

Key Findings

- The Health and Social Care Northern Ireland Workforce, at 30th September 2020, stood at 70,389 (61,553.0 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 15,834 WTE. This represented an increase of 548 WTE (or 3.6%) from the previous September.
- Between September 2016 and September 2020, there was a net increase of ~1,577 WTE (20.8%) 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 706 WTE (17.7%) between September 2016 and September 2020. The annual increase from September 2019 was 230 WTE (5.1%).

Table 1: HSC Workforce (WTE) September 2016 – September 2020

Staff Group	2016	2017	2018	2019	2020	% Change 2016-20	% Change 2019-20
Generic	0.0	0.0	0.0	0.0	0.0	0.0%	0.0%
Administration & Clerical	10,907.4	10,981.1	11,075.6	11,445.6	11,887.5	9.0%	3.9%
Estates Services	688.0	681.9	~704.1	740.1	~765.0	11.6%	3.8%
Support Services	4,549.0	4,749.1	4,972.5	5,049.3	5,196.6	14.2%	2.9%
Qualified Nursing & Midwifery	14,920.1	14,898.9	15,023.5	15,286.4	15,834.3	6.1%	3.6%
Nurse Support Staff	4,202.1	4,303.4	4,406.0	4,407.6	4,691.6	11.6%	6.4%
Social Services (excluding Home Helps)	7,032.5	7,210.1	7,349.8	7,696.6	~8,042.0	14.4%	4.5%
Professional & Technical	7,589.7	7,961.6	8,194.9	~8,673.3	~9,166.2	20.8%	5.7%
Medical & Dental	3,992.2	4,058.7	4,158.1	4,468.8	4,698.4	17.7%	5.1%
Ambulance	1,080.9	1,103.5	1,142.2	1,189.4	1,261.9	16.7%	6.1%
Total	54,961.8	55,948.2	57,029.6	58,960.7	61,553.0	12.0%	4.4%

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Table 2: HSC Northern Ireland Workforce by Trust, September 2020 - 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	3,685	3,251.5	255	249.8	2,515	1,887.2	5,444	4,879.1	1,841	1,614.5	2,264	2,036.3	3,772	3,329.4	1,587	1,485.0	57	47.3	0	0.0	21,420	18,780.3
Northern HSC Trust	1,974	1,640.0	150	149.5	1,147	808.0	3,075	2,664.5	847	724.1	1,876	1,676.6	1,826	1,541.4	547	501.3	25	17.3	0	0.0	11,467	9,722.7
South Eastern HSC Trust	1,639	1,417.6	90	90.0	1,139	861.9	2,865	2,529.2	868	760.6	1,578	1,404.3	1,432	1,262.8	603	549.3	47	33.9	0	0.0	10,261	8,909.6
Southern HSC Trust	1,969	1,626.7	127	123.6	810	632.5	3,227	2,755.4	864	748.2	1,682	1,496.8	1,742	1,496.8	636	576.2	19	14.0	0	0.0	11,076	9,470.1
Western HSC Trust	1,851	1,634.2	147	147.0	1,161	888.4	3,210	2,921.5	900	810.2	1,488	1,379.3	1,545	1,376.7	541	516.5	39	34.1	0	0.0	10,882	9,708.0
NI Ambulance Service	117	113.6	-	-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-	-	0	0.0	1,288	1,261.9	1,409	1,379.5
Trusts Total	11,235	9,683.6	~769	~760.0	6,772	5,078.0	17,821	15,749.7	5,320	4,657.6	8,888	7,993.4	10,317	9,007.0	~3,914	~3,628.4	187	146.7	1,288	1,261.9	66,515	57,970.2
Business Services Organisation	1,314	1,240.5	5	5.0	115	113.3	42	39.3	0	0.0	-	-	51	51.0	0	0.0	0	0.0	0	0.0	~1,527	~1,449.2
Health & Social Care Board	402	380.9	0	0.0	0	0.0	-	-	0	0.0	9	8.4	47	38.4	25	14.8	12	7.2	0	0.0	~495	~449.7
NI Blood Transfusion Service	56	46.8	0	0.0	7	5.3	15	11.7	39	34.0	0	0.0	59	56.8	-	-	0	0.0	0	0.0	~176	~154.5
NI Guardian Ad Litem Agency	22	19.4	0	0.0	0	0.0	0	0.0	0	0.0	43	40.3	0	0.0	0	0.0	0	0.0	0	0.0	65	59.7
NI Medical and Dental Training Agency	71	68.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	941	854.5	5	2.0	0	0.0	1,017	925.1
NI Practice & Education Council	10	9.6	0	0.0	0	0.0	-	-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	~10	~9.6
NI Social Care Council	56	53.4	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	53.4
Patient Client Council	25	23.6	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	25	23.6
Public Health Agency	293	262.3	0	0.0	0	0.0	27	26.4	0	0.0	0	0.0	14	13.0	44	39.4	0	0.0	0	0.0	378	341.1
Regulation & Quality Improvement Authority	104	98.7	0	0.0	0	0.0	-	-	0	0.0	-	-	-	-	-	-	0	0.0	0	0.0	114	107.4
Regional Services Total	2,353	2,203.9	5	5.0	122	118.6	92	84.6	39	34.0	~52	~48.7	~171	~159.2	~1,010	~908.6	17	9.2	0	0.0	3,874	3,582.7
Northern Ireland Total	13,588	11,887.5	~774	~765.0	6,894	5,196.6	17,913	15,834.3	5,359	4,691.6	~8,940	~8,042.0	~10,488	~9,166.2	4,931	4,542.5	204	155.9	1,288	1,261.9	70,389	61,553.0

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.