



Northern Ireland Health and Social Care Workforce Census March 2021



Department of
Health

An Roinn Sláinte

Máinnystrie O Poustie

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Northern Ireland Health and Social Care Workforce Census March 2021

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

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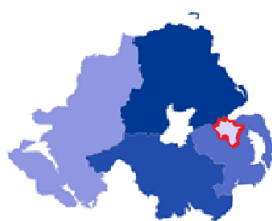
Key Findings



At 31st March 2021, the HSC employed 72,184 (63,248 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B.



The HSC workforce grew by 21% (11,030 WTE) between the 2012 and 2021 Census dates (excluding NIMDTA core staff, GP educators & GP trainees).



The largest employer in the HSC was the Belfast Trust with 19,063 WTE or 30% of all staff.



The largest Occupational Family was Nursing & Midwifery with 21,094 WTE or 33% of the total.



The Medical & Dental workforce stood at 5,251 (4,816 WTE). Thirty-nine per cent (1,885 WTE) were consultants.



Just under two fifths (37%, 23,547 WTE) of WTE HSC staff were employed at Agenda for Change Bands 1 to 4.



A substantial majority (78% or 56,476) of HSC employees were female and 57% of females worked full-time.

Contents

| | |
|--|----|
| Section A: Changes in the NI Health and Social Care Workforce: 2012 - 2021 | 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: 2012 - 2021 | 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 2020/21 | 65 |
| | |
| Appendix B: Notes and Metadata | |
| Notes, Metadata and Definitions | 66 |

Background

This is the twenty-first 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.

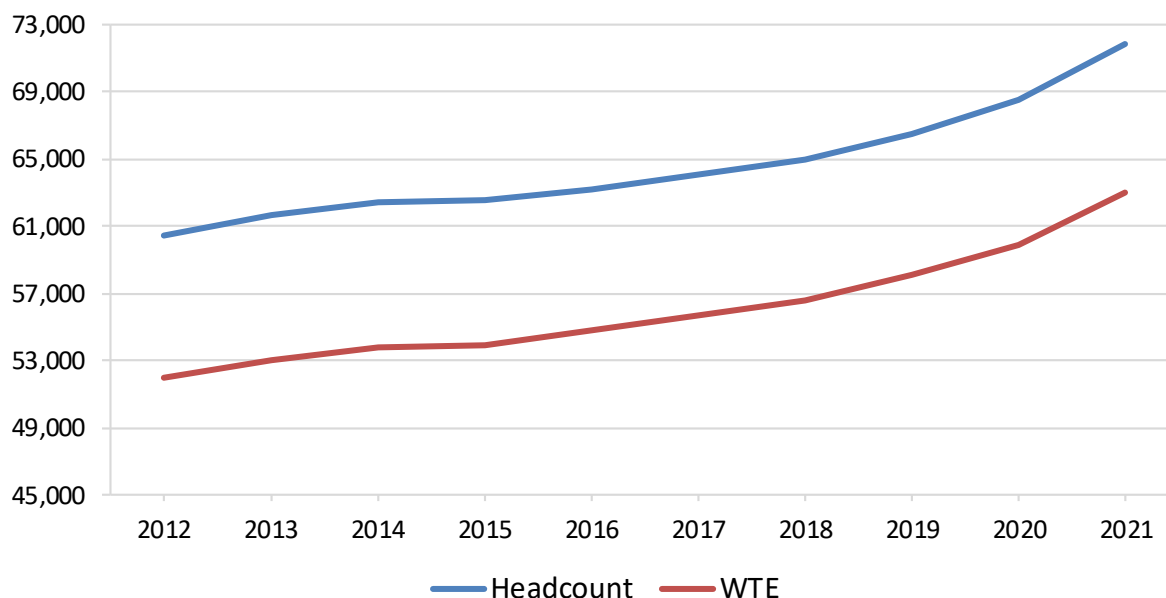
Summary analysis and commentary is given in Sections 1 - 10, followed by tables in Appendix A and notes/metadata in Appendix B.

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 core staff, GP educators and GP trainees.

Changes in the NI Health and Social Care Workforce 2012 - 2021

Figure A: HSC Staff Headcount and Whole-time Equivalent (WTE) 2012-2021



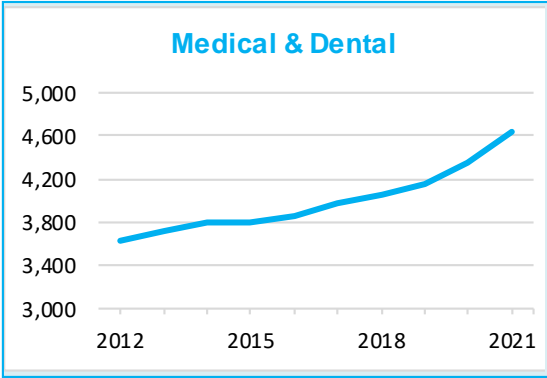
Overall HSC Staffing Changes, 2012 to 2021

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

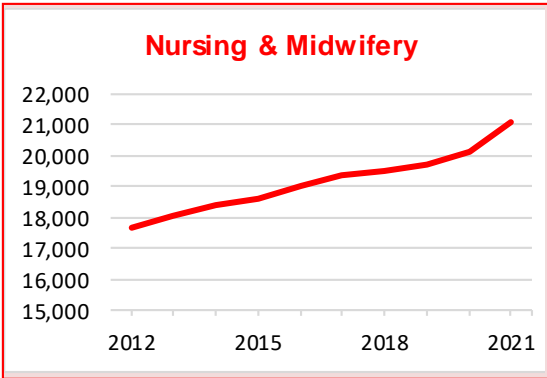
Between 2012 and 2021, the WTE of HSC staff increased by 11,030; this represented 21.2% workforce growth. The rate of growth between 2018 and 2021 was 11.3%.

Changes by Occupational Family, 2012 to 2021

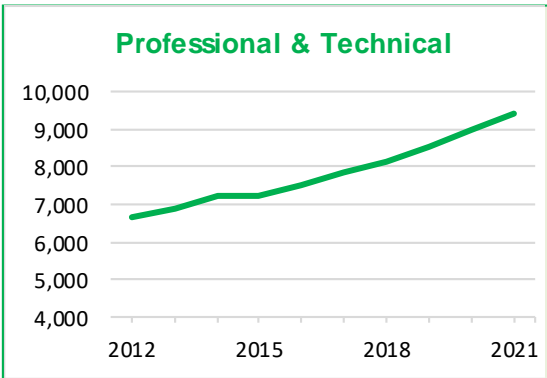
Changes in staff levels in each Occupational Family between 2012 and 2021 is detailed overleaf. Some fluctuations in staff levels early in this period in the Professional & Technical, Social Services, Support Services and Estates Services may be due to movement between Occupational Families as a result of the introduction of the Agenda for Change (AfC) terms and conditions across NHS organisations.



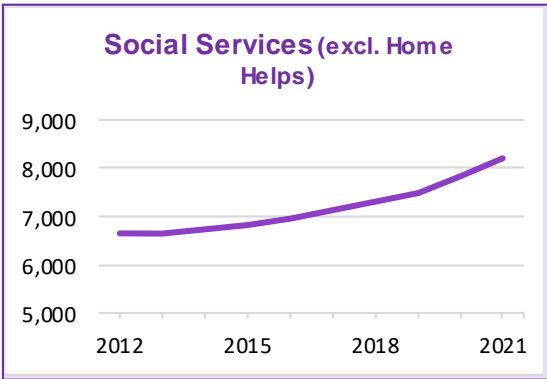
Between 2012 and 2021, the Medical and Dental Occupational Family grew from 3,629 to 4,638 (excluding NIMDTA core staff, GP educators & GP trainees), an increase of 27.8%. The three-year trend also shows a growing workforce, WTE having increased by 14.5% between 2018 and 2021.



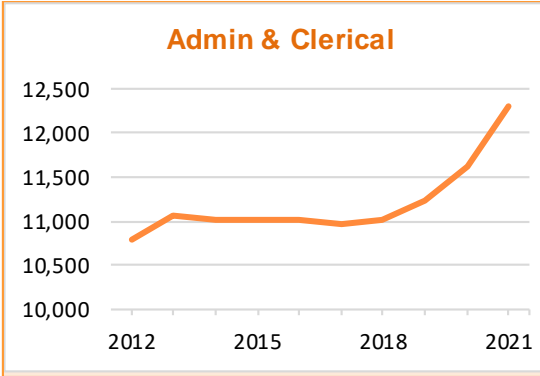
The Nursing & Midwifery workforce grew by 19.4% between 2012 and 2021, an increase of 3,423. This growth was accounted for by an increase of 2,553 (18.5%) registered nurses and/or midwives, and an increase of 870 (22.6%) nurse support staff. In 2021, 77.6% of the workforce were registered nurses and midwives (the ratio referred to as 'skill mix'), a decrease on the position in 2012 (78.2%).



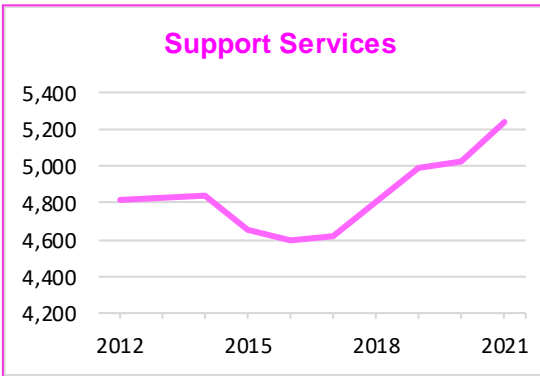
Between 2012 and 2021, the Professional & Technical Occupational Family continually grew from 6,655 to 9,412 WTE, an increase of 41.4%.



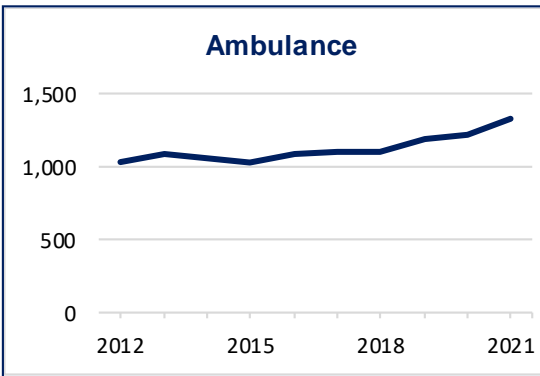
Between 2012 and 2021, the Social Services workforce (excluding domiciliary care) gradually increased from 6,649 WTE to 8,204 WTE, a 23.4% increase. The increase between 2018 and 2021 equated to 12.0%.



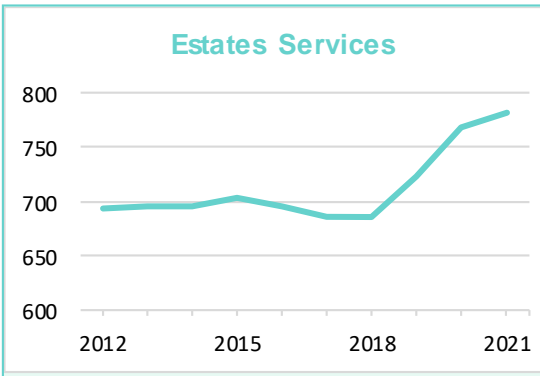
Between 2012 and 2013, the Administrative & Clerical Occupational Family increased by 2.6% (283). Between 2013 and 2017, the workforce decreased slightly, after which it has seen a steady increase of 12.1% (1,329) to 12,302 WTE in 2021.



From 4,814 WTE Support Service staff in 2012, a 4.5% decrease over four years resulted in a low of 4,595 WTE in 2016. Since 2016, this trend has reversed with the workforce growing by 644 (14.0%) to 5,239 WTE in 2021.



The Ambulance Occupational Family (which includes paramedics, Emergency Medical Technicians, ambulance officers and control staff) has seen small fluctuations in staffing levels between 2012 and 2018, resulting an increase of 6.7% (69). Since 2018, the workforce grew by a further 20.7% (228 WTE).



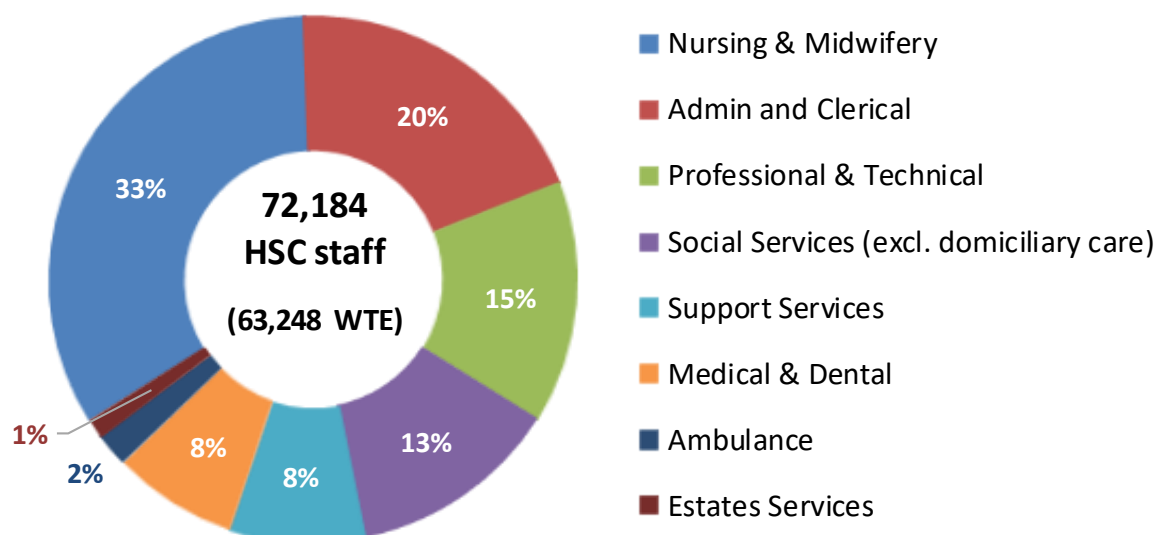
Between 2012 and 2018, the Estates Services workforce saw small fluctuations. Since then, this Occupational Family has seen steady growth from 686 WTE in 2018 to 782 WTE in 2021, an increase of 14.0% (96 WTE).

Section 1: Health & Social Care Staff

At March 2021, the HSC employed 72,184 (63,248 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B. In the financial year 2020/21, expenditure on HSC employees exceeded £3 billion.

Occupational Families

Figure 1a: Health & Social Care Staff by Occupational Family (% WTE), March 2021

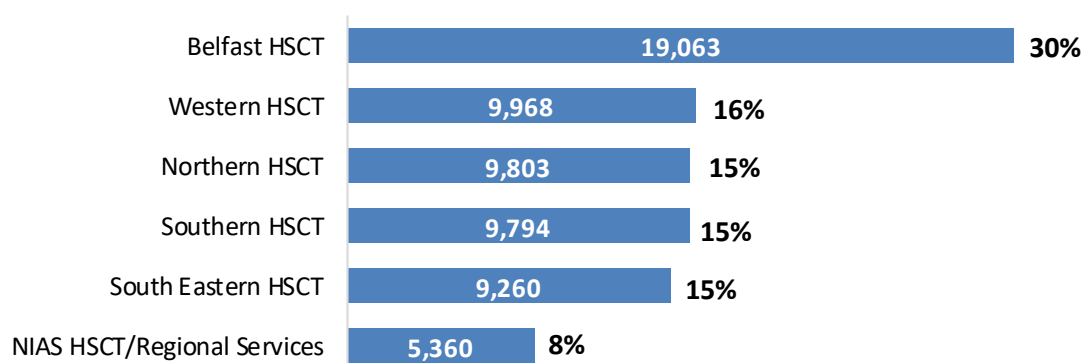


The largest Occupational Family, with 21,094 WTE or 33% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 12,374 WTE (20%). Medical & Dental staff represented 8% of the overall workforce, with 4,816 WTE.

Employing Organisations

The largest HSC organisation was the Belfast Trust, with 30% of all staff (19,063 WTE). 92% of all staff worked for one (or more than one) of the five regional HSC Trusts (excluding NIAS HSC Trust).

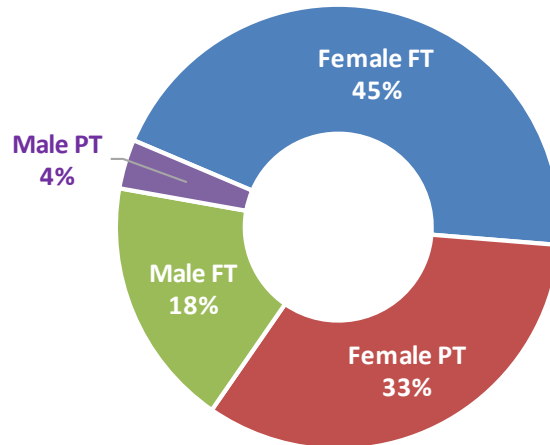
Fig 1b: Health & Social Care Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

Seventy-eight per cent of staff (56,476) were female. Of these, 57% worked full-time (see p 66 for the definition). Of the remaining 15,708 male staff, 83% worked full-time.

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

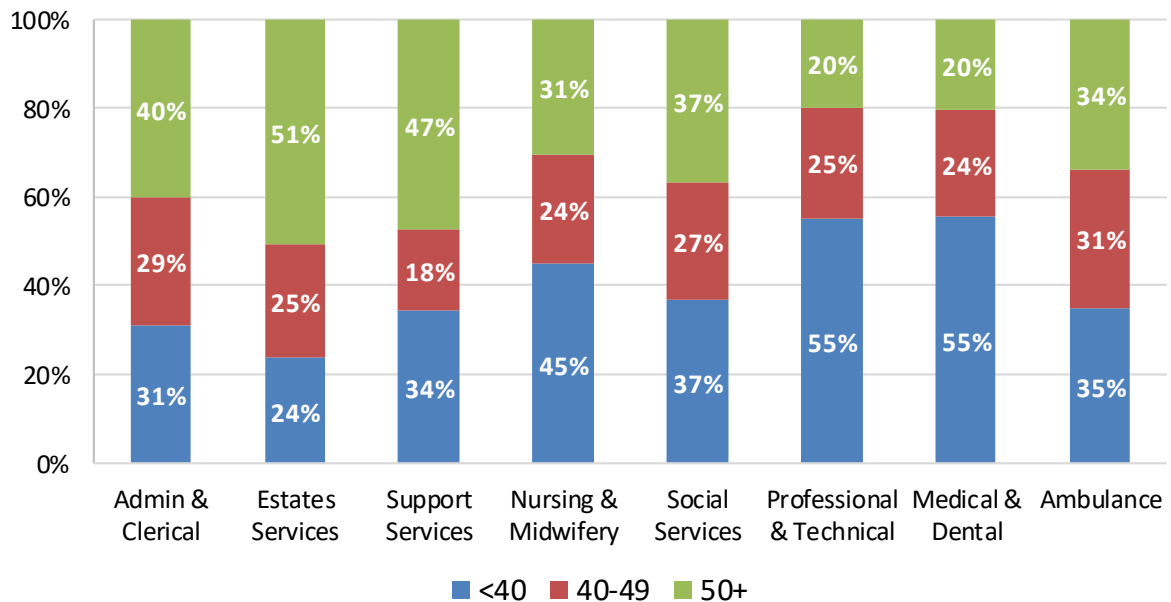


Percentages shown are of all staff. FT; Full-time, PT; Part-time

Age (Headcount)

Forty-two per cent of all staff were under the age of 40; 25% 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).

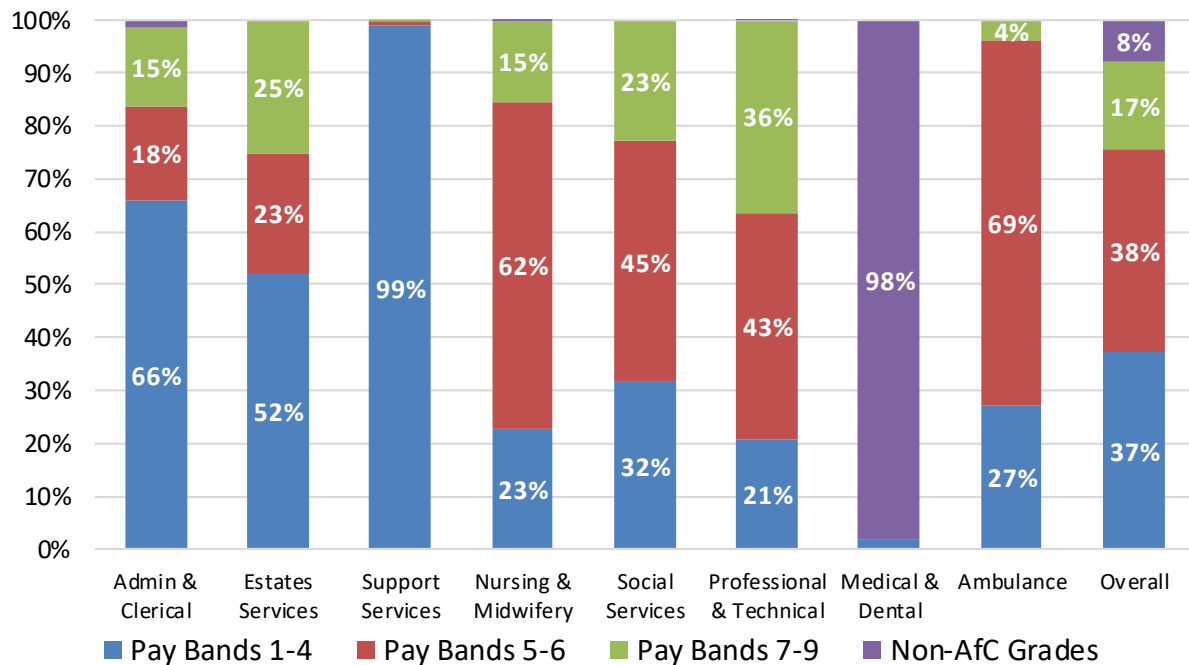
Fig. 1d: Health & Social Care Staff by Age Group and Occupational Family (% Headcount)



Pay Bands (WTE)

Thirty-seven 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, 66% 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.

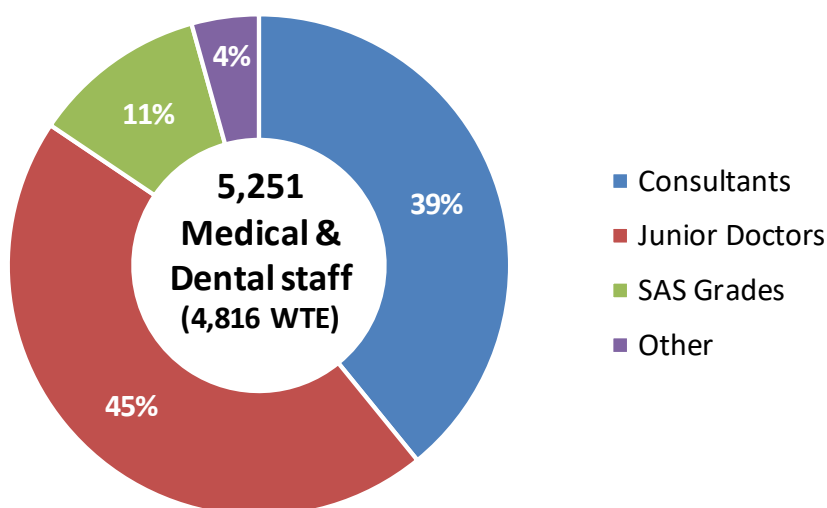
Fig. 1e: HSC Health & Social Care Staff by Pay Band and Occupational Family (% WTE)



Section 2: Medical and Dental Staff

There were 5,251 (4,816 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). Also included this year were Medical Student Technicians - these were final year medical students employed to assist staff during the Covid-19 pandemic). This group represented 45% of the Medical and Dental workforce, or 2,181 WTE. The next largest group were consultants with 1,885 WTE or 39%. Staff Grade/Associate Specialist/Specialty Doctors (SAS), or middle-grade doctors, comprised the majority of the remainder at 11% (541 WTE). The final 4% of the workforce were employed in grades classified as 'other', for example hospital practitioners and dental officers.

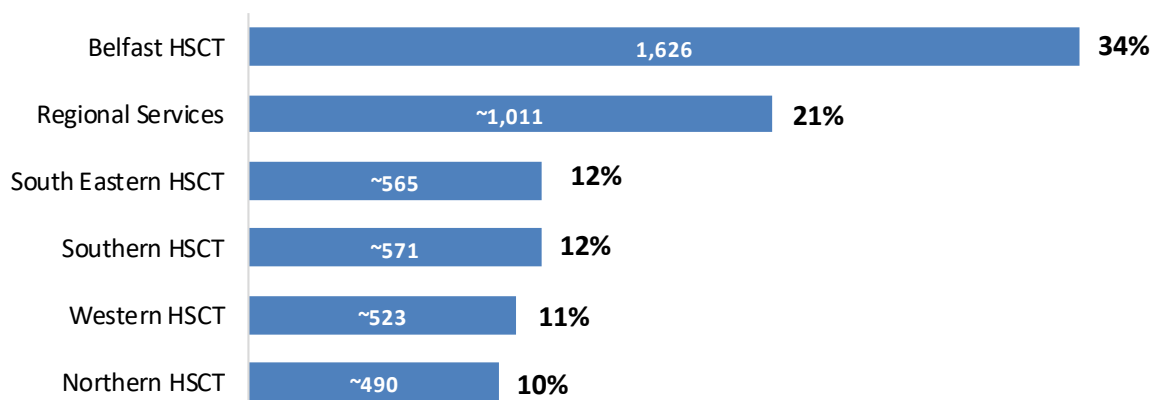
Fig 2a: Medical & Dental Staff by Grade (%WTE)



Employing Organisations

Thirty four per cent of Medical and Dental staff (1,626 WTE) worked for the Belfast HSC Trust. The other four regional Trusts employed between 10% and 12% of the total Medical and Dental WTE. The remaining 21% were employed by the Regional Services.

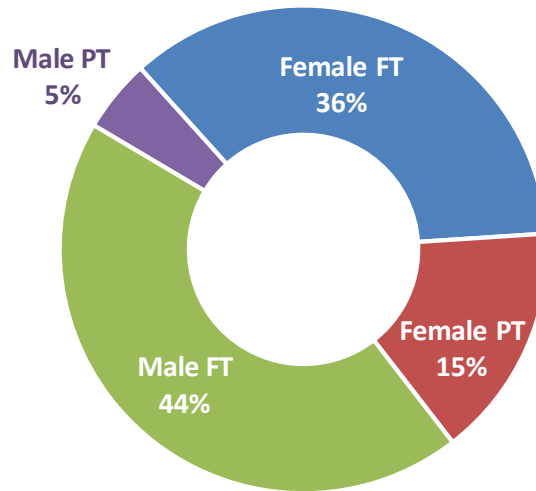
Fig. 2b: Medical & Dental Staff by Employing Organisation (%WTE)



Gender and Working Pattern (Headcount)

A small majority (2,688 or 51%) of Medical and Dental staff were female, of whom 70% worked full-time. Of the remaining 2,563 male doctors, 90% worked full-time.

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

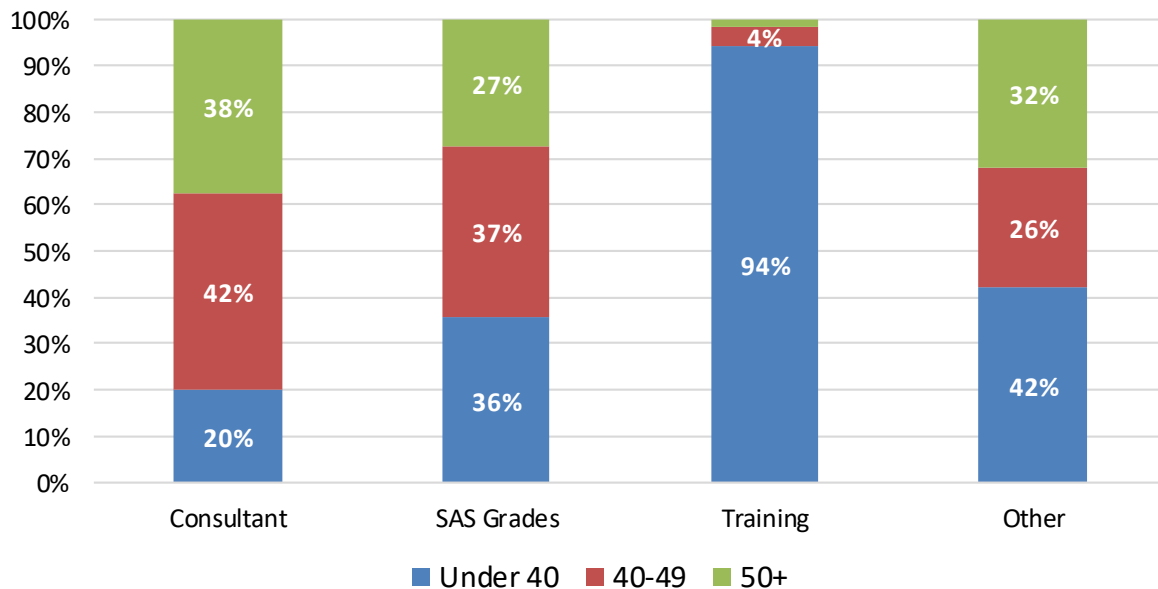


Age (Headcount)

Fifty-five per cent of medical and dental employees were under the age of 40; 24% were aged between 40 and 49; and 20% were aged over 50.

Twenty per cent of Consultants and 36% of SAS/career grade staff were under the age of 40. Ninety-four 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)

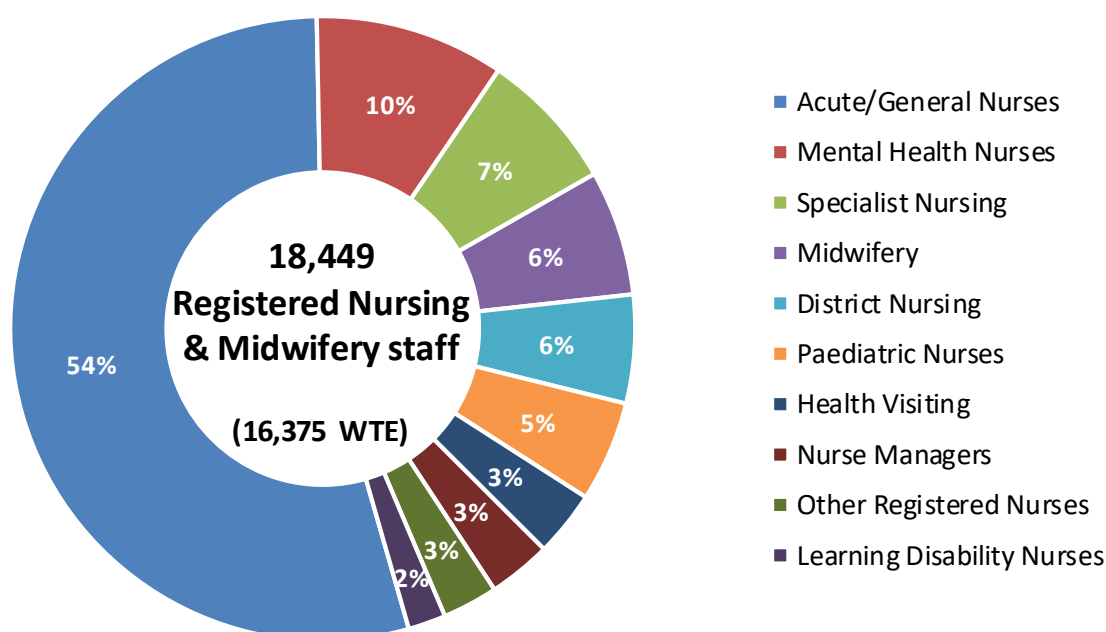


Section 3: Nursing and Midwifery Staff

There were 23,847 (21,094 WTE) Nursing & Midwifery staff employed. 18,449 (16,375 WTE) were in registered nursing and midwifery grades (Band 5 and up), and 5,398 (4,719 WTE) were in support grades (Bands 2-4).

Just over half (8,865 WTE, or 54%) 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% (1,608 WTE) were mental health nurses, while specialist nursing comprised 7% (1,188 WTE) and midwifery 6% (1,062 WTE).

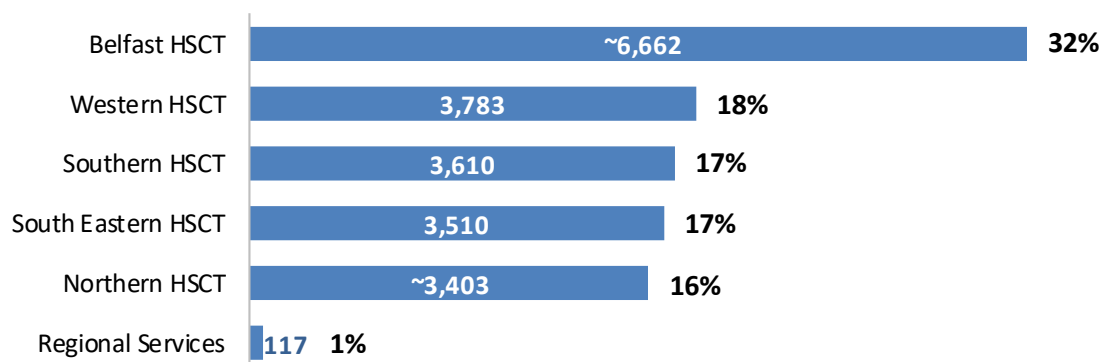
Fig. 3a: Registered Nursing & Midwifery Staff by Group (% WTE)



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.

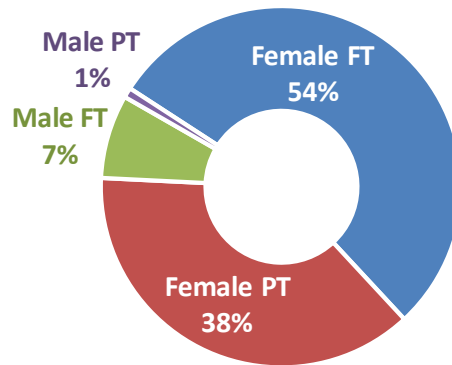
Fig. 3b: Nursing & Midwifery Staff by Employing Organisation (%WTE)



Gender and Working Pattern (Headcount)

The vast majority (92%, or 21,847) of Nursing & Midwifery employees were female. Of these, 12,861 (59%) worked full-time. Of the remaining 2,000 male Nursing & Midwifery staff, ninety per cent (1,790) 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 351, were male.

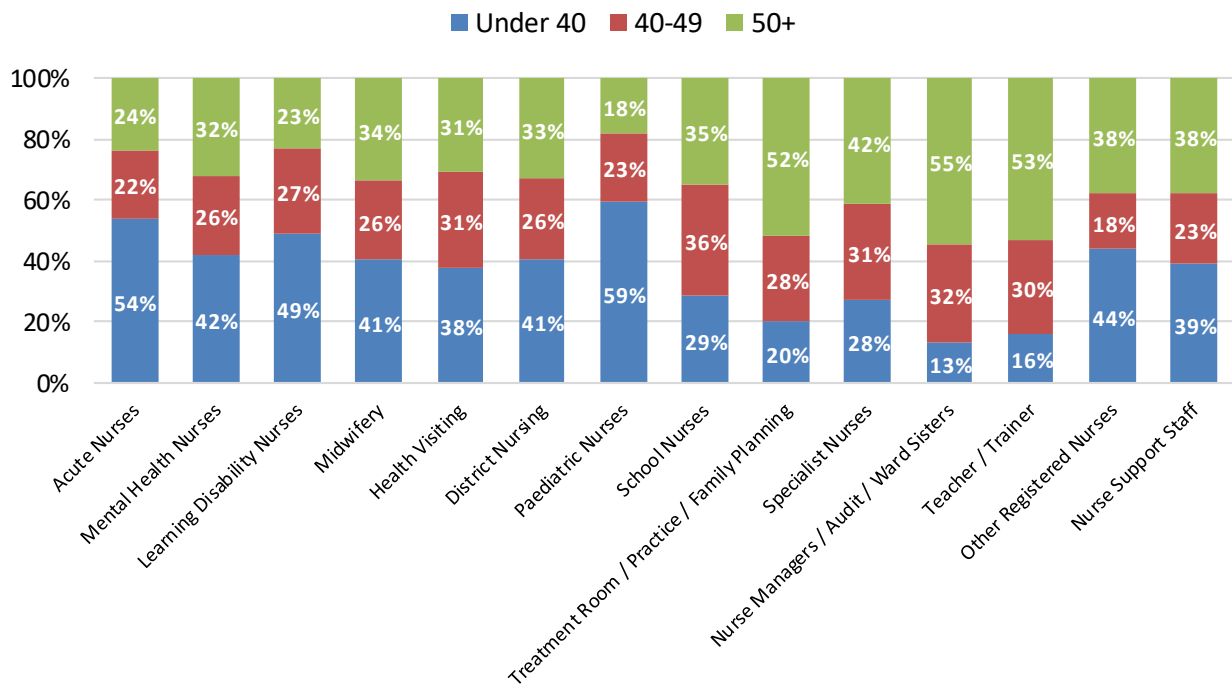
Fig. 3b: Nursing & Midwifery Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Overall, the proportion of Nursing & Midwifery staff aged under 40 was 45%. The youngest groups were paediatric nurses (59% aged under 40), acute/general nurses (54% aged under 40) and learning disability nurses (49% aged under 40). The group with the largest proportion of staff over 50 were nurse managers, audit, and ward sisters, at 55%.

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

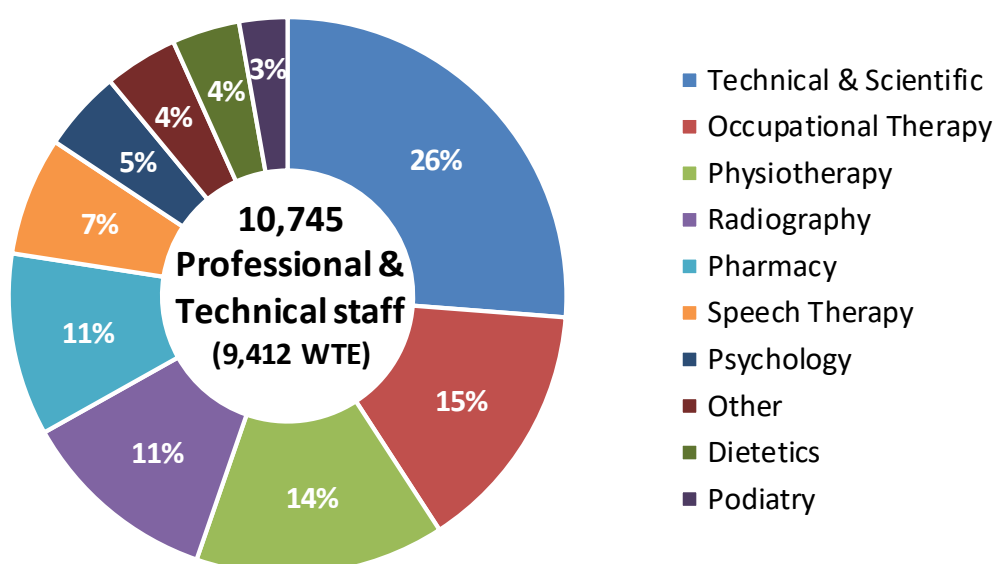


Section 4: Professional and Technical Staff

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 10,745 (9,412 WTE) Professional and Technical staff employed. The largest single professional group was occupational therapy, with 15% of total WTE (1,375), followed by physiotherapy with 14% of total WTE (1,361). Technical and Scientific staff of various professions made up 26% of WTE, or 2,468.

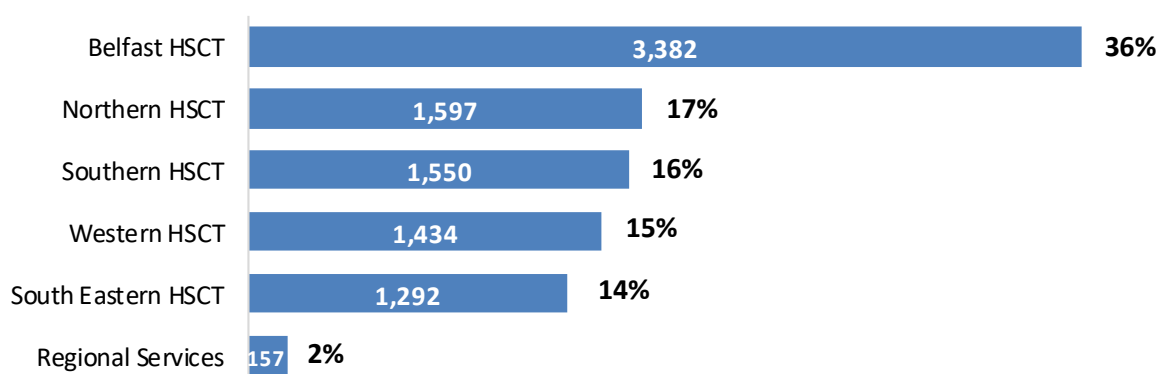
Fig. 4a: Professional & Technical Staff by Group (%WTE)



Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 3,382 WTE or 36% of the total. The other four local Trusts employed between 14% and 17% of the total WTE. Two per cent (157 WTE) were employed by the Regional Services.

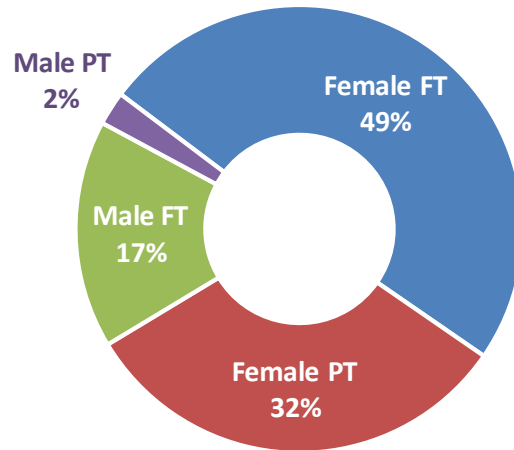
Fig. 4b: Professional & Technical Staff by Employing Organisation (%WTE)



Gender and Working Patterns (Headcount)

A large majority (81%; 8,713 staff) of Professional & Technical staff were female. Over three fifths (61%) of female staff worked full-time. Of the remaining 2,032 male Professional & Technical staff, 87% (1,771) worked full-time.

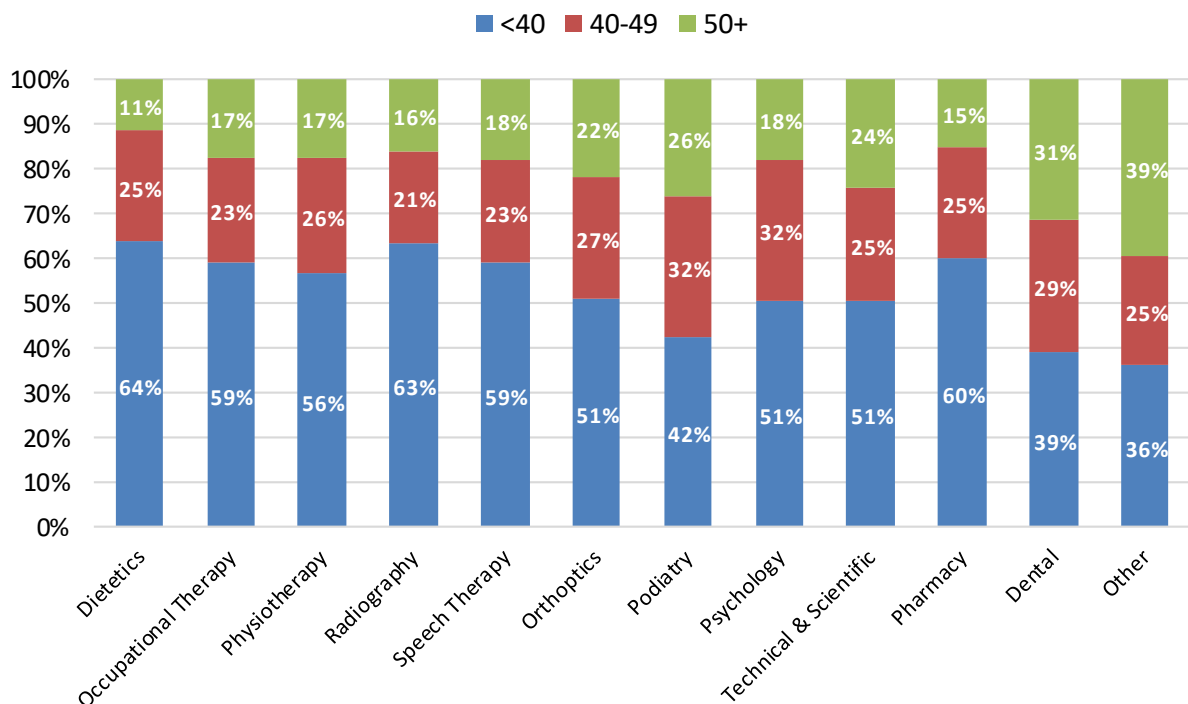
Fig. 4c: Professional & Technical Staff by Gender and Working Pattern (%Headcount)



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 35-39.

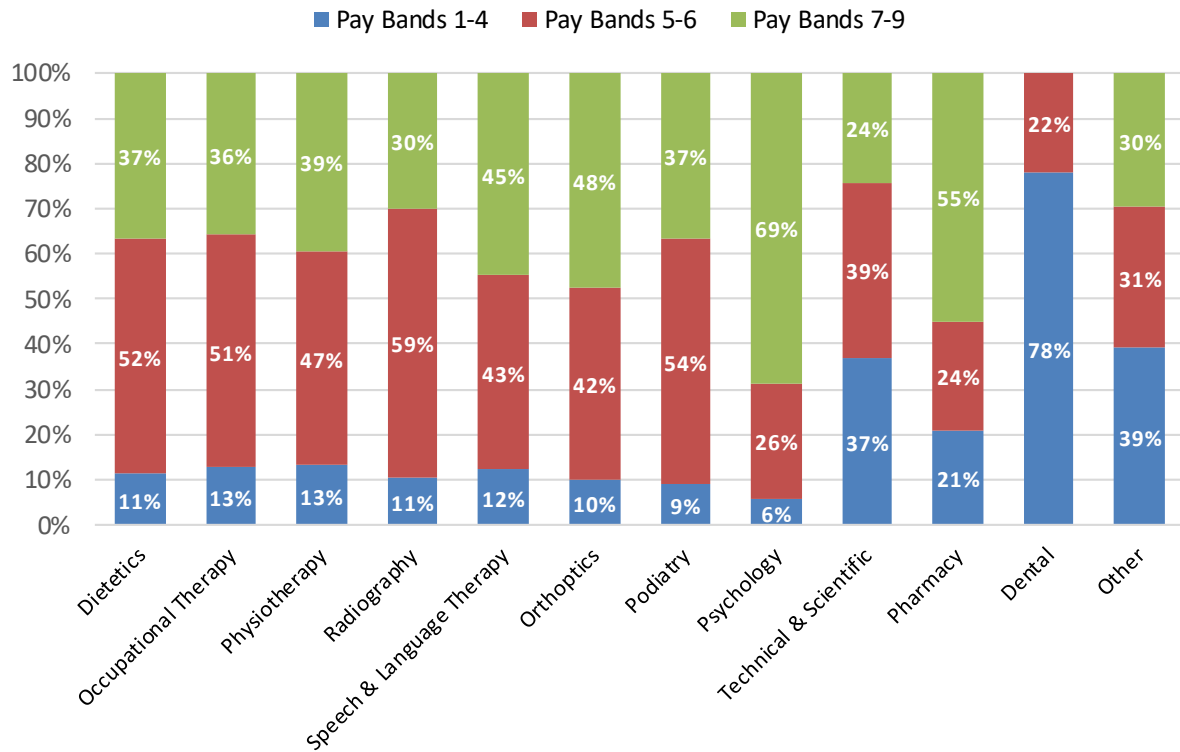
Fig. 4d: Professional & Technical Staff by Age Group (%Headcount)



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%.

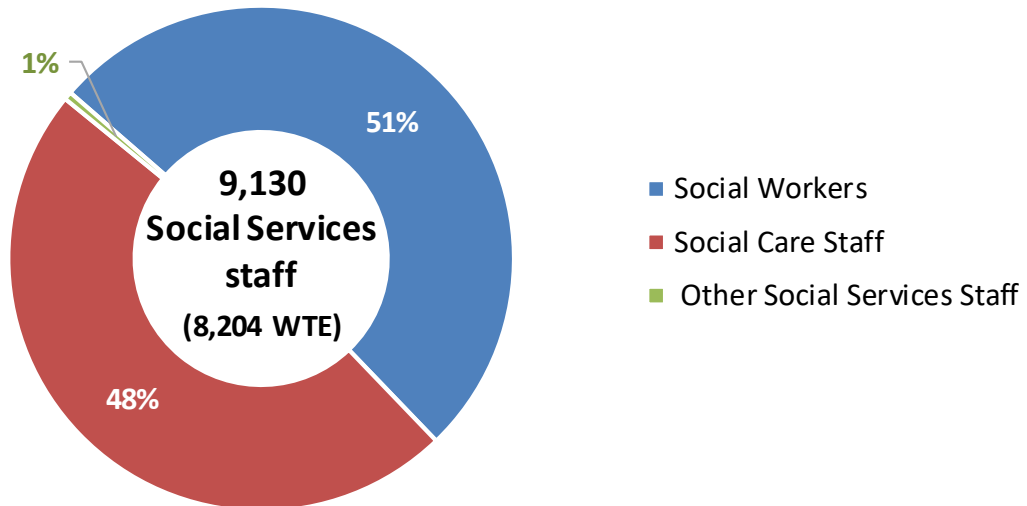
Fig. 4e : Professional & Technical Staff by Pay Band (% WTE)



Section 5: Social Services Staff - Excluding Domiciliary Care

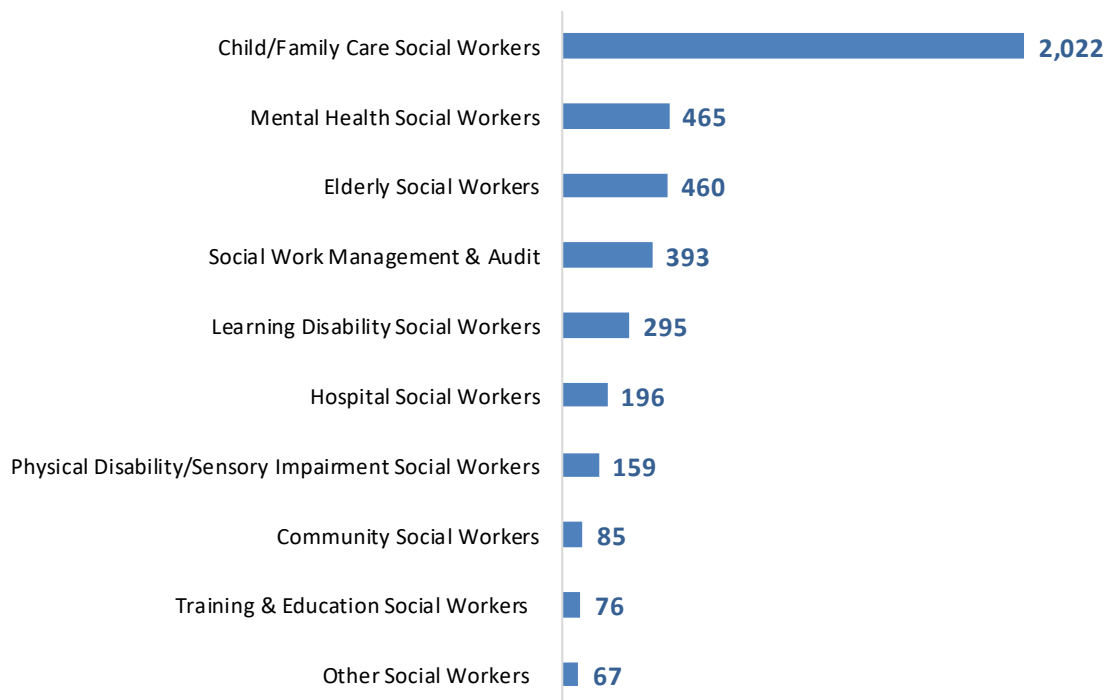
There were 9,130 (8,204 WTE) staff employed in Social Services grades. A small majority (51%, or 4,220 WTE) were social workers.

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



Almost half of all social workers (48%, 2,022 WTE) were employed in Child & Family Care.

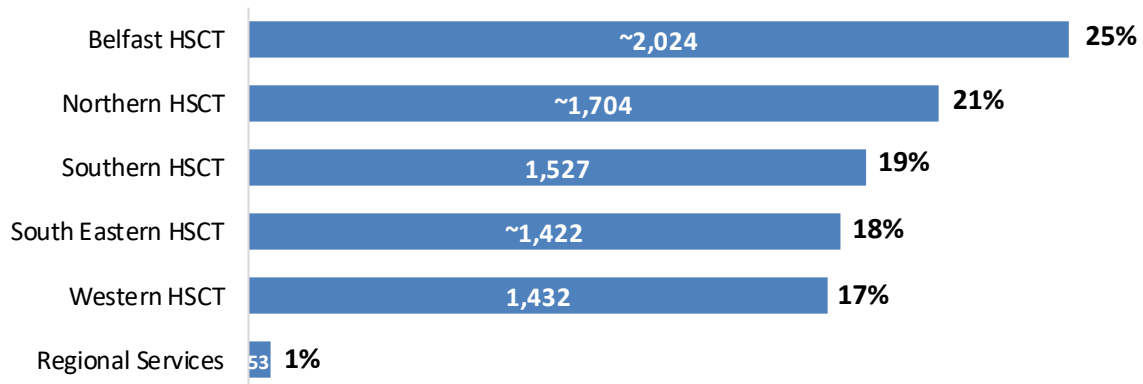
Fig. 5b: Social Workers by Group (WTE)



Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with ~2,024 WTE (25% of the total). The other Trusts employed between 17% (Western) and 21% (Northern) of the total. Less than 1% were employed by the Regional Services.

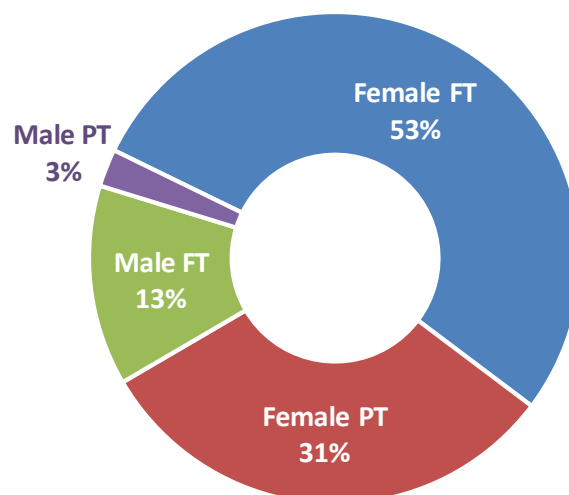
Fig 5c: Social Services Staff by Employing Organisation (%WTE)



Gender and Working Pattern (Headcount)

A large majority (84%, 7,702) of Social Services staff were female; 63% 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.

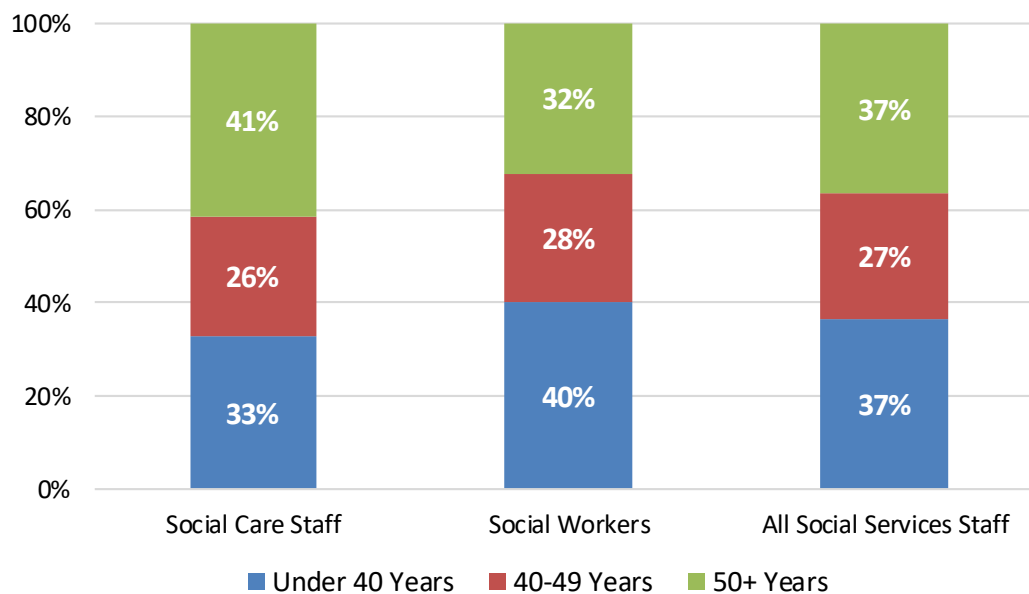
Figure 5d: Social Services Staff by Gender and Working Pattern (%Headcount)



Age (Headcount)

The Social Services Occupational Family has the same proportion of staff aged under 40 (3,348, 37%) as those aged over 50 (3,347, 37%). Social workers were younger than other social care staff; 40% were under 40, whereas 41% of social care staff were over 50. Just under one-third (32%) of social workers were over 50.

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

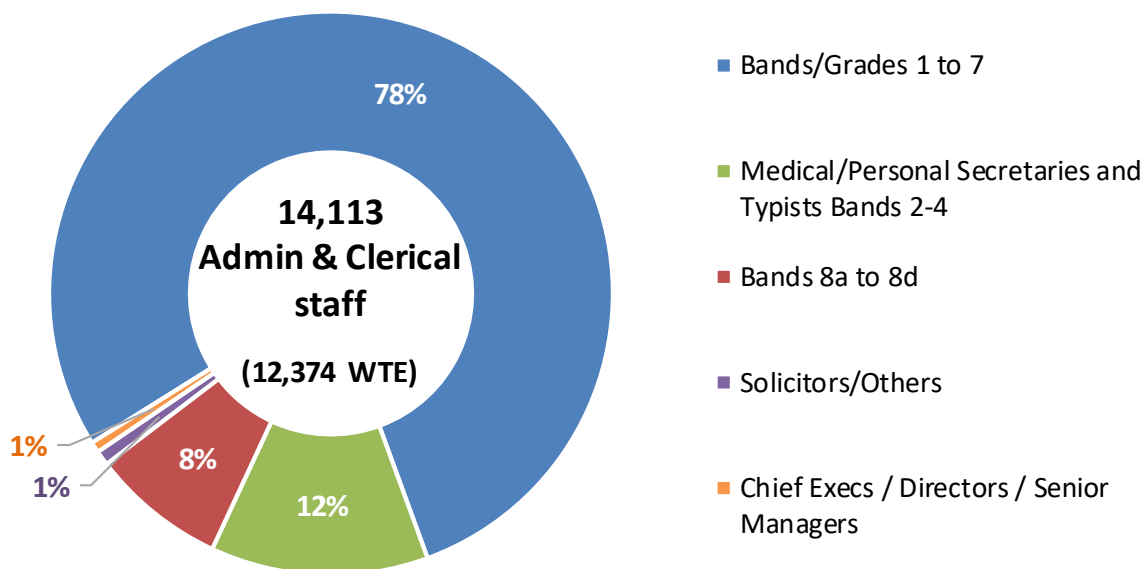


Almost half (48%) of physical disability/ sensory impairment social workers were aged over 50 years. Only 18% of social work managers and audit were under 40 years of age; 49% were aged over 50.

Section 6: Administrative and Clerical Staff

There were 14,113 (12,374 WTE) Administrative & Clerical staff employed, 66% of which (8,152 WTE) were employed in general Bands/Grades 1 to 4 (non-managerial grades including secretaries and typists).

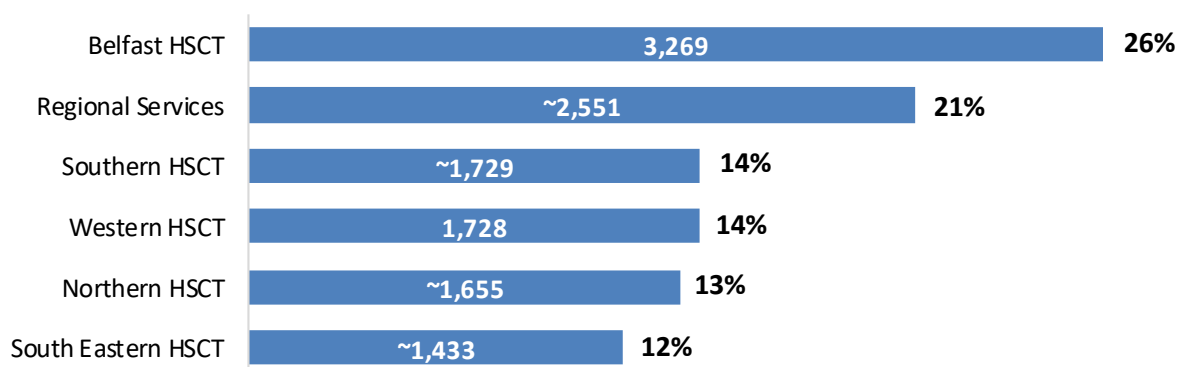
Fig. 6a: Administrative & Clerical Staff by Grade (%WTE)



Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 3,269 WTE (26% of the total). The Regional Services, particularly the Business Services Organisation, the Health & Social Care Board, and the Public Health Agency, employed a further ~2,551 WTE or 21%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

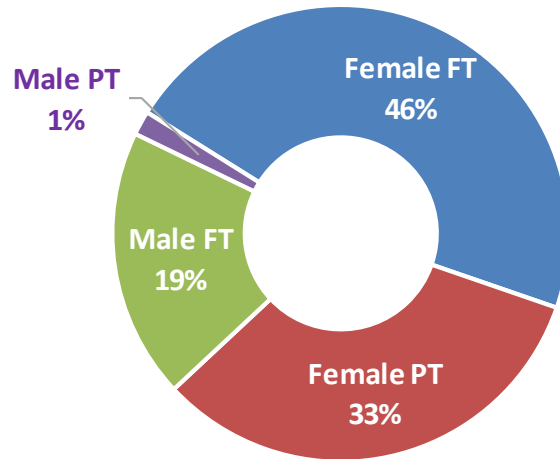
Fig. 6b: Administrative & Clerical Staff by Employing Organisation (%WTE)



Gender and Working Pattern (Headcount)

As with the HSC workforce as a whole, a majority (79%) of Administrative & Clerical staff were female. Fifty-nine per cent of female staff worked full-time compared to 92% of male staff.

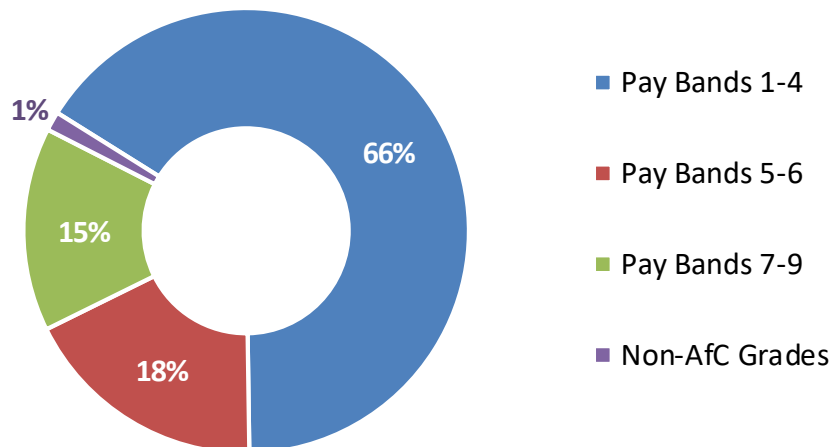
Fig. 6c: Administrative & Clerical staff by Gender and Working Pattern (%Headcount)



Pay Bands (WTE)

As described earlier, two thirds (66%, or 8,152 WTE) Administrative & Clerical staff were employed at AfC Bands 1-4. This included non-managerial grades, secretaries and typists.

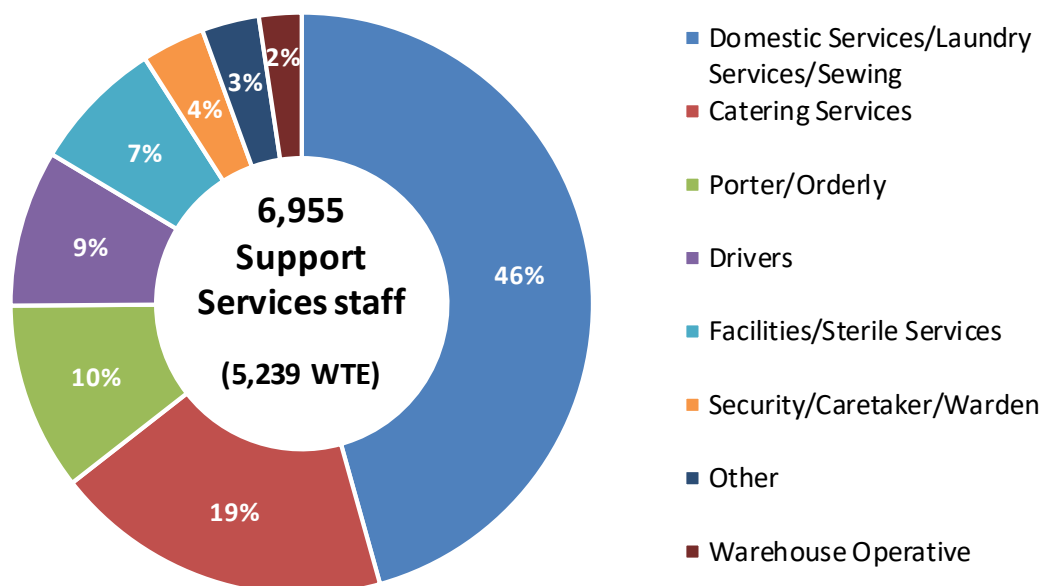
Fig. 6d: Administrative & Clerical Staff by Pay Bands (% WTE)



Section 7: Support Services Staff

There were 6,955 (5,239 WTE) Support Services staff employed. The largest sub-group was domestic services/ laundry services/ sewing, with 2,392 WTE; they represented 46% of Support Services staff. A further 19% (984 WTE) were employed within catering services.

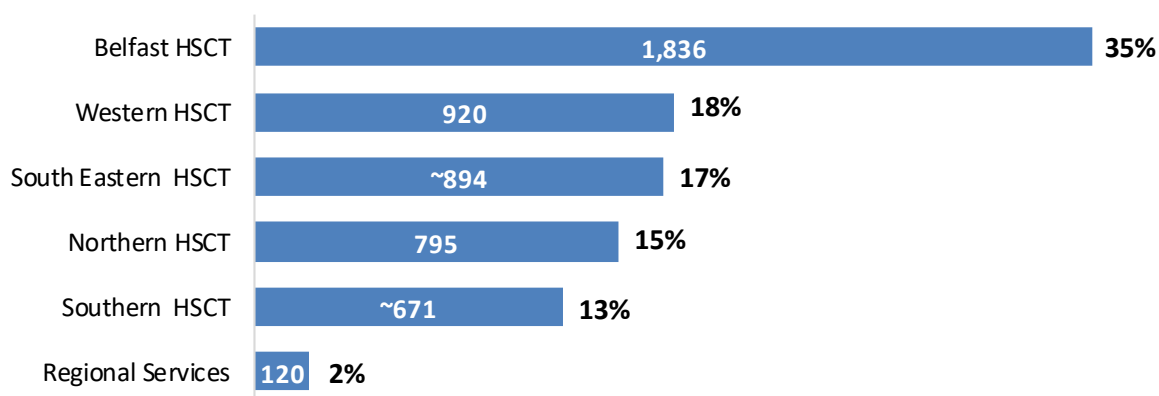
Fig. 7a: Support Services Staff by Group (%WTE)



Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,836 Support Services staff, 35% of the total. The other local Trusts employed between 13% and 18% of the remainder, with 2% employed by the Regional Services.

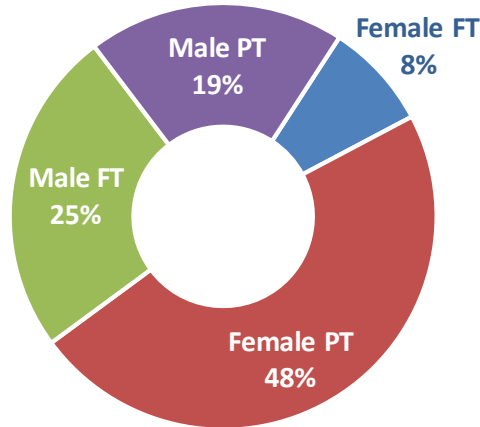
Fig. 7b: Support Services Staff by Employing Organisation (%WTE)



Gender and Working Pattern (Headcount)

The Support Services workforce was 56% female. A majority (67%) of all Support Services staff worked part-time. The warehouse operatives group had the highest proportion of staff working fulltime at 95%. More than half of male staff (56%) worked full-time compared to 15% of female staff.

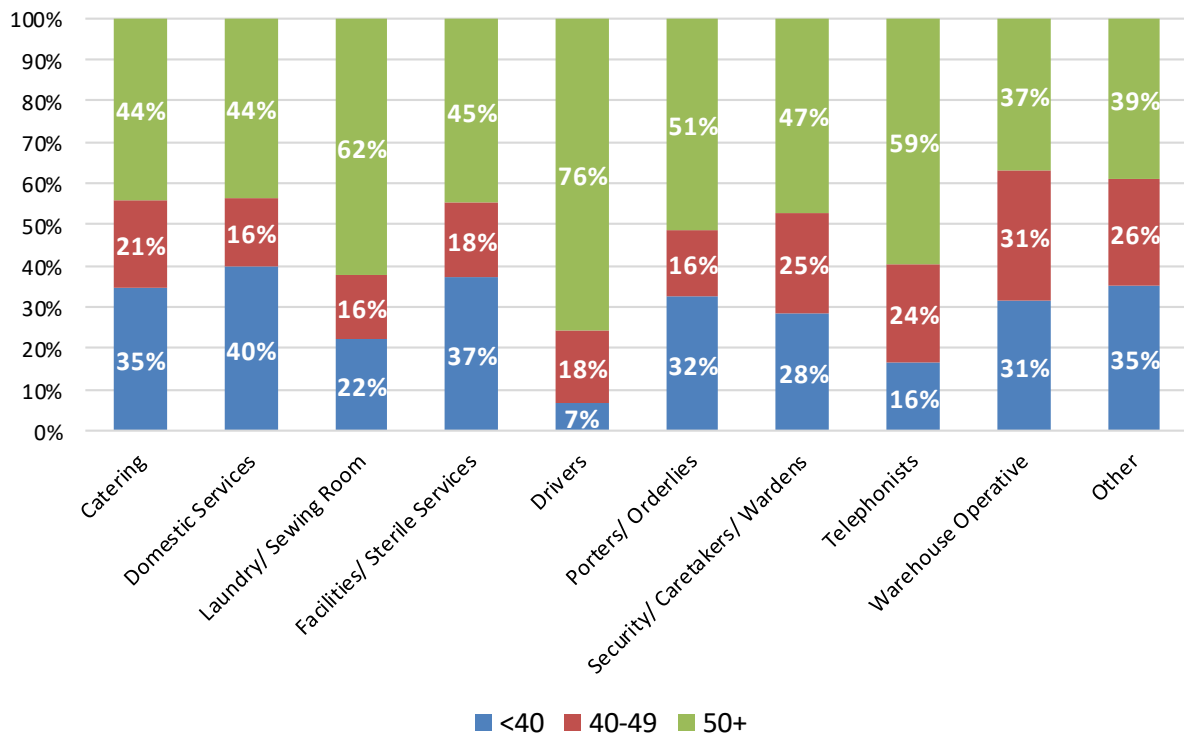
Fig. 7c: Support Services Staff by Gender and Working Pattern (%Headcount)



Age (Headcount)

Almost half (47%, or 3,297) of Support Services staff were aged over 50. The highest proportion of staff aged over 50 were employed as drivers, at 76%.

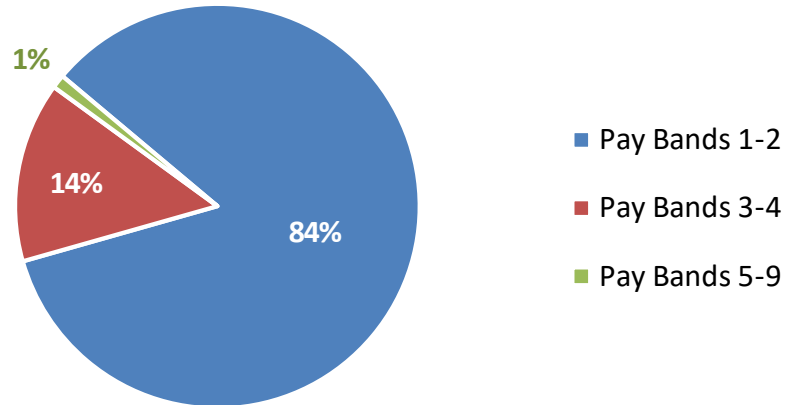
Fig. 7d: Support Services Staff by Age Group (%Headcount)



Pay Bands (WTE)

Support Services staff on average are employed at lower Bands than the other Occupational Families. A large majority (84%, or 4,426 WTE) were employed at Band 1 or 2; only 1% (57 WTE) were employed at Band 5 or above.

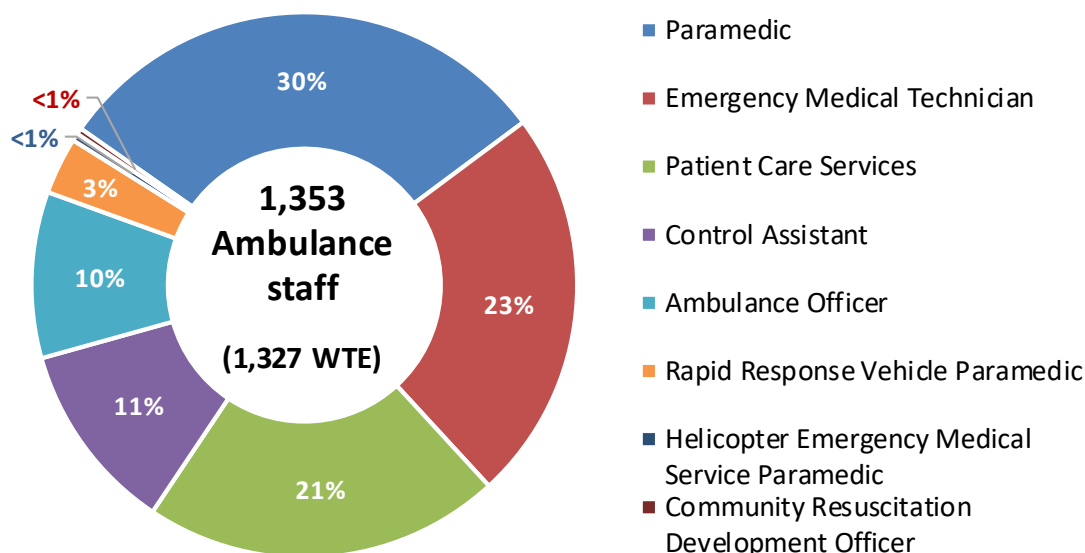
Fig. 7d: Support Services Staff by Pay Band (% (WTE))



Section 8: Ambulance Staff

There were 1,353 (1,327 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (450 WTE, 34%) were graded as either paramedics, rapid response vehicle (RRV) paramedics or helicopter emergency medical service (HEMS) paramedics. Emergency medical technicians (EMTs) comprised 310 WTE (23%) and patient care services 282 WTE (21%).

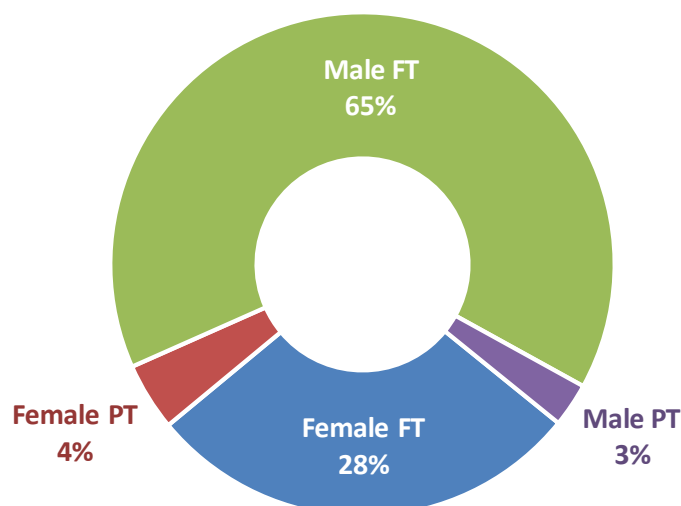
Fig. 8a: Ambulance Staff by Grade (%WTE)



Gender and Working Pattern (Headcount)

The Ambulance workforce was predominantly male (67%) and 93% of all staff worked full-time. Unlike most other Occupational Families, the proportion of female staff working part-time was very small (13%).

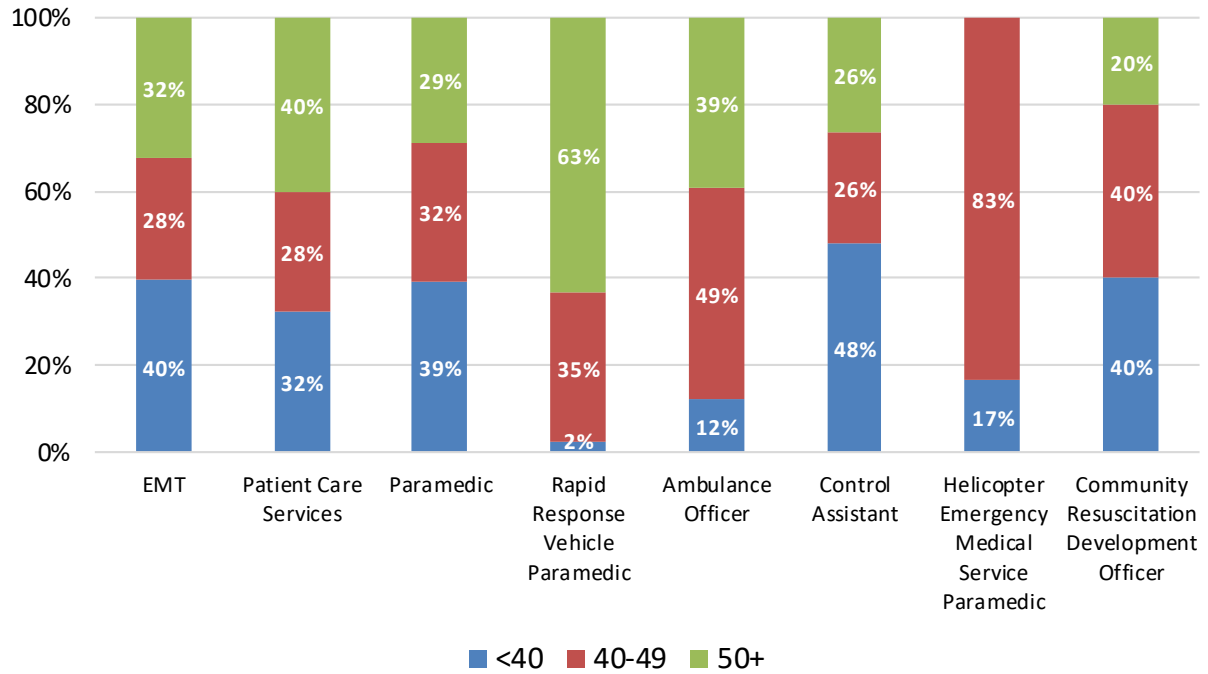
Fig. 8c: Ambulance Staff by Gender and Working Pattern (%Headcount)



Age (Headcount)

Thirty-five per cent of Ambulance staff were under 40 years of age, 34% were over 50, and 31% were between 40 and 49. Almost one third (32%) of paramedics, RRV paramedics and HEMS paramedics were over 50. Eighty-eight per cent of ambulance officers were over 40.

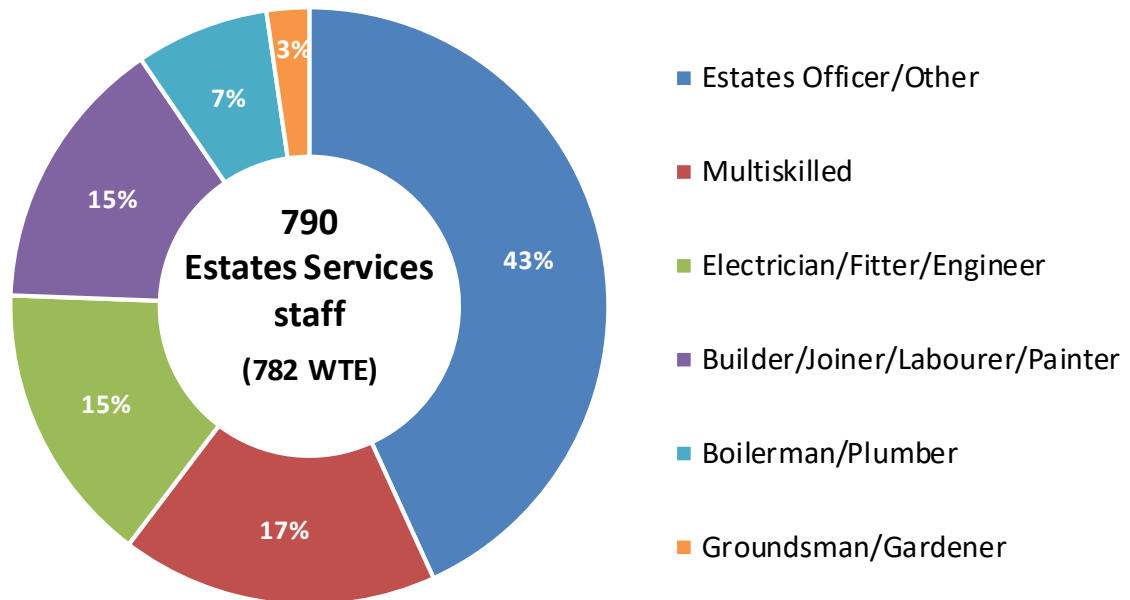
Fig. 8b: Ambulance Staff by Age Group (%Headcount)



Section 9: Estates Services Staff

There were 790 (782 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 43% of total WTE, at 337.

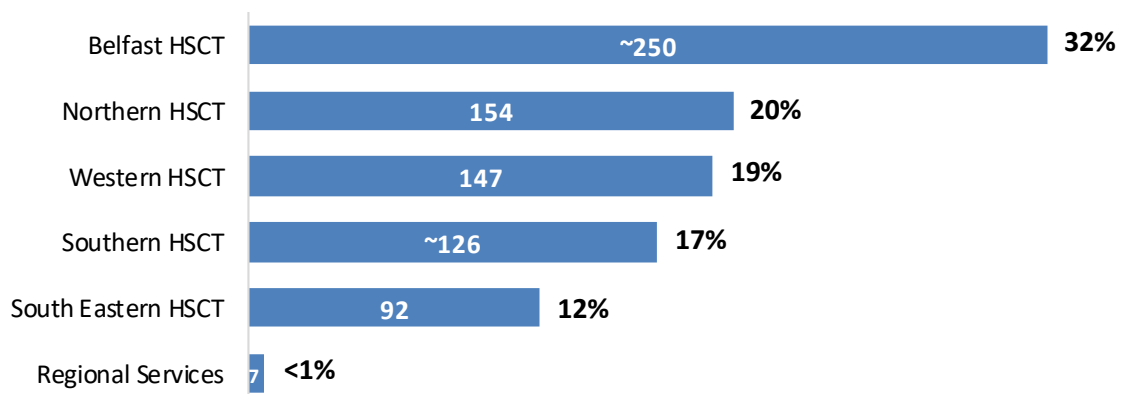
Fig. 9a: Estates Services Staff by Group (%WTE)



Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 32% (~250 WTE) were employed there. The other local Trusts employ between 12% and 20%.

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



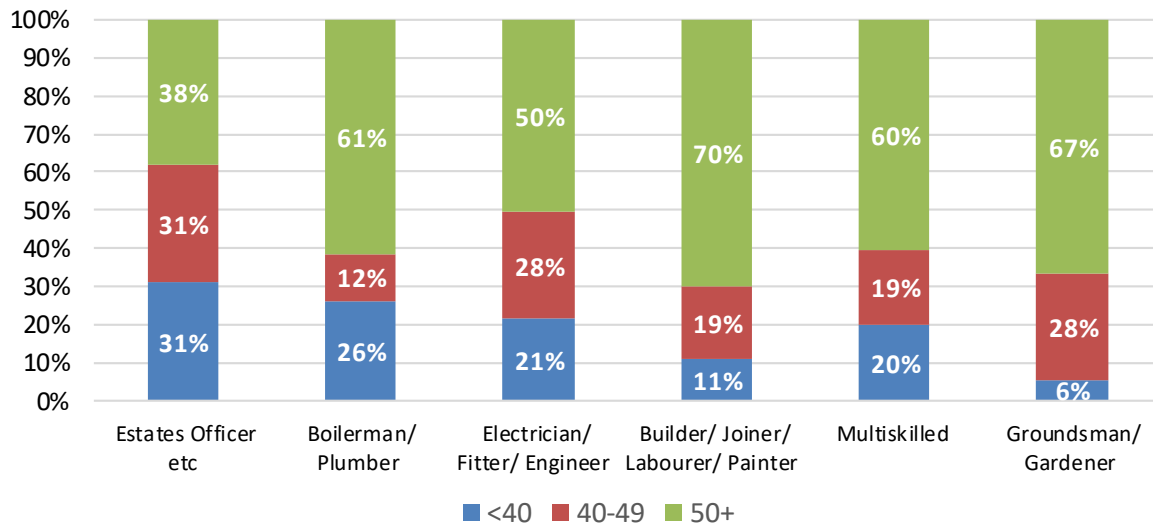
Gender and Working Pattern (Headcount)

The majority (93%, or 738) of Estates Services staff were male, and only 2% (18) of Estates Services staff worked part-time.

Age (Headcount)

The Estates Occupational Family was the only one in which the majority (401, or 51%) were over the age of 50. One quarter (25%) of staff were aged between 40 and 49.

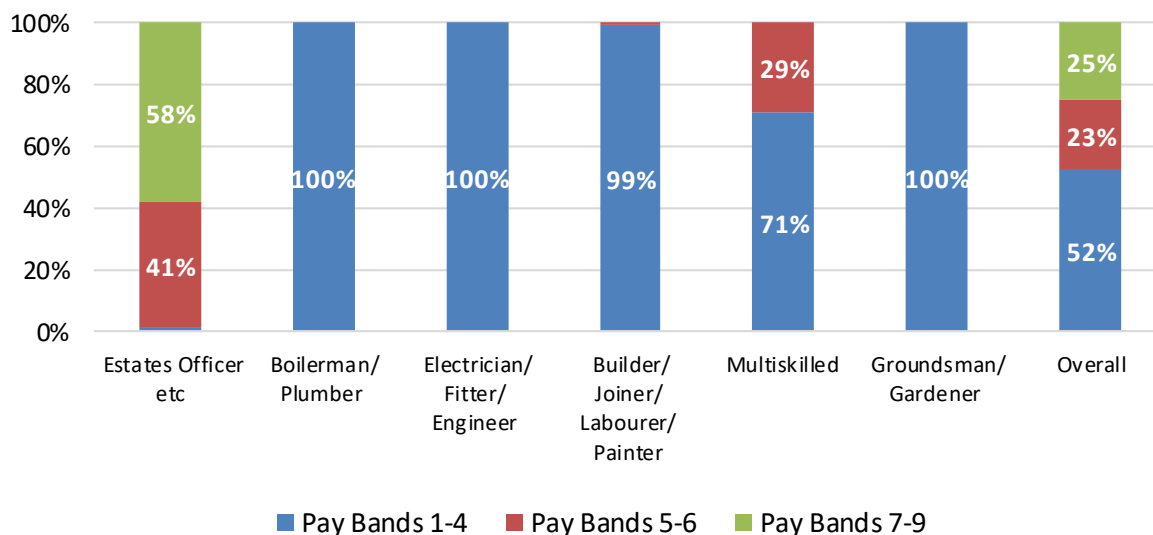
Fig. 9c: Estates Staff by Age Group (%Headcount)



Pay Bands (WTE)

Over half (52%) 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

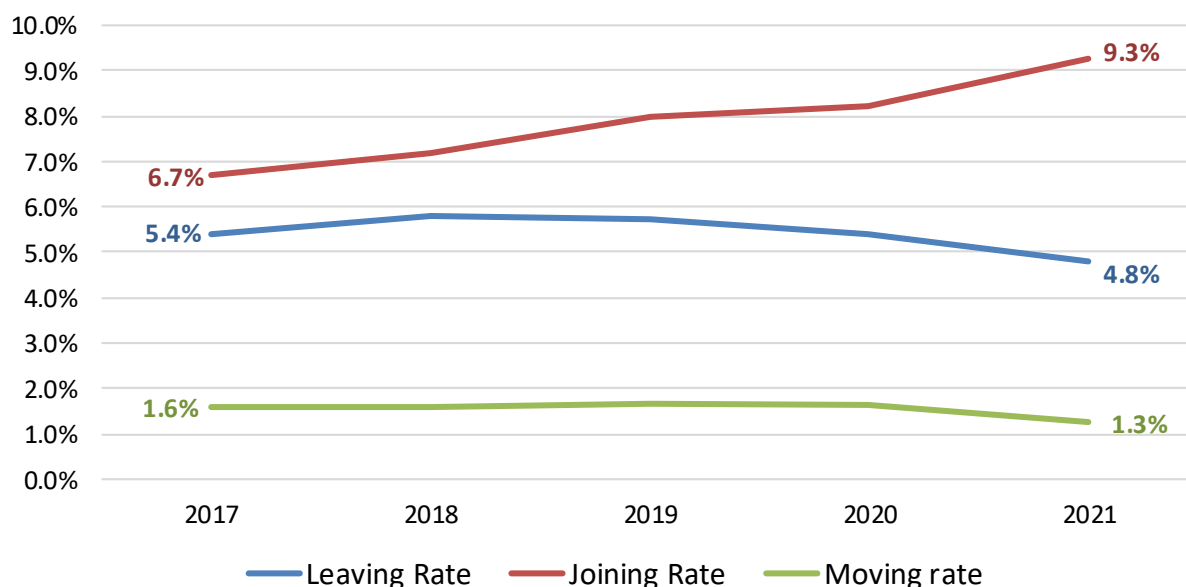
Staff leavers, joiners and movers in the HSC were calculated by comparing the snapshots of staff in post at March 2020 with staff in post at March 2021. Those who appeared on the March 2021 dataset, but not March 2020 were classed as joiners. Those who appeared on the March 2020 dataset but not March 2021 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 2020. Doctors in training were excluded from analysis due to the planned rotation of posts during their training.

Changes in Leaving, Joining and Moving Rates, 2017 to 2021

Between 2017 and 2021, the overall joining rate has increased, while the overall leaving and moving rates have decreased. The leaving rate of staff from HSC decreased from 5.4% in 2017 to 4.8% in 2021. The joining rate of staff into HSC, which continues to exceed the leaving rate, increased steadily from 6.7% in 2017 to 9.3% in 2021. The moving rate of staff within HSC has remained relatively constant in the five year period, decreasing slightly from 1.6% to 1.3%.

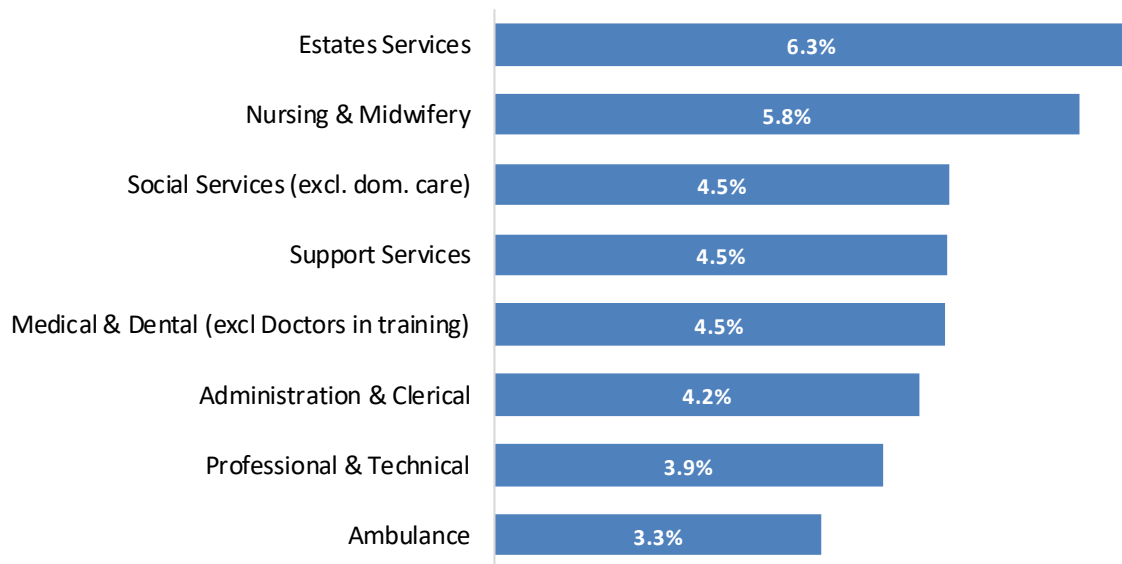
Fig 10a: Leaving, Joining & Moving Rates, 2017 to 2021 (%Headcount)



Leavers

The overall leaving rate was 4.8% (3,273 staff). The Estates Services occupational family had the highest leaving rate with 6.3% (49 staff), while the Nursing & Midwifery occupational family had the highest count of leavers (1,354 staff). Ambulance had the lowest leaving rate (3.3%).

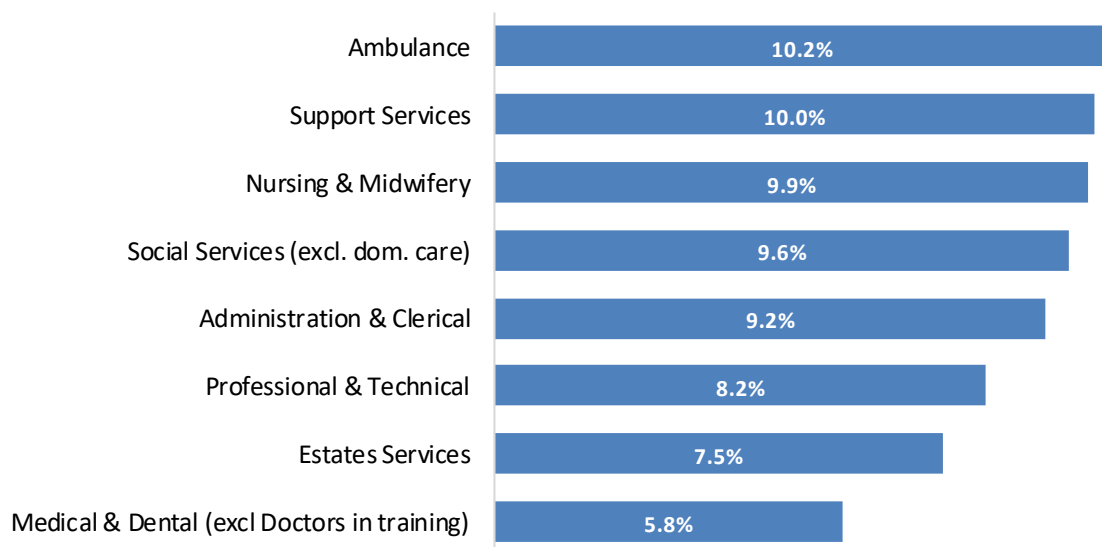
Fig 10b: Leaving Rates by Occupational Family (% Headcount)



Joiners

The overall joining rate was 9.3% (6,319 staff). Ambulance had the highest joining rate with 10.2% (132 staff). The highest count of joiners was in the Nursing & Midwifery Family, with 2,303 staff (9.9%).

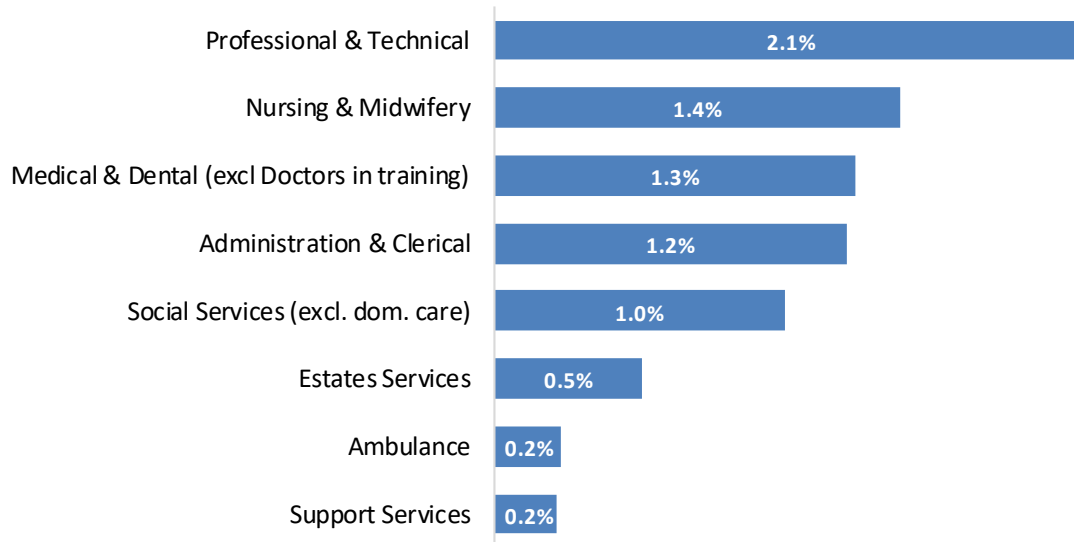
Fig 10c: Joining Rates by Occupational Family (% Headcount)



Movers

The overall moving rate (between HSC organisations) was 1.3% (~856). The Professional and Technical occupational family had the highest moving rate with 2.1% (216 staff). The highest count of movers was in Nursing & Midwifery, with 328 staff (1.4%).

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



Appendix A: Tables

Table A: Health and Social Care Workforce 2012-2021

In order to facilitate comparisons between years, domiciliary care workers, NIMDTA core staff, GP educators and GP trainees 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 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|--|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Generic | 40 | 35 | | | | | | | | |
| Admin & Clerical | 12,411 | 12,700 | 12,650 | 12,694 | 12,696 | 12,635 | 12,674 | 12,909 | 13,292 | 14,039 |
| Estates | 697 | 696 | 697 | 706 | 697 | 689 | 689 | 727 | 774 | 790 |
| Support | 6,459 | 6,513 | 6,532 | 6,226 | 6,113 | 6,105 | 6,288 | 6,549 | 6,641 | 6,955 |
| Registered Nursing & Midwifery | 16,168 | 16,449 | 16,751 | 16,868 | 17,119 | 17,274 | 17,240 | 17,405 | 17,786 | 18,449 |
| Nurse Support | 4,499 | 4,601 | 4,648 | 4,690 | 4,735 | 4,925 | 5,022 | 5,088 | 5,101 | 5,398 |
| Social Services (excluding domiciliary care) | 7,548 | 7,565 | 7,612 | 7,713 | 7,833 | 8,003 | 8,228 | 8,402 | 8,726 | 9,130 |
| Professional & Technical | 7,655 | 7,938 | 8,323 | 8,416 | 8,679 | 9,040 | 9,342 | 9,716 | 10,214 | 10,745 |
| Medical & Dental (excluding NIMDTA) | 3,919 | 4,015 | 4,070 | 4,130 | 4,165 | 4,273 | 4,365 | 4,480 | 4,696 | 4,985 |
| Ambulance | 1,042 | 1,098 | 1,079 | 1,048 | 1,115 | 1,117 | 1,128 | 1,219 | 1,243 | 1,353 |
| Total | 60,438 | 61,610 | 62,362 | 62,491 | 63,152 | 64,061 | 64,976 | 66,495 | 68,473 | 71,844 |

| WTE | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Generic | 35.7 | 31.5 | | | | | | | | |
| Admin & Clerical | 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 | 12,302.1 |
| Estates | 692.9 | 694.9 | 694.9 | 704.0 | 695.1 | 685.8 | 685.9 | 722.3 | 767.5 | 781.6 |
| Support | 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 | 5,239.1 |
| Registered Nursing & Midwifery | 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 | 16,375.5 |
| Nurse Support | 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 | 4,719.0 |
| Social Services (excluding domiciliary care) | 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 | 8,203.6 |
| Professional & Technical | 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 | 9,412.2 |
| Medical & Dental (excluding NIMDTA) | 3,628.7 | 3,718.3 | 3,789.5 | 3,804.6 | 3,866.1 | 3,970.4 | 4,052.1 | 4,152.5 | 4,357.4 | 4,638.1 |
| Ambulance | 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 | 1,327.2 |
| Total | 51,968.1 | 53,066.4 | 53,747.6 | 53,912.6 | 54,739.5 | 55,703.1 | 56,604.6 | 58,036.9 | 59,882.4 | 62,998.3 |

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 | 3,700 | 1,988 | 1,660 | 2,095 | 1,947 | 2,723 | 14,113 |
| Estates Services | 258 | 154 | 92 | 132 | 147 | 7 | 790 |
| Support Services | 2,433 | 1,129 | 1,186 | 876 | 1,208 | 123 | 6,955 |
| Registered Nursing & Midwifery | 5,609 | 3,086 | 3,132 | 3,310 | 3,224 | 88 | 18,449 |
| Nurse Support Staff | 1,842 | 841 | 820 | 927 | 929 | 39 | 5,398 |
| Social Services (excl. dom. care) | 2,256 | 1,904 | 1,666 | 1,706 | 1,542 | 56 | 9,130 |
| Professional & Technical | 3,821 | 1,883 | 1,463 | 1,808 | 1,600 | 170 | 10,745 |
| Medical & Dental | 1,740 | 540 | 639 | 636 | 553 | 1,143 | 5,251 |
| Ambulance | 0 | 0 | 0 | 0 | 0 | 1,353 | 1,353 |
| Total (incl NIMDTA) | 21,659 | 11,525 | 10,658 | 11,490 | 11,150 | 5,702 | 72,184 |

| WTE | Belfast | Northern | South Eastern | Southern | Western | NIAS/ Regional Services | Total |
|-----------------------------------|-----------------|----------------|----------------|----------------|----------------|-------------------------------|-----------------|
| Administration & Clerical | 3,269.1 | 1,657.4 | 1,437.0 | 1,730.9 | 1,727.8 | 2,551.6 | 12,373.8 |
| Estates Services | 252.8 | 153.5 | 92.0 | 129.2 | 147.0 | 7.0 | 781.6 |
| Support Services | 1,836.0 | 794.9 | 895.0 | 673.6 | 920.2 | 119.5 | 5,239.1 |
| Registered Nursing & Midwifery | 5,058.3 | 2,682.8 | 2,795.1 | 2,815.3 | 2,942.2 | 81.7 | 16,375.5 |
| Nurse Support Staff | 1,612.6 | 721.2 | 714.4 | 794.9 | 840.8 | 35.1 | 4,719.0 |
| Social Services (excl. dom. care) | 2,026.1 | 1,704.5 | 1,461.2 | 1,526.9 | 1,431.8 | 53.1 | 8,203.6 |
| Professional & Technical | 3,381.8 | 1,596.6 | 1,292.2 | 1,550.1 | 1,434.0 | 157.4 | 9,412.2 |
| Medical & Dental | 1,626.4 | 491.9 | 573.3 | 573.0 | 524.1 | 1,027.2 | 4,815.9 |
| Ambulance | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 1,327.2 | 1,327.2 |
| Total (incl NIMDTA) | 19,063.1 | 9,802.8 | 9,260.2 | 9,794.0 | 9,967.9 | 5,359.8 | 63,247.8 |

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 | 6,547 | 4,624 | 2,971.3 | 11,171 | 9,518.3 |
| Estates Services | 47 | 5 | 3.5 | 52 | 50.5 |
| Support Services | 561 | 3,302 | 2,064.3 | 3,863 | 2,625.3 |
| Registered Nursing & Midwifery | 10,462 | 6,725 | 4,682.5 | 17,187 | 15,144.5 |
| Nurse Support Staff | 2,399 | 2,261 | 1,607.1 | 4,660 | 4,006.1 |
| Social Services (excluding domiciliary care) | 4,843 | 2,859 | 1,998.0 | 7,702 | 6,841.0 |
| Professional & Technical | 5,300 | 3,413 | 2,204.7 | 8,713 | 7,504.7 |
| Medical & Dental | 1,871 | 817 | 510.7 | 2,688 | 2,381.7 |
| Ambulance | 381 | 59 | 43.1 | 440 | 424.1 |
| Total (incl NIMDTA) | 32,411 | 24,065 | 16,085.2 | 56,476 | 48,496.2 |

| MALE | Full-Time | Part-Time | | Total | |
|--|---------------|--------------|----------------|---------------|-----------------|
| | Headcount | Headcount | WTE | Headcount | WTE |
| Administration & Clerical | 2,701 | 241 | 154.5 | 2,942 | 2,855.5 |
| Estates Services | 725 | 13 | 6.1 | 738 | 731.1 |
| Support Services | 1,741 | 1,351 | 872.8 | 3,092 | 2,613.8 |
| Registered Nursing & Midwifery | 1,156 | 106 | 74.9 | 1,262 | 1,230.9 |
| Nurse Support Staff | 634 | 104 | 78.9 | 738 | 712.9 |
| Social Services (excluding domiciliary care) | 1,203 | 225 | 159.6 | 1,428 | 1,362.6 |
| Professional & Technical | 1,771 | 261 | 136.5 | 2,032 | 1,907.5 |
| Medical & Dental | 2,310 | 253 | 124.2 | 2,563 | 2,434.2 |
| Ambulance | 875 | 38 | 28.1 | 913 | 903.1 |
| Total (incl NIMDTA) | 13,116 | 2,592 | 1,635.6 | 15,708 | 14,751.6 |

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 | 388 | 793 | 1,442 | 1,788 | 1,939 | 2,087 | 2,340 | 1,975 | 1,043 | 318 | 14,113 |
| Estates Services | 21 | 32 | 56 | 79 | 105 | 96 | 113 | 124 | 134 | 30 | 790 |
| Support Services | 699 | 410 | 603 | 679 | 585 | 682 | 971 | 1,112 | 820 | 394 | 6,955 |
| Registered Nursing & Midwifery | 1,003 | 2,423 | 2,770 | 2,426 | 2,254 | 2,309 | 2,472 | 1,900 | 733 | 159 | 18,449 |
| Nurse Support Staff | 296 | 569 | 639 | 595 | 622 | 639 | 823 | 680 | 382 | 153 | 5,398 |
| Social Services (excl. dom. care) | 232 | 800 | 1,097 | 1,219 | 1,238 | 1,197 | 1,311 | 1,245 | 602 | 189 | 9,130 |
| Professional & Technical | 675 | 1,638 | 1,814 | 1,817 | 1,521 | 1,152 | 986 | 735 | 310 | 97 | 10,745 |
| Medical & Dental | 160 | 891 | 1,062 | 795 | 667 | 602 | 460 | 333 | 179 | 102 | 5,251 |
| Ambulance | 36 | 117 | 161 | 159 | 170 | 255 | 220 | 165 | 56 | 14 | 1,353 |
| Total (incl NIMDTA) | 3,510 | 7,673 | 9,644 | 9,557 | 9,101 | 9,019 | 9,696 | 8,269 | 4,259 | 1,456 | 72,184 |

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 | 9,686 | 2,374 | 1,876 | 177 | 14,113 |
| Estates Services | 411 | 179 | 200 | 0 | 790 |
| Support Services | 6,898 | 43 | 14 | 0 | 6,955 |
| Registered Nursing & Midwifery | 0 | 14,998 | 3,440 | 11 | 18,449 |
| Nurse Support Staff | 5,394 | 0 | 0 | 4 | 5,398 |
| Social Services (excluding domiciliary care) | 3,114 | 4,073 | 1,943 | 0 | 9,130 |
| Professional & Technical | 2,260 | 4,531 | 3,954 | | 10,745 |
| Medical & Dental | 87 | 0 | 0 | 5,164 | 5,251 |
| Ambulance | 377 | 923 | 53 | 0 | 1,353 |
| Total (incl NIMDTA) | 28,227 | 27,121 | ~7,526 | ~5,356 | 72,184 |

| WTE | Pay Bands 1-4 | Pay Bands 5-6 | Pay Bands 7-9 | Non-AfC Grades | Total |
|--|----------------------|----------------------|----------------------|-----------------------|-----------------|
| Administration & Clerical | 8,152.2 | 2,219.2 | 1,831.2 | 171.2 | 12,373.8 |
| Estates Services | 407.8 | 176.8 | 196.9 | 0.0 | 781.6 |
| Support Services | 5,182.3 | 42.8 | 14.0 | 0.0 | 5,239.1 |
| Registered Nursing & Midwifery | 0.0 | 13,134.2 | 3,230.7 | 10.6 | 16,375.5 |
| Nurse Support Staff | 4,715.2 | 0.0 | 0.0 | 3.8 | 4,719.0 |
| Social Services (excluding domiciliary care) | 2,595.4 | 3,723.9 | 1,884.3 | 0.0 | 8,203.6 |
| Professional & Technical | 1,960.0 | 4,030.7 | 3,421.6 | | 9,412.2 |
| Medical & Dental | 87.0 | 0.0 | 0.0 | 4,728.9 | 4,815.9 |
| Ambulance | 362.5 | 911.7 | 53.0 | 0.0 | 1,327.2 |
| Total (incl NIMDTA) | 23,462.3 | 24,239.2 | ~7,210.2 | ~4,914.6 | 63,247.8 |

Table 2a: Medical & Dental Staff by Trust

| Headcount | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|---|----------------|-----------------|----------------------|-----------------|----------------|--|--------------|
| Consultant | 863 | 245 | 299 | 283 | 257 | 59 | 2,006 |
| Associate Specialist/Specialty Doctor/Staff Grade | 151 | 116 | 126 | 136 | 90 | 8 | 627 |
| Specialty/Specialist Registrar | 512 | 147 | 168 | 149 | 177 | 462 | 1,615 |
| Foundation Doctor | 17 | | 13 | | 12 | 510 | 552 |
| Hospital Dental Practitioner / Community Dental Officer | 22 | 20 | 24 | 17 | 14 | 12 | 109 |
| Medical Student Technician | 87 | 0 | 0 | 0 | 0 | 0 | 87 |
| Other Medical | 88 | 10 | 13 | 49 | 95 | | 255 |
| Total | 1,740 | ~538 | ~630 | ~634 | ~550 | ~1,051 | 5,251 |

| WTE | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|---|----------------|-----------------|----------------------|-----------------|----------------|--|----------------|
| Consultant | 809.2 | 232.7 | 280.2 | 269.3 | 246.8 | 46.4 | 1,884.6 |
| Associate Specialist/Specialty Doctor/Staff Grade | 129.9 | 97.9 | 103.6 | 121.8 | 80.6 | 7.6 | 541.4 |
| Specialty/Specialist Registrar | 488.7 | 140.5 | 158.6 | 143.5 | 173.7 | 442.5 | 1,547.5 |
| Foundation Doctor | 16.4 | | 11.9 | | 12.0 | 506.7 | 547.0 |
| Hospital Dental Practitioner / Community Dental Officer | 15.7 | 14.5 | 15.7 | 12.3 | 10.4 | 7.6 | 76.2 |
| Medical Student Technician | 87.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 87.0 |
| Other Medical | 79.5 | 4.3 | 7.3 | 24.1 | 17.1 | | 132.3 |
| Total | 1,626.4 | ~489.9 | ~565.4 | ~571.0 | ~523.4 | ~1,010.8 | 4,815.9 |

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

| FEMALE | Full-Time | Part-Time | | Total | |
|---|--------------|------------|--------------|--------------|----------------|
| | Headcount | Headcount | WTE | Headcount | WTE |
| Consultant | 554 | 241 | 177.0 | 795 | 731.0 |
| Associate Specialist/Specialty Doctor/Staff Grade | 197 | 214 | 134.1 | 411 | 331.1 |
| Specialty/Specialist Registrar | 700 | 197 | 135.6 | 897 | 835.6 |
| Foundation Doctor | 301 | 14 | 9.3 | 315 | 310.3 |
| Hospital Dental Practitioner / Community Dental Officer | 23 | 62 | 36.2 | 85 | 59.2 |
| Medical Student Technician | 51 | 0 | 0.0 | 51 | 51.0 |
| Other Medical | 45 | 89 | 18.5 | 134 | 63.5 |
| Total | 1,871 | 817 | 510.7 | 2,688 | 2,381.7 |

| MALE | Full-Time | Part-Time | | Total | |
|---|---------------|-------------|---------------|--------------|----------------|
| | Headcount | Headcount | WTE | Headcount | WTE |
| Consultant | 1,076 | 135 | 77.6 | 1,211 | 1,153.6 |
| Associate Specialist/Specialty Doctor/Staff Grade | 201 | 15 | 9.2 | 216 | 210.2 |
| Specialty/Specialist Registrar | 695 | 23 | 16.9 | 718 | 711.9 |
| Foundation Doctor | 237 | | - | 237 | 236.7 |
| Hospital Dental Practitioner / Community Dental Officer | 13 | 11 | 4.0 | 24 | 17.0 |
| Medical Student Technician | 36 | 0 | 0.0 | 36 | 36.0 |
| Other Medical | 53 | 68 | 15.8 | 121 | 68.8 |
| Total | ~2,074 | ~252 | ~123.5 | 2,563 | 2,434.2 |

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 | 68 | 335 | 426 | 424 | 317 | 246 | 115 | 75 | 2,006 |
| Associate Specialist/ Specialty Doctor/ Staff Grade | 15 | | 95 | 115 | 122 | 109 | 83 | 48 | 31 | 9 | 627 |
| Specialty/Specialist Registrar | 436 | | 797 | 262 | 64 | 22 | 11 | 0 | 14 | 9 | 1,615 |
| Foundation Doctor | 84 | 398 | 44 | 18 | 8 | | 0 | 0 | 0 | 0 | 552 |
| Hospital Dental Practitioner / Community Dental Officer | 0 | 5 | 17 | 10 | 13 | 17 | 22 | 18 | 7 | | 109 |
| Medical Student Technician | 74 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 87 |
| Other Medical | 0 | 26 | 41 | 55 | 37 | 27 | 27 | 21 | 13 | 8 | 255 |
| Total | 160 | 891 | 1,062 | 795 | ~662 | ~599 | 460 | 333 | ~173 | ~101 | 5,251 |

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 | 3,415 | 1,412 | 1,647 | 1,739 | 1,700 | 16 | 9,929 |
| Mental Health Nurses | 409 | 301 | 224 | 351 | 393 | | 1,678 |
| Learning Disability Nurses | 115 | 38 | 28 | 103 | 62 | 0 | 346 |
| Midwives/Student Midwives | 320 | 236 | 243 | 297 | 231 | | 1,327 |
| Health Visitors/Student Health Visitors | 136 | 137 | 119 | 148 | 105 | 0 | 645 |
| District Nursing | 222 | 239 | 261 | 96 | 249 | 0 | 1,067 |
| Paediatric Nurses | 404 | 142 | 109 | 161 | 151 | | 967 |
| School Nurses | 39 | 28 | 24 | 38 | 31 | 0 | 160 |
| Treatment Room/Practice/Family Planning Nurses | 21 | 114 | 24 | 41 | 29 | 0 | 229 |
| Specialist Nursing | 389 | 285 | 217 | 223 | 201 | 22 | 1,337 |
| Nurse Managers/Audit/Ward Sisters | 113 | 133 | 170 | 89 | 49 | 4 | 558 |
| Teacher/Trainer | 15 | 19 | 7 | 18 | 20 | 43 | 122 |
| Other Registered Nurses | 13 | | 59 | 6 | 6 | 0 | 84 |
| Nurse Support Staff | 1,842 | 841 | 820 | 927 | 929 | 39 | 5,398 |
| Total | ~7,440 | ~3,925 | 3,952 | 4,237 | 4,153 | 127 | 23,847 |

| WTE | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|--|-----------------|-----------------|----------------|----------------|----------------|-------------------------------|-----------------|
| Acute/General Nurses | 3,074.3 | 1,246.7 | 1,487.3 | 1,479.6 | 1,563.5 | 13.4 | 8,864.8 |
| Mental Health Nurses | 395.6 | 291.9 | 214.4 | 323.4 | 382.6 | | 1,607.9 |
| Learning Disability Nurses | 107.7 | 33.0 | 26.5 | 92.3 | 59.3 | 0.0 | 318.8 |
| Midwives/Student Midwives | 276.9 | 183.8 | 197.5 | 218.4 | 185.5 | | 1,062.0 |
| Health Visitors/Student Health Visitors | 120.6 | 118.2 | 101.8 | 122.7 | 93.8 | 0.0 | 557.1 |
| District Nursing | 199.6 | 192.6 | 219.1 | 87.4 | 221.3 | 0.0 | 920.0 |
| Paediatric Nurses | 360.3 | 121.9 | 91.8 | 139.5 | 139.5 | | 853.1 |
| School Nurses | 30.4 | 22.1 | 19.1 | 27.9 | 25.5 | 0.0 | 125.0 |
| Treatment Room/Practice/Family Planning Nurses | 15.3 | 73.4 | 16.9 | 25.1 | 22.5 | 0.0 | 153.2 |
| Specialist Nursing | 345.1 | 252.5 | 194.4 | 195.3 | 179.9 | 20.8 | 1,187.9 |
| Nurse Managers/Audit/Ward Sisters | 108.9 | 128.7 | 162.2 | 83.5 | 47.3 | 3.8 | 534.4 |
| Teacher / Trainer | 14.5 | 16.5 | 7.0 | 16.1 | 19.7 | 40.7 | 114.6 |
| Other Registered Nurses | 10.6 | | 57.2 | 4.1 | 4.8 | 0.0 | 76.7 |
| Nurse Support Staff | 1,612.6 | 721.2 | 714.4 | 794.9 | 840.8 | 35.1 | 4,719.0 |
| Total | ~6,661.7 | ~3,402.6 | 3,509.6 | 3,610.2 | 3,783.0 | 116.8 | 21,094.4 |

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 | 5,747 | 3,523 | 2,477.3 | 9,270 | 8,224.3 |
| Mental Health Nurses | 1,124 | 203 | 139.4 | 1,327 | 1,263.4 |
| Learning Disability Nurses | 232 | 80 | 53.6 | 312 | 285.6 |
| Midwives/Student Midwives | 450 | 875 | 610.0 | 1,325 | 1,060.0 |
| Health Visitors/Student Health Visitors | 343 | 300 | 212.1 | 643 | 555.1 |
| District Nursing | 595 | 445 | 298.3 | 1,040 | 893.3 |
| Paediatric Nurses | 525 | 415 | 301.9 | 940 | 826.9 |
| School Nurses | 47 | 113 | 78.0 | 160 | 125.0 |
| Treatment Room/Practice/Family Planning Nurses | 40 | 185 | 109.7 | 225 | 149.7 |
| Specialist Nursing | 804 | 464 | 316.4 | 1,268 | 1,120.4 |
| Nurse Managers/Audit | 423 | 76 | 54.4 | 499 | 477.4 |
| Teacher/Trainer | 82 | 23 | 15.6 | 105 | 97.6 |
| Other Registered Nurses | 50 | 23 | 15.8 | 73 | 65.8 |
| Nurse Support Staff | 2,399 | 2,261 | 1,607.1 | 4,660 | 4,006.1 |
| Total | 12,861 | 8,986 | 6,289.6 | 21,847 | 19,150.6 |

| MALE | Full-Time | Part-Time | | Total | |
|---|--------------|------------|--------------|--------------|----------------|
| | Headcount | Headcount | WTE | Headcount | WTE |
| Acute/General Nurses | 592 | 67 | 48.5 | 659 | 640.5 |
| Mental Health Nurses | 332 | 19 | 12.4 | 351 | 344.4 |
| Learning Disability Nurses | 34 | | - | 34 | 33.2 |
| Midwives/Health Visitors/District Nursing/Paediatric Nurses | 53 | 5 | 4.0 | 58 | 57.0 |
| Specialist Nursing | 64 | 5 | 3.5 | 69 | 67.5 |
| Nurse Managers / Nursing Audit | 55 | 4 | 2.0 | 59 | 57.0 |
| Teacher/Trainer/Treatment Room/Other Registered Nurses | 32 | | - | 32 | 31.4 |
| Nurse Support Staff | 634 | 104 | 78.9 | 738 | 712.9 |
| Total | 1,790 | 210 | 153.8 | 2,000 | 1,943.8 |

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 | 741 | 1,664 | 1,710 | 1,243 | 1,086 | 1,148 | 1,062 | 823 | 364 | 88 | 9,929 |
| Mental Health Nurses | 66 | 201 | 212 | 230 | 217 | 213 | 300 | 162 | 57 | 20 | 1,678 |
| Learning Disability Nurses | 17 | 66 | 54 | 33 | 58 | 37 | 40 | 29 | 12 | | 346 |
| Midwives/Student Midwives | 44 | 131 | 178 | 185 | 168 | 171 | 162 | 174 | 96 | 18 | 1,327 |
| Health Visitors/ Student Health Visitors | 30 | | 87 | 128 | 112 | 90 | 92 | 78 | 28 | | 645 |
| District Nursing | 24 | 100 | 159 | 152 | 145 | 134 | 175 | 119 | 52 | 7 | 1,067 |
| Paediatric Nurses | 106 | 157 | 172 | 140 | 119 | 99 | 85 | 69 | 20 | 0 | 967 |
| School Nurses | 0 | 6 | 20 | 20 | 25 | 33 | 18 | 30 | 8 | | 160 |
| Treatment Room/ Practice/ Family Planning Nurses | 11 | | 10 | 25 | 26 | 39 | 45 | 45 | 24 | 4 | 229 |
| Specialist Nursing | 43 | | 117 | 208 | 192 | 221 | 288 | 211 | 46 | 11 | 1,337 |
| Nurse Managers/Audit | 0 | 6 | 29 | 40 | 84 | 94 | 153 | 120 | 28 | 4 | 558 |
| Teacher/Trainer | 0 | - | 8 | 9 | 16 | 21 | 35 | 27 | - | 0 | 122 |
| Other Registered Nurses | - | 8 | 14 | 13 | 6 | 9 | 17 | 13 | - | - | 84 |
| Nurse Support Staff | 296 | 569 | 639 | 595 | 622 | 639 | 823 | 680 | 382 | 153 | 5,398 |
| Total | 1,299 | 2,992 | 3,409 | 3,021 | 2,876 | 2,948 | 3,295 | 2,580 | 1,115 | 312 | 23,847 |

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

| Headcount | Pay Bands 1-4 | Pay Bands 5-6 | Pay Bands 7-9 | Non-AfC Grades | Total |
|--|---------------|---------------|---------------|----------------|---------------|
| Acute/General Nurses | 0 | 9,014 | 915 | 0 | 9,929 |
| Mental Health Nurses | 0 | 1,282 | 396 | 0 | 1,678 |
| Learning Disability Nurses | 0 | 274 | 72 | 0 | 346 |
| Midwives/Student Midwives | 0 | 1,111 | 216 | 0 | 1,327 |
| Health Visitors/Student Health Visitors | 0 | 566 | 79 | 0 | 645 |
| District Nursing | 0 | 934 | 133 | 0 | 1,067 |
| Paediatric Nurses | 0 | 857 | 110 | 0 | 967 |
| School Nurses | 0 | 150 | 10 | 0 | 160 |
| Treatment Room/ Practice/ Family Planning Nurses | 0 | 218 | 11 | 0 | 229 |
| Specialist Nursing | 0 | 465 | 872 | | 1,337 |
| Nurse Managers/Audit/Ward Sisters | 0 | 46 | 512 | 0 | 558 |
| Teaching/Training | 0 | 16 | 106 | 0 | 122 |
| Other Registered Nurses | 0 | 65 | 9 | 10 | 84 |
| Nursing Support | 5,394 | 0 | 0 | 4 | 5,398 |
| Total | 5,394 | 14,998 | ~2,569 | ~14 | 23,847 |

| WTE | Pay Bands 1-4 | Pay Bands 5-6 | Pay Bands 7-9 | Non-AfC Grades | Total |
|--|----------------|-----------------|-----------------|----------------|-----------------|
| Acute/General Nurses | 0.0 | 8,000.9 | 863.8 | 0.0 | 8,864.8 |
| Mental Health Nurses | 0.0 | 1,220.2 | 387.6 | 0.0 | 1,607.9 |
| Learning Disability Nurses | 0.0 | 251.1 | 67.7 | 0.0 | 318.8 |
| Midwives/Student Midwives | 0.0 | 865.8 | 196.2 | 0.0 | 1,062.0 |
| Health Visitors/Student Health Visitors | 0.0 | 483.6 | 73.5 | 0.0 | 557.1 |
| District Nursing | 0.0 | 792.6 | 127.4 | 0.0 | 920.0 |
| Paediatric Nurses | 0.0 | 751.6 | 101.5 | 0.0 | 853.1 |
| School Nurses | 0.0 | 115.1 | 9.9 | 0.0 | 125.0 |
| Treatment Room/ Practice/ Family Planning Nurses | 0.0 | 144.1 | 9.1 | 0.0 | 153.2 |
| Specialist Nursing | 0.0 | 393.8 | 794.1 | | 1,187.9 |
| Nurse Managers/Audit/Ward Sisters | 0.0 | 42.0 | 492.5 | 0.0 | 534.4 |
| Teaching/Training | 0.0 | 15.0 | 99.6 | 0.0 | 114.6 |
| Other Registered Nurses | 0.0 | 58.3 | 8.8 | 9.6 | 76.7 |
| Nursing Support | 4,715.2 | 0.0 | 0.0 | 3.8 | 4,719.0 |
| Total | 4,715.2 | 13,134.2 | ~2,437.6 | ~13.4 | 21,094.4 |

Table 4a: Professional & Technical Staff by Trust

| Headcount | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|---|--------------|--------------|---------------|--------------|--------------|-------------------------------|---------------|
| Dietitians & Dietetic Support | 134 | 94 | 77 | 78 | 79 | | 462 |
| Occupational Therapists | 334 | 301 | 224 | 300 | 185 | | 1,344 |
| Occupational Therapy Support | 42 | 59 | 44 | 33 | 28 | 0 | 206 |
| Orthoptists & Orthoptic Support | 10 | 14 | 10 | 9 | 12 | 0 | 55 |
| Physiotherapists | 447 | 231 | 242 | 301 | 170 | 0 | 1,391 |
| Physiotherapy Support | 51 | 35 | 40 | 55 | 43 | 0 | 224 |
| Podiatrists & Podiatry Support | 78 | 71 | 52 | 62 | 51 | | 314 |
| Radiographers | 428 | 139 | 115 | 180 | 208 | | 1,070 |
| Radiography Support | 45 | 21 | 7 | 30 | 26 | 0 | 129 |
| Speech & Language Therapists | 171 | 154 | 122 | 127 | 94 | 0 | 668 |
| Speech & Language Therapy Support | 18 | 16 | 31 | 12 | 19 | 0 | 96 |
| Multi-AHP Support | 63 | 20 | 0 | 25 | 0 | 0 | 108 |
| Biomedical Scientists | 289 | 130 | 82 | 90 | 103 | 47 | 741 |
| Biomedical Science - Support | 126 | 44 | 27 | 36 | 62 | 15 | 310 |
| Clinical Scientists | 122 | 0 | 11 | | | | 133 |
| Medical Technical Officers | 548 | 171 | 135 | 147 | 140 | 0 | 1,141 |
| Assistant Technical Officer | 123 | 77 | 27 | 80 | 40 | 0 | 347 |
| Pharmacists | 237 | 137 | 100 | 122 | 111 | 48 | 755 |
| Pharmacy Support | 192 | 8 | 39 | | 106 | 0 | 345 |
| Clinical Psychologists | 96 | 92 | 60 | 46 | 64 | 49 | 407 |
| Assistant Psychologists | 15 | 29 | 8 | 13 | 16 | 0 | 81 |
| Dental/ Dental Support/ Dental Students | 119 | 0 | 10 | 27 | 0 | 0 | 156 |
| Optometrists | 47 | 0 | 0 | 0 | 13 | | 60 |
| Chaplaincy | 26 | 16 | 10 | 16 | 20 | 0 | 88 |
| Others | 60 | 24 | 0 | 18 | 12 | 0 | 114 |
| Total | 3,821 | 1,883 | 1,463 | 1,808 | 1,600 | 170 | 10,745 |

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

| WTE | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|---|----------------|-----------------|----------------------|-----------------|----------------|--|----------------|
| Dietitians & Dietetic Support | 115.8 | 65.9 | 65.6 | 60.4 | 61.9 | | 369.6 |
| Occupational Therapists | 306.0 | 254.5 | 203.1 | 261.3 | 171.7 | | 1,196.7 |
| Occupational Therapy Support | 37.6 | 49.2 | 39.9 | 26.3 | 25.3 | 0.0 | 178.4 |
| Orthoptists & Orthoptic Support | 8.0 | 11.5 | 7.2 | 7.1 | 12.0 | 0.0 | 45.8 |
| Physiotherapists | 371.6 | 190.2 | 207.4 | 256.4 | 154.3 | 0.0 | 1,179.8 |
| Physiotherapy Support | 39.0 | 25.2 | 33.1 | 45.6 | 38.3 | 0.0 | 181.1 |
| Podiatrists & Podiatry Support | 69.9 | 57.7 | 44.0 | 48.4 | 43.0 | | 263.0 |
| Radiographers | 391.4 | 123.1 | 105.8 | 157.5 | 195.5 | | 973.3 |
| Radiography Support | 41.3 | 19.0 | 6.3 | 26.6 | 22.9 | 0.0 | 116.1 |
| Speech & Language Therapists | 143.9 | 127.9 | 106.5 | 104.9 | 83.8 | 0.0 | 567.1 |
| Speech & Language Therapy Support | 15.0 | 12.1 | 27.1 | 9.0 | 16.2 | 0.0 | 79.5 |
| Multi-AHP Support | 52.9 | 13.6 | 0.0 | 24.6 | 0.0 | 0.0 | 91.1 |
| Biomedical Scientists | 280.1 | 121.0 | 80.0 | 86.5 | 97.6 | 44.7 | 709.9 |
| Biomedical Science - Support | 120.7 | 37.4 | 23.3 | 33.7 | 56.3 | 14.1 | 285.5 |
| Clinical Scientists | 115.7 | 0.0 | 9.9 | | | | 125.6 |
| Medical Technical Officers | 492.5 | 153.3 | 120.0 | 130.5 | 125.3 | 0.0 | 1,021.5 |
| Assistant Technical Officer | 111.8 | 69.0 | 25.2 | 69.0 | 36.2 | 0.0 | 311.2 |
| Pharmacists | 216.8 | 122.9 | 92.5 | 107.9 | 100.6 | 40.5 | 681.2 |
| Pharmacy Support | 176.0 | 8.0 | 35.5 | | 95.6 | 0.0 | 315.1 |
| Clinical Psychologists | 85.2 | 80.5 | 50.5 | 40.6 | 58.2 | 49.0 | 363.9 |
| Assistant Psychologists | 15.0 | 28.2 | 7.5 | 12.0 | 14.6 | 0.0 | 77.3 |
| Dental/ Dental Support/ Dental Students | 91.3 | 0.0 | 7.7 | 20.4 | 0.0 | 0.0 | 119.4 |
| Optometrists | 24.7 | 0.0 | 0.0 | 0.0 | 10.2 | | 35.0 |
| Chaplaincy | 11.4 | 3.7 | 3.5 | 2.7 | 3.9 | 0.0 | 25.0 |
| Others | 48.0 | 22.8 | 0.0 | 18.0 | 11.2 | 0.0 | 100.1 |
| Total | 3,381.8 | 1,596.6 | 1,292.2 | 1,550.1 | 1,434.0 | 157.4 | 9,412.2 |

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 | 209 | 240 | 148.0 | 449 | 357.0 |
| Occupational Therapists | 875 | 426 | 279.9 | 1,301 | 1,154.9 |
| Occupational Therapy Support | 103 | 72 | 46.0 | 175 | 149.0 |
| Orthoptists & Orthoptic Support | 26 | 24 | 14.8 | 50 | 40.8 |
| Physiotherapists | 587 | 517 | 317.5 | 1,104 | 904.5 |
| Physiotherapy Support | 87 | 105 | 66.3 | 192 | 153.3 |
| Podiatrists & Podiatry Support | 123 | 130 | 83.5 | 253 | 206.5 |
| Radiographers | 637 | 292 | 199.3 | 929 | 836.3 |
| Radiography Support | 50 | 41 | 29.2 | 91 | 79.2 |
| Speech & Language Therapists | 357 | 303 | 202.1 | 660 | 559.1 |
| Speech & Language Therapy Support | 43 | 53 | 36.5 | 96 | 79.5 |
| Multi-AHP Support | 33 | 66 | 49.7 | 99 | 82.7 |
| Biomedical Scientists | 414 | 97 | 68.8 | 511 | 482.8 |
| Biomedical Science - Support | 132 | 57 | 36.4 | 189 | 168.4 |
| Clinical Scientists | 47 | 22 | 17.2 | 69 | 64.2 |
| Medical Technical Officers | 513 | 291 | 188.6 | 804 | 701.6 |
| Assistant Technical Officer | 98 | 100 | 66.6 | 198 | 164.6 |
| Pharmacists | 415 | 196 | 124.5 | 611 | 539.5 |
| Pharmacy Support | 173 | 70 | 42.1 | 243 | 215.1 |
| Clinical Psychologists | 197 | 122 | 83.9 | 319 | 280.9 |
| Assistant Psychologists | 57 | 10 | 6.5 | 67 | 63.5 |
| Dental/ Dental Support/ Dental Students | 66 | 89 | 52.4 | 155 | 118.4 |
| Optometrists | 5 | 35 | 18.4 | 40 | 23.4 |
| Chaplaincy/Others | 53 | 55 | 26.5 | 108 | 79.5 |
| Total | 5,300 | 3,413 | 2,204.7 | 8,713 | 7,504.7 |

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 | 26 | | - | 26 | 25.6 |
| Occupational Therapists | 39 | 4 | 2.8 | 43 | 41.8 |
| Occupational Therapy Support | 26 | 5 | 3.4 | 31 | 29.4 |
| Physiotherapists | 255 | 32 | 20.4 | 287 | 275.4 |
| Physiotherapy Support | 22 | 10 | 5.8 | 32 | 27.8 |
| Podiatrists & Podiatry Support | 47 | 14 | 9.4 | 61 | 56.4 |
| Radiographers | 130 | 11 | 7.0 | 141 | 137.0 |
| Radiography Support | 34 | 4 | 2.9 | 38 | 36.9 |
| Biomedical Scientists | 221 | 9 | 6.0 | 230 | 227.0 |
| Biomedical Science - Support | 110 | 11 | 7.2 | 121 | 117.2 |
| Clinical Scientists | 59 | 5 | 2.4 | 64 | 61.4 |
| Medical Technical Officers | 302 | 35 | 17.9 | 337 | 319.9 |
| Assistant Technical Officer | 139 | 10 | 7.5 | 149 | 146.5 |
| Pharmacists | 137 | 7 | 4.7 | 144 | 141.7 |
| Pharmacy Support | 97 | 5 | 3.0 | 102 | 100.0 |
| Clinical Psychologists/Assistants | 84 | 18 | 12.9 | 102 | 96.9 |
| Chaplaincy/Dental/Optomety/Others | 44 | 80 | 22.6 | 124 | 66.6 |
| Total | ~1,746 | ~260 | ~135.9 | 2,032 | 1,907.5 |

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 | 37 | 82 | 95 | 80 | 79 | 36 | 31 | 16 | 6 | 0 | 462 |
| Occupational Therapists | 111 | 234 | 264 | 235 | 169 | 136 | 107 | 65 | 23 | | 1,344 |
| Occupational Therapy Support | 9 | 18 | 18 | 27 | 24 | 35 | 30 | 25 | 16 | 4 | 206 |
| Orthoptists & Orthoptic Support | 13 | | 10 | 5 | 8 | 7 | 6 | 6 | 0 | 0 | 55 |
| Physiotherapists | 121 | 198 | 222 | 279 | 219 | 141 | 123 | 69 | 19 | 0 | 1,391 |
| Physiotherapy Support | 10 | 24 | 33 | 25 | 31 | 31 | 35 | 18 | 17 | | 224 |
| Podiatrists & Podiatry Support | 14 | 42 | 37 | 40 | 46 | 53 | 38 | 33 | 11 | | 314 |
| Radiographers | 104 | 220 | 191 | 193 | 139 | 77 | 66 | 55 | 19 | 6 | 1,070 |
| Radiography Support | 8 | | 18 | 25 | 18 | 14 | 17 | 18 | 11 | | 129 |
| Speech & Language Therapists | 39 | 109 | 128 | 128 | 94 | 59 | 63 | 39 | 9 | 0 | 668 |
| Speech & Language Therapy Support | 5 | 7 | 16 | 18 | 9 | 14 | 14 | 13 | | 0 | 96 |
| Multi-AHP Support | 5 | 18 | 20 | 13 | 10 | 17 | 13 | 6 | 6 | 0 | 108 |
| Biomedical Scientists | 26 | 120 | 136 | 116 | 112 | 81 | 58 | 63 | 29 | | 741 |
| Biomedical Science - Support | 23 | 63 | 59 | 54 | 35 | 25 | 21 | 13 | 13 | 4 | 310 |
| Clinical Scientists | 8 | | 20 | 17 | 32 | 16 | 15 | 17 | 4 | 4 | 133 |
| Medical Technical Officers | 81 | 130 | 175 | 195 | 166 | 127 | 113 | 102 | 41 | 11 | 1,141 |
| Assistant Technical Officer | 15 | 27 | 50 | 37 | 36 | 39 | 55 | 47 | 32 | 9 | 347 |
| Pharmacists | 20 | 171 | 136 | 133 | 104 | 90 | 55 | 33 | 13 | | 755 |
| Pharmacy Support | 36 | 44 | 61 | 58 | 41 | 39 | 22 | 31 | 9 | 4 | 345 |
| Clinical Psychologists | 0 | 39 | 59 | 80 | 74 | 70 | 45 | 21 | 15 | 4 | 407 |
| Assistant Psychologists | 8 | 32 | 21 | 8 | 7 | 5 | | 0 | 0 | 0 | 81 |
| Dental/ Dental Support/ Dental Students | 12 | | 22 | 27 | 28 | 18 | 17 | 16 | 8 | 8 | 156 |
| Optometrists | 0 | 4 | 8 | 14 | 17 | 6 | | 11 | | 0 | 60 |
| Chaplaincy/ Others | 26 | | 15 | 10 | 23 | 18 | 32 | 30 | 16 | 32 | 202 |
| Total | 675 | 1,638 | 1,814 | 1,817 | 1,521 | ~1,149 | 986 | 735 | 310 | ~86 | 10,745 |

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 | 55 | 235 | 172 | 0 | 462 |
| Occupational Therapy | 204 | 774 | 572 | 0 | 1,550 |
| Orthoptics | 5 | 24 | 26 | 0 | 55 |
| Physiotherapy | 224 | 719 | 672 | 0 | 1,615 |
| Podiatry | 29 | 172 | 113 | 0 | 314 |
| Radiography | 129 | 706 | 364 | 0 | 1,199 |
| Speech & Language Therapy | 96 | 321 | 347 | 0 | 764 |
| Multi-AHP Support | 108 | 0 | 0 | 0 | 108 |
| Biomedical Science | 312 | 451 | 288 | 0 | 1,051 |
| Clinical Scientists | 0 | 19 | 114 | 0 | 133 |
| Medical Technical Officers | 366 | 546 | 229 | 0 | 1,141 |
| Assistant Technical Officer | 347 | 0 | 0 | 0 | 347 |
| Pharmacists | 0 | 139 | 616 | 0 | 755 |
| Pharmacy Support | 226 | | 119 | | 345 |
| Clinical Psychologists | 0 | 62 | 345 | 0 | 407 |
| Assistant Psychologists | 26 | 55 | 0 | 0 | 81 |
| Dental / Dental Support / Dental Students | 122 | | 34 | | 156 |
| Optometrists | 0 | 22 | 38 | 0 | 60 |
| Chaplaincy/Others | 11 | 136 | 55 | 0 | 202 |
| Total | 2,260 | 4,531 | ~3,951 | ~0 | 10,745 |

| WTE | Pay Bands 1-4 | Pay Bands 5-6 | Pay Bands 7-9 | Non-AfC Grades | Total |
|---|----------------------|----------------------|----------------------|-----------------------|----------------|
| Dietetics | 41.4 | 192.6 | 135.7 | 0.0 | 369.6 |
| Occupational Therapy | 176.8 | 704.3 | 494.0 | 0.0 | 1,375.1 |
| Orthoptics | 4.6 | 19.4 | 21.8 | 0.0 | 45.8 |
| Physiotherapy | 181.1 | 643.3 | 536.5 | 0.0 | 1,360.9 |
| Podiatry | 24.3 | 142.1 | 96.6 | 0.0 | 263.0 |
| Radiography | 116.1 | 646.6 | 326.7 | 0.0 | 1,089.4 |
| Speech & Language Therapy | 79.5 | 277.5 | 289.6 | 0.0 | 646.6 |
| Multi-AHP Support | 91.1 | 0.0 | 0.0 | 0.0 | 91.1 |
| Biomedical Science | 286.5 | 433.0 | 275.8 | 0.0 | 995.4 |
| Clinical Scientists | 0.0 | 19.0 | 106.7 | 0.0 | 125.6 |
| Medical Technical Officers | 313.3 | 496.0 | 212.2 | 0.0 | 1,021.5 |
| Assistant Technical Officer | 311.2 | 0.0 | 0.0 | 0.0 | 311.2 |
| Pharmacists | 0.0 | 135.1 | 546.2 | 0.0 | 681.2 |
| Pharmacy Support | 209.2 | | 105.9 | | 315.1 |
| Clinical Psychologists | 0.0 | 61.4 | 302.5 | 0.0 | 363.9 |
| Assistant Psychologists | 25.6 | 51.7 | 0.0 | 0.0 | 77.3 |
| Dental / Dental Support / Dental Students | 91.6 | | 27.8 | | 119.4 |
| Optometrists | 0.0 | 11.8 | 23.2 | 0.0 | 35.0 |
| Chaplaincy/Others | 7.9 | 65.7 | 51.6 | 0.0 | 125.1 |
| Total | 1,960.0 | 4,030.7 | ~3,419.0 | ~0.0 | 9,412.2 |

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 | 72 | 43 | 52 | 38 | 14 | 0 | 219 |
| Elderly Social Workers | 138 | 88 | 44 | 90 | 136 | | 496 |
| Physical Disability / Sensory Impairment Social Workers | 43 | 29 | 21 | 44 | 37 | 0 | 174 |
| Child / Family Care Social Workers | 444 | 426 | 400 | 351 | 472 | 45 | 2,138 |
| Learning Disability Social Workers | 91 | 40 | 44 | 56 | 82 | 0 | 313 |
| Mental Health Social Workers | 144 | 128 | 57 | 96 | 61 | 0 | 486 |
| Training & Education Social Workers | 17 | 22 | 18 | 12 | 10 | | 79 |
| Community Development Social Workers | 21 | 34 | 14 | 18 | 5 | 0 | 92 |
| Managers/ Multiservices Managers/ Social Work Audit Social Workers | 38 | 154 | 88 | 78 | 40 | 7 | 405 |
| Other Social Workers | | 43 | | 0 | 25 | 0 | 68 |
| Social Care Staff | 1,196 | 939 | 888 | 923 | 664 | 0 | 4,610 |
| Other Social Services Staff | 50 | 0 | 0 | 0 | 0 | 0 | 50 |
| Total | ~2,254 | ~1,903 | ~1,626 | 1,706 | 1,542 | 56 | 9,130 |

| WTE | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|--|-----------------|-----------------|-----------------|----------------|----------------|-------------------------------|----------------|
| Hospital Social Workers | 64.7 | 38.1 | 48.0 | 32.0 | 13.3 | 0.0 | 196.2 |
| Elderly Social Workers | 135.2 | 75.5 | 41.7 | 77.1 | 130.9 | | 460.4 |
| Physical Disability / Sensory Impairment Social Workers | 40.0 | 26.5 | 18.4 | 38.7 | 35.8 | 0.0 | 159.3 |
| Child / Family Care Social Workers | 419.4 | 399.8 | 372.0 | 329.9 | 458.9 | 42.3 | 2,022.2 |
| Learning Disability Social Workers | 85.5 | 37.4 | 40.1 | 51.3 | 80.9 | 0.0 | 295.3 |
| Mental Health Social Workers | 139.6 | 121.1 | 54.5 | 91.7 | 58.2 | 0.0 | 465.0 |
| Training & Education Social Workers | 16.3 | 20.9 | 16.9 | 11.8 | 10.0 | | 76.0 |
| Community Development Social Workers | 19.5 | 32.1 | 12.6 | 15.4 | 5.0 | 0.0 | 84.6 |
| Managers/ Multiservices Managers/ Social Work Audit Social Workers | 36.9 | 150.5 | 84.4 | 74.7 | 39.8 | 6.8 | 393.0 |
| Other Social Workers | | 42.5 | | 0.0 | 25.0 | 0.0 | 67.5 |
| Social Care Staff | 1,025.6 | 801.7 | 733.1 | 804.1 | 578.1 | 0.0 | 3,942.6 |
| Other Social Services Staff | 41.5 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 41.5 |
| Total | ~2,024.1 | ~1,703.5 | ~1,421.7 | 1,526.9 | 1,431.8 | 53.1 | 8,203.6 |

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 | 132 | 61 | 40.5 | 193 | 172.5 |
| Elderly Social Workers | 331 | 103 | 68.2 | 434 | 399.2 |
| Physical Disability / Sensory Impairment Social Workers | 96 | 52 | 37.3 | 148 | 133.3 |
| Child / Family Care Social Workers | 1,488 | 335 | 225.3 | 1,823 | 1,713.3 |
| Learning Disability Social Workers | 217 | 58 | 40.5 | 275 | 257.5 |
| Mental Health Social Workers | 328 | 66 | 47.4 | 394 | 375.4 |
| Training & Education Social Workers | 54 | 10 | 7.0 | 64 | 61.0 |
| Community Development Social Workers | 60 | 20 | 13.2 | 80 | 73.2 |
| Managers/ Multiservices Managers/ Social Work Audit Social Workers | 294 | 32 | 20.5 | 326 | 314.5 |
| Other Social Workers | 53 | | - | 53 | 52.5 |
| Social Care Staff | 1,765 | 2,106 | 1,489.1 | 3,871 | 3,254.1 |
| Other Social Services Staff | 26 | 15 | 8.5 | 41 | 34.5 |
| Total | ~4,791 | ~2,858 | ~1,997.6 | 7,702 | 6,841.0 |

| MALE | Full-Time | Part-Time | | Total | |
|---|--------------|------------|--------------|--------------|----------------|
| | Headcount | Headcount | WTE | Headcount | WTE |
| Hospital/Elderly Social Workers | 81 | 7 | 3.9 | 88 | 84.9 |
| Physical Disability/ Sensory Impairment/ Learning Disability Social Workers | 64 | | - | 64 | 63.7 |
| Child/Family Care/Mental Health Social Workers | 384 | 23 | 14.6 | 407 | 398.6 |
| Managers/ Multiservices Managers/ Social Work Audit Social Workers | 79 | | - | 79 | 78.5 |
| Training & Education/Community Development Social Workers | 27 | | - | 27 | 26.4 |
| Other Social Workers | 15 | 0 | 0.0 | 15 | 15.0 |
| Social Care Staff | 552 | 187 | 136.4 | 739 | 688.4 |
| Other Social Services Staff | 5 | 4 | 2.0 | 9 | 7.0 |
| Total | 1,203 | 225 | 159.6 | 1,428 | 1,362.6 |

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 | 32 | | 27 | 24 | 35 | 29 | 27 | 32 | 9 | 4 | 219 |
| Elderly Social Workers | 5 | 49 | 81 | 72 | 75 | 57 | 65 | 65 | 23 | 4 | 496 |
| Physical Disability / Sensory Impairment Social Workers | 0 | 8 | 21 | 14 | 27 | 20 | 36 | 31 | 11 | 6 | 174 |
| Child / Family Care Social Workers | 55 | 243 | 296 | 361 | 319 | 260 | 267 | 222 | 99 | 16 | 2,138 |
| Learning Disability Social Workers | 6 | 29 | 54 | 42 | 41 | 39 | 42 | 45 | 15 | | 313 |
| Mental Health Social Workers | 48 | | 77 | 68 | 83 | 71 | 67 | 51 | 16 | 5 | 486 |
| Training & Education/ Community Dev. Social Workers | 6 | | 22 | 22 | 15 | 34 | 28 | 34 | 10 | | 171 |
| Managers/ Multiservices Managers/ Social Work Audit | 0 | 7 | 25 | 40 | 72 | 62 | 89 | 70 | 33 | 7 | 405 |
| Other Social Workers | 10 | 20 | 19 | 5 | 5 | 9 | | | | 0 | 68 |
| Social Care Staff | 137 | 352 | 462 | 569 | 561 | 621 | 684 | 693 | 389 | 142 | 4,610 |
| Other Social Services Staff | 11 | 14 | 13 | 7 | | 5 | | | | | 50 |
| Total | 232 | 800 | 1,097 | ~1,217 | ~1,233 | 1,197 | 1,311 | 1,245 | 602 | 189 | 9,130 |

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 | 164 | 55 | 0 | 219 |
| Elderly Social Workers | 0 | 332 | 164 | 0 | 496 |
| Physical Disability / Sensory Impairment Social Workers | 0 | 131 | 43 | 0 | 174 |
| Child / Family Care Social Workers | 0 | 1,341 | 797 | 0 | 2,138 |
| Learning Disability Social Workers | 0 | 199 | 114 | 0 | 313 |
| Mental Health Social Workers | 0 | 243 | 243 | 0 | 486 |
| Training & Education Social Workers | 0 | 9 | 70 | 0 | 79 |
| Community Development Social Workers | 0 | 51 | 41 | 0 | 92 |
| Managers/ Multiservices Managers/ Social Work Audit Social Workers | 0 | 61 | 344 | 0 | 405 |
| Other Social Workers | 0 | 68 | 0 | 0 | 68 |
| Social Care Staff | 3,098 | 1,441 | 71 | 0 | 4,610 |
| Other Social Services Staff | 16 | 34 | | 0 | 50 |
| Total | 3,114 | ~4,040 | ~1,942 | 0 | 9,130 |

| WTE | Pay Bands 1-4 | Pay Bands 5-6 | Pay Bands 7-9 | Non-AfC Grades | Total |
|--|----------------|-----------------|-----------------|----------------|----------------|
| Hospital Social Workers | 0.0 | 146.6 | 49.6 | 0.0 | 196.2 |
| Elderly Social Workers | 0.0 | 299.8 | 160.6 | 0.0 | 460.4 |
| Physical Disability / Sensory Impairment Social Workers | 0.0 | 117.1 | 42.2 | 0.0 | 159.3 |
| Child / Family Care Social Workers | 0.0 | 1,249.8 | 772.5 | 0.0 | 2,022.2 |
| Learning Disability Social Workers | 0.0 | 184.7 | 110.6 | 0.0 | 295.3 |
| Mental Health Social Workers | 0.0 | 228.6 | 236.4 | 0.0 | 465.0 |
| Training & Education Social Workers | 0.0 | 9.0 | 67.0 | 0.0 | 76.0 |
| Community Development Social Workers | 0.0 | 45.9 | 38.7 | 0.0 | 84.6 |
| Managers/ Multiservices Managers/ Social Work Audit Social Workers | 0.0 | 56.1 | 336.9 | 0.0 | 393.0 |
| Other Social Workers | 0.0 | 67.5 | 0.0 | 0.0 | 67.5 |
| Social Care Staff | 2,585.4 | 1,288.1 | 69.0 | 0.0 | 3,942.6 |
| Other Social Services Staff | 10.0 | 31.5 | | 0.0 | 41.5 |
| Total | 2,595.4 | ~3,693.2 | ~1,883.5 | 0.0 | 8,203.6 |

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 | 2,211 | 1,099 | 1,022 | 1,453 | 1,125 | 982 | 7,892 |
| Medical Secretaries | 449 | 194 | 102 | 60 | 149 | | 954 |
| Personal Secretaries and Typists | 109 | 258 | 143 | 160 | 213 | 22 | 905 |
| Administrative & Clerical Bands/ Grades 5 to 6 | 525 | 259 | 216 | 268 | 278 | 828 | 2,374 |
| Administrative & Clerical Band/Grade 7 | 163 | 73 | 74 | 71 | 81 | 368 | 830 |
| Administrative & Clerical Band 8A to 9 | 206 | 97 | 90 | 72 | 88 | 422 | 975 |
| Chief Executives/ Directors/ Non-AfC Senior Manager Grades | 11 | 6 | 9 | 9 | 11 | 30 | 76 |
| Solicitors (Apprentice/ Bands 6-8C) | 0 | 0 | 0 | 0 | 0 | 45 | 45 |
| Other | 26 | | 11 | | | 25 | 62 |
| Total | 3,700 | ~1,986 | ~1,656 | ~2,093 | 1,947 | ~2,722 | 14,113 |

| WTE | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|--|----------------|-----------------|-----------------|-----------------|----------------|-------------------------------|-----------------|
| Administrative & Clerical Bands/ Grades 1 to 4 | 1,893.4 | 884.3 | 854.3 | 1,161.5 | 967.3 | 907.5 | 6,668.4 |
| Medical Secretaries | 383.7 | 152.4 | 85.5 | 48.5 | 131.9 | | 801.9 |
| Personal Secretaries and Typists | 89.5 | 204.2 | 122.0 | 123.7 | 183.9 | 20.2 | 743.5 |
| Administrative & Clerical Bands/ Grades 5 to 6 | 503.9 | 243.1 | 204.9 | 249.7 | 264.9 | 751.2 | 2,217.8 |
| Administrative & Clerical Band/Grade 7 | 157.9 | 70.6 | 69.9 | 66.9 | 80.7 | 359.4 | 805.4 |
| Administrative & Clerical Band 8A to 9 | 203.6 | 94.8 | 87.3 | 69.7 | 86.1 | 415.3 | 956.8 |
| Chief Executives/ Directors/ Non-AfC Senior Manager Grades | 11.0 | 6.0 | 9.0 | 8.9 | 11.0 | 29.8 | 75.7 |
| Solicitors (Apprentice/ Bands 6-8C) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 42.7 | 42.7 |
| Other | 26.0 | | 11.0 | | | 24.6 | 61.6 |
| Total | 3,269.1 | ~1,655.4 | ~1,433.0 | ~1,728.9 | 1,727.8 | ~2,550.6 | 12,373.8 |

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 | 3,295 | 3,124 | 1,960.4 | 6,419 | 5,255.4 |
| Medical Secretaries Bands 3-4 | 454 | 485 | 333.6 | 939 | 787.6 |
| Personal Secretaries and Typists Bands 3-4 | 444 | 437 | 276.8 | 881 | 720.8 |
| Administrative & Clerical Bands/ Grades 5 to 6 | 1,195 | 427 | 289.2 | 1,622 | 1,484.2 |
| Administrative & Clerical Band/ Grade 7 | 459 | 91 | 68.1 | 550 | 527.1 |
| Administrative & Clerical Band 8A to 9 | 589 | 47 | 32.8 | 636 | 621.8 |
| Chief Executives/ Directors/ Non-AfC Senior Manager Grades | 49 | | - | 49 | 49.0 |
| Solicitors (Apprentice/ Bands 6-8C) | 25 | 9 | 6.7 | 34 | 31.7 |
| Others | 41 | | - | 41 | 40.6 |
| Total | 6,547 | 4,624 | 2,971.3 | 11,171 | 9,518.3 |

| MALE | Full-Time | Part-Time | | Total | |
|--|--------------|------------|--------------|--------------|----------------|
| | Headcount | Headcount | WTE | Headcount | WTE |
| Administrative & Clerical Bands/ Grades 1 to 4 | 1,302 | 171 | 111.0 | 1,473 | 1,413.0 |
| Medical Secretaries | 15 | | - | 15 | 14.3 |
| Personal Secretaries and Typists | 24 | | - | 24 | 22.7 |
| Administrative and Clerical Bands/ Grades 5 to 6 | 703 | 49 | 30.7 | 752 | 733.7 |
| Administrative and Clerical Band/ Grade 7 | 280 | | - | 280 | 278.2 |
| Administrative and Clerical Band 8A to 8D | 328 | 11 | 6.9 | 339 | 334.9 |
| Chief Executives/ Directors/ Non-AfC Senior Manager Grades | 27 | | - | 27 | 26.7 |
| Solicitors | 11 | 0 | 0.0 | 11 | 11.0 |
| Other | 21 | 0 | 0.0 | 21 | 21.0 |
| Total | 2,701 | 241 | 154.5 | 2,942 | 2,855.5 |

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 | 291 | 562 | 953 | 1,076 | 968 | 1,009 | 1,133 | 1,024 | 646 | 230 | 7,892 |
| Medical Secretaries Band 3-4 | 7 | 17 | 63 | 102 | 152 | 181 | 197 | 150 | 65 | 20 | 954 |
| Personal Secretaries and Typists | 17 | 36 | 59 | 106 | 117 | 149 | 167 | 148 | 76 | 30 | 905 |
| Administrative & Clerical Bands/ Grades 5 to 6 | 28 | 144 | 261 | 326 | 382 | 390 | 364 | 315 | 139 | 25 | 2,374 |
| Administrative & Clerical Band/ Grade 7 | 0 | 19 | 60 | 109 | 155 | 155 | 175 | 113 | 44 | | 830 |
| Administrative & Clerical Band 8A to 9 | 0 | 43 | | 63 | 147 | 188 | 267 | 198 | 61 | 8 | 975 |
| Chief Executives/ Directors/ Non-AfC Senior Manager Grades | 0 | 0 | 0 | 0 | 4 | 9 | 25 | 23 | 15 | | 76 |
| Solicitors (Apprentice/ Bands 6-8C) | | 7 | | 5 | 12 | 6 | 11 | 4 | | 0 | 45 |
| Others | 44 | | 13 | | | | 5 | | | | 62 |
| Total | ~387 | 793 | 1,442 | ~1,787 | ~1,937 | 2,087 | ~2,339 | 1,975 | 1,043 | 318 | 14,113 |

Table 7a: Support Services Staff by Trust

| Headcount | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|-------------------------------------|--------------|--------------|---------------|-------------|--------------|-------------------------------|--------------|
| Catering Services | 483 | 269 | 136 | 137 | 281 | 0 | 1,306 |
| Domestic Services | 1,354 | 593 | 322 | 429 | 659 | 4 | 3,361 |
| Laundry Services/ Sewing Room | 22 | 27 | 38 | 42 | 30 | 0 | 159 |
| Facilities/ Sterile Services | - | - | 502 | - | - | 0 | 509 |
| Support Services Manager/Supervisor | - | 22 | - | 21 | 26 | 0 | 73 |
| Driver | 165 | 68 | 88 | 97 | 73 | | 491 |
| Porter/ Orderly | 238 | 104 | 59 | 78 | 116 | | 595 |
| Security/ Caretaker/ Warden | 130 | 10 | 35 | 11 | 5 | 0 | 191 |
| Telephonist | 9 | 26 | 5 | 57 | 19 | 0 | 116 |
| Warehouse Operative | | 10 | | | 0 | 117 | 127 |
| Shop Assistant/ Hairdresser | 27 | 0 | 0 | 0 | 0 | 0 | 27 |
| Total | 2,433 | 1,129 | ~1,185 | ~872 | 1,208 | 123 | 6,955 |

| WTE | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|--------------------------------------|----------------|--------------|---------------|---------------|--------------|-------------------------------|----------------|
| Catering Services | 377.3 | 182.6 | 102.1 | 111.0 | 211.0 | 0.0 | 984.1 |
| Domestic Services | 903.4 | 381.0 | 208.5 | 306.0 | 450.9 | 3.1 | 2,252.9 |
| Laundry Services/ Sewing Room | 15.1 | 21.4 | 36.7 | 38.3 | 28.1 | 0.0 | 139.5 |
| Facilities/ Sterile Services | - | - | 379.3 | - | - | 0.0 | 385.8 |
| Support Services Manager/ Supervisor | - | 18.5 | - | 20.7 | 25.3 | 0.0 | 67.9 |
| Driver | 155.6 | 66.7 | 75.9 | 85.2 | 71.5 | | 455.0 |
| Porter/ Orderly | 217.9 | 90.1 | 53.4 | 72.2 | 113.6 | | 547.3 |
| Security/ Caretaker/ Warden | 128.5 | 7.4 | 33.9 | 10.5 | 3.8 | 0.0 | 184.0 |
| Telephonist | 8.3 | 17.2 | 4.2 | 26.7 | 16.6 | 0.0 | 73.1 |
| Warehouse Operative | | 9.1 | | | 0.0 | 114.7 | 123.9 |
| Shop Assistant/ Hairdresser | 25.7 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 25.7 |
| Total | 1,836.0 | 794.9 | ~894.0 | ~670.6 | 920.2 | 119.5 | 5,239.1 |

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

| FEMALE | Full-Time | Part-Time | | Total | |
|--------------------------------------|------------|--------------|----------------|---------------|-----------------|
| | Headcount | Headcount | WTE | Headcount | WTE |
| Catering Services | 141 | 702 | 467.5 | 843 | 608.5 |
| Domestic Services | 221 | 2,201 | 1,362.7 | 2,422 | 1,583.7 |
| Laundry Services/ Sewing Room | 34 | 48 | 31.2 | 82 | 65.2 |
| Facilities/ Sterile Services | 54 | 223 | 129.6 | 277 | 183.6 |
| Support Services Manager/ Supervisor | 33 | 14 | 10.8 | 47 | 43.8 |
| Driver | 23 | | - | 23 | 21.8 |
| Porter/ Orderly | 23 | 17 | 12.1 | 40 | 35.1 |
| Security/ Caretaker/ Warden | 7 | 6 | 4.5 | 13 | 11.5 |
| Telephonist | 21 | 86 | 43.4 | 107 | 64.4 |
| Warehouse Operative | 6 | 0 | 0.0 | 6 | 6.0 |
| Shop Assistant/ Hairdresser | - | - | - | - | - |
| Total | 561 | 3,302 | 2,064.3 | ~3,860 | ~2,623.6 |

| MALE | Full-Time | Part-Time | | Total | |
|--------------------------------------|---------------|---------------|---------------|--------------|----------------|
| | Headcount | Headcount | WTE | Headcount | WTE |
| Catering Services | 188 | 275 | 187.6 | 463 | 375.6 |
| Domestic Services | 192 | 747 | 477.2 | 939 | 669.2 |
| Laundry Services/ Sewing Room | 68 | 9 | 6.4 | 77 | 74.4 |
| Facilities/ Sterile Services | 139 | 93 | 63.2 | 232 | 202.2 |
| Support Services Manager/ Supervisor | 20 | 6 | 4.1 | 26 | 24.1 |
| Driver | 402 | 66 | 31.2 | 468 | 433.2 |
| Porter/ Orderly | 431 | 124 | 81.2 | 555 | 512.2 |
| Security/ Caretaker/ Warden | 154 | 24 | 18.4 | 178 | 172.4 |
| Telephonist | 9 | | - | 9 | 8.7 |
| Warehouse Operative | 115 | 6 | 2.9 | 121 | 117.9 |
| Shop Assistant/ Hairdresser | 24 | 0 | 0.0 | 24 | 24.0 |
| Total | ~1,733 | ~1,350 | ~872.1 | 3,092 | 2,613.8 |

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 | 131 | 61 | 121 | 142 | 133 | 140 | 189 | 192 | 145 | 52 | 1,306 |
| Domestic Services | 479 | 229 | 303 | 327 | 251 | 302 | 415 | 488 | 373 | 194 | 3,361 |
| Laundry Services/ Sewing Room | 10 | | 11 | 14 | 9 | 16 | 29 | 31 | 29 | 10 | 159 |
| Facilities/ Sterile Services | 34 | 46 | 59 | 51 | 50 | 41 | 67 | 81 | 51 | 29 | 509 |
| Support Services Manager/ Supervisor | 6 | | 5 | 6 | 14 | 6 | 14 | 13 | 9 | | 73 |
| Driver | 0 | 4 | 14 | 14 | 31 | 56 | 111 | 116 | 90 | 55 | 491 |
| Porter/ Orderly | 37 | 37 | 46 | 73 | 46 | 51 | 84 | 113 | 77 | 31 | 595 |
| Security/ Caretaker/ Warden | 5 | 10 | 20 | 19 | 18 | 29 | 26 | 36 | 21 | 7 | 191 |
| Telephonist | 7 | | | 12 | 12 | 16 | 18 | 24 | 17 | 10 | 116 |
| Warehouse Operative | 0 | 8 | 15 | 17 | 17 | 23 | 18 | 17 | 12 | | 127 |
| Shop Assistant/ Hairdresser | 7 | 7 | | 4 | 4 | | | 5 | | | 27 |
| Total | 699 | 410 | 603 | 679 | 585 | ~680 | 971 | ~1,111 | 820 | 394 | 6,955 |

Table 7d: Support Services Staff by Pay Band

| Headcount | Pay Bands 1-2 | Pay Bands 3-4 | Pay Bands 5-9 | Total |
|--------------------------------------|----------------------|----------------------|----------------------|--------------|
| Catering Services | 1,135 | 171 | | 1,306 |
| Domestic Services | 3,205 | 156 | | 3,361 |
| Laundry Services/ Sewing Room | 143 | 16 | 0 | 159 |
| Facilities/ Sterile Services | 477 | 32 | | 509 |
| Support Services Manager/ Supervisor | 0 | 32 | 41 | 73 |
| Driver | 218 | 273 | 0 | 491 |
| Porter/ Orderly | 566 | 29 | 0 | 595 |
| Security/ Caretaker/ Warden | 151 | 40 | 0 | 191 |
| Telephonist | 86 | 30 | | 116 |
| Warehouse Operative | 77 | 40 | 10 | 127 |
| Shop Assistant/Hairdresser | 27 | | 0 | 27 |
| Total | ~6,058 | ~814 | 57 | 6,955 |

| WTE | Pay Bands 1-2 | Pay Bands 3-4 | Pay Bands 5-9 | Total |
|-------------------------------------|----------------------|----------------------|----------------------|----------------|
| Catering Services | 835.9 | 148.2 | | 984.1 |
| Domestic Services | 2,111.8 | 141.1 | | 2,252.9 |
| Laundry Services/Sewing Room | 123.5 | 16.0 | 0.0 | 139.5 |
| Facilities/Sterile Services | 355.2 | 30.5 | | 385.8 |
| Support Services Manager/Supervisor | 0.0 | 27.0 | 40.8 | 67.9 |
| Driver | 184.9 | 270.1 | 0.0 | 455.0 |
| Porter/Orderly | 518.7 | 28.6 | 0.0 | 547.3 |
| Security/Caretaker/Warden | 144.4 | 39.6 | 0.0 | 184.0 |
| Telephonist | 52.1 | 21.0 | | 73.1 |
| Warehouse Operative | 74.7 | 39.1 | 10.0 | 123.9 |
| Shop Assistant/Hairdresser | 25.7 | | 0.0 | 25.7 |
| Total | ~4,401.3 | ~755.8 | 56.8 | 5,239.1 |

Table 8a: Ambulance Staff by Trust

| | Headcount | WTE |
|--|--------------|----------------|
| Emergency Medical Technician | 315 | 309.9 |
| Patient Care Services | 290 | 281.6 |
| Paramedic | 404 | 399.4 |
| Rapid Response Vehicle Paramedic | 46 | 44.8 |
| Ambulance Officer | 131 | 130.8 |
| Control Assistant | 156 | 149.8 |
| Helicopter Emergency Medical Service Paramedic | 6 | 6.0 |
| Community Resuscitation Development Officer | 5 | 4.8 |
| Total | 1,353 | 1,327.2 |

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

| FEMALE | Full-Time | | Part-Time | | Total | |
|--|-------------|-------------|-----------|-----------|-------------|---------------|
| | Headcount | WTE | Headcount | WTE | Headcount | WTE |
| Emergency Medical Technician | 97 | 9.1 | 12 | 12 | 109 | 106.1 |
| Patient Care Services | 78 | 7.5 | 12 | 12 | 90 | 85.5 |
| Paramedic | 94 | 14.4 | 17 | 17 | 111 | 108.4 |
| Rapid Response Vehicle Paramedic | 7 | - | - | - | 7 | 6.8 |
| Ambulance Officer | 35 | - | - | - | 35 | 34.8 |
| Control Assistant | 68 | 9.6 | 15 | 15 | 83 | 77.6 |
| Helicopter Emergency Medical Service Paramedic | - | 0.0 | 0 | 0 | - | - |
| Community Resuscitation Development Officer | 4 | - | - | - | 4 | 3.8 |
| Total | ~380 | 43.1 | 59 | 59 | ~439 | ~423.1 |

| MALE | Full-Time | | Part-Time | | Total | |
|--|-------------|-------------|-----------|-----------|-------------|---------------|
| | Headcount | WTE | Headcount | WTE | Headcount | WTE |
| Emergency Medical Technician | 195 | 8.8 | 11 | 11 | 206 | 203.8 |
| Patient Care Services | 190 | 6.1 | 10 | 10 | 200 | 196.1 |
| Paramedic | 280 | 11.1 | 13 | 13 | 293 | 291.1 |
| Rapid Response Vehicle Paramedic | 39 | - | - | - | 39 | 38.0 |
| Ambulance Officer | 96 | 0.0 | 0 | 0 | 96 | 96.0 |
| Control Assistant | 73 | - | - | - | 73 | 72.2 |
| Helicopter Emergency Medical Service Paramedic | 5 | 0.0 | 0 | 0 | 5 | 5.0 |
| Community Resuscitation Development Officer | - | 0.0 | 0 | 0 | - | - |
| Total | ~874 | 28.1 | 38 | 38 | ~912 | ~902.1 |

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 | 9 | 37 | 44 | 35 | 38 | 51 | 54 | 33 | 14 | | 315 |
| Patient Care Services | 8 | 19 | 34 | 33 | 25 | 55 | 49 | 41 | 20 | 6 | 290 |
| Paramedic | 7 | 42 | 53 | 57 | 58 | 71 | 61 | 43 | 12 | | 404 |
| Rapid Response Vehicle Paramedic | 0 | 0 | 0 | 5 | | 12 | 9 | 16 | 4 | | 46 |
| Ambulance Officer | | 4 | | 12 | 20 | 44 | 21 | 21 | 9 | | 131 |
| Control Assistant | 11 | 18 | 26 | 20 | 24 | 16 | 25 | 11 | 5 | | 156 |
| Helicopter Emergency Medical Service Paramedic | 0 | 0 | 0 | 6 | | | 0 | 0 | 0 | 0 | 6 |
| Community Resuscitation Development Officer | 0 | 0 | - | 0 | 0 | - | - | 0 | 0 | 0 | 5 |
| Total | ~35 | ~116 | 161 | 159 | 170 | 255 | ~219 | 165 | 56 | 14 | 1,353 |

Table 8d: Ambulance Staff by Pay Band

| Headcount | Pay Bands 2-4 | Pay Band 5-6 | Pay Band 7-8B | Total | |
|--|---------------|--------------|---------------|--------------|-----|
| Emergency Medical Technician | | 0 | 315 | 0 | 315 |
| Patient Care Services | | 290 | | 0 | 290 |
| Paramedic | | 0 | 404 | 0 | 404 |
| Rapid Response Vehicle Paramedic | | 0 | 46 | 0 | 46 |
| Ambulance Officer | | 0 | 88 | 43 | 131 |
| Control Assistant | | 88 | 58 | 10 | 156 |
| Helicopter Emergency Medical Service Paramedic | | 0 | 6 | 0 | 6 |
| Community Resuscitation Development Officer | | 0 | 5 | 0 | 5 |
| Total | ~88 | ~922 | 53 | 1,353 | |

| WTE | Pay Bands 2-4 | Pay Band 5-6 | Pay Band 7-8B | Total |
|--|---------------|---------------|---------------|----------------|
| Emergency Medical Technician | 0.0 | 309.9 | 0.0 | 309.9 |
| Patient Care Services | | 281.6 | 0.0 | 281.6 |
| Paramedic | 0.0 | 399.4 | 0.0 | 399.4 |
| Rapid Response Vehicle Paramedic | 0.0 | 44.8 | 0.0 | 44.8 |
| Ambulance Officer | 0.0 | 87.8 | 43.0 | 130.8 |
| Control Assistant | 81.8 | 58.0 | 10.0 | 149.8 |
| Helicopter Emergency Medical Service Paramedic | 0.0 | 6.0 | 0.0 | 6.0 |
| Community Resuscitation Development Officer | 0.0 | 4.8 | 0.0 | 4.8 |
| Total | ~81.8 | ~910.7 | 53.0 | 1,327.2 |

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 | 102 | 78 | 36 | 74 | 48 | 5 | 343 |
| Boilerman / Plumber | 19 | 11 | | 7 | 20 | 0 | 57 |
| Electrician / Fitter / Engineer | 30 | 33 | 16 | 17 | 25 | | 121 |
| Builder / Joiner / Labourer / Painter | 31 | 31 | 14 | 20 | 21 | 0 | 117 |
| Multiskilled | 73 | 7 | 17 | 11 | 26 | | 134 |
| Groundsman / Gardener | 5 | | 4 | | 9 | 0 | 18 |
| Total | ~255 | 154 | 92 | ~129 | 147 | 7 | 790 |

| WTE | Belfast | Northern | South Eastern | Southern | Western | HSC Board & Regional Services | Total |
|---|---------------|--------------|---------------|---------------|--------------|-------------------------------|--------------|
| Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager | 98.5 | 77.5 | 36.0 | 72.4 | 48.0 | 5.0 | 337.5 |
| Boilerman / Plumber | 18.4 | 11.0 | | 7.0 | 20.0 | 0.0 | 56.4 |
| Electrician / Fitter / Engineer | 28.9 | 33.0 | 16.0 | 16.4 | 25.0 | | 119.3 |
| Builder / Joiner / Labourer / Painter | 31.0 | 31.0 | 14.0 | 19.4 | 21.0 | 0.0 | 116.4 |
| Multiskilled | 73.0 | 7.0 | 17.0 | 11.0 | 26.0 | | 134.0 |
| Groundsman / Gardener | 5.0 | | 4.0 | | 9.0 | 0.0 | 18.0 |
| Total | ~249.8 | 153.5 | 92.0 | ~126.2 | 147.0 | 7.0 | 781.6 |

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 | 5 | 20 | 37 | 44 | 62 | 45 | 41 | 43 | 38 | 8 | 343 |
| Boilerman/Plumber | 4 | | - | 8 | 4 | - | 10 | 9 | 12 | 4 | 57 |
| Electrician/Fitter/Engineer | 4 | 4 | 6 | 12 | 15 | 19 | 20 | 14 | 21 | 6 | 121 |
| Builder/Joiner/Labourer/ Painter | | 8 | | 5 | 12 | 10 | 17 | 30 | 35 | | 117 |
| Multiskilled | 10 | 7 | | 10 | 12 | 14 | 22 | 23 | 27 | 9 | 134 |
| Groundsman/Gardener | 0 | 0 | - | 0 | 0 | 5 | - | 5 | 4 | | 18 |
| Total | 21 | 32 | 56 | 79 | 105 | ~93 | ~110 | 124 | 134 | 30 | 790 |

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 | 4 | 139 | 200 | 343 |
| Boilerman / Plumber | 57 | 0 | 0 | 57 |
| Electrician / Fitter / Engineer | 121 | 0 | 0 | 121 |
| Builder / Joiner / Labourer / Painter | 117 | | 0 | 117 |
| Multiskilled | 95 | 39 | 0 | 134 |
| Groundsman / Gardener | 18 | 0 | 0 | 18 |
| Total | ~295 | ~178 | 200 | 790 |

| 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 | 3.7 | 136.8 | 196.9 | 337.5 |
| Boilerman / Plumber | 56.4 | 0.0 | 0.0 | 56.4 |
| Electrician / Fitter / Engineer | 119.3 | 0.0 | 0.0 | 119.3 |
| Builder / Joiner / Labourer / Painter | 116.4 | | 0.0 | 116.4 |
| Multiskilled | 95.0 | 39.0 | 0.0 | 134.0 |
| Groundsman / Gardener | 18.0 | 0.0 | 0.0 | 18.0 |
| Total | ~292.4 | ~175.8 | 196.9 | 781.6 |

Table 10a: Leavers, 1 April 2020 - 31 March 2021 (Headcount)

| Headcount | Belfast | Northern | South Eastern | Southern | Western | NIAS/ Regional Services | Total |
|--|------------|------------|---------------|------------|-------------|----------------------------|--------------|
| Administration & Clerical | 136 | 86 | 77 | 80 | 56 | 140 | 575 |
| Estates Services | 18 | 8 | 11 | 8 | 4 | | 49 |
| Support Services | 98 | 59 | 46 | 38 | 62 | 8 | 311 |
| Nursing & Midwifery | 408 | 238 | 184 | 266 | 245 | 13 | 1,354 |
| Social Services (excl. dom. care) | 102 | 84 | 72 | 87 | 56 | 4 | 405 |
| Professional & Technical | 128 | 86 | 64 | 58 | 63 | 6 | 405 |
| Medical & Dental (excluding Doctors in Training) | 37 | 23 | 15 | 20 | 26 | 11 | 132 |
| Ambulance | 0 | 0 | 0 | 0 | 0 | 42 | 42 |
| Total | 927 | 584 | 469 | 557 | -508 | -224 | 3,273 |

Table 10b: Joiners, 1 April 2020 - 31 March 2021 (Headcount)

| Headcount | Belfast | Northern | South Eastern | Southern | Western | NIAS/ Regional Services | Total |
|--|--------------|------------|---------------|--------------|--------------|----------------------------|--------------|
| Administration & Clerical | 231 | 101 | 117 | 244 | 201 | 355 | 1,249 |
| Estates Services | 20 | 12 | 6 | 15 | 5 | | 58 |
| Support Services | 264 | 67 | 110 | 114 | 125 | 9 | 689 |
| Nursing & Midwifery | 714 | 270 | 445 | 461 | 407 | 6 | 2,303 |
| Social Services (excl. dom. care) | 208 | 129 | 208 | 157 | 155 | | 857 |
| Professional & Technical | 312 | 151 | 111 | 142 | 132 | 12 | 860 |
| Medical & Dental (excluding Doctors in Training) | 85 | 13 | 9 | 26 | 22 | 16 | 171 |
| Ambulance | 0 | 0 | 0 | 0 | 0 | 132 | 132 |
| Total | 1,834 | 743 | 1,006 | 1,159 | 1,043 | 534 | 6,319 |

Table 10c: Movers, 1 April 2020 - 31 March 2021 (Headcount)

| Headcount | Belfast | Northern | South Eastern | Southern | Western | NIAS/ Regional Services | Total |
|--|-------------|------------|---------------|------------|-----------|----------------------------|-------------|
| Administration & Clerical | 41 | 19 | 22 | 8 | 11 | 65 | 166 |
| Estates Services | | | 4 | | | 0 | 4 |
| Support Services | 5 | 5 | | | 5 | | 15 |
| Nursing & Midwifery | 142 | 37 | 65 | 47 | 28 | 9 | 328 |
| Social Services (excl. dom. care) | 24 | 24 | 19 | 18 | 5 | 0 | 90 |
| Professional & Technical | 72 | 44 | 40 | 25 | 24 | 11 | 216 |
| Medical & Dental (excluding Doctors in Training) | 17 | 7 | | 13 | | | 37 |
| Ambulance | 0 | 0 | 0 | 0 | 0 | - | - |
| Total | -301 | 132 | 154 | 109 | 70 | 91 | -856 |

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) core staff, GP educators and GP trainees 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 core staff, GP educators and GP trainees.