

Section 1

Health and Personal Social Services Staff

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Summary Points

In September 2003:

- **The HPSS employed 53,824 people (excluding bank staff and home help staff) (46,145 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 (44%) 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.**
- **72% 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%**
- **55% of the Works and Maintenance group are aged 50 or over**
- **50% of female staff were under the age of 40 and of these 39% worked part-time.**
- **Over two thirds (70%) of full-time Medical and Dental staff were under the age of 40 compared to 46% of Social Services staff**
- **56% 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 (53%) 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	17376	11506	7281.1	28882	24657.1
Northern Board	5527	4401	2800.0	9928	8327.0
Southern Board	4410	3189	2091.5	7599	6501.5
Western Board	5435	1980	1224.4	7415	6659.4
Total	32748	21076	13397.0	53824	46145.0

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

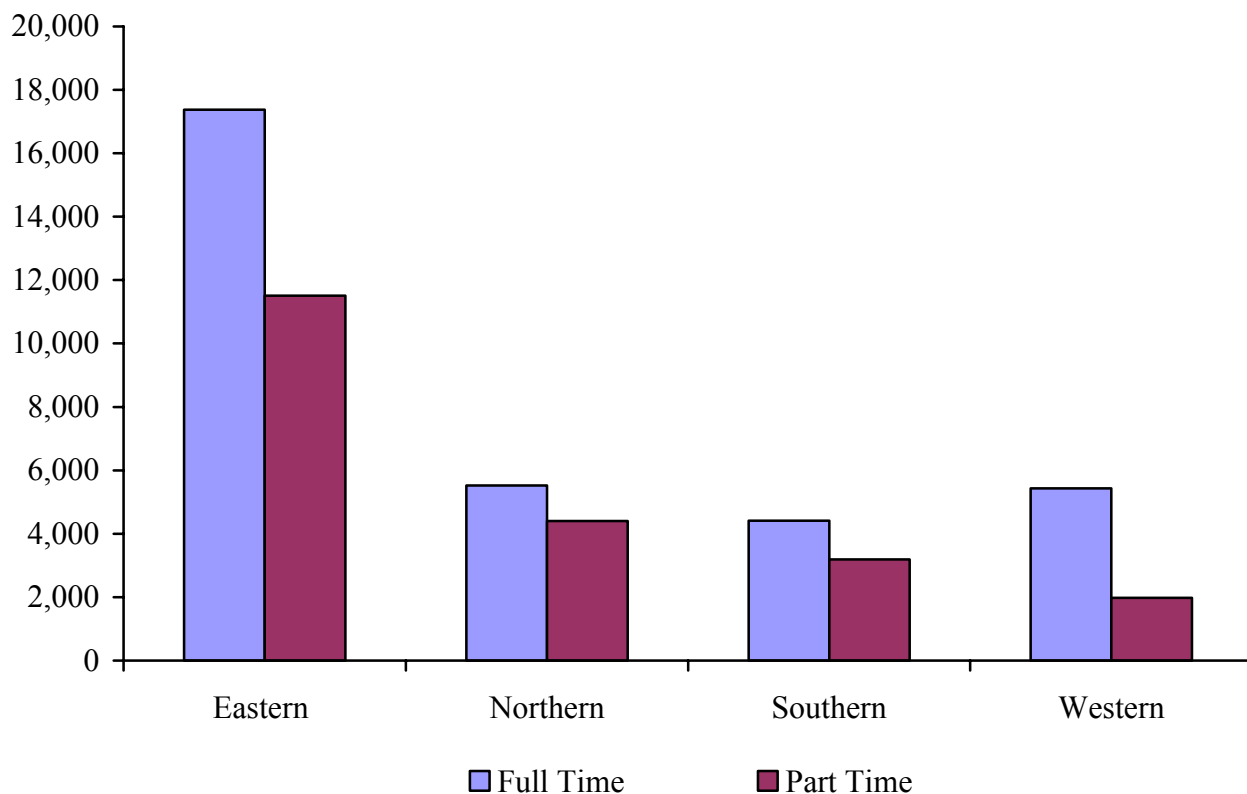
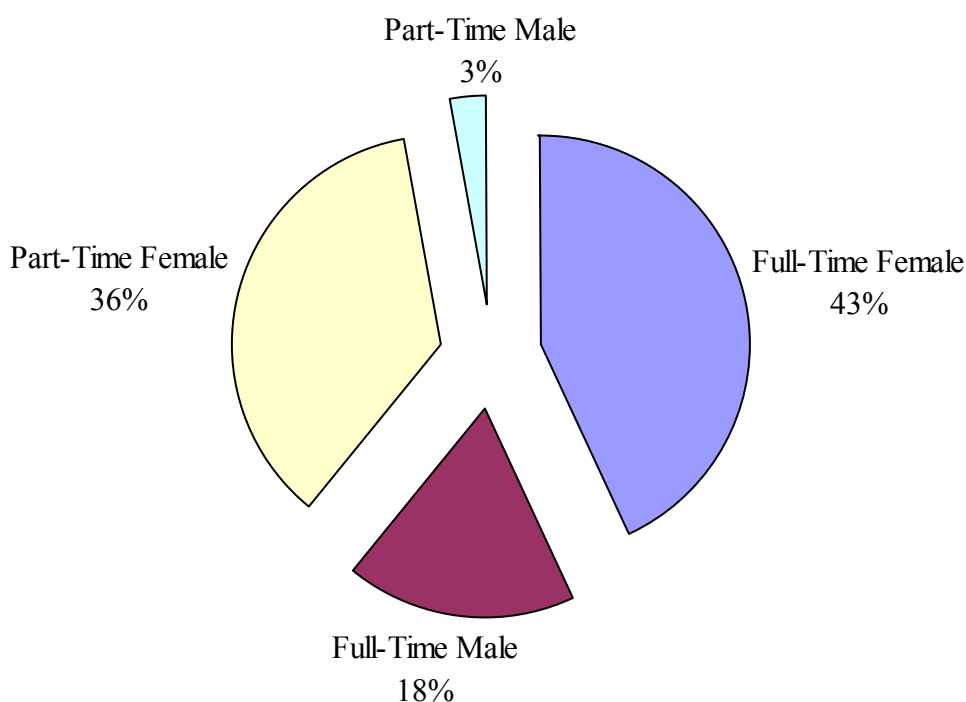


Table 1(b): NI HPSS Staff split by Gender, HSS Board, Full-Time, Part-Time and WTE

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	11694	10476	6610.9	22170	18304.9	5682	1030	670.2	6712	6352.2
Northern Board	4257	4243	2697.6	8500	6954.6	1270	158	102.4	1428	1372.4
Southern Board	3357	3059	2019.8	6416	5376.9	1053	130	71.7	1183	1124.7
Western Board	3905	1831	1142.6	5736	5047.6	1530	149	81.8	1679	1611.8
Total	23213	19609	12471.0	42822	35684.0	9535	1467	926.0	11002	10461.0

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	8370	3609	2183.8	11979	10553.8	
Works & Maintenance	553	0	0.0	554	553.4	
Ancillary & General	2070	5408	3395.6	7478	5465.6	
Nursing, Midwifery & Health Visiting	10729	8706	5808.7	19435	16537.7	
Social Services	3461	1105	714.2	4566	4175.2	
Professional & Technical	4163	1616	947.7	5779	5110.7	
Medical & Dental	2607	620	338.6	3227	2945.6	
Ambulance	795	11	8.0	806	803.0	
Total	32748	21076	13397.0	53824	46145.0	

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

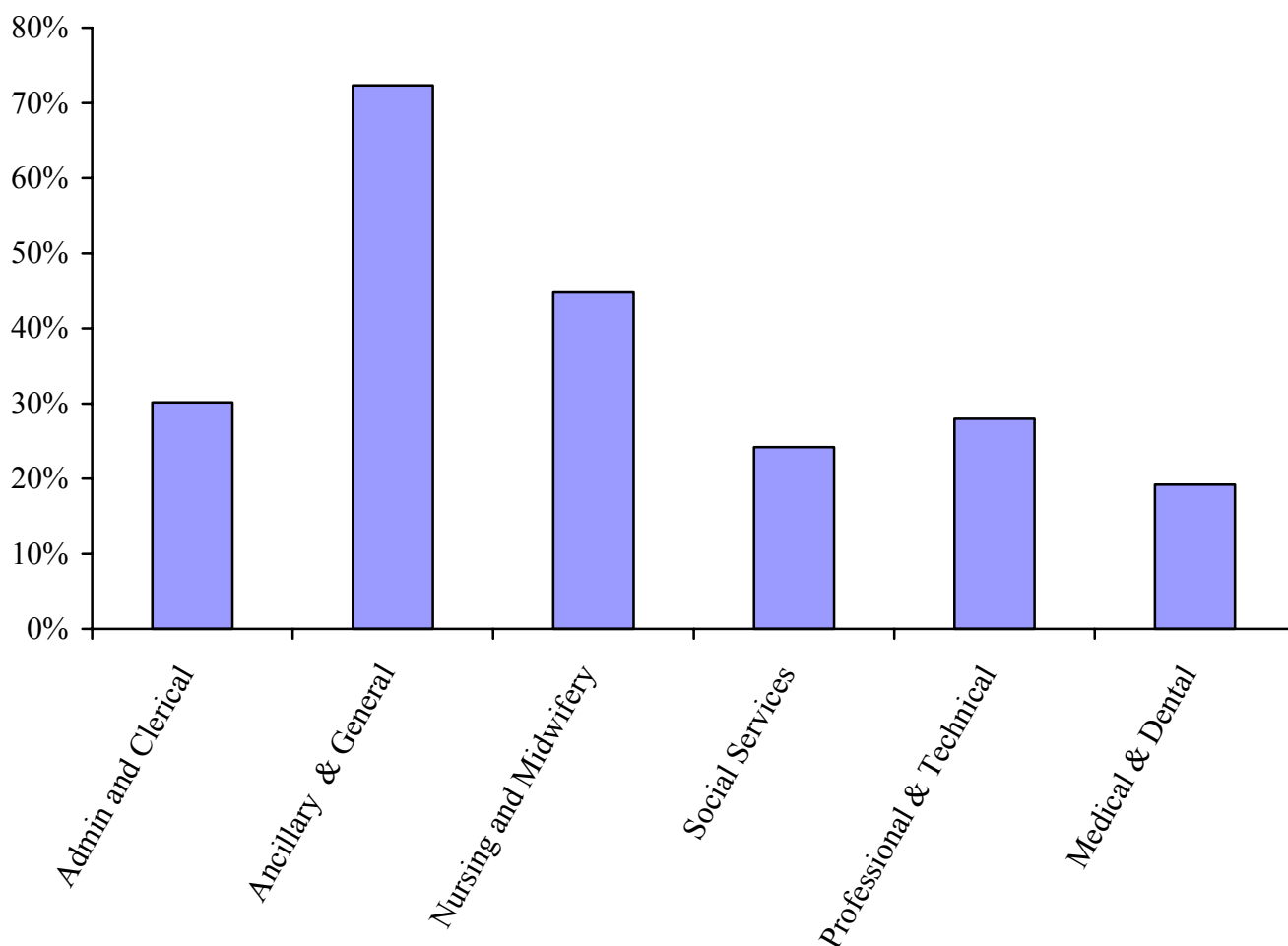


Table 1(d): NI HPSS Staff by Terms and Conditions Group split by Gender, Full-Time, Part-Time and WTE

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	6433	2140.6	3537	1247.1	9970	8573.6	1937	43.3	72	2009	1980.3
Works & Maintenance	0	0.0	0	0.0	0	0.0	551	0.0	0	552	551.4
Ancillary & General	804	2837.8	4563	1574.0	5367	3641.8	1266	557.8	845	2111	1823.8
Nursing & Midwifery	9228	5745.1	8617	2950.0	17845	14973.1	1501	63.6	89	1590	1564.6
Social Services	2637	3690.0	1053	677.7	3690	3314.7	824	36.6	52	876	860.6
Professional & Technical	2939	4454.0	1515	900.2	4454	3839.2	1224	47.5	101	1325	1271.5
Medical & Dental	992	1305.0	313	161.7	1305	1153.7	1615	176.8	307	1922	1791.8
Ambulance	178	186.0	11	8.0	189	186.0	617	0.0	0	617	617.0
Total	23213	35684.0	19609	12471.0	42822	35684.0	9535	926.0	1467	11002	10461.0

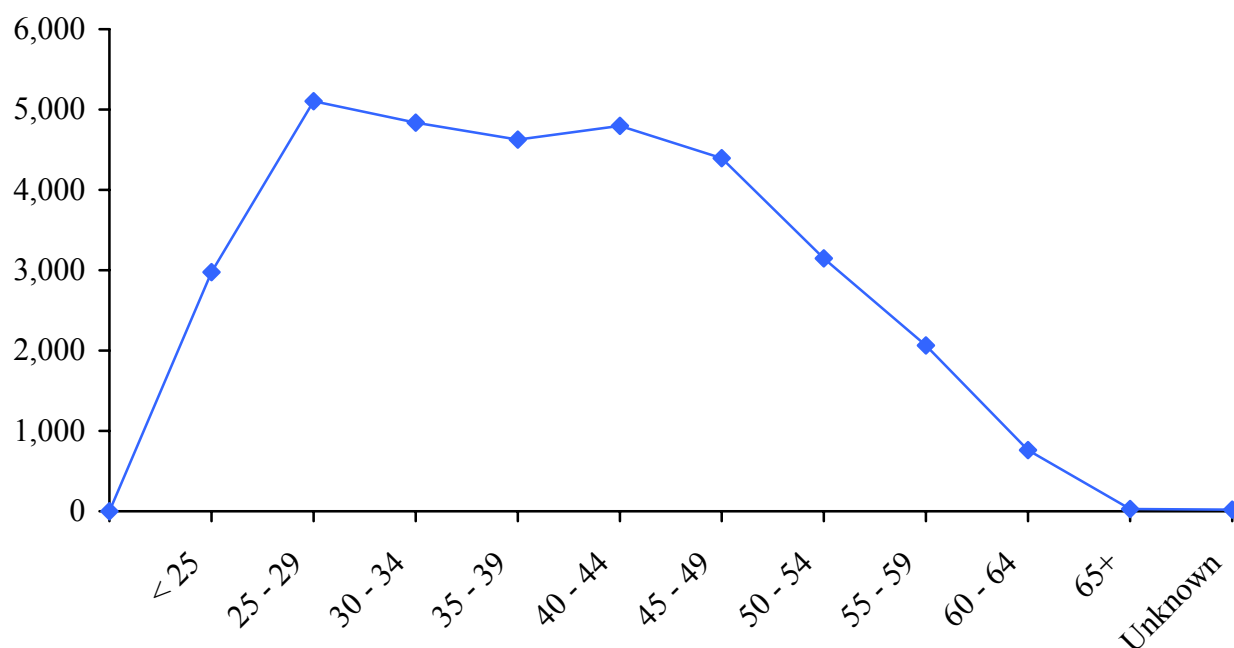
Figure 1(d): NI HPSS Staff: Selected Terms and Conditions Groups, Percentage Part-Time and Gender



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

	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	U/K	Total
Admin & Clerical	1060	1187	1225	1073	1108	1119	850	537	187	13	11	8370
Works & Maintenance	0	10	18	38	76	105	124	101	80	0	0	553
Ancillary & General	132	121	201	293	313	313	273	268	155	0	0	2070
Nursing & Midwifery	824	1633	1626	1629	1829	1496	954	593	142	0	0	10729
Social Services	119	389	513	556	588	561	409	244	77	0	0	3461
Professional & Technical	566	931	649	484	481	486	313	179	69	0	0	4163
Medical & Dental	262	732	447	377	272	208	151	109	39	0	6	2607
Ambulance	11	101	156	175	128	108	72	33	11	0	0	795
Total	2975	5104	4835	4625	4795	4396	3146	2064	760	28	20	32748

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**

Full-Time Female	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	U/K	Total
Admin & Clerical	871	967	959	800	810	831	644	423	120	5	0	6433
Works & Maintenance	0	0	0	0	0	0	0	0	0	0	0	0
Ancillary & General	60	56	68	95	107	117	138	121	42	0	0	804
Nursing & Midwifery	767	1462	1360	1341	1538	1268	824	541	125	0	0	9228
Social Services	110	337	412	393	446	403	283	186	63	0	0	2637
Professional & Technical	473	771	491	338	289	291	164	91	30	0	0	2939
Medical & Dental	142	344	173	127	70	60	42	22	8	0	0	992
Ambulance	7	46	59	34	19	10	0	0	0	0	0	178
Total	2430	3983	3522	3128	3279	2980	2098	1386	388	11	8	23213
Full-Time Male	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	U/K	Total
Admin & Clerical	189	220	266	273	298	288	206	114	67	8	8	1937
Works & Maintenance	0	10	18	38	76	105	124	99	80	0	0	551
Ancillary & General	72	65	133	198	206	196	135	147	113	0	0	1266
Nursing & Midwifery	57	171	266	288	291	228	130	52	17	0	0	1501
Social Services	9	52	101	163	142	158	126	58	14	0	0	824
Professional & Technical	93	160	158	146	192	195	149	88	39	0	0	1224
Medical & Dental	120	388	274	250	202	148	109	87	31	0	0	1615
Ambulance	0	55	97	141	109	98	69	33	11	0	0	617
Total	545	1121	1313	1497	1516	1416	1048	678	372	17	12	9535
Part-Time Female	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	U/K	Total
Admin & Clerical	157	253	552	712	618	500	364	258	119	0	0	3537
Ancillary & General	572	352	471	618	701	587	518	494	238	10	0	4563
Nursing & Midwifery	141	446	1111	1825	1989	1368	897	642	196	0	0	8617
Social Services	25	72	143	200	233	156	103	80	33	8	0	1053
Professional & Technical	23	89	253	359	352	221	113	74	28	0	0	1515
Medical & Dental	0	0	47	65	72	61	40	16	7	0	0	313
Ambulance	0	0	0	0	0	0	0	0	0	0	0	11
Total	919	1216	2579	3783	3967	2894	2035	1564	621	26	5	19609
Part-Time Male	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	U/K	Total
Admin & Clerical	10	0	8	7	13	7	11	9	5	0	0	72
Works & Maintenance	0	0	0	0	0	0	0	0	0	0	0	0
Ancillary & General	290	106	107	123	77	53	38	27	23	0	0	845
Nursing & Midwifery	5	0	12	25	17	13	7	5	0	0	0	89
Social Services	0	0	6	8	15	7	6	0	0	0	0	52
Professional & Technical	0	6	8	14	20	15	8	7	9	0	10	101
Medical & Dental	0	0	16	23	39	75	57	57	22	13	0	307
Total	308	121	157	200	181	170	127	109	62	18	14	1467

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

