

Key Findings

- The Health and Social Care Northern Ireland Workforce, at 31st December 2021, stood at 72,731 (63,874.3 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 16,556 WTE. This represented an increase of 434 WTE (or 2.7%) from the previous December.
- Between December 2017 and December 2021, there was a net increase of ~1,528 WTE (19.0%) 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).
- The Medical & Dental workforce increased by ~826 WTE (20.4%) between December 2017 and December 2021. The annual increase from December 2020 was ~126 WTE (2.7%).

Table 1: HSC Workforce (WTE) December 2017 – December 2021

Staff Group	2017	2018	2019	2020	2021	% Change 2017-21	% Change 2020-21
Generic	0.0	0.0	0.0	0.0	0.0	0.0%	0.0%
Administration & Clerical	10,995.2	11,122.2	11,586.0	12,116.6	12,687.2	15.4%	4.7%
Estates Services	687.9	~704.9	753.3	~769.6	799.5	16.2%	3.5%
Support Services	4,787.2	4,982.1	5,004.4	5,222.9	~5,190.9	8.5%	-0.6%
Qualified Nursing & Midwifery	~15,078.1	15,247.5	15,540.0	16,122.2	16,556.0	9.8%	2.7%
Nurse Support Staff	4,328.6	4,391.6	4,392.4	4,538.3	4,588.7	6.0%	1.1%
Social Services (excluding Home Helps)	7,270.1	7,416.4	~7,767.6	~8,072.0	~8,241.0	13.4%	2.1%
Professional & Technical	8,036.9	8,320.2	~8,815.1	~9,339.0	~9,565.2	19.0%	2.4%
Medical & Dental	4,062.1	4,164.6	~4,470.3	4,761.6	~4,887.6	20.4%	2.7%
Ambulance	1,101.2	1,160.9	1,213.6	1,297.9	1,351.2	22.7%	4.1%
Total	56,352.3	57,513.5	59,549.9	62,248.4	63,874.3	13.3%	2.6%

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Table 2: HSC Northern Ireland Workforce by Trust, December 2021 - 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	3,666	3,243.6	265	258.6	2,396	1,807.9	5,615	5,076.1	1,760	1,541.5	2,217	2,002.0	3,799	3,376.6	1,240	1,152.7	39	30.2	0	0.0	20,997	18,489.3
Northern HSC Trust	2,016	1,676.5	155	154.3	1,107	785.3	3,118	2,722.9	853	725.9	1,915	1,717.3	1,924	1,638.5	398	362.3	21	16.0	0	0.0	11,507	9,799.1
South Eastern HSC Trust	1,702	1,491.5	97	97.0	1,172	893.4	3,209	2,884.8	801	692.8	1,690	1,491.8	1,526	1,352.6	476	429.4	38	26.4	0	0.0	10,711	9,359.9
Southern HSC Trust	2,177	1,804.8	137	134.5	875	674.2	3,317	2,819.6	900	770.8	1,763	1,573.7	1,847	1,573.5	518	464.4	18	14.5	0	0.0	11,552	9,830.0
Western HSC Trust	1,937	1,726.5	149	149.0	1,175	905.8	3,255	2,965.8	917	827.6	1,507	1,405.8	1,617	1,449.0	484	459.9	29	24.5	0	0.0	11,070	9,913.9
NI Ambulance Service	149	145.7	-	-	-	-	0	0.0	0	0.0	0	0.0	-	-	-	-	0	0.0	1,377	1,351.2	1,532	1,502.9
Trusts Total	11,647	10,088.6	~803	~793.5	~6,725	~5,066.7	18,514	16,469.4	5,231	4,558.6	9,092	8,190.6	~10,713	~9,390.2	~3,116	~2,868.7	145	111.7	1,377	1,351.2	67,369	58,895.1
Business Services Organisation	1,502	1,437.6	-	-	122	118.9	42	39.7	0	0.0	-	-	60	60.0	0	0.0	0	0.0	0	0.0	~1,726	~1,656.2
Health & Social Care Board	422	403.6	0	0.0	0	0.0	-	-	0	0.0	8	7.8	54	41.0	26	14.0	12	7.9	0	0.0	~522	~474.3
NI Blood Transfusion Service	54	45.6	0	0.0	7	5.3	15	12.1	34	30.1	0	0.0	58	56.6	6	5.4	0	0.0	0	0.0	174	155.2
NI Guardian Ad Litem Agency	21	18.8	0	0.0	0	0.0	0	0.0	0	0.0	46	42.5	0	0.0	0	0.0	0	0.0	0	0.0	67	61.3
NI Medical and Dental Training Agency	77	74.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,951	1,818.4	25	21.4	0	0.0	2,053	1,914.1
NI Practice & Education Council	8	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	~8	~8.0
NI Social Care Council	54	52.2	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	54	52.2
Patient Client Council	26	24.0	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	0.0	26	24.0
Public Health Agency	522	435.7	0	0.0	0	0.0	26	25.6	0	0.0	0	0.0	14	13.0	45	40.2	0	0.0	0	0.0	607	514.5
Regulation & Quality Improvement Authority	103	98.8	0	0.0	0	0.0	-	-	0	0.0	-	-	5	4.5	-	-	0	0.0	0	0.0	113	108.2
Regional Services Total	2,789	2,598.6	~0	~0.0	129	124.2	93	86.6	34	30.1	~54	~50.3	191	175.1	~2,028	~1,878.0	37	29.3	0	0.0	5,362	4,979.2
Northern Ireland Total	14,436	12,687.2	809	799.5	~6,854	~5,190.9	18,607	16,556.0	5,265	4,588.7	~9,146	~8,241.0	~10,904	~9,565.2	~5,144	~4,746.6	182	141.0	1,377	1,351.2	72,731	63,874.3

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. Figures include students employed to assist medical and nursing staff during the Covid-19 pandemic.

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.