

# AIR FORCE

## Pharmacist

- Full Time
- Reserve

An exciting opportunity for pharmacists wishing to expand their careers working for a large organisation in diverse locations throughout Australia and overseas.

### Job Details

#### Graduate, Undergraduate, Specialist Reserve

As an Air Force pharmacist you will have two key roles. You will not only perform similar clinical duties to a community or hospital pharmacist but you will also be responsible for managing the Health Logistics requirements of your Health Facility.

Air Force Pharmacists are integral members of the Defence Healthcare team. During your service you can expect a wide-range of employments including deployment with your unit into remote areas of Australia and overseas.

You should expect a broad variety of work experience. Typical responsibilities may include:

#### Clinical Roles.

- Provision of pharmacy services including dispensing, monitoring, evaluation and assurance of safe and effective use of medications;
- Provision of professional advice on medications to patients, prescribers and other Health Service personnel (specifically in relation to the unique use of medication in the ADF);
- Developing medication policy for ADF Health Facilities; and
- Participation and instruction in health training programs.

#### Health Logistics Roles.

- Inventory control for ADF Health Facilities including pharmaceuticals, consumables and equipment;
- Management of Medical, Dental and General equipment for ADF Health Facilities;
- Supervision of pharmacy and supply staff; and
- Maintaining deployable health assets, including field hospitals (Expeditionary Health Facilities) and aeromedical evacuation kits.

Additionally there are significant opportunities to practise as a Pharmacist and Health Logistician in the operationally deployed role.

At a more senior level, responsibilities may include:

Pharmaceutical administration, equipment and financial planning and health logistics planning;  
Participation in operational planning and the conduct of operations at higher levels; and  
Participation in strategic health planning and policy formulation.

Pharmacists are also an integral element of the Royal Australian Air Force Specialist Reserve (RAAFSR) which is designed to provide a broad range of health services to complement and supplement those maintained in the Permanent Air Force (PAF).

## **Entry**

### **Graduate**

The Royal Australian Air Force has a huge job to do including keeping the nation's air defence capabilities operational, providing a search and rescue function and assisting in times of national emergency. If you are already a degree qualified professional, and looking for a job that offers satisfaction, excitement and a challenge and the opportunity to utilise and further develop your management and leadership skills, then you may wish to consider a career as an Officer (Graduate Only) in the Air Force.

Degree qualified officers normally start their careers at one rank higher than non-graduate officers.

### **Undergraduate**

The Air Force sponsors suitable applicants to undertake tertiary studies at a civilian university in an Australian State or Territory after successful completion of their first full year of study.

Successful applicants are usually appointed to the rank of Officer Cadet and paid at that rank while studying full-time, with increments granted on successful completion of each year of study. However, the granting of a higher rank will be dependent upon the degree course studied and the year of study on entry.

Undergraduates are members of the Permanent Air Force and as such, all normal entitlements are available to you including access to Service Residences, living in on-base accommodation, removal benefits and Rental Allowance, under the same guidelines which apply to all Air Force members. Entitlements vary according to your family structure, availability and type of accommodation on base, and the proximity of this accommodation to your university.

You are entitled to necessary medical, dental, hospital, optical, physiotherapy and ancillary treatment without charge.

You will be issued free uniforms, clothing and accessories at the scale applicable to officers performing part-time duty. Upon graduation and commencement of full-time duty, you will receive additional issues to outfit yourself to the normal scale of issue. Undergraduates are not entitled to free exchanges of uniforms.

The Air Force will authorise payment of all compulsory fees for the year in which sponsorship

commences and continuing for the duration of the approved course of study.

A student receiving benefits from the Australian Government as a full-time student will have these benefits withdrawn from the date Air Force sponsorship begins. Books and equipment already provided may be retained.

Subject to approval, you will also be reimbursed the costs of prescribed textbooks and equipment essential to your course of study.

The Air Force will also pay tertiary institution fees and Student Contribution Charges for as long as the student remains in the Service. An obligation to serve in the Air Force for a period of one year for each year of sponsorship, plus one additional year, is required before sponsorship is finally approved. This means that a three-year degree sponsorship will attract a four-year return of service obligation on completion of degree studies.

**Note:** Sponsorship is not available to applicants who are already in receipt of sponsorship via schemes such as the rural and medical bonded positions.

### **Full-Fee Paying Students**

The Air Force will accept applications from full-fee paying students for undergraduate sponsorship. Full-fee paying university students will be reimbursed the equivalent amount of HECs for that degree stream. The refund will be the highest amount specified in the government-approved, student contribution range for each degree stream as displayed at [www.goingtouni.gov.au](http://www.goingtouni.gov.au).

### **Failure during Degree Studies**

If you fail an examination and are unable to progress to the next academic year or graduate, your appointment may be terminated (recovery of costs including fees, salary and books would usually be initiated in these cases). Approval may be given for the student to repeat the year at Air Force expense, provided that the failure was not due to a lack of application on the part of the student.

### **Leave**

Undergraduates may be granted trainee leave during semester breaks. For the remainder of the year they must be involved in formal academic studies or be employed on such duties and courses as determined by RAAF College.

## **Specialist Reserve**

The Royal Australian Air Force Specialist Reserve (Air Force SR) is comprised of volunteer members who are highly motivated towards the Air Force and their Reserve commitment. The role of the Specialist Reserve is to provide on an on-call basis, selected professional services that are not otherwise retained permanently in the Air Force.

Entry into the Air Force SR is by selection to fill available vacancies. Officer entry into all elements of the Air Force Reserve is by competitive selection, and is on the same basis as for entry into the PAF.

### **Attendance Commitment**

Air Force SR members are to perform a minimum of seven days Reserve service in each financial year but may perform considerably more than this on a voluntary basis as tasks and opportunities arise. The minimum seven days service is primarily used to maintain Individual Readiness compliancy which is a requirement for any specialty training and deployment.

The maximum number of days of Reserve service within a financial year for members of the Air Force SR is 150. Members may only be paid for those days that have been approved by their respective sponsoring authority.

### **Annual Activities**

Air Force SR members are expected to maintain a minimum standard of health, fitness and military preparedness, which will be assessed on an annual basis. This will include the requirement for Air Force SR members to maintain proficiency in weapons handling.

### **Discipline**

Air Force SR personnel are governed by exactly the same discipline code as members of the Permanent Air Force. Applicants should carefully consider their adaptability requirements such as the wearing of uniforms, saluting, drill and the requirement to display a high standard of dress and bearing.

### **Uniforms**

Members of the Air Force SR are entitled to a free issue of uniform upon appointment. Each issued item has a life expectancy and the item may be exchanged for a new one after this time. The Chief of Air Force (CAF) has determined that during any prescribed form of service, Air Force SR members are on duty and must wear uniform.

### **Medical and Dental**

Members of the Air Force SR are only entitled to emergency medical and dental treatment while on duty.

Further information on part-time ADF careers can be found by accessing the [Defence Reserves Support Council website](#).

The Council promotes the benefits of Reserve service by establishing partnerships with the community and employers.

### **Further Opportunities**

The Air Force High Readiness Reserve provides a short notice response force to complement the full-time Air Force in the event of a declared Defence emergency. The High Readiness Reserve is a category of the reserve that draws its members from the trained people already providing service in other categories of the Air Force Reserve, and consequently is not generally open to direct civilian entrants. Entry to the High Readiness Reserve is through the Air Force Active Reserve or Specialist Reserve.

After completing your training in the Specialist Reserve, you may then volunteer for the High Readiness Reserve (if there is a position available and vacant). Volunteer service in the High Readiness Reserve attracts an annual financial bonus of \$5000 to compensate for additional obligations and commitment,

as well as an annual allowance of \$2500 to help maintain the health and fitness required for short notice service.

## Pay & Allowances

### Graduate

Salary on joining the Air Force will be \$55,564 per year (\$2,131 per fortnight).\*

Uniform Allowance at a rate of \$682 per year (\$26 per fortnight) is paid to assist members to maintain an approved scale of uniforms in good order and condition.

In addition to your salary, you will receive Service Allowance of \$12,431 per year (\$477 per fortnight) except while undertaking Military (Initial) or Employment training. This allowance compensates a member for the unique requirements that service life may impose on an individual and his or her family.

Salary will continue to increase based on rank and the number of years of service completed in that rank. Refer to the [Salary Scales](#) for further details.

\* Please note that these figures do not include compulsory deductions for taxation; meals, accommodation and utilities (as applicable); or superannuation.

### Undergraduate

With 4 years to graduation: \$28,696 per year (\$1,101 per fortnight).\*

With 3 years to graduation: \$33,913 per year (\$1,301 per fortnight).\*

With 2 years to graduation: \$39,131 per year (\$1,501 per fortnight).\*

In final year: \$44,348 per year (\$1,701 per fortnight).\*

To assist you in maintaining your uniforms in good order and condition, you will receive a Uniform Allowance of \$419 per year (\$16 per fortnight). This increases to \$682 per year (\$26 per fortnight) after commissioning.

Salary (excluding allowances) on completion of military and employment training will be:

\$55,564 per year (\$2,131 per fortnight).\*

In addition to your salary, you will also receive Service Allowance of \$12,431 per year (\$477 per fortnight) except while undertaking Academic, Military (Initial) or Employment training. This allowance compensates a member for the unique requirements that service life may impose on an individual and his or her family.

Your salary will continue to increase based on your rank and the number of years of service completed in that rank. Your pay grade may increase following the acquisition of additional skills and completion of further training. Refer to the [Salary Scales](#) for further details.

Trainees with dependants may be entitled to Trainee's Dependant Allowance which is paid to enable trainees with dependants to receive a salary not less than \$42,699 per year (\$1,638 per fortnight) while training. Conditions apply. Speak to your Careers Counsellor for details.

\* **Note:** These figures do not include compulsory deductions for taxation; meals, accommodation and utilities (as applicable); or superannuation.

## Specialist Reserve

Members of the Specialist Reserve on part-time service are paid at a daily rate of pay which is tax-free. Salary will continue to increase based on rank and the number of years of service completed in that rank.

Daily rates of pay for commissioned Air Force Specialist Reserve Officers commence at \$152.23 but vary according to profession and rank.

In addition to your salary, a Reserve Allowance of \$12.83 per day is payable to compensate for the unique demands of Reserve Service.

Refer to the [Salary Scales](#) for further details.

## General Requirements

### Age Requirement

#### Graduate

Applicants must be a minimum of 17 years of age on day of entry. Maximum age on entry is 56 years of age.

#### Undergraduate

The maximum age for entry is such that an applicant must be able to complete their degree, any periods of postgraduate experience, or professional development placements and their Initial Minimum Period of Service obligation incurred under the Scheme prior to compulsory retirement age (normally 60 years of age).

#### Specialist Reserve

The compulsory retirement age (CRA) for Air Force Specialist Reserve officers is 65 years. The Minister may on one or more occasions extend the CRA age for serving Reservists.

### Citizenship Requirement

Only Australian citizens are permitted to serve in the ADF.

If you are a Permanent Resident of Australia, the ADF may consider a temporary waiver of the citizenship requirement if the position for which you are applying cannot be filled by an applicant who meets all the citizenship requirements, and then only in exceptional circumstances. You will be required to obtain Australian citizenship as early as possible following enlistment or appointment.

More information on citizenship requirements and the citizenship waiver process is available from the [Recruitment Centre](#) and your local Defence Force Recruiting Centre.

## Security Requirement

The Department of Defence requires ADF entrants to obtain a security clearance appropriate to their avenue of entry.

A process of background checks, collection of relevant information and, as required, interviews enables the Regional Security Office to make an informed assessment of an applicant's suitability for a security clearance.

Current policy requires applicants for this particular avenue of entry to have lived in Australia for the preceding 10 years, or have a checkable background for this period.

## Aptitude Requirement

The application process to join the Australian Defence Force requires you to complete a series of aptitude tests including verbal, spatial and numerical ability and a general maths test. Some jobs may also require you to complete additional testing at a later date.

Psychology support staff will explain what is involved with each test.

The aptitude tests provide information about your suitability for the Defence Force and for particular jobs. Defence Force Recruiting can then help you identify jobs that best match your abilities.

Further information on the aptitude testing requirements can be found [here](#).

## Gender Restriction

There is no gender restriction for this role. Employment is available for both males and females.

## Education & Experience

### Graduate

You must:

- Have a university degree in Pharmacy (BPharm;) or equivalent;
- Have undergone a recognised graduate training year; and
- Be registered by the Pharmacy Registration Board of an Australian State or Territory. Evidence of registration is required.

## Undergraduate

To be eligible for an Air Force Undergraduate sponsorship, applicants must have completed:

- Year 12 with passes in English and three other Board of Secondary School Studies registered subjects; and
- the first full year of study (preferably with academic results) of a full-time Pharmacy degree.

You may apply after successfully completing the first semester of your first year of university studies. However, entry will be conditional upon successfully completing your first year of tertiary studies.

After graduating you will be required to complete one year's pre-registration training at an approved pharmacy or pharmacy department and gain registration from the Pharmacy Registration Board of an Australian State or Territory.

## Specialist Reserve

To be appointed as an Air Force officer in the Specialist Reserve, you must:

- Have a university degree in Pharmacy (BPharm) or equivalent;
- Have undergone a recognised graduate training year;
- Have at least 2 years post-graduate experience; and
- Be registered by the Pharmacy Board of Australia. Evidence of registration is required.

## Medical & Fitness Requirements

### Graduate, Undergraduate

To be enlisted or appointed, you must be medically and physically fit for entry to your chosen occupation. This is partially assessed from the completion of an extensive questionnaire covering your medical history, followed by a physical examination.

You will also be required to successfully pass a physical fitness test before enlistment.

For further details on medical and physical fitness standards refer to [Physical Fitness Standards for Entry into the ADF](#) and [Medical Process for Entry into the ADF](#).

### Specialist Reserve

To be enlisted or appointed to the Air Force Specialist Reserve, you must be medically and physically fit for entry to your chosen occupation. This is partially assessed from the completion of an extensive questionnaire covering your medical history, followed by a physical examination.

For further details on medical and physical fitness standards refer to [Physical Fitness Standards for Entry into the ADF](#) and [Medical Process for Entry into the ADF](#).

## Period of Service

### Graduate

You will be appointed for an Initial Minimum Period of Service (IMPS) of three years. Subsequent periods of service may be offered subject to the requirements of the ADF and your suitability for further service. You may tender your resignation at any time provided you do not have an outstanding Initial Minimum Period of Service obligation and provide a minimum of three months notice.

### Undergraduate

You will be appointed for an Initial Minimum Period of Service (IMPS) dependant on your length of sponsorship. Subsequent periods of service may be offered subject to the requirements of the ADF and your suitability for further service. You may tender your resignation at any time provided you do not have an outstanding Initial Minimum Period of Service obligation and provide a minimum of three months notice.

The length of IMPS in total will depend on the duration of sponsorship. Any requirement for post-graduation experience, eg: medical residency, legal articles will be incorporated in your IMPS.

Your Careers Counsellor can advise on how IMPS will relate to your chosen occupation.

### Specialist Reserve

A person appointed as an officer in the Air Force Specialist Reserve serves an initial appointment of five years (including a probationary period of two years) followed by extensions (subject to approval) of five year periods.

## Military Training

### Graduate

Initial Officer Course - 17 Weeks

Immediately upon joining the Air Force, direct entry officers will normally undertake the Initial Officer Course of 17 weeks duration. This is a live-in course completed at RAAF Base East Sale, located 220 kilometres east of Melbourne (VIC).

The major elements of the course involve introduction to military life, Air Force Values and attitudes, Ground Defence and Weapons training, Leadership and Personal Development, Communication Skills and Air Force Operations studies.

Further details on officer training are available on the [Officers Training School](#) website or refer to the [Joining Instructions](#). The information on the website and in the Joining Instructions will provide you and your family with enough information to arrange your personal affairs before appointment in the Air Force and give you an overview of the structure and requirements of the Initial Officer Course.

During Military (Initial Officer) Training and (Initial) Employment Training (if applicable), members may be required to pay a contribution towards meals, accommodation and utilities.

## Undergraduate

Familiarisation Course: 1 Week

Initial Officer Course: 17 Weeks

During your first year of sponsorship, you will attend a one week Familiarisation Course at [Officers' Training School](#) (OTS), RAAF Base East Sale, Victoria. The purpose of the course is to introduce undergraduates to basic military protocols, including rank recognition, saluting, mess decorum and elementary drill.

Following completion of your tertiary studies, you will return to OTS for the 17 week live-in Initial Officer Training. The major elements of the course involve a transition to the military way of life, the learning and understanding of Air Force values, ethos and attitudes, ground defence and weapons training, leadership and personal development, communication skills and an introduction to Air Force operations.

For further details on officer training refer to the [Joining Instructions](#). The information in the Joining Instructions will provide you and your family with enough information to arrange your personal affairs before appointment in the Air Force and give you an overview of the structure and requirements of the Initial Officer Course.

During Military (OTS) Training and any subsequent (Initial) Employment Training, members may be required to pay a contribution towards meals, accommodation and utilities.

## Specialist Reserve

As an Air Force SR officer you are given as much General Service training and induction training as practicable, consistent with the limited time available and the need to employ you in your specialist field.

Applicants entering the Air Force SR through the officer stream are required to undergo officer training in the form of a Specialist Reserve Officer Familiarisation course which must be completed within two years of appointment. This course is currently of six days duration undertaken at [Officers' Training School](#), East Sale in Eastern Victoria.

## Employment Training

### Graduate, Undergraduate

**Operational Health Support Course** - 1 Week

The Operational Health Support Course is the RAAF course that instructs both Medical and Allied personnel on all aspects of deployable health support and preparation for deployment. It is conducted at Health Operational Conversion Unit (HOCU) at RAAF Base Amberley and runs for a period of one

week.

### **Logistics Officer Initial Course - 9 Weeks**

Location: RAAF School of Administration and Logistics Training, RAAF Base Wagga.

During this nine week course, you will receive logistics specialist instruction. This is necessary as you will have broad health logistics responsibilities, which not only entail provision of medications but also equipment management and coordination of other supplies and services necessary to support health units.

During your first year of service you will also be trained in specific pharmacy and stock control computer systems which you will be using in your role as a pharmaceutical officer.

### **Further education and training**

As your career progresses the opportunity to undertake further logistic management and planning training will be provided. You can also anticipate the opportunity to gain further professional qualifications through RAAF-supported post-graduate education.

## **Specialist Reserve**

Air Force SR (Health) officers are required to undertake the Operational Health Support course (1 week) prior to consideration for deployment on exercises or operations.

Other courses may be required depending upon your specialist role.

## **Employment Location**

### **Graduate, Undergraduate**

You may be posted to any of the following Air Force Bases within Australia: Amberley, Richmond, Canberra, Williamstown, Edinburgh, Tindal, Townsville or Darwin.

Opportunities also exist for postings to Army and Navy Bases within Australia however these postings are limited and dependent on experience.

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