

The Alberta Pharmacists' Workplace & Wage Survey Report 2023



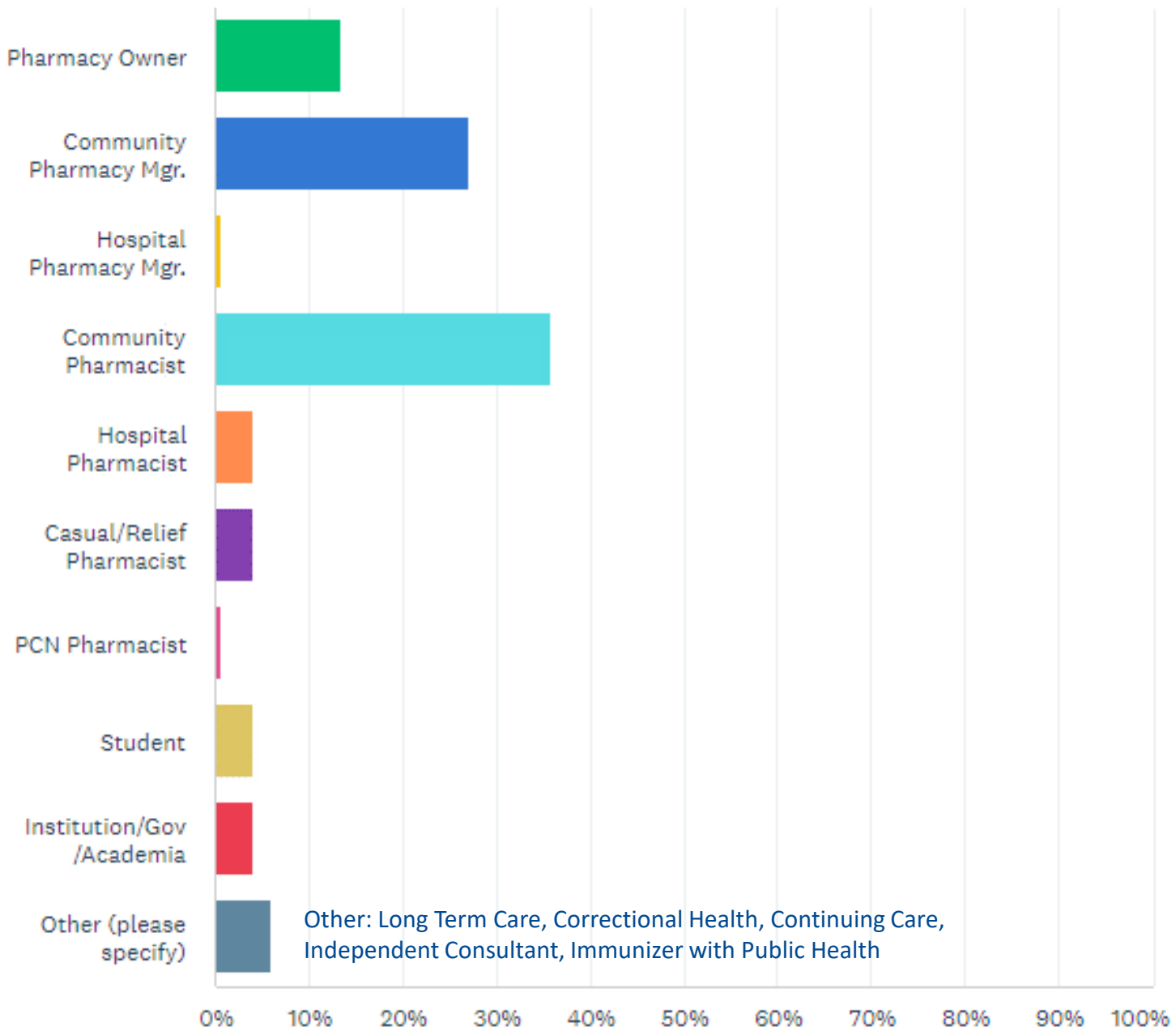
About the 2023 Workplace & Wage Survey Report



- The Alberta Pharmacists' Association (RxA) is pleased to present the findings of our 2023 Workplace & Wage Survey. The survey was open from January 16, 2023, to February 22, 2023, and had 170 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@rx.ca with areas you would like to see further data on or other ways to improve the survey.

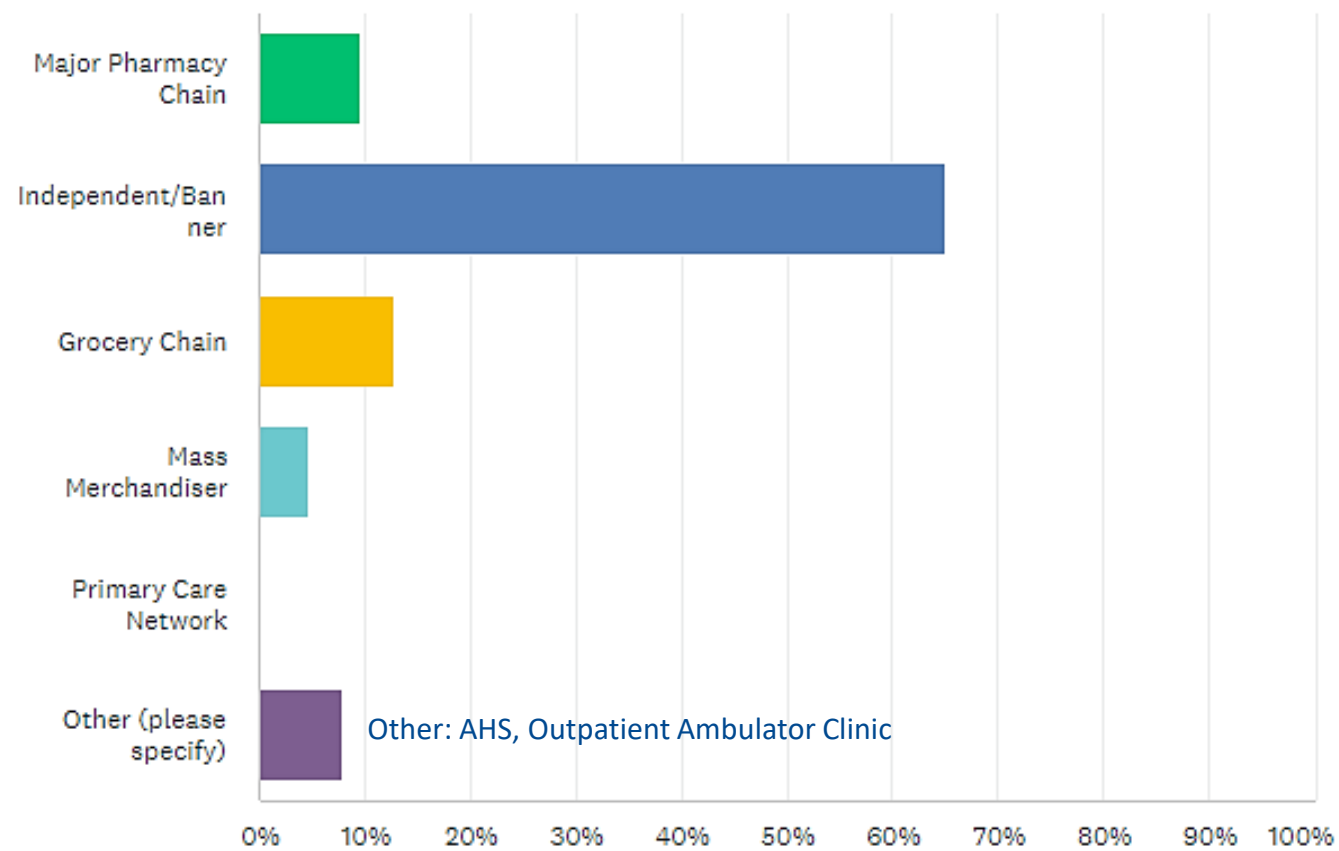


Which best describes your position?

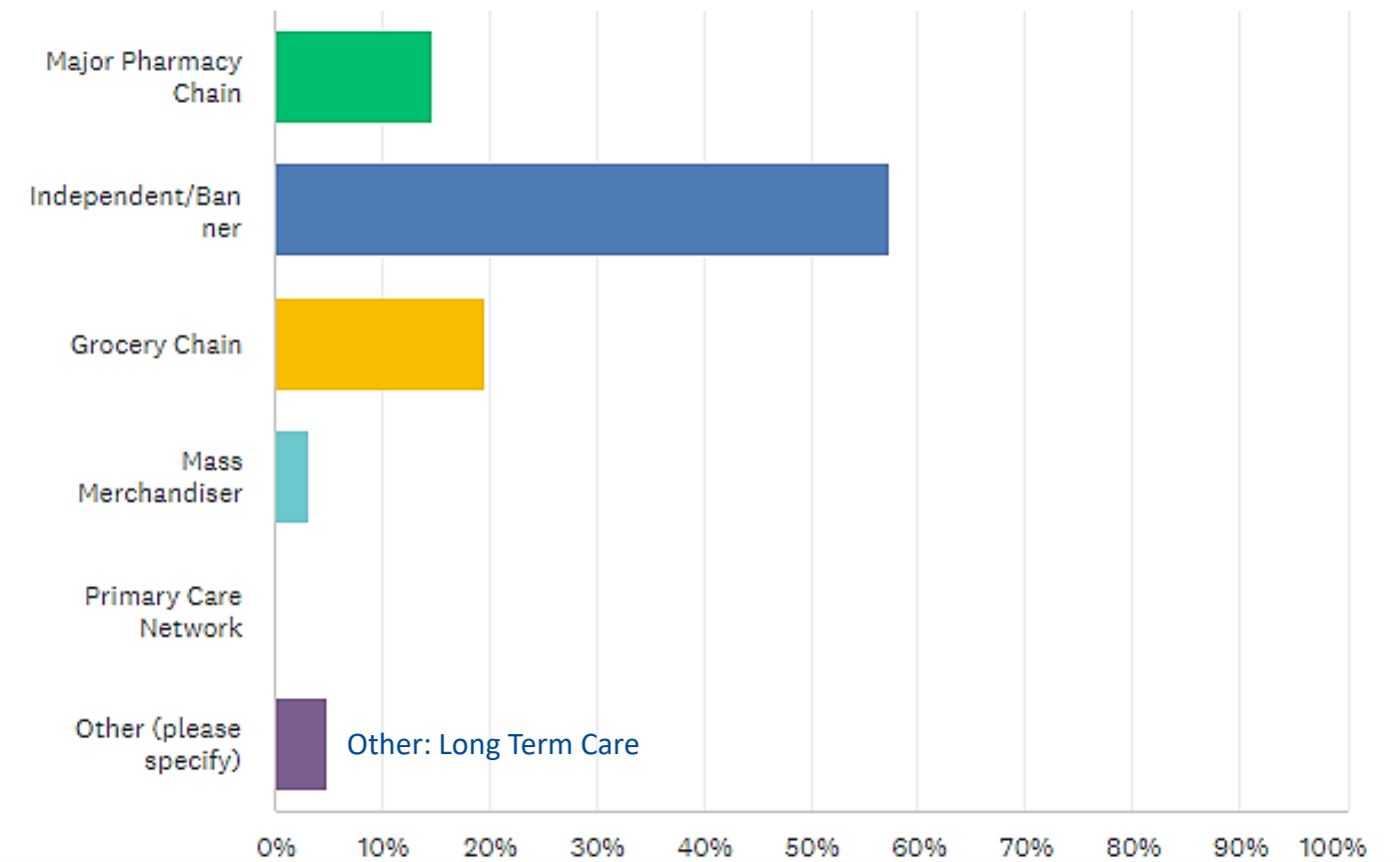


Which best describes your practice area?

Pharmacist

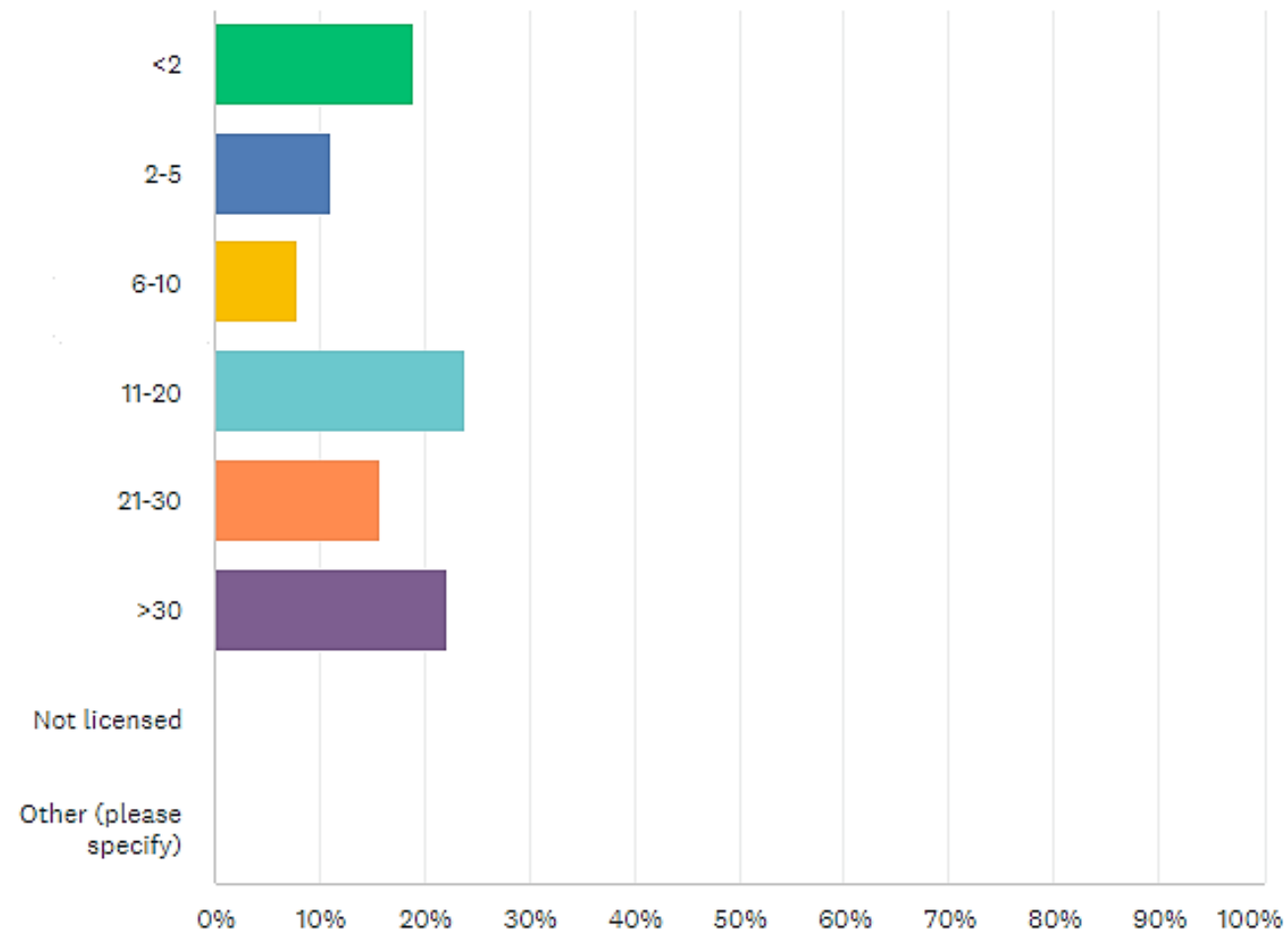


Manager

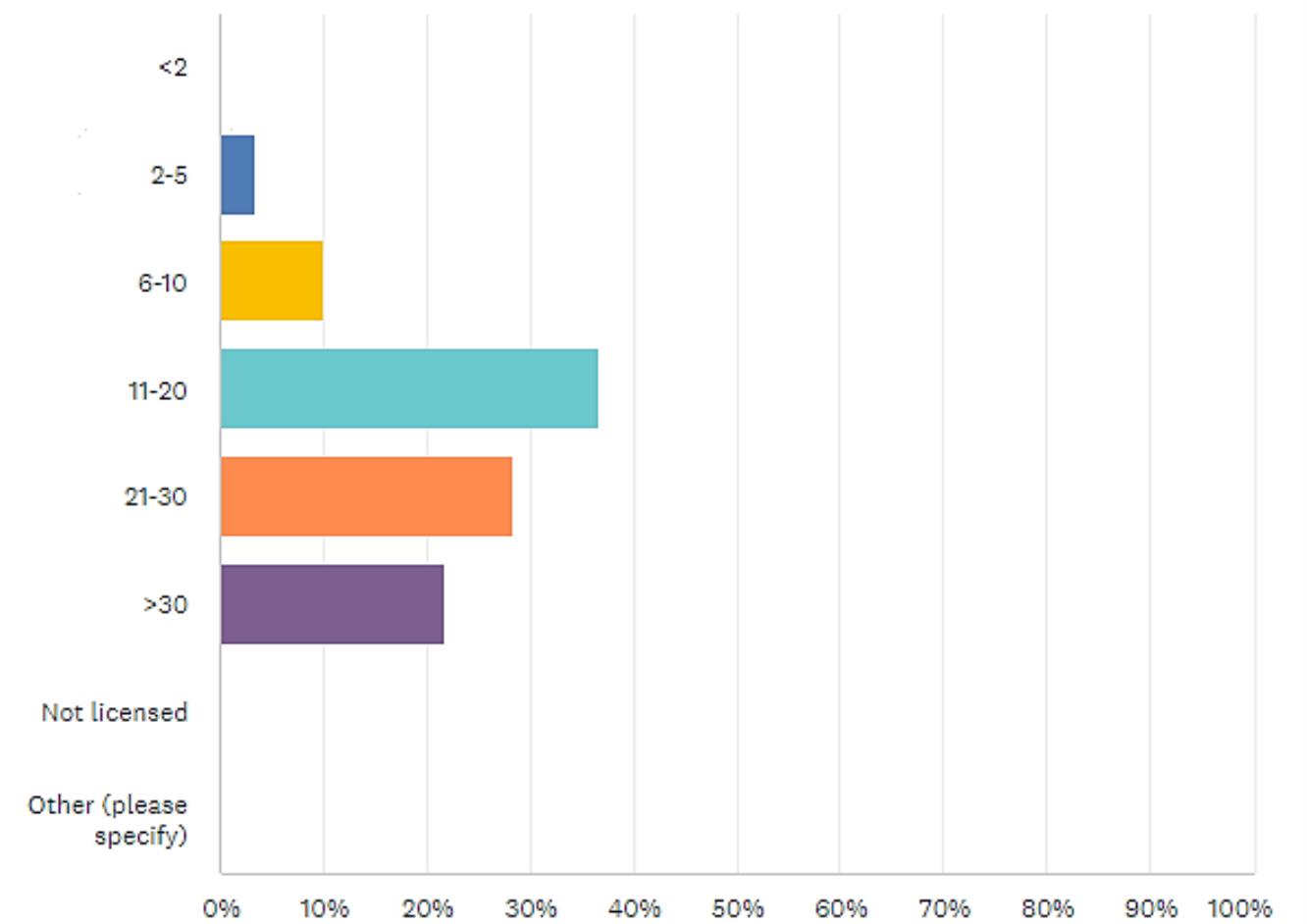


How many years have you been practicing?

Pharmacist

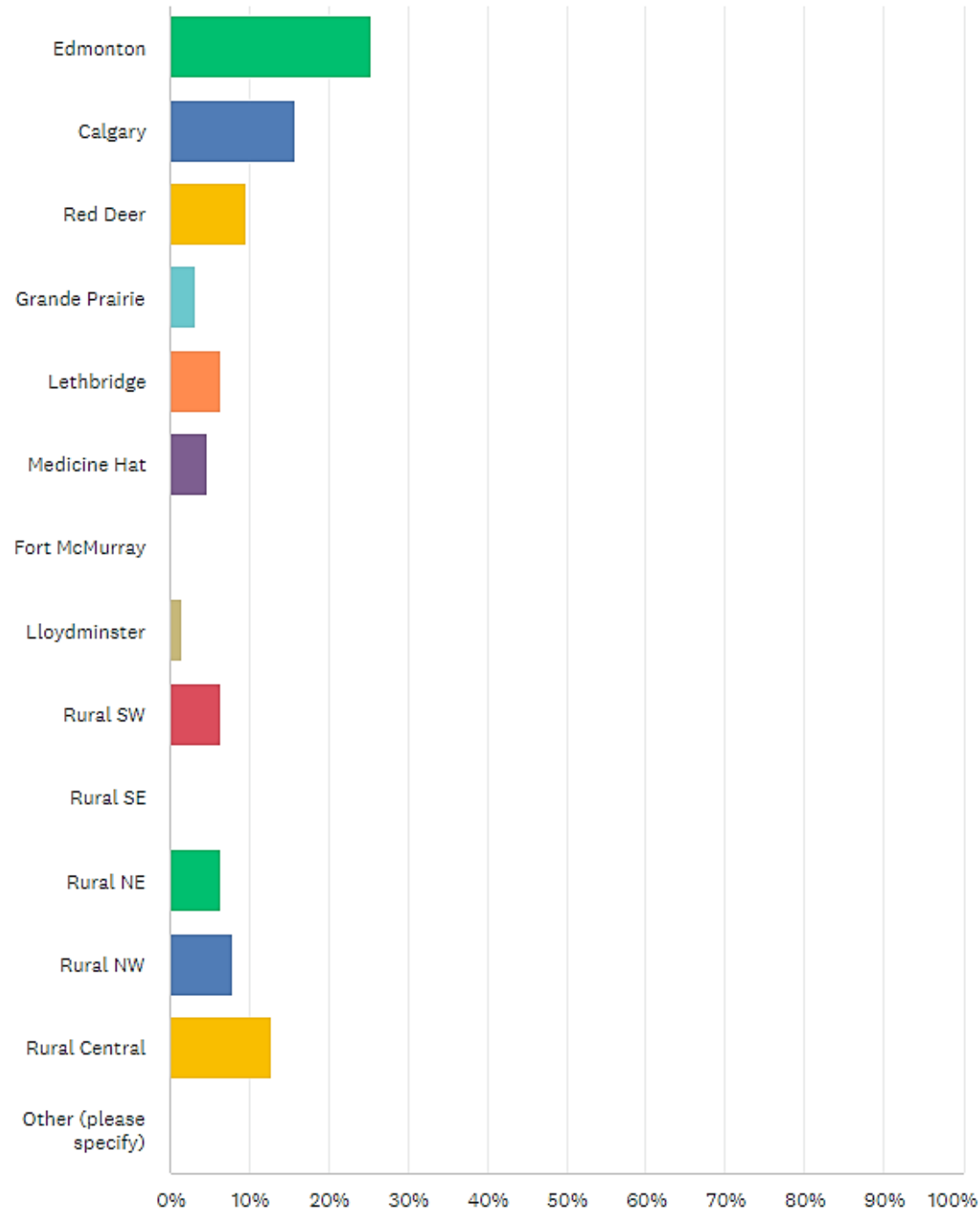


Manager

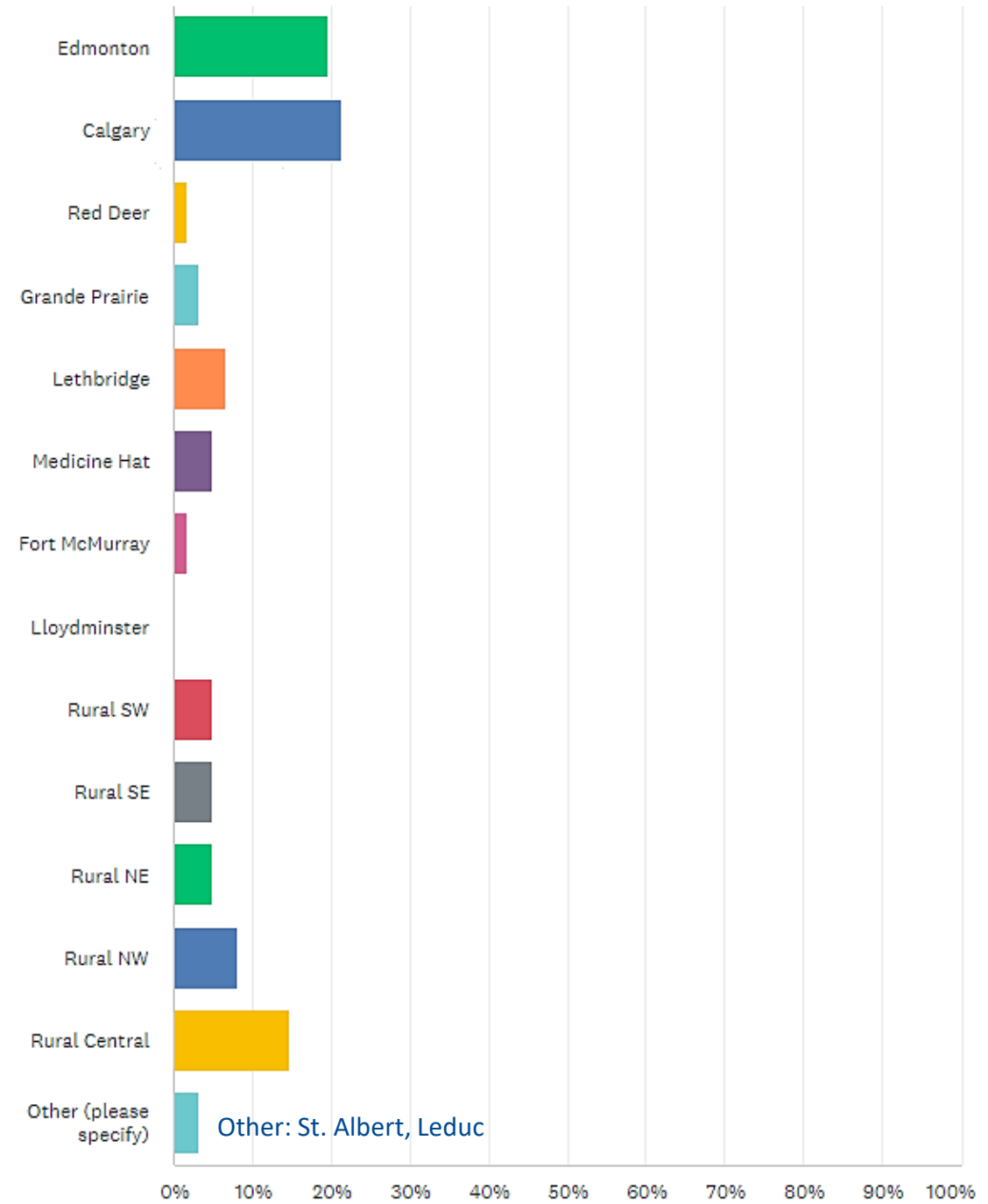


What area of the province do you work in?

Pharmacist

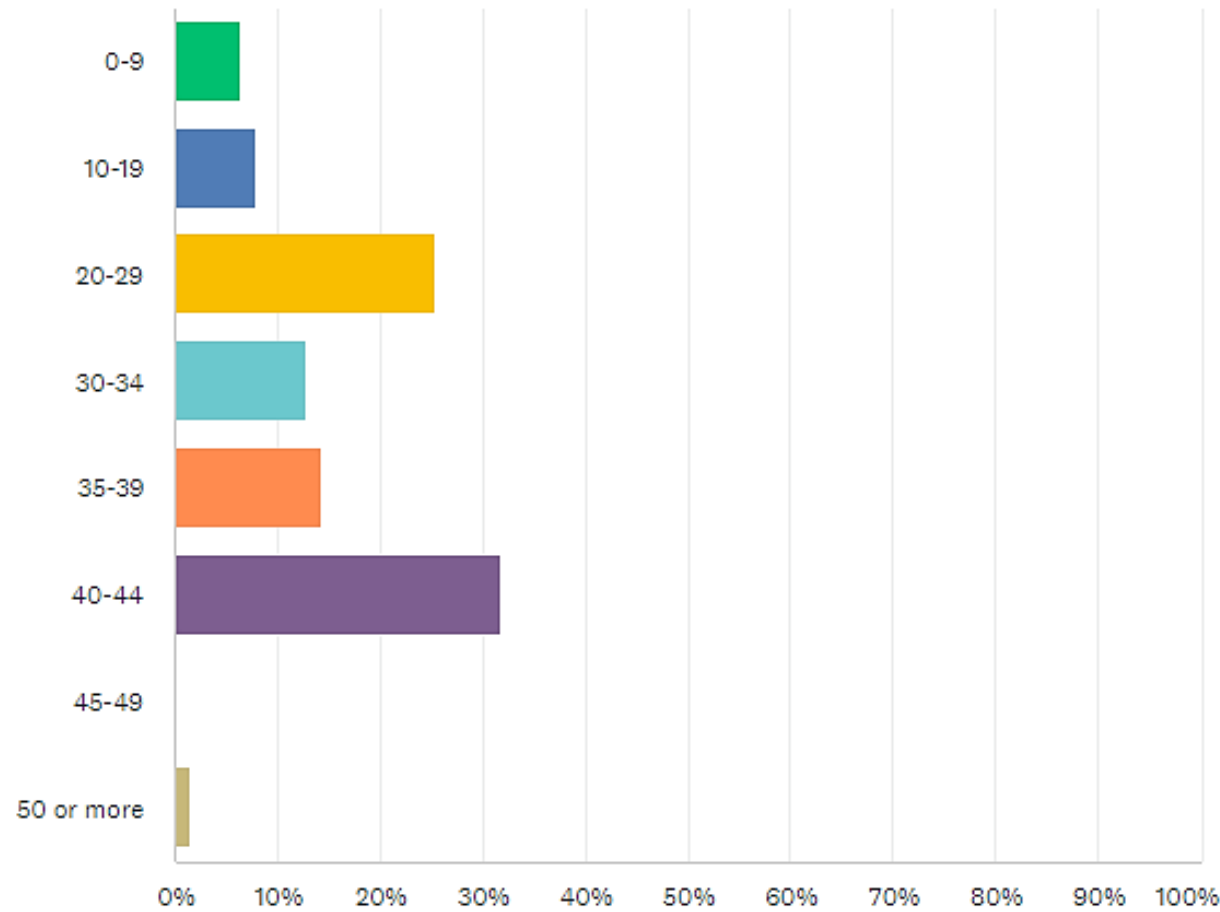


Manager

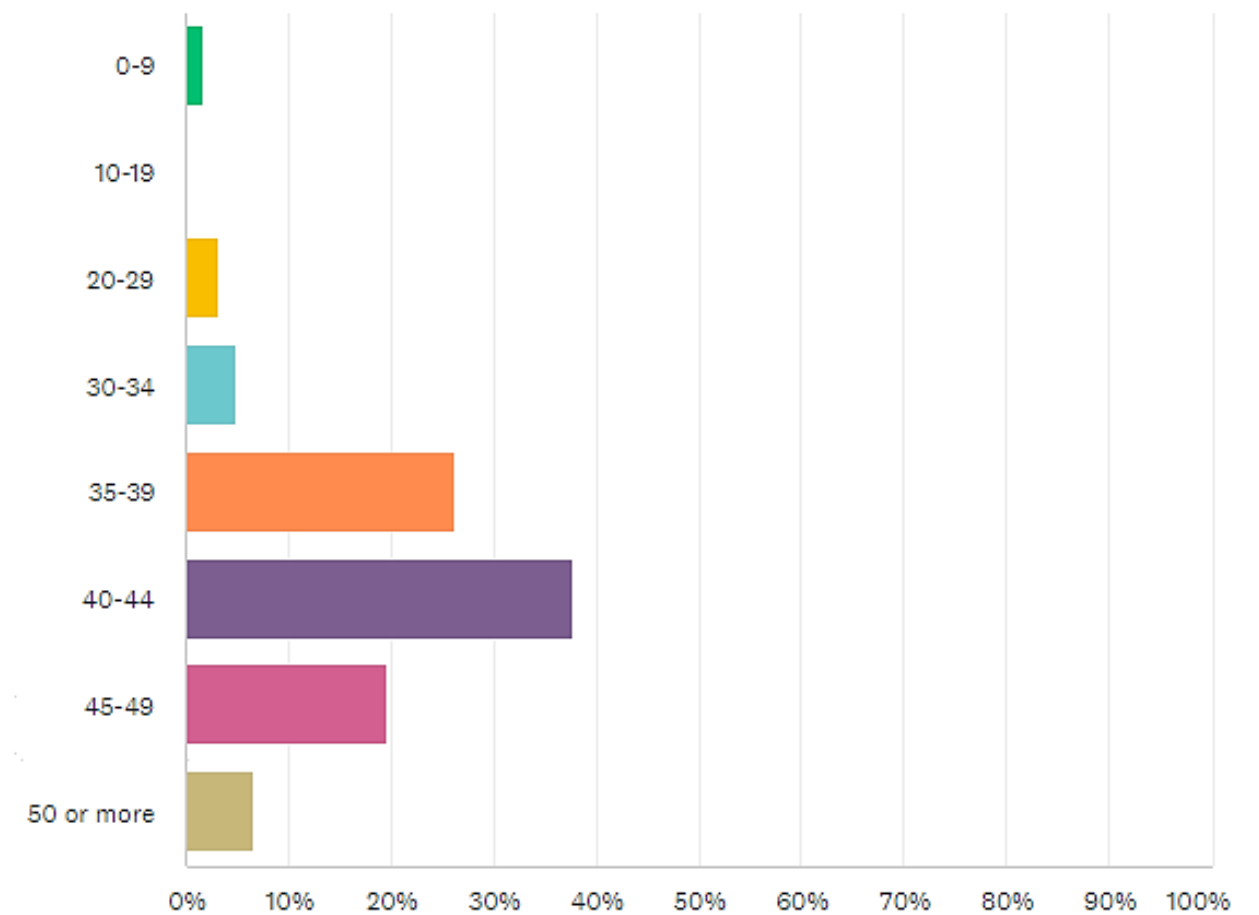


On average, how many hours do you work per week?

Pharmacist

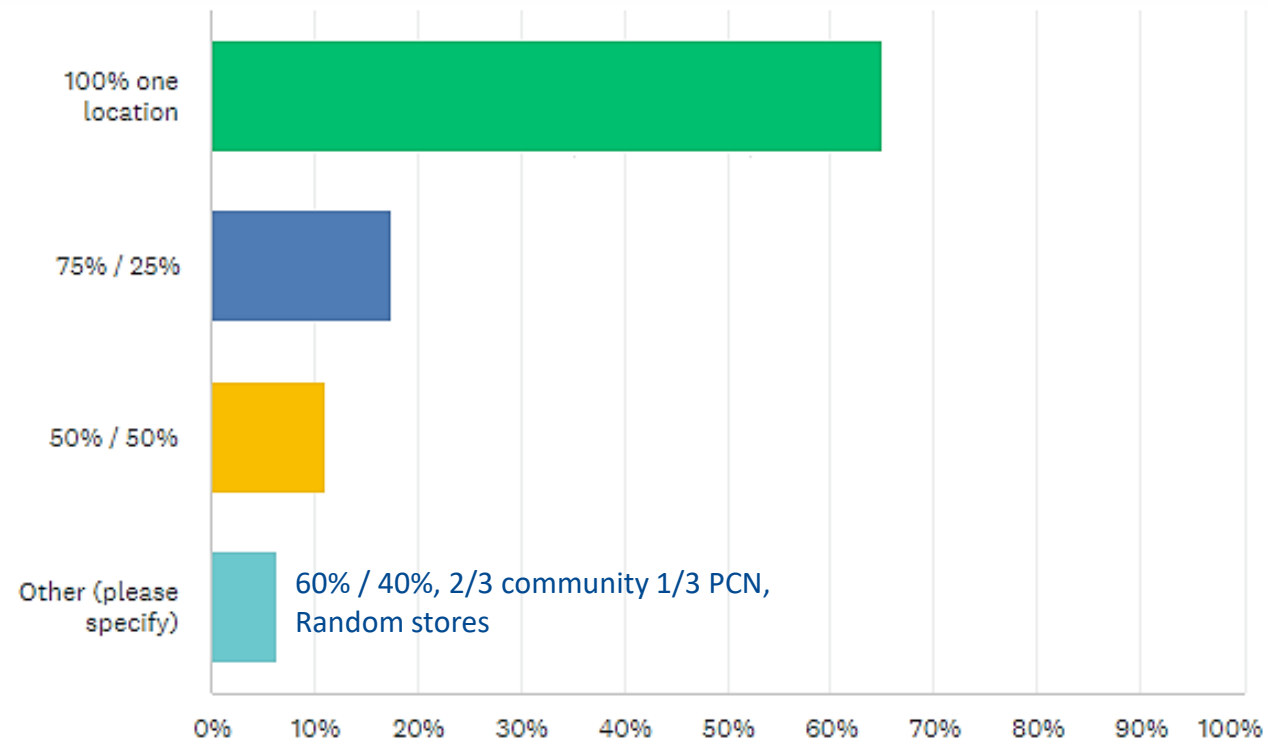


Manager

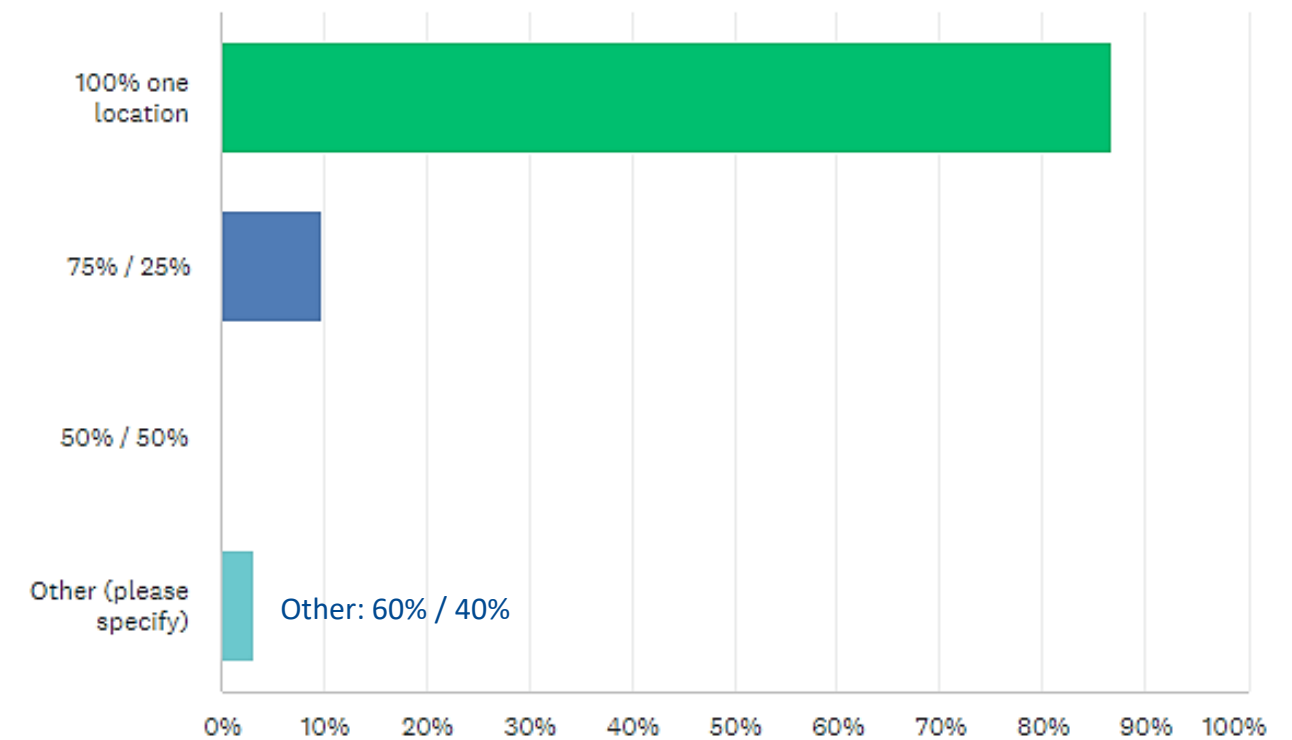


What proportion do you work in one pharmacy location to multiple locations?

Pharmacist

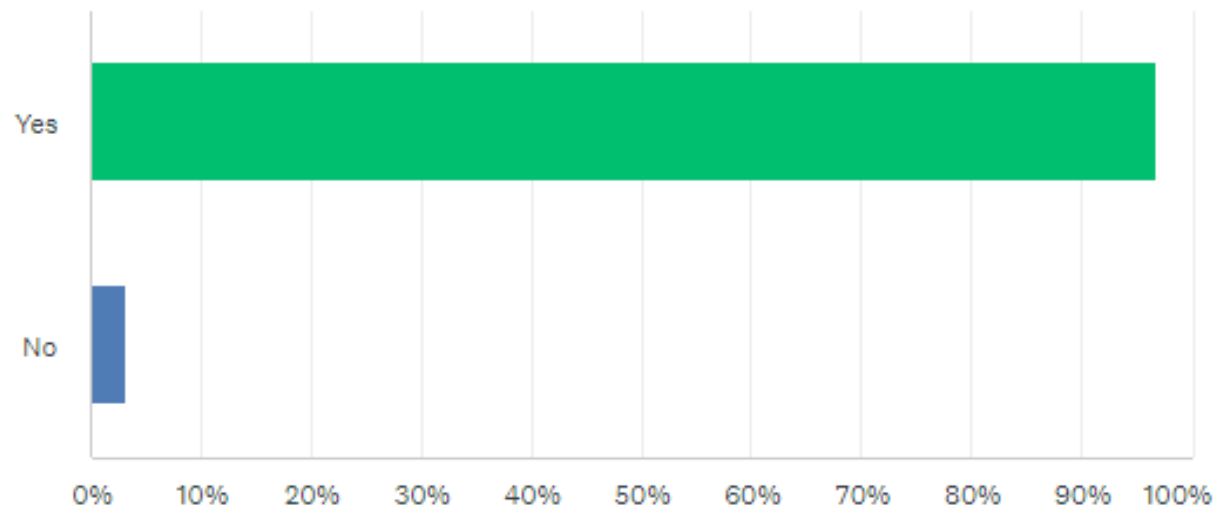


Manager

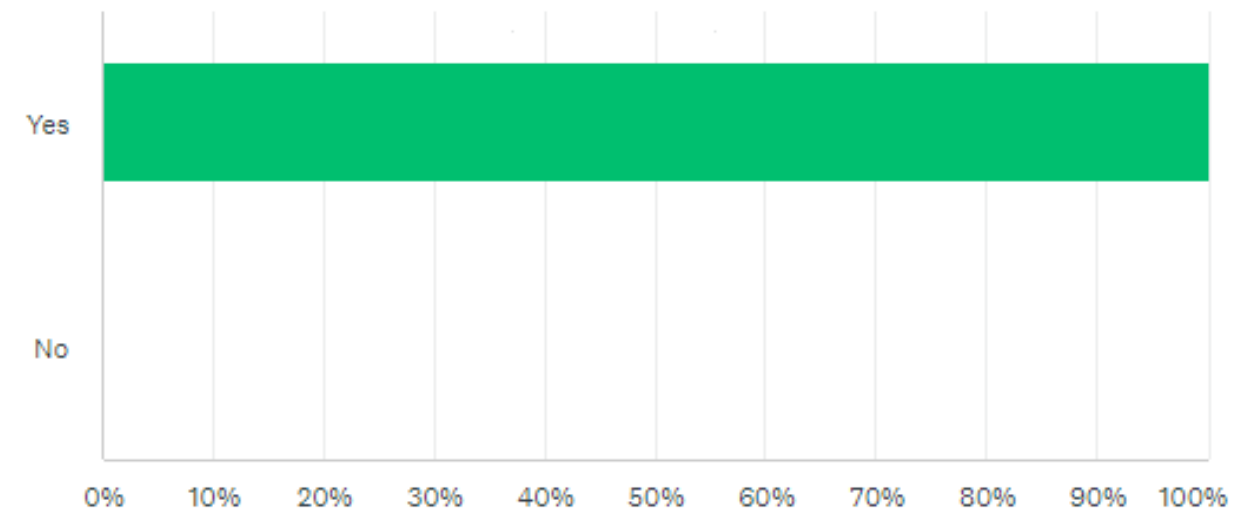


Does your pharmacy offer public health vaccines (COVID-19, Influenza, etc.)?

Pharmacist

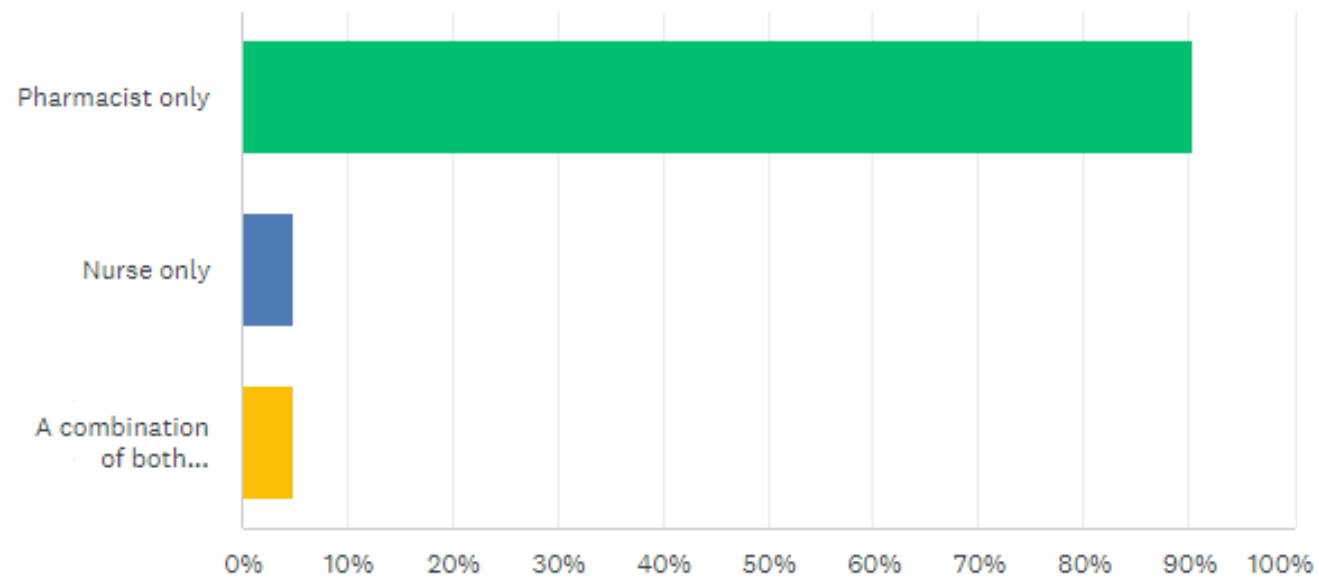


Manager

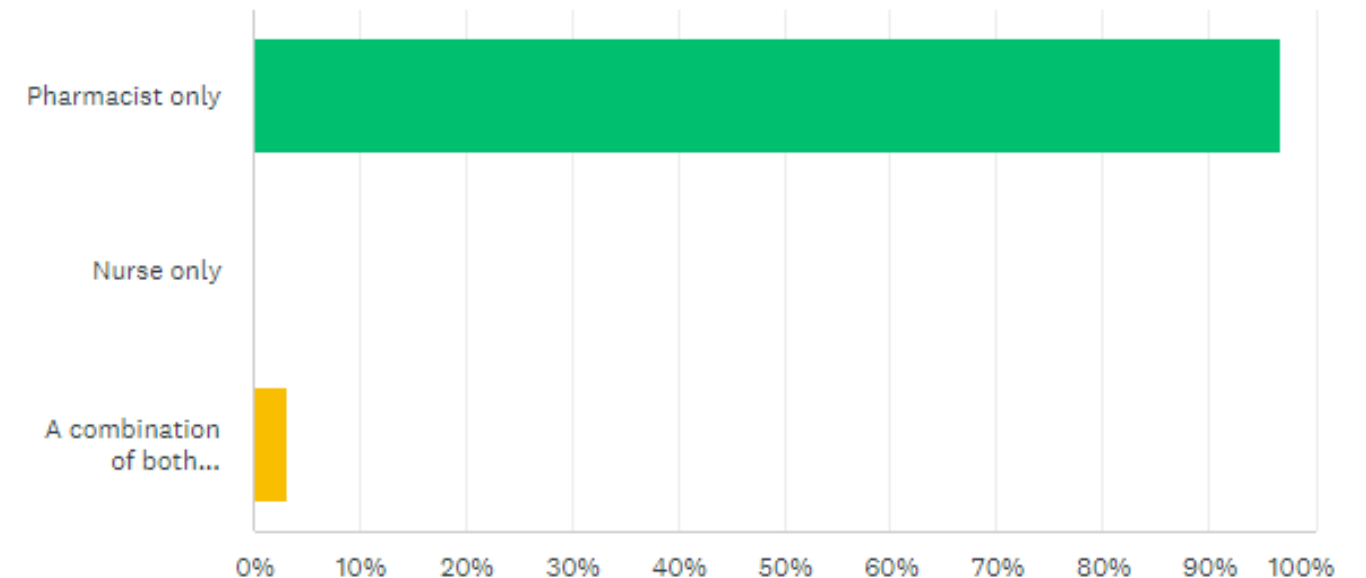


If yes, does your pharmacy administer vaccines by pharmacists, nurses, or a combination?

Pharmacist



Manager



Hourly Wage Summary

Overall average (\$ per hour)			
2023	2022	2021	2017
55.78	53.90	53.68	52.60

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

Average by type of practice (\$ per hour)				
	2023	2022	2021	2017
Major Pharmacy Chain (e.g., Rexall, Shoppers)	56.41	53.39	52.95	49.40
Independent/Banner (e.g., IDA, Guardian)	55.48	52.84	53.18	51.77
Grocery Chain (e.g., Safeway, Save-On)	55.12	53.95	52.62	50.96
Mass Merchandiser (e.g., Walmart)	58.58	58.85	61.50	54.99
Hospital	57.12	56.66	57.95	54.35



Hourly Wage Summary

Community Pharmacist Average by type of practice (\$ per hour)	
	2023
Major Pharmacy Chain (e.g., Rexall, Shoppers)	52.41
Independent/Banner (e.g., IDA, Guardian)	53.53
Grocery Chain (e.g., Safeway, Save-On)	51.72
Mass Merchandiser (e.g., Walmart)	54.63

Manager Average by type of practice (\$ per hour)	
	2023
Major Pharmacy Chain (e.g., Rexall, Shoppers)	59.41
Independent/Banner (e.g., IDA, Guardian)	60.69
Grocery Chain (e.g., Safeway, Save-On)	57.39
Mass Merchandiser (e.g., Walmart)	64.50



Hourly Wage Summary

Average by position type (\$ per hour)				
	2023	2022	2021	2017
Manager/ Owner	58.54	54.62	57.39	54.51
Community Pharmacist	53.12	52.05	50.93	50.69
Hospital Pharmacist	57.12	56.66	57.95	54.35

Overall average by years of experience (\$ per hour)				
	2023	2022	2021	2017
Less than 2 years	51.74	49.41	47.07	48.87
2 to 5 years	56.50	51.46	53.23	50.52
6 to 10 years	56.92	52.82	52.79	50.14
11 to 20 years	56.78	54.59	53.58	55.36
21 or more years	54.89	55.82	55.11	52.03

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



Hourly Wage Summary

Overall average by distribution of responses (\$ per hour)				
	2023	2022	2021	2017
Edmonton	53.14	50.26	50.42	50.75
Calgary	53.44	51.48	51.43	50.67
Red Deer	54.86	58.02	58.15	53.37
Grande Prairie	62.66	63.50	64.67	N/A
Lethbridge	55.78	51.71	54.87	55.88
Medicine Hat	55.46	53.31	52.82	56.67
Fort McMurray	65.00	52.00	57.00	N/A
Lloydminster	55.00	52.00	58.50	N/A
Rural SW	57.57	54.88	54.45	54.27
Rural SE	51.25	52.75	50.13	54.07
Rural NW	62.50	61.61	56.50	56.93
Rural NE	61.00	56.00	53.68	56.33
Rural Central	54.64	55.64	55.43	N/A

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



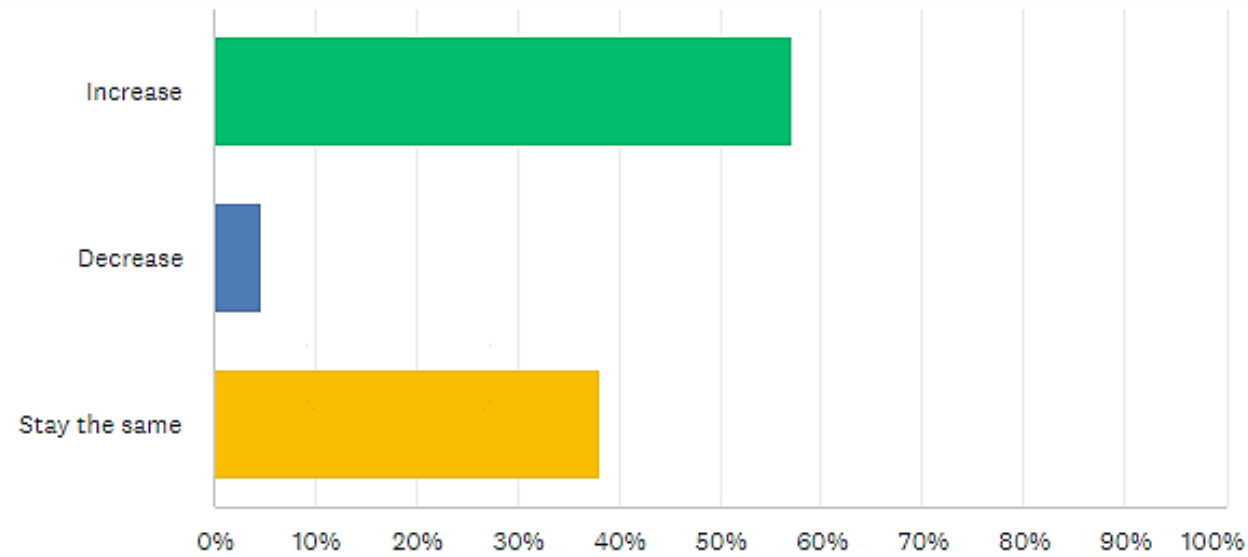
Last Wage Increase Summary

Average by position type (\$ per hour)				
	2023	2022	2021	2017
Manager/Owner	2.99	1.57	1.40	0.79
Community Pharmacist	1.73	1.67	1.77	1.17
Hospital Pharmacist	1.13	N/A	1.73	0.66

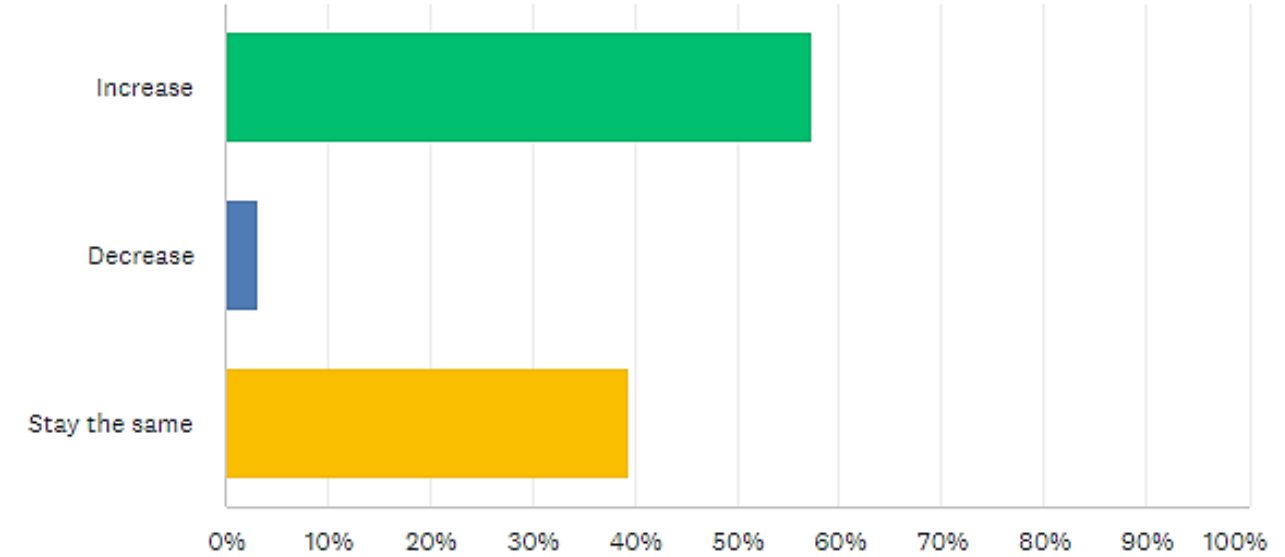


Pharmacy practice and economics are shifting across the country; do you expect your wage to:

Pharmacist

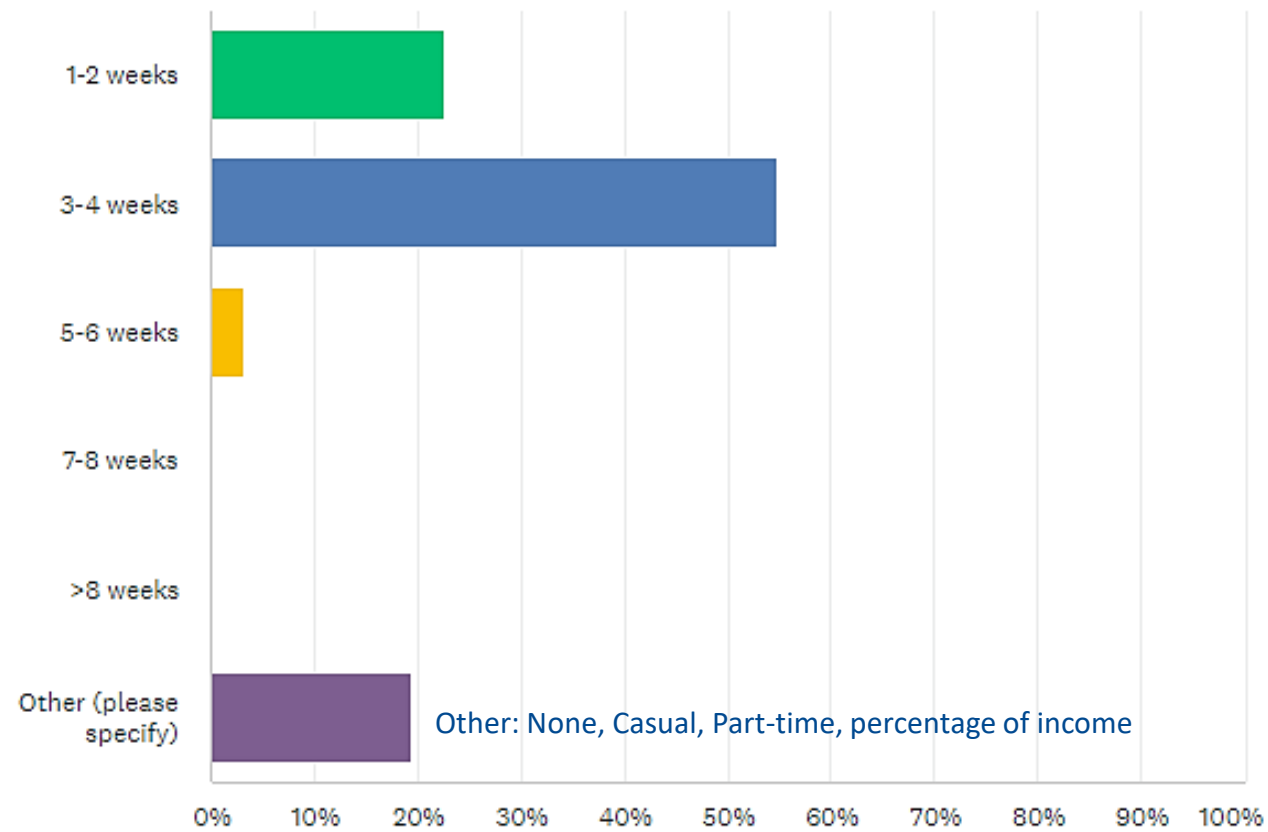


Manager

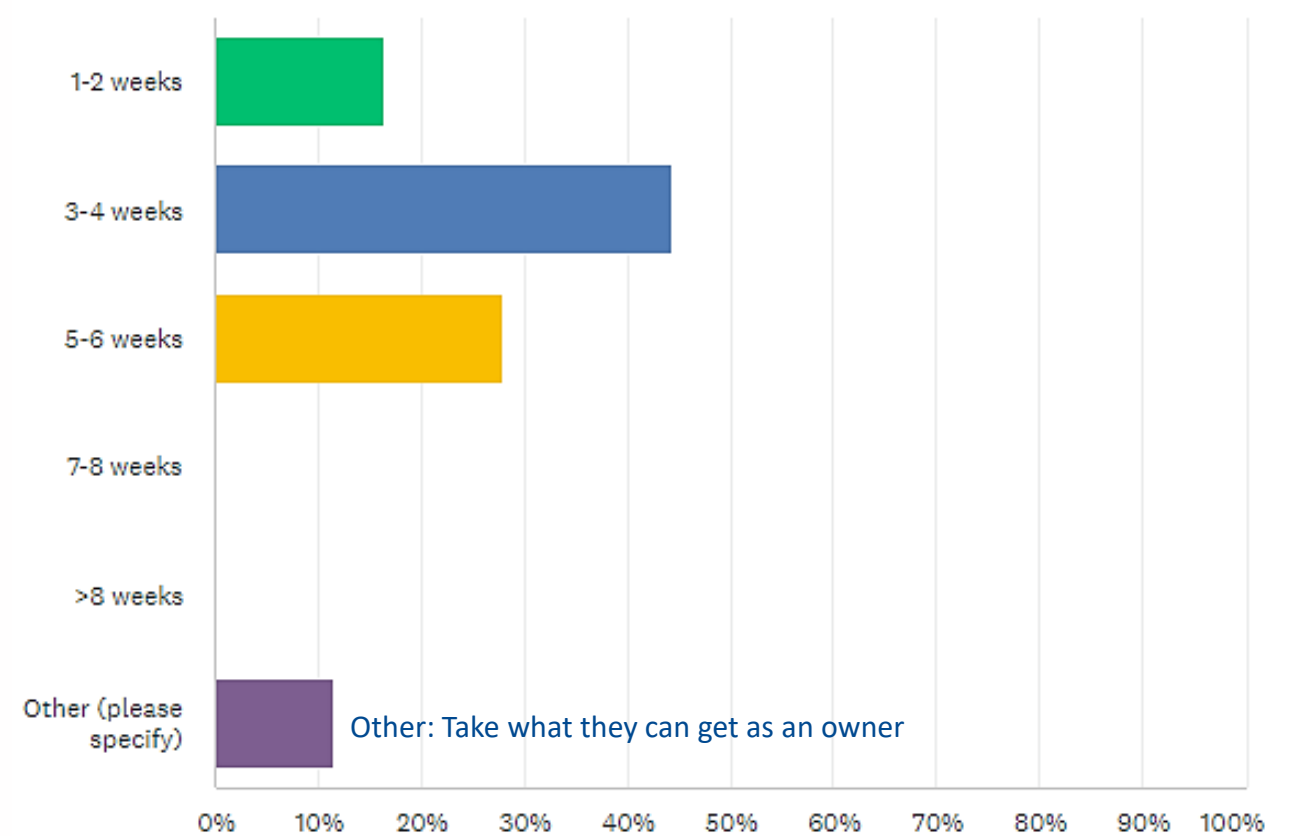


How many weeks of paid vacation do you receive?

Pharmacist

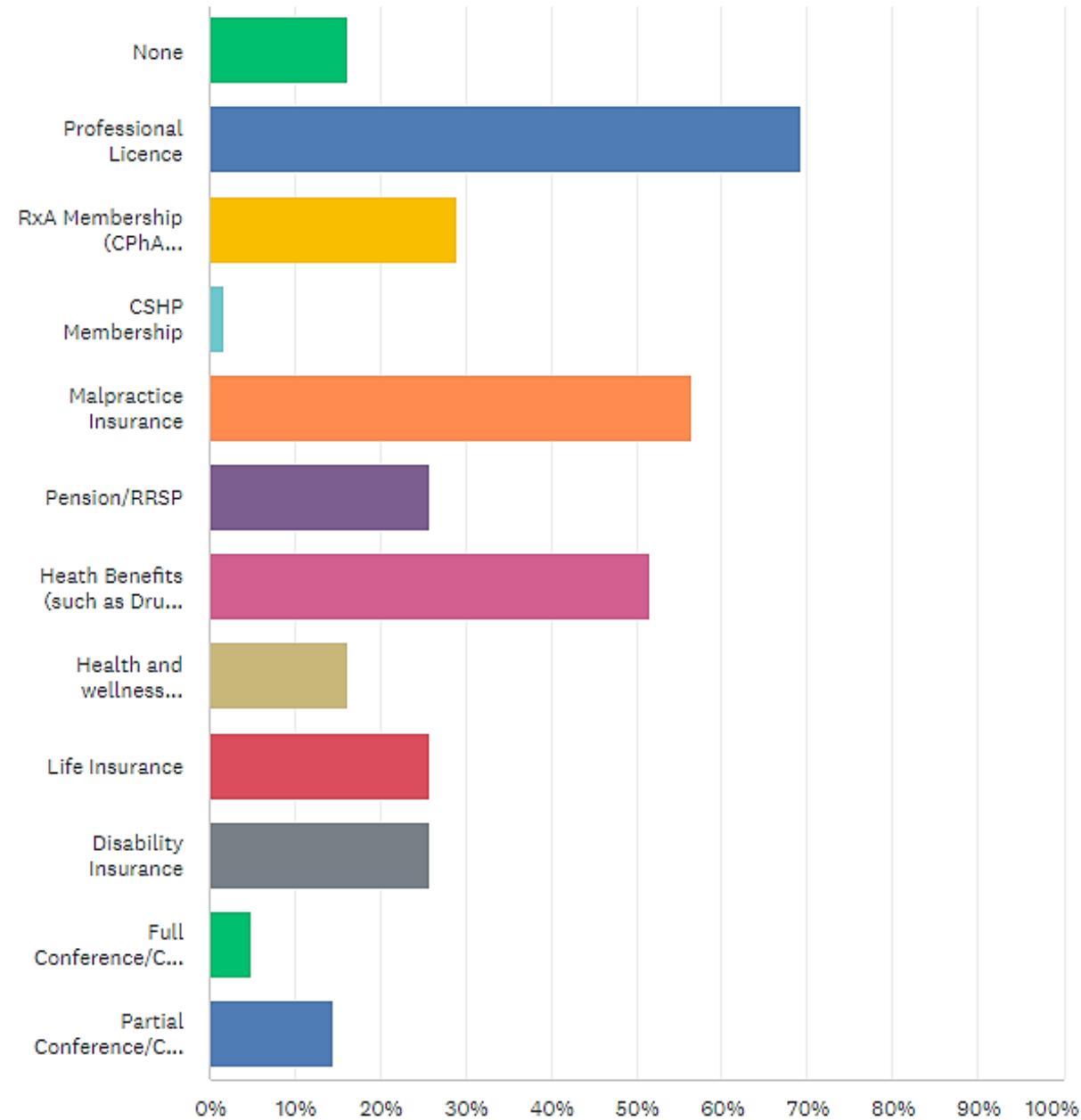


Manager

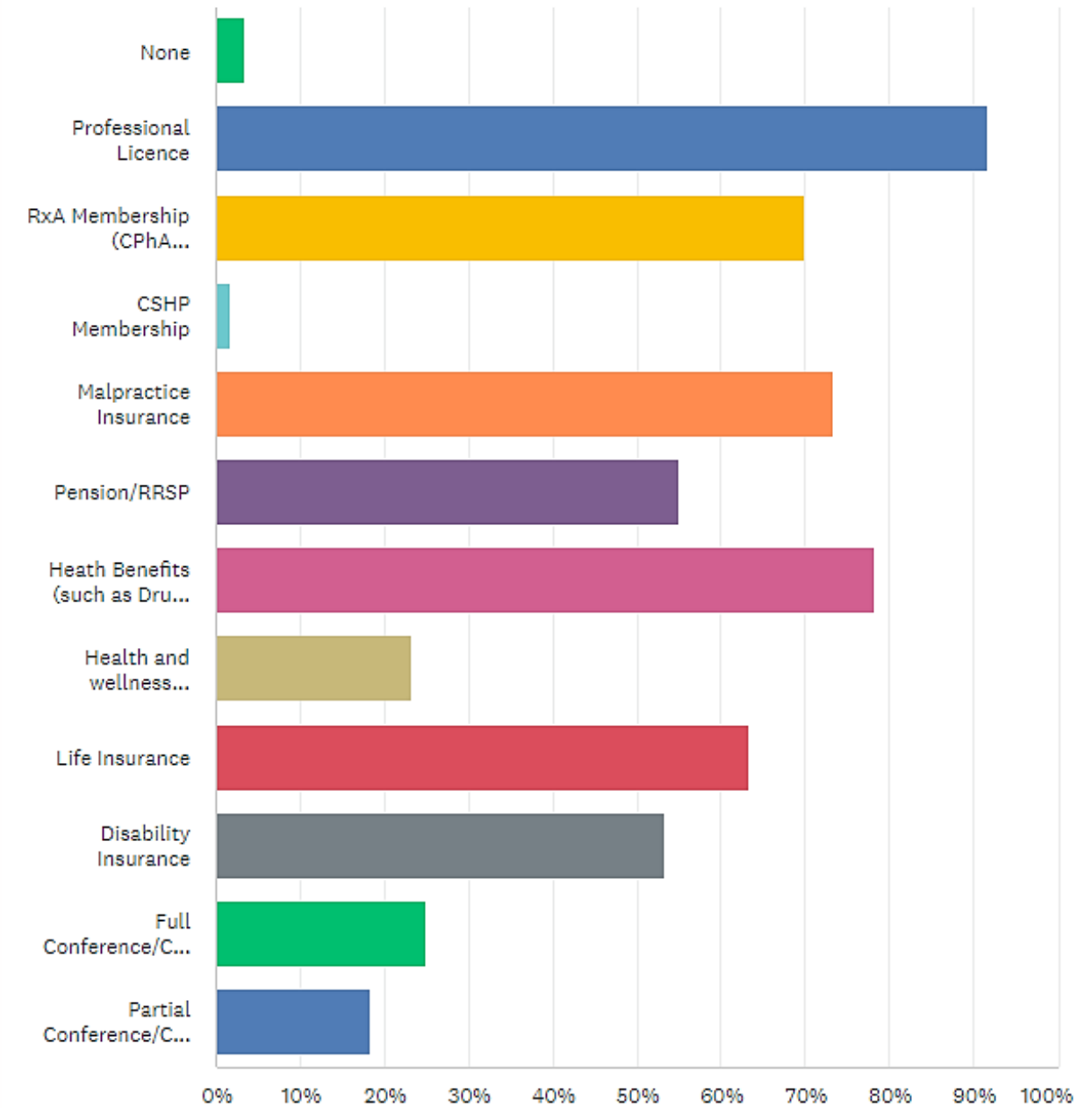


Please indicate if you receive any of the following paid benefits:

Pharmacist

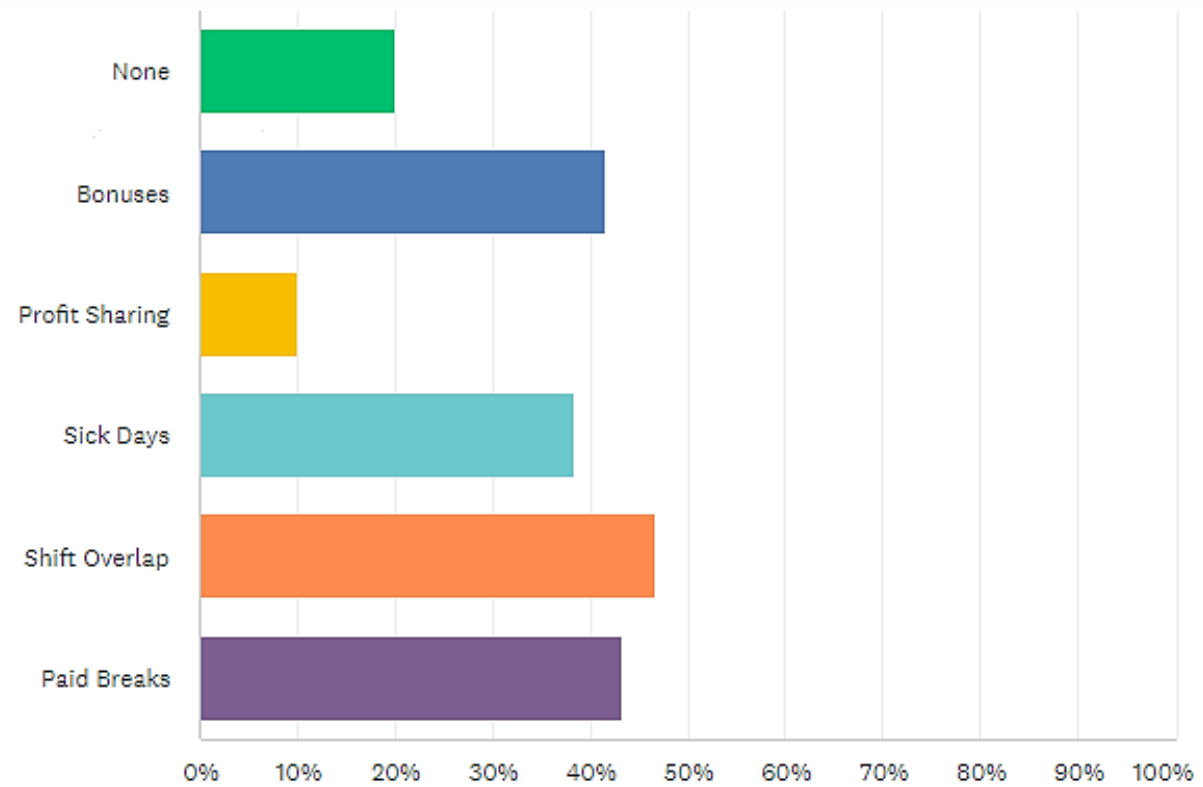


Manager

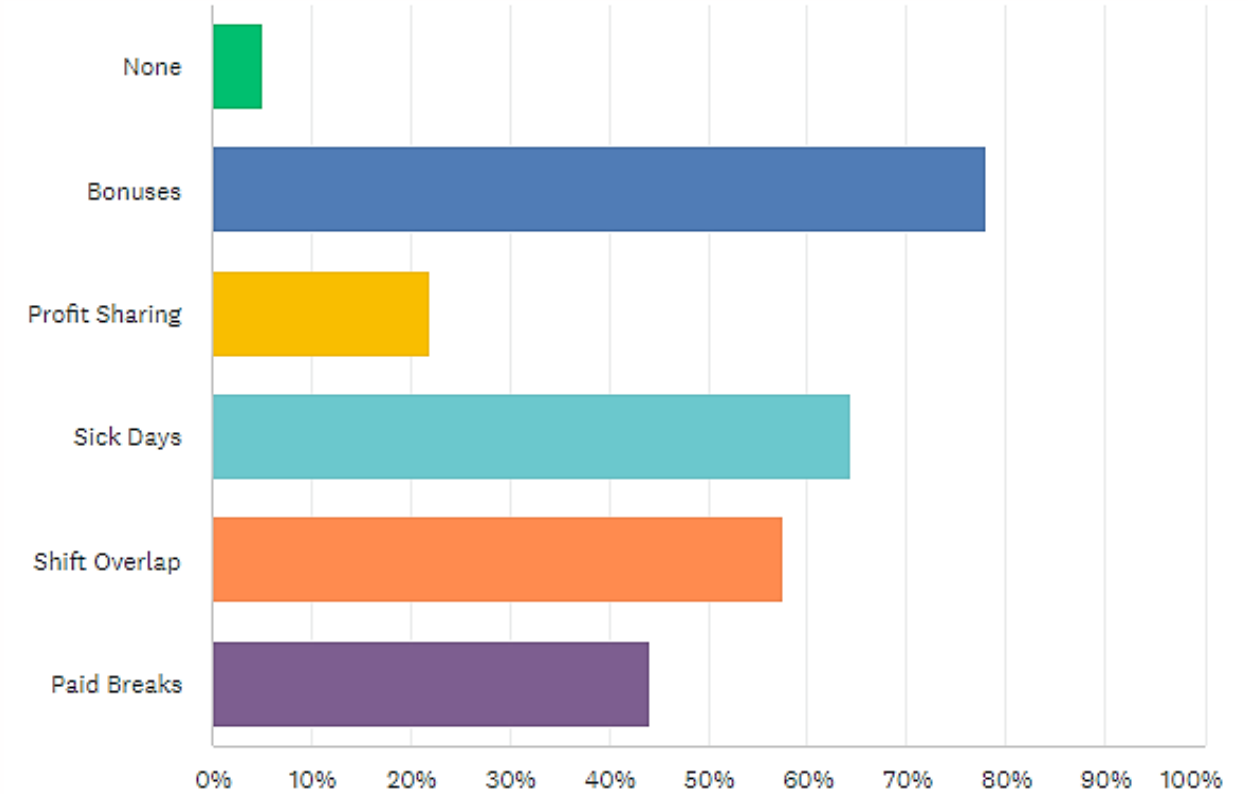


Does your employer provide?

Pharmacist

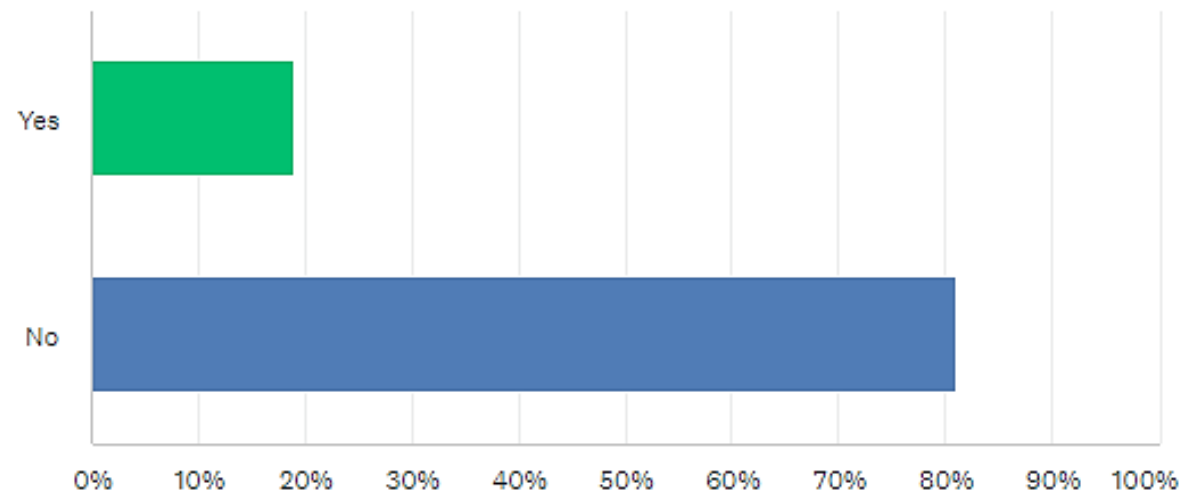


Manager

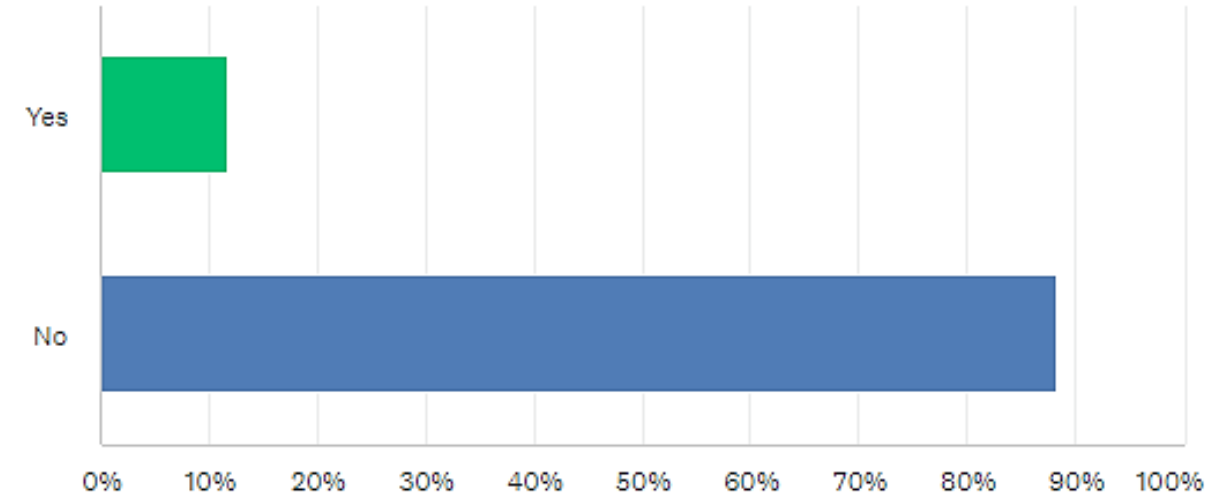


Do you receive Shift Differential (e.g., increased wage for working nights, weekends and/or holidays)?

Pharmacist

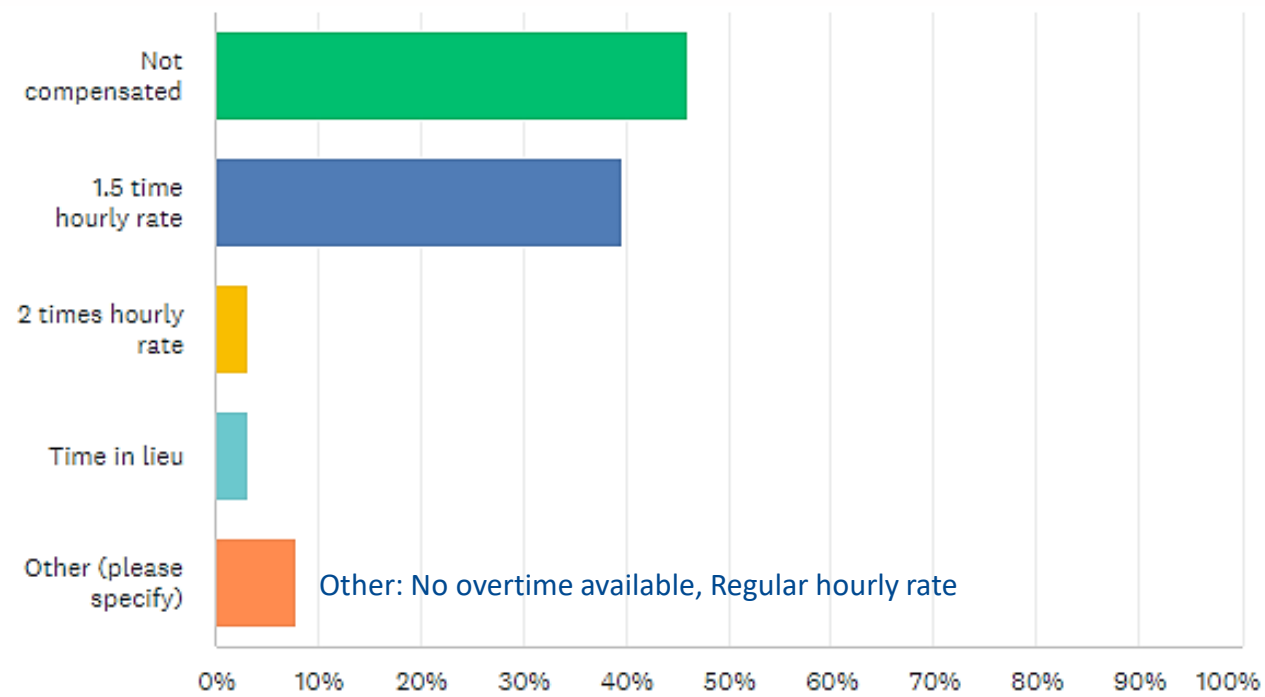


Manager

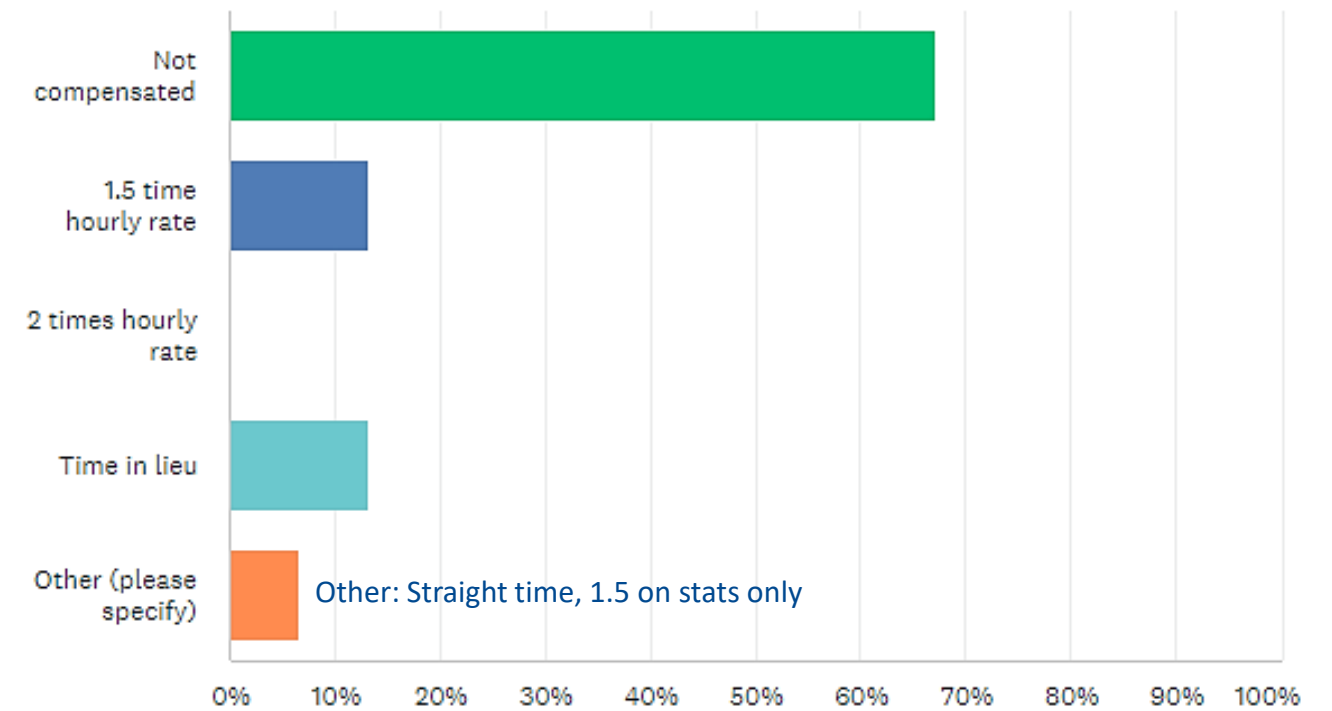


Do you receive compensation for working overtime?

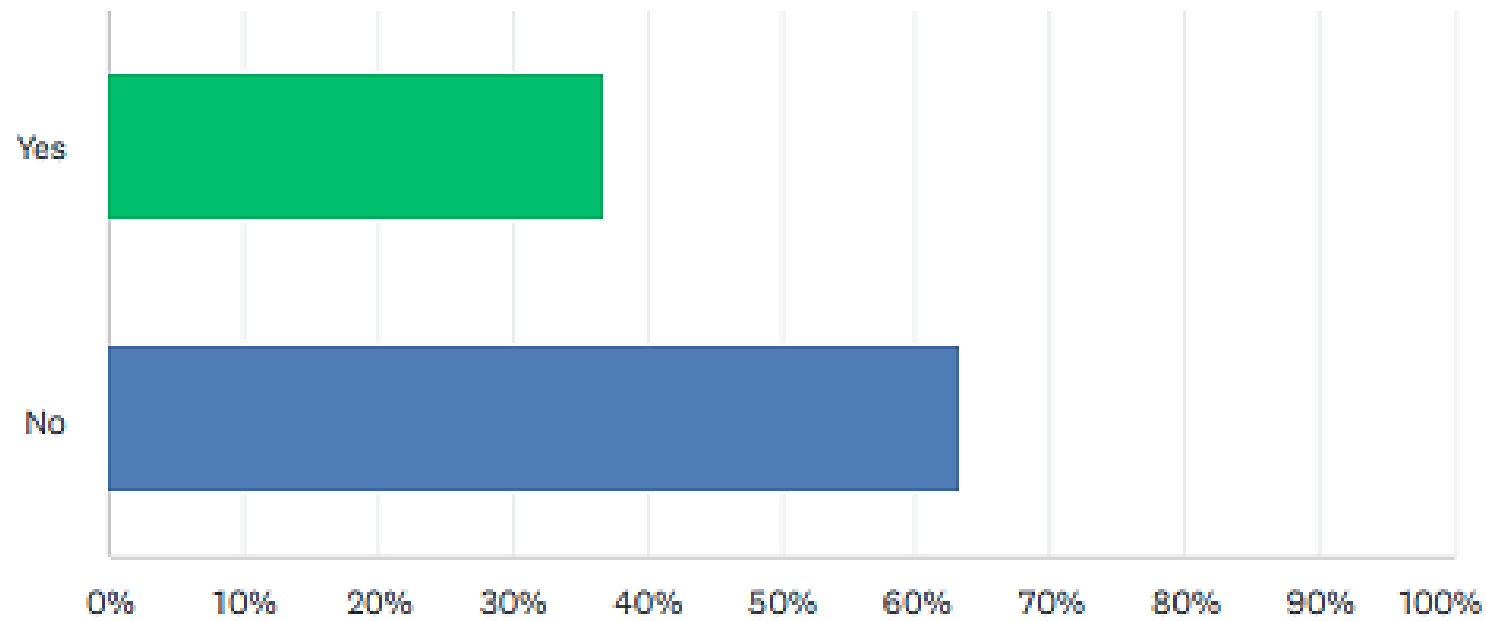
Pharmacist



Manager



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



Year	Average wage (\$ per hour)
First Year	18.12
Second Year	18.78
Third year	21.33
Fourth Year	23.08



Questions?

Contact Kendall.Franklin@RxA.ca

