



Northern Ireland Health and Social Care Workforce Census March 2018



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Health

An Roinn Sláinte

Máinnystrie O Poustie

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

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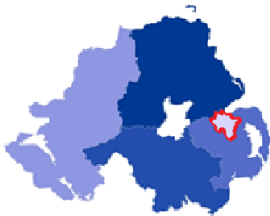
Key Findings



At 31st March 2018, the HSC employed 65,265 (56,803 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B.



The HSC workforce grew by 9% (4,848 WTE) between the 2009 and 2018 Census dates (excluding NIMDTA).



The largest employer in the HSC was the Belfast Trust with 17,777 WTE or 31% of all staff.



The largest Occupational Family was Nursing & Midwifery with 19,486 WTE or 34% of the total.



The Medical & Dental workforce stood at 4,600 (4,199 WTE). Forty per cent (1,693 WTE) were consultants.



Just under two fifths (38%, 21,629 WTE) of WTE HSC staff were employed at Agenda for Change Bands 1 to 4.



A substantial majority (79% or 51,543) of HSC employees were female and 55% of females worked full-time.

Contents

Section A: Changes in the NI Health and Social Care Workforce: 2009 - 2018	6
Section 1: NI Health and Social Care Staff	8
Section 2: Medical and Dental Staff	11
Section 3: Nursing, Midwifery and Health Visiting Staff	13
Section 4: Professional & Technical Staff	15
Section 5: Social Services Staff (excluding domiciliary care workers)	18
Section 6: Administration and Clerical Staff	21
Section 7: Support Services Staff	23
Section 8: Ambulance Staff	26
Section 9: Estates Services Staff	28
Section 10: Staff Turnover	30
Appendix A: Tables	
Table A: NI Health and Social Care Workforce: 2009 - 2018	32
Section 1 Tables: NI Health and Social Care Staff	33
Section 2 Tables: Medical and Dental Staff	36
Section 3 Tables: Nursing, Midwifery and Health Visiting Staff	38
Section 4 Tables: Professional & Technical Staff	42
Section 5 Tables: Social Services Staff (excluding domiciliary care workers)	48
Section 6 Tables: Administration and Clerical Staff	52
Section 7 Tables: Support Services Staff	55
Section 8 Tables: Ambulance Staff	59
Section 9 Tables: Estate Services Staff	61
Section 10 Tables: Leavers, Joiners and Movers 2017/18	63
Appendix B: Notes and Metadata	
Notes, Metadata and Definitions	64

Background

This is the eighteenth publication in a series of annual reports analysing the make-up of the Health and Social Care (HSC) workforce in Northern Ireland.

The analyses presented in this publication are based on data that have been extracted from the Human Resources, Payroll, Travel and Subsistence Systems (HRPTS) which is maintained by the various HSC organisations. To ensure that the Department's information is accurate, high data quality standards need to be achieved and maintained by all HSC organisations.

This publication provides a specific breakdown of the HSC workforce data and key summary points. This can be used for a number of purposes including policy making and workforce planning.

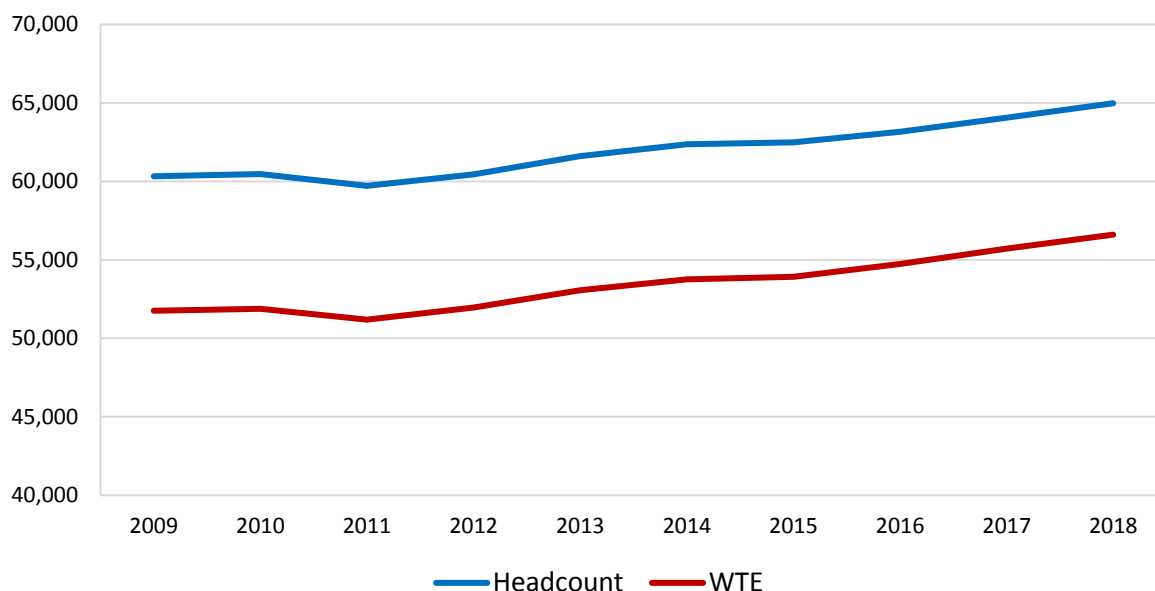
Summary analysis and commentary is given in Sections 1 - 10, followed by tables in Appendix A and notes/metadata in Appendix B.

It is important to note that Domiciliary Care staff are not included in this edition following their exclusion since 2014, as the use of variable hours contracts means that their recorded whole-time equivalent does not provide an accurate reflection of their contribution to the service. Domiciliary care activity statistics for Northern Ireland can be found at <https://www.health-ni.gov.uk/articles/domiciliary-care>

Prior to 2014, information on Northern Ireland Medical and Dental Training Agency (NIMDTA) staff was not included in our data extract. Therefore please note ten year trend analysis in this publication does not include information for NIMDTA.

Changes in the NI Health and Social Care Workforce 2009 - 2018

Figure A: HSC Staff Headcount and Whole-time Equivalent (WTE) 2009-2018



Overall HSC Staffing Changes, 2009 to 2018

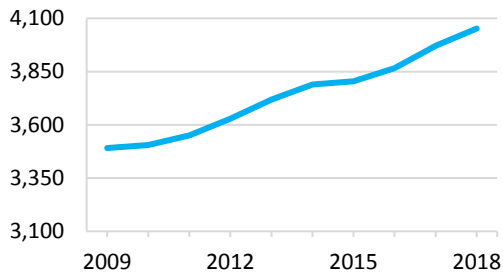
All comparisons in this section are based on data as at 31st March in each year. Figures refer to WTE.

Between 2009 and 2018, the WTE of HSC staff increased by 4,848; this represented 9.4% workforce growth. Possibly due to the after-effects of the Northern Ireland Review of Public Administration (RPA) in the period after 2007, as well as the wider economic climate from 2008 onwards, the workforce decreased by 1.1% between 2009 and 2011. This trend reversed in 2011, and between 2011 and 2018 the increase was 10.6%. The rate of growth between 2015 and 2018 was 5.0%.

Changes by Occupational Family, 2009 to 2018

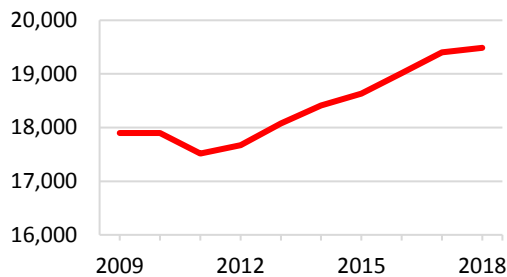
Due to movement between Occupational Families as a result of the introduction of the Agenda for Change (AfC) terms and conditions across NHS organisations early in this period, not all groups can be compared across this time period. Those which can are discussed overleaf.

Medical & Dental



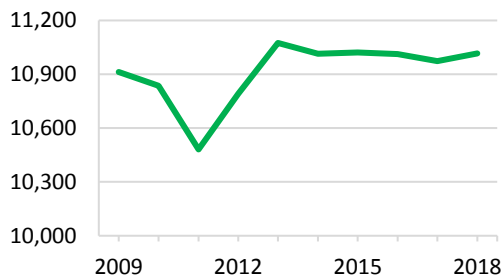
Between 2009 and 2018, the Medical and Dental Occupational Family grew from 3,491 to 4,052 (excluding NIMDTA), an increase of 16.1%. The three-year trend also shows a growing workforce, WTE having increased by 6.5% between 2015 and 2018.

Nursing & Midwifery



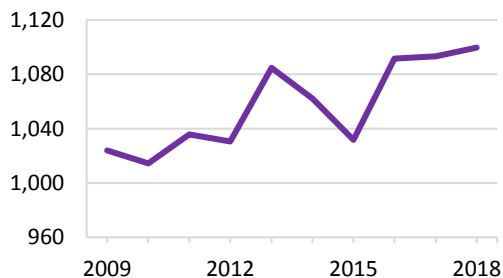
The Nursing & Midwifery workforce grew by 8.9% between 2009 and 2018, an increase of 1,588. This growth was accounted for by an increase of 1,236 (8.9%) qualified nurses and/or midwives, and an increase of 351 (8.7%) nurse support staff. In 2018, 77.6% of the workforce were qualified nurses and midwives (the ratio often referred to as 'skill mix'), similar to that in 2009 (77.5%).

Administrative & Clerical



The Administrative & Clerical Occupational Family was affected by the Review of Public Administration, and their total WTE decreased by 3.9% (431) between 2009 and 2011. Between 2011 and 2013, their workforce increased again by 5.7% (593). There are however fewer administrative staff in 2018 than there were in 2013, a decrease of 0.5% (59).

Ambulance



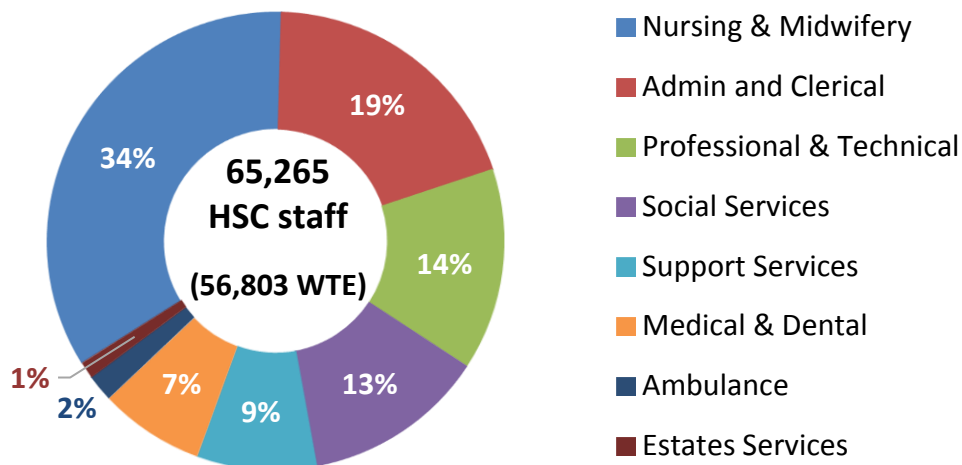
The Ambulance Occupational Family (which includes paramedics, Emergency Medical Technicians, ambulance officers and control staff) has seen small fluctuations in staffing levels between 2009 and 2018, but has achieved an overall increase of 7.4% (76).

Section 1: Health & Social Care Staff

At March 2018, the HSC employed 65,265 (56,803 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B. In the financial year 2017/18, expenditure on HSC employees exceeded £2 billion.

Occupational Families

Figure 1a: Health & Social Care Staff by Occupational Family (% WTE), March 2018

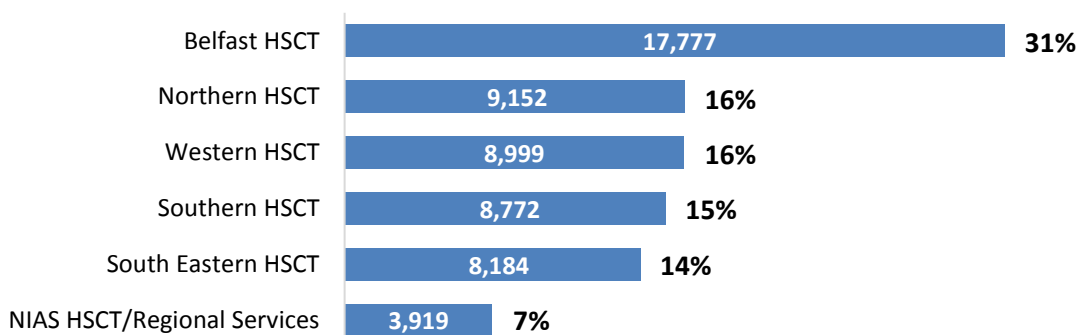


The largest Occupational Family, with 19,486 WTE or 34% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 11,067 WTE (19%). Medical & Dental staff represented 7% of the overall workforce, with 4,199 WTE.

Employing Organisations

The largest HSC organisation was the Belfast Trust, with 31% of all staff (17,777 WTE). 93% of all staff worked for one (or more than one) of the five regional HSC Trusts (excluding NIAS HSC Trust).

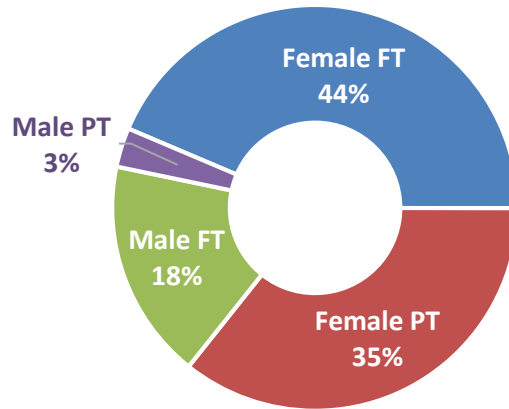
Fig 1b: Health & Social Care Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

Seventy-nine per cent of staff (51,543) were female. Of these, 55% worked full-time (see p 65 for the Northern Ireland definition). Of the remaining 13,722 male staff, 84% worked full-time.

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

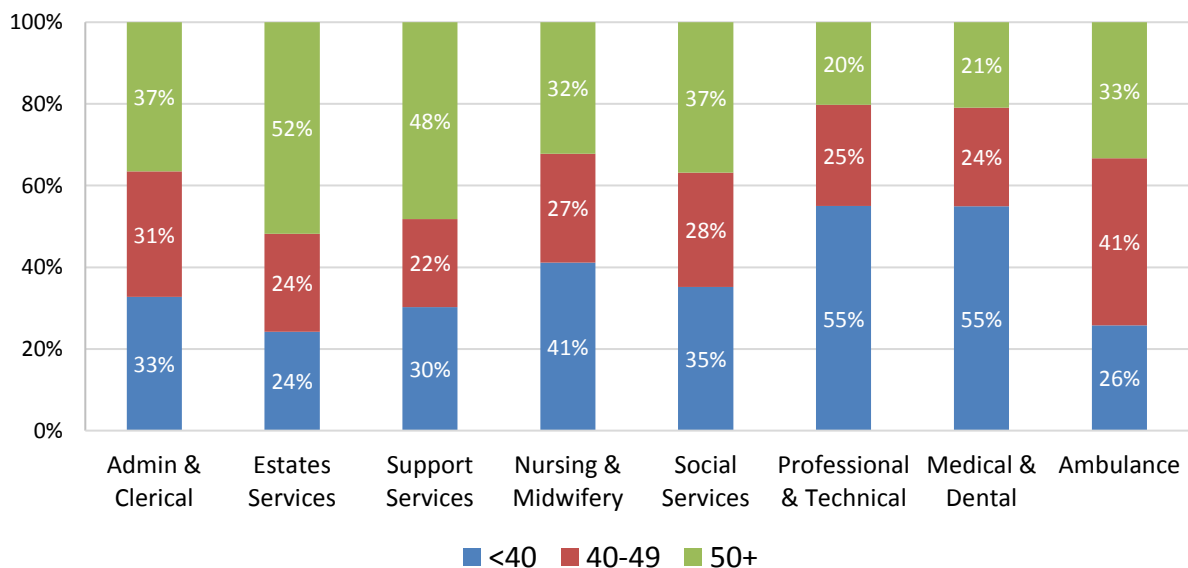


Percentages shown are of all staff. FT; Full-time, PT; Part-time

Age (Headcount)

Forty per cent of all staff were under the age of 40; 27% were between 40 and 49, and 33% were over 50. The Medical & Dental and Professional & Technical Occupational Families had the highest proportions of staff under the age of 40 (55% in both cases).

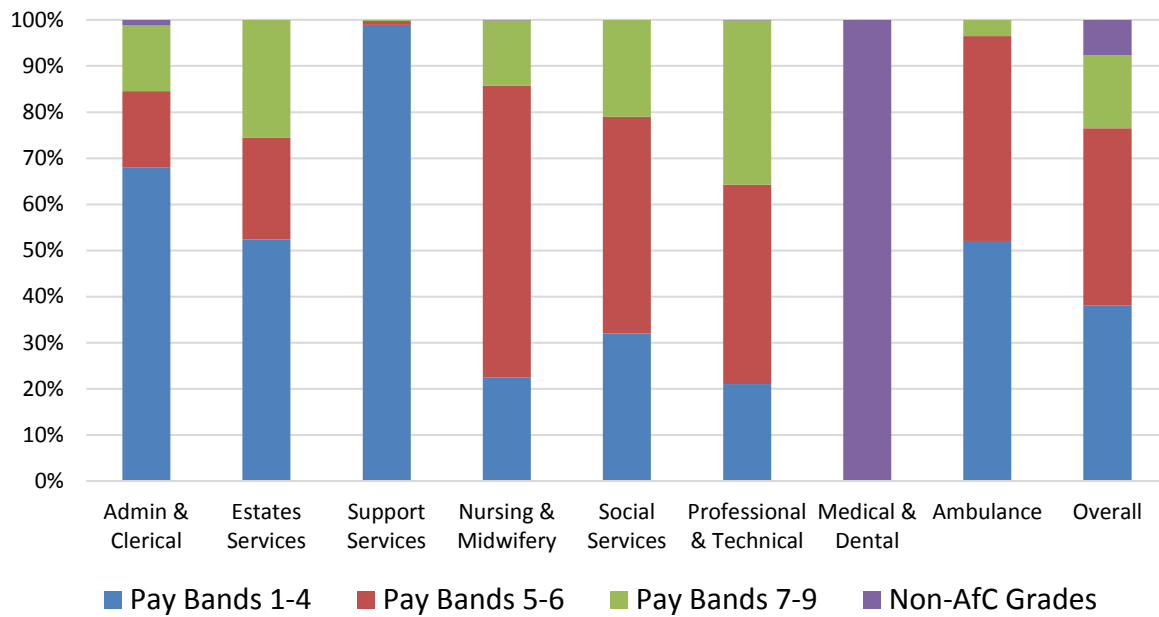
Fig. 1d: Health & Social Care Staff by Age Group and Occupational Family (% Headcount)



Pay Bands (WTE)

Thirty-eight per cent of WTE staff were employed at AfC Pay Bands 1-4. Distribution between pay bands differed between Occupational Families, as shown in Fig. 1e. Contrary to the perception that administrative staff usually occupy managerial positions, 68% were employed between Bands 1 and 4 and 85% were employed below Band 7. Sixty-three per cent of Nursing & Midwifery staff were employed at Bands 5 and 6.

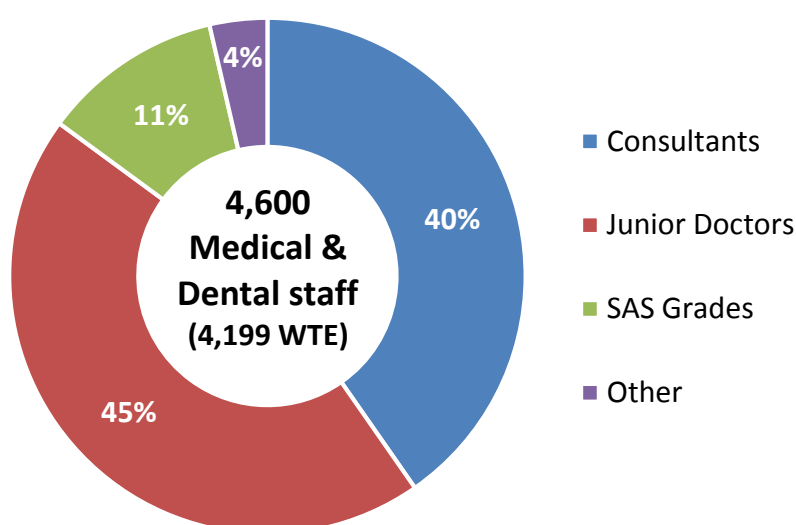
Fig. 1e: HSC Health & Social Care Staff by Pay Band and Occupational Family (% WTE)



Section 2: Medical and Dental Staff

There were 4,600 (4,199 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). This group represented 45% of the Medical and Dental workforce, or 1,879 WTE. The next largest group were consultants with 1,693 WTE or 40%. Staff Grade/Associate Specialist/Specialty Doctors (SAS), or middle-grade doctors, comprised the majority of the remainder at 11% (475 WTE). The final 4% of the workforce were employed in grades classified as 'other', for example hospital practitioners and dental officers.

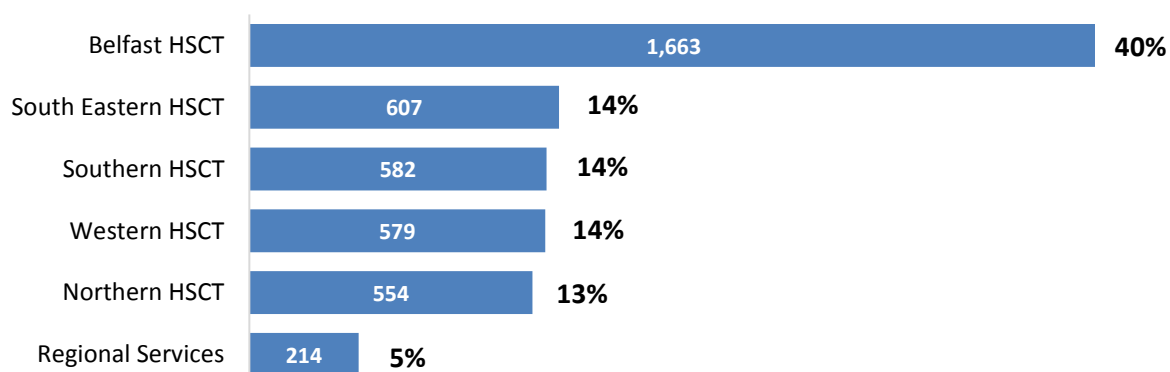
Fig 2a: Medical & Dental Staff by Grade (% WTE)



Employing Organisations

Forty per cent of Medical and Dental staff (1,663 WTE) worked for the Belfast HSC Trust. The South Eastern, Southern and Western HSC Trusts employed 14% of Medical and Dental staff by WTE, and the Northern HSC Trust employed 13%. The remaining 5% were employed by the Regional Services.

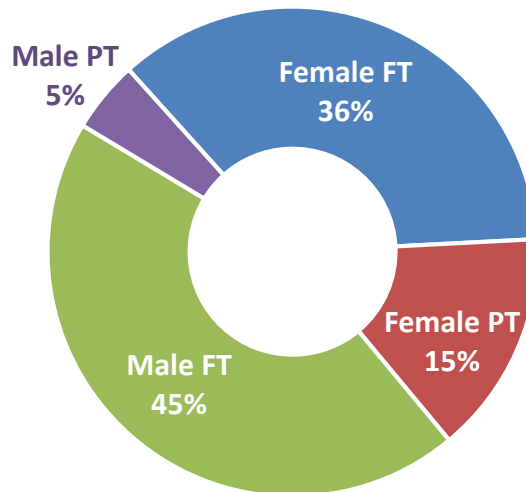
Fig. 2b: Medical & Dental Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

A small majority (2,329 or 51%) of Medical and Dental staff were female, of whom 71% worked full-time. Of the remaining 2,271 male doctors, 90% worked full-time.

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

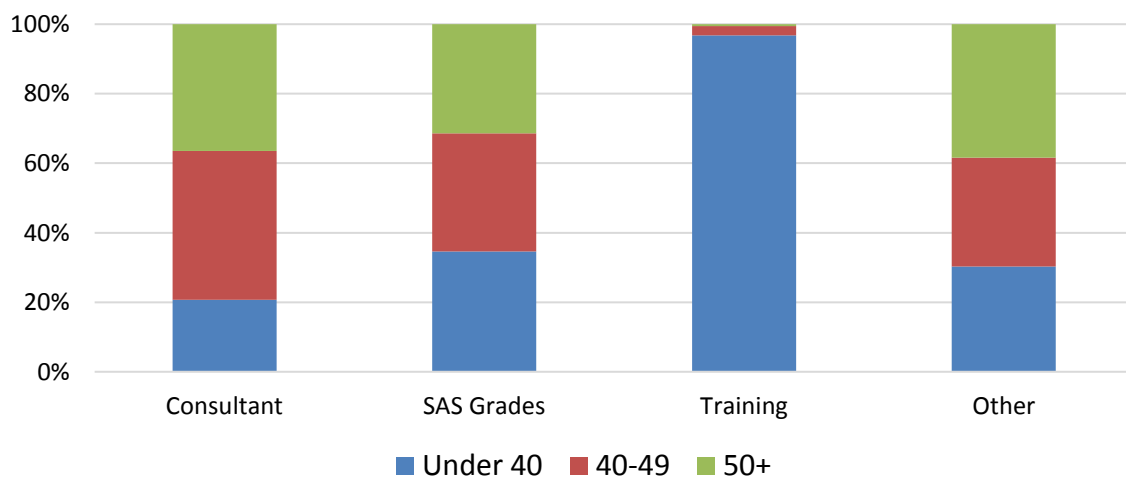


Age (Headcount)

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

Twenty-one per cent of Consultants and 35% of SAS/career grade staff were under the age of 40. Ninety-seven per cent of medical and dental staff in training were under the age of 40.

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

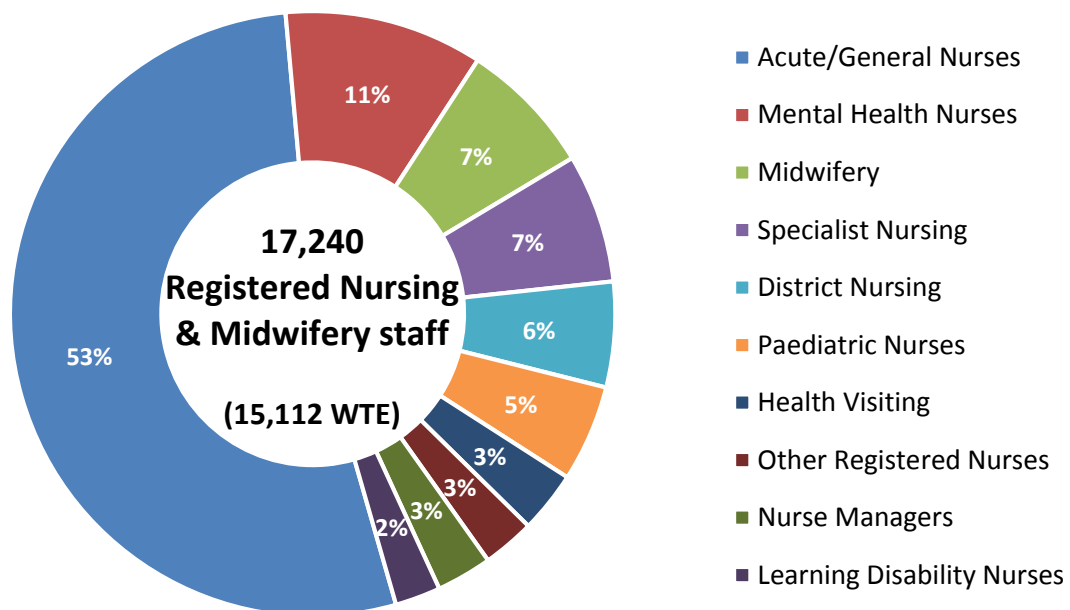


Section 3: Nursing and Midwifery Staff

There were 22,262 (19,486 WTE) Nursing & Midwifery staff employed. 17,240 (15,112 WTE) were in registered nursing and midwifery grades (Band 5 and up), and 5,022 (4,374 WTE) were in support grades (Bands 2-4).

Just over half (8,011 WTE, or 53%) of all registered nurses were graded as acute or general nurses. No other single group comprised more than a small portion of the registered nursing workforce; 11% (~1,604 WTE) were mental health nurses, while midwifery and specialist nursing comprised 7% each (1,090 and 1,042 WTE respectively).

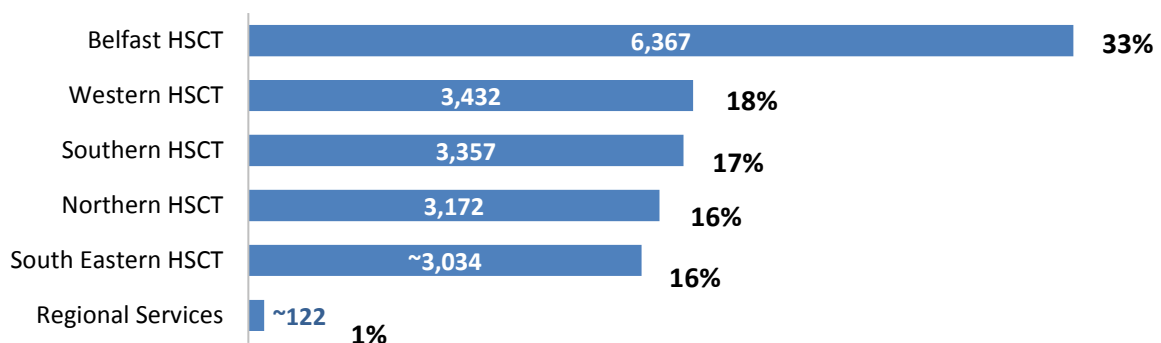
Fig. 3a: Registered Nursing & Midwifery Staff by Group (% WTE)



Employing Organisations

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

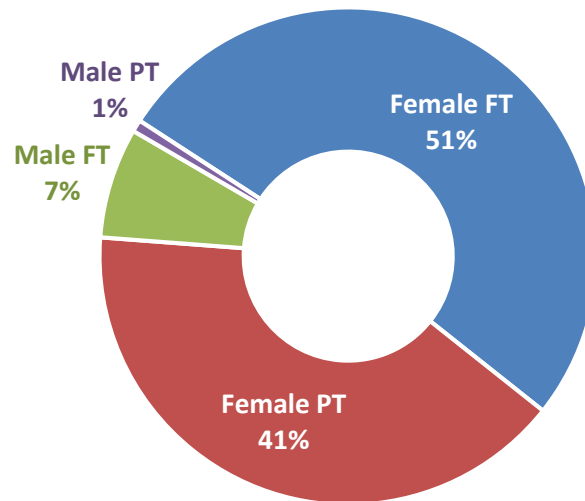
Fig. 3b: Nursing & Midwifery Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

The vast majority (92%, or 20,490) of Nursing & Midwifery employees were female. Of these, 11,467 (56%) worked full-time. Of the remaining 1,772 male Nursing & Midwifery staff, ninety per cent (1,600) worked full-time. Within the subgroups, male staff were more highly represented among mental health nurses. Twenty-one per cent of mental health nurses, or 358, were male.

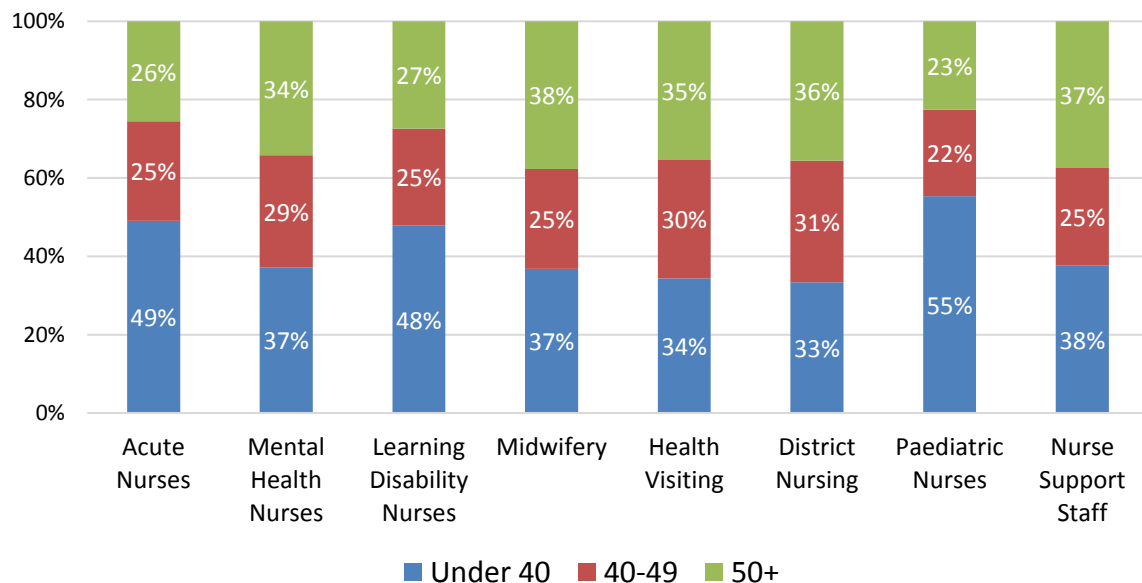
Fig. 3b: Nursing & Midwifery Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Overall, the proportion of Nursing & Midwifery staff aged under 40 was 41%. The youngest groups were paediatric nurses (55% aged under 40), and acute/general nurses (49%) and learning disability nurses (48%) aged under 40. The group with the largest proportion of staff over 50 were treatment room, practice and family planning nurses, at 58%.

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

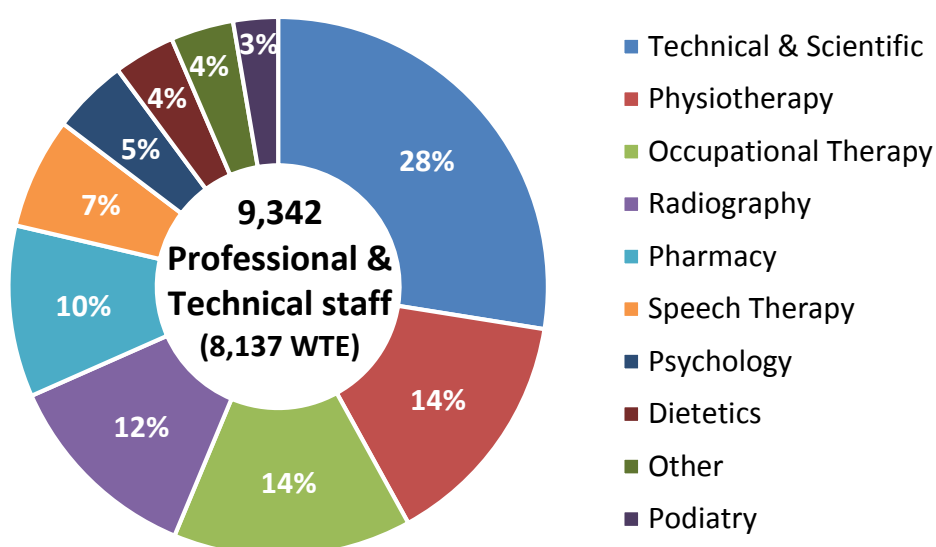


Section 4: Professional and Technical Staff

The Professional and Technical Occupational Family comprises the Allied Health Professions (e.g. physiotherapists, occupational therapists and dieticians), other health professionals, e.g. psychologists, and technical or scientific staff like biomedical scientists and pharmacists.

There were 9,342 (8,137 WTE) Professional and Technical staff employed. The two largest single professional groups were physiotherapy and occupational therapy staff, with 14% of total WTE each (1,177 and 1,163 respectively). Technical and Scientific staff of various professions made up 28% of WTE, or 2,239.

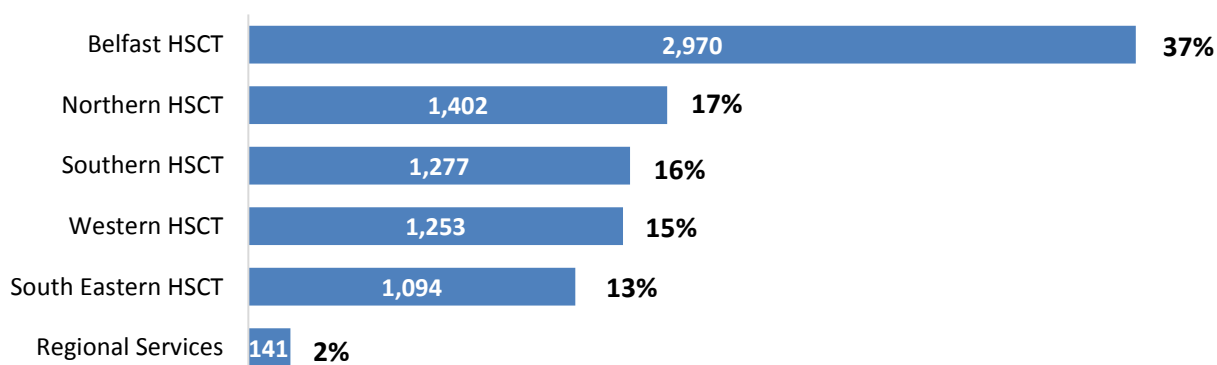
Fig. 4a: Professional & Technical Staff by Group (% WTE)



Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 2,970 WTE or 37% of the total. The other four local Trusts employed between 13% and 17% of the total WTE. Two per cent (141 WTE) were employed by the Regional Services.

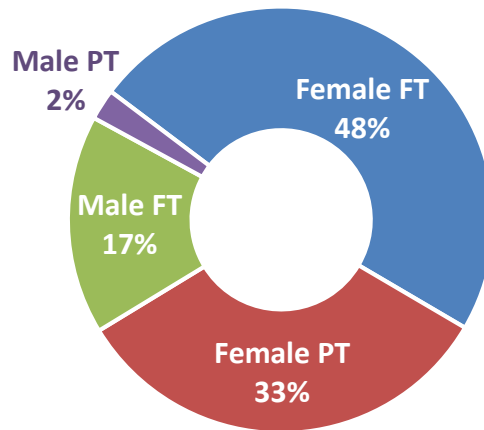
Fig. 4b: Professional & Technical Staff by Employing Organisation (% WTE)



Gender and Working Patterns (Headcount)

A large majority (81%; 7,569 staff) of Professional & Technical staff were female. Almost three fifths (59%) of female staff worked full-time. Of the remaining 1,773 male Professional & Technical staff, 88% (1,554) worked full-time.

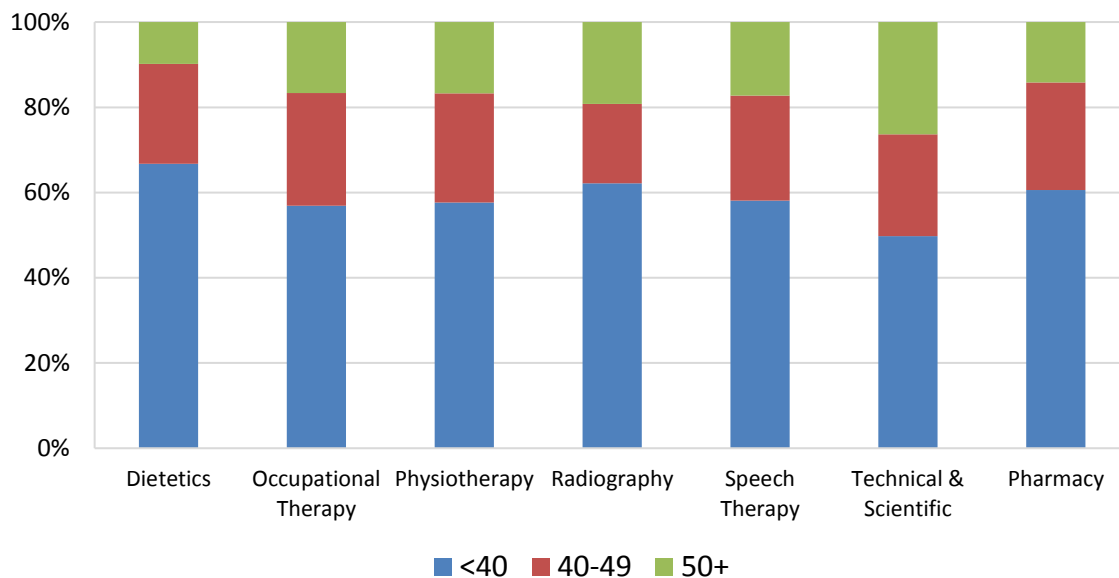
Fig. 4c: Professional & Technical Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

The Professional and Technical occupations have experienced a high level of growth over the last decade. As such, a majority (55%) were under the age of 40. The modal age group for Professional & Technical staff was 30-34.

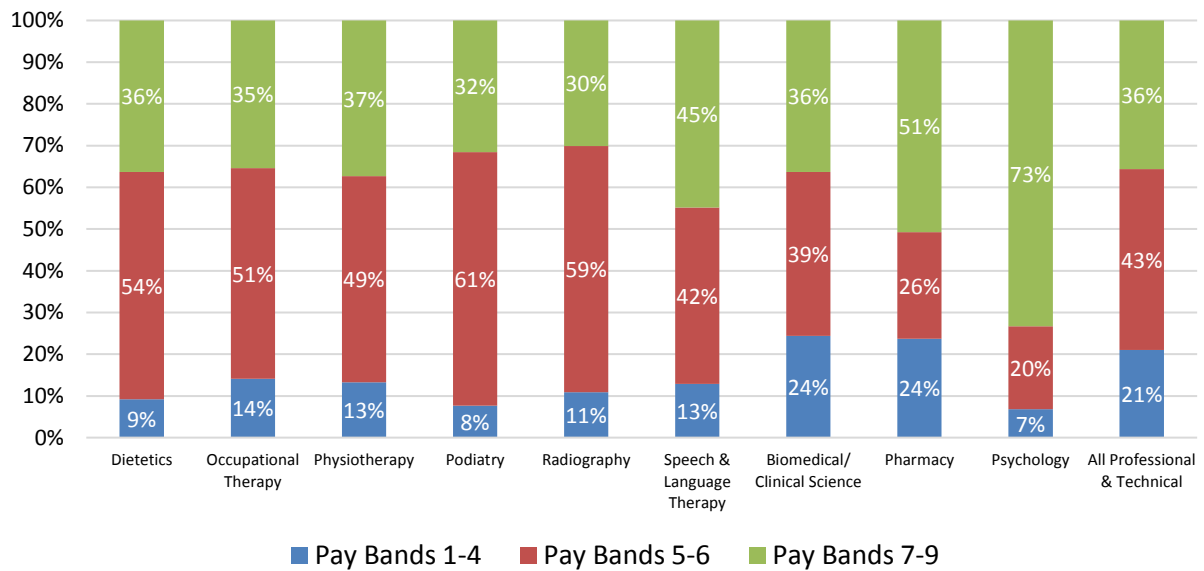
Fig. 4d: Professional & Technical Staff by Age Group (% Headcount)



Pay Bands (WTE)

A large majority (79%) of Professional & Technical staff were employed at AfC Band 5 and above. Psychology had the highest proportion of staff employed at AfC Band 7 and above, at 73%.

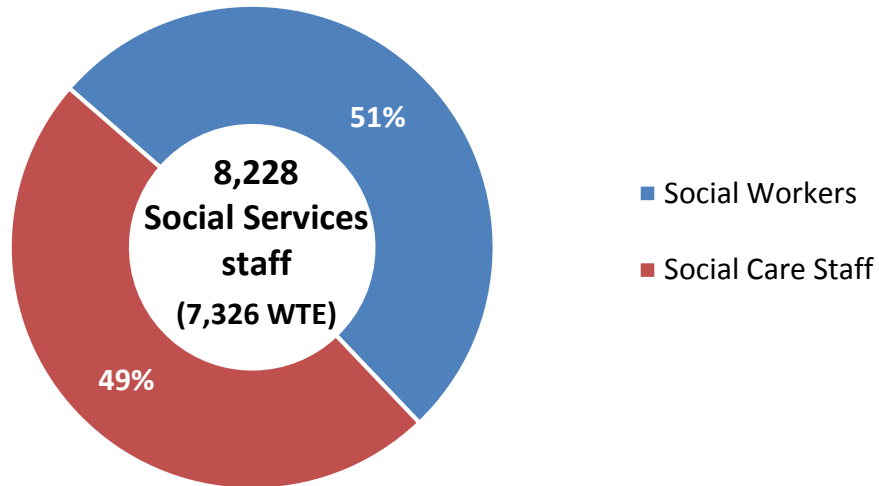
Fig. 4e: Professional & Technical Staff by Pay Band (% WTE)



Section 5: Social Services Staff - Excluding Domiciliary Care

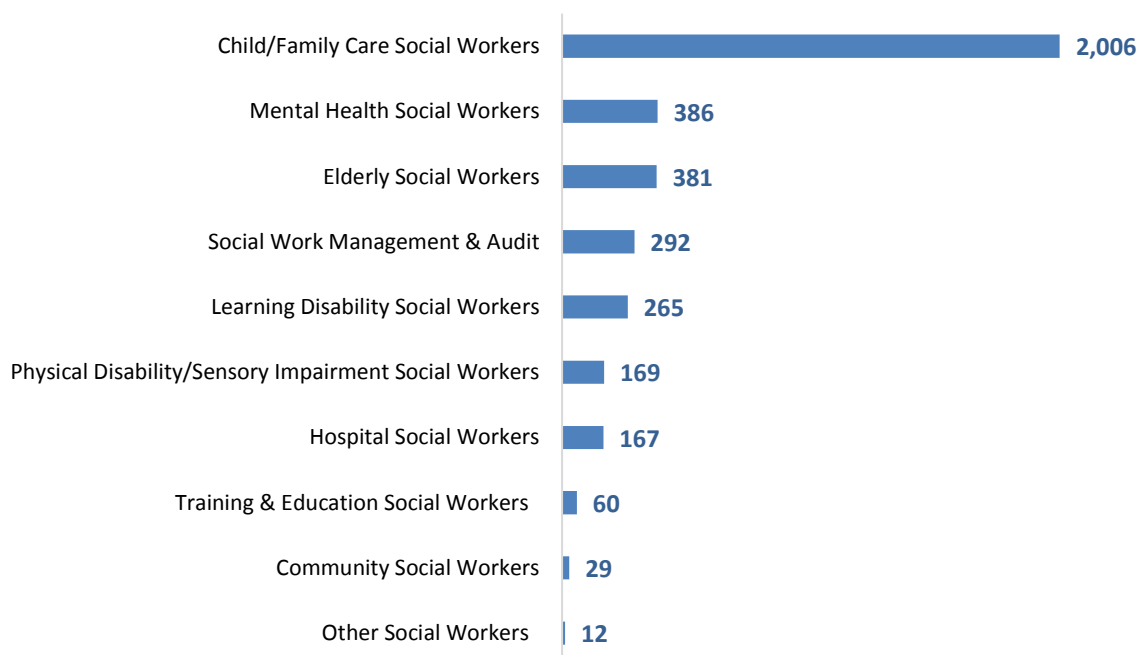
There were 8,228 (7,326 WTE) staff employed in Social Services grades. A small majority (51%, or 3,766 WTE) were social workers.

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



More than half of all social workers (53%, 2,006 WTE) were employed in Child & Family Care.

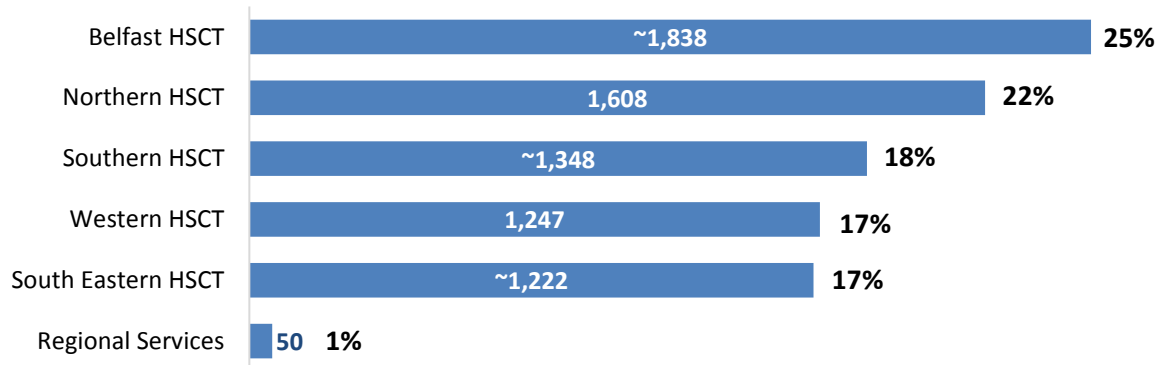
Fig. 5b: Social Workers by Group (WTE)



Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with ~1,838 WTE (25% of the total). The other Trusts employed between 17% (South Eastern, Western) and 22% (Northern) of the total. Less than 1% were employed by the Regional Services.

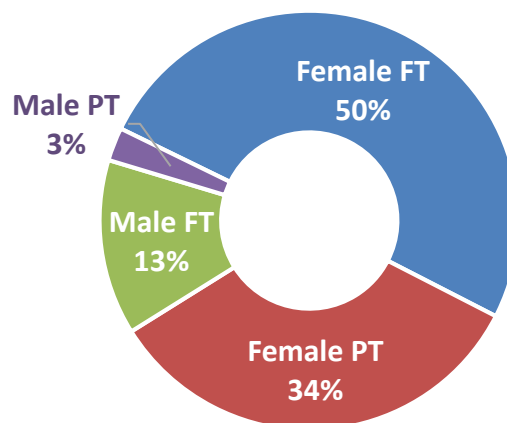
Fig 5c: Social Services Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

A large majority (84%, 6,908) of Social Services staff were female; 60% of female staff worked full-time and 49% of female staff were social workers. Eighty-three per cent of male staff worked full-time; 49% of male staff were social workers.

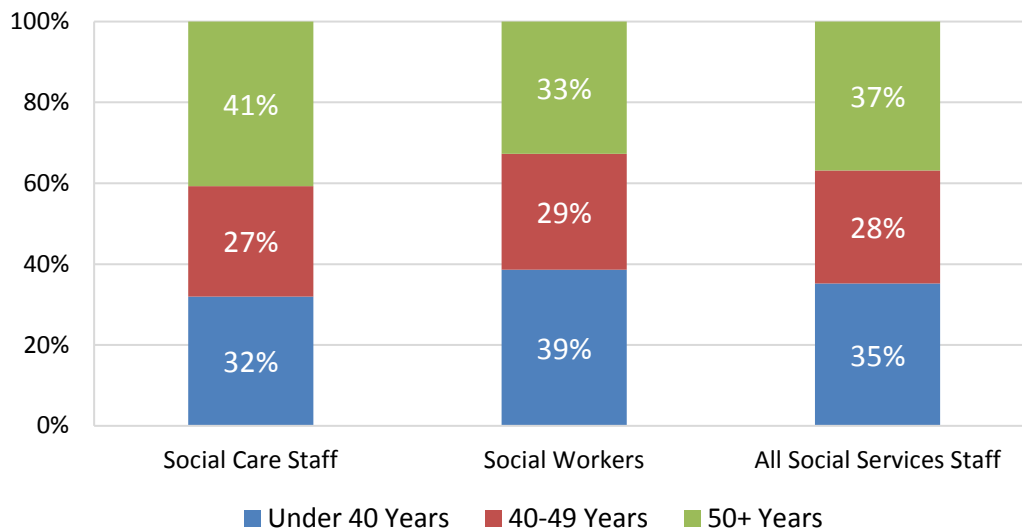
Figure 5d: Social Services Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

The Social Services Occupational Family has more staff over the age of 50 (3,029, or 37%) than under 40 (2,897, or 35%). Social workers were younger than other social care staff; 39% were under 40, whereas 41% of social care staff were over 50. One-third (33%) of social workers were over 50.

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

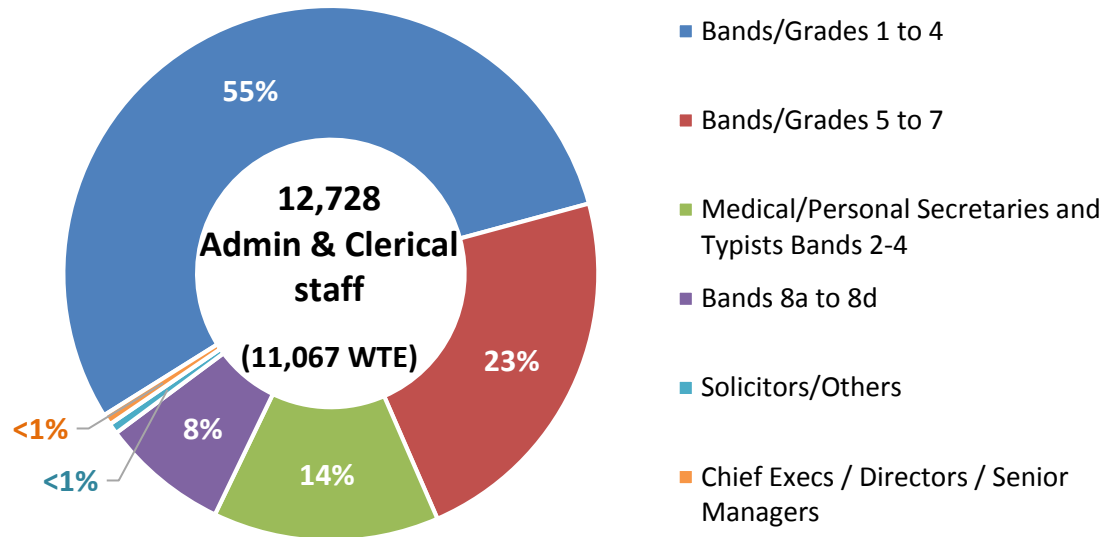


Over two fifths (41%) of physical disability/ sensory impairment social workers were aged over 50 years. Only 12% of social work managers were under 40 years of age; 55% were aged over 50.

Section 6: Administrative and Clerical Staff

There were 12,728 (11,067 WTE) Administrative & Clerical staff employed, 68% of which (7,563 WTE) were employed in general Bands/Grades 1 to 4 (non-managerial grades including secretaries and typists).

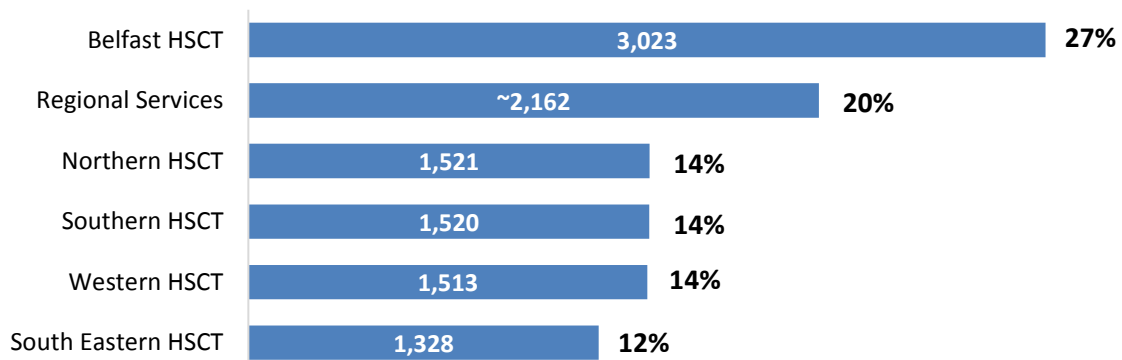
Fig. 6a: Administrative & Clerical Staff by Grade (% WTE)



Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 3,023 WTE (27% of the total). The Regional Services, particularly the Business Services Organisation and the Health & Social Care Board, employed a further ~2,162 WTE or 20%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

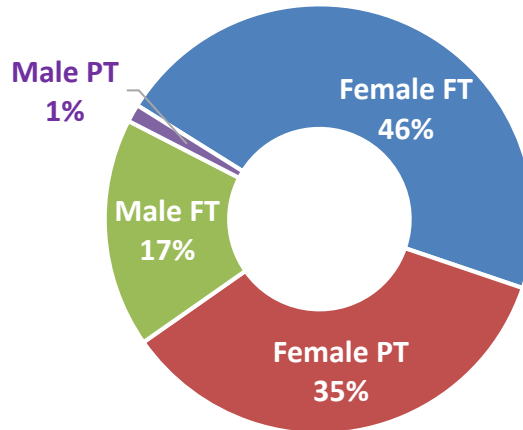
Fig. 6b: Administrative & Clerical Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

As with the HSC workforce as a whole, a majority (81%) of Administrative & Clerical staff were female. Fifty-seven per cent of female staff worked full-time compared to 93% of male staff.

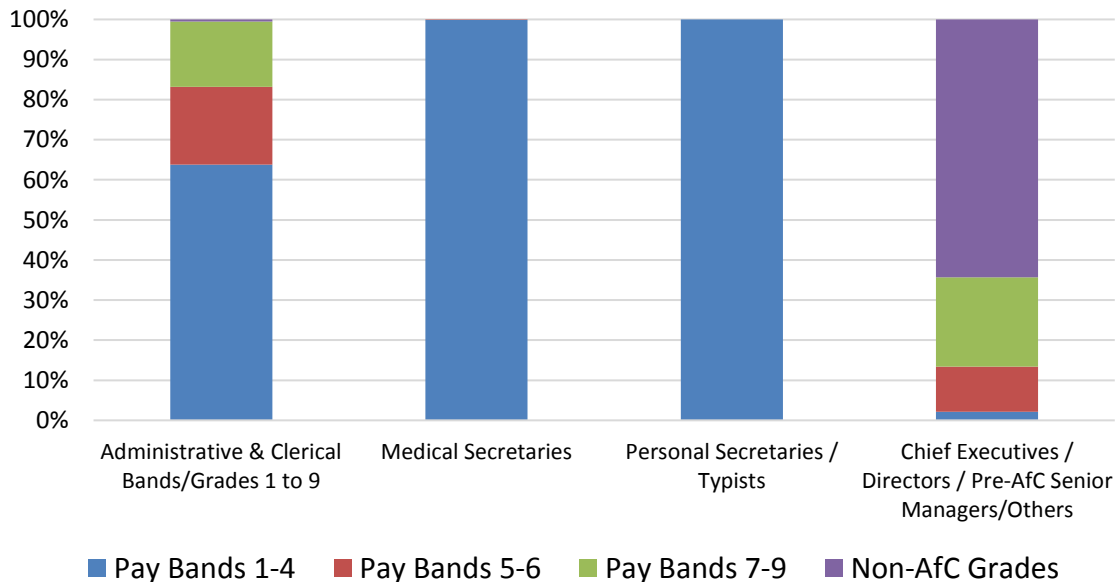
Fig. 6c: Administrative & Clerical staff by Gender and Working Pattern (% Headcount)



Pay Bands (WTE)

As described earlier, almost seven in ten (68%, or 7,563 WTE) Administrative & Clerical staff were employed at AfC Bands 1-4. This included non-managerial grades, secretaries and typists.

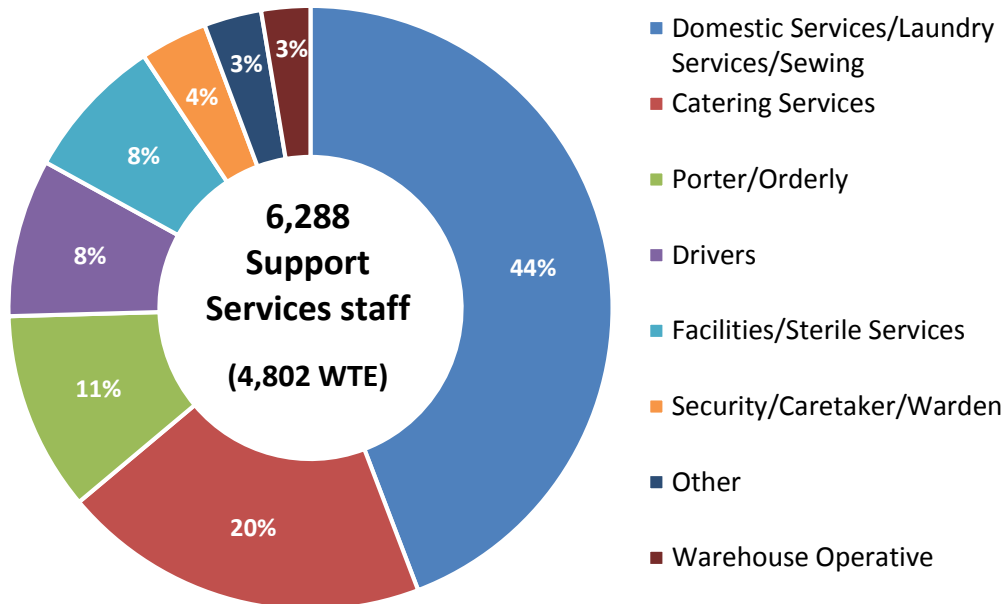
Fig. 6d: Administrative & Clerical Staff by Pay Bands (% WTE)



Section 7: Support Services Staff

There were 6,288 (4,802 WTE) Support Services staff employed. The largest sub-group was domestic services, with 1,980 WTE; they represented 41% of Support Services staff. A further 20% (946 WTE) were employed within catering services.

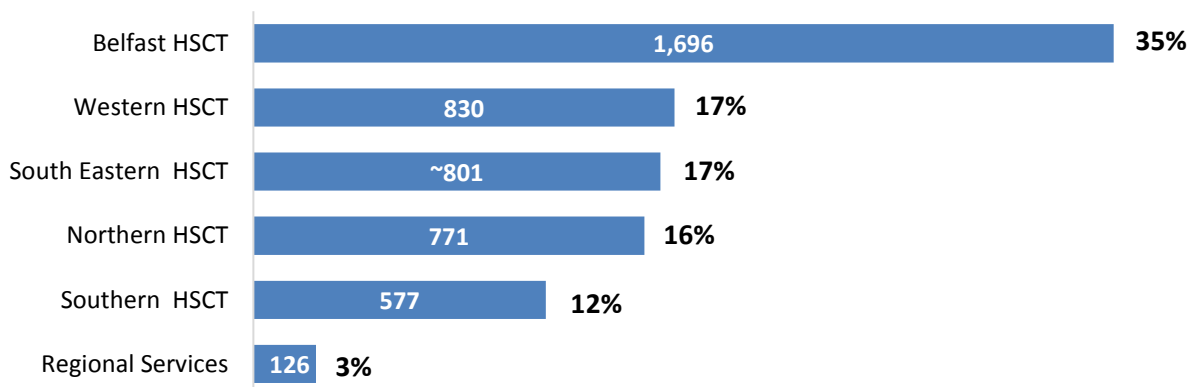
Fig. 7a: Support Services Staff by Group (% WTE)



Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,696 Support Services staff, 35% of the total. The other local Trusts employed between 12% and 17% of the remainder, with 3% employed by the Regional Services.

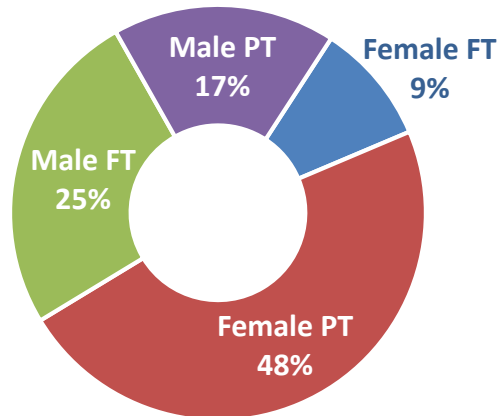
Fig. 7b: Support Services Staff by Employing Organisation (% WTE)



Gender and Working Pattern (Headcount)

The Support Services workforce was 57% female. A majority (65%) of all Support Services staff worked part-time. The warehouse operatives group had the highest proportion of staff working full-time at 92%. Most male staff (60%) worked full-time compared to 17% of female staff.

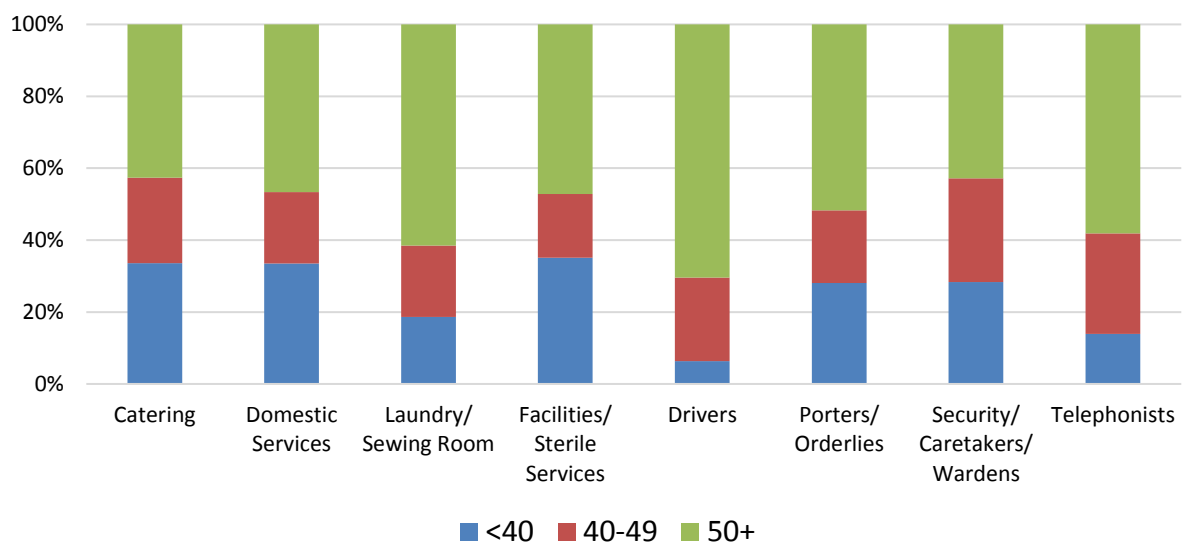
Fig. 7c: Support Services Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Almost half (48%, or 3,031) of Support Services staff were aged over 50. The highest proportion of staff aged over 50 were employed as drivers, at 70%.

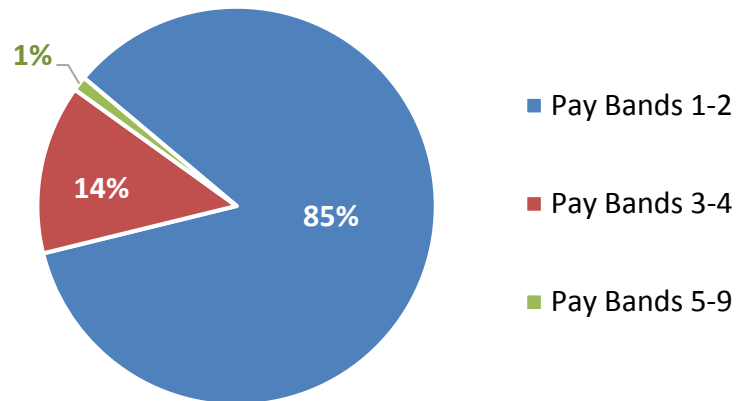
Fig. 7d: Support Services Staff by Age Group (% Headcount)



Pay Bands (WTE)

Support Services staff on average are employed at lower Bands than the other Occupational Families. A large majority (85%, or ~4,091 WTE) were employed at Band 1 or 2; only 1% (52 WTE) were employed at Band 5 or above.

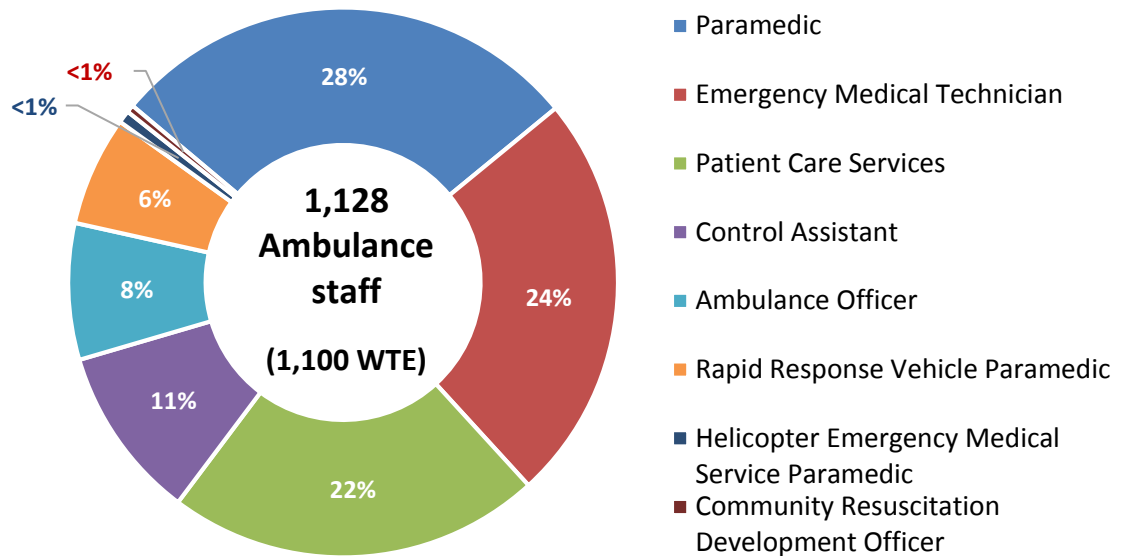
Fig. 7d: Support Services Staff by Pay Band (% (WTE))



Section 8: Ambulance Staff

There were 1,128 (1,100 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (384 WTE, 35%) were graded as either paramedics, rapid response vehicle (RRV) paramedics or helicopter emergency medical service (HEMS) paramedics; a further 264 WTE (24%) were emergency medical technicians (EMTs).

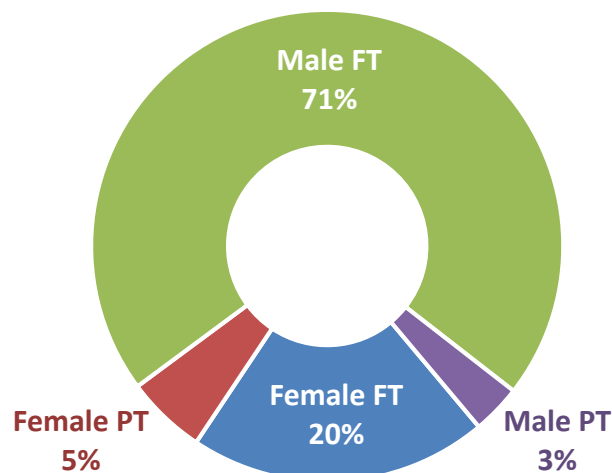
Fig. 8a: Ambulance Staff by Grade (% WTE)



Gender and Working Pattern (Headcount)

The Ambulance workforce was predominantly male (74%) and 91% of all staff worked full-time. Unlike most other Occupational Families, the proportion of female staff working part-time was very small (21%).

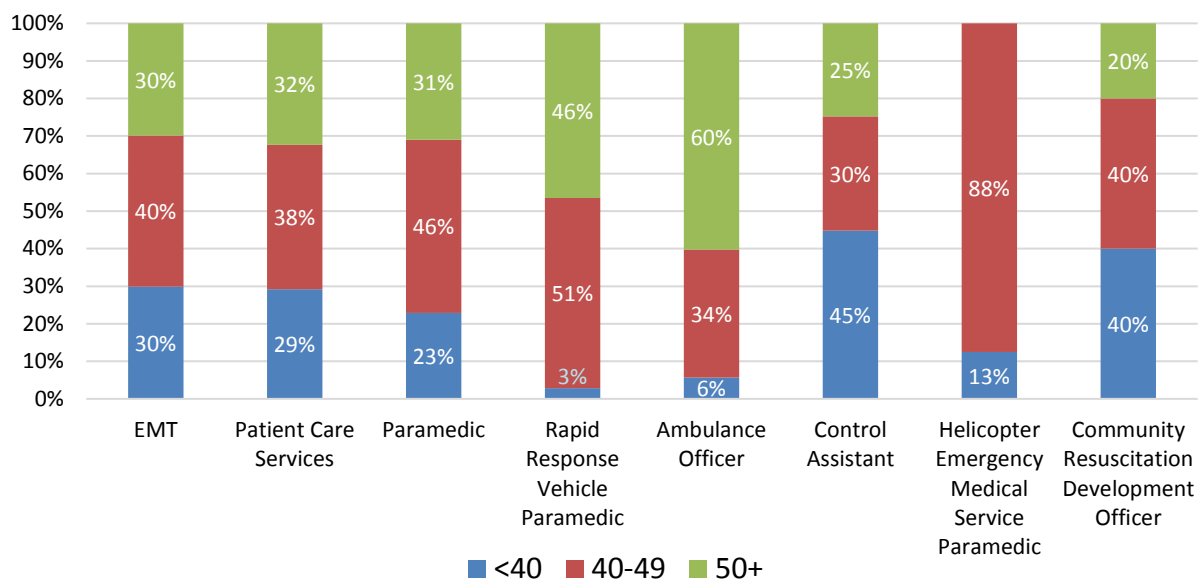
Fig. 8c: Ambulance Staff by Gender and Working Pattern (% Headcount)



Age (Headcount)

Forty-one per cent of Ambulance staff were between 40 and 49 years of age; 33% were over 50. One third (33%) of paramedics, RRV paramedics and HEMS paramedics were over 50. Ninety-four per cent of ambulance officers were over 40.

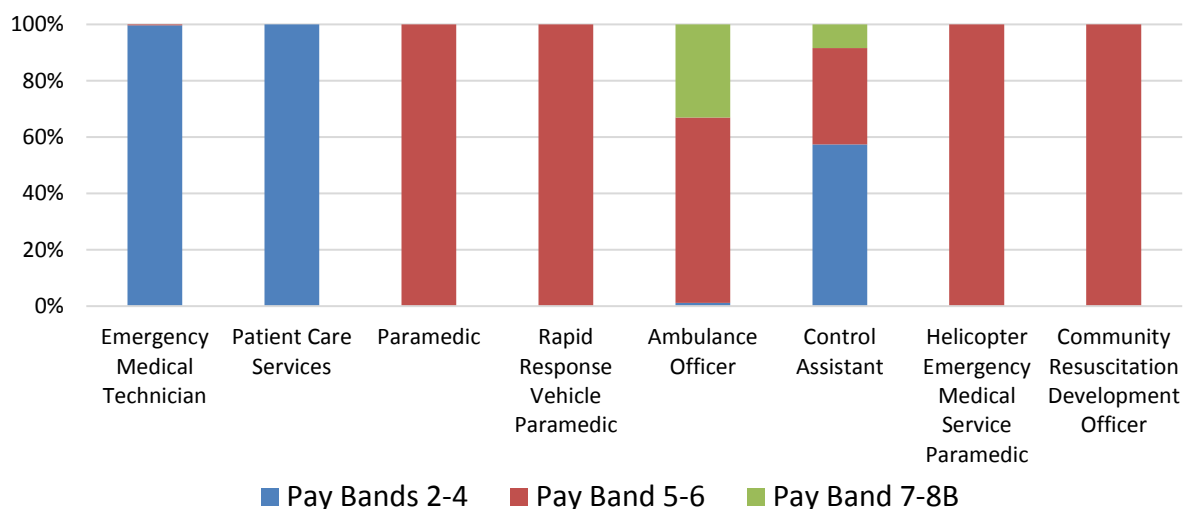
Fig. 8b: Ambulance Staff by Age Group (% Headcount)



Pay Bands (WTE)

More than half (55%, 68 WTE) of Control Assistants were employed at Bands 2-4, over one third (34%, 41 WTE) at Bands 5-6 and 8% (10 WTE) at Band 7 or above. One third (33%, 29 WTE) of Ambulance Officers were employed at Bands 7-8B.

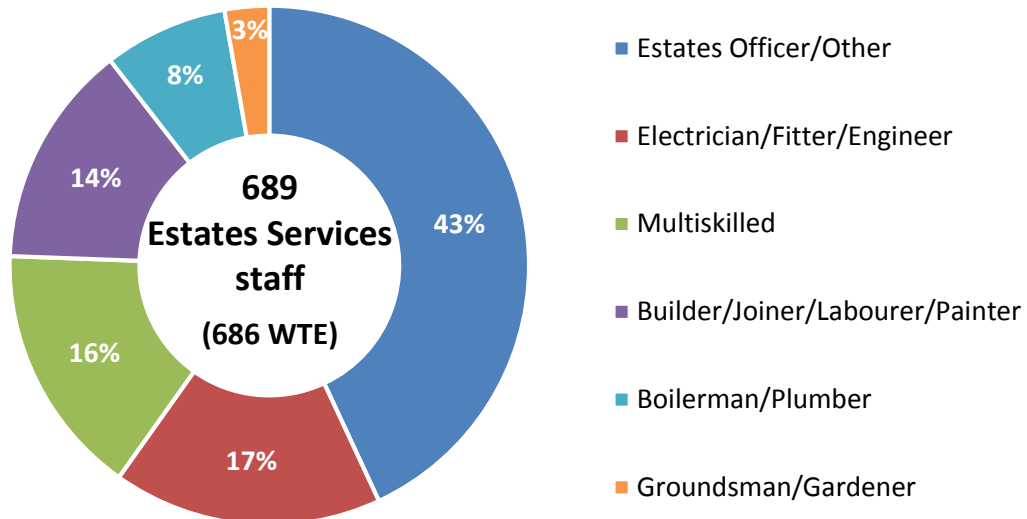
Fig. 8d: Ambulance Staff by Pay Band (% WTE)



Section 9: Estates Services Staff

There were 689 (686 WTE) Estates staff employed. The largest category of Estates staff is a broad managerial group comprising estates officers, estates technical officers, planners, estimators and multiservices managers. This group makes up 43% of total WTE, at 295.

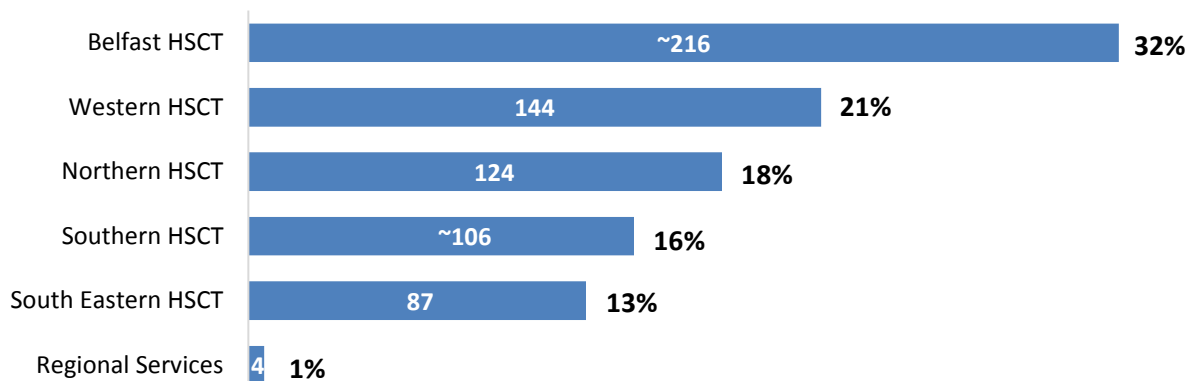
Fig. 9a: Estates Services Staff by Group (% WTE)



Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 32% (~216 WTE) were employed there. The other local Trusts employ between 13% and 21%.

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



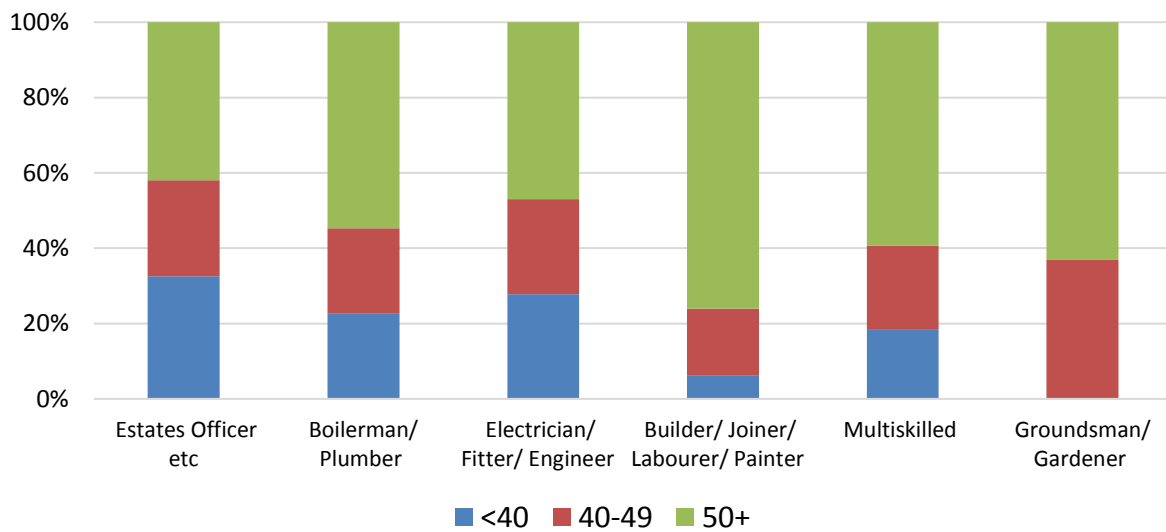
Gender and Working Pattern (Headcount)

The majority (96%, or 663) of Estates Services staff were male, and only 1% (7) of Estates Services staff worked part-time.

Age (Headcount)

The Estates Occupational Family was the only one in which the majority (357, or 52%) were over the age of 50. Less than a quarter (24%) of staff were under 40.

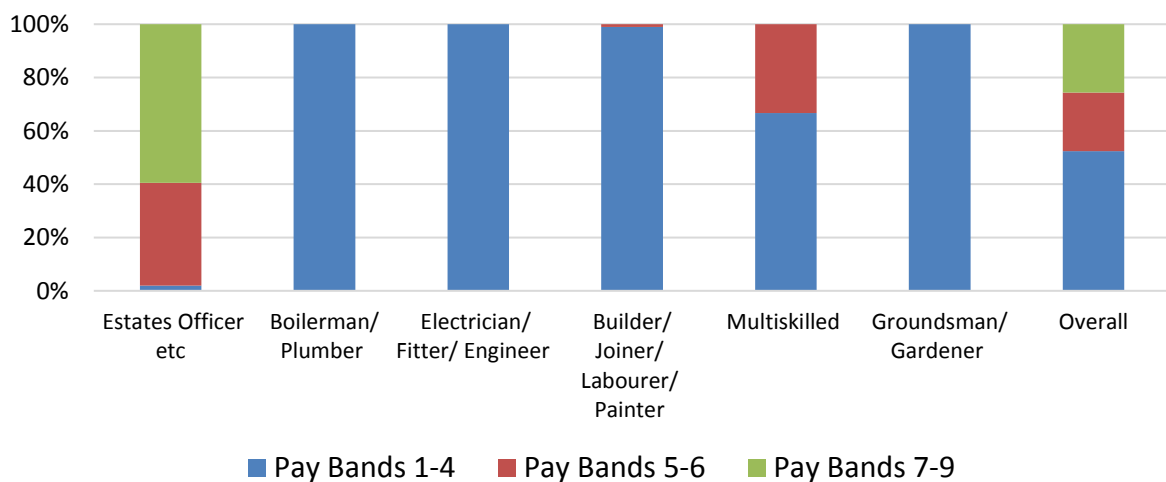
Fig. 9c: Estates Staff by Age Group (% Headcount)



Pay Bands (WTE)

Over half (52%) of Estates Services staff were employed at Bands 1-4, with the exception of the wider group of estates officers. 59% of the staff in this grouping were employed at Band 7 or above.

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



Section 10: Staff Turnover

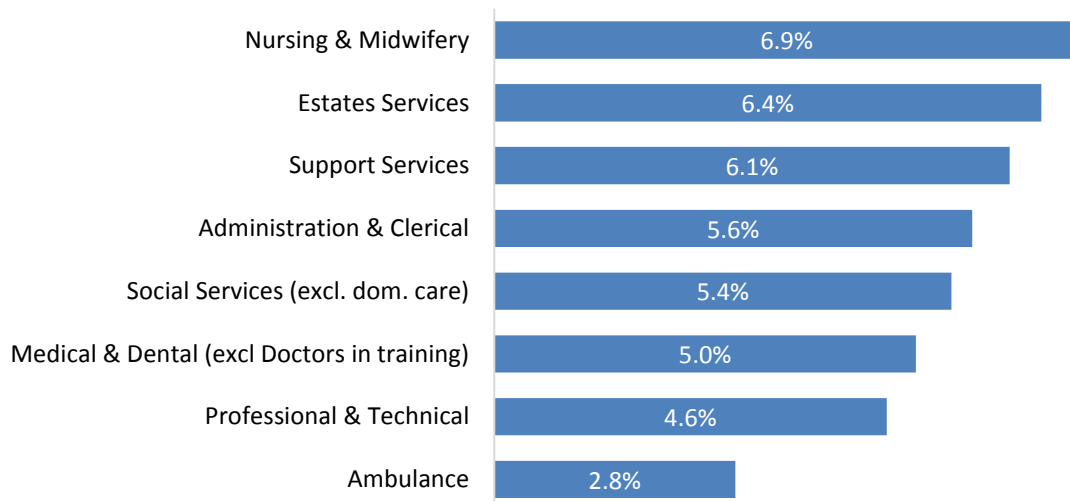
Staff leavers, joiners and movers in the HSC were calculated by comparing the snapshots of staff in post at March 2017 with staff in post at March 2018. Those who appeared on the March 2018 dataset, but not March 2017 were classed as joiners. Those who appeared on the March 2017 dataset but not March 2018 were classed as leavers. Movers were classed as those staff who moved between HSC organisations. Unique identifiers were used to track individuals' movements.

This method of calculating the number of leavers, joiners and movers has the limitation of excluding some short-term staff who were not captured on one or both datasets. In the following charts, leaving, joining and moving rates are expressed as a percentage of staff in post at the midpoint of the period, September 2017. Doctors in training were excluded from analysis due to the planned rotation of posts during their training.

Leavers

The overall leaving rate was 5.8% (3,662 staff). The Nursing & Midwifery occupational family had the highest leaving rate with 6.9% and the highest count of leavers (1,510 staff). Ambulance had the fewest number of leavers (32) equating to a leaving rate of 2.8%.

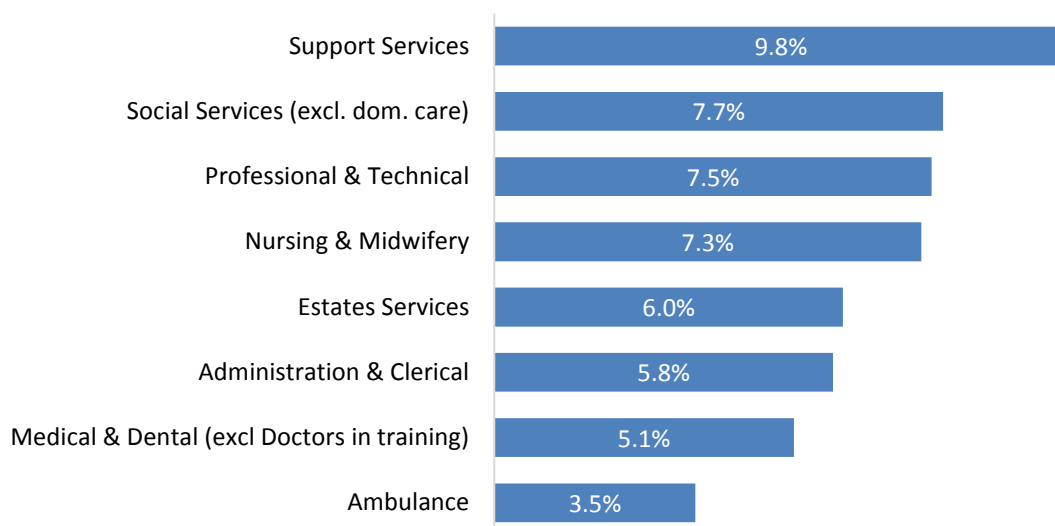
Fig 10a: Leaving Rates by Occupational Family (% Headcount)



Joiners

The overall joining rate was 7.2% (4,489 staff). Support Services had the highest joining rate with 9.8% (611 staff). The highest count of joiners was in the Nursing & Midwifery Family, with 1,612 staff (7.3%).

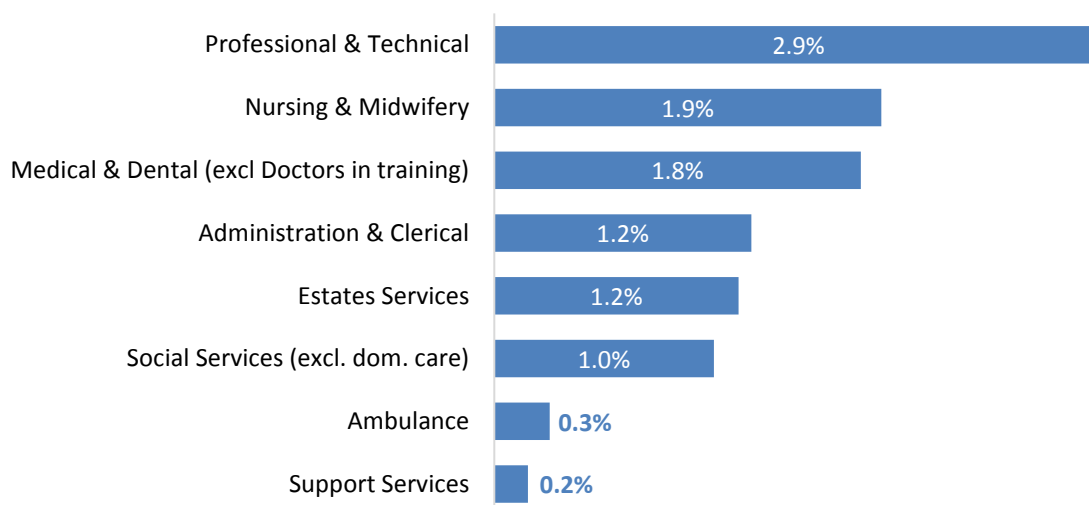
Fig 10b: Joining Rates by Occupational Family (% Headcount)



Movers

The overall moving rate (between HSC organisations) was 1.6% (982). The Professional and Technical occupational family had the highest moving rate with 2.9% (267 staff). The highest count of movers was in Nursing & Midwifery, with 407 staff (1.9%).

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



Appendix A: Tables

Table A: Health and Social Care Workforce 2009-2018

In order to facilitate comparisons between years, domiciliary care workers and NIMDTA staff 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	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Generic	148	107	80	40	35					
Admin & Clerical	12,493	12,435	12,067	12,411	12,700	12,650	12,694	12,696	12,635	12,674
Estates	681	676	661	697	696	697	706	697	689	689
Support	6,782	6,750	6,693	6,459	6,513	6,532	6,226	6,113	6,105	6,288
Registered Nursing & Midwifery	16,251	16,246	16,012	16,168	16,449	16,751	16,868	17,119	17,274	17,240
Nurse Support	4,694	4,678	4,528	4,499	4,601	4,648	4,690	4,735	4,925	5,022
Social Services (excluding domiciliary care)	7,362	7,521	7,480	7,548	7,565	7,612	7,713	7,833	8,003	8,228
Professional & Technical	7,101	7,239	7,316	7,655	7,938	8,323	8,416	8,679	9,040	9,342
Medical & Dental (excluding NIMDTA)	3,780	3,783	3,830	3,919	4,015	4,070	4,130	4,165	4,273	4,365
Ambulance	1,033	1,025	1,047	1,042	1,098	1,079	1,048	1,115	1,117	1,128
Total	60,325	60,460	59,714	60,438	61,610	62,362	62,491	63,152	64,061	64,976

WTE	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Generic	134.5	96.9	74.0	35.7	31.5					
Admin & Clerical	10,912.2	10,835.5	10,481.3	10,791.2	11,074.7	11,014.5	11,022.2	11,012.1	10,973.4	11,015.9
Estates	679.1	674.2	658.7	692.9	694.9	694.9	704.0	695.1	685.8	685.9
Support	4,946.5	4,949.9	4,944.7	4,814.2	4,829.9	4,840.7	4,652.6	4,595.2	4,619.8	4,801.8
Registered Nursing & Midwifery	13,875.9	13,898.9	13,649.0	13,822.7	14,139.5	14,428.5	14,614.0	14,932.9	15,134.1	15,112.4
Nurse Support	4,022.6	3,999.1	3,866.5	3,848.6	3,938.7	3,985.6	4,019.1	4,080.3	4,267.3	4,373.9
Social Services (excluding domiciliary care)	6,483.3	6,605.4	6,581.5	6,648.8	6,653.4	6,736.1	6,814.7	6,957.4	7,129.5	7,325.8
Professional & Technical	6,187.2	6,301.4	6,347.0	6,654.8	6,900.8	7,195.6	7,249.9	7,509.0	7,829.5	8,137.1
Medical & Dental (excluding NIMDTA)	3,491.0	3,505.0	3,550.1	3,628.7	3,718.3	3,789.5	3,804.6	3,866.1	3,970.4	4,052.1
Ambulance	1,023.9	1,014.5	1,035.8	1,030.6	1,084.8	1,062.2	1,031.6	1,091.5	1,093.3	1,099.7
Total	51,756.2	51,880.6	51,188.6	51,968.1	53,066.4	53,747.6	53,912.6	54,739.5	55,703.1	56,604.6

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	3,459	1,858	1,553	1,837	1,721	2,300	12,728
Estates Services	220	124	87	110	144	4	689
Support Services	2,179	1,076	1,042	763	1,094	134	6,288
Registered Nursing & Midwifery	5,469	2,932	2,684	3,095	2,968	92	17,240
Nurse Support Staff	1,774	788	784	805	828	43	5,022
Social Services (excl. dom. care)	2,070	1,811	1,412	1,516	1,366	53	8,228
Professional & Technical	3,364	1,674	1,249	1,499	1,402	154	9,342
Medical & Dental	1,763	605	666	640	604	322	4,600
Ambulance	0	0	0	0	0	1,128	1,128
Total (incl NIMDTA)	20,298	10,868	9,477	10,265	10,127	4,230	65,265

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	3,023.0	1,520.9	1,327.9	1,519.9	1,513.0	2,162.8	11,067.4
Estates Services	218.9	123.7	86.5	108.8	144.0	4.0	685.9
Support Services	1,695.9	770.9	802.3	576.7	830.3	125.7	4,801.8
Registered Nursing & Midwifery	4,827.8	2,501.4	2,346.4	2,653.9	2,697.0	85.8	15,112.4
Nurse Support Staff	1,539.2	671.1	688.2	703.2	735.5	36.8	4,373.9
Social Services (excl. dom. care)	1,839.1	1,607.7	1,232.7	1,350.0	1,246.6	49.8	7,325.8
Professional & Technical	2,970.1	1,402.0	1,093.7	1,277.2	1,253.3	140.7	8,137.1
Medical & Dental	1,662.9	554.2	606.7	582.0	579.4	213.8	4,199.0
Ambulance	0.0	0.0	0.0	0.0	0.0	1,099.7	1,099.7
Total (incl NIMDTA)	17,776.7	9,151.8	8,184.4	8,771.7	8,999.2	3,919.1	56,802.9

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	5,859	4,475	2,875.8	10,334	8,734.8
Estates Services	26		-	26	25.3
Support Services	595	2,999	1,892.6	3,594	2,487.6
Registered Nursing & Midwifery	9,320	6,850	4,744.1	16,170	14,064.1
Nurse Support Staff	2,147	2,173	1,548.8	4,320	3,695.8
Social Services (excluding domiciliary care)	4,130	2,778	1,934.4	6,908	6,064.4
Professional & Technical	4,500	3,069	1,971.9	7,569	6,471.9
Medical & Dental	1,649	680	406.5	2,329	2,055.5
Ambulance	231	62	45.2	293	276.2
Total (incl NIMDTA)	~28,431	~23,086	~15,419.2	51,543	43,875.5

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2,215	179	117.6	2,394	2,332.6
Estates Services	658	5	2.6	663	660.6
Support Services	1,603	1,091	711.3	2,694	2,314.3
Registered Nursing & Midwifery	990	80	58.3	1,070	1,048.3
Nurse Support Staff	610	92	68.1	702	678.1
Social Services (excluding domiciliary care)	1,101	219	160.4	1,320	1,261.4
Professional & Technical	1,554	219	111.2	1,773	1,665.2
Medical & Dental	2,054	217	89.5	2,271	2,143.5
Ambulance	797	38	26.4	835	823.4
Total (incl NIMDTA)	11,582	2,140	1,345.4	13,722	12,927.4

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	225	760	1,470	1,713	1,769	2,138	2,021	1,617	804	211	12,728
Estates Services	11	30	54	72	76	89	98	141	101	17	689
Support Services	335	461	571	537	558	795	1,020	1,039	676	296	6,288
Registered Nursing & Midwifery	888	1,966	2,175	2,237	2,201	2,482	2,791	1,782	599	119	17,240
Nurse Support Staff	252	532	538	568	570	688	806	581	387	100	5,022
Social Services (excl. dom. care)	142	642	1,000	1,113	1,099	1,203	1,312	1,073	529	115	8,228
Professional & Technical	491	1,311	1,739	1,598	1,255	1,059	870	701	241	77	9,342
Medical & Dental	119	931	887	590	614	497	433	320	165	44	4,600
Ambulance	13	71	104	103	221	240	188	120	51	17	1,128
Total (incl NIMDTA)	2,476	6,704	8,538	8,531	8,363	9,191	9,539	7,374	3,553	996	65,265

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	9,018	1,950	1,616	144	12,728
Estates Services	360	152	177	0	689
Support Services	6,235	42	11	0	6,288
Registered Nursing & Midwifery	0	14,297	2,921	22	17,240
Nurse Support Staff	5,017	0	0	5	5,022
Social Services (excluding domiciliary care)	2,853	3,778	1,597	0	8,228
Professional & Technical	1,964	4,003	3,367	8	9,342
Medical & Dental	0	0	0	4,600	4,600
Ambulance	595	494	39	0	1,128
Total (incl NIMDTA)	26,042	24,716	9,728	4,779	65,265

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	7,521.8	1,838.1	1,569.2	138.3	11,067.4
Estates Services	359.2	151.0	175.7	0.0	685.9
Support Services	4,749.3	41.5	11.0	0.0	4,801.8
Registered Nursing & Midwifery	0.0	12,338.2	2,752.6	21.6	15,112.4
Nurse Support Staff	4,369.4	0.0	0.0	4.5	4,373.9
Social Services (excluding domiciliary care)	2,344.9	3,442.2	1,538.7	0.0	7,325.8
Professional & Technical	1,711.4	3,521.5	2,896.6	7.6	8,137.1
Medical & Dental	0.0	0.0	0.0	4,199.0	4,199.0
Ambulance	572.6	488.1	38.9	0.0	1,099.7
Total (incl NIMDTA)	21,628.7	21,820.6	8,982.6	4,371.0	56,802.9

Table 2a: Medical & Dental Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	780	227	258	233	243	59	1,800
Associate Specialist/Specialty Doctor/Staff Grade	136	106	112	125	84		563
Specialty/Specialist Registrar	573	158	175	167	176	156	1,405
Foundation Doctor	209	76	85	67	85	0	522
Hospital Dental Practitioner / Community Dental Officer	22	28	22	15	14	13	114
Other Medical	43	10	14	33	96		196
Total	1,763	605	666	640	604	322	4,600

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	732.7	214.9	242.8	222.6	236.3	43.7	1,692.9
Associate Specialist/Specialty Doctor/Staff Grade	116.6	88.6	89.2	107.1	73.6		475.1
Specialty/Specialist Registrar	559.5	150.6	169.0	162.8	175.3	142.8	1,360.0
Foundation Doctor	207.4	76.0	83.9	67.0	85.0	0.0	519.3
Hospital Dental Practitioner / Community Dental Officer	13.4	18.2	13.7	11.9	8.8	8.6	74.5
Other Medical	33.3	5.9	8.2	10.7	19.1		77.1
Total	1,662.9	554.2	606.7	582.0	579.4	213.8	4,199.0

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	463	204	146.4	667	609.4
Associate Specialist/Specialty Doctor/Staff Grade	190	183	104.7	373	294.7
Specialty/Specialist Registrar	670	142	98.2	812	768.2
Foundation Doctor	293	5	3.0	298	296.0
Hospital Dental Practitioner / Community Dental Officer	17	67	38.2	84	55.2
Other Medical	16	79	15.9	95	31.9
Total	1,649	680	406.5	2,329	2,055.5

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	1,026	107	57.5	1,133	1,083.5
Associate Specialist/Specialty Doctor/Staff Grade	170	20	10.4	190	180.4
Specialty/Specialist Registrar	589	4	2.9	593	591.9
Foundation Doctor	224	-	-	224	223.3
Hospital Dental Practitioner / Community Dental Officer	15	15	4.3	30	19.3
Other Medical	31	70	14.2	101	45.2
Total	~1,831	~216	~89.3	2,271	2,143.5

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	63	310	416	355	310	209	106	31	1,800	
Associate Specialist/ Specialty Doctor/ Staff Grade	0	17	94	84	107	84	75	69	27	6	563
Specialty/Specialist Registrar	0	557	642	147	35	14	5	5	0	0	1,405
Foundation Doctor	119	343	45	15	0	0	0	0	0	0	522
Hospital Dental Practitioner / Community Dental Officer	0	7	6	6	21	24	21	19	10	0	114
Other Medical	0	6	38	31	32	20	24	21	17	7	196
Total	119	~930	~825	~578	~611	497	~430	~318	165	44	4,600

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

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	3,352	1,260	1,312	1,633	1,546	12	9,115
Mental Health Nurses	399	322	239	340	368	-	~1,668
Learning Disability Nurses	163	38	31	94	65	0	391
Midwives/Student Midwives	315	247	243	319	229	0	1,353
Health Visitors/Student Health Visitors	121	125	97	141	95	0	579
District Nursing	228	231	239	90	230	0	1,018
Paediatric Nurses	378	150	104	140	139	0	911
School Nurses	31	22	22	33	28	0	136
Treatment Room/Practice/Family Planning Nurses	29	118	21	32	26	0	226
Specialist Nursing	311	282	190	187	178	27	1,175
Nurse Managers/Audit/Ward Sisters	123	108	131	60	45	4	471
Teacher/Trainer	14	24	-	20	13	48	~119
Other Registered Nurses	5	5	54	6	6	0	76
Nurse Support Staff	1,774	788	784	805	828	43	5,022
Total	7,243	3,720	~3,467	3,900	3,796	~134	22,262

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	2,952.1	1,090.7	1,149.1	1,397.2	1,412.9	9.1	8,011.0
Mental Health Nurses	383.9	310.4	230.6	321.0	358.2	-	~1,604.1
Learning Disability Nurses	153.9	35.3	27.3	86.8	63.2	0.0	366.6
Midwives/Student Midwives	262.4	189.0	202.4	243.4	192.5	0.0	1,089.8
Health Visitors/Student Health Visitors	108.6	105.4	84.0	117.6	80.9	0.0	496.5
District Nursing	198.8	183.2	189.2	80.0	199.7	0.0	850.9
Paediatric Nurses	320.4	128.3	84.9	121.7	125.1	0.0	780.5
School Nurses	23.1	17.0	16.5	24.5	22.2	0.0	103.3
Treatment Room/Practice/Family Planning Nurses	17.7	70.0	14.4	21.3	20.1	0.0	143.5
Specialist Nursing	272.8	245.9	169.8	164.4	162.1	26.4	1,041.5
Nurse Managers/Audit/Ward Sisters	117.3	103.6	125.0	56.1	43.0	4.0	449.0
Teacher / Trainer	13.0	19.7	-	16.9	12.2	45.4	~107.2
Other Registered Nurses	3.8	2.7	52.1	3.2	4.7	0.0	66.5
Nurse Support Staff	1,539.2	671.1	688.2	703.2	735.5	36.8	4,373.9
Total	6,367.0	3,172.4	~3,033.6	3,357.1	3,432.5	~121.7	19,486.3

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	4,971	3,673	2,581.0	8,644	7,552.0
Mental Health Nurses	1,112	199	139.4	1,311	1,251.4
Learning Disability Nurses	255	83	59.4	338	314.4
Midwives/Student Midwives	481	868	604.8	1,349	1,085.8
Health Visitors/Student Health Visitors	301	276	193.5	577	494.5
District Nursing	513	477	310.4	990	823.4
Paediatric Nurses	454	440	309.9	894	763.9
School Nurses	27	109	76.3	136	103.3
Treatment Room/Practice/Family Planning Nurses	40	184	101.5	224	141.5
Specialist Nursing	696	412	279.7	1,108	975.7
Nurse Managers/Audit	358	72	50.5	430	408.5
Teacher/Trainer	69	36	25.2	105	94.2
Other Registered Nurses	43	21	12.5	64	55.5
Nurse Support Staff	2,147	2,173	1,548.8	4,320	3,695.8
Total	11,467	9,023	6,292.9	20,490	17,759.9

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	420	51	39.0	471	459.0
Mental Health Nurses	344	14	9.8	358	353.8
Learning Disability Nurses	53		-	53	52.2
Midwives/Health Visitors/District Nursing/Paediatric Nurses	51		-	51	50.1
Specialist Nursing	63	4	2.7	67	65.7
Nurse Managers / Nursing Audit	41		-	41	40.5
Teacher/Trainer/Treatment Room/Other Registered Nurses	24	5	3.0	29	27.0
Nurse Support Staff	610	92	68.1	702	678.1
Total	1,600	172	126.4	1,772	1,726.4

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	656	1,368	1,260	1,188	1,130	1,183	1,137	821	309	63	9,115
Mental Health Nurses	69	142	195	214	213	265	377	133	45	16	~1,668
Learning Disability Nurses	31	47	52	57	48	49	73	22	12		391
Midwives/Student Midwives	40	120	159	179	180	165	215	199	85	11	1,353
Health Visitors/ Student Health Visitors	0	21	77	101	81	95	114	70	20	0	579
District Nursing	21	78	111	130	135	181	180	143	39		1,018
Paediatric Nurses	70	142	167	125	113	88	117	71	18		911
School Nurses	0	23		18	18	27	24	18	8	0	136
Treatment Room/ Practice/ Family Planning Nurses	4		11	15	28	36	59	45	16	12	226
Specialist Nursing	0	32	99	149	166	249	296	149	29	6	1,175
Nurse Managers/Audit	0	17		40	67	98	139	88	18	4	471
Teacher/Trainer	0		12		14	31	42	17	4		~119
Other Registered Nurses	0	8	6	12	8	15	18	9		0	76
Nurse Support Staff	252	532	538	568	570	688	806	581	387	100	5,022
Total	~1,139	2,498	2,713	~2,796	2,771	3,170	3,597	~2,357	986	219	22,262

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	8,377	738	0	9,115
Mental Health Nurses	0	1,305	364	0	~1,668
Learning Disability Nurses	0	327	64	0	391
Midwives/Student Midwives	0	1,171	182	0	1,353
Health Visitors/Student Health Visitors	0	510	69	0	579
District Nursing	0	891	127	0	1,018
Paediatric Nurses	0	816	95	0	911
School Nurses	0	130	6	0	136
Treatment Room/ Practice/ Family Planning Nurses	0	215	11	0	226
Specialist Nursing	0	443	732	0	1,175
Nurse Managers/Audit/Ward Sisters	0	54	417	0	471
Teaching/Training	0	9	111	0	~119
Other Registered Nurses	0	49	5	22	76
Nursing Support	5,017	0	0	5	5,022
Total	5,017	14,297	2,921	27	22,262

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	7,308.5	702.5	0.0	8,011.0
Mental Health Nurses	0.0	1,249.3	355.8	0.0	~1,604.1
Learning Disability Nurses	0.0	304.2	62.4	0.0	366.6
Midwives/Student Midwives	0.0	924.0	165.8	0.0	1,089.8
Health Visitors/Student Health Visitors	0.0	432.3	64.2	0.0	496.5
District Nursing	0.0	732.7	118.3	0.0	850.9
Paediatric Nurses	0.0	696.7	83.8	0.0	780.5
School Nurses	0.0	97.3	6.0	0.0	103.3
Treatment Room/ Practice/ Family Planning Nurses	0.0	135.8	7.7	0.0	143.5
Specialist Nursing	0.0	364.4	677.1	0.0	1,041.5
Nurse Managers/Audit/Ward Sisters	0.0	45.0	404.0	0.0	449.0
Teaching/Training	0.0	7.4	100.8	0.0	~107.2
Other Registered Nurses	0.0	40.6	4.4	21.6	66.5
Nursing Support	4,369.4	0.0	0.0	4.5	4,373.9
Total	4,369.4	12,338.2	2,752.6	26.1	19,486.3

Table 4a: Professional & Technical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	109	83	62	68	66		388
Occupational Therapists	295	250	177	245	154		1,121
Occupational Therapy Support	44	55	39	32	25	0	195
Orthoptists & Orthoptic Support	7	14	7	5	10	0	43
Physiotherapists	404	200	204	260	151		1,219
Physiotherapy Support	47	36	36	50	31	0	200
Podiatrists & Podiatry Support	73	63	44	48	44		272
Radiographers	385	132	107	153	190		967
Radiography Support	42	17	7	29	24	0	119
Speech & Language Therapists	164	130	95	103	77	0	569
Speech & Language Therapy Support	18	17	30	7	13	0	85
Multi-AHP Support	52	14			0	0	66
Biomedical Scientists	281	130	72	86	103	46	718
Biomedical Science - Support	101	48	24	32	49	19	273
Clinical Scientists	113	0	12				125
Medical Technical Officers	383	153	103	117	129		885
Assistant Technical Officer	167	73	32	76	50	0	398
Pharmacists	194	132	85	85	87	42	625
Pharmacy Support	166	47			100	0	313
Clinical Psychologists	97	72	54	36	55	32	346
Assistant Psychologists	10	23	9	8	7	0	57
Dental/ Dental Support/ Dental Students	107	10		28	0	0	145
Optometrists	38	0	0	0	9	4	51
Chaplaincy	26	14	9	20	21	0	90
Others	41	16	7		8	0	72
Total	3,364	1,674	1,249	1,499	1,402	154	9,342

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

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	89.2	55.8	52.3	48.9	53.6		299.7
Occupational Therapists	268.4	207.4	161.9	217.8	140.2		995.6
Occupational Therapy Support	39.4	44.7	35.0	26.0	22.1	0.0	167.1
Orthoptists & Orthoptic Support	6.6	10.6	5.4	4.4	10.0	0.0	36.9
Physiotherapists	329.7	164.1	174.6	219.4	133.2		1,021.0
Physiotherapy Support	32.5	25.9	30.1	40.5	27.2	0.0	156.2
Podiatrists & Podiatry Support	62.3	51.7	33.8	34.5	36.2		218.4
Radiographers	348.0	113.5	95.2	140.9	179.1		876.8
Radiography Support	38.7	15.4	6.7	24.8	21.8	0.0	107.4
Speech & Language Therapists	137.7	103.6	82.2	83.7	65.3	0.0	472.6
Speech & Language Therapy Support	14.6	13.1	26.2	5.1	11.1	0.0	70.1
Multi-AHP Support	42.5		12.8		0.0	0.0	55.2
Biomedical Scientists	270.0	121.1	70.1	80.5	98.6	43.5	684.0
Biomedical Science - Support	97.0	42.6	22.1	29.4	44.6	16.8	252.5
Clinical Scientists	106.7	0.0		11.5			118.2
Medical Technical Officers	362.4	134.8	88.8	106.6	117.5		810.1
Assistant Technical Officer	154.6	64.4	28.9	66.0	45.7	0.0	359.7
Pharmacists	175.9	113.1	74.4	73.3	80.9	35.9	553.5
Pharmacy Support	149.7		43.2		90.1	0.0	283.1
Clinical Psychologists	86.9	64.5	47.8	33.9	50.5	32.0	315.7
Assistant Psychologists	9.2	22.9	7.7	7.2	6.4	0.0	53.3
Dental/ Dental Support/ Dental Students	84.8	8.9		20.2	0.0	0.0	113.9
Optometrists	21.1	0.0	0.0	0.0	10.3		31.4
Chaplaincy	11.8		8.4		4.8	0.0	25.0
Others	30.3	15.1	7.0		7.2	0.0	59.6
Total	2,970.1	1,402.0	1,093.7	1,277.2	1,253.3	140.7	8,137.1

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Dietitians & Dietetic Support	170	211	123.7	381	293.7
Occupational Therapists	725	360	236.1	1,085	961.1
Occupational Therapy Support	88	72	45.0	160	133.0
Orthoptists & Orthoptic Support	24	16	9.9	40	33.9
Physiotherapists	531	479	289.2	1,010	820.2
Physiotherapy Support	68	101	62.0	169	130.0
Podiatrists & Podiatry Support	78	140	89.2	218	167.2
Radiographers	574	274	185.8	848	759.8
Radiography Support	44	39	28.4	83	72.4
Speech & Language Therapists	286	276	179.8	562	465.8
Speech & Language Therapy Support	37	48	33.1	85	70.1
Multi-AHP Support	10	45	35.3	55	45.3
Biomedical Scientists	390	103	72.8	493	462.8
Biomedical Science - Support	119	45	27.9	164	146.9
Clinical Scientists	43	20	14.8	63	57.8
Medical Technical Officers	407	225	154.9	632	561.9
Assistant Technical Officer	129	101	64.1	230	193.1
Pharmacists	335	170	105.1	505	440.1
Pharmacy Support	150	71	43.1	221	193.1
Clinical Psychologists	159	103	75.0	262	234.0
Assistant Psychologists	37	12	8.7	49	45.7
Dental/ Dental Support/ Dental Students	68	76	44.9	144	112.9
Optometrists	8	26	12.9	34	20.9
Chaplaincy/Others	20	56	30.2	76	50.2
Total	4,500	3,069	1,971.9	7,569	6,471.9

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

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Dietetic/ Orthoptic/ Speech & Language Therapy Staff	17		-	17	15.8
Occupational Therapists	36		-	36	34.6
Occupational Therapy Support	30	5	4.1	35	34.1
Physiotherapists	186	23	14.8	209	200.8
Physiotherapy Support	22	9	4.3	31	26.3
Podiatrists & Podiatry Support	44	10	7.2	54	51.2
Radiographers	115	4	1.9	119	116.9
Radiography Support	36		-	36	35.0
Biomedical Scientists	215	10	6.2	225	221.2
Biomedical Science - Support	97	12	8.6	109	105.6
Clinical Scientists	62		-	62	60.4
Medical Technical Officers	240	13	8.3	253	248.3
Assistant Technical Officer	161	7	5.6	168	166.6
Pharmacists	105	15	8.4	120	113.4
Pharmacy Support	87	5	2.9	92	89.9
Clinical Psychologists/Assistants	80	12	9.3	92	89.3
Chaplaincy/Dental/Optomety/Others	33	82	22.8	115	55.8
Total	1,554	219	111.2	1,773	1,665.2

Table 4c: Professional & Technical Staff by Age Group (Headcount)

Headcount	< 25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	Total
Dietitians & Dietetic Support	19	60	82	98	45	46	24	10	4	0	388
Occupational Therapists	63	200	240	181	165	117	77	70	8		1,121
Occupational Therapy Support	7	17	20	21	37	29	27	22	11	4	195
Orthoptists & Orthoptic Support	4	7	5	6	7	5	9		0	0	43
Physiotherapists	92	139	259	254	154	142	88	72	19		1,219
Physiotherapy Support	8	23	18	25	36	32	27	21	10		200
Podiatrists & Podiatry Support	8	27	37	42	45	38	39	29	7		272
Radiographers	93	183	189	163	97	74	69	65	34		967
Radiography Support	5	6	22	14	19	12	17	19	5		119
Speech & Language Therapists	25	82	136	96	71	70	56		33		569
Speech & Language Therapy Support	10		16	15	5	15	15	5	4	0	85
Multi-AHP Support	8		8	4	17	9	5	10	5	0	66
Biomedical Scientists	32	120	100	123	100	64	73	76	26	4	718
Biomedical Science - Support	22	57	58	48	25	19	16	16	12		273
Clinical Scientists	10		15	17	32	13	19	14	5		125
Medical Technical Officers	31	85	155	149	122	114	93	96	30	10	885
Assistant Technical Officer	16	45	56	55	36	48	65	45	26	6	398
Pharmacists	21	116	136	97	100	76	48	22	9		625
Pharmacy Support	27	51	66	54	35	26	22	26	6		313
Clinical Psychologists	28		62	77	62	58	33	18	8		346
Assistant Psychologists	5	21	17		14		0	0	0	0	57
Dental/ Dental Support/ Dental Students	19		27	25	19	18	17	9	7	4	145
Optometrists	0	13		14	10	6	8		0	0	51
Chaplaincy/ Others	7		5	9	14	27	28	21	23	28	162
Total	491	1,311	~1,729	~1,587	~1,253	~1,058	870	701	241	77	9,342

Table 4d: Professional & Technical Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	38	213	137	0	388
Occupational Therapy	192	640	484	0	1,316
Orthoptics	7	20	16	0	43
Physiotherapy	200	659	560	0	1,419
Podiatry	21	165	86	0	272
Radiography	119	640	327	0	1,086
Speech & Language Therapy	85	272	297	0	654
Multi-AHP Support	66	0	0	0	66
Biomedical Science	278	422	291	0	991
Clinical Scientists	0	11	114	0	125
Medical Technical Officers	198	487	200	0	885
Assistant Technical Officer	397	-	0	0	-397
Pharmacists	0	131	493	-	-624
Pharmacy Support	216	97	0	0	313
Clinical Psychologists	0	46	300	0	346
Assistant Psychologists	26	31	0	0	57
Dental / Dental Support / Dental Students	108	30	0	7	145
Optometrists	0	20	31	0	51
Chaplaincy/Others	13	118	31	0	162
Total	1,964	-4,002	3,367	-7	9,342

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	27.6	163.3	108.8	0.0	299.7
Occupational Therapy	164.3	587.2	411.2	0.0	1,162.8
Orthoptics	5.6	17.4	14.0	0.0	36.9
Physiotherapy	156.2	581.4	439.6	0.0	1,177.3
Podiatry	16.7	132.8	68.9	0.0	218.4
Radiography	107.4	580.3	296.5	0.0	984.2
Speech & Language Therapy	70.1	229.1	243.5	0.0	542.7
Multi-AHP Support	55.2	0.0	0.0	0.0	55.2
Biomedical Science	257.5	402.8	276.2	0.0	936.5
Clinical Scientists	0.0	11.0	107.2	0.0	118.2
Medical Technical Officers	176.6	445.2	188.4	0.0	810.1
Assistant Technical Officer	358.7	-	0.0	0.0	-358.7
Pharmacists	0.0	128.7	424.2	-	-552.9
Pharmacy Support	197.8	85.2	0.0	0.0	283.1
Clinical Psychologists	0.0	45.2	270.5	0.0	315.7
Assistant Psychologists	25.2	28.1	0.0	0.0	53.3
Dental / Dental Support / Dental Students	83.0	24.0	0.0	7.0	113.9
Optometrists	0.0	12.1	19.3	0.0	31.4
Chaplaincy/Others	9.6	46.7	28.3	0.0	84.6
Total	1,711.4	-3,520.5	2,896.6	-7.0	8,137.1

Table 5a: Social Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	74	39	38	30	14	0	195
Elderly Social Workers	108	82	49	70	106		415
Physical Disability / Sensory Impairment Social Workers	53	31	21	46	35	0	186
Child / Family Care Social Workers	470	449	392	349	422	43	2,125
Learning Disability Social Workers	85	41	32	54	70	0	282
Mental Health Social Workers	96	134	51	73	56	0	410
Training & Education Social Workers	14	16	12	11	11		64
Community Development Social Workers	6	13	8	4		0	31
Managers/ Multiservices Managers/ Social Work Audit Social Workers	36	134	40	67	18	7	302
Other Social Workers		13		0	0	0	13
Social Care Staff	1,127	872	757	813	636	0	4,205
Total	~2,069	1,811	~1,400	~1,513	1,366	53	8,228

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	64.5	33.0	33.1	23.0	13.1	0.0	166.7
Elderly Social Workers	102.4	68.3	45.3	64.2	101.1		381.3
Physical Disability / Sensory Impairment Social Workers	48.7	27.3	18.4	41.1	33.6	0.0	169.2
Child / Family Care Social Workers	444.7	423.6	361.3	326.8	409.7	40.0	2,006.0
Learning Disability Social Workers	79.7	39.4	29.4	48.3	68.0	0.0	264.8
Mental Health Social Workers	92.8	125.5	49.0	66.7	51.6	0.0	385.6
Training & Education Social Workers	13.1	15.8	10.3	10.0	10.8		59.9
Community Development Social Workers	5.5	12.3	8.0	3.3		0.0	29.1
Managers/ Multiservices Managers/ Social Work Audit Social Workers	34.0	130.5	38.7	64.0	18.0	6.8	292.0
Other Social Workers		11.8		0.0	0.0	0.0	11.8
Social Care Staff	952.7	732.0	628.4	703.7	542.7	0.0	3,559.4
Total	~1,838.1	1,607.7	~1,221.8	~1,347.7	1,246.6	49.8	7,325.8

Table 5b: Social Services Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital Social Workers	98	69	44.2	167	142.2
Elderly Social Workers	271	96	63.6	367	334.6
Physical Disability / Sensory Impairment Social Workers	102	59	42.2	161	144.2
Child / Family Care Social Workers	1,448	343	228.5	1,791	1,676.5
Learning Disability Social Workers	183	53	36.2	236	219.2
Mental Health Social Workers	252	75	53.5	327	305.5
Training & Education Social Workers	44	9	5.3	53	49.3
Community Development Social Workers	21	5	3.1	26	24.1
Managers/ Multiservices Managers/ Social Work Audit Social Workers	216	29	19.0	245	235.0
Other Social Workers	9		-	9	8.0
Social Care Staff	1,488	2,038	1,437.8	3,526	2,925.8
Total	4,123	2,776	1,933.4	6,908	6,064.4

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital/Elderly Social Workers	66	10	5.2	76	71.2
Physical Disability/ Sensory Impairment/ Learning Disability Social Workers	71		-	71	70.5
Child/Family Care/Mental Health Social Workers	394	23	15.7	417	409.7
Managers/ Multiservices Managers/ Social Work Audit Social Workers	57	0	0.0	57	57.0
Training & Education/Community Development Social Workers	16		-	16	15.7
Other Social Workers	4		-	4	3.8
Social Care Staff	499	180	134.5	679	633.5
Total	1,101	219	160.4	1,320	1,261.4

Table 5c: Social 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
Hospital Social Workers	0	21	24	23	31	28	28	26	14		195
Elderly Social Workers	4	28	55	61	60	59	66	58	24		415
Physical Disability / Sensory Impairment Social Workers	14		17	24	22	33	32	32	12		186
Child / Family Care Social Workers	34	214	321	394	292	284	269	219	85	13	2,125
Learning Disability Social Workers	31		35	31	42	47	44	38	14	0	282
Mental Health Social Workers	5	35	69	56	55	68	72	33	17		410
Training & Education/ Community Dev. Social Workers		7		8	9	18	24	24	5	0	95
Managers/ Multiservices Managers/ Social Work Audit	0	6	7	22	41	59	59	74	30	4	302
Other Social Workers	0	7			6		0	0	0	0	13
Social Care Staff	94	292	465	493	543	605	718	569	335	91	4,205
Total	142	642	1,000	~1,112	~1,095	~1,201	1,312	1,073	529	115	8,228

Table 5d: Social Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0	157	38	0	195
Elderly Social Workers	0	296	119	0	415
Physical Disability / Sensory Impairment Social Workers	0	136	50	0	186
Child / Family Care Social Workers	0	1,372	753	0	2,125
Learning Disability Social Workers	0	187	95	0	282
Mental Health Social Workers	0	225	185	0	410
Training & Education Social Workers	0	4	60	0	64
Community Development Social Workers	0	21	10	0	31
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0	73	229	0	302
Other Social Workers	0	13	0	0	13
Social Care Staff	2,853	1,294	58	0	4,205
Total	2,853	3,778	1,597	0	8,228

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0.0	133.7	33.0	0.0	166.7
Elderly Social Workers	0.0	265.9	115.4	0.0	381.3
Physical Disability / Sensory Impairment Social Workers	0.0	121.1	48.0	0.0	169.2
Child / Family Care Social Workers	0.0	1,277.3	728.7	0.0	2,006.0
Learning Disability Social Workers	0.0	173.3	91.5	0.0	264.8
Mental Health Social Workers	0.0	209.7	175.9	0.0	385.6
Training & Education Social Workers	0.0	3.4	56.5	0.0	59.9
Community Development Social Workers	0.0	19.3	9.8	0.0	29.1
Managers/ Multiservices Managers/ Social Work Audit Social Workers	0.0	67.9	224.1	0.0	292.0
Other Social Workers	0.0	11.8	0.0	0.0	11.8
Social Care Staff	2,344.9	1,158.7	55.7	0.0	3,559.4
Total	2,344.9	3,442.2	1,538.7	0.0	7,325.8

Table 6a: Administration & Clerical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	2,043	1,073	933	1,239	981	967	7,236
Medical Secretaries	431	192	109	58	143	-	~932
Personal Secretaries and Typists	133	250	118	167	207	17	892
Administrative & Clerical Bands/ Grades 5 to 6	482	202	192	221	247	600	1,944
Administrative & Clerical Band/Grade 7	154	63	77	58	77	275	704
Administrative & Clerical Band 8A to 9	206	72	112	85	57	338	870
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	10	6	8	9	9	29	71
Solicitors (Apprentice/ Bands 6-8C)	0	0	0	0	0	53	53
Other	0	0	4	0	0	20	~21
Total	3,459	1,858	1,553	1,837	1,721	~2,299	12,728

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,733.9	846.5	763.5	993.8	830.0	883.5	6,051.2
Medical Secretaries	368.3	151.8	95.2	47.2	126.8	-	~789.3
Personal Secretaries and Typists	107.3	196.4	97.1	129.9	175.1	15.7	721.4
Administrative & Clerical Bands/ Grades 5 to 6	453.5	187.9	179.4	203.0	239.7	568.8	1,832.4
Administrative & Clerical Band/Grade 7	148.5	61.3	71.2	55.1	76.6	265.7	678.5
Administrative & Clerical Band 8A to 9	201.4	71.0	110.9	81.9	55.7	330.6	851.6
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	10.0	6.0	8.0	9.0	9.0	28.8	70.8
Solicitors (Apprentice/ Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	48.7	48.7
Other	0.0	0.0	2.5	0.0	0.0	20.0	22.5
Total	3,023.0	1,520.9	1,327.9	1,519.9	1,513.0	~2,161.8	11,067.4

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/ Grades 1 to 4	2,968	3,025	1,889.7	5,993	4,857.7
Medical Secretaries Bands 3-4	458	470	326.3	928	784.3
Personal Secretaries and Typists Bands 3-4	423	456	285.7	879	708.7
Administrative & Clerical Bands/ Grades 5 to 6	1,011	359	254.2	1,370	1,265.2
Administrative & Clerical Band/ Grade 7	394	88	64.8	482	458.8
Administrative & Clerical Band 8A to 9	526	55	38.5	581	564.5
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	39	4	3.8	43	42.8
Solicitors (Apprentice/ Bands 6-8C)	23	16	11.7	39	34.7
Others	19		-	19	18.1
Total	~5,842	~4,473	~2,874.7	10,334	8,734.8

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/ Grades 1 to 4	1,101	142	92.5	1,243	1,193.5
Medical Secretaries	6	0	0.0	6	6.0
Personal Secretaries and Typists	13		-	13	12.7
Administrative and Clerical Bands/ Grades 5 to 6	552	22	15.2	574	567.2
Administrative and Clerical Band/ Grade 7	217	5	2.7	222	219.7
Administrative and Clerical Band 8A to 8D	282	7	5.1	289	287.1
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	28		-	28	28.0
Solicitors	14	0	0.0	14	14.0
Other	5		-	5	4.4
Total	2,215	179	117.6	2,394	2,332.6

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	194	587	1,018	964	904	1,049	981	874	505	160	7,236
Medical Secretaries Band 3-4	-	26	78	130	168	179	162	112	68	9	~932
Personal Secretaries and Typists	7	26	80	109	131	177	152	134	57	19	892
Administrative & Clerical Bands/ Grades 5 to 6	6	105	229	321	319	344	310	213	84	13	1,944
Administrative & Clerical Band/ Grade 7	0	5	51	99	127	159	149	84	30		704
Administrative & Clerical Band 8A to 9	0	4	7	76	107	214	235	171	49	7	870
Chief Executives/ Directors/ Non-AfC Senior Manager Grades	0	0	0	0	9		24	25	13		71
Solicitors (Apprentice/ Bands 6-8C)	0	9		14	11	9	10		0	0	53
Others	16	5	0	0	0	0	-	-	-	0	~21
Total	~223	~758	~1,463	1,713	~1,767	~2,131	2,021	1,617	804	211	12,728

Table 7a: Support Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	459	263	111	121	286	0	1,240
Domestic Services	1,173	559	268	373	543	6	2,922
Laundry Services/ Sewing Room	25	28	32	46	30	0	161
Facilities/ Sterile Services	-	0	472	5	0	0	~477
Support Services Manager/Supervisor	-	16	-	19	28	0	~63
Driver	147	68	71	79	75		440
Porter/ Orderly	228	99	50	51	110		538
Security/ Caretaker/ Warden	130	9	26	10	5	0	180
Telephonist	12	27	11	59	20	0	~128
Warehouse Operative	0	7	0	0	0	125	132
Shop Assistant/ Hairdresser	-	0	0	0	0	0	-
Total	2,179	1,076	~1,041	763	1,094	134	6,288

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	372.4	183.4	81.5	96.2	212.3	0.0	945.7
Domestic Services	804.1	360.3	182.5	265.1	364.1	3.6	1,979.7
Laundry Services/ Sewing Room	17.4	24.5	30.7	42.7	27.4	0.0	142.7
Facilities/ Sterile Services	-	0.0	365.0	3.4	0.0	0.0	~368.4
Support Services Manager/ Supervisor	-	14.4	-	18.5	27.1	0.0	62.0
Driver	140.8	66.7	58.5	65.7	73.5		405.2
Porter/ Orderly	219.3	89.3	48.5	47.6	107.6		512.3
Security/ Caretaker/ Warden	127.8	6.6	25.5	9.3	3.8	0.0	172.9
Telephonist	11.1	18.8	9.1	28.2	17.4	0.0	~83.7
Warehouse Operative	0.0	6.8	0.0	0.0	0.0	119.2	126.0
Shop Assistant/ Hairdresser	-	0.0	0.0	0.0	0.0	0.0	-
Total	1,695.9	770.9	~801.3	576.7	830.3	125.7	4,801.8

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	155	677	456.9	832	611.9
Domestic Services	212	1,926	1,201.9	2,138	1,413.9
Laundry Services/ Sewing Room	46	49	32.6	95	78.6
Facilities/ Sterile Services	57	220	129.3	277	186.3
Support Services Manager/ Supervisor	35	12	9.4	47	44.4
Driver	17	5	2.2	22	19.2
Porter/ Orderly	34	12	8.5	46	42.5
Security/ Caretaker/ Warden	4	7	5.3	11	9.3
Telephonist	30	89	45.4	119	75.4
Warehouse Operative	5	0	0.0	5	5.0
Shop Assistant/ Hairdresser	0	-	-	-	-
Total	595	~2,997	~1,891.6	~3,592	~2,486.6

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	178	230	155.8	408	333.8
Domestic Services	187	597	378.8	784	565.8
Laundry Services/ Sewing Room	61	5	3.1	66	64.1
Facilities/ Sterile Services	134	68	49.1	202	183.1
Support Services Manager/ Supervisor	18		-	18	17.6
Driver	348	70	38.0	418	386.0
Porter/ Orderly	417	75	52.8	492	469.8
Security/ Caretaker/ Warden	138	31	25.6	169	163.6
Telephonist	10		-	10	9.3
Warehouse Operative	116	11	5.0	127	121.0
Shop Assistant/ Hairdresser	0	0	0.0	0	0.0
Total	1,603	1,091	711.3	2,694	2,314.3

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	81	81	133	122	135	159	178	193	118	40	1,240
Domestic Services	187	257	282	254	245	334	444	464	317	138	2,922
Laundry Services/ Sewing Room	10		11	9	8	24	33	37	20	9	161
Facilities/ Sterile Services	20	57	48	43	36	49	79	76	49	22	~477
Support Services Manager/ Supervisor	0	-	-	13	10	11	11	11	7		~63
Driver	4		12	12	37	65	101	97	68	44	440
Porter/ Orderly	35	26	47	43	34	75	100	92	65	21	538
Security/ Caretaker/ Warden	20		15	16	16	36	31	24	13	9	180
Telephonist	4		8	6	15	21	22	26	17	10	~128
Warehouse Operative	12		13	19	22	21	21	19	5		132
Shop Assistant/ Hairdresser	0	-	-	0	0	0	0	0	0	0	-
Total	335	461	~569	537	558	795	1,020	1,039	676	296	6,288

Table 7d: Support Services Staff by Pay Band

Headcount	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	1,091	149		1,240
Domestic Services	2,781	141		2,922
Laundry Services/ Sewing Room	144	17	0	161
Facilities/ Sterile Services	456	23	0	~477
Support Services Manager/ Supervisor	0	25	40	~63
Driver	185	255	0	440
Porter/ Orderly	513	25	0	538
Security/ Caretaker/ Warden	167	13	0	180
Telephonist	98	30	-	~128
Warehouse Operative	86	37	9	132
Shop Assistant/ Hairdresser	-	-	0	-
Total	~5,521	713	53	6,288

WTE	Pay Bands 1-2	Pay Bands 3-4	Pay Bands 5-9	Total
Catering Services	816.4	129.3		945.7
Domestic Services	1,856.2	123.5		1,979.7
Laundry Services/Sewing Room	125.9	16.8	0.0	142.7
Facilities/Sterile Services	347.3	22.1	0.0	~368.4
Support Services Manager/Supervisor	0.0	22.3	39.7	62.0
Driver	154.3	250.9	0.0	405.2
Porter/Orderly	488.5	23.9	0.0	512.3
Security/Caretaker/Warden	160.4	12.6	0.0	172.9
Telephonist	62.2	21.5	-	~83.7
Warehouse Operative	80.2	36.8	9.0	126.0
Shop Assistant/Hairdresser	-	-	0.0	-
Total	~4,091.4	657.6	52.5	4,801.8

Table 8a: Ambulance Staff by Trust

	Headcount	WTE
Emergency Medical Technician	271	263.8
Patient Care Services	250	240.9
Paramedic	310	305.6
Rapid Response Vehicle Paramedic	71	70.6
Ambulance Officer	88	87.7
Control Assistant	125	118.3
Helicopter Emergency Medical Service Paramedic	8	8.0
Community Resuscitation Development Officer	5	4.8
Total	1,128	1,099.7

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

FEMALE	Full-Time	Part-Time	WTE	Total	
	Headcount	Headcount		Headcount	WTE
Emergency Medical Technician	53	11	7.7	64	60.7
Patient Care Services	43	10	6.4	53	49.4
Paramedic	61	14	11.3	75	72.3
Rapid Response Vehicle Paramedic	11		-	11	10.9
Ambulance Officer	19		-	19	18.8
Control Assistant	42	23	16.3	65	58.3
Helicopter Emergency Medical Service Paramedic	-	0	0.0	-	-
Community Resuscitation Development Officer	4		-	4	3.8
Total	~229	62	45.2	~291	~274.2

MALE	Full-Time	Part-Time	WTE	Total	
	Headcount	Headcount		Headcount	WTE
Emergency Medical Technician	192	15	11.1	207	203.1
Patient Care Services	186	11	5.5	197	191.5
Paramedic	225	10	8.3	235	233.3
Rapid Response Vehicle Paramedic	60		-	60	59.6
Ambulance Officer	69		-	69	68.9
Control Assistant	60	0	0.0	60	60.0
Helicopter Emergency Medical Service Paramedic	-	0	0.0	-	-
Community Resuscitation Development Officer	-	0	0.0	-	-
Total	~796	38	26.4	~834	~822.4

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	22		34	25	52	57	42	21	18		271
Patient Care Services	4	31	20	18	37	59	33	19	20	9	250
Paramedic	11		26	34	72	71	53	36	7	0	310
Rapid Response Vehicle Paramedic	0	0	0	19		19	20		13		71
Ambulance Officer	0		5		15	15	27	18	4	4	88
Control Assistant	5	10	21	20	22	16	12		19		125
Helicopter Emergency Medical Service Paramedic	0	0	0		8		0	0	0	0	8
Community Resuscitation Development Officer	0	0	-	0	0	-	-	0	0	0	5
Total	13	71	104	103	221	240	187	120	51	17	1,128

Table 8d: Ambulance Staff by Pay Band

Headcount	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	271		0	271
Patient Care Services	250	0	0	250
Paramedic	0	310	0	310
Rapid Response Vehicle Paramedic	0	71	0	71
Ambulance Officer	59		29	88
Control Assistant	74	41	10	125
Helicopter Emergency Medical Service Paramedic	0	8	0	8
Community Resuscitation Development Officer	0	5	0	5
Total	595	494	39	1,128

WTE	Pay Bands 2-4	Pay Band 5-6	Pay Band 7-8B	Total
Emergency Medical Technician	263.8		0.0	263.8
Patient Care Services	240.9	0.0	0.0	240.9
Paramedic	0.0	305.6	0.0	305.6
Rapid Response Vehicle Paramedic	0.0	70.6	0.0	70.6
Ambulance Officer	58.7		29.0	87.7
Control Assistant	67.9	40.5	9.9	118.3
Helicopter Emergency Medical Service Paramedic	0.0	8.0	0.0	8.0
Community Resuscitation Development Officer	0.0	4.8	0.0	4.8
Total	572.6	488.1	38.9	1,099.7

Table 9a: Estates Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	80	71	37	62	48		298
Boilerman / Plumber	20	9		5	19	0	53
Electrician / Fitter / Engineer	35	28	13	14	25		115
Builder / Joiner / Labourer / Painter	30	13	13	18	22	0	96
Multiskilled	52	7	16	8	25		108
Groundsman / Gardener	6		4		9	0	19
Total	~217	124	87	~107	144	4	689

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	78.9	70.7	37.0	60.8	48.0		295.4
Boilerman / Plumber	20.0	9.0		5.0	19.0	0.0	53.0
Electrician / Fitter / Engineer	35.0	28.0	13.0	14.0	25.0		115.0
Builder / Joiner / Labourer / Painter	30.0	13.0	12.5	18.0	22.0	0.0	95.5
Multiskilled	52.0	7.0	16.0	8.0	25.0		108.0
Groundsman / Gardener	6.0		4.0		9.0	0.0	19.0
Total	~215.9	123.7	86.5	~105.8	144.0	4.0	685.9

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	22		34	41	40	36	41	49	28	7	298
Boilerman/Plumber	0	8		4	5	7	5	12	12	0	53
Electrician/Fitter/Engineer	8		8	16	15	14	10	21	19	4	115
Builder/Joiner/Labourer/ Painter	0		6		6	11	19	26	28		96
Multiskilled	6	7		7	9	15	20	27	17		108
Groundsman/Gardener	0	0	0	0	10			9			19
Total	11	30	54	~68	~75	~83	~95	~135	101	17	689

Table 9c: Estates Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8 / Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	6	115	177	298
Boilerman / Plumber	53	0	0	53
Electrician / Fitter / Engineer	115	0	0	115
Builder / Joiner / Labourer / Painter	96		0	96
Multiskilled	72	36	0	108
Groundsman / Gardener	19	0	0	19
Total	~265	~151	177	689

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-8 / Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	5.7	114.0	175.7	295.4
Boilerman / Plumber	53.0	0.0	0.0	53.0
Electrician / Fitter / Engineer	115.0	0.0	0.0	115.0
Builder / Joiner / Labourer / Painter	95.5		0.0	95.5
Multiskilled	72.0	36.0	0.0	108.0
Groundsman / Gardener	19.0	0.0	0.0	19.0
Total	~264.7	~150.0	175.7	685.9

Table 10a: Leavers, 1 April 2017 - 31 March 2018 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	168	98	84	116	70	176	712
Estates Services	15	9	9	6	5		44
Support Services	103	87	63	39	74	10	376
Nursing & Midwifery	445	219	250	289	294	13	1,510
Social Services (excl. dom. care)	108	90	74	83	80		435
Professional & Technical	126	74	79	75	60	9	423
Medical & Dental (excluding Doctors in Training)	44	16	16	16	22	16	130
Ambulance	0	0	0	0	0	32	32
Total	1,009	593	575	624	602	259	3,662

Table 10b: Joiners, 1 April 2017 - 31 March 2018 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	191	100	88	132	67	160	738
Estates Services	16	8	5	12		0	41
Support Services	215	78	125	48	126	19	611
Nursing & Midwifery	513	227	290	295	282	5	1,612
Social Services (excl. dom. care)	147	114	124	141	98	0	624
Professional & Technical	270	107	97	112	89	14	689
Medical & Dental (excluding Doctors in Training)	42	12	16	26	24	15	135
Ambulance	0	0	0	0	0	39	39
Total	1,394	646	745	~754	~686	252	4,489

Table 10c: Movers, 1 April 2017 - 31 March 2018 (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	32	10	11	14	7	82	156
Estates Services	4	0	-	0	0	-	8
Support Services	4	4		0	-	-	10
Nursing & Midwifery	206	59	59	60	19	4	407
Social Services (excl. dom. care)	30	18	18	15	4	0	85
Professional & Technical	81	62	54	31	25	14	267
Medical & Dental (excluding Doctors in Training)	13	7	8	11	7		46
Ambulance	0	0	0	0	0	-	-
Total	370	~156	153	131	62	108	982

Appendix B: Notes and Metadata

A dashed line (-) Represents a cell count less than 4. This symbol is used in order to avoid issues involving personal disclosure, where it may be possible to identify an individual from the data provided. Whilst every care has been taken in this matter, DoH is unable to guarantee that personal disclosure may not take place. As a result of this policy, overall totals are correct (unless marked with a tilde) although some row and column sub-totals may have been changed. This means that some rows or columns may not sum. Where appropriate, cells containing very small numbers may be merged with a neighbour.

A tilde (~) Indicates that a total or sub-total has been changed to prevent personal disclosure.

Agenda for Change (AfC)

The pay and terms & conditions structure to which most HSC staff (excepting the Medical and Dental Occupational Family, senior executives and a small number of other staff) belong.

Bank Staff Staff utilised on an 'as and when required' basis who fill staffing shortfalls and maintain service delivery.

Full-Time A full-time member of staff is defined here as one who works the normal maximum hours for their contract type - e.g. 37.5 weekly hours for an AfC employee.

Generic Generic staff were a group of multidisciplinary employees. By 2015 they had been amalgamated into other groups.

HSC Umbrella term for all Health and Social Care NI Organisations

Occupational Family

Occupational Families were previously termed as Terms & Conditions Group, e.g. Medical & Dental or Nursing, Midwifery and Health Visiting.

WTE The Whole-Time Equivalent number of staff is calculated by aggregating the total number of hours that staff in a grade are contracted to work, and dividing by the standard hours for that grade. In this way, part-time staff are converted into an equivalent number of 'whole-time' staff. Due to rounding WTE totals may not tally exactly.

Regional Services The following organisations are grouped as Regional Services:

Business Services Organisation

Health and Social Care Board

NI Ambulance Service HSC Trust

NI Blood Transfusion Service

NI Guardian Ad Litem Agency

NI Practice & Education Council

NI Social Care Council

NI Medical and Dental Training Agency

Patient Client Council

Public Health Agency

Regulation & Quality Improvement Authority

Prior to 2014, information on Northern Ireland Medical and Dental Training Agency (NIMDTA) staff was not included in our data extract. Therefore please note ten year trend analysis in this publication does not include information for NIMDTA.