

INFORMATION
ANALYSIS
DIRECTORATE



Northern Ireland Health and Social Care Workforce Census March 2023



Department of
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Northern Ireland Health and Social Care Workforce Census March 2023

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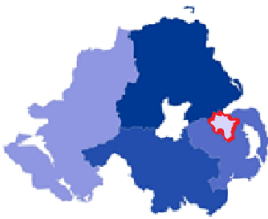
Key Findings



At 31st March 2023, the HSC employed 72,687 (64,688.4 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 20% (10,777.4 WTE) between the 2014 and 2023 Census.



The largest employer in the HSC was the Belfast Trust with 18,805.4 WTE or 29% of all staff.



The largest Occupational Family was Nursing & Midwifery with 21,862.7 WTE or 34% of the total.



The Medical & Dental workforce stood at 5,254 (4,832.9 WTE). Forty-one per cent (1,971.6 WTE) were consultants.



Just under two fifths (36%, 23,021.1 WTE) of WTE HSC staff were employed at Agenda for Change Bands 1 to 4.



A substantial majority (78% or 56,895 headcount) of HSC employees were female.

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Background

This is the twenty-third 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>

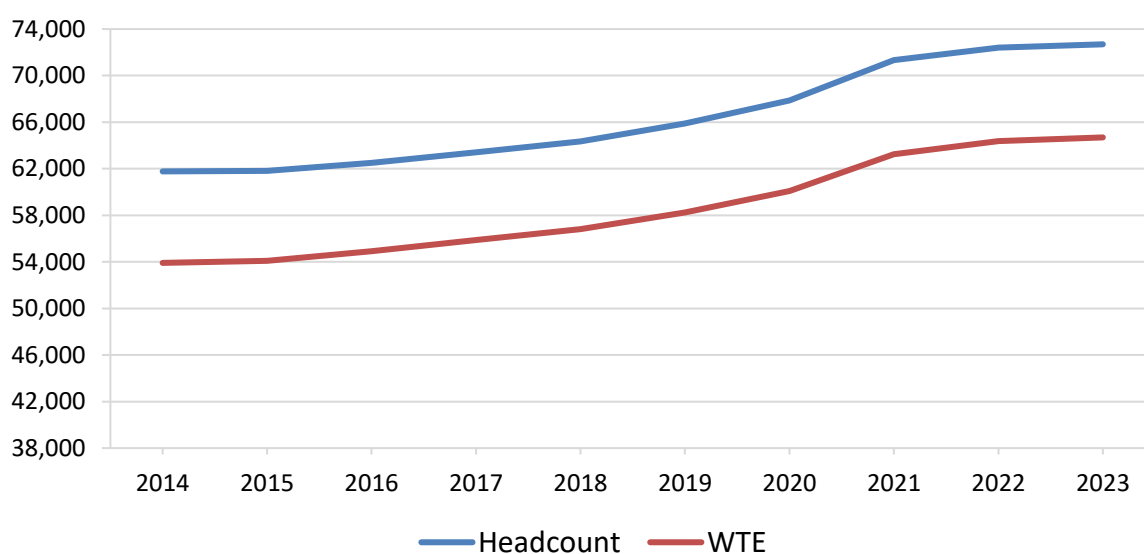
Prior to 2014, information on Northern Ireland Medical and Dental Training Agency (NIMDTA) staff was not included in our data extract. Therefore, this is the first year that NIMDTA staff have been able to be included in the trend analysis 2014 – 2023.

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.

Headcount: The number of individuals working in active posts. This counts individuals only once, regardless of how many posts they hold. Where information is broken down by the various categories, individuals will be counted once in each category they hold an active post.

Changes in the NI Health and Social Care Workforce 2014 - 2023 (subject to the exclusions at Appendix B)

Figure A: HSC Staff in Post Headcount¹ and Whole-time Equivalent (WTE) 2014-2023



¹ Staff are counted only once, regardless of how many posts they hold. At 31st March 2023, 760 staff held more than one post.

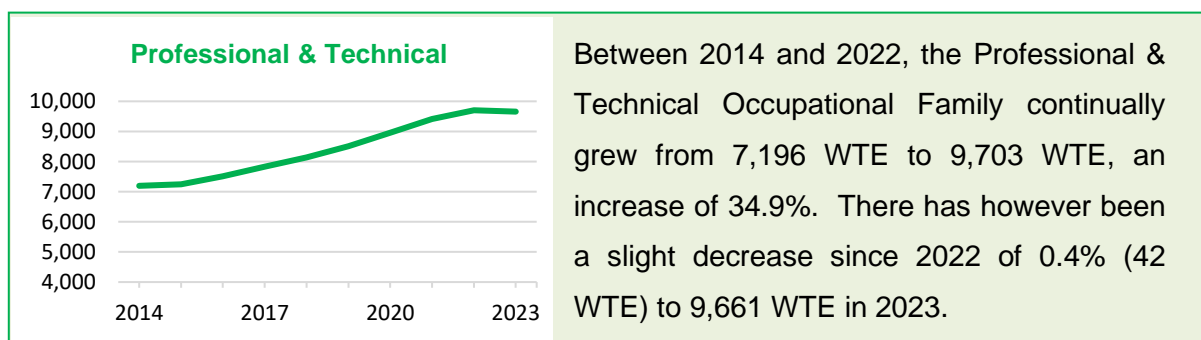
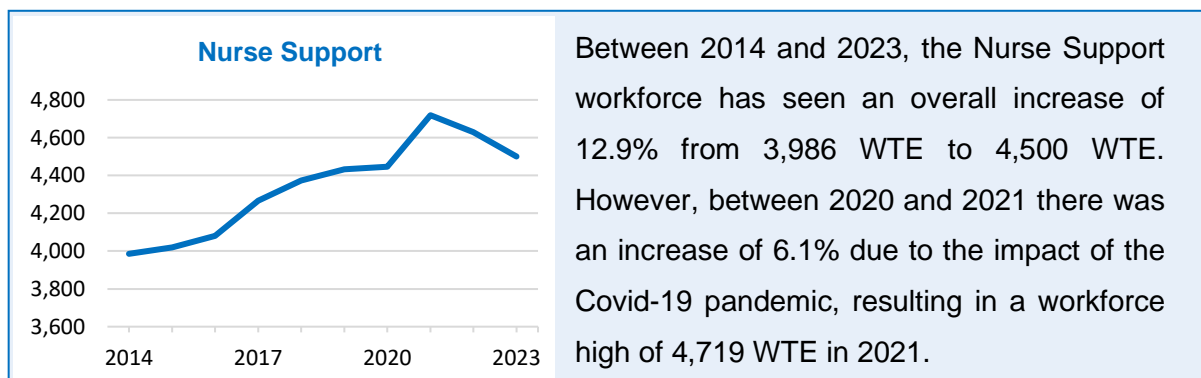
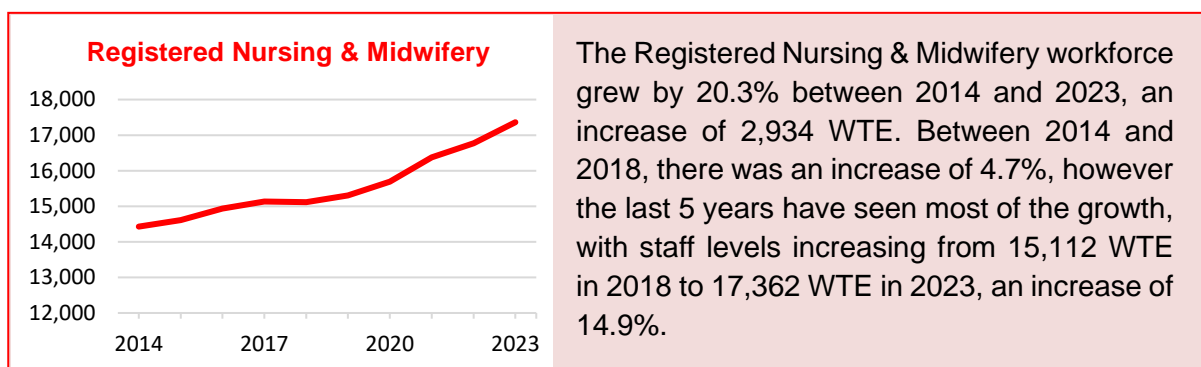
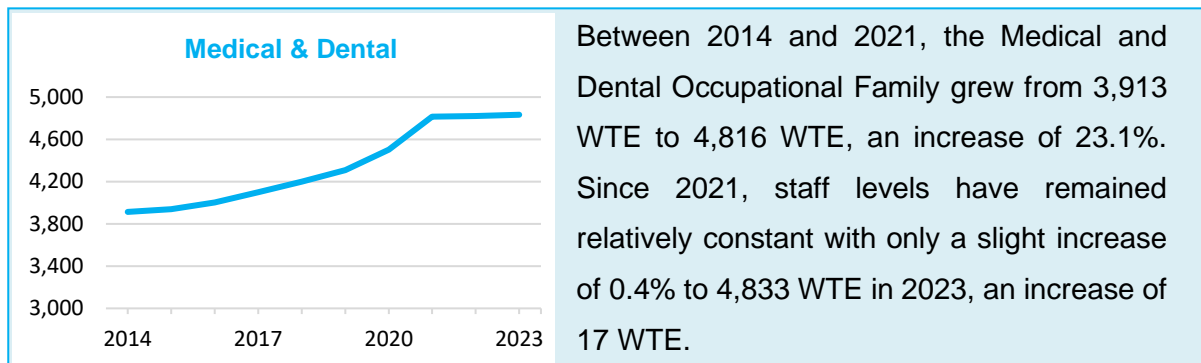
Overall HSC Staffing Changes, 2014 to 2023

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

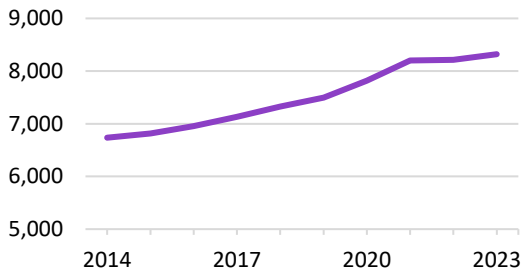
Between 2014 and 2023, the WTE of HSC staff increased by 10,777.4; this represented 20.0% workforce growth. The rate of growth between 2018 and 2023 was 13.9%.

Changes by Occupational Family, 2014 to 2023

Changes in staff levels in each Occupational Family between 2014 and 2023 is detailed below. Fluctuations in workforce levels in some staff groups between 2020 and 2022 may be due to the impact of the Covid-19 pandemic.

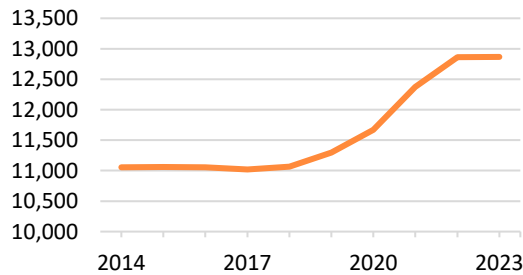


Social Services (excl. Domiciliary Care)



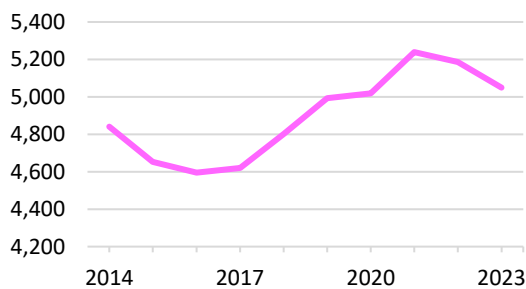
Between 2014 and 2021, the Social Services workforce (excluding domiciliary care) gradually increased from 6,736 WTE to 8,204 WTE, a 21.8% increase. The increase between 2021 and 2023 equated to 1.4% (117 WTE).

Administrative & Clerical



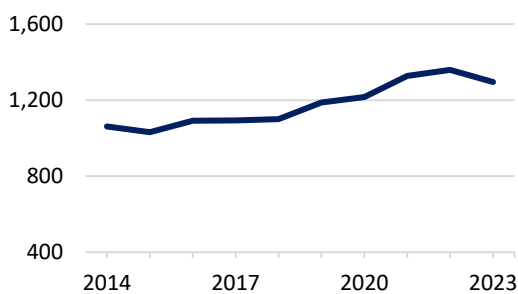
Between 2014 and 2017, the Administrative & Clerical Occupational Family decreased slightly (0.3%). Since 2017, the workforce has seen a steady increase of 16.7% (1,845 WTE) to 12,865 WTE in 2022. Staff levels have remained relatively unchanged in the last year, at 12,867 WTE in 2023.

Support Services



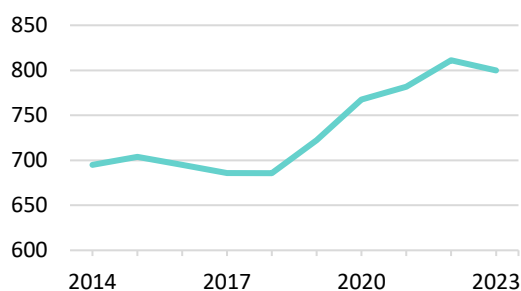
From 4,841 WTE Support Service staff in 2014, a 5.1% decrease over two years resulted in a low of 4,595 WTE in 2016. Since 2016, this trend reversed with the workforce growing by 644 (14.0%) to 5,239 WTE in 2021. Since 2021, there has been a decrease of 3.6% (190 WTE) to 5,049 in 2023.

Ambulance



The Ambulance Occupational Family (which includes paramedics, emergency medical technicians, ambulance officers and control staff) has seen an increase of 28.0% (297 WTE) in staffing levels between 2014 and 2022, resulting in a workforce high of 1,359 WTE. Since 2022, the workforce has decreased by 4.7% (64 WTE) to 1,295 WTE in 2023.

Estates Services



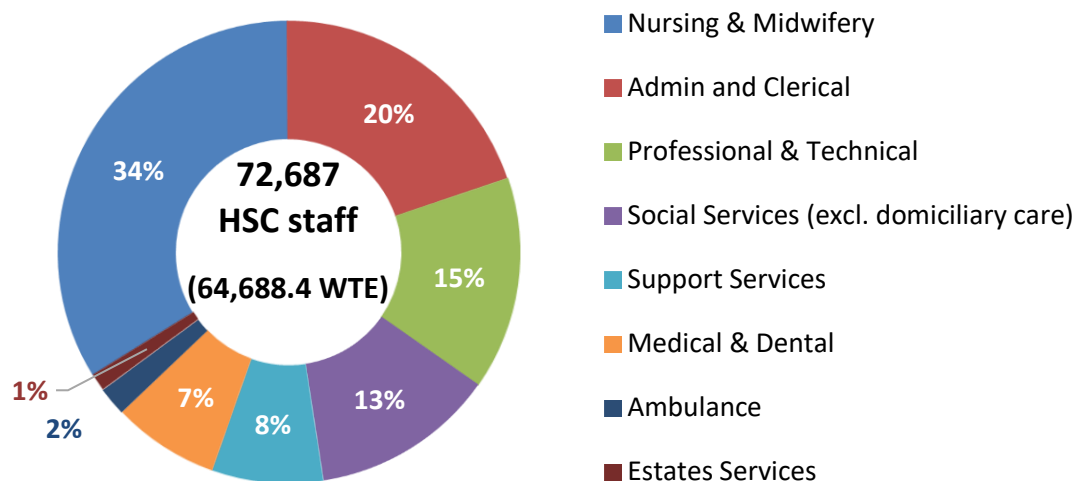
Between 2014 and 2018, the Estates Services workforce saw a small reduction in staffing levels (1.3%, 9 WTE). Since 2018, this Occupational Family has seen steady growth from 686 WTE in 2018 to 811 WTE in 2022, an increase of 18.3% (125 WTE). The workforce has seen a small reduction of 1.4% (11 WTE) since 2022, to 800 WTE in 2023.

Section 1: Health & Social Care Staff

At 31st March 2023, the HSC employed 72,687 (64,688.4 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 2022/23, expenditure on directly employed HSC employees exceeded £3.5 billion.

Occupational Families

Figure 1a: Health & Social Care Staff by Occupational Family (% WTE), March 2023

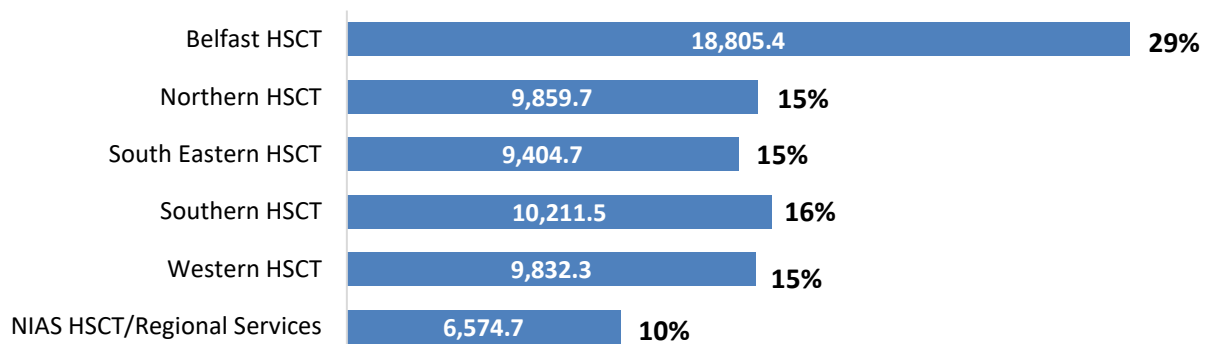


The largest Occupational Family, with 21,862.7 WTE or 34% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 12,866.6 WTE (20%). Medical & Dental staff represented 7% of the overall workforce, with 4,832.9 WTE.

Employing Organisations

The largest HSC organisation was the Belfast Trust, with 29% of all staff (18,805.4 WTE). 90% of all staff worked for one (or more than one) of the five regional HSC Trusts (excluding NIAS HSC Trust).

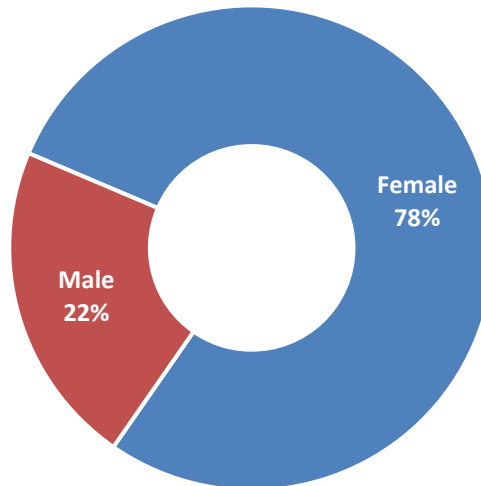
Fig 1b: Health & Social Care Staff by Employing Organisation (% WTE)



Gender and Working Pattern

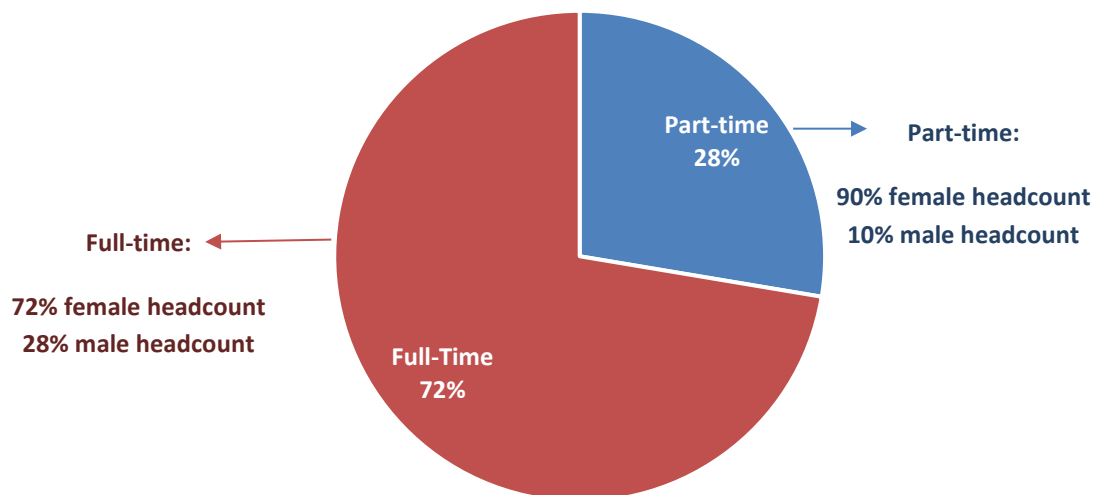
Seventy-eight per cent of staff (56,895 headcount) were female and 22% were male (15,792 headcount).

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



Part-time roles accounted for 28% (17,878.4 WTE) of the total WTE. The gender split of those working in part-time roles was 90% female (23,518 headcount) and 10% male (2,563 headcount), compared to full-time roles where 72% (33,477 headcount) were female and 28% (13,258 headcount) were male.

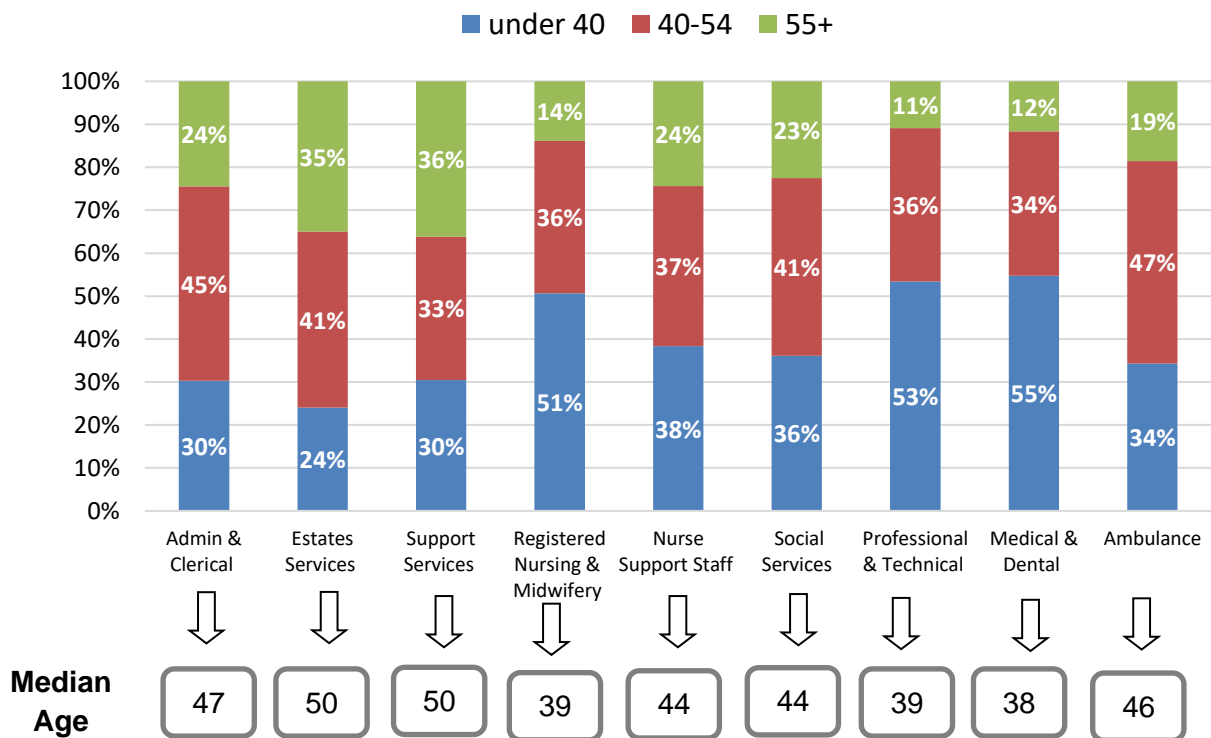
Fig. 1d: Health & Social Care Full-time or Part-time working (% WTE)



Age (Headcount)

Forty-two per cent of all staff were under the age of 40; 38% were between 40 and 54, and 20% were aged 55 and over. The Medical & Dental Occupational Family had the highest proportion of staff under the age of 40 (55%). The median age of all staff was 42.

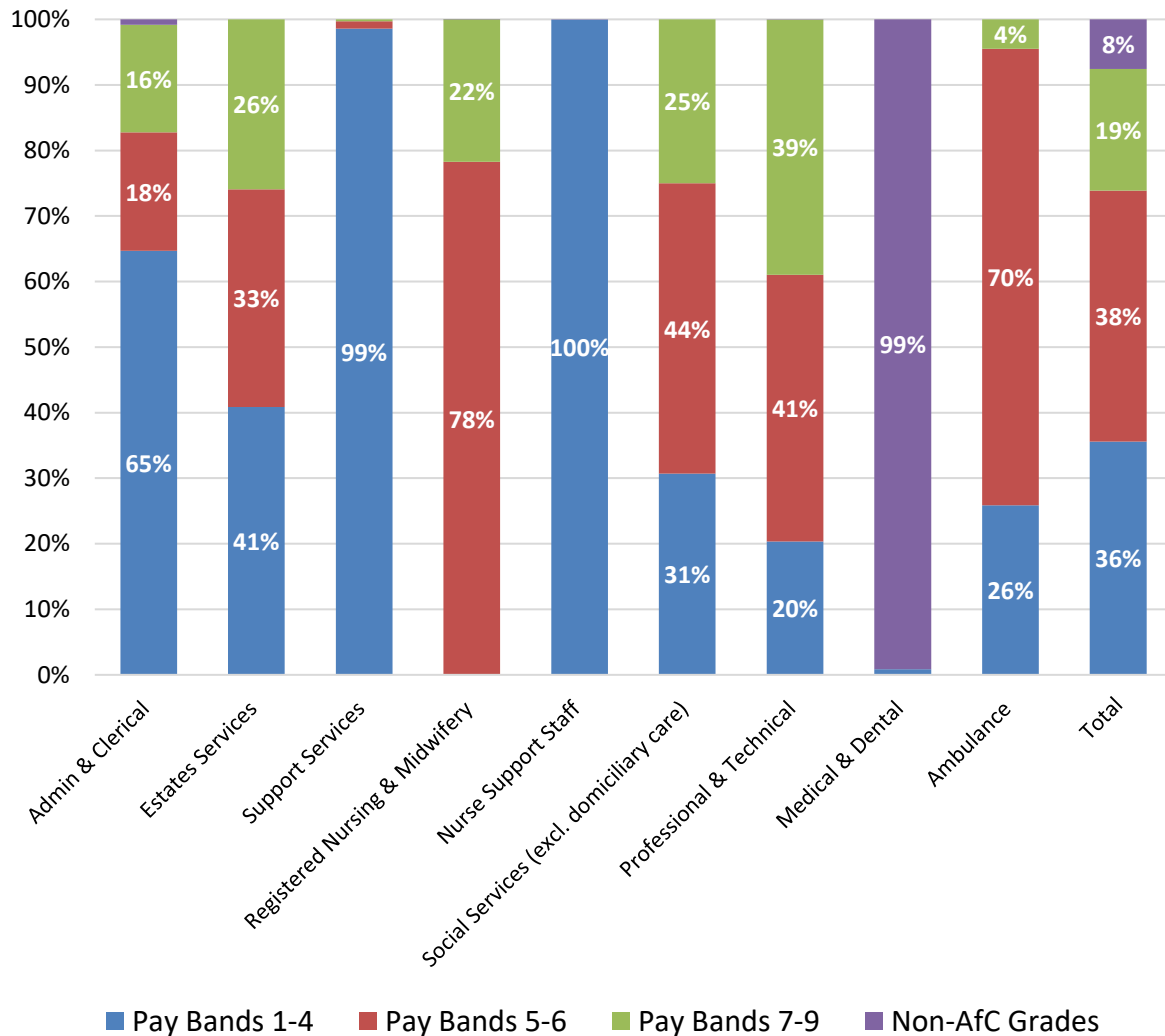
Fig. 1e: Health & Social Care Staff by Age Group and Occupational Family (% Headcount)



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. 1f. Contrary to the perception that administrative staff usually occupy managerial positions, 65% were employed between Bands 1 and 4. Eighty three per cent in total were employed below Band 7. Seventy-eight per cent of Registered Nursing & Midwifery staff were employed at Bands 5 and 6.

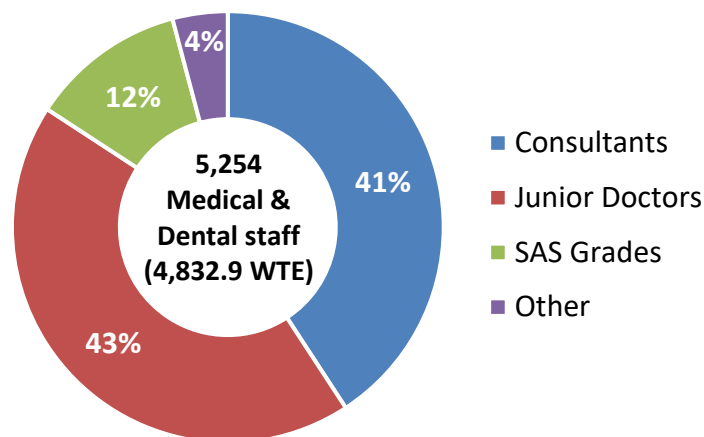
Fig. 1f: HSC Health & Social Care Staff by Pay Band and Occupational Family (% WTE)



Section 2: Medical and Dental Staff

There were 5,254 (4,832.9 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 43% of the Medical and Dental workforce, or 2,098.1 WTE. The next largest group were consultants with 1,971.6 WTE or 41%. Staff Grade/Associate Specialist/Specialty Doctors (SAS) comprised the majority of the remainder at 12% (563.5 WTE). The final 4% of the workforce were employed in grades classified as 'other', for example hospital practitioners and community dentists.

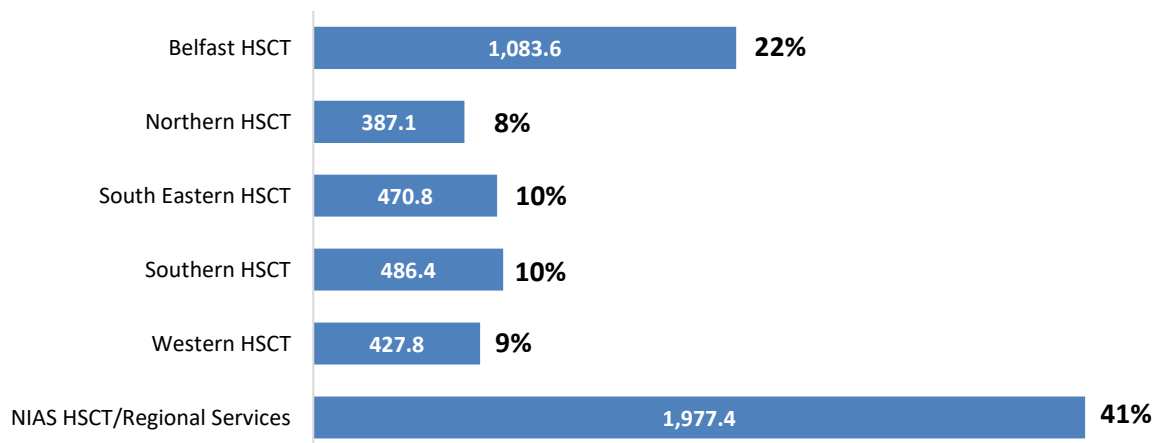
Fig 2a: Medical & Dental Staff by Grade (% WTE)



Employing Organisations

Forty per cent of Medical and Dental staff (1,913.8 WTE) were employed by NIMDTA, now the single lead employer of doctors in training. Twenty-two per cent of Medical and Dental staff worked for the Belfast HSC Trust, while the other four regional Trusts employed between 8% and 10% of the total Medical and Dental WTE.

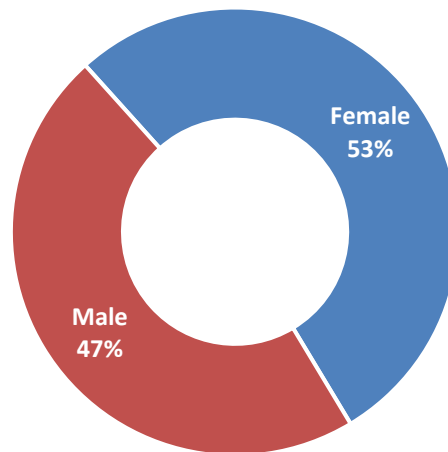
Fig. 2b: Medical & Dental Staff by Employing Organisation (% WTE)



Gender and Working Pattern

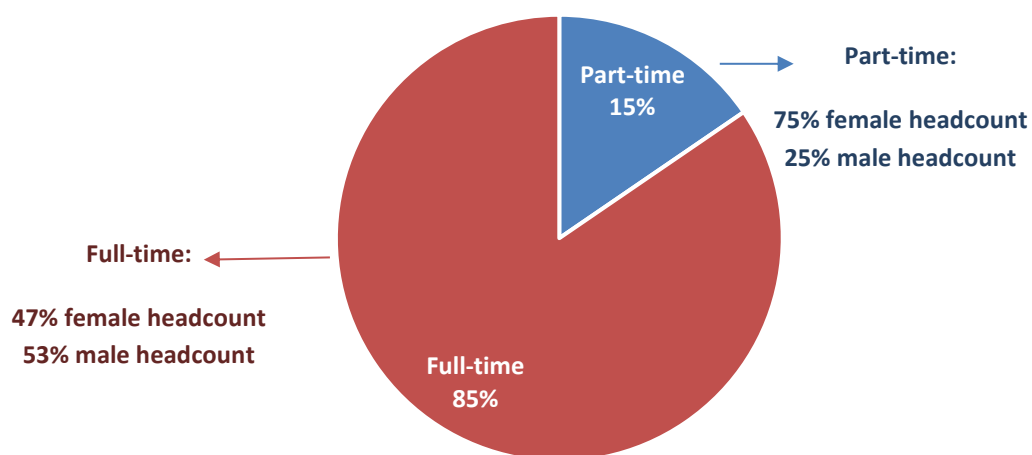
Over half (53%) of Medical & Dental staff were female, a headcount of 2,787. The remaining 47% of staff were male, a headcount of 2,467.

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



Part-time roles accounted for 15% (746.9 WTE) of the total WTE. The gender split of those working in part-time roles was 75% female (895 headcount) and 25% male (294 headcount), compared to full-time roles where 47% (1,898 headcount) were female and 53% (2,180 headcount) were male.

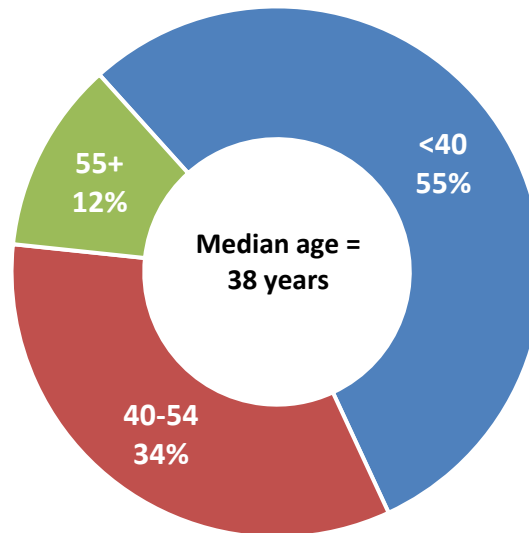
Fig. 2d: Medical & Dental Staff by Working Pattern (% WTE)



Age (Headcount)

The median age of medical and dental employees was 38 years. Twelve per cent of medical & dental staff were aged 55 years and over. Within the Medical & Dental grades, 22% of consultants and 16% of associate specialists/specialty doctors were aged 55 years and over.

Fig. 2e: Medical & Dental Staff by Age Group (% Headcount)

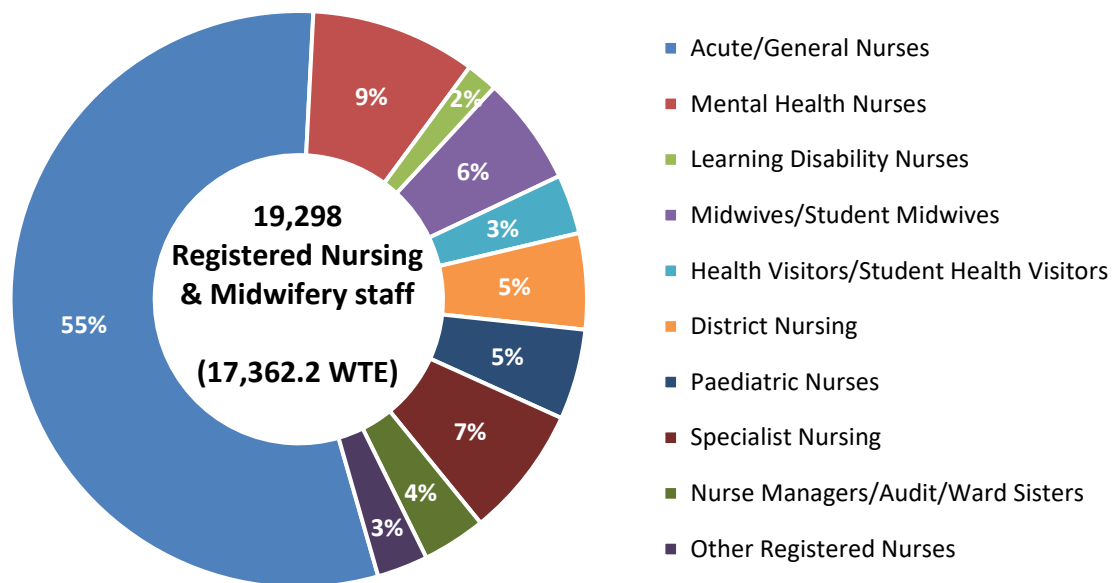


Section 3: Nursing and Midwifery Staff

There were 24,453 (21,862.7 WTE) Nursing & Midwifery staff employed. 17,362.2 WTE were in registered nursing and midwifery grades (Band 5 and above), and 4,500.5 WTE were in support grades (Bands 2-4).

Just over half (9,592.8 WTE, or 55%) of all registered nurses were graded as acute or general nurses. 9% (1,612.7 WTE) were mental health nurses, while specialist nursing comprised 7% (1,280.5 WTE), midwifery comprised 6% (1,060.1 WTE), with district nursing and paediatric nursing both comprising 5% (934.7 and 880.9 WTE respectively).

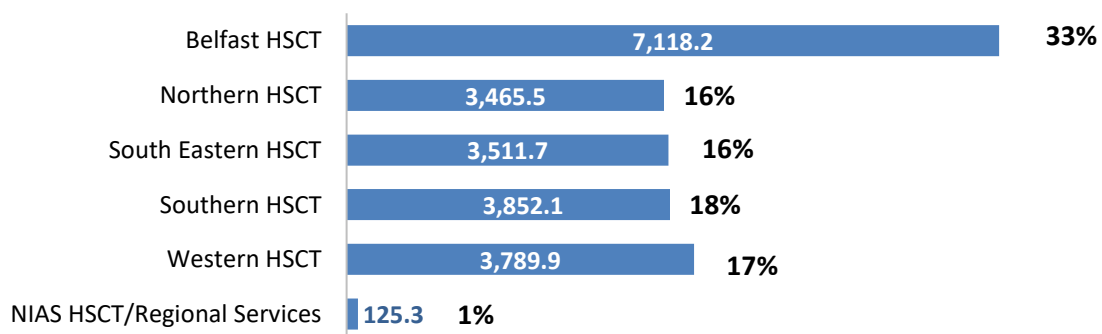
Fig. 3a: Registered Nursing & Midwifery Staff by Group (% WTE)



Employing Organisations

Belfast HSC Trust was the largest employer of Nursing & Midwifery staff, with 33% of overall WTE (7,118.2). The other four regional Trusts employed between 16% and 18% of overall WTE, and 1% were employed by the Regional Services.

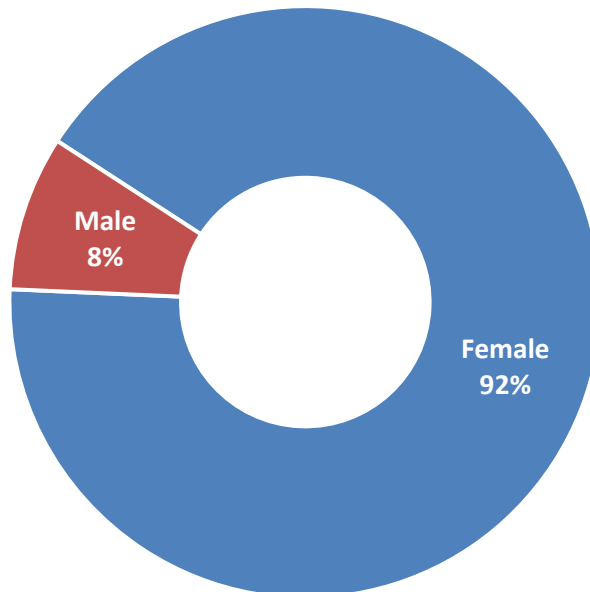
Fig. 3b: Nursing & Midwifery Staff by Employing Organisation (% WTE)



Gender and Working Pattern

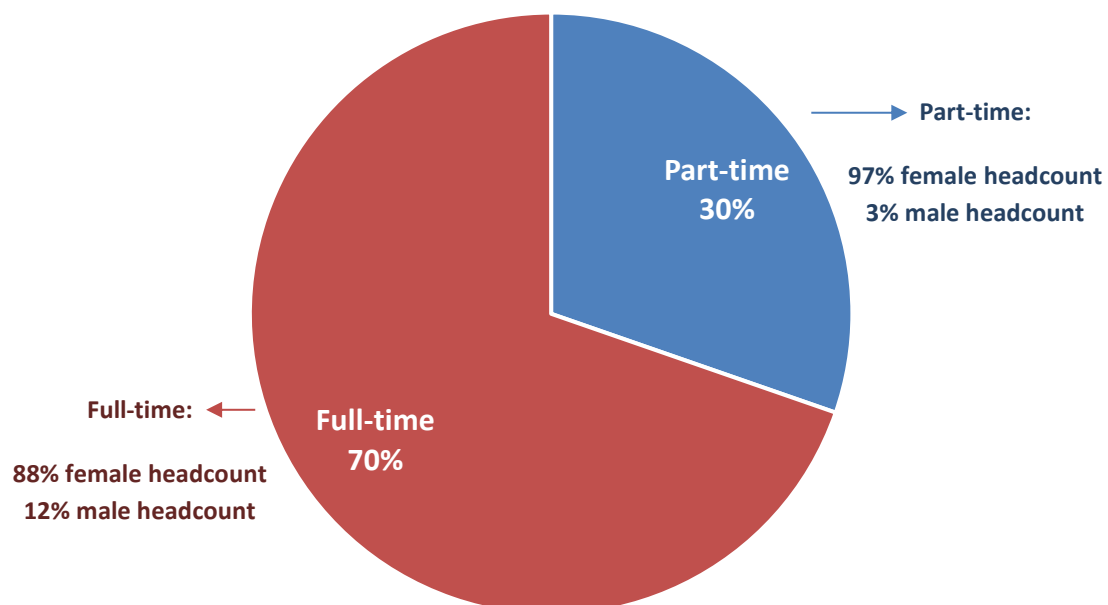
The vast majority (92%, or 22,381 headcount) of Nursing & Midwifery employees were female.

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



Part-time roles accounted for 30% (6,628.7 WTE) of the total WTE. The gender split of those working in part-time roles was 97% female (9,001 headcount) and 3% male (251 headcount), compared to full-time roles where 88% (13,404 headcount) were female and 12% (1,821 headcount) were male.

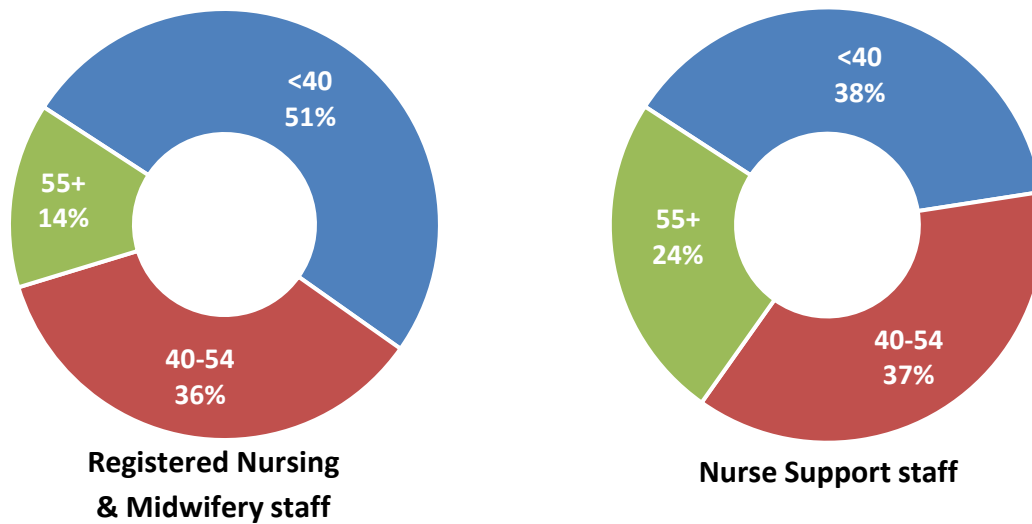
Fig. 3d: Nursing & Midwifery Staff by Working Pattern (% WTE)



Age (Headcount)

Over half (51%) of registered Nursing & Midwifery staff and 38% of Nurse Support staff were aged under 40. Fourteen per cent of registered Nursing & Midwifery staff and 24% of Nurse Support staff were aged 55 years and over. The median age of registered Nursing & Midwifery staff was 39 years and for Nurse Support was 44 years.

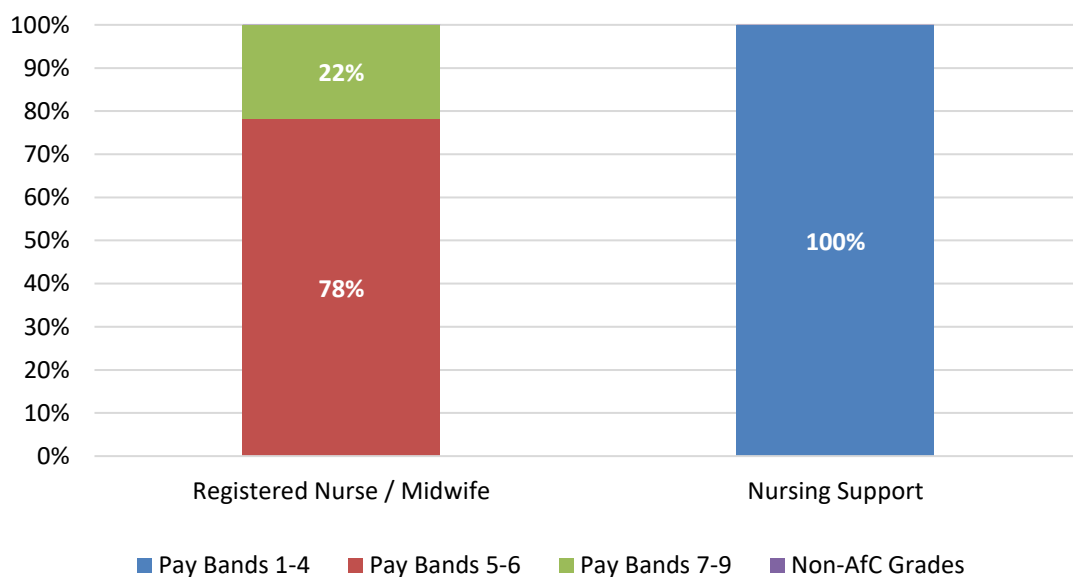
Fig. 3e: Nursing & Midwifery Staff by Age Group (% Headcount)



Pay Bands (WTE)

Almost four fifths (78%) of registered Nursing & Midwifery staff were employed at AfC bands 5-6, with 22% employed at AfC bands 7-9. All nursing support staff were employed at AfC bands 2-4.

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

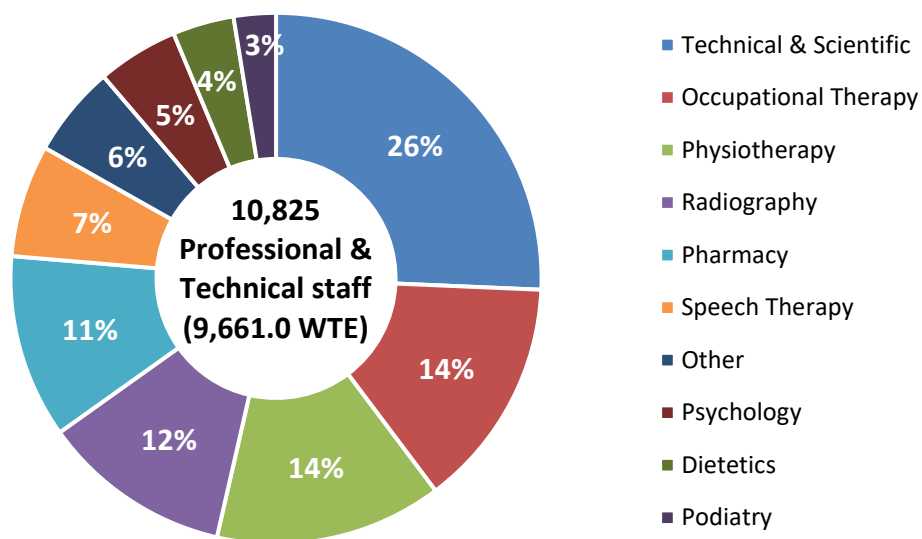


Section 4: Professional and Technical Staff

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 10,825 (9,661.0 WTE) Professional and Technical staff employed. The largest single professional groups were occupational therapy and physiotherapy, both with 14% of total WTE (1,358.8 and 1,336.4 respectively). Technical and Scientific staff of various professions made up 26% of WTE, or 2,480.9.

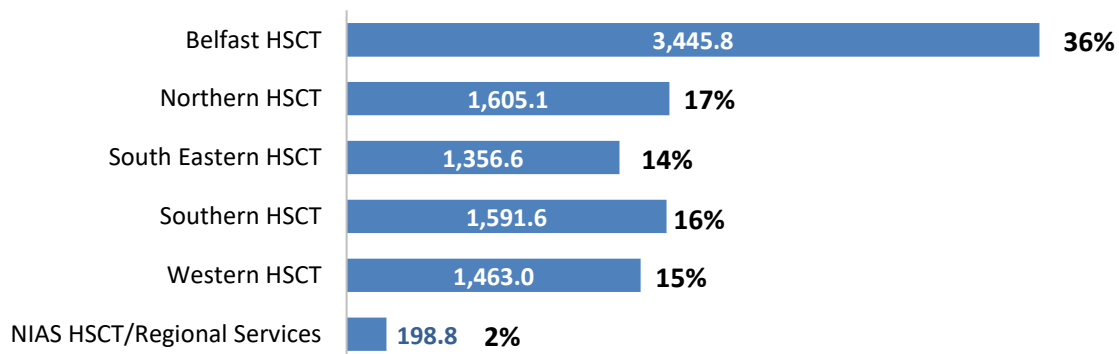
Fig. 4a: Professional & Technical Staff by Group (% WTE)



Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 3,445.8 WTE or 36% of the total. The other four local Trusts employed between 14% and 17% of the total WTE. Two per cent (198.8 WTE) were employed by the Regional Services.

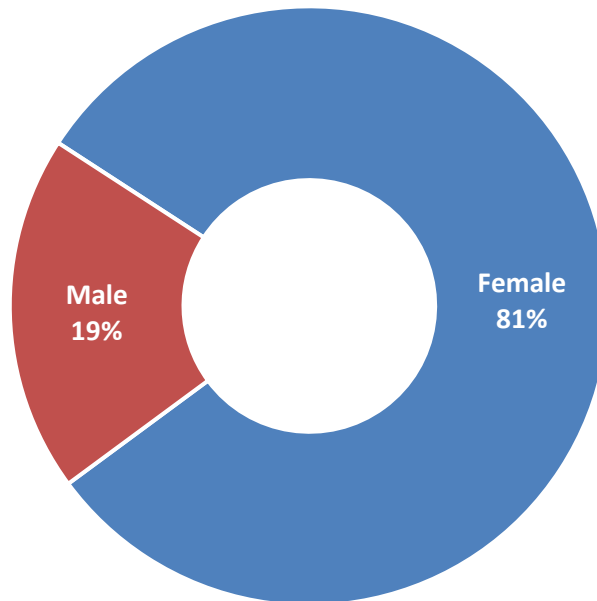
Fig. 4b: Professional & Technical Staff by Employing Organisation (% WTE)



Gender and Working Patterns

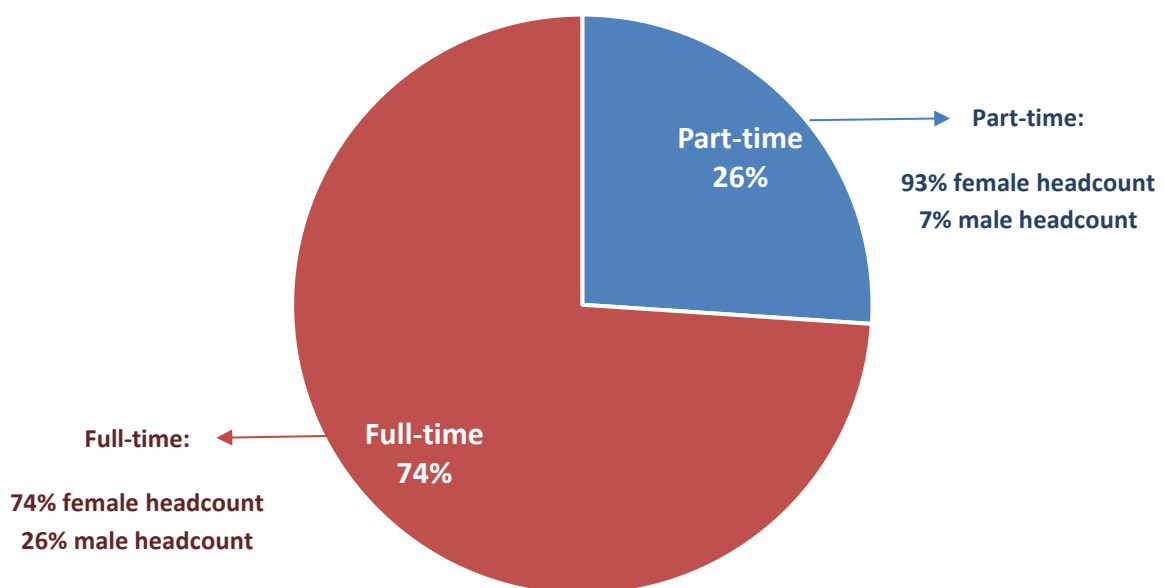
A large majority (81%; 8,738 headcount) of Professional & Technical staff were female.

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



Part-time roles accounted for 26% (2,517.0 WTE) of the total WTE. The gender split of those working in part-time roles was 93% female (3,437 headcount) and 7% male (268 headcount), compared to full-time roles where 74% (5,313 headcount) were female and 26% (1,821 headcount) were male.

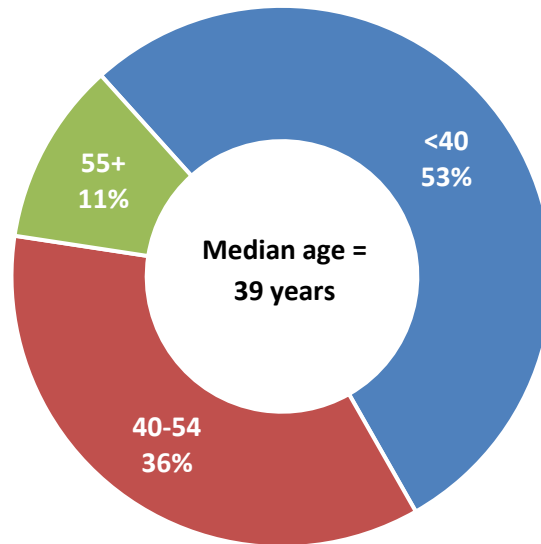
Fig. 4d: Professional & Technical Staff by Working Pattern (% WTE)



Age (Headcount)

The Professional and Technical occupations have experienced a high level of growth over the last decade. More than half (53%) were under the age of 40.

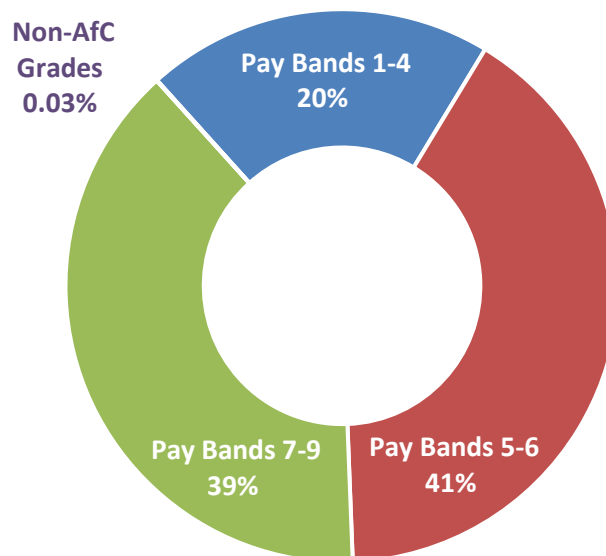
Fig. 4e: Professional & Technical Staff by Age Group (% Headcount)



Pay Bands (WTE)

Forty-one per cent of Professional & Technical staff were employed at AfC Band 5-6. A further 39% were employed at AfC Band 7 and above.

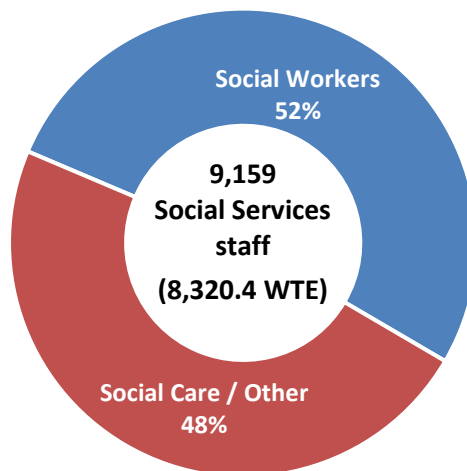
Fig. 4f: Professional & Technical Staff by Pay Band (% WTE)



Section 5: Social Services Staff - Excluding Domiciliary Care

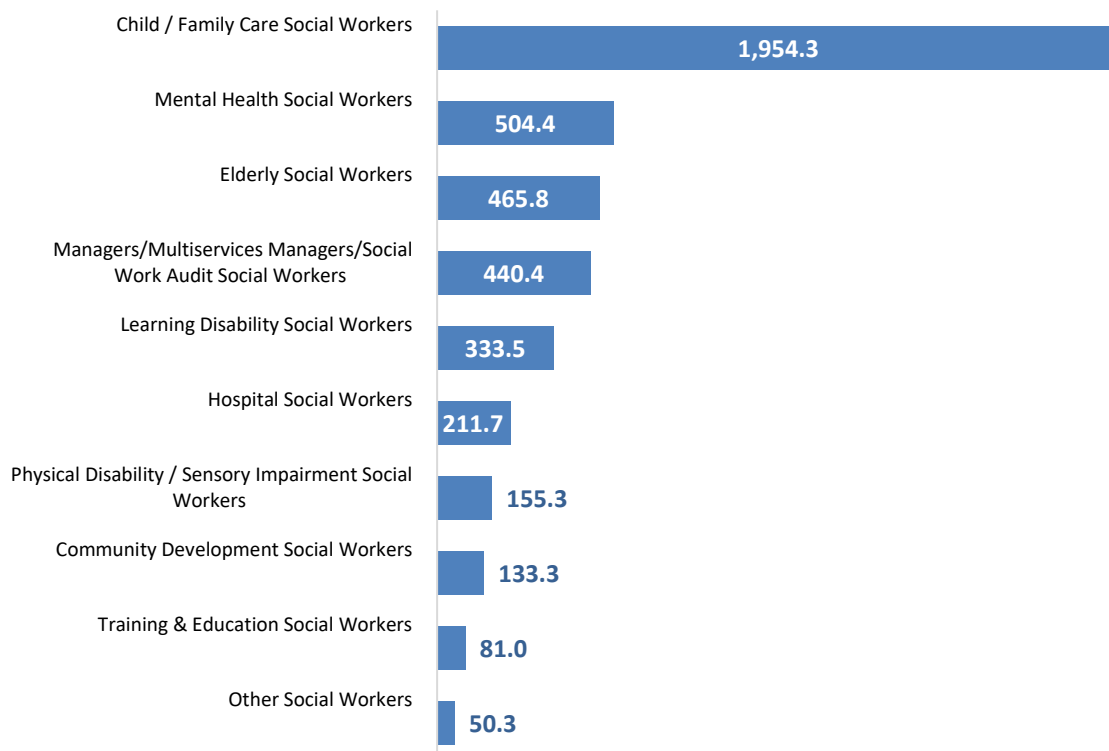
There were 9,159 (8,320.4 WTE) staff employed in Social Services grades. A small majority (52%, or 4,330.1 WTE) were social workers. Further detail on social workers is provided in Figure 5b.

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



Almost half of all social workers (45%, 1,954.3 WTE) were employed in Child & Family Care.

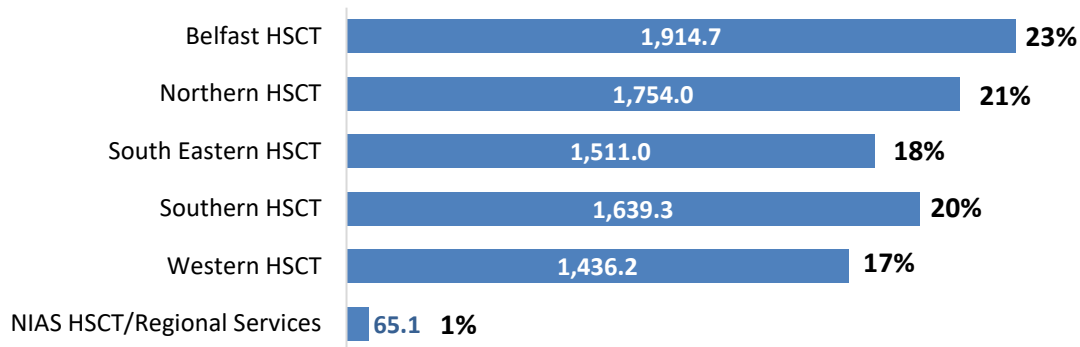
Fig. 5b: Social Workers by Group (WTE)



Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with 1,914.7 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.

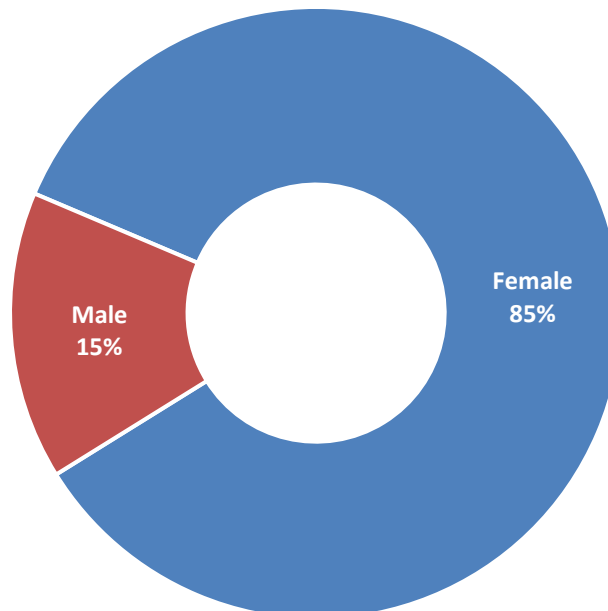
Fig 5c: Social Services Staff by Employing Organisation (% WTE)



Gender and Working Pattern

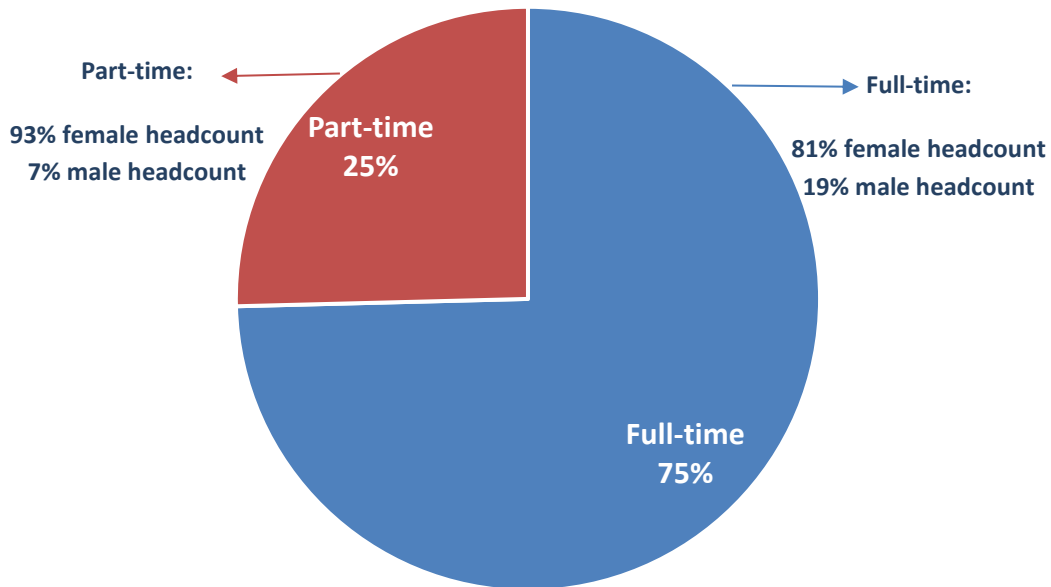
A large majority (85%, 7,764 headcount) of Social Services staff were female.

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



Part-time roles accounted for 25% (2,113.4 WTE) of the total WTE. The gender split of those working in part-time roles was 93% female (2,766 headcount) and 7% male (220 headcount), compared to full-time roles where 81% (5,012 headcount) were female and 19% (1,177 headcount) were male.

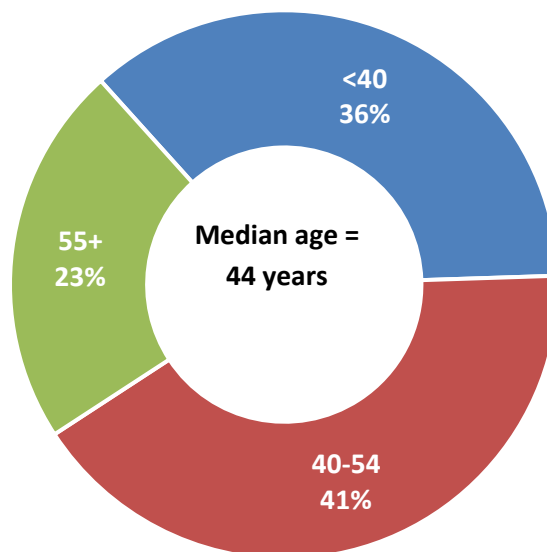
Fig. 5e: Social Services by Working Pattern (% WTE)



Age (Headcount)

The Social Services Occupational Family has 23% of staff aged 55 years and over, with a further 41% aged 40-54 years.

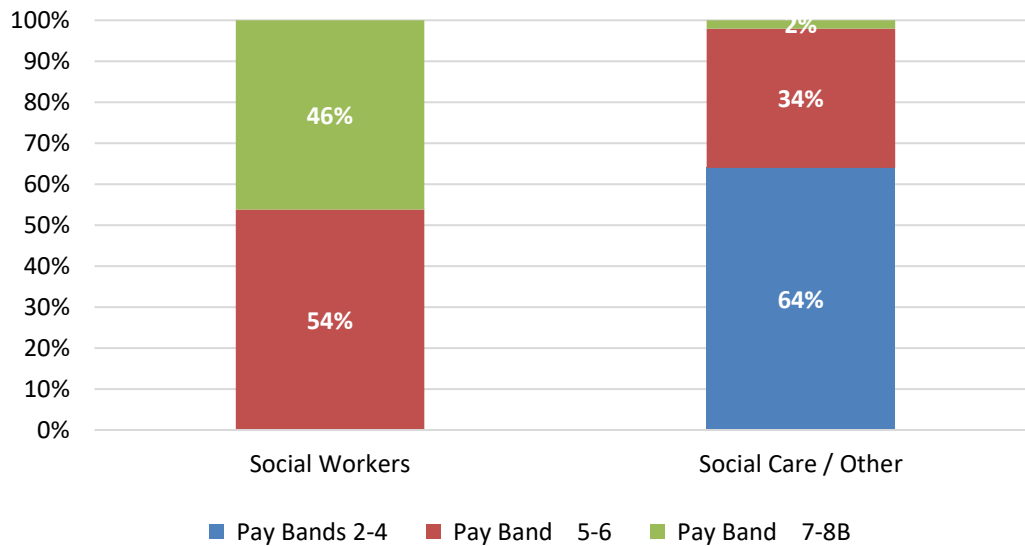
Fig. 5f: Social Services Staff by Age Group (% Headcount)



Pay Bands (WTE)

Almost two thirds (64%) of social care staff were employed at AfC bands 2-4, with around one third (34%) at AfC band 5-6. Over half (54%) of Social Workers were employed at AfC bands 5-6 with the remainder (46%) employed at bands 7-8.

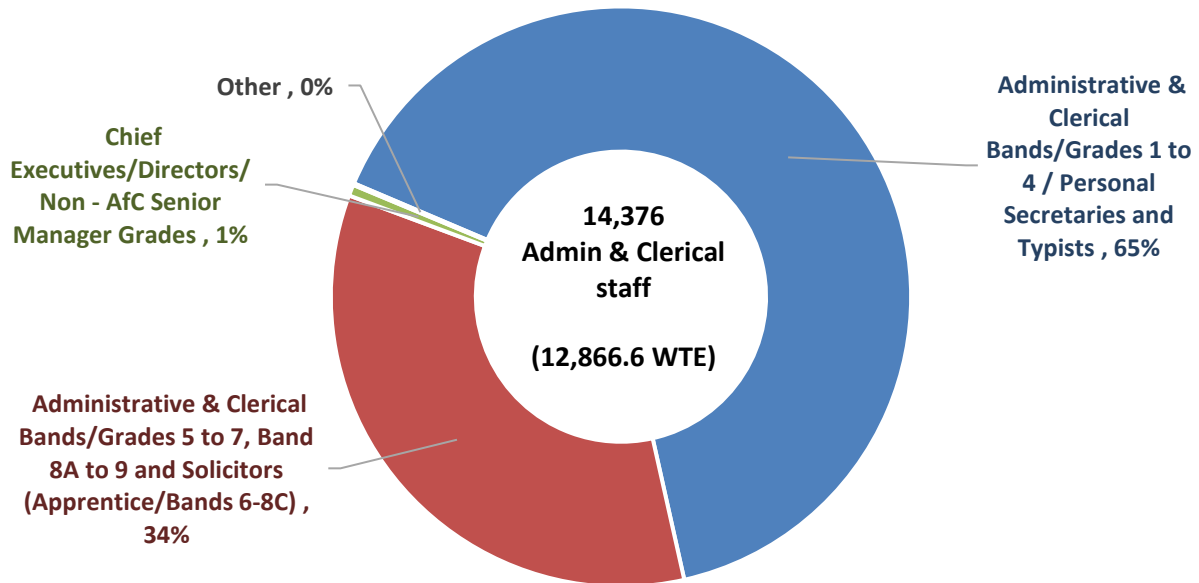
Fig. 5g: Social Services Staff by Pay Band (% WTE)



Section 6: Administrative and Clerical Staff

There were 14,376 (12,866.6 WTE) Administrative & Clerical staff employed, 65% of which (8,377.1 WTE) were employed in general AfC Bands/Grades 1 to 4 (non-managerial grades including secretaries and typists).

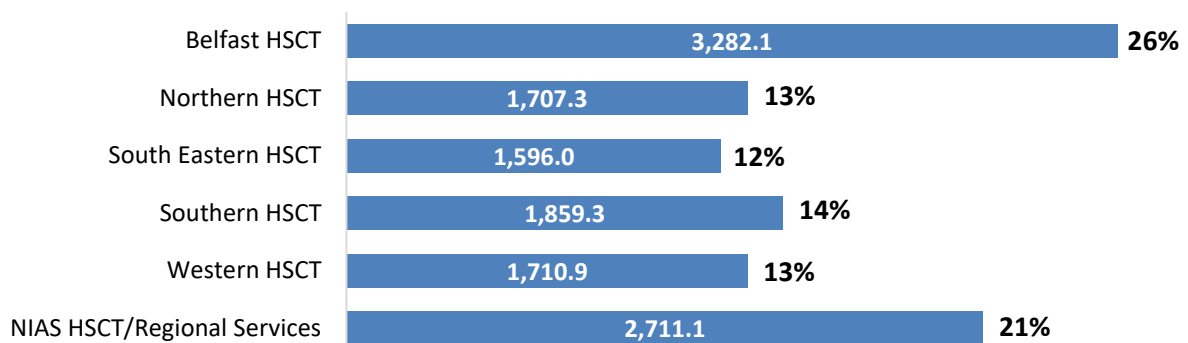
Fig. 6a: Administrative & Clerical Staff by Grade (% WTE)



Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 3,282.1 WTE (26% of the total). The Regional Services, particularly the Business Services Organisation and the Public Health Agency, employed a further 2,711.1 WTE or 21%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

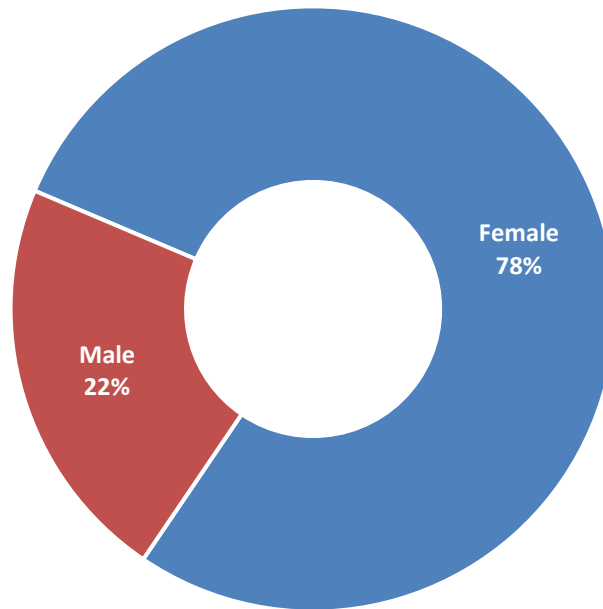
Fig. 6b: Administrative & Clerical Staff by Employing Organisation (% WTE)



Gender and Working Pattern

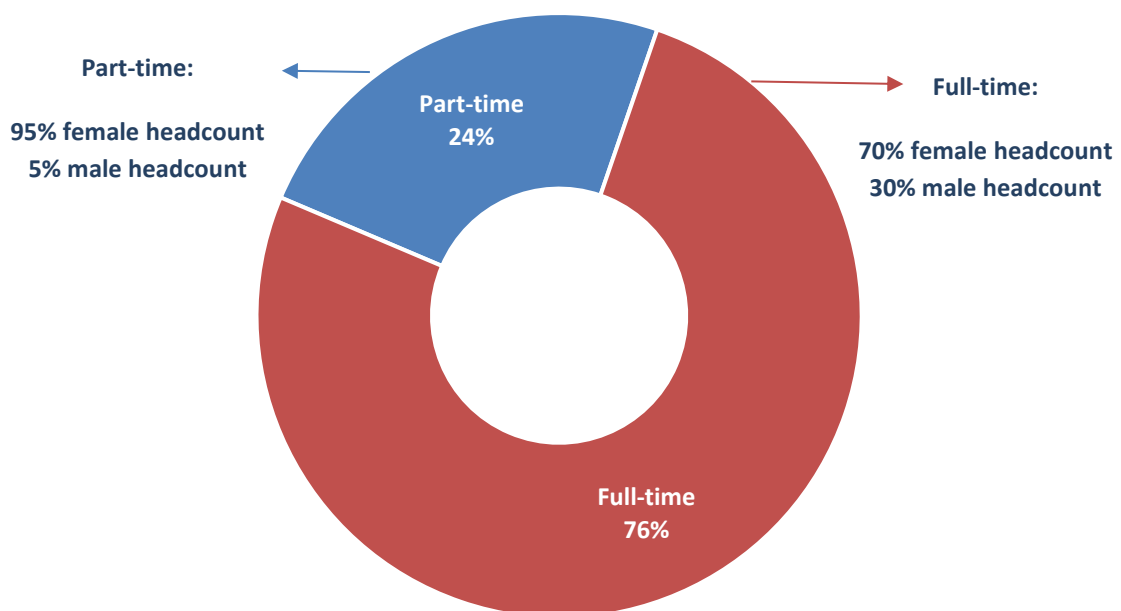
As with the HSC workforce as a whole, a majority (78%; 11,228 headcount) of Administrative & Clerical staff were female.

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



Part-time roles accounted for 24% (3,071.6 WTE) of the total WTE. The gender split of those working in part-time roles was 95% female (4,391 headcount) and 5% male (228 headcount), compared to full-time roles where 70% (6,861 headcount) were female and 30% (2,921 headcount) were male.

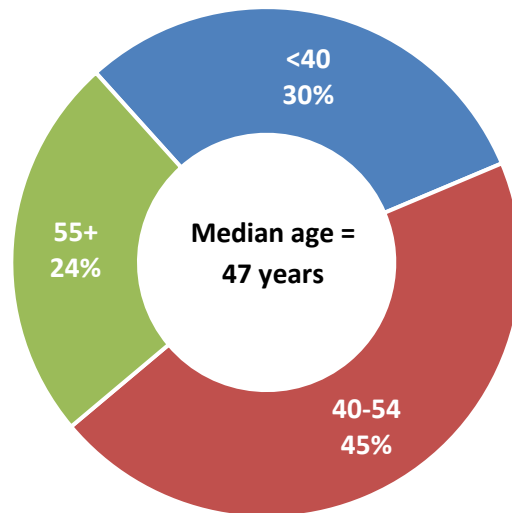
Fig. 6d: Administrative & Clerical staff by Working Pattern (% WTE)



Age (Headcount)

Forty-five per cent of Administrative and Clerical staff were aged 40-54 years, 24% were aged 55 years and over.

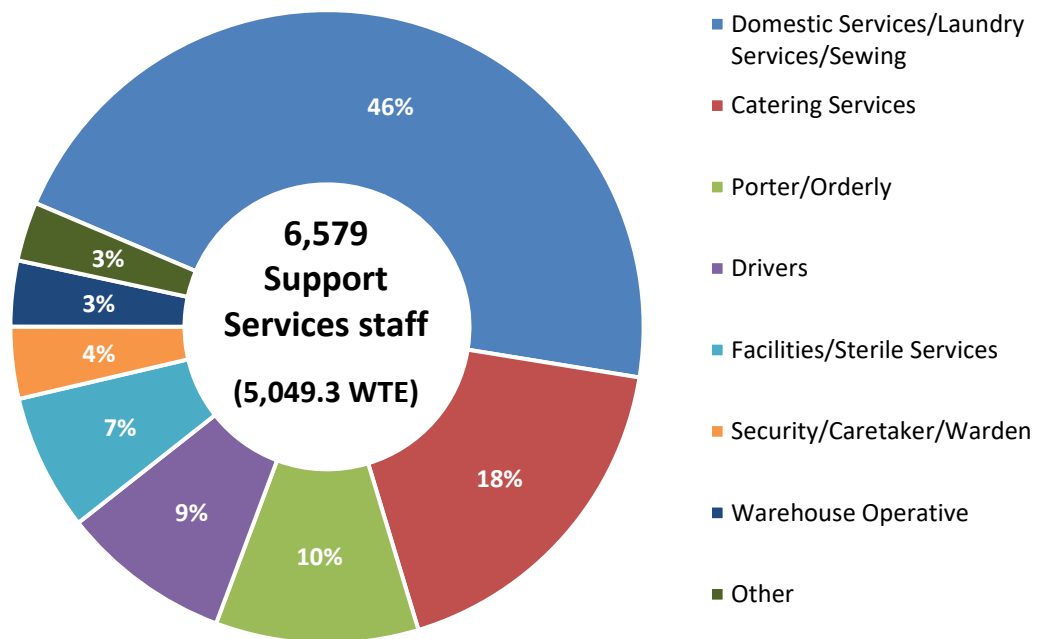
Fig. 6e: Administrative & Clerical Staff by Age Group (% Headcount)



Section 7: Support Services Staff

There were 6,579 (5,049.3 WTE) Support Services staff employed. The largest sub-group was domestic services/ laundry services/ sewing, with 2,331.2 WTE; they represented 46% of Support Services staff. A further 18% (897.7 WTE) were employed within catering services.

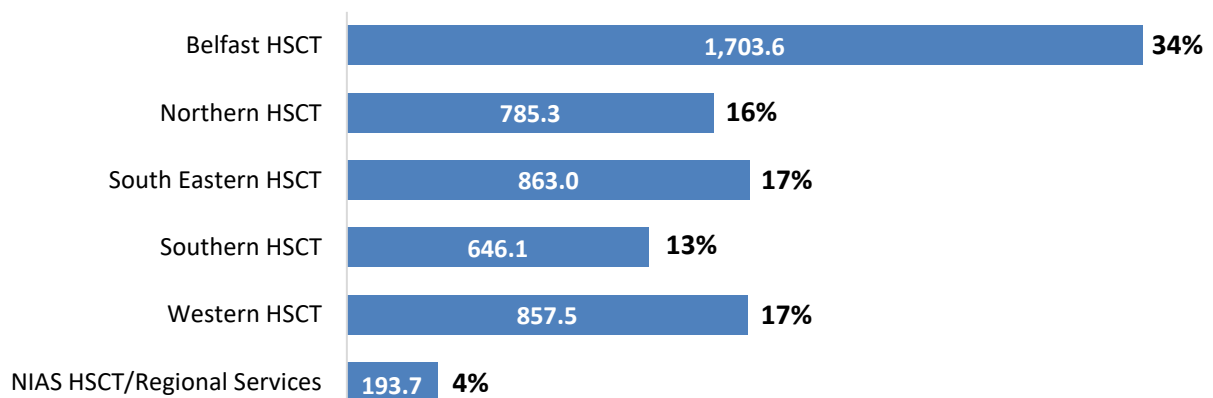
Fig. 7a: Support Services Staff by Group (% WTE)



Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,703.6 WTE Support Services staff, 34% of the total. The other local Trusts employed between 13% and 17% of the remainder, with 4% employed by the Regional Services.

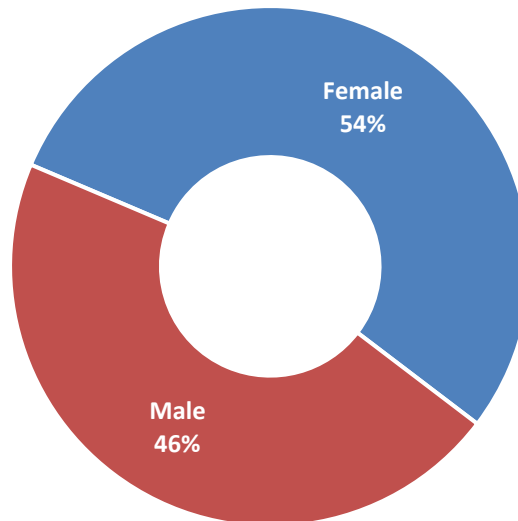
Fig. 7b: Support Services Staff by Employing Organisation (% WTE)



Gender and Working Pattern

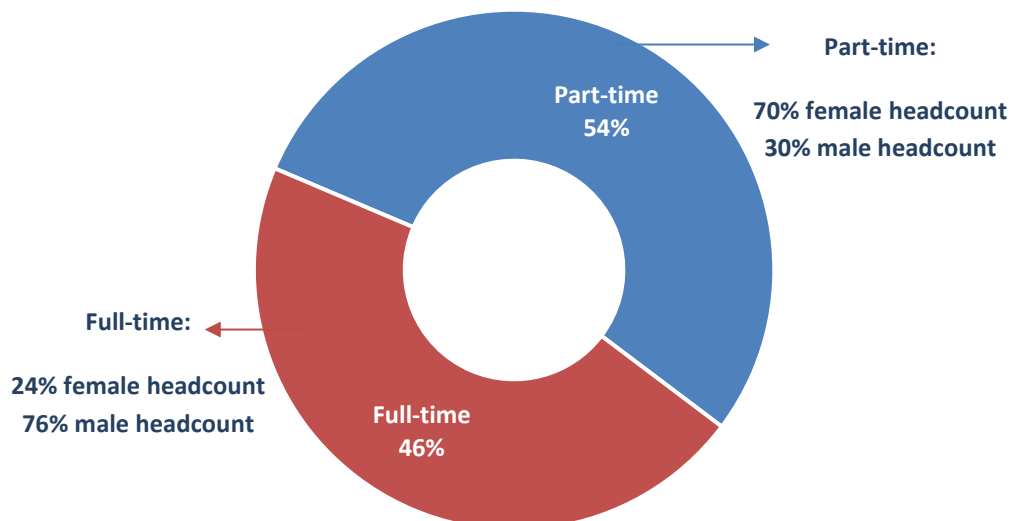
The Support Services workforce was 54% female (3,550 headcount).

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



Part-time roles accounted for 54% (2,721.3 WTE) of the total WTE. The gender split of those working in part-time roles was 70% female (2,995 headcount) and 30% male (1,271 headcount), compared to full-time roles where 24% (560 headcount) were female and 76% (1,765 headcount) were male.

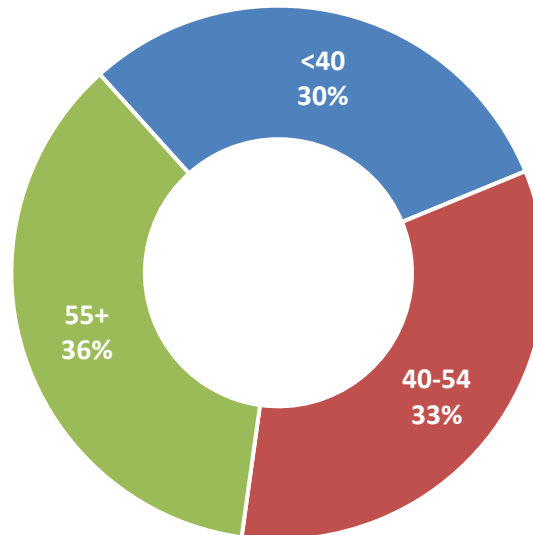
Fig. 7d: Support Services Staff by Working Pattern (% WTE)



Age (Headcount)

Over one third (36%, or 2,377 headcount) of Support Services staff were aged 55 years and over.

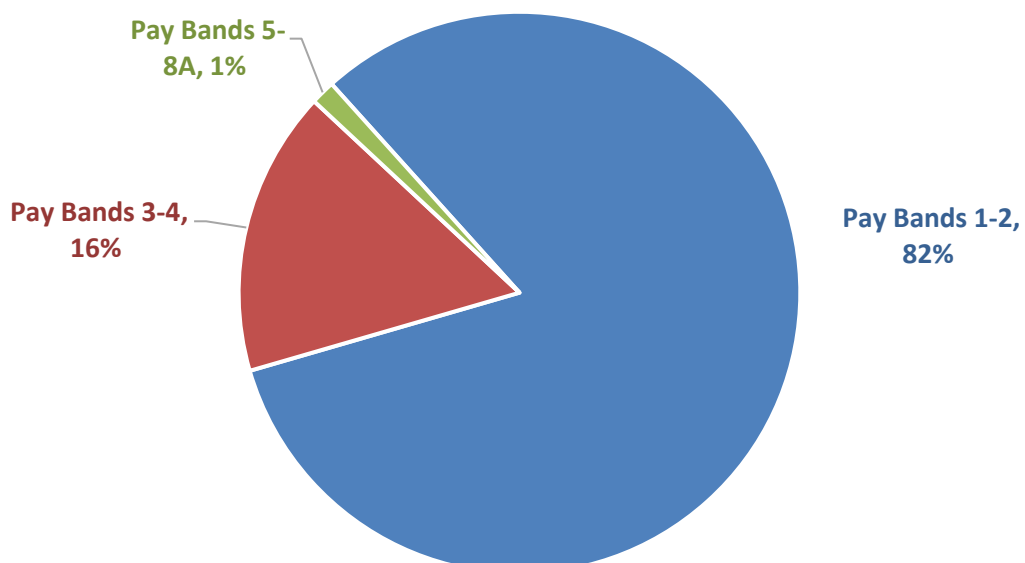
Fig. 7e: Support Services Staff by Age Group (% Headcount)



Pay Bands (WTE)

Support Services staff on average are employed at lower bands than the other Occupational Families. A large majority (82%, or 4,149.5 WTE) were employed at Band 1 or 2; only 1% (70.2 WTE) were employed at Band 5 or above.

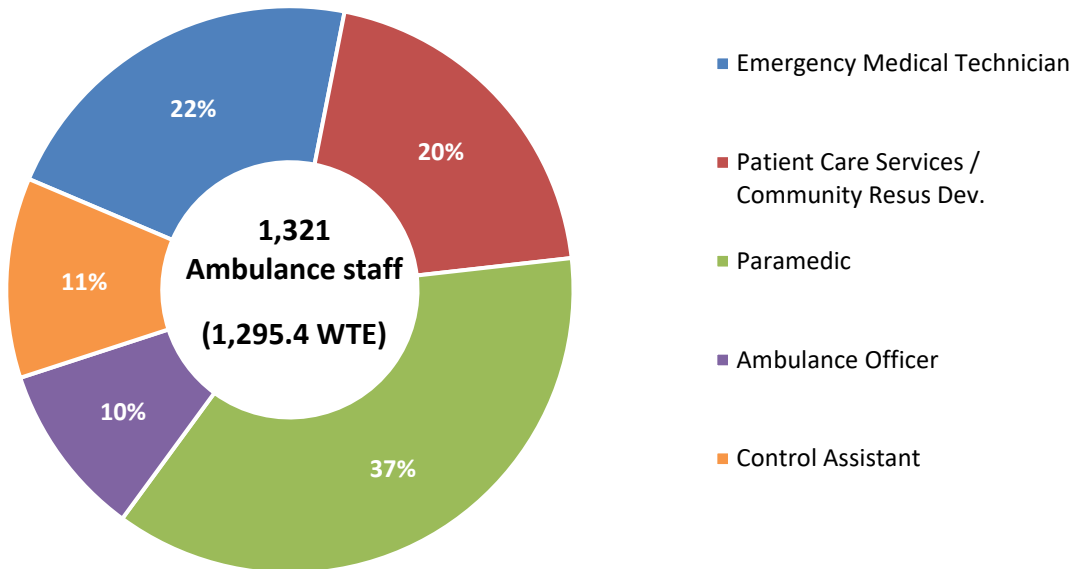
Fig. 7f: Support Services Staff by Pay Band (% WTE)



Section 8: Ambulance Staff

There were 1,321 (1,295.4 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (477.4 WTE, 37%) were graded as either paramedics, rapid response vehicle (RRV) paramedics or helicopter emergency medical service (HEMS) paramedics, and emergency medical technicians (EMTs) comprised 281.2 WTE (22%).

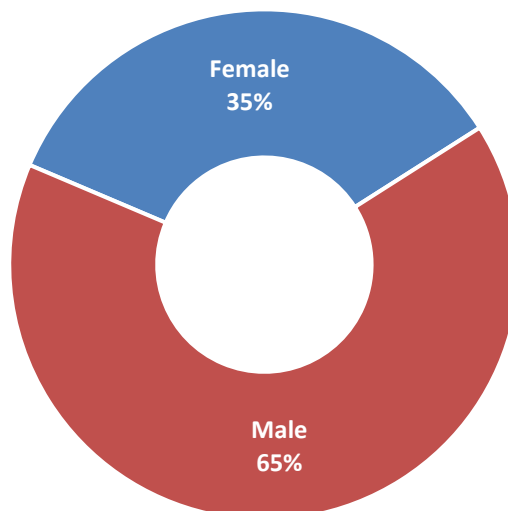
Fig. 8a: Ambulance Staff by Grade (% WTE)



Gender and Working Pattern

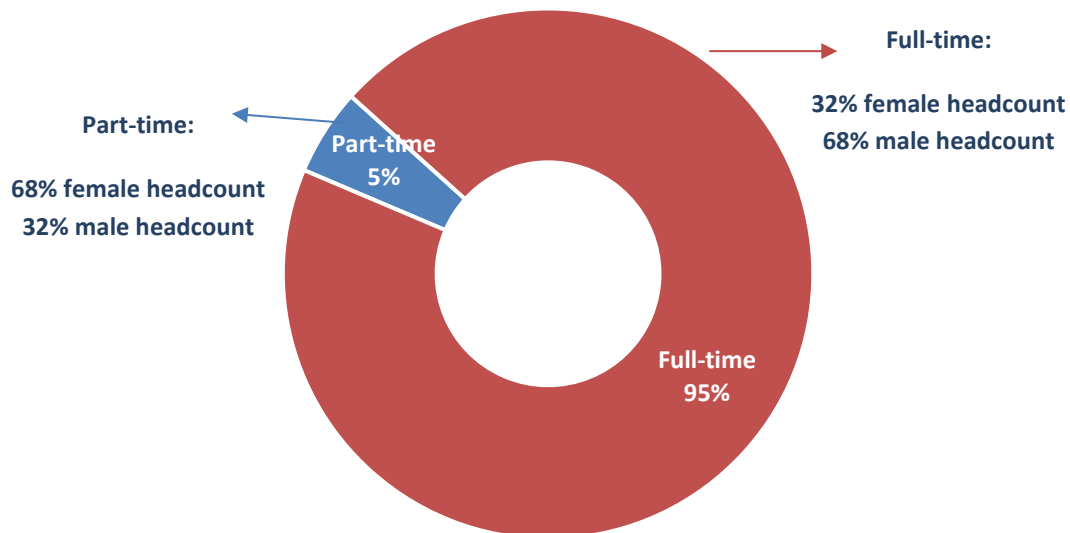
The Ambulance workforce was predominantly male (65% or 864 headcount).

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



Part-time roles accounted for just 5% (68.4 WTE) of the total WTE. The gender split of those working in part-time roles was 68% female (64 headcount) and 32% male (30 headcount), compared to full-time roles where 32% (393 headcount) were female and 68% (834 headcount) were male.

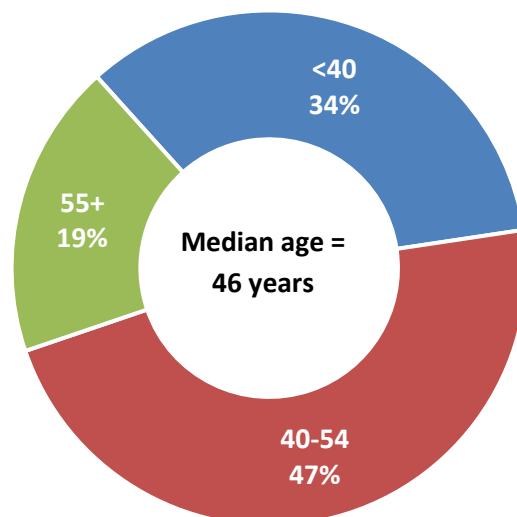
Fig. 8c: Ambulance Staff by Working Pattern (% WTE)



Age (Headcount)

Almost half (47%) of the Ambulance staff group were aged 40 to 54 years, with a further 19% aged 55 years and over.

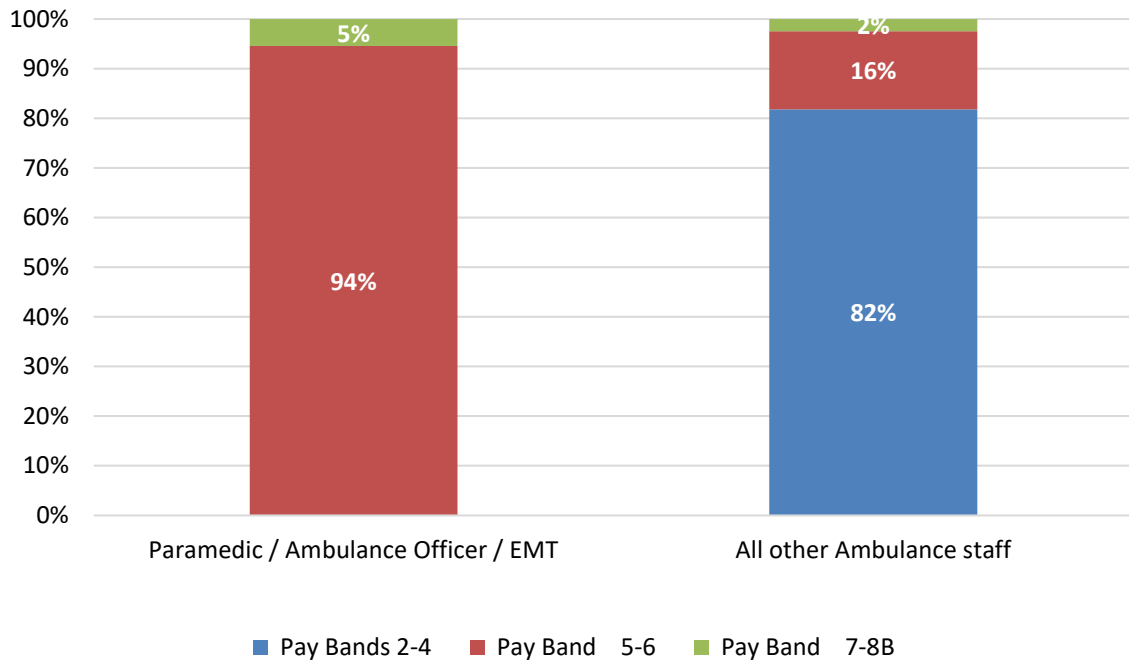
Fig. 8d: Ambulance Staff by Age Group (% Headcount)



Pay Bands (WTE)

A majority (94%) of Paramedics/Ambulance Officers/Emergency Medical Technicians were employed at AfC bands 5-6. Across the remaining groups of Ambulance staff, the vast majority (82%) were employed at AfC bands 2-4.

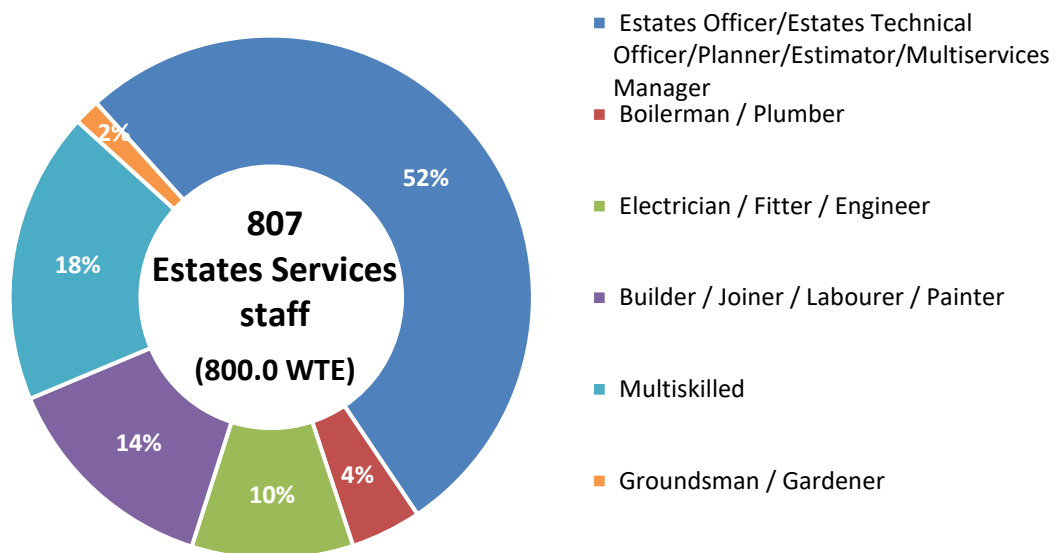
Fig. 8e: Ambulance staff by Pay Band (% WTE)



Section 9: Estates Services Staff

There were 807 (800.0 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 52% of total WTE, at 417.8.

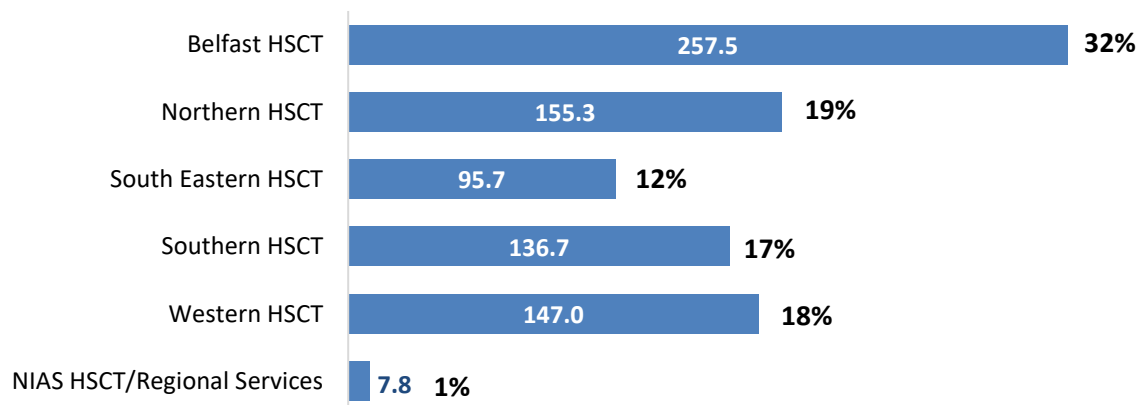
Fig. 9a: Estates Services Staff by Group (% WTE)



Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 32% (257.5 WTE) were employed there. The other local Trusts employ between 12% and 19%.

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



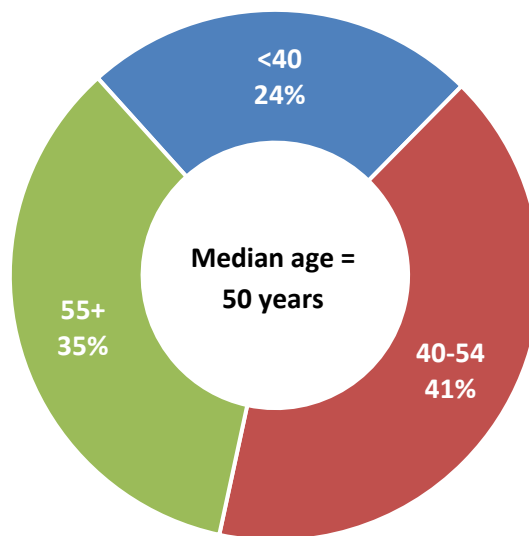
Gender and Working Pattern (Headcount)

The majority (94%, or 758) of Estates Services staff were male and 99% of staff worked full-time.

Age (Headcount)

Thirty-five per cent (282 headcount) of the Estates Occupational Family were aged 55 years and over, with a further 41% aged 40 to 54 years (331 headcount).

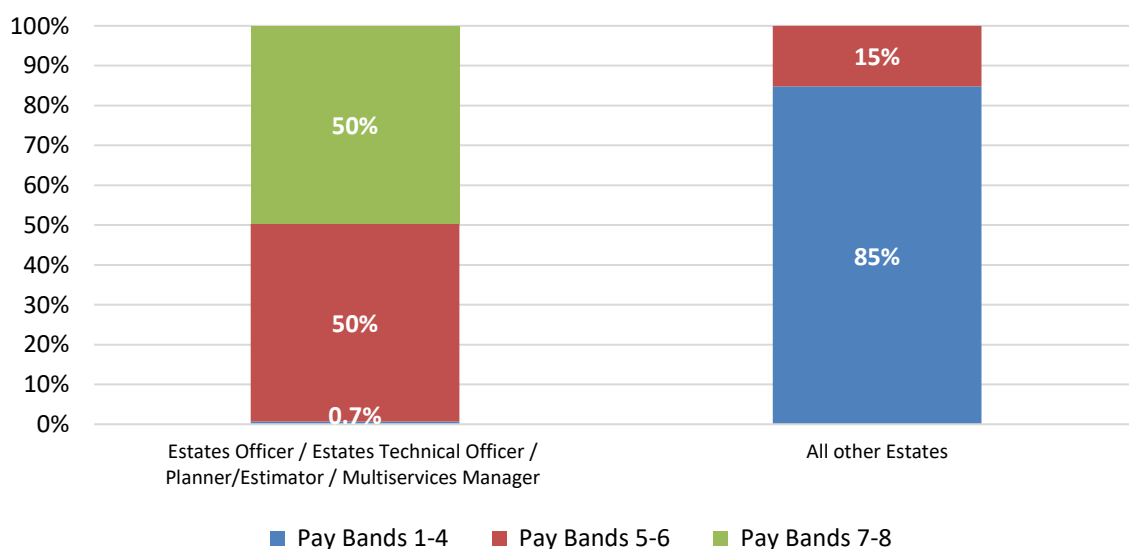
Fig. 9c: Estates Services Staff by Age Group (% Headcount)



Pay Bands (WTE)

Half (50%) of Estates Officers were employed at AfC bands 7 or above. Across the remaining groups of Estates Services staff, the vast majority (85%) were employed at AfC bands 1-4.

Fig. 9d: Estates Services Staff by Pay Band (% WTE)



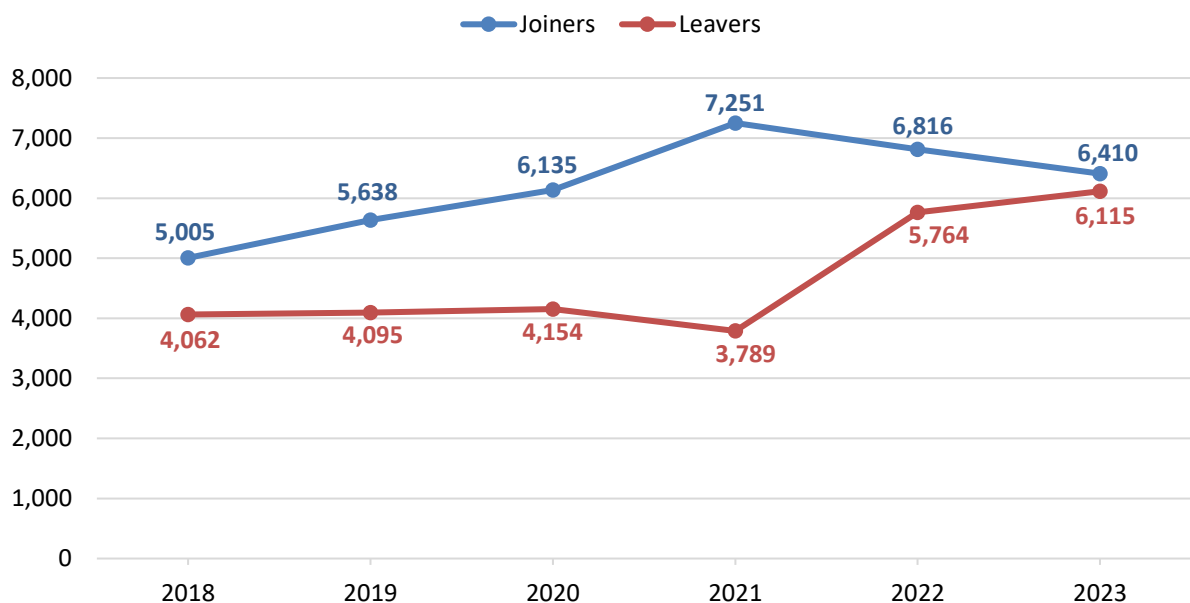
Section 10: Staff Turnover

Staff leavers and joiners in the HSC were calculated by comparing the snapshots of individuals employed at March 2022 with individuals employed at March 2023. Those who appeared on the March 2023 dataset, but not March 2022 were classed as joiners. Those who appeared on the March 2022 dataset but not March 2023 were classed as leavers. Unique identifiers were used to track individuals' movements. This method of calculating the number of leavers and joiners has the limitation of excluding some short-term staff who were not captured on one or both datasets.

Leavers & Joiners (Headcount)

Between 1st April 2022 and 31st March 2023, 6,115 staff left HSC and 6,410 staff joined HSC. The trend of leavers and joiners in the last five years is detailed in Figure 10a.

Fig 10a: Leavers & Joiners, 2018 to 2023 (Headcount)



The number of staff joining HSC has increased since 2018, reaching a high of 7,251 in 2021, a likely result of the recruitment of temporary staff to assist with the Covid-19 pandemic response.

Conversely, while the number of HSC leavers reached a low of 3,789 in 2021, there has been a sharp increase since. This may be partly due to temporary contracts ceasing for staff employed to assist during the Covid-19 pandemic.

Joining Rates: calculated by dividing the number of joiners (headcount) during the year (e.g. 1st April 2022 – 31st March 2023) by the total number of staff employed (headcount) at the end of the year (e.g. 31 March 2023). In other words, how many of those employed at the end of the year joined during the course of the year.

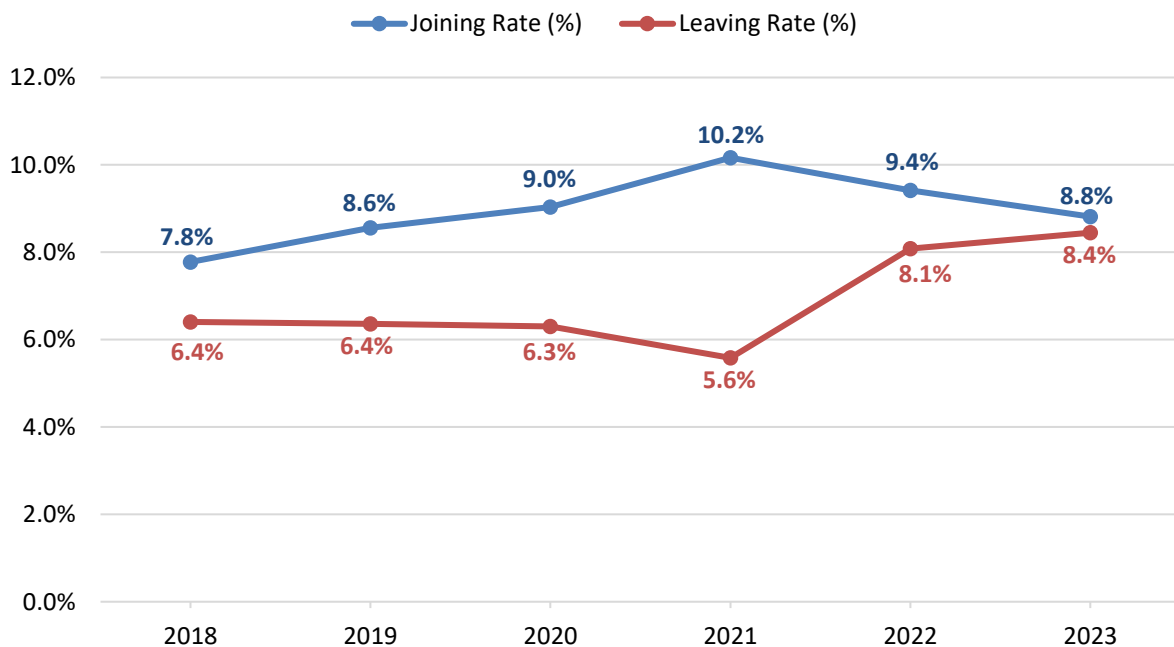
Leaving Rates: calculated by dividing the number of leavers (headcount) during the year (e.g. 1st April 2022 – 31st March 2023) by the total number of staff employed (headcount) at the start of the year (e.g. 31 March 2022). In other words, how many of those employed at the start of the year left during the course of the year.

Leaving & Joining Rates

At 31st March 2023, the joining rate of HSC staff was 8.8%. Similar to the trend in the number of HSC joiners, this was a decrease from a high of 10.2% in 2021, but overall an increase on the position in 2018, when there was a 7.8% joining rate.

At 31st March 2023, the leaving rate of HSC staff was 8.4%. Again, similar to the trend in the number of HSC leavers, this is a sharp increase from a low of 5.6% in 2021.

Fig 10b: Leaving & Joining Rates, 2018 to 2023



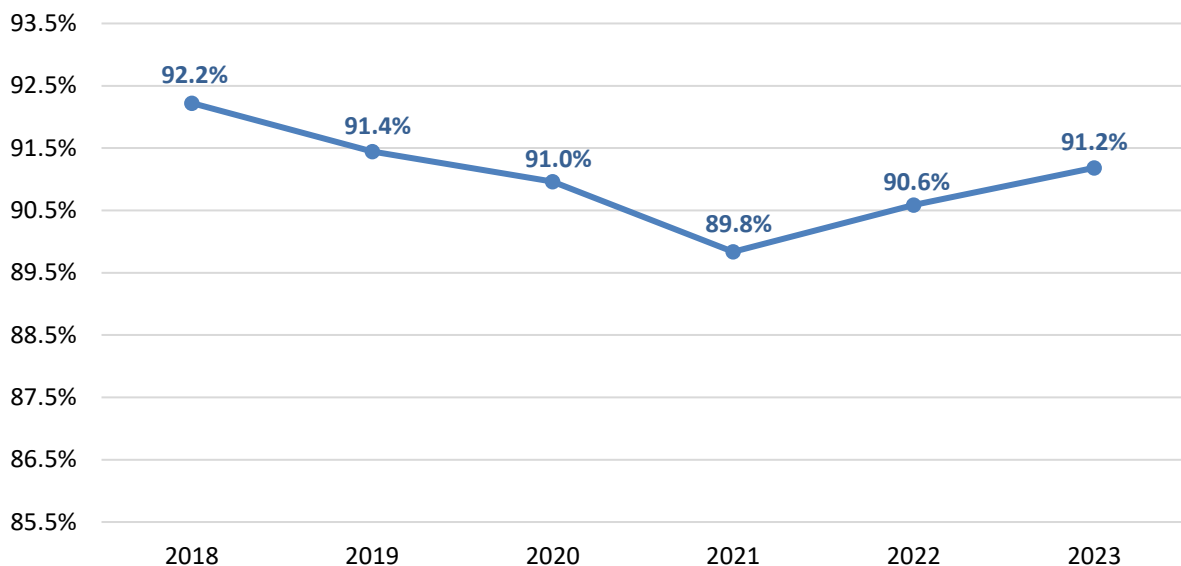
Workforce Stability: The number of HSC staff employed at a point in time e.g. 31st March 2023, who were in HSC employment at a previous point in time e.g. one year before at 31st March 2022. This example would give one year workforce stability.

Annual Workforce Stability Rate (Example): The number of HSC staff employed at 31st March 2023 who were in HSC employment at 31st March 2022, divided by the total number of HSC staff employed at 31st March 2023.

Workforce Stability

At 31st March 2023, 91.2% of HSC staff (66,277 headcount) were in HSC employment one year before. This is similar to the position in 2019, prior to the Covid-19 pandemic, when 91.4% (60,259 headcount) of HSC staff were in HSC employment one year before.

Figure 10c: 1 Year Workforce Stability, 2018 to 2023



Looking at workforce stability over a longer time period, 77.8% (56,571 headcount) of HSC staff at 31st March 2023 were in HSC employment three years previous (2020), while 67.8% (49,306 headcount) were in HSC employment five years before (2018).

Appendix A: Tables

Table A: Health and Social Care Workforce 2014-2023

In order to facilitate comparisons between years, domiciliary care workers are not included in this table. Figures from previous years have also been amended to reflect current practice by removing out-of-hours GP staff who could not previously be identified.

Headcount*	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Administration & Clerical	12,530	12,555	12,549	12,495	12,549	12,769	13,148	13,936	14,449	14,376
Estates Services	697	706	697	689	689	726	773	788	820	807
Support Services	6,459	6,154	6,045	6,046	6,219	6,474	6,577	6,886	6,782	6,579
Registered Nursing & Midwifery	16,544	16,646	16,902	17,055	17,019	17,181	17,578	18,276	18,675	19,298
Nurse Support	4,632	4,663	4,708	4,902	5,006	5,075	5,089	5,388	5,298	5,158
Social Services (excluding domiciliary care)	7,566	7,649	7,762	7,937	8,159	8,345	8,673	9,087	9,050	9,159
Professional & Technical	8,164	8,232	8,515	8,862	9,164	9,548	10,036	10,548	10,846	10,825
Medical & Dental	4,209	4,276	4,308	4,402	4,519	4,654	4,851	5,179	5,196	5,254
Ambulance	1,079	1,048	1,115	1,117	1,128	1,219	1,243	1,353	1,384	1,321
Total	61,769	61,815	62,502	63,411	64,354	65,897	67,878	71,340	72,392	72,687

WTE	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Administration & Clerical	11,054.1	11,061.5	11,057.0	11,019.5	11,067.4	11,295.0	11,670.6	12,373.8	12,864.8	12,866.6
Estates Services	694.9	704.0	695.1	685.8	685.9	722.3	767.5	781.6	811.2	800.0
Support Services	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	5,049.3
Registered Nursing & Midwifery	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	17,362.2
Nurse Support	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	4,500.5
Social Services (excluding domiciliary care)	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	8,320.4
Professional & Technical	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	9,661.0
Medical & Dental	3,913.2	3,938.3	4,002.0	4,098.1	4,199.0	4,307.1	4,502.9	4,815.9	4,820.3	4,832.9
Ambulance	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	1,295.4
Total	53,910.9	54,085.7	54,920.3	55,876.9	56,802.9	58,246.5	60,089.8	63,247.8	64,359.3	64,688.4

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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	3,657	2,001	1,804	2,187	1,912	2,823	14,376
Estates Services	262	156	96	138	147	8	807
Support Services	2,240	1,071	1,123	842	1,098	208	6,579
Registered Nursing & Midwifery	6,093	3,144	3,167	3,531	3,270	104	19,298
Nurse Support Staff	1,730	803	745	942	911	32	5,158
Social Services (excl. dom. care)	2,092	1,943	1,683	1,838	1,541	68	9,159
Professional & Technical	3,814	1,847	1,524	1,828	1,614	213	10,825
Medical & Dental	1,180	427	525	546	453	2,154	5,254
Ambulance	0	0	0	0	0	1,321	1,321
Total	21,050	11,384	10,657	11,834	10,937	6,931	72,687

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	3,282.1	1,707.3	1,596.0	1,859.3	1,710.9	2,711.1	12,866.6
Estates Services	257.5	155.3	95.7	136.7	147.0	7.8	800.0
Support Services	1,703.6	785.3	863.0	646.1	857.5	193.7	5,049.3
Registered Nursing & Midwifery	5,595.8	2,777.2	2,866.6	3,050.8	2,974.9	97.0	17,362.2
Nurse Support Staff	1,522.4	688.4	645.1	801.3	815.0	28.3	4,500.5
Social Services (excl. dom. care)	1,914.7	1,754.0	1,511.0	1,639.3	1,436.2	65.1	8,320.4
Professional & Technical	3,445.8	1,605.1	1,356.6	1,591.6	1,463.0	198.8	9,661.0
Medical & Dental	1,083.6	387.1	470.8	486.4	427.8	1,977.4	4,832.9
Ambulance	0.0	0.0	0.0	0.0	0.0	1,295.4	1,295.4
Total	18,805.4	9,859.7	9,404.7	10,211.5	9,832.3	6,574.7	64,688.4

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Administration & Clerical	11,228	3,148	9,795.0	3,071.6
Estates Services	49	758	789.0	11.0
Support Services	3,550	3,029	2,328.0	2,721.3
Registered Nursing & Midwifery	17,929	1,369	12,417.0	4,945.2
Nurse Support Staff	4,455	703	2,817.0	1,683.5
Social Services (excluding domiciliary care)	7,764	1,395	6,207.0	2,113.4
Professional & Technical	8,738	2,087	7,144.0	2,517.0
Medical & Dental	2,787	2,467	4,086.0	746.9
Ambulance	457	864	1,227.0	68.4
Total	56,895	15,792	46,810.0	17,878.4

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Administration & Clerical	6,861	2,921	4,391	228
Estates Services	45	743	4	15
Support Services	560	1,765	2,995	1,271
Registered Nursing & Midwifery	11,170	1,240	6,779	129
Nurse Support Staff	2,235	581	2,222	122
Social Services (excluding domiciliary care)	5,012	1,177	2,766	220
Professional & Technical	5,313	1,821	3,437	268
Medical & Dental	1,898	2,180	895	294
Ambulance	393	834	64	30
Total	33,477	13,258	23,518	2,563

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	398	810	1,291	1,860	2,020	2,062	2,420	2,053	1,093	369	14,376
Estates Services	24	31	47	92	100	101	130	118	116	48	807
Support Services	507	363	504	630	637	636	925	1,056	889	432	6,579
Registered Nursing & Midwifery	1,266	2,557	3,117	2,827	2,358	2,173	2,322	1,711	787	180	19,298
Nurse Support Staff	249	506	632	593	624	582	716	720	385	151	5,158
Social Services (excl. dom. care)	220	720	1,093	1,278	1,292	1,203	1,290	1,201	657	205	9,159
Professional & Technical	547	1,594	1,755	1,888	1,561	1,257	1,040	767	323	93	10,825
Medical & Dental	135	790	1,089	863	672	620	472	371	159	83	5,254
Ambulance	17	103	162	171	139	226	258	166	58	21	1,321
Total	3,351	7,467	9,679	10,191	9,394	8,854	9,566	8,150	4,458	1,577	72,687

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

Headcount*	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	9,708	2,418	2,165	110	14,376
Estates Services	329	268	210	0	807
Support Services	6,509	57	14	0	6,579
Registered Nursing & Midwifery	0	15,339	4,012	-	19,298
Nurse Support Staff	5,157	0	0	-	5,158
Social Services (excluding domiciliary care)	3,020	4,029	2,142	0	9,159
Professional & Technical	2,245	4,372	4,277	-	10,825
Medical & Dental	42	0	0	5,216	5,254
Ambulance	351	912	58	0	1,321
Total	27,317	27,391	12,868	5,333	72,687

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	8,320.9	2,326.0	2,112.1	107.5	12,866.6
Estates Services	326.9	265.6	207.5	0.0	800.0
Support Services	4,979.1	56.6	13.6	0.0	5,049.3
Registered Nursing & Midwifery	0.0	13,586.2	3,773.3	-	17,362.2
Nurse Support Staff	4,499.5	0.0	0.0	-	4,500.5
Social Services (excluding domiciliary care)	2,553.6	3,687.2	2,079.7	0.0	8,320.4
Professional & Technical	1,964.0	3,934.0	3,760.0	-	9,661.0
Medical & Dental	42.0	0.0	0.0	4,790.9	4,832.9
Ambulance	335.1	902.3	58.0	0.0	1,295.4
Total	23,021.1	24,757.9	12,004.2	4,905.1	64,688.4

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 2a: Medical & Dental Staff by Trust

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Consultant	881	270	336	295	266	66	2,107
Associate Specialist/Specialty Doctor/Staff Grade	138	121	135	154	94	-	644
Specialty/Specialist Registrar	24	11	18	25	65	1,464	1,605
Foundation Doctor	0	0	4	-	12	522	539
Hospital Dental Practitioner / Community Dental Officer	30	20	21	17	14	11	111
Medical Student Technician	42	0	0	0	0	0	42
Other Medical	66	7	13	55	4	91	232
Total	1,180	427	525	546	453	2,154	5,254

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Consultant	826.5	254.7	313.6	277.5	253.4	45.9	1,971.6
Associate Specialist/Specialty Doctor/Staff Grade	118.6	104.5	112.5	138.0	86.9	-	563.5
Specialty/Specialist Registrar	22.7	11.0	17.6	23.3	63.1	1,384.0	1,521.7
Foundation Doctor	0.0	0.0	3.3	-	12.0	518.1	534.4
Hospital Dental Practitioner / Community Dental Officer	16.1	14.9	15.9	14.5	11.3	9.8	82.5
Medical Student Technician	42.0	0.0	0.0	0.0	0.0	0.0	42.0
Other Medical	57.6	2.0	7.9	32.0	1.1	16.6	117.2
Total	1,083.6	387.1	470.8	486.4	427.8	1,977.4	4,832.9

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Consultant	863	1,244	1,681.0	290.6
Associate Specialist/Specialty Doctor/Staff Grade	432	212	414.0	149.5
Specialty/Specialist Registrar	926	679	1,301.0	220.7
Foundation Doctor	342	197	527.0	7.4
Hospital Dental Practitioner / Community Dental Officer	87	24	42.0	40.5
Medical Student Technician	25	17	42.0	0.0
Other Medical	133	99	79.0	38.2
Total	2,787	2,467	4,086.0	746.9

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Consultant	587	1,093	277	153
Associate Specialist/Specialty Doctor/Staff Grade	219	195	213	17
Specialty/Specialist Registrar	676	624	251	55
Foundation Doctor	331	196	11	-
Hospital Dental Practitioner / Community Dental Officer	27	15	62	10
Medical Student Technician	25	17	0	0
Other Medical	39	40	94	61
Total	1,898	2,180	895	294

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	66	391	437	421	338	275	118	61	2,107	
Associate Specialist/ Specialty Doctor/ Staff Grade	0	9	85	128	114	117	90	62	28	11	644
Specialty/Specialist Registrar	-	350	841	293	71	31	13	0	-	0	1,605
Foundation Doctor	106	380	41	7	5	0	0	0	0	0	539
Hospital Dental Practitioner / Community Dental Officer	0	5	20	11	14	24	16	17	4	111	
Medical Student Technician	27	15	0	0	0	0	0	0	0	0	42
Other Medical	0	32	41	37	35	32	18	18	10	9	232
Total	135	790	1,089	863	672	620	472	371	159	83	5,254

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 3a: Nursing, Midwifery and Health Visiting Staff by Trust

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Acute/General Nurses	3,843	1,444	1,687	1,908	1,708	19	10,607
Mental Health Nurses	391	310	213	358	418	-	1,692
Learning Disability Nurses	86	50	32	105	58	0	331
Midwives/Student Midwives	318	226	231	303	227	-	1,308
Health Visitors/Student Health Visitors	146	140	126	147	108	0	666
District Nursing	224	230	252	105	262	0	1,073
Paediatric Nurses	459	143	88	151	149	-	990
School Nurses	46	28	34	44	35	0	187
Treatment Room/Practice/Family Planning Nurses	22	111	29	41	31	0	234
Specialist Nursing	407	308	233	241	212	29	1,430
Nurse Managers/Audit/Ward Sisters	138	147	195	107	49	5	641
Teacher/Trainer	17	17	11	28	18	45	136
Other Registered Nurses	13	-	44	5	9	0	74
Nurse Support Staff	1,730	803	745	942	911	32	5,158
Total	7,823	3,947	3,912	4,473	4,179	136	24,453

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Acute/General Nurses	3,546.3	1,293.3	1,537.8	1,638.6	1,561.1	15.7	9,592.8
Mental Health Nurses	375.9	298.0	204.1	327.9	404.7	-	1,612.7
Learning Disability Nurses	80.9	45.1	30.0	97.4	54.0	0.0	307.3
Midwives/Student Midwives	274.5	179.2	190.2	234.9	178.2	-	1,060.1
Health Visitors/Student Health Visitors	127.3	123.6	110.9	121.7	95.6	0.0	579.1
District Nursing	202.0	187.8	214.9	97.3	232.8	0.0	934.7
Paediatric Nurses	413.6	123.6	75.7	131.4	135.6	-	880.9
School Nurses	35.5	22.4	26.1	34.9	30.2	0.0	149.0
Treatment Room/Practice/Family Planning Nurses	16.0	70.8	22.5	24.2	22.3	0.0	155.9
Specialist Nursing	365.1	274.3	213.8	209.6	190.5	27.1	1,280.5
Nurse Managers/Audit/Ward Sisters	134.1	142.4	186.3	103.9	47.0	5.0	618.6
Teacher / Trainer	16.2	15.2	10.5	25.6	16.7	43.2	127.5
Other Registered Nurses	8.4	-	43.8	3.4	6.1	0.0	63.1
Nurse Support Staff	1,522.4	688.4	645.1	801.3	815.0	28.3	4,500.5
Total	7,118.2	3,465.5	3,511.7	3,852.1	3,789.9	125.3	21,862.7

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 3b: Nursing, Midwifery & Health Visiting Staff by Gender & Full-Time / Part-time

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Acute/General Nurses	9,844	763	7,010.0	2,582.8
Mental Health Nurses	1,366	326	1,446.0	166.7
Learning Disability Nurses	293	38	256.0	51.3
Midwives/Student Midwives	1,304	4	445.0	615.1
Health Visitors/Student Health Visitors	663	-	350.0	229.1
District Nursing	1,045	28	639.0	295.7
Paediatric Nurses	966	24	537.0	343.9
School Nurses	186	-	60.0	89.0
Treatment Room/Practice/Family Planning Nurses	229	5	41.0	114.9
Specialist Nursing	1,355	75	921.0	359.5
Nurse Managers/Audit	568	73	561.0	57.6
Teacher/Trainer	114	22	107.0	20.5
Other Registered Nurses	64	10	44.0	19.1
Nurse Support Staff	4,455	703	2,817.0	1,683.5
Total	22,381	2,072	15,234.0	6,628.7

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Acute/General Nurses	6,331	679	3,516	84
Mental Health Nurses	1,138	308	228	18
Learning Disability Nurses	219	37	74	-
Midwives/Student Midwives	441	4	865	0
Health Visitors/Student Health Visitors	345	-	318	0
District Nursing	612	27	433	-
Paediatric Nurses	522	15	444	9
School Nurses	60	0	126	-
Treatment Room/Practice/Family Planning Nurses	39	-	190	-
Specialist Nursing	857	64	498	11
Nurse Managers/Audit	488	73	80	0
Teacher/Trainer	86	21	28	-
Other Registered Nurses	36	7	28	-
Nurse Support Staff	2,235	581	2,222	122
Total	13,404	1,821	9,001	251

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

Headcount*	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Acute/General Nurses	962	1,762	1,957	1,539	1,120	1,020	1,044	717	387	99	10,607
Mental Health Nurses	73	209	247	247	211	221	236	176	53	19	1,692
Learning Disability Nurses	25	46	63	42	41	37	41	24	12		331
Midwives/Student Midwives	64	141	173	188	179	166	135	151	84	27	1,308
Health Visitors/ Student Health Visitors	29		89	136	133	94	86	65	29	5	666
District Nursing	26	106	182	162	146	124	167	100	52	8	1,073
Paediatric Nurses	111	184	172	142	116	97	74	67	27		990
School Nurses	0	7	17	43	33	29	28	20	10	0	187
Treatment Room/ Practice/ Family Planning Nurses	11		17	28	25	28	47	43	29	6	234
Specialist Nursing	47		142	210	234	231	281	212	68	5	1,430
Nurse Managers/Audit	15		39	79	103	105	146	111	37	6	641
Teacher/Trainer	0	18		9	21	26	31	25	6	0	136
Other Registered Nurses	0	8	13	10	8	6	16	13			74
Nurse Support Staff	249	506	632	593	624	582	716	720	385	151	5,158
Total	1,514	3,063	3,749	3,419	2,981	2,755	3,038	2,431	1,172	331	24,453

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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	9,613	1,000	0	10,607
Mental Health Nurses	0	1,227	466	0	1,692
Learning Disability Nurses	0	251	80	0	331
Midwives/Student Midwives	0	1,084	231	0	1,308
Health Visitors/Student Health Visitors	0	586	82	0	666
District Nursing	0	754	319	0	1,073
Paediatric Nurses	0	857	137	0	990
School Nurses	0	178	9	0	187
Treatment Room/ Practice/ Family Planning Nurses	0	222	13	0	234
Specialist Nursing	0	455	979	0	1,430
Nurse Managers/Audit/Ward Sisters	0	70	571	0	641
Teaching/Training	0	22	114	0	136
Other Registered Nurses	0	57	15	-	74
Nursing Support	5,157	0	0	-	5,158
Total	5,157	15,339	4,012	4	24,453

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	8,642.0	950.8	0.0	9,592.8
Mental Health Nurses	0.0	1,162.1	450.5	0.0	1,612.7
Learning Disability Nurses	0.0	230.8	76.5	0.0	307.3
Midwives/Student Midwives	0.0	851.2	208.8	0.0	1,060.1
Health Visitors/Student Health Visitors	0.0	504.0	75.2	0.0	579.1
District Nursing	0.0	634.6	300.1	0.0	934.7
Paediatric Nurses	0.0	758.9	122.0	0.0	880.9
School Nurses	0.0	140.5	8.5	0.0	149.0
Treatment Room/ Practice/ Family Planning Nurses	0.0	145.7	10.2	0.0	155.9
Specialist Nursing	0.0	382.9	897.6	0.0	1,280.5
Nurse Managers/Audit/Ward Sisters	0.0	66.4	552.2	0.0	618.6
Teaching/Training	0.0	21.1	106.4	0.0	127.5
Other Registered Nurses	0.0	45.9	14.5	-	63.1
Nursing Support	4,499.5	0.0	0.0	-	4,500.5
Total	4,499.5	13,586.2	3,773.3	3.7	21,862.7

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 4a: Professional & Technical Staff by Trust

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Dietitians	118	66	70	68	54	0	376
Dietetic Support	11	12	12	6	5	0	46
Occupational Therapists	327	289	232	287	185	6	1,324
Occupational Therapy Support	42	52	37	32	28	0	191
Orthoptists	7	11	9	8	10	0	45
Orthoptic Support	0	-	0	0	-	0	5
Physiotherapists	420	216	241	281	182	-	1,341
Physiotherapy Support	43	29	39	58	44	0	213
Podiatrists	68	62	45	48	35	-	259
Podiatry Support	4	6	7	6	5	0	28
Radiographers	431	143	114	183	222	0	1,093
Radiography Support	47	19	10	32	27	0	135
Speech & Language Therapists	174	142	126	125	90	0	656
Speech & Language Therapy Support	19	19	37	16	19	0	110
Multi-AHP Support	129	18	0	43	0	0	190
Biomedical Scientists	294	137	90	102	105	50	778
Biomedical Science - Support	109	56	26	41	61	19	312
Clinical Scientists	128	-	-	-	9	-	142
Medical Technical Officers	528	169	118	150	137	0	1,101
Assistant Technical Officers	112	75	24	72	44	0	327
Pharmacists	250	150	118	133	110	63	823
Pharmacy Support	183	5	55	-	110	0	354
Clinical Psychologists	103	97	69	42	74	66	448
Assistant Psychologists	17	29	5	15	13	0	79
Dental/Dental Support/Dental Students	99	0	27	27	0	0	153
Optometrists	39	0	0	0	10	-	51
Chaplaincy	20	15	10	13	20	0	76
Other	94	27	-	42	14	-	181
Total	3,814	1,847	1,524	1,828	1,614	213	10,825

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Dietitians	100.7	57.1	60.4	55.3	47.4	0.0	320.8
Dietetic Support	9.2	11.0	10.8	5.1	4.3	0.0	40.4
Occupational Therapists	302.6	250.0	210.3	252.7	170.1	6.0	1,191.7
Occupational Therapy Support	39.1	42.4	33.0	27.2	25.4	0.0	167.1
Orthoptists	7.0	9.2	8.0	7.0	10.0	0.0	41.2
Orthoptic Support	0.0	-	0.0	0.0	-	0.0	4.6
Physiotherapists	367.9	179.7	213.0	238.0	163.6	-	1,163.1
Physiotherapy Support	33.5	21.5	32.4	47.5	38.4	0.0	173.4
Podiatrists	61.6	51.8	37.7	40.7	31.1	-	224.0
Podiatry Support	4.0	4.8	5.4	5.2	4.6	0.0	24.0
Radiographers	395.2	126.8	102.8	163.1	208.1	0.0	996.0
Radiography Support	44.4	16.7	9.0	27.7	24.5	0.0	122.4
Speech & Language Therapists	149.7	121.3	110.0	107.0	81.6	0.0	569.5
Speech & Language Therapy Support	15.2	14.6	33.2	12.4	16.1	0.0	91.4
Multi-AHP Support	105.2	13.0	0.0	38.5	0.0	0.0	156.8
Biomedical Scientists	284.5	130.0	87.1	98.9	100.3	48.8	749.6
Biomedical Science - Support	105.8	50.2	22.7	39.2	54.8	17.2	289.9
Clinical Scientists	122.3	-	-	-	8.8	-	135.2
Medical Technical Officers	482.8	153.8	107.0	131.5	124.6	0.0	999.7
Assistant Technical Officers	101.6	67.9	21.7	61.1	38.8	0.0	291.1
Pharmacists	232.5	135.0	110.6	117.5	102.3	53.7	751.5
Pharmacy Support	172.2	4.8	51.7	-	100.2	0.0	329.9
Clinical Psychologists	91.1	82.7	59.6	36.4	66.1	66.0	402.0
Assistant Psychologists	16.4	28.2	5.0	13.5	12.6	0.0	75.7
Dental/Dental Support/Dental Students	83.4	0.0	18.7	20.8	0.0	0.0	123.0
Optometrists	24.8	0.0	0.0	0.0	9.0	-	35.5
Chaplaincy	10.1	4.2	3.4	3.1	4.1	0.0	25.0
Other	83.1	26.3	-	40.2	13.0	-	166.6
Total	3,445.8	1,605.1	1,356.6	1,591.6	1,463.0	198.8	9,661.0

Table 4b: Professional & Technical Staff by Gender & Full-Time / Part-Time

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Dietitians	370	6	183.0	137.8
Dietetic Support	43	-	24.0	16.4
Occupational Therapists	1,279	45	891.0	300.7
Occupational Therapy Support	164	27	119.0	48.1
Orthoptists	38	7	28.0	13.2
Orthoptic Support	5	0	4.0	0.6
Physiotherapists	1,044	297	786.0	377.1
Physiotherapy Support	179	34	100.0	73.4
Podiatrists	203	56	143.0	81.0
Podiatry Support	27	-	13.0	11.0
Radiographers	947	146	776.0	220.0
Radiography Support	98	37	91.0	31.4
Speech & Language Therapists	646	10	361.0	208.5
Speech & Language Therapy Support	108	-	54.0	37.4
Multi-AHP Support	172	18	52.0	104.8
Biomedical Scientists	547	231	684.0	65.6
Biomedical Science - Support	201	111	250.0	39.9
Clinical Scientists	73	69	115.0	20.2
Medical Technical Officers	779	322	791.0	208.7
Assistant Technical Officers	174	153	217.0	74.1
Pharmacists	655	168	601.0	150.5
Pharmacy Support	241	113	282.0	47.9
Clinical Psychologists	343	105	290.0	112.0
Assistant Psychologists	67	12	68.0	7.7
Dental/Dental Support/Dental Students	152	-	64.0	59.0
Optometrists	35	16	12.0	23.5
Chaplaincy	15	61	6.0	19.0
Other	144	37	139.0	27.6
Total	8,738	2,087	7,144.0	2,517.0

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 4b: Professional & Technical Staff by Gender & Full-Time / Part-Time (continued)

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Dietitians	178	4	193	-
Dietetic Support	20	-	23	0
Occupational Therapists	845	44	434	-
Occupational Therapy Support	94	25	70	-
Orthoptists	21	7	17	0
Orthoptic Support	4	0	-	0
Physiotherapists	522	261	522	36
Physiotherapy Support	81	19	98	15
Podiatrists	106	37	97	20
Podiatry Support	12	-	15	0
Radiographers	641	135	306	11
Radiography Support	56	35	42	-
Speech & Language Therapists	352	9	295	-
Speech & Language Therapy Support	52	-	56	0
Multi-AHP Support	40	12	133	6
Biomedical Scientists	461	223	86	8
Biomedical Science - Support	151	99	50	12
Clinical Scientists	53	62	20	7
Medical Technical Officers	494	297	286	25
Assistant Technical Officers	79	138	95	15
Pharmacists	441	160	214	8
Pharmacy Support	173	109	68	4
Clinical Psychologists	211	79	134	27
Assistant Psychologists	57	11	10	-
Dental/Dental Support/Dental Students	63	-	94	0
Optometrists	4	8	31	8
Chaplaincy	0	6	15	55
Other	105	34	39	-
Total	5,313	1,821	3,437	268

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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	16	68	64	65	75	35	35	18	0	0	376
Dietetic Support	-	11	6	11	6	-	6	-	-	-	46
Occupational Therapists	82	219	253	250	163	156	110	61	30	-	1,324
Occupational Therapy Support	4	21	12	23	19	36	32	28	16	-	191
Orthoptists	0	10	10	7	6	5	7	-	0	0	45
Orthoptic Support	0	0	0	-	0	-	-	-	0	0	5
Physiotherapists	93	193	186	260	235	149	132	69	24	-	1,341
Physiotherapy Support	17	22	23	21	28	35	30	18	19	-	213
Podiatrists	11	30	38	36	38	41	28	26	11	-	259
Podiatry Support	4	-	-	5	-	-	5	7	-	0	28
Radiographers	95	203	223	185	159	87	68	53	20	-	1,093
Radiography Support	6	11	12	24	16	18	12	20	16	-	135
Speech & Language Therapists	34	105	118	137	88	62	59	49	4	0	656
Speech & Language Therapy Support	8	7	14	22	17	9	18	15	-	-	110
Multi-AHP Support	23	-	26	30	13	24	31	18	21	4	190
Biomedical Scientists	28	129	148	113	119	103	60	55	19	4	778
Biomedical Science - Support	23	59	49	52	43	26	22	18	13	7	312
Clinical Scientists	17	-	19	24	17	28	12	18	7	-	142
Medical Technical Officers	42	135	140	212	174	137	121	87	45	8	1,101
Assistant Technical Officers	20	17	37	46	39	34	47	53	26	8	327
Pharmacists	21	158	189	143	102	99	61	39	11	-	823
Pharmacy Support	29	50	61	63	42	36	33	23	13	4	354
Clinical Psychologists	44	-	60	83	91	58	63	27	15	7	448
Assistant Psychologists	7	33	12	12	7	8	-	-	0	0	79
Dental/Dental Support/Dental Students	-	6	18	33	26	21	20	18	7	-	153
Optometrists	0	-	6	12	13	10	5	-	-	0	51
Chaplaincy	0	0	4	-	4	4	11	16	11	26	76
Other	0	27	32	15	22	35	22	18	10	-	181
Total	547	1,594	1,755	1,888	1,561	1,257	1,040	767	323	93	10,825

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 4d: Professional & Technical Staff by Pay Band

Headcount*	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietitians	0	196	193	0	376
Dietetic Support	46	0	0	0	46
Occupational Therapists	0	708	626	0	1,324
Occupational Therapy Support	190	-	0	0	191
Orthoptists	0	25	25	0	45
Orthoptic Support	5	0	0	0	5
Physiotherapists	0	647	706	0	1,341
Physiotherapy Support	212	-	0	0	213
Podiatrists	0	148	113	0	259
Podiatry Support	28	0	0	0	28
Radiographers	0	706	387	0	1,093
Radiography Support	135	0	0	0	135
Speech & Language Therapists	0	299	365	0	656
Speech & Language Therapy Support	110	0	0	0	110
Multi-AHP Support	190	0	0	0	190
Biomedical Scientists	10	463	305	0	778
Biomedical Science - Support	307	5	0	0	312
Clinical Scientists	0	25	117	0	142
Medical Technical Officers	303	558	245	0	1,101
Assistant Technical Officers	326	-	0	0	327
Pharmacists	0	137	686	0	823
Pharmacy Support	229	127	0	0	354
Clinical Psychologists	0	85	363	0	448
Assistant Psychologists	25	54	0	0	79
Dental/Dental Support/Dental Students	119	36	0	-	153
Optometrists	0	19	34	0	51
Chaplaincy	0	73	4	0	76
Other	11	61	109	0	181
Total	2,245	4,372	4,277	-	10,825

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 4d: Professional & Technical Staff by Pay Band (continued)

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietitians	0.0	164.1	156.7	0.0	320.8
Dietetic Support	40.4	0.0	0.0	0.0	40.4
Occupational Therapists	0.0	651.7	540.0	0.0	1,191.7
Occupational Therapy Support	166.1	-	0.0	0.0	167.1
Orthoptists	0.0	21.1	20.1	0.0	41.2
Orthoptic Support	4.6	0.0	0.0	0.0	4.6
Physiotherapists	0.0	572.8	590.3	0.0	1,163.1
Physiotherapy Support	172.4	-	0.0	0.0	173.4
Podiatrists	0.0	124.1	99.9	0.0	224.0
Podiatry Support	24.0	0.0	0.0	0.0	24.0
Radiographers	0.0	646.3	349.6	0.0	996.0
Radiography Support	122.4	0.0	0.0	0.0	122.4
Speech & Language Therapists	0.0	262.5	307.0	0.0	569.5
Speech & Language Therapy Support	91.4	0.0	0.0	0.0	91.4
Multi-AHP Support	156.8	0.0	0.0	0.0	156.8
Biomedical Scientists	9.3	447.0	293.2	0.0	749.6
Biomedical Science - Support	284.9	5.0	0.0	0.0	289.9
Clinical Scientists	0.0	25.0	110.2	0.0	135.2
Medical Technical Officers	266.6	507.2	226.0	0.0	999.7
Assistant Technical Officers	290.1	-	0.0	0.0	291.1
Pharmacists	0.0	134.8	616.7	0.0	751.5
Pharmacy Support	214.2	115.7	0.0	0.0	329.9
Clinical Psychologists	0.0	83.3	318.7	0.0	402.0
Assistant Psychologists	23.9	51.9	0.0	0.0	75.7
Dental/Dental Support/Dental Students	89.4	30.5	0.0	-	123.0
Optometrists	0.0	11.2	24.3	0.0	35.5
Chaplaincy	0.0	22.4	2.6	0.0	25.0
Other	7.5	54.4	104.7	0.0	166.6
Total	1,964.0	3,934.0	3,760.0	-	9,661.0

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

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Hospital Social Workers	66	50	62	38	16	0	232
Elderly Social Workers	140	81	51	91	136	-	500
Physical Disability / Sensory Impairment Social Workers	43	30	21	44	34	0	172
Child / Family Care Social Workers	428	398	383	348	476	43	2,076
Learning Disability Social Workers	110	51	35	70	83	0	349
Mental Health Social Workers	148	136	64	116	69	0	533
Training & Education Social Workers	18	21	14	15	8	9	85
Community Development Social Workers	28	51	24	39	-	0	145
Managers/ Multiservices Managers/ Social Work Audit Social Workers	36	174	106	79	44	12	451
Other Social Workers	-	-	44	0	6	0	52
Social Care Staff	1,074	953	883	999	666	0	4,573
Other Social Services Staff	-	0	0	0	0	-	6
Total	2,092	1,943	1,683	1,838	1,541	68	9,159

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Hospital Social Workers	61.5	43.8	58.1	32.8	15.5	0.0	211.7
Elderly Social Workers	135.4	69.3	49.2	78.7	132.2	-	465.8
Physical Disability / Sensory Impairment Social Workers	39.4	26.9	17.9	37.9	33.1	0.0	155.3
Child / Family Care Social Workers	407.0	369.5	355.2	322.5	459.0	41.0	1,954.3
Learning Disability Social Workers	106.4	47.7	34.0	64.3	81.0	0.0	333.5
Mental Health Social Workers	144.2	126.6	60.9	107.6	65.2	0.0	504.4
Training & Education Social Workers	17.0	19.5	13.4	14.1	8.0	9.0	81.0
Community Development Social Workers	26.8	48.8	21.5	33.2	-	0.0	133.3
Managers/ Multiservices Managers/ Social Work Audit Social Workers	34.5	172.1	103.1	76.9	42.6	11.3	440.4
Other Social Workers	-	-	42.3	0.0	6.0	0.0	50.3
Social Care Staff	939.2	829.0	755.3	871.3	590.6	0.0	3,985.3
Other Social Services Staff	-	0.0	0.0	0.0	0.0	-	5.0
Total	1,914.7	1,754.0	1,511.0	1,639.3	1,436.2	65.1	8,320.4

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Hospital Social Workers	206	26	168.0	43.7
Elderly Social Workers	438	62	400.0	65.8
Physical Disability / Sensory Impairment Social Workers	148	24	114.0	41.3
Child / Family Care Social Workers	1,769	307	1,704.0	250.3
Learning Disability Social Workers	309	40	296.0	37.5
Mental Health Social Workers	437	96	437.0	67.4
Training & Education Social Workers	62	23	72.0	9.0
Community Development Social Workers	130	15	110.0	23.3
Managers/ Multiservices Managers/ Social Work Audit Social Workers	374	77	420.0	20.4
Other Social Workers	46	6	47.0	3.3
Social Care Staff	3,853	720	2,436.0	1,549.3
Other Social Services Staff	5	-	3.0	2.0
Total	7,764	1,395	6,207.0	2,113.4

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Hospital Social Workers	144	23	62	-
Elderly Social Workers	341	58	97	4
Physical Disability / Sensory Impairment Social Workers	90	24	58	0
Child / Family Care Social Workers	1,416	286	355	21
Learning Disability Social Workers	257	39	52	-
Mental Health Social Workers	350	87	87	9
Training & Education Social Workers	52	20	10	-
Community Development Social Workers	96	14	34	-
Managers/ Multiservices Managers/ Social Work Audit Social Workers	343	77	31	0
Other Social Workers	41	6	5	0
Social Care Staff	1,884	542	1,976	179
Other Social Services Staff	-	-	-	0
Total	5,012	1,177	2,766	220

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

Headcount*	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Hospital Social Workers	-	32	35	31	28	30	35	21	14	-	232
Elderly Social Workers	10	42	62	96	74	79	62	45	25	5	500
Physical Disability / Sensory Impairment Social Workers	8		18	22	28	16	35	25	14	6	172
Child / Family Care Social Workers	54	218	298	319	336	261	259	207	104	20	2,076
Learning Disability Social Workers	5	41	53	56	51	41	42	38	18	4	349
Mental Health Social Workers	5	35	86	102	85	76	67	53	19	5	533
Training & Education Social Workers	0	0	-	6	11	13	17	23	11	-	85
Community Development Social Workers	4	12	19	26	26	21	18	15	4	0	145
Managers/ Multiservices Managers/ Social Work Audit	0	4	33	54	73	67	90	79	40	11	451
Other Social Workers	10	12	14	7	5	-	0	0	-	0	52
Social Care Staff	128	317	473	559	577	597	670	694	408	150	4,573
Other Social Services Staff	0	0	-	-	-	-	0	-	0	0	6
Total	220	720	1,093	1,278	1,292	1,203	1,290	1,201	657	205	9,159

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

Headcount*	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Total
Hospital Social Workers	0	177	56	232
Elderly Social Workers	0	336	164	500
Physical Disability / Sensory Impairment Social Workers	0	130	42	172
Child / Family Care Social Workers	0	1,213	863	2,076
Learning Disability Social Workers	0	207	142	349
Mental Health Social Workers	0	272	261	533
Training & Education Social Workers	0	12	73	85
Community Development Social Workers	0	76	69	145
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0	59	392	451
Other Social Workers	0	52	0	52
Social Care Staff	3,018	1,495	81	4,573
Other Social Services Staff	-	-	-	6
Total	3,020	4,029	2,142	9,159

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Total
Hospital Social Workers	0.0	159.6	52.1	211.7
Elderly Social Workers	0.0	307.6	158.2	465.8
Physical Disability / Sensory Impairment Social Workers	0.0	114.0	41.3	155.3
Child / Family Care Social Workers	0.0	1,120.2	834.0	1,954.3
Learning Disability Social Workers	0.0	192.5	141.0	333.5
Mental Health Social Workers	0.0	250.4	254.0	504.4
Training & Education Social Workers	0.0	11.0	70.0	81.0
Community Development Social Workers	0.0	69.3	64.0	133.3
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0.0	55.8	384.6	440.4
Other Social Workers	0.0	50.3	0.0	50.3
Social Care Staff	2,552.4	1,355.3	77.7	3,985.3
Other Social Services Staff	-	-	-	5.0
Total	2,553.6	3,687.2	2,079.7	8,320.4

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 6a: Administration & Clerical Staff by Trust

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	2,144	1,114	1,128	1,526	1,094	984	7,986
Medical Secretaries	450	194	93	62	137	-	936
Personal Secretaries and Typists	87	251	152	157	205	25	877
Administrative & Clerical Bands/ Grades 5 to 6	554	260	234	272	289	791	2,400
Administrative & Clerical Band/Grade 7	181	87	98	87	91	420	964
Administrative & Clerical Band 8A to 9	234	105	94	89	88	513	1,123
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	14	6	10	10	9	31	80
Solicitors (Apprentice/ Bands 6-8C)	0	0	0	0	0	54	54
Other	4	-	0	-	-	5	13
Total	3,657	2,001	1,804	2,187	1,912	2,823	14,376

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,870.2	914.3	969.0	1,239.4	952.1	916.7	6,861.7
Medical Secretaries	386.6	152.0	78.4	51.2	121.3	-	790.4
Personal Secretaries and Typists	67.3	203.7	130.3	128.7	172.7	22.3	725.0
Administrative & Clerical Bands/ Grades 5 to 6	534.0	245.6	222.7	257.8	278.1	771.0	2,309.4
Administrative & Clerical Band/Grade 7	174.2	83.4	93.6	82.6	90.6	410.3	934.8
Administrative & Clerical Band 8A to 9	231.7	101.3	91.8	87.6	86.3	503.6	1,102.4
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	14.0	6.0	10.0	10.0	9.0	31.0	80.0
Solicitors (Apprentice/ Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	50.8	50.8
Other	4.0	-	0.0	-	-	4.4	12.2
Total	3,282.1	1,707.3	1,596.0	1,859.3	1,710.9	2,711.1	12,866.6

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 6b: Administration & Clerical Staff by Gender & Full-Time / Part-Time

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Administrative & Clerical Bands/ Grades 1 to 4	6,410	1,576	4,798.0	2,063.7
Medical Secretaries Bands 3-4	922	14	461.0	329.4
Personal Secretaries and Typists Bands 3-4	856	21	446.0	279.0
Administrative & Clerical Bands/ Grades 5 to 6	1,599	801	2,055.0	254.4
Administrative & Clerical Band/ Grade 7	651	313	854.0	80.8
Administrative & Clerical Band 8A to 9	730	393	1,049.0	53.4
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	63	17	78.0	2.0
Solicitors (Apprentice/ Bands 6-8C)	43	11	43.0	7.8
Others	9	4	11.0	1.2
Total	11,228	3,148	9,795.0	3,071.6

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Administrative & Clerical Bands/ Grades 1 to 4	3,397	1,396	3,024	180
Medical Secretaries	447	14	476	0
Personal Secretaries and Typists	429	16	427	5
Administrative and Clerical Bands/ Grades 5 to 6	1,271	779	328	22
Administrative and Clerical Band/ Grade 7	552	302	99	11
Administrative and Clerical Band 8A to 8D	667	382	64	12
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	61	17	-	0
Solicitors	32	11	11	0
Other	7	4	-	0
Total	6,861	2,921	4,391	228

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

Headcount*	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Administrative & Clerical Bands/ Grades 1 to 4	354	594	809	1,075	1,013	998	1,149	1,039	687	268	7,986
Medical Secretaries Band 3-4	4	12	44	101	142	174	202	154	83	20	936
Personal Secretaries and Typists	8	39	56	81	117	124	186	146	90	30	877
Administrative & Clerical Bands/ Grades 5 to 6	23	144	258	368	385	364	396	309	126	27	2,400
Administrative & Clerical Band/ Grade 7	0	16	93	130	168	179	176	145	47	10	964
Administrative & Clerical Band 8A to 9	0	34		96	188	214	299	224	55	13	1,123
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	0	0	0	0	-	11	22	36	7	-	80
Solicitors (Apprentice/ Bands 6-8C)		6		15	9	7	7	10		0	54
Others	8		5		0	0	0	0	0	0	13
Total	398	810	1,291	1,860	2,020	2,062	2,420	2,053	1,093	369	14,376

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 7a: Support Services Staff by Trust

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Catering Services	423	240	142	119	258	0	1,182
Domestic Services	1,270	577	303	428	573	40	3,190
Laundry Services/ Sewing Room	22	26	45	42	28	0	163
Facilities/ Sterile Services	-	-	460	4	-	0	469
Support Services Manager/Supervisor	-	25	0	21	29	-	79
Driver	153	68	80	92	74	-	468
Porter/ Orderly	230	101	54	69	109	-	564
Security/ Caretaker/ Warden	130	6	36	14	6	0	192
Telephonist	7	21	5	53	21	0	107
Warehouse Operative	-	8	0	0	0	165	174
Shop Assistant/ Hairdresser/ Other	7	0	0	0	0	0	7
Total	2,240	1,071	1,123	842	1,098	208	6,579

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Catering Services	330.9	168.5	107.7	93.0	197.6	0.0	897.7
Domestic Services	859.6	384.8	206.9	303.3	401.6	30.2	2,186.4
Laundry Services/ Sewing Room	15.3	20.8	44.4	38.0	26.4	0.0	144.8
Facilities/ Sterile Services	0.8	3.0	343.4	3.4	1.0	0.0	351.6
Support Services Manager/ Supervisor	2.2	23.3	0.0	20.6	29.0	1.0	76.1
Driver	144.8	66.7	69.7	83.4	73.1	-	438.5
Porter/ Orderly	208.2	89.9	51.4	66.0	106.7	-	523.1
Security/ Caretaker/ Warden	127.9	4.8	35.3	13.2	4.3	0.0	185.5
Telephonist	6.3	15.6	4.3	25.2	17.8	0.0	69.4
Warehouse Operative	-	7.8	0.0	0.0	0.0	160.9	169.7
Shop Assistant/ Hairdresser/ Other	6.6	0.0	0.0	0.0	0.0	0.0	6.6
Total	1,703.6	785.3	863.0	646.1	857.5	193.7	5,049.3

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Catering Services	733	449	315.0	582.7
Domestic Services	2,259	931	437.0	1,749.4
Laundry Services/ Sewing Room	82	81	111.0	33.8
Facilities/ Sterile Services	262	207	181.0	170.6
Support Services Manager/ Supervisor	53	26	64.0	12.1
Driver	20	448	409.0	29.5
Porter/ Orderly	34	530	444.0	79.1
Security/ Caretaker/ Warden	13	179	164.0	21.5
Telephonist	96	11	32.0	37.4
Warehouse Operative	5	169	165.0	4.7
Shop Assistant/ Hairdresser/ Other	-	6	6.0	0.6
Total	3,550	3,029	2,328.0	2,721.3

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Catering Services	127	187	606	262
Domestic Services	224	213	2,038	721
Laundry Services/ Sewing Room	36	75	46	6
Facilities/ Sterile Services	57	124	205	83
Support Services Manager/ Supervisor	40	24	13	-
Driver	18	390	-	59
Porter/ Orderly	24	420	10	110
Security/ Caretaker/ Warden	5	159	8	20
Telephonist	24	8	72	-
Warehouse Operative	5	160	0	9
Shop Assistant/ Hairdresser/ Other	0	6	-	0
Total	560	1,765	2,995	1,271

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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

Headcount*	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Catering Services	87	57	84	120	130	136	177	171	160	60	1,182
Domestic Services	346	206	273	301	298	276	397	475	406	212	3,190
Laundry Services/ Sewing Room	7	8	10	17	15	8	29	27	34	8	163
Facilities/ Sterile Services	32	29	49	56	42	46	57	70	59	29	469
Support Services Manager/ Supervisor	-	-	6	6	11	19	11	12	7	-	79
Driver	0	8		20	22	47	89	125	94	63	468
Porter/ Orderly	23	36	43	58	68	39	86	104	75	32	564
Security/ Caretaker/ Warden	11		17	22	22	20	35	29	23	13	192
Telephonist		7		6	9	17	18	21	20	9	107
Warehouse Operative	4	14	13	24	20	29	29	24	13	4	174
Shop Assistant/ Hairdresser/ Other	0	0	0		7		0	0	0	0	7
Total	507	363	504	630	637	636	925	1,056	889	432	6,579

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 7d: Support Services Staff by Pay Band

Headcount*	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	1,007	174	-	1,182
Domestic Services	3,005	185	-	3,190
Laundry Services/ Sewing Room	144	19	0	163
Facilities/ Sterile Services	439	27	-	469
Support Services Manager/ Supervisor	0	30	49	79
Driver	208	261	-	468
Porter/ Orderly	539	25	0	564
Security/ Caretaker/ Warden	130	62	0	192
Telephonist	60	46	-	107
Warehouse Operative	99	62	13	174
Shop Assistant/ Hairdresser/ Other	6	-	0	7
Total	5,626	891	71	6,579

WTE	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	739.7	156.0	-	897.7
Domestic Services	2,015.7	168.9	-	2,186.4
Laundry Services/Sewing Room	125.8	19.0	0.0	144.8
Facilities/Sterile Services	322.4	26.1	-	351.6
Support Services Manager/Supervisor	0.0	27.7	48.4	76.1
Driver	177.8	259.7	-	438.5
Porter/Orderly	498.5	24.6	0.0	523.1
Security/Caretaker/Warden	123.7	61.8	0.0	185.5
Telephonist	43.1	25.3	-	69.4
Warehouse Operative	96.7	59.9	13.0	169.7
Shop Assistant/ Hairdresser/ Other	6.0	-	0.0	6.6
Total	4,149.5	829.6	70.2	5,049.3

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 8a: Ambulance Staff by Trust

	Headcount*	WTE
Emergency Medical Technician	284	281.2
Patient Care Services	268	258.6
Paramedic	432	427.0
Rapid Response Vehicle Paramedic	44	43.4
Ambulance Officer	130	128.5
Control Assistant	154	147.8
Helicopter Emergency Medical Service Paramedic	7	7.0
Community Resuscitation Development Officer	-	-
Total	1,321	1,295.4

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

	Female Headcount*	Male Headcount*	Full-Time WTE	Part-Time WTE
Emergency Medical Technician	116	168	269.0	12.2
Patient Care Services	84	184	244.0	14.6
Paramedic	126	306	403.0	24.0
Rapid Response Vehicle Paramedic	8	36	42.0	1.4
Ambulance Officer	34	96	126.0	2.5
Control Assistant	86	68	134.0	13.8
Helicopter Emergency Medical Service Paramedic	-	6	7.0	0.0
Community Resuscitation Development Officer	-	0	-	0.0
Total	457	864	1,227.0	68.4

Headcount*	Full-Time		Part-Time	
	Female	Male	Female	Male
Emergency Medical Technician	108	161	8	7
Patient Care Services	70	174	14	10
Paramedic	108	295	18	11
Rapid Response Vehicle Paramedic	7	35	-	-
Ambulance Officer	30	96	4	0
Control Assistant	67	67	19	-
Helicopter Emergency Medical Service Paramedic	-	6	0	0
Community Resuscitation Development Officer	-	0	0	0
Total	393	834	64	30

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

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	24		42	40	23	45	57	38	9	6	284
Patient Care Services	5	14	28	30	23	44	63	36	16	9	268
Paramedic	6	45	65	62	56	71	71	42	14		432
Rapid Response Vehicle Paramedic	0	0	0	0	13		10	14	7		44
Ambulance Officer	0	7		12	11	34	32	23	11		130
Control Assistant	-	22	20	25	23	18	23	13	4	-	154
Helicopter Emergency Medical Service Paramedic	0	0		7			0	0	0	0	7
Community Resuscitation Development Officer	0	0	0	0	0	0	-	0	0	0	-
Total	17	103	162	171	139	226	258	166	58	21	1,321

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	284	0	284
Patient Care Services	267	-	0	268
Paramedic	0	432	0	432
Rapid Response Vehicle Paramedic	0	44	0	44
Ambulance Officer	-	82	46	130
Control Assistant	82	62	10	154
Helicopter Emergency Medical Service Paramedic	0	5	-	7
Community Resuscitation Development Officer	0	-	0	-
Total	351	912	58	1,321

WTE	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	0.0	281.2	0.0	281.2
Patient Care Services	257.6	-	0.0	258.6
Paramedic	0.0	427.0	0.0	427.0
Rapid Response Vehicle Paramedic	0.0	43.4	0.0	43.4
Ambulance Officer	-	81.5	46.0	128.5
Control Assistant	76.6	61.2	10.0	147.8
Helicopter Emergency Medical Service Paramedic	0.0	5.0	-	7.0
Community Resuscitation Development Officer	0.0	-	0.0	-
Total	335.1	902.3	58.0	1,295.4

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 9a: Estates Services Staff by Trust

Headcount*	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	173	77	42	77	49	5	423
Boilerman / Plumber	-	-	8	5	19	0	35
Electrician / Fitter / Engineer	0	27	16	16	20	-	81
Builder / Joiner / Labourer / Painter	10	37	12	23	27	0	109
Multiskilled	77	11	17	14	26	-	146
Groundsman / Gardener	-	-	-	-	6	0	13
Total	262	156	96	138	147	8	807

WTE	Belfast	Northern	South Eastern	Southern	Western	Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	169.7	76.3	42.0	75.9	49.0	4.8	417.8
Boilerman / Plumber	-	-	8.0	5.0	19.0	0.0	35.0
Electrician / Fitter / Engineer	0.0	27.0	14.9	16.0	20.0	-	79.9
Builder / Joiner / Labourer / Painter	10.0	37.0	13.0	23.0	27.0	0.0	110.0
Multiskilled	75.7	11.0	16.8	14.0	26.0	-	144.5
Groundsman / Gardener	-	-	-	-	6.0	0.0	12.8
Total	257.5	155.3	95.7	136.7	147.0	7.8	800.0

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	26		32	62	68	61	60	55	43	16	423
Boilerman/Plumber	0	-	-	6	6		7	-	9	-	35
Electrician/Fitter/Engineer	4		5	11	8	10	13	12	11	7	81
Builder/Joiner/Labourer/ Painter	5		5	8	8	12	16	23	24	8	109
Multiskilled	17	5		4	13	14	27	23	27	16	146
Groundsman/Gardener	0	0	0	-	0	-	7	-	-	0	13
Total	24	31	47	92	100	101	130	118	116	48	807

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 9c: Estates Services Staff by Pay Band

Headcount*	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	-	210	210	423
Boilerman / Plumber	34	-	0	35
Electrician / Fitter / Engineer	66	15	0	81
Builder / Joiner / Labourer / Painter	107	-	0	109
Multiskilled	106	40	0	146
Groundsman / Gardener	13	0	0	13
Total	329	268	210	807

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	-	207.6	207.5	417.8
Boilerman / Plumber	34.0	-	0.0	35.0
Electrician / Fitter / Engineer	64.9	15.0	0.0	79.9
Builder / Joiner / Labourer / Painter	108.0	-	0.0	110.0
Multiskilled	104.5	40.0	0.0	144.5
Groundsman / Gardener	12.8	0.0	0.0	12.8
Total	326.9	265.6	207.5	800.0

* Where individuals hold more than one active post, they are counted once in each category they hold an active post but counted only once in overall totals. Therefore row and column totals may not sum.

Table 10a: Leavers & Joiners (Headcount), 2018 - 2023

Headcount	2018	2019	2020	2021	2022	2023
Joiners	5,005	5,638	6,135	7,251	6,816	6,410
Leavers	4,062	4,095	4,154	3,789	5,764	6,115

Table 10b: Leaving & Joining Rates, 2018 - 2023

	2018	2019	2020	2021	2022	2023
Joining Rate (%)	7.8%	8.6%	9.0%	10.2%	9.4%	8.8%
Leaving Rate (%)	6.4%	6.4%	6.3%	5.6%	8.1%	8.4%

Table 10c: Workforce Stability (Headcount), 2018 - 2023

	2018	2019	2020	2021	2022	2023
Staff in HSC Employment 1 Year Before	59,349	60,259	61,743	64,089	65,576	66,277
Annual Workforce Stability Rate (%)	92.2%	91.4%	91.0%	89.8%	90.6%	91.2%

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 only once, regardless of how many posts they hold (see Definitions below).

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.

Definitions

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.

Headcount: The number of individuals working in active posts. This counts individuals only once, regardless of how many posts they hold. Where information is broken down by the various categories, individuals will be counted once in each category they hold an active post. For example, someone working in an Administration & Clerical role and also a Nurse Support role will be counted once in each of these categories, but counted only once in the overall total headcount. Therefore row and column totals may not sum.

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. This means that some rows or columns may not sum. Where appropriate, cells containing very small numbers may be merged with a neighbour.

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.

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.

Regional Services: The following organisations are grouped as Regional Services:

Business Services Organisation

Strategic Planning and Performance Group *

NI Ambulance Service HSC Trust

NI Blood Transfusion Service

Children's Court Guardian Agency for Northern Ireland #

NI Practice & Education Council

NI Social Care Council

NI Medical and Dental Training Agency

Patient Client Council

Public Health Agency

Regulation & Quality Improvement Authority

* Former HSC Board staff have undertaken their functions from 1 April 2022 as part of the Department of Health's newly formed Strategic Planning and Performance Group (SPPG). For consistency purposes, these former HSC Board staff are included in this publication.

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