
All District Health Boards

DHB Feedback on Community Pharmacy Wage Cost Pressure Review

2 July 2021

Independent Review of Wage Cost Pressures (Grant Thornton)

- The report for the first time provides a comprehensive perspective of wage cost pressures for community pharmacy and has many valuable insights and opportunities.
- The DHBs recognise that the report references successes in other parts of the New Zealand workforce as areas for learning. It is important to learn from other sectors that are facing similar issues.
- The DHBs recognise that accountability of solutions fall to differing parts of the sector and some will require collaboration for successful implementation.
- The DHBs encourage community pharmacy leaders to take ownership and implement those initiatives that do not require DHBs (Health NZ) involvement. An example of this is a pharmacy tailored mentor/mentee programme.
- The DHBs note the limitation by current regulation to maximise use of new technologies and are willing to promote that Health NZ work with the sector and the Ministry of Health to modernise regulation.
- The DHBs acknowledges the areas that Health NZ can influence the system to help manage wage cost pressure. These will need to be prioritised by Health NZ with the sector.
- In May of this year the Government issued a Workforce Policy Statement that sets out its expectations for pay and employment relations in the public sector. This is important context.