

IN THE FAIR WORK COMMISSION

Fair Work Act 2009

s. 156 – 4 yearly review of modern awards

AM2016/28 - Pharmacy Industry Award 2010

REPLY STATEMENT OF ALEX CROWTHER

I, Alex Crowther, say as follows:

1. I make this statement from my own knowledge, save where otherwise indicated. Where I refer to matters within this statement on the basis of information and belief, I identify the source of that information and believe those matters to be true.
2. The 2017 Graduate Outcome Survey published by Quality Indicators for Learning and Teaching (QILT) provides information regarding commencing salaries for Australian graduates. Their latest report published January 2018 identifies Pharmacy graduates as the most poorly remunerated degree qualified professionals in Australia. Pharmacy graduates had the lowest median commencing salaries in both 2016 and 2017 (Attached report, Table 28, Page 40). Compared to other allied health professionals, pharmacy graduates had commencing salaries 26.7% less than Nursing graduates, and 23.6% less than Psychology graduates in 2017. Compared to Engineering graduates, another professional that requires a four-year degree and covered by Professionals Australia, Pharmacy graduates have a commencing salary 31.3% less in 2017.
3. Quality Indicators for Learning and Teaching is a government initiative run by the Social Research Centre. Their Graduate Outcome Survey is the leading source of information on commencing salaries for graduate professionals. The survey is run among 97 higher education institutions in Australia and has the greatest reach of any graduate survey conducted in Australia.
4. Additional data sources agree with the findings of the QILT Graduate Outcome Survey. Data from the 2016 Census conducted by the Australian Bureau of Statistics suggests Pharmacists in the earliest stage of their career have lower median annual remuneration than comparable professionals. I have annexed the extract from the ABS data. The graph at the foot of the page is created by me from that data. Looking

at 20-24-year-olds employed full-time as Pharmacists, Registered Nurses, Physiotherapists, Occupational Therapists and Engineers, allied health professionals were highly likely to earn in the \$52,000 to \$64,999 range, while Pharmacists were evenly split between that bracket and the previous one of \$41,600 to \$51,999. Engineers however found themselves falling between \$52,000 and \$77,999. Census data was obtained using ABS tool Table Builder which allows users to select demographic information collected in the 2016 census and present it in a table.

5. Annexed to this statement and marked as shown below are true and correct copies of these survey reports:

5.1. Annexed and marked AC 23 is a copy of the QILT 2017 Graduate Outcome Survey

5.2. Annexed and marked AC 24 is a copy of the ABS data referred to and the graph.

Alex Crowther

01/05/2018

List of Annexures

The annexures can be viewed via the following links:

- [Annexure 'AC-23'](#) - Quality Indicators for Learning and Teaching (QILT) 2017 Graduate Outcome Survey
- [Annexure 'AC-24'](#) – Australian Bureau of Statistics (ABS) data referred to and the graph