

# Contents

## Annual Report

	<b>Page</b>
– <b>Background to the Public Appointments Process</b>	<b>1</b>
– <b>Implementation in 1998-1999</b>	<b>4</b>
– <b>Northern Ireland statistics for 1998-1999</b>	<b>6</b>
– <b>Annex – Departmental Statistics for:–</b>	
<b>Department of Agriculture</b>	<b>23</b>
<b>Department of Economic Development</b>	<b>28</b>
<b>Department of Education</b>	<b>34</b>
<b>Department of Environment</b>	<b>40</b>
<b>Department of Finance and Personnel</b>	<b>46</b>
<b>Department of Health &amp; Social Services</b>	<b>49</b>
<b>Office of the Regulation of Electricity and Gas (OFREG)</b>	<b>55</b>
<b>Northern Ireland Office</b>	<b>58</b>

# Section 1

## Public Appointments Annual Report 1998/99

### Background to the Public Appointments Process

- 1.1 This is the third Annual Report on public appointments in Northern Ireland. The preparation of the annual report has been undertaken by the Central Appointments Unit which has central policy responsibility for public appointments. It includes an annex, setting out in detail the number of applications received and appointments made by each of the six Northern Ireland Departments and the Northern Ireland Office during the period of the report which covers 1 April 1998 to 31 March 1999. The report highlights the implementation of the Commissioner for Public Appointments Guidance within the appointments process. 1998/1999 also saw significant developments in addressing those groups which are under-represented on public bodies, including women, community and voluntary groups, ethnic, disabled and youth. These developments are also addressed in this report.
- 1.2 Each Department in Northern Ireland now has established procedures in line with the Commissioner for Public Appointments' Code of Practice which issued in July 1996.
- 1.3 The Commissioner's guidance set out the seven principles which were to underlie Departments' public appointments processes. These are:
- Ministerial responsibility
  - Merit
  - Independent Scrutiny
  - Equal Opportunities
  - Probity
  - Openness and Transparency
  - 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), the practice has been that they are applied, as far as possible, to all appointments. The Commissioner's principles are therefore being extensively applied to public appointments in Northern Ireland.

- 1.4 The appointments process includes the following procedures:-
- 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 formal performance assessment arrangements for those serving on public bodies.

1.5 The procedures operated by Departments are subject to audit by the Commissioner to ensure compliance with the Code of Practice. The Commissioner has produced four reports to date on the performance of Departments and the issues requiring further attention.

### **Public Bodies and Public Appointments in Northern Ireland**

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 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 1999, there were some 3,000 public appointments held in Northern Ireland in a total of 141 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.northernireland.gov.uk/publicappts/](http://www.northernireland.gov.uk/publicappts/) or from the Central Appointments Unit – Telephone 028 9052 8193.

### **Making of Appointments**

1.12 During the period of this report public appointments (excluding those to a number of tribunals) were made by the Secretary of State for Northern Ireland and the Northern Ireland Departments 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 4,000 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, 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.

## Section 2

### Implementation in 1998/1999

- 2.1 Progress continues to be made on implementing all aspects of the Commissioner's guidance. Although the Commissioner's remit was limited to 812 only of the 3,031 public appointments made in Northern Ireland during the period of this report, 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.
- 2.2 During the period of this report Departments were 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.
- 2.3 In last year's Report on Public Appointments, the Secretary of State announced that conclusions and recommendations of an internal review group would form the basis of an Action Plan aimed at improving the public appointments process. An Action Plan was drawn-up by the Central Appointments Unit in co-operation with Departments and agreed with the previous Secretary of State in March 1999. Departments have continued with their publicity campaigns to increase awareness of public appointment opportunities. They have specifically targeted groups representing women, ethnic minorities, disabled people, voluntary/community, youth and rural organisations who are currently under-represented on Northern Ireland's public bodies. Information articles have been published in community magazines and newsheets. Mailing campaigns have been targeted to cover trade union representatives, community and women's groups. Presentations have also been made on the appointments process to various organisations including those groups operating outside the Greater Belfast area and information has been made available to the public in braille, large print, and video cassette.
- 2.4 One of the key elements of the Plan, which is aimed at addressing under-representation of women, disabled people, ethnic minorities, young people and groups representing grass roots interests, was for the Central Appointments Unit to meet with representatives of these groups to hear their views on how their members might achieve greater representation on public bodies.
- 2.5 The meetings were well received with useful ideas emerging, for example the need to provide structured induction training, new appointees shadowing an existing board member, training the Chairperson in how to receive new members and integrate them with the team and facilitating access to training, for groups with specific needs such as disabled people. Although those who attended the meetings came from a variety of social and community

backgrounds, the discussions raised a number of themes common to all groups. The Central Appointments Unit has met with Departments and relayed the findings of those meetings to them so that they can take them on board in reviewing their appointments procedures.

- 2.6 To further promote applications from under-represented groups, a six-monthly list of forthcoming vacancies on public bodies is now widely distributed to a number of organisations and under-represented groups and can be accessed on the Internet at **[www.nics.gov.uk/publicappts/](http://www.nics.gov.uk/publicappts/)**; the first list was issued in December 1998. The lists have been well received, with a number of recipient groups indicating they would encourage their members to apply for vacant posts.
- 2.7 The six-monthly list gives brief background details on those public bodies with vacancies, the numbers and types of vacancies, ie chairmen or members, contact points within the various sponsoring Departments for further information and application forms and, where available, the dates by which completed application forms are required to be returned to Departments.
- 2.8 Further measures by Departments aimed at ensuring that their appointments procedures do not inhibit any section of society in Northern Ireland from applying for membership of public bodies are:
- reviewing the nomination/application forms to make them more acceptable to under-represented groups;
  - reviewing ‘person’ and ‘job’ specifications to take account of non-traditional career patterns and experience;
  - reviewing the criteria for filling appointments to take account of those factors which may eliminate or discourage applicants; and
  - assessing current advertising methods and examining the use and need for advertising targeted at under-represented groups.

# Section 3

## Northern Ireland Statistics for 1998-1999

- 3.1 In line with the requirements of the NI Commissioner for Public Appointments, the following monitoring information is sought and collated for all applicants covering:-
- gender;
  - age;
  - community background;
  - remuneration;
  - disability;
  - political activity; and
  - ethnic background.
- 3.2 This 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.
- 3.3 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 1999 and analyse the appointments made between 1 April 1998 and 31 March 1999. The Second Annual Report on Public Appointments contained statistics for the financial year 1997/98: figures for that year are shown in brackets in this report. Comparison between the two years is possible, although it should be remembered that 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), also in 1997, may distort the picture. Because of roundings percentages in this report may not always add to 100%.
- 3.4 Statistics on the number of applications received by each Department during 1998/99 are set out in the Annex to this report.
- 3.5 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 1999

3.6 The overall number of public appointments held at 31 March 1999 was 3031.

### Gender and Remuneration

3.7 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 1999 : Gender**

	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>% Male</b>	<b>% Female</b>
Chairmen	272	186	86	68% (70%)	32% (30%)
Members	2,759	1,816	943	66% (65%)	34% (35%)
Total	3,031	2,002	1,029	66% (65%)	34% (35%)

---

3.8 Of the 3031 public appointments, two-thirds continue to be held by men and one-third by women. However, female representation at the level of board Chairman continues to rise at 32% compared to 30% in the previous year, while the figure for female board members has reduced slightly by 1% to 34%. It is hoped that the female representation for board members will be at least maintained, thereby providing experienced candidates for Chairmen posts.

3.9 As can be analysed from Tables 2 and 3, less than 5% of the 3031 public appointments held at 31 March 1999 attracted remuneration of £10,000 or more per annum. This figure consisted of 111 Chairmen and 29 board members. Table 2 shows that 37% of Chairmen receiving remuneration of £10,000 or more per annum were female: this compares with 24% in 1996/97 and 32% in 1997/98. Table 3 indicates that females represent 36% of board members receiving remuneration, this represents little change over last year's figure. Overall, 43% of those holding public appointments received remuneration, leaving 57% receiving no remuneration other than expenses.

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

---

**Table 2 Chairmen : Gender and Remuneration Levels**

<b>Remuneration</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>% Male</b>	<b>% Female</b>
£10,000 or more	111	70	41	63% (68%)	37% (32%)
Less than £10,000	98	71	27	72% (71%)	28% (29%)
Unpaid (expenses only)	63	45	18	71% (74%)	29% (26%)

---

---

**Table 3 Members : Gender and Remuneration Levels**

<b>Remuneration</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>% Male</b>	<b>% Female</b>
£10,000 or more	29	21	8	72% (79%)	28% (21%)
Less than £10,000	1,076	687	389	64% (63%)	36% (37%)
Unpaid (expenses only)	1,654	1,108	546	67% (65%)	33% (35%)

---

### **New Appointments**

- 3.11 During the period from 1 April 1998 to 31 March 1999, 1050 public appointments were made in Northern Ireland. The tables which follow analyse these appointments. It is worth noting that 152 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 898 were appointments to tribunals, advisory or other bodies, and so fell outside the Commissioner's remit.
- 3.12 As explained at Section 1, the Commissioner requires the collection of a 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**

- 3.13 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.
- 3.14 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.
- 3.15 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

- 3.16 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.
- 3.17 It remains difficult to draw firm conclusions from the figures on community background because of the continuing 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 55% were from the majority community, 39% were from the minority community and 6% were from other backgrounds. This compares with 57%, 40% and 3% respectively for 1997/98.
- 3.18 In relation to Chairmen appointments within the remit of the Commissioner for Public Appointments (ie Executive NDPBs and HPSS Bodies), 1998/99 showed a downward trend in the number of minority community members appointed; 19% compared to 35% in 1997/98. By comparison the number of newly appointed members from the minority community has remained static at 38%. Applications from the minority community in response to the 16 Chairmen vacancies advertised over the period of this report amounted to 37% of applications received, a decrease of nearly 4% when compared to the 1997/98 figure.
- 3.19 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	9	8	1	7	1	1	-
Less than £10,000	7	4	3	4	2	1	-
Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Total</b>	<b>16</b>	<b>12</b>	<b>4</b>	<b>11</b>	<b>3</b>	<b>2</b>	<b>-</b>
		75%	25%	69%	19%	12%	-
		(71%)	(29%)	(59%)	(35%)	(6%)	-

---

**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	5	3	2	-	-	-	5
Less than £10,000	20	14	6	6	6	4	4
Unpaid (expenses only)	22	16	6	10	7	1	4
<b>Total</b>	<b>47</b>	<b>33</b>	<b>14</b>	<b>16</b>	<b>13</b>	<b>5</b>	<b>13</b>
		70%	30%	34%	28%	11%	28%
		(69%)	(31%)	(37%)	(19%)	(-)	(44%)

**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	11	3	7	1	1	5
Less than £10,000	27	18	9	10	8	5	4
Unpaid (expenses only)	22	16	6	10	7	1	4
<b>Total</b>	<b>63</b>	<b>45</b>	<b>18</b>	<b>27</b>	<b>16</b>	<b>7</b>	<b>13</b>
		71%	29%	43%	25%	11%	21%
		(69%)	(31%)	(49%)	(27%)	(3%)	(21%)

**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	89	60	29	46	34	3	6
Unpaid (expenses only)	46	33	13	27	16	3	-
<b>Total</b>	<b>136</b>	<b>94</b>	<b>42</b>	<b>73</b>	<b>51</b>	<b>6</b>	<b>6</b>
		69%	31%	54%	37.5%	4%	4%
		(68%)	(32%)	(54%)	(38%)	(3%)	(5%)

**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	5	1	4	3	2	-	-
Less than £10,000	375	260	115	111	73	13	178
Unpaid (expenses only)	471	324	147	151	118	15	187
<b>Total</b>	<b>851</b>	<b>585</b>	<b>266</b>	<b>265</b>	<b>193</b>	<b>28</b>	<b>365</b>
		69%	31%	31%	23%	3%	43%
		(69%)	(31%)	(26%)	(20%)	(1%)	(53%)

**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	6	2	4	3	3	-	-
Less than £10,000	464	320	144	157	107	16	184
Unpaid (expenses only)	517	357	160	178	134	18	187
<b>Total</b>	<b>987</b>	<b>679</b>	<b>308</b>	<b>338</b>	<b>244</b>	<b>34</b>	<b>371</b>
		69%	31%	34%	25%	3%	38%
		(68%)	(32%)	(41%)	(30%)	(2%)	(27%)

**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	20	13	7	10	4	1	5
Less than £10,000	491	338	153	167	115	21	188
Unpaid (expenses only)	539	373	166	188	141	19	191
<b>Total</b>	<b>1,050</b>	<b>724</b>	<b>326</b>	<b>365</b>	<b>260</b>	<b>41</b>	<b>384</b>
		69%	31%	35%	25%	4%	37%
		(69%)	(31%)	(42%)	(30%)	(2%)	(26%)

3.20 Tables 4(a) to 4(g) also show the gender balance in the number of appointments made between 1 April 1998 and 31 March 1999. 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 is the same as last year even though the overall number of posts to be filled increased from 988 in 1997/98 to 1050 in 1998/99. Tables 4(a), 4(b) and 4(c) show the total female Chairmen posts falling from 31% in 1997/98 to 29% in 1998/99. The number of males appointed to chairmanships was 71%, an increase from 69% in 1997/98. In terms of remuneration, 65% of the highest paid appointees (attracting remuneration of £10,000 or more per annum) were male.

## Age

3.21 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".

3.22 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, although there was an encouraging increase in the 30-39 age band, particularly in relation to Executive NDPBs and HPSS Bodies.

**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	116	81	35	1	15	30	42	21	7
1st re-appt	34	23	11	-	5	10	10	8	1
Further re-appt	2	2	-	-	-	1	-	1	-
<b>Total</b>	<b>152</b>	<b>106</b>	<b>46</b>	<b>1</b>	<b>20</b>	<b>41</b>	<b>52</b>	<b>30</b>	<b>8</b>
		70%	30%	0.7%	13%	27%	34%	20%	5%
		(68%)	(32%)	(0.4%)	(7%)	(27%)	(31%)	(23%)	(9%)

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

	Total	Male	Female	Under 30	30-39	Age 40-49	50-59	60+	N/K
1st appt	563	396	167	2	64	132	141	87	137
1st re-appt	234	163	71	4	33	64	64	41	28
Further re-appt	101	59	42	-	2	23	28	34	14
<b>Total</b>	898	618	280	6	99	219	233	162	179
		69%	31%	0.7%	11%	24%	26%	18%	20%
		(69%)	(31%)	(1%)	(12%)	(21%)	(21%)	(14%)	(31%)

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

	Total	Male	Female	Under 30	30-39	Age 40-49	50-59	60+	N/K
1st appt	679	477	202	3	79	162	183	108	144
1st re-appt	268	186	82	4	38	74	74	49	29
Further re-appt	103	61	42	-	2	24	28	35	14
<b>Total</b>	1,050	724	326	7	119	260	285	192	187
		69%	31%	0.6%	11%	25%	27%	18%	18%
		(68%)	(32%)	(0.5%)	(9%)	(25%)	(26%)	(21%)	(19%)

### Type of Appointment

3.23 Tables 5(a), 5(b) and 5(c) also show the total number of appointments (1050) made during 1998/99, 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".

3.24 Overall, 26% of the appointments were first re-appointments. This compares with 39% in 1997/98. Further re-appointments accounted for 10% of total appointments, a reduction of 8% over last year's figure.

## Multiple Appointments

- 3.25 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.
- 3.26 Table 6 shows the number of people holding one or more appointments as at 31 March 1999. The figures for multiple appointments are consistent with the pattern seen last year.

---

**Table 6 Multiple Appointments as at 31 March 1999**

<b>No of Appointments Held</b>	<b>No of People</b>	<b>%</b>	<b>%</b>
1 Appointment	1,988	81.4	(81)
2 Appointments	349	14.3	(14.5)
3 Appointments	83	3.4	(3.8)
4+ Appointments	22	0.9	(0.7)
<b>Total Individuals</b>	<b>2,442</b>		

---

## Political Activity

- 3.27 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.
- 3.28 Information on political activity is publicly disclosed at the stage when a candidate's appointment to a public body is announced.
- 3.29 Table 7 sets out the information available on the declared political activity of those appointed in 1998/99.

<b>Political Party</b>	<b>Appointees to Exec NDPBs &amp; HPSS Bodies</b>	<b>Appointees to Other Bodies</b>	<b>Total</b>
UUP	5	3	8
SDLP	2	3	5
DUP	1	2	3
Sinn Fein	3	1	4
Alliance	4	1	5
Others	7	3	10
<b>Total</b>	<b>22</b>	<b>13</b>	<b>35</b>

3.30 The figures indicate that 3.3% of those appointed during the period declared political activity. This is a very large reduction on the previous report which recorded 25% of those appointed, but it has to be remembered that the local government elections in 1997 distorted the political activity figures due to the large number of NDPBs in Northern Ireland which have a statutory requirement for District Council representation.

#### **Ethnic Minorities**

3.31 Northern Ireland has a small ethnic minority population numbering less than 10,000. The number of ethnic minority appointees dropped from three in 1997/98 to two in 1998/99.

#### **Disability**

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

	<b>Executive NDPBs &amp; HPSS Bodies</b>			<b>Other Bodies</b>		
	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
1st Appt	3	2	1	13	11	2
1st re-appt	-	-	-	1	1	-
Further re-appt	-	-	-	2	-	2
<b>Total</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>16</b>	<b>12</b>	<b>4</b>

3.33 The table indicates that less than 2% of those appointed during the period declared a disability.

## Applications for Appointment

- 3.34 In an effort to encourage candidates from under-represented groups to apply for public appointments, Departments are encouraged to monitor all applications. This will assist in tracking the progress of those from under-represented groups such as women, youth, ethnic minorities and disabled people who apply for appointments and will help in identifying hurdles to their success. Departments will also be able to evaluate the impact of their efforts to attract a particular field of candidates to see whether their actions have identified sufficient numbers of candidates from under-represented groups.
- 3.35 As this is only the second year for which this information has been recorded, it is not possible to draw any firm conclusions at this stage. However, the information will expand over time as appointments fall vacant and new appointments are made and more meaningful analysis will be possible.
- 3.36 The overall number of applications received during the year to 31 March 1999 was 1418, down from 1,994 in 1997/98. This was due largely to the local government elections held in 1997, as explained at paragraph 2.30 above.

## Gender, Remuneration and Community Background

- 3.37 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	
<b>Chairmen</b>	£10,000 or more	110	86	24	53	40	16	1
	Less than 10,000	66	44	22	29	25	12	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	154	93	61	72	71	11	-
	Less than 10,000	226	164	62	131	82	11	2
	Unpaid (expenses only)	281	200	81	148	98	33	2
<b>Total</b>		<b>837</b>	<b>587</b>	<b>250</b>	<b>433</b>	<b>316</b>	<b>83</b>	<b>5</b>

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

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than £10,000	35	24	11	13	18	1	3
	Unpaid (expenses only)	4	4	-	1	-	-	3
<b>Members</b>	£10,000 or more	22	15	7	14	4	-	4
	Less than £10,000	404	317	87	220	137	28	19
	Unpaid (expenses only)	116	99	17	54	29	-	33
<b>Total</b>		<b>581</b>	<b>459</b>	<b>122</b>	<b>302</b>	<b>188</b>	<b>29</b>	<b>62</b>

3.38 Of the 1418 applications received during the period of this report, 52% were from the majority community, 36% were from the minority community and 8% were from other, with 5% not known. In percentage terms, the figures show little change over those for 1997/98.

3.39 Overall, 20% of applicants applied for posts receiving remuneration of £10,000 or more per annum. This figure consisted of 110 Chairmen and 176 board members, with 194 males and 92 females applying to fill the vacancies, while 28% of applicants applied for vacancies receiving no remuneration other than expenses. The percentage of women applying for appointments receiving £10,000 or more per annum increased significantly from 2% to 25%. Departments are continuing to promote measures to encourage, particularly women, to apply for senior posts on NDPBs.

### Gender and Age

3.40 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	3	37	83	181	148	135	587
Female	6	11	72	53	31	77	250
<b>Total</b>	<b>9</b>	<b>48</b>	<b>155</b>	<b>234</b>	<b>179</b>	<b>212</b>	<b>837</b>

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

	<b>Under 30</b>	<b>30-39</b>	<b>Age 40-49</b>	<b>50-59</b>	<b>60+</b>	<b>N/K</b>	<b>Totals</b>
Male	3	40	109	170	111	26	459
Female	2	27	48	31	13	1	122
<b>Total</b>	<b>5</b>	<b>67</b>	<b>157</b>	<b>201</b>	<b>124</b>	<b>27</b>	<b>581</b>

3.41 Of the 1418 applications, 26% were received from women which represents a small increase of 2% from 1997/98 and 74% were from men. In both cases the predominant age group for applications was the 50-59 age band which accounted for 31% of all applicants. Those in the 30-39 age band accounted for some 8% of applications (38 female and 77 male), while only 14 persons under the age of thirty applied (8 females and 6 males). At the other end of the age range, 21% of those applying were aged sixty or over.

### **Political Activity**

3.42 Table 11 sets out the information available on the declared political activity of those applying for appointments in 1998-99.

**Table 11: Declared Political Activity of Applicants**

<b>Political Party</b>	<b>Applicants for Exec NDPBs &amp; HPSS Bodies</b>	<b>Applicants for Other Bodies</b>	<b>Total</b>
UUP	5	29	34
SDLP	7	15	22
DUP	1	9	10
Sinn Fein	4	1	5
Alliance	12	2	14
Others	19	11	30
<b>Total</b>	<b>48</b>	<b>67</b>	<b>115</b>

3.43 The figures indicate that 8% of those applying for appointment during 1998/99 declared political activity. The number is substantially reduced when compared to the previous year, but again this was due to the local elections held in 1997 which distorted the District Council representation on public bodies during 1997/98.

## Disability

3.44 Less than 2% 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). Departments are seeking to encourage more applications from those with disabilities.

## Ethnic Minorities

3.45 Of the 1418 applications received during 1998/99, 0.4% came from the ethnic minority community in Northern Ireland. See Tables 12(a) and 12(b). Again Departments are continuing with their efforts to encourage more applications from the ethnic minority communities.

---

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

<b>Total</b>	<b>Disabled Male</b>	<b>Female</b>	<b>Total</b>	<b>Ethnic Male</b>	<b>Female</b>
7	7	-	3	2	1

---

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

<b>Total</b>	<b>Disabled Male</b>	<b>Female</b>	<b>Total</b>	<b>Ethnic Male</b>	<b>Female</b>
19	16	3	3	1	2

---

## Departmental Statistics

3.46 The Commissioner for Public Appointments' Code and Guidance requires Departments 'to identify a wide field of candidates' at the initial stage of the appointments process. This can be achieved by various means: advertising in local newspapers; executive search; consultation with interested bodies, for example Trade Unions, Women's Groups and Voluntary Groups; the Central Appointments Unit Database; and departmental lists. Tables 13(a) and 13(b) analyse the success rate of Departments in attracting applications from women for public appointment vacancies for the period of this report. Departments are reviewing their advertising strategy to ensure that the criteria for appointment identified in advertisements does not discriminate against certain groups.

**Table 13(a): Applications Received from Women**

Department	Executive NDPBs & HPSS Bodies			Other Bodies		
	Total Applications	No of Applications from women	%	Total Applications	No of Applications from women	%
Agriculture	10	-	-	4	-	-
Economic Development	162	42	26	341	90	26
Education	269	66	24	5	1	20
Environment	37	7	19	201	17	8
Finance & Personnel*	-	-	-	8	3	37
Health & Social Services	134	58	43	1	-	-
Northern Ireland Office	225	77	34	21	11	52
Office of the Regulation of Electricity & Gas (OFREG)*+	-	-	-	-	-	-
<b>TOTAL</b>	<b>837</b>	<b>250</b>	<b>30</b>	<b>581</b>	<b>122</b>	<b>21</b>

\* The Department of Finance & Personnel and OFREG do not have any Executive NDPBs

+ OFREG received no applications during this period.

3.47 Table 13(b) provides an analysis of the number of women appointed by each of the Northern Ireland Departments including the Northern Ireland Office. Care should be taken not to draw comparisons between the number of applications and the number of appointments as the two do not necessarily cover the same timeframe. However, the trend that appears to be emerging is that women are being appointed in greater numbers to 'Other' bodies, ie those outside of the Commissioner's remit. While this is encouraging in itself, nevertheless we need to consider why women appear not to be applying, or are failing to be appointed, to Executive Bodies.

**Table 13(b): Women Appointed**

Department	Executive NDPBs & HPSS Bodies			Other Bodies		
	Total Appointments	No of Women Appointed	%	Total Appointments	No of Women Appointed	%
Agriculture	10	1	10	4	2	50
Economic Development	38	10	26	331	97	29
Education	33	7	21	339	99	29
Environment	23	7	30	61	10	16
Finance & Personnel*	-	-	-	8	3	37
Health & Social Services	36	16	44	132	57	43
Northern Ireland Office	12	5	42	19	10	53
Office of the Regulation of Electricity & Gas (OFREG)*	-	-	-	4	2	50
<b>TOTAL</b>	<b>152</b>	<b>46</b>	<b>30</b>	<b>898</b>	<b>280</b>	<b>31</b>

\* The Department of Finance & Personnel and OFREG do not have any Executive NDPBs

## Conclusion

3.48 This report spans the third 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, areas of under-representation are being actively pursued by all Departments and it is hoped that this will provide encouragement for more individuals from all parts of the community to put themselves forward for appointment.

# Departmental Statistics

## Membership of Public Bodies at 31 March 1999

## Appointments to Public Bodies between 1 April 1998 and 31 March 1999

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 1999

### Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	7	14
Members	84	19
<b>Total</b>	<b>91</b>	<b>23</b>

### Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
<b>Chairmen</b>	£10,000 or more	1	1	-
	Less than £10,000	6	2	4
	Unpaid (expenses only)	4	4	-
<b>Members</b>	£10,000 or more	-	-	-
	Less than £10,000	15	9	6
	Unpaid (expenses only)	88	75	13
<b>Total</b>		<b>114</b>	<b>91</b>	<b>23</b>

## Appointments made to Public Bodies between 1 April 1998 and 31 March 1999

### Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	1	1	-	1	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	3	2	1	-	3	-	-
	Unpaid (expenses only)	6	6	-	6	-	-	-
<b>Total</b>		<b>10</b>	<b>9</b>	<b>1</b>	<b>7</b>	<b>3</b>	<b>-</b>	<b>-</b>

### Appointments to Other Bodies: Gender, Remuneration, Community Background

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

### 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	5	5	-	-	3	-	2	-	-
1st Re-Appt	5	4	1	-	1	1	1	1	1
Further Re-Appt	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>10</b>	<b>9</b>	<b>1</b>	<b>-</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>

**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	3	2	1	-	-	2	1	-	-
1st Re-Appt	1	-	1	-	-	-	1	-	-
Further Re- Appt	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>-</b>

**Appointments to Executive NDPBs/Other Bodies: Declared Political Activity**

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

**Appointments to Executive NDPBs/Other Bodies: Disabled, Ethnic**

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

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	10	10	-	8	2	-	-
<b>Total</b>		<b>10</b>	<b>10</b>	<b>-</b>	<b>8</b>	<b>2</b>	<b>-</b>	<b>-</b>

### Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	4	4	-	2	2	-	-
<b>Total</b>		<b>4</b>	<b>4</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>-</b>

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applicants for Executive NDPBs: Gender, Age

	Age						
	Under 30	30-39	40-49	50-59	60+	N/K	Totals
Male	1	3	1	4	1	-	10
Female	-	-	-	-	-	-	-
<b>Total</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>-</b>	<b>10</b>

### Applicants for Other Bodies: Gender, Age

	Age						
	Under 30	30-39	40-49	50-59	60+	N/K	Totals
Male	-	-	-	2	2	-	4
Female	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>4</b>

### Applicants for Executive NDPBs/Other Bodies: Declared Political Activity

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

### Applicants for Executive NDPBs/Other Bodies: 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 1999

### Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	28	15
Members	323	146
<b>Total</b>	<b>351</b>	<b>161</b>

### Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
<b>Chairmen</b>	£10,000 or more	16	8	8
	Less than £10,000	26	19	7
	Unpaid (expenses only)	1	1	-
<b>Members</b>	£10,000 or more	-	-	-
	Less than £10,000	469	323	146
	Unpaid (expenses only)	-	-	-
<b>Total</b>		<b>512</b>	<b>351</b>	<b>161</b>

## Appointments made to Public Bodies between 1 April 1998 and 31 March 1999

### Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	2	2	-	2	-	-	-
	Less than 10,000	1	1	-	1	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	35	25	10	21	12	2	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Total</b>		<b>38</b>	<b>28</b>	<b>10</b>	<b>24</b>	<b>12</b>	<b>2</b>	

### Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	15	11	4	5	6	4	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	316	223	93	92	59	12	153
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Total</b>		<b>331</b>	<b>234</b>	<b>97</b>	<b>97</b>	<b>65</b>	<b>16</b>	<b>153</b>

### 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	20	16	4	1	3	5	8	3	-
1st Re-Appt	18	12	6	0	4	6	6	2	-
Further Re-Appt	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>38</b>	<b>28</b>	<b>10</b>	<b>1</b>	<b>7</b>	<b>11</b>	<b>14</b>	<b>5</b>	<b>-</b>

### 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	159	111	48	-	15	37	56	50	1
1st Re-Appt	168	121	47	4	27	46	52	36	3
Further Re-Appt	4	2	2	-	-	2	1	1	-
<b>Total</b>	<b>331</b>	<b>234</b>	<b>97</b>	<b>4</b>	<b>42</b>	<b>85</b>	<b>109</b>	<b>87</b>	<b>4</b>

### Appointees: Declared Political Activity

Political Party	Appointees to Exec NDPBs	Appointees to Other Bodies	TOTALS
UUP	-	2	2
SDLP	-	1	1
DUP	-	1	1
Sinn Fein	-	-	-
Alliance	1	-	1
Others	2	2	4
<b>Total</b>	<b>3</b>	<b>6</b>	<b>9</b>

### 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		Total	Ethnic	
	Male	Female		Male	Female
7	5	2	2	1	1

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	13	12	1	9	4	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	149	108	41	88	54	7	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Total</b>		<b>162</b>	<b>120</b>	<b>42</b>	<b>97</b>	<b>58</b>	<b>7</b>	<b>-</b>

### Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	35	24	11	13	18	1	3
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	306	227	79	169	101	25	11
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Total</b>		<b>341</b>	<b>251</b>	<b>90</b>	<b>182</b>	<b>119</b>	<b>26</b>	<b>14</b>

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applicants for Executive NDPBs: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	-	6	17	57	40	-	120
Female	3	1	24	10	4	-	42
<b>Total</b>	<b>3</b>	<b>7</b>	<b>41</b>	<b>67</b>	<b>44</b>	<b>-</b>	<b>162</b>

### Applicants for Other Bodies: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	3	21	68	94	63	2	251
Female	1	23	32	23	11	-	90
<b>Total</b>	<b>4</b>	<b>44</b>	<b>100</b>	<b>117</b>	<b>74</b>	<b>2</b>	<b>341</b>

### Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs	Applicants for Other Bodies	Totals
UUP	-	4	4
SDLP	1	8	9
DUP	1	5	6
Sinn Fein	-	-	-
Alliance	1	1	2
Others	4	5	9
<b>Total</b>	<b>7</b>	<b>23</b>	<b>30</b>

**Applicants for Executive NDPBs: Disabled, Ethnic**

<b>Total</b>	<b>Disabled Male</b>	<b>Female</b>	<b>Total</b>	<b>Ethnic Male</b>	<b>Female</b>
2	2	-	2	2	-

**Applicants for Other Bodies: Disabled, Ethnic**

<b>Disabled Total</b>	<b>Male</b>	<b>Female</b>	<b>Ethnic Total</b>	<b>Male</b>	<b>Female</b>
16	13	3	3	1	2

# Department of Education

## Membership of Public Bodies at 31 March 1999

### Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	24	8
Members	588	255
<b>Total</b>	<b>612</b>	<b>263</b>

### Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
<b>Chairmen</b>	£10,000 or more	3	3	-
	Less than £10,000	9	7	2
	Unpaid (expenses only)	20	14	6
<b>Members</b>	£10,000 or more	-	-	-
	Less than £10,000	11	7	4
	Unpaid (expenses only)	832	581	251
<b>Total</b>		<b>875</b>	<b>612</b>	<b>263</b>

## Appointments made to Public Bodies between 1 April 1998 and 31 March 1999

### Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	1	1	-	1	-	-	-
	Less than 10,000	2	1	1	1	1	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	7	5	2	-	1	-	6
	Unpaid (expenses only)	23	19	4	14	7	2	-
<b>Total</b>		<b>33</b>	<b>26</b>	<b>7</b>	<b>16</b>	<b>9</b>	<b>2</b>	<b>6</b>

### Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	18	12	6	9	7	1	1
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	321	228	93	136	99	15	71
<b>Total</b>		<b>339</b>	<b>240</b>	<b>99</b>	<b>145</b>	<b>106</b>	<b>16</b>	<b>72</b>

### 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	32	25	7	-	1	9	14	7	1
1st Re-Appt	1	1	-	-	-	-	-	1	-
Further Re-Appt	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>33</b>	<b>26</b>	<b>7</b>	<b>-</b>	<b>1</b>	<b>9</b>	<b>14</b>	<b>8</b>	<b>1</b>

### 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	324	228	96	1	39	63	57	32	132
1st Re-Appt	12	10	2	-	-	1	-	-	11
Further Re-Appt	3	2	1	-	-	-	-	-	3
<b>Total</b>	<b>339</b>	<b>240</b>	<b>99</b>	<b>1</b>	<b>39</b>	<b>64</b>	<b>57</b>	<b>32</b>	<b>146</b>

### Appointees: Declared Political Activity

Political Party	Appointees to Exec NDPBs	Appointees to Other Bodies	Totals
UUP	2	-	2
SDLP	-	-	-
DUP	-	-	-
Sinn Fein	-	-	-
Alliance	1	-	1
Others	-	-	-
<b>Total</b>	<b>3</b>	<b>-</b>	<b>3</b>

### Appointments to Executive NDPBs: Disabled, Ethnic

Total	Disabled	
	Male	Female
1	1	-

No appointee was from an ethnic background.

### Appointments to Other Bodies: Disabled, Ethnic

Total	Disabled	
	Male	Female
6	6	-

No appointee was from an ethnic background.

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	7	6	1	3	3	1	-
	Less than 10,000	54	40	14	25	20	9	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	208	157	51	114	68	24	2
<b>Total</b>		<b>269</b>	<b>203</b>	<b>66</b>	<b>142</b>	<b>91</b>	<b>34</b>	<b>2</b>

### Applications for Other Bodies: Gender, Remuneration, Community Background

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

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applicants for Executive NDPBs: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	1	13	35	79	75	-	203
Female	2	4	24	19	15	2	66
<b>Total</b>	<b>3</b>	<b>17</b>	<b>59</b>	<b>98</b>	<b>90</b>	<b>2</b>	<b>269</b>

### Applicants for Other Bodies: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	-	-	2	1	1	-	4
Female	-	-	-	1	-	-	1
<b>Total</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>-</b>	<b>5</b>

### Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs
UUP	1
SDLP	-
DUP	-
Sinn Fein	-
Alliance	-
Others	-
<b>Total</b>	<b>1</b>

### Applicants: Declared Political Activity: Other bodies

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

**Applicants for Executive NDPBs: Disabled, Ethnic**

---

<b>Total</b>	<b>Disabled Male</b>	<b>Female</b>
2	2	-

---

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 1999

### Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	30	6
Members	209	104
<b>Total</b>	<b>239</b>	<b>110</b>

### Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
<b>Chairmen</b>	£10,000 or more	9	8	1
	Less than £10,000	4	4	-
	Unpaid (expenses only)	23	18	5
<b>Members</b>	£10,000 or more	15	9	6
	Less than £10,000	75	52	23
	Unpaid (expenses only)	223	148	75
<b>Total</b>		<b>349</b>	<b>239</b>	<b>110</b>

## Appointments made to Public Bodies between 1 April 1998 and 31 March 1999

### Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	2	2	-	2	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	1	1	-	-	1	-	-
	Less than 10,000	18	11	7	11	6	1	-
	Unpaid (expenses only)	2	2	-	1	1	-	-
<b>Total</b>		<b>23</b>	<b>16</b>	<b>7</b>	<b>14</b>	<b>8</b>	<b>1</b>	<b>-</b>

### Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	1	1	-	-	-	-	1
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	3	3	-	-	-	-	3
<b>Members</b>	£10,000 or more	5*	1	4	3	2	-	-
	Less than 10,000	12	10	2	4	5	1	2
	Unpaid (expenses only)	40	36	4	8	7	-	25
<b>Total</b>		<b>61</b>	<b>51</b>	<b>10</b>	<b>15</b>	<b>14</b>	<b>1</b>	<b>31</b>

\* Includes 4 Full-time appointments.

### 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	23	16	7	-	3	3	8	3	6
1st Re-Appt	-	-	-	-	-	-	-	-	-
Further Re-Appt	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>23</b>	<b>16</b>	<b>7</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>8</b>	<b>3</b>	<b>6</b>

### 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	36	29	7	1	5	17	7	2	4
1st Re-Appt	17	14	3	-	2	-	2	-	13
Further Re-Appt	8	8	-	-	-	-	-	-	8
<b>Total</b>	<b>61</b>	<b>51</b>	<b>10</b>	<b>1</b>	<b>7</b>	<b>17</b>	<b>9</b>	<b>2</b>	<b>25</b>

### Appointees: Declared Political Activity

Political Party	Applicants to Exec NDPBs	Applicants to Other Bodies	Totals
UUP	3	1	4
SDLP	2	1	3
DUP	1	1	2
Sinn Fein	-	1	1
Alliance	-	1	1
Others	2	1	3
<b>Total</b>	<b>8</b>	<b>6</b>	<b>14</b>

### Appointments to Executive NDPBs/Other Bodies: Disabled, Ethnic

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

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	36	29	7	20	14	-	2
	Unpaid (expenses only)	1	1	-	-	1	-	-
<b>Total</b>		<b>37</b>	<b>30</b>	<b>7</b>	<b>20</b>	<b>15</b>	<b>-</b>	<b>2</b>

### Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	4	4	-	1	-	-	3
<b>Members</b>	£10,000 or more	22	15	7	14	4	-	4
	Less than 10,000	92	86	6	49	35	3	5
	Unpaid (expenses only)	83	79	4	39	16	-	28
<b>Total</b>		<b>201</b>	<b>184</b>	<b>17</b>	<b>103</b>	<b>55</b>	<b>3</b>	<b>40</b>

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applicants for Executive NDPBs: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	-	6	10	10	4	-	30
Female	-	3	3	1	-	-	7
<b>Total</b>	<b>-</b>	<b>9</b>	<b>13</b>	<b>11</b>	<b>4</b>	<b>-</b>	<b>37</b>

### Applicants for Other Bodies: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	-	16	38	64	42	24	184
Female	1	2	12	1	-	1	17
<b>Total</b>	<b>1</b>	<b>18</b>	<b>50</b>	<b>65</b>	<b>42</b>	<b>25</b>	<b>201</b>

### Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs	Applicants for Other Bodies	Totals
UUP	1	15	16
SDLP	-	6	6
DUP	-	4	4
Sinn Fein	1	1	2
Alliance	2	1	3
Others	3	5	8
<b>Total</b>	<b>7</b>	<b>32</b>	<b>39</b>

### Applicants for Executive NDPBs: Disabled, Ethnic

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

**Applicants for Other Bodies: Disabled, Ethnic**

---

<b>Total</b>	<b>Disabled Male</b>	<b>Female</b>
3	3	-

---

No applicant was from an ethnic background.

# Department of Finance and Personnel

## Membership of Public Bodies at 31 March 1999

### Membership of Public Bodies: Chairmen and Members

	Male	Female
<b>Chairmen*</b>	5	1
<b>Members</b>	37	19
<b>Total</b>	<b>42</b>	<b>20</b>

\* Includes Lay Observer

### Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
<b>Chairmen</b>	£10,000 or more	2	1	1
	Less than £10,000	2	2	-
	Unpaid (expenses only)	2	2	-
<b>Members</b>	£10,000 or more	-	-	-
	Less than £10,000	28	19	9
	Unpaid (expenses only)	28	18	10
<b>Total</b>		<b>62</b>	<b>42</b>	<b>20</b>

## Appointments made to Public Bodies between 1 April 1998 and 31 March 1999

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

### Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	3	2	1	-	-	-	3
	Unpaid (expenses only)	5	3	2	-	-	-	5
<b>Total</b>		<b>8</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</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	6	4	2	-	-	3	3	-	-
1st Re-Appt	2	1	1	-	-	1	1	-	-
Further Re-Appt	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>8</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>-</b>

### Appointments to Other Bodies: Declared Political Activity

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

### 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 1998 and 31 March 1999

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

### Applications to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	3	2	1	-	-	-	3
	Unpaid (expenses only)	5	3	2	-	-	-	5
<b>Total</b>		<b>8</b>	<b>5</b>	<b>3</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>

### Applicants to Other Bodies: Gender, Age

	Age						Totals
	Under 30	30-39	40-49	50-59	60+	N/K	
Male	-	-	1	4	-	-	5
Female	-	-	3	-	-	-	3
<b>Total</b>	<b>-</b>	<b>-</b>	<b>4</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>8</b>

### Applicants for Other Bodies: Declared Political Activity

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

### Applicants for Other Bodies: 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 1999

### Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	84	47
Members	506	350
<b>Total</b>	<b>590</b>	<b>397</b>

### Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
<b>Chairmen</b>	£10,000 or more	72	42	30
	Less than £10,000	51	37	14
	Unpaid (expenses only)	8	5	3
<b>Members</b>	£10,000 or more	10	8	2
	Less than £10,000	446	260	186
	Unpaid (expenses only)	400	238	162
<b>Total</b>		<b>987</b>	<b>590</b>	<b>397</b>

## Appointments made to Public Bodies between 1 April 1998 and 31 March 1999

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

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	2	1	1	1	-	1	-
	Less than 10,000	3	1	2	1	1	1	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	17	13	4	9	8	-	-
	Unpaid (expenses only)	14	5	9	5	8	1	-
<b>Total</b>		<b>36</b>	<b>20</b>	<b>16</b>	<b>16</b>	<b>17</b>	<b>3</b>	<b>-</b>

### Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	4	2	2	-	-	-	4
	Less than 10,000	4	3	1	1	-	-	3
	Unpaid (expenses only)	1	1	-	1	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	42	24	18	14	8	-	20
	Unpaid (expenses only)	81	45	36	1	3	-	77
<b>Total</b>		<b>132</b>	<b>75</b>	<b>57</b>	<b>17</b>	<b>11</b>	<b>-</b>	<b>104</b>

### 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	24	12	12	-	3	7	9	5	-
1st Re-Appt	10	6	4	-	-	3	3	4	-
Further Re-Appt	2	2	-	-	-	1	-	1	-
<b>Total</b>	<b>36</b>	<b>20</b>	<b>16</b>	<b>-</b>	<b>3</b>	<b>11</b>	<b>12</b>	<b>10</b>	<b>-</b>

## 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	23	16	7	-	3	10	9	1	-
1st Re-Appt	29	14	15	-	3	15	8	2	1
Further Re-Appt	80	45	35	-	2	20	23	32	3
<b>Total</b>	<b>132</b>	<b>75</b>	<b>57</b>	<b>-</b>	<b>8</b>	<b>45</b>	<b>40</b>	<b>35</b>	<b>4</b>

## Appointees: Declared Political Activity

Political Party	Appointees to Exec NDPBs & HPSS Bodies
UUP	-
SDLP	-
DUP	-
Sinn Fein	3
Alliance	1
Others	2
<b>Total</b>	<b>6</b>

## Appointees: Declared Political Activity: Other Bodies

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

## Appointments to Executive NDPBs & HPSS Bodies: Disabled, Ethnic

Total	Disabled	
	Male	Female
2	1	1

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 1998 and 31 March 1999

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

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	19	13	6	9	6	4	-
	Less than 10,000	12	4	8	4	5	3	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	41	27	14	23	14	4	-
	Unpaid (expenses only)	62	32	30	26	27	9	-
<b>Total</b>		<b>134</b>	<b>76</b>	<b>58</b>	<b>62</b>	<b>52</b>	<b>20</b>	<b>-</b>

### Applications for Other Bodies: Gender, Remuneration, Community Background

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

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applicants for Executive NDPBs & HPSS Bodies: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	1	9	18	27	21	-	76
Female	1	3	20	22	12	-	58
<b>Total</b>	<b>2</b>	<b>12</b>	<b>38</b>	<b>49</b>	<b>33</b>	<b>-</b>	<b>134</b>

### Applicants for Other Bodies: Gender, Age

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

### Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs & HPSS Bodies
UUP	-
SDLP	1
DUP	-
Sinn Fein	3
Alliance	1
Others	2
<b>Total</b>	<b>7</b>

### Applicants: Declared Political Activity: Other Bodies

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

**Applicants for Executive NDPBs & HPSS Bodies: Disabled, Ethnic**

<b>Total</b>	<b>Disabled Male</b>	<b>Female</b>
3	3	-

<b>Total</b>	<b>Ethnic Male</b>	<b>Female</b>
1	-	1

**Applicants for Other Bodies: Disabled, Ethnic**

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

# Office of the Regulation of Electricity and Gas (OFREG)

## Membership of Public Bodies at 31 March 1999

### Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	-	1
Members	5	4
<b>Total</b>	<b>5</b>	<b>5</b>

### Membership of Public Bodies: Gender and Remuneration

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

## Appointments made to Public Bodies between 1 April 1998 and 31 March 1999

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

### Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			
					Majority	Minority	Other	N/K
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	4	2	2	-	2	-	2
<b>Total</b>		<b>4</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>-</b>	<b>2</b>

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

	Total	Male	Female	Under 30	Age				N/K
					30-39	40-49	50-59	60+	
1st Appt	-	-	-	-	-	-	-	-	-
1st Re-Appt	3	1	2	-	1	1	-	1	-
Further Re-Appt	1	1	-	-	-	-	1	-	-
<b>Total</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>

### Appointees: Declared Political Activity

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

### 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 1998 and 31 March 1999**

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 as existing board members were eligible for re-appointment.

# Northern Ireland Office

## Membership of Public Bodies at 31 March 1999

### Membership of Public Bodies: Chairmen and Members

	Male	Female
Chairmen	8	4
Members	64	46
<b>Total</b>	<b>72</b>	<b>50</b>

### Membership of Public Bodies: Gender and Remuneration

	Remuneration	Total	Male	Female
<b>Chairmen</b>	£10,000 or more	7	7	-
	Less than £10,000	-	-	-
	Unpaid (expenses only)	5	1	4
<b>Members</b>	£10,000 or more	4	4	-
	Less than £10,000	32	17	15
	Unpaid (expenses only)	74	43	31
<b>Total</b>		<b>122</b>	<b>72</b>	<b>50</b>

## Appointments made to Public Bodies between 1 April 1998 and 31 March 1999

### Appointments to Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	2	2	-	1	1	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	9	4	5	5	4	-	-
	Unpaid (expenses only)	1	1	-	1	-	-	-
<b>Total</b>		<b>12</b>	<b>7</b>	<b>5</b>	<b>7</b>	<b>5</b>	<b>-</b>	<b>-</b>

### Appointments to Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	2	1	1	1	1	-	-
	Unpaid (expenses only)	17	8	9	5	7	-	5
<b>Total</b>		<b>19</b>	<b>9</b>	<b>10</b>	<b>6</b>	<b>8</b>	<b>-</b>	<b>5</b>

### 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	12	7	5	-	2	6	1	3	-
1st Re-Appt	-	-	-	-	-	-	-	-	-
Further Re-Appt	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>12</b>	<b>7</b>	<b>5</b>	<b>-</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>3</b>	<b>-</b>

### 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	12	6	6	-	2	-	8	2	-
1st Re-Appt	2	2	-	-	-	-	-	2	-
Further Re-Appt	5	1	4	-	-	1	3	1	-
<b>Total</b>	<b>19</b>	<b>9</b>	<b>10</b>	<b>-</b>	<b>2</b>	<b>1</b>	<b>11</b>	<b>5</b>	<b>-</b>

### Appointees: Declared Political Activity

Political Party	Appointees to Exec NDPBs	Appointees to Other Bodies	Totals
UUP	-	-	-
SDLP	-	1	1
DUP	-	-	-
Sinn Fein	-	-	-
Alliance	1	-	1
Others	1	-	1
<b>Total</b>	<b>2</b>	<b>1</b>	<b>3</b>

### Appointments to Executive NDPBs/Other Bodies: Disabled, Ethnic

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

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applications for Executive NDPBs: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	71	55	16	32	27	11	1
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	154	93	61	72	71	11	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Total</b>		<b>225</b>	<b>148</b>	<b>77</b>	<b>104</b>	<b>98</b>	<b>22</b>	<b>1</b>

### Applications for Other Bodies: Gender, Remuneration, Community Background

	Remuneration	Total	Male	Female	Community Background			N/K
					Majority	Minority	Other	
<b>Chairmen</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	-	-	-	-	-	-	-
	Unpaid (expenses only)	-	-	-	-	-	-	-
<b>Members</b>	£10,000 or more	-	-	-	-	-	-	-
	Less than 10,000	3	2	1	2	1	-	-
	Unpaid (expenses only)	18	8	10	11	7	-	-
<b>Total</b>		<b>21</b>	<b>10</b>	<b>11</b>	<b>13</b>	<b>8</b>	<b>-</b>	<b>-</b>

## Applications received for Public Appointment between 1 April 1998 and 31 March 1999

### Applicants for Executive NDPBs: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	-	-	2	4	7	135	148
Female	-	-	1	1	-	75	77
<b>Total</b>	-	-	<b>3</b>	<b>5</b>	<b>7</b>	<b>210</b>	<b>225</b>

### Applicants for Other Bodies: Gender, Age

	Under 30	30-39	Age 40-49	50-59	60+	N/K	Totals
Male	-	2	-	5	3	-	10
Female	-	2	1	6	2	-	11
<b>Total</b>	-	<b>4</b>	<b>1</b>	<b>11</b>	<b>5</b>	-	<b>21</b>

### Applicants: Declared Political Activity

Political Party	Applicants for Exec NDPBs	Applicants for Other Bodies	Totals
UUP	3	-	3
SDLP	5	1	6
DUP	-	-	-
Sinn Fein	-	-	-
Alliance	8	-	8
Others	10	1	11
<b>Total</b>	<b>26</b>	<b>2</b>	<b>28</b>

### Applicants for Executive NDPBs/Other Bodies: Disabled, Ethnic

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