

Survey Flow

Block: Demographic information (14 Questions)
Standard: Workforce retention (12 Questions)
Standard: Non-practicing pharmacists (11 Questions)
Standard: Final (4 Questions)

Page Break

Start of Block: Demographic information

Q1 I confirm that I meet the eligibility criteria (completed BPharm or equivalent pharmacist training AND identify as Māori) and I consent to participate.

- Yes
- No

Skip to: End of Survey if Q1 = No

Q2 What is your gender?

- Female
 - Male
 - Another gender, please state (if you feel comfortable doing so)
-
-

Q3 What is your age?

- Younger than 25 years
 - 25–34 years
 - 35–44 years
 - 45–54 years
 - 55–64 years
 - Older than 65 years
-

Q4 Are you currently working as a pharmacist in any role?

- Yes
 - No
-

Display this question:

If Q4 = Yes

Q5 What part of Aotearoa do you work in (you can select more than one)?

- Te Tai Tokerau (Northland)
- Tāmaki-makau-rau (Auckland)
- Waikato
- Te Moana-a-Toi (Bay of Plenty)
- Te Tairāwhiti (Gisborne)
- Te Matau-a-Māui (Hawkes Bay)
- Taranaki
- Manawatu - Whanganui
- Te Whanganui-a-Tara (Wellington)
- Te Tai-o-Aorere (Tasman)
- Whakatu (Nelson)
- Te Taihū-o-te-waka (Marlborough)
- Te Tai Poutini (West Coast)
- Waitaha (Canterbury)
- Ōtākou (Otago)

Murihiku (Southland)

Not working in Aotearoa

Display this question:

If Q4 = Yes

Q6 What is your pharmacist registration status?

Intern Pharmacist

Pharmacist

Pharmacist Prescriber

Not registered

Other

Display this question:

If Q6 = Other

Q7 What is your registration status?

Display this question:

If Q4 = Yes

Q8 What is your main place of work?

- Community pharmacy
- Hospital pharmacy
- General practice
- Pharmaceutical industry
- Academia
- Pharmacy-related organisations
- Other

Display this question:

If Q8 = Pharmacy-related organisations

Q9 What pharmacy-related organisations?

Display this question:

If Q8 = Other

Q10 What is your place of work?

Display this question:

If Q4 = Yes

Q11 In the last 12 months, what pharmacist work or appointments (paid or voluntary) did you have?

- Community pharmacist
- Community pharmacy owner
- Hospital pharmacist
- Pharmacist manager
- General practice pharmacist
- Pharmaceutical industry
- School of Pharmacy
- Other teaching / research
- Pharmac
- Medsafe
- Ministry of Health
- Te Aka Whai Ora
- Pharmacy Council of New Zealand
- Pharmaceutical Society of New Zealand

None of the above

Other

Display this question:

If Q11 = Other

Q12 What other pharmacist work or appointments have you had?

Q13 How many years experience as a pharmacist (in any pharmacist role) have you had?

0–5 years

6–10 years

11–15 years

16–20 years

21–25 years

More than 25 years

End of Block: Demographic information

Start of Block: Workforce retention

Display this question:

If Q4 = Yes

Q14 How satisfied are you in your current main role?

- Extremely dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Extremely satisfied

Display this question:

If Q4 = Yes

Q15 In your current main role, what could be improved?

- More staff
- Reduction in workload
- More time for continuing professional development
- Wider range of pharmacist roles and responsibilities
- Increased scope of practice
- Other
- Nothing, I do not think anything could be improved

Display this question:

If Q13 = Other

Q16 What else could be improved?

Display this question:

If Q4 = Yes

Q17 What do you like about being a pharmacist?

- Hours of work
- Salary
- Work-life balance
- Helping people
- Being a valued member of the community
- Career progression
- I feel culturally safe in my workplace
- I feel valued by my employer
- Other

Display this question:

If Q17 = Other

Q18 What else do you like about being a pharmacist?

Display this question:

If Q4 = Yes

Q19 What don't you like about being a pharmacist?

- I don't get paid enough for my roles and responsibilities
- I am not valued by my employer
- My workload is too high
- The place I work doesn't have enough staff
- The place I work is a stressful environment
- The place I work is culturally unsafe
- I am not able to work at top of my pharmacist scope
- There is a lack of career progression
- I feel like my pharmacist skills and knowledge are underutilised
- There is lack of integration of my role within a multidisciplinary team
- I am being bullied in my place of work
- Other

Display this question:

If Q19 = Other

Q20 What else don't you like about being a pharmacist?

Display this question:

If Q4 = Yes

Q21 Within the next 1 to 2 years, are you considering changing to a career outside of pharmacy?

- Definitely not
- Probably not
- Might or might not
- Probably yes
- Definitely yes

Skip to: Q24 if Q21 = Definitely not

Display this question:

If Q4 = Yes

Q22 What factors are influencing your decision to stop being a pharmacist?

- I am not getting paid enough
 - I am not valued by my employer
 - My workload is too high
 - There aren't enough staff
 - I work in a stressful work environment
 - I feel culturally unsafe in my workplace
 - I am not able to work at top of my pharmacist scope
 - I feel like my pharmacist skills and knowledge are underutilised
 - Pharmacy is a stepping stone into another career
 - I am bored in my job and there is no opportunity for career growth
 - There is lack of integration of my role within a multidisciplinary team
 - I am being bullied in my workplace
 - I want to retire
 - Other
-

Display this question:

If Q22 = Other

Q23 What other factors are influencing your decision to stop being a pharmacist?

Display this question:

If Q4 = Yes

Q24 What factors are influencing your decision to stay working as pharmacist?

- I enjoy my role
 - I feel connected with the community I work in
 - I feel like I am making a difference to health outcomes
 - I am working in a good team
 - I feel fulfilled professionally
 - I can use all of my pharmacist skills and knowledge
 - I can see career progression
 - I feel culturally safe in my workplace
 - I like the people I work with
 - I am working within a multidisciplinary team who values my contribution
 - Other
-

Display this question:

If Q24 = Other

Q25 What other factors are influencing your decision to stay working as a pharmacist?

End of Block: Workforce retention

Start of Block: Non-practicing pharmacists

Display this question:

If Q4 = No

Q26 Have you ever worked as a pharmacist?

Yes

No

Display this question:

If Q4 = No

and Q26 = Yes

Q27 How long did you practice as a pharmacist before becoming a non-practicing pharmacist
OR stop being a pharmacist

0–5 years

6–10 years

11–15 years

16–20 years

more than 21 years

Display this question:

*If Q4 = No
and Q26 = Yes*

Q28 What did you do instead of being a pharmacist?

- Trained to become a medical doctor
- Started up new business (non-medical)
- Started up new business (medical)
- Focused on raising a family
- Retired
- Change profession
- Other

Display this question:

If Q28 = Change profession

Q29 What profession did you change to?

Display this question:

If Q28 = Other

Q30 What did you do?

Display this question:

If Q4 = No

and Q26 = Yes

Q31 Why did you want to stop being a pharmacist?

- I was not getting paid enough
 - I was not valued by my employer
 - My workload was too high
 - I worked in a stressful work environment
 - I felt culturally unsafe in the role I had working as a pharmacist
 - I was not able to work at top of my pharmacist scope
 - I felt like my pharmacist skills and knowledge were underutilised
 - Pharmacy was a stepping stone into another career
 - I was bored in my job and there was no opportunity for career growth
 - There was lack of integration of my pharmacist role within a multidisciplinary team
 - I was being bullied in the pharmacy workplace
 - Other
-

Display this question:

If Q31 = Other

Q32 Why else did you want to stop being a pharmacist?

Display this question:

If Q4 = No

and Q26 = Yes

Q33 How happy were you when you were working as a pharmacist?

- Extremely unhappy
- Somewhat unhappy
- Neither happy nor unhappy
- Somewhat happy
- Extremely happy

Display this question:

If Q4 = No

Q34 How satisfied are you in your current role?

- Extremely dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Extremely satisfied

Display this question:

If Q4 = No

Q34 What could have changed your mind to remain working as a pharmacist?

Display this question:

If Q4 = No

Q35 Do you regret completing the BPharm?

Yes

No

End of Block: Non-practicing pharmacists

Start of Block: Final

Q36 Is there anything else you think we need to know about being a Māori pharmacist?

End of Block: Final
