

Health and Social Work Sector

1. Executive Summary

- This sector employs a total resident population of 10,927
- More females than males are employed in this sector (23% males and 77% females)
- There is a large representation of Irish, Black African, Black Caribbean and Other ethnic groups employed in this sector
- The age range with the most employees is 30-39 (8.88% male and 23.5% female)
- This sector provides 14% of workplace¹ employment (a total of 8,523 jobs within the borough), the second highest share out of all the sectors
- Professional and technical occupations provide the most employment (42.18%)
- Females dominate all occupations apart from process, plant and machine operatives and skilled trades
- 24.9% of all females in this industry work part-time, this is not very low but in keeping with the shift work involved in this sector
- The largest number of employees have the highest level qualification attainment (level4/5), 30.8% female and 12.6% males)

¹ Workplace population are all those employed by a company located within Waltham Forest, therefore both those who live and work in Waltham Forest and those who commute (inflow) into the borough from outside to work in the industry.

2. Employment figures

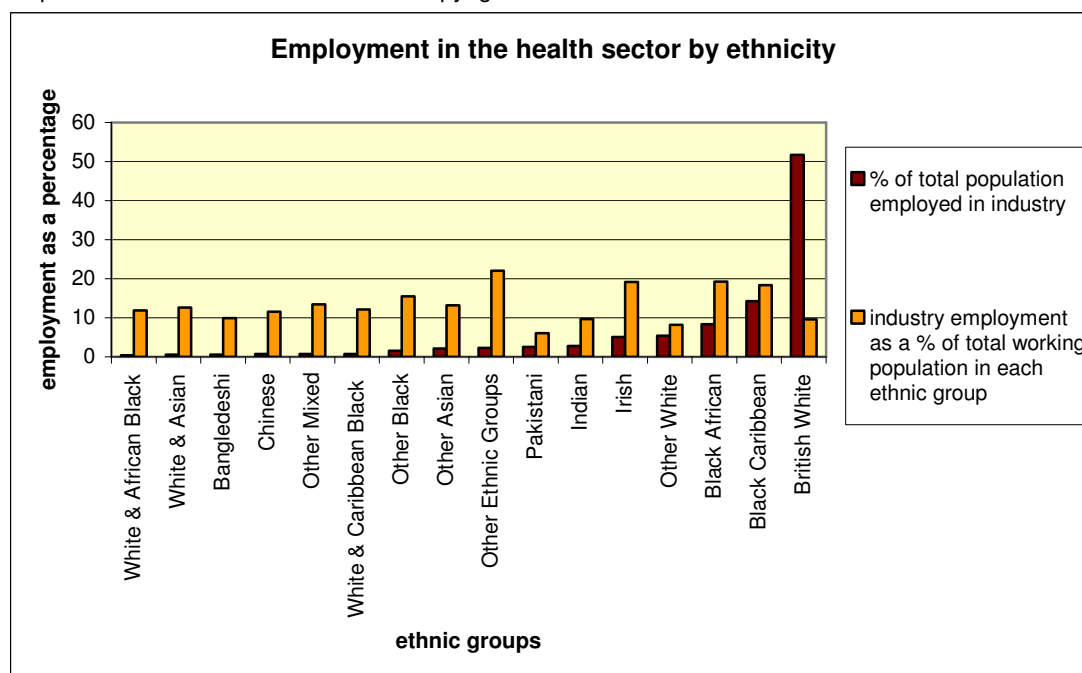
2.1 The Health and Social work sector in Waltham Forest employs a total of 10,927 people of which (23% are Male and 77% are female). As a whole the Health and Social work sector accounts for 2.63% of the total male employment for those living in the borough, and 8.55% of female borough resident employment².

3. Employment by ethnicity

3.1 As graph 1 below highlights the health sector is dominated by White British workers, who make up 51.74% of the total number employed in this industry. The Black Caribbean (14.29%) and Black African (8.39%) ethnic groups also have above average employment representation in the health industry in Waltham Forest. This is in contrast with the rest of the UK where 86% of the workers in the health and social work industry are White British.

3.2 However when the numbers employed are taken as a percentage of the total working population of each ethnic group, this sector represents a larger proportion of Irish, Black African, Black Caribbean and Other ethnic groups (19.2%, 19.2%, 18.4% and 22% respectively) compared to the White British share of only 9.6% of the total ethnic groups working population.

Graph 1 Source ONS Crown Copyright Census 2001



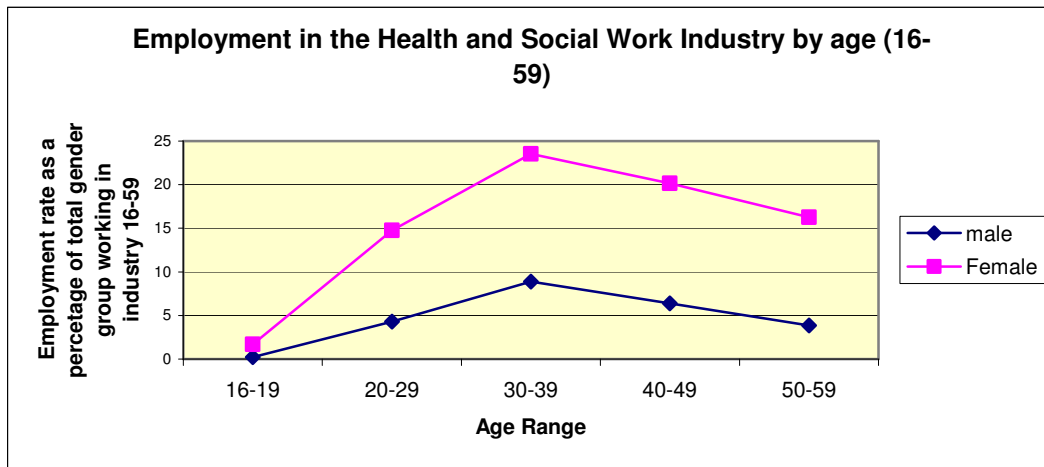
4. Employment by age

4.1 As graph 2 highlights there are low numbers of young people (aged 16-19) entering the health and social work industry, this could be primarily due to young people first needing to complete full-time training courses and qualifications in order to gain employment in this sector. However there is a dramatic increase after the age of 19 for both male and female workers, but a far more dramatic increase in the numbers of female workers in this sector. The height of employment both for male and female workers is 30-39 (8.88% male and 23.5% female). Then there is a decline for both sexes after 39, at

² Figures ONS Crown Copyright Census 2001

relatively similar rates, however female employment remains significantly higher than male employment throughout.

Graph 2 Source ONS Crown Copyright Census 2001



5. Workplace population

5.1 All the above figures have been related to those of the population who are residents in Waltham Forest and work in the health industry. However of the population of health and social workers who are residents in Waltham forest 6,000 of them (54.91% of the total resident health sector workers) commute out of the borough to work in the health sector elsewhere.

5.2 4,800 workers both work and live in Waltham Forest. In addition 3,700 workers inflow from other areas into Waltham Forest to work in the health sector based in Waltham Forest. This gives a total workplace³ population for the health and social work sector of 8,523, a share of 14% of the total workplace population (second highest share after wholesale/ retail and car repairs).

5.3 Despite the health and social work sector providing the second highest number of jobs in the borough it is important to note that there is a deficit of 2,300 health workers created by more workers in this sector leaving the borough to work in the health sector elsewhere than are coming into the borough from outside to work in the borough’s health sector.

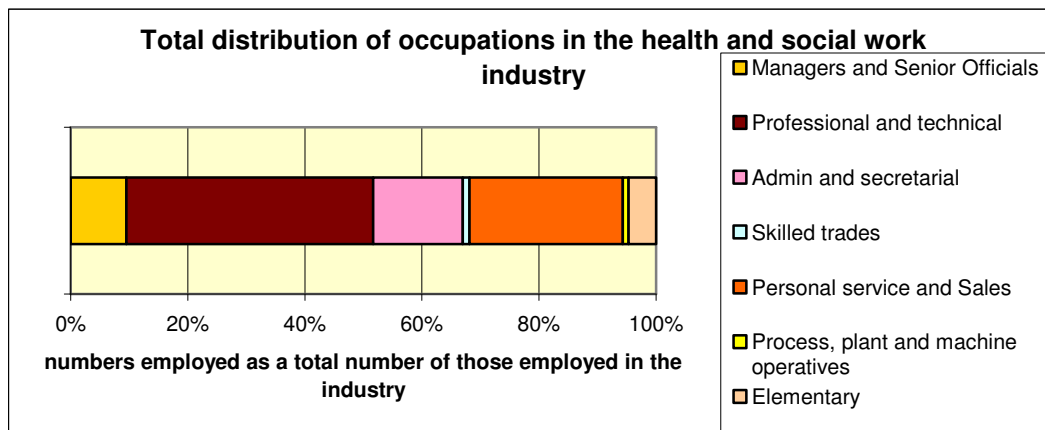
6. Occupation distribution

6.1 Using workplace population statistics on the health sector, graphs 3 and 4 below show which occupations are most prominent in the health and social work sector, and how the different sexes take up different roles within the industry.

6.2 As Graph 3 highlights it is professional and technical occupations that make up the largest proportion of the health industry (42.18%) and skilled trades and process, plant and machine operative occupations only account for 1.14% and 0.99% respectively.

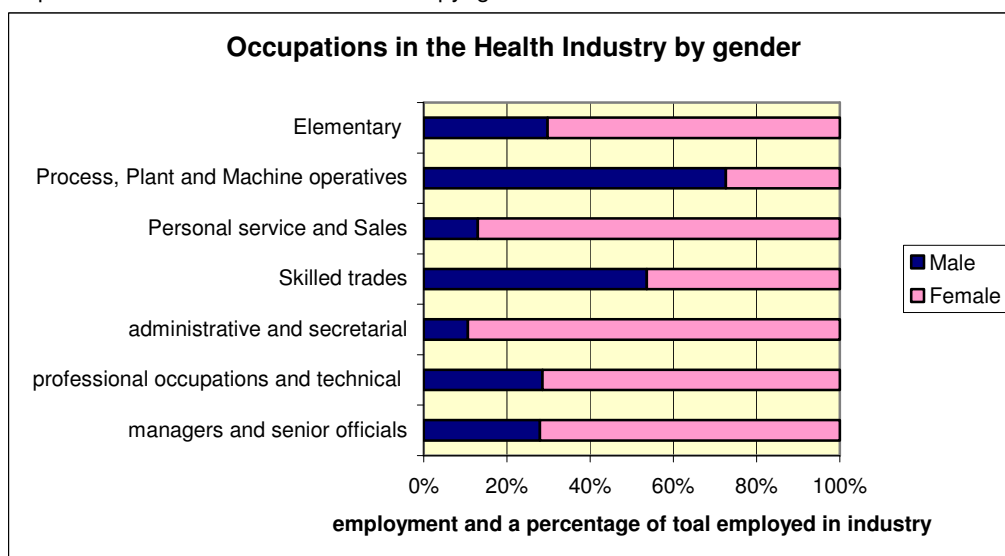
³ Workplace population are all those employed by a company located within Waltham Forest, therefore both those who live and work in Waltham Forest and those who inflow, commute, into the borough from outside to work in the industry.

Graph 3 Source ONS Crown Copyright Census 2001



6.3 Graph 4 shows the distribution of these occupations by sex. It is only Process, plant and machine operatives and skilled trades that employ more males than females and these occupations accounts for 5.9% of the total male employment in this industry. Females dominate all the other occupations in this industry as highlighted by graph 4.

Graph 4 Source ONS Crown Copyright Census 2001



7. Hours worked

7.1 The majority of people in the health industry are employees (94%) as apposed to self employed. Of the self-employed the majority (23.81% male and 76.19% female) do not have any employees. The majority of workers will be employed by the NHS in Whips Cross Hospital and other NHS clinics and services located around the borough, therefore accounting for the high employee rate. The self-employed occupations could be dentists and other health services such as osteopaths, chiropodists etc where treatment can be provided both by the NHS, or privately.

7.2 Females make up the largest proportion of part-time workers. 24.9% of females work part-time (30 hours or less per week), this is less than the education and hotel and restaurant industries (30,49% and 45.39%

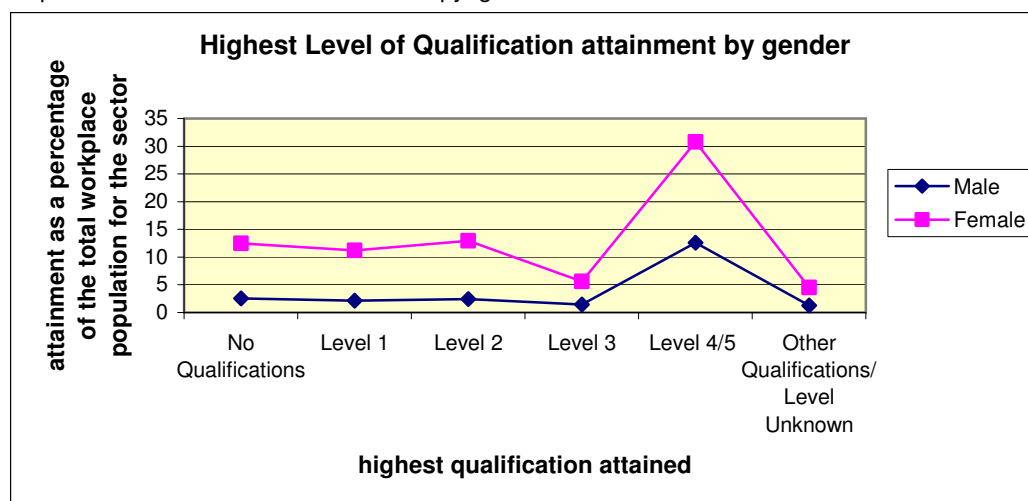
respectively⁴) but higher than public administration, real estate and financial intermediation. The higher than other industry levels of part time work in the health industry could be a choice on the part of female workers, or it could be a reaction to inflexibility of the industry, especially with shift work, to cater for working mums or carers, therefore forcing them to work part-time as apposed to full-time with flexible hours. Further research would have to be undertaken to see if this was the case.

8. Qualification attainment

8.1 As Graph 5 below demonstrates, and as would be expected due to the high numbers of professional occupations employed in this sector, the largest numbers of employees achieve level 4/5 which is degree, qualified doctor, nurse, dentist, midwife or health visitor level (see box 1 for full definitions). 30.8% of the total workplace population are female with level 4/5 qualifications and 12.6% are male. These results are in line with the employment ages graph (graph 2), that showed the largest age range as being 30-39. This age slant could be due to the years needed to gain the necessary qualifications and work experience. The dip in level 3 attained (2+ a-levels, NVQ level 3 or advanced GNVQ) suggests that those achieving these qualifications then go onto to obtain further qualifications putting them in the level 4/5 category.

8.2 It is interesting to note that the number of males achieving level 4/5 is a larger percentage of the total male populations than it is for the female population (56.5% and 39.7% respectively). This suggests that men primarily come into this sector to undertake the professional occupations and that the occupations not requiring as higher level qualifications are taken up by females with lower qualification attainment.

Graph 5 Source ONS Crown Copyright Census 2001



⁴ all figures ONS Crown Copyright Census 2001

Box 1

Qualification Definitions Census 2001

Degree or Professional Qualification - Higher Degree, Degree or Professional Qualification

Teaching, Nursing, HND or Equivalent - Teaching Qualification, Nursing Qualification, HND or Equivalent

NVQ Level 3 or Equivalent - BTEC National Certificate, RSA Advanced Diploma, City and Guilds Advanced Certificate

NVQ Level 2 or Equivalent - BTEC First or General Diploma, RSA Diploma and City and Guilds Craft

NVQ Level 1 or Equivalent - BTEC First or General Certificate, Other RSA Qualifications, Other City and Guilds

9. Additional information

9.1 The Department of Health statistics for the UK supports the findings for Waltham Forest, and highlights some of the suggestions made in this report (see tables 1 and 2 below). The main point to draw attention to is the high numbers of males occupied in the professional occupations of medical and dental staff and ambulance staff. This is where the majority of males with professional qualifications are employed in the UK and we can assume that this pattern is the same in Waltham Forest, therefore accounting for the increase in qualification attainment of males in the level 4/5 category.

Table 1 Source Department of Health

	1997	1998	1999	2000	2001	2002
Total Employed Staff	758,100	765,900	782,100	801,500	837,200	882,100
Professionally qualified	434,700	441,000	449,000	459,400	475,500	500,300
Support to Clinical Staff	215,100	220,300	226,600	234,700	249,200	262,700
NHS Infrastructure Support	141,600	139,500	142,100	144,000	149,600	158,000

Table 2 2002 figures Source Department of Health

	Male (%)	Female (%)
Total Employed Staff	21.5	78.5
Professionally Qualified	16.2	83.8
Medical and Dental	63.7	36.3
Nursing, Midwifery, Health Visitor	10.7	89.3
Scientific, Therapeutic and Technical Staff	23.5	76.5
Ambulance Staff	72.3	27.7
Support to Clinical Staff	13.8	86.2
NHS Infrastructure Support	29.9	70.1

For more information and statistics for the health and social work sector log on to www.performance.doh.gov.uk

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