

Northern Ireland Health and Social Care Workforce Census March 2016

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

- At 31st March 2016, the HSC employed 63,412 (54,920 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B
- The HSC workforce grew by 6% (2,953 WTE) between the 2007 and 2016 Census dates
- The largest employer in the HSC was the Belfast Trust, with 17,181 WTE or 31% of all staff
- The largest Occupational Family was Nursing & Midwifery, with 19,013 WTE or 35% of the total
- The Medical & Dental workforce stood at 4,378 (4,002 WTE). Forty per cent (1,613 WTE) were consultants
- Just under two fifths (38%, 20,895 WTE) of HSC staff were employed at Agenda for Change Bands 1 to 4
- A substantial majority (79% or 50,385) of HSC employees were female and 55% of females worked full-time

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Background

This is the sixteenth 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. 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 provides 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, followed by tables in Appendix A and notes/metadata in Appendix B.

It is important to note that Home Helps/Domiciliary Care staff are not included in this edition, following their exclusion since 2014, 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. Domiciliary care activity statistics for Northern Ireland can be found at <https://www.health-ni.gov.uk/articles/domiciliary-care>

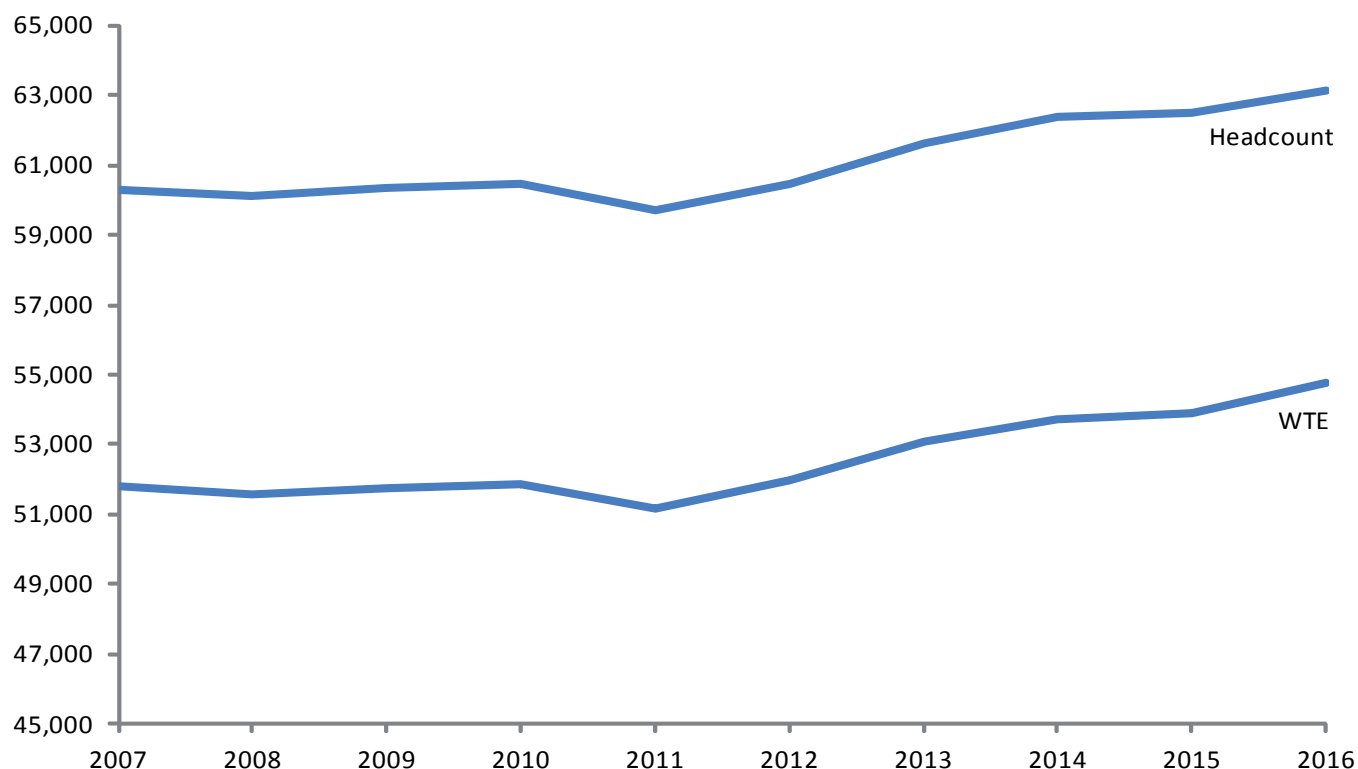
Northern Ireland Health and Social Care Workforce Census as at 31st March 2016

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Changes in the Health and Social Care Workforce 2007 - 2016

Figure A: HSC Staff Headcount and Whole-time Equivalent (WTE) 2007-2016



Overall HSC Staffing Changes, 2007 to 2016

All comparisons in this section are based on data as at 31st March in each year. Figures refer to WTE.

Between 2007 and 2016, the WTE of HSC staff increased by 2,953; this represented 5.7% workforce growth. Possibly due to the after-effects of the Northern Ireland Review of Public Administration (RPA) in the period after 2007, as well as the wider economic climate from 2008 onwards, the workforce decreased by 1.2% between 2007 and 2011. This trend reversed in 2011, and between 2011 and 2016 the increase was 6.9%. The rate of growth between 2013 and 2016 was 3.2%.

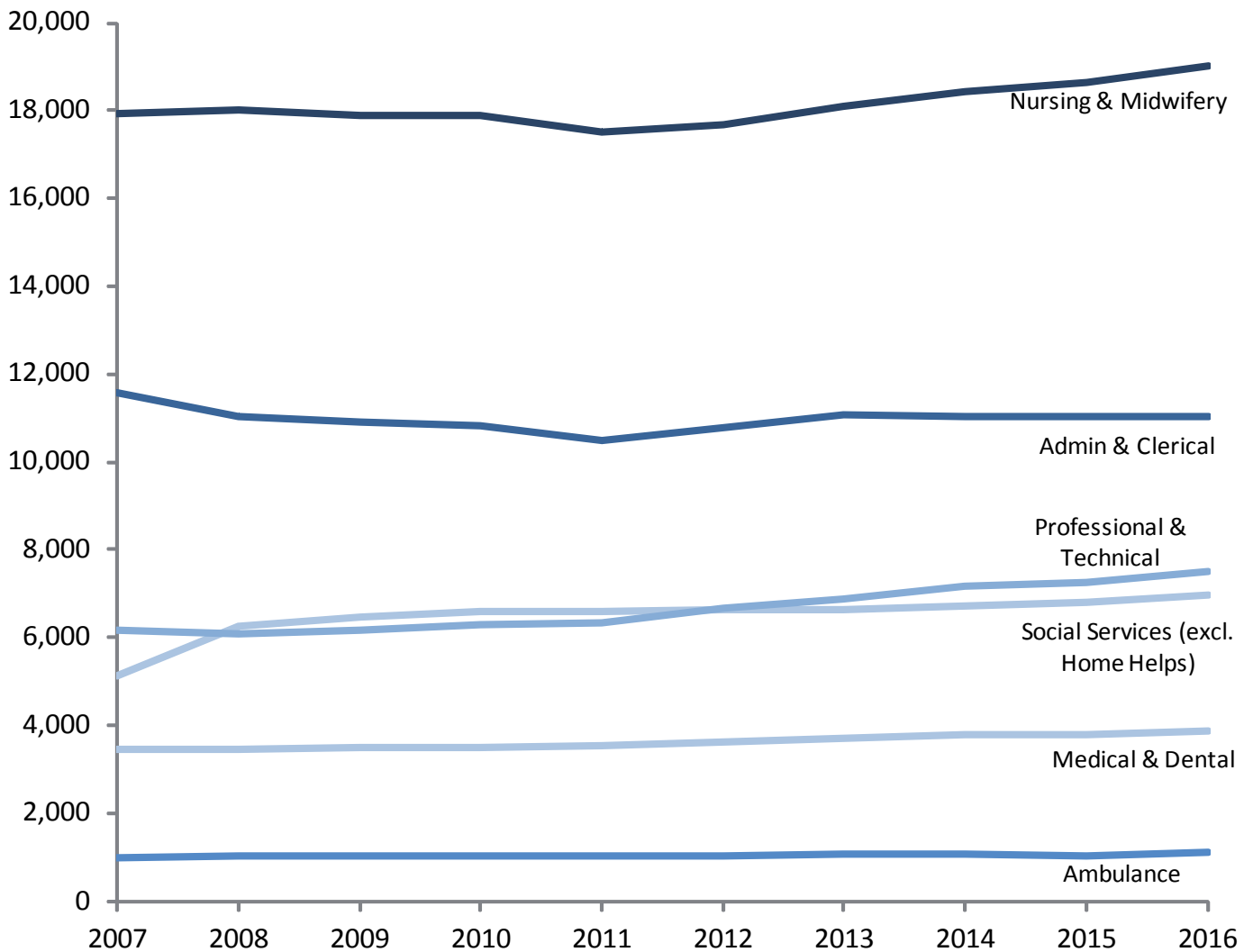
Changes by Occupational Family, 2007 to 2016

Due to movement between Occupational Families as a result of the introduction of the Agenda for Change (AfC) terms and conditions across NHS organisations early in this period, not all groups can be compared across this time period. Those which can are discussed here.

Medical and Dental Workforce, 2007 to 2016

Between 2007 and 2016, the Medical and Dental Occupational Family grew from 3,434 to 3,866 (excluding NIMDTA), an increase of 12.6%. The three-year trend also shows a growing workforce, WTE having increased by 4.0% between 2013 and 2016.

Fig B - Selected Occupational Families WTE, 2007-2016



Nursing & Midwifery Workforce 2007-2016

The Nursing & Midwifery workforce grew by 6.1% between 2007 and 2016, an increase of 1,088. This growth was accounted for entirely by qualified nurses and/or midwives - the Nursing Support WTE decreased by 12.5 over the decade, though had increased by 61 WTE in the last year. In 2007, 77.2% of the workforce were qualified nurses and midwives (the ratio often referred to as 'skill mix'). In 2016 78.5% of the Occupational Family were qualified nurses and/or midwives.

Administrative & Clerical Workforce 2007-2016

The Administrative & Clerical Occupational Family was affected by the Review of Public Administration, and their total WTE decreased by 9.3% (1,072) between 2007 and 2011. While this trend did not continue past 2011, there were still 4.7% fewer administrative staff in 2016 than there were in 2007.

Ambulance Workforce 2007-2016

The Ambulance Occupational Family (which includes paramedics, Emergency Medical Technicians, ambulance officers and control staff) increased by 11.4% (112 WTE) between 2007 and 2016.

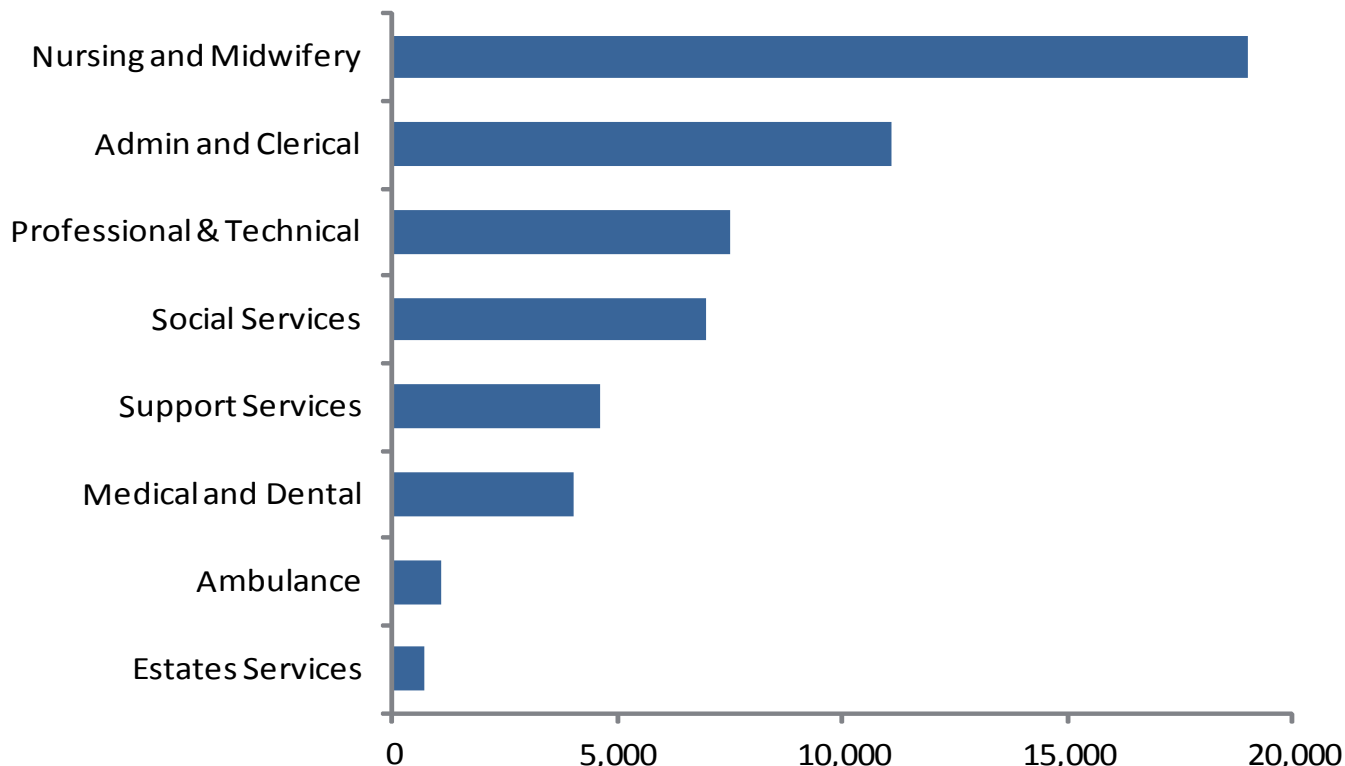
Section 1: Health & Social Care Staff

At March 2016, the HSC employed 63,412 (54,920 WTE) people on either a full-time or part-time basis. In the financial year 2015/16, expenditure on HSC employees exceeded £2 billion.

Occupational Families

The largest Occupational Family, with 19,013 WTE or 35% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 11,057 WTE (20%). Medical and Dental staff represented 7% of the overall workforce, with 4,002 WTE.

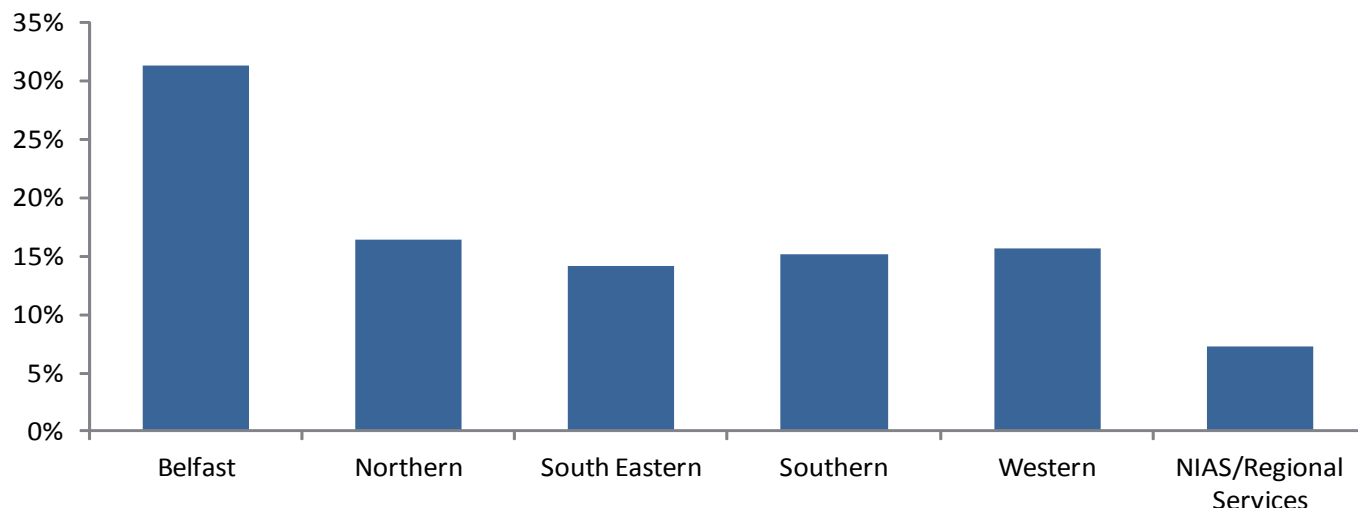
Figure 1a: Occupational Families by WTE, March 2016



Employing Organisations

The largest HSC organisation was the Belfast Trust, with 31% of all staff (17,181 WTE). 93% of all staff worked for one (or more than one) of the five regional Trusts.

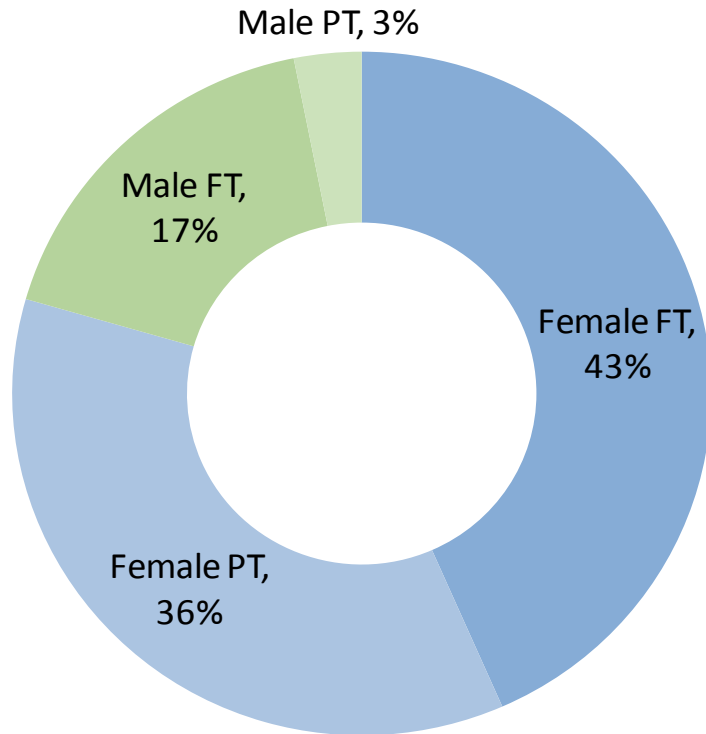
Fig 1b: Employer Organisations by % of Total WTE



Gender and Working Pattern (Headcount)

Seventy-nine per cent of staff (50,385) were female. Of these, 55% worked full-time (see p 51 for the Northern Ireland definition). Of the remaining 13,027 male staff, 85% worked full-time.

Fig. 1c: Gender and Working Pattern

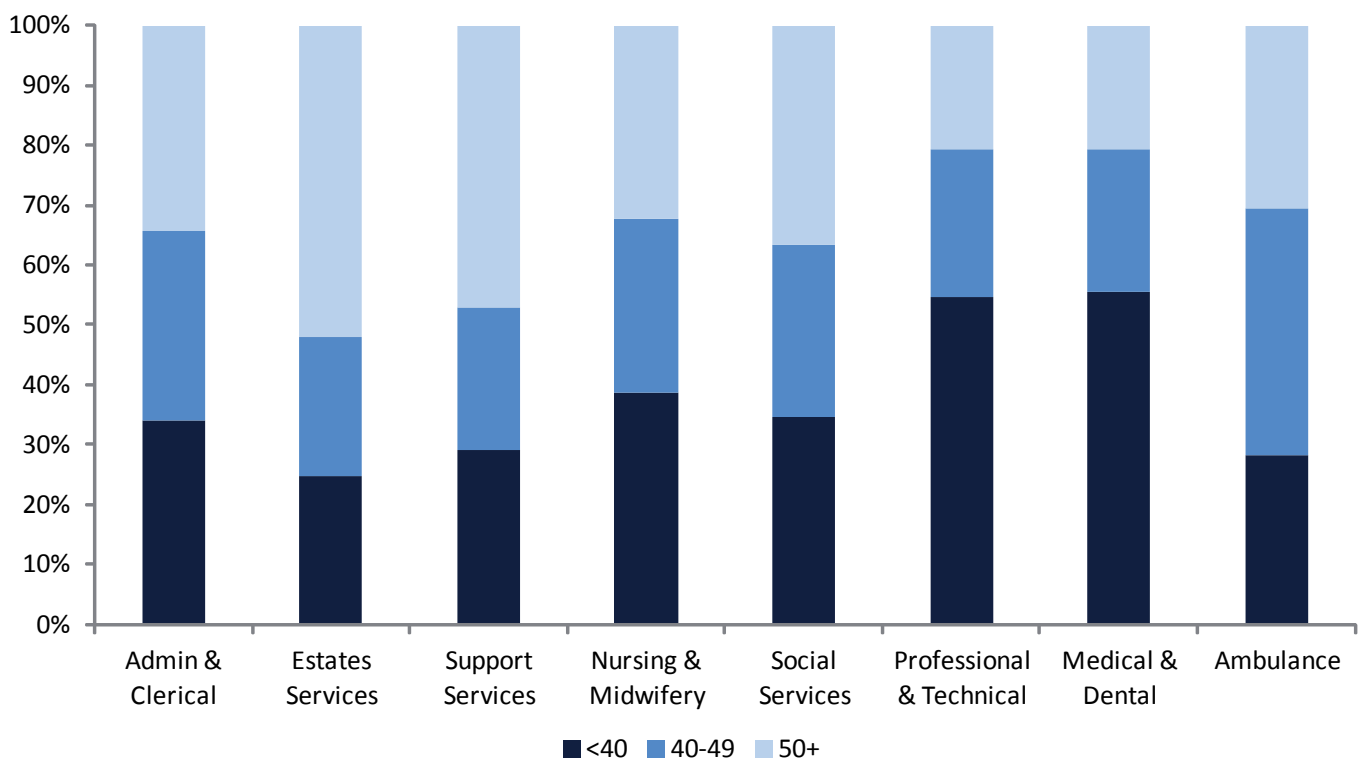


Percentages shown are of all staff. FT; full-time, PT; part-time.

Age (Headcount)

Thirty-nine per cent of all staff were under the age of 40; 28% were between 40 and 49, and 32% were over 50. The Medical & Dental and Professional & Technical Occupational Families had the highest proportions of staff under the age of 40 (55% in both cases).

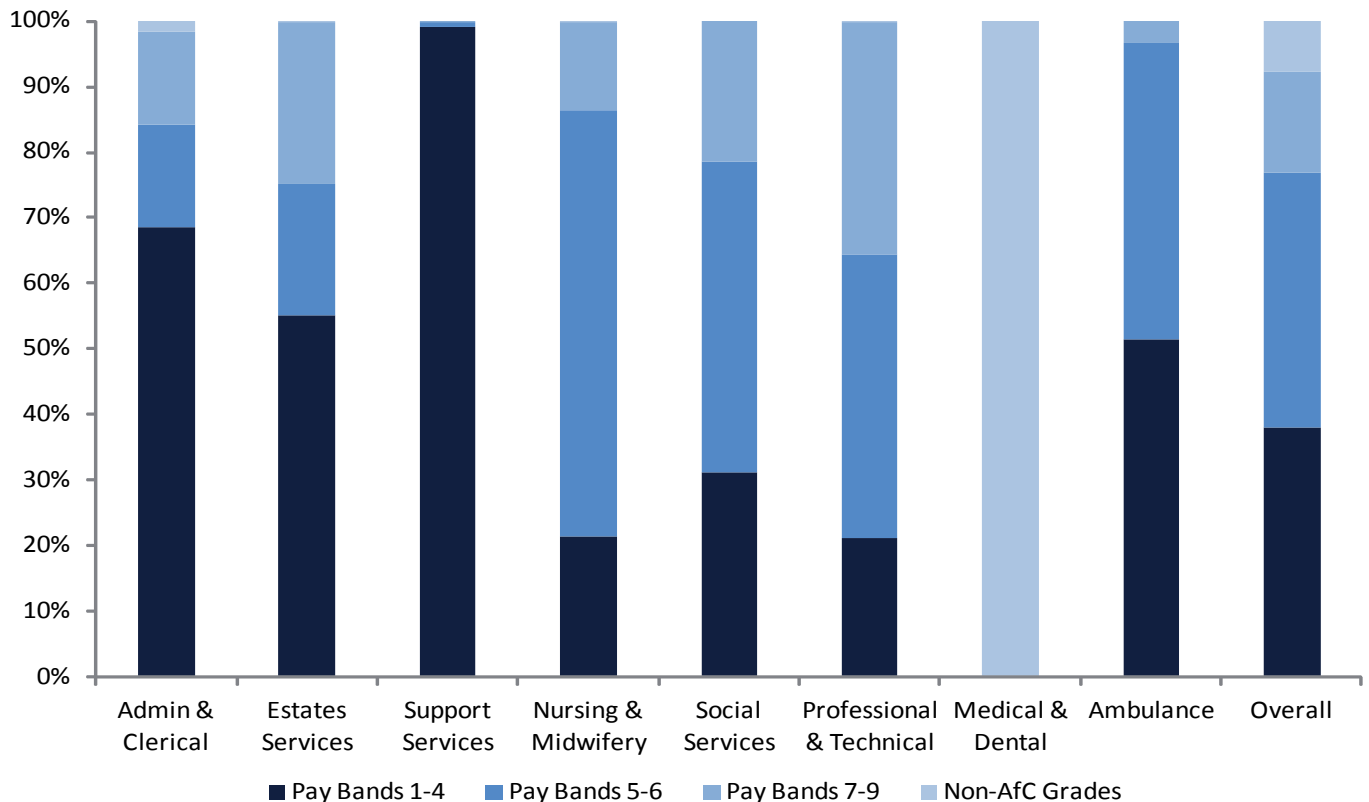
Fig. 1d: Age Distribution by Occupational Family



Pay Bands (WTE)

Thirty-eight per cent of WTE staff were employed at AfC Pay Bands 1-4. Distribution between pay bands differed between Occupational Families, as shown in Fig. 1e. Contrary to the perception that administrative staff usually occupy managerial positions, 69% were employed between Bands 1 and 4 and 84% were employed below Band 7. Sixty-five per cent of Nursing & Midwifery staff were employed at Bands 5 and 6.

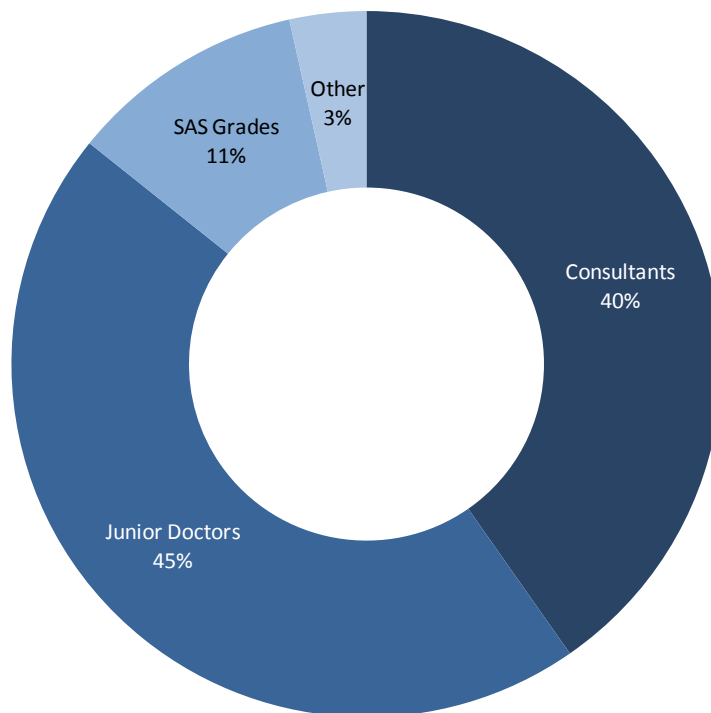
Fig. 1e: Pay Bands by Occupational Family (% of Headcount)



Section 2: Medical and Dental Staff

There were 4,378 (4,002 WTE) Medical and Dental staff employed. The largest cohort were junior doctors (both Foundation doctors in their first years of practice and Registrars with up to eight years' professional experience). This group represented 45% of the Medical and Dental workforce, or 1,819 WTE. The next largest group were consultants with 1,613 WTE or 40%. Staff Grade/Associate Specialist/Specialty Doctors (SAS), or middle-grade doctors, comprised the majority of the remainder. The final 3% of the workforce were employed in grades classified as 'other', for example hospital practitioners and dental officers.

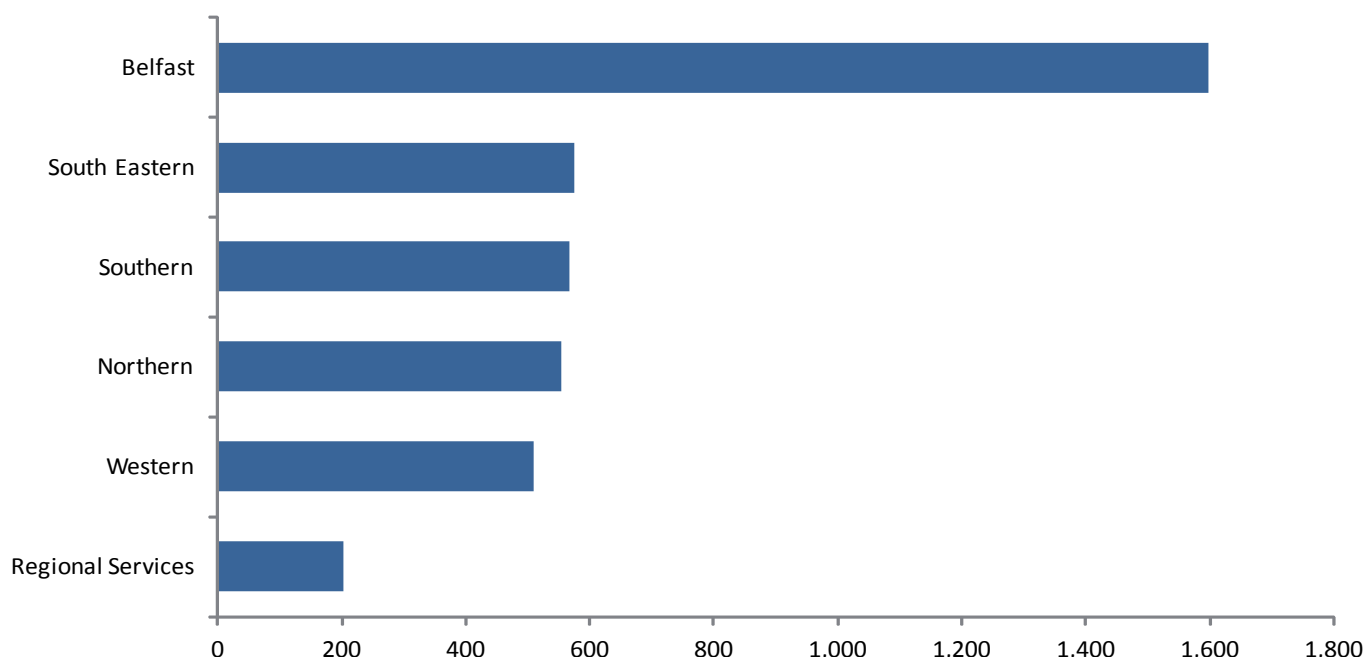
Fig 2a: Medical and Dental staff by Grade (% of overall WTE)



Employing Organisations

Forty per cent of Medical and Dental staff (1,597 WTE) worked for the Belfast HSC Trust. Each of the other four regional Trusts (Northern, South Eastern, Southern and Western) employed between 13% and 14% of Medical and Dental staff by WTE. The remaining 5% were employed by the Regional Services.

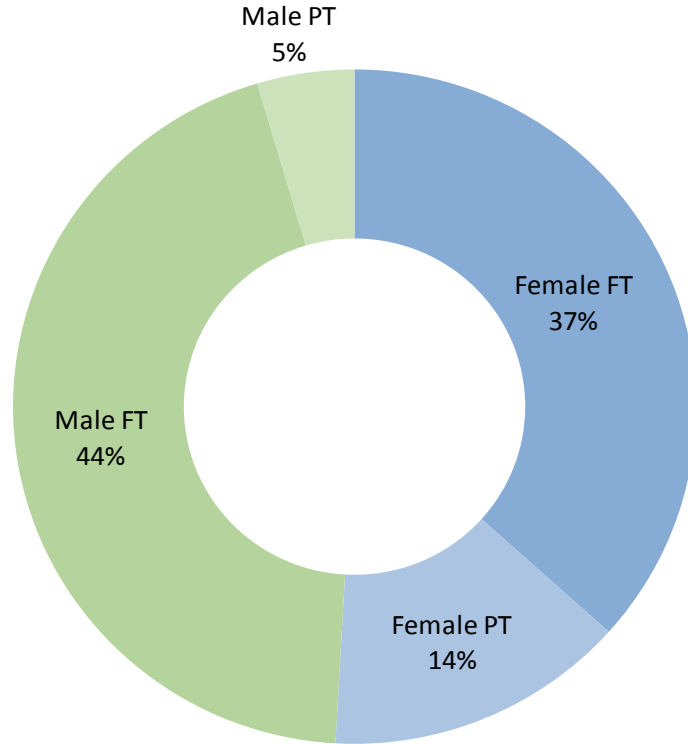
Fig. 2b: Medical and Dental Staff by Employing Organisation



Gender and Working Pattern (Headcount)

A small majority (2,228 or 51%) of Medical and Dental staff were female, of whom 72% worked full-time. This represented an increase of 0.7% in the proportion of medical and dental staff who were female since the previous Census (March 2015). Of the remaining 2,150 male doctors, 91% worked full-time.

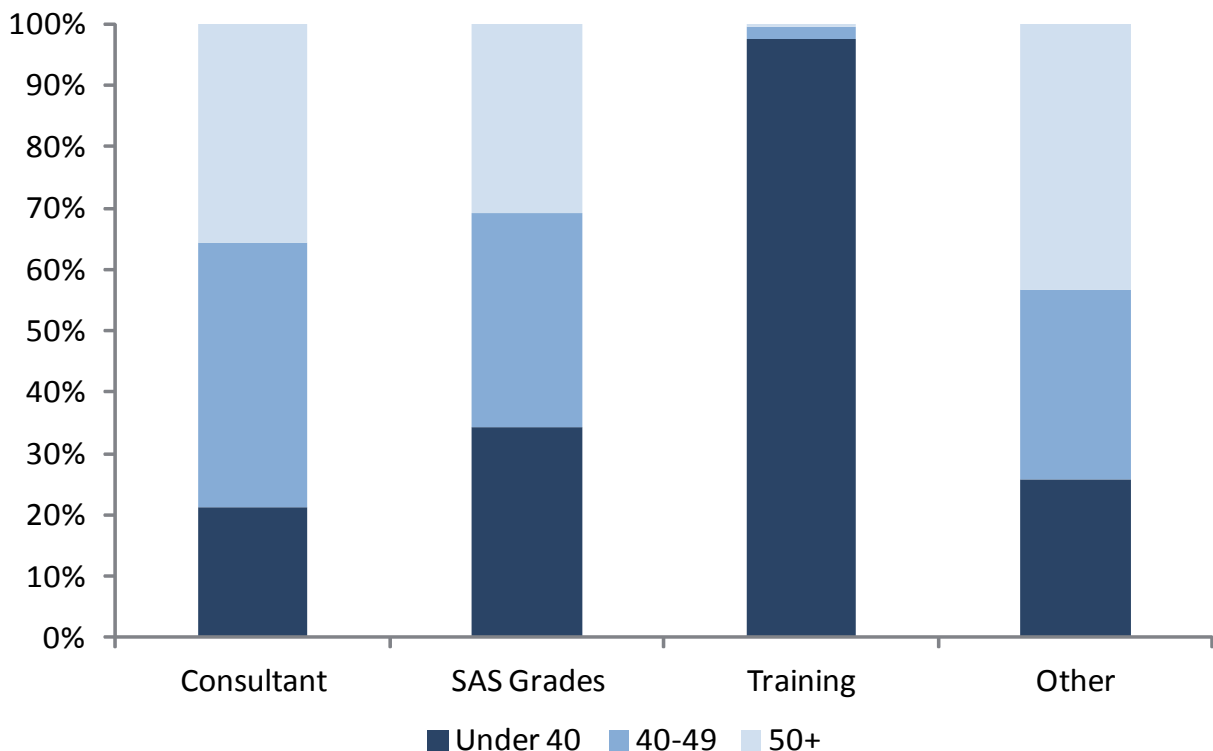
Fig. 2c: Medical & Dental Staff by Gender and Working Pattern



Age (Headcount)

Fifty-five per cent of medical and dental employees were under the age of 40; 21% were over 50. Twenty-one per cent of Consultants and 34% of SAS/career grade staff were under 40.

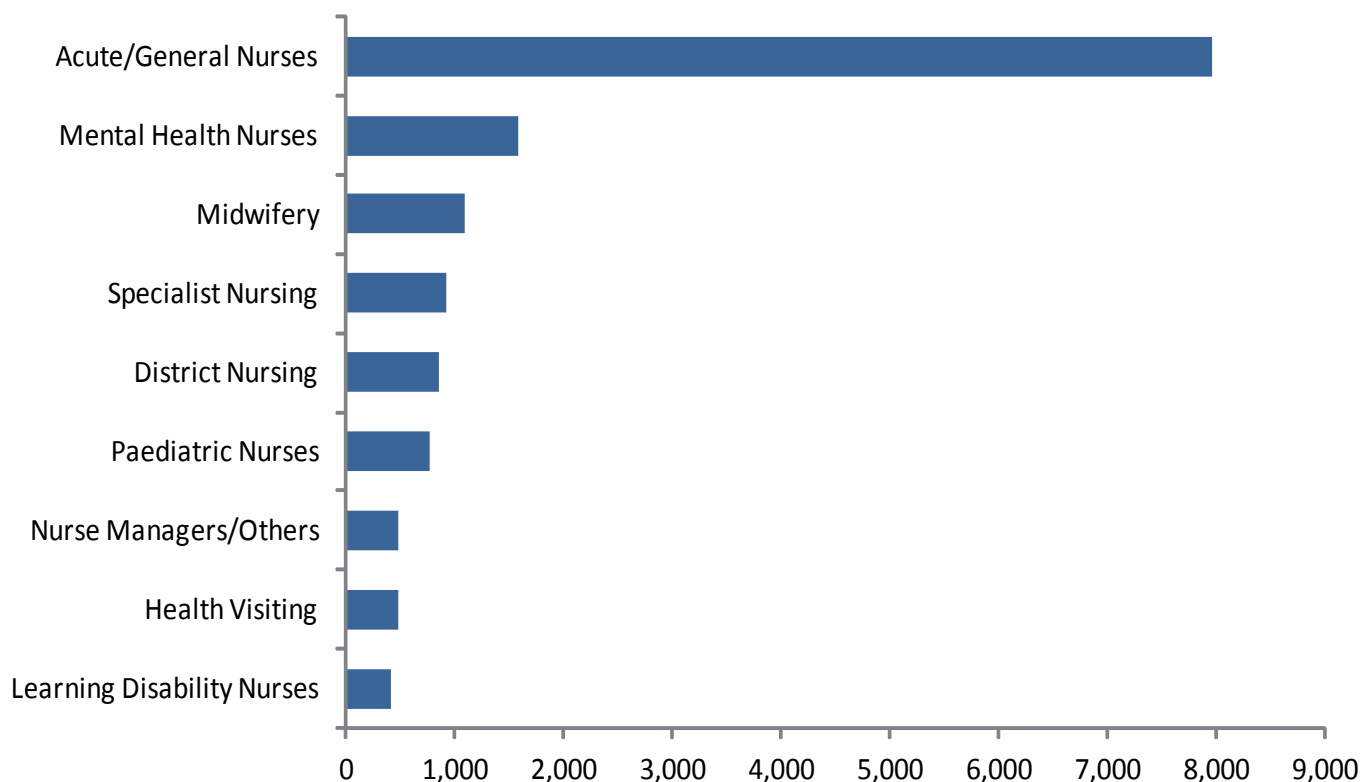
Fig. 2d: Medical and Dental Staff by Age and Grade (% of Headcount)



Section 3: Nursing and Midwifery Staff

There were 21,854 (19,013 WTE) Nursing & Midwifery staff employed. 17,119 (14,933 WTE) were in qualified nursing and midwifery grades (Band 5 and up), and 4,735 (4,080 WTE) were in support grades (Bands 2-4).

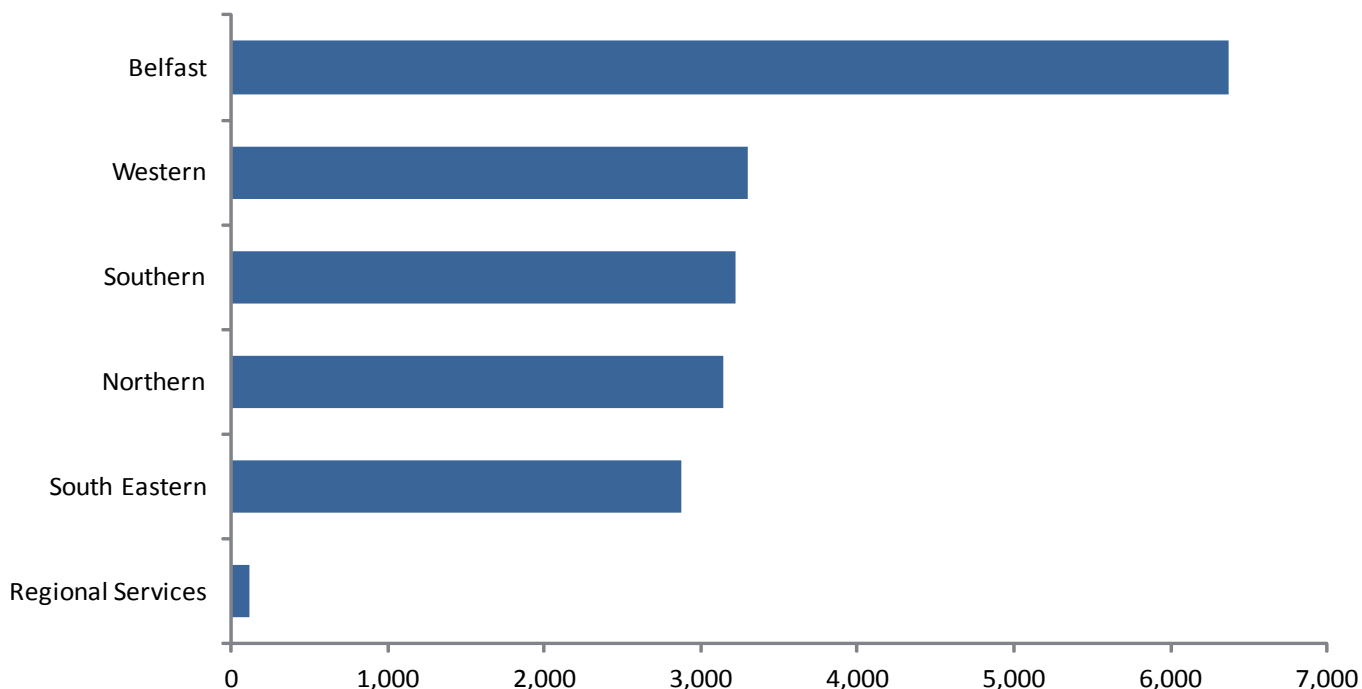
Just over half (7,955 WTE, or 53%) of all qualified nurses were graded as acute or general



Employing Organisations

Belfast HSC Trust was the largest employer of Nursing & Midwifery staff, with 33% of overall WTE. The other four regional Trusts employed between 15% and 17% of overall WTE, and less than 1% were employed by the Regional Services.

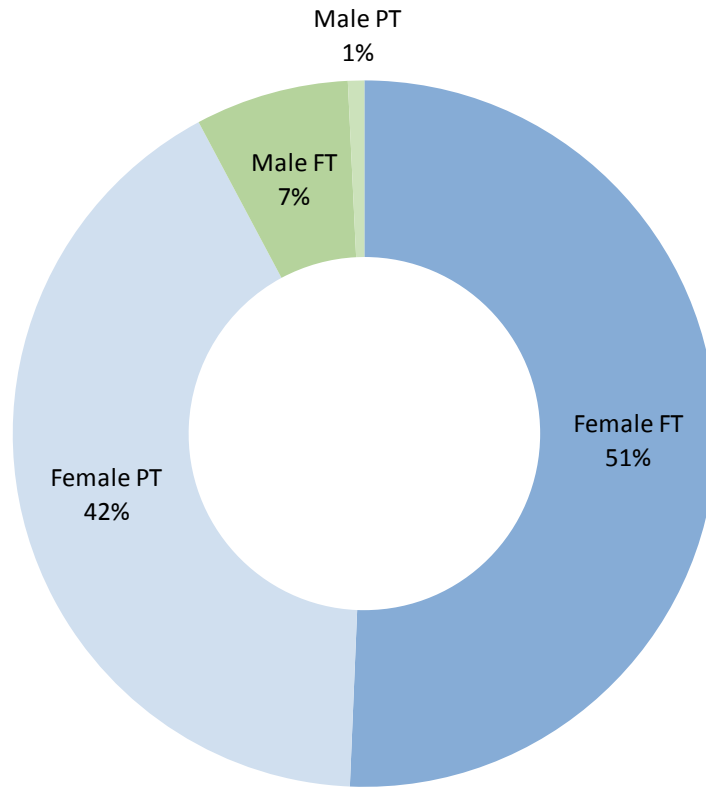
Fig. 3b: Nursing & Midwifery Staff by Employer (WTE)



Gender and Working Pattern (Headcount)

The vast majority (92%, or 20,146) of Nursing & Midwifery employees were female. Of these, 11,071 (55%) worked full-time. Ninety per cent (1,543) of male staff worked full-time. Within the subgroups, male staff were more highly represented among mental health nurses. Twenty-three per cent of mental health nurses, or 380, were male.

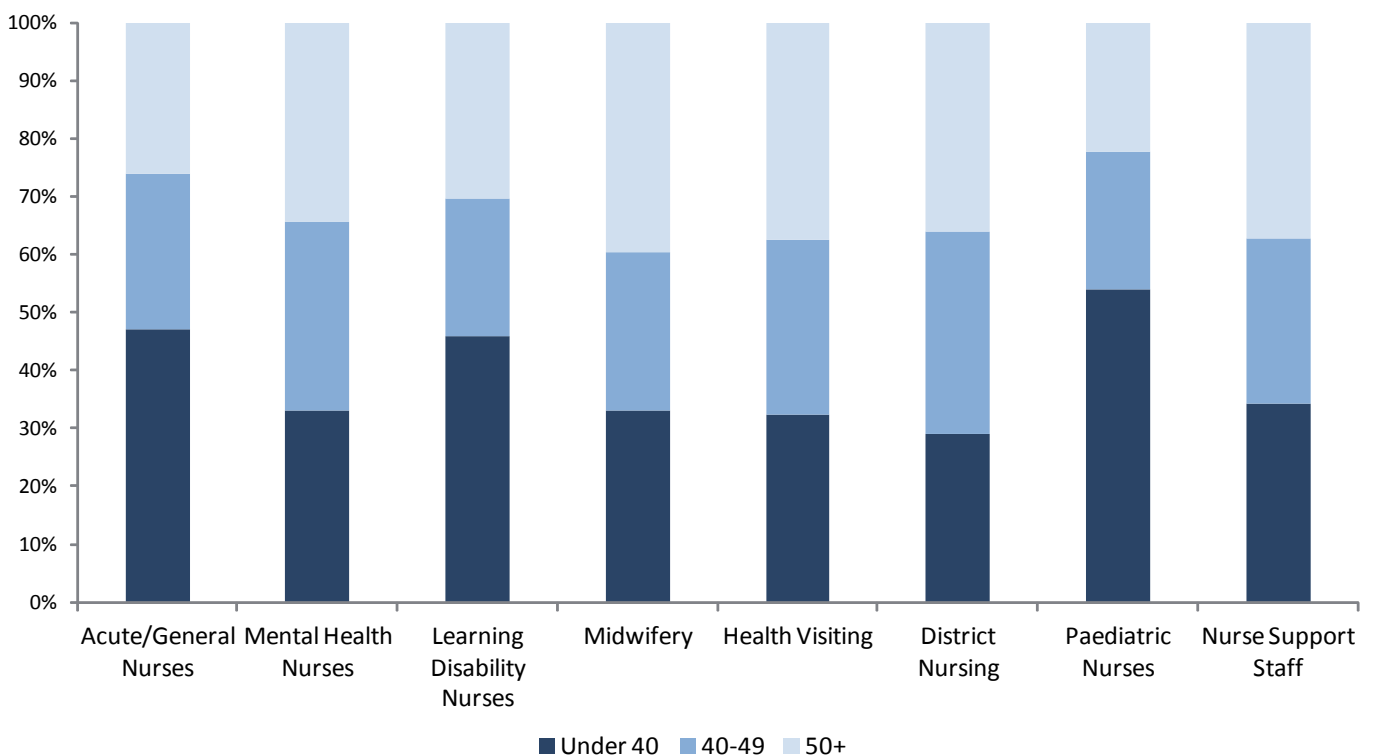
Fig. 3b: Nursing and Midwifery staff by Gender and Working Pattern



Age (Headcount)

Overall the proportion of Nursing & Midwifery staff aged under 40 was 39%. The youngest groups were paediatric nurses (54% under 40) and acute/general nurses (47% under 40). The group with the largest proportion of staff over 50 were midwives, at 40%.

Fig. 3c: Selected Nursing & Midwifery Groups by Age (% Headcount)

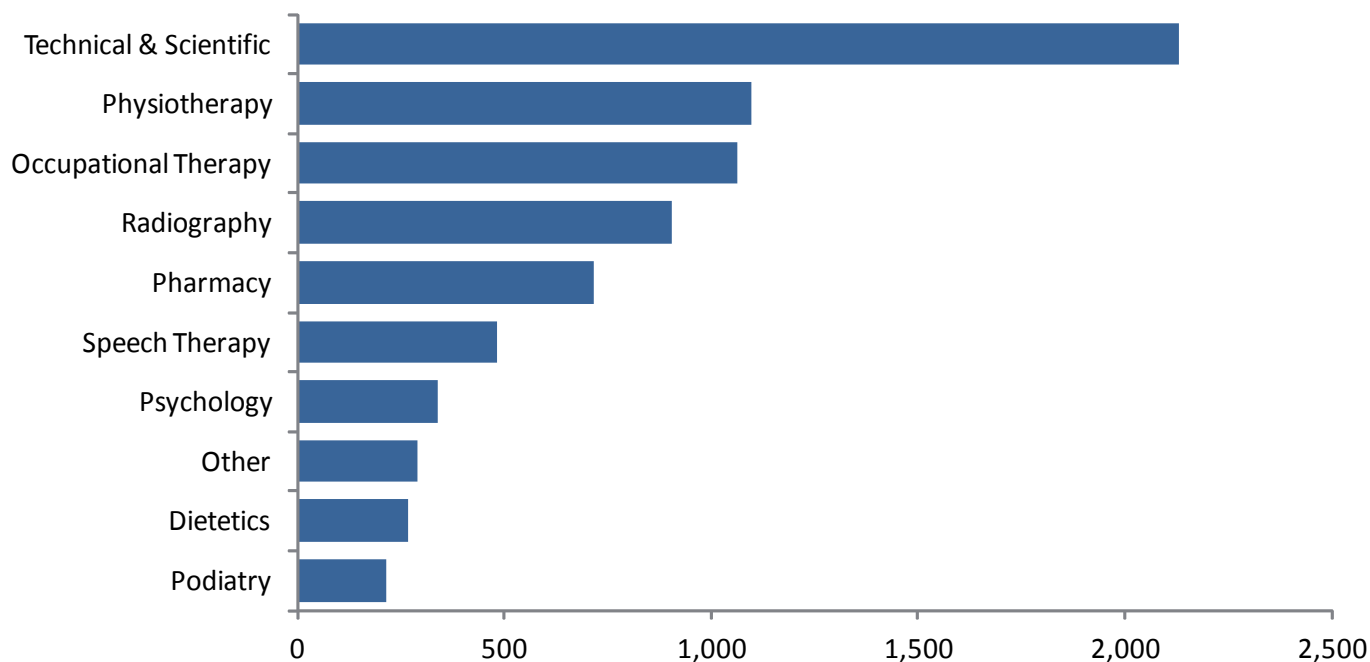


Section 4: Professional and Technical Staff

The Professional and Technical Occupational Family comprises the Allied Health Professions (e.g. physiotherapists, occupational therapists and dietitians), other health professionals, e.g. psychologists, and technical or scientific staff like biomedical scientists and pharmacists.

There were 8,679 (7,509 WTE) Professional and Technical staff employed. The largest single professional group were physiotherapy staff, with 15% of total WTE (1,097). Technical and Scientific staff of various professions made up 28% of WTE, or 2,145.

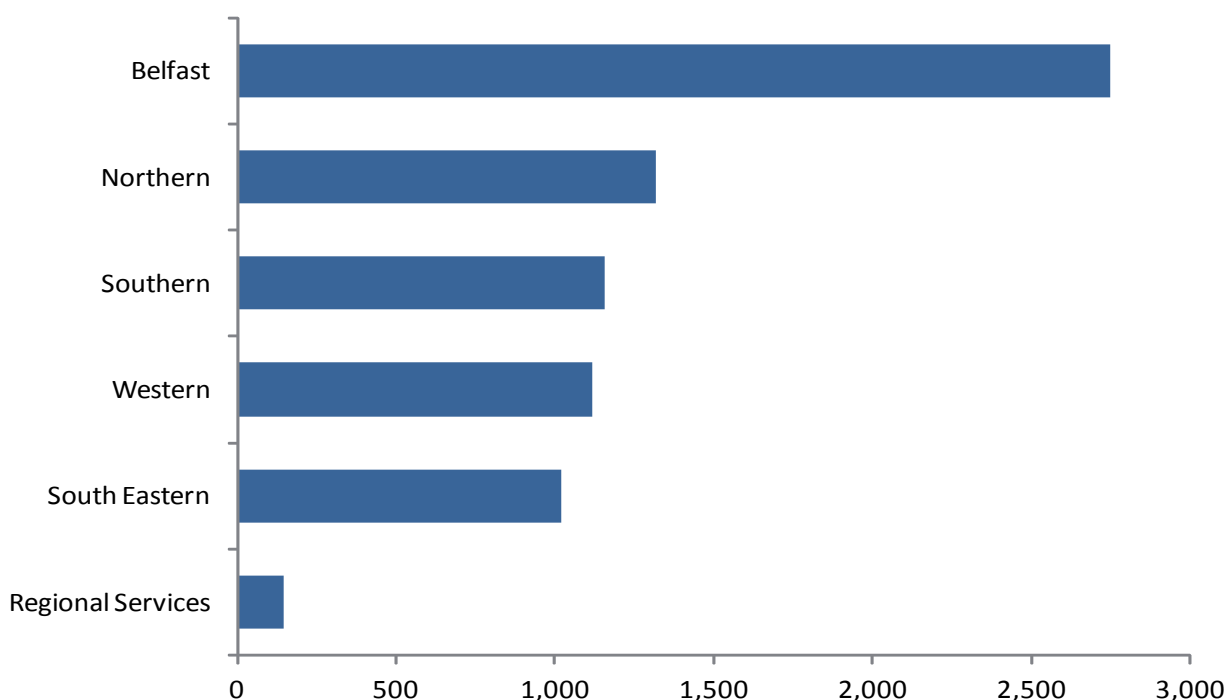
Fig. 4a: Professional and Technical Staff by Group (WTE)



Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 2,746 WTE or 37% of the total. The other four local Trusts employed between 14% and 18% of the total WTE. Two per cent by WTE were employed by the Regional Services.

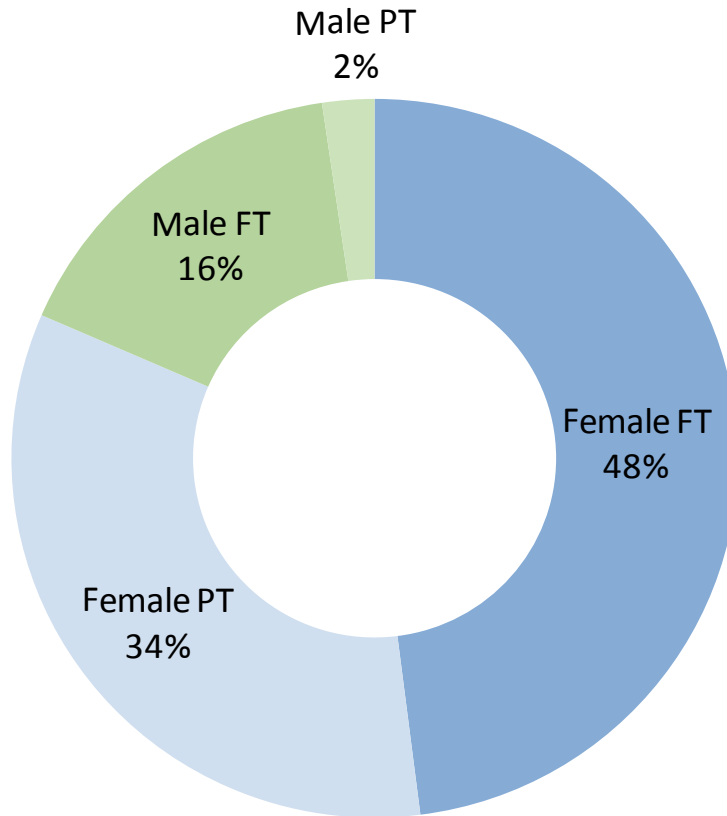
Fig. 4b: Professional and Technical Staff by Employer



Gender and Working Patterns (Headcount)

A large majority (82%; 7,074 staff) of Professional & Technical staff were female. Most (59%) female staff worked full-time. Eighty-seven per cent of the 1,605 male staff worked full-time.

Fig. 4c: Professional and Technical staff by Gender and Working Pattern (% Headcount)



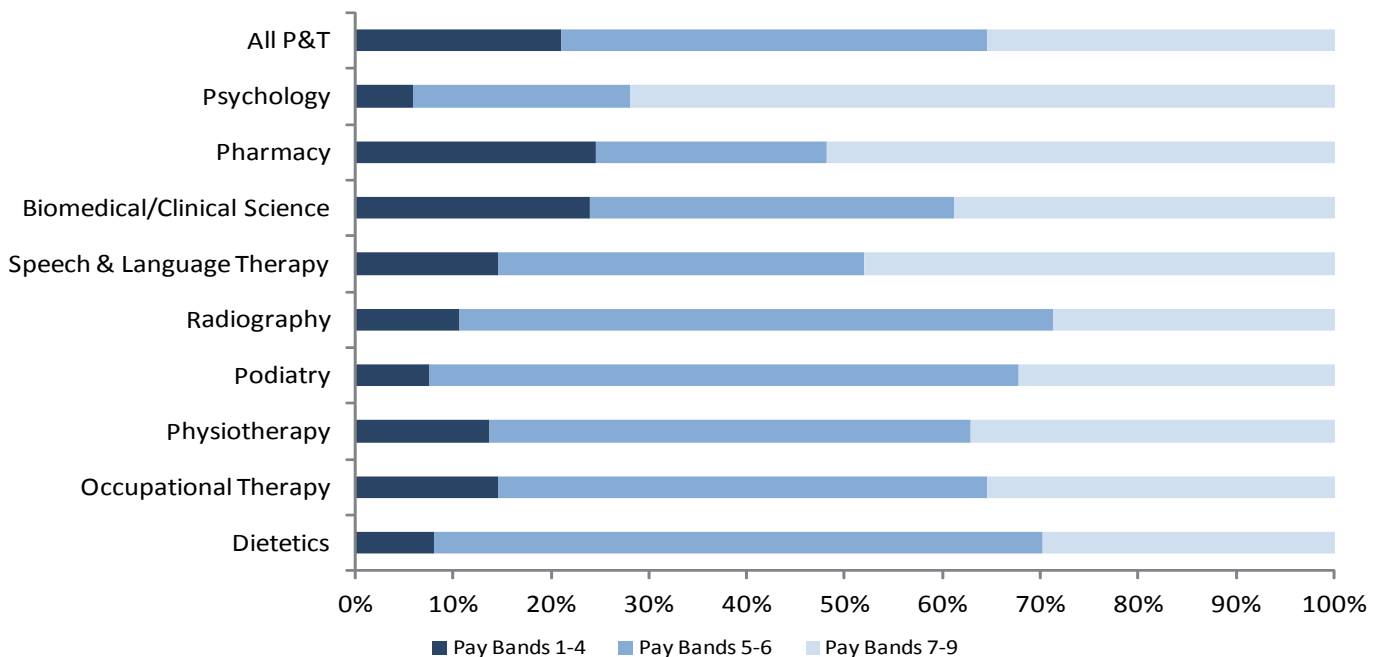
Age (Headcount)

The Professional and Technical occupations have experienced a high level of growth over the last decade. As such, a majority (55%) were under the age of 40. The modal age group for Professional & Technical staff was 30-34.

Pay Bands (WTE)

A large majority (79%) of Professional & Technical staff were employed at AfC Band 5 and above.

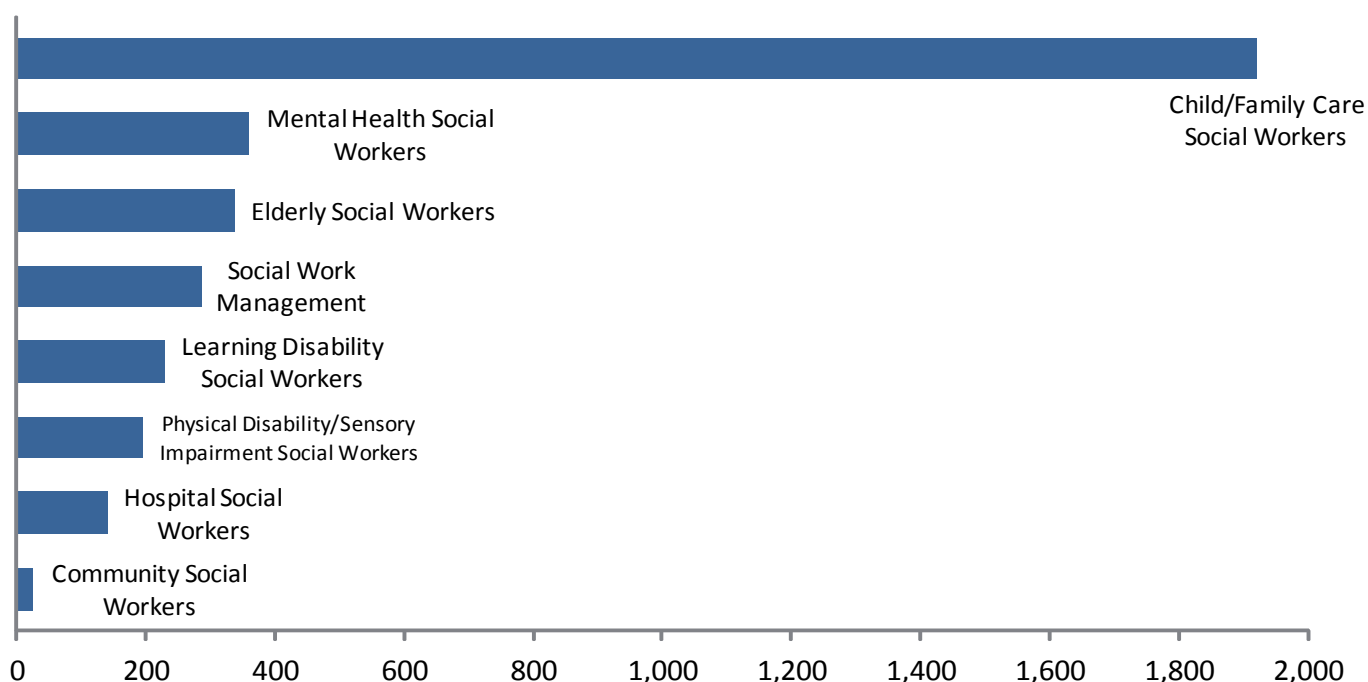
Fig. 4d: Professional & Technical Staff by Pay Band (% WTE)



Section 5: Social Services Staff- Excluding Domiciliary Care

There were 7,833 (6,957 WTE) staff employed in Social Services grades. A small majority (51%, or 3,581 WTE) were qualified social workers. Most of these (54%, 1,920 WTE) were Child & Family Care Social Workers.

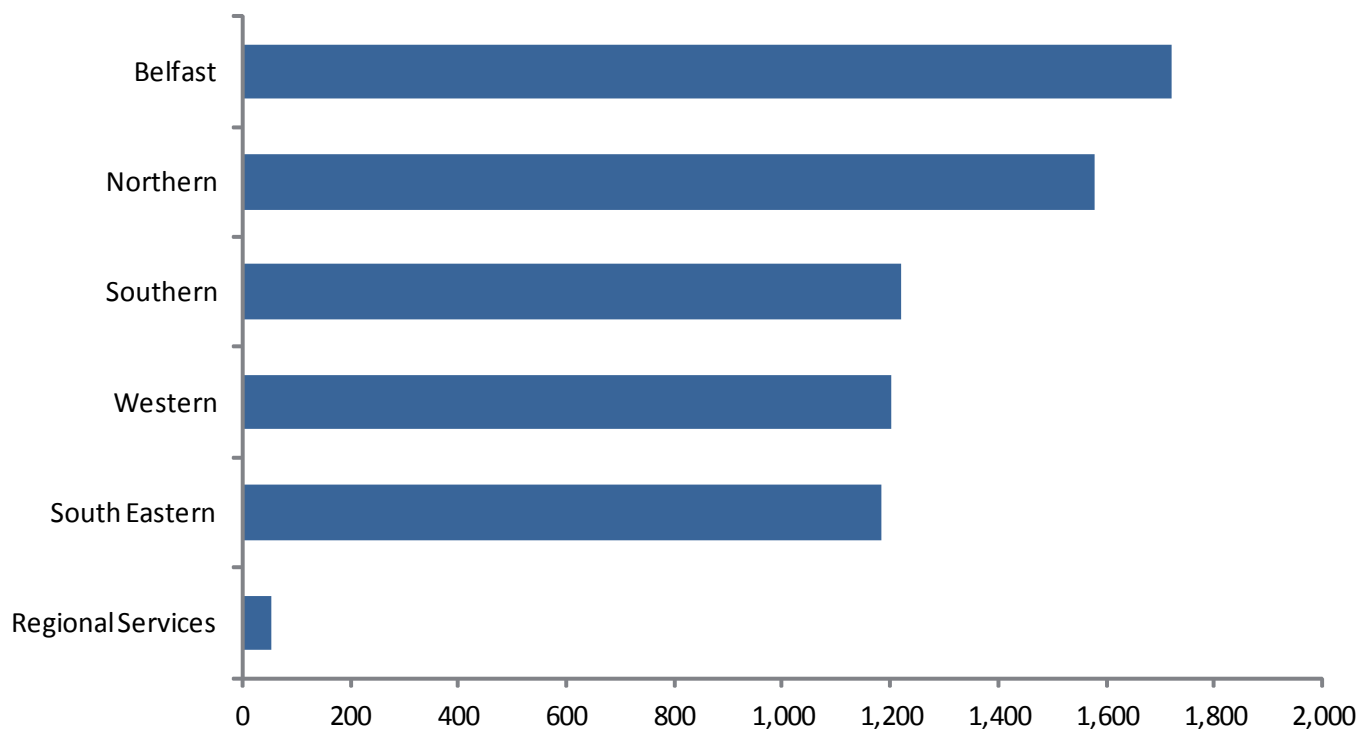
Fig. 5a: Social Workers by Grade (WTE)



Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with 1,721 WTE (25% of the total). The other Trusts employed between 17% (South Eastern, Western) and 23% (Northern) of the total. Less than 1% were employed by the Regional Services.

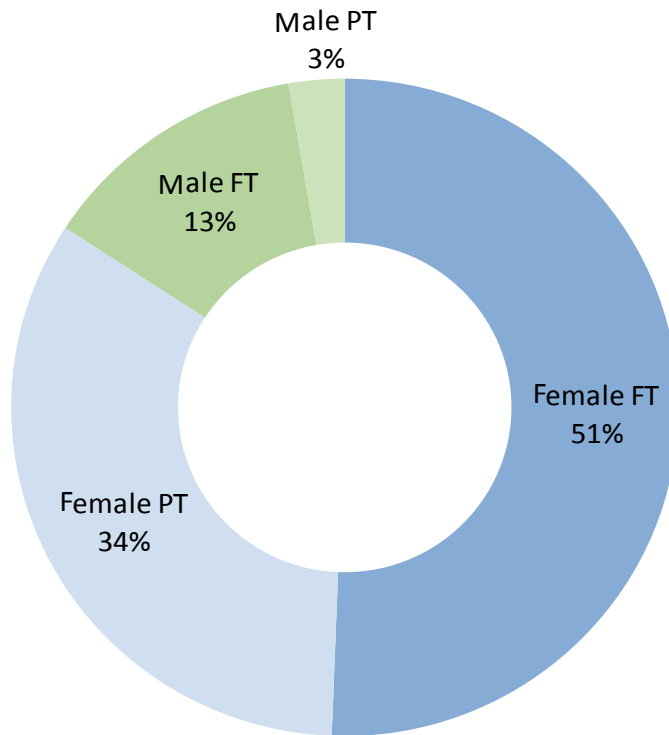
Fig 5b: Social Services Staff by Employing Organisation (WTE)



Gender and Working Pattern (Headcount)

A large majority (84%, 6,597) of Social Services staff were female; 60% of female staff worked full-time and 49% of female staff were qualified social workers. Eighty-three per cent of male staff worked full-time; 49% of male staff were qualified social workers.

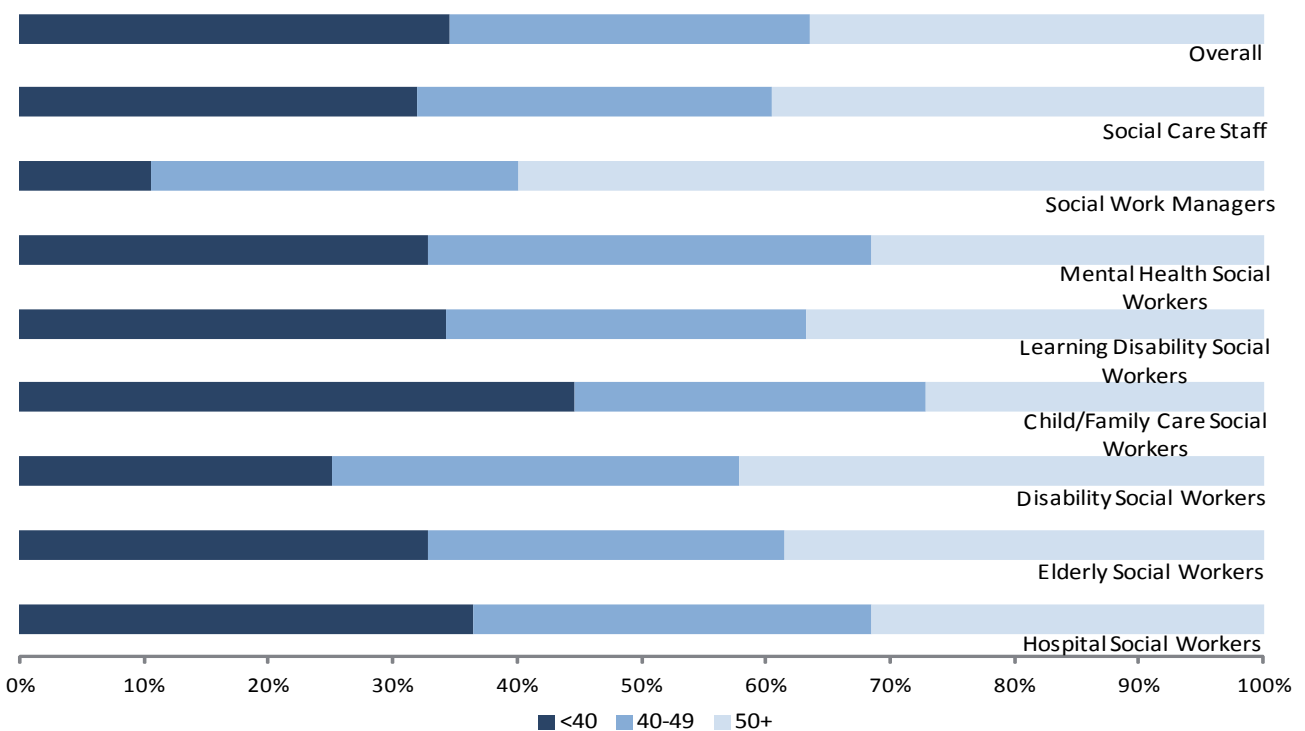
Figure 5c: Social Services Staff by Gender and Working Pattern



Age

The Social Services Occupational Family has more staff over the age of 50 (2,862, or 37%) than under 40 (2,706, or 35%). Social workers were younger than other social care staff; 37% were under 40, whereas 40% of social care staff were over 50. One-third (33%) of social workers were over 50. Only 11% of social work managers were under 40; 60% were over 50.

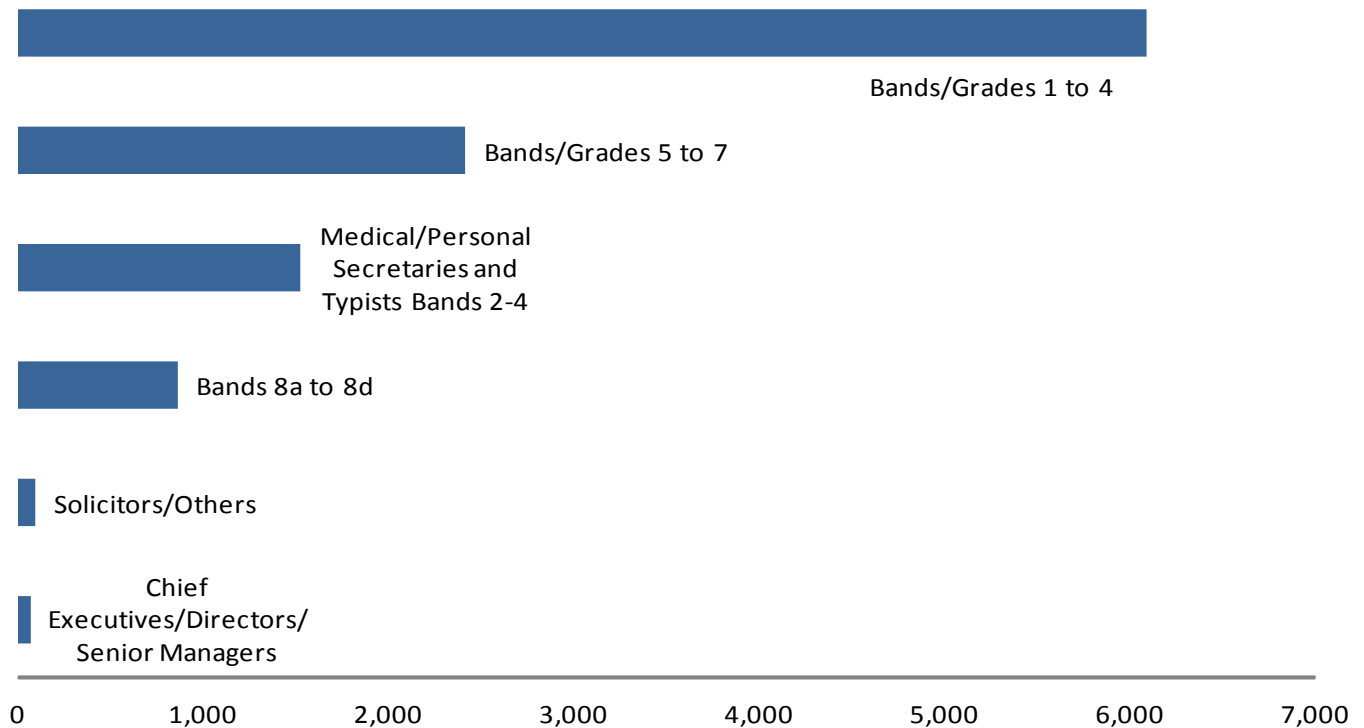
Fig. 5d: Social Services Staff by Age Group (% Headcount)



Section 6: Administrative & Clerical Staff

There were 12,743 (11,057 WTE) Administrative & Clerical staff employed. A large majority (69%, or 7,583 WTE) were employed in Bands/Grades 1 to 4 (non-managerial grades).

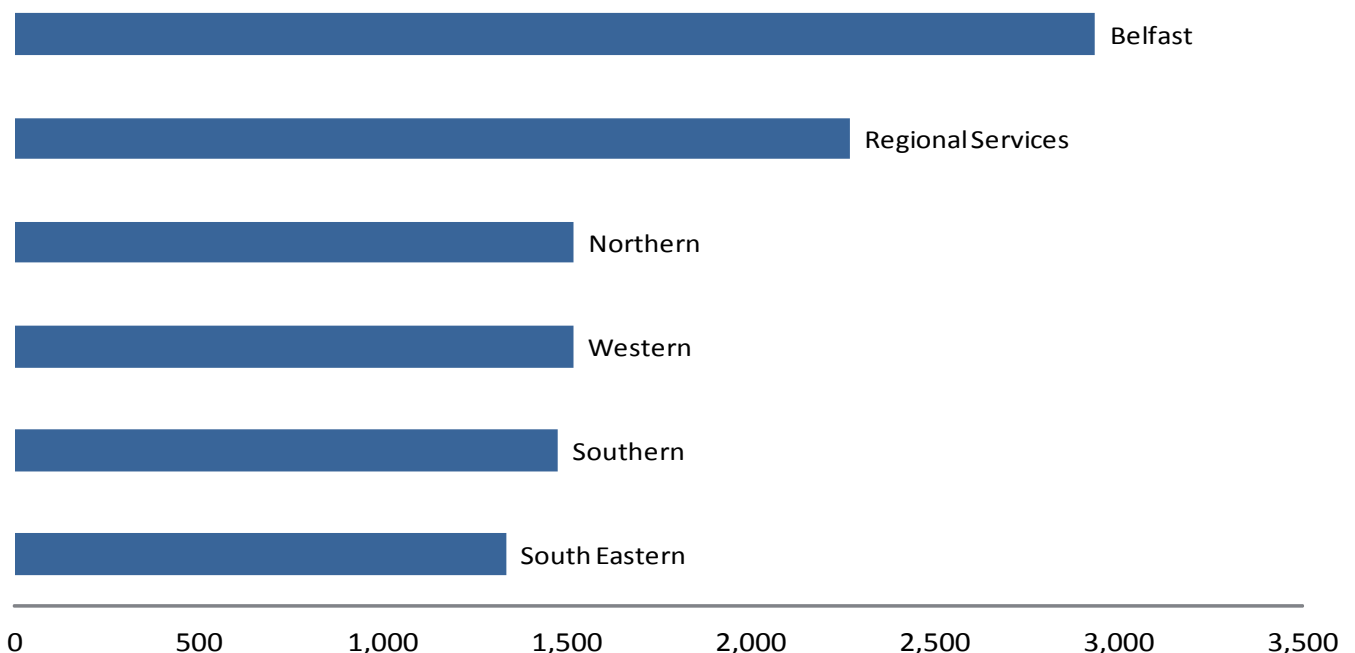
Fig. 6a: Admin & Clerical Staff by Grade



Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 2,938 WTE (27% of the total). The Regional Services, particularly the Business Services Organisation and the Health & Social Care Board, employed a further 2,269 WTE or 21%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

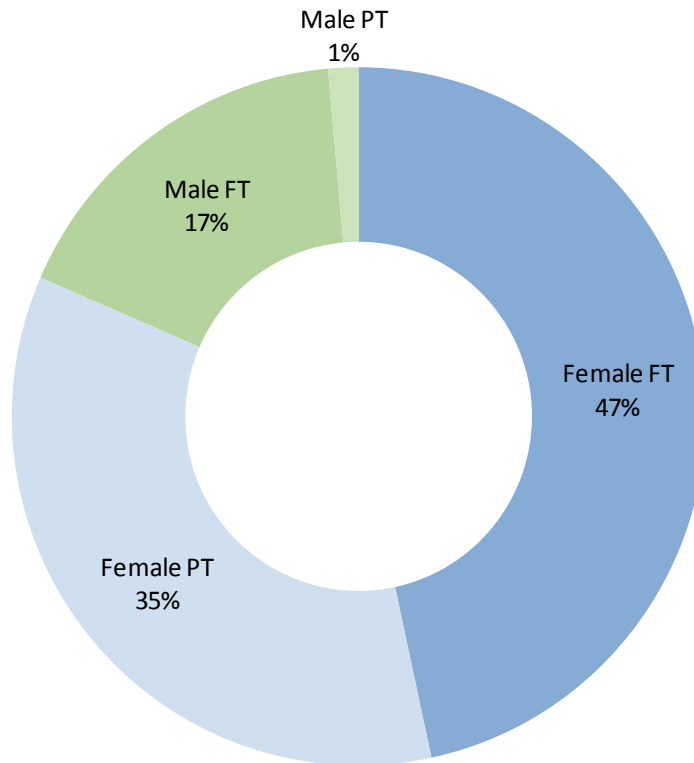
Fig. 6b: Administrative & Clerical Staff by Employing Organisation



Gender and Working Pattern

As with the HSC workforce as a whole, a majority (82%) of Administrative & Clerical staff were female. Fifty-seven per cent of female staff worked full-time compared to 92% of male staff.

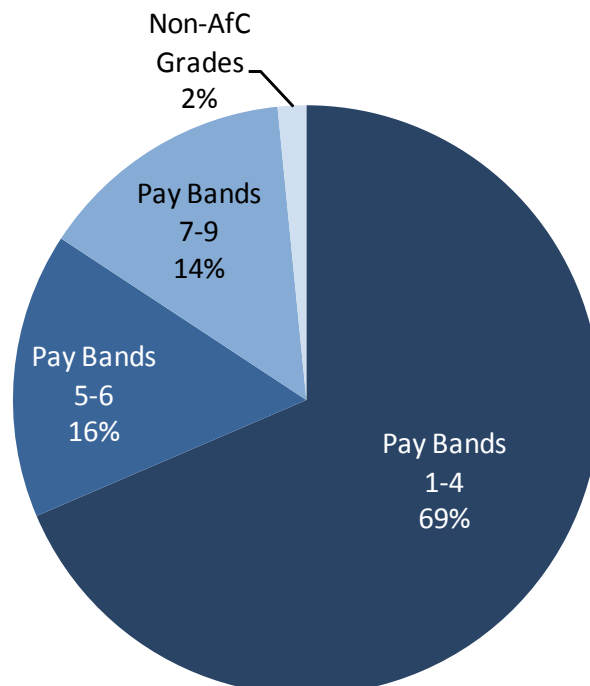
Fig. 6c: Administrative & Clerical staff by Gender and Working Pattern



Pay Bands

As described earlier, most (69%, or 7,583 WTE) Administrative & Clerical staff were employed at AfC Bands 1-4.

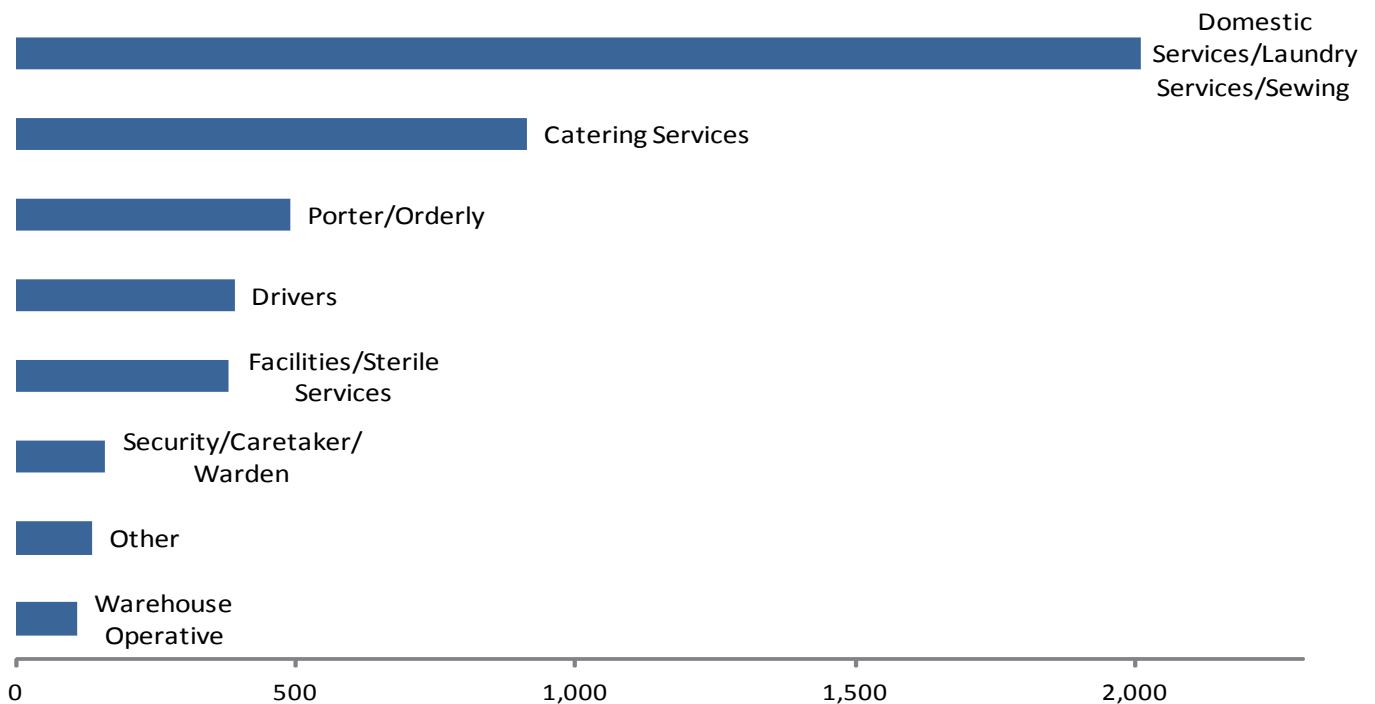
Fig. 6d: Administrative & Clerical Staff by Pay Bands



Section 7: Support Services Staff

There were 6,113 (4,595 WTE) Support Services staff employed. The largest sub-group was domestic services, with 1,865 WTE; they represented 41% of Support Services staff. A further 20% (914 WTE) were employed within catering services.

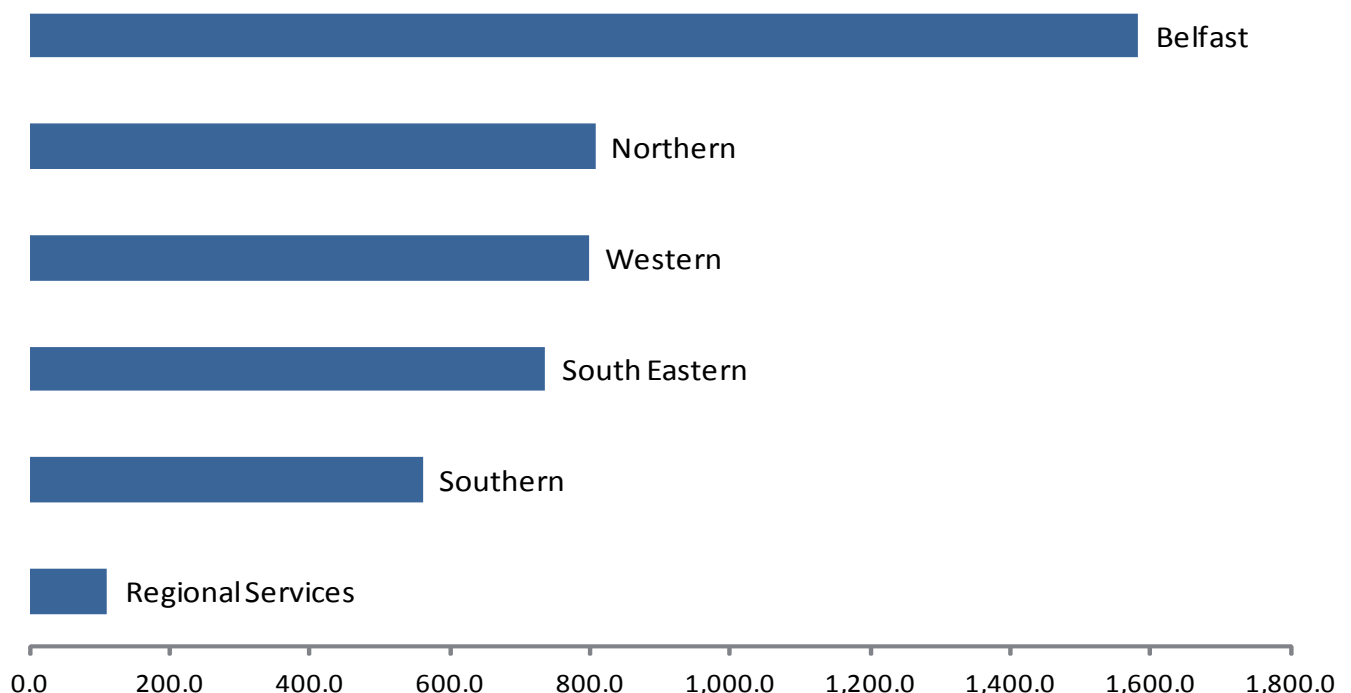
Fig. 7a: Support Services Staff by Grade



Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,582 Support Services staff, 34% of the total. The other local Trusts employed between 12% and 18% of the remainder, with 2% employed by the Regional Services.

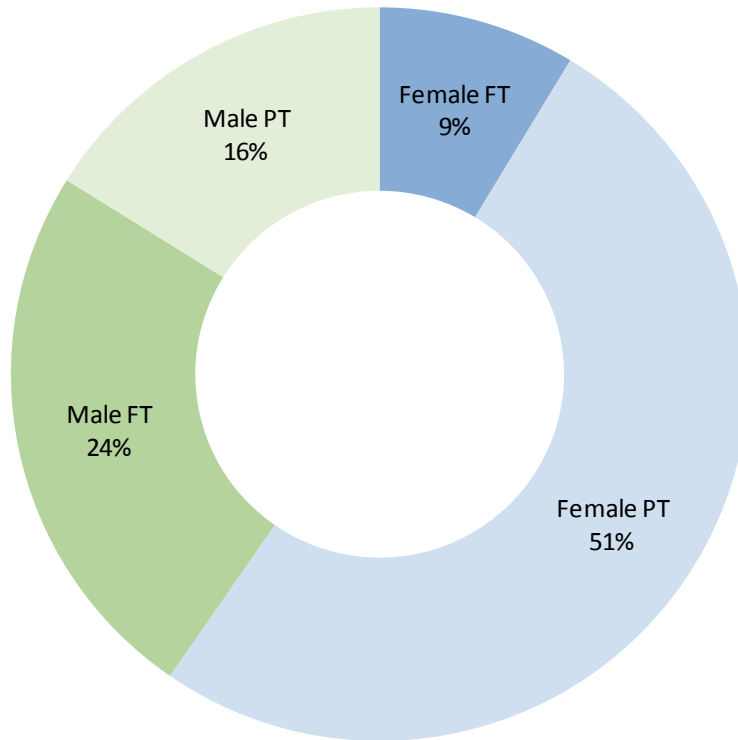
Fig. 7b: Support Services Staff by Employing Organisation



Gender and Working Pattern

The Support Services workforce was 60% female. A majority (67%) of all Support Services staff worked part-time. The porters and orderlies group had the highest proportion of staff working full-time at 84%. Most male staff (60%) worked full-time compared to 15% of female staff.

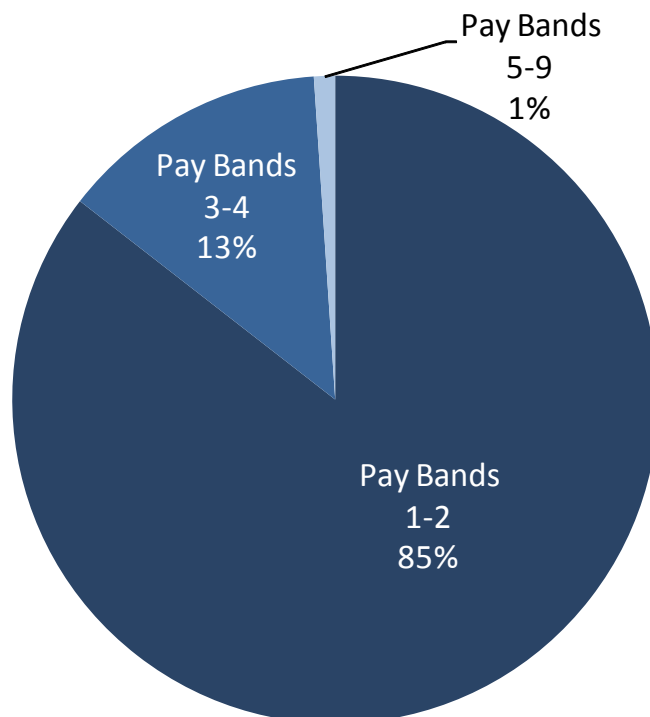
Fig. 7c: Support Services Staff by Gender and Working Pattern



Pay Bands

Support Services staff on average are employed at lower Bands than the other Occupational Families. A large majority (85%, or ~3,925 WTE) were employed at Band 1 or 2; only 1% (~47 WTE) were employed at Band 5 or above.

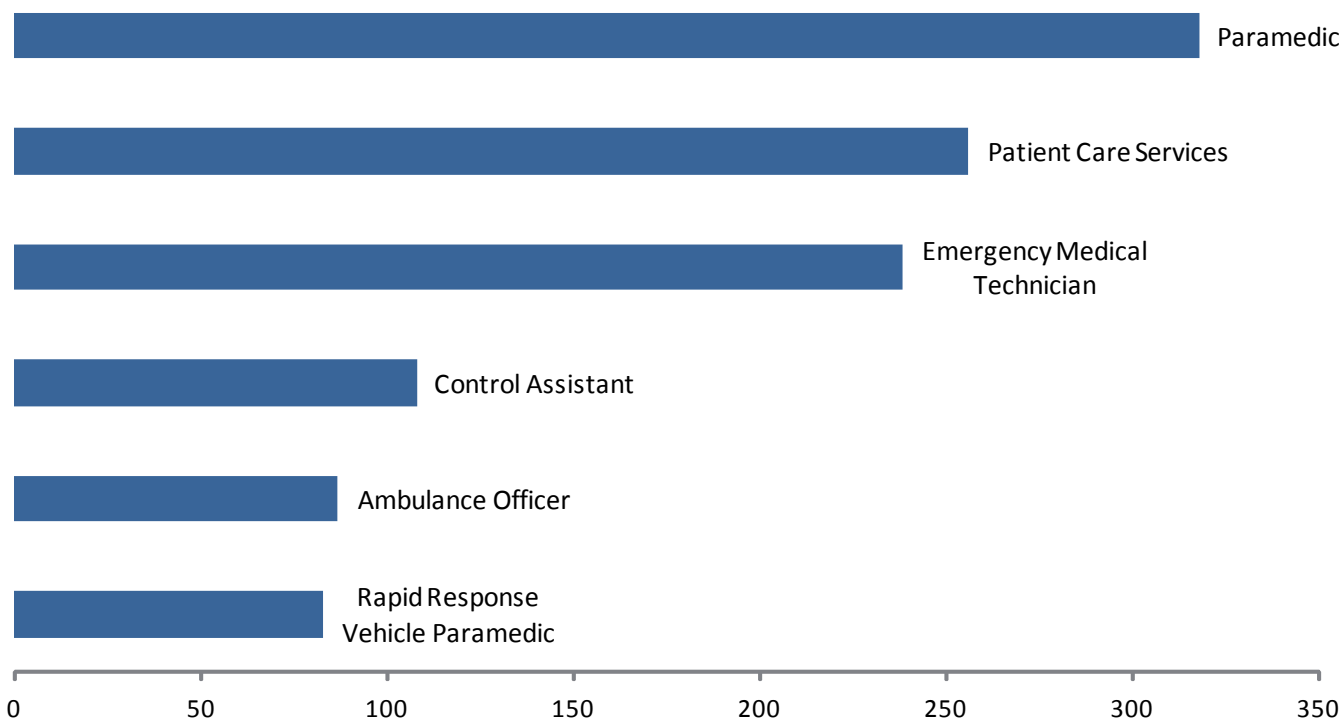
Fig. 7d: Support Services Staff by Pay Band



Section 8: Ambulance Staff

There were 1,115 (1,091 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (401 WTE, 37%) were graded as either paramedics or rapid response vehicle (RRV) paramedics; a further 239 WTE (22%) were emergency medical technicians (EMTs).

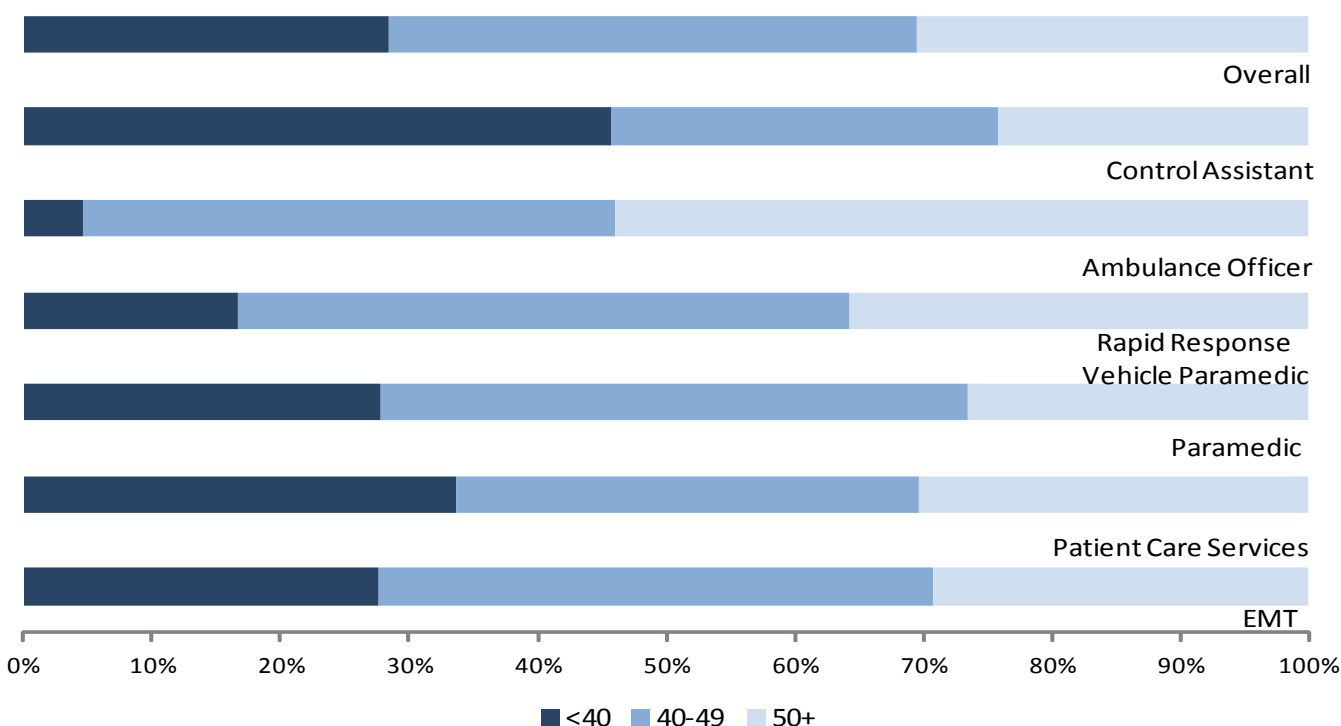
Fig. 8a: Ambulance Staff by Grade



Age

Forty-one per cent of Ambulance staff were between 40 and 49 years of age; 31% were over 50. Just over a quarter (28%) of paramedics and RRV paramedics were over 50. Ninety-five per cent of ambulance officers were over 40.

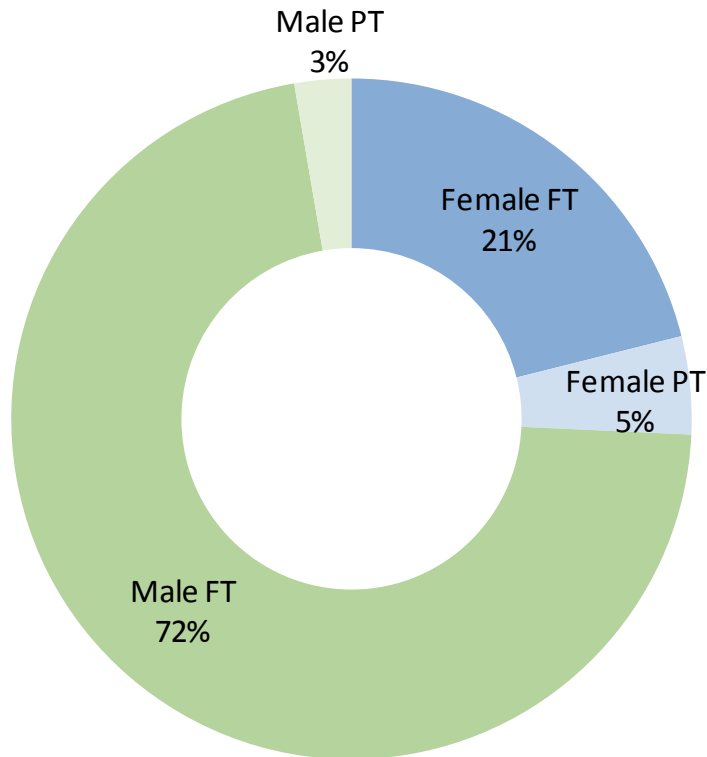
Fig. 8b: Ambulance Staff by Age Group



Gender and Working Pattern (Headcount)

The Ambulance workforce was predominantly male (74%) and 93% of all staff worked full-time. Unlike most other Occupational Families, the proportion of female staff working part-time was very small (18%).

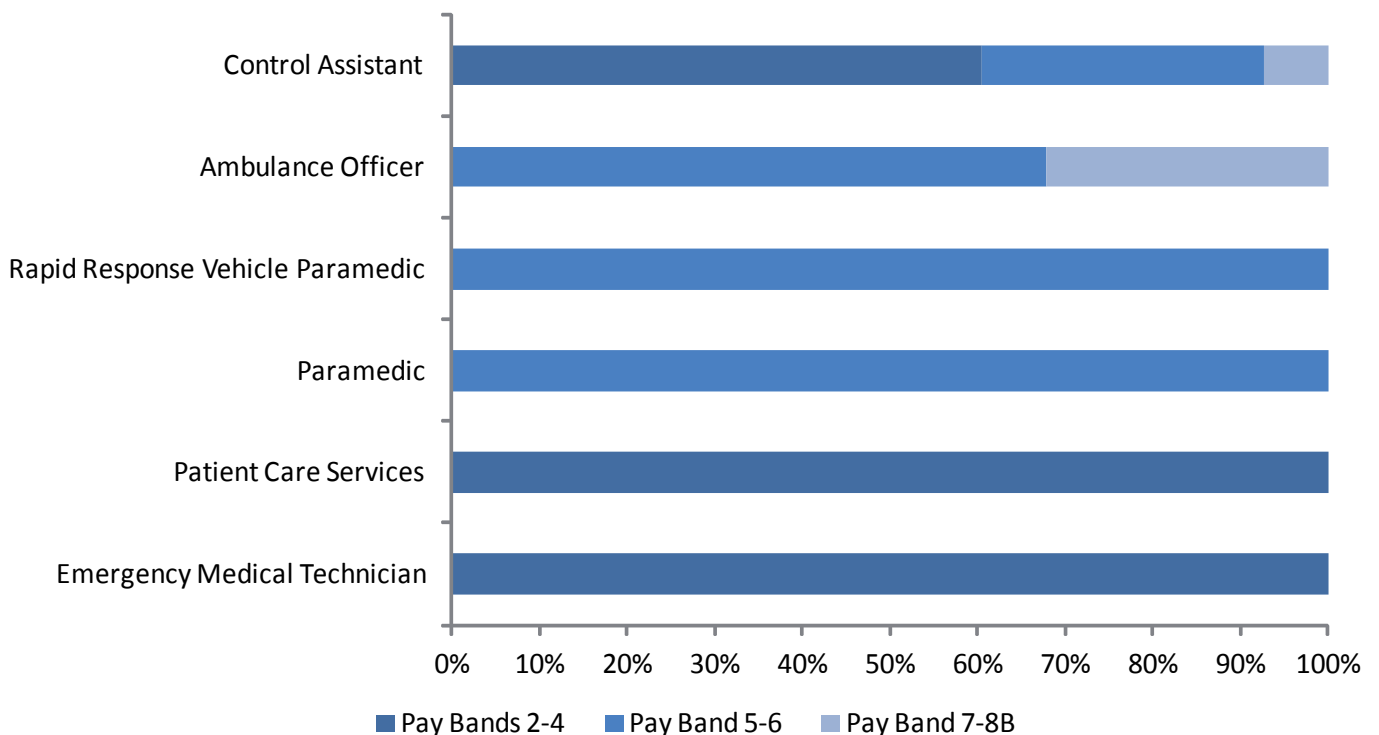
Fig. 8c: Ambulance Staff by Gender and Working Pattern



Pay Bands

The Ambulance Occupational Family tends to have less variation in pay bands within its subgroups than other professions. Patient care services staff, EMTs and paramedics/RRV paramedics are almost always Bands 3, 4 and 5 respectively, and ambulance officers are usually in Bands 6 and 7. Control staff have a wider variation between Bands 2-3 and 6-7.

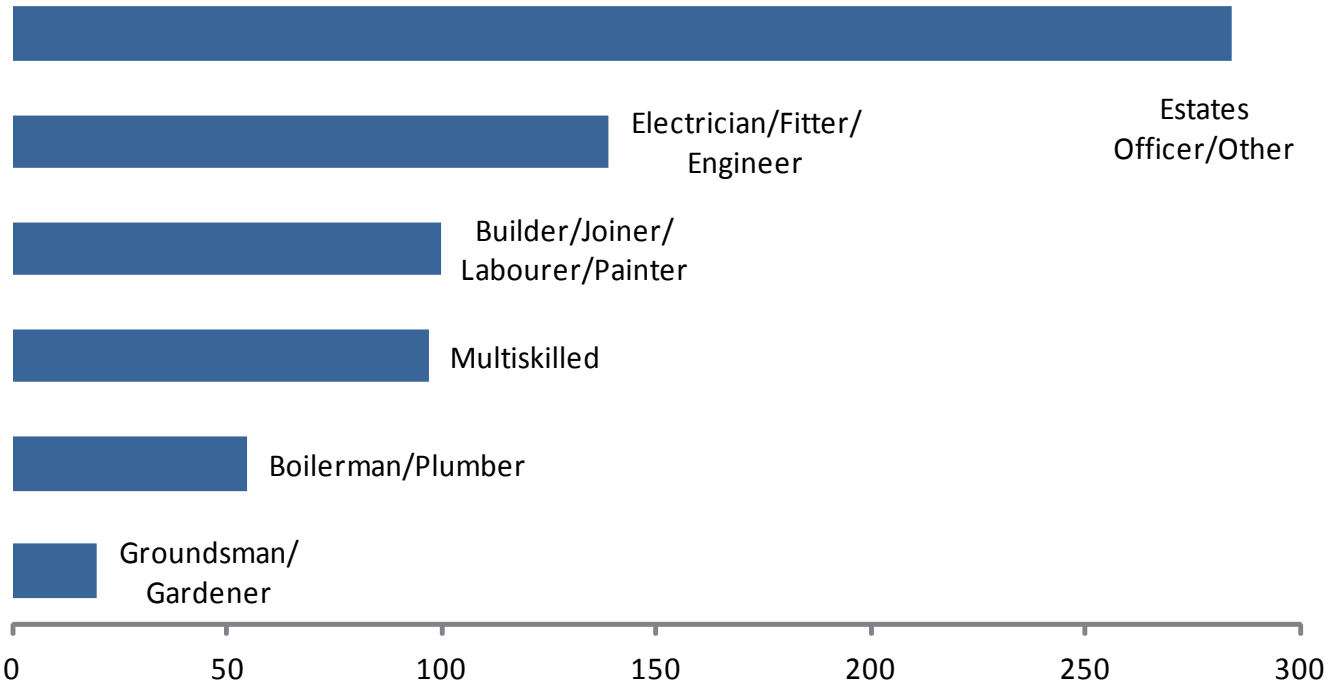
Fig. 8d: Ambulance Staff by Pay Band



Section 9: Estates Services Staff

There were 697 (695 WTE) Estates staff employed. The largest category of Estates staff is a broad managerial group comprising estates officers, estates technical officers, planners, estimators and multiservices managers. This group makes up 41% of total WTE, at 284.1.

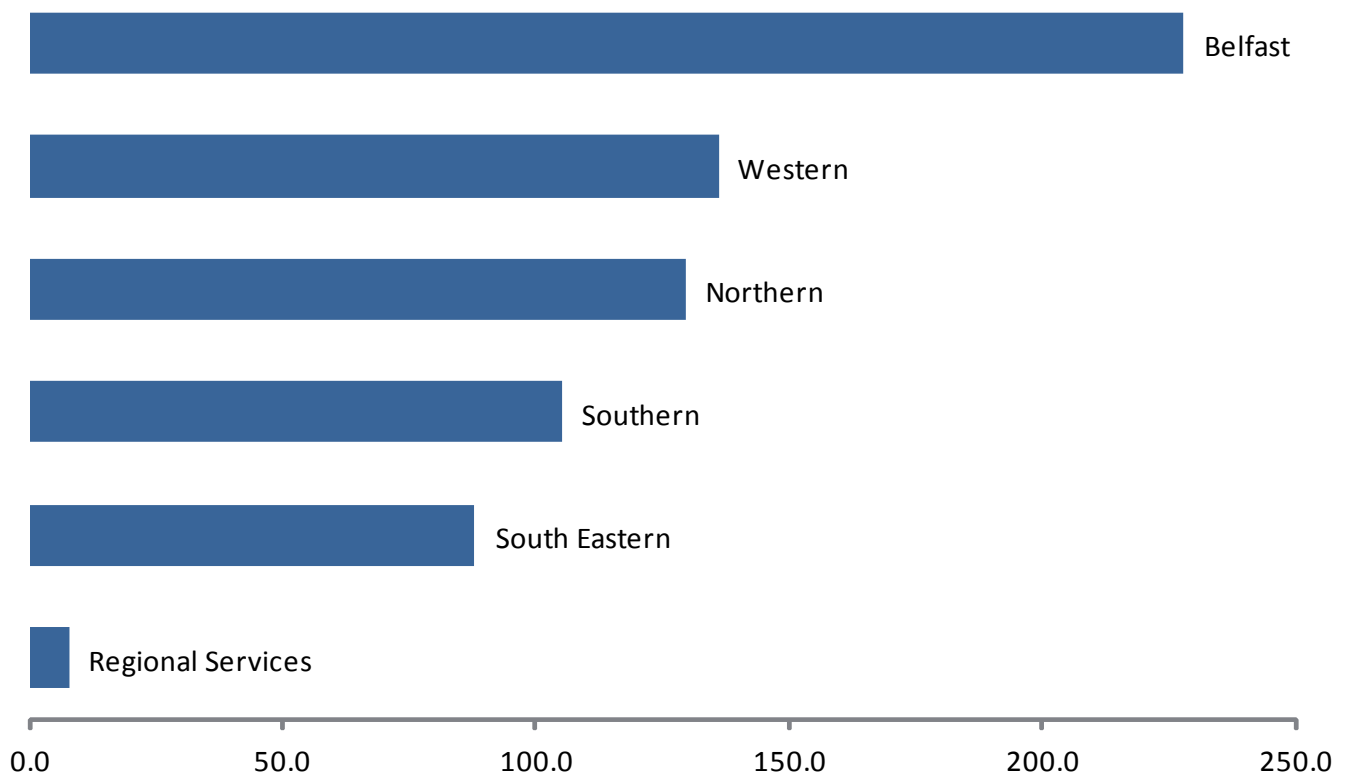
Fig. 9a: Estates Services Staff by Group



Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 33% (228 WTE) were employed there. The other local Trusts employ between 13% and 20%.

Fig. 9b: Estates Services Staff by Employer



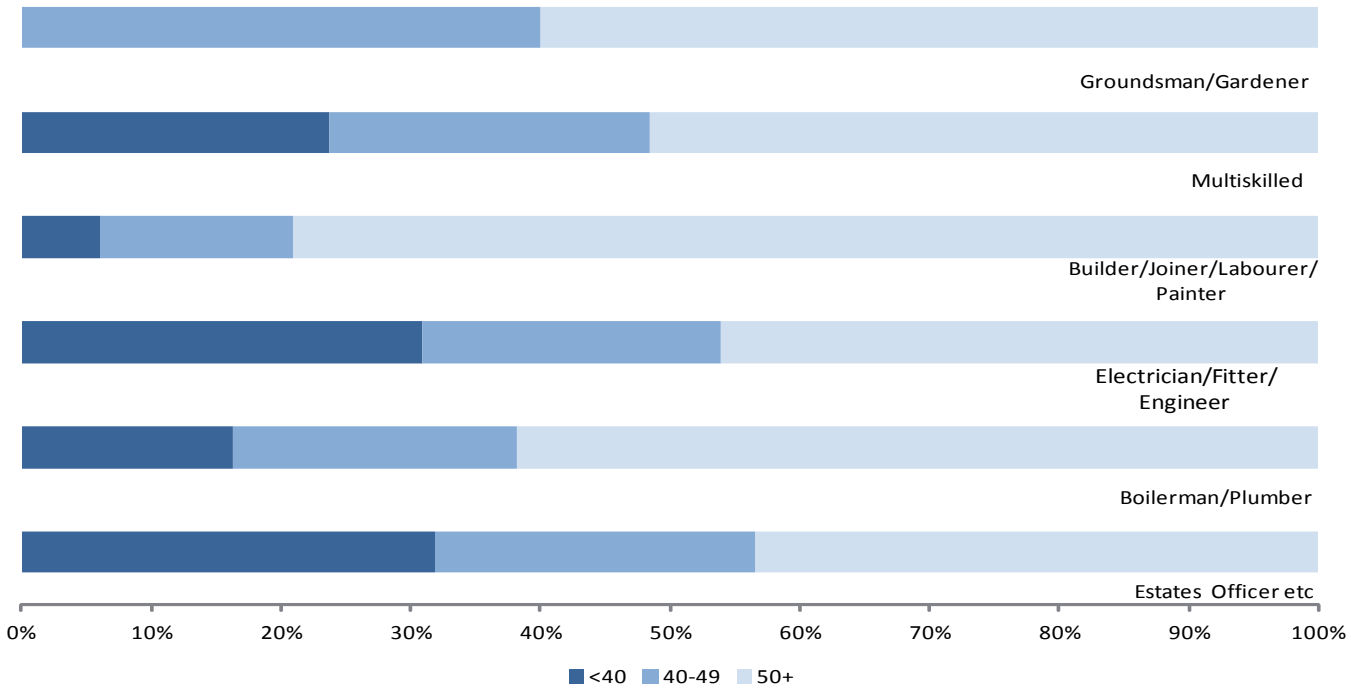
Gender and Working Pattern (Headcount)

There were only 22 female Estates Services staff, and 4 staff who worked less than full-time.

Age

The Estates Occupational Family was the only one in which the majority (363, or 52%) were over the age of 50. A quarter (25%) of staff were under 40.

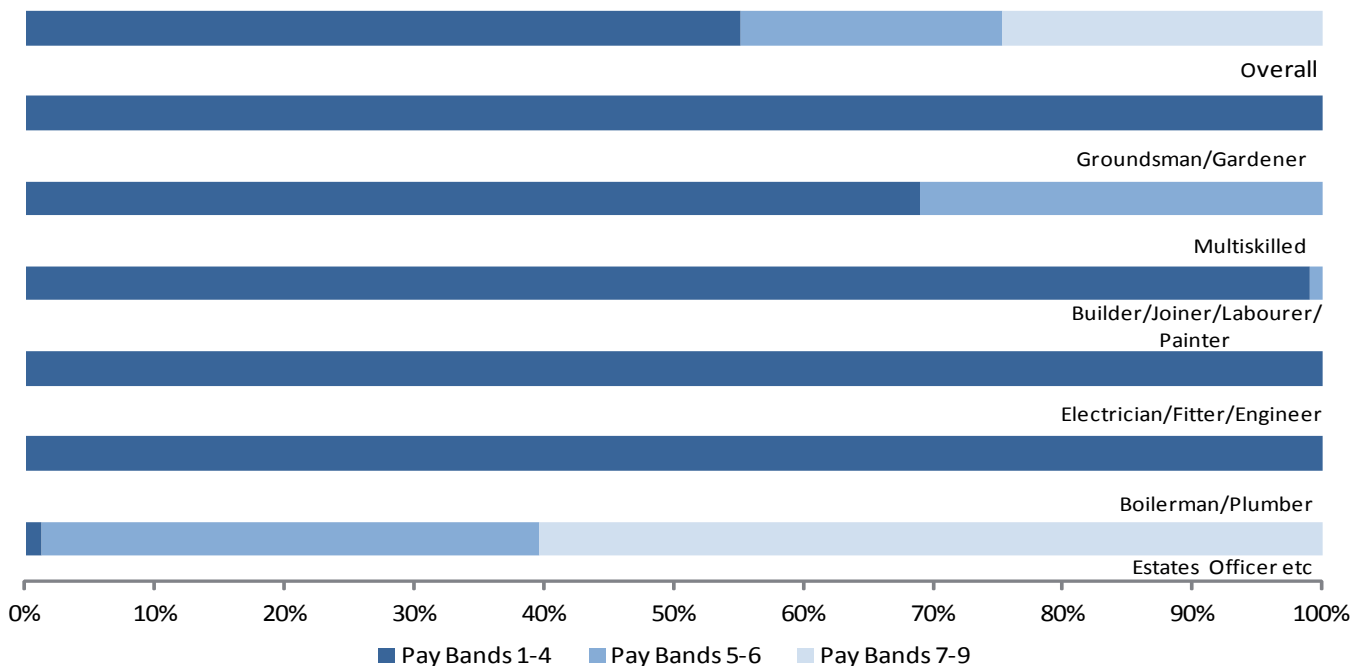
Fig. 9c: Estates Staff by Age Group



Pay Bands

The majority (55%) of Estates Services staff were employed at Bands 1-4, with the exception of the wider group of estates officers. 60% of the staff in this grouping were employed at Band 7 or above.

Fig. 9d: Estates Officers by Pay Band



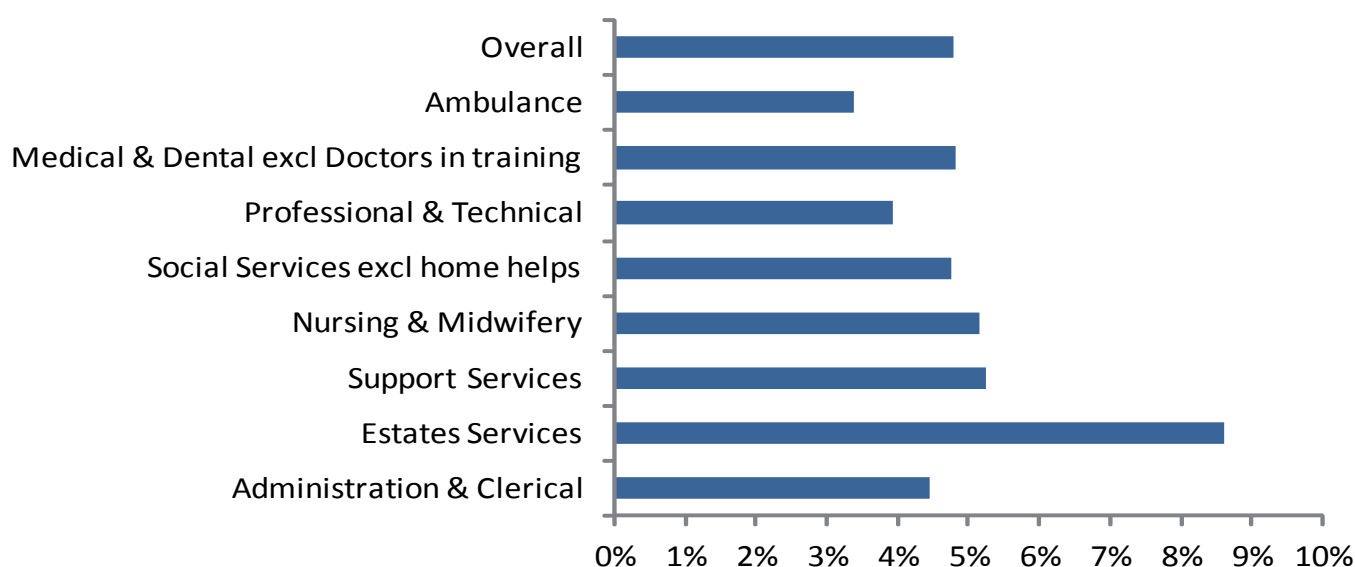
Section 10: Staff Turnover

Staff leavers, joiners and movers in the HSC were calculated by comparing the snapshots of staff in post at March 2015 with staff in post at March 2016. Those who appeared on the March 2016 dataset, but not March 2015 were classed as joiners. Those who appeared on the March 2015 dataset but not March 2016 were classed as leavers. Movers were classed as those staff who moved between HSC organisations. 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, leaving, joining and moving rates are expressed as a percentage of staff in post at the mid-point of the period, September 2015. Doctors in training were excluded from analysis due to the planned rotation of posts during their training.

Leavers

The highest leaving rate was seen in Estates Services, with 8.6% (60 staff). The highest count was seen in Nursing & Midwifery, with 1,117 leavers (5.2%).

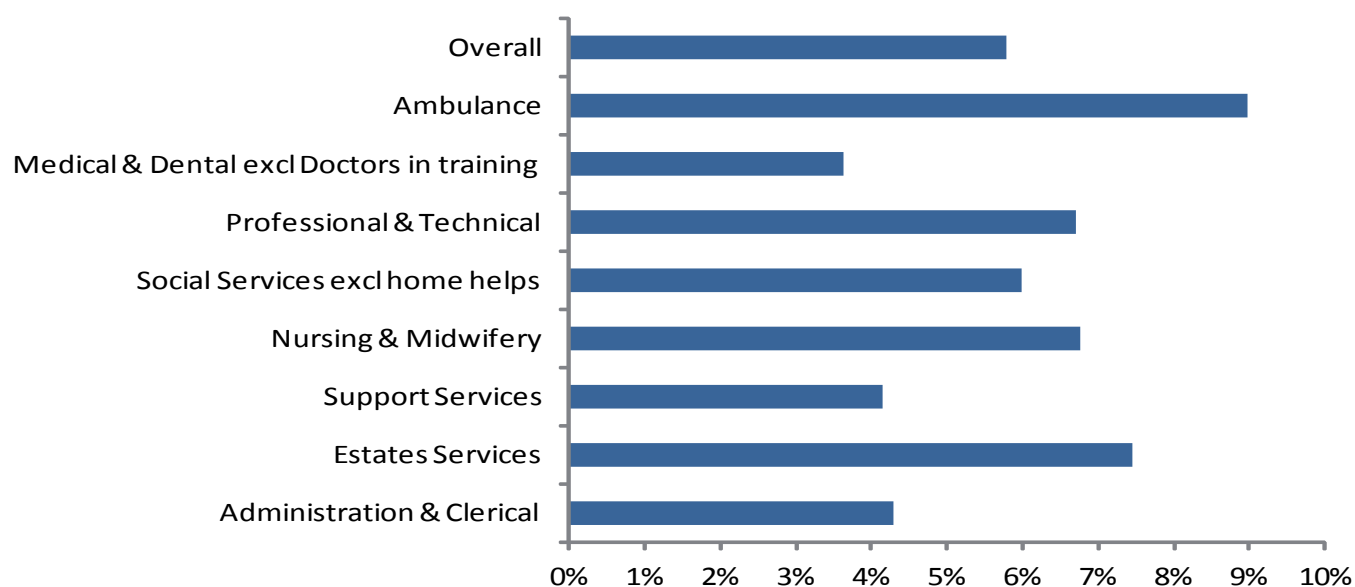
Fig 10a: Leaving Rates by Occupational Family (% Headcount)



Joiners

The highest joining rate (9.0%) was seen in the Ambulance Occupational Family: this reflected 98 joiners. The highest count of joiners was again in the Nursing & Midwifery Family, with 1,464 joiners (6.8%).

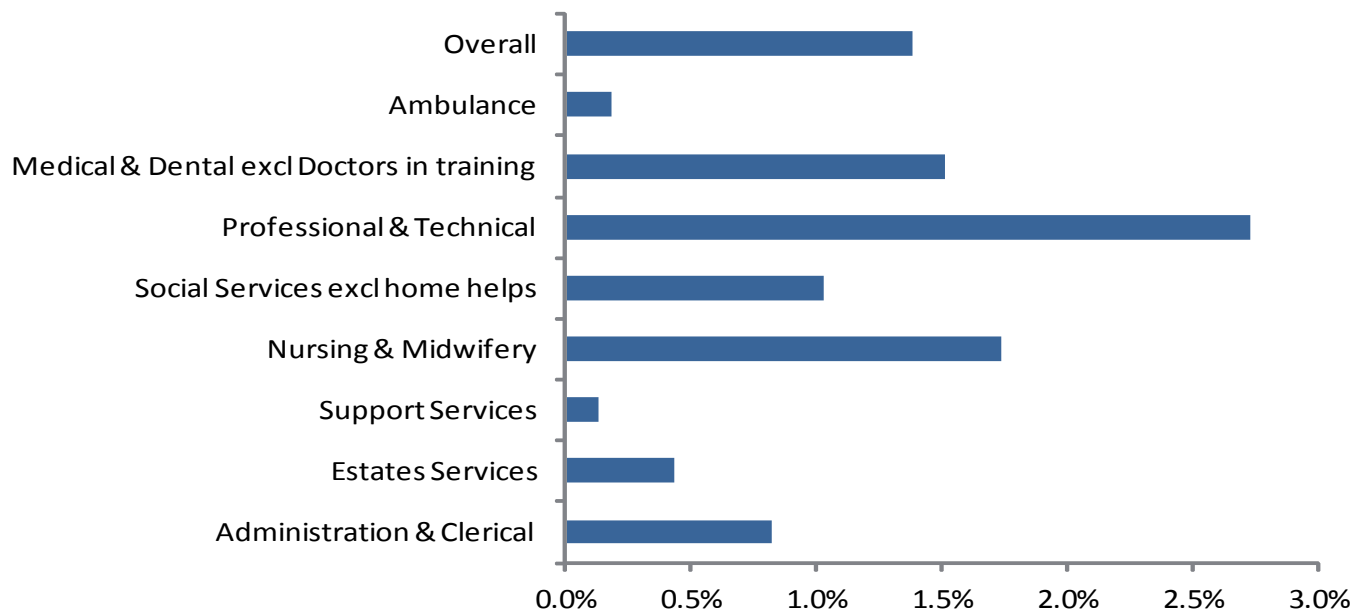
Fig 10b: Joining Rates by Occupational Family (% Headcount)



Movers

The highest moving rate (between HSC organisations) was seen in the Professional & Technical Occupational Family, with 2.7% or 233 staff. The highest count of movers was also in Nursing & Midwifery, with 375 staff or 1.7%.

Fig. 10c: Movers by Occupational Family



Appendix 1

Table A: Health & Social Care Workforce 2007-2016

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	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Generic	-	92.1	134.5	96.9	74.0	35.7	31.5			
Admin & Clerical	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	11,012.1
Estates Services	532.2	725.2	679.1	674.2	658.7	692.9	694.9	694.9	704.0	695.1
Support Services	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	4,595.2
Qualified Nursing & Midwifery	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	14,932.9
Nurse Support Staff	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	4,080.3
Social Services	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	6,957.4
Professional & Technical	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	7,509.0
Medical & Dental	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	3,866.1
Ambulance	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	1,091.5
Total	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	54,739.5
Headcount	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Generic	-	98	148	107	80	40	35			
Admin & Clerical	13,234	12,612	12,493	12,435	12,067	12,411	12,700	12,650	12,694	12,696
Estates Services	534	728	681	676	661	697	696	697	706	697
Support Services	8,210	6,732	6,782	6,750	6,693	6,459	6,513	6,532	6,226	6,113
Qualified Nursing & Midwifery	16,165	16,249	16,251	16,246	16,012	16,168	16,449	16,751	16,868	17,119
Nurse Support Staff	4,773	4,775	4,694	4,678	4,528	4,499	4,601	4,648	4,690	4,735
Social Services	5,670	7,141	7,362	7,521	7,480	7,548	7,565	7,612	7,713	7,833
Professional & Technical	6,986	6,967	7,101	7,239	7,316	7,655	7,938	8,323	8,416	8,679
Medical & Dental	3,720	3,761	3,780	3,783	3,830	3,919	4,015	4,070	4,130	4,165
Ambulance	986	1,036	1,033	1,025	1,047	1,042	1,098	1,079	1,048	1,115
Total	60,278	60,099	60,325	60,460	59,714	60,438	61,610	62,362	62,491	63,152

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	3,395	1,841	1,577	1,794	1,726	2,410	12,743
Estates Services	228	130	88	107	136	8	697
Support Services	2,091	1,127	964	755	1,061	115	6,113
Qualified Nursing & Midwifery	5,619	2,879	2,637	2,993	2,901	90	17,119
Nurse Support Staff	1,691	794	675	753	782	40	4,735
Social Services (excl. Home Helps)	1,960	1,769	1,360	1,369	1,317	58	7,833
Professional & Technical	3,140	1,573	1,187	1,369	1,251	159	8,679
Medical & Dental	1,693	603	640	613	530	299	4,378
Ambulance	0	0	0	0	0	1,115	1,115
Total	19,817	10,716	9,128	9,753	9,704	4,294	63,412

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	2,938.3	1,519.4	1,335.9	1,476.9	1,517.3	2,269.4	11,057.0
Estates Services	228.0	129.7	88.0	105.4	136.0	8.0	695.1
Support Services	1,582.1	807.0	734.4	562.1	798.7	110.9	4,595.2
Qualified Nursing & Midwifery	4,917.1	2,465.0	2,288.8	2,574.5	2,604.0	83.6	14,932.9
Nurse Support Staff	1,451.5	674.0	579.5	645.8	695.8	33.8	4,080.3
Social Services (excl. Home Helps)	1,721.1	1,577.7	1,182.5	1,221.1	1,200.7	54.3	6,957.4
Professional & Technical	2,746.3	1,319.2	1,022.0	1,158.3	1,119.2	144.0	7,509.0
Medical & Dental	1,596.8	552.7	575.2	565.8	508.1	203.4	4,002.0
Ambulance	0.0	0.0	0.0	0.0	0.0	1,091.5	1,091.5
Total	17,181.2	9,044.7	7,806.1	8,309.8	8,579.8	3,998.7	54,920.3

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	5,942	4,444	2,826.0	10,386	8,768.0
Estates Services	22		21.3	22	21.3
Support Services	529	3,116	1,946.3	3,645	2,475.3
Qualified Nursing & Midwifery	9,100	6,967	4,802.2	16,067	13,902.2
Nurse Support Staff	1,971	2,108	1,478.6	4,079	3,449.6
Social Services (excluding Home Helps)	3,965	2,632	1,818.8	6,597	5,783.8
Professional & Technical	4,164	2,910	1,844.1	7,074	6,008.1
Medical & Dental	1,603	625	367.2	2,228	1,970.2
Ambulance	235	52	37.5	287	272.5
Total	27,529	22,856	15,121.9	50,385	42,650.9

MALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2,177	180	112.1	2,357	2,289.1
Estates Services	675		673.8	675	673.8
Support Services	1,482	986	637.9	2,468	2,119.9
Qualified Nursing & Midwifery	978	74	52.7	1,052	1,030.7
Nurse Support Staff	565	91	65.7	656	630.7
Social Services (excluding Home Helps)	1,025	211	148.6	1,236	1,173.6
Professional & Technical	1,403	202	97.9	1,605	1,500.9
Medical & Dental	1,948	202	83.8	2,150	2,031.8
Ambulance	798	30	21.0	828	819.0
Total	11,049	1,978	1,220.4	13,027	12,269.4

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	217	972	1,515	1,641	1,900	2,104	1,988	1,547	673	186	12,743
Estates Services	18	28	47	79	72	90	105	155	86	17	697
Support Services	233	496	557	493	595	855	1,102	928	586	268	6,113
Qualified Nursing & Midwifery	714	1,823	2,078	2,233	2,391	2,583	3,050	1,622	525	100	17,119
Nurse Support Staff	198	402	524	497	581	771	779	593	298	92	4,735
Social Services (excluding Home Helps)	131	585	923	1,067	1,054	1,211	1,362	971	423	106	7,833
Professional & Technical	383	1,238	1,655	1,470	1,128	1,003	855	672	207	68	8,679
Medical & Dental	174	941	715	597	577	472	413	297	156	36	4,378
Ambulance	22	62	97	135	247	211	179	104	48	10	1,115
Total	2,090	6,547	8,111	8,212	8,545	9,300	9,833	6,889	3,002	883	63,412

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	9,113	1,829	1,619	182	12,743
Estates Services	383	141	173		697
Support Services	6,064	38	11	0	6,113
Qualified Nursing & Midwifery	0	14,377	2,714	28	17,119
Nurse Support Staff	4,728	0	0	7	4,735
Social Services (excluding Home Helps)	2,657	3,634	1,538	4	7,833
Professional & Technical	1,833	3,717	3,117	12	8,679
Medical & Dental	0	0	0	4,378	4,378
Ambulance	579	500	36	0	1,115
Total	25,357	24,236	9,207	4,612	63,412

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	7,582.7	1,728.1	1,570.4	175.9	11,057.0
Estates Services	382.7	140.0	172.4		695.1
Support Services	4,546.4	37.7	11.0	0.0	4,595.2
Qualified Nursing & Midwifery	0.0	12,334.9	2,571.0	27.0	14,932.9
Nurse Support Staff	4,074.2	0.0	0.0	6.1	4,080.3
Social Services (excluding Home Helps)	2,165.2	3,307.3	1,480.9	4.0	6,957.4
Professional & Technical	1,583.4	3,251.4	2,662.7	11.6	7,509.0
Medical & Dental	0.0	0.0	0.0	4,002.0	4,002.0
Ambulance	560.4	495.1	36.0	0.0	1,091.5
Total	20,895.0	21,294.5	8,503.4	4,227.5	54,920.3

Table 2a: Medical & Dental Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	728	221	248	231	222		1,711
Associate Specialist/Specialty Doctor/ Staff Grade	127	101	105	120	64	63	519
Specialty/Specialist Registrar	565	157	163	148	155	135	1,323
Foundation Doctor	220	83	85	73	72	0	533
Hospital Dental Practitioner/Community Dental Officer	21	32	21	13	17	13	114
Other Medical	32	9	18	28		88	178
Total	1,693	603	640	613	530	299	4,378

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	686.2	209.7	231.6	222.4	214.9		1,612.5
Associate Specialist/Specialty Doctor/ Staff Grade	108.0	81.4	79.6	103.6	55.9	49.7	430.4
Specialty/Specialist Registrar	549.1	153.3	158.7	146.6	154.6	127.1	1,289.4
Foundation Doctor	218.8	83.0	83.9	72.4	72.0	0.0	530.0
Hospital Dental Practitioner/Community Dental Officer	12.3	20.4	11.5	10.2	10.7	9.6	73.3
Other Medical	22.5	4.9	9.9	10.7		17.0	66.4
Total	1,596.8	552.7	575.2	565.8	508.1	203.4	4002.0

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

FEMALE	Full-Time		Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE	
Consultant	426	189	133.1	615	559.1	
Associate Specialist/Specialty Doctor/Staff Grade	161	188	106.8	349	267.8	
Specialty/Specialist Registrar	679	102	69.7	781	748.7	
Foundation Doctor	305	4	2.7	309	307.7	
Hospital Dental Practitioner/Community Dental Officer	14	70	41.4	84	55.4	
Other Medical	18	72	13.5	90	31.5	
Total	1,603	625	367.2	2,228	1,970.2	

MALE	Full-Time		Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE	
Consultant	1,002	94	51.4	1,096	1,053.4	
Associate Specialist/Specialty Doctor/Staff Grade	153	17	9.6	170	162.6	
Specialty/Specialist Registrar	538	7	6.8	542	540.7	
Foundation Doctor	221			224	222.4	
Hospital Dental Practitioner/Community Dental Officer	12	18	5.9	30	17.9	
Other Medical	22	66	12.8	88	34.8	
Total	1,948	202	86.5	2,150	2,031.8	

Table 2c - Medical & Dental 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	308	407	330	290	183	111	24	1,711
Associate Specialist/Specialty Doctor/Staff Grade	0	13	71	94	96	85	72	56	24	8	519
Specialty/Specialist Registrar	611		516	152	28	8	8			0	1,323
Foundation Doctor	173	313	38	5	4		0	0	0	0	533
Hospital Dental Practitioner/Community Dental Officer	0	5	4	11	15	27	24	25	7	0	114
Other Medical	0		28	27	28	21	26	27	17		178
Total	~173	941	715	597	577	472	413	297	156	36	4,378

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	3,498	1,262	1,298	1,596	1,464	14	9,132
Mental Health Nurses	411	312	235	324	381	0	1,663
Learning Disability Nurses	200	36	32	103	69	0	440
Midwives/Student Midwives*	331	239	248	306	226		1,351
Health Visitors/Student Health Visitors*	106	127	95	128	100	0	556
District Nursing	235	226	235	86	245	0	1,027
Paediatric Nurses	372	139	108	141	141	0	901
School Nurses	39	23	24	36	26	0	148
Treatment Room/Practice/Family Planning Nurses	26	120	21	27	27	0	221
Specialist Nursing	271	261	156	159	162	30	1,039
Nurse Managers/Audit/Ward Sisters	110	107	125	53	41	-	~436
Teacher/Trainer	18	22	4	27	14	43	128
Other Qualified Nurses	-	5	56	7	5	0	~73
Nurse Support Staff	1,691	794	675	753	782	40	4,735
Total	~7,308	3,673	3,312	3,746	3,683	~127	21,854

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	3,044.5	1,095.0	1,119.2	1,364.9	1,319.9	11.3	7,954.8
Mental Health Nurses	393.6	299.7	226.0	306.4	367.1	0.0	1,592.8
Learning Disability Nurses	188.1	33.0	28.1	94.6	67.8	0.0	411.6
Midwives/Student Midwives*	268.0	187.0	204.5	240.9	188.5		1,089.9
Health Visitors/Student Health Visitors*	94.2	109.3	83.3	109.0	83.9	0.0	479.7
District Nursing	207.3	177.1	187.3	76.3	208.2	0.0	856.3
Paediatric Nurses	315.8	118.3	87.4	121.0	127.9	0.0	770.3
School Nurses	30.6	16.6	18.2	27.7	19.7	0.0	112.7
Treatment Room/Practice/Family Planning Nurses	16.1	69.5	14.9	19.2	19.7	0.0	139.4
Specialist Nursing	237.8	232.7	142.9	140.0	145.4	28.7	927.4
Nurse Managers/Audit/Ward Sisters	103.2	103.5	118.0	47.3	40.1	-	~412.2
Teacher / Trainer	16.7	20.6	4.0	23.0	12.7	40.5	117.5
Other Qualified Nurses	-	2.7	55.0	4.2	3.1	0.0	~65.0
Nurse Support Staff	1,451.5	674.0	579.5	645.8	695.8	33.8	4,080.3
Total	~6,367.5	3,138.9	2,868.3	3,220.3	3,299.8	~114.3	19,013.2

*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	4,848	3,852	2,686.5	8,700	7,534.5	
Mental Health Nurses	1,055	228	163.0	1,283	1,218.0	
Learning Disability Nurses	285	94	66.3	379	351.3	
Midwives/Student Midwives	474	873	611.9	1,347	1,085.9	
Health Visitors/Student Health Visitors	307	247	170.7	554	477.7	
District Nursing	514	479	308.7	993	822.7	
Paediatric Nurses	452	432	302.7	884	754.7	
School Nurses	33	115	79.7	148	112.7	
Treatment Room/Practice/Family Planning Nurses	37	181	99.4	218	136.4	
Specialist Nursing	648	335	224.4	983	872.4	
Nurse Managers/Audit/Ward Sisters	320	81	57.5	401	377.5	
Teacher/Trainer	85	31	20.5	116	105.5	
Other Qualified Nurses	42	19	10.8	61	52.8	
Nurse Support Staff	1,971	2,108	1,478.6	4,079	3,449.6	
Total	11,071	9,075	6,280.8	20,146	17,351.8	

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	388	44	32.3	432	420.3	
Mental Health Nurses	364	16	10.9	380	374.9	
Learning Disability Nurses	61		-	61	60.3	
Midwives/Health Visitors/District Nursing/Paediatric Nurses	52	5	3.1	57	55.1	
Specialist Nursing	51	5	4.0	56	55.0	
Nurse Managers / Nursing Audit/Ward Sisters	37		-	37	36.7	
Teacher/Trainer/Treatment Room/Other Qualified Nurses	29		-	29	28.4	
Nurse Support Staff	565	91	65.7	656	630.7	
Total	1,543	165	118.4	1,708	1,661.4	

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	553	1,234	1,270	1,244	1,286	1,165	1,269	776	269	66	9,132
Mental Health Nurses	31	127	167	225	228	314	385	129	48	9	1,663
Learning Disability Nurses	29	54	49	70	55	50	91	24	18		440
Midwives/Student Midwives	23	111	145	169	186	182	260	210	60	5	1,351
Health Visitors/Student Health Visitors	0	27	70	83	68	100	123	65	20	0	556
District Nursing	18	64	89	128	148	209	198	135	38		1,027
Paediatric Nurses	59	153	147	128	113	101	131	58	11		901
School Nurses	0	10	13	12	21	26	43	19	4	0	148
Treatment Room/Practice/Family Planning Nurses	0	8	7	21	27	43	50	38	18	9	221
Specialist Nursing	29		95	106	159	240	288	102	20		1,039
Nurse Managers/Audit/Ward Sisters	0	16		29	66	104	148	54	21		438
Teacher/Trainer	0	0	13		25	30	44	11	5		128
Other Qualified Nurses	0	5	9	8	9	19	20	5		0	75
Nurse Support Staff	198	402	524	497	581	771	779	593	298	92	4,735
Total	~911	~2,223	2,602	2,730	2,972	3,354	3,829	2,215	823	192	21,854

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

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8D	Non-AfC Bands	Total
Acute/General Nurses	0	8,443	689	0	9,132
Mental Health Nurses	0	1,311	352	0	1,663
Learning Disability Nurses	0	368	72	0	440
Midwives/Student Midwives	0	1,182	169	0	1,351
Health Visitors/Student Health Visitors	0	488	68	0	556
District Nursing	0	913	114	0	1,027
Paediatric Nurses	0	821	80	0	901
School Nurses	0	141	7	0	148
Treatment Room/Practice/Family Planning Nurses	0	210	11	0	221
Specialist Nursing	0	388	651	0	1,039
Nurse Managers/Audit/Ward Sisters	0	61	377	0	438
Teaching/Training	0	7	121	0	128
Other Qualified Nurses	0	44	4	27	75
Nursing Support	4,728	0	0	7	4,735
Total	4,728	14,377	2,715	35	21,854

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8D	Non-AfC Grades	Total
Acute/General Nurses	0.0	7,300.7	654.1	0.0	7,954.8
Mental Health Nurses	0.0	1,248.7	344.2	0.0	1,592.8
Learning Disability Nurses	0.0	341.3	70.3	0.0	411.6
Midwives/Student Midwives	0.0	932.0	158.0	0.0	1,089.9
Health Visitors/Student Health Visitors	0.0	416.8	62.9	0.0	479.7
District Nursing	0.0	750.6	105.6	0.0	856.3
Paediatric Nurses	0.0	695.8	74.5	0.0	770.3
School Nurses	0.0	105.7	7.0	0.0	112.7
Treatment Room/Practice/Family Planning Nurses	0.0	132.7	6.7	0.0	139.4
Specialist Nursing	0.0	317.4	610.0	0.0	927.4
Nurse Managers/Audit/Ward Sisters	0.0	51.7	362.5	0.0	414.2
Teaching/Training	0.0	5.1	112.4	0.0	117.5
Other Qualified Nurses	0.0	36.4	3.2	26.7	66.2
Nursing Support	4,074.2	0.0	0.0	6.1	4,080.3
Total	4,074.2	12,334.9	2,571.0	33.1	19,013.2

Table 4a: Professional & Technical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	98	77	61	58	54	-	~348
Occupational Therapists	275	233	169	211	132	-	~1,020
Occupational Therapy Support	44	51	38	31	23	0	187
Orthoptists & Orthoptic Support	6	10	7	5	10	0	38
Physiotherapists	387	189	189	244	130	0	1,139
Physiotherapy Support	53	36	30	42	35	0	196
Podiatrists & Podiatry Support	69	62	43	49	42	-	~265
Radiographers	339	128	115	145	163	-	~890
Radiography Support	41	16	7	25	17	0	106
Speech & Language Therapists	153	115	82	91	63	0	504
Speech & Language Therapy Support	16	19	31	8	14	0	88
Multi-AHP Support	37	12	0	0	0	0	49
Biomedical Scientists	274	121	69	84	96	42	686
Biomedical Science - Support	87	50	25	31	45	16	254
Clinical Scientists	109			7			116
Medical Technical Officers	374	156	95	111	120	-	~856
Assistant Technical Officer	169	72	38	65	52	0	396
Pharmacists	162	113	73	71	75	57	551
Pharmacy Support	135	-	40	-	79	0	~254
Clinical Psychologists	99	59	46	35	48	31	318
Assistant Psychologists	13	18	10	7	9	0	57
Dental/Dental Support/Dental Students	97	-	6	28	0	0	~131
Optometrists	37	0	0	0	11	-	~48
Chaplaincy	26	17	11	18	20	0	92
Others	40	17	-	6	9	0	~72
Total	3,140	1,573	1,187	1,369	1,251	159	8,679

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

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	76.6	52.8	50.8	40.4	45.8	-	~266.3
Occupational Therapists	246.1	199.1	153.4	185.8	117.9	-	~902.3
Occupational Therapy Support	39.0	39.0	32.4	26.2	21.1	0.0	157.7
Orthoptists & Orthoptic Support	5.6	8.2	5.1	4.6	10.0	0.0	33.5
Physiotherapists	311.2	154.7	157.9	205.6	115.8	0.0	945.1
Physiotherapy Support	38.2	25.8	23.9	33.1	30.5	0.0	151.5
Podiatrists & Podiatry Support	57.9	50.2	34.1	32.8	36.5	-	~211.5
Radiographers	306.7	109.9	101.7	135.2	154.3	-	~807.8
Radiography Support	38.0	13.8	6.7	22.7	14.7	0.0	95.9
Speech & Language Therapists	126.0	95.5	67.6	69.0	54.9	0.0	413.0
Speech & Language Therapy Support	12.4	14.5	26.0	6.0	11.7	0.0	70.6
Multi-AHP Support	29.1	11.1	0.0	0.0	0.0	0.0	40.2
Biomedical Scientists	259.9	112.7	66.7	79.7	92.2	40.0	651.2
Biomedical Science - Support	82.2	44.1	23.2	29.4	39.9	15.5	234.1
Clinical Scientists	103.1			6.5			109.6
Medical Technical Officers	357.4	134.2	80.7	100.0	107.2	-	~779.6
Assistant Technical Officer	154.4	60.8	34.9	55.3	47.7	0.0	353.0
Pharmacists	144.0	100.8	61.9	61.1	69.8	45.2	482.8
Pharmacy Support	123.8	-	36.4	-	70.2	0.0	~230.4
Clinical Psychologists	87.8	53.3	38.8	31.4	45.2	31.0	287.5
Assistant Psychologists	12.0	17.5	9.4	6.5	7.8	0.0	53.2
Dental/Dental Support/Dental Students	76.8	-	5.3	20.9	0.0	0.0	~103.1
Optometrists	19.4	0.0	0.0	0.0	9.8	0.8	~29.1
Chaplaincy	11.5	3.1	3.2	3.1	4.6	0.0	25.6
Others	27.2	16.1	-	6.0	7.8	0.0	~57.1
Total	2,746.3	1,319.2	1,022.0	1,158.3	1,119.2	144.0	7,509.0

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	149	196	114.3	345	263.3
Occupational Therapists	654	341	224.3	995	878.3
Occupational Therapy Support	83	73	45.4	156	128.4
Orthoptists & Orthoptic Support	23	12	7.5	35	30.5
Physiotherapists	504	464	275.8	968	779.8
Physiotherapy Support	66	100	59.9	166	125.9
Podiatrists & Podiatry Support	78	134	83.9	212	161.9
Radiographers	550	246	165.5	796	715.5
Radiography Support	44	33	23.4	77	67.4
Speech & Language Therapists	243	255	164.2	498	407.2
Speech & Language Therapy Support	34	53	35.6	87	69.6
Multi-AHP Support	10	36	27.6	46	37.6
Biomedical Scientists	365	99	69.8	464	434.8
Biomedical Science - Support	123	43	25.8	166	148.8
Clinical Scientists	36	21	15.7	57	51.7
Medical Technical Officers	392	223	149.0	615	541.0
Assistant Technical Officer	138	106	65.4	244	203.4
Pharmacists	286	164	99.5	450	385.5
Pharmacy Support	115	61	37.8	176	152.8
Clinical Psychologists	150	93	66.5	243	216.5
Assistant Psychologists	32	14	10.6	46	42.6
Dental/Dental Support/Dental Students	60	69	41.1	129	101.1
Optometrists	8	24	11.7	32	19.7
Chaplaincy/Others	21	50	23.9	71	44.9
Total	4,164	2,910	1,844.1	7,074	6,008.1

MALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Dietetic/Orthoptic/Speech & Language Therapy Staff	14	-	-	~14	~14.0
Occupational Therapists	26	-	-	~26	~26.0
Occupational Therapy Support	26	5	3.3	31	29.3
Physiotherapists	156	15	9.2	171	165.2
Physiotherapy Support	19	11	6.6	30	25.6
Podiatrists & Podiatry Support	44	12	8.7	56	52.7
Radiographers	91	4	2.3	95	93.3
Radiography Support	28	-	-	~28	~28.0
Biomedical Scientists	209	13	7.3	222	216.3
Biomedical Science - Support	80	8	5.3	88	85.3
Clinical Scientists	57	-	-	~57	~57.0
Medical Technical Officers	235	8	5.5	243	240.5
Assistant Technical Officer	143	9	6.7	152	149.7
Pharmacists	92	9	5.3	101	97.3
Pharmacy Support	79	-	-	~79	~79.0
Clinical Psychologists/Assistants	72	14	9.6	86	81.6
Chaplaincy/Dental/Optometry/Others	32	85	22.7	117	54.7
Total	1,403	202	97.9	1,605	1,500.9

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	63	77	85	42	40	13		16		350
Occupational Therapists	56	183	213	170	153	114	67	63	4		1,023
Occupational Therapy Support	20		21	19	33	29	21	26	11	7	187
Orthoptists & Orthoptic Support	8		4	6	6	6		8		0	38
Physiotherapists	66	156	263	208	144	127	95	65	15		1,139
Physiotherapy Support	8	14	18	34	32	36	22	20	12		196
Podiatrists & Podiatry Support	7	21	39	46	52	38	42		23		268
Radiographers	100	145	190	136	76	69	73	70	32		891
Radiography Support	11		19	15	14	12	16	13	6		106
Speech & Language Therapists	13	65	126	93	61	65	45	36		0	504
Speech & Language Therapy Support	4	11	14	12	12	14	12		9		88
Multi-AHP Support	0	7	7		10	9	6	10		0	49
Biomedical Scientists	16	109	111	113	77	63	79	89	29		686
Biomedical Science - Support	20	62	53	36	25	18	12	19	9		254
Clinical Scientists	0	6	13	28	18	14	18	12	7		116
Medical Technical Officers	12	106	155	154	104	105	114	82	19	7	858
Assistant Technical Officer	20	48	50	42	45	56	62	45	21	7	396
Pharmacists	10	91	124	99	90	66	41	24	6	0	551
Pharmacy Support	18	48	41	44	35	21	37	10	4		258
Clinical Psychologists	30		63	67	57	49	25	19	8		318
Assistant Psychologists	4	23	16	4			10			0	57
Dental/Dental Support/Dental Students	7	10	23	23	18	17	16	9	9		132
Optometrists	0	5	13	19			12		0	0	49
Chaplaincy/Others	0	4	5	17	12	26	31	22	23	25	165
Total	383	1,238	1,655	1,470	1,128	1,003	855	672	207	68	8,679

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	29	218	103	0	350
Occupational Therapy	184	577	449	0	1,210
Orthoptics	6	17	15	0	38
Physiotherapy	194	620	521	0	1,335
Podiatry	20	161	87	0	268
Radiography	106	603	288	0	997
Speech & Language Therapy	88	215	289	0	592
Multi-AHP Support	49	0	0	0	49
Biomedical Science	259	381	300	0	940
Clinical Scientists	0	7	109	0	116
Medical Technical Officers	190	480	188	0	858
Assistant Technical Officer	396		0	0	396
Pharmacists	0	116	435		551
Pharmacy Support	189	69	0	0	258
Clinical Psychologists	0	45	273	0	318
Assistant Psychologists	21	36		0	57
Dental / Dental Support / Dental Students	92	30	0	10	132
Optometrists	0	21	28	0	49
Chaplaincy/Others	11	122	32	0	165
Total	1,833	3,717	~3,115	~10	8,679

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	21.7	166.5	80.1	0.0	268.3
Occupational Therapy	154.9	530.9	377.3	0.0	1,063.0
Orthoptics	5.2	15.2	13.2	0.0	33.5
Physiotherapy	149.9	539.8	406.9	0.0	1,096.6
Podiatry	16.3	129.1	69.2	0.0	214.5
Radiography	95.9	548.8	260.0	0.0	904.8
Speech & Language Therapy	70.6	181.2	231.9	0.0	483.6
Multi-AHP Support	40.2	0.0	0.0	0.0	40.2
Biomedical Science	239.1	363.7	282.5	0.0	885.3
Clinical Scientists	0.0	6.5	103.1	0.0	109.6
Medical Technical Officers	163.4	440.9	177.3	0.0	781.6
Assistant Technical Officer	353.0		0.0	0.0	353.0
Pharmacists	0.0	110.5	372.3		482.8
Pharmacy Support	175.4	58.5	0.0	0.0	233.9
Clinical Psychologists	0.0	44.5	243.0	0.0	287.5
Assistant Psychologists	20.1	33.1		0.0	53.2
Dental / Dental Support / Dental Students	71.4	22.7	0.0	10.0	104.1
Optometrists	0.0	13.8	16.1	0.0	29.9
Chaplaincy/Others	7.3	46.8	29.6	0.0	83.7
Total	1,583.4	3,251.4	~2,660.7	11.6	7,509.0

Table 5a: Social Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	54	34	30	32	12	0	162
Elderly Social Workers	75	69	60	61	100	-	~365
Physical Disability / Sensory Impairment Social Workers	70	34	21	48	38	0	211
Child / Family Care Social Workers	450	433	387	331	395	45	2,041
Learning Disability Social Workers	82	41	32	40	50	0	245
Mental Health Social Workers	84	126	47	68	59	0	384
Training & Education Social Workers	17	17	10	10	8	-	~62
Community Development Social Workers	5	10	7	6	0	0	28
Managers/Multiservices Managers/Social Work Audit Social Workers	36	139	22	67	20	10	294
AYE Social Workers	-	0	28	0	-	0	~28
Social Work Placement Students	0	0	-	-	-	0	4
Social Care Staff	1,086	866	715	704	631	0	4,002
Total	~1,959	1,769	~1,359	~1,367	1,317	58	7,833

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	46.4	29.2	24.4	28.3	11.0	0.0	139.2
Elderly Social Workers	71.0	58.8	54.2	56.3	95.6	-	~336.0
Physical Disability / Sensory Impairment Social Workers	64.0	30.6	18.5	45.5	36.2	0.0	194.9
Child / Family Care Social Workers	423.3	407.8	355.0	306.1	385.4	41.9	1,919.5
Learning Disability Social Workers	76.9	39.2	29.3	36.5	47.8	0.0	229.6
Mental Health Social Workers	80.6	118.4	44.0	62.6	53.5	0.0	359.1
Training & Education Social Workers	15.7	16.8	8.7	9.0	8.0	-	~58.2
Community Development Social Workers	4.5	10.0	6.5	4.1	0.0	0.0	25.1
Managers/Multiservices Managers/Social Work Audit Social Workers	34.0	136.3	21.1	64.6	20.0	9.4	285.4
AYE Social Workers	-	0.0	27.0	0.0	-	0.0	~27.0
Social Work Placement Students	0.0	0.0	-	-	-	0.0	4.0
Social Care Staff	903.6	730.6	592.8	606.2	539.2	0.0	3,372.5
Total	~1,720.1	1,577.7	~1,181.5	~1,219.1	1,200.7	54.3	6,957.4

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	85	58	37.2	143	122.2
Elderly Social Workers	241	79	51.4	320	292.4
Physical Disability / Sensory Impairment Social Workers	124	58	42.9	182	166.9
Child / Family Care Social Workers	1,399	335	216.0	1,734	1,615.0
Learning Disability Social Workers	155	51	36.2	206	191.2
Mental Health Social Workers	221	79	56.8	300	277.8
Training & Education Social Workers	42	11	7.3	53	49.3
Community Development Social Workers	17	6	3.1	23	20.1
Managers/Multiservices Managers/Social Work Audit Social Workers	204	26	17.4	230	221.4
AYE Social Workers	28	-	-	~28	~28.0
Social Work Placement Students	4	0	0.0	4	4.0
Social Care Staff	1,445	1,927	1,349.6	3,372	2,794.6
Total	3,965	2,632	1,818.8	6,597	5,783.8

MALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Hospital/Elderly Social Workers	57	8	4.6	65	61.6
Physical Disability/Sensory Impairment/Learning Disability Social Workers	64	4	2.4	68	66.4
Child/Family Care/Mental Health Social Workers	379	12	6.8	391	385.8
Managers/Multiservices Managers/Social Work Audit Social Workers	64	0	0.0	64	64.0
Training & Education/Community Development Social Workers	15	-	-	~15	~15.0
AYE Social Workers/Social Work Placement Students	-	0	0	-	-
Social Care Staff	444	186	133.9	630	577.9
Total	1,025	211	148.6	1,236	1,173.6

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	15		18	26	26	26	27	16	8		162
Elderly Social Workers	27		33	60	41	64	62	56	18	5	366
Physical Disability / Sensory Impairment Social Workers	11		14	28	21	48	40	32	17		211
Child / Family Care Social Workers	35	182	344	350	288	288	285	187	72	10	2,041
Learning Disability Social Workers	4	25	22	33	28	43	56	29	5		245
Mental Health Social Workers	39		39	48	73	64	70	33	18		384
Training & Education/Community Dev. Social Workers		6		5	11	15	27	20	8	0	92
Managers/Multiservices Managers/Social Work Audit	0	4	5	22	36	51	70	73	28	5	294
AYE Social Workers	10	16		6		0	0	0	0	0	32
Social Work Placement Students	0		4		0	0	0	0	0	0	4
Social Care Staff	74	270	438	494	529	612	725	525	254	81	4,002
Total	131	585	923	1,067	1,054	1,211	1,362	971	423	106	7,833

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	133	29	0	162
Elderly Social Workers	0	235	131	0	366
Physical Disability / Sensory Impairment Social Workers	0	157	54	0	211
Child / Family Care Social Workers	0	1,334	707	0	2,041
Learning Disability Social Workers	0	166	79	0	245
Mental Health Social Workers	0	198	186	0	384
Training & Education Social Workers	0	61		0	~61
Community Development Social Workers	0	18	10	0	28
Managers/Multiservices Managers/Social Work Audit Social Workers	0	71	223	0	294
AYE Social Workers	0	32	0	0	32
Social Work Placement Students	0	0	0	4	4
Social Care Staff	2,657	1,287	58	0	4,002
Table Total	2,657	~3,631	1,538	4	7,833

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0.0	114.2	25.0	0.0	139.2
Elderly Social Workers	0.0	209.2	127.7	0.0	337.0
Physical Disability / Sensory Impairment Social Workers	0.0	142.6	52.3	0.0	194.9
Child / Family Care Social Workers	0.0	1,238.0	681.5	0.0	1,919.5
Learning Disability Social Workers	0.0	151.9	77.6	0.0	229.6
Mental Health Social Workers	0.0	184.7	174.4	0.0	359.1
Training & Education Social Workers	0.0	57.8		0.0	~57.8
Community Development Social Workers	0.0	15.7	9.5	0.0	25.1
Managers/Multiservices Managers/Social Work Audit Social Workers	0.0	66.5	218.9	0.0	285.4
AYE Social Workers	0.0	31.0	0.0	0.0	31.0
Social Work Placement Students	0.0	0.0	0.0	4.0	4.0
Social Care Staff	2,165.2	1,151.1	56.2	0.0	3,372.5
Table Total	2,165.2	~3,304.9	1,480.9	4.0	6,957.4

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	2,039	1,031	965	1,192	1,027	1,044	7,298
Medical Secretaries	413	190	117	60	132	-	~912
Personal Secretaries and Typists	145	279	119	170	201	18	932
Administrative & Clerical Bands/ Grades 5 to 6	452	205	161	217	228	590	1,853
Administrative & Clerical Band/ Grade 7	143	59	84	64	67	277	694
Administrative & Clerical Band 8A to 9	193	69	122	83	61	352	880
Chief Executives/Directors/Non-AfC Senior Manager Grades	10	8	8	8	10	31	75
Solicitors (Apprentice/Bands 6-8C)	0	0	0	0	0	54	54
Other	0	0	-	0	0	43	~43
Total	3,395	1,841	~1,576	1,794	1,726	~2,409	12,743

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,710.6	820.8	779.1	944.6	872.7	957.1	6,084.9
Medical Secretaries	348.3	151.6	101.2	48.1	117.7	-	~767.0
Personal Secretaries and Typists	115.1	221.5	98.3	134.6	172.0	16.7	758.2
Administrative & Clerical Bands/ Grades 5 to 6	425.5	193.0	149.4	200.9	220.0	561.8	1,750.7
Administrative & Clerical Band/ Grade 7	137.3	56.1	79.6	60.2	65.1	267.4	665.7
Administrative & Clerical Band 8A to 9	191.5	68.4	119.6	80.4	59.7	343.9	863.5
Chief Executives/Directors/Non-AfC Senior Manager Grades	10.0	8.0	8.0	8.0	10.0	30.4	74.4
Solicitors (Apprentice/Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	48.5	48.5
Other	0.0	0.0	-	0.0	0.0	42.6	~42.6
Total	2,938.3	1,519.4	~1,335.3	1,476.9	1,517.3	~2,268.4	11,057.0

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	3,046	3,032	1,877.1	6,078	4,923.1
Medical Secretaries Bands 3-4	461	447	302.0	908	763.0
Personal Secretaries and Typists Bands 3-4	458	459	286.2	917	744.2
Administrative & Clerical Bands/Grades 5 to 6	981	331	234.7	1,312	1,215.7
Administrative & Clerical Band/Grade 7	380	99	71.6	479	451.6
Administrative & Clerical Band 8A to 9	526	55	40.2	581	566.2
Chief Executives/Directors/Non-AfC Senior Manager Grades	35	-	-	~35	~35.0
Solicitors (Apprentice/Bands 6-8C)	24	17	11.5	41	35.5
Others	31	-	-	~31	~31.0
Total	5,942	4,444	2,826.0	10,386	8,768.0

MALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/Grades 1 to 4	1,070	150	91.8	1,220	1,161.8
Medical Secretaries	5	0	0.0	5	5.0
Personal Secretaries and Typists	12	-	-	~12	~12.0
Administrative and Clerical Bands/Grades 5 to 6	521	20	13.9	541	534.9
Administrative and Clerical Band/Grade 7	213	-	-	~213	~213.0
Administrative and Clerical Band 8A to 8D	294	5	3.3	299	297.3
Chief Executives/Directors/Non-AfC Senior Manager Grades	38	0	0.0	38	38.0
Solicitors	13	0	0.0	13	13.0
Other	11	0	0.0	11	11.0
Total	2,177	180	112.1	2,357	2,289.1

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	164	775	1,065	927	964	1,050	989	817	403	144	7,298
Medical Secretaries Band 3-4		30	89	125	173	173	145	107	66	5	913
Personal Secretaries and Typists	10	40	94	111	171	155	146	118	67	20	932
Administrative & Clerical Bands/Grades 5 to 6	13	100	194	303	319	322	311	209	72	10	1,853
Administrative & Clerical Band/Grade 7	0	14	42	96	129	169	140	83	21		694
Administrative & Clerical Band 8A to 9	0	22		65	129	214	229	181	40		880
Chief Executives/Directors/Non-AfC Senior Manager Grades	0	0	0	0	5	8	23	30	9		75
Solicitors (Apprentice/Bands 6-8C)	0	6	7	14	10	11	6		0	0	54
Others	29	10		0	0		5			0	44
Total	217	972	1,515	1,641	1,900	2,104	1,988	1,547	673	186	12,743

Table 7a: Support Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	437	279	91	117	294	0	1,218
Domestic Services	1,154	588	180	371	505	7	2,805
Laundry Services/Sewing Room	27	33	33	38	31	0	162
Facilities/Sterile Services	-	0	503	6	5	0	~514
Support Services Manager/Supervisor	-	16	0	13	25	0	~54
Driver	143	62	75	82	68	-	~430
Porter/Orderly	200	103	47	58	102	-	~510
Security/Caretaker/Warden	113	9	24	12	10	0	168
Telephonist	11	29	11	58	21	0	130
Warehouse Operative	0	7	0	0	0	104	111
Shop Assistant/Hairdresser	-	-	0	0	0	0	4
Total	2,091	~1,126	964	755	1,061	~111	6,113

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	341.7	193.2	70.5	90.9	217.5	0.0	913.8
Domestic Services	766.6	377.9	123.7	261.8	331.2	4.1	1,865.2
Laundry Services/Sewing Room	19.2	30.0	31.9	34.8	27.9	0.0	143.8
Facilities/Sterile Services	-	0.0	372.1	4.1	5.0	0.0	~381.3
Support Services Manager/Supervisor	-	15.2	0.0	12.7	25.0	0.0	~52.8
Driver	136.9	60.7	59.2	66.5	67.1	-	~390.5
Porter/Orderly	191.4	95.9	44.8	54.8	100.4	-	~487.3
Security/Caretaker/Warden	112.2	6.6	23.3	11.3	6.9	0.0	160.2
Telephonist	10.0	19.9	8.9	25.1	17.7	0.0	81.7
Warehouse Operative	0.0	7.0	0.0	0.0	0.0	103.0	110.0
Shop Assistant/Hairdresser	-	-	0.0	0.0	0.0	0.0	2.7
Total	1,582.1	~806.4	734.4	562.1	798.7	~107.1	4,595.2

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	137	701	467.0	838	604.0
Domestic Services	190	1,971	1,218.7	2,161	1,408.7
Laundry Services/Sewing Room	48	49	32.4	97	80.4
Facilities/Sterile Services	44	266	158.5	310	202.5
Support Services Manager/Supervisor	36	6	4.8	42	40.8
Driver	17	5	2.2	22	19.2
Porter/Orderly	19	14	9.7	33	28.7
Security/Caretaker/Warden	7	8	5.4	15	12.4
Telephonist	27	92	44.9	119	71.9
Warehouse Operative	4	0	0.0	4	4.0
Shop Assistant/Hairdresser	0	4	2.7	4	2.7
Total	529	3,116	1,946.3	3,645	2,475.3

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	158	222	151.8	380	309.8
Domestic Services	149	495	307.5	644	456.5
Laundry Services/Sewing Room	61	4	2.4	65	63.4
Facilities/Sterile Services	109	97	70.7	206	179.7
Support Services Manager/Supervisor	13	0	0.0	13	13.0
Driver	339	71	34.2	410	373.2
Porter/Orderly	409	70	51.5	479	460.5
Security/Caretaker/Warden	131	22	16.9	153	147.9
Telephonist	8	-	-	~8	~8.0
Warehouse Operative	105	-	-	~105	~105.0
Shop Assistant/Hairdresser	0	0	0.0	0	0.0
Total	1,482	986	637.9	2,468	2,119.9

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	45	117	132	121	129	171	203	175	85	40	1,218
Domestic Services	146	255	271	217	254	363	480	416	271	132	2,805
Laundry Services/Sewing Room	8		11	5	18	27	34	34	17	8	162
Facilities/Sterile Services	31	65	38	48	38	63	96	72	43	22	516
Support Services Manager/Supervisor	0	4		7	5	10	11	11	7		55
Driver	6		9	21	47	75	86	91	61	36	432
Porter/Orderly	6	25	57	35	40	84	110	74	65	16	512
Security/Caretaker/Warden	0	14	14	14	23	26	38	21	14	4	168
Telephonist	0	11		9	20	17	26	23	17	7	130
Warehouse Operative	7		12	16	21	19	17	10	9	0	111
Shop Assistant/Hairdresser	0				4				0	0	4
Total	233	496	557	493	595	855	1,102	928	586	268	6,113

Table 7d - Support Services Staff by Pay Band

Headcount	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	1,067	151	0	1,218
Domestic Services	2,676	128	-	~2,804
Laundry Services/Sewing Room	146	16	0	162
Facilities/Sterile Services	493	23	0	516
Support Services Manager/Supervisor	0	17	38	55
Driver	194	238	0	432
Porter/Orderly	489	23	0	512
Security/Caretaker/Warden	154	14	0	168
Telephonist	96	33	-	~129
Warehouse Operative	73	29	9	111
Shop Assistant/Hairdresser	-	-	0	4
Total	~5,388	~672	~47	6,113

WTE	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	781.7	132.1	0.0	913.8
Domestic Services	1,754.1	110.3	-	~1,864.4
Laundry Services/Sewing Room	127.8	16.0	0.0	143.8
Facilities/Sterile Services	360.3	21.9	0.0	382.2
Support Services Manager/Supervisor	0.0	15.8	38.0	53.8
Driver	158.4	234.1	0.0	392.5
Porter/Orderly	467.0	22.2	0.0	489.2
Security/Caretaker/Warden	147.1	13.2	0.0	160.2
Telephonist	57.1	23.6	-	~80.7
Warehouse Operative	72.0	29.0	9.0	110.0
Shop Assistant/Hairdresser	-	-	0.0	2.7
Total	~3,925.5	~618.2	~47.0	4,595.2

Table 8a: Ambulance Staff by Trust

	NI Ambulance Service	
	Headcount	WTE
Emergency Medical Technician	243	238.6
Patient Care Services	264	256.2
Paramedic	321	318.1
Rapid Response Vehicle Paramedic	84	83.1
Ambulance Officer	87	87.0
Control Assistant	116	108.4
Total	1,115	1,091.5

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

FEMALE	Full-Time		Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE	
Emergency Medical Technician	47	9	6.4	56	53.4	
Patient Care Services	51	6	3.4	57	54.4	
Paramedic	66	15	12.5	81	78.5	
Rapid Response Vehicle Paramedic				16	15.5	
Ambulance Officer	16	0	0.0	16	16.0	
Control Assistant	40	21	14.7	61	54.7	
Total	235	52	37.5	287	272.5	

MALE	Full-Time		Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE	
Emergency Medical Technician	179	8	6.2	187	185.2	
Patient Care Services	195	12	6.8	207	201.8	
Paramedic	236	4	3.5	240	239.5	
Rapid Response Vehicle Paramedic				68	67.6	
Ambulance Officer	71	0	0.0	71	71.0	
Control Assistant	50	5	3.8	55	53.8	
Total	798	30	21.0	828	819.0	

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	14		19	34	59	46	35	25	11		243
Patient Care Services	14	29	28	18	46	49	33	24	18	5	264
Paramedic	7		29	53	82	65	53	26	6	0	321
Rapid Response Vehicle Paramedic	0	4		10	25	15	22		8		84
Ambulance Officer	0	0	0	4	20	16	24	15	8		87
Control Assistant	19		18	16	15	20	12	11	5	0	116
Total	22	62	97	135	247	211	179	104	48	10	1,115

Table 8d - Ambulance Staff by Pay Band

Headcount	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	243	0	0	243
Patient Care Services	264	0	0	264
Paramedic	0	321	0	321
Rapid Response Vehicle Paramedic	0	84	0	84
Ambulance Officer	0	59	28	87
Control Assistant	72	36	8	116
Total	579	500	36	1,115

WTE	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	238.6	0.0	0.0	238.6
Patient Care Services	256.2	0.0	0.0	256.2
Paramedic	0.0	318.1	0.0	318.1
Rapid Response Vehicle Paramedic	0.0	83.1	0.0	83.1
Ambulance Officer	0.0	59.0	28.0	87.0
Control Assistant	65.6	34.9	8.0	108.4
Total	560.4	495.1	36.0	1,091.5

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	77	70	30	57	47	5	286
Boilerman / Plumber	19	-	7	5	23	0	~54
Electrician / Fitter / Engineer	41	34	22	16	24	-	~137
Builder / Joiner / Labourer / Painter	30	14	16	19	21	0	100
Multiskilled	58	8	12	6	12	-	~96
Groundsman / Gardener	-	-	-	4	9	0	20
Total	~225	~126	~87	107	136	~5	697

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	77.0	69.7	30.0	55.4	47.0	5.0	284.1
Boilerman / Plumber	19.0	-	7.0	5.0	23.0	0.0	~54.0
Electrician / Fitter / Engineer	41.0	34.0	22.0	16.0	24.0	-	~137.0
Builder / Joiner / Labourer / Painter	30.0	14.0	16.0	19.0	21.0	0.0	100.0
Multiskilled	58.0	8.0	12.0	6.0	12.0	-	~96.0
Groundsman / Gardener	-	-	-	4.0	9.0	0.0	20.0
Total	~225.0	~125.7	~87.0	105.4	136.0	~5.0	695.1

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

This table has been omitted as there were only 22 Females and 4 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	16		28	47	35	36	44	51	22	7	286
Boilerman/Plumber	0	5		4	6	6	9	17	8		55
Electrician/Fitter/Engineer	6	7	11	19	13	19	15	28	21	0	139
Builder/Joiner/Labourer/Painter		6			4	11	22	33	24		100
Multiskilled	9	4	5	5	10	14	10	23	13	4	97
Groundsman/Gardener	0	0	0	0	4	4	5	7			20
Total	18	28	47	79	72	90	105	155	86	17	697

Table 9d - Estate Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8D/ Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	4	110	172	286
Boilerman / Plumber	55	0	0	55
Electrician / Fitter / Engineer	138	0	-	~138
Builder / Joiner / Labourer / Painter	99	-	0	~99
Multiskilled	67	30	0	97
Groundsman / Gardener	20	0	0	20
Total	383	~140	~172	697

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8D/ Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	3.7	109.0	171.4	284.1
Boilerman / Plumber	55.0	0.0	0.0	55.0
Electrician / Fitter / Engineer	138.0	0.0	-	~138.0
Builder / Joiner / Labourer / Painter	99.0	-	0.0	~99.0
Multiskilled	67.0	30.0	0.0	97.0
Groundsman / Gardener	20.0	0.0	0.0	20.0
Total	382.7	~139.0	~171.4	695.1

Table 10a - Leavers, 1 April 2015- 31 March 2016 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	119	94	62	67	56	166	564
Estates Services	34	5	10	52	8	0	60
Support Services	118	50	44		62	-	~323
Nursing & Midwifery	324	193	185	218	180	17	1,117
Social Services (excl. Home Helps)	84	91	72	61	59	-	~367
Professional & Technical	103	53	59	61	48	11	335
Medical & Dental (excluding Doctors in Training)	32	19	15	17	18	20	121
Ambulance	0	0	0	0	0	37	37
Total	814	505	447	476	431	256	2,929

Table 10b - Joiners, 1 April 2015 - 31 March 2016 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	94	63	52	129	69	137	544
Estates Services	22	5	6	6	11	-	~50
Support Services	68	66	33	15	72	4	258
Nursing & Midwifery	505	183	241	310	221	4	1,464
Social Services (excl. Home Helps)	95	93	90	111	73	-	~462
Professional & Technical	188	102	94	84	96	8	572
Medical & Dental (excluding Doctors in Training)	29	10	18	9	15	10	91
Ambulance	0	0	0	0	0	98	98
Total	1,001	522	534	664	557	266	3,544

Table 10c - Movers, 1 April 2015 - 31 March 2016 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	25	14	6	4	2	54	104
Estates Services				11			11
Support Services							
Nursing & Midwifery	178	47	72	49	26	-	~372
Social Services (excl. Home Helps)	21	16	32	6	5	0	80
Professional & Technical	82	44	45	26	22	14	233
Medical & Dental (excluding Doctors in Training)	12	5	5	9	9		40
Ambulance	0	0	0	0			
Total	321	129	163	94	61	75	~840

Definitions for Leavers, Joiners and Movers are given in Section 10 Staff Turnover on page 22 of this report.

Appendix B: Notes and Metadata

Notes

The data source for this report is Health & Social Care Northern Ireland's Human Resources, Payroll, Travel & Subsistence system (HRPTS). An extract of staff records as at 31st March 2016 was taken and processed using IBM SPSS 23 software.

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 domiciliary care staff are not currently recorded on HRPTS due to the use of variable hours contracts, therefore it is difficult to analyse their contribution to the service with the data available. Figures also exclude staff on career breaks (unless otherwise specified) 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 comparison figures, as data on their staff were not centrally accessible until 2014.

Definitions

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, DoH 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 with a neighbour.
A tilde (~)	Indicates that a total or sub-total has been changed to prevent personal disclosure.
Agenda for Change (AfC)	The pay and terms & 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.
Full-Time	A full-time member of staff is defined here as one who works the normal maximum hours for their contract type - e.g. 37.5 weekly hours for an AfC employee.
Generic	Generic staff were a group of multidisciplinary employees. By 2015 they had been amalgamated into other groups.
HSC	Umbrella term for all Health and Social Care NI Organisations
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 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