

LOCATE
ALOCUM



LOCUM RATES STUDY

PREPARED FOR:
EMPLOYERS NOVEMBER 2022

Background

Locum pharmacist rates have been a hot topic within the pharmacy industry for the last few years. Due to various factors, the **demand for locum pharmacists is at an all-time high**, and this increased demand is impacting locum rates.

In our latest rates study, we take an in-depth look at the trends in locum pharmacist rates between the **1st of July and the 30th of September 2022 (Q3) in comparison to Q2 2022**.

This aims to establish how the locum pharmacist market is **reacting to the current volatile and unpredictable economic environment**.



Methodology

We analysed **over 56,610 locum pharmacist shifts** booked on the Locate a Locum platform between the 1st of July and the 30th of September 2022. With this data, we were able to analyse the average locum pharmacist rate of booked/worked shifts.

These findings were sorted by region and by city (Top 50 cities in the UK based on population). In the interest of complete accuracy, the **below rates were taken from booked/worked shifts by locum pharmacists for one year.**

Using this data gives a clear picture of supply and demand by region and city. We also compare the rates in the latest sample to the **regional data from Q2 in 2022**, in which we used the same methodology, this allows us to accurately gauge the rates rise by region.



56,000+

We analysed over 56,000 shifts booked in the last quarter. This gives you the most accurate analysis yet!

Locum Rate

National Overview

The **UK average rate increased by 3.7% to £38.86** on the previous quarter (April-June). This is slightly behind the UK's national average weekly wage growth of 5.2% according to the latest ONS figures.

Rate Consolidation

Most notably Scotland's premium rate from Q2 has **decreased by £2.93** to £45.93/hr.

In contrast, rates in Wales **increased by £7.39** on average to £45.32/hr.

Northern Ireland's rate **rose by £1.62** to an average of £29.09/hr.

England's average rate also **grew by £1.08** to £38.03/hr.

UK Average Rate

£38.86/hr

| | |
|------------------|--------|
| England | £38.03 |
| Northern Ireland | £29.09 |
| Scotland | £45.95 |
| Wales | £45.32 |



Average Locum Rates By City

ENGLAND

AVG RATE QUARTER 3 2022

| | |
|------------|--------|
| London | £34.73 |
| Manchester | £34.41 |
| Bath | £41.45 |
| Bristol | £43.84 |
| Liverpool | £37.64 |
| Birmingham | £35.53 |
| Leeds | £37.37 |
| Nottingham | £39.22 |
| York | £37.98 |
| Cornwall | £44.92 |
| Hull | £34.73 |
| Bradford | £35.42 |
| Brighton | £35.92 |
| Sheffield | £37.15 |
| Leicester | £31.53 |

| | |
|---------------------|--------|
| Wakefield | £34.72 |
| Newcastle Upon Tyne | £37.94 |
| Plymouth | £43.95 |
| Wolverhampton | £30.76 |
| Southampton | £46.23 |
| Derby | £36.04 |
| Stoke-on-Trent | £37.34 |
| Gloucester | £40.32 |
| Sunderland | £37.05 |
| Exeter | £45.89 |
| Cambridge | £39.94 |
| Lancaster | £35.08 |
| St Albans | £35.23 |
| Norwich | £40.82 |
| Peterborough | £38.67 |

Average Locum Rates By City

NORTHERN IRELAND

AVG RATE QUARTER 3 2022

| | |
|-------------------|--------|
| Belfast | £28.06 |
| Derry/Londonderry | £29.80 |
| Lisburn | £28.49 |

SCOTLAND

AVG RATE QUARTER 3 2022

| | |
|-----------|--------|
| Edinburgh | £49.97 |
| Aberdeen | £47.73 |
| Glasgow | £41.27 |
| Dundee | £48.21 |
| Inverness | £53.85 |
| Dumfries | £52.79 |
| Perth | £40.19 |
| Stirling | £51.39 |

WALES

AVG RATE QUARTER 3 2022

| | |
|---------|--------|
| Cardiff | £43.32 |
| Swansea | £42.07 |
| Newport | £42.55 |
| Bangor | £45.50 |



1. Inverness - £53.85
2. Derry/Londonderry - £ 29.80
3. Bangor - £45.50
4. Cornwall - £44.92

Locum Rates

Outlook

With the UK forecasted to enter recession pharmacies will continue to see their cash flow impacted by **surging inflation, higher borrowing costs**, and their permanent and temporary workers **demanding higher pay rates**. Combining this with current economic policy instability, the locum employment market could be squeezed further.

Another notable change in the pharmacist market is the movement of community pharmacists to Primary Care Networks. In May 2022, Pulse reported that 16,780 staff had been hired with support from the Additional Roles Reimbursement Scheme (ARRS), of which **4,722 were pharmacists**.

This supports a recent publication in "The Pharmacist" reporting a **supply and demand issue within the locum market, causing locum rate inflation**. This has meant paying higher locum rates or permanent staff working extra hours to reduce reliance on agencies. Whilst others state that they simply cannot find locums to fill their shifts.

Locum Market Adjustment

The locum market may already be adjusting to these issues, as it appears to have entered a period of correction. Even though **Scotland continues to offer the highest average locum rate in the UK**, its lead in rates earned have fallen from 23% in Q2 to 15% in Q3, returning to its 2021 benchmark.

The "Rural Premium" Concept

Regardless of this market correction, it's clear that there is still a **requirement for a 'rural premium'**. Both Scotland and Wales have large rural areas and can demand average rates of over £45/hr. Whilst the relatively more urban nations of Northern Ireland and England rates lag behind by 58% and 21% respectively.

Not only have rates been impacted by the loss of pharmacists to PCN (Primary Care Network) and GP roles, but the situation has also been exacerbated by the fact that many pharmacists have taken long-overdue holidays or sickness absences, etc. In addition to the ongoing COVID-19 vaccination rollout, these factors will continue to exert pressure on the sector for the foreseeable future.

Jonathon Clarke
CEO and Founder
Locate a Locum



Locate a Locum

Locum Management

Our market rate data helps you to understand the prevailing market rate by region and by city. This data allows you to **accurately set rates** that will appeal to locum pharmacists. Market rates can help you **save money** and ensure that **vacant shifts get filled** by giving you a better picture of what rate to post a shift at.

Our Locum Management Platform can help you **grow your direct pool of locums, manage payments and expenses**. This will allow you to mitigate associated costs. You will also be able to run market reports within the platform so you can monitor spending, gaps in the rota and staff leave.

If you would like to find out more about how we can help solve the challenges facing your business **contact us at the details below**.





Contact Us



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