

## Key Findings

- The Health and Social Care Northern Ireland Workforce, at 30th September 2018, stood at 65,799 (57,245.9 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 15,023.5 WTE. This represented an increase of 125 WTE (or 0.8%) from the previous September.
- Between September 2014 and September 2018, there was a net increase of 993 WTE (13.8%) 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).
- Excluding staff employed through the Northern Ireland Medical & Dental Training Agency (NIMDTA), e.g. trainee GPs, the Medical & Dental workforce increased by 317 WTE (8.2%) between September 2014 and September 2018. The annual increase from September 2017 was 99 WTE (2.4%).

**Table 1: HSC Workforce (WTE) September 2014 – September 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	11,036.4	10,979.7	10,907.4	10,981.1	11,075.6	0.4%	0.9%
Estates Services	707.0	695.4	688.0	681.9	~704.1	0.0%	3.7%
Support Services	4,698.9	~4,638.0	4,549.0	4,749.1	4,972.5	5.8%	4.7%
Qualified Nursing & Midwifery	14,472.4	14,724.9	14,920.1	14,898.9	15,023.5	3.8%	0.8%
Nurse Support Staff	3,990.0	4,044.3	4,202.1	4,303.4	4,406.0	10.4%	2.4%
Social Services (excluding Home Helps)	6,744.8	6,855.4	7,032.5	7,210.1	7,349.8	9.0%	1.9%
Professional & Technical	7,202.0	7,345.4	7,589.7	7,961.6	8,194.9	13.8%	2.9%
Medical & Dental	3,841.4	3,904.8	3,992.2	4,058.7	4,158.1	8.2%	2.4%
Ambulance	1,044.6	1,070.0	1,080.9	1,103.5	1,142.2	9.3%	3.5%
<b>Total</b>	<b>53,737.5</b>	<b>54,258.8</b>	<b>54,961.8</b>	<b>55,948.2</b>	<b>57,029.6</b>	<b>6.1%</b>	<b>1.9%</b>

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**Table 2: HSC Northern Ireland Workforce by Trust, September 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	3,475	3,040.4	236	234.9	2,268	1,785.7	5,361	4,738.5	1,788	1,547.8	2,106	1,858.7	3,339	2,940.2	1,756	1,665.4	57	44.9	0	0.0	20,386	17,856.4
Northern HSC Trust	1,892	1,552.7	135	134.7	1,103	784.1	2,918	2,486.2	809	689.2	1,798	1,593.2	1,667	1,402.0	588	550.6	30	18.7	0	0.0	10,940	9,211.5
South Eastern HSC Trust	1,521	1,296.9	93	92.5	1,053	808.2	2,728	2,386.9	812	709.2	1,455	1,273.3	1,280	1,125.4	637	588.0	42	29.9	0	0.0	9,621	8,310.4
Southern HSC Trust	1,842	1,519.6	104	103.0	801	619.6	3,075	2,631.2	790	686.3	1,505	1,335.7	1,534	1,306.3	644	585.8	16	12.3	0	0.0	10,311	8,799.8
Western HSC Trust	1,731	1,518.3	139	139.0	1,120	850.7	2,983	2,699.2	831	736.2	1,361	1,241.1	1,423	1,273.0	582	560.8	42	36.1	0	0.0	10,212	9,054.4
NI Ambulance Service	87	82.8	-	-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-	-	0	0.0	1,173	1,142.2	1,264	1,228.9
<b>Trusts Total</b>	<b>10,548</b>	<b>9,010.7</b>	<b>~707</b>	<b>~704.1</b>	<b>6,345</b>	<b>4,848.4</b>	<b>17,065</b>	<b>14,942.0</b>	<b>5,030</b>	<b>4,368.8</b>	<b>8,225</b>	<b>7,302.0</b>	<b>9,243</b>	<b>8,046.9</b>	<b>~4,207</b>	<b>~3,950.6</b>	<b>187</b>	<b>141.8</b>	<b>1,173</b>	<b>1,142.2</b>	<b>62,734</b>	<b>54,461.4</b>
Business Services Organisation	1,298	1,225.0	0	0.0	122	118.6	43	40.0	0	0.0	-	-	39	39.0	0	0.0	0	0.0	0	0.0	~1,502	~1,422.6
Health & Social Care Board	388	362.7	0	0.0	0	0.0	-	-	0	0.0	5	4.8	45	37.4	27	16.7	13	8.3	0	0.0	~478	~429.9
NI Blood Transfusion Service	56	45.2	0	0.0	8	5.5	13	10.1	43	37.2	0	0.0	58	55.3	-	-	0	0.0	0	0.0	~178	~153.3
NI Guardian Ad Litem Agency	20	18.3	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	58.2
NI Medical and Dental Training Agency	54	51.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	247	162.8	5	1.9	0	0.0	306	216.3
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	54	49.6	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	54	49.6
Patient Client Council	25	23.8	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	25	23.8
Public Health Agency	244	230.5	0	0.0	0	0.0	24	24.0	0	0.0	0	0.0	13	11.7	37	33.4	0	0.0	0	0.0	318	299.6
Regulation & Quality Improvement Authority	106	100.3	0	0.0	0	0.0	-	-	0	0.0	-	-	5	4.5	5	2.3	0	0.0	0	0.0	119	110.2
<b>Regional Services Total</b>	<b>2,255</b>	<b>2,116.5</b>	<b>0</b>	<b>0.0</b>	<b>130</b>	<b>124.1</b>	<b>~80</b>	<b>~74.0</b>	<b>43</b>	<b>37.2</b>	<b>~48</b>	<b>~44.8</b>	<b>160</b>	<b>148.0</b>	<b>~316</b>	<b>~215.2</b>	<b>18</b>	<b>10.2</b>	<b>0</b>	<b>0.0</b>	<b>3,065</b>	<b>2,784.4</b>
<b>Northern Ireland Total</b>	<b>12,803</b>	<b>11,127.2</b>	<b>~707</b>	<b>~704.1</b>	<b>6,475</b>	<b>4,972.5</b>	<b>17,153</b>	<b>15,023.5</b>	<b>5,073</b>	<b>4,406.0</b>	<b>8,276</b>	<b>7,349.8</b>	<b>9,403</b>	<b>8,194.9</b>	<b>4,528</b>	<b>4,170.8</b>	<b>205</b>	<b>152.0</b>	<b>1,173</b>	<b>1,142.2</b>	<b>65,799</b>	<b>57,245.9</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.