

Northern Ireland Health and Social Care Workforce Census March 2016

This edition of the Workforce Census excludes Home Help/ Domiciliary Care staff as the use of variable hours contracts prevents their recorded whole-time equivalent from being an accurate reflection of their contribution to the service.

Key Findings

- At 31st March 2016, the HSC employed 63,412 (54,920 WTE) people on either a full-time or part-time basis, subject to the exclusions described in Appendix B
- The HSC workforce grew by 6% (2,953 WTE) between the 2007 and 2016 Census dates
- The largest employer in the HSC was the Belfast Trust, with 17,181 WTE or 31% of all staff
- The largest Occupational Family was Nursing & Midwifery, with 19,013 WTE or 35% of the total
- The Medical & Dental workforce stood at 4,378 (4,002 WTE). Forty per cent (1,613 WTE) were consultants
- Just under two fifths (38%, 20,895 WTE) of HSC staff were employed at Agenda for Change Bands 1 to 4
- A substantial majority (79% or 50,385) of HSC employees were female and 55% of females worked full-time

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Background

This is the sixteenth 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 Home Helps/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>

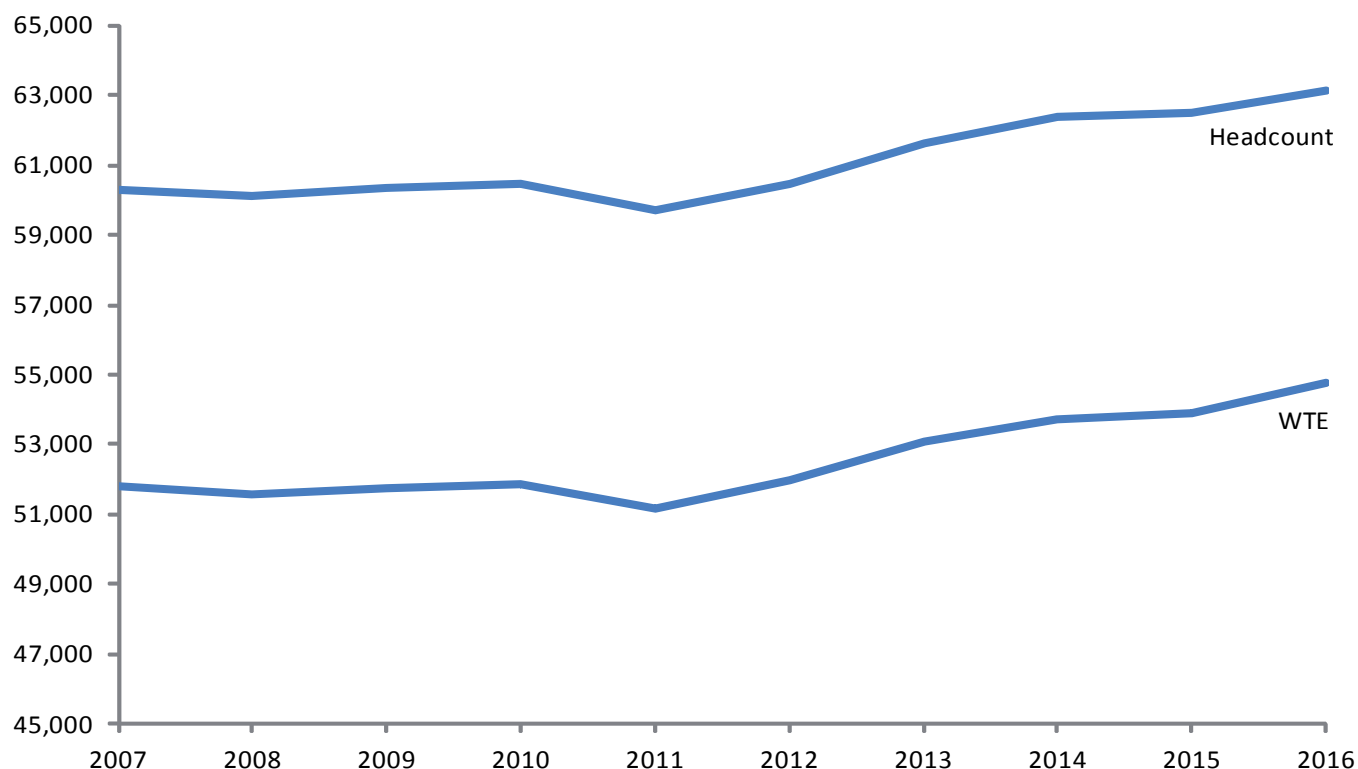
Northern Ireland Health and Social Care Workforce Census as at 31st March 2016

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Changes in the Health and Social Care Workforce 2007 - 2016

Figure A: HSC Staff Headcount and Whole-time Equivalent (WTE) 2007-2016



Overall HSC Staffing Changes, 2007 to 2016

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

Between 2007 and 2016, the WTE of HSC staff increased by 2,953; this represented 5.7% 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 1.2% between 2007 and 2011. This trend reversed in 2011, and between 2011 and 2016 the increase was 6.9%. The rate of growth between 2013 and 2016 was 3.2%.

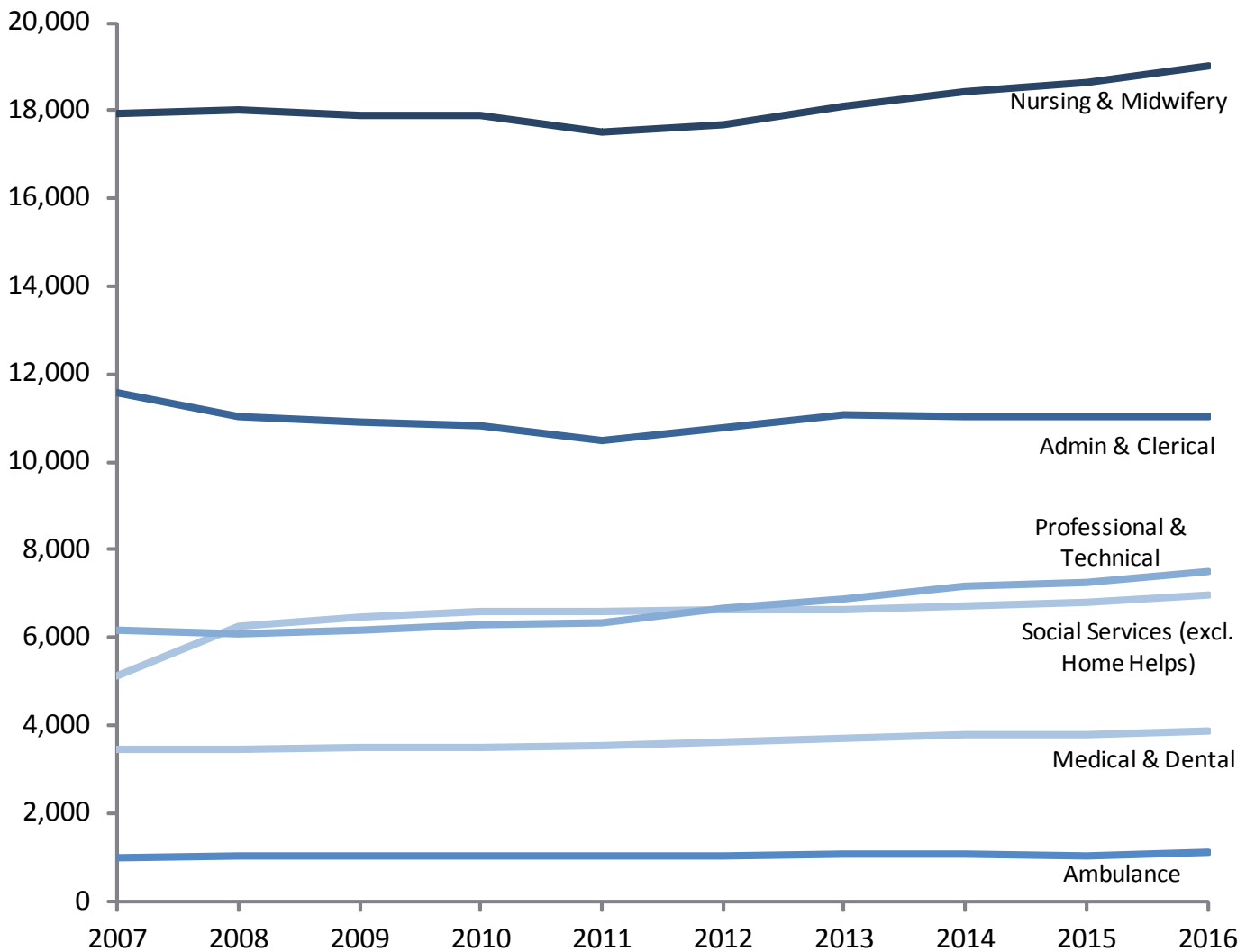
Changes by Occupational Family, 2007 to 2016

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 here.

Medical and Dental Workforce, 2007 to 2016

Between 2007 and 2016, the Medical and Dental Occupational Family grew from 3,434 to 3,866 (excluding NIMDTA), an increase of 12.6%. The three-year trend also shows a growing workforce, WTE having increased by 4.0% between 2013 and 2016.

Fig B - Selected Occupational Families WTE, 2007-2016



Nursing & Midwifery Workforce 2007-2016

The Nursing & Midwifery workforce grew by 6.1% between 2007 and 2016, an increase of 1,088. This growth was accounted for entirely by qualified nurses and/or midwives - the Nursing Support WTE decreased by 12.5 over the decade, though had increased by 61 WTE in the last year. In 2007, 77.2% of the workforce were qualified nurses and midwives (the ratio often referred to as 'skill mix'). In 2016 78.5% of the Occupational Family were qualified nurses and/or midwives.

Administrative & Clerical Workforce 2007-2016

The Administrative & Clerical Occupational Family was affected by the Review of Public Administration, and their total WTE decreased by 9.3% (1,072) between 2007 and 2011. While this trend did not continue past 2011, there were still 4.7% fewer administrative staff in 2016 than there were in 2007.

Ambulance Workforce 2007-2016

The Ambulance Occupational Family (which includes paramedics, Emergency Medical Technicians, ambulance officers and control staff) increased by 11.4% (112 WTE) between 2007 and 2016.

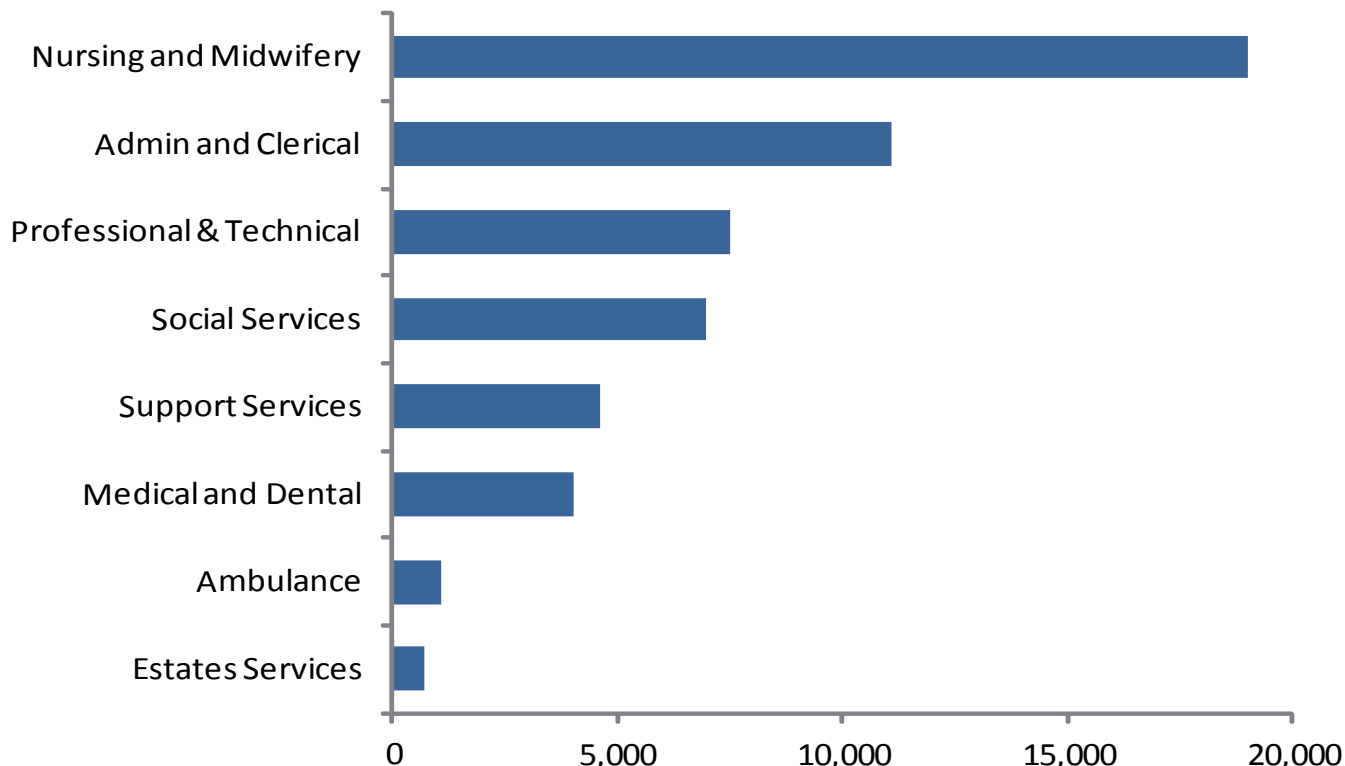
Section 1: Health & Social Care Staff

At March 2016, the HSC employed 63,412 (54,920 WTE) people on either a full-time or part-time basis. In the financial year 2015/16, expenditure on HSC employees exceeded £2 billion.

Occupational Families

The largest Occupational Family, with 19,013 WTE or 35% of all staff, was Nursing & Midwifery. The next largest group was Administrative & Clerical staff, with 11,057 WTE (20%). Medical and Dental staff represented 7% of the overall workforce, with 4,002 WTE.

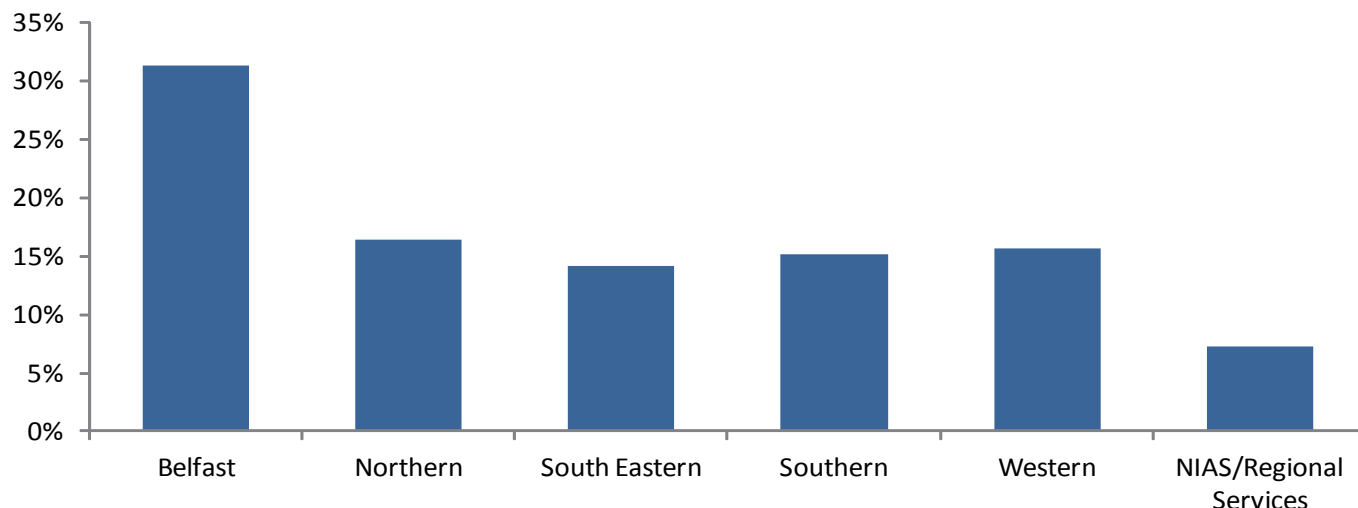
Figure 1a: Occupational Families by WTE, March 2016



Employing Organisations

The largest HSC organisation was the Belfast Trust, with 31% of all staff (17,181 WTE). 93% of all staff worked for one (or more than one) of the five regional Trusts.

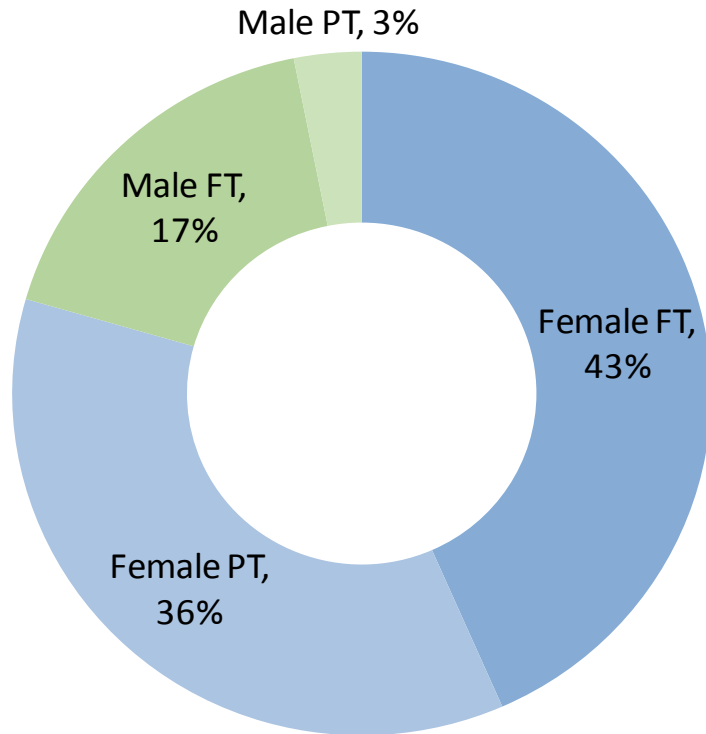
Fig 1b: Employer Organisations by % of Total WTE



Gender and Working Pattern (Headcount)

Seventy-nine per cent of staff (50,385) were female. Of these, 55% worked full-time (see p 51 for the Northern Ireland definition). Of the remaining 13,027 male staff, 85% worked full-time.

Fig. 1c: Gender and Working Pattern

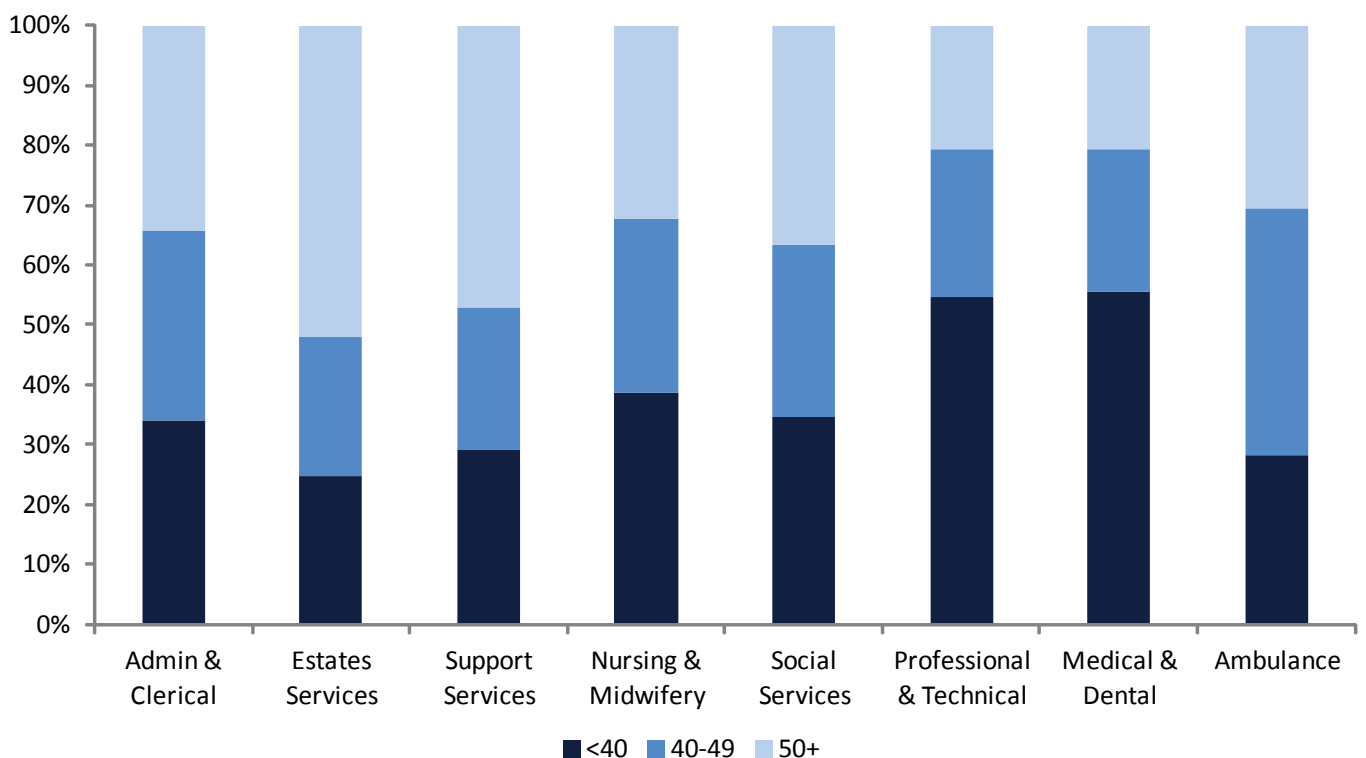


Percentages shown are of all staff. FT; full-time, PT; part-time.

Age (Headcount)

Thirty-nine per cent of all staff were under the age of 40; 28% were between 40 and 49, and 32% 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).

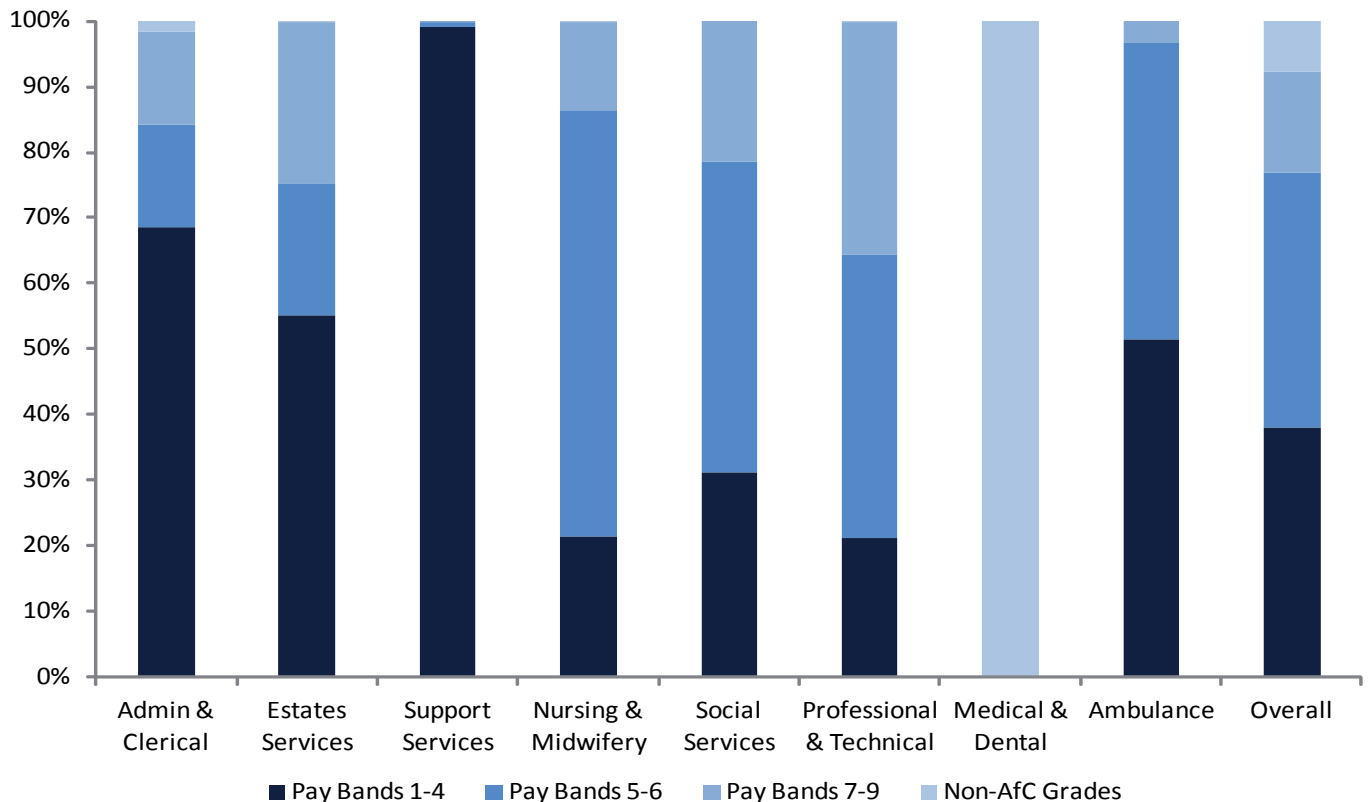
Fig. 1d: Age Distribution by Occupational Family



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, 69% were employed between Bands 1 and 4 and 84% were employed below Band 7. Sixty-five per cent of Nursing & Midwifery staff were employed at Bands 5 and 6.

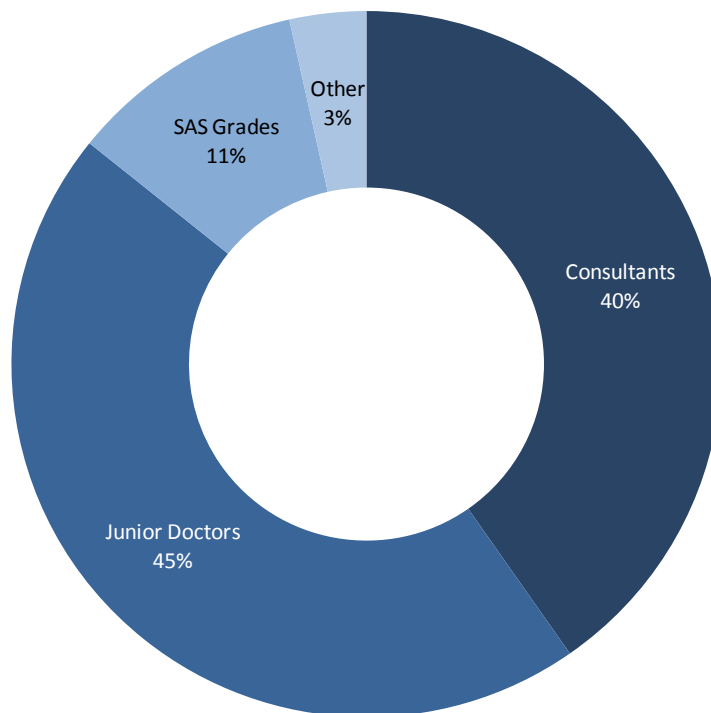
Fig. 1e: Pay Bands by Occupational Family (% of Headcount)



Section 2: Medical and Dental Staff

There were 4,378 (4,002 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 1,819 WTE. The next largest group were consultants with 1,613 WTE or 40%. Staff Grade/Associate Specialist/Specialty Doctors (SAS), or middle-grade doctors, comprised the majority of the remainder. The final 3% of the workforce were employed in grades classified as 'other', for example hospital practitioners and dental officers.

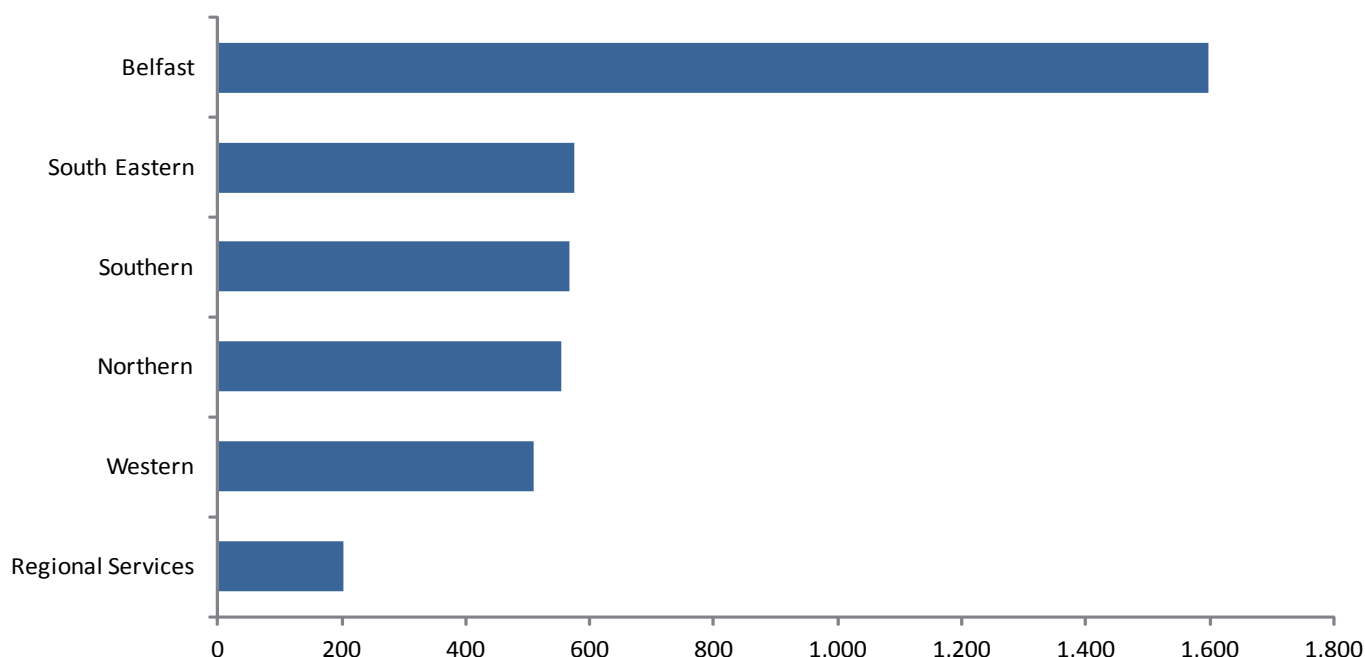
Fig 2a: Medical and Dental staff by Grade (% of overall WTE)



Employing Organisations

Forty per cent of Medical and Dental staff (1,597 WTE) worked for the Belfast HSC Trust. Each of the other four regional Trusts (Northern, South Eastern, Southern and Western) employed between 13% and 14% of Medical and Dental staff by WTE. The remaining 5% were employed by the Regional Services.

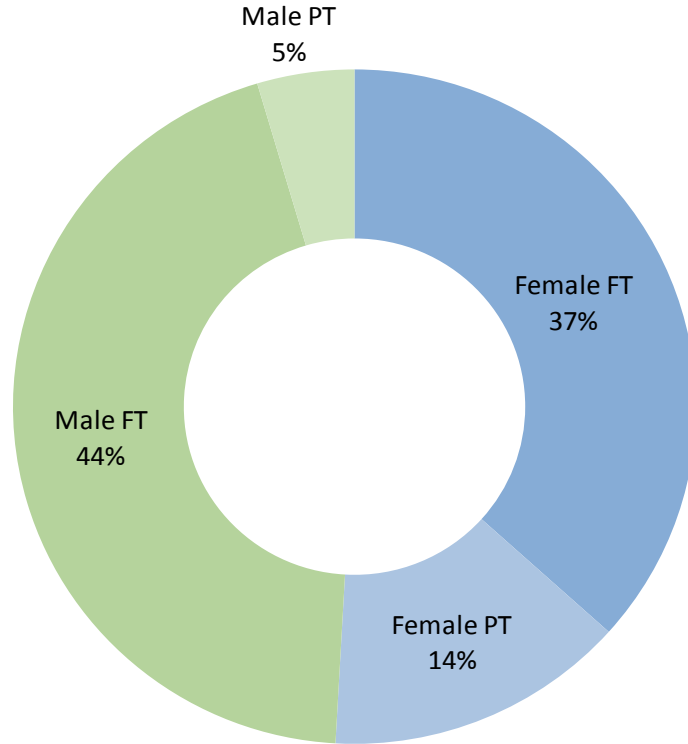
Fig. 2b: Medical and Dental Staff by Employing Organisation



Gender and Working Pattern (Headcount)

A small majority (2,228 or 51%) of Medical and Dental staff were female, of whom 72% worked full-time. This represented an increase of 0.7% in the proportion of medical and dental staff who were female since the previous Census (March 2015). Of the remaining 2,150 male doctors, 91% worked full-time.

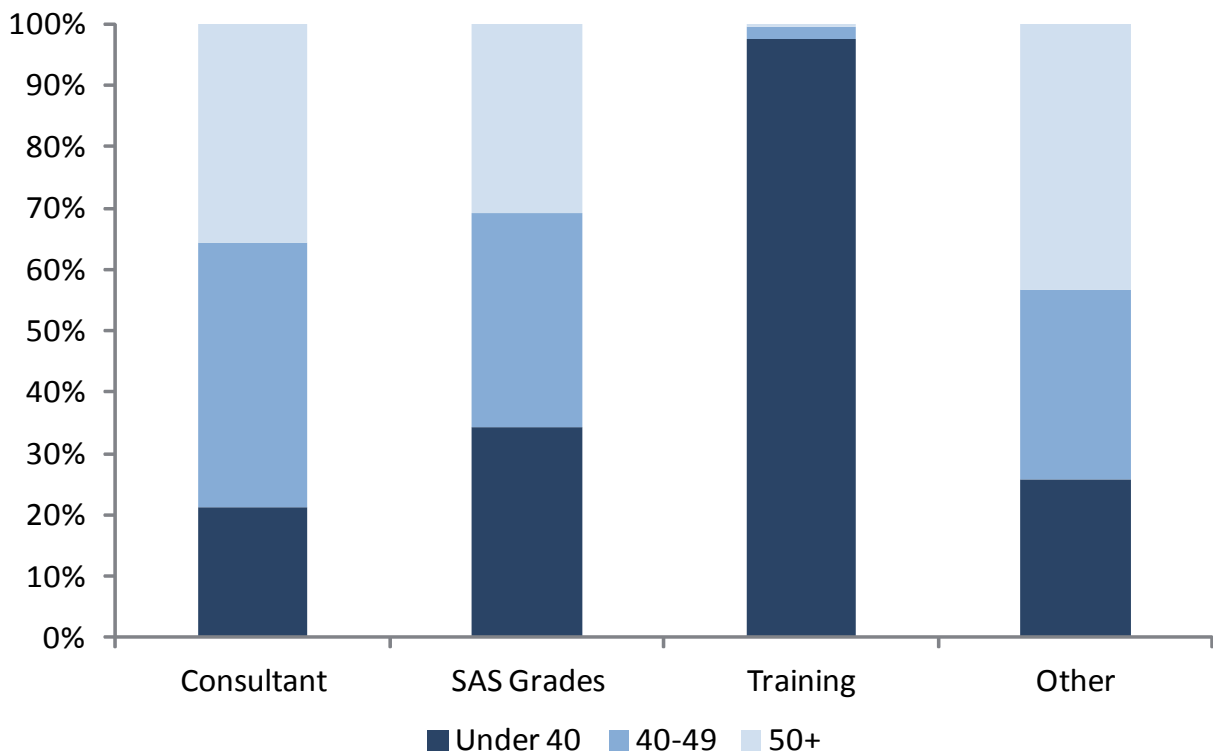
Fig. 2c: Medical & Dental Staff by Gender and Working Pattern



Age (Headcount)

Fifty-five per cent of medical and dental employees were under the age of 40; 21% were over 50. Twenty-one per cent of Consultants and 34% of SAS/career grade staff were under 40.

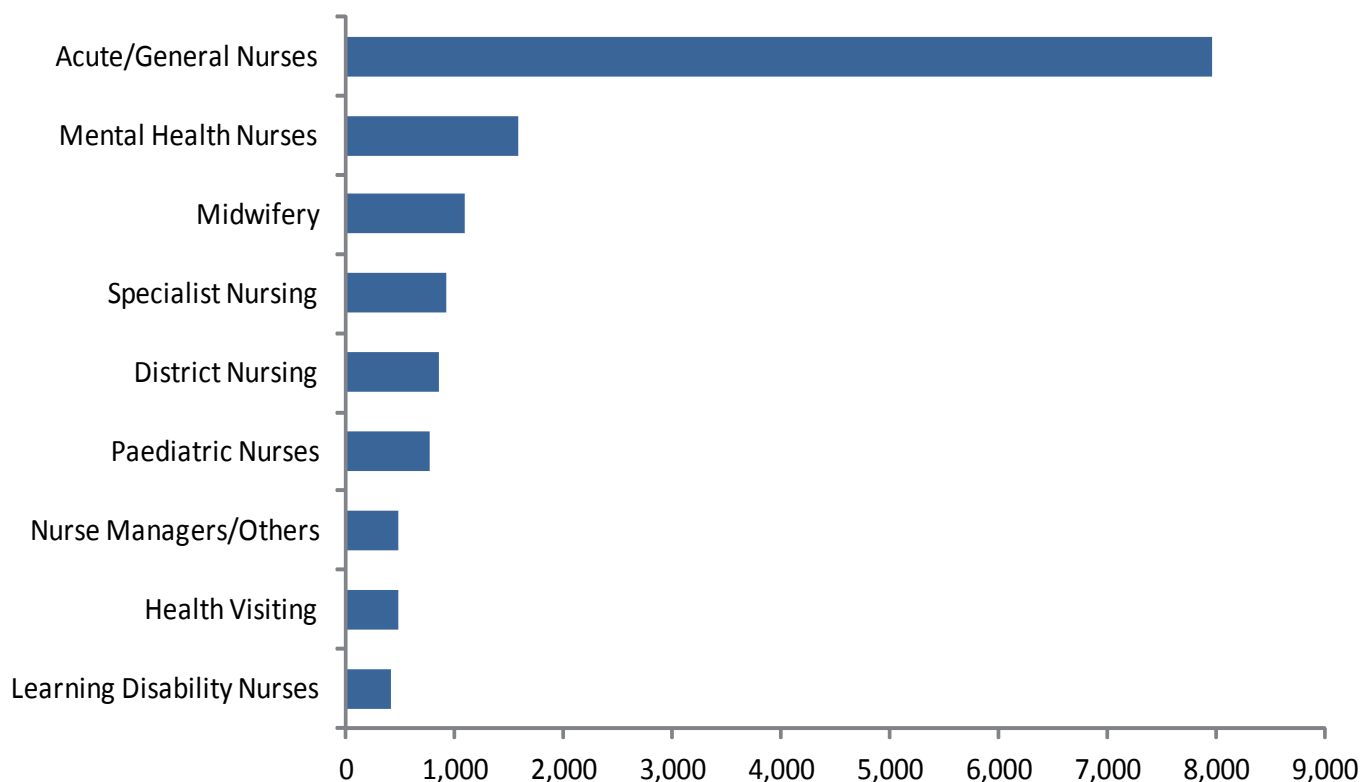
Fig. 2d: Medical and Dental Staff by Age and Grade (% of Headcount)



Section 3: Nursing and Midwifery Staff

There were 21,854 (19,013 WTE) Nursing & Midwifery staff employed. 17,119 (14,933 WTE) were in qualified nursing and midwifery grades (Band 5 and up), and 4,735 (4,080 WTE) were in support grades (Bands 2-4).

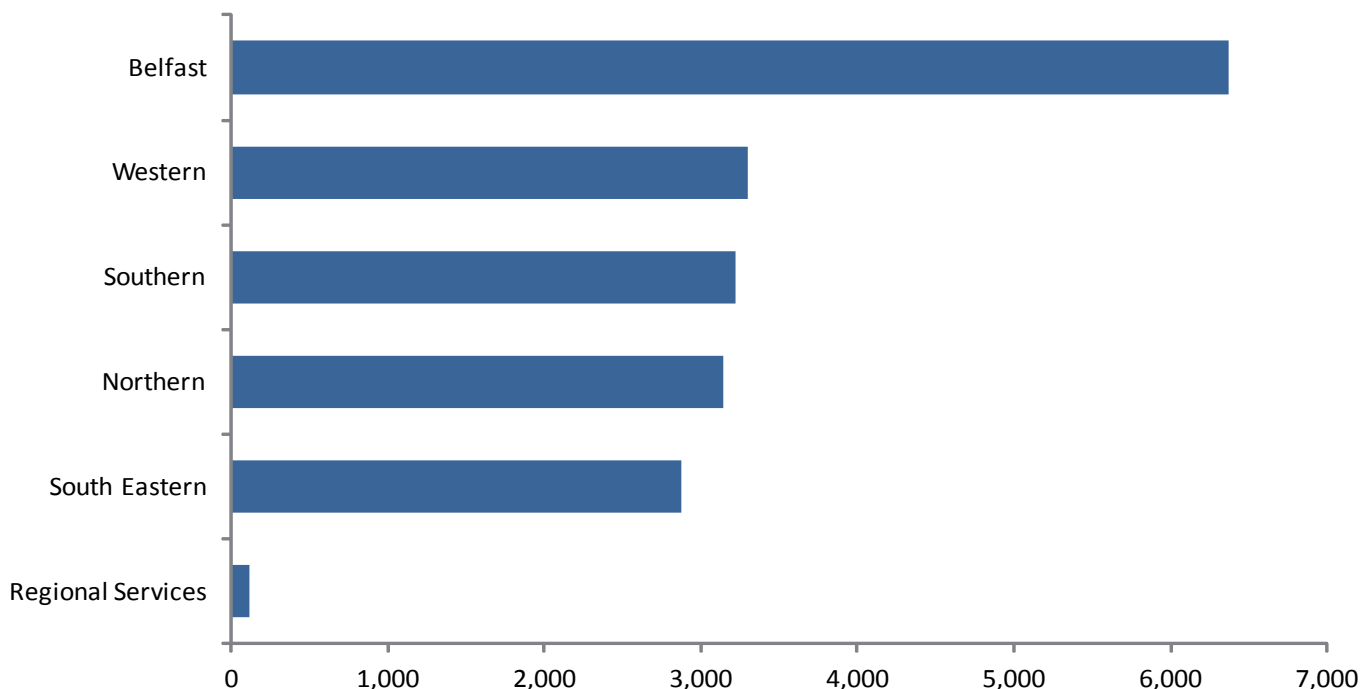
Just over half (7,955 WTE, or 53%) of all qualified nurses were graded as acute or general



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 15% and 17% of overall WTE, and less than 1% were employed by the Regional Services.

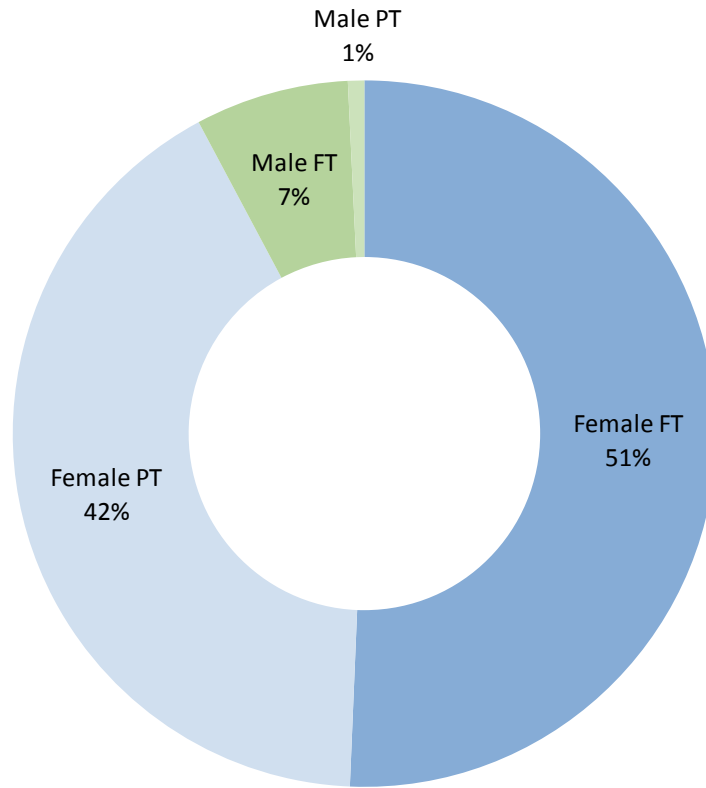
Fig. 3b: Nursing & Midwifery Staff by Employer (WTE)



Gender and Working Pattern (Headcount)

The vast majority (92%, or 20,146) of Nursing & Midwifery employees were female. Of these, 11,071 (55%) worked full-time. Ninety per cent (1,543) of male staff worked full-time. Within the subgroups, male staff were more highly represented among mental health nurses. Twenty-three per cent of mental health nurses, or 380, were male.

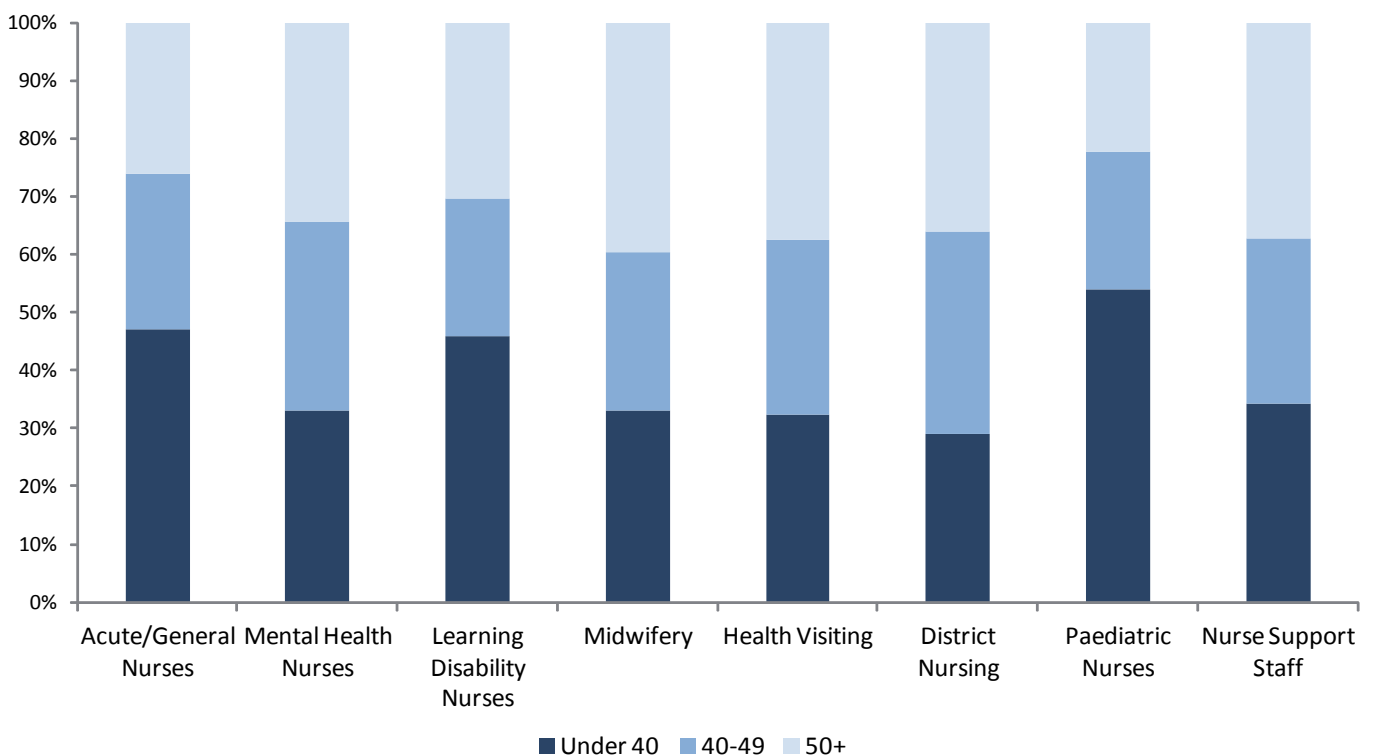
Fig. 3b: Nursing and Midwifery staff by Gender and Working Pattern



Age (Headcount)

Overall the proportion of Nursing & Midwifery staff aged under 40 was 39%. The youngest groups were paediatric nurses (54% under 40) and acute/general nurses (47% under 40). The group with the largest proportion of staff over 50 were midwives, at 40%.

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

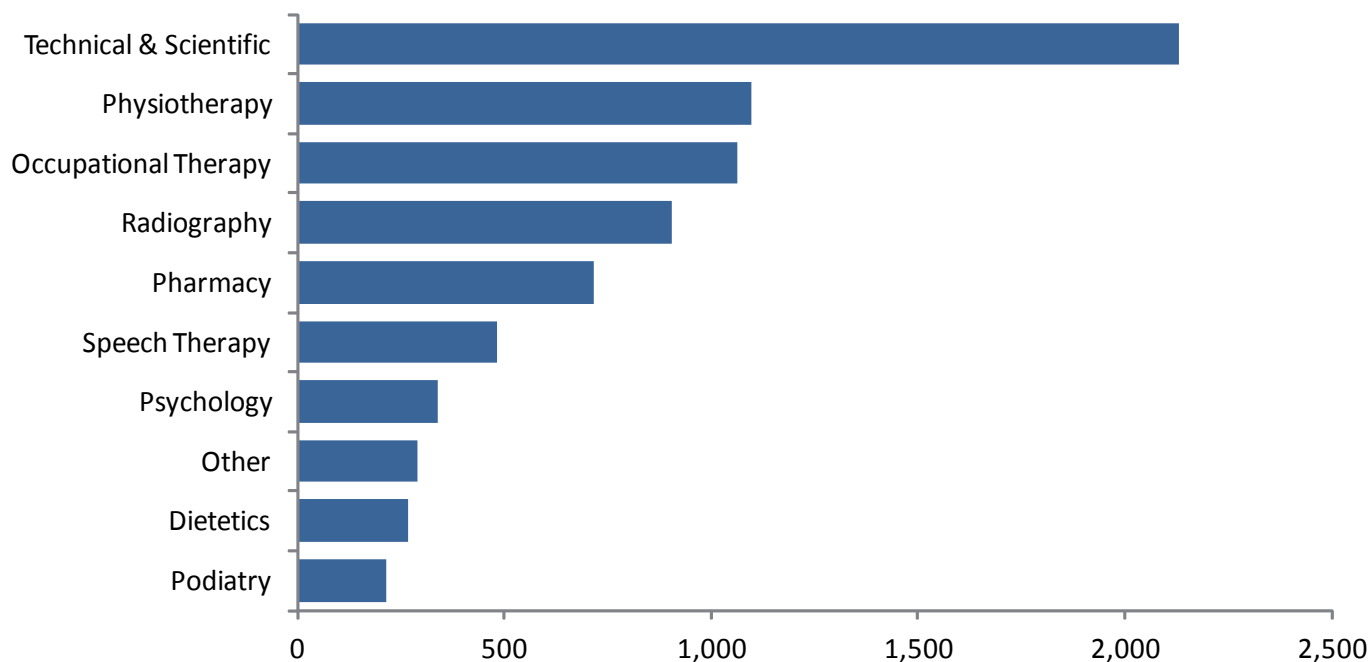


Section 4: Professional and Technical Staff

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

There were 8,679 (7,509 WTE) Professional and Technical staff employed. The largest single professional group were physiotherapy staff, with 15% of total WTE (1,097). Technical and Scientific staff of various professions made up 28% of WTE, or 2,145.

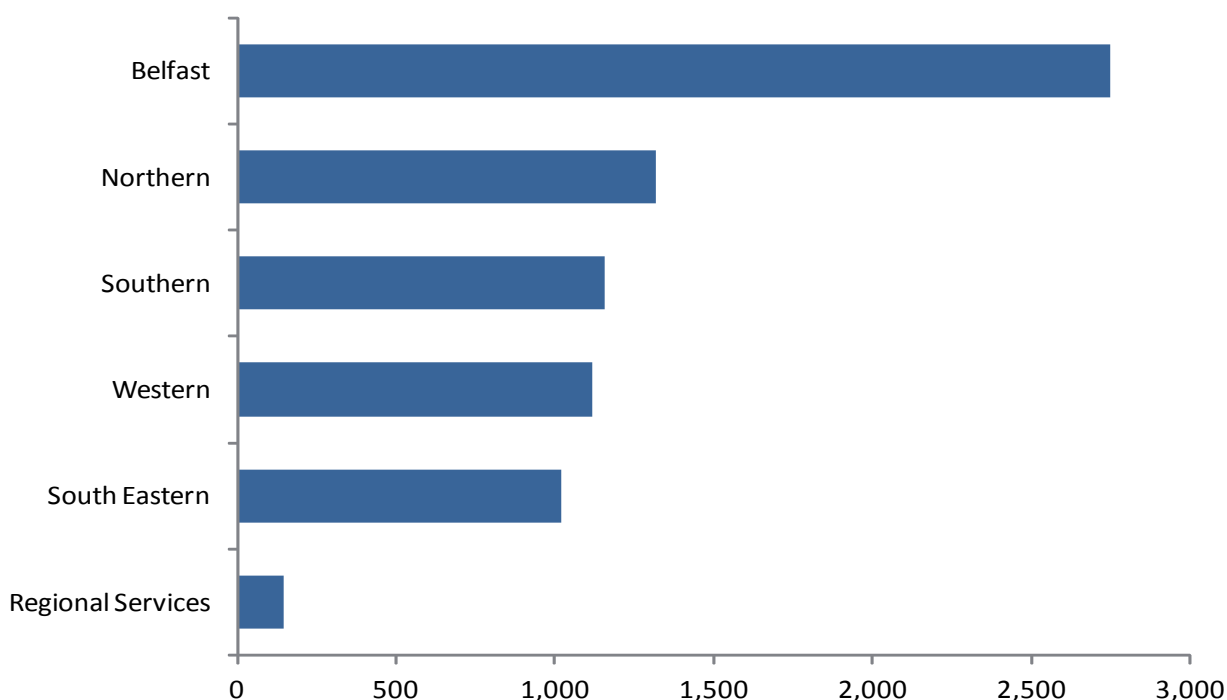
Fig. 4a: Professional and Technical Staff by Group (WTE)



Employing Organisations

The largest employer of Professional and Technical staff was the Belfast Trust, employing 2,746 WTE or 37% of the total. The other four local Trusts employed between 14% and 18% of the total WTE. Two per cent by WTE were employed by the Regional Services.

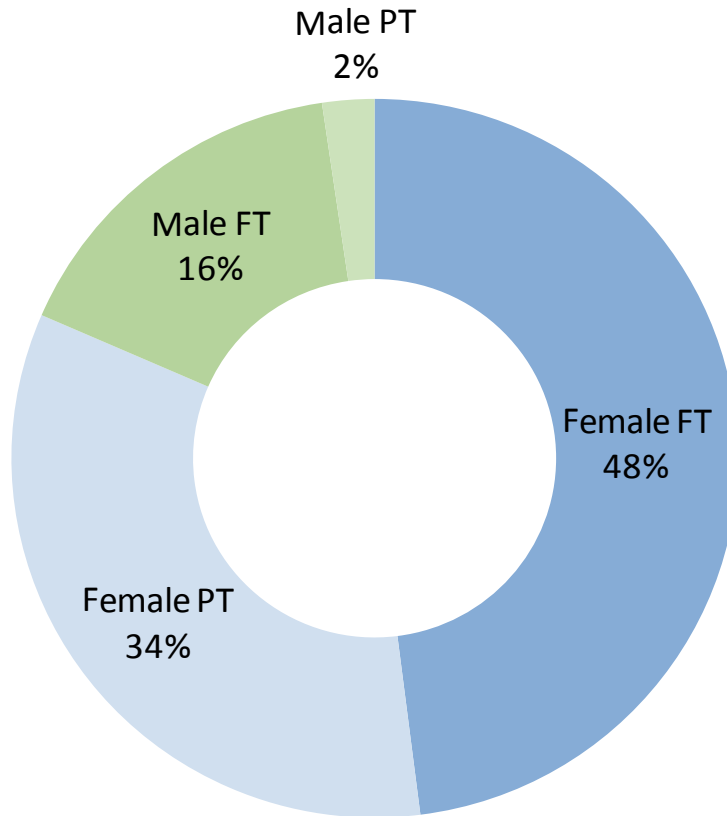
Fig. 4b: Professional and Technical Staff by Employer



Gender and Working Patterns (Headcount)

A large majority (82%; 7,074 staff) of Professional & Technical staff were female. Most (59%) female staff worked full-time. Eighty-seven per cent of the 1,605 male staff worked full-time.

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



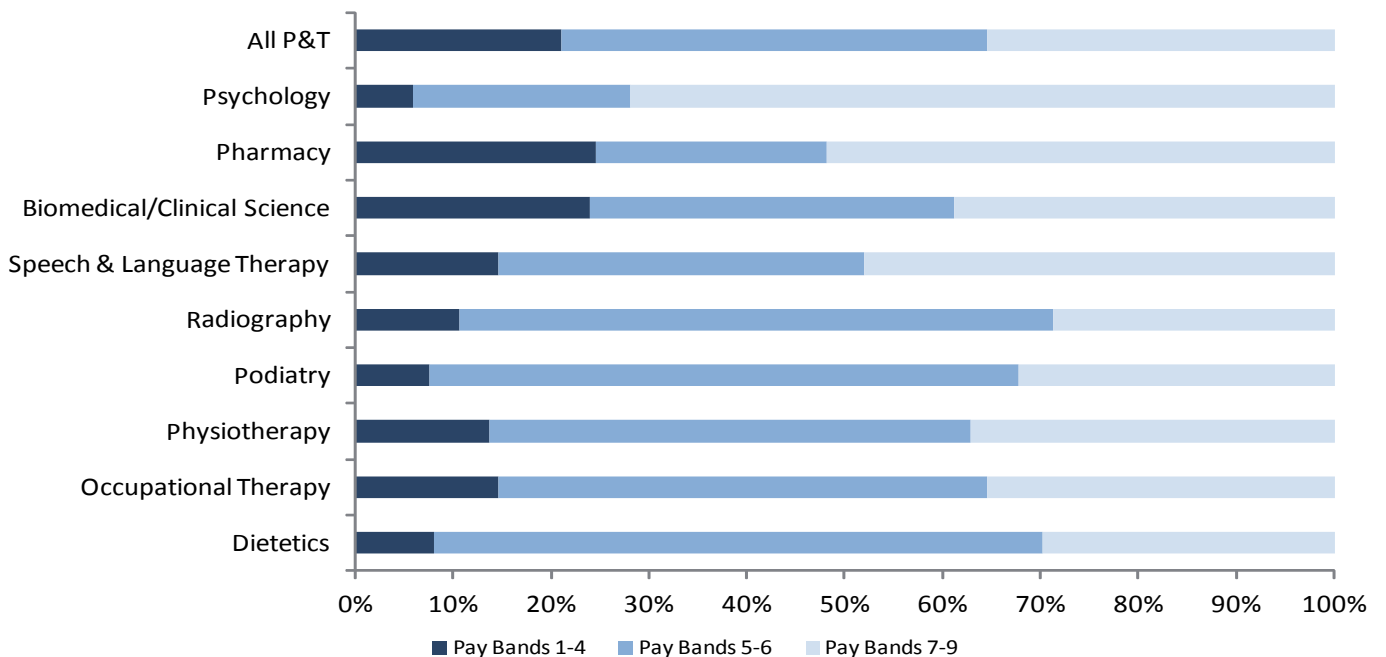
Age (Headcount)

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.

Pay Bands (WTE)

A large majority (79%) of Professional & Technical staff were employed at AfC Band 5 and above.

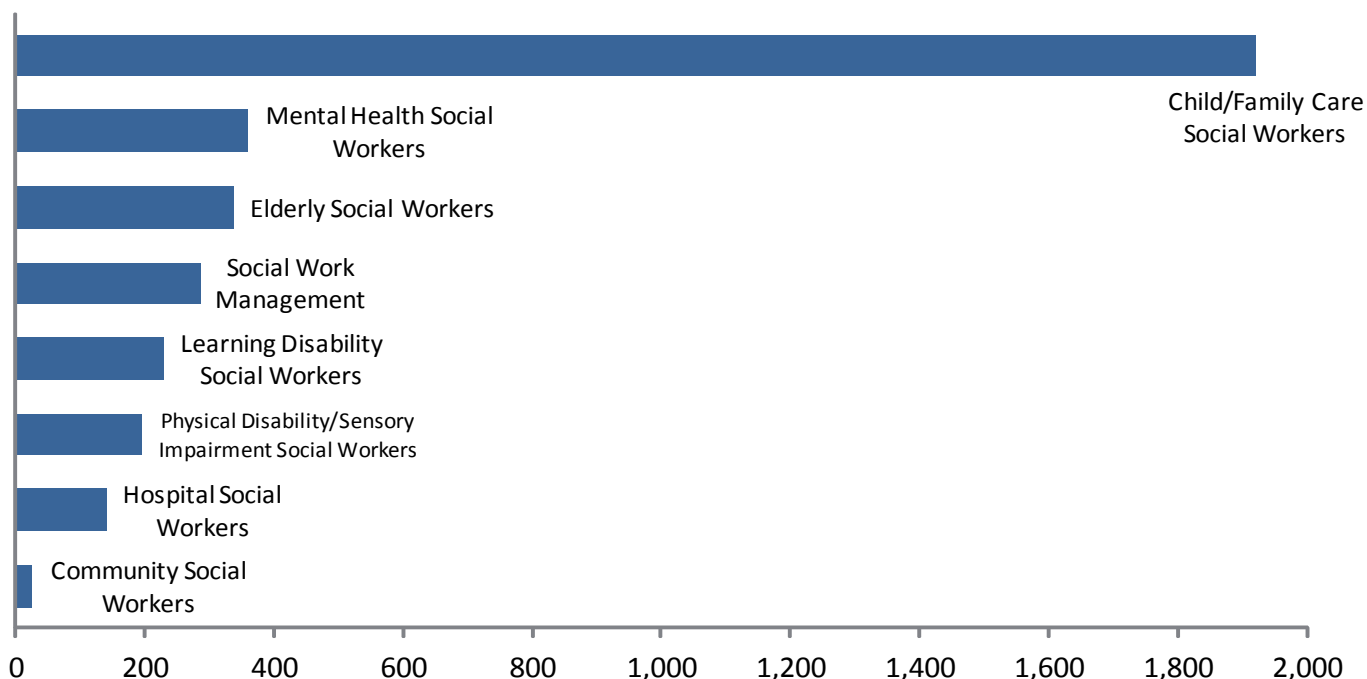
Fig. 4d: Professional & Technical Staff by Pay Band (% WTE)



Section 5: Social Services Staff- Excluding Domiciliary Care

There were 7,833 (6,957 WTE) staff employed in Social Services grades. A small majority (51%, or 3,581 WTE) were qualified social workers. Most of these (54%, 1,920 WTE) were Child & Family Care Social Workers.

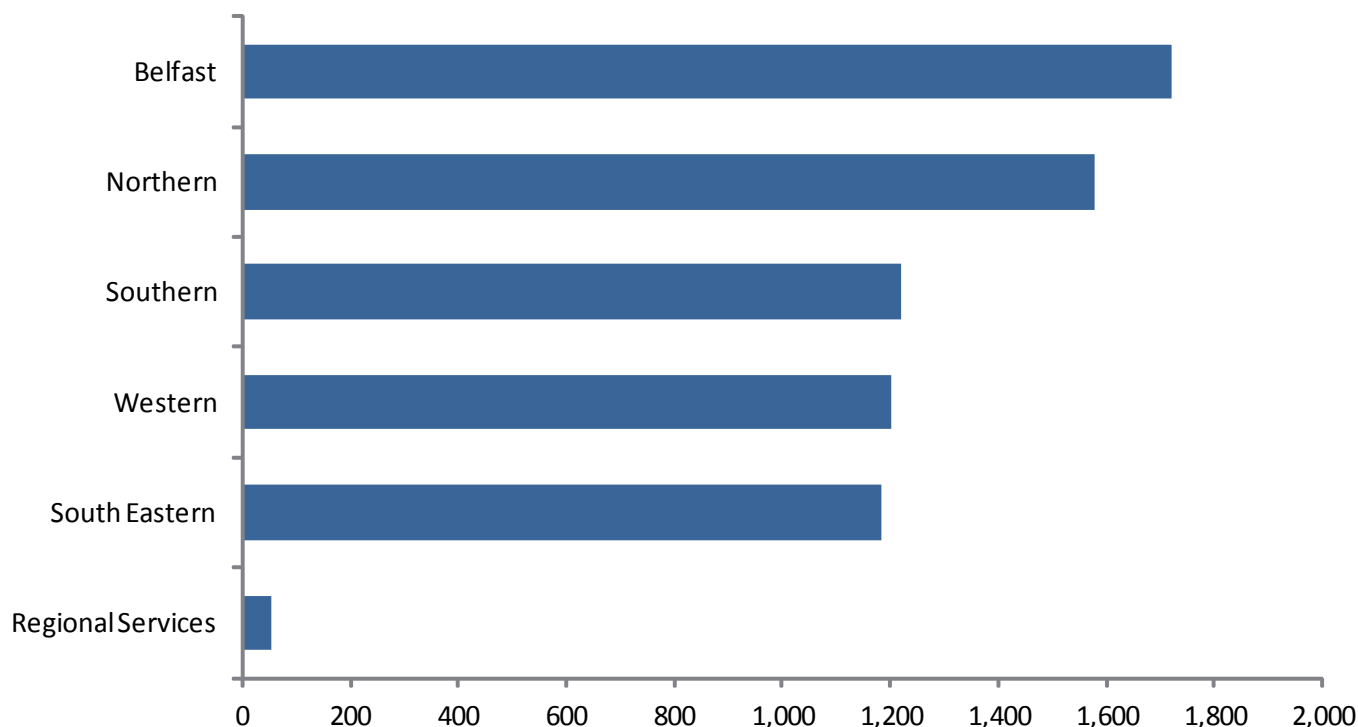
Fig. 5a: Social Workers by Grade (WTE)



Employing Organisations

The Belfast HSC Trust was the largest employer of Social Services staff, with 1,721 WTE (25% of the total). The other Trusts employed between 17% (South Eastern, Western) and 23% (Northern) of the total. Less than 1% were employed by the Regional Services.

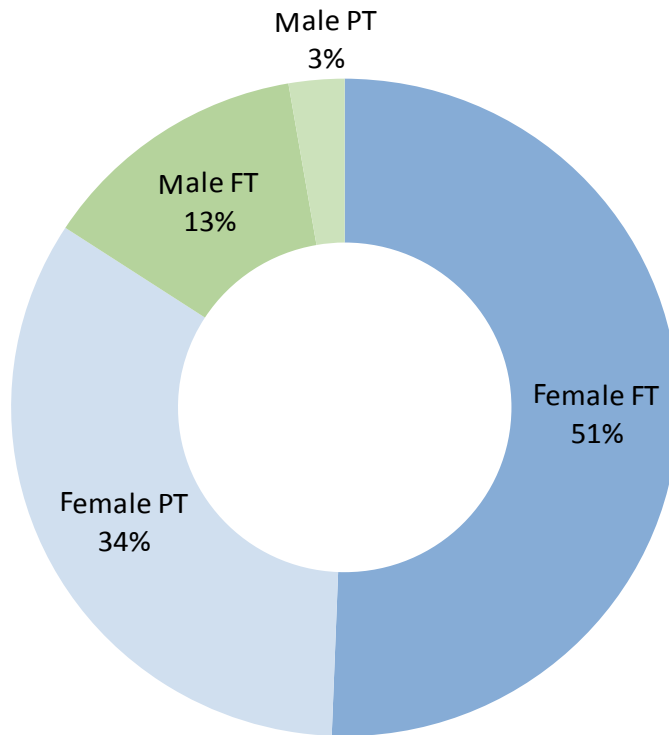
Fig 5b: Social Services Staff by Employing Organisation (WTE)



Gender and Working Pattern (Headcount)

A large majority (84%, 6,597) of Social Services staff were female; 60% of female staff worked full-time and 49% of female staff were qualified social workers. Eighty-three per cent of male staff worked full-time; 49% of male staff were qualified social workers.

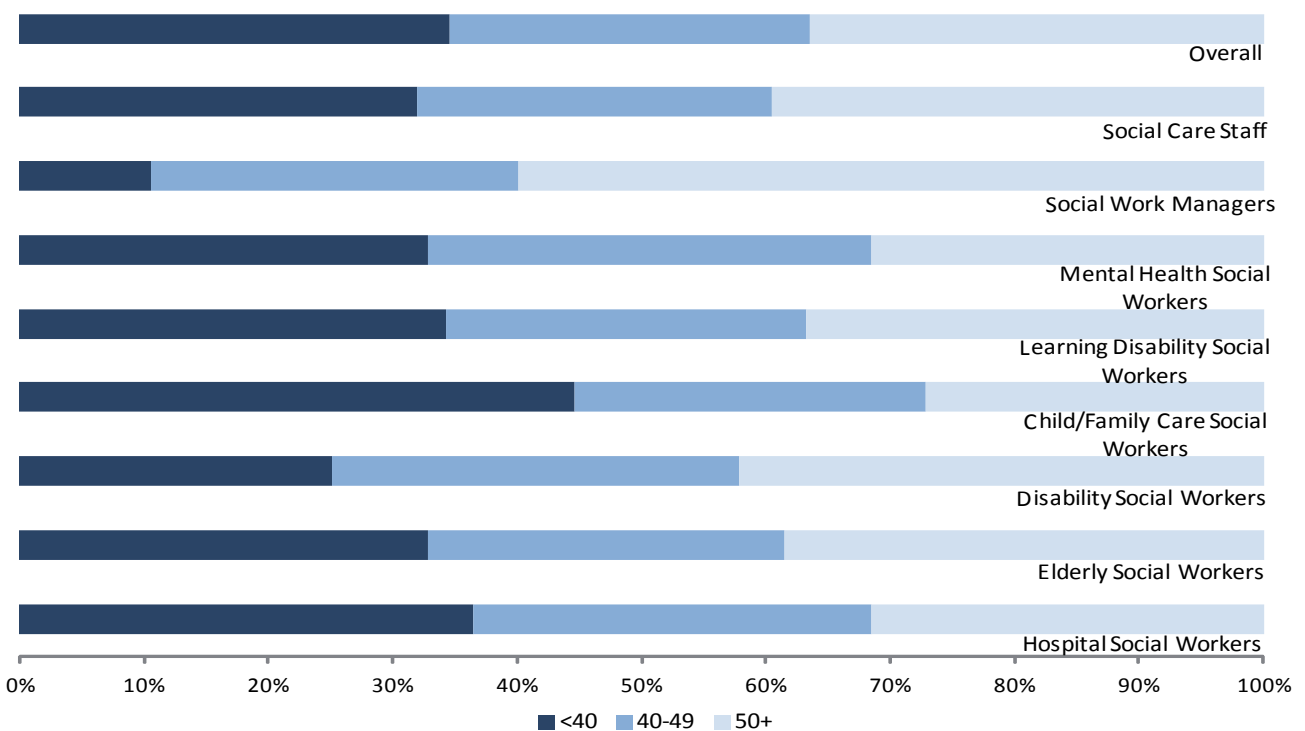
Figure 5c: Social Services Staff by Gender and Working Pattern



Age

The Social Services Occupational Family has more staff over the age of 50 (2,862, or 37%) than under 40 (2,706, or 35%). Social workers were younger than other social care staff; 37% were under 40, whereas 40% of social care staff were over 50. One-third (33%) of social workers were over 50. Only 11% of social work managers were under 40; 60% were over 50.

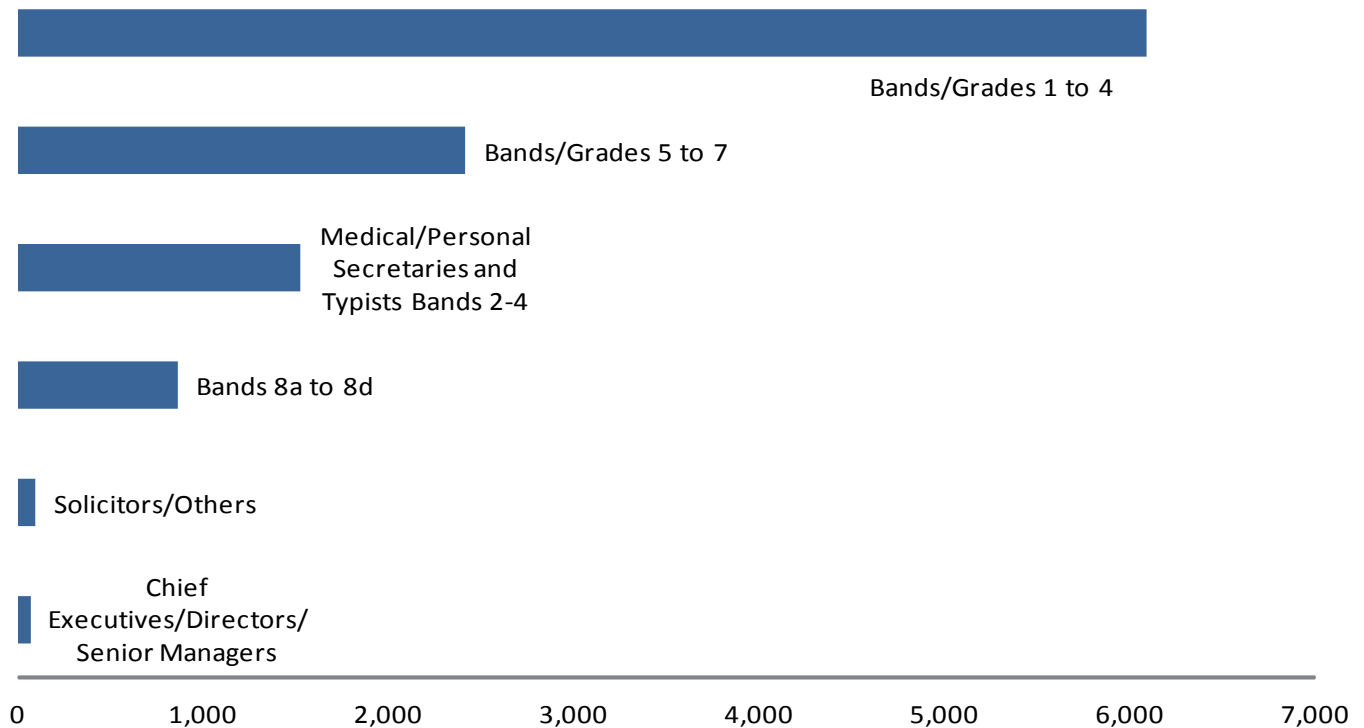
Fig. 5d: Social Services Staff by Age Group (% Headcount)



Section 6: Administrative & Clerical Staff

There were 12,743 (11,057 WTE) Administrative & Clerical staff employed. A large majority (69%, or 7,583 WTE) were employed in Bands/Grades 1 to 4 (non-managerial grades).

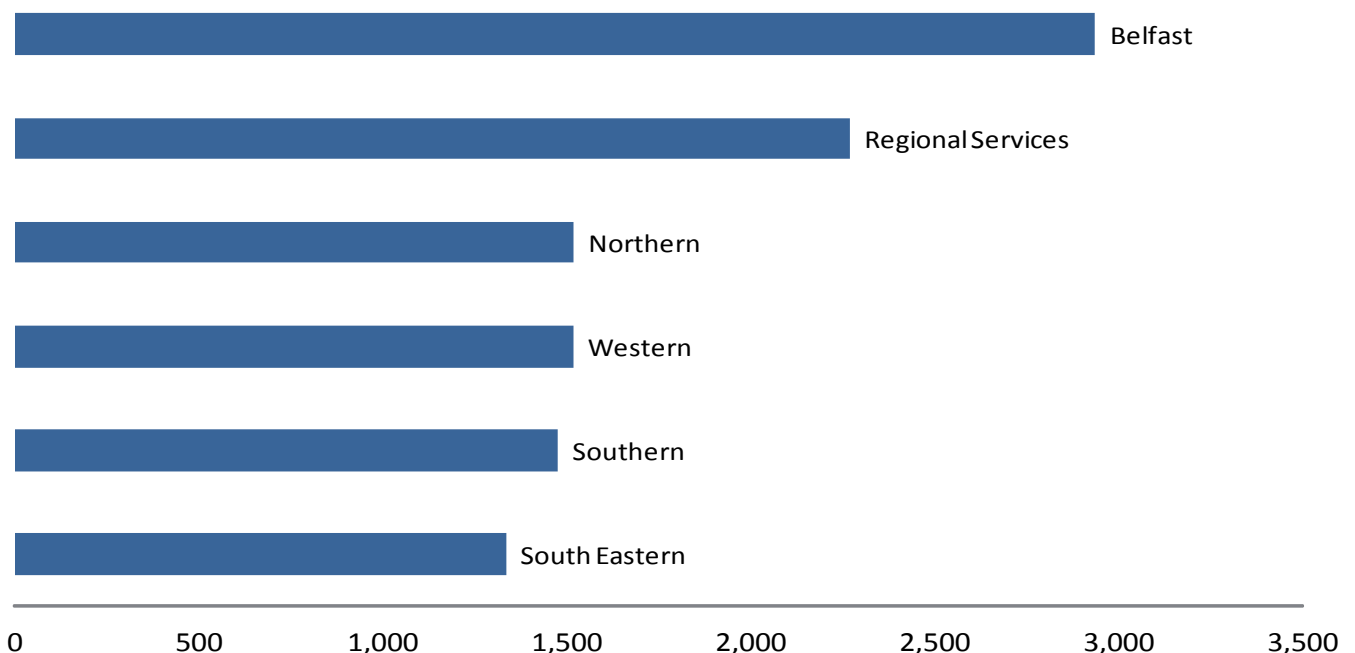
Fig. 6a: Admin & Clerical Staff by Grade



Employing Organisations

The largest single employer of Administrative & Clerical staff was the Belfast HSC Trust, with 2,938 WTE (27% of the total). The Regional Services, particularly the Business Services Organisation and the Health & Social Care Board, employed a further 2,269 WTE or 21%. The four remaining local Trusts employed between 12% and 14% of the remainder each.

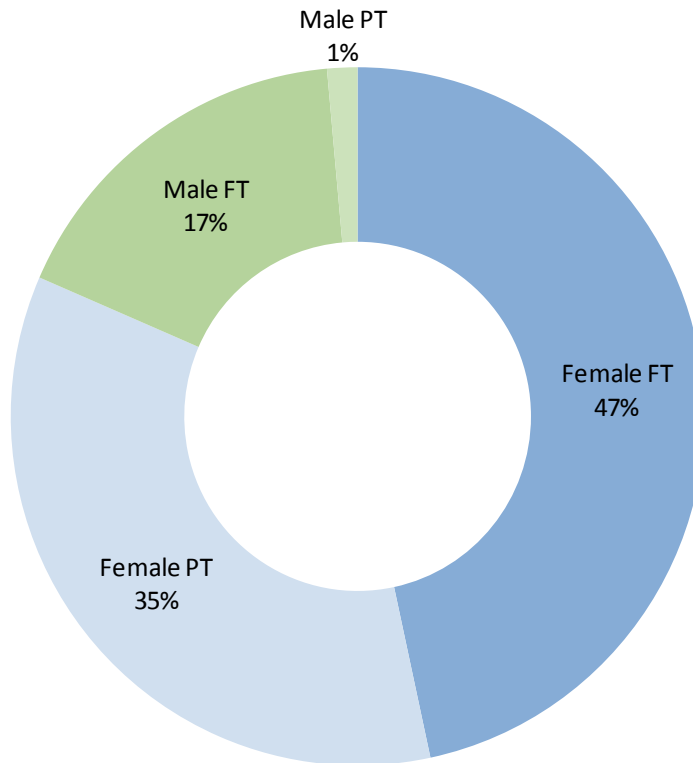
Fig. 6b: Administrative & Clerical Staff by Employing Organisation



Gender and Working Pattern

As with the HSC workforce as a whole, a majority (82%) of Administrative & Clerical staff were female. Fifty-seven per cent of female staff worked full-time compared to 92% of male staff.

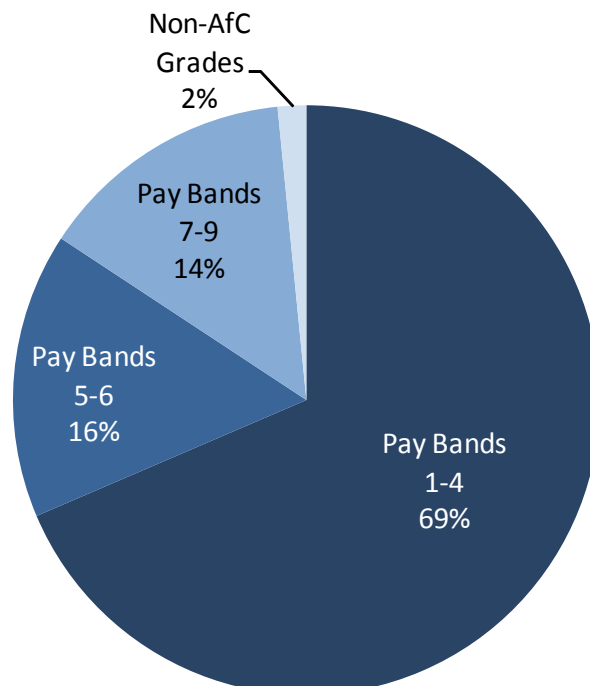
Fig. 6c: Administrative & Clerical staff by Gender and Working Pattern



Pay Bands

As described earlier, most (69%, or 7,583 WTE) Administrative & Clerical staff were employed at AfC Bands 1-4.

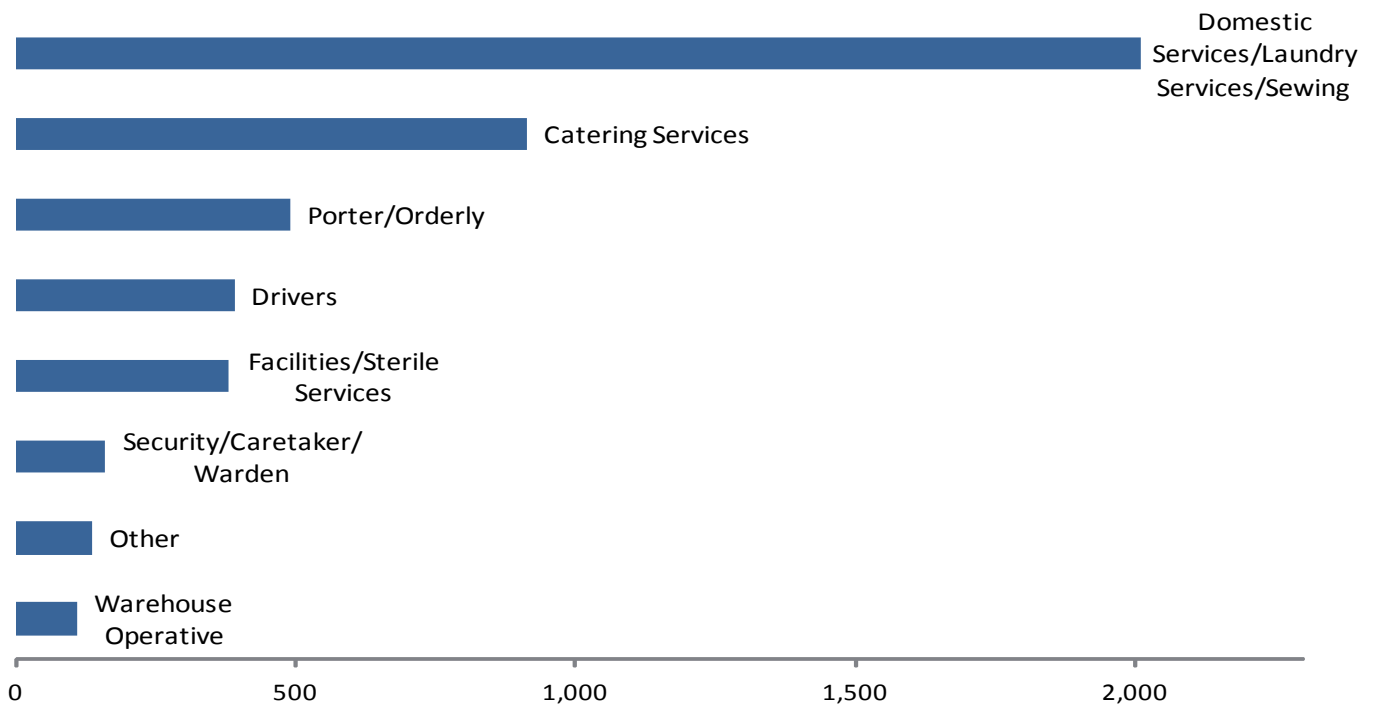
Fig. 6d: Administrative & Clerical Staff by Pay Bands



Section 7: Support Services Staff

There were 6,113 (4,595 WTE) Support Services staff employed. The largest sub-group was domestic services, with 1,865 WTE; they represented 41% of Support Services staff. A further 20% (914 WTE) were employed within catering services.

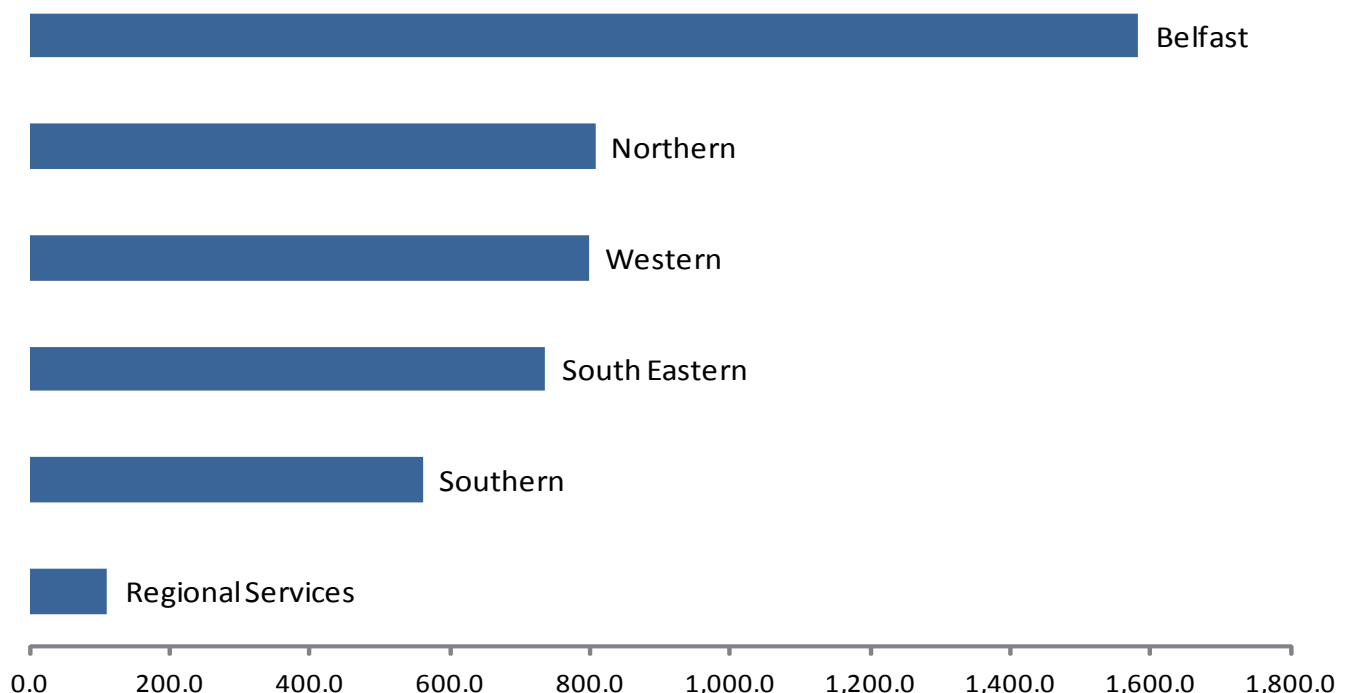
Fig. 7a: Support Services Staff by Grade



Employing Organisations

The Belfast HSC Trust was again the largest employer, with 1,582 Support Services staff, 34% of the total. The other local Trusts employed between 12% and 18% of the remainder, with 2% employed by the Regional Services.

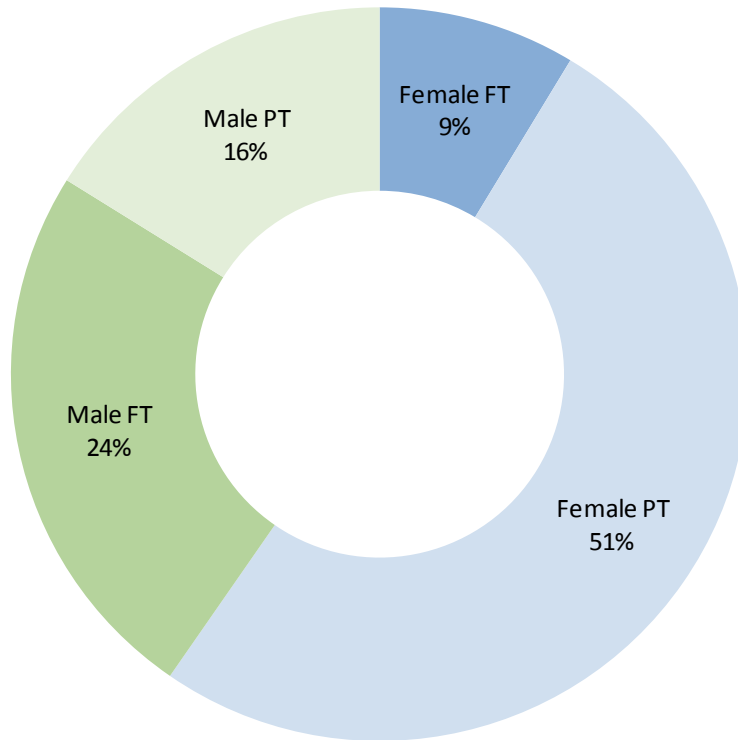
Fig. 7b: Support Services Staff by Employing Organisation



Gender and Working Pattern

The Support Services workforce was 60% female. A majority (67%) of all Support Services staff worked part-time. The porters and orderlies group had the highest proportion of staff working full-time at 84%. Most male staff (60%) worked full-time compared to 15% of female staff.

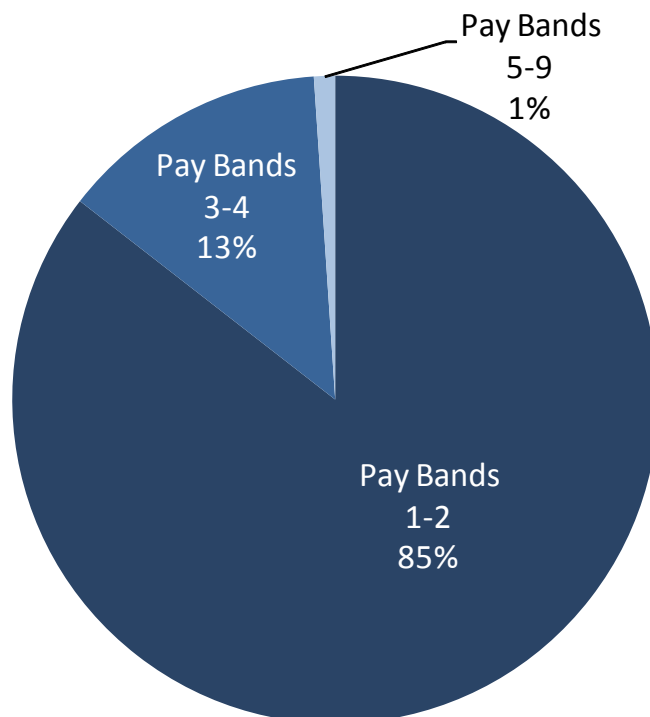
Fig. 7c: Support Services Staff by Gender and Working Pattern



Pay Bands

Support Services staff on average are employed at lower Bands than the other Occupational Families. A large majority (85%, or ~3,925 WTE) were employed at Band 1 or 2; only 1% (~47 WTE) were employed at Band 5 or above.

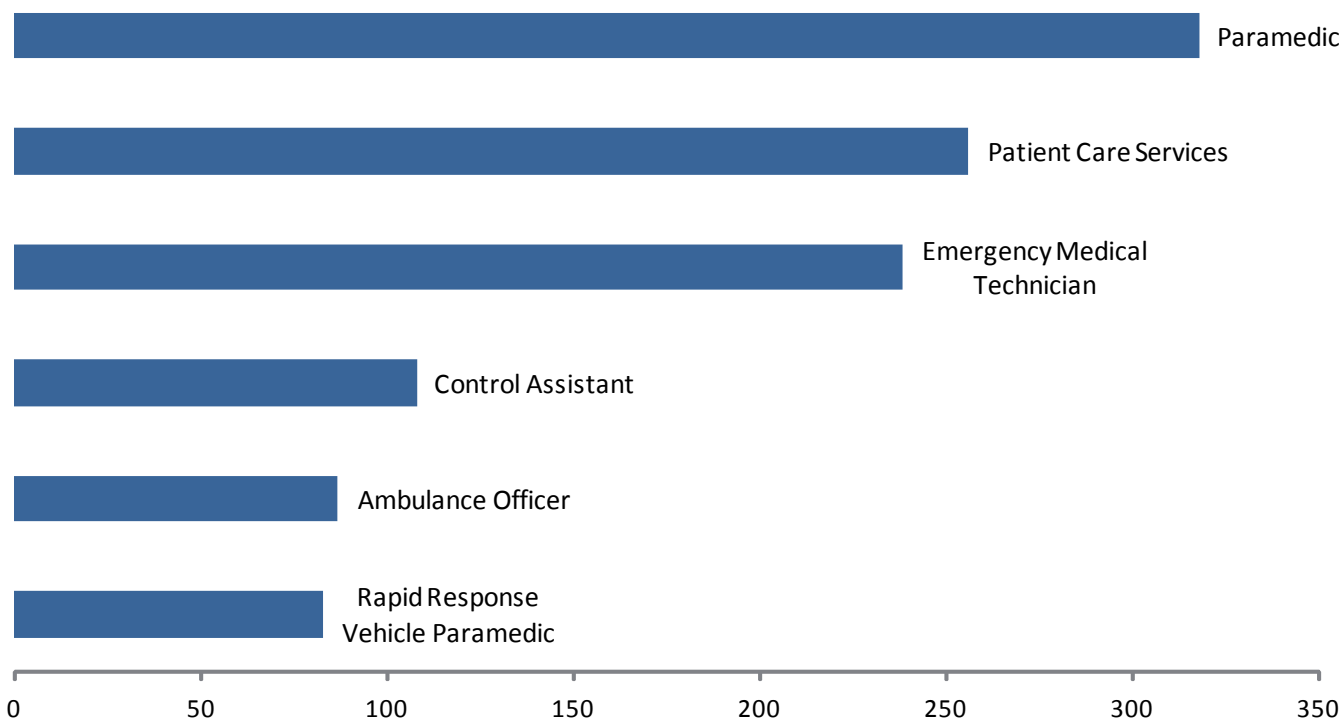
Fig. 7d: Support Services Staff by Pay Band



Section 8: Ambulance Staff

There were 1,115 (1,091 WTE) Ambulance staff employed, all by the Northern Ireland Ambulance Service Trust. Over a third (401 WTE, 37%) were graded as either paramedics or rapid response vehicle (RRV) paramedics; a further 239 WTE (22%) were emergency medical technicians (EMTs).

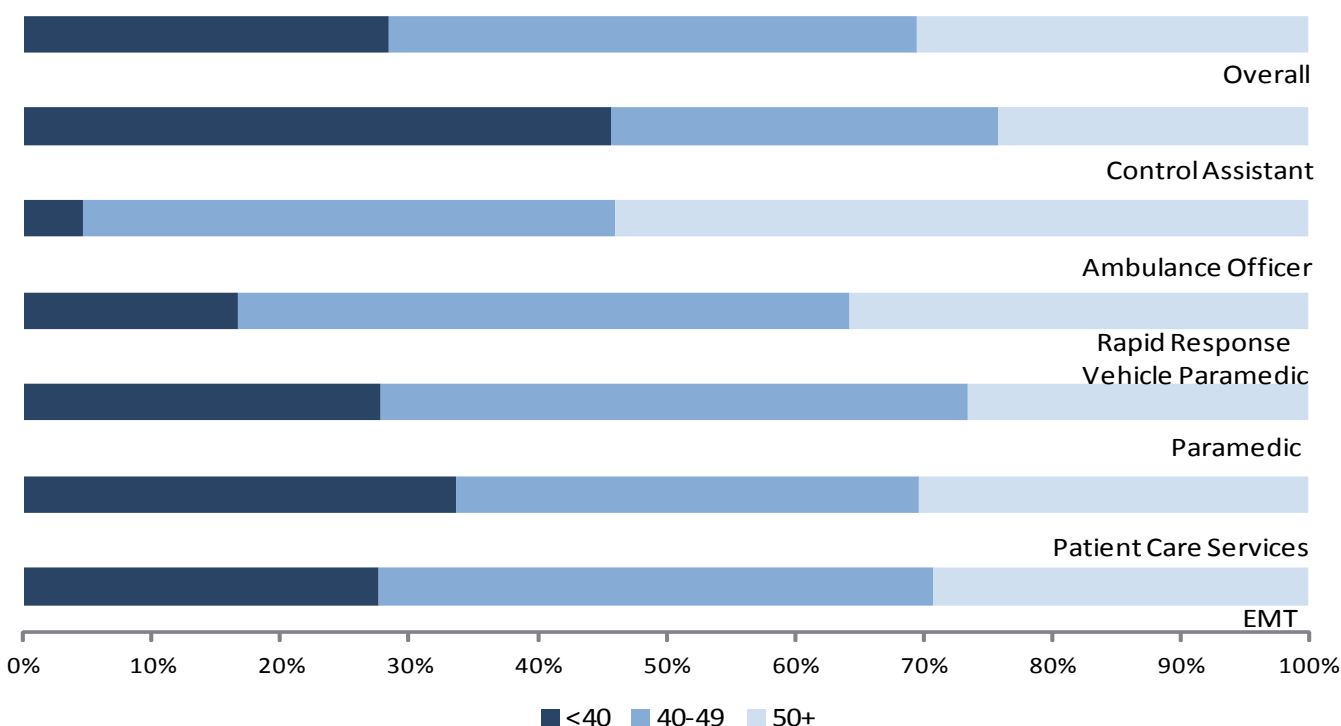
Fig. 8a: Ambulance Staff by Grade



Age

Forty-one per cent of Ambulance staff were between 40 and 49 years of age; 31% were over 50. Just over a quarter (28%) of paramedics and RRV paramedics were over 50. Ninety-five per cent of ambulance officers were over 40.

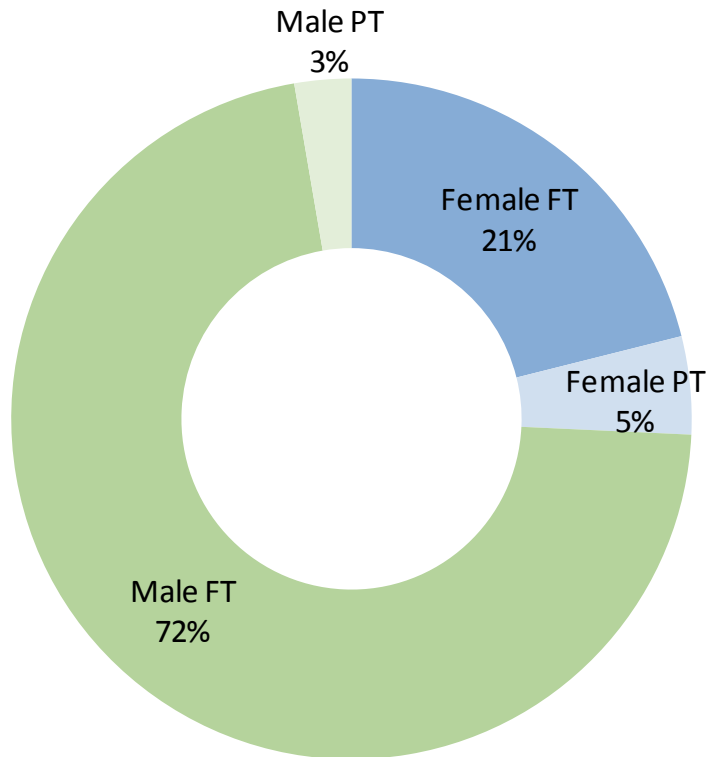
Fig. 8b: Ambulance Staff by Age Group



Gender and Working Pattern (Headcount)

The Ambulance workforce was predominantly male (74%) and 93% of all staff worked full-time. Unlike most other Occupational Families, the proportion of female staff working part-time was very small (18%).

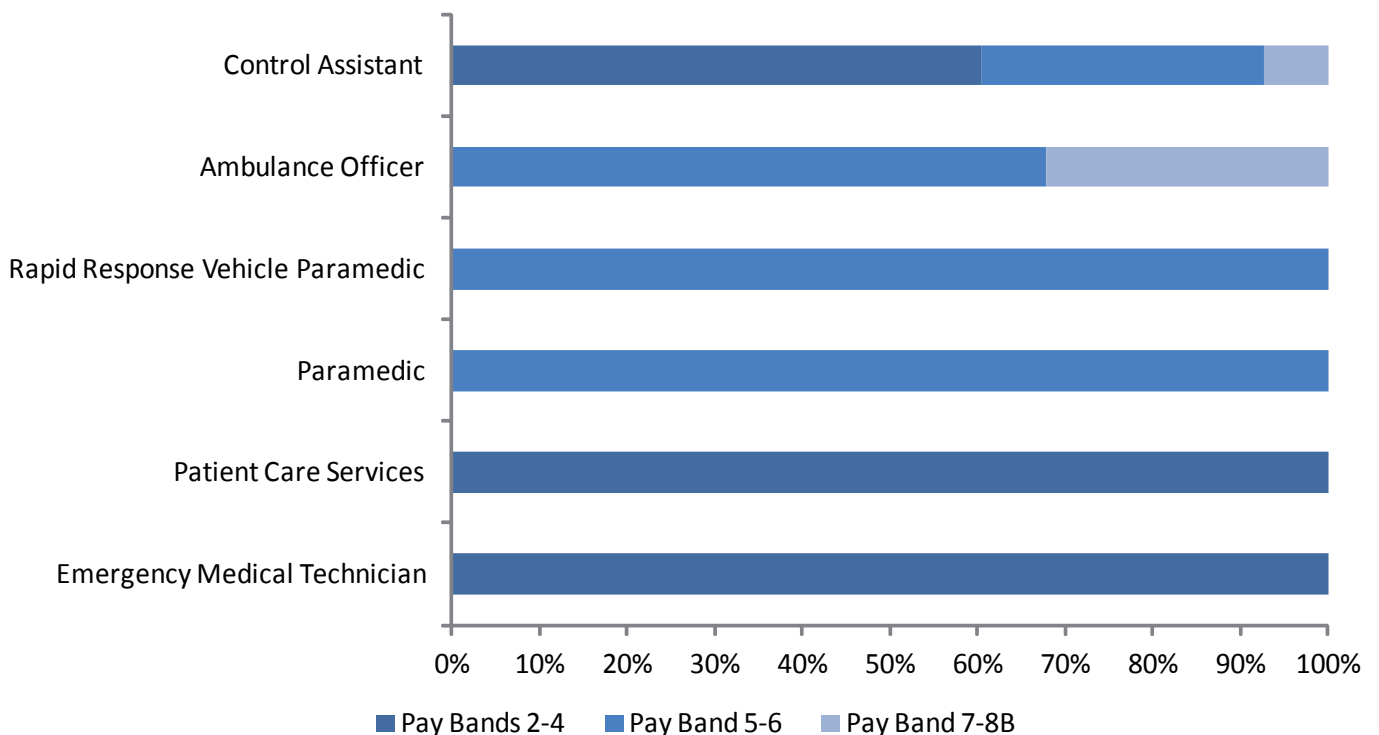
Fig. 8c: Ambulance Staff by Gender and Working Pattern



Pay Bands

The Ambulance Occupational Family tends to have less variation in pay bands within its subgroups than other professions. Patient care services staff, EMTs and paramedics/RRV paramedics are almost always Bands 3, 4 and 5 respectively, and ambulance officers are usually in Bands 6 and 7. Control staff have a wider variation between Bands 2-3 and 6-7.

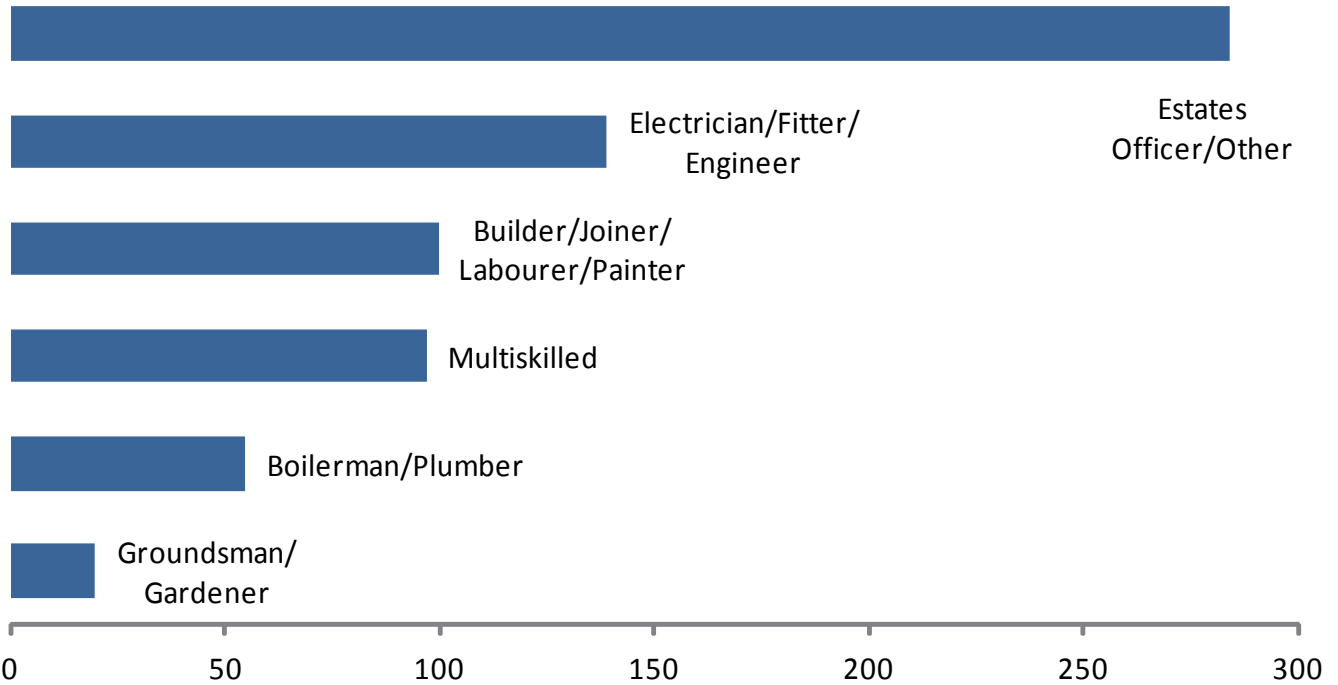
Fig. 8d: Ambulance Staff by Pay Band



Section 9: Estates Services Staff

There were 697 (695 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 41% of total WTE, at 284.1.

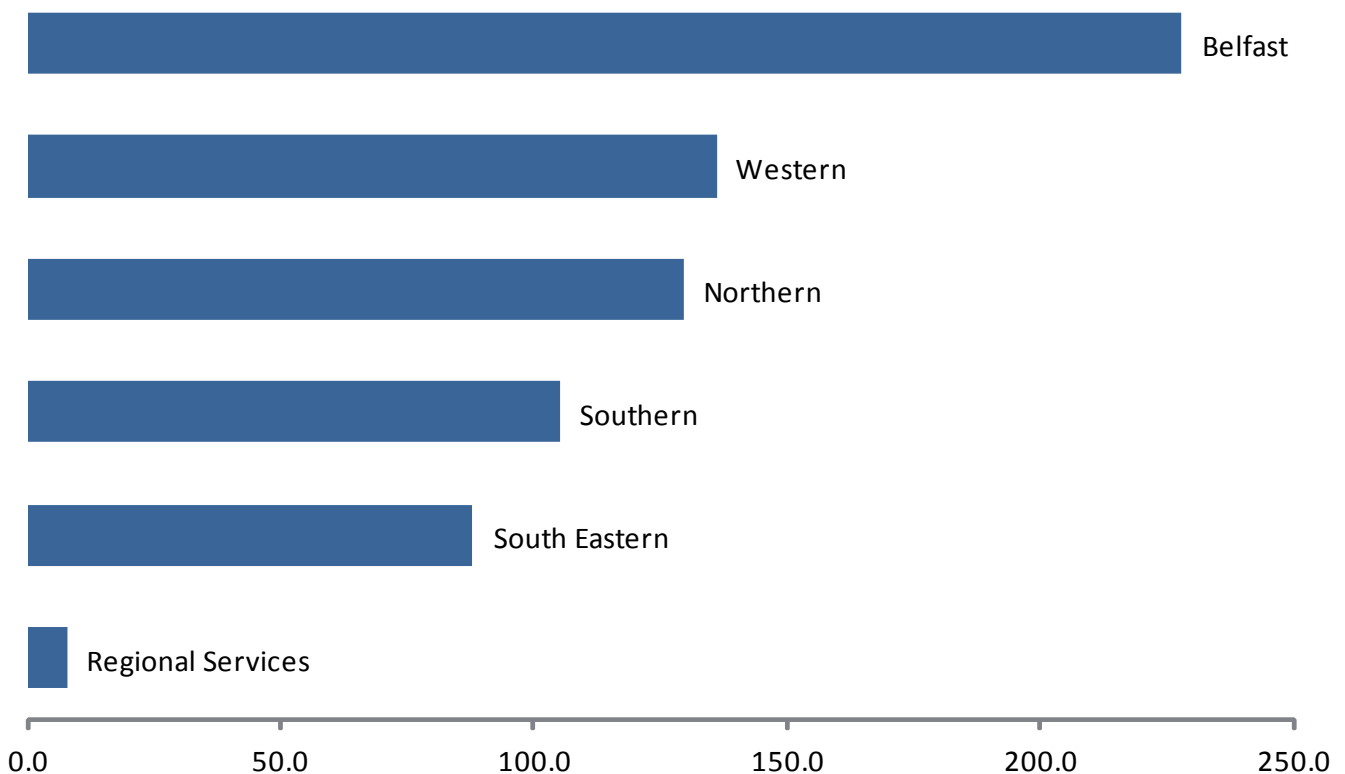
Fig. 9a: Estates Services Staff by Group



Employing Organisations

The largest employer of Estates staff was the Belfast Trust; 33% (228 WTE) were employed there. The other local Trusts employ between 13% and 20%.

Fig. 9b: Estates Services Staff by Employer



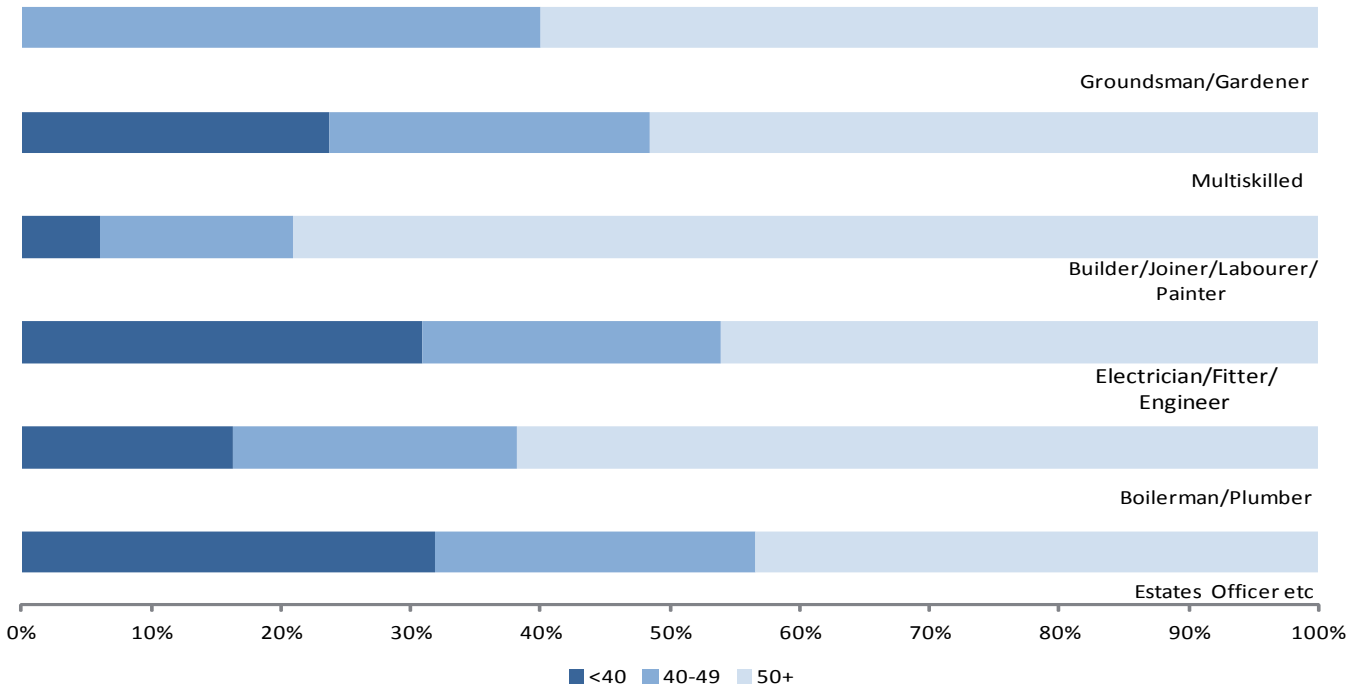
Gender and Working Pattern (Headcount)

There were only 22 female Estates Services staff, and 4 staff who worked less than full-time.

Age

The Estates Occupational Family was the only one in which the majority (363, or 52%) were over the age of 50. A quarter (25%) of staff were under 40.

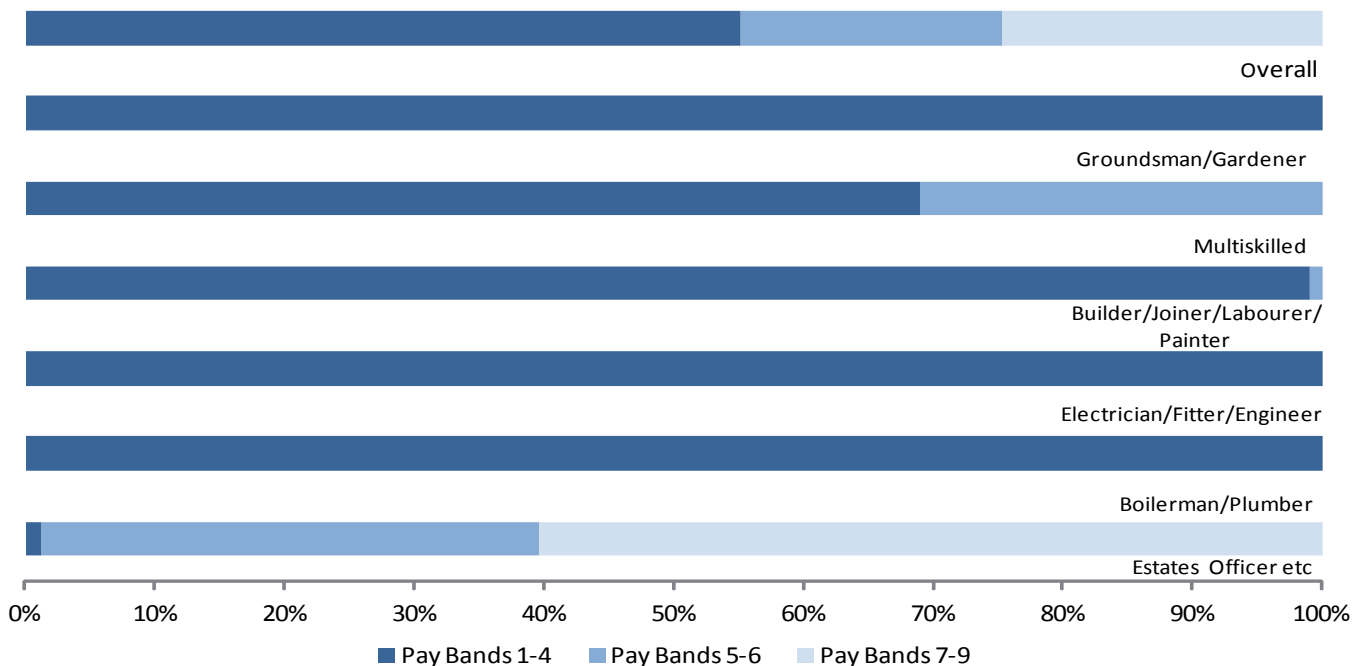
Fig. 9c: Estates Staff by Age Group



Pay Bands

The majority (55%) of Estates Services staff were employed at Bands 1-4, with the exception of the wider group of estates officers. 60% of the staff in this grouping were employed at Band 7 or above.

Fig. 9d: Estates Officers by Pay Band



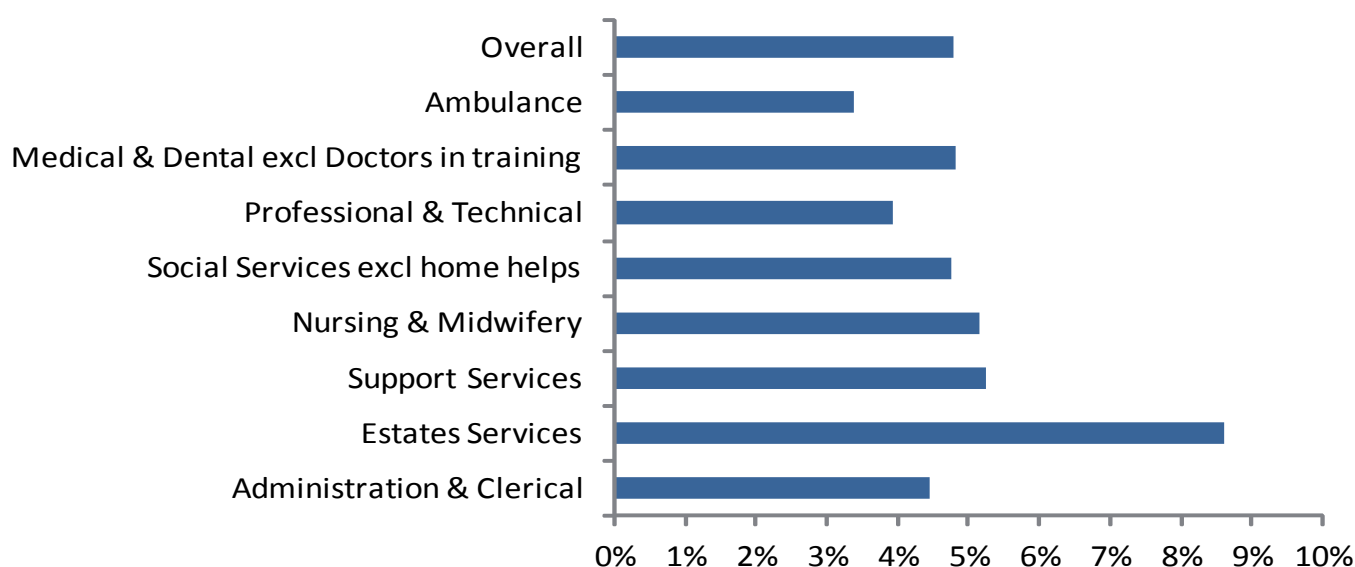
Section 10: Staff Turnover

Staff leavers, joiners and movers in the HSC were calculated by comparing the snapshots of staff in post at March 2015 with staff in post at March 2016. Those who appeared on the March 2016 dataset, but not March 2015 were classed as joiners. Those who appeared on the March 2015 dataset but not March 2016 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 mid-point of the period, September 2015. Doctors in training were excluded from analysis due to the planned rotation of posts during their training.

Leavers

The highest leaving rate was seen in Estates Services, with 8.6% (60 staff). The highest count was seen in Nursing & Midwifery, with 1,117 leavers (5.2%).

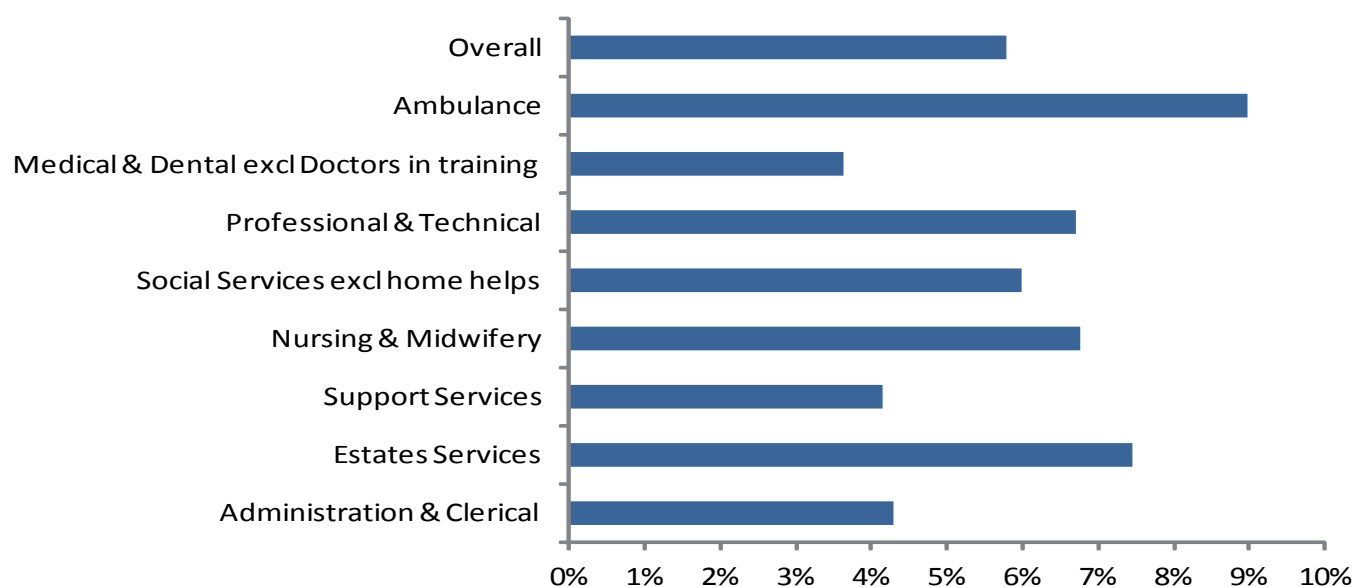
Fig 10a: Leaving Rates by Occupational Family (% Headcount)



Joiners

The highest joining rate (9.0%) was seen in the Ambulance Occupational Family: this reflected 98 joiners. The highest count of joiners was again in the Nursing & Midwifery Family, with 1,464 joiners (6.8%).

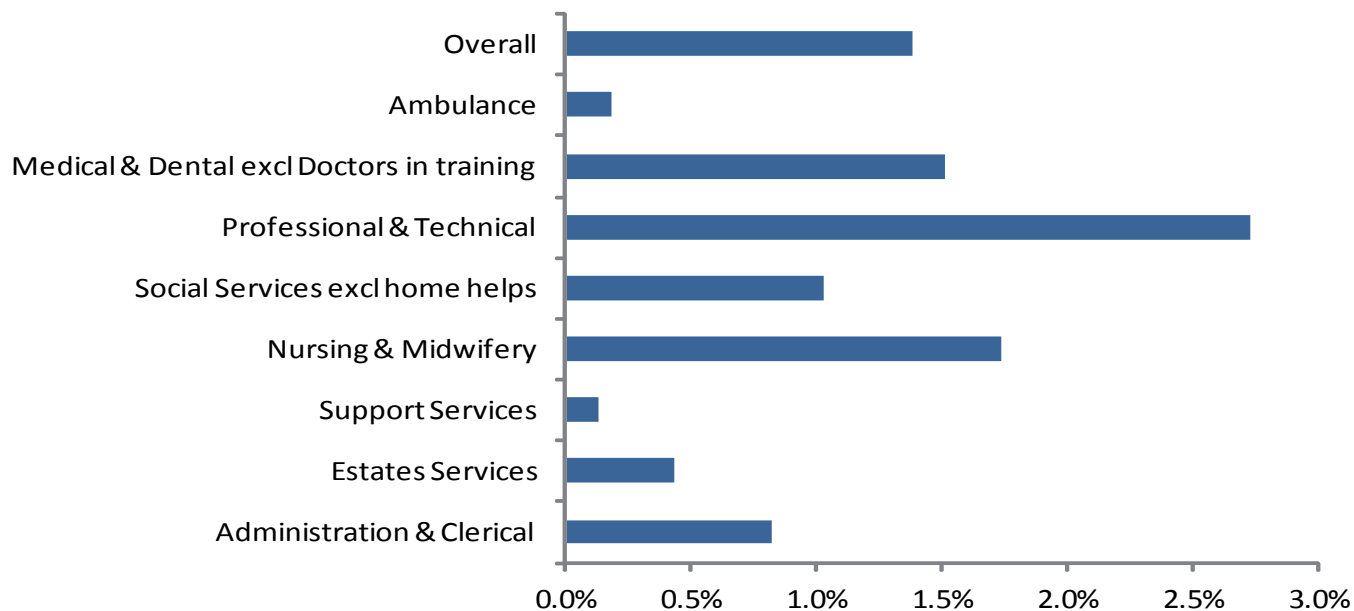
Fig 10b: Joining Rates by Occupational Family (% Headcount)



Movers

The highest moving rate (between HSC organisations) was seen in the Professional & Technical Occupational Family, with 2.7% or 233 staff. The highest count of movers was also in Nursing & Midwifery, with 375 staff or 1.7%.

Fig. 10c: Movers by Occupational Family



Appendix 1

Table A: Health & Social Care Workforce 2007-2016

In order to facilitate comparisons between years, home helps 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.

WTE	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Generic	-	92.1	134.5	96.9	74.0	35.7	31.5			
Admin & Clerical	11,552.9	11,021.7	10,912.2	10,835.5	10,481.3	10,791.2	11,074.7	11,014.5	11,022.2	11,012.1
Estates Services	532.2	725.2	679.1	674.2	658.7	692.9	694.9	694.9	704.0	695.1
Support Services	6,060.4	4,885.1	4,946.5	4,949.9	4,944.7	4,814.2	4,829.9	4,840.7	4,652.6	4,595.2
Qualified Nursing & Midwifery	13,832.2	13,899.2	13,875.9	13,898.9	13,649.0	13,822.7	14,139.5	14,428.5	14,614.0	14,932.9
Nurse Support Staff	4,092.8	4,094.8	4,022.6	3,999.1	3,866.5	3,848.6	3,938.7	3,985.6	4,019.1	4,080.3
Social Services	5,112.3	6,268.5	6,483.3	6,605.4	6,581.5	6,648.8	6,653.4	6,736.1	6,814.7	6,957.4
Professional & Technical	6,189.4	6,109.2	6,187.2	6,301.4	6,347.0	6,654.8	6,900.8	7,195.6	7,249.9	7,509.0
Medical & Dental	3,434.3	3,462.2	3,491.0	3,505.0	3,550.1	3,628.7	3,718.3	3,789.5	3,804.6	3,866.1
Ambulance	979.8	1,030.0	1,023.9	1,014.5	1,035.8	1,030.6	1,084.8	1,062.2	1,031.6	1,091.5
Total	51,786.1	51,587.9	51,756.2	51,880.6	51,188.6	51,968.1	53,066.4	53,747.6	53,912.6	54,739.5
Headcount	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Generic	-	98	148	107	80	40	35			
Admin & Clerical	13,234	12,612	12,493	12,435	12,067	12,411	12,700	12,650	12,694	12,696
Estates Services	534	728	681	676	661	697	696	697	706	697
Support Services	8,210	6,732	6,782	6,750	6,693	6,459	6,513	6,532	6,226	6,113
Qualified Nursing & Midwifery	16,165	16,249	16,251	16,246	16,012	16,168	16,449	16,751	16,868	17,119
Nurse Support Staff	4,773	4,775	4,694	4,678	4,528	4,499	4,601	4,648	4,690	4,735
Social Services	5,670	7,141	7,362	7,521	7,480	7,548	7,565	7,612	7,713	7,833
Professional & Technical	6,986	6,967	7,101	7,239	7,316	7,655	7,938	8,323	8,416	8,679
Medical & Dental	3,720	3,761	3,780	3,783	3,830	3,919	4,015	4,070	4,130	4,165
Ambulance	986	1,036	1,033	1,025	1,047	1,042	1,098	1,079	1,048	1,115
Total	60,278	60,099	60,325	60,460	59,714	60,438	61,610	62,362	62,491	63,152

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	3,395	1,841	1,577	1,794	1,726	2,410	12,743
Estates Services	228	130	88	107	136	8	697
Support Services	2,091	1,127	964	755	1,061	115	6,113
Qualified Nursing & Midwifery	5,619	2,879	2,637	2,993	2,901	90	17,119
Nurse Support Staff	1,691	794	675	753	782	40	4,735
Social Services (excl. Home Helps)	1,960	1,769	1,360	1,369	1,317	58	7,833
Professional & Technical	3,140	1,573	1,187	1,369	1,251	159	8,679
Medical & Dental	1,693	603	640	613	530	299	4,378
Ambulance	0	0	0	0	0	1,115	1,115
Total	19,817	10,716	9,128	9,753	9,704	4,294	63,412

WTE	Belfast	Northern	South Eastern	Southern	Western	NIAS/ Regional Services	Total
Administration & Clerical	2,938.3	1,519.4	1,335.9	1,476.9	1,517.3	2,269.4	11,057.0
Estates Services	228.0	129.7	88.0	105.4	136.0	8.0	695.1
Support Services	1,582.1	807.0	734.4	562.1	798.7	110.9	4,595.2
Qualified Nursing & Midwifery	4,917.1	2,465.0	2,288.8	2,574.5	2,604.0	83.6	14,932.9
Nurse Support Staff	1,451.5	674.0	579.5	645.8	695.8	33.8	4,080.3
Social Services (excl. Home Helps)	1,721.1	1,577.7	1,182.5	1,221.1	1,200.7	54.3	6,957.4
Professional & Technical	2,746.3	1,319.2	1,022.0	1,158.3	1,119.2	144.0	7,509.0
Medical & Dental	1,596.8	552.7	575.2	565.8	508.1	203.4	4,002.0
Ambulance	0.0	0.0	0.0	0.0	0.0	1,091.5	1,091.5
Total	17,181.2	9,044.7	7,806.1	8,309.8	8,579.8	3,998.7	54,920.3

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	5,942	4,444	2,826.0	10,386	8,768.0
Estates Services	22		21.3	22	21.3
Support Services	529	3,116	1,946.3	3,645	2,475.3
Qualified Nursing & Midwifery	9,100	6,967	4,802.2	16,067	13,902.2
Nurse Support Staff	1,971	2,108	1,478.6	4,079	3,449.6
Social Services (excluding Home Helps)	3,965	2,632	1,818.8	6,597	5,783.8
Professional & Technical	4,164	2,910	1,844.1	7,074	6,008.1
Medical & Dental	1,603	625	367.2	2,228	1,970.2
Ambulance	235	52	37.5	287	272.5
Total	27,529	22,856	15,121.9	50,385	42,650.9

MALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2,177	180	112.1	2,357	2,289.1
Estates Services	675		673.8	675	673.8
Support Services	1,482	986	637.9	2,468	2,119.9
Qualified Nursing & Midwifery	978	74	52.7	1,052	1,030.7
Nurse Support Staff	565	91	65.7	656	630.7
Social Services (excluding Home Helps)	1,025	211	148.6	1,236	1,173.6
Professional & Technical	1,403	202	97.9	1,605	1,500.9
Medical & Dental	1,948	202	83.8	2,150	2,031.8
Ambulance	798	30	21.0	828	819.0
Total	11,049	1,978	1,220.4	13,027	12,269.4

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	217	972	1,515	1,641	1,900	2,104	1,988	1,547	673	186	12,743
Estates Services	18	28	47	79	72	90	105	155	86	17	697
Support Services	233	496	557	493	595	855	1,102	928	586	268	6,113
Qualified Nursing & Midwifery	714	1,823	2,078	2,233	2,391	2,583	3,050	1,622	525	100	17,119
Nurse Support Staff	198	402	524	497	581	771	779	593	298	92	4,735
Social Services (excluding Home Helps)	131	585	923	1,067	1,054	1,211	1,362	971	423	106	7,833
Professional & Technical	383	1,238	1,655	1,470	1,128	1,003	855	672	207	68	8,679
Medical & Dental	174	941	715	597	577	472	413	297	156	36	4,378
Ambulance	22	62	97	135	247	211	179	104	48	10	1,115
Total	2,090	6,547	8,111	8,212	8,545	9,300	9,833	6,889	3,002	883	63,412

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	9,113	1,829	1,619	182	12,743
Estates Services	383	141	173		697
Support Services	6,064	38	11	0	6,113
Qualified Nursing & Midwifery	0	14,377	2,714	28	17,119
Nurse Support Staff	4,728	0	0	7	4,735
Social Services (excluding Home Helps)	2,657	3,634	1,538	4	7,833
Professional & Technical	1,833	3,717	3,117	12	8,679
Medical & Dental	0	0	0	4,378	4,378
Ambulance	579	500	36	0	1,115
Total	25,357	24,236	9,207	4,612	63,412

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	7,582.7	1,728.1	1,570.4	175.9	11,057.0
Estates Services	382.7	140.0	172.4		695.1
Support Services	4,546.4	37.7	11.0	0.0	4,595.2
Qualified Nursing & Midwifery	0.0	12,334.9	2,571.0	27.0	14,932.9
Nurse Support Staff	4,074.2	0.0	0.0	6.1	4,080.3
Social Services (excluding Home Helps)	2,165.2	3,307.3	1,480.9	4.0	6,957.4
Professional & Technical	1,583.4	3,251.4	2,662.7	11.6	7,509.0
Medical & Dental	0.0	0.0	0.0	4,002.0	4,002.0
Ambulance	560.4	495.1	36.0	0.0	1,091.5
Total	20,895.0	21,294.5	8,503.4	4,227.5	54,920.3

Table 2a: Medical & Dental Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	728	221	248	231	222		1,711
Associate Specialist/Specialty Doctor/ Staff Grade	127	101	105	120	64	63	519
Specialty/Specialist Registrar	565	157	163	148	155	135	1,323
Foundation Doctor	220	83	85	73	72	0	533
Hospital Dental Practitioner/Community Dental Officer	21	32	21	13	17	13	114
Other Medical	32	9	18	28		88	178
Total	1,693	603	640	613	530	299	4,378

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	686.2	209.7	231.6	222.4	214.9		1,612.5
Associate Specialist/Specialty Doctor/ Staff Grade	108.0	81.4	79.6	103.6	55.9	49.7	430.4
Specialty/Specialist Registrar	549.1	153.3	158.7	146.6	154.6	127.1	1,289.4
Foundation Doctor	218.8	83.0	83.9	72.4	72.0	0.0	530.0
Hospital Dental Practitioner/Community Dental Officer	12.3	20.4	11.5	10.2	10.7	9.6	73.3
Other Medical	22.5	4.9	9.9	10.7		17.0	66.4
Total	1,596.8	552.7	575.2	565.8	508.1	203.4	4002.0

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

FEMALE	Full-Time		Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE	
Consultant	426	189	133.1	615	559.1	
Associate Specialist/Specialty Doctor/Staff Grade	161	188	106.8	349	267.8	
Specialty/Specialist Registrar	679	102	69.7	781	748.7	
Foundation Doctor	305	4	2.7	309	307.7	
Hospital Dental Practitioner/Community Dental Officer	14	70	41.4	84	55.4	
Other Medical	18	72	13.5	90	31.5	
Total	1,603	625	367.2	2,228	1,970.2	

MALE	Full-Time		Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE	
Consultant	1,002	94	51.4	1,096	1,053.4	
Associate Specialist/Specialty Doctor/Staff Grade	153	17	9.6	170	162.6	
Specialty/Specialist Registrar	538	7	6.8	542	540.7	
Foundation Doctor	221			224	222.4	
Hospital Dental Practitioner/Community Dental Officer	12	18	5.9	30	17.9	
Other Medical	22	66	12.8	88	34.8	
Total	1,948	202	86.5	2,150	2,031.8	

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	0	58	308	407	330	290	183	111	24	1,711
Associate Specialist/Specialty Doctor/Staff Grade	0	13	71	94	96	85	72	56	24	8	519
Specialty/Specialist Registrar	611		516	152	28	8	8			0	1,323
Foundation Doctor	173	313	38	5	4		0	0	0	0	533
Hospital Dental Practitioner/Community Dental Officer	0	5	4	11	15	27	24	25	7	0	114
Other Medical	0		28	27	28	21	26	27	17		178
Total	~173	941	715	597	577	472	413	297	156	36	4,378

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	3,498	1,262	1,298	1,596	1,464	14	9,132
Mental Health Nurses	411	312	235	324	381	0	1,663
Learning Disability Nurses	200	36	32	103	69	0	440
Midwives/Student Midwives*	331	239	248	306	226		1,351
Health Visitors/Student Health Visitors*	106	127	95	128	100	0	556
District Nursing	235	226	235	86	245	0	1,027
Paediatric Nurses	372	139	108	141	141	0	901
School Nurses	39	23	24	36	26	0	148
Treatment Room/Practice/Family Planning Nurses	26	120	21	27	27	0	221
Specialist Nursing	271	261	156	159	162	30	1,039
Nurse Managers/Audit/Ward Sisters	110	107	125	53	41	-	~436
Teacher/Trainer	18	22	4	27	14	43	128
Other Qualified Nurses	-	5	56	7	5	0	~73
Nurse Support Staff	1,691	794	675	753	782	40	4,735
Total	~7,308	3,673	3,312	3,746	3,683	~127	21,854

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	3,044.5	1,095.0	1,119.2	1,364.9	1,319.9	11.3	7,954.8
Mental Health Nurses	393.6	299.7	226.0	306.4	367.1	0.0	1,592.8
Learning Disability Nurses	188.1	33.0	28.1	94.6	67.8	0.0	411.6
Midwives/Student Midwives*	268.0	187.0	204.5	240.9	188.5		1,089.9
Health Visitors/Student Health Visitors*	94.2	109.3	83.3	109.0	83.9	0.0	479.7
District Nursing	207.3	177.1	187.3	76.3	208.2	0.0	856.3
Paediatric Nurses	315.8	118.3	87.4	121.0	127.9	0.0	770.3
School Nurses	30.6	16.6	18.2	27.7	19.7	0.0	112.7
Treatment Room/Practice/Family Planning Nurses	16.1	69.5	14.9	19.2	19.7	0.0	139.4
Specialist Nursing	237.8	232.7	142.9	140.0	145.4	28.7	927.4
Nurse Managers/Audit/Ward Sisters	103.2	103.5	118.0	47.3	40.1	-	~412.2
Teacher / Trainer	16.7	20.6	4.0	23.0	12.7	40.5	117.5
Other Qualified Nurses	-	2.7	55.0	4.2	3.1	0.0	~65.0
Nurse Support Staff	1,451.5	674.0	579.5	645.8	695.8	33.8	4,080.3
Total	~6,367.5	3,138.9	2,868.3	3,220.3	3,299.8	~114.3	19,013.2

*These categories refer to registered nurses only- direct entry midwifery students are not included.

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	4,848	3,852	2,686.5	8,700	7,534.5
Mental Health Nurses	1,055	228	163.0	1,283	1,218.0
Learning Disability Nurses	285	94	66.3	379	351.3
Midwives/Student Midwives	474	873	611.9	1,347	1,085.9
Health Visitors/Student Health Visitors	307	247	170.7	554	477.7
District Nursing	514	479	308.7	993	822.7
Paediatric Nurses	452	432	302.7	884	754.7
School Nurses	33	115	79.7	148	112.7
Treatment Room/Practice/Family Planning Nurses	37	181	99.4	218	136.4
Specialist Nursing	648	335	224.4	983	872.4
Nurse Managers/Audit/Ward Sisters	320	81	57.5	401	377.5
Teacher/Trainer	85	31	20.5	116	105.5
Other Qualified Nurses	42	19	10.8	61	52.8
Nurse Support Staff	1,971	2,108	1,478.6	4,079	3,449.6
Total	11,071	9,075	6,280.8	20,146	17,351.8

Some sub-categories for male staff in the Nursing, Midwifery and Health Visiting group have been combined due to their smaller numbers.

MALE	Full-Time	Part-Time	Total		
	Headcount	Headcount	WTE	Headcount	WTE
Acute/General Nurses	388	44	32.3	432	420.3
Mental Health Nurses	364	16	10.9	380	374.9
Learning Disability Nurses	61		-	61	60.3
Midwives/Health Visitors/District Nursing/Paediatric Nurses	52	5	3.1	57	55.1
Specialist Nursing	51	5	4.0	56	55.0
Nurse Managers / Nursing Audit/Ward Sisters	37		-	37	36.7
Teacher/Trainer/Treatment Room/Other Qualified Nurses	29		-	29	28.4
Nurse Support Staff	565	91	65.7	656	630.7
Total	1,543	165	118.4	1,708	1,661.4

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	553	1,234	1,270	1,244	1,286	1,165	1,269	776	269	66	9,132
Mental Health Nurses	31	127	167	225	228	314	385	129	48	9	1,663
Learning Disability Nurses	29	54	49	70	55	50	91	24	18		440
Midwives/Student Midwives	23	111	145	169	186	182	260	210	60	5	1,351
Health Visitors/Student Health Visitors	0	27	70	83	68	100	123	65	20	0	556
District Nursing	18	64	89	128	148	209	198	135	38		1,027
Paediatric Nurses	59	153	147	128	113	101	131	58	11		901
School Nurses	0	10	13	12	21	26	43	19	4	0	148
Treatment Room/Practice/Family Planning Nurses	0	8	7	21	27	43	50	38	18	9	221
Specialist Nursing		29	95	106	159	240	288	102	20		1,039
Nurse Managers/Audit/Ward Sisters	0	16		29	66	104	148	54	21		438
Teacher/Trainer	0	0	13		25	30	44	11	5		128
Other Qualified Nurses	0	5	9	8	9	19	20	5		0	75
Nurse Support Staff	198	402	524	497	581	771	779	593	298	92	4,735
Total	~911	~2,223	2,602	2,730	2,972	3,354	3,829	2,215	823	192	21,854

