

INFORMATION  
ANALYSIS  
DIRECTORATE



# Northern Ireland Health and Social Care Workforce Census March 2024



Department of  
**Health**

An Roinn Sláinte  
Mánnystrie O Poustie  
[www.health-ni.gov.uk](http://www.health-ni.gov.uk)


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# Northern Ireland Health and Social Care Workforce Census March 2024

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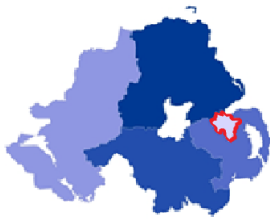
## Key Findings



At 31<sup>st</sup> March 2024, the HSC employed 74,039 (65,984.2 WTE) staff in post on either a full-time or part-time basis, subject to the exclusions described in Appendix B.



The HSC workforce grew by 22% (11,898.5 WTE) between the 2015 and 2024 Censuses.



The largest employer in the HSC was the Belfast Trust with 19,047.2 WTE or 29% of all staff.



The largest Occupational Family was Nursing & Midwifery with 22,172.2 WTE or 34% of the total.



The Medical & Dental workforce stood at 5,442 (4,985.8 WTE), with consultants accounting for 40% (2,012.8 WTE) of this Staff Group.



Over two thirds (35%, 22,784.8 WTE) of WTE HSC staff were employed at Agenda for Change Bands 1 to 4.



A substantial majority (78% or 57,780 headcount) of HSC employees were female.

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## Background

This is the twenty-fourth 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. Summary analysis and commentary is given in Sections 1 - 10, followed by tables in Appendix A and notes/metadata in Appendix B. It is used for a number of purposes including policy making and workforce planning.

It is important to note that 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>

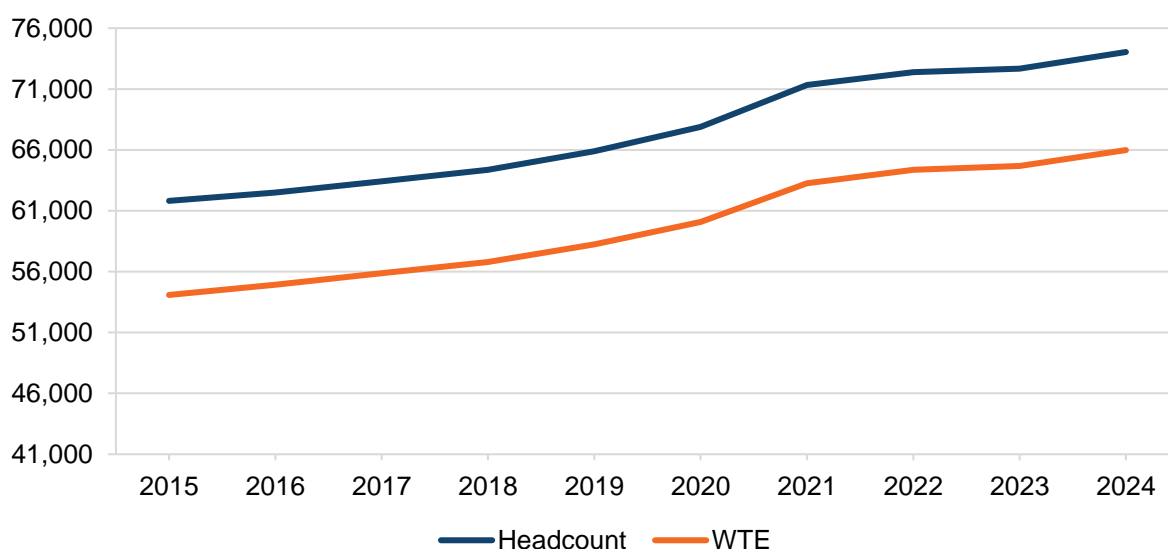
Prior to 2014, information on Northern Ireland Medical and Dental Training Agency (NIMDTA) staff was not included in our data extract. Therefore, this is the second year that NIMDTA staff have been able to be included in the trend analysis 2015 – 2024.

## Changes in the NI HSC Workforce (2015 – 2024)<sup>1</sup>

**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.

**Headcount:** The number of individuals working in active posts. This counts individuals only once, regardless of how many posts they hold. Where information is broken down by the various categories, individuals will be counted once in each category they hold an active post.

**Figure A: HSC Staff in Post Headcount<sup>2</sup> and Whole-time Equivalent (WTE) (2015-2024)**



### Overall HSC Staffing Changes, 2015 to 2024

All comparisons in this section are based on data as at 31<sup>st</sup> March in each year. Figures refer to WTE unless otherwise stated. Figures for 2021 and 2022 include students and staff employed through the HSC Workforce Appeal to assist during the Covid-19 pandemic.

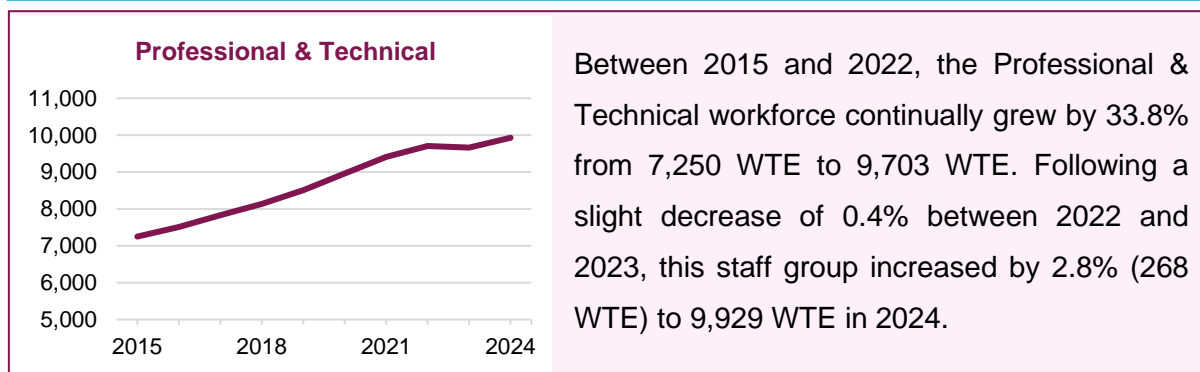
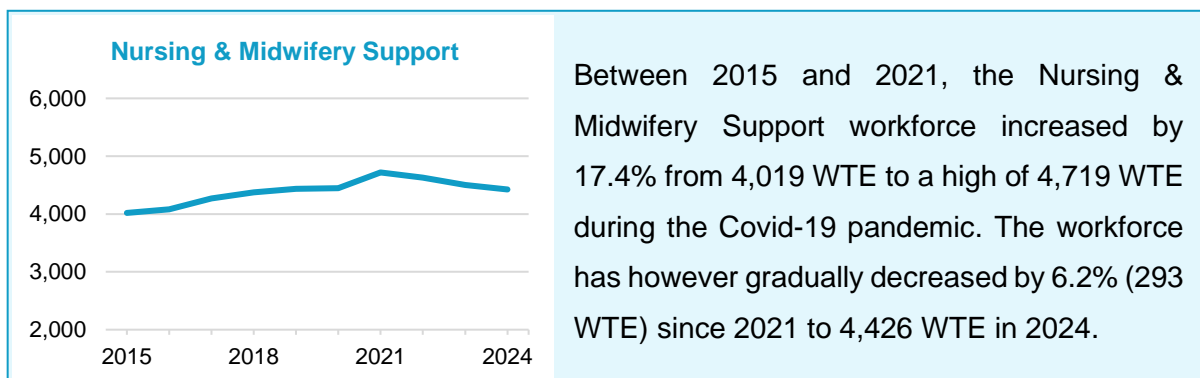
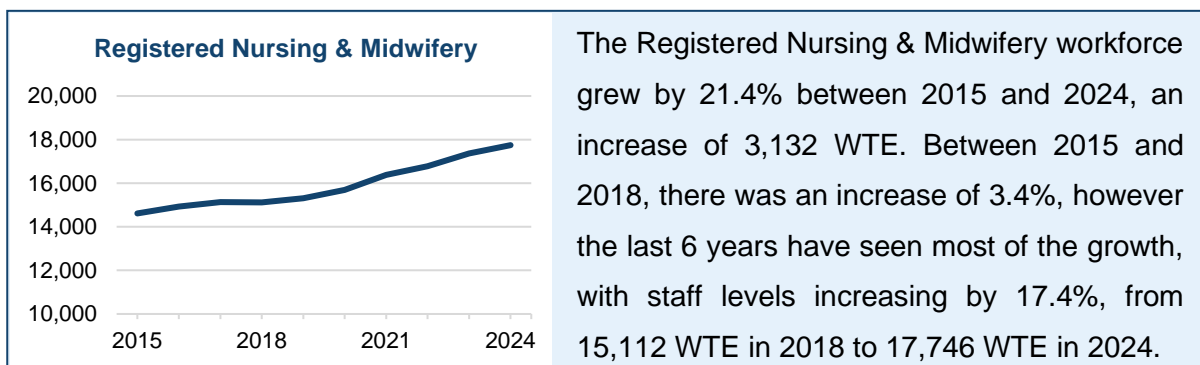
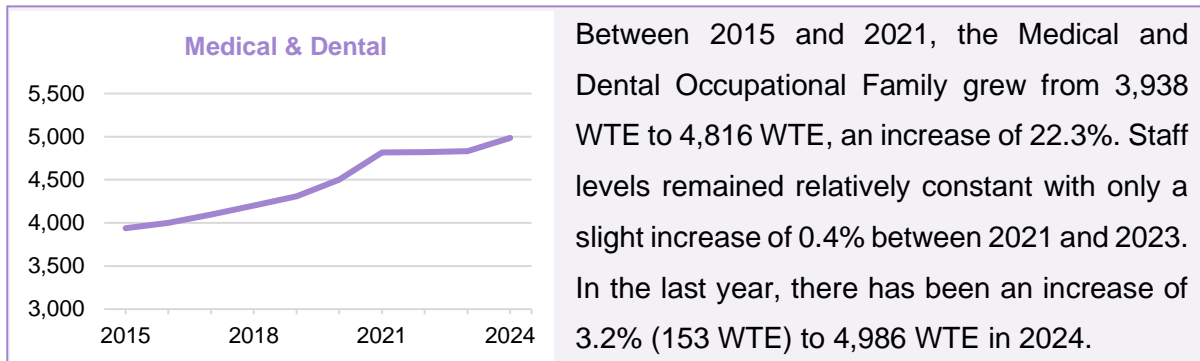
Between 2015 and 2024, the WTE of HSC staff increased by 11,898.5; this represented 22.0% workforce growth. The rate of growth between 2019 and 2024 was 13.3%.

<sup>1</sup> Subject to the exclusions in Appendix B.

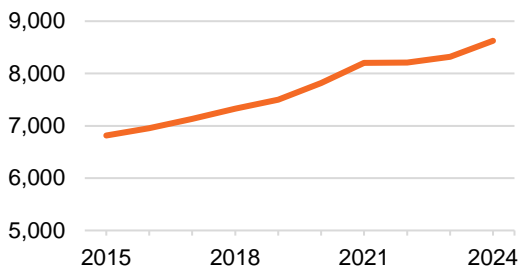
<sup>2</sup> Staff are counted only once, regardless of how many posts they hold. At 31<sup>st</sup> March 2024, 737 staff held more than one post.

## Changes by Occupational Family, 2015 to 2024

Changes in staff levels in each Occupational Family between 2015 and 2024 is detailed below. Fluctuations in workforce levels in some staff groups between 2020 and 2022 may be due to the impact of the Covid-19 pandemic.

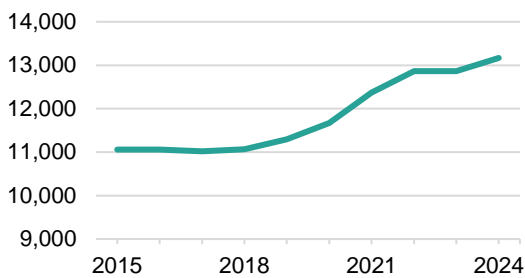


### Social Services (excl. Domiciliary Care)



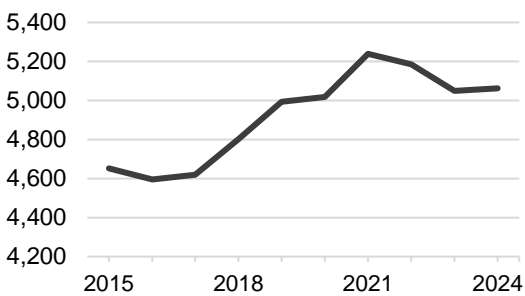
Between 2015 and 2021, the Social Services Occupational Family (excluding domiciliary care) gradually increased by 20.4% from 6,815 WTE to 8,204 WTE. The increase between 2021 and 2023 equated to 1.4% (117 WTE). In the last year, there has been an increase of 304 WTE (3.7%) to 8,625 WTE in 2024.

### Administration & Clerical



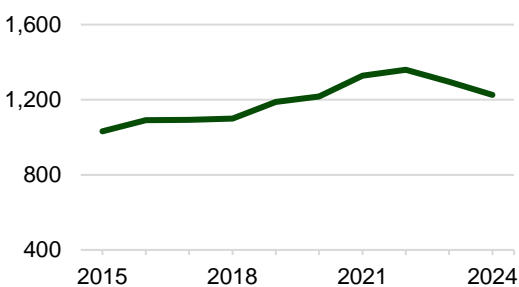
Between 2015 and 2017, the Administration & Clerical workforce decreased slightly (0.4%). Since 2017, the workforce increased steadily by 16.7% (1,845 WTE) to 12,865 WTE in 2022. Staff levels remained relatively unchanged in 2023, before an increase of 2.3% (301 WTE) to 13,167 WTE in 2024.

### Support Services



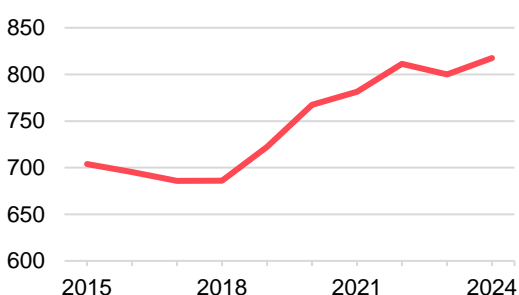
From a low of 4,595 WTE in 2016, the Support Services Occupational Family grew by 644 WTE (14.0%) to 5,239 WTE in 2021. Between 2021 and 2023, there was a decrease of 3.6% (190 WTE) to 5,049 in 2023. In the last year, there has been a small increase of 0.3% to 5,062 WTE in 2024.

### Ambulance



The Ambulance workforce (which includes paramedics, emergency medical technicians, ambulance officers and control staff) increased by 31.8% (328 WTE) between 2015 and 2022, to a workforce high of 1,359 WTE. Since 2022, the workforce has decreased by 9.9% (134 WTE) to 1,225 WTE in 2024.

### Estates Services



Between 2015 and 2018, the Estates Services workforce saw a small reduction in staffing levels (2.6%, 18 WTE). Since 2018, this Occupational Family grew steadily from 686 WTE to 811 WTE in 2022, an increase of 18.3% (125 WTE). The workforce decreased by 1.4% (11 WTE) between 2022 and 2023 but increased by 2.2% to 817 WTE in 2024.

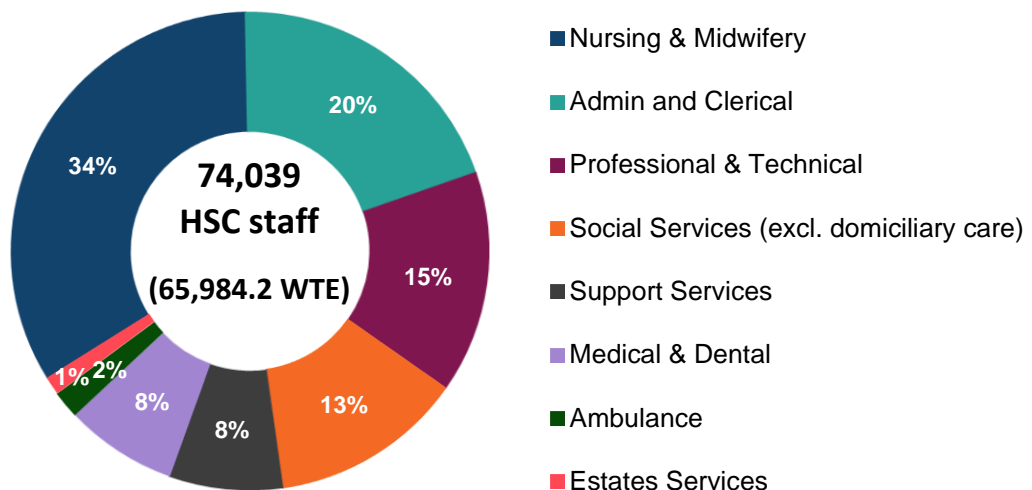


## Section 1: Health & Social Care Staff

At 31<sup>st</sup> March 2024, the HSC employed 74,039 (65,984.2 WTE) staff in post on either a full-time or part-time basis, subject to the exclusions described in Appendix B. In the financial year 2023/24, expenditure on directly employed HSC employees exceeded £3.5 billion.

### Occupational Families

**Figure 1a: Health & Social Care Staff by Occupational Family (% WTE), March 2024**

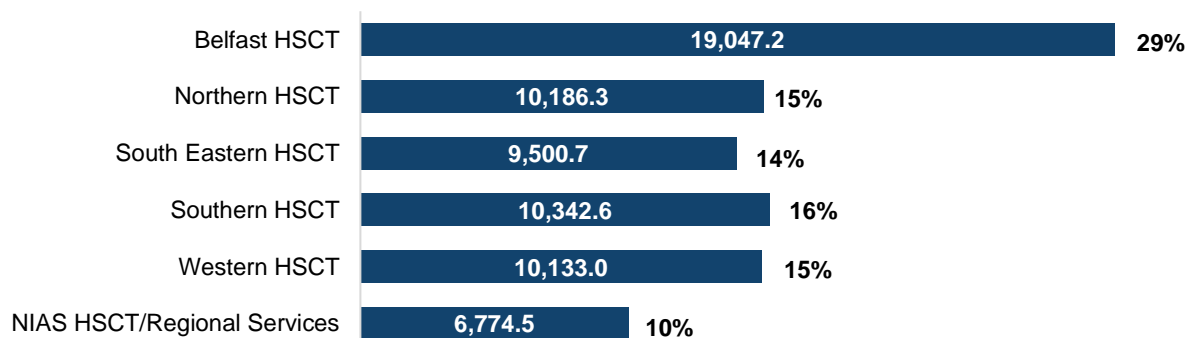


The largest Occupational Family, with 22,172.2 WTE or 34% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 13,167.2 WTE (20%). Medical & Dental staff represented 8% of the overall workforce, with 4,985.8 WTE.

### Employing Organisations

The organisation with the largest HSC workforce was the Belfast Trust, with 28.9% of all staff (19,047.2 WTE). 90% of all staff worked for one (or more than one) of the five regional HSC Trusts (excluding NIAS HSC Trust).

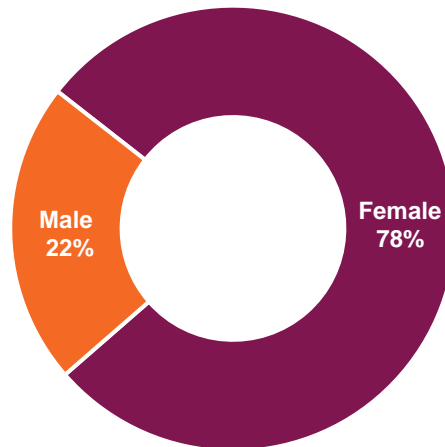
**Fig 1b: Health & Social Care Staff by Employing Organisation (% WTE)**



## Gender and Working Pattern

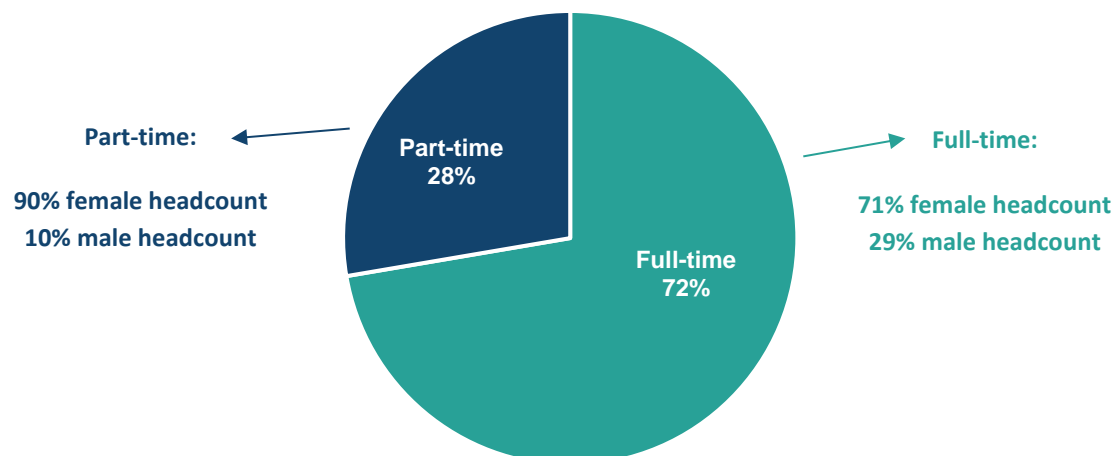
Over three quarters (78%) of staff (57,780 headcount) were female and 22% were male (16,259 headcount).

**Fig. 1c: Health & Social Care Staff by Gender (% Headcount)**



Part-time roles accounted for 28% (18,264.2 WTE) of the total WTE. The gender split of those working in part-time roles was 90% female (23,841 headcount) and 10% male (2,665 headcount), compared to full-time roles where 71% (34,038 headcount) were female and 29% (13,622 headcount) were male.

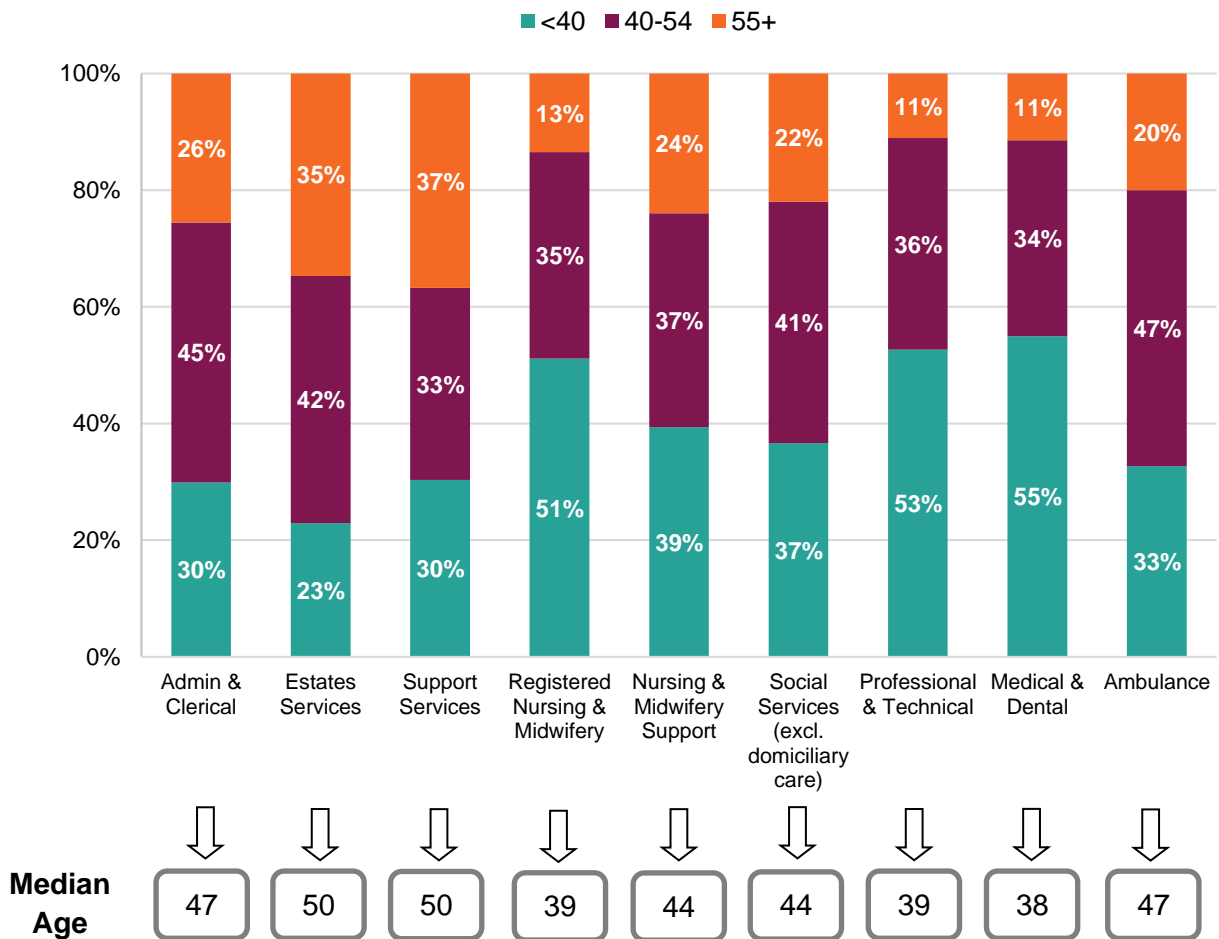
**Fig. 1d: Health & Social Care Full-time or Part-time working (% WTE)**



## Age (Headcount)

Over two fifths (42%) of all staff were under the age of 40; 38% were between 40 and 54, and 20% were aged 55 and over. The Medical & Dental Occupational Family had the highest proportion of staff under the age of 40 (55%). The median age of all staff was 42.

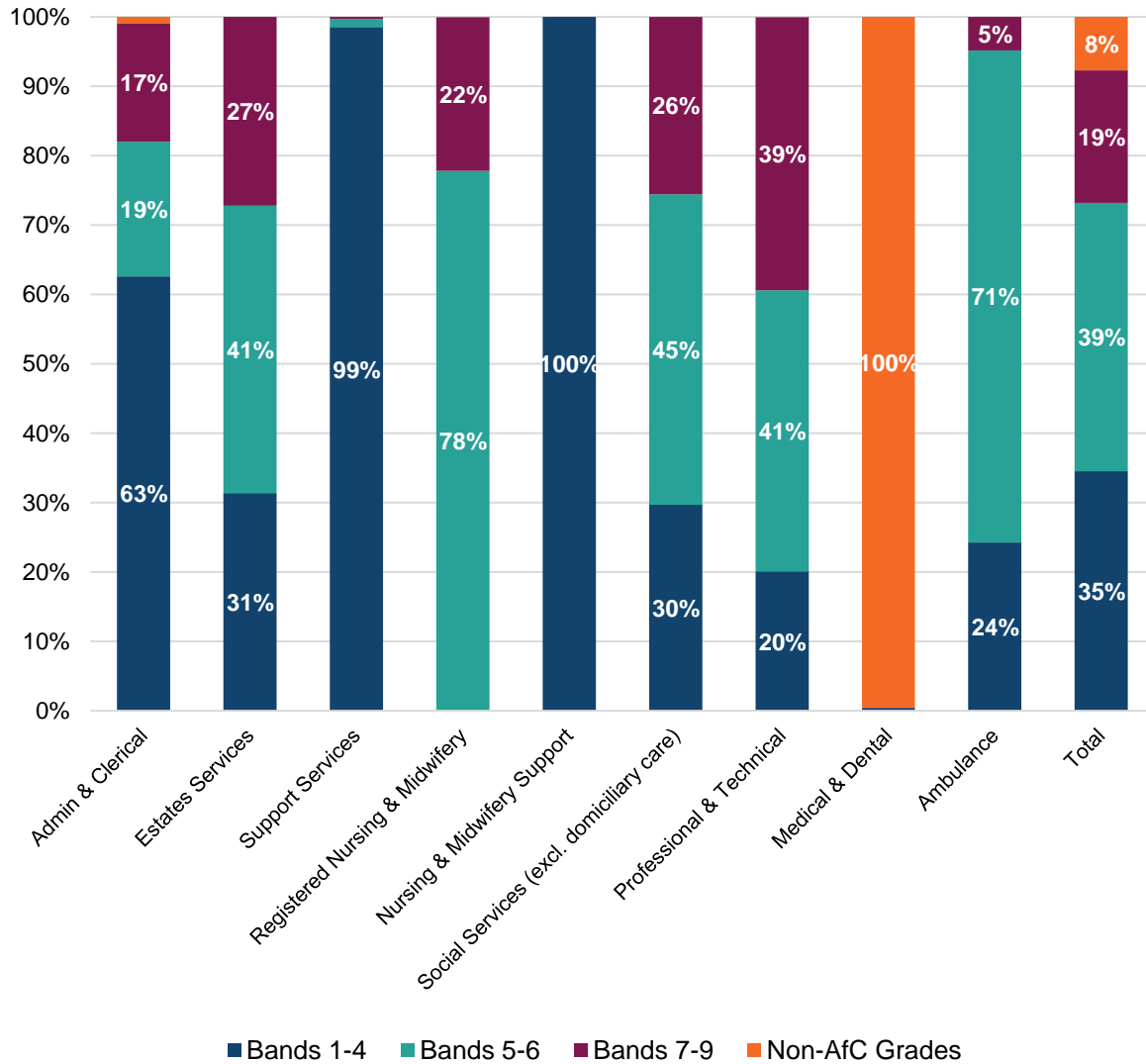
**Fig. 1e: Health & Social Care Staff by Age Group and Occupational Family (% Headcount)**



## Pay Bands (WTE)

Over one third (35%) of WTE staff were employed at AfC Pay Bands 1-4. Distribution between pay bands differed between Occupational Families, as shown in Fig. 1f. In the Administration & Clerical staff group, 63% were employed between Bands 1 and 4, and 82% in total were employed below Band 7. Almost four fifths (78%) of Registered Nursing & Midwifery staff were employed at Bands 5 and 6.

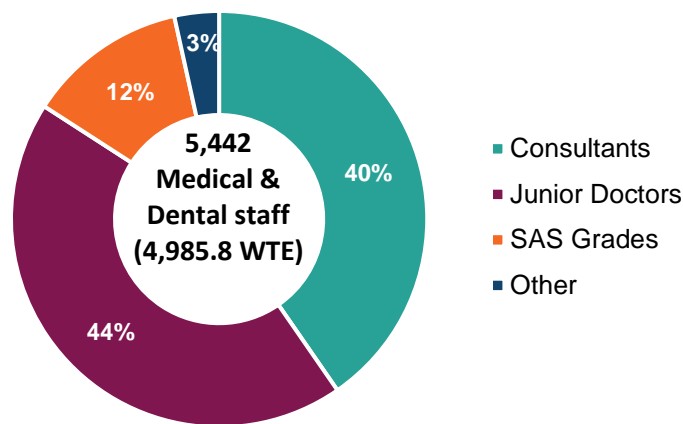
**Fig. 1f: HSC Health & Social Care Staff by Pay Band and Occupational Family (% WTE)**



## Section 2: Medical and Dental Staff

At 31<sup>st</sup> March 2024, there were 5,442 (4,985.8 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) and Medical Student Technicians (final year medical students employed to assist staff during the Covid-19 pandemic). This group represented 44% of the Medical and Dental workforce, or 2,181.2 WTE. The next largest group were consultants with 2,012.8 WTE or 40%. Staff Grade/Associate Specialist/Specialty Doctors (SAS) accounted for 12% (619.0 WTE). The remainder of the Medical and Dental (3%) workforce were employed in grades classified as 'other', for example hospital practitioners and community dentists.

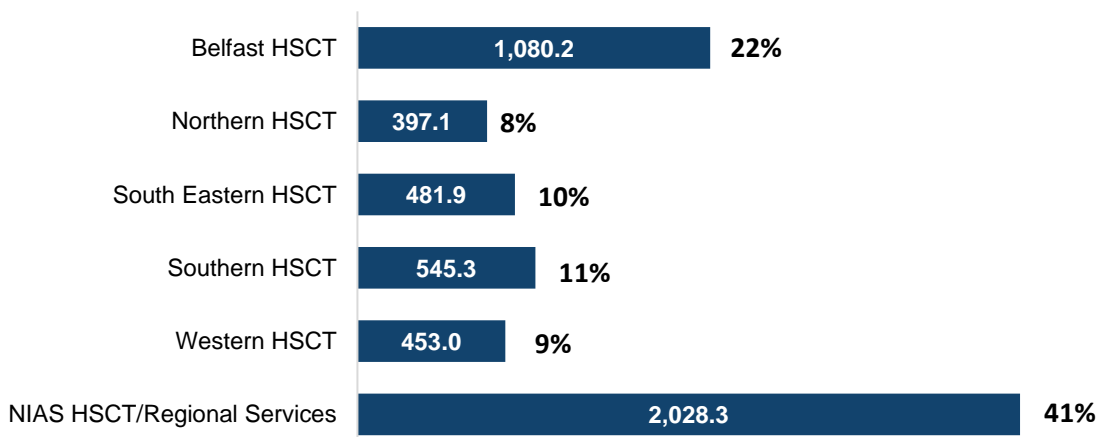
**Fig 2a: Medical & Dental Staff by Grade (% WTE)**



### Employing Organisations

Almost two fifths (39%) of Medical and Dental staff (1,967.1 WTE) were employed by NIMDTA, now the single lead employer of doctors in training. Twenty-two per cent of Medical and Dental staff worked for the Belfast HSC Trust, while the other four regional Trusts employed between 8% and 11% of the total Medical and Dental WTE.

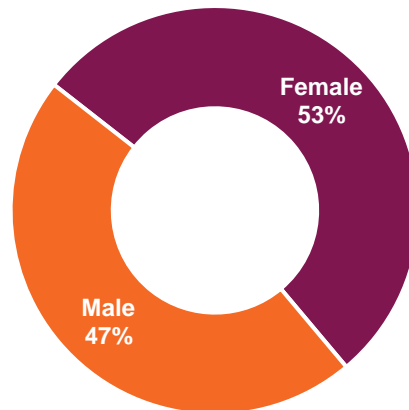
**Fig. 2b: Medical & Dental Staff by Employing Organisation (% WTE)**



## Gender and Working Pattern

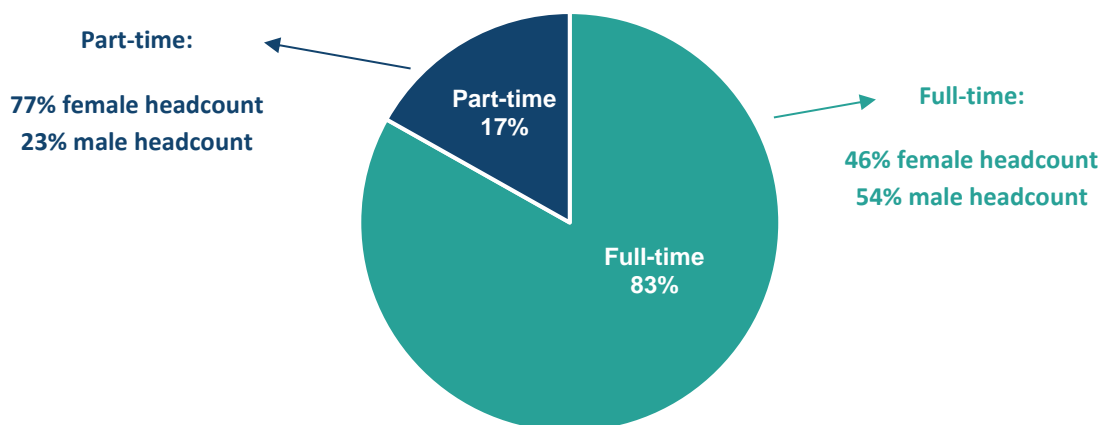
Over half (53%) of Medical & Dental staff were female, a headcount of 2,902 and 47% of staff were male, a headcount of 2,540.

**Fig. 2c: Medical & Dental Staff by Gender (% Headcount)**



Part-time roles accounted for 17% (839.8 WTE) of the total WTE for Medical and Dental staff. The gender split of those working in part-time roles was 77% female (1,003 headcount) and 23% male (308 headcount), compared to full-time roles where 46% (1,904 headcount) were female and 54% (2,236 headcount) were male.

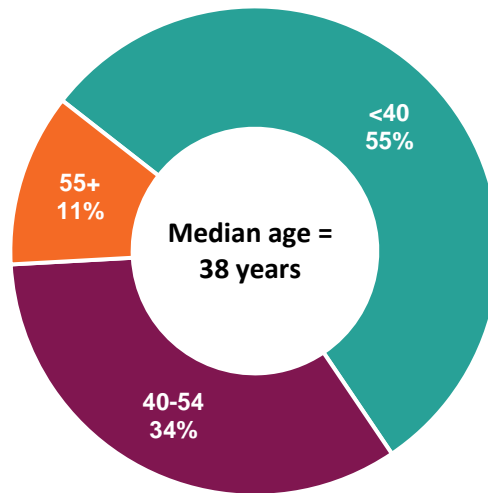
**Fig. 2d: Medical & Dental Staff by Working Pattern (% WTE)**



### Age (Headcount)

The median age of Medical & Dental employees was 38 years. Over half (55%) of Medical & Dental staff were aged under 40 years, 34% were aged 40-54, and 11% were aged 55 years and over. Within the Medical & Dental grades, 21% of consultants and 15% of associate specialists/specialty doctors were aged 55 years and over.

**Fig. 2e: Medical & Dental Staff by Age Group (% Headcount)**

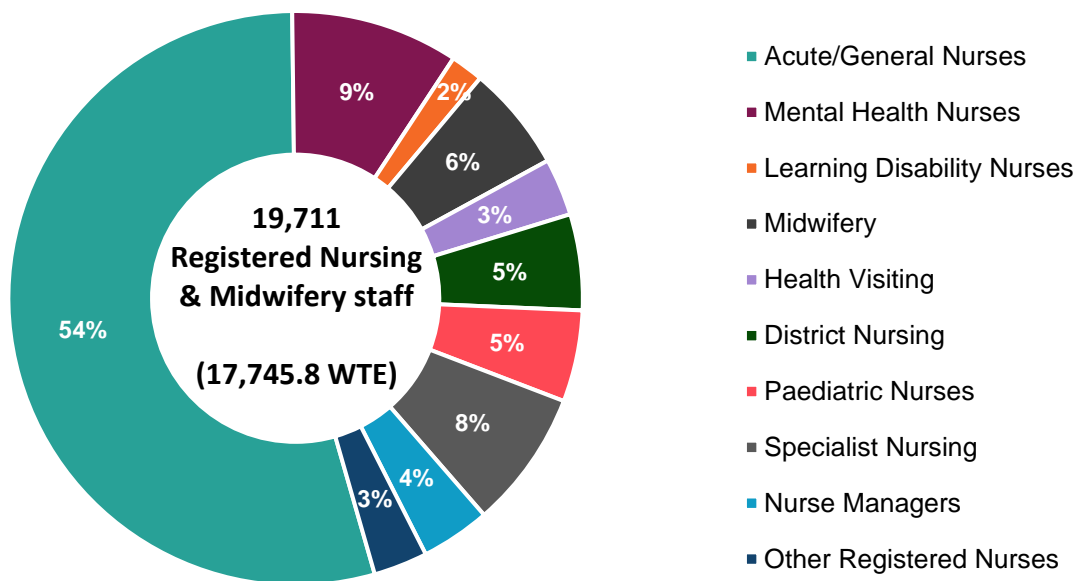


## Section 3: Nursing and Midwifery Staff

At 31<sup>st</sup> March 2024, there were 24,788 (22,172.2 WTE) Nursing & Midwifery staff employed. 17,745.8 WTE were in registered nursing and midwifery grades (Band 5 and above), and 4,426.4 WTE were in support grades (Bands 2-4).

Just over half (9,627.5 WTE, or 54%) of all registered nurses were graded as acute or general nurses. 9% (1,677.7 WTE) were mental health nurses, while specialist nursing comprised 8% (1,380.5 WTE), midwifery comprised 6% (1,053.5 WTE), with district nursing and paediatric nursing both comprising 5% (958.5 and 914.2 WTE respectively).

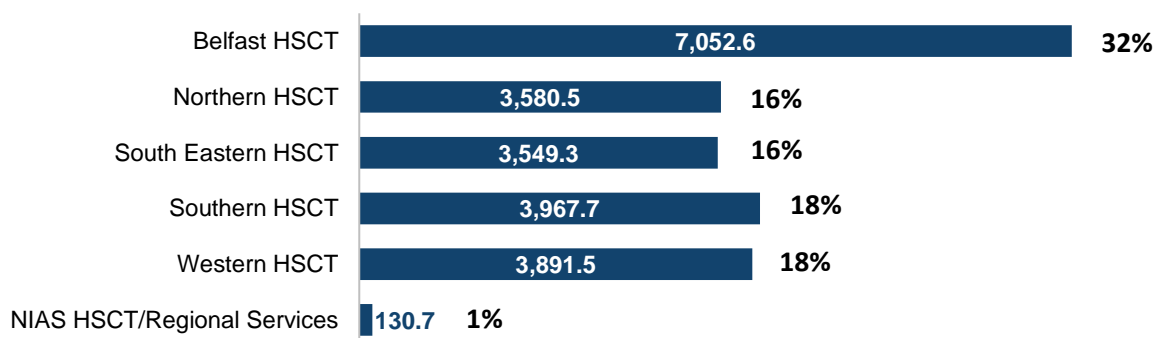
**Fig. 3a: Registered Nursing & Midwifery Staff by Group (% WTE)**



### Employing Organisations

Belfast HSC Trust was the largest employer of Nursing & Midwifery staff, with 32% of overall WTE (7,052.6). The other four regional Trusts employed between 16% and 18% of overall WTE, and 1% were employed by the Regional Services.

**Fig. 3b: Nursing & Midwifery Staff by Employing Organisation (% WTE)**

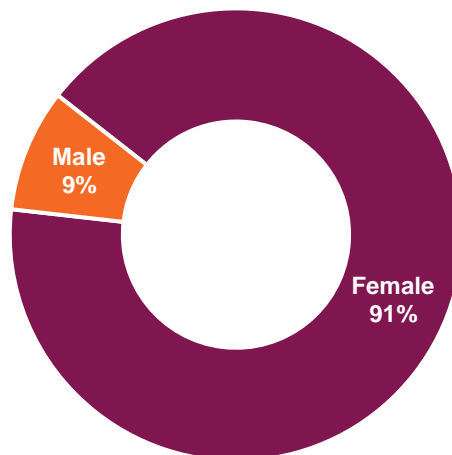




### Gender and Working Pattern

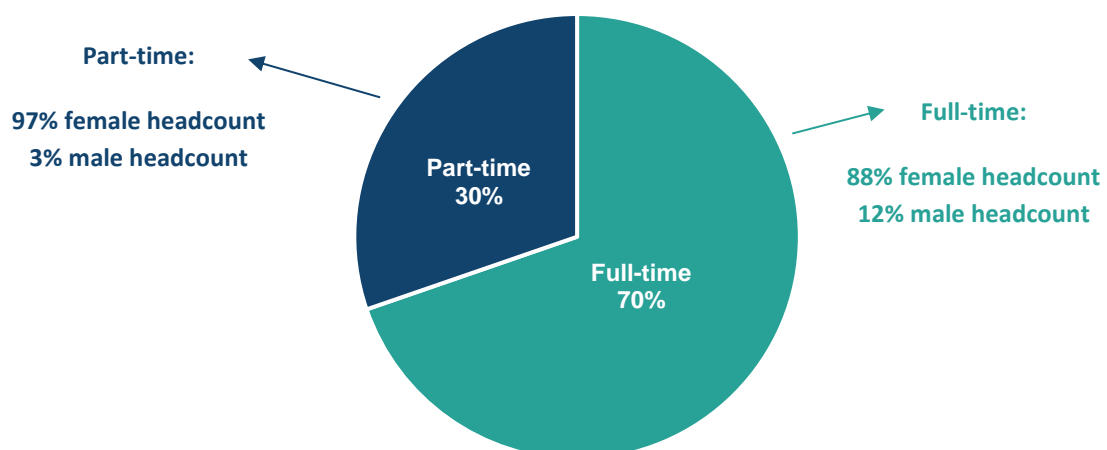
The vast majority (91%, or 22,616 headcount) of Nursing & Midwifery employees were female.

**Fig. 3c: Nursing & Midwifery Staff by Gender (% Headcount)**



Part-time roles accounted for 30% (6,715.2 WTE) of the total WTE for Nursing & Midwifery staff. The gender split of those working in part-time roles was 97% female (9,083 headcount) and 3% male (273 headcount), compared to full-time roles where 88% (13,552 headcount) were female and 12% (1,900 headcount) were male.

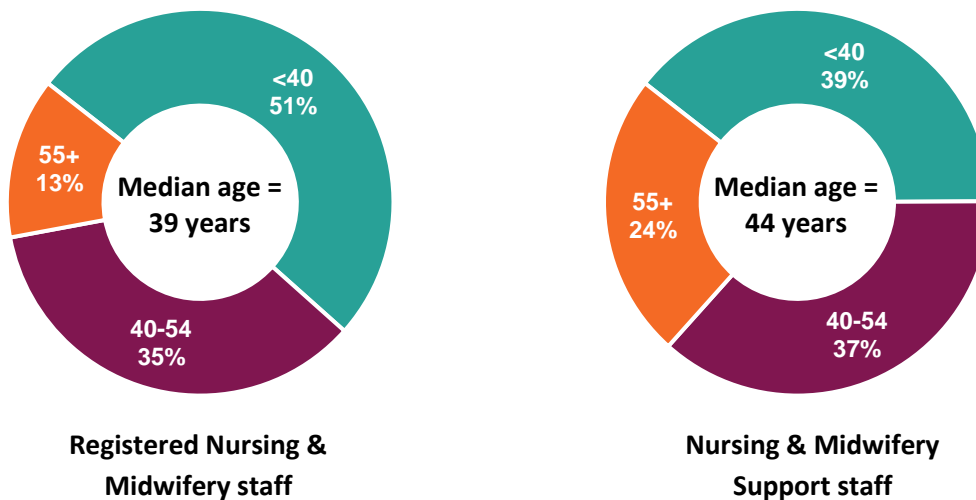
**Fig. 3d: Nursing & Midwifery Staff by Working Pattern (% WTE)**



### Age (Headcount)

Over half (51%) of Registered Nursing & Midwifery staff and 39% of Nursing & Midwifery Support staff were aged under 40. Thirteen per cent of Registered Nursing & Midwifery staff and 24% of Nursing & Midwifery Support staff were aged 55 years and over. The median age of Registered Nursing & Midwifery staff was 39 years and for Nursing & Midwifery Support staff was 44 years.

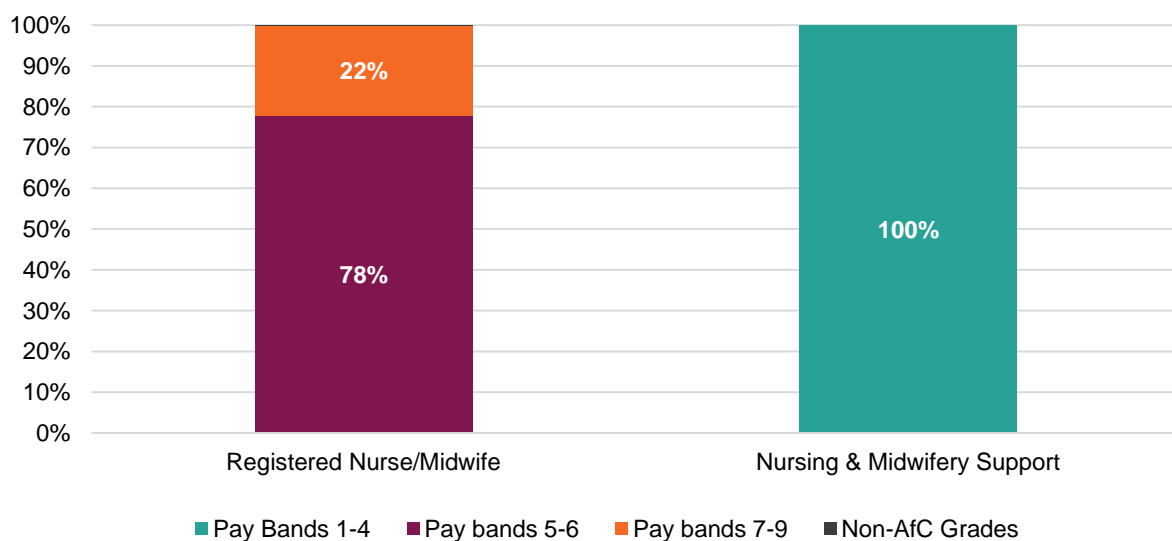
**Fig. 3e: Nursing & Midwifery Staff by Age Group (% Headcount)**



### Pay Bands (WTE)

Almost four fifths (78%) of Registered Nursing & Midwifery staff were employed at AfC bands 5-6, with 22% employed at AfC bands 7-9. All Nursing and Midwifery Support staff were employed at AfC bands 2-4.

**Fig. 3f: Nursing & Midwifery Staff by Pay Band (% WTE)**

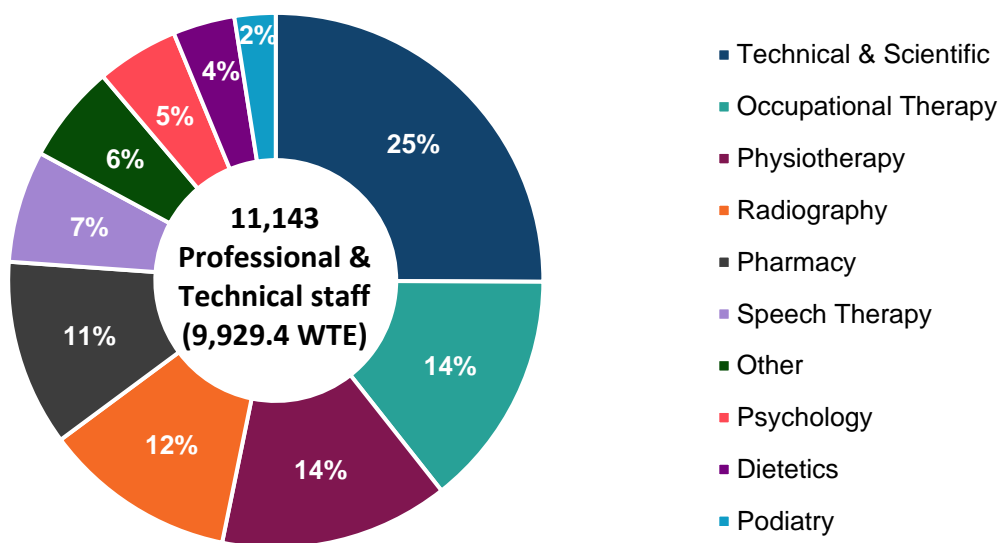


## Section 4: Professional and Technical Staff

The Professional and Technical Occupational Family comprises the Allied Health Professions (e.g. physiotherapists, occupational therapists and dieticians), other health professionals, e.g. psychologists, and technical or scientific staff like biomedical scientists and pharmacists. Note that paramedics, another Allied Health Profession, are covered in section 8.

At 31<sup>st</sup> March 2024, there were 11,143 (9,929.4 WTE) Professional and Technical staff employed. The largest single professional groups were occupational therapy and physiotherapy, both with 14% of total WTE (1,419.2 and 1,374.9 WTE respectively). Technical and Scientific staff of various professions made up 25% of WTE, or 2,507.1.

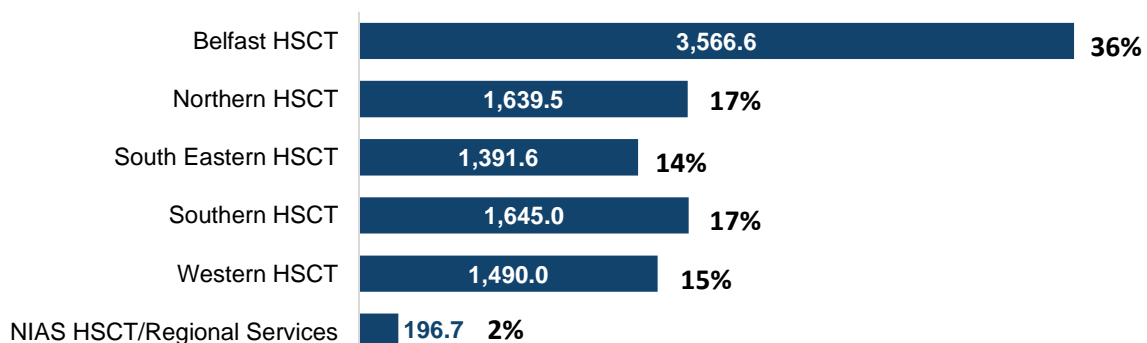
**Fig. 4a: Professional & Technical Staff by Group (% WTE)**



### Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 3,566.6 WTE or 36% of the total. The other four local Trusts employed between 14% and 17% of the total WTE. Two per cent (196.7 WTE) were employed by the Regional Services.

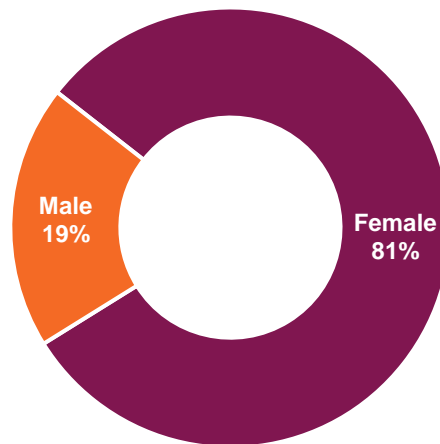
**Fig. 4b: Professional & Technical Staff by Employing Organisation (% WTE)**



## Gender and Working Patterns

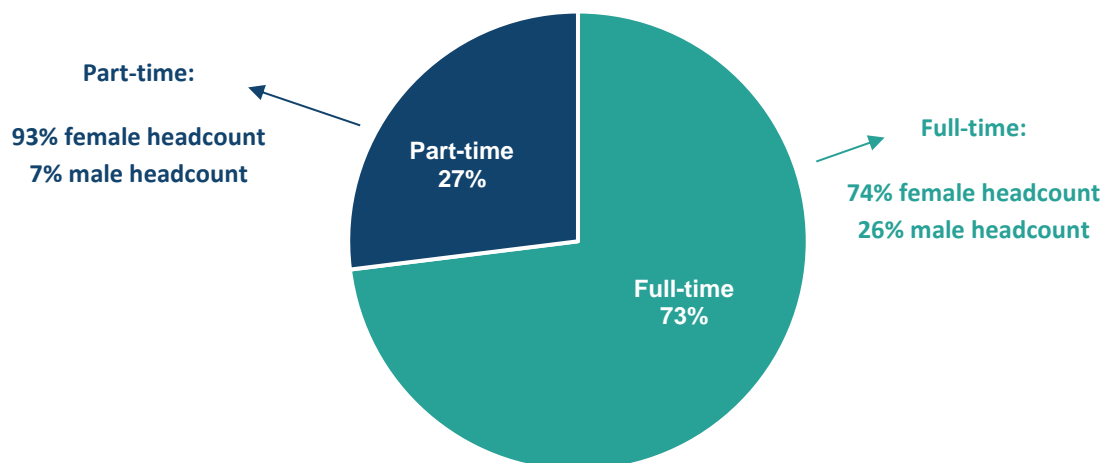
A large majority (81%; 8,981 headcount) of Professional & Technical staff were female.

**Fig. 4c: Professional & Technical Staff by Gender (% Headcount)**



Part-time roles accounted for 27% (2,677.4 WTE) of the total WTE for Professional & Technical staff. The gender split of those working in part-time roles was 93% female (3,624 headcount) and 7% male (290 headcount), compared to full-time roles where 74% (5,367 headcount) were female and 26% (1,874 headcount) were male.

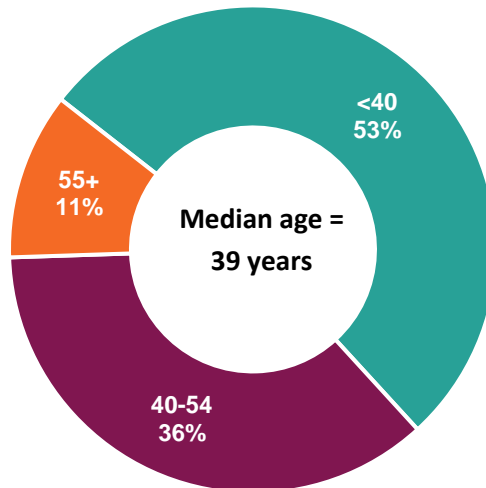
**Fig. 4d: Professional & Technical Staff by Working Pattern (% WTE)**



### Age (Headcount)

The Professional and Technical occupations have experienced a high level of growth over the last decade. More than half (53%) were under the age of 40.

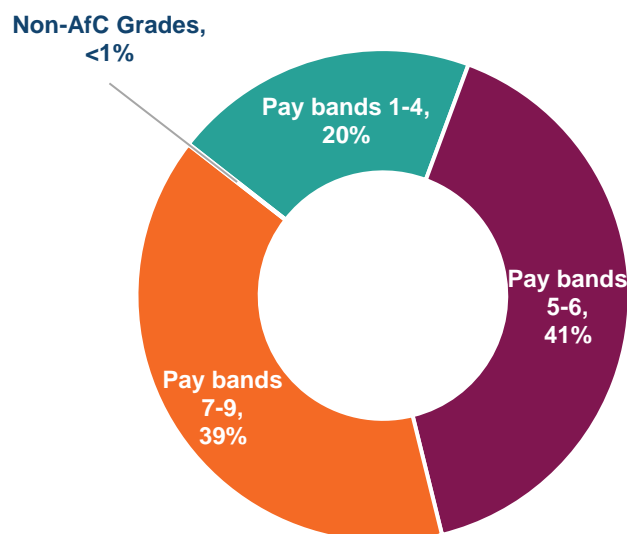
**Fig. 4e: Professional & Technical Staff by Age Group (% Headcount)**



### Pay Bands (WTE)

Over two fifths (41%) of Professional & Technical staff were employed at AfC Band 5-6, 39% were employed at AfC Band 7 and above and 20% at AfC Band 1-4.

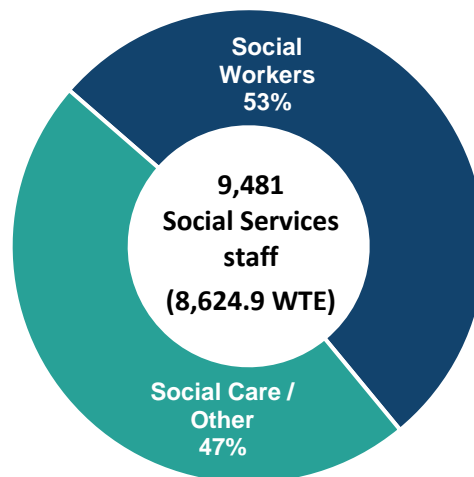
**Fig. 4f: Professional & Technical Staff by Pay Band (% WTE)**



## Section 5: Social Services Staff - Excluding Domiciliary Care

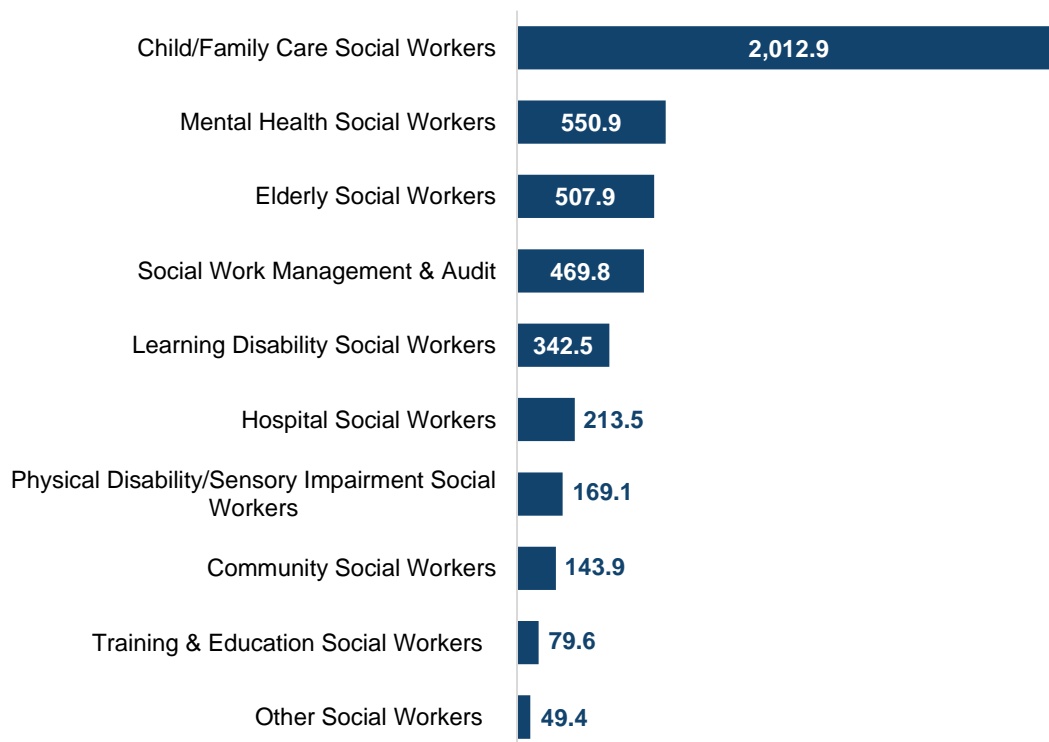
At 31<sup>st</sup> March 2024, there were 9,481 (8,624.9 WTE) staff employed in Social Services grades. A small majority (53%, or 4,539.5 WTE) were social workers. Further detail on social workers is provided in Figure 5b.

**Fig. 5a: Social Services Staff by Group (% WTE)**



Over two fifths of all social workers (44%, 2,012.9 WTE) were employed in Child & Family Care.

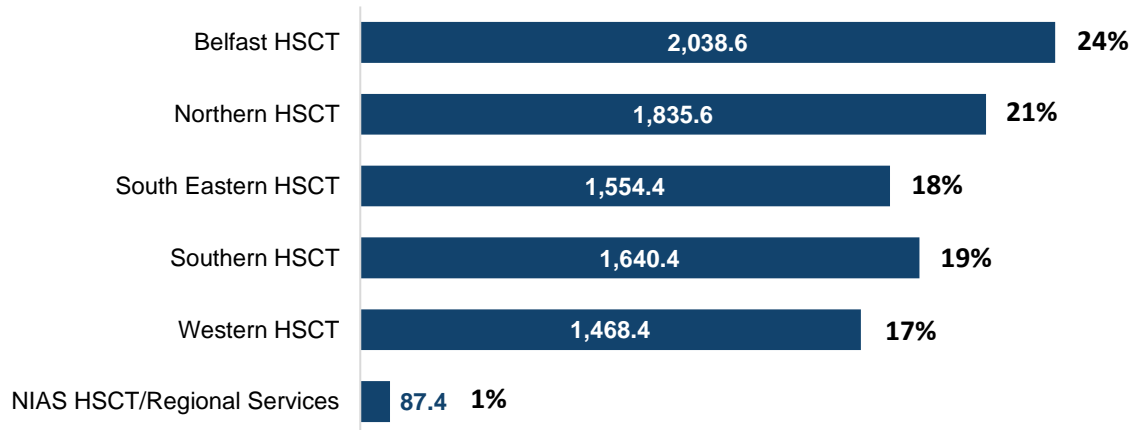
**Fig. 5b: Social Workers by Group (WTE)**



## Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with 2,038.6 WTE (24% of the total). The other Trusts employed between 17% (Western) and 21% (Northern) of the total. One percent were employed by the Regional Services.

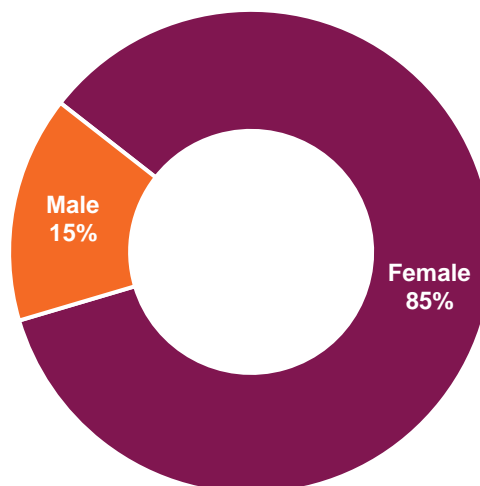
**Fig 5c: Social Services Staff by Employing Organisation (% WTE)**



## Gender and Working Pattern

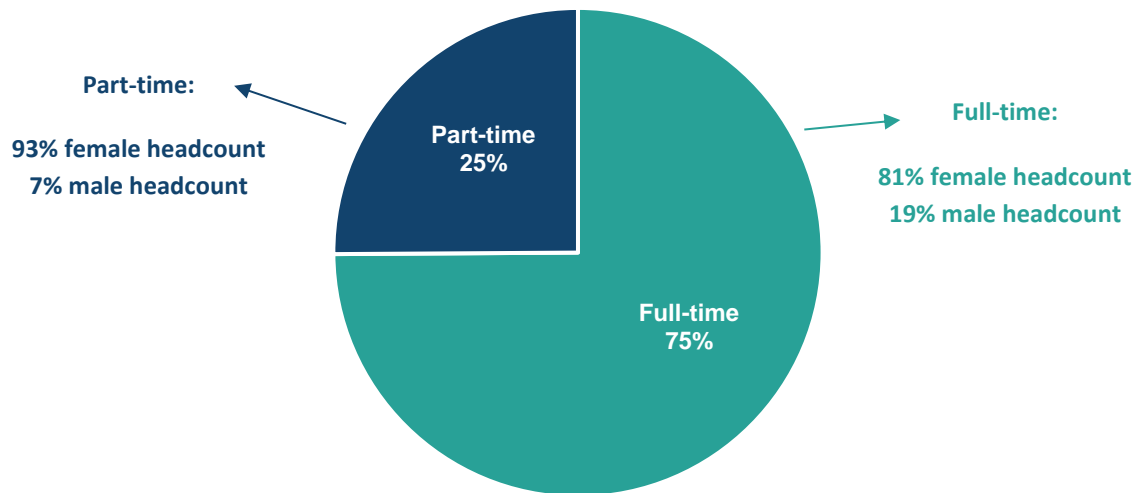
A large majority (85%, 8,046 headcount) of Social Services staff were female.

**Figure 5d: Social Services Staff by Gender (% Headcount)**



Part-time roles accounted for 25% (2,164.9 WTE) of the total WTE for Social Services staff. The gender split of those working in part-time roles was 93% female (2,828 headcount) and 7% male (222 headcount), compared to full-time roles where 81% (5,231 headcount) were female and 19% (1,214 headcount) were male.

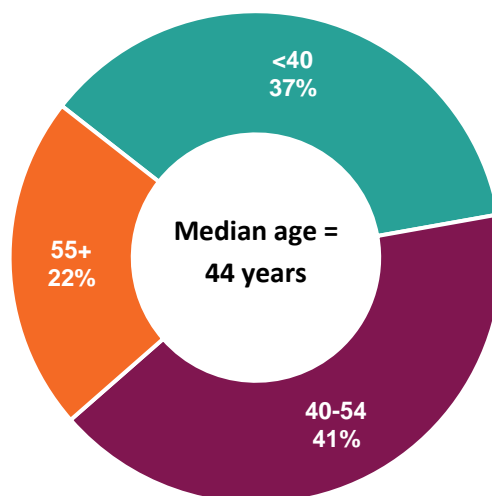
**Fig. 5e: Social Services by Working Pattern (% WTE)**



**Age (Headcount)**

Over two fifths (41%) of staff in the Social Services Occupational Family were aged 40-54 years, 37% were aged under 40, and 22% were aged 55 years and over.

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

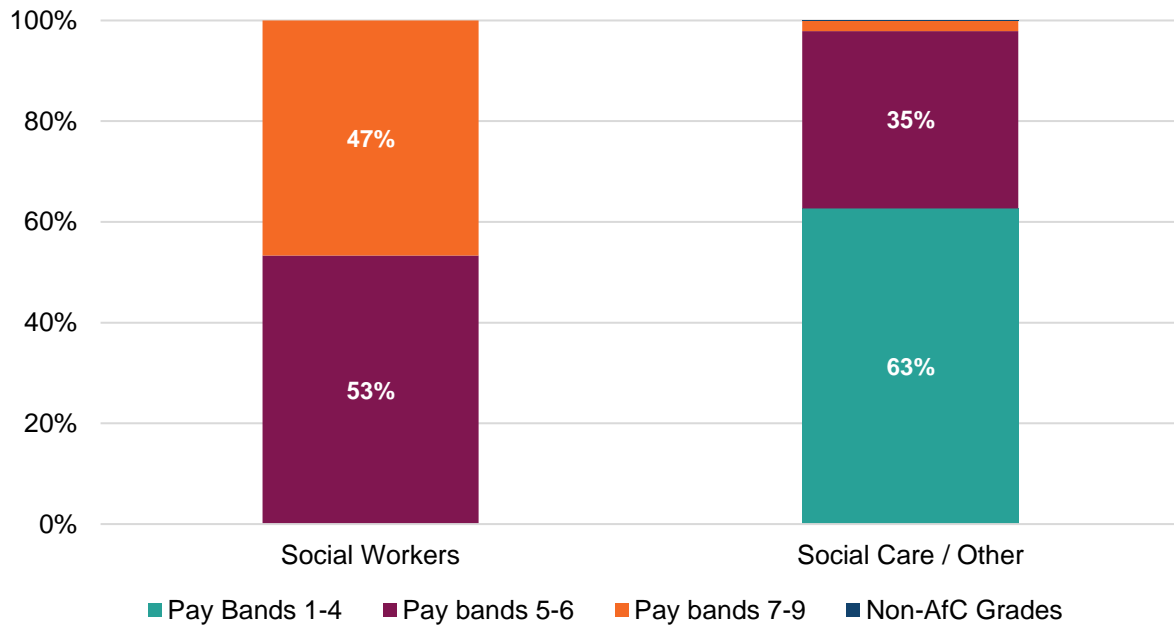




## Pay Bands (WTE)

Almost two thirds (63%) of Social Care staff were employed at AfC bands 2-4, with around one third (35%) at AfC band 5-6. Over half (53%) of Social Workers were employed at AfC bands 5-6 with the remainder (47%) employed at bands 7-8.

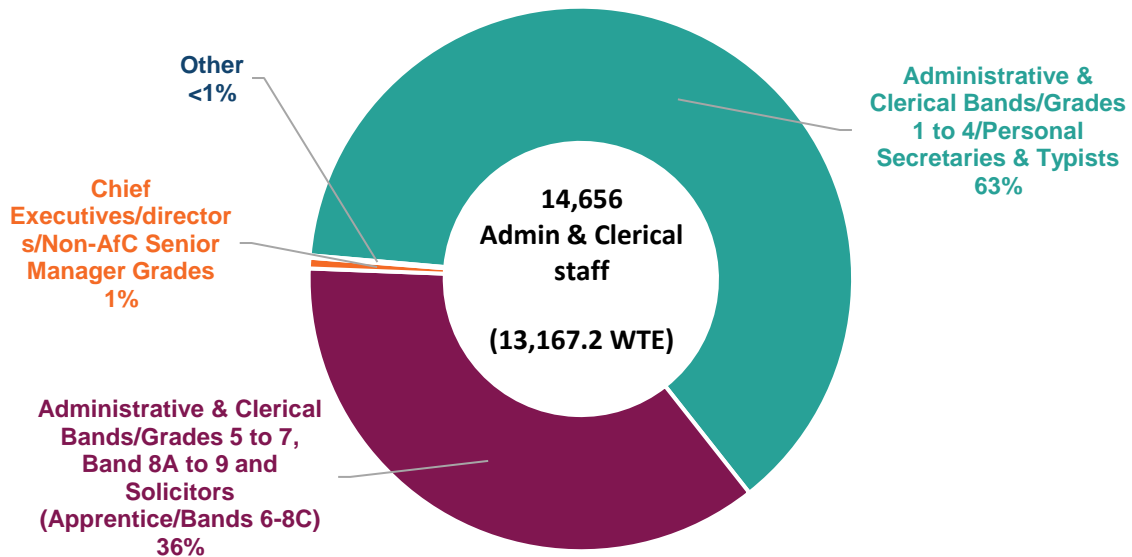
**Fig. 5g: Social Services Staff by Pay Band (% WTE)**



## Section 6: Administrative and Clerical Staff

At 31<sup>st</sup> March 2024, there were 14,656 (13,167.2 WTE) Administrative & Clerical staff employed, 63% of which (8,293.9 WTE) were employed in general AfC Bands/Grades 1 to 4 (non-managerial grades including secretaries and typists).

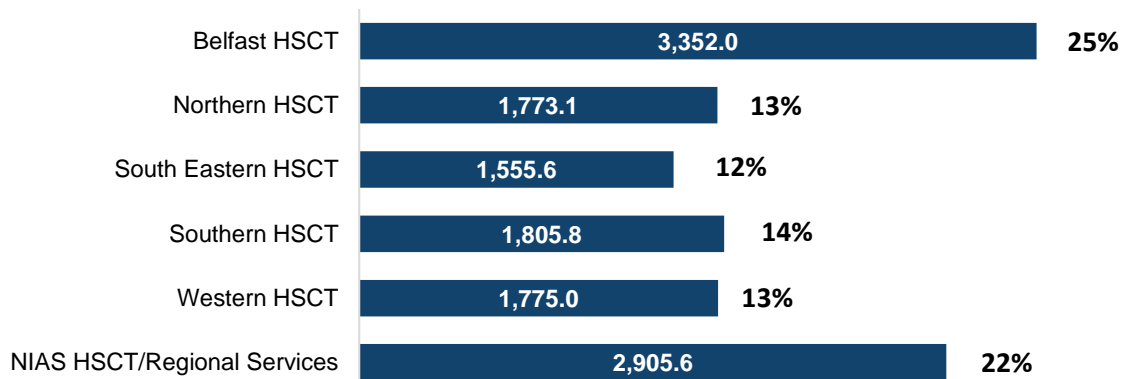
**Fig. 6a: Administrative & Clerical Staff by Grade (% WTE)**



### Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 3,352.0 WTE (25% of the total). The Regional Services, particularly the Business Services Organisation, employed a further 2,905.6 WTE or 22%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

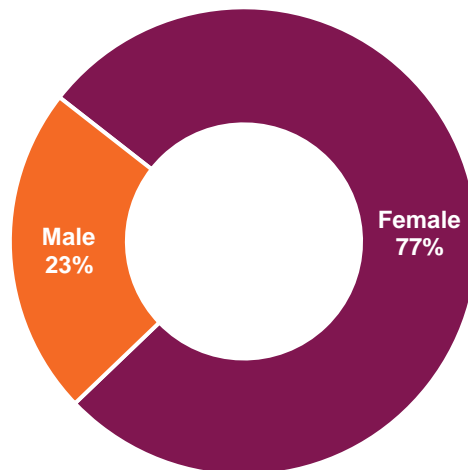
**Fig. 6b: Administrative & Clerical Staff by Employing Organisation (% WTE)**



## Gender and Working Pattern

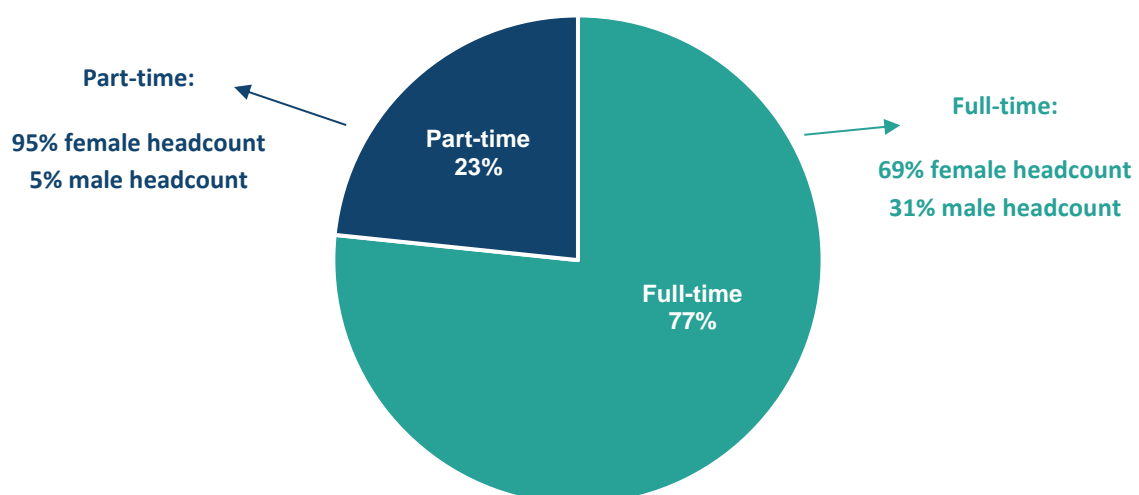
As with the HSC workforce as a whole, a majority (77%; 11,327 headcount) of Administrative & Clerical staff were female.

**Fig. 6c: Administrative & Clerical staff by Gender (% Headcount)**



Part-time roles accounted for 23% (3,075.2 WTE) of the total WTE for Administrative & Clerical staff. The gender split of those working in part-time roles was 95% female (4,364 headcount) and 5% male (233 headcount), compared to full-time roles where 69% (6,991 headcount) were female and 31% (3,096 headcount) were male.

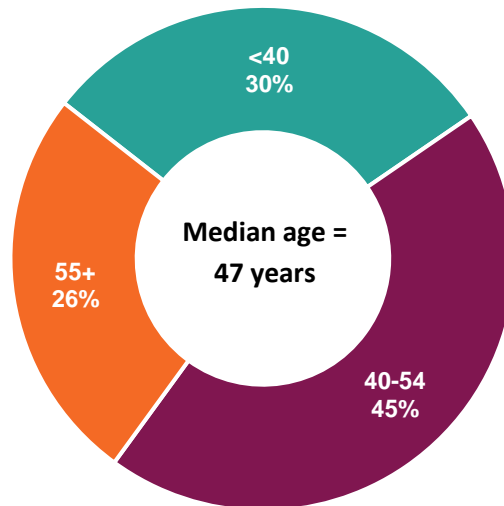
**Fig. 6d: Administrative & Clerical staff by Working Pattern (% WTE)**



### Age (Headcount)

Over two fifths (45%) of Administrative and Clerical staff were aged 40-54 years, 30% were aged under 40 and 26% were aged 55 years and over.

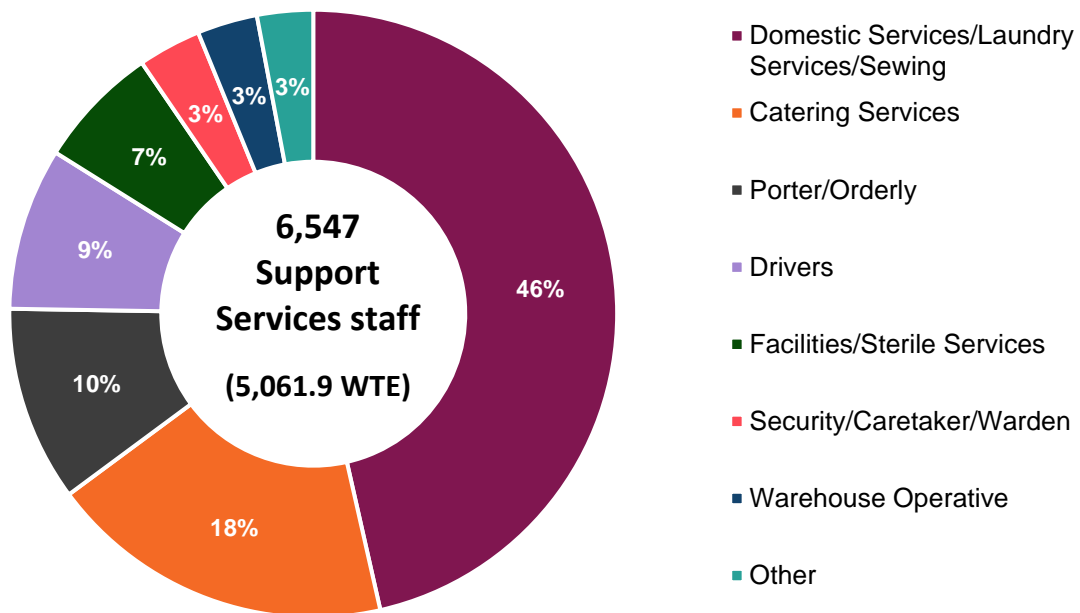
**Fig. 6e: Administrative & Clerical Staff by Age Group (% Headcount)**



## Section 7: Support Services Staff

At 31<sup>st</sup> March 2024, there were 6,547 (5,061.9 WTE) Support Services staff employed. The largest sub-group was domestic services/ laundry services/ sewing, with 2,351.5 WTE; they represented 46% of Support Services staff. A further 18% (931.9 WTE) were employed within catering services.

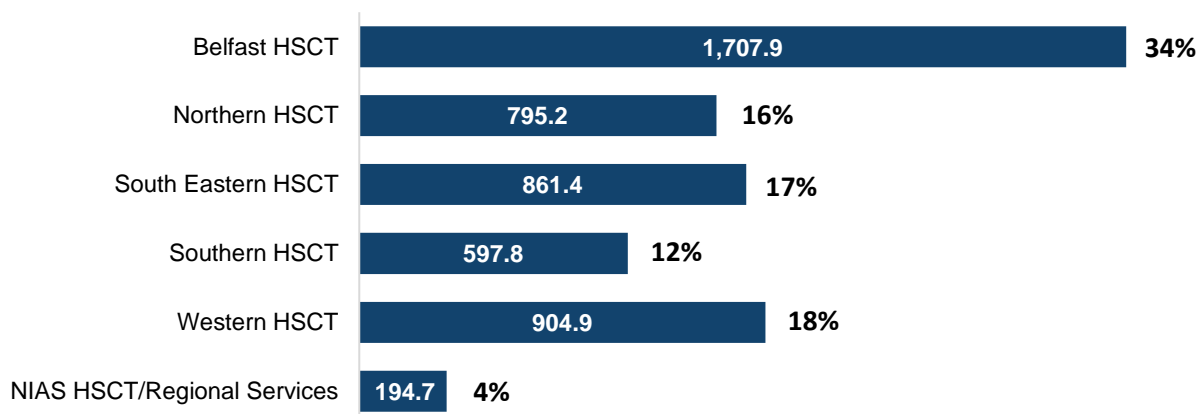
**Fig. 7a: Support Services Staff by Group (% WTE)**



### Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,707.9 WTE Support Services staff, 34% of the total. The other local Trusts employed between 12% and 18% of the remainder, with 4% employed by the Regional Services.

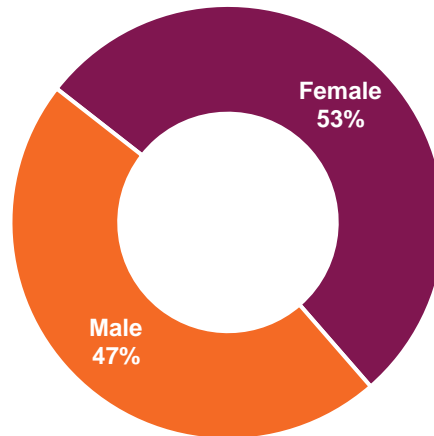
**Fig. 7b: Support Services Staff by Employing Organisation (% WTE)**



## Gender and Working Pattern

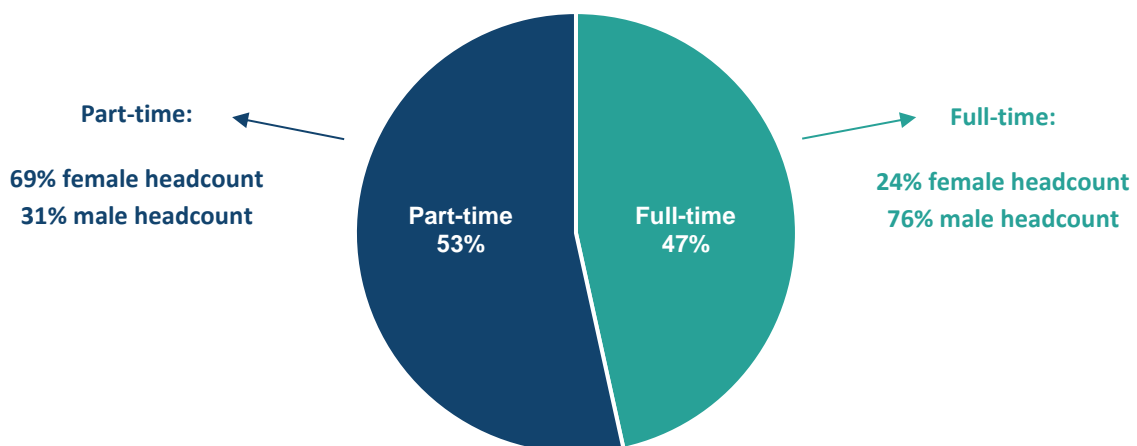
The Support Services workforce was 53% female (3,473 headcount) and 47% male (3,074 headcount).

**Fig. 7c: Support Services Staff by Gender (% Headcount)**



Part-time roles accounted for 53% (2,705.9 WTE) of the total WTE for Support Services staff. The gender split of those working in part-time roles was 69% female (2,905 headcount) and 31% male (1,305 headcount), compared to full-time roles where 24% (573 headcount) were female and 76% (1,778 headcount) were male.

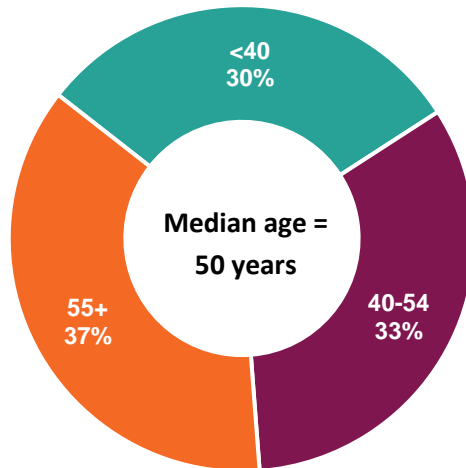
**Fig. 7d: Support Services Staff by Working Pattern (% WTE)**



### Age (Headcount)

Almost two fifths (37%) of Support Services staff were aged 55 years & over, 33% were aged 40-54 years and 30% were aged under 40.

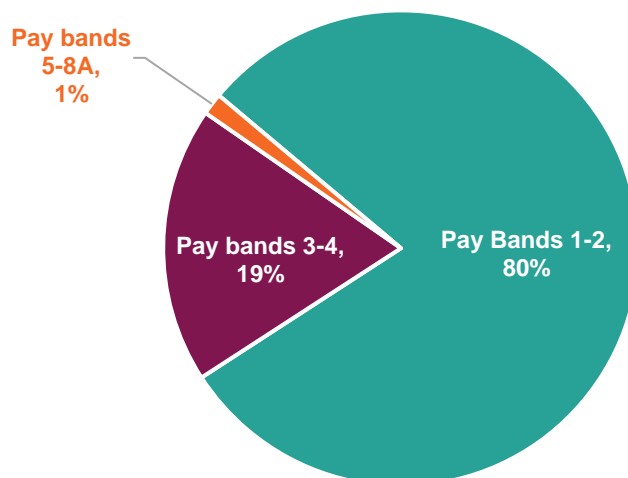
**Fig. 7e: Support Services Staff by Age Group (% Headcount)**



### Pay Bands (WTE)

Support Services staff on average are employed at lower bands than the other Occupational Families. A large majority (80%, or 4,036.1 WTE) were employed at Band 1 or 2, 19% (951.2 WTE) at Band 3 or 4 and 1% (74.6 WTE) were employed at Band 5 or above.

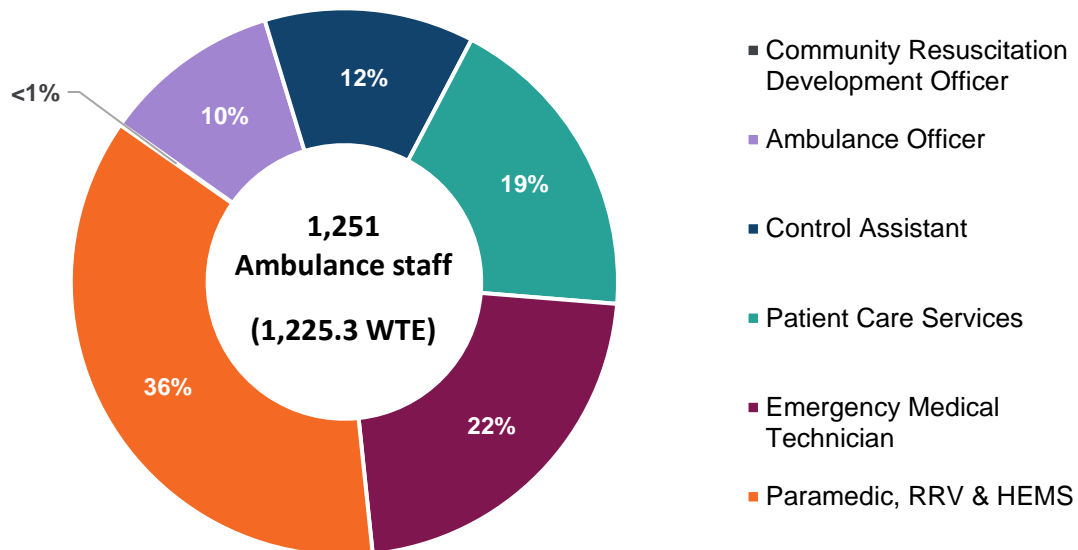
**Fig. 7f: Support Services Staff by Pay Band (% WTE)**



## Section 8: Ambulance Staff

At 31<sup>st</sup> March 2024, there were 1,251 (1,225.3 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (445.7 WTE, 36%) were graded as either paramedics, rapid response vehicle (RRV) paramedics or helicopter emergency medical service (HEMS) paramedics, and emergency medical technicians (EMTs) comprised 270.4 WTE (22%).

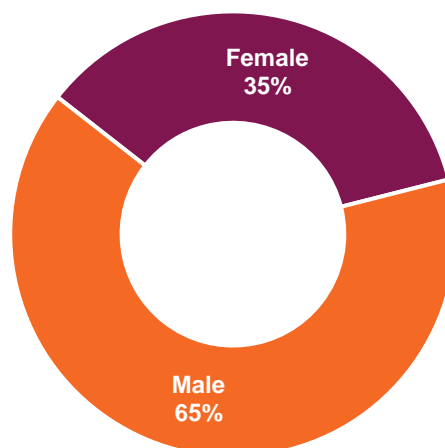
**Fig. 8a: Ambulance Staff by Grade (% WTE)**



### Gender and Working Pattern

The Ambulance workforce was predominantly male (65% or 807 headcount).

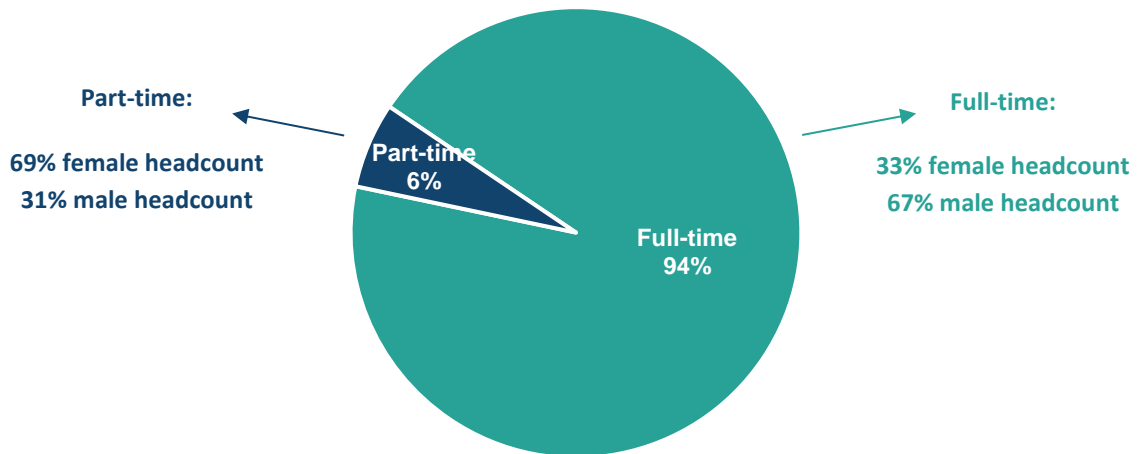
**Fig. 8b: Ambulance Staff by Gender (% Headcount)**





Part-time roles accounted for just 6% (75.3 WTE) of the total WTE for Ambulance staff. The gender split of those working in part-time roles was 69% female (70 headcount) and 31% male (31 headcount), compared to full-time roles where 33% (374 headcount) were female and 67% (776 headcount) were male.

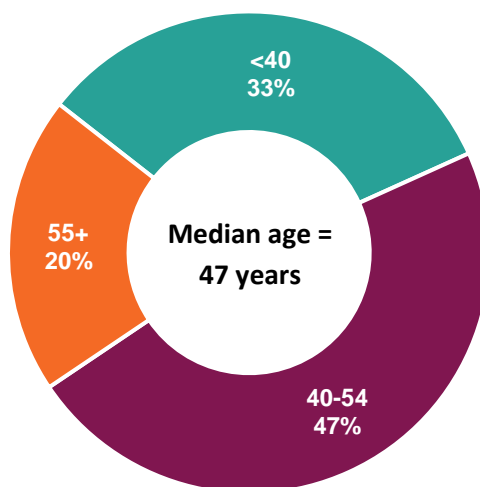
**Fig. 8c: Ambulance Staff by Working Pattern (% WTE)**



**Age (Headcount)**

Almost half (47%) of the Ambulance staff group were aged 40 to 54 years, 33% were aged under 40 years and 20% were aged 55 years and over.

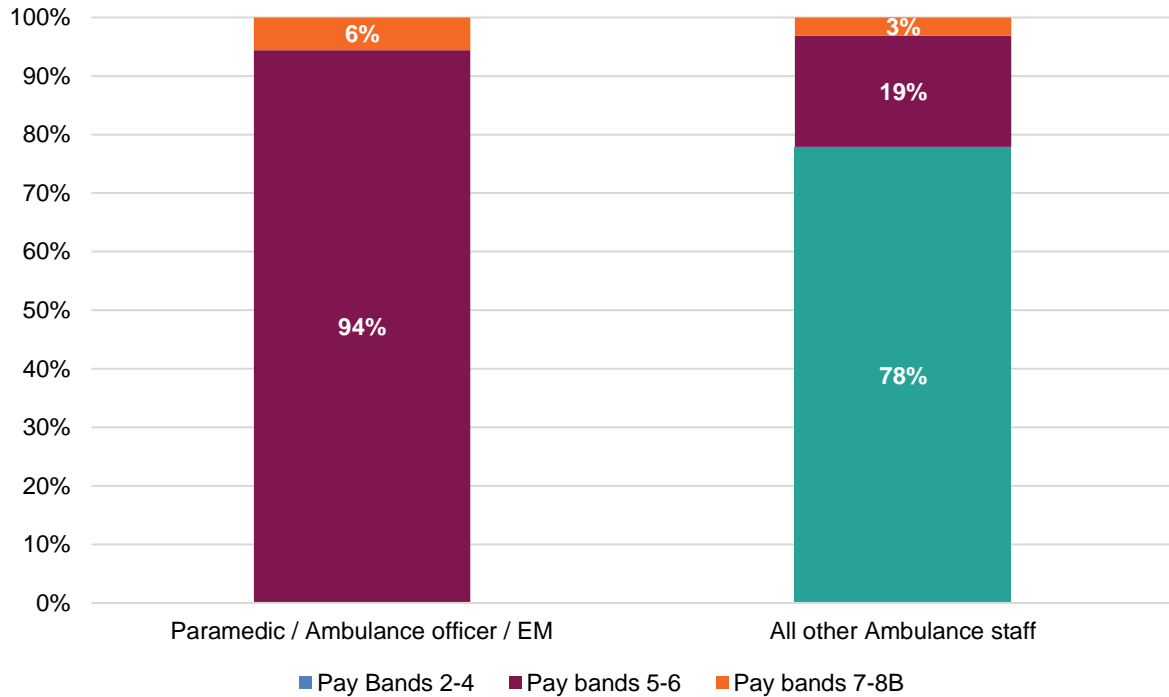
**Fig. 8d: Ambulance Staff by Age Group (% Headcount)**



### Pay Bands (WTE)

A majority (94%) of Paramedics/Ambulance Officers/Emergency Medical Technicians were employed at AfC bands 5-6. Across the remaining groups of Ambulance staff, the vast majority (78%) were employed at AfC bands 2-4.

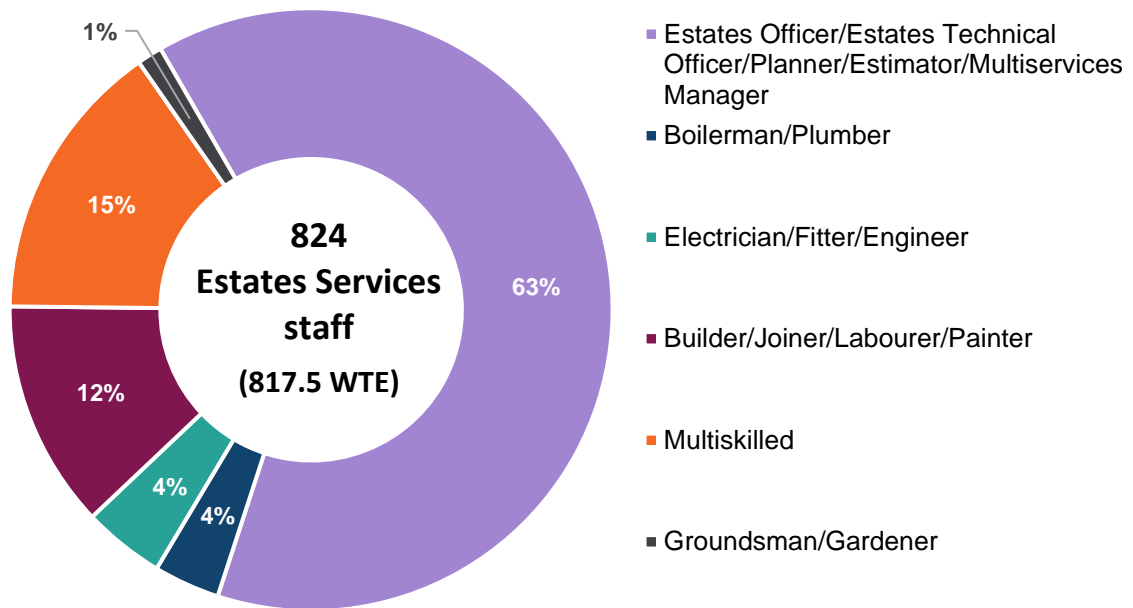
**Fig. 8e: Ambulance staff by Pay Band (% WTE)**



## Section 9: Estates Services Staff

At 31<sup>st</sup> March 2024, there were 824 (817.5 WTE) Estates Services staff employed. The largest category of Estates Services staff is a broad managerial group comprising estates officers, estates technical officers, planners, estimators and multiservices managers. This group makes up 63% of total WTE, at 517.9.

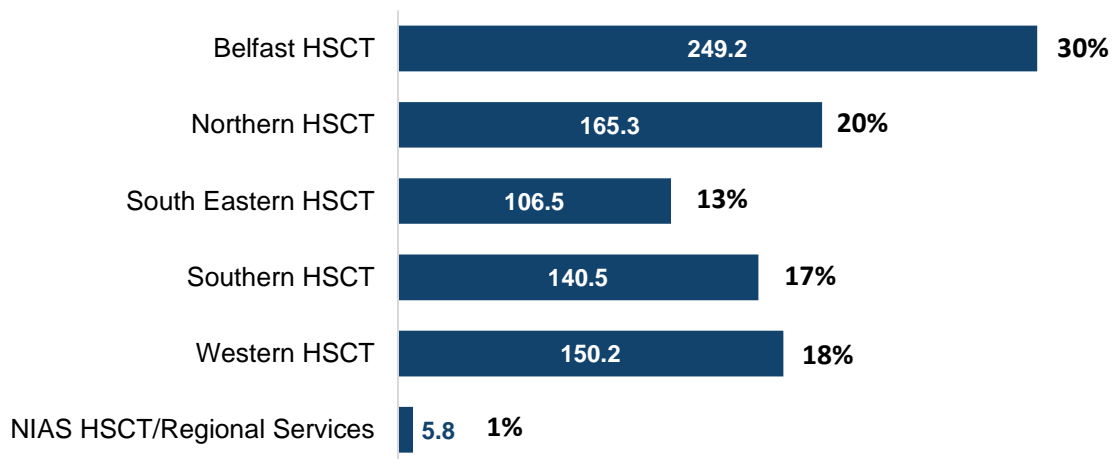
**Fig. 9a: Estates Services Staff by Group (% WTE)**



### Employing Organisations

The largest employer of Estates Services staff was the Belfast Trust; 30% (249.2 WTE) were employed there. The other local Trusts employ between 13% and 20%.

**Fig. 9b: Estates Services Staff by Employing Organisation (% WTE)**



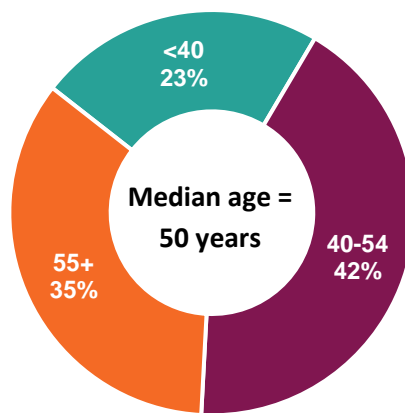
### Gender (Headcount) and Working Pattern (WTE)

The majority (93%, or 763) of Estates Services staff were male and 99% of staff worked full-time.

### Age (Headcount)

Over two fifths (42%) of the Estates Services Occupational Family were aged 40 to 54 years, 35% were aged 55 years and over, and 23% were aged under 40 years.

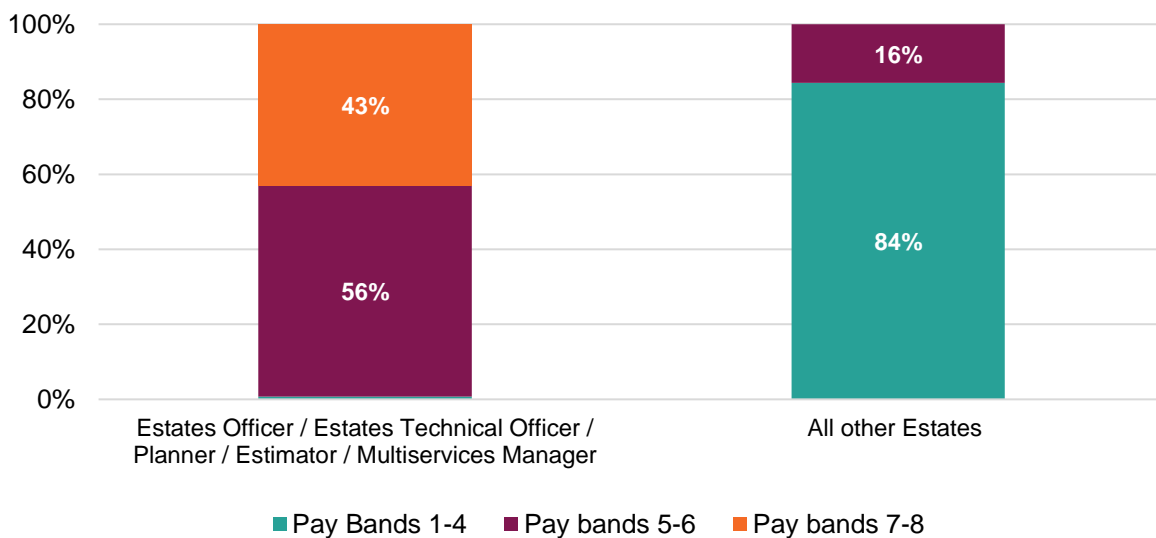
**Fig. 9c: Estates Services Staff by Age Group (% Headcount)**



### Pay Bands (WTE)

Over two fifths (43%) of Estates Officers were employed at AfC bands 7 or above. Across the remaining groups of Estates Services staff, the vast majority (84%) were employed at AfC bands 1-4.

**Fig. 9d: Estates Services Staff by Pay Band (% WTE)**



## Section 10: Staff Turnover

Staff leavers and joiners in the HSC were calculated by comparing the snapshots of individuals employed at 31<sup>st</sup> March 2023 with individuals employed at 31<sup>st</sup> March 2024.

**Joiners:** Staff who appeared on the 31<sup>st</sup> March 2024 dataset, but not 31<sup>st</sup> March 2023 were classed as joiners.

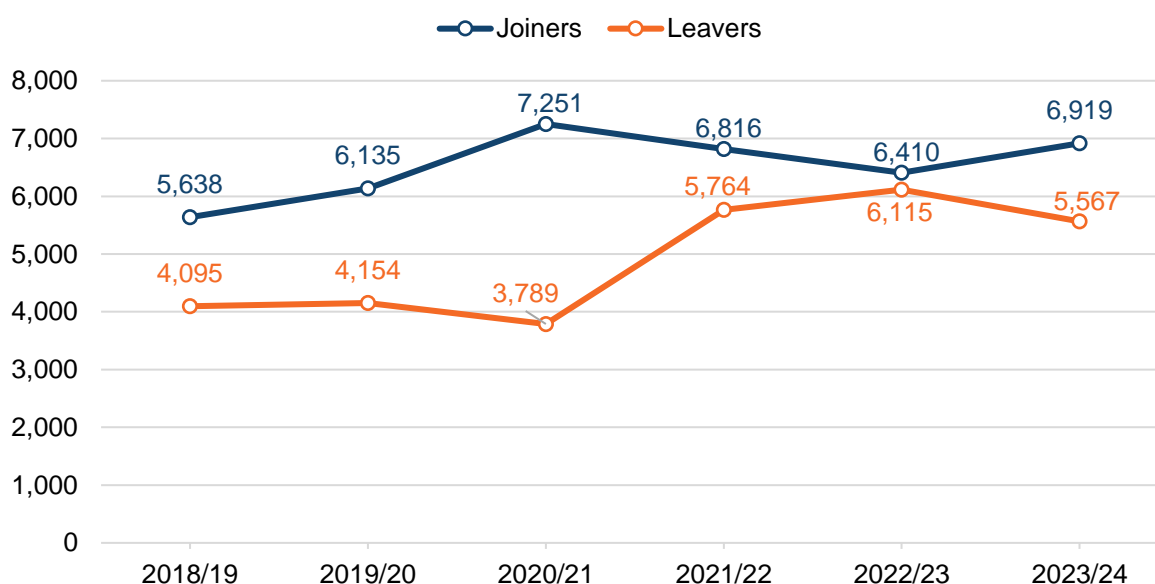
**Leavers:** Staff who appeared on the 31<sup>st</sup> March 2023 dataset but not 31<sup>st</sup> March 2024 were classed as leavers.

Unique identifiers were used to track individuals' movements. This method of calculating the number of leavers and joiners has the limitation of excluding some short-term staff who were not captured on one or both datasets.

### Leavers & Joiners (Headcount)

Between 1<sup>st</sup> April 2023 and 31<sup>st</sup> March 2024, 6,919 staff joined HSC, an increase from the 6,410 joiners reported in 2022/23. The number of leavers during 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024 was 5,567, a decrease from the 6,115 leavers reported in 2022/23. The trend of leavers and joiners in the last five years is detailed in Figure 10a.

**Fig 10a: Leavers & Joiners, 2018/19 to 2023/24 (Headcount)**



During 2023/24, the Registered Nursing & Midwifery staff group had the highest number of joiners and leavers (1,572 and 1,301 respectively). The Ambulance staff group had the lowest number of joiners (17) while Estates Services had the lowest number of leavers (67) during 2023/24.

**Joining Rates:** calculated by dividing the number of joiners (headcount) during the year (e.g. 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024) by the total number of staff employed (headcount) at the end of the year (e.g. 31<sup>st</sup> March 2024). In other words, how many of those employed at the end of the year joined during the course of the year.

**Leaving Rates:** calculated by dividing the number of leavers (headcount) during the year (e.g. 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024) by the total number of staff employed (headcount) at the start of the year (e.g. 31<sup>st</sup> March 2023). In other words, how many of those employed at the start of the year left during the course of the year.

### Leaving & Joining Rates

At 31<sup>st</sup> March 2024, the joining rate of HSC staff was 9.3%, an increase from the rate of 8.8% reported in 2023. At 31<sup>st</sup> March 2024, the leaving rate of HSC staff was 7.7% during the prior year, a decrease from the rate of 8.4% reported in 2023.

**Fig 10b: Leaving & Joining Rates, 2018/19 to 2023/24**

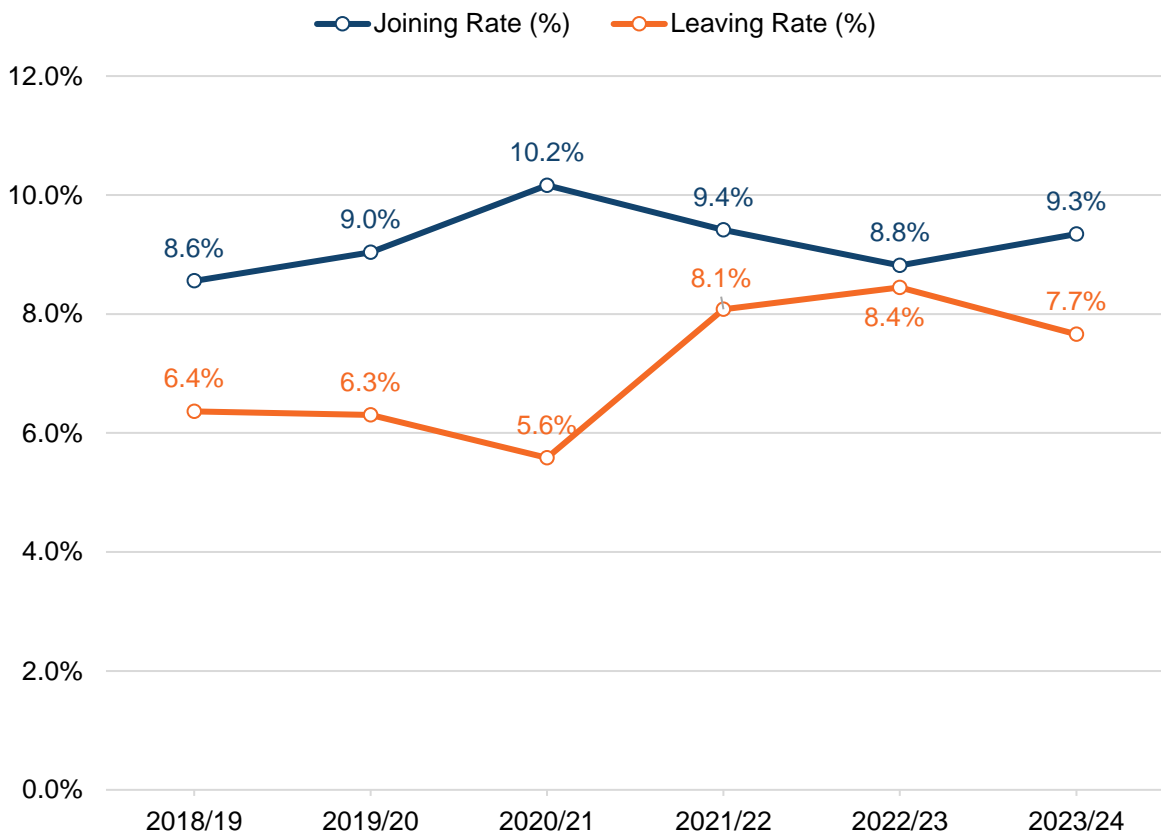
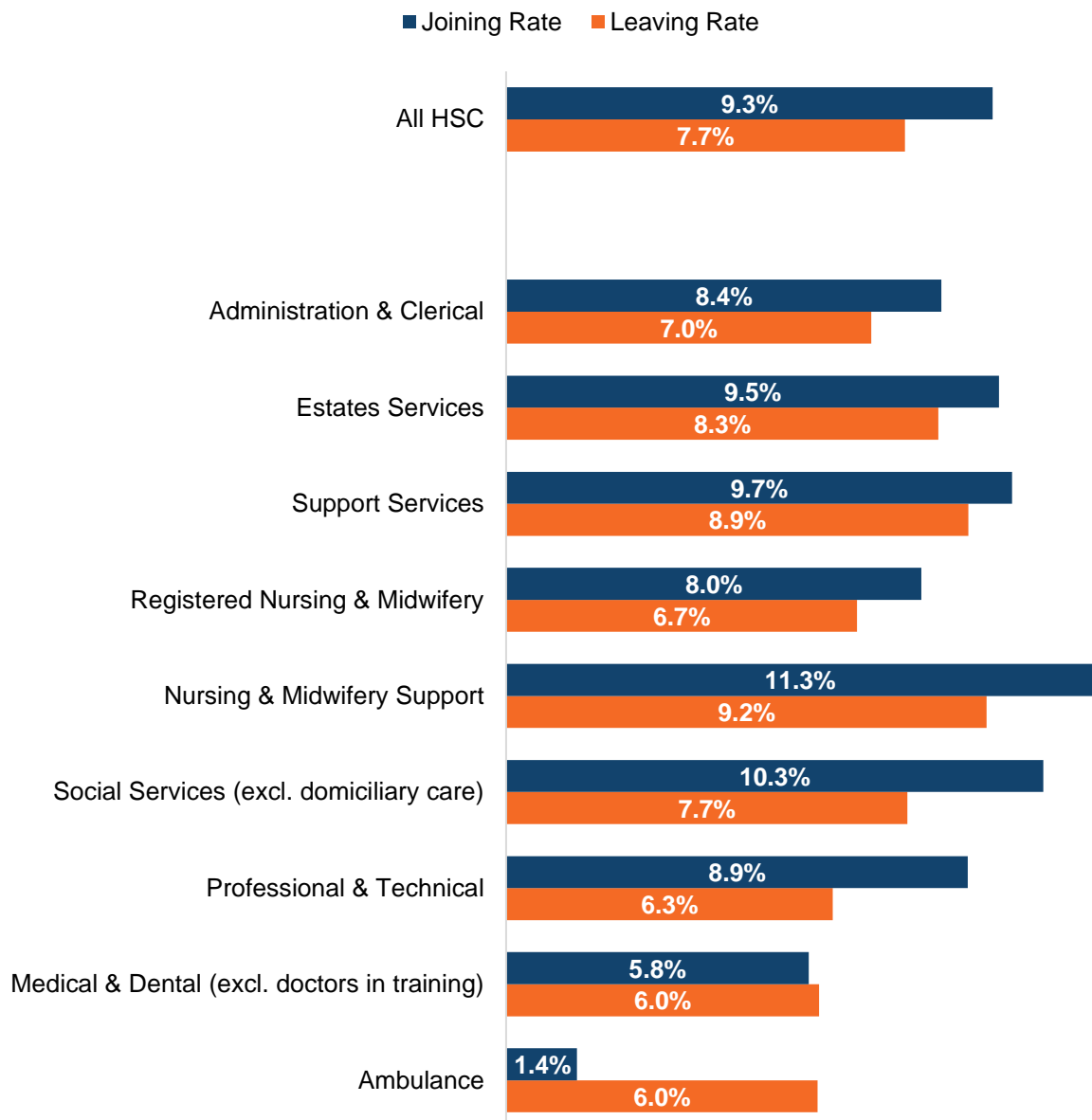


Figure 10c below shows the joining and leaving rates in 2023/24 broken down by staff group. Nursing & Midwifery Support had both the highest joining and leaving rates, 11.3% and 9.2% respectively. All staff groups, with the exception of Medical & Dental and Ambulance, had a higher joining rate than leaving rate.

**Figure 10c: Leaving & Joining Rates 2023/24, by Staff Group**



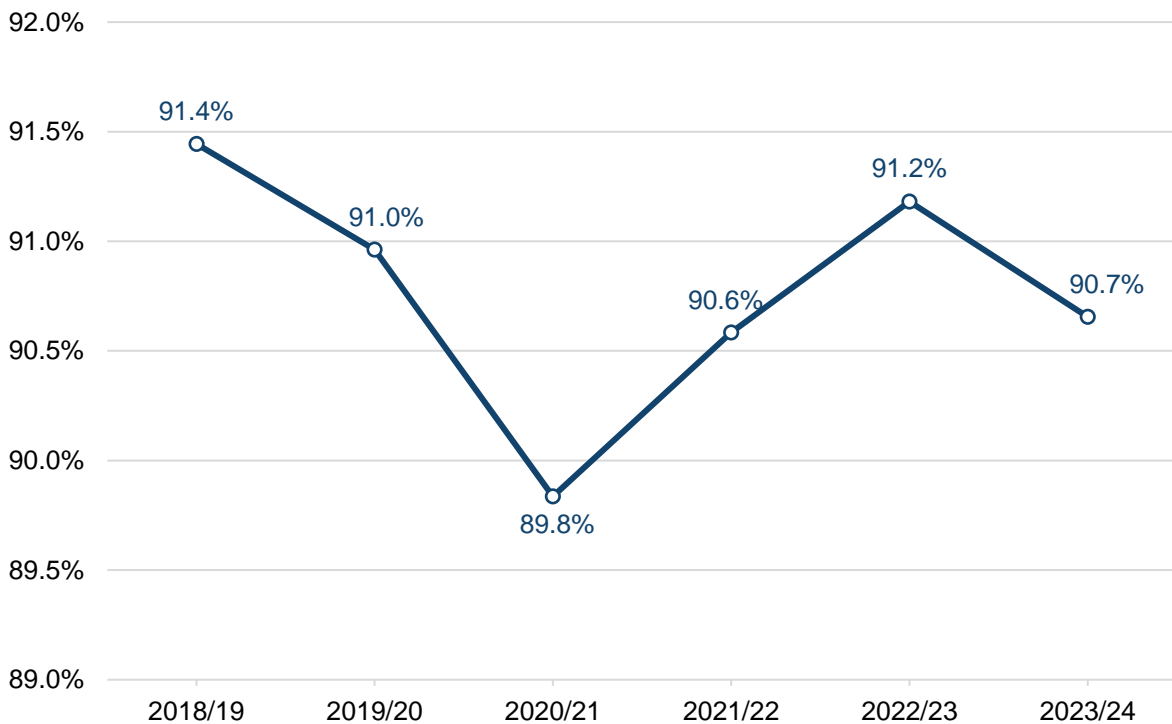
**Workforce Stability:** The number of HSC staff employed at a point in time e.g. 31<sup>st</sup> March 2024, who were in HSC employment at a previous point in time e.g. one year before at 31<sup>st</sup> March 2023. This example would give one year workforce stability.

**Annual Workforce Stability Rate (Example):** The number of HSC staff employed at 31<sup>st</sup> March 2024 who were in HSC employment at 31<sup>st</sup> March 2023, divided by the total number of HSC staff employed at 31<sup>st</sup> March 2024.

## Workforce Stability

At 31<sup>st</sup> March 2024, 90.7% of HSC staff (67,120 headcount) were in HSC employment one year before. This is an increase in the number of staff remaining in HSC employment compared to the previous year (66,277) but a fall in the rate (91.2%). However, this would appear to be due to the larger net increase in staff in 2024, from the rise in joiners but fall in leavers, compared to 2023.

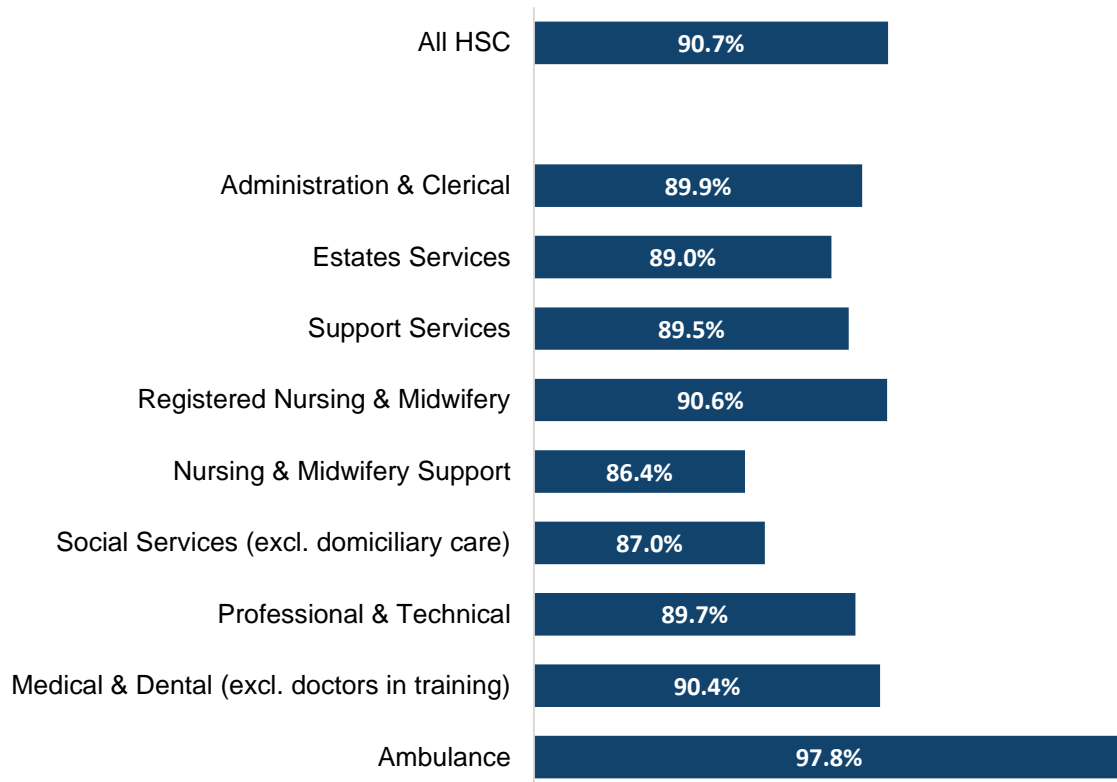
**Figure 10d: 1 Year Workforce Stability, 2018/19 to 2023/24**





During 2023/24, the Ambulance staff group had the highest workforce stability rate at 97.8% while Nursing & Midwifery Support had the lowest (86.4%), as shown in Figure 10e below.

**Figure 10e: 1 Year Workforce Stability 2023/24, by Staff Group**



## Appendix A: Tables

**Table A: Health and Social Care Workforce 2015-2024**

In order to facilitate comparisons between years, domiciliary care workers 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.

<b>Headcount*</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Administration & Clerical	12,555	12,549	12,495	12,549	12,769	13,148	13,936	14,449	14,376	14,656
Estates Services	706	697	689	689	726	773	788	820	807	824
Support Services	6,154	6,045	6,046	6,219	6,474	6,577	6,886	6,782	6,579	6,547
Registered Nursing & Midwifery	16,646	16,902	17,055	17,019	17,181	17,578	18,276	18,675	19,298	19,711
Nursing & Midwifery Support	4,663	4,708	4,902	5,006	5,075	5,089	5,388	5,298	5,158	5,078
Social Services (excluding domiciliary care)	7,649	7,762	7,937	8,159	8,345	8,673	9,087	9,050	9,159	9,481
Professional & Technical	8,232	8,515	8,862	9,164	9,548	10,036	10,548	10,846	10,825	11,143
Medical & Dental	4,276	4,308	4,402	4,519	4,654	4,851	5,179	5,196	5,254	5,442
Ambulance	1,048	1,115	1,117	1,128	1,219	1,243	1,353	1,384	1,321	1,251
<b>Total</b>	<b>61,815</b>	<b>62,502</b>	<b>63,411</b>	<b>64,354</b>	<b>65,897</b>	<b>67,878</b>	<b>71,340</b>	<b>72,392</b>	<b>72,687</b>	<b>74,039</b>

<b>WTE</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Administration & Clerical	11,061.5	11,057.0	11,019.5	11,067.4	11,295.0	11,670.6	12,373.8	12,864.8	12,866.6	13,167.2
Estates Services	704.0	695.1	685.8	685.9	722.3	767.5	781.6	811.2	800.0	817.5
Support Services	4,652.6	4,595.2	4,619.8	4,801.8	4,993.7	5,018.2	5,239.1	5,186.0	5,049.3	5,061.9
Registered Nursing & Midwifery	14,614.0	14,932.9	15,134.1	15,112.4	15,303.3	15,692.1	16,375.5	16,772.7	17,362.2	17,745.8
Nursing & Midwifery Support	4,019.1	4,080.3	4,267.3	4,373.9	4,433.0	4,446.8	4,719.0	4,629.7	4,500.5	4,426.4
Social Services (excluding domiciliary care)	6,814.7	6,957.4	7,129.5	7,325.8	7,498.3	7,819.1	8,203.6	8,212.0	8,320.4	8,624.9
Professional & Technical	7,249.9	7,509.0	7,829.5	8,137.1	8,505.9	8,956.2	9,412.2	9,703.3	9,661.0	9,929.4
Medical & Dental	3,938.3	4,002.0	4,098.1	4,199.0	4,307.1	4,502.9	4,815.9	4,820.3	4,832.9	4,985.8
Ambulance	1,031.6	1,091.5	1,093.3	1,099.7	1,187.8	1,216.4	1,327.2	1,359.4	1,295.4	1,225.3
<b>Total</b>	<b>54,085.7</b>	<b>54,920.3</b>	<b>55,876.9</b>	<b>56,802.9</b>	<b>58,246.5</b>	<b>60,089.8</b>	<b>63,247.8</b>	<b>64,359.3</b>	<b>64,688.4</b>	<b>65,984.2</b>

\* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

**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	3,719	2,079	1,762	2,111	1,974	3,020	14,656
Estates Services	252	166	108	141	151	6	824
Support Services	2,232	1,065	1,112	766	1,165	212	6,547
Registered Nursing & Midwifery	6,098	3,263	3,196	3,649	3,407	110	19,711
Nursing & Midwifery Support	1,643	814	760	944	887	33	5,078
Social Services (excl. dom. care)	2,214	2,023	1,741	1,835	1,581	92	9,481
Professional & Technical	3,930	1,908	1,565	1,889	1,656	209	11,143
Medical & Dental	1,169	438	536	603	486	2,234	5,442
Ambulance	0	0	0	0	0	1,251	1,251
<b>Total</b>	<b>21,236</b>	<b>11,748</b>	<b>10,771</b>	<b>11,918</b>	<b>11,294</b>	<b>7,167</b>	<b>74,039</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	3,352.0	1,773.1	1,555.6	1,805.8	1,775.0	2,905.6	13,167.2
Estates Services	249.2	165.3	106.5	140.5	150.2	5.8	817.5
Support Services	1,707.9	795.2	861.4	597.8	904.9	194.7	5,061.9
Registered Nursing & Midwifery	5,608.5	2,881.0	2,891.1	3,165.1	3,098.4	101.8	17,745.8
Nursing & Midwifery Support	1,444.1	699.5	658.2	802.6	793.1	28.9	4,426.4
Social Services (excl. dom. care)	2,038.6	1,835.6	1,554.4	1,640.4	1,468.4	87.4	8,624.9
Professional & Technical	3,566.6	1,639.5	1,391.6	1,645.0	1,490.0	196.7	9,929.4
Medical & Dental	1,080.2	397.1	481.9	545.3	453.0	2,028.3	4,985.8
Ambulance	0.0	0.0	0.0	0.0	0.0	1,225.3	1,225.3
<b>Total</b>	<b>19,047.2</b>	<b>10,186.3</b>	<b>9,500.7</b>	<b>10,342.6</b>	<b>10,133.0</b>	<b>6,774.5</b>	<b>65,984.2</b>

\* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Administration & Clerical	11,327	3,329	10,092.0	3,075.2
Estates Services	61	763	807.0	10.5
Support Services	3,473	3,074	2,356.0	2,705.9
Registered Nursing & Midwifery	18,282	1,429	12,701.0	5,044.8
Nursing & Midwifery Support	4,335	743	2,756.0	1,670.4
Social Services (excluding domiciliary care)	8,046	1,435	6,460.0	2,164.9
Professional & Technical	8,981	2,162	7,252.0	2,677.4
Medical & Dental	2,902	2,540	4,146.0	839.8
Ambulance	444	807	1,150.0	75.3
<b>Total</b>	<b>57,780</b>	<b>16,259</b>	<b>47,720.0</b>	<b>18,264.2</b>

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Administration & Clerical	6,991	3,096	4,364	233
Estates Services	55	752	6	11
Support Services	573	1,778	2,905	1,305
Registered Nursing & Midwifery	11,412	1,284	6,888	145
Nursing & Midwifery Support	2,140	616	2,196	128
Social Services (excluding domiciliary care)	5,231	1,214	2,828	222
Professional & Technical	5,367	1,874	3,624	290
Medical & Dental	1,904	2,236	1,003	308
Ambulance	374	776	70	31
<b>Total</b>	<b>34,038</b>	<b>13,622</b>	<b>23,841</b>	<b>2,665</b>

**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	421	858	1,244	1,858	2,075	2,083	2,375	2,158	1,177	407	14,656
Estates Services	15	30	54	90	116	97	136	129	120	37	824
Support Services	531	354	462	638	634	642	879	1,022	954	431	6,547
Registered Nursing & Midwifery	1,207	2,734	3,101	3,033	2,498	2,152	2,333	1,637	823	193	19,711
Nursing & Midwifery Support	265	478	636	620	628	575	661	671	392	152	5,078
Social Services (excl. dom. care)	272	724	1,179	1,299	1,347	1,279	1,295	1,225	660	201	9,481
Professional & Technical	630	1,585	1,812	1,840	1,649	1,343	1,050	809	313	112	11,143
Medical & Dental	134	750	1,151	958	702	641	485	388	144	90	5,442
Ambulance	9	86	157	157	138	218	236	172	62	16	1,251
<b>Total</b>	<b>3,477</b>	<b>7,589</b>	<b>9,788</b>	<b>10,479</b>	<b>9,774</b>	<b>9,023</b>	<b>9,439</b>	<b>8,202</b>	<b>4,635</b>	<b>1,634</b>	<b>74,039</b>

\* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

<b>Headcount*</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Administration & Clerical	9,606	2,649	2,310	117	14,656
Estates Services	257	342	225	0	824
Support Services	6,472	59	17	0	6,547
Registered Nursing & Midwifery	0	15,581	4,176	5	19,711
Nursing & Midwifery Support	5,078	0	0	0	5,078
Social Services (excluding domiciliary care)	3,018	4,214	2,276	-	9,481
Professional & Technical	2,284	4,478	4,455	5	11,143
Medical & Dental	20	0	-	5,423	5,442
Ambulance	312	880	59	0	1,251
<b>Total</b>	<b>27,000</b>	<b>28,198</b>	<b>13,514</b>	<b>5,551</b>	<b>74,039</b>

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Administration & Clerical	8,242.0	2,554.5	2,254.5	116.2	13,167.2
Estates Services	256.3	338.7	222.5	0.0	817.5
Support Services	4,987.3	58.0	16.6	0.0	5,061.9
Registered Nursing & Midwifery	0.0	13,810.0	3,931.2	4.7	17,745.8
Nursing & Midwifery Support	4,426.4	0.0	0.0	0.0	4,426.4
Social Services (excluding domiciliary care)	2,560.9	3,859.5	2,203.4	-	8,624.9
Professional & Technical	1,994.4	4,021.9	3,908.1	5.0	9,929.4
Medical & Dental	20.0	0.0	-	4,963.8	4,985.8
Ambulance	297.4	868.9	59.0	0.0	1,225.3
<b>Total</b>	<b>22,784.8</b>	<b>25,511.6</b>	<b>12,597.3</b>	<b>5,090.6</b>	<b>65,984.2</b>

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**Table 2a: Medical & Dental Staff by Trust**

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Consultant	911	278	342	297	264	65	2,150
Associate Specialist/Specialty Doctor/Staff Grade	140	128	147	170	114	-	701
Specialty/Specialist Registrar	16	6	14	71	84	1,531	1,722
Foundation Doctor	0	-	5	6	8	534	555
Hospital Dental Practitioner / Community Dental Officer	30	22	21	17	13	10	110
Medical Student Technician	20	0	0	0	0	0	20
Other Medical	52	6	9	43	4	93	204
<b>Total</b>	<b>1,169</b>	<b>438</b>	<b>536</b>	<b>603</b>	<b>486</b>	<b>2,234</b>	<b>5,442</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Consultant	858.9	263.3	319.7	280.7	246.9	43.4	2,012.8
Associate Specialist/Specialty Doctor/Staff Grade	123.4	108.3	125.9	154.1	104.3	-	619.0
Specialty/Specialist Registrar	14.6	6.0	14.0	68.8	82.4	1,426.8	1,612.6
Foundation Doctor	0.0	-	3.4	6.0	8.0	529.2	548.6
Hospital Dental Practitioner / Community Dental Officer	16.3	15.6	15.3	14.0	10.5	8.8	80.5
Medical Student Technician	20.0	0.0	0.0	0.0	0.0	0.0	20.0
Other Medical	47.1	1.9	3.6	21.8	0.9	17.1	92.2
<b>Total</b>	<b>1,080.2</b>	<b>397.1</b>	<b>481.9</b>	<b>545.3</b>	<b>453.0</b>	<b>2,028.3</b>	<b>4,985.8</b>

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Consultant	894	1,256	1,702.0	310.8
Associate Specialist/Specialty Doctor/Staff Grade	456	245	466.0	153.0
Specialty/Specialist Registrar	990	732	1,322.0	290.6
Foundation Doctor	365	190	540.0	8.6
Hospital Dental Practitioner / Community Dental Officer	88	22	37.0	43.5
Medical Student Technician	12	8	20.0	0.0
Other Medical	111	93	59.0	33.2
<b>Total</b>	<b>2,902</b>	<b>2,540</b>	<b>4,146.0</b>	<b>839.8</b>

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Consultant	598	1,102	299	155
Associate Specialist/Specialty Doctor/Staff Grade	240	226	216	19
Specialty/Specialist Registrar	658	664	332	68
Foundation Doctor	351	189	14	-
Hospital Dental Practitioner / Community Dental Officer	23	14	66	9
Medical Student Technician	12	8	0	0
Other Medical	25	34	86	59
<b>Total</b>	<b>1,904</b>	<b>2,236</b>	<b>1,003</b>	<b>308</b>

**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	48	421	445	424	350	289	104	69	2,150	
Associate Specialist/ Specialty Doctor/ Staff Grade	0	8	102	140	120	136	90	65	29	11	701
Specialty/Specialist Registrar	0	334	915	335	88	31	13	6	1,722		
Foundation Doctor	126	369	47	9	-	0	-	0	0	0	555
Hospital Dental Practitioner / Community Dental Officer	0	-	18	16	14	19	17	17	4	-	110
Medical Student Technician	10	10	0	0	0	0	0	0	0	0	20
Other Medical	0	25	24	38	34	36	18	14	8	7	204
<b>Total</b>	<b>134</b>	<b>750</b>	<b>1,151</b>	<b>958</b>	<b>702</b>	<b>641</b>	<b>485</b>	<b>388</b>	<b>144</b>	<b>90</b>	<b>5,442</b>

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

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Acute/General Nurses	3,677	1,542	1,661	1,940	1,791	18	10,629
Mental Health Nurses	413	316	225	377	426	-	1,758
Learning Disability Nurses	93	57	33	109	61	0	352
Midwives/Student Midwives	285	237	237	297	235	-	1,292
Health Visitors/Student Health Visitors	126	140	127	159	107	0	659
District Nursing	227	225	263	104	275	0	1,094
Paediatric Nurses	488	143	81	171	150	-	1,033
School Nurses	47	65	33	43	35	0	223
Treatment Room/Practice/Family Planning Nurses	21	109	32	42	30	0	234
Specialist Nursing	482	281	251	276	227	32	1,549
Nurse Managers/Audit/Ward Sisters	228	130	198	106	54	5	721
Teacher/Trainer	14	21	13	29	17	49	143
Other Registered Nurses	11	-	49	7	8	0	78
Nursing & Midwifery Support	1,643	814	760	944	887	33	5,078
<b>Total</b>	<b>7,741</b>	<b>4,077</b>	<b>3,956</b>	<b>4,593</b>	<b>4,293</b>	<b>143</b>	<b>24,788</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Acute/General Nurses	3,398.7	1,384.8	1,514.8	1,678.6	1,635.8	14.8	9,627.5
Mental Health Nurses	398.4	301.2	216.2	347.8	412.0	-	1,677.7
Learning Disability Nurses	86.7	52.0	31.4	100.8	56.9	0.0	327.8
Midwives/Student Midwives	246.7	189.2	193.1	233.3	188.2	-	1,053.5
Health Visitors/Student Health Visitors	111.4	125.1	110.0	132.5	94.3	0.0	573.3
District Nursing	206.6	181.8	227.5	96.8	245.8	0.0	958.5
Paediatric Nurses	437.6	123.2	69.6	147.7	135.1	-	914.2
School Nurses	36.3	51.4	25.1	34.1	30.6	0.0	177.6
Treatment Room/Practice/Family Planning Nurses	15.3	73.7	24.6	27.0	22.5	0.0	163.1
Specialist Nursing	433.2	251.1	231.3	232.3	203.8	28.9	1,380.5
Nurse Managers/Audit/Ward Sisters	216.7	128.0	189.8	103.3	51.0	5.0	693.7
Teacher / Trainer	13.5	18.0	12.0	26.5	16.3	47.2	133.5
Other Registered Nurses	7.4	-	45.6	4.3	6.1	0.0	65.0
Nursing & Midwifery Support	1,444.1	699.5	658.2	802.6	793.1	28.9	4,426.4
<b>Total</b>	<b>7,052.6</b>	<b>3,580.5</b>	<b>3,549.3</b>	<b>3,967.7</b>	<b>3,891.5</b>	<b>130.7</b>	<b>22,172.2</b>

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Acute/General Nurses	9,845	784	7,095.0	2,532.5
Mental Health Nurses	1,425	333	1,485.0	192.7
Learning Disability Nurses	312	40	273.0	54.8
Midwives/Student Midwives	1,289	-	432.0	621.5
Health Visitors/Student Health Visitors	656	-	343.0	230.3
District Nursing	1,058	36	663.0	295.5
Paediatric Nurses	1,008	25	542.0	372.2
School Nurses	222	-	69.0	108.6
Treatment Room/Practice/Family Planning Nurses	228	6	46.0	117.1
Specialist Nursing	1,460	89	978.0	402.5
Nurse Managers/Audit	646	75	622.0	71.7
Teacher/Trainer	120	23	110.0	23.5
Other Registered Nurses	66	12	43.0	22.0
Nursing & Midwifery Support	4,335	743	2,756.0	1,670.4
<b>Total</b>	<b>22,616</b>	<b>2,172</b>	<b>15,457.0</b>	<b>6,715.2</b>

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Acute/General Nurses	6,397	698	3,450	86
Mental Health Nurses	1,176	308	249	25
Learning Disability Nurses	235	37	77	-
Midwives/Student Midwives	428	-	862	0
Health Visitors/Student Health Visitors	340	-	316	0
District Nursing	630	33	428	-
Paediatric Nurses	526	16	484	9
School Nurses	69	0	153	-
Treatment Room/Practice/Family Planning Nurses	42	4	186	-
Specialist Nursing	902	76	559	13
Nurse Managers/Audit	547	75	99	0
Teacher/Trainer	87	23	33	0
Other Registered Nurses	35	8	31	4
Nursing & Midwifery Support	2,140	616	2,196	128
<b>Total</b>	<b>13,552</b>	<b>1,900</b>	<b>9,083</b>	<b>273</b>

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**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	842	1,947	1,855	1,707	1,154	946	1,012	678	387	101	10,629
Mental Health Nurses	105	192	271	260	222	216	237	184	57	14	1,758
Learning Disability Nurses	33	47	64	44	43	46	41	23	11	0	352
Midwives/Student Midwives	87	134	177	179	195	156	137	106	94	27	1,292
Health Visitors/ Student Health Visitors	0	34	90	129	136	95	83	55	31	6	659
District Nursing	35	118	176	167	154	136	149	109	39	11	1,094
Paediatric Nurses	103	189	196	151	116	98	83	62	28	7	1,033
School Nurses	6		26	46	40	35	40	21	9	0	223
Treatment Room/ Practice/ Family Planning Nurses	0	14	17	24	28	28	50	33	34	6	234
Specialist Nursing	37		168	208	278	248	293	225	79	13	1,549
Nurse Managers/Audit	0	11	43	92	113	131	172	112	40	7	721
Teacher/Trainer	0	18		17	21	18	36	20	13	0	143
Other Registered Nurses	0	8	8	12	10	5	13	16	6		78
Nursing & Midwifery Support	265	478	636	620	628	575	661	671	392	152	5,078
<b>Total</b>	<b>1,472</b>	<b>3,212</b>	<b>3,737</b>	<b>3,653</b>	<b>3,125</b>	<b>2,727</b>	<b>2,994</b>	<b>2,308</b>	<b>1,215</b>	<b>345</b>	<b>24,788</b>

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**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	9,665	968	0	10,629
Mental Health Nurses	0	1,264	495	0	1,758
Learning Disability Nurses	0	265	87	0	352
Midwives/Student Midwives	0	1,078	224	0	1,292
Health Visitors/Student Health Visitors	0	589	70	0	659
District Nursing	0	768	326	0	1,094
Paediatric Nurses	0	900	142	0	1,033
School Nurses	0	209	15	0	223
Treatment Room/ Practice/ Family Planning Nurses	0	211	23	0	234
Specialist Nursing	0	474	1,083	0	1,549
Nurse Managers/Audit/Ward Sisters	0	107	614	0	721
Teaching/Training	0	23	120	0	143
Other Registered Nurses	0	59	14	5	78
Nursing & Midwifery Support	5,078	0	0	0	5,078
<b>Total</b>	<b>5,078</b>	<b>15,581</b>	<b>4,176</b>	<b>5</b>	<b>24,788</b>

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	8,708.9	918.6	0.0	9,627.5
Mental Health Nurses	0.0	1,197.8	479.9	0.0	1,677.7
Learning Disability Nurses	0.0	243.9	83.9	0.0	327.8
Midwives/Student Midwives	0.0	850.9	202.6	0.0	1,053.5
Health Visitors/Student Health Visitors	0.0	507.7	65.5	0.0	573.3
District Nursing	0.0	647.6	310.9	0.0	958.5
Paediatric Nurses	0.0	788.7	125.4	0.0	914.2
School Nurses	0.0	164.1	13.5	0.0	177.6
Treatment Room/ Practice/ Family Planning Nurses	0.0	142.0	21.1	0.0	163.1
Specialist Nursing	0.0	395.0	985.5	0.0	1,380.5
Nurse Managers/Audit/Ward Sisters	0.0	96.5	597.2	0.0	693.7
Teaching/Training	0.0	20.1	113.4	0.0	133.5
Other Registered Nurses	0.0	46.7	13.7	4.7	65.0
Nursing & Midwifery Support	4,426.4	0.0	0.0	0.0	4,426.4
<b>Total</b>	<b>4,426.4</b>	<b>13,810.0</b>	<b>3,931.2</b>	<b>4.7</b>	<b>22,172.2</b>

\* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

**Table 4a: Professional & Technical Staff by Trust**

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Dietitians	127	72	70	64	54	0	386
Dietetic Support	13	12	13	8	7	0	53
Occupational Therapists	343	311	226	307	199	5	1,389
Occupational Therapy Support	45	63	33	27	32	0	200
Orthoptists	9	11	11	9	10	0	50
Orthoptic Support	0	-	-	0	-	0	5
Physiotherapists	419	224	258	299	176	-	1,377
Physiotherapy Support	39	32	46	46	49	0	212
Podiatrists	68	65	42	46	34	-	256
Podiatry Support	5	5	8	6	7	0	31
Radiographers	433	146	120	199	226	0	1,124
Radiography Support	59	19	11	33	28	0	150
Speech & Language Therapists	185	142	125	129	95	0	675
Speech & Language Therapy Support	17	18	35	16	17	0	103
Multi-AHP Support	125	21	0	41	0	0	187
Biomedical Scientists	301	140	88	102	111	52	794
Biomedical Science - Support	119	52	30	43	60	18	322
Clinical Scientists	130	0	-	-	9	-	143
Medical Technical Officers	532	173	115	142	150	0	1,112
Assistant Technical Officers	109	77	22	76	37	0	321
Pharmacists	266	149	123	134	106	58	834
Pharmacy Support	196	7	68	-	112	-	385
Clinical Psychologists	118	95	74	46	75	66	472
Assistant Psychologists	14	30	5	13	10	0	72
Dental/Dental Support/Dental Students	95	0	30	26	0	0	151
Optometrists	43	0	0	0	11	-	56
Chaplaincy	21	16	8	15	22	0	80
Other	101	27	-	63	18	-	213
<b>Total</b>	<b>3,930</b>	<b>1,908</b>	<b>1,565</b>	<b>1,889</b>	<b>1,656</b>	<b>209</b>	<b>11,143</b>

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

<b>WTE</b>	<b>Belfast</b>	<b>Northern</b>	<b>South Eastern</b>	<b>Southern</b>	<b>Western</b>	<b>Regional Services</b>	<b>Total</b>
Dietitians	108.6	59.3	59.2	54.7	45.4	0.0	327.3
Dietetic Support	10.3	11.0	12.2	6.5	4.1	0.0	44.0
Occupational Therapists	319.4	267.4	202.7	269.6	183.8	5.0	1,247.9
Occupational Therapy Support	41.0	51.8	28.5	21.7	28.4	0.0	171.3
Orthoptists	8.8	9.3	9.6	8.0	9.2	0.0	44.9
Orthoptic Support	0.0	-	-	0.0	-	0.0	4.2
Physiotherapists	367.6	188.8	227.8	254.0	157.8	-	1,197.0
Physiotherapy Support	32.2	23.3	39.6	39.4	43.4	0.0	177.9
Podiatrists	61.7	54.3	35.1	39.0	29.2	-	220.3
Podiatry Support	4.6	3.8	6.4	5.2	6.4	0.0	26.4
Radiographers	396.3	126.8	109.3	177.5	211.6	0.0	1,021.6
Radiography Support	56.8	16.5	9.8	28.3	23.1	0.0	134.6
Speech & Language Therapists	162.5	120.6	108.9	109.5	86.9	0.0	588.5
Speech & Language Therapy Support	13.5	13.1	30.9	11.6	14.0	0.0	83.0
Multi-AHP Support	102.1	14.4	0.0	36.3	0.0	0.0	152.8
Biomedical Scientists	290.7	133.9	85.1	98.7	105.5	51.1	765.0
Biomedical Science - Support	115.4	45.7	27.3	41.0	54.9	17.3	301.6
Clinical Scientists	124.6	0.0	-	-	8.9	-	137.0
Medical Technical Officers	487.5	155.0	103.1	124.8	130.7	0.0	1,001.1
Assistant Technical Officers	101.1	65.2	19.7	63.6	35.5	0.0	285.1
Pharmacists	248.8	129.1	114.8	117.6	97.7	49.4	757.3
Pharmacy Support	186.0	6.2	64.0	-	103.0	-	361.0
Clinical Psychologists	103.5	81.9	64.1	39.0	67.8	66.0	422.3
Assistant Psychologists	13.5	29.8	5.0	12.7	9.2	0.0	70.2
Dental/Dental Support/Dental Students	81.2	0.0	21.9	19.7	0.0	0.0	122.9
Optometrists	27.8	0.0	0.0	0.0	9.5	-	39.0
Chaplaincy	11.7	4.5	2.9	3.1	4.4	0.0	26.6
Other	89.4	26.3	-	61.6	17.4	-	198.7
<b>Total</b>	<b>3,566.6</b>	<b>1,639.5</b>	<b>1,391.6</b>	<b>1,645.0</b>	<b>1,490.0</b>	<b>196.7</b>	<b>9,929.4</b>

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Dietitians	378	8	175.0	152.3
Dietetic Support	49	4	25.0	19.0
Occupational Therapists	1,343	46	923.0	324.9
Occupational Therapy Support	175	25	110.0	61.3
Orthoptists	43	7	31.0	13.9
Orthoptic Support	5	0	3.0	1.2
Physiotherapists	1,062	315	817.0	380.0
Physiotherapy Support	178	34	106.0	71.9
Podiatrists	206	50	135.0	85.3
Podiatry Support	29	-	14.0	12.4
Radiographers	968	156	783.0	238.6
Radiography Support	101	49	97.0	37.6
Speech & Language Therapists	664	11	367.0	221.5
Speech & Language Therapy Support	102	-	42.0	41.0
Multi-AHP Support	168	19	49.0	103.8
Biomedical Scientists	556	238	690.0	75.0
Biomedical Science - Support	197	125	262.0	39.6
Clinical Scientists	72	71	120.0	17.0
Medical Technical Officers	788	324	776.0	225.1
Assistant Technical Officers	172	149	209.0	76.1
Pharmacists	664	170	590.0	167.3
Pharmacy Support	261	124	311.0	50.0
Clinical Psychologists	366	106	295.0	127.3
Assistant Psychologists	66	6	66.0	4.2
Dental/Dental Support/Dental Students	150	-	68.0	54.9
Optometrists	40	16	12.0	27.0
Chaplaincy	14	66	6.0	20.6
Other	173	40	170.0	28.7
<b>Total</b>	<b>8,981</b>	<b>2,162</b>	<b>7,252.0</b>	<b>2,677.4</b>

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**Table 4b: Professional & Technical Staff by Gender & Full-Time / Part-Time (continued)**

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Dietitians	167	7	212	-
Dietetic Support	21	-	28	-
Occupational Therapists	879	43	464	-
Occupational Therapy Support	88	22	87	-
Orthoptists	24	7	20	0
Orthoptic Support	-	0	-	0
Physiotherapists	537	279	525	36
Physiotherapy Support	86	20	92	14
Podiatrists	103	32	103	19
Podiatry Support	12	-	17	0
Radiographers	636	146	332	10
Radiography Support	51	46	50	-
Speech & Language Therapists	356	10	308	-
Speech & Language Therapy Support	41	-	61	0
Multi-AHP Support	40	9	129	10
Biomedical Scientists	462	228	94	10
Biomedical Science - Support	149	113	48	12
Clinical Scientists	55	65	17	6
Medical Technical Officers	478	298	310	26
Assistant Technical Officers	76	133	96	16
Pharmacists	430	158	234	12
Pharmacy Support	191	120	70	4
Clinical Psychologists	221	73	146	34
Assistant Psychologists	60	6	6	0
Dental/Dental Support/Dental Students	67	-	89	0
Optometrists	4	8	36	8
Chaplaincy	0	6	14	60
Other	132	38	41	-
<b>Total</b>	<b>5,367</b>	<b>1,874</b>	<b>3,624</b>	<b>290</b>

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**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	19	63	65	71	66	47	33	22	0		386
Dietetic Support	7	12	4	13	4	-	-	6	-	-	53
Occupational Therapists	100	220	259	247	191	153	114	72	33		1,389
Occupational Therapy Support	19		14	15	27	37	35	32	10	11	200
Orthoptists	-	7	13	11	4	-	6	4	0	0	50
Orthoptic Support	0	0	-	-	0	0	-	-	0	0	5
Physiotherapists	101	205	194	229	255	166	133	73	21	0	1,377
Physiotherapy Support	17	20	21	26	25	37	33	16	13	4	212
Podiatrists	13	31	37	32	38	41	31	26	7	0	256
Podiatry Support	0	-	-	6	4	-	6	8	-	0	31
Radiographers	102	206	230	166	180	95	66	59	15	5	1,124
Radiography Support	5	11	10	29	21	17	16	20	15	6	150
Speech & Language Therapists	45	96	126	138	87	77	51	47	8	0	675
Speech & Language Therapy Support	12		11	21	20	8	16	11	4		103
Multi-AHP Support	7	17	29	28	19	21	21	24	15	6	187
Biomedical Scientists	20	120	156	115	124	110	69	54	26		794
Biomedical Science - Support	30	61	57	51	39	26	17	21	11	9	322
Clinical Scientists	5	16	16	20	17	33	14	14	8		143
Medical Technical Officers	34	127	148	204	182	156	117	92	42	10	1,112
Assistant Technical Officers	23	27	32	43	33	33	42	55	27	6	321
Pharmacists	26	146	192	146	106	96	73	38	7	4	834
Pharmacy Support	57	51	58	67	45	30	42	19	12	4	385
Clinical Psychologists	0	48	65	82	94	67	57	38	14	7	472
Assistant Psychologists	8	25	12	8	11	8			0	0	72
Dental/Dental Support/Dental Students	11		19	34	17	28	22	12	8		151
Optometrists	-	-	6	12	14	12	4	4	-	0	56
Chaplaincy	0	0	4		5	5	7	21	12	26	80
Other	41		35	23	22	37	22	21	8	4	213
<b>Total</b>	<b>630</b>	<b>1,585</b>	<b>1,812</b>	<b>1,840</b>	<b>1,649</b>	<b>1,343</b>	<b>1,050</b>	<b>809</b>	<b>313</b>	<b>112</b>	<b>11,143</b>

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**Table 4d: Professional & Technical Staff by Pay Band**

<b>Headcount*</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Dietitians	0	202	198	0	386
Dietetic Support	53	0	0	0	53
Occupational Therapists	0	752	650	0	1,389
Occupational Therapy Support	197	-	0	0	200
Orthoptists	0	28	26	0	50
Orthoptic Support	5	0	0	0	5
Physiotherapists	0	657	732	0	1,377
Physiotherapy Support	211	-	0	0	212
Podiatrists	0	140	122	0	256
Podiatry Support	31	0	0	0	31
Radiographers	0	725	399	0	1,124
Radiography Support	150	0	0	0	150
Speech & Language Therapists	0	303	380	0	675
Speech & Language Therapy Support	103	0	0	0	103
Multi-AHP Support	186	-	0	0	187
Biomedical Scientists	10	477	308	0	794
Biomedical Science - Support	321	-	0	0	322
Clinical Scientists	0	27	116	0	143
Medical Technical Officers	293	571	252	0	1,112
Assistant Technical Officers	321	0	0	0	321
Pharmacists	0	107	727	0	834
Pharmacy Support	250	138	0	0	385
Clinical Psychologists	0	94	379	0	472
Assistant Psychologists	28	44	0	0	72
Dental/Dental Support/Dental Students	115	34	0	5	151
Optometrists	0	21	38	0	56
Chaplaincy	0	77	4	0	80
Other	11	78	124	0	213
<b>Total</b>	<b>2,284</b>	<b>4,478</b>	<b>4,455</b>	<b>5</b>	<b>11,143</b>

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**Table 4d: Professional & Technical Staff by Pay Band (continued)**

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Dietitians	0.0	168.6	158.7	0.0	327.3
Dietetic Support	44.0	0.0	0.0	0.0	44.0
Occupational Therapists	0.0	687.3	560.6	0.0	1,247.9
Occupational Therapy Support	168.3	-	0.0	0.0	171.3
Orthoptists	0.0	23.4	21.5	0.0	44.9
Orthoptic Support	4.2	0.0	0.0	0.0	4.2
Physiotherapists	0.0	588.5	608.5	0.0	1,197.0
Physiotherapy Support	176.9	-	0.0	0.0	177.9
Podiatrists	0.0	112.1	108.2	0.0	220.3
Podiatry Support	26.4	0.0	0.0	0.0	26.4
Radiographers	0.0	661.2	360.3	0.0	1,021.6
Radiography Support	134.6	0.0	0.0	0.0	134.6
Speech & Language Therapists	0.0	267.1	321.3	0.0	588.5
Speech & Language Therapy Support	83.0	0.0	0.0	0.0	83.0
Multi-AHP Support	151.8	-	0.0	0.0	152.8
Biomedical Scientists	9.0	460.8	295.2	0.0	765.0
Biomedical Science - Support	300.6	-	0.0	0.0	301.6
Clinical Scientists	0.0	26.9	110.1	0.0	137.0
Medical Technical Officers	251.2	518.3	231.5	0.0	1,001.1
Assistant Technical Officers	285.1	0.0	0.0	0.0	285.1
Pharmacists	0.0	103.7	653.7	0.0	757.3
Pharmacy Support	234.8	126.2	0.0	0.0	361.0
Clinical Psychologists	0.0	92.3	330.0	0.0	422.3
Assistant Psychologists	28.0	42.2	0.0	0.0	70.2
Dental/Dental Support/Dental Students	88.9	28.9	0.0	5.0	122.9
Optometrists	0.0	12.9	26.1	0.0	39.0
Chaplaincy	0.0	24.0	2.6	0.0	26.6
Other	7.6	71.4	119.7	0.0	198.7
<b>Total</b>	<b>1,994.4</b>	<b>4,021.9</b>	<b>3,908.1</b>	<b>5.0</b>	<b>9,929.4</b>

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**Table 5a: Social Services Staff (excluding domiciliary care) by Trust**

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Hospital Social Workers	76	43	57	41	17	0	234
Elderly Social Workers	158	85	72	91	145	0	550
Physical Disability / Sensory Impairment Social Workers	44	31	27	45	39	0	186
Child / Family Care Social Workers	447	430	389	344	485	50	2,145
Learning Disability Social Workers	117	50	28	71	92	0	358
Mental Health Social Workers	174	142	76	114	73	0	579
Training & Education Social Workers	18	18	13	16	12	7	84
Community Development Social Workers	34	57	25	39	-	0	157
Managers/ Multiservices Managers/ Social Work Audit Social Workers	41	172	104	85	45	34	481
Other Social Workers	-	0	42	0	7	0	50
Social Care Staff	1,104	998	912	990	665	0	4,669
Other Social Services Staff	-	0	0	0	0	-	-
<b>Total</b>	<b>2,214</b>	<b>2,023</b>	<b>1,741</b>	<b>1,835</b>	<b>1,581</b>	<b>92</b>	<b>9,481</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Hospital Social Workers	72.3	37.3	53.1	34.8	16.0	0.0	213.5
Elderly Social Workers	152.0	72.4	67.2	77.6	138.8	0.0	507.9
Physical Disability / Sensory Impairment Social Workers	40.4	27.9	23.9	39.7	37.1	0.0	169.1
Child / Family Care Social Workers	422.5	400.5	357.3	319.9	465.5	47.3	2,012.9
Learning Disability Social Workers	114.4	47.0	27.5	65.0	88.6	0.0	342.5
Mental Health Social Workers	170.9	133.4	72.1	105.8	68.6	0.0	550.9
Training & Education Social Workers	17.1	16.6	12.4	15.1	11.4	7.0	79.6
Community Development Social Workers	33.0	53.4	22.7	32.7	-	0.0	143.9
Managers/ Multiservices Managers/ Social Work Audit Social Workers	39.7	169.8	101.3	83.3	43.5	32.2	469.8
Other Social Workers	-	0.0	41.4	0.0	7.0	0.0	49.4
Social Care Staff	974.0	877.3	775.4	866.5	589.9	0.0	4,083.0
Other Social Services Staff	-	0.0	0.0	0.0	0.0	-	-
<b>Total</b>	<b>2,038.6</b>	<b>1,835.6</b>	<b>1,554.4</b>	<b>1,640.4</b>	<b>1,468.4</b>	<b>87.4</b>	<b>8,624.9</b>

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**Table 5b: Social Services Staff (excluding domiciliary care) by Gender & Full-Time / Part-Time**

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Hospital Social Workers	207	27	170.0	43.5
Elderly Social Workers	482	68	423.0	84.9
Physical Disability / Sensory Impairment Social Workers	166	20	124.0	45.1
Child / Family Care Social Workers	1,841	304	1,741.0	271.9
Learning Disability Social Workers	317	41	303.0	39.5
Mental Health Social Workers	481	98	480.0	70.9
Training & Education Social Workers	60	24	71.0	8.6
Community Development Social Workers	138	19	117.0	26.9
Managers/ Multiservices Managers/ Social Work Audit Social Workers	396	85	442.0	27.8
Other Social Workers	45	5	48.0	1.4
Social Care Staff	3,922	747	2,539.0	1,544.0
Other Social Services Staff	-	0	2.0	0.4
<b>Total</b>	<b>8,046</b>	<b>1,435</b>	<b>6,460.0</b>	<b>2,164.9</b>

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Hospital Social Workers	144	25	63	-
Elderly Social Workers	358	65	125	-
Physical Disability / Sensory Impairment Social Workers	104	20	62	0
Child / Family Care Social Workers	1,460	280	383	24
Learning Disability Social Workers	263	40	54	-
Mental Health Social Workers	391	89	90	9
Training & Education Social Workers	51	20	9	4
Community Development Social Workers	100	17	38	-
Managers/ Multiservices Managers/ Social Work Audit Social Workers	358	84	38	-
Other Social Workers	43	5	-	0
Social Care Staff	1,962	569	1,966	178
Other Social Services Staff	-	0	-	0
<b>Total</b>	<b>5,231</b>	<b>1,214</b>	<b>2,828</b>	<b>222</b>

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**Table 5c: Social Services Staff (excluding domiciliary care) 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	31		38	31	29	31	37	23	14		234
Elderly Social Workers	9	42	78	104	91	76	66	50	25	9	550
Physical Disability / Sensory Impairment Social Workers	7		19	35	22	24	28	33	11	7	186
Child / Family Care Social Workers	75	215	332	304	337	291	253	209	105	24	2,145
Learning Disability Social Workers	5	37	66	62	53	38	40	38	19		358
Mental Health Social Workers	4	39	96	101	97	83	80	56	16	7	579
Training & Education Social Workers	0	0	10		13	11	18	18	14	0	84
Community Development Social Workers	-	13	20	29	29	22	20	16	4	-	157
Managers/ Multiservices Managers/ Social Work Audit	0	36		55	78	86	94	86	35	11	481
Other Social Workers	15	14	5	6	4	6			0	0	50
Social Care Staff	159	326	491	565	597	616	659	695	423	138	4,669
Other Social Services Staff	0	0	0	0	0	-	0	-	0	0	-
<b>Total</b>	<b>272</b>	<b>724</b>	<b>1,179</b>	<b>1,299</b>	<b>1,347</b>	<b>1,279</b>	<b>1,295</b>	<b>1,225</b>	<b>660</b>	<b>201</b>	<b>9,481</b>

\* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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**Table 5d: Social Services Staff (excluding domiciliary care) by Pay Band**

<b>Headcount*</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Hospital Social Workers	0	174	61	0	234
Elderly Social Workers	0	370	182	0	550
Physical Disability / Sensory Impairment Social Workers	0	138	48	0	186
Child / Family Care Social Workers	0	1,250	895	0	2,145
Learning Disability Social Workers	0	220	138	0	358
Mental Health Social Workers	0	281	298	0	579
Training & Education Social Workers	0	10	74	0	84
Community Development Social Workers	0	85	72	0	157
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0	56	425	0	481
Other Social Workers	0	50	0	0	50
Social Care Staff	3,017	1,580	87	-	4,669
Other Social Services Staff	-	-	-	0	-
<b>Total</b>	<b>3,018</b>	<b>4,214</b>	<b>2,276</b>	<b>-</b>	<b>9,481</b>

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Hospital Social Workers	0.0	156.5	57.0	0.0	213.5
Elderly Social Workers	0.0	331.9	176.0	0.0	507.9
Physical Disability / Sensory Impairment Social Workers	0.0	122.2	46.8	0.0	169.1
Child / Family Care Social Workers	0.0	1,150.9	862.1	0.0	2,012.9
Learning Disability Social Workers	0.0	206.0	136.5	0.0	342.5
Mental Health Social Workers	0.0	263.4	287.4	0.0	550.9
Training & Education Social Workers	0.0	9.0	70.6	0.0	79.6
Community Development Social Workers	0.0	78.7	65.2	0.0	143.9
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0.0	52.7	417.1	0.0	469.8
Other Social Workers	0.0	49.4	0.0	0.0	49.4
Social Care Staff	2,560.5	1,437.8	83.7	-	4,083.0
Other Social Services Staff	-	-	-	0.0	-
<b>Total</b>	<b>2,560.9</b>	<b>3,859.5</b>	<b>2,203.4</b>	<b>-</b>	<b>8,624.9</b>

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**Table 6a: Administration & Clerical Staff by Trust**

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	2,122	1,159	1,074	1,435	1,108	996	7,891
Medical Secretaries	480	198	88	64	141	-	971
Personal Secretaries and Typists	72	238	145	146	208	22	831
Administrative & Clerical Bands/ Grades 5 to 6	605	274	246	286	312	911	2,634
Administrative & Clerical Band/Grade 7	194	102	92	90	102	461	1,040
Administrative & Clerical Band 8A to 9	237	113	112	95	97	533	1,187
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	14	7	10	10	10	32	83
Solicitors (Apprentice/ Bands 6-8C)	0	0	0	0	0	57	57
Other	7	-	0	-	-	7	20
<b>Total</b>	<b>3,719</b>	<b>2,079</b>	<b>1,762</b>	<b>2,111</b>	<b>1,974</b>	<b>3,020</b>	<b>14,656</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,853.5	952.4	919.3	1,171.2	964.8	931.0	6,792.2
Medical Secretaries	409.3	154.2	73.0	53.1	124.5	-	815.0
Personal Secretaries and Typists	57.3	192.6	121.4	120.6	175.9	18.9	686.6
Administrative & Clerical Bands/ Grades 5 to 6	588.4	257.3	235.2	271.5	302.8	887.9	2,543.1
Administrative & Clerical Band/Grade 7	187.6	97.0	87.9	84.6	99.6	450.3	1,007.0
Administrative & Clerical Band 8A to 9	234.9	109.6	108.9	93.9	95.6	524.4	1,167.3
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	14.0	7.0	10.0	10.0	10.0	32.0	83.0
Solicitors (Apprentice/ Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	54.3	54.3
Other	7.0	-	0.0	-	-	5.8	18.6
<b>Total</b>	<b>3,352.0</b>	<b>1,773.1</b>	<b>1,555.6</b>	<b>1,805.8</b>	<b>1,775.0</b>	<b>2,905.6</b>	<b>13,167.2</b>

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Administrative & Clerical Bands/ Grades 1 to 4	6,270	1,621	4,753.0	2,039.2
Medical Secretaries Bands 3-4	954	17	470.0	345.0
Personal Secretaries and Typists Bands 3-4	804	27	414.0	272.6
Administrative & Clerical Bands/ Grades 5 to 6	1,764	870	2,281.0	262.1
Administrative & Clerical Band/ Grade 7	698	342	914.0	93.0
Administrative & Clerical Band 8A to 9	771	416	1,115.0	52.3
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	63	20	81.0	2.0
Solicitors (Apprentice/ Bands 6-8C)	45	12	47.0	7.3
Others	14	6	17.0	1.6
<b>Total</b>	<b>11,327</b>	<b>3,329</b>	<b>10,092.0</b>	<b>3,075.2</b>

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Administrative & Clerical Bands/ Grades 1 to 4	3,318	1,434	2,964	187
Medical Secretaries	454	16	501	-
Personal Secretaries and Typists	392	22	412	5
Administrative and Clerical Bands/ Grades 5 to 6	1,431	850	334	20
Administrative and Clerical Band/ Grade 7	581	333	117	9
Administrative and Clerical Band 8A to 8D	711	404	60	12
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	61	20	-	0
Solicitors	35	12	10	0
Other	11	6	-	0
<b>Total</b>	<b>6,991</b>	<b>3,096</b>	<b>4,364</b>	<b>233</b>

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**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	351	617	752	1,008	1,026	966	1,072	1,078	728	293	7,891
Medical Secretaries Band 3-4	5	20	40	93	147	172	202	181	83	28	971
Personal Secretaries and Typists	9	31	57	75	97	123	165	148	90	36	831
Administrative & Clerical Bands/ Grades 5 to 6	41	167	272	395	421	383	431	347	151	26	2,634
Administrative & Clerical Band/ Grade 7	19		86	171	184	193	185	140	50	12	1,040
Administrative & Clerical Band 8A to 9	0	5	38	101	192	230	309	233	68	11	1,187
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	0	0	0	-	-	11	21	37	9	-	83
Solicitors (Apprentice/ Bands 6-8C)		5		17	10	9	6	10		0	57
Others	12	-	0	4		-	-	0	0	0	20
<b>Total</b>	<b>421</b>	<b>858</b>	<b>1,244</b>	<b>1,858</b>	<b>2,075</b>	<b>2,083</b>	<b>2,375</b>	<b>2,158</b>	<b>1,177</b>	<b>407</b>	<b>14,656</b>

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**Table 7a: Support Services Staff by Trust**

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Catering Services	424	254	139	113	273	0	1,203
Domestic Services	1,273	552	338	368	618	49	3,196
Laundry Services/ Sewing Room	21	27	40	39	29	0	155
Facilities/ Sterile Services	-	-	427	7	-	0	439
Support Services Manager/Supervisor	-	26	-	22	30	-	81
Driver	157	67	76	93	74	-	468
Porter/ Orderly	228	107	57	58	116	-	567
Security/ Caretaker/ Warden	124	5	31	12	5	0	177
Telephonist	7	22	5	54	20	0	108
Warehouse Operative	0	7	0	0	0	161	168
Shop Assistant/ Hairdresser/ Other	-	0	0	0	0	0	-
<b>Total</b>	<b>2,232</b>	<b>1,065</b>	<b>1,112</b>	<b>766</b>	<b>1,165</b>	<b>212</b>	<b>6,547</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Catering Services	337.3	180.3	110.1	92.2	211.9	0.0	931.9
Domestic Services	868.0	376.0	240.5	264.0	428.0	36.7	2,213.3
Laundry Services/ Sewing Room	14.0	22.0	39.4	35.4	27.4	0.0	138.1
Facilities/ Sterile Services	-	-	321.5	5.9	-	0.0	332.3
Support Services Manager/ Supervisor	-	24.0	-	21.6	30.0	-	78.1
Driver	149.7	65.7	63.7	83.9	73.3	-	437.2
Porter/ Orderly	207.2	96.8	51.4	57.5	112.4	-	526.3
Security/ Caretaker/ Warden	121.4	4.0	29.7	11.2	3.8	0.0	170.0
Telephonist	6.3	16.2	4.1	26.2	17.1	0.0	69.9
Warehouse Operative	0.0	7.0	0.0	0.0	0.0	155.3	162.3
Shop Assistant/ Hairdresser/ Other	-	0.0	0.0	0.0	0.0	0.0	-
<b>Total</b>	<b>1,707.9</b>	<b>795.2</b>	<b>861.4</b>	<b>597.8</b>	<b>904.9</b>	<b>194.7</b>	<b>5,061.9</b>

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Catering Services	722	481	339.0	592.9
Domestic Services	2,221	975	474.0	1,739.3
Laundry Services/ Sewing Room	73	82	104.0	34.1
Facilities/ Sterile Services	236	203	179.0	153.3
Support Services Manager/ Supervisor	54	27	68.0	10.1
Driver	19	449	409.0	28.2
Porter/ Orderly	41	526	444.0	82.3
Security/ Caretaker/ Warden	12	165	148.0	22.0
Telephonist	96	12	32.0	37.9
Warehouse Operative	5	163	157.0	5.3
Shop Assistant/ Hairdresser/ Other	-	-	2.0	0.6
<b>Total</b>	<b>3,473</b>	<b>3,074</b>	<b>2,356.0</b>	<b>2,705.9</b>

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Catering Services	138	199	584	282
Domestic Services	235	238	1,989	741
Laundry Services/ Sewing Room	29	75	44	7
Facilities/ Sterile Services	53	126	183	77
Support Services Manager/ Supervisor	42	26	12	-
Driver	17	391	-	59
Porter/ Orderly	27	417	14	109
Security/ Caretaker/ Warden	6	142	6	23
Telephonist	21	11	75	-
Warehouse Operative	5	152	0	11
Shop Assistant/ Hairdresser/ Other	0	-	-	0
<b>Total</b>	<b>573</b>	<b>1,778</b>	<b>2,905</b>	<b>1,305</b>

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

<b>Headcount*</b>	<b>&lt; 25</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>Total</b>
Catering Services	95	64	77	121	131	146	172	174	168	55	1,203
Domestic Services	371	202	247	313	305	280	377	463	438	200	3,196
Laundry Services/ Sewing Room	4	8	6	19	11	9	27	33	25	13	155
Facilities/ Sterile Services	23	18	47	49	41	40	52	69	64	36	439
Support Services Manager/ Supervisor	0	4	5	5	14	17	9	15	12		81
Driver	0	6		23	25	43	85	116	108	62	468
Porter/ Orderly	30	39	40	61	72	41	74	93	83	34	567
Security/ Caretaker/ Warden	9		16	16	19	24	34	23	26	10	177
Telephonist	5		5	10	6	16	16	20	19	11	108
Warehouse Operative	4	10	14	21	14	29	35	18	16	7	168
Shop Assistant/ Hairdresser/ Other	0	0	0	-	0	0	-	0	0	0	-
<b>Total</b>	<b>531</b>	<b>354</b>	<b>462</b>	<b>638</b>	<b>634</b>	<b>642</b>	<b>879</b>	<b>1,022</b>	<b>954</b>	<b>431</b>	<b>6,547</b>

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**Table 7d: Support Services Staff by Pay Band**

<b>Headcount*</b>	<b>Pay Bands 1-2</b>	<b>Pay Bands 3-4</b>	<b>Pay Bands 5-9</b>	<b>Total</b>
Catering Services	1,021	178	5	1,203
Domestic Services	2,994	202	-	3,196
Laundry Services/ Sewing Room	136	19	0	155
Facilities/ Sterile Services	388	48	-	439
Support Services Manager/ Supervisor	-	29	51	81
Driver	192	277	-	468
Porter/ Orderly	538	29	0	567
Security/ Caretaker/ Warden	51	126	0	177
Telephonist	58	49	-	108
Warehouse Operative	96	59	13	168
Shop Assistant/ Hairdresser/ Other	-	-	0	-
<b>Total</b>	<b>5,463</b>	<b>1,017</b>	<b>76</b>	<b>6,547</b>

<b>WTE</b>	<b>Pay Bands 1-2</b>	<b>Pay Bands 3-4</b>	<b>Pay Bands 5-9</b>	<b>Total</b>
Catering Services	766.5	160.8	4.5	931.9
Domestic Services	2,025.4	186.3	-	2,213.3
Laundry Services/Sewing Room	119.3	18.8	0.0	138.1
Facilities/Sterile Services	282.6	46.7	-	332.3
Support Services Manager/Supervisor	-	27.0	50.4	78.1
Driver	161.8	274.4	-	437.2
Porter/Orderly	497.9	28.4	0.0	526.3
Security/Caretaker/Warden	45.6	124.4	0.0	170.0
Telephonist	41.6	27.4	-	69.9
Warehouse Operative	92.7	56.5	13.0	162.3
Shop Assistant/ Hairdresser/ Other	-	-	0.0	-
<b>Total</b>	<b>4,036.1</b>	<b>951.2</b>	<b>74.6</b>	<b>5,061.9</b>

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**Table 8a: Ambulance Staff by Trust**

	Headcount*	WTE
Emergency Medical Technician	274	270.4
Patient Care Services	236	227.7
Paramedic	399	393.1
Rapid Response Vehicle Paramedic	45	44.6
Ambulance Officer	130	128.6
Control Assistant	158	151.9
Helicopter Emergency Medical Service Paramedic	8	8.0
Community Resuscitation Development Officer	-	-
<b>Total</b>	<b>1,251</b>	<b>1,225.3</b>

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Emergency Medical Technician	123	151	256.0	14.4
Patient Care Services	70	166	215.0	12.7
Paramedic	120	279	363.0	30.1
Rapid Response Vehicle Paramedic	8	37	43.0	1.6
Ambulance Officer	39	91	126.0	2.6
Control Assistant	82	76	138.0	13.9
Helicopter Emergency Medical Service Paramedic	-	7	8.0	0.0
Community Resuscitation Development Officer	-	0	1.0	0.0
<b>Total</b>	<b>444</b>	<b>807</b>	<b>1,150.0</b>	<b>75.3</b>

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Emergency Medical Technician	109	147	14	4
Patient Care Services	56	159	14	7
Paramedic	100	263	20	16
Rapid Response Vehicle Paramedic	8	35	0	-
Ambulance Officer	36	90	-	-
Control Assistant	63	75	19	-
Helicopter Emergency Medical Service Paramedic	-	7	0	0
Community Resuscitation Development Officer	-	0	0	0
<b>Total</b>	<b>374</b>	<b>776</b>	<b>70</b>	<b>31</b>

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**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	18		43	45	26	41	50	39	12		274
Patient Care Services	13		23	21	19	42	56	35	20	7	236
Paramedic	-	38	58	52	55	67	64	45	15	-	399
Rapid Response Vehicle Paramedic	0	0	0	0	4	10	8	17	6		45
Ambulance Officer	0	12		10	13	33	33	19	10		130
Control Assistant	-	20	20	27	20	22	24	17	-	-	158
Helicopter Emergency Medical Service Paramedic	0	0	4		4		0	0	0	0	8
Community Resuscitation Development Officer	0	0	0	0	0	0	-	0	0	0	-
<b>Total</b>	<b>9</b>	<b>86</b>	<b>157</b>	<b>157</b>	<b>138</b>	<b>218</b>	<b>236</b>	<b>172</b>	<b>62</b>	<b>16</b>	<b>1,251</b>

**Table 8d: Ambulance Staff by Pay Band**

Headcount*	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	0	274	0	274
Patient Care Services	235	-	0	236
Paramedic	0	399	0	399
Rapid Response Vehicle Paramedic	0	45	0	45
Ambulance Officer	-	83	45	130
Control Assistant	75	71	12	158
Helicopter Emergency Medical Service Paramedic	0	6	-	8
Community Resuscitation Development Officer	0	-	0	-
<b>Total</b>	<b>312</b>	<b>880</b>	<b>59</b>	<b>1,251</b>

WTE	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	0.0	270.4	0.0	270.4
Patient Care Services	226.7	-	0.0	227.7
Paramedic	0.0	393.1	0.0	393.1
Rapid Response Vehicle Paramedic	0.0	44.6	0.0	44.6
Ambulance Officer	-	82.6	45.0	128.6
Control Assistant	69.7	70.2	12.0	151.9
Helicopter Emergency Medical Service Paramedic	0.0	6.0	-	8.0
Community Resuscitation Development Officer	0.0	-	0.0	-
<b>Total</b>	<b>297.4</b>	<b>868.9</b>	<b>59.0</b>	<b>1,225.3</b>

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**Table 9a: Estates Services Staff by Trust**

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	180	97	91	82	71	-	524
Boilerman / Plumber	-	-	0	5	19	0	29
Electrician / Fitter / Engineer	0	12	0	15	7	-	36
Builder / Joiner / Labourer / Painter	12	39	0	23	26	0	100
Multiskilled	57	13	16	15	22	-	124
Groundsman / Gardener	-	-	-	-	6	0	11
<b>Total</b>	<b>252</b>	<b>166</b>	<b>108</b>	<b>141</b>	<b>151</b>	<b>6</b>	<b>824</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	177.2	96.3	89.7	81.5	70.4	-	517.9
Boilerman / Plumber	-	-	0.0	5.0	19.0	0.0	29.0
Electrician / Fitter / Engineer	0.0	12.0	0.0	15.0	6.8	-	35.8
Builder / Joiner / Labourer / Painter	12.0	39.0	0.0	23.0	26.0	0.0	100.0
Multiskilled	57.0	13.0	15.8	15.0	22.0	-	123.8
Groundsman / Gardener	-	-	-	-	6.0	0.0	11.0
<b>Total</b>	<b>249.2</b>	<b>165.3</b>	<b>106.5</b>	<b>140.5</b>	<b>150.2</b>	<b>5.8</b>	<b>817.5</b>

**Table 9b: Estates 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	4	23	43	64	96	67	83	72	56	16	524
Boilerman/Plumber	0	-	-	4	0	-	4	4	9	-	29
Electrician/Fitter/Engineer	-	-	-	6	4	6	4	5	6	-	36
Builder/Joiner/Labourer/Painter		7		9	5	11	17	21	26	4	100
Multiskilled	8	5		6	11	11	23	24	21	15	124
Groundsman/Gardener	0	0	0	-	0	0	5	-	-	0	11
<b>Total</b>	<b>15</b>	<b>30</b>	<b>54</b>	<b>90</b>	<b>116</b>	<b>97</b>	<b>136</b>	<b>129</b>	<b>120</b>	<b>37</b>	<b>824</b>

\* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

A dashed line (-): Represents a cell count less than 4. Row and column totals therefore may not sum. Where appropriate, cells containing very small numbers may be merged with a neighbour. See Appendix B for further details.



**Table 9c: Estates Services Staff by Pay Band**

<b>Headcount*</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-8</b>	<b>Total</b>
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	4	295	225	524
Boilerman / Plumber	27	-	0	29
Electrician / Fitter / Engineer	28	8	0	36
Builder / Joiner / Labourer / Painter	99	-	0	100
Multiskilled	88	36	0	124
Groundsman / Gardener	11	0	0	11
<b>Total</b>	<b>257</b>	<b>342</b>	<b>225</b>	<b>824</b>

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-8</b>	<b>Total</b>
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	3.7	291.7	222.5	517.9
Boilerman / Plumber	27.0	-	0.0	29.0
Electrician / Fitter / Engineer	27.8	8.0	0.0	35.8
Builder / Joiner / Labourer / Painter	99.0	-	0.0	100.0
Multiskilled	87.8	36.0	0.0	123.8
Groundsman / Gardener	11.0	0.0	0.0	11.0
<b>Total</b>	<b>256.3</b>	<b>338.7</b>	<b>222.5</b>	<b>817.5</b>

\* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

A dashed line (-): Represents a cell count less than 4. Row and column totals therefore may not sum. Where appropriate, cells containing very small numbers may be merged with a neighbour. See Appendix B for further details.

**Table 10a: HSC Leavers (Headcount) & Leaving Rate, 2018/19 - 2023/24**

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Staff in Post (Headcount) #	64,354	65,897	67,878	71,340	72,392	72,687
Leavers	4,095	4,154	3,789	5,764	6,115	5,567
Leaving Rate (%)	6.4%	6.3%	5.6%	8.1%	8.4%	7.7%

**Table 10b: 2023/24 HSC Leavers (Headcount) & Leaving Rate, by Staff Group**

Staff Group	Staff in Post (Headcount) #	Leavers	Leaving Rate (%)
Administration & Clerical	14,376	1,008	7.0%
Estates Services	807	67	8.3%
Support Services	6,579	584	8.9%
Registered Nursing & Midwifery	19,298	1,301	6.7%
Nursing & Midwifery Support	5,158	476	9.2%
Social Services (excl. domiciliary care)	9,159	706	7.7%
Professional & Technical	10,825	679	6.3%
Medical & Dental (excl. doctors in training) ~	3,078	185	6.0%
Ambulance	1,321	79	6.0%
<b>Total (incl. doctors in training)</b>	<b>72,687</b>	<b>5,567</b>	<b>7.7%</b>

# Relates to the staff in post position at the end of the previous financial year e.g. for 2023/24, staff in post headcount relates to the position at 31<sup>st</sup> March 2023.

~ Doctors in training are excluded from Medical & Dental analysis due to the planned rotation of posts during their training.

**Table 10c: HSC Joiners (Headcount) & Joining Rate, 2018/19 - 2023/24**

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Staff in Post (Headcount) ^	65,897	67,878	71,340	72,392	72,687	74,039
Joiners	5,638	6,135	7,251	6,816	6,410	6,919
Joining Rate (%)	8.6%	9.0%	10.2%	9.4%	8.8%	9.3%

**Table 10d: 2023/24 HSC Joiners (Headcount) & Joining Rate, by Staff Group**

Staff Group	Staff in Post (Headcount) ^	Joiners	Joining Rate (%)
Administration & Clerical	14,656	1,225	8.4%
Estates Services	824	78	9.5%
Support Services	6,547	636	9.7%
Registered Nursing & Midwifery	19,711	1,572	8.0%
Nursing & Midwifery Support	5,078	573	11.3%
Social Services (excl. domiciliary care)	9,481	978	10.3%
Professional & Technical	11,143	988	8.9%
Medical & Dental (excl. doctors in training) ~	3,150	183	5.8%
Ambulance	1,251	17	1.4%
<b>Total (incl. doctors in training)</b>	<b>74,039</b>	<b>6,919</b>	<b>9.3%</b>

^ Relates to the staff in post position at the end of the financial year e.g. for 2023/24, staff in post headcount relates to the position at 31<sup>st</sup> March 2024.

~ Doctors in training are excluded from Medical & Dental analysis due to the planned rotation of posts during their training.

**Table 10e: HSC Workforce Stability (Headcount) 2018/19 - 2023/24**

	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Staff in Post (Headcount) ^	65,897	67,878	71,340	72,392	72,687	74,039
Staff in HSC Employment 1 Year Before	60,259	61,743	64,089	65,576	66,277	67,120
Annual Workforce Stability Rate (%)	91.4%	91.0%	89.8%	90.6%	91.2%	90.7%

**Table 10f: 2023/24 HSC Workforce Stability (Headcount), by Staff Group**

Staff Group	Staff in Post (Headcount) ^	Staff in HSC Employment 1 Year Before	Annual Workforce Stability Rate (%)
Administration & Clerical	14,656	13,172	89.9%
Estates Services	824	733	89.0%
Support Services	6,547	5,858	89.5%
Registered Nursing & Midwifery	19,711	17,863	90.6%
Nursing & Midwifery Support	5,078	4,385	86.4%
Social Services (excl. domiciliary care)	9,481	8,244	87.0%
Professional & Technical	11,143	9,993	89.7%
Medical & Dental (excl. doctors in training) ~	3,150	2,848	90.4%
Ambulance	1,251	1,223	97.8%
<b>Total (incl. doctors in training)</b>	<b>74,039</b>	<b>67,120</b>	<b>90.7%</b>

^ Relates to the staff in post position at the end of the financial year e.g. for 2023/24, staff in post headcount relates to the position at 31<sup>st</sup> March 2024.

~ Doctors in training are excluded from Medical & Dental analysis due to the planned rotation of posts during their training.

# Appendix B: Notes and Metadata

## Notes

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. Headcounts of staff in post count individuals only once, regardless of how many posts they hold (see Definitions below).

## Exclusions

Data excludes domiciliary care staff, bank/sessional staff, staff with a WTE of less than or equal to 0.03, staff on career breaks and Chairs/Members of Boards.

## Definitions

**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.

**Headcount:** The number of individuals working in active posts. This counts individuals only once, regardless of how many posts they hold. Where information is broken down by the various categories, individuals will be counted once in each category they hold an active post. For example, someone working in an Administration & Clerical role and also a Nurse Support role will be counted once in each of these categories, but counted only once in the overall total headcount. Therefore row and column totals may not sum.

**A dashed line (-):** Represents a cell count less than 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. This means that some rows or columns may not sum. Where appropriate, cells containing very small numbers may be merged with a neighbour.

**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.

**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.

**Regional Services:** The following organisations are grouped as Regional Services:

Business Services Organisation

Strategic Planning and Performance Group \*

NI Ambulance Service HSC Trust

NI Blood Transfusion Service

Children's Court Guardian Agency for Northern Ireland #

NI Practice & Education Council

NI Social Care Council

NI Medical and Dental Training Agency

Patient Client Council

Public Health Agency

Regulation & Quality Improvement Authority

\* Former HSC Board staff have undertaken their functions from 1<sup>st</sup> April 2022 as part of the Department of Health's newly formed Strategic Planning and Performance Group (SPPG). For consistency purposes, these former HSC Board staff are included in this publication.

# The Northern Ireland Guardian Ad Litem Agency (NIGALA) has been renamed to the Children's Court Guardian Agency for Northern Ireland. This change is effective from 6<sup>th</sup> March 2023.