

Key Findings

- The Health and Social Care Northern Ireland Workforce, at 31st December 2019, stood at 68,222 (59,549.9 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 15,540 WTE. This represented an increase of 292 WTE (or 1.9%) from the previous December.
- Between December 2015 and December 2019, there was a net increase of ~1,394 WTE (18.8%) 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).
- The Medical & Dental workforce increased by ~586 WTE (15.1%) between December 2015 and December 2019. The annual increase from December 2018 was ~306 WTE (7.4%).

Table 1: HSC Workforce (WTE) December 2015 – December 2019

Staff Group	2015	2016	2017	2018	2019	% Change 2015-19	% Change 2018-19
Generic	0.0	0.0	0.0	0.0	0.0	0.0%	0.0%
Administration & Clerical	11,013.5	10,923.9	10,995.2	11,122.2	11,586.0	5.2%	4.2%
Estates Services	688.9	680.6	687.9	-704.9	753.3	9.3%	6.4%
Support Services	4,604.1	4,578.6	4,787.2	4,982.1	5,004.4	8.7%	0.4%
Qualified Nursing & Midwifery	14,840.0	~15,075.2	~15,078.1	15,247.5	15,540.0	4.7%	1.9%
Nurse Support Staff	4,047.0	4,149.9	4,328.6	4,391.6	4,392.4	8.5%	0.0%
Social Services (excluding Home Helps)	6,878.0	7,055.3	7,270.1	7,416.4	~7,767.6	13.0%	4.8%
Professional & Technical	7,420.8	7,707.2	8,036.9	8,320.2	~8,815.1	18.8%	6.0%
Medical & Dental	3,884.3	3,967.2	4,062.1	4,164.6	~4,470.3	15.1%	7.4%
Ambulance	1,082.2	1,076.1	1,101.2	1,160.9	1,213.6	12.1%	4.5%
Total	54,458.8	55,216.0	56,352.3	57,513.5	59,549.9	9.3%	3.5%

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Table 2: HSC Northern Ireland Workforce by Trust, December 2019 - 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	3,582	3,153.3	253	248.6	2,274	1,727.8	5,382	4,790.8	1,725	1,499.7	2,186	1,951.8	3,551	3,159.8	1,753	1,662.6	53	42.3	0	0.0	20,759	18,236.8
Northern HSC Trust South	1,971	1,621.8	145	144.3	1,117	790.1	3,017	2,596.5	830	706.7	1,887	1,676.5	1,797	1,521.5	604	562.5	26	18.4	0	0.0	11,394	9,638.2
Eastern HSC Trust	1,606	1,379.0	98	98.0	1,132	855.2	2,843	2,503.3	798	699.6	1,521	1,346.2	1,409	1,239.7	679	625.8	46	32.8	0	0.0	10,132	8,779.6
Southern HSC Trust	1,886	1,554.0	119	117.4	818	633.6	3,153	2,690.3	843	729.6	1,599	1,425.4	1,650	1,412.0	667	609.7	18	13.3	0	0.0	10,753	9,185.3
Western HSC Trust	1,801	1,581.9	139	139.0	1,148	873.6	3,162	2,871.5	809	720.7	1,430	1,319.3	1,502	1,337.8	587	566.6	29	24.1	0	0.0	10,607	9,434.5
NI Ambulance Service	103	99.6	-	-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-	-	0	0.0	1,242	1,213.6	1,349	1,317.3
Trusts Total	10,949	9,389.6	~754	~747.3	6,489	4,880.3	17,557	15,452.4	5,005	4,356.3	8,623	7,719.2	9,909	8,670.9	~4,290	~4,027.2	172	131.0	1,242	1,213.6	64,994	56,591.7
Business Services Organisation	1,350	1,279.7	-	-	120	118.8	44	41.8	0	0.0	-	-	39	39.0	0	0.0	0	0.0	0	0.0	1,557	1,483.3
Health & Social Care Board	399	377.7	0	0.0	0	0.0	-	-	0	0.0	9	8.4	48	39.8	27	15.5	13	8.2	0	0.0	~496	~449.6
NI Blood Transfusion Service	53	45.2	0	0.0	8	5.3	16	11.9	41	36.0	0	0.0	58	55.3	-	-	0	0.0	0	0.0	~176	~153.7
NI Guardian Ad Litem Agency	20	17.9	0	0.0	0	0.0	0	0.0	0	0.0	43	40.0	0	0.0	0	0.0	0	0.0	0	0.0	63	57.8
NI Medical and Dental Training Agency	60	57.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	338	254.2	-	-	0	0.0	~398	~312.0
NI Practice & Education Council	10	9.6	0	0.0	0	0.0	6	6.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	16	15.6
NI Social Care Council	54	50.8	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	54	50.8
Patient Client Council	23	21.3	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	23	21.3
Public Health Agency	251	237.1	0	0.0	0	0.0	23	22.8	0	0.0	0	0.0	11	10.1	34	29.4	0	0.0	0	0.0	319	299.4
Regulation & Quality Improvement Authority	105	99.3	0	0.0	0	0.0	-	-	0	0.0	-	-	-	-	-	-	0	0.0	0	0.0	115	107.0
Regional Services Total	2,325	2,196.4	~0	~0.0	128	124.1	95	87.7	41	36.0	~52	~48.4	~156	~144.2	~399	~299.0	~13	~8.2	0	0.0	3,228	2,958.2
Northern Ireland Total	13,274	11,586.0	760	753.3	6,617	5,004.4	17,652	15,540.0	5,046	4,392.4	~8,675	~7,767.6	~10,065	~8,815.1	4,696	4,331.1	~185	~139.2	1,242	1,213.6	68,222	59,549.9

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.

Revised as at 23rd July 2021