

The Alberta Pharmacists' Wage Survey Report

2024



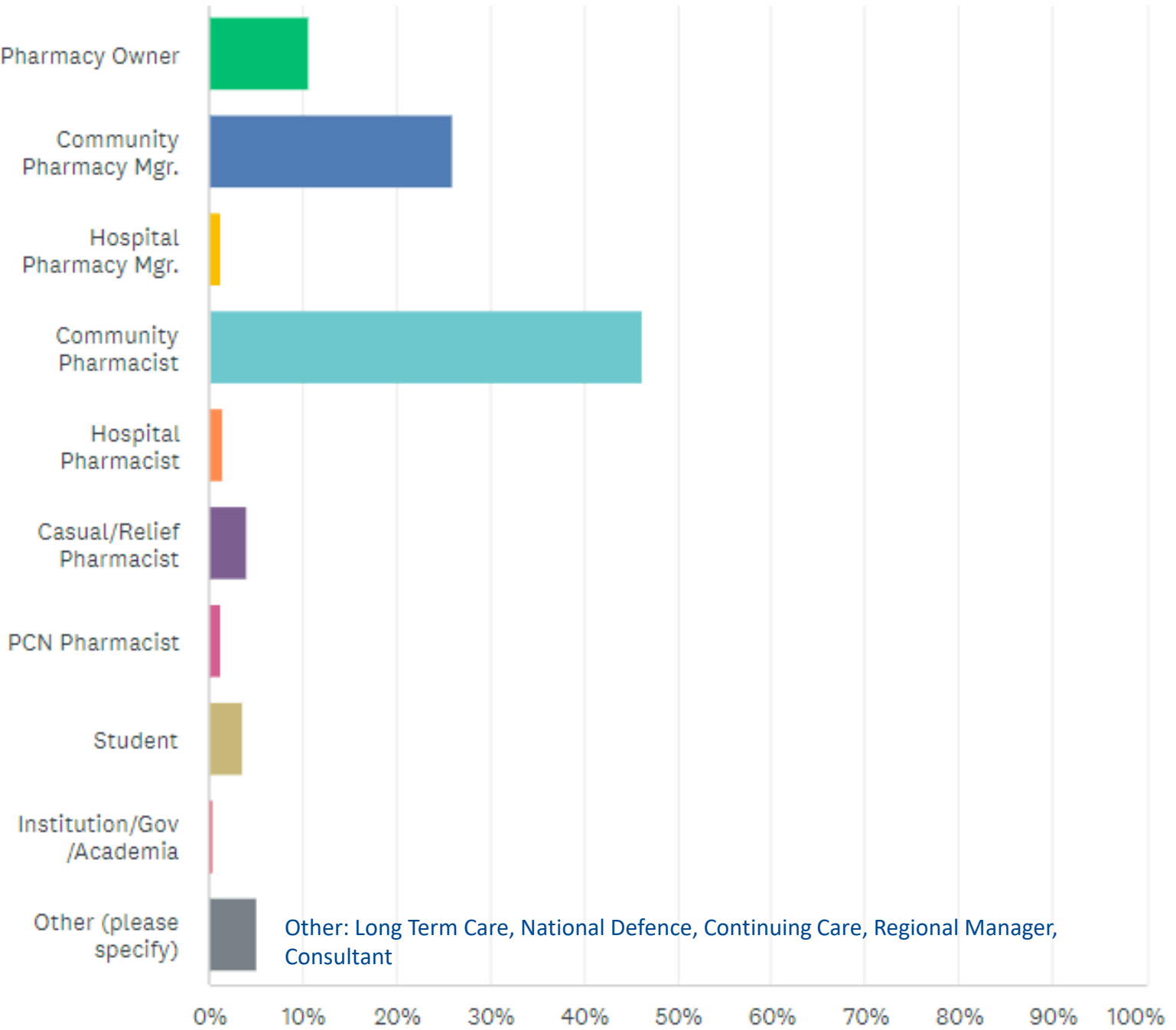
About the 2024 Pharmacy Practice & Wage Survey



- The Alberta Pharmacists' Association (RxA) is pleased to present the findings of our 2024 Pharmacy Practice & Wage Survey. The survey was open from January 8, 2024, to February 26, 2024, and had 253 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.

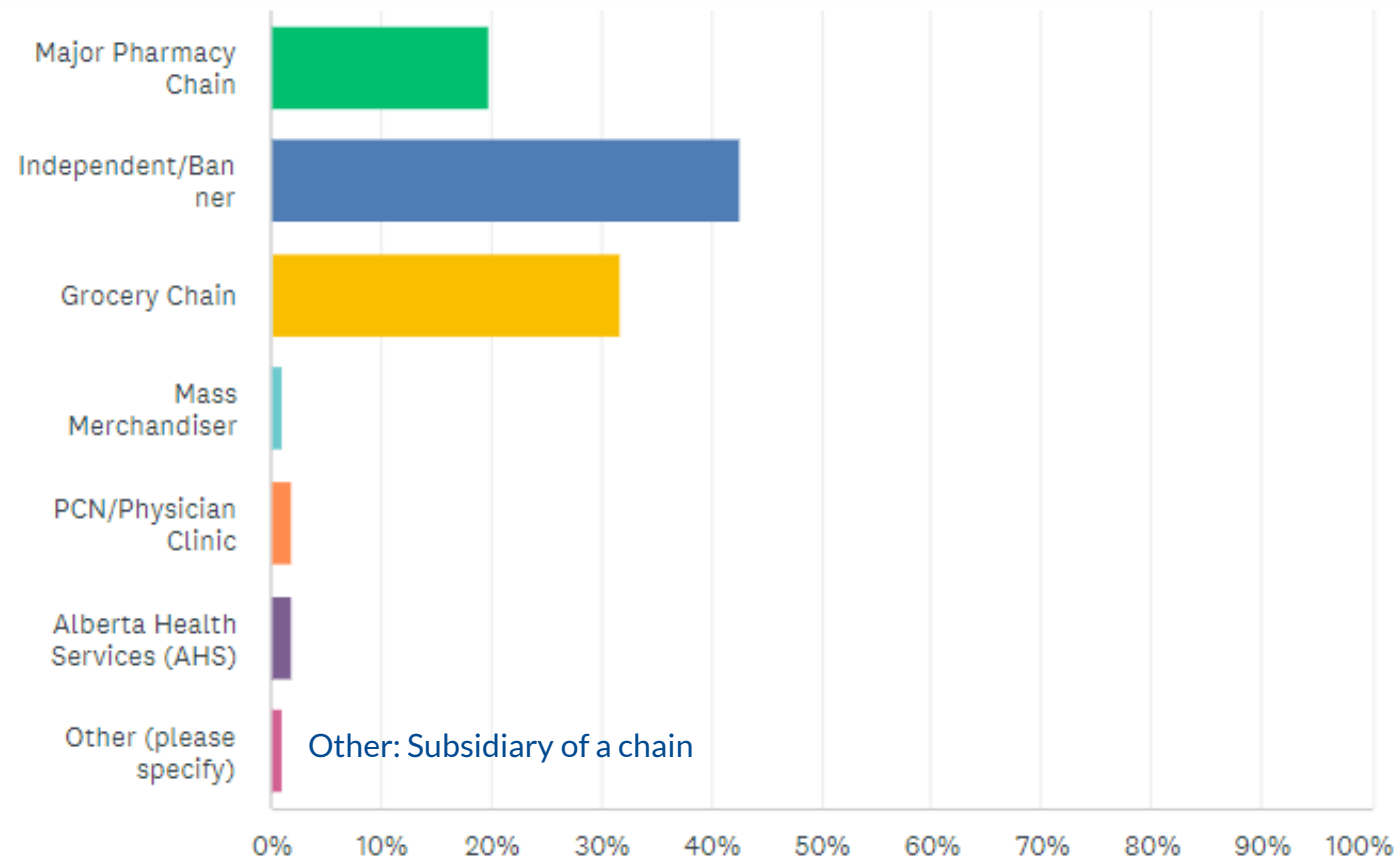


Which best describes your position?

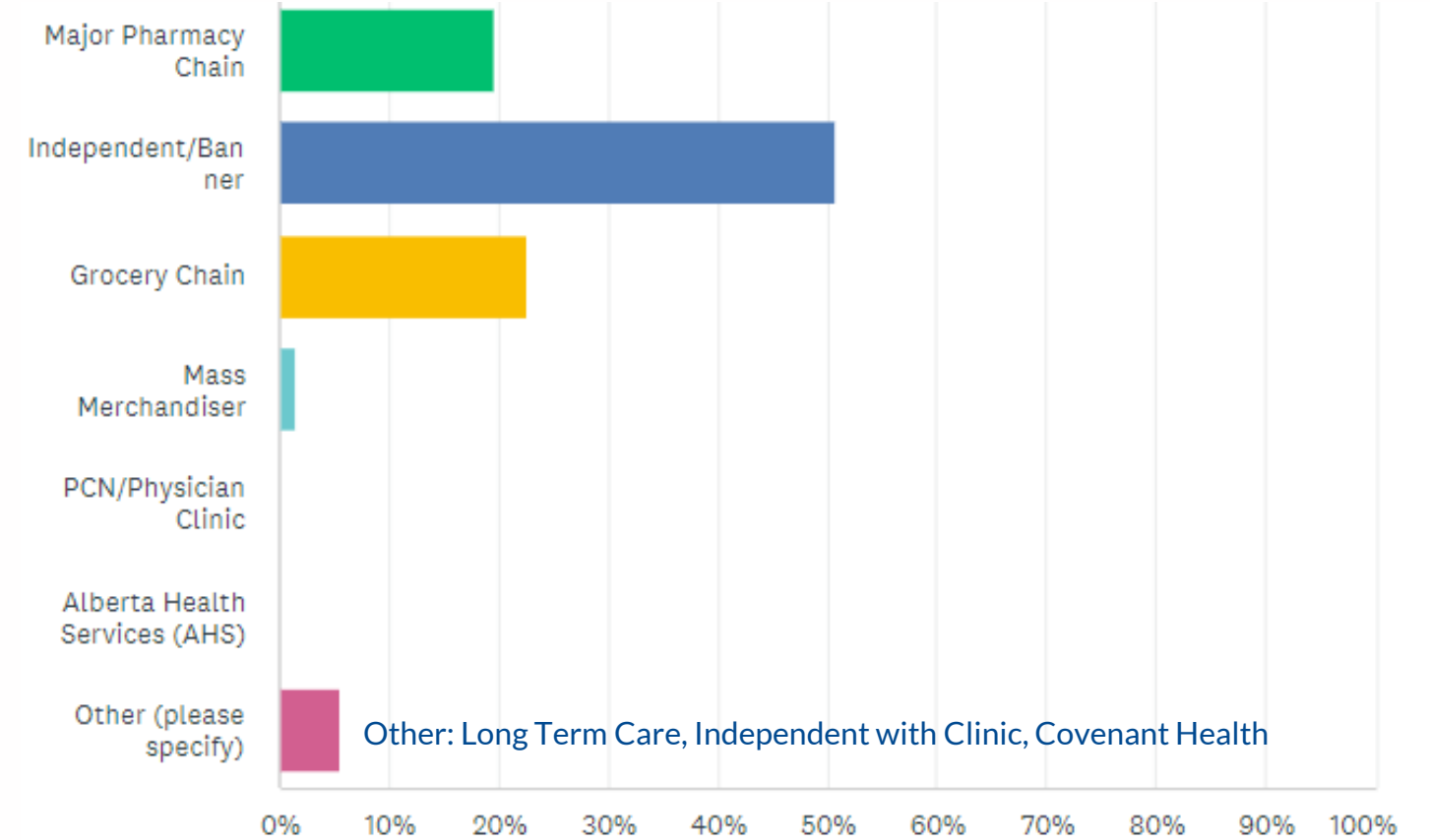


Which best describes your practice area?

Pharmacist

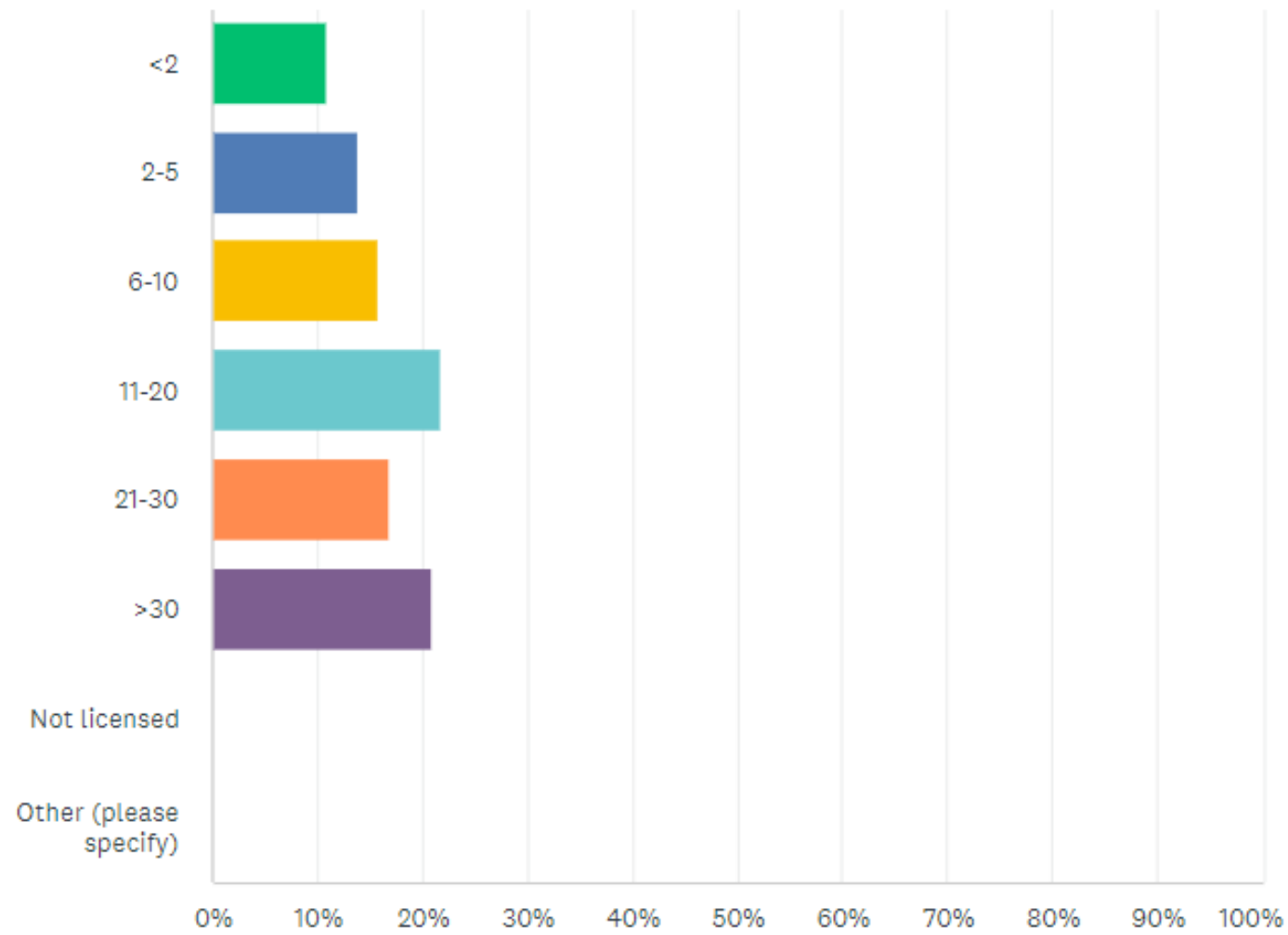


Manager

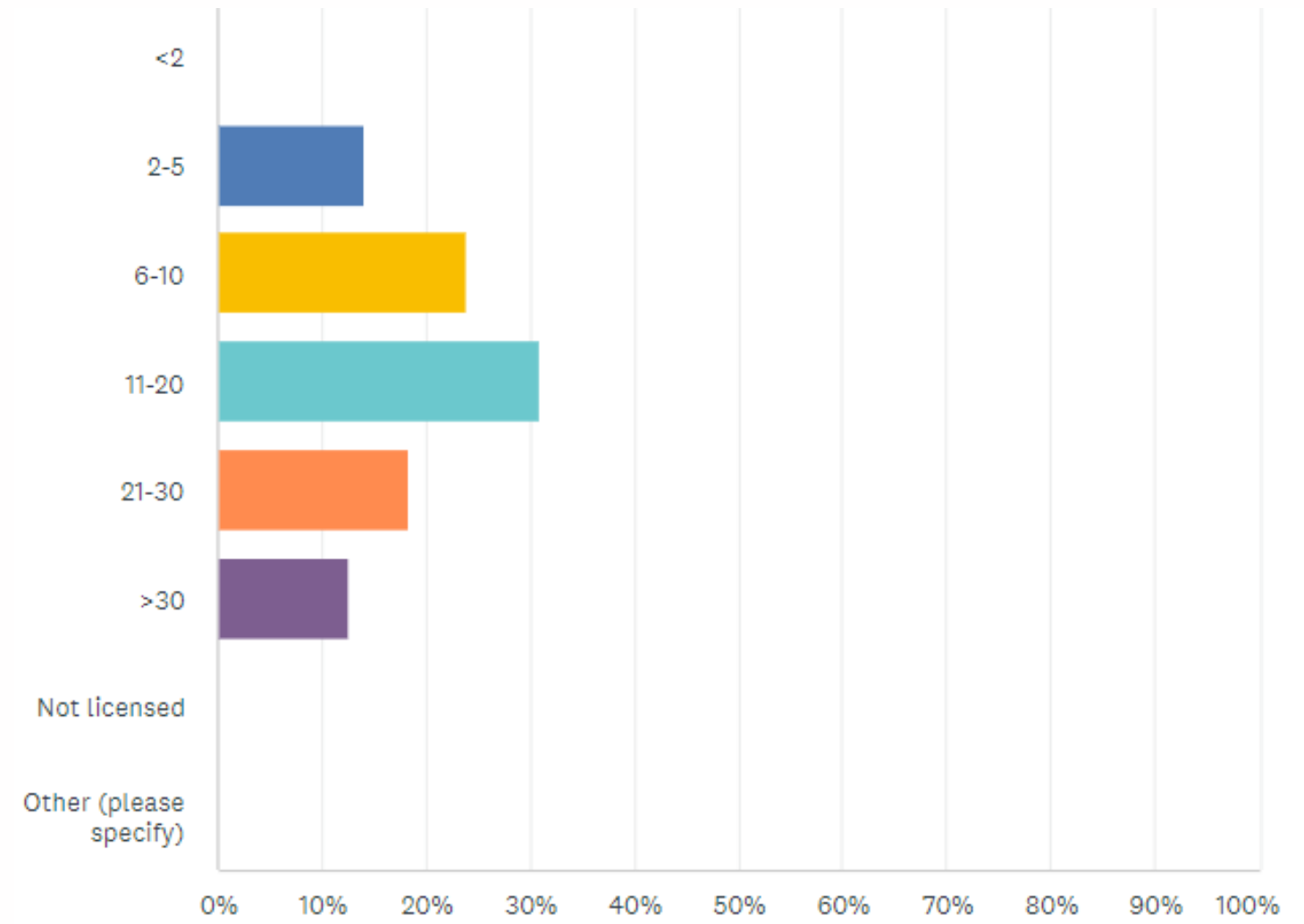


How many years have you been practicing?

Pharmacist

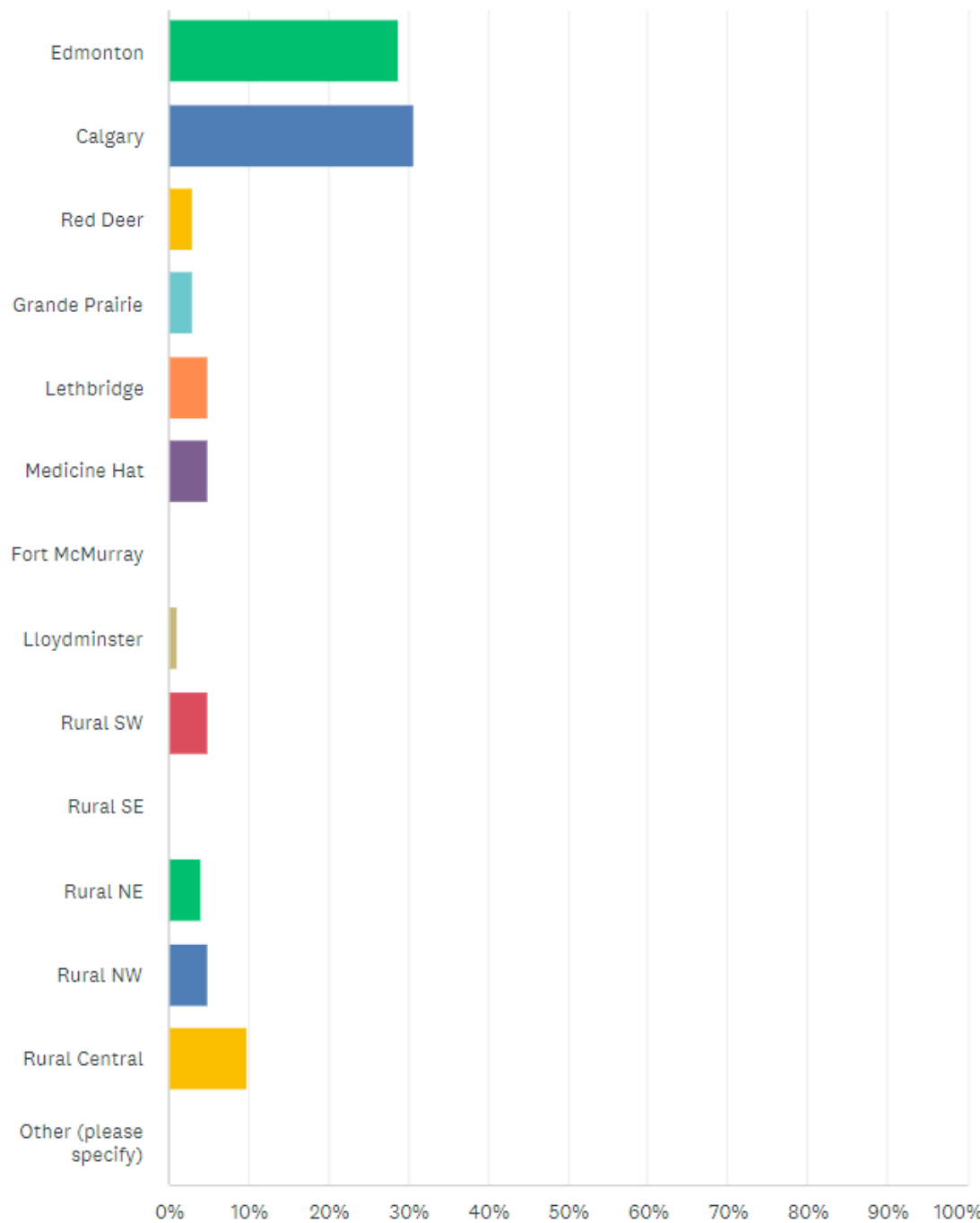


Manager

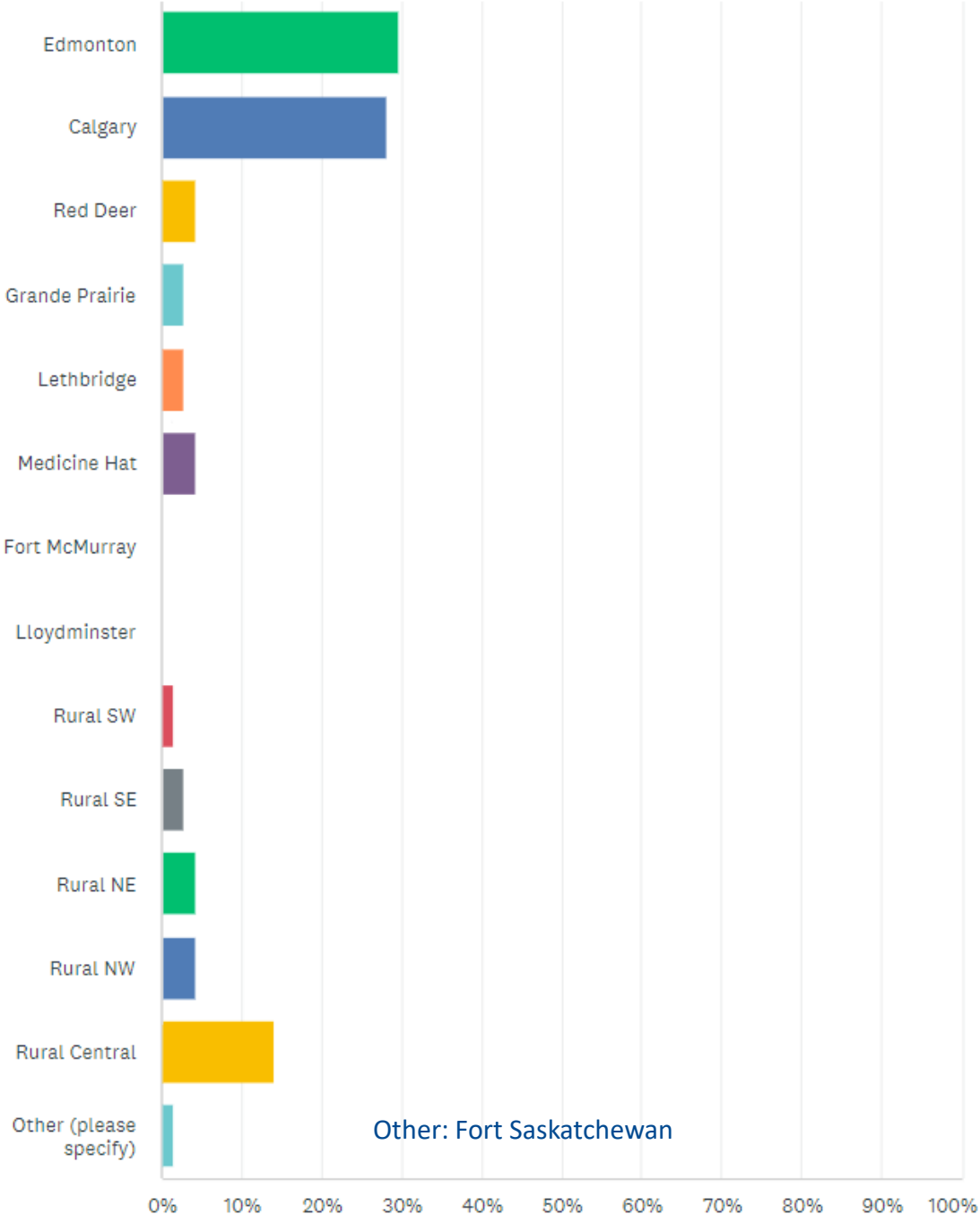


What area of the province do you work in?

Pharmacist



Manager

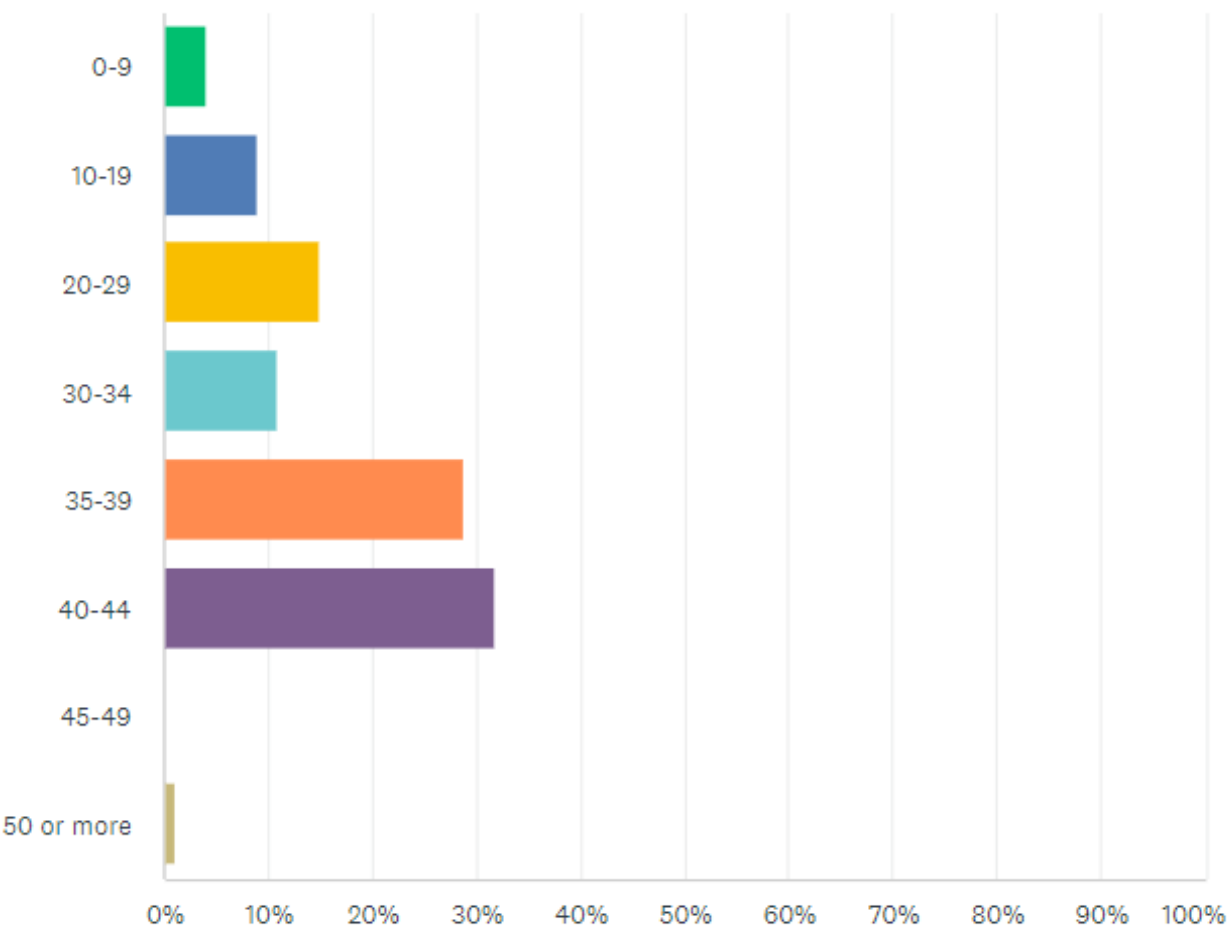


Other: Fort Saskatchewan

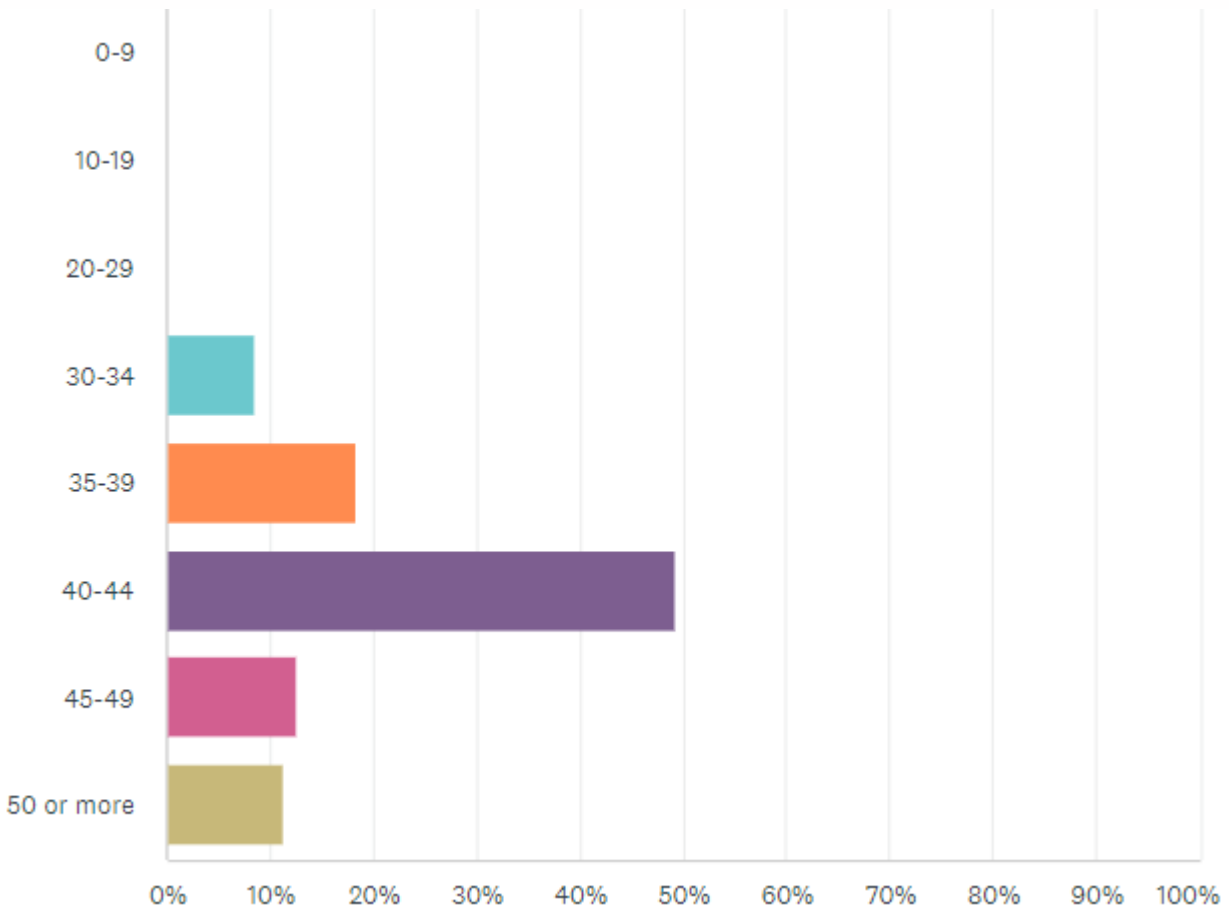


On average, how many hours do you work per week?

Pharmacist

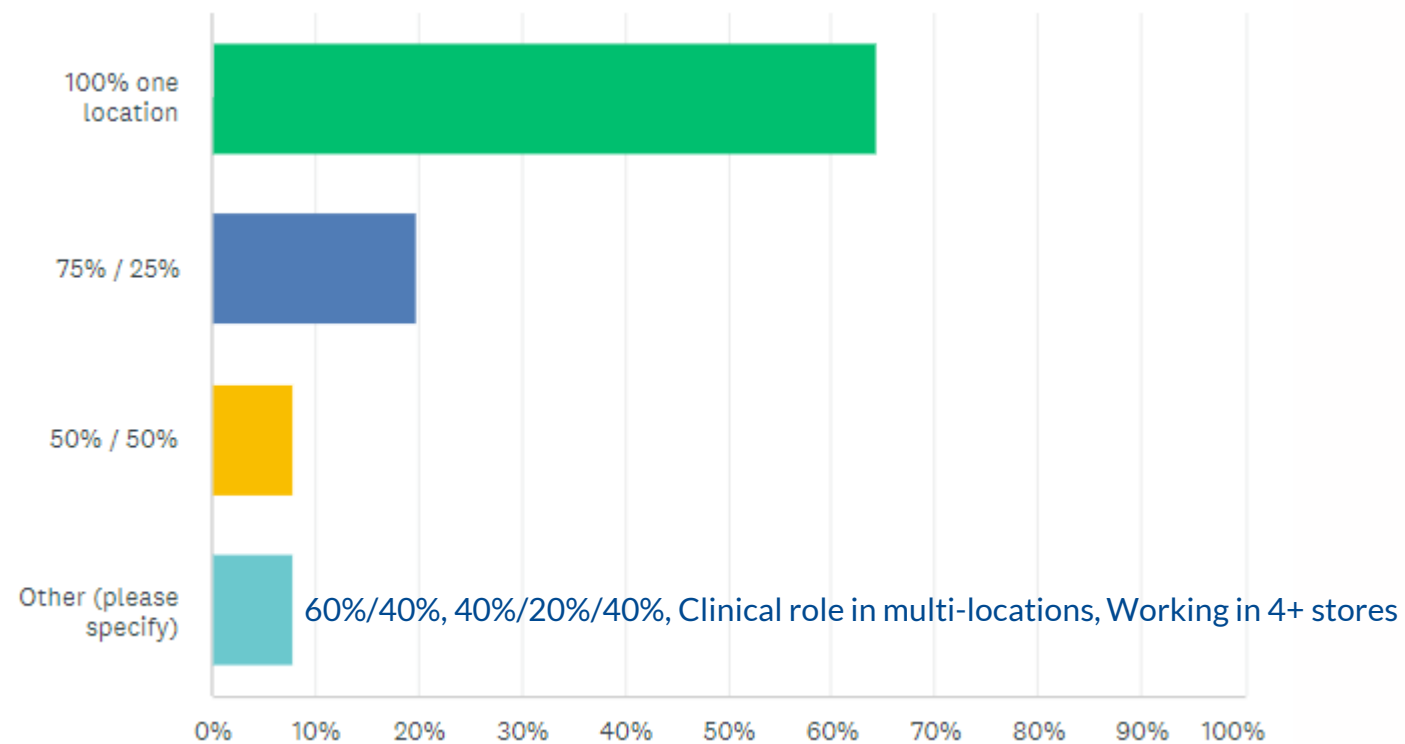


Manager

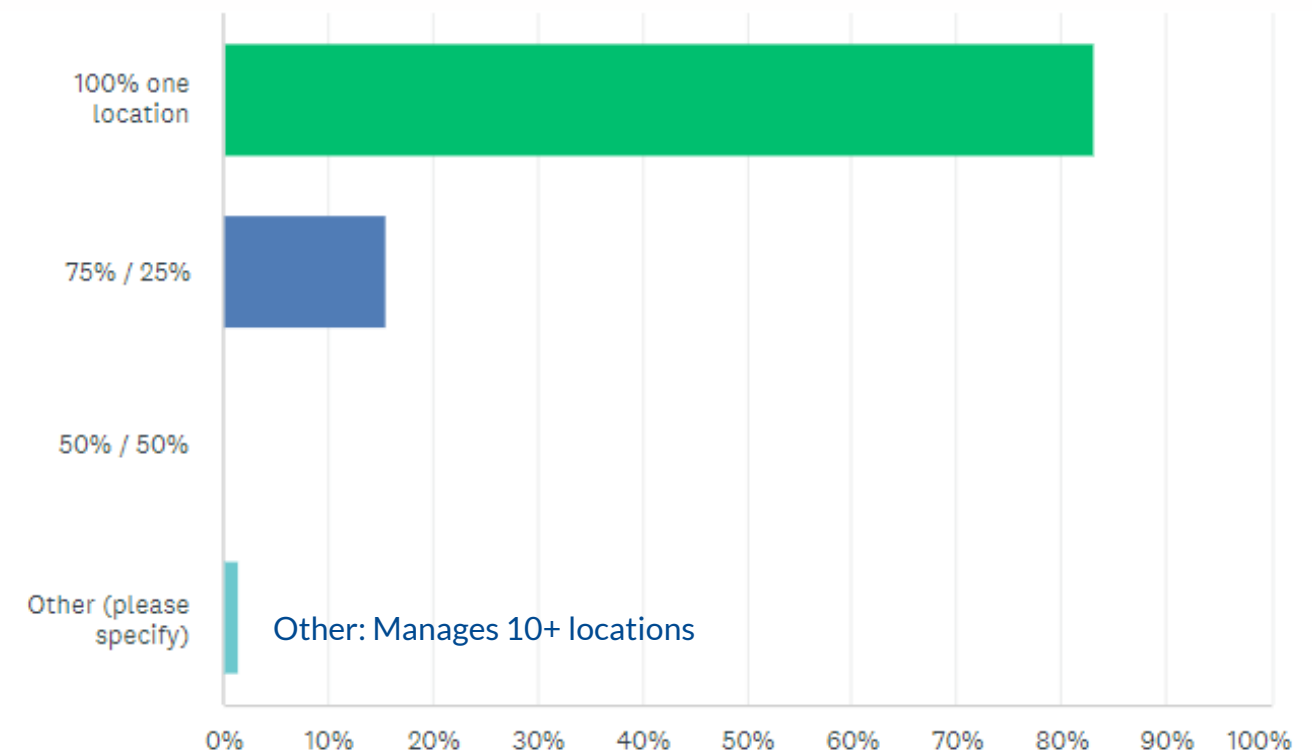


What proportion do you work in one pharmacy location to multiple locations?

Pharmacist

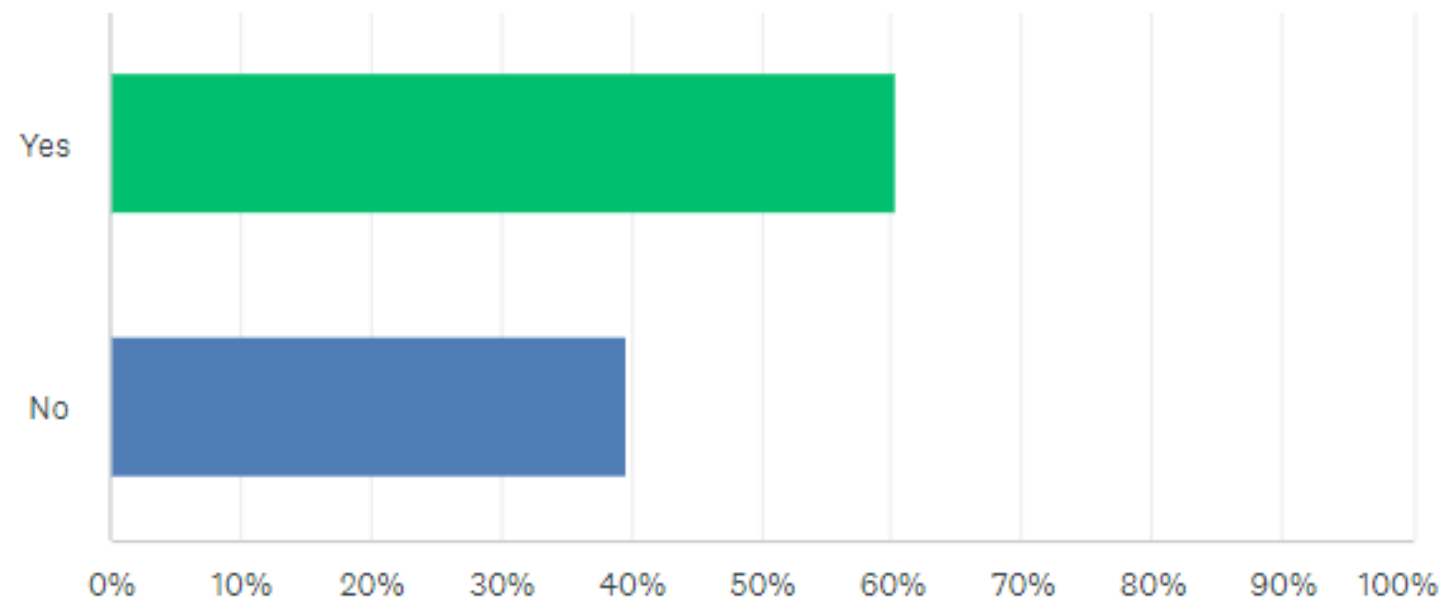


Manager

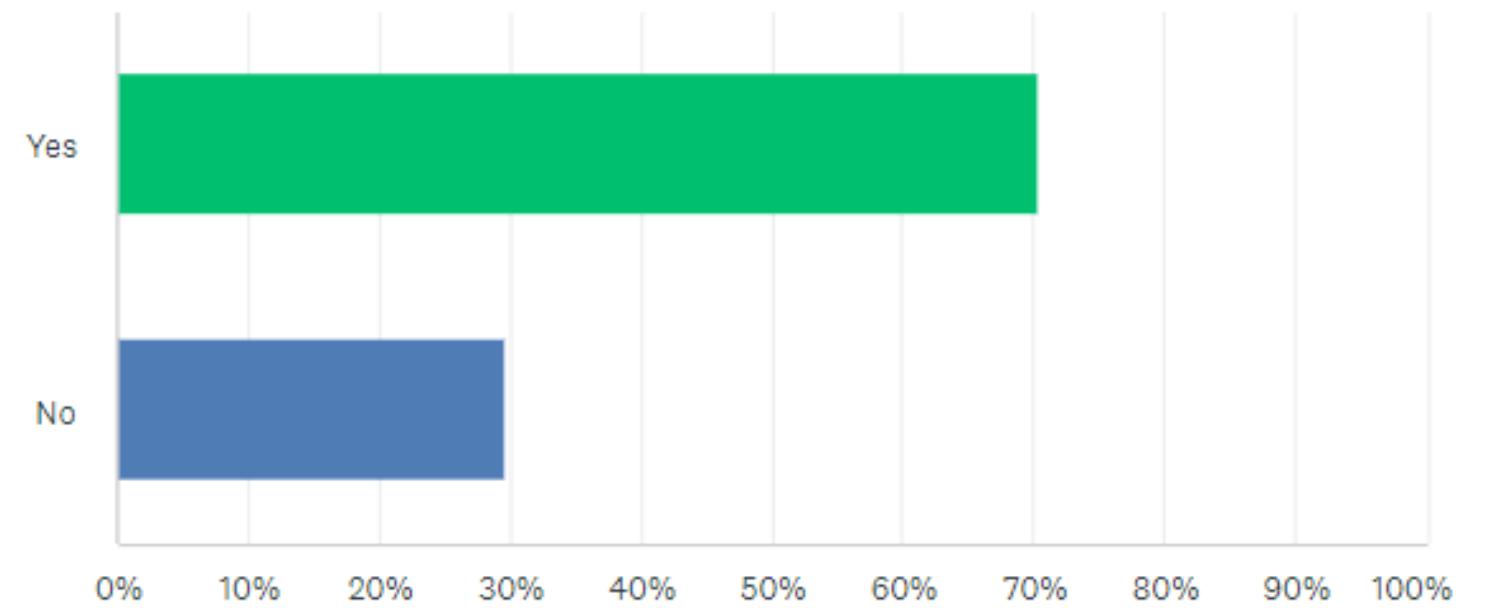


Has your wage changed within the past year?

Pharmacist

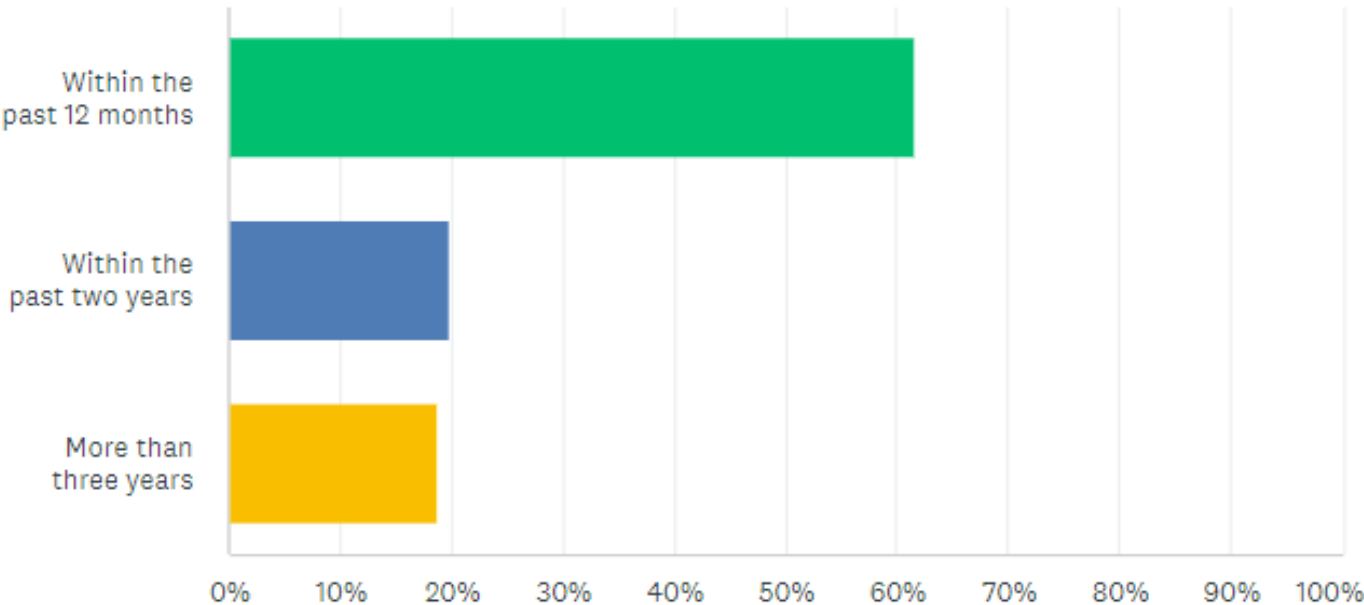


Manager

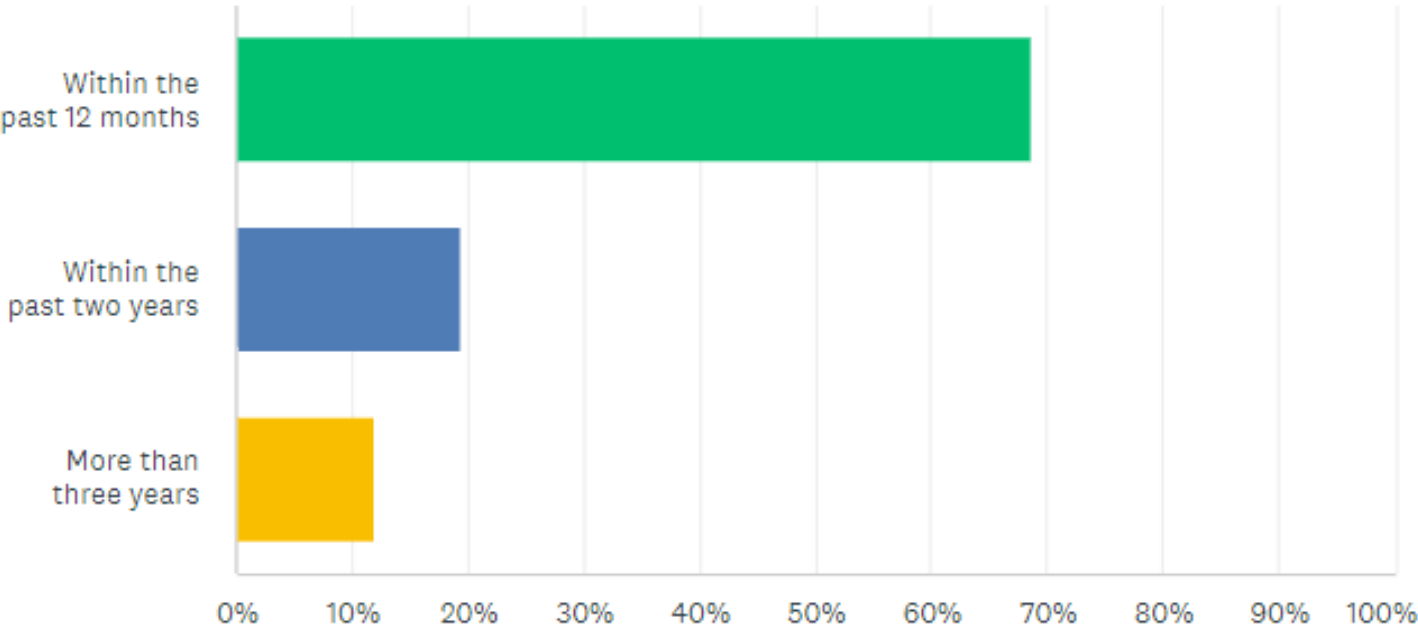


When was your last wage increase?

Pharmacist



Manager



Hourly wage summary

Overall average (\$ per hour)			
2024	2023	2022	2021
57.69	55.78	53.90	53.68

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

Average by type of practice (\$ per hour)				
	2024	2023	2022	2021
Major Pharmacy Chain (e.g., Rexall, Shoppers)	55.20	56.41	53.39	52.95
Independent/Banner (e.g., IDA, Guardian)	55.66	55.48	52.84	53.18
Grocery Chain (e.g., Safeway, Save-On)	55.08	55.12	53.95	52.62
Mass Merchandiser (e.g., Walmart)	58.58	58.58	58.85	61.50
PCN/Physician Clinic	54.22			
Alberta Health Services	58.39	57.12	56.66	57.95

Hourly wage summary

Community Pharmacist Average by type of practice (\$ per hour)	
	2024
Major Pharmacy Chain (e.g., Rexall, Shoppers)	55.27
Independent/Banner (e.g., IDA, Guardian)	55.21
Grocery Chain (e.g., Safeway, Save-On)	55.24
Mass Merchandiser (e.g., Walmart)	65.00

Manager Average by type of practice (\$ per hour)	
	2024
Major Pharmacy Chain (e.g., Rexall, Shoppers)	62.18
Independent/Banner (e.g., IDA, Guardian)	62.53
Grocery Chain (e.g., Safeway, Save-On)	60.49
Mass Merchandiser (e.g., Walmart)	N/A



Hourly wage summary

Average by position type (\$ per hour)				
	2024	2023	2022	2021
Manager/ Owner	61.86	58.54	54.62	57.39
Community Pharmacist	55.31	53.12	52.05	50.93
Hospital Pharmacist	58.39	57.12	56.66	57.95

Overall average by years of experience (\$ per hour)				
	2024	2023	2022	2021
Less than 2 years	55.00	51.74	49.41	47.07
2 to 5 years	56.37	56.50	51.46	53.23
6 to 10 years	56.85	56.92	52.82	52.79
11 to 20 years	59.29	56.78	54.59	53.58
21 or more years	61.45	54.89	55.82	55.11
>30	55.88			

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



Hourly wage summary

Overall average by distribution of responses (\$ per hour)				
	2024	2023	2022	2021
Edmonton	56.29	53.14	50.26	50.42
Calgary	55.52	53.44	51.48	51.43
Red Deer	62.97	54.86	58.02	58.15
Grande Prairie	65.63	62.66	63.50	64.67
Lethbridge	59.80	55.78	51.71	54.87
Medicine Hat	58.40	55.46	53.31	52.82
Fort McMurray	N/A	65.00	52.00	57.00
Lloydminster	62.00	55.00	52.00	58.50
Rural SW	56.60	57.57	54.88	54.45
Rural SE	57.50	51.25	52.75	50.13
Rural NW	60.63	62.50	61.61	56.50
Rural NE	61.19	61.00	56.00	53.68
Rural Central	60.88	54.64	55.64	55.43

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



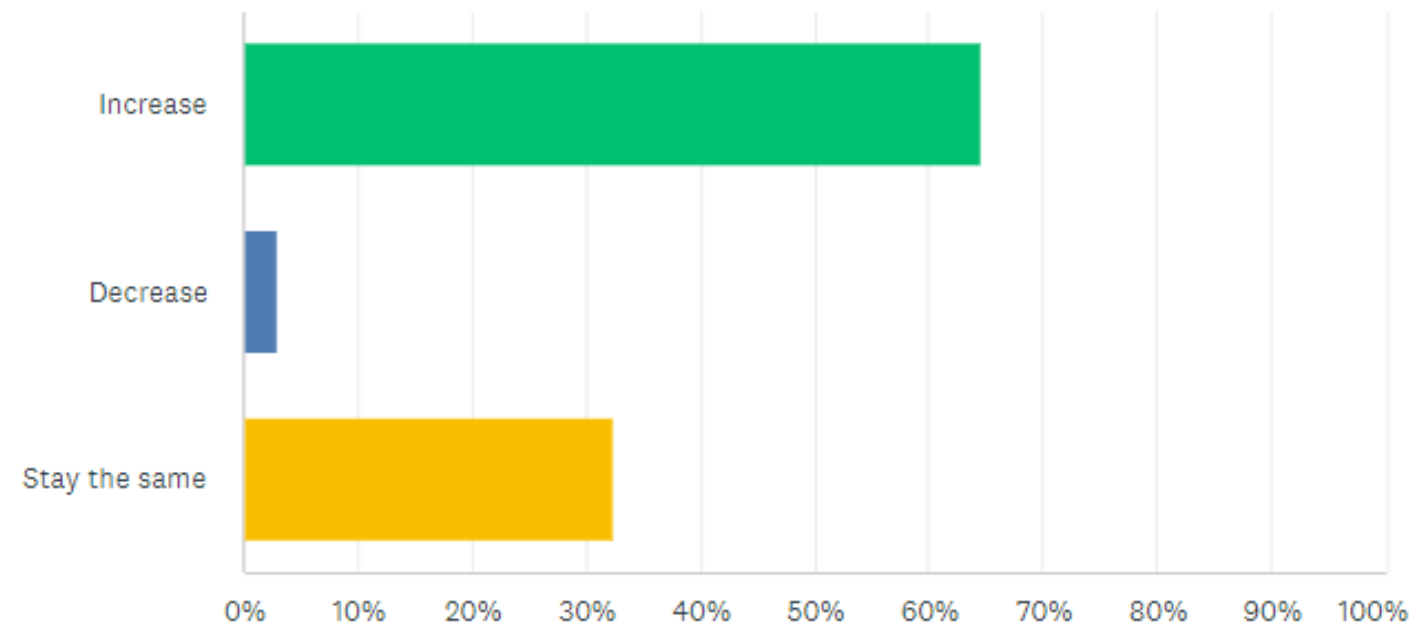
Last wage increase summary

Average by position type (\$ per hour)				
	2024	2023	2022	2021
Manager/Owner	3.29	2.99	1.57	1.40
Community Pharmacist	3.08	1.73	1.67	1.77
Hospital Pharmacist	1.67	1.13	N/A	1.73

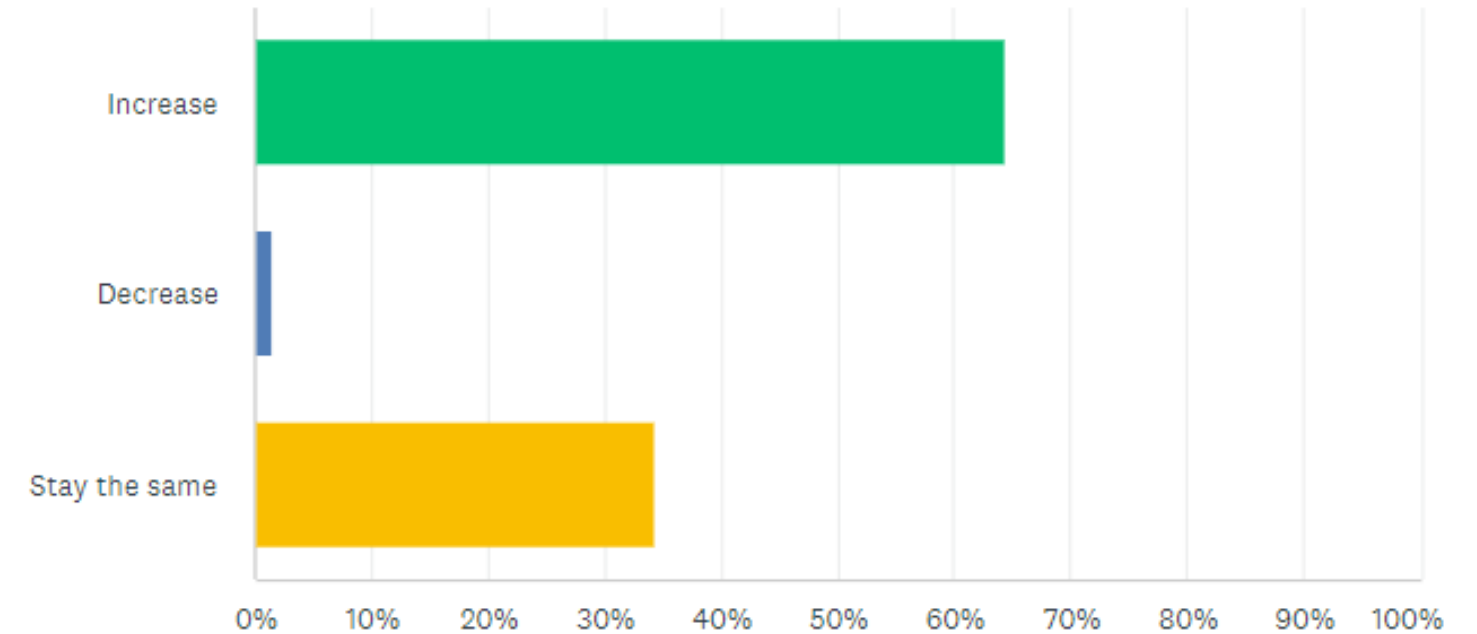


Pharmacy practice and economics are shifting across the country; do you expect your wage to:

Pharmacist

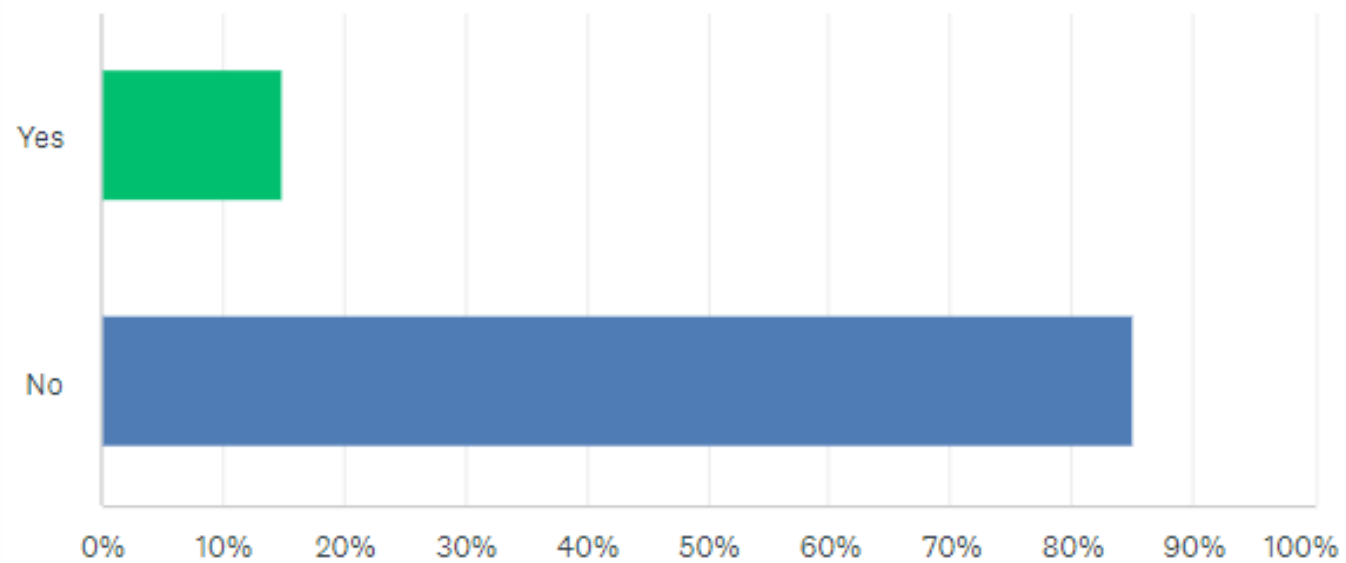


Manager

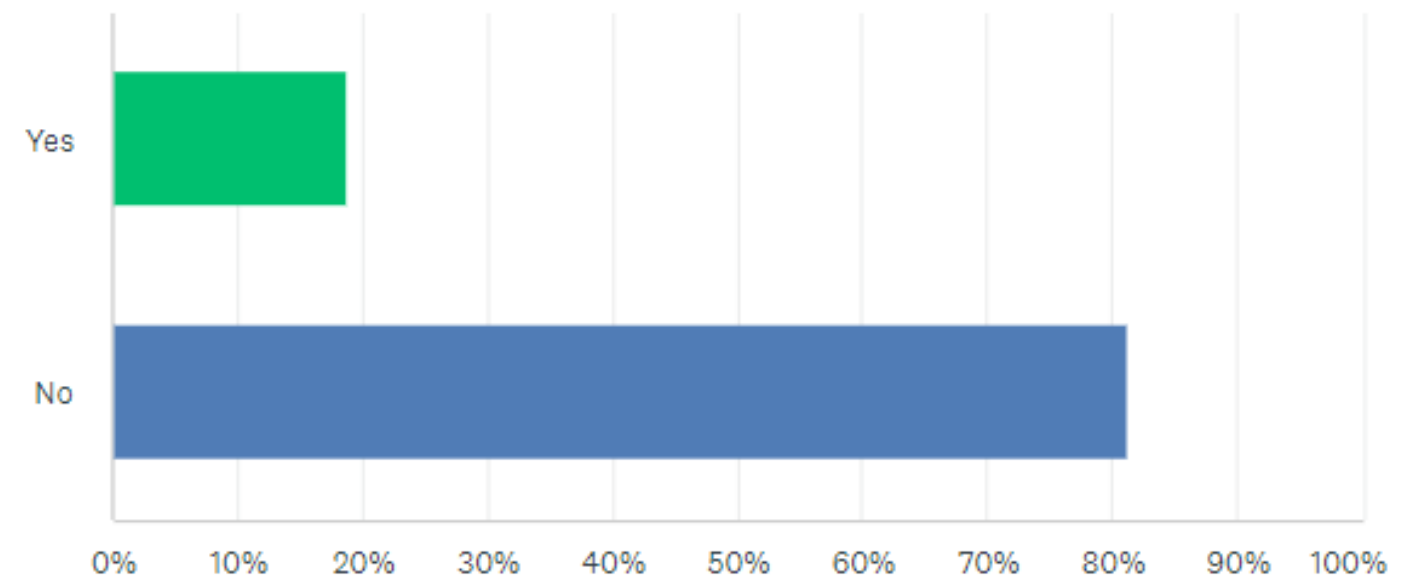


Do you receive Shift Differential (e.g., increased wage for working nights, weekends and/or holidays)?

Pharmacist

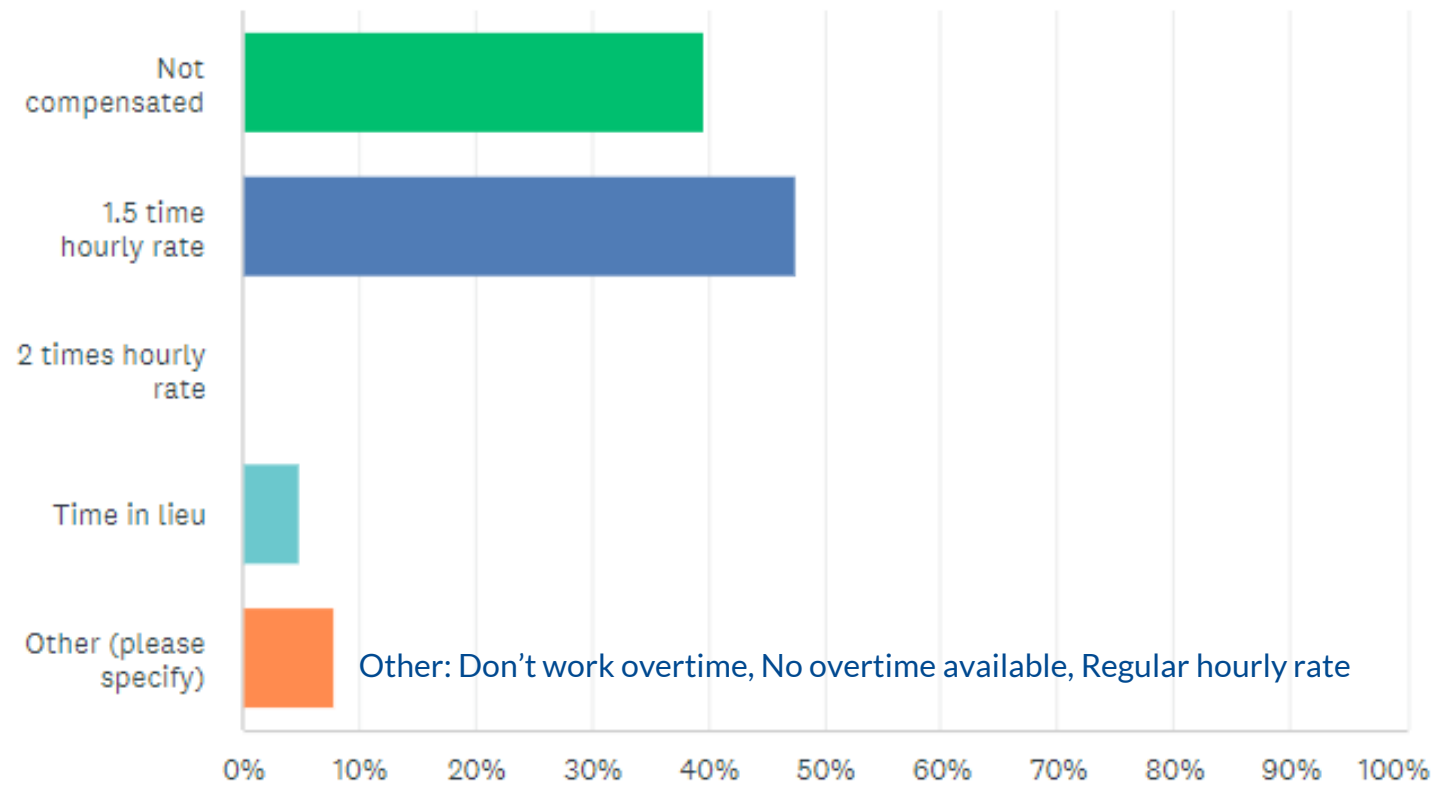


Manager

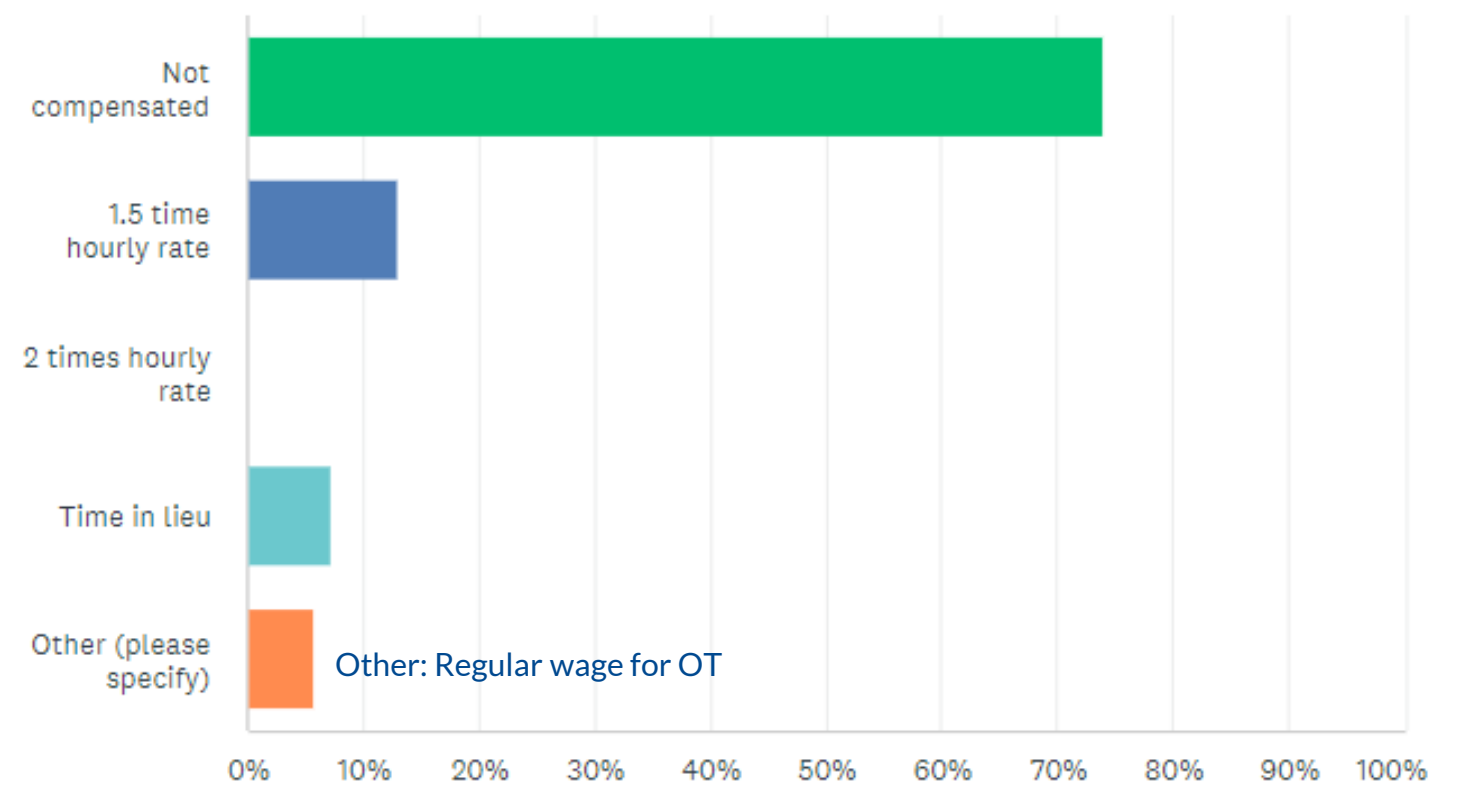


Do you receive compensation for working overtime?

Pharmacist

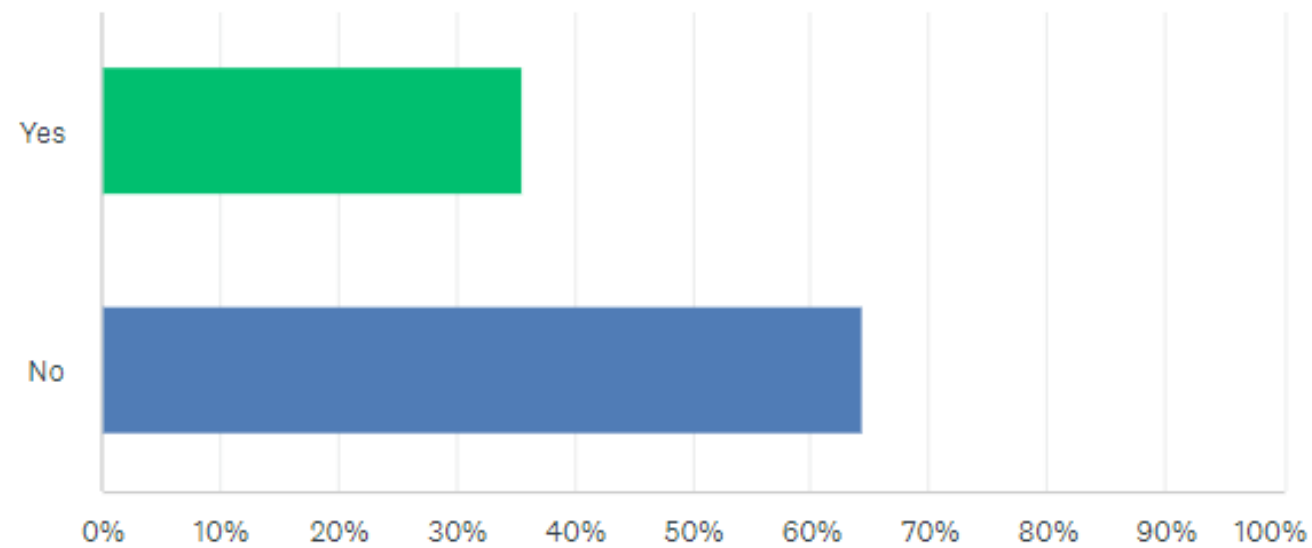


Manager



Does your pharmacy incent pharmacists to provide pharmacy services?

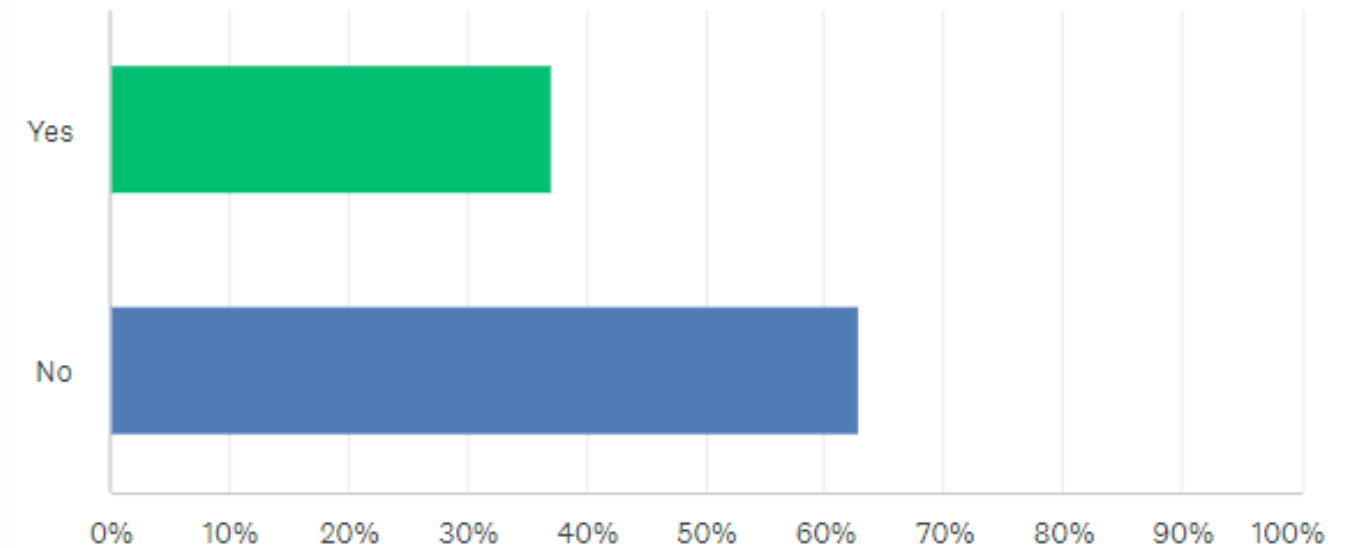
Pharmacist



If yes, please describe.

- APA
- Bonuses
- Percentage of billed services (20% - 40%)

Manager



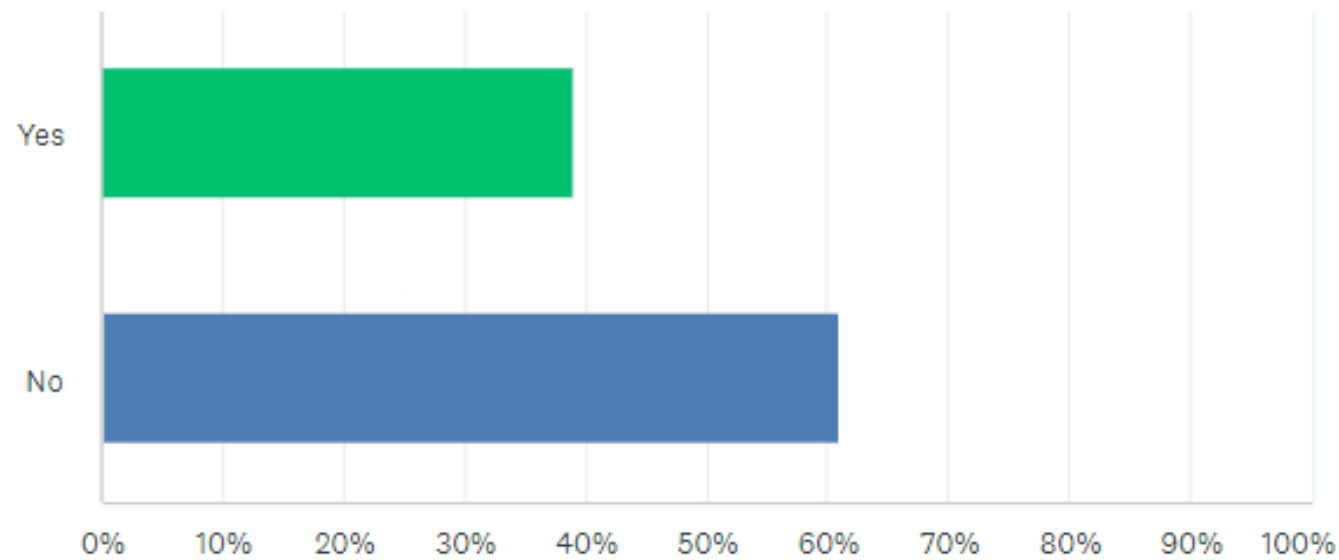
If yes, please describe.

- Inter store competitions with small group reward
- Bonuses
- Percentage of billed services (20% - 50%)



Does your pharmacy mandate pharmacists to provide pharmacy services?

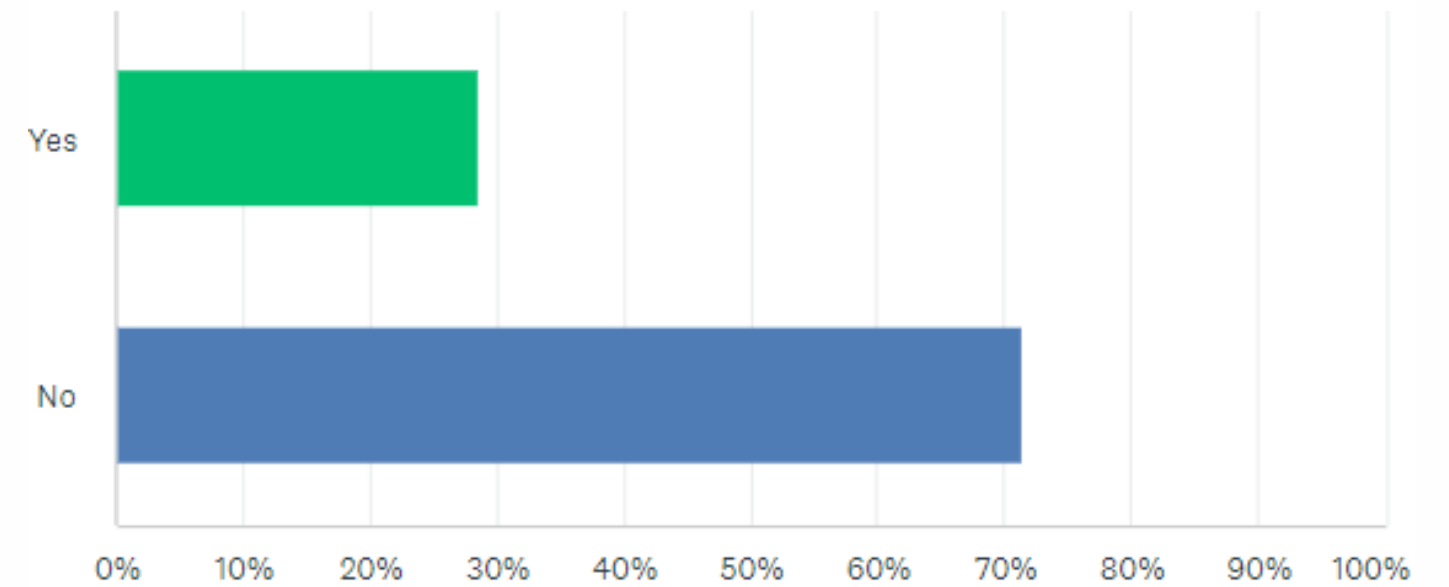
Pharmacist



If yes, please describe.

- Daily pharmacy quota
- Annual pharmacy quota
- Professional Service Fee per day

Manager



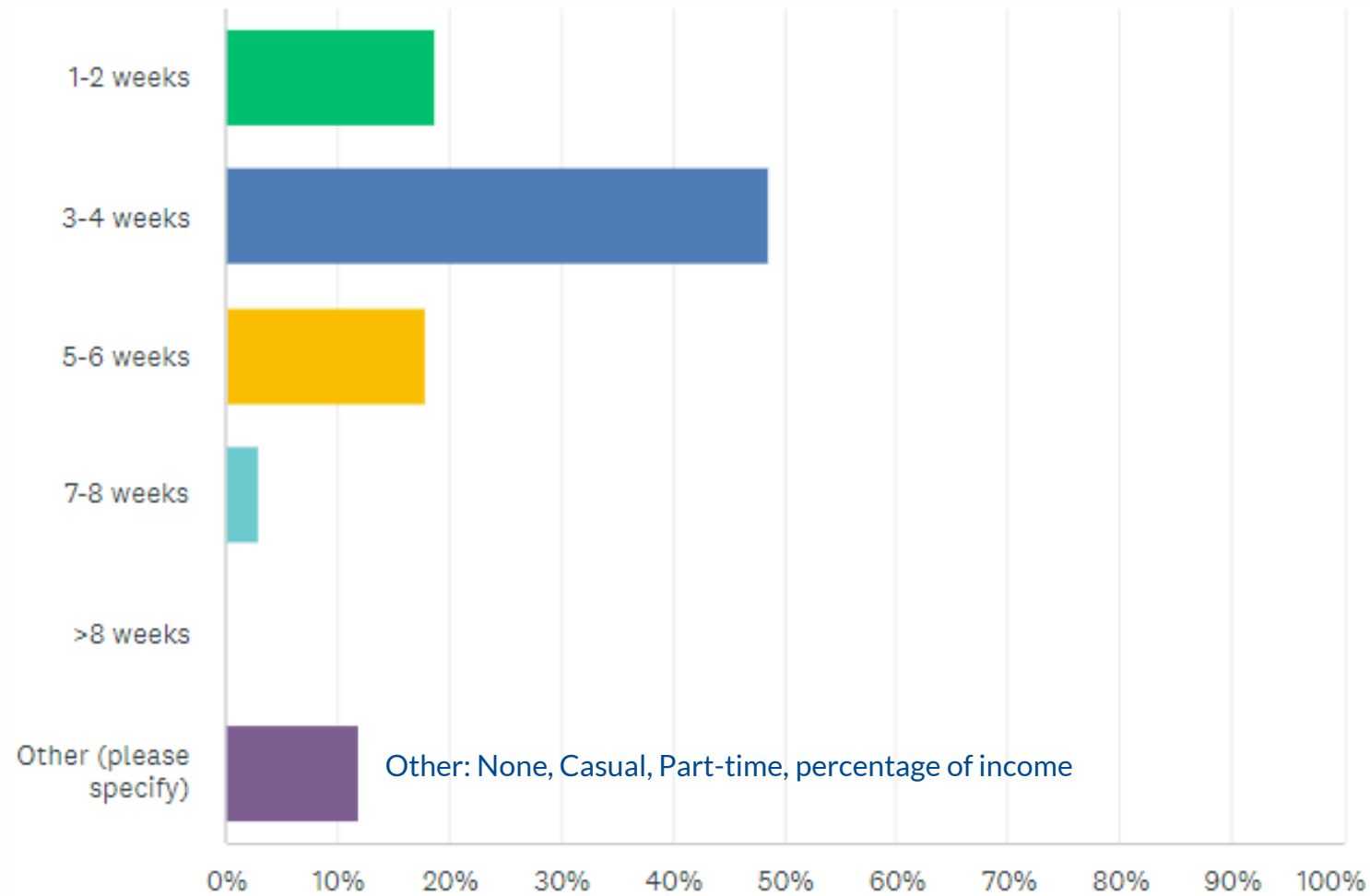
If yes, please describe.

- Daily pharmacy quota
- Annual pharmacy quota
- Professional Service Fee per day

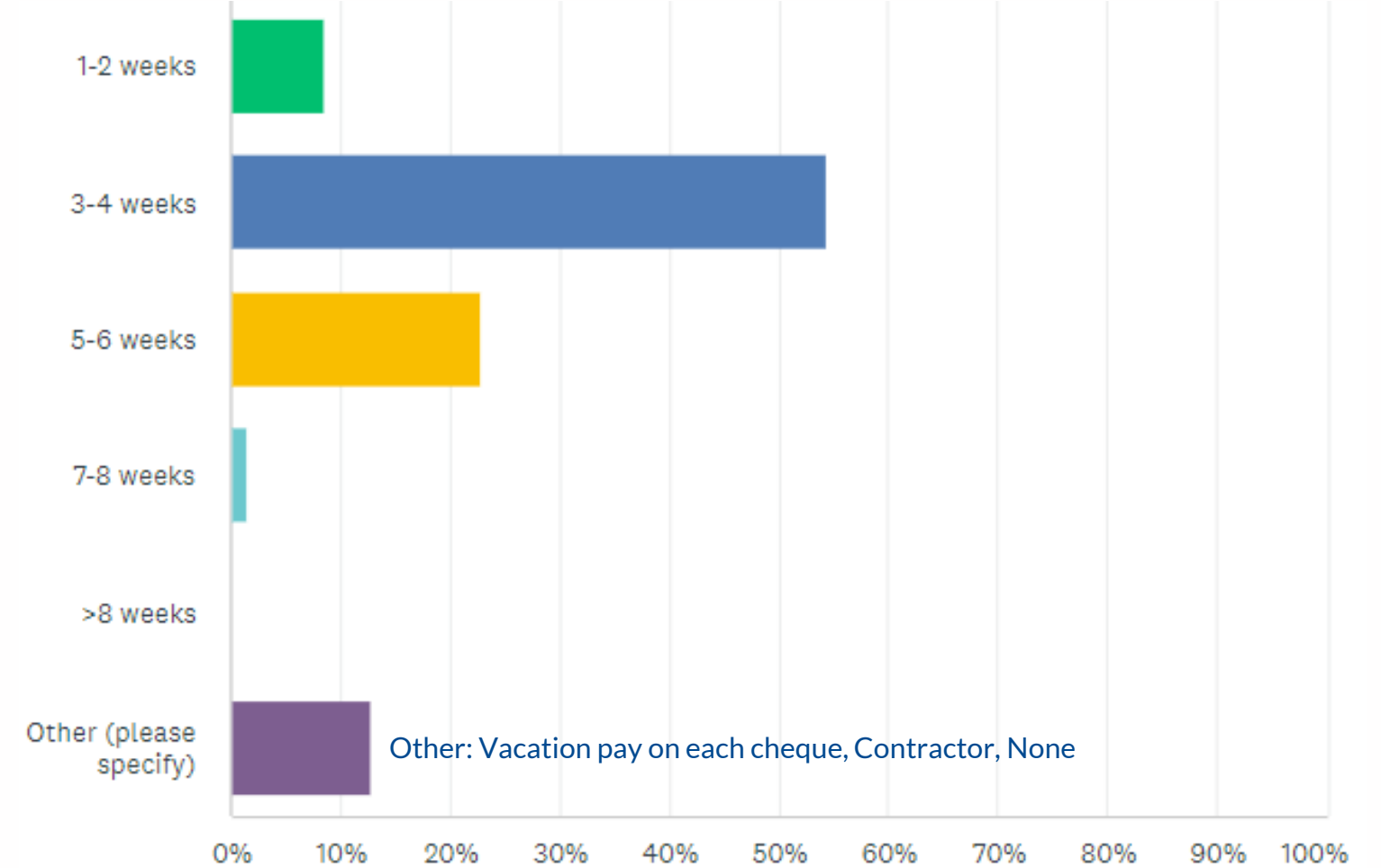


How many weeks of paid vacation do you receive?

Pharmacist

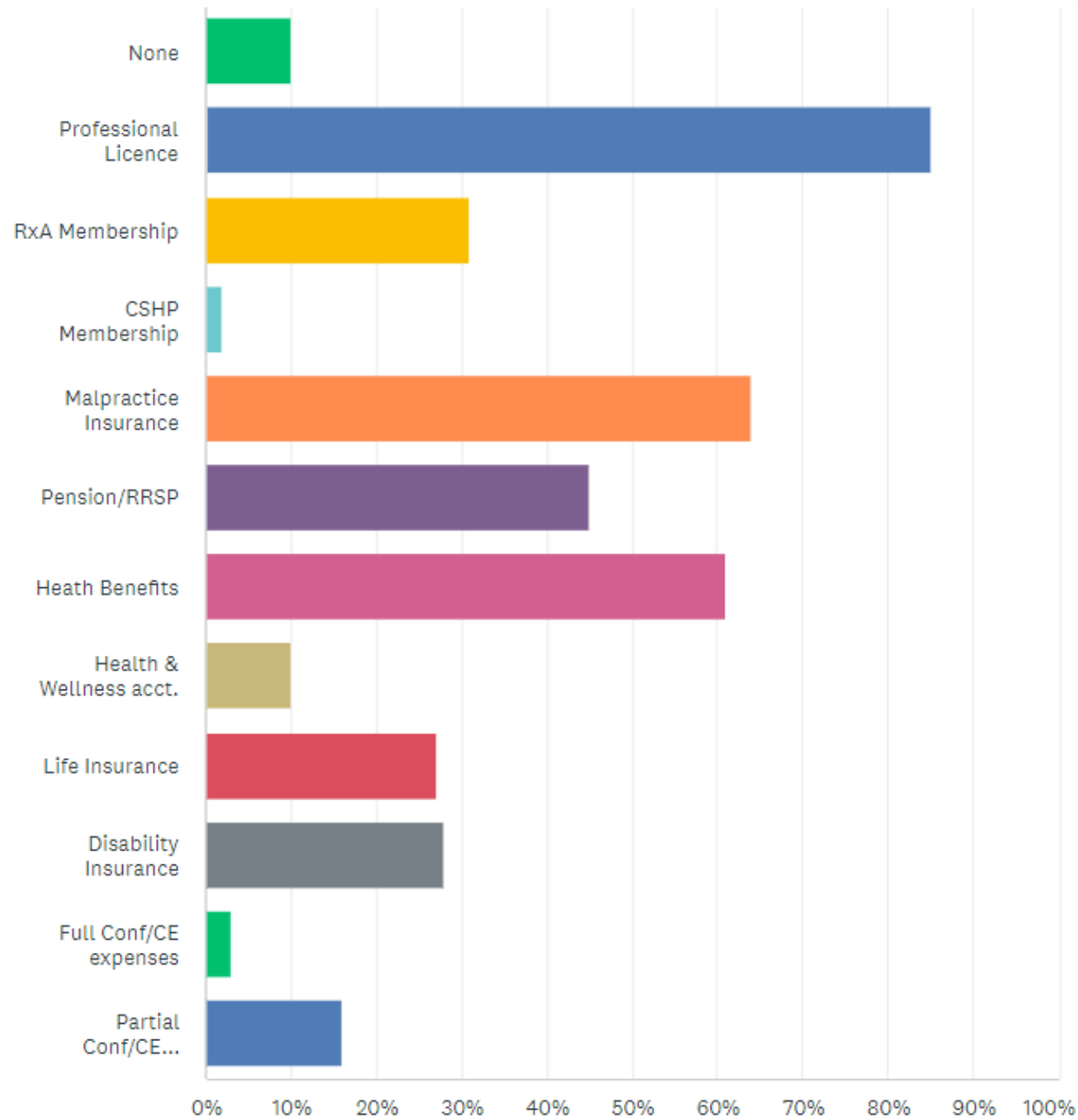


Manager

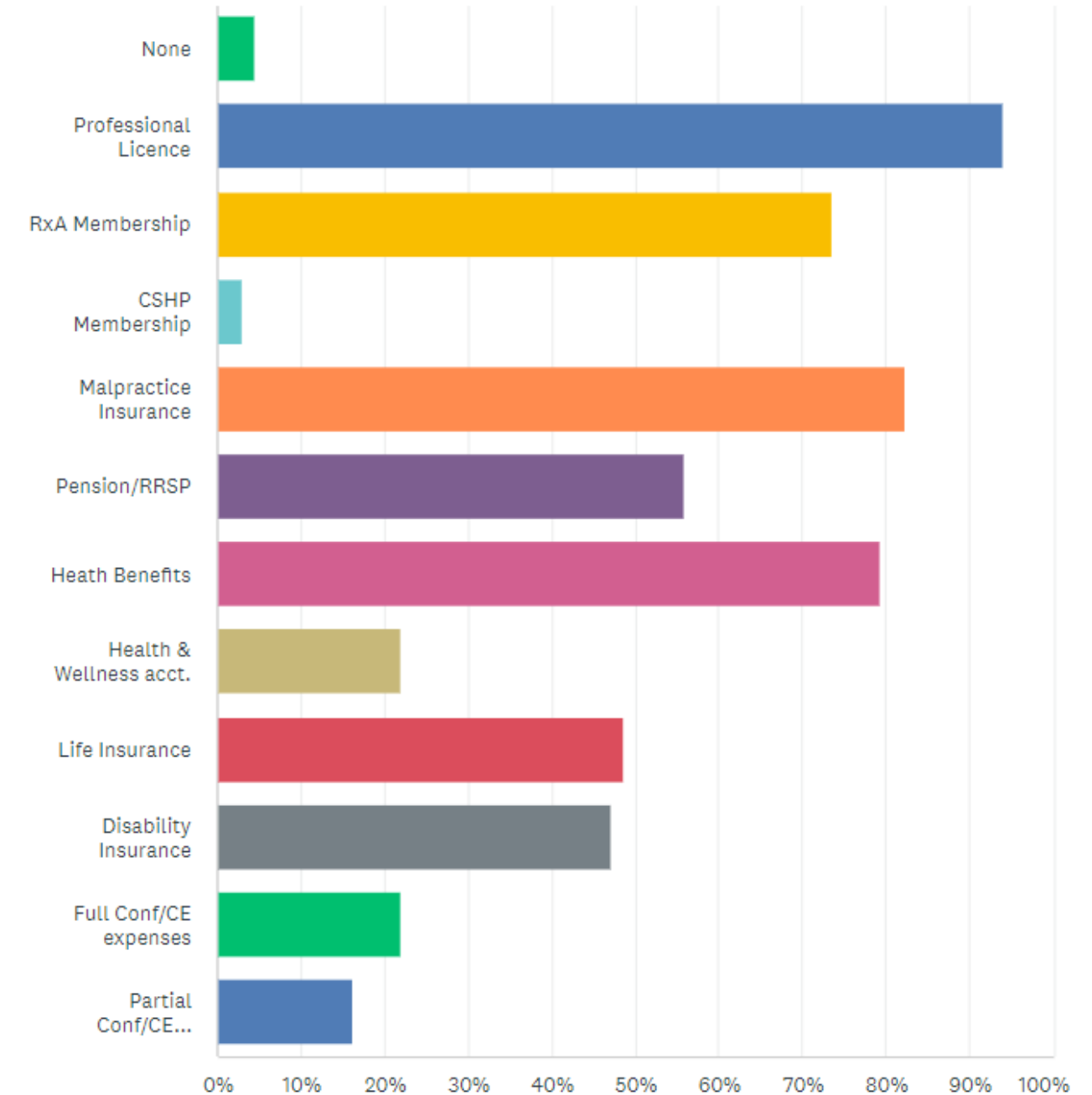


Please indicate if you receive any of the following paid benefits:

Pharmacist

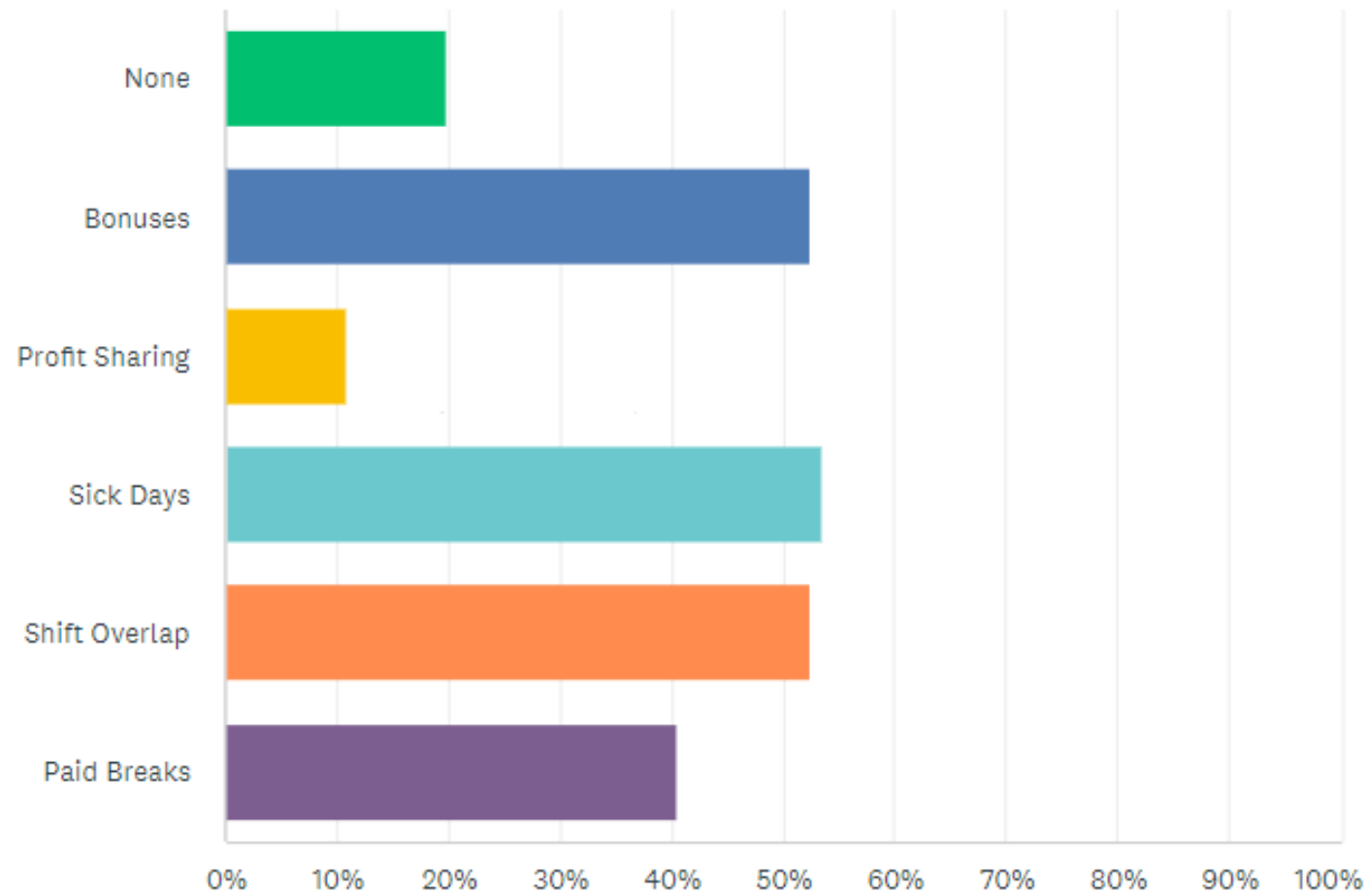


Manager

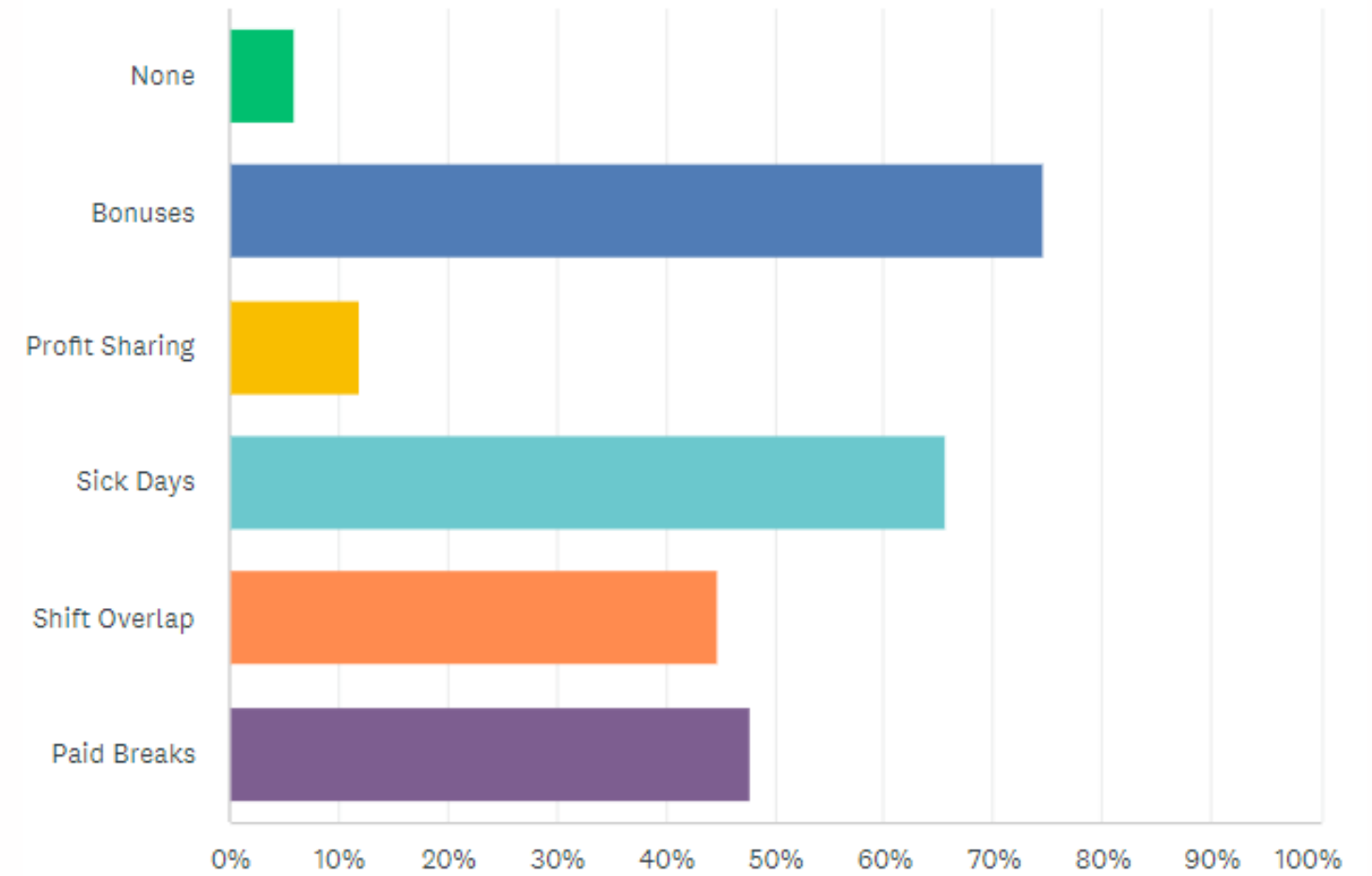


Does your employer provide?

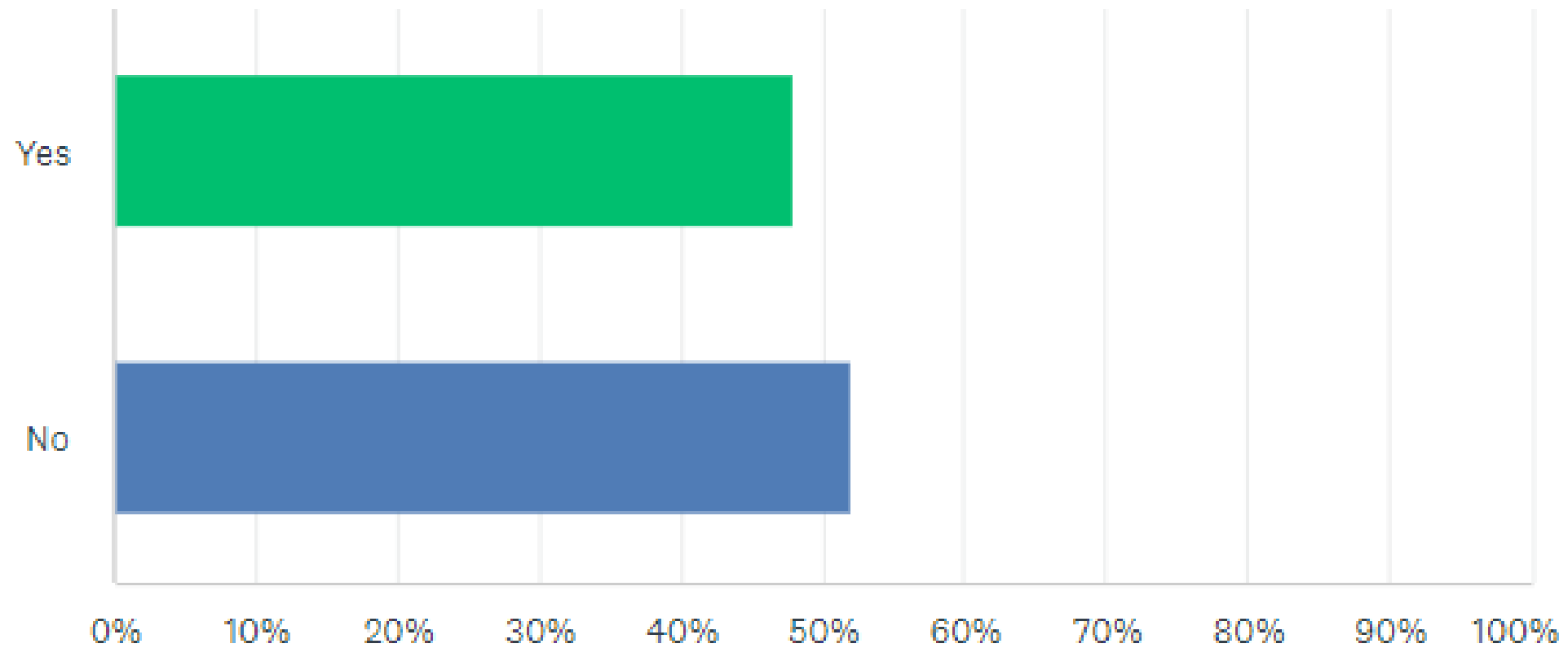
Pharmacist



Manager

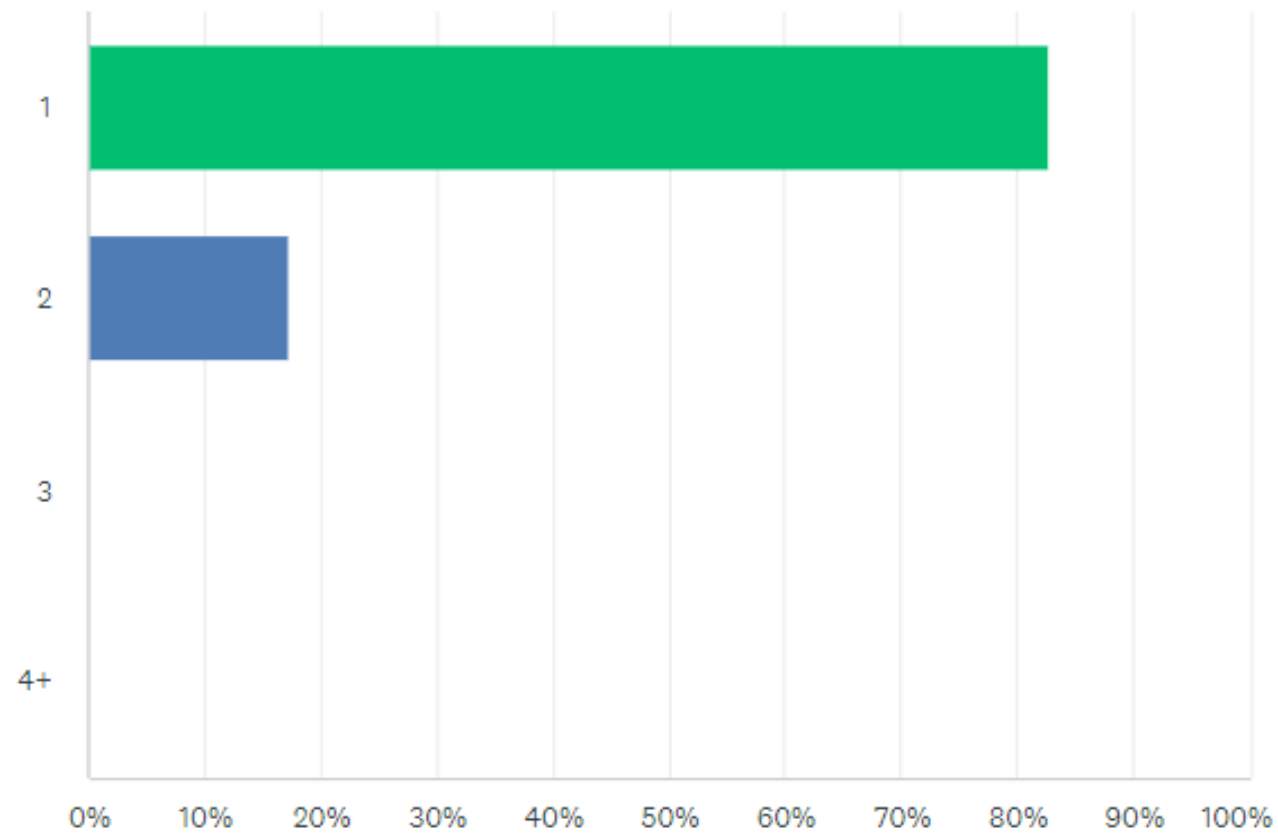


Manager: Have you experienced issues recruiting pharmacists?

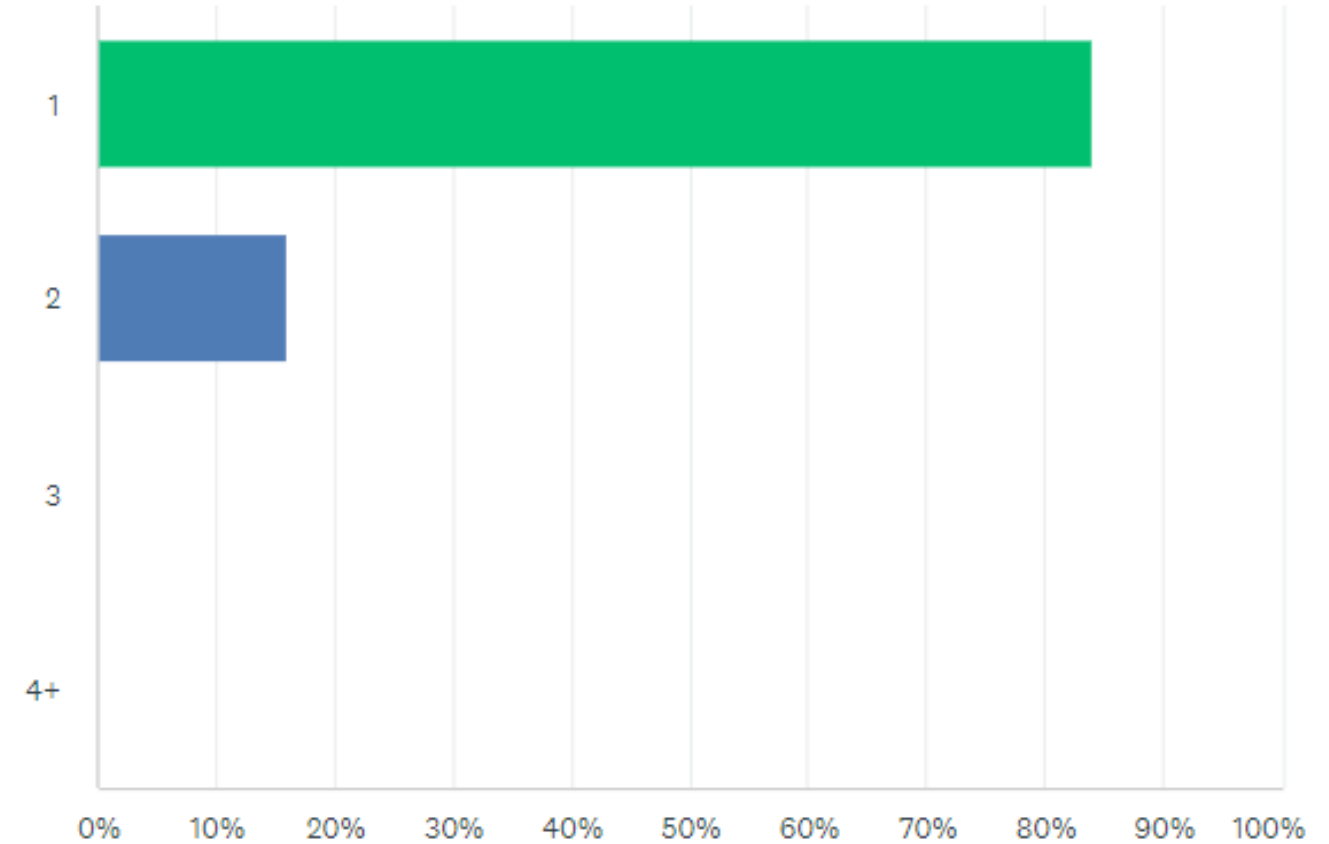


Manager: If yes, how many pharmacist positions are you recruiting for?

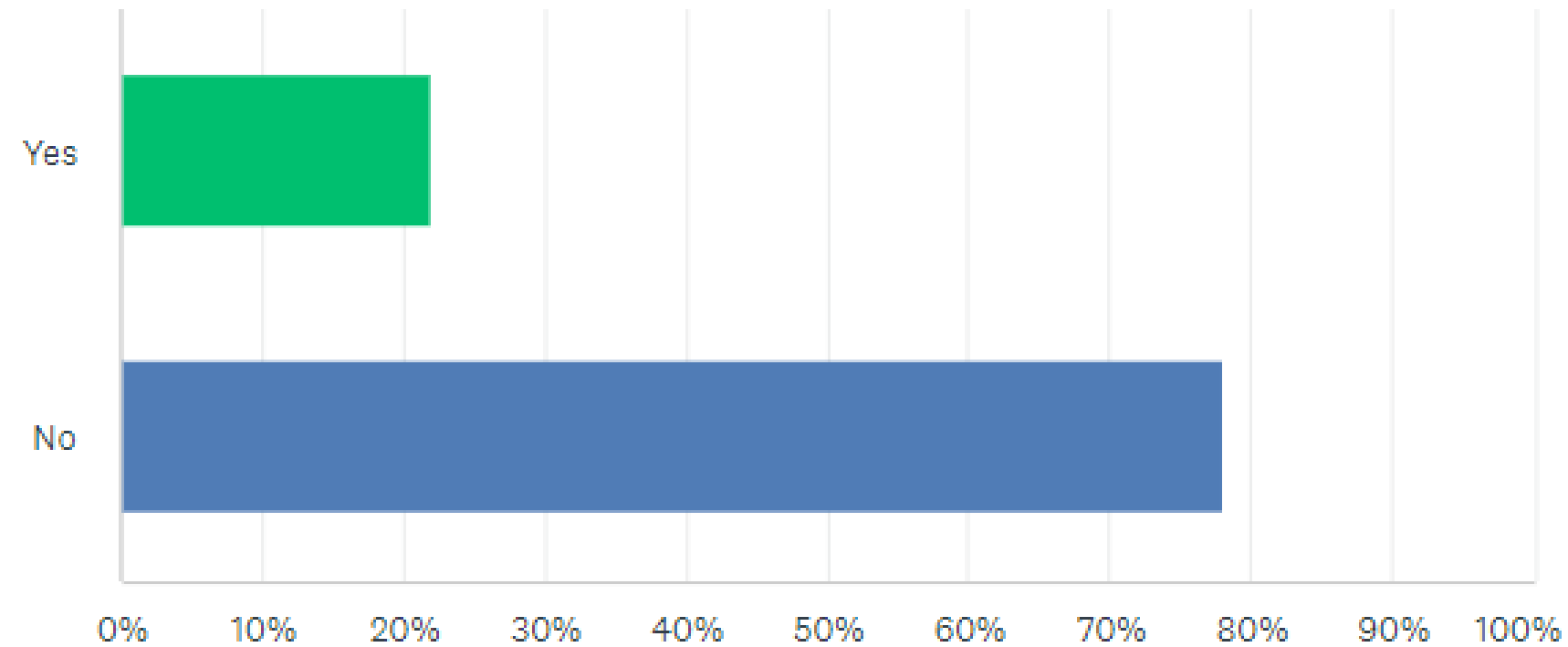
Part-Time



Full-Time

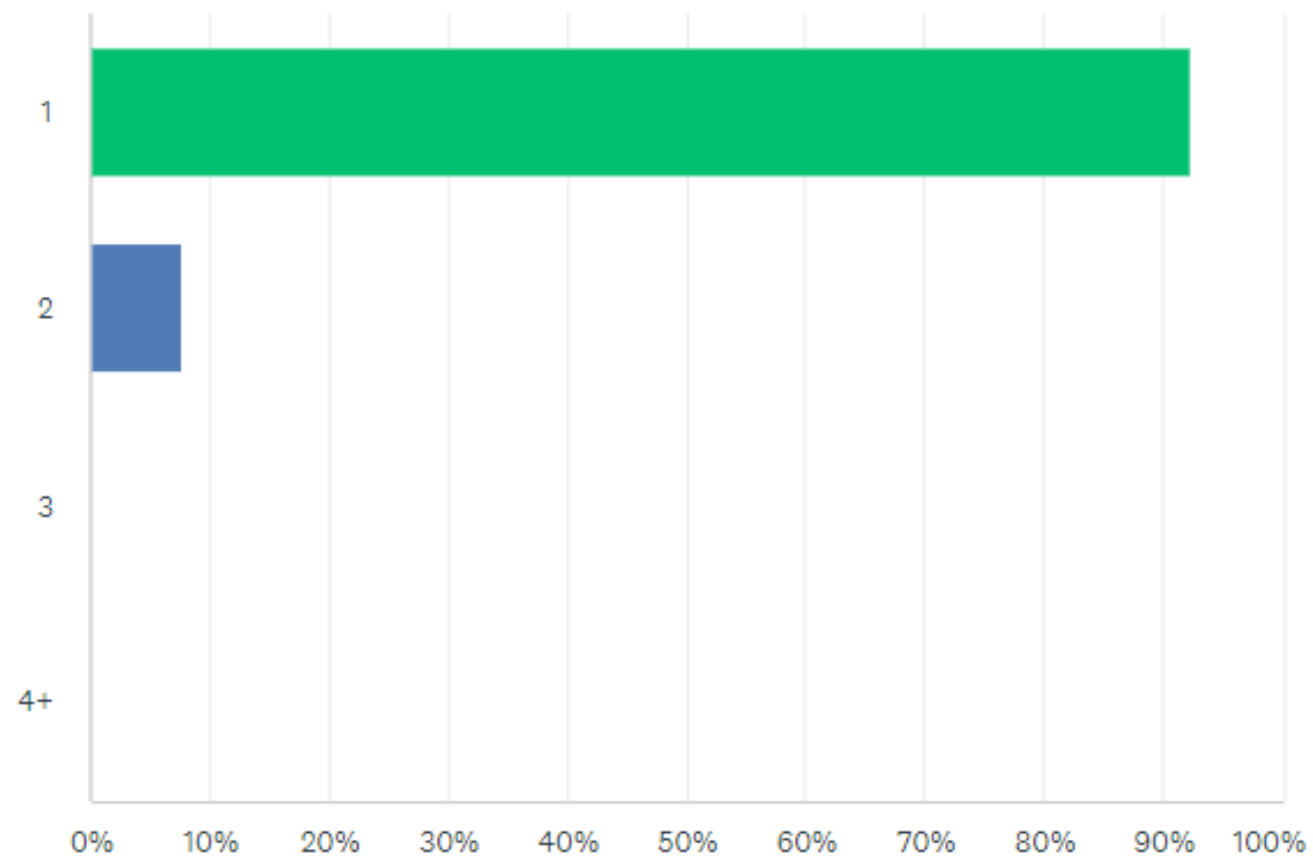


Manager: Have you experienced issues recruiting pharmacy technicians?

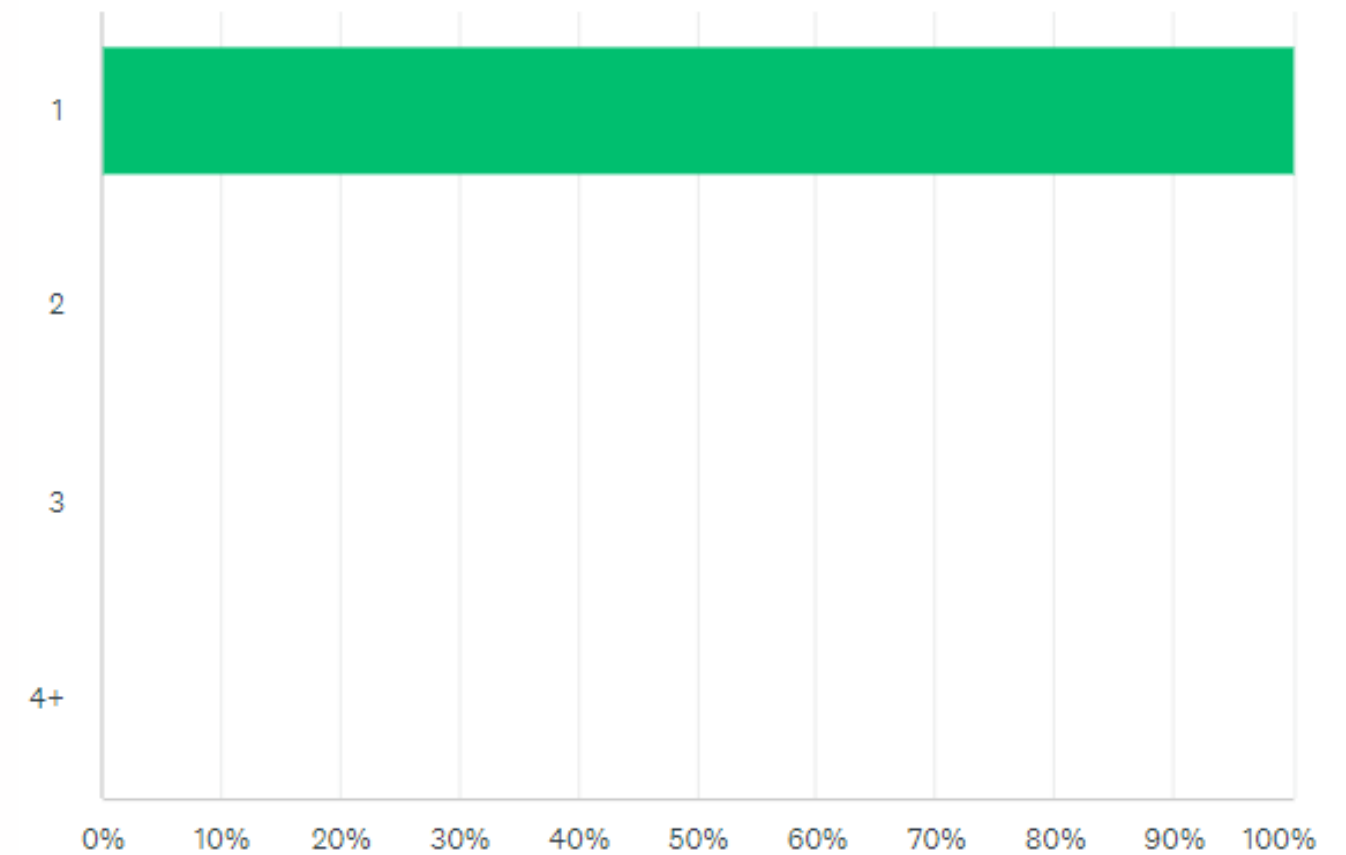


Manager: If yes, how many pharmacy technician positions are you recruiting for?

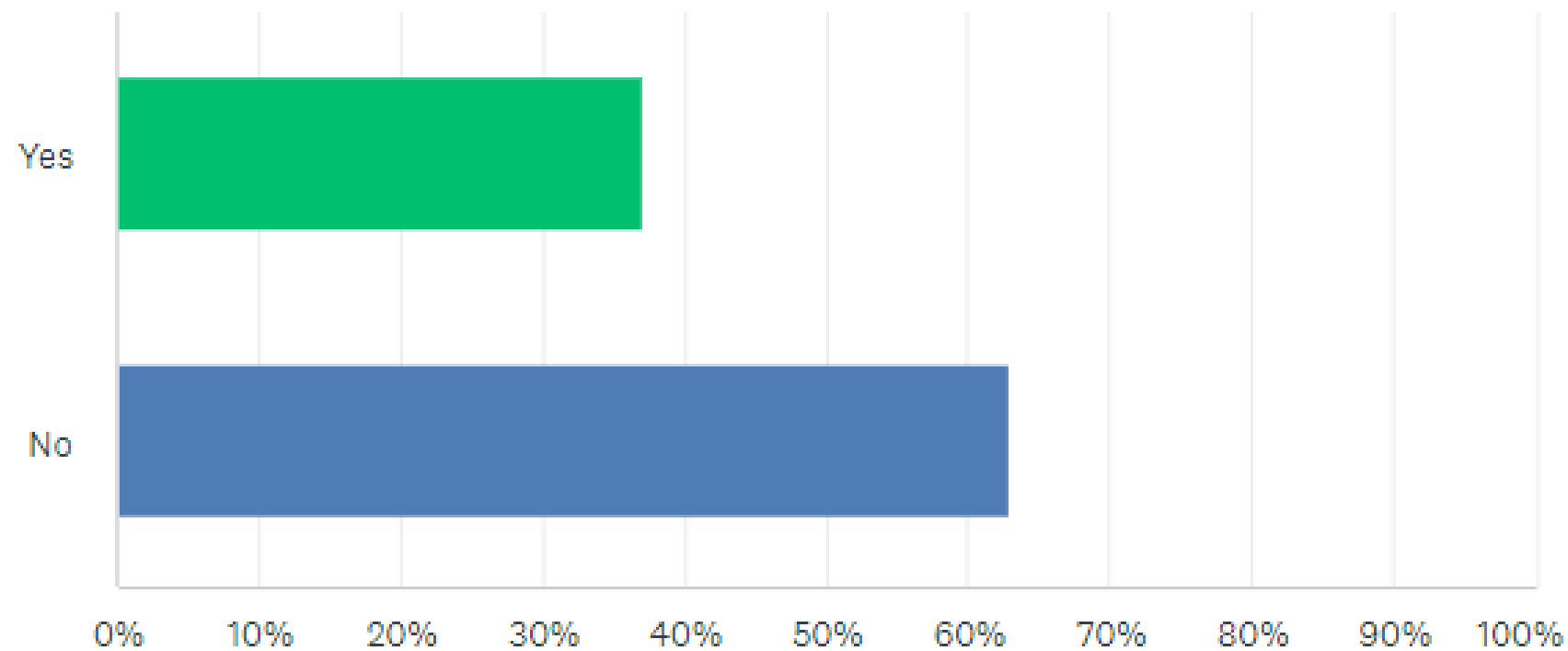
Part-Time



Full-Time



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



Year	Average wage (\$ per hour)
First Year	18.33
Second Year	20.06
Third year	21.39
Fourth Year	23.64



Questions?

Contact Kendall.Franklin@RxA.ca

