



## Pharmacist Workforce, 2012— Provincial/Territorial Highlights

The page features decorative wavy lines in grey and teal that flow across the top and sides, framing the central content area.

## Our Vision

Better data. Better decisions.  
Healthier Canadians.

## Our Mandate

To lead the development and maintenance of comprehensive and integrated health information that enables sound policy and effective health system management that improve health and health care.

## Our Values

Respect, Integrity, Collaboration,  
Excellence, Innovation

# Table of Contents

About CIHI's Pharmacist Data.....	1
Summary .....	2
Newfoundland and Labrador Highlights .....	4
Prince Edward Island Highlights.....	6
Nova Scotia Highlights.....	7
New Brunswick Highlights.....	8
Ontario Highlights .....	9
Manitoba Highlights .....	10
Saskatchewan Highlights .....	11
Alberta Highlights.....	12
British Columbia Highlights .....	13
Yukon Highlights.....	14
Northwest Territories Highlights .....	15
References .....	17



# About CIHI's Pharmacist Data

Collecting and reporting health human resources (HHR) data assists decision-makers in the planning and distribution of health care providers. Since 2006, the Canadian Institute for Health Information (CIHI) has collected data on the supply, distribution and practice characteristics of pharmacists in selected provinces and territories in Canada.

## Companion Products on CIHI's Website

The following companion products are available from CIHI's website at [www.cihi.ca/hhr](http://www.cihi.ca/hhr).

- *Pharmacist Workforce, 2012*
  - Provincial/Territorial Highlights (PDF)
  - Provincial/Territorial Profiles (XLSX)
  - Pharmacist Workforce, 2012 Presentation (PPTX)
  - Data Tables (XLSX)
  - Methodology Guide (PDF)
- Previous report
  - *Pharmacists in Canada* series
- Reference documents
  - *Pharmacist Database Manual*
  - Privacy Impact Assessment

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# Summary

*Pharmacist Workforce, 2012* highlights current trends in pharmacist practice across a variety of demographic, education, mobility and employment characteristics.

**Note to readers:** Detailed data for pharmacists practising in Quebec and Nunavut was not available for the years presented in this report. In its place, CIHI has included summary information obtained from the National Association of Pharmacy Regulatory Authorities (NAPRA). However, unless otherwise specified, the analyses and calculations presented here **exclude** pharmacists practising in Quebec and Nunavut.

## Growth in the supply of pharmacists continues to outpace Canadian population growth

- The overall supply of registered pharmacists in Canada (including Quebec and Nunavut) grew by almost 10% between 2009 and 2012, reaching 33,266. In comparison, the Canadian labour force and the Canadian population each grew by less than 4% over the same period.<sup>1, 2</sup>
- More than 92% of registered pharmacists were employed in pharmacy in 2012. Of the remaining 8%, more than two-thirds indicated at the time of registration that they were seeking employment in pharmacy.
- More than 25,000 pharmacists were employed in Canada in 2012 (excluding Quebec and Nunavut), an increase of 9.5% since 2009. Most pharmacists (85.3%)<sup>i</sup> were permanent employees, with less than 7% employed on a temporary or casual basis. An additional 7.6% reported that they were self-employed.
- Between 2009 and 2012, the pharmacist workforce per 100,000 population increased from 90 to 95.<sup>ii</sup> In comparison, Canada had 209 physicians per 100,000 population<sup>3</sup> and 1,046 nurses per 100,000 population<sup>4</sup> in 2011.

## More international graduates working as pharmacists in Canada, and more seeking employment in pharmacy

- International pharmacy graduates (IPGs) accounted for almost one-quarter (24.5%) of the pharmacist workforce in Canada in 2012.
- The proportion of IPGs seeking employment in pharmacy steadily increased since 2009, reaching more than 10% of registrants in 2012. In contrast, only 3% of Canadian-educated pharmacists were seeking employment in pharmacy in 2012.
- The top 5 countries of graduation for IPGs were Egypt, the United States, India, Great Britain and the Philippines. These five countries accounted for almost two-thirds of all IPGs in Canada.

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i. Excludes Quebec, Ontario and Nunavut.

ii. Includes Quebec and Nunavut.

## **Most pharmacists work in community pharmacies; almost one-third are pharmacy owners/managers**

- In 2012, three-quarters of the pharmacist workforce were employed in community pharmacies. About 20% were employed in hospitals and other health care facilities.
- Almost 90% of IPGs were employed in community pharmacies (compared with 71% of Canadian-educated pharmacists).
- Most pharmacists reported their position as staff pharmacist, with approximately 30% reporting themselves as pharmacy owners/managers. Of these, 40% were female, and less than one-third were younger than 40.
- Almost one-third of pharmacists worked more than 40 hours per week, on average. Of these, only 11% reported having more than one employer.

## **The average age of pharmacists is stable, but almost one-third are 50 and older**

- The average age of pharmacists in Canada in 2012 was 43.5; this had remained unchanged since 2009. In 2012, those age 50 and older represented more than 30% of the workforce.
- Since 2009, the proportion of female pharmacists in Canada has remained stable at close to 60%.

# Newfoundland and Labrador Highlights

## Workforce

- The pharmacist workforce in Newfoundland and Labrador increased by 11.2% between 2009 and 2012, to 657 employed pharmacists. This rate increase was considerably higher than the population growth in Newfoundland and Labrador during the same period (0.6%).<sup>2</sup>
- The pharmacist workforce per 100,000 population increased from 116 in 2009 to 128 in 2012. In 2012, Newfoundland and Labrador and Nova Scotia had the highest number of pharmacists per population.

## Employment

- In 2012, a total of 9.6% of the Newfoundland and Labrador pharmacist workforce identified as temporary/casual employees, the highest rate of all jurisdictions included in this analysis.<sup>iii</sup>
- More pharmacists in Newfoundland and Labrador reported working 40 or more hours per week, on average (40.0%), than the average across all jurisdictions in this analysis (32.5%).
- Only 60.9% of pharmacists in Newfoundland and Labrador identified themselves as staff pharmacists in 2012, the lowest proportion among all provinces. Across Canada, 64.9% identified themselves as staff pharmacists.

## Geography and Mobility

- Among the provinces, Newfoundland and Labrador had the lowest percentage of pharmacists working in urban areas (60.4%).
- Newfoundland and Labrador employed 47 new graduates in 2012 (those who graduated in 2011 or 2012), representing 7.2% of its pharmacist workforce. This was slightly higher than the 5.8% of new graduates in the province in 2009.

## Education

- Of Canadian-educated pharmacists in Newfoundland and Labrador, almost all (95.0%) obtained their basic education in pharmacy from Memorial University.
- After Saskatchewan (8.0%), the Newfoundland and Labrador pharmacist workforce had the second-highest percentage of new graduates (7.2%) of all jurisdictions included in this analysis.
- Newfoundland and Labrador was the only jurisdiction where more than 5% of the workforce had a diploma as their highest education in pharmacy (at 33.2%). Of these, however, more than 85% were age 50 and older.

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iii. Excludes Quebec, Ontario and Nunavut.



## Demographics

- Newfoundland and Labrador had the third-lowest percentage of female pharmacists (54.9%) in 2012, after Yukon (54.8%) and the Northwest Territories (50.0%).
- The average age of pharmacists in Newfoundland and Labrador was 42.3 in 2012, younger than the average for all jurisdictions included in the analysis (43.5).
- While most pharmacists in Newfoundland and Labrador were age 30 to 39 (26.8%), 7.0% of pharmacists were approaching typical retirement age (60 and older).

# Prince Edward Island Highlights

## Workforce

- The pharmacist workforce in Prince Edward Island increased by 6.2% between 2009 and 2012, to 171 employed pharmacists. This increase was about twice the population growth in the province over the same period (3.1%).<sup>2</sup>
- The pharmacist workforce increased from 113 per 100,000 population in 2009 to 117 per 100,000 population in 2012.

## Employment

- A total of 90.1% of pharmacists were permanent employees in 2012, the second-highest rate among jurisdictions included in this analysis.<sup>iv</sup>
- After Ontario (at 19.6%), P.E.I. had the lowest percentage of pharmacists who reported working 40 or more hours per week, on average (31.6%).
- In P.E.I., 14.0% of pharmacists reported having multiple employers, less than the proportion for all jurisdictions included in this analysis (19.0%).

## Geography and Mobility

- Three-quarters of the P.E.I. pharmacist workforce were employed in urban areas in 2012 (75.4%).

## Education

- Of Canadian-educated pharmacists in P.E.I., the majority (85.7%) obtained their basic education in pharmacy at Dalhousie University in Nova Scotia. An additional 7.1% obtained their basic education at Memorial University in Newfoundland and Labrador.
- In 2012, the majority of pharmacists (89.5%) in P.E.I. had a baccalaureate degree as their highest education in pharmacy, compared with 87.6% in 2009.

## Demographics

- Almost two-thirds (66.1%) of the P.E.I. pharmacist workforce in 2012 were female.
- Pharmacists in P.E.I. had an average age of 43.4 in 2012, an increase from the 2009 average of 42.6.
- In 2012, a total of 8.8% of the P.E.I. pharmacist workforce were age 60 and older, compared with 10.6% for all jurisdictions included in this analysis.

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iv. Excludes Quebec, Ontario and Nunavut.

# Nova Scotia Highlights

## Workforce

- The pharmacist workforce in Nova Scotia increased by 10.1% between 2009 and 2012, to 1,209 employed pharmacists. This increase was considerably higher than the population growth in Nova Scotia during this period (0.5%).<sup>2</sup>
- There were 128 employed pharmacists per 100,000 population in Nova Scotia in 2012, the highest ratio in Canada. This had steadily increased from 116 pharmacists per 100,000 population in 2009.

## Employment

- Almost 90% (87.1%) of pharmacists were permanent employees in 2012, the fourth-highest rate among jurisdictions included in this analysis.<sup>v</sup>
- Almost half (43.0%) of pharmacists in Nova Scotia worked 40 or more hours per week, on average; this was higher than the proportion for all jurisdictions included in this analysis (32.5%).
- In Nova Scotia, 14.6% of the pharmacist workforce reported having more than one employer in 2012; this was lower than the proportion for all jurisdictions included in this analysis (19.0%).

## Geography and Mobility

- Nova Scotia had one of the highest proportions of pharmacists located in rural and remote areas in 2012, at 27.5%. This compares with only 12.3% for all jurisdictions included in this analysis.

## Education

- Of Canadian-educated pharmacists in Nova Scotia, the majority (91.1%) obtained their basic education in pharmacy at Dalhousie University.
- Most (91.8%) of the pharmacist workforce in Nova Scotia in 2012 had a baccalaureate degree as their highest level of education in pharmacy, similar to the proportion in 2009 (90.3%).
- Nova Scotia had 64 new graduates in 2012 (graduated in 2011 or 2012), accounting for 5.3% of its pharmacist workforce

## Demographics

- Nova Scotia had the lowest proportion of males (28.1%) of all the jurisdictions included in this analysis (compared with 40.2% overall).
- The average age of pharmacists in Nova Scotia remained stable, from 42.4 in 2009 to 42.6 in 2012.

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v. Excludes Quebec, Ontario and Nunavut.

# New Brunswick Highlights

## Workforce

- The pharmacist workforce in New Brunswick increased by 11.9% between 2009 and 2012, to 770 employed pharmacists. This increase was considerably higher than the population growth in New Brunswick during this period (0.6%).<sup>2</sup>
- While the number of pharmacists per 100,000 population increased from 92 in 2009 to 102 in 2012, it was still the lowest per population number among the Atlantic provinces.

## Employment

- More than 80% (83.0%) of pharmacists were permanent employees in 2012, the sixth-highest rate among jurisdictions included in this analysis.<sup>vi</sup>
- Almost 40% (38.7%) of pharmacists in New Brunswick worked 40 or more hours per week, on average; this was higher than the proportion for all jurisdictions included in this analysis (32.5%).
- More than 10% (11.4%) of the pharmacist workforce in New Brunswick were self-employed in 2012. This was the highest rate in Canada but was down from 12.0% in 2009.

## Geography and Mobility

- More than one-quarter (26.4%) of the pharmacist workforce in New Brunswick worked in rural and remote areas in 2012. This was one of the highest proportions among all of the jurisdictions included in this analysis.

## Education

- Of Canadian-educated pharmacists, 71.8% of those employed in New Brunswick obtained their basic education in pharmacy at Dalhousie University in Nova Scotia.
- Most (87.1%) of the pharmacists in New Brunswick had a baccalaureate degree as their highest education in pharmacy. This proportion was lower than the total for all jurisdictions included in this analysis (91.6%).
- New Brunswick had 32 new graduates in 2012 (graduated in 2011 or 2012), accounting for 4.2% of its pharmacist workforce.

## Demographics

- Two-thirds of pharmacists in New Brunswick in 2012 were female (67.4%). This was the second-highest proportion after Nova Scotia (71.9%).
- The average age of pharmacists in New Brunswick in 2012 was 41.9, the youngest in the Atlantic provinces. Of the jurisdictions included in this analysis, New Brunswick had the lowest proportion of pharmacists approaching typical retirement age (60 and older), at 6.0%.

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vi. Excludes Quebec, Ontario and Nunavut.

# Ontario Highlights

## Workforce

- The pharmacist workforce in Ontario increased by 8.5% between 2009 and 2012, to 11,308 employed pharmacists. This increase was 2.5 times greater than the population growth (3.2%) over the same time period.<sup>2</sup>
- The number of pharmacists per person increased from 79 per 100,000 population in 2009 to 83 per 100,000 population in 2012.

## Employment

- In 2012, a total of 19.6% of Ontario pharmacists reported working 40 or more hours per week, on average. Ontario was the only jurisdiction with less than 30% of pharmacists working 40 or more hours per week.
- Ontario had the highest percentage of pharmacists with multiple employers (25.2%).
- In 2012, almost one-third (31.5%) of Ontario pharmacists were pharmacy owners/managers, similar to the proportion reported in 2009 (31.9%) and above the Canadian figure of 29.2%.

## Geography and Mobility

- Ontario had 91.5% of its pharmacists working in urban areas in 2012, the second-highest rate among the provinces (after British Columbia at 92.6%).
- Almost 40% (39.6%) of the 2012 Ontario pharmacist workforce were IPGs. Of these, almost one-quarter (23.1%) graduated in Egypt.

## Education

- Of Canadian-educated pharmacists, three-quarters of the Ontario workforce (75.3%) obtained their basic education in pharmacy in Ontario.
- Of the jurisdictions included in this analysis, Ontario had the lowest proportion (3.4%) of new graduates (those graduating in 2011 or 2012).

## Demographics

- In Ontario, 57.6% of pharmacists were female, which was comparable to the overall pharmacist workforce.
- Pharmacists in Ontario had the highest average age in the country, at 44.9. However, this had decreased slightly from an average of 45.1 in 2009.

# Manitoba Highlights

## Workforce

- The pharmacist workforce in Manitoba increased by 8.1% between 2009 and 2012, to 1,333 employed pharmacists. This increase exceeded the rate of population growth in Manitoba (3.8%) over the same time period.<sup>2</sup>
- The number of pharmacists per person increased from 101 per 100,000 population in 2009 to 105 per 100,000 population in 2012.

## Employment

- In 2012, Manitoba had the highest percentage of pharmacists with permanent employment (90.2%) and the lowest percentage of pharmacists with temporary/casual employment (4.4%) among all jurisdictions included in this analysis.<sup>vii</sup>
- In 2012, a total of 38.3% of Manitoba pharmacists reported working 40 or more hours per week, on average. Manitoba ranked eighth among all jurisdictions included in this analysis.
- In Manitoba, 17.6% of the pharmacist workforce reported having multiple employers in 2012, the second-highest rate after Ontario (25.2%).

## Geography and Mobility

- Three-quarters of Manitoba's pharmacist workforce (77.0%) were employed in urban settings in 2012. This was about four percentage points higher than in 2009 (72.7%).
- In Manitoba, 11.9% of the pharmacist workforce in 2012 were internationally educated, an increase from 9.0% in 2009.

## Education

- Of Canadian-educated pharmacists in Manitoba, 90.1% obtained their basic education in pharmacy at the University of Manitoba, followed by the University of Saskatchewan (7.2%).
- The majority (92.4%) of the Manitoba pharmacist workforce in 2012 had a baccalaureate as their highest level of education in pharmacy.
- In 2012, a total of 6.8% of the pharmacist workforce were new graduates (graduated in 2011 or 2012), slightly lower than the percentage reported in 2009 (7.5%).

## Demographics

- In 2012, a total of 43.4% of pharmacists in Manitoba were male. This was the second-highest proportion among the provinces.
- The average age of pharmacists in Manitoba in 2012 was 42.6, with one-tenth (10.4%) of the workforce approaching typical retirement age (60 and older).

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vii. Excludes Quebec, Ontario and Nunavut.

# Saskatchewan Highlights

## Workforce

- The pharmacist workforce in Saskatchewan increased by 12.3% between 2009 and 2012, to 1,335 pharmacists. This increase was more than double the population growth in Saskatchewan (5.1%) over the same time period.<sup>2</sup>
- The number of pharmacists per person increased from 115 per 100,000 population in 2009 to 123 per 100,000 population in 2012.

## Employment

- In 2012, a total of 81.0% of Saskatchewan's pharmacists were permanent employees, the lowest proportion among the provinces.<sup>viii</sup> An additional 8.1% were casual or temporary employees (the second-highest rate) and 10.6% were self-employed (the second-highest rate).
- In Saskatchewan, 42.5% of pharmacists reported working 40 or more hours per week, on average, in 2012. Saskatchewan ranked fifth among all jurisdictions included in this analysis.
- More pharmacists in Saskatchewan (85.8%) worked for a single employer than did pharmacists in all jurisdictions included in this analysis (81.0%).

## Geography and Mobility

- The majority (72.0%) of pharmacists employed in Saskatchewan in 2012 were located in urban areas, an increase from the proportion reported in 2009 (70.6%).
- In 2012, a total of 2.4% of Saskatchewan's pharmacist workforce were internationally educated. Of IPGs, more than one-quarter (28.1%) obtained their education in India.

## Education

- Of the Canadian-educated pharmacists in Saskatchewan, 97.1% obtained their basic education in pharmacy in Saskatchewan.
- In 2012, new graduates (graduating in 2011 or 2012) made up 8.0% of the pharmacist workforce, a slight increase from 2009 (7.1%).

## Demographics

- Saskatchewan had a higher proportion of females (66.1%) than did all jurisdictions included in this analysis (59.8%).
- Pharmacists in Saskatchewan had an average age of 42.4 in 2012. As well, Saskatchewan had one of the highest proportions of pharmacists age 60 and older (12.0%).

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viii. Excludes Quebec, Ontario and Nunavut.

# Alberta Highlights

## Workforce

- The pharmacist workforce in Alberta increased by 9.5% between 2009 and 2012, to 4,065 employed pharmacists. This exceeded the strong population growth rate (6.0%) over the same time period.<sup>2</sup>
- The number of pharmacists per person increased from 101 per 100,000 population in 2009 to 104 per 100,000 population in 2012.

## Employment

- In Alberta, a total of 83.4% of pharmacists were permanent employees, the fifth-highest proportion among the jurisdictions included in this analysis.<sup>ix</sup>
- More than 40% (43.4%) of Alberta's pharmacist workforce worked, on average, 40 or more hours per week in 2012, higher than the percentage of all jurisdictions included in this analysis (32.5%).
- In Alberta, 11.8% of pharmacists reported having multiple employers in 2012, compared with 10.4% in 2009.

## Geography and Mobility

- The proportion of the Alberta pharmacist workforce that was employed in rural and remote areas (13.9%) was slightly higher than the percentage for all jurisdictions included in this analysis (12.3%).
- More than 15% (15.4%) of Alberta's pharmacist workforce were IPGs. Of these, 19.3% obtained their education in Egypt, 10.2% in the Philippines and 9.4% in India.

## Education

- Of Canadian-educated pharmacists, 76.7% of those employed in Alberta obtained their basic education in pharmacy in Alberta, while 15.0% obtained their basic education in pharmacy in Saskatchewan.
- In Alberta, 6.2% of the pharmacist workforce were new graduates in 2012 (graduated in 2011 or 2012), higher than the percentage for all jurisdictions included in this analysis (4.8%).

## Demographics

- Almost two-thirds (63.0%) of the pharmacist workforce in Alberta in 2012 were female, higher than the overall average.
- Pharmacists in Alberta had an average age of 41.9 in 2012, which was younger than the average of 43.5 for all jurisdictions included in this analysis.

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ix. Excludes Quebec, Ontario and Nunavut.



# British Columbia Highlights

## Workforce

- The pharmacist workforce in British Columbia increased by 10.7% from 2009 to 2012, to 4,361 employed pharmacists. This increase almost tripled the population growth (3.5%) over the same time period.<sup>2</sup>
- The number of pharmacists per person increased from 88 per 100,000 population in 2009 to 94 per 100,000 population in 2012.

## Employment

- In 2012, a total of 87.3% of B.C.'s pharmacists were permanent employees, the third-highest rate of all jurisdictions included in this analysis.<sup>x</sup> Only 4.8% of pharmacists reported being self-employed, one of the lowest proportions.
- Almost half (46.0%) of B.C.'s pharmacist workforce reported working 40 or more hours per week, on average. That was the second-highest proportion among jurisdictions included in this analysis.
- In B.C., multiple employers were reported by 15.8% of pharmacists. This was lower than the percentage for all jurisdictions included in this analysis (19.0%).

## Geography and Mobility

- Among the provinces, B.C. had the highest percentage of pharmacists working in urban areas (92.6%) in 2012.
- In 2012, IPGs made up 15.6% of the pharmacist workforce in B.C. Of these, 14.7% obtained their education in the Philippines, 11.8% in the United Kingdom and 11.5% in India.

## Education

- Of Canadian-educated pharmacists, 79.9% employed in B.C. obtained their basic education in pharmacy in B.C., followed by Alberta (7.2%) and Saskatchewan (6.8%).
- In 2012, new graduates (graduated in 2011 or 2012) made up 5.0% of the B.C. pharmacist workforce, slightly higher than the percentage in 2009 (4.3%).

## Demographics

- More than half of the pharmacist workforce in B.C. (57.5%) were female, slightly lower than the overall average in 2012.
- The average age of pharmacists in B.C. remained stable, from 42.6 in 2009 to 42.4 in 2012.

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x. Excludes Quebec, Ontario and Nunavut.

# Yukon Highlights

## Workforce

- The pharmacist workforce in Yukon increased by 6.9% between 2009 and 2012, to 31 employed pharmacists. This increase matched the population growth in Yukon (6.8%) over the same time period.<sup>2</sup>
- The number of pharmacists per person remained unchanged between 2009 and 2012, at 85 per 100,000 population.

## Employment

- The majority (77.4%) of the pharmacist workforce in Yukon were permanent employees in 2012, lower than the total for all jurisdictions included in this analysis (85.3%).<sup>xi</sup>
- More than one-third (35.5%) of pharmacists employed in Yukon in 2012 reported working 40 or more hours per week, on average. This was slightly higher than the total for all jurisdictions included in this analysis (32.5%).

## Geography and Mobility

- All pharmacists employed in Yukon in 2012 were located in urban areas.

## Education

- Of Canadian-educated pharmacists in Yukon, 28.0% obtained their basic education in pharmacy in B.C., 24.0% in Alberta and 20.0% in Nova Scotia.

## Demographics

- The majority of the pharmacist workforce in Yukon in 2012 were female (54.8%), a slightly lower proportion than the total for all jurisdictions included in this analysis.
- The average age of the pharmacist workforce in Yukon was 39.8 in 2012, the youngest average of all jurisdictions included in the analysis.

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xi. Excludes Quebec, Ontario and Nunavut.

# Northwest Territories Highlights

## Workforce

- The pharmacist workforce in the Northwest Territories increased by 40.0% between 2009 and 2012, to 28 employed pharmacists. This increase was considerably higher than the population change in the Northwest Territories (-0.3%) over the same time period.<sup>2</sup>
- The number of pharmacists per person increased from 46 per 100,000 population in 2009 to 65 per 100,000 population in 2012.

## Employment

- Only two-thirds (67.9%) of pharmacists in the Northwest Territories were permanent employees. This was the lowest proportion in Canada.<sup>xii</sup>
- Almost half (46.4%) of the Northwest Territories pharmacist workforce reported working 40 or more hours per week, on average. That was the highest proportion among all jurisdictions included in this analysis.
- After Yukon (87.1%), the Northwest Territories had the highest percentage of pharmacists employed in a community pharmacy setting (82.1%).
- In 2012, almost one-third of Northwest Territories pharmacists were employed as pharmacy owners/managers (32.1%), a lower percentage than reported in 2009 (45.0%).

## Geography and Mobility

- In the Northwest Territories, less than half (46.4%) of pharmacists worked in urban areas in 2012, significantly lower than the average of all jurisdictions included in this analysis (86.5%).

## Education

- Of Canadian-educated pharmacists in the Northwest Territories, more than one-third (37.0%) obtained their basic education in pharmacy in Saskatchewan; an additional 22.2% graduated in Alberta, and another 22.2% graduated in Nova Scotia.

## Demographics

- Half of the pharmacist workforce in the Northwest Territories in 2012 were male (50.0%). This proportion was higher than the percentage across all jurisdictions included in this analysis (40.0%).
- The Northwest Territories had the highest percentage of pharmacists age 60 and older (14.3%), with an average age of 43.3.

xii. Excludes Quebec, Ontario and Nunavut.



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