

## Key Findings

- The Health and Social Care Northern Ireland Workforce, at 31st December 2016, stood at 63,826 (55,392.9 whole-time equivalent [WTE]). This figure excludes staff on career breaks, bank staff and Home Helps, due to the variable nature of their contracted hours, members of staff with a WTE of less than 0.03, Chairs/Members of Boards and Out of Hours GPs.
- The largest single staff group was Qualified Nursing & Midwifery, with 15,077 WTE. This represented an increase of 237 WTE (or 1.6%) from the previous December.
- Between December 2012 and December 2016, there was a net increase of 850 WTE (12.4%) in the Professional & Technical staff group. This group includes the Allied Health Professions and support staff (e.g. physiotherapists, radiotherapists, dieticians and podiatrists) along with Scientific & Technical staff (e.g. laboratory staff).
- Excluding staff employed through the Northern Ireland Medical & Dental Training Agency (NIMDTA), e.g. trainee GPs, the Medical & Dental workforce increased by 231 WTE (6.2%) between December 2012 and December 2016. The annual increase from December 2015 was 83 WTE (2.1%).

**Table 1: HSC Workforce (WTE) December 2012 - December 2016 (excluding NIMDTA)**

| Staff Group                            | 2012            | 2013            | 2014            | 2015            | 2016            | % Change 2012-16 | % Change 2015-16 |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|
| Generic                                | 36.5            | 3.8             | 0.0             | 0.0             | 0.0             | -100.0%          | 0.0%             |
| Administration & Clerical              | 11,065.2        | 10,961.0        | 11,025.7        | 11,013.5        | 10,923.9        | -1.3%            | -0.8%            |
| Estates Services                       | 674.5           | 700.1           | 703.0           | 688.9           | 680.6           | 0.9%             | -1.2%            |
| Support Services                       | 4,839.4         | 4,836.8         | 4,655.1         | 4,604.1         | 4,578.6         | -5.4%            | -0.6%            |
| Qualified Nursing & Midwifery          | 14,039.3        | 14,294.6        | 14,545.5        | 14,840.0        | 15,075.2        | 7.4%             | 1.6%             |
| Nurse Support Staff                    | 3,962.3         | 3,998.0         | 3,992.9         | 4,047.0         | 4,149.9         | 4.7%             | 2.5%             |
| Social Services (excluding Home Helps) | 6,625.5         | 6,707.6         | 6,780.4         | 6,878.0         | 7,055.3         | 6.5%             | 2.6%             |
| Professional & Technical               | 6,857.4         | 7,153.6         | 7,205.9         | 7,420.8         | 7,707.2         | 12.4%            | 3.9%             |
| Medical & Dental                       | 3,736.1         | 3,773.6         | 3,817.5         | 3,884.3         | 3,967.2         | 6.2%             | 2.1%             |
| Ambulance                              | 1,049.4         | 1,066.6         | 1,030.0         | 1,082.2         | 1,076.1         | 2.5%             | -0.6%            |
| <b>Total</b>                           | <b>52,885.5</b> | <b>53,495.7</b> | <b>53,755.9</b> | <b>54,458.8</b> | <b>55,216.0</b> | <b>4.4%</b>      | <b>1.4%</b>      |

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**Table 2: HSC Northern Ireland Workforce by Trust, December 2016 - Headcount (HC) and WTE**

| HSC Organisation                           | Administration & Clerical |                 | Estates Services |               | Support Services |                | Qualified Nursing & Midwifery |                  | Nursing & Midwifery Support Staff |                | Social Services (excl. Home Helps) |                | Professional & Technical |                | Medical       |                 | Dental     |              | Ambulance    |                | Northern Ireland Total |                 |
|--|---------------------------|-----------------|------------------|---------------|------------------|----------------|-------------------------------|------------------|-----------------------------------|----------------|------------------------------------|----------------|--------------------------|----------------|---------------|-----------------|------------|--------------|--------------|----------------|------------------------|-----------------|
|  | HC                        | WTE             | HC               | WTE           | HC               | WTE            | HC                            | WTE              | HC                                | WTE            | HC                                 | WTE            | HC                       | WTE            | HC            | WTE             | HC         | WTE          | HC           | WTE            | HC                     | WTE             |
| Belfast HSC Trust                          | 3,413                     | 2,958.1         | 222              | 221.6         | 2,086            | 1,581.0        | 5,609                         | 4,927.1          | 1,699                             | 1,462.2        | 2,018                              | 1,791.4        | 3,168                    | 2,779.4        | 1,701         | 1,614.0         | 47         | 36.6         | 0            | 0.0            | 19,963                 | 17,371.4        |
| Northern HSC Trust                         | 1,830                     | 1,503.0         | 126              | 125.7         | 1,096            | 783.2          | 2,885                         | 2,464.2          | 791                               | 671.8          | 1,752                              | 1,552.6        | 1,613                    | 1,340.0        | 573           | 533.7           | 32         | 20.3         | 0            | 0.0            | 10,698                 | 8,994.4         |
| South Eastern HSC Trust                    | 1,527                     | 1,295.3         | 84               | 83.5          | 985              | 761.0          | 2,636                         | 2,304.3          | 707                               | 613.5          | 1,361                              | 1,187.3        | 1,234                    | 1,073.3        | 599           | 552.4           | 41         | 27.0         | 0            | 0.0            | 9,174                  | 7,897.5         |
| Southern HSC Trust                         | 1,803                     | 1,492.9         | 100              | 98.8          | 733              | 553.5          | 3,028                         | 2,610.0          | 761                               | 656.4          | 1,435                              | 1,278.0        | 1,387                    | 1,171.3        | 597           | 548.6           | 14         | 11.6         | 0            | 0.0            | 9,858                  | 8,421.0         |
| Western HSC Trust                          | 1,733                     | 1,523.5         | 143              | 143.0         | 1,033            | 786.6          | 2,972                         | 2,684.2          | 802                               | 711.2          | 1,308                              | 1,195.0        | 1,345                    | 1,194.3        | 528           | 511.1           | 50         | 42.6         | 0            | 0.0            | 9,914                  | 8,791.6         |
| NI Ambulance Service                       | 95                        | 90.8            | -                | -             | 0                | 0.0            | 0                             | 0.0              | 0                                 | 0.0            | 0                                  | 0.0            | 0                        | 0.0            | -             | -               | 0          | 0            | 1,101        | 1,076.1        | 1,201                  | 1,171.9         |
| <b>Trusts Total</b>                        | <b>10,401</b>             | <b>8,863.7</b>  | <b>~675</b>      | <b>~672.6</b> | <b>5,933</b>     | <b>4,465.2</b> | <b>17,130</b>                 | <b>14,989.7</b>  | <b>4,760</b>                      | <b>4,115.1</b> | <b>7,874</b>                       | <b>7,004.4</b> | <b>8,747</b>             | <b>7,558.3</b> | <b>~3,998</b> | <b>~3,759.8</b> | <b>184</b> | <b>138.1</b> | <b>1,101</b> | <b>1,076.1</b> | <b>60,808</b>          | <b>52,647.9</b> |
| Business Services Organisation             | 1,255                     | 1,185.4         | 4                | 4.0           | 112              | 107.4          | 43                            | 40.1             | 0                                 | 0.0            | -                                  | -              | 34                       | 34.0           | 0             | 0.0             | 0          | 0.0          | 0            | 0.0            | 1,449                  | 1,371.9         |
| Health & Social Care Board                 | 419                       | 392.9           | 0                | 0.0           | 0                | 0.0            | 4                             | 3.8              | 0                                 | 0.0            | 7                                  | 6.6            | 52                       | 40.6           | 30            | 18.7            | 12         | 8.6          | 0            | 0.0            | 524                    | 471.1           |
| NI Blood Transfusion Service               | 60                        | 48.3            | 0                | 0.0           | 8                | 6.0            | 13                            | 10.3             | 41                                | 34.8           | 0                                  | 0.0            | 60                       | 57.6           | 4             | 4.0             | 0          | 0.0          | 0            | 0.0            | 186                    | 161.0           |
| NI Guardian Ad Litem Agency                | 21                        | 19.0            | 0                | 0.0           | 0                | 0.0            | 0                             | 0.0              | 0                                 | 0.0            | 45                                 | 41.5           | 0                        | 0.0            | 0             | 0.0             | 0          | 0.0          | 0            | 0.0            | 66                     | 60.5            |
| NI Medical and Dental Training Agency      | 44                        | 42.1            | 0                | 0.0           | 0                | 0.0            | 0                             | 0.0              | 0                                 | 0.0            | 0                                  | 0.0            | 0                        | 0.0            | 209           | 133.0           | 5          | 1.9          | 0            | 0.0            | 258                    | 177.0           |
| NI Practice & Education Council            | 10                        | 9.6             | 0                | 0.0           | 0                | 0.0            | 5                             | 5.0              | 0                                 | 0.0            | 0                                  | 0.0            | 0                        | 0.0            | 0             | 0.0             | 0          | 0.0          | 0            | 0.0            | 15                     | 14.6            |
| NI Social Care Council                     | 60                        | 56.2            | 0                | 0.0           | 0                | 0.0            | 0                             | 0.0              | 0                                 | 0.0            | 0                                  | 0.0            | 0                        | 0.0            | 0             | 0.0             | 0          | 0.0          | 0            | 0.0            | 60                     | 56.2            |
| Patient Client Council                     | 27                        | 25.8            | 0                | 0.0           | 0                | 0.0            | 0                             | 0.0              | 0                                 | 0.0            | 0                                  | 0.0            | 0                        | 0.0            | 0             | 0.0             | 0          | 0.0          | 0            | 0.0            | 27                     | 25.8            |
| Public Health Agency                       | 221                       | 208.8           | 0                | 0.0           | 0                | 0.0            | 27                            | 26.3             | 0                                 | 0.0            | 0                                  | 0.0            | 13                       | 11.7           | 36            | 34.8            | 0          | 0.0          | 0            | 0.0            | 297                    | 281.7           |
| Regulation & Quality Improvement Authority | 121                       | 114.2           | -                | -             | 0                | 0.0            | -                             | -                | 0                                 | 0.0            | -                                  | -              | 6                        | 4.9            | 4             | 1.3             | 0          | 0.0          | 0            | 0.0            | 136                    | 125.3           |
| <b>Regional Services Total</b>             | <b>2,238</b>              | <b>2,102.3</b>  | <b>~4</b>        | <b>~4.0</b>   | <b>120</b>       | <b>113.4</b>   | <b>~92</b>                    | <b>~85.6</b>     | <b>41</b>                         | <b>34.8</b>    | <b>55</b>                          | <b>50.9</b>    | <b>165</b>               | <b>148.8</b>   | <b>283</b>    | <b>191.8</b>    | <b>17</b>  | <b>10.5</b>  | <b>0</b>     | <b>0.0</b>     | <b>3,018</b>           | <b>2,745.0</b>  |
| <b>Northern Ireland Total</b>              | <b>12,639</b>             | <b>10,965.9</b> | <b>683</b>       | <b>680.6</b>  | <b>6,053</b>     | <b>4,578.6</b> | <b>~17,222</b>                | <b>~15,075.2</b> | <b>4,801</b>                      | <b>4,149.9</b> | <b>7,929</b>                       | <b>7,055.3</b> | <b>8,912</b>             | <b>7,707.2</b> | <b>4,283</b>  | <b>3,953.6</b>  | <b>201</b> | <b>148.6</b> | <b>1,101</b> | <b>1,076.1</b> | <b>63,826</b>          | <b>55,392.9</b> |

Source: HSCNI Human Resources, Payroll, Travel & Subsistence. Figures exclude staff on career breaks, bank staff, Chairs / Members of Boards, Out-of-Hours GPs, and staff with a whole-time equivalent of less than or equal to 0.03.

The recorded whole-time equivalent for home helps does not adequately reflect the full contribution of these staff, due to the variable hours of contracts. Home Helps are therefore excluded from this analysis.

A dashed line (-) represents a cell count between 1 and 4 inclusive. This symbol is used in order to minimise the risk of personal disclosure, where it may be possible to identify an individual from the data provided. As a result of this protocol overall totals are correct although some row and column sub-totals may have been changed; the cells affected have been marked with a tilde (~). This will not affect the accuracy of overall staff totals but may mean that some individual columns or rows do not sum.