



# Northern Ireland Health and Social Care Workforce Census March 2022



Department of  
**Health**

An Roinn Sláinte

Máinnystrie O Poustie

[www.health-ni.gov.uk](http://www.health-ni.gov.uk)


Published 16 August 2022

# Northern Ireland Health and Social Care Workforce Census March 2022

Author: Joanne Hughes

**Project Support Analysis Branch, Information Analysis Directorate**

Department of Health  
Castle Buildings, Belfast BT4 3SQ

 Tel: 02890 522493

 Email: [workforce.statistics@health-ni.gov.uk](mailto:workforce.statistics@health-ni.gov.uk)

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

© Crown Copyright 2022. Published with the permission of the Controller of Her Majesty's  
Stationary Office.

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

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

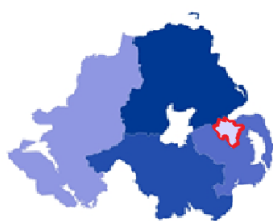
## Key Findings



At 31st March 2022, the HSC employed 73,239 (64,359 WTE) staff in post on either a full-time or part-time basis, subject to the exclusions described in Appendix B.



The HSC workforce grew by 21% (11,006 WTE) between the 2013 and 2022 Census dates (excluding NIMDTA core staff, GP educators & GP trainees).



The largest employer in the HSC was the Belfast Trust with 18,593 WTE or 29% of all staff.



The largest Occupational Family was Nursing & Midwifery with 21,402 WTE or 33% of the total.



The Medical & Dental workforce stood at 5,268 (4,820 WTE). Forty per cent (1,929 WTE) were consultants.



Just under two fifths (36%, 23,483 WTE) of WTE HSC staff were employed at Agenda for Change Bands 1 to 4.



A substantial majority (78% or 57,212) of HSC employees were female and 58% of females worked full-time.

# Contents

Section A: Changes in the NI Health and Social Care Workforce: 2013 - 2022	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	17
Section 5: Social Services Staff (excluding domiciliary care workers)	20
Section 6: Administration and Clerical Staff	23
Section 7: Support Services Staff	26
Section 8: Ambulance Staff	29
Section 9: Estates Services Staff	31
Section 10: Staff Turnover	33
Appendix A: Tables	
Table A: NI Health and Social Care Workforce: 2013 - 2022	36
Section 1 Tables: NI Health and Social Care Staff	37
Section 2 Tables: Medical and Dental Staff	40
Section 3 Tables: Nursing, Midwifery and Health Visiting Staff	42
Section 4 Tables: Professional & Technical Staff	46
Section 5 Tables: Social Services Staff (excluding domiciliary care workers)	52
Section 6 Tables: Administration and Clerical Staff	56
Section 7 Tables: Support Services Staff	59
Section 8 Tables: Ambulance Staff	63
Section 9 Tables: Estate Services Staff	65
Section 10 Tables: Leavers, Joiners and Movers 2021/22	67
Appendix B: Notes and Metadata	
Notes, Metadata and Definitions	68

## Background

This is the twenty-second 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.

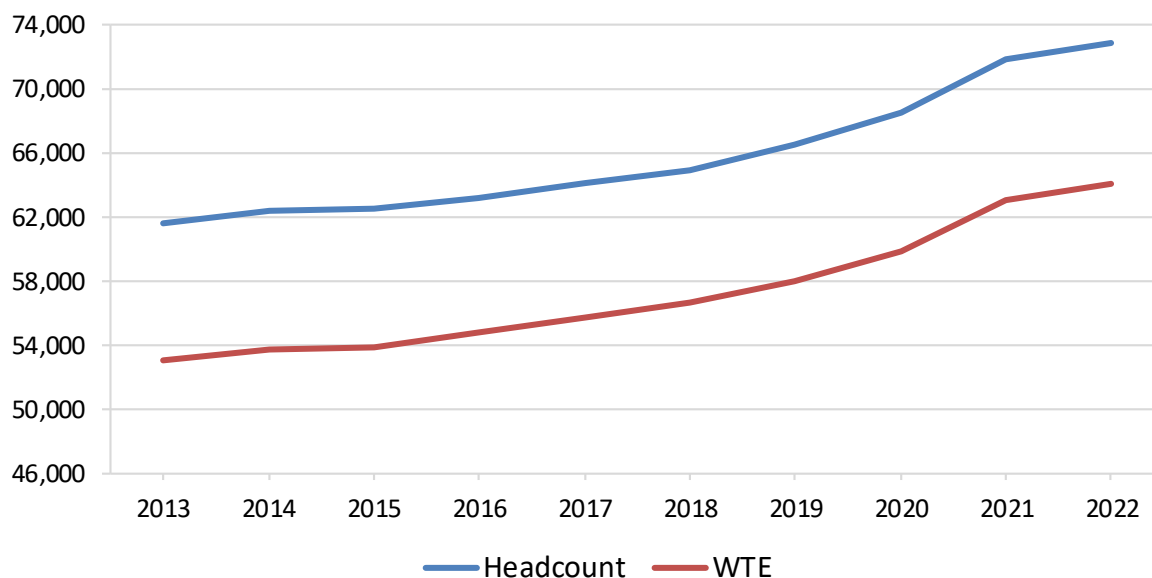
Summary analysis and commentary is given in Sections 1 - 10, followed by tables in Appendix A and notes/metadata in Appendix B.

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 2013 - 2022 (subject to the exclusions at Appendix B)

**Figure A: HSC Staff in Post Headcount<sup>1</sup> and Whole-time Equivalent (WTE) 2013-2022**



<sup>1</sup> Staff are counted in each post that they hold (excluding bank work). Around 800 staff hold more than one post.

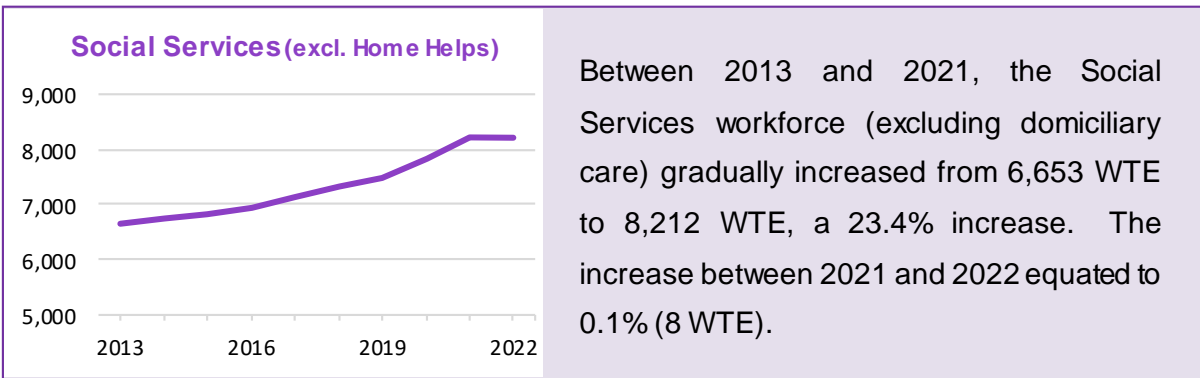
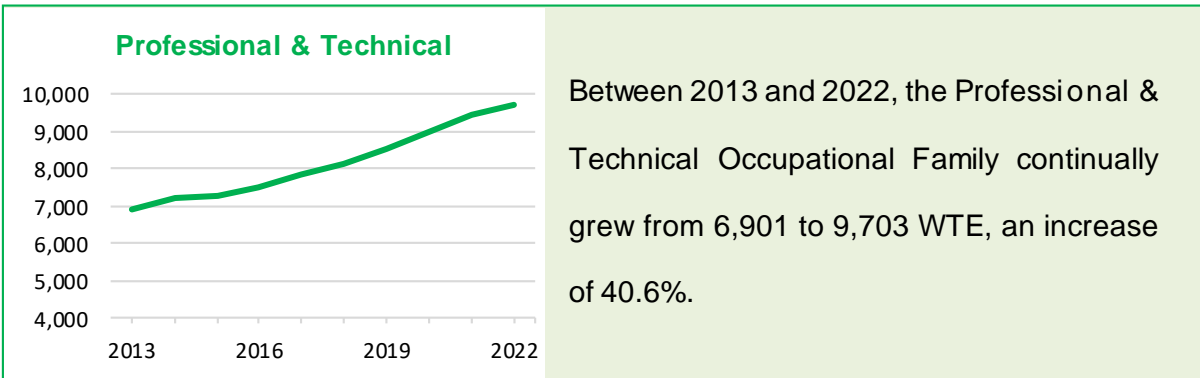
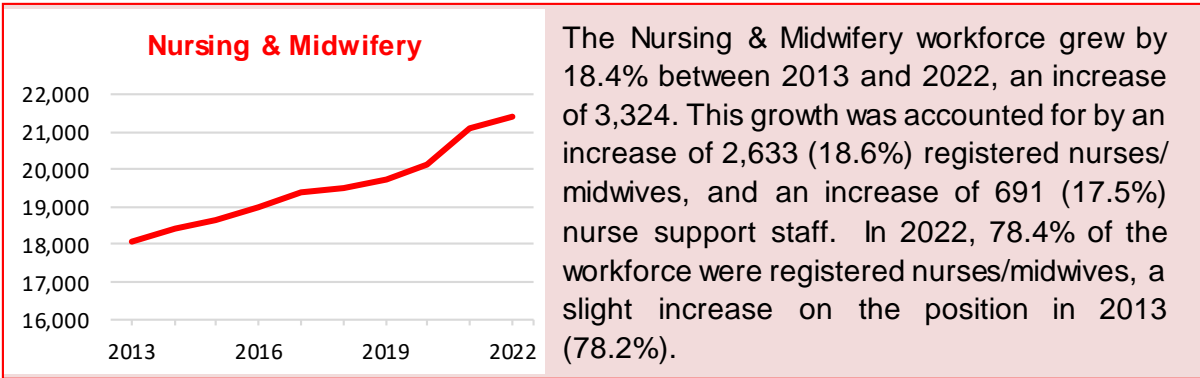
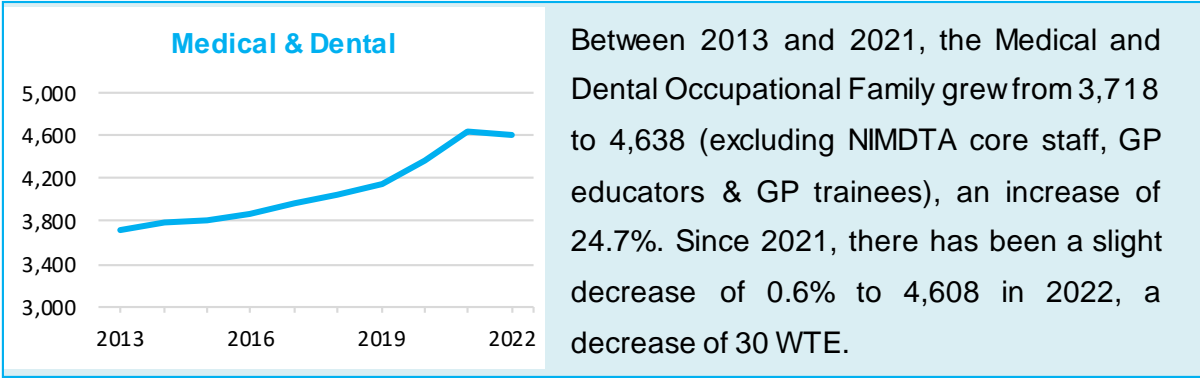
## Overall HSC Staffing Changes, 2013 to 2022

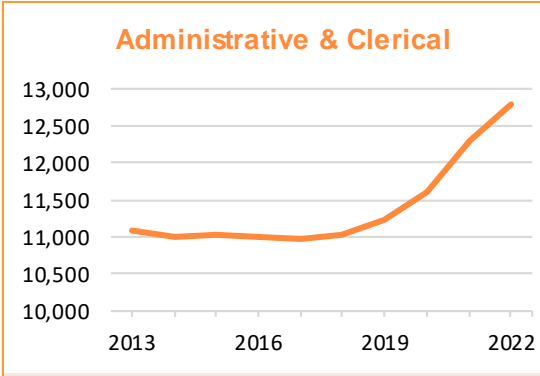
All comparisons in this section are based on data as at 31st March in each year. Figures refer to WTE. Figures for 2021 and 2022 include students and staff employed through the HSC Workforce Appeal to assist during the Covid-19 pandemic.

Between 2013 and 2022, the WTE of HSC staff increased by 11,006; this represented 20.7% workforce growth. The rate of growth between 2019 and 2022 was 10.4%.

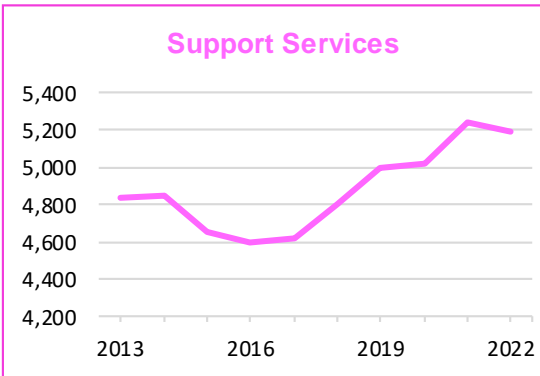
## Changes by Occupational Family, 2013 to 2022

Changes in staff levels in each Occupational Family between 2013 and 2022 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.

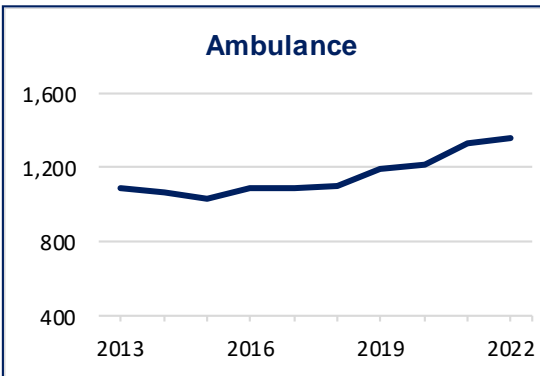




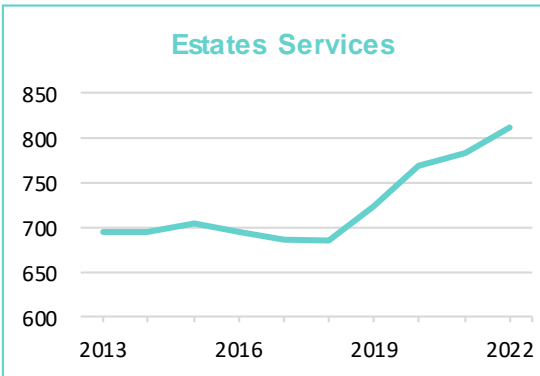
Between 2013 and 2017, the Administrative & Clerical Occupational Family decreased slightly (0.9%). Since 2017, the workforce has seen a steady increase of 16.6% (1,817) to 12,790 WTE in 2022.



From 4,830 WTE Support Service staff in 2013, a 4.9% decrease over three years resulted in a low of 4,595 WTE in 2016. Since 2016, this trend reversed with the workforce growing by 644 (14.0%) to 5,239 WTE in 2021. Since 2021, there has been a slight decrease of 1.0% (53 WTE) to 5,186 in 2022.



The Ambulance Occupational Family (which includes paramedics, emergency medical technicians, ambulance officers and control staff) has seen small fluctuations in staffing levels between 2013 and 2018, resulting in an increase of 1.4% (15). Since 2018, the workforce grew by a further 23.6% (260 WTE).



Between 2013 and 2018, the Estates Services workforce saw small fluctuations. Since then, this Occupational Family has seen steady growth from 686 WTE in 2018 to 811 WTE in 2022, an increase of 18.3% (125 WTE).

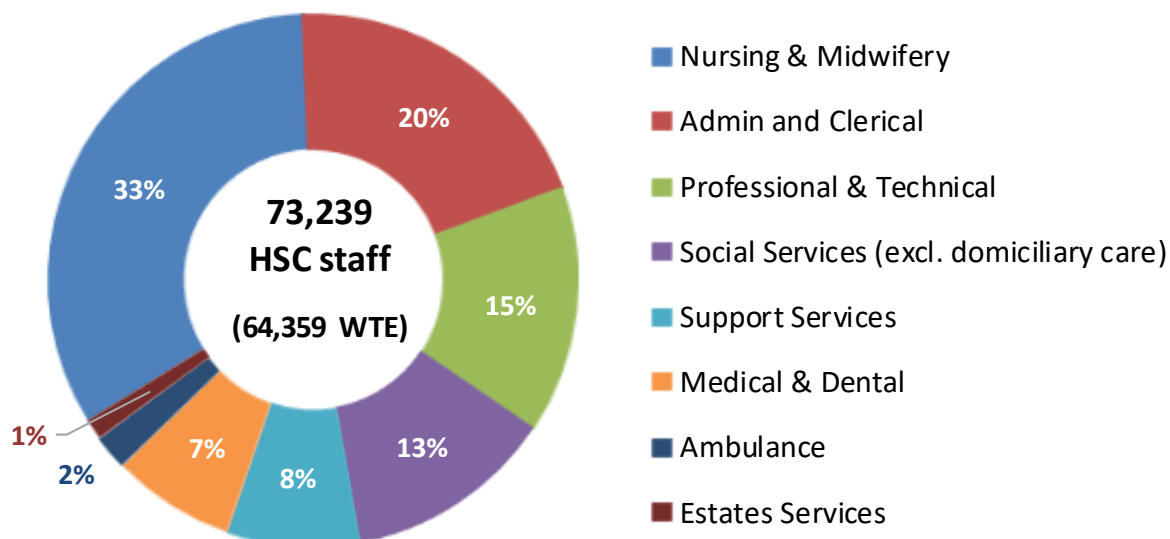


## Section 1: Health & Social Care Staff

At March 2022, the HSC employed 73,239 (64,359 WTE) staff in post on either a full-time or part-time basis, subject to the exclusions described in Appendix B. In the financial year 2021/22, expenditure on directly employed HSC employees exceeded £3.3 billion.

### Occupational Families

**Figure 1a: Health & Social Care Staff by Occupational Family (% WTE), March 2022**

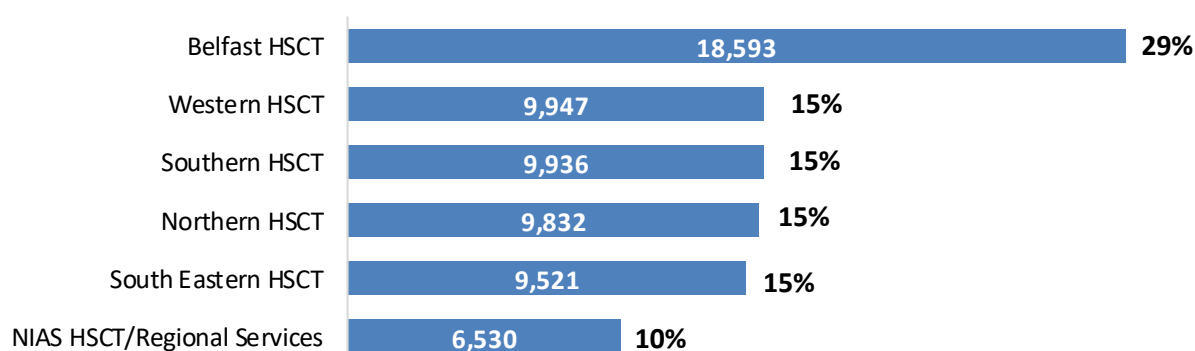


The largest Occupational Family, with 21,402 WTE or 33% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 12,865 WTE (20%). Medical & Dental staff represented 7% of the overall workforce, with 4,820 WTE.

### Employing Organisations

The largest HSC organisation was the Belfast Trust, with 29% of all staff (18,593 WTE). 90% of all staff worked for one (or more than one) of the five regional HSC Trusts (excluding NIAS HSC Trust).

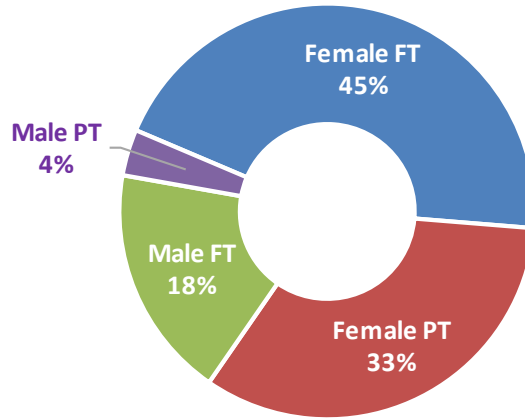
**Fig 1b: Health & Social Care Staff by Employing Organisation (% WTE)**



### Gender and Working Pattern (Headcount)

Seventy-eight per cent of staff (57,212) were female. Of these, 58% worked full-time (see p 66 for the definition). Of the remaining 16,027 male staff, 83% worked full-time.

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

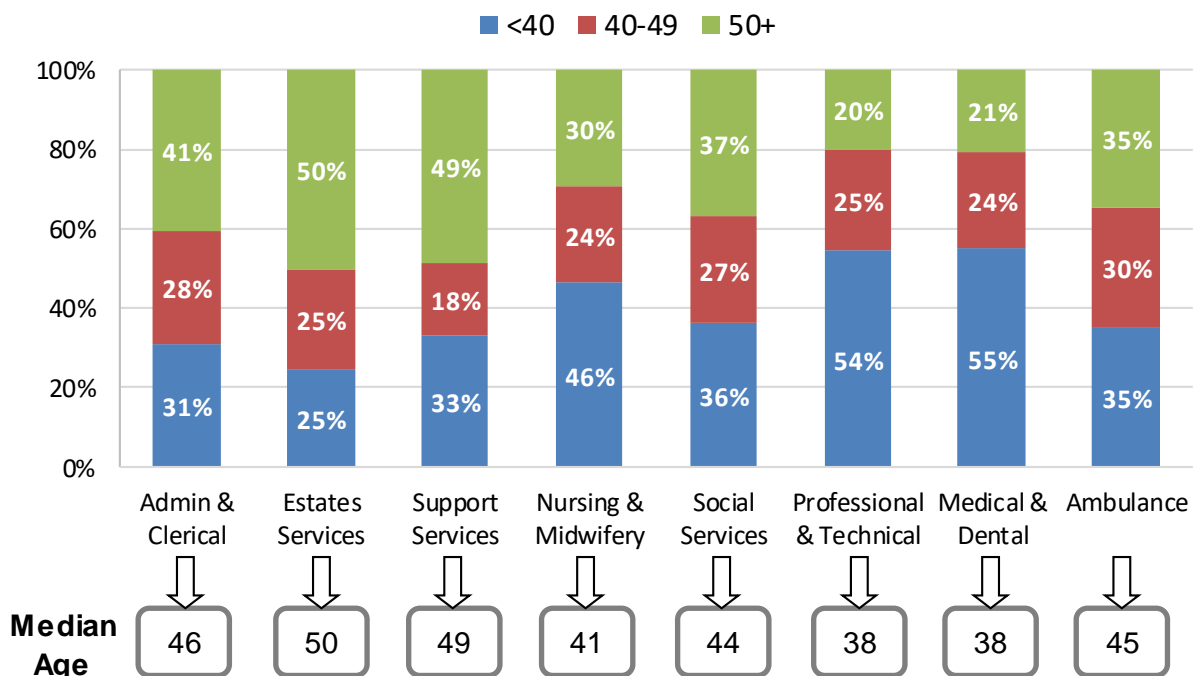


Percentages shown are of all staff. FT; Full-time, PT; Part-time

### 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 Occupational Family had the highest proportion of staff under the age of 40 (55%). The median age of all staff was 43.

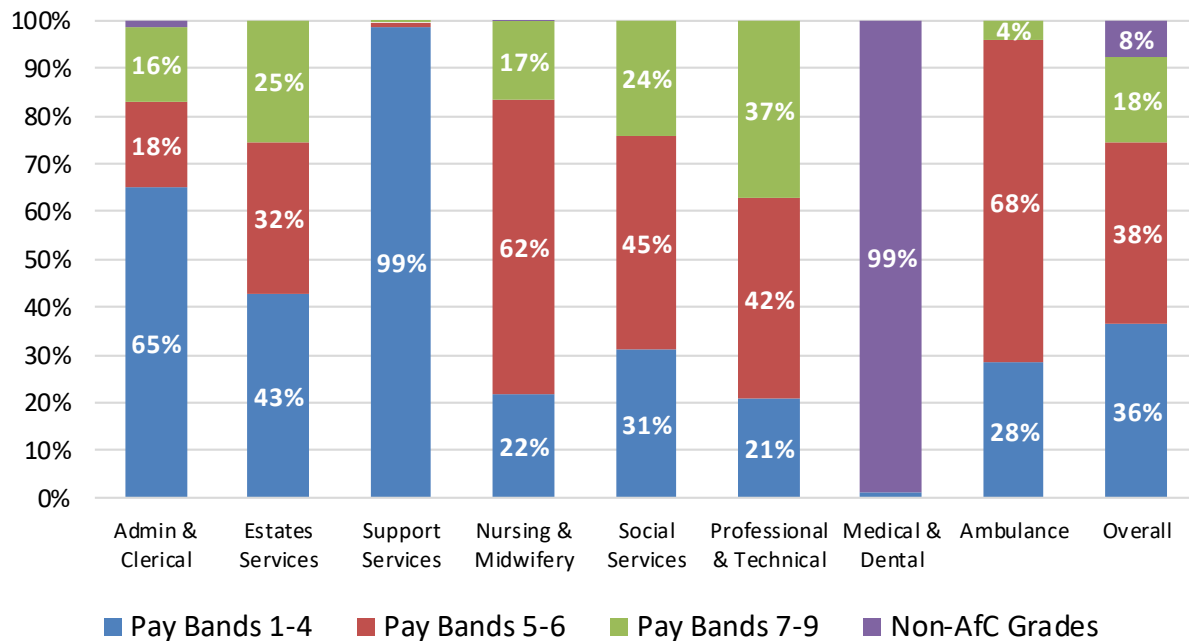
**Fig. 1d: Health & Social Care Staff by Age Group and Occupational Family (% Headcount)**



## Pay Bands (WTE)

Thirty-six 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, 65% were employed between Bands 1 and 4 and 83% were employed below Band 7. Sixty-two per cent of Nursing & Midwifery staff were employed at Bands 5 and 6.

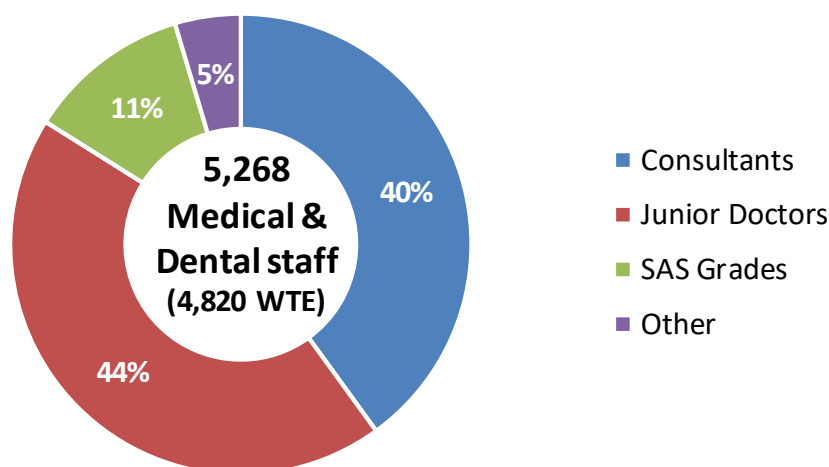
**Fig. 1e: HSC Health & Social Care Staff by Pay Band and Occupational Family (% WTE)**



## Section 2: Medical and Dental Staff

There were 5,268 (4,820 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 were Medical Student Technicians - these were final year medical students employed to assist staff during the Covid-19 pandemic). This group represented 44% of the Medical and Dental workforce, or 2,116 WTE. The next largest group were consultants with 1,929 WTE or 40%. Staff Grade/Associate Specialist/Specialty Doctors (SAS), or middle-grade doctors, comprised the majority of the remainder at 11% (553 WTE). The final 5% of the workforce were employed in grades classified as 'other', for example hospital practitioners and community dentists.

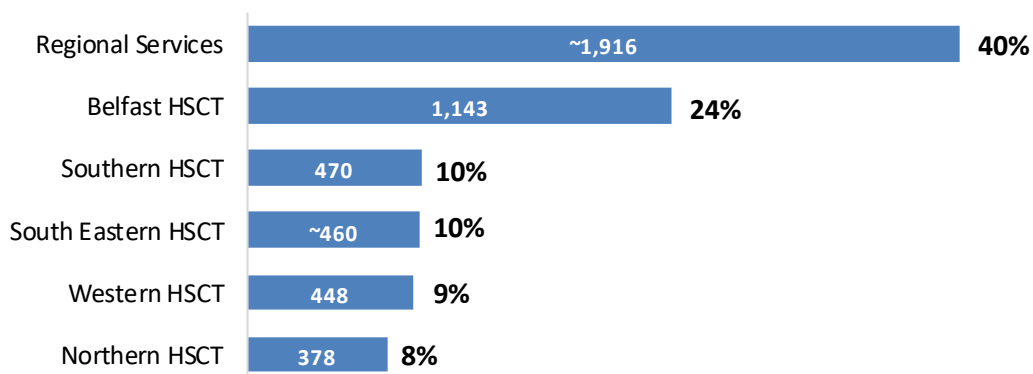
**Fig 2a: Medical & Dental Staff by Grade (%WTE)**



### Employing Organisations

Thirty eight per cent of Medical and Dental staff (1,850 WTE) were employed by NIMDTA, now the single employer of doctors in training. A further 2% were employed by other regional services. Twenty-four per cent of Medical and Dental staff worked for the Belfast HSC Trust, while the other three regional Trusts employed between 8% and 10% of the total Medical and Dental WTE.

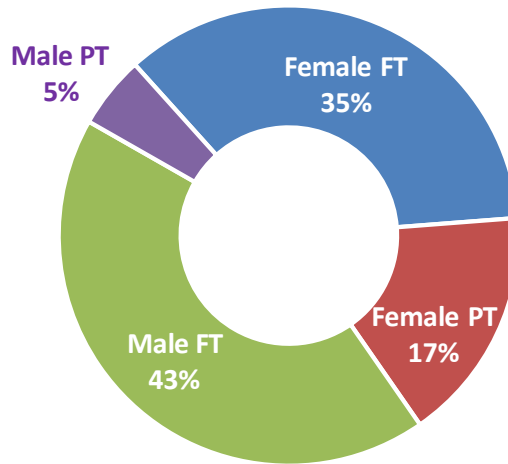
**Fig. 2b: Medical & Dental Staff by Employing Organisation (%WTE)**



### Gender and Working Pattern (Headcount)

A small majority (2,740 or 52%) of Medical and Dental staff were female, of whom 68% worked full-time. Of the remaining 2,528 male doctors, 89% worked full-time. Within the Medical & Dental grades, male staff were more highly represented among consultants. Sixty per cent of consultants, or 1,233, were male.

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

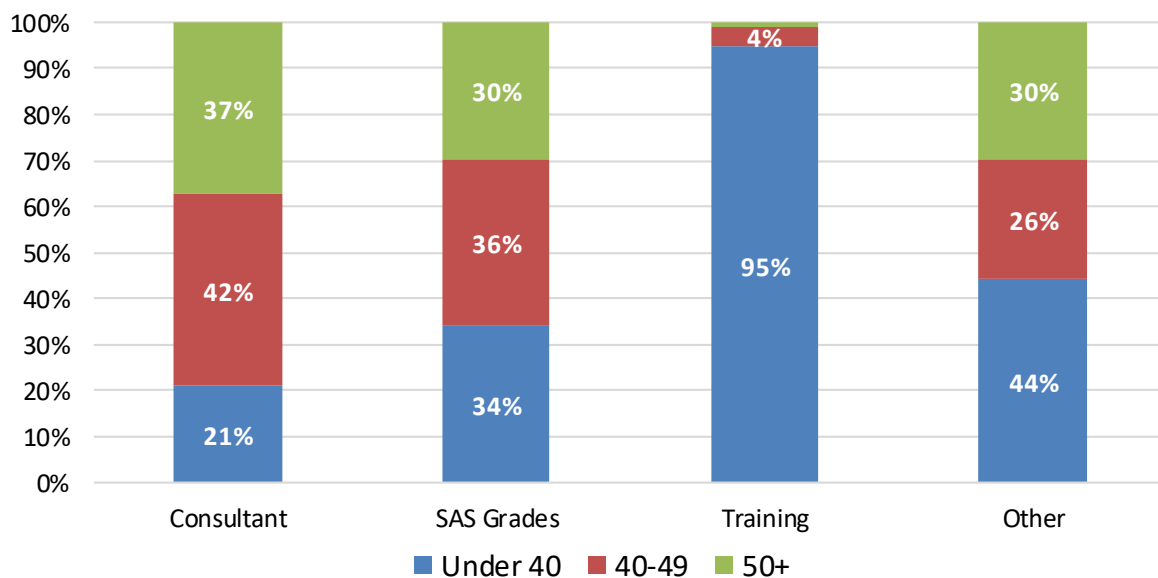


### Age (Headcount)

Fifty-five per cent of medical and dental employees were under the age of 40; 24% were aged between 40 and 49; and 21% were aged over 50.

Twenty-one per cent of Consultants and 34% of SAS/career grade staff were under the age of 40. Ninety-five per cent of medical and dental staff in training were under the age of 40.

**Fig. 2d: Medical & Dental Staff by Age Group and Grade (% Headcount)**

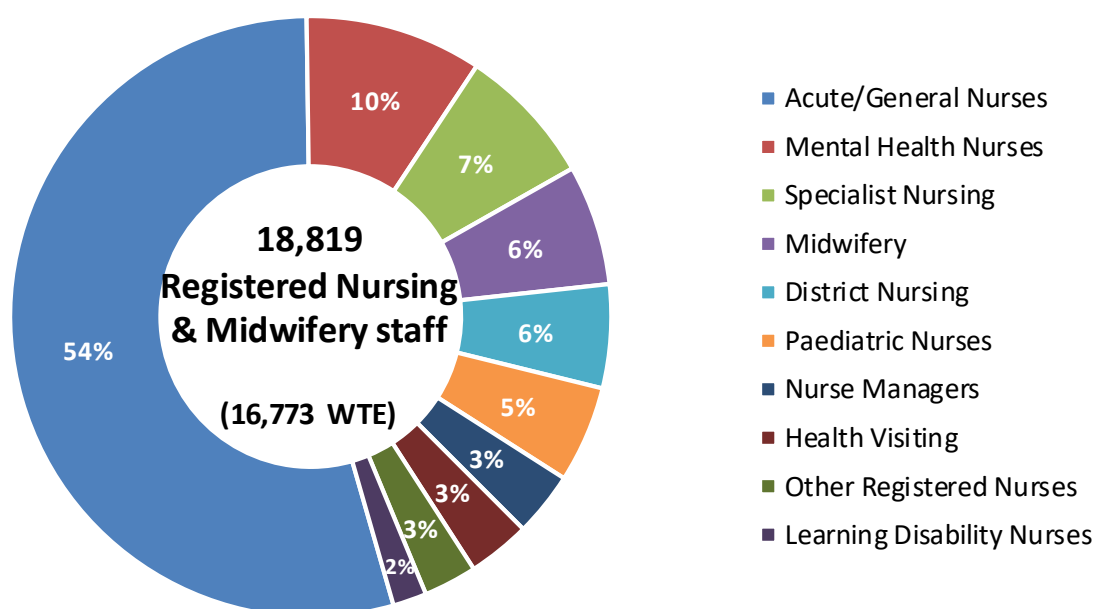


## Section 3: Nursing and Midwifery Staff

There were 24,132 (21,402 WTE) Nursing & Midwifery staff employed. 18,819 (16,773 WTE) were in registered nursing and midwifery grades (Band 5 and up), and 5,313 (4,630 WTE) were in support grades (Bands 2-4).

Just over half (9,094 WTE, or 54%) of all registered nurses were graded as acute or general nurses. 10% (1,599 WTE) were mental health nurses, while specialist nursing comprised 7% (1,256 WTE), and midwifery and district nursing both comprised 6% (1,086 WTE and 935 WTE respectively).

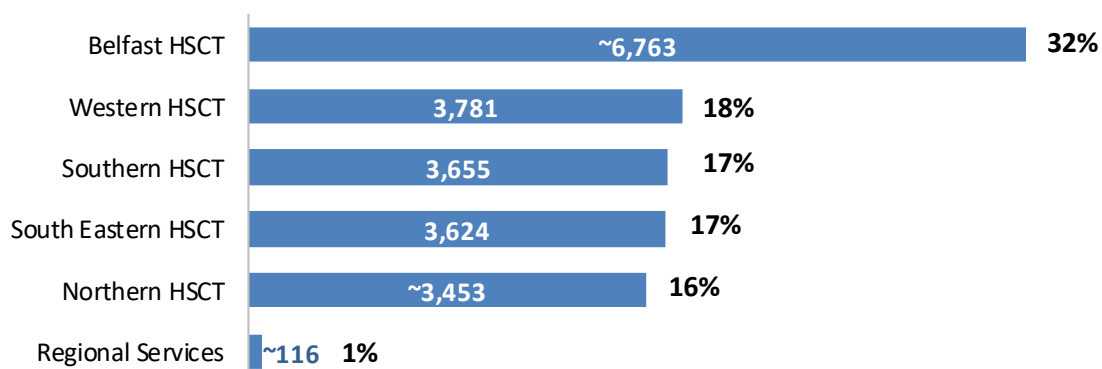
**Fig. 3a: Registered Nursing & Midwifery Staff by Group (% WTE)**



### Employing Organisations

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

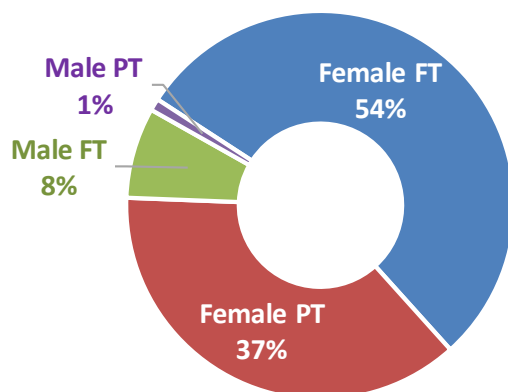
**Fig. 3b: Nursing & Midwifery Staff by Employing Organisation (%WTE)**



### Gender and Working Pattern (Headcount)

The vast majority (91%, or 22,068) of Nursing & Midwifery employees were female. Of these, 13,073 (59%) worked full-time. Of the remaining 2,064 male Nursing & Midwifery staff, eighty-eight per cent (~1,792) 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 346, were male.

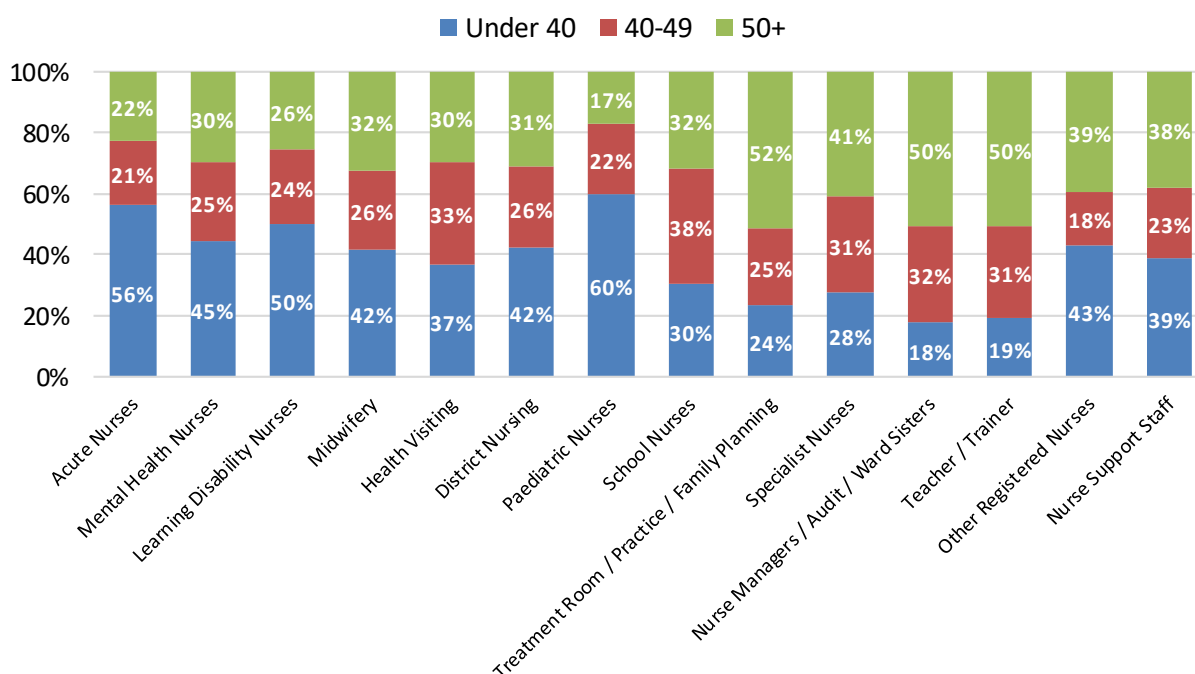
**Fig. 3b: Nursing & Midwifery Staff by Gender and Working Pattern (% Headcount)**



### Age (Headcount)

Overall, the proportion of Nursing & Midwifery staff aged under 40 was 46%. The youngest groups were paediatric nurses (60% aged under 40), acute/general nurses (56% aged under 40) and learning disability nurses (50% aged under 40). The groups with the largest proportion of staff over 50 were treatment room, practice and family planning nurses at 52%, nurse managers, audit and ward sisters at 50%, and teachers and trainers at 50%.

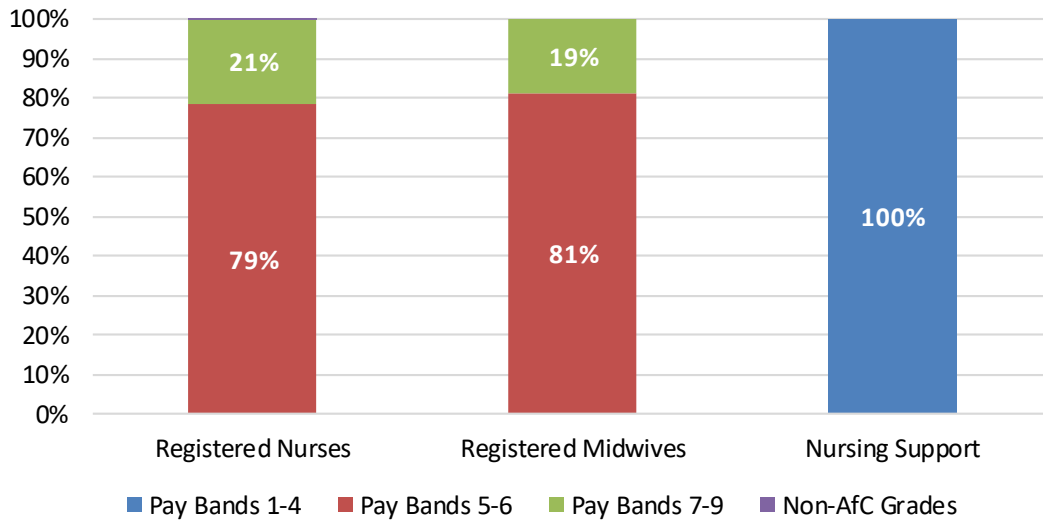
**Fig. 3c: Nursing & Midwifery Staff by Age Group (%Headcount)**



### Pay Bands (WTE)

Almost four fifths (79%) of registered nursing staff were employed at AfC bands 5-6, with 21% employed at AfC bands 7-9. Similarly, 81% of registered midwives were employed at AfC bands 5-6 and 19% at AfC bands 7-9. All nursing support staff were employed at AfC bands 2-4.

**Fig. 3d: Nursing & Midwifery Staff by Pay Band (% WTE)**



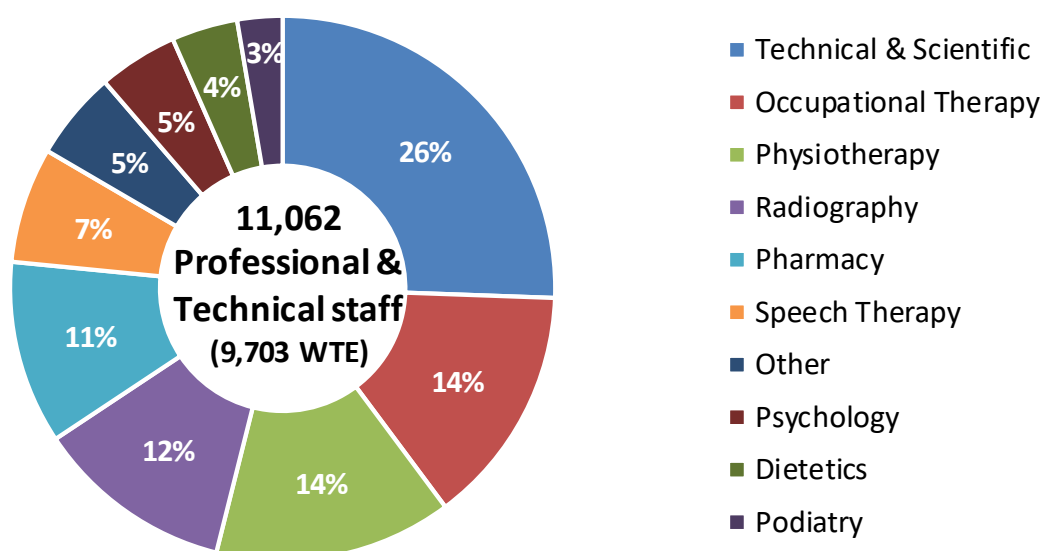


## Section 4: Professional and Technical Staff

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. Note that paramedics, another Allied Health Profession, are covered in section 8.

There were 11,062 (9,703 WTE) Professional and Technical staff employed. The largest single professional groups were occupational therapy and physiotherapy, both with 14% of total WTE (1,383 and 1,368 respectively). Technical and Scientific staff of various professions made up 26% of WTE, or 2,481.

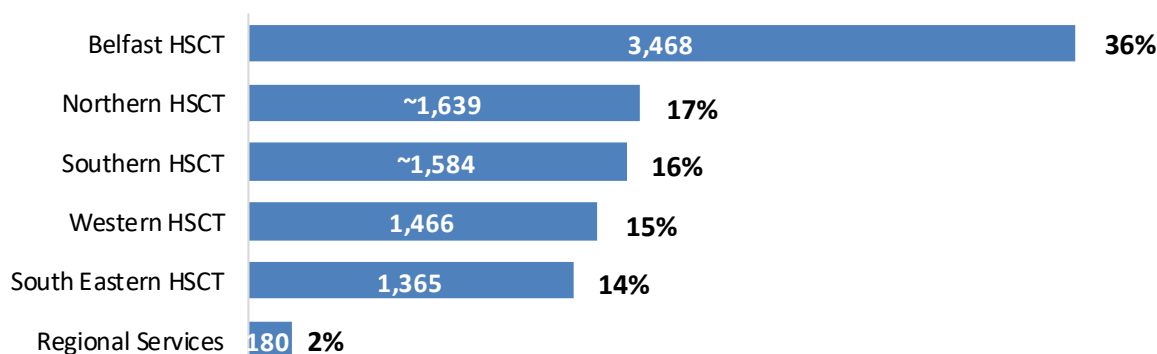
**Fig. 4a: Professional & Technical Staff by Group (%WTE)**



### Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 3,468 WTE or 36% of the total. The other four local Trusts employed between 14% and 17% of the total WTE. Two per cent (180 WTE) were employed by the Regional Services.

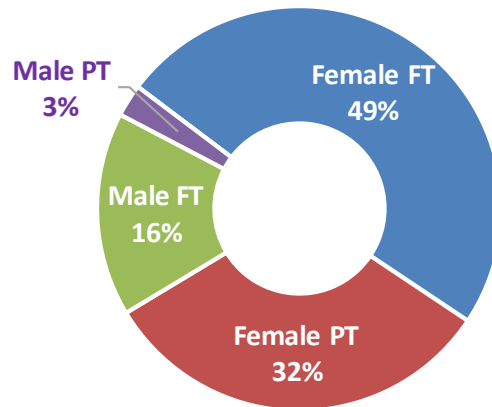
**Fig. 4b: Professional & Technical Staff by Employing Organisation (% WTE)**



### Gender and Working Patterns (Headcount)

A large majority (81%; 8,971 staff) of Professional & Technical staff were female. Over three fifths (61%) of female staff worked full-time. Of the remaining 2,091 male Professional & Technical staff, 86% (1,804) worked full-time. Within the subgroups, male staff were more highly represented among Technical and Scientific staff, with one third (33%, 894 staff) being male.

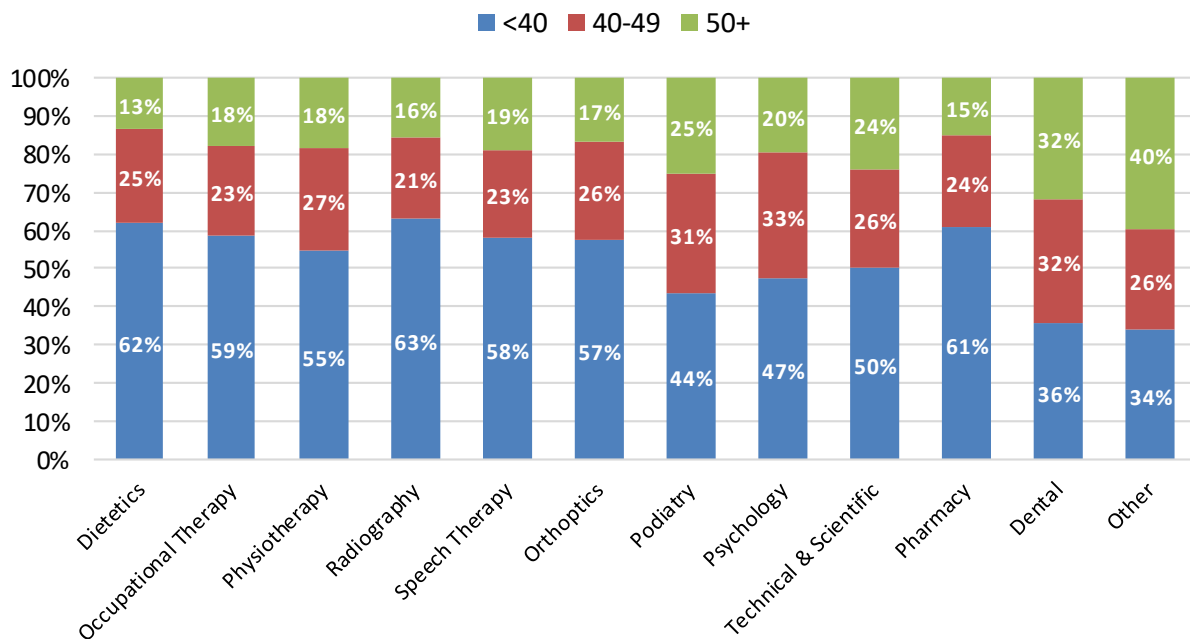
**Fig. 4c: Professional & Technical Staff by Gender and Working Pattern (%Headcount)**



### Age (Headcount)

The Professional and Technical occupations have experienced a high level of growth over the last decade. As such, more than half (54%) were under the age of 40.

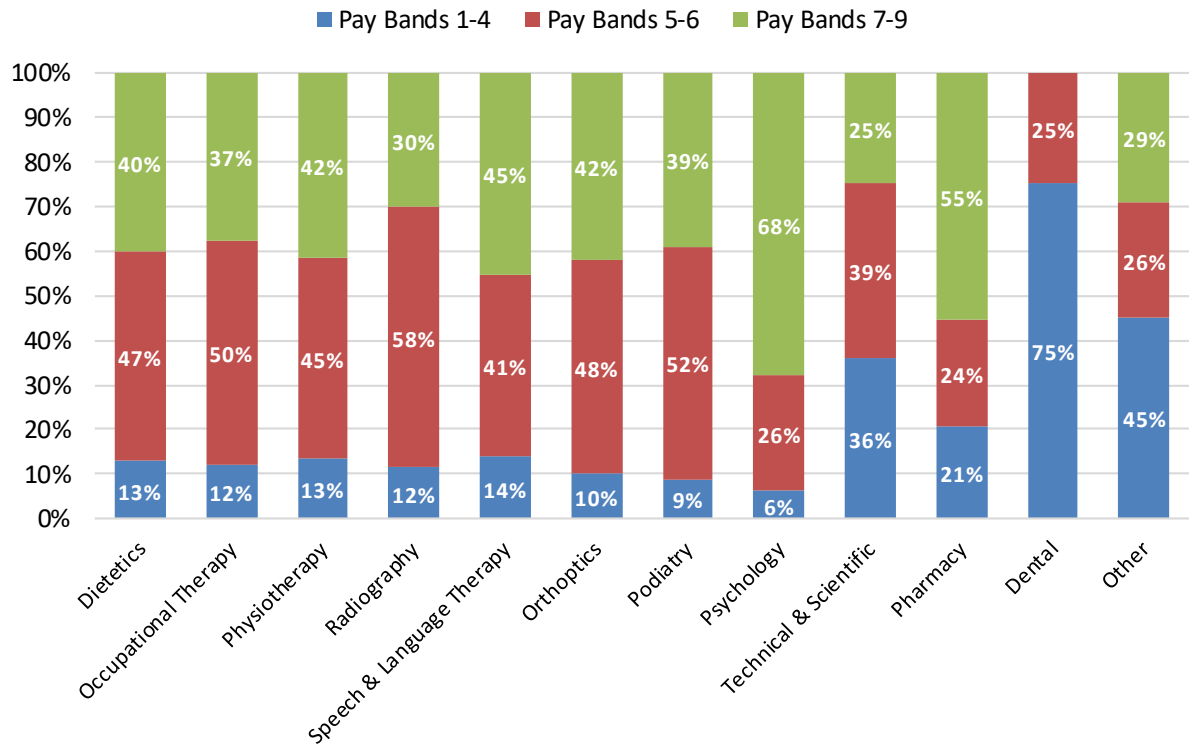
**Fig. 4d: Professional & Technical Staff by Age Group (%Headcount)**



## 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 68%.

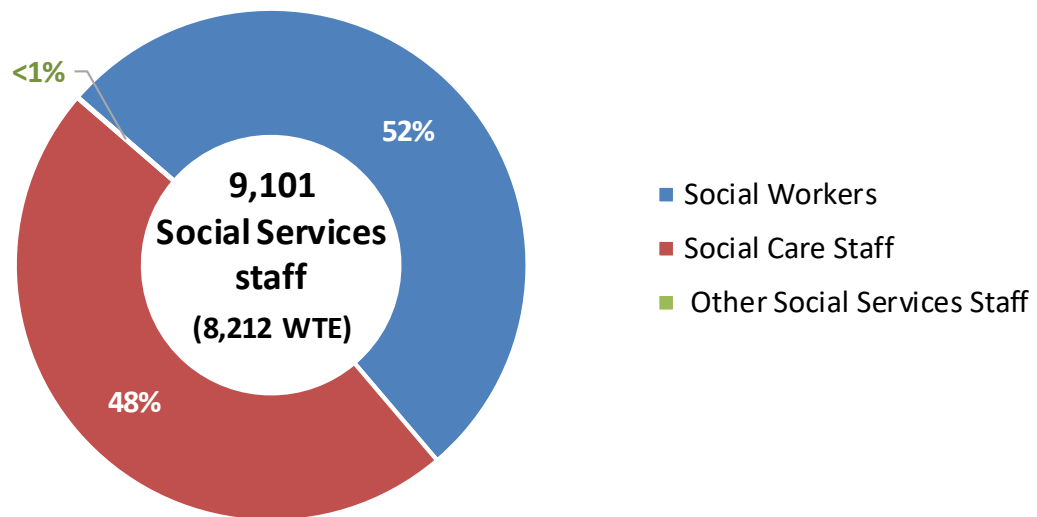
**Fig. 4e : Professional & Technical Staff by Pay Band (% WTE)**



## Section 5: Social Services Staff - Excluding Domiciliary Care

There were 9,101 (8,212 WTE) staff employed in Social Services grades. A small majority (52%, or 4,303 WTE) were social workers. Further detail on social workers is provided in Figure 5b.

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



Almost half of all social workers (47%, 2,009 WTE) were employed in Child & Family Care.

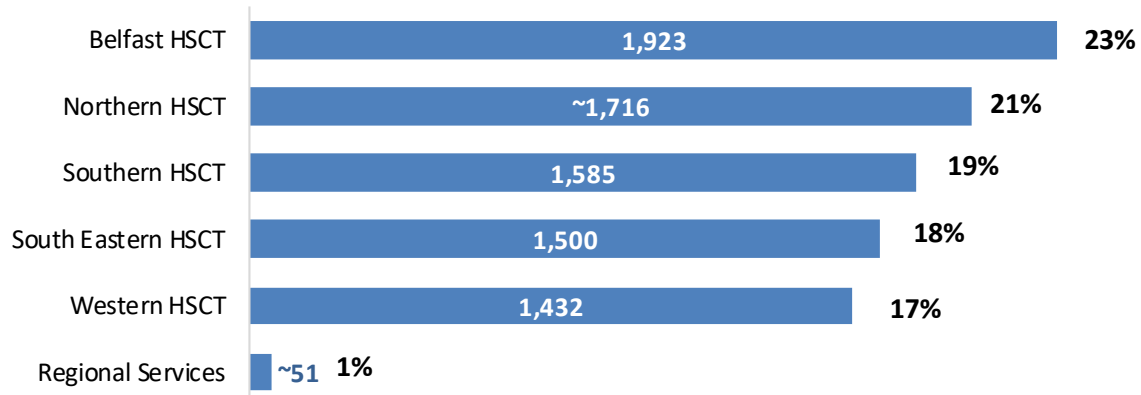
**Fig. 5b: Social Workers by Group (WTE)**



## Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with 1,923 WTE (23% 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.

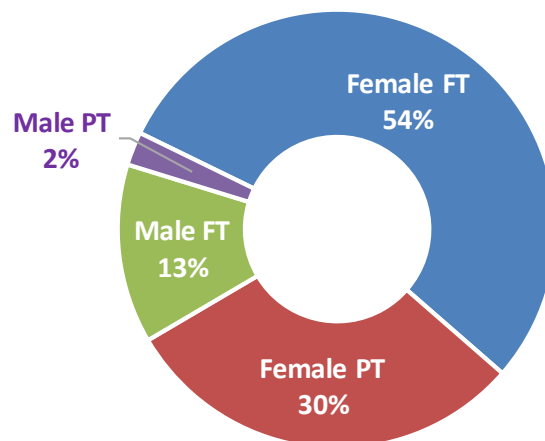
**Fig 5c: Social Services Staff by Employing Organisation (%WTE)**



## Gender and Working Pattern (Headcount)

A large majority (84%, 7,674) of Social Services staff were female; 64% of female staff worked full-time. Eighty-four per cent of male staff worked full-time.

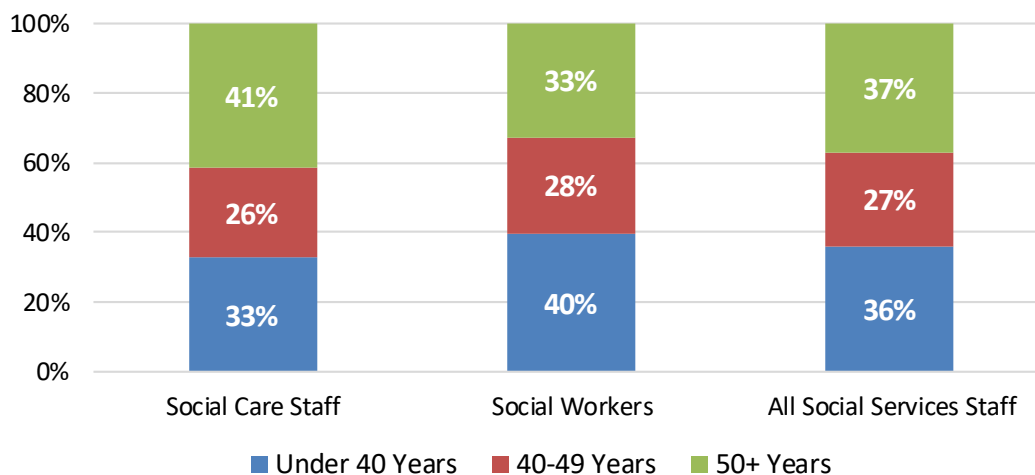
**Figure 5d: Social Services Staff by Gender and Working Pattern (%Headcount)**



## Age (Headcount)

The Social Services Occupational Family has more staff over the age of 50 (~3,364, or 37%) than under 40 (~3,288, or 36%). Social workers were younger than other social care staff; 40% were under 40, whereas 41% of social care staff were over 50. One-third (33%) of social workers were over 50.

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

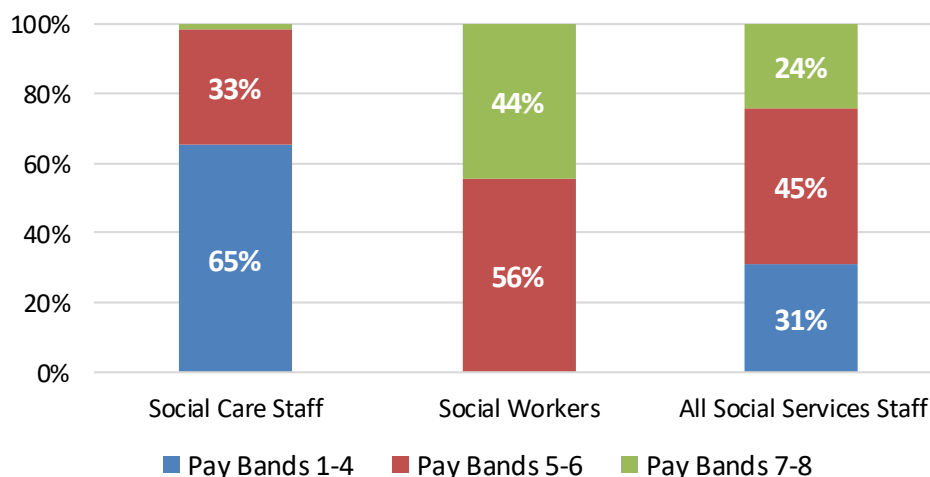


Almost half (47%) of physical disability/ sensory impairment social workers were aged over 50 years. Only 20% of social work managers and audit were under 40 years of age; 50% were aged over 50.

## Pay Bands (WTE)

Almost two thirds (65%) of social care staff were employed at AfC bands 1-4, with one third (33%) AfC band 5-6. Over half (56%) of Social Workers were employed at AfC bands 5-6 with the remainder (44%) employed at bands 7-8.

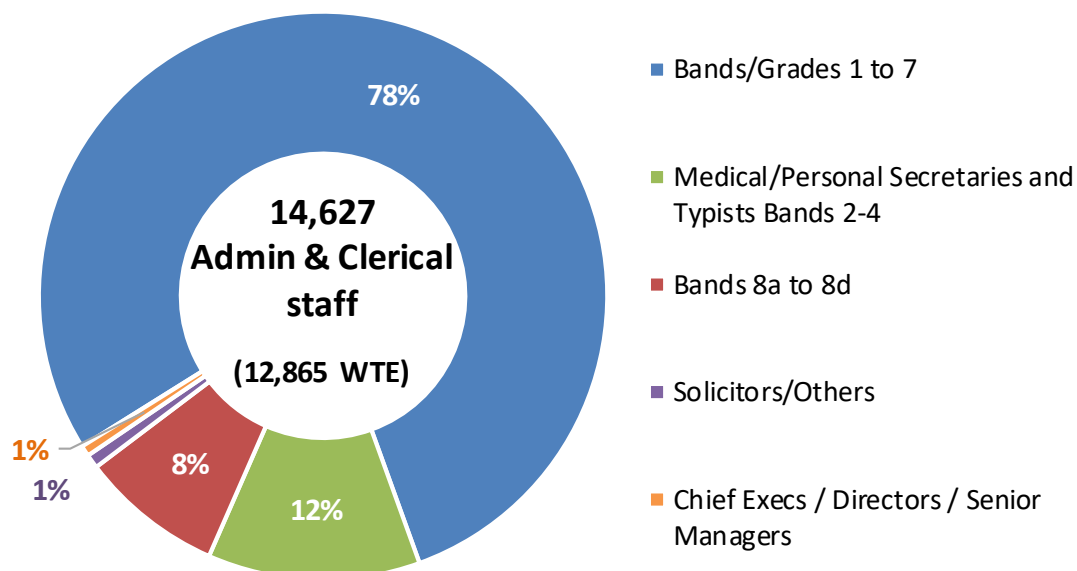
**Fig. 5f: Social Services Staff by Pay Bands (% WTE)**



## Section 6: Administrative and Clerical Staff

There were 14,627 (12,865 WTE) Administrative & Clerical staff employed, 65% of which (8,360 WTE) were employed in general Bands/Grades 1 to 4 (non-managerial grades including secretaries and typists).

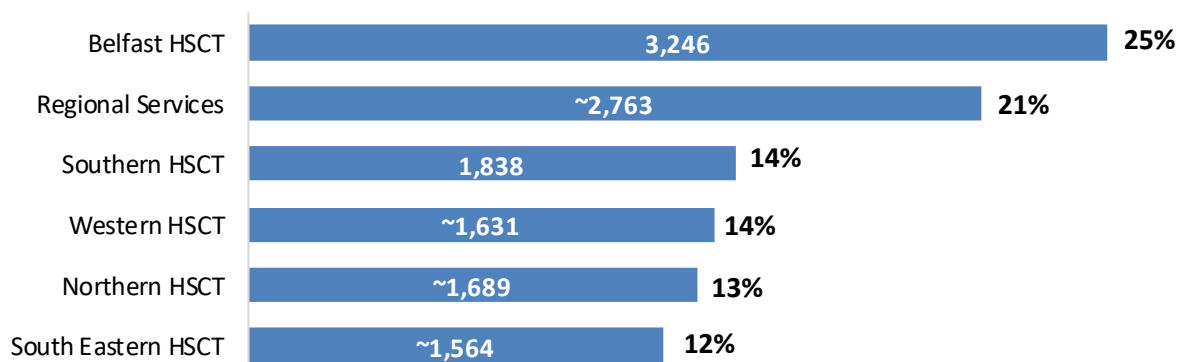
**Fig. 6a: Administrative & Clerical Staff by Grade (%WTE)**



### Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 3,246 WTE (25% of the total). The Regional Services, particularly the Business Services Organisation, the Health & Social Care Board, and the Public Health Agency, employed a further ~2,763 WTE or 21%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

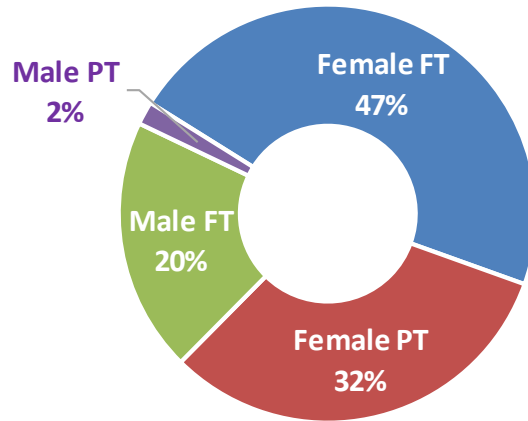
**Fig. 6b: Administrative & Clerical Staff by Employing Organisation (% WTE)**



### 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.

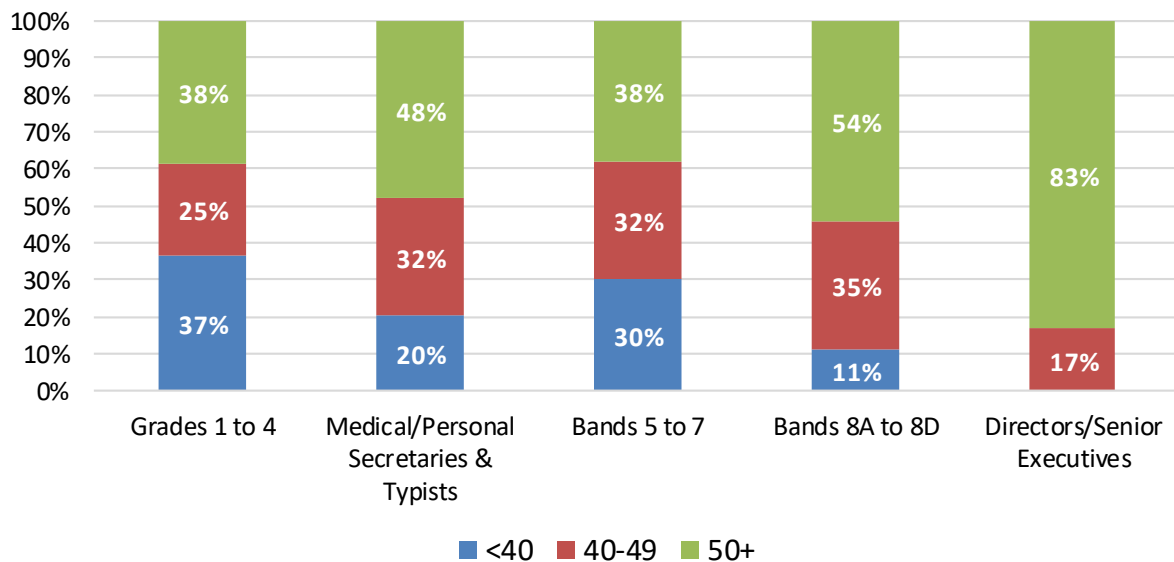
**Fig. 6c: Administrative & Clerical staff by Gender and Working Pattern (%Headcount)**



### Age (Headcount)

Forty-one per cent of Administrative and Clerical staff were aged over 50, 31% were aged under 40, and 28% were aged between 40 and 49. The highest proportion of staff aged over 50 were in the Directors and Senior Executives grades, with 83% in this age group.

**Fig. 6d: Administrative & Clerical Staff by Age Group (%Headcount)**

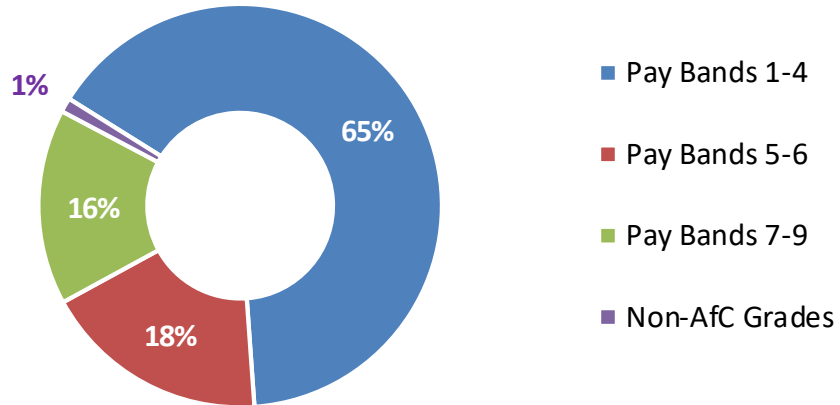




### Pay Bands (WTE)

As described earlier, almost two thirds (65%, or 8,360 WTE) Administrative & Clerical staff were employed at AfC Bands 1-4. This included non-managerial grades, secretaries and typists.

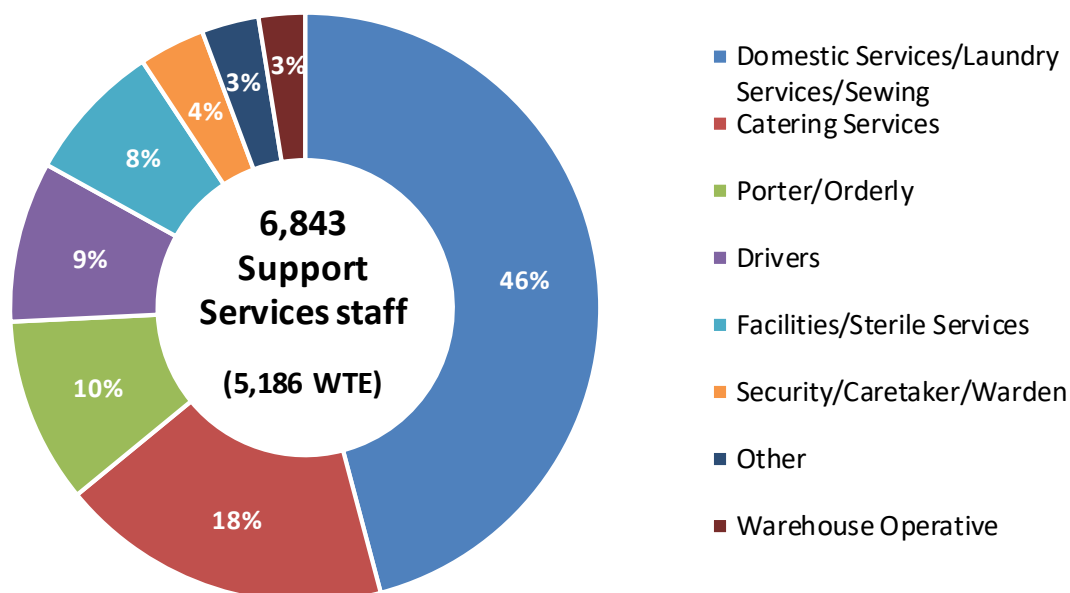
**Fig. 6d: Administrative & Clerical Staff by Pay Bands (% WTE)**



## Section 7: Support Services Staff

There were 6,843 (5,186 WTE) Support Services staff employed. The largest sub-group was domestic services/ laundry services/ sewing, with 2,379 WTE; they represented 46% of Support Services staff. A further 18% (943 WTE) were employed within catering services.

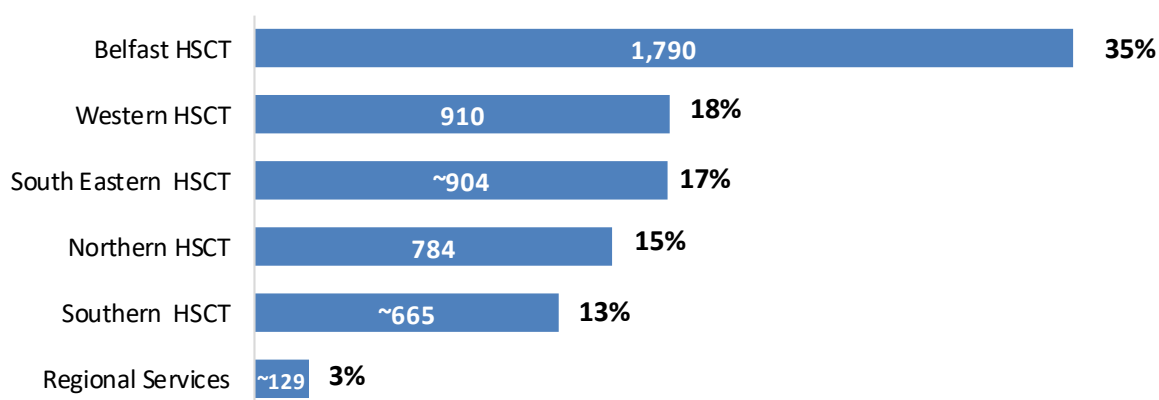
**Fig. 7a: Support Services Staff by Group (%WTE)**



### Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,790 Support Services staff, 35% of the total. The other local Trusts employed between 13% and 18% of the remainder, with 3% employed by the Regional Services.

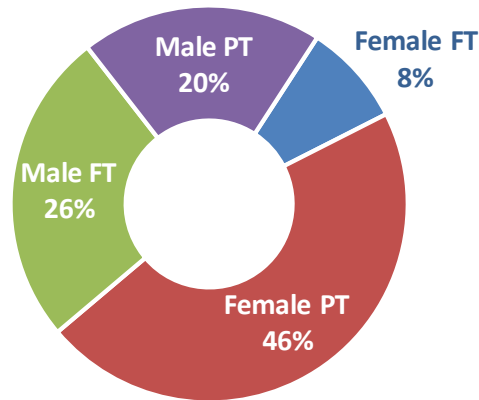
**Fig. 7b: Support Services Staff by Employing Organisation (%WTE)**



### Gender and Working Pattern (Headcount)

The Support Services workforce was 55% female. A majority (66%) 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 (57%) worked full-time compared to 15% of female staff. Within the subgroups, drivers and warehouse operatives had the highest proportion of male staff, with 96% of staff in both of these groups being male.

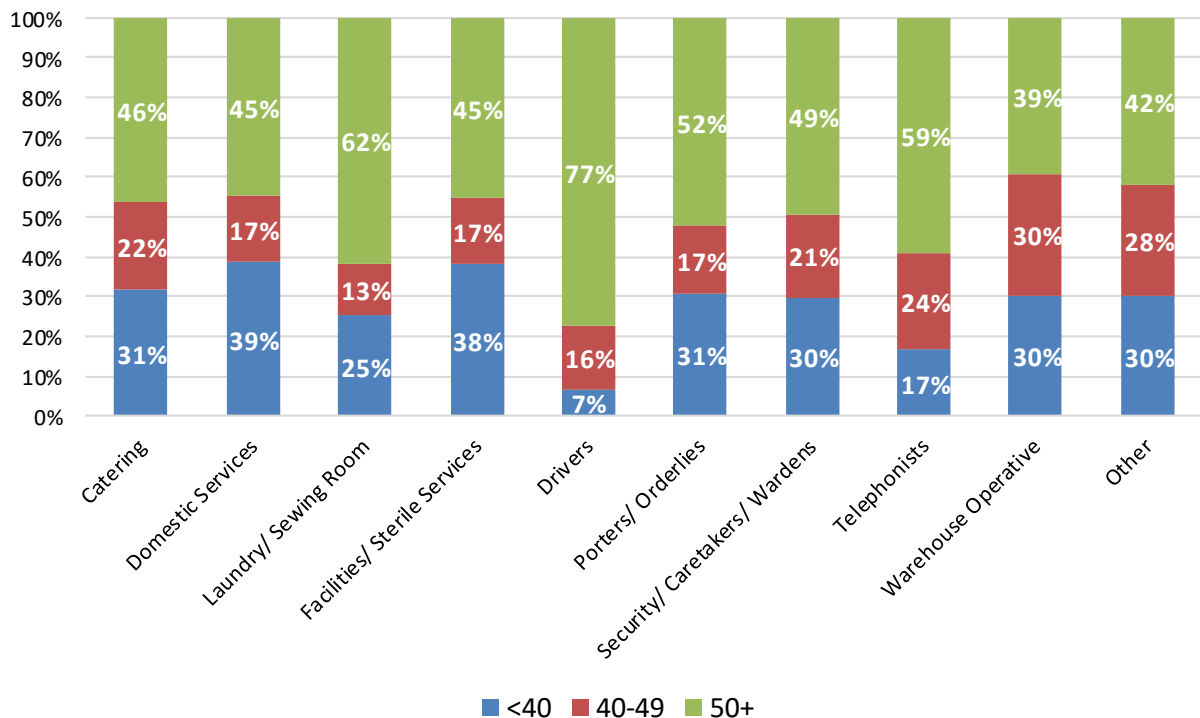
**Fig. 7c: Support Services Staff by Gender and Working Pattern (%Headcount)**



### Age (Headcount)

Almost half (49%, or ~3,330) of Support Services staff were aged over 50. The highest proportion of staff aged over 50 were employed as drivers, at 77%.

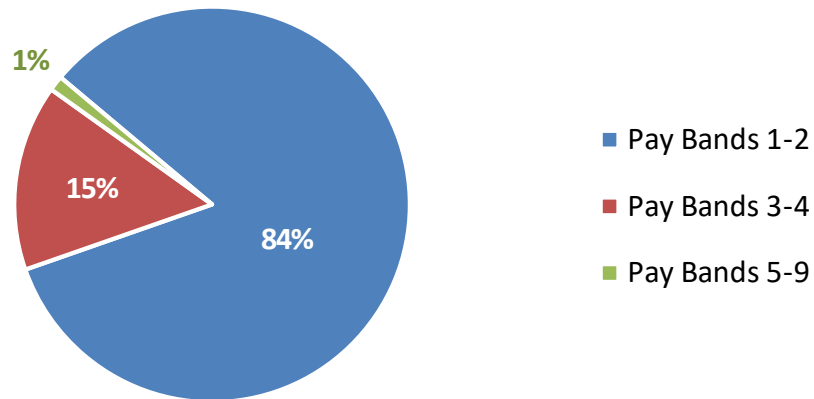
**Fig. 7d: Support Services Staff by Age Group (%Headcount)**



### Pay Bands (WTE)

Support Services staff on average are employed at lower Bands than the other Occupational Families. A large majority (84%, or ~4,320 WTE) were employed at Band 1 or 2; only 1% (64 WTE) were employed at Band 5 or above.

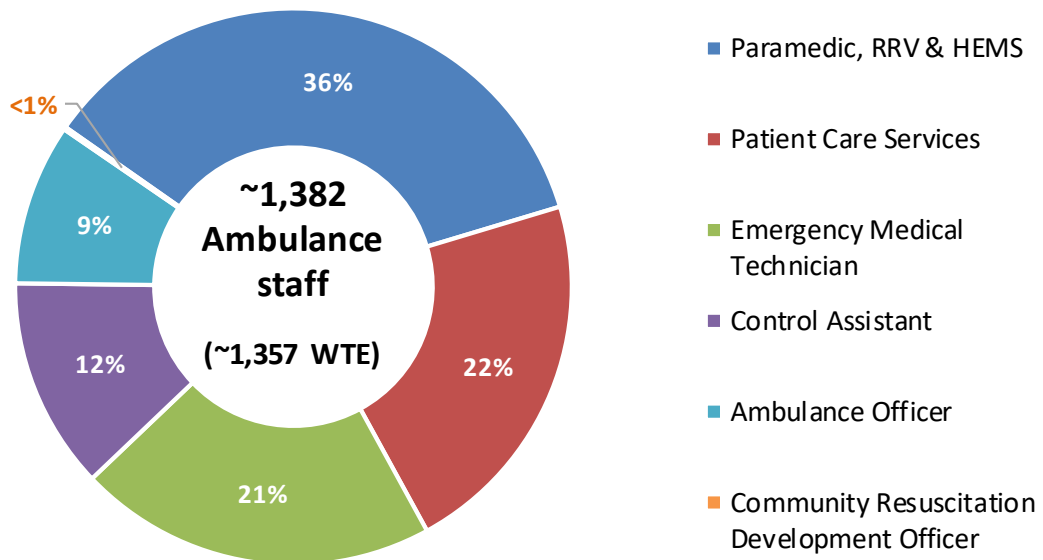
**Fig. 7d: Support Services Staff by Pay Band (% (WTE))**



## Section 8: Ambulance Staff

There were ~1,382 (~1,357 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (484 WTE, 36%) were graded as either paramedics, rapid response vehicle (RRV) paramedics or helicopter emergency medical service (HEMS) paramedics. Patient care services comprised 295 WTE (22%) and emergency medical technicians (EMTs) 283 WTE (21%).

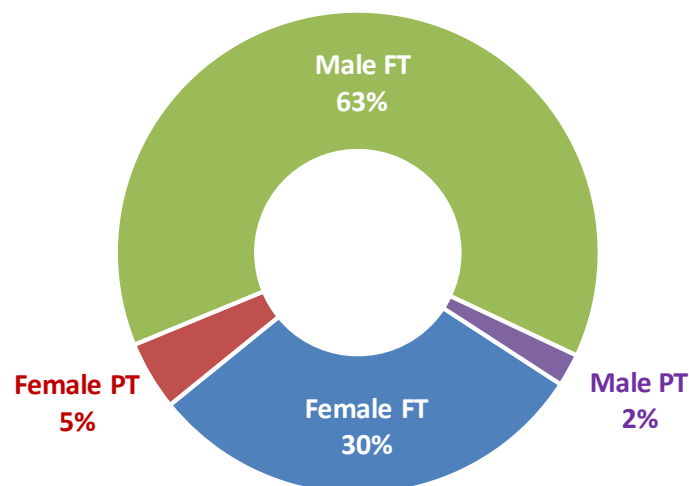
**Fig. 8a: Ambulance Staff by Grade (%WTE)**



### Gender and Working Pattern (Headcount)

The Ambulance workforce was predominantly male (65%) 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%).

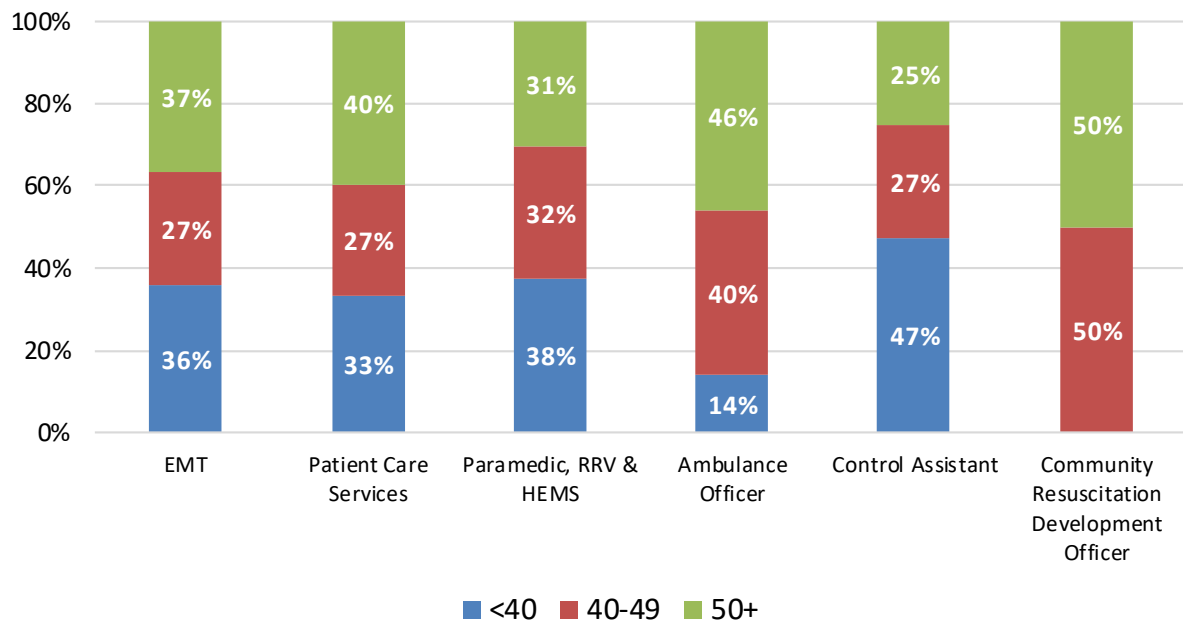
**Fig. 8c: Ambulance Staff by Gender and Working Pattern (%Headcount)**



## Age (Headcount)

The Ambulance workforce had the same proportion of staff aged under 40 (~487, 35%) as those aged over 50 (~479, 35%). The remaining 30% (416) were aged between 40 and 49. Almost one third (31%) of paramedics, RRV paramedics and HEMS paramedics were over 50. Eighty-six per cent of ambulance officers were over 40.

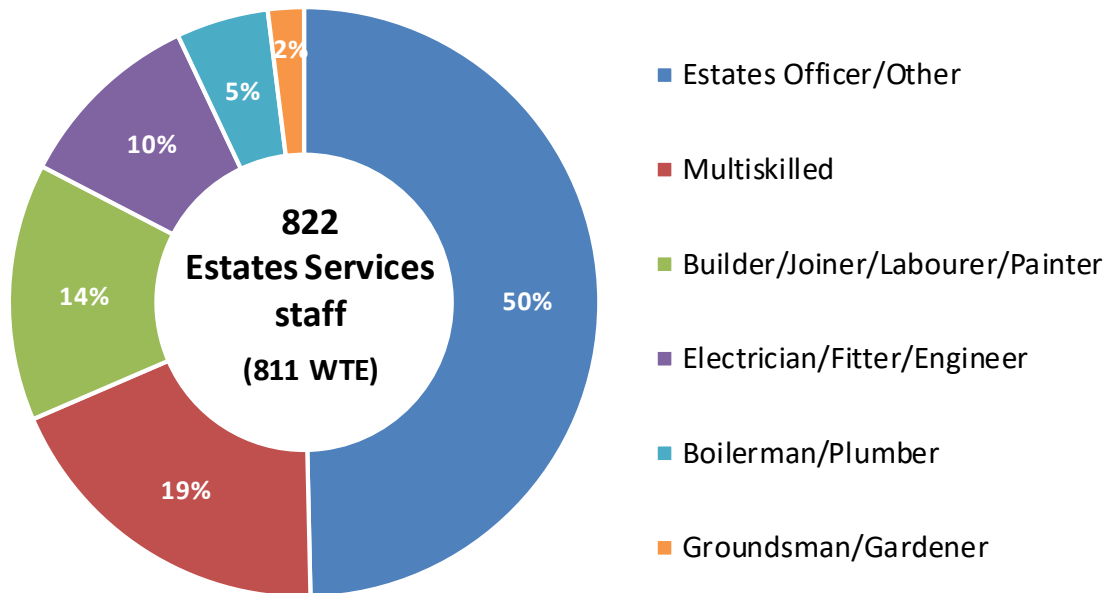
**Fig. 8b: Ambulance Staff by Age Group (%Headcount)**



## Section 9: Estates Services Staff

There were 822 (811 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 50% of total WTE, at 403.

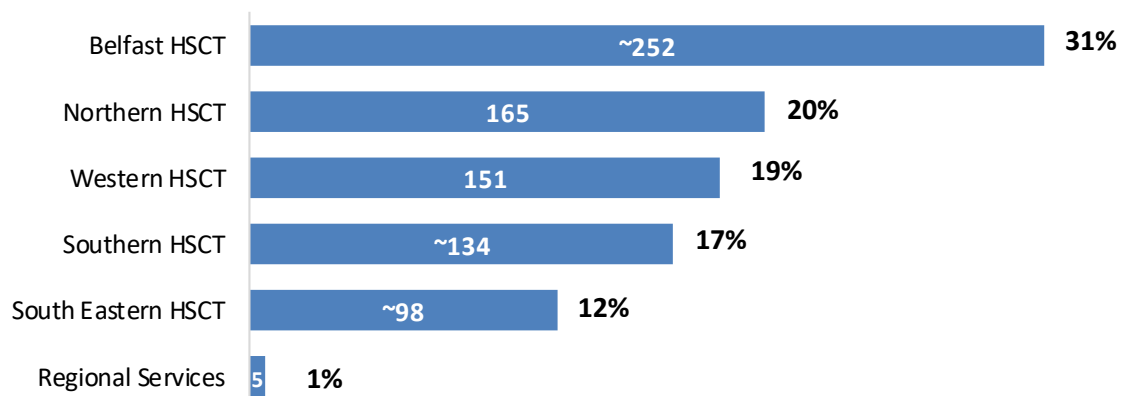
**Fig. 9a: Estates Services Staff by Group (%WTE)**



### Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 31% (~252 WTE) were employed there. The other local Trusts employ between 12% and 20%.

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



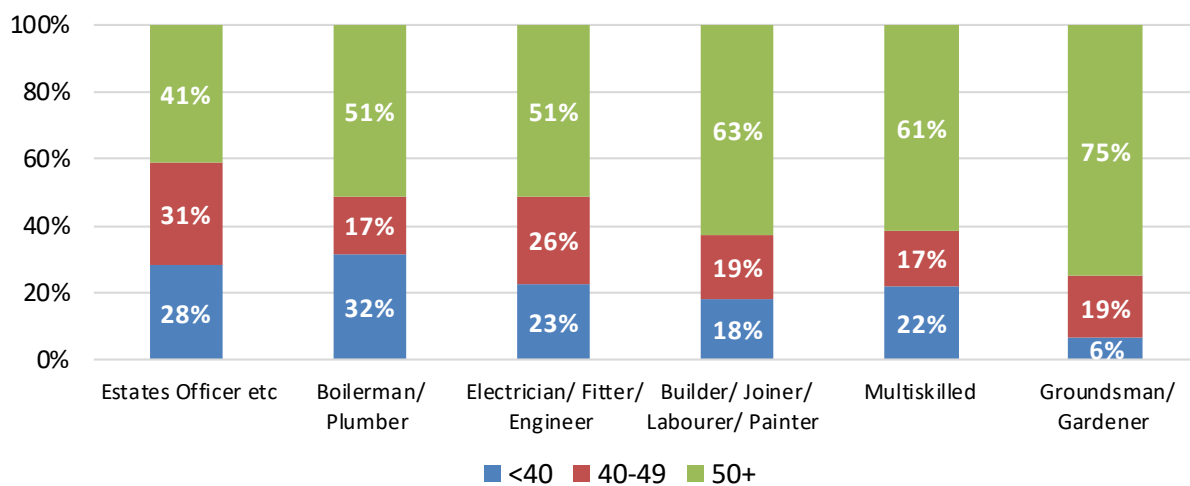
## Gender and Working Pattern (Headcount)

The majority (94%, or 770) of Estates Services staff were male, and only 3% (26) of Estates Services staff worked part-time.

## Age (Headcount)

The Estates Occupational Family was the only one in which half (~410, or 50%) were over the age of 50. The same proportion of Estates staff were aged between 40 and 49 (25%, ~201) as aged under 40 (25%, 203).

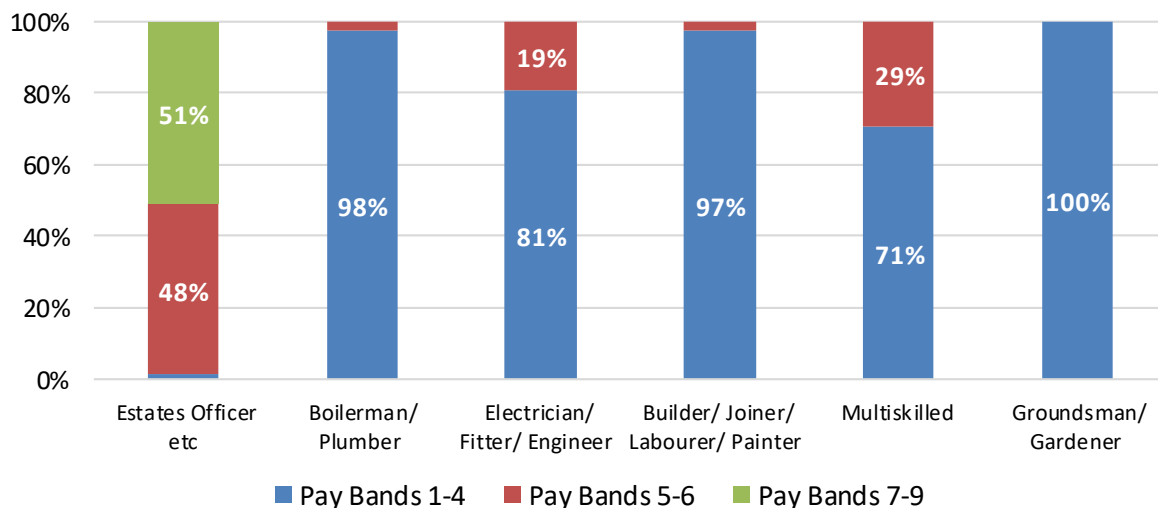
**Fig. 9c: Estates Staff by Age Group (%Headcount)**



## Pay Bands (WTE)

Over half (51%) of Estates Officers were employed at AfC bands 7 or above. Across the remaining groups of Estates Services staff, the vast majority were employed at AfC bands 1 - 4.

**Fig. 9d: Estates Officers by Pay Band (% WTE)**





## Section 10: Staff Turnover

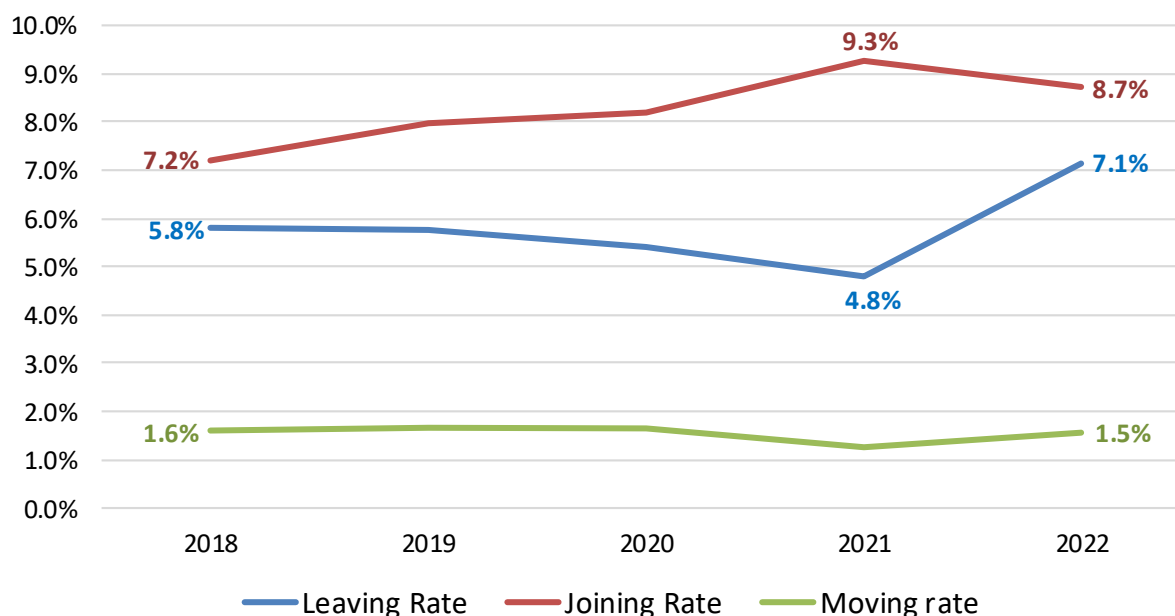
Staff leavers, joiners and movers in the HSC were calculated by comparing the snapshots of individuals employed at March 2021 with individuals employed at March 2022. Those who appeared on the March 2022 dataset, but not March 2021 were classed as joiners. Those who appeared on the March 2021 dataset but not March 2022 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 2021. Doctors in training were excluded from analysis due to the planned rotation of posts during their training.

### Changes in Leaving, Joining and Moving Rates, 2018 to 2022

The leaving rate of staff from HSC decreased from 5.8% in 2018 to 4.8% in 2021. Between 2021 and 2022 however, there has been an increase of 2.3 percentage points to 7.1%. The joining rate of staff into HSC, which continues to exceed the leaving rate, increased steadily from 7.2% in 2018 to 9.3% in 2021. This has decreased to 8.7% in 2022. The moving rate of staff within HSC has remained relatively constant in the five year period, decreasing slightly from 1.6% to 1.5%.

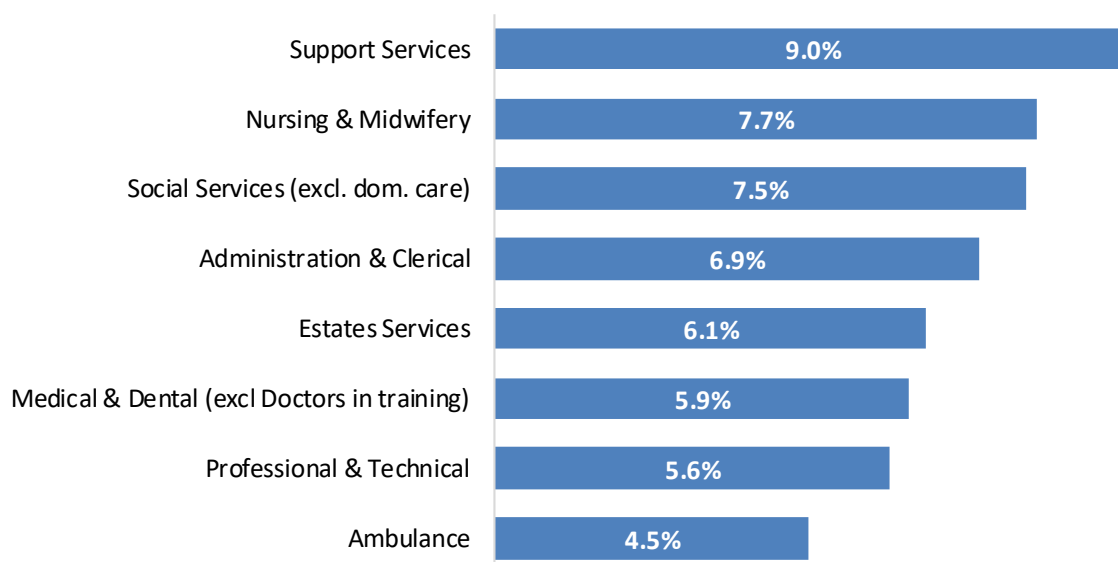
**Fig 10a: Leaving, Joining & Moving Rates, 2018 to 2022 (%Headcount)**



## Leavers

The overall leaving rate was 7.1% (5,014 staff). The Support Services occupational family had the highest leaving rate with 9.0% (623 staff), while the Nursing & Midwifery occupational family had the highest count of leavers (1,829 staff). Ambulance had the lowest leaving rate (4.5%).

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



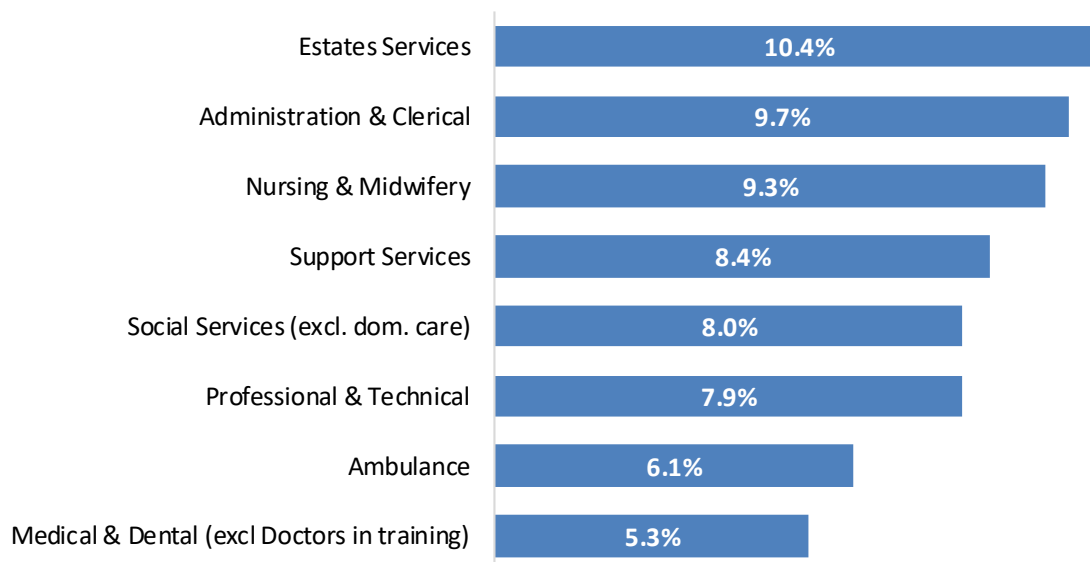
Twenty percent (988 staff) of leavers were on temporary contracts. This represents an almost three-fold increase in the number of temporary staff leaving compared to recent years, many likely due to being temporary additions to the workforce to assist with the Covid-19 pandemic response. Of the remaining 80% (4,025 staff) of leavers in 2021/22, over half (51%, 2,037 staff) were over the age of 50.

Forty-five percent of leavers (2,276 staff) were employed at AfC bands 1-4, 37% (1,872 staff) at AfC bands 5-6, 12% (625 staff) at AfC bands 7 and above. The remaining 5% (241 staff) were non-AfC grades.

## Joiners

The overall joining rate was 8.7% (6,122 staff). Estates Services had the highest joining rate with 10.4% (83 staff). The highest count of joiners was in the Nursing & Midwifery Family, with 2,229 staff (9.3%).

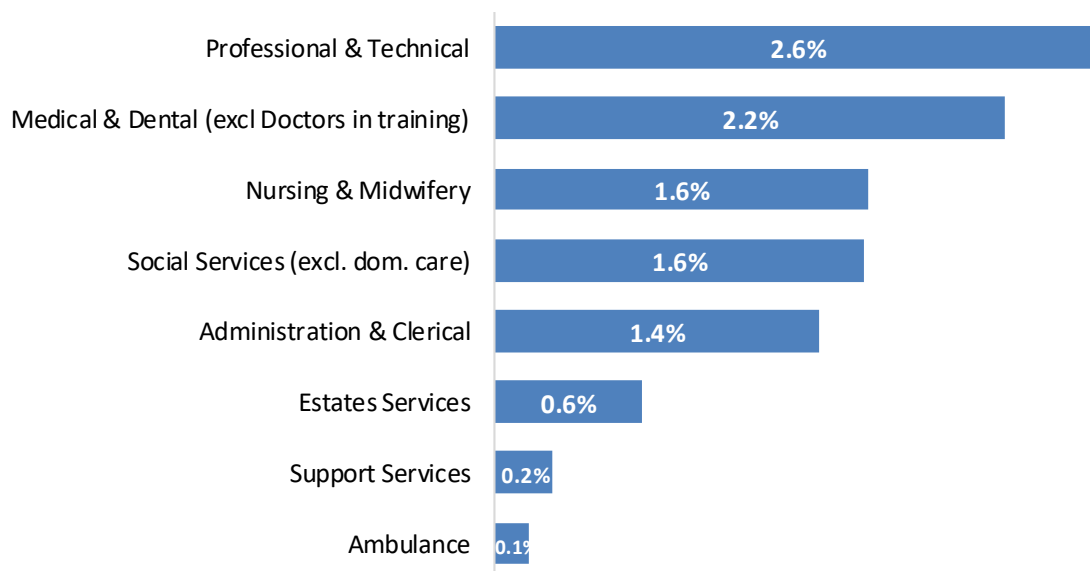
**Fig 10c: Joining Rates by Occupational Family (% Headcount)**



## Movers

The overall moving rate (between HSC organisations) was 1.5% (1,087). The Professional and Technical occupational family had the highest moving rate with 2.6% (278 staff). The highest count of movers was in Nursing & Midwifery, with 378 staff (1.6%).

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



## Appendix A: Tables

**Table A: Health and Social Care Workforce 2013-2022**

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.

<b>Headcount</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Generic	35									
Admin & Clerical	12,700	12,650	12,694	12,696	12,635	12,674	12,909	13,292	14,039	14,550
Estates	696	697	706	697	689	689	727	774	790	822
Support	6,513	6,532	6,226	6,113	6,105	6,288	6,549	6,641	6,955	6,843
Registered Nursing & Midwifery	16,449	16,751	16,868	17,119	17,274	17,240	17,405	17,786	18,449	18,819
Nurse Support	4,601	4,648	4,690	4,735	4,925	5,022	5,088	5,101	5,398	5,313
Social Services (excluding domiciliary care)	7,565	7,612	7,713	7,833	8,003	8,228	8,402	8,726	9,130	9,101
Professional & Technical	7,938	8,323	8,416	8,679	9,040	9,342	9,716	10,214	10,745	11,062
Medical & Dental (excluding NIMDTA)	4,015	4,070	4,130	4,165	4,273	4,365	4,480	4,696	4,985	4,961
Ambulance	1,098	1,079	1,048	1,115	1,117	1,128	1,219	1,243	1,353	1,384
<b>Total</b>	<b>61,610</b>	<b>62,362</b>	<b>62,491</b>	<b>63,152</b>	<b>64,061</b>	<b>64,976</b>	<b>66,495</b>	<b>68,473</b>	<b>71,844</b>	<b>72,855</b>

<b>WTE</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Generic	31.5									
Admin & Clerical	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	12,790.5
Estates	694.9	694.9	704.0	695.1	685.8	685.9	722.3	767.5	781.6	811.2
Support	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	5,186.0
Registered Nursing & Midwifery	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	16,772.7
Nurse Support	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	4,629.7
Social Services (excluding domiciliary care)	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	8,212.0
Professional & Technical	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	9,703.3
Medical & Dental (excluding NIMDTA)	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	4,608.0
Ambulance	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	1,359.4
<b>Total</b>	<b>53,066.4</b>	<b>53,747.6</b>	<b>53,912.6</b>	<b>54,739.5</b>	<b>55,703.1</b>	<b>56,604.6</b>	<b>58,036.9</b>	<b>59,882.4</b>	<b>62,998.3</b>	<b>64,072.7</b>

**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	3,662	2,031	1,789	2,218	1,977	2,950	14,627
Estates Services	261	166	99	139	152	5	822
Support Services	2,375	1,103	1,183	867	1,180	135	6,843
Registered Nursing & Midwifery	5,751	3,122	3,227	3,371	3,256	92	18,819
Nurse Support Staff	1,762	849	831	928	907	36	5,313
Social Services (excl. dom. care)	2,118	1,915	1,696	1,776	1,538	58	9,101
Professional & Technical	3,902	1,924	1,538	1,875	1,629	194	11,062
Medical & Dental	1,239	421	521	526	476	2,085	5,268
Ambulance	0	0	0	0	0	1,384	1,384
<b>Total (incl NIMDTA)</b>	<b>21,070</b>	<b>11,531</b>	<b>10,884</b>	<b>11,700</b>	<b>11,115</b>	<b>6,939</b>	<b>73,239</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	3,245.7	1,692.8	1,565.9	1,837.7	1,758.3	2,764.4	12,864.8
Estates Services	254.6	165.3	99.0	136.2	151.0	5.0	811.2
Support Services	1,790.4	784.4	904.8	666.1	910.0	130.2	5,186.0
Registered Nursing & Midwifery	5,221.8	2,735.1	2,904.0	2,860.5	2,964.7	86.7	16,772.7
Nurse Support Staff	1,546.9	720.3	719.8	794.4	816.5	31.7	4,629.7
Social Services (excl. dom. care)	1,923.1	1,717.3	1,499.9	1,585.2	1,432.4	54.0	8,212.0
Professional & Technical	3,467.7	1,639.2	1,364.9	1,586.0	1,465.8	179.8	9,703.3
Medical & Dental	1,143.0	377.8	462.8	469.7	448.2	1,918.8	4,820.3
Ambulance	0.0	0.0	0.0	0.0	0.0	1,359.4	1,359.4
<b>Total (incl NIMDTA)</b>	<b>18,593.1</b>	<b>9,832.4</b>	<b>9,521.0</b>	<b>9,935.8</b>	<b>9,947.0</b>	<b>6,530.0</b>	<b>64,359.3</b>

**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	6,815	4,672	3,004.8	11,487	9,819.8
Estates Services	46	6	3.9	52	49.9
Support Services	572	3,169	1,982.7	3,741	2,554.7
Registered Nursing & Midwifery	10,748	6,744	4,726.8	17,492	15,474.8
Nurse Support Staff	2,325	2,251	1,598.5	4,576	3,923.5
Social Services (excluding domiciliary care)	4,932	2,742	1,916.5	7,674	6,848.5
Professional & Technical	5,430	3,541	2,315.8	8,971	7,745.8
Medical & Dental	1,867	873	557.0	2,740	2,424.0
Ambulance	415	64	46.3	479	461.3
<b>Total (incl NIMDTA)</b>	<b>33,150</b>	<b>24,062</b>	<b>16,152.2</b>	<b>57,212</b>	<b>49,302.2</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2,878	262	167.0	3,140	3,045.0
Estates Services	750	20	11.3	770	761.3
Support Services	1,755	1,347	876.3	3,102	2,631.3
Registered Nursing & Midwifery	1,214	113	84.0	1,327	1,298.0
Nurse Support Staff	610	127	96.2	737	706.2
Social Services (excluding domiciliary care)	1,203	224	160.5	1,427	1,363.5
Professional & Technical	1,804	287	153.5	2,091	1,957.5
Medical & Dental	2,260	268	136.4	2,528	2,396.4
Ambulance	875	30	23.0	905	898.0
<b>Total (incl NIMDTA)</b>	<b>13,349</b>	<b>2,678</b>	<b>1,708.1</b>	<b>16,027</b>	<b>15,057.1</b>

**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	459	830	1,392	1,873	2,009	2,110	2,460	2,023	1,114	357	14,627
Estates Services	29	31	54	89	103	104	115	118	134	45	822
Support Services	645	384	559	674	604	646	973	1,086	855	417	6,843
Registered Nursing & Midwifery	1,073	2,498	2,964	2,593	2,321	2,233	2,378	1,825	752	182	18,819
Nurse Support Staff	277	540	632	623	612	626	743	735	376	149	5,313
Social Services (excl. dom. care)	229	763	1,082	1,218	1,285	1,158	1,313	1,229	634	190	9,101
Professional & Technical	643	1,667	1,804	1,913	1,579	1,223	1,059	750	325	99	11,062
Medical & Dental	127	847	1,120	803	665	618	470	354	173	91	5,268
Ambulance	35	108	179	166	157	259	238	170	56	16	1,384
<b>Total (incl NIMDTA)</b>	<b>3,517</b>	<b>7,668</b>	<b>9,786</b>	<b>9,952</b>	<b>9,335</b>	<b>8,977</b>	<b>9,749</b>	<b>8,290</b>	<b>4,419</b>	<b>1,546</b>	<b>73,239</b>

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

<b>Headcount</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Administration & Clerical	9,904	2,503	2,070	150	14,627
Estates Services	351	261	210	0	822
Support Services	6,779	51	13	0	6,843
Registered Nursing & Midwifery	0	15,025	3,790	4	18,819
Nurse Support Staff	5,313	0	0	0	5,313
Social Services (excluding domiciliary care)	3,031	4,031	2,039	0	9,101
Professional & Technical	2,336	4,542	4,184	0	11,062
Medical & Dental	53	0	0	5,215	5,268
Ambulance	398	931	55	0	1,384
<b>Total (incl NIMDTA)</b>	<b>28,165</b>	<b>27,344</b>	<b>12,361</b>	<b>5,369</b>	<b>73,239</b>

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Administration & Clerical	8,359.6	2,339.2	2,019.5	146.4	12,864.8
Estates Services	348.1	257.4	205.6	0.0	811.2
Support Services	5,122.2	50.8	13.0	0.0	5,186.0
Registered Nursing & Midwifery	0.0	13,209.2	3,559.9	3.7	16,772.7
Nurse Support Staff	4,629.7	0.0	0.0	0.0	4,629.7
Social Services (excluding domiciliary care)	2,553.2	3,684.3	1,974.5	0.0	8,212.0
Professional & Technical	2,032.3	4,049.8	3,621.2	0.0	9,703.3
Medical & Dental	53.0	0.0	0.0	4,767.3	4,820.3
Ambulance	384.5	919.8	55.0	0.0	1,359.4
<b>Total (incl NIMDTA)</b>	<b>23,482.5</b>	<b>24,510.7</b>	<b>11,448.7</b>	<b>4,917.4</b>	<b>64,359.3</b>

**Table 2a: Medical & Dental Staff by Trust**

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	865	259	327	282	264	65	2,062
Associate Specialist/Specialty Doctor/Staff Grade	141	117	128	145	107		638
Specialty/Specialist Registrar	65	17	24	33	80	1,401	1,620
Foundation Doctor	0	0	5		10	511	526
Hospital Dental Practitioner / Community Dental Officer	17	21	26	14	15	14	107
Medical Student Technician	53	0	0	0	0	0	53
Other Medical	98	7	12	54		91	262
<b>Total</b>	<b>1,239</b>	<b>421</b>	<b>~517</b>	<b>526</b>	<b>476</b>	<b>~2,082</b>	<b>5,268</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	809.4	243.8	306.8	267.6	252.4	48.8	1,928.8
Associate Specialist/Specialty Doctor/Staff Grade	122.2	99.9	106.1	127.8	96.6		552.7
Specialty/Specialist Registrar	57.9	16.4	22.8	31.5	79.1	1,334.3	1,542.0
Foundation Doctor	0.0	0.0	4.3		10.0	507.1	521.4
Hospital Dental Practitioner / Community Dental Officer	12.8	15.8	16.5	11.8	11.6	9.5	77.9
Medical Student Technician	53.0	0.0	0.0	0.0	0.0	0.0	53.0
Other Medical	87.7	2.0	7.3	31.5		16.2	144.6
<b>Total</b>	<b>1,143.0</b>	<b>377.8</b>	<b>~459.5</b>	<b>469.7</b>	<b>448.2</b>	<b>~1,915.8</b>	<b>4,820.3</b>



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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	572	257	187.7	829	759.7
Associate Specialist/Specialty Doctor/Staff Grade	203	215	136.6	418	339.6
Specialty/Specialist Registrar	694	238	167.7	932	861.7
Foundation Doctor	289	13	8.4	302	297.4
Hospital Dental Practitioner / Community Dental Officer	24	60	36.2	84	60.2
Medical Student Technician	31	0	0.0	31	31.0
Other Medical	54	90	20.5	144	74.5
<b>Total</b>	<b>1,867</b>	<b>873</b>	<b>557.0</b>	<b>2,740</b>	<b>2,424.0</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	1,094	139	75.1	1,233	1,169.1
Associate Specialist/Specialty Doctor/Staff Grade	199	21	14.1	220	213.1
Specialty/Specialist Registrar	650	38	30.3	688	680.3
Foundation Doctor	224	0	0.0	224	224.0
Hospital Dental Practitioner / Community Dental Officer	14	9	3.7	23	17.7
Medical Student Technician	22	0	0.0	22	22.0
Other Medical	57	61	13.2	118	70.2
<b>Total</b>	<b>2,260</b>	<b>268</b>	<b>136.4</b>	<b>2,528</b>	<b>2,396.4</b>

**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	79		354	435	425	330	259	111	69	2,062
Associate Specialist/ Specialty Doctor/ Staff Grade	9		100	109	115	116	85	59	34	11	638
Specialty/Specialist Registrar	5	398	842	265	62	28	9		11		1,620
Foundation Doctor	81	386	40	13		6		0	0	0	526
Hospital Dental Practitioner / Community Dental Officer	0	-	21	11	12	17	23	15	-	-	107
Medical Student Technician	39	14		0	0	0	0	0	0	0	53
Other Medical	40		38	51	37	31	23	20	17	5	262
<b>Total</b>	<b>~125</b>	<b>847</b>	<b>1,120</b>	<b>803</b>	<b>~661</b>	<b>~617</b>	<b>470</b>	<b>~353</b>	<b>173</b>	<b>91</b>	<b>5,268</b>

**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	3,514	1,408	1,739	1,765	1,695	18	10,139
Mental Health Nurses	398	307	219	346	404	0	1,674
Learning Disability Nurses	100	41	28	101	58	0	328
Midwives/Student Midwives	321	243	244	317	233		1,358
Health Visitors/Student Health Visitors	142	140	126	139	100	0	647
District Nursing	236	237	243	101	259	0	1,076
Paediatric Nurses	438	144	96	157	150		985
School Nurses	39	27	29	44	35	0	174
Treatment Room/Practice/Family Planning Nurses	20	107	27	40	31	0	225
Specialist Nursing	393	299	236	236	216	26	1,406
Nurse Managers/Audit/Ward Sisters	125	147	179	95	51	5	602
Teacher/Trainer	16	19	11	25	19	41	131
Other Registered Nurses	12		50	5	7	0	74
Nurse Support Staff	1,762	849	831	928	907	36	5,313
<b>Total</b>	<b>~7,504</b>	<b>~3,968</b>	<b>4,058</b>	<b>4,299</b>	<b>4,163</b>	<b>~126</b>	<b>24,132</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	3,195.8	1,250.7	1,581.9	1,492.9	1,558.4	14.8	9,094.5
Mental Health Nurses	383.9	296.3	209.7	316.3	392.6	0.0	1,598.9
Learning Disability Nurses	94.5	37.0	27.0	91.7	53.9	0.0	304.2
Midwives/Student Midwives	278.6	189.7	199.7	234.6	183.3		1,085.9
Health Visitors/Student Health Visitors	127.7	122.9	111.5	113.2	90.1	0.0	565.4
District Nursing	212.3	193.7	206.5	93.5	229.0	0.0	934.9
Paediatric Nurses	393.5	124.0	80.4	136.6	137.8		872.2
School Nurses	29.8	22.0	23.0	33.9	29.5	0.0	138.3
Treatment Room/Practice/Family Planning Nurses	14.2	71.2	20.1	24.6	24.2	0.0	154.3
Specialist Nursing	348.8	266.3	213.7	205.9	195.1	26.0	1,255.7
Nurse Managers/Audit/Ward Sisters	121.2	142.6	171.2	90.8	49.1	5.0	579.9
Teacher / Trainer	15.5	16.6	10.6	23.1	18.2	38.9	123.0
Other Registered Nurses	8.0		48.8	3.4	5.5	0.0	65.7
Nurse Support Staff	1,546.9	720.3	719.8	794.4	816.5	31.7	4,629.7
<b>Total</b>	<b>~6,762.6</b>	<b>~3,453.4</b>	<b>3,623.8</b>	<b>3,654.9</b>	<b>3,781.2</b>	<b>~116.4</b>	<b>21,402.4</b>

**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	5,926	3,505	2,479.3	9,431	8,405.3
Mental Health Nurses	1,106	222	153.3	1,328	1,259.3
Learning Disability Nurses	221	73	49.8	294	270.8
Midwives/Student Midwives	463	892	619.9	1,355	1,082.9
Health Visitors/Student Health Visitors	347	297	215.4	644	562.4
District Nursing	611	436	295.0	1,047	906.0
Paediatric Nurses	534	424	312.0	958	846.0
School Nurses	57	117	81.3	174	138.3
Treatment Room/Practice/Family Planning Nurses	41	179	108.7	220	149.7
Specialist Nursing	855	479	330.2	1,334	1,185.2
Nurse Managers/Audit	460	74	51.9	534	511.9
Teacher/Trainer	85	24	16.0	109	101.0
Other Registered Nurses	42	22	14.1	64	56.1
Nurse Support Staff	2,325	2,251	1,598.5	4,576	3,923.5
<b>Total</b>	<b>13,073</b>	<b>8,995</b>	<b>6,325.2</b>	<b>22,068</b>	<b>19,398.2</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	632	76	57.2	708	689.2
Mental Health Nurses	328	18	11.6	346	339.6
Learning Disability Nurses	34		-	34	33.4
Midwives/Health Visitors/District Nursing/Paediatric Nurses	56	6	5.2	62	61.2
Specialist Nursing	65	7	5.5	72	70.5
Nurse Managers / Nursing Audit	68	0	0.0	68	68.0
Teacher/Trainer/Treatment Room/Other Registered Nurses	33	4	3.2	37	36.2
Nurse Support Staff	610	127	96.2	737	706.2
<b>Total</b>	<b>~1,792</b>	<b>~238</b>	<b>~178.8</b>	<b>2,064</b>	<b>2,004.1</b>

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

<b>Headcount</b>	<b>&lt; 25</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>Total</b>
Acute/General Nurses	791	1,684	1,856	1,364	1,101	1,073	1,051	761	363	95	10,139
Mental Health Nurses	69	212	219	248	210	215	257	169	52	23	1,674
Learning Disability Nurses	20	50	57	38	39	40	39	33	12		328
Midwives/Student Midwives	56	153	178	183	182	166	155	167	94	24	1,358
Health Visitors/ Student Health Visitors	27		90	123	132	84	84	79	23	5	647
District Nursing	25	107	166	159	146	136	159	119	54	5	1,076
Paediatric Nurses	105	178	173	137	125	96	74	69	28		985
School Nurses	0	5	20	28	35	31	23	20	12		174
Treatment Room/ Practice/ Family Planning Nurses	13		15	25	19	37	35	47	28	6	225
Specialist Nursing	48		139	203	223	219	302	206	55	11	1,406
Nurse Managers/Audit	13		30	64	86	106	152	116	30	5	602
Teacher/Trainer	0	4	10	11	17	23	32	29	5		131
Other Registered Nurses	11		11	10	6	7	15	10	4	0	74
Nurse Support Staff	277	540	632	623	612	626	743	735	376	149	5,313
<b>Total</b>	<b>1,350</b>	<b>3,038</b>	<b>3,596</b>	<b>3,216</b>	<b>2,933</b>	<b>2,859</b>	<b>3,121</b>	<b>2,560</b>	<b>1,128</b>	<b>331</b>	<b>24,132</b>

**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	9,188	951	0	10,139
Mental Health Nurses	0	1,257	417	0	1,674
Learning Disability Nurses	0	253	75	0	328
Midwives/Student Midwives	0	1,132	226	0	1,358
Health Visitors/Student Health Visitors	0	566	81	0	647
District Nursing	0	785	291	0	1,076
Paediatric Nurses	0	868	117	0	985
School Nurses	0	161	13	0	174
Treatment Room/ Practice/ Family Planning Nurses	0	215	10	0	225
Specialist Nursing	0	460	946		1,406
Nurse Managers/Audit/Ward Sisters	0	61	541	0	602
Teaching/Training	0	21	110	0	131
Other Registered Nurses	0	58	16		74
Nursing Support	5,313	0	0	0	5,313
<b>Total</b>	<b>5,313</b>	<b>15,025</b>	<b>3,790</b>	<b>4</b>	<b>24,132</b>

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	8,196.9	897.6	0.0	9,094.5
Mental Health Nurses	0.0	1,194.2	404.7	0.0	1,598.9
Learning Disability Nurses	0.0	233.4	70.8	0.0	304.2
Midwives/Student Midwives	0.0	883.8	202.2	0.0	1,085.9
Health Visitors/Student Health Visitors	0.0	488.9	76.6	0.0	565.4
District Nursing	0.0	660.1	274.8	0.0	934.9
Paediatric Nurses	0.0	764.6	107.6	0.0	872.2
School Nurses	0.0	126.7	11.5	0.0	138.3
Treatment Room/ Practice/ Family Planning Nurses	0.0	145.6	8.7	0.0	154.3
Specialist Nursing	0.0	388.8	866.9		1,255.7
Nurse Managers/Audit/Ward Sisters	0.0	56.5	523.4	0.0	579.9
Teaching/Training	0.0	19.4	103.6	0.0	123.0
Other Registered Nurses	0.0	50.3	15.4		65.7
Nursing Support	4,629.7	0.0	0.0	0.0	4,629.7
<b>Total</b>	<b>4,629.7</b>	<b>13,209.2</b>	<b>3,559.9</b>	<b>3.7</b>	<b>21,402.4</b>

**Table 4a: Professional & Technical Staff by Trust**

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	137	103	86	84	65	0	475
Occupational Therapists	327	304	239	306	189		1,365
Occupational Therapy Support	40	55	39	34	30	0	198
Orthoptists & Orthoptic Support	8	14	8	11	13	0	54
Physiotherapists	448	234	243	296	177	0	1,398
Physiotherapy Support	46	32	40	61	49	0	228
Podiatrists & Podiatry Support	73	73	52	62	48		308
Radiographers	435	147	115	192	222		1,111
Radiography Support	49	22	10	34	29	0	144
Speech & Language Therapists	173	158	121	136	96		684
Speech & Language Therapy Support	19	16	37	17	19	0	108
Multi-AHP Support	147	19	0	28	0	0	194
Biomedical Scientists	294	133	87	94	101	48	757
Biomedical Science - Support	114	53	32	36	68	16	319
Clinical Scientists	124		4		10		138
Medical Technical Officers	527	176	133	152	137	0	1,125
Assistant Technical Officer	112	75	25	76	39	0	327
Pharmacists	255	138	116	128	111	58	806
Pharmacy Support	188	8	47		113	0	356
Clinical Psychologists	99	95	72	42	69	57	434
Assistant Psychologists	20	23	12	13	10	0	78
Dental/ Dental Support/ Dental Students	105	0	13	27	0	0	145
Optometrists	49	0	0	0	13		62
Chaplaincy	24	19	10	15	18	0	86
Others	89	26	0	29	14	4	162
<b>Total</b>	<b>3,902</b>	<b>~1,923</b>	<b>1,538</b>	<b>~1,873</b>	<b>1,629</b>	<b>194</b>	<b>11,062</b>

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

<b>WTE</b>	<b>Belfast</b>	<b>Northern</b>	<b>South Eastern</b>	<b>Southern</b>	<b>Western</b>	<b>HSC Board &amp; Regional Services</b>	<b>Total</b>
Dietitians & Dietetic Support	115.0	79.0	73.2	62.8	50.9	0.0	381.0
Occupational Therapists	300.2	256.5	219.6	261.8	173.7		1,211.7
Occupational Therapy Support	36.3	45.6	35.0	27.4	26.9	0.0	171.3
Orthoptists & Orthoptic Support	7.0	11.8	6.7	7.6	13.0	0.0	46.1
Physiotherapists	374.0	192.1	211.3	246.8	159.9	0.0	1,184.2
Physiotherapy Support	34.5	23.1	34.0	50.6	41.8	0.0	183.9
Podiatrists & Podiatry Support	66.6	60.5	44.0	46.3	42.7		260.1
Radiographers	398.2	129.3	104.9	168.7	208.5		1,009.7
Radiography Support	46.6	20.0	7.7	30.5	26.8	0.0	131.6
Speech & Language Therapists	146.6	129.6	106.4	106.3	85.0		574.0
Speech & Language Therapy Support	15.2	12.7	33.3	14.1	16.2	0.0	91.6
Multi-AHP Support	121.0	13.7	0.0	26.2	0.0	0.0	160.9
Biomedical Scientists	285.7	126.3	84.3	90.4	96.8	46.6	730.2
Biomedical Science - Support	110.3	47.3	28.7	33.1	61.5	15.6	296.5
Clinical Scientists	118.1		3.6		9.4		131.1
Medical Technical Officers	481.3	159.0	119.3	135.5	124.7	0.0	1,019.8
Assistant Technical Officer	101.7	66.5	23.2	63.9	34.3	0.0	289.6
Pharmacists	234.9	123.9	107.3	112.7	101.2	47.4	727.4
Pharmacy Support	174.7	7.8	44.0		101.8	0.0	328.3
Clinical Psychologists	86.4	82.0	57.8	37.3	63.7	57.0	384.1
Assistant Psychologists	19.2	22.2	10.9	12.5	9.0	0.0	73.8
Dental/ Dental Support/ Dental Students	79.7	0.0	8.7	18.7	0.0	0.0	107.1
Optometrists	25.6	0.0	0.0	0.0	10.2		35.8
Chaplaincy	11.1	4.4	3.5	3.1	3.8	0.0	25.8
Others	77.8	25.2	0.0	27.7	13.2	4.0	147.9
<b>Total</b>	<b>3,467.7</b>	<b>~1,638.6</b>	<b>1,364.9</b>	<b>~1,584.0</b>	<b>1,465.8</b>	<b>179.8</b>	<b>9,703.3</b>

**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	213	249	156.0	462	369.0
Occupational Therapists	881	439	285.9	1,320	1,166.9
Occupational Therapy Support	95	77	50.9	172	145.9
Orthoptists & Orthoptic Support	27	20	12.1	47	39.1
Physiotherapists	576	525	328.2	1,101	904.2
Physiotherapy Support	90	103	64.7	193	154.7
Podiatrists & Podiatry Support	126	122	79.8	248	205.8
Radiographers	656	308	210.1	964	866.1
Radiography Support	59	41	30.0	100	89.0
Speech & Language Therapists	357	318	208.0	675	565.0
Speech & Language Therapy Support	55	52	35.6	107	90.6
Multi-AHP Support	39	134	102.4	173	141.4
Biomedical Scientists	444	89	64.2	533	508.2
Biomedical Science - Support	149	52	32.7	201	181.7
Clinical Scientists	48	23	18.2	71	66.2
Medical Technical Officers	508	286	192.0	794	700.0
Assistant Technical Officer	81	100	67.0	181	148.0
Pharmacists	440	208	132.8	648	572.8
Pharmacy Support	182	70	45.2	252	227.2
Clinical Psychologists	206	127	87.7	333	293.7
Assistant Psychologists	53	12	8.2	65	61.2
Dental/ Dental Support/ Dental Students	52	93	55.1	145	107.1
Optometrists	4	37	19.4	41	23.4
Chaplaincy/Others	89	56	29.7	145	118.7
<b>Total</b>	<b>5,430</b>	<b>3,541</b>	<b>2,315.8</b>	<b>8,971</b>	<b>7,745.8</b>



**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	30		-	30	29.0
Occupational Therapists	45		-	45	44.8
Occupational Therapy Support	26		-	26	25.4
Physiotherapists	251	46	29.0	297	280.0
Physiotherapy Support	22	13	7.3	35	29.3
Podiatrists & Podiatry Support	42	18	12.3	60	54.3
Radiographers	138	9	5.6	147	143.6
Radiography Support	44		-	44	42.6
Biomedical Scientists	218	6	4.0	224	222.0
Biomedical Science - Support	108	10	6.8	118	114.8
Clinical Scientists	62	5	2.9	67	64.9
Medical Technical Officers	307	24	12.8	331	319.8
Assistant Technical Officer	131	15	10.6	146	141.6
Pharmacists	149	9	5.6	158	154.6
Pharmacy Support	96	8	5.1	104	101.1
Clinical Psychologists/Assistants	82	32	21.1	114	103.1
Chaplaincy/Dental/Optomety/Others	61	84	25.9	145	86.9
<b>Total</b>	<b>1,804</b>	<b>287</b>	<b>153.5</b>	<b>2,091</b>	<b>1,957.5</b>

**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	33	94	77	90	80	37	39	21	4	0	475
Occupational Therapists	97	235	256	262	162	147	117	67	22	0	1,365
Occupational Therapy Support	11	17	12	28	19	39	28	22	18	4	198
Orthoptists & Orthoptic Support	13		13	5	8	6	5	4	0	0	54
Physiotherapists	105	210	205	275	238	138	138	63	26		1,398
Physiotherapy Support	14	24	28	26	32	32	34	18	16	4	228
Podiatrists & Podiatry Support	17	38	38	42	46	49	39	26	13		308
Radiographers	109	214	216	198	145	88	60	62	15	4	1,111
Radiography Support	4	9	16	25	19	17	17	23	14		144
Speech & Language Therapists	44	104	128	134	101	60	61	47	5	0	684
Speech & Language Therapy Support	6	8	16	20	12	9	20	13	4	0	108
Multi-AHP Support	6	23	29	25	16	28	27	17	18	5	194
Biomedical Scientists	20	127	149	113	111	94	60	54	29		757
Biomedical Science - Support	31	62	55	51	42	22	23	13	13	7	319
Clinical Scientists	11		20	19	24	26	14	17	7		138
Medical Technical Officers	58	136	156	215	174	125	123	95	35	8	1,125
Assistant Technical Officer	17	17	45	38	37	34	57	48	24	10	327
Pharmacists	24	171	173	136	96	102	56	36	12		806
Pharmacy Support	38	42	57	64	42	42	25	30	16		356
Clinical Psychologists	-	43	58	77	91	65	57	20	18	-	434
Assistant Psychologists	4	33	11	15	7	8			0	0	78
Dental/ Dental Support/ Dental Students	0	5	19	28	27	20	17	17	8	4	145
Optometrists	0	9		15	16	11	6	5		0	62
Chaplaincy/ Others	32		20	12	34	27	34	32	21	36	248
<b>Total</b>	<b>643</b>	<b>1,667</b>	<b>~1,797</b>	<b>1,913</b>	<b>1,579</b>	<b>~1,218</b>	<b>~1,057</b>	<b>750</b>	<b>325</b>	<b>99</b>	<b>11,062</b>

**Table 4d: Professional & Technical Staff by Pay Band**

<b>Headcount</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Dietetics	64	221	190	0	475
Occupational Therapy	195	764	604	0	1,563
Orthoptics	5	26	23	0	54
Physiotherapy	227	692	707	0	1,626
Podiatry	27	163	118	0	308
Radiography	144	727	384	0	1,255
Speech & Language Therapy	108	322	362	0	792
Multi-AHP Support	194		0	0	194
Biomedical Science	324	461	291	0	1,076
Clinical Scientists	0	21	117	0	138
Medical Technical Officers	337	548	240	0	1,125
Assistant Technical Officer	327	0	0	0	327
Pharmacists	0	145	661	0	806
Pharmacy Support	233	123	0	0	356
Clinical Psychologists	0	75	359	0	434
Assistant Psychologists	29	49	0	0	78
Dental / Dental Support / Dental Students	112	33	0	0	145
Optometrists	0	23	39	0	62
Chaplaincy/Others	12	147	89	0	248
<b>Total</b>	<b>~2,144</b>	<b>~4,540</b>	<b>4,184</b>	<b>0</b>	<b>11,062</b>

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Dietetics	49.0	179.4	152.6	0.0	381.0
Occupational Therapy	168.3	697.2	517.6	0.0	1,383.0
Orthoptics	4.6	22.1	19.3	0.0	46.1
Physiotherapy	182.9	615.6	569.6	0.0	1,368.1
Podiatry	23.2	135.9	101.1	0.0	260.1
Radiography	131.6	665.3	344.4	0.0	1,141.3
Speech & Language Therapy	91.6	273.7	300.3	0.0	665.5
Multi-AHP Support	160.9		0.0	0.0	160.9
Biomedical Science	300.9	444.6	281.2	0.0	1,026.7
Clinical Scientists	0.0	21.0	110.1	0.0	131.1
Medical Technical Officers	297.9	500.6	221.3	0.0	1,019.8
Assistant Technical Officer	289.6	0.0	0.0	0.0	289.6
Pharmacists	0.0	142.3	585.1	0.0	727.4
Pharmacy Support	216.7	111.6	0.0	0.0	328.3
Clinical Psychologists	0.0	73.4	310.7	0.0	384.1
Assistant Psychologists	28.0	45.8	0.0	0.0	73.8
Dental / Dental Support / Dental Students	80.6	26.5	0.0	0.0	107.1
Optometrists	0.0	12.2	23.7	0.0	35.8
Chaplaincy/Others	8.3	80.9	84.4	0.0	173.6
<b>Total</b>	<b>~1,873.2</b>	<b>~4,048.0</b>	<b>3,621.2</b>	<b>0.0</b>	<b>9,703.3</b>

**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	73	43	61	38	16	0	231
Elderly Social Workers	137	87	47	96	133		500
Physical Disability / Sensory Impairment Social Workers	46	34	25	42	39	0	186
Child / Family Care Social Workers	449	420	389	353	471	46	2,128
Learning Disability Social Workers	102	45	38	57	81	0	323
Mental Health Social Workers	148	127	64	110	71	0	520
Training & Education Social Workers	17	23	19	14	10		83
Community Development Social Workers	26	37	20	22	6	0	111
Managers/ Multiservices Managers/ Social Work Audit Social Workers	36	162	110	83	43	9	443
Other Social Workers		31		0	9	0	40
Social Care Staff	1,078	936	894	961	661	0	4,530
Other Social Services Staff			6				6
<b>Total</b>	<b>2,118</b>	<b>~1,914</b>	<b>1,696</b>	<b>1,776</b>	<b>1,538</b>	<b>~55</b>	<b>9,101</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	67.2	37.7	56.1	31.8	14.8	0.0	207.7
Elderly Social Workers	132.5	74.7	45.2	83.0	128.5		463.9
Physical Disability / Sensory Impairment Social Workers	43.1	30.5	22.4	38.0	37.6	0.0	171.6
Child / Family Care Social Workers	426.0	391.6	360.7	331.6	456.4	42.7	2,009.0
Learning Disability Social Workers	97.4	41.8	36.2	52.8	79.4	0.0	307.6
Mental Health Social Workers	145.1	119.5	59.5	102.8	67.6	0.0	494.5
Training & Education Social Workers	16.3	22.0	17.8	13.0	10.0		79.2
Community Development Social Workers	24.0	34.8	16.5	19.4	6.0	0.0	100.7
Managers/ Multiservices Managers/ Social Work Audit Social Workers	34.5	159.0	107.4	78.0	42.5	8.3	429.7
Other Social Workers		30.2		0.0	9.0	0.0	39.2
Social Care Staff	932.6	804.6	749.8	834.8	582.6	0.0	3,904.5
Other Social Services Staff			4.5				4.5
<b>Total</b>	<b>1,923.1</b>	<b>~1,716.3</b>	<b>1,499.9</b>	<b>1,585.2</b>	<b>1,432.4</b>	<b>~51.0</b>	<b>8,212.0</b>

**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	141	64	41.7	205	182.7
Elderly Social Workers	328	102	66.6	430	394.6
Physical Disability / Sensory Impairment Social Workers	104	51	36.6	155	140.6
Child / Family Care Social Workers	1,466	341	228.1	1,807	1,694.1
Learning Disability Social Workers	229	53	38.7	282	267.7
Mental Health Social Workers	359	74	51.6	433	410.6
Training & Education Social Workers	57	10	6.6	67	63.6
Community Development Social Workers	71	29	18.7	100	89.7
Managers/ Multiservices Managers/ Social Work Audit Social Workers	321	36	22.7	357	343.7
Other Social Workers	34		-	34	33.2
Social Care Staff	1,823	1,976	1,401.6	3,799	3,224.6
Other Social Services Staff	5		-	5	3.5
<b>Total</b>	<b>4,932</b>	<b>2,742</b>	<b>1,916.5</b>	<b>7,674</b>	<b>6,848.5</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital/Elderly Social Workers	96		-	96	94.2
Physical Disability/ Sensory Impairment/ Learning Disability Social Workers	72		-	72	70.9
Child/Family Care/Mental Health Social Workers	380	28	18.8	408	398.8
Managers/ Multiservices Managers/ Social Work Audit Social Workers	86	0	0.0	86	86.0
Training & Education/Community Development Social Workers	27		-	27	26.6
Other Social Workers	6	0	0.0	6	6.0
Social Care Staff	542	189	137.9	731	679.9
Other Social Services Staff	-	0	0.0	-	-
<b>Total</b>	<b>~1,202</b>	<b>224</b>	<b>160.5</b>	<b>~1,426</b>	<b>~1,362.5</b>

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

<b>Headcount</b>	<b>&lt;25</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>Total</b>
Hospital Social Workers	5	30	31	29	34	31	30	26	15		231
Elderly Social Workers	8	43	79	78	73	66	70	58	20	5	500
Physical Disability / Sensory Impairment Social Workers	0	9	24	17	28	20	35	34	13	6	186
Child / Family Care Social Workers	50	239	306	329	339	248	263	231	101	22	2,128
Learning Disability Social Workers	7	28	50	46	45	43	42	41	21		323
Mental Health Social Workers	5	32	89	85	90	63	77	53	21	5	520
Training & Education/ Community Dev. Social Workers	8		15	38	18	38	31	33	13	0	194
Managers/ Multiservices Managers/ Social Work Audit	0	10	33	45	72	63	93	76	42	9	443
Other Social Workers	6	16	10			8			0	0	40
Social Care Staff	145	350	444	545	584	584	672	675	393	138	4,530
Other Social Services Staff				6					0	0	6
<b>Total</b>	<b>~226</b>	<b>763</b>	<b>~1,081</b>	<b>1,218</b>	<b>~1,283</b>	<b>~1,156</b>	<b>1,313</b>	<b>~1,227</b>	<b>634</b>	<b>190</b>	<b>9,101</b>

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

<b>Headcount</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Hospital Social Workers	0	179	52	0	231
Elderly Social Workers	0	338	162	0	500
Physical Disability / Sensory Impairment Social Workers	0	136	50	0	186
Child / Family Care Social Workers	0	1,311	817	0	2,128
Learning Disability Social Workers	0	198	125	0	323
Mental Health Social Workers	0	258	262	0	520
Training & Education Social Workers	0	13	70	0	83
Community Development Social Workers	0	62	49	0	111
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0	65	378	0	443
Other Social Workers	0	40	0	0	40
Social Care Staff	3,028	1,429	73	0	4,530
Other Social Services Staff		6		0	6
<b>Total</b>	<b>~3,028</b>	<b>~4,029</b>	<b>~2,038</b>	<b>0</b>	<b>9,101</b>

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-9</b>	<b>Non-AfC Grades</b>	<b>Total</b>
Hospital Social Workers	0.0	160.1	47.6	0.0	207.7
Elderly Social Workers	0.0	307.0	156.9	0.0	463.9
Physical Disability / Sensory Impairment Social Workers	0.0	122.5	49.1	0.0	171.6
Child / Family Care Social Workers	0.0	1,217.2	791.8	0.0	2,009.0
Learning Disability Social Workers	0.0	185.0	122.6	0.0	307.6
Mental Health Social Workers	0.0	240.8	253.7	0.0	494.5
Training & Education Social Workers	0.0	12.4	66.8	0.0	79.2
Community Development Social Workers	0.0	55.9	44.8	0.0	100.7
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0.0	60.2	369.5	0.0	429.7
Other Social Workers	0.0	39.2	0.0	0.0	39.2
Social Care Staff	2,551.2	1,282.5	70.8	0.0	3,904.5
Other Social Services Staff		4.5		0.0	4.5
<b>Total</b>	<b>~2,551.2</b>	<b>~3,682.8</b>	<b>~1,973.5</b>	<b>0.0</b>	<b>8,212.0</b>

**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	2,170	1,127	1,130	1,555	1,136	982	8,100
Medical Secretaries	449	199	107	61	144		960
Personal Secretaries and Typists	99	255	139	162	222	30	907
Administrative & Clerical Bands/ Grades 5 to 6	524	249	225	274	279	934	2,485
Administrative & Clerical Band/Grade 7	170	86	90	76	92	410	924
Administrative & Clerical Band 8A to 9	221	105	88	77	93	481	1,065
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	14	6	8	9	8	33	78
Solicitors (Apprentice/ Bands 6-8C)	0	0	0	0	0	58	58
Other	15	6		4	4	21	50
<b>Total</b>	<b>3,662</b>	<b>~2,027</b>	<b>~1,787</b>	<b>2,218</b>	<b>~1,834</b>	<b>~2,949</b>	<b>14,627</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,870.8	904.0	957.3	1,246.2	977.7	908.7	6,864.6
Medical Secretaries	383.4	155.1	92.0	50.0	128.8		809.3
Personal Secretaries and Typists	79.0	203.5	117.9	126.5	191.6	26.9	745.4
Administrative & Clerical Bands/ Grades 5 to 6	502.4	235.3	216.1	255.3	268.0	845.9	2,323.0
Administrative & Clerical Band/Grade 7	164.3	82.4	86.4	71.6	90.5	400.4	895.5
Administrative & Clerical Band 8A to 9	217.9	102.5	86.2	75.2	91.0	473.8	1,046.6
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	14.0	6.0	8.0	9.0	8.0	33.0	78.0
Solicitors (Apprentice/ Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	54.4	54.4
Other	13.8	6.0		4.0	3.8	20.4	48.0
<b>Total</b>	<b>3,245.7</b>	<b>~1,688.8</b>	<b>~1,563.9</b>	<b>1,837.7</b>	<b>~1,630.5</b>	<b>~2,763.4</b>	<b>12,864.8</b>



**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	3,406	3,137	1,965.0	6,543	5,371.0
Medical Secretaries Bands 3-4	461	483	332.5	944	793.5
Personal Secretaries and Typists Bands 3-4	446	440	279.7	886	725.7
Administrative & Clerical Bands/ Grades 5 to 6	1,232	444	303.4	1,676	1,535.4
Administrative & Clerical Band/ Grade 7	510	100	75.6	610	585.6
Administrative & Clerical Band 8A to 9	637	51	37.2	688	674.2
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	60		-	60	60.0
Solicitors (Apprentice/ Bands 6-8C)	35	11	7.4	46	42.4
Others	30	4	2.0	34	32.0
<b>Total</b>	<b>~6,757</b>	<b>~4,670</b>	<b>~3,002.8</b>	<b>11,487</b>	<b>9,819.8</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/ Grades 1 to 4	1,382	175	111.6	1,557	1,493.6
Medical Secretaries	16		-	16	15.8
Personal Secretaries and Typists	21		-	21	19.7
Administrative and Clerical Bands/ Grades 5 to 6	748	61	39.5	809	787.5
Administrative and Clerical Band/ Grade 7	305	9	5.0	314	310.0
Administrative and Clerical Band 8A to 8D	364	13	8.4	377	372.4
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	18	0	0.0	18	18.0
Solicitors	12	0	0.0	12	12.0
Other	16	0	0.0	16	16.0
<b>Total</b>	<b>2,878</b>	<b>262</b>	<b>167.0</b>	<b>3,140</b>	<b>3,045.0</b>

**Table 6c: Administration & Clerical Staff by Age Group (Headcount)**

<b>Headcount</b>	<b>&lt; 25</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>Total</b>
Administrative & Clerical Bands/ Grades 1 to 4	379	587	901	1,103	1,009	1,012	1,186	1,006	664	253	8,100
Medical Secretaries Band 3-4	8	15	56	100	156	179	191	156	78	21	960
Personal Secretaries and Typists	13	40	58	88	121	137	178	148	91	33	907
Administrative & Clerical Bands/ Grades 5 to 6	24	159	231	370	367	397	404	337	164	32	2,485
Administrative & Clerical Band/ Grade 7	0	17	95	124	159	177	177	131	38	6	924
Administrative & Clerical Band 8A to 9	0	4	41	74	177	192	288	207	71	11	1,065
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	0	0	0	0	7	6	26	32	7	0	78
Solicitors (Apprentice/ Bands 6-8C)		8		12	12	9	10	7		0	58
Others	33	8	4				5				50
<b>Total</b>	<b>~457</b>	<b>830</b>	<b>~1,386</b>	<b>~1,871</b>	<b>~2,008</b>	<b>~2,109</b>	<b>2,460</b>	<b>2,023</b>	<b>~1,113</b>	<b>~356</b>	<b>14,627</b>

**Table 7a: Support Services Staff by Trust**

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	452	250	130	130	274	0	1,236
Domestic Services	1,336	594	307	430	641	8	3,316
Laundry Services/ Sewing Room	22	28	43	40	26	0	159
Facilities/ Sterile Services	-	-	518	5	-	0	527
Support Services Manager/Supervisor	-	25	-	22	27	0	78
Driver	167	66	90	94	75		492
Porter/ Orderly	236	97	53	79	110		575
Security/ Caretaker/ Warden	133	10	36	10	6	0	195
Telephonist	9	23	5	56	22	0	115
Warehouse Operative		10			0	125	135
Shop Assistant/ Hairdresser/ Other	15	0	0	0	0	0	15
<b>Total</b>	<b>2,375</b>	<b>1,103</b>	<b>~1,182</b>	<b>~866</b>	<b>1,180</b>	<b>~133</b>	<b>6,843</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	353.5	173.2	101.5	104.2	210.8	0.0	943.3
Domestic Services	894.4	384.4	203.4	305.1	444.7	6.6	2,238.6
Laundry Services/ Sewing Room	15.2	22.6	41.9	36.5	24.4	0.0	140.5
Facilities/ Sterile Services	-	-	389.4	4.2	-	0.0	397.4
Support Services Manager/ Supervisor	-	21.9	-	21.7	26.3	0.0	73.1
Driver	156.3	64.7	78.3	83.5	73.5		456.4
Porter/ Orderly	213.3	83.8	49.4	74.0	107.4		527.8
Security/ Caretaker/ Warden	130.9	7.4	35.4	9.5	4.3	0.0	187.5
Telephonist	8.3	16.5	4.5	26.6	19.2	0.0	75.1
Warehouse Operative		9.8			0.0	121.9	131.7
Shop Assistant/ Hairdresser/ Other	14.6	0.0	0.0	0.0	0.0	0.0	14.6
<b>Total</b>	<b>1,790.4</b>	<b>784.4</b>	<b>~903.8</b>	<b>~665.1</b>	<b>910.0</b>	<b>~128.6</b>	<b>5,186.0</b>

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	139	649	436.7	788	575.7
Domestic Services	225	2,129	1,319.0	2,354	1,544.0
Laundry Services/ Sewing Room	33	46	29.6	79	62.6
Facilities/ Sterile Services	59	228	129.9	287	188.9
Support Services Manager/ Supervisor	36	15	11.9	51	47.9
Driver	22		-	22	20.8
Porter/ Orderly	25	13	8.7	38	33.7
Security/ Caretaker/ Warden	5	7	5.1	12	10.1
Telephonist	25	78	39.4	103	64.4
Warehouse Operative	5	0	0.0	5	5.0
Shop Assistant/ Hairdresser/ Other	-	-	-	-	-
<b>Total</b>	<b>~571</b>	<b>3,169</b>	<b>1,982.7</b>	<b>~3,739</b>	<b>~2,553.1</b>

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	186	262	181.6	448	367.6
Domestic Services	207	755	487.6	962	694.6
Laundry Services/ Sewing Room	74	6	3.8	80	77.8
Facilities/ Sterile Services	148	92	60.6	240	208.6
Support Services Manager/ Supervisor	20	7	5.1	27	25.1
Driver	403	67	32.6	470	435.6
Porter/ Orderly	412	125	82.1	537	494.1
Security/ Caretaker/ Warden	160	23	17.4	183	177.4
Telephonist	12		-	12	10.7
Warehouse Operative	123	7	3.7	130	126.7
Shop Assistant/ Hairdresser/ Other	13	0	0.0	13	13.0
<b>Total</b>	<b>~1,746</b>	<b>~1,344</b>	<b>~874.5</b>	<b>3,102</b>	<b>2,631.3</b>

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

<b>Headcount</b>	<b>&lt; 25</b>	<b>25-29</b>	<b>30-34</b>	<b>35-39</b>	<b>40-44</b>	<b>45-49</b>	<b>50-54</b>	<b>55-59</b>	<b>60-64</b>	<b>65+</b>	<b>Total</b>
Catering Services	102	55	101	131	134	139	174	180	156	64	1,236
Domestic Services	454	214	288	321	276	281	428	475	386	193	3,316
Laundry Services/ Sewing Room	7	6	13	14	10	11	31	31	28	8	159
Facilities/ Sterile Services	36	45	56	63	47	41	66	80	58	35	527
Support Services Manager/ Supervisor	0	5	5	10	10	12	14	12	10		78
Driver	0	4	11	18	27	51	107	125	90	59	492
Porter/ Orderly	34	32	48	63	57	40	90	104	72	35	575
Security/ Caretaker/ Warden	4	12	19	23	17	24	27	36	24	9	195
Telephonist	4	6		9	9	19	15	22	22	9	115
Warehouse Operative	10		12	19	15	26	21	20	12		135
Shop Assistant/ Hairdresser/ Other		5		5			5				15
<b>Total</b>	<b>645</b>	<b>384</b>	<b>559</b>	<b>~671</b>	<b>~602</b>	<b>~644</b>	<b>973</b>	<b>~1,085</b>	<b>855</b>	<b>417</b>	<b>6,843</b>

**Table 7d: Support Services Staff by Pay Band**

<b>Headcount</b>	<b>Pay Bands 1-2</b>	<b>Pay Bands 3-4</b>	<b>Pay Bands 5-9</b>	<b>Total</b>
Catering Services	1,068	168		1,236
Domestic Services	3,134	182		3,316
Laundry Services/ Sewing Room	143	16	0	159
Facilities/ Sterile Services	486	41		527
Support Services Manager/ Supervisor	0	34	44	78
Driver	220	272	0	492
Porter/ Orderly	552	23	0	575
Security/ Caretaker/ Warden	154	41	0	195
Telephonist	66	49		115
Warehouse Operative	81	41	13	135
Shop Assistant/ Hairdresser/ Other	15		0	15
<b>Total</b>	<b>~5,904</b>	<b>~860</b>	<b>64</b>	<b>6,843</b>

<b>WTE</b>	<b>Pay Bands 1-2</b>	<b>Pay Bands 3-4</b>	<b>Pay Bands 5-9</b>	<b>Total</b>
Catering Services	795.0	148.3		943.3
Domestic Services	2,076.5	162.2		2,238.6
Laundry Services/Sewing Room	124.5	16.0	0.0	140.5
Facilities/Sterile Services	358.7	38.7		397.4
Support Services Manager/Supervisor	0.0	29.2	43.8	73.1
Driver	187.8	268.7	0.0	456.4
Porter/Orderly	505.2	22.6	0.0	527.8
Security/Caretaker/Warden	146.7	40.8	0.0	187.5
Telephonist	47.4	27.8		75.1
Warehouse Operative	77.9	40.8	13.0	131.7
Shop Assistant/ Hairdresser/ Other	14.6		0.0	14.6
<b>Total</b>	<b>~4,319.6</b>	<b>~788.0</b>	<b>63.8</b>	<b>5,186.0</b>

**Table 8a: Ambulance Staff by Trust**

	Headcount	WTE
Emergency Medical Technician	288	283.5
Patient Care Services	303	294.7
Paramedic	439	433.9
Rapid Response Vehicle Paramedic	45	44.4
Ambulance Officer	128	127.5
Control Assistant	173	167.3
Helicopter Emergency Medical Service Paramedic	6	6.0
Community Resuscitation Development Officer	-	-
<b>Total</b>	<b>~1,382</b>	<b>~1,357.4</b>

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

FEMALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Emergency Medical Technician	100	11	8.4	111	108.4
Patient Care Services	85	14	8.2	99	93.2
Paramedic	108	19	16.0	127	124.0
Rapid Response Vehicle Paramedic	7		-	7	6.8
Ambulance Officer	36		-	36	35.5
Control Assistant	79	17	11.5	96	90.5
Helicopter Emergency Medical Service Paramedic	-	0	0.0	-	-
Community Resuscitation Development Officer	-	0	0.0	-	-
<b>Total</b>	<b>415</b>	<b>~61</b>	<b>~44.0</b>	<b>~476</b>	<b>~458.3</b>

MALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Emergency Medical Technician	168	9	7.1	177	175.1
Patient Care Services	198	6	3.5	204	201.5
Paramedic	299	13	10.9	312	309.9
Rapid Response Vehicle Paramedic	38		-	38	37.6
Ambulance Officer	92	0	0.0	92	92.0
Control Assistant	77		-	77	76.9
Helicopter Emergency Medical Service Paramedic	5	0	0.0	5	5.0
Community Resuscitation Development Officer	0	0	0.0	0	0.0
<b>Total</b>	<b>875</b>	<b>~28</b>	<b>~21.5</b>	<b>905</b>	<b>898.0</b>

**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	5	26	39	33	29	50	55	38	9	4	288
Patient Care Services	11	17	38	35	27	55	53	39	21	7	303
Paramedic	11	42	70	60	61	75	62	46	12		439
Rapid Response Vehicle Paramedic	0	0	0	0	-	12	9	17	-	-	45
Ambulance Officer	0	0	4	14	13	38	31	21	7	0	128
Control Assistant	8	23	28	23	23	24	27	9	8		173
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	0	-
<b>Total</b>	<b>35</b>	<b>108</b>	<b>179</b>	<b>~165</b>	<b>157</b>	<b>259</b>	<b>~237</b>	<b>170</b>	<b>56</b>	<b>16</b>	<b>~1,382</b>

**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	288	0	288
Patient Care Services			303		303
Paramedic		0	439	0	439
Rapid Response Vehicle Paramedic		0	45	0	45
Ambulance Officer		0	83	45	128
Control Assistant		97	67	9	173
Helicopter Emergency Medical Service Paramedic		0	6	0	6
Community Resuscitation Development Officer		0	-	0	-
<b>Total</b>		<b>~97</b>	<b>~928</b>	<b>~54</b>	<b>~1,382</b>

WTE	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	0.0	283.5	0.0	283.5
Patient Care Services		294.7		294.7
Paramedic	0.0	433.9	0.0	433.9
Rapid Response Vehicle Paramedic	0.0	44.4	0.0	44.4
Ambulance Officer	0.0	82.5	45.0	127.5
Control Assistant	91.8	66.5	9.0	167.3
Helicopter Emergency Medical Service Paramedic	0.0	6.0	0.0	6.0
Community Resuscitation Development Officer	0.0	-	0.0	-
<b>Total</b>	<b>~91.8</b>	<b>~916.8</b>	<b>~54.0</b>	<b>~1,357.4</b>



**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	167	77	43	76	48		411
Boilerman / Plumber	4		9	7	21	0	41
Electrician / Fitter / Engineer	0	31	15	14	24		84
Builder / Joiner / Labourer / Painter	12	40	14	22	27	0	115
Multiskilled	79	13	17	18	28		155
Groundsman / Gardener		7			9	0	16
<b>Total</b>	<b>~258</b>	<b>166</b>	<b>~98</b>	<b>~137</b>	<b>152</b>	<b>5</b>	<b>822</b>

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	161.2	76.3	43.0	74.2	48.0		402.8
Boilerman / Plumber	4.0		9.0	7.0	21.0	0.0	41.0
Electrician / Fitter / Engineer	0.0	31.0	15.0	14.0	24.0		84.0
Builder / Joiner / Labourer / Painter	12.0	40.0	14.0	22.0	26.3	0.0	114.3
Multiskilled	78.4	13.0	17.0	17.0	27.7		153.1
Groundsman / Gardener		7.0			9.0	0.0	16.0
<b>Total</b>	<b>~251.6</b>	<b>165.3</b>	<b>~98.0</b>	<b>~134.2</b>	<b>151.0</b>	<b>5.0</b>	<b>811.2</b>

**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	19	35	56	68	59	46	56	48	19	411
Boilerman/Plumber	-	5		7	-	4	8	4	7	-	41
Electrician/Fitter/Engineer	5		6	8	9	13	13	10	14	6	84
Builder/Joiner/Labourer/ Painter	7		5	9	8	14	18	20	28	6	115
Multiskilled	18	7		9	15	11	26	24	33	12	155
Groundsman/Gardener	0	0	-	0	0	-	4	4	4	0	16
<b>Total</b>	<b>29</b>	<b>31</b>	<b>54</b>	<b>89</b>	<b>~100</b>	<b>~101</b>	<b>115</b>	<b>118</b>	<b>134</b>	<b>~43</b>	<b>822</b>

**Table 9c: Estates Services Staff by Pay Band**

<b>Headcount</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-8 / Non-AfC</b>	<b>Total</b>
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	5	196	210	411
Boilerman / Plumber	41		0	41
Electrician / Fitter / Engineer	68	16	0	84
Builder / Joiner / Labourer / Painter	115		0	115
Multiskilled	110	45	0	155
Groundsman / Gardener	16	0	0	16
<b>Total</b>	<b>351</b>	<b>261</b>	<b>210</b>	<b>822</b>

<b>WTE</b>	<b>Pay Bands 1-4</b>	<b>Pay Bands 5-6</b>	<b>Pay Bands 7-8 / Non-AfC</b>	<b>Total</b>
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	4.7	192.4	205.6	402.8
Boilerman / Plumber	41.0		0.0	41.0
Electrician / Fitter / Engineer	68.0	16.0	0.0	84.0
Builder / Joiner / Labourer / Painter	114.3		0.0	114.3
Multiskilled	108.1	45.0	0.0	153.1
Groundsman / Gardener	16.0	0.0	0.0	16.0
<b>Total</b>	<b>348.1</b>	<b>257.4</b>	<b>205.6</b>	<b>811.2</b>

**Table 10a: Leavers, 1 April 2021 - 31 March 2022 (Headcount)**

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	239	107	126	161	136	210	979
Estates Services	18	9		15	7		49
Support Services	161	95	111	111	139	6	623
Nursing & Midwifery	604	259	276	327	348	15	1,829
Social Services (excl. dom. care)	169	126	127	123	140	5	690
Professional & Technical	232	77	90	90	112	4	605
Medical & Dental (excluding Doctors in Training)	85	22	10	28	25	9	179
Ambulance	0	0	0	0	0	60	60
<b>Total</b>	<b>1,508</b>	<b>~686</b>	<b>~740</b>	<b>855</b>	<b>~900</b>	<b>~309</b>	<b>5,014</b>

**Table 10b: Joiners, 1 April 2021 - 31 March 2022 (Headcount)**

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	199	145	236	278	158	377	1,393
Estates Services	20	20	9	19	15		83
Support Services	141	77	110	119	121	15	583
Nursing & Midwifery	801	290	378	388	362	10	2,229
Social Services (excl. dom. care)	123	134	169	171	134		731
Professional & Technical	272	145	146	134	143	18	858
Medical & Dental (excluding Doctors in Training)	61	12	14	30	35	11	163
Ambulance	0	0	0	0	0	82	82
<b>Total</b>	<b>1,617</b>	<b>823</b>	<b>1,062</b>	<b>1,139</b>	<b>~819</b>	<b>~513</b>	<b>6,122</b>

**Table 10c: Movers, 1 April 2021 - 31 March 2022 (Headcount)**

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	52	20	15	14	16	80	197
Estates Services	0	-	0	-	0	-	5
Support Services	7	0	5		5		17
Nursing & Midwifery	176	72	51	44	26	9	378
Social Services (excl. dom. care)	50	25	45	16	8	0	144
Professional & Technical	105	56	40	41	21	15	278
Medical & Dental (excluding Doctors in Training)	30	6	8	17	5		66
Ambulance	0	0	0	0	0	-	-
<b>Total</b>	<b>420</b>	<b>~179</b>	<b>~159</b>	<b>136</b>	<b>77</b>	<b>113</b>	<b>~1,085</b>

## 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. Headcounts of staff in post count individuals in each post that they hold (excluding bank work).

### 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.