



Pharmacy

2025 Salary Guide, Ireland

Pharmacy Retail Market Overview

Pharmacists play a key role in the Irish healthcare industry, particularly in the community sector, where they manage medications, offer health advice, and promote disease prevention. With circa 1,900 community pharmacies in Ireland, the demand for skilled workers will remain strong throughout 2025.

In addition to this, the Irish Pharmacy Union (IPU) has been working actively to advance the role of pharmacists, collaborating closely with the Department of Health's Expert Taskforce to empower them in areas such as extending prescription authority, prescribing within their scope of practice, managing common clinical conditions, and supplying medication under structured protocols. These measures present a key opportunity to enhance healthcare accessibility across Ireland.

As these initiatives develop, the demand for both pharmacists and pharmacy technicians are set to increase. Pharmacy technicians play a crucial supporting role in dispensing, medication management, and ensuring the smooth operation of pharmacy services. The growing scope of pharmacy practice, along with increasing patient needs, means that there will be a higher demand for pharmacy technicians to support pharmacists in delivering expanded services. Consequently, 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.

The Talent Drain:

The industry as a whole has faced challenges in recruiting Senior Supervising Pharmacists. To bridge this gap, we at Excel Healthcare:

Run Targeted Campaigns:

Promote the Supervising Pharmacist role by highlighting leadership, career growth, and patient care impact.

Utilise Industry Networks:

Connect with industry associations and attend relevant events to engage senior professionals.

Enhance Online Presence:

Boost visibility through social media, job boards, and professional networks to attract qualified candidates.

By implementing these strategies, we effectively fill the Supervising Pharmacist positions and alleviate the challenges our clients face when it comes to recruiting these roles.

Looking Ahead To 2025

In addition to pharmacist recruitment, in 2025, we will continue to place a heavy focus on addressing the growing shortage of Pharmacy Technicians across Ireland.

Our team is actively engaging with technician colleges and attending pharmacy technician events to strengthen our recruitment pipeline and find solutions to meet the increasing demand in this critical supporting role.

Furthermore, while locum pharmacist rates have remained stable compared to previous years, our clients are offering additional benefits to attract and retain pharmacists, reflecting the competitive nature of this sectors job market.

Moreover, with an experienced recruitment partner like Excel Healthcare who truly understands the industry, we will do everything we can to minimise staff shortages and help bridge the gap in this competitive market.

If you would like to discuss the findings of this guide or explore how we can assist with your recruitment needs, please don't hesitate to contact us at www.excelhealthcare.com.

You can also reach us by phone at **087 737 9636**, or email Barbara, our Senior Pharmacy Recruiter, at barbara@excelrecruitment.com.



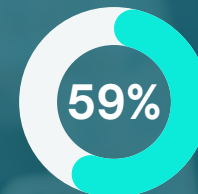
of pharmacists leave their job due to a lack of career structure and progression.



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 | €55k - €65k | €65k - €75k | €80k - €95k |
| Store Manager | €38k - €48k | €45k - €52k | €55k - €70k |
| Assistant Manager | €32k - €34k | €35k - €38k | €40k - €45k |
| Supervisor | €55k - €65k | €65k - €75k | €80k - €95k |
| OTC | €13.50 - €14.00 ph | €14.00 - €16.00 ph | €16.00 - €16.50 ph |
| Beauty | €13.50 - €14.00 ph | €14.00 - €16.00 ph | €16.00 - €16.50 ph |

| Quiet Dispensary | 1+ years | 3+ years | 6+ years |
|------------------------|-----------|-----------|-----------|
| Pharmacy Technician | €15.00 ph | €17.00 ph | €19.00 ph |
| Dispensary Assistant | €14.00 ph | NA | NA |
| Relief Pharmacist | €35.00 ph | NA | NA |
| Support Pharmacist | €35.00 ph | €35.00 ph | NA |
| Supervising Pharmacist | NA | €41.00 ph | €43.00 ph |

| Moderate Dispensary | 1+ years | 3+ years | 6+ years |
|------------------------|-----------|-----------|-----------|
| Pharmacy Technician | €16.00 ph | €18.00 ph | €20.00 ph |
| Dispensary Assistant | €14.00 ph | NA | NA |
| Relief Pharmacist | €35.00 ph | NA | NA |
| Support Pharmacist | €36.00 ph | €38.00 ph | NA |
| Supervising Pharmacist | NA | €43.00 ph | €46.00 ph |

| Busy Dispensary | 1+ years | 3+ years | 6+ years |
|------------------------|-----------|-----------|-----------|
| Pharmacy Technician | €16.50 ph | €19.00 ph | €22.00 ph |
| Dispensary Assistant | €15.00 ph | NA | NA |
| Relief Pharmacist | €35.00 ph | NA | NA |
| Support Pharmacist | €38.00 ph | €39.00 ph | NA |
| Supervising Pharmacist | NA | €45.00 ph | €49.00 ph |




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