



Northern Ireland Health and Social Care Workforce Census March 2019



Department of
Health

An Roinn Sláinte

Máinnystrie O Poustie

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Northern Ireland Health and Social Care Workforce Census March 2019

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

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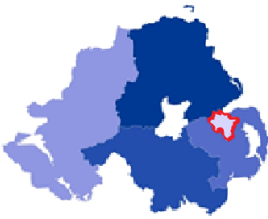
Key Findings



At 31st March 2019, the HSC employed 66,800 (58,246 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B.



The HSC workforce grew by 12% (6,156 WTE) between the 2010 and 2019 Census dates (excluding NIMDTA).



The largest employer in the HSC was the Belfast Trust with 17,982 WTE or 31% of all staff.



The largest Occupational Family was Nursing & Midwifery with 19,736 WTE or 34% of the total.



The Medical & Dental workforce stood at 4,728 (4,307 WTE). Forty per cent (1,744 WTE) were consultants.



Just under two fifths (38%, 22,114 WTE) of WTE HSC staff were employed at Agenda for Change Bands 1 to 4.



A substantial majority (79% or 52,625) of HSC employees were female and 56% of females worked full-time.

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Background

This is the nineteenth 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.

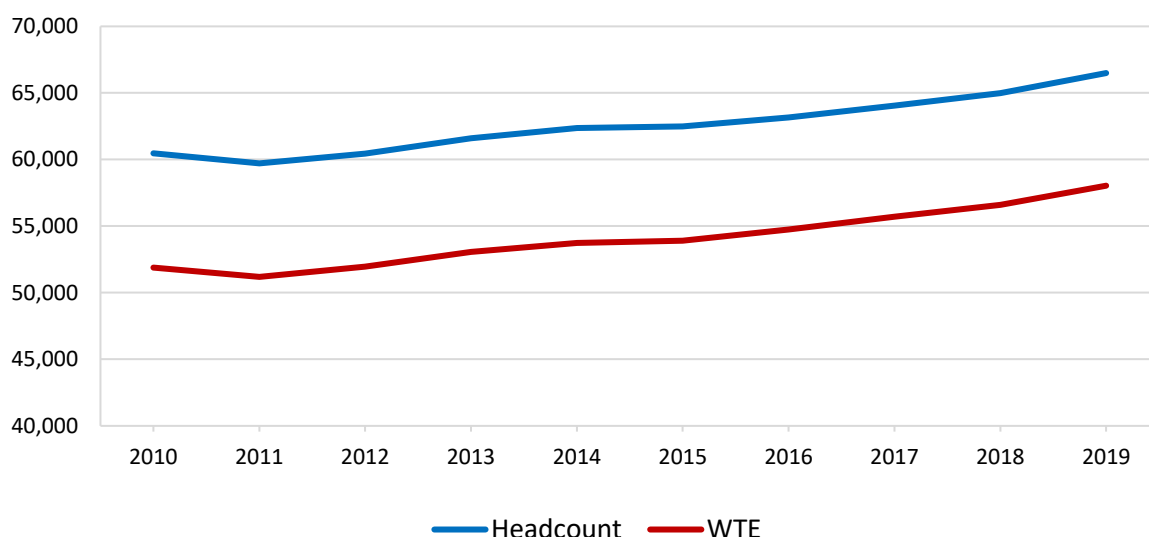
Summary analysis and commentary is given in Sections 1 - 10, followed by tables in Appendix A and notes/metadata in Appendix B.

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>

Prior to 2014, information on Northern Ireland Medical and Dental Training Agency (NIMDTA) staff was not included in our data extract. Therefore please note ten year trend analysis in this publication does not include information for NIMDTA.

Changes in the NI Health and Social Care Workforce 2010 - 2019

Figure A: HSC Staff Headcount and Whole-time Equivalent (WTE) 2010-2019



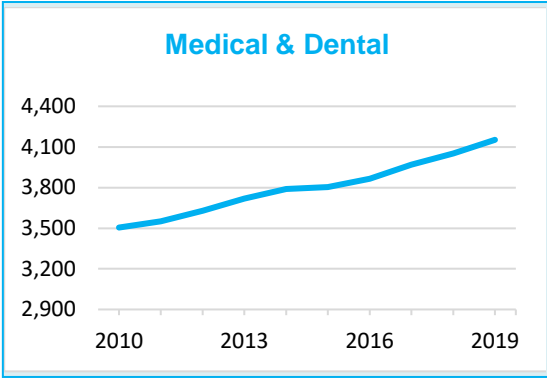
Overall HSC Staffing Changes, 2010 to 2019

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

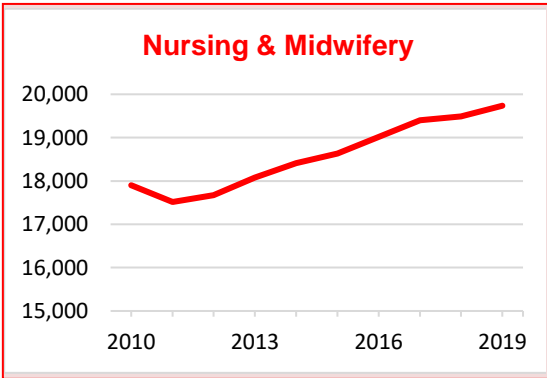
Between 2010 and 2019, the WTE of HSC staff increased by 6,156; this represented 11.9% workforce growth. Possibly due to the after-effects of the Northern Ireland Review of Public Administration (RPA) in the period after 2007, as well as the wider economic climate from 2008 onwards, the workforce decreased by 1.3% between 2010 and 2011. This trend reversed in 2011, and between 2011 and 2019 the increase was 13.4%. The rate of growth between 2016 and 2019 was 6.0%.

Changes by Occupational Family, 2010 to 2019

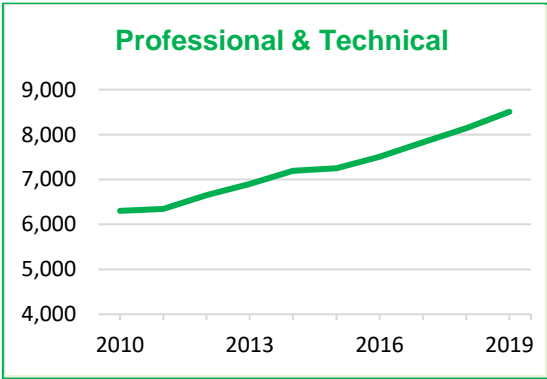
Changes in staff levels in each Occupational Family between 2010 and 2019 is detailed overleaf. Some fluctuations in staff levels early in this period in the Professional & Technical, Social Services, Support Services and Estates Services may be due to movement between Occupational Families as a result of the introduction of the Agenda for Change (AfC) terms and conditions across NHS organisations.



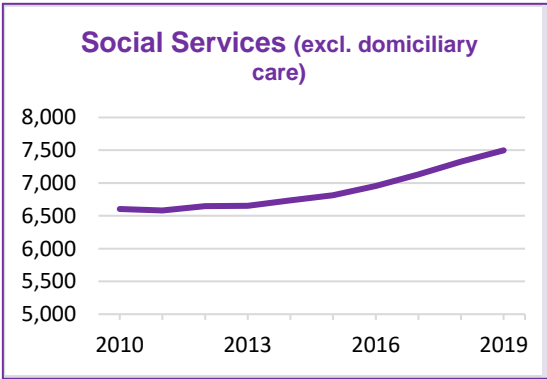
Between 2010 and 2019, the Medical and Dental Occupational Family grew from 3,505 to 4,153 (excluding NIMDTA), an increase of 18.5%. The three-year trend also shows a growing workforce, WTE having increased by 7.4% between 2016 and 2019.



The Nursing & Midwifery workforce grew by 10.3% between 2010 and 2019, an increase of 1,838. This growth was accounted for by an increase of 1,404 (10.1%) registered nurses and/or midwives, and an increase of 434 (10.8%) nurse support staff. In 2019, 77.5% of the workforce were registered nurses and midwives (the ratio often referred to as 'skill mix'), similar to the position in 2010 (77.7%).

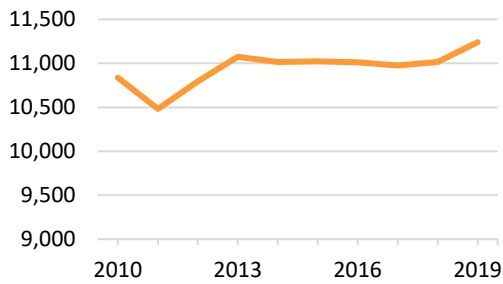


Between 2010 and 2019, the Professional & Technical Occupational Family continually grew from 6,301 to 8,506 WTE, an increase of 35.0%.



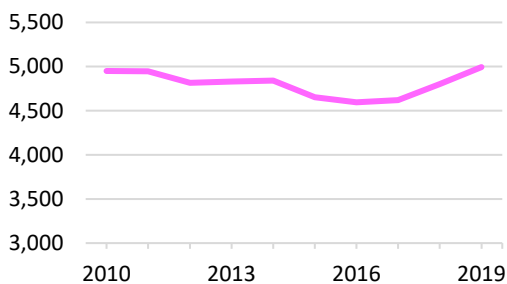
Between 2010 and 2013, the Social Services workforce (excluding domiciliary care) saw little change with only a small increase of 0.7% (48 WTE). Since 2013, the workforce has increased steadily by 12.7% (845 WTE) to 7,498 WTE in 2019.

Admin & Clerical



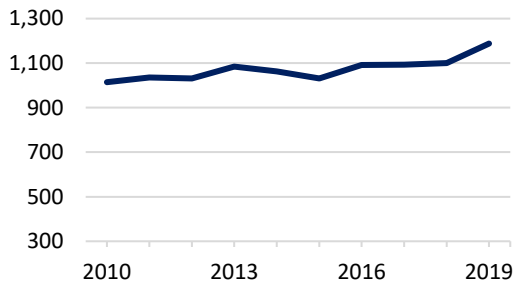
The Administrative & Clerical Occupational Family was affected by the Review of Public Administration, and their total WTE decreased by 3.3% (354) between 2010 and 2011. Between 2011 and 2013, their workforce increased again by 5.7% (593). Between 2013 and 2017, the workforce decreased slightly, after which it increased again by 2.4% (267) in 2019.

Support Services



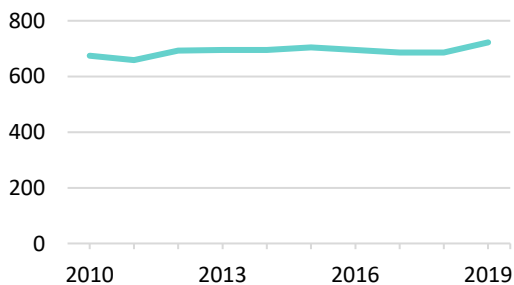
From 4,950 WTE Support Service staff in 2010, a 7.2% decrease over six years resulted in a low of 4,595 WTE in 2016. Since 2016, this trend has reversed with the workforce growing by 399 (8.7%) to 4,994 WTE in 2019.

Ambulance



The Ambulance Occupational Family (which includes paramedics, Emergency Medical Technicians, ambulance officers and control staff) has seen small fluctuations in staffing levels between 2010 and 2018, resulting an increase of 8.4% (85). Between 2018 and 2019, the workforce grew by a further 8.0% (88).

Estates Services



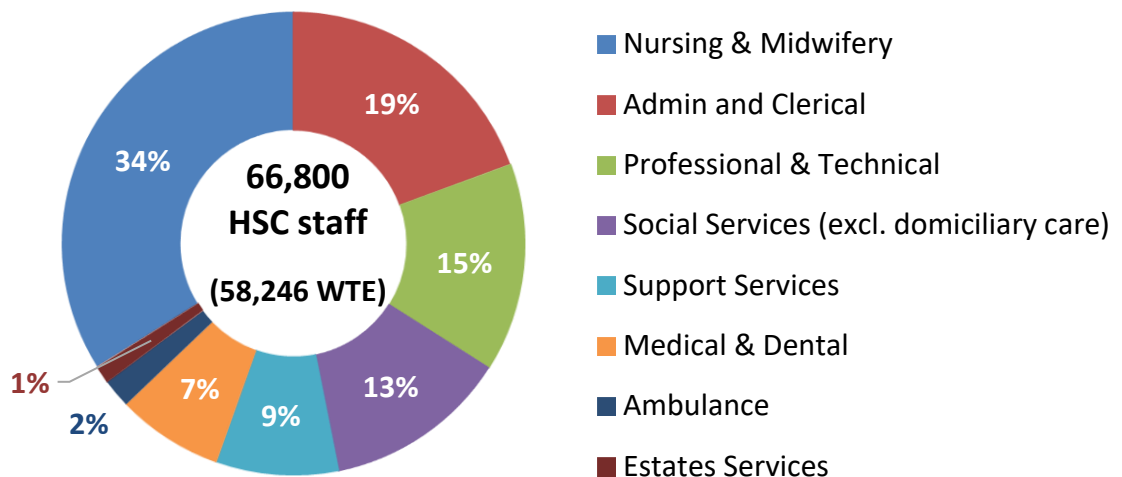
Following a small decrease in Estates Services staff in 2011, this Occupational Family grew by 6.9% to 704 WTE in 2015. Another decrease occurred between 2015 and 2018 before a further increase of 5.3% to 722 WTE in 2019. The overall increase in this workforce between 2010 and 2019 was 7.1% (48 WTE).

Section 1: Health & Social Care Staff

At March 2019, the HSC employed 66,800 (58,246 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B. In the financial year 2018/19, expenditure on HSC employees exceeded £2 billion.

Occupational Families

Figure 1a: Health & Social Care Staff by Occupational Family (% WTE), March 2019

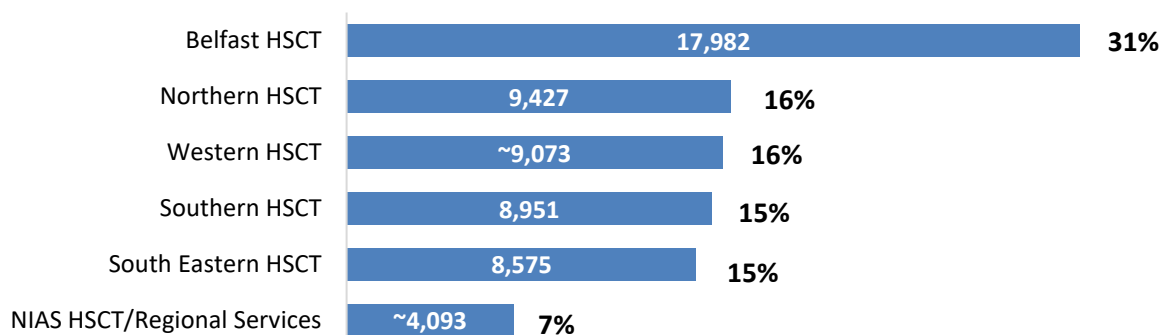


The largest Occupational Family, with 19,736 WTE or 34% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 11,295 WTE (19%). Medical & Dental staff represented 7% of the overall workforce, with 4,307 WTE.

Employing Organisations

The largest HSC organisation was the Belfast Trust, with 31% of all staff (17,982 WTE). 93% of all staff worked for one (or more than one) of the five regional HSC Trusts (excluding NIAS HSC Trust).

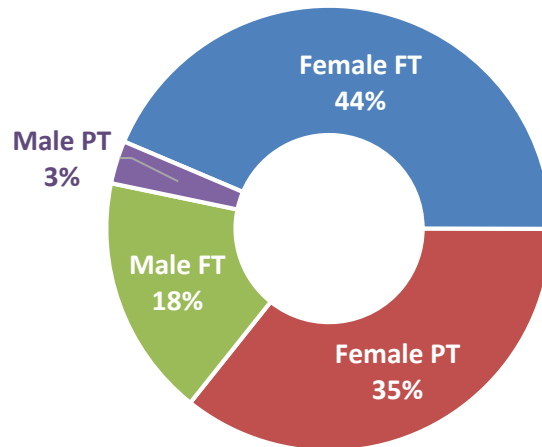
Fig 1b: Health & Social Care Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

Seventy-nine per cent of staff (52,625) were female. Of these, 56% worked full-time (see p 66 for the definition). Of the remaining 14,175 male staff, 84% worked full-time.

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

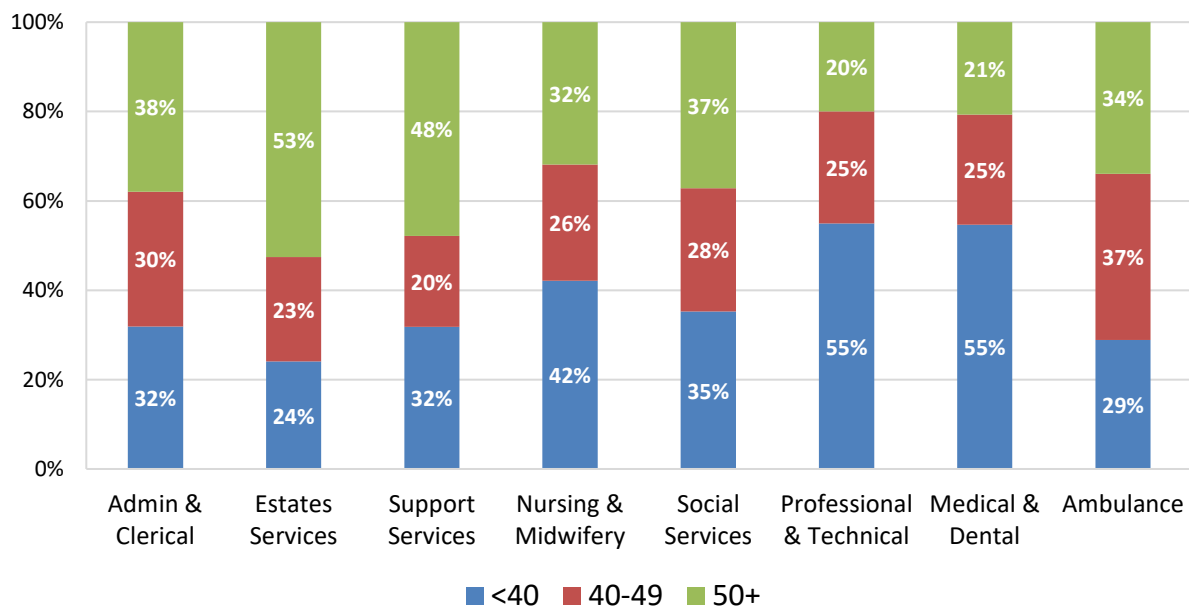


Percentages shown are of all staff. FT; Full-time, PT; Part-time

Age (Headcount)

Forty-one per cent of all staff were under the age of 40; 26% 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).

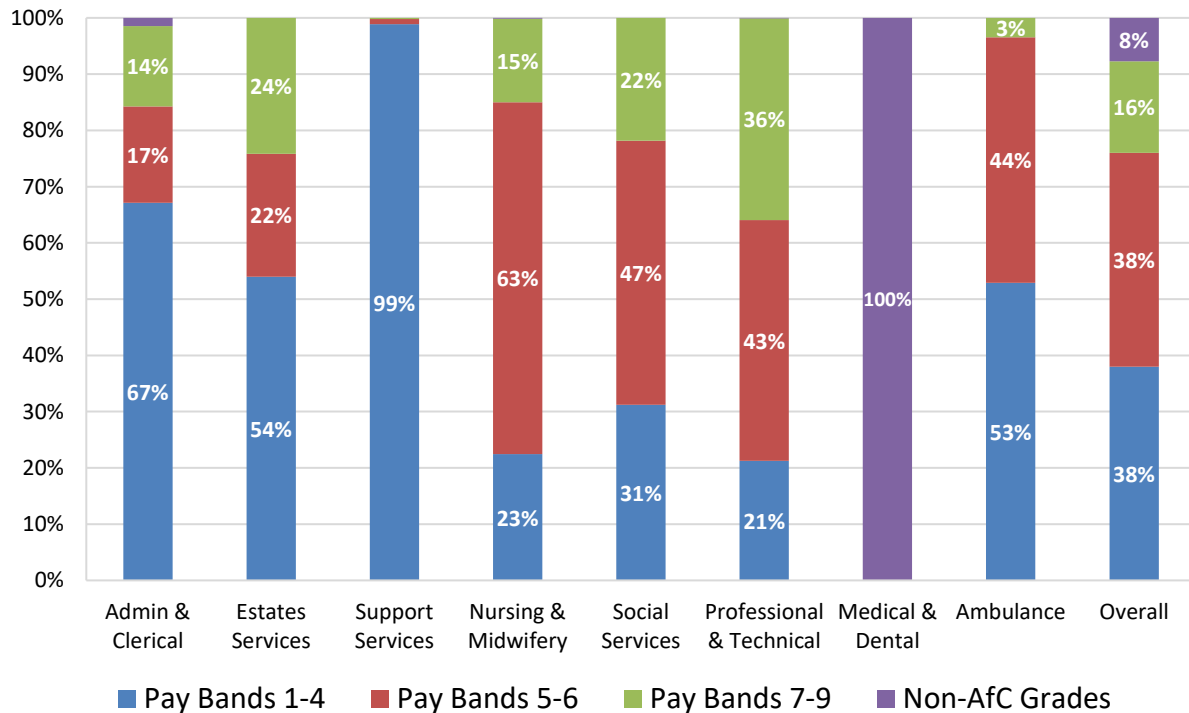
Fig. 1d: Health & Social Care Staff by Age Group and Occupational Family (% Headcount)



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, 67% were employed between Bands 1 and 4 and 84% were employed below Band 7. Sixty-three per cent of Nursing & Midwifery staff were employed at Bands 5 and 6.

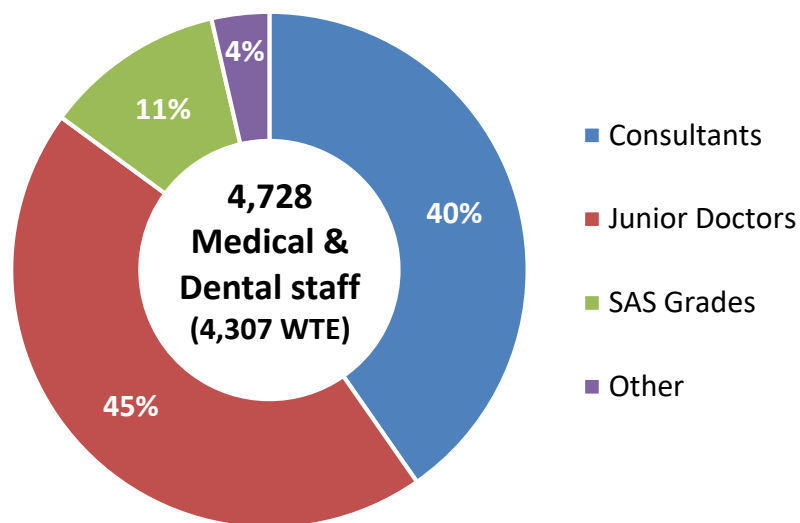
Fig. 1e: HSC Health & Social Care Staff by Pay Band and Occupational Family (% WTE)



Section 2: Medical and Dental Staff

There were 4,728 (4,307 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 1,936 WTE. The next largest group were consultants with 1,744 WTE or 40%. Staff Grade/Associate Specialist/Specialty Doctors (SAS), or middle-grade doctors, comprised the majority of the remainder at 11% (467 WTE). The final 4% of the workforce were employed in grades classified as 'other', for example hospital practitioners and dental officers.

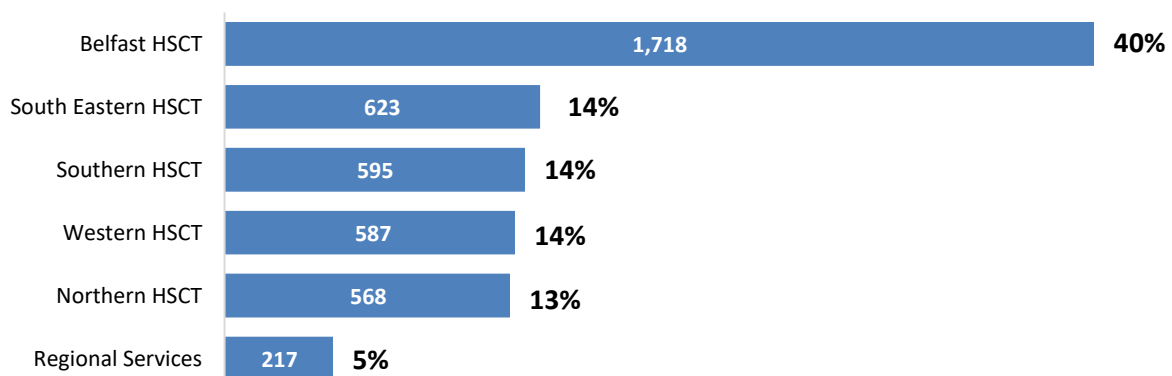
Fig 2a: Medical & Dental Staff by Grade (% WTE)



Employing Organisations

Forty per cent of Medical and Dental staff (1,718 WTE) worked for the Belfast HSC Trust. The South Eastern, Southern and Western HSC Trusts employed 14% of Medical and Dental staff by WTE, and the Northern HSC Trust employed 13%. The remaining 5% were employed by the Regional Services.

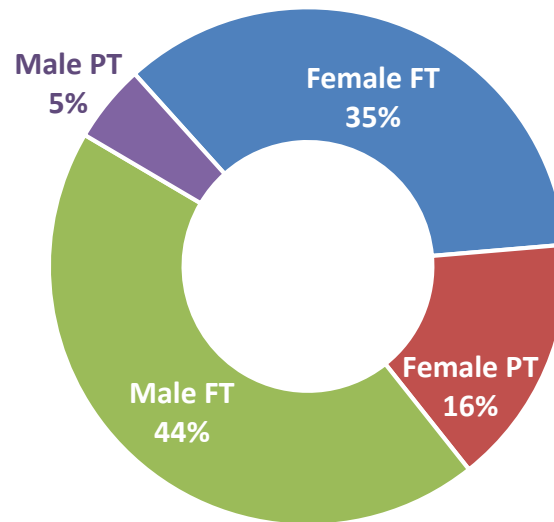
Fig. 2b: Medical & Dental Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

A small majority (2,411 or 51%) of Medical and Dental staff were female, of whom 69% worked full-time. Of the remaining 2,317 male doctors, 90% worked full-time.

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

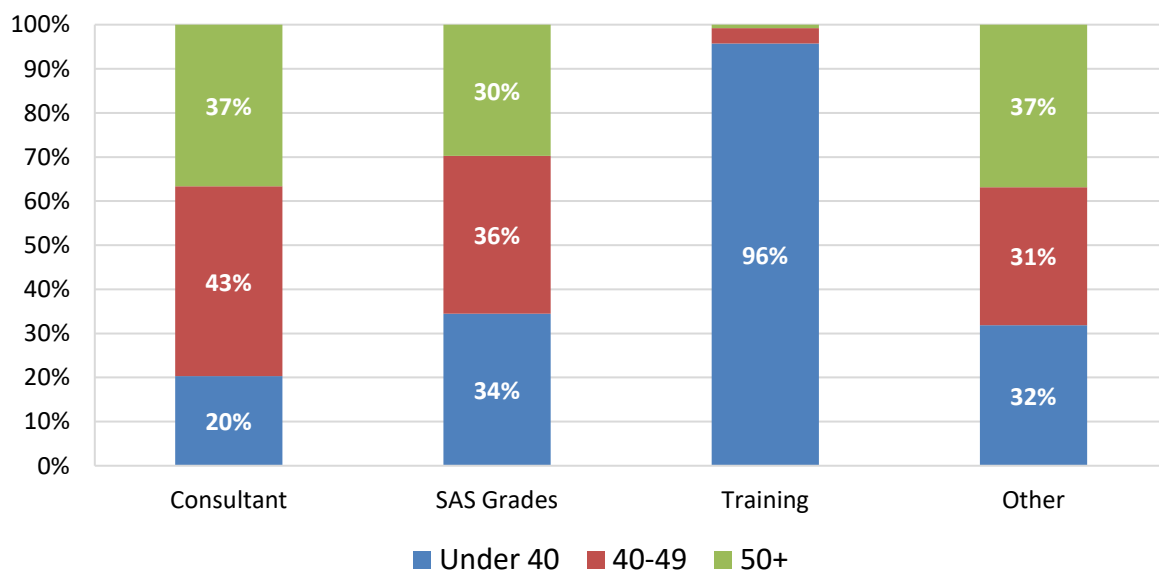


Age (Headcount)

Fifty-five per cent of medical and dental employees were under the age of 40; 25% were aged between 40 and 49; and 21% were aged over 50.

Twenty per cent of Consultants and 34% of SAS/career grade staff were under the age of 40. Ninety-six 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)

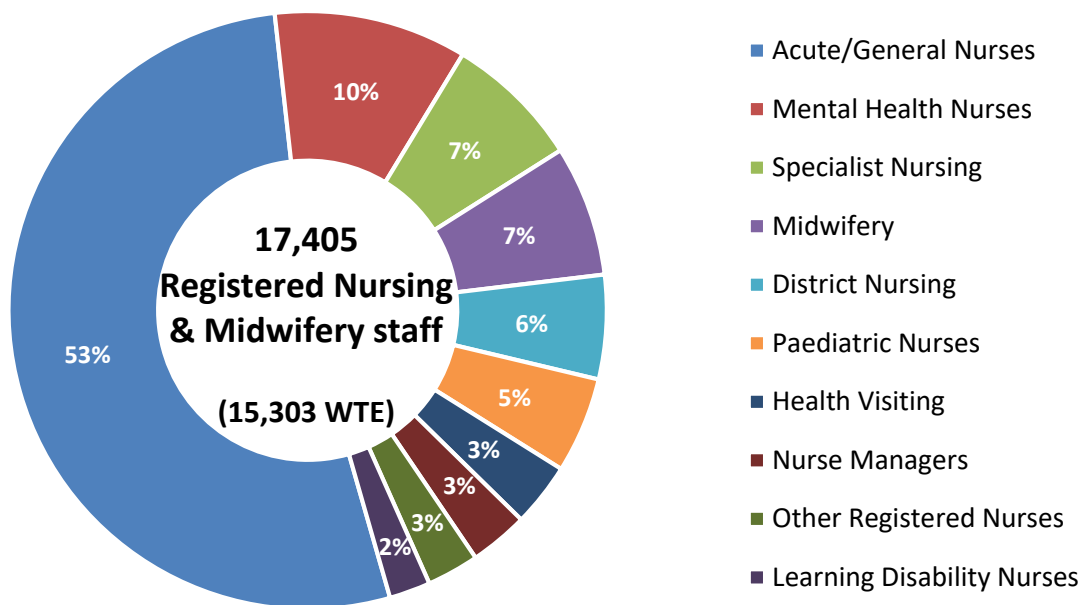


Section 3: Nursing and Midwifery Staff

There were 22,493 (19,736 WTE) Nursing & Midwifery staff employed. 17,405 (15,303 WTE) were in registered nursing and midwifery grades (Band 5 and up), and 5,088 (4,433 WTE) were in support grades (Bands 2-4).

Just over half (8,062 WTE, or 53%) of all registered nurses were graded as acute or general nurses. No other single group comprised more than a small portion of the registered nursing workforce; 10% (1,598 WTE) were mental health nurses, while specialist nursing and midwifery comprised 7% each (1,125 and 1,082 WTE respectively).

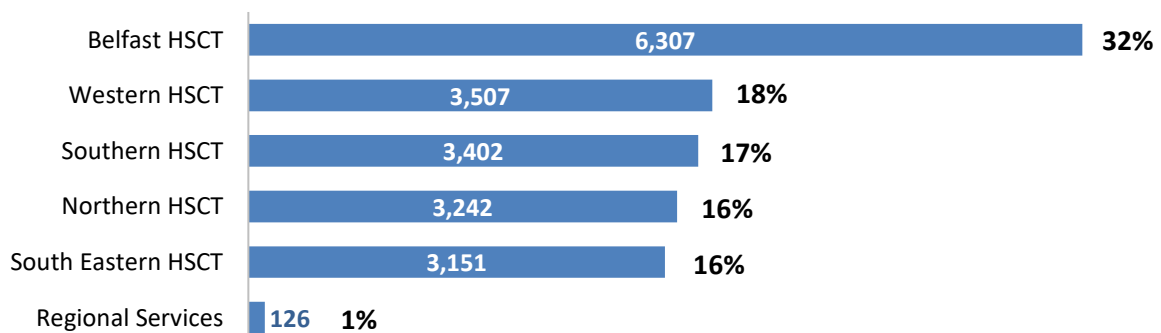
Fig. 3a: Registered Nursing & Midwifery Staff by Group (% WTE)



Employing Organisations

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

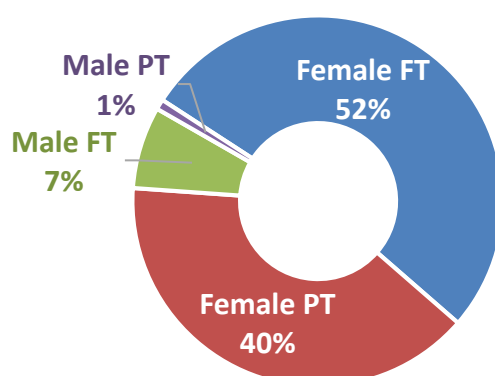
Fig. 3b: Nursing & Midwifery Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

The vast majority (92%, or 20,684) of Nursing & Midwifery employees were female. Of these, 11,749 (57%) worked full-time. Of the remaining 1,809 male Nursing & Midwifery staff, eighty-nine per cent (1,610) worked full-time. Within the subgroups, male staff were more highly represented among mental health nurses. Twenty-one per cent of mental health nurses, or 349, were male.

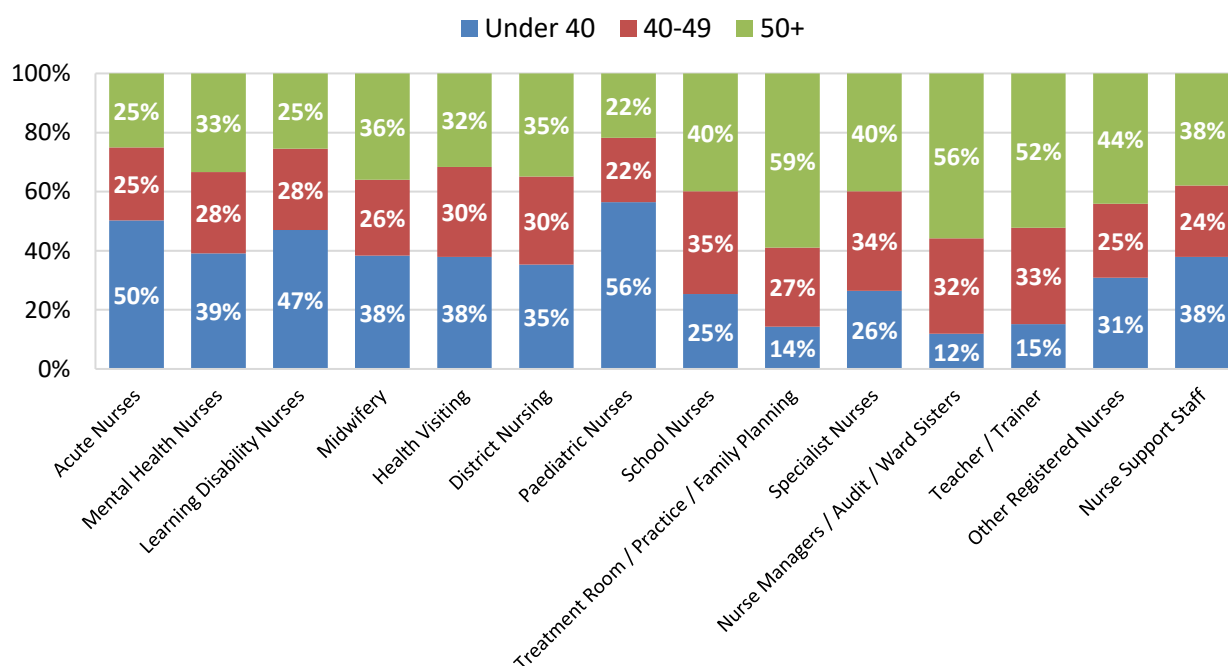
Fig. 3b: Nursing & Midwifery Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Overall, the proportion of Nursing & Midwifery staff aged under 40 was 42%. The youngest groups were paediatric nurses (56% aged under 40), acute/general nurses (50% aged under 40) and learning disability nurses (47% aged under 40). The group with the largest proportion of staff over 50 were treatment room, practice and family planning nurses, at 59%.

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

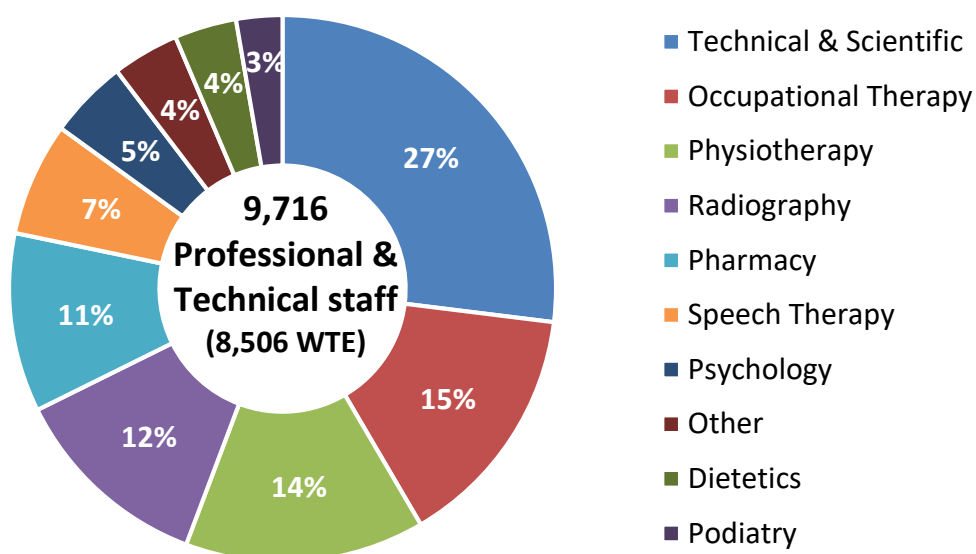


Section 4: Professional and Technical Staff

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 9,716 (8,506 WTE) Professional and Technical staff employed. The largest single professional group was occupational therapy, with 15% of total WTE (1,242), followed by physiotherapy with 14% of total WTE (1,205). Technical and Scientific staff of various professions made up 27% of WTE, or 2,293.

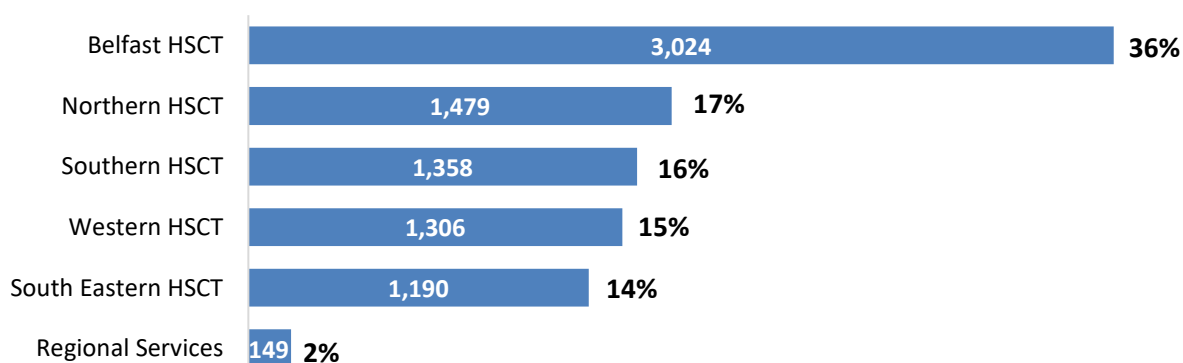
Fig. 4a: Professional & Technical Staff by Group (% WTE)



Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 3,024 WTE or 36% of the total. The other four local Trusts employed between 14% and 17% of the total WTE. Two per cent (149 WTE) were employed by the Regional Services.

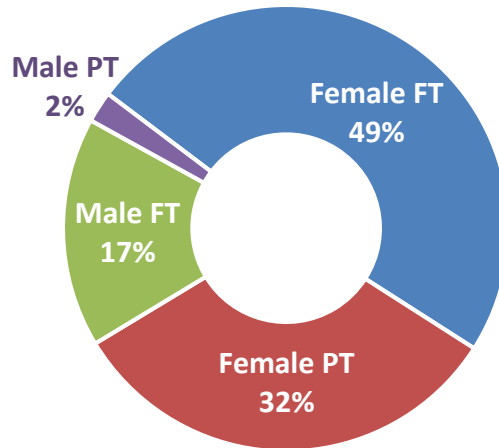
Fig. 4b: Professional & Technical Staff by Employing Organisation (% WTE)



Gender and Working Patterns (Headcount)

A large majority (81%; 7,877 staff) of Professional & Technical staff were female. Three fifths (60%) of female staff worked full-time. Of the remaining 1,839 male Professional & Technical staff, 88% (1,620) worked full-time.

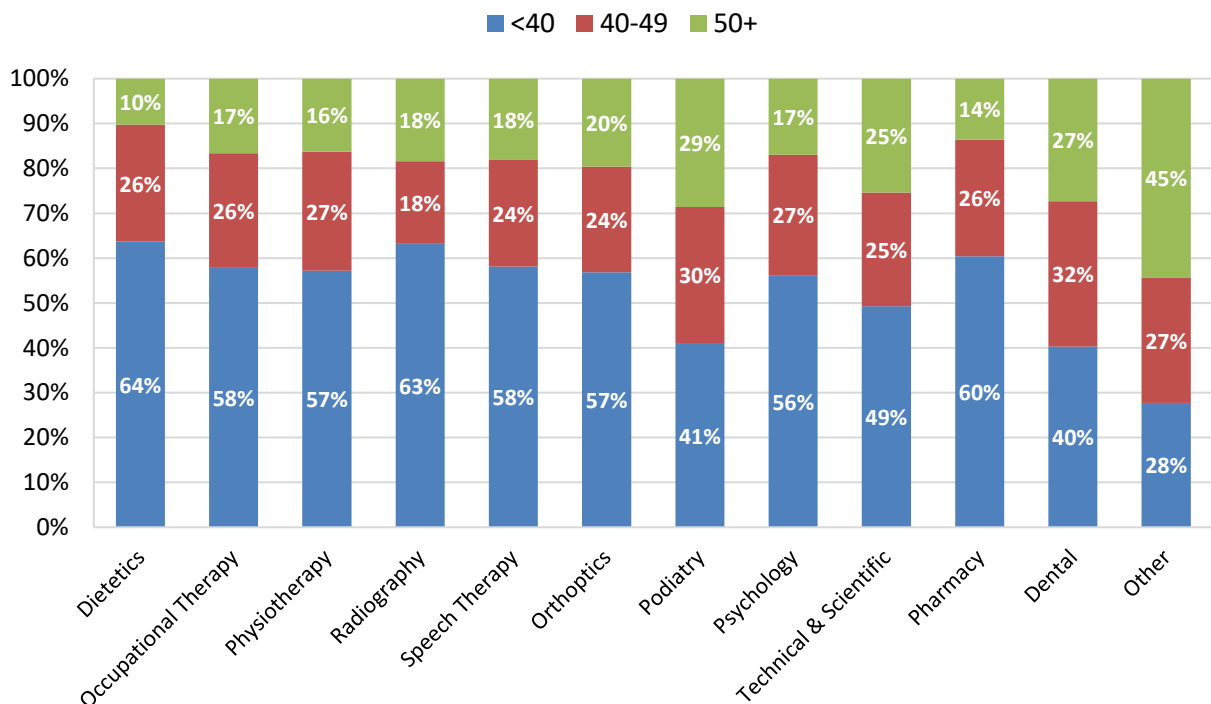
Fig. 4c: Professional & Technical Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

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

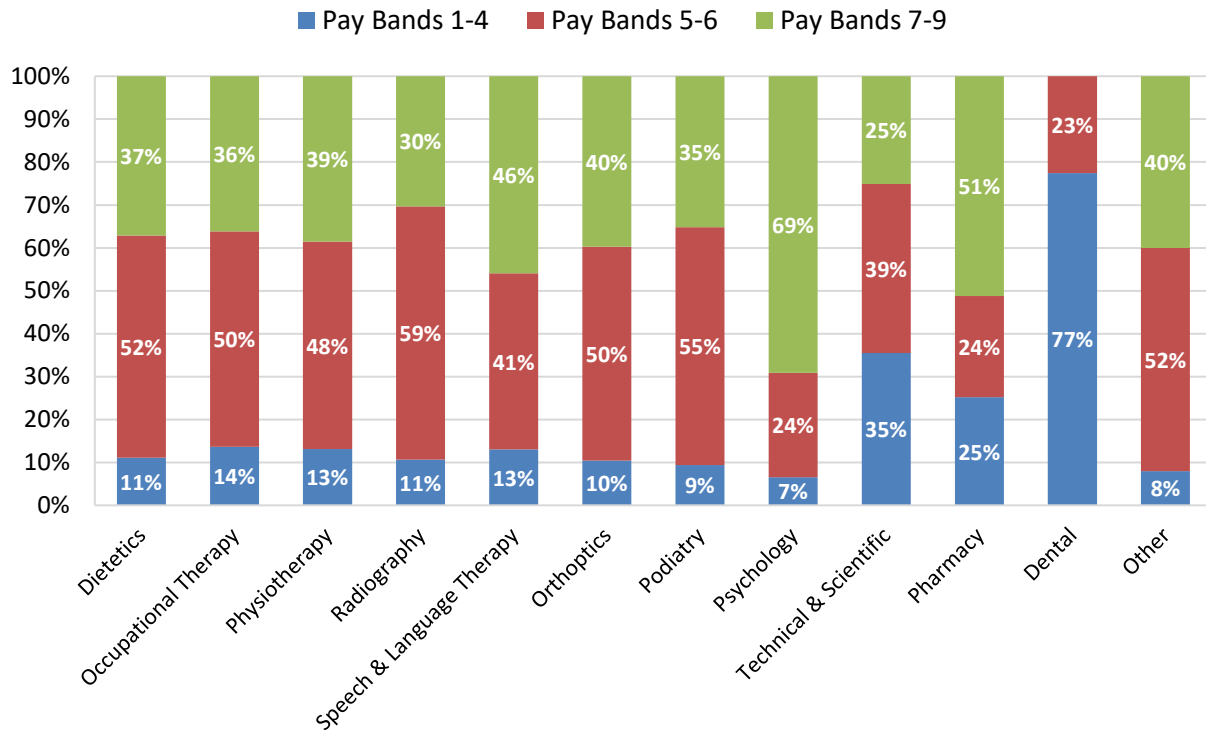
Fig. 4d: Professional & Technical Staff by Age Group (% Headcount)



Pay Bands (WTE)

Almost four fifths (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 69%.

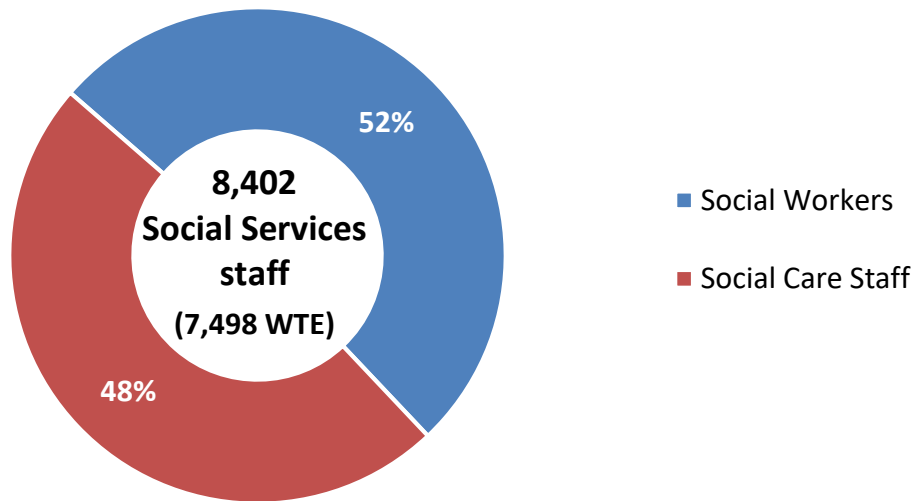
Fig. 4e: Professional & Technical Staff by Pay Band (% WTE)



Section 5: Social Services Staff - Excluding Domiciliary Care

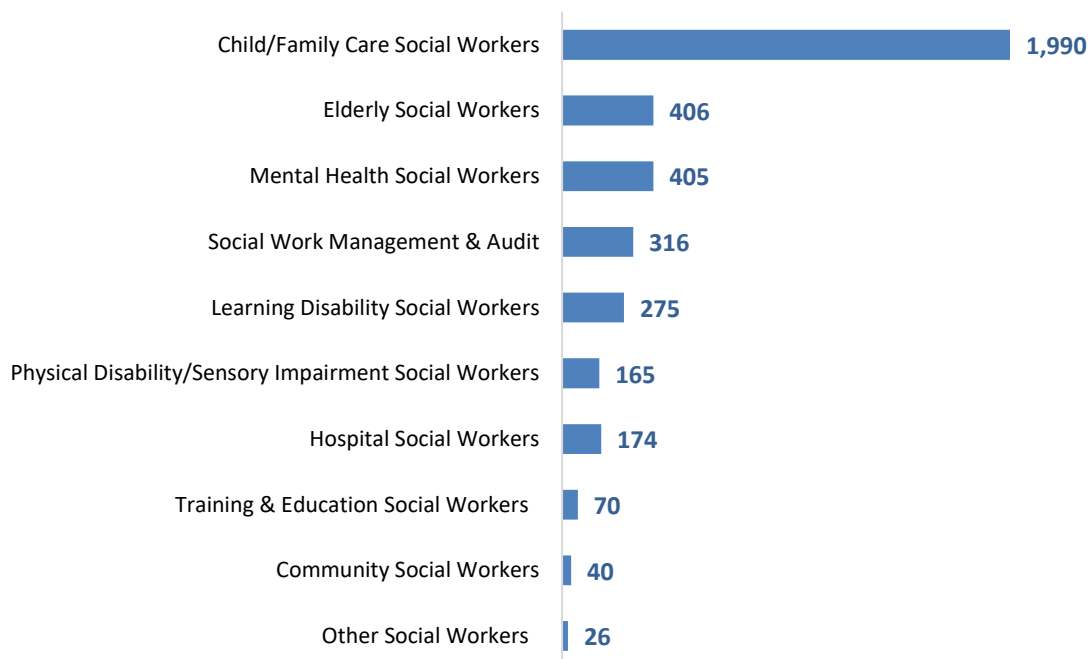
There were 8,402 (7,498 WTE) staff employed in Social Services grades. A small majority (52%, or 3,866 WTE) were social workers.

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



More than half of all social workers (51%, 1,990 WTE) were employed in Child & Family Care.

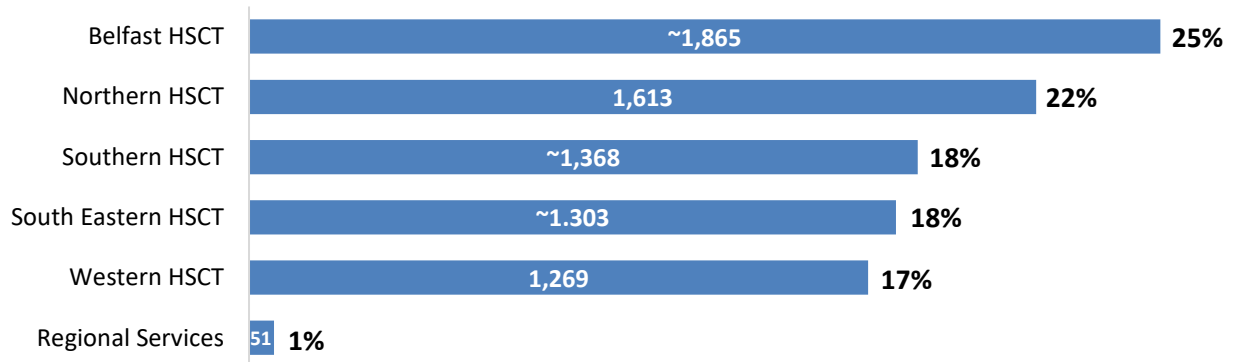
Fig. 5b: Social Workers by Group (WTE)



Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with ~1,865 WTE (25% of the total). The other Trusts employed between 17% (Western) and 22% (Northern) of the total. Less than 1% were employed by the Regional Services.

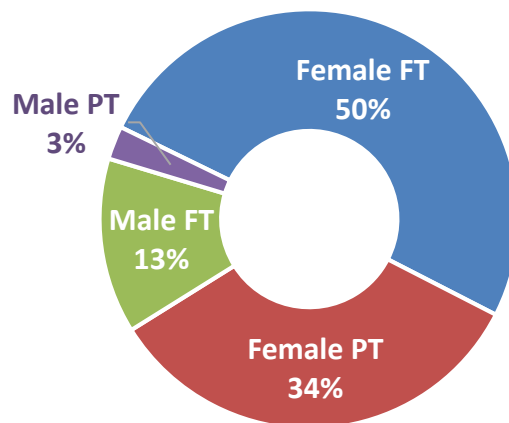
Fig 5c: Social Services Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

A large majority (84%, 7,064) 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.

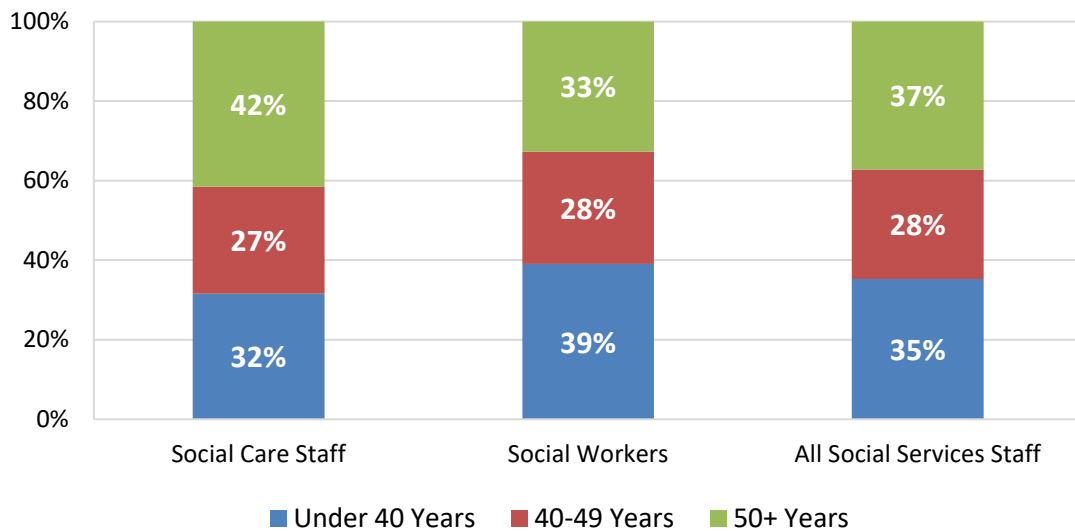
Figure 5d: Social Services Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

The Social Services Occupational Family has more staff over the age of 50 (~3,122, or 37%) than under 40 (2,962, or 35%). Social workers were younger than other social care staff; 39% were under 40, whereas 42% 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)

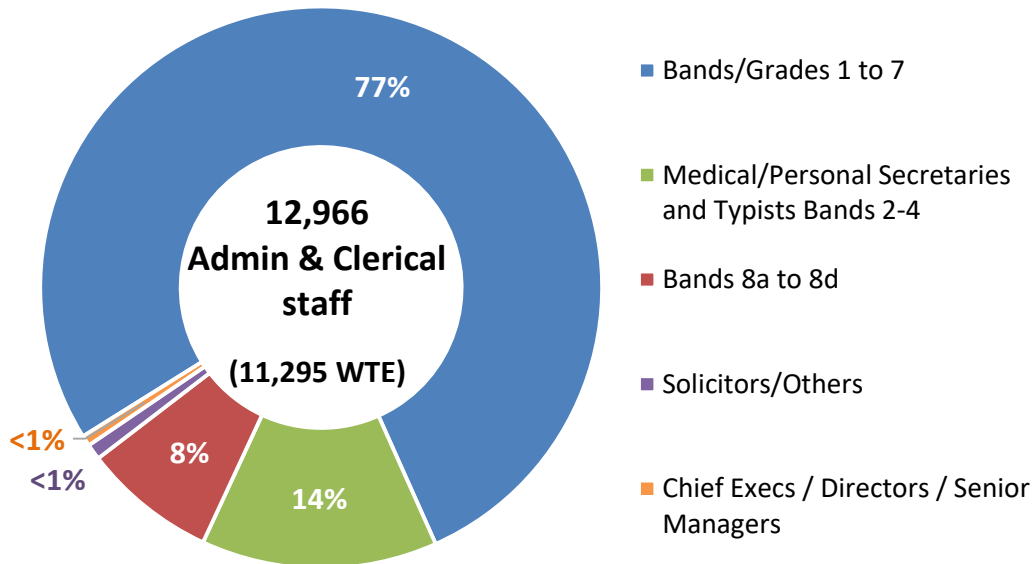


Over two fifths (44%) of physical disability/ sensory impairment social workers were aged over 50 years. Only 12% of social work managers and audit were under 40 years of age; 55% were aged over 50.

Section 6: Administrative and Clerical Staff

There were 12,966 (11,295 WTE) Administrative & Clerical staff employed, 67% of which (7,582 WTE) were employed in general Bands/Grades 1 to 4 (non-managerial grades including secretaries and typists).

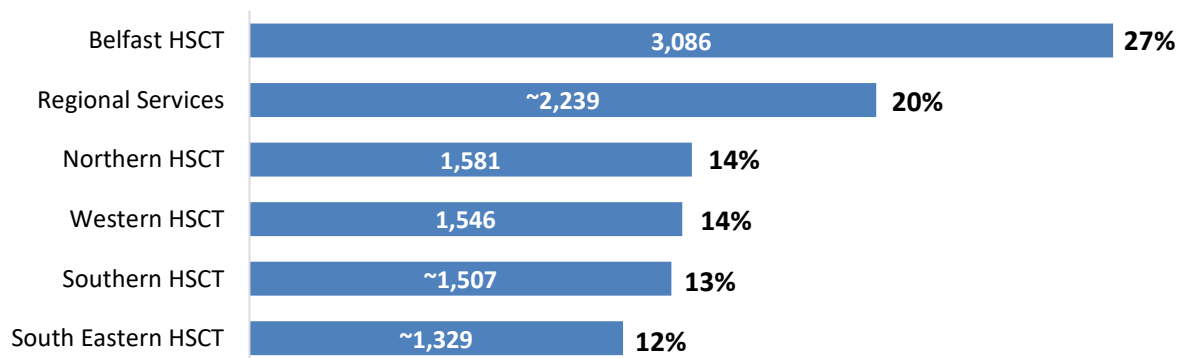
Fig. 6a: Administrative & Clerical Staff by Grade (% WTE)



Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 3,086 WTE (27% of the total). The Regional Services, particularly the Business Services Organisation and the Health & Social Care Board, employed a further ~2,239 WTE or 20%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

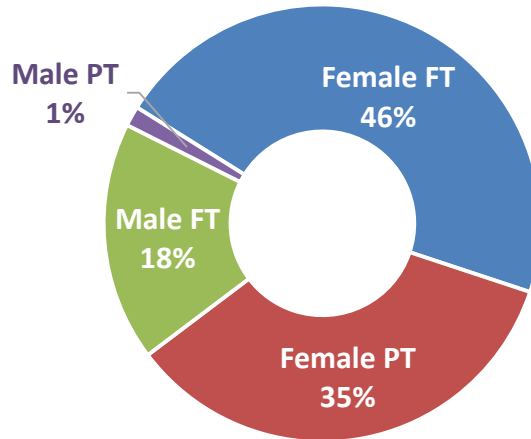
Fig. 6b: Administrative & Clerical Staff by Employing Organisation (% WTE)



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 92% of male staff.

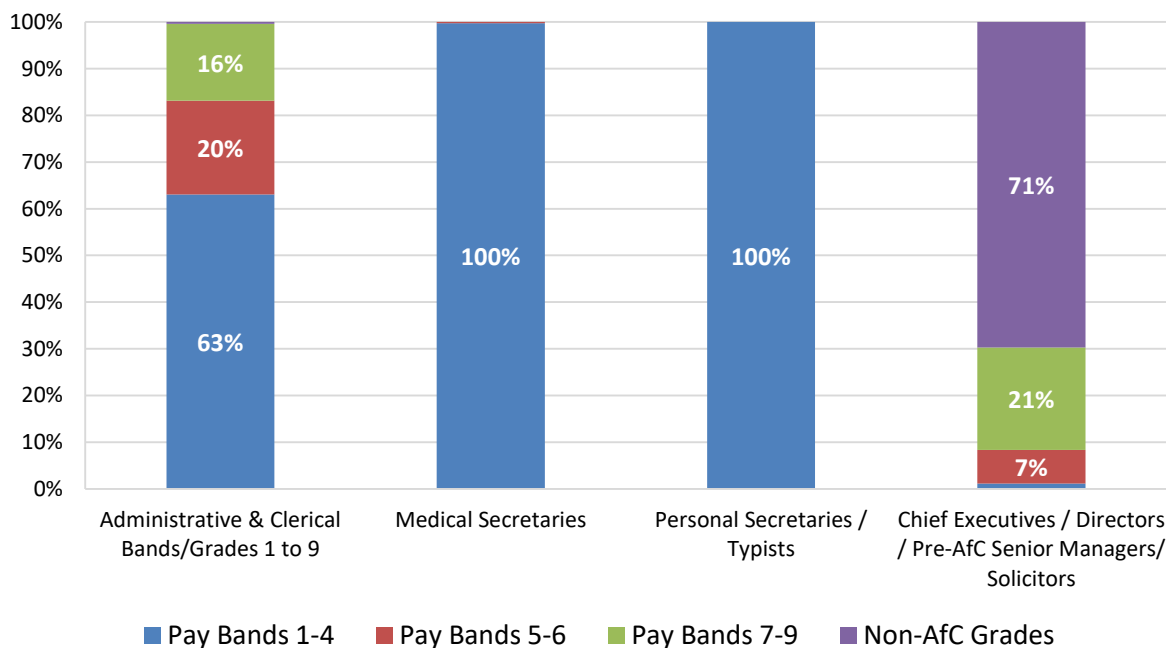
Fig. 6c: Administrative & Clerical staff by Gender and Working Pattern (% Headcount)



Pay Bands (WTE)

As described earlier, almost seven in ten (67%, or 7,582 WTE) Administrative & Clerical staff were employed at AfC Bands 1-4. This included non-managerial grades, secretaries and typists.

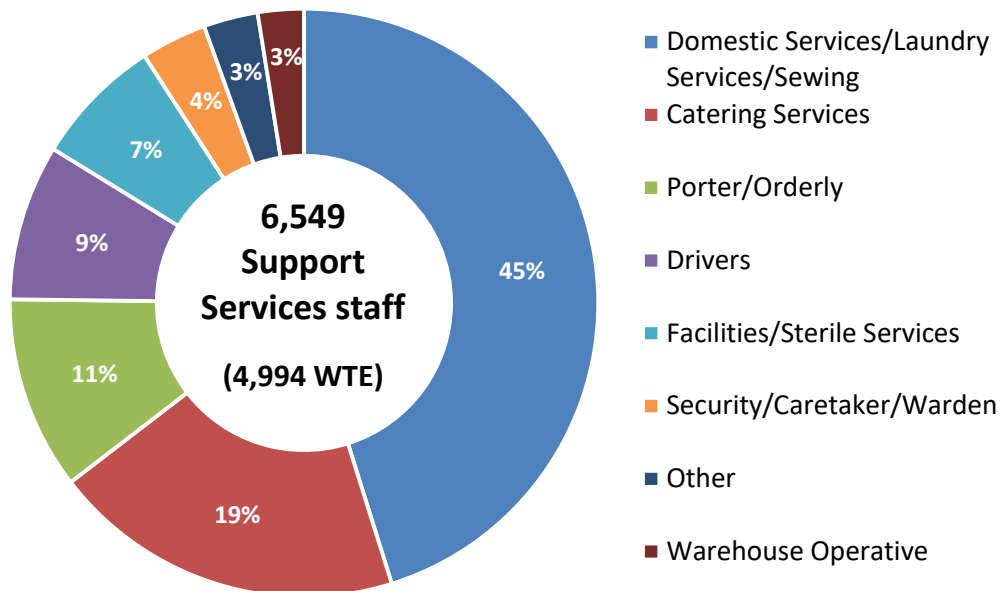
Fig. 6d: Administrative & Clerical Staff by Pay Bands (% WTE)



Section 7: Support Services Staff

There were 6,549 (4,994 WTE) Support Services staff employed. The largest sub-group was domestic services, with 2,116 WTE; they represented 42% of Support Services staff. A further 19% (969 WTE) were employed within catering services.

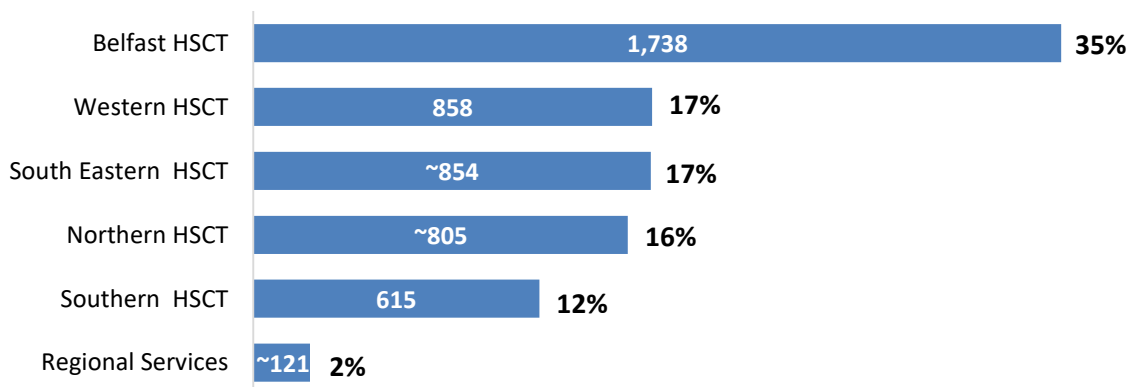
Fig. 7a: Support Services Staff by Group (% WTE)



Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,738 Support Services staff, 35% of the total. The other local Trusts employed between 12% and 17% of the remainder, with 2% employed by the Regional Services.

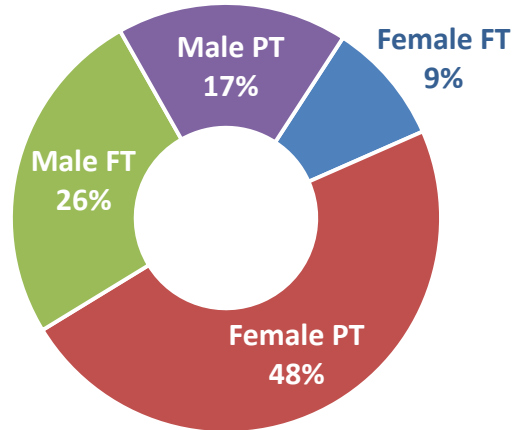
Fig. 7b: Support Services Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

The Support Services workforce was 57% female. A majority (65%) of all Support Services staff worked part-time. The warehouse operatives group had the highest proportion of staff working fulltime at 97%. Most male staff (60%) worked full-time compared to 16% of female staff.

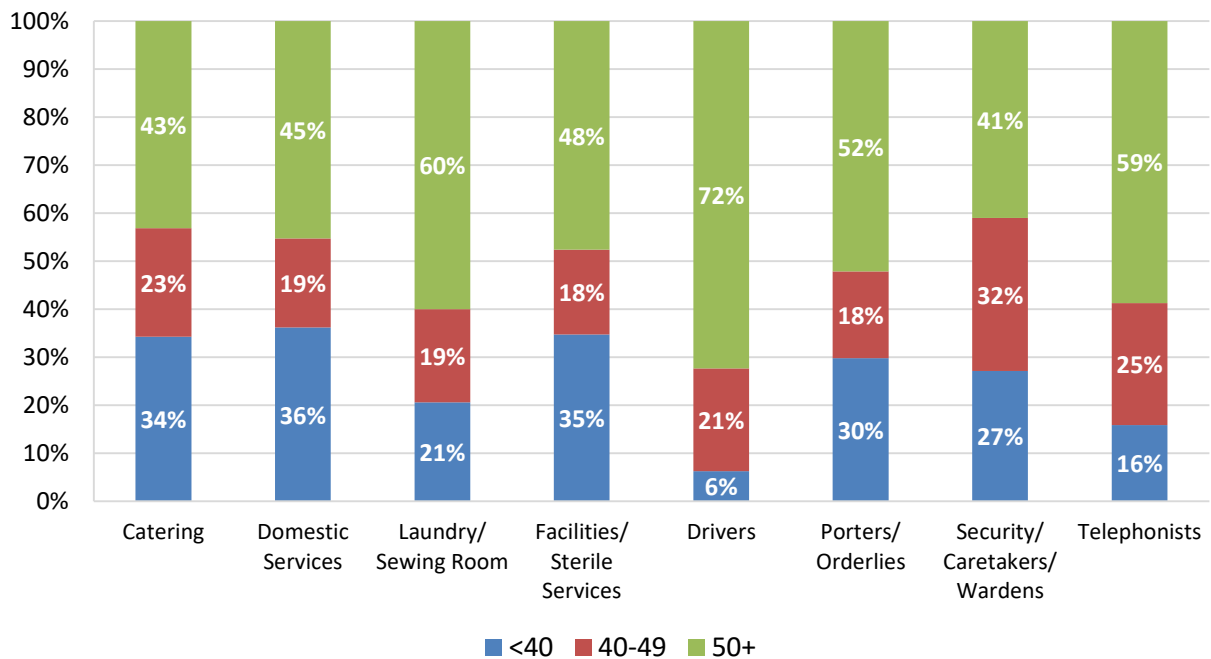
Fig. 7c: Support Services Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Almost half (48%, or 3,132) of Support Services staff were aged over 50. The highest proportion of staff aged over 50 were employed as drivers, at 72%.

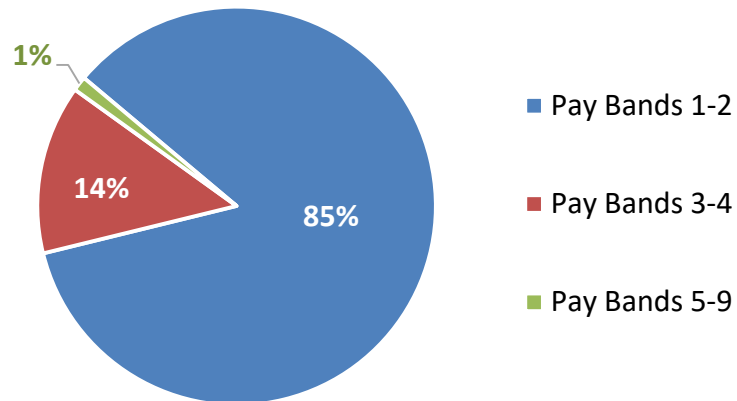
Fig. 7d: Support Services Staff by Age Group (% Headcount)



Pay Bands (WTE)

Support Services staff on average are employed at lower Bands than the other Occupational Families. A large majority (85%, or ~4,232 WTE) were employed at Band 1 or 2; only 1% (~55 WTE) were employed at Band 5 or above.

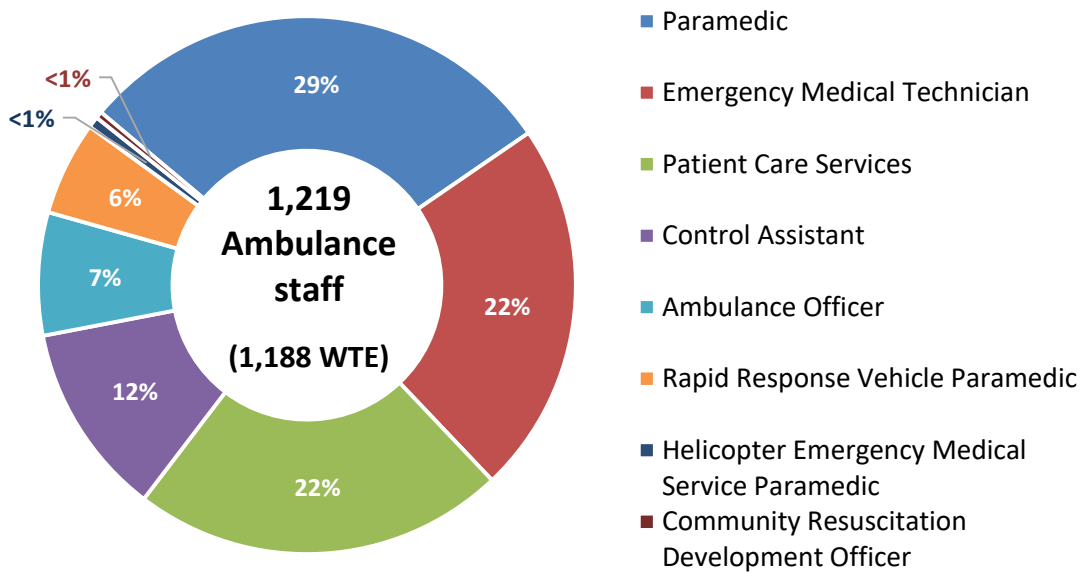
Fig. 7d: Support Services Staff by Pay Band (% (WTE))



Section 8: Ambulance Staff

There were 1,219 (1,188 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (423 WTE, 36%) were graded as either paramedics, rapid response vehicle (RRV) paramedics or helicopter emergency medical service (HEMS) paramedics. Emergency medical technicians (EMTs) and patient care services comprised 267 WTE each (22%).

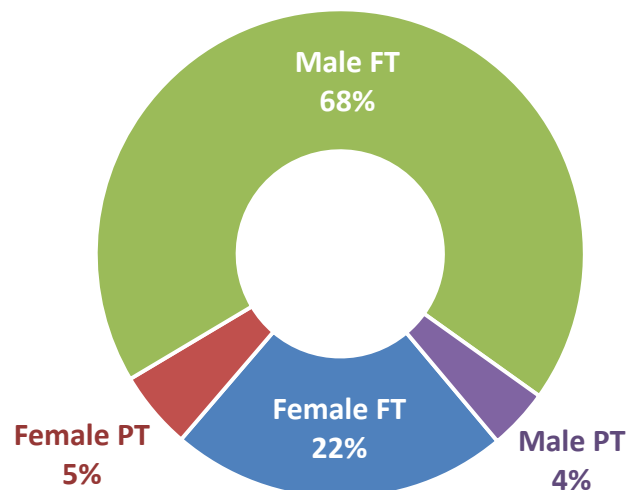
Fig. 8a: Ambulance Staff by Grade (% WTE)



Gender and Working Pattern (Headcount)

The Ambulance workforce was predominantly male (72%) and 91% of all staff worked full-time. Unlike most other Occupational Families, the proportion of female staff working part-time was very small (19%).

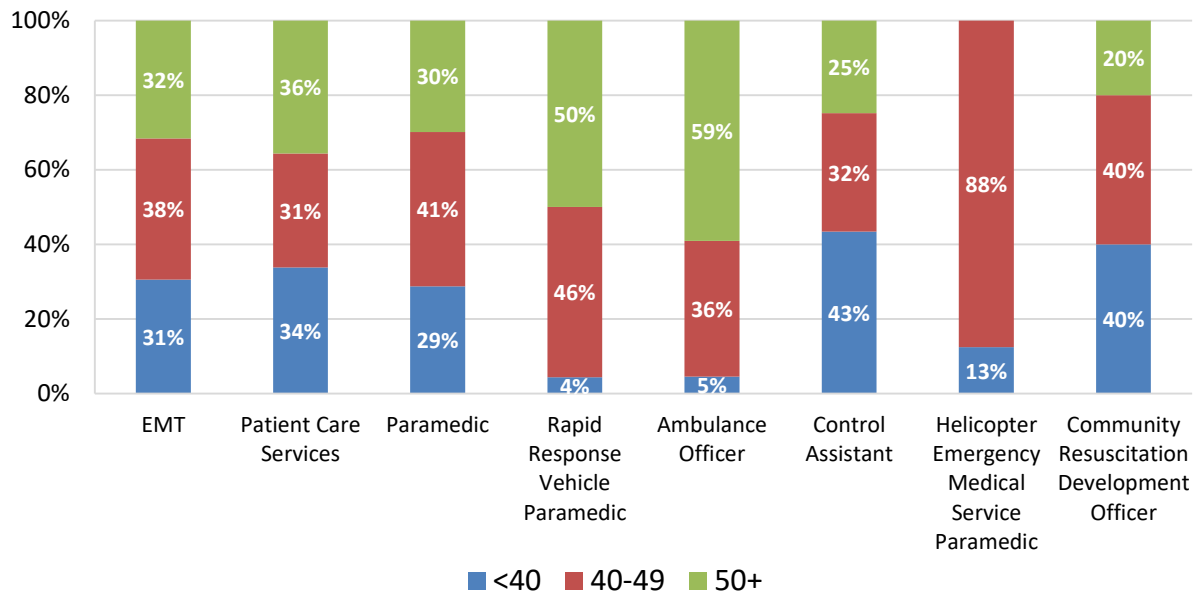
Fig. 8c: Ambulance Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Thirty-seven per cent of Ambulance staff were between 40 and 49 years of age; 34% were over 50. Almost one third (32%) of paramedics, RRV paramedics and HEMS paramedics were over 50. Ninety-five per cent of ambulance officers were over 40.

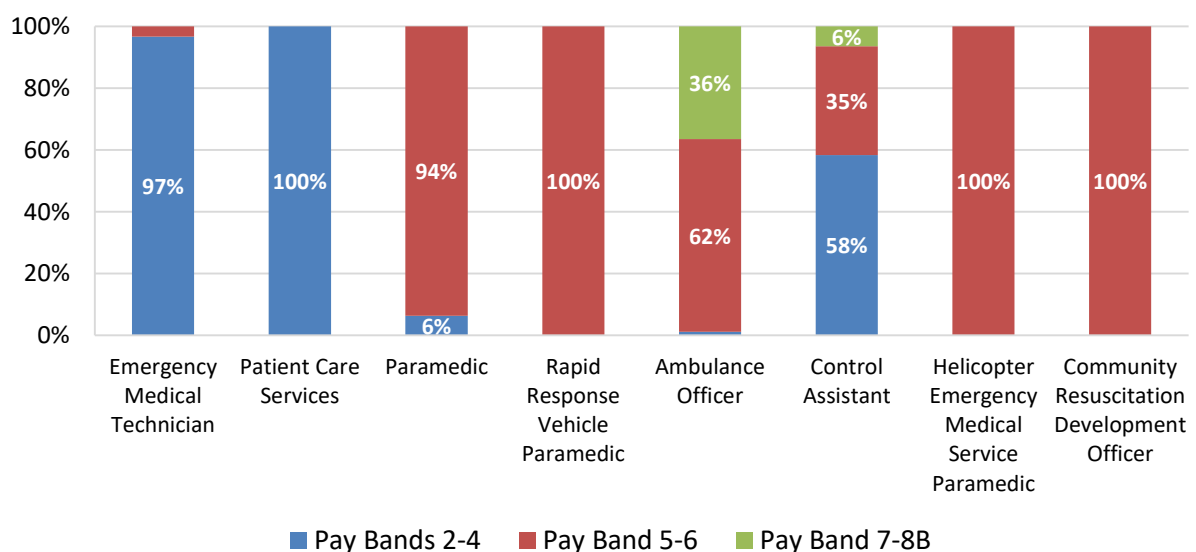
Fig. 8b: Ambulance Staff by Age Group (% Headcount)



Pay Bands (WTE)

Almost three fifths (58%, 81 WTE) of Control Assistants were employed at Bands 2-4 and over one third (35%, 48 WTE) were at Bands 5-6. Over three fifths (64%, 56 WTE) of Ambulance Offices were employed at Bands 2-6 and almost two fifths (36%, 32 WTE) were at Bands 7-8B. The majority of Paramedics (94%, 326 WTE) were employed at Bands 5-6, with the remainder (6%, 22 WTE) at Bands 2-4 i.e. trainee paramedics.

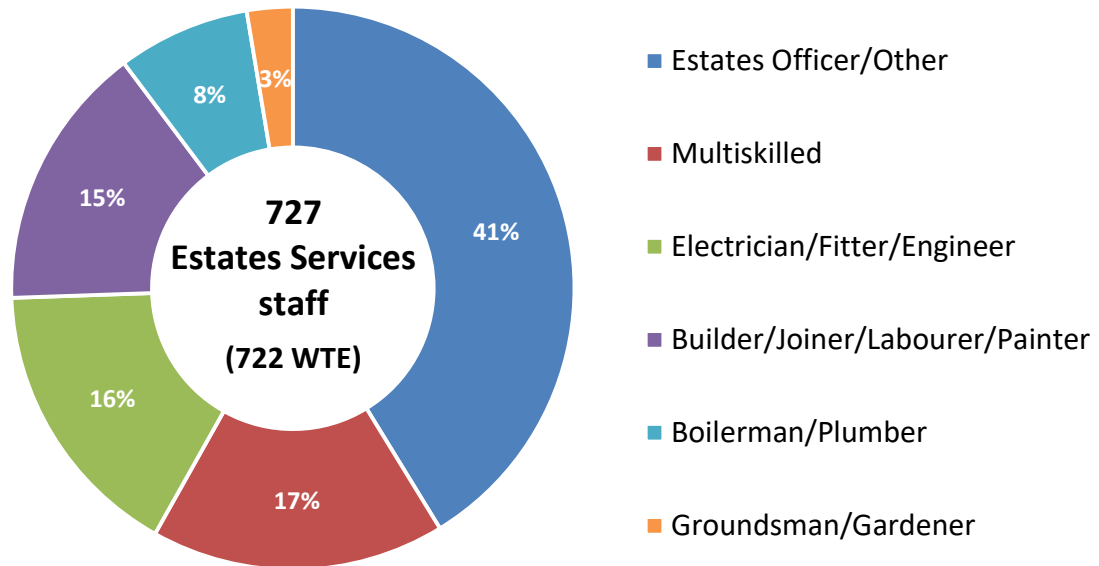
Fig. 8d: Ambulance Staff by Pay Band (% WTE)



Section 9: Estates Services Staff

There were 727 (722 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 298.

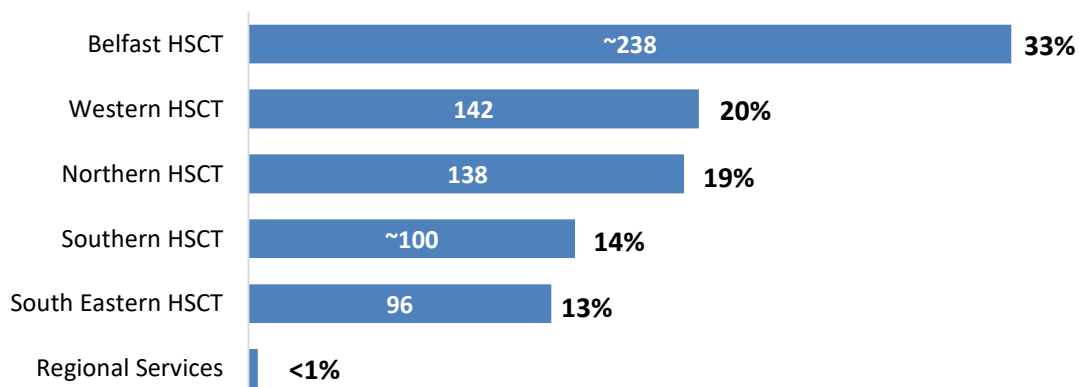
Fig. 9a: Estates Services Staff by Group (% WTE)



Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 33% (~238 WTE) were employed there. The other local Trusts employ between 13% and 20%.

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



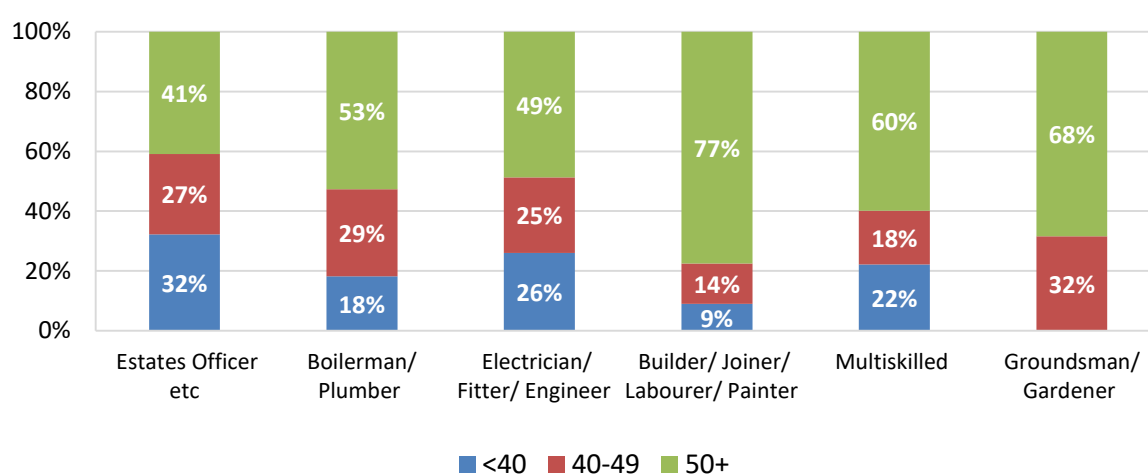
Gender and Working Pattern (Headcount)

The majority (95%, or 694) of Estates Services staff were male, and only 1% (10) of Estates Services staff worked part-time.

Age (Headcount)

The Estates Occupational Family was the only one in which the majority (382, or 53%) were over the age of 50. Less than a quarter (24%) of staff were under 40.

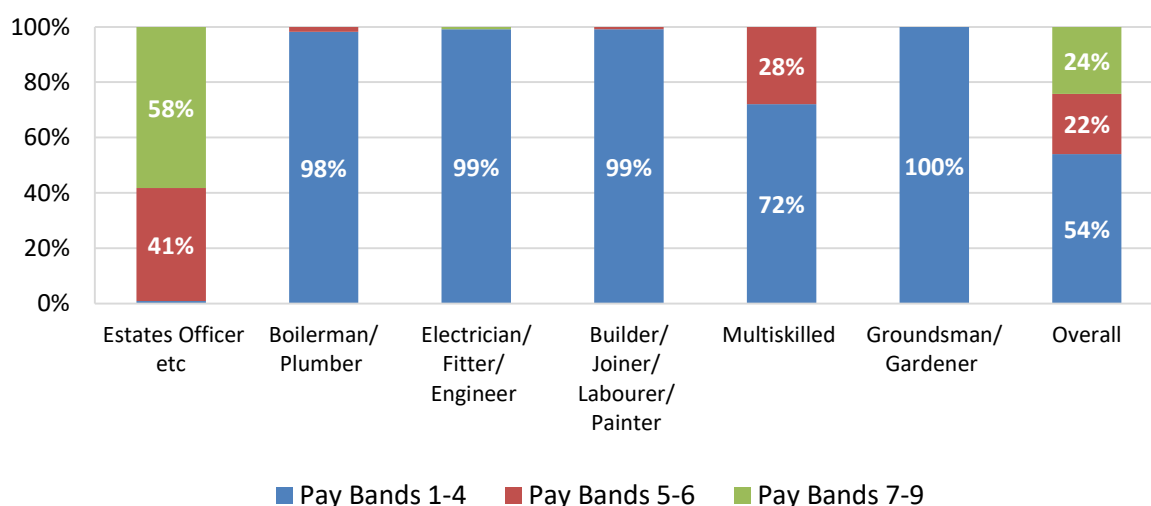
Fig. 9c: Estates Staff by Age Group (% Headcount)



Pay Bands (WTE)

Over half (54%) of Estates Services staff were employed at Bands 1-4, with the exception of the wider group of estates officers. 58% 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

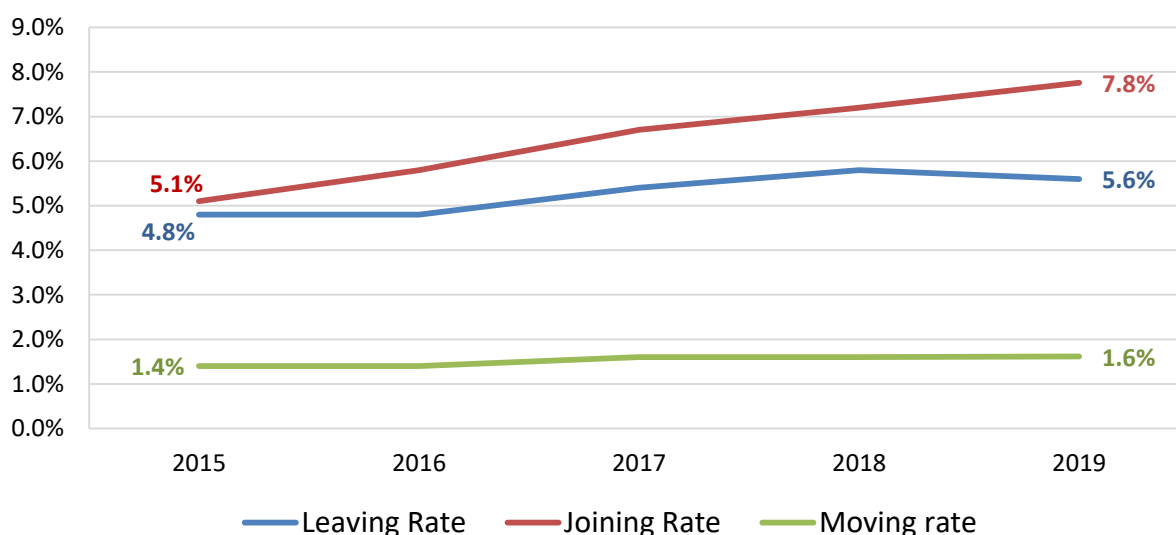
Staff leavers, joiners and movers in the HSC were calculated by comparing the snapshots of staff in post at March 2018 with staff in post at March 2019. Those who appeared on the March 2019 dataset, but not March 2018 were classed as joiners. Those who appeared on the March 2018 dataset but not March 2019 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 2018. Doctors in training were excluded from analysis due to the planned rotation of posts during their training.

Changes in Leaving, Joining and Moving Rates, 2015 to 2019

Between 2015 and 2019, the overall leaving, joining and moving rates increased. The leaving rate of staff from HSC increased from 4.8% in 2015 to 5.6% in 2019, however this is a decrease on the position in 2018 (5.8%). The joining rate of staff into HSC, which continues to exceed the leaving rate, increased steadily from 5.1% in 2015 to 7.8% in 2019. The moving rate of staff within HSC has remained relatively constant in the five year period, increasing slightly from 1.4% to 1.6%.

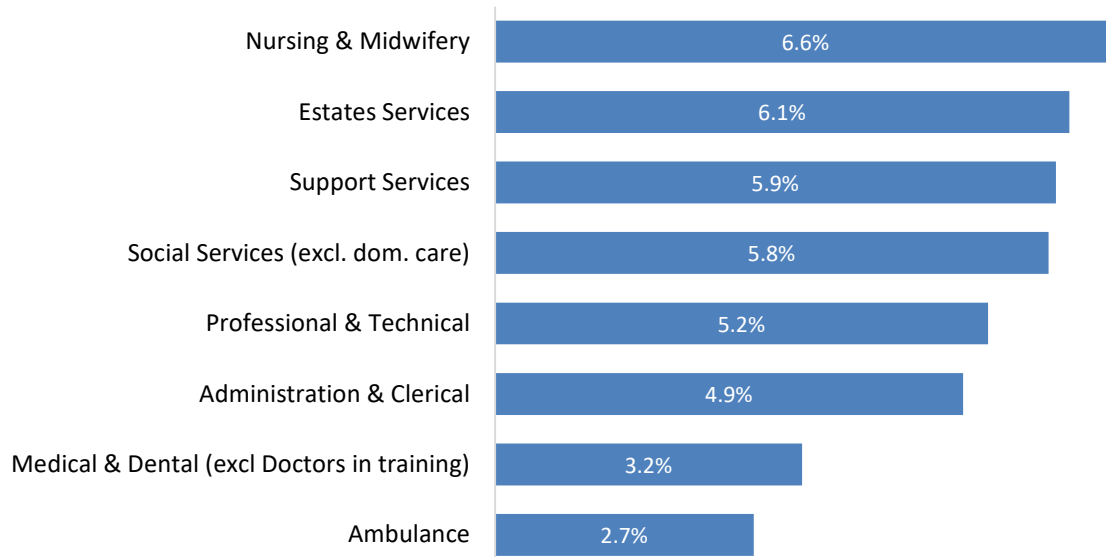
Fig 10a: Leaving, Joining & Moving Rates, 2015 to 2019 (% Headcount)



Leavers

The overall leaving rate was 5.6% (3,659 staff). The Nursing & Midwifery occupational family had the highest leaving rate with 6.6% and the highest count of leavers (1,456 staff). Ambulance had the fewest number of leavers (32) equating to a leaving rate of 2.7%.

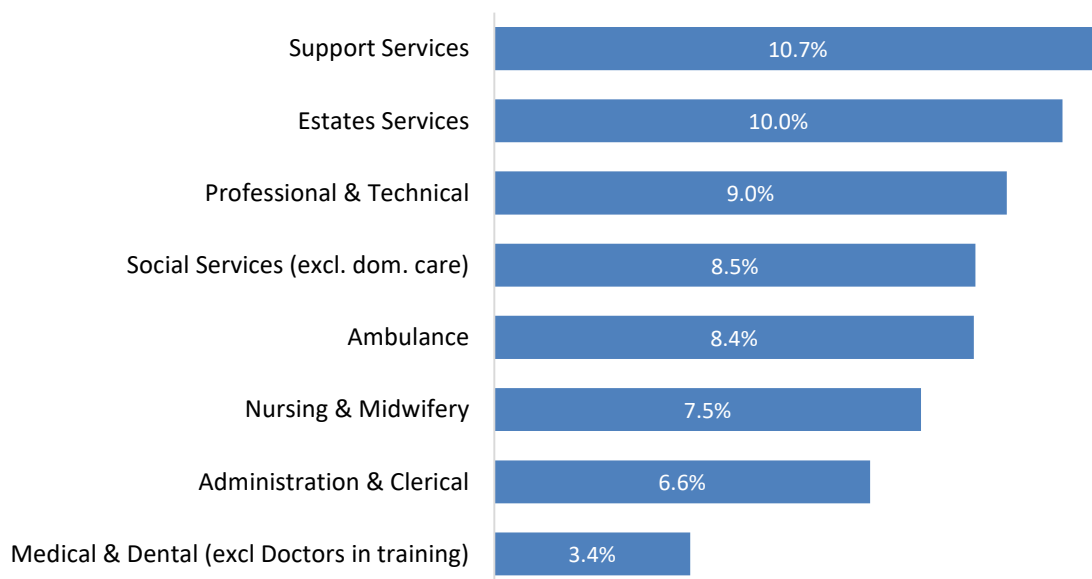
Fig 10b: Leaving Rates by Occupational Family (% Headcount)



Joiners

The overall joining rate was 7.8% (5,077 staff). Support Services had the highest joining rate with 10.7% (692 staff). The highest count of joiners was in the Nursing & Midwifery Family, with 1,669 staff (7.5%).

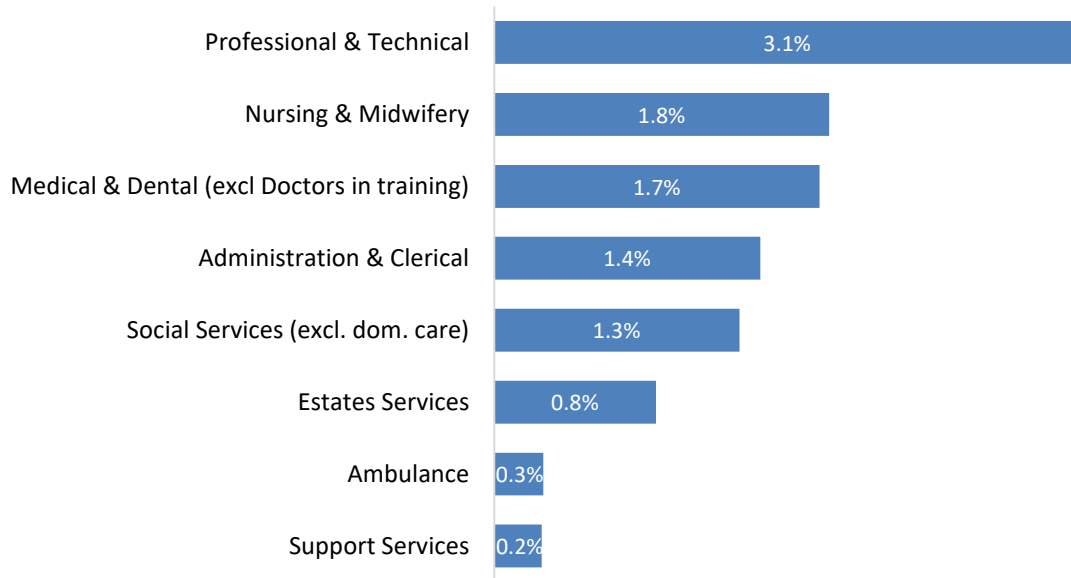
Fig 10c: Joining Rates by Occupational Family (% Headcount)



Movers

The overall moving rate (between HSC organisations) was 1.6% (1,060). The Professional and Technical occupational family had the highest moving rate with 3.1% (288 staff). The highest count of movers was in Nursing & Midwifery, with 389 staff (1.8%).

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



Appendix A: Tables

Table A: Health and Social Care Workforce 2010-2019

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.

Headcount	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Generic	107	80	40	35						
Admin & Clerical	12,435	12,067	12,411	12,700	12,650	12,694	12,696	12,635	12,674	12,909
Estates	676	661	697	696	697	706	697	689	689	727
Support	6,750	6,693	6,459	6,513	6,532	6,226	6,113	6,105	6,288	6,549
Registered Nursing & Midwifery	16,246	16,012	16,168	16,449	16,751	16,868	17,119	17,274	17,240	17,405
Nurse Support	4,678	4,528	4,499	4,601	4,648	4,690	4,735	4,925	5,022	5,088
Social Services (excluding domiciliary care)	7,521	7,480	7,548	7,565	7,612	7,713	7,833	8,003	8,228	8,402
Professional & Technical	7,239	7,316	7,655	7,938	8,323	8,416	8,679	9,040	9,342	9,716
Medical & Dental (excluding NIMDTA)	3,783	3,830	3,919	4,015	4,070	4,130	4,165	4,273	4,365	4,480
Ambulance	1,025	1,047	1,042	1,098	1,079	1,048	1,115	1,117	1,128	1,219
Total	60,460	59,714	60,438	61,610	62,362	62,491	63,152	64,061	64,976	66,495

WTE	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Generic	96.9	74.0	35.7	31.5						
Admin & Clerical	10,835.5	10,481.3	10,791.2	11,074.7	11,014.5	11,022.2	11,012.1	10,973.4	11,015.9	11,240.0
Estates	674.2	658.7	692.9	694.9	694.9	704.0	695.1	685.8	685.9	722.3
Support	4,949.9	4,944.7	4,814.2	4,829.9	4,840.7	4,652.6	4,595.2	4,619.8	4,801.8	4,993.7
Registered Nursing & Midwifery	13,898.9	13,649.0	13,822.7	14,139.5	14,428.5	14,614.0	14,932.9	15,134.1	15,112.4	15,303.3
Nurse Support	3,999.1	3,866.5	3,848.6	3,938.7	3,985.6	4,019.1	4,080.3	4,267.3	4,373.9	4,433.0
Social Services (excluding domiciliary care)	6,605.4	6,581.5	6,648.8	6,653.4	6,736.1	6,814.7	6,957.4	7,129.5	7,325.8	7,498.3
Professional & Technical	6,301.4	6,347.0	6,654.8	6,900.8	7,195.6	7,249.9	7,509.0	7,829.5	8,137.1	8,505.9
Medical & Dental (excluding NIMDTA)	3,505.0	3,550.1	3,628.7	3,718.3	3,789.5	3,804.6	3,866.1	3,970.4	4,052.1	4,152.5
Ambulance	1,014.5	1,035.8	1,030.6	1,084.8	1,062.2	1,031.6	1,091.5	1,093.3	1,099.7	1,187.8
Total	51,880.6	51,188.6	51,968.1	53,066.4	53,747.6	53,912.6	54,739.5	55,703.1	56,604.6	58,036.9

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	3,514	1,920	1,558	1,832	1,761	2,381	12,966
Estates Services	243	139	96	104	145		727
Support Services	2,244	1,132	1,121	799	1,126	127	6,549
Registered Nursing & Midwifery	5,363	2,970	2,776	3,119	3,083	94	17,405
Nurse Support Staff	1,781	815	813	840	795	44	5,088
Social Services (excl. dom. care)	2,102	1,813	1,508	1,539	1,385	55	8,402
Professional & Technical	3,417	1,747	1,350	1,587	1,453	162	9,716
Medical & Dental	1,821	618	686	659	614	330	4,728
Ambulance	0	0	0	0	0	1,219	1,219
Total (incl NIMDTA)	20,485	11,154	9,908	10,479	~10,217	~4,412	66,800

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	3,086.0	1,580.8	1,334.6	1,507.7	1,546.4	2,239.6	11,295.0
Estates Services	240.5	138.3	95.5	103.0	145.0		722.3
Support Services	1,737.8	805.7	854.9	615.2	857.5	122.5	4,993.7
Registered Nursing & Midwifery	4,760.7	2,547.9	2,436.2	2,669.2	2,802.1	87.2	15,303.3
Nurse Support Staff	1,546.8	694.5	714.9	733.0	705.3	38.4	4,433.0
Social Services (excl. dom. care)	1,867.7	1,613.4	1,326.3	1,370.4	1,269.1	51.4	7,498.3
Professional & Technical	3,023.9	1,479.0	1,189.5	1,357.8	1,306.3	149.3	8,505.9
Medical & Dental	1,718.2	567.6	622.6	594.9	586.8	216.9	4,307.1
Ambulance	0.0	0.0	0.0	0.0	0.0	1,187.8	1,187.8
Total (incl NIMDTA)	17,981.6	9,427.2	8,574.6	8,951.2	~9,073.5	~4,093.2	58,246.5

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	5,990	4,490	2,885.8	10,480	8,875.8
Estates Services	33		-	33	32.1
Support Services	605	3,135	1,972.9	3,740	2,577.9
Registered Nursing & Midwifery	9,557	6,742	4,671.1	16,299	14,228.1
Nurse Support Staff	2,192	2,193	1,561.7	4,385	3,753.7
Social Services (excluding domiciliary care)	4,237	2,827	1,980.9	7,064	6,217.9
Professional & Technical	4,739	3,138	2,033.9	7,877	6,772.9
Medical & Dental	1,670	741	452.1	2,411	2,122.1
Ambulance	273	63	45.9	336	318.9
Total (incl NIMDTA)	~29,263	~23,329	~15,604.3	52,625	44,899.4

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2,295	191	124.2	2,486	2,419.2
Estates Services	687	7	3.2	694	690.2
Support Services	1,672	1,137	743.8	2,809	2,415.8
Registered Nursing & Midwifery	1,000	106	75.2	1,106	1,075.2
Nurse Support Staff	610	93	69.3	703	679.3
Social Services (excluding domiciliary care)	1,125	213	155.4	1,338	1,280.4
Professional & Technical	1,620	219	113.0	1,839	1,733.0
Medical & Dental	2,087	230	98.0	2,317	2,185.0
Ambulance	834	49	34.9	883	868.9
Total (incl NIMDTA)	11,930	2,245	1,417.0	14,175	13,347.0

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	247	738	1,421	1,728	1,805	2,110	2,086	1,698	888	245	12,966
Estates Services	21	24	53	77	72	98	112	136	113	21	727
Support Services	452	438	626	568	557	776	974	1,112	730	316	6,549
Registered Nursing & Midwifery	853	2,112	2,289	2,297	2,142	2,468	2,626	1,860	615	143	17,405
Nurse Support Staff	239	561	558	573	556	671	813	594	403	120	5,088
Social Services (excl. dom. care)	141	679	1,008	1,134	1,132	1,184	1,324	1,112	549	139	8,402
Professional & Technical	543	1,386	1,723	1,686	1,360	1,080	899	701	265	73	9,716
Medical & Dental	119	882	944	639	639	526	456	295	173	55	4,728
Ambulance	26	89	119	118	217	236	205	132	58	19	1,219
Total (incl NIMDTA)	2,641	6,909	8,741	8,820	8,480	9,149	9,495	7,640	3,794	1,131	66,800

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

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	9,084	2,050	1,662	170	12,966
Estates Services	392	159	176	0	727
Support Services	6,492	46	11	0	6,549
Registered Nursing & Midwifery	0	14,261	3,125	19	17,405
Nurse Support Staff	5,083	0	0	5	5,088
Social Services (excluding domiciliary care)	2,842	3,865	1,695	0	8,402
Professional & Technical	2,066	4,110	3,533	7	9,716
Medical & Dental	0	0	4,728		4,728
Ambulance	651	527	41	0	1,219
Total (incl NIMDTA)	26,610	25,018	~10,243	~201	66,800

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	7,581.8	1,937.0	1,614.0	162.3	11,295.0
Estates Services	390.1	157.6	174.7	0.0	722.3
Support Services	4,937.6	45.1	11.0	0.0	4,993.7
Registered Nursing & Midwifery	0.0	12,351.2	2,933.6	18.5	15,303.3
Nurse Support Staff	4,428.0	0.0	0.0	5.0	4,433.0
Social Services (excluding domiciliary care)	2,340.9	3,519.0	1,638.5	0.0	7,498.3
Professional & Technical	1,807.1	3,641.4	3,050.8	6.6	8,505.9
Medical & Dental	0.0	0.0	4,307.1		4,307.1
Ambulance	628.7	518.2	40.9	0.0	1,187.8
Total (incl NIMDTA)	22,114.1	22,169.4	~9,463.5	~192.3	58,246.5

Table 2a: Medical & Dental Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	791	239	270	247	253	57	1,857
Associate Specialist/Specialty Doctor/Staff Grade	125	107	114	128	74		548
Specialty/Specialist Registrar	627	163	178	164	185	162	1,479
Foundation Doctor	205	79	85	64	88	0	521
Hospital Dental Practitioner / Community Dental Officer	21	22	25	14	14	13	109
Other Medical	52	8	14	42	98		214
Total	1,821	618	686	659	614	330	4,728

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	744.0	224.5	252.5	234.3	245.4	43.2	1,743.9
Associate Specialist/Specialty Doctor/Staff Grade	109.0	90.6	92.2	111.1	63.7		466.5
Specialty/Specialist Registrar	607.3	154.7	171.0	157.2	183.0	146.4	1,419.6
Foundation Doctor	203.6	79.0	83.9	63.4	86.8	0.0	516.7
Hospital Dental Practitioner / Community Dental Officer	14.3	15.9	14.1	11.7	8.8	8.3	73.0
Other Medical	40.0	3.0	9.0	17.2	18.3		87.4
Total	1,718.2	567.6	622.6	594.9	586.8	216.9	4,307.1

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	491	216	153.7	707	644.7
Associate Specialist/Specialty Doctor/Staff Grade	179	190	114.0	369	293.0
Specialty/Specialist Registrar	674	180	123.7	854	797.7
Foundation Doctor	290	10	6.4	300	296.4
Hospital Dental Practitioner / Community Dental Officer	19	62	35.8	81	54.8
Other Medical	17	83	18.4	100	35.4
Total	1,670	741	452.1	2,411	2,122.1

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	1,040	110	59.2	1,150	1,099.2
Associate Specialist/Specialty Doctor/Staff Grade	165	14	8.5	179	173.5
Specialty/Specialist Registrar	613	12	8.8	625	621.8
Foundation Doctor	221	-	-	221	220.3
Hospital Dental Practitioner / Community Dental Officer	14	14	4.2	28	18.2
Other Medical	35	79	17.0	114	52.0
Total	~1,867	~229	~97.7	2,317	2,185.0

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	329	423	376	325	197	119	40	1,857	
Associate Specialist/ Specialty Doctor/ Staff Grade	0	17	90	82	112	84	74	56	25	8	548
Specialty/Specialist Registrar	0	508	720	173	41	21	9	7	0	0	1,479
Foundation Doctor	119	337	51	7	7	0	0	0	0	0	521
Hospital Dental Practitioner / Community Dental Officer	0	5	13	6	18	18	24	19	6	0	109
Other Medical	0	13	24	42	40	25	24	20	19	7	214
Total	119	~880	~898	639	~634	~524	456	~292	~169	55	4,728

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	3,269	1,282	1,358	1,625	1,601	19	9,154
Mental Health Nurses	387	314	246	337	380	-	~1,664
Learning Disability Nurses	130	43	31	97	65	0	366
Midwives/Student Midwives	315	239	241	303	243	0	1,341
Health Visitors/Student Health Visitors	124	131	118	139	99	0	611
District Nursing	215	241	235	89	233	0	1,013
Paediatric Nurses	382	142	104	147	143	0	918
School Nurses	32	24	20	34	28	0	138
Treatment Room/Practice/Family Planning Nurses	25	114	24	34	27	0	224
Specialist Nursing	347	299	201	202	196	25	~1,269
Nurse Managers/Audit/Ward Sisters	115	112	152	79	44	-	~502
Teacher/Trainer	15	24	-	25	20	46	~130
Other Registered Nurses	7	5	44	8	4	0	68
Nurse Support Staff	1,781	815	813	840	795	44	5,088
Total	7,144	3,785	~3,587	3,959	3,878	~134	22,493

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	2,893.0	1,117.2	1,193.2	1,382.2	1,460.3	15.7	8,061.6
Mental Health Nurses	371.3	301.6	234.4	317.2	372.1	-	~1,596.7
Learning Disability Nurses	121.3	38.8	27.0	89.7	63.5	0.0	340.3
Midwives/Student Midwives	268.2	183.6	199.1	231.7	199.1	0.0	1,081.8
Health Visitors/Student Health Visitors	108.6	112.0	104.4	114.4	87.2	0.0	526.6
District Nursing	193.8	192.6	191.0	80.6	203.3	0.0	861.3
Paediatric Nurses	326.9	122.1	86.3	127.8	129.9	0.0	793.0
School Nurses	24.5	18.5	15.6	25.2	23.0	0.0	106.8
Treatment Room/Practice/Family Planning Nurses	16.6	69.9	16.3	22.3	20.7	0.0	145.8
Specialist Nursing	306.3	261.1	178.3	176.7	178.1	24.2	~1,123.7
Nurse Managers/Audit/Ward Sisters	110.5	108.3	145.4	75.7	42.0	-	~481.9
Teacher / Trainer	14.5	19.9	-	21.1	19.7	43.3	~118.5
Other Registered Nurses	5.2	2.3	43.2	4.6	3.2	0.0	58.5
Nurse Support Staff	1,546.8	694.5	714.9	733.0	705.3	38.4	4,433.0
Total	6,307.5	3,242.4	~3,149.1	3,402.3	3,507.4	~121.7	19,736.3

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	5,038	3,602	2,528.7	8,640	7,566.7
Mental Health Nurses	1,114	202	140.6	1,316	1,254.6
Learning Disability Nurses	241	79	54.5	320	295.5
Midwives/Student Midwives	489	850	590.8	1,339	1,079.8
Health Visitors/Student Health Visitors	331	278	193.6	609	524.6
District Nursing	545	442	291.3	987	836.3
Paediatric Nurses	476	423	298.8	899	774.8
School Nurses	35	103	71.8	138	106.8
Treatment Room/Practice/Family Planning Nurses	38	184	105.8	222	143.8
Specialist Nursing	748	451	306.9	1,199	1,054.9
Nurse Managers/Audit	386	71	51.4	457	437.4
Teacher/Trainer	80	35	24.0	115	104.0
Other Registered Nurses	36	22	13.1	58	49.1
Nurse Support Staff	2,192	2,193	1,561.7	4,385	3,753.7
Total	11,749	8,935	6,232.8	20,684	17,981.8

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	443	71	51.9	514	494.9
Mental Health Nurses	332	17	11.1	349	343.1
Learning Disability Nurses	41	5	3.8	46	44.8
Midwives/Health Visitors/District Nursing/Paediatric Nurses	44	5	3.2	49	47.2
Specialist Nursing	67	4	2.7	71	69.7
Nurse Managers / Nursing Audit	48		-	48	47.5
Teacher/Trainer/Treatment Room/Other Registered Nurses	29		-	29	27.9
Nurse Support Staff	610	93	69.3	703	679.3
Total	1,610	199	144.5	1,809	1,754.5

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	624	1,441	1,346	1,190	1,077	1,183	1,068	827	316	82	9,154
Mental Health Nurses	69	167	199	217	210	248	348	146	46	15	~1,664
Learning Disability Nurses	22	56	52	42	56	45	58	25	6	4	366
Midwives/Student Midwives	45	124	152	193	179	165	181	198	91	13	1,341
Health Visitors/ Student Health Visitors	25		86	121	88	98	104	70	19		611
District Nursing	22	95	114	127	128	174	177	132	44		1,013
Paediatric Nurses	67	154	167	130	106	94	105	75	20		918
School Nurses	0	18		17	22	26	22	23	10	0	138
Treatment Room/ Practice/ Family Planning Nurses		14		18	23	37	54	54	14	10	224
Specialist Nursing	38		113	185	172	256	284	181	34	7	~1,269
Nurse Managers/Audit	0	24		36	60	103	161	101	17	-	~502
Teacher/Trainer	0	7		13	15	28	43	21	4	-	~130
Other Registered Nurses	0	4	9	8	6	11	21	9		0	68
Nurse Support Staff	239	561	558	573	556	671	813	594	403	120	5,088
Total	~1,088	2,673	2,847	2,870	2,698	3,139	3,439	~2,447	1,018	263	22,493

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	8,352	802	0	9,154
Mental Health Nurses	0	1,294	371	0	~1,664
Learning Disability Nurses	0	298	68	0	366
Midwives/Student Midwives	0	1,140	201	0	1,341
Health Visitors/Student Health Visitors	0	540	71	0	611
District Nursing	0	884	129	0	1,013
Paediatric Nurses	0	812	106	0	918
School Nurses	0	130	8	0	138
Treatment Room/ Practice/ Family Planning Nurses	0	213	11	0	224
Specialist Nursing	0	487	782	-	~1,269
Nurse Managers/Audit/Ward Sisters	0	51	454	0	~502
Teaching/Training	0	18	114	0	~130
Other Registered Nurses	0	42	8	18	68
Nursing Support	5,083	0	0	5	5,088
Total	5,083	14,261	3,125	~23	22,493

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	7,301.3	760.4	0.0	8,061.6
Mental Health Nurses	0.0	1,237.7	360.0	0.0	~1,596.7
Learning Disability Nurses	0.0	274.5	65.8	0.0	340.3
Midwives/Student Midwives	0.0	901.2	180.5	0.0	1,081.8
Health Visitors/Student Health Visitors	0.0	461.8	64.9	0.0	526.6
District Nursing	0.0	739.7	121.5	0.0	861.3
Paediatric Nurses	0.0	698.3	94.7	0.0	793.0
School Nurses	0.0	98.9	7.9	0.0	106.8
Treatment Room/ Practice/ Family Planning Nurses	0.0	137.0	8.8	0.0	145.8
Specialist Nursing	0.0	405.1	718.5	-	~1,123.7
Nurse Managers/Audit/Ward Sisters	0.0	45.0	439.9	0.0	~481.9
Teaching/Training	0.0	15.8	104.6	0.0	~118.5
Other Registered Nurses	0.0	35.0	6.1	17.5	58.5
Nursing Support	4,428.0	0.0	0.0	5.0	4,433.0
Total	4,428.0	12,351.2	2,933.6	~22.5	19,736.3

Table 4a: Professional & Technical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	111	82	67	68	71		399
Occupational Therapists	296	276	203	268	164		1,207
Occupational Therapy Support	43	55	41	37	24	0	200
Orthoptists & Orthoptic Support	10	16	8	7	10	0	51
Physiotherapists	408	208	211	262	158		1,247
Physiotherapy Support	43	35	36	50	34	0	198
Podiatrists & Podiatry Support	71	65	46	55	43		280
Radiographers	385	134	115	167	202		1,003
Radiography Support	41	23	7	27	23	0	121
Speech & Language Therapists	159	135	104	104	84		586
Speech & Language Therapy Support	15	19	32	9	17	0	92
Multi-AHP Support	70	12	0	19	0	0	101
Biomedical Scientists	287	129	82	82	105	46	731
Biomedical Science - Support	99	49	28	33	44	20	273
Clinical Scientists	112	0		12			124
Medical Technical Officers	400	166	122	127	128		943
Assistant Technical Officer	168	70	30	71	48	0	386
Pharmacists	202	131	89	96	92	45	655
Pharmacy Support	186	6	45		100	0	336
Clinical Psychologists	95	82	54	35	58	39	363
Assistant Psychologists	16	24	12	12	9	0	73
Dental/ Dental Support/ Dental Students	102	10		27	0	0	139
Optometrists	39	0	0	0	13		52
Chaplaincy	21	14	12	18	20	0	85
Others	38	14		9	8		69
Total	3,417	1,747	1,350	1,587	1,453	162	9,716

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

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	91.5	58.6	56.6	50.7	55.1		312.4
Occupational Therapists	271.0	232.3	183.3	232.9	151.4		1,070.9
Occupational Therapy Support	38.6	44.2	37.2	29.5	21.6	0.0	171.1
Orthoptists & Orthoptic Support	7.7	10.6	5.8	6.1	10.0	0.0	40.1
Physiotherapists	331.8	173.8	182.5	217.3	142.2		1,047.5
Physiotherapy Support	31.4	25.8	30.2	41.2	29.3	0.0	157.9
Podiatrists & Podiatry Support	62.2	53.0	38.1	43.6	35.4		232.3
Radiographers	346.4	117.0	103.5	149.7	191.4		908.1
Radiography Support	37.4	20.9	6.8	23.3	20.1	0.0	108.6
Speech & Language Therapists	131.3	112.5	91.5	86.3	74.6		496.2
Speech & Language Therapy Support	12.0	13.8	27.5	7.0	13.9	0.0	74.2
Multi-AHP Support	57.1	10.4	0.0	18.6	0.0	0.0	86.1
Biomedical Scientists	276.7	118.7	79.9	76.7	100.7	43.2	696.0
Biomedical Science - Support	94.3	42.9	25.8	30.6	39.7	19.0	252.3
Clinical Scientists	105.0	0.0		11.5			116.5
Medical Technical Officers	379.7	147.2	107.2	113.9	117.0		865.0
Assistant Technical Officer	154.2	60.6	26.7	63.1	44.0	0.0	347.5
Pharmacists	184.8	115.7	80.6	86.3	85.7	38.0	591.1
Pharmacy Support	169.3	6.0	41.9		91.4	0.0	308.1
Clinical Psychologists	85.0	73.2	45.4	32.8	52.0	39.0	327.5
Assistant Psychologists	15.4	23.5	10.9	11.2	8.8	0.0	69.7
Dental/ Dental Support/ Dental Students	81.7	8.5		20.8	0.0	0.0	110.9
Optometrists	21.8	0.0	0.0	0.0	10.2		31.9
Chaplaincy	9.0	3.1	3.8	3.2	4.7	0.0	23.8
Others	28.6	13.1		9.0	7.7		58.4
Total	3,023.9	1,479.0	1,189.5	1,357.8	1,306.3	149.3	8,505.9

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	178	213	126.9	391	304.9
Occupational Therapists	781	386	251.7	1,167	1,032.7
Occupational Therapy Support	87	79	51.3	166	138.3
Orthoptists & Orthoptic Support	21	26	15.1	47	36.1
Physiotherapists	549	476	286.7	1,025	835.7
Physiotherapy Support	70	103	65.7	173	135.7
Podiatrists & Podiatry Support	94	127	83.0	221	177.0
Radiographers	584	293	201.6	877	785.6
Radiography Support	46	39	27.2	85	73.2
Speech & Language Therapists	316	263	173.2	579	489.2
Speech & Language Therapy Support	39	53	35.2	92	74.2
Multi-AHP Support	24	64	50.3	88	74.3
Biomedical Scientists	397	104	73.0	501	470.0
Biomedical Science - Support	113	44	27.7	157	140.7
Clinical Scientists	40	25	18.9	65	58.9
Medical Technical Officers	443	235	160.9	678	603.9
Assistant Technical Officer	115	103	66.4	218	181.4
Pharmacists	364	165	105.0	529	469.0
Pharmacy Support	166	72	45.7	238	211.7
Clinical Psychologists	168	108	75.5	276	243.5
Assistant Psychologists	51	11	7.7	62	58.7
Dental/ Dental Support/ Dental Students	64	73	45.0	137	109.0
Optometrists	8	27	14.0	35	22.0
Chaplaincy/Others	21	49	26.1	70	47.1
Total	4,739	3,138	2,033.9	7,877	6,772.9

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	19		-	19	18.5
Occupational Therapists	40		-	40	38.2
Occupational Therapy Support	30	4	2.8	34	32.8
Physiotherapists	193	29	18.8	222	211.8
Physiotherapy Support	19	6	3.2	25	22.2
Podiatrists & Podiatry Support	48	11	7.3	59	55.3
Radiographers	117	9	5.5	126	122.5
Radiography Support	36		-	36	35.4
Biomedical Scientists	219	11	7.0	230	226.0
Biomedical Science - Support	103	13	8.6	116	111.6
Clinical Scientists	59		-	59	57.6
Medical Technical Officers	255	10	6.2	265	261.2
Assistant Technical Officer	161	8	6.1	169	167.1
Pharmacists	116	10	6.2	126	122.2
Pharmacy Support	94	5	2.9	99	96.9
Clinical Psychologists/Assistants	86	12	9.0	98	95.0
Chaplaincy/Dental/Optomety/Others	33	83	25.8	116	58.8
Total	1,620	219	113.0	1,839	1,733.0

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

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Dietitians & Dietetic Support	20	56	94	84	61	43	26	11	4	0	399
Occupational Therapists	85	207	246	210	174	117	91	64	13		1,207
Occupational Therapy Support	7	12	28	19	35	33	28	20	18		200
Orthoptists & Orthoptic Support	5	6	14	4	5	7	10			0	51
Physiotherapists	92	153	234	275	173	147	88	68	17		1,247
Physiotherapy Support	11	17	20	24	33	31	29	22	11		198
Podiatrists & Podiatry Support	10	30	33	42	44	41	43	30	7		280
Radiographers	99	208	167	187	107	71	72	60	28	4	1,003
Radiography Support	7		25	17	16	13	13	20	10		121
Speech & Language Therapists	28	92	130	103	78	59	57	39		0	586
Speech & Language Therapy Support	9		17	15	9	15	16	11		0	92
Multi-AHP Support	14	13	9	10	14	17	8	9	7	0	101
Biomedical Scientists	32	120	112	121	109	71	68	72	22	4	731
Biomedical Science - Support	19	62	54	51	24	15	19	16	13		273
Clinical Scientists	8		14	12	36	16	17	16	5		124
Medical Technical Officers	28	104	152	166	147	117	97	89	34	9	943
Assistant Technical Officer	20	42	47	47	41	46	62	44	32	6	386
Pharmacists	15	132	135	110	100	81	49	23	10	0	655
Pharmacy Support	36	46	72	53	34	43	19	26	8		336
Clinical Psychologists	28		60	90	58	53	43	21	10		363
Assistant Psychologists	9	25	24	9	6		0	0	0	0	73
Dental/ Dental Support/ Dental Students	13		26	17	28	17	13	14	6	5	139
Optometrists	0	4	6	16	13	4	9		0	0	52
Chaplaincy/ Others	5		4	4	17	21	28	27	21	27	154
Total	543	1,386	1,723	1,686	~1,354	~1,078	899	701	265	73	9,716

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	48	204	147	0	399
Occupational Therapy	198	682	527	0	1,407
Orthoptics	5	27	19	0	51
Physiotherapy	198	662	585	0	1,445
Podiatry	27	156	97	0	280
Radiography	121	660	343	0	1,124
Speech & Language Therapy	92	270	316	0	678
Multi-AHP Support	101	0	0	0	101
Biomedical Science	279	435	290	0	1,004
Clinical Scientists	0	14	110	0	124
Medical Technical Officers	226	509	208	0	943
Assistant Technical Officer	386	-	0	0	~386
Pharmacists	0	133	522	0	655
Pharmacy Support	243	93	0	-	~336
Clinical Psychologists	0	54	309	0	363
Assistant Psychologists	27	46	0	0	73
Dental / Dental Support / Dental Students	104	29	0	6	139
Optometrists	0	21	31	0	52
Chaplaincy/Others	11	114	29	0	154
Total	2,066	~4,109	3,533	~6	9,716

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	34.7	161.6	116.1	0.0	312.4
Occupational Therapy	169.3	624.1	448.6	0.0	1,242.0
Orthoptics	4.2	20.0	15.9	0.0	40.1
Physiotherapy	157.9	583.1	464.3	0.0	1,205.4
Podiatry	21.8	128.8	81.7	0.0	232.3
Radiography	108.6	599.8	308.3	0.0	1,016.7
Speech & Language Therapy	74.2	234.2	261.9	0.0	570.4
Multi-AHP Support	86.1	0.0	0.0	0.0	86.1
Biomedical Science	258.3	415.7	274.4	0.0	948.3
Clinical Scientists	0.0	13.8	102.7	0.0	116.5
Medical Technical Officers	202.6	467.0	195.5	0.0	865.0
Assistant Technical Officer	347.5	-	0.0	0.0	~347.5
Pharmacists	0.0	130.7	460.4	0.0	591.1
Pharmacy Support	226.4	81.7	0.0	-	~308.1
Clinical Psychologists	0.0	52.8	274.7	0.0	327.5
Assistant Psychologists	26.0	43.7	0.0	0.0	69.7
Dental / Dental Support / Dental Students	81.3	23.7	0.0	6.0	110.9
Optometrists	0.0	12.9	19.0	0.0	31.9
Chaplaincy/Others	8.2	46.9	27.2	0.0	82.3
Total	1,807.1	~3,640.4	3,050.8	~6.0	8,505.9

Table 5a: Social Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	67	42	42	34	16	0	201
Elderly Social Workers	117	86	48	74	117		442
Physical Disability / Sensory Impairment Social Workers	45	27	26	45	36	0	179
Child / Family Care Social Workers	462	424	396	343	438	43	2,106
Learning Disability Social Workers	81	43	38	57	75	0	294
Mental Health Social Workers	104	133	54	75	61	0	427
Training & Education Social Workers	15	24	13	10	10		72
Community Development Social Workers	9	22	8	4		0	43
Managers/ Multiservices Managers/ Social Work Audit Social Workers	33	130	65	72	17	8	325
Other Social Workers		27		0	0	0	27
Social Care Staff	1,166	882	794	826	618		4,286
Total	~2,099	1,813	~1,484	~1,536	1,385	55	8,402

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	58.0	35.5	37.2	27.6	15.3	0.0	173.5
Elderly Social Workers	113.0	72.5	43.1	66.0	111.4		405.9
Physical Disability / Sensory Impairment Social Workers	42.2	24.8	23.7	40.1	34.6	0.0	165.4
Child / Family Care Social Workers	436.8	397.9	367.9	321.6	425.4	40.0	1,989.7
Learning Disability Social Workers	74.3	41.5	35.8	49.6	73.7	0.0	274.9
Mental Health Social Workers	100.6	126.6	52.1	69.6	56.2	0.0	405.2
Training & Education Social Workers	13.9	23.8	12.4	9.8	10.0		70.0
Community Development Social Workers	7.9	20.9	7.6	3.3		0.0	39.7
Managers/ Multiservices Managers/ Social Work Audit Social Workers	31.1	128.0	62.8	69.0	16.8	7.8	315.5
Other Social Workers		26.5		0.0	0.0	0.0	26.5
Social Care Staff	986.9	741.7	660.2	714.9	528.3		3,632.0
Total	~1,864.7	1,613.4	~1,302.8	~1,368.1	1,269.1	51.4	7,498.3

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	105	65	40.2	170	145.2
Elderly Social Workers	288	106	70.9	394	358.9
Physical Disability / Sensory Impairment Social Workers	106	48	34.4	154	140.4
Child / Family Care Social Workers	1,430	342	230.0	1,772	1,660.0
Learning Disability Social Workers	193	58	39.7	251	232.7
Mental Health Social Workers	275	67	49.1	342	324.1
Training & Education Social Workers	53	5	3.0	58	56.0
Community Development Social Workers	29	8	5.3	37	34.3
Managers/ Multiservices Managers/ Social Work Audit Social Workers	237	26	16.5	263	253.5
Other Social Workers	23		-	23	22.5
Social Care Staff	1,500	2,100	1,490.2	3,600	2,990.2
Total	4,216	2,825	1,979.4	7,064	6,217.9

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital/Elderly Social Workers	71	8	4.3	79	75.3
Physical Disability/ Sensory Impairment/ Learning Disability Social Workers	68		-	68	67.1
Child/Family Care/Mental Health Social Workers	396	23	14.8	419	410.8
Managers/ Multiservices Managers/ Social Work Audit Social Workers	62	0	0.0	62	62.0
Training & Education/Community Development Social Workers	20		-	20	19.4
Other Social Workers	4	0	0.0	4	4.0
Social Care Staff	508	178	133.8	686	641.8
Total	1,125	213	155.4	1,338	1,280.4

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

Headcount	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Hospital Social Workers	20		27	25	28	34	23	30	14		201
Elderly Social Workers	35		67	63	67	61	77	47	19	6	442
Physical Disability / Sensory Impairment Social Workers	11		19	20	26	25	38	25	15		179
Child / Family Care Social Workers	27	243	296	388	297	264	261	221	89	20	2,106
Learning Disability Social Workers	29		38	41	37	42	49	44	14		294
Mental Health Social Workers	40		74	55	66	72	67	38	15		427
Training & Education/ Community Dev. Social Workers	0	6	10	14	12	22	20	27	4	0	115
Managers/ Multiservices Managers/ Social Work Audit	0	6	14	19	47	60	71	71	33	4	325
Other Social Workers	10		7		4	6		0	0	0	27
Social Care Staff	99	294	456	505	550	602	716	609	355	100	4,286
Total	141	679	1,008	1,134	~1,130	~1,182	~1,322	1,112	549	139	8,402

Table 5d: Social Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0	161	40	0	201
Elderly Social Workers	0	308	134	0	442
Physical Disability / Sensory Impairment Social Workers	0	128	51	0	179
Child / Family Care Social Workers	0	1,345	761	0	2,106
Learning Disability Social Workers	0	191	103	0	294
Mental Health Social Workers	0	229	198	0	427
Training & Education Social Workers	0	5	67	0	72
Community Development Social Workers	0	26	17	0	43
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0	62	263	0	325
Other Social Workers	0	27	0	0	27
Social Care Staff	2,842	1,383	61	0	4,286
Total	2,842	3,865	1,695	0	8,402

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0.0	138.4	35.2	0.0	173.5
Elderly Social Workers	0.0	275.6	130.3	0.0	405.9
Physical Disability / Sensory Impairment Social Workers	0.0	116.1	49.3	0.0	165.4
Child / Family Care Social Workers	0.0	1,251.5	738.3	0.0	1,989.7
Learning Disability Social Workers	0.0	175.8	99.1	0.0	274.9
Mental Health Social Workers	0.0	217.2	188.0	0.0	405.2
Training & Education Social Workers	0.0	4.4	65.6	0.0	70.0
Community Development Social Workers	0.0	23.5	16.2	0.0	39.7
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0.0	57.5	258.1	0.0	315.5
Other Social Workers	0.0	26.5	0.0	0.0	26.5
Social Care Staff	2,340.9	1,232.5	58.6	0.0	3,632.0
Total	2,340.9	3,519.0	1,638.5	0.0	7,498.3

Table 6a: Administration & Clerical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	2,052	1,091	953	1,225	974	969	7,264
Medical Secretaries	443	198	111	61	148		961
Personal Secretaries and Typists	122	251	132	167	211	17	900
Administrative & Clerical Bands/ Grades 5 to 6	511	225	192	239	271	609	2,047
Administrative & Clerical Band/Grade 7	148	66	70	67	87	289	727
Administrative & Clerical Band 8A to 9	228	83	85	63	60	369	888
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	10	6	8	9	10	27	70
Solicitors (Apprentice/ Bands 6-8C)	0	0	0	0	0	51	51
Other	0	0		9		49	58
Total	3,514	1,920	~1,551	~1,831	1,761	~2,380	12,966

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,749.4	867.0	785.3	978.1	822.1	882.3	6,084.1
Medical Secretaries	378.1	154.0	95.8	49.0	132.3		809.2
Personal Secretaries and Typists	99.0	198.1	109.5	127.2	177.0	15.7	726.5
Administrative & Clerical Bands/ Grades 5 to 6	485.1	210.1	180.4	219.7	261.0	577.7	1,933.9
Administrative & Clerical Band/Grade 7	142.5	63.9	66.4	63.7	86.1	279.6	702.2
Administrative & Clerical Band 8A to 9	222.0	81.6	83.2	60.5	58.0	362.4	867.6
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	10.0	6.0	8.0	9.0	10.0	25.3	68.3
Solicitors (Apprentice/ Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	46.8	46.8
Other	0.0	0.0		7.5		48.8	56.3
Total	3,086.0	1,580.8	~1,328.5	~1,507.3	1,546.4	~2,238.6	11,295.0

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/ Grades 1 to 4	3,004	3,004	1,874.8	6,008	4,878.8
Medical Secretaries Bands 3-4	466	488	336.2	954	802.2
Personal Secretaries and Typists Bands 3-4	419	465	292.0	884	711.0
Administrative & Clerical Bands/ Grades 5 to 6	1,044	369	265.2	1,413	1,309.2
Administrative & Clerical Band/ Grade 7	417	86	63.7	503	480.7
Administrative & Clerical Band 8A to 9	537	54	36.8	591	573.8
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	40	6	4.3	46	44.3
Solicitors (Apprentice/ Bands 6-8C)	23	15	10.8	38	33.8
Others	43		-	43	41.9
Total	~5,950	~4,487	~2,883.9	10,480	8,875.8

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/ Grades 1 to 4	1,114	142	91.3	1,256	1,205.3
Medical Secretaries	7	0	0.0	7	7.0
Personal Secretaries and Typists	16		-	16	15.5
Administrative and Clerical Bands/ Grades 5 to 6	605	29	19.7	634	624.7
Administrative and Clerical Band/ Grade 7	217	7	4.5	224	221.5
Administrative and Clerical Band 8A to 8D	287	10	6.8	297	293.8
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	24	0.0	24	24.0	24
Solicitors	13	0	0.0	13	13.0
Other	15		-	15	14.4
Total	2,295	191	124.2	2,486	2,419.2

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	187	549	970	987	914	977	1,043	894	569	174	7,264
Medical Secretaries Band 3-4	20		74	125	171	189	182	121	66	13	961
Personal Secretaries and Typists	7	29	74	108	121	177	159	132	64	29	900
Administrative & Clerical Bands/ Grades 5 to 6	13	111	238	329	332	379	296	238	96	15	2,047
Administrative & Clerical Band/ Grade 7	0	12	37	102	139	155	155	97	26	4	727
Administrative & Clerical Band 8A to 9	0	4	19	64	115	218	218	191	50	9	888
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	0	0	0	0	6		24	22	18		70
Solicitors (Apprentice/ Bands 6-8C)	0	9		13	11	8	10		0	0	51
Others	39	14		0		5			0	0	58
Total	~246	738	1,421	1,728	1,805	2,110	2,086	1,698	~871	~244	12,966

Table 7a: Support Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	467	263	125	115	299	0	1,269
Domestic Services	1,225	604	332	393	563	6	3,123
Laundry Services/ Sewing Room	22	28	36	46	28	0	160
Facilities/ Sterile Services	-	-	450	4	-	0	458
Support Services Manager/Supervisor	-	17	-	20	29	0	~66
Driver	158	70	76	89	70		463
Porter/ Orderly	225	106	60	63	110		564
Security/ Caretaker/ Warden	130	8	34	11	5	0	188
Telephonist	11	27	7	58	23	0	~125
Warehouse Operative	-	8	0	0	0	119	~127
Shop Assistant/ Hairdresser	-	0	0	0	0	0	-
Total	2,244	~1,131	~1,120	799	1,126	~125	6,549

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	376.6	183.0	91.3	93.2	224.4	0.0	968.7
Domestic Services	841.3	387.7	219.9	282.5	380.8	3.6	2,115.8
Laundry Services/ Sewing Room	14.8	22.9	34.7	42.3	25.4	0.0	140.1
Facilities/ Sterile Services	-	-	349.3	3.0	-	0.0	355.3
Support Services Manager/ Supervisor	-	15.1	-	19.1	28.3	0.0	~62.6
Driver	150.3	68.7	64.1	76.4	68.3		427.8
Porter/ Orderly	212.4	94.9	56.1	60.4	107.0		530.7
Security/ Caretaker/ Warden	127.8	5.8	32.1	10.7	3.8	0.0	180.2
Telephonist	10.3	18.7	6.5	27.7	20.2	0.0	~82.4
Warehouse Operative	-	7.8	0.0	0.0	0.0	117.2	~125.0
Shop Assistant/ Hairdresser	-	0.0	0.0	0.0	0.0	0.0	-
Total	1,737.8	~804.7	~853.9	615.2	857.5	~120.8	4,993.7

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	154	685	461.2	839	615.2
Domestic Services	226	2,070	1,287.6	2,296	1,513.6
Laundry Services/ Sewing Room	40	50	32.3	90	72.3
Facilities/ Sterile Services	58	205	120.9	263	178.9
Support Services Manager/ Supervisor	37	13	10.0	50	47.0
Driver	20	5	2.7	25	22.7
Porter/ Orderly	28	14	9.9	42	37.9
Security/ Caretaker/ Warden	6	6	4.5	12	10.5
Telephonist	31	85	42.7	116	73.7
Warehouse Operative	5	0	0.0	5	5.0
Shop Assistant/ Hairdresser	0	-	-	-	-
Total	605	~3,133	~1,971.7	~3,738	~2,576.7

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	184	246	169.4	430	353.4
Domestic Services	207	620	395.2	827	602.2
Laundry Services/ Sewing Room	64	6	3.8	70	67.8
Facilities/ Sterile Services	132	63	44.4	195	176.4
Support Services Manager/ Supervisor	18		-	18	17.6
Driver	369	69	36.1	438	405.1
Porter/ Orderly	430	92	62.8	522	492.8
Security/ Caretaker/ Warden	142	34	27.7	176	169.7
Telephonist	10		-	10	9.7
Warehouse Operative	119	4	2.0	123	121.0
Shop Assistant/ Hairdresser	0	0	0.0	0	0.0
Total	1,672	1,137	743.8	2,809	2,415.8

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

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Catering Services	99	72	146	118	126	161	188	201	114	44	1,269
Domestic Services	287	251	316	277	251	328	418	496	346	153	3,123
Laundry Services/ Sewing Room	4	7	11	11	6	25	34	31	23	8	160
Facilities/ Sterile Services	16	49	49	45	34	47	69	75	54	20	458
Support Services Manager/ Supervisor		5		12	11	8	12	13	5	-	~66
Driver		15		14	34	65	97	112	79	47	463
Porter/ Orderly	33	29	51	55	34	68	96	108	70	20	564
Security/ Caretaker/ Warden	5	13	18	15	24	36	24	30	13	10	188
Telephonist		5	9	6	14	18	20	24	19	11	~125
Warehouse Operative		13	11	15	23	20	16	22	7	-	~127
Shop Assistant/ Hairdresser	0	-	-	0	0	0	0	0	0	0	-
Total	452	438	626	568	557	776	974	1,112	730	316	6,549

Table 7d: Support Services Staff by Pay Band

Headcount	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	1,114	155		1,269
Domestic Services	2,964	159		3,123
Laundry Services/ Sewing Room	142	18	0	160
Facilities/ Sterile Services	426	32	0	458
Support Services Manager/ Supervisor	0	27	41	~66
Driver	195	268	0	463
Porter/ Orderly	538	26	0	564
Security/ Caretaker/ Warden	174	14	0	188
Telephonist	95	30	-	~125
Warehouse Operative	79	38	11	~127
Shop Assistant/ Hairdresser	-	-	0	-
Total	~5,727	764	~56	6,549

WTE	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	834.5	134.1		968.7
Domestic Services	1,977.1	138.7		2,115.8
Laundry Services/Sewing Room	122.3	17.8	0.0	140.1
Facilities/Sterile Services	325.3	30.0	0.0	355.3
Support Services Manager/Supervisor	0.0	24.2	40.4	~62.6
Driver	162.6	265.2	0.0	427.8
Porter/Orderly	505.7	25.0	0.0	530.7
Security/Caretaker/Warden	166.8	13.4	0.0	180.2
Telephonist	60.7	21.7	-	~82.4
Warehouse Operative	77.2	37.8	11.0	~125.0
Shop Assistant/Hairdresser	-	-	0.0	-
Total	~4,232.2	704.8	~55.1	4,993.7

Table 8a: Ambulance Staff by Trust

	Headcount	WTE
Emergency Medical Technician	275	267.2
Patient Care Services	275	266.8
Paramedic	355	348.2
Rapid Response Vehicle Paramedic	68	67.2
Ambulance Officer	88	87.8
Control Assistant	145	137.9
Helicopter Emergency Medical Service Paramedic	8	8.0
Community Resuscitation Development Officer	5	4.8
Total	1,219	1,187.8

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

FEMALE	Full-Time	Part-Time	WTE	Total	
	Headcount	Headcount		Headcount	WTE
Emergency Medical Technician	57	12	8.3	69	65.3
Patient Care Services	57	8	5.0	65	62.0
Paramedic	77	17	13.2	94	90.2
Rapid Response Vehicle Paramedic	11		-	11	10.9
Ambulance Officer	20		-	20	19.8
Control Assistant	49	22	15.9	71	64.9
Helicopter Emergency Medical Service Paramedic	-	0	0.0	-	-
Community Resuscitation Development Officer	4		-	4	3.8
Total	~271	63	45.9	~334	~316.9

MALE	Full-Time	Part-Time	WTE	Total	
	Headcount	Headcount		Headcount	WTE
Emergency Medical Technician	189	17	12.8	206	201.8
Patient Care Services	199	11	5.8	210	204.8
Paramedic	244	17	14.0	261	258.0
Rapid Response Vehicle Paramedic	57		-	57	56.3
Ambulance Officer	68	0	0.0	68	68.0
Control Assistant	74		-	74	73.0
Helicopter Emergency Medical Service Paramedic	6	0	0.0	6	6.0
Community Resuscitation Development Officer	-	0	0.0	-	-
Total	~833	49	34.9	~882	~867.9

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	24		36	24	45	59	49	23	15		275
Patient Care Services	14	26	31	22	33	51	41	25	24	8	275
Paramedic	29		27	46	80	67	56	39	11	0	355
Rapid Response Vehicle Paramedic	0	0	17			17	18	12	4		68
Ambulance Officer	0	4			13	19	22	22	8		88
Control Assistant	7	14	21	21	27	19	18	11	7		145
Helicopter Emergency Medical Service Paramedic	0	0	8				0	0	0	0	8
Community Resuscitation Development Officer	0	0	-	0	0	-	-	0	0	0	5
Total	26	89	~117	118	217	~234	~204	132	58	19	1,219

Table 8d: Ambulance Staff by Pay Band

Headcount	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	266	9	0	275
Patient Care Services	275	0	0	275
Paramedic	22	333	0	355
Rapid Response Vehicle Paramedic	0	68	0	68
Ambulance Officer	56		32	88
Control Assistant	87	49	9	145
Helicopter Emergency Medical Service Paramedic	0	8	0	8
Community Resuscitation Development Officer	0	5	0	5
Total	~650	~472	41	1,219

WTE	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	258.4	8.8	0.0	267.2
Patient Care Services	266.8	0.0	0.0	266.8
Paramedic	22.0	326.2	0.0	348.2
Rapid Response Vehicle Paramedic	0.0	67.2	0.0	67.2
Ambulance Officer	55.8		32.0	87.8
Control Assistant	80.5	48.5	8.9	137.9
Helicopter Emergency Medical Service Paramedic	0.0	8.0	0.0	8.0
Community Resuscitation Development Officer	0.0	4.8	0.0	4.8
Total	~627.7	~463.4	40.9	1,187.8

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	87	72	36	61	45	0	301
Boilerman / Plumber	22	10		5	18	0	55
Electrician / Fitter / Engineer	39	30	14	10	26		119
Builder / Joiner / Labourer / Painter	31	24	15	19	22	0	111
Multiskilled	61	7	23	6	25		122
Groundsman / Gardener		6	4		9	0	19
Total	~240	139	96	~101	142	-	727

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	85.7	71.3	36.0	60.0	45.0	0.0	298.0
Boilerman / Plumber	22.0	10.0		5.0	18.0	0.0	55.0
Electrician / Fitter / Engineer	37.9	30.0	14.0	10.0	26.0		117.9
Builder / Joiner / Labourer / Painter	31.0	24.0	14.5	19.0	22.0	0.0	110.5
Multiskilled	61.0	7.0	23.0	6.0	25.0		122.0
Groundsman / Gardener		6.0	4.0		9.0	0.0	19.0
Total	~237.5	138.3	95.5	~100.0	142.0	-	722.3

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	35	46	38	43	41	47	28	7	301
Boilerman/Plumber	0	5		5	6	10	6	11	12		55
Electrician/Fitter/Engineer		4	10	17	14	16	17	15	22	4	119
Builder/Joiner/Labourer/ Painter		4	6		7	8	23	29	30	4	111
Multiskilled	16	5		6	7	15	22	27	20	4	122
Groundsman/Gardener	0	0	0	0	0	9		10			19
Total	21	24	53	~74	72	~92	~109	~129	113	21	727

Table 9c: Estates Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8 / Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	126		175	301
Boilerman / Plumber	55		0	55
Electrician / Fitter / Engineer		119		119
Builder / Joiner / Labourer / Painter	111		0	111
Multiskilled	88	34	0	122
Groundsman / Gardener	19	0	0	19
Total	392	159	176	727

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8 / Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	124.3		173.7	298.0
Boilerman / Plumber	55.0		0.0	55.0
Electrician / Fitter / Engineer		117.9		117.9
Builder / Joiner / Labourer / Painter	110.5		0.0	110.5
Multiskilled	88.0	34.0	0.0	122.0
Groundsman / Gardener	19.0	0.0	0.0	19.0
Total	390.1	157.6	174.7	722.3

Table 10a: Leavers, 1 April 2018 - 31 March 2019 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	150	105	80	89	67	141	632
Estates Services	13	11		10	9		43
Support Services	115	65	66	46	81	10	383
Nursing & Midwifery	493	226	228	280	222	7	1,456
Social Services (excl. dom. care)	135	108	77	86	77		483
Professional & Technical	179	85	63	77	78	7	489
Medical & Dental (excluding Doctors in Training)	41	20	15	21	32	12	141
Ambulance	0	0	0	0	0	32	32
Total	1,126	-609	-529	609	562	213	3,659

Table 10b: Joiners, 1 April 2018 - 31 March 2019 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	190	143	114	98	87	215	847
Estates Services	27	21	12	11		0	71
Support Services	196	125	152	97	116	6	692
Nursing & Midwifery	538	254	258	336	272	11	1,669
Social Services (excl. dom. care)	190	127	173	116	95	0	701
Professional & Technical	280	145	148	124	131	20	848
Medical & Dental (excluding Doctors in Training)	53	14	19	31	28	5	150
Ambulance	0	0	0	0	0	99	99
Total	1,474	829	876	-802	-729	356	5,077

Table 10c: Movers, 1 April 2018 - 31 March 2019 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	44	10	22	15	5	82	178
Estates Services			6			0	6
Support Services	5		7		4	0	16
Nursing & Midwifery	199	45	53	68	12	12	389
Social Services (excl. dom. care)	42	26	19	13	6	0	106
Professional & Technical	114	39	50	49	23	13	288
Medical & Dental (excluding Doctors in Training)	28	10	7	15	11	-	-71
Ambulance	0	0	0	0	0	-	-
Total	-432	132	157	162	61	-107	1,060

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.

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. To ensure that figures are comparable, Northern Ireland Medical & Dental Training Agency (NIMDTA) staff are excluded from the 10-year comparison figures, as data on their staff were not centrally accessible until 2014.

Definitions

A dashed line (-) Represents a cell count less than 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

Prior to 2014, information on Northern Ireland Medical and Dental Training Agency (NIMDTA) staff was not included in our data extract. Therefore please note ten year trend analysis in this publication does not include information for NIMDTA.