第40表 業務・会員年数（離職中の者および勤務形態無回答を除く）

<table>
<thead>
<tr>
<th></th>
<th>計</th>
<th>0 - 2年</th>
<th>3 - 5</th>
<th>6 - 9</th>
<th>10 - 19</th>
<th>20 - 29</th>
<th>30年以上</th>
<th>無回答・不明</th>
<th>平均年数</th>
</tr>
</thead>
<tbody>
<tr>
<td>計</td>
<td>3416 (100.0)</td>
<td>589 (17.2)</td>
<td>659 (19.3)</td>
<td>614 (18.0)</td>
<td>1001 (29.3)</td>
<td>357 (10.5)</td>
<td>132 (3.9)</td>
<td>64 (1.9)</td>
<td>10.5</td>
</tr>
<tr>
<td>保 健 婦</td>
<td>271 (100.0)</td>
<td>36 (13.3)</td>
<td>53 (19.6)</td>
<td>44 (16.2)</td>
<td>93 (34.3)</td>
<td>34 (12.5)</td>
<td>11 (4.1)</td>
<td>( )</td>
<td>(11.2)</td>
</tr>
<tr>
<td>助 産 婦</td>
<td>161 (100.0)</td>
<td>15 (9.3)</td>
<td>25 (15.5)</td>
<td>30 (18.6)</td>
<td>60 (37.3)</td>
<td>23 (14.3)</td>
<td>5 (3.1)</td>
<td>(1)</td>
<td>(12.3)</td>
</tr>
<tr>
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<td>425 (18.6)</td>
<td>481 (20.6)</td>
<td>441 (18.9)</td>
<td>628 (26.9)</td>
<td>224 (9.6)</td>
<td>89 (3.8)</td>
<td>(1)</td>
<td>(10.0)</td>
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<td>93 (15.9)</td>
<td>85 (15.9)</td>
<td>169 (31.7)</td>
<td>52 (9.8)</td>
<td>13 (2.4)</td>
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<td>(10.4)</td>
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<td>5 (4.5)</td>
<td>12 (10.9)</td>
<td>51 (46.4)</td>
<td>24 (21.8)</td>
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<td>1 (0.9)</td>
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<td>( )</td>
<td>( )</td>
<td>( )</td>
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<td>2 (40.0)</td>
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<td>(33.3)</td>
<td>( )</td>
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第41表 勤務場所・会員年数（離職中の者および勤務形態無回答を除く）

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<tr>
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<th>3 - 5</th>
<th>6 - 9</th>
<th>10 - 19</th>
<th>20 - 29</th>
<th>30年以上</th>
<th>無回答・不明</th>
<th>平均年数</th>
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<td>659 (19.3)</td>
<td>614 (18.0)</td>
<td>1001 (29.3)</td>
<td>357 (10.5)</td>
<td>132 (3.9)</td>
<td>64 (1.9)</td>
<td>10.5</td>
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<td>病 院</td>
<td>2948 (100.0)</td>
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<td>586 (19.9)</td>
<td>547 (18.6)</td>
<td>629 (28.1)</td>
<td>290 (9.8)</td>
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<td>4 (13.8)</td>
<td>12 (41.4)</td>
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<td>( )</td>
<td>( )</td>
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<td>(25.0)</td>
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<td>( )</td>
<td>( )</td>
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<td>10.8</td>
</tr>
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<td>保 健 所</td>
<td>101 (100.0)</td>
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<td>14 (13.9)</td>
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<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
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<td>( )</td>
<td>16.6</td>
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<td>( )</td>
<td>( )</td>
<td>( )</td>
<td>( )</td>
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<td>( )</td>
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<td>5 (50.0)</td>
<td>1 (10.0)</td>
<td>( )</td>
<td>( )</td>
<td>1 (10.0)</td>
<td>( )</td>
<td>7.6</td>
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<td>社 会 福 祉施設</td>
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<td>(31.3)</td>
<td>(6.3)</td>
<td>(6.3)</td>
<td>( )</td>
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</tr>
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<td>6 (100.0)</td>
<td>(10.7)</td>
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<td>(16.7)</td>
<td>(16.7)</td>
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<td>( )</td>
<td>( )</td>
<td>21.2</td>
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<td>(12.5)</td>
<td>(25.0)</td>
<td>(12.5)</td>
<td>(12.5)</td>
<td>(25.0)</td>
<td>(12.5)</td>
<td>( )</td>
<td>18.7</td>
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<td>無回答・不明</td>
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<td>(20.0)</td>
<td>(40.0)</td>
<td>(20.0)</td>
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<td>( )</td>
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第42表 業務・勤務形態

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<th>自営業主</th>
<th>發給者職員</th>
<th>正職員</th>
<th>仮職員</th>
<th>休暇再興 (%)</th>
<th>退職 (%)</th>
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<td>96</td>
<td>37</td>
<td>3</td>
</tr>
<tr>
<td>助 産 婦</td>
<td>161</td>
<td>142</td>
<td>9</td>
<td>4</td>
<td>4</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>看 護 婦(士)</td>
<td>2348</td>
<td>2297</td>
<td>34</td>
<td>21</td>
<td>71</td>
<td>30</td>
<td>3</td>
<td>12</td>
</tr>
<tr>
<td>看 護 教 員</td>
<td>111</td>
<td>107</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>そ の 他</td>
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<td>1</td>
<td>3</td>
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<td>2</td>
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<tr>
<td>無 回答・不明</td>
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<td>1</td>
<td>1</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>67</td>
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</tbody>
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*「(％)」内は「休暇・休業中の者を100％とした場合の％

第43表 業務・勤務場所（離職中の者および勤務形態無回答を除く）

<table>
<thead>
<tr>
<th></th>
<th>計</th>
<th>病院</th>
<th>診療所</th>
<th>老人保健施設</th>
<th>鎮村役場</th>
<th>市町村役場</th>
<th>保健所</th>
<th>看護員・看護師</th>
<th>検診施設</th>
<th>社会福祉施設</th>
<th>専門学校</th>
<th>場所その他</th>
<th>無回答・不明</th>
</tr>
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<tbody>
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<td>保 健 婦</td>
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<td>139</td>
<td>1</td>
<td>14</td>
<td>5</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>助 産 婦</td>
<td>161</td>
<td>145</td>
<td>267</td>
<td>67</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>7</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>看 護 婦(士)</td>
<td>2333</td>
<td>2276</td>
<td>17</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>7</td>
<td>4</td>
<td>8</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>看 護 教 員</td>
<td>110</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>そ の 他</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>無 回答・不明</td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</tr>
</tbody>
</table>

| 保 健 婦         | 271  | 10     | 96     | 139          | 1        | 14        | 5      | 3            | 3         | 1         | 2        | 1           | 0           |
| 助 産 婦         | 161  | 145    | 267    | 67           | 3        | 2         | 3      | 4            | 7         | 1         | 4        | 1           | 2           |
| 看 護 婦(士)     | 2333 | 2276   | 17     | 3            | 3        | 2         | 1      | 7            | 4         | 8         | 3        | 1           | 1           |
| 看 護 教 員     | 110  | 5      | 0      | 0            | 0        | 0         | 0      | 0            | 0         | 0         | 0        | 0           | 0           |
| そ の 他         | 5    | 1      | 1      | 1            | 1        | 1         | 1      | 1            | 1         | 1         | 1        | 1           | 0           |
| 無 回答・不明     | 3    | 2      | 0      | 0            | 0        | 0         | 0      | 0            | 0         | 0         | 0        | 0           | 0           |
第44表 業務・職位（離職中の者および勤務形態無回答を除く）

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<tr>
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<th>計</th>
<th>非管理職</th>
<th>中間管理職</th>
<th>管理職</th>
<th>無回答・不明</th>
</tr>
</thead>
<tbody>
<tr>
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<td>3416（100.0）</td>
<td>2588（75.7）</td>
<td>665（19.5）</td>
<td>132（3.9）</td>
<td>31（0.9）</td>
</tr>
<tr>
<td>保健婦</td>
<td>271（100.0）</td>
<td>221（81.5）</td>
<td>45（16.6）</td>
<td>5（1.8）</td>
<td>—</td>
</tr>
<tr>
<td>助産婦</td>
<td>161（100.0）</td>
<td>103（64.0）</td>
<td>44（27.3）</td>
<td>6（3.7）</td>
<td>8（5.0）</td>
</tr>
<tr>
<td>看護婦（士）</td>
<td>2333（100.0）</td>
<td>1674（71.8）</td>
<td>542（23.2）</td>
<td>110（4.7）</td>
<td>7（3.3）</td>
</tr>
<tr>
<td>看護教鞭</td>
<td>533（100.0）</td>
<td>499（93.6）</td>
<td>21（3.9）</td>
<td>—（2.4）</td>
<td>—（2.4）</td>
</tr>
<tr>
<td>看護員</td>
<td>110（100.0）</td>
<td>87（79.1）</td>
<td>12（10.9）</td>
<td>10（9.1）</td>
<td>1（9.1）</td>
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<tr>
<td>その他の</td>
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<td>—（20.0）</td>
<td>—（20.0）</td>
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<td>1（33.3）</td>
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第45表 病院設置主体・職位（病院勤務者）

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<th>管理職</th>
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<td>596（20.2）</td>
<td>107（3.6）</td>
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</tr>
<tr>
<td>国（厚生省）</td>
<td>237（100.0）</td>
<td>201（84.8）</td>
<td>31（13.1）</td>
<td>3（1.3）</td>
<td>2（0.8）</td>
</tr>
<tr>
<td>国（文部省）</td>
<td>142（100.0）</td>
<td>104（73.2）</td>
<td>34（23.9）</td>
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<td>1（0.7）</td>
</tr>
<tr>
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<td>61（100.0）</td>
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<td>—（1.6）</td>
<td>1（1.6）</td>
</tr>
<tr>
<td>都道府県</td>
<td>355（100.0）</td>
<td>273（76.9）</td>
<td>62（17.5）</td>
<td>17（4.8）</td>
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<td>市町村</td>
<td>585（100.0）</td>
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<td>200（100.0）</td>
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<td>31（15.5）</td>
<td>5（2.5）</td>
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<tr>
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<td>177（100.0）</td>
<td>158（81.5）</td>
<td>36（15.9）</td>
<td>4（1.8）</td>
<td>2（0.9）</td>
</tr>
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<td>157（100.0）</td>
<td>116（73.9）</td>
<td>39（24.8）</td>
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<td>511（100.0）</td>
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<td>-------</td>
<td>-------</td>
<td>-------</td>
</tr>
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第47表 年齢・勤続年数（正職員）

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<th>10年以上20年未満</th>
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<th>25年以上</th>
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<th>平均</th>
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<td>375（11.6）</td>
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第48表 業務・勤続年数（正職員）

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第49表 勤務場所・勤続年数（正職員）

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<th>10年以上15年未満</th>
<th>15年以上20年未満</th>
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### 第50表 病院設置主体・勤続年数（病院勤務正職員）

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### 第51表 勤務形態・週所定労働時間（離職中の者および勤務形態無回答を除く）

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— 92 —
| 看護職員実態調査 | 89 | 第52表 勤務場所・週所定労働時間（正職員） |
|------------------|--|-----------------|---|---|---|---|---|---|---|---|---|---|
| 計 | 36:00未満 | 36:00～39:59 | 40:00～43:59 | 40:01～45:59 | 42:01～45:59 | 44:01～45:59 | 46:00以上 | 無回答・不明 | 平均 | 均間 |
| 3223 | 76 (2.4) | 490 (15.2) | 235 (7.3) | 319 (9.9) | 345 (10.7) | 150 (4.7) | (22.7) | 145 (4.5) | 62 (1.9) | 499 (15.5) | 170 (5.3) |
| 病院 | 2782 | 62 | 421 (15.1) | 207 | 265 | 280 | 137 | 607 | 135 | 59 | 461 | 148 |
| 診療所 | 28 | 4 | 3 | 4 | 2 | 1 | 4 | 1 | 8 | 1 |
| 老人保健施設 | 3 (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) | (13.3) |
| 保健所 | 99 | 2 | 9 | 2 | 16 | 20 | 4 | 35 | 1 | 4 | 6 |
| 市町村役場 (保健センター含む) | 146 | 3 | 22 | 7 | 26 | 23 | 5 | 43 | 2 | 12 | 3 |
| 都道府県庁・省庁 | 3 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) |
| 看護教育機関 | 105 | 3 | 20 | 6 | 6 | 16 | 1 | 31 | 2 | 8 | 10 |
| 一般学校 | 2 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) |
| 会社・事業所 | 10 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) |
| 検(健)診センター・労働衛生機関 | 16 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) |
| 社会福祉施設 | 3 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) |
| 助産所 | 3 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) |
| その他 | 3 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) |
| 無回答・不明 | 3 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.1) | (3.6) | (6.1) | (10.7) | (13.3) | (8.3) |

| 89 | 第53表 病院設置主体・週所定労働時間（病院勤務正職員） |
|------------------|--|-----------------|---|---|---|---|---|---|---|---|---|---|
| 計 | 36:00未満 | 36:00～39:59 | 40:00～43:59 | 40:01～45:59 | 42:01～45:59 | 44:01～45:59 | 46:00以上 | 無回答・不明 | 平均 | 均間 |
| 2782 | 62 | 421 (15.1) | 207 | 265 | 280 | 137 | 607 | 135 | 59 | 461 | 148 |
| 国(厚生省) | 204 | 4 | 12 (5.9) | 16 | 7 | 48 (2.4) | 23 (5.8) | 73 (5.8) | 5 | 19 (5.8) |
| 国(文部省) | 139 | 1 | 14 (7.3) | 3 | 14 (7.3) | 30 (3.7) | 43 (3.7) | 4 | 17 (3.7) |
| 国(その他) | 15 | 1 | 7 (5.8) | 1 | 7 (5.8) | 27 (2.4) | 1 | 7 (5.8) |
| 都道府県 | 339 | 12 | 27 (8.0) | 28 | 20 (6.5) | 57 (16.8) | 47 (16.8) | 16 | 3 | 14 (4.7) |
| 市町村 | 555 | 15 | 72 (13.3) | 38 | 67 (12.1) | 6 (8.1) | 19 (5.8) | 3 | 100 (28.6) |
| 日赤 | 155 | 1 | 85 (5.4) | 3 | 12 (5.4) | 6 (8.1) | 9 (5.4) | 4 | 17 (5.4) |
| 厚生連 北海道社会事業協会・国保連合会 | 196 | 5 | 37 | 10 | 27 | 11 | 6 | 29 | 3 | 4 | 11 |
| 厚生連・船員保護会・健保連・国保連合会・共済組合・全国社会保険連合会 | 215 | 4 | 15 | 15 | 14 | 22 | 12 | 72 | 5 | 3 | 39 |
| 学校法人 | 154 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.0) | (22.7) | 18 (5.8) | 4 | 24 |
| 医療法人・個人 | 272 | 4 | 6 (2.2) | 10 (3.7) | 16 (5.8) | 4 (1.4) | (6.1) | (20.7) | (5.8) |
| 会社・公益法人・その他の法人 | 24 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.0) | (22.7) | (5.8) | 4 | 12 |
| 無回答・不明 | 15 | (10.0) | (2.2) | (14.3) | (10.7) | (14.3) | (7.0) | (22.7) | (5.8) | 4 | 12 |

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### 第56表 病院設置主体・超過勤務をしたか・超過勤務時間（病院勤務正職員）

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<td>272</td>
<td>224</td>
<td>41</td>
<td>7</td>
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<td>224</td>
<td>76</td>
<td>48</td>
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<td>11</td>
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### 第57表 職位・超過勤務をしたか・超過勤務時間（正職員・病院再掲）

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<tr>
<th></th>
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<th>12時間1分〜24時間</th>
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<th>無回答・不明</th>
<th>平均時分</th>
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<td>2635</td>
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<td>613</td>
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<td>1988</td>
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<td>538</td>
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<td>10</td>
<td>7</td>
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### 病院について再掲

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<th>6時間1分〜12時間</th>
<th>12時間1分〜24時間</th>
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<td>計</td>
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<td>週休2日（土日半日・日曜日等の半日勤務）</td>
<td>完全週休</td>
<td>月3回</td>
<td>月週休</td>
<td>月週休</td>
<td>月2回</td>
<td>月1回</td>
<td>その他</td>
<td>無回答・不明</td>
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<td>162 (5.0)</td>
<td>584 (18.1)</td>
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<td>681 (24.5)</td>
<td>75 (2.7)</td>
<td>9 (0.3)</td>
<td>1046 (37.6)</td>
<td>111 (4.0)</td>
<td>545 (19.6)</td>
<td>97 (3.5)</td>
<td>111 (4.0)</td>
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<td>(33.3)</td>
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<tr>
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<td>—</td>
<td>38 (36.2)</td>
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<td>10 (9.5)</td>
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<td>7 (6.7)</td>
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第59表 病院設置主体・週休形態（病院勤務正職員）

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<th>完全週休</th>
<th>月3週休</th>
<th>月4週休第2日（4週休制含む）</th>
<th>月2週休</th>
<th>月2週休</th>
<th>月1週休</th>
<th>その他</th>
<th>無回答・不明</th>
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<td>681 (24.5)</td>
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<td>111 (4.0)</td>
<td>545 (19.6)</td>
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<td>8 (4.9)</td>
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<td>国（文部省）</td>
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<td>3 (2.2)</td>
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<td>1 (1.7)</td>
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<td>125 (22.5)</td>
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第60表 勤務形態・所定有給休暇日数（職業者者および勤務形態無回答を除く）

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<th>10 ~ 14</th>
<th>15 ~ 19</th>
<th>20</th>
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— 97 —