

The causes and consequences of stress among pharmacists; analysis of survey data

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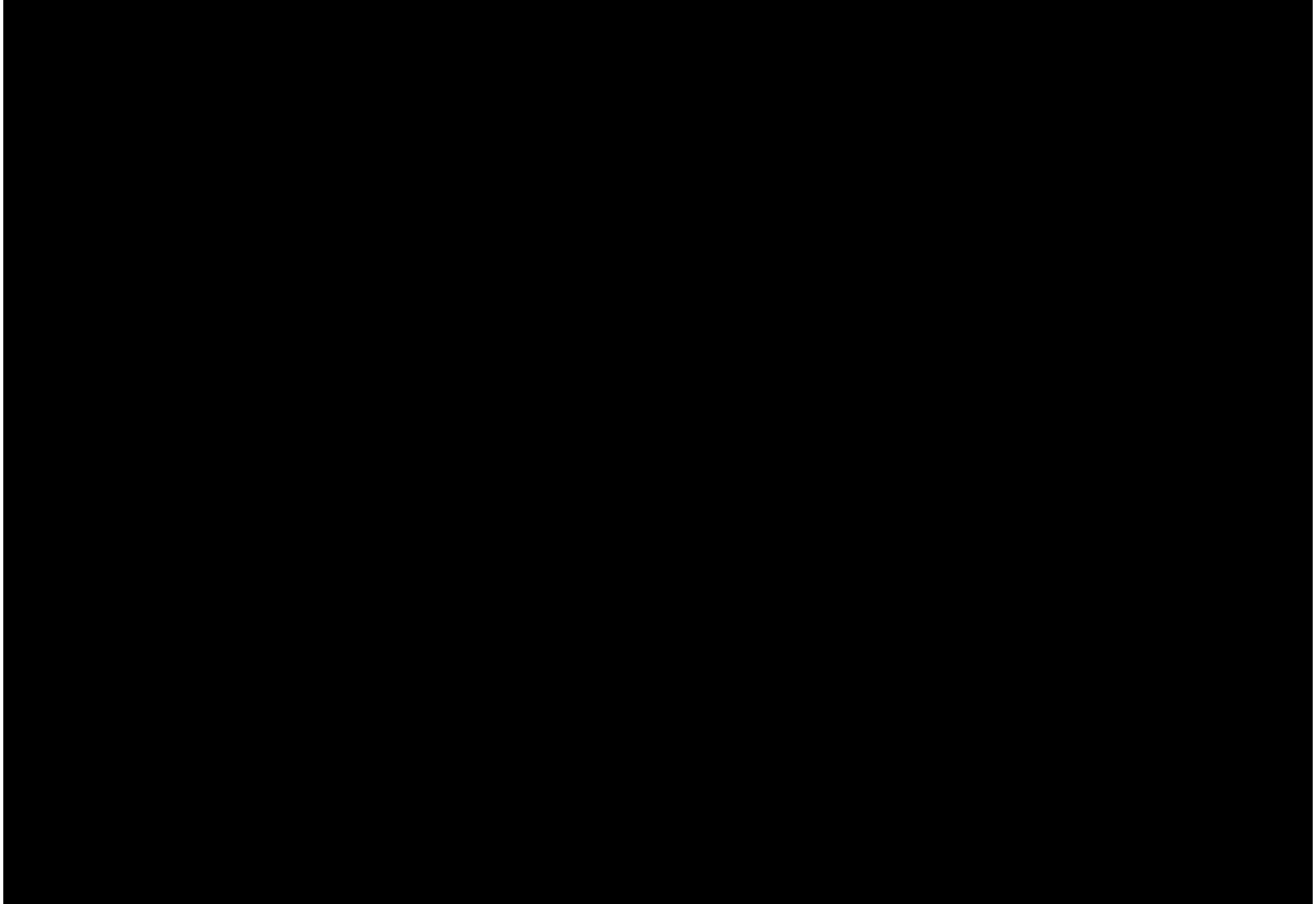
28th April 2009

Aims of the Presentation

- To explore the levels of stress among pharmacists
- To identify the causes of stress and in particular the role of workload
- To examine the consequences of stress

To do this based on two large cross-sectional surveys of national samples of pharmacists conducted by the Department of Management at King's College, London in collaboration with the RPSGB

A Traditional Stress Model



Sample Characteristics

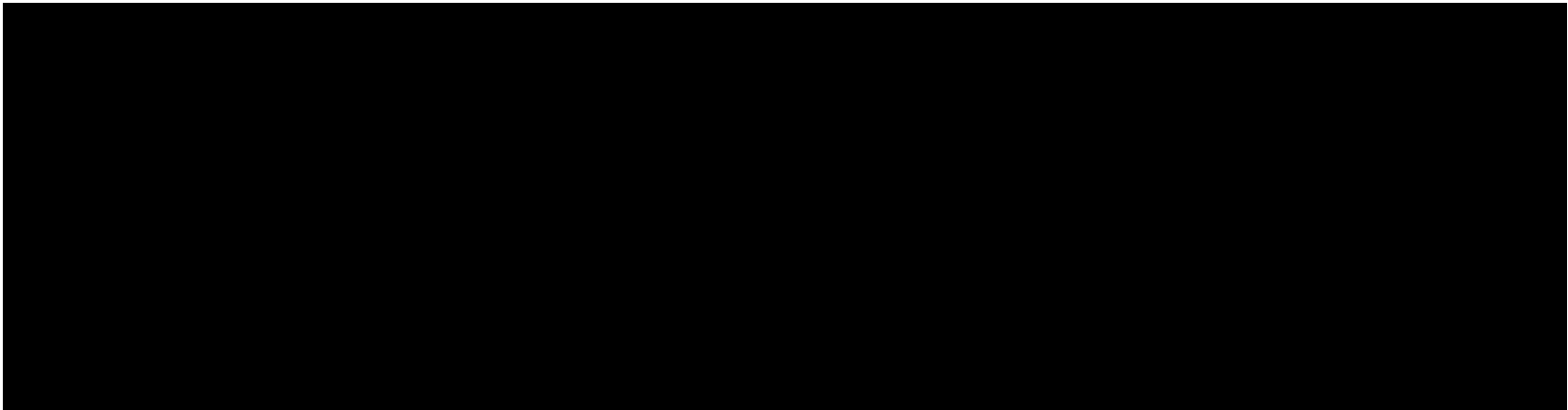
	2004 (n=2018)	2008 (n=1425)
Female	57%	69%
White	83%	63%
Age (mean)	44 years	40 years
Full-time	62%	69%
Sector		
Community/Retail	50%	60%
Hospital	17%	25%
PCO	8%	6%
Industry	7%	3%
Academia	12%	2%
Other pharmacy	3%	1%

Levels of Stress

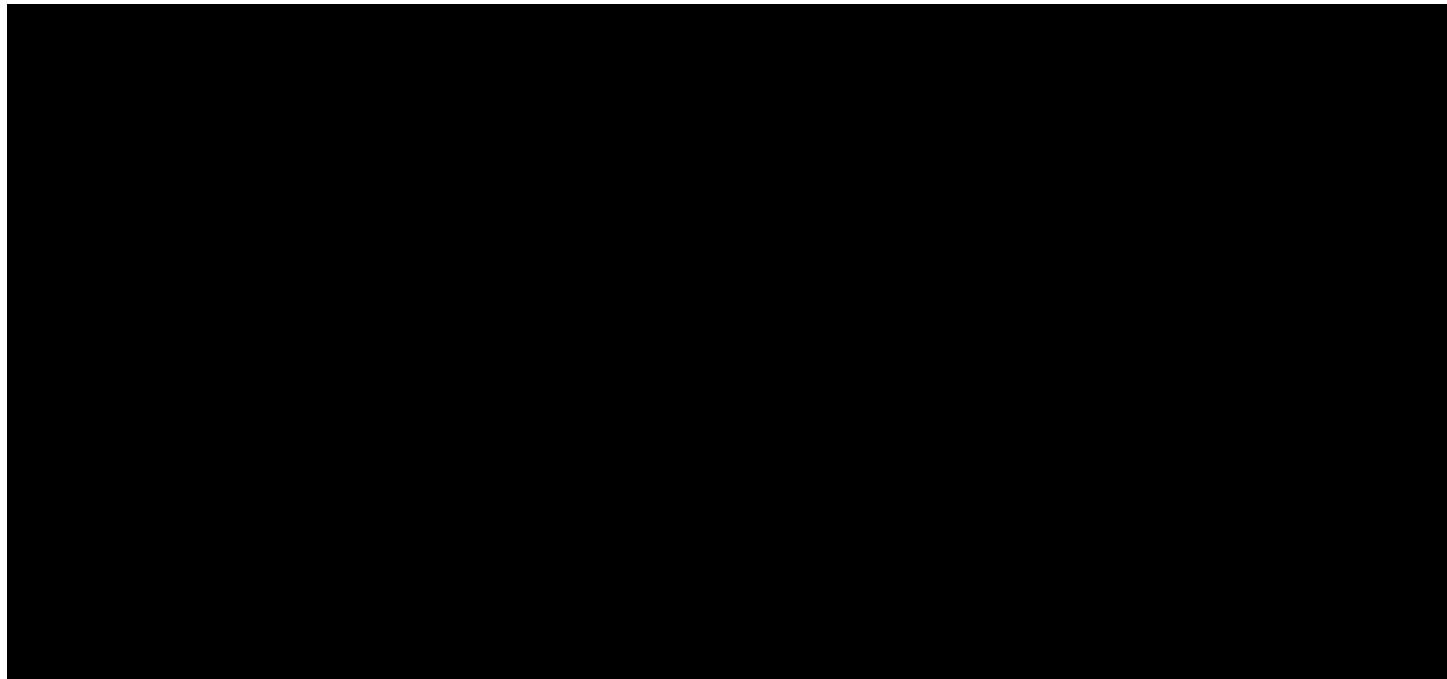
	2004	2008
Overall mean: (scale 1 – 5)	3.27 (1.00)	3.42 (0.96)
My job is very stressful:	3.64 (1.03)	3.85 (0.98)
I worry a lot about work outside of working hours:	3.00 (1.2)	3.04 (1.24)
I often feel under excessive stress at work:	3.16 (1.12)	3.36 (1.17)

Stress Comparisons

Percentage of individuals who would describe their job as 'very' or 'extremely' stressful



Predictors of Stress 2004



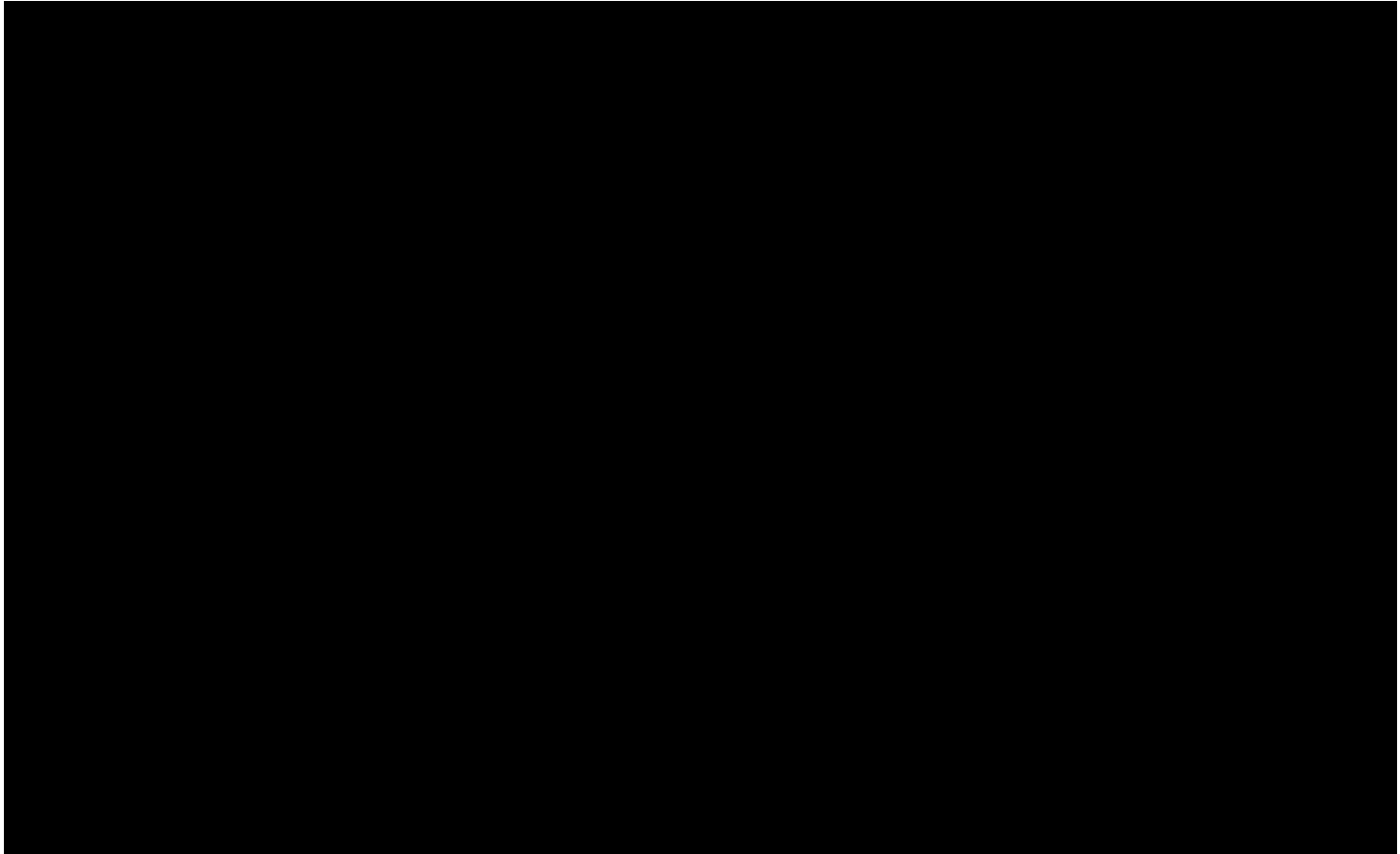
Predictors of Stress 2008



Work Overload

	2004	2008
Overall mean:	4.03 (0.80)	3.98 (0.82)
I often have too much work to do in my job: (Item reversed in 2008)	4.00 (1.00)	4.10 (1.05)
I often have too little time to get things done in my job:	3.77 (1.03)	3.69 (1.11)
I often have to work very hard in my job :	4.33 (0.79)	4.14 (0.89)

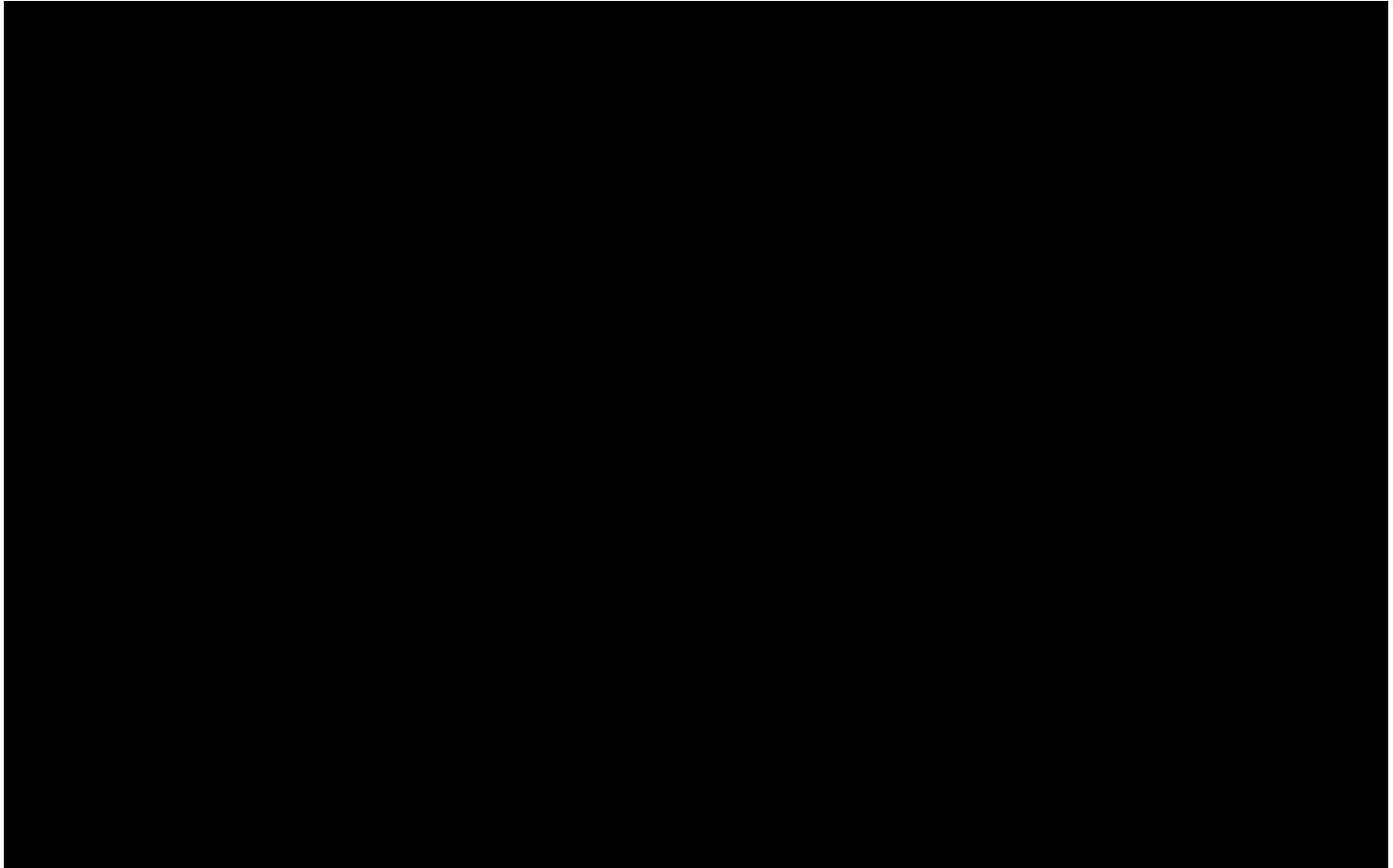
Predictors of Overload 2004



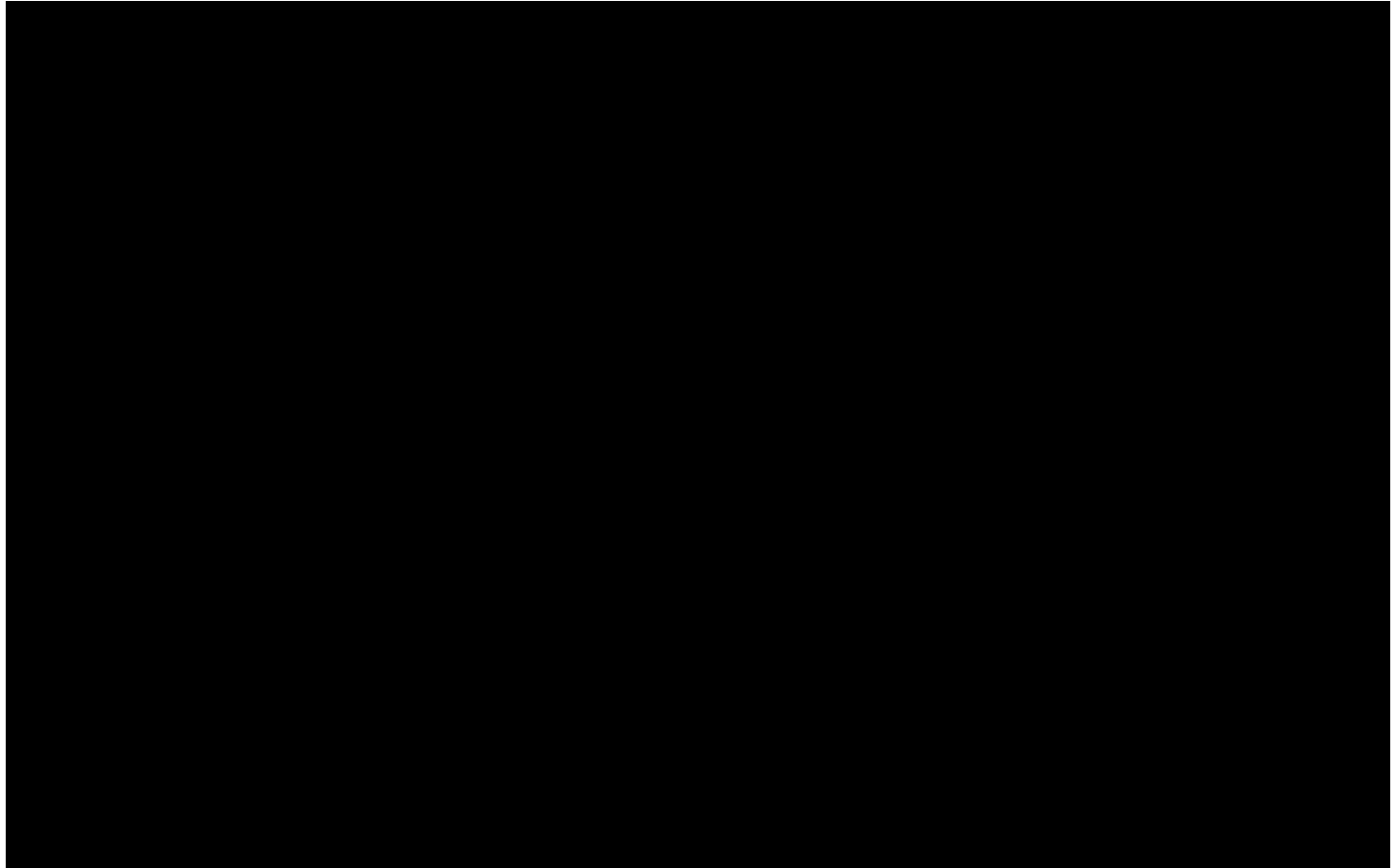
Predictors of Overload 2008



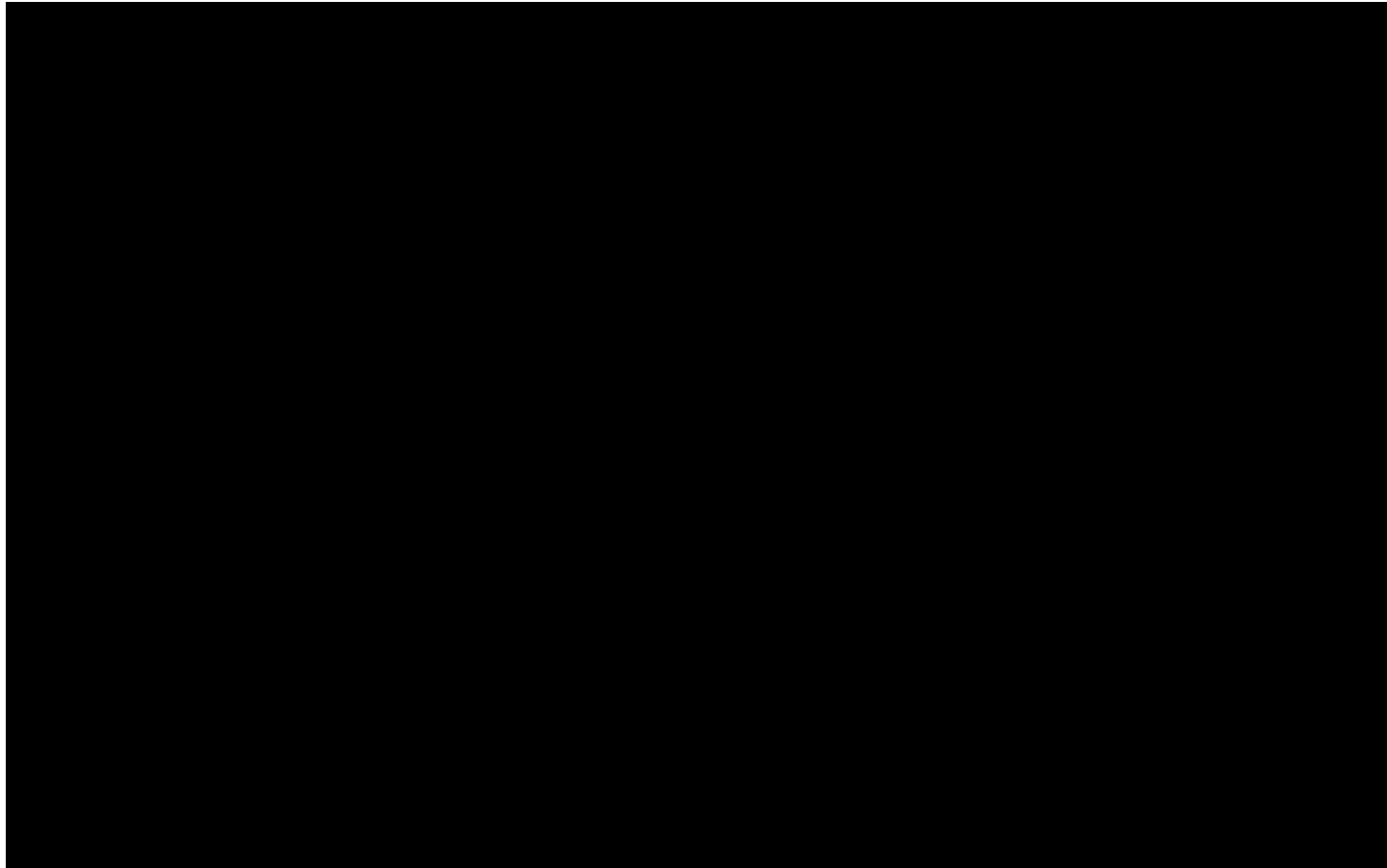
Job Satisfaction 2004



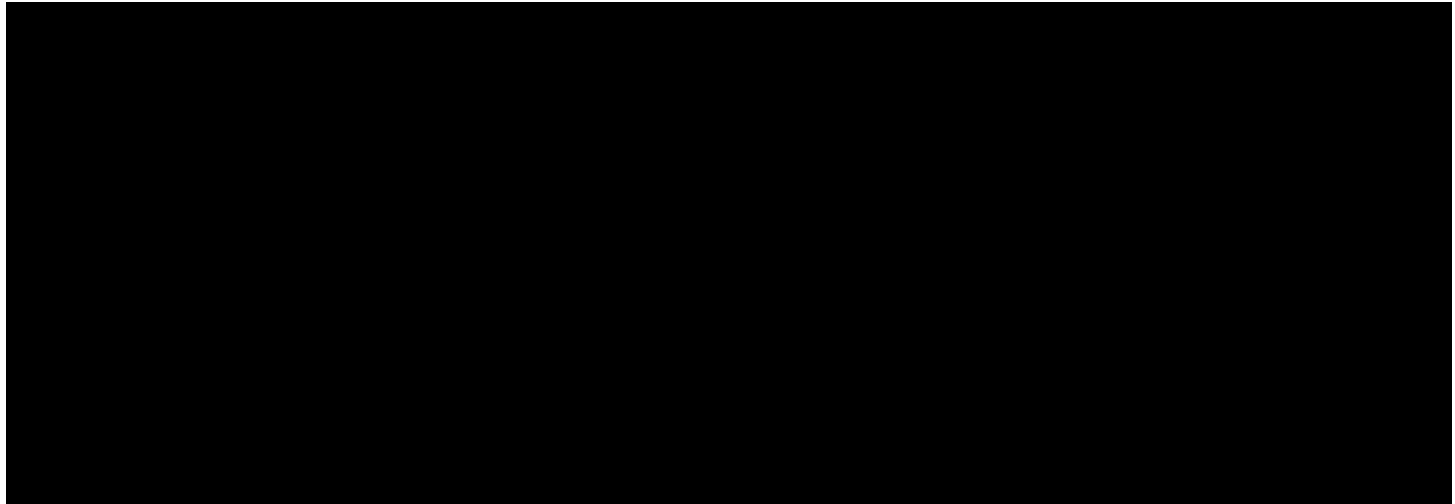
Job Satisfaction 2008



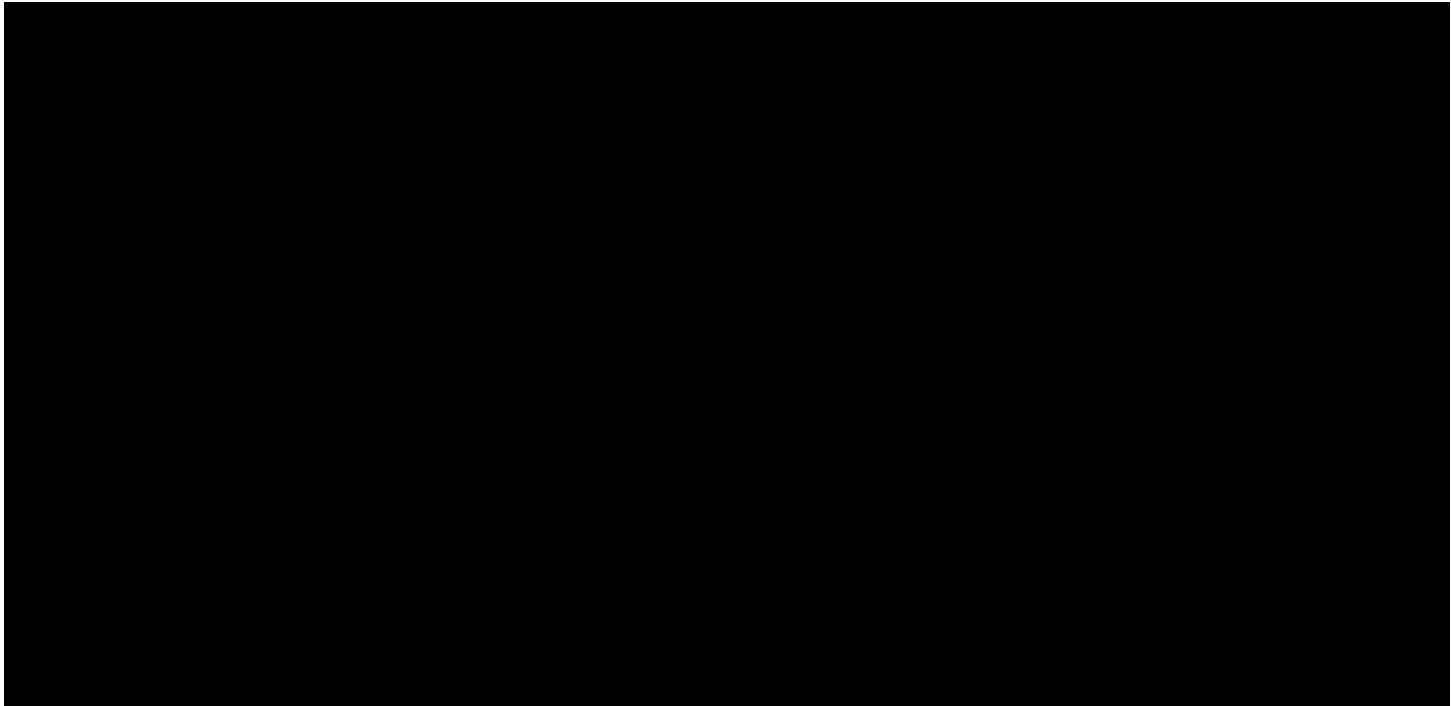
Career Satisfaction 2008



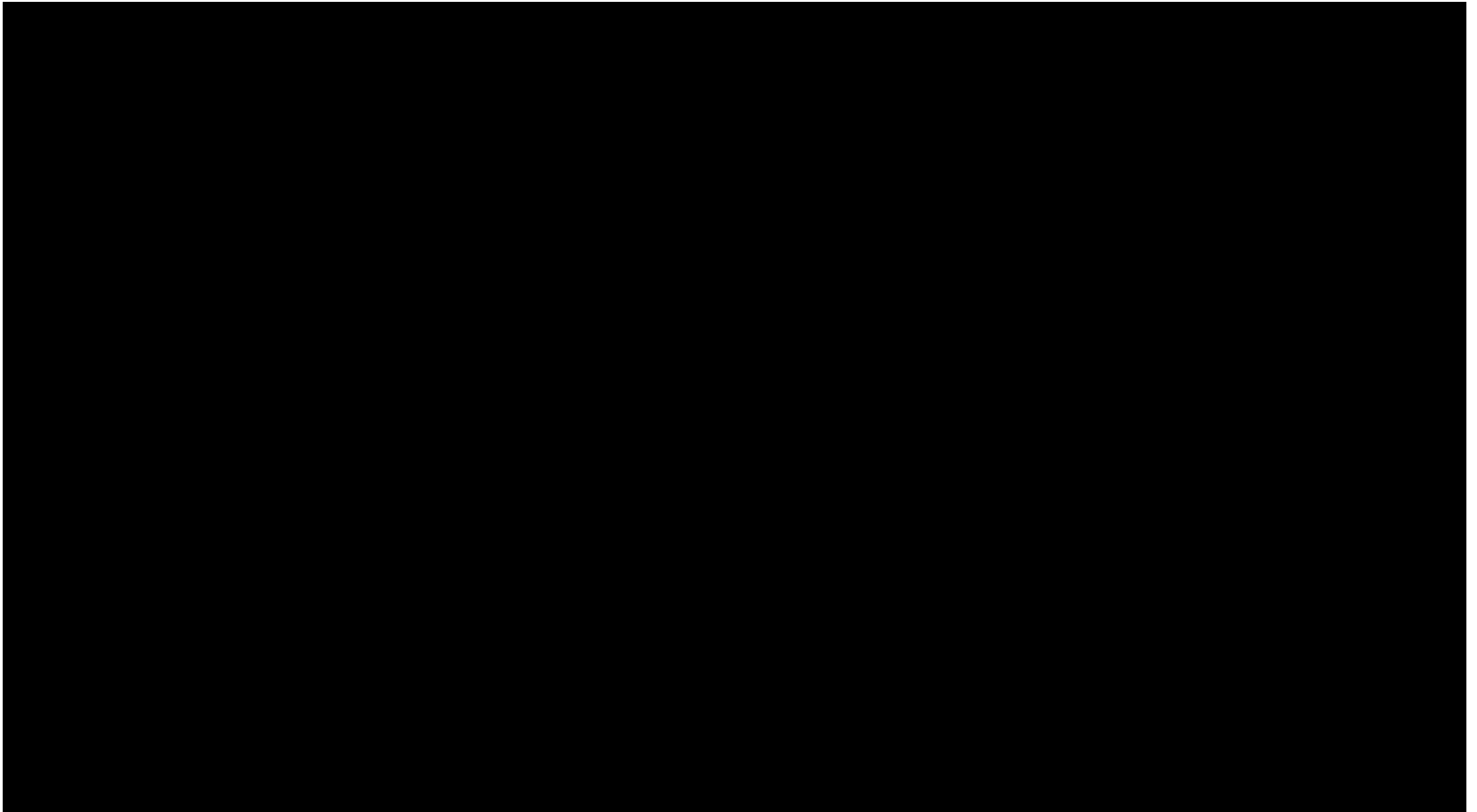
Organisational Commitment 2004



Organisational Commitment 2008



Intention to Quit 2008



Conclusions

- Stress among pharmacists is rising to levels above the national average in 2008
- Workload is the main predictor of stress in our data
- Stress is associated with a range of negative consequences
- Workload, overall, has not increased between 2004 and 2008
- But effects of a high workload have got worse
- Note caveats
 - Data not directly comparable from 2004 to 2008
 - Cross-sectional data
 - Regression equations quite unstable
 - BUT the core associations between workload, stress and attitudinal outcomes are compelling