

## No room for sexual harassment: Guild

**PHARMACY** owners are being urged to adopt a zero tolerance approach to workplace sexual harassment.

The Pharmacy Guild of Australia has advised members to ensure they comply with all regulations and relevant laws relating to sexual harassment following the publication of a survey of retail workers, by the Australian Human Rights Commission (AHRC), which found almost half of young women working in the sector had experienced sexual harassment while at work in the last five years.

The survey of Shop, Distributive and Allied Employee's Association (SDA) members, which represents retail staff including pharmacy assistants, revealed 36% of incidents of sexual harassment involved a customer, while 29% were committed by a peer in a similar role.

Business owners were involved in 3% of cases, while direct supervisors were responsible

for 11% of incidents of sexual harassment, while managers and senior co-workers were linked to a combined 24%.

The AHRC found SDA members aged 18 to 29 years reported they had been sexually harassed by a customer an average of 7.2 times in the last 12 months, while older members reported an average of 4.1 incidents in the same period.

The most common form of harassment listed by respondents was "sexually suggestive comments or offensive jokes" (26%) followed by "inappropriate staring or leering" (20%).

The Guild urged pharmacy owners to conduct a bullying, harassment and discrimination risk assessment of their stores and ensure they have formal and informal grievance procedures in place.

The Guild also recommended that pharmacy owners and managers review all policies and procedures on a regular basis.

"The Guild advises members



to ensure that all regulations and relevant laws are complied with and that a zero tolerance approach is taken towards sexual harassment," a spokesperson said.

"To ensure this approach is taken and adhered to, the Guild advises that the grievance process in individual pharmacies should clearly state who the contact person within the organisation is and how to contact them.

"A second person can be nominated in the event that staff are not comfortable raising a concern with their manager or supervisor."

### Today's issue of PD

Pharmacy Daily today has two pages of news including our weekly Health & Beauty feature.

### Clarkin to retire

**GOLD** Cross is set to mark the end of an era with long-serving General Manager, Trevor Clarkin, announcing he will leave the business early in 2020.

"After 21 years at the helm, I feel the time is right to institute an orderly transition to a new leader for the company early next year. Gold Cross has been my life and my passion," he said.

Pharmacy Guild of Australia National President, George Tambassis, thanked Clarkin for his 21 years leading the Guild-owned subsidiary, saying he was "synonymous with Gold Cross".

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## Dispensary Corner

**IT GOES** against everything we've told ourselves, but the science backs up dentists' Halloween tip to stuff your face with as many sugary treats as possible, as fast as you can.

Yes, that careful child who squirrels away their 'trick or treat' booty to munch over time is actually doing more damage to their teeth than the kid who hits the lollies with the intensity of a piranha, during a feeding frenzy.

Or at least that's the message coming from the Australian Dental Association (ADA) President, Dr Carmelo Bonanno, ahead of Thu's festivities.

"It may come as a surprise to hear a dentist say this, but if you have your sweets in the one sitting or over just one day, then the sugar isn't continuing to hang around in your mouth, causing more opportunities for decay," Bonanno said.

"Every time you eat sugar, it feeds bacteria which create acid, breaking down the tooth enamel and exposing the mouth to decay. Doing this repeatedly over a few days or in the week after Halloween is compounding.

"So keep the sweet-eating to the day of Halloween, 31 Oct, and give your mouth a break from sweets after that."

Bonanno also recommended trick or treaters should chew sugar-free gum to stimulate saliva to help cleanse the mouth and create a buffer to protect their teeth from acids caused by food and drink.

He also suggested taking dark chocolate over milk.

## Good for job, bad for pay

**PHARMACY** degrees are proving to be Australia's top ticket to a job after graduating, but intern pharmacists are the lowest paid graduates, the *Quality Indicators for Learning and Teaching 2019 Graduate Outcomes Survey* reveals.

The survey found 95% of pharmacy graduates gained employment immediately after completing their academic training, however, the \$48,000 average starting salary was the lowest, behind those with training in tourism, hospitality and recreation (\$50,000), while the median dentistry graduate took home a starting salary of \$88,200, the highest of all programs covered by the research.

Data from the survey found the gender pay gap between male and female pharmacy interns had been eliminated in 2019, bridging a \$5,300 difference between



the sexes, with male intern's pay dropping by \$3,300, while female incomes climbed \$2,000.

The current average starting salary for interns falls significantly short of the \$80,000-plus superannuation, the Pharmaceutical Society of Australia (PSA) wants for entry-level registered pharmacists by 2023.

The survey's authors noted that graduates of healthcare training programs generally had high rates of immediate employment upon graduation because of the professional registration requirements.

## Pressure points

**PATIENTS** are being urged to visit pharmacies and their GPs to have their blood pressure assessed as part of the Stroke Foundation's efforts to mark World Stroke Day yesterday.

The results of a national campaign run by the Stroke Foundation and SiSU Health Group that provided free health checks found 63% of people with high blood pressure (BP) had not been prescribed medication to lower it.

The research also found that Schofields in NSW was the nation's high BP hot spot, with 46% of patients assessed having high blood pressure, followed by Sunbury in Victoria (36%), and South Australia's Nailsworth (35%).

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