



# PDA - THE VOICE OF EMPLOYEE PHARMACISTS

[www.apesma.asn.au/professions/pharmacists/](http://www.apesma.asn.au/professions/pharmacists/)

The Pharmacists' Division of APESMA (PDA) advocates at Government, and other key stakeholder levels, for improvements in the salaries and working conditions of Australian employee community Pharmacists. With some 25,000 members, APESMA (the Association of Professional Engineers, Scientists and Managers, Australia) is Australia's pre-eminent Industrial Association for professionally qualified employees.

## Why PDA is Different to Other Pharmacy Organisations

- We are the only organisation in Australia which represents the interests of employee community Pharmacists.
- We are concerned that, too often, Pharmacy owners dominate debate about pharmacy issues.
- We provide a much needed balance in the views put to Governments and aired in public debate by other industry stakeholders.

## We Aim to:

1. Advance the interests of members through involvement in professional and industry issues which affect members' working environments and their economic welfare.
2. Assist our members in maximising their income and improving and protecting their employment conditions.
3. Support initiatives that create real career paths for employee pharmacists.

## We Must Be Heard Because:

1. This year there will be significant changes in industrial relations and associated legislation which has been widely reported as threatening Australian employment conditions. Award "stripping" and the "Fair Dismissal Bill" (which exempts businesses with fewer than 20 employees from Federal Unfair Dismissal laws) are just two examples. PDA will continue to support and empower its members with representation and the information they require to protect themselves against these threats.
2. Over 50% of practicing community Pharmacists in Australia are employees and they understand consumers' needs as they interact with them every working day.
3. The views of employee pharmacists are not compromised by having a financial interest in the capital investment in a pharmacy practice.

## — How We are Making a Difference —

### Important issues we are working on to secure a better future for employee Pharmacists:

- The Fourth Federal Government Pharmacy Agreement to commence from July 2005.
- Encouraging high dispensing pharmacies to employ adequate staff numbers.
- Direct payment to consultant Pharmacists for Medication Management Reviews.
- Review of the location rules under the Third Community Pharmacy Agreement.
- Ongoing review of salaries and conditions for Pharmacist employees.

## — Pharmacy Organisations —

Understanding the different roles of the range of professional pharmacy related organisations can be confusing. This brief glossary of the major organisations may assist.

- *Pharmacists Division of APESMA* is registered under the Workplace Relations Act to represent community employee Pharmacists industrially and on professional issues.
- *Pharmacy Guild of Australia (PGA)* is registered under the Workplace Relations Act to represent pharmacy owners/employers.
- *State Pharmacy Boards* have statutory obligations under their respective Pharmacy Acts with a primary role of protecting the public.
- *Pharmaceutical Society of Australia (PSA)* represents their members' professional interests and provides continuing education for community pharmacists.
- *Society of Hospital Pharmacists of Australia* represents the professional interests and provides continuing education for pharmacists.
- *NAPSA – The National Australian Pharmacy Students' Association* represents the interests of pharmacy students across Australia.

## — Contacting the Pharmacists Division of APESMA —

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