



excel healthcare

# PHARMACY SALARY GUIDE

# 2024



[www.excelhealthcare.com](http://www.excelhealthcare.com)





*Barbara Kelly*

*Senior Recruitment Consultant*

## PHARMACY KEY TRENDS

In the ever-evolving landscape of pharmacy, excellent career opportunities are always on the horizon. Pharmacists play a crucial role in the Irish healthcare system, and their importance has been consistently recognised. It's no secret that the Irish Pharmacy Union (IPU) has been actively engaged in advancing the role of pharmacists, working closely with the Department of Health's Expert Taskforce to empower pharmacists in various ways, such as extending prescriptions, prescribing within their scope of practice, managing common clinical conditions, and supplying medication under structured protocol. This represents a notable opportunity to improve healthcare accessibility in Ireland. If this measure is put into action, there will be an increased demand for workers to undertake pivotal roles in pharmacies and meet these evolving requirements. As a result, the need for establishing a new pharmacy school in the country and attracting more students to the profession has never been more evident to address the escalating demands of the sector.

## WHAT CAN WE DO?

Here at Excel Healthcare, we are always looking for new solutions to help and support our clients. While Support Pharmacist roles are successfully being filled, a notable gap exists in the recruitment of more senior Supervising Pharmacist positions. Our recruitment efforts continue to extend in European countries to fill this talent shortfall, and the Pharmacy Regulator (PSI) has seen a surge in registered EU pharmacists over the past two years.

Additionally, Locum pharmacist rates remained stable compared to previous years. However, clients continue to offer additional benefits to try to retain and attract pharmacists to work in their business.

## WHAT'S NEXT?

Looking to 2024, the staffing issue won't go away overnight, but with an experienced recruitment partner who knows the industry as much as we do - we'll do all we can to keep pharmacy staff shortages to a minimum and bridge the gap in this market. If you wish to discuss the findings of this guide or how we can assist with your recruitment needs, please feel free to contact us at [www.excelhealthcare.com](http://www.excelhealthcare.com). Alternatively, you can call us on **01 814 8747** or email Barbara, our Senior Pharmacy Recruiter at [barbara@excelrecruitment.com](mailto:barbara@excelrecruitment.com).

Role	1+	3+	6+
<b>Quiet Dispensary</b>			
Pharmacy Technician	€15.00 ph	€17.00 ph	€19.00 ph
Dispensary Assistant	€14.00 ph	NA	NA
Relief Pharmacist	€35.00 ph	NA	NA
Support Pharmacist	€35.00 ph	€35.00 ph	NA
Supervising Pharmacist	NA	€41.00 ph	€43.00 ph
<b>Moderate Dispensary</b>			
Pharmacy Technician	€16.00 ph	€18.00 ph	€20.00 ph
Dispensary Assistant	€14.00 ph	NA	NA
Relief Pharmacist	€35.00 ph	NA	NA
Support Pharmacist	€36.00 ph	€38.00 ph	NA
Supervising Pharmacist	NA	€43.00 ph	€46.00 ph
<b>Busy Dispensary</b>			
Pharmacy Technician	€16.50 ph	€19.00 ph	€22.00 ph
Dispensary Assistant	€15.00 ph	NA	NA
Relief Pharmacist	€35.00 ph	NA	NA
Support Pharmacist	€38.00 ph	€39.00 ph	NA
Supervising Pharmacist	NA	€45.00 ph	€49.00 ph

Role	Small	Medium	Large
<b>Pharmacy/ Healthcare Retail</b>			
Regional Manager / Area Manager	€55k - €65k	€65k - €75k	€80k - €95k
Store Manager	€38k - €42k	€42k - €50k	€55k - €70k
Assistant Manager	€32k - €34k	€35k - €38k	€40k - €45k
OTC	N/A	€28k - €30K	€28k - €30K
Beauty Advisors	€12.70 - 13.50 ph	€13.50 - €16.00 ph	€16.00 - €16.50 ph

# Get In Touch...

You can contact Barbara Kelly at:  
[barbara@excelrecruitment.com](mailto:barbara@excelrecruitment.com) or call  
Barbara on 087 737 9636.



## Contact the office at:

 [www.excelhealthcare.com](http://www.excelhealthcare.com)

 [info@excelrecruitment.com](mailto:info@excelrecruitment.com)

 01 814 8747

 The Capel Building, Mary's Abbey, Dublin 7, D07 DH99