



JULY 2025

THE PRESIDENT'S REPORT



Welcome to our July 2025 newsletter.

The PSA Cultural Safety Workshop for pharmacists was held in Wollongong 15th June Innovation Campus UOW. It was a face-to-face, interactive workshop with the training funded by NSW Health, and participants received \$250 upon completion. This workshop provided 13 Group 2 CPD credits.

It was truly a valuable experience with local intern pharmacist Eve Sultan commenting on the benefit of the workshop being the practical component to the Deadly Pharmacist Module.

The workshop saw passionate advocates Emma Walke, Curtis Ruhnau and Dr Aunty Joyce Donovan highlight meaningful approaches to raising awareness about cultural safety and inclusivity.

Country, setting a powerful and respectful tone for the day. She was joined by her great-grandson Quinten Dingo-Donovan who provided a captivating didgeridoo performance. Aunty Joyce reminding us that kindness is for free when building cultural connections.

The insights shared by Emma Walke, a Bundjalung woman, were both eye-opening and deeply thought-provoking, empowering pharmacists to reflect on their practices toward better health outcomes for First Nations communities.

Curtis Ruhnau's dedication and impactful contributions to Aboriginal and Torres Strait Islander communities was as a source of inspiration for cultural safety in the delivery of services from community pharmacies with many take home key messages.



The day left a lasting impression, encouraging self-reflection and fostering meaningful change in practice.



Upcoming Events for NSW Pharmacists: July–August 2025

Dr Aunty Joyce, a proud Wodi Wodi and Dharawal Elder graced us with her welcome to



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The Pharmaceutical Society of Australia (PSA) is hosting several key events in New South Wales during July and August 2025, offering pharmacists opportunities for professional development, networking, and skill enhancement.

PSA25 National Conference



- **Dates:** 1–3 August 2025
- **Location:** Rydges Darling Square, Sydney
- **Overview:** PSA25 is the premier national conference for pharmacists, featuring presentations from industry leaders, workshops on emerging trends, and networking opportunities. It is an essential event for those looking to stay at the forefront of the profession.
psa.org.au+2psa.org.au+2psa.org.au+2psa.org.au

Immunisation Practical Workshops

- **Dates:**
 - 10 July 2025, 1:30 PM
 - 7 August 2025, 8:30 AM and 1:30 PM
- **Location:** Sydney (specific venues to be confirmed)
- **Overview:** These hands-on workshops are designed to enhance pharmacists' skills in immunisation practices, ensuring they are equipped to deliver safe and effective vaccination services. shop.psa.org.au

PSA & SAPSA Networked-At-First Sight.

- **Date:** 22 August 2025
- **Overview:** This event aims to foster connections between PSA members and the South Australian Pharmacy Students' Association (SAPSA), providing a platform for networking and collaboration.
my.psa.org.au

These events are excellent opportunities for NSW pharmacists to engage with the latest developments in the field, enhance their professional skills, and connect with peers. For more information and to register, visit the PSA's official website.



**The Pharmacy
Guild of Australia**
NSW Branch

Peppe Raso the NSW Guild Councillor for the South Sydney- Illawarra region, District 7, invites all pharmacies in our region to consider becoming a Guild member if their pharmacy is not already a member.

The NSW Branch delivers a range of services and benefits to assist members in operating professional businesses that most importantly, service the healthcare needs of patients.



Reminder when supplying a vaccine for later administration by GP or other immunisation service provider.

The Guild is aware of issues that can occur when a



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patient purchases a vaccine from a pharmacy to be administered by their GP or another immunisation service provider. Patients purchasing vaccines should immediately return to their service provider for the vaccine to be administered, instead of storing the vaccine in their home refrigerator or another location, because:

- Patient storage for any length of time risks breaching the cold chain and damaging the vaccine,
- If a service provider has any concerns that a vaccine may have been stored outside the recommended temperature range, they may refuse to administer it,
- There are additional costs to the patient if this occurs and results in them having to purchase a replacement vaccine.

Where a patient is purchasing a vaccine for administration by their GP or another service provider, members should inform them of the above risks and encourage them to return immediately to the clinic to have the vaccine administered. Members may also offer to store the vaccine at the pharmacy until the patient is ready to collect it prior to administration.

The [Strive for 5 Guidelines](#) advise service providers in this case to instruct their patients to purchase the vaccine from a pharmacy immediately before attending the practice or clinic appointment, and the Guidelines recommend that service providers not administer the vaccine if they have any concerns that it may have been stored outside the recommended range of +2 to +8 degrees Celsius. We recommend that members inform their patients of this risk, and the possibility that they will have to purchase a replacement vaccine if this occurs.

Members must ensure that their pharmacy adheres to the [Strive for 5 Guidelines](#). Members can refer to the following resource on [Cold Chain Management](#), and can contact the product sponsor

of a vaccine if they have any questions about the specific storage requirements for a vaccine.

Wages, Allowances and Superannuation for 2025/26

Minimum wages and certain allowances required to be paid to employees under the Pharmacy Industry Award 2020 (PIA) will increase from the first full pay period commencing on or after 1 July 2025. The new Wage Sheets showing all rates for 2025/26 are now available at Wage Rates.

Note that a separate Fair Work Commission decision in the gender undervaluation case granted 3 annual increases for pharmacists of 4.7% that apply from 30 June in 2025, 2026 and 2027. This creates an anomaly this year if a pay period commences on Monday 30 June, as the 4.7% increase must be paid for that pay period, and then the further 3.5% applies from the first pay period in July. Details are shown in the Wage Sheets.

The Superannuation Guarantee also increases from 11.5% to 12% from the first pay made on or after 1 July 2025 (regardless of what period the pay is for). Information for employers is available from the Australian Taxation Office (ATO).

If you have any questions or need advice or assistance, please contact the Guild's Workplace Relations advisors to discuss your situation.

Note: If you are a sole trader or a partnership in Western Australia please visit the WA Workplace Relations page to see information about wages and allowances specific to State System employers in Western Australia.

Changes to the Fair Work Act 2009: Criminalisation of wage theft.

As of 1 January 2025, wage theft attracts criminal liability under the *Fair Work Act 2009 (Cth)* (FW



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Act).

The new provisions are aimed at addressing deliberate conduct and not to capture inadvertent errors or genuine mistakes. Both intentional and unintentional underpayment attract liability, however an employer will only be criminally liable if the underpayment was intentional. An employer commits wage theft if they fail to pay an amount payable to an employee.

The offence captures conduct occurring on or after 1 January 2025, but liability may be extended to include patterns of conduct that began before this date if they continued after the commencement of the provisions.

Members should remain informed about recent and upcoming wage increases, including the decision from the Gender Undervaluation Matter heard before the FWC in 2024 and the FWC's 2025 Annual Wage Review, in order to avoid inadvertent wage discrepancies and to promote ongoing compliance. These changes to the wage theft provisions underscore the importance of employers implementing robust payroll systems, ensuring a culture of compliance, and taking immediate corrective actions if issues arise to mitigate the risk of prosecution.

The FW Act now also contains two safe harbour provisions which are designed to protect employers from criminal prosecution if they have taken proactive action to comply with their obligations under the FW Act and to notify and cooperate with the Fair Work Ombudsman (FWO). The Voluntary Small Business Wage Compliance Code provides a guide for employers to assist them in meeting their respective obligations and potentially avoid being criminal liability for wage theft. Although the Code is a good guide for all employers; if a small business (less than 15 employees by headcount) complies with the Code, the FWO must not refer the employer's conduct for criminal prosecution;

however civil penalties may still apply. The second safe harbor provision included in the amendments to the FW Act is the insertion of Cooperation Agreements for all employers. These offer a limited immunity if employers can demonstrate good faith endeavours to pay employees correctly, self-report issues, and take proactive corrective action if underpayments occur.

The Australian Chamber of Commerce and Industry, of which the Guild is a member, has released an extensive guide to compliance with the code which can be found [here](#).

Remember to monitor the Guild's Wage Rates page and if you have any questions or need advice or assistance, please contact the Guild's Workplace Relations advisors to discuss your situation.

FROM THE TREASURER.



Renewal of your membership is due.

However, the good news is membership for 2025-26 is free!

To renew your membership or to become a new member go to the IPA website, <https://www.illawarra.com/cms/pages/1/illawarra-pharmacists-association.html> and click on join us and follow the registering steps.

For this year's Arrotex Annual Dinner on Wednesday 23 July 2025 we are using Sticky Tickets to register. If you have any problems



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Breathe Better Illawarra

with this platform please contact me for assistance.

RSVP now via Sticky Tickets:

<https://www.stickytickets.com.au/72XGU>

Hello Illawarra Pharmacists Association

From Building a better NSW.

Knowing what you can claim at tax time can help boost your bottom line. You can claim deductions on a wide range of expenses including:

- [motor vehicle expenses](#)
- [home-based business](#)
- [repairs, maintenance and replacement expenses](#)
- [workers' salaries, wages and super contributions](#)
- [business travel expenses](#) and **more.**

https://www.nsw.gov.au/?utm_source=nswgovt_business&utm_medium=email&utm_campaign=2025-06-11_sfmc_1772_bus_june_newsletter&utm_content=00_header&utm_term=nsw_government_logo&j=663035&sfmc_sub=233847496&l=88_HTML&u=69229622&mid=524007053&jb=2005

The ATO has free short courses on tax deductions, cash flow, and other small business essentials, to help you upskill for the new financial year.

FROM THE SECRETARY.



Illawarra Pharmacists' Association Newsletter July 2025



We are happy to be working with Healthy Cities to drive systems change that enable people with asthma to Breathe Better.

Nigel Cooper, Director – Programs and Partnerships, Asthma Australia

Overview

Breathe Better Illawarra is a community-based asthma awareness program that seeks to reduce preventable hospitalisations and improve outcomes for people with asthma through community education, partnership, and advocacy.

Did you know that 2.8 million people in Australia are living with asthma? It is one of our most chronic diseases, with 1,005 emergency department presentations and 254 hospitalisations attributed to asthma in 2021 – 2022 in the Illawarra Shoalhaven alone. The sad fact is that most of these hospitalisations are preventable. Healthy Cities is working to help people with asthma stay out of hospital and live happier, healthier lives.

Aim

To reduce preventable hospitalisations and emergency department presentations in people with asthma in the Wollongong area.

Objectives

- Increase community awareness about asthma and its management
- Raise awareness about correct medication use
- Provide information about local asthma services



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- Reduce environmental exposures to asthma triggers
- Reduce preventable hospitalisations of people with asthma
- Advocate for better care for people with asthma

Whats involved

Breathe Better Illawarra is a partnership between Healthy Cities and Asthma Australia. We want to reduce asthma-related hospitalisations in Wollongong by improving how people self-manage their symptoms. We also work on the social and environmental determinants of health that contribute to people with asthma ending up in hospital.

How it works

Breathe Better Illawarra shares health promotion messaging through community events and in the media. We offer information sessions to schools and community groups where we share information about asthma management and direct people to appropriate clinical resources. Breathe Better Illawarra works with healthcare professionals to understand the barriers to self-management and design programs to help people with asthma stay healthy and enjoy life. We also advocate for better asthma care and for improvements to the urban environment that can reduce exposure to asthma triggers.

Did you catch our E – Blast?

E-blast - It is time to **renew your membership** with the **Illawarra Pharmacist Association (IPA)** for the 2025–26 membership year.

✓ **Membership Renewal – Due 1 July 2025**

Renew online now at www.illawarrapa.com

Membership for the 2025–26 year is **FREE** upon online renewal!

Just click "**Join Now**" and follow the steps. Once completed, you will gain access to the **Members-Only Area**, which includes:

- Upcoming event details
- IPA newsletters
- Job opportunities
- Governance material
- And much more!

🍷 You're Invited – IPA Annual AGM Dinner

Wednesday 23rd July 2025

Venue: The Fraternity Club, Fairy Meadow

Time: Pre-dinner drinks from 6:30 PM | Dinner served at 7:00 PM

Enjoy a **3-course meal, wine**, and great company, proudly sponsored by **Arrotex**.

Plenty of parking available and close to Fairy Meadow Railway Station.

👉 **RSVP now via Sticky Tickets:**

<https://www.stickytickets.com.au/72XGU>

Need help registering? Contact us at **treasurer@illawarrapa.com**

🏢 Interested in Joining the IPA Executive or Committee?

We are calling for **nominations** for positions on the IPA Executive and Committee.

To nominate or find out more, please email **secretary@illawarrapa.com**

Looking forward to another great year with your continued support!

Thank you for taking the times to read our July newsletter'

President Sharon Doolan

On behalf of the IPA committee.