

Equality Commission for Northern Ireland

Health and Social Care Trusts: Fair Employment Report

Equality Commission

FOR NORTHERN IRELAND

May 2012

Health and Social Care Trusts: Fair Employment Report

Introduction

1. Under fair employment legislation all employers¹ are required, amongst other duties, to monitor the community composition of their workforce and of those applying, being appointed, leaving or being promoted; submit an annual monitoring return to the Commission; and review their workforce composition and employment practices at least once every three years, *“for the purposes of determining whether members of each community are enjoying... fair participation”* and the *“affirmative action (if any) which would be reasonable and appropriate.”*
2. This report provides an opportunity to consider fair employment monitoring data for the five Health and Social Care Trusts² which were formed in 2007 and the further development of equality strategies across the sector. The Commission considers this of importance given the number of people employed in the health sector in Northern Ireland³.
3. This report has been shared with health sector professionals across the five health Trusts, who have engaged fully with regard to its preparation, content and proposed way forward. The Commission looks forward to further working with the health Trusts and other key stakeholders to take forward this work.

¹ The Fair Employment and Treatment (Northern Ireland) Order 1998 requires registered and specified employers to, amongst other duties, monitor, submit monitoring returns to the Commission and conduct periodic reviews. Further information on the legislative requirements is provided in Appendix 1.

² Belfast Health & Social Care Trust; Northern Health & Social Care Trust; South Eastern Health & Social Care Trust; Southern Health & Social Care Trust and the Western Health & Social Care Trust.

³ The health sector accounts for almost 70,000 employees, or 37% of all public sector employees. Monitoring Report No 21: profile of the Monitored Northern Ireland Workforce 2010

Context

4. In April 2007 five new Health and Social Care Trusts were formed and the Northern Ireland Ambulance Service was retained. Whilst the Trusts have now been established for a number of years, there is still an environment of review and change. For example, over the last number of years the health sector has been impacted by the Review of Public Administration, the Agenda for Change, the Comprehensive Spending Review and efficiency savings targets.
5. The impact of these changes has included the reconfiguration of some services; including transferring staff across sites, reviewing staff skills and technological changes. The most recent review of health and social care, led by John Compton, Chief Executive, Health and Social Care Board, makes almost 100 proposals for the delivery of future health services. It is reasonable to assume that significant organisational changes will continue over the next few years.
6. While this report provides an overview of fair employment monitoring information for the five Health and Social Care Trusts, it is recognised that the provision of health and social care in Northern Ireland is delivered by many other organisations, along with the Health Trusts. It is also appreciated that there are many professional and regulatory organisations which impact on the recruitment and employment of health care staff in Northern Ireland.
7. The Commission routinely discusses employment equality matters, including fair employment monitoring data with individual Health Trusts. However, the Commission is of the view that it is of value to consider fair employment monitoring data across the health sector, given the number of people employed in the sector.

Health Trusts: Employment Equality Policies

8. Prior to the establishment of the five Health Trusts in April 2007 the Commission had ongoing engagement with each of the predecessor organisations on the promotion of equality, on fair employment and other equality grounds. Affirmative action agreements relating, in the main, to measures to encourage applications from the Protestant community to work in various job groups, grades and locations were in place in a number of the predecessor organisations. There were a small number of organisations implementing affirmative measures to encourage applications from the Roman Catholic community, for particular job groups.
9. In January 2008 each of the newly formed Health Trusts submitted their first monitoring returns to the Commission, and during 2010 and 2011 they submitted their Article 55 Review reports. The Review reports cover the period 2008 to 2010.
10. On the basis of the information provided by the Health Trusts, the Commission is satisfied that each of the Health Trusts' employment policies and procedures appear to be consistent with the Commission's advice and guidance. The Trusts are generally proactive in their strategies to promote equality in the workplace.
11. While the Trusts have, in the main, developed generic employment and equality policies and procedures, there are some differences depending on the employer and local circumstances. Some Trusts, such as the Belfast Health and Social Care Trust, advertise the bulk of vacancies for most basic and supervisory level posts across the Trust locations, while other Trusts advertise vacancies to specified locations. The centralisation of the recruitment and selection process for administrative and clerical vacancies in the Belfast Trust means that applications are made to job vacancies within the

Trust and appointees are offered employment positions as they arise at the various locations. This practice has the effect of limiting the use of outreach affirmative action measures for specific locations which may be identified as requiring such measures. Alternatively, this practice may have longer term affirmative action benefits as appointees are generally required to be appointed to work in any of the Trust's locations. The Trust monitors the impact of this recruitment practice.

12. In order to improve recruitment arrangements the sector has recently piloted a regional recruitment practice for some basic grade professional staff. The pilot involves one Trust taking responsibility for the recruitment and selection of staff for specific posts across Northern Ireland, and hence minimising duplication and competition between Trusts. The impact of this practice will be monitored by Health Trusts.

Fair Participation

13. The purpose of the Article 55 Review is to determine whether members of the Protestant and Roman Catholic communities are enjoying, and are likely to continue to enjoy, fair participation in employment⁴.

14. Determining the religious composition of the population, whether it is within a geographical area, those possessing a certain qualification, or of a certain age is not a precise science. In most cases it is necessary to allow a margin of error due, for example, to the sampling size of surveys (eg the Labour Force Surveys); the passage of time (eg 2001 Population Census); or the fact that the information is available only at a Northern Ireland level. It is often

⁴ Unless otherwise stated, the figures quoted in this report refer only to the numbers of Protestants and Roman Catholics in each Trust and exclude those in the non-determined category.

appropriate to consider a potential range of comparators when determining the provision or otherwise of fair participation.

15. Determinations of fair participation should ideally take account of compositional trends as well as the flows into and out of a job group. This is curtailed to some extent in the current consideration, as this is each Trust's first Article 55 review.
16. Appendix 2 provides a summary of labour availability information which is of relevance to jobs in the Health Trusts. This includes the composition of the economically active population at the time of the 2001 Census, overall, by District Council area and for various categories of health sector employees. The composition of the economically active population from the Labour Force Religion Report 2009, overall and by age is also provided.
17. It is noted that the composition of those employed in health occupations at the time of the last census showed a higher Roman Catholic proportion generally than in the economically active population as a whole. For example, the Roman Catholic proportion of nurses was [51.6%] as compared to the Roman Catholic proportion in the economically active population as a whole, which was [42.7%]⁵. The proportions employed in other Professional and Technical job categories at the time of the 2001 Census varied by occupational group, with the numbers employed in each job group being smaller.
18. The local universities have provided the Commission with information on students enrolling in health sector related courses⁶. While this data is not in any manner indicative of the total available pool of health related staff, it is of some relevance when considering the composition and recent patterns of applications and appointments to the Trusts for particular job groups.

⁵ Appendix 2.

⁶ This monitoring information is based on information provided voluntarily by students enrolling in the various courses and only includes the proportions of those declaring from the Protestant/Roman Catholic communities. This data is provided in Appendix 2.

19. It is noted that the composition of students enrolling in health related courses in the local universities has a higher proportion of Roman Catholics than among the general population, even when compared to the younger population.⁷

Health and Social Care Trusts' Monitoring Information⁸

20. Health sector monitoring details are provided in the Equality Commission annual Monitoring Reports. For the purposes of these Monitoring Reports the 'health sector' includes the five integrated Health and Social Care Trusts, the Northern Ireland Ambulance Service and a number of smaller health related public authorities.

The key details from the latest Monitoring Report⁹ include:

- In 2010 the health sector accounted for 36.6% of all public sector employment. The total sector comprised 69,523 employees, a decrease of 3.6% from 2009.
- The composition of the sector was 32,659[50.0%] Protestant and 32,664[50.0%] Roman Catholic. Between 2009 and 2010 the Roman Catholic share of the workforce increased by [1.1%].
- In 2010, more than four-fifths of health sector employees were women.
- The composition of full-time employees in the health sector was 27,891 [49.8%] Protestant and 28,063 [50.2%] Roman Catholic. The

⁷ Labour Force Religion Report 2009.

⁸ For reasons of brevity some of the analysis set out in this paper refers to proportions of Roman Catholics who are employed. Together the Roman Catholic and Protestant figures add up to 100 (the square bracket [] approach), therefore the percentages for Protestants can be calculated using '100 minus the Roman Catholic figure'.

⁹ Monitoring Report No 21: profile of the Monitored Northern Ireland Workforce 2010

composition of the part-time workforce was 4,768 [50.9%] Protestant and 4,601 [49.1%] Roman Catholic.

- In terms of applicants, in 2010, there were 44,835 health sector applicants. The composition was 18,260 [45.2%] Protestant and 22,113 [54.8%] Roman Catholic.
- There were 7,717 health sector appointees. The composition was 3,242 [47.1%] Protestant and 3,636 [52.9%] Roman Catholic.

21. The remainder of the analysis focuses on the five Health and Social Care Trusts. As noted above, these Trusts completed their first Article 55 Reviews in 2010-2011 and their employees make up the bulk of health sector employees. The Northern Ireland Ambulance Service has been specified for fair employment purposes since 1990, and has therefore completed several Article 55 reviews. The community composition of the NIAS was 639 [58.4%] Protestant and 455 [41.6%] Roman Catholic¹⁰ in 2010.

Overall Workforce Composition and Flows (Table 1¹¹)

22. The five Health Trusts have 68,162¹² employees in total (including non-determined). The Roman Catholic share of the workforce is [51.2%]¹³.

23. Over 70% of employees are employed in three job groups: Nursing and Midwifery (37%); Social Services (20%) and Administrative and Clerical (16%). In the remaining job groups the following proportions are employed: Support Services approximately (11%); Professional and Technical (10%); Medical and Dental (5%) and Estates less than (1%).

24. The overall workforce composition and flows are influenced by a range of factors, not least the geographic locations of the Trusts. The composition of

¹⁰ Monitoring Report No 20: A profile of the Northern Ireland workforce 2010

¹¹ Appendix 3 includes tables showing both the overall and Trust level monitoring information (A55R).

¹² Unless otherwise stated the compositional information is contained in Trust Article 55 Reviews at 1/1/2010.

¹³ Appendix 3

the larger Trusts such as Belfast impacts on the overall compositional figures. In addition, if there is significant recruitment to a specific Trust or location, this may impact on the overall community composition of applicants and/or appointees. Likewise changes to the location of service delivery may impact on the overall community composition. Information detailing the main locations in each Trust is contained in Appendix 4.

25. The following is noted:

- The Roman Catholic proportion of the workforce in each job groups is: Support Services [50.1%]; Nursing and Midwifery [56.0%]; Social Services [50.1%]; Administrative and Clerical [48.8%]; Professional and Technical [45.6%] and Medical and Dental [43.8%]. In the Estates job group, the Roman Catholic proportion is [34.5%].
- The overall Roman Catholic proportion of leavers is lower than the Roman Catholic proportion of the workforce and appointees for each of the main job groups.
- The overall Roman Catholic proportion of applicants to each job group is higher than the Roman Catholic proportion among the workforce.

26. The Trusts generally monitor by ethnic origin as well as by community background. The Trusts have advised that there are not significant numbers employed who have an ethnic origin outside the UK. They advise that, in the main, employees who have an ethnic origin outside the UK, work in the Medical and Dental job group and in the support grades. While there was recruitment for nursing staff from the Philippines some years ago, the current numbers employed in this job group are not significant.

27. Belfast Health and Social Care Trust (Table 2)

- Overall the Belfast Health and Social Care Trust has 22,396 employees (including non-determined). This comprises almost one third (33%) of all employees in the five Health Sector Trusts.
- The Trust comprises 5 hospitals in Belfast and a further hospital located in Antrim (Muckamore). The largest of these hospitals is the Royal, employing over 6,000 employees and the City, employing more than 4,000 employees.
- The Roman Catholic proportion of the overall workforce is [51.5%] and among applicants and appointees is [57.6%] and [57.2%] respectively. The Roman Catholic proportion of leavers is [47.6%].
- Nursing and midwifery is the largest job group and comprises 37% of the Trust's employees. The Roman Catholic proportion is [53.2%] and among applicants and appointees is [54.7%] and [54.4%] respectively.
- Administrative and clerical employees comprise a further 17.2% of Trust employees. The Roman Catholic proportion of employees, applicants and appointees is [56.7%], [61.9%] and [68.1%] respectively. The overall composition in this grade is impacted by the hospital locations where employees work.

28. Northern Health and Social Care Trust (Table 3)

- Overall the Northern Health and Social Care Trust has 13,384 (including non-determined) employees. This comprises 20% of all employees in the five health sector Trusts.
- This Trust is made up of 9 hospitals, community services and health centres located throughout 10 District Council areas. The largest hospitals are located in Antrim and are the Antrim Hospital and Holywell Hospital.

- The Roman Catholic proportion of the overall workforce is [38.3%] and among applicants and appointees is [45.5%] and [42.5%] respectively. The Roman Catholic proportion of leavers is [38.8%].
- The Roman Catholic proportion of the workforce is higher among health care medical staff e.g. Nursing [45%] and Medical and Dental [43.5%] than non medical staff e.g. Admin and Clerical [31.0%] and Support Services [32.9%].
- The Roman Catholic proportion of applicants to each job group is higher than the Roman Catholic proportion in the workforce.
- The Roman Catholic proportion of leavers from each job group is generally similar to the Roman Catholic proportion in the workforce.

29. **South Eastern Health and Social Care Trust (Table 4)**

- The South Eastern Health and Social Care Trust has 9,374 (including non-determined) employees. This comprises 14% of all employees in the five health sector Trusts.
- The Trust comprises three main hospitals, the Ulster Hospital (employing over 3,000 employees), Lagan Valley Hospital (employing almost 1,000 employees) and the Downe Hospital. There are also a number of smaller hospitals and locations, for example Ards Hospital and a centre in North Down.
- The Roman Catholic proportion of the overall workforce is [33.1%] and among applicants and appointees is [47.1%] and [41.2%] respectively. The Roman Catholic proportion of leavers is [34.7%].
- The Roman Catholic proportion of the workforce is higher among health care medical staff e.g. Nursing [36.3%] and Medical and Dental [37.0%] than non medical staff e.g. Admin and Clerical [31.1%] and Support Services [24.9%]. The range is not as marked as that in other Trusts.
- Like other Trusts, the location of each of the main sites influences the community composition of employees. For example, it would be

expected that the Downe hospital would have a higher proportion of Roman Catholics living in the immediate geographic area than the Ulster Hospital or the Ards locations.

30. **Southern Health and Social Care Trust (Table 5)**

- The Southern Health and Social Care Trust has 11,845 employees (including non-determined). This comprises 17% of all employees in the five health sector Trusts.
- The Trust comprises 2 main hospitals: Craigavon Area (employing over 4,000 employees) and Daisy Hill Hospital (employing approximately 1,500 employees). In addition there are a number of other smaller hospitals and locations.
- The Roman Catholic proportion of the overall workforce is [57.9%] and among applicants and appointees is [61.5%] and [61.8%] respectively. The Roman Catholic proportion of leavers is [52.9%].
- The largest job group is nursing and midwifery, employing 38% of the workforce. This job group also has the highest proportion of Roman Catholics, at [62.5%]. As with other Trusts, the location of the hospitals impacts on the composition of the workforce and of applicants.

31. **Western Health and Social Care Trust (Table 6)**

- The Western Health and Social Care Trust has 11,163 employees (including non-determined). This comprises 16% of all employees in the five health sector Trusts.
- The Trust is comprised of a number of hospitals and centres located in the Derry District Council area (eg Altnagelvin Hospital, with over 3,000 employees; Gransha Hospital, with almost 1,000 employees); the Erne Hospital in Fermanagh (employing almost 1,500 employees); the Tyrone and Fermanagh (employing over 1,000 employees), and the Tyrone County Hospital (with almost

1,000 employees) as well as a number of smaller health centres and other locations.

- The Roman Catholic proportion of the overall workforce is [69.2%] and among applicants and appointees is [70.5%] and [70.9%] respectively. The Roman Catholic proportion of leavers is [67.4%].
- The nursing and midwifery and social services job groups have a higher proportion of Roman Catholics than other job groups at [73.2%] and [72.3%] respectively. Given that these job groups comprise over 40% of employees; this has an impact on the overall composition.

Overall observations

32. Commentary on the overall composition by job group is provided to give a sense of the analysis of Trusts' reviews. For each job group and level of seniority, differing comparators and complexities in terms of compositions and flows may exist, and this detail is not provided in this report. This report does not replace the ongoing discussions with individual health sector organisations on the particularities of their employment situation.
33. **Leavers:** Each Trust records the reason for employees leaving the Trust's employment and this is provided in Review reports. Approximately three quarters of all leavers are accounted for by the following: the ending of fixed term contracts, finding alternative employment, reason not provided and then reasons such as early retirement, retirement, voluntary severance and a very small number of employees leaving because of redundancy and efficiencies. There is some evidence that Protestant employees, who may have an older age profile than Catholic employees, are more likely to leave the Trusts through early retirement, retirement etc. This does not however have a large impact on the composition of leavers as this category of leavers is generally a relatively small proportion of overall leavers.

34. **Nursing and Midwifery:** over a third of all health sector jobs are engaged in nursing and midwifery. Nursing and midwifery grades were analysed by location¹⁴ and by the various levels of seniority that is Basic, Supervisory, Middle and Senior. Those employees at Supervisory and above grades are qualified nurses or midwives. As with other job groups, the more senior the position the more likely that the area from which the nurses will be drawn will be wider. In terms of comparators, as stated above, it is important to be aware of the limitations of the information available.

35. It is noted that in all the Health Trusts the overall Roman Catholic proportion of nurses is either broadly in line with the local composition or is higher than the local composition. For example in the Downshire and Downe hospitals the overall Roman Catholic proportion of nurses is 298 [82.8%] which is higher than the proportion in the local population. In the Belfast Health Trust the Catholic proportion of nurses ranges from a low of 714 [46.5%] in the City Hospital to 384 [65.4%] in the Mater Hospital. In the Ulster Hospital where there was historically a low level of Roman Catholics employed as nurses this has improved over the last number of years and is now 334[26%]. However the composition of nurses by grade differs in the Ulster Hospital, and like other Trust locations, there is a more localised catchment area for basic grade jobs. Appendix 5 provides a breakdown of the nursing job group.

36. The Trusts note that more detailed information with regard the composition of qualified nurses is required to inform determinations of fair participation.

37. **Social Services:** this job group is made up of social workers, some of whom are employed at the basic grade level as support workers and home helps. This job group comprises one fifth of all health sector employees.

¹⁴ Each location employing more than 100 employees was analysed.

Unlike other job groups, most social services staff are based within the community and not in large hospitals. Across the Trusts the composition of employees at basic level was determined to be largely within the range of comparators. At supervisory and middle/senior levels there is evidence of higher levels of Roman Catholic participation in some locations in terms of the workforce and flows. Appendix 5 provides a breakdown of the social services job group.

38. Administrative and Clerical: this job group has over 10,000 employees.

These employees are concentrated in some of the larger Trust locations, for example the Belfast Trust employs over 3,500 employees, concentrated in the Royal and City hospitals.

39. Overall there were reasonable compositional trends in most of the locations in this job group. In some locations however there were more Roman Catholics employed than would be expected, for example in the Royal and Mater Hospitals the Roman Catholic proportions were 742 [78.8%] and 133 [61.9%] respectively. Likewise in the Downe and Downshire Hospitals the Roman Catholic proportion at 118 [74.7%] was higher than might be expected. In Whiteabbey Hospital, which is a much smaller location with 173 administrative employees, the Roman Catholic proportion was lower than might be expected at 21[12.1%].

40. Support Services: there are over 7,000 people employed in this job group, mainly as porters, laundry workers, catering and domestic assistants and cleaners. As may be expected the geographic area from which these employees are drawn is more restricted than for other job groups. The Belfast Trust employs over one third of these employees, with a concentration employed in the Royal Hospital. At this site, where there are more than 800 employees, the Roman Catholic proportion is over [95%]. In the Ulster Hospital, where there are almost 500 support

workers, the Protestant proportion is almost [95%]. While there are some divergences from the composition that may be expected in other locations, the numbers employed are lower and the degree of segregation is less marked.

41. Professional, Technical and Medical: overall these job groups employ over 10,000 employees. These professional employees are drawn from a wider geographic area than for other job groups, with various specialist positions attracting employees from outside Northern Ireland. There is also a proportion of support staff employed in this job group, for whom the catchment area would be more localised. There are, in the main, reasonable proportions of employees employed at each of the main locations, with regional variation at many of the locations.

42. Estates: this job group employs less than 1% of health sector employees, and with limited recruitment activity there is little potential for change. Analysis by location is of little value in most cases.

43. Summary and Way Forward

- Further work will be undertaken on determinations of fair participation, when the 2011 Census information is made available. This may be particularly relevant for specific health related job groups and certain geographic locations.
- As a result of their first Article 55 Reviews, four of the five Health Trusts i.e. Belfast HSCT, Southern HSCT, South Eastern HSCT and the Western HSCT, have determined that they need to take affirmative action measures for particular job groups and/or locations. The Northern HSCT has recognised the need to monitor workforce flows and their impact on the workforce composition.
- For each of the four Trusts mentioned, the affirmative action relates, in the main, to encouraging Protestants to apply for vacancies to address

either an under-representation in the workforce or among applicant flows to specific job vacancies.

- For those Trusts where the under-representation is among non-medical employees, eg administrative and clerical or support grades, there is a need to ensure that affirmative action strategies are implemented and their outcomes evaluated. It is appreciated that for some of these positions there will be a restricted catchment area and the specific locations may deter one or other community from applying.
- It is recognised that the position with regard to health specific occupations is more complex with Health Trusts recruiting employees who have already, in the main, been trained in the relevant health disciplines, for example nurses, doctors, social workers and other related occupations. As noted in the report, much of the recruitment at this level is at a regional rather than at Trust level and therefore the control which individual Trusts have over the composition of employees recruited is limited. For these employment positions, there is a need for a multi-dimensional approach, with the Trusts working together with other partners, including the Commission, to develop and take forward a strategy to ensure that all communities in Northern Ireland are aware of and encouraged to work in health related professions. Such partners may include the Department of Health, Social Services and Public Safety as well as the various professional and regulatory organisations which impact on the recruitment and employment of health care staff in Northern Ireland.
- The Commission looks forward to engaging further with Health Trusts on the development of an overall equality strategy as well as the ongoing development and evaluation of the implementation of equality strategies at Trust level.

Fair Employment legislative requirements

1. The Fair Employment and Treatment (Northern Ireland) Order 1998 requires registered and specified employers, amongst other duties, to:
 - monitor the composition of their workforce and of those applying, appointed, leaving or being promoted (Article 52);
 - submit an annual monitoring return to the Commission (Article 52); and
 - review their workforce composition and employment practices at least once every three years, *“for the purposes of determining whether members of each community are enjoying... fair participation”* and the *“affirmative action (if any) which would be reasonable and appropriate.”* (Article 55).

2. When determining fair participation employers must first define catchment areas for each main job group, that is, the geographic area from which an employer would reasonably be expected to recruit its employees. An employer’s assessment of appropriate catchment areas will be determined by a range of factors associated with the particulars of the employment (eg the type of job, the pay associated with it, the hours to be worked) as well as the local conditions in which the employer operates (eg travelling conditions, availability of alternative local employment). In terms of the health sector, it is therefore entirely reasonable that similar jobs in different Trusts will have differing catchment areas eg it may be reasonable for nursing jobs in the more rural West of the province to have more restricted catchment areas than those in Belfast.

3. Employers must then compare the composition of their workforce and applicants with the composition of available labour in the appropriate catchment area. For some job groups it is appropriate to use the composition of the general population i.e. the economically active or unemployed

population, while for other job groups it may be appropriate to consider only those with certain qualifications. For example, for supervisory and senior nursing vacancies, only qualified nurses will be able to apply.

4. Fair participation will not be present where the composition of the workforce and/or applicants is not broadly in line with that expected. If these features exist it does not imply a lack of fair practice, but it means that further investigation is necessary and affirmative action measures may be appropriate.

Labour availability information

	Protestant	Roman Catholic
NI Census (2001) Economically active	[57.3%]	[42.7%]
Labour Force Religion Report 2009 – Economically active	[55.4%] – [51.8%]	[44.6%] – [48.2%]
Labour Force Religion Report 2009 – economically active by age:		
16- 24 years	[49%]	[51%]
25-34 years	[45%]	[55%]
35-44 years	[59%]	[41%]
45 years +	[57%]	[43%]
Queen’s University Belfast: composition of students enrolling in Healthcare degrees.		
2006	[45.3%]	[54.7%]
2007	[42.1%]	[57.9%]
2008	[42.6%]	[57.4%]
2009	[42.9%]	[57.1%]
2010	[43.1%]	[56.9%]
University of Ulster: composition of students enrolling in Healthcare degrees.		
2008	[35.2%]	[64.8%]
2009	[39.5%]	[60.5%]
2010	[38.7%]	[61.2%]

Appendix 2 (contd)

PERCENTAGES OF PROTESTANT AND OTHER DENOMINATIONS AND ROMAN CATHOLICS (COMMUNITY BACKGROUND: RELIGION OR RELIGION BROUGHT UP IN) FOR ECONOMICALLY ACTIVE PERSONS OF WORKING AGE BY DISTRICT COUNCIL AREA AND TRAVEL TO WORK AREA 2001 Census

	Protestant and Other Christian (including Christian related)		Catholic		Total
BALLYMENA BELFAST	[78.6%]	20,797	[21.4%]	5,678	26,964
Antrim	[61.2%]	13,538	[38.8%]	8,586	23,012
Ards	[86.9%]	28,668	[13.1%]	4,311	34,242
Belfast	[51.0%]	53,680	[49.0%]	51,499	109,837
Carrickfergus	[90.3%]	15,364	[9.7%]	1,654	17,788
Castlereagh	[77.7%]	22,940	[22.3%]	6,574	30,695
Down	[38.2%]	10,380	[61.8%]	16,782	27,772
Larne	[74.9%]	10,205	[25.1%]	3,421	13,975
Lisburn	[68.5%]	32,287	[31.5%]	14,827	48,786
Newtownabbey	[78.7%]	28,320	[21.3%]	7,658	37,344
North Down	[85.3%]	28,681	[14.7%]	4,932	35,621
TOTAL TTWA	[67.0%]	244,063	[33.0%]	120,244	379,072
COLERAINE					
Ballymoney	[68.1%]	7,815	[31.9%]	3,656	11,622
Coleraine	[71.9%]	16,951	[28.1%]	6,639	24,207
Moyle	[39.4%]	2,449	[60.6%]	3,764	6,284
TOTAL TTWA	[65.9%]	27,215	[34.1%]	14,059	42,113
COOKSTOWN	[45.0%]	5,706	[55.0%]	6,969	12,810
CRAIGAVON					
Armagh	[54.1%]	12,342	[45.9%]	10,465	23,072
Banbridge	[69.2%]	12,956	[30.8%]	5,774	19,081
Craigavon	[57.1%]	19,176	[42.9%]	14,420	34,270
TOTAL TTWA	[59.2%]	44,474	[40.8%]	30,659	76,423
DUNGANNON	[43.3%]	8,198	[56.7%]	10,748	19,106
ENNISKILLEN					
Fermanagh	[41.9%]	9,977	[58.1%]	13,816	24,082
LONDONDERRY					
Derry	[26.4%]	10,623	[73.6%]	29,608	40,829
Limavady	[45.3%]	6,168	[54.7%]	7,457	13,856
TOTAL TTWA	[31.2%]	16,791	[68.8%]	37,065	54,685
MAGHERFELT	[36.6%]	6,135	[63.4%]	10,645	16,926
NEWRY AND MOURNE	[20.1%]	6,773	[79.9%]	26,880	33,923
OMAGH	[32.2%]	6,227	[67.8%]	13,134	19,631
STRABANE	[35.4%]	5,117	[64.6%]	9,321	14,524
NORTHERN IRELAND	[57.3%]	401,473	[42.7%]	299,218	720,258

Notes: The term 'Catholic' includes those respondents who gave their religion as Catholic or Roman Catholic. 'Working age' is defined as 16-64 years for males and 16-59 years for females. 'Total' includes all Community Backgrounds including 'Other Religions and Philosophies' and 'None'

Appendix 2 (contd)

**2001 Census: Health Sector Occupation by Community Background
(Persons aged 16 to 74 in employment in Health Occupations: NISRA)**

Occupation	Total	Roman Catholics	Protestants/ Other Christian	Other Religions and Philosophies/ None
Social Services Managers	364	208[58%]	151[42%]	5
Pharmacists/ Pharmacologists	538	259[49.1%]	269[50.9%]	10
Social Workers	2807	1542[56.3%]	1199[43.7%]	66
Laboratory Technicians	1202	446[38.2%]	723[61.8%]	33
Nurses	17484	8916[51.6%]	8350[48.4%]	218
Midwives	1206	611[51.2%]	582[48.8%]	13
Radiographers	562	196[35.2%]	361[64.8%]	5
Medical and Dental Technicians	668	250[38.6%]	398[61.4%]	20
Physiotherapists	818	315[39%]	493[61%]	10
Occupational Therapists	535	249[46.8%]	283[53.2%]	3
Speech and Language Therapists	308	132[43.7%]	170[56.3%]	6
Nursing Auxiliaries	4399	2106[48.6%]	2229[51.4%]	64
Dental Nurses	1117	467[42.8%]	624[57.2%]	26

Appendix 3

Health Sector - Overall workforce composition and flows

Table 1: Workforce Composition, Flows and Leavers by Job Group (Excluding Non –Determined)

Job Family	Workforce Composition		Applicants		Appointees		Leavers	
	P	RC	P	RC	P	RC	P	RC
Administrative and Clerical	5457 [51.2%]	5208 [48.8%]	7723 [41.6%]	10822 [58.4%]	589 [44.3%]	740 [55.7%]	607 [55.9%]	479 [44.1%]
Estates	407 [65.5%]	214 [34.5%]	339 [53.6%]	294 [46.4%]	34 [70.8%]	14 [29.2%]	58 [72.5%]	22 [27.5%]
Support Services	3523 [49.9%]	3542 [50.1%]	3033 [48.5%]	3224 [51.5%]	392 [51.4%]	370 [48.6%]	717 [56.5%]	552 [43.5%]
Nursing and Midwifery	10775 [44.0%]	13711 [56.0%]	4873 [40.8%]	7057 [59.2%]	872 [45.5%]	1045 [54.5%]	1586 [52.3%]	1447 [47.7%]
Social Services	6700 [49.9%]	6737 [50.1%]	4329 [41.3%]	6141 [58.7%]	496 [43.2%]	651 [56.8%]	947 [57.6%]	698 [42.4%]
Professional and Technical	3743 [54.4%]	3140 [45.6%]	3107 [42.3%]	4233 [57.7%]	413 [45.4%]	497 [54.6%]	399 [55.6%]	318 [44.4%]
Medical and Dental	1779 [56.2%]	1386 [43.8%]	333 [39.5%]	511 [60.5%]	183 [52.7%]	164 [47.3%]	924 [54.8%]	762 [45.2%]
Total	32384 [48.8%]	33938 [51.2%]	23737 [42.4%]	32282 [57.6%]	2979 [46.1%]	3481 [53.9%]	5238 [55%]	4278 [45%]

Appendix 3 (contd)

Tables 2-6 Workforce Composition of each of the Health Trusts

Table 2: **Belfast HSCT** – Workforce Composition & Flows by Job Group
(Excluding Non –Determined)

Job Family	Workforce Composition		Applicants		Appointees		Leavers	
	P	RC	P	RC	P	RC	P	RC
Administrative and Clerical	1525 [43.3%]	1998 [56.7%]	3119 [38.1%]	5069 [61.9%]	110 [31.9%]	235 [68.1%]	293 [54.1%]	249 [45.9%]
Estates	114 [62.0%]	70 [38.0%]	54 [46.4%]	62 [53.4%]	*	*	28 [66.7%]	14 [33.3%]
Support Services	827 [37.8%]	1359 [62.2%]	462 [46.0%]	542 [54.0%]	68 [42.2%]	93 [57.8%]	159 [41.8%]	221 [28.2%]
Nursing and Midwifery	3553 [46.8%]	4033 [53.2%]	1777 [45.3%]	2148 [54.7%]	241 [45.6%]	288 [54.4%]	553 [42.9%]	618 [57.1%]
Social Services	1676 [55.6%]	1340 [44.4%]	1940 [45.4%]	2334 [54.6%]	146 [42.6%]	197 [57.4%]	296 [60.7%]	193 [39.3%]
Professional and Technical	1451 [54.9%]	1193 [45.1%]	1182 [45.4%]	1421 [54.6%]	167 [48.7%]	176 [51.3%]	259 [58.1%]	187 [41.9%]
Medical and Dental	799 [59.3%]	548 [40.7%]	68 [41.2%]	97 [58.8%]	29 [49.2%]	30 [50.8%]	490 [54.6%]	408 [45.4%]
Total	9945 [48.5%]	10541 [51.5%]	8602 [42.4]	11673 [57.6%]	761 [42.8%]	1019 [57.2%]	2078 [52.4%]	1890 [47.6%]

NB. Excludes Muckamore Abbey Site (703 employees)

Table 3: **Northern HSCT** – Workforce Composition & Flows by Job Group
(Excluding Non –Determined)

Job Family	Workforce Composition		Applicants		Appointees		Leavers	
	P	RC	P	RC	P	RC	P	RC
Administrative and Clerical	1421 [69.0%]	638 [31.0%]	417 [58.2%]	299 [41.8%]	85 [63.0%]	50 [37.0%]	123 [68.0%]	58 [32.0%]
Estates	89 [78.1%]	25 [21.9%]	110 [64.0%]	62 [36.0%]	*	*	*	*
Support Services	873 [67.1%]	428 [32.9%]	727 [62.2%]	442 [37.8%]	115 [62.2%]	70 [37.8%]	70 [67.3%]	34 [32.7%]
Nursing and Midwifery	2214 [55.0%]	1812 [45.0%]	681 [49.7%]	688 [50.3%]	131 [49.6%]	133 [50.4%]	121 [56.3%]	94 [43.7%]
Social Services	1967 [62.6%]	1175 [37.4%]	684 [53.5%]	594 [46.5%]	118 [61.8%]	73 [38.2%]	113 [63.1%]	66 [36.9%]
Professional and Technical	836 [64.3%]	464 [35.7%]	586 [50.2%]	582 [49.8%]	62 [52.5%]	56 [47.5%]	62 [60.2%]	41 [39.8%]
Medical and Dental	283 [56.5%]	218 [43.5%]	24 [43.6%]	31 [56.4%]	109 [58.9%]	76 [41.1%]	119 [56.4%]	92 [43.6%]
Total	7683 [61.7%]	4760 [38.3%]	3229 [54.5%]	2698 [45.5%]	620 [57.5%]	458 [42.5%]	608 [61.2%]	385 [38.8%]

Appendix 3 (contd)

Table 4: **South Eastern HSCT – Workforce Composition & Flows by Job Group**
(Excluding Non –Determined)

Job Family	Workforce Composition		Applicants		Appointees		Leavers	
	P	RC	P	RC	P	RC	P	RC
Administrative and Clerical	968 [68.9%]	437 [31.1%]	1534 [55.2%]	1245 [44.8%]	169 [59.5%]	115 [40.5%]	94 [75.8%]	30 [24.2%]
Estates	55 [78.6%]	15 [21.4%]	99 [55.9%]	78 [44.1%]	*	*	*	*
Support Services	715 [75.1%]	237 [24.9%]	786 [60.2%]	519 [39.8%]	125 [56.3%]	97 [43.7%]	414 [62.8%]	197 [29.9%]
Nursing and Midwifery	1732 [63.7%]	987 [36.3%]	977 [50.1%]	974 [49.9%]	323 [62.0%]	198 [38.0%]	723 [61.5%]	452 [38.5%]
Social Services	1090 [65.0%]	588 [35.0%]	743 [51.3%]	704 [48.7%]	111 [53.1%]	98 [46.9%]	398 [64.5%]	219 [35.5%]
Professional and Technical	637 [69.5%]	280 [30.5%]	634 [47.7%]	696 [52.3%]	95 [57.9%]	69 [42.1%]	24 [72.7%]	9 [27.3%]
Medical and Dental	255 [63.0%]	150 [37.0%]	43 [37.1%]	73 [62.9%]	25 [61.0%]	16 [39.0%]	139 [74.7%]	47 [25.3%]
Total	5452 [66.9%]	2694 [33.1%]	4816 [52.9%]	4289 [47.1%]	848 [58.8%]	593 [41.2%]	1792 [65.3%]	954 [34.7%]

Table 5: **Southern HSCT – Workforce Composition & Flows by Job Group**
(Excluding Non –Determined)

Job Family	Workforce Composition		Applicants		Appointees		Leavers	
	P	RC	P	RC	P	RC	P	RC
Administrative and Clerical	928 [49.1%]	963 [50.9%]	1938 [42.4%]	2636 [57.6%]	153 [44.3%]	192 [55.7%]	56 [48.7%]	59 [51.3%]
Estates	47 [51.1%]	45 [48.9%]	35 [50.7%]	34 [49.2%]	*	*	*	*
Support Services	510 [39.0%]	799 [61.0%]	386 [36.3%]	676 [63.6%]	33 [37.5%]	55 [62.5%]	42 [39.6%]	64 [60.4%]
Nursing and Midwifery	1743 [37.5%]	2908 [62.5%]	648 [36.5%]	1126 [63.5%]	85 [32.6%]	176 [67.4%]	110 [49.5%]	112 [50.5%]
Social Services	1169 [42.2%]	1603 [57.8%]	571 [32.1%]	1208 [67.9%]	91 [35.1%]	168 [64.9%]	97 [41.5%]	137 [58.5%]
Professional and Technical	503 [47.0%]	566 [52.9%]	254 [37.2%]	429 [62.8%]	38 [38.8%]	60 [61.2%]	29 [46.0%]	34 [54.0%]
Medical and Dental	277 [54.7%]	229 [45.3%]	41 [36.0%]	73 [64.0%]	13 [44.8%]	16 [55.2%]	102 [54.8%]	84 [45.2%]
Total	5177 [42.1%]	7113 [57.9%]	3873 [38.5%]	6182 [61.5%]	413 [38.2%]	667 [61.8%]	436 [47.1%]	490 [52.9%]

Appendix 3 (contd)

Table 6: **Western HSCT – Workforce Composition & Flows by Job Group**
(Excluding Non –Determined)

Job Family	Workforce Composition		Applicants		Appointees		Leavers	
	P	RC	P	RC	P	RC	P	RC
Administrative and Clerical	584 [33.4%]	1164 [66.6%]	715 [31.3%]	1573 [68.7%]	72 [33.3%]	144 [66.7%]	37 [31.6%]	80 [68.4%]
Estates	100 [62.9%]	59 [37.1%]	41 [41.4%]	58 [58.6%]	*	*	*	*
Support Services	506 [42.8%]	677 [57.2%]	633 [38.6%]	1005 [61.4%]	39 [47.0%]	44 [53.0%]	12 [34.3%]	23 [65.7%]
Nursing and Midwifery	1369 [26.8%]	3734 [73.2%]	769 [26.8%]	2098 [73.2%]	84 [26.0%]	239 [74.0%]	49 [27.8%]	127 [72.2%]
Social Services	771 [27.7%]	2011 [72.3%]	363 [22.4%]	1255 [77.6%]	30 [20.7%]	115 [79.3%]	42 [33.9%]	82 [66.1%]
Professional and Technical	307 [32.7%]	633 [67.3%]	451 [29.0%]	1105 [71.0%]	51 [29.3%]	123 [70.7%]	24 [34.8%]	45 [65.2%]
Medical and Dental	157 [39.9%]	236 [60.1%]	18 [23.7%]	58 [76.3%]	*	*	70 [35.7%]	126 [64.3%]
Total	3794 [30.8%]	8514 [69.2%]	2990 [29.5%]	7152 [70.5%]	283 [29.1%]	690 [70.9%]	234 [32.6%]	483 [67.4%]

* Indicates where the number of staff is less than 10

Main Sites* for each Health and Social Care Trust

TRUST	District Council Area/s	Number of Staff in Main Sites* (Excluding Non-Determined)
Belfast HSCT	Belfast	Royal Group (6540)
		City (4303)
		Mater (1378)
		Musgrave (1413)
		Knockbracken (1375)
	Other (2797)	
Antrim	Muckamore (703)	
South Eastern HSCT	Ards	Ards Hospital (338) Other (188)
	Castlereagh	Ulster Hospital (3136)
	Down	Downshire Hospital (461) Downe Hospital (386) Other (169)
	Lisburn	Lagan Valley Hospital (971) Other (68)
	North Down	Lakewood Centre (113)
Southern HSCT	Armagh/Dungannon	St Lukes (847) Sth Tyrone Hospital (294) Other (1285)
	Craigavon/Banbridge	Craigavon Area Hospital (4177) Lurgan Hospital (375) Other (1443)
	Newry/Mourne	Daisy Hill Hospital Site (1561) John Mitchell Place(339) Other (621)

Appendix 4 (contd)

Western HSCT	Derry	Altnagelvin Hospital (3504) Gransha Hospital (840) Riverview House (362) Health Centres (556) Lakeview Hospital (299) Other (2052)
	Limavady	Health Centre (224)
	Fermanagh	Erne Hospital (1403) Other (396)
	Omagh	Tyrone & Fermanagh Hospital (1188) Tyrone County Hospital (927) Other (575)
	Strabane	Health Centre (197)
Northern HSCT	Antrim	Antrim Hospital (2605) Holywell Hospital (994) Other (453)
	Ballymena	Braid Valley Hospital (344) Other (529)
	Ballymoney	Route Hospital (200) Other (487)
	Carrickfergus	Health Centre (100) Other (150)
	Coleraine	Causeway Hospital (1381) Other (263)
	Cookstown	Community Services Centre(213)
	Larne	Moyle Hospital (1114) Other (148+)
	Magherafelt	Mid-Ulster Hospital (613) Other (231+)
	Moyle	Dalriada Hospital (100)
	Newtownabbey	Whiteabbey Hospital (723) Other (367)

Source: Trust Article 55 Review Locational Analysis

* **Main sites are those which employ more than 100 employees**

Appendix 5

Composition of Nursing Staff for each Health and Social Care Trust (Excluding Non-Determined)

HSC Trust	Belfast		Northern		Southern		South Eastern		Western	
	P	RC	P	RC	P	RC	P	RC	P	RC
Nurses (Band 5+)	2860 [47.4%]	3178 [52.6%]	1608 [53.2%]	1415 [46.8%]	1279 [37.4%]	2144 [62.6%]	1507 [60.8%]	970 [39.2%]	941 [25.6%]	2739 [74.4%]
Nursing Support (Bands 1-4)	867 [44.3%]	1092 [55.7%]	585 [60.7%]	379 [39.3%]	459 [37.7%]	757 [62.3%]	427 [69.3%]	189 [30.7%]	428 [30.1%]	995 [69.9%]

Composition of Social Services Staff for each Health and Social Care Trust (Excluding Non-Determined)

HSC Trust	Belfast		Northern		Southern		South Eastern		Western	
	P	RC	P	RC	P	RC	P	RC	P	RC
Social Workers (Band 5+)	651 [47.9%]	708 [52.1%]	690 [58.9%]	481 [41.1%]	257 [30.8%]	578 [69.2%]	342 [56.9%]	259 [43.1%]	202 [21.8%]	724 [78.2%]
Social Work Support (Bands 1-4)	1052 [61.7%]	652 [38.3%]	1265 [64.8%]	686 [35.2%]	910 [47.2%]	1020 [52.8%]	674 [74.8%]	227 [25.2%]	569 [30.7%]	1287 [69.3%]

(Source: Trust Article 55 Review)