

Health manpower in hospitals

GENERAL

1961-68

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HEALTH MANPOWER IN HOSPITALS

GENERAL

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PREFACE

A series of occasional reports under the general title of *Health Manpower in Hospitals* have been produced by the Institutions Section, Health and Welfare Division, DBS. These reports form part of the over-all Institutions Section series of surveys and reports on Health and Welfare Manpower including the Annual Salary Surveys series relating to Hospital Nursing Personnel and Public Health Nurses.

These reports which are based upon published and unpublished tabulations of the Institutions Section and upon other DBS data are designed to provide an in-depth study on many of the various professional and technical categories of personnel in Canadian hospitals. The data are drawn from the detailed information collected on the Annual Returns of Hospitals (HS-1 and HS-2) from 1961 onwards and reflect such items as changes in employment patterns, workloads, turnover rates, etc., for each province and Canada.

Contained in these reports are brief textual highlights and tables of historical comparisons, as well as definitions of terms (where required). The volume of data presented varies according to the availability of detail on each professional or technical group. The reports will be up-dated periodically.

In addition to a general publication, i.e., *Health Manpower in Hospitals - General, 1961-68* (Catalogue No. 83-507), which gives the reader a general background of trends in hospital manpower, there are a number of publications dealing with a particular group of hospital personnel (see back cover of this report).

WALTER E. DUFFETT,
Dominion Statistician.

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SYMBOLS

The following standard symbols are used in Dominion Bureau of Statistics publications:

- .. figures not available.
- ... figures not appropriate or not applicable.
- nil or zero.
- amount too small to be expressed.
- Ⓕ preliminary figures.
- Ⓝ revised figures.

EXPLANATORY NOTES AND GLOSSARY

Type of Hospital

Hospital

An institution which is operated for the medical, surgical and/or obstetrical care of in-patients, and which is licensed or approved as a hospital by the federal and/or a provincial government, or by a municipality duly authorized under the laws of the province. Specifically excluded are institutions primarily for tuberculosis, mental disease and mental defect.

Public Hospital

Recognized by the province as a "public hospital" which is not operated for profit and accepts all patients regardless of ability to pay.

Private Hospital

Recognized by the province as a "private hospital" which generally restricts its admissions to patients paying for the care provided at rates determined by the management.

Federal Hospital

A hospital owned and operated by the Government of Canada; operation will either be by the Department of National Health and Welfare, the Department of National Defence, or the Department of Veterans Affairs.

General Hospital

A hospital which provides for the treatment and care of all types of diseases or at least a wide range of conditions.

Allied Special Hospital

Includes chronic, convalescent, rehabilitation and "other" hospitals.

Size of Hospital

The size of a hospital in this report is determined by the rated bed capacity on December 31 of the reporting year.

Personnel

Full-time Staff

Persons employed on a full-time basis at December 31, i.e., regularly employed throughout the full hospital workweek.

Part-time Staff

Persons employed on a part-time basis at December 31, i.e., regularly employed on selected days or partial days in the hospital workweek.

INTRODUCTION

This report, which is the first of a series of Health Manpower occasional publications, outlines Health Manpower in hospitals, (excluding mental and tuberculosis institutions) for the years 1961-68 inclusive. As well as looking at the break-down of employment into full-and part-time categories for operating general and allied special hospitals (public, private and federal), relationships, such as hospital personnel, as a percentage of the civilian labour force, employment in hospitals compared with employment in other selected industries and

salaries and wages of the hospital industry compared with those of other selected industries are examined.

For the reports in the Health Manpower series which follow this publication, and which are concerned with particular groups of hospital personnel, this report is intended to provide the reader with a portrayal of general trends in Health Manpower in hospitals (excluding mental and tuberculosis institutions).

HIGHLIGHTS

Total personnel employed in operating general and allied special hospitals¹ in Canada has increased by 47.7 per cent from 205,060 in 1961 to 302,891 in 1968. The increase in full-time employment has been 42.2 per cent from 185,482 in 1961 to 263,754 in 1968 (an average per annum rate of about 5.0 per cent), while the number of persons employed part-time from 1961-68 has doubled, resulting in an average annual rate of over 12.0 per cent (Table 1). Generally, the proportion of full-time personnel employed in operating general and allied special hospitals has been decreasing steadily since 1961, being 90.5 per cent in that year and 87.1 per cent in 1968 (Table 2). During the period 1961-68, hospitals in Nova Scotia, Quebec, Ontario, Manitoba, Saskatchewan and Alberta followed, for the most part, the trend of employing a decreasing proportion of full-time personnel, while the remaining provinces displayed a mildly fluctuating or generally constant rate of full-time to total personnel. For all years of the period covered, Newfoundland maintained the highest rate of full-time hospital staff, while Manitoba (in the years 1961, 1965-68) and Ontario (1962-64) had the lowest proportion of full-time personnel.

Since 1962, the ratios of full-time hospital personnel per 100 rated beds and per 10 average number of patients² have been climbing at a steadily increasing rate in Canadian general and allied special hospitals. The former has gone from 164.0 in 1962 to 183.9 in 1968, and the latter from 19.9 in 1962 to 22.8 in 1968 (Table 3). Generally, by size of public general hospital, the rates of full-time hospital personnel per 100 rated beds and per 10 average number of patients were greatest in the larger hospitals. Over the years 1962-68, the highest rates of full-time personnel per 100 rated beds were maintained, for the most part, by New Brunswick and Quebec, while, frequently, Newfoundland, Nova Scotia, New Brunswick and Quebec experienced the greatest number of full-time personnel per 10 average number of patients.

When looking at the total number of hospital personnel in relation to the civilian labour force for the years 1961-68 it was found that a significant proportion of the civilian labour force was employed in operating general and allied special hospitals, climbing at a steadily increasing rate from 3.14 per cent in 1961 to 3.82 per cent in 1968 (Table 4).

The growth rate of personnel employed in hospitals has been significantly higher than that of the total civilian labour force. From 1961 to 1968 the over-all increase in the total number of hospital personnel (47.7 per cent) was more than twice the expansion experienced by the civilian labour force as a whole (21.4 per cent) (Table 5). Annual percentage increases in the number of total hospital personnel ranged from 4.0 per cent between 1967 and 1968 to 6.7 per cent from 1966 to 1967, while for the civilian labour force the greatest annual increase occurred from 1965 to 1966 (3.9 per cent) and the smallest between 1961 and 1962 (1.4 per cent).

A comparison of estimated personnel of the "Hospital Industry"³ with estimates of employees in ten other selected major industries for the years 1961-68 showed that, in descending rank order, the Hospital Industry ranked seventh every year except 1961 when it was eighth (Table 6). From 1961 to 1968 hospitals were one of only four industries which demonstrated significant proportional increases in the number of personnel in their employ. Education displayed the greatest increase (89.9 per cent) followed by Service (commercial sector) with 63.2 per cent, Hospital Industry (47.7 per cent) and Finance, Insurance and Real Estate (44.1 per cent).

When estimated salaries and wages of ten major industries were compared for the period 1961-68, and shown in descending order of magnitude, it was found

¹ Public, private and federal. Unless otherwise specified, this reference is implied throughout.

² The average number of patients (adults and children) in a given hospital on a given day.

³ To simplify comparison, "Hospital Industry" refers to public, private and federal general and allied special hospitals.

that the "Hospital Industry"⁴ ranked eighth for the years 1961-63, and seventh for the remaining five years (Table 7). Over the period 1961-68, three industries displayed high rates of increase in the salaries and wages expenditure component. The Hospital Industry⁴ experienced the highest growth in terms of proportional increases in salaries and wages with 155.1 per cent, followed by Service (which for this particular comparison excludes public general and allied special hospitals) with 137.9 per cent and Finance, Insurance and Real Estate (110.4 per cent).

Although Tables 6 and 7 are estimates of only two general considerations in a industry comparison, i.e., employment, and salaries and wages, it is possible nevertheless to gain from them some insight into the relative position of the Hospital Industry with other major industries.

⁴ In this case, "Hospital Industry" refers to public general and allied special hospitals, since only public hospitals are required to submit financial data to DBS.

Over the years 1961-68, all of the service industries, i.e., trade, non-commercial sector of service (including hospitals and education), commercial sector of service and finance, insurance and real estate, with the exception of transportation, communication and other utilities (which are similar to goods-producing industries)⁵ have demonstrated rates of growth for employment exceeding the goods-producing industries.⁶ A reflection of this statement is exhibited by the growth observed in the hospital industry, where the rate of increase in employment is exceeded only by education and the commercial sector of service, and where the rate of increase in salaries and wages is the highest for any of those industries included in the comparison.

⁵ Economic Council of Canada. *Fifth Annual Review, The Challenge of Growth and Change, September, 1968.* Queen's Printer: Ottawa, 1968, p. 67.

⁶ *Ibid*, pp. 66-75 for more information concerning changes in employment.

TABLE 1. Estimate of Personnel Employed in Operating General and Allied Special Hospitals, Canada and the Provinces, 1961-68

Province	1961		1962		1963		1964	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Canada	185,482	19,578	196,147	21,852	207,581	22,371	218,863	24,820
Newfoundland.....	3,001	147	3,136	94	3,546	129	4,407	142
Prince Edward Island.....	899	63	907	48	942	68	943	72
Nova Scotia	7,699	523	8,171	870	8,257	580	8,455	621
New Brunswick	6,721	546	6,959	386	7,358	396	7,484	578
Quebec	51,876	4,613	54,957	4,494	60,156	4,348	64,913	5,052
Ontario	65,748	8,754	70,394	10,808	74,078	11,239	77,250	11,882
Manitoba	10,380	1,438	10,973	1,482	11,073	1,608	11,101	1,678
Saskatchewan.....	10,303	716	10,385	732	10,693	948	11,006	1,179
Alberta	13,562	966	14,226	1,093	14,977	1,289	16,379	1,558
British Columbia.....	14,896	1,747	15,463	1,732	15,998	1,695	16,384	1,950
Yukon	139	37	159	37	156	26	153	9
Northwest Territories.....	258	28	417	76	347	45	388	99
	1965		1966		1967		1968	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Canada	231,024	27,372	241,018	31,927	254,667	36,457	263,754	39,137
Newfoundland.....	4,485	163	5,066	218	5,904	307	6,206	304
Prince Edward Island.....	1,043	84	1,087	80	1,122	73	1,115	110
Nova Scotia	8,628	841	8,947	1,051	9,366	1,255	9,531	1,278
New Brunswick	7,594	501	7,663	579	7,915	632	8,287	754
Quebec	71,002	5,713	74,859	7,341	78,681	8,898	80,451	10,159
Ontario	80,749	12,767	83,101	14,541	88,760	15,381	92,778	15,921
Manitoba	11,375	2,077	11,707	2,232	11,950	2,600	12,442	2,594
Saskatchewan.....	11,328	1,280	11,457	1,387	11,137	1,687	10,893	1,898
Alberta	16,820	1,672	18,431	2,085	19,676	2,841	20,886	3,214
British Columbia.....	17,489	2,196	18,176	2,332	19,641	2,683	20,633	2,821
Yukon	153	9	158	9	149	8	154	9
Northwest Territories.....	358	69	366	72	366	92	378	75

TABLE 2. Full-time Personnel as a Percentage of Total Personnel Employed in Operating General and Allied Special Hospitals, Canada and the Provinces, 1961-68

Province	1961	1962	1963	1964	1965	1966	1967	1968
	per cent							
Canada	90.5	90.0	90.3	89.8	89.4	88.3	87.5	87.1
Newfoundland.....	95.3	97.1	96.5	96.9	96.5	95.9	95.1	95.3
Prince Edward Island.....	93.5	95.0	93.3	92.9	92.5	93.1	93.9	91.0
Nova Scotia.....	93.6	90.4	93.4	93.2	91.1	89.5	88.2	88.2
New Brunswick.....	92.5	94.7	94.9	92.8	93.8	93.0	92.6	91.7
Quebec	91.8	92.4	93.3	92.8	92.6	91.1	89.8	88.8
Ontario.....	88.2	86.7	86.8	86.7	86.3	85.1	85.2	85.4
Manitoba	87.8	88.1	87.3	86.9	84.6	84.0	82.1	82.7
Saskatchewan.....	93.5	93.4	91.9	90.3	89.8	89.2	86.8	85.2
Alberta.....	93.4	92.9	92.1	91.3	91.0	89.8	87.4	86.7
British Columbia.....	89.5	89.9	90.4	89.4	88.8	88.6	88.0	88.0
Yukon.....	79.0	81.1	85.7	94.4	94.4	94.6	94.9	94.5
Northwest Territories.....	90.2	84.6	88.5	79.7	83.8	83.6	79.9	83.4

TABLE 3. Total Full-time Hospital Personnel per 100 Rated Beds and per 10 Average Number of Patients,¹ General and Allied Special Hospitals, by Province, 1962-68

Province	1962	1963	1964	1965	1966	1967	1968
Full-time hospital personnel per 100 rated beds							
Canada							
Public general by bed size	179.0	184.0	187.1	193.6	197.6	200.9	203.0
1 - 9 beds	126.0	121.2	130.2	133.8	130.8	121.8	126.2
10 - 24 "	104.0	106.8	109.3	109.3	110.7	114.7	115.1
25 - 49 "	110.0	112.9	114.7	113.3	113.7	115.4	116.5
50 - 99 "	131.0	134.4	135.6	138.3	140.4	141.1	144.1
100-199 "	167.0	170.8	171.6	176.3	177.0	177.1	174.5
200-299 "	185.0	186.8	184.5	192.8	196.1	193.8	194.2
300-499 "	198.0	198.2	200.5	209.4	213.8	218.9	217.6
500-999 "	216.0	223.2	231.9	242.7	249.8	258.2	255.8
1,000+ "	214.0	222.2	232.2	234.8	242.9	241.0	254.8
All hospitals							
Canada	164.0	164.9	166.8	173.2	177.5	181.5	183.9
Newfoundland	170.0	171.9	170.2	170.7	168.1	190.3	208.1
Prince Edward Island	125.0	131.4	130.6	144.5	151.0	152.0	151.1
Nova Scotia	174.0	174.1	174.2	171.1	181.2	186.7	188.2
New Brunswick	183.0	189.6	187.2	192.5	194.3	196.1	193.7
Quebec	169.0	176.3	185.3	196.6	202.6	205.9	205.5
Ontario	170.0	169.1	167.8	173.3	178.1	183.9	188.2
Manitoba	162.0	160.6	164.2	165.6	173.1	173.6	182.1
Saskatchewan	147.0	149.5	147.7	154.3	156.2	149.9	146.2
Alberta	147.0	145.9	140.1	142.9	142.7	148.9	150.0
British Columbia	143.0	138.5	143.8	149.1	150.0	153.6	157.1
Yukon	78.0	97.3	95.0	95.6	98.8	93.1	95.7
Northwest Territories	78.0	79.5	81.1	78.6	81.0	79.8	90.1
Full-time hospital personnel per 10 average number of patients							
Canada							
Public general by bed size	21.9	22.4	23.1	23.8	24.6	25.5	25.5
1 - 9 beds	16.0	15.1	15.3	14.9	15.9	15.6	17.0
10 - 24 "	14.0	13.9	14.7	14.7	15.1	15.9	16.1
25 - 49 "	14.2	14.4	15.1	15.0	15.2	15.9	16.0
50 - 99 "	16.4	16.6	17.0	17.4	17.7	18.3	18.8
100-199 "	20.6	21.1	21.9	22.1	22.7	22.8	22.5
200-299 "	23.0	23.3	23.7	24.2	24.6	24.8	24.5
300-499 "	23.7	23.6	24.4	25.4	26.5	27.5	26.4
500-999 "	25.2	26.5	27.4	28.3	29.7	31.8	31.5
1,000+ "	25.5	26.2	26.9	28.0	28.7	29.8	29.9
All hospitals							
Canada	19.9	20.2	20.8	21.3	22.0	22.7	22.8
Newfoundland	19.5	19.8	23.6	22.0	23.8	27.3	27.6
Prince Edward Island	18.6	19.6	19.7	21.6	21.6	21.9	21.9
Nova Scotia	22.9	23.2	24.0	23.3	23.4	24.0	24.5
New Brunswick	22.0	22.6	23.4	23.3	23.2	23.7	23.7
Quebec	20.5	21.5	24.9	23.9	25.2	26.0	25.3
Ontario	20.2	20.4	21.4	21.1	21.6	22.4	22.8
Manitoba	19.8	19.9	20.6	20.7	21.5	22.1	22.6
Saskatchewan	18.2	17.8	18.1	18.6	19.0	19.0	19.1
Alberta	18.1	18.3	18.7	18.2	18.6	19.9	19.8
British Columbia	17.3	17.0	18.0	17.9	17.7	18.4	18.6
Yukon	15.9	20.1	22.7	23.4	22.3	21.7	23.8
Northwest Territories	15.9	17.3	19.8	19.8	20.7	20.7	21.7

¹ Adults and children.

TABLE 4. Total Personnel¹ Employed in Operating General and Allied Special Hospitals as a Percentage of the Civilian Labour Force,² Canada, 1961-68

Year	Total hospital personnel	Total civilian labour force	Hospital personnel as % of civilian labour force
	'000		%
1961	205	6,521	3.14
1962	218	6,615	3.30
1963	230	6,748	3.41
1964	244	6,933	3.51
1965	258	7,141	3.62
1966	273	7,420	3.68
1967	291	7,694	3.78
1968	303	7,919	3.82

¹ Estimate of full-time and part-time.

² That portion of the civilian non-institutional population 14 years of age and over who were employed or unemployed during the survey week.

Source: Labour Division, DBS.

TABLE 5. Annual Percentage Increase in Total Hospital Personnel¹ and Civilian Labour Force,² Canada, 1961-68

Year	Total hospital personnel	Total civilian labour force
	per cent	
1961-62	6.3	1.4
1962-63	5.5	2.0
1963-64	6.0	2.7
1964-65	6.0	3.0
1965-66	5.6	3.9
1966-67	6.7	3.7
1967-68	4.0	2.9
1961-68	47.7	21.4

¹ Estimate of full-time and part-time personnel in public, private and federal general and allied special hospitals.

² That portion of the civilian non-institutional population 14 years of age and over who were employed or unemployed during the survey week.

Source: Labour Division, DBS.

TABLE 6. Estimate of Employees by Selected Industry, Canada, 1961-68

Selected industry	1961	1962	1963	1964	1965	1966	1967	1968	% change 1961-68
	'000								per cent
Manufacturing	1,302.1	1,355.2	1,396.9	1,469.0	1,449.8	1,635.3	1,642.5	1,639.2	25.9
Trade	743.0	772.3	796.8	829.0	872.5	920.2	949.4	984.5	32.5
Transportation, communication and other utilities	571.1	575.4	581.6	598.9	616.4	634.8	652.1	642.3	12.5
Service (commercial sector) ¹	374.5	401.9	420.5	453.1	498.0	545.5	582.1	611.3	63.2
Education ²	277.9	300.2	323.0	344.2	369.3	402.4	442.9	527.7	89.9
Construction	291.5	305.0	306.0	323.0	356.6	379.6	363.4	361.3	23.9
General and allied special hospital	205.1	218.0	230.0	243.7	258.4	272.9	291.1	302.9	47.7
Service (non-commercial sector) ³	207.7	205.1	219.1	229.8	236.4	237.8	251.4	237.4	14.3
Finance, insurance and real estate	194.8	205.4	218.1	229.9	238.9	248.8	265.6	280.7	44.1
Mines, quarries and oil wells	106.7	108.1	106.4	107.5	114.2	116.8	118.5	120.4	12.8
Forestry	68.4	70.2	68.2	71.1	71.7	72.6	71.1	64.5	- 5.7

¹ Employment in health services (excluding hospitals) motion picture and recreational services, services to business management, personal services (except domestic service) and miscellaneous services.

² Includes elementary and secondary schools, vocational schools, universities and colleges, libraries, museums and other repositories; and education and related services.

³ Employment in hospitals (excluding public, private and federal, general and allied special hospitals), welfare organizations, religious organizations and private households, excluded also are education and related services, shown separately.

Source: *Estimates of Employees by Province and Industry* (Catalogue No. 72-508), Employment Section, Labour Division, DBS.

TABLE 7. Estimate of Salaries and Wages by Selected Industry, Canada, 1961-68

Selected industry	1961	1962	1963	1964	1965	1966	1967	1968	% change 1961-68
	millions of dollars								per cent
Manufacturing	5,759	6,173	6,594	7,206	7,981	8,898	9,517	10,167	76.5
Service ¹	2,906	3,220	3,483	3,914	4,506	5,200	6,066	6,914	137.9
Trade	2,721	2,920	3,130	3,364	3,662	4,037	4,402	4,847	78.1
Transportation storage, communication and other utilities	2,465	2,543	2,691	2,879	3,139	3,402	3,830	4,106	66.6
Construction	1,475	1,595	1,676	1,870	2,262	2,660	2,771	2,855	93.6
Finance, insurance and real estate	975	1,064	1,156	1,290	1,447	1,594	1,827	2,051	110.4
Public, general and allied special hospitals ²	452	510	564	637	725	840	987	1,153	155.1
Mining	552	581	594	622	697	765	846	919	66.5
Forestry	299	319	326	363	387	423	453	434	45.2
Agriculture, fishing and trapping	268	275	281	288	314	326	355	375	39.9

¹ Excluding public, general and allied special hospitals.

² Only public hospitals are required to submit financial data to DBS.

Source: *Estimates of Labour Income* (Catalogue No. 72-005), Employment Section, Labour Division, DBS.



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- 83-217 Hospital Statistics (Preliminary Report), A., Bil.
- 83-205 Mental Health Statistics, Vol. III, Institutional Facilities, Services and Finances, A., Bil.
- 83-207 Tuberculosis Statistics, Vol. II, Institutional Facilities, Services and Finances, A., Bil.
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- 83-507 Health Manpower in Hospitals—General, 1961-68, O., E.
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- 83-204 Mental Health Statistics, Vol. I, Institutional Admissions and Separations, A., Bil.
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1. Canadian Abridged Life Tables, 1961-1963, E. (Free)
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M.—Monthly Q.—Quarterly E.—English A.—Annual O.—Occasional B.—Bilingual

In addition to the selected publications listed above, the Dominion Bureau of Statistics publishes a wide range of statistical reports on Canadian economic and social affairs including detailed reports on the 1961 and 1966 Censuses. A comprehensive catalogue of all current publications is available free on request from the Dominion Bureau of Statistics, Ottawa 3.