

# Health and Social Care Northern Ireland Quarterly Workforce Bulletin March 2018

## Key Findings

- The Health and Social Care Northern Ireland Workforce, at 31st March 2018, stood at 65,265 (56,802.9 whole-time equivalent [WTE]). This figure excludes staff on career breaks, bank staff and Home Helps, due to the variable nature of their contracted hours, members of staff with a WTE of less than 0.03, Chairs/Members of Boards and Out of Hours GPs.
- The largest single staff group was Qualified Nursing & Midwifery, with 15,112 WTE. This represented a decrease of 22 WTE (or 0.1%) from the previous March.
- Between March 2014 and March 2018, there was a net increase of 941 WTE (13.1%) in the Professional & Technical staff group. This group includes the Allied Health Professions and support staff (e.g. physiotherapists, radiotherapists, dieticians and podiatrists) along with Scientific & Technical staff (e.g. laboratory staff).
- Excluding staff employed through the Northern Ireland Medical & Dental Training Agency (NIMDTA), e.g. trainee GPs, the Medical & Dental workforce increased by 263 WTE (6.9%) between March 2014 and March 2018. The annual increase from March 2017 was 82 WTE (2.1%).

**Table 1: HSC Workforce (WTE) March 2014 – March 2018 (excluding NIMDTA)**

Staff Group	2014	2015	2016	2017	2018	% Change 2014-18	% Change 2017-18
Generic	0.0	0.0	0.0	0.0	0.0	0.0%	0.0%
Administration & Clerical	11,014.5	11,022.2	11,012.1	10,973.4	11,015.9	0.0%	0.4%
Estates Services	694.9	704.0	695.1	685.8	685.9	-1.3%	0.0%
Support Services	4,840.7	4,652.6	4,595.2	4,619.8	4,801.8	-0.8%	3.9%
Qualified Nursing & Midwifery	14,428.5	14,614.0	14,932.9	~15,132.1	15,112.4	4.7%	-0.1%
Nurse Support Staff	3,985.6	4,019.1	4,080.3	4,267.3	4,373.9	9.7%	2.5%
Social Services (excluding Home Helps)	6,736.1	6,814.7	6,957.4	7,129.5	~7,323.8	8.8%	2.8%
Professional & Technical	7,195.6	7,249.9	7,509.0	7,829.5	8,137.1	13.1%	3.9%
Medical & Dental	3,789.5	3,804.6	3,866.1	3,970.4	4,052.1	6.9%	2.1%
Ambulance	1,062.2	1,031.6	1,091.5	1,093.3	1,099.7	3.5%	0.6%
<b>Total</b>	<b>53,747.6</b>	<b>53,912.7</b>	<b>54,739.6</b>	<b>55,703.1</b>	<b>56,604.6</b>	<b>5.3%</b>	<b>1.6%</b>

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**Table 2: HSC Northern Ireland Workforce by Trust, March 2018 - Headcount (HC) and WTE**

HSC Organisation	Administration & Clerical		Estates Services		Support Services		Qualified Nursing & Midwifery		Nursing & Midwifery Support Staff		Social Services (excl. Home Helps)		Professional & Technical		Medical		Dental		Ambulance		Northern Ireland Total	
	HC	WTE	HC	WTE	HC	WTE	HC	WTE	HC	WTE	HC	WTE	HC	WTE	HC	WTE	HC	WTE	HC	WTE	HC	WTE
Belfast HSC Trust	3,459	3,023.0	220	218.9	2,179	1,695.9	5,469	4,827.8	1,774	1,539.2	2,070	1,839.1	3,364	2,970.1	1,708	1,621.8	55	41.0	0	0.0	20,298	17,776.7
Northern HSC Trust	1,858	1,520.9	124	123.7	1,076	770.9	2,932	2,501.4	788	671.1	1,811	1,607.7	1,674	1,402.0	575	534.8	30	19.4	0	0.0	10,868	9,151.8
South Eastern HSC Trust	1,553	1,327.9	87	86.5	1,042	802.3	2,684	2,346.4	784	688.2	1,412	1,232.7	1,249	1,093.7	626	578.2	40	28.5	0	0.0	9,477	8,184.4
Southern HSC Trust	1,837	1,519.9	110	108.8	763	576.7	3,095	2,653.9	805	703.2	1,516	1,350.0	1,499	1,277.2	624	569.1	16	12.9	0	0.0	10,265	8,771.7
Western HSC Trust	1,721	1,513.0	144	144.0	1,094	830.3	2,968	2,697.0	828	735.5	1,366	1,246.6	1,402	1,253.3	557	538.9	47	40.6	0	0.0	10,127	8,999.2
NI Ambulance Service	85	80.8	-	-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-	-	0	0.0	1,128	1,099.7	1,217	1,184.4
<b>Trusts Total</b>	<b>10,513</b>	<b>8,985.4</b>	<b>~685</b>	<b>~681.9</b>	<b>6,154</b>	<b>4,676.1</b>	<b>17,148</b>	<b>15,026.5</b>	<b>4,979</b>	<b>4,337.1</b>	<b>8,175</b>	<b>7,276.0</b>	<b>9,188</b>	<b>7,996.4</b>	<b>~4,090</b>	<b>~3,842.8</b>	<b>188</b>	<b>142.4</b>	<b>1,128</b>	<b>1,099.7</b>	<b>62,252</b>	<b>54,068.3</b>
Business Services Organisation	1,255	1,186.6	-	-	125	119.2	44	41.4	0	0.0	-	-	35	34.8	0	0.0	0	0.0	0	0.0	1,461	1,384.0
Health & Social Care Board	398	373.6	0	0.0	0	0.0	-	-	0	0.0	6	5.8	43	35.5	28	17.3	13	8.6	0	0.0	492	444.2
NI Blood Transfusion Service	56	44.9	0	0.0	9	6.5	14	11.1	43	36.8	0	0.0	59	55.1	-	-	0	0.0	0	0.0	185	158.4
NI Guardian Ad Litem Agency	20	18.3	0	0.0	0	0.0	0	0.0	0	0.0	44	41.0	0	0.0	0	0.0	0	0.0	0	0.0	64	59.2
NI Medical and Dental Training Agency	54	51.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	230	145.0	5	1.9	0	0.0	289	198.4
NI Practice & Education Council	10	9.6	0	0.0	0	0.0	5	5.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	15	14.6
NI Social Care Council	56	51.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	56	51.6
Patient Client Council	26	24.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	26	24.8
Public Health Agency	235	221.7	0	0.0	0	0.0	23	23.0	0	0.0	0	0.0	12	10.7	36	33.7	0	0.0	0	0.0	306	289.2
Regulation & Quality Improvement Authority	105	99.4	0	0.0	0	0.0	-	-	0	0.0	-	-	5	4.5	5	2.3	0	0.0	0	0.0	119	110.3
<b>Regional Services Total</b>	<b>2,215</b>	<b>2,082.0</b>	<b>~0</b>	<b>~0.0</b>	<b>134</b>	<b>125.7</b>	<b>~86</b>	<b>~80.4</b>	<b>43</b>	<b>36.8</b>	<b>~50</b>	<b>~46.8</b>	<b>154</b>	<b>140.7</b>	<b>~299</b>	<b>~198.3</b>	<b>18</b>	<b>10.5</b>	<b>0</b>	<b>0.0</b>	<b>3,013</b>	<b>2,734.7</b>
<b>Northern Ireland Total</b>	<b>12,728</b>	<b>11,067.4</b>	<b>689</b>	<b>685.9</b>	<b>6,288</b>	<b>4,801.8</b>	<b>17,240</b>	<b>15,112.4</b>	<b>5,022</b>	<b>4,373.9</b>	<b>~8,225</b>	<b>~7,323.8</b>	<b>9,342</b>	<b>8,137.1</b>	<b>4,394</b>	<b>4,046.1</b>	<b>206</b>	<b>152.9</b>	<b>1,128</b>	<b>1,099.7</b>	<b>65,265</b>	<b>56,802.9</b>

Source: HSCNI Human Resources, Payroll, Travel & Subsistence. Figures exclude staff on career breaks, bank staff, Chairs / Members of Boards, Out-of-Hours GPs, and staff with a whole-time equivalent of less than or equal to 0.03.

The recorded whole-time equivalent for home helps does not adequately reflect the full contribution of these staff, due to the variable hours of contracts. Home Helps are therefore excluded from this analysis.

A dashed line (-) represents a cell count between 1 and 4 inclusive. This symbol is used in order to minimise the risk of personal disclosure, where it may be possible to identify an individual from the data provided. As a result of this protocol overall totals are correct although some row and column sub-totals may have been changed; the cells affected have been marked with a tilde (~). This will not affect the accuracy of overall staff totals but may mean that some individual columns or rows do not sum.