

Section 1

Health and Personal Social Services Staff

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Summary Points

In September 2004:

- **The HPSS employed 56,344 people or 48,432 WTE (excluding bank staff and home help staff)**
- **The majority (53%) 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%)**
- **45% of female staff worked part-time compared to 14% of male staff**
- **The Nursing, Midwifery and Health Visiting group represented the largest proportion of the workforce (36%) followed by Administration and Clerical (23%) and Ancillary and General (14%)**
- **The Works and Maintenance group made up 1% of the workforce, and the Ambulance group made up 2% of the workforce.**
- **73% of Ancillary and General staff and 44% 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 38% worked part-time.**
- **Just under two thirds (62%) of full-time Medical and Dental staff were under the age of 40 compared to 45% 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 23% of male staff**
- **Just less than half (47%) of full-time male staff were under the age of 40**
- **Just over half (52%) 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	18101	11752	7472.0	29853	25572.9	
Northern Board	5814	4651	2973.3	10465	8787.3	
Southern Board	4683	3358	2193.7	8041	6876.7	
Western Board	5848	2137	1347.4	7985	7195.4	
Total	34446	21898	13986.3	56344	48432.3	

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

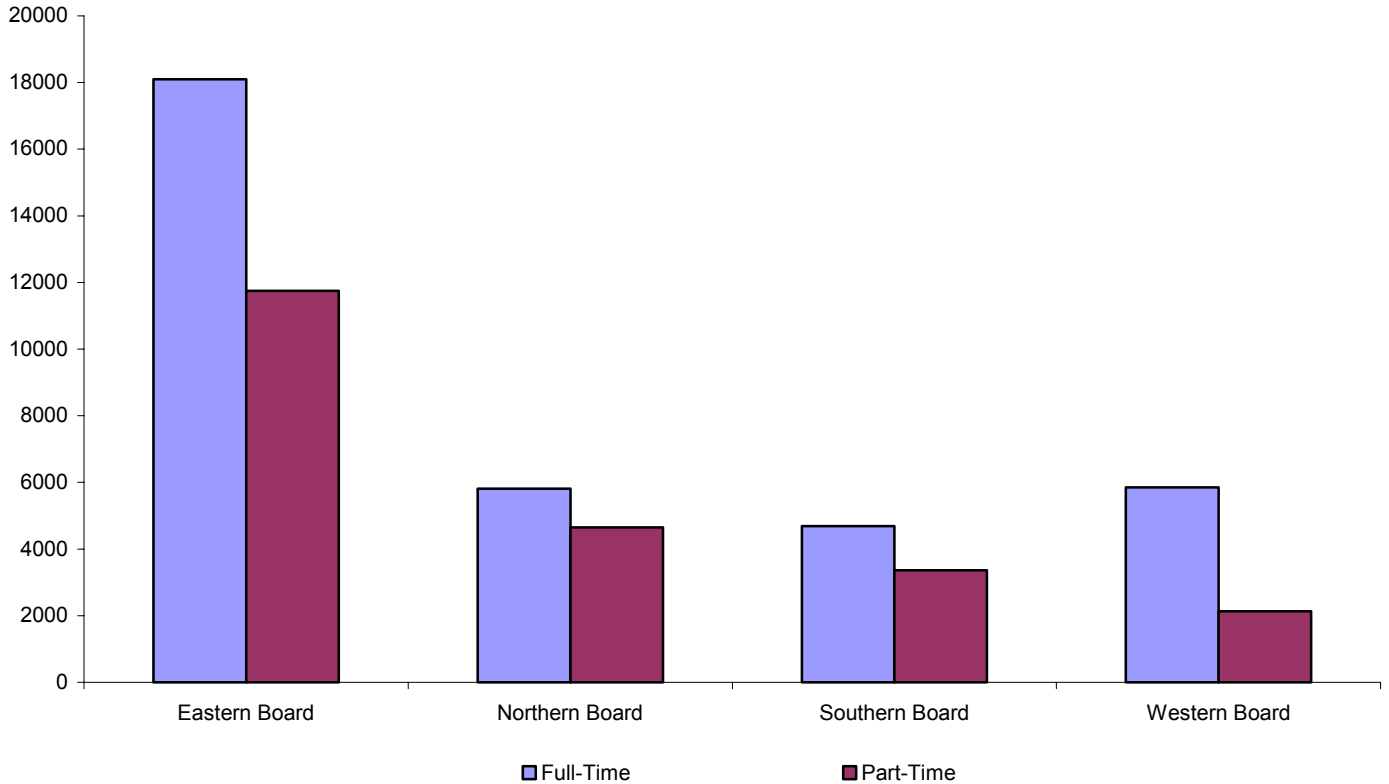
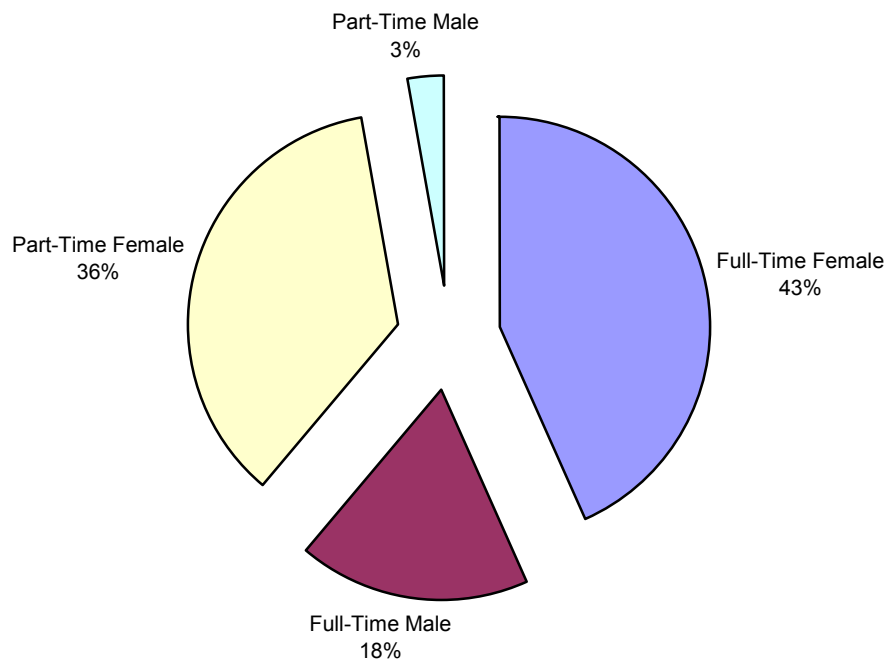


Table 1(b): NI HPSS Staff split by Gender, HSS Board, Full-Time, Part-Time and WTE

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	12113	10642	6738.6	22755	18851.6	5988	1110	733.4	7098	6721.4
Northern Board	4478	4479	2859.3	8957	7337.3	1336	172	114.0	1508	1450.0
Southern Board	3574	3200	2108.1	6774	5682.1	1109	158	85.6	1267	1194.6
Western Board	4248	1976	1253.6	6224	5501.6	1600	161	93.8	1761	1693.8
Total	24413	20297	12959.5	44710	37372.5	10033	1601	1026.8	11634	11059.8

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	8846	3858	2352.4	12704	11198.5
Works & Maintenance	546	0	0.0	547	546.4
Ancillary & General	2072	5572	3525.2	7644	5597.2
Nursing, Midwifery & Health Visiting	11137	8887	5930.5	20024	17067.5
Social Services	3716	1207	788.3	4923	4504.3
Professional & Technical	4528	1731	1032.2	6259	5560.2
Medical & Dental	2749	627	347.0	3376	3096.0
Ambulance	852	15	10.3	867	862.3
Total	34446	21898	13986.3	56344	48432.3

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

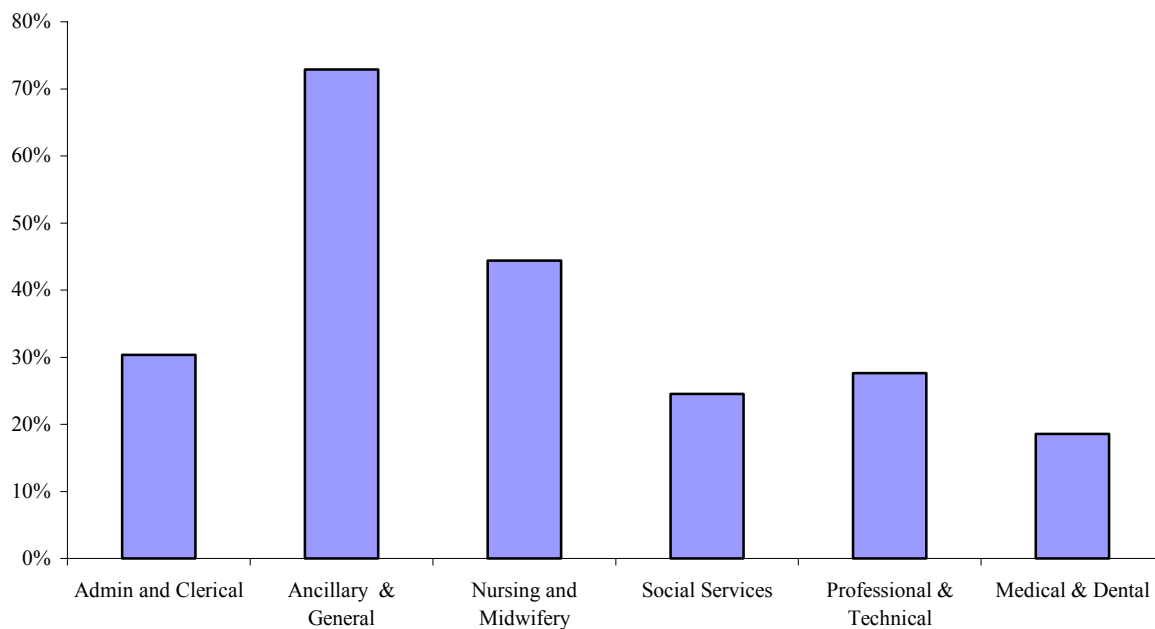


Table 1(d): NI HPSS Staff by Terms and Conditions Group split by Gender, Full-Time, Part-Time and WTE

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	6759	3760	2292.3	10519	9051.3	2087	98	60.2	2185	2147.2
Works & Maintenance	0	0	0.0	0	0.0	546	0	0.0	547	546.4
Ancillary & General	770	4663	2917.8	5433	3687.8	1302	909	607.3	2211	1909.3
Nursing & Midwifery	9554	8775	5852.0	18329	15406.0	1583	112	78.5	1695	1661.5
Social Services	2842	1140	741.6	3982	3583.6	874	67	46.7	941	920.7
Professional & Technical	3216	1615	971.3	4831	4187.3	1312	116	60.9	1428	1372.9
Medical & Dental	1077	329	174.2	1406	1251.2	1672	298	172.8	1970	1844.8
Ambulance	195	15	10.3	210	205.3	657	0	0.0	657	657.0
Total	24413	20297	12959.5	44710	37372.5	10033	1601	1026.8	11634	11059.8

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

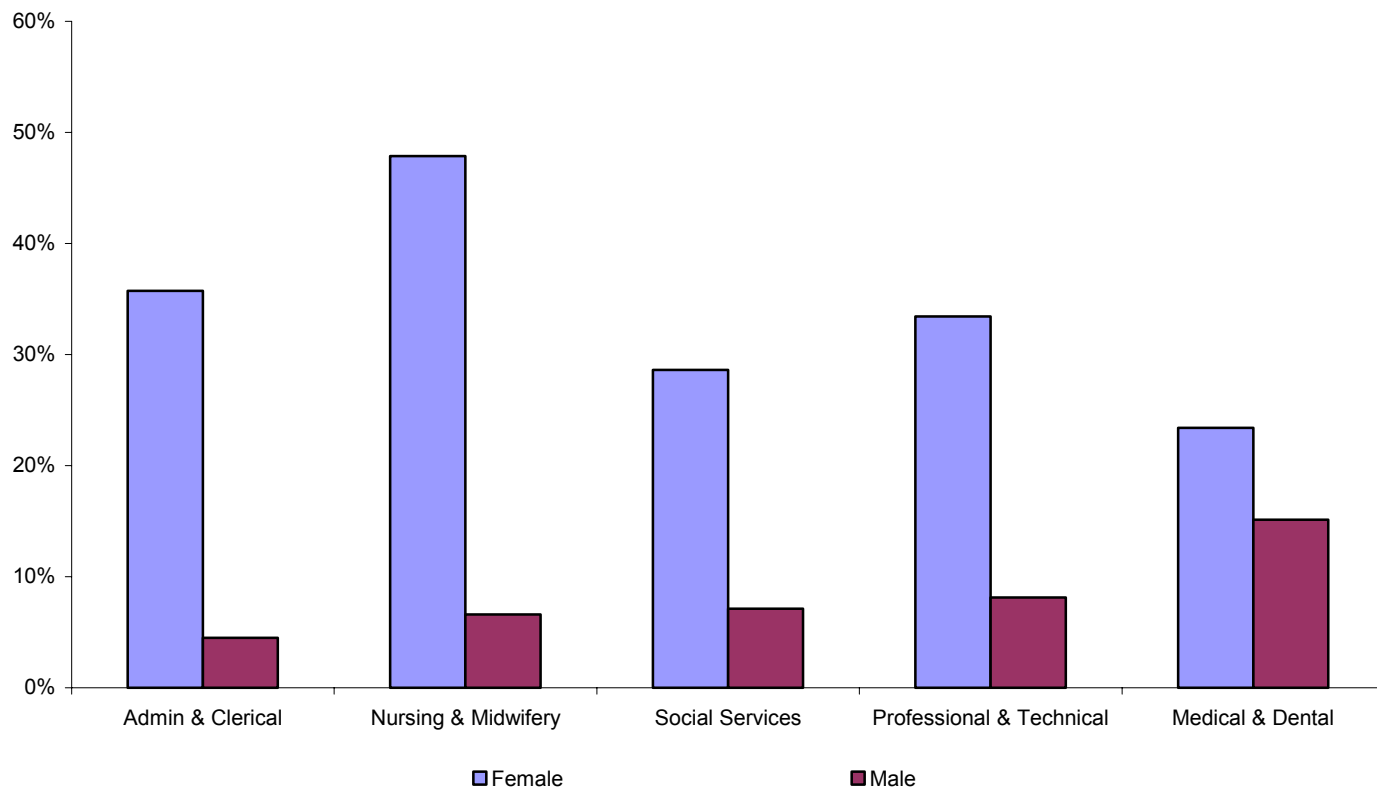
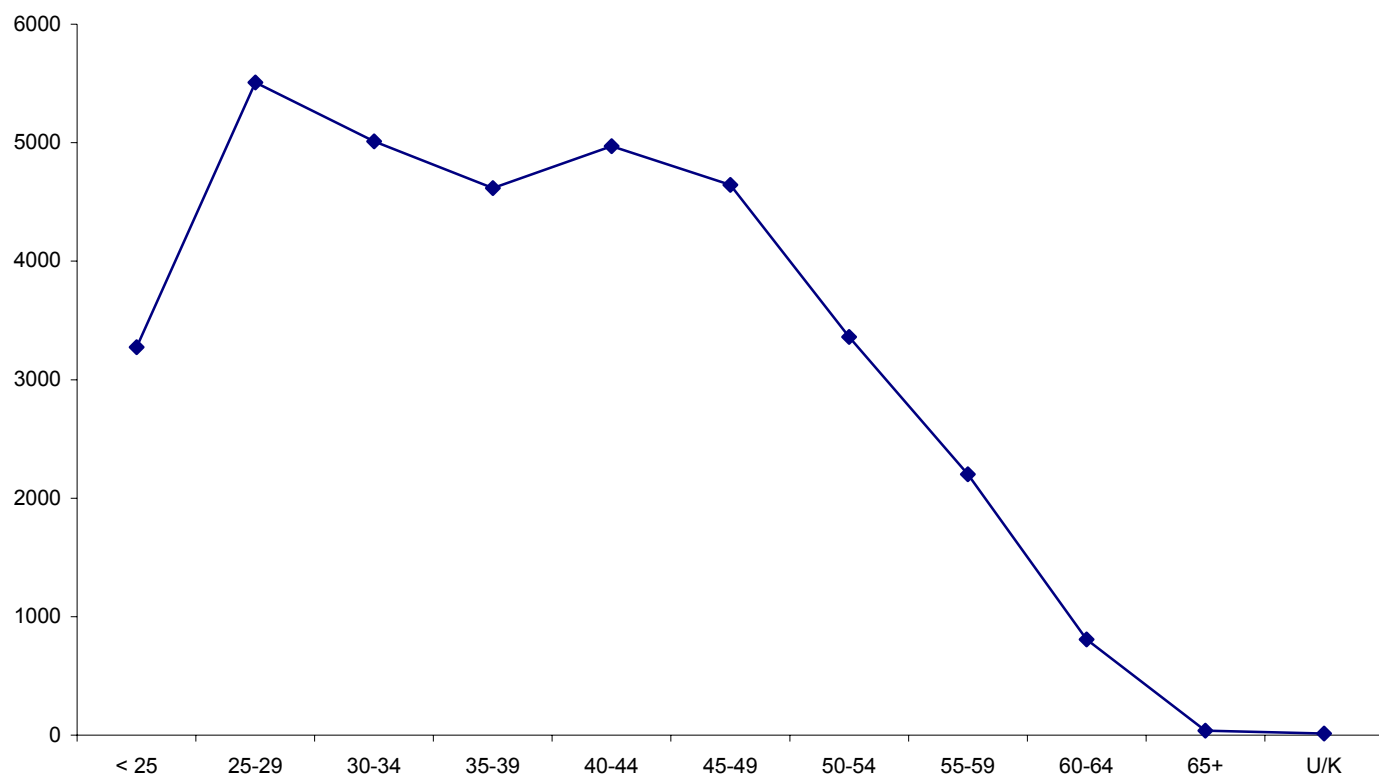


Table 1(e): Full-Time NI HPSS Staff by Terms and Conditions Group split by 5-Year Age Bands

	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	U/K	Total
Admin & Clerical	1296	1565	1848	1916	1812	1736	1281	898	312	30	10	12704
Works & Maintenance	0	11	18	37	68	108	117	103	83	0	0	547
Ancillary & General	1034	539	739	979	1212	982	899	802	433	23	0	7644
Nursing & Midwifery	1145	2099	2757	3289	3950	3075	2008	1292	397	10	0	20024
Social Services	166	564	693	814	860	798	563	342	115	8	0	4923
Professional & Technical	691	1167	955	897	892	779	472	284	106	12	0	6259
Medical & Dental	241	810	574	456	390	358	254	201	73	19	0	3376
Ambulance	12	100	170	175	155	118	84	43	10	0	0	867
Total	4586	6855	7754	8563	9339	7954	5678	3965	1529	103	18	56344

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	921	1030	992	815	851	886	675	454	125	7	0	6759
Works & Maintenance	0	0	0	0	0	0	0	0	0	0	0	0
Ancillary & General	43	54	60	72	120	122	133	118	47	0	0	770
Nursing & Midwifery	900	1455	1390	1278	1572	1355	900	551	150	0	0	9554
Social Services	113	438	417	425	444	425	330	191	55	0	0	2842
Professional & Technical	541	869	528	351	312	302	186	94	32	0	0	3216
Medical & Dental	135	390	207	125	73	66	48	23	9	0	0	1077
Ambulance	8	48	65	34	26	9	5	0	0	0	0	195
Total	2661	4284	3659	3100	3398	3165	2277	1431	418	15	5	24413
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	213	252	271	305	303	305	217	138	62	15	6	2087
Works & Maintenance	0	11	18	37	68	108	117	103	83	0	0	546
Ancillary & General	74	57	120	187	235	206	147	151	123	0	0	1302
Nursing & Midwifery	74	195	250	295	296	235	150	69	17	0	0	1583
Social Services	22	57	107	159	162	166	119	63	19	0	0	874
Professional & Technical	119	186	168	156	184	199	148	108	41	0	0	1312
Medical & Dental	106	413	316	241	199	156	107	95	36	0	0	1672
Ambulance	0	52	102	136	126	105	79	43	10	0	0	657
Total	613	1223	1352	1516	1573	1480	1084	770	391	23	8	10033
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	142	280	571	789	644	537	374	294	121	7	0	3760
Ancillary & General	602	324	449	603	759	599	570	500	238	18	0	4663
Nursing & Midwifery	161	439	1103	1694	2060	1472	948	665	228	5	0	8775
Social Services	28	63	161	220	242	195	105	84	38	0	0	1140
Professional & Technical	25	107	252	368	370	261	131	74	24	0	0	1615
Medical & Dental	0	7	39	69	82	62	42	22	5	0	0	329
Ambulance	0	0	0	5	0	0	0	0	0	0	0	15
Total	958	1220	2578	3748	4160	3130	2170	1639	654	38	0	20297
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	20	0	14	7	14	8	15	12	0	0	0	98
Works & Maintenance	0	0	0	0	0	0	0	0	0	0	0	0
Ancillary & General	315	104	110	117	98	55	49	33	25	0	0	909
Nursing & Midwifery	10	10	14	22	22	13	10	7	0	0	0	112
Social Services	0	6	8	10	12	12	9	0	0	0	0	67
Professional & Technical	6	5	7	22	26	17	7	8	9	7	0	116
Medical & Dental	0	0	12	21	36	74	57	61	23	14	0	298
Total	354	128	165	199	208	179	147	125	66	27	0	1601

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

