



Northern Ireland Health and Social Care Workforce Census March 2020



Department of
Health

An Roinn Sláinte

Máinnystrie O Poustie

www.health-ni.gov.uk


Published 18 August 2020

Northern Ireland Health and Social Care Workforce Census March 2020

Author: Joanne O'Hagan

Project Support Analysis Branch, Information Analysis Directorate

Department of Health
Castle Buildings, Belfast BT4 3SQ

 Tel: 02890 522493

 Email: workforce.statistics@health-ni.gov.uk

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

© Crown Copyright 2020. Published with the permission of the Controller of Her Majesty's
Stationary Office.

This publication is Crown copyright and may be reproduced free of charge in any format or
medium.

Any material used must be acknowledged and the title of the publication specified.

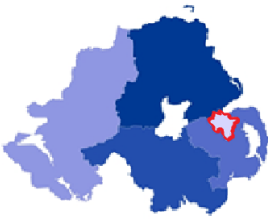
Key Findings



At 31st March 2020, the HSC employed 68,766 (60,090 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B.



The HSC workforce grew by 17% (8,597 WTE) between the 2011 and 2020 Census dates (excluding NIMDTA).



The largest employer in the HSC was the Belfast Trust with 18,378 WTE or 31% of all staff.



The largest Occupational Family was Nursing & Midwifery with 20,139 WTE or 34% of the total.



The Medical & Dental workforce stood at 4,925 (4,503 WTE). Forty per cent (1,804 WTE) were consultants.



Just under two fifths (38%, 22,612 WTE) of WTE HSC staff were employed at Agenda for Change Bands 1 to 4.



A substantial majority (79% or 54,043) of HSC employees were female and 56% of females worked full-time.

Contents

Section A: Changes in the NI Health and Social Care Workforce: 2011 - 2020	6
Section 1: NI Health and Social Care Staff	9
Section 2: Medical and Dental Staff	12
Section 3: Nursing, Midwifery and Health Visiting Staff	14
Section 4: Professional & Technical Staff	16
Section 5: Social Services Staff (excluding domiciliary care workers)	19
Section 6: Administration and Clerical Staff	22
Section 7: Support Services Staff	24
Section 8: Ambulance Staff	27
Section 9: Estates Services Staff	29
Section 10: Staff Turnover	31
Appendix A: Tables	
Table A: NI Health and Social Care Workforce: 2011 - 2020	34
Section 1 Tables: NI Health and Social Care Staff	35
Section 2 Tables: Medical and Dental Staff	38
Section 3 Tables: Nursing, Midwifery and Health Visiting Staff	40
Section 4 Tables: Professional & Technical Staff	44
Section 5 Tables: Social Services Staff (excluding domiciliary care workers)	50
Section 6 Tables: Administration and Clerical Staff	54
Section 7 Tables: Support Services Staff	57
Section 8 Tables: Ambulance Staff	61
Section 9 Tables: Estate Services Staff	63
Section 10 Tables: Leavers, Joiners and Movers 2019/20	65
Appendix B: Notes and Metadata	
Notes, Metadata and Definitions	66

Background

This is the twentieth 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.

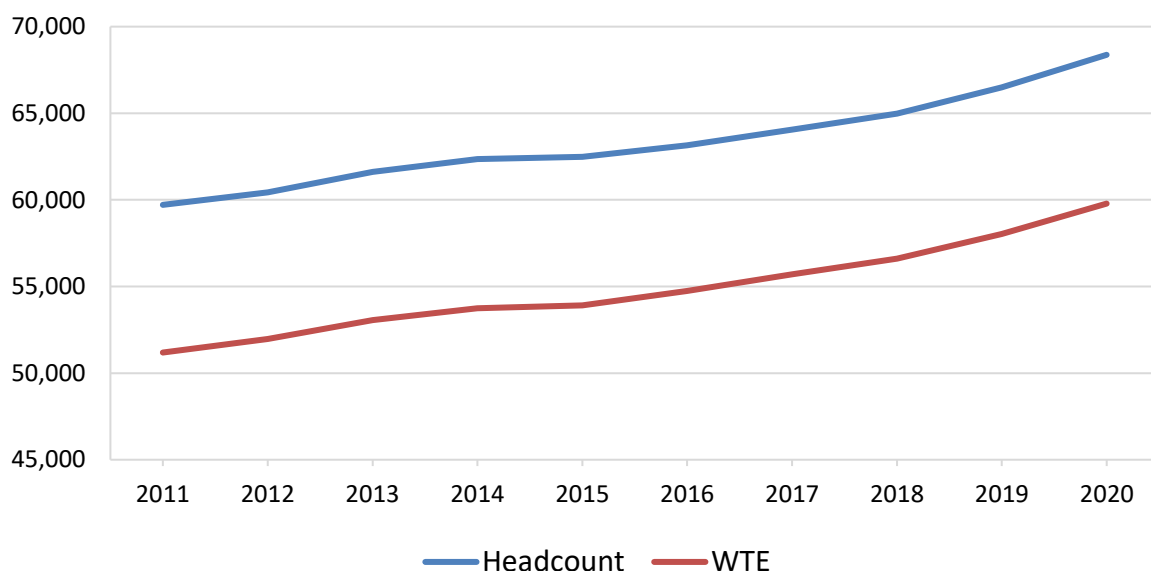
Summary analysis and commentary is given in Sections 1 - 10, followed by tables in Appendix A and notes/metadata in Appendix B.

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 2011 - 2020

Figure A: HSC Staff Headcount and Whole-time Equivalent (WTE) 2011-2020



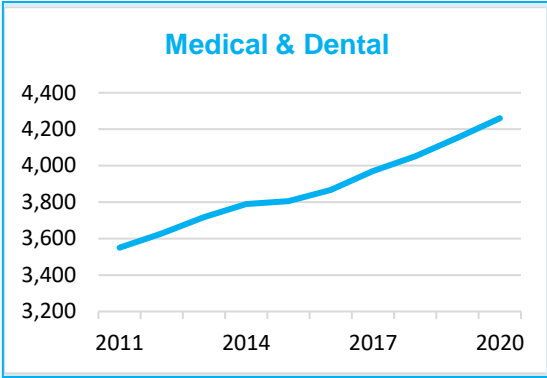
Overall HSC Staffing Changes, 2011 to 2020

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

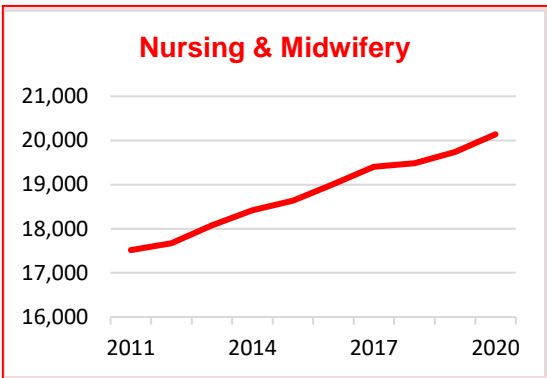
Between 2011 and 2020, the WTE of HSC staff increased by 8,597; this represented 16.8% workforce growth. The rate of growth between 2017 and 2020 was 7.3%.

Changes by Occupational Family, 2011 to 2020

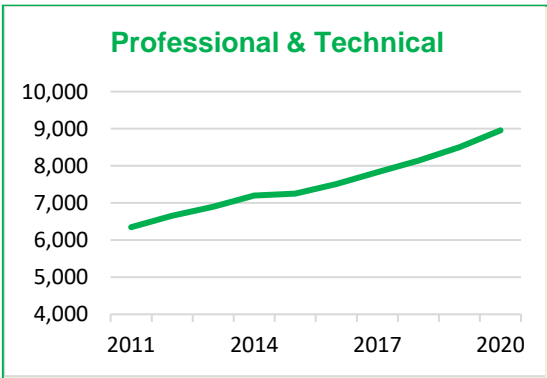
Changes in staff levels in each Occupational Family between 2011 and 2020 is detailed overleaf. Some fluctuations in staff levels early in this period in the Professional & Technical, Social Services, Support Services and Estates Services may be due to movement between Occupational Families as a result of the introduction of the Agenda for Change (AfC) terms and conditions across NHS organisations.



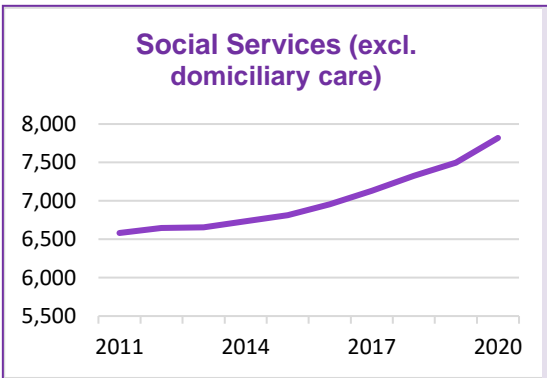
Between 2011 and 2020, the Medical and Dental Occupational Family grew from 3,550 to 4,260 (excluding NIMDTA), an increase of 20.0%. The three-year trend also shows a growing workforce, WTE having increased by 7.3% between 2017 and 2020.



The Nursing & Midwifery workforce grew by 15.0% between 2011 and 2020, an increase of 2,623. This growth was accounted for by an increase of 2,043 (15.0%) registered nurses and/or midwives, and an increase of 580 (15.0%) nurse support staff. In 2020, 77.9% of the workforce were registered nurses and midwives (the ratio often referred to as 'skill mix'), the same as the position in 2011.

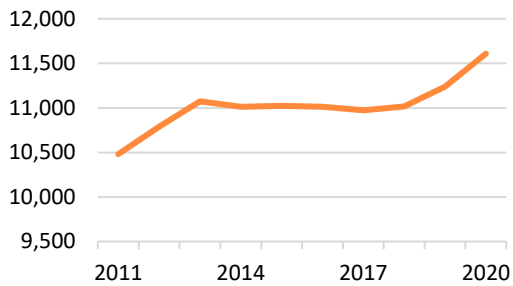


Between 2011 and 2020, the Professional & Technical Occupational Family continually grew from 6,347 to 8,956 WTE, an increase of 41.1%.



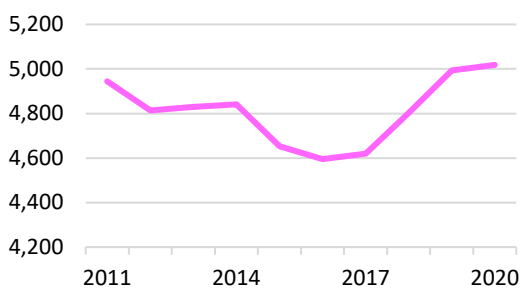
Between 2011 and 2013, the Social Services workforce (excluding domiciliary care) saw little change with only a small increase of 1.1% (72 WTE). Since 2013, the workforce has increased steadily by 17.5% (1,166 WTE) to 7,819 WTE in 2020.

Admin & Clerical



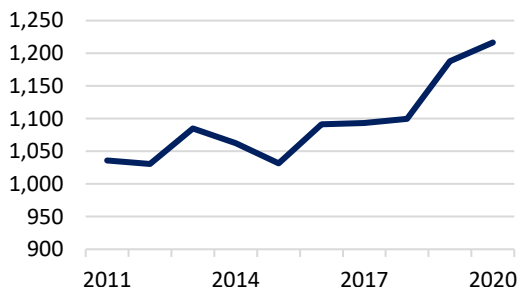
Between 2011 and 2013, the Administrative & Clerical Occupational Family increased by 5.7% (593). Between 2013 and 2017, the workforce decreased slightly, after which it increased again by 5.8% (635) to 11,609 WTE in 2020.

Support Services



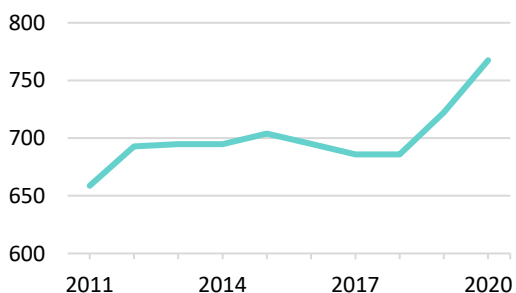
From 4,945 WTE Support Service staff in 2011, a 7.1% decrease over five years resulted in a low of 4,595 WTE in 2016. Since 2016, this trend has reversed with the workforce growing by 399 (8.7%) to 4,994 WTE in 2019. Between 2019 and 2020, there has been a slight increase of 0.5% (24 WTE).

Ambulance



The Ambulance Occupational Family (which includes paramedics, Emergency Medical Technicians, ambulance officers and control staff) has seen small fluctuations in staffing levels between 2011 and 2018, resulting an increase of 6.2% (64). Between 2018 and 2020, the workforce grew by a further 10.6% (117 WTE).

Estates Services



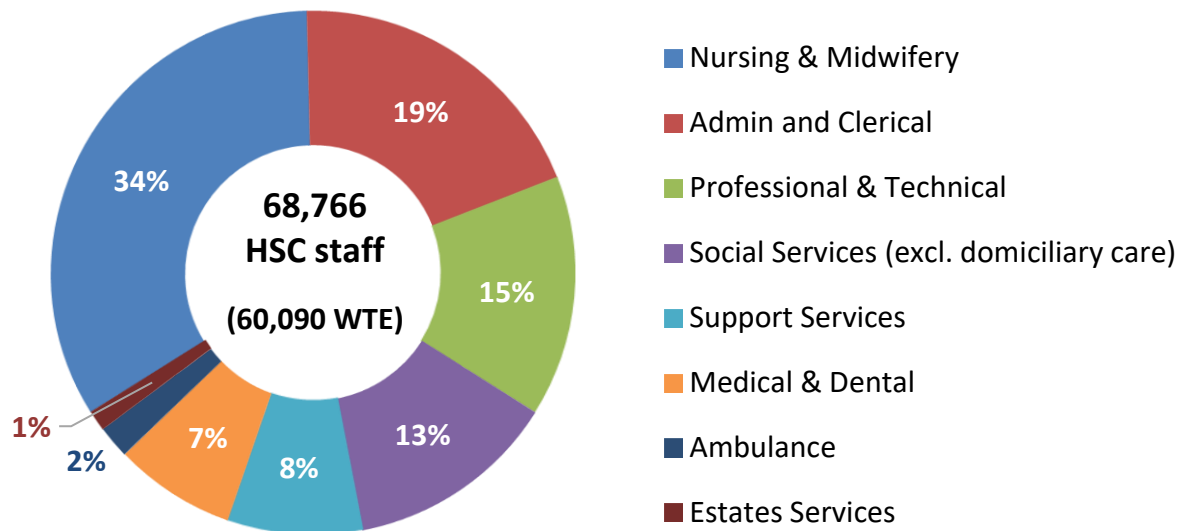
Between 2011 and 2018, the Estates Services workforce saw small fluctuations. Since then, this Occupational Family has seen steady growth from 686 WTE in 2018 to 767 WTE in 2020, an increase of 11.9% (82 WTE).

Section 1: Health & Social Care Staff

At March 2020, the HSC employed 68,766 (60,090 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B. In the financial year 2019/20, expenditure on HSC employees exceeded £2.6 billion.

Occupational Families

Figure 1a: Health & Social Care Staff by Occupational Family (% WTE), March 2020

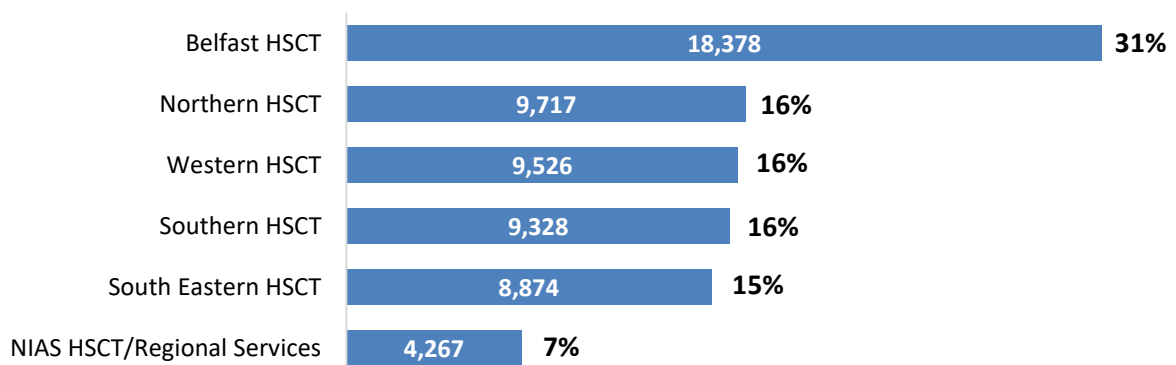


The largest Occupational Family, with 20,139 WTE or 34% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 11,671 WTE (19%). Medical & Dental staff represented 7% of the overall workforce, with 4,503 WTE.

Employing Organisations

The largest HSC organisation was the Belfast Trust, with 31% of all staff (18,378 WTE). 93% of all staff worked for one (or more than one) of the five regional HSC Trusts (excluding NIAS HSC Trust).

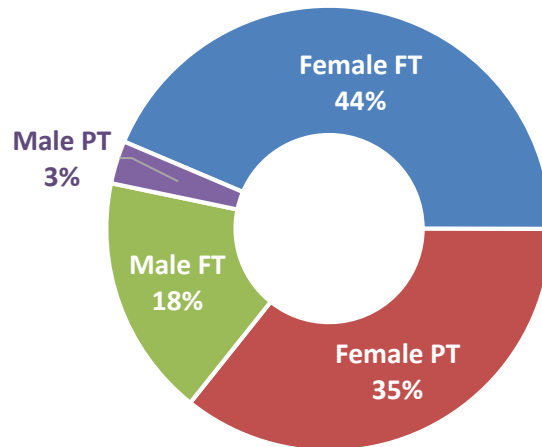
Fig 1b: Health & Social Care Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

Seventy-nine per cent of staff (54,043) were female. Of these, 56% worked full-time (see p 66 for the definition). Of the remaining 14,723 male staff, 84% worked full-time.

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

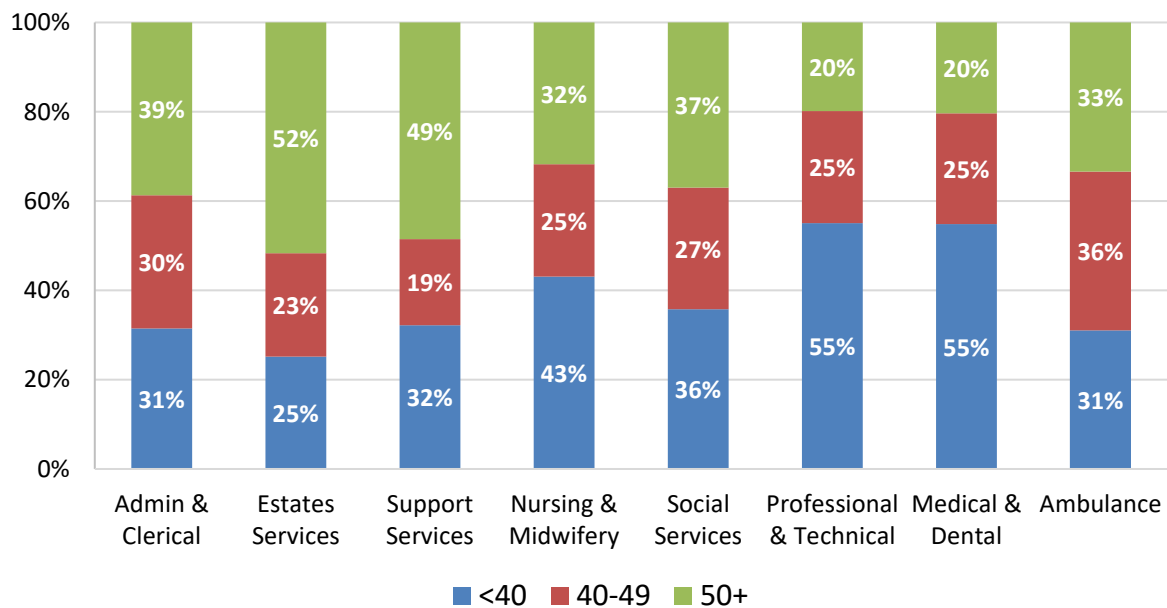


Percentages shown are of all staff. FT; Full-time, PT; Part-time

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).

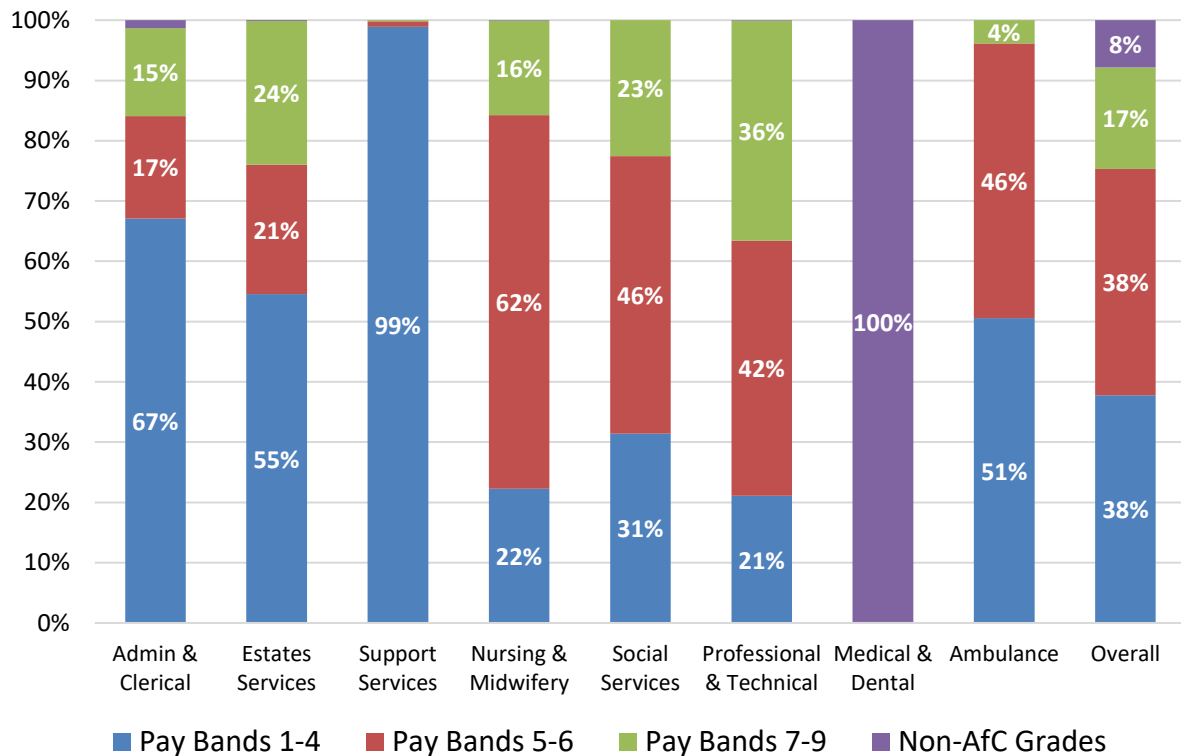
Fig. 1d: Health & Social Care Staff by Age Group and Occupational Family (% Headcount)



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-two per cent of Nursing & Midwifery staff were employed at Bands 5 and 6.

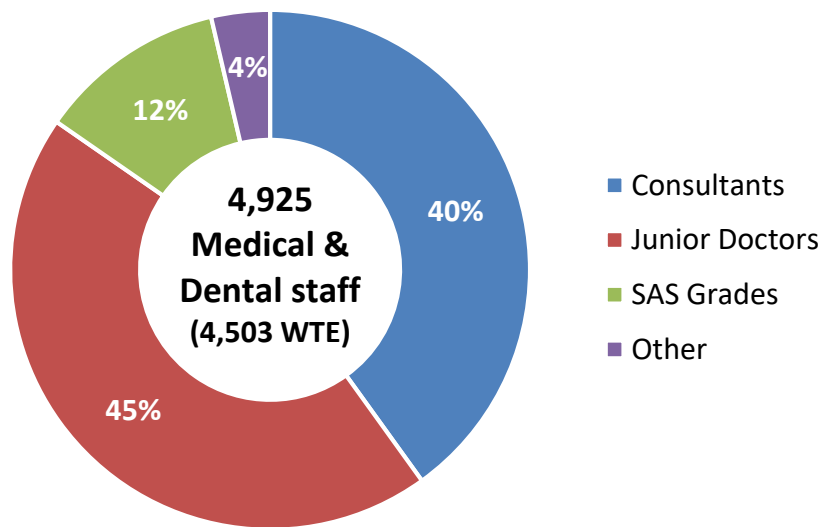
Fig. 1e: HSC Health & Social Care Staff by Pay Band and Occupational Family (% WTE)



Section 2: Medical and Dental Staff

There were 4,925 (4,503 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 2,007 WTE. The next largest group were consultants with 1,804 WTE or 40%. Staff Grade/Associate Specialist/Specialty Doctors (SAS), or middle-grade doctors, comprised the majority of the remainder at 12% (527 WTE). The final 4% of the workforce were employed in grades classified as 'other', for example hospital practitioners and dental officers.

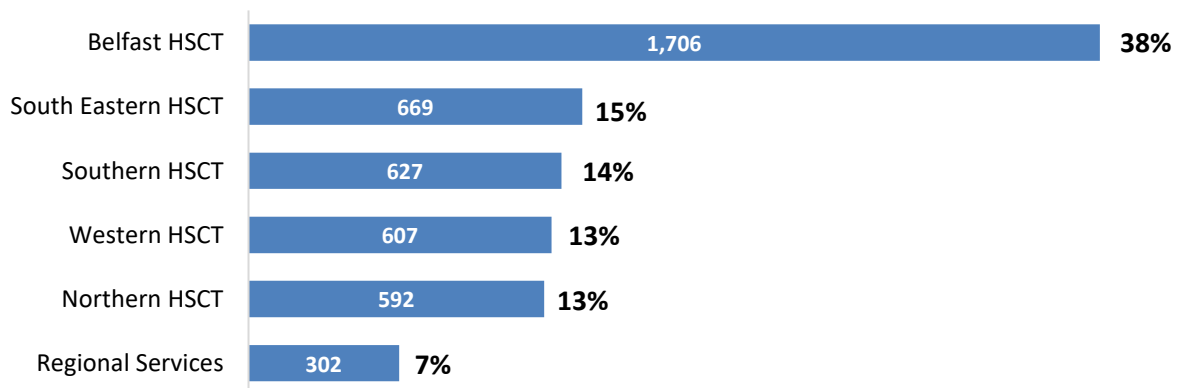
Fig 2a: Medical & Dental Staff by Grade (% WTE)



Employing Organisations

Thirty eight per cent of Medical and Dental staff (1,706 WTE) worked for the Belfast HSC Trust. The other four regional Trusts employed between 13% and 15% of the total Medical and Dental WTE. The remaining 7% were employed by the Regional Services.

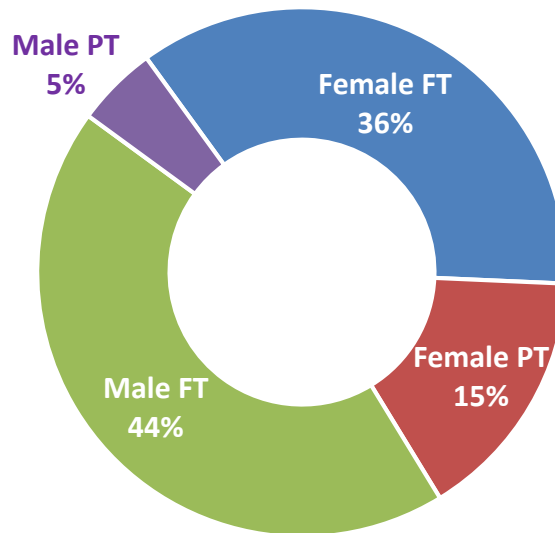
Fig. 2b: Medical & Dental Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

A small majority (2,525 or 51%) of Medical and Dental staff were female, of whom 70% worked full-time. Of the remaining 2,400 male doctors, 90% worked full-time.

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

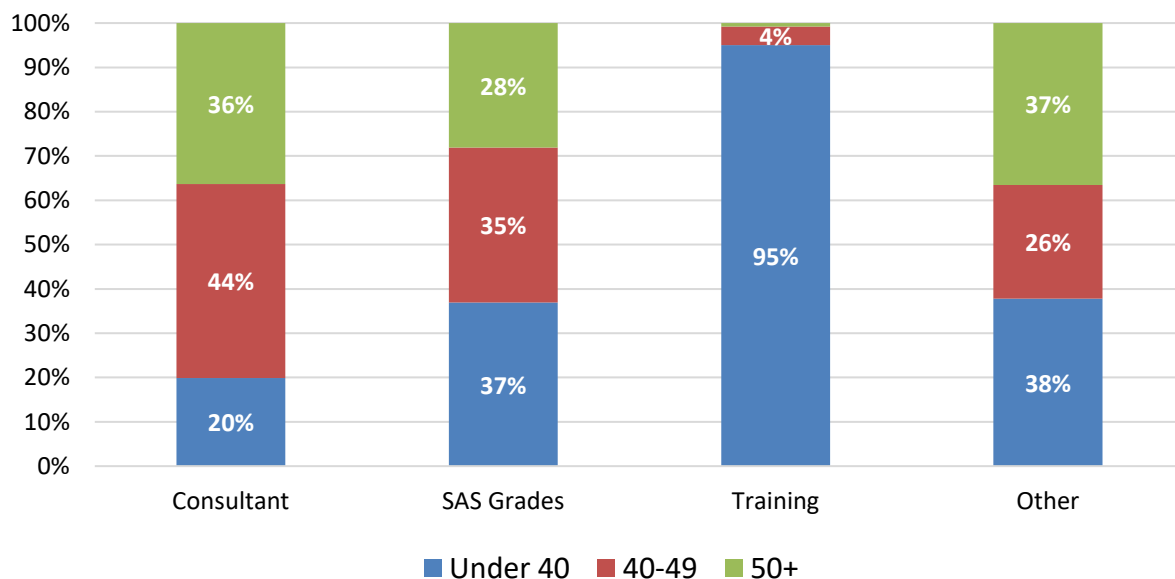


Age (Headcount)

Fifty-five per cent of medical and dental employees were under the age of 40; 25% were aged between 40 and 49; and 20% were aged over 50.

Twenty per cent of Consultants and 37% of SAS/career grade staff were under the age of 40. Ninety-five 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)

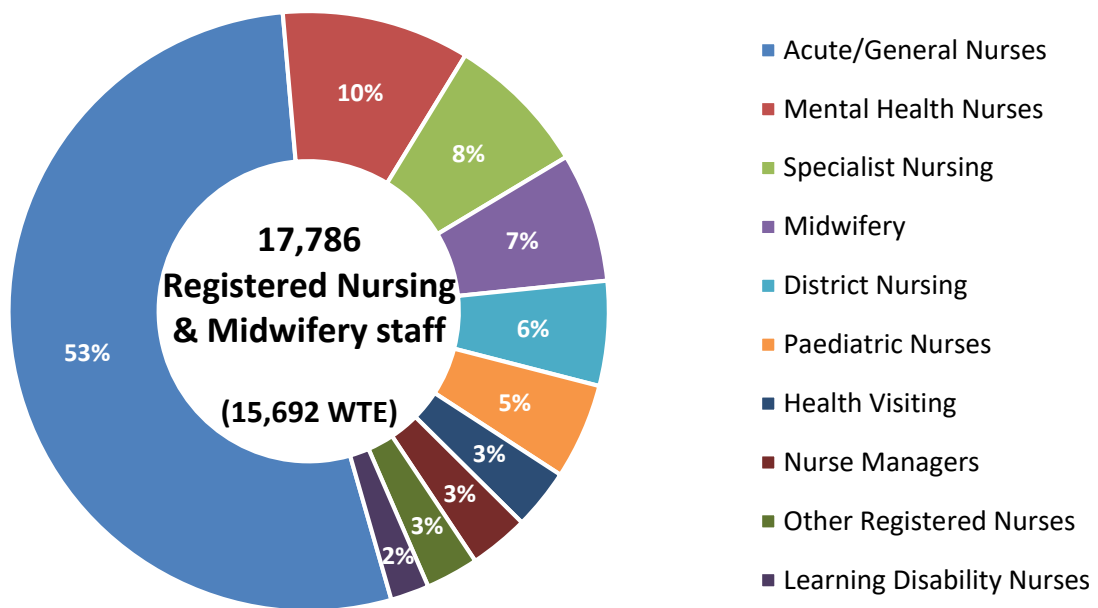


Section 3: Nursing and Midwifery Staff

There were 22,887 (20,139 WTE) Nursing & Midwifery staff employed. 17,786 (15,692 WTE) were in registered nursing and midwifery grades (Band 5 and up), and 5,101 (4,447 WTE) were in support grades (Bands 2-4).

Just over half (8,327 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% (1,589 WTE) were mental health nurses, while specialist nursing comprised 8% (1,203 WTE) and midwifery 7% (1,093 WTE).

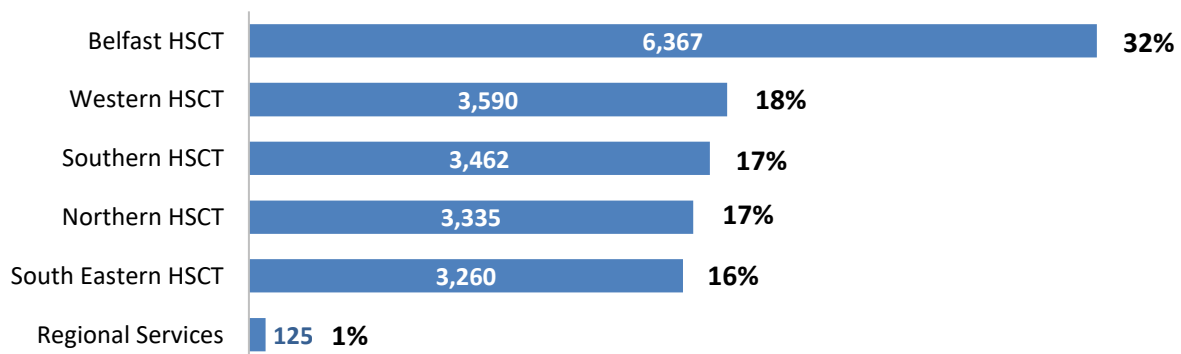
Fig. 3a: Registered Nursing & Midwifery Staff by Group (% WTE)



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.

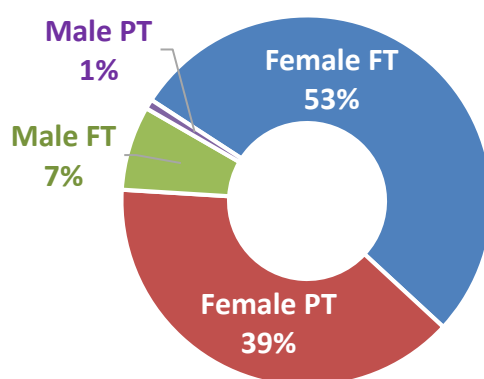
Fig. 3b: Nursing & Midwifery Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

The vast majority (92%, or 21,012) of Nursing & Midwifery employees were female. Of these, 12,063 (57%) worked full-time. Of the remaining 1,875 male Nursing & Midwifery staff, ninety per cent (1,683) 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 352, were male.

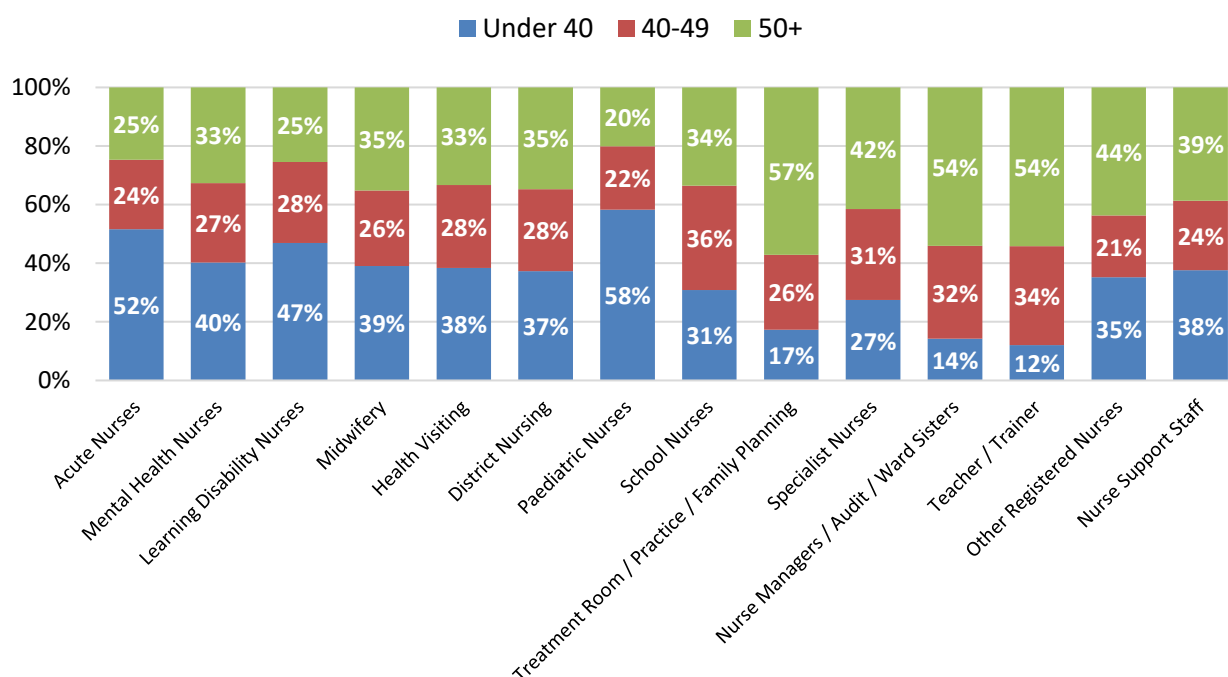
Fig. 3b: Nursing & Midwifery Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Overall, the proportion of Nursing & Midwifery staff aged under 40 was 43%. The youngest groups were paediatric nurses (58% aged under 40), acute/general nurses (52% 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 57%.

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

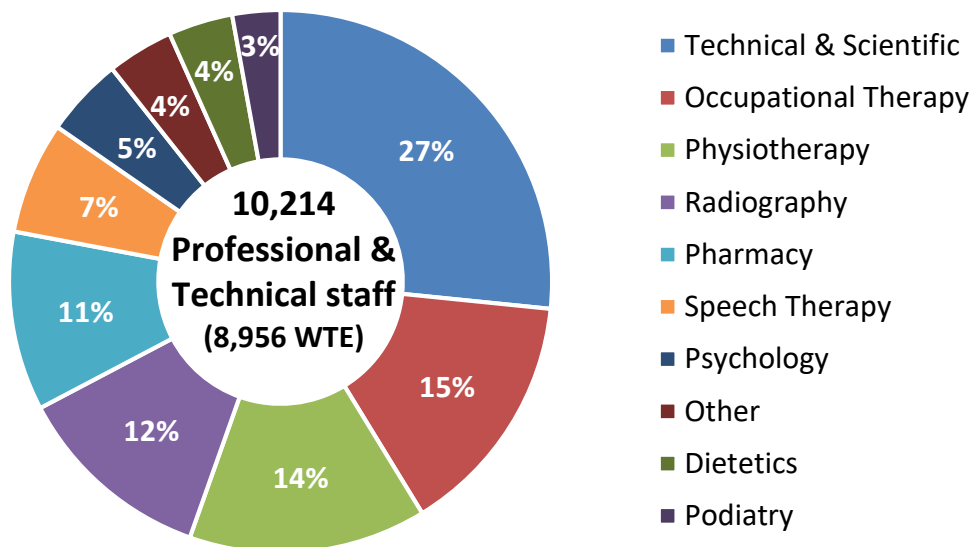


Section 4: Professional and Technical Staff

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 10,214 (8,956 WTE) Professional and Technical staff employed. The largest single professional group was occupational therapy, with 15% of total WTE (1,313), followed by physiotherapy with 14% of total WTE (1,268). Technical and Scientific staff of various professions made up 27% of WTE, or 2,383.

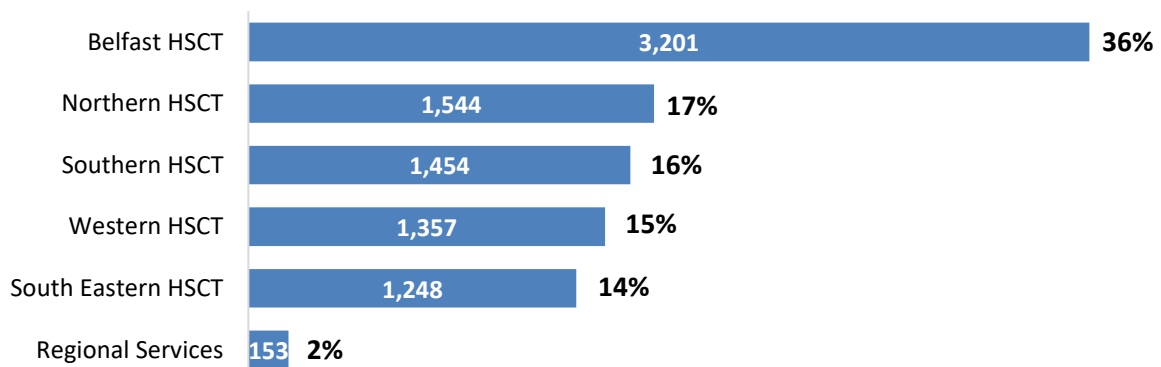
Fig. 4a: Professional & Technical Staff by Group (% WTE)



Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 3,201 WTE or 36% of the total. The other four local Trusts employed between 14% and 17% of the total WTE. Two per cent (153 WTE) were employed by the Regional Services.

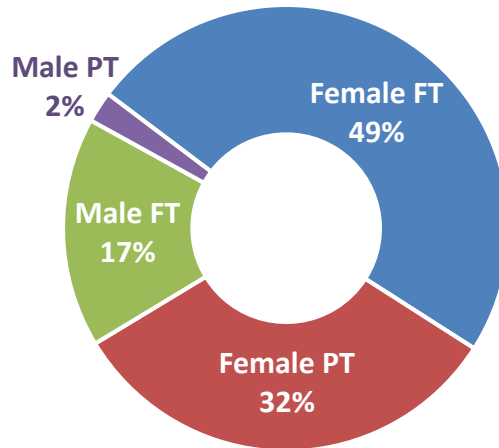
Fig. 4b: Professional & Technical Staff by Employing Organisation (% WTE)



Gender and Working Patterns (Headcount)

A large majority (81%; 8,268 staff) of Professional & Technical staff were female. Three fifths (60%) of female staff worked full-time. Of the remaining 1,946 male Professional & Technical staff, 89% (1,725) worked full-time.

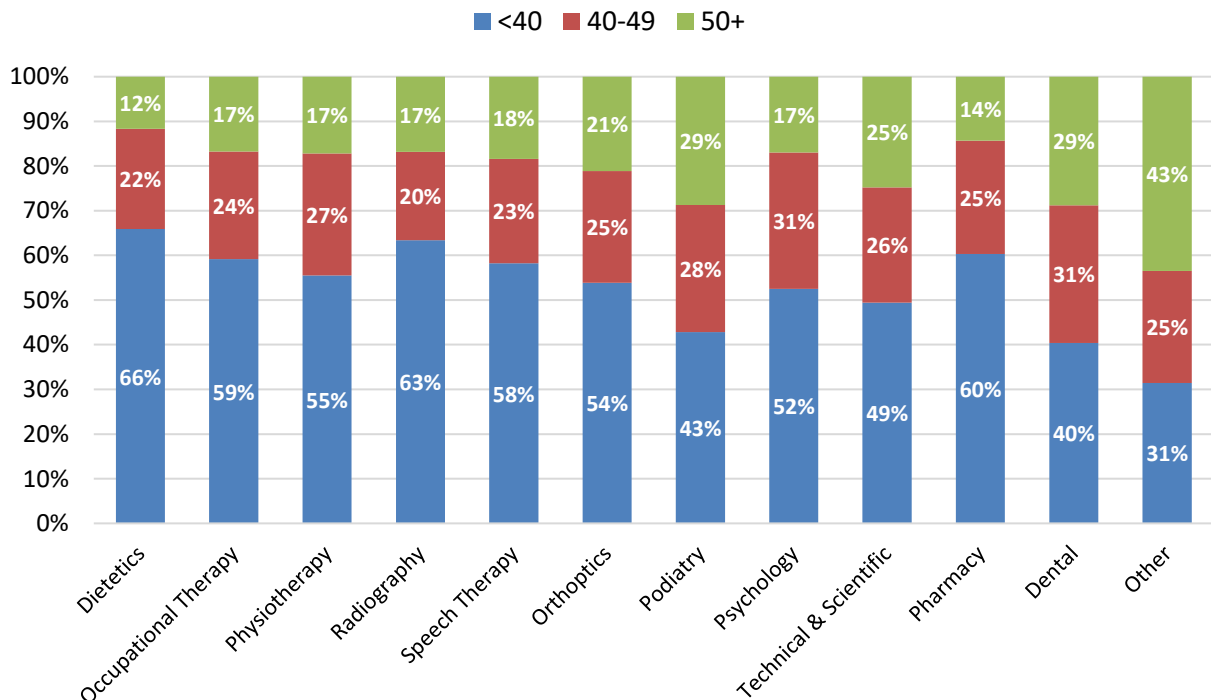
Fig. 4c: Professional & Technical Staff by Gender and Working Pattern (% Headcount)



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.

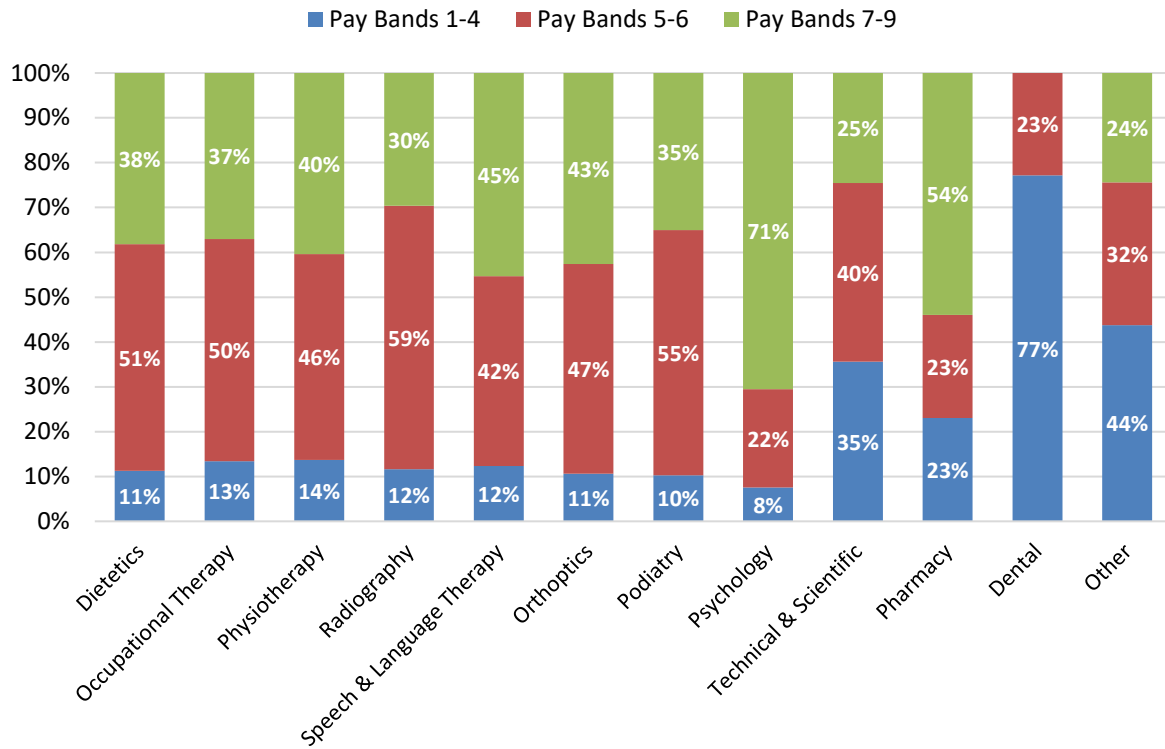
Fig. 4d: Professional & Technical Staff by Age Group (% Headcount)



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 71%.

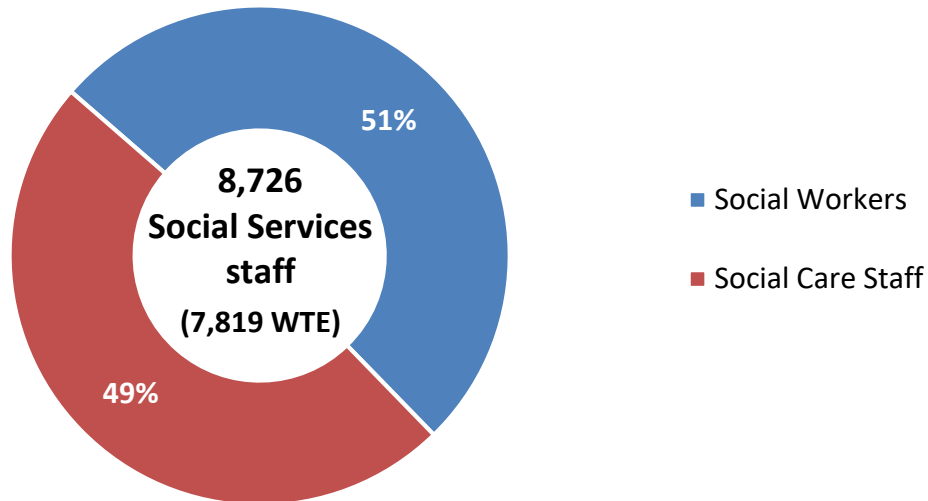
Fig. 4e: Professional & Technical Staff by Pay Band (% WTE)



Section 5: Social Services Staff - Excluding Domiciliary Care

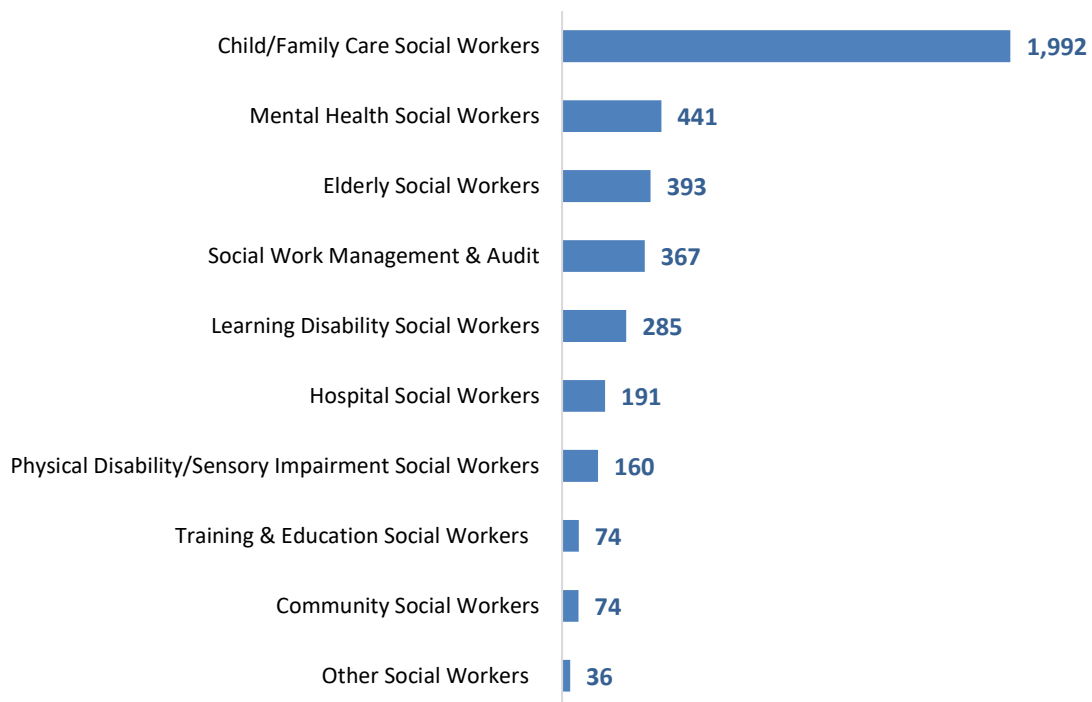
There were 8,726 (7,819 WTE) staff employed in Social Services grades. A small majority (51%, or 4,014 WTE) were social workers.

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



Half of all social workers (50%, 1,992 WTE) were employed in Child & Family Care.

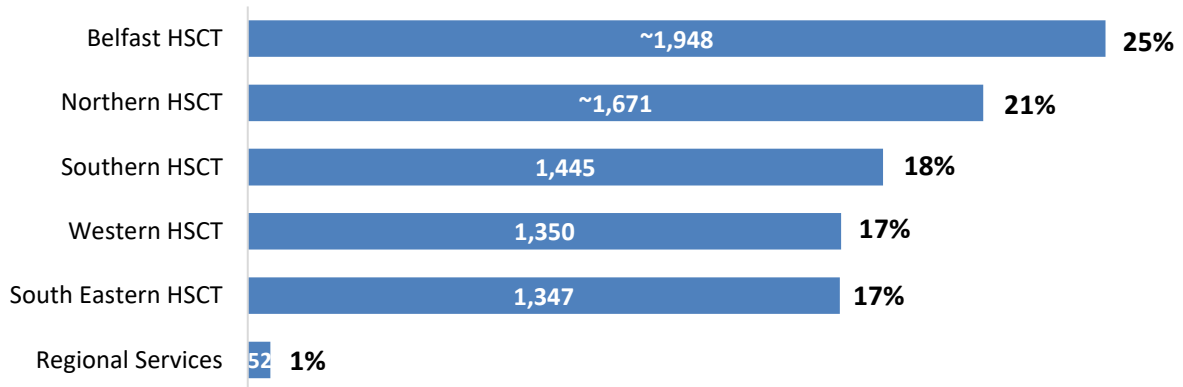
Fig. 5b: Social Workers by Group (WTE)



Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with ~1,948 WTE (25% of the total). The other Trusts employed between 17% (South Eastern and Western) and 21% (Northern) of the total. Less than 1% were employed by the Regional Services.

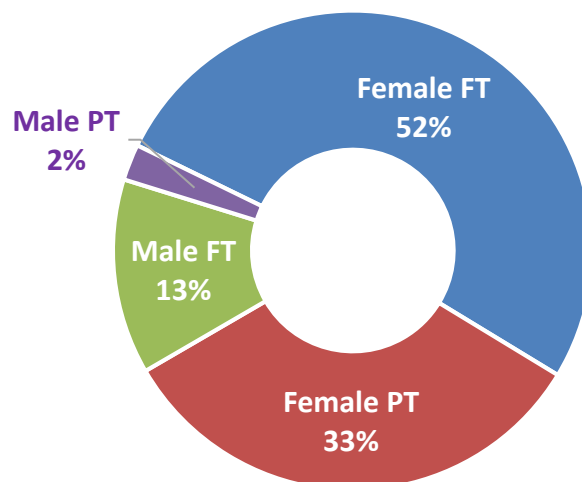
Fig 5c: Social Services Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

A large majority (84%, 7,365) of Social Services staff were female; 61% of female staff worked full-time and 49% of female staff were social workers. Eighty-four per cent of male staff worked full-time; 48% of male staff were social workers.

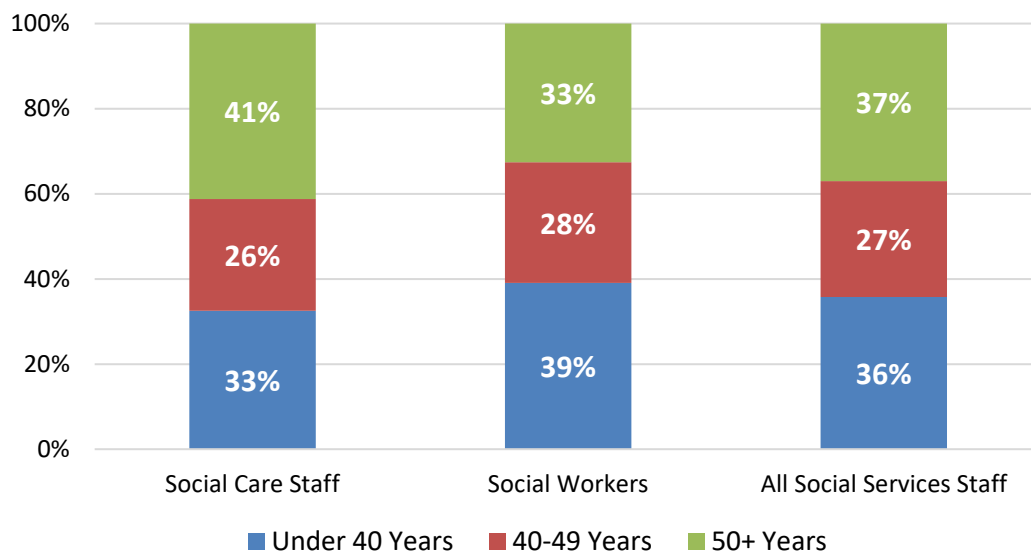
Figure 5d: Social Services Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

The Social Services Occupational Family has more staff over the age of 50 (~3,226, or 37%) than under 40 (~3,111, or 36%). Social workers were younger than other social care staff; 39% were under 40, whereas 41% 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)

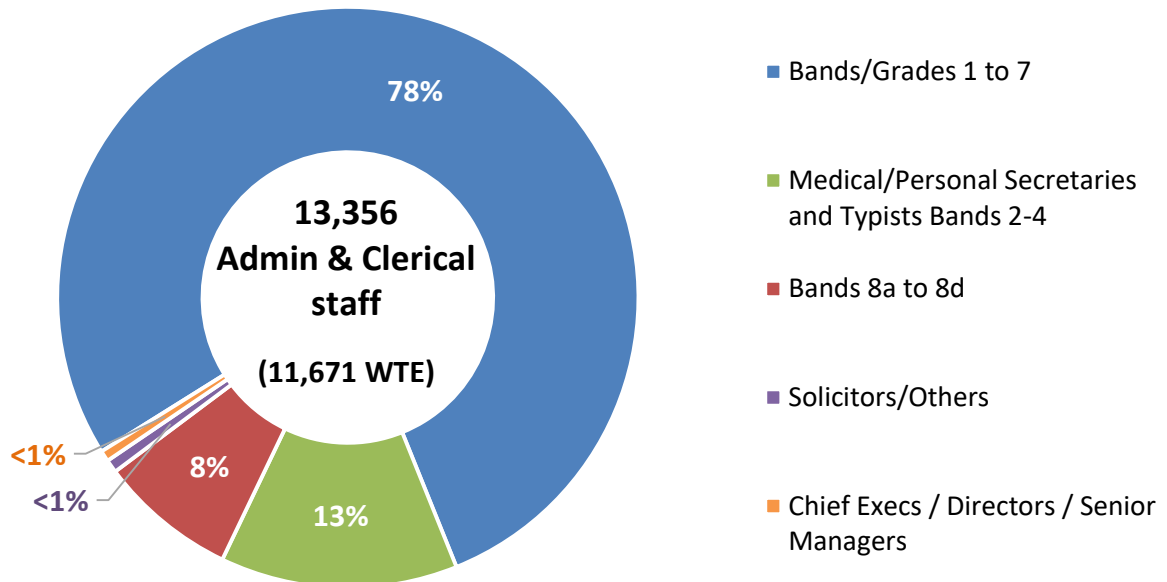


Almost half (49%) of physical disability/ sensory impairment social workers were aged over 50 years. Only 19% of social work managers and audit were under 40 years of age; 50% were aged over 50.

Section 6: Administrative and Clerical Staff

There were 13,356 (11,671 WTE) Administrative & Clerical staff employed, 67% of which (7,827 WTE) were employed in general Bands/Grades 1 to 4 (non-managerial grades including secretaries and typists).

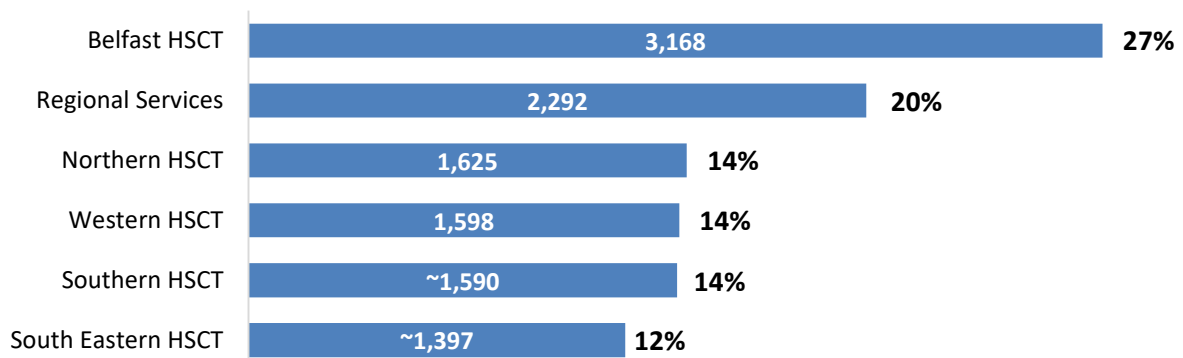
Fig. 6a: Administrative & Clerical Staff by Grade (% WTE)



Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 3,168 WTE (27% of the total). The Regional Services, particularly the Business Services Organisation and the Health & Social Care Board, employed a further 2,292 WTE or 20%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

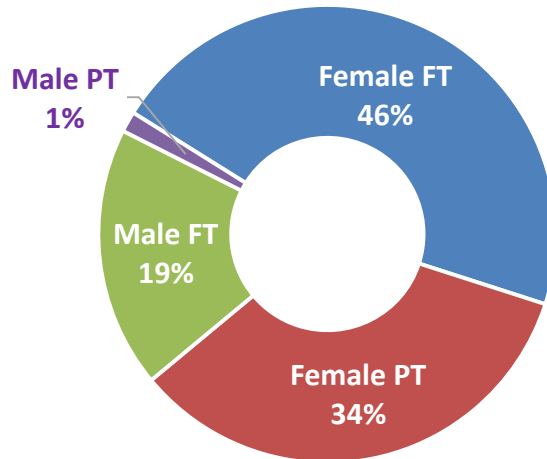
Fig. 6b: Administrative & Clerical Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

As with the HSC workforce as a whole, a majority (80%) of Administrative & Clerical staff were female. Fifty-eight per cent of female staff worked full-time compared to 93% of male staff.

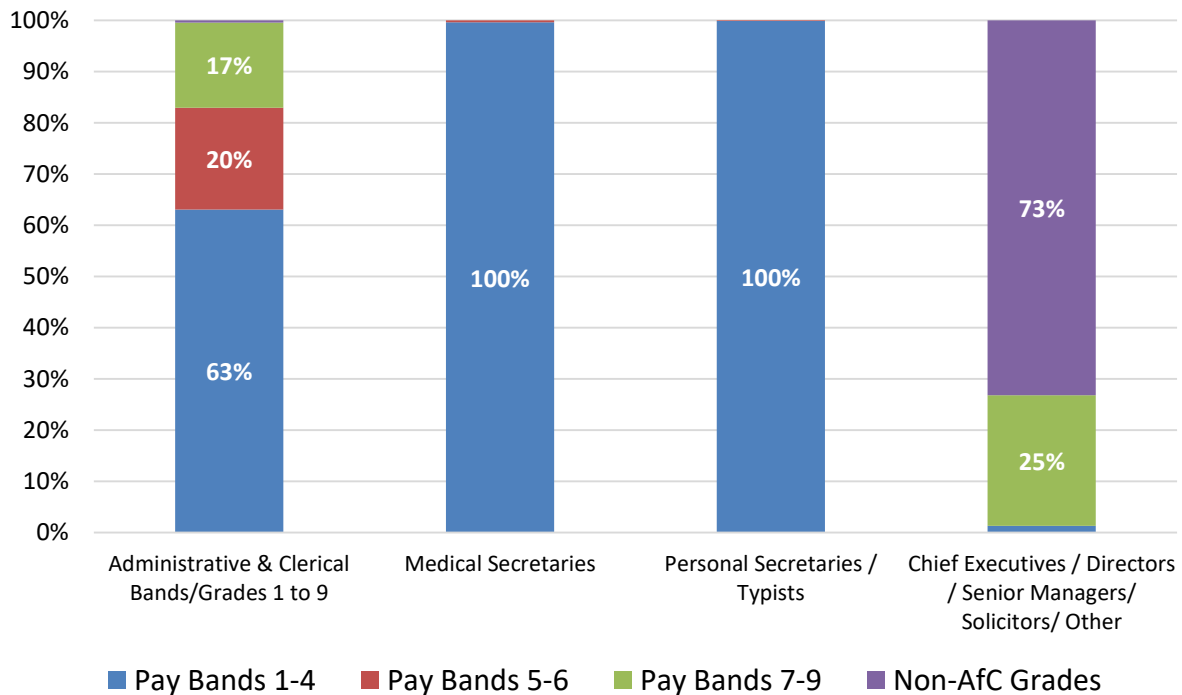
Fig. 6c: Administrative & Clerical staff by Gender and Working Pattern (% Headcount)



Pay Bands (WTE)

As described earlier, almost seven in ten (67%, or 7,827 WTE) Administrative & Clerical staff were employed at AfC Bands 1-4. This included non-managerial grades, secretaries and typists.

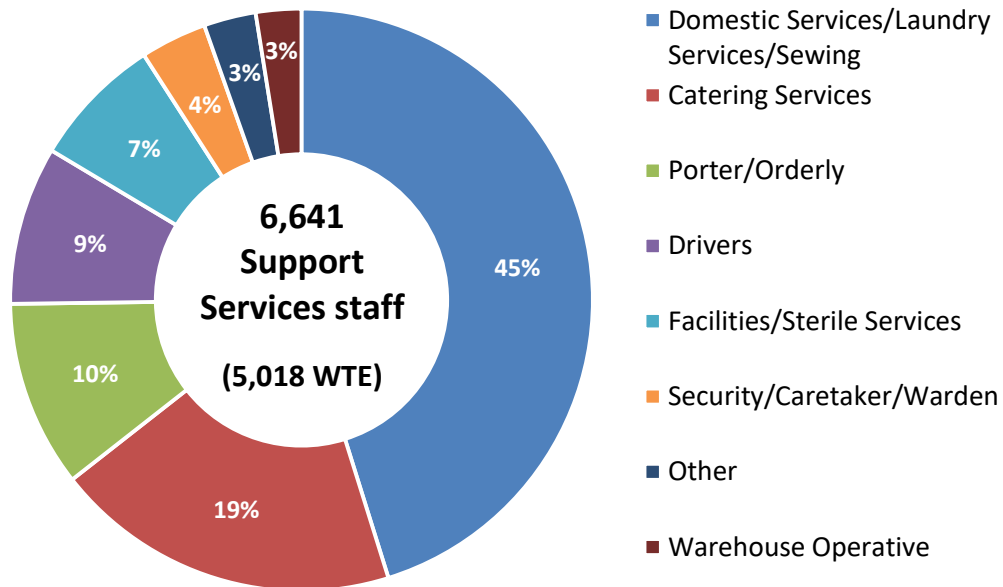
Fig. 6d: Administrative & Clerical Staff by Pay Bands (% WTE)



Section 7: Support Services Staff

There were 6,641 (5,018 WTE) Support Services staff employed. The largest sub-group was domestic services/ laundry services/ sewing, with 2,267 WTE; they represented 45% of Support Services staff. A further 19% (966 WTE) were employed within catering services.

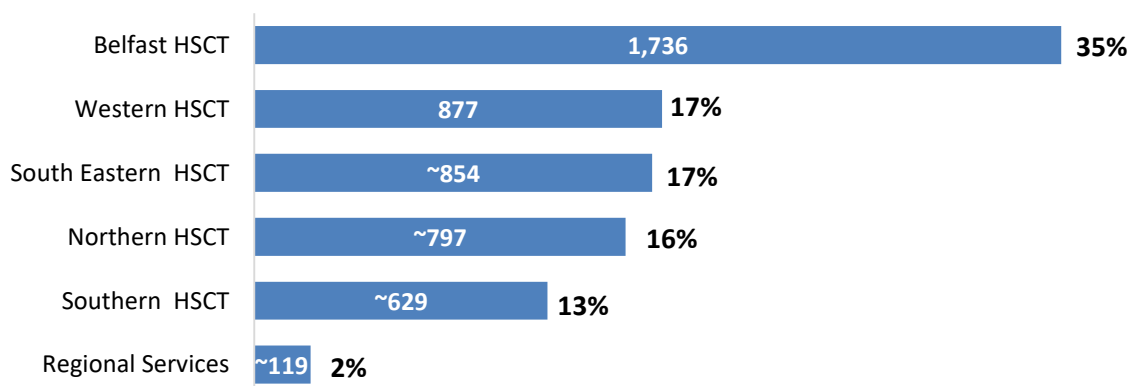
Fig. 7a: Support Services Staff by Group (% WTE)



Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,736 Support Services staff, 35% of the total. The other local Trusts employed between 13% and 17% of the remainder, with 2% employed by the Regional Services.

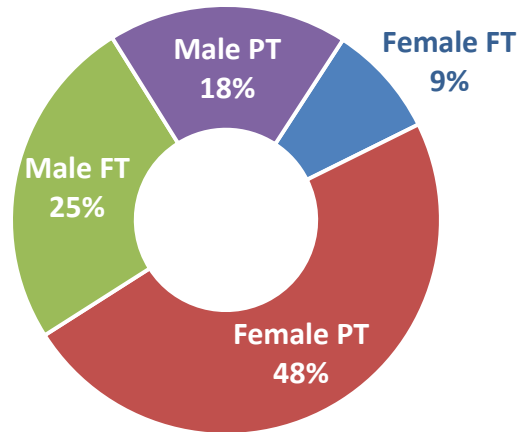
Fig. 7b: Support Services Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

The Support Services workforce was 57% female. A majority (66%) of all Support Services staff worked part-time. The warehouse operatives group had the highest proportion of staff working full-time at 98%. Most male staff (58%) worked full-time compared to 15% of female staff.

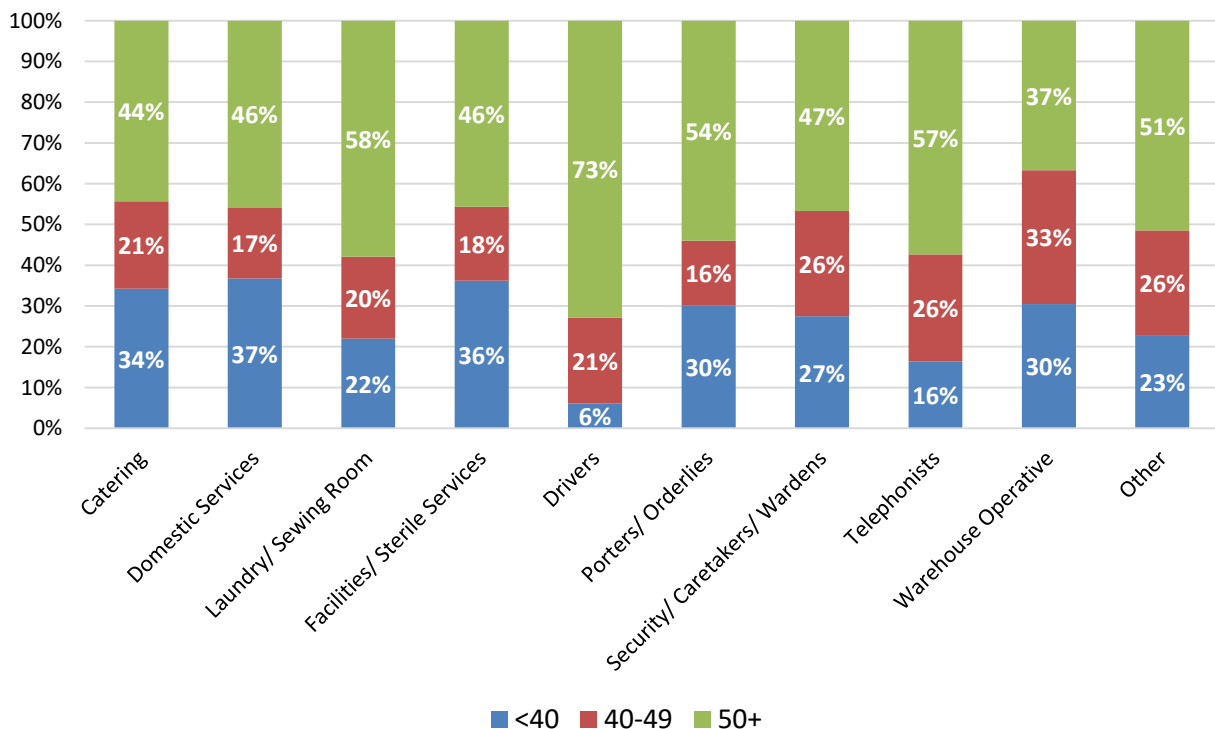
Fig. 7c: Support Services Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Almost half (49%, or 3,223) of Support Services staff were aged over 50. The highest proportion of staff aged over 50 were employed as drivers, at 73%.

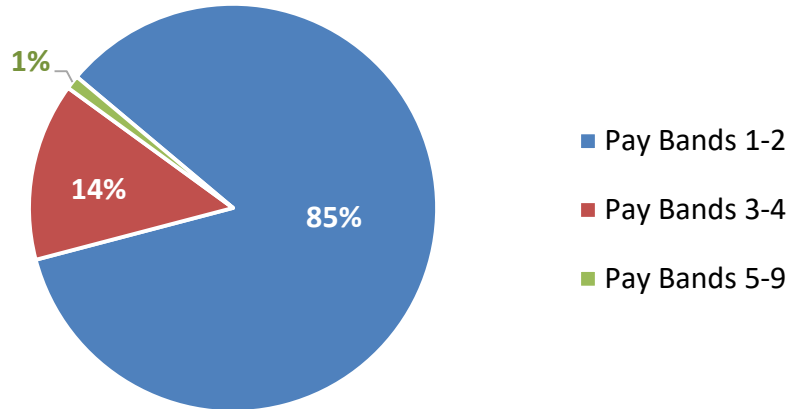
Fig. 7d: Support Services Staff by Age Group (% Headcount)



Pay Bands (WTE)

Support Services staff on average are employed at lower Bands than the other Occupational Families. A large majority (85%, or 4,255 WTE) were employed at Band 1 or 2; only 1% (55 WTE) were employed at Band 5 or above.

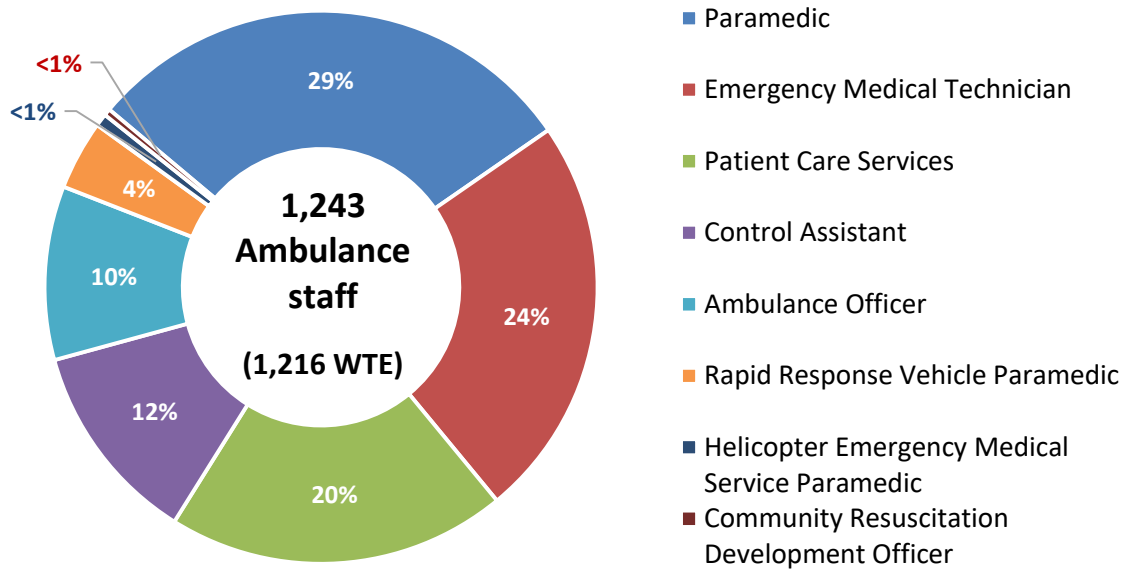
Fig. 7d: Support Services Staff by Pay Band (% (WTE))



Section 8: Ambulance Staff

There were 1,243 (1,216 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (414 WTE, 34%) were graded as either paramedics, rapid response vehicle (RRV) paramedics or helicopter emergency medical service (HEMS) paramedics. Emergency medical technicians (EMTs) comprised 288 WTE (24%) and patient care services 242 WTE (20%).

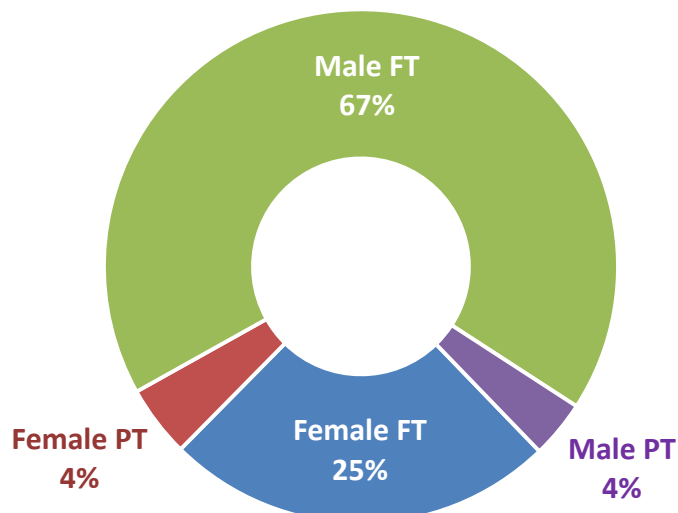
Fig. 8a: Ambulance Staff by Grade (% WTE)



Gender and Working Pattern (Headcount)

The Ambulance workforce was predominantly male (71%) and 92% of all staff worked full-time. Unlike most other Occupational Families, the proportion of female staff working part-time was very small (15%).

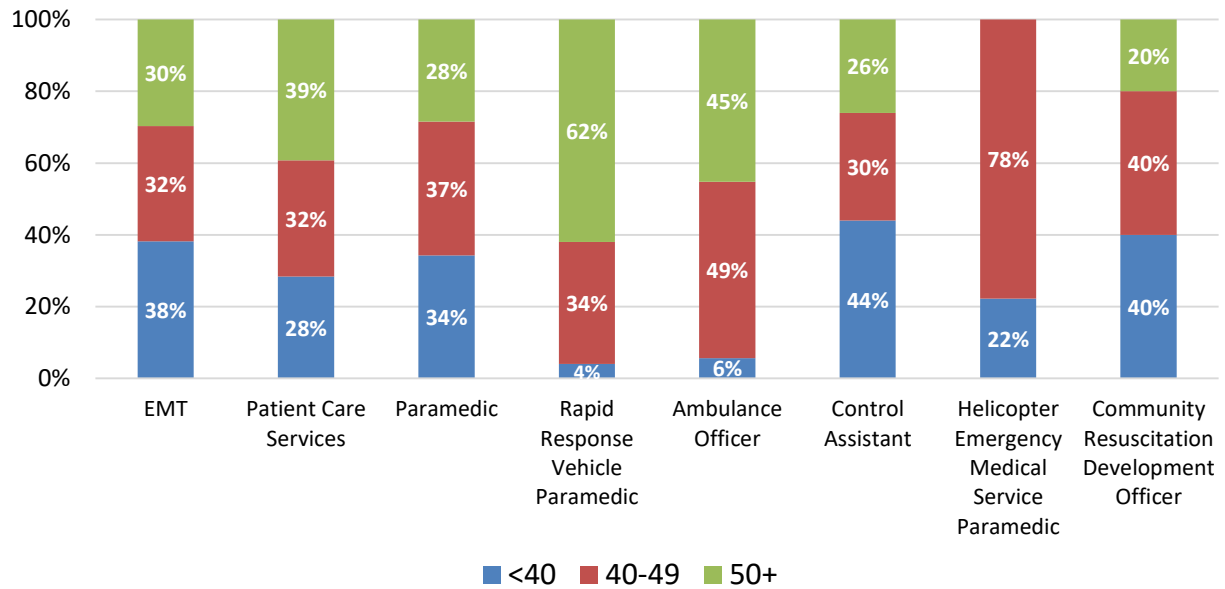
Fig. 8c: Ambulance Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Thirty-six per cent of Ambulance staff were between 40 and 49 years of age; 33% were over 50. Almost one third (32%) of paramedics, RRV paramedics and HEMS paramedics were over 50. Ninety-four per cent of ambulance officers were over 40.

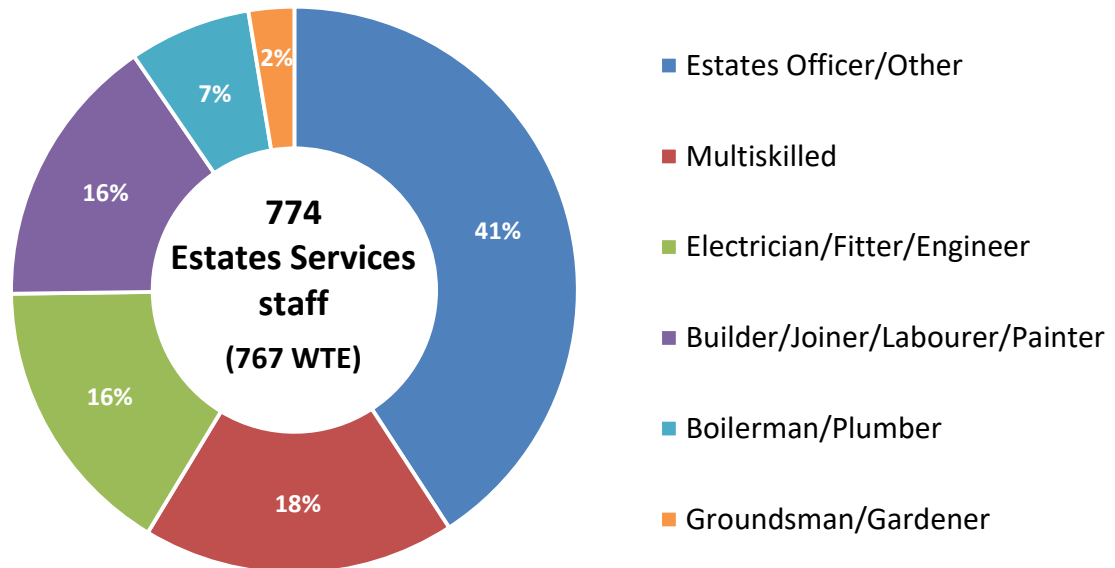
Fig. 8b: Ambulance Staff by Age Group (% Headcount)



Section 9: Estates Services Staff

There were 774 (767 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 313.

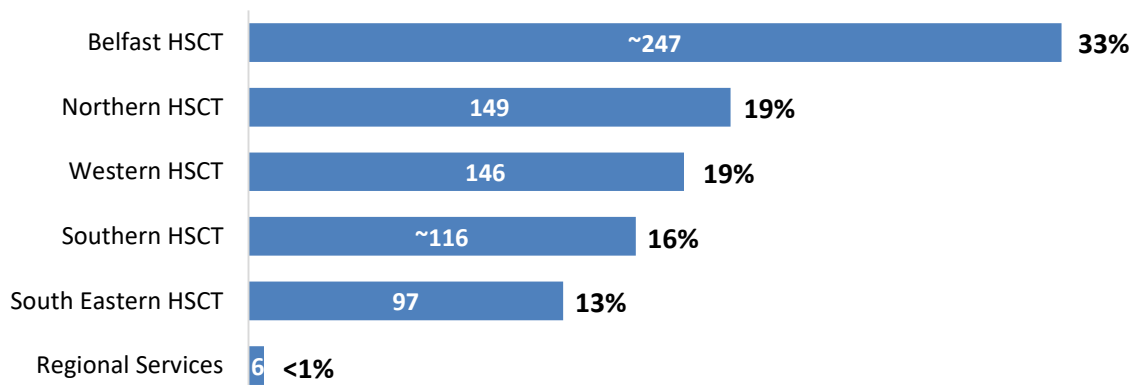
Fig. 9a: Estates Services Staff by Group (% WTE)



Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 33% (~247 WTE) were employed there. The other local Trusts employ between 13% and 19%.

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



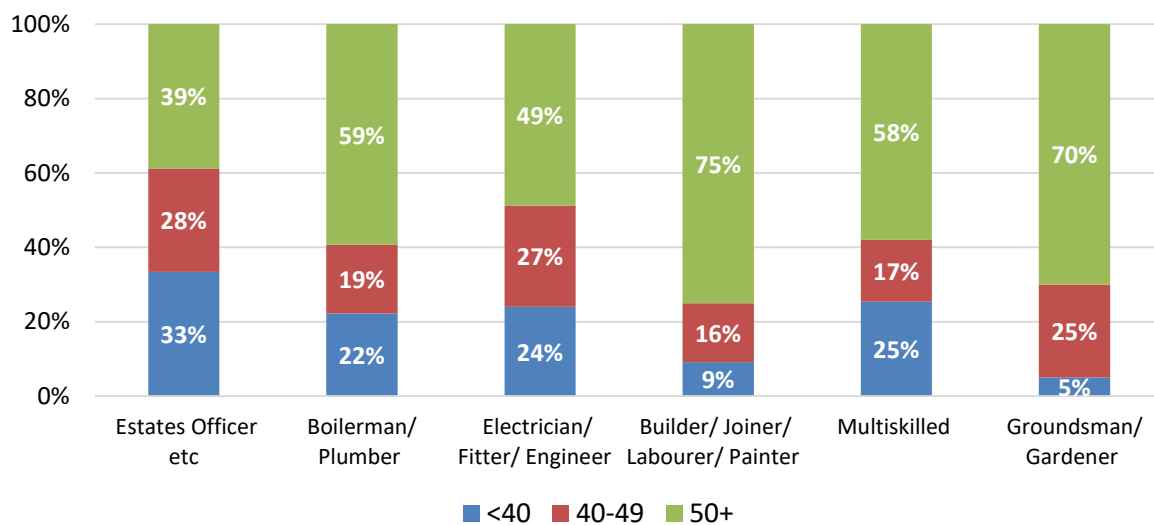
Gender and Working Pattern (Headcount)

The majority (95%, or 732) of Estates Services staff were male, and only 2% (14) of Estates Services staff worked part-time.

Age (Headcount)

The Estates Occupational Family was the only one in which the majority (400, or 52%) were over the age of 50. One quarter (25%) of staff were under 40.

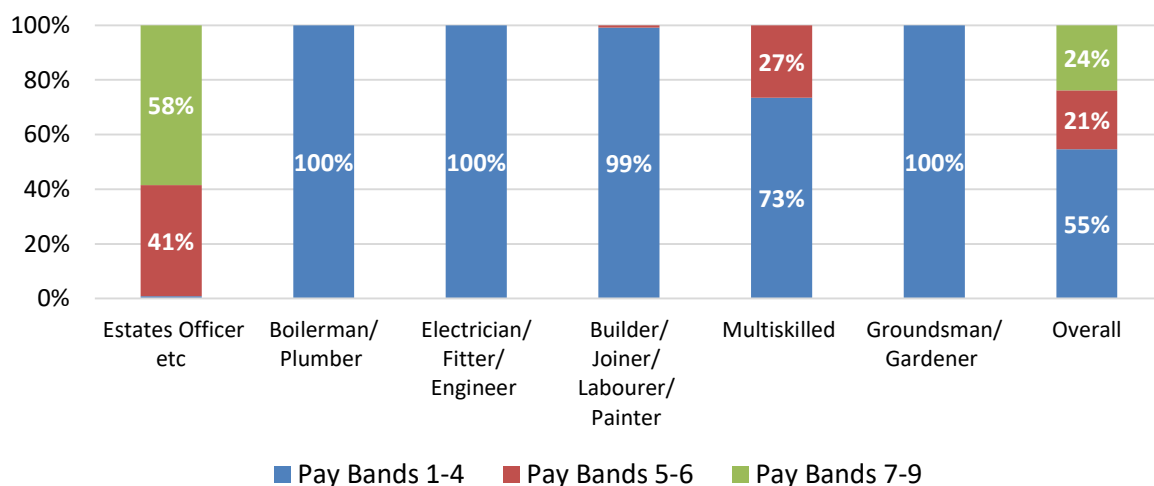
Fig. 9c: Estates Staff by Age Group (% Headcount)



Pay Bands (WTE)

Over half (55%) 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

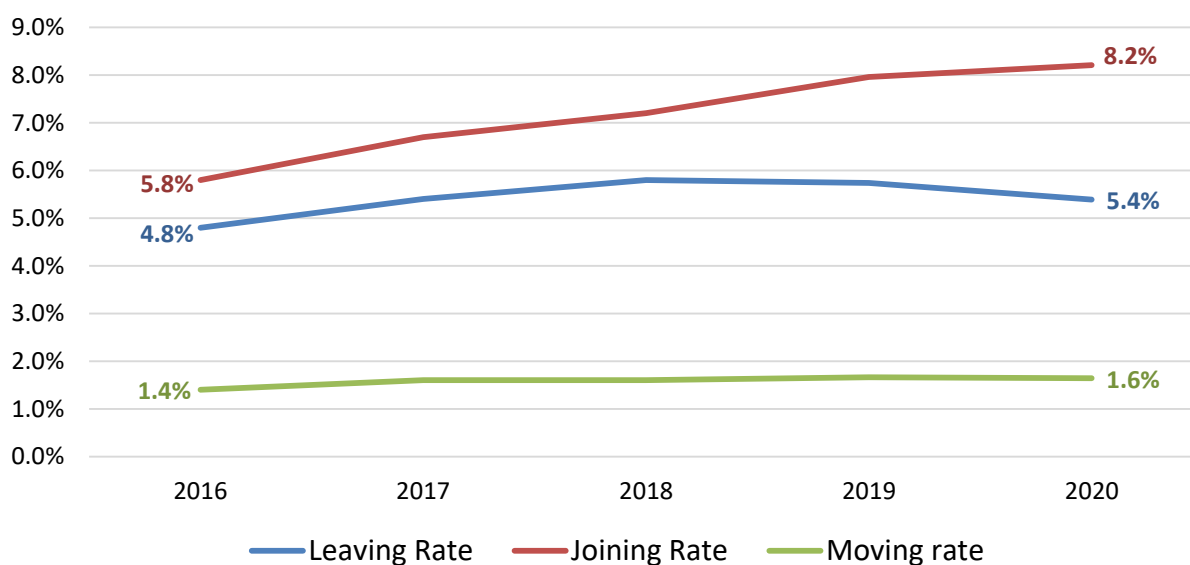
Staff leavers, joiners and movers in the HSC were calculated by comparing the snapshots of staff in post at March 2019 with staff in post at March 2020. Those who appeared on the March 2020 dataset, but not March 2019 were classed as joiners. Those who appeared on the March 2019 dataset but not March 2020 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 2019. Doctors in training were excluded from analysis due to the planned rotation of posts during their training.

Changes in Leaving, Joining and Moving Rates, 2016 to 2020

Between 2016 and 2020, the overall leaving, joining and moving rates increased. The leaving rate of staff from HSC increased from 4.8% in 2016 to 5.4% in 2020, 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 5.8% in 2016 to 8.2% in 2020. The moving rate of staff within HSC has remained relatively constant in the five year period, increasing slightly from 1.4% to 1.6%.

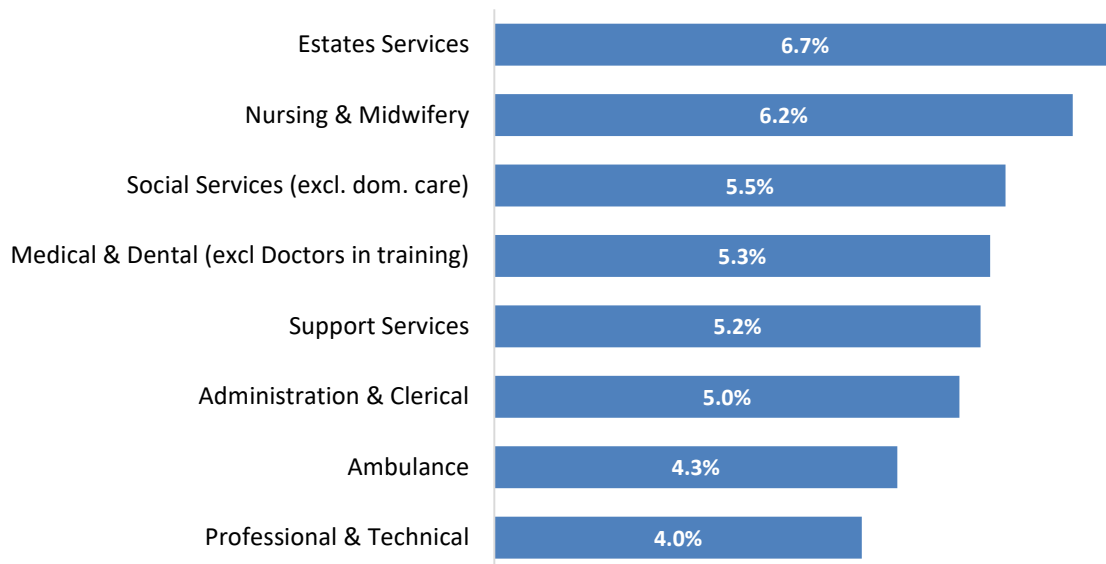
Fig 10a: Leaving, Joining & Moving Rates, 2016 to 2020 (% Headcount)



Leavers

The overall leaving rate was 5.4% (3,530 staff). The Estates Services occupational family had the highest leaving rate with 6.7% (50 staff), while the Nursing & Midwifery occupational family had the highest count of leavers (1,403 staff). Professional & Technical had the lowest leaving rate (4.0%).

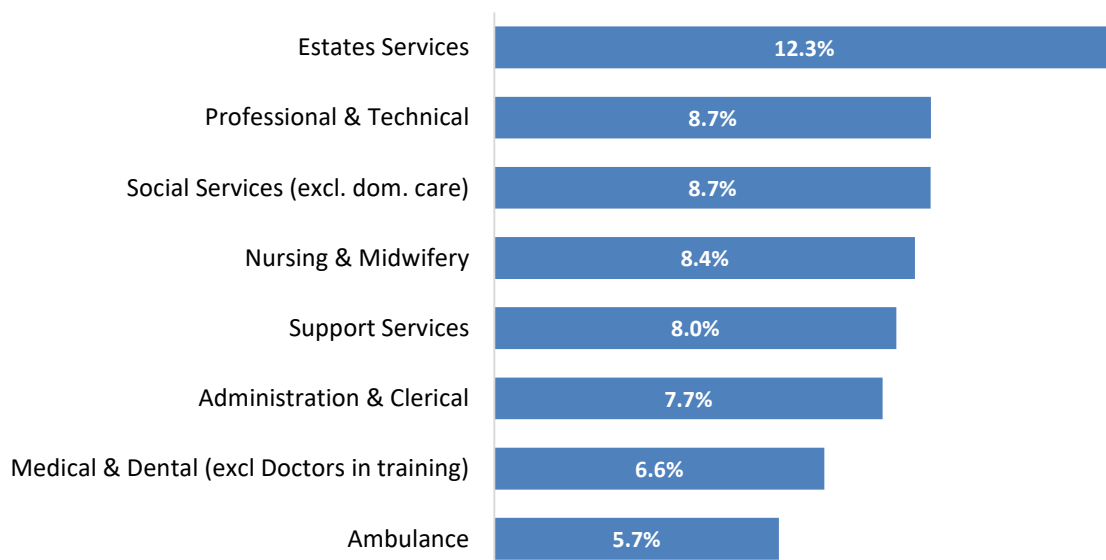
Fig 10b: Leaving Rates by Occupational Family (% Headcount)



Joiners

The overall joining rate was 8.2% (5,380 staff). Estates Services had the highest joining rate with 12.3% (92 staff). The highest count of joiners was in the Nursing & Midwifery Family, with 1,882 staff (8.4%).

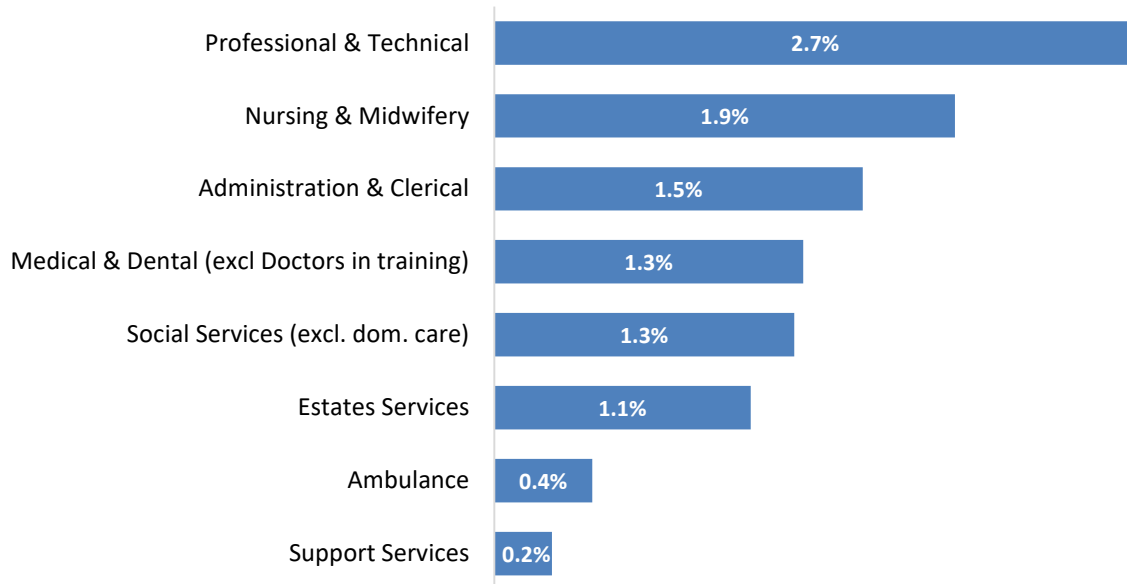
Fig 10c: Joining Rates by Occupational Family (% Headcount)



Movers

The overall moving rate (between HSC organisations) was 1.6% (1,074). The Professional and Technical occupational family had the highest moving rate with 2.7% (266 staff). The highest count of movers was in Nursing & Midwifery, with 433 staff (1.9%).

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



Appendix A: Tables

Table A: Health and Social Care Workforce 2011-2020

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	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Generic	80	40	35							
Admin & Clerical	12,067	12,411	12,700	12,650	12,694	12,696	12,635	12,674	12,909	13,292
Estates	661	697	696	697	706	697	689	689	727	774
Support	6,693	6,459	6,513	6,532	6,226	6,113	6,105	6,288	6,549	6,641
Registered Nursing & Midwifery	16,012	16,168	16,449	16,751	16,868	17,119	17,274	17,240	17,405	17,786
Nurse Support	4,528	4,499	4,601	4,648	4,690	4,735	4,925	5,022	5,088	5,101
Social Services (excluding domiciliary care)	7,480	7,548	7,565	7,612	7,713	7,833	8,003	8,228	8,402	8,726
Professional & Technical	7,316	7,655	7,938	8,323	8,416	8,679	9,040	9,342	9,716	10,214
Medical & Dental (excluding NIMDTA)	3,830	3,919	4,015	4,070	4,130	4,165	4,273	4,365	4,480	4,597
Ambulance	1,047	1,042	1,098	1,079	1,048	1,115	1,117	1,128	1,219	1,243
Total	59,714	60,438	61,610	62,362	62,491	63,152	64,061	64,976	66,495	68,374

WTE	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Generic	74.0	35.7	31.5							
Admin & Clerical	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	11,608.7
Estates	658.7	692.9	694.9	694.9	704.0	695.1	685.8	685.9	722.3	767.5
Support	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	5,018.2
Registered Nursing & Midwifery	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	15,692.1
Nurse Support	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	4,446.8
Social Services (excluding domiciliary care)	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	7,819.1
Professional & Technical	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	8,956.2
Medical & Dental (excluding NIMDTA)	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	4,260.3
Ambulance	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	1,216.4
Total	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	59,785.3

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	3,593	1,969	1,622	1,929	1,817	2,426	13,356
Estates Services	255	149	97	121	146	6	774
Support Services	2,284	1,134	1,135	809	1,154	125	6,641
Registered Nursing & Midwifery	5,419	3,045	2,886	3,182	3,160	94	17,786
Nurse Support Staff	1,743	831	819	860	806	42	5,101
Social Services (excl. dom. care)	2,177	1,880	1,519	1,632	1,463	55	8,726
Professional & Technical	3,591	1,826	1,414	1,699	1,519	165	10,214
Medical & Dental	1,811	645	734	690	636	409	4,925
Ambulance	0	0	0	0	0	1,243	1,243
Total (incl NIMDTA)	20,873	11,479	10,226	10,922	10,701	4,565	68,766

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	3,167.8	1,625.4	1,397.5	1,589.7	1,598.1	2,292.1	11,670.6
Estates Services	250.6	148.5	97.0	119.4	146.0	6.0	767.5
Support Services	1,735.7	798.4	855.5	630.5	877.0	121.1	5,018.2
Registered Nursing & Midwifery	4,846.7	2,628.9	2,544.5	2,716.9	2,868.1	87.1	15,692.1
Nurse Support Staff	1,519.8	706.1	715.8	745.2	722.4	37.6	4,446.8
Social Services (excl. dom. care)	1,951.5	1,673.5	1,347.2	1,445.2	1,350.0	51.7	7,819.1
Professional & Technical	3,200.6	1,543.9	1,248.0	1,453.9	1,357.1	152.8	8,956.2
Medical & Dental	1,705.8	592.3	668.6	627.0	607.0	302.1	4,502.9
Ambulance	0.0	0.0	0.0	0.0	0.0	1,216.4	1,216.4
Total (incl NIMDTA)	18,378.5	9,717.0	8,874.0	9,327.7	9,525.7	4,266.9	60,089.8

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	6,153	4,543	2,927.3	10,696	9,080.3
Estates Services	37	5	3.5	42	40.5
Support Services	565	3,208	2,008.0	3,773	2,573.0
Registered Nursing & Midwifery	9,837	6,761	4,694.4	16,598	14,531.4
Nurse Support Staff	2,226	2,188	1,556.7	4,414	3,782.7
Social Services (excluding domiciliary care)	4,491	2,874	2,024.1	7,365	6,515.1
Professional & Technical	4,988	3,280	2,126.9	8,268	7,114.9
Medical & Dental	1,758	767	472.1	2,525	2,230.1
Ambulance	306	56	41.8	362	347.8
Total (incl NIMDTA)	30,361	23,682	15,854.7	54,043	46,215.7

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2,466	194	124.3	2,660	2,590.3
Estates Services	723	9	4.0	732	727.0
Support Services	1,669	1,199	776.2	2,868	2,445.2
Registered Nursing & Midwifery	1,093	95	67.8	1,188	1,160.8
Nurse Support Staff	590	97	74.2	687	664.2
Social Services (excluding domiciliary care)	1,149	212	155.0	1,361	1,304.0
Professional & Technical	1,725	221	116.3	1,946	1,841.3
Medical & Dental	2,156	244	116.7	2,400	2,272.7
Ambulance	836	45	32.7	881	868.7
Total (incl NIMDTA)	12,407	2,316	1,467.1	14,723	13,874.1

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	283	727	1,432	1,759	1,833	2,149	2,152	1,787	959	275	13,356
Estates Services	29	29	56	81	86	93	115	136	121	28	774
Support Services	495	401	614	630	553	725	970	1,138	737	378	6,641
Registered Nursing & Midwifery	890	2,260	2,477	2,315	2,163	2,380	2,581	1,909	666	145	17,786
Nurse Support Staff	235	554	588	542	575	636	811	636	382	142	5,101
Social Services (excl. dom. care)	182	720	1,042	1,175	1,187	1,191	1,316	1,168	586	159	8,726
Professional & Technical	605	1,491	1,775	1,751	1,445	1,117	923	732	301	74	10,214
Medical & Dental	105	884	999	712	642	581	449	320	171	62	4,925
Ambulance	29	100	123	134	188	254	198	145	56	16	1,243
Total (incl NIMDTA)	2,853	7,166	9,106	9,099	8,672	9,126	9,515	7,971	3,979	1,279	68,766

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	9,345	2,099	1,750	162	13,356
Estates Services	421	167	186		774
Support Services	6,586	44	11	0	6,641
Registered Nursing & Midwifery	0	14,438	3,331	17	17,786
Nurse Support Staff	5,096	0	0	5	5,101
Social Services (excluding domiciliary care)	2,955	3,953	1,818	0	8,726
Professional & Technical	2,145	4,278	3,784	7	10,214
Medical & Dental	0	0	0	4,925	4,925
Ambulance	634	562	47	0	1,243
Total (incl NIMDTA)	27,182	25,541	-10,741	-5,116	68,766

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	7,827.3	1,986.1	1,701.3	155.9	11,670.6
Estates Services	418.6	164.8	184.1		767.5
Support Services	4,963.3	43.9	11.0	0.0	5,018.2
Registered Nursing & Midwifery	0.0	12,551.8	3,123.9	16.5	15,692.1
Nurse Support Staff	4,442.0	0.0	0.0	4.8	4,446.8
Social Services (excluding domiciliary care)	2,456.5	3,600.9	1,761.6	0.0	7,819.1
Professional & Technical	1,888.5	3,793.0	3,268.2	6.6	8,956.2
Medical & Dental	0.0	0.0	0.0	4,502.9	4,502.9
Ambulance	615.5	554.2	46.8	0.0	1,216.4
Total (incl NIMDTA)	22,611.7	22,694.6	-9,912.7	-4,686.7	60,089.8

Table 2a: Medical & Dental Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	818	244	290	254	255	58	1,919
Associate Specialist/Specialty Doctor/Staff Grade	141	124	120	139	88		612
Specialty/Specialist Registrar	565	164	195	173	183	252	1,532
Foundation Doctor	211	81	89	66	95	0	542
Hospital Dental Practitioner / Community Dental Officer	22	22	26	18	14	12	114
Other Medical	54	10	14	40	88		206
Total	1,811	645	734	690	636	409	4,925

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	772.5	231.9	271.2	240.9	245.0	42.7	1,804.1
Associate Specialist/Specialty Doctor/Staff Grade	122.6	105.0	98.3	122.8	78.1		526.9
Specialty/Specialist Registrar	541.1	154.7	188.5	167.4	180.0	237.1	1,468.7
Foundation Doctor	209.8	80.8	87.5	66.0	94.6	0.0	538.7
Hospital Dental Practitioner / Community Dental Officer	15.7	15.7	15.7	12.9	9.6	7.2	76.9
Other Medical	44.1	4.2	7.4	17.1	14.8		87.6
Total	1,705.8	592.3	668.6	627.0	607.0	302.1	4,502.9

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

FEMALE	Full-Time	Part-Time	WTE	Total	
	Headcount	Headcount		Headcount	WTE
Consultant	521	228	165.0	749	686.0
Associate Specialist/Specialty Doctor/Staff Grade	195	205	126.3	400	321.3
Specialty/Specialist Registrar	691	179	121.4	870	812.4
Foundation Doctor	308	8	5.4	316	313.4
Hospital Dental Practitioner / Community Dental Officer	22	66	37.9	88	59.9
Other Medical	21	81	16.1	102	37.1
Total	1,758	767	472.1	2,525	2,230.1

MALE	Full-Time	Part-Time	WTE	Total	
	Headcount	Headcount		Headcount	WTE
Consultant	1,049	121	69.1	1,170	1,118.1
Associate Specialist/Specialty Doctor/Staff Grade	197	15	8.6	212	205.6
Specialty/Specialist Registrar	639	23	17.3	662	656.3
Foundation Doctor	226	-	-	226	225.3
Hospital Dental Practitioner / Community Dental Officer	12	14	4.9	26	16.9
Other Medical	34	70	16.5	104	50.5
Total	~1,931	~243	~116.5	2,400	2,272.7

Table 2c: Medical & Dental Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Consultant	0	0	59	323	418	422	314	222	115	46	1,919
Associate Specialist/ Specialty Doctor/ Staff Grade	0	17	94	115	121	93	81	54	29	8	612
Specialty/Specialist Registrar	0	473	765	199	56	23	10	6	0	0	1,532
Foundation Doctor	105	375	38	16	8	0	0	0	0	0	542
Hospital Dental Practitioner / Community Dental Officer	0	6	13	14	15	18	23	19	6	0	114
Other Medical	0	13	30	45	24	25	24	22	15	8	206
Total	105	884	999	712	642	581	~442	~317	171	62	4,925

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	3,308	1,342	1,431	1,649	1,647	17	9,394
Mental Health Nurses	376	315	235	342	388		1,656
Learning Disability Nurses	113	45	35	100	61	0	354
Midwives/Student Midwives	325	245	242	298	254		1,364
Health Visitors/Student Health Visitors	126	129	115	138	93	0	601
District Nursing	214	234	253	93	244	0	1,038
Paediatric Nurses	385	143	109	149	148	0	934
School Nurses	39	23	20	38	29	0	149
Treatment Room/Practice/Family Planning Nurses	21	113	24	36	25	0	219
Specialist Nursing	374	307	215	224	202	26	1,348
Nurse Managers/Audit/Ward Sisters	116	121	154	86	44	4	525
Teacher/Trainer	15	24	5	24	20	45	133
Other Registered Nurses	7	4	48	5	7	0	71
Nurse Support Staff	1,743	831	819	860	806	42	5,101
Total	7,162	3,876	3,705	4,042	3,966	136	22,887

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	2,961.6	1,184.0	1,263.4	1,402.8	1,501.4	13.4	8,326.5
Mental Health Nurses	364.3	301.2	226.9	318.3	377.9		1,588.6
Learning Disability Nurses	106.2	39.1	30.8	90.6	59.0	0.0	325.7
Midwives/Student Midwives	279.0	186.9	197.6	224.6	204.8		1,092.9
Health Visitors/Student Health Visitors	109.8	110.0	98.4	111.5	81.5	0.0	511.3
District Nursing	188.0	186.0	211.4	84.7	214.3	0.0	884.3
Paediatric Nurses	332.5	122.3	92.1	127.7	135.4	0.0	810.0
School Nurses	29.5	17.9	16.4	29.2	23.3	0.0	116.3
Treatment Room/Practice/Family Planning Nurses	15.0	69.8	16.4	23.7	20.4	0.0	145.3
Specialist Nursing	330.5	272.4	191.6	199.7	184.2	25.0	1,203.3
Nurse Managers/Audit/Ward Sisters	111.2	116.0	148.0	81.8	42.6	4.0	503.5
Teacher / Trainer	13.8	21.3	5.0	18.8	19.2	42.7	120.8
Other Registered Nurses	5.4	2.0	46.6	3.5	6.1	0.0	63.7
Nurse Support Staff	1,519.8	706.1	715.8	745.2	722.4	37.6	4,446.8
Total	6,366.5	3,335.0	3,260.3	3,462.1	3,590.4	124.7	20,139.0

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	5,262	3,546	2,494.3	8,808	7,756.3
Mental Health Nurses	1,107	197	135.4	1,304	1,242.4
Learning Disability Nurses	230	86	58.6	316	288.6
Midwives/Student Midwives	485	876	604.9	1,361	1,089.9
Health Visitors/Student Health Visitors	305	295	205.3	600	510.3
District Nursing	553	456	302.3	1,009	855.3
Paediatric Nurses	480	433	310.1	913	790.1
School Nurses	43	106	73.3	149	116.3
Treatment Room/Practice/Family Planning Nurses	40	176	102.6	216	142.6
Specialist Nursing	803	467	323.7	1,270	1,126.7
Nurse Managers/Audit	405	70	49.9	475	454.9
Teacher/Trainer	84	33	20.8	117	104.8
Other Registered Nurses	40	20	13.3	60	53.3
Nurse Support Staff	2,226	2,188	1,556.7	4,414	3,782.7
Total	12,063	8,949	6,251.0	21,012	18,314.0

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	523	63	47.2	586	570.2
Mental Health Nurses	337	15	9.2	352	346.2
Learning Disability Nurses	38		-	38	37.1
Midwives/Health Visitors/District Nursing/Paediatric Nurses	54		-	54	52.9
Specialist Nursing	73	5	3.5	78	76.5
Nurse Managers / Nursing Audit	50		-	50	48.6
Teacher/Trainer/Treatment Room/Other Registered Nurses	30		-	30	29.1
Nurse Support Staff	590	97	74.2	687	664.2
Total	1,683	192	141.9	1,875	1,824.9

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

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Acute/General Nurses	664	1,517	1,482	1,182	1,065	1,162	1,055	848	339	80	9,394
Mental Health Nurses	61	197	209	199	218	232	315	154	54	17	1,656
Learning Disability Nurses	18	65	45	38	59	39	54	25	7	4	354
Midwives/Student Midwives	49	132	169	183	181	171	169	199	98	13	1,364
Health Visitors/ Student Health Visitors	0	19	86	126	84	86	107	72	21		601
District Nursing	18	100	142	127	133	158	187	123	44	6	1,038
Paediatric Nurses	78	154	169	143	104	98	99	74	15		934
School Nurses	0	4	19	23	24	29	26	18	6		149
Treatment Room/ Practice/ Family Planning Nurses	0	7	11	20	23	33	53	46	21	5	219
Specialist Nursing	53		109	208	182	236	301	210	38	11	1,348
Nurse Managers/Audit	0	8	22	45	69	97	151	106	22	5	525
Teacher/Trainer	0	7		9	16	29	42	30		0	133
Other Registered Nurses	0	13		12	5	10	22	9		0	71
Nurse Support Staff	235	554	588	542	575	636	811	636	382	142	5,101
Total	~1,123	2,814	3,065	2,857	2,738	3,016	3,392	2,545	1,048	~283	22,887

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	8,521	873	0	9,394
Mental Health Nurses	0	1,271	385	0	1,656
Learning Disability Nurses	0	281	73	0	354
Midwives/Student Midwives	0	1,156	208	0	1,364
Health Visitors/Student Health Visitors	0	522	79	0	601
District Nursing	0	904	134	0	1,038
Paediatric Nurses	0	818	116	0	934
School Nurses	0	140	9	0	149
Treatment Room/ Practice/ Family Planning Nurses	0	208	11	0	219
Specialist Nursing	0	502	846		1,348
Nurse Managers/Audit/Ward Sisters	0	50	475	0	525
Teaching/Training	0	16	117	0	133
Other Registered Nurses	0	49	6	16	71
Nursing Support	5,096	0	0	5	5,101
Total	5,096	14,438	-2,486	-21	22,887

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	7,503.0	823.5	0.0	8,326.5
Mental Health Nurses	0.0	1,213.3	375.4	0.0	1,588.6
Learning Disability Nurses	0.0	255.8	69.9	0.0	325.7
Midwives/Student Midwives	0.0	906.6	186.2	0.0	1,092.9
Health Visitors/Student Health Visitors	0.0	438.0	73.3	0.0	511.3
District Nursing	0.0	756.8	127.4	0.0	884.3
Paediatric Nurses	0.0	707.5	102.5	0.0	810.0
School Nurses	0.0	107.4	8.9	0.0	116.3
Treatment Room/ Practice/ Family Planning Nurses	0.0	136.6	8.8	0.0	145.3
Specialist Nursing	0.0	426.9	776.4		1,203.3
Nurse Managers/Audit/Ward Sisters	0.0	43.5	460.0	0.0	503.5
Teaching/Training	0.0	14.2	106.6	0.0	120.8
Other Registered Nurses	0.0	42.2	6.0	15.5	63.7
Nursing Support	4,442.0	0.0	0.0	4.8	4,446.8
Total	4,442.0	12,551.8	-2,348.5	-20.3	20,139.0

Table 4a: Professional & Technical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	122	94	75	73	73		437
Occupational Therapists	323	282	207	283	182		1,277
Occupational Therapy Support	43	58	41	36	28	0	206
Orthoptists & Orthoptic Support	9	15	8	8	12	0	52
Physiotherapists	431	218	230	269	154	0	1,302
Physiotherapy Support	47	35	40	55	37	0	214
Podiatrists & Podiatry Support	75	69	50	61	51		306
Radiographers	407	138	107	174	208		1,034
Radiography Support	48	23	11	29	24	0	135
Speech & Language Therapists	169	140	110	118	85	0	622
Speech & Language Therapy Support	18	19	28	11	15	0	91
Multi-AHP Support	62	12	0	21	0	0	95
Biomedical Scientists	277	136	85	84	103	49	734
Biomedical Science - Support	108	49	28	37	46	19	287
Clinical Scientists	113	0		12			125
Medical Technical Officers	436	174	129	146	136		1,021
Assistant Technical Officer	161	77	29	79	44	0	390
Pharmacists	227	136	103	105	102	47	720
Pharmacy Support	188	6	40		101	0	335
Clinical Psychologists	94	88	59	42	65	38	386
Assistant Psychologists	16	28	13	10	12	0	79
Dental/ Dental Support/ Dental Students	105	12		29	0	0	146
Optometrists	42	0	0	0	13		55
Chaplaincy	23	14	11	18	20	0	86
Others	47	14		8	10		79
Total	3,591	1,826	1,414	1,699	1,519	165	10,214

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

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	104.1	65.9	64.7	53.5	55.9		344.1
Occupational Therapists	294.4	237.4	186.8	247.0	168.8		1,134.3
Occupational Therapy Support	38.6	47.5	38.2	28.8	25.4	0.0	178.5
Orthoptists & Orthoptic Support	7.8	11.5	6.0	6.1	12.0	0.0	43.4
Physiotherapists	355.4	176.4	196.4	228.2	138.0	0.0	1,094.3
Physiotherapy Support	36.9	25.3	34.0	44.5	33.4	0.0	174.1
Podiatrists & Podiatry Support	67.3	56.9	42.3	47.5	42.2		256.2
Radiographers	369.8	121.7	96.3	155.7	195.8		939.3
Radiography Support	44.5	21.6	10.8	25.5	21.2	0.0	123.7
Speech & Language Therapists	142.2	115.5	95.7	96.8	74.5	0.0	524.8
Speech & Language Therapy Support	15.2	13.2	24.1	8.9	12.4	0.0	73.8
Multi-AHP Support	52.1	10.0	0.0	20.6	0.0	0.0	82.8
Biomedical Scientists	267.6	127.3	83.0	79.5	98.3	46.8	702.5
Biomedical Science - Support	103.3	43.5	24.9	35.2	40.9	18.0	265.8
Clinical Scientists	106.6	0.0	10.8				117.4
Medical Technical Officers	408.3	153.9	115.0	131.0	123.2		931.5
Assistant Technical Officer	148.8	67.9	25.9	68.9	39.6	0.0	351.0
Pharmacists	208.3	120.0	94.2	92.3	91.3	39.8	646.0
Pharmacy Support	174.0	6.0	37.0		92.5	0.0	309.5
Clinical Psychologists	84.3	77.2	49.9	39.0	57.9	38.0	346.3
Assistant Psychologists	15.4	27.4	11.7	9.2	10.8	0.0	74.5
Dental/ Dental Support/ Dental Students	84.5	9.9		21.8	0.0	0.0	116.2
Optometrists	23.2	0.0	0.0	0.0	10.4		33.7
Chaplaincy	10.8	3.2	3.7	3.2	4.2	0.0	25.2
Others	37.0	13.3		8.0	9.2		67.5
Total	3,200.6	1,543.9	1,248.0	1,453.9	1,357.1	152.8	8,956.2

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	192	234	141.1	426	333.1
Occupational Therapists	824	415	273.3	1,239	1,097.3
Occupational Therapy Support	105	71	44.9	176	149.9
Orthoptists & Orthoptic Support	25	22	13.4	47	38.4
Physiotherapists	544	507	309.2	1,051	853.2
Physiotherapy Support	80	101	64.0	181	144.0
Podiatrists & Podiatry Support	114	130	84.7	244	198.7
Radiographers	606	290	197.5	896	803.5
Radiography Support	55	38	27.2	93	82.2
Speech & Language Therapists	323	292	194.8	615	517.8
Speech & Language Therapy Support	38	53	35.8	91	73.8
Multi-AHP Support	29	56	44.4	85	73.4
Biomedical Scientists	408	96	68.1	504	476.1
Biomedical Science - Support	119	50	32.7	169	151.7
Clinical Scientists	40	23	17.5	63	57.5
Medical Technical Officers	481	253	169.2	734	650.2
Assistant Technical Officer	116	103	66.8	219	182.8
Pharmacists	393	184	113.6	577	506.6
Pharmacy Support	161	66	41.6	227	202.6
Clinical Psychologists	178	121	86.1	299	264.1
Assistant Psychologists	51	15	10.7	66	61.7
Dental/ Dental Support/ Dental Students	66	79	49.2	145	115.2
Optometrists	8	30	15.8	38	23.8
Chaplaincy/Others	32	51	25.5	83	57.5
Total	4,988	3,280	2,126.9	8,268	7,114.9

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	23	0	0.0	23	23.0
Occupational Therapists	38		-	38	36.9
Occupational Therapy Support	26	4	2.6	30	28.6
Physiotherapists	224	27	17.2	251	241.2
Physiotherapy Support	26	7	4.1	33	30.1
Podiatrists & Podiatry Support	50	12	7.5	62	57.5
Radiographers	129	9	6.8	138	135.8
Radiography Support	42		-	42	41.5
Biomedical Scientists	219	11	7.4	230	226.4
Biomedical Science - Support	107	11	7.1	118	114.1
Clinical Scientists	58	4	1.9	62	59.9
Medical Technical Officers	272	15	9.4	287	281.4
Assistant Technical Officer	161	10	7.2	171	168.2
Pharmacists	134	9	5.3	143	139.3
Pharmacy Support	104	4	2.9	108	106.9
Clinical Psychologists/Assistants	82	18	13.0	100	95.0
Chaplaincy/Dental/Optomety/Others	34	76	21.5	110	55.5
Total	1,725	221	116.3	1,946	1,841.3

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	28	76	87	97	57	41	32	14	5	0	437
Occupational Therapists	108	212	258	226	165	130	94	61	23		1,277
Occupational Therapy Support	7	15	30	21	28	35	32	17	21		206
Orthoptists & Orthoptic Support	12		11	5	5	8	6	5		0	52
Physiotherapists	102	164	230	262	204	147	105	71	17		1,302
Physiotherapy Support	7	21	32	23	32	31	31	24	13		214
Podiatrists & Podiatry Support	15	33	42	41	44	43	42	34	12	0	306
Radiographers	107	213	172	192	127	74	67	55	27		1,034
Radiography Support	5	4	23	25	13	17	19	19	10		135
Speech & Language Therapists	34	97	133	106	95	56	60	41		0	622
Speech & Language Therapy Support	11		15	19	6	10	16	14		0	91
Multi-AHP Support	12	11	12	13	9	18	8	7	5	0	95
Biomedical Scientists	31	123	120	118	114	76	58	68	26		734
Biomedical Science - Support	27	58	57	48	30	19	21	12	11	4	287
Clinical Scientists	11		13	14	32	18	14	17	6		125
Medical Technical Officers	34	114	165	176	157	127	97	110	32	9	1,021
Assistant Technical Officer	17	37	57	43	43	44	56	50	34	9	390
Pharmacists	14	161	136	124	108	85	54	27	11	0	720
Pharmacy Support	37	41	68	55	39	36	19	28	12		335
Clinical Psychologists	0	28	60	86	71	62	41	21	17		386
Assistant Psychologists	10	31	16	13	5	4	0	0	0	0	79
Dental/ Dental Support/ Dental Students	13		25	21	29	16	16	13	8	5	146
Optometrists	0	6	6	16	14	4	9		0	0	55
Chaplaincy/ Others	9		7	7	18	16	29	27	25	27	165
Total	605	1,491	1,775	1,751	1,445	1,117	-917	732	301	-54	10,214

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	52	218	167	0	437
Occupational Therapy	203	717	563	0	1,483
Orthoptics	5	25	22	0	52
Physiotherapy	214	657	645	0	1,516
Podiatry	32	168	106	0	306
Radiography	135	686	348	0	1,169
Speech & Language Therapy	91	297	325	0	713
Multi-AHP Support	95	0	0	0	95
Biomedical Science	293	439	289	0	1,021
Clinical Scientists	0	16	109	0	125
Medical Technical Officers	248	551	222	0	1,021
Assistant Technical Officer	390		0	0	390
Pharmacists	0	134	586	0	720
Pharmacy Support	236		99		335
Clinical Psychologists	0	50	336	0	386
Assistant Psychologists	33	46	0	0	79
Dental / Dental Support / Dental Students	109	31	0	6	146
Optometrists	0	22	33	0	55
Chaplaincy/Others	12	120	33	0	165
Total	~1,758	4,278	3,784	~6	10,214

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	38.7	174.1	131.3	0.0	344.1
Occupational Therapy	175.9	650.9	486.0	0.0	1,312.7
Orthoptics	4.6	20.3	18.5	0.0	43.4
Physiotherapy	174.1	582.2	512.1	0.0	1,268.4
Podiatry	26.4	140.2	89.7	0.0	256.2
Radiography	123.7	624.3	315.0	0.0	1,062.9
Speech & Language Therapy	73.8	253.5	271.3	0.0	598.5
Multi-AHP Support	82.8	0.0	0.0	0.0	82.8
Biomedical Science	270.8	421.5	276.0	0.0	968.3
Clinical Scientists	0.0	16.0	101.4	0.0	117.4
Medical Technical Officers	224.1	503.6	203.8	0.0	931.5
Assistant Technical Officer	351.0		0.0	0.0	351.0
Pharmacists	0.0	130.8	515.2	0.0	646.0
Pharmacy Support	220.0		89.4		309.5
Clinical Psychologists	0.0	49.5	296.9	0.0	346.3
Assistant Psychologists	31.8	42.7	0.0	0.0	74.5
Dental / Dental Support / Dental Students	85.1	25.2	0.0	6.0	116.2
Optometrists	0.0	13.5	20.2	0.0	33.7
Chaplaincy/Others	8.7	53.1	30.9	0.0	92.7
Total	~1,540.4	3,793.0	3,268.2	~6.0	8,956.2

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

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	75	45	48	35	14	0	217
Elderly Social Workers	112	78	36	80	120		426
Physical Disability / Sensory Impairment Social Workers	45	30	24	42	34	0	175
Child / Family Care Social Workers	462	421	375	343	463	42	2,106
Learning Disability Social Workers	89	47	41	54	74	0	305
Mental Health Social Workers	121	136	59	85	64	0	465
Training & Education Social Workers	16	23	15	11	12		77
Community Development Social Workers	16	36	12	9	5	0	78
Managers/ Multiservices Managers/ Social Work Audit Social Workers	34	139	83	75	39	8	378
Other Social Workers	6		22	0	8	0	36
Social Care Staff	1,203	923	804	898	635		4,463
Total	~2,173	~1,878	1,519	1,632	1,463	55	8,726

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	66.4	39.6	44.1	28.0	13.3	0.0	191.4
Elderly Social Workers	108.8	67.0	34.0	68.7	114.5		393.1
Physical Disability / Sensory Impairment Social Workers	42.1	27.1	22.1	36.3	32.7	0.0	160.4
Child / Family Care Social Workers	437.1	394.8	349.0	322.6	449.1	39.3	1,991.9
Learning Disability Social Workers	83.3	43.7	37.9	47.8	72.8	0.0	285.4
Mental Health Social Workers	117.6	127.2	56.6	80.7	59.3	0.0	441.4
Training & Education Social Workers	15.3	22.1	14.1	10.8	12.0		74.4
Community Development Social Workers	14.9	35.1	10.6	7.9	5.0	0.0	73.5
Managers/ Multiservices Managers/ Social Work Audit Social Workers	31.9	136.9	80.6	70.9	38.8	7.8	366.7
Other Social Workers	6.0		22.0	0.0	8.0	0.0	36.0
Social Care Staff	1,030.1	778.0	676.2	771.5	549.1		3,804.9
Total	~1,947.5	~1,671.5	1,347.2	1,445.2	1,350.0	51.7	7,819.1

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital Social Workers	122	64	40.5	186	162.5
Elderly Social Workers	280	99	67.1	379	347.1
Physical Disability / Sensory Impairment Social Workers	97	54	39.4	151	136.4
Child / Family Care Social Workers	1,442	349	237.8	1,791	1,679.8
Learning Disability Social Workers	203	61	42.3	264	245.3
Mental Health Social Workers	303	74	53.4	377	356.4
Training & Education Social Workers	53	8	5.4	61	58.4
Community Development Social Workers	54	11	7.1	65	61.1
Managers/ Multiservices Managers/ Social Work Audit Social Workers	280	32	20.7	312	300.7
Other Social Workers	30	0	0.0	30	30.0
Social Care Staff	1,627	2,122	1,510.4	3,749	3,137.4
Total	4,491	2,874	2,024.1	7,365	6,515.1

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital/Elderly Social Workers	72	6	3.0	78	75.0
Physical Disability/ Sensory Impairment/ Learning Disability Social Workers	65		-	65	64.1
Child/Family Care/Mental Health Social Workers	384	19	13.0	403	397.0
Managers/ Multiservices Managers/ Social Work Audit Social Workers	66	0	0.0	66	66.0
Training & Education/Community Development Social Workers	29		-	29	28.4
Other Social Workers	6	0	0.0	6	6.0
Social Care Staff	531	183	136.5	714	667.5
Total	1,149	212	155.0	1,361	1,304.0

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

Headcount	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Hospital Social Workers	5	19	32	20	39	30	24	28	15	5	217
Elderly Social Workers	6	33	64	62	59	58	64	53	22	5	426
Physical Disability / Sensory Impairment Social Workers	8		17	18	25	22	39	27	13	6	175
Child / Family Care Social Workers	42	244	304	350	318	251	267	219	92	19	2,106
Learning Disability Social Workers	0	30	38	44	41	37	51	49	15		305
Mental Health Social Workers	5	38	78	62	75	80	70	44	13		465
Training & Education/ Community Dev. Social Workers	0	7	21	18	18	32	25	28	6		155
Managers/ Multiservices Managers/ Social Work Audit	0	8	26	36	58	62	81	63	38	6	378
Other Social Workers	9	12	4	6		5		0	0	0	36
Social Care Staff	114	322	458	559	553	618	692	657	378	112	4,463
Total	~181	~713	1,042	1,175	~1,186	~1,190	~1,313	1,168	586	159	8,726

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

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0	169	48	0	217
Elderly Social Workers	0	288	138	0	426
Physical Disability / Sensory Impairment Social Workers	0	127	48	0	175
Child / Family Care Social Workers	0	1,344	762	0	2,106
Learning Disability Social Workers	0	193	112	0	305
Mental Health Social Workers	0	244	221	0	465
Training & Education Social Workers	0	6	71	0	77
Community Development Social Workers	0	49	29	0	78
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0	55	323	0	378
Other Social Workers	0	36	0	0	36
Social Care Staff	2,955	1,442	66	0	4,463
Total	2,955	3,953	1,818	0	8,726

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0.0	147.2	44.3	0.0	191.4
Elderly Social Workers	0.0	258.0	135.1	0.0	393.1
Physical Disability / Sensory Impairment Social Workers	0.0	112.9	47.5	0.0	160.4
Child / Family Care Social Workers	0.0	1,254.6	737.3	0.0	1,991.9
Learning Disability Social Workers	0.0	176.7	108.8	0.0	285.4
Mental Health Social Workers	0.0	229.1	212.3	0.0	441.4
Training & Education Social Workers	0.0	6.0	68.4	0.0	74.4
Community Development Social Workers	0.0	45.1	28.4	0.0	73.5
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0.0	50.4	316.3	0.0	366.7
Other Social Workers	0.0	36.0	0.0	0.0	36.0
Social Care Staff	2,456.5	1,285.1	63.2	0.0	3,804.9
Total	2,456.5	3,600.9	1,761.6	0.0	7,819.1

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	2,123	1,123	1,010	1,305	1,022	943	7,526
Medical Secretaries	464	193	107	60	149		973
Personal Secretaries and Typists	111	257	139	163	207	18	895
Administrative & Clerical Bands/ Grades 5 to 6	524	228	201	253	268	638	2,112
Administrative & Clerical Band/Grade 7	161	73	75	72	82	314	777
Administrative & Clerical Band 8A to 9	200	89	81	66	80	397	913
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	10	6	8	10	9	28	71
Solicitors (Apprentice/ Bands 6-8C)	0	0	0	0	0	43	43
Other	0	0		46			46
Total	3,593	1,969	~1,621	~1,929	1,817	2,426	13,356

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,821.1	896.2	840.1	1,041.1	867.2	865.3	6,331.1
Medical Secretaries	396.4	151.7	91.1	48.9	131.5		819.6
Personal Secretaries and Typists	89.1	201.4	117.4	125.2	173.4	15.8	722.3
Administrative & Clerical Bands/ Grades 5 to 6	499.6	211.6	189.0	231.8	257.3	608.3	1,997.6
Administrative & Clerical Band/Grade 7	155.1	70.7	71.8	68.9	81.7	301.5	749.6
Administrative & Clerical Band 8A to 9	196.5	87.8	79.2	63.8	78.1	389.2	894.6
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	10.0	6.0	8.0	10.0	9.0	27.8	70.8
Solicitors (Apprentice/ Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	39.7	39.7
Other	0.0	0.0		45.2			45.2
Total	3,167.8	1,625.4	~1,396.7	~1,589.7	1,598.1	2,292.1	11,670.6

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	3,107	3,058	1,918.4	6,165	5,025.4
Medical Secretaries Bands 3-4	470	493	339.8	963	809.8
Personal Secretaries and Typists Bands 3-4	420	454	282.6	874	702.6
Administrative & Clerical Bands/ Grades 5 to 6	1,084	378	271.6	1,462	1,355.6
Administrative & Clerical Band/ Grade 7	437	93	68.2	530	505.2
Administrative & Clerical Band 8A to 9	537	52	35.9	589	572.9
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	45		-	45	44.8
Solicitors (Apprentice/ Bands 6-8C)	20	12	8.7	32	28.7
Others	36		-	36	35.2
Total	6,153	4,543	2,927.3	10,696	9,080.3

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/ Grades 1 to 4	1,211	150	94.8	1,361	1,305.8
Medical Secretaries	10		-	10	9.8
Personal Secretaries and Typists	21		-	21	19.7
Administrative and Clerical Bands/ Grades 5 to 6	624	26	18.0	650	642.0
Administrative and Clerical Band/ Grade 7	241	6	3.4	247	244.4
Administrative and Clerical Band 8A to 8D	316	8	5.6	324	321.6
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	26	0	0.0	26	26.0
Solicitors	11	0	0.0	11	11.0
Other	10	0	0.0	10	10.0
Total	2,466	194	124.3	2,660	2,590.3

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	220	536	987	1,042	901	1,028	1,066	937	608	201	7,526
Medical Secretaries Band 3-4	7	18	67	121	154	207	190	131	62	16	973
Personal Secretaries and Typists	9	27	63	111	125	163	158	131	77	31	895
Administrative & Clerical Bands/ Grades 5 to 6	14	120	232	312	360	385	310	265	100	14	2,112
Administrative & Clerical Band/ Grade 7	0	17	54	104	159	143	160	103	33	4	777
Administrative & Clerical Band 8A to 9	0	25		62	121	210	234	190	63	8	913
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	0	0	0	0	6		24	25	16	0	71
Solicitors (Apprentice/ Bands 6-8C)	0	5		7	11	8	12		0	0	43
Others	33	8		0	0		5				46
Total	283	727	1,432	1,759	~1,831	2,149	2,152	1,787	959	~274	13,356

Table 7a: Support Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	462	265	120	136	292	0	1,275
Domestic Services	1,269	601	327	378	599	6	3,180
Laundry Services/ Sewing Room	21	28	39	42	29	0	159
Facilities/ Sterile Services	-	-	473	4	-	0	~477
Support Services Manager/Supervisor	-	18	-	20	27	0	69
Driver	165	68	78	92	73		476
Porter/ Orderly	218	108	56	67	109		558
Security/ Caretaker/ Warden	131	10	35	12	5	0	193
Telephonist	11	27	6	57	21	0	122
Warehouse Operative	-	8	0	-	0	117	~125
Shop Assistant/ Hairdresser	-	0	0	0	0	0	-
Total	2,284	~1,133	~1,134	~808	1,154	~123	6,641

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	365.6	181.0	90.2	110.1	219.2	0.0	966.0
Domestic Services	851.8	383.6	208.1	275.0	404.8	3.6	2,126.9
Laundry Services/ Sewing Room	13.9	22.9	37.7	38.3	27.3	0.0	140.1
Facilities/ Sterile Services	-	-	361.1	3.5	-	0.0	~364.6
Support Services Manager/ Supervisor	-	15.5	-	19.8	26.3	0.0	64.9
Driver	156.5	66.7	66.3	80.4	71.3		441.2
Porter/ Orderly	203.5	94.1	52.1	64.0	106.2		519.9
Security/ Caretaker/ Warden	128.4	7.4	33.9	11.5	3.8	0.0	184.9
Telephonist	10.3	18.4	5.1	27.1	18.8	0.0	79.7
Warehouse Operative	-	7.8	0.0	-	0.0	115.8	~123.6
Shop Assistant/ Hairdresser	-	0.0	0.0	0.0	0.0	0.0	-
Total	1,735.7	~797.4	~854.5	~629.5	877.0	~119.4	5,018.2

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	147	690	461.4	837	608.4
Domestic Services	207	2,135	1,320.8	2,342	1,527.8
Laundry Services/ Sewing Room	38	46	29.5	84	67.5
Facilities/ Sterile Services	55	215	127.1	270	182.1
Support Services Manager/ Supervisor	37	12	9.2	49	46.2
Driver	19	4	2.6	23	21.6
Porter/ Orderly	22	15	10.4	37	32.4
Security/ Caretaker/ Warden	7	6	4.5	13	11.5
Telephonist	28	84	42.0	112	70.0
Warehouse Operative	5	0	0.0	5	5.0
Shop Assistant/ Hairdresser	0	-	-	-	-
Total	565	~3,207	~2,007.4	~3,772	~2,572.4

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	181	257	176.6	438	357.6
Domestic Services	188	650	411.1	838	599.1
Laundry Services/ Sewing Room	67	8	5.6	75	72.6
Facilities/ Sterile Services	133	77	52.3	210	185.3
Support Services Manager/ Supervisor	15	5	3.7	20	18.7
Driver	384	69	35.7	453	419.7
Porter/ Orderly	421	100	66.5	521	487.5
Security/ Caretaker/ Warden	151	29	22.3	180	173.3
Telephonist	10		-	10	9.7
Warehouse Operative	123		-	123	121.6
Shop Assistant/ Hairdresser	0	0	0.0	0	0.0
Total	1,669	1,199	776.2	2,868	2,445.2

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

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Catering Services	100	68	133	136	121	152	186	199	130	50	1,275
Domestic Services	327	225	313	304	249	306	424	500	338	194	3,180
Laundry Services/ Sewing Room	5	5	14	11	9	23	27	34	22	9	159
Facilities/ Sterile Services	21	47	54	52	39	48	66	77	46	30	~477
Support Services Manager/ Supervisor		6		9	13	5	13	16	7		69
Driver	0	4	14	11	30	70	97	119	83	48	476
Porter/ Orderly	29	27	46	66	38	51	92	119	66	24	558
Security/ Caretaker/ Warden	6	12	17	18	19	31	28	32	20	10	193
Telephonist		4	10	6	16	16	18	24	19	9	122
Warehouse Operative	-	9	11	16	19	23	19	18	10		~125
Shop Assistant/ Hairdresser	0	0	0	-	0	0	0	0	0	0	-
Total	495	401	~612	~629	553	725	970	1,138	737	378	6,641

Table 7d: Support Services Staff by Pay Band

Headcount	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	1,111	164		1,275
Domestic Services	3,019	161		3,180
Laundry Services/ Sewing Room	143	16	0	159
Facilities/ Sterile Services	451	28	-	~477
Support Services Manager/ Supervisor	0	30	39	69
Driver	209	267	0	476
Porter/ Orderly	533	25	0	558
Security/ Caretaker/ Warden	179	14	0	193
Telephonist	91	31		122
Warehouse Operative	81	37	10	~125
Shop Assistant/ Hairdresser	0	-	0	-
Total	5,817	769	55	6,641

WTE	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	823.6	142.4		966.0
Domestic Services	1,986.4	140.6		2,126.9
Laundry Services/Sewing Room	124.1	16.0	0.0	140.1
Facilities/Sterile Services	340.1	26.3	-	~364.6
Support Services Manager/Supervisor	0.0	26.0	38.9	64.9
Driver	176.6	264.6	0.0	441.2
Porter/Orderly	495.9	24.0	0.0	519.9
Security/Caretaker/Warden	171.3	13.6	0.0	184.9
Telephonist	57.6	22.1		79.7
Warehouse Operative	79.8	36.8	10.0	~123.6
Shop Assistant/Hairdresser	0.0	-	0.0	-
Total	4,255.3	707.9	54.9	5,018.2

Table 8a: Ambulance Staff by Trust

	Headcount	WTE
Emergency Medical Technician	293	287.7
Patient Care Services	250	241.8
Paramedic	362	355.9
Rapid Response Vehicle Paramedic	50	49.3
Ambulance Officer	124	123.7
Control Assistant	150	144.2
Helicopter Emergency Medical Service Paramedic	9	9.0
Community Resuscitation Development Officer	5	4.8
Total	1,243	1,216.4

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

FEMALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Emergency Medical Technician	77	10	7.4	87	84.4
Patient Care Services	53	8	5.0	61	58.0
Paramedic	80	17	14.0	97	94.0
Rapid Response Vehicle Paramedic	7	0	0.0	7	7.0
Ambulance Officer	31		-	31	30.7
Control Assistant	55	18	12.9	73	67.9
Helicopter Emergency Medical Service Paramedic	-	0	0.0	-	-
Community Resuscitation Development Officer	4		-	4	3.8
Total	~304	56	41.8	~360	~345.8

MALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Emergency Medical Technician	194	12	9.3	206	203.3
Patient Care Services	177	12	6.8	189	183.8
Paramedic	249	16	12.9	265	261.9
Rapid Response Vehicle Paramedic	43		-	43	42.3
Ambulance Officer	93		-	93	93.0
Control Assistant	77		-	77	76.4
Helicopter Emergency Medical Service Paramedic	7	0	0.0	7	7.0
Community Resuscitation Development Officer	-	0	0.0	-	-
Total	~835	45	32.7	~880	~867.7

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	11	31	40	30	38	56	46	29	12		293
Patient Care Services	4	18	25	24	22	59	37	32	20	9	250
Paramedic	7	33	35	49	67	68	54	40	9	0	362
Rapid Response Vehicle Paramedic	0	0	0	7		12	15		16		50
Ambulance Officer	0		7		26	35	26	19	7	4	124
Control Assistant	7	17	20	22	27	18	19	12	8		150
Helicopter Emergency Medical Service Paramedic	0	0		5		4	0	0	0	0	9
Community Resuscitation Development Officer	0	0	-	0	0	-	-	0	0	0	5
Total	29	~99	~120	134	188	~252	~197	~132	56	16	1,243

Table 8d: Ambulance Staff by Pay Band

Headcount	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	293	0	0	293
Patient Care Services	250	0	0	250
Paramedic	18	344	0	362
Rapid Response Vehicle Paramedic	0	50	0	50
Ambulance Officer	86		38	124
Control Assistant	72	69	9	150
Helicopter Emergency Medical Service Paramedic	0	9	0	9
Community Resuscitation Development Officer	0	5	0	5
Total	~633	~477	47	1,243

WTE	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	287.7	0.0	0.0	287.7
Patient Care Services	241.8	0.0	0.0	241.8
Paramedic	18.0	337.9	0.0	355.9
Rapid Response Vehicle Paramedic	0.0	49.3	0.0	49.3
Ambulance Officer	85.8		37.9	123.7
Control Assistant	67.0	68.4	8.9	144.2
Helicopter Emergency Medical Service Paramedic	0.0	9.0	0.0	9.0
Community Resuscitation Development Officer	0.0	4.8	0.0	4.8
Total	~614.5	~469.4	46.8	1,216.4

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	93	71	37	66	50		317
Boilerman / Plumber	20	10		5	19	0	54
Electrician / Fitter / Engineer	34	34	14	16	27		125
Builder / Joiner / Labourer / Painter	31	31	16	20	22	0	120
Multiskilled	73	7	22	11	25		138
Groundsman / Gardener		7	4		9	0	20
Total	~251	149	97	~118	146	6	774

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	90.7	70.5	37.0	65.0	50.0		313.2
Boilerman / Plumber	19.4	10.0		5.0	19.0	0.0	53.4
Electrician / Fitter / Engineer	32.9	34.0	14.0	16.0	27.0		123.9
Builder / Joiner / Labourer / Painter	31.0	31.0	16.0	20.0	22.0	0.0	120.0
Multiskilled	72.6	7.0	22.0	10.4	25.0		137.0
Groundsman / Gardener		7.0	4.0		9.0	0.0	20.0
Total	~246.6	148.5	97.0	~116.4	146.0	6.0	767.5

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		21	37	48	47	41	41	43	32	7	317
Boilerman/Plumber		7		5	4	6	7	9	16		54
Electrician/Fitter/Engineer		8	7	15	16	18	19	19	23		125
Builder/Joiner/Labourer/ Painter		5	6		9	10	20	32	33	5	120
Multiskilled	20	5		10	10	13	24	26	22	8	138
Groundsman/Gardener	0	0	-	0	0	5	4	7	0	-	20
Total	29	29	~55	~78	86	93	115	136	121	28	774

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	132		185	317
Boilerman / Plumber	54	0	0	54
Electrician / Fitter / Engineer		125		125
Builder / Joiner / Labourer / Painter	120		0	120
Multiskilled	101	37	0	138
Groundsman / Gardener	20	0	0	20
Total	421	-37	-185	774

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	130.1		183.1	313.2
Boilerman / Plumber	53.4	0.0	0.0	53.4
Electrician / Fitter / Engineer		123.9		123.9
Builder / Joiner / Labourer / Painter	120.0		0.0	120.0
Multiskilled	100.6	36.4	0.0	137.0
Groundsman / Gardener	20.0	0.0	0.0	20.0
Total	418.6	-36.4	-183.1	767.5

Table 10a: Leavers, 1 April 2019 - 31 March 2020 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	153	86	91	77	77	174	658
Estates Services	17	4	10	7	12	0	50
Support Services	104	65	58	49	62	11	349
Nursing & Midwifery	453	221	245	261	207	16	1,403
Social Services (excl. dom. care)	118	85	99	84	89		475
Professional & Technical	150	62	60	54	58	9	393
Medical & Dental (excluding Doctors in Training)	49	18	12	29	22	19	149
Ambulance	0	0	0	0	0	53	53
Total	1,044	541	575	561	-438	-282	3,530

Table 10b: Joiners, 1 April 2019 - 31 March 2020 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	228	126	150	162	119	228	1,013
Estates Services	29	16	11	18	18		92
Support Services	187	71	82	81	102	9	532
Nursing & Midwifery	610	291	335	338	298	10	1,882
Social Services (excl. dom. care)	191	129	116	168	144	0	748
Professional & Technical	333	140	125	135	110	18	861
Medical & Dental (excluding Doctors in Training)	47	29	21	33	40	13	183
Ambulance	0	0	0	0	0	69	69
Total	1,625	802	840	935	-813	-347	5,380

Table 10c: Movers, 1 April 2019 - 31 March 2020 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	44	13	28	10	7	100	202
Estates Services	4		4		0	0	8
Support Services	6		5		5		16
Nursing & Midwifery	218	49	74	63	22	7	433
Social Services (excl. dom. care)	38	24	23	17	6	0	108
Professional & Technical	85	53	56	33	22	17	266
Medical & Dental (excluding Doctors in Training)	12		8	10	6		36
Ambulance	0	0	0	0	0	5	5
Total	407	143	192	135	63	134	1,074

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.