

A black and white photograph of a rocket launch. The rocket is ascending vertically, leaving a thick, white plume of smoke and fire. The launch pad and support structures are visible at the base. In the foreground, there is a body of water reflecting the scene. A large, bright cyan graphic element, resembling a stylized 'X' or a four-lobed shape, is overlaid on the right side of the image. The text "Our role is to help you excel" is written in white, sans-serif font across the middle of the image, with the word "excel" partially obscured by the cyan graphic.

Our role is to help you excel

Pharmacy Salary Guide 2022

Pharmacies Salary Outlook

Key Trends

2021 was yet again a crazy year for retailers globally. We have seen the pandemic force change, with businesses having to flex their operations in response to keep their colleagues safe and to meet customer needs. While every industry was affected, pharmacy retailers had a unique test. As an essential service at every stage of the pandemic, pharmacy retailers had no option but to meet the challenges head-on, balancing their customers' often vital needs, with their staff safety and business viability. Pharmacy retailers of all sizes nationwide rose spectacularly to the occasion and continue to do so. Few industries showed the same spirit of innovation and collaboration to meet the unique challenges of Covid-19. Solutions such as prescription delivery services or call and collect options along with closer cooperation with doctors around emailing prescriptions may have been inspired by the current climate but look set to remain. Customer response has been overwhelmingly positive, not only because of the convenience but also because they appreciate the personal touch.

Covid & Brexit

Both COVID and the arrival of Brexit pushed buying local and buying Irish into consumers' minds. Various campaigns urged shoppers to buy Irish wherever they could but much of this push came from shoppers themselves with incredible customer loyalty shown to local and independent pharmacies nationwide. In terms of pharmacist recruitment, while the process may be slower, there is still much movement in the market. Appetite amongst candidates remains high but with the focus on making the right move rather than the quickest move. While salary is always an important factor, we're seeing a huge shift towards the importance of benefits. Engaged employers are looking at the entire package including the business culture to ensure retention and a happy, dedicated workforce. One thing that is of particular importance to pharmacists is flexibility, work/life balance and reward or recognition. Mental health has understandably become an even bigger priority for everyone this year. Savvy employers are responding in a variety of ways from providing resources to connecting with professional services for employees to utilise or even just to promote awareness and understanding within the workplace.

What's Next?

Like last year, 2022 looks set to be an interesting time for Irish pharmacy with pharmacists again taking on a pivotal role in the fight against Covid, helping with the roll out of vaccinations for boosters while continuing to excel in their roles.

If you wish to discuss the findings in this guide or how we can assist with your recruitment needs, please feel free to get in touch at www.excelrecruitment.com or call 01 814 8747.

You can also email me directly at barbara@excelrecruitment.com.

We have compiled this guide which is supported by data from pharmacy managers across the country.

This guide is designed to give our clients an overview of the current market prices for the various roles within the Irish pharmacy market.



Pharmacies Salary Guide

Sales & Management Salaries	1+	3+	6+
Pharmacy Technician	€27k - 30k	€30.5k - 32k	€34k
Dispensary Assistant	€24k - 27k	N/A	N/A
OTC Sales Assistant	€10.50 - 11.50 ph.	€11.75 - 12.75 ph.	€13.00 - 15.00 ph.
Assistant Manager	€28k - 30k	€31k - 33k	€34k - 36k
Store Manager	€32k - 33k	€34k - 37k	€38k - 43k

Pharmacist Salaries	1+	3+	6+
Relief Pharmacist	€65k - 73k	N/A	N/A
Support Pharmacist	€65k - 74k	€75k	N/A
Supervising Pharmacist	€75k	€80k	€90k



Barbara Kelly

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visit: www.excelrecruitment.ie

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