



# Northern Ireland Health and Social Care Workforce Census March 2017



Department of  
**Health**

An Roinn Sláinte

Máinnystrie 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 2017

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<https://www.health-ni.gov.uk/articles/staff-numbers>

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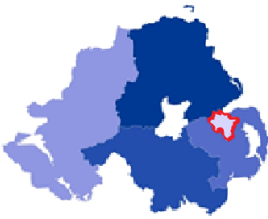
## Key Findings



At 31st March 2017, the HSC employed 64,317 (55,877 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B.



The HSC workforce grew by 8% (4,115 WTE) between the 2008 and 2017 Census dates (excluding NIMDTA).



The largest employer in the HSC was the Belfast Trust with 17,439 WTE or 31% of all staff.



The largest Occupational Family was Nursing & Midwifery with 19,401 WTE or 35% of the total.



The Medical & Dental workforce stood at 4,481 (4,098 WTE). Forty one per cent (1,666 WTE) were consultants.



Just under two fifths (38%, 21,235 WTE) of HSC staff were employed at Agenda for Change Bands 1 to 4.



A substantial majority (79% or 51,017) of HSC employees were female and 55% of females worked full-time.

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## Background

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

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

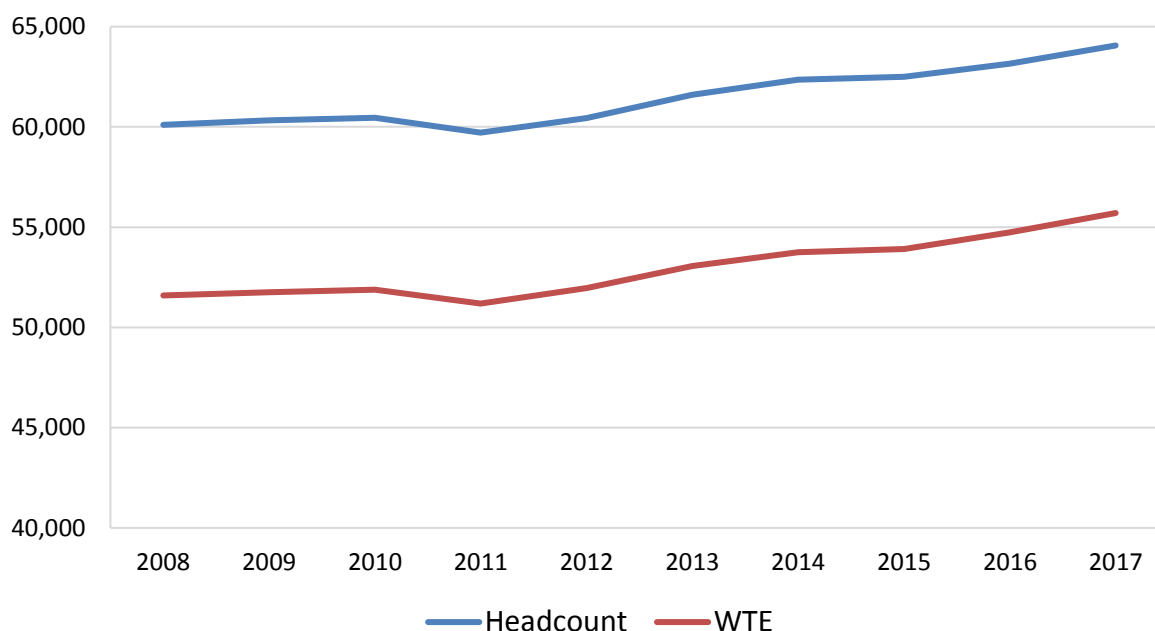
This publication provides a specific breakdown of the HSC workforce data and key summary points. This can be used for a number of purposes including policy making and workforce planning.

Summary analysis and commentary is given in Sections 1 - 10, followed by tables in Appendix A and notes/metadata in Appendix B.

It is important to note that 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>

# Changes in the NI Health and Social Care Workforce 2008 - 2017

**Figure A: HSC Staff Headcount and Whole-time Equivalent (WTE) 2008-2017**



## Overall HSC Staffing Changes, 2008 to 2017

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

Between 2008 and 2017, the WTE of HSC staff increased by 4,115; this represented 8.0% workforce growth. Possibly due to the after-effects of the Northern Ireland Review of Public Administration (RPA) in the period after 2007, as well as the wider economic climate from 2008 onwards, the workforce decreased by 0.8% between 2008 and 2011. This trend reversed in 2011, and between 2011 and 2017 the increase was 8.8%. The rate of growth between 2014 and 2017 was 3.6%.

## Changes by Occupational Family, 2008 to 2017

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

### Medical and Dental Workforce, 2008 to 2017

Between 2008 and 2017, the Medical and Dental Occupational Family grew from 3,462 to 3,970 (excluding NIMDTA), an increase of 14.7%. The three-year trend also shows a growing workforce, WTE having increased by 4.8% between 2014 and 2017.

### Nursing & Midwifery Workforce 2008 to 2017

The Nursing & Midwifery workforce grew by 7.8% between 2008 and 2017, an increase of 1,407. This growth was accounted for mainly by qualified nurses and/or midwives, which saw an increase of 1,235 (8.9%). Nursing Support WTE decreased by 109 (2.7%) between 2008 and 2014 and grew by 95 (2.4%) by 2016. In the last year, this has increased again by 187 (4.6%). In 2008, 77.2% of the workforce were qualified nurses and midwives (the ratio often referred to as 'skill mix'). In 2017, 78.0% of the Occupational Family were qualified nurses and/or midwives.

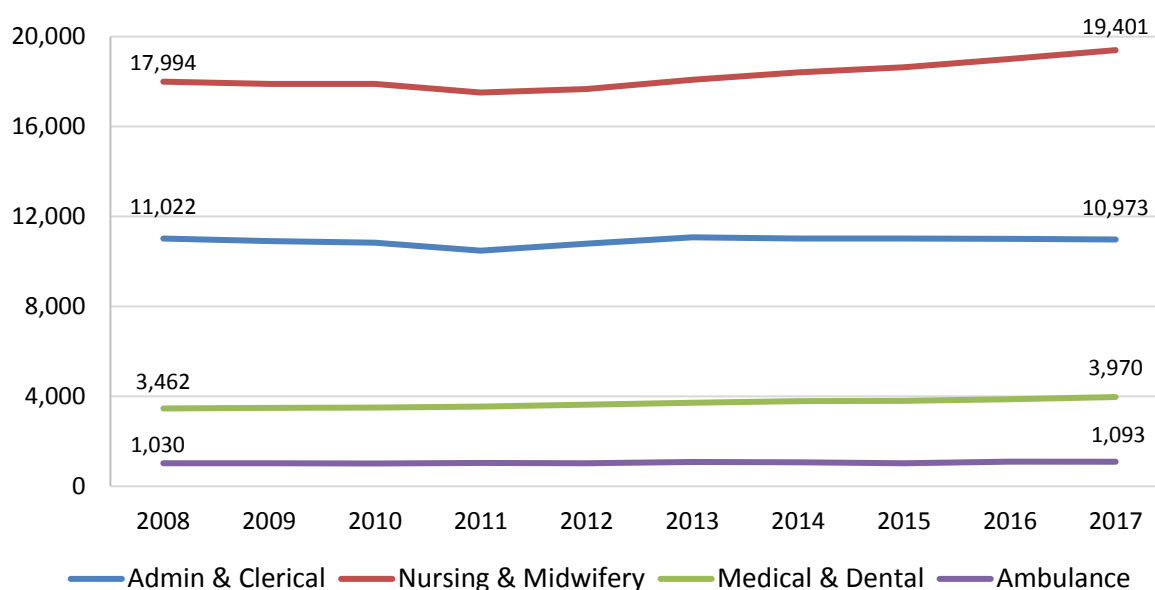
### Administrative & Clerical Workforce 2008 to 2017

The Administrative & Clerical Occupational Family was affected by the Review of Public Administration, and their total WTE decreased by 4.9% (540) between 2008 and 2011. While this trend did not continue past 2011, there were still 0.4% fewer administrative staff in 2017 than there were in 2008, despite the growth in total staff numbers.

### Ambulance Workforce 2008-2017

The Ambulance Occupational Family (which includes paramedics, Emergency Medical Technicians, ambulance officers and control staff) increased by 6.1% (63) between 2008 and 2017.

**Fig B: Selected Occupational Families WTE, 2008-2017**

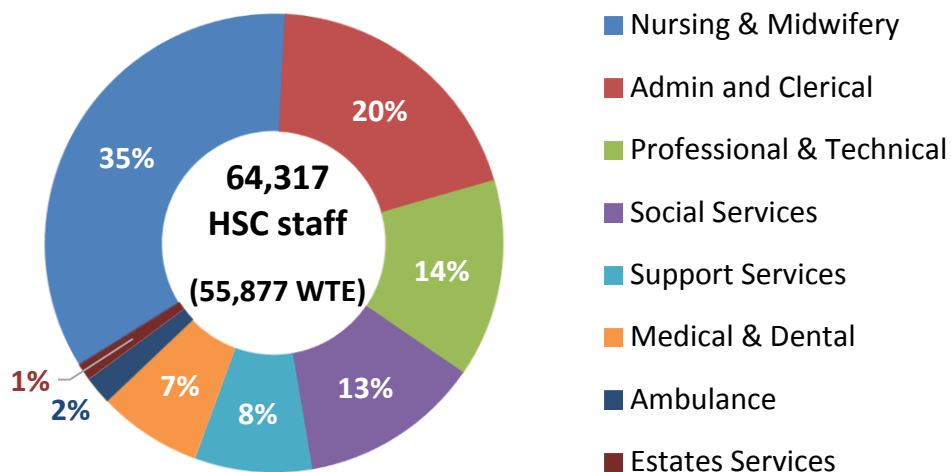


## Section 1: Health & Social Care Staff

At March 2017, the HSC employed 64,317 (55,877 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B. In the financial year 2016/17, expenditure on HSC employees exceeded £2 billion.

### Occupational Families

**Figure 1a: Health & Social Care Staff by Occupational Family (% WTE), March 2017**

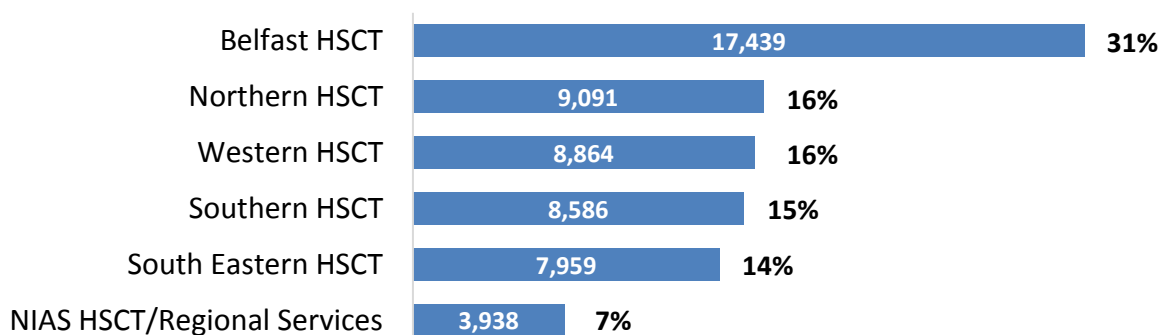


The largest Occupational Family, with 19,401 WTE or 35% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 11,019 WTE (20%). Medical & Dental staff represented 7% of the overall workforce, with 4,098 WTE.

### Employing Organisations

The largest HSC organisation was the Belfast Trust, with 31% of all staff (17,439 WTE). 93% 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)**

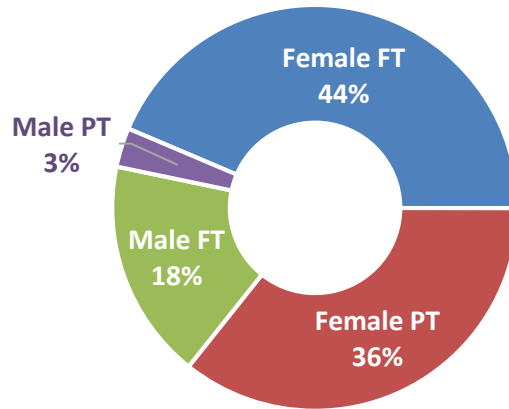




### Gender and Working Pattern (Headcount)

Seventy-nine per cent of staff (51,017) were female. Of these, 55% worked full-time (see p 65 for the Northern Ireland definition). Of the remaining 13,300 male staff, 85% worked full-time.

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

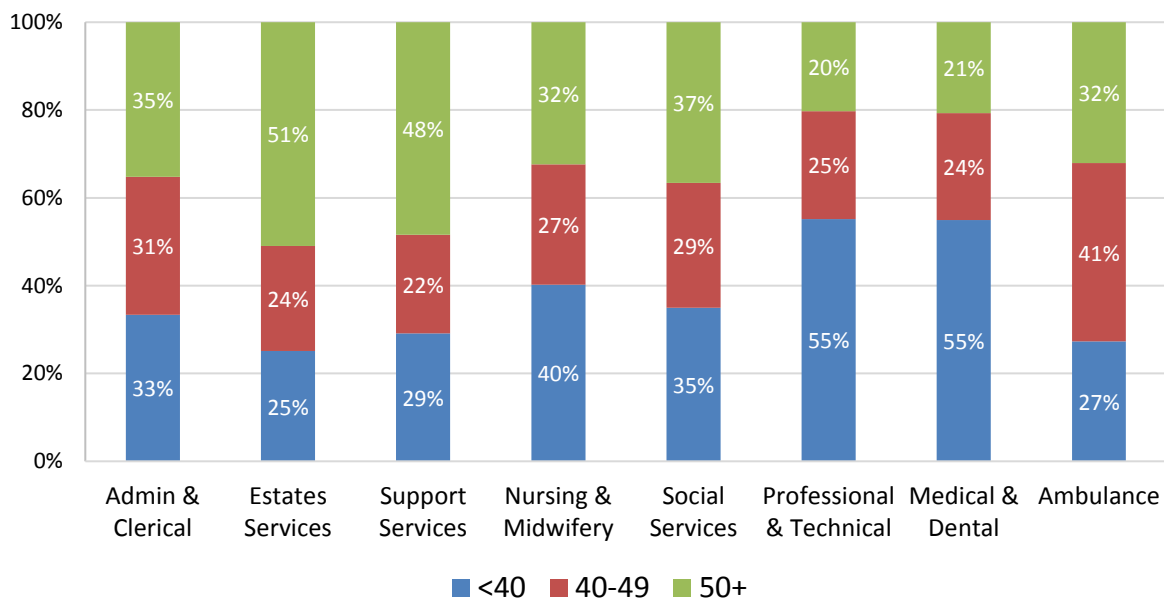


Percentages shown are of all staff. FT; Full-time, PT; Part-time

### Age (Headcount)

Forty per cent of all staff were under the age of 40; 27% were between 40 and 49, and 33% were over 50. The Medical & Dental and Professional & Technical Occupational Families had the highest proportions of staff under the age of 40 (55% in both cases).

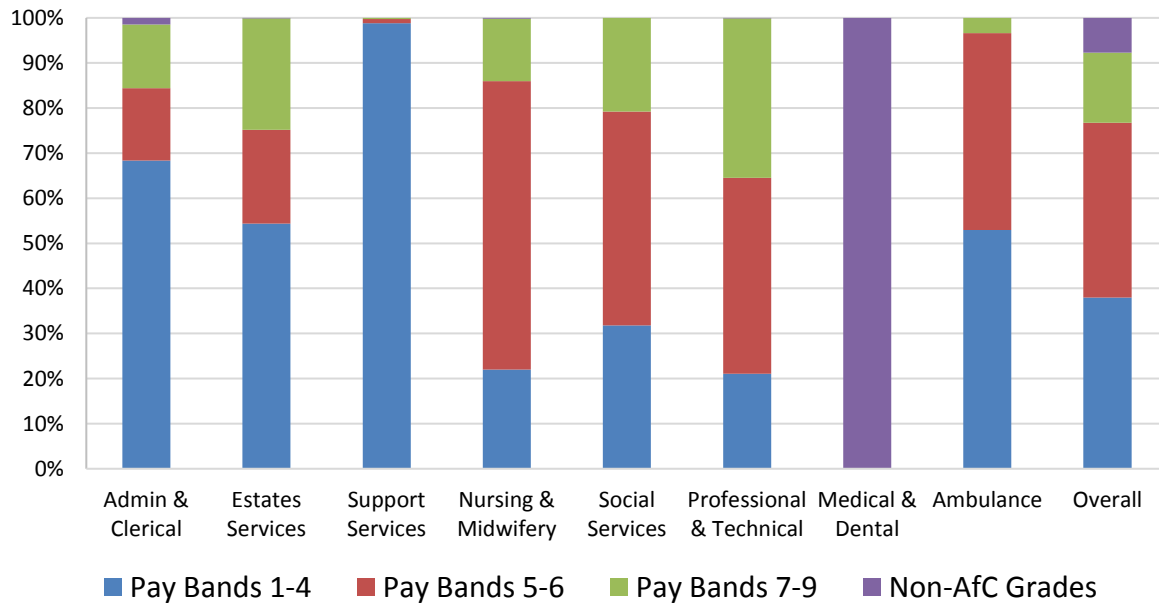
**Fig. 1d: Health & Social Care Staff by Age Group and Occupational Family (% Headcount)**



## Pay Bands (WTE)

Thirty-eight per cent of WTE staff were employed at AfC Pay Bands 1-4. Distribution between pay bands differed between Occupational Families, as shown in Fig. 1e. Contrary to the perception that administrative staff usually occupy managerial positions, 68% were employed between Bands 1 and 4 and 84% were employed below Band 7. Sixty-four per cent of Nursing & Midwifery staff were employed at Bands 5 and 6.

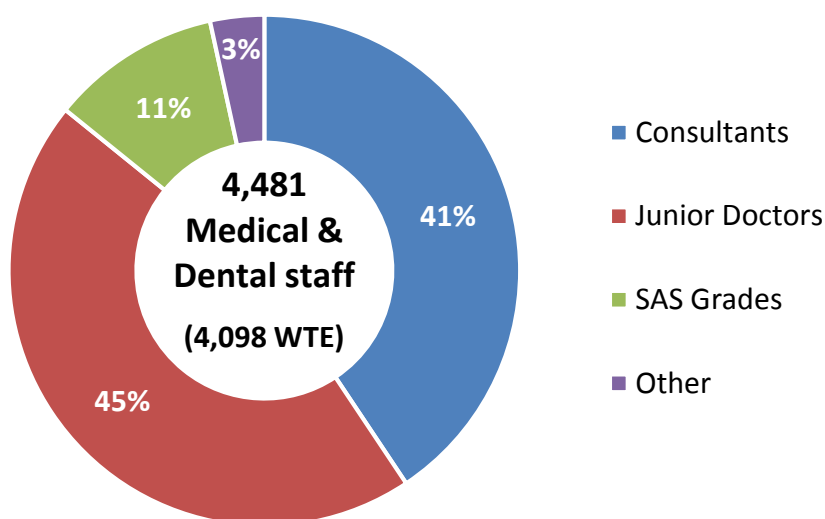
**Fig. 1e: HSC Health & Social Care Staff by Pay Band and Occupational Family (% WTE)**



## Section 2: Medical and Dental Staff

There were 4,481 (4,098 WTE) Medical and Dental staff employed. The largest cohort were junior doctors (both Foundation doctors in their first years of practice and Registrars with up to eight years' professional experience). This group represented 45% of the Medical and Dental workforce, or 1,851 WTE. The next largest group were consultants with 1,666 WTE or 41%. Staff Grade/Associate Specialist/Specialty Doctors (SAS), or middle-grade doctors, comprised the majority of the remainder at 11% (441 WTE). The final 3% of the workforce were employed in grades classified as 'other', for example hospital practitioners and dental officers.

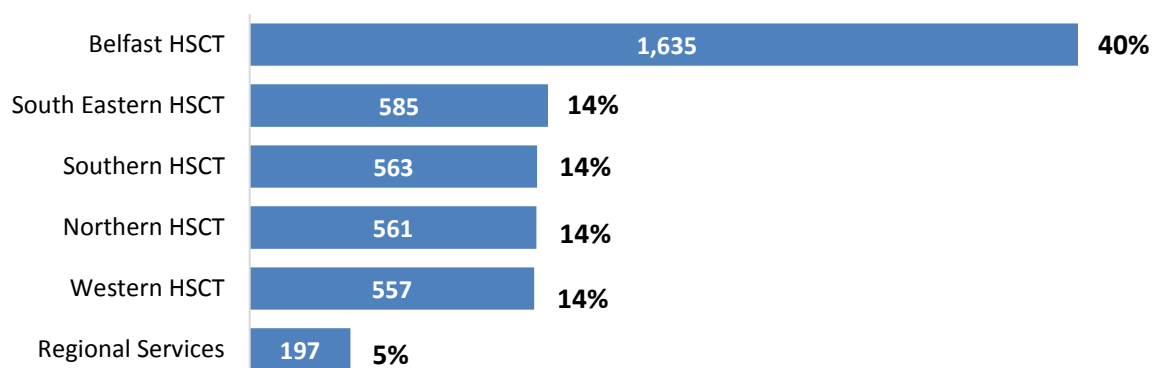
**Fig 2a: Medical & Dental Staff by Grade (% WTE)**



### Employing Organisations

Forty per cent of Medical and Dental staff (1,635 WTE) worked for the Belfast HSC Trust. Each of the other four regional Trusts (Northern, South Eastern, Southern and Western) employed 14% of Medical and Dental staff by WTE. The remaining 5% were employed by the Regional Services.

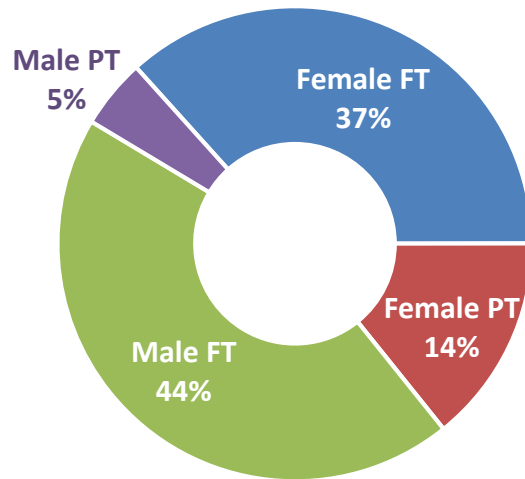
**Fig. 2b: Medical & Dental Staff by Employing Organisation (% WTE)**



### Gender and Working Pattern (Headcount)

A small majority (2,281 or 51%) of Medical and Dental staff were female, of whom 72% worked full-time. Of the remaining 2,200 male doctors, 90% worked full-time.

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

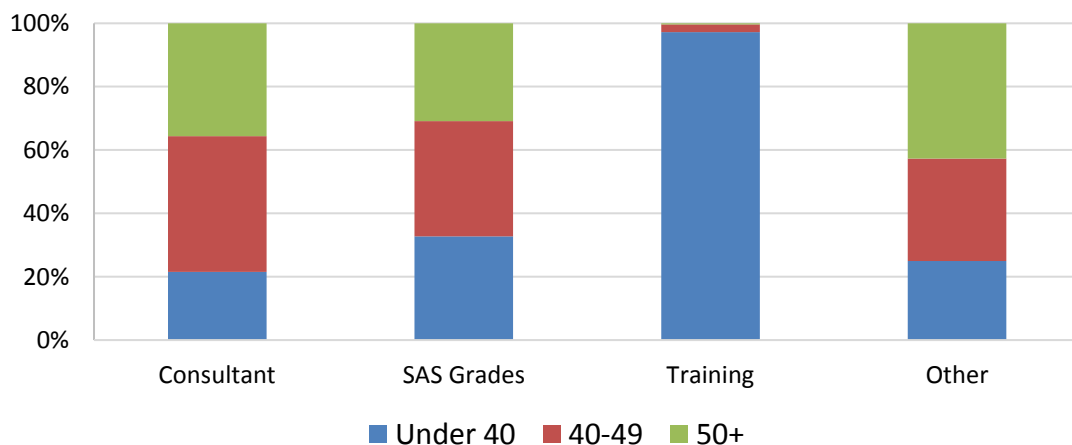


### Age (Headcount)

Fifty-five per cent of medical and dental employees were under the age of 40; 24% were aged between 40 and 49; and 21% were aged over 50.

Twenty-two per cent of Consultants and 33% of SAS/career grade staff were under the age of 40. Ninety-seven per cent of medical and dental staff in training were under the age of 40.

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

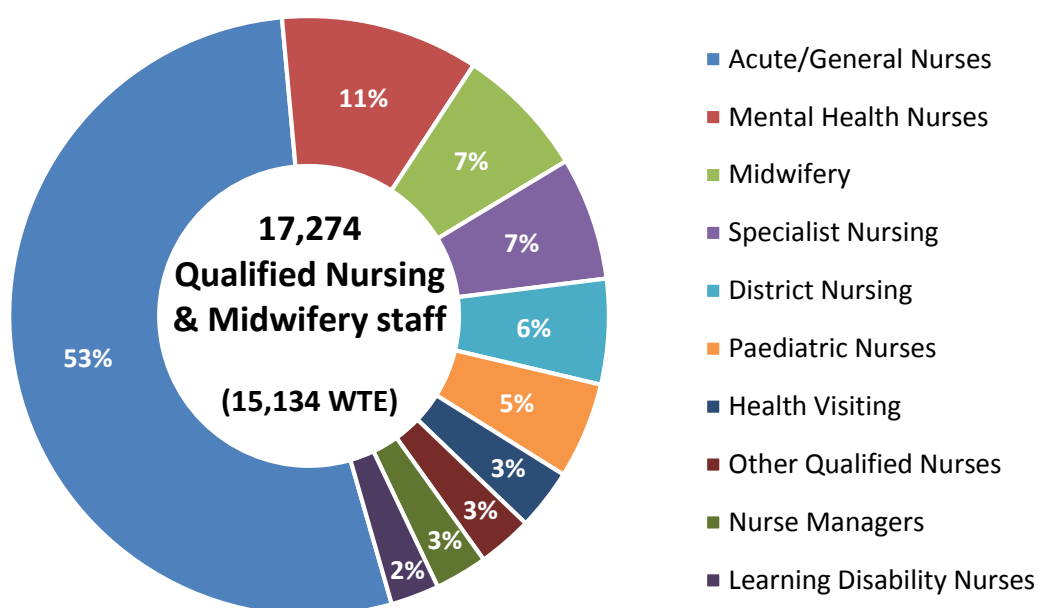


## Section 3: Nursing and Midwifery Staff

There were 22,199 (19,401 WTE) Nursing & Midwifery staff employed. 17,274 (15,134 WTE) were in qualified nursing and midwifery grades (Band 5 and up), and 4,925 (4,267 WTE) were in support grades (Bands 2-4).

Just over half (8,021 WTE, or 53%) of all qualified nurses were graded as acute or general nurses. No other single group comprised more than a small portion of the qualified nursing workforce; 11% (1,617 WTE) were mental health nurses, and 7% (~1,078 WTE) were midwives.

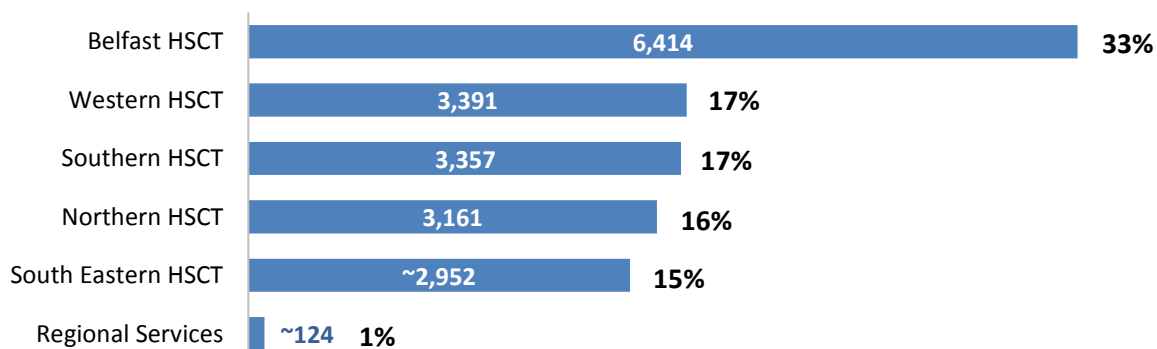
**Fig. 3a: Qualified Nursing & Midwifery Staff by Group (% WTE)**



### Employing Organisations

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

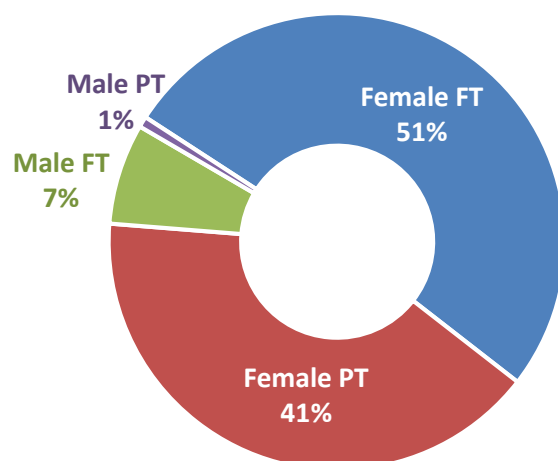
**Fig. 3b: Nursing & Midwifery Staff by Employing Organisation (% WTE)**



### Gender and Working Pattern (Headcount)

The vast majority (92%, or 20,445) of Nursing & Midwifery employees were female. Of these, 11,399 (56%) worked full-time. Of the remaining 1,754 male Nursing & Midwifery staff, ninety per cent (1,586) worked full-time. Within the subgroups, male staff were more highly represented among mental health nurses. Twenty-two per cent of mental health nurses, or 378, were male.

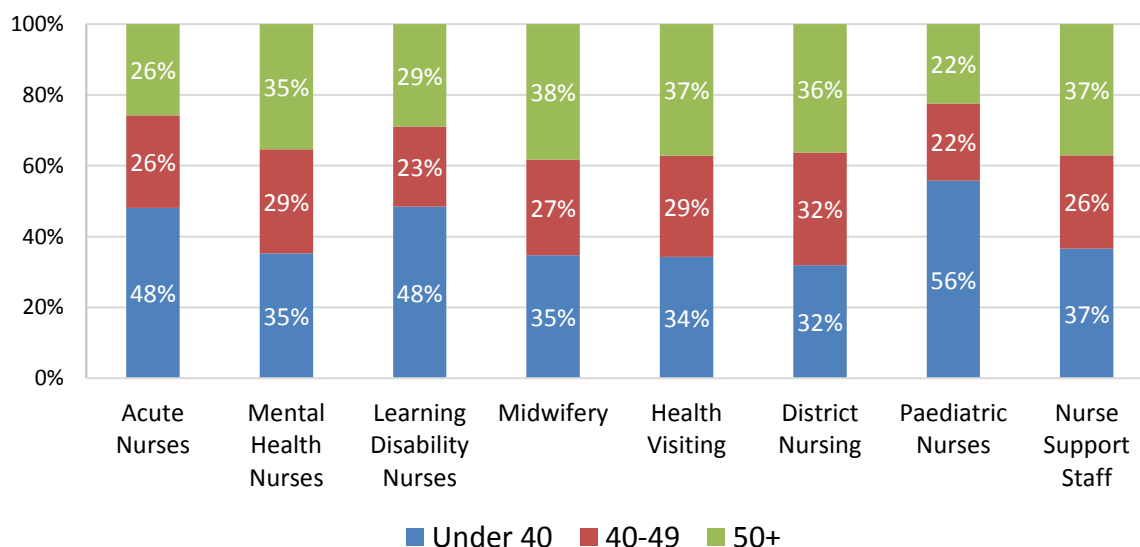
**Fig. 3b: Nursing & Midwifery Staff by Gender and Working Pattern 9% Headcount)**



### Age (Headcount)

Overall, the proportion of Nursing & Midwifery staff aged under 40 was 40%. The youngest groups were paediatric nurses (56% aged under 40), and acute/general nurses and learning disability nurses (both had 48% aged under 40). The group with the largest proportion of staff over 50 were treatment room, practice and family planning nurses, at 57%.

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

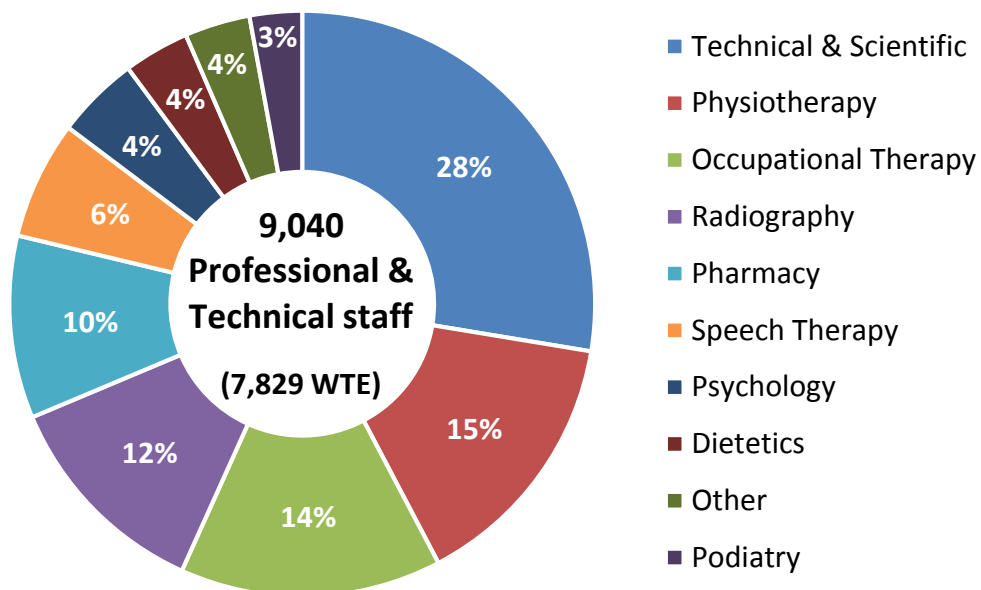


## Section 4: Professional and Technical Staff

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.

There were 9,040 (7,829 WTE) Professional and Technical staff employed. The largest single professional group were physiotherapy staff, with 15% of total WTE (1,151). Technical and Scientific staff of various professions made up 28% of WTE, or 2,161.

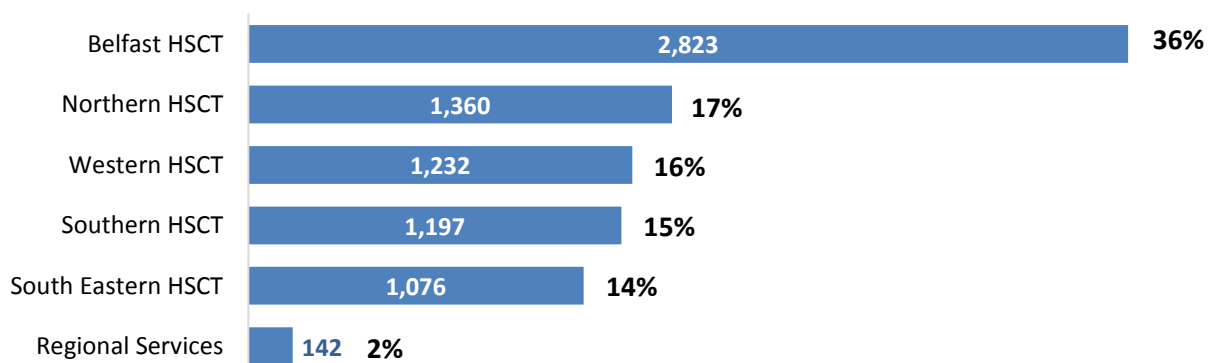
**Fig. 4a: Professional & Technical Staff by Group (% WTE)**



### Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 2,823 WTE or 36% of the total. The other four local Trusts employed between 14% and 17% of the total WTE. Two per cent (142 WTE) were employed by the Regional Services.

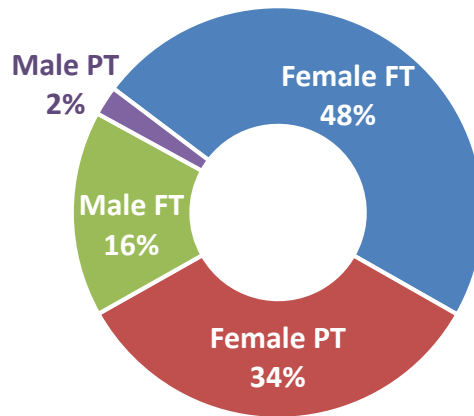
**Fig. 4b: Professional & Technical Staff by Employing Organisation (% WTE)**



### Gender and Working Patterns (Headcount)

A large majority (82%; 7,372 staff) of Professional & Technical staff were female. Almost three fifths (59%) of female staff worked full-time. Of the remaining 1,668 male Professional & Technical staff, 88% (1,460) worked full-time.

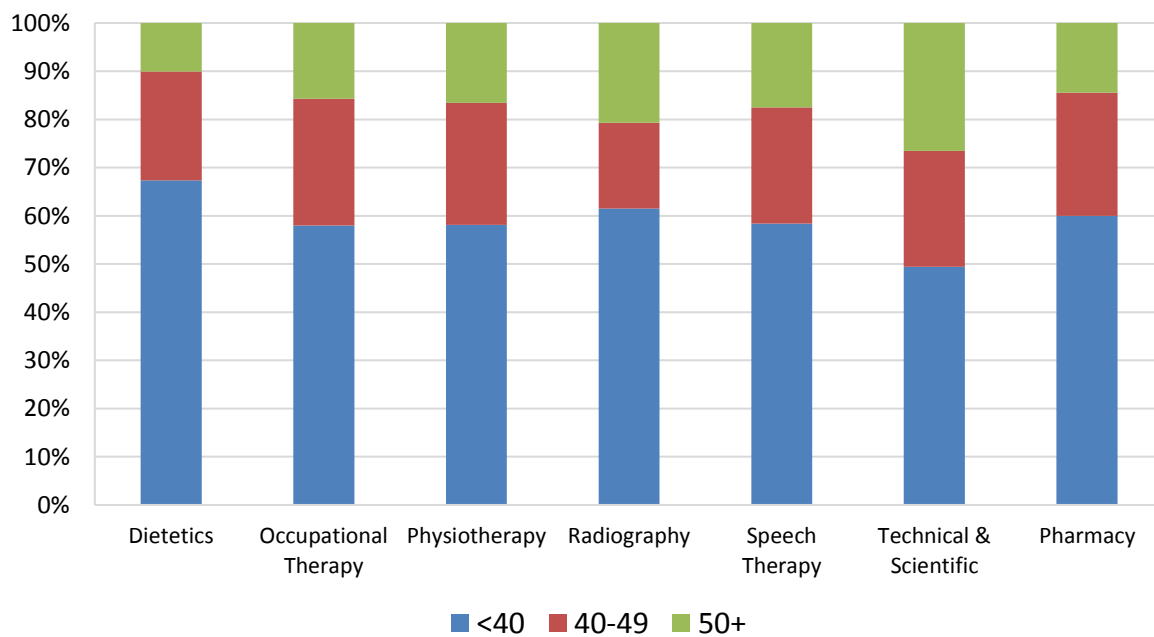
**Fig. 4c: Professional & Technical Staff by Gender and Working Pattern (% Headcount)**



### Age (Headcount)

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

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

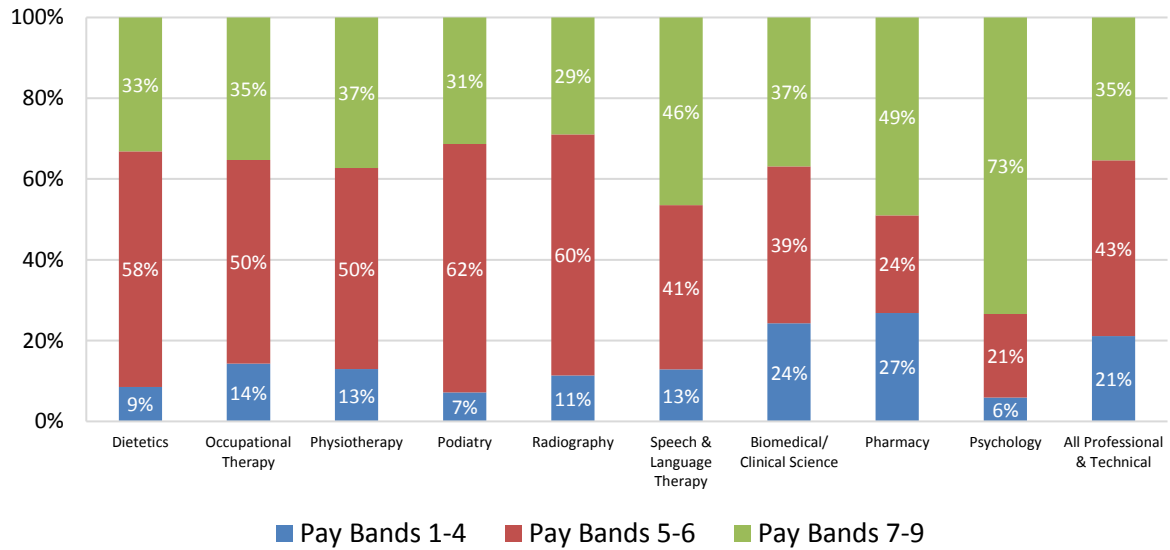




## Pay Bands (WTE)

A large majority (79%) of Professional & Technical staff were employed at AfC Band 5 and above. Psychology had the highest proportion of staff employed at AfC Band 7 and above, at 73%.

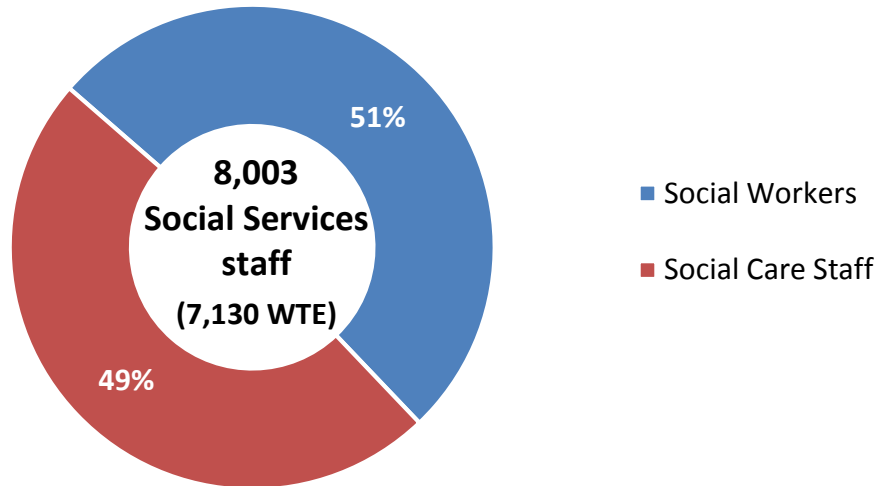
**Fig. 4e: Professional & Technical Staff by Pay Band (% WTE)**



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

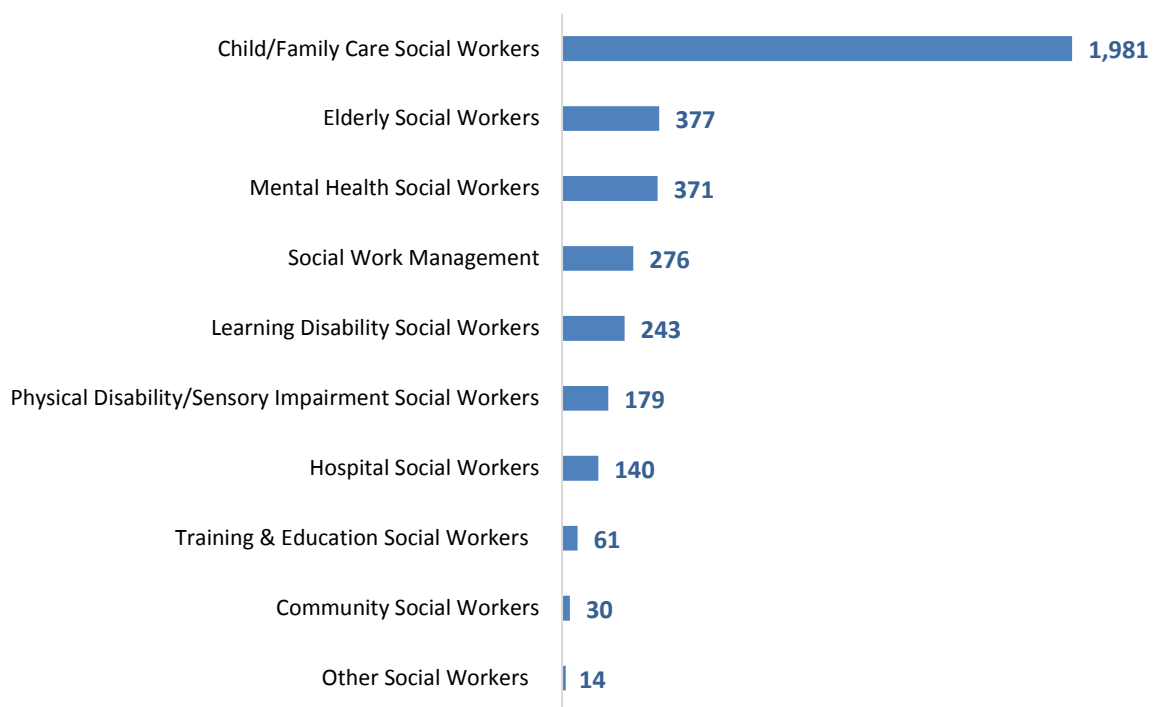
There were 8,003 (7,130 WTE) staff employed in Social Services grades. A small majority (51%, or 3,671 WTE) were social workers.

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



More than half of all social workers (54%, 1,981 WTE) were employed in Child & Family Care.

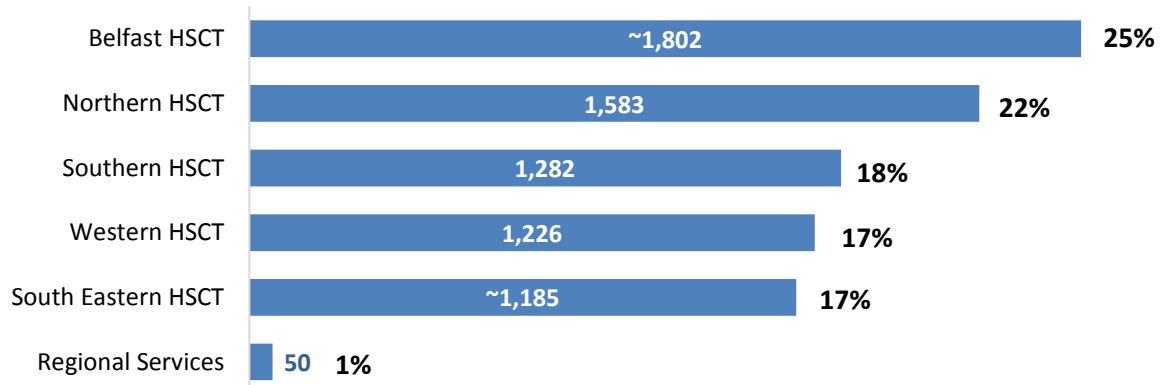
**Fig. 5b: Social Workers by Group (WTE)**



## Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with ~1,802 WTE (25% of the total). The other Trusts employed between 17% (South Eastern, Western) and 22% (Northern) of the total. Less than 1% were employed by the Regional Services.

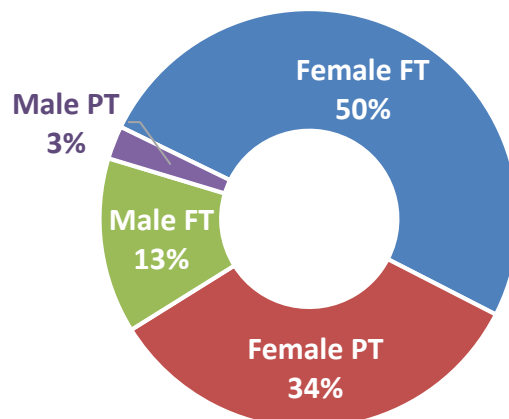
**Fig 5c: Social Services Staff by Employing Organisation (% WTE)**



## Gender and Working Pattern (Headcount)

A large majority (84%, 6,715) of Social Services staff were female; 60% of female staff worked full-time and 49% of female staff were social workers. Eighty-four per cent of male staff worked full-time; 49% of male staff were social workers.

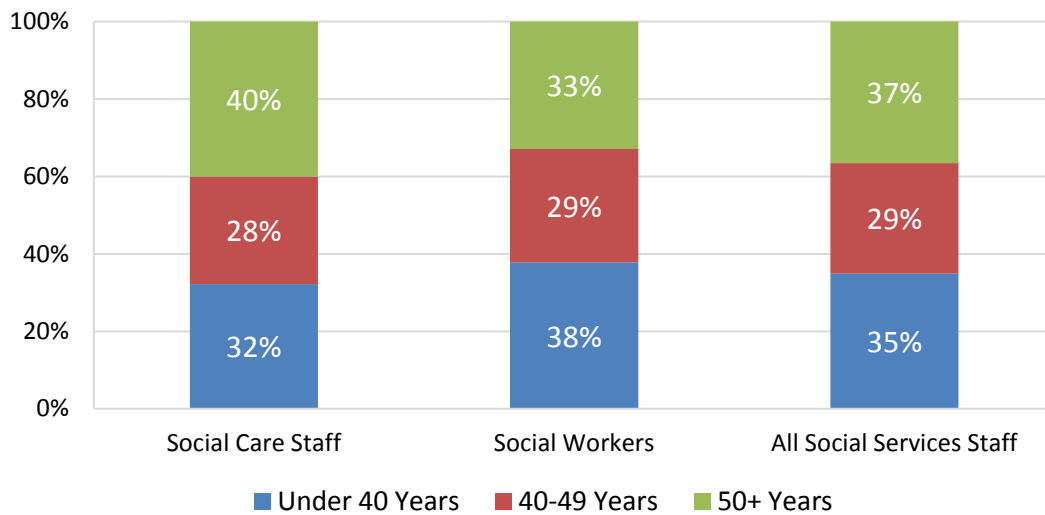
**Figure 5d: Social Services Staff by Gender and Working Pattern (% Headcount)**



### Age (Headcount)

The Social Services Occupational Family has more staff over the age of 50 (2,926, or 37%) than under 40 (2,796, or 35%). Social workers were younger than other social care staff; 38% were under 40, whereas 40% of social care staff were over 50. One-third (33%) of social workers were over 50.

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

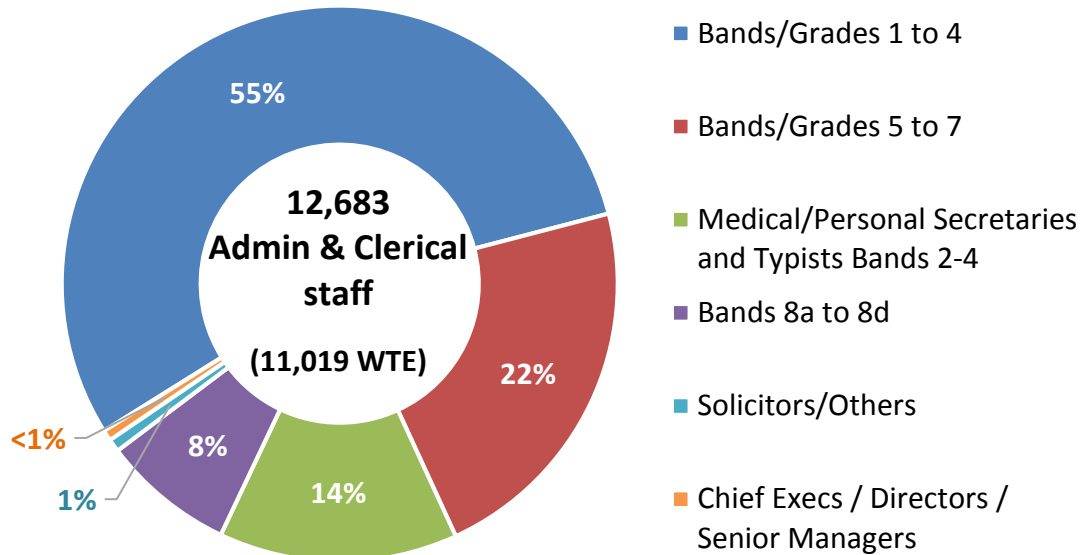


Almost half (46%) of physical disability/ sensory impairment social workers were aged over 50 years. Only 12% of social work managers were under 40 years of age; 57% were aged over 50.

## Section 6: Administrative and Clerical Staff

There were 12,683 (11,019 WTE) Administrative & Clerical staff employed. More than half (55%, or 6,042 WTE) were employed in Bands/Grades 1 to 4 (non-managerial grades).

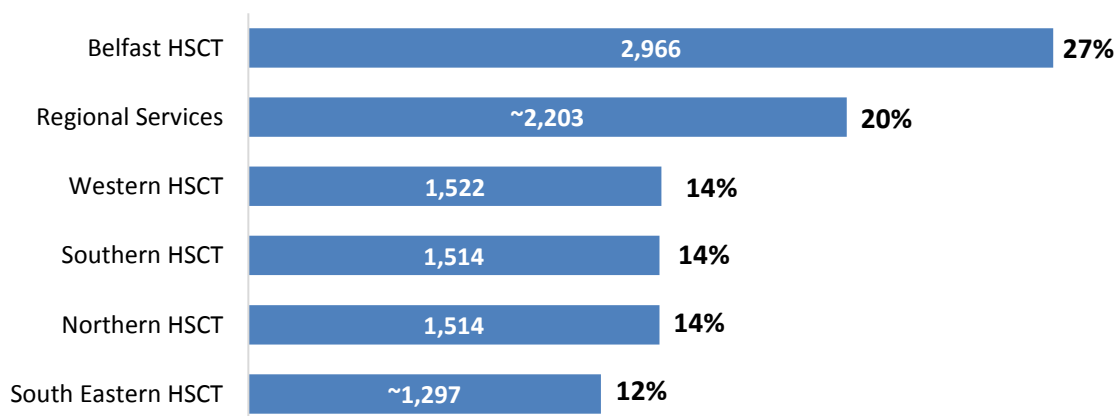
**Fig. 6a: Administrative & Clerical Staff by Grade (% WTE)**



### Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 2,966 WTE (27% of the total). The Regional Services, particularly the Business Services Organisation and the Health & Social Care Board, employed a further 2,204 WTE or 20%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

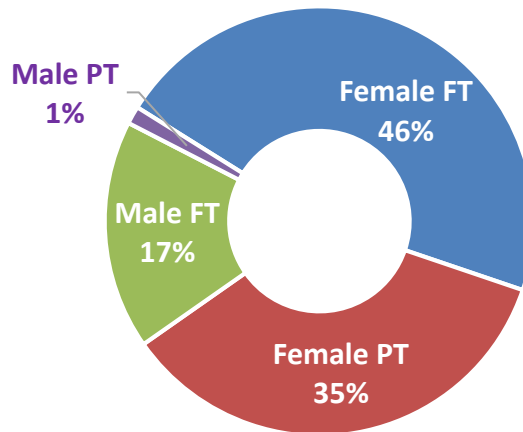
**Fig. 6b: Administrative & Clerical Staff by Employing Organisation (% WTE)**



### Gender and Working Pattern (Headcount)

As with the HSC workforce as a whole, a majority (81%) of Administrative & Clerical staff were female. Fifty-seven per cent of female staff worked full-time compared to 93% of male staff.

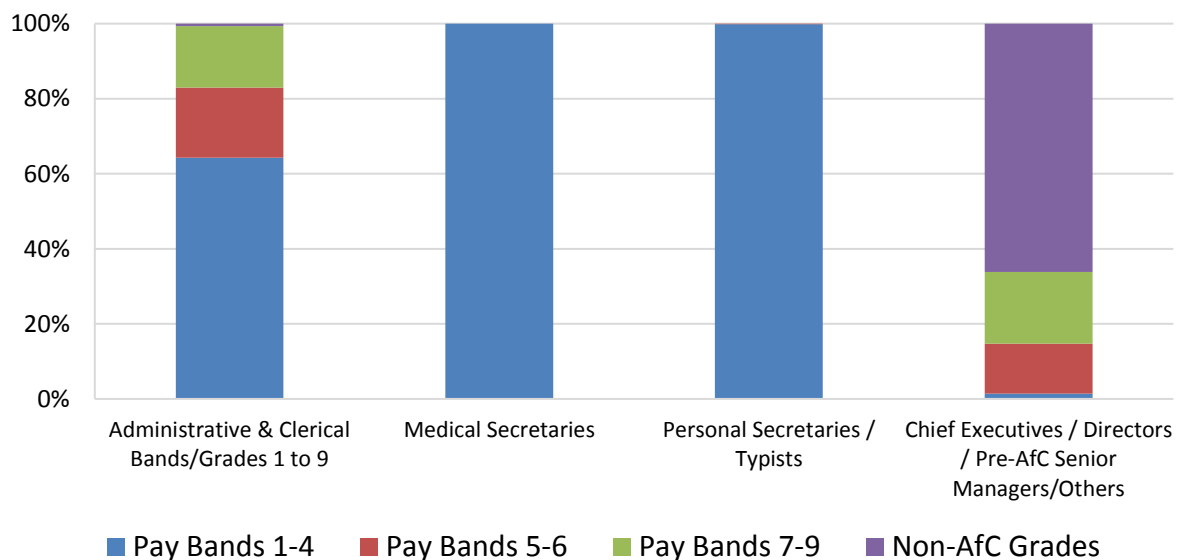
**Fig. 6c: Administrative & Clerical staff by Gender and Working Pattern (% Headcount)**



### Pay Bands (WTE)

As described earlier, more than half (55%, or 6,042 WTE) of Administrative & Clerical staff were employed at AfC Bands 1-4.

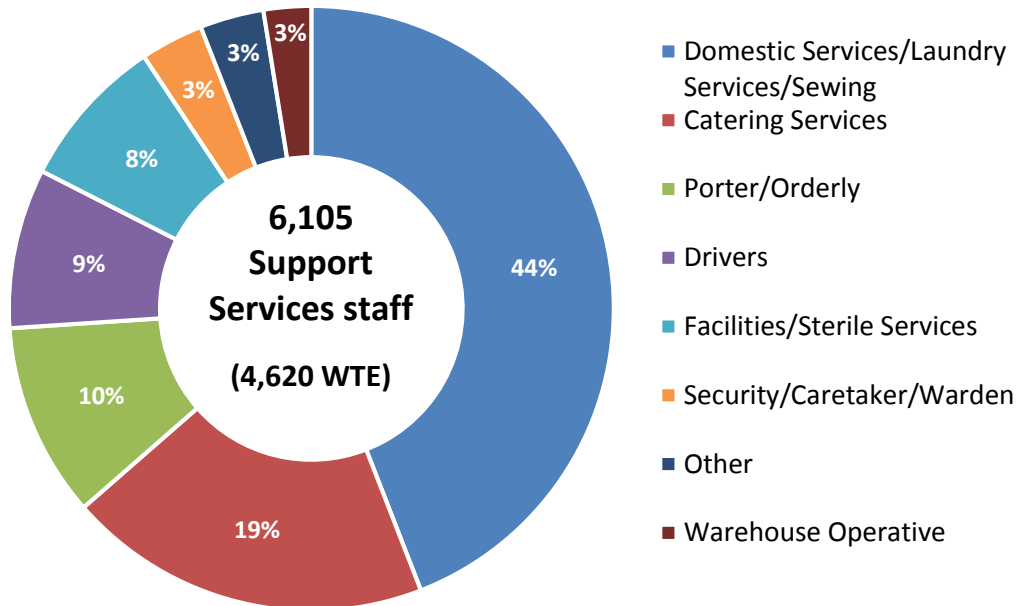
**Fig. 6d: Administrative & Clerical Staff by Pay Bands (% WTE)**



## Section 7: Support Services Staff

There were 6,105 (4,620 WTE) Support Services staff employed. The largest sub-group was domestic services, with 1,898 WTE; they represented 41% of Support Services staff. A further 19% (899 WTE) were employed within catering services.

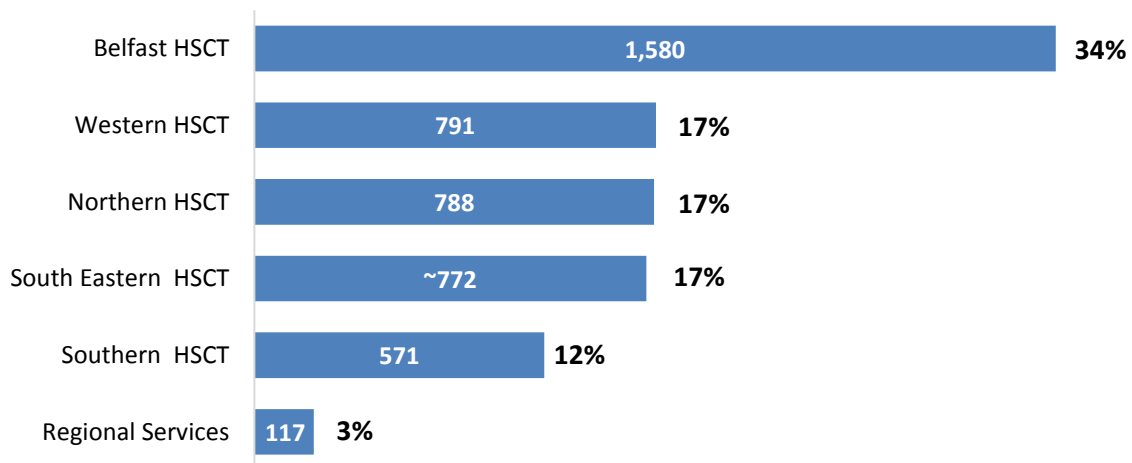
**Fig. 7a: Support Services Staff by Group (% WTE)**



### Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,580 Support Services staff, 34% of the total. The other local Trusts employed between 12% and 17% of the remainder, with 3% employed by the Regional Services.

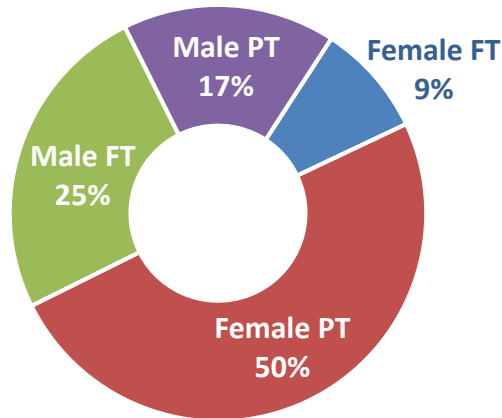
**Fig. 7b: Support Services Staff by Employing Organisation (% WTE)**



### Gender and Working Pattern (Headcount)

The Support Services workforce was 58% female. A majority (66%) of all Support Services staff worked part-time. The warehouse operatives group had the highest proportion of staff working fulltime at 93%. Most male staff (60%) worked full-time compared to 15% of female staff.

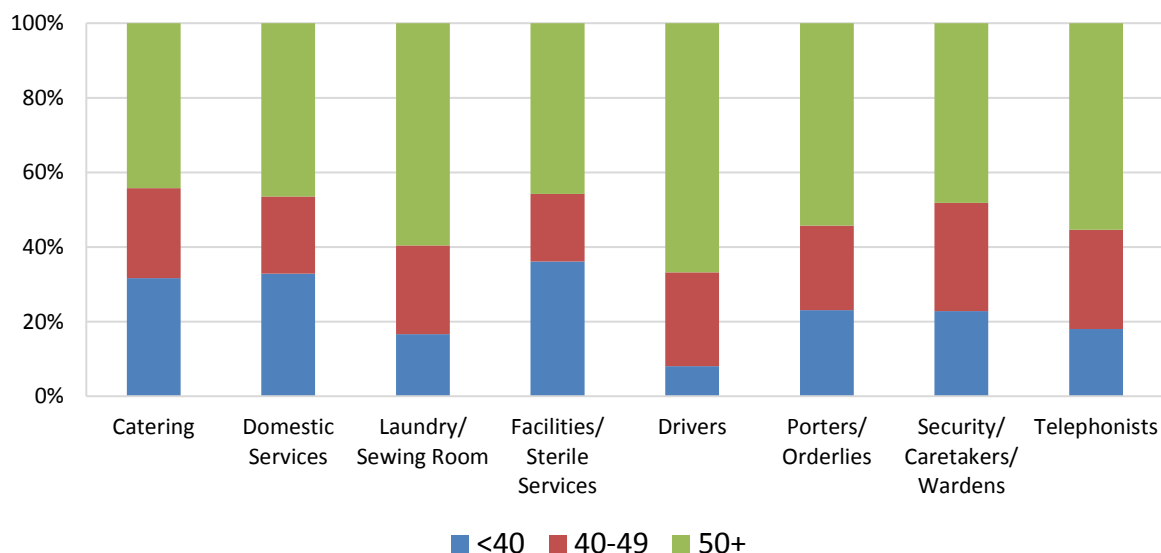
**Fig. 7c: Support Services Staff by Gender and Working Pattern (% Headcount)**



### Age (Headcount)

Almost half (48%, or 2,956) of Support Services staff were aged over 50. The highest proportion of staff aged over 50 were employed as drivers, at 67%.

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

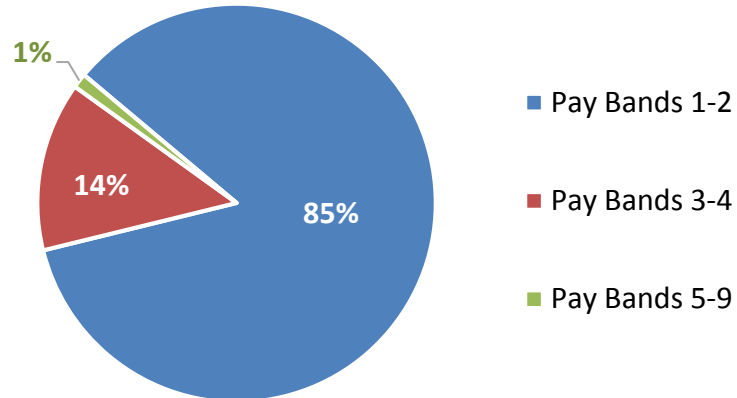




## Pay Bands (WTE)

Support Services staff on average are employed at lower Bands than the other Occupational Families. A large majority (85%, or 3,930 WTE) were employed at Band 1 or 2; only 1% (55 WTE) were employed at Band 5 or above.

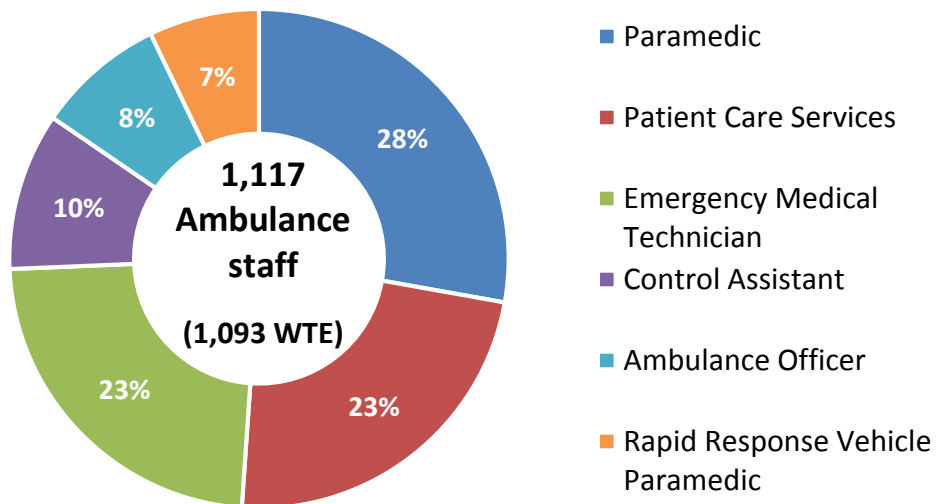
**Fig. 7d: Support Services Staff by Pay Band (% (WTE))**



## Section 8: Ambulance Staff

There were 1,117 (1,093 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (382 WTE, 35%) were graded as either paramedics or rapid response vehicle (RRV) paramedics; a further 254 WTE (23%) were emergency medical technicians (EMTs).

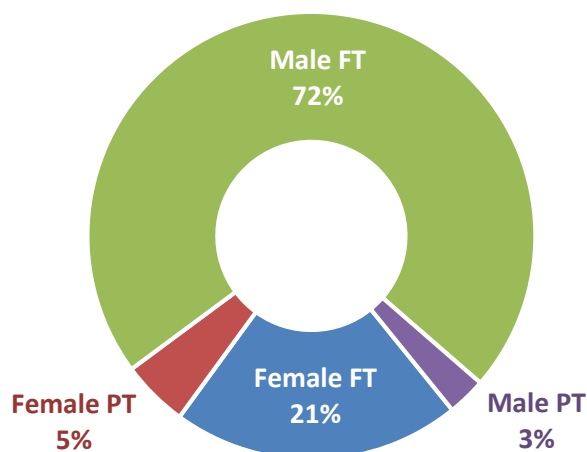
**Fig. 8a: Ambulance Staff by Grade (% WTE)**



### Gender and Working Pattern (Headcount)

The Ambulance workforce was predominantly male (74%) and 92% of all staff worked full-time. Unlike most other Occupational Families, the proportion of female staff working part-time was very small (19%).

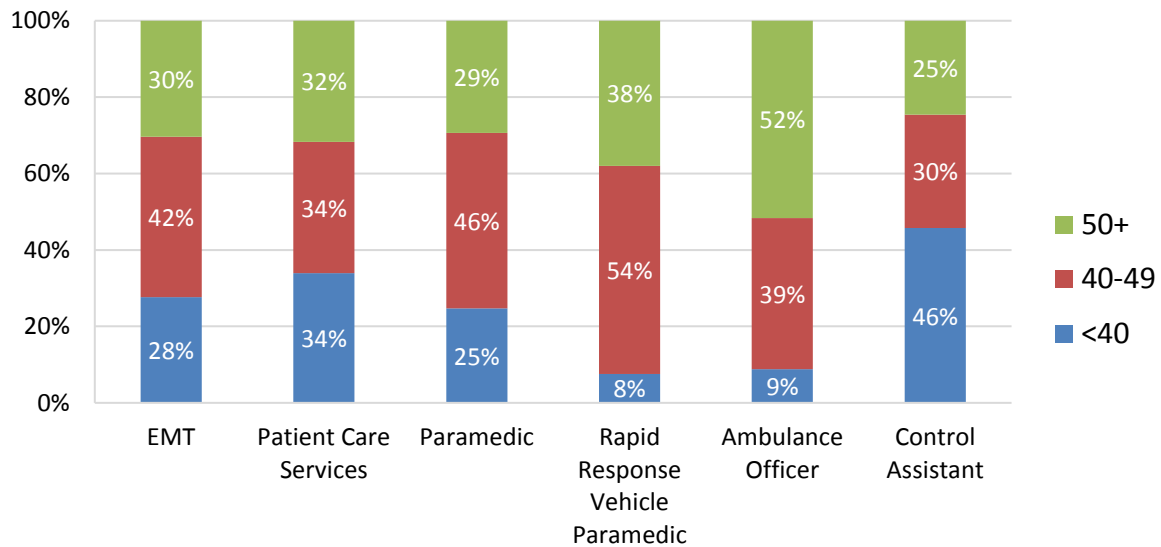
**Fig. 8c: Ambulance Staff by Gender and Working Pattern (% Headcount)**



## Age (Headcount)

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

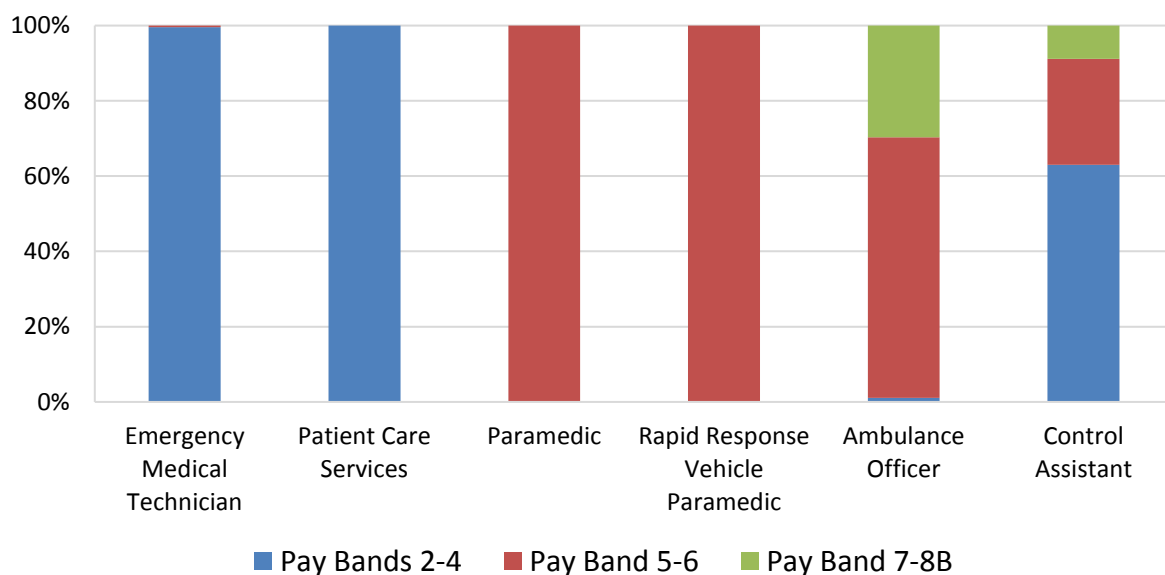
**Fig. 8b: Ambulance Staff by Age Group (% Headcount)**



## Pay Bands (WTE)

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

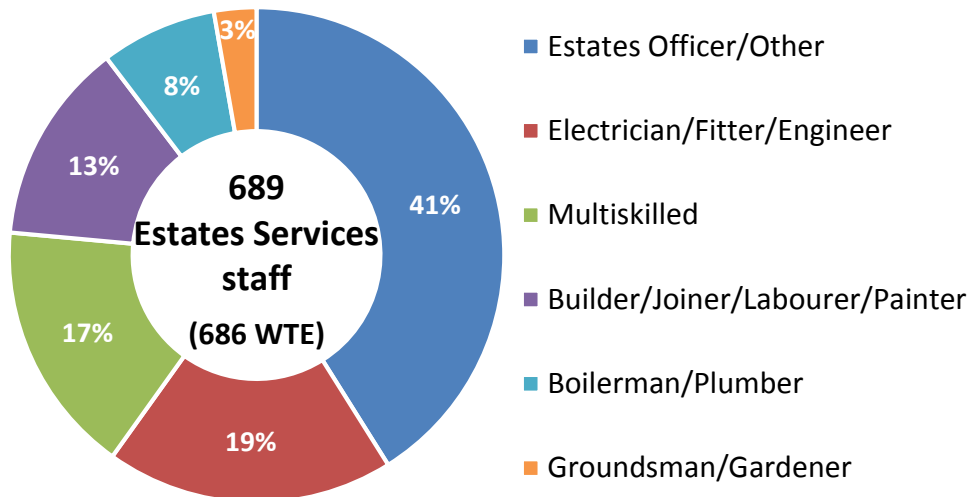
**Fig. 8d: Ambulance Staff by Pay Band (% WTE)**



## Section 9: Estates Services Staff

There were 689 (686 WTE) Estates staff employed. The largest category of Estates staff is a broad managerial group comprising estates officers, estates technical officers, planners, estimators and multiservices managers. This group makes up 41% of total WTE, at 281.7.

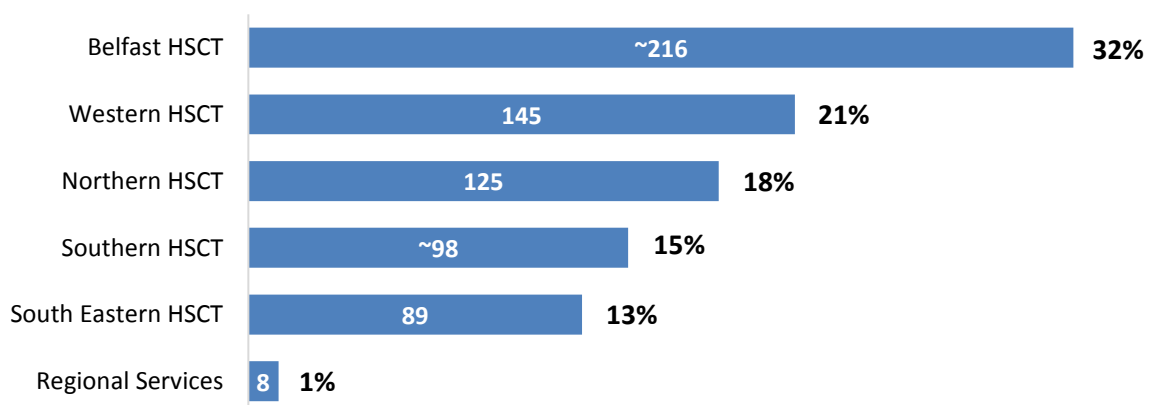
**Fig. 9a: Estates Services Staff by Group (% WTE)**



### Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 32% (~216 WTE) were employed there. The other local Trusts employ between 13% and 21%.

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



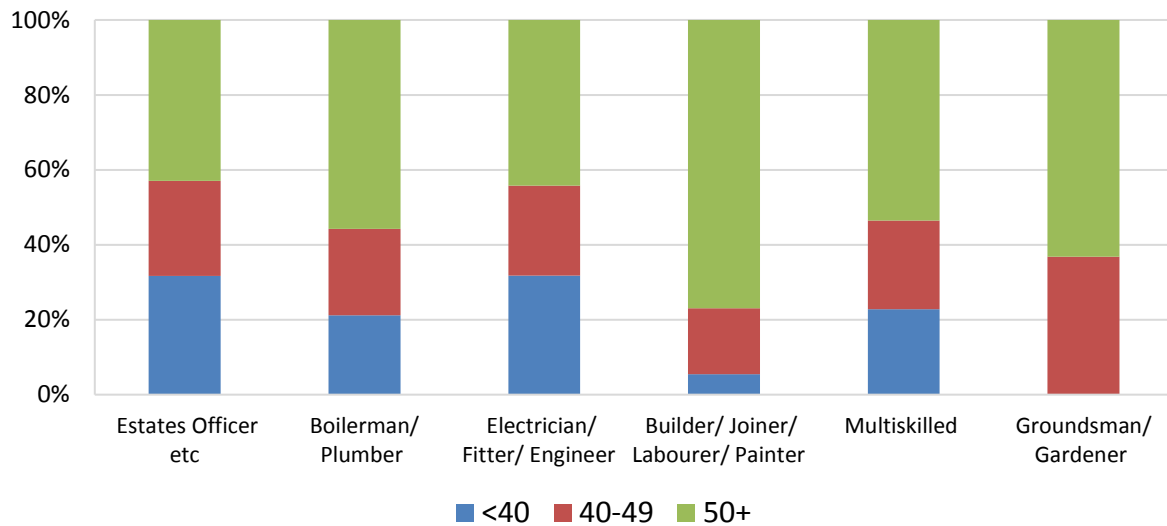
### Gender and Working Pattern (Headcount)

The majority (97%, or 666) of Estates Services staff were male, and only 1% (8) of Estates Services staff worked part-time.

## Age (Headcount)

The Estates Occupational Family was the only one in which the majority (351, or 51%) were over the age of 50. A quarter (25%) of staff were under 40.

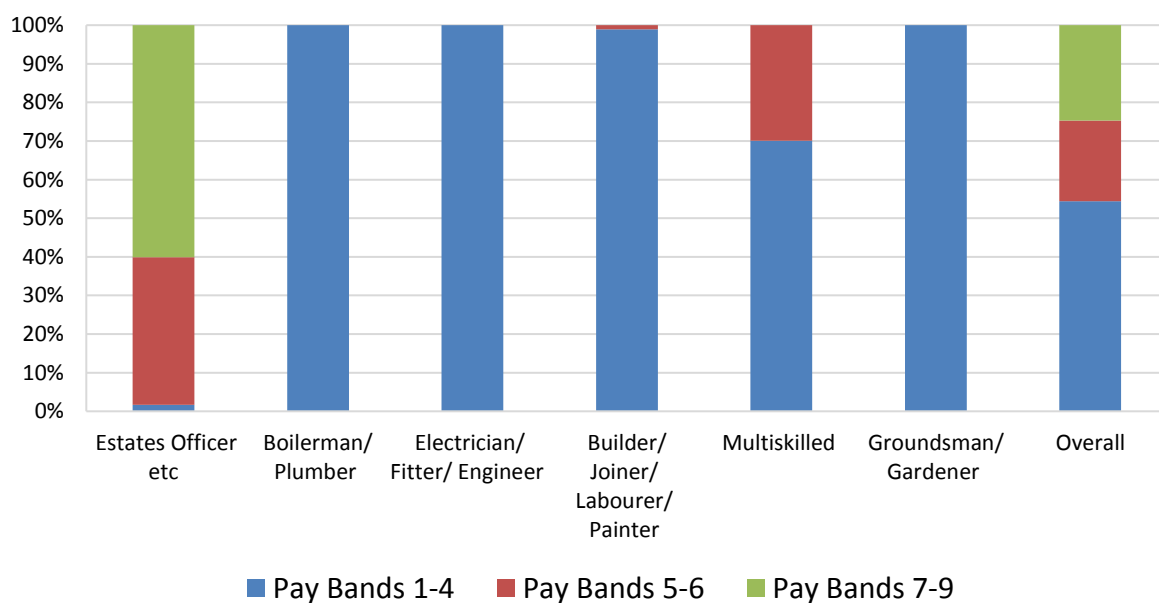
**Fig. 9c: Estates Staff by Age Group (% Headcount)**



## Pay Bands (WTE)

The majority (54%) of Estates Services staff were employed at Bands 1-4, with the exception of the wider group of estates officers. 60% of the staff in this grouping were employed at Band 7 or above.

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



## Section 10: Staff Turnover

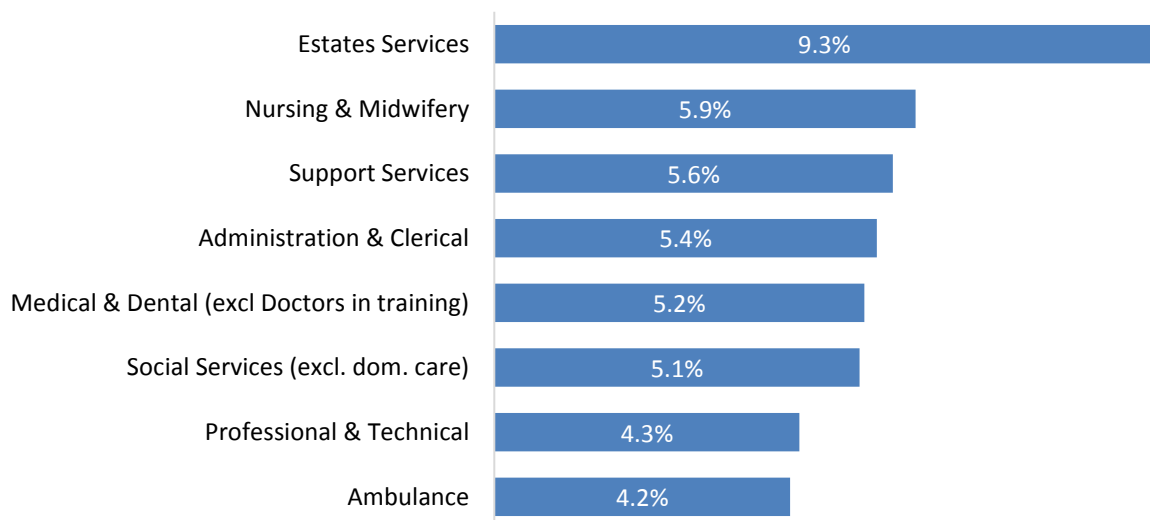
Staff leavers, joiners and movers in the HSC were calculated by comparing the snapshots of staff in post at March 2016 with staff in post at March 2017. Those who appeared on the March 2017 dataset, but not March 2016 were classed as joiners. Those who appeared on the March 2016 dataset but not March 2017 were classed as leavers. Movers were classed as those staff who moved between HSC organisations. Unique identifiers were used to track individuals' movements.

This method of calculating the number of leavers, joiners and movers has the limitation of excluding some short-term staff who were not captured on one or both datasets. In the following charts, leaving, joining and moving rates are expressed as a percentage of staff in post at the midpoint of the period, September 2016. Doctors in training were excluded from analysis due to the planned rotation of posts during their training.

### Leavers

The overall leaving rate was 5.4% (3,341 staff). The Estates Services occupational family had the highest leaving rate with 9.3% (64 staff). The highest count of leavers was seen in Nursing & Midwifery, with 1,299 staff (5.9%).

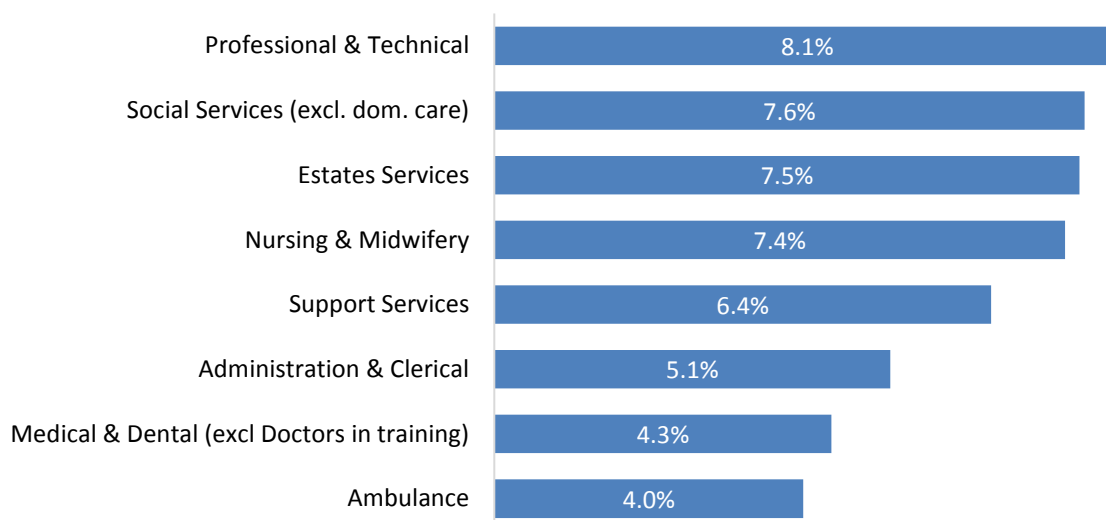
**Fig 10a: Leaving Rates by Occupational Family (% Headcount)**



## Joiners

The overall joining rate was 6.7% (4,158 staff). The Professional and Technical occupational family had the highest joining rate with 8.1% (708 staff). The highest count of joiners was again in the Nursing & Midwifery Family, with 1,613 staff (7.4%).

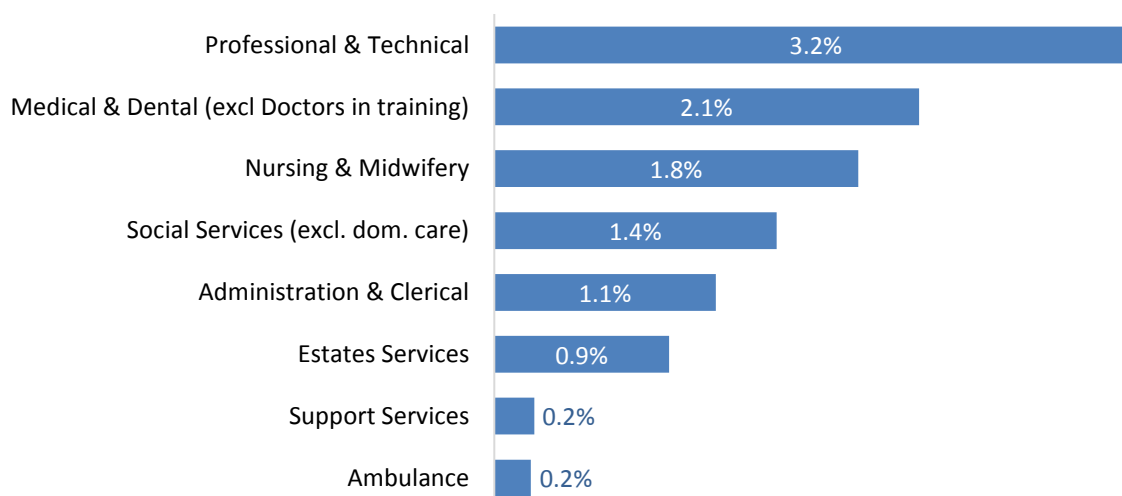
**Fig 10b: Joining Rates by Occupational Family (% Headcount)**



## Movers

The overall moving rate (between HSC organisations) was 1.6% (~1,000). The Professional and Technical occupational family had the highest moving rate with 3.2% (281 staff). The highest count of movers was also in Nursing & Midwifery, with 397 staff (1.8%).

**Fig. 10c: Movers by Occupational Family (% Headcount)**



## Appendix A: Tables

**Table A: Health and Social Care Workforce 2008-2017**

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

<b>Headcount</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Generic	98	148	107	80	40	35				
Admin & Clerical	12,612	12,493	12,435	12,067	12,411	12,700	12,650	12,694	12,696	12,635
Estates	728	681	676	661	697	696	697	706	697	689
Support	6,732	6,782	6,750	6,693	6,459	6,513	6,532	6,226	6,113	6,105
Qualified Nursing & Midwifery	16,249	16,251	16,246	16,012	16,168	16,449	16,751	16,868	17,119	17,274
Nurse Support	4,775	4,694	4,678	4,528	4,499	4,601	4,648	4,690	4,735	4,925
Social Services (excluding domiciliary care)	7,141	7,362	7,521	7,480	7,548	7,565	7,612	7,713	7,833	8,003
Professional & Technical	6,967	7,101	7,239	7,316	7,655	7,938	8,323	8,416	8,679	9,040
Medical & Dental (excluding NIMDTA)	3,761	3,780	3,783	3,830	3,919	4,015	4,070	4,130	4,165	4,273
Ambulance	1,036	1,033	1,025	1,047	1,042	1,098	1,079	1,048	1,115	1,117
<b>Total</b>	<b>60,099</b>	<b>60,325</b>	<b>60,460</b>	<b>59,714</b>	<b>60,438</b>	<b>61,610</b>	<b>62,362</b>	<b>62,491</b>	<b>63,152</b>	<b>64,061</b>

<b>WTE</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
Generic	92.1	134.5	96.9	74.0	35.7	31.5				
Admin & Clerical	11,021.7	10,912.2	10,835.5	10,481.3	10,791.2	11,074.7	11,014.5	11,022.2	11,012.1	10,973.4
Estates	725.2	679.1	674.2	658.7	692.9	694.9	694.9	704.0	695.1	685.8
Support	4,885.1	4,946.5	4,949.9	4,944.7	4,814.2	4,829.9	4,840.7	4,652.6	4,595.2	4,619.8
Qualified Nursing & Midwifery	13,899.2	13,875.9	13,898.9	13,649.0	13,822.7	14,139.5	14,428.5	14,614.0	14,932.9	15,134.1
Nurse Support	4,094.8	4,022.6	3,999.1	3,866.5	3,848.6	3,938.7	3,985.6	4,019.1	4,080.3	4,267.3
Social Services (excluding domiciliary care)	6,268.5	6,483.3	6,605.4	6,581.5	6,648.8	6,653.4	6,736.1	6,814.7	6,957.4	7,129.5
Professional & Technical	6,109.2	6,187.2	6,301.4	6,347.0	6,654.8	6,900.8	7,195.6	7,249.9	7,509.0	7,829.5
Medical & Dental (excluding NIMDTA)	3,462.2	3,491.0	3,505.0	3,550.1	3,628.7	3,718.3	3,789.5	3,804.6	3,866.1	3,970.4
Ambulance	1,030.0	1,023.9	1,014.5	1,035.8	1,030.6	1,084.8	1,062.2	1,031.6	1,091.5	1,093.3
<b>Total</b>	<b>51,587.9</b>	<b>51,756.2</b>	<b>51,880.6</b>	<b>51,188.6</b>	<b>51,968.1</b>	<b>53,066.4</b>	<b>53,747.6</b>	<b>53,912.6</b>	<b>54,739.5</b>	<b>55,703.1</b>



**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	3,420	1,845	1,528	1,823	1,724	2,343	12,683
Estates Services	220	125	89	102	145	8	689
Support Services	2,082	1,098	998	757	1,046	124	6,105
Qualified Nursing & Midwifery	5,584	2,895	2,647	3,085	2,968	95	17,274
Nurse Support Staff	1,733	803	738	810	799	42	4,925
Social Services (excl. dom. care)	2,027	1,784	1,356	1,441	1,341	54	8,003
Professional & Technical	3,208	1,630	1,241	1,419	1,389	153	9,040
Medical & Dental	1,734	611	643	614	581	298	4,481
Ambulance	0	0	0	0	0	1,117	1,117
<b>Total</b>	<b>20,008</b>	<b>10,791</b>	<b>9,240</b>	<b>10,051</b>	<b>9,993</b>	<b>4,234</b>	<b>64,317</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	2,965.7	1,514.2	1,298.8	1,514.3	1,522.0	2,204.4	11,019.5
Estates Services	218.8	124.7	88.5	100.8	145.0	8.0	685.8
Support Services	1,579.7	787.7	772.7	571.5	791.3	116.9	4,619.8
Qualified Nursing & Midwifery	4,918.4	2,478.1	2,309.8	2,653.2	2,685.2	89.4	15,134.1
Nurse Support Staff	1,495.3	682.8	643.4	704.1	705.9	35.8	4,267.3
Social Services (excl. dom. care)	1,803.0	1,582.8	1,185.4	1,282.4	1,225.7	50.3	7,129.5
Professional & Technical	2,822.8	1,359.9	1,075.8	1,196.8	1,232.0	142.1	7,829.5
Medical & Dental	1,634.8	561.2	584.7	562.9	557.1	197.2	4,098.1
Ambulance	0.0	0.0	0.0	0.0	0.0	1,093.3	1,093.3
<b>Total</b>	<b>17,438.6</b>	<b>9,091.5</b>	<b>7,959.1</b>	<b>8,585.9</b>	<b>8,864.3</b>	<b>3,937.5</b>	<b>55,876.9</b>

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	5,874	4,449	2,846.6	10,323	8,720.6
Estates Services	19	4	2.7	23	21.7
Support Services	537	3,034	1,905.4	3,571	2,442.4
Qualified Nursing & Midwifery	9,327	6,885	4,768.8	16,212	14,095.8
Nurse Support Staff	2,072	2,161	1,525.9	4,233	3,597.9
Social Services (excluding domiciliary care)	4,027	2,688	1,870.2	6,715	5,897.2
Professional & Technical	4,335	3,037	1,931.6	7,372	6,266.6
Medical & Dental	1,642	639	377.7	2,281	2,019.7
Ambulance	233	54	39.3	287	272.3
<b>Total</b>	<b>28,066</b>	<b>22,951</b>	<b>15,268.1</b>	<b>51,017</b>	<b>43,334.1</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2,191	169	107.9	2,360	2,298.9
Estates Services	662	4	2.2	666	664.2
Support Services	1,524	1,010	653.4	2,534	2,177.4
Qualified Nursing & Midwifery	982	80	56.3	1,062	1,038.3
Nurse Support Staff	604	88	65.4	692	669.4
Social Services (excluding domiciliary care)	1,083	205	149.3	1,288	1,232.3
Professional & Technical	1,460	208	102.9	1,668	1,562.9
Medical & Dental	1,988	212	90.4	2,200	2,078.4
Ambulance	799	31	22.0	830	821.0
<b>Total</b>	<b>11,293</b>	<b>2,007</b>	<b>1,249.8</b>	<b>13,300</b>	<b>12,542.8</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	231	852	1,490	1,660	1,826	2,156	1,960	1,577	728	203	12,683
Estates Services	20	26	50	77	79	86	103	148	87	13	689
Support Services	227	463	571	516	549	823	1,058	985	638	275	6,105
Qualified Nursing & Midwifery	854	1,883	2,148	2,233	2,317	2,487	2,981	1,708	565	98	17,274
Nurse Support Staff	248	462	546	547	568	729	812	580	334	99	4,925
Social Services (excl. dom. care)	151	603	947	1,095	1,051	1,230	1,306	1,043	474	103	8,003
Professional & Technical	471	1,279	1,704	1,535	1,187	1,035	850	691	210	78	9,040
Medical & Dental	115	1,004	754	589	607	486	418	319	149	40	4,481
Ambulance	15	76	96	118	234	220	187	111	47	13	1,117
<b>Total</b>	<b>2,332</b>	<b>6,648</b>	<b>8,306</b>	<b>8,370</b>	<b>8,418</b>	<b>9,252</b>	<b>9,675</b>	<b>7,162</b>	<b>3,232</b>	<b>922</b>	<b>64,317</b>

**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	9,039	1,871	1,607	166	12,683
Estates Services	374	144	171		689
Support Services	6,050	44	11	0	6,105
Qualified Nursing & Midwifery	14,406		2,841	27	17,274
Nurse Support Staff	4,920	0	0	5	4,925
Social Services (excluding domiciliary care)	2,759	3,708	1,536	0	8,003
Professional & Technical	1,909	3,889	3,231	11	9,040
Medical & Dental	0	0	0	4,481	4,481
Ambulance	598	482	37	0	1,117
<b>Total</b>	<b>~25,649</b>	<b>~24,542</b>	<b>~9,433</b>	<b>~4,690</b>	<b>64,317</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	7,534.7	1,766.5	1,561.1	157.3	11,019.5
Estates Services	372.8	142.8	170.2		685.8
Support Services	4,565.1	43.7	11.0	0.0	4,619.8
Qualified Nursing & Midwifery	12,420.1		2,688.4	25.5	15,134.1
Nurse Support Staff	4,262.8	0.0	0.0	4.5	4,267.3
Social Services (excluding domiciliary care)	2,267.6	3,380.0	1,482.0	0.0	7,129.5
Professional & Technical	1,651.2	3,401.2	2,766.5	10.6	7,829.5
Medical & Dental	0.0	0.0	0.0	4,098.1	4,098.1
Ambulance	579.0	477.5	36.9	0.0	1,093.3
<b>Total</b>	<b>~21,235.1</b>	<b>~21,629.7</b>	<b>~8,715.1</b>	<b>~4,296.0</b>	<b>55,876.9</b>

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

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	758	229	252	228	239	64	1,770
Associate Specialist/Specialty Doctor/Staff Grade	130	103	106	115	77		531
Specialty/Specialist Registrar	579	156	159	152	165	132	1,343
Foundation Doctor	211	83	89	78	83	0	544
Hospital Dental Practitioner / Community Dental Officer	19	30	23	13	15	12	112
Other Medical	37	10	14	28	92		181
<b>Total</b>	<b>1,734</b>	<b>611</b>	<b>643</b>	<b>614</b>	<b>581</b>	<b>298</b>	<b>4,481</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	711.4	217.2	237.7	219.3	231.7	48.3	1,665.5
Associate Specialist/Specialty Doctor/Staff Grade	108.7	84.8	82.5	96.9	68.3		441.2
Specialty/Specialist Registrar	564.1	151.5	157.7	149.1	164.5	122.2	1,309.1
Foundation Doctor	210.7	83.0	87.8	77.8	83.0	0.0	542.3
Hospital Dental Practitioner / Community Dental Officer	12.6	18.9	12.3	10.6	9.2	8.6	72.2
Other Medical	27.4	5.9	6.8	9.2	18.5		67.8
<b>Total</b>	<b>1,634.8</b>	<b>561.2</b>	<b>584.7</b>	<b>562.9</b>	<b>557.1</b>	<b>197.2</b>	<b>4,098.1</b>

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	448	199	141.7	647	589.7
Associate Specialist/Specialty Doctor/Staff Grade	176	190	107.8	366	283.8
Specialty/Specialist Registrar	676	107	73.7	783	749.7
Foundation Doctor	314		-	314	313.0
Hospital Dental Practitioner / Community Dental Officer	16	67	37.4	83	53.4
Other Medical	15	73	15.1	88	30.1
<b>Total</b>	<b>~1,642</b>	<b>~636</b>	<b>~375.7</b>	<b>2,281</b>	<b>2,019.7</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	1,015	108	60.9	1,123	1,075.9
Associate Specialist/Specialty Doctor/Staff Grade	150	15	7.5	165	157.5
Specialty/Specialist Registrar	560		-	560	559.4
Foundation Doctor	230		-	230	229.3
Hospital Dental Practitioner / Community Dental Officer	13	16	5.8	29	18.8
Other Medical	24	69	13.7	93	37.7
<b>Total</b>	<b>1,988</b>	<b>212</b>	<b>~87.7</b>	<b>2,200</b>	<b>2,078.4</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	72	309	414	345	297	197	108	28	1,770	
Associate Specialist/Specialty Doctor/ Staff Grade	0	20	72	82	110	83	71	65	23	5	531
Specialty/Specialist Registrar	596	547	151	32	11	6	0	0	0	0	1,343
Foundation Doctor	114	379	39	8	4	0	0	0	0	0	544
Hospital Dental Practitioner / Community Dental Officer	0	7	11	15	29	21	21	8	0	112	
Other Medical	0	5	22	28	33	18	28	32	8	7	181
<b>Total</b>	<b>~114</b>	<b>1,004</b>	<b>754</b>	<b>589</b>	<b>~604</b>	<b>486</b>	<b>~417</b>	<b>~319</b>	<b>~147</b>	<b>40</b>	<b>4,481</b>

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

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	3,458	1,254	1,279	1,617	1,532	11	9,151
Mental Health Nurses	403	320	248	337	373	0	1,681
Learning Disability Nurses	185	40	32	104	64	0	425
Midwives/Student Midwives	325	239	232	309	226	-	~1,331
Health Visitors/Student Health Visitors	105	134	104	140	98	0	581
District Nursing	244	225	234	87	241	0	1,031
Paediatric Nurses	375	144	110	146	139	0	914
School Nurses	34	23	27	35	29	0	148
Treatment Room/Practice/Family Planning Nurses	27	117	22	38	29	0	233
Specialist Nursing	295	272	174	178	172	31	1,122
Nurse Managers/Audit/Ward Sisters	111	103	126	62	45	4	451
Teacher/Trainer	16	19	-	26	14	48	~123
Other Qualified Nurses	6	5	58	6	6	0	81
Nurse Support Staff	1,733	803	738	810	799	42	4,925
<b>Total</b>	<b>7,317</b>	<b>3,698</b>	<b>~3,384</b>	<b>3,895</b>	<b>3,767</b>	<b>~136</b>	<b>22,199</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	3,032.4	1,081.5	1,114.4	1,389.9	1,394.1	8.3	8,020.7
Mental Health Nurses	387.7	307.9	239.2	320.1	362.4	0.0	1,617.3
Learning Disability Nurses	175.0	36.4	28.1	93.9	61.8	0.0	395.2
Midwives/Student Midwives	269.1	189.3	193.2	237.5	188.7	-	~1,077.8
Health Visitors/Student Health Visitors	92.2	115.1	89.5	116.3	83.5	0.0	496.6
District Nursing	213.8	176.7	185.4	78.4	205.2	0.0	859.5
Paediatric Nurses	319.5	123.8	88.0	127.2	127.2	0.0	785.7
School Nurses	27.0	17.4	20.1	27.0	22.2	0.0	113.7
Treatment Room/Practice/Family Planning Nurses	16.3	68.6	16.1	23.9	22.4	0.0	147.3
Specialist Nursing	261.6	242.0	157.9	155.9	156.6	30.8	1,004.7
Nurse Managers/Audit/Ward Sisters	104.4	99.4	120.3	58.0	43.5	4.0	429.6
Teacher / Trainer	14.9	17.3	-	21.6	13.5	45.3	~112.6
Other Qualified Nurses	4.6	2.7	56.7	3.4	4.0	0.0	71.5
Nurse Support Staff	1,495.3	682.8	643.4	704.1	705.9	35.8	4,267.3
<b>Total</b>	<b>6,413.7</b>	<b>3,160.9</b>	<b>~2,952.2</b>	<b>3,357.3</b>	<b>3,391.1</b>	<b>~124.2</b>	<b>19,401.4</b>

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	4,971	3,746	2,627.9	8,717	7,598.9
Mental Health Nurses	1,097	206	147.7	1,303	1,244.7
Learning Disability Nurses	266	100	70.8	366	336.8
Midwives/Student Midwives	477	851	597.8	1,328	1,074.8
Health Visitors/Student Health Visitors	305	273	188.6	578	493.6
District Nursing	509	488	318.1	997	827.1
Paediatric Nurses	467	431	303.1	898	770.1
School Nurses	38	110	75.7	148	113.7
Treatment Room/Practice/Family Planning Nurses	41	190	104.3	231	145.3
Specialist Nursing	691	363	247.6	1,054	938.6
Nurse Managers/Audit	340	75	53.6	415	393.6
Teacher/Trainer	78	32	22.1	110	100.1
Other Qualified Nurses	47	20	11.6	67	58.6
Nurse Support Staff	2,072	2,161	1,525.9	4,233	3,597.9
<b>Total</b>	<b>11,399</b>	<b>9,046</b>	<b>6,294.7</b>	<b>20,445</b>	<b>17,693.7</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	390	44	31.8	434	421.8
Mental Health Nurses	360	18	12.6	378	372.6
Learning Disability Nurses	59		-	59	58.4
Midwives/Health Visitors/District Nursing/Paediatric Nurses	52	5	3.0	57	55.0
Specialist Nursing	62	6	4.2	68	66.2
Nurse Managers / Nursing Audit	36		-	36	35.9
Teacher/Trainer/Treatment Room/Other Qualified Nurses	26	4	2.4	30	28.4
Nurse Support Staff	604	88	65.4	692	669.4
<b>Total</b>	<b>1,586</b>	<b>168</b>	<b>121.7</b>	<b>1,754</b>	<b>1,707.7</b>

**Table 3c: Nursing, Midwifery & Health Visiting 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>
Acute/General Nurses	629	1,271	1,296	1,204	1,245	1,144	1,219	796	286	61	9,151
Mental Health Nurses	65	124	188	216	215	278	397	133	55	10	1,681
Learning Disability Nurses	27	59	56	64	49	47	84	28	11		425
Midwives/Student Midwives	38	112	150	163	182	177	235	197	74	4	1,332
Health Visitors/ Student Health Visitors	0	32	70	97	68	98	128	62	26		581
District Nursing	20	77	95	137	150	178	208	128	38		1,031
Paediatric Nurses	72	152	148	138	109	90	126	65	14		914
School Nurses	6		15	23	15	32	33	19	5	0	148
Treatment Room/ Practice/ Family Planning Nurses	0	9	9	18	26	39	61	43	19	9	233
Specialist Nursing	32		95	124	160	259	293	135	20	4	1,122
Nurse Managers/Audit	0	15		30	71	97	139	80	19		451
Teacher/Trainer	0	0	-	10	19	29	42	16	4	-	124
Other Qualified Nurses	0	10	10	9	8	19	16	9		0	81
Nurse Support Staff	248	462	546	547	568	729	812	580	334	99	4,925
<b>Total</b>	<b>1,102</b>	<b>2,345</b>	<b>2,691</b>	<b>2,780</b>	<b>2,885</b>	<b>3,216</b>	<b>3,793</b>	<b>2,288</b>	<b>899</b>	<b>197</b>	<b>22,199</b>



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

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0	8,444	707	0	9,151
Mental Health Nurses	0	1,323	358	0	1,681
Learning Disability Nurses	0	357	68	0	425
Midwives/Student Midwives	0	1,157	175	0	1,332
Health Visitors/Student Health Visitors	0	510	71	0	581
District Nursing	0	897	134	0	1,031
Paediatric Nurses	0	833	81	0	914
School Nurses	0	138	10	0	148
Treatment Room/ Practice/ Family Planning Nurses	0	219	14		233
Specialist Nursing	0	412	710	0	1,122
Nurse Managers/Audit/Ward Sisters	0	55	396	0	451
Teaching/Training	0	8	116	0	124
Other Qualified Nurses	0	53	28		81
Nursing Support	4,920	0	0	5	4,925
<b>Total</b>	<b>4,920</b>	<b>14,406</b>	<b>2,841</b>	<b>32</b>	<b>22,199</b>

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	7,349.0	671.6	0.0	8,020.7
Mental Health Nurses	0.0	1,266.4	350.9	0.0	1,617.3
Learning Disability Nurses	0.0	329.6	65.6	0.0	395.2
Midwives/Student Midwives	0.0	915.8	163.0	0.0	1,078.8
Health Visitors/Student Health Visitors	0.0	431.6	65.0	0.0	496.6
District Nursing	0.0	734.7	124.8	0.0	859.5
Paediatric Nurses	0.0	711.0	74.7	0.0	785.7
School Nurses	0.0	103.9	9.8	0.0	113.7
Treatment Room/ Practice/ Family Planning Nurses	0.0	138.4	8.8		147.3
Specialist Nursing	0.0	341.2	663.6	0.0	1,004.7
Nurse Managers/Audit/Ward Sisters	0.0	47.0	382.5	0.0	429.6
Teaching/Training	0.0	6.9	106.7	0.0	113.6
Other Qualified Nurses	0.0	44.5	27.0		71.5
Nursing Support	4,262.8	0.0	0.0	4.5	4,267.3
<b>Total</b>	<b>4,262.8</b>	<b>12,420.1</b>	<b>2,688.4</b>	<b>30.0</b>	<b>19,401.4</b>

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

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	103	82	64	61	67		377
Occupational Therapists	278	238	180	233	156		1,085
Occupational Therapy Support	40	52	45	33	24	0	194
Orthoptists & Orthoptic Support	7	13	7	6	11	0	44
Physiotherapists	400	203	213	240	152		1,208
Physiotherapy Support	50	38	32	40	33	0	193
Podiatrists & Podiatry Support	76	66	42	50	46		280
Radiographers	354	124	109	149	177		913
Radiography Support	44	18	7	29	23	0	121
Speech & Language Therapists	157	117	88	96	82	0	540
Speech & Language Therapy Support	16	16	29	8	13	0	82
Multi-AHP Support	41		11		0	0	52
Biomedical Scientists	275	122	69	84	97	45	692
Biomedical Science - Support	93	46	25	34	46	17	261
Clinical Scientists	106	0		11			117
Medical Technical Officers	374	154	94	118	129		869
Assistant Technical Officer	160	76	35	65	51	0	387
Pharmacists	174	128	78	72	86	46	584
Pharmacy Support	147		55		101	0	303
Clinical Psychologists	98	73	49	34	51	32	337
Assistant Psychologists	10	19	7	9	8	0	53
Dental/ Dental Support/ Dental Students	100	4	5	28	0	0	137
Optometrists	41	0	0	0	11		52
Chaplaincy	26	14	10	18	20	0	88
Others	38	15	9		9	0	71
<b>Total</b>	<b>3,208</b>	<b>1,630</b>	<b>1,241</b>	<b>1,419</b>	<b>1,389</b>	<b>153</b>	<b>9,040</b>

**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>HSC Board &amp; Regional Services</b>	<b>Total</b>
Dietitians & Dietetic Support	81.3	53.3	53.7	42.4	53.7		284.4
Occupational Therapists	254.9	201.4	162.7	206.7	140.5		966.2
Occupational Therapy Support	35.4	40.7	39.8	27.2	21.7	0.0	164.7
Orthoptists & Orthoptic Support	6.6	9.4	5.1	5.6	10.6	0.0	37.3
Physiotherapists	323.0	164.2	182.7	197.3	134.4		1,001.6
Physiotherapy Support	36.2	27.6	25.7	31.5	28.2	0.0	149.1
Podiatrists & Podiatry Support	65.9	53.6	33.4	35.2	38.1		226.3
Radiographers	321.3	106.0	96.4	136.9	166.8		827.4
Radiography Support	40.2	15.4	6.7	24.7	19.1	0.0	106.1
Speech & Language Therapists	131.4	96.1	73.5	75.3	69.0	0.0	445.3
Speech & Language Therapy Support	12.6	11.7	25.0	6.0	10.6	0.0	65.9
Multi-AHP Support	33.0		10.3		0.0	0.0	43.3
Biomedical Scientists	263.5	113.8	67.6	78.1	92.9	43.4	659.3
Biomedical Science - Support	88.4	41.5	22.7	32.0	40.6	15.4	240.6
Clinical Scientists	100.2	0.0		10.5			110.7
Medical Technical Officers	354.8	134.0	79.0	105.9	117.6		791.3
Assistant Technical Officer	145.0	64.9	31.9	55.4	47.0	0.0	344.3
Pharmacists	159.7	109.6	63.7	61.9	79.5	39.0	513.4
Pharmacy Support	134.1		51.1		90.7	0.0	275.9
Clinical Psychologists	89.3	66.1	43.6	32.0	47.1	32.0	310.1
Assistant Psychologists	8.8	18.9	6.3	8.1	7.0	0.0	49.2
Dental/Dental Support	78.7	4.0	4.3	21.2	0.0	0.0	108.2
Optometrists	21.5	0.0	0.0	0.0	8.4		29.9
Chaplaincy	11.8		8.4		4.6	0.0	24.8
Others	25.5	13.9	7.4		7.7	0.0	54.5
<b>Total</b>	<b>2,822.8</b>	<b>1,359.9</b>	<b>1,075.8</b>	<b>1,196.8</b>	<b>1,232.0</b>	<b>142.1</b>	<b>7,829.5</b>

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Dietitians & Dietetic Support	153	216	124.4	369	277.4
Occupational Therapists	708	347	229.2	1,055	937.2
Occupational Therapy Support	88	72	44.8	160	132.8
Orthoptists & Orthoptic Support	25	16	9.3	41	34.3
Physiotherapists	524	484	286.4	1,008	810.4
Physiotherapy Support	66	100	59.9	166	125.9
Podiatrists & Podiatry Support	84	138	86.7	222	170.7
Radiographers	552	258	174.5	810	726.5
Radiography Support	41	45	31.0	86	72.0
Speech & Language Therapists	264	269	174.9	533	438.9
Speech & Language Therapy Support	33	49	32.9	82	65.9
Multi-AHP Support	8	41	32.5	49	40.5
Biomedical Scientists	381	99	70.2	480	451.2
Biomedical Science - Support	121	42	25.6	163	146.6
Clinical Scientists	36	21	15.2	57	51.2
Medical Technical Officers	394	229	154.8	623	548.8
Assistant Technical Officer	127	109	68.5	236	195.5
Pharmacists	304	173	107.6	477	411.6
Pharmacy Support	149	65	39.3	214	188.3
Clinical Psychologists	160	95	70.3	255	230.3
Assistant Psychologists	30	14	10.4	44	40.4
Dental/Dental Support	63	71	42.2	134	105.2
Optometrists	7	26	12.6	33	19.6
Chaplaincy/Others	17	58	28.6	75	45.6
<b>Total</b>	<b>4,335</b>	<b>3,037</b>	<b>1,931.6</b>	<b>7,372</b>	<b>6,266.6</b>

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

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Dietetic/ Orthoptic/ Speech & Language Therapy Staff	14	4	2.4	18	16.4
Occupational Therapists	30		-	30	29.0
Occupational Therapy Support	28	6	3.9	34	31.9
Physiotherapists	176	24	15.2	200	191.2
Physiotherapy Support	18	9	5.2	27	23.2
Podiatrists & Podiatry Support	48	10	7.6	58	55.6
Radiographers	99	4	1.9	103	100.9
Radiography Support	35		-	35	34.1
Biomedical Scientists	203	9	5.1	212	208.1
Biomedical Science - Support	86	12	8.0	98	94.0
Clinical Scientists	60		-	60	59.5
Medical Technical Officers	235	11	7.5	246	242.5
Assistant Technical Officer	144	7	4.8	151	148.8
Pharmacists	95	12	6.8	107	101.8
Pharmacy Support	85	4	2.5	89	87.5
Clinical Psychologists/Assistants	81	10	7.6	91	88.6
Chaplaincy/Dental/Optomety/Others	28	81	21.8	109	49.8
<b>Total</b>	<b>1,460</b>	<b>208</b>	<b>102.9</b>	<b>1,668</b>	<b>1,562.9</b>

**Table 4c: Professional & Technical 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>
Dietitians & Dietetic Support	17	66	77	94	41	44	20	18	0		377
Occupational Therapists	76	191	237	167	152	120	74	64	4		1,085
Occupational Therapy Support	6	18	27	20	37	27	18	25	10	6	194
Orthoptists & Orthoptic Support	4	13		8	5	6	8		0	0	44
Physiotherapists	91	151	263	238	147	142	85	74	17		1,208
Physiotherapy Support	9	16	16	30	34	32	25	19	8	4	193
Podiatrists & Podiatry Support	12	25	42	41	52	40	37	26	5		280
Radiographers	89	166	185	148	88	66	75	61	35		913
Radiography Support	4	11	18	15	17	13	21	16	6		121
Speech & Language Therapists	14	84	127	101	63	65	52	29	5		540
Speech & Language Therapy Support	9		16	12	4	18	13	10			82
Multi-AHP Support	6		7	4	9	9	4	13		0	52
Biomedical Scientists	25	120	98	119	89	63	74	84	20		692
Biomedical Science - Support	20	56	58	43	25	18	12	17	12		261
Clinical Scientists	0	7	14	23	25	12	19	12	5		117
Medical Technical Officers	18	88	157	151	112	118	101	94	21	9	869
Assistant Technical Officer	12	39	57	44	43	54	62	43	23	10	387
Pharmacists	21	98	127	93	104	66	46	23	6	0	584
Pharmacy Support	34	50	61	48	37	20	33	15	5		303
Clinical Psychologists	-	29	59	76	59	54	25	24	5	-	337
Assistant Psychologists	5	21	14	7	6		0	0	0	0	53
Dental/ Dental Support/ Dental Students	5	14	22	25	21	13	17	9	7	4	137
Optometrists	0	4	15	15	8	5	5		0	0	52
Chaplaincy/ Others	6		4	13	10	29	27	20	26	24	159
<b>Total</b>	<b>471</b>	<b>1,279</b>	<b>~1,701</b>	<b>1,535</b>	<b>~1,187</b>	<b>~1,034</b>	<b>850</b>	<b>691</b>	<b>210</b>	<b>78</b>	<b>9,040</b>

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

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	32	224	121	0	377
Occupational Therapy	191	618	470	0	1,279
Orthoptics	8	21	15	0	44
Physiotherapy	193	655	553	0	1,401
Podiatry	20	171	89	0	280
Radiography	121	615	298	0	1,034
Speech & Language Therapy	82	249	291	0	622
Multi-AHP Support	52	0	0	0	52
Biomedical Science	266	403	284	0	953
Clinical Scientists	0	8	109	0	117
Medical Technical Officers	198	473	198	0	869
Assistant Technical Officer	387		0	0	387
Pharmacists	0	130	454		584
Pharmacy Support	228	75	0	0	303
Clinical Psychologists	0	48	289	0	337
Assistant Psychologists	22	31		0	53
Dental / Dental Support / Dental Students	98	30	0	9	137
Optometrists	0	21	31	0	52
Chaplaincy/Others	12	117	30	0	159
<b>Total</b>	<b>~1,909</b>	<b>3,889</b>	<b>3,231</b>	<b>-9</b>	<b>9,040</b>

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	24.3	165.9	94.2	0.0	284.4
Occupational Therapy	161.9	569.8	399.2	0.0	1,130.9
Orthoptics	6.2	18.2	13.0	0.0	37.3
Physiotherapy	149.1	572.6	429.0	0.0	1,150.7
Podiatry	16.2	139.2	70.9	0.0	226.3
Radiography	106.1	557.4	270.0	0.0	933.6
Speech & Language Therapy	65.9	207.6	237.7	0.0	511.2
Multi-AHP Support	43.3	0.0	0.0	0.0	43.3
Biomedical Science	245.6	385.0	269.4	0.0	899.9
Clinical Scientists	0.0	7.5	103.2	0.0	110.7
Medical Technical Officers	171.6	433.1	186.5	0.0	791.3
Assistant Technical Officer	344.3		0.0	0.0	344.3
Pharmacists	0.0	125.8	387.5		513.4
Pharmacy Support	211.4	64.5	0.0	0.0	275.9
Clinical Psychologists	0.0	47.5	262.6	0.0	310.1
Assistant Psychologists	21.3	27.9		0.0	49.2
Dental / Dental Support / Dental Students	76.3	22.9	0.0	9.0	108.2
Optometrists	0.0	12.8	17.1	0.0	29.9
Chaplaincy/Others	8.8	43.7	26.8	0.0	79.3
<b>Total</b>	<b>~1,651.2</b>	<b>3,401.2</b>	<b>2,766.5</b>	<b>-9.0</b>	<b>7,829.5</b>

**Table 5a: Social Services Staff by Trust**

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	51	35	30	33	12	0	161
Elderly Social Workers	99	72	58	66	112		407
Physical Disability / Sensory Impairment Social Workers	69	29	21	41	35	0	195
Child / Family Care Social Workers	477	433	395	351	401	44	2,101
Learning Disability Social Workers	83	41	30	45	59	0	258
Mental Health Social Workers	88	130	51	69	57	0	395
Training & Education Social Workers	16	17	9	11	11		64
Community Development Social Workers	6	14	7	6	0	0	33
Managers/ Multiservices Managers/ Social Work Audit Social Workers	35	132	31	63	17	7	285
Other Social Workers			14			0	14
Social Care Staff	1,102	881	712	756	639	0	4,090
<b>Total</b>	<b>~2,026</b>	<b>1,784</b>	<b>~1,356</b>	<b>1,441</b>	<b>1,341</b>	<b>54</b>	<b>8,003</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	43.9	31.1	25.0	29.6	10.9	0.0	140.4
Elderly Social Workers	94.5	61.4	53.1	60.6	107.1		376.6
Physical Disability / Sensory Impairment Social Workers	63.2	25.6	18.2	38.5	33.8	0.0	179.2
Child / Family Care Social Workers	453.3	407.1	362.7	324.3	392.5	40.7	1,980.6
Learning Disability Social Workers	78.6	39.1	28.2	40.8	56.3	0.0	243.0
Mental Health Social Workers	85.3	122.9	48.2	64.2	50.3	0.0	370.9
Training & Education Social Workers	14.7	16.8	8.0	10.0	11.0		60.5
Community Development Social Workers	5.5	13.8	6.5	4.3	0.0	0.0	30.1
Managers/ Multiservices Managers/ Social Work Audit Social Workers	33.0	128.9	30.1	60.9	17.0	6.6	276.5
Other Social Workers			13.6			0.0	13.6
Social Care Staff	929.9	736.2	593.7	649.5	548.8	0.0	3,458.1
<b>Total</b>	<b>~1,802.0</b>	<b>1,582.8</b>	<b>~1,185.4</b>	<b>1,282.4</b>	<b>1,225.7</b>	<b>50.3</b>	<b>7,129.5</b>



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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital Social Workers	85	55	36.1	140	121.1
Elderly Social Workers	266	83	54.0	349	320.0
Physical Disability / Sensory Impairment Social Workers	114	56	40.2	170	154.2
Child / Family Care Social Workers	1,422	347	229.8	1,769	1,651.8
Learning Disability Social Workers	167	49	34.4	216	201.4
Mental Health Social Workers	241	76	53.9	317	294.9
Training & Education Social Workers	44	9	5.6	53	49.6
Community Development Social Workers	20	7	4.1	27	24.1
Managers/ Multiservices Managers/ Social Work Audit Social Workers	201	25	16.5	226	217.5
Other Social Workers	12	0	0.0	12	12.0
Social Care Staff	1,455	1,981	1,395.6	3,436	2,850.6
<b>Total</b>	<b>4,027</b>	<b>2,688</b>	<b>1,870.2</b>	<b>6,715</b>	<b>5,897.2</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital/Elderly Social Workers	71	8	4.9	79	75.9
Physical Disability/ Sensory Impairment/ Learning Disability Social Workers	67		-	67	66.6
Child/Family Care/Mental Health Social Workers	394	16	10.7	410	404.7
Managers/ Multiservices Managers/ Social Work Audit Social Workers	59	0	0.0	59	59.0
Training & Education/Community Development Social Workers	17		-	17	16.9
Other Social Workers	-	-	-	-	-
Social Care Staff	477	177	130.5	654	607.5
<b>Total</b>	<b>1,083</b>	<b>205</b>	<b>149.3</b>	<b>1,288</b>	<b>1,232.3</b>

**Table 5c: Social 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>
Hospital Social Workers	19		13	23	28	27	23	20		8	161
Elderly Social Workers	32		55	56	47	70	65	57	21	4	407
Physical Disability / Sensory Impairment Social Workers	14		15	23	23	31	41	31	17		195
Child / Family Care Social Workers	32	204	334	376	280	295	288	219	63	10	2,101
Learning Disability Social Workers	24		30	25	44	44	50	32	9	0	258
Mental Health Social Workers	4	40	46	56	57	75	65	32	20		395
Training & Education/ Community Dev. Social Workers		6		6	14	19	25	21	6		97
Managers/ Multiservices Managers/ Social Work Audit	0	11		23	30	59	56	70	30	6	285
Other Social Workers	9		5			0	0	0	0	0	14
Social Care Staff	103	264	445	505	526	610	693	561	304	79	4,090
<b>Total</b>	<b>151</b>	<b>603</b>	<b>947</b>	<b>~1,093</b>	<b>~1,049</b>	<b>1,230</b>	<b>1,306</b>	<b>1,043</b>	<b>474</b>	<b>103</b>	<b>8,003</b>

**Table 5d: Social Services 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>
Hospital Social Workers	0	130	31	0	161
Elderly Social Workers	0	278	129	0	407
Physical Disability / Sensory Impairment Social Workers	0	145	50	0	195
Child / Family Care Social Workers	0	1,381	720	0	2,101
Learning Disability Social Workers	0	171	87	0	258
Mental Health Social Workers	0	211	184	0	395
Training & Education Social Workers	0	4	60	0	64
Community Development Social Workers	0	21	12	0	33
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0	77	208	0	285
Other Social Workers	0	14	0	0	14
Social Care Staff	2,759	1,276	55	0	4,090
<b>Total</b>	<b>2,759</b>	<b>3,708</b>	<b>1,536</b>	<b>0</b>	<b>8,003</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	112.9	27.6	0.0	140.4
Elderly Social Workers	0.0	250.7	125.9	0.0	376.6
Physical Disability / Sensory Impairment Social Workers	0.0	131.1	48.1	0.0	179.2
Child / Family Care Social Workers	0.0	1,284.1	696.4	0.0	1,980.6
Learning Disability Social Workers	0.0	158.1	84.9	0.0	243.0
Mental Health Social Workers	0.0	197.2	173.7	0.0	370.9
Training & Education Social Workers	0.0	3.4	57.1	0.0	60.5
Community Development Social Workers	0.0	18.5	11.6	0.0	30.1
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0.0	72.8	203.7	0.0	276.5
Other Social Workers	0.0	13.6	0.0	0.0	13.6
Social Care Staff	2,267.6	1,137.6	52.9	0.0	3,458.1
<b>Total</b>	<b>2,267.6</b>	<b>3,380.0</b>	<b>1,482.0</b>	<b>0.0</b>	<b>7,129.5</b>

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

<b>Headcount</b>	<b>Belfast</b>	<b>Northern</b>	<b>South Eastern</b>	<b>Southern</b>	<b>Western</b>	<b>HSC Board &amp; Regional Services</b>	<b>Total</b>
Administrative & Clerical Bands/ Grades 1 to 4	2,035	1,041	931	1,215	996	1,010	7,228
Medical Secretaries	422	192	109	55	144	-	~922
Personal Secretaries and Typists	146	265	118	178	205	19	931
Administrative & Clerical Bands/ Grades 5 to 6	455	208	170	218	237	588	1,876
Administrative & Clerical Band/Grade 7	151	62	74	66	75	275	703
Administrative & Clerical Band 8A to 9	202	71	115	83	58	335	864
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	9	6	8	8	9	29	69
Solicitors (Apprentice/ Bands 6-8C)	0	0	0	0	0	55	55
Other	0	0	-	0	0	31	~31
<b>Total</b>	<b>3,420</b>	<b>1,845</b>	<b>~1,525</b>	<b>1,823</b>	<b>1,724</b>	<b>~2,342</b>	<b>12,683</b>

<b>WTE</b>	<b>Belfast</b>	<b>Northern</b>	<b>South Eastern</b>	<b>Southern</b>	<b>Western</b>	<b>HSC Board &amp; Regional Services</b>	<b>Total</b>
Administrative & Clerical Bands/ Grades 1 to 4	1,711.6	822.6	756.8	976.0	851.5	923.7	6,042.2
Medical Secretaries	356.6	154.1	94.2	45.2	128.3	-	~778.4
Personal Secretaries and Typists	116.1	208.2	96.5	140.4	173.4	17.2	751.8
Administrative & Clerical Bands/ Grades 5 to 6	427.3	194.0	158.2	201.5	229.2	561.5	1,771.6
Administrative & Clerical Band/Grade 7	144.5	59.0	70.1	62.5	74.1	264.7	675.0
Administrative & Clerical Band 8A to 9	200.6	70.4	113.1	80.7	56.5	327.1	848.4
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	9.0	6.0	8.0	8.0	9.0	28.2	68.2
Solicitors (Apprentice/ Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	50.1	50.1
Other	0.0	0.0	-	0.0	0.0	31.0	~31.0
<b>Total</b>	<b>2,965.7</b>	<b>1,514.2</b>	<b>~1,297.0</b>	<b>1,514.3</b>	<b>1,522.0</b>	<b>~2,203.4</b>	<b>11,019.5</b>

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/ Grades 1 to 4	2,986	3,004	1,868.6	5,990	4,854.6
Medical Secretaries Bands 3-4	465	453	309.4	918	774.4
Personal Secretaries and Typists Bands 3-4	447	472	293.2	919	740.2
Administrative & Clerical Bands/ Grades 5 to 6	987	352	252.3	1,339	1,239.3
Administrative & Clerical Band/ Grade 7	393	95	69.6	488	462.6
Administrative & Clerical Band 8A to 9	518	53	39.1	571	557.1
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	34	4	3.2	38	37.2
Solicitors (Apprentice/ Bands 6-8C)	25	15	10.9	40	35.9
Others	20		-	20	19.4
<b>Total</b>	<b>~5,874</b>	<b>~4,448</b>	<b>~2,846.2</b>	<b>10,323</b>	<b>8,720.6</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/ Grades 1 to 4	1,099	139	88.6	1,238	1,187.6
Medical Secretaries	5	0	0.0	5	5.0
Personal Secretaries and Typists	12		-	12	11.7
Administrative and Clerical Bands/ Grades 5 to 6	520	17	12.3	537	532.3
Administrative and Clerical Band/ Grade 7	210	5	2.4	215	212.4
Administrative and Clerical Band 8A to 8D	288	5	3.3	293	291.3
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	31	0	0.0	31	31.0
Solicitors	15		-	15	14.2
Other	14		-	14	13.4
<b>Total</b>	<b>2,191</b>	<b>169</b>	<b>107.9</b>	<b>2,360</b>	<b>2,298.9</b>

**Table 6c: Administration & Clerical 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>
Administrative & Clerical Bands/ Grades 1 to 4	183	660	1,042	931	938	1,066	955	854	442	157	7,228
Medical Secretaries Band 3-4	4	25	78	136	168	170	158	108	71	5	923
Personal Secretaries and Typists	6	37	85	110	158	176	148	126	68	17	931
Administrative & Clerical Bands/ Grades 5 to 6	15	107	212	303	313	342	290	208	69	17	1,876
Administrative & Clerical Band/ Grade 7	0	8	49	98	115	169	156	84	24		703
Administrative & Clerical Band 8A to 9	0	17		70	120	211	228	171	42	5	864
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	0	0	0	0	4	10	19	24	12	0	69
Solicitors (Apprentice/ Bands 6-8C)	0	6	9	12	10	11	7		0	0	55
Others	23	7	0	0	0		4			0	34
<b>Total</b>	<b>231</b>	<b>-850</b>	<b>-1,490</b>	<b>1,660</b>	<b>1,826</b>	<b>-2,155</b>	<b>1,960</b>	<b>1,577</b>	<b>728</b>	<b>-201</b>	<b>12,683</b>

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

<b>Headcount</b>	<b>Belfast</b>	<b>Northern</b>	<b>South Eastern</b>	<b>Southern</b>	<b>Western</b>	<b>HSC Board &amp; Regional Services</b>	<b>Total</b>
Catering Services	428	274	92	118	277	0	1,189
Domestic Services	1,169	569	223	360	508	6	2,835
Laundry Services/ Sewing Room	24	28	32	43	29	0	156
Facilities/ Sterile Services	-	0	491	-	0	0	496
Support Services Manager/Supervisor	-	17	21		28	0	67
Driver	139	67	74	84	70		434
Porter/ Orderly	194	100	50	55	104		503
Security/ Caretaker/ Warden	111	8	24	12	7	0	162
Telephonist	12	28	11	62	26	0	139
Warehouse Operative	0	7	0	0	0	115	122
Shop Assistant/ Hairdresser	-	0	0	0	0	0	-
<b>Total</b>	<b>2,082</b>	<b>1,098</b>	<b>~997</b>	<b>757</b>	<b>1,046</b>	<b>124</b>	<b>6,105</b>

<b>WTE</b>	<b>Belfast</b>	<b>Northern</b>	<b>South Eastern</b>	<b>Southern</b>	<b>Western</b>	<b>HSC Board &amp; Regional Services</b>	<b>Total</b>
Catering Services	335.9	190.9	72.6	92.9	207.1	0.0	899.4
Domestic Services	782.7	365.4	154.7	257.4	334.5	3.6	1,898.2
Laundry Services/ Sewing Room	16.7	25.6	30.7	39.7	26.4	0.0	139.1
Facilities/ Sterile Services	-	0.0	373.7	-	0.0	0.0	377.3
Support Services Manager/ Supervisor	-	15.8	20.5		27.3	0.0	64.6
Driver	132.9	65.7	59.0	68.7	68.6		394.9
Porter/ Orderly	186.5	91.8	48.0	51.2	102.4		479.9
Security/ Caretaker/ Warden	110.6	6.0	23.8	10.3	5.1	0.0	155.8
Telephonist	11.0	19.6	9.2	29.3	22.8	0.0	91.8
Warehouse Operative	0.0	7.0	0.0	0.0	0.0	110.4	117.4
Shop Assistant/ Hairdresser	-	0.0	0.0	0.0	0.0	0.0	-
<b>Total</b>	<b>1,579.7</b>	<b>787.7</b>	<b>~771.7</b>	<b>571.5</b>	<b>791.3</b>	<b>116.9</b>	<b>4,619.8</b>

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	133	686	461.3	819	594.3
Domestic Services	188	1,935	1,199.7	2,123	1,387.7
Laundry Services/ Sewing Room	49	45	29.6	94	78.6
Facilities/ Sterile Services	51	241	144.1	292	195.1
Support Services Manager/ Supervisor	39	11	9.0	50	48.0
Driver	17	5	2.2	22	19.2
Porter/ Orderly	16	12	8.1	28	24.1
Security/ Caretaker/ Warden	7	5	3.7	12	10.7
Telephonist	33	92	46.2	125	79.2
Warehouse Operative	4	0	0.0	4	4.0
Shop Assistant/ Hairdresser	0	-	-	-	-
<b>Total</b>	<b>537</b>	<b>3,034</b>	<b>1,905.4</b>	<b>3,571</b>	<b>2,442.4</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	163	207	142.1	370	305.1
Domestic Services	177	535	333.5	712	510.5
Laundry Services/ Sewing Room	58	4	2.4	62	60.4
Facilities/ Sterile Services	121	83	61.2	204	182.2
Support Services Manager/ Supervisor	17	-	-	17	16.6
Driver	339	73	36.6	412	375.6
Porter/ Orderly	404	71	51.8	475	455.8
Security/ Caretaker/ Warden	127	23	18.1	150	145.1
Telephonist	10	4	2.7	14	12.7
Warehouse Operative	110	8	3.4	118	113.4
Shop Assistant/ Hairdresser	0	0	0.0	0	0.0
<b>Total</b>	<b>~1,524</b>	<b>~1,008</b>	<b>~651.8</b>	<b>2,534</b>	<b>2,177.4</b>



**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	33	86	133	124	131	156	194	185	107	40	1,189
Domestic Services	149	262	289	232	241	346	459	439	284	134	2,835
Laundry Services/ Sewing Room	4	5	11	6	11	26	33	35	18	7	156
Facilities/ Sterile Services	28	60	45	46	31	59	86	70	52	19	496
Support Services Manager/ Supervisor	0	5		10	8	13	11	12	4	4	67
Driver	6		9	20	34	75	94	92	66	38	434
Porter/ Orderly	7	26	44	39	36	78	99	85	69	20	503
Security/ Caretaker/ Warden	0	11	14	12	20	27	37	22	14	5	162
Telephonist	6		11	8	17	20	24	29	16	8	139
Warehouse Operative	6		10	19	20	23	21	15	8	0	122
Shop Assistant/ Hairdresser	0	0	-	0	0	0	0	-	0	0	-
<b>Total</b>	<b>227</b>	<b>463</b>	<b>571</b>	<b>516</b>	<b>549</b>	<b>823</b>	<b>1058</b>	<b>984</b>	<b>638</b>	<b>275</b>	<b>6,105</b>

**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	1,039	150		1,189
Domestic Services	2,704	131		2,835
Laundry Services/ Sewing Room	140	16	0	156
Facilities/ Sterile Services	476	20	0	496
Support Services Manager/ Supervisor		25	42	67
Driver	189	245	0	434
Porter/ Orderly	478	25	0	503
Security/ Caretaker/ Warden	150	12	0	162
Telephonist	105	34		139
Warehouse Operative	78	35	9	122
Shop Assistant/ Hairdresser	-	-	0	-
<b>Total</b>	<b>5,361</b>	<b>689</b>	<b>55</b>	<b>6,105</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	768.2	131.1		899.4
Domestic Services	1,784.4	113.8		1,898.2
Laundry Services/Sewing Room	123.3	15.8	0.0	139.1
Facilities/Sterile Services	358.4	18.9	0.0	377.3
Support Services Manager/Supervisor	22.6		41.9	64.6
Driver	154.2	240.6	0.0	394.9
Porter/Orderly	455.7	24.2	0.0	479.9
Security/Caretaker/Warden	144.0	11.8	0.0	155.8
Telephonist	66.5	25.3		91.8
Warehouse Operative	73.4	35.0	9.0	117.4
Shop Assistant/Hairdresser	-	-	0.0	-
<b>Total</b>	<b>3,929.7</b>	<b>635.5</b>	<b>54.7</b>	<b>4,619.8</b>

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

	Headcount	WTE
Emergency Medical Technician	260	254.0
Patient Care Services	262	254.6
Paramedic	307	304.1
Rapid Response Vehicle Paramedic	79	78.1
Ambulance Officer	91	90.9
Control Assistant	118	111.5
<b>Total</b>	<b>1,117</b>	<b>1,093.3</b>

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

FEMALE	Full-Time	Part-Time	WTE	Total	
	Headcount	Headcount		Headcount	WTE
Emergency Medical Technician	53	10	6.9	63	59.9
Patient Care Services	49	6	3.7	55	52.7
Paramedic	60	15	12.5	75	72.5
Rapid Response Vehicle Paramedic	14		-	14	13.5
Ambulance Officer	18	0	0.0	18	18.0
Control Assistant	40	22	15.7	62	55.7
<b>Total</b>	<b>~233</b>	<b>~53</b>	<b>~38.8</b>	<b>287</b>	<b>272.3</b>

MALE	Full-Time	Part-Time	WTE	Total	
	Headcount	Headcount		Headcount	WTE
Emergency Medical Technician	186	11	8.1	197	194.1
Patient Care Services	196	11	5.9	207	201.9
Paramedic	226	6	5.6	232	231.6
Rapid Response Vehicle Paramedic	65		-	65	64.6
Ambulance Officer	73		-	73	72.9
Control Assistant	56		-	56	55.8
<b>Total</b>	<b>~799</b>	<b>~28</b>	<b>~19.7</b>	<b>830</b>	<b>821.0</b>

**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	19		24	29	58	51	42	25	12		260
Patient Care Services	10	36	24	19	43	47	35	22	18	8	262
Paramedic	7		26	43	76	65	56	28	6	0	307
Rapid Response Vehicle Paramedic	0		6		25	18	22		8		79
Ambulance Officer	0	0	8		14	22	25	13	9		91
Control Assistant	18		20	16	18	17	7	17	5	0	118
<b>Total</b>	<b>15</b>	<b>76</b>	<b>96</b>	<b>118</b>	<b>234</b>	<b>220</b>	<b>187</b>	<b>111</b>	<b>47</b>	<b>13</b>	<b>1,117</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	260		0	260
Patient Care Services	262	0	0	262
Paramedic	0	307	0	307
Rapid Response Vehicle Paramedic	0	79	0	79
Ambulance Officer	64		27	91
Control Assistant	76	32	10	118
<b>Total</b>	<b>598</b>	<b>482</b>	<b>37</b>	<b>1,117</b>

WTE	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	254.0		0.0	254.0
Patient Care Services	254.6	0.0	0.0	254.6
Paramedic	0.0	304.1	0.0	304.1
Rapid Response Vehicle Paramedic	0.0	78.1	0.0	78.1
Ambulance Officer	63.9		27.0	90.9
Control Assistant	70.3	31.4	9.9	111.5
<b>Total</b>	<b>579.0</b>	<b>477.5</b>	<b>36.9</b>	<b>1,093.3</b>

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

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	76	67	34	56	46	5	284
Boilerman / Plumber	19	9		5	19	0	52
Electrician / Fitter / Engineer	38	33	15	16	27		129
Builder / Joiner / Labourer / Painter	28	13	13	15	22	0	91
Multiskilled	56	7	19	7	25		114
Groundsman / Gardener		6	4		9	0	19
<b>Total</b>	<b>~217</b>	<b>125</b>	<b>89</b>	<b>-99</b>	<b>145</b>	<b>8</b>	<b>689</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	75.2	66.7	34.0	54.8	46.0	5.0	281.7
Boilerman / Plumber	19.0	9.0		5.0	19.0	0.0	52.0
Electrician / Fitter / Engineer	38.0	33.0	15.0	16.0	27.0		129.0
Builder / Joiner / Labourer / Painter	28.0	13.0	12.5	15.0	22.0	0.0	90.5
Multiskilled	55.6	7.0	19.0	7.0	25.0		113.6
Groundsman / Gardener		6.0	4.0		9.0	0.0	19.0
<b>Total</b>	<b>~215.8</b>	<b>124.7</b>	<b>88.5</b>	<b>-97.8</b>	<b>145.0</b>	<b>8.0</b>	<b>685.8</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		16	29	45	42	30	44	46	25	7	284
Boilerman/Plumber	0	7		4	6	6	6	12	11		52
Electrician/Fitter/Engineer	5	5	11	20	15	16	10	27	20		129
Builder/Joiner/Labourer/ Painter	-	0	0	4	4	12	19	31	18	-	91
Multiskilled	13	4	5	4	10	17	20	27	14		114
Groundsman/Gardener	0	0	0	0	7		4	8			19
<b>Total</b>	<b>20</b>	<b>26</b>	<b>50</b>	<b>77</b>	<b>79</b>	<b>86</b>	<b>103</b>	<b>148</b>	<b>87</b>	<b>13</b>	<b>689</b>

**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 / Non-AfC</b>	<b>Total</b>
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	5	109	170	284
Boilerman / Plumber	52	0	0	52
Electrician / Fitter / Engineer	129			129
Builder / Joiner / Labourer / Painter	91		0	91
Multiskilled	80	34	0	114
Groundsman / Gardener	19	0	0	19
<b>Total</b>	<b>374</b>	<b>144</b>	<b>~170</b>	<b>689</b>

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-8 / Non-AfC</b>	<b>Total</b>
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	4.7	107.8	169.2	281.7
Boilerman / Plumber	52.0	0.0	0.0	52.0
Electrician / Fitter / Engineer	129.0			129.0
Builder / Joiner / Labourer / Painter	90.5		0.0	90.5
Multiskilled	79.6	34.0	0.0	113.6
Groundsman / Gardener	19.0	0.0	0.0	19.0
<b>Total</b>	<b>372.8</b>	<b>142.8</b>	<b>~169.2</b>	<b>685.8</b>

**Table 10a: Leavers, 1 April 2016 - 31 March 2017 (Headcount)**

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	149	81	94	78	62	215	679
Estates Services	31	7	12	9	5	0	64
Support Services	90	63	46	48	81	9	337
Nursing & Midwifery	419	204	206	257	199	14	1,299
Social Services (excl. dom. care)	101	89	74	70	68	4	406
Professional & Technical	139	62	65	52	48	11	377
Medical & Dental (excluding Doctors in Training)	40	20	16	28	14	15	133
Ambulance	0	0	0	0	0	46	46
<b>Total</b>	<b>969</b>	<b>526</b>	<b>513</b>	<b>542</b>	<b>477</b>	<b>314</b>	<b>3,341</b>

**Table 10b: Joiners, 1 April 2016 - 31 March 2017 (Headcount)**

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	144	92	50	133	66	159	644
Estates Services	18	4	15	15			52
Support Services	105	39	94	47	81	19	385
Nursing & Midwifery	536	193	262	357	256	9	1,613
Social Services (excl. dom. care)	184	106	78	147	86		601
Professional & Technical	218	119	112	108	137	14	708
Medical & Dental (excluding Doctors in Training)	39	12	13	12	25	10	111
Ambulance	0	0	0	0	0	44	44
<b>Total</b>	<b>1,244</b>	<b>565</b>	<b>624</b>	<b>807</b>	<b>660</b>	<b>258</b>	<b>4,158</b>

**Table 10c: Movers, 1 April 2016 - 31 March 2017 (Headcount)**

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	20	16	14	9	6	74	139
Estates Services	6						6
Support Services	5		7		0	0	12
Nursing & Midwifery	182	61	75	55	20	4	397
Social Services (excl. dom. care)	30	20	35	17	9	0	111
Professional & Technical	86	58	51	48	22	16	281
Medical & Dental (excluding Doctors in Training)	9	8	12	15	10		54
Ambulance	0	0	0	0	0	-	-
<b>Total</b>	<b>330</b>	<b>167</b>	<b>194</b>	<b>146</b>	<b>65</b>	<b>-98</b>	<b>-1,000</b>

## Appendix B: Notes and Metadata

**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. As a result of this policy, overall totals are correct (unless marked with a tilde) although some row and column sub-totals may have been changed. This means that some rows or columns may not sum. Where appropriate, cells containing very small numbers may be merged with a neighbour.

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

### **Agenda for Change (AfC)**

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

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

**Full-Time** A full-time member of staff is defined here as one who works the normal maximum hours for their contract type - e.g. 37.5 weekly hours for an AfC employee.

**Generic** Generic staff were a group of multidisciplinary employees. By 2015 they had been amalgamated into other groups.

**HSC** Umbrella term for all Health and Social Care NI Organisations

### **Occupational Family**

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

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

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

Business Services Organisation

Health and Social Care Board

NI Ambulance Service HSC Trust

NI Blood Transfusion Service

NI Guardian Ad Litem Agency

NI Practice & Education Council



NI Social Care Council

NI Medical and Dental Training Agency

Patient Client Council

Public Health Agency

Regulation & Quality Improvement Authority