



Wessex GP workforce: insights from available data

Report

written by Dr Catherine Matheson

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1. Background

1.1. Data sources

The main data source is Healthcare Workforce Statistics, England, 2015, Experimental Statistics from HSIC [Health and Social Care Information Centre] <http://www.hscic.gov.uk/catalogue/PUB18273>. SPSS 23 was used by the author for the numerical and statistical analysis. Another source is the GP Patient Survey <https://gp-patient.co.uk/surveys-and-reports>. When other sources were used, e.g. Wall and Kennedy (2015), they are acknowledged in the text.

The author interpreted and analysed all the data and undertook all of the numerical and statistical analysis and created all the tables. The Wessex analysis excludes Wiltshire CCG. Brad Keogh of CIS provided 19 bar charts for the narrative and 75 for the appendices (using 'Python').

Out of 315 practices, 276 produced valid returns [39 produced a limited return *i.e.* returned only patient numbers and entered ns for data or entered no data] (See table 1)

Table 1: SPSS Case Processing Summary: Nurses, HCAs and GPs

Workforce	CCGs	Cases					
		Valid		Missing		Total	
		N	%	N	%	N	%
GPs Nurses HCAs	1. NHS North East Hampshire and Farnham	23	95.8%	1	4.2%	24	100.0%
	2. NHS North Hampshire	19	95.0%	1	5.0%	20	100.0%
	3. NHS Isle of Wight	16	94.1%	1	5.9%	17	100.0%
	4. NHS West Hampshire	47	92.2%	4	7.8%	51	100.0%
	5. NHS Dorset	86	86.0%	14	14.0%	100	100.0%
	6. NHS South Eastern Hampshire	21	84.0%	4	16.0%	25	100.0%
	7. NHS Portsmouth	20	83.3%	4	16.7%	24	100.0%
	8. NHS Southampton	27	81.8%	6	18.2%	33	100.0%
	9. NHS Fareham and Gosport	17	81.0%	4	19.0%	21	100.0%
	Total	276		39			

Missing returns by Clinical Commissioning Groups [CCGs] ranged from 4.2% for North East Hampshire and Farnham to 18.2% for Southampton (See table 1).

Out of those who made valid returns, 102 out of 276 practices entered 0 as the number of Healthcare Assistants [HCAs] [37%], 32 out of 276 practices entered 0 as the number of nurses [11.5%] and 9 practices out of 276 entered as 0 the number of GPs [3%].

At least two GP practices in South Eastern Hampshire recorded as having 0 nurses and 0 HCAs were known to the author as having in one case 2 Practice Nurses [PNs], 1 Nurse Practitioner [NP] and 1 HCA and in the other case 3 PNs and 2 HCAs. This very information is also available on the GP practices' websites. It is therefore likely that a large amount of data entered as 0 in relation to HCAs and to a lesser extent nurses is not reliable and is in fact missing, although entered as valid. This is most probable to be the case for Dorset, South Eastern Hampshire, Portsmouth, Southampton and Fareham and Gosport CCGs which have the largest percentage of invalid returns.

1.2. Total number of patients

The total number of patients in Wessex was 2,767,723 and ranged from 420 to 31,411 per GP practice. The average number of patients per practice was 8,784.20. (See table 2):

Table 2: Number of patients in Wessex

	N Valid	Range	Min	Max	Mean	Std. Deviation	N Missing
GP practices	276	30,991	420	31,411	8,784.20	4578.628	39

1.3. Total number of GPs, nurses and HCAs and other direct patient by headcount

Wessex GP practices count a total of 3,091 staff (See table 2). The demographic profile of the workforce is discussed later.

Table 2: Total Wessex GP, nurses, HCAs, and other direct patient care by head count and FTE

Item	Total head count	DPC head count	DPC FTE	Total FTE
Total GPs	1,739			1,452
Total nurses	994			596
HCAs		309	190	
Direct patient care – other		139	77	
Total HCAs and DPC – other	439			268
Total	3,091			2,316

1.4. Total number GPs, nurses, and HCAs FTE per GP practice

The smallest number of GPs FTE per practice was 0 and the largest was 23 [rounded up]. The smallest number of Nurses FTE per practice was 0 and the largest was 12. The smallest number of HCAs FTE per practice was 0 and the largest was 4. (See table 3)

Table 3: Range in numbers of GPs, nurses and HCAs per GP practice:

	N Valid	Range	Min	Max	Mean	Std. Deviation	N Missing
Total GPs FTE	276	22.8	0	22.8	5.283	.275	39
Total Nurses FTE	276	12	0	12	2.16	1.685	39
Total HCA FTE	276	4	0	4	.69	.763	39

Not surprisingly, there was a positive correlation (.648; $p < .0005$) between number of patients and the number of nurses. The correlation between number of patients and number of HCAs was weaker (.399) but still statistically significant ($p < .0005$). The correlation with the number of GPs is still to be calculated.

2. Number of GPs, nurses and HCAs per 1,000 patients

2.1. Overall Wessex

In order to provide meaningful comparison between GP practices, the numbers of nurses and HCAs per 1000 patients was calculated and used as the basis for further analysis. Using a paired sample t-test, there was a significant difference between the number of nurses/1000 patients and the number of HCAs / 1000 patients [$p < .000$]. The pairwise correlation was weak [.396]. Descriptive statistics are as follows (3 sig figs) (See table 4):

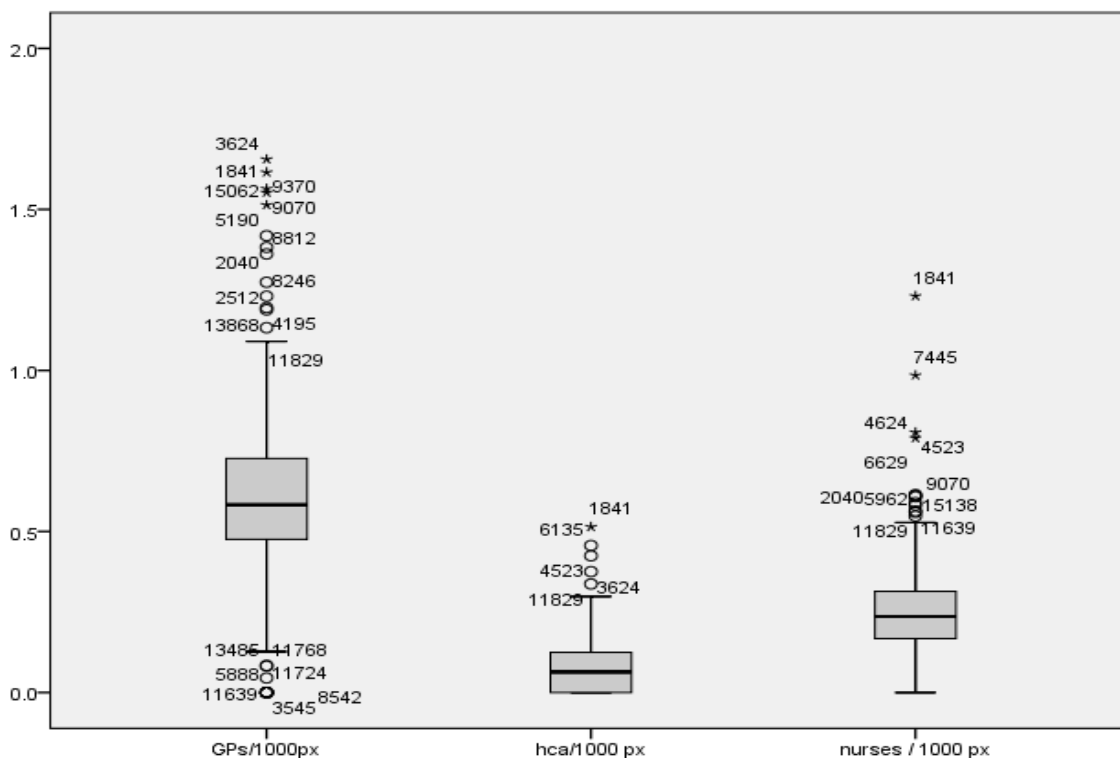
Table 4: GPs, nurses and HCAs per 1,000 patients for Wessex

		Nurses/1000 px	HCAs/1000 px	GPs/1000px [Dec/Jan]
N 315	Valid	276	276	276
	Missing	39	39	39
Mean		.248	.079	.609
Median		.235	.063	.582
Std. Deviation		.156	.086	.277
Range		1.231	.514	1.656
Minimum		.000	.000	.000
Maximum		1.231	.514	1.656
Percentiles	25	.166	.000	.474
	50	.235	.063	.582
	75	.314	.124	.726

The figures are based on 87.7% of valid responses to the workforce survey. However, there is almost a third of the valid data for HCAs showing 0 for the number of HCAs. In many cases this was found to be incorrect when the website of the GP practice was checked, hence the figures for HCAs are the least reliable because 102 GP practices claim to have no HCAs, which seems unlikely while only 32 GP practices claimed to have no nurses, which has been found to be incorrect in at least 2 instances.

A visual representation of the range and percentiles shows the extent of the range as well as the presence of outliers. Twelve outliers out of 20 for number of GPs per 1,000 patients have more than 8,000 patients (60%). Of the 11 outliers for number of nurses per 1,000 patients, four have more than 8,000 patients (36.3%). (See chart 1).

Chart 1: GPs, nurses and HCAs per 1,000 patients in Wessex by number of patients



2.2. Overall Wessex compared to England

The average number of GPs per 1,000 patients is slightly lower for England .534 compared to Wessex .609. The average number of nurses FTE per patient is .248 for Wessex and .250 for England. The average number of HCAs FTE is .079 for Wessex and .083 for England, making the Wessex average slightly lower than the average for England. (See table 5) In other words, Wessex has the same average proportion of nursing staff, a slightly lower proportion of HCAs, but a higher proportion of GPs per 1,000 patients. (See table 5). In terms of overall average numbers, the figures for England based on 84.5% of valid responses closely mirror that of Wessex. However, the range and standard deviations were greater for England than for Wessex.

Table 5: GPs, nurses and HCAs FTE per 1,000 patients for England

		Nurses/1000px	HCAs/1000px	GPs/1000px
N 7,719	Valid	6518	6518	6518
	Missing	1201	1201	1201
Mean		.250	.083	.534
Std. Deviation		.230	.107	.305
Range		9.542	1.471	4.702
Minimum		.000	.000	.000
Maximum		9.542	1.471	4.702
Percentiles	25	.150	.000	.396
	50	.232	.060	.533
	75	.322	.135	.671

2.3. Wessex CCGs compared to each other

Table 6 shows the average number of nurses FTE, HCAs FTE and GPs FTE per 1,000 patients as well as average number of patients per GP FTE and nurse FTE. The statistical analysis for all the CCGs is available in Appendix 1.

Table 6: Overview of GPs, nurses and HCAs per 1,000 patients and patients per GP and nurse for all Wessex CCGs, overall Wessex and overall England

CCGs [Total GPs FTE and total nurses FTE]	HCAs/ 1000 px Mean	Nurses/ 1000 px Mean	GPs/ 1000px Mean	Average Px/ Nurse**	Average Px/ GP**	Missing data [rounded %]^
Fareham and Gosport [82 and 38]	.066	.242	.509	5,282	1,754	[4] 19%
Dorset [443 and 188]	.075	.259	.646	4,140	1,904	[14] 14%
IoW [82 and 48]	.154	.340	.698	2,593	2,458	[1] 6%
North East Hampshire and Farnham [110 and 47]	.059	.229	.544	4,677	1,719	[1] 4%
North Hampshire [131 and 37]	.067	.198	.609	5,862	1,992	[1] 5%
Portsmouth [81 and 43]	.075	.286	.515	4,915	1,665	[4] 17%
South Eastern Hampshire [100 and 46]	.108	.308	.654	4,317	2,606	[4] 16%
Southampton [123 and 43]	.056	.193	.536	6159	1,968	[6] 18%
West Hampshire [300 and 107]	.080	.217	.640	4,972	2,173	[4] 8%
Wessex [1453 and 597]	.079	.248	.609	4,632	1,904*	[39] 12%
England [22,058 and]	.083	.250	.534	?	2.197	[7,719] 16%

**Source Wall and Kennedy (2015) based on data from HSCIC 2015, Healthcare Workforce Statistics

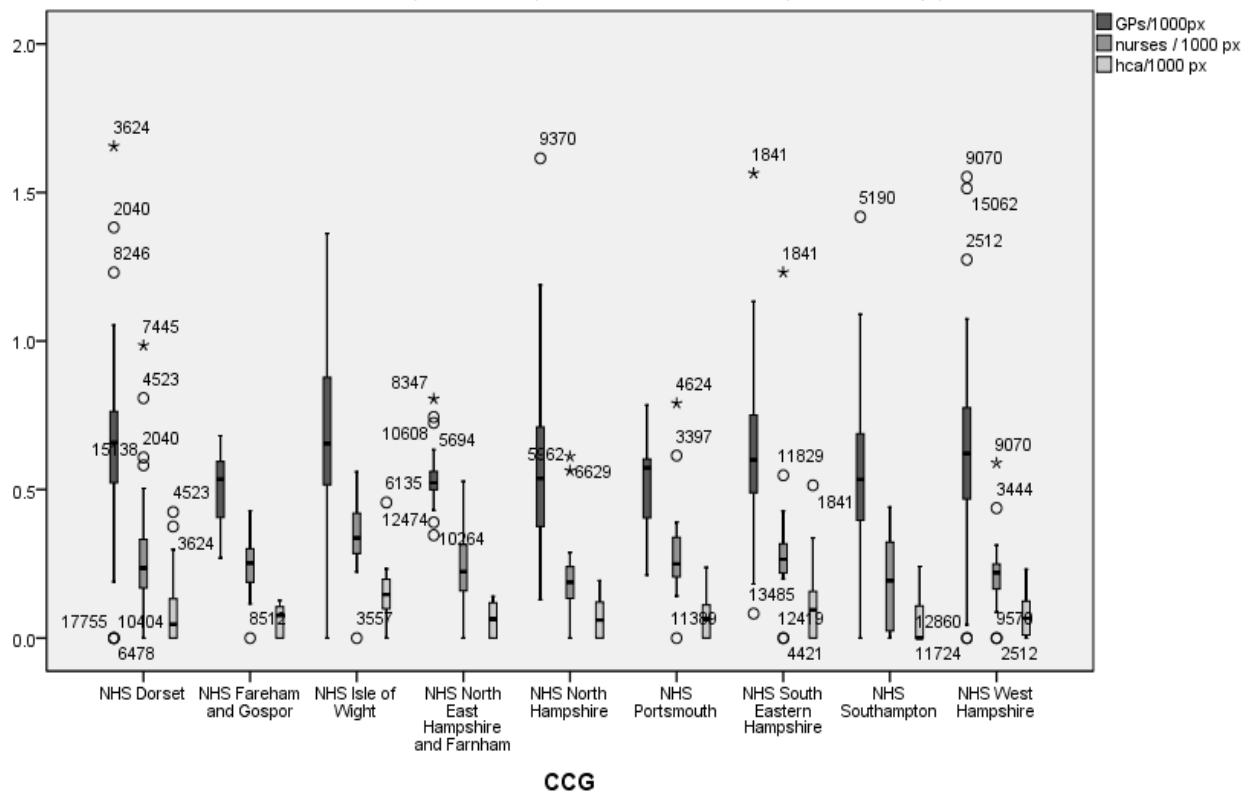
*1,948 [now]

^ See table 1 for details on number of GP practices included, missing and total number by CCGs

A visual representation of the range and percentiles for GPs, nurses and HCAs FTE per 1,000 patients shows the extent of the range as well as the presence of outliers (See Chart 2). More information about each of the CCGs is available in Appendix 1.

The outliers that can be seen in charts 1 and 2 are discussed in more detail in Appendix 2. They show a greater number of outliers in relation to the number of GPs FTE per 1,000 patients than for nurses and HCAs.

Chart 2: GPs, nurses and HCAs FTE per 1,000 patients in Wessex by number of patients.



2.4. Correlation GPs nurses and HCAs FTE per 1,000 patients and questions on accessibility from the GP Patient Survey (See <https://gp-patient.co.uk/>)

Correlation between number of GPs, nurses and HCAs per 1,000 patients and 7 questions (about accessibility (See table 7) taken from the GP Patient Survey was calculated (See tables 8-10)

Table 7: Questions about accessibility in the GP Patient Survey

1	Found it easy to get through to surgery by phone [Q3]
2	Found the receptionists at this surgery helpful [Q4]
3	Usually get to see or speak with preferred GP [Q9]
4	Were able to get an appointment to see or speak to someone the last time they tried [Q12]
5	Last appointment they got was convenient [Q15]
6	Describe their experience of making an appointment as good [Q28]
7	Would recommend this surgery to someone new to the area [Q29]

The analysis used the weighted responses from the GP Patient Survey, the only patient experience survey which is standardised across England and provides statistically valid results for most practices (if enough patients have responded). This means that patients' experiences can be compared in a meaningful way. Weighted results are available for almost every practice whereby the data have been adjusted to be statistically valid and reliable in respect of how all patients at a GP practice might feel if all patients had responded (See <https://gp-patient.co.uk/why-use-survey>)

The analytical tool used was Pearson correlation which is significant at the 0.01 level (2-tailed) or at the 0.05 level (2-tailed).

Table 8 shows the figures in respect of the correlation between the number of Nurses FTE per 1,000 patients and 7 key questions from the GP patient survey (as shown in table 7):

Table 8: Correlation number of Nurses FTE per 1000 patients and GP Patient Survey

		Q3 happy	Q4 happy	Q9 happy	Q12 happy	Q15 happy	Q28 happy	Q29 happy
Nurses per 1000px	Pearson Correlation	.041	.081	-.073	-.018	.067	.043	.009
	Sig. (2-tailed)	.495	.180	.223	.771	.266	.476	.876
	N	278	278	278	278	278	278	278

The GP Patient survey reports on the extent of positivity or happiness or satisfaction to the questions, which is expressed as a percentage and gives both the CCG average and the national average.

There were no statistically significant correlations between the number of nurses/1000 patients and responding positively to questions that had usually a 4 point-scale with 2 positive points (e.g. very happy/satisfied and fairly happy/satisfied or similar) and 2 negative points for (e.g. not very happy/satisfied and not at all happy/satisfied or similar).

Table 9 shows the figures in respect of the correlation between the number of HCAs FTE per 1,000 patients and 7 key questions from the GP patient survey (as shown in table 7):

Table 9: Correlation number of HCAs FTE per 1000 patients and GP Patient Survey

		Q3 happy	Q4 happy	Q9 happy	Q12 happy	Q15 happy	Q28 happy	Q29 happy
HCAs per1000px	Pearson Correlation	.069	.037	.047	-.022	.145*	.022	-.007
	Sig. (2-tailed)	.250	.539	.437	.718	.016	.712	.912
	N	277	277	277	277	277	277	277

There were no statistically significant correlations between the number of nurses/1000 patients and responding 'happy' to the 7 questions. There was an extremely weak correlation with question 15 about the convenience of the last appointment. However, the HSIC data in relation to HCAs appears to be not completely valid and reliable due to the high numbers of 0 for the number of HCAs, some in GP practices that do have more than one HCA.

Table 10 shows the figures in respect of the correlation between the number of GPs FTE per 1,000 patients and 7 key questions from the GP patient survey (as shown in table 7):

Table 10: Correlation number of GPs FTE per 1000 patients and GP Patient Survey

		Q3 happy	Q4 happy	Q9 happy	Q12 happy	Q15 happy	Q28 happy	Q29 happy
GPs_per_100 0px	Pearson Correlation	.180**	.204**	-.045	.140*	.108	.206**	.191**
	Sig. (2-tailed)	.003	.001	.458	.020	.073	.001	.001
	N	275	275	275	275	275	275	275

The results show some weak statistically significant positive correlations between the number of GPs FTE per 1,000 patients and 5 of the questions. Questions 3 (very easy or fairly to get through to the practice by phone) and especially 12 (last appointment very or fairly convenient) show the weakest correlations. Questions 4 (receptionist very or fairly helpful), 29 (definitely or probably

recommending the practice to someone new to the area) but more especially 28 (describing experience of making an appointment as very or fairly good) show stronger, but still statistically weak, correlations.

Using Cronbach alpha [α] [See <https://en.wikipedia.org/wiki/Cronbach%27s>] to measure the overall consistency of responses to the GP Patient Survey, it was found that these questions had strong consistency in responses [$\alpha = .844$ ($\alpha \geq 0.9$ excellent and $0.9 > \alpha \geq 0.8$ good)] which indicates that those patients who responded positively to question 3 [for example] were very also likely to respond positively to all the other questions including those about accessibility.

Acceptable consistency [$= 0.8 > \alpha \geq 0.7$] was found between those responding very easy or fairly easy to question 3 (getting through to the practice by phone) and question 29 (definitely or probably would recommend the practice to someone new to the area ($\alpha = .712$). Questionable consistency ($0.7 > \alpha \geq 0.6$) was found between responses to question 3 and question 4 (finding the receptionists at this surgery very or fairly helpful [Q4] ($\alpha = .619$), 9 (always or almost always and a lot of the time getting to see or speak with preferred GP ($\alpha = .612$) and 28 (describing their experience of making an appointment as very good or fairly good ($\alpha = .661$). From this, it can be inferred that the most meaningful accessibility question to focus on is the experience of making an appointment.

A poor ($0.6 > \alpha \geq 0.5$) and unacceptable ($0.5 > \alpha$) consistency was found between question 3 and question 12 (Got an appointment and got an appointment but had to call back closer to the day able to get an appointment to see or speak to someone the last time they tried) ($\alpha = .573$) between question 3 and question 15 (very convenient or fairly convenient to describe the last appointment they had ($\alpha = .423$).

Correlations with an eighth question, the satisfaction with opening hours, was not calculated as this question had not been included among what had looked like the totality of the accessibility questions.

3. Demographic analysis workforce in Wessex GP practices

3.1. Wessex overview by headcount and by FTE

Excluding administrative staff, the overall Wessex GP practice workforce counts 3,091 staff members: GPs [1,739], nurses [994], HCAs [309] and other direct patient care staff [139] (See table 2 and 11).

Table 11: Total Wessex GP, nurses, HCAs and direct patient care other by head count

Item	Sub-head count	Total head count
Total GPs		1,739
Total nurses		994
HCAs	309	
Other direct patient care	139	
Total HCAs and direct patient care	439	439
Total		3,091

Table 12 provides a more detailed breakdown of these main groups of staff.

By number of staff, just over half of the GPs (54.3%) are partners, 19.7% are salaried, 14.8% are senior partners, 8.2% are specialist trainees, 1.6% are retainers and 1.1% are locums. By head count the greatest number are practice nurses (83.0%), advanced nurse practitioners (13.3%), nurse specialists (3.2%) and trainee nurses (0.2%). The greatest number of direct patient care staff are HCAs (70.3%) followed by dispensers (pharmacists) (14.8%), phlebotomists (12.7%) and other unspecified direct care staff (3.8%).

Table 12: Total Wessex GPs, nurses, healthcare assistants and direct patient care jobs by headcount and FTE

Item	Total head count [% of total in group]	Total FTE (rounded) [% of total in group]
GP partner	945 [54.3%]	834 [57.4%]
Senior partners	259 [14.8%]	254 [17.4%]
GP salaried	338 [19.4%]	213 [14.6%]
GP salaried other	6 [0.3%]	3 [0.02%]
Registrar ST3/4	121 [6.9%]	113 [7.7%]
Registrar ST1/2	23 [1.3%]	25 [1.7%]
Retainer	28 [1.6%]	14 [0.9%]
Locum	19 [1.1%]	25 [1.7%]
Total	1,739	1,453
Practice nurse	826 [83.0%]	480 [80.5%]
Advanced nurse practitioner	133 [13.3%]	97 [16.2%]
Nurse specialists	32 [3.2%]	25 [4.1%]
District nurse	1[0.01%]	1 [0.02%]
Trainee nurse	2 [0.2%]	0
Total	994	596
Healthcare assistant	309 [70.3%]	190 [70.8%]
Direct patient care – other	17 [3.8%]	11 [0.4%]
Dispenser/pharmacist	65 [14.8%]	44 [1.6%]
Phlebotomist	56 [12.7%]	22[0.8%]
Therapist	1 [0.2%]	0
Total	439	268
GRAND TOTAL	3,091	2,316

GPs

The total number of GPs FTE is 1,452 and the total head count is 1,739 showing that a large number of GPs do not work full time (See table 12). The minimum number of GPs FTE per GP practice is 0 and the maximum number 23. The average number of GPs per practice is 5.26 with a standard deviation of 3.50, but when the locums are excluded, the number is 4.71 GPs FTE per practice and the standard deviation 2.91, still large spread but a lesser large spread than when the locums are included. The range of senior partners is 0 to 3. On average, there are 0.92 FTE senior partners per GP practice, 3.02 FTE GP partners/providers. The average number of salaried GPs per practice is 0.78 FTE and the average number of trainee GPs 0.50 FTE. The average number of retainer and locums is 0.05 FTE for each. (See table 13)

Table 13: Data on GPs FTE workforce

	N	Total FTE	Range	Min	Max	Mean	SD
TOTAL_GP_FTE	276	1,451.8	23	0	23	5.26	3.500
TOTAL_GP_EXRRL_FTE	276	1,300.0	17	0	17	4.71	2.911
TOTAL_GP_SEN_PTNR_FTE	276	254.0	3	0	3	.92	.541
TOTAL_GP_PTNR_PROV_FTE	276	833.5	13	0	13	3.02	2.446
TOTAL_GP_SAL_BY_PRAC_FTE	276	212.5	7	0	7	.77	1.023
TOTAL_GP_SAL_BY_OTH_FTE	276	2.76	1	0	1	.01	.078
TOTAL_GP_REG_ST3_4_FTE	276	113.2	5	0	5	.41	.768
TOTAL_GP_REG_F1_2_FTE	276	24.8	4	0	4	.09	.445
TOTAL_GP_RET_FTE	276	13.8	2	0	2	.05	.186
TOTAL_GP_LOCUM_VAC_FTE	276	0	0	0	0	.00	.000
TOTAL_GP_LOCUM_ABS_FTE	276	0	0	0	0	.00	.000
TOTAL_GP_LOCUM_OTH_FTE	276	24.8	9	0	9	.05	.570
TOTAL_GP_NOT_STATED_FTE	276	0	0	0	0	.00	.000
Valid N (listwise)	276						

Nurses

The total FTE for nursing staff is 596 (rounded) and the total head count is 994 (See table 12). The minimum number of nurses FTE per GP practice is 0 and the maximum number 12. The average number of nurses per practice is 2.16 with a standard deviation of 1.685, showing a great spread in number of nurses. The number of practice nurses ranges from 0 to 9. The average number of practice nurses is 1.74 with a lesser standard deviation of 1.322. The range of advanced nurse practitioners is 0 to 4 and the average number .35. The number of specialist nurses ranges from 0 to 5 with an average of .09. (See table 14)

Table 14: Data on Nurses FTE workforce

	N	Total FTE	Range	Min	Max	Mean	SD
TOTAL_NURSE_FTE	276	596.2	12	0	12	2.16	1.685
TOTAL_N_PRAC_NURSE_FTE	276	480.2	9	0	9	1.74	1.322
TOTAL_N_ADV_NURSE_PRAC_FTE	276	96.6	4	0	4	.35	.687
TOTAL_N_NURSE_SPEC_FTE	276	24.84	5	0	5	.09	.453
TOTAL_N_TRAINEE_NURSE_FTE	276	0	0	0	0	.00	.023
TOTAL_N_DISTRICT_NURSE_FTE	276	1	1	0	1	.00	.039
TOTAL_N_NURSE_NOT_STATED_FTE	276	0	0	0	0	.00	.000
Valid N (listwise)	276						

HCA's and other direct patient care staff

The total FTE for HCA's is 190 (rounded) and the total head count is 309 (rounded) (See table 12). The HCA's make up approximately 70% of the headcount and 70% of the total FTE for other direct patient care staff. The number of HCA's ranges from 0 to 4 per practice and the average number of HCA's per practice is .69 (probably lower than in reality as nearly of third of entries recorded the number of HCA's as 0 which in many cases has been shown to be incorrect) with a standard deviation of .763, lower than that of the nurses and GPs (the maximum number of HCA's per GP practice is only 4, but 12 for nurses and 23 for GPs) (See table 15).

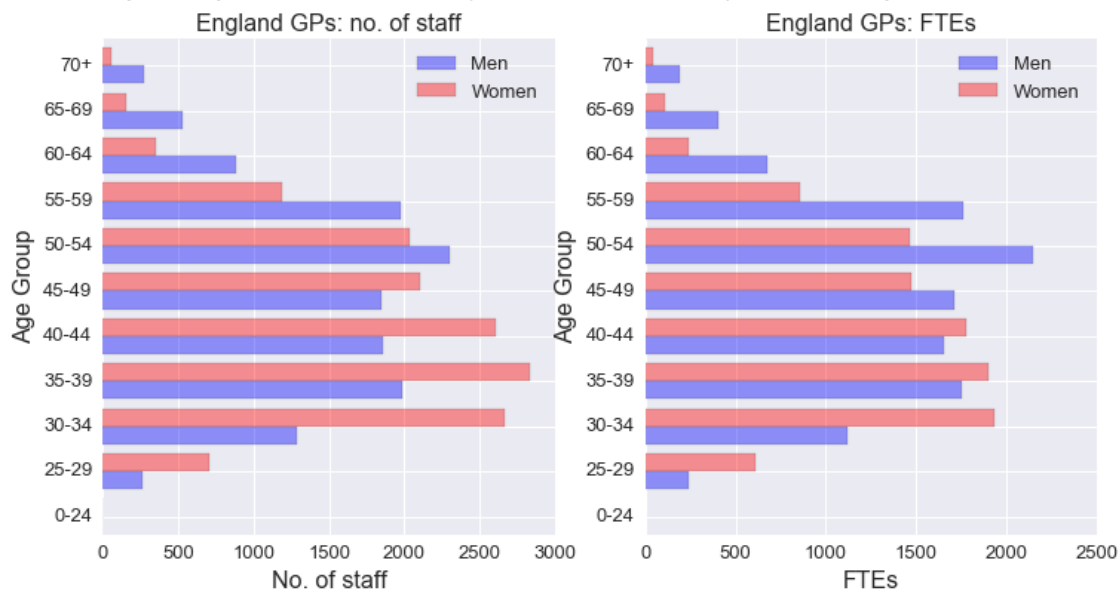
Table 15: Data on Healthcare Assistants and other direct care practitioners

	N	Total FTE	Range	Min	Max	Mean	SD
TOTAL_DPC_FTE	276	267.7	10	0	10	.97	1.232
TOTAL_DPC_DISPENSER_FTE	276	41.4	6	0	6	.15	.711
TOTAL_DPC_HCA_FTE	276	190.4	4	0	4	.69	.763
TOTAL_DPC_PHLEB_FTE	276	22.1	2	0	2	.08	.220
TOTAL_DPC_PHARMA_FTE	276	0	0	0	0	.00	.000
TOTAL_DPC_PHYSIO_FTE	276	0	0	0	0	.00	.006
TOTAL_DPC_PODIA_FTE	276	0	0	0	0	.00	.000
TOTAL_DPC_THERA_FTE	276	0	0	0	0	.00	.015
TOTAL_DPC_OTH_FTE	276	11	2	0	2	.04	.238
TOTAL_DPC_NOT_STATED_FTE	276	0	0	0	0	.00	.000
Valid N (listwise)	276						

3.2. Wessex GPs: age and gender distributionEngland

Looking at the number of GPs by head count, women outnumber men both overall [14,712 against 13,199] and in various age groups: 45-49 [2103 against 1846]; 35-39 [2839 against 1985]; 40-44 [2609 against 1857]; and more especially 25-29 [706 against 265] and 30-44 [2669 against 1288]. However, there are fewer women than men in the age range 50-54 [2039 against 2298] and 55-59 [1187 against 1981], but more especially 60-64 [354 against 885], 65-69 [149 against 527] and 70+ age groups [57 against 267]. There are no men or women aged 24 or less (See table 16 and chart 3).

Chart 3: Age and gender distribution by headcount and FTE for GPs in England



The number of GPs FTEs broadly mirror the number of GPs by head count for all the age groups in the age range 25 to 44 with significantly more women than men, except that the overall proportion of women aged 25-44 is far smaller by FTE than by headcount. Out of a head count of 14,218 GPs, 5395 were men (37.9%) and 8823 were women (62.0%) while out of 10,982 GPs FTE 4,764 were men (43.3%) and 6,218 were women (56.6%) (See table 16 and chart 3).

Looking at the GP workforce FTE in the age range 45-49 FTEs, men outnumber women [1,708 against 1,476 totalling 3,184] whereas by headcount women outnumbered men [1,846 against 2103 totalling 3,949]. By headcount between the age ranges 25-29 to 45-49 or under 50 women outnumber men while by FTE women outnumber men only between age ranges 25-29 to 40-44.

By head count, for the age range 45-49, the proportion is 53.2% women and 46.7% men. By FTE this proportion is reversed, with 53.6% men and 46.3% women. In other words, men are under-represented by headcount (39.1%), but over-represented by FTE (53.6%), suggesting that many more women than men work part-time. (See table 16 and chart 3)

Table 16: Age and gender distribution for England GPs by numbers and by FTE

Age range	England GPs by headcount			England GPs by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	0	0	0	0	0
25-29	265 [27.2%]	706	971	239.43 [28.0%]	613.14	852.57
30-34	1,288 [32.5%]	2,669	3,957	1,116.7 [36.6%]	1,929.80	3,046.50
35-39	1,985 [41.1%]	2,839	4,824	1,754.1 [48.0%]	1,896.60	3,650.70
40-44	1,857 [41.5%]	2,609	4,466	1,653.7 [48.1%]	1,778.70	3,432.40
45-49	1,846 [39.1%]	2,103	3,949	1,707.8 [53.6%]	1,475.80	3,183.60
50-54	2,298 [52.9%]	2,039	4,337	2,146.1 [59.4%]	1,462.20	3,608.30
55-59	1,981 [62.5%]	1,187	3,168	1,762.1 [67.3%]	855.95	2,618.05
60-64	885 [71.4%]	354	1,239	680.2 [73.8%]	241.03	921.23
65-69	527 [77.9%]	149	676	403.62 [78.9%]	108.12	511.74
70+	267 [82.5%]	57	324	193.05 [82.8%]	40.33	233.38
Totals:	13,199 [47.2%]	14,712 [52.8%]	27,911	11,656.82 [52.8%]	10,401.65 [47.2%]	22,058.47

By head count, for those aged 50 and over, GPs represent 34.9% of the total number of GPs [n=9,744 out of 27911] while by FTE they make up 35.7% [n= 7893 out of 22058]. Looking at GPs aged 65 and over, by head count they represent 3.9% [n=1090 out of 27911] and by 3.3% FTE [n=745 out of 22058]. (See table 16 and chart 3)

For those aged 50 to 70+, the gender profile of the GP workforce by head count and by FTE shows that men outnumber women and do so ever increasingly the older they are [5958 men against 3786 women totalling 9744]. This pattern is even more evident when looking at FTEs [5185 men against 2708 women totalling 7893]. (See table 16, 16b and chart 3)

For those aged 50-70+, the proportion of women by headcount is 38.9% and by FTE 34.4% while the proportion of men by headcount is lower than by FTE with 61.6% and 65.6% respectively. (See table 16, 16b and chart 3)

For FTEs aged 55-59, there are twice as many men than women [rounded to 1762 against 856 or 2618]. This translates to 67.3% men and 32.6% women. For FTEs aged 60-64 there are nearly three times as many men as women with 680 men and 241 women [rounded] totalling 921 or 26.1% women. For FTEs aged 65-69 there are nearly four times men as women with 404 men and 108 women [rounded] totalling 512 or 21.09% women. (See table 16, 16b and chart 3)

Table 16a: Age and gender distribution for England GPs aged less than 50

Age range	England GPs by headcount			England GPs by FTE		
	Male	Female	Total	Male	Female	Total
25-29	265 [27.2%]	706	971	239.43 [28.0%]	613.14	852.57
30-34	1,288 [32.5%]	2,669	3,957	1,116.7 [36.6%]	1,929.8	3,046.50
35-39	1,985 [41.1%]	2,839	4,824	1,754.1 [48.0%]	1,896.6	3,650.70
40-44	1,857 [41.5%]	2,609	4,466	1,653.7 [48.1%]	1,778.7	3,432.40
45-49	1,846 [39.1%]	2,103	3,949	1,707.8 [53.6%]	1,475.8	3,183.60
Total	7,241 [39.8%]	10,926 [60.2%]	18,167	6,471.73 [45.6%]	7,694.04 [54.5%]	14,165.77

Table 16b: Age and gender distribution for England GPs aged 50 and over

Age range	England GPs by headcount			England GPs by FTE		
	Male	Female	Total	Male	Female	Total
50-54	2,298 [52.9%]	2,039	4,337	2,146.1 [59.4%]	1,462.20	3,608.30
55-59	1,981 [62.5%]	1,187	3,168	1,762.1 [67.3%]	855.95	2,618.05
60-64	885 [71.4%]	354	1,239	680.2 [73.8%]	241.03	921.23
65-69	527 [77.9%]	149	676	403.62 [78.9%]	108.12	511.74
70+	267 [82.5%]	57	324	193.05 [82.8%]	40.33	233.38
Total	5,958 [61.1%]	3,786 [38.9%]	9,744	5,185.07 [65.6%]	2,707.63 [34.4%]	7,892.70

By headcount the total workforce is 27,911 and 22,058 by FTE [rounded]. (See table 16). Whether by head count or by FTE, most of the workforce is aged under 50: by headcount a total of 18,167 GPs or 65%, *i.e.* nearly two thirds of the total GP workforce, and by FTE 14,166 GPs [rounded] or 64.2% of the total FTE GP workforce. (See tables 16, 16a and 16b).

By headcount, men under the age of 50 [n=7,241] make up 54.8% of the overall total number men while men over 50 [n=5,958] represent 45.1% of the overall total of men. Women under the age of

50 [n=10,926] make up 74.2% of the overall total of women with women over the age of 50 [n=3,786] representing 25.8% of the overall number of women. By FTE, men under 50 [n=6,472] make up 55.5% of the total number of men. By FTE women under 50 [n=7,694] make up 73.9% of the total number of women.

Wessex overall

It is worth remembering that data for 39 GP practices in Wessex (12.3%) and 1,201 in England (15.5%) are missing for the HSCIC GP Workforce Experimental Statistics (See table 6)

Looking at the number of GPs by head count, they broadly mirror that of England. Overall women outnumber men [995 against 744] and also in various age groups: 45-49 [111 against 166]; 35-39 [116 against 205]; and 40-44 [91 against 163] and more especially 25-29 [20 against 43] and 30 to 34 [64 against 165]. In the age ranges of 30 to 34 and 35 to 39 there were proportionally fewer men in Wessex than in England as a whole.

There are fewer women than men in the age range 50-54 [147 against 151] and 55-59 [92 against 143] but more especially 60-64 [13 against 36] 65-69 [1 against 11] and 70+ age groups [0 against 1]. In the age range 50-54 the number of men outnumber women only by 4, so there is proportionally less of a difference between men and women in Wessex compared to England as the latter has a proportionally wider gap. There are no men or women aged 24 or less (See table 17 and chart 4).

Chart 4: Age distribution of Wessex GPs by headcount and by gender



Table 17: Age and gender distribution by number of Wessex GP numbers and by FTE

Age range	Wessex GPs by headcount			Wessex GPs by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	0	0	0	0	0
25-29	20 [31.7%]	43	63	20.05 [33.4%]	39.77	59.82
30-34	64 [27.9%]	165	229	59.77 [32.3%]	125.16	184.93
35-39	116 [36.1%]	205	321	115.07 [45.0%]	140.14	255.21
40-44	91 [35.8%]	163	254	90.86 [45.3%]	109.5	200.36
45-49	111 [40%]	166	277	113.44 [48.9%]	118.42	231.86
50-54	151 [50.6%]	147	298	154.73 [58.7%]	108.68	263.41
55-59	143 [60.8%]	92	235	139.08 [65.8%]	71.61	210.69
60-64	36 [73.4%]	13	49	29.72 [78.5%]	8.12	37.84
65-69	11 [91.6%]	1	12	7.03 [85.3%]	1.17	8.20
70+	1 [100%]	0	1	0.64 [100%]	0	0.64
Total	744 [42.7%]	995 [57.3%]	1,739	730.40 [50.2%]	722.58 [49.8%]	1,452.98

The number of GPs FTEs broadly mirror the number of GPs by head count for all the age groups in the range of 25 to 44 with more women than men, except that the proportion of women is far smaller for FTE than by headcount, especially for ages 35-44. Out of a head count of 867 GPs, 291 were men (33.5%) and 576 were women (66.4%) while out of 700 GPs FTE, 286 were men (40.8%) and 414 were women (59.1%). (See table 17 and charts 4 and 5)

Looking at the FTE workforce, in the age range 45 to 49, women outnumber men [118 instead of 113]. This is different from England as a whole where there are more men than women in the 45-49 age range. By head count, the proportion was 166 or 60% women and 111 or 40% men, but by FTEs the number are 113 or 49% men and 118 or 51% women.

For GPs aged 50-70+ men outnumber women by head count, and do so ever increasingly the older they are [342 against 253 totalling 595]. This pattern is even more evident when looking at GPs aged 50-70+ FTEs [331 against 190 totalling 521]. The proportion of men by head count is 57.4% and for FTE 63.5%. The proportion of women by headcount is 42.6% and 36.5% for FTEs.

In the age range 55-59, the Wessex FTE GP workforce broadly mirrors that of England with twice as many men as women [139 and 71 totalling 210] which gives 66.1% men and 33.8% women (See table 17 and chart 4 and 5) compared to 67.3% men and 32.6% women for England. In the age range, 60-64, FTE men outnumber FTE women 78.9% men to 21.1% women (compared to 26.1% women for England). For those aged 65-69, FTE men outnumber FTE women 7 to 1 [rounded] or 87.5% men to 12.5% women (compared to 21.09% women for England).

Table 17a: Age and gender distribution for Wessex GPs aged less than 50

Age range	Wessex GPs by headcount			Wessex GPs by FTE		
	Male	Female	Total	Male	Female	Total
25-29	20 [31.7%]	43	63	20.05 [33.4%]	39.77	59.82
30-34	64 [27.9%]	165	229	59.77 [32.3%]	125.16	184.93
35-39	116 [36.1%]	205	321	115.07 [45.0%]	140.14	255.21
40-44	91 [35.8%]	163	254	90.86 [45.3%]	109.50	200.36
45-49	111 [40%]	166	277	113.44 [48.9%]	118.42	231.86
Total	402 [35.1%]	742 [64.9%]	1,144	399.20 [42.9%]	532.99 [57.1%]	932.19

Table 17b: Age and gender distribution for Wessex GPs aged 50 and over

Age range	Wessex GPs by headcount			Wessex GPs by FTE		
	Male	Female	Total	Male	Female	Total
50-54	151 [50.6%]	147	298	154.73 [58.7%]	108.68	263.41
55-59	143 [60.8%]	92	235	139.08 [65.8%]	71.61	210.69
60-64	36 [73.4%]	13	49	29.72 [78.5%]	8.12	37.84
65-69	11 [91.6%]	1	12	7.03 [85.3%]	1.17	8.20
70+	1 [100%]	0	1	0.64 [100%]	0	0.64
Total	342 [57.4%]	253 [42.6%]	595	331.20 [63.5%]	189.58 [36.5%]	520.78

By headcount the GP workforce counts 1,739 people and by FTE 1,453 [rounded]. (See table 17) Whether by head count or by FTE, most of the workforce is aged under 50. By headcount, nearly two thirds of the GP workforce are aged under 50 (n=1,144 or 65.7%) and by FTE 64.1% (n=932). This closely mirrors the percentages for England: 65% and 64.2%, by headcount and by FTE respectively (See tables 17a and 17b and tables 16 and 16b).

In the age range 45-49, women GPs outnumber men 60% to 40% by headcount reduced to 51.1% to 48.9% for FTEs. (See tables 17 and 17b). The figures for England were 39.1% GP men by headcount and 53.6% by FTE. (See tables 16 and 16a). In other words, GP men are similarly under-represented by headcount (39.1% and 40%), but less over-represented by FTE, 48.9% instead of 53.6%. (See tables 17a and 17b and tables 16 and 16b).

By headcount, men under the age of 50 [n=402] make up 54% of the overall total number men while men over 50 [n=342] represent 46% of the overall total of men. Women under the age of 50 [n=742] make up 74.5% of the overall total of women with women over the age of 50 [n=253] representing 25.5% of the overall number of women. By FTE, men under 50 [n=399] make up 54.6% of the total number of men (compared to 55.5% for England). By FTE, women under 50 [n=533] represent 72.7% of the total number of women (compared to 73.9% for England).

Wessex GP partner providers and senior partners

Due to the high number required (19 in the narrative and 75 in the appendices giving 94 in total), the charts were created using Python 3 rather than Excel, so they do not contain 'live' data labels and 'live' embedded tables.

Chart 5: Wessex GP partner providers and senior partners



Table 18: Wessex GP partners and providers by number and by FTE

Age range	Wessex GP partners and providers by headcount			Wessex GP partners and providers by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	0	0	0	0	0
25-29	4 [57.1%]	3	7	4.85 [65.5%]	2.61	7.46
30-34	27 [39.7%]	41	68	25.23 [41.8%]	35.02	60.25
35-39	93 [48.6%]	98	191	95.42 [56.7%]	72.73	168.15
40-44	76 [42.2%]	104	180	79.85 [49.9%]	80.03	159.88
45-49	106 [47.1%]	119	225	108.62 [54.1%]	92.07	200.69
50-54	147 [56.1%]	115	262	152.56 [62.2%]	92.43	244.99
55-59	134 [62.0%]	82	216	132.53 [66.5%]	66.72	199.25
60-64	33 [75.0%]	11	44	29.11 [80.6%]	6.97	36.08
65-69	9 [90.0%]	1	10	6.70 [85.1%]	1.17	7.87
70+	1 [100%]	0	1	0.64 [100%]	0	0.64
Total	630 [52.3%]	574 [47.7%]	1,204	635.51 [58.5%]	449.75 [41.5%]	1,085.26

By headcount, GP partners, senior partners and providers (n=1,204) make up 69.1% of the GP workforce (n=1,739). They make up 70.5% (n=1,088) of the FTE workforce (n=1,453). (See table 12 and table 18).

Both by head count and by FTE, there are fewer women among the GP partners/senior partners and providers than in the overall sample: 47.7% instead of 57.3% by headcount and 41.5% instead of 49.8% by FTE. (See table 16 and 18). In the overall GP workforce, there were more women than men for all the age ranges between 25-49, both by headcount and by FTE. (See table 16). For the partners/providers and senior partners, in the age range 25-29, men outnumber women (57.1%). However, the numbers are very small (4 men and 3 women).

Women partners/providers or senior partners outnumber men for age ranges 30 to 49 to a far greater extent than in the overall GP workforce. By headcount, 362 out of 664 or 54.5% are women

and by FTE 309 out of 589 or 52.4%. In the overall GP workforce, by headcount 699 out of 1081 are women or 64.6% and by FTE 493 out of 872 are women or 56.5%. However, by FTE women GP partners/providers and senior partners are outnumbered by men for age ranges 35-39 (56.7% men) and 45-49 (54.1% men). (See tables 18 and 18a)

For GP partners/providers and senior providers aged 50 and over, men outnumber women 60.7% (n=224 out of 533) by headcount and 65.8% by FTE. In the overall sample the figures were 57.4% men and 63.5% men. (See tables 18b and 17b).

Table 18a: Wessex GP partners and providers by number and by FTE aged under 50

Age range	Wessex GP: partners and providers by headcount			Wessex GP: partners and providers by FTE		
	Male	Female	Total	Male	Female	Total
25-29	4 [57.1%]	3	7	4.85 [65.5%]	2.61	7.46
30-34	27 [39.7%]	41	68	25.23 [41.8%]	35.02	60.25
35-39	93 [48.6%]	98	191	95.42 [56.7%]	72.73	168.15
40-44	76 [42.2%]	104	180	79.85 [49.9%]	80.03	159.88
45-49	106 [47.1%]	119	225	108.62 [54.1%]	92.07	200.69
Total	306 [45.6%]	365 [54.4%]	671	313.97 [52.6%]	282.46 [47.4%]	596.43

Table 18b: Wessex GP partners and providers by number and by FTE aged 50 and over

Age range	Wessex GP: partners and providers by headcount			Wessex GP: partners and providers by FTE		
	Male	Female	Total	Male	Female	Total
50-54	147 [56.1%]	115	262	152.56 [62.2%]	92.43	244.99
55-59	134 [62.0%]	82	116	132.53 [66.5%]	66.72	199.25
60-64	33 [75.0%]	11	44	29.11 [80.6%]	6.97	36.08
65-69	9 [90.0%]	1	10	6.70 [85.1%]	1.17	7.87
70+	1 [100%]	0	1	0.64 [100%]	0	0.64
Total	324 [60.7%]	209 [39.3%]	533	321.54 [65.8%]	167.29 [34.2%]	488.83

By headcount, GPs partners and providers under the age of 50 make up 55.7% (n=671) of the total number (n=1,204). Those under the age of 50 (n=596) make up 54.9% of the total FTE number (n=1,085). (See table 18 and 18a).

Wessex GP salaried, locums and retainers

By headcount, salaried GPs, locums and retainers (n=385) make up 22.1% of the GP workforce (n=1,739). They make up 15.6% (n=228) of the FTE workforce (n=1,453). (See table 12 and table 18).

Chart 7: Wessex GP salaried, locums and retainers



Table 19: Wessex GPs salaried, locums and retainers

Age range	Wessex GP: salaried, locums and retainers			Wessex GP: salaried, locums and retainers		
	Male	Female	Total	Male	Female	Total
0-24	0	0	0	0	0	0
25-29	2 [25%]	6	8	1.20 [23.6%]	3.88	5.08
30-34	16 [15.8%]	85	101	13.20 [18.4%]	58.31	71.51
35-39	13 [12.3%]	92	105	9.37 [14.9%]	53.36	62.73
40-44	8 [12.5%]	56	64	5.01 [15.6%]	26.94	31.95
45-49	4 [8.5%]	43	47	3.67 [13.7%]	23.00	26.67
50-54	4 [11.1%]	32	36	2.16 [13.1%]	16.24	18.40
55-59	8 [44.4%]	10	18	5.56 [53.2%]	4.89	10.45
60-64	2 [50%]	2	4	0.45 [76.2%]	1.14	0.59
65-69	2 [100%]	0	2	0.33 [100%]	0	0.33
70+	0	0	0	0	0	0
Total	59 [15.3%]	326 [84.7%]	385	40.95 [17.9%]	187.76 [82.1%]	228.21

In relation to both head count and FTE, women outnumber men in all age bands with an estimated 326 women (84.7%) and 59 men (15.3%) and 188 women (82.1%) and 41 men (17.1%) respectively. [rounded FTE figures] (See table 19)

More than half of the salaried, locum and retainer workforce is aged between 30-39 (53.5%) (See chart 7 and table 19).

By headcount, the representation of men varies from 8.5% [age range 45-49] to more than 44% [age ranges 55-70+]. However, there are only 24 salaried, locum or retainer GPs aged 55 and over. (See tables 19 and 19a and 19b).

Table 19a: Wessex GPs salaried and locums aged under 50

Age range	Wessex GP: salaried, locums and retainers			Wessex GP: salaried, locums and retainers		
	Male	Female	Total	Male	Female	Total
25-29	2 [25%]	6	8	1.20 [23.6%]	3.88	5.08
30-34	16 [15.8%]	85	101	13.20 [18.4%]	58.31	71.51
35-39	13 [12.3%]	92	105	9.37 [14.9%]	53.36	62.73
40-44	8 [12.5%]	56	64	5.01 [15.6%]	26.94	31.95
45-49	4 [8.5%]	43	47	3.67 [13.7%]	23	26.67
Total	43 [13.2%]	282 [86.8%]	325	32.45 [16.3%]	165.49 [83.7%]	197.94

Table 19b: Wessex GPs salaried and locums aged 50 and over

Age range	Wessex GP: salaried, locums and retainers			Wessex GP: salaried, locums and retainers		
	Male	Female	Total	Male	Female	Total
50-54	4 [11.1%]	32	36	2.16 [13.1%]	16.24	18.40
55-59	8 [44.4%]	10	18	5.56 [53.2%]	4.89	10.45
60-64	2 [50%]	2	4	0.45 [76.2%]	1.14	0.59
65-69	2 [100%]	0	2	0.33 [100%]	0	0.33
70+	0	0	0	0	0	0
Total	16 [26.6%]	44 [73.4%]	60	8.50 [33.1%]	22.27 [66.9%]	30.77

Women under the age of 50 outnumber men of the same age to greater extent than for the overall workforce and for salaried, locum and retainer GPs with 86.8% by headcount and 83.6% by FTE.

Women aged 50 and over still outnumber men with 73.4% by headcount and 66.9% by FTE. The decrease in the representation of women is due to the percentage of men suddenly increasing to 44.4% by headcount and 53.2% by FTE for the age band 55-59 and to 50% by headcount and 76.2% by FTE for the age band 60-64, not to mention that there are no women aged 65 and over, but two men (See table 19 and 19b).

3.3. Wessex GPs: FTE distribution

England FTE distribution

There is a sizeable number of GPs: 1,443 out of 28,227 (5.1%) who claim that they work between 1.2 to 2.0FTE. Most of them are men (1,071 or 74.2%). There are 4,630 GPs who work between 1.0 and 1.2 FTE (20.9%). Again, most of them are men (3,212 or 69.3%) are men. (See chart 8 and table 20).

Chart 8: FTE distribution England GPs

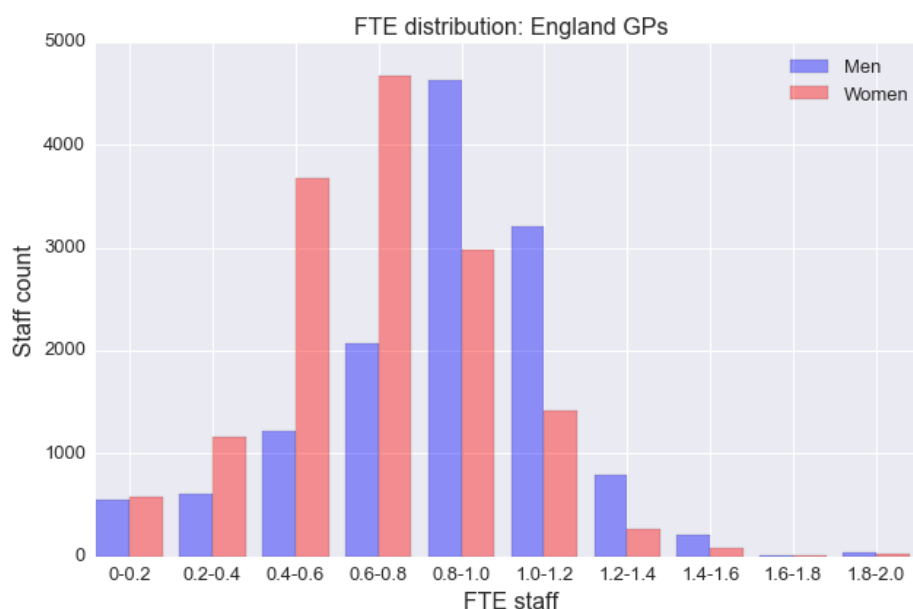


Table 20: GP Workforce: FTE distribution for England

FTE	Male	Female	Total
0-0.2	555 [48.9%]	578	1,133
0.2-0.4	604 [35.4%]	1,155	1,759
0.4-0.6	1,223 [24.9%]	3,682	4,905
0.6-0.8	2,068 [30.6%]	4,676	6,744
0.8-1.0	4,633 [60.8%]	2,980	7,613
1.0-1.2	3,212 [69.3%]	1,418	4,630
1.2-1.4	797 [75.2%]	262	1,059
1.4-1.6	213 [71.1%]	84	297
1.6-1.8	17 [73.9%]	6	23
1.8-2.0	44 [68.7%]	20	64
Total			22,227

Slightly fewer men than women work between 0 and 0.2FTE (48.9%). Almost twice as many women work between 0.2 and 0.4FTE (64.6%). Nearly four times as many women than men work between 0.4 and 0.6 FTE (75.1%). More than over twice as many men than women work between 0.6 and 0.8FTE (69.4%). However, of those working between 0.8 and 1.0 FTE, 60.8% are men.

Wessex FTE distribution

The Wessex GP FTE distribution broadly mirrors that of England. There is a sizeable number of GPs: 173 out of 1,739 (9.9%) [5.1% for England] who claim that they work between 1.2 to 2.0FTE. Most of them (n=126) are men (72.8%) [74.2% for England]. There are 199 GPs out of 1,739 who work between 1.0 and 1.2 FTE (11.4%) [20.9% for England]. Again, most of them are men (72.1%) [69.3% for England]. (See chart 9, table 21 and table 20).

Chart 9: FTE distribution Wessex GPs

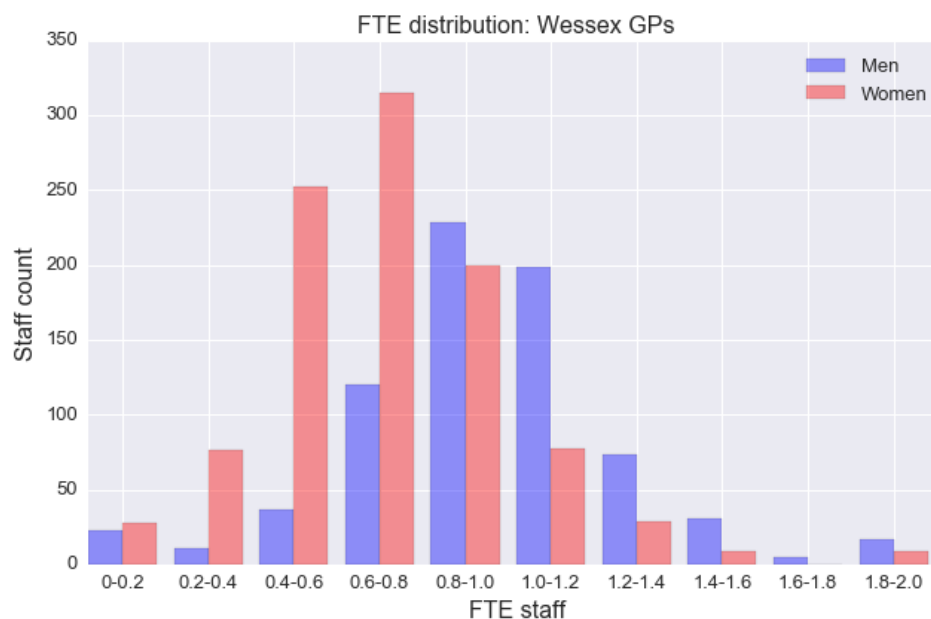


Table 21: GP Workforce: FTE distribution for Wessex

FTE	Male	Female	Total
0-0.2	23 [45.0%]	28	51
0.2-0.4	11 [12.6%]	76	87
0.4-0.6	37 [12.8%]	252	289
0.6-0.8	120 [27.5%]	315	435
0.8-1.0	228 [53.2%]	200	428
1.0-1.2	199 [72.1%]	77	276
1.2-1.4	73 [71.5%]	29	102
1.4-1.6	31 [77.5%]	9	40
1.6-1.8	5 [100%]	0	5
1.8-2.0	17 [65.3%]	9	26
Total			1,739

Slightly fewer men than women work between 0 and 0.2FTE (45%) [48.9% for England]. Nearly five times as many women work between 0.2 and 0.4FTE than men (87.4%) [64.6% for England]. Nearly five times as many women than men work between 0.4 and 0.6 FTE (87.2%) [75.1% for England]. More than over twice as many men than women work between 0.6 and 0.8FTE (72.5%) [69.4% for England]. Of those working between 0.8 and 1.0 FTE, (just over half) 53.2% are men [60.8% for England]. (See chart 7, table 21 and table 20).

Wessex FTE distribution GP partners/providers and senior partners

The Wessex FTE distribution of GP partners/providers and senior partners broadly mirrors that of the overall GP workforce. There is a sizeable number of GPs: 163 out of 1,204 (8.1%) [9.9% for overall Wessex GP workforce] who claim that they work between 1.2 to 2.0FTE. Most of them (n=123) are men (75.4%) [72.8% for overall Wessex GP workforce]. There are 207 GPs out of 1,204 who work between 1.0 and 1.2 FTE (17.1%) [11.4% for overall Wessex GP workforce]. Most of them are men (77.7%) [72.1% for overall Wessex GP workforce]. (See chart 10, table 22 and table 20).

Chart 10: Wessex FTE distribution GP partners/providers and senior partners

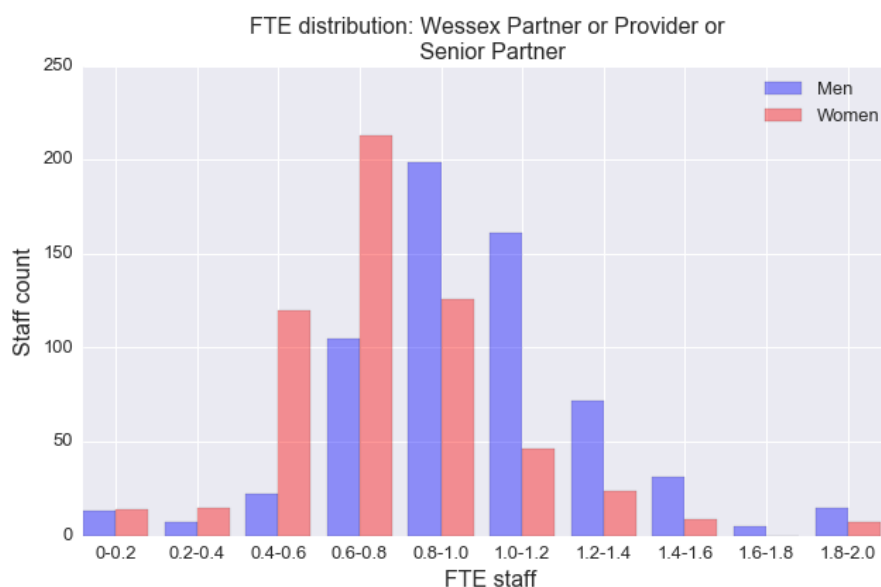


Table 22: Wessex FTE distribution GP partners/providers and senior partners

FTE range	Male	Female	Total
0-0.2	13 [48.1%]	14	27
0.2-0.4	7 [31.8%]	15	22
0.4-0.6	22 [15.4%]	120	142
0.6-0.8	105 [33.0%]	213	318
0.8-1.0	199 [61.2%]	126	325
1.0-1.2	161 [77.7%]	46	207
1.2-1.4	72 [75.0%]	24	96
1.4-1.6	31 [77.5%]	9	40
1.6-1.8	5 [100%]	0	5
1.8-2.0	15 [31/8%]	7	22
Total			1,204

Slightly fewer men than women work between 0 and 0.2FTE (48.1%) [45% for overall Wessex GP workforce]. Nearly twice as many women work between 0.2 and 0.4FTE as men (68.2%) [87.4% for overall Wessex GP workforce]. Nearly five times as many women than men work between 0.4 and 0.6 FTE (84.6%) [87.2% for overall Wessex GP workforce]. More than over twice as many men than women work between 0.6 and 0.8FTE (67.0%) [72.5% for overall Wessex GP workforce]. Of those working between 0.8 and 1.0 FTE, 61.2% are men [53.2% for overall Wessex GP workforce]. (See chart 10, table 22 and table 20).

Wessex FTE distribution GPs salaried, locums and retainers

The Wessex FTE distribution of GP partners/providers and senior partners does not broadly mirror that of the overall Wessex GP workforce. There is a very small number of GPs: 3 out of 385 (0.7%) [8.1% for GP partners/providers and senior partners and 9.9% for overall Wessex] who claim to work between 1.2 to 2.0FTE. Two of them are men (66.6%) [75.4% for GP partners/providers and senior partners and 72.8% for overall Wessex]. (See chart 11, table 22, 23 and table 20).

There are 15 GPs out of 385 who work between 1.0 and 1.2 FTE (3.8%) [17.1% for GP partners/providers and senior partners and 11.4% for overall Wessex]. Most of them are women (66.6%) [22.3% for GP partners/providers and senior partners and 27.9% for overall Wessex]. Most of the salaried GPs and locums and retainers (60%) work 0.4-0.6 to 0.6-0.8 FTE (n=231). (See chart 11, table 22, 23 and table 20).

Chart 11: FTE distribution GP salaried, locums and retainers

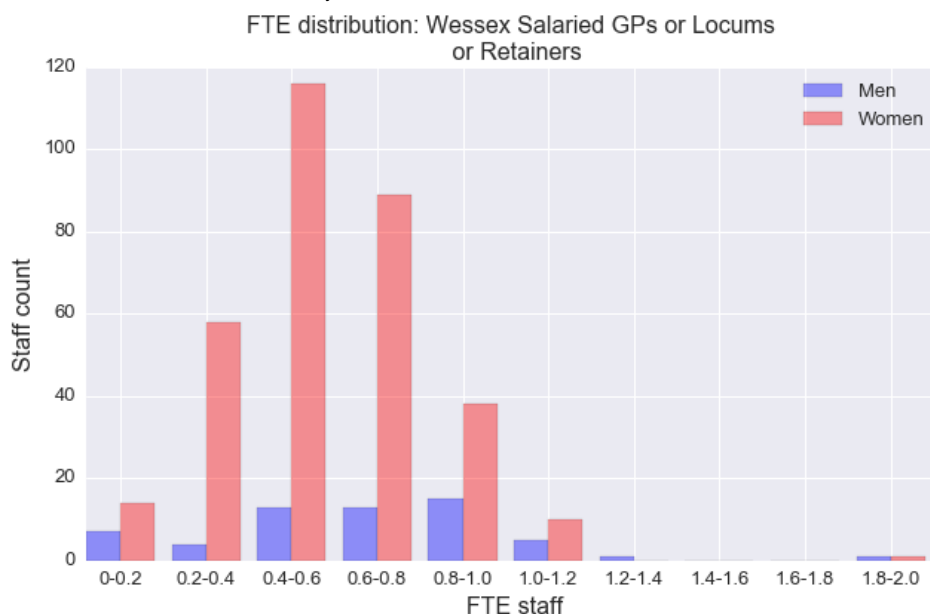


Table 23: Wessex FTE distribution salaried GPs, locums and retainers

FTE range	Male	Female	Total
0-0.2	7 [33.3%]	14	21
0.2-0.4	4 [6.4%]	58	62
0.4-0.6	13 [10.0%]	116	129
0.6-0.8	13 [12.7%]	89	102
0.8-1.0	15 [28.3%]	38	53
1.0-1.2	5 [33.3%]	10	15
1.2-1.4	1 [100%]	0	1
1.4-1.6			
1.6-1.8	0	0	0
1.8-2.0	1 [50%]	1	2
Total			385

Twice fewer men as women work between 0 and 0.2FTE (33.3%) [48.1% for GP partners/providers and senior partners and 45% for overall Wessex]. Only 6.4% of men and 93.6% work between 0.2 and 0.4FTE as men [68.2% of women for GP partners/provides and senior partners and 87.4% for overall Wessex]. Nearly nine times as many women as men work between 0.4 and 0.6 FTE (90%) [84.6% for GP partners/providers and senior and 87.2% for overall Wessex GP workforce]. (See chart 11, table 22, 23 and table 20).

More than four times as women than men work between 0.6 and 0.8FTE [87.3% for GP partners/providers and senior partners and 67.0% and 72.5% for overall Wessex]. Of those working

between 0.8 and 1.0 FTE, 28.3% are men [61.2% for GP partners/providers and senior partners and [53.2% for overall Wessex]. (See chart 11, table 22 and table 20).

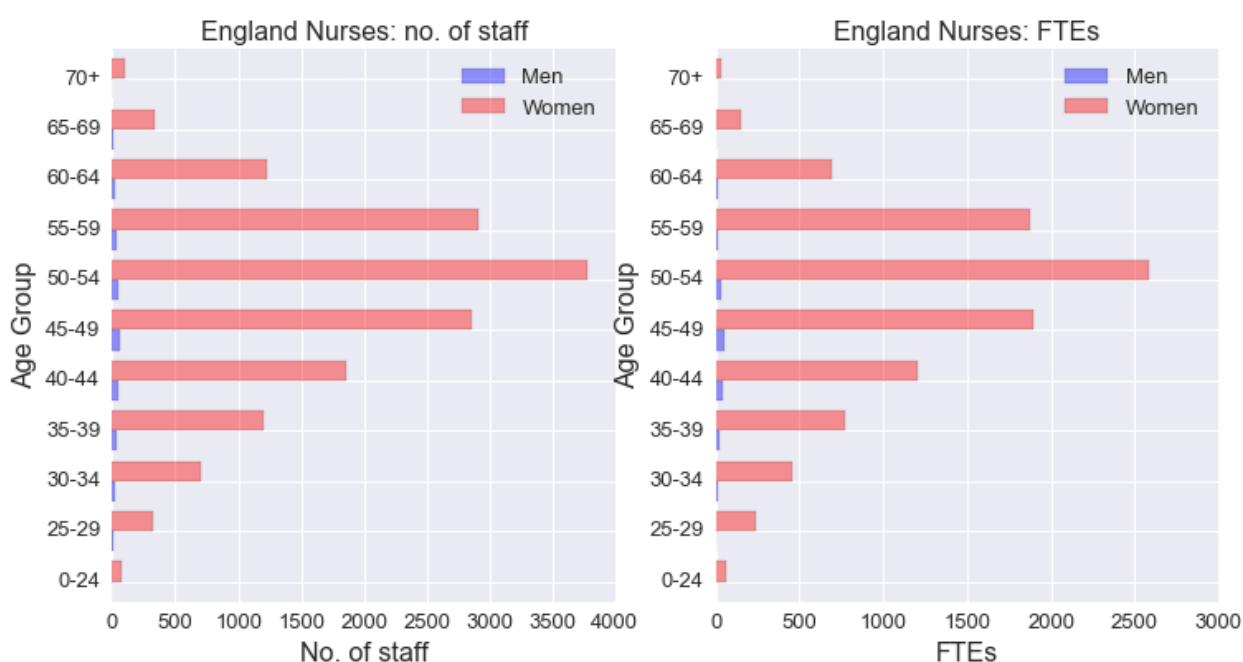
3.4 Wessex nurses in GP practices: age, gender and FTE distribution

England

Age and gender distribution

Most of the workforce is female. The overall average percentage of men is 1.6% by headcount and 1.9% by FTE. The age group 30-34 counts the greatest percentage of men [2.8% by headcount and 3.3% by FTE]. Apart from groups with zero men, 0-24 and 70 and over, the age group with the smallest percentage of men is 55-59 with less than 0.9% both by headcount and by FTE (See chart 12 and table 24).

Chart 12: England all nurses in GP practices



Nurses aged 50 and over and nurses under 50 are almost equally distributed. The former counts 8434 nurses out of 15,618 (54%) and the latter 7184 (46%). (See chart 12 and tables 24, 24a and 24b).

Table 24: England all nurses in GP practices

Age range	England all nurses in GP practices by headcount			England all nurses in GP practices by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	77	77	0	57.89	57.89
25-29	8 [2.4%]	321	329	7.24 [3.0%]	237.48	244.72
30-34	20 [2.8%]	699	719	15.96 [3.3%]	460.49	476.45
35-39	27 [2.2%]	1,203	1,230	21.61 [2.7%]	769.38	790.99
40-44	49 [2.5%]	1,858	1,907	37.84 [3.0%]	1,204.24	1,242.08
45-49	61 [2.1%]	2,861	2,922	48.44 [2.4%]	1,897.85	1,946.29
50-54	42 [1.1%]	3,784	3,826	33.71 [1.2%]	2,586.37	2,620.08
55-59	29 [0.9%]	2,906	2,935	17.50 [0.9%]	1,871.95	1,889.45
60-64	14 [1.1%]	1,224	1,238	8.14 [1.1%]	693.48	647.62
65-69	5 [1.4%]	335	340	2.38 [1.5%]	149.98	152.36
70+	0	95	95	0	32.91	32.91
Total	255 [1.6%]	15,363 [98.3%]	15,618	192.82 [1.9%]	9,962.02 [98.1%]	10,154.84

Table 24a: England all nurses in GP practices aged under 50

Age range	England all nurses in GP practices by headcount			England all nurses in GP practices by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	77	77	0	57.89	57.89
25-29	8 [2.4%]	321	329	7.24 [3.0%]	237.48	244.72
30-34	20 [2.8%]	699	719	15.96 [3.3%]	460.49	476.45
35-39	27 [2.2%]	1,203	1,230	21.61 [2.7%]	769.38	790.99
40-44	49 [2.5%]	1,858	1,907	37.84 [3.0%]	1204.24	1,242.08
45-49	61 [2.1%]	2,861	2,922	48.44 [2.4%]	1897.85	1,946.29
Total	165 [2.2%]	7,019 [97.8%]	7184	131.09 [2.8%]	4,627.33 [97.2%]	4,758.42

Table 24b: England all nurses in GP practices aged 50 and over

Age range	England all nurses in GP practices by headcount			England all nurses in GP practices by FTE		
	Male	Female	Total	Male	Female	Total
50-54	42 [1.1%]	3,784	3,826	33.71 [1.2%]	2,586.37	2,620.08
55-59	29 [0.9%]	2,906	2,935	17.50 [0.9%]	1,871.95	1,889.45
60-64	14 [1.1%]	1,224	1,238	8.14 [1.1%]	693.48	701.62
65-69	5 [1.4%]	335	340	2.38 [1.5%]	149.98	152.36
70+	0	95	95	0	32.91	32.91
Total	90 [1.0%]	8,344 [99.0%]	8,434	61.73 [1.1%]	5,334.69 [98.9%]	5,396.42

The age group with the greatest number of nurses by headcount is the 50-54 group (n=3,826) with nearly a quarter of the workforce (24.4%) and it is also the top group by FTE (n=2,620) (25.8%), followed by the 45-49 group (18.7%) (n=2,922) and the 55-59 groups (18.8%) (n=2,935). Together these three groups (n=9,683) represent by headcount 62% of all the nurses in GP practices in England and 63.5% by FTE (n=6,456). (See chart 12 and table 24).

FTE distribution

The FTE range with the greatest number of nurses is the 0.6 to 0.8FTE group (n=4,869) (31.2%), followed by the 0.8 to 1.0 FTE (n=4,221) (27%) and the 0.4 to 0.6 FTE (n=3,851) (24.6%). (See Chart 13 and table 25)

Chart 13: FTE distribution England all nurses in GP practices

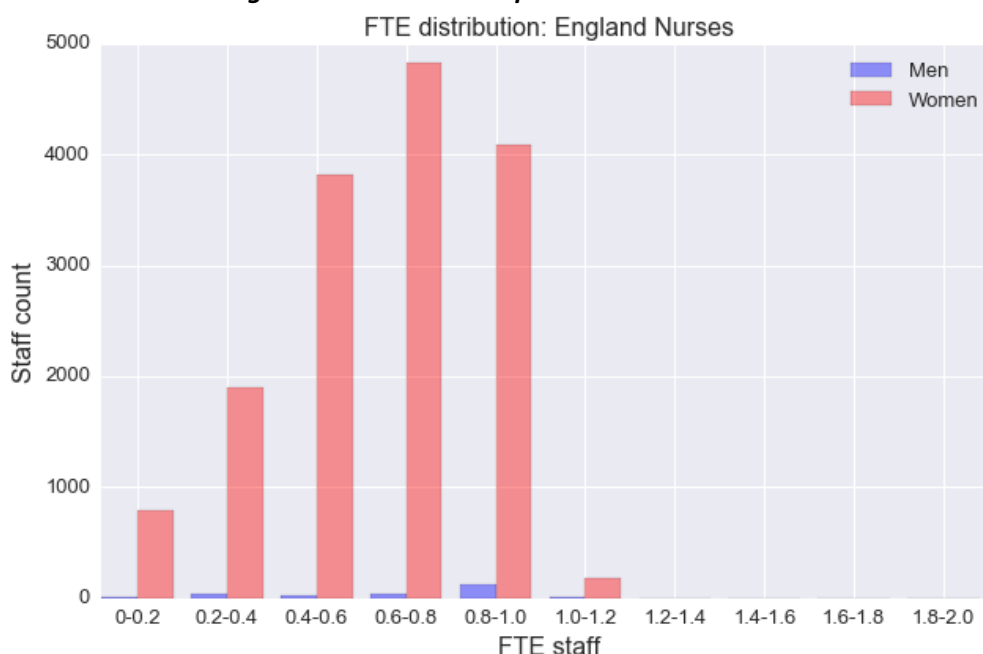


Table 25: FTE distribution England all nurses in GP practices

FTE range	Male	Female	Total
0-0.2	16 [2.0%]	791	807
0.2-0.4	33 [1.7%]	1,900	1,933
0.4-0.6	27 [0.7%]	3,824	3,851
0.6-0.8	38 [0.7%]	4,831	4,869
0.8-1.0	131[3.1%]	4,090	4,221
1.0-1.2	13 [6.6%]	182	195
1.2-1.4	0	2	2
1.4-1.6	0	1	1
1.6-1.8	0	1	1
1.8-2.0	0	1	1
Total			15,881

Only a very small percentage work between 1.0 and 1.2FTE (6.6%). Most of them are women (95.5%) (See Chart 13 and table 25).

Wessex all nurses in GP practices

Gender and age distribution

Most of the workforce is female. The average percentage of men is 1.5% by headcount and 1.8% by FTE [England 1.6% by headcount and 1.9% by FTE]. The age group 30-34 counts the greatest percentage of men: 4.6% by headcount and 7% by FTE [England 2.8% by headcount and 3.3% by FTE] closely followed by the 40-44 age group with 4.1% by headcount and 5.4% by FTE [2.5% and 3% for England]. There were several age groups with zero men (0-24, 25-29, 35-39, 55-59, 65-69, 70 and over). The smallest percentage of men in a group with more than zero men is 60-64 with 1.1% by headcount and 1.7% by FTE [England smallest percentage of men in age group 55-59 with less than 0.9% both by headcount and by FTE]. (See chart 14 and tables 26 and 24).

Chart 14: Wessex all nurses in GP practices



Table 26: Wessex all nurses in GP practices

Age range	Wessex all nurses in GP practices by headcount			Wessex all nurses in GP practices by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	5	5	0	3.37	3.37
25-29	0	26	26	0	18.52	18.52
30-34	2 [4.6%]	41	43	1.64 [7.0%]	21.60	23.24
35-39	0	69	69	0	37.80	37.80
40-44	5 [4.1%]	115	120	3.92 [5.4%]	68.01	71.93
45-49	4 [2.2%]	178	182	2 [1.8%]	107.70	109.70
50-54	3 [1.3%]	217	220	2.33 [1.6%]	141.48	143.81
55-59	0	213	213	0	129.49	129.49
60-64	1 [1.1%]	87	88	0.86 [1.7%]	47.58	48.44
65-69	0	16	16	0	5.78	5.78
70+	0	5	5	0	1.14	1.14
Total	15 [1.5%]	972 [98.5%]	987	10.75 [1.8%]	582.47 [98.2%]	593.22

Table 26a: Wessex all nurses in GP practices aged under 50

Age range	Wessex all nurses in GP practices by headcount			Wessex all nurses in GP practices by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	5	5	0	3.37	3.37
25-29	0	26	26	0	18.52	18.52
30-34	2 [4.6%]	41	43	1.64 [7.0%]	21.60	23.24
35-39	0	69	69	0	37.80	37.80
40-44	5 [4.1%]	115	120	3.92 [5.4%]	68.01	71.93
45-49	4 [2.2%]	178	182	2 [1.8%]	107.70	109.70
Total	11 [2.5%]	434 [97.5%]	445	7.56 [2.8%]	257 [97.2%]	264.56

Table 26b: Wessex all nurses in GP practices aged 50 and over

Age range	Wessex all nurses in GP practices by headcount			Wessex all nurses in GP practices by FTE		
	Male	Female	Total	Male	Female	Total
50-54	3 [1.3%]	217	220	2.33 [1.6%]	141.48	143.81
55-59	0	213	213	0	129.49	129.49
60-64	1 [1.1%]	87	88	0.86 [1.7%]	47.58	48.44
65-69	0	16	16	0	5.78	5.78
70+	0	5	5	0	1.14	1.14
Total	4 [0.7%]	538 [99.03%]	542	3.19 [1%]	325.47 [99%]	328.66

Nurses aged 50 and over and nurses under 50 are almost equally distributed. The former counts 542 nurses out of 987 (54.9%) [England 54%] and the latter 445 (45.1%) [England 46%]. (See charts 14, 13 and tables 26, 26a and 26b and 24, 24a and 24b).

The age group with the greatest number of nurses is the 50-54 group (n=220 by headcount and 144 by FTE) with just over a fifth of the GP practices' nursing workforce (22.2%) by headcount and almost a quarter by FTE (24.2%) [England 24.4% by headcount and 25.8% by FTE]. This was followed by the 55-59 age group: 21.5% by headcount (n=213) and 21.7% by FTE (n=129) [England 18.8% by headcount] and by the 45-49 group: 18.4% by headcount (n=182) and 18.5% by FTE (n=110) [England 18.7% by headcount]. Together these three groups (n=615) represent by headcount 62.3% of all the Wessex nurses in GP practices [England 3 top groups: 62%] and 64.5% by FTE (n=383) [England 63.5%]. (See chart 14 and tables 24 and 26).

FTE distribution

The FTE range with the greatest number of nurses is the 0.6 to 0.8FTE group (n=315) (31.7%) [England 31.2%]. The top FTE distribution was closely followed by the 0.4 to 0.6 FTE (n=297) (29.9%) [England 24.6%] and the 0.8 to 1.0 FTE (n=170) (17.1%) [England 27%]. In England a greater proportion of nurses work 0.8 to 1.0FTE [27%] than 0.4 to 0.6FTE [24.4%]. In Wessex a greater proportion of nurses work 0.4 to 0.6FTE [29.9%] than 0.8 to 1.0 FTE [17.1%]. (See Chart 15 and table 27)

Chart 15: FTE distribution Wessex all nurses in GP practices

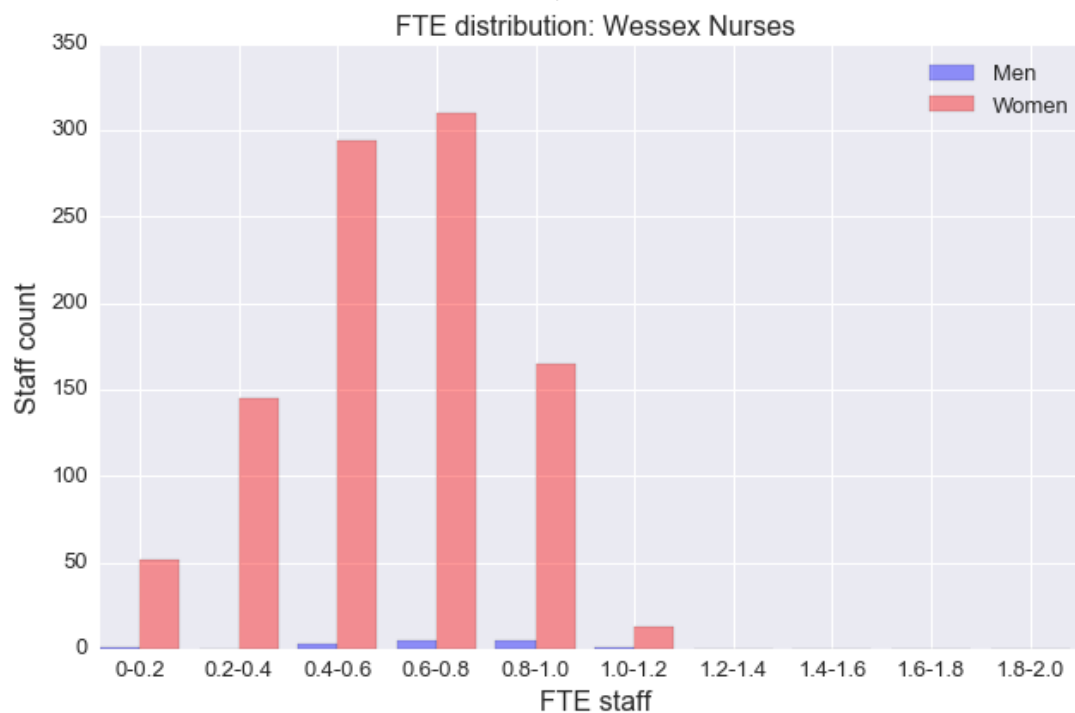


Table 27: FTE distribution Wessex all nurses in GP practices

FTE range	Male	Female	Total
0-0.2	1 [1.9%]	52	53
0.2-0.4	0	145	145
0.4-0.6	3 [1%]	294	297
0.6-0.8	5 [1.5%]	310	315
0.8-1.0	5 [2.9%]	165	170
1.0-1.2	1 [7.1%]	13	14
1.2-1.4	0	0	0
1.4-1.6	0	0	0
1.6-1.8	0	0	0
1.8-2.0	0	0	0
Total			994

Only a very small percentage of nurses in Wessex GP practices work between 1.0 and 1.2FTE (n=14 out of 994) (1.4%) [England 6.6%]. Most of them are women (99%) [England 95.5%]. (See charts 15 and 13 and tables 27 and 25)

Wessex GP practice nurses

Gender and age distribution

The GP practice nurses (n=826) make up 83% (by headcount) of all the nurses employed in GP practices and 80% by FTE. Most of the workforce is female. The average percentage of men is 1.2% by headcount and 1.5% by FTE [Overall Wessex 1.5% and 1.8% and England 1.6% and 1.9%]. (See chart 16 and table 28 and tables 24 and 26). By headcount there are only 10 men [15 in the overall nurses in GP practices]. However, between missing returns and data incorrectly entered, over a fifth of GP practices are not accounted for (22.5% or 71 GP practices out of 315).

Chart 16: Wessex GP practice nurses



Table 28: Wessex GP practice nurses

Age range	Wessex GP practice nurses by headcount			Wessex GP practice nurses by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	3	3	0	2.56	2.56
25-29	0	25	25	0	17.46	17.46
30-34	2 [4.6%]	41	43	1.64 [7.0%]	21.6	23.24
35-39	0	62	62	0	33.35	33.35
40-44	2 [2.2%]	87	89	1.10 [2.1%]	49.26	50.36
45-49	2 [1.3%]	148	150	1.2 [1.3%]	88.14	89.34
50-54	3 [1.6%]	177	180	2.33 [2.0%]	109.79	112.12
55-59	0	182	182	0	109.21	109.21
60-64	1 [1.4%]	66	67	0.86 [2.5%]	32.80	33.66
65-69	0	14	14	0	5.28	5.28
70+	0	5	5	0	1.14	1.14
Total	10 [1.2%]	810 [98.8%]	820	7.13 [1.5%]	470.59 [98.5%]	475.16

Table 28a: Wessex GP practice nurses aged under 50

Age range	Wessex GP practice nurses by headcount			Wessex GP practice nurses by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	3	3	0	2.56	2.56
25-29	0	25	25	0	17.46	17.46
30-34	2 [4.6%]	41	43	1.64 [7.0%]	21.6	23.24
35-39	0	62	62	0	33.35	33.35
40-44	2 [2.2%]	87	89	1.10 [2.1%]	49.26	50.36
45-49	2 1.3%]	148	150	1.2 [1.3%]	88.14	89.34
Total	6 [1.6%]	366 98.4%]	372	3.94 [1.8%]	212.37 [98.2%]	216.31

Table 28b: Wessex GP practice nurses aged 50 and over

Age range	Wessex GP practice nurses by headcount			Wessex GP practice nurses by FTE		
	Male	Female	Total	Male	Female	Total
50-54	3 [1.6%]	177	180	2.33 [2.0%]	109.79	112.12
55-59	0	182	182	0	109.21	109.21
60-64	1 [1.45]	66	67	0.86 [2.5%]	32.80	33.66
65-69	0	14	14	0	5.28	5.28
70+	0	5	5	0	1.14	1.14
Total	4 [0.8%]	444 [99.2%]	448	3.19 [1.2%]	258.22 [98.8%]	261.41

The age group 30-34 counts the greatest percentage of men: 4.6% by headcount and 7% by FTE [Overall Wessex nurses in GP practices 4.6% and 7% and England 2.8% and 3.3%]. There were several age groups with zero men (0-24, 25-29, 35-39, 55-59, 65-69, 70 and over). The smallest percentage of men in a group with more than zero men is 45-49 with 1.3% both by headcount and by FTE. (See chart 16 and table 28). 820

Nurses aged 50 and over and nurses under 50 are almost equally distributed. The former counts 448 nurses out of 820 (54.6%) [Overall Wessex 54.9% and England 54%] and the latter 372 out of 820 (45.4%) [Overall Wessex 45.1% and England 46%]. When looking at the FTE representation, the proportion of those 50 and over and under 50 is very similar: 54.9% and 45.1%. (See tables 28a and 28b, 26a and 26b, 24a and 24b).

The age group with the greatest number of nurses is the 55-59 group (n=182) with just over a fifth of the GP practice nurses by headcount (22.1%) and likewise by FTE 22.9% (n=109), followed by the age group 50-54 group by headcount (23%) (n=180) and by FTE (23%) (n=110) and by the 45-49 age group by headcount (18.2%) n=150 and by FTE (18.7%) (n=89). This pattern closely mirrors that of England and Wessex for all the nurses in GP practices. Together these three groups represent by headcount 62.4% of the GP practice nurses (n=512) and by FTE 64.8% (n=308). This pattern also closely mirrors that of England and Wessex for all nurses in GP practices. (See tables 28a and 28b, 26a and 26b, 24a and 24b).

FTE distribution

The FTE range with the greatest number of nurses is the 0.4 to 0.6FTE followed by the 0.6 to 0.8FTE with 268 and 262 respectively. The two FTE groups make up nearly two thirds (64.1%) of the GP practice nurses. (See chart 17 and table 29).

Chart 17: FTE distribution Wessex GP practice nurses

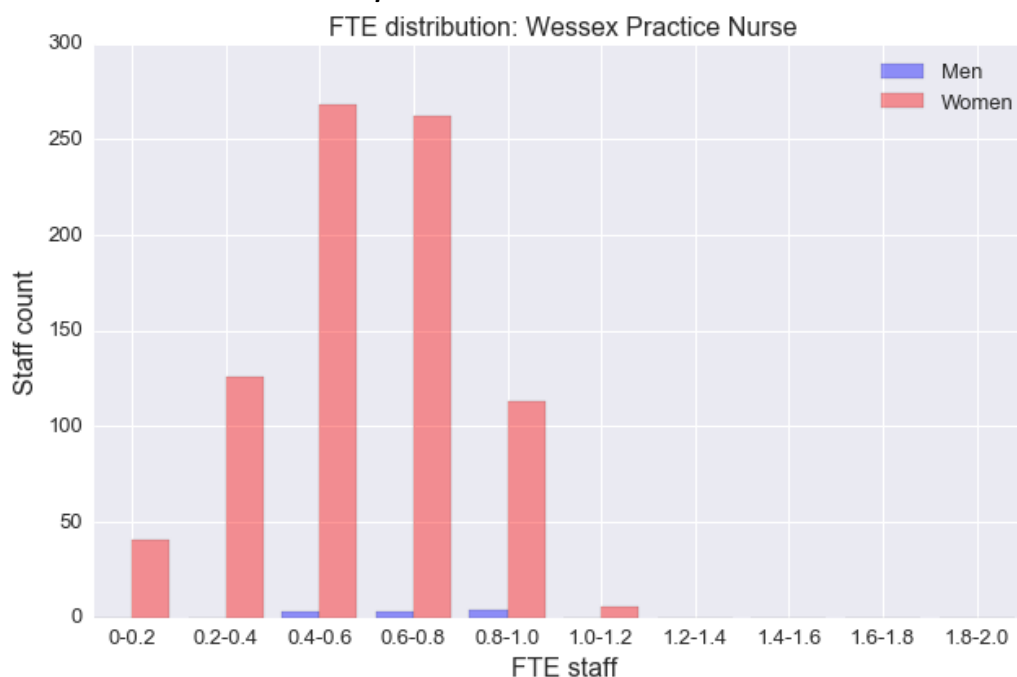


Table 29: FTE distribution Wessex GP practice nurses

FTE distribution	Male	Female	Total
0-0.2	0	41	41
0.2-0.4	0	126	126
0.4-0.6	3 [1.1%]	268	271
0.6-0.8	3 [1.1%]	262	265
0.8-1.0	4 [3.4%]	113	117
1.0-1.2	0	6	6
1.2-1.4	0	0	0
1.4-1.6	0	0	0
1.6-1.8	0	0	0
1.8-2.0	0	0	0
Total			826

No GP practice nurses work between 1.0 and 1.2FTE and between 1.2 to 2.0FTE. (See table 29).

Wessex advanced nurse practitioners/specialist nurses

Gender and age distribution

The advanced nurse practitioners/specialist nurses (n=164) make up 16% of all the nurses employed in GP practices (n=987) and 19.2% by FTE (n=114 out of 593) [GP practice nurses make up 83% of all nurses and 80% by FTE]. Most of the workforce is female. By headcount, there are only five men [10 for GP practice nurses]. The average percentage of men is 2.4% by headcount and 3.1% by FTE, a percentage higher than that of GP practice nurses [1.2% by headcount and 1.5% by FTE]. (See chart 18 and tables 30 and 28).

Chart 18: Wessex advanced nurse practitioners and specialist nurses

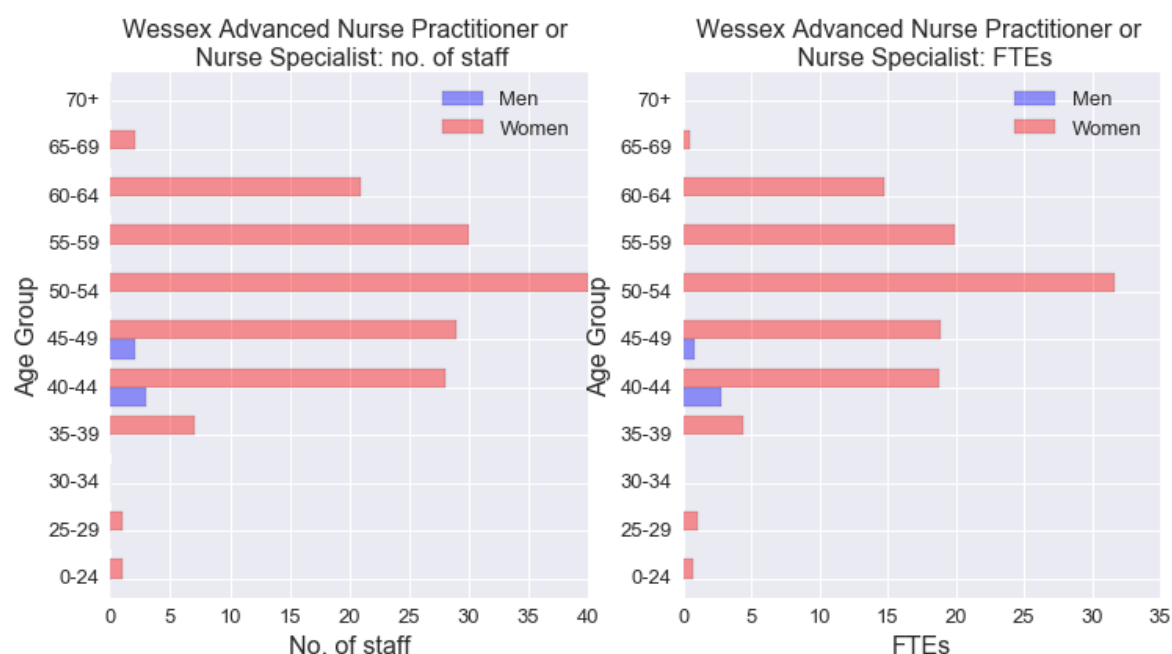


Table 30: Wessex advanced nurse practitioners and specialist nurses

Age range	Wessex advanced nurse practitioners and specialist nurses by headcount			Wessex advanced nurse practitioners and specialist nurses by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	1	1	0	0.73	0.73
25-29	0	1	1	0	1.06	1.06
30-34	0	0	0	0	0	0
35-39	0	7	7	0	4.44	4.44
40-44	3 [9.6%]	28	31	2.81 [13.0%]	18.75	21.56
45-49	2 [6.4%]	29	31	0.80 [4.0%]	18.92	19.72
50-54	0	40	40	0	31.69	31.69
55-59	0	30	30	0	19.90	19.90
60-64	0	21	21	0	14.78	14.78
65-69	0	2	2	0	0.50	0.50
70+	0	0		0	0	0
Total	5 [2.4%]	159 [97.6%]	164	3.61 [3.1%]	110.77 [96.9%]	114.38

Table 30a: Wessex advanced nurse practitioners and specialist nurses aged under 50

Age range	Wessex advanced nurse practitioners and specialist nurses by headcount			Wessex advanced nurse practitioners and specialist nurses by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	1	1	0	0.73	0.73
25-29	0	1	1	0	1.06	1.06
30-34	0	0	0	0	0	0
35-39	0	7	7	0	4.44	4.44
40-44	3 [9.6%]	28	31	2.81 [13.0%]	18.75	21.56
45-49	2 [6.4%]	29	31	0.80 [4.0%]	18.92	19.72
Total	5 [7%]	66 [93%]	71	3.61 [7.6%]	43.90 [92.4%]	47.51

Table 30b: Wessex advanced nurse practitioners and specialist nurses aged 50 and over

Age range	Wessex advanced nurse practitioners and specialist nurses by headcount			Wessex advanced nurse practitioners and specialist nurses by FTE		
	Male	Female	Total	Male	Female	Total
50-54	0	40	40	0	31.69	31.69
55-59	0	30	30	0	19.90	19.90
60-64	0	21	21	0	14.78	14.78
65-69	0	2	2	0	0.50	0.50
70+	0	0		0	0	0
Total	0	93 [100%]	93	0	66.87 [100%]	66.87

The age groups 40-44 and 45-49 are the only one with any men, three and two respectively. (See table 30). Advanced nurse practitioners and specialist nurses aged 50 and over and nurses under 50 are less equally distributed than the overall England and Wessex nurses in GP practices and the GP practice nurses that were all approximately 54% and 45%. (See tables 30a and 30b, 28a and 28b, 26a and 26b, 24a and 24b). There are 93 advanced nurse practitioners and specialist nurses aged 50 (56.8%) and 71 aged under 50 (43.2%). The unequal distribution is even more evident when looking at the FTE representation: 58.7% (n=67) and 41.3% (n=48) [Wessex GP practice nurses 54.9% and 45.1%]. (See tables 30a and 30b and 28a and 28b).

The age group with the greatest number of advanced nurse practitioners and specialist nurses is the 50-54 (24.2%) (n= 40), followed by the age groups 40-44 and 45-50, each with the same number (18.9%) (n=31). Together these three groups represent by headcount 62% of the advanced practitioners nurses and specialist nurses and 64.9% (n=74 out of 114) by FTE. This pattern also closely mirrors that of England and Wessex overall nurses' three top groups by headcount and by FTE nurses that of Wessex GP practice nurses (62.4% of and 64.8%). (See tables 30, 28, 26, and 24).

FTE distribution

The FTE range with the greatest number is the 0.8 to 1.0FTE with 52 (31.5%), followed by the 0.6 to 0.8FTE with 47 (28.4%). (See chart 19 and table 31). This pattern is different from that of the Wessex GP practice nurses and Wessex and England overall nurses in GP practices, which all had their top FTE range as 0.4 to 0.6FTE followed by 0.6 to 0.8FTE, with both groups making up approximately just under two thirds of the overall sample. (See charts 17, 15, and 14 and tables 25, 27, 29 and 31).

Chart 19: FTE distribution Wessex advanced nurse practitioners and specialist nurses

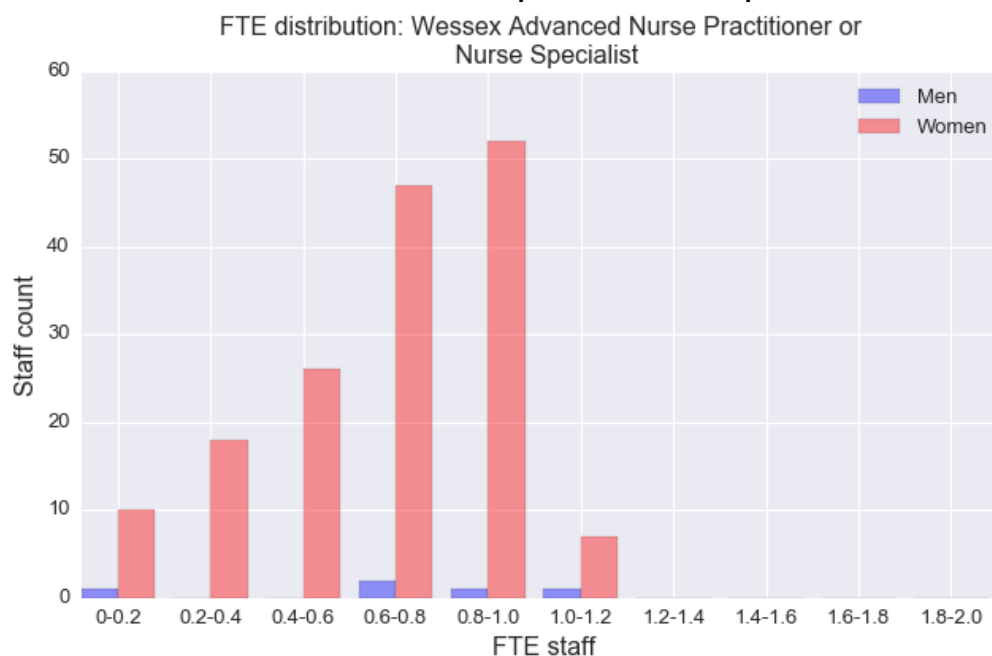


Table 31: FTE distribution Wessex advanced nurse practitioners and specialist nurses

Age range	Male	Female	Total
0-0.2	1 [10.0%]	10	11
0.2-0.4	0	18	18
0.4-0.6	0	26	26
0.6-0.8	2 [4.0%]	47	49
0.8-1.0	1 [1.9%]	52	53
1.0-1.2	1 [12.5%]	7	8
1.2-1.4	0	0	0
1.4-1.6	0	0	0
1.6-1.8	0	0	0
1.8-2.0	0	0	0
Total			165

No GP practice nurses work between 1.0 and 1.2FTE and between 1.2 to 2.0FTE. (See table 31).

3.5 Wessex HCAs, phlebotomists and other direct care practitioners: age, gender and FTE distribution

Gender and age distribution

The HCAs, direct patient care other and phlebotomists are included (n=380), but not the dispensers/pharmacists (n=65). As much as 102 out of 276 practices entered zero as the number of Healthcare Assistants [HCAs] [37%], in addition to which 12% of the Wessex returns entered no data for anything. Hence, nearly half the data is missing for the HCAs.

Chart 20: Wessex HCAs and other direct patient care

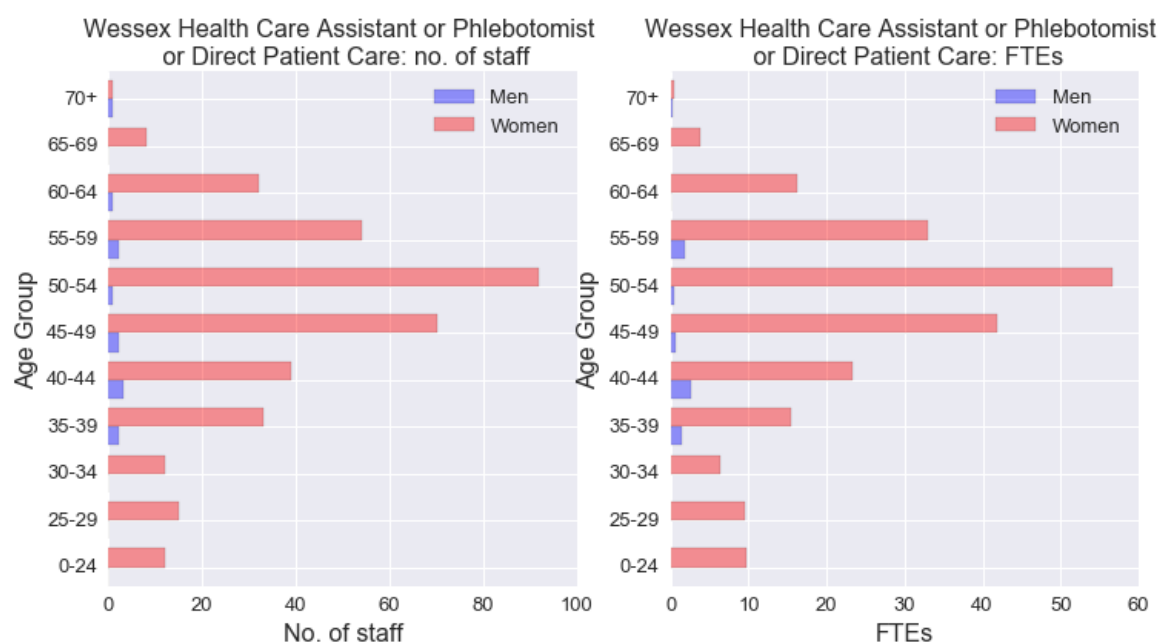


Table 32: Wessex HCAs and other direct patient care

Age range	Wessex HCAs and other direct patient care by headcount			Wessex HCAs and other direct patient care by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	12	12	0	9.64	9.64
25-29	0	15	15	0	9.51	9.51
30-34	0	12	12	0	6.41	6.41
35-39	2 [5.7%]	33	35	1.52 [9.0%]	15.39	16.91
40-44	3 [7.1%]	39	42	2.66 [10.1%]	23.35	26.01
45-49	2 [2.7%]	70	72	0.72 [1.7%]	41.82	42.54
50-54	1 [1.0%]	92	93	0.53 [0.9%]	56.66	57.19
55-59	2 [3.5%]	54	56	1.81 [5.2%]	32.90	34.71
60-64	1 [3.0%]	32	33	0.10 [0.6%]	16.14	16.24
65-69	0	8	8	0	3.77	3.77
70+	1 [50.0%]	1	2	0.24 [37.5%]	0.40	0.64
Total	11 [2.9%]	368 [97.1%]	380	7.58 [3.3%]	215.99 [96.7%]	223.57

Most of the workforce is female (97.1%) with only 11 men by headcount and 7.58 by FTE. The percentage of men varies from 50% for those aged 70 (n=1 out of 2) and 1% (n=1 out of 93) for those aged 50-54. (See chart 20 and table 32).

By headcount, HCAs, direct patient care others and phlebotomists aged 50 and over and under 50 almost perfectly equally distributed with 192 and 188, respectively (50.5% and 49.5%). (See tables 32a and 32b). This pattern is replicated when looking at the FTE distribution for those aged 50 and over and those aged under 50 with 113 (rounded) and 111 (rounded), respectively (51.5% and 49.5%)

The age group with the greatest number HCAs and direct patient care others and phlebotomists by headcount is the 50-54 with 93 (24.4%), followed by the 45-49 with 72 (18.9%) and the 55-59 with 56 (14.7%). The top three groups by FTE are the same groups.

Together these three groups represent by headcount 58.1% of the HCAs, direct patient care others and phlebotomists (n=221 out of 380) and by FTE 44.6% (n=100 out of 223). (See

Table 32a: Wessex HCAs and other direct patient care aged under 50

Age range	Wessex HCAs and other direct patient care by headcount			Wessex HCAs and other direct patient care by FTE		
	Male	Female	Total	Male	Female	Total
0-24	0	12	12	0	9.64	9.64
25-29	0	15	15	0	9.51	9.51
30-34	0	12	12	0	6.41	6.41
35-39	2 [5.7%]	33	35	1.52 [9.0%]	15.39	16.91
40-44	3 [7.1%]	39	42	2.66 [10.1%]	23.35	26.01
45-49	2 [2.7%]	70	72	0.72 [1.7%]	41.82	42.54
Total	6 [3.1%]	181 [96.9%]	188	4.9 [4.4%]	106.12 [95.6%]	111.02

Table 3b2: Wessex HCAs and other direct patient care aged 50 and over

Age range	Wessex HCAs and other direct patient care by headcount			Wessex HCAs and other direct patient care by FTE		
	Male	Female	Total	Male	Female	Total
50-54	1 [1.0%]	92	93	0.53 [0.9%]	56.66	57.19
55-59	2 [3.5%]	54	56	1.81 [5.2%]	32.90	34.71
60-64	1 [3.0%]	32	33	0.10 [0.6%]	16.14	16.24
65-69	0	8	8	0	3.77	3.77
70+	1 [50.0%]	1	2	0.24 [37.5%]	0.40	0.64
Total	5 [2.6%]	187 [97.4%]	192	2.68 [2.3%]	109.87 [97.7%]	112.55

FTE distribution

The FTE range with the greatest number is the 0.4 to 0.6FTE with 112 (29.3%) followed by 0.6 to 0.8FTE with 101 (26.4%). One woman works 1.0 to 1.2 FTE and one man works 1.2 and 1.4FTE. (See chart 21 and table 33).

Chart 21: FTE distribution Wessex HCAs and other direct patient care

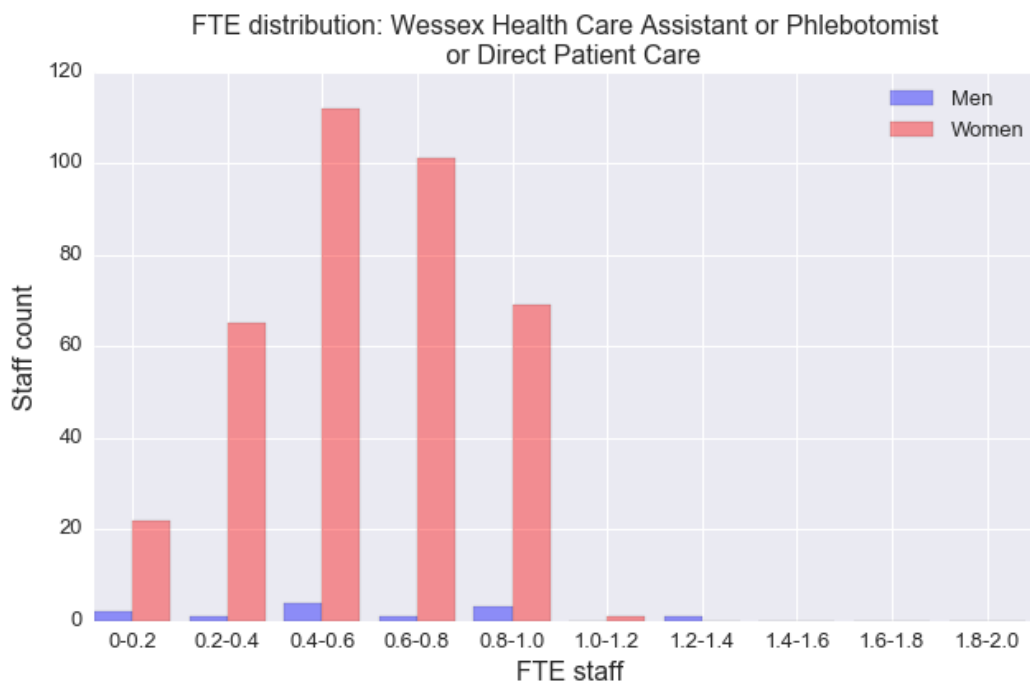


Table 33: FTE distribution Wessex HCAs and other direct patient care

FTE range	male	female	Total
0-0.2	2 [8.3%]	22	24
0.2-0.4	1 [1.5%]	65	66
0.4-0.6	4 [3.4%]	112	116
0.6-0.8	1 [0.9%]	101	102
0.8-1.0	3 [4.1%]	69	72
1.0-1.2	0	1	1
1.2-1.4	1 [100%]	0	1
1.4-1.6	0	0	0
1.6-1.8	0	0	0
1.8-2.0	0	0	0
Total			382

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APPENDICES

Appendix 1: Tables for GPs, nurses and HCAs FTE per 1,000 patients for Wessex CCGs

Table A1: GPs, nurses and HCAs FTE per 1,000 patients for Fareham and Gosport

		Nurses/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	17	17	17
	Missing	4	4	4
Mean		.242	.066	.509
Median		.252	.076	.534
Std. Deviation		.103	.048	.125
Range		.428	.126	.411
Minimum		.000	.000	.270
Maximum		.428	.126	.681
Percentiles	25	.179	.000	.397
	50	.252	.076	.534
	75	.316	.107	.617

Table A2: GPs, nurses and HCAs FTE per 1,000 patients for Dorset

		Nurses/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	86	86	86
	Missing	14	14	14
Mean		.259	.075	.646
Median		.235	.046	.658
Std. Deviation		.163	.093	.252
Range		.985	.424	1.656
Minimum		.000	.000	.000
Maximum		.985	.424	1.656
Percentiles	25	.167	.000	.519
	50	.235	.046	.658
	75	.332	.132	.765

Table A3: GPs, nurses and HCAs FTE per 1,000 patients for IoW

		Nurses/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	16	16	16
	Missing	1	1	1
Mean		.340	.154	.698
Median		.337	.146	.654
Std. Deviation		.126	.104	.328
Range		.560	.456	1.362
Minimum		.000	.000	.000
Maximum		.560	.456	1.362
Percentiles	25	.282	.094	.500
	50	.337	.146	.654
	75	.423	.199	.910

Table A4: GPs, nurses and HCAs FTE per 1,000 patients for North East Hampshire and Farnham

		Nurses/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	23	23	23
	Missing	1	1	1
Mean		.229	.059	.544
Median		.223	.063	.522
Std. Deviation		.130	.056	.105
Range		.528	.140	.459
Minimum		.000	.000	.346
Maximum		.528	.140	.805
Percentiles	25	.159	.000	.487
	50	.223	.063	.522
	75	.315	.119	.566

Table A5: GPs, nurses and HCAs FTE per 1,000 patients for North Hampshire

		Nurses/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	19	19	19
	Missing	1	1	1
Mean		.198	.067	.609
Median		.187	.060	.537
Std. Deviation		.164	.070	.363
Range		.611	.193	1.486
Minimum		.000	.000	.129
Maximum		.611	.193	1.615
Percentiles	25	.127	.000	.354
	50	.187	.060	.537
	75	.249	.124	.792

Table A6: GPs, nurses and HCAs FTE per 1,000 patients for Portsmouth

		Nurses/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	20	20	20
	Missing	4	4	4
Mean		.286	.075	.515
Median		.249	.063	.572
Std. Deviation		.169	.075	.158
Range		.790	.237	.572
Minimum		.000	.000	.212
Maximum		.790	.237	.784
Percentiles	25	.197	.000	.402
	50	.249	.063	.572
	75	.343	.114	.606

Table A7: GPs, nurses and HCAs FTE per 1,000 patients for South Eastern Hampshire

		Nurse/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	21	21	21
	Missing	4	4	4
Mean		.308	.108	.654
Median		.265	.094	.600
Std. Deviation		.244	.139	.317
Range		1.231	.514	1.482
Minimum		.000	.000	.082
Maximum		1.231	.514	1.564
Percentiles	25	.212	.000	.481
	50	.265	.094	.600
	75	.346	.159	.776

Table A8: GPs, nurses and HCAs FTE per 1,000 patients for Southampton

		Nurses/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	27	27	27
	Missing	6	6	6
Mean		.193	.056	.536
Median		.193	.000	.534
Std. Deviation		.152	.070	.312
Range		.441	.241	1.418
Minimum		.000	.000	.000
Maximum		.441	.241	1.418
Percentiles	25	.000	.000	.352
	50	.193	.000	.534
	75	.356	.110	.705

Table A9: GPs, nurses and HCAs FTE per 1,000 patients for West Hampshire

		Nurses/1000 px	HCAs/1000 px	GPs/1000px
N	Valid	47	47	47
	Missing	4	4	4
Mean		.217	.080	.640
Median		.220	.066	.621
Std. Deviation		.092	.068	.339
Range		.589	.231	1.552
Minimum		.000	.000	.000
Maximum		.589	.231	1.552
Percentiles	25	.165	.000	.458
	50	.220	.066	.621
	75	.250	.124	.775

Appendix 2: Outliers for Wessex GPs, nurses and HCAs/1,000 patients and number of patients

Chart A1: Outliers for Wessex CCGs GPs, nurses and HCAs/1,000 patients and number of patients

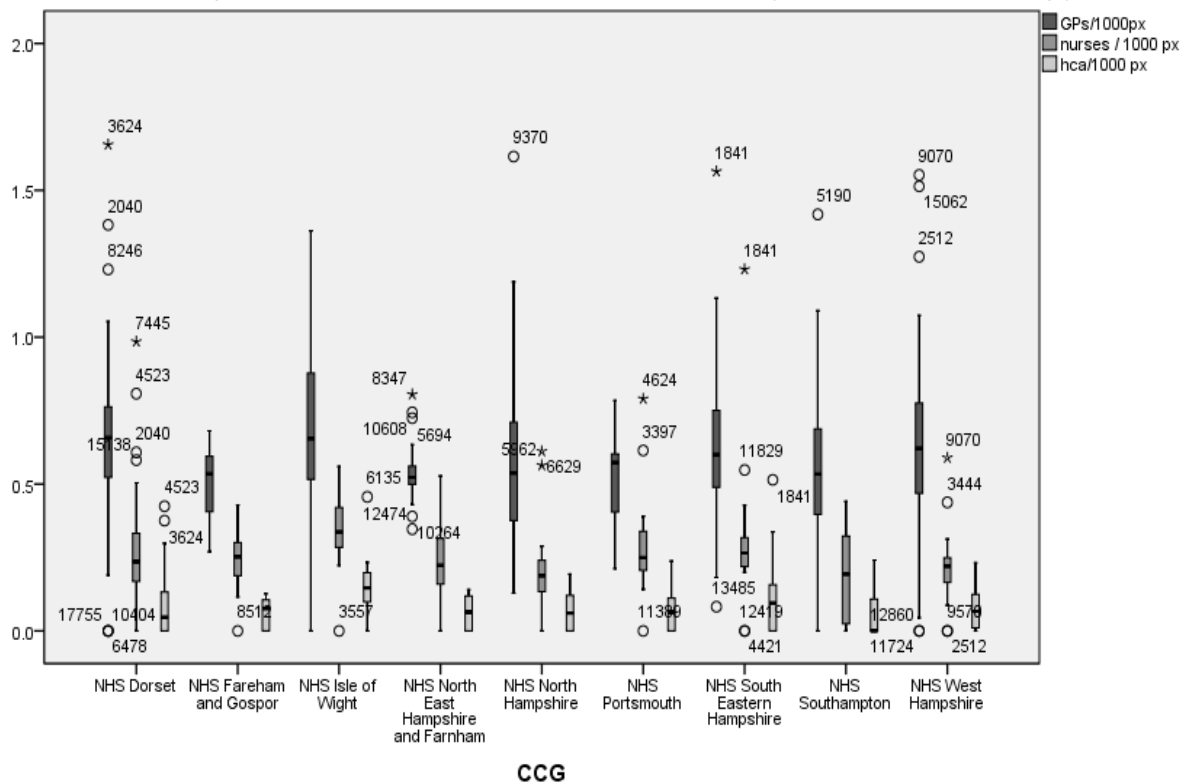


Chart A2: Outliers for Wessex CCGs GPs, nurses and HCAs/1,000 patients and GP practice code

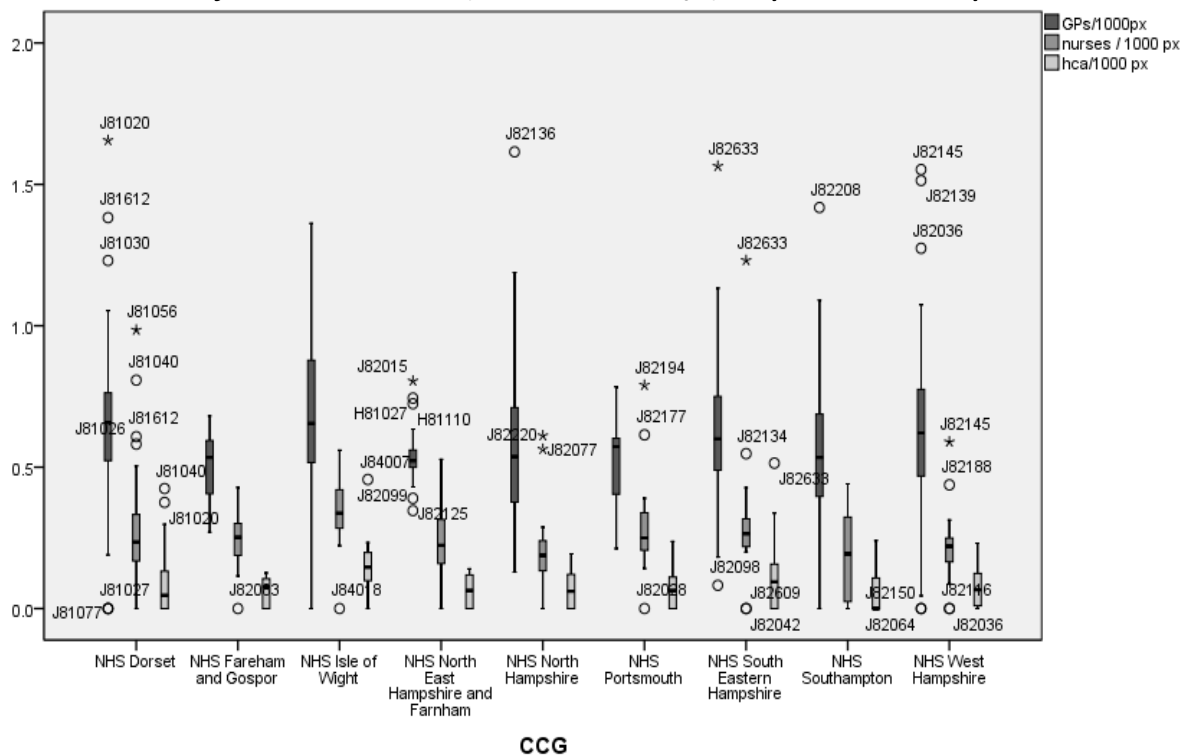


Table A10: Greatest outlier GP practices ranked in descending order by GPs FTE for 1,000 patients

GP practice CCG	Px number	GPs/ 1000px	Nurses/ 1,000px	HCA's/ 1,000px	Q28
1. Bere Regis S Dorset J81020	3624	1.655	.415	.375	82%
2. Riverside P SE-Hants J82633	1841	1.564	1.231	.514	78%
3. Abbeywell S W-Hants J82145	9070	1.552	.589	.196	66%
4. Corfe Castle S Dorset J81612	2040	1.382	.607	.058	97%
5. West Meon S-Hants J82036	2501	1.273	0	0	83%
6. Forest End S SE-Hants J82134	11829	1.132	.547	.337	76%
7. Orchard S Dorset J81056	7445	.809	.985	0	98%
8. St Helens MC IoW J84007	6135	.784	.461	.456	86%
9. Milton Park P Portsmouth J82194	4624	.783	.790	.185	87%
10. Grove House S IoW J84018	3557	.727	0	0	94%
11. Osborne P Portsmouth J82028	11389	.339	0	0	68%
12. Rooksdown N-Hants J82220	5962	.330	.563	0	62%
13. Bursledon S W-Hants J82188	3444	.290	.437	0	65%
14. Stalbridge S Dorset J81040	4523	.265	.808	.424	96%
15. Bermuda P N-Hants J82077	6629	.160	.611	.148	82%

Table A11: Greatest outlier GP practices ranked in descending order by Nurses FTE for 1,000 patients

GP practice CCG	Px number	GPs/ 1000px	Nurses/ 1,000px	HCA's/ 1,000px	Q28
1. Riverside P SE-Hants J82633	1841	1.564	1.231	.514	78%
2. Orchard S Dorset J81056	7445	.809	.985	0	98%
3. Stalbridge S Dorset J81040	4523	.265	.808	.424	96%
4. Milton Park P Portsmouth J82194	4624	.783	.790	.185	87%
5. John Pounds S Portsmouth J82177	3397	.580	.614	0	74%
6. Bermuda P N-Hants J82077	6629	.160	.611	.148	82%
7. Corfe Castle S Dorset J81612	2040	1.382	.607	.058	97%
8. Abbeywell S W-Hants J82145	9070	1.552	.589	.196	66%
9. Abbey View MC Dorset J81026	5962	.484	.581	0	79%
10. Rooksdown N-Hants J82220	5962	.330	.563	0	62%
11. Forest End S SE-Hants J82134	11829	1.132	.547	.337	76%
12. St Helens MC IoW J84007	6135	.784	.461	.456	86%
13. Bursledon S W-Hants J82188	3444	.290	.437	0	65%
14. Bere Regis S Dorset J81020	3624	1.655	.415	.375	82%
15. Sandown HC IoW J84013	11639	?	.334	.171	82%

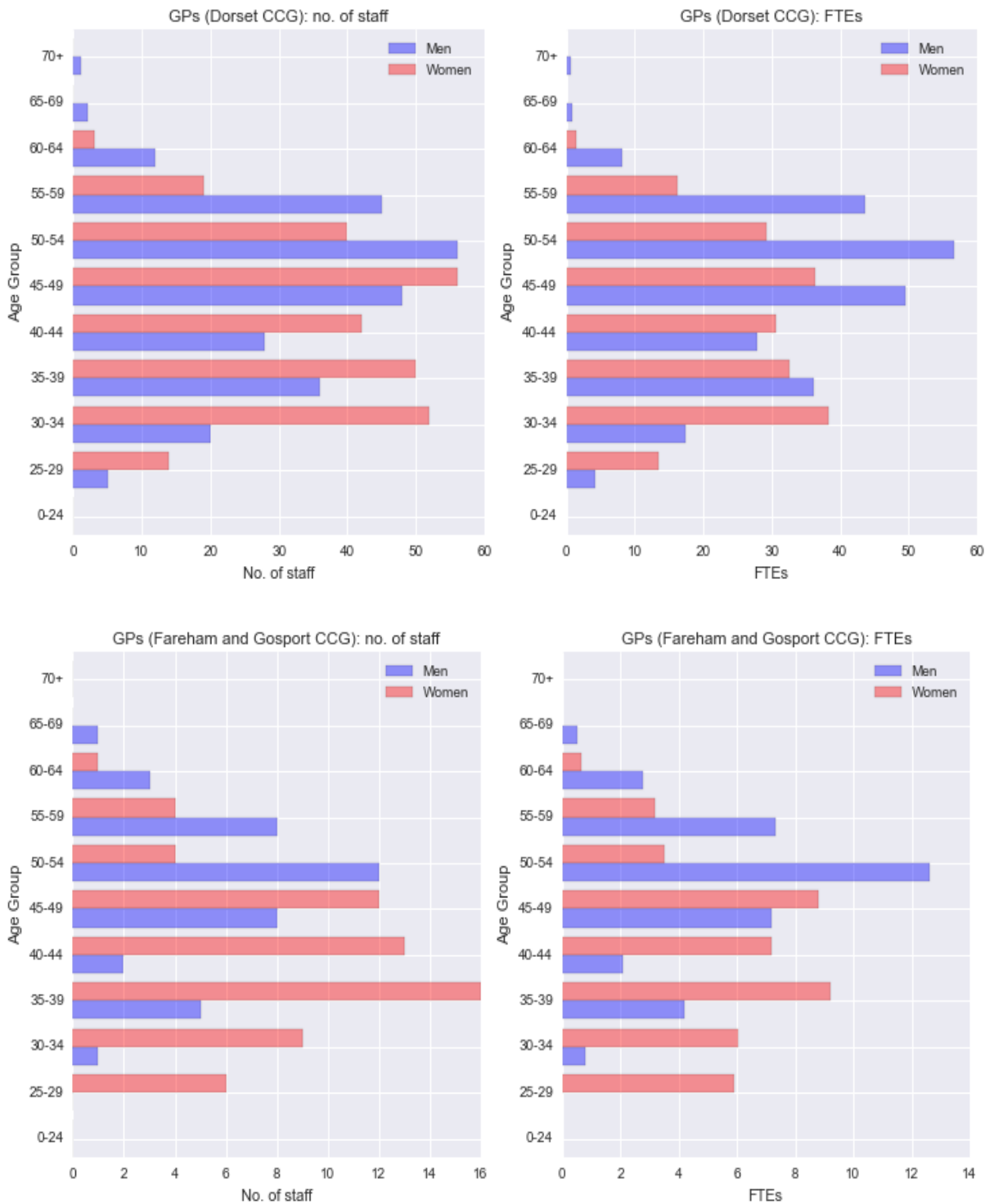
Appendix 3: CCG averages for 7 questions on accessibility in GP patient survey**Table A11: Average percentage of GP patient survey questions about accessibility by CCG**

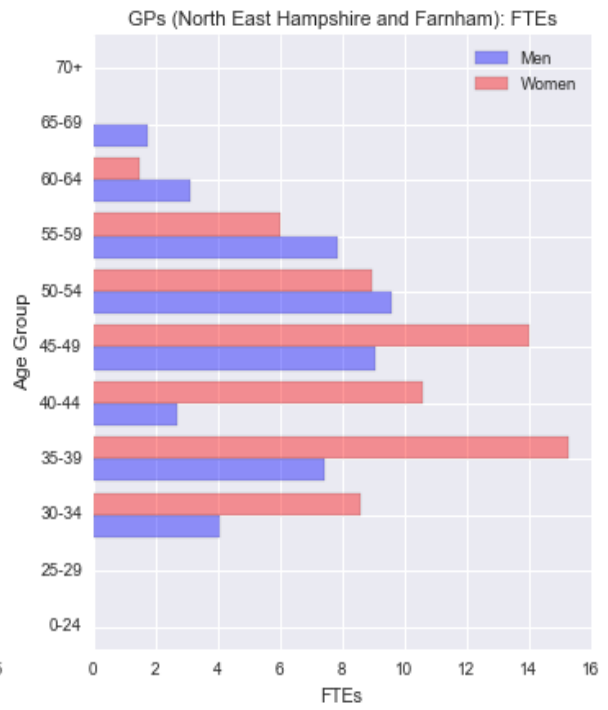
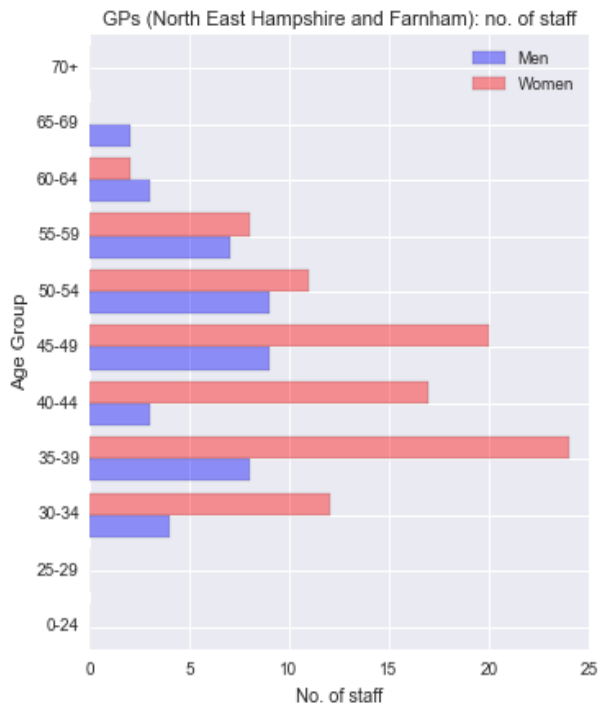
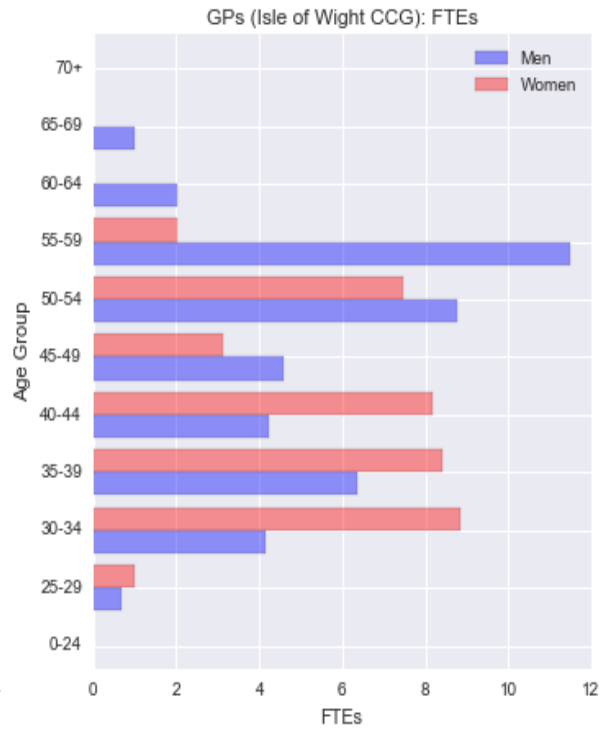
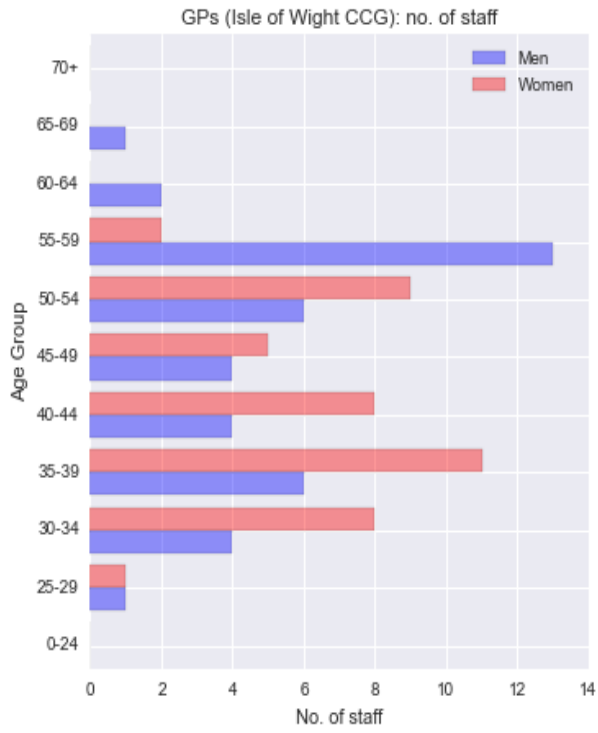
Questions	E	CCG 1	CCG 2	CCG 3	CCG 4	CCG 5	CCG 6	CCG 7	CCG 8	CCG 9
1) Found it easy to get through to this surgery by phone [Q3]	73%	69%	84%	85%	82%	77%	79%	82%	73%	82%
2) Found the receptionists at this surgery helpful [Q4]	87%	86%	90%	92%	90%	87%	87%	89%	88%	90%
3) If have preferred GP, usually get to see or speak with preferred GP [Q9]	59%	56%	69%	63%	63%	64%	59%	70%	63%	63%
4) Were able to get an appointment to see or speak to someone the last time they tried [Q12]	85%	85%	89%	89%	89%	85%	85%	90%	84%	89%
5) Last appointment they got was convenient [Q15]	92%	89%	94%	95%	92%	91%	91%	94%	92%	92%
6) Describe their experience of making an appointment as good [Q28]	73%	68%	82%	83%	78%	75%	76%	80%	73%	78%
7) Would recommend this surgery to someone new to the area [Q29]	78%	73%	84%	84%	82%	84%	77%	83%	73%	82%
8) Satisfied with opening hours of GP practice	75%	70%	78%	81%	76%	76%	73%	77%	77%	76%

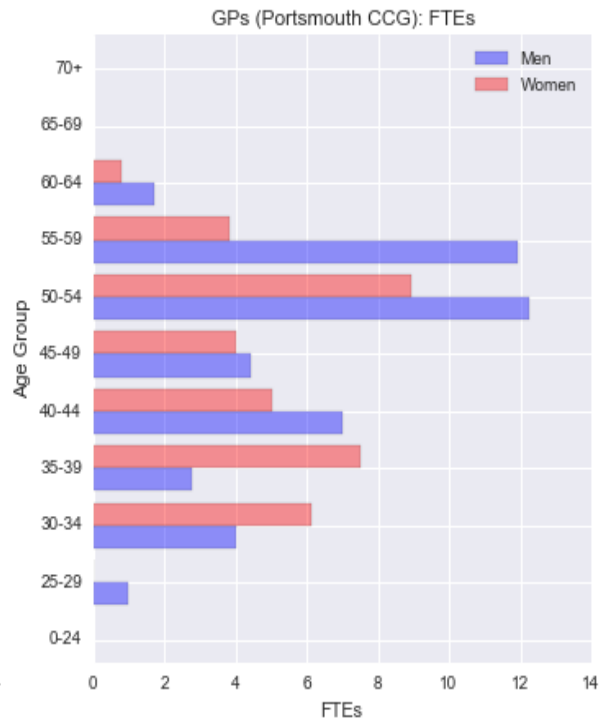
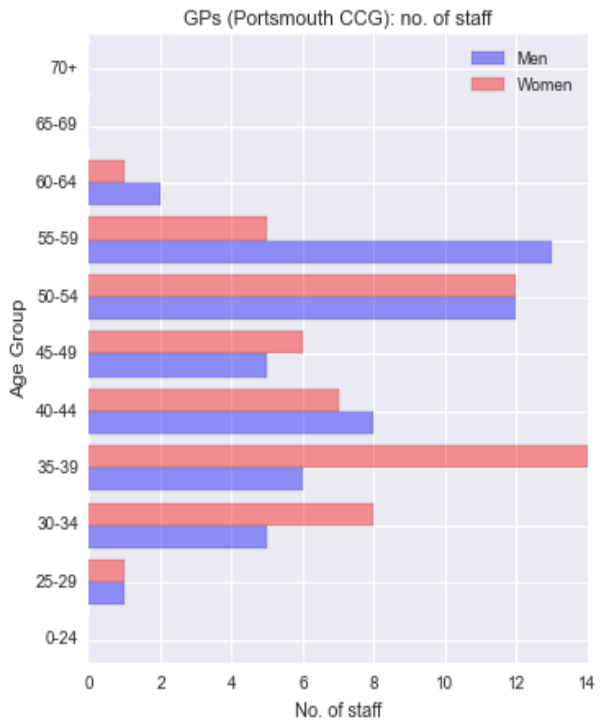
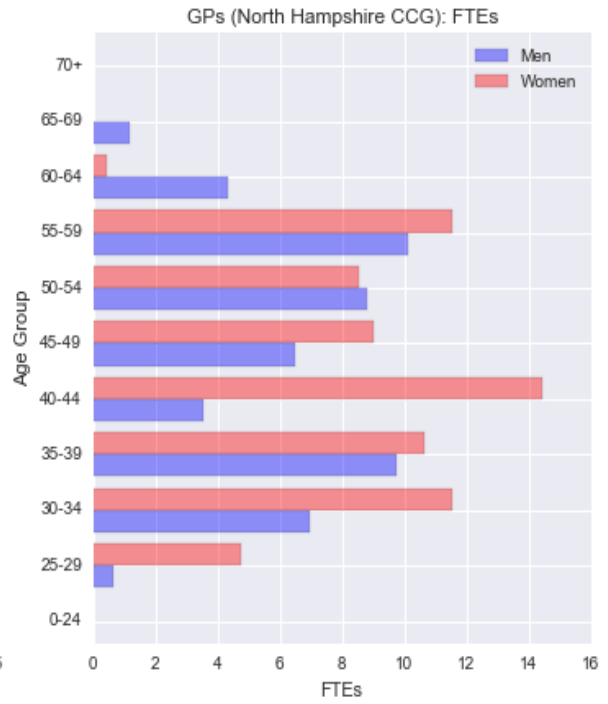
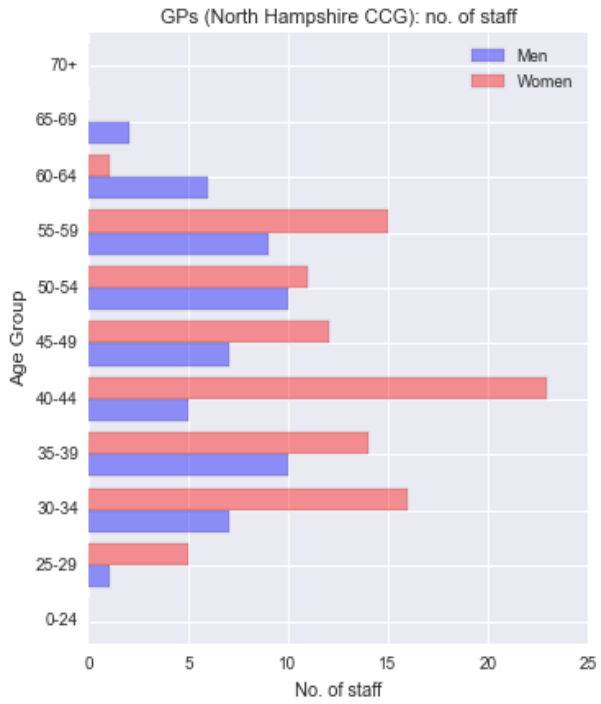
- 1 Fareham and Gosport
- 2 Dorset
- 3 IoW
- 4 North East Hampshire and Farnham
- 5 North Hampshire
- 6 Portsmouth
- 7 South Eastern Hampshire
- 8 Southampton
- 9 West Hampshire

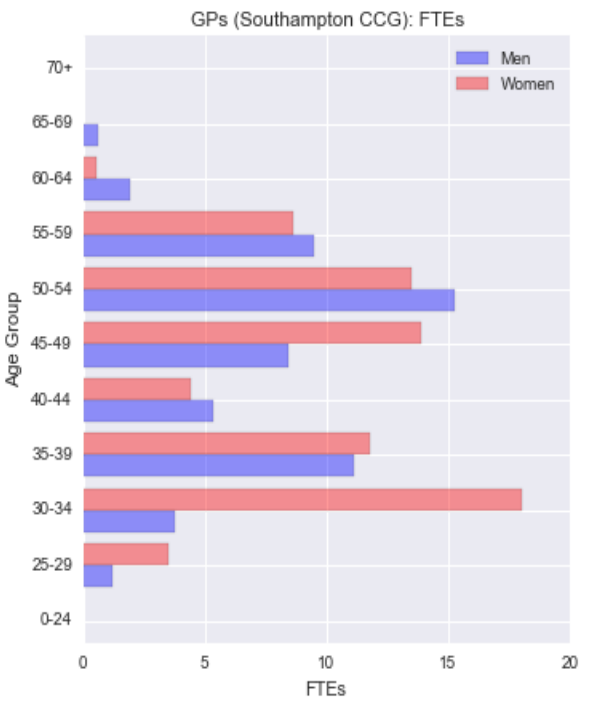
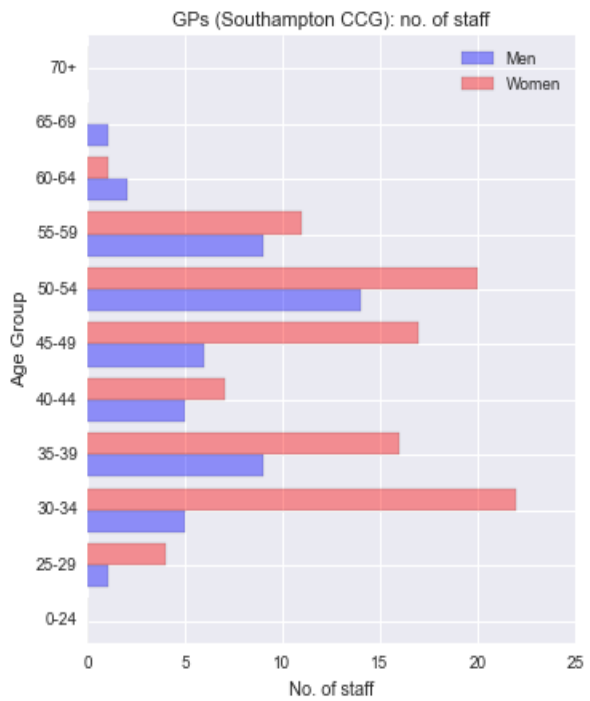
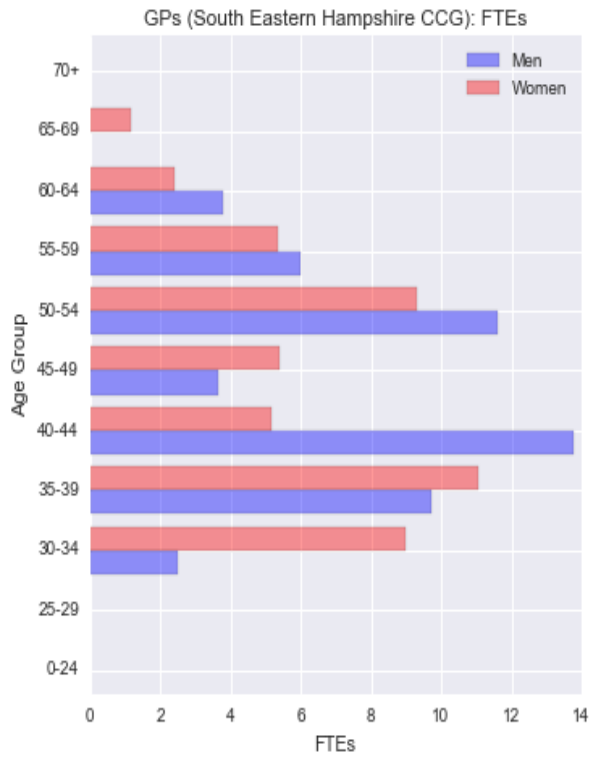
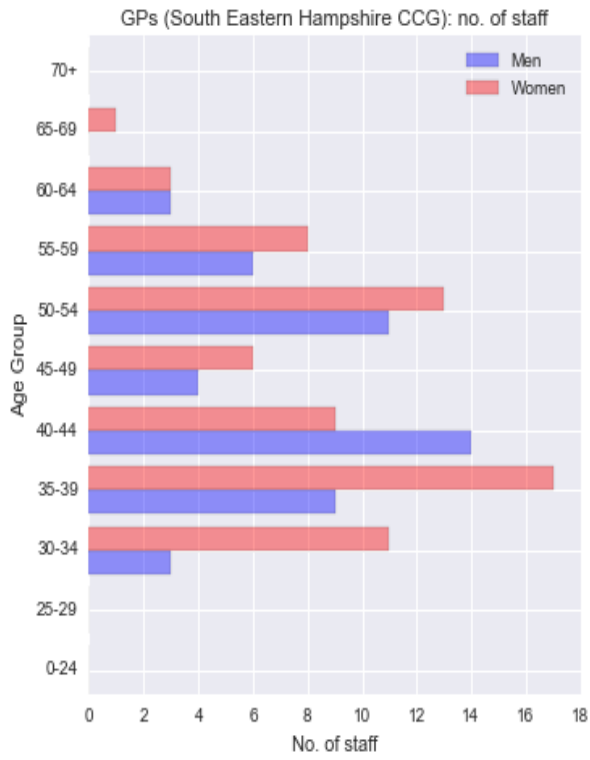
Appendix 4: Age and gender distribution for GPs, nurses and HCAs/ODP by individual CCGs

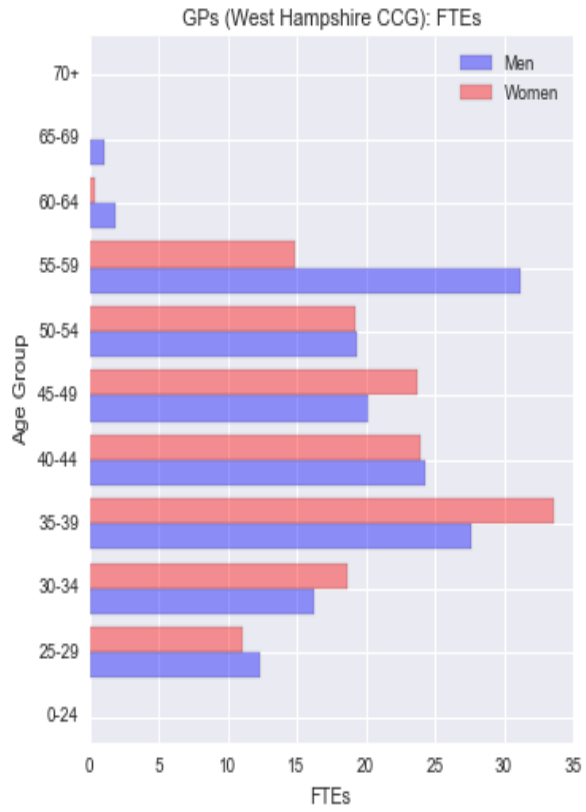
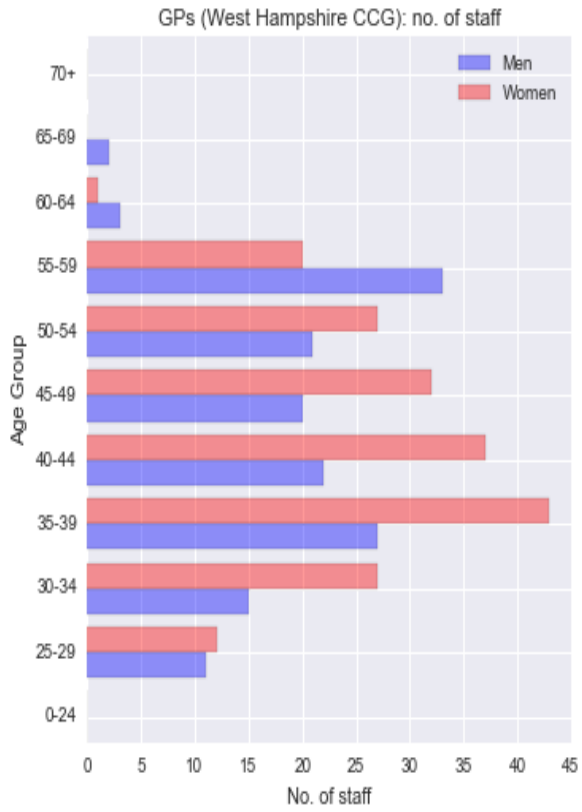
A4.1 Overall GPs



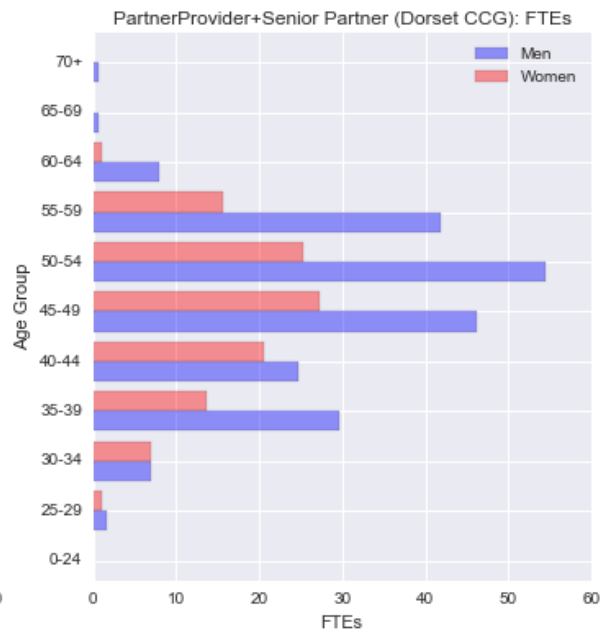
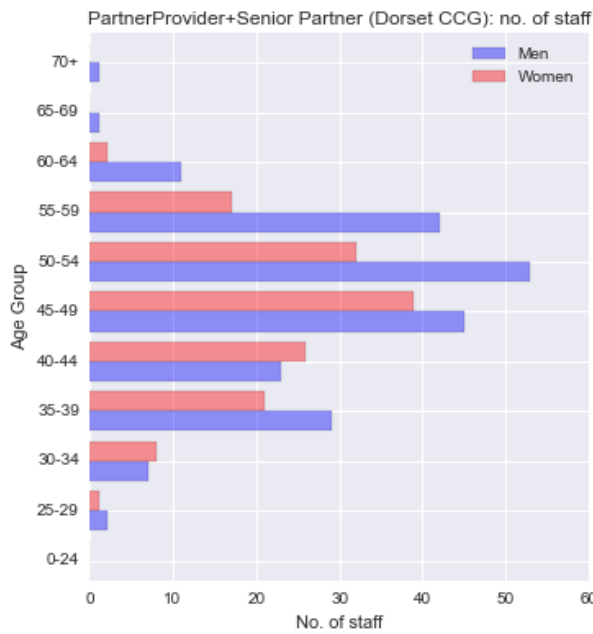




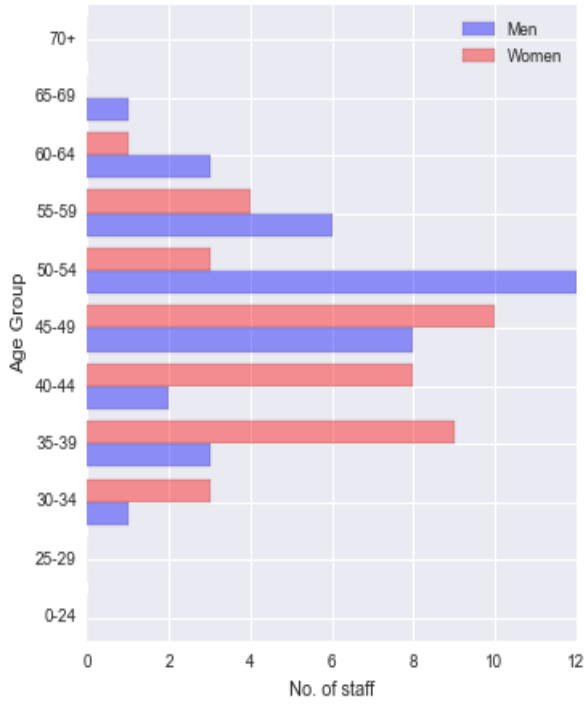




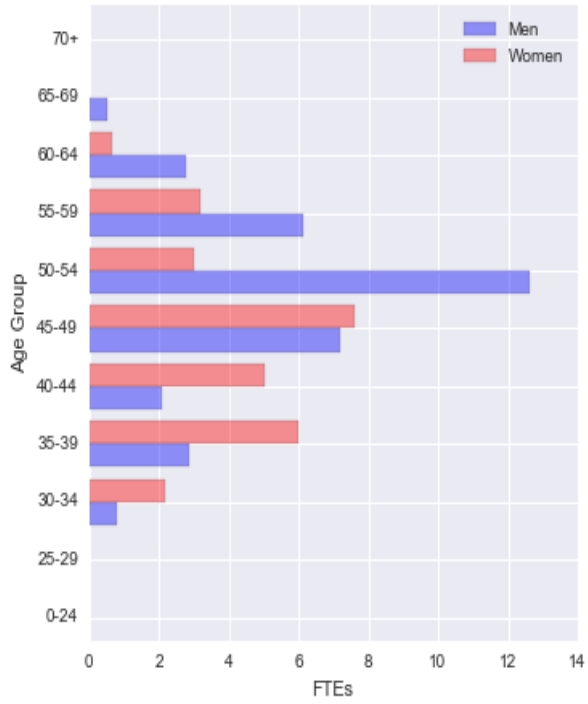
A4.2 GP Partner Provider and Senior Partner



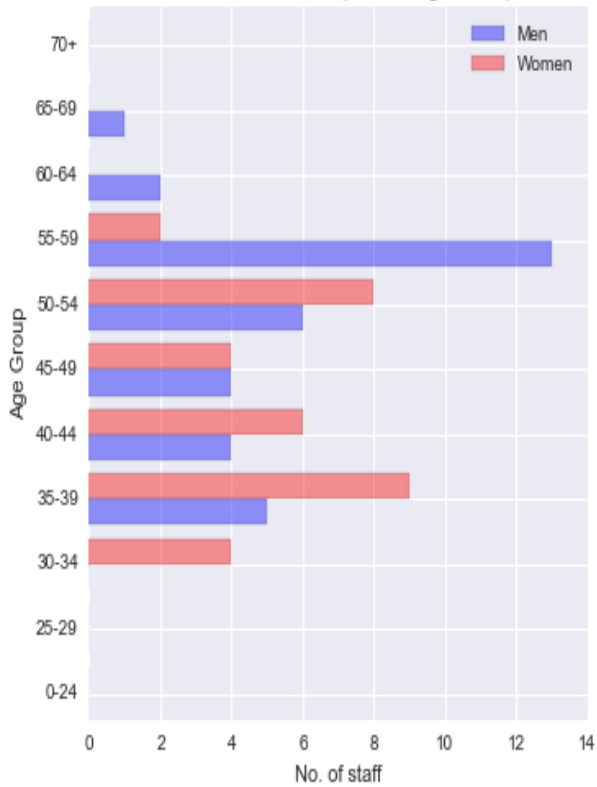
PartnerProvider+Senior Partner (Fareham and Gosport CCG): no. of staff



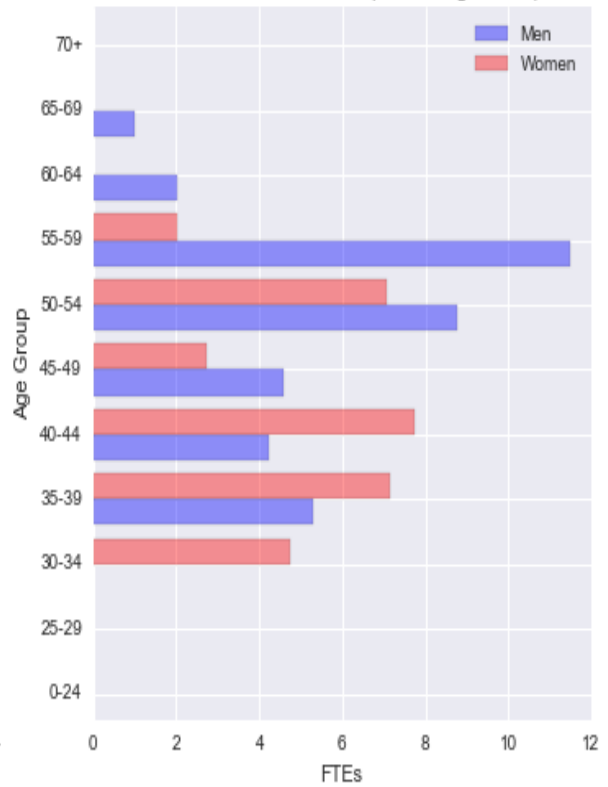
PartnerProvider+Senior Partner (Fareham and Gosport CCG): FTEs



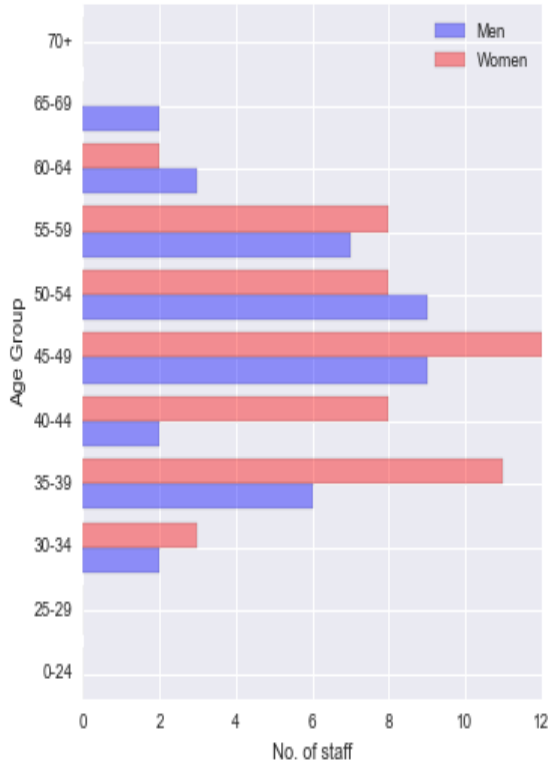
PartnerProvider+Senior Partner (Isle of Wight CCG): no. of staff



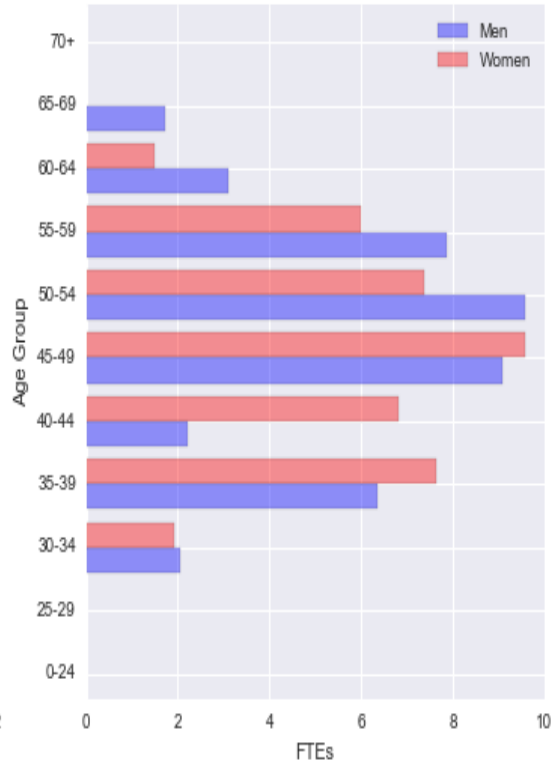
PartnerProvider+Senior Partner (Isle of Wight CCG): FTEs



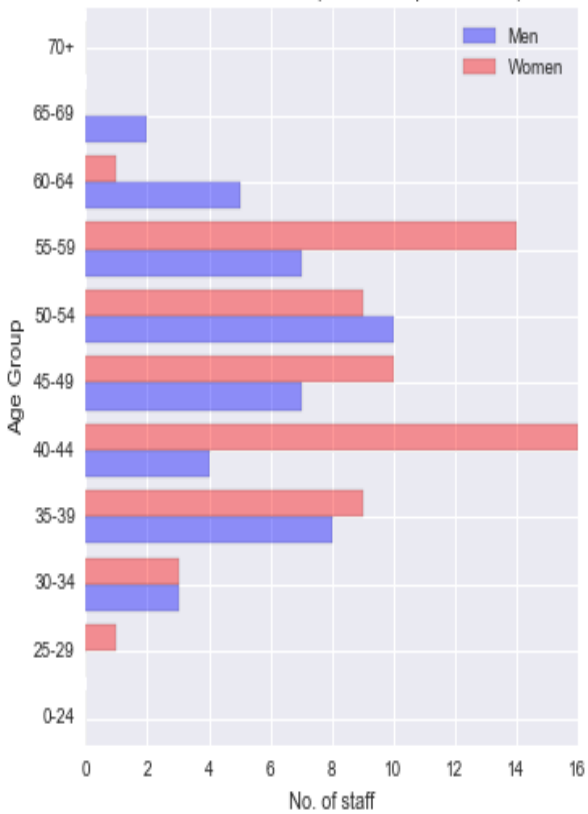
Partner/Provider+Senior Partner (North East Hampshire and Farnham): no. of staff



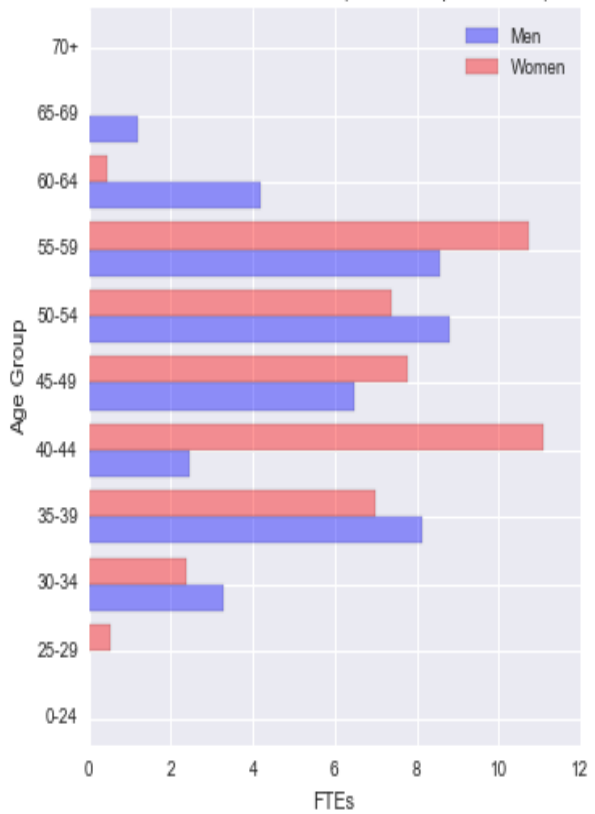
Partner/Provider+Senior Partner (North East Hampshire and Farnham): FTEs

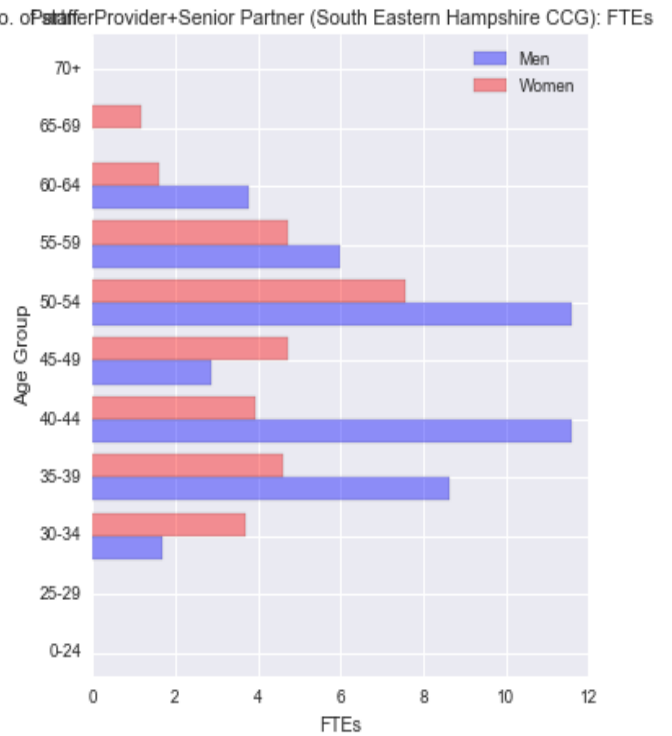
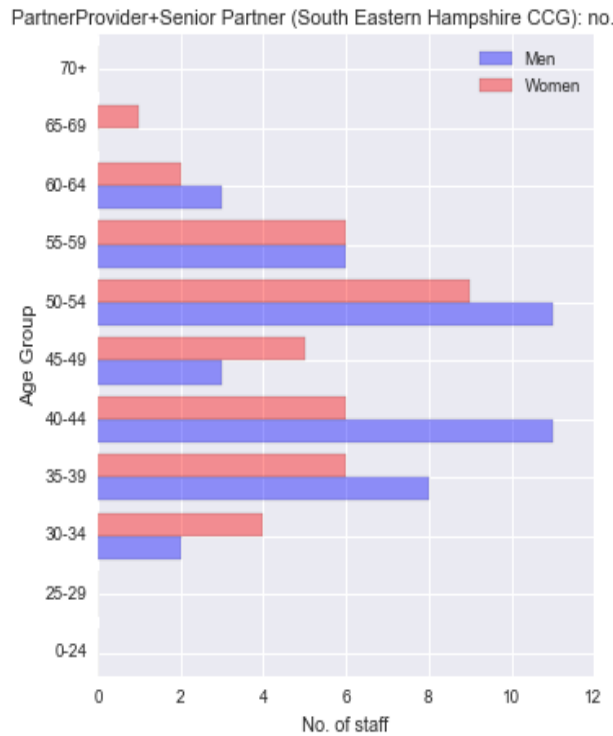
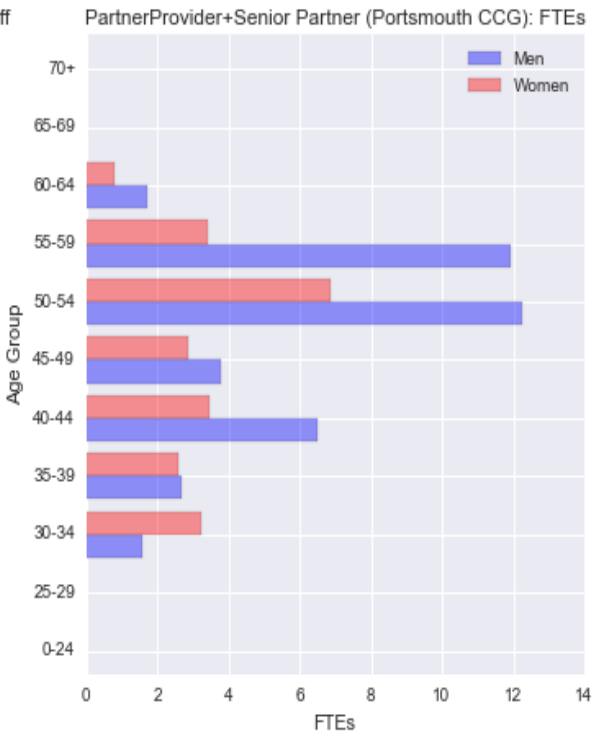
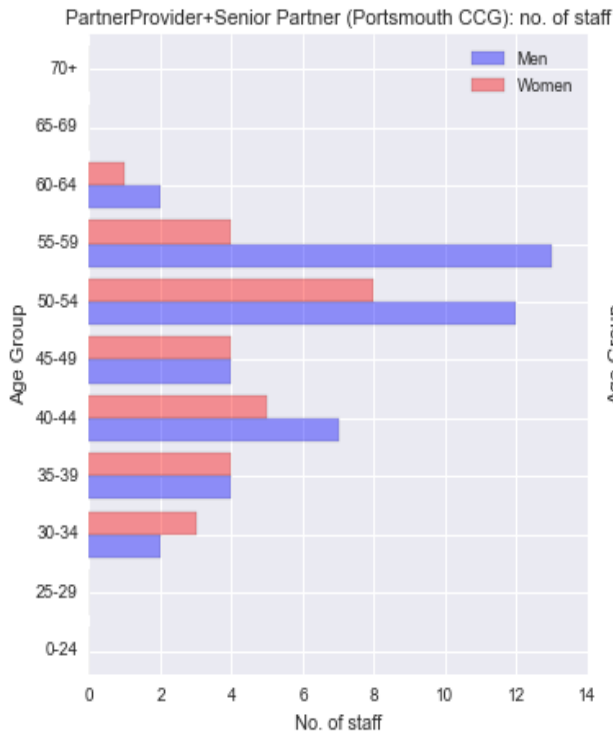


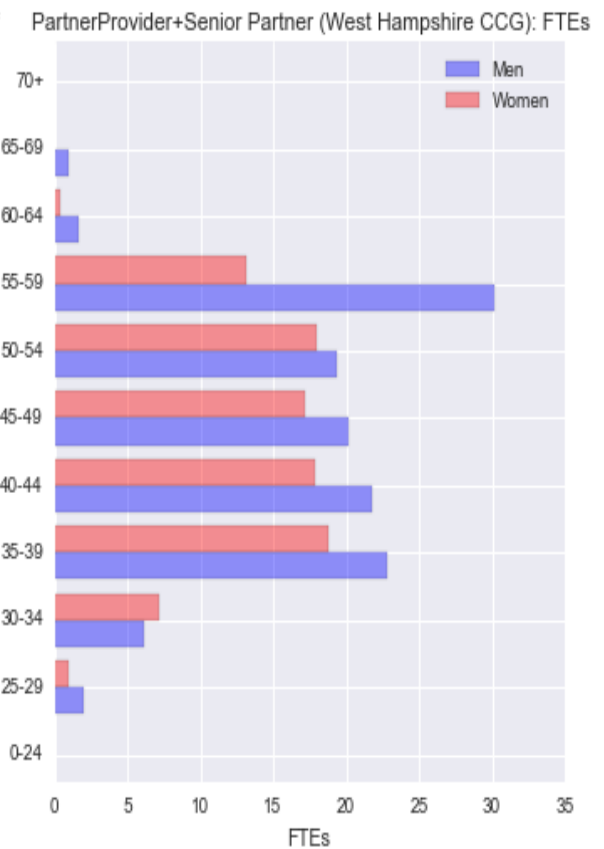
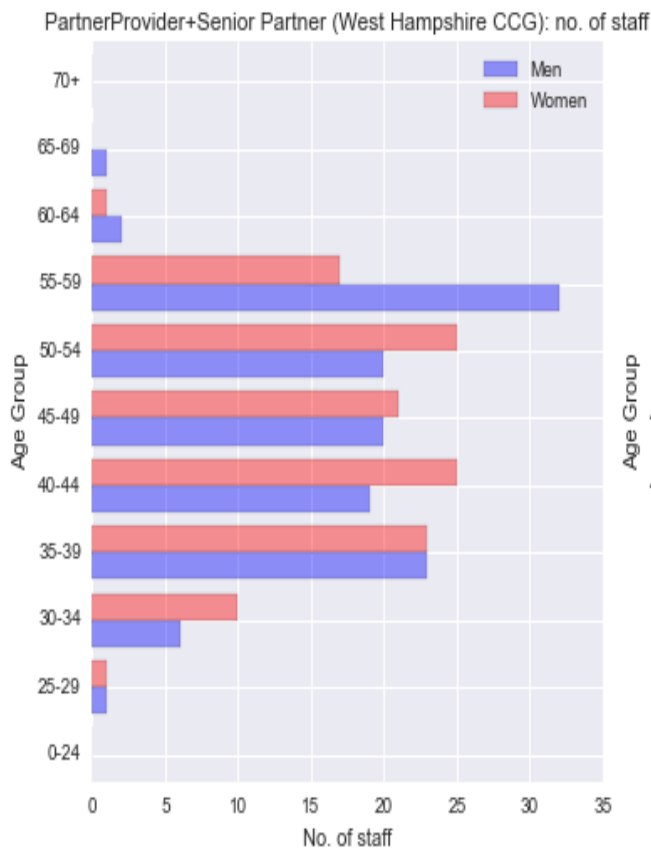
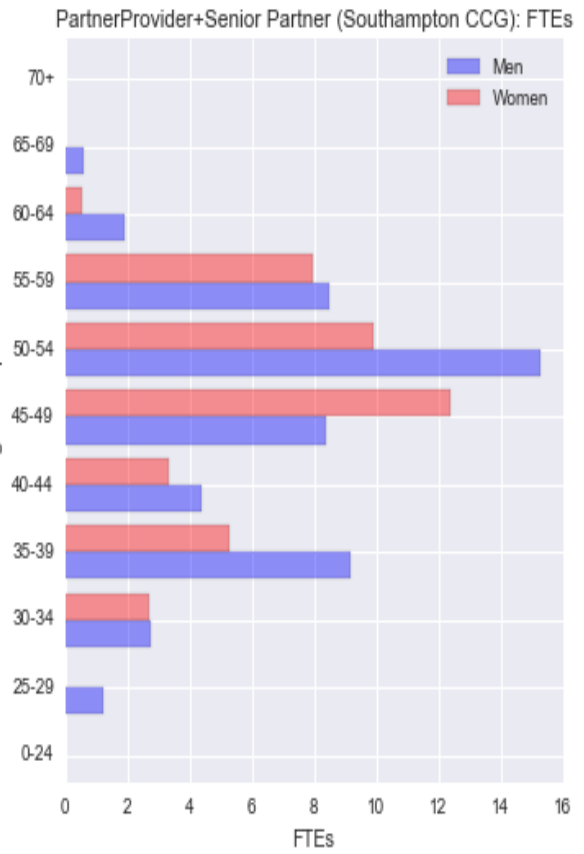
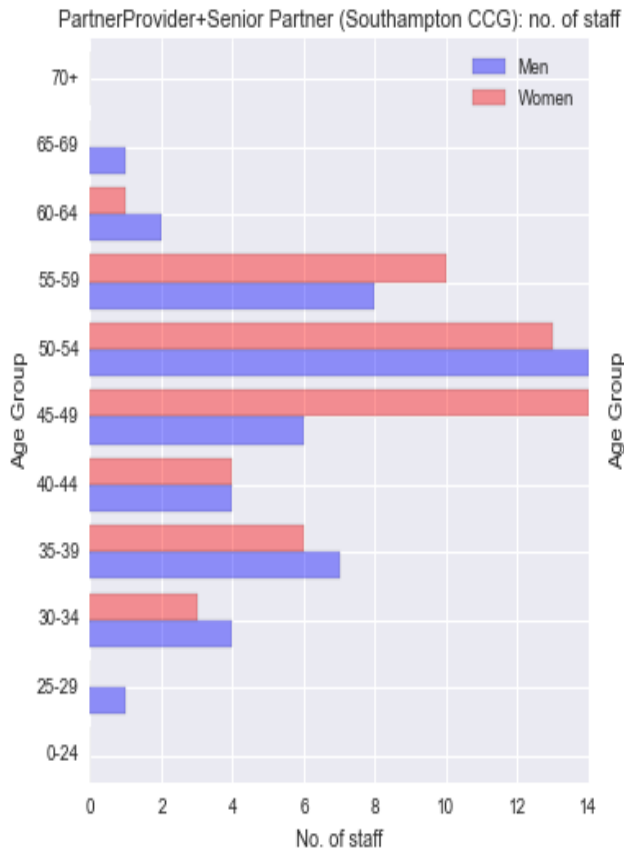
Partner/Provider+Senior Partner (North Hampshire CCG): no. of staff



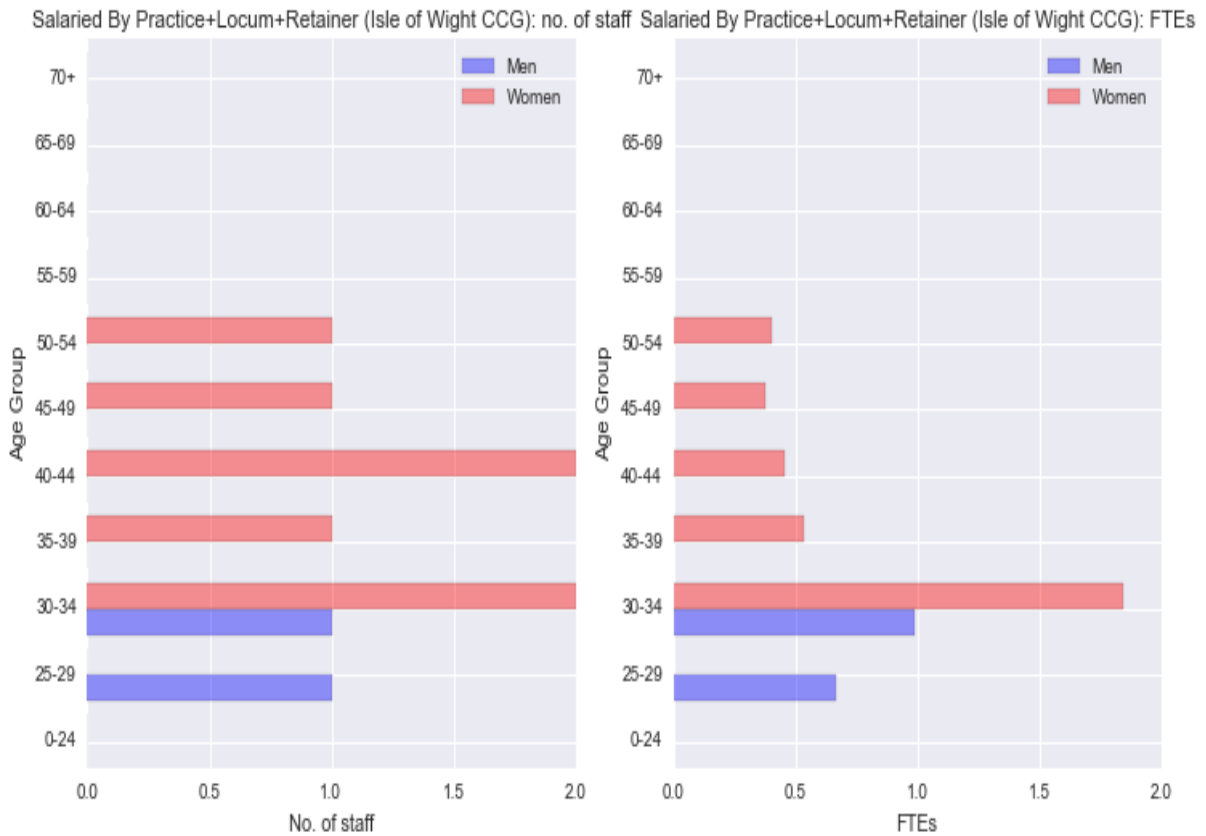
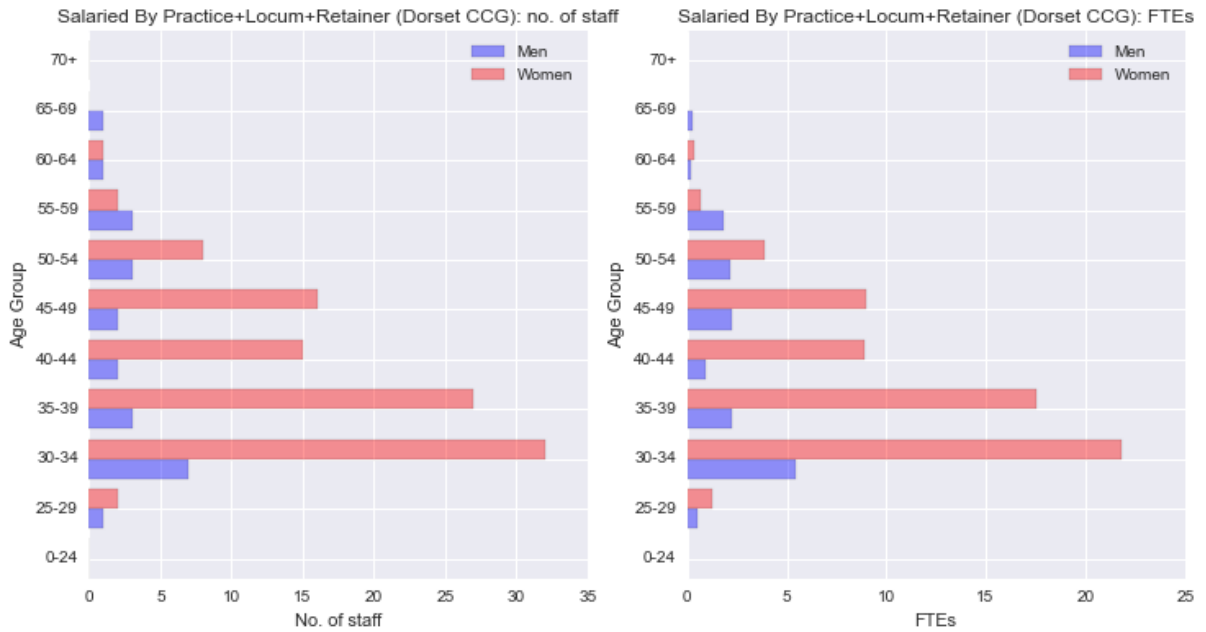
Partner/Provider+Senior Partner (North Hampshire CCG): FTEs



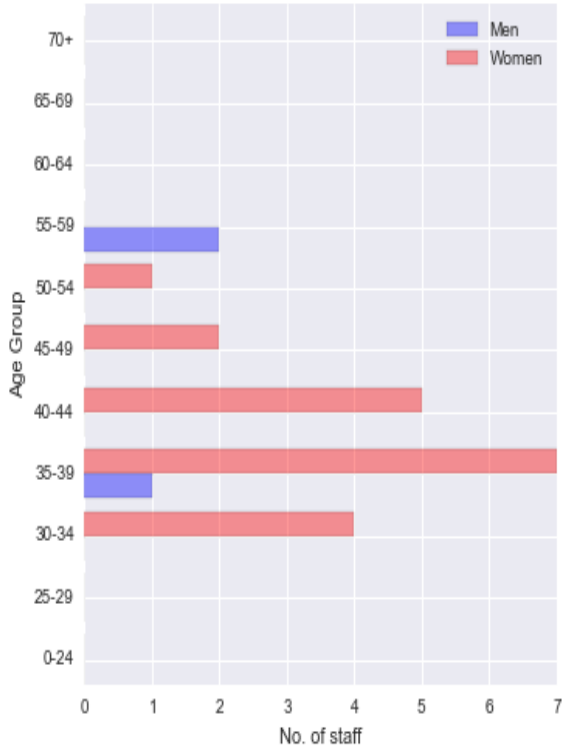




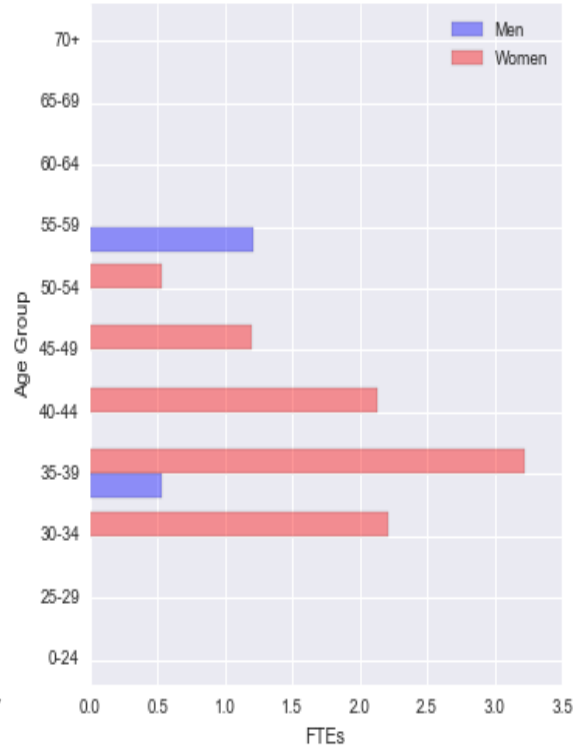
A4.3. GP salaried, locums and retainers



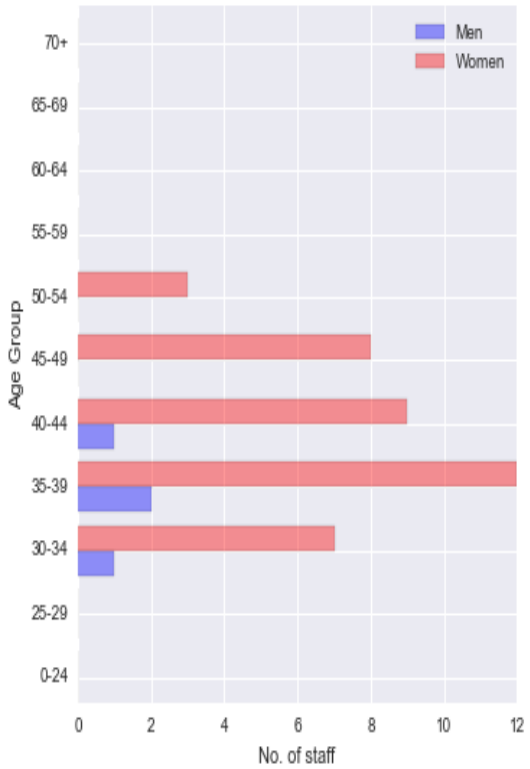
Staff By Practice+Locum+Retainer (Fareham and Gosport CCG): no. of staff



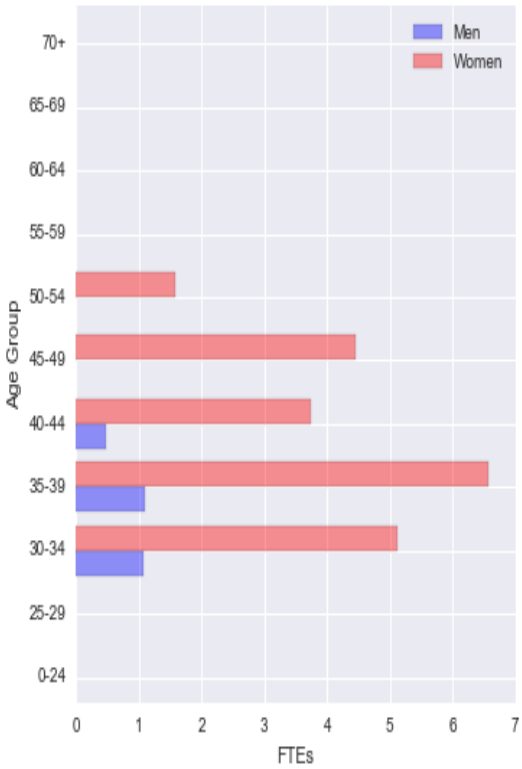
Staff By Practice+Locum+Retainer (Fareham and Gosport CCG): FTEs



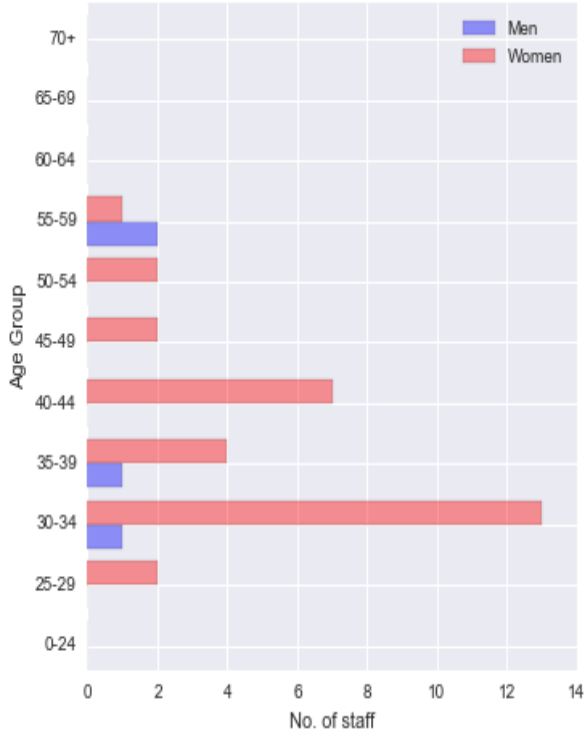
Staff By Practice+Locum+Retainer (North East Hampshire and Farnham CCG): no. of staff



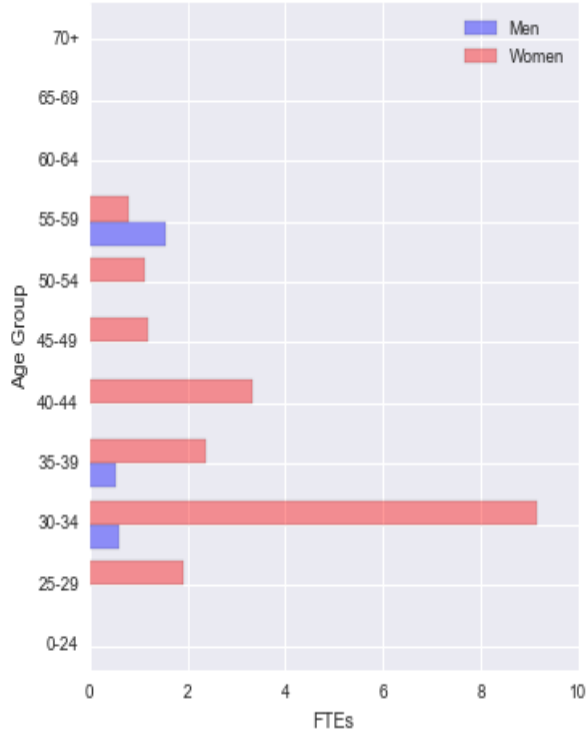
Staff By Practice+Locum+Retainer (North East Hampshire and Farnham CCG): FTEs



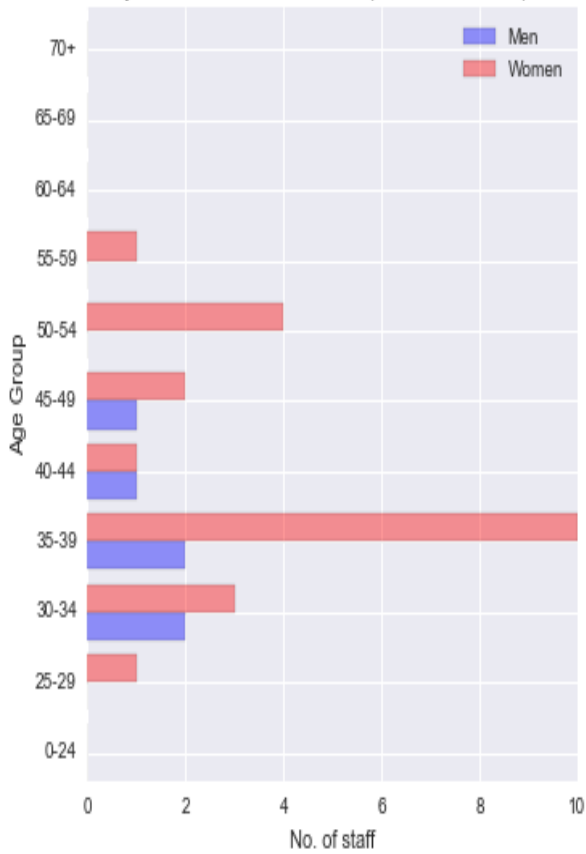
Salaried By Practice+Locum+Retainer (North Hampshire CCG): no. of staff



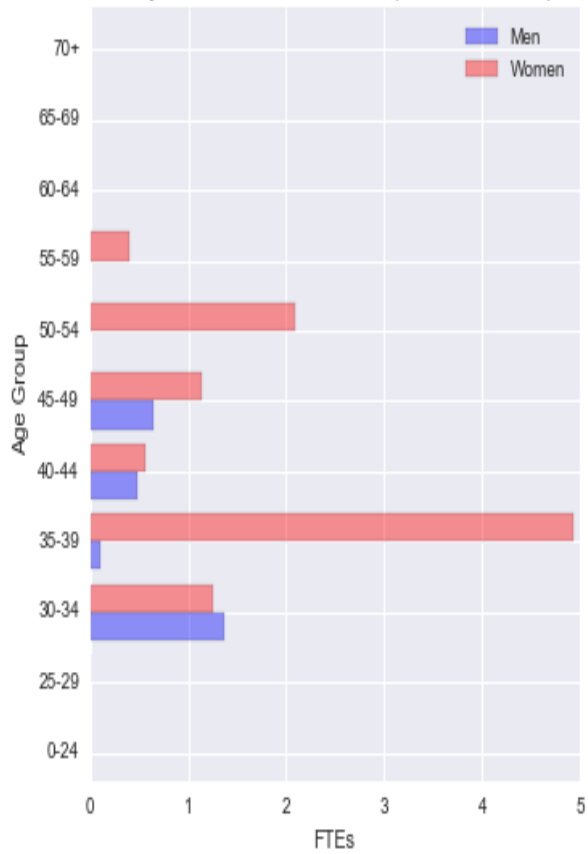
Salaried By Practice+Locum+Retainer (North Hampshire CCG): FTEs



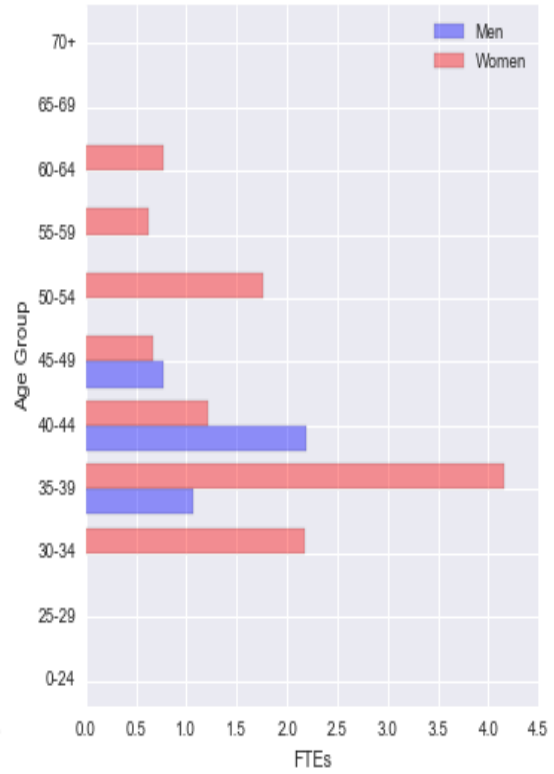
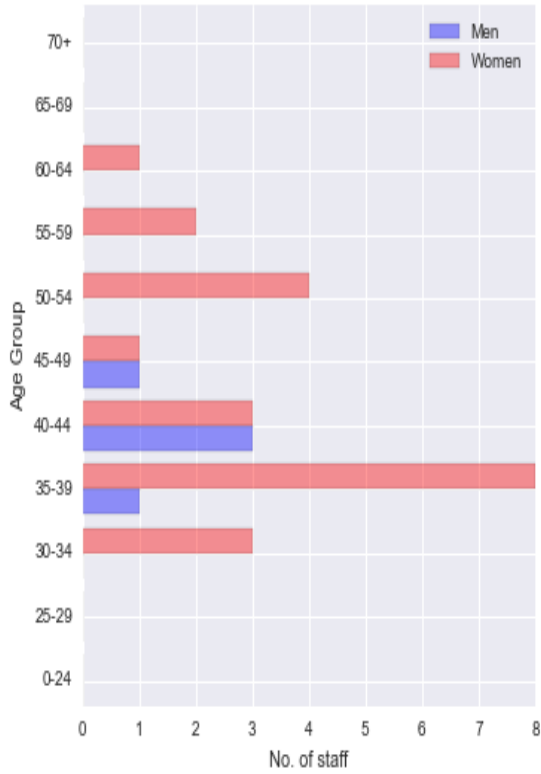
Salaried By Practice+Locum+Retainer (Portsmouth CCG): no. of staff



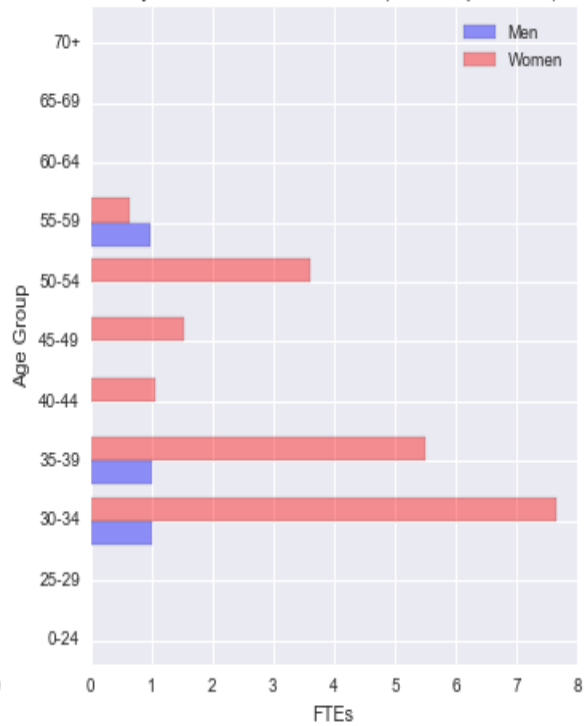
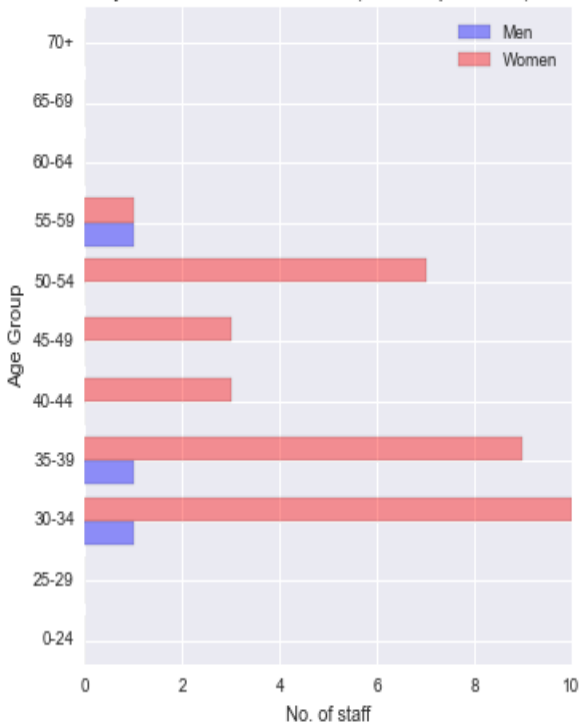
Salaried By Practice+Locum+Retainer (Portsmouth CCG): FTEs



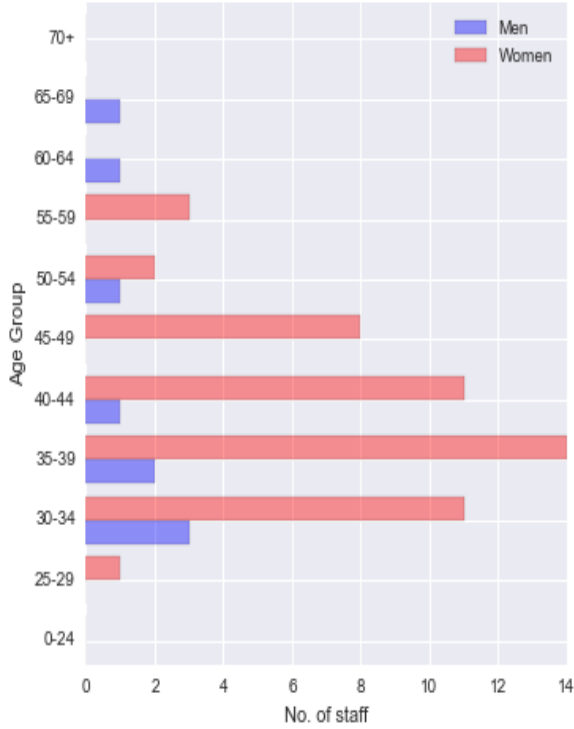
Salaries By Practice+Locum+Retainer (South Eastern Hampshire CCG): Salaries By Practice+Locum+Retainer (South Eastern Hampshire CCG): FTEs



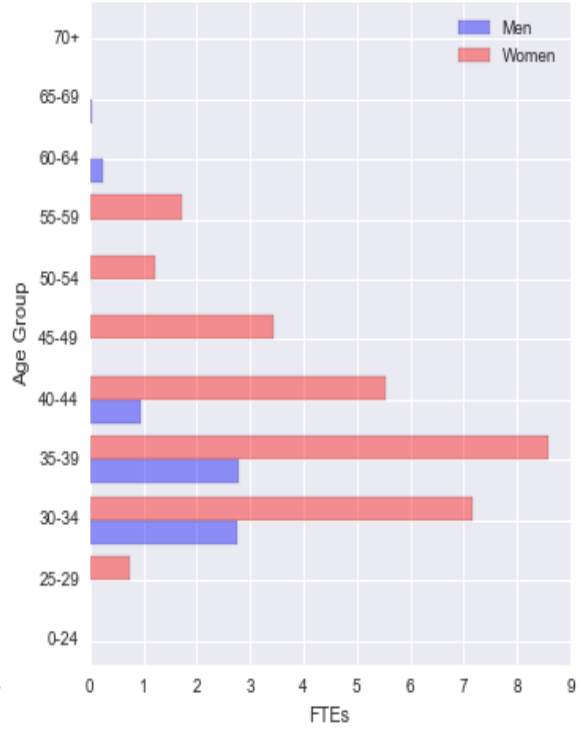
Salaries By Practice+Locum+Retainer (Southampton CCG): no. of staff Salaries By Practice+Locum+Retainer (Southampton CCG): FTEs



Salaried By Practice+Locum+Retainer (West Hampshire CCG): no. of staff

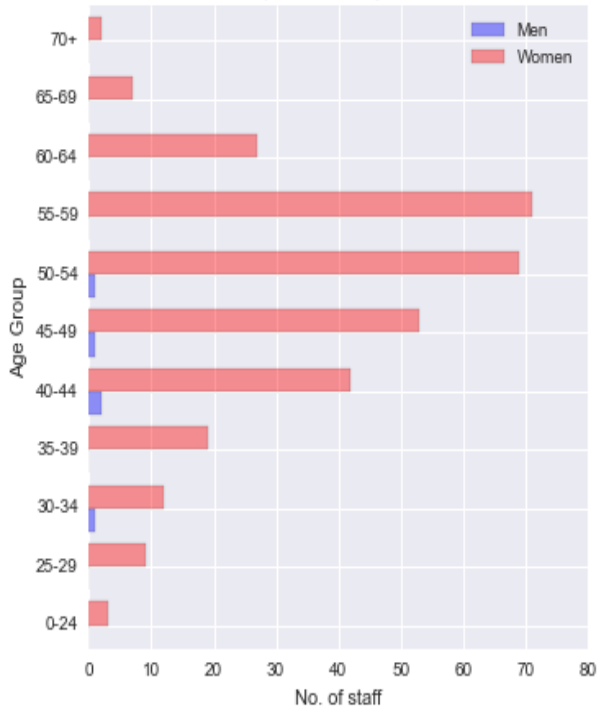


Salaried By Practice+Locum+Retainer (West Hampshire CCG): FTEs

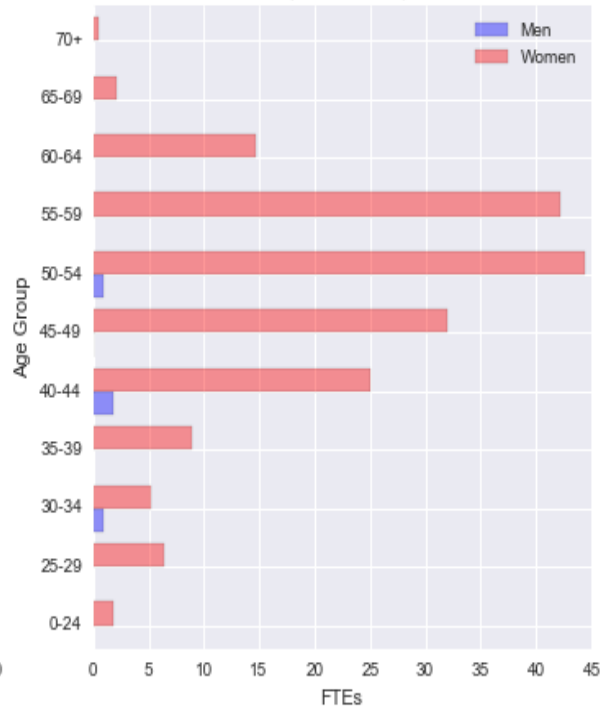


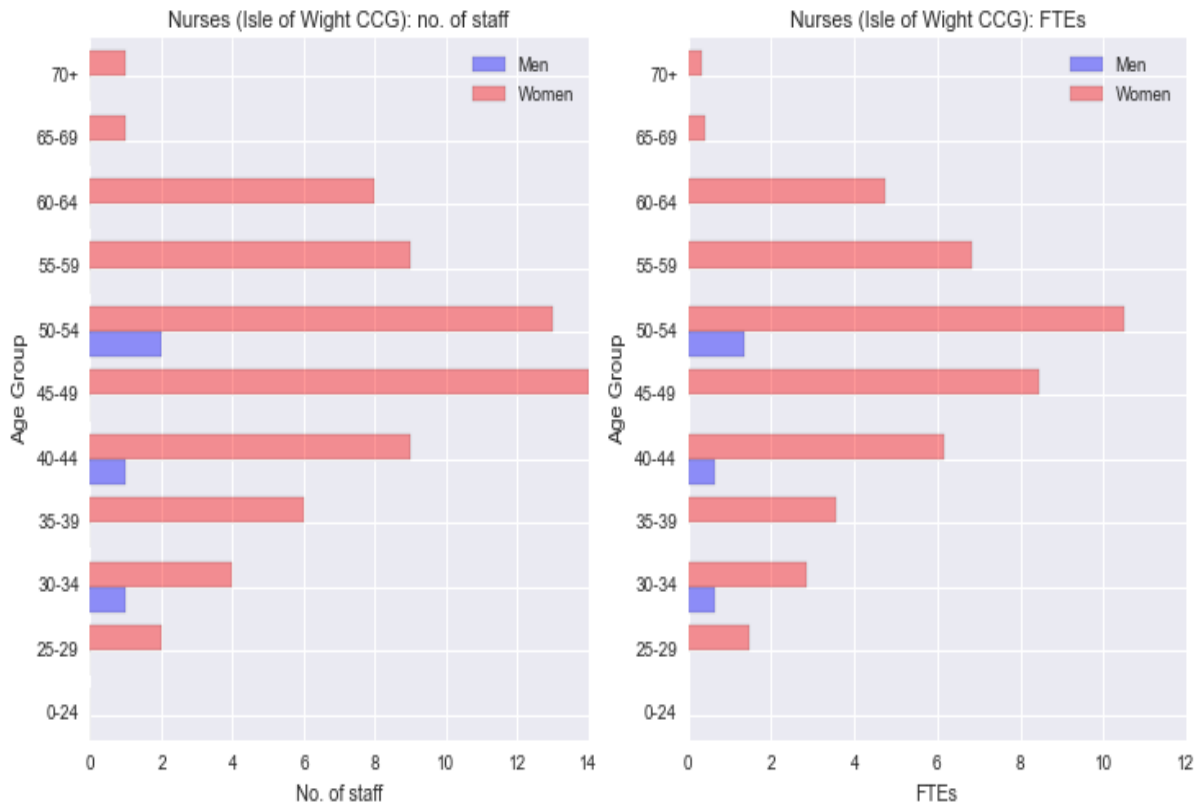
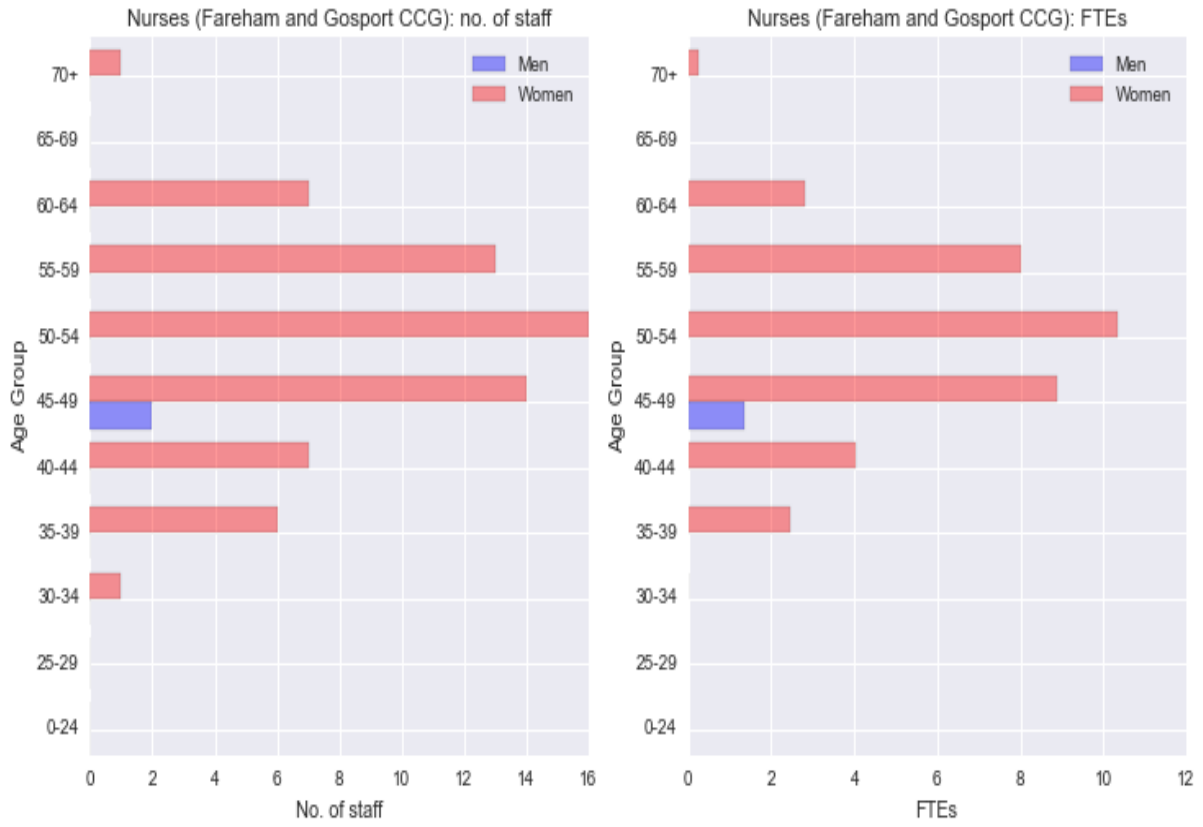
A4.5. All nurses in GP practices

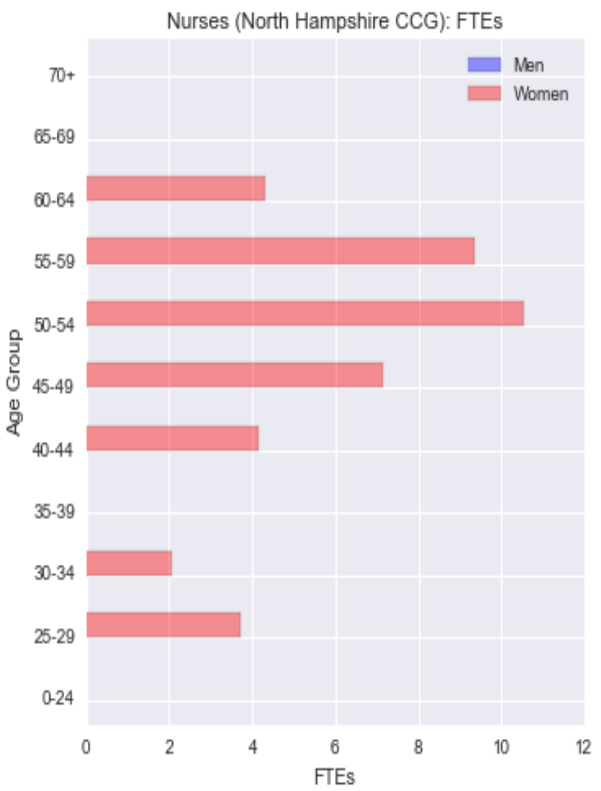
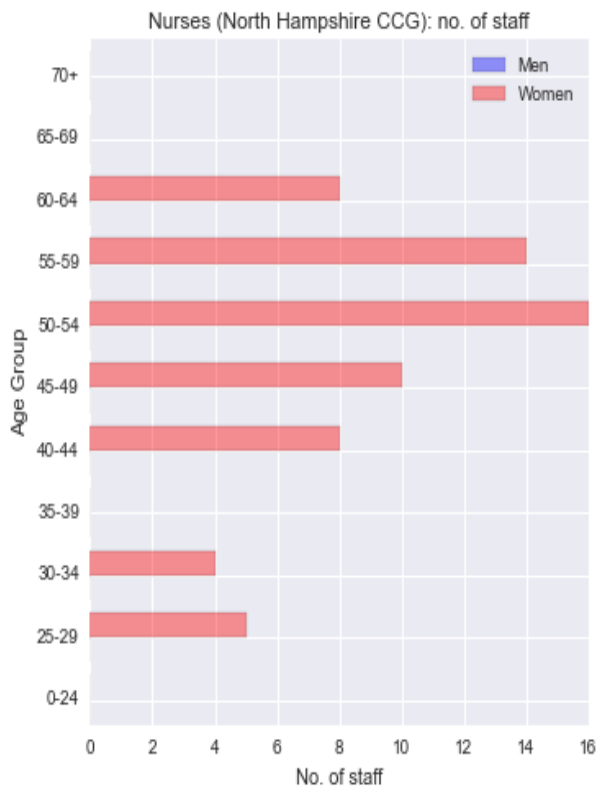
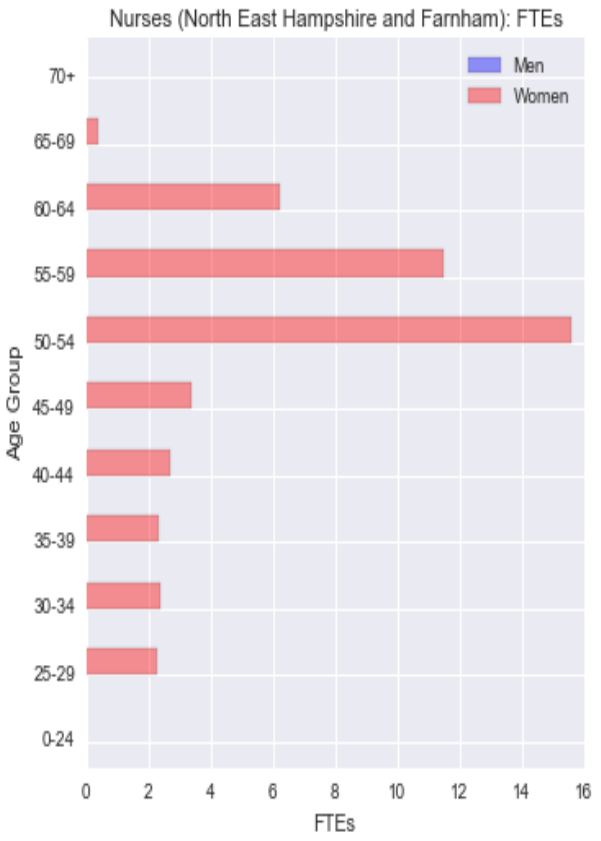
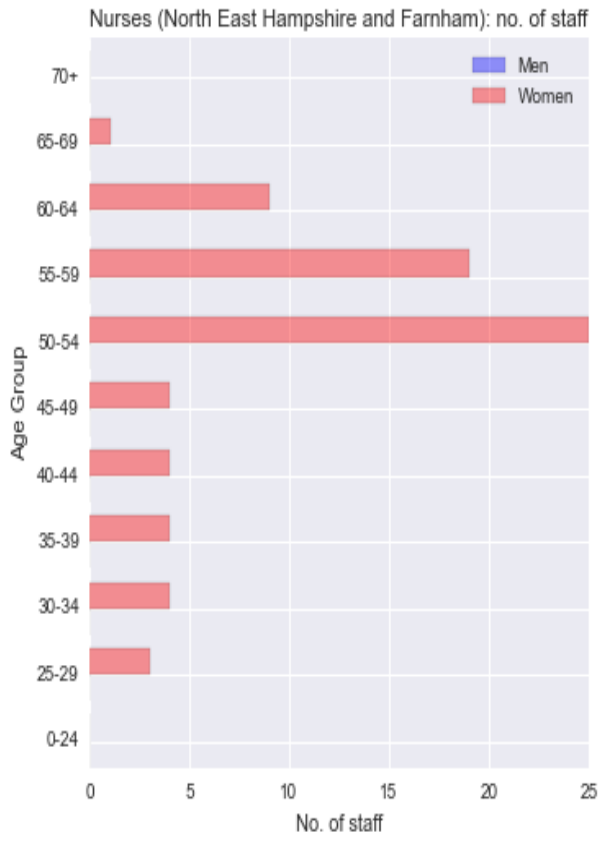
Nurses (Dorset CCG): no. of staff

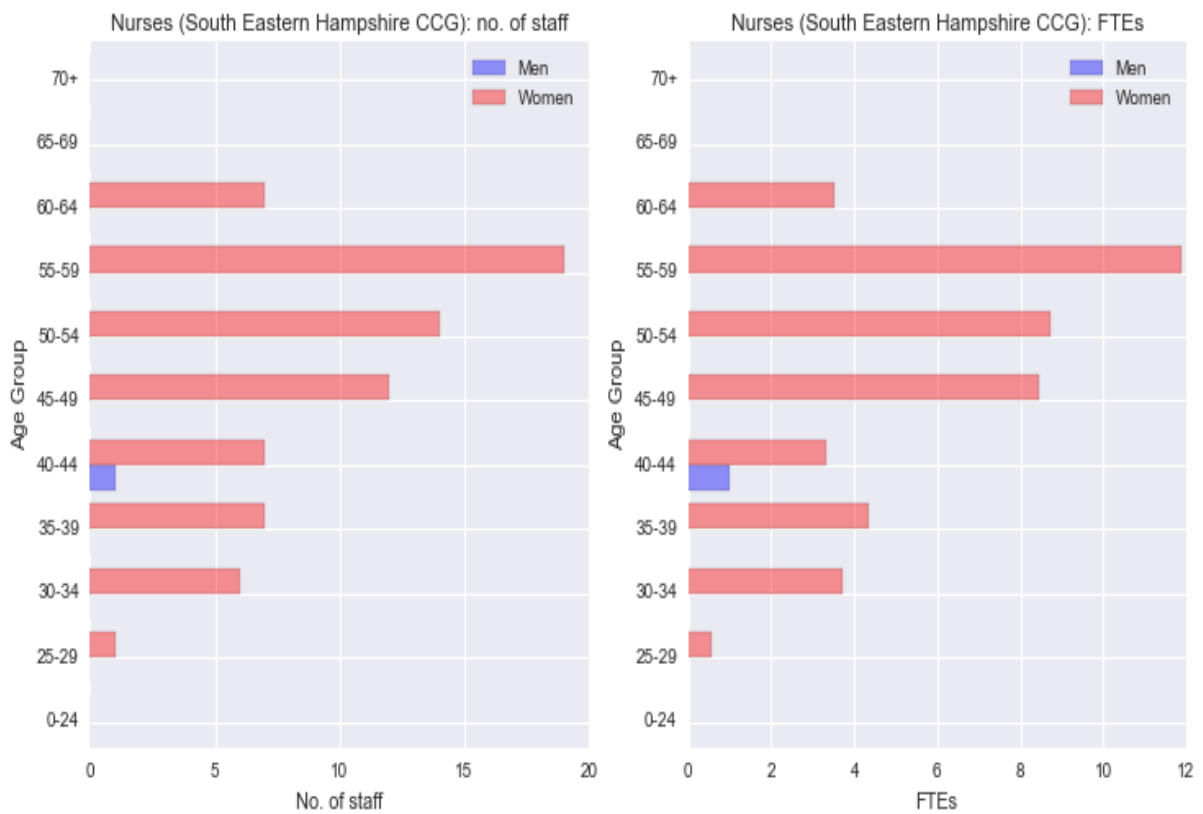
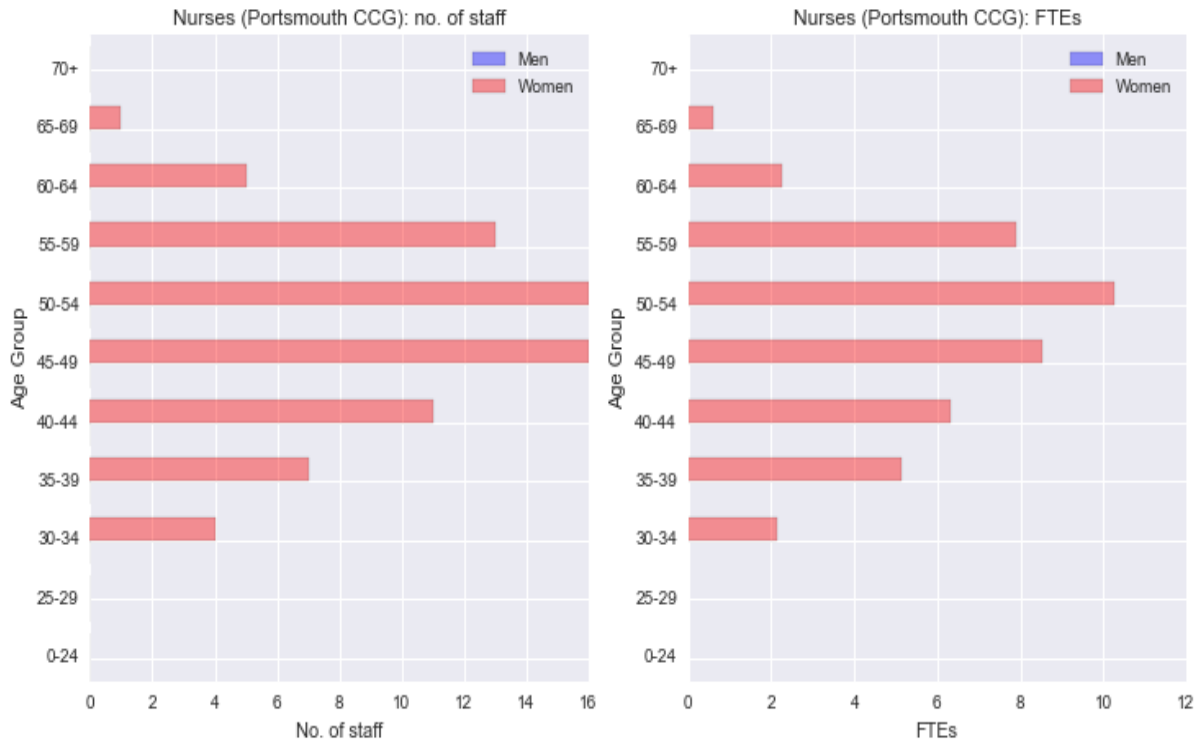


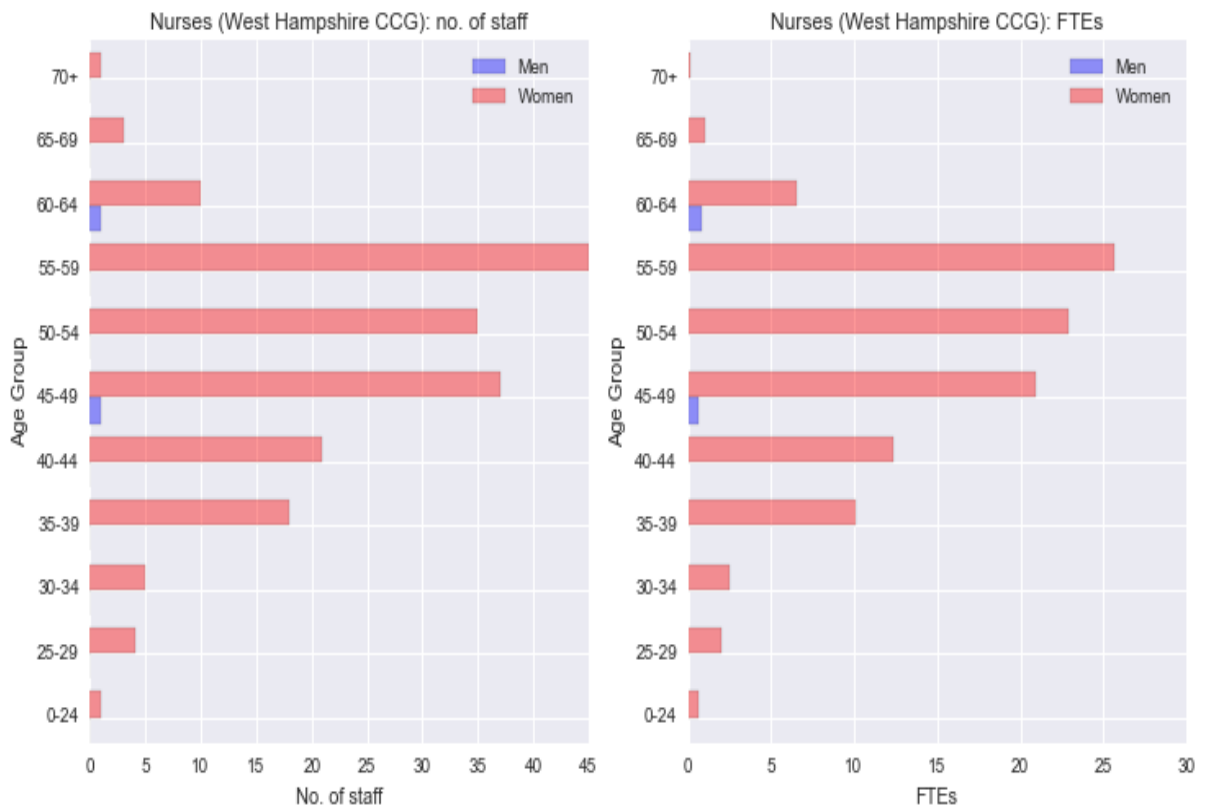
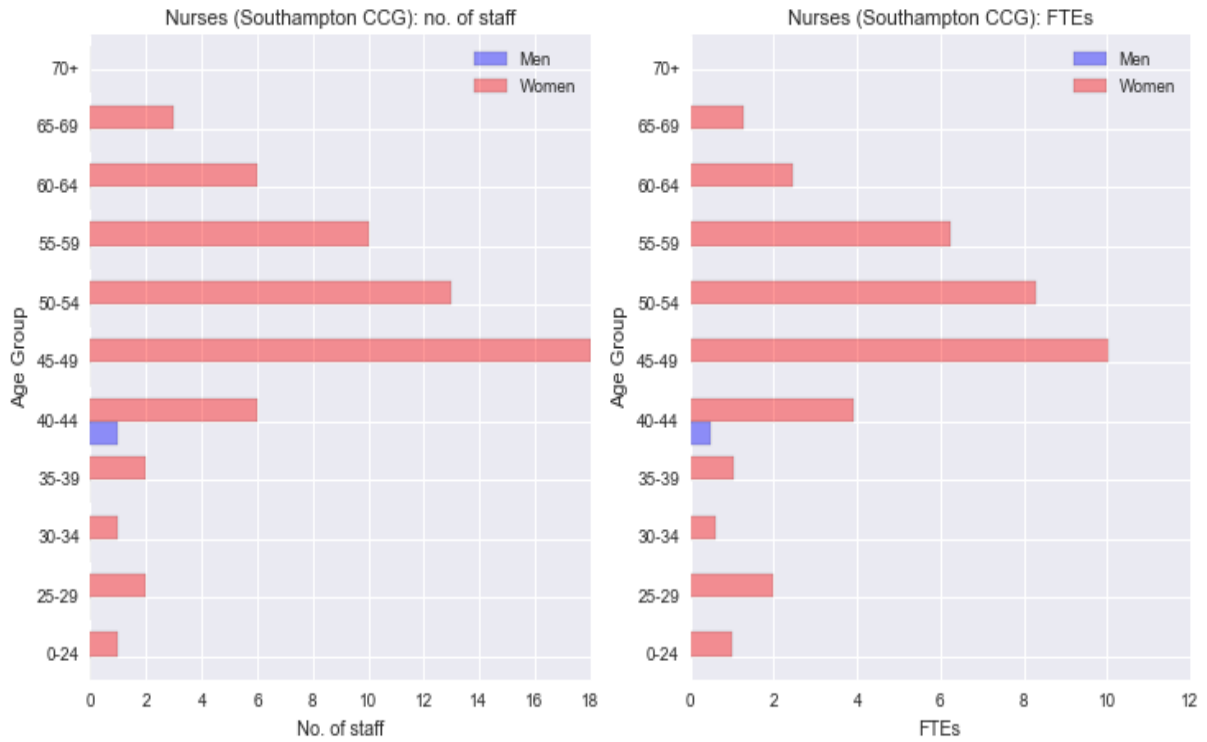
Nurses (Dorset CCG): FTEs



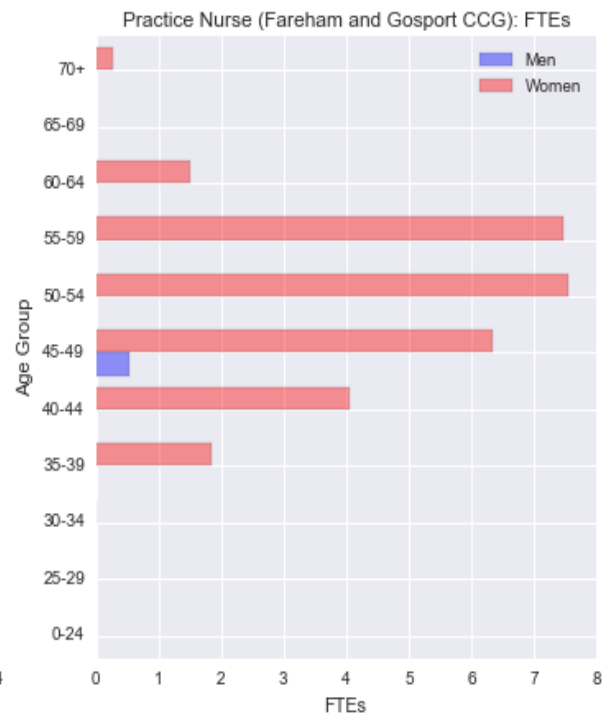
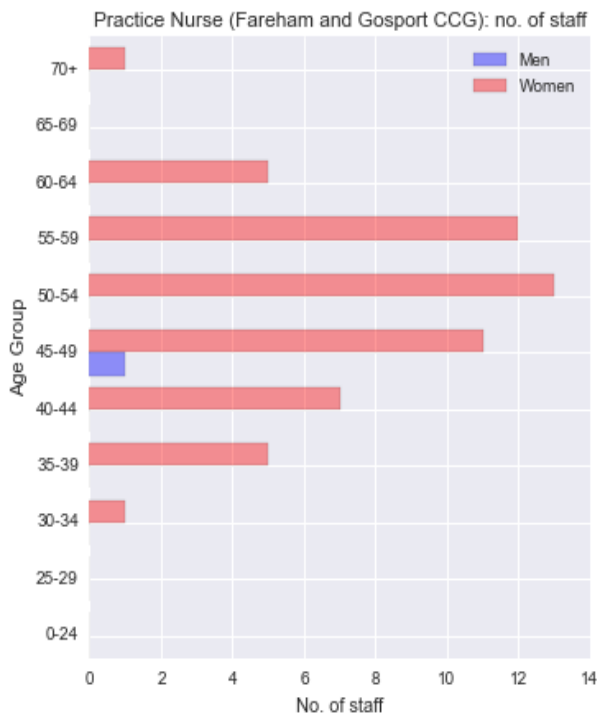
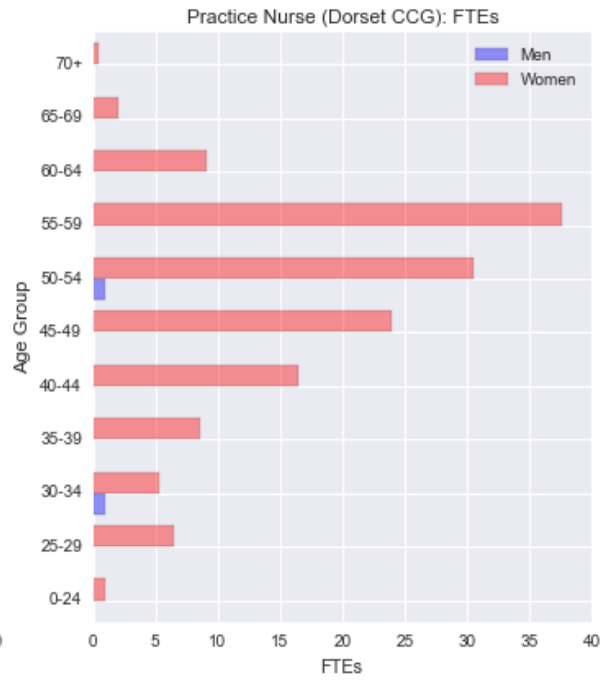
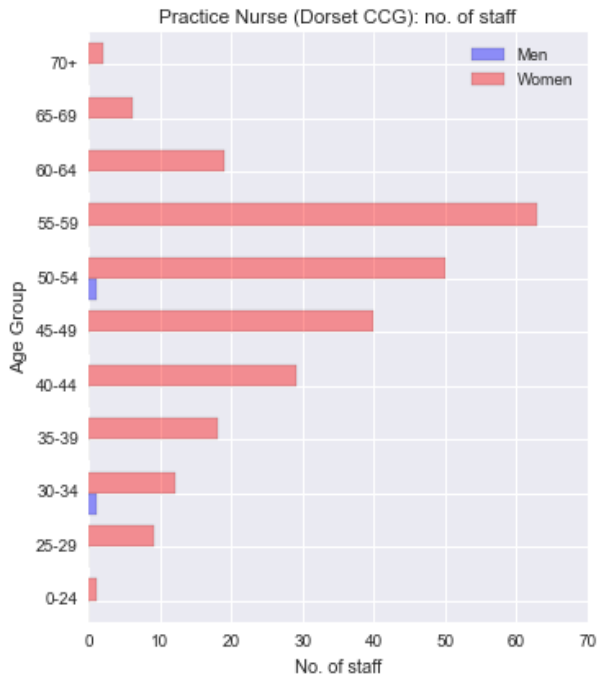


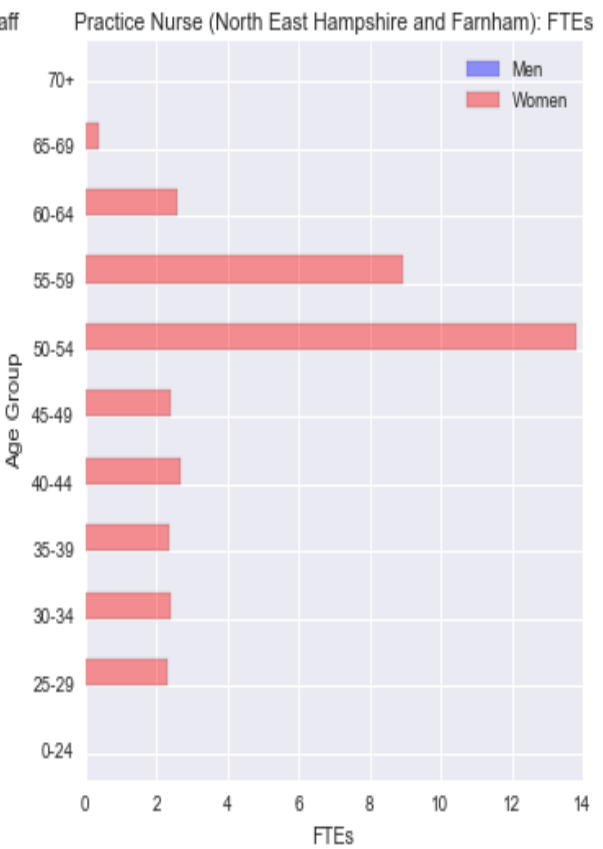
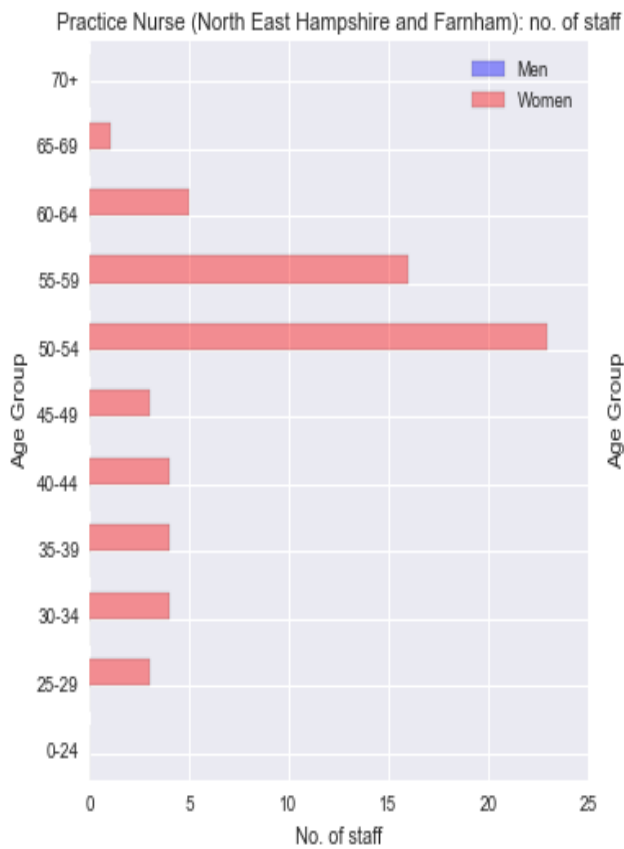
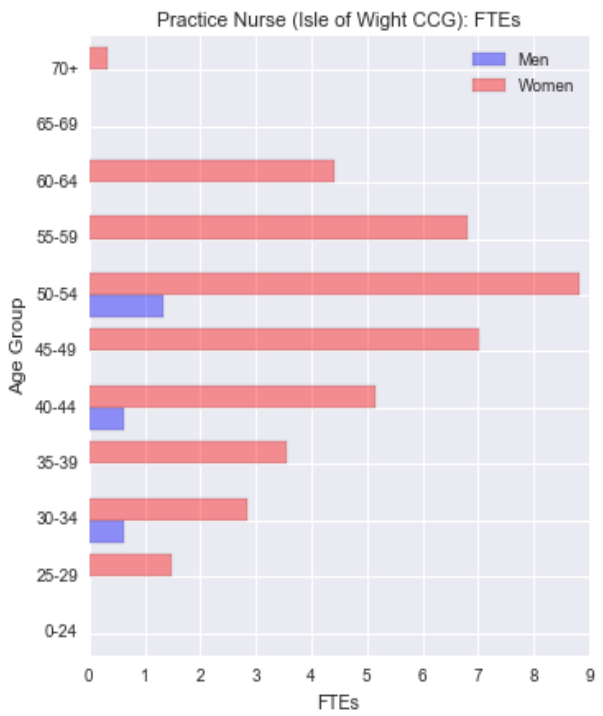
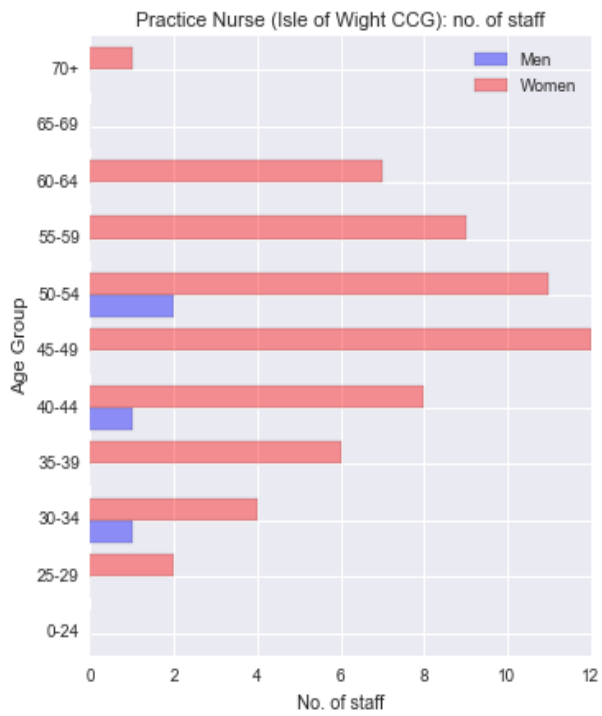


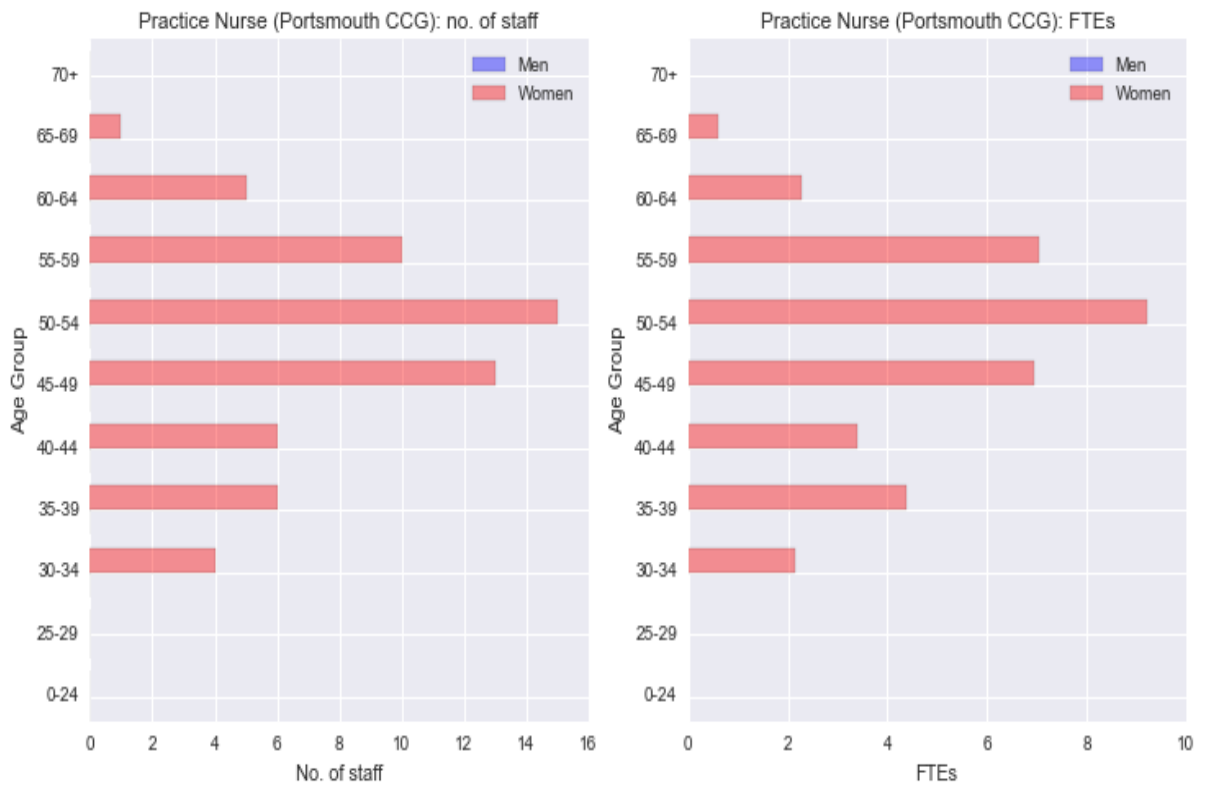
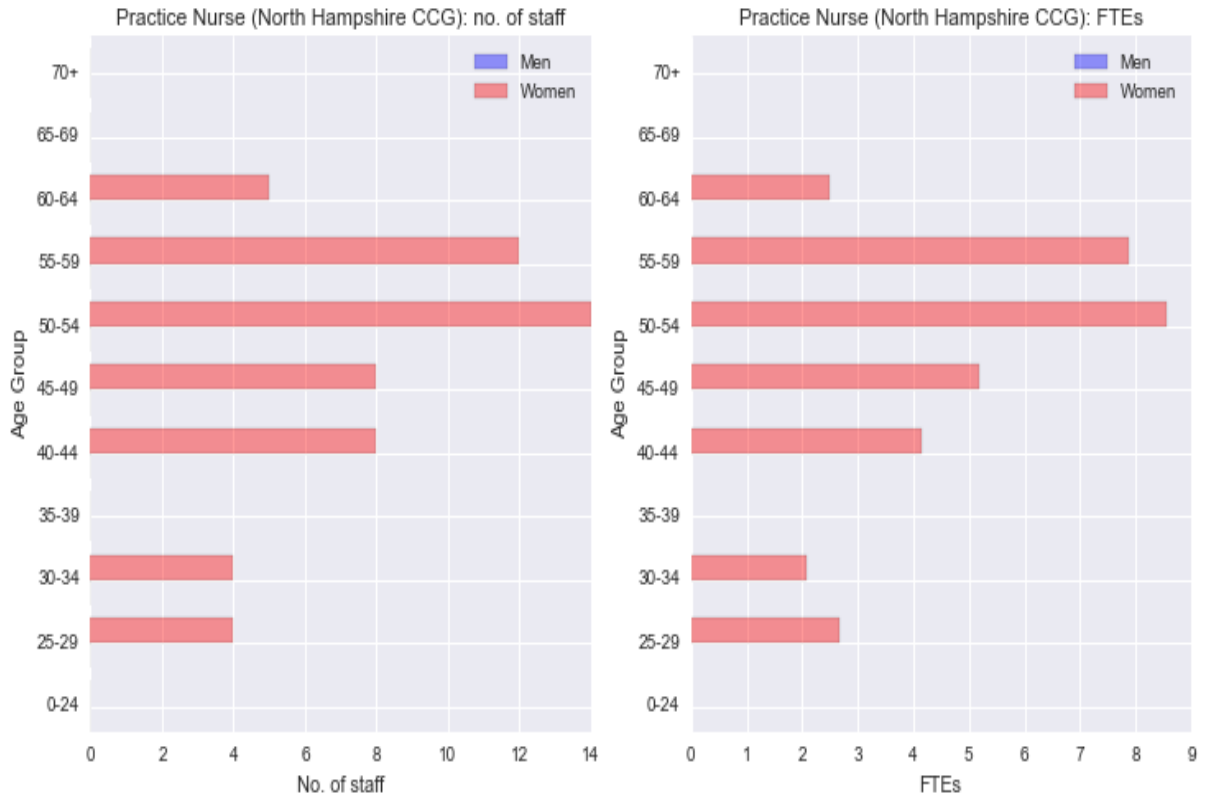


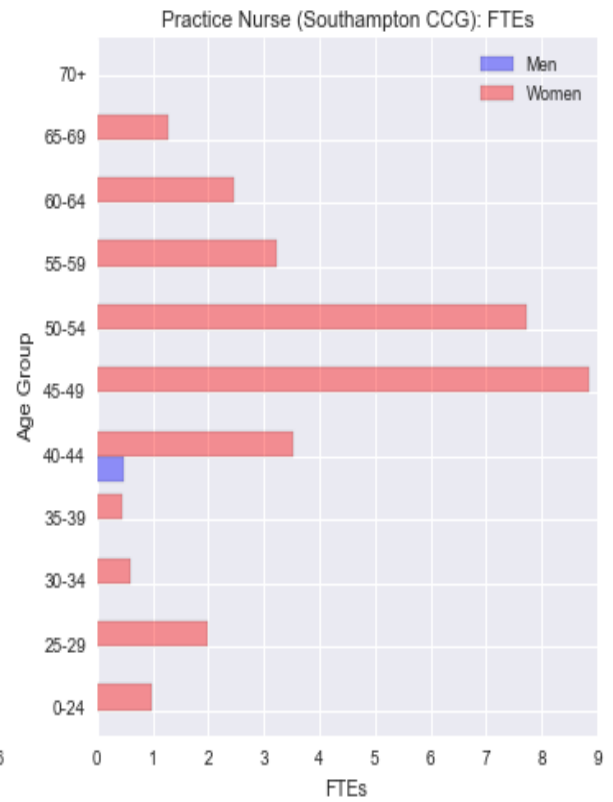
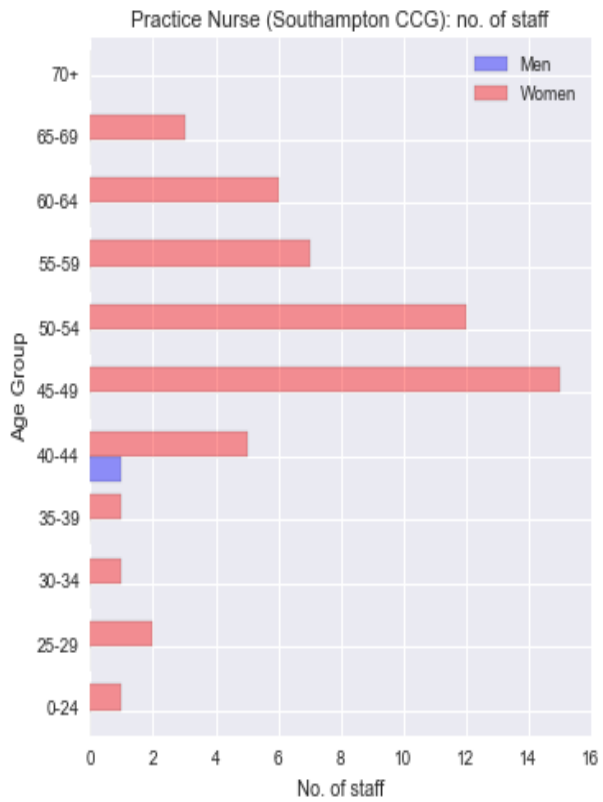
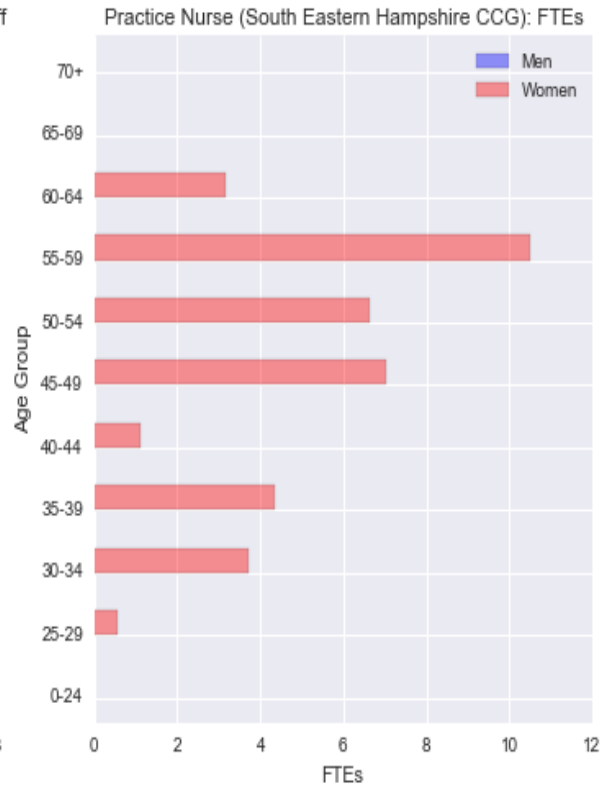
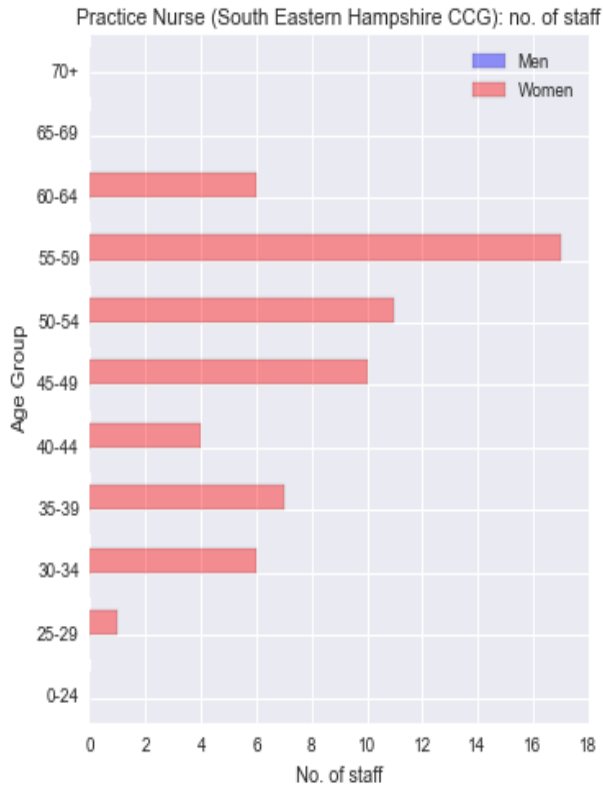


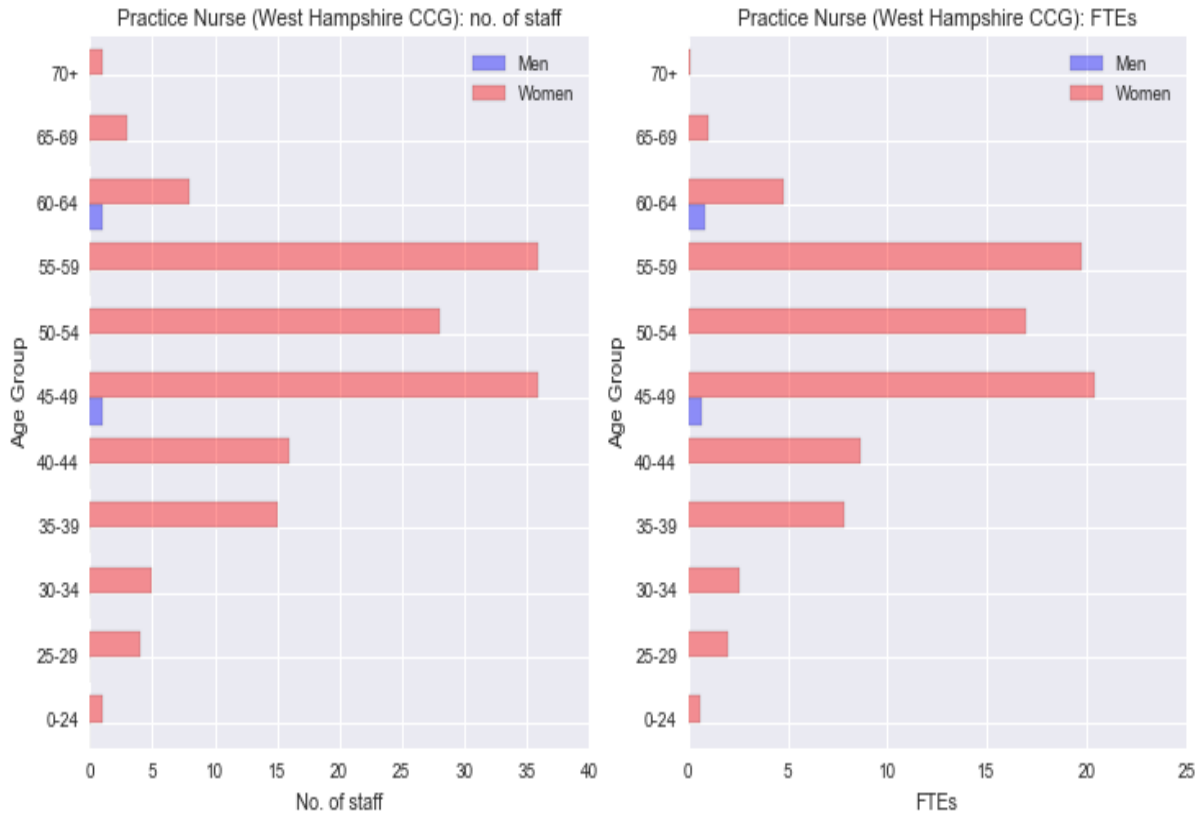
A4.6. Practice Nurses



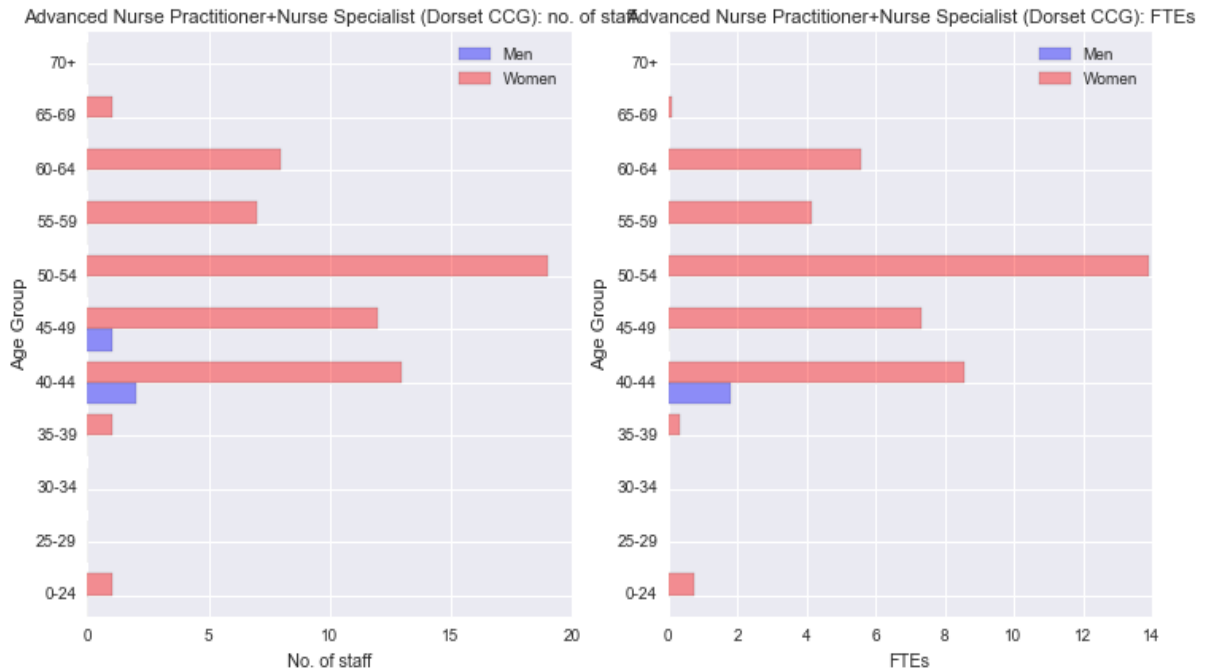








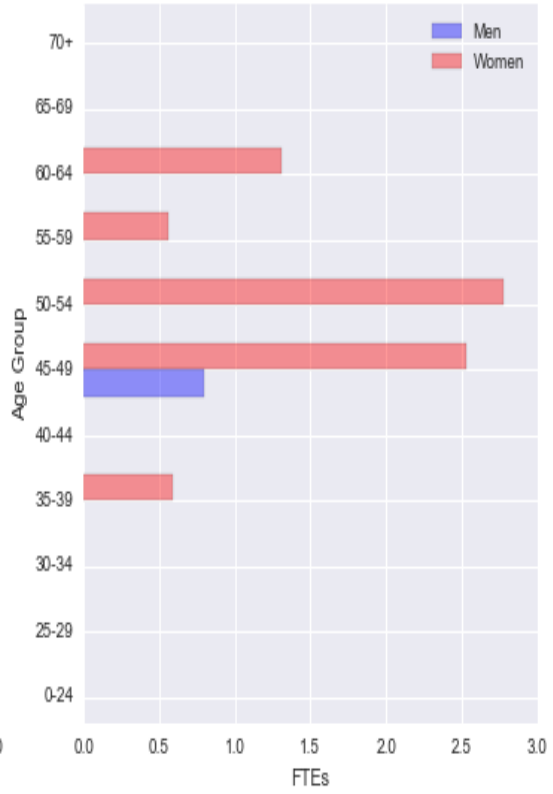
A4.7. Advanced Nurse Practitioners and Nurse Specialists



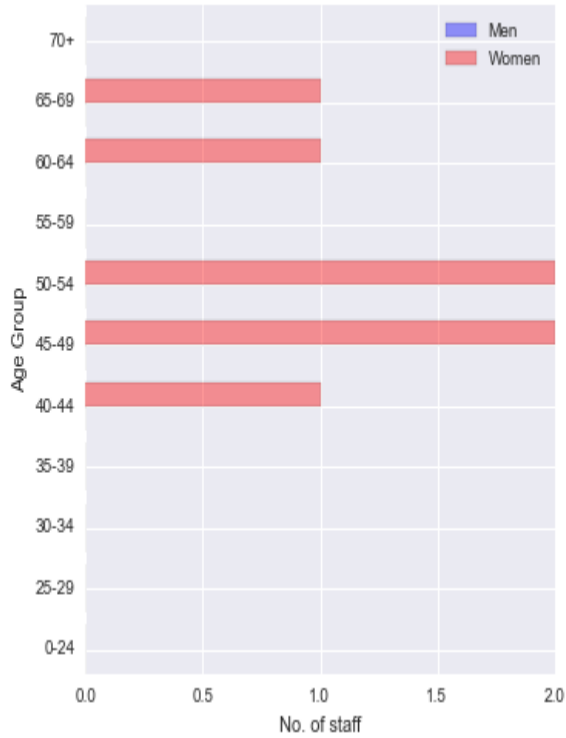
Advanced Nurse Practitioner+Nurse Specialist (Fareham and Gosport CCG): no. of staff



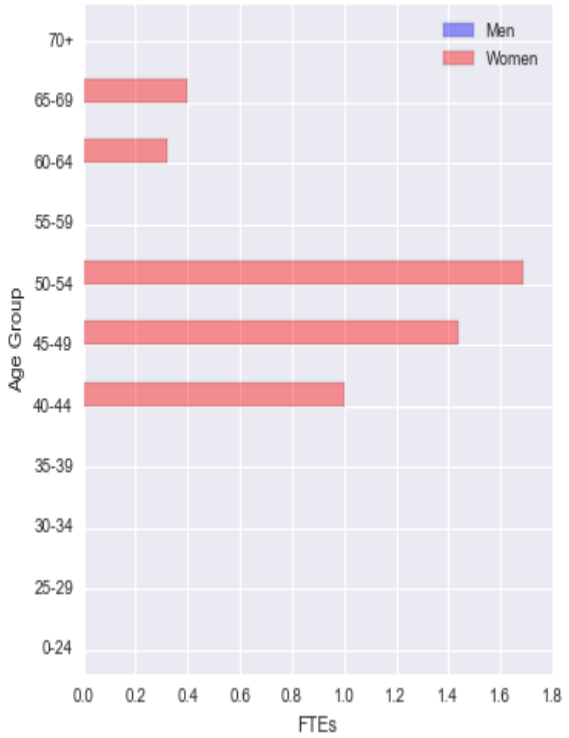
Advanced Nurse Practitioner+Nurse Specialist (Fareham and Gosport CCG): FTEs



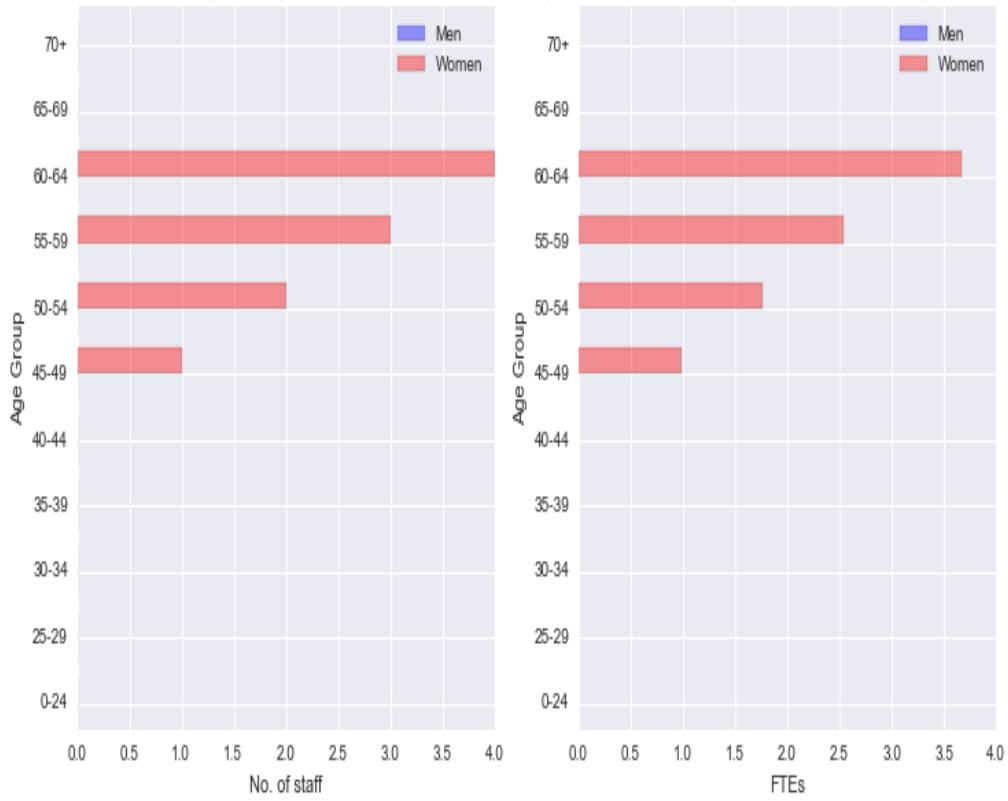
Advanced Nurse Practitioner+Nurse Specialist (Isle of Wight CCG): no. of staff



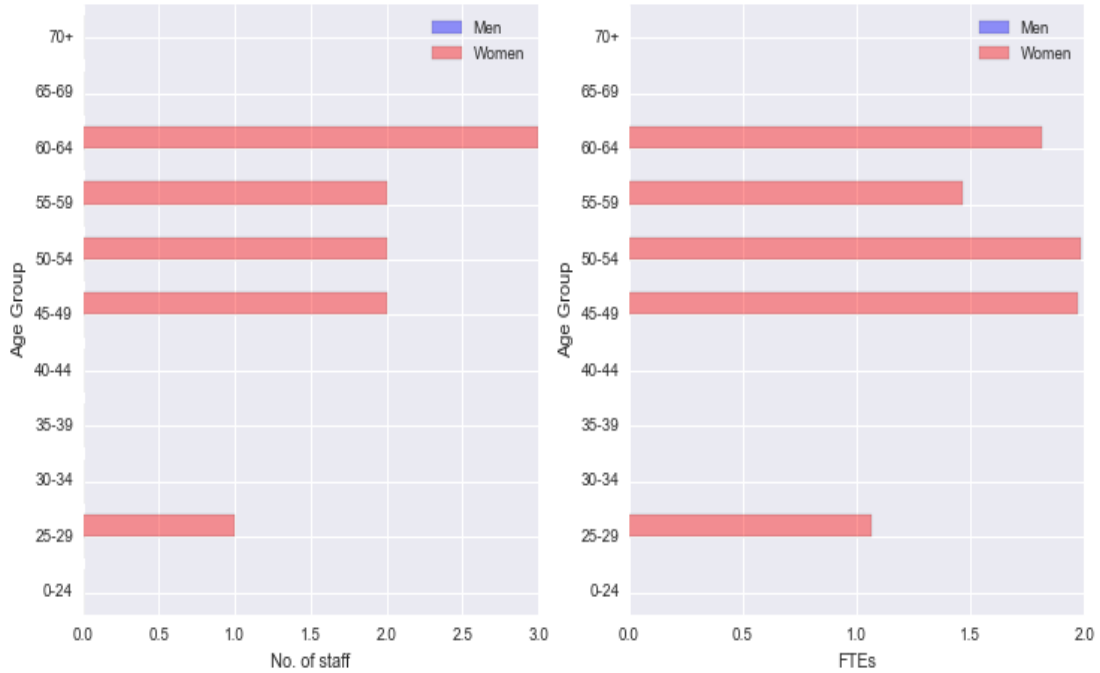
Advanced Nurse Practitioner+Nurse Specialist (Isle of Wight CCG): FTEs



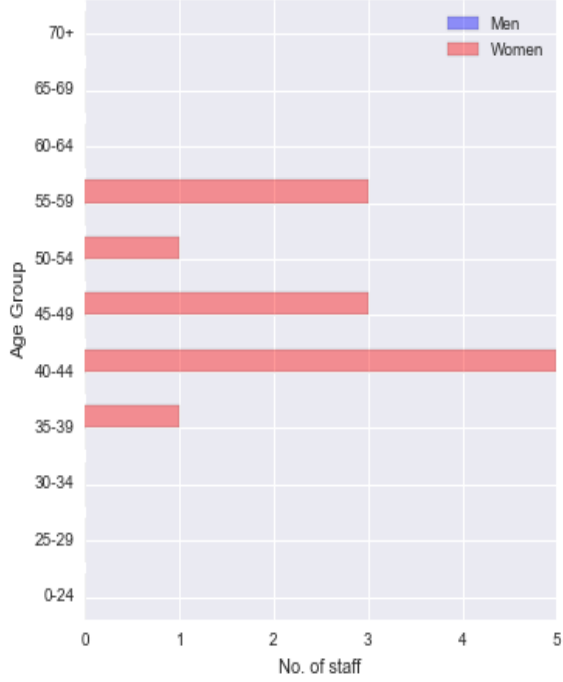
Advanced Nurse Practitioner+Nurse Specialist (North East Hampshire and Farnham) Advanced Nurse Practitioner+Nurse Specialist (North East Hampshire and Farnham): FTEs



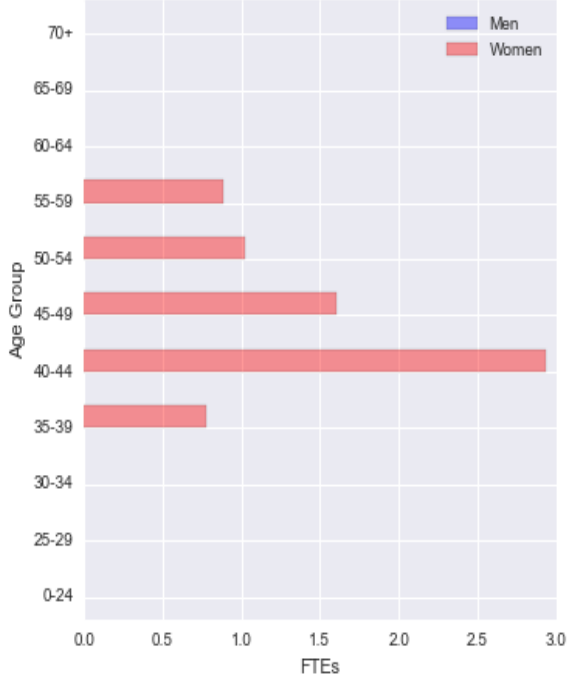
Advanced Nurse Practitioner+Nurse Specialist (North Hampshire CCG): Advanced Nurse Practitioner+Nurse Specialist (North Hampshire CCG): FTEs



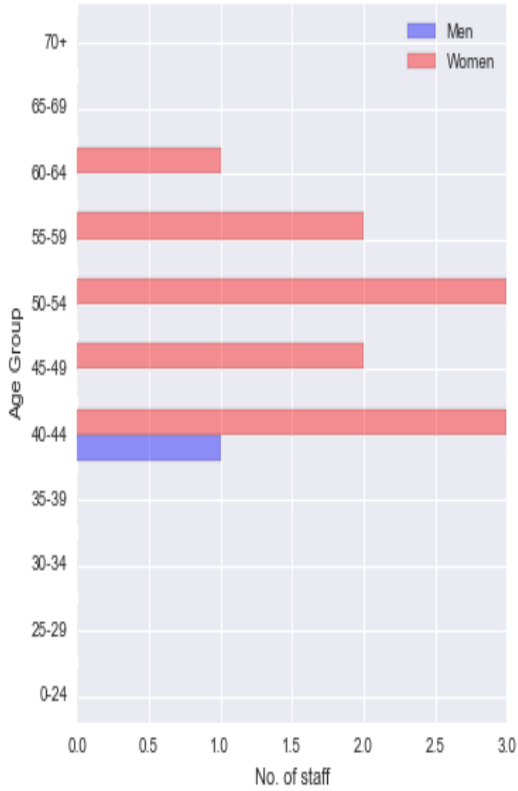
Advanced Nurse Practitioner+Nurse Specialist (Portsmouth CCG): no. of staff



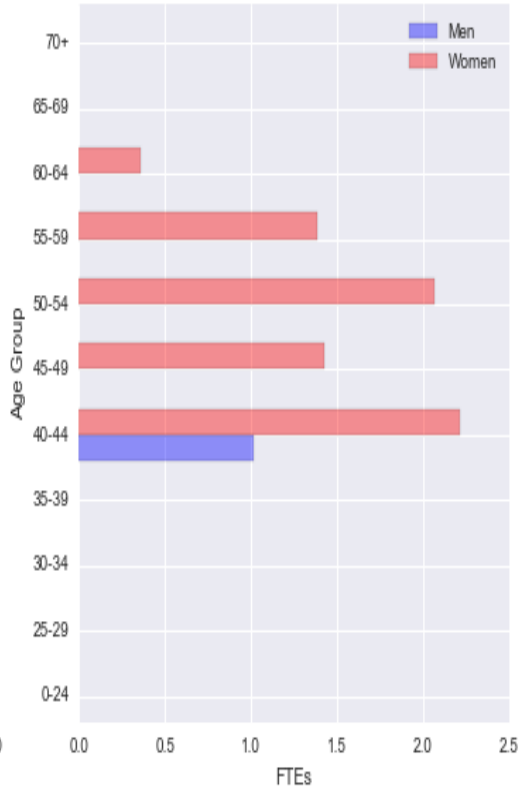
Advanced Nurse Practitioner+Nurse Specialist (Portsmouth CCG): FTEs



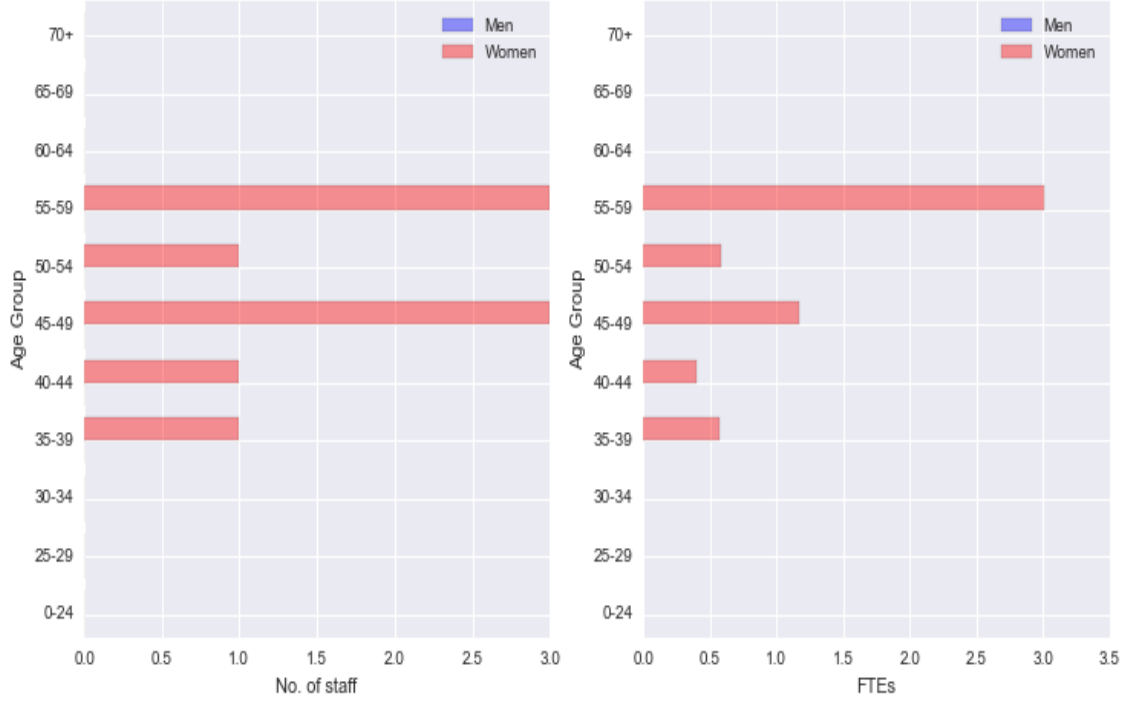
Advanced Nurse Practitioner+Nurse Specialist (South Eastern Hampshire CCG): no. of staff



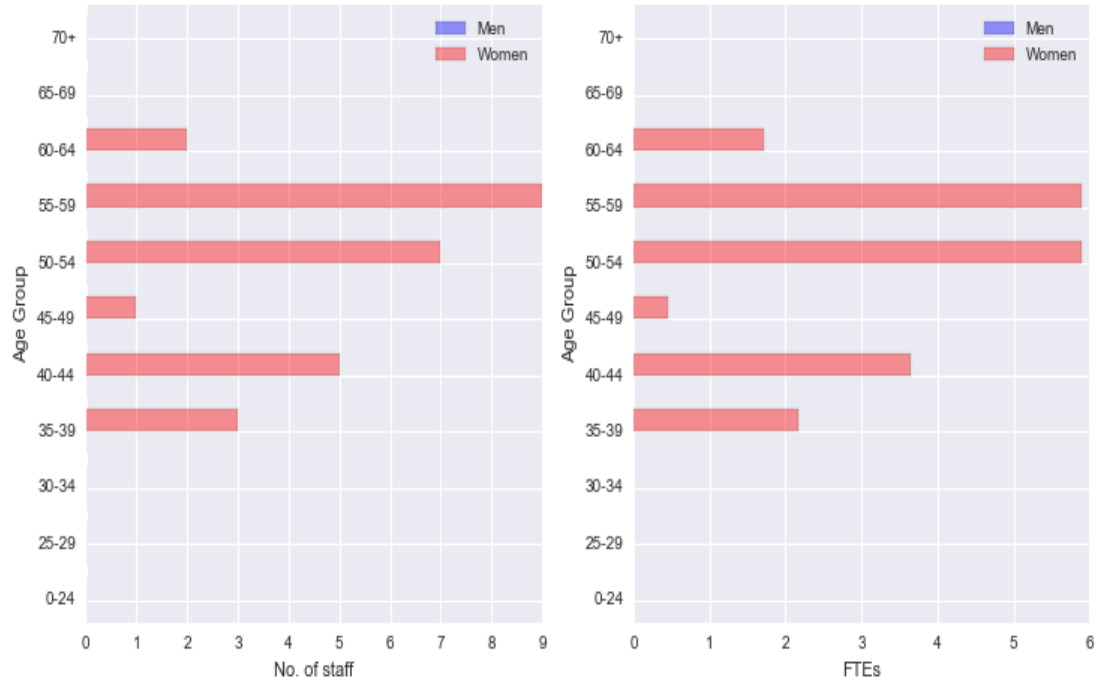
Advanced Nurse Practitioner+Nurse Specialist (South Eastern Hampshire CCG): FTEs



Advanced Nurse Practitioner+Nurse Specialist (Southampton CCG): no. of staff Advanced Nurse Practitioner+Nurse Specialist (Southampton CCG): FTEs



Advanced Nurse Practitioner+Nurse Specialist (West Hampshire CCG): no. of staff Advanced Nurse Practitioner+Nurse Specialist (West Hampshire CCG): FTEs



A4.8 HCAs, phlebotomists other direct patient care

