

## Key Findings

- The Health and Social Care Northern Ireland Workforce, at 31st December 2018, stood at 66,281 (57,730.8 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 15,248 WTE. This represented an increase of 165 WTE (or 1.1%) from the previous December.
- Between December 2014 and December 2018, there was a net increase of 1114 WTE (15.5%) 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 347 WTE (9.1%) between December 2014 and December 2018. The annual increase from December 2017 was 103 WTE (2.5%).

**Table 1: HSC Workforce (WTE) December 2014 – December 2018 (excluding NIMDTA)**

Staff Group	2014	2015	2016	2017	2018	% Change 2014-18	% Change 2017-18
Generic	0.0	0.0	0.0	0.0	0.0	0.0%	0.0%
Administration & Clerical	11,025.7	11,013.5	10,923.9	10,995.2	11,122.2	0.9%	1.2%
Estates Services	703.0	688.9	680.6	687.9	~704.9	0.7%	2.9%
Support Services	4,655.1	4,604.1	4,578.6	4,787.2	4,982.1	7.0%	4.1%
Qualified Nursing & Midwifery	14,545.5	14,840.0	~15,075.2	~15,078.1	15,247.5	4.8%	1.1%
Nurse Support Staff	3,992.9	4,047.0	4,149.9	4,328.6	4,391.6	10.0%	1.5%
Social Services (excluding Home Helps)	6,780.4	6,878.0	7,055.3	7,270.1	7,416.4	9.4%	2.0%
Professional & Technical	7,205.9	7,420.8	7,707.2	8,036.9	8,320.2	15.5%	3.5%
Medical & Dental	3,817.5	3,884.3	3,967.2	4,062.1	4,164.6	9.1%	2.5%
Ambulance	1,030.0	1,082.2	1,076.1	1,101.2	1,160.9	12.7%	5.4%
<b>Total</b>	<b>53,755.9</b>	<b>54,458.8</b>	<b>55,216.0</b>	<b>56,352.3</b>	<b>57,513.5</b>	<b>7.0%</b>	<b>2.1%</b>

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**Table 2: HSC Northern Ireland Workforce by Trust, December 2018 - 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	3,487	3,054.8	241	239.7	2,248	1,760.0	5,400	4,782.0	1,774	1,539.0	2,110	1,869.0	3,357	2,967.1	1,763	1,670.0	56	43.9	0	0.0	20,436	17,925.4
Northern HSC Trust	1,909	1,566.4	133	132.7	1,110	788.9	2,954	2,526.7	806	687.8	1,802	1,601.6	1,708	1,442.8	585	545.0	28	18.3	0	0.0	11,035	9,310.1
South Eastern HSC Trust	1,543	1,316.5	93	92.5	1,091	834.4	2,754	2,407.3	805	704.0	1,478	1,296.9	1,312	1,151.0	637	587.6	42	30.1	0	0.0	9,755	8,420.4
Southern HSC Trust	1,824	1,502.5	101	100.0	809	623.3	3,120	2,677.1	829	721.3	1,510	1,345.2	1,551	1,319.8	643	585.5	16	12.3	0	0.0	10,403	8,887.1
Western HSC Trust	1,733	1,524.1	140	140.0	1,115	848.9	3,052	2,771.5	792	700.3	1,373	1,255.0	1,439	1,288.7	588	566.5	46	38.8	0	0.0	10,278	9,133.8
NI Ambulance Service	87	82.6	-	-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	-	-	0	0.0	1,190	1,160.9	1,281	1,247.5
<b>Trusts Total</b>	<b>10,583</b>	<b>9,046.9</b>	<b>~708</b>	<b>~704.9</b>	<b>6,373</b>	<b>4,855.6</b>	<b>17,280</b>	<b>15,164.5</b>	<b>5,006</b>	<b>4,352.5</b>	<b>8,273</b>	<b>7,367.6</b>	<b>9,367</b>	<b>8,169.4</b>	<b>~4,216</b>	<b>~3,954.6</b>	<b>188</b>	<b>143.4</b>	<b>1,190</b>	<b>1,160.9</b>	<b>63,188</b>	<b>54,924.3</b>
Business Services Organisation	1,315	1,241.3	0	0.0	124	121.0	43	40.3	0	0.0	-	-	41	41.0	0	0.0	0	0.0	0	0.0	~1,523	~1,443.6
Health & Social Care Board	381	357.3	0	0.0	0	0.0	-	-	0	0.0	6	5.8	46	38.6	27	17.1	13	8.3	0	0.0	~473	~427.1
NI Blood Transfusion Service	54	42.9	0	0.0	8	5.5	14	10.5	45	39.1	0	0.0	59	56.0	-	-	0	0.0	0	0.0	~180	~154.0
NI Guardian Ad Litem Agency	19	17.3	0	0.0	0	0.0	0	0.0	0	0.0	43	40.0	0	0.0	0	0.0	0	0.0	0	0.0	62	57.2
NI Medical and Dental Training Agency	57	54.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	251	160.5	5	1.9	0	0.0	313	217.3
NI Practice & Education Council	11	10.6	0	0.0	0	0.0	-	-	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	~11	~10.6
NI Social Care Council	52	47.6	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	52	47.6
Patient Client Council	24	22.8	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	24	22.8
Public Health Agency	249	235.6	0	0.0	0	0.0	24	23.8	0	0.0	0	0.0	12	10.7	37	33.5	0	0.0	0	0.0	322	303.6
Regulation & Quality Improvement Authority	106	100.1	0	0.0	0	0.0	-	-	0	0.0	-	-	5	4.5	6	3.3	0	0.0	0	0.0	120	110.9
<b>Regional Services Total</b>	<b>2,268</b>	<b>2,130.2</b>	<b>0</b>	<b>0.0</b>	<b>132</b>	<b>126.5</b>	<b>~81</b>	<b>~74.6</b>	<b>45</b>	<b>39.1</b>	<b>~49</b>	<b>~45.8</b>	<b>163</b>	<b>150.8</b>	<b>~321</b>	<b>~214.4</b>	<b>18</b>	<b>10.3</b>	<b>0</b>	<b>0.0</b>	<b>3,093</b>	<b>2,806.6</b>
<b>Northern Ireland Total</b>	<b>12,851</b>	<b>11,177.1</b>	<b>~708</b>	<b>~704.9</b>	<b>6,505</b>	<b>4,982.1</b>	<b>17,370</b>	<b>15,247.5</b>	<b>5,051</b>	<b>4,391.6</b>	<b>8,325</b>	<b>7,416.4</b>	<b>9,530</b>	<b>8,320.2</b>	<b>4,542</b>	<b>4,173.5</b>	<b>206</b>	<b>153.6</b>	<b>1,190</b>	<b>1,160.9</b>	<b>66,281</b>	<b>57,730.8</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.