

## Section 1

### Health and Personal Social Services Staff

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## **Summary Points**

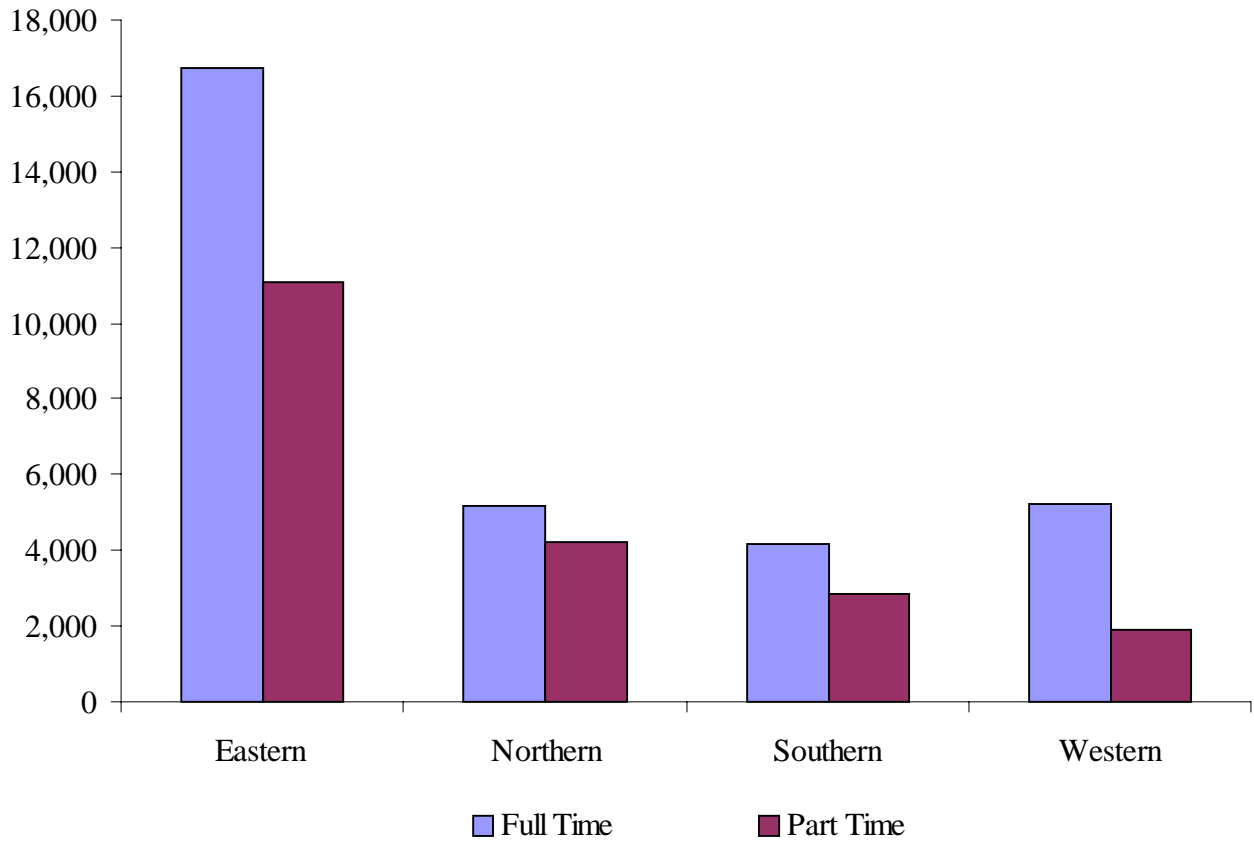
### **In September 2002:**

- **The HPSS employed 51,313 people (excluding bank staff and home help staff) (43,968 WTE)**
- **The majority (54%) of staff worked or were based in the Eastern HSS Board**
- **39% of staff worked part-time**
- **The Northern HSS Board had the highest proportion of part-time staff (45%) and the Western HSS Board the lowest (27%)**
- **46% of female staff worked part-time compared to 13% of male staff**
- **The Nursing, Midwifery and Health Visiting group represented the largest proportion of the workforce (36%) followed by Administration and Clerical (22%) and Ancillary and General (14%)**
- **The Works and Maintenance group made up 1% of the workforce, as did the Ambulance group.**
- **71% of Ancillary and General staff and 45% of Nursing, Midwifery and Health Visiting worked part-time.**
- **The Nursing, Midwifery and Health Visiting group had the highest rate of female staff at 92% followed by the Administration and Clerical group at 83%**
- **54% of the Works and Maintenance group are aged 50 or over**
- **Just over half (52%) of female staff were under the age of 40 and of these 40% worked part-time.**
- **Just over two thirds (69%) of full-time Medical and Dental staff were under the age of 40 compared to 46% of Social Services staff**
- **57% of full-time female staff were under the age of 40**
- **19% of female staff were 50 or over compared to 22% of male staff**
- **Less than half (47%) of full-time male staff were under the age of 40**
- **Just over half (54%) of part-time female staff were in the 30 - 44 age group**

**Table 1(a): NI HPSS Staff split by HSS Board  
Full-Time, Part-Time and WTE**

HSS Board	Full-Time		Part-Time		Total	
	Count	Count	WTE	Count	WTE	
Eastern Board	16745	11076	6965.8	27821	23710.8	
Northern Board	5194	4211	2667.9	9405	7861.9	
Southern Board	4167	2830	1867.2	6997	6034.2	
Western Board	5204	1886	1157.4	7090	6361.4	
<b>Total</b>	<b>31310</b>	<b>20003</b>	<b>12658.3</b>	<b>51313</b>	<b>43968.3</b>	

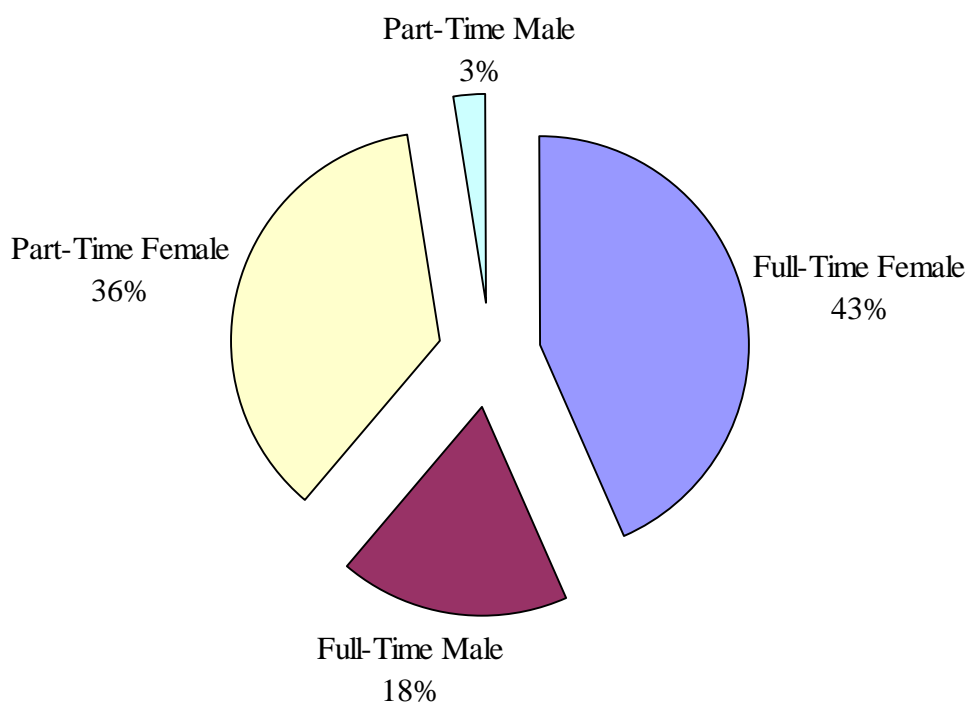
**Figure 1(a): NI HPSS Staff: Full-Time and Part-Time**



**Table 1(b): NI HPSS Staff split by Gender, HSS Board, Full-Time, Part-Time and WTE**

HSS Board	FEMALE					MALE				
	Full-Time	Part-Time		Total		Full-Time	Part-Time		Total	
	Count	Count	WTE	Count	WTE	Count	Count	WTE	Count	WTE
Eastern Board	11286	10133	6355.7	21419	17641.7	5459	943	610.2	6402	6069.2
Northern Board	4007	4062	2571.6	8069	6578.6	1187	149	96.3	1336	1283.3
Southern Board	3156	2724	1808.0	5880	4964.0	1011	106	59.1	1117	1070.1
Western Board	3734	1737	1079.4	5471	4813.4	1470	149	78.0	1619	1548.0
<b>Total</b>	<b>22183</b>	<b>18656</b>	<b>11814.7</b>	<b>40839</b>	<b>33997.7</b>	<b>9127</b>	<b>1347</b>	<b>843.6</b>	<b>10474</b>	<b>9970.6</b>

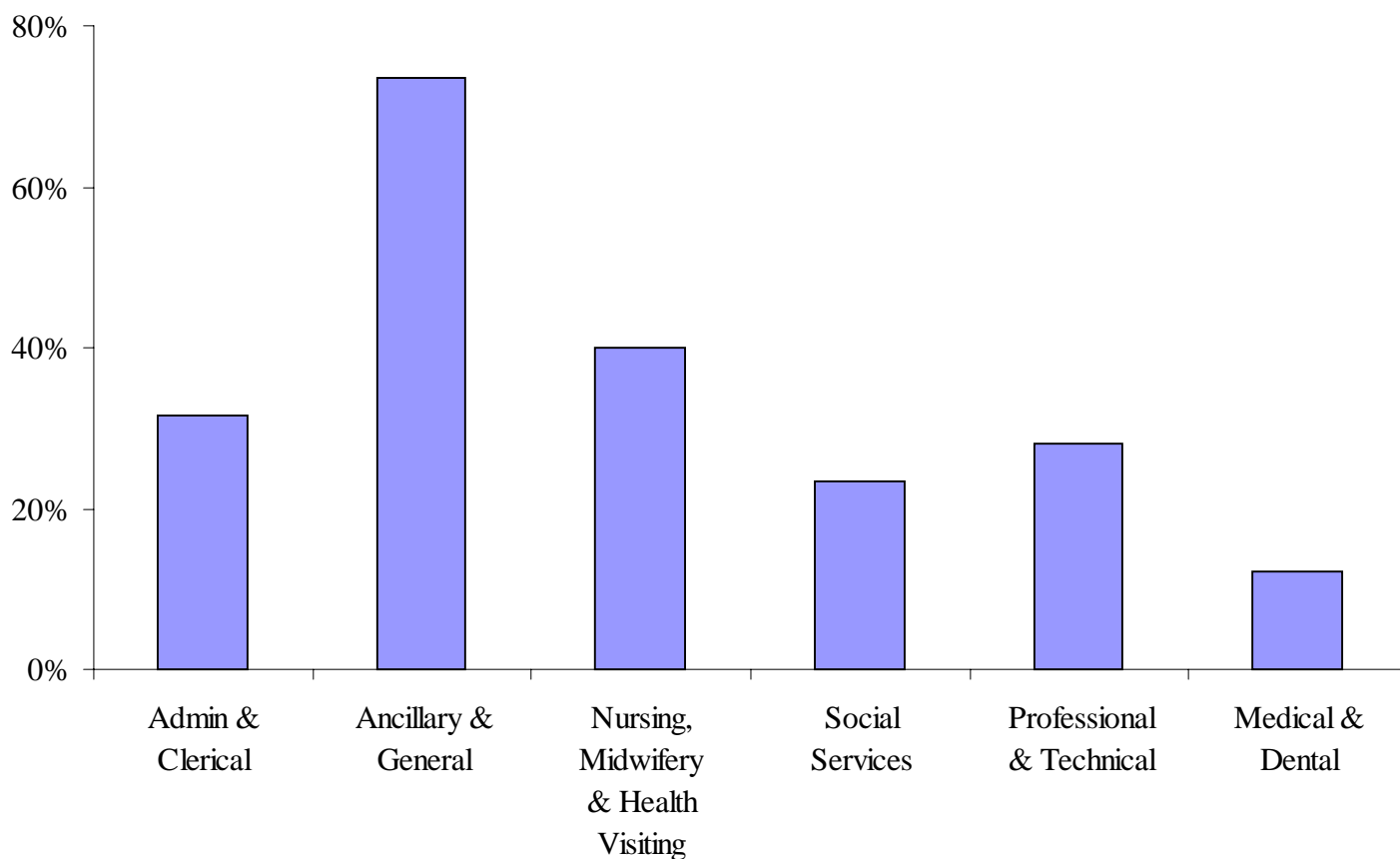
**Figure 1(b): NI HPSS Staff: Gender, Full-Time and Part-Time**



**Table 1(c): NI HPSS Staff by Terms and Conditions Group split  
by Full-Time, Part-Time and WTE**

Terms and Conditions	Full-Time	Part-Time		Total	
	Count	Count	WTE	Count	WTE
Admin & Clerical	7966	3372	2028.8	11338	9994.8
Works & Maintenance	560	0	0.0	560	560.0
Ancillary & General	2114	5121	3211.4	7235	5325.4
Nursing, Midwifery & Health Visiting	10248	8395	5588.4	18643	15836.4
Social Services	3284	986	634.8	4270	3918.8
Professional & Technical	3975	1499	863.5	5474	4838.5
Medical & Dental	2411	626	329.5	3037	2740.5
Ambulance	752	0	0.0	756	754.0
<b>Total</b>	<b>31310</b>	<b>20003</b>	<b>12658.3</b>	<b>51313</b>	<b>43968.3</b>

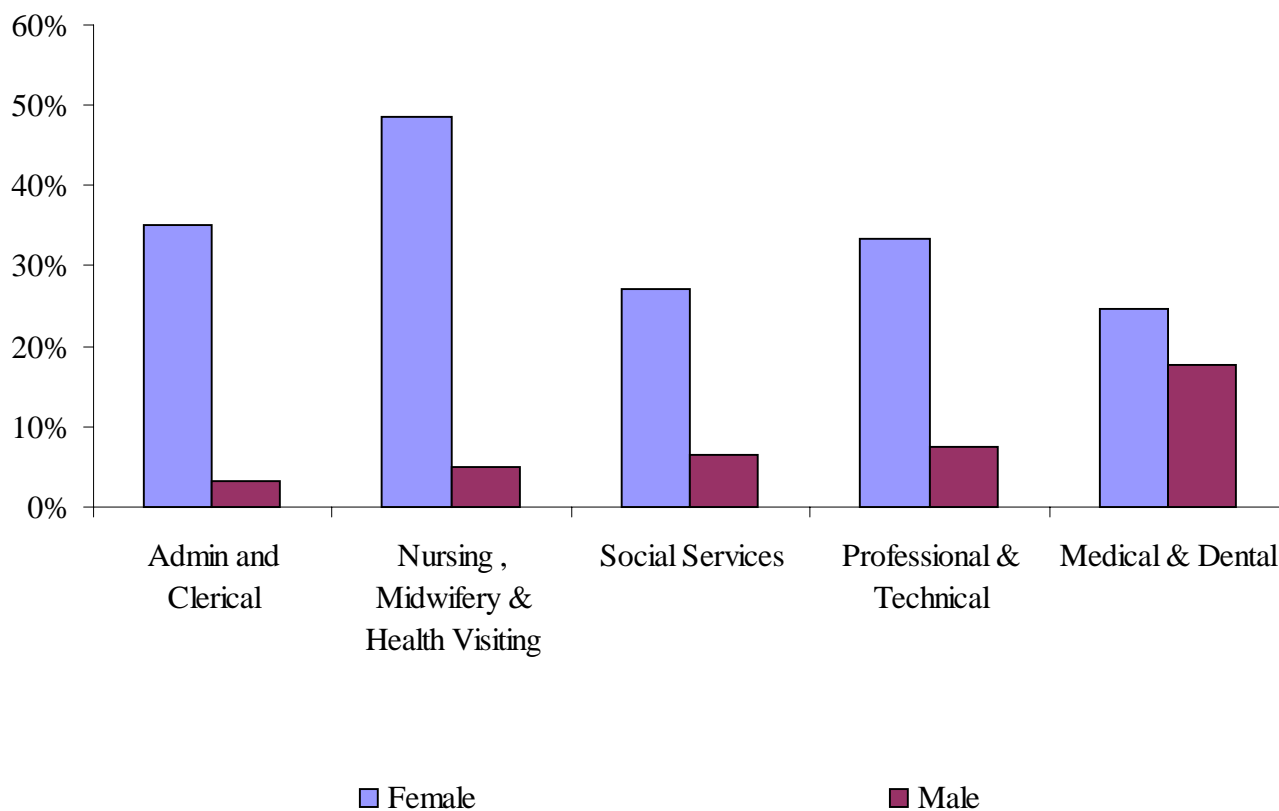
**Figure 1(c): NI HPSS Staff: Terms and Conditions Group, Percentage Part-Time**



**Table 1(d): NI HPSS Staff by Terms and Conditions Group split by Gender, Full-Time, Part-Time and WTE**

Terms and Conditions	FEMALE					MALE				
	Full Time		Part Time		Total	Full Time		Part Time		Total
	Count	WTE	Count	WTE	Count	Count	WTE	Count	WTE	
Admin & Clerical	6140	1991.3	3311	8131.3	9451	1826	37.5	61	1887	1863.5
Works & Maintenance	0	0.0	0	0.0	0	560	0.0	0	560	560.0
Ancillary & General	810	2714.6	4376	3524.6	5186	1304	496.8	745	2049	1800.8
Nursing & Midwifery	8843	14379.4	8322	36811.8	17165	1405	51.9	73	1478	1456.9
Social Services	2488	3085.0	932	3420	3085.0	796	37.7	54	850	833.7
Professional & Technical	2800	3618.7	1403	4203	3618.7	1175	44.8	96	1271	1219.8
Medical & Dental	941	1095.6	308	1249	1095.6	1470	174.9	318	1788	1644.9
Ambulance	161	163.0	0	165	163.0	591	0.0	0	591	591.0
<b>Total</b>	<b>22183</b>	<b>33997.7</b>	<b>18656</b>	<b>40839</b>	<b>33997.7</b>	<b>9127</b>	<b>843.6</b>	<b>1347</b>	<b>10474</b>	<b>9970.6</b>

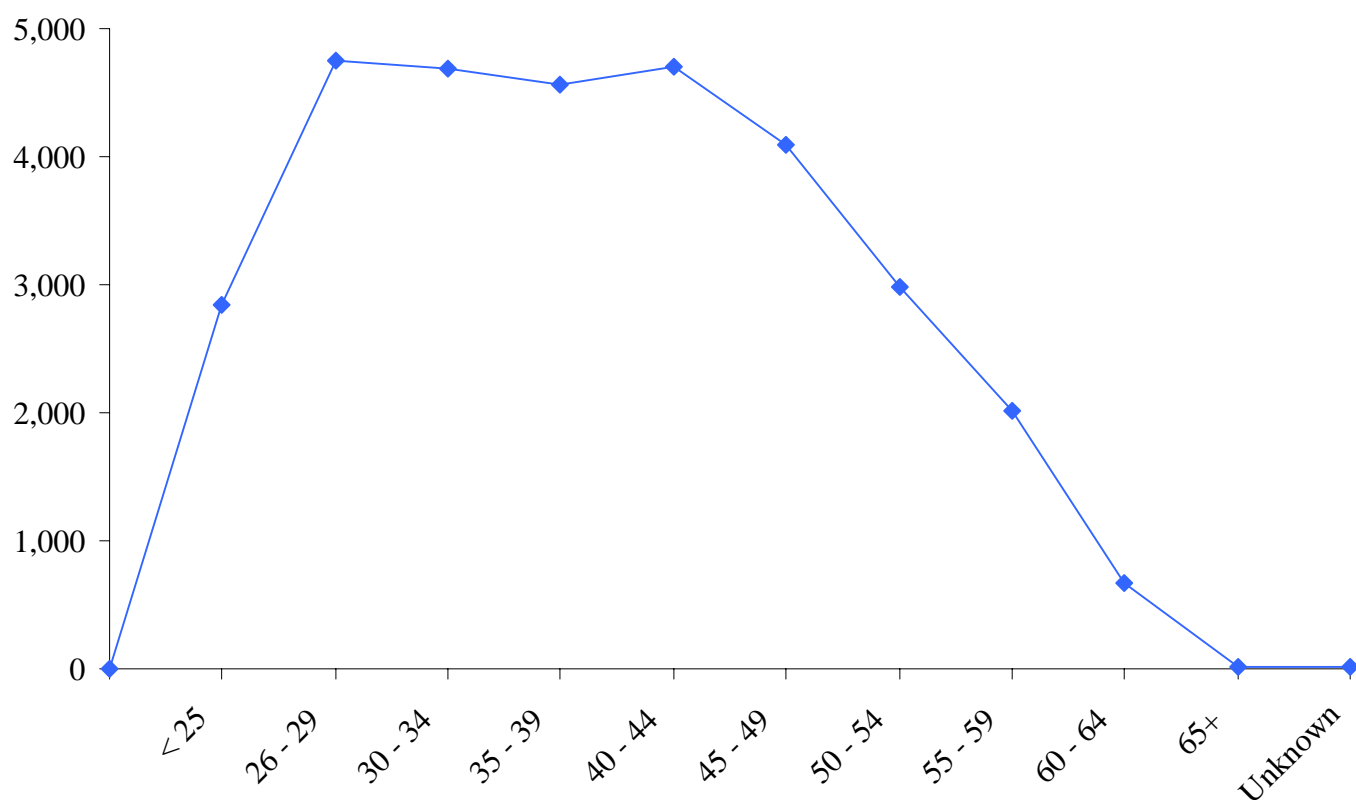
**Figure 1(d): NI HPSS Staff: Selected Terms and Conditions Groups, Percentage Part-Time and Gender**



**Table 1(e): Full-Time NI HPSS Staff by Terms and Conditions Group  
split by 5-Year Age Bands**

<b>Terms &amp; Conditions</b>	<b>&lt; 25</b>	<b>26-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>U/K</b>	<b>Total</b>
Admin & Clerical	984	1138	1235	1036	1071	1048	762	530	143	11	8	7966
Works & Maintenance	0	12	18	32	85	107	125	105	73	0	0	560
Ancillary & General	133	142	210	298	328	285	274	288	155	0	0	2114
Nursing & Midwifery	807	1498	1518	1681	1750	1369	932	562	128	0	0	10248
Social Services	112	360	513	511	577	541	374	221	72	0	0	3284
Professional & Technical	548	850	606	482	500	449	310	167	57	5	0	3975
Medical & Dental	238	642	426	356	270	188	149	107	33	0	0	2411
Ambulance	13	102	154	159	120	104	57	33	10	0	0	752
<b>Total</b>	<b>2837</b>	<b>4744</b>	<b>4680</b>	<b>4555</b>	<b>4701</b>	<b>4091</b>	<b>2983</b>	<b>2013</b>	<b>671</b>	<b>23</b>	<b>12</b>	<b>31310</b>

**Figure 1(e): Full-Time NI HPSS Staff: 5-Year Age Bands**



**Table 1(f): NI HPSS Staff by Gender, Full-Time, Part-Time,  
and 5-Year Age Bands**

<b>Full-Time Female</b>	<b>&lt; 25</b>	<b>26-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>U/K</b>	<b>Total</b>
Admin & Clerical	804	939	959	785	779	789	582	416	79	6	0	6140
Ancillary & General	59	53	65	102	109	120	122	137	43	0	0	810
Nursing & Midwifery	745	1357	1290	1380	1480	1150	813	510	116	0	0	8843
Social Services	102	317	414	355	433	369	268	170	58	0	0	2488
Professional & Technical	460	689	474	328	313	265	157	89	24	0	0	2800
Medical & Dental	142	321	161	118	74	59	36	22	7	0	0	941
Ambulance	6	45	59	25	17	8	0	0	0	0	0	161
<b>Total</b>	<b>2318</b>	<b>3721</b>	<b>3422</b>	<b>3093</b>	<b>3205</b>	<b>2760</b>	<b>1979</b>	<b>1344</b>	<b>327</b>	<b>10</b>	<b>0</b>	<b>22183</b>
<b>Full-Time Male</b>	<b>&lt; 25</b>	<b>26-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>U/K</b>	<b>Total</b>
Admin & Clerical	180	199	276	251	292	259	180	114	64	5	6	1826
Works & Maintenance	0	12	18	32	85	107	125	105	73	0	0	560
Ancillary & General	74	89	145	196	219	165	152	151	112	0	0	1304
Nursing & Midwifery	62	141	228	301	270	219	119	52	12	0	0	1405
Social Services	10	43	99	156	144	172	106	51	14	0	0	796
Professional & Technical	88	161	132	154	187	184	153	78	33	0	0	1175
Medical & Dental	96	321	265	238	196	129	113	85	26	0	0	1470
Ambulance	7	57	95	134	103	96	56	33	10	0	0	591
<b>Total</b>	<b>519</b>	<b>1023</b>	<b>1258</b>	<b>1462</b>	<b>1496</b>	<b>1331</b>	<b>1004</b>	<b>669</b>	<b>344</b>	<b>13</b>	<b>8</b>	<b>9127</b>
<b>Part-Time Female</b>	<b>&lt; 25</b>	<b>26-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>U/K</b>	<b>Total</b>
Admin & Clerical	140	261	536	676	571	436	359	238	90	0	0	3311
Ancillary & General	503	351	493	642	630	553	498	490	207	7	0	4376
Nursing & Midwifery	104	468	1159	1932	1866	1203	828	576	185	0	0	8322
Social Services	22	61	130	201	187	145	93	66	24	0	0	932
Professional & Technical	24	78	251	358	316	178	111	61	23	0	0	1403
Medical & Dental	0	0	46	65	72	67	28	19	7	0	0	308
Ambulance	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>795</b>	<b>1222</b>	<b>2615</b>	<b>3874</b>	<b>3643</b>	<b>2583</b>	<b>1917</b>	<b>1450</b>	<b>536</b>	<b>17</b>	<b>0</b>	<b>18656</b>
<b>Part-Time Male</b>	<b>&lt; 25</b>	<b>26-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>U/K</b>	<b>Total</b>
Admin & Clerical	5	7	6	6	11	7	5	9	0	0	0	61
Ancillary & General	238	104	113	95	73	39	34	24	23	0	0	745
Nursing & Midwifery	5	0	8	24	15	7	0	5	0	0	0	73
Social Services	0	6	7	12	13	9	0	0	0	0	0	54
Professional & Technical	0	0	13	12	19	12	6	11	5	0	11	96
Medical & Dental	0	0	10	23	55	75	63	57	19	10	0	318
<b>Total</b>	<b>249</b>	<b>128</b>	<b>157</b>	<b>172</b>	<b>186</b>	<b>149</b>	<b>114</b>	<b>109</b>	<b>52</b>	<b>15</b>	<b>16</b>	<b>1347</b>

**Figure 1(f): NI HPSS Staff by Gender, Full-Time, Part-Time and 5-Year Age Bands**

