

Health and Social Care Northern Ireland Quarterly Workforce Bulletin December 2015

Key Findings

- The Health and Social Care Northern Ireland Workforce, at 31st December 2015, stood at 63,221 (54,637.1 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 14,840.0 WTE. This represented an increase of 294.5 WTE (2.0% of the total) from the previous December.
- Between December 2011 and December 2015, there was a net increase of 863.3 WTE (13.2%) in the Professional & Technical staff group. This group includes the Allied Health Professions and support staff (e.g. physiotherapists, radiotherapists, dietitians 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 245.6 WTE (6.7%) between December 2011 and December 2015. The annual increase from December 2014 was 66.8 WTE (1.8%).

Table 1: HSC Workforce (WTE) December 2011- December 2015 (excluding NIMDTA)

Staff Group	2011	2012	2013	2014	2015	% Change 2011-15	% Change 2014-15
Generic	39.0	36.5	3.8	0.0	0.0	-100.0%	0.0%
Administration & Clerical	10,659.5	11,065.2	10,961.0	11,025.7	11,013.5	3.3%	-0.1%
Estates Services	675.2	674.5	700.1	703.0	688.9	2.0%	-2.0%
Support Services	4,827.1	4,839.4	4,836.8	4,655.1	4,604.1	-4.6%	-1.1%
Qualified Nursing & Midwifery	13,740.1	14,039.3	14,294.6	14,545.5	14,840.0	8.0%	2.0%
Nurse Support Staff	3,853.2	3,962.3	3,998.0	3,992.9	4,047.0	5.0%	1.4%
Social Services (excluding Home Helps)	6,596.9	6,625.5	6,707.6	6,780.4	6,878.0	4.3%	1.4%
Professional & Technical	6,557.6	6,857.4	7,153.6	7,205.9	7,420.8	13.2%	3.0%
Medical & Dental	3,638.7	3,736.1	3,773.6	3,817.5	3,884.3	6.7%	1.8%
Ambulance	1,031.2	1,049.4	1,066.6	1,030.0	1,082.2	4.9%	5.1%
Total	51,618.5	52,885.5	53,495.7	53,755.9	54,458.8	5.5%	1.3%

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Table 2: HSC Northern Ireland Workforce by Trust, December 2015 - 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	3,411	2,950.7	227	226.8	2,119	1,587.4	5,681	4,971.0	1,699	1,452.2	1,945	1,704.7	3,139	2,744.3	1,648	1,568.3	52	37.9	0	0.0	19,921	17,243.4	
Northern HSC Trust	1,867	1,538.7	131	130.7	1,124	803.6	2,877	2,457.3	789	670.0	1,761	1,566.0	1,560	1,306.8	572	533.7	34	21.7	0	0.0	10,715	9,028.5	
South Eastern HSC Trust	1,566	1,322.0	90	90.0	968	732.2	2,579	2,233.0	663	566.7	1,345	1,161.9	1,163	998.6	597	541.3	35	23.8	0	0.0	9,006	7,669.5	
Southern HSC Trust	1,778	1,464.2	105	103.4	773	575.8	2,952	2,528.9	730	626.1	1,372	1,223.5	1,356	1,138.4	602	558.2	14	11.2	0	0.0	9,682	8,229.5	
Western HSC Trust	1,709	1,501.7	130	130.0	1,063	796.4	2,864	2,567.0	786	697.0	1,287	1,168.5	1,219	1,085.4	499	482.2	44	37.3	0	0.0	9,601	8,465.5	
NI Ambulance Service	88	85.4	-	-	-	-	0	0.0	0	0.0	0	0.0	0	0.0	-	-	0	0.0	1,107	1,082.2	1,201	1,173.6	
Trusts Total	10,419	8,862.6	~683	~680.9	~6,047	~4,495.5	16,953	14,757.3	4,667	4,012.0	7,710	6,824.6	8,437	7,273.5	~3,918	~3,683.6	179	131.9	1,107	1,082.2	60,126	51,810.1	
Business Services Organisation	1,239	1,172.7	4	4.0	101	100.6	35	33.1	0	0.0	-	-	32	32.0	0	0.0	0	0.0	0	0.0	1,412	1,343.4	
Health & Social Care Board	480	450.4	0	0.0	0	0.0	4	3.8	0	0.0	9	8.6	56	43.8	25	15.9	13	9.5	0	0.0	587	532.0	
NI Blood Transfusion Service	59	48.4	0	0.0	10	6.9	15	11.9	42	35.1	0	0.0	55	52.9	4	3.9	0	0.0	0	0.0	185	159.1	
NI Guardian Ad Litem Agency	22	20.0	0	0.0	0	0.0	0	0.0	0	0.0	45	42.0	0	0.0	0	0.0	0	0.0	0	0.0	67	62.0	
NI Medical and Dental Training Agency	43	41.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	210	135.2	6	1.7	0	0.0	259	178.3	
NI Practice & Education Council	13	11.9	0	0.0	0	0.0	6	6.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	19	17.9	
NI Social Care Council	64	60.4	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	64	60.4	
Patient Client Council	30	28.8	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	30	28.8	
Public Health Agency	244	231.0	0	0.0	0	0.0	27	25.9	0	0.0	0	0.0	15	13.7	38	35.5	0	0.0	0	0.0	324	306.2	
The Regulation & Quality Improvement Authority	134	127.2	-	-	0	0.0	-	-	0	0.0	-	-	6	4.9	-	-	0	0.0	0	0.0	148	139.0	
Regional Services Total	2,328	2,192.2	~4	~4.0	111	107.5	89	82.7	42	35.1	57	53.4	164	147.3	~277	~190.5	19	11.2	0	0.0	3,095	2,827.0	
Northern Ireland Total	12,747	11,054.8	691	688.9	6,159	4,604.1	17,042	14,840.0	4,709	4,047.0	7,767	6,878.0	8,601	7,420.8	4,200	3,878.1	198	143.1	1,107	1,082.2	63,221	54,637.1	

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.