

Your Guide to the Pharmacy Recruitment Market

Raven's Remedy

{Issue 4} April 2010

WELCOME...

Welcome to our 4th issue of Raven's Remedy. 2010 is going quick and what a busy time for us! This year we have already successfully exhibited at APP and are still seeing a strong demand from our clients for experienced pharmacists in regional areas. We have a big year planned, with PHARMSPACE2010 to open from April to October; we are visiting every pharmacy school in Australia as well as launching a new website and brand for our sister company, NZPE. Enjoy our latest edition of Raven's Remedy.

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MOVE TO NEW ZEALAND

Need a change of scenery? Like the outdoors? Interested in going skiing? Why not call our sister company, New Zealand Pharmacy Employment (NZPE) to find out more about New Zealand opportunities. With the snow soon to arrive in beautiful New Zealand and the current oversupply of pharmacists in Australia there is no better time to consider a move to New Zealand. Call Bridget on 1800 429 829 or visit www.nzpe.co.nz.



REFER A FRIEND

Would you like to receive a \$100 voucher from us? Well it's simple! We currently have a number of clients seeking Pharmacy Assistants, Dispensary Technicians and Retail Managers and we need your help! Simply refer a colleague and upon successful placement, we will send you a \$100 voucher. It is that easy. Call us today on 1800 429 829 to find out more. Terms and conditions apply.

QUOTE OF THE DAY

“There is nothing like returning to a place that remains unchanged to find the ways in which you yourself have altered.”

NELSON MANDELA

PHARMACIST'S PERSPECTIVE

By Cheryl Tite

My decision to study pharmacy was to satisfy my passion for helping others.



At the start of each work day I don't know what health problems I will be solving. But I know that by the end of the day I have helped many people with their various health and medication issues. The many thankyou's and smiles I receive when the patients leave the pharmacy make everyday a wonderful work day.

On reflection, the practice of pharmacy has changed immensely. The pharmacist has moved out from behind the solid wall, to become more accessible to the public. No longer do we need the moistened sponge for the gummed dispensary labels, nor the typewriter. {cont. on page 3}



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PRE-REG CAREERS FAIR APRIL - OCTOBER

www.pharmspace.com.au

PHARMSPACE IS BACK!

Australia's biggest and only online intern careers fair, PHARMSPACE2010 is back. In its inaugural year PHARMSPACE was a massive success with over 1,100 Pharmacy students (representing more than 95% of all 4th year students) visiting the website to secure a pre-registration position.

To build on the success of 2009, Raven's has remodelled various elements of the event with the sole focus in 2010 being to create a National Careers Fair exclusively for pharmacy students. Additionally, due to popular demand, PHARMSPACE2010 will open for an extended period, from April and continuing through to October 2010.

Once again partnering with NAPSA, this is a great opportunity for pharmacy owners to gain access to over 95% of all pharmacy graduates Australia wide, without having to travel or visit universities; and it is completely FREE! Why spend money on advertising your pre-registration position when you can list as many as you want, free of charge on PHARMSPACE.

Visit www.pharmspace.com.au to register your interest or to find out more.

WRITE & WIN!

Write us a story and you can win a \$100 voucher!

Email your article to lisa@ravensrecruitment.com.au for your chance to win this prize.

WEBSITE POLL RESULTS

Is there an oversupply of pharmacists in Australia?

Yes 89%
No 11%

www.ravensrecruitment.com.au



JOB & CANDIDATE BOARD

HOT CANDIDATES

CANDIDATE # 1008895

Young Pharmacist – 1 year post registration experience seeking fulltime, exciting role anywhere coastal in NSW – North or South. Fantastic communication skills, enthusiastic and excellent referee feedback. Looking to start within 2 weeks.

CANDIDATE # 1015632

Pharmacist seeking fulltime role in NSW – regional or metro, this pharmacist does locum work for Raven's and we have had very good feedback. Friendly and good communication skills. Ideal start date is February.



CANDIDATE # 1002414

Candidate is looking for work in the Caboolture area or Sunshine Coast. Has over 9 years Pharmacist experience and would be ideal for a Pharmacist in Charge role. Solid candidate with good references.

CANDIDATE # 1005194

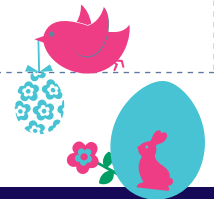
Hardworking, committed pharmacist seeking a role in North Qld. Registered for just over 2 years and has experience working as a Sole Pharmacist in busy pharmacies. Experienced with methadone/suboxone, webster packing and checking as well as staff management and promotion within store. Referee feedback "Fantastic staff member - good communicator with rest of the team and the owner." "Her main strength was her exceptional customer service, but also her reliability was perfect."

CANDIDATE # 1004441

Strong candidate looking for work in the Adelaide suburban area. Ideal for Pharmacist Manager/ Pharmacist in Charge. Experienced in both Clinical and Community work. Has worked with LOTS and Fred and has experience with methadone.

CANDIDATE #1008651

All round Pharmacy superstar - 12 years experience in both hospital and retail sectors in roles of Dispensary Technician, Retail Manager, Stock Controller, Training Coordinator, and Project Officer. Based in the Eastern suburbs, this candidate is seeking full-time or contract employment from May 2010.



HOT JOBS

PHARMACIST # 2007572 Riverina Region NSW

A full-time Pharmacist is required to work alongside the senior Oncology Pharmacist in a retail Pharmacy environment. Providing services and medications to the nearby private hospital, as well as being involved in the Pharmacy's clinical trials program. Retail and (some) nursing home work may also be required. 40 hours per week, rotating roster over 7 days. Some weekend and evening work will be required. Hospital experience not essential.

PHARMACIST IN CHARGE # 2007708 Northern NSW

A fulltime PIC is required for this well established pharmacy in northern coastal NSW. You will be working as a sole pharmacist with a medium script volume, Hours are Monday to Friday 8.30am - 5pm and Saturday mornings with a Saturday morning off on a rotational basis. If you want to secure a long term career with partnership being a consideration after 12 months, then this would be ideal for you.

PHARMACIST MANAGER / PARTNER # 2007490 Northern VIC

A full-time Pharmacist Manager is required for this country pharmacy in North VIC. Work hours are 9:00am - 6:00pm Monday - Friday, 9:00am - 1:00pm Saturday, and 10:00am - 12:00pm alternate Sundays. Fred dispense system, light script trade, sole Pharmacist with dispense tech. Genuine partnership potential. \$100-120K package.

PHARMACIST MANAGER # 2007644 Rural South East QLD

Full-time role in modern shopping centre pharmacy – busy script trade – experienced team – 3 hours from Gold Coast and Brisbane. \$100k plus super plus other benefits to be discussed.



PHARMACIST MANAGER # 2007617 Rural North Western Australia

Fulltime opportunity available. This Pharmacy is located inland 2 hours from Geraldton and is the ideal location for anyone wanting to save money and increase their Pharmacy Management experience. \$40 per hour plus accommodation. We are looking for a 12 month commitment.

DISPENSARY TECHNICIAN # 2007625 Brisbane Western Suburbs

Fulltime opportunity. This position is located in the Ipswich area and would be ideal for someone living in Brisbane Western Suburbs. The successful applicant will have Pharmacy Certificate 3 or be working towards this accreditation.

UP CLOSE & PERSONAL...

DAVID DIXON B.Pharm MPS

Pharmacist/Proprietor
Goldfields Fullife Pharmacy



What is your role?

Pharmacist/Proprietor

What do you like about what you do?

I like the relationships that I have established with my regular customers and the trust that they place in us

What do you dislike?

Negativity or lack of motivation

What are your goals for the future?

Pay off the pharmacy debt
Spend a year travelling around the world

What is one of your most notable achievements since working in pharmacy?

Winning 2010 Pharmacy of the Year - Excellence in Business Management

What advice would you offer someone who was considering a career as a pharmacist?

Pharmacy is a fantastic profession if you like dealing with people. It is very flexible and portable. It offers a wide variety of potential positions and can take you all around the world. It is also one of the few health professions left where you still have the opportunity to own your own business.

What I find disappointing is the lack of ambition in some pharmacists. If you are ambitious and want a fulfilling career, do not get stuck in a dead-end discount pharmacy. There is more to pharmacy than cutting prices and selling rubbish

What is your favourite food?

Thai or Indian

What is your favourite travel destination?

South Africa

If you could invite 3 people to a dinner party, who would they be and why?

Nelson Mandela - What a life story
Tiger Woods - Imagine getting him to open up and tell the truth (hero to zero in a month)
Clive Palmer - Australian business success story

STAFF PROFILE

JOHN PLUMRIDGE

John joined Raven's Recruitment in November 2009 to manage the recruitment services to our clients in Brisbane, Gold Coast, Western Australia, South Australia and the Northern Territory.

John spent the first part of his working life in the corporate Banking and Finance sector before later moving into the recruitment sector.

His recruitment career spans over ten years and in his most recent role John was the Executive Recruitment Manager for the Toll Australia Group before moving from New South Wales to Queensland.

John's diverse background in the corporate sector dealing at a Senior Management and CEO level, as well as his extensive recruitment experience provide him with a strong understanding of the necessity to provide his clients with a responsive and efficient recruitment process.



PHARMACIST'S PERSPECTIVE

{Cont. from page 1}

The introduction of computers has brought significant changes to the practice of pharmacy. And all of these changes for the better. The internet has improved communication for education and training. This has reduced the isolation felt by many remote pharmacists and provided more options for pharmacists busy with parenting. We need to continually embrace change and adapt the way we practice pharmacy. Now is a time of exciting changes for professional pharmacy practice in Australia. Such a broad range of opportunities are available.

So much negativity is expressed in much of the pharmacy media and general media. For those of you with those negative thoughts, it is time to recall why you became a pharmacist and restore that passion. Only you can make the change.

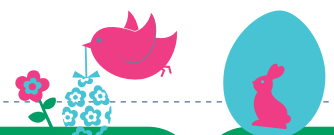
For myself, I have always maintained my professional knowledge through professional reading and attending CE events. I wanted to be confident in providing more professional services. I became an asthma educator, PAMS accredited and DMAS accredited. I completed a Cert IV in Training and Assessment to build my confidence in delivering community health education.

My passion for providing asthma education to the community has led to my position on the board of members of AAREA (Australian Asthma and Respiratory Educators Association Inc). www.aarea.org.au As the most accessible health professional, pharmacists have a great opportunity to reduce the chronic disease burdens.

The staff at Ravens Recruitment understood my goals and arranged an interview with Mater Health Services. Today I am team leader at Mater Pharmacy Redland where I have an exciting opportunity to significantly improve the health of my local community. Mater Health Services are widely known as a provider of exceptional care to the community. I feel privileged to be in a position to strengthen Mater's mission.

My passion continues to grow. Find your passion.

- Cheryl Tite



RECRUITER PERSPECTIVE

By Lisa Amarant
Business Development Manager
Raven's Recruitment



As recruiters in the pharmacy industry for over 20 years, we have typically seen an undersupply of pharmacists across Australia as well as the struggle for rural pharmacies to attain and retain talent.

20 years on and we are now at the beginning of an era where there may just in fact be a constant oversupply of pharmacists. In 2008 Human Capital Alliance was commissioned by the Pharmacy Guild to undertake a long term research project on the pharmacy workforce and from this, predicted that there could be a surplus of 2,009 pharmacists in Australia within five years, rising to 2,594 by 2020 and 3,582 by 2025.

For us, this potentially means we will have the opportunity to recruit in new areas of pharmacy and the role of the pharmacist could expand into new areas. It is an exciting prospect. Importantly though, it highlights that with the prospect of having more choice of candidate applications, a robust recruitment process should be adopted.

Suddenly, one average application received may go up to 40 - all of which may well be a mixed bag of skills and pharmacy experience. The question will now become, 'who do I call for an interview?' and 'what questions will I ask to determine the right pharmacist for my pharmacy?' Suddenly, interviews go from one or two, to five and six and then there is still a chance that you still haven't found the right pharmacist.

Many of us at Raven's have already experienced this type of employment market in other recruitment sectors such as Sales and Marketing, HR and Finance where there has always been an oversupply of candidates. These sectors for quite some time have been using agency services to help them determine who exactly 'the diamond in the rough is', to allow them to focus on their core business - running a profitable business.

A robust recruitment process will save you time and money, particularly when you have so many applicants. The longer term impact from a bad hire is costly, especially when you take into account the time taken to place a job advertisement, screening, interviewing and then start date. Before you know it, 2 months has passed.

Agency services or not, as we move into an employment market where the supply is great than the demand a proven and robust recruitment process is a must for your pharmacy, and sometimes tapping into over 20 years of market information regarding pharmacy candidates may not be such a bad idea...

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DVD REVIEW Inglourious Basterds

Set in German occupied France, a young Jewish girl Shosanna witnesses the execution of her family at the hands of Nazi Colonel Hans Landa (Christoph Waltz). Escaping her own death, Shosanna creates a new identity in Paris as the owner and operator of a cinema.

Meanwhile, a group of Jewish soldiers is formed to engage in acts of revenge to Nazi soldiers, led by Lieutenant Aldo Raine (Brad Pitt). Known to their enemy as 'The Basterds', they plan to take down the leaders of the Nazi party at the launch of a Nazi film with the assistance of German Actress and undercover agent Bridget Von Hammersmark (Diane Kruger).

Fates converge, with Shosanna hosting the movie premiere at her Parisian cinema and also designing a revenge plan of her own.

The latest film from director Quentin Tarantino has been criticised by some for its revenge-fantasy theme and lack of consideration to the moral elements of WWII - which is fair. However it is clearly the work of an artist that lives and breathes film and for many movies lovers, this was one of the best films for 2009.

Whilst Pitt delivers a hilarious performance, it is the stellar performance by Waltz, as the smooth yet menacing killer, that captures the audience's attention. Once again Tarantino has delivered a stylish, fun-fantasy orientated film encompassing showdowns, good versus evil themes and a suspenseful plot.

FAST FACTS ↓

1. The three best-known western names in China: Jesus Christ, Richard Nixon, and Elvis Presley.
2. No piece of paper can be folded in half more than 7 times.
3. The shortest war in history was between Zanzibar and England in 1896. Zanzibar surrendered after 38 minutes.



PHARMACY JOKES!

A pharmacist goes to a nursing home to review an elderly customer. As he is sitting there, he notices a bowl of peanuts beside her bed and takes one. As they talk, he can't help himself and eats one after another. By the time they are through talking, the bowl is empty.

He says, "Ma'am, I'm sorry, but I seem to have eaten all of your peanuts."

"That's okay," she says. "They would have just sat there. Without my teeth, all I can do is suck the chocolate off and put them back."



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