

Northern Ireland Health and Social Care Workforce Census March 2015

This edition of the Workforce Census excludes Home Help/ Domiciliary Care staff as the use of variable hours contracts prevents their recorded whole-time equivalent from being an accurate reflection of their contribution to the service.

Key Findings

- As at 31st March 2015, the HSC employed 62,746 (54,086 whole-time equivalent [WTE]) people on either a full-time or part-time basis, excluding Home Helps, bank staff, staff on career breaks, Chairs/Members of Boards, and staff with a WTE of less than 0.03.
- The Belfast Trust was the largest HSC organisation, employing 31% of all HSC staff by WTE (17,017).
- The largest Occupational Family was Nursing and Midwifery, with 18,633 WTE. This represented 34% of the workforce.
- The Medical and Dental workforce, including trainee GPs, stood at 4,344 (3,938 WTE). Forty per cent (1,569 WTE) were consultants.
- Of all staff, 38% (20,719 WTE) were employed at Agenda for Change Bands 1-4.
- A large majority (79%) of HSC staff were female. Fifty-four per cent of female staff worked full time.

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Northern Ireland Health and Social Care Workforce Census as at 31st March 2015

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Background

This is the fifteenth publication in a series of annual reports analysing the make-up of the Health and Social Care (HSC) workforce in Northern Ireland.

The analyses presented in this publication are based on data that have been extracted from the Human Resources, Payroll, Travel and Subsistence Systems (HRPTS) which is maintained by the various HSC organisations. Consequently, to ensure that the Department's information is accurate, high data quality standards need to be achieved and maintained by all HSC organisations.

This publication aims to provide a specific breakdown of the HSC workforce data and key summary points. This can be used for a number of purposes including policy making and workforce planning.

Summary analysis and commentary is given in Sections 1 - 10 with detailed tables at the end of the report.

This edition of the Census includes, for the first time, staff from the Northern Ireland Medical and Dental Training Agency (NIMDTA). It is also important to note that Home Helps/Domiciliary Care staff have not been included in this edition, as the use of variable hours contracts means that their recorded whole-time equivalent does not provide an accurate reflection of their contribution to the service.

A dashed line (-) Represents a cell count less than or equal to 4. This symbol is used in order to avoid issues involving personal disclosure, where it may be possible to identify an individual from the data provided. Whilst every care has been taken in this matter, DHSSPS is unable to guarantee that personal disclosure may not take place. As a result of this policy, overall totals are correct (unless marked with a tilde) although some row and column sub-totals may have been changed. This means that some rows or columns may not sum. Where appropriate, cells containing very small numbers may be merged.

A tilde (~) Indicates that a total or sub-total has been changed to prevent personal disclosure.

Agenda for Change (AFC) The pay, terms and conditions structure to which most HSC staff (excepting the Medical and Dental Occupational Family, senior executives and a small number of other staff) belong.

Bank Staff Staff utilised on an 'as and when required' basis who fill staffing shortfalls and maintain service delivery.

HSC Health and Social Care

Occupational Family Occupational Families were previously termed as Terms & Conditions Group, e.g. Medical & Dental or Nursing, Midwifery and Health Visiting.

WTE The Whole-Time Equivalent number of staff is calculated by aggregating the total number of hours that staff in a grade are contracted to work, and dividing by the standard hours for that grade. In this way, part-time staff are converted into an equivalent number of 'whole-time' staff. Due to rounding WTE totals may not tally exactly.

Regional Services The following organisations at March 2015 are grouped as Regional Services:

- Business Services Organisation
- Health and Social Care Board
- NI Ambulance Service HSC Trust
- NI Blood Transfusion Service
- NI Guardian Ad Litem Agency
- NI Practice & Education Council
- NI Social Care Council
- NI Medical and Dental Training Agency
- Patient Client Council
- Public Health Agency
- Regulation & Quality Improvement Authority

All data analyses in this report are based on whole time equivalents (WTE) unless otherwise stated. Generally analyses by headcount are given for gender/working pattern and age breakdowns.

The main tables and discussion exclude Home Helps/Domiciliary Care staff, bank/sessional staff and staff with a WTE of less than or equal to 0.03.

Accurate WTEs of these staff are not currently recorded on HRPTS due to the use of variable hours contracts, and therefore it is difficult to analyse their contribution to the service. Figures also exclude staff on career breaks and Chairs/Members of Boards. To ensure that figures are comparable, Northern Ireland Medical & Dental Training Agency (NIMDTA) staff are excluded from the 10-year comparisons on this page, as data on their staff was not centrally accessible until 2014.

Section A:

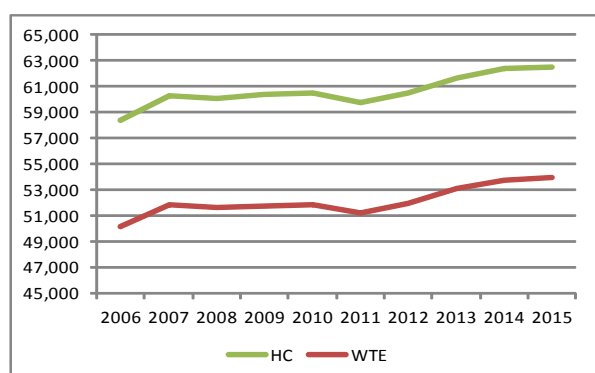
Changes in the Health and Social Care Workforce

Total Staff 2006 - 2015

Overall between 2006 and 2015, the Northern Ireland whole-time equivalent HSC workforce (excluding NIMDTA) increased from 50,123 to 53,913, an increase of 8%.

There was a 5% rate of growth between 2011 and 2015.

Figure A: Changes in the Overall NI Health and Social Care Workforce: 2006 - 2015



Due to staff movement between some Occupational Families as a result of the introduction of Agenda for Change, it is not appropriate to compare all family groups over the whole of the last decade. Those families that can be compared are discussed below.

Medical & Dental Workforce 2006 - 2015

The Medical and Dental Workforce (excluding the NI Medical & Dental Training Agency) grew from 3,293 WTE at March 2006 to 3,805 at March 2015, an increase of 16%. Between March 2012 and March 2015, the Medical and Dental WTE increased by 5%.

Nursing & Midwifery Workforce 2006 - 2015

The Nursing & Midwifery Workforce grew from 17,578 WTE at March 2006 to 18,633 at March 2015, an increase of 6%. The WTE of qualified nurses, midwives and health visitors increased by 7%. Over the same period, nursing support staff WTE increased from 3,941 to 4,019.

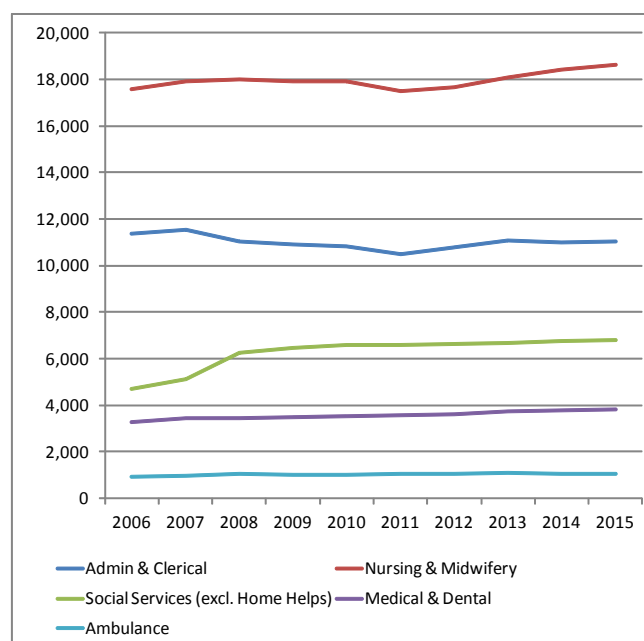
Admin & Clerical Workforce 2006 - 2015

This staff group was affected by the Review of Public Administration and ministerial targets to reduce numbers for several years, going from a peak of 11,553 in 2007 to a low of 10,481 in 2011. Between 2006 and 2015, the WTE decreased by 3%.

Ambulance Workforce 2006 - 2015

The Ambulance Workforce grew from 924 at March 2006 to 1,032 at March 2015, an increase of 12%.

Figure B: Changes in the Workforce of selected Occupational Families: 2006 - 2015 (WTE)



Section 1: NI Health and Social Care Staff

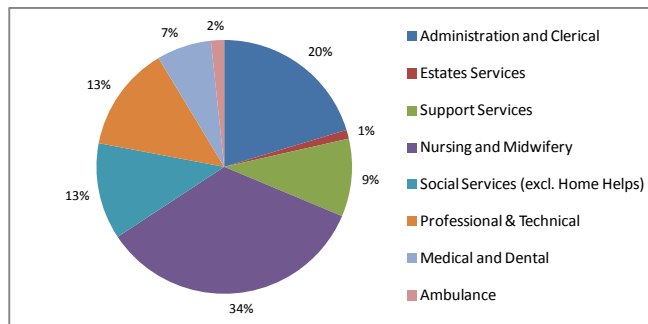
Introduction

At March 2015, the HSC employed 62,746 people on either a full-time or part-time basis. In the financial year 2014/15 expenditure on Trust, Board and Regional Services employees exceeded £2 billion.

Occupational Family

The largest Occupational Family, representing just over a third of the HSC workforce or 18,633 WTE, was Nursing, Midwifery and Health Visiting; followed by Administration & Clerical at 11,062. Medical and Dental staff accounted for 7% of all HSC staff, at 3,938 WTE.

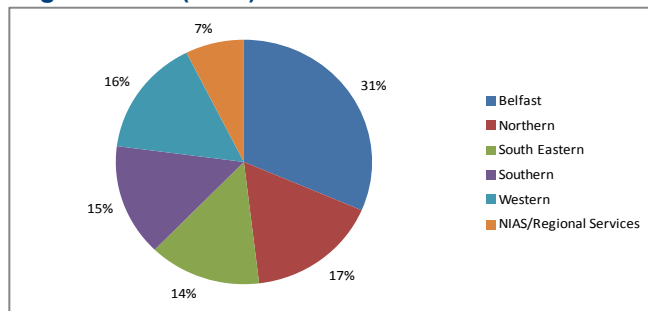
Figure 1a: NI Health and Social Care Staff by Occupational Family (WTE)



Organisations

The Belfast HSC Trust was the largest Organisation within Northern Ireland, employing 31% of all HSC staff by WTE (17,017). Overall the HSC Trusts employed 93% of all HSC staff.

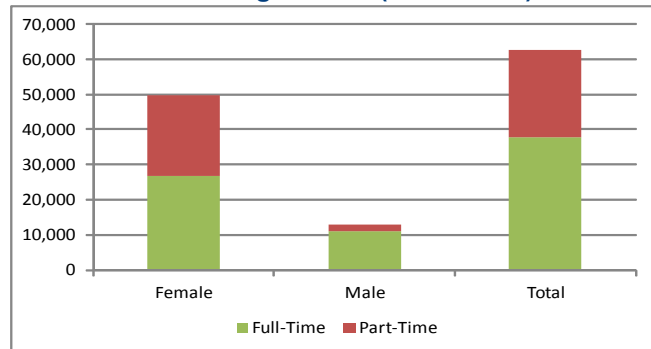
Figure 1b: NI Health and Social Care Staff by HSC Organisation (WTE)



Gender and Working Pattern (Headcount)

The majority of the HSC workforce were female (79%). Of these female staff, 54% were employed full-time. Males represented 21% of all HSC staff employed. Of these male staff, a large majority (85%) were employed full-time.

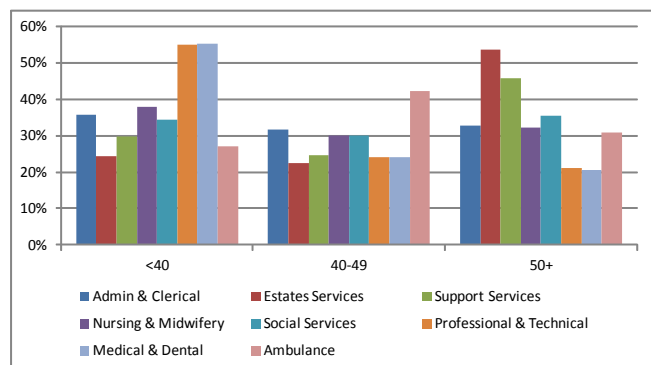
Figure 1c: NI Health and Social Care Staff by Gender and Working Pattern (Headcount)



Age (Headcount)

39% of all HSC Staff were under the age of 40, while 29% were aged between 40 and 49 and 32% were aged 50 and over. Age distribution varied between the Occupational Families, with 55% of Medical & Dental staff and 55% of Professional & Technical staff aged under 40.

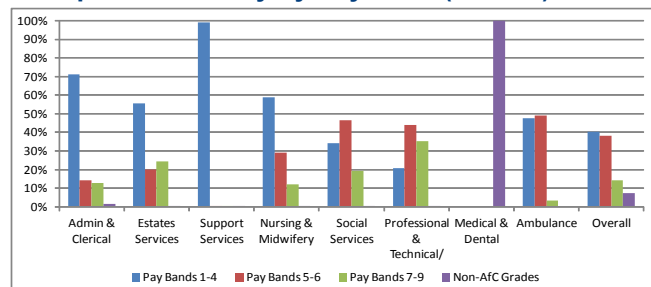
Figure 1d: NI Health and Social Care Staff by Occupational Family and Age (% Headcount)



Pay bands (WTE)

Thirty-eight per cent of counted staff were employed at Pay bands 1-4, with 39% at Pay bands 5-6, 15% at Pay bands 7-9 and 8% at Non-AfC grades. All Medical and Dental staff are in the Non-AfC group, along with Senior Executives and a very few others.

Figure 1e: NI Health and Social Care Staff by Occupational Family by Pay band (% WTE)



Vacancies

The full HSC Vacancy Survey for March 2015 is available on the DHSSPSNI website at <http://www.dhsspsni.gov.uk/ws-workforce-vacancies-march-2015.pdf>.

Section 2: Medical & Dental Staff

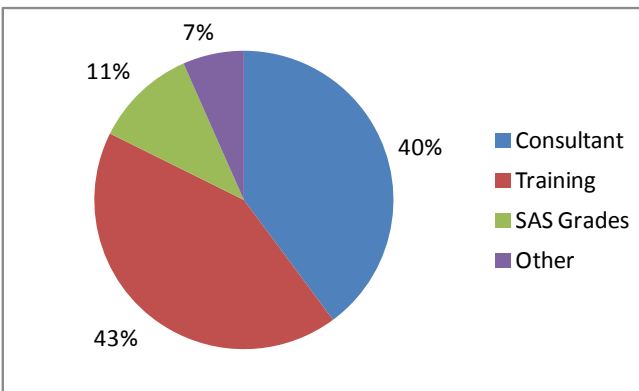
Introduction

At 31st March 2015, there were 4,344 (3,938 WTE) staff employed within the Medical and Dental Occupational Family. The majority of these staff- 4,138 (3,793 WTE), worked within Medical Departments, while 206 (145 WTE) worked within Dental Departments.

Grade

Consultants represented two-fifths (40%) of the Medical & Dental workforce with 1,569 WTE. Staff Grade/Associate Specialists/Specialty Doctors ('SAS Grades') represented another 11% of the Medical & Dental workforce with 522 staff (435 WTE). There were 1,703 (1,674 WTE) staff employed at Training grades (Specialty Registrar/Specialist Registrar/Foundation Year 1 & 2), and 453 (261 WTE) staff employed at other grades (General/Hospital Practitioner/GP Trainee/Medical/Dental Officer/other clinical or research grades).

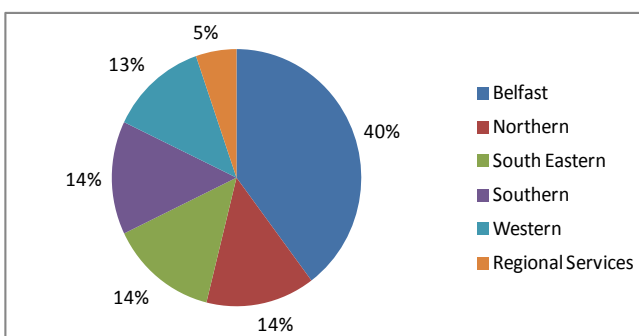
Figure 2a: Medical & Dental Staff by Grade (WTE)



Trust

Belfast Health and Social Care Trust employed 40% of all Medical & Dental staff or 1,566 WTE. Many specialist services are provided regionally by the Belfast Trust. The other four local Health and Social Care Trusts each employed between 497 and 556 WTE Medical & Dental staff (representing 13-14% of all Medical and Dental staff per Trust). Five per cent of all Medical and Dental staff were employed within the HSC Board and Regional Services.

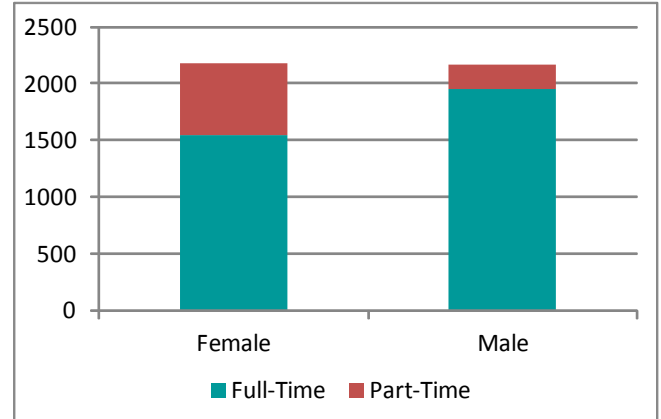
Figure 2b: Medical & Dental Staff by Trust (WTE)



Gender and Working Pattern (Headcount)

At March 2015, males represented 50% of all Medical & Dental staff, with 90% of these employed full-time. Females also represented 50% of Medical & Dental staff, 71% of whom were employed full-time.

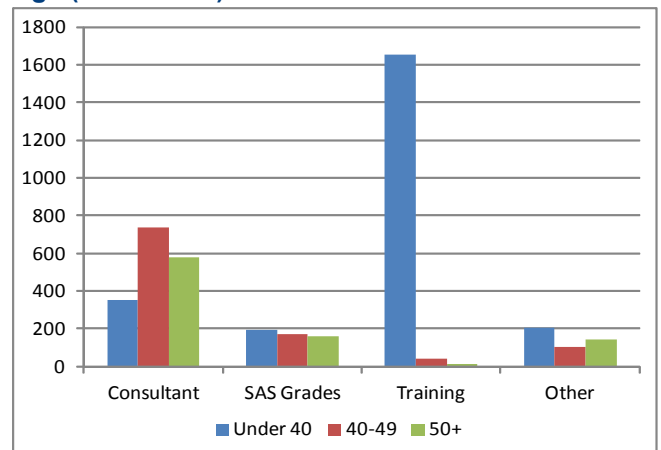
Figure 2c: Comparison of Medical & Dental Staff by Gender March 2015 (Headcount)



Age (Headcount)

55% of Medical & Dental staff were under the age of 40, while 24% were aged between 40 and 49 and 21% were aged 50 and over. Age distribution varied between grades with 97% of staff on Training Grades aged under 40, while 79% of Consultants were aged over 40.

Figure 2d: Medical & Dental Staff by Grade and Age (Headcount)



Section 3: Nursing & Midwifery Staff

Introduction

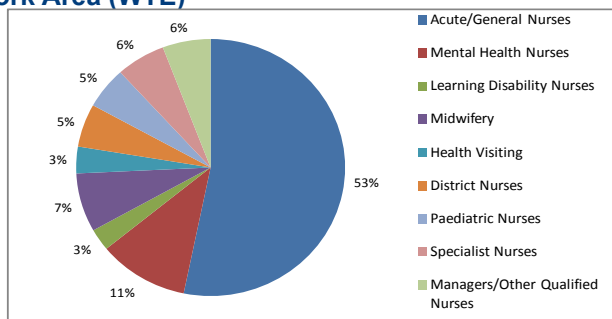
As at 31st March 2015, there were 16,868 (14,614 WTE) Qualified Nursing and Midwifery staff, who were supported by 4,690 (4,019 WTE) Nursing and Midwifery Support Staff.

Grade

Within Qualified Nursing & Midwifery staff, Acute/General Nurses represented over half (53%) with 7,778 WTE staff, followed by Mental Health Nurses (11%), then Midwives/Student Midwives (7%) District Nursing staff (5%) and Paediatric Nurses (5%).

Nurse Support staff represented 22% of all Nursing & Midwifery staff.

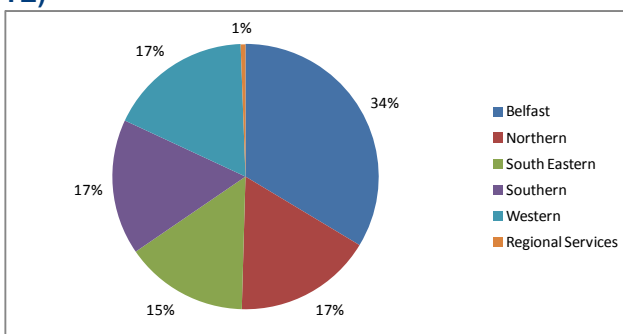
Figure 3a: Qualified Nursing & Midwifery Staff by Work Area (WTE)



Trust

By WTE, Belfast HSC Trust employed 34% of all Nursing & Midwifery staff (6,271), while the other Trusts employed between 15% and 17%. The HSC Board and Regional Services employed less than 1%.

Figure 3b: Nursing & Midwifery Staff by Trust (WTE)

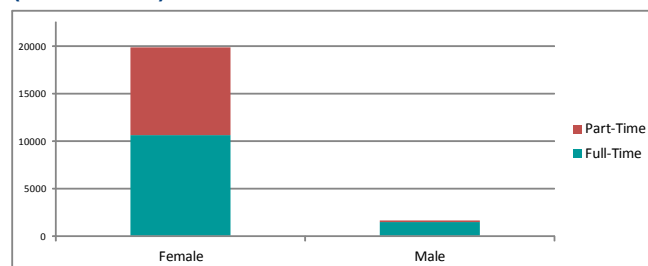


Gender and Working Pattern (Headcount)

Females represented 92% of all Nursing & Midwifery staff, with 54% of these employed full-time. Males represented just 8% of Nursing & Midwifery staff, with 90% of these employed full-time.

Part-time working varied between male and female staff within grades; 95% of Acute/General Nurses were female, and 54% of these worked full-time compared to 89% of male Acute/General Nurses. In Mental Health Nursing, 23% were male and 96% of these worked full-time, compared to 80% of female Mental Health Nurses.

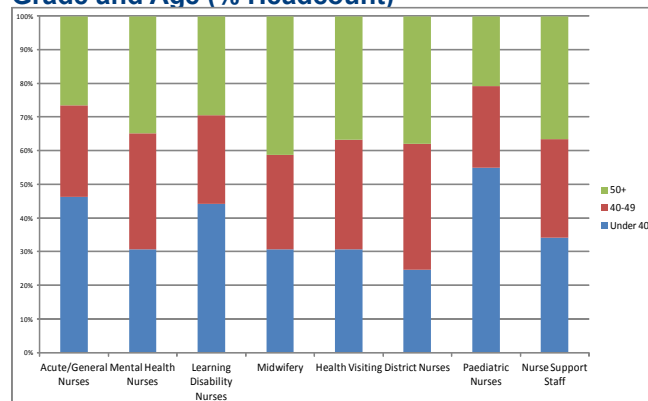
Figure 3c: Nursing & Midwifery Staff by Gender (Headcount)



Age (Headcount)

Thirty-eight per cent of Nursing staff were aged under 40, with 30% between 40 and 49 and 32% aged 50 and over. Age distribution varied between grades with 46% of General Nurses and 55% of Paediatric Nurses aged under 40, while 69% of Midwives, 75% of District Nurses and 69% of Health Visitors were aged 40 and over.

Figure 3d: Nursing & Midwifery Staff by Selected Grade and Age (% Headcount)



Pay bands

22% of Nursing and Midwifery staff (by WTE) were employed at Pay bands 1-4 (Support Grades). 65% were employed at Pay bands 5-6, and 13% at Bands 7-8D. Outside the Nursing Management group, Specialist Nurses had the highest proportion of staff in Bands 7 and 8, at 64% by WTE. Eight per cent of Acute/General Nurses, 21% of Mental Health Nurses, and 16% of Health Visitors were employed in Bands 7 and 8.

Section 4: Professional & Technical Staff

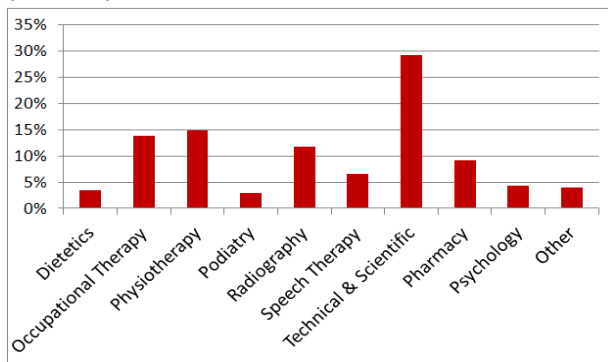
Introduction

At 31st March 2015, there were 8,416 (7,250 WTE) staff employed within the Professional & Technical Occupational Family. This included 4,670 (3,937 WTE) Allied Health Profession (AHP) and AHP Support staff (54% of overall WTE) and 2,314 (2,126 WTE) Technical & Scientific staff (29% of overall WTE).

Grade

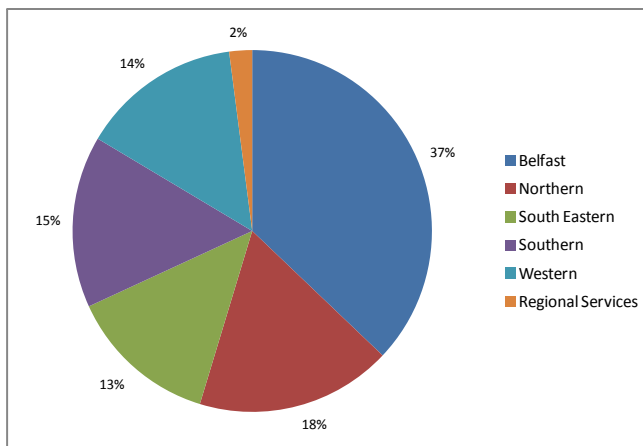
Technical and Scientific staff accounted for the highest proportion of Professional & Technical staff at 29% of total WTE. The Allied Health Professions of Physiotherapy and Occupational Therapy represented a large proportion of this Occupational Family, at 15% and 14% of total WTE respectively.

Figure 4a: Professional & Technical Staff by Job (% WTE)



Belfast HSC Trust employed 37% of all Professional & Technical staff, while the other Trusts each employed between 13% and 18% of the total. 45% of Technical and Scientific staff worked for the Belfast Trust, due to the presence of the regional laboratories.

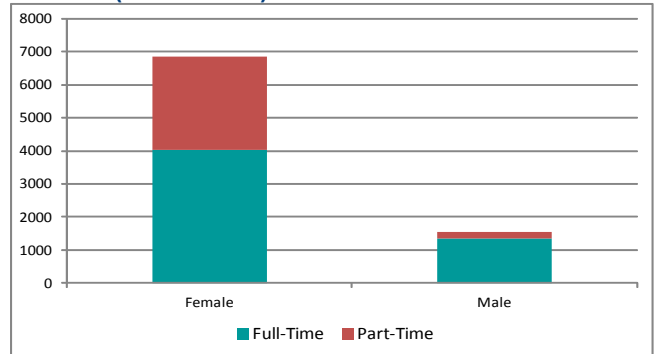
Figure 4b: Professional & Technical Staff by Trust (% WTE)



Gender and Working Pattern (Headcount)

Eighty-one per cent of all Professional & Technical staff were female, with 59% of these employed full-time. 87% of male staff were employed full-time.

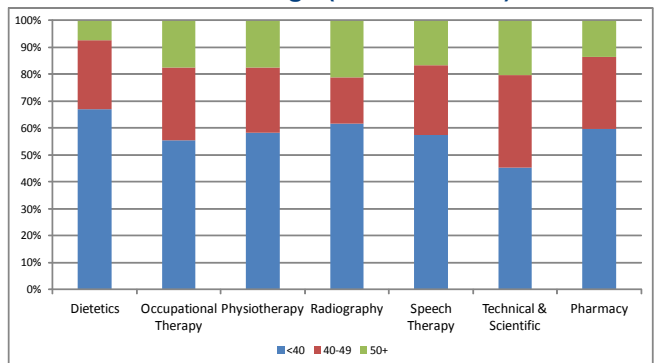
Figure 4c: Professional & Technical Staff by Gender (Headcount)



Age (Headcount)

55% of Professional & Technical staff were under the age of 40, 24% were aged between 40 and 49 and 21% were aged 50 and over.

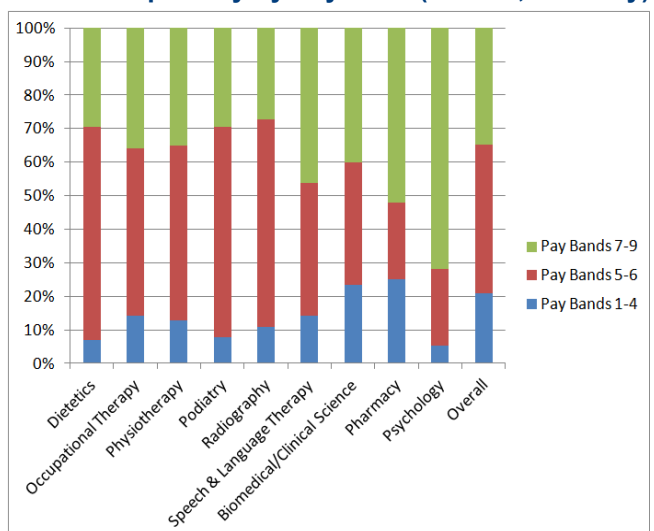
Figure 4d: Professional & Technical Staff by Selected Grade and Age (% Headcount)



Pay bands

21% of Professional & Technical staff, by WTE, were employed at Pay bands 1-4 (Support Grades) with 44% employed at Pay bands 5-6 and 35% employed at Pay bands 7-9. Use of Support staff varied between Technical/Scientific and AHP staff, with 35% of Technical/Scientific staff employed at Support Grades compared to 13% of AHP staff.

Figure 4e: Professional & Technical Staff by Selected Specialty by Pay band (% WTE, AfC only)



Section 5: Social Services Staff

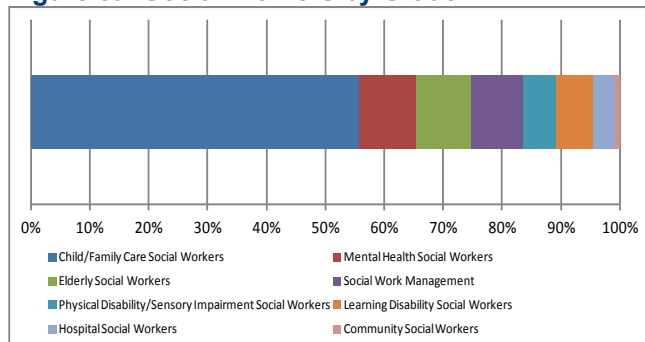
Introduction

At 31st March 2015, there were, excluding Home Helps/Domiciliary Care staff, 7,713 (6,815 WTE) staff employed within the Social Services Occupational Family. Home Helps have not been included in the analysis for this report, as due to the use of variable hours contracts their recorded whole-time equivalent does not provide an accurate reflection of their contribution to the service.

Grade

Qualified Social Workers represented 51% (WTE) of counted Social Services staff. Of all qualified Social Workers, 54% were graded as Child / Family Care Social Workers.

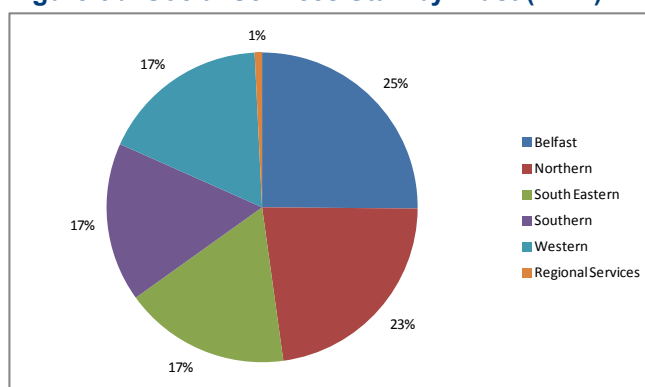
Figure 5a: Social Workers by Grade



Trust

Belfast Trust employed 25% of counted Social Services staff by WTE, while the Southern Trust employed 17%. The proportion who were qualified Social Workers in each Trust ranged between 48% and 53%.

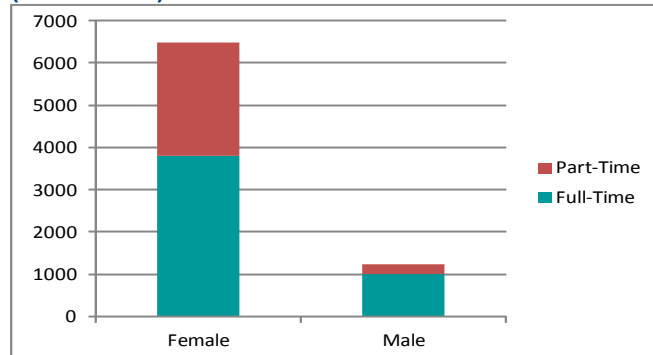
Figure 5b: Social Services Staff by Trust (WTE)



Gender and Working Pattern

Eighty-four per cent of Social Services staff were female, with 59% of female staff employed full-time. Eighty-two per cent of male staff were employed full-time. Forty-eight per cent of female staff and 49% of male staff were qualified Social Workers.

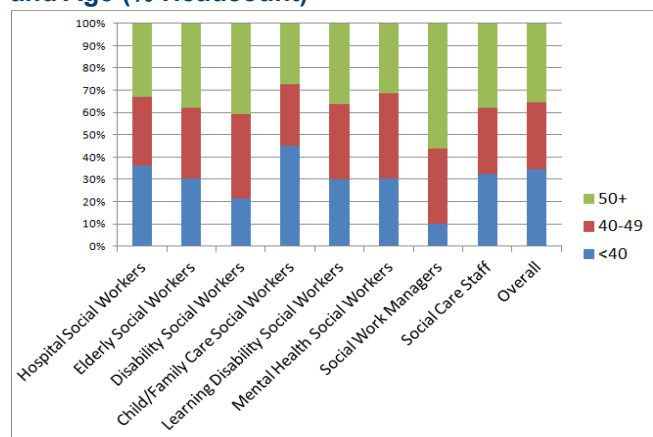
Figure 5c: Social Services Staff by Gender (Headcount)



Age (Headcount)

Thirty-four per cent of counted staff were under the age of 40, while 30% were aged between 40 and 49 and 36% were aged 50 and over. Thirty-three per cent of qualified Social Workers and 38% of Social Care staff were aged over 50.

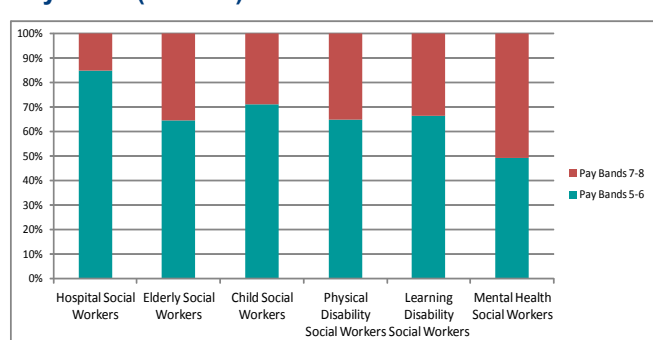
Figure 5d: Social Services Staff by Selected Grade and Age (% Headcount)



Pay bands

Thirty-two per cent of counted Social Services staff are employed at Pay bands 1-4, 48% at bands 5-6, and 21% at Pay bands 7-9.

Figure 5e: Social Workers by Selected Speciality by Pay band (% WTE)



Section 6: Administration & Clerical Staff

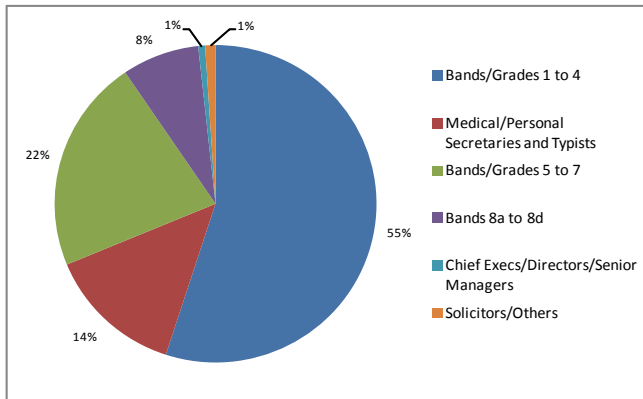
Introduction

As at 31st March 2015, there were 12,735 (11,062 WTE) staff employed within the Administration & Clerical Occupational Family. This staff group was affected by the Review of Public Administration between 2008 and 2011, with a reduction in numbers over this period. The Admin & Clerical total WTE (excluding NIMDTA staff) was 3% lower in March 2015 than in March 2006.

Grade

The majority (55%) of staff employed within the Administration & Clerical Occupational Family were employed at Admin & Clerical Band/Grade 1-4; a further 14% were employed as Medical and Personal Secretaries and Typists. Twenty-two per cent were employed at Bands/Grades 5 to 7, and 8% at more senior Bands and grades (Band 8A and above).

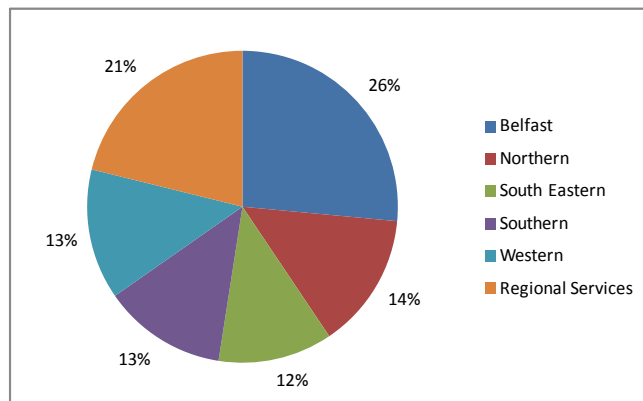
Figure 6a: Administration & Clerical Staff by Selected Grade (WTE)



Trusts

Belfast HSC Trust employed 26% of all Administration & Clerical staff, while the other Trusts employed between 12-14% of all admin staff.

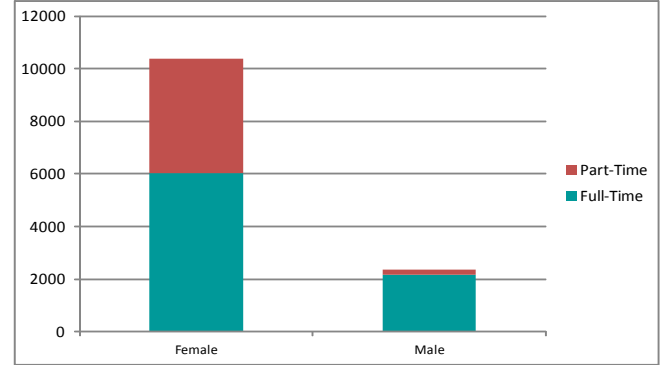
Figure 6b: Administration & Clerical Staff by Trust (WTE)



Gender and Working Pattern (Headcount)

Females represented 82% of all Administration & Clerical staff, with 58% employed full-time. 93% of male staff were employed full-time. Excepting solicitors, 14% of male staff worked in senior grades (Band 8A and above, Chief Execs, Directors and Senior Managers). 6% of all female staff worked at this level.

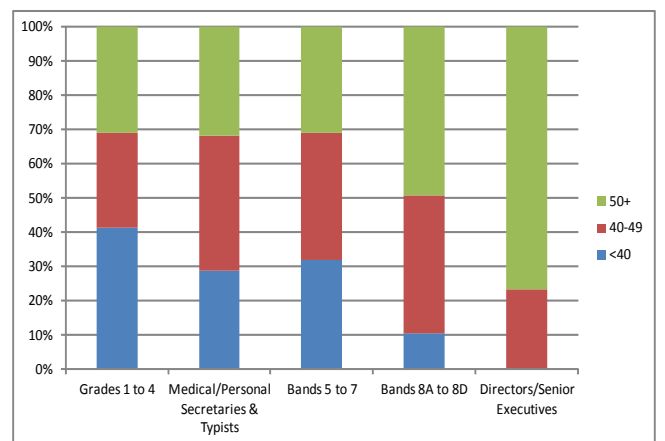
Figure 6c: Administration & Clerical Staff by Gender (Headcount)



Age (Headcount)

The Administration & Clerical workforce was relatively young- 36% were under 40, 32% were between 40 and 49, and 33% were 50 and over. 41% of Band 1-4 staff were under 40, compared to 11% of Band 8A-8D staff.

Figure 6d: Administration & Clerical Staff by Selected Grade and Age (% Headcount)



Section 7: Support Services Staff

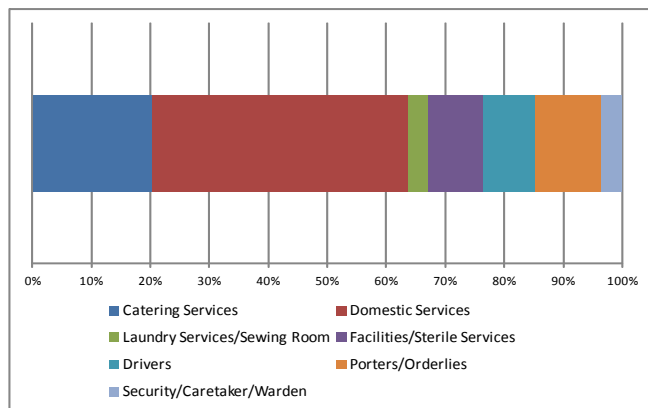
Introduction

As at 31st March 2015, there were 6,226 (4,653 WTE) staff employed within the Support Services Occupational Family.

Grade

Of all Support Services staff, 41% by WTE were employed in Domestic Services, with 19% employed in Catering Services staff and a further 19% employed as Drivers, Porters and Orderlies.

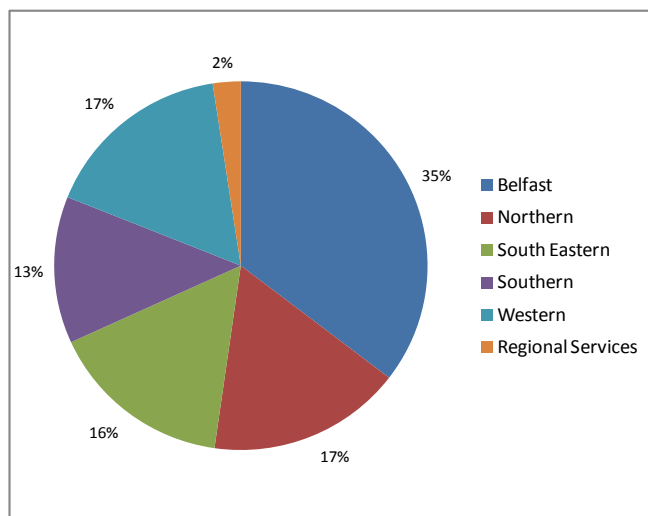
Figure 7a: Support Services Staff by Selected Grade (WTE)



Trust

Just over a third (35%) of all Support Services staff worked in the Belfast Trust. The other Trusts each had between 13% and 17% of these staff.

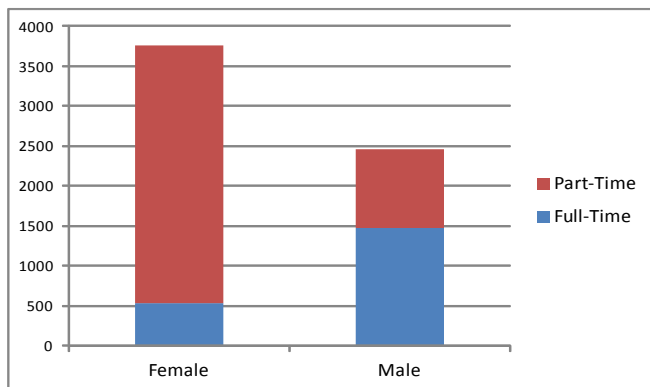
Figure 7b: Support Services Staff by Trust (WTE)



Gender and Working Pattern (Headcount)

Part-time working is more prevalent in this Occupational Family than in others, with 68% of staff working part-time hours. Almost two-fifths (40%) of staff were male- 60% of these worked full-time. Part-time working practices varied greatly between staff in different grades, with only 12% of staff employed in Domestic Services working full-time, whilst 83% of Porters/Orderlies worked full-time.

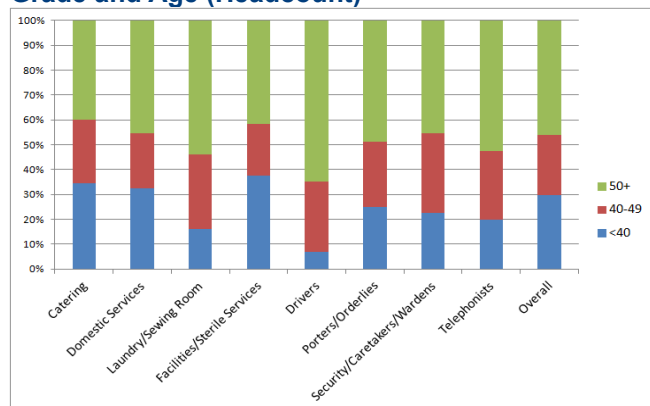
Figure 7c: Support Services Staff by Gender (Headcount)



Age (Headcount)

Overall, 30% of this workforce were aged under 40, while 46% were aged over 50. Drivers had a much older age profile than other groups with 65% aged 50 and over.

Figure 7d: Support Services Staff by Selected Grade and Age (Headcount)



Pay bands

86% (by WTE) of Support Services staff are employed at Pay bands 1-2, 13% at Pay bands 3-4, and 1% employed at Pay bands 5-9.

Section 8: Ambulance Staff

Introduction

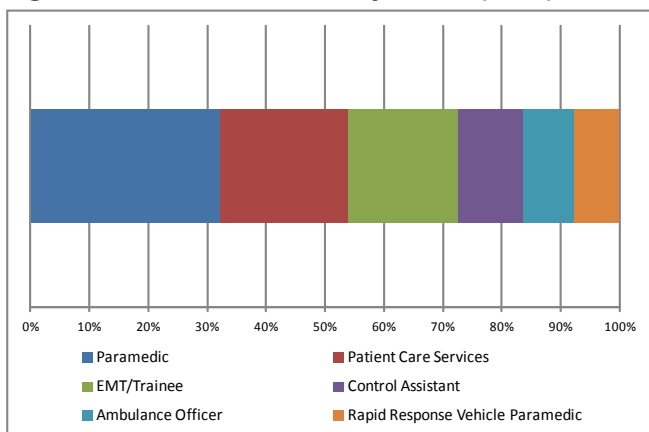
As at 31st March 2015, there were 1,048 (1,032 WTE) staff employed within the Ambulance Occupational Family.

Non-Ambulance staff (for example Admin & Clerical) who work for the Ambulance Trust are included in the relevant sections for their Occupational Families.

Grade

Just under one sixth (19% WTE) of all Ambulance staff were graded as Emergency Medical Technicians or Trainee EMTs. A further 40% were graded as Paramedics, Rapid Response Paramedics or Paramedics in Training. Just over a fifth (22% WTE) were employed in Patient Care Services, 11% as Control Assistants and 9% as Ambulance Officers.

Figure 8a: Ambulance Staff by Grade (WTE)

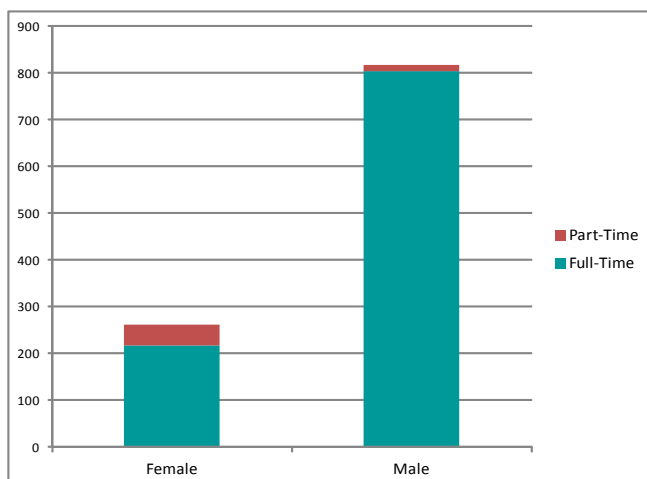


Gender and Working Pattern (Headcount)

Full-time working was the norm within Ambulance services, with the vast majority of both males (98%) and females (83%) working full-time.

Three quarters (75%) of Ambulance staff were male.

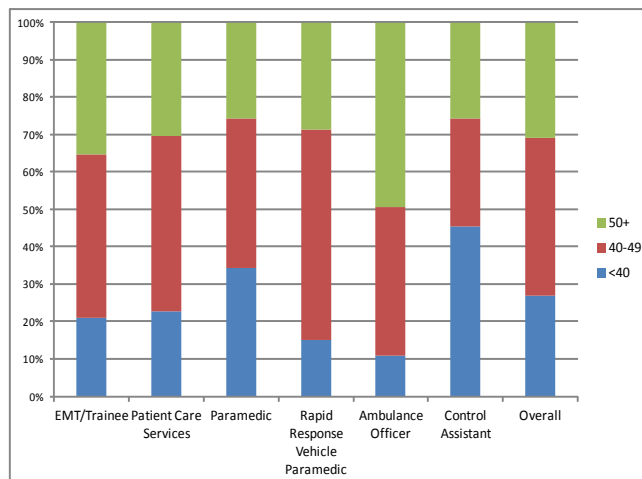
Figure 8b: Ambulance Staff by Gender (Headcount)



Age (Headcount)

27% of Ambulance staff were aged under 40, 42% between 40 and 49, and 31% were over 50. The youngest cohort (apart from trainees) was Control Assistants, of whom 45% were under 40.

Figure 8c: Ambulance Staff by Grade and Age (% Headcount)



Pay bands

24% of all Ambulance staff are employed at Pay bands 2-3, 23% at Pay Band 4, 41% at Pay Band 5, and 12% in bands 6 to 8D.

Section 9: Estates Services Staff

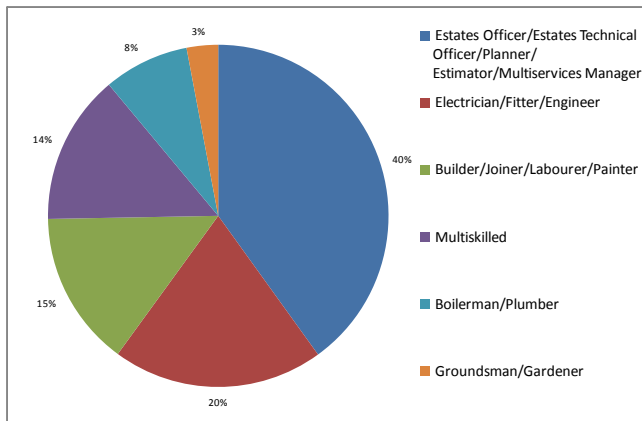
Introduction

As at 31st March 2015, there were 706 (704 WTE) staff employed within the Estates Services Occupational Family.

Grade (by WTE)

Two-fifths of Estates Services staff (40%) were graded as Estates Officers, Estates Technical Officers, Planner/Estimators, or Multiservices Managers. Almost three fifths (57%) were employed as Tradesmen (such as Boilermen, Plumbers, Electricians, Fitters, Engineers, Builders, Joiners and Multiskilled Trades). The remaining 3% were graded as Groundsmen/Gardeners.

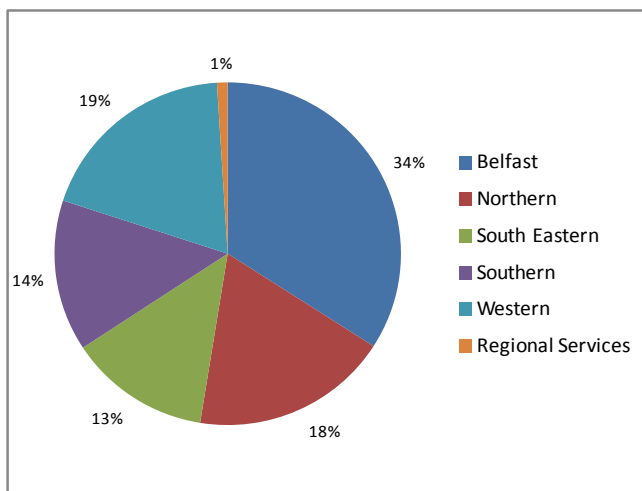
Figure 9a: Estates Services Staff by Grade (WTE)



Trust

Over one third (34%) of all Estates Services staff worked in the Belfast Trust. The next largest employer of these staff was the Western Trust (with 19%). South Eastern Trust employed the smallest cohort of Estates Services staff, at 13% of the total. Some of these differences could, in part, be due to variations between Trusts in the contracting out of these services.

Figure 9b: Estates Services Staff by Trust (WTE)



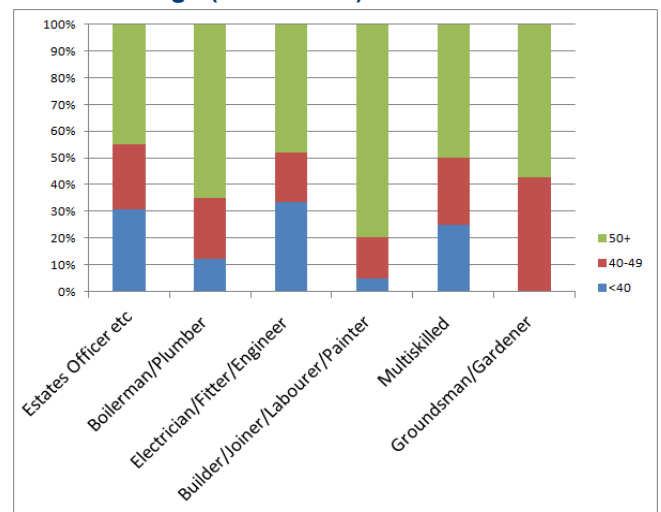
Gender and Working Pattern (Headcount)

Five of the staff working within the Estates group worked part-time, and 22 were female.

Age (Headcount)

The Estates Services group showed a higher average age than other Occupational Families. Just 24% of this group were aged under 40; 22% were between 40 and 49 and 53% of staff were 50 and over. 45% of Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Managers and 80% of Builders/Joiners/Labourers/Painters were over 50.

Figure 9c: Estates Services Staff by Selected Grade and Age (Headcount)



Pay bands

Fifty-six per cent of all Estates Services staff by WTE are employed at Pay bands 1-4, 20% at Pay bands 5-6, and 24% at Pay bands 7-9. The majority of those employed at Pay bands 1-4 were tradesmen and the majority of those employed at Pay bands 5-9 were Estates Officers/Estates Technical Officers/Planners/Estimators/Multiservices Managers.

Section 10: Staff Turnover

Please note that home helps and rotational junior doctors are excluded. Staff on career breaks are included in the databases because excluding them would artificially inflate the turnover figures.

Leavers, Joiners and Movers Defined

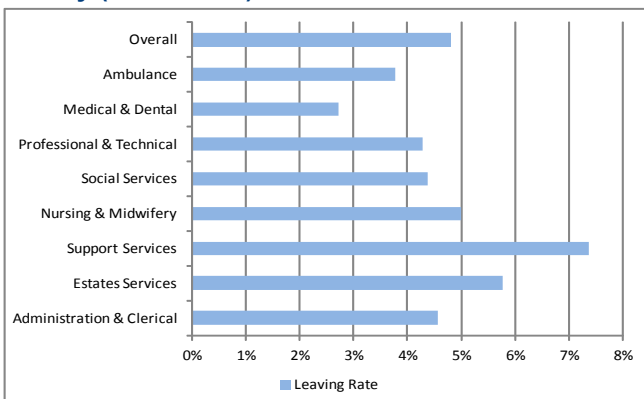
Staff leavers, joiners and movers in Health & Social Care were calculated by comparing the snapshots of staff in post at March 2014 with staff in post at March 2015. Those who appeared on the March 2015 dataset, but not March 2014 are classed as joiners. Those who appeared on the March 2014 dataset but not March 2015 are classed as leavers. Movers are classed as those staff who moved between HSC Trusts. Unique identifiers were used to track individuals' movements. This method of calculating the number of leavers, joiners and movers has the limitation of excluding some short-term staff who were not captured on one or both datasets.

In the following charts, leavers, joiners and movers 2014/15 by Occupational Family have been expressed as a percentage of staff in post at the mid-point of the period, September 2014.

Leavers

Nursing & Midwifery had the highest count of leavers (1,071), representing a leaving rate of 5% of Nursing staff in post. The lowest leaving rate (3%) was seen within Medical & Dental staff.

Figure 10a: Leaving Rate 2014/15 by Occupational Family (Headcount)



Leavers by Pay band

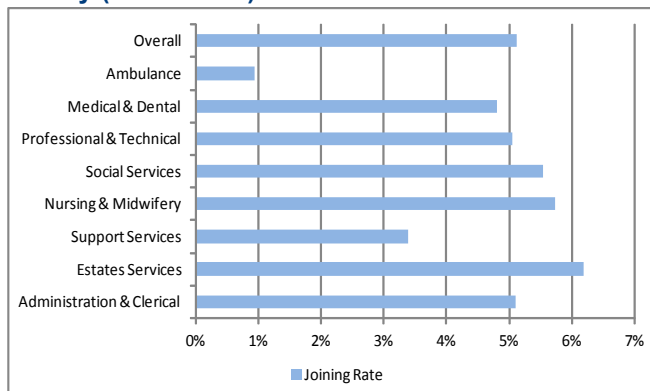
Of the 3,007 staff leaving the NI HSC, 46% had been employed at Pay band 1-4, 37% at Pay band 5-6, 10% at Pay band 7-8D and 6% on non-Agenda for Change Pay bands (primarily Medical and Dental staff).

For Nursing staff leavers, 24% worked as Nurse Support (Pay bands 1-4) while 76% worked as Qualified Nurses (Pay bands 5-8D).

Joiners

Nursing & Midwifery also had the highest count of joiners (headcount 1,228), and Estates Services had the highest joining rate (6.2%).

Figure 10b: Joining Rate 2014/15 by Occupational Family (Headcount)



Joiners by Pay band

Of the 3,199 staff joining the NI HSC, 43% were employed at Pay band 1-4 level, 45% at Pay band 5-6 level, and 4% at Pay band 7-8D level. The remaining 9% were employed on non-Agenda for Change Pay bands.

For Nursing staff, 26% of joiners were Nurse Support staff (Pay bands 1-4) while 74% were Qualified Nurses (Pay bands 5-9).

There were 422 joiners in the Professional & Technical group, with 24% of these at Pay bands 1-4 and 76% at Pay bands 5-9.

For Administration and Clerical staff, 73% of joiners were at Pay bands 1-4, with 9% at Pay bands 5-6 and 7% at Pay bands 7-9.

Movers

The percentage of staff moving between HSC organisations from March 2013 to March 2015 is shown in the chart below.

The highest moving rates in major staff groups was for Professional & Technical staff, at 2.3%.

Figure 10c: Moving Rate 2014/15 by Occupational Family (Headcount)

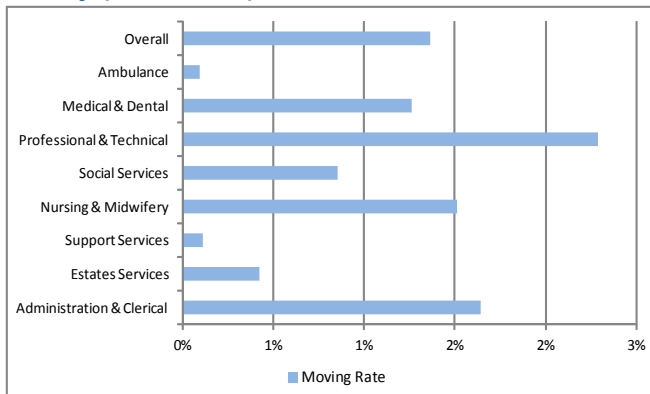


Table A: Health and Social Care Workforce¹: 2006 - 2015

In order to facilitate comparisons between years, home helps and NIMDTA staff are not included in this table. Figures from previous years have also been amended to reflect current practice by removing out-of-hours GP staff who could not previously be identified.

WTE	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Generic ²	-	-	92.1	134.5	96.9	74.0	35.7	31.5		
Admin & Clerical (excluding NIMDTA)	11,373.9	11,552.9	11,021.7	10,912.2	10,835.5	10,481.3	10,791.2	11,074.7	11,014.5	11,022.2
Estates Services ³	530.9	532.2	725.2	679.1	674.2	658.7	692.9	694.9	694.9	704.0
Support Services ⁴	5,833.8	6,060.4	4,885.1	4,946.5	4,949.9	4,944.7	4,814.2	4,829.9	4,840.7	4,652.6
Qualified Nursing & Midwifery	13,636.8	13,832.2	13,899.2	13,875.9	13,898.9	13,649.0	13,822.7	14,139.5	14,428.5	14,614.0
Nurse Support Staff	3,941.1	4,092.8	4,094.8	4,022.6	3,999.1	3,866.5	3,848.6	3,938.7	3,985.6	4,019.1
Social Services (excluding Home Helps)	4,687.7	5,112.3	6,268.5	6,483.3	6,605.4	6,581.5	6,648.8	6,653.4	6,736.1	6,814.7
Professional & Technical	5,901.9	6,189.4	6,109.2	6,187.2	6,301.4	6,347.0	6,654.8	6,900.8	7,195.6	7,249.9
Medical & Dental (excluding NIMDTA)	3,292.8	3,434.3	3,462.2	3,491.0	3,505.0	3,550.1	3,628.7	3,718.3	3,789.5	3,804.6
Ambulance	924.4	979.8	1,030.0	1,023.9	1,014.5	1,035.8	1,030.6	1,084.8	1,062.2	1,031.6
Total	50,123.2	51,786.1	51,587.9	51,756.2	51,880.6	51,188.6	51,968.1	53,066.4	53,747.6	53,912.6
Headcount										
Generic ²	-	-	98	148	107	80	40	35		
Admin & Clerical (excluding NIMDTA)	13,032	13,234	12,612	12,493	12,435	12,067	12,411	12,700	12,650	12,694
Estates Services ³	531	534	728	681	676	661	697	696	697	706
Support Services ⁴	7,916	8,210	6,732	6,782	6,750	6,693	6,459	6,513	6,532	6,226
Qualified Nursing & Midwifery	15,949	16,165	16,249	16,251	16,246	16,012	16,168	16,449	16,751	16,868
Nurse Support Staff	4,612	4,773	4,775	4,694	4,678	4,528	4,499	4,601	4,648	4,690
Social Services (excluding Home Helps)	5,134	5,670	7,141	7,362	7,521	7,480	7,548	7,565	7,612	7,713
Professional & Technical	6,644	6,986	6,967	7,101	7,239	7,316	7,655	7,938	8,323	8,416
Medical & Dental (excluding NIMDTA)	3,573	3,720	3,761	3,780	3,783	3,830	3,919	4,015	4,070	4,130
Ambulance	931	986	1,036	1,033	1,025	1,047	1,042	1,098	1,079	1,048
Total	58,322	60,278	60,099	60,325	60,460	59,714	60,438	61,610	62,362	62,491

¹ Workforce figures exclude staff on career breaks, bank staff (due to the variable nature of their employment), Chairman/Members of Boards and staff with a whole-time equivalent of less than or equal to 0.03. From the 2014 edition onwards, Home Helps/Domiciliary Care staff are also excluded as their recorded WTE does not accurately reflect their contributions to the service. Some historical figures have been revised to reflect methodological changes in order to maintain comparability. Data from the Northern Ireland Medical and Dental Training Agency were only available for 2014, so these staff have not been included in this comparison. They have been included in the main tables.

² The Generic group includes staff working in multidisciplinary teams. By 2014, there were so few staff in these grades that they were amalgamated with the Professional & Technical Family. This was considered appropriate as the relevant staff were within the Allied Health Professions.

NI Health and Social Care Staff Tables

Table 1a: NI Health and Social Care Staff by Occupational Family & Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	3,391	1,887	1,564	1,727	1,687	2,479	12,735
Estates Services	240	131	93	101	134	7	706
Support Services	2,165	1,107	983	800	1,059	112	6,226
Qualified Nursing & Midwifery	5,574	2,893	2,609	2,882	2,832	78	16,868
Nurse Support Staff	1,673	786	641	746	801	43	4,690
Social Services (excl. Home Helps)	1,947	1,752	1,366	1,286	1,308	54	7,713
Professional & Technical/Generic	3,064	1,529	1,142	1,340	1,174	167	8,416
Medical & Dental	1,661	609	615	610	532	317	4,344
Ambulance	0	0	0	0	0	1,048	1,048
Total	19,715	10,694	9,013	9,492	9,527	4,305	62,746

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	2,928.3	1,556.2	1,319.8	1,424.6	1,492.1	2,340.5	11,061.5
Estates Services	239.8	130.1	93.0	100.4	133.6	7.0	704.0
Support Services	1,617.5	799.8	742.8	593.1	790.8	108.5	4,652.6
Qualified Nursing & Midwifery	4,851.8	2,460.0	2,238.0	2,446.7	2,543.5	74.0	14,614.0
Nurse Support Staff	1,419.2	668.1	550.2	638.9	707.0	35.6	4,019.1
Social Services (excl. Home Helps)	1,708.4	1,549.8	1,186.9	1,133.1	1,185.9	50.6	6,814.7
Professional & Technical/Generic	2,686.0	1,280.7	976.3	1,111.2	1,046.1	149.7	7,249.9
Medical & Dental	1,565.6	556.4	550.6	561.1	497.1	207.6	3,938.3
Ambulance	0.0	0.0	0.0	0.0	0.0	1,031.6	1,031.6
Total	17,016.7	9,001.2	7,657.4	8,009.2	8,396.2	4,005.1	54,085.7

Table 1b - NI Health and Social Care Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	6,032	4,356	2,748.1	10,388	8,780.1
Estates Services	22		21.7	22	21.7
Support Services	539	3,223	2,005.4	3,762	2,544.4
Qualified Nursing & Midwifery	8,728	7,108	4,876.1	15,836	13,604.1
Nurse Support Staff	1,939	2,123	1,474.9	4,062	3,413.9
Social Services (excluding Home Helps)	3,796	2,679	1,850.1	6,475	5,646.1
Professional & Technical/Generic	4,027	2,829	1,774.5	6,856	5,801.5
Medical & Dental	1,540	641	371.3	2,181	1,911.3
Ambulance	217	44	32.1	261	249.1
Total	26,839	23,004	15,133.2	49,843	41,972.2

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2174	173	107.5	2347	2281.5
Estates Services	680	4	2.2	684	682.2
Support Services	1474	990	634.2	2464	2108.2
Qualified Nursing & Midwifery	956	76	53.8	1032	1009.8
Nurse Support Staff	546	82	59.1	628	605.1
Social Services (excluding Home Helps)	1010	228	158.7	1238	1168.7
Professional & Technical	1352	208	96.5	1560	1448.5
Medical & Dental	1945	218	82.0	2163	2027.0
Ambulance	773	14	9.6	787	782.6
Total	10910	1993	1203.5	12903	12113.5

Table 1c - NI Health and Social Care Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Administration & Clerical	251	1,086	1,555	1,647	2,005	2,027	1,924	1,472	610	158	12,735
Estates Services	19	24	54	74	64	94	114	156	90	17	706
Support Services	278	545	530	496	650	875	1,160	867	571	254	6,226
Qualified Nursing & Midwifery	604	1,715	2,080	2,135	2,437	2,683	3,044	1,544	519	107	16,868
Nurse Support Staff	210	409	493	486	598	779	762	605	254	94	4,690
Social Services (excluding Home Helps)	140	571	918	1,029	1,074	1,241	1,313	940	382	105	7,713
Professional & Technical	342	1,246	1,630	1,412	1,091	926	860	662	179	68	8,416
Medical & Dental	181	967	670	582	579	472	401	329	130	33	4,344
Ambulance	11	34	74	164	247	195	168	101	45	9	1,048
Total	2,036	6,597	8,004	8,025	8,745	9,292	9,746	6,676	2,780	845	62,746

Table 1d: NI Health and Social Care Staff by Occupational Family & Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	9,079	1,826	1,618	212	12,735
Estates Services	392	141	173		706
Support Services	6,174	40	12	0	6,226
Qualified Nursing & Midwifery	0	14,210	2,627	31	16,868
Nurse Support Staff	4,683	0	0	7	4,690
Social Services (excluding Home Helps)	2,644	3,583	1,478	8	7,713
Professional & Technical	1,758	3,691	2,960	7	8,416
Medical & Dental	0	0	0	4,344	4,344
Ambulance	501	512	35	0	1,048
Total	25,231	24,003	8,902	4,610	62,746

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	7,560.8	1,725.2	1,569.9	205.7	11,061.5
Estates Services	390.7	140.4	172.8		704.0
Support Services	4,600.8	39.7	12.0	0.0	4,652.6
Qualified Nursing & Midwifery	0.0	12,107.1	2,476.4	30.5	14,614.0
Nurse Support Staff	4,012.9	0.0	0.0	6.1	4,019.1
Social Services (excluding Home Helps)	2,147.6	3,237.8	1,421.4	8.0	6,814.7
Professional & Technical	1,517.7	3,199.1	2,526.5	6.6	7,249.9
Medical & Dental	0.0	0.0	0.0	3,938.3	3,938.3
Ambulance	488.8	507.9	34.9	0.0	1,031.6
Total	20,719.4	20,957.2	8,212.9	4,196.1	54,085.7

Table 2a: Medical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	699	220	229	226	203	58	1,635
Associate Specialist/Specialty Doctor	117	105	94	115	61	12	487
Staff Grade	6				9		22
Specialty/Specialist Registrar	546	151	155	156	141		1,159
Foundation/Senior House Officer	209	84	81	73	67	0	514
General/Hospital Practitioner	9	16	16	21	4	17	80
Other Medical (inc. Trainee GPs)	21	0		5	4	208	241
Total	1,607	576	575	596	489	295	4,138

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	663.3	207.7	212.3	215.5	194.7	47.2	1,540.7
Associate Specialist/Specialty Doctor	98.7	88.7	72.0	97.8	52.9	11.6	406.4
Staff Grade	4.5				7.5		17.7
Specialty/Specialist Registrar	530.0	148.4	151.8	152.7	139.5		1,132.0
Foundation/Senior House Officer	208.8	84.0	81.0	73.0	67.0	0.0	513.8
General/Hospital Practitioner	2.1	6.0	7.5	10.0	0.1	3.6	27.3
Other Medical (inc. Trainee GPs)	19.1	0.0		0.9	1.1	132.4	155.5
Total	1,526.5	534.8	524.6	549.9	462.8	194.8	3,793.4

Table 2c - Medical Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	395	188	131.6	583	526.6
Associate Specialist/Specialty Doctor	158	182	103.6	329	254.4
Staff Grade				11	7.2
Specialty/Specialist Registrar	567	73	49.4	640	616.4
Foundation/Senior House Officer	298	-	-	~298	~298.0
General/Hospital Practitioner	7	30	6.5	37	13.5
Other Medical (inc. Trainee GPs)	78	76	27.6	154	105.6
Total	1,503	~549	~318.5	~2,052	~1,821.8

Medical & Dental Staff Tables

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	967	85	47.1	1,052	1,014.1
Associate Specialist/Specialty Doctor	144	14	8.0	158	152.0
Staff Grade	9	-	-	~9	~9.0
Specialty/Specialist Registrar	511	8	4.7	519	515.7
Foundation/Senior House Officer	215	-	-	~215	~215.0
General/Hospital Practitioner	9	34	4.9	43	13.9
Other Medical (inc. Trainee GPs)	43	44	6.8	87	49.8
Total	1,898	187	72.9	~2,085	1,970.9

Table 2d - Medical Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Consultant	0	0	58	290	401	321	259	192	91	23	1,635
Staff Grade/Associate Specialist/Specialty Doctor	0	12	75	97	83	84	76	57	19	6	509
Specialty/Specialist Registrar	563		418	133	27	8	10		0		1,159
Foundation/Senior House Officer	180	294	32	8		0	0	0	0	0	514
General/Hospital Practitioner	12			9	11	12	14	19	12		80
Other Medical (inc. Trainee GPs)	0	75	61	30	25	10	16	15			241
Total	181	944	655	562	551	433	368	290	122	32	4,138

Table 2e - Dental Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	9	33	9	-	16	-	31
SAS Grade	5		-	-	-	0	13
Specialty/Specialist Registrar	6		0	0	-	0	8
Foundation/Senior House Officer	9		7	0	6	0	22
Dental Officer/Practitioner	25		24	13	16	15	124
Other Dental	0	0	0	0	8		8
Total	54	33	40	14	43	22	206

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	7.2	21.5	7.2	-	15.6	-	28.3
SAS Grade	4.5		0.0	-	0.0	10.7	
Specialty/Specialist Registrar	5.7		0.0	0.0	-	7.7	
Foundation/Senior House Officer	8.2		6.3	0.0	6.0	20.5	
Dental Officer/Practitioner	13.4		12.5	10.2	9.7	76.0	
Other Dental	0.0	0.0	0.0	0.0	1.8	1.8	
Total	39.0	21.5	26.0	11.2	34.3	12.8	144.9

Table 3a: Nursing, Midwifery and Health Visiting Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	3,490	1,268	1,269	1,526	1,424	17	8,994
Mental Health Nurses	416	317	245	317	378	0	1,673
Learning Disability Nurses	192	38	35	108	64	0	437
Midwives/Student Midwives*	342	241	245	294	223	-	~1,345
Health Visitors/Student Health Visitors*	101	129	99	134	104	0	567
District Nursing	215	221	225	76	228	0	965
Paediatric Nurses	374	141	102	135	141	0	893
School Nurses	32	25	25	31	29	0	142
Treatment Room/Practice/Family Planning Nurses	28	118	25	26	30	0	227
Specialist Nurses	260	255	151	148	152	13	979
Nurse Managers/Audit/Ward Sisters	105	108	124	56	44	10	447
Teacher/Trainer	17	26	5	24	9	37	118
Other Qualified Nurses	-	6	59	7	6	0	~78
Nurse Support Staff	1,673	786	641	746	801	43	4,690
Total	~7,245	3,679	3,250	3,628	3,633	~120	21,558

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	3,026.4	1,089.5	1,087.6	1,283.4	1,276.7	14.0	7,777.6
Mental Health Nurses	397.1	303.4	230.9	296.9	363.0	0.0	1,591.4
Learning Disability Nurses	178.0	34.4	29.8	99.1	62.3	0.0	403.5
Midwives/Student Midwives*	275.7	188.0	197.2	229.8	188.2	-	~1,079.0
Health Visitors/Student Health Visitors*	86.6	112.8	87.0	114.0	90.4	0.0	490.8
District Nursing	186.7	170.6	173.5	67.6	194.5	0.0	792.9
Paediatric Nurses	317.1	120.0	80.4	117.1	130.4	0.0	765.0
School Nurses	25.4	17.9	17.5	22.7	21.9	0.0	105.3
Treatment Room/Practice/Family Planning Nurses	16.5	68.1	17.5	16.2	22.9	0.0	141.1
Specialist Nurses	227.4	223.1	136.9	128.8	138.6	12.8	867.6
Nurse Managers/Audit/Ward Sisters	97.2	105.1	116.8	48.2	43.2	10.0	420.6
Teacher / Trainer	16.5	23.5	5.0	18.8	7.6	36.2	107.6
Other Qualified Nurses	-	3.4	57.8	4.1	4.0	0.0	~69.3
Nurse Support Staff	1,419.2	668.1	550.2	638.9	707.0	35.6	4,019.1
Total	~6,269.9	3,128.1	2,788.2	3,085.6	3,250.5	~108.6	18,633.0

* These categories refer to registered nurses only- direct entry midwifery students are not included.

Table 3b - Nursing, Midwifery & Health Visiting Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	4,639	3,950	2,744.8	8,589	7,383.8
Mental Health Nurses	1,018	262	185.0	1,280	1,203.0
Learning Disability Nurses	267	110	77.2	377	344.2
Midwives/Student Midwives	473	869	603.0	1,342	1,076.0
Health Visitors/Student Health Visitors	318	246	169.8	564	487.8
District Nursing	452	479	308.4	931	760.4
Paediatric Nurses	455	424	297.5	879	752.5
School Nurses	26	116	79.3	142	105.3
Treatment Room/Practice/Family Planning Nurses	35	189	103.1	224	138.1
Specialist Nurses	602	327	216.5	929	818.5
Nurse Managers/Audit	323	84	58.4	407	381.4
Teacher/Trainer	76	31	21.1	107	97.1
Other Qualified Nurses	44	21	12.1	65	56.1
Nurse Support Staff	1,939	2,123	1,474.9	4,062	3,413.9
Total	10,667	9,231	6,351.1	19,898	17,018.1

Some sub-categories for male staff in the Nursing, Midwifery and Health Visiting group have been combined due to their smaller numbers.

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	362	43	31.7	405	393.7
Mental Health Nurses	379	14	9.5	393	388.5
Learning Disability Nurses	~59	-	-	~59	~59.0
Midwives/Health Visitors/District Nursing/Paediatric Nurses	46	9	6.0	55	52.0
Specialist Nurses	~46	-	-	~46	~46.0
Nurse Managers / Nursing Audit	~38	-	-	~38	~38.0
Teacher/Trainer/Treatment Room/Other Qualified Nurses	~26	-	-	~26	~26.0
Nurse Support Staff	546	82	59.1	628	605.1
Total	1,502	158	112.9	1,660	1,614.9

Table 3c - Nursing, Midwifery & Health Visiting Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Acute/General Nurses	464	1,188	1,319	1,189	1,276	1,168	1,298	750	274	68	8,994
Mental Health Nurses	32	108	156	217	243	334	395	132	46	10	1,673
Learning Disability Nurses	17	50	53	73	53	62	85	27	17		437
Midwives/Student Midwives	11	95	135	172	197	181	278	211	62	4	1,346
Health Visitors/Student Health Visitors	0	26	76	72	77	107	130	64	15		567
District Nursing	7	45	79	106	161	201	212	112	36	6	965
Paediatric Nurses	70	159	133	129	105	111	133	42	11		893
School Nurses		7	12	7	26	34	34	18	4	0	142
Treatment Room/Practice/Family Planning Nurses	0	6	8	19	34	50	51	33	20	6	227
Specialist Nurses		22	84	104	159	268	234	85	18	5	979
Nurse Managers/Audit	0	15		27	71	115	148	57	14		447
Teacher/Trainer	0	0	12		25	28	34	11	8		118
Other Qualified Nurses	9		11	10	10	24	12	4		0	80
Nurse Support Staff	210	409	493	486	598	779	762	605	254	94	4,690
Total	814	2,124	2,573	2,621	3,035	3,462	3,806	2,149	773	201	21,558

Table 3d - Nursing, Midwifery & Health Visiting Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0	8,328	666	0	8,994
Mental Health Nurses	0	1,324	349	0	1,673
Learning Disability Nurses	0	370	67	0	437
Midwives/Student Midwives	0	1,181	165	0	1,346
Health Visitors/Student Health Visitors	0	493	74	0	567
District Nursing	0	859	106	0	965
Paediatric Nurses	0	813	80	0	893
School Nurses	0	136	6	0	142
Treatment Room/Practice/Family Planning Nurses	0	214	13	0	227
Specialist Nurses	0	382	597	0	979
Nurse Managers/Audit/Ward Sisters	0	57	390	0	447
Teaching/Training	0	8	110	0	118
Other Qualified Nurses	0	45	4	31	80
Nursing Support	4,683	0	0	7	4,690
Total	4,683	14,210	2,627	38	21,558

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	7,145.0	632.5	0.0	7,777.6
Mental Health Nurses	0.0	1,250.8	340.6	0.0	1,591.4
Learning Disability Nurses	0.0	338.6	64.9	0.0	403.5
Midwives/Student Midwives	0.0	925.8	154.2	0.0	1,080.0
Health Visitors/Student Health Visitors	0.0	423.7	67.1	0.0	490.8
District Nursing	0.0	694.3	98.6	0.0	792.9
Paediatric Nurses	0.0	690.4	74.6	0.0	765.0
School Nurses	0.0	99.3	6.0	0.0	105.3
Treatment Room/Practice/Family Planning Nurses	0.0	133.9	7.3	0.0	141.1
Specialist Nurses	0.0	314.3	553.4	0.0	867.6
Nurse Managers/Audit/Ward Sisters	0.0	48.6	372.0	0.0	420.6
Teaching/Training	0.0	5.5	102.1	0.0	107.6
Other Qualified Nurses	0.0	36.9	3.1	30.5	70.5
Nursing Support	4,012.9	0.0	0.0	6.1	4,019.1
Total	4,012.9	12,107.1	2,476.4	36.6	18,633.0

Table 4a: Professional & Technical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	96	61	57	59	49	5	327
Occupational Therapists	270	228	149	207	130	0	984
Occupational Therapy Support	37	51	33	34	20	0	175
Orthoptists & Orthoptic Support	6	11	8	5	10	0	40
Physiotherapists	384	192	192	236	133	-	1,139
Physiotherapy Support	47	36	27	41	27	0	178
Podiatrists & Podiatry Support	68	65	42	48	43	0	266
Radiographers	330	120	110	136	135	0	831
Radiography Support	40	15	7	27	16	0	105
Speech & Language Therapists	148	116	83	86	62	0	496
Speech & Language Therapy Support	14	22	26	8	13	0	83
Multi-AHP Support	36	10	0	0	0	0	46
Biomedical Scientists	288	120	65	84	92	46	695
Biomedical Science - Support	82	50	21	30	45	18	246
Clinical Scientists	108	0	-	-	-	-	112
Medical Technical Officers	366	147	99	111	122	-	~845
Assistant Technical Officer	178	72	37	69	47	0	403
Pharmacists	152	104	72	66	68	56	517
Pharmacy Support	118	-	40	-	79	-	240
Clinical Psychologists	90	53	41	38	41	35	298
Assistant Psychologists	16	14	11	-	-	0	48
Dental/Dental Support/Dental Students	88	6	6	27	4	0	131
Optometrists	36	0	0	0	9	-	~45
Chaplaincy	25	19	14	16	20	0	94
Others	41	16	-	5	5	0	68
Total	3,064	1,529	1,142	1,340	1,174	167	8,416

Table 4a: Professional & Technical Staff by Trust (Continued)

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	77.1	45.0	45.8	36.9	40.0	4.2	248.9
Occupational Therapists	239.8	192.1	133.7	177.9	114.4	0.0	857.8
Occupational Therapy Support	32.2	39.9	28.9	29.1	17.3	0.0	147.3
Orthoptists & Orthoptic Support	5.6	9.2	5.5	4.6	10.0	0.0	34.9
Physiotherapists	313.0	150.3	160.9	194.8	119.2	-	940.2
Physiotherapy Support	35.5	26.7	20.6	32.6	25.0	0.0	140.4
Podiatrists & Podiatry Support	55.1	50.0	33.4	30.8	37.6	0.0	206.9
Radiographers	299.3	105.1	97.2	126.4	126.4	0.0	754.4
Radiography Support	36.5	12.9	6.6	22.9	13.8	0.0	92.8
Speech & Language Therapists	122.9	99.5	68.5	61.8	55.0	0.0	407.7
Speech & Language Therapy Support	11.6	17.2	22.2	6.0	11.1	0.0	68.2
Multi-AHP Support	28.0	9.5	0.0	0.0	0.0	0.0	37.4
Biomedical Scientists	270.7	111.3	62.5	80.1	88.4	43.5	656.5
Biomedical Science - Support	76.6	44.1	18.2	28.4	39.9	17.0	224.1
Clinical Scientists	102.4	0.0	-	-	-	-	105.9
Medical Technical Officers	346.7	128.3	86.7	97.1	111.0	2.6	772.3
Assistant Technical Officer	161.9	61.3	34.4	58.0	41.9	0.0	357.6
Pharmacists	137.6	91.0	59.8	56.1	62.4	44.0	451.0
Pharmacy Support	109.6	-	35.8	-	70.5	0.0	218.4
Clinical Psychologists	80.6	47.7	34.8	34.4	38.7	35.0	271.2
Assistant Psychologists	15.0	14.0	10.1	3.1	2.8	0.0	45.0
Dental/Dental Support	69.8	6.0	4.6	20.3	-	-	102.8
Optometrists	20.2	0.0	0.0	0.0	8.7	-	29.7
Chaplaincy	10.8	3.5	3.8	2.6	4.7	0.0	25.4
Others	27.5	15.1	-	5.0	4.3	0.0	52.9
Total	2,686.0	1,280.7	976.3	1,111.2	1,046.1	149.7	7,249.9

Professional & Technical Staff Tables

Table 4b - Professional & Technical Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Dietitians & Dietetic Support	145	177	98.9	322	243.9
Occupational Therapists	618	346	220.6	964	838.6
Occupational Therapy Support	73	71	45.1	144	118.1
Orthoptists & Orthoptic Support	24	13	7.9	37	31.9
Physiotherapists	516	460	271.6	976	787.6
Physiotherapy Support	70	84	50.0	154	120.0
Podiatrists & Podiatry Support	70	143	87.4	213	157.4
Radiographers	517	229	152.6	746	669.6
Radiography Support	41	35	23.3	76	64.3
Speech & Language Therapists	241	248	159.9	489	400.9
Speech & Language Therapy Support	34	48	33.2	82	67.2
Multi-AHP Support	9	34	25.8	43	34.8
Biomedical Scientists	362	101	69.2	463	431.2
Biomedical Science - Support	117	44	25.9	161	142.9
Clinical Scientists	32	22	16.4	54	48.4
Medical Technical Officers	379	224	151.2	603	530.2
Assistant Technical Officer	145	108	66.3	253	211.3
Pharmacists	265	151	91.6	416	356.6
Pharmacy Support	107	54	33.2	161	140.2
Clinical Psychologists	145	83	60.4	228	205.4
Assistant Psychologists	29	12	9.2	41	38.2
Dental/Dental Support	60	69	40.8	129	100.8
Optometrists	9	21	9.7	30	18.7
Others	19	52	24.2	71	43.2
Total	4,027	2,829	1,774.5	6,856	5,801.5

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Dietetic/Orthoptic/Speech & Language Therapy Staff	15	-	-	~15	~15.0
Occupational Therapists	19	-	-	~19	~19.0
Occupational Therapy Support	26	5	3.2	31	29.2
Physiotherapists	140	23	12.6	163	152.6
Physiotherapy Support	16	8	4.3	24	20.3
Podiatrists & Podiatry Support	40	13	9.6	53	49.6
Radiographers	84	-	-	~84	~84.0
Radiography Support	28	-	-	~28	~28.0
Biomedical Scientists	218	14	7.2	232	225.2
Biomedical Science - Support	77	8	4.2	85	81.2
Clinical Scientists	57	-	-	~57	~57.0
Medical Technical Officers	236	9	6.1	245	242.1
Assistant Technical Officer	140	10	6.3	150	146.3
Pharmacists	87	14	7.4	101	94.4
Pharmacy Support	77	-	-	~77	~77.0
Clinical Psychologists/Assistants	65	12	7.6	77	72.6
Others	27	85	23.8	112	50.8
Total	1,352	208	96.5	1,560	1,448.5

Table 4c - Professional & Technical Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Dietitians & Dietetic Support	14	52	88	65	47	37	14	10			327
Occupational Therapists	45	177	220	169	139	100	75	55	4		984
Occupational Therapy Support	5	18	17	19	27	31	18	28	12		175
Orthoptists & Orthoptic Support	10		6	4	7	6	7			0	40
Physiotherapists	58	172	262	202	150	114	99	66	16	0	1,139
Physiotherapy Support	4	15	18	37	27	29	22	16	10		178
Podiatrists & Podiatry Support	33		38	43	48	41	38	21	4		266
Radiographers	91	136	181	124	69	66	70	68	26		831
Radiography Support	14		20	11	14	12	17	10	7		105
Speech & Language Therapists	7	81	110	93	59	66	48	32		0	496
Speech & Language Therapy Support	0	11	21	9	11	14	10	7			83
Multi-AHP Support	0	6	6		14	4	7	9		0	46
Biomedical Scientists	25	94	120	111	70	61	86	101	27		695
Biomedical Science - Support	23	58	55	35	19	18	11	19	8		246
Clinical Scientists	7		12	27	16	12	19	13	6		112
Medical Technical Officers	14	108	149	149	112	90	130	72	16	8	848
Assistant Technical Officer	17	57	44	47	51	55	60	48	14	10	403
Pharmacists	8	89	111	99	88	59	34	24	6		517
Pharmacy Support	15	46	43	41	31	25	28	11			240
Clinical Psychologists	0	31	57	67	53	38	27	19	6		298
Assistant Psychologists	22		15	4	7					0	48
Dental/Dental Support/Dental Students	4	14	18	24	20	16	15	13	7		131
Optometrists	0	6	14	12	4	6	4			0	46
Others	0	8		18	9	26	25	27	20	29	162
Total	342	1,246	1,630	1,412	1,091	926	860	662	179	68	8,416

Professional & Technical Staff Tables

Table 4d - Professional & Technical Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	23	206	98	0	327
Occupational Therapy	170	555	434	0	1,159
Orthoptics	6	21	13	0	40
Physiotherapy	175	659	483	0	1,317
Podiatry	20	167	79	0	266
Radiography	105	574	257	0	936
Speech & Language Therapy	83	223	273	0	579
Multi-AHP Support	46	0	0	0	46
Biomedical Science	252	374	315	0	941
Clinical Scientists	0	8	104	0	112
Medical Technical Officers	172	490	186	0	848
Assistant Technical Officer	403	0	0	0	403
Pharmacists	0	107	410		517
Pharmacy Support	182	58	0	0	240
Clinical Psychologists	0	45	253	0	298
Assistant Psychologists	18	30		0	48
Dental / Dental Support / Dental Students	93	33	0	5	131
Optometrists	0	22	24	0	46
Others	10	120	32	0	162
Total	1,758	3,691	2,960	~5	8,416

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	17.6	157.7	73.6	0.0	248.9
Occupational Therapy	142.5	502.0	360.6	0.0	1,005.1
Orthoptics	5.2	18.1	11.6	0.0	34.9
Physiotherapy	137.4	564.9	378.2	0.0	1,080.5
Podiatry	16.1	129.9	61.0	0.0	206.9
Radiography	92.8	523.5	230.9	0.0	847.2
Speech & Language Therapy	68.2	187.4	220.3	0.0	475.8
Multi-AHP Support	37.4	0.0	0.0	0.0	37.4
Biomedical Science	230.1	354.6	295.9	0.0	880.6
Clinical Scientists	0.0	7.4	98.5	0.0	105.9
Medical Technical Officers	148.1	448.1	176.1	0.0	772.3
Assistant Technical Officer	357.6	0.0	0.0	0.0	357.6
Pharmacists	0.0	100.8	350.2		451.0
Pharmacy Support	168.1	50.4	0.0	0.0	218.4
Clinical Psychologists	0.0	44.6	226.6	0.0	271.2
Assistant Psychologists	16.9	28.1		0.0	45.0
Dental / Dental Support / Dental Students	73.1	24.6	0.0	5.0	102.8
Optometrists	0.0	15.2	14.5	0.0	29.7
Others	6.6	42.7	29.1	0.0	78.4
Total	1,517.7	3,199.1	2,526.5	6.6	7,249.9

Table 5a: Social Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	52	34	27	27	12	0	152
Elderly Social Workers	74	71	54	54	94	-	~347
Physical Disability / Sensory Impairment Social Workers	73	33	25	45	35	0	211
Child / Family Care Social Workers	456	422	388	317	371	43	1,997
Learning Disability Social Workers	79	39	30	33	39	0	220
Mental Health Social Workers	80	108	49	59	58	0	354
Training & Education Social Workers	16	17	11	10	8	-	~62
Community Development Social Workers	6	13	7	4	2	0	32
Managers/Multiservices Managers/Social Work Audit Social Workers	34	139	27	73	22	8	303
AYE Social Workers	-	0	23	0	10	0	~33
Social Work Placement Students	0	-	-	4	-	0	8
Social Care Staff	1,074	875	723	660	656	0	3,988
Total	1,947	1,752	1,366	1,286	1,308	54	7,713

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	44.5	28.0	21.6	23.7	10.9	0.0	128.7
Elderly Social Workers	69.7	57.1	47.4	50.4	89.1	-	~313.8
Physical Disability / Sensory Impairment Social Workers	65.9	29.0	20.6	41.0	33.7	0.0	190.3
Child / Family Care Social Workers	427.8	394.9	358.1	291.8	361.0	39.6	1,873.1
Learning Disability Social Workers	74.1	36.7	27.5	29.1	37.4	0.0	204.6
Mental Health Social Workers	77.4	99.5	45.6	53.9	51.5	0.0	328.0
Training & Education Social Workers	14.9	16.8	9.6	8.8	8.0	-	~58.0
Community Development Social Workers	5.5	11.1	6.6	2.6	1.8	0.0	27.6
Managers/Multiservices Managers/Social Work Audit Social Workers	32.0	137.4	25.4	69.9	21.8	8.0	294.5
AYE Social Workers	3.0	0.0	23.0	0.0	9.5	0.0	35.5
Social Work Placement Students	0.0	-	-	4.0	-	0.0	~4.0
Social Care Staff	893.6	738.4	599.6	558.0	560.2	0.0	3,349.7
Total	1,708.4	1,549.8	1,186.9	1,133.1	1,185.9	50.6	6,814.7

Social Services Staff Tables

Table 5b - Social Services Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital Social Workers	76	55	35.1	131	111.1
Elderly Social Workers	208	92	61.0	300	269.0
Physical Disability / Sensory Impairment Social Workers	120	63	43.3	183	163.3
Child / Family Care Social Workers	1,337	350	229.1	1,687	1,566.1
Learning Disability Social Workers	140	45	30.2	185	170.2
Mental Health Social Workers	196	80	56.8	276	252.8
Training & Education Social Workers	40	12	8.1	52	48.1
Community Development Social Workers	18	9	4.6	27	22.6
Managers/Multiservices Managers/Social Work Audit Social Workers	207	27	19.0	234	226.0
AYE Social Workers	32	-	-	~32	~32.0
Social Work Placement Students	7	-	-	~7	~7.0
Social Care Staff	1,415	1,945	1,362.4	3,360	2,777.4
Total	3,796	2,679	1,850.1	6,475	5,646.1

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital/Elderly Social Workers	57	12	6.4	69	63.4
Physical Disability/Sensory Impairment/Learning Disability Social Workers	59	4	2.4	63	61.4
Child/Family Care/Mental Health Social Workers	371	17	11.2	388	382.2
Managers/Multiservices Managers/Social Work Audit Social Workers	67	-	-	~67	~67.0
Training & Education/Community Development Social Workers	16	-	-	~16	~16.0
AYE Social Workers/Social Work Placement Students	4	0	0.0	4	4.0
Social Care Staff	436	192	136.3	628	572.3
Total	1010	228	158.7	1238	1168.7

Table 5c - Social Services Staff by Age Group (Headcount)

Headcount	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Hospital Social Workers	11		14	30	26	21	28	15	7	0	152
Elderly Social Workers	6	17	32	51	50	60	58	51	17	6	348
Physical Disability / Sensory Impairment Social Workers	7		13	25	26	54	35	38	13		211
Child / Family Care Social Workers	38	193	335	331	266	288	282	190	64	10	1,997
Learning Disability Social Workers	16		21	29	34	40	51	22	7	0	220
Mental Health Social Workers	28		33	46	76	60	57	39	15		354
Training & Education/Community Dev. Social Workers	0	6		8	12	14	28	16	12		96
Managers/Multiservices Managers/Social Work Audit		6		25	45	57	76	65	24	5	303
AYE Social Workers	4	14	9			9			0	0	36
Social Work Placement Students	0		8		0	0	0	0	0	0	8
Social Care Staff	85	285	449	481	536	645	697	503	227	80	3,988
Total	140	571	918	1,029	1,074	1,241	1,313	940	382	105	7,713

Table 5d - Social Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0	129	23	0	152
Elderly Social Workers	0	232	116	0	348
Physical Disability / Sensory Impairment Social Workers	0	154	57	0	211
Child / Family Care Social Workers	0	1,312	685	0	1,997
Learning Disability Social Workers	0	149	71	0	220
Mental Health Social Workers	0	176	178	0	354
Training & Education Social Workers	0	4	60	0	64
Community Development Social Workers	0	23	9	0	32
Managers/Multiservices Managers/Social Work Audit Social Workers	0	80	223	0	303
AYE Social Workers	0	36	0	0	36
Social Work Placement Students	0	0	0	8	8
Social Care Staff	2,644	1,288	56	0	3,988
Table Total	2,644	3,583	1,478	8	7,713

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0.0	109.2	19.4	0.0	128.7
Elderly Social Workers	0.0	202.8	112.0	0.0	314.8
Physical Disability / Sensory Impairment Social Workers	0.0	135.4	54.9	0.0	190.3
Child / Family Care Social Workers	0.0	1,211.7	661.4	0.0	1,873.1
Learning Disability Social Workers	0.0	135.6	69.0	0.0	204.6
Mental Health Social Workers	0.0	161.4	166.6	0.0	328.0
Training & Education Social Workers	0.0	3.4	56.6	0.0	60.0
Community Development Social Workers	0.0	19.2	8.5	0.0	27.6
Managers/Multiservices Managers/Social Work Audit Social Workers	0.0	75.8	218.7	0.0	294.5
AYE Social Workers	0.0	35.5	0.0	0.0	35.5
Social Work Placement Students	0.0	0.0	0.0	8.0	8.0
Social Care Staff	2,147.6	1,148.0	54.1	0.0	3,349.7
Table Total	2,147.6	3,237.8	1,421.4	8.0	6,814.7

Table 6a: Administration & Clerical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	2,030	1,086	942	1,127	1,009	1,080	7,274
Medical Secretaries	423	191	121	60	125	-	~920
Personal Secretaries and Typists	141	277	131	170	195	17	931
Administrative & Clerical Bands/ Grades 5 to 6	456	197	162	212	217	593	1,837
Administrative & Clerical Band/ Grade 7	146	60	87	63	70	275	701
Administrative & Clerical Band 8A to 9	185	67	112	85	61	365	875
Chief Executives/Directors/Non-AfC Senior Manager Grades	10	9	7	10	10	31	77
Solicitors (Apprentice/Bands 6-8C)	0	0	0	0	0	53	53
Other	0	0	-	0	0	64	~64
Total	3,391	1,887	1,564	1,727	1,687	2,479	12,735

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,699.3	868.5	757.9	902.5	865.4	991.1	6,084.6
Medical Secretaries	355.0	148.7	105.6	48.2	110.9	-	~768.4
Personal Secretaries and Typists	112.2	221.6	106.0	129.7	166.1	15.6	751.2
Administrative & Clerical Bands/ Grades 5 to 6	428.3	184.7	150.0	193.2	211.7	567.4	1,735.4
Administrative & Clerical Band/ Grade 7	140.3	57.3	82.5	59.4	68.3	264.5	672.3
Administrative & Clerical Band 8A to 9	183.2	66.4	109.0	81.5	59.7	357.8	857.6
Chief Executives/Directors/Non-AfC Senior Manager Grades	10.0	9.0	7.0	10.0	10.0	30.2	76.2
Solicitors (Apprentice/Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	49.1	49.1
Other	0.0	0.0	-	0.0	0.0	64.0	~64.0
Total	2,928.3	1,556.2	1,319.8	1,424.6	1,492.1	2,340.5	11,061.5

Administration & Clerical Staff Tables

Table 6b - Administration & Clerical Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/Grades 1 to 4	3,124	2,949	1,814.7	6,073	4,938.7
Medical Secretaries Bands 3-4	460	456	304.8	916	764.8
Personal Secretaries and Typists Bands 3-4	456	465	285.9	921	741.9
Administrative & Clerical Bands/Grades 5 to 6	973	319	224.7	1,292	1,197.7
Administrative & Clerical Band/Grade 7	387	98	69.8	485	456.8
Administrative & Clerical Band 8A to 9	526	53	37.2	579	563.2
Chief Executives/Directors/Non-AfC Senior Manager Grades	35	-	-	~35	~35.0
Solicitors (Apprentice/Bands 6-8C)	27	13	9.1	40	36.1
Others	44	-	-	~44	~44.0
Total	6,032	4,356	2,748.1	10,388	8,780.1

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/Grades 1 to 4	1,059	142	87.0	1,201	1,146.0
Medical Secretaries	4	-	-	~4	~4.0
Personal Secretaries and Typists	8	-	-	~8	~8.0
Administrative and Clerical Bands/Grades 5 to 6	522	23	15.7	545	537.7
Administrative and Clerical Band/Grade 7	215	-	-	~215	~215.0
Administrative and Clerical Band 8A to 8D	292	4	2.4	296	294.4
Chief Executives/Directors/Non-AfC Senior Manager Grades	40	0	0.0	40	40.0
Solicitors	13	0	0.0	13	13.0
Other	21	0	0.0	21	21.0
Total	2,174	173	107.5	2,347	2,281.5

Table 6c - Administration & Clerical Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Administrative & Clerical Bands/Grades 1 to 4	180	866	1,043	919	1,005	1,010	955	781	392	123	7,274
Medical Secretaries Band 3-4	35		103	126	189	174	126	108	51	9	921
Personal Secretaries and Typists	7	43	101	123	164	158	146	108	65	16	931
Administrative & Clerical Bands/Grades 5 to 6	16	107	230	294	340	292	290	203	60	5	1,837
Administrative & Clerical Band/Grade 7	0	14	47	103	143	167	132	76	19		701
Administrative & Clerical Band 8A to 9	0	24		68	151	201	247	159	25		875
Chief Executives/Directors/Non-AfC Senior Manager Grades	0	0	0	0	5	13	22	37		0	77
Solicitors (Apprentice/Bands 6-8C)	7		9	14	8	10	5		0	0	53
Others	46	14	0	0	0	6				0	66
Total	251	1,086	1,555	1,647	2,005	2,027	1,924	1,472	610	158	12,735

Support Services Staff Tables

Table 7a: Support Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	440	270	94	129	258	0	1,191
Domestic Services	1,210	579	163	395	536	7	2,890
Laundry Services/Sewing Room	30	35	33	41	35	0	174
Facilities/Sterile Services	-	0	535	5	6	0	~546
Support Services Manager/Supervisor	-	16	0	13	25	0	55
Driver	148	60	77	85	67	-	~437
Porter/Orderly	204	103	47	59	97	-	~510
Security/Caretaker/Warden	115	8	22	11	12	0	168
Telephonist	12	28	12	62	23	0	137
Warehouse Operative	0	-	0	0	0	101	~101
Shop Assistant/Hairdresser	-	-	0	0	0	0	5
Total	2,165	1,107	983	800	1,059	112	6,226

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	346.1	191.4	72.3	97.8	189.3	0.0	896.9
Domestic Services	787.9	374.9	111.9	278.5	349.9	4.1	1,907.1
Laundry Services/Sewing Room	22.6	32.3	31.9	37.1	32.0	0.0	155.9
Facilities/Sterile Services	-	0.0	391.5	3.9	5.5	0.0	~401.0
Support Services Manager/Supervisor	-	15.2	0.0	13.0	25.0	0.0	~53.2
Driver	138.2	58.7	59.7	69.6	65.7	-	394.0
Porter/Orderly	195.0	95.7	44.8	55.8	95.6	-	~486.9
Security/Caretaker/Warden	112.9	5.8	21.5	10.3	8.5	0.0	159.0
Telephonist	11.0	18.9	9.1	27.1	19.4	0.0	85.4
Warehouse Operative	0.0	-	0.0	0.0	0.0	100.6	106.6
Shop Assistant/Hairdresser	-	-	0.0	0.0	0.0	0.0	2.8
Total	1,617.5	799.8	742.8	593.1	790.8	108.5	4,652.6

Table 7b - Support Services Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	140	689	461.1	829	601.1
Domestic Services	184	2,076	1,277.6	2,260	1,461.6
Laundry Services/Sewing Room	57	48	31.9	105	88.9
Facilities/Sterile Services	48	279	166.1	327	214.1
Support Services Manager/Supervisor	35	5	4.2	40	39.2
Driver	18	5	2.2	23	20.2
Porter/Orderly	16	15	10.4	31	26.4
Security/Caretaker/Warden	8	8	5.2	16	13.2
Telephonist	29	93	43.7	122	72.7
Warehouse Operative	4	0	0.0	4	4.0
Shop Assistant/Hairdresser	0	5	2.8	5	2.8
Total	539	3,223	2,005.4	3,762	2,544.4

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	160	202	135.8	362	295.8
Domestic Services	150	480	295.4	630	445.4
Laundry Services/Sewing Room	63	6	4.0	69	67.0
Facilities/Sterile Services	106	115	81.8	221	187.8
Support Services Manager/Supervisor	15	0	0.0	15	15.0
Driver	334	82	39.8	416	373.8
Porter/Orderly	408	73	54.4	481	462.4
Security/Caretaker/Warden	126	26	19.8	152	145.8
Telephonist	10	-	-	~10	~10.0
Warehouse Operative	102	-	-	~102	~102.0
Shop Assistant/Hairdresser	0	0	0.0	0	0.0
Total	1,474	990	634.2	2,464	2,108.2

Table 7c - Support Services Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Catering Services	37	137	131	106	132	174	197	158	81	38	1,191
Domestic Services	181	264	243	248	269	377	522	398	264	124	2,890
Laundry Services/Sewing Room	13		7	8	24	28	39	33	15	7	174
Facilities/Sterile Services	48	69	47	42	49	65	92	70	45	21	548
Support Services Manager/Supervisor	0	5		6	6	11	11	9	7		55
Driver	8		5	17	55	69	98	85	63	39	439
Porter/Orderly	6	33	61	28	47	88	111	64	62	12	512
Security/Caretaker/Warden	12		13	13	28	26	37	17	16	6	168
Telephonist	0	7	7	13	19	19	29	24	15	4	137
Warehouse Operative	6		12	15	21	18	20	9	6	0	107
Shop Assistant/Hairdresser	0	0		5				0	0	0	5
Total	278	545	530	496	650	875	1,160	867	571	254	6,226

Table 7d - Support Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-9	Total
Catering Services	1,191		1,191
Domestic Services	2,890		2,890
Laundry Services/Sewing Room	174	0	174
Facilities/Sterile Services	548		548
Support Services Manager/Supervisor	16	39	55
Driver	439	0	439
Porter/Orderly	512	0	512
Security/Caretaker/Warden	168	0	168
Telephonist	137		137
Warehouse Operative	98	9	107
Shop Assistant/Hairdresser	5	0	5
Total	6,174	52	6,226

WTE	Pay Bands 1-4	Pay Bands 5-9	Total
Catering Services	896.9		896.9
Domestic Services	1,907.1		1,907.1
Laundry Services/Sewing Room	155.9	0.0	155.9
Facilities/Sterile Services	402.0		402.0
Support Services Manager/Supervisor	15.2	39.0	54.2
Driver	394.0	0.0	394.0
Porter/Orderly	488.8	0.0	488.8
Security/Caretaker/Warden	159.0	0.0	159.0
Telephonist	85.4		85.4
Warehouse Operative	97.6	9.0	106.6
Shop Assistant/Hairdresser	2.8	0.0	2.8
Total	4,600.8	51.7	4,652.6

Table 8a: Ambulance Staff by Trust

	NI Ambulance Service	
	Headcount	WTE
Emergency Medical Technician	174	172.1
Patient Care Services	230	224.7
EMT in Training	21	21.0
Paramedic	335	332.3
Rapid Response Vehicle Paramedic	80	79.6
Ambulance Officer	91	91.0
Control Assistant	117	110.9
Total	1,048	1,031.6

Table 8b - Ambulance Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Emergency Medical Technician	34	6	4.5	40	38.5
Patient Care Services	34	7	4.4	41	38.4
EMT in Training	5	0	0.0	5	5.0
Paramedic	74	13	10.7	87	84.7
Rapid Response Vehicle Paramedic	14	0	0.0	14	14.0
Ambulance Officer	15	0	0.0	15	15.0
Control Assistant	41	18	12.6	59	53.6
Total	217	44	32.1	261	249.1

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Emergency Medical Technician	132	-	-	~132	~132.0
Patient Care Services	183	6	3.3	189	186.3
EMT in Training	16	0	0.0	16	16.0
Paramedic	245	-	-	~245	~245.0
Rapid Response Vehicle Paramedic	65	-	-	~65	~65.0
Ambulance Officer	76	0	0.0	76	76.0
Control Assistant	56	-	-	~56	~56.0
Total	773	14	9.6	787	782.6

Table 8c - Ambulance Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Emergency Medical Technician	6			26	40	34	32	23	13		174
Patient Care Services	10		15	27	66	42	30	21	14	5	230
EMT in Training	0	4		5	7	5		0	0	0	21
Paramedic	11		33	71	76	58	53	29	4	0	335
Rapid Response Vehicle Paramedic	0	12			27	18	16	7			80
Ambulance Officer	0	0	0	10	16	20	23	12	10		91
Control Assistant	5	15	18	15	15	19	13	13	4	0	117
Total	11	34	74	164	247	195	168	101	45	9	1,048

Ambulance Staff Tables

Table 8d - Ambulance Staff by Pay Band

Headcount	Pay Bands 1-3	Pay Band 4	Pay Band 5	Pay Bands 6-7	Pay Bands 8a-8D	Total
Emergency Medical Technician	0	174	0	0	0	174
Patient Care Services	230	0	0	0	0	230
EMT in Training	-	19	0	0	0	~19
Paramedic	0	0	330	5	0	335
Rapid Response Vehicle Paramedic	0	0	80	0	0	80
Ambulance Officer	0	-	-	88	-	91
Control Assistant	26	49	17	25	0	117
Total	~256	~242	~427	118	-	1,048

WTE	Pay Bands 1-3	Pay Band 4	Pay Band 5	Pay Bands 6-7	Pay Bands 8a-8D	Total
Emergency Medical Technician	0.0	172.1	0.0	0.0	0.0	172.1
Patient Care Services	224.7	0.0	0.0	0.0	0.0	224.7
EMT in Training	-	19.0	0.0	0.0	0.0	~19.0
Paramedic	0.0	0.0	327.3	5.0	0.0	332.3
Rapid Response Vehicle Paramedic	0.0	0.0	79.6	0.0	0.0	79.6
Ambulance Officer	0.0	-	-	88.0	-	91.0
Control Assistant	24.8	45.3	16.0	24.9	0.0	110.9
Total	~249.4	~236.4	~422.9	117.9	-	1,031.6

Table 9a: Estate Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	81	69	32	53	44	4	283
Boilerman / Plumber	22	-	7	-	22	0	57
Electrician / Fitter / Engineer	46	33	21	15	24	-	141
Builder / Joiner / Labourer / Painter	31	16	17	18	22	0	104
Multiskilled	57	9	15	6	12	-	100
Groundsman / Gardener	-	-	-	4	10	0	21
Total	~237	~128	~92	101	134	7	706

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	80.8	68.7	32.0	52.4	44.0	4.0	282.0
Boilerman / Plumber	22.0	1.0	7.0	5.0	22.0	0.0	57.0
Electrician / Fitter / Engineer	46.0	33.0	21.0	15.0	23.6	-	~138.6
Builder / Joiner / Labourer / Painter	31.0	15.4	17.0	18.0	22.0	0.0	103.4
Multiskilled	57.0	9.0	15.0	6.0	12.0	-	~100.0
Groundsman / Gardener	-	-	-	4.0	10.0	0.0	21.0
Total	~236.8	~127.1	~92.0	100.4	133.6	7.0	704.0

Table 9b - Estate Services Staff by Gender & Full-Time / Part-Time

This table has been omitted as there were only 22 Females and 5 Part-time Staff working within Estates Services.

Table 9c - Estate Services Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager		17	30	40	31	38	41	56	23	7	283
Boilerman/Plumber	0		7		7	6	10	19	8		57
Electrician/Fitter/Engineer		8	17	22	9	17	22	26	20	0	141
Builder/Joiner/Labourer/Painter			5		4	12	22	34	27		104
Multiskilled	14	5		6	9	16	12	21	17		100
Groundsman/Gardener	0	0	0	0	4	5	7	0	5		21
Total	19	24	54	74	64	94	114	156	90	17	706

Table 9d - Estate Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8/ Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	4	107	172	283
Boilerman / Plumber	57	0	0	57
Electrician / Fitter / Engineer	140	0	-	~140
Builder / Joiner / Labourer / Painter	103	-	0	~103
Multiskilled	67	33	0	100
Groundsman / Gardener	21	0	0	21
Total	392	141	173	706

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8/ Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	3.7	106.4	171.8	282.0
Boilerman / Plumber	57.0	0.0	0.0	57.0
Electrician / Fitter / Engineer	139.6	0.0	-	~139.6
Builder / Joiner / Labourer / Painter	102.4	-	0.0	~102.4
Multiskilled	67.0	33.0	0.0	100.0
Groundsman / Gardener	21.0	0.0	0.0	21.0
Total	390.7	140.4	~171.8	704.0

Table 10a: Leavers (1 April 2014 - 31 March 2015) (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/Regional Services	Total
Administration & Clerical	125	70	91	84	63	149	582
Estates Services	20	9	3	1	6	2	41
Support Services	208	55	60	45	85	11	464
Nursing & Midwifery	333	189	178	190	170	11	1,071
Social Services (excl. Home Helps)	78	84	56	57	57	2	334
Professional & Technical	103	70	53	77	46	8	357
Medical & Dental (excluding Doctors in Training)	42	19	13	19	17	8	118
Ambulance	0	0	0	0	0	40	40
Total	909	496	454	473	444	231	3,007

Table 10b - Joiners (1 April 2014 - 31 March 2015) (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/Regional Services	Total
Administration & Clerical	101	72	38	75	74	291	651
Estates Services	27	6	7	2	0	2	44
Support Services	50	51	25	11	73	3	213
Nursing & Midwifery	443	154	154	287	184	6	1,228
Social Services (excl. Home Helps)	83	119	75	84	61	0	422
Professional & Technical	152	77	55	78	53	7	422
Medical & Dental (excluding Doctors in Training)	32	23	13	31	19	91	209
Ambulance	0	0	0	0	0	10	10
Total	888	502	367	568	464	410	3,199

Table 10c - Movers (1 April 2014 - 31 March 2015) (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/Regional Services	Total
Administration & Clerical	68	29	14	17	17	64	209
Estates Services	0	1	2	0	0	0	3
Support Services	2	1	2	0	2	0	7
Nursing & Midwifery	156	40	68	32	25	2	323
Social Services (excl. Home Helps)	16	17	17	8	7	0	65
Professional & Technical	48	43	40	26	22	12	191
Medical & Dental (excluding Doctors in Training)	17	9	5	15	5	4	55
Ambulance	0	0	0	0	0	1	1
Total	307	140	148	98	78	83	854

Definitions for Leavers, Joiners and Movers are given in Section 10 Staff Turnover on page 12 of this report.

Links for UK Health Workforce Data

England - The Health & Social Care Information Centre;

<http://www.hscic.gov.uk/searchcatalogue?topics=0%2fWorkforce>

Wales - StatsWales;

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/NHS-Staff>

Scotland - Information Services Division Scotland;

<http://www.isdscotland.org/Publications/index.asp>

