



# Pharmacy

## 2026 Salary Guide, Ireland

# Pharmacy Retail Market Overview

## Pharmacists at the Heart of Irish Healthcare

Pharmacists continue to play a pivotal role in Ireland's healthcare system, particularly in the community sector, where they manage medicines, advise patients, and support public health initiatives. The Irish Pharmacy Union (IPU) remains active in advancing the profession, working with the Department of Health's Expert Taskforce to expand prescribing rights, enable pharmacists to manage common conditions, and deliver structured care protocols. These initiatives continue to elevate the profession and enhance patient access to healthcare services. With around 1,900 community pharmacies across the country, demand for qualified pharmacists remains strong. While 2025 was a stable year overall, the final quarter saw a tightening in candidate availability and increased competition for experienced professionals.

## Pharmacy Technicians – A Growing Need

Pharmacy technicians are an integral part of pharmacy operations, supporting pharmacists in dispensing, stock management, and patient safety.

However, technician shortages remain one of the sector's most pressing issues.

High locum rates have made it difficult to attract permanent staff, creating additional pressure on community pharmacies. As pharmacy services expand and patient demand grows, the need to train, recruit, and retain technicians has never been greater.

## Education and Workforce Development

A major milestone for the profession came with the accreditation of South

East Technological University (SETU)'s Master of Pharmacy (MPharm) programme in 2025.

This new course will create an additional training pathway for future pharmacists, helping to strengthen regional talent pipelines and support workforce sustainability nationwide.

## Key Market Insights 2026

The Irish pharmacy sector remained stable through most of 2025, though the final quarter highlighted growing challenges around talent availability and retention. As demand continues to rise and locum rates remain elevated, the market is becoming increasingly competitive across all pharmacy roles.

### Pharmacist Recruitment:

Stable through 2025, but Q4 revealed renewed challenges as locum rates remained high, making permanent hires more competitive.

### Pharmacy Technicians:

Shortages persist, impacting workload balance and long-term stability.

### Locum Market:

Elevated locum rates remain attractive to professionals but make consistent permanent staffing difficult for employers.

## Looking Ahead In 2026

In addition to pharmacist recruitment, 2026 will continue to place a heavy focus on addressing the ongoing shortage of Pharmacy Technicians across Ireland. Technician availability remains one of the sector's most critical challenges, and ensuring sustainable staffing in community settings will be a top priority throughout the year.

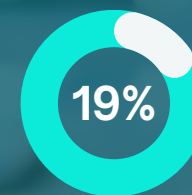
Our team is actively partnering with technician colleges and participating in pharmacy technician events to strengthen our recruitment pipeline. We're also collaborating with education providers and supporting initiatives such as the newly accredited SETU Master of Pharmacy programme, which will help to build future workforce capacity and strengthen the profession across Ireland.

Furthermore, while locum rates remain elevated compared to historic norms, our clients are responding with enhanced attraction and retention strategies. These include flexible rosters, professional development pathways, relocation support, and additional benefits to secure and retain skilled professionals in an increasingly competitive market. Similarly, recruiting Supervising Pharmacists and senior professionals continues to be a key challenge for many employers. These leadership roles are vital to compliance, patient safety, and the smooth operation of community pharmacies.

### At Excel Healthcare, we continue to address this talent gap through:

- Targeted campaigns that highlight leadership opportunities and the wider impact of these roles on patient care and career progression.
- Active engagement with industry networks, associations, and key pharmacy events to connect with senior professionals.
- Enhanced visibility across job boards, professional platforms, and social media channels to attract experienced candidates.

Through these focused strategies, we consistently help our clients fill senior pharmacy roles and maintain operational stability within their businesses. Moreover, with an experienced recruitment partner like Excel Healthcare, who truly understands the industry, we will continue to do everything possible to minimise staff shortages, support long-term workforce planning, and bridge the talent gap across the pharmacy sector in 2026.



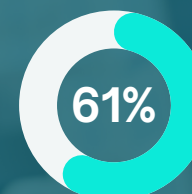
of pharmacists leave their job due to a lack of career structure and progression.



of pharmacists would like increased autonomy, support and pay.



of pharmacists would like a better work-life balance.



of pharmacists are happy in their role.



Pharmacy/Healthcare Retail	Small	Medium	Large
Regional Manager / Area Manager	€60k - €65k	€65k - €75k	€80k - €95k
Store Manager	€40k - €48k	€45k - €52k	€55k - €70k
Assistant Manager	€34k - €35k	€36k - €40k	€40k - €48k
Supervisor	€32k - €33k	€32k - €35k	€32k - €36k
OTC	€14.15 - €14.50 ph	€14.50 - €16.50 ph	€16.50 - €17.00 ph
Beauty	€14.15 - €15.00 ph	€14.15 - €16.00 ph	€14.15 - €17.00 ph

Quiet Dispensary	1+ years	3+ years	6+ years
Pharmacy Technician	€16.00 ph	€18.00 ph	€20.00 ph
Dispensary Assistant	€15.00 ph	NA	NA
Relief Pharmacist	€36.00 ph	NA	NA
Support Pharmacist	€36.00 ph	€36.00 ph	NA
Supervising Pharmacist	NA	€45.00 ph	€46.00 ph

Moderate Dispensary	1+ years	3+ years	6+ years
Pharmacy Technician	€17.00 ph	€19.00 ph	€21.00 ph
Dispensary Assistant	€15.00 ph	NA	NA
Relief Pharmacist	€36.00 ph	NA	NA
Support Pharmacist	€37.00 ph	€39.00 ph	NA
Supervising Pharmacist	NA	€47.00 ph	€48.00 ph

Busy Dispensary	1+ years	3+ years	6+ years
Pharmacy Technician	€17.50 ph	€20.00 ph	€23.00 ph
Dispensary Assistant	€16.00 ph	NA	NA
Relief Pharmacist	€36.00 ph	NA	NA
Support Pharmacist	€39.00 ph	€40.00 ph	NA
Supervising Pharmacist	NA	€49.00 ph	€52.00 ph




**For further information contact:**

Barbara Kelly  
Senior Pharmacy Consultant

 087 737 9636

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

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



**Dublin Office:**

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

**Cork Office:**

9 Parliament St Centre, Co. Cork, T12 NY99

**Kildare Office:**

Unit C3, Wolfe Tone House, Naas Town Centre, Co. Kildare, W91 C8X0

**Galway Office:**

7a Raven's Terrace, Fr. Griffin road, Galway, H91THF9

**Belfast Office:**

Suite 301, Arthur House, 41 Arthur Street, Belfast, BT1 4GB