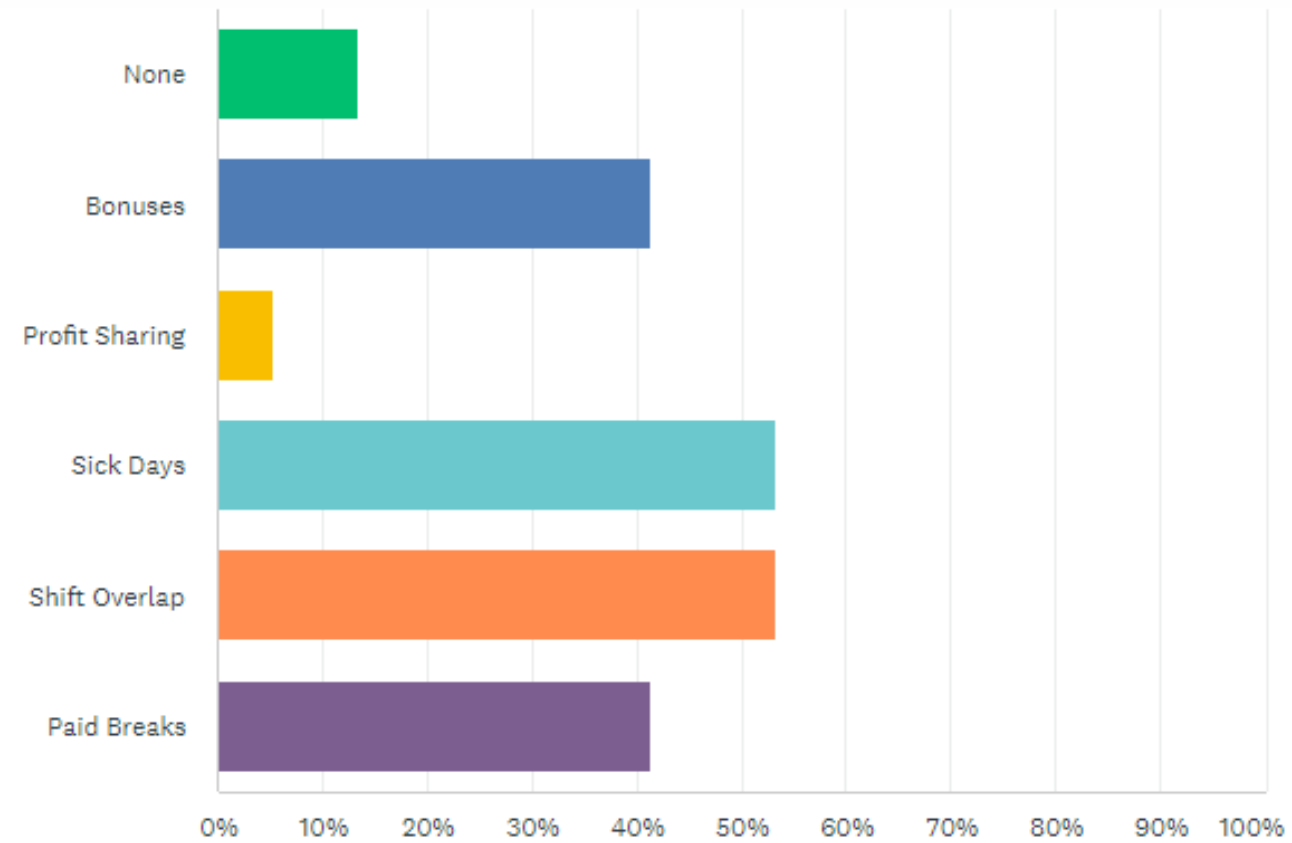


Manager

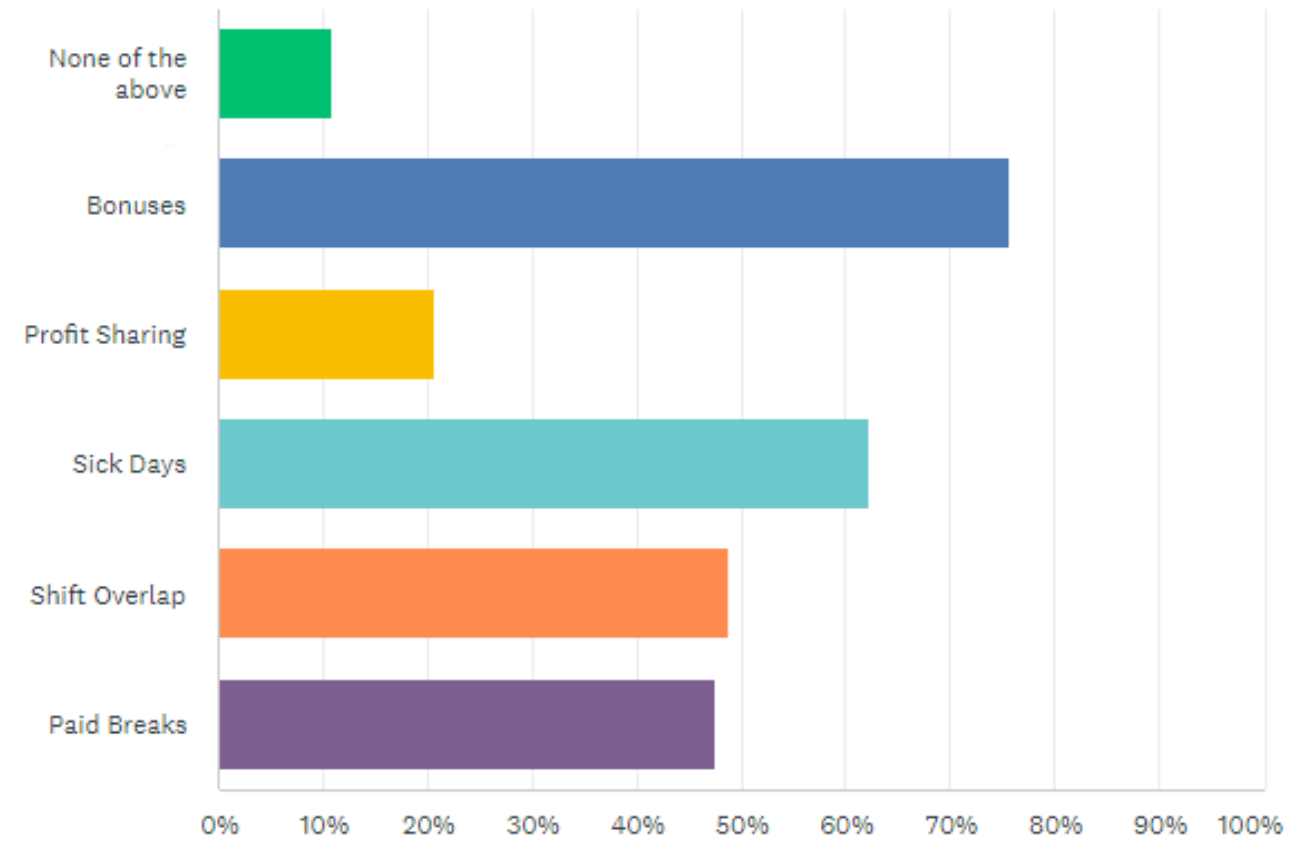


Does your employer provide?

Pharmacist

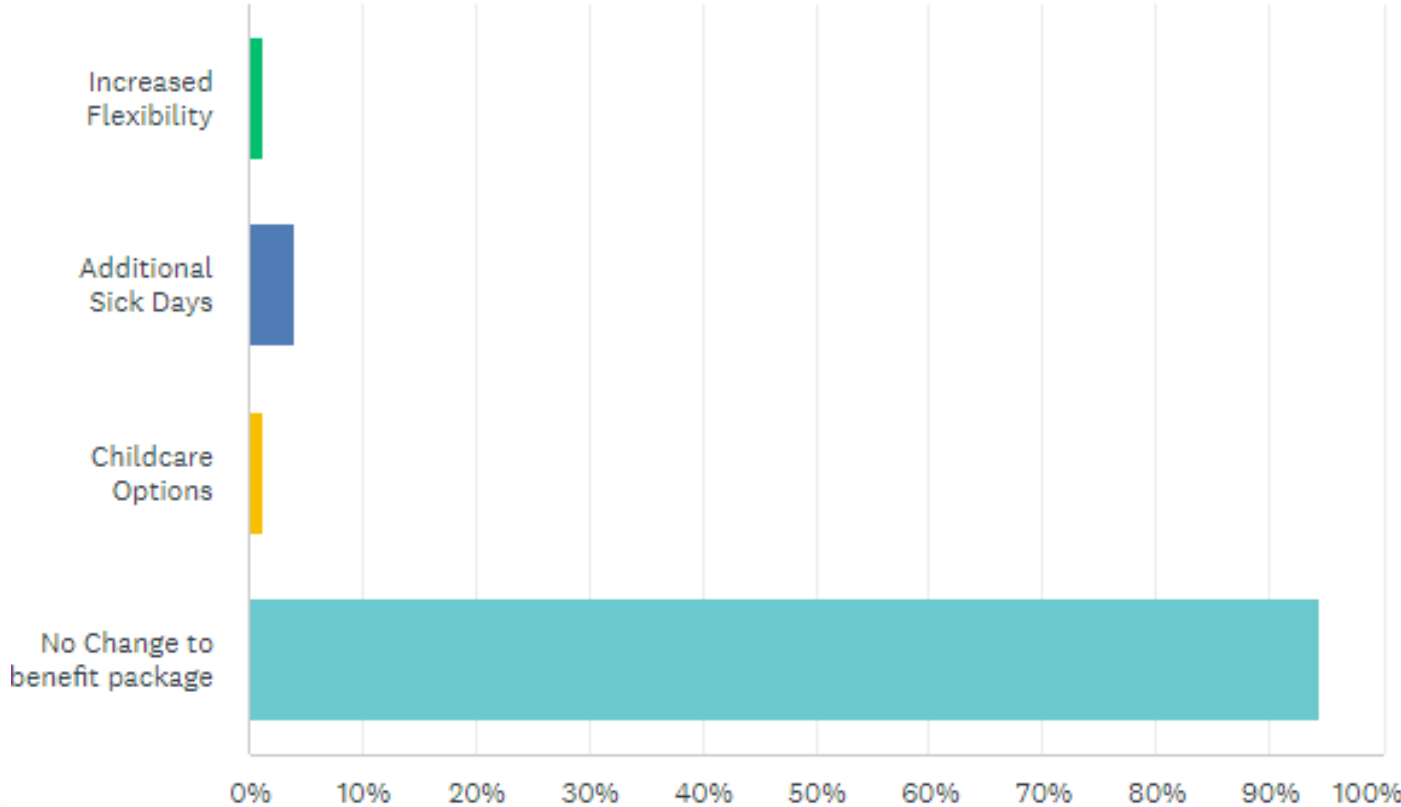


Manager

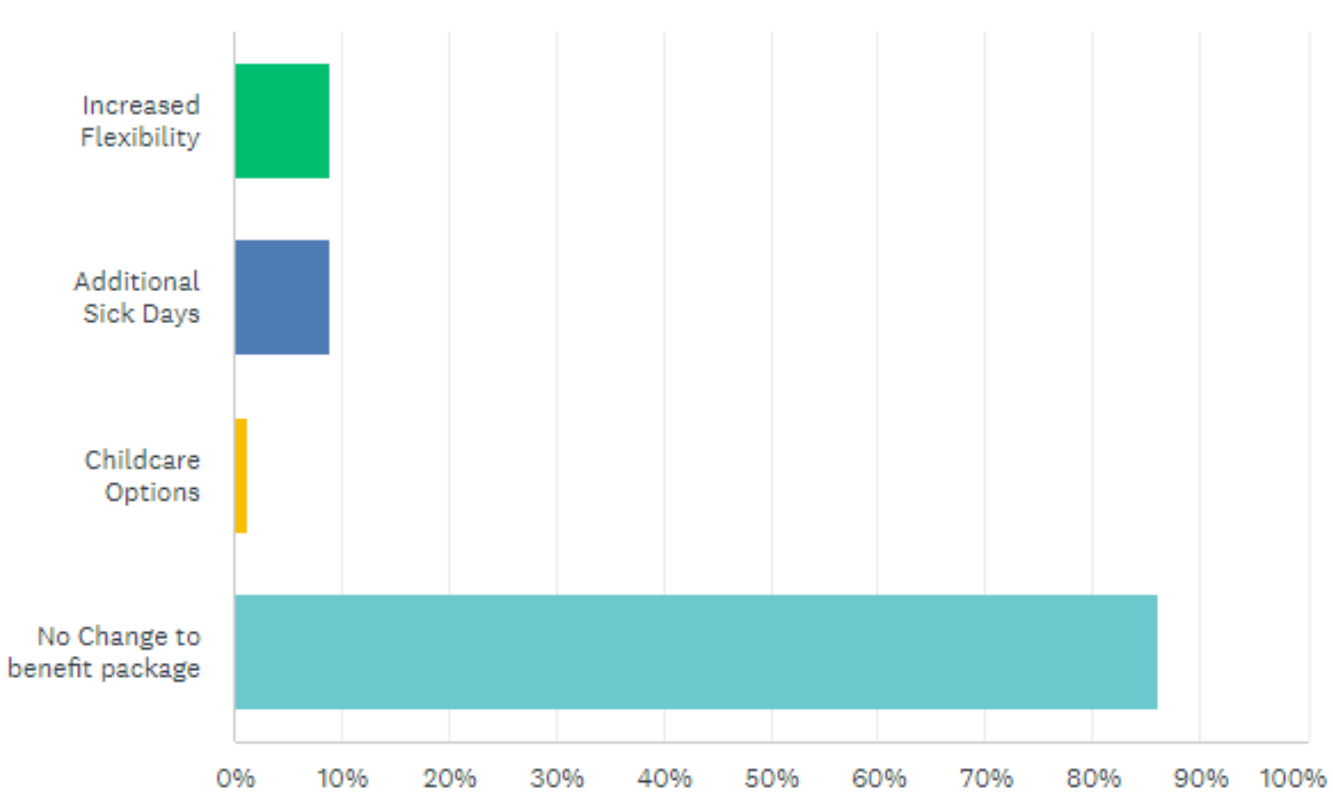


Has your Benefit Package changed to support you better during COVID-19?

Pharmacist

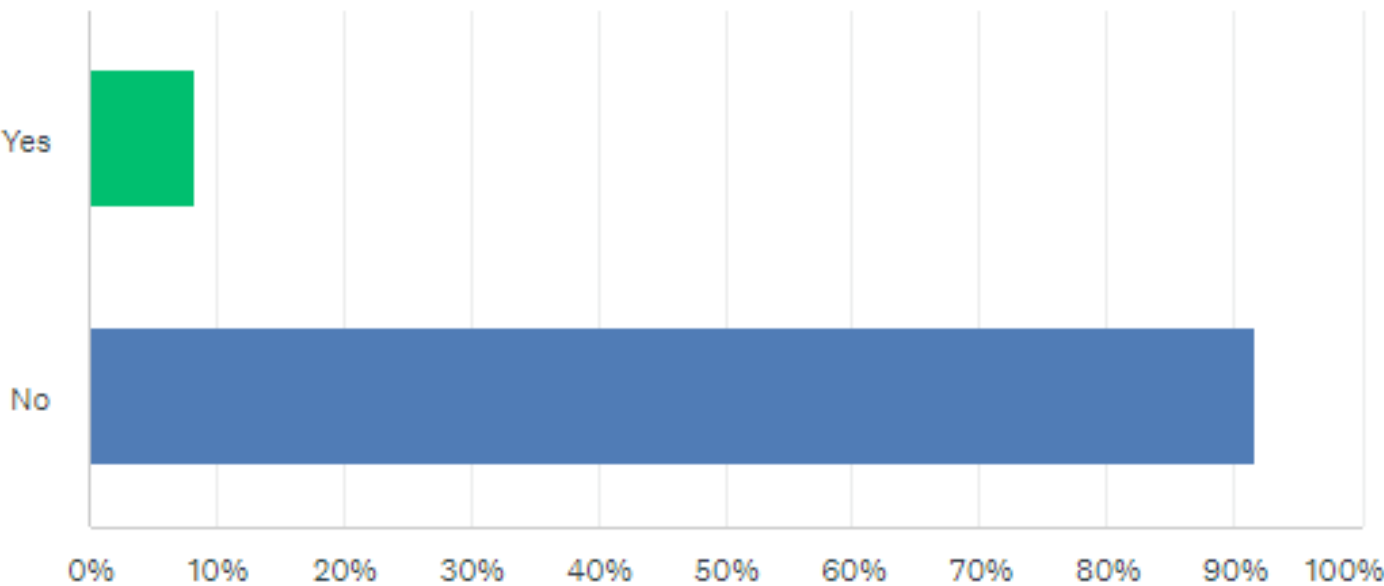


Manager

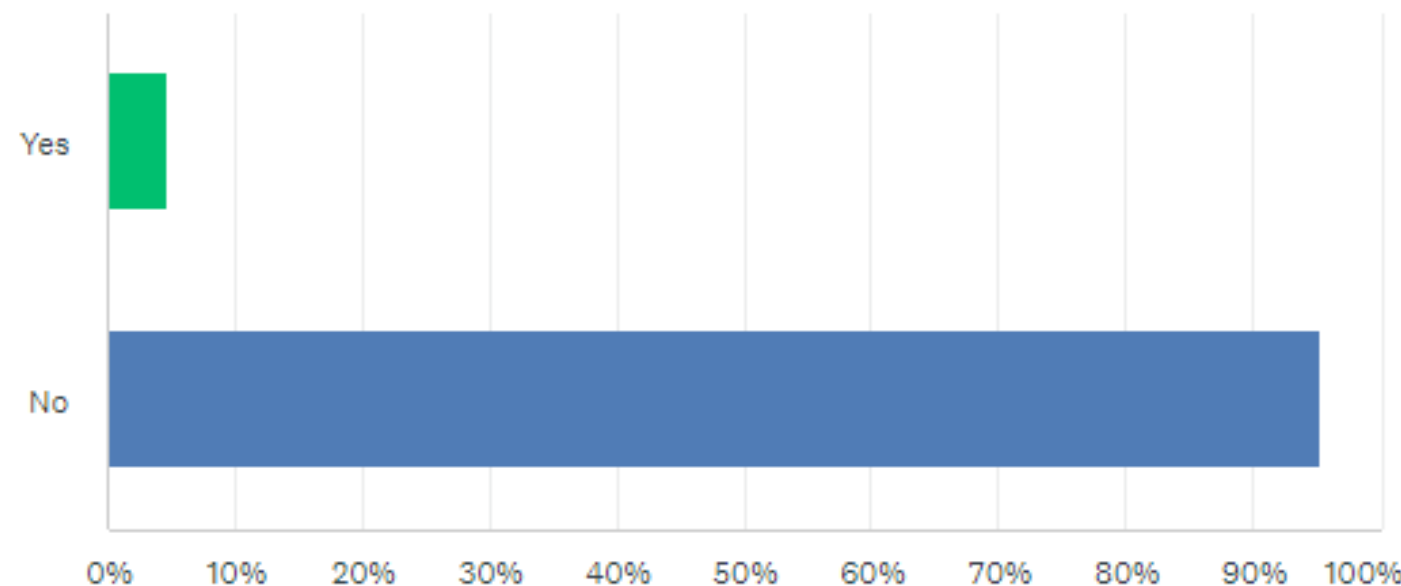


Do you receive Shift Differential (e.g., increased wage for working nights, weekends and/or holidays)?

Pharmacist

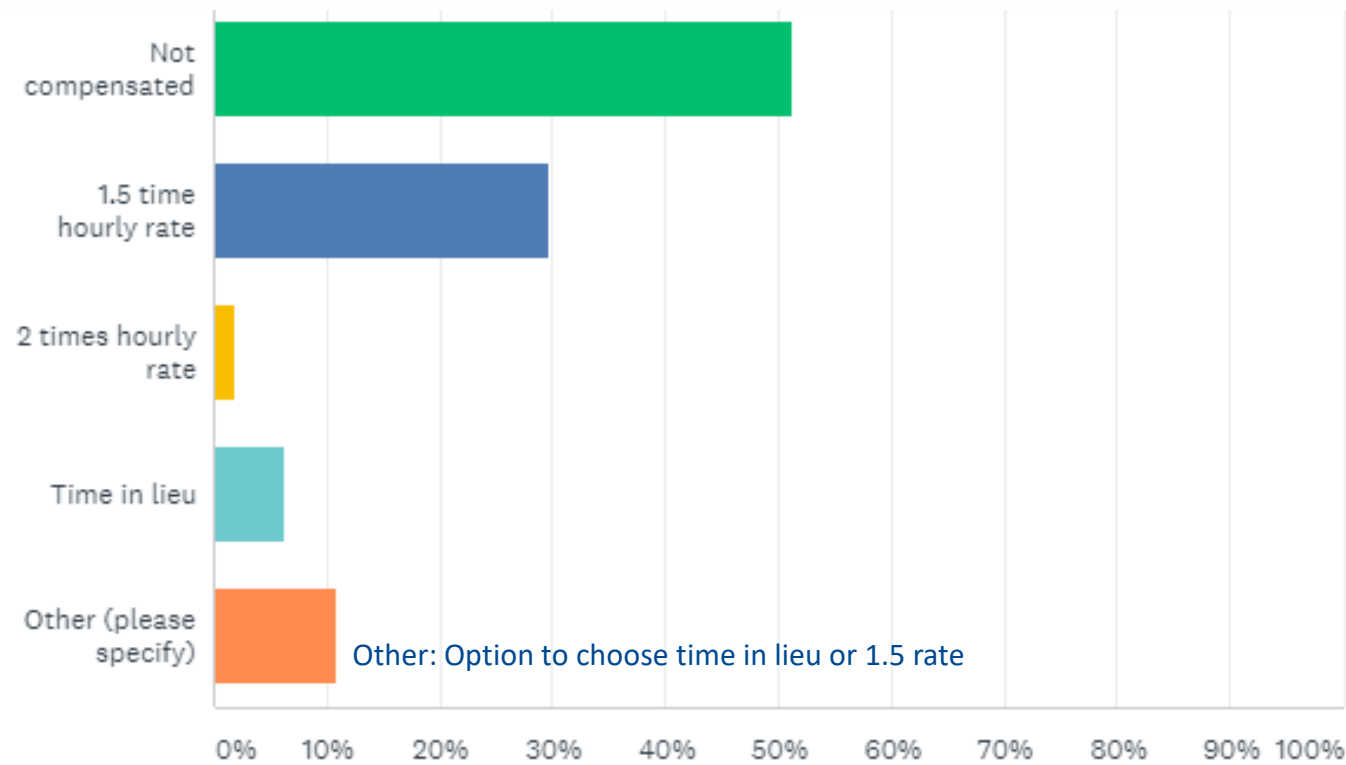


Manager

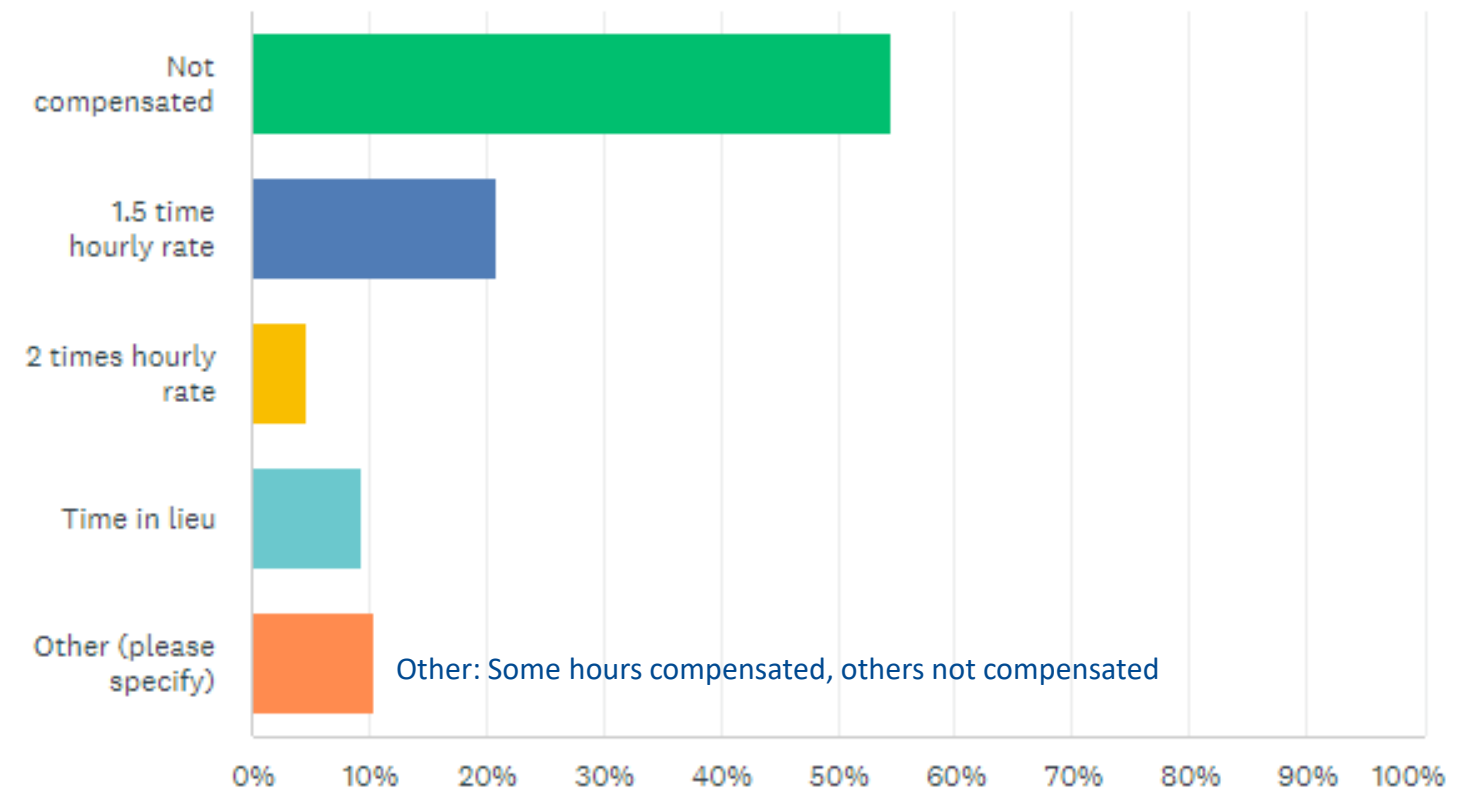


Do you receive compensation for working overtime?

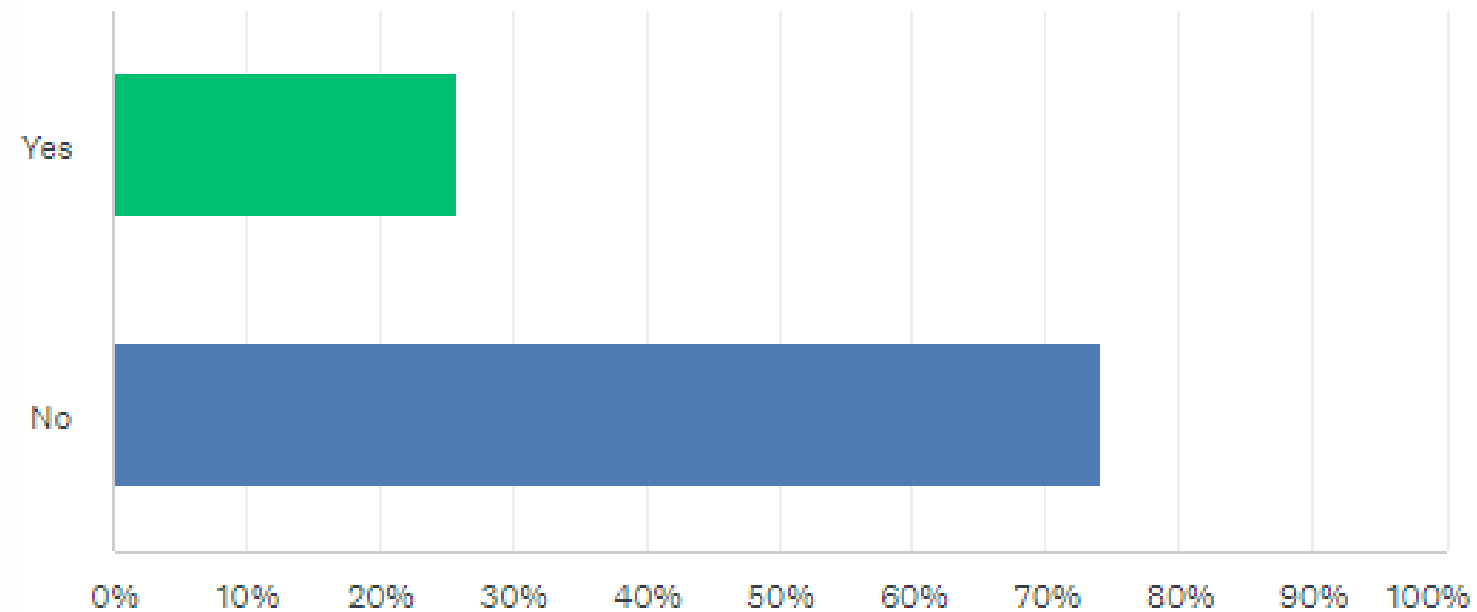
Pharmacist



Manager



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



Year	Average wage (\$ per hour)
First Year	16.33
Second Year	16.83
Third year	17.82
Fourth Year	19.83



Questions?

Contact Kendall.Franklin@rxa.ca

