



# Industry ‘talent drain’ in the pharmacy sector

The lack of career progression has left 21% of pharmacists looking for other roles

**By Sarah McIntosh**

Over 21% of pharmacists in Ireland who left their jobs cited a lack of career structure and progression opportunities as the primary reason, according to a survey published late last year.

In all, 57% pointed to a desire for greater autonomy, better support in their roles, and improved pay.

Both results are contained in the Excel Healthcare Recruitment Pharmacy Salary Guide 2025. The survey found that while a significant number of pharmacists are seeking new roles, 59% are satisfied with their current position.

The Excel Healthcare report is a comprehensive guide that provides insights for both employers and employees, reviewing salary changes over the past year, while also outlining industry expectations for the year ahead.

On the back of the report findings, the establishment of a new pharmacy school and efforts to attract more students to both the pharmacist and pharmacy technician professions are more critical than ever to meet the rising demands of the sector.

Senior pharmacy consultant, Barbara Kelly, at Excel Healthcare Recruitment says while the sector is evolving, it still faces challenges.

“One of the most pressing issues highlighted in our report is the ongoing talent drain in key positions, particularly for senior supervising pharmacists. Employers are increasingly offering additional benefits to attract and retain talent, reflecting the competitive nature of the pharmacy job market,” says Barbara.

Many professionals are seeking more than just competitive salaries as they want career advancement, increased professional autonomy, and better work-life balance.

“The demand for skilled pharmacy professionals is expected to remain strong [in 2025], particularly in community pharmacies, where pharmacists play a key role in managing medications, offering health advice, and promoting disease prevention. There are approximately 1,900 community pharmacies in Ireland, which underscores the continued need for a robust and capable workforce in the sector,” she says.

Additional benefits will help to improve healthcare accessibility in Ireland, which will in turn drive greater demand for both pharmacists and pharmacy technicians, according to Barbara.

“The evolving nature of the pharmacy profession will also see a rise in the demand for pharmacy technicians, who play a critical supporting role in dispensing and medication management. As pharmacies continue to broaden their services, technicians will be instrumental in supporting pharmacists,” says Barbara.



**Recruitment experts expect an ongoing shortage of supervising pharmacists to continue into 2025.** istock