

ABSTRACT

Title: Development of a Minimum Remuneration Package for Community Pharmacists in Kaduna State, Nigeria

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Background: Inconsistent remuneration and inadequate welfare structures are major bottlenecks limiting motivation, retention, and productivity of community pharmacists in Nigeria. The absence of a standardized salary scale has led to widespread professional dissatisfaction and significant compensation disparities across the sector.

Objective: To explore baseline remuneration structure and design a standardized implementable framework for CPs in Kaduna State

Method: A descriptive, cross-sectional, and consensus-building approach was utilized to investigate existing salary structures and design a standardized intervention. The descriptive phase was a baseline survey conducted across eleven purposively selected community pharmacies across the three senatorial districts of Kaduna State. Quantitative and qualitative data including current salary practices, professional responsibilities, tenure, duty schedules, and cadre classifications were collected using structured questionnaires. The data were analyzed and presented as frequencies and percentage distributions to map existing compensation disparities. In the development phase, the descriptive findings were presented to key stakeholders during structured consultations, where consensus-based benchmarking was used to synthesize the data into the final framework.

Results: The baseline review identified critical pay gaps, unpredictable compensation, and a lack of standardized benefits across our pharmacy network. To resolve this, we have mapped all pharmacy roles to a standardized grading template to establish internal equity, market competitiveness, and clear career progression. The table below highlights the chaotic pay landscape discovered during the baseline review compared to the newly established, structured minimum remuneration framework.

Cadre	Baseline (Pre-Framework) Range	New Standardized Minimum Base	EXpected Impact
Young Pharmacist (0–3 years)	80,000–120,000/ month	#180,000 / month	Guarantees a livable baseline.
Senior Pharmacist (4–8 years)	#100,000-150,000 / month	#320,000/ month	Corrects wage stagnation; rewards tenure and operational leadership.
Specialist Pharmacist (Postgraduate)	#130,000-175,000 / month	#350,000/ month	Values advanced clinical expertise and specialized certifications.
Consultant Pharmacist	NA	400,000/Month	Values advanced clinical expertise and specialization
Locum Pharmacist (Ad-hoc)	#1,000-1,500- 2,000/hr	#3,000 / hr (Weekday)	Standardizes contingent labour costs; stabilizes coverage.

Conclusion: This framework introduces a realistic, equitable model for community pharmacy compensation in Kaduna State. By establishing standardized professional service fees, securing fair profit margins, and structuring competitive, livable wages, this model directly elevates the financial remuneration of practitioners. If widely adopted, it has the potential to enhance workforce welfare, drive professional retention, boost morale, and ultimately elevate the standard of pharmaceutical care and service delivery across the state.

Keywords: Community Pharmacists, Minimum Remuneration Package, ACPN Kaduna State

Commented [D2]: This study found that current remuneration structure for CPs in KD state is... However, the findings from the pilot implementation of the standardized framework developed by ACPN KD Showed potentials of positive outcomes if properly domesticated – just an opinion