

## Appendix 1.

PERCEPTION OF THE PROFESSION AS A WHOLE AND GENERAL FEEDBACK (OPEN ENDED COMMENTS FROM PART 1 OF THE RESEARCH (SURVEY))
<p><i>"There's not enough talk in lectures about other career opportunities in other pharmaceutical sectors." Survey#44</i></p> <p><i>"Give students actual placements in hospital or industry." Survey#53</i></p> <p><i>"We should be given more information about other areas pharmacists can choose as their career path." Survey#48</i></p> <p><i>"I feel there is a significant lack of understanding of possible career paths besides community pharmacy amongst students. Hence, there is a sense of dismay amongst 4<sup>th</sup> year students as many try to leave the profession for others like medicine, dentistry or optometry..." Survey#55</i></p> <p><i>Pharmacy profession is no longer as exciting or appealing as what it initially appears to be. The profession is becoming seriously undermined compared to other health care professionals and I believe the number of graduates needs to be regulated more strictly." Survey#9</i></p> <p><i>"We do not get given enough information about the future career pathways for pharmacy students nor do we get adequate placement in different sectors to allow us to make an educated informed choice for future career pathways." Survey#17</i></p> <p><i>"I felt like whenever I talked to an early career pharmacist I was viewed as their competition, they are so scared that I might take their job one day. I felt terrible." Survey#50</i></p> <p><i>"I feel threatened by low job prospect in pharmacy and therefore am considering another field after pharmacy." Survey#29</i></p> <p><i>"Pharmacy is in a unique position as there is plenty of infighting and bitterness between members of the profession. Without proper leadership which the [professional pharmacy body] will not provide, the profession's future is quite dark." Survey#56</i></p>
PERCEPTIONS ABOUT DIFFERENT CAREER PATHS OBTAINED THROUGH THE QUALITATIVE INTERVIEWS AND OPEN ENDED SURVEY COMMENTS.
Community pharmacy perception
<p><i>"... pretty boring and the only reason why people did it because they got a lot of money out of it but that's not the case anymore... we will be getting paid thirty dollars an hour if we become a pharmacist whereas other people are getting paid more than that without doing a four year degree. Also they don't put other people's life on risk through their work" USydInt#2</i></p> <p><i>"It's just me but I don't see myself pursuing community pharmacy unless I have to... it just becomes too robotic and it's not fresh and now that I've seen a hospital environment or other environment with pharmacists can pursue..." USydInt#10</i></p> <p><i>"Community pharmacy... really good role to have... fulfilling when you see people you care for a lot of years come back in.... but at the same time community pharmacy is becoming less and less of a health care delivery business and more a race to the bottom in terms of prices... it's not a financially rewarding career as well in terms of how much stress there is. You're taking the things you love in terms of the clinical aspect in dealing with patients for less money and more scripts and things like that. It's not really something I want to be involved in... just talking to pharmacist in the community, there is a huge oversupply of pharmacists and people are really really struggling to get intern positions as well." USydInt#11</i></p>

*"... Wasn't too exciting and a lot of is dealing with customer complaints and retail based. It really hit home that it's different and you don't really apply that much knowledge as well."*

*USydInt#12*

*"From my experiences, placements and work, I've enjoyed it. It's coming to a time where community is really changing and I am excited to see what happens in the near future."*

*USydInt#3*

*"Community pharmacy is an important role...patient interaction is very rewarding."* *USydInt#4*

*"I actually prefer community pharmacy more purely because of the patient contact you get...part of the family...not people that I am giving drugs to but actually friends whom I try to make their life better, trying to get to know them and care for them."* *USydInt#7*

*"...a lot of interaction with patients... very rewarding and suits people who have really good communication skills and who also have a passion for health and wellbeing and people who are good at thinking on the spot, good decision makers."* *USydInt#9*

*"Community pharmacy seems like a profession with lots of responsibilities lacking financial reward. If students knew this before, they probably wouldn't go into it."* *Survey#45*

#### **Hospital pharmacy perception**

*"much more active and direct role in the quality of life of patients...more job satisfaction as a hospital pharmacist and working in a team environment where you are accountable for your own work is also much more challenging role as opposed to community pharmacy."* *USydInt#1*

*"It's so exhilarating, challenging and stimulating. It's everything I could ask for a pharmacy degree."* *USydInt#10*

*"[hospital pharmacy]feels a lot more clinical...working with a whole range of health care professionals who would listen to you as opposed to community..."* *USydInt#3*

*"If I were to get an internship at a hospital I would probably not get a job [as a registered pharmacist] there."* *USydInt#21*

*"The patients you don't really get to know them. They are more people that you get to know on paper."* *USydInt#7*

*"People always talk it up. I guess because we know community pharmacy is so unstable and repetitive, and then the next option is to look into hospital pharmacy... you do use a lot of the knowledge you learnt in university... so I guess it's pretty good."* *USydInt#8*

*"I don't know much about hospital pharmacy because I didn't get a chance to do a placement in hospital."* *USydInt#15*

#### **Pharmaceutical industry perception**

*"... shrouded industry. We don't get a lot of exposure to it in university...how to get into them, what they actually do, the variety of roles that pharmacists can fill, all that sort of stuff we are not informed at all...I feel it is kind of off in the distant land that you don't really know what's going on."* *USydInt#1*

*"I don't really know much... hard to comprehend what they do 9 to 5 every day..."* *USydInt#8*

*"It's an interesting career path but I don't know enough about it to comment about it, maybe it's because we're not exposed to it enough for us to get involved."* *USydInt#24*

*“If I hadn’t had an industrial placement I wouldn’t have known pharmacist could even work there.” USydInt#10*

*“If I knew what is required of you, like I needed a PhD to get into it, I’d like someone to tell me” USydInt#18*

*“There’s a big disconnect in how people can get in industry... nobody really knows and we haven’t been taught and told how to bridge a career into the pharmaceutical industry...”USydInt#19*

*“I worry that industry puts profits before patients and so I have moral qualms about working in pharma. However, pharmaceutical companies are very family friendly, so that may outweigh any misgivings I have about ethics.” Survey#1*

*“Group tour of [pharmaceutical company] this year has actually changed my views of the industry. Definitely avoiding manufacturing companies for any career prospects.” Survey#59*