



# Northern Ireland Health and Social Care Active Recruitment Statistics - Vacancies at 30 September 2024

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## Contents

	Page
Introduction and Background	2
Key Points	2
Overall Vacancies	3
by Staff Group	4
by Regional HSC Trust	8
by Other HSC Organisations	9
By Pay Band	10
Key Data Tables	11
Notes and Definitions	14
Quality Assessment	15

## Introduction and Background

This bulletin presents statistics on vacancies actively being recruited in Health and Social Care (HSC) in Northern Ireland as at 30 September 2024. Statistics by staff group and HSC organisation are presented throughout.

All data used in this bulletin have been gathered from Recruitment Shared Services in the Business Services Organisation (BSO), HSC Trusts and regional 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.

The data presented in this bulletin is a measure of active recruitment to both permanent and temporary positions. Users should note that the figures do not indicate a measure of posts that are unfilled by permanent or fixed-term staff. Due to fluctuations in the data, caution should be taken when considering point-in-time comparisons.

The data accompanying this bulletin are available of the [Department of Health](#) website.

## Key Points

- At 30 September 2024, there were 5,381 vacancies actively being recruited across Health and Social Care (HSC) in Northern Ireland, equating to a vacancy rate of 6.4%.
- The highest number of vacancies actively being recruited across HSC was in the Social Services staff group, with 1,321. This staff group made up 24.5% of all HSC vacancies in recruitment.
- The Nursing & Midwifery Support staff group had the highest vacancy rate, at 10.1% (553 vacancies).
- Of the five regional HSC Trusts, the Belfast HSC Trust had the highest number of vacancies actively being recruited (1,397 vacancies).
- The annual percentage change in vacancies was greatest in the Western HSC Trust with a decrease of 38.3%, followed by Southern (26.7%), Belfast (21.6%), South Eastern (18.0%), and Northern (16.3%) HSC Trusts.

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**Active Recruitment Vacancy definition:** A vacancy is any position that is currently with the recruitment team and being actively recruited to. This will include those going through pre-employment checks, up to the point of a start date being agreed. Once a start date has been agreed with both parties (i.e. manager and applicant) this will no longer be classed as a vacancy. Vacancies that are on hold by managers are not included.

$$\text{Active Recruitment Vacancy Rate} = \frac{\text{Vacancies actively being recruited}}{\text{Active staff in posts}^* + \text{vacancies actively being recruited}}$$

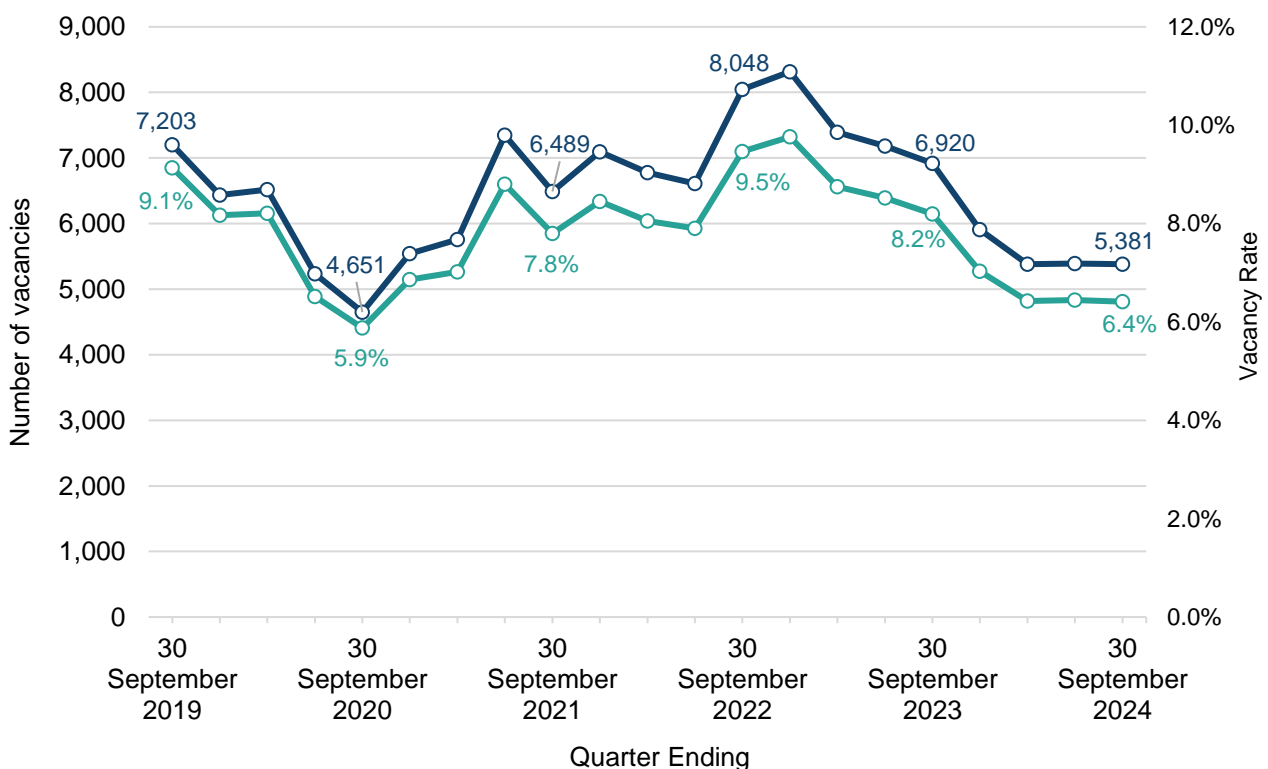
\* Includes HSC domiciliary care active staff in posts. This will not match with active staff in post figures published in the HSC Quarterly Workforce Statistics bulletin which excludes domiciliary care active staff in posts.

## Overall Vacancies

At 30 September 2024, there were 5,381 vacancies actively being recruited across Health and Social Care (HSC) in Northern Ireland. This equated to a vacancy rate of 6.4%.

The total number of vacancies under active recruitment at 30 September 2024 is 22.2% lower than at 30 September 2023 (6,920) and 25.3% lower than at 30 September 2019 (7,203).

**Figure 1: HSCNI Vacancies Actively Being Recruited, 30 September 2019 – 30 September 2024**



## Staff Group

### Latest Position (30 September 2024)

Figure 2 below shows the proportion of vacancies actively being recruited at 30 September 2024 for each staff group. Of the 5,381 vacancies actively being recruited at 30 September 2024, the Social Services staff group made up the highest proportion, at 24.5% (1,321 vacancies). The second highest proportion of vacancies was in the Registered Nursing & Midwifery staff group, at 21.2% (1,143 vacancies), and a further 10.3% (553 vacancies) were in the Nursing & Midwifery Support staff group.

The Medical & Dental staff group made up 5.4% (290 vacancies) of all HSC vacancies actively being recruited at 30 September 2024. Over half (54.1%) of these vacancies were at consultant grade (157 vacancies).

**Figure 2: HSCNI Vacancies Actively Being Recruited, by Staff Group at 30 September 2024**

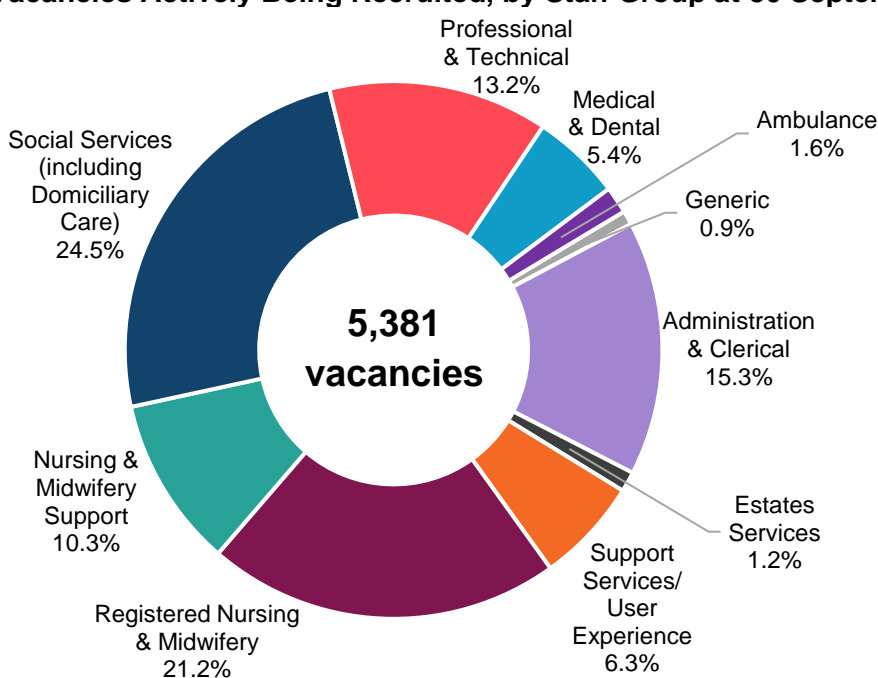


Table 1 below presents the number and proportion of vacancies actively being recruited in some sub staff groups and professions at 30 September 2024.

**Table 1: HSCNI Vacancies Actively Being Recruited by Sub Staff Group / Profession, 30 September 2024**

Sub Staff Group / Profession	Number of vacancies	Percentage of all HSC vacancies
Allied Health Professionals *	286	5.3%
Social Workers	171	3.2%
Social Care staff (including domiciliary care)	1,150	21.4%
Registered Nurses	1,081	20.1%
Registered Midwives	62	1.2%

\* Includes physiotherapists, occupational therapists, speech & language therapists, podiatrists, dietitians, orthoptists, radiographers (who are all part of the Professional & Technical staff group in Figure 2), and paramedics (who are part of the Ambulance group in Figure 2).

Of the sub staff groups and professions listed above in Table 1, Social Care vacancies comprised the largest proportion of all HSCNI vacancies actively being recruited at 30 September 2024, at over one fifth (21.4%, 1,150 vacancies), followed by Registered Nurses (20.1%, 1,081 vacancies). One in nineteen vacancies in active recruitment (5.3%) were in the Allied Health Professional sub staff group (286 vacancies).

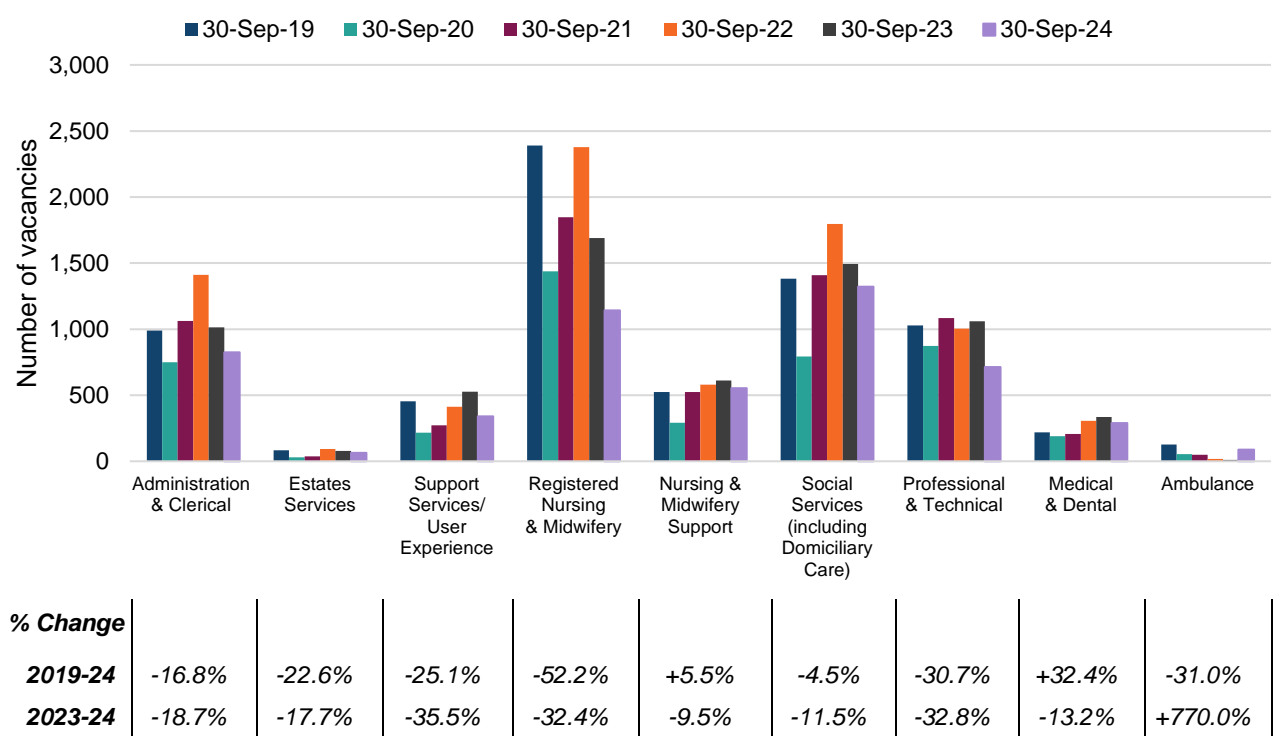
### Comparison Over Time

Figure 3 below shows the number of vacancies actively being recruited at 30 September over the last five years, in each staff group.

All staff groups, with the exception of Ambulance, reported a decrease in vacancies actively being recruited since 30 September 2023. The largest change in the number of vacancies since 30 September 2023 was in the Registered Nursing and Midwifery staff group, which reported a decrease of 547 vacancies (32.4%). The Professional & Technical staff group also reported a large decrease in vacancies since 30 September 2023, 348 vacancies (32.8%). The Ambulance staff group has however reported an increase in vacancies since 30 September 2023 (77 vacancies, 770.0%).

In the last five years, the largest decrease in the number and percentage of vacancies actively being recruited was in the Registered Nursing & Midwifery staff group (1,248 vacancies, 52.2%). The Medical & Dental staff group has however reported the largest percentage increase since 30 September 2019 (71 vacancies, 32.4 %).

**Figure 3: HSCNI Vacancies Actively Being Recruited, by Staff Group<sup># Ω</sup>, 30 September 2019 – 30 September 2024**



<sup>#</sup> Excludes vacancies coded as generic roles.

<sup>Ω</sup> Increase in vacancies for Ambulance staff group may relate to paramedics and new posts created for the first graduates from the BSc Paramedic programme.

Table 2 below presents the change in vacancies actively being recruited in some sub staff groups and professions in the last year and the last five years.

**Table 2: HSCNI Vacancies Actively Being Recruited by Sub Staff Group / Profession, 30 September 2019 – 30 September 2024**

Sub Staff Group / Profession	% Change 2019-24		% Change 2023-24	
	Number	Percentage	Number	Percentage
Allied Health Professionals *	-319	-52.7%	-236	-45.2%
Social Workers	-199	-53.8%	-284	-62.4%
Social Care staff (including domiciliary care)	137	13.5%	112	10.8%
Registered Nurses	-1,188	-52.4%	-525	-32.7%
Registered Midwives	-60	-49.2%	-22	-26.2%

\* Includes physiotherapists, occupational therapists, speech & language therapists, podiatrists, dietitians, orthoptists, radiographers (who are all part of the Professional & Technical staff group in Figure 3), and paramedics (who are part of the Ambulance group in Figure 3).

Of the sub staff groups and professions listed above in Table 2, the Social Work profession reported the largest percentage decrease in vacancies actively being recruited since 30 September 2023 (62.4%, 284 vacancies), followed by Allied Health Professionals which seen a decrease of 45.2% (236 vacancies). The Social Care staff group, however, reported an increase of 10.8% (112 vacancies) between 30 September 2023 and 30 September 2024.

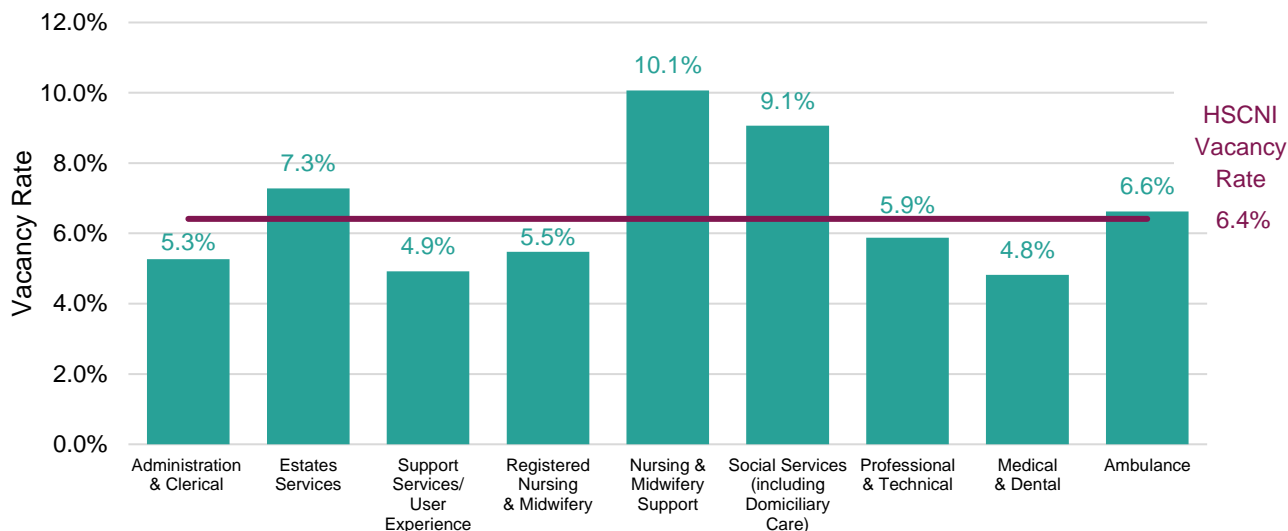
With the exception of Social Care, the number of vacancies actively being recruited almost halved in all sub staff groups listed in Table 2 during the last five years. The largest decrease in the number of vacancies actively being recruited was in the Registered Nursing profession, which reported a reduction of 1,188 vacancies (52.4%). The Social Care staff group, however, reported an increase of 13.5% (137 vacancies) between 30 September 2019 and 30 September 2024.



## Vacancy Rate

Figure 4 below shows the vacancy rates at 30 September 2024 in each staff group. The Nursing & Midwifery Support staff group had the highest vacancy rate, at 10.1%, while the Medical & Dental staff group had the lowest vacancy rate (4.8%).

**Figure 4: HSCNI Vacancy Rate, by Staff Group# at 30 September 2024**



# Excludes vacancies coded as generic roles.

All staff groups, with the exception of the Ambulance staff group, reported a decrease in vacancy rates since 30 September 2023, the most notable being the Professional & Technical staff group which reported a decrease in the vacancy rate from 8.7% (30 September 2023) to 5.9% (30 September 2024).

Table 3 below presents the vacancy rates at 30 September 2024 in some sub staff groups and professions.

**Table 3: HSCNI Vacancies Actively Being Recruited by Sub Staff Group / Profession, 30 September 2024**

Sub Staff Group / Profession	Vacancy Rate
Allied Health Professionals *	4.6%
Social Workers	3.3%
Social Care staff (including domiciliary care)	12.2%
Registered Nurses	5.5%
Registered Midwives †	4.6%

\* Includes physiotherapists, occupational therapists, speech & language therapists, podiatrists, dietitians, orthoptists, radiographers (who are all part of the Professional & Technical staff group in Figure 4), and paramedics (who are part of the Ambulance group in Figure 4).

† Vacancy rate calculated based on staff in post figures which contain a small number of HSC staff who were graded as student midwives.

Of the sub staff groups and professions listed above in Table 3, the Social Care staff group had the highest vacancy rate, at 12.2%, Registered Nursing had a vacancy rate of 5.5%, while the Allied Health Professional and Registered Midwifery staff groups had a vacancy rate of 4.6% each.

## Regional HSC Trust

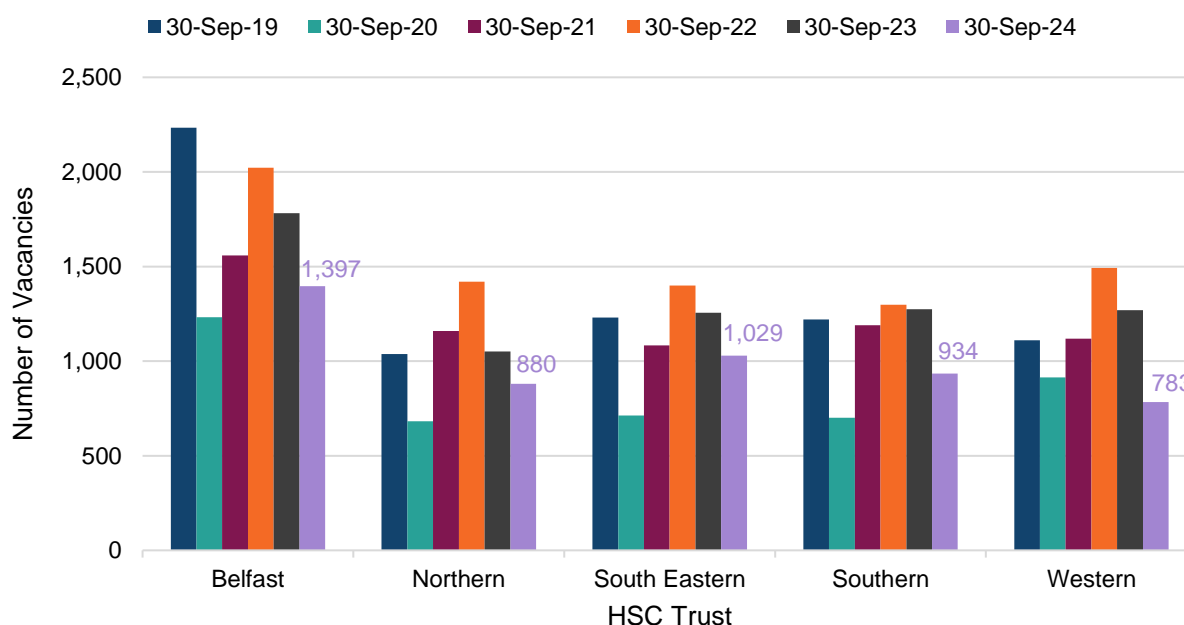
Figure 5 below shows the number of vacancies actively being recruited in each regional HSC Trust at 30 September over the last five years.

The Belfast HSC Trust had the highest number of vacancies actively being recruited at 30 September 2024 (1,397), a decrease of 385 vacancies since 30 September 2023.

All regional HSC Trusts reported a decrease in vacancies between 30 September 2023 and 30 September 2024, with the largest annual percentage decrease in the Western HSC Trust (38.3%), followed by Southern (26.7%), Belfast (21.6%), South Eastern (18.0%), and Northern (16.3%) HSC Trusts.

Between 30 September 2019 and 30 September 2024, the number of vacancies actively being recruited decreased in all regional HSC Trusts. During this period, the largest percentage decrease was reported by the Belfast HSC Trust, with 836 fewer vacancies actively being recruited (37.4%), whilst the smallest percentage decrease was reported by the Northern HSC Trust (157 fewer vacancies, 15.1%).

**Figure 5: HSCNI Vacancies Actively Being Recruited by Regional HSC Trust, 30 September 2019 – 30 September 2024**



% Change	Belfast	Northern	South Eastern	Southern	Western
<b>2019-24</b>	-37.4%	-15.1%	-16.3%	-23.5%	-29.5%
<b>2023-24</b>	-21.6%	-16.3%	-18.0%	-26.7%	-38.3%



## Other HSC Organisations

Figure 6 below shows the number of vacancies actively being recruited at 30 September 2024 in each of the other HSC organisations. At 30 September 2024, the Business Services Organisation (BSO) had the highest number of vacancies actively being recruited (158), 27 (14.6%) less vacancies actively being recruited when compared with the position last year but 56 (54.9%) more when compared with the position five years ago.

**Figure 6: HSCNI Vacancies Actively Being Recruited by Other HSC Organisation, 30 September 2024 and Change Over Time<sup>∞</sup>**

		% Change	
		2019-24	2023-24
Business Services Organisation	158	+54.9%	-14.6%
NI Ambulance Service ~	109	-24.8%	+289.3%
Strategic Planning & Performance Group	30	-34.8%	+87.5%
Public Health Agency	29	0.0%	+26.1%
NI Medical & Dental Training Agency	10	+233.3%	+42.9%
NI Blood Transfusion Service	7	-56.3%	-68.2%
Children's Court Guardian Agency for NI ^	7	+250.0%	-
NI Social Care Council	4	-33.3%	+100.0%
Regulation & Quality Improvement Authority	4	-73.3%	0.0%
Patient Client Council	0	-100.0%	-
NI Practice & Education Council	0	-100.0%	-100.0%

<sup>∞</sup> While some of the percentage changes detailed in Figure 6 are large, the number of vacancies involved are mostly small.

~ New posts have been created in NIAS in 2024 for the first graduates from the BSc Paramedic programme.

^ Formerly known as the Northern Ireland Guardian Ad Litem Agency (NIGALA).

## Pay Band

Figure 7 below shows the breakdown of HSCNI vacancies actively being recruited at 30 September 2024 by Agenda for Change (AfC) pay band group.

At 30 September 2024, over two fifths (45.9%) of all vacancies actively being recruited in HSCNI were at AfC pay bands 2-4, almost one quarter (24.5%) were at AfC pay bands 6-7, and one fifth (20.1%) were at AfC pay band 5.

**Figure 7: HSCNI Vacancies by AfC Pay Band Group, 30 September 2024**

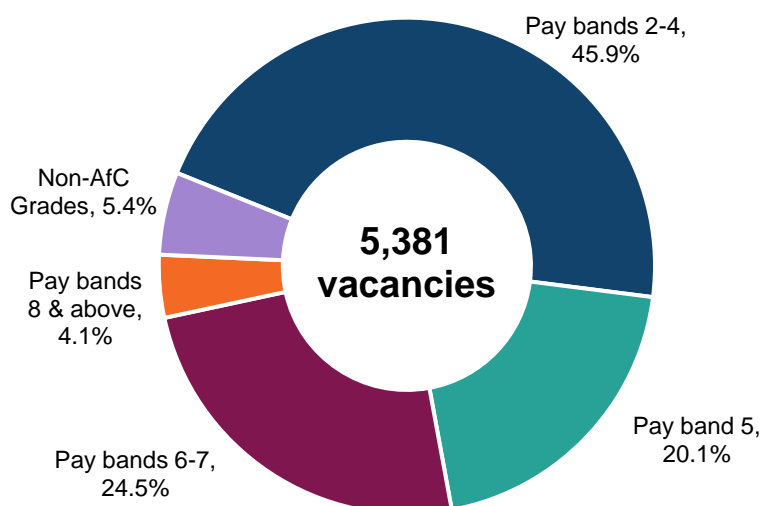


Table 4 below presents the percentage breakdown of vacancies actively being recruited in each staff group by pay band groups.

**Table 4: HSCNI Vacancies Actively Being Recruited by Staff Group and Pay Band Group, 30 September 2024**

Staff Group	Pay bands 2-4	Pay band 5	Pay bands 6-7	Pay bands 8 & above	Non-AfC Grades	Vacancies
Generic	0.0%	10.9%	80.4%	8.7%	0.0%	46
Administration & Clerical	65.3%	9.7%	17.2%	7.8%	0.0%	824
Estates Services	24.6%	33.8%	32.3%	9.2%	0.0%	65
Support Services/User Experience	99.1%	0.3%	0.6%	0.0%	0.0%	340
Registered Nursing & Midwifery	0.0%	56.2%	39.7%	4.1%	0.0%	1,143
Nursing & Midwifery Support	100.0%	0.0%	0.0%	0.0%	0.0%	553
Social Services (incl. Dom. Care)	63.2%	11.2%	23.1%	2.5%	0.0%	1,321
Professional & Technical	24.3%	19.7%	46.9%	9.1%	0.0%	712
Medical & Dental	0.0%	0.0%	0.0%	0.0%	100.0%	290
Ambulance	20.7%	49.4%	28.7%	1.1%	0.0%	87
<b>Total</b>	<b>45.9%</b>	<b>20.1%</b>	<b>24.5%</b>	<b>4.1%</b>	<b>5.4%</b>	<b>5,381</b>

## Annex 1: Key Data Tables

Additional data tables can be found in the NI HSC Active Recruitment Tables Excel file at the following link: <https://www.health-ni.gov.uk/articles/staff-vacancies>

**Table A1: HSC Vacancies Actively Being Recruited by Staff Group & Pay Band Group, at 30 September 2024**

Staff Group	Bands 2-4	Band 5	Bands 6-7	Bands 8 & above	Non-AFC Grades	Total
Generic	0	5	37	4	[z]	46
Administration & Clerical	538	80	142	64	[z]	824
Estates Services	16	22	21	6	[z]	65
Support Services/User Experience	337	1	2	0	[z]	340
Registered Nursing & Midwifery	0	642	454	47	[z]	1,143
Nursing & Midwifery Support	553	0	0	0	[z]	553
Social Services (incl. Domiciliary Care)	835	148	305	33	[z]	1,321
Professional & Technical	173	140	334	65	[z]	712
Medical & Dental	[z]	[z]	[z]	[z]	290	290
Ambulance	18	43	25	1	[z]	87
<b>Total</b>	<b>2,470</b>	<b>1,081</b>	<b>1,320</b>	<b>220</b>	<b>290</b>	<b>5,381</b>

[z] Not applicable

**Table A2: HSC Vacancies Actively Being Recruited by Profession & Pay Band Group, at 30 September 2024**

<b>Profession</b>	<b>Bands 2-4</b>	<b>Band 5</b>	<b>Bands 6-7</b>	<b>Bands 8 &amp; above</b>	<b>Non-AFC Grades</b>	<b>Total</b>
Generic	0	5	37	4	[z]	46
Administration & Clerical	538	80	142	64	[z]	824
Estates Services Staff	16	22	21	6	[z]	65
Support Services/User Experience	337	1	2	0	[z]	340
Health Visitors	[z]	10	13	0	[z]	23
District Nurses	[z]	43	42	5	[z]	90
Paediatric Nurses	[z]	36	15	1	[z]	52
Mental Health Nurses	[z]	107	65	5	[z]	177
Learning Disability Nurses	[z]	28	9	0	[z]	37
All Other Registered Nurses	[z]	394	274	34	[z]	702
Registered Midwives	[z]	24	36	2	[z]	62
Nurse Support	551	[z]	[z]	[z]	[z]	551
Midwifery Support	2	[z]	[z]	[z]	[z]	2
Social Workers	[z]	45	119	7	[z]	171
Social Care Workers	370	71	100	14	[z]	555
Domiciliary Care Workers	426	23	67	9	[z]	525
Other Social Services staff	39	9	19	3	[z]	70
Physiotherapists	[z]	20	39	9	[z]	68
Occupational Therapists	[z]	23	43	5	[z]	71
Speech & Language Therapists	[z]	4	25	1	[z]	30
Podiatrists	[z]	4	4	0	[z]	8
Dietitians	[z]	5	8	3	[z]	16
Orthoptists	[z]	1	1	0	[z]	2
Radiographers	[z]	9	24	1	[z]	34
Pharmacists	[z]	22	48	10	[z]	80
Clinical Psychology	14	6	23	10	[z]	53
Pharmacy Technician / Pharmacy Support	64	18	33	8	[z]	123
Scientist/ Scientist Support/ Medical Tech. Officer/ Ass. Tech. Officer	28	3	21	3	[z]	55
Other Professional & Technical staff	67	25	65	15	[z]	172
Consultant	[z]	[z]	[z]	[z]	137	137
Locum Consultant	[z]	[z]	[z]	[z]	20	20
SAS Doctor (Specialist Doc/Ass. Specialist/Staff Grade/Specialty Doc)	[z]	[z]	[z]	[z]	60	60
Docs in training (core trainees/spec. registrars/foundation docs) [note 1]	[z]	[z]	[z]	[z]	10	10
Other Doctor	[z]	[z]	[z]	[z]	58	58
Dental Officer	[z]	[z]	[z]	[z]	5	5
HCPC Registered Paramedic	[z]	39	18	0	[z]	57
Emergency Medical Technician	0	2	0	0	[z]	2
Ambulance Officer	0	2	7	1	[z]	10
Patient Care Services	18	0	0	0	[z]	18
Control Officer	0	0	0	0	[z]	0
Control Assistant	0	0	0	0	[z]	0
<b>Total</b>	<b>2,470</b>	<b>1,081</b>	<b>1,320</b>	<b>220</b>	<b>290</b>	<b>5,381</b>

[z] Not applicable

Note 1: Relates to Trust local recruitment only and not training programme enrolment.

**Table A3: HSC Vacancy Rates by Staff Group, at 30 September 2024**

<b>Staff Group</b>	<b>Vacancy Rate</b>
Administration & Clerical	5.3%
Estates Services Staff	7.3%
Support Services/User Experience	4.9%
Registered Nursing & Midwifery	5.5%
Nursing & Midwifery Support	10.1%
Social Services (including domiciliary care)	9.1%
Professional & Technical Staff	5.9%
Medical & Dental staff	4.8%
Ambulance staff	6.6%
<b>Total</b>	<b>6.4%</b>

**Table A4: HSC Vacancies Actively Being Recruited by HSC Organisation, at 30 September 2024**

<b>HSC Organisation</b>	<b>Vacancies</b>
Belfast HSC Trust	1,397
Northern HSC Trust	880
South Eastern HSC Trust	1,029
Southern HSC Trust	934
Western HSC Trust	783
NI Ambulance Service HSC Trust	109
Business Services Organisation (BSO)	158
Strategic Planning & Performance Group (SPPG) [note 2]	30
Children's Court Guardian Agency for Northern Ireland (CCGANI) [note 3]	7
NI Social Care Council (NISCC)	4
NI Practice & Education Council (NIPEC)	0
Public Health Agency (PHA)	29
Regulation & Quality Improvement Authority (RQIA)	4
NI Blood Transfusion Service (NIBTS)	7
NI Medical & Dental Training Agency (NIMDTA)	10
Patient Client Council (PCC)	0
<b>Total</b>	<b>5,381</b>

Note 2: Former HSC Board staff have undertaken their functions from 1 April 2022 as part of the Department of Health's newly formed Strategic Planning and Performance Group (SPPG). For consistency purposes, vacancies actively being recruited in SPPG are included in these data tables, and noted as SPPG.

Note 3: The Children's Court Guardian Agency for Northern Ireland (CCGANI) was formerly known as the Northern Ireland Guardian Ad Litem Agency (NIGALA).

## Notes

The data included in this bulletin represents the number of vacancies actively being recruited and does not indicate the whole time equivalent (WTE) for these positions. The data includes both permanent and temporary positions. These figures do not indicate a measure of posts that are unfilled by permanent or fixed-term staff, and do not include posts not actively being recruited to at the specific point in time, including those outside the bounds of the definition e.g. those that have not reached recruitment stage yet.

Due to fluctuations in the data, caution should be taken when considering point-in-time comparisons.

These figures have not been assessed for seasonal adjustment and have not been seasonally adjusted.

The information presented in this bulletin is based on data obtained from Recruitment Shared Services within the Business Support Organisation (BSO), and from the HSC Organisations listed below:

Belfast HSC Trust  
Northern HSC Trust  
South Eastern HSC Trust  
Southern HSC Trust  
Western HSC Trust  
Northern Ireland Ambulance Service  
Northern Ireland Blood Transfusion Service

Former HSC Board staff have undertaken their functions from 1 April 2022 as part of the Department of Health's newly formed Strategic Planning and Performance Group (SPPG). For consistency purposes, vacancies actively being recruited in SPPG are included in this bulletin, and noted as SPPG.

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

## Definitions

**Active Recruitment Vacancy:** A vacancy is any position that is currently with the recruitment team and being actively recruited to. This will include those going through pre-employment checks, up to the point of a start date being agreed. Once a start date has been agreed with both parties (i.e. manager and applicant) this will no longer be classed as a vacancy. Vacancies that are on hold by managers are not included.

**Active Recruitment Vacancy Rate:** The number of active vacancies as a proportion of all posts (see formula below).

$$\text{Active Recruitment Vacancy Rate} = \frac{\text{Vacancies actively being recruited}}{\text{Active staff in posts}^* + \text{vacancies actively being recruited}}$$

*\* Includes HSC domiciliary care active staff in posts. This will not match with active staff in post figures published in the HSC Quarterly Workforce Statistics bulletin which excludes domiciliary care active staff in posts.*

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



## Quality Assessment

### Relevance

This publication provides a summary of HSC vacancies actively being recruited by broad staff groups and HSC organisation. The publication also includes HSC active recruitment trends. The publication meets the needs of users in terms of trends in active recruitment increases or decreases and the volume of active recruitment in staff groupings.

### Accuracy and Reliability

The data is sourced from the recording of each HSC organisation's requisition requests on the HSC e-recruit system. Each HSC organisation is responsible for the data in their requisition requests. Regular reporting and sharing of trends helps the data quality discussion. Figures are an accurate summary of recruitment data at a point in time, as per the definition detailed in the publication. Due to the processing time of a vacancy through the HSC e-recruit system, this may have an impact on figures, causing delays in data peaks and troughs.

Once the figures are prepared for publication in excel format, internal quality assurance is carried out by Information and Analysis Directorate (IAD). The report is drafted and the figures in tabular and chart form are inserted into the report; at this point, further internal quality assurance is carried out by IAD to ensure the report matches the excel file.

### Validation

IAD do not have the ability to verify aggregate data returns. However some general quality checks for missing data, changes and trends are monitored, any anomalies are checked and can be followed up as appropriate with HSC organisations or the regional recruitment group.

### Error

HSC organisations are responsible for their own data and occasionally variance in recording practices can result in inconsistent data patterns across the region. The system is primarily designed for the recruiting of staff, and whilst recruitment (advert) specifications will be accurate, reporting capabilities are sometimes limited and rely on the accurate coding and categorisation of data for analytical purposes.

### Revisions

IAD is committed to clarity around data revisions. As soon as possible after IAD ascertain that a correction to published data is necessary, all electronic documents containing the affected statistics on the DoH website will be updated and clearly marked with caveats and footnotes to detail any amendments. If the correction to the published data is minor, the necessary changes will be made by IAD without an announcement.

### Timeliness and Punctuality

IAD request this data from HSC organisations on a quarterly basis using a defined data template. A data definition of HSC active vacancies in recruitment was agreed with the regional HSC recruitment leads.

Data is requested from Recruitment Shared Services within BSO and other HSC Trusts/organisations within 1 week of quarter end. Data is usually returned to IAD within approximately 4 weeks, with publication of the data in this bulletin approximately 3 weeks later i.e. 8 weeks after quarter end.

Normal procedure is that twelve months advance notice of publications is given in the [IAD Statistical Releases Calendar](#) on the DoH website. In the majority of cases, the target publication deadlines are met. However, in the event of a change to a pre-announced release date, the delay is announced, explained and updated regularly.

### **Accessibility and Clarity**

The PDF report is accessible on the DoH Internet site via the Statistics section provided by Information and Analysis Directorate, and can be found under [staff vacancies](#).

The PDF report is published alongside MS Excel and CSV versions of data tables. The 24 hour pre-release list is published also. The report is not yet fully accessible for those using assistive technology.

### **Coherence and Comparability**

IAD are not aware of other published data sources of active recruitment data based on the regionally agreed definition detailed in the publication. HSC organisations are of course able to produce their own analysis of their own organisation only.

The data categories as presented in the report are comparable each quarter. Where data categorisation changes, this is noted.

### **Trade-offs between Output Quality Components**

None

### **Assessment of User Needs and Perceptions**

The publications are primarily used by those linked to health services and we take on board any feedback given. We sometimes get requests for lower level data than is published however prior experience of collating too much data (that was frequently unused) has influenced the current template of published information. Where the case for a particular breakdown is presented, it is considered and actioned where found appropriate. Some criticism is received from those that think we should be working to a different definition of vacancies, however for consistency and given the steer from recruitment leads on the definition, we have kept the collection as posts actively being recruited to. If any other outputs were to be developed, they would have to be presented as a different publication.

The publication will be used for a range of purposes by researchers and other users such as the NI Assembly and the DoH. IAD will ensure that the publication remains relevant to users' needs by taking on comments and feedback regularly.

User feedback is invited in this publication. Readers are provided with contact details for the relevant statistician. We gain awareness of users of our data from ad hoc requests for information.

### **Performance, Cost and Respondent Burden**

The publication represents a secondary use of the data and therefore adds no additional burden on health service organisations. The data are obtained from administrative systems within Northern Ireland.

### **Confidentiality, Transparency and Security**

Aggregate data is supplied on HSC active recruitment by staff group and AfC pay level group where applicable.

Data obtained from Recruitment Shared Services and HSC Trusts/organisations does contain some personal information but only aggregate information is published.

The Code of Practice for Statistics is adhered to from data collection to publishing.

DoH's 'Statistical Policy Statement on Confidentiality' can be found in the [Statistics Charter](#).