



# Northern Ireland Health and Social Care Active Recruitment Statistics - Vacancies at 31 December 2024

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## Introduction and Background

This bulletin presents statistics on vacancies actively being recruited in Health and Social Care (HSC) in Northern Ireland as at 31 December 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 31 December 2024, there were 5,724 vacancies actively being recruited across Health and Social Care (HSC) in Northern Ireland, equating to a vacancy rate of 6.8%.
- The total number of vacancies under active recruitment at 31 December 2024 (5,724) is 3.1% lower than at 31 December 2023 (5,906) and 11.0% lower than at 31 December 2019 (6,433).
- The highest number of vacancies actively being recruited across HSC was in the Social Services staff group, with 1,276. This staff group made up 22.3% of all HSC vacancies in recruitment.
- The Nursing & Midwifery Support staff group had the highest vacancy rate, at 11.9% (653 vacancies).
- Of the five regional HSC Trusts, the Belfast HSC Trust had the highest number of vacancies actively being recruited (1,608 vacancies).
- The annual percentage change in vacancies was greatest in the South Eastern HSC Trust with a decrease of 13.7%, followed by Southern (8.9%), Belfast (3.2%) and Western (1.6%) HSC Trusts. The Northern HSC Trust reported an increase of 2.8%.

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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.

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

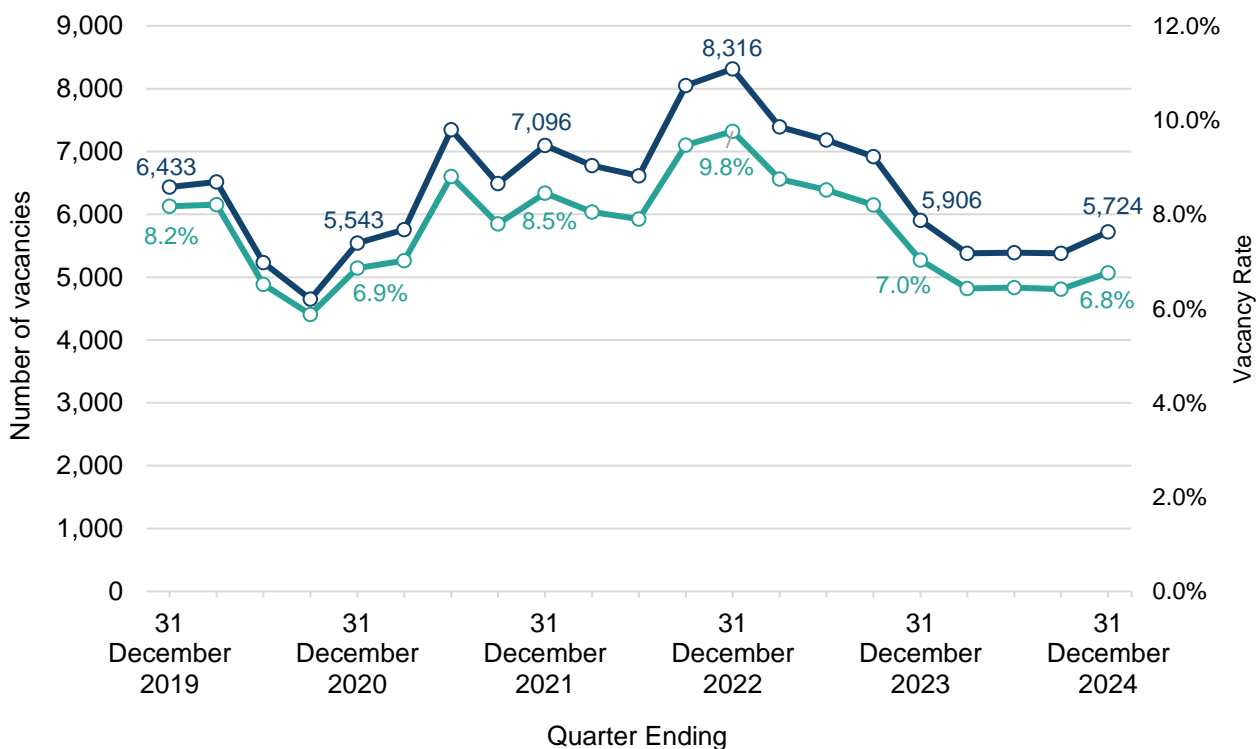
\* Includes HSC domiciliary care active staff in posts. This will not match with active staff in post figures published in the HSC Quarterly Workforce Statistics bulletin which excludes domiciliary care active staff in posts.

## Overall Vacancies

At 31 December 2024, there were 5,724 vacancies actively being recruited across Health and Social Care (HSC) in Northern Ireland. This equated to a vacancy rate of 6.8%.

The total number of vacancies under active recruitment at 31 December 2024 is 3.1% lower than at 31 December 2023 (5,906) and 11.0% lower than at 31 December 2019 (6,433).

**Figure 1: HSCNI Vacancies Actively Being Recruited, 31 December 2019 – 31 December 2024**



## Staff Group

### Latest Position (31 December 2024)

Figure 2 below shows the proportion of vacancies actively being recruited at 31 December 2024 for each staff group. Of the 5,724 vacancies actively being recruited at 31 December 2024, the Social Services staff group made up the highest proportion, at 22.3% (1,276 vacancies). The second highest proportion of vacancies was in the Registered Nursing & Midwifery staff group, at 21.7% (1,241 vacancies), followed by the Administration & Clerical staff group, at 17.3% (990 vacancies).

The Medical & Dental staff group made up 5.9% (338 vacancies) of all HSC vacancies actively being recruited at 31 December 2024. Over half (54.7%) of these vacancies were at consultant grade (185 vacancies).

**Figure 2: HSCNI Vacancies Actively Being Recruited, by Staff Group at 31 December 2024**

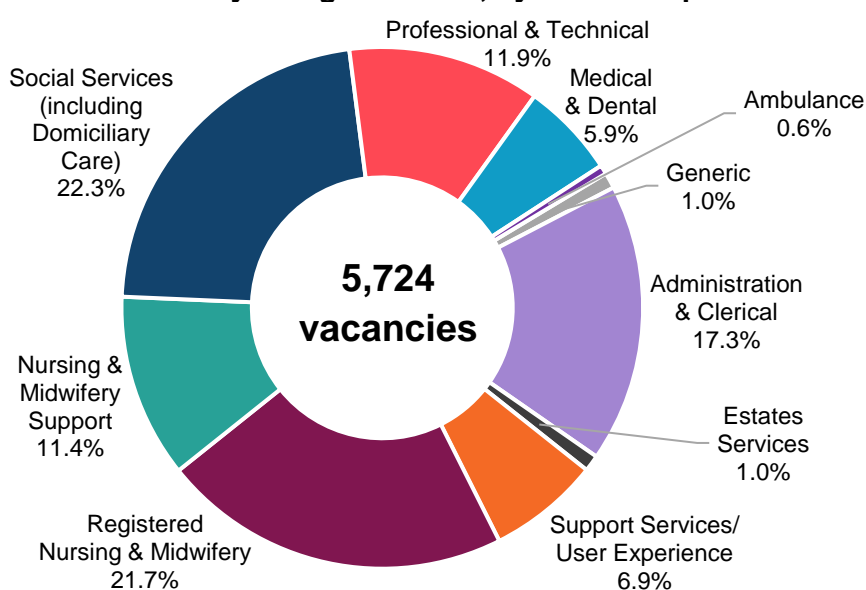


Table 1 below presents the number and proportion of vacancies actively being recruited in some sub staff groups and professions at 31 December 2024.

**Table 1: HSCNI Vacancies Actively Being Recruited by Sub Staff Group / Profession, 31 December 2024**

Sub Staff Group / Profession	Number of vacancies	Percentage of all HSC vacancies
Allied Health Professionals *	327	5.7%
Social Workers	316	5.5%
Social Care staff (including domiciliary care)	960	16.8%
Registered Nurses	1,185	20.7%
Registered Midwives	56	1.0%
Consultants	185	3.2%
SAS Doctors	76	1.3%

\* 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, Registered Nurse vacancies comprised the largest proportion of all HSCNI vacancies actively being recruited at 31 December 2024, at over one fifth (20.7%, 1,185 vacancies), followed by Social Care (16.8%, 960 vacancies). The Allied Health Professional sub staff group comprised 5.7% of all HSCNI vacancies actively being recruited (327 vacancies).

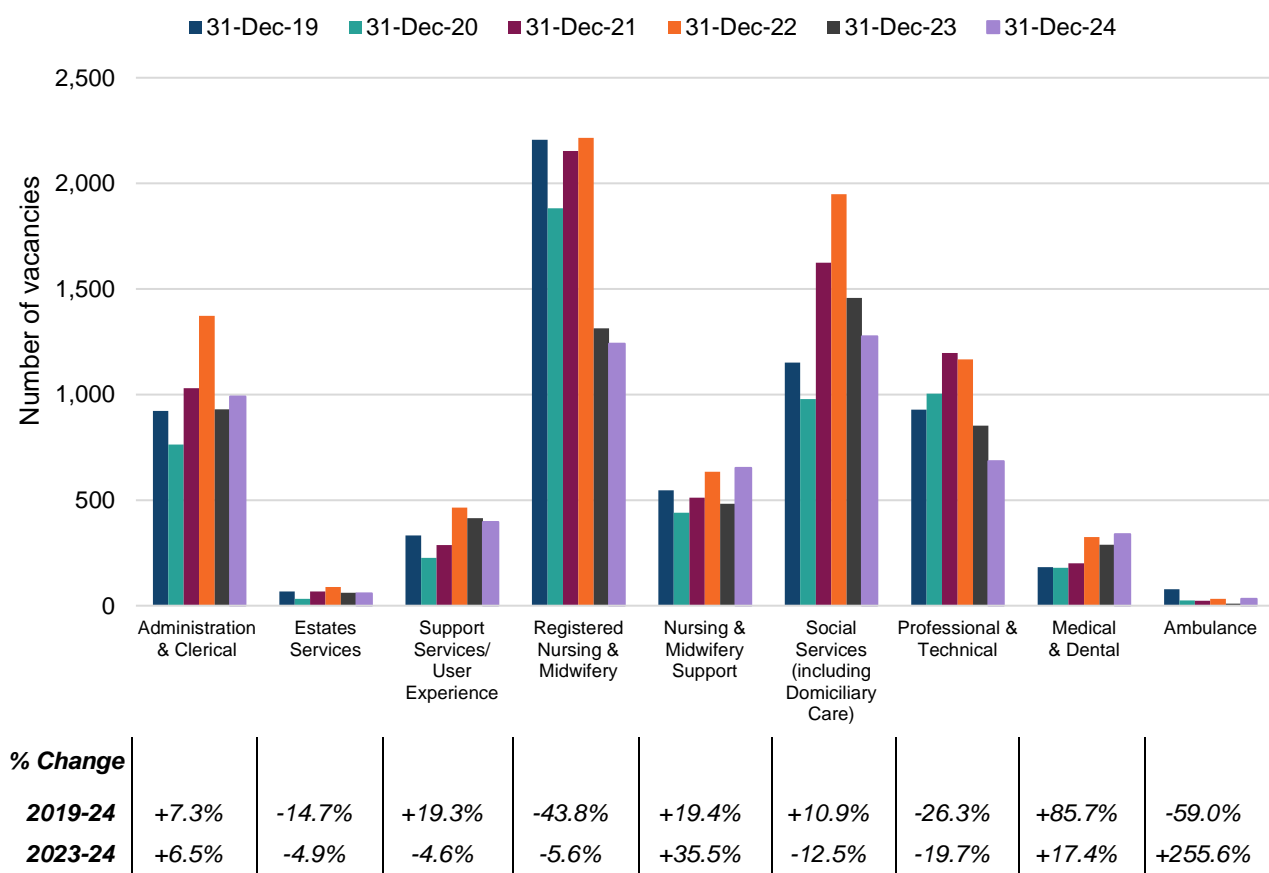
## Comparison Over Time

Figure 3 below shows the number of vacancies actively being recruited at 31 December over the last five years, in each staff group.

The largest decrease in the number of vacancies since 31 December 2023 was in the Social Services staff group, which reported 182 (12.5%) fewer vacancies. The Professional & Technical staff group also reported a large decrease in vacancies since 31 December 2023, 168 vacancies (19.7%). The Nursing & Midwifery Support staff group reported the largest increase in vacancies since 31 December 2023 (171 vacancies, 35.5%).

In the last five years, the largest decrease in the number of vacancies actively being recruited was in the Registered Nursing & Midwifery staff group (966 vacancies, 43.8%). The Medical & Dental staff group has however reported the largest increase since 31 December 2019 (156 vacancies, 85.7%).

**Figure 3: HSCNI Vacancies Actively Being Recruited, by Staff Group<sup>#</sup>, 31 December 2019 – 31 December 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, 31 December 2019 – 31 December 2024**

Sub Staff Group / Profession	% Change 2019-24		% Change 2023-24	
	Number	Percentage	Number	Percentage
Allied Health Professionals *	-257	-44.0%	-69	-17.4%
Social Workers	-50	-13.7%	-165	-34.3%
Social Care staff (including domiciliary care)	175	22.3%	-17	-1.7%
Registered Nurses	-929	-43.9%	-63	-5.0%
Registered Midwives	-37	-39.8%	-10	-15.2%
Consultants	87	88.8%	10	5.7%
SAS Doctors	13	20.6%	18	31.0%

\* 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 31 December 2023 (34.3%, 165 vacancies), followed by Allied Health Professionals (17.4%, 69 vacancies) and Registered Midwives (15.2%, 10 vacancies). SAS Doctors, however, reported the largest increase of 31.0% (18 vacancies) between 31 December 2023 and 31 December 2024.

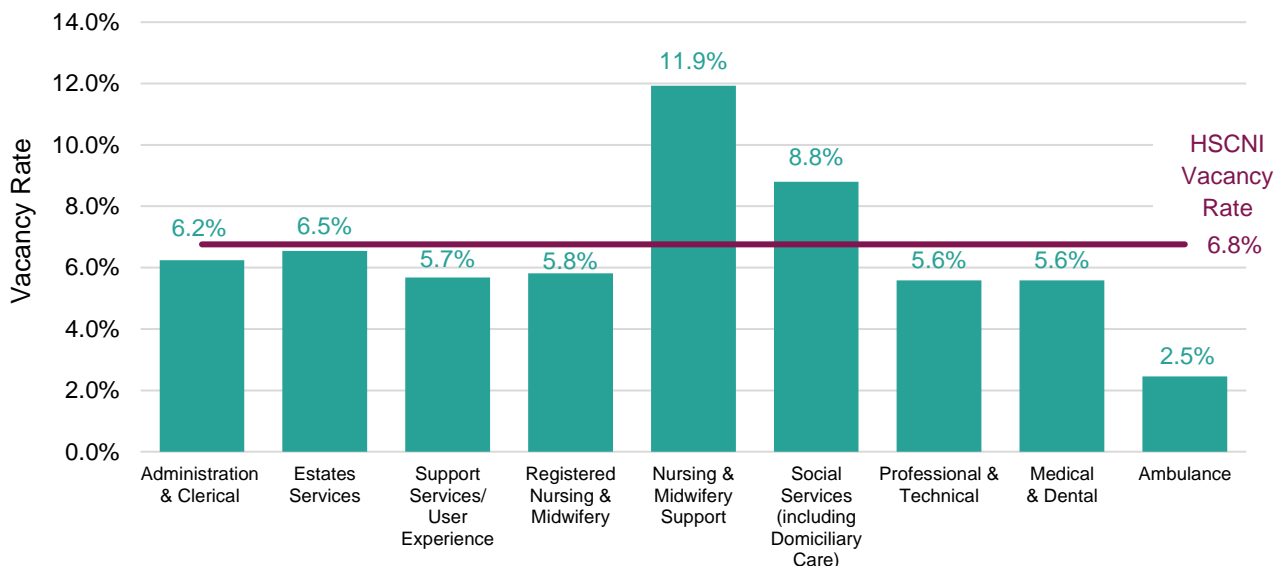
During the last five years, Allied Health Professionals and Registered Nurses reported the largest percentage decreases in vacancies actively being recruited, 44.0% (257 vacancies) and 43.9% (929 vacancies) respectively. Consultants however reported the largest percentage increase (88.8%, 87 vacancies) between 31 December 2019 and 31 December 2024.



## Vacancy Rate

Figure 4 below shows the vacancy rates at 31 December 2024 in each staff group. The Nursing & Midwifery Support staff group had the highest vacancy rate, at 11.9%, while the Ambulance staff group had the lowest vacancy rate (2.5%).

**Figure 4: HSCNI Vacancy Rate, by Staff Group# at 31 December 2024**



# Excludes vacancies coded as generic roles.

The Nursing & Midwifery Support staff group reported the largest increase in vacancy rates in the last year, from 8.7% (31 December 2023) to 11.9% (31 December 2024). The Ambulance, Medical & Dental and Administration & Clerical staff groups also reported an increase in vacancy rates. All other staff groups reported a decrease in vacancy rates within the last year, the most notable being in the Professional & Technical staff group which reported a decrease from 7.0% (31 December 2023) to 5.6% (31 December 2024).

Table 3 below presents the vacancy rates at 31 December 2024 in some sub staff groups and professions.

**Table 3: HSCNI Vacancies Actively Being Recruited by Sub Staff Group / Profession, 31 December 2024**

Sub Staff Group / Profession	Vacancy Rate
Allied Health Professionals *	5.2%
Social Workers	6.0%
Social Care staff (including domiciliary care)	10.4%
Registered Nurses	5.9%
Registered Midwives ‡	4.1%
Consultants	7.8%
SAS Doctors	9.8%

\* 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 (10.4%), followed by SAS Doctors (9.8%) and Consultants (7.8%). The Registered Midwifery staff group had the lowest vacancy rate (4.1%) of the sub staff groups and professions listed above.

## Regional HSC Trust

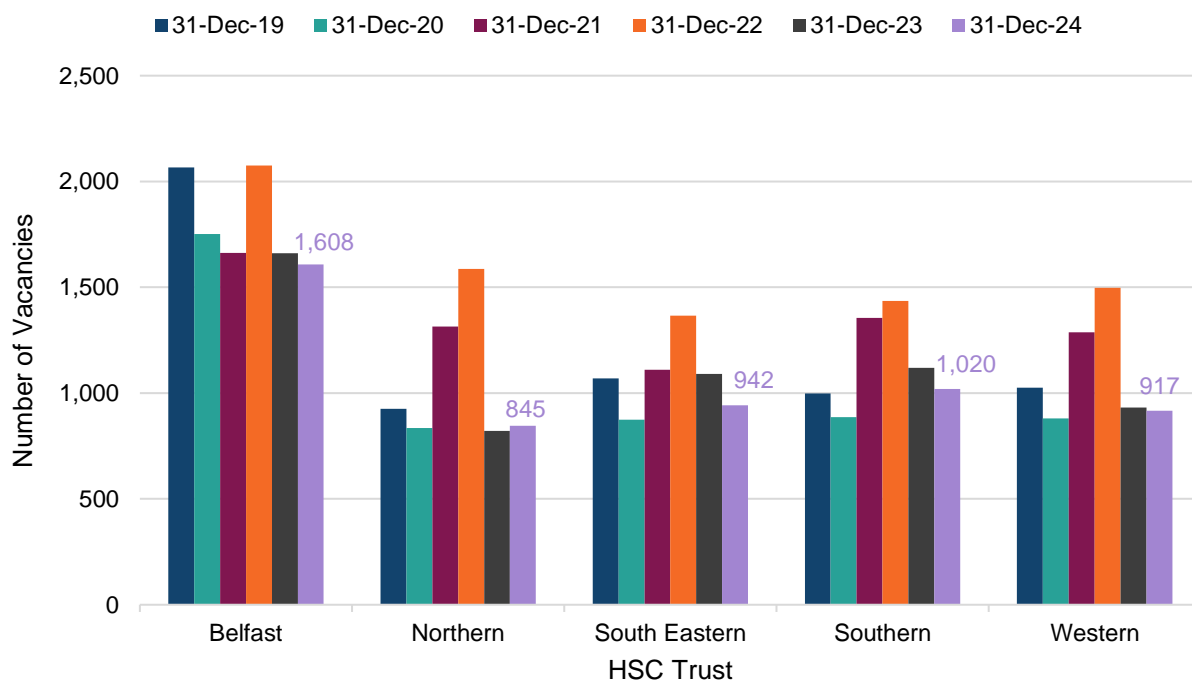
Figure 5 below shows the number of vacancies actively being recruited in each regional HSC Trust at 31 December over the last five years.

The Belfast HSC Trust had the highest number of vacancies actively being recruited at 31 December 2024 (1,608), a decrease of 53 vacancies since 31 December 2023.

All regional HSC Trusts, with the exception of the Northern HSC Trust, reported a decrease in vacancies between 31 December 2023 and 31 December 2024, with the largest annual percentage decrease in the South Eastern HSC Trust (13.7%), followed by Southern (8.9%), Belfast (3.2%), and Western (1.6%) HSC Trusts. The Northern HSC Trust reported a 2.8% increase in vacancies actively being recruited since 31 December 2023.

Between 31 December 2019 and 31 December 2024, the number of vacancies actively being recruited decreased in four of the five regional HSC Trusts, whilst vacancies increased in the Southern HSC Trust. During this period, the largest percentage decrease was reported by the Belfast HSC Trust, with 459 fewer vacancies actively being recruited (22.2%), whilst the smallest percentage decrease was reported by the Northern HSC Trust (81 fewer vacancies, 8.7%). The Southern HSC Trust reported an increase of 2.2% (22 vacancies) since 31 December 2019.

**Figure 5: HSCNI Vacancies Actively Being Recruited by Regional HSC Trust, 31 December 2019 – 31 December 2024**



% Change	Belfast	Northern	South Eastern	Southern	Western
<b>2019-24</b>	-22.2%	-8.7%	-11.9%	+2.2%	-10.6%
<b>2023-24</b>	-3.2%	+2.8%	-13.7%	-8.9%	-1.6%



## Other HSC Organisations

Figure 6 below shows the number of vacancies actively being recruited at 31 December 2024 in each of the other HSC organisations. At 31 December 2024, the Business Services Organisation (BSO) had the highest number of vacancies actively being recruited (198), 44 (28.6%) more vacancies actively being recruited when compared with the position last year and 108 (120.0%) more when compared with the position five years ago.

**Figure 6: HSCNI Vacancies Actively Being Recruited by Other HSC Organisation, 31 December 2024 and Change Over Time<sup>∞</sup>**

		% Change	
		2019-24	2023-24
Business Services Organisation	198	+120.0%	+28.6%
NI Ambulance Service ~	85	-39.3%	+84.8%
Strategic Planning & Performance Group	38	-32.1%	+31.0%
Public Health Agency	29	+16.0%	+61.1%
NI Blood Transfusion Service	12	+33.3%	-7.7%
Regulation & Quality Improvement Authority	11	-26.7%	+175.0%
Children's Court Guardian Agency for NI ^	8	+700.0%	-
NI Medical & Dental Training Agency	8	+300.0%	-27.3%
NI Social Care Council	2	-33.3%	-50.0%
Patient Client Council	1	-83.3%	0.0%
NI Practice & Education Council	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 31 December 2024 by Agenda for Change (AfC) pay band group.

At 31 December 2024, over two fifths (46.7%) of all vacancies actively being recruited in HSCNI were at AfC pay bands 2-4, almost one quarter (24.4%) were at AfC pay bands 6-7, and almost one fifth (19.4%) were at AfC pay band 5.

**Figure 7: HSCNI Vacancies by AfC Pay Band Group, 31 December 2024**

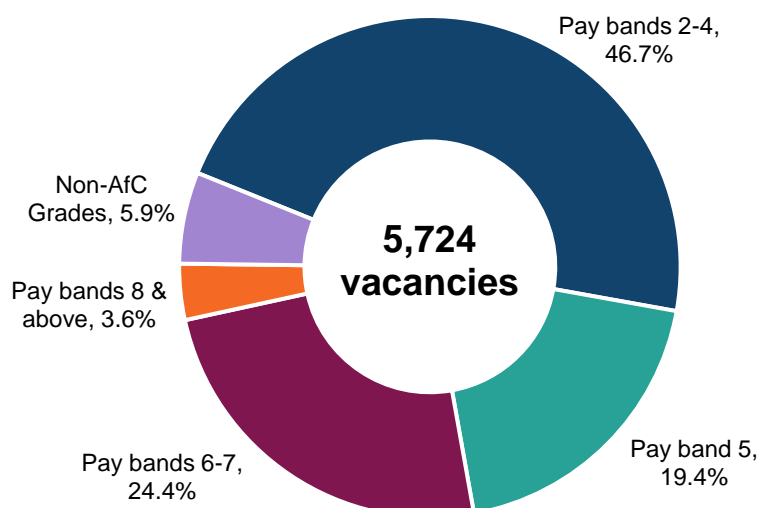


Table 4 below presents the percentage breakdown of vacancies actively being recruited in each staff group by pay band groups.

**Table 4: HSCNI Vacancies Actively Being Recruited by Staff Group and Pay Band Group, 31 December 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%	30.4%	57.1%	12.5%	0.0%	56
Administration & Clerical	64.7%	11.7%	17.4%	6.2%	0.0%	990
Estates Services	27.6%	27.6%	39.7%	5.2%	0.0%	58
Support Services/User Experience	97.7%	1.5%	0.8%	0.0%	0.0%	396
Registered Nursing & Midwifery	0.0%	56.2%	39.4%	4.4%	0.0%	1,241
Nursing & Midwifery Support	100.0%	0.0%	0.0%	0.0%	0.0%	653
Social Services (incl. Dom. Care)	62.8%	10.3%	25.3%	1.6%	0.0%	1,276
Professional & Technical	22.2%	17.4%	51.5%	8.9%	0.0%	684
Medical & Dental	0.0%	0.0%	0.0%	0.0%	100.0%	338
Ambulance	75.0%	15.6%	9.4%	0.0%	0.0%	32
<b>Total</b>	<b>46.7%</b>	<b>19.4%</b>	<b>24.4%</b>	<b>3.6%</b>	<b>5.9%</b>	<b>5,724</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 31 December 2024**

Staff Group	Bands 2-4	Band 5	Bands 6-7	Bands 8 & above	Non-AFC Grades	Total
Generic	0	17	32	7	[z]	56
Administration & Clerical	641	116	172	61	[z]	990
Estates Services	16	16	23	3	[z]	58
Support Services/User Experience	387	6	3	0	[z]	396
Registered Nursing & Midwifery	0	698	489	54	[z]	1,241
Nursing & Midwifery Support	653	0	0	0	[z]	653
Social Services (incl. Domiciliary Care)	801	131	323	21	[z]	1,276
Professional & Technical	152	119	352	61	[z]	684
Medical & Dental	[z]	[z]	[z]	[z]	338	338
Ambulance	24	5	3	0	[z]	32
<b>Total</b>	<b>2,674</b>	<b>1,108</b>	<b>1,397</b>	<b>207</b>	<b>338</b>	<b>5,724</b>

[z] Not applicable

**Table A2: HSC Vacancies Actively Being Recruited by Profession & Pay Band Group, at 31 December 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	17	32	7	[z]	56
Administration & Clerical	641	116	172	61	[z]	990
Estates Services Staff	16	16	23	3	[z]	58
Support Services/User Experience	387	6	3	0	[z]	396
Health Visitors	[z]	0	14	0	[z]	14
District Nurses	[z]	41	17	0	[z]	58
Paediatric Nurses	[z]	43	20	1	[z]	64
Mental Health Nurses	[z]	122	69	6	[z]	197
Learning Disability Nurses	[z]	32	7	0	[z]	39
All Other Registered Nurses	[z]	459	311	43	[z]	813
Registered Midwives	[z]	1	51	4	[z]	56
Nurse Support	647	[z]	[z]	[z]	[z]	647
Midwifery Support	6	[z]	[z]	[z]	[z]	6
Social Workers	[z]	3	298	15	[z]	316
Social Care Workers	338	95	13	2	[z]	448
Domiciliary Care Workers	400	9	0	0	[z]	409
Other Social Services staff	63	24	12	4	[z]	103
Physiotherapists	[z]	14	69	5	[z]	88
Occupational Therapists	[z]	18	77	2	[z]	97
Speech & Language Therapists	[z]	5	28	3	[z]	36
Podiatrists	[z]	7	7	0	[z]	14
Dietitians	[z]	3	9	2	[z]	14
Orthoptists	[z]	1	0	0	[z]	1
Radiographers	[z]	14	51	10	[z]	75
Pharmacists	[z]	12	63	12	[z]	87
Clinical Psychology	0	5	18	15	[z]	38
Pharmacy Technician / Pharmacy Support	56	11	2	1	[z]	70
Scientist/ Scientist Support/ Medical Tech. Officer/ Ass. Tech. Officer	29	13	18	8	[z]	68
Other Professional & Technical staff	67	16	10	3	[z]	96
Consultant	[z]	[z]	[z]	[z]	166	166
Locum Consultant	[z]	[z]	[z]	[z]	19	19
SAS Doctor (Specialist Doc/Ass. Specialist/Staff Grade/Specialty Doc)	[z]	[z]	[z]	[z]	76	76
Docs in training (core trainees/spec. registrars/foundation docs) [note 1]	[z]	[z]	[z]	[z]	4	4
Other Doctor	[z]	[z]	[z]	[z]	68	68
Dental Officer	[z]	[z]	[z]	[z]	5	5
HCPC Registered Paramedic	[z]	0	2	0	[z]	2
Emergency Medical Technician	0	3	0	0	[z]	3
Ambulance Officer	0	2	1	0	[z]	3
Patient Care Services	24	0	0	0	[z]	24
Control Officer	0	0	0	0	[z]	0
Control Assistant	0	0	0	0	[z]	0
<b>Total</b>	<b>2,674</b>	<b>1,108</b>	<b>1,397</b>	<b>207</b>	<b>338</b>	<b>5,724</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 31 December 2024**

<b>Staff Group</b>	<b>Vacancy Rate</b>
Administration & Clerical	6.2%
Estates Services Staff	6.5%
Support Services/User Experience	5.7%
Registered Nursing & Midwifery	5.8%
Nursing & Midwifery Support	11.9%
Social Services (including domiciliary care)	8.8%
Professional & Technical Staff	5.6%
Medical & Dental staff	5.6%
Ambulance staff	2.5%
<b>Total</b>	<b>6.8%</b>

**Table A4: HSC Vacancies Actively Being Recruited by HSC Organisation, at 31 December 2024**

<b>HSC Organisation</b>	<b>Vacancies</b>
Belfast HSC Trust	1,608
Northern HSC Trust	845
South Eastern HSC Trust	942
Southern HSC Trust	1,020
Western HSC Trust	917
NI Ambulance Service HSC Trust	85
Business Services Organisation (BSO)	198
Strategic Planning & Performance Group (SPPG) [note 2]	38
Children's Court Guardian Agency for Northern Ireland (CCGANI) [note 3]	8
NI Social Care Council (NISCC)	2
NI Practice & Education Council (NIPEC)	0
Public Health Agency (PHA)	29
Regulation & Quality Improvement Authority (RQIA)	11
NI Blood Transfusion Service (NIBTS)	12
NI Medical & Dental Training Agency (NIMDTA)	8
Patient Client Council (PCC)	1
<b>Total</b>	<b>5,724</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](#).