

Northern Ireland Health and Social Care Workforce Census March 2014

This edition of the Workforce Census is the first for which data were sourced entirely from the HSC's new Human Resources, Payroll, Travel and Subsistence (HRPTS) system. It is also the first to include staff from the Northern Ireland Medical and Dental Training Agency (NIMDTA). This edition 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

- On 31st March 2014, the HSC employed 62,603, or 53,911 whole-time equivalent (WTE), people on either a full-time or part-time basis (excluding Home Helps).
- The Belfast HSC Trust was the largest Trust and the largest HSC Organisation within Northern Ireland, employing 32% of all HSC staff (17,015 WTE) at March 2014.
- The largest Occupational Family was Nursing, Midwifery and Health Visiting with 18,414 WTE. They represented 34% of the workforce by WTE.
- The Medical and Dental workforce, including NIMDTA, stood at 4,268 (3,913 WTE). Thirty-nine per cent (by WTE) were graded as Consultants.
- Of all staff, 39% (20,871 WTE) were employed in Agenda for Change Pay Bands 1-4.
- Seventy-nine per cent of staff were female, and 54% (by headcount) worked full-time.

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Responsible Statistician:

Richard Cardwell

Statistical Enquiries:

Office hours:

028 90522342

workforcestatistics@dhsspsni.gov.uk

Media Enquiries:

028 90520567

Project Support Analysis Branch
Information and Analysis Directorate
Department of Health, Social Services and Public Safety
Castle Buildings
Stormont
Belfast
BT4 3SQ

For Information on other Government statistics contact:
Northern Ireland Statistics and Research Agency (NISRA)
McAuley House, Belfast, BT1 1SA
Tel: 028 90348113
Email: info.nisra@dfpni.gov.uk
www.nisra.gov.uk

Northern Ireland Health and Social Care Workforce Census as at 31st March 2014

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Conventions used in Tables and Figures

Background

This is the fourteenth 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. Consequently, 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 aims to provide 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 with detailed tables at the end of the report.

This edition of the Census includes, for the first time, staff from the Northern Ireland Medical and Dental Training Agency (NIMDTA). It is also important to note that Home Helps/Domiciliary Care staff have not been included in this edition, 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.

A dashed line (-) Represents a cell count between 1 and 4 inclusive. This symbol is used in order to avoid issues involving personal disclosure, where it may be possible to identify an individual from the data provided. Whilst every care has been taken in this matter, DHSSPS is unable to guarantee that personal disclosure may not take place. As a result of this policy, overall totals are correct (unless marked with a tilde) although some row and column sub-totals may have been changed. This means that some rows or columns may not sum. Where appropriate, cells containing very small numbers may be merged.

A tilde (~) Indicates that a total or sub-total has been changed to prevent personal disclosure.

Agenda for Change (AfC) The pay, terms and conditions structure to which most HSC staff (excepting the Medical and Dental Occupational Family, senior executives and a small number of other staff) belong.

Bank Staff Staff utilised on an 'as and when required' basis who fill staffing shortfalls and maintain service delivery.

HSC Health and Social Care

Occupational Family Occupational Families were previously termed as Terms & Conditions Group, e.g. Medical & Dental or Nursing, Midwifery and Health Visiting.

WTE The Whole-Time Equivalent number of staff is calculated by aggregating the total number of hours that staff in a grade are contracted to work, and dividing by the standard hours for that grade. In this way, part-time staff are converted into an equivalent number of 'whole-time' staff. Due to rounding WTE totals may not tally exactly.

Regional Services The following organisations at March 2014 are grouped as Regional Services:

Business Services Organisation
NI Ambulance Service HSC Trust
NI Blood Transfusion Service
NI Guardian Ad Litem Agency
NI Practice & Education Council
NI Social Care Council
NI Medical and Dental Training Agency
Patient Client Council
Public Health Agency
Regulation & Quality Improvement Authority

All data analyses in this report are based on whole time equivalents (WTE) unless otherwise stated. Generally analyses by headcount are given for gender/working pattern and age breakdowns as this is deemed more meaningful than analysing by resource input (WTE).

The main tables and discussion exclude Home Helps/Domiciliary Care staff, bank/sessional staff and staff with a WTE of less than or equal to 0.03. Accurate WTEs of these staff are not currently recorded on HRPTS due to the use of variable hours contracts, and therefore it is difficult to analyse their contribution to the service. Figures also exclude staff on career breaks and Chairs/Members of Boards. To ensure that figures are comparable, Northern Ireland Medical & Dental Training Agency (NIMDTA) staff are excluded from the 10-year comparisons on this page, as data on their staff was not centrally accessible until 2014.

Section A:

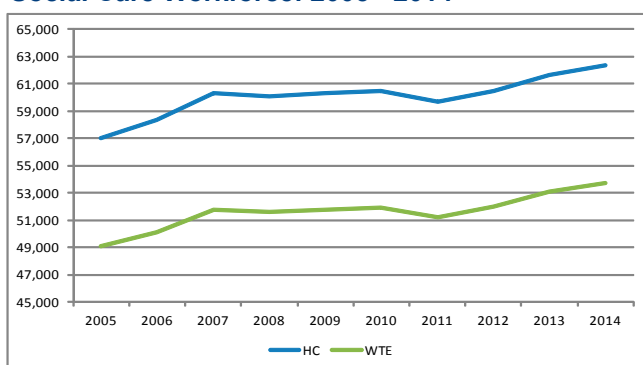
Changes in the Health and Social Care Workforce

Total Staff 2005 - 2014

Overall between 2005 and 2014, the Northern Ireland whole-time equivalent HSC workforce (excluding NIMDTA) increased from 49,098 to 53,748, an increase of 9%.

Following a fall in staffing between 2010 and 2011, there was a 5% rate of growth between 2011 and 2014.

Figure A: Changes in the Overall NI Health and Social Care Workforce: 2005 - 2014



Occupational Family

Due to staff movement between some Occupational Families as a result of the introduction of the new Agenda for Change grade codes, it is not appropriate to compare all family groups over time. Those families that can be compared are discussed below.

Medical & Dental Workforce 2005 - 2014

The Medical and Dental Workforce (excluding the NI Medical & Dental Training Agency) grew from 3,099 WTE at March 2005 to 3,790 at March 2014, an increase of 22%. Between March 2011 and March 2014, the Medical and Dental WTE increased by 7%.

Nursing & Midwifery Workforce 2005 - 2014

The Nursing & Midwifery Workforce grew from 17,319 WTE at March 2005 to 18,414 at March 2014, an increase of 6%. The portion who are qualified nurses, midwives and/or health visitors increased by 8%. Over the same period, nursing support staff WTE decreased from 4,005 to 3,986.

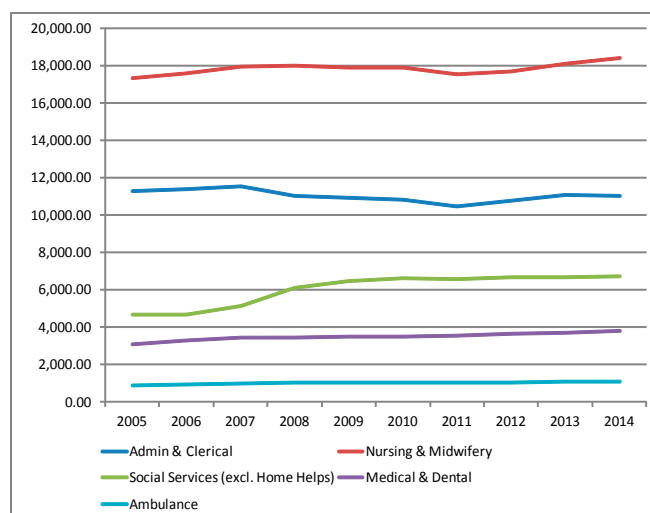
Admin & Clerical Workforce 2005 - 2014

This staff group was affected by the Review of Public Administration and ministerial targets to reduce numbers for several years, going from a peak of 11,553 in 2007 to a low of 10,481 in 2011. Between 2005 and 2014, the WTE decreased by 2%.

Ambulance Workforce 2005 - 2014

The Ambulance Workforce grew from 884 at March 2005 to 1,062 at March 2014, an increase of 20%.

Figure B: Changes in the Workforce of selected Occupational Families: 2005 - 2014 (WTE)



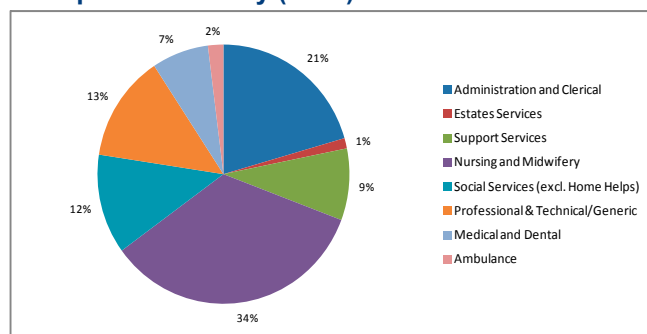
Section 1: NI Health and Social Care Staff Introduction

At March 2014, the HSC employed 62,603 people on either a full-time or part-time basis. In the financial year 2013/14 expenditure on Trust, Board and Regional Services employees exceeded £2 billion.

Occupational Family

The largest Occupational Family, representing a third of the HSC workforce or 18,414 WTE, was Nursing, Midwifery and Health Visiting; followed by Administration & Clerical at 11,054. Medical and Dental staff accounted for just 7% of all HSC staff, at 3,913 WTE.

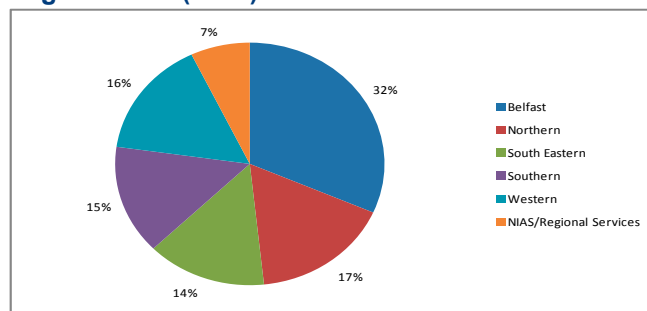
Figure 1a: NI Health and Social Care Staff by Occupational Family (WTE)



Organisations

The Belfast HSC Trust was the largest Organisation within Northern Ireland, employing 32% of all HSC staff or 17,015 WTE at March 2014. Overall the HSC Trusts employed 95% of all HSC staff.

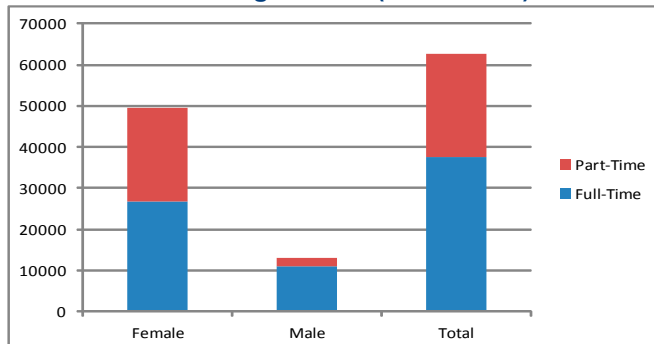
Figure 1b: NI Health and Social Care Staff by HSC Organisation (WTE)



Gender and Working Pattern (Headcount)

The majority of the HSC workforce were female (79%). Of these female staff, 54% were employed full-time. Males represented 21% of all HSC staff employed. Of these male staff, the majority (84%) were employed full-time.

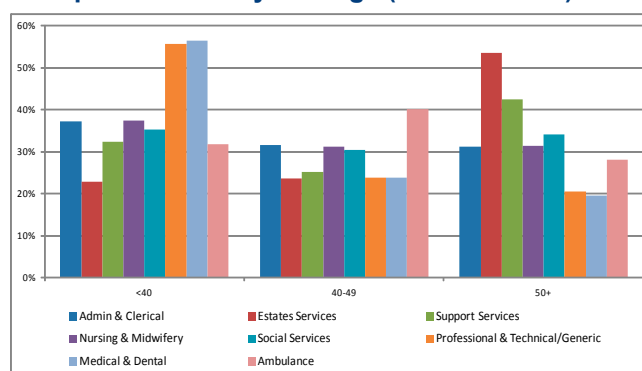
Figure 1c: NI Health and Social Care Staff by Gender and Working Pattern (Headcount)



Age (Headcount)

40% of all HSC Staff were under the age of 40, while 29% were aged between 40 and 49 and 31% were aged 50 and over. Age distribution varied between the Occupational Families, with 57% of Medical & Dental staff and 56% of Professional & Technical staff aged under 40.

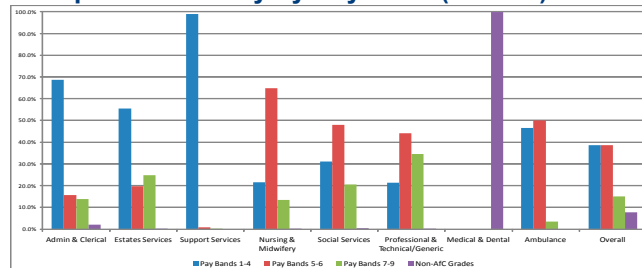
Figure 1d: NI Health and Social Care Staff by Occupational Family and Age (% Headcount)



Pay bands

39% of counted staff were employed at Pay bands 1-4, with 39% at Pay bands 5-6, 15% at Pay bands 7-9 and 8% at Non-AfC grades. All Medical and Dental staff are in the Non-AfC group, along with Senior Executives and individuals who have transferred from other employers and retained terms.

Figure 1e: NI Health and Social Care Staff by Occupational Family by Pay band (% WTE)



Vacancies

As at 31st March 2014, there were 1,358 (1,215.9 WTE) current vacancies within the HSC. Of these, 442 (407.5 WTE) were classed as long-term. The full HSC Vacancy Survey for March 2014 is available on the DHSSPSNI website at <http://www.dhsspsni.gov.uk/ws-workforce-vacancies-march-2014.pdf>.

Section 2: Medical & Dental Staff

Introduction

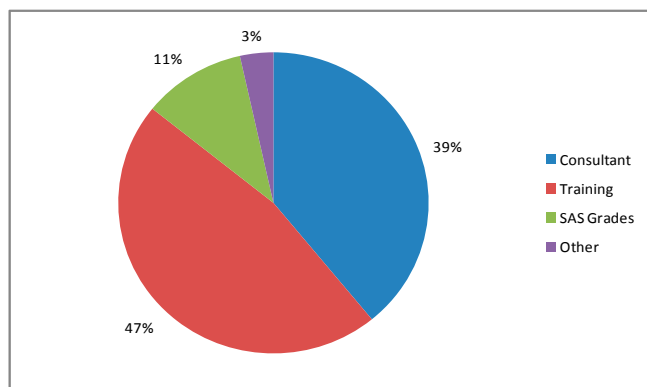
Please note that for the first time, the Workforce Census includes staff employed by the Northern Ireland Medical and Dental Training Agency (NIMDTA).

At 31st March 2014, there were 4,268 (3,913 WTE) staff employed within the Medical and Dental Occupational Family. The majority of these staff- 4,070 (3,771 WTE), worked within Medical Departments, while 198 (142 WTE) worked within Dental Departments.

Grade

Consultants represented just under two-fifths (39%) of the Medical & Dental workforce with 1,625 staff (1,529 WTE). Staff Grade/Associate Specialists/Specialty Doctors ('SAS Grades') represented another 11% of the Medical & Dental workforce with 504 staff (421 WTE). There were 1,865 (1827 WTE) staff employed at Training grades (Specialty Registrar/Specialist Registrar/Foundation Year 1 & 2/GP Trainee), and 274 (136 WTE) staff employed at other grades (General Practitioner/Hospital Practitioner/Medical/Dental Officer/other clinical or research grades).

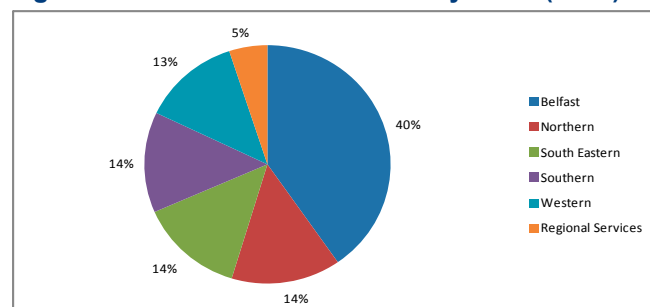
Figure 2a: Medical & Dental Staff by Grade (WTE)



Trust

Belfast Health and Social Care Trust employed 41% of all Medical & Dental staff or 1,577 WTE, while the other four Health and Social Care Trusts each employed between 504 and 563 WTE Medical & Dental staff (representing 13-14% of all Medical and Dental staff per Trust). Five per cent of all Medical and Dental staff were employed within the HSC Board and Regional Services.

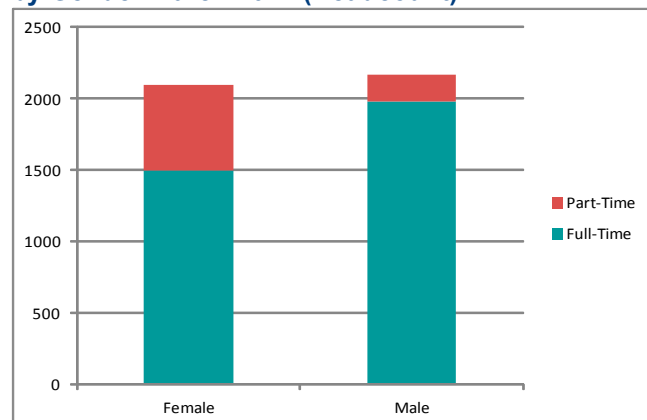
Figure 2b: Medical & Dental Staff by Trust (WTE)



Gender and Working Pattern (Headcount)

At March 2014, males represented 51% of all Medical & Dental staff, with 91% of these employed full-time. Females represented 49% of Medical & Dental staff, 71% of whom were employed full-time.

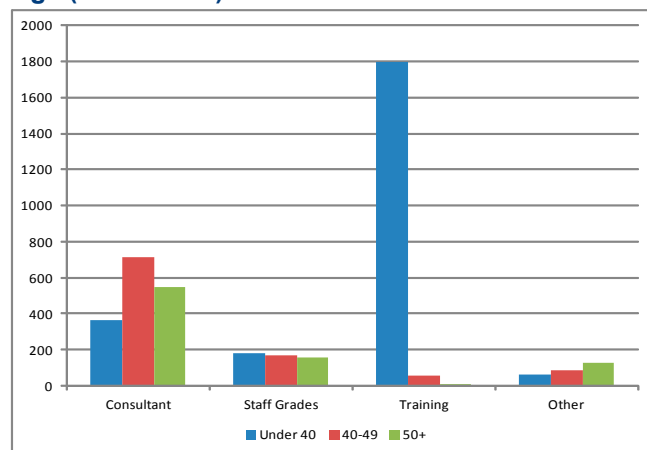
Figure 2c: Comparison of Medical & Dental Staff by Gender March 2014 (Headcount)



Age (Headcount)

57% of Medical & Dental staff were under the age of 40, while 24% were aged between 40 and 49 and 20% were aged 50 and over. Age distribution varied between grades with 97% of staff on Training Grades aged under 40, while 77% of Consultants were aged over 40.

Figure 2d: Medical & Dental Staff by Grade and Age (Headcount)



Vacancies

As at 31st March 2014, there were 178 (171.5 WTE) Medical and 2 (2.0 WTE) Dental current vacancies within Northern Ireland Health and Social Care. Of these, there were 97 (95.0 WTE) long-term Medical vacancies, and none Dental. This gave a medical current vacancy rate (by WTE) of 4.5% and a long-term vacancy rate of 2.5%. The dental current vacancy rate was 1.4%.

Section 3: Nursing & Midwifery Staff

Introduction

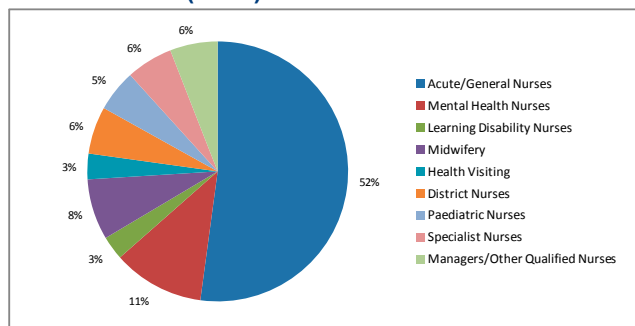
As at 31st March 2014, there were 16,751 (14,428 WTE) Qualified Nursing and Midwifery staff, who were supported by 4,648 (3,986 WTE) Nursing and Midwifery Support Staff.

Grade

Within Qualified Nursing & Midwifery staff, Acute/General Nurses represented over half (52%) with 7,520 WTE staff, followed by Mental Health Nurses (11%), then Midwives (8%) District Nurses (6%) and Paediatric Nurses (5%).

Nurse Support staff represented 22% of all Nursing & Midwifery staff.

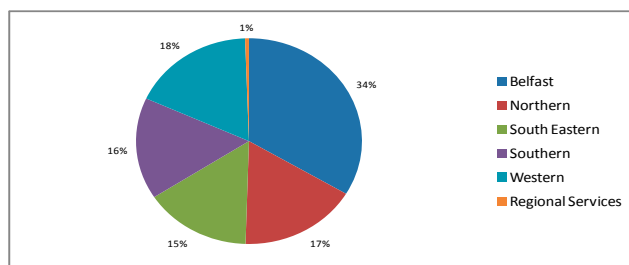
Figure 3a: Qualified Nursing & Midwifery Staff by Work Area (WTE)



Trust

By WTE, Belfast HSC Trust employed 34% of all Nursing & Midwifery staff (6,177), while the other Trusts employed between 15% and 18%. The HSC Board and Regional Services employed under 1%.

Figure 3b: Nursing & Midwifery Staff by Trust (WTE)

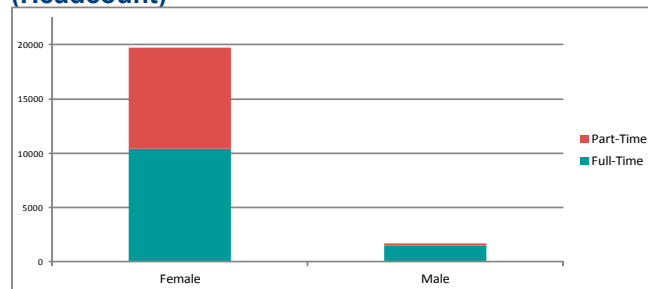


Gender and Working Pattern (Headcount)

Females represented 92% of all Nursing & Midwifery staff, with 53% of these employed full-time. Males represented just 8% of Nursing & Midwifery staff, with 91% of these employed full-time.

Part-time working varied between male and female staff within grades; 95% of Acute/General Nurses were female, and 53% of these worked full-time compared to 89% of male Acute/General Nurses. In Mental Health Nursing, 24% were male and 96% of these worked full-time, compared to 79% of female Mental Health Nurses.

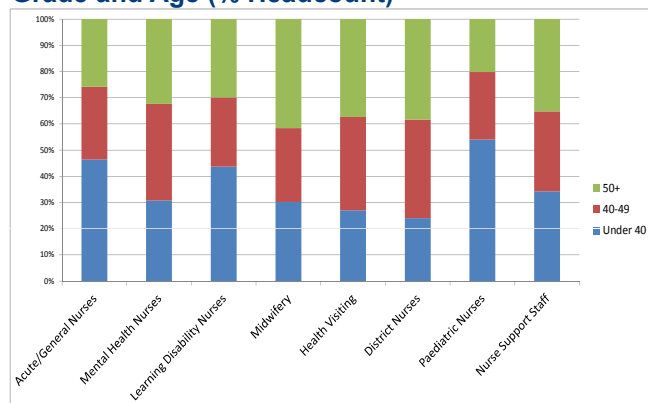
Figure 3c: Nursing & Midwifery Staff by Gender (Headcount)



Age (Headcount)

37% of Nursing staff were aged under 40, with 31% between 40 and 49 and 31% aged 50 and over. Age distribution varied between grades with 46% of General Nurses and 54% of Paediatric Nurses aged under 40, while 70% of Midwives, 76% of District Nurses and 73% of Health Visitors were aged 40 and over.

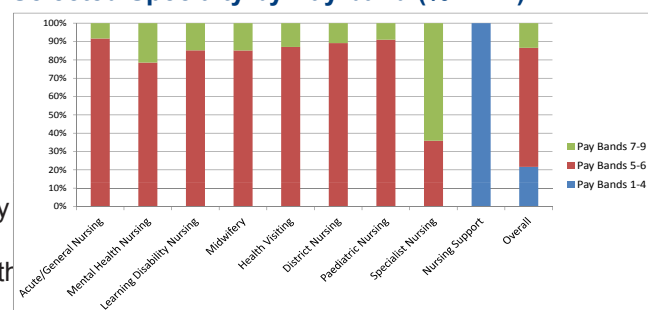
Figure 3d: Nursing & Midwifery Staff by Selected Grade and Age (% Headcount)



Pay bands

22% of Nursing and Midwifery staff (by WTE) were employed at Pay bands 1-4 (Support Grades). 65% were employed at Pay bands 5-6, and 13% at Bands 7-9.

Figure 3e: Qualified Nursing & Midwifery Staff by Selected Specialty by Pay band (% WTE)



Vacancies

As at 31st March 2014, there were 380 (354 WTE) current Qualified Nursing vacancies and 98 (87 WTE) current Nurse Support vacancies. Of these, there were 94 (88 WTE) long-term Qualified Nursing vacancies and 34 (31 WTE) Nurse Support. This represented a WTE current vacancy rate of 2.3% and a long-term vacancy rate of 0.6%.

Section 4: Professional & Technical and Generic Staff

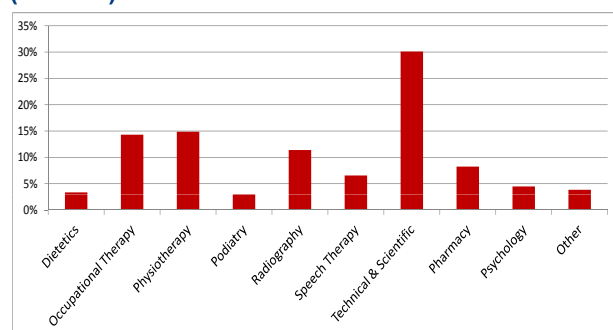
Introduction

For this Census, Generic staff have been combined with the Professional & Technical Occupational Family as there were a very small number (<4) remaining in the relevant grades. At 31st March 2014, there were 8,323 (7,196 WTE) staff employed within the Professional & Technical and Generic Occupational Families. This included 4,627 (3,916 WTE) Allied Health Profession (AHP) and AHP Support staff (54% of overall WTE) and 2,359 (2,176 WTE) Technical & Scientific staff (30% of overall WTE).

Grade

Medical Technical Officers and Assistant Technical Officers accounted for the highest proportion of Professional & Technical staff at 17%. Biomedical & Clinical Science staff accounted for 13%. The Allied Health Professions of Physiotherapy and Occupational Therapy represented a large proportion of this Occupational Family, at 15% and 14% of total WTE respectively.

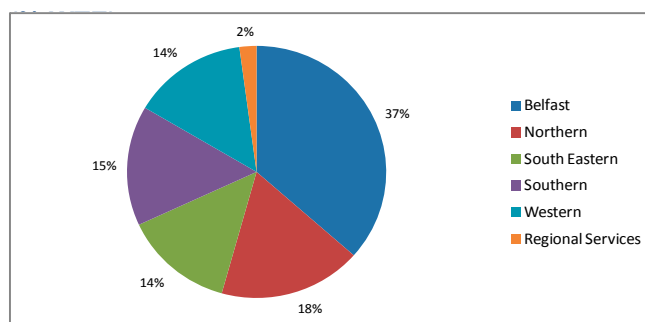
Figure 4a: Professional & Technical Staff by Job (% WTE)



Trusts

Belfast HSC Trust employed 37% of all Professional & Technical staff, while the other Trusts each employed between 14% and 18% of the total. 46% of Technical and Scientific staff worked for the Belfast Trust, due to the presence of the regional laboratories.

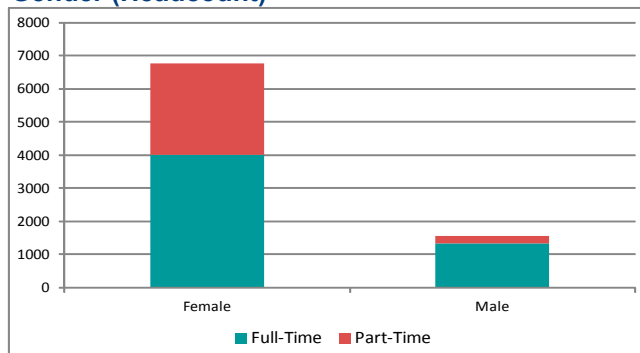
Figure 4b: Professional & Technical Staff by Trust



Gender and Working Pattern (Headcount)

Females represented 81% of all Professional & Technical staff, with 59% of these employed full-time. 86% of male staff were employed full-time.

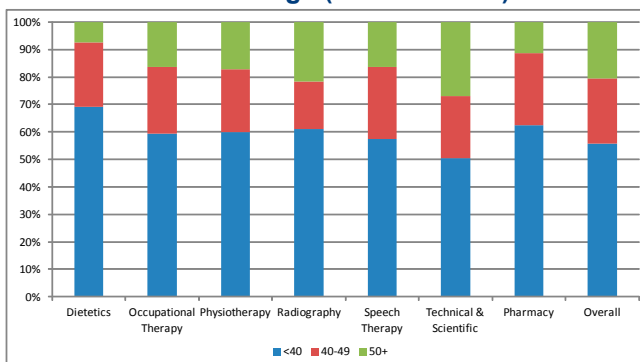
Figure 4c: Professional & Technical Staff by Gender (Headcount)



Age (Headcount)

56% of Professional & Technical staff were under the age of 40, 24% were aged between 40 and 49 and 20% were aged 50 and over.

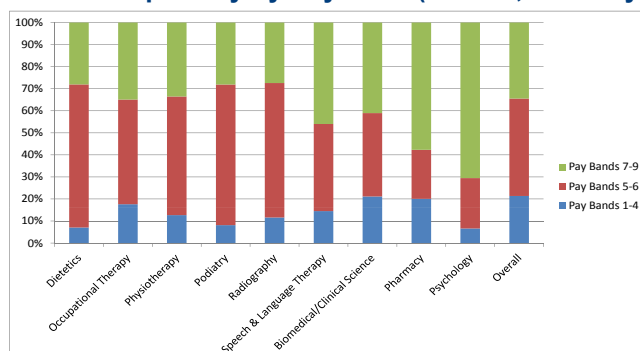
Figure 4d: Professional & Technical Staff by Selected Grade and Age (% Headcount)



Pay bands

21% of Professional & Technical staff, by WTE, were employed at Pay bands 1-4 (Support Grades) with 44% employed at Pay bands 5-6 and 34% employed at Pay bands 7-9. Use of Support staff varied between Scientific and AHP staff, with 35% of Scientific staff employed at Support Grades compared to 14% of AHP staff.

Figure 4e: Professional & Technical Staff by Selected Specialty by Pay band (% WTE, AfC only)



Vacancies

As at 31st March 2014, there were 192 (181 WTE) current Professional & Technical vacancies within Northern Ireland Health and Social Care. Of these, 44 (41 WTE) were long-term. This represented a current vacancy rate of 2.5% and a long-term vacancy rate of 0.6% (based on WTE).

Section 5: Social Services Staff

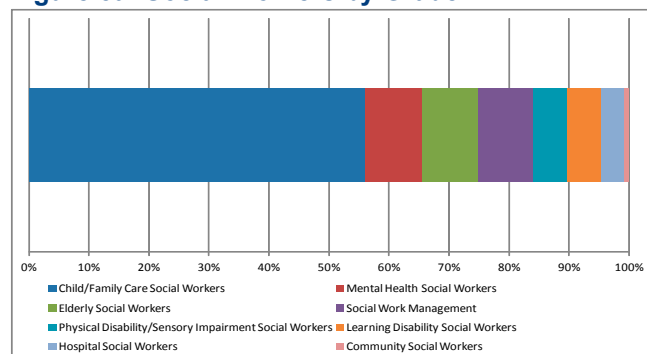
Introduction

At 31st March 2014, there were, excluding Home Helps/Domiciliary Care staff, 7,612 (6,736 WTE) staff employed within the Social Services Occupational Family. Home Helps have not been included in the analysis for this report, as due to the use of variable hours contracts their recorded whole-time equivalent does not provide an accurate reflection of their contribution to the service.

Grade

Qualified Social Workers represented 51% (WTE) of counted Social Services staff. Of all qualified Social Workers, 54% were graded as Child / Family Care Social Workers.

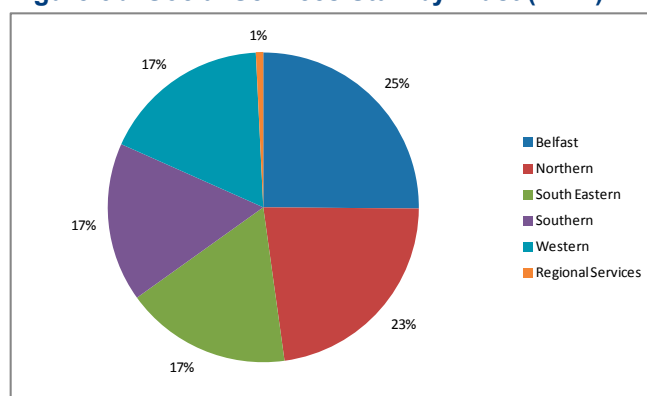
Figure 5a: Social Workers by Grade



Trust

Belfast Trust employed 25% of counted Social Services staff by WTE, while the Southern Trust employed 17%. The proportion who were qualified Social Workers in each Trust ranged between 48% and 52%.

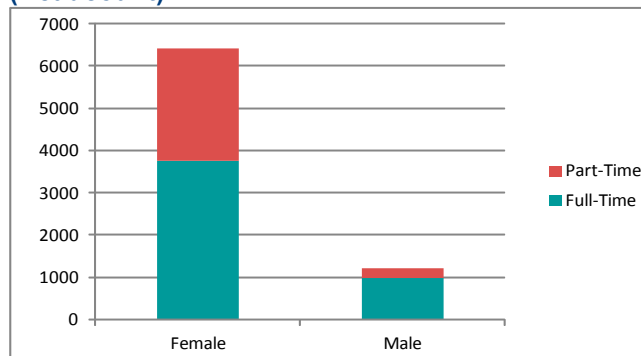
Figure 5b: Social Services Staff by Trust (WTE)



Gender and Working Pattern

Females represented 84% of counted Social Services staff by headcount, with 59% of them employed full-time. 82% of male staff were employed full-time- 48% of female staff and 50% of male staff were qualified Social Workers.

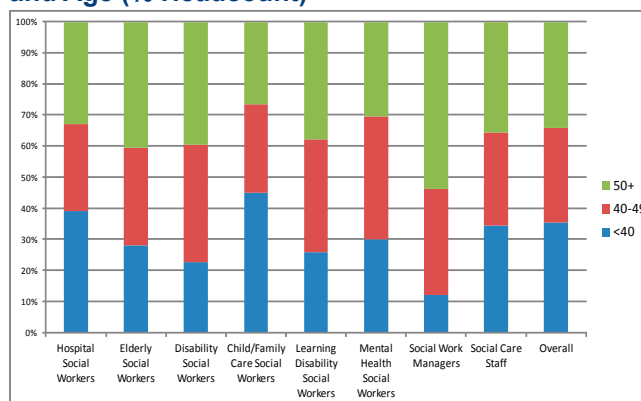
Figure 5c: Social Services Staff by Gender (Headcount)



Age (Headcount)

Thirty-five per cent of counted staff were under the age of 40, while 30% were aged between 40 and 49 and 34% were aged 50 and over. 32% of qualified Social Workers and 34% of Social Care staff were aged over 50.

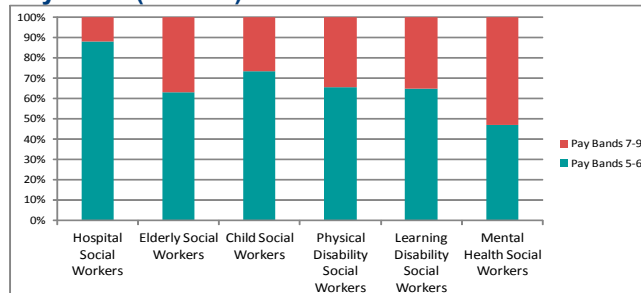
Figure 5d: Social Services Staff by Selected Grade and Age (% Headcount)



Pay bands

Thirty-one per cent of counted Social Services staff are employed at Pay bands 1-4, 48% at bands 5-6, and 21% at Pay bands 7-9.

Figure 5e: Social Workers by Selected Specialty by Pay band (% WTE)



Vacancies

As at 31st March 2014, there were 177 (153 WTE) current Social Services vacancies within Northern Ireland Health and Social Care. Of these, 63 (56 WTE) were long-term. This represented a current vacancy rate of 2.2% and a long-term vacancy rate of 0.8% (based on WTE).

Section 6: Administration & Clerical Staff

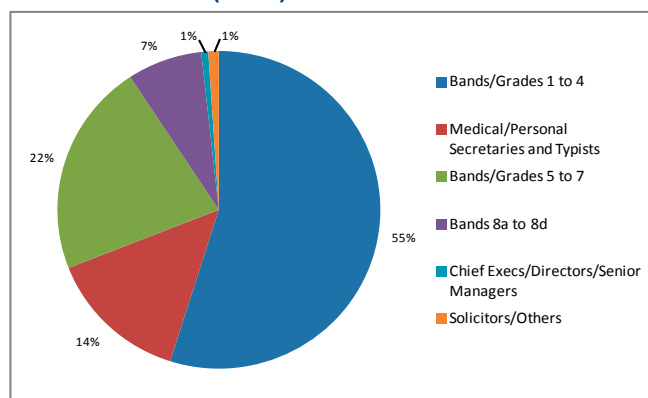
Introduction

As at 31st March 2014, there were 12,693 (11,054 WTE) staff employed within the Administration & Clerical Occupational Family. This staff group was affected by the Review of Public Administration between 2008 and 2011, with a reduction in numbers over this period. The Admin & Clerical total WTE (excluding NIMDTA staff) was 5% lower in March 2014 than in March 2007.

Grade

The majority (55%) of staff employed within the Administration & Clerical Occupational Family were employed at Admin & Clerical Band/Grade 1-4; a further 14% were employed as Medical and Personal Secretaries and Typists. Twenty-two per cent were employed at Bands/Grades 5 to 7, and 7% at more Senior Grades (Band 8A and above).

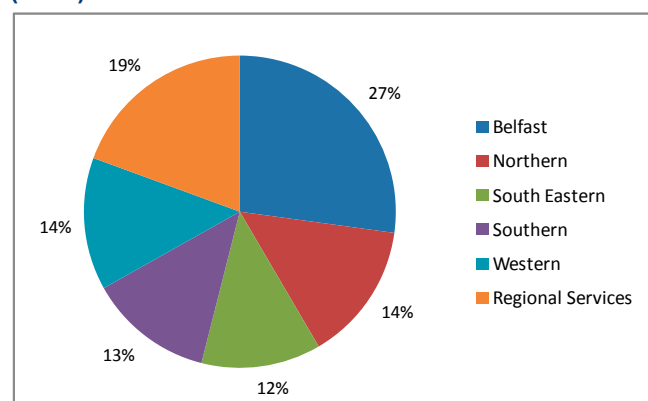
Figure 6a: Administration & Clerical Staff by Selected Grade (WTE)



Trusts

Belfast HSC Trust employed 27% of all Administration & Clerical staff, while the other Trusts employed between 12-15% of all admin staff.

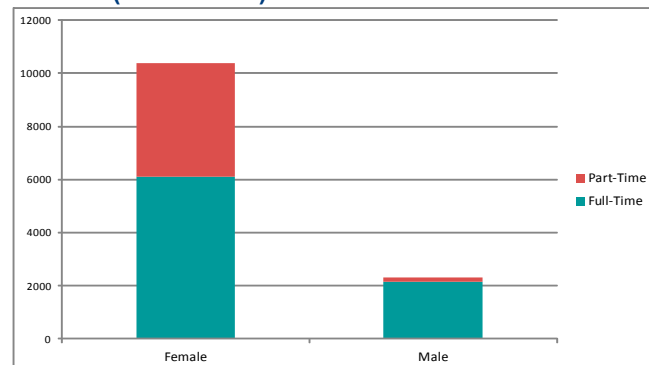
Figure 6b: Administration & Clerical Staff by Trust (WTE)



Gender and Working Pattern (Headcount)

Females represented 82% of all Administration & Clerical staff, with 59% employed full-time. 94% of male staff were employed full-time. Excepting solicitors, 14% of male staff worked in senior grades (Band 8A and above, Chief Execs, Directors and Senior Managers). 6% of all female staff worked at this level.

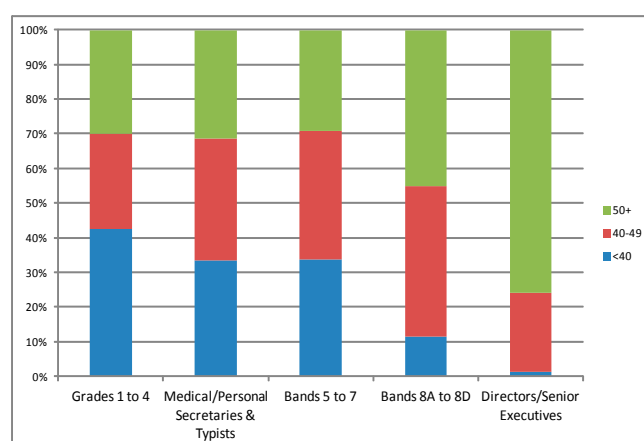
Figure 6c: Administration & Clerical Staff by Gender (Headcount)



Age (Headcount)

The Administration & Clerical workforce was relatively young- 37% were under 40, 32% were between 40 and 49, and 31% were 50 and over. 42% of Band 1-4 staff were under 40, compared to 11% of Band 8A-8D staff.

Figure 6d: Administration & Clerical Staff by Selected Grade and Age (% Headcount)



Vacancies

As at 31st March 2014, there were 200 (185 WTE) current Administration & Clerical vacancies within the HSC. Of these, 81 (74 WTE) were long-term. This represented a current vacancy rate of 1.7% and a long-term vacancy rate of 0.7% (based on WTE).

Section 7: Support Services Staff

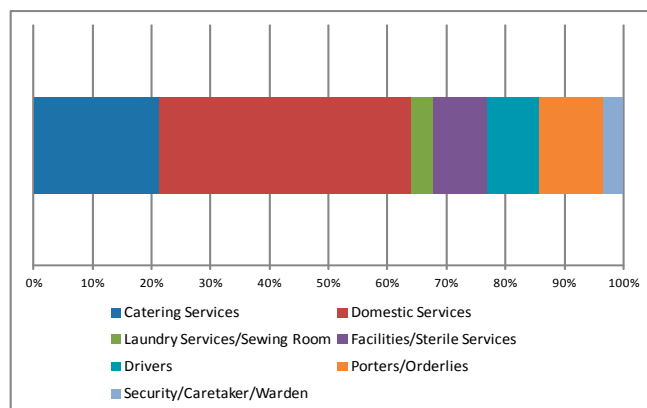
Introduction

As at 31st March 2014, there were 6,532 (4,841 WTE) staff employed within the Support Services Occupational Family.

Grade

Of all Support Services staff, 41% by WTE were employed in Domestic Services, with 20% employed in Catering Services staff and a further 19% employed as Drivers, Porters and Orderlies.

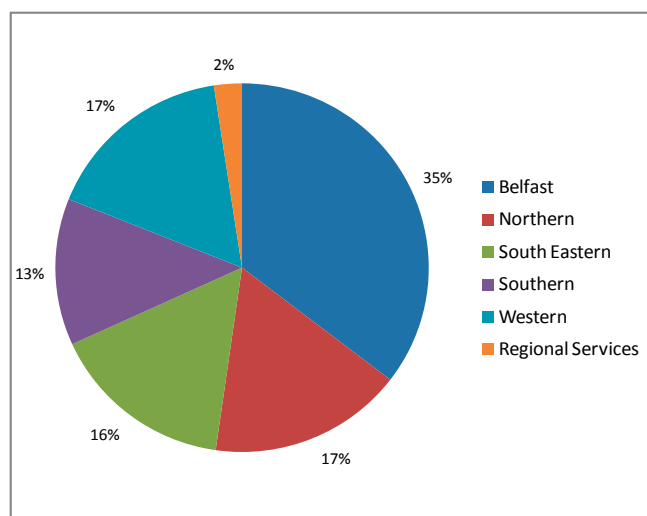
Figure 7a: Support Services Staff by Selected Grade (WTE)



Trust

Just over a third (35%) of all Support Services staff worked in the Belfast Trust. The other Trusts each had between 13% and 17% of these staff.

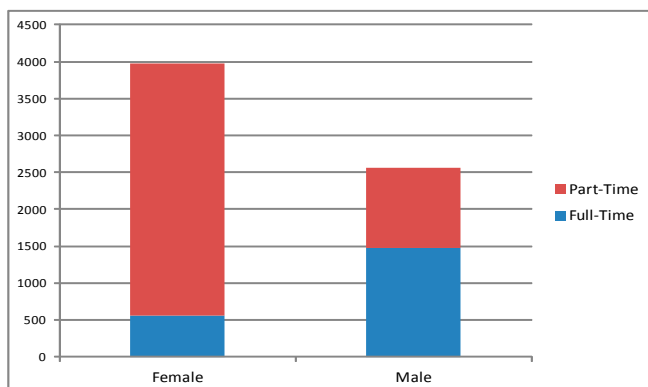
Figure 7b: Support Services Staff by Trust (WTE)



Gender and Working Pattern (Headcount)

Part-time working is more prevalent in this Occupational Family than in others, with 69% of staff working part-time hours. Almost two-fifths (39%) of staff were male- 57% of these worked full-time. Part-time working practices varied greatly between staff in different grades, with only 11% of staff employed in Domestic Services working full-time, whilst 82% of Porters / Orderlies worked full-time.

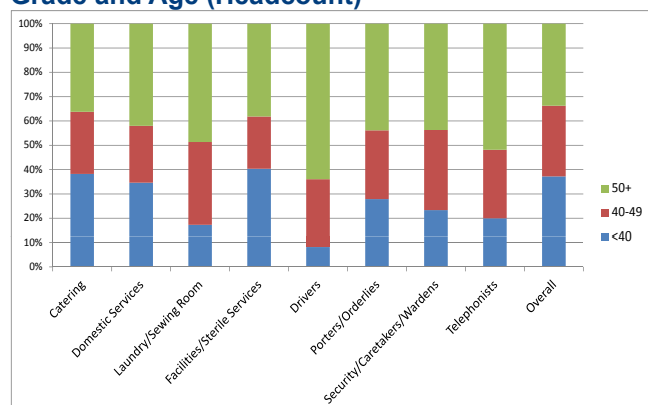
Figure 7c: Support Services Staff by Gender (Headcount)



Age (Headcount)

Overall, 32% of this workforce were aged under 40, while 42% were aged over 50. Drivers had a much older age profile than other groups with 64% aged 50 and over.

Figure 7d: Support Services Staff by Selected Grade and Age (Headcount)



Pay bands

86% (by WTE) of Support Services staff are employed at Pay bands 1-2, 12% at Pay bands 3-4, and 1% employed at Pay bands 5-9.

Vacancies

As at 31st March 2014, there were 119 (69 WTE) current vacancies within Support Services. Of these, there were 26 (19 WTE) long-term vacancies. This represented a current vacancy rate of 1.4% and a long-term vacancy rate of 0.4% (based on WTE).

Section 8: Ambulance Staff

Introduction

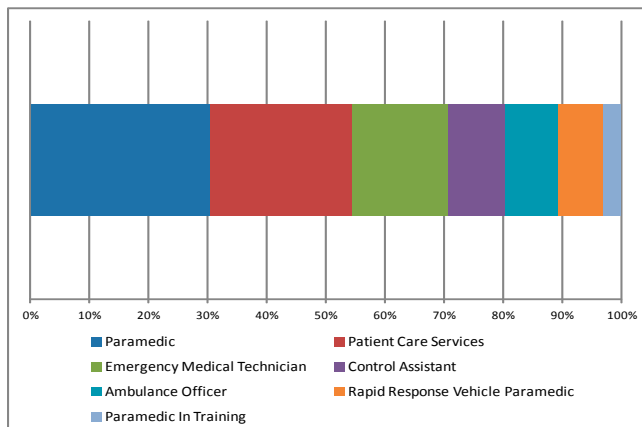
As at 31st March 2014, there were 1,079 (1,062 WTE) staff employed within the Ambulance Occupational Family.

Non-Ambulance staff (for example Admin & Clerical) who work for the Ambulance Trust are included in the relevant sections for their Occupational Families.

Grade

Just under one sixth (16% WTE) of all Ambulance staff were graded as Emergency Medical Technicians. A further 41% were graded as Paramedics, Rapid Response Paramedics or Paramedics in Training. Almost a quarter (24% WTE) were employed in Patient Care Services, 10% as Control Assistants and 9% as Ambulance Officers.

Figure 8a: Ambulance Staff by Grade (WTE)

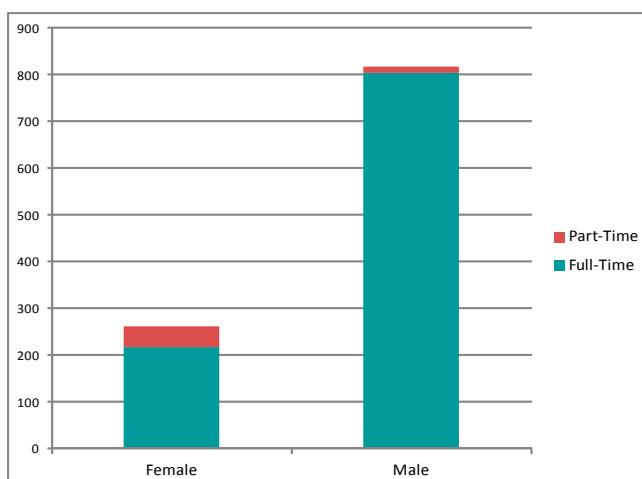


Gender and Working Pattern (Headcount)

Full-time working was the norm within Ambulance services, with the vast majority of both males (98%) and females (83%) working full-time.

Just over three quarters (76%) of Ambulance staff were male.

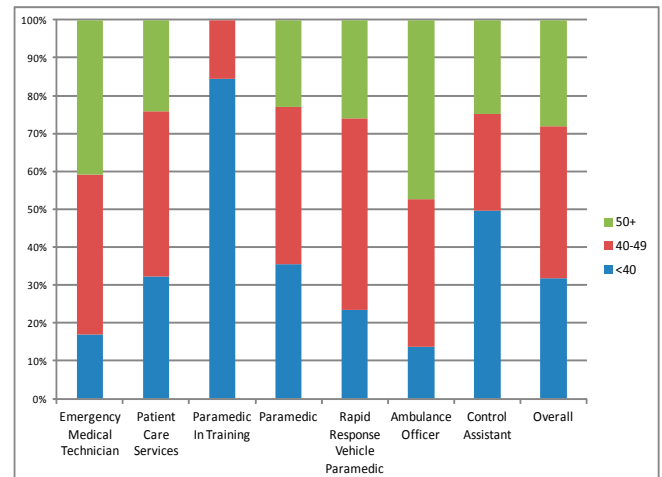
Figure 8b: Ambulance Staff by Gender (Headcount)



Age (Headcount)

32% of Ambulance staff were aged under 40, 40% between 40 and 49, and 28% were over 50. The youngest cohort (apart from trainees) was Control Assistants, of whom 50% were under 40.

Figure 8c: Ambulance Staff by Grade and Age (% Headcount)



Pay bands

26% of all Ambulance staff are employed at Pay bands 1-3, 20% at Pay Band 4, 42% at Pay Band 5, and 11% in bands 6 and 7.

Vacancies

As at 31st March 2014, there were no vacancies in the Ambulance workforce.

Section 9: Estates Services Staff

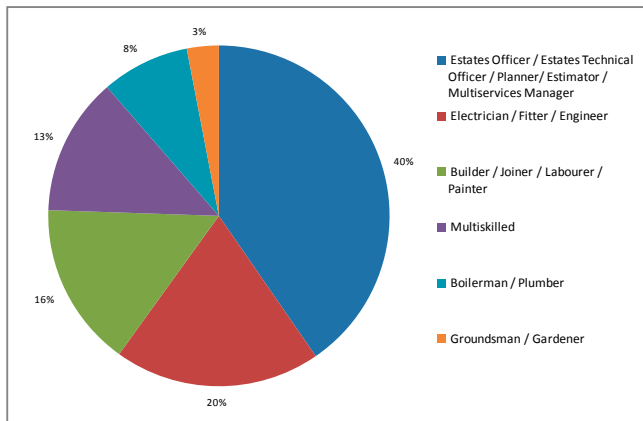
Introduction

As at 31st March 2014, there were 697 (695 WTE) staff employed within the Estates Services Occupational Family.

Grade (by WTE)

Two-fifths of Estates Services staff (40%) were graded as Estates Officers, Estates Technical Officers, Planner/Estimators, or Multiservices Managers. Almost three fifths (57%) were employed as Tradesmen (such as Boilermen, Plumbers, Electricians, Fitters, Engineers, Builders, Joiners and Multiskilled Trades). The remaining 3% were graded as Groundsmen/Gardeners.

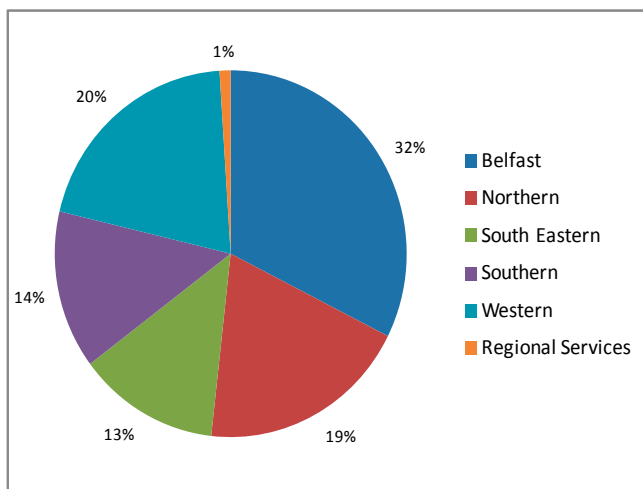
Figure 9a: Estates Services Staff by Grade (WTE)



Trust

Almost one third (32%) of all Estates Services staff worked in the Belfast Trust. The next largest employer of these staff was the Western Trust (with 20%). South Eastern Trust employed the smallest cohort of Estates Services staff, at 13% of the total. Some of these differences could, in part, be due to variations between Trusts in the contracting out of these services.

Figure 9b: Estates Services Staff by Trust (WTE)



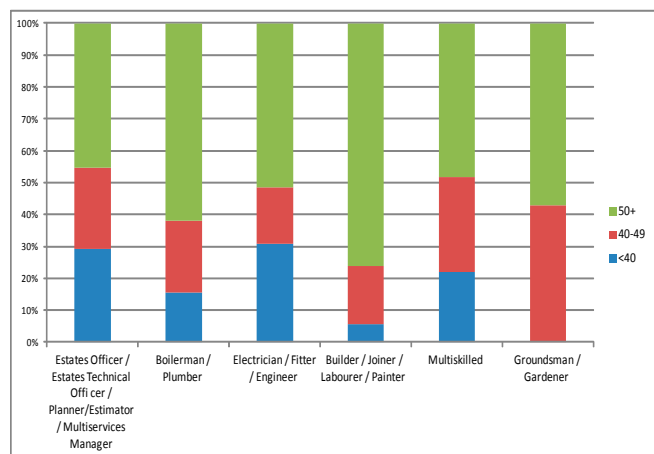
Gender and Working Pattern (Headcount)

Six of the staff working within the Estates group worked part-time, and eighteen were female.

Age (Headcount)

The Estates Services group showed a higher average age than other Occupational Families. Just 23% of this group were aged under 40; 24% were between 40 and 49 and 54% of staff were 50 and over. 55% of Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Managers, 41% of Tradesmen and 43% of Gardeners were aged under 50.

Figure 9c: Estates Services Staff by Selected Grade and Age (Headcount)



Pay bands

55% of all Estates Services staff are employed at Pay bands 1-4, 20% at Pay bands 5-6, and 25% at Pay bands 7-9. The majority of those employed at Pay bands 1-4 were tradesmen and the majority of those employed at Pay bands 5-9 were Estates Officers/ Estates Technical Officers/Planners/Estimators/ Multiservices Managers.

Vacancies

As at 31st March 2014, there were 12 full-time current vacancies within Estates Services, with 3 of these long-term. This represented a current vacancy rate of 1.7% and a long-term vacancy rate of 0.4% (based on WTE).

Section 10: Staff Turnover

Please note that home helps and rotational junior doctors are excluded. Staff on career breaks are included in the databases because excluding them would artificially inflate the turnover figures.

Leavers, Joiners and Movers Defined

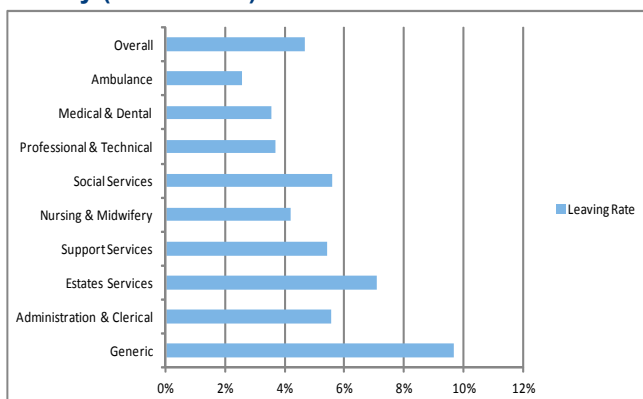
Staff leavers, joiners and movers in Health & Social Care were calculated by comparing the snapshots of staff in post at March 2013 with staff in post at March 2014. Those who appeared on the March 2014 dataset, but not March 2013 are classed as joiners. Those who appeared on the March 2013 dataset but not March 2014 are classed as leavers. Movers are classed as those staff who moved between HSC Trusts. 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, leavers, joiners and movers 2013/14 by Occupational Family have been expressed as a percentage of staff in post at the mid-point of the period, September 2013.

Leavers

Nursing & Midwifery had the highest count of leavers (889), representing a leaving rate of 4% of Nursing staff in post. The lowest leaving rate (3%) was seen within Ambulance staff.

Figure 10a: Leaving Rate 2013/14 by Occupational Family (Headcount)



Leavers by Pay band

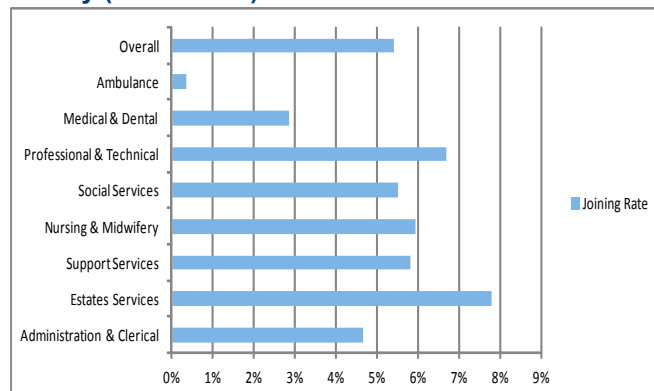
Of the 2,898 staff leaving the NI HSC, 46% had been employed at Pay band 1-4, 33% at Pay band 5-6, 10% at Pay band 7-8D and 11% on non-Agenda for Change Pay bands (primarily Medical and Dental staff).

For Nursing staff leavers, 24% worked as Nurse Support (Pay bands 1-4) while 76% worked as Qualified Nurses (Pay bands 5-8D).

Joiners

Nursing & Midwifery also had the highest count of joiners (headcount 1,256), and Estates Services had the highest joining rate (8%).

Figure 10b: Joining Rate 2013/14 by Occupational Family (Headcount)



Joiners by Pay band

Of the 3,365 staff joining the NI HSC, 46% were employed at Pay band 1-4 level, 44% at Pay band 5-6 level, and 4% at Pay band 7-8D level. The remaining 6% were employed on non-Agenda for Change Pay bands.

For Nursing staff, 27% of joiners were Nurse Support staff (Pay bands 1-4) while 73% were Qualified Nurses (Pay bands 5-9).

There were 541 joiners in the Professional & Technical group, with 27% of these at Pay bands 1-4 and 73% at Pay bands 5-9.

For Administration and Clerical staff, 72% of joiners were at Pay bands 1-4, with 7% at Pay bands 5-6 and 9% at Pay bands 7-9.

Movers

The percentage of staff moving between HSC organisations from March 2013 to March 2014 is shown in the chart below.

The highest moving rates in major staff groups was for Professional & Technical staff, at 2.2%.

Figure 10c: Moving Rate 2013/14 by Occupational Family (Headcount)

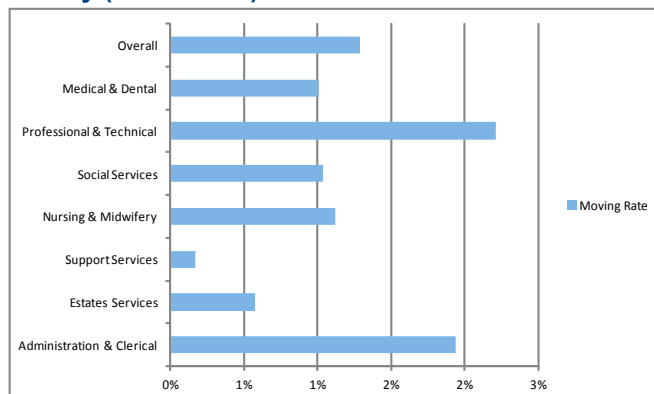


Table A: Health and Social Care Workforce¹: 2005 - 2014

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	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Generic ²	-	-	-	92.1	134.5	96.9	74.0	35.7	31.5	
Admin & Clerical (excluding NIMDTA)	11,296.2	11,373.9	11,552.9	11,021.7	10,912.2	10,835.5	10,481.3	10,791.2	11,074.7	11,014.5
Estates Services ³	540.9	530.9	532.2	725.2	679.1	674.2	658.7	692.9	694.9	694.9
Support Services ⁴	5,687.2	5,833.8	6,060.4	4,885.1	4,946.5	4,949.9	4,944.7	4,814.2	4,829.9	4,840.7
Qualified Nursing & Midwifery	13,314.1	13,636.8	13,832.2	13,899.2	13,875.9	13,898.9	13,649.0	13,822.7	14,139.5	14,428.5
Nurse Support Staff	4,004.9	3,941.1	4,092.8	4,094.8	4,022.6	3,999.1	3,866.5	3,848.6	3,938.7	3,985.6
Social Services (excluding Home Helps)	4,587.6	4,687.7	5,112.3	6,268.5	6,483.3	6,605.4	6,581.5	6,648.8	6,653.4	6,736.1
Professional & Technical	5,675.9	5,901.9	6,189.4	6,109.2	6,187.2	6,301.4	6,347.0	6,654.8	6,900.8	7,195.6
Medical & Dental (excluding NIMDTA)	3,098.8	3,292.8	3,434.3	3,462.2	3,491.0	3,505.0	3,550.1	3,628.7	3,718.3	3,789.5
Ambulance	884.1	924.4	979.8	1,030.0	1,023.9	1,014.5	1,035.8	1,030.6	1,084.8	1,062.2
Total	49,089.6	50,123.2	51,786.1	51,587.9	51,756.2	51,880.6	51,188.6	51,968.1	53,066.4	53,747.6

Headcount	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Generic ²	-	-	-	98	148	107	80	40	35	
Admin & Clerical (excluding NIMDTA)	12,877	13,032	13,234	12,612	12,493	12,435	12,067	12,411	12,700	12,650
Estates Services ³	542	531	534	728	681	676	661	697	696	697
Support Services ⁴	7,703	7,916	8,210	6,732	6,782	6,750	6,693	6,459	6,513	6,532
Qualified Nursing & Midwifery	15,596	15,949	16,165	16,249	16,251	16,246	16,012	16,168	16,449	16,751
Nurse Support Staff	4,658	4,612	4,773	4,775	4,694	4,678	4,528	4,499	4,601	4,648
Social Services (excluding Home Helps)	5,008	5,134	5,670	7,141	7,362	7,521	7,480	7,548	7,565	7,612
Professional & Technical	6,367	6,644	6,986	6,967	7,101	7,239	7,316	7,655	7,938	8,323
Medical & Dental (excluding NIMDTA)	3,403	3,573	3,720	3,761	3,780	3,783	3,830	3,919	4,015	4,070
Ambulance	889	931	986	1,036	1,033	1,025	1,047	1,042	1,098	1,079
Total	57,043	58,322	60,278	60,099	60,325	60,460	59,714	60,438	61,610	62,362

¹Workforce figures exclude staff on career breaks, bank staff (due to the variable nature of their employment), Chairman/Members of Boards and staff with a whole-time equivalent of less than or equal to 0.03. For this 2014 edition, Home Helps/Domiciliary Care staff are also excluded as their recorded WTE does not accurately reflect their contributions to the service. Some historical figures have been revised to reflect methodological changes in order to maintain comparability. Data from the Northern Ireland Medical and Dental Training Agency were only available for 2014, so these staff have not been included in this comparison. They have been included in the main tables.

²The Generic group includes staff working in multidisciplinary teams. In 2014, there were so few staff in these grades that they were amalgamated with the Professional & Technical Family. This was considered appropriate as the relevant staff were within the Allied Health Professions.

NI Health and Social Care Staff Tables

Table 1a: NI Health and Social Care Staff by Occupational Family & Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	NI Ambulance Service	Regional Services & HSC Board	Total
Administration & Clerical	3,460	1,906	1,619	1,729	1,701	93	2,185	12,693
Estates Services	226	135	90	98	141	7		697
Support Services	2,333	1,127	1,022	853	1,075	122		6,532
Qualified Nursing & Midwifery	5,533	2,877	2,657	2,788	2,826	0	70	16,751
Nurse Support Staff	1,652	796	657	713	785	0	45	4,648
Social Services (excl. Home Helps)	1,927	1,714	1,343	1,263	1,310	0	55	7,612
Professional & Technical/Generic	2,972	1,533	1,159	1,330	1,159	0	170	8,323
Medical & Dental	1,673	607	599	571	528	5	285	4,268
Ambulance	0	0	0	0	0	1,079	0	1,079
Total	19,776	10,695	9,146	9,345	9,525	1,181	2,935	62,603
Current Vacancies								
All Staff Groups	667	174	127	168	118	2	102	1,358
Of which: Long-Term Vacancies								
All Staff Groups	256	64	19	11	47	1	44	442

WTE	Belfast	Northern	South Eastern	Southern	Western	NI Ambulance Service	Regional Services & HSC Board	Total
Administration & Clerical	3,002.5	1,589.0	1,375.4	1,427.3	1,511.8	88.2	2,060.0	11,054.1
Estates Services	225.4	134.2	90.0	97.4	140.8	7.0		694.9
Support Services	1,713.6	815.9	771.1	623.1	799.8	117.1		4,840.7
Qualified Nursing & Midwifery	4,776.1	2,440.5	2,262.9	2,337.7	2,546.7	0.0	64.6	14,428.5
Nurse Support Staff	1,401.3	678.7	565.6	600.9	701.7	0.0	37.5	3,985.6
Social Services (excl. Home Helps)	1,692.1	1,528.7	1,165.0	1,115.4	1,183.0	0.0	51.9	6,736.1
Professional & Technical/Generic	2,626.9	1,283.3	991.3	1,106.7	1,034.3	0.0	153.1	7,195.6
Medical & Dental	1,577.5	563.0	538.4	533.6	504.2	5.0	191.5	3,913.2
Ambulance	0.0	0.0	0.0	0.0	0.0	1,062.2	0.0	1,062.2
Total	17,015.4	9,033.3	7,759.7	7,842.1	8,422.1	1,159.5	2,678.7	53,910.9
Current Vacancies								
All Staff Groups	612.4	134.8	107.5	149.4	109.9	2.0	100.1	1215.9
Of which: Long-Term Vacancies								
All Staff Groups	235.7	56.8	13.7	10.8	45.6	1.0	44.0	407.5

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	6,107	4,291	2,709.0	10,398	8,816.0
Estates Services	18	0	0.0	18	18.0
Support Services	561	3,409	2,109.1	3,970	2,670.1
Qualified Nursing & Midwifery	8,511	7,191	4,892.7	15,702	13,403.7
Nurse Support Staff	1,913	2,110	1,467.5	4,023	3,380.5
Social Services (excluding Home Helps)	3,760	2,646	1,831.5	6,406	5,591.5
Professional & Technical/Generic	4,018	2,760	1,741.5	6,778	5,759.5
Medical & Dental	1,496	600	356.6	2,096	1,852.6
Ambulance	218	44	31.3	262	249.3
Total	26,602	23,051	15,139.3	49,653	41,741.3

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administration & Clerical	2,148	147	90.1	2,295	2,238.1
Estates Services	673	6	3.9	679	676.9
Support Services	1,471	1,091	699.6	2,562	2,170.6
Qualified Nursing & Midwifery	969	80	55.8	1,049	1,024.8
Nurse Support Staff	554	71	51.1	625	605.1
Social Services (excluding Home Helps)	989	217	155.6	1,206	1,144.6
Professional & Technical/Generic	1,334	211	102.1	1,545	1,436.1
Medical & Dental	1,983	189	77.6	2,172	2,060.6
Ambulance	804	13	8.9	817	812.9
Total	10,925	2,025	1,244.7	12,950	12,169.7

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	325	1,168	1,562	1,677	2,007	2,005	1,837	1,376	587	149	12,693
Estates Services	15	27	60	57	73	92	126	149	87	11	697
Support Services	480	602	522	507	715	931	1,129	862	559	225	6,532
Qualified Nursing & Midwifery	588	1,619	2,111	2,096	2,492	2,784	2,968	1,485	518	90	16,751
Nurse Support Staff	199	405	524	464	637	780	737	584	230	88	4,648
Social Services (excluding Home Helps)	153	590	945	1,003	1,079	1,239	1,264	887	361	91	7,612
Professional & Technical/Generic	374	1,316	1,612	1,338	1,051	930	844	616	183	59	8,323
Medical & Dental	190	982	651	590	544	474	355	324	122	36	4,268
Ambulance	10	47	77	208	227	207	149	104	42	8	1,079
Total	2,334	6,756	8,064	7,940	8,825	9,442	9,409	6,387	2,689	757	62,603

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	9,080	1,827	1,564	222	12,693
Estates Services	386	137	174		697
Support Services	6,477	44	11	0	6,532
Qualified Nursing & Midwifery	0	14,094	2,624	33	16,751
Nurse Support Staff	4,640	0	0	8	4,648
Social Services (excluding Home Helps)	2,584	3,559	1,442	27	7,612
Professional & Technical/Generic	1,778	3,658	2,887		8,323
Medical & Dental	0	0	0	4,268	4,268
Ambulance	507	535	37	0	1,079
Total	25,452	23,854	8,735	4,562	62,603

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Administration & Clerical	7,591.8	1,726.9	1,520.2	215.2	11,054.1
Estates Services	385.2	136.4	173.3		694.9
Support Services	4,785.9	43.7	11.0	0.0	4,840.7
Qualified Nursing & Midwifery	0.0	11,927.9	2,467.6	32.9	14,428.4
Nurse Support Staff	3,978.5	0.0	0.0	7.2	3,985.7
Social Services (excluding Home Helps)	2,097.8	3,224.2	1,387.9	27.0	6,736.1
Professional & Technical/Generic	1,538.3	3,173.7	2,483.6		7,195.6
Medical & Dental	0.0	0.0	0.0	3,913.2	3,913.2
Ambulance	494.0	531.3	36.9	0.0	1,062.2
Total	20,870.8	20,764.2	8,077.5	4,198.5	53,910.9

Table 2a: Medical & Dental Staff by Medical / Dental Departments

Department	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Medical department	3,392	678	379.0	4,070	3,771.0
Dental department	87	111	55.3	198	142.3
Total	3,479	789	434.2	4,268	3,913.2

Table 2b: Medical & Dental Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	696	212	230	208	220	59	1,625
Specialty Doctor/Associate/Staff Grade	125	102	88	114	70	5	504
Specialty/Specialist Registrar/GP Trainee	577	168	154	153	146	123	1,321
Foundation/Senior House Officer	226	87	88	70	73	0	544
General/Hospital Practitioner	12	9	15	9	-	-	49
Dental Officer/Practitioner	23	29	22	14	16	13	117
Other Medical & Dental	14	0	-	-	-	88	108
Total	1,673	607	~597	~568	528	~288	4,268
Current Vacancies							
Medical Staff	69	17	3	24	65	0	178
Dental Staff	2	0	0	0	0	0	2
Of which: Long-Term Vacancies							
Medical Staff	33	10	0	9	45	0	97
Dental Staff	0	0	0	0	0	0	0

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Consultant	657.7	199.2	212.5	199.2	213.1	46.9	1,528.7
Specialty Doctor/Associate Specialist/ Staff Grade	104.3	86.3	68.1	97.5	61.3	3.9	421.3
Specialty/Specialist Registrar/GP Trainee	561.1	165.1	149.9	148.1	144.2	117.1	1,285.5
Foundation/Senior House Officer	224.6	87.0	87.3	70.0	73.0	0.0	541.9
General/Hospital Practitioner	3.2	6.4	5.9	8.1	-	-	26.0
Dental Officer/Practitioner	12.5	19.0	12.6	10.5	9.7	9.3	73.7
Other Medical & Dental	14.0	0.0	-	-	-	19.0	36.2
Total	1,577.5	563.0	~536.4	~533.4	~501.2	~196.1	3,913.2
Current Vacancies							
Medical Staff	65.8	16.2	1.8	23.4	64.4	0.0	171.5
Dental Staff	2.0	0.0	0.0	0.0	0.0	0.0	2.0
Of which: Long-Term Vacancies							
Medical Staff	32.1	9.5	0.0	9.0	44.4	0.0	95.0
Dental Staff	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Medical & Dental Staff Tables

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

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	384	187	131.9	571	515.9
Specialty Doctor/Associate Specialist/Staff Grade	150	180	101.5	330	251.5
Specialty/Specialist Registrar/GP Trainee	632	108	74.0	740	706.0
Foundation/Senior House Officer	300	-	1.6	~300	301.6
General/Hospital Practitioner	7	13	2.8	20	9.8
Dental Officer	17	68	38.1	85	55.1
Other Medical & Dental	6	41	6.7	47	12.7
Total	1496	~597	356.6	~2093	1852.6

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Consultant	964	90	48.7	1054	1012.7
Specialty Doctor/Associate Specialist/Staff Grade	162	12	7.8	174	169.8
Specialty/Specialist Registrar/GP Trainee	576	5	3.5	581	579.5
Foundation/Senior House Officer	240	-	-	~240	~240.0
General/Hospital Practitioner	13	16	3.2	29	16.2
Dental Officer	12	20	6.6	32	18.6
Other Medical & Dental	16	45	7.5	61	23.5
Total	1983	~188	~77.3	~2171	~2060.3

Table 2d - 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	65	302	371	340	223	214	83	27	1,625
Specialty Doctor/Associate Specialist/Staff Grade	0	12	70	99	87	81	76	51	23	5	504
Specialty/Specialist Registrar/GP Trainee	648		473	138	44	11		7		0	1,321
Foundation/Senior House Officer	189	318	27	10		0	0	0	0	0	544
General/Hospital Practitioner	0	0	11		11		10	11	6		49
Dental Officer	0	18			18	26	25	30		0	117
Other Medical & Dental	0	15		21	18	11	18	14	11		108
Total	190	982	651	590	544	474	355	324	122	36	4,268

Nursing, Midwifery & Health Visiting Staff Tables

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	3,413	1,276	1,307	1,350	1,388	17	8,751
Mental Health Nurses	434	326	249	310	401	0	1,720
Learning Disability Nurses	212	30	35	113	75	0	465
Midwives/Student Midwives*	355	237	260	292	235	-	~1,379
Health Visitors/Student Health Visitors*	85	124	103	126	103	0	541
District Nurses	200	226	222	187	223	0	1,058
Paediatric Nurses	384	139	104	124	135	0	886
School Nurses	31	24	20	29	21	0	125
Treatment Room/Practice/Family Planning Nurses	29	114	25	24	32	0	224
Specialist Nurses	255	239	141	135	154	9	933
Nurse Managers/Audit/Ward Sisters	113	109	128	67	41	10	468
Teacher/Trainer	20	28	7	25	12	33	125
Other Qualified Nurses	-	5	56	6	6	0	~73
Nurse Support Staff	1,652	796	657	713	785	45	4,648
Total	~7,183	3,673	3,314	3,501	3,611	~114	21,399
Current Vacancies							
Qualified Nurses	243	30	32	63	10	2	380
Nurse Support Staff	48	13	7	21	9	0	98
Of which: Long-Term Vacancies							
Qualified Nurses	71	20	0	1	1	1	94
Nurse Support Staff	22	11	0	1	0	0	34

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Acute/General Nurses	2,930.7	1,088.7	1,114.0	1,125.7	1,247.3	14.0	7,520.4
Mental Health Nurses	414.9	311.2	233.8	289.9	386.1	0.0	1,635.9
Learning Disability Nurses	198.2	27.4	30.3	100.1	72.2	0.0	428.1
Midwives / Student Midwives*	280.6	185.3	205.0	223.8	199.4	-	1,095.2
Health Visitors / Student Health Visitors*	73.1	104.1	88.7	106.4	88.3	0.0	460.5
District Nurses	170.4	172.4	172.1	148.2	190.2	0.0	853.3
Paediatric Nurses	320.8	119.0	79.6	105.3	124.3	0.0	749.0
School Nurses	23.5	16.4	13.9	19.4	18.5	0.0	91.6
Treatment Room/Practice/Family Planning Nurses	17.5	67.2	16.4	16.9	23.4	0.0	141.5
Specialist Nurses	224.4	213.0	125.9	119.4	142.1	9.0	833.9
Nurse Managers/Audit/Ward Sisters	103.9	106.1	121.0	60.3	40.2	10.0	441.5
Teacher / Trainer	16.9	26.4	7.0	19.0	10.6	30.6	110.5
Other Qualified Nurses	-	3.3	55.2	3.4	4.0	0.0	67.1
Nurse Support Staff	1,401.3	678.7	565.6	600.9	701.7	37.5	3,985.6
Total	~6,176.2	3,119.2	2,828.6	2,938.6	3,248.3	~101.0	18,414.1
Current Vacancies							
Qualified Nurses	230.1	28.9	29.7	53.7	10.0	2.0	354.4
Nurse Support Staff	44.5	10.4	6.1	21.0	5.5	0.0	87.5
Of which: Long-Term Vacancies							
Qualified Nurses	66.1	19.0	0.0	0.8	1.0	1.0	87.8
Nurse Support Staff	20.9	9.1	0.0	1.0	0.0	0.0	31.0

* 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	4,407	3,945	2,726.0	8,352	7,133.0
Mental Health Nurses	1,032	272	194.3	1,304	1,226.3
Learning Disability Nurses	285	114	77.7	399	362.7
Midwives/Student Midwives	482	894	609.2	1,376	1,091.2
Health Visitors/Student Health Visitors	290	249	168.5	539	458.5
District Nurses	472	556	352.6	1,028	824.6
Paediatric Nurses	429	445	308.3	874	737.3
School Nurses	28	97	63.6	125	91.6
Treatment Room/Practice/Family Planning Nurses	36	186	103.5	222	139.5
Specialist Nurses	587	299	200.3	886	787.3
Nurse Managers/Audit	346	79	54.0	425	400.0
Teacher/Trainer	74	39	25.5	113	99.5
Other Qualified Nurses	43	16	9.2	59	52.2
Nurse Support Staff	1,913	2,110	1,467.5	4,023	3,380.5
Total	10,424	9,301	6,360.2	19,725	16,784.2

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	356	43	31.4	399	387.4
Mental Health Nurses	398	18	11.5	416	409.5
Learning Disability Nurses	65	-	-	~65	~65.0
Midwives/Health Visitors/District Nurses/Paediatric Nurses	42	6	4.4	48	46.4
Specialist Nurses	43	-	-	~43	~43.0
Nurse Managers / Nursing Audit	40	-	-	~40	~40.0
Teacher/Trainer/Treatment Room/Other Qualified Nurses	25	5	2.9	30	27.9
Nurse Support Staff	554	71	51.1	625	605.1
Total	1,523	151	106.9	1,674	1,629.9

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	436	1,130	1,326	1,167	1,265	1,166	1,263	684	261	53	8,751
Mental Health Nurses	33	111	174	212	258	375	362	142	44	9	1,720
Learning Disability Nurses	24	55	55	69	58	65	87	32	20		465
Midwives	10	84	153	170	193	196	290	207	77		1,380
Health Visitors	24		60	62	76	117	122	62	18	0	541
District Nurses	7	41	89	117	191	207	251	117	32	6	1,058
Paediatric Nurses	72	145	134	128	105	123	126	42	11		886
School Nurses	0	10		9	24	26	34	22		0	125
Treatment Room/Practice/Family Planning Nurses	0	6	8	20	37	52	48	25	28		224
Specialist Nurses	16		74	95	175	265	207	79	22		933
Nurse Managers/Audit	0	15		34	75	130	146	53	15		468
Teacher/Trainer	0	0	7	5	24	35	26	21	7		125
Other Qualified Nurses	8		11	8	11	27	6	4		0	75
Nurse Support Staff	199	405	524	464	637	780	737	584	230	88	4,648
Total	787	2,024	2,635	2,560	3,129	3,564	3,705	2,069	748	178	21,399

Table 3d - Nursing, Midwifery & Health Visiting Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0	8,089	662	0	8,751
Mental Health Nurses	0	1,361	359	0	1,720
Learning Disability Nurses	0	399	66	0	465
Midwives/Student Midwives	0	1,201	179	0	1,380
Health Visitors/Student Health Visitors	0	472	69	0	541
District Nurses	0	958	100	0	1,058
Paediatric Nurses	0	815	71	0	886
School Nurses	0	115	10	0	125
Treatment Room/Practice/Family Planning Nurses	0	212	12	0	224
Specialist Nurses	0	359	574	0	933
Nurse Managers/Audit/Ward Sisters	0	63	405	0	468
Teaching/Training	0	11	114	0	125
Other Qualified Nurses	0	39	3	33	75
Nursing Support	4,640	0	0	8	4,648
Total	4,640	14,094	2,624	33	21,399

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Acute/General Nurses	0.0	6,894.4	626.0	0.0	7,520.4
Mental Health Nurses	0.0	1,284.8	351.1	0.0	1,635.9
Learning Disability Nurses	0.0	364.8	63.3	0.0	428.1
Midwives/Student Midwives	0.0	932.1	163.1	0.0	1,095.2
Health Visitors/Student Health Visitors	0.0	401.0	59.5	0.0	460.5
District Nurses	0.0	760.6	92.7	0.0	853.3
Paediatric Nurses	0.0	681.8	67.2	0.0	749.0
School Nurses	0.0	82.0	9.6	0.0	91.6
Treatment Room/Practice/Family Planning Nurses	0.0	133.5	7.9	0.0	141.5
Specialist Nurses	0.0	299.1	534.8	0.0	833.9
Nurse Managers/Audit/Ward Sisters	0.0	54.4	387.1	0.0	441.5
Teaching/Training	0.0	7.6	102.9	0.0	110.5
Other Qualified Nurses	0.0	31.8	2.4	32.9	67.1
Nursing Support	3,978.5	0.0	0.0	7.2	3,985.6
Total	3,978.5	11,927.9	2,467.6	40.1	18,414.1

Professional & Technical Staff Tables

Table 4a: Professional & Technical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	92	64	56	55	42	-	~309
Occupational Therapists	255	228	160	197	127	0	967
Occupational Therapy Support	42	54	34	67	17	0	214
Orthoptists & Orthoptic Support	6	13	8	5	10	0	42
Physiotherapists	354	208	191	232	136	-	~1,121
Physiotherapy Support	48	35	25	40	30	0	178
Podiatrists & Podiatry Support	69	65	44	39	44	0	261
Radiographers	324	120	104	124	127	0	799
Radiotherapy Support	40	16	7	27	16	0	106
Speech & Language Therapists	144	114	83	81	71	0	493
Speech & Language Therapy Support	17	19	26	7	13	0	82
Multi-AHP Support	38	9	0	0	0	0	47
Biomedical Scientists	289	117	60	79	94	48	687
Biomedical Science - Support	79	35	19	25	46	16	220
Clinical Scientists	110	0	7	-	-	-	121
Medical Technical Officers	423	151	102	112	118	-	~906
Assistant Technical Officer	180	72	38	75	48	0	413
Pharmacists	149	102	73	67	63	56	510
Pharmacy Support	41	-	40	-	75	0	159
Clinical Psychologists	87	58	44	37	40	36	302
Assistant Psychologists	13	14	15	6	-	0	~48
Dental/Dental Support	84	-	7	26	5	0	~122
Optometrists	25	0	0	0	9	-	~34
Chaplaincy	22	19	16	20	21	0	98
Others	41	15	0	6	5	0	67
Total	2,972	1,533	1,159	1,330	1,159	170	8,323
Current Vacancies							
All P&T Staff	106	12	21	36	13	4	192
Of which: Long-Term Vacancies							
All P&T Staff	36	8	0	0	0	0	44

Table 4a: Professional & Technical Staff by Trust (Continued)

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Dietitians & Dietetic Support	73.8	43.7	46.7	35.9	36.2	-	~236.4
Occupational Therapists	229.7	194.8	142.5	164.1	112.2	0.0	843.2
Occupational Therapy Support	37.4	42.0	29.7	60.7	14.9	0.0	184.8
Orthoptists & Orthoptic Support	5.6	11.0	5.5	4.6	10.0	0.0	36.7
Physiotherapists	293.4	165.9	159.9	190.7	120.5	-	~931.4
Physiotherapy Support	37.0	25.9	20.0	27.4	26.4	0.0	136.6
Podiatrists & Podiatry Support	56.1	50.9	35.4	29.8	39.0	0.0	211.3
Radiographers	295.9	103.0	91.8	114.6	119.1	0.0	724.4
Radiotherapy Support	37.3	13.7	6.6	23.9	13.7	0.0	95.2
Speech & Language Therapists	116.7	97.9	65.7	60.5	61.8	0.0	402.8
Speech & Language Therapy Support	14.6	14.8	21.8	5.0	12.0	0.0	68.3
Multi-AHP Support	29.6	8.5	0.0	0.0	0.0	0.0	38.0
Biomedical Scientists	274.5	108.0	57.5	75.1	90.6	46.5	652.2
Biomedical Science - Support	74.4	31.9	16.2	23.7	41.6	15.0	202.8
Clinical Scientists	104.4	0.0	5.9	-	-	-	113.7
Medical Technical Officers	398.0	132.4	90.2	101.5	107.8	2.6	832.5
Assistant Technical Officer	162.7	61.0	35.1	62.0	44.6	0.0	365.4
Pharmacists	134.9	90.4	63.9	58.1	57.9	44.1	449.3
Pharmacy Support	39.6	-	35.5	-	65.6	0.0	~143.4
Clinical Psychologists	78.4	51.1	37.6	32.4	37.6	36.0	273.2
Assistant Psychologists	12.2	14.0	14.2	5.4	-	0.0	~45.8
Dental/Dental Support	65.5	4.0	4.9	19.0	3.2	0.0	96.6
Optometrists	16.5	0.0	0.0	0.0	8.2	-	~24.7
Chaplaincy	10.0	3.4	4.4	3.2	4.9	0.0	26.0
Others	28.7	14.1	0.0	6.0	4.3	0.0	53.1
Total	2,626.9	1,283.3	991.3	1,106.7	1,034.3	153.1	7,195.6
Current Vacancies							
All P&T Staff	102.2	10.5	19.3	33.2	12.5	3.4	181.1
Of which: Long-Term Vacancies							
All P&T Staff	34.1	7.0	0.0	0.0	0.0	0.0	41.1

Professional & Technical Staff Tables

Table 4b - Professional & Technical Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Dietitians & Dietetic Support	142	167	94.4	309	236.4
Occupational Therapists	606	339	216.1	945	822.1
Occupational Therapy Support	104	79	51.1	183	155.1
Orthoptists & Orthoptic Support	26	13	7.7	39	33.7
Physiotherapists	513	451	271.1	964	784.1
Physiotherapy Support	63	92	54.3	155	117.3
Podiatrists & Podiatry Support	78	129	81.2	207	159.2
Radiographers	505	220	145.8	725	650.8
Radiotherapy Support	44	32	21.2	76	65.2
Speech & Language Therapists	237	249	159.0	486	396.0
Speech & Language Therapy Support	34	47	33.3	81	67.3
Multi-AHP Support	8	36	27.4	44	35.4
Biomedical Scientists	365	91	61.5	456	426.5
Biomedical Science - Support	105	35	20.8	140	125.8
Clinical Scientists	34	28	21.2	62	55.2
Medical Technical Officers	419	221	149.6	640	568.6
Assistant Technical Officer	144	118	73.6	262	217.6
Pharmacists	263	149	92.4	412	355.4
Pharmacy Support	66	35	19.9	101	85.9
Clinical Psychologists	144	86	62.2	230	206.2
Assistant Psychologists	31	9	6.8	40	37.8
Dental/Dental Support	59	67	37.6	126	96.6
Optometrists	7	19	10.2	26	17.2
Others	21	48	23.1	69	44.1
Total	4,018	2,760	1,741.5	6,778	5,759.5

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Dietetic/Orthoptic/Speech & Language Therapy Staff	14	-	-	~14	~14.0
Occupational Therapists	21	-	-	~21	~21.0
Occupational Therapy Support	26	5	3.7	31	29.7
Physiotherapists	134	25	14.3	159	148.3
Physiotherapy Support	14	9	5.3	23	19.3
Podiatrists & Podiatry Support	42	12	10.1	54	52.1
Radiographers	72	-	-	~72	~72.0
Radiotherapy Support	30	0	0.0	30	30.0
Biomedical Scientists	220	11	5.8	231	225.8
Biomedical Science - Support	71	9	6.0	80	77.0
Clinical Scientists	58	-	-	~58	~58.0
Medical Technical Officers	252	17	11.9	269	263.9
Assistant Technical Officer	140	11	7.8	151	147.8
Pharmacists	89	9	4.8	98	93.8
Pharmacy Support	57	-	-	~57	~57.0
Clinical Psychologists/Assistants	69	12	7.0	81	76.0
Others	24	86	22.4	110	46.4
Total	1,333	212	103.1	1,545	1,436.1

Table 4c - Professional & Technical 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
Dietitians & Dietetic Support	5	66	79	66	45	29	11	12		0	313
Occupational Therapists	51	190	201	180	121	99	82	38	5	0	967
Occupational Therapy Support	8	23	18	29	35	33	28	28	12	0	214
Orthoptists & Orthoptic Support	11		10		7	9	5			0	42
Physiotherapists	51	195	280	176	150	99	104	54	14		1123
Physiotherapy Support	5	12	21	41	22	25	23	16	13		178
Podiatrists & Podiatry Support	8	26	46	44	42	44	34	17			261
Radiographers	80	134	177	111	64	71	67	73	22		799
Radiotherapy Support	18		18	14	11	12	18	10	5		106
Speech & Language Therapists	9	101	102	78	63	61	45	34		0	493
Speech & Language Therapy Support	18		16	6	13	14	8	7			82
Multi-AHP Support	0	5	11		10	5	8	8	0	0	47
Biomedical Scientists	28	91	126	101	65	71	82	101	22		687
Biomedical Science - Support	26	49	49	29	13	16	14	24			220
Clinical Scientists	5		11	33	14	18	19	16	5		121
Medical Technical Officers	30	118	161	157	123	99	125	68	28		909
Assistant Technical Officer	25	57	50	42	48	65	58	43	18	7	413
Pharmacists	14	101	103	98	83	55	26	30		0	510
Pharmacy Support	19	31	33	19	22	16	14	5		0	159
Clinical Psychologists	35		66	58	51	44	26	15	7	0	302
Assistant Psychologists	27		12		10				0	0	49
Dental/Dental Support	16		16	23	22	15	17	10	7		126
Optometrists	0	13		7	6		11			0	37
Others	0	0	6	12	16	22	30	26	23	30	165
Total	374	1,316	1,612	1,338	1,051	930	844	616	183	59	8,323

Table 4d - Professional & Technical Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	25	199	89	0	313
Occupational Therapy	210	542	429	0	1,181
Orthoptics	7	22	13	0	42
Physiotherapy	178	669	454	0	1,301
Podiatry	20	168	73	0	261
Radiography	106	549	250	0	905
Speech & Language Therapy	82	224	269	0	575
Multi-AHP Support	47	0	0	0	47
Biomedical Science	222	370	315	0	907
Clinical Scientists	0	14	107	0	121
Medical Technical Officers	216	507	186	0	909
Assistant Technical Officer	413	0	0	0	413
Pharmacists	0	113	397		510
Pharmacy Support	130	29	0	0	159
Clinical Psychologists	0	48	254	0	302
Assistant Psychologists	22	27	0	0	49
Dental / Dental Support / Dental Students	91	35	0	0	126
Optometrists	0	18	19		37
Others	9	124	32	0	165
Total	1,778	3,658	2,887		8,323

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Dietetics	17.6	155.3	67.4	0.0	240.4
Occupational Therapy	181.0	488.2	358.9	0.0	1,028.0
Orthoptics	6.2	18.7	11.8	0.0	36.7
Physiotherapy	136.6	573.9	358.5	0.0	1,069.0
Podiatry	17.2	134.7	59.4	0.0	211.3
Radiography	95.2	499.6	224.9	0.0	819.7
Speech & Language Therapy	68.3	185.9	216.9	0.0	471.1
Multi-AHP Support	38.0	0.0	0.0	0.0	38.0
Biomedical Science	204.8	352.7	297.5	0.0	855.1
Clinical Scientists	0.0	13.4	100.3	0.0	113.7
Medical Technical Officers	192.0	464.0	176.4	0.0	832.5
Assistant Technical Officer	365.4	0.0	0.0	0.0	365.4
Pharmacists	0.0	106.4	342.9		449.3
Pharmacy Support	118.7	25.0	0.0	0.0	143.7
Clinical Psychologists	0.0	47.4	225.8	0.0	273.2
Assistant Psychologists	21.2	25.7	0.0	0.0	46.8
Dental / Dental Support / Dental Students	70.1	26.5	0.0	0.0	96.6
Optometrists	0.0	12.3	13.8		26.1
Others	5.9	44.0	29.1	0.0	79.0
Total	1,538.3	3,173.7	2,483.6		7,195.6

Table 5a: Social Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	50	33	28	25	10	0	146
Elderly Social Workers	69	70	47	53	97	-	~336
Physical Disability / Sensory Impairment Social Workers	70	35	25	43	34	0	207
Child / Family Care Social Workers	458	399	370	322	368	44	1,961
Learning Disability Social Workers	70	38	29	31	33	0	201
Mental Health Social Workers	76	97	53	54	57	0	337
Training & Education Social Workers	15	16	13	10	9	-	~63
Community Development Social Workers	5	12	8	5	-	0	~30
Managers/Multiservices Managers/Social Work Audit Social Workers	38	138	25	83	20	8	312
AYE Social Workers	10	5	26	0	22	0	63
Social Work Placement Students	-	8	-	6	6	0	~24
Social Care Staff	1,062	863	716	631	653	0	3,925
Total	~1,923	1,714	~1,340	1,263	~1,309	55	7,612
Current Vacancies							
All Social Services Staff	108	27	17	14	8	3	177
Of which: Long-Term Vacancies							
All Social Services Staff	59	3	0	0	0	1	63

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Hospital Social Workers	42.7	27.5	22.5	22.2	8.6	0.0	123.4
Elderly Social Workers	64.6	56.5	42.6	49.0	91.6	-	~304.4
Physical Disability / Sensory Impairment Social Workers	63.9	31.6	19.9	38.9	31.9	0.0	186.2
Child / Family Care Social Workers	431.1	372.4	343.0	296.5	356.7	40.9	1,840.5
Learning Disability Social Workers	65.9	35.8	26.7	27.5	30.4	0.0	186.2
Mental Health Social Workers	73.8	89.7	50.7	49.9	50.7	0.0	314.9
Training & Education Social Workers	13.9	15.8	11.2	9.0	8.9	-	~58.8
Community Development Social Workers	5.0	11.6	7.6	3.7	-	0.0	~27.9
Managers/Multiservices Managers/Social Work Audit Social Workers	36.0	136.6	24.0	79.5	19.8	8.0	303.9
AYE Social Workers	9.8	4.5	24.6	0.0	20.6	0.0	59.5
Social Work Placement Students	-	8.0	-	6.0	6.0	0.0	~24.0
Social Care Staff	881.4	738.8	589.2	533.3	556.6	0.0	3,299.3
Total	~1,688.1	1,528.7	~1,162.0	1,115.4	~1,182.0	51.9	6,736.1
Current Vacancies							
All Social Services Staff	96.8	20.0	14.7	11.6	7.2	3.0	153.4
Of which: Long-Term Vacancies							
All Social Services Staff	53.7	1.7	0.0	0.0	0.0	1.0	56.3

Social Services Staff Tables

Table 5b - Social Services Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital Social Workers	70	58	37.2	128	107.2
Elderly Social Workers	202	89	59.1	291	261.1
Physical Disability / Sensory Impairment Social Workers	115	66	45.6	181	160.6
Child / Family Care Social Workers	1,310	353	234.9	1,663	1,544.9
Learning Disability Social Workers	125	46	31.8	171	156.8
Mental Health Social Workers	184	75	53.6	259	237.6
Training & Education Social Workers	39	14	9.9	53	48.9
Community Development Social Workers	20	6	3.9	26	23.9
Managers/Multiservices Managers/Social Work Audit Social Workers	208	29	21.2	237	229.2
AYE Social Workers	40	8	5.2	48	45.2
Social Work Placement Students	24	0	0.0	24	24.0
Social Care Staff	1,423	1,902	1,329.0	3,325	2,752.0
Total	3,760	2,646	1,831.5	6,406	5,591.5

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Hospital/Elderly Social Workers	57	7	3.5	64	60.5
Physical Disability/Sensory Impairment/Learning Disability Social Workers	53	-	-	~53	~53.0
Child/Family Care/Mental Health Social Workers	362	14	10.9	376	372.9
Managers/Multiservices Managers/Social Work Audit Social Workers	73	-	-	~73	~73.0
Training & Education/Community Development Social Workers	16	-	-	~16	~16.0
AYE Social Workers/Social Work Placement Students	16	-	-	~16	~16.0
Social Care Staff	412	188	135.2	600	547.2
Total	989	217	155.6	1,206	1,144.6

Table 5c - Social Services 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
Hospital Social Workers	11		23	23	25	16	28	15	5	0	146
Elderly Social Workers	14		32	48	52	54	61	48	21	7	337
Physical Disability / Sensory Impairment Social Workers	7		16	24	27	51	32	39	11		207
Child / Family Care Social Workers	39	187	355	302	272	283	273	179	62	9	1,961
Learning Disability Social Workers	7		18	27	32	41	47	24	5	0	201
Mental Health Social Workers	24		29	48	73	60	54	38	11		337
Training & Education/Community Dev. Social Workers	0	5		9	11	17	26	20	8		96
Managers/Multiservices Managers/Social Work Audit	0	9		28	51	56	87	62	19		312
AYE Social Workers	17	16	10	8	12				0	0	63
Social Work Placement Students	0	7	11	9					0	0	27
Social Care Staff	89	322	440	482	527	657	655	459	225	69	3,925
Total	153	590	945	1,003	1,079	1,239	1,264	887	361	91	7,612

Table 5d - Social Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0	127	19	0	146
Elderly Social Workers	0	221	116	0	337
Physical Disability / Sensory Impairment Social Workers	0	155	52	0	207
Child / Family Care Social Workers	0	1,301	660	0	1,961
Learning Disability Social Workers	0	134	67	0	201
Mental Health Social Workers	0	158	179	0	337
Training & Education Social Workers	0	5	60	0	65
Community Development Social Workers	0	23	8	0	31
Managers/Multiservices Managers/Social Work Audit Social Workers	0	83	229	0	312
AYE Social Workers	0	63	0	0	63
Social Work Placement Students	0	0	0	27	27
Social Care Staff	2,584	1,289	52	0	3,925
Table Total	2,584	3,559	1,442	27	7,612

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Non-AfC Grades	Total
Hospital Social Workers	0.0	108.8	14.6	0.0	123.4
Elderly Social Workers	0.0	192.4	113.0	0.0	305.4
Physical Disability / Sensory Impairment Social Workers	0.0	136.4	49.8	0.0	186.2
Child / Family Care Social Workers	0.0	1,203.3	637.2	0.0	1,840.5
Learning Disability Social Workers	0.0	120.9	65.3	0.0	186.2
Mental Health Social Workers	0.0	147.5	167.4	0.0	314.9
Training & Education Social Workers	0.0	4.3	56.5	0.0	60.8
Community Development Social Workers	0.0	20.9	8.0	0.0	28.9
Managers/Multiservices Managers/Social Work Audit Social Workers	0.0	78.2	225.8	0.0	303.9
AYE Social Workers	0.0	59.5	0.0	0.0	59.5
Social Work Placement Students	0.0	0.0	0.0	27.0	27.0
Social Care Staff	2,097.0	1,152.2	50.1	0.0	3,299.3
Table Total	2,097.0	3,224.2	1,387.9	27.0	6,736.1

Table 6a: Administration & Clerical Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	2,077	1,094	977	1,150	1,009	929	7,236
Medical Secretaries	417	185	124	65	122	21	1,886
Personal Secretaries and Typists	146	284	148	170	204		
Administrative & Clerical Bands/ Grades 5 to 6	473	205	168	216	226	559	1,847
Administrative & Clerical Band/ Grade 7	154	61	79	57	65	262	678
Administrative & Clerical Band 8A to 9	182	68	115	62	65	354	846
Chief Executives/Directors/Non-AfC Senior Manager Grades	11	9	8	9	10	32	79
Solicitors (Apprentice/Bands 6-8C)	0	0	0	0	0	47	47
Other	0	0	0	0	0	74	74
Total	3,460	1,906	1,619	1,729	1,701	2,278	12,693
Current Vacancies							
All Administrative Staff	49	24	11	10	11	95	200
Of which: Long-Term Vacancies							
All Administrative Staff	26	12	0	0	0	43	81

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Administrative & Clerical Bands/ Grades 1 to 4	1,750.6	882.2	793.5	923.5	868.1	848.4	6,066.4
Medical Secretaries	351.7	149.7	108.2	51.7	108.7	20.1	1,564.9
Personal Secretaries and Typists	115.4	230.7	121.6	129.6	177.4		
Administrative & Clerical Bands/ Grades 5 to 6	445.4	192.1	156.7	199.5	219.5	533.3	1,746.5
Administrative & Clerical Band/ Grade 7	150.2	58.3	74.9	55.3	64.4	251.2	654.3
Administrative & Clerical Band 8A to 9	178.2	67.0	112.4	58.6	63.7	348.6	828.5
Chief Executives/Directors/Non-AfC Senior Manager Grades	11.0	9.0	8.0	9.0	10.0	31.2	78.2
Solicitors (Apprentice/Bands 6-8C)	0.0	0.0	0.0	0.0	0.0	42.5	42.5
Other	0.0	0.0	0.0	0.0	0.0	72.9	72.9
Total	3,002.5	1,589.0	1,375.4	1,427.3	1,511.8	2,148.3	11,054.1
Current Vacancies							
All Administrative Staff	43.1	21.5	11.0	6.4	9.5	93.7	185.2
Of which: Long-Term Vacancies							
All Administrative Staff	20.7	10.6	0.0	0.0	0.0	43.0	74.3

Table 6b - Administration & Clerical Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/Grades 1 to 4	3,163	2,904	1,785.1	6,067	4,948.1
Medical Secretaries Bands 3-4	470	439	296.4	909	766.4
Personal Secretaries and Typists Bands 3-4	492	469	290.9	961	782.9
Administrative & Clerical Bands/Grades 5 to 6	1,000	317	220.3	1,317	1,220.3
Administrative & Clerical Band/Grade 7	376	89	65.3	465	441.3
Administrative & Clerical Band 8A to 9	509	57	40.4	566	549.4
Chief Executives/Directors/Non-AfC Senior Manager Grades	33	-	-	~33	~33.0
Solicitors (Apprentice/Bands 6-8C)	22	13	9.3	35	31.3
Others	42	-	-	~42	~42.0
Total	6,107	4,291	2,709.0	10,398	8,816.0

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Administrative & Clerical Bands/Grades 1 to 4	1,043	126	75.2	1,169	1,118.2
Medical and Personal Secretaries and Typists	15	-	-	~15	~15.0
Administrative & Clerical Bands/Grades 5 to 6	514	16	12.1	530	526.1
Administrative & Clerical Band/Grade 7	213	0	0.0	213	213.0
Administrative & Clerical Band 8A to 9	278	-	-	~278	~278.0
Chief Executives/Directors/Non-AfC Senior Manager Grades	44	0	0.0	44	44.0
Solicitors (Apprentice/Bands 6-8C)	11	-	-	~11	~11.0
Others	30	-	-	~30	~30.0
Total	2,148	147	90.1	2,295	2,238.1

Table 6c - Administration & Clerical 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
Administrative & Clerical Bands/Grades 1 to 4	241	912	989	923	990	1,010	924	738	390	119	7,236
Medical Secretaries Band 3-4	6	45	104	155	158	165	123	107	43	8	914
Personal Secretaries and Typists	12	64	105	137	180	162	130	104	65	13	972
Administrative & Clerical Bands/Grades 5 to 6	14	113	270	292	334	298	279	187	55	5	1,847
Administrative & Clerical Band/Grade 7	12		58	89	158	153	129	65	14		678
Administrative & Clerical Band 8A to 9	0		30	67	174	193	222	138	22		846
Chief Executives/Directors/Non-AfC Senior Manager Grades	0	0	0	6		13	25		35	0	79
Solicitors (Apprentice/Bands 6-8C)	0	6	10	11	8		12		0	0	47
Others	51	13	0		5		5		0	0	74
Total	325	1,168	1,562	1,677	2,007	2,005	1,837	1,376	587	149	12,693

Support Services Staff Tables

Table 7a: Support Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	499	287	97	150	282	8	1,323
Domestic Services	1,310	577	158	414	527	7	2,993
Laundry Services/Sewing Room	32	35	37	46	35	0	185
Facilities/Sterile Services	-	0	575	5	5	0	~585
Support Services Manager/Supervisor	-	17	0	15	25	0	~57
Driver	146	62	76	84	70	-	~438
Porter/Orderly	213	106	46	64	96	-	~525
Security/Caretaker/Warden	113	8	20	14	12	0	167
Telephonist	12	27	12	61	23	0	135
Warehouse Operative	-	6	0	0	0	102	~108
Shop Assistant/Hairdresser	4	-	-	0	0	0	7
Total	2,333	~1,125	~1,021	853	1,075	122	6,532
Current Vacancies							
Support Services Staff	34	49	34	0	2	0	119
Of which: Long-Term Vacancies							
Support Services Staff	6	0	19	0	1	0	26

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Catering Services	376.4	204.5	75.0	109.3	205.9	6.9	978.0
Domestic Services	846.0	372.2	112.7	283.9	342.1	4.1	1,961.0
Laundry Services/Sewing Room	24.7	32.8	35.6	41.2	31.5	0.0	165.8
Facilities/Sterile Services	-	0.0	415.6	3.7	5.0	0.0	~424.2
Support Services Manager/Supervisor	-	15.7	0.0	15.0	24.9	0.0	~55.6
Driver	140.2	60.7	57.6	68.3	68.7	-	~395.6
Porter/Orderly	200.4	99.0	45.2	61.6	93.7	-	~499.9
Security/Caretaker/Warden	109.7	5.7	19.5	13.3	8.4	0.0	156.6
Telephonist	11.0	18.2	9.5	26.8	19.4	0.0	84.9
Warehouse Operative	-	6.0	0.0	0.0	0.0	101.6	~107.6
Shop Assistant/Hairdresser	2.1	-	-	0.0	0.0	0.0	~2.1
Total	1,713.6	~814.8	~770.6	623.1	799.8	~115.2	4,840.7
Current Vacancies							
Support Services Staff	19.8	25.3	23.1	0.0	0.7	0.0	68.9
Of which: Long-Term Vacancies							
Support Services Staff	5.0	0.0	13.7	0.0	0.2	0.0	18.9

Table 7b - Support Services Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	146	774	508.8	920	654.8
Domestic Services	192	2,158	1,323.7	2,350	1,515.7
Laundry Services/Sewing Room	63	52	34.6	115	97.6
Facilities/Sterile Services	51	296	174.9	347	225.9
Support Services Manager/Supervisor	36	7	5.6	43	41.6
Driver	16	5	2.5	21	18.5
Porter/Orderly	16	12	8.4	28	24.4
Security/Caretaker/Warden	7	8	5.1	15	12.1
Telephonist	30	91	42.3	121	72.3
Warehouse Operative	-	0	0.0	-	-
Shop Assistant/Hairdresser	0	6	3.2	6	3.2
Total	~557	3,409	2,109.1	~3,966	2,670.1

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Catering Services	161	242	162.2	403	323.2
Domestic Services	132	511	313.3	643	445.3
Laundry Services/Sewing Room	65	5	3.2	70	68.2
Facilities/Sterile Services	109	131	90.3	240	199.3
Support Services Manager/Supervisor	15	0	0.0	15	15.0
Driver	336	84	43.8	420	379.8
Porter/Orderly	418	81	59.4	499	477.4
Security/Caretaker/Warden	121	31	23.5	152	144.5
Telephonist	10	-	-	~10	12.7
Warehouse Operative	104	-	-	~104	~104.0
Shop Assistant/Hairdresser	0	-	-	-	-
Total	1,471	1,091	699.6	2,562	2,170.6

Table 7c - Support Services 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
Catering Services	99	164	135	108	152	186	204	158	82	35	1,323
Domestic Services	272	279	237	248	294	406	521	390	240	106	2,993
Laundry Services/Sewing Room	5	10	10	7	26	37	28	34	23	5	185
Facilities/Sterile Services	81	70	44	42	56	70	91	72	47	14	587
Support Services Manager/Supervisor	0	5		5	8	10	9	9	12		58
Driver	8		8	20	52	71	100	77	67	38	441
Porter/Orderly	18	48	52	29	61	88	92	74	53	12	527
Security/Caretaker/Warden	0	9	13	17	29	26	31	19	18	5	167
Telephonist	0	7	8	12	19	19	30	21	14	5	135
Warehouse Operative	10		11	19	18	17	20	8	6	0	109
Shop Assistant/Hairdresser					7						7
Total	480	602	522	507	715	931	1,129	862	559	225	6,532

Table 7d - Support Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-9	Total
Catering Services	1,319	-	~1,319
Domestic Services	2,992	-	~2,992
Laundry Services/Sewing Room	185	0	185
Facilities/Sterile Services	587	0	587
Support Services Manager/Supervisor	19	39	58
Driver	441	0	441
Porter/Orderly	527	0	527
Security/Caretaker/Warden	167	0	167
Telephonist	134	-	~134
Warehouse Operative	99	10	109
Shop Assistant/Hairdresser	7	0	7
Total	6,477	55	6,532

WTE	Pay Bands 1-4	Pay Bands 5-9	Total
Catering Services	974.0	-	~974.0
Domestic Services	1,960.3	-	~1,960.3
Laundry Services/Sewing Room	165.8	0.0	165.8
Facilities/Sterile Services	425.2	0.0	425.2
Support Services Manager/Supervisor	17.6	39.0	56.6
Driver	398.3	0.0	398.3
Porter/Orderly	501.8	0.0	501.8
Security/Caretaker/Warden	156.6	0.0	156.6
Telephonist	83.9	-	~83.9
Warehouse Operative	98.6	10.0	108.6
Shop Assistant/Hairdresser	3.7	0.0	3.7
Total	4,785.9	~54.7	4,840.7

Table 8a: Ambulance Staff by Trust

	NI Ambulance Service	
	Headcount	WTE
Emergency Medical Technician	176	173.5
Patient Care Services	261	255.6
Paramedic in Training	32	32.0
Paramedic	325	322.2
Rapid Response Vehicle Paramedic	81	80.6
Ambulance Officer	95	95.0
Control Assistant	109	103.3
Total	1,079	1,062.2
Current Vacancies		
Ambulance Staff	0	0.0
Of which: Long-Term Vacancies		
Ambulance Staff	0	0.0

Table 8b - Ambulance Staff by Gender & Full-Time / Part-Time

FEMALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Emergency Medical Technician	30	7	5.0	37	35.0
Patient Care Services	42	7	4.4	49	46.4
Paramedic in Training	11	0	0.0	11	11.0
Paramedic	73	11	8.5	84	81.5
Rapid Response Vehicle Paramedic	14	0	0.0	14	14.0
Ambulance Officer	15	0	0.0	15	15.0
Control Assistant	33	19	13.4	52	46.4
Total	218	44	31.3	262	249.3

MALE	Full-Time	Part-Time		Total	
	Headcount	Headcount	WTE	Headcount	WTE
Emergency Medical Technician	136	-	-	~136	~136.0
Patient Care Services	207	5	2.2	212	209.2
Paramedic in Training	21	0	0	21	21.0
Paramedic	238	-	-	~238	~238.0
Rapid Response Vehicle Paramedic	66	-	-	~66	~66.0
Ambulance Officer	80	0	0	80	80.0
Control Assistant	56	-	-	~56	~56.0
Total	804	13	8.9	817	812.9

Table 8c - Ambulance 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
Emergency Medical Technician	0	0	30		36	38	30	29	13		176
Patient Care Services	5	10	21	48	65	49	22	24	17		261
Paramedic in Training		10	11	6	5		0	0	0	0	32
Paramedic	0	12	25	78	71	64	43	32		0	325
Rapid Response Vehicle Paramedic	0	4		15	23	18	14	7			81
Ambulance Officer	0	0	0	13	16	21	26	8	11		95
Control Assistant		19	14	21	12	16	14	13		0	109
Total	10	47	77	208	227	207	149	104	42	8	1,079

Table 8d - Ambulance Staff by Pay Band

Headcount	Pay Bands 1-3	Pay Band 4	Pay Band 5	Pay Bands 6-7	Pay Bands 8a-8D	Total
Emergency Medical Technician	0	176	0	0	0	176
Patient Care Services	261	0	0	0	0	261
Paramedic in Training	0	0	32	0	0	32
Paramedic	0	0	325	0	0	325
Rapid Response Vehicle Paramedic	0	0	81	0	0	81
Ambulance Officer	0	-	-	92	-	95
Control Assistant	25	44	13	27	0	109
Total	286	~220	~451	119	-	1,079

WTE	Pay Bands 1-3	Pay Band 4	Pay Band 5	Pay Bands 6-7	Pay Bands 8a-9	Total
Emergency Medical Technician	0.0	173.5	0.0	0.0	0.0	173.5
Patient Care Services	255.6	0.0	0.0	0.0	0.0	255.6
Paramedic in Training	0.0	0.0	32.0	0.0	0.0	32.0
Paramedic	0.0	0.0	322.2	0.0	0.0	322.2
Rapid Response Vehicle Paramedic	0.0	0.0	80.6	0.0	0.0	80.6
Ambulance Officer	0.0	-	-	92.0	-	95.0
Control Assistant	24.3	39.7	12.5	26.9	0.0	103.3
Total	279.9	~213.2	~447.3	118.9	-	1,062.2

Paramedics in Training are paid a proportion of the Band 5 scale during their training.

Table 9a: Estate Services Staff by Trust

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	79	71	31	49	48	-	~278
Boilerman / Plumber	22	-	7	5	22	0	~56
Electrician / Fitter / Engineer	40	33	21	15	25	-	~134
Builder / Joiner / Labourer / Painter	31	17	17	19	25	0	109
Multiskilled	54	12	14	6	11	-	~90
Groundsman / Gardener				4	10	0	~21
Total	226	135	90	98	141	7	697
Current Vacancies							
Estate Services Staff	8	2	2	0	0	0	12
Of which: Long-Term Vacancies							
Estate Services Staff	3	0	0	0	0	0	3

WTE	Belfast	Northern	South Eastern	Southern	Western	HSC Board & Regional Services	Total
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	78.4	70.8	31.0	48.4	48.0	-	~276.7
Boilerman / Plumber	22.0	2.0	7.0	5.0	22.0	0.0	58.0
Electrician / Fitter / Engineer	40.0	33.0	21.0	15.0	24.8	-	~133.8
Builder / Joiner / Labourer / Painter	31.0	16.4	17.0	19.0	25.0	0.0	108.4
Multiskilled	54.0	12.0	14.0	6.0	11.0	-	~90.0
Groundsman / Gardener				4.0	10.0	0.0	~21.0
Total	225.4	134.2	90.0	97.4	140.8	~4.0	694.9
Current Vacancies							
Estate Services Staff	8.0	2.0	2.0	0.0	0.0	0.0	12.0
Of which: Long-Term Vacancies							
Estate Services Staff	3.0	0.0	0.0	0.0	0.0	0.0	3.0

Table 9b - Estate Services Staff by Gender & Full-Time / Part-Time

This table has been omitted as there were only 18 Females and 6 Part-time Staff working within Estates Services.

Table 9c - Estate Services 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
Estates Officer/Estates Technical Officer/Planner/Estimator/Multiservices Manager	18		35	29	34	38	47	51	25	5	282
Boilerman/Plumber	0	4		5	7	6	13	15	8	0	58
Electrician/Fitter/Engineer	4	4	17	17	8	16	21	31	18	0	136
Builder/Joiner/Labourer/Painter		6			6	14	25	32	26		109
Multiskilled	8	7		5	12	15	13	18	13		91
Groundsman/Gardener	0	0	0	0	9		7		5		21
Total	15	27	60	57	73	92	126	149	87	11	697

Table 9d - Estate Services Staff by Pay Band

Headcount	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9/ Non-AfC	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	-	106	173	~279
Boilerman / Plumber	58	0	0	58
Electrician / Fitter / Engineer	135	0	-	~135
Builder / Joiner / Labourer / Painter	109	0	0	109
Multiskilled	60	31	0	91
Groundsman / Gardener	21	0	0	21
Total	~383	137	~173	697

WTE	Pay Bands 1-4	Pay Bands 5-6	Pay Bands 7-9	Total
Estates Officer / Estates Technical Officer / Planner/Estimator / Multiservices Manager	-	105.4	172.3	~277.7
Boilerman / Plumber	58.0	0.0	0.0	58.0
Electrician / Fitter / Engineer	134.8	0.0	-	~134.8
Builder / Joiner / Labourer / Painter	108.4	0.0	0.0	108.4
Multiskilled	60.0	31.0	0.0	91.0
Groundsman / Gardener	21.0	0.0	0.0	21.0
Total	~382.2	136.4	~171.3	694.9

Table 10a: Leavers (1 April 2013 - 31 March 2014) (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS	HSC Board/ Regional Services	Total
Generic	-	-	0	0	0	0	0	3
Administration & Clerical	158	105	88	141	63	10	141	706
Estates Services	23	7	8	-	8	0	0	~45
Support Services	92	76	45	66	72	-	-	~351
Nursing & Midwifery	255	150	151	178	150	0	5	889
Social Services (excl. Home Helps)	149	105	65	53	53	0	0	425
Professional & Technical	119	58	41	44	35	0	-	~297
Medical & Dental (excluding Doctors in Training)	30	29	26	21	29	0	9	144
Ambulance	0	0	0	0	0	28	0	28
Total	~826	~530	424	506	410	39	160	2,898

Table 10b - Joiners (1 April 2013 - 31 March 2014) (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	NIAS	HSC Board/ Regional Services	Total
Administration & Clerical	107	81	67	47	53	8	230	593
Estates Services	25	13	6	-	6	0	-	~50
Support Services	218	38	41	8	72	-	-	~377
Nursing & Midwifery	543	144	216	157	191	0	5	1,256
Social Services (excl. Home Helps)	97	93	111	34	85	0	0	420
Professional & Technical	182	92	86	62	79	0	40	541
Medical & Dental (excluding Doctors in Training)	40	17	20	19	11	-	8	~115
Ambulance	0	0	0	0	0	4	0	4
Total	1,212	478	547	~327	497	14	~283	3,365

Table 10c - Movers (1 April 2013 - 31 March 2014) (Headcount)

Headcount	Belfast	Northern	South Eastern	Southern	Western	HSC Board/ Regional Services	Total
Administration & Clerical	46	40	14	27	43	76	246
Estates Services	-	0	-	0	0	-	~0
Support Services	-	-	5	3	0	0	~8
Nursing & Midwifery	89	46	45	44	14	0	238
Social Services (excl. Home Helps)	25	20	16	10	8	0	79
Professional & Technical	57	45	31	19	25	-	179
Medical & Dental (excluding Doctors in Training)	9	7	7	7	7	4	41
Total	228	~158	~119	110	97	83	798

Definitions for Leavers, Joiners and Movers are given in Section 10 Staff Turnover on page 12 of this report.

Definitions

Occupational Family Definitions

Generic: The Generic group includes staff working in multidisciplinary teams. In 2014, there were so few staff in these grades that they were amalgamated with the Professional & Technical Family. This was considered appropriate as the relevant staff were within the Allied Health Professions.

Estates Services: Estates Services were formerly known as Works & Maintenance Staff.

Support Services: Support Services were formerly known as Ancillary & General Staff.

Vacancy Definitions

Current Vacancy: A current vacancy is a post which at 31st March 2014 the organisation was actively trying to fill. The post does not need to be unoccupied to constitute a vacancy.

Long-term Vacancy: A long-term vacancy is a post which had been advertised on or prior to 31st December 2013, but remained unfilled at 31st March 2014 with the organisation actively trying to fill it. Long-term vacancies are a sub-set of current vacancies.

Vacancy Rate: The vacancy rate is the total number of vacancies expressed as a percentage of the total staff complement (i.e. Vacancies plus staff in post).

The full Vacancy report for March 2014 is available on the DHSSPS website at:

<http://www.dhsspsni.gov.uk/ws-workforce-vacancies-march-2014.pdf>.

Links for UK Health Workforce Data

England - The Health & Social Care Information Centre;

<http://www.hscic.gov.uk/searchcatalogue?topics=0%2fWorkforce>

Wales - StatsWales;

<https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/NHS-Staff>

Scotland - Information Services Division Scotland;

<http://www.isdscotland.org/Publications/index.asp>

