

## Key Findings

- The Health and Social Care Northern Ireland Workforce, at 31<sup>st</sup> December 2020, stood at 71,152 (62,248.4 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 16,122 WTE. This represented an increase of 582 WTE (or 3.7%) from the previous December.
- Between December 2016 and December 2020, there was a net increase of ~1,632 WTE (21.2%) 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 794 WTE (20.0%) between December 2016 and December 2020. The annual increase from December 2019 was ~291 WTE (6.5%).

**Table 1: HSC Workforce (WTE) December 2016 – December 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              | 10,923.9        | 10,995.2        | 11,122.2        | 11,586.0        | 12,116.6        | 10.9%            | 4.6%             |
| Estates Services                       | 680.6           | 687.9           | -704.9          | 753.3           | -769.6          | 13.5%            | 2.6%             |
| Support Services                       | 4,578.6         | 4,787.2         | 4,982.1         | 5,004.4         | 5,222.9         | 14.1%            | 4.4%             |
| Qualified Nursing & Midwifery          | ~15,075.2       | ~15,078.1       | 15,247.5        | 15,540.0        | 16,122.2        | 6.9%             | 3.7%             |
| Nurse Support Staff                    | 4,149.9         | 4,328.6         | 4,391.6         | 4,392.4         | 4,538.3         | 9.4%             | 3.3%             |
| Social Services (excluding Home Helps) | 7,055.3         | 7,270.1         | 7,416.4         | -7,767.6        | -8,072.0        | 14.4%            | 3.9%             |
| Professional & Technical               | 7,707.2         | 8,036.9         | 8,320.2         | -8,815.1        | -9,339.0        | 21.2%            | 5.9%             |
| Medical & Dental                       | 3,967.2         | 4,062.1         | 4,164.6         | -4,470.3        | 4,761.6         | 20.0%            | 6.5%             |
| Ambulance                              | 1,076.1         | 1,101.2         | 1,160.9         | 1,213.6         | 1,297.9         | 20.6%            | 6.9%             |
| <b>Total</b>                           | <b>55,216.0</b> | <b>56,352.3</b> | <b>57,513.5</b> | <b>59,549.9</b> | <b>62,248.4</b> | <b>12.7%</b>     | <b>4.5%</b>      |

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**Table 2: HSC Northern Ireland Workforce by Trust, December 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                          | 3,719                     | 3,282.5         | 256              | 250.8         | 2,450            | 1,838.2        | 5,533                         | 4,979.1         | 1,805                             | 1,576.9        | 2,243                              | 2,016.1         | 3,882                    | 3,436.9         | 1,653         | 1,541.5         | 57         | 47.3         | 0            | 0.0            | 21,598                 | 18,969.4        |
| Northern HSC Trust                         | 1,984                     | 1,649.9         | 151              | 150.5         | 1,126            | 793.2          | 3,077                         | 2,668.3         | 826                               | 707.2          | 1,883                              | 1,684.4         | 1,835                    | 1,550.0         | 546           | 502.2           | 25         | 17.5         | 0            | 0.0            | 11,453                 | 9,723.3         |
| South Eastern HSC Trust                    | 1,655                     | 1,430.0         | 91               | 91.0          | 1,199            | 905.0          | 3,010                         | 2,672.0         | 796                               | 691.2          | 1,598                              | 1,409.6         | 1,442                    | 1,274.4         | 602           | 547.6           | 45         | 33.4         | 0            | 0.0            | 10,438                 | 9,054.3         |
| Southern HSC Trust                         | 1,994                     | 1,652.2         | 127              | 124.2         | 835              | 652.5          | 3,274                         | 2,792.8         | 844                               | 725.3          | 1,688                              | 1,505.5         | 1,770                    | 1,520.7         | 638           | 578.8           | 19         | 14.0         | 0            | 0.0            | 11,189                 | 9,566.0         |
| Western HSC Trust                          | 1,887                     | 1,667.9         | 148              | 148.0         | 1,200            | 915.9          | 3,216                         | 2,928.7         | 895                               | 804.0          | 1,513                              | 1,406.6         | 1,590                    | 1,402.7         | 558           | 532.0           | 28         | 24.4         | 0            | 0.0            | 11,035                 | 9,830.3         |
| NI Ambulance Service                       | 128                       | 124.6           | -                | -             | 0                | 0.0            | 0                             | 0.0             | 0                                 | 0.0            | 0                                  | 0.0             | 0                        | 0.0             | -             | -               | 0          | 0.0          | 1,323        | 1,297.9        | 1,455                  | 1,426.5         |
| <b>Trusts Total</b>                        | <b>11,367</b>             | <b>9,807.1</b>  | <b>~773</b>      | <b>~764.6</b> | <b>6,810</b>     | <b>5,104.8</b> | <b>18,110</b>                 | <b>16,041.0</b> | <b>5,166</b>                      | <b>4,504.6</b> | <b>8,925</b>                       | <b>8,022.3</b>  | <b>10,519</b>            | <b>9,184.8</b>  | <b>~3,997</b> | <b>~3,702.1</b> | <b>174</b> | <b>136.6</b> | <b>1,323</b> | <b>1,297.9</b> | <b>67,168</b>          | <b>58,569.8</b> |
| Business Services Organisation             | 1,341                     | 1,274.1         | 5                | 5.0           | 115              | 112.7          | 43                            | 40.3            | 0                                 | 0.0            | -                                  | -               | 52                       | 52.0            | 0             | 0.0             | 0          | 0.0          | 0            | 0.0            | ~1,556                 | ~1,484.1        |
| Health & Social Care Board                 | 410                       | 390.2           | 0                | 0.0           | 0                | 0.0            | -                             | -               | 0                                 | 0.0            | 8                                  | 7.4             | 44                       | 35.5            | 24            | 14.2            | 12         | 7.2          | 0            | 0.0            | ~498                   | ~454.5          |
| NI Blood Transfusion Service               | 56                        | 47.3            | 0                | 0.0           | 7                | 5.3            | 14                            | 11.1            | 38                                | 33.7           | 0                                  | 0.0             | 58                       | 55.7            | -             | -               | 0          | 0.0          | 0            | 0.0            | ~173                   | ~153.1          |
| NI Guardian Ad Litem Agency                | 21                        | 18.4            | 0                | 0.0           | 0                | 0.0            | 0                             | 0.0             | 0                                 | 0.0            | 45                                 | 42.3            | 0                        | 0.0             | 0             | 0.0             | 0          | 0.0          | 0            | 0.0            | 66                     | 60.7            |
| NI Medical and Dental Training Agency      | 72                        | 69.7            | 0                | 0.0           | 0                | 0.0            | 0                             | 0.0             | 0                                 | 0.0            | 0                                  | 0.0             | 0                        | 0.0             | 941           | 852.5           | 6          | 2.8          | 0            | 0.0            | 1,019                  | 924.9           |
| 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                        | 53.6            | 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                     | 53.6            |
| 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                       | 379                       | 326.5           | 0                | 0.0           | 0                | 0.0            | 23                            | 22.6            | 0                                 | 0.0            | 0                                  | 0.0             | 12                       | 11.0            | 45            | 39.7            | 0          | 0.0          | 0            | 0.0            | 459                    | 399.8           |
| Regulation & Quality Improvement Authority | 101                       | 96.6            | 0                | 0.0           | 0                | 0.0            | -                             | -               | 0                                 | 0.0            | -                                  | -               | -                        | -               | -             | -               | 0          | 0.0          | 0            | 0.0            | 111                    | 105.3           |
| <b>Regional Services Total</b>             | <b>2,471</b>              | <b>2,309.4</b>  | <b>5</b>         | <b>5.0</b>    | <b>122</b>       | <b>118.0</b>   | <b>88</b>                     | <b>81.2</b>     | <b>38</b>                         | <b>33.7</b>    | <b>~53</b>                         | <b>~49.7</b>    | <b>~166</b>              | <b>~154.2</b>   | <b>~1,010</b> | <b>~906.3</b>   | <b>18</b>  | <b>10.0</b>  | <b>0</b>     | <b>0.0</b>     | <b>3,984</b>           | <b>3,678.6</b>  |
| <b>Northern Ireland Total</b>              | <b>13,838</b>             | <b>12,116.6</b> | <b>~778</b>      | <b>~769.6</b> | <b>6,932</b>     | <b>5,222.9</b> | <b>18,198</b>                 | <b>16,122.2</b> | <b>5,204</b>                      | <b>4,538.3</b> | <b>~8,978</b>                      | <b>~8,072.0</b> | <b>~10,685</b>           | <b>~9,339.0</b> | <b>5,015</b>  | <b>4,615.0</b>  | <b>192</b> | <b>146.6</b> | <b>1,323</b> | <b>1,297.9</b> | <b>71,152</b>          | <b>62,248.4</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.