

Foreword by The Rt Hon Marjorie Mowlam MP, Secretary of State for Northern Ireland

This report covers the year from 1 April 1997 to 31 March 1998 and is my second report to comment on public appointments in Northern Ireland and the issues which will help shape the way forward.

Much has been achieved since the First Report of the Committee on Standards in Public Life made a series of recommendations in July 1995 aimed at improving the system of public appointments and making the process more open and transparent. However, despite good progress having been made, further action is required to ensure that the wider community in Northern Ireland is aware of the role of public bodies and is encouraged to apply, for and take up public appointments.

The Government is fully committed to equal opportunities in public appointments with its stated long-term aim being the achievement of a ratio of 50:50 of men and women and a pro-rata ratio of ethnic minority groups in appointments. Success in achieving these objectives will entail working closely with a range of bodies covering women, young people, the disabled, ethnic groups and groups representing grass roots interests.

Last year an internal review group examined the problem of under-representation of a range of groups on public bodies. The conclusions and recommendations of that review formed the basis of an action plan which will be an integral part of our ongoing improvement programme.

I want to be sure that people all over Northern Ireland know about public appointments and how they can be part of the process. Last December the Central Appointments Unit circulated a list of vacancies on public bodies arising in the first six months of 1999 to a wide range of groups. The list will be revised to reflect new vacancies and circulated on a six-monthly basis. Other action is planned to encourage applications from under-represented groups, including holding discussions with interested groups, wider dissemination of information about the appointments process, and revising application forms to make them less off-putting and to enable greater account to be taken of non-traditional career patterns. I hope that the implementation of these changes will further improve the public appointments process, benefit all sections of the community in Northern Ireland and provide a positive basis for development in the future.

I would like to commend the commitment and enthusiasm of Sir Leonard Peach, the Commissioner for Public Appointments in Northern Ireland. I am delighted that he has agreed to continue as the Northern Ireland Commissioner until the New Northern Ireland Assembly is up and running.



MARJORIE MOWLAM

Section 1

Key Developments in Public Appointments in 1997-98

1. Public Appointments Background

- 1.1 This is the second Annual Report on the implementation by Northern Ireland Departments and the Northern Ireland Office of the new public appointments process based on the Commissioner for Public Appointments' Code of Practice which issued in July 1996. Following this, each Department in Northern Ireland drew up procedures in line with the Commissioner's guidance.
- 1.2 The Commissioner's guidance set out the seven principles which were to underlie Departments' public appointments processes:
- Ministerial responsibility;
 - Merit;
 - Independent Scrutiny;
 - Equal Opportunities;
 - Probity;
 - Openness and Transparency; and
 - Proportionality.

Although Departments were required to apply these procedures only to appointments within the Commissioner's remit (executive public bodies and health and personal social services bodies), they decided that this best practice should be applied, so far as possible, to all appointments. The Commissioner's principles are therefore being extensively applied to public appointments in Northern Ireland.

- 1.3 The specific changes made by Departments to bring their procedures into line with the requirements of the Commissioner for Public Appointments include:
- the documentation of the appointments process;
 - the use of advertisements to attract applicants;
 - the use of detailed "job" and "person" specifications;
 - shortlisting of candidates against clearly defined criteria;
 - the interviewing of candidates;
 - the use of an independent assessor in the appointments process; and
 - the introduction of more formal performance assessment arrangements for those serving on public bodies.

- 1.4 Departments' procedures are subject to audit by the Commissioner to ensure compliance with his guidance, and he has produced three reports to date on the performance of Departments and the issues requiring further attention.

Public Bodies and Public Appointments in Northern Ireland

- 1.5 It may be useful at this stage to define what is meant in this report by "public bodies" and "public appointments", and to explain why there is a difference between "appointments made to public bodies" and "public appointments".
- 1.6 The main public bodies in Northern Ireland, and in Great Britain, are listed in the Cabinet Office document "Public Bodies" which is produced annually. That document defines "public bodies" as covering:

Executive Bodies: these bodies normally employ staff and have their own budget. This group also includes some bodies which exercise administrative or regulatory functions in their own name but are supported by staff supplied by the sponsoring Department;

Advisory Bodies: these are bodies set up to advise Ministers and their Departments. Generally speaking they do not employ staff or incur expenditure on their own account;

Tribunals: this group includes bodies with licensing and appeal functions. It covers bodies with jurisdiction in a specialised field of law. There are two types of tribunal: standing tribunals which have a permanent membership; and others which draw their membership from a pool of panel members as sittings are required. Tribunals are usually served by staff from the sponsoring Department; and

Other Bodies: these comprise the Boards of Prison Visitors and Prison Visiting Committees.

- 1.7 There are, in addition, a number of public bodies which are not at present included in any of these categories (for example, the Community Relations Council and the Rural Development Council). Appointments to these bodies, and to the bodies in the four categories listed above, comprise the total number of "appointments to public bodies".
- 1.8 In addition, appointments are made to a number of bodies which are not regarded as public bodies, although the appointments made to them by the Government are deemed to be "public appointments" (for example, the Senate of QUB and the Governing Bodies of Voluntary Grammar Schools). Thus, the number of public appointments made by the Government is higher than the number of appointments made to public bodies.
- 1.9 The terms "public body" and "public appointment" in this report exclude:

- central Government Departments;
- Next Steps Agencies (although their Advisory Boards are included);
- advisory bodies where the majority of members are civil servants, or working groups drawn from staff of the wider public service;
- the general criminal and civil court system;

- local authorities and bodies controlled by them; and
- housing associations.

1.10 The figures in this report include those holding appointments in a number of major tribunals in Northern Ireland. These appointments are not made by the Secretary of State for Northern Ireland, but fall within the scope of the Lord Chancellor's Department. They are, however, included because their Chairmen and members comprise a substantial body of people in Northern Ireland who have been selected, and are being remunerated, for public service.

1.11 As at 31 March 1998, there were some 2,800 public appointments held in Northern Ireland in a total of 145 bodies. These appointees and the bodies on which they serve are listed in Volume 2 of this report which is available on the Internet www.nics.gov.uk/publicappts/ or from the Central Appointments Unit - Telephone (01232) 528193.

Making of Appointments

1.12 Public appointments (excluding those to a number of tribunals) are made by the Secretary of State for Northern Ireland in respect of the Northern Ireland Office and by the respective Heads of the Northern Ireland Departments (ie Permanent Secretaries) following consultation with, and approval from Ministers.

1.13 Candidates for public appointments are identified from a number of sources. A central database holds the names of some 6,000 people who have indicated that they are willing to serve on public bodies; candidates are also put forward by nominating bodies, including District Councils, the voluntary sector, employers' and employees' groups, and by the Irish Government under Article 6 of the Anglo-Irish Agreement; and, increasingly, candidates are nominating themselves by responding to public advertisements of vacancies, a development which arose from the recommendations of the Committee on Standards in Public Life.

Experience of Operating the Procedures during 1997-1998

1.14 Progress is being made on implementing all aspects of the Commissioner's guidance. Although the Commissioner's remit is limited to 866 only of the 2,799 public appointments made in Northern Ireland, Departments are generally applying the same principles to all appointments, except in the case of some of the less significant or ad hoc appointments where they may decide not to advertise on grounds of disproportionate cost.

1.15 During the period of this report Departments have been engaged in making a number of appointments and reappointments to public bodies within their remit. Overall Departments' experience of using the full rigours of the Commissioner's procedures in open competitions was a positive one. Responses to the advertisements yielded a wide range of good quality candidates and all public appointments were governed by the principle of selection based on merit, by the well informed choice of individuals who, through their abilities, experience and qualities met the needs of the public bodies in question.

1.16 Publishing appointment opportunities has been a key theme for all Departments. Analysis of the applicants has indicated that several groups and geographical areas were under-represented. As a result of this, over 400 women were targeted in a mailing campaign designed

to increase awareness and invite nominations. Similar awareness campaigns are planned for other under-represented groups.

- 1.17 Although the new procedures have proved more time-consuming to operate, Departments have, nevertheless, welcomed them, including the auditing of appointments and the suggestions made by the auditors for strengthening Departments' appointment procedures. The involvement of independents in the appointments process has been a welcome development and the positive feedback from the independents on ways of improving the system has proved extremely valuable.

Section 2

2. Northern Ireland Statistics for 1997-98

- 2.1 As stated in last year's report, the introduction of new public appointments processes has necessitated the development of additional monitoring systems.
- 2.2 In line with the requirements of the NI Commissioner for Public Appointments, a wider range of monitoring information is now gathered, covering:-
- gender;
 - age;
 - community background;
 - remuneration;
 - disability;
 - political activity; and
 - ethnic background.
- 2.3 This wider range of monitoring information relates to new appointments to public bodies made since late 1996: it is not available in respect of existing members of public bodies who were appointed prior to the introduction of the new procedures. However, over time it will cover more appointments as vacancies arise and new appointments are made.
- 2.4 Statistics on appointments in relation to individual Departments are set out in the Annex to this report. The tables in this section show the overall Northern Ireland picture, drawing together the information from each Department. The tables show the numbers of appointments held at 31 March 1998 and analyse the appointments made between 1 April 1997 and 31 March 1998. The Secretary of State's First Annual Report on Public Appointments contained statistics for the financial year 1996/97: figures for that year are shown in brackets in this report. Comparison between the two years is possible, although the impact of the 1997 local government elections (a large number of NDPBs in Northern Ireland have a statutory requirement for District Council representation - the local elections led to many of these posts having to be re-filled) and the reconstitution of the five Education and Library Boards (ELBs) may distort the picture. Because of roundings percentages in this report may not always add to 100%.
- 2.5 An important addition to this year's report is the inclusion of statistics on the number of applications received by each Department during 1997/98.
- 2.6 In the commentary which follows, the term 'appointment' includes re-appointments (except where the figures or narrative expressly differentiate between first and subsequent appointments) and the term "member" or "members" includes Vice or Deputy Chairmen. Details relating to Chairmen (this term should be taken to refer to male and female Chairs) are recorded separately.

Public Appointments as at 31 March 1998

2.7 The overall number of public appointments held at 31 March 1998 was 2,799.

Gender and Remuneration

2.8 The breakdown of public appointments by gender and as between Board Chairmen and members is shown in Table 1.

Table 1 Public Appointments held at 31 March 1998 : Gender

	Total	Male	Female	% Male	% Female
Chairmen	261	183	78	70% (72%)	30% (28%)
Members	2,538	1,638	900	65% (65%)	35% (35%)
Total	2,799	1,821	978	65% (65%)	35% (35%)

2.9 Of the 2,799 public appointments, two-thirds continue to be held by men and one-third by women. Female representation at the level of board Chairman was, however, slightly higher at 30% compared to 28% in the previous year, while the figure for board members remained unchanged at 65% male and 35% female.

2.10 As can be analysed from Tables 2 and 3, 5% of the 2,799 public appointments held at 31 March 1998 attracted remuneration of £10,000 or more per annum. This figure consisted of 111 Chairmen and 24 board members. Table 2 shows that 32% of female Chairmen received remuneration of £10,000 or more per annum: this compares with 24% in 1996/97. Overall, 43% of those holding public appointments received remuneration, leaving 57% receiving no remuneration other than expenses.

2.11 Figures for remuneration levels show the amount received per annum.

Table 2 Chairmen : Gender and Remuneration Levels

Remuneration	Total	Male	Female	% Male	% Female
£10,000 or more	111	75	36	68% (76%)	32% (24%)
Less than £10,000	108	77	31	71% (67%)	29% (33%)
Unpaid (expenses only)	42	31	11	74% (77%)	26% (23%)

Table 3 Members : Gender and Remuneration Levels

Remuneration	Total	Male	Female	% Male	% Female
£10,000 or more	24	19	5	79% (79%)	21% (21%)
Less than £10,000	972	613	359	63% (63%)	37% (37%)
Unpaid (expenses only)	1,542	1,006	536	65% (65%)	35% (35%)

New Appointments

- 2.12 During the period from 1 April 1997 to 31 March 1998, 988 public appointments were made in Northern Ireland. This represents an increase of 100% on the 1996-97 figure of 492. This substantial increase was due mainly to the local elections referred to earlier, the impact of which was felt across Departments' public bodies, but most strongly on the Education and Library Boards and HSS Councils. The tables which follow analyse these appointments. It is worth noting that 546 of the appointments were to executive NDPBs and health and personal social services bodies, and so fell within the remit of the NI Commissioner for Public Appointments. The balance of 442 were appointments to tribunals, advisory or other bodies, and so fell outside the Commissioner's remit.
- 2.13 As reported last year, the Commissioner requires the collection of a wide range of information about appointees to public bodies within his remit. Whilst Departments continue to apply voluntarily the principles of the Commissioner's guidance to appointments which fall outside his remit, in some cases the full range of information about appointees is still not available. Thus, the tables which follow differentiate between appointments which are within the Commissioner's remit (in Executive NDPBs and HPSS bodies) and those which are outside his remit (mainly in tribunals and advisory bodies - referred to as "Other Bodies" for the purposes of the headings in the relevant tables).

Gender, Remuneration and Community Background

- 2.14 In line with the guidance of the NI Commissioner for Public Appointments, Departments have been requesting candidates applying for public appointments to declare their community background.
- 2.15 Information on community background is treated confidentially; it is used in statistical analyses (such as the tables in this report) but is never divulged in relation to individuals, nor is it made available to those assessing candidates for appointment.
- 2.16 In this section of the report the following terms are used:
- Majority** - meaning Community Background Protestant
- Minority** - meaning Community Background Roman Catholic
- Other** - meaning Community Background other than Protestant or Roman Catholic
- N/K** - meaning Community Background not known
- 2.17 Tables 4(a) to 4(g) provide an analysis of the community background information available on those appointed during the period of this report, together with information on gender and remuneration levels.
- 2.18 It is difficult to draw firm conclusions from the figures on community background because of the high number classified as "not known", particularly in respect of appointments to advisory bodies and tribunals. The figures for those appointees whose community background was known (ie, excluding the "not known" category), show that 57% were from the majority community, 40% were from the minority community and 3% were from other backgrounds. This compares with 53%, 45% and 2% respectively for 1996/97.

2.19 Given that data is only available from late 1996, it should be treated with care. More reliable conclusions should, however, be capable of being drawn in future years as the availability of community background information increases.

**Table 4(a) Appointments to Executive NDPBs and HPSS Bodies Chairmen:
Gender, Remuneration, Community Background**

Remuneration	Total	Male	Female	Community Background			N/K
				Majority	Minority	Other	
£10,000 or more	12	8	4	6	5	1	-
Less than £10,000	5	4	1	4	1	-	-
Unpaid (expenses only)	-	-	-	-	-	-	-
Total	17	12	5	10	6	1	-
		71%	29%	59%	35%	6%	-
		(94%)	(6%)	(56%)	(28%)	(-)	(17%)

**Table 4(b) Appointments to Other Bodies Chairmen:
Gender, Remuneration, Community Background**

Remuneration	Total	Male	Female	Community Background			N/K
				Majority	Minority	Other	
£10,000 or more	2	1	1	1	1	-	-
Less than £10,000	7	6	1	2	2	-	3
Unpaid (expenses only)	7	4	3	3	-	-	4
Total	16	11	5	6	3	-	7
		69%	31%	37%	19%	-	44%
		(73%)	(27%)	(20%)	(13%)	(-)	(67%)

**Table 4(c) Total Appointments of Chairmen:
Gender, Remuneration, Community Background**

Remuneration	Total	Male	Female	Community Background			N/K
				Majority	Minority	Other	
£10,000 or more	14	9	5	7	6	1	-
Less than £10,000	12	10	2	6	3	-	3
Unpaid (expenses only)	7	4	3	3	-	-	4
Total	33	23	10	16	9	1	7
		69%	31%	49%	27%	3%	21%
		(85%)	(15%)	(39%)	(21%)	(-)	(39%)

**Table 4(d) Appointments to Executive NDPBs and HPSS Bodies Members:
Gender, Remuneration, Community Background**

Remuneration	Total	Male	Female	Community Background			N/K
				Majority	Minority	Other	
£10,000 or more	1	1	-	1	-	-	-
Less than £10,000	121	70	51	62	52	6	1
Unpaid (expenses only)	407	290	117	221	147	10	29
Total	529	361	168	284	199	16	30
		68%	32%	54%	38%	3%	5%
		(61%)	(39%)	(38%)	(34%)	(2%)	(26%)

**Table 4(e) Appointments to Other Bodies Members:
Gender, Remuneration, Community Background**

Remuneration	Total	Male	Female	Community Background			N/K
				Majority	Minority	Other	
£10,000 or more	2	2	-	-	-	-	2
Less than £10,000	83	55	28	38	17	4	24
Unpaid (expenses only)	341	236	105	73	67	2	199
Total	426	293	133	111	84	6	225
		69%	31%	26%	20%	1%	53%
		(61%)	(39%)	(26%)	(16%)	(0.4%)	(58%)

**Table 4(f) Total Appointments of Members:
Gender, Remuneration, Community Background**

Remuneration	Total	Male	Female	Community Background			N/K
				Majority	Minority	Other	
£10,000 or more	3	3	-	1	-	-	2
Less than 10,000	204	125	79	100	69	10	25
Unpaid (expenses only)	748	526	222	294	214	12	228
Total	955	654	301	395	283	22	255
		68%	32%	41%	30%	2%	27%
		(61%)	(39%)	(31%)	(23%)	(0.9%)	(46%)

**Table 4(g) All Appointments Chairmen and Members:
Gender, Remuneration, Community Background**

Remuneration	Total	Male	Female	Community Background			N/K
				Majority	Minority	Other	
£10,000 or more	17	12	5	8	6	1	2
Less than 10,000	216	135	81	106	72	10	28
Unpaid (expenses only)	755	530	225	297	214	12	232
Total	988	677	311	411	292	23	262
		69%	31%	42%	30%	2%	26%
		(63%)	(37%)	(31%)	(23%)	(1%)	(45%)

2.20 Tables 4(a) to 4(g) also show the gender balance in the number of appointments made between 1 April 1997 and 31 March 1998. During this period 69% of all appointees were male and 31% were female. Table 4(g) shows that the overall percentage of posts going to women has fallen from 37% last year to 31% this year. However, these figures should be treated with caution as Tables 4(a), 4(b) and 4(c) show increases in the female representation over last year's, with the total female Chairmen posts rising from 15% in 1996/97 to 31% in 1997/98. The number of males appointed to chairmanships was 69%, a drop from 85% in 1996/97. In terms of remuneration, 71% of the highest paid appointees (attracting remuneration of £10,000 or more per annum) were male.

Age

2.21 The Commissioner's guidance states that "age should not be a criterion in drawing up a specification for a public appointment unless there is a need to balance the age range of the membership. It is not intended to be used as the deciding factor when making appointments".

2.22 Tables 5(a), 5(b) and 5(c) analyse the appointments made in the twelve month period covered by this report by age band. As with the previous reporting period, the predominant age group for appointees was the 50-59 age band. There was a slight increase, from 8% to 9%, in those aged under 40. However, there has been little change in the under 30's age bracket with only five appointed in the period covered by this report. At the other end of the age range, 21% of those appointed were aged sixty or over. Whilst the percentage of appointees whose age was not known has declined from 32% of total appointments in 1996/97 to 19% in 1997/98, these figures distort the totals and make accurate analysis difficult.

**Table 5(a) Appointments to Executive NDPBs and HPSS Bodies:
Gender, Age, Type of Appointment**

	Total	Male	Female	Under 30	30-39	Age			N/K
						40-49	50-59	60+	
1st appt	223	148	75	1	17	79	56	44	26
1st re-appt	213	136	77	1	15	57	75	51	14
Further re-appt	110	89	21	-	5	14	36	48	7
Total	546	373	173	2	37	150	167	143	47
		68%	32%	0.4%	7%	27%	31%	23%	9%
		(65%)	(35%)	(0.5%)	(12%)	(24%)	(27%)	(26%)	(14%)

**Table 5(b) Appointments to Other Bodies:
Gender, Age, Type of Appointment**

	Total	Male	Female	Under 30	30-39	Age			N/K
						40-49	50-59	60+	
1st appt	195	132	63	3	30	45	40	23	54
1st re-appt	175	119	56	-	19	40	29	24	63
Further re-appt	72	53	19	-	3	9	23	16	21
Total	442	304	138	3	52	94	92	63	138
		69%	31%	1%	12%	21%	21%	14%	31%
		(62%)	(38%)	(0.3%)	(6%)	(15%)	(21%)	(13%)	(44%)

**Table 5(c) Total Appointments:
Gender, Age, Type of Appointment**

	Total	Male	Female	Under 30	30-39	Age			N/K
						40-49	50-59	60+	
1st appt	418	280	138	4	47	124	96	67	80
1st re-appt	388	255	133	1	34	97	104	75	77
Further re-appt	182	142	40	-	8	23	59	64	28
Total	988	677	311	5	89	244	259	206	185
		68%	32%	0.5%	9%	25%	26%	21%	19%
		(63%)	(37%)	(0.4%)	(8%)	(18%)	(24%)	(17%)	(32%)

Type of Appointment

- 2.23 Tables 5(a), 5(b) and 5(c) also show the total number of appointments (988) made during 1997/98, broken down between first appointments and re-appointments. “First re-appointment” means that the individual has been offered a second term of office after completing their first term. The term “further re-appointment” means that the person has been given a third, or subsequent, term of office. Only in exceptional circumstances should an individual be offered a “further re-appointment”.
- 2.24 Overall, 39% of the appointments were first re-appointments. Further re-appointments accounted for 18% of total appointments.

Multiple Appointments

- 2.25 The Code of Practice of the NI Commissioner for Public Appointments does not place a numerical limit on the number of appointments which an individual may hold. The Code does, however, require that those making public appointments should ensure that no-one is appointed to more offices than can be undertaken thoroughly and conscientiously. A judgement is made about a candidate’s availability for a new appointment in the light of the time commitment involved in his/her existing appointments.
- 2.26 Table 6 shows that 14.5% of those appointed held at least one additional public appointment. This compares with 13.5% in 1996/97.

Table 6 Multiple Appointments

No of Appointments Held	No of People	%	%
1 Appointment	1,823	81.0	(83.0)
2 Appointments	326	14.5	(13.5)
3 Appointments	84	3.8	(3.2)
4+ Appointments	16	0.7	(0.4)
Total Individuals	2,249		

Political Activity

- 2.27 Information on political activity currently covers public political activity - office holding, candidature, public speaking or writing in support of a political party. It does not relate to political allegiance or voting preferences. The collection of information on political activity derives from a recommendation of the Committee on Standards in Public Life and the requirement is set out in the Guidance of the NI Commissioner for Public Appointments. This states that the “underlying intention of these questions is systematic record keeping and monitoring of the political activities of candidates for appointment insofar as they are a matter of public record”. Support of a political party is not a barrier to a public appointment. Information on political activity is publicly disclosed at the stage when a candidate’s appointment to a public body is announced.

2.28 Table 7 sets out the information available on the declared political activity of those appointed in 1997/98.

Political Party	Appointees to Exec NDPBs & HPSS Bodies	Appointees to Other Bodies	Total
UUP	105	3	108
SDLP	49	5	54
DUP	24	1	25
ALLIANCE	23	-	23
OTHERS	30	3	33
Total	231	12	243

2.29 The figures indicate that 25% of those appointed during the period declared political activity. This is a very large increase on the previous report which recorded 29 individuals only.

Ethnic Minorities

2.30 Northern Ireland has a small ethnic population numbering less than 10,000. The number of ethnic minority appointees has risen from none in the previous report to three in 1997/98.

Disability

2.31 Table 8 provides information on those who declared a disability when completing their nomination form during the reporting period.

	Executive NDPBs & HPSS Bodies			Other Bodies		
	Total	Male	Female	Total	Male	Female
1st Appt	9	7	2	3	2	1
1st re-appt	7	3	4	3	1	2
Further re-appt	5	4	1	-	-	-
Total	21	14	7	6	3	3

2.32 The table indicates that less than 3% of those appointed during the period declared a disability.

Applications for Appointment

2.33 In an effort to encourage candidates from under-represented groups to apply for appointments, Departments are being encouraged to monitor all applications. This will assist in tracking the

progress of those from under-represented groups such as women, ethnic minorities and disabled people who apply for appointments. In doing so, Departments will also be able to evaluate the impact of various methods used to establish a particular field of candidates to see whether they have identified sufficient numbers of candidates from under-represented groups.

2.34 As this is the first year that this information has been recorded, it is not possible to draw any firm conclusions at this stage. However, the information will expand as appointments fall vacant and new appointments are made.

2.35 The overall number of applications received during the year to 31 March 1998 was 1,994.

Gender, Remuneration and Community Background

2.36 The breakdown of applicants by gender, remuneration and community background as between Executive NDPBs and Other bodies is shown in Tables 9(a) and 9(b).

**Table 9(a): Applicants for Executive NDPBs and HPSS Bodies:
Gender, Remuneration, Community Background**

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	42	32	10	17	16	8	1
	Less than 10,000	29	25	4	16	13	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	702	526	176	372	213	47	70
	Unpaid (expenses only)	719	543	176	414	271	29	5
Total		1,492	1,126	366	819	513	84	76

**Table 9(b): Applicants for Other Bodies:
Gender, Remuneration, Community Background**

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	47	40	7	25	19	-	3
	Unpaid (expenses only)	3	2	1	2	-	-	1
Members	£10,000 or more	3	2	1	-	-	-	3
	Less than 10,000	300	224	76	132	91	6	71
	Unpaid (expenses only)	149	117	32	77	37	11	24
Total		502	385	117	236	147	17	102

2.37 Of the 1,994 applications received during the period of this report, 53% were from the majority community, 33% were from the minority community, 5% were from other, with 9% not known.

2.38 Overall, 2% of applicants applied for posts receiving remuneration of £10,000 or more per annum. This figure consisted of 42 Chairmen and 3 board members, with 34 males and 11 females applying to fill the vacancies. Almost 45% of applicants applied for vacancies receiving no remuneration other than expenses.

Gender and Age

2.39 The breakdown of applications by gender and age as between Executive NDPBs and Other bodies is shown in Tables 10(a) and 10(b).

**Table 10(a): Applicants for Executive NDPBs and HPSS Bodies:
Gender, Age**

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	13	81	283	383	354	14	1128
Female	3	43	133	113	70	2	364
Total	16	124	416	496	424	16	1492

**Table 10(b): Applicants for Other Bodies:
Gender, Age**

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	-	27	72	112	100	76	387
Female	5	20	37	30	10	13	115
Total	5	47	109	142	110	89	502

2.40 Of the 1,994 applications, 24% were received from women and 76% from men. In both cases the predominate age group for applications was the 50-59 age band which accounted for 32% of all applications. Those under forty accounted for some 8% of applications (3% female and 5% male), while only 21 persons under the age of thirty applied (8 females and 13 males). At the other end of the age range, 27% of those applying were aged sixty or over.

Political Activity

2.41 Table 11 sets out the information available on the declared political activity of those applying for appointments in 1997-98.

Table 11: Declared Political Activity of Applicants

Political Party	Applicants for Exec NDPBs & HPSS Bodies	Applicants for Other Bodies	Total
UUP	154	13	167
SDLP	90	15	105
DUP	37	7	44
Alliance	35	6	41
Others	51	16	67
Total	367	57	424

2.42 The figures indicate that 21% of those applying for appointment during 1997/98 declared political activity.

Ethnic Minorities

2.43 Of the 1,994 applications received during 1997/98, 1% came from the ethnic community in Northern Ireland. See Tables 12(a) and 12(b).

Disability

2.44 Less than 3% of those who applied for appointment during the period covered by this report declared disabilities when completing their application forms. See Tables 12(a) and 12(b).

**Table 12(a): Applicants for Executive NDPBs and HPSS Bodies:
Disabled, Ethnic**

Total	Disabled Male	Female	Total	Ethnic Male	Female
34	29	5	17	10	7

**Table 12(b): Applicants for Other Bodies :
Disabled, Ethnic**

Total	Disabled Male	Female	Total	Ethnic Male	Female
11	10	1	4	4	-

Conclusion

2.45 This report spans the second year of substantial change in the procedures for making public appointments in line with the requirements of the Code of Practice and Guidance of the Northern Ireland Commissioner for Public Appointments. Data collection is still at an early stage and any analysis should therefore be treated with caution. However, whilst it may be too early to ascertain firm trends, the information provided in this report does provide a useful benchmark for future analysis.

Section 3

Report of the NI Commissioner for Public Appointments

- 3.1 The Northern Ireland Commissioner for Public Appointments, Sir Leonard Peach, has published three Reports since his appointment in December 1995.
- 3.2 Last year's Annual Report referred to the Commissioner's First and Second Reports. His Third Report, covering the year 1997/98, was published in August 1998.
- 3.3 One of the Commissioner's formal roles is to audit Departments' appointments policies and practices to establish whether they comply with the Code of Practice and the Guidance. The Commissioner audited 47% of those appointments and re-appointments falling within his remit as Northern Ireland Commissioner between 1 April 1997 and 31 March 1998.
- 3.4 The Commissioner's auditors confirmed that considerable progress has been made by Departments in the last two years; that independent assessors are becoming more active in the appointments process; and that overall procedures were more transparent.
- 3.5 Some weaknesses were identified but qualified by a number of encouraging examples of good practice.
- 3.6 Particular areas highlighted in the Commissioner's Report for future action include:-

Use of Independents: The auditors found an encouraging trend towards Independents becoming more active in the appointments process, with one Department being commended for being as good, if not better, than anything they found throughout the UK. However, they also expressed concern about some Departments where there was only one Independent and little evidence of any truly active participation in the appointments process. The involvement of Independents in the appointments process is intended to provide the public with a degree of assurance that the process is both open and fair. The Commissioner is keen to remedy any shortcomings in this area, and since his report, his office has published a guide for Independents.

Performance Assessment: The Code of Practice and the Guidance requires re-appointments to be subject to an appropriate standard of performance having been achieved. The Commissioner commented that this remains an area of concern and one that he will wish to pursue.

Consistency of treatment of Candidates: The Commissioner reminded Departments of the importance of treating candidates equally no matter how strong the temptations might be to offer special treatment to an individual who appears to be an ideal candidate.

Nominations by interested groups and organisations: A large number of appointments in Northern Ireland are characterised by the provision of statutory or customary rights of nomination. The Commissioner has asked that Departments redouble their efforts to

encourage nominating bodies to nominate more than one candidate. He also plans to issue a leaflet for nominating bodies similar to that which was issued in GB and which provides guidance on procedures to all organisations which nominate candidates for appointments falling within the Commissioner's remit.

The use of interviews and transparency: The Commissioner emphasised the importance of interviews, consistently conducted with independent scrutiny, together with transparency, openness and a healthy audit trail as the basis of public confidence in the appointments process.

Balance versus merit: The Commissioner also commented on the issue of balance versus merit. He believes that the proper way to deal with this issue is to spread the net as wide as possible so as to attract as many suitable candidates from the desired background.

- 3.7 Finally, the Commissioner acknowledges that the New Northern Ireland Assembly will have views on public appointments, but expects that the role and responsibilities of the Commissioner will remain the same.

Section 4

The Way Forward

- 4.1 The Commissioner for Public Appointments' Guidance is reflected in the new procedures developed by Departments in Northern Ireland for making appointments.
- 4.2 Monitoring of gender, community background, ethnic origin, disabilities and geographical location of applicants and appointees to public bodies is now a general requirement. This will help determine whether public bodies are fully representative of the Northern Ireland community.

Equal Opportunities

- 4.3 The Commissioner's Guidelines emphasise that Departments must ensure that their procedures encompass the principles of equal opportunities.
- 4.4 Public appointments offer women valuable opportunities to tap into networks and to gain experience and skills, as well as the satisfaction of knowing that they are making a real contribution to the efficient running of Northern Ireland's public services. For those already juggling work and family it is never easy to fit in a third dimension, but it is important that women should be afforded the opportunity to become involved in public life.
- 4.5 Application forms should afford women the opportunity to demonstrate that they may have gained valuable skills and experience outside the workplace, either in voluntary work or in family life, and thus help ensure that they do not undervalue themselves.
- 4.6 As already indicated in this report, the Government is committed to the principle of equal representation of women and men in public appointments, and a pro-rata representation of members of ethnic minority groups. Its long-term aim is towards a ratio of 50:50 men and women for public appointments. Although the number of women holding public appointments on Non-Departmental Public Bodies (NDPBs) has risen from below 20% in 1986 to 35% (March 1998), there is still much to be done to achieve the Government's goal.
- 4.7 The Departmental plans for equal opportunities in public appointments for the period 1999-2001 which the Cabinet Office published last June set a target for Northern Ireland of increasing the proportion of public appointments held by women to 45% by 2001.
- 4.8 The Northern Ireland plan also refers to a programme of action to encourage applications from under-represented groups. The focus is largely on women, but also on young people, disabled people, ethnic groups and groups representing grass roots interests. The aim is to identify barriers which discourage certain groups from applying for appointments or which prevent them being successful in the selection process.
- 4.9 During the period covered by this report, the Research Branch of the Central Community Relations Unit in Northern Ireland funded a study on public appointments in Northern Ireland.

The project was undertaken by the University of Ulster and considered the issue of diversity in public appointments, with particular reference to age, gender, class, religion and geographical locations. The recommendations from the report were taken into account in drawing up the action plan referred to at paragraph 4.21 below.

- 4.10 An internal review group also addressed the problem of under-representation on public bodies of a range of groups including women, young people, disabled people and those from ethnic minorities. The main recommendations of the report focused on the appropriateness of current job and person specifications and the need to open up access to as many appointments as possible, as widely as possible. Again, the recommendations of this group are reflected in the action plan referred to at paragraph 4.21 below.
- 4.11 Experience suggests that one reason why fewer women put themselves forward for appointments is a lack of information on the types of posts available and the practical implications of taking up an appointment. Volume 2 of this report aims to help remedy this by providing comprehensive details of all appointments for which Ministers have accountability. It will enable the reader to identify those bodies in which they may have an interest or experience; where the body is located; the time commitment required; whether the posts are paid or unpaid; and the sponsor Department responsible for making the appointments.
- 4.12 Information on aspects such as community background, ethnic background, age and disability is now beginning to emerge. These areas will be monitored on a regular basis and action taken to attract candidates from under-represented groups, in the same way as action is being taken to attract more female candidates.
- 4.13 The Government is introducing a legal duty on all public bodies in Northern Ireland to promote equality of opportunity, not only between Catholics and Protestants, but also between men and women and people of different races and disabilities. The duty will be implemented through statutory equality schemes committing each public body to procedures, timetables, public consultation and dialogue. In addition, the duty will be monitored and enforced by a new Equality Commission which will bring together those separate bodies which previously had responsibilities for discrimination on the basis of religion, gender, race or disability.

Consultation Paper On Quangos

- 4.14 In November 1997, the Government began the process of making quangos more accountable and open by issuing to interested parties, on a UK-wide basis, the Consultation Document "Opening Up Quangos". The Document contained proposals to improve accountability and openness and posed a number of questions to prompt discussion and debate.
- 4.15 In recognition of the different constitutional arrangements in Northern Ireland, the Consultation Document was issued separately here under cover of a Memorandum from the Secretary of State. The deadline for replies was 31 December 1997, but subsequent responses were accepted. More than 400 consultation documents were issued and in addition it was published on the Internet. The rate of response was low.
- 4.16 The main areas which attracted comment related to openness, the basis upon which appointments are made and accountability. This reflects the findings in the rest of the United Kingdom. Particular Northern Ireland points included concerns about Catholic/Protestant

representation on boards; apparent exclusion of some political parties; and the involvement of the Republic of Ireland in the appointments process.

- 4.17 The Government's response to the GB consultative exercise was published at the end of June 1998. The New Northern Ireland Assembly can be expected to take an interest in the Northern Ireland dimension of this exercise.

Remit of the Commissioner for Public Appointments

- 4.18 From 1 October 1998 the Commissioner's remit in Great Britain was extended to cover all Ministerial appointments to the boards of nationalised industries, public corporations, the utility regulators and the boards of advisory NDPBs. The issue of a similar extension in Northern Ireland will be considered by the New Northern Ireland Assembly.

Devolution

- 4.19 The coming into operation of the New Northern Ireland Assembly will result in a major change in the responsibilities for public appointments as, in the future, the majority of appointments in Northern Ireland will fall within the scope of the new devolved administration. Whilst the new administration could be expected to adhere to the same broad principles which underlie current procedures, it is possible that it may wish to tailor those procedures to better suit local needs.

Conclusion

- 4.20 1997-98 saw further progress in implementing the new appointments procedures. The new procedures are helping to achieve a more open system but, as this report has shown, there is a need for more inclusivity within the appointments system if appointments are to be seen to be truly representative of the community in Northern Ireland. As mentioned earlier in this report, the question of under-representation of women and other groups on public bodies was the subject of a report to the Secretary of State from an internal review group last June. The Secretary of State accepted the report's recommendations and these are reflected in the action plan referred to below.
- 4.21 An action plan to address under-representation of a number of groups on public bodies has been drawn up by the Central Appointments Unit in consultation with NI Departments and the Northern Ireland Office. As part of the process of addressing under-representation, discussions will be held with various interested groups. This should help ensure that any action taken is relevant and therefore offers the best possible chance of succeeding in making public bodies in Northern Ireland more representative of the community.
- 4.22 Last December the Central Appointments Unit circulated a list of vacancies on public bodies arising in the first six months of 1999 to a wide range of bodies covering women, young people, ethnic groups, disabled groups and groups representing grass roots interests. The list will be revised to reflect new vacancies and circulated on a six-monthly basis. It is hoped to make future lists available on the Internet.

Departmental Statistics

Membership of Public Bodies at 31 March 1998

Appointments to Public Bodies between 1 April 1997 and 31 March 1998

These include:

- appointments to Executive NDPBs and HPSS Bodies (ie appointments to bodies within the remit of the NI Commissioner for Public Appointments); and
- appointments to Other Bodies (ie appointments to bodies outside the remit of the NI Commissioner for Public Appointments).

In this section of the Report the following abbreviations are used:

Majority: Community Background Protestant.

Minority: Community Background Roman Catholic.

Other: Community Background other than Protestant or Roman Catholic.

N/K: Community Background not known.

Department of Agriculture

Membership of Public Bodies at 31 March 1998

Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	7	3
Members	88	17
Total	95	20

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairmen	£10,000 or more	1	1	-
	Less than £10,000	5	3	2
	Unpaid (expenses only)	4	3	1
Members	£10,000 or more	-	-	-
	Less than £10,000	15	9	6
	Unpaid (expenses only)	90	79	11
Total		115	95	20

Appointments made to Public Bodies between 1 April 1997 and 31 March 1998

Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	-	1	1	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	9	4	5	5	4	-	-
	Unpaid (expenses only)	7	7	-	6	1	-	-
Total		17	11	6	12	5	-	-

Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	1	-	-	-	-	1
	Unpaid (expenses only)	2	1	1	-	-	-	2
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	47	41	6	-	-	-	47
Total		50	43	7	-	-	-	50

Appointments to Executive NDPBs: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	11	8	3	-	3	2	4	2	-
2nd Appt	5	3	2	-	-	2	3	-	-
3rd+ Appt	1	0	1	-	-	-	1	-	-
Total	17	11	6	-	3	4	8	2	-

Appointments to Other Bodies: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	20	18	2	-	-	3	2	-	15
2nd Appt	28	23	5	-	3	9	6	7	3
3rd+ Appt	2	2	-	-	-	1	1	-	-
Total	50	43	7	-	3	13	9	7	18

Appointees: Declared Political Activity

Political Party	No of Appointees
UUP	-
SDLP	-
DUP	-
Alliance	-
Others	1
Total	1

Appointments to Executive NDPBs: Disabled, Ethnic

No appointee declared any disability and none was from an ethnic background.

Appointments to Other Bodies: Disabled, Ethnic

Total	Disabled	
	Male	Female
1	1	-

No appointee was from an ethnic background.

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	32	27	5	21	10	1	-
	Unpaid (expenses only)	10	10	-	8	2	-	-
Total		42	37	5	29	12	1	-

Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	2	1	1	2	-	-	-
Total		2	1	1	2	-	-	-

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applicants for Executive NDPBs: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	2	4	10	12	9	-	37
Female	-	1	3	1	-	-	5
Total	2	5	13	13	9	-	42

Applicants for Other Bodies: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	-	-	-	1	-	-	1
Female	-	1	-	-	-	-	1
Total	-	1	-	1	-	-	2

Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs	Applicants for Other Bodies	Totals
UUP	2	-	2
SDLP	1	-	1
DUP	1	-	1
Alliance	-	-	-
Others	-	-	-
Total	4	-	4

Applicants: Disabled, Ethnic

No applicant declared any disability and none was from an ethnic background.

Department of Economic Development

Membership of Public Bodies at 31 March 1998

Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	22	14
Members	248	122
Total	270	136

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairmen	£10,000 or more	13	6	7
	Less than £10,000	22	15	7
	Unpaid (expenses only)	1	1	0
Members	£10,000+	-	-	-
	Less than £10,000	361	244	117
	Unpaid (expenses only)	9	4	5
Total		406	270	136

Appointments made to Public Bodies between 1 April 1997 and 31 March 1998

Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	2	1	1	1	1	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	26	13	13	9	12	5	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Total		28	14	14	10	13	5	-

Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	1	1	-	1	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	29	19	10	18	6	4	1
	Unpaid (expenses only)	-	-	-	-	-	-	-
Total		30	20	10	19	6	4	1

Appointments to Executive NDPBs: Gender, Age, Type of Appointment

	Total	Male	Female	Under 30	Age				N/K
					30-39	40-49	50-59	60+	
1st Appt	20	11	9	-	2	8	7	3	-
2nd Appt	8	3	5	-	3	1	2	2	-
3rd+ Appt	-	-	-	-	-	-	-	-	-
Total	28	14	14	-	5	9	9	5	-

Appointments to Other Bodies: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	15	11	4	-	2	4	5	4	-
2nd Appt	14	8	6	-	2	6	2	3	1
3rd+ Appt	1	1	-	-	-	-	1	-	-
Total	30	20	10	-	4	10	8	7	1

Appointees: Declared Political Activity

Political Party	No of Appointees
UUP	1
SDLP	2
DUP	-
Alliance	1
Others	-
Total	4

Appointments to Executive NDPBs: Disabled, Ethnic

Disabled			Ethnic		
Total	Male	Female	Total	Male	Female
2	1	1	3	2	1

Appointments to Other Bodies: Disabled, Ethnic

No appointee declared any disability and none was from an ethnic background.

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	35	26	9	14	13	8	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	300	222	78	124	90	28	58
	Unpaid (expenses only)	-	-	-	-	-	-	-
Total		335	248	87	138	103	36	58

Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	105	87	18	51	12	4	38
	Unpaid (expenses only)	-	-	-	-	-	-	-
Total		105	87	18	51	12	4	38

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applicants for Executive NDPBs: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	1	17	65	91	65	9	248
Female	-	16	33	24	13	1	87
Total	1	33	98	115	78	10	335

Applicants for Other Bodies: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	-	2	18	36	27	4	87
Female	-	2	7	4	3	2	18
Total	-	4	25	40	30	6	105

Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs	Applicants for Other Bodies	Totals
UUP	2	8	10
SDLP	10	5	15
DUP	2	7	9
Alliance	3	1	4
Others	2	7	9
Total	19	28	47

Applicants for Executive NDPBs: Disabled, Ethnic

Total	Disabled Male	Female
4	2	2

Total	Ethnic Male	Female
16	10	6

Applicants for Other Bodies: Disabled, Ethnic

Total	Disabled Male	Female
2	1	1

No applicant was from an ethnic background.

Department of Education

Membership of Public Bodies at 31 March 1998

Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	15	1
Members	377	185
Total	392	186

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairmen	£10,000 or more	3	3	-
	Less than £10,000	9	8	1
	Unpaid (expenses only)	4	4	-
Members	£10,000 or more	-	-	-
	Less than £10,000	2	1	1
	Unpaid (expenses only)	560	376	184
Total		578	392	186

Appointments made to Public Bodies between 1 April 1997 and 31 March 1998

Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	1	-	-	1	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	294	219	75	167	95	4	28
Total		295	220	75	167	96	4	28

Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	1	-	-	-	-	1
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	129	92	37	32	37	-	60
Total		130	93	37	32	37	-	61

Appointments to Executive NDPBs: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	108	73	35	1	5	42	21	20	19
2nd Appt	102	72	30	1	4	32	35	25	5
3rd+ Appt	85	75	10	-	4	10	27	41	3
Total	295	220	75	2	13	84	83	86	27

Appointments to Other Bodies: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	35	26	9	1	8	7	7	2	10
2nd Appt	57	37	20	-	4	4	9	2	38
3rd+ Appt	38	30	8	-	-	2	6	12	18
Total	130	93	37	1	12	13	22	16	66

Appointees: Declared Political Activity

Political Party	No of Appointees
UUP	75
SDLP	30
DUP	16
Alliance	10
Others	18
Total	149

Appointments to Executive NDPBs: Disabled, Ethnic

Total	Disabled	
	Male	Female
9	7	2

No appointee was from an ethnic background.

Appointments to Other Bodies: Disabled, Ethnic

No appointee declared any disability and none was from an ethnic background.

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	7	6	1	3	3	-	1
	Less than 10,000	1	1	-	-	1	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	411	306	105	245	152	14	-
Total		419	313	106	248	156	14	1

Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Total		-	-	-	-	-	-	-

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applicants for Executive NDPBs: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	4	21	83	103	102	-	313
Female	3	8	29	43	23	-	106
Total	7	29	112	146	125	-	419

Applicants for Other Bodies: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-

Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs	Applicants for Other Bodies	Totals
UUP	79	-	79
SDLP	37	-	37
DUP	14	-	14
Alliance	13	-	13
Others	22	-	22
Total	165	-	165

Applicants for Executive NDPBs: Disabled, Ethnic

Total	Disabled Male	Female
14	13	1

No applicant was from an ethnic background.

Applicants for Other Bodies: Disabled, Ethnic

No applicant declared any disability and none was from an ethnic background.

Department of the Environment

Membership of Public Bodies at 31 March 1998

Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	33	6
Members	216	105
Total	249	111

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairmen	£10,000 or more	9	9	-
	Less than £10,000	22	17	5
	Unpaid (expenses only)	8	7	1
Members	£10,000 or more	12	9	3
	Less than £10,000	120	75	45
	Unpaid (expenses only)	189	132	57
Total		360	249	111

Appointments made to Public Bodies between 1 April 1997 and 31 March 1998

Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	1	1	-	1	-	-	-
	Less than 10,000	1	1	-	1	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	21	14	7	13	7	-	1
	Unpaid (expenses only)	14	10	4	9	5	-	-
Total		37	26	11	24	12	-	1

Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	-	1	1	-	-	-
	Unpaid (expenses only)	2	1	1	1	-	-	1
Members	£10,000 or more	1*	1	-	-	-	-	1
	Less than 10,000	19	12	7	11	8	-	-
	Unpaid (expenses only)	43	33	10	11	6	1	25
Total		66	47	19	24	14	1	27

* 1 Full-time Commissioner of the Planning Appeals Commission

Appointments to Executive NDPBs: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	19	14	5	-	1	3	2	6	7
2nd Appt	14	10	4	-	-	-	5	-	9
3rd+ Appt	4	2	2	-	-	-	-	-	4
Total	37	26	11	-	1	3	7	6	20

Appointments to Other Bodies: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	35	23	12	1	1	4	4	5	20
2nd Appt	30	24	6	-	1	5	2	1	21
3rd+ Appt	1	-	1	-	-	1	-	-	-
Total	66	47	19	1	2	10	6	6	41

Appointees: Declared Political Activity

Political Party	No of Appointees
UUP	10
SDLP	8
DUP	5
Alliance	2
Others	4
Total	29

Appointees : Disabled, Ethnic

No appointee declared any disability and none was from an ethnic background.

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	14	12	2	8	6	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	85	72	13	47	35	2	1
Total		99	84	15	55	41	2	1

Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	10	8	2	3	5	-	2
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	32	26	6	14	18	-	-
	Unpaid (expenses only)	90	81	9	57	22	10	1
Total		132	115	17	74	45	10	3

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applicants for Executive NDPBs: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	1	4	19	24	31	5	84
Female	-	1	3	7	3	1	15
Total	1	5	22	31	34	6	99

Applicants for Other Bodies: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	-	13	17	27	21	37	115
Female	-	1	5	2	1	8	17
Total	-	14	22	29	22	45	132

Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs	Applicants for Other Bodies	Totals
UUP	21	2	23
SDLP	21	2	23
DUP	3	-	3
Alliance	3	2	5
Others	5	2	7
Total	53	8	61

Applicants for Executive NDPBs: Disabled, Ethnic

Total	Disabled Male	Female
4	4	-

No applicant was from an ethnic background.

Applicants for Other Bodies: Disabled, Ethnic

Total	Disabled Male	Female
5	5	-

No applicant was from an ethnic background.

Department of Finance and Personnel

Membership of Public Bodies at 31 March 1998

Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen*	6	-
Members	34	20
Total	40	20

* Includes Lay Observer

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairmen	£10,000 or more	2	2	-
	Less than £10,000	2	2	-
	Unpaid (expenses only)	2	2	-
Members	£10,000 or more	-	-	-
	Less than £10,000	28	18	10
	Unpaid (expenses only)	26	16	10
Total		60	40	20

Appointments made to Public Bodies between 1 April 1997 and 31 March 1998

None of DFP's appointments fall within the remit of the Commissioner for Public Appointments

Appointments: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	1	-	-	1	-	-
	Unpaid (expenses only)	1	1	-	1	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	11	9	2	2	1	-	8
	Unpaid (expenses only)	15	9	6	8	6	1	-
Total		28	20	8	11	8	1	8

Appointments: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	13	10	3	-	3	3	5	1	1
2nd Appt	14	9	5	-	1	7	3	3	-
3rd+ Appt	1	1	-	-	-	-	1	-	-
Total	28	20	8	-	4	10	9	4	1

Appointees: Declared Political Activity

No appointee declared any political activity in the past 5 years.

Appointees: Disabled, Ethnic

No appointee declared any disability and none was from an ethnic background.

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

None of DFP's applications fall within the remit of the Commissioner for Public Appointments

Applications: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	36	31	5	22	14	-	-
	Unpaid (expenses only)	1	1	-	1	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	5	5	-	4	1	-	-
	Unpaid (expenses only)	18	9	9	9	8	1	-
Total		60	46	14	36	23	1	-

Applicants: Gender, Age

	Age					N/K	Totals
	Under 30	30-39	40-49	50-59	60+		
Male	-	1	12	15	18	-	46
Female	-	5	4	4	1	-	14
Total	-	6	16	19	19	-	60

Declared Political Activity of Applicants

No applicant declared any political activity in the past 5 years.

Applicants: Disabled, Ethnic

No applicant declared any disability and none was from an ethnic background.

Department of Health and Social Services

Membership of Public Bodies at 31 March 1998

Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	91	49
Members	592	399
Total	683	448

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairmen	£10,000 or more	76	48	28
	Less than £10,000	46	31	15
	Unpaid (expenses only)	18	12	6
Members	£10,000 or more	8	6	2
	Less than £10,000	411	244	167
	Unpaid (expenses only)	572	342	230
Total		1,131	683	448

Appointments made to Public Bodies between 1 April 1997 and 31 March 1998

Appointments to Executive NDPBs and HPSS Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	7	4	3	4	2	1	-
	Less than 10,000	2	2	-	2	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	48	29	19	26	21	1	-
	Unpaid (expenses only)	77	45	32	32	39	6	-
Total		134	80	54	64	62	8	-

Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	2	2	-	1	-	-	1
	Unpaid (expenses only)	2	1	1	1	-	-	1
Members	£10,000 or more	1	1	-	-	-	-	1
	Less than 10,000	24	15	9	7	2	-	15
	Unpaid (expenses only)	60	31	29	3	3	-	54
Total		89	50	39	12	5	-	72

Appointments to Executive NDPBs and HPSS Bodies: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	47	30	17	-	5	20	13	9	-
2nd Appt	69	40	29	-	5	17	27	20	-
3rd+ Appt	18	10	8	-	1	4	6	7	-
Total	134	80	54	-	11	41	46	36	-

Appointments to Other Bodies: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	51	28	23	1	12	12	12	7	7
2nd Appt	24	12	12	-	7	5	5	7	-
3rd+ Appt	14	10	4	-	-	2	8	2	2
Total	89	50	39	1	19	19	25	16	9

Appointees: Declared Political Activity

Political Party	No of Appointees
UUP	15
SDLP	14
DUP	4
Alliance	6
Others	8
Total	47

Appointments to Executive NDPBs & HPSS Bodies: Disabled, Ethnic

Total	Disabled Male	Female
10	6	4

No appointee was from an ethnic background.

Appointments to Other Bodies: Disabled, Ethnic

Total	Disabled Male	Female
3	1	2

No appointee was from an ethnic background.

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applications for Executive NDPBs and HPSS Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	14	12	2	8	6	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	221	155	66	117	86	18	-
	Unpaid (expenses only)	143	103	40	70	60	13	-
Total		378	270	108	195	152	31	-

Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	1	-	-	-	-	1
	Unpaid (expenses only)	2	1	1	1	-	-	1
Members	£10,000 or more	3	2	1	-	-	-	3
	Less than 10,000	40	18	22	11	4	-	25
	Unpaid (expenses only)	29	19	10	3	3	-	23
Total		75	41	34	15	7	-	53

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applicants for Executive NDPBs & HPSS Bodies: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	3	26	73	94	76	-	272
Female	-	9	53	20	24	-	106
Total	3	35	126	114	100	-	378

Applicants for Other Bodies: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	-	9	11	7	9	7	43
Female	1	6	11	9	2	3	32
Total	1	15	22	16	11	10	75

Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs & HPSS Bodies	Applicants for Other Bodies	Totals
UUP	17	-	17
SDLP	17	-	17
DUP	6	-	6
Alliance	4	-	4
Others	7	1	8
Total	51	1	52

Applicants for Executive NDPBs & HPSS Bodies: Disabled, Ethnic

Total	Disabled Male	Female
6	5	1

No applicant was from an ethnic background.

Applicants for Other Bodies: Disabled, Ethnic

Total	Disabled Male	Female
2	2	-

No applicant was from an ethnic background.

Office of the Regulation of Electricity and Gas (OFREG)

Membership of Public Bodies at 31 March 1998

Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	-	1
Members	5	4
Total	5	5

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairmen	£10,000 or more	1	-	1
	Less than £10,000	-	-	-
	Unpaid (expenses only)	-	-	-
Members	£10,000 or more	-	-	-
	Less than £10,000	-	-	-
	Unpaid (expenses only)	9	5	4
Total		10	5	5

Appointments made to Public Bodies between 1 April 1997 and 31 March 1998

None of OFREG's appointments fall within the remit of the Commissioner for Public Appointments

Appointments: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	1	-	1	-	1	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	6	4	2	-	4	-	2
Total		7	4	3	-	5	-	2

Appointments: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	6	3	3	-	-	2	2	1	1
2nd Appt	1	1	-	-	-	1	-	-	-
3rd+ Appt	-	-	-	-	-	-	-	-	-
Total	7	4	3	-	-	3	2	1	1

Appointees: Declared Political Activity

No appointee declared any political activity in the past 5 years.

Appointees: Disabled, Ethnic

Total	Disabled	
	Male	Female
2	1	1

No appointee was from an ethnic background.

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

None of OFREG's applications fall within the remit of the Commissioner for Public Appointments

OFREG did not receive applications during the year covered by this report. Applicants applied for appointment to OFREG prior to 1 April 1997.

Northern Ireland Office

Membership of Public Bodies at 31 March 1998

Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	9	4
Members	78	48
Total	87	52

Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
Chairmen	£10,000 or more	6	6	-
	Less than £10,000	2	1	1
	Unpaid (expenses only)	5	2	3
Members	£10,000 or more	4	4	-
	Less than £10,000	35	22	13
	Unpaid (expenses only)	87	52	35
Total		139	87	52

Appointments made to Public Bodies between 1 April 1997 and 31 March 1998

Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	2	2	-	-	2	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	1	1	-	1	-	-	-
	Less than 10,000	17	10	7	9	8	-	-
	Unpaid (expenses only)	15	9	6	7	7	-	1
Total		35	22	13	17	17	-	1

Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	1	-	-	1	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	41	26	15	19	11	-	11
Total		42	27	15	19	12	-	11

Appointments to Executive NDPBs: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	18	12	6	-	1	4	9	4	-
2nd Appt	15	8	7	-	3	5	3	4	-
3rd+ Appt	2	2	-	-	-	-	2	-	-
Total	35	22	13	-	4	9	14	8	-

Appointments to Other Bodies: Gender, Age, Type of Appointment

	Total	Male	Female	Age					N/K
				Under 30	30-39	40-49	50-59	60+	
1st Appt	20	13	7	-	4	10	3	3	-
2nd Appt	7	5	2	-	1	3	2	1	-
3rd+ Appt	15	9	6	-	3	3	6	2	1
Total	42	27	15	-	8	16	11	6	1

Appointees: Declared Political Activity

Political Party	No of Appointees
UUP	7
SDLP	1
DUP	-
Alliance	4
Others	3
Total	15

Appointees: Disabled, Ethnic

No appointee declared any disability and none was from an ethnic background.

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	149	122	27	110	27	-	12
	Unpaid (expenses only)	70	52	18	44	22	-	4
Total		219	174	45	154	49	-	16

Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
Chairmen	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
Members	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	118	88	30	52	56	2	8
	Unpaid (expenses only)	10	7	3	6	4	-	-
Total		128	95	33	58	60	2	8

Applications received for Public Appointment between 1 April 1997 and 31 March 1998

Applicants for Executive NDPBs: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	2	9	33	59	71	-	174
Female	-	8	12	18	7	-	45
Total	2	17	45	77	78	-	219

Applicants for Other Bodies: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	2	14	26	25	28	-	95
Female	4	5	10	11	3	-	33
Total	6	19	36	36	31	-	128

Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs	Applicants for Other Bodies	Totals
UUP	33	3	36
SDLP	4	8	12
DUP	11	-	11
Alliance	12	3	15
Others	15	6	21
Total	75	20	95

Applicants for Executive NDPBs: Disabled, Ethnic

Total	Disabled Male	Female
6	5	1

Total	Ethnic Male	Female
1	-	1

Applicants for Other Bodies: Disabled, Ethnic

Total	Disabled Male	Female
2	2	-

Total	Ethnic Male	Female
4	4	-
