



Staff Survey for the Global Majority Workforce of Nurses, Midwives, AHPs and Support Staff

Enhancing Access to Education and Leadership Opportunities

High Level Summary Report

23 October 2024 – 22 January 2025

**NIPEC Staff Survey
for the Global Majority Workforce in NI**

***Enhancing Access to Education &
Leadership Opportunities***

**Be the Voice!
Have your Say!**



<https://forms.office.com/e/9qKcTzgbCZ>

Open to:

- Nurses
- Midwives
- Allied Health Professionals
- Support Workers

**Working in HSC Trusts
including NIAS & Nursing Homes**



**23 Oct 2024
to
22 Jan 2025**



NIPEC
Northern Ireland Practice
& Education Council
<https://nipec.hscni.net>




NIPEC
Northern Ireland Practice
& Education Council

Thank you to everyone who completed the staff survey



Total Results Received

Total No Received	1322
Ethnically White	236

Organisational Breakdown

Organisation	Total Number
BHSCT	273
NHSCT	150
SEHSCT	175
SHSCT	120
WHSCT	231
Nursing Homes	121
Prefer not to say	16
Total	1,086

Role Breakdown

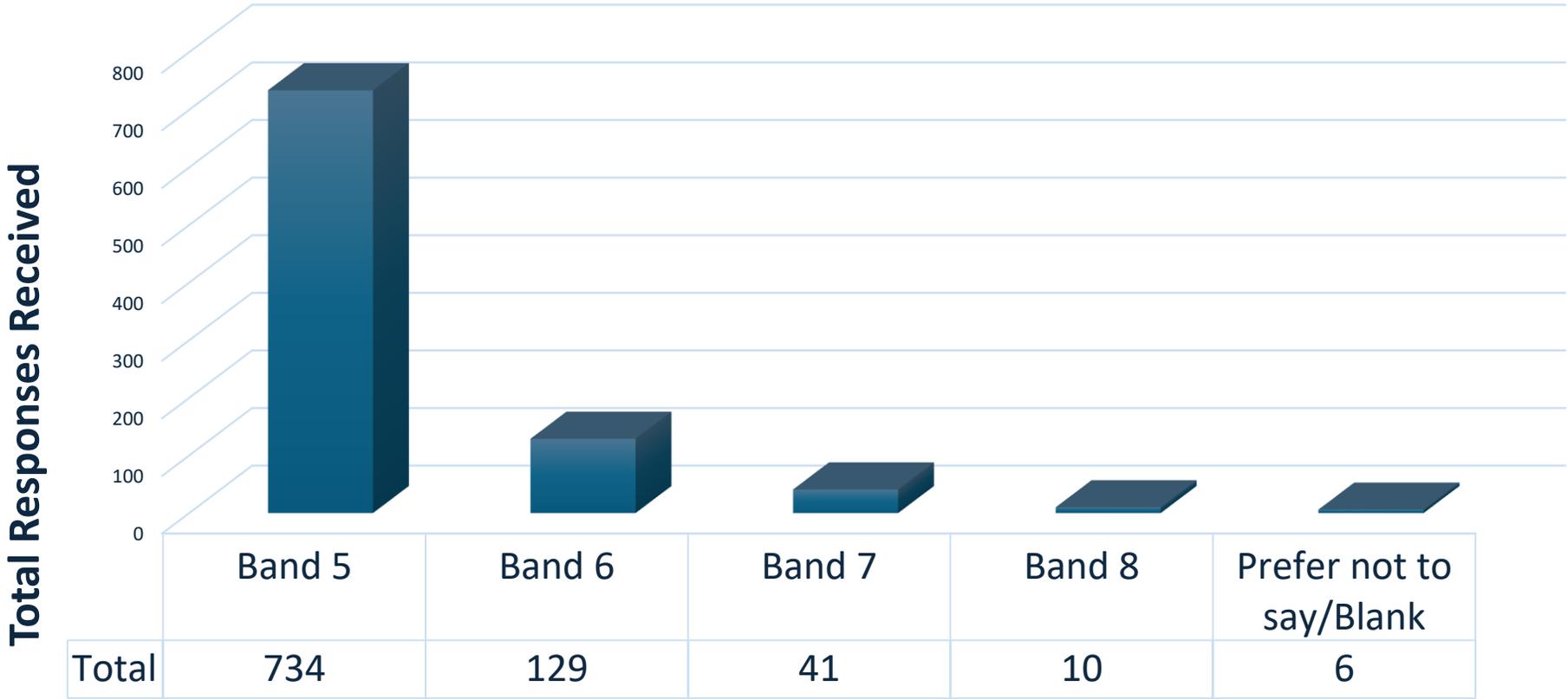
Role	Total Number
Nurse	920
Midwife	3
Nurse/Midwife	4
AHP	17
Support Staff	142
Total	1,086

Banding Profile – All Roles & all Ethnicity

Band	No of Staff
Band 2	71
Band 3	58
Band 4	4
Band 5	747
Band 6	135
Band 7	45
Band 8A-8D	11
Prefer not to say	5
Total	1076

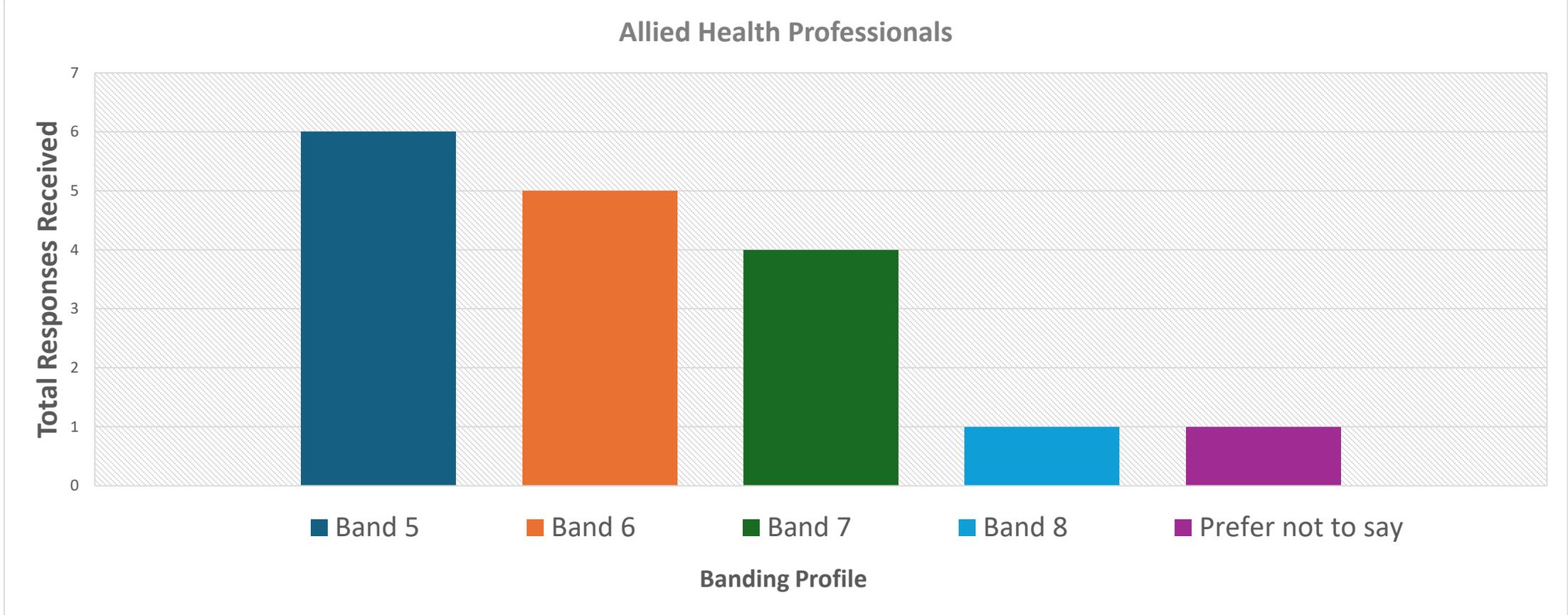
Nurse Analysis

Banding Profile



***920 Responses**

AHP Analysis

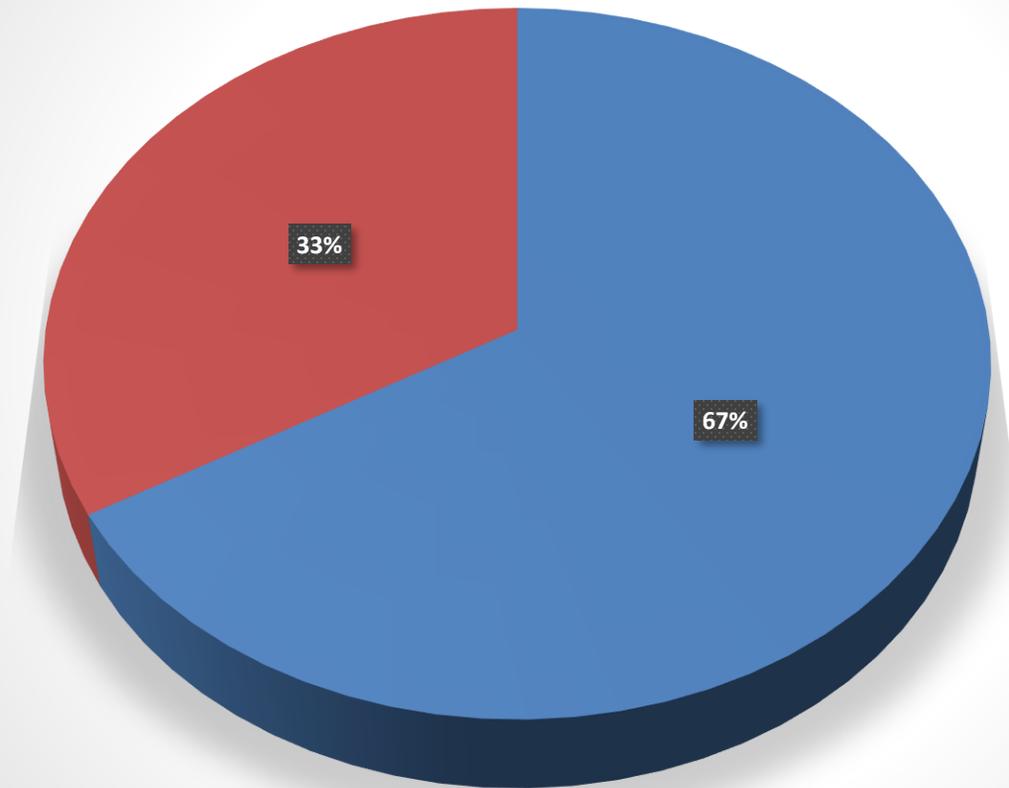


***17 Responses**



Midwife Analysis

Banding Profile



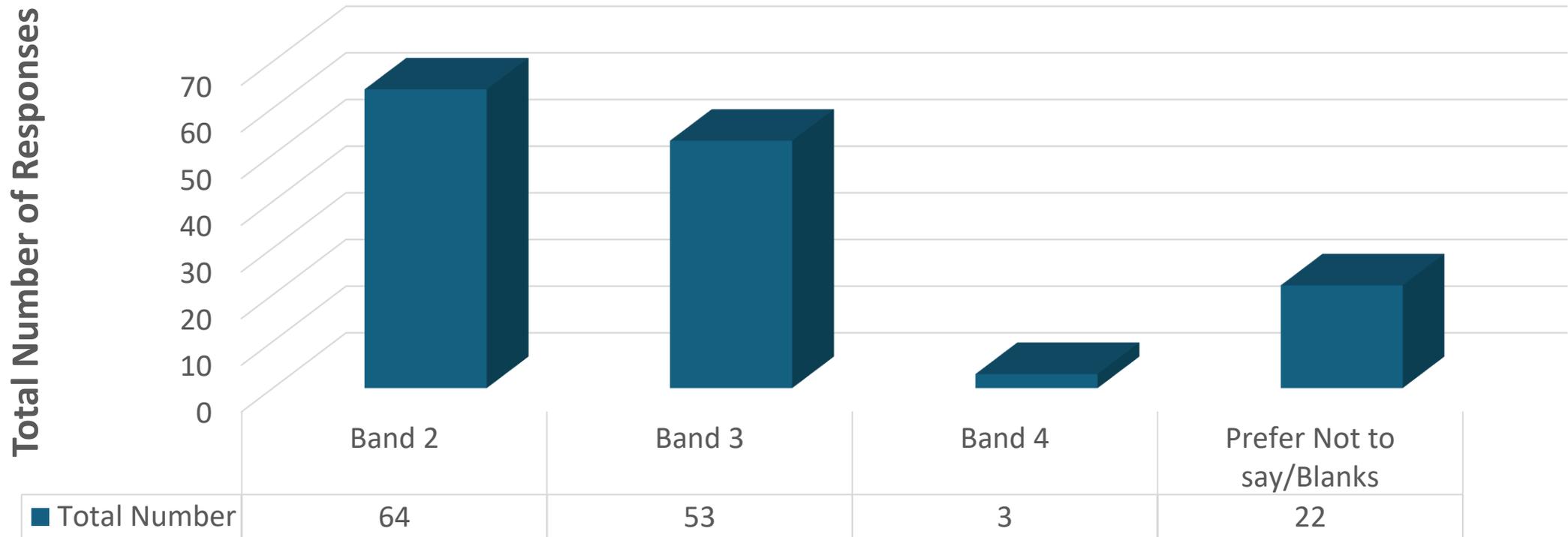
■ Band 5

■ Band 6

***3 Respondents**

Support Worker Analysis

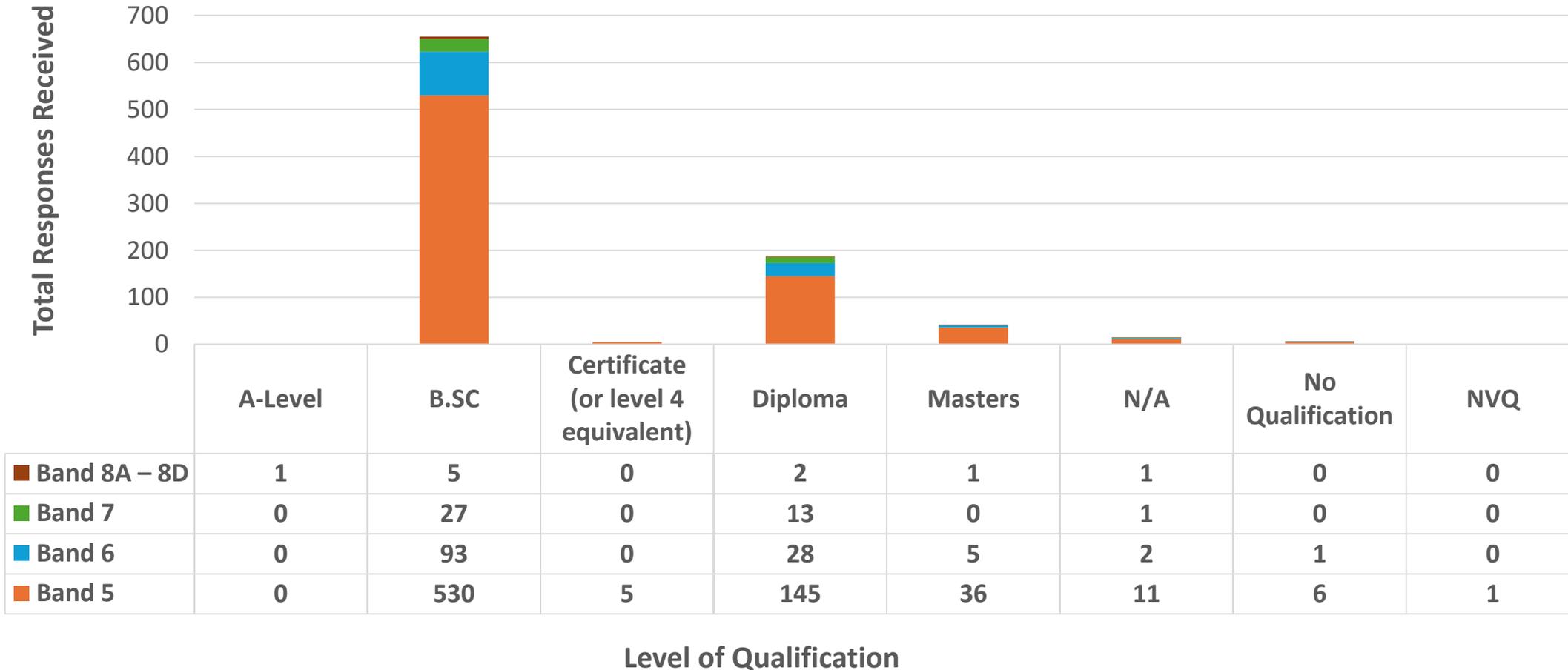
Support Worker - Banding Profile



***142 Responses**

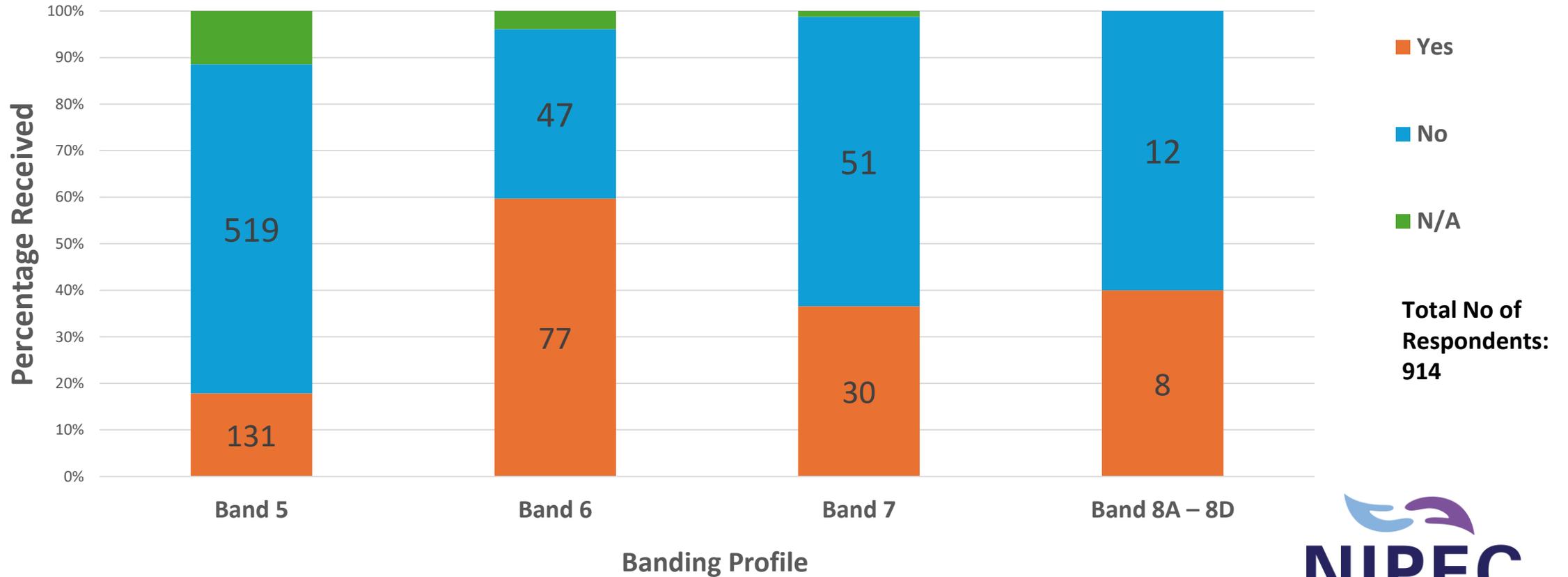
Nurse Analysis

What is the highest level of qualification you have obtained from outside the UK?



Nurse Analysis

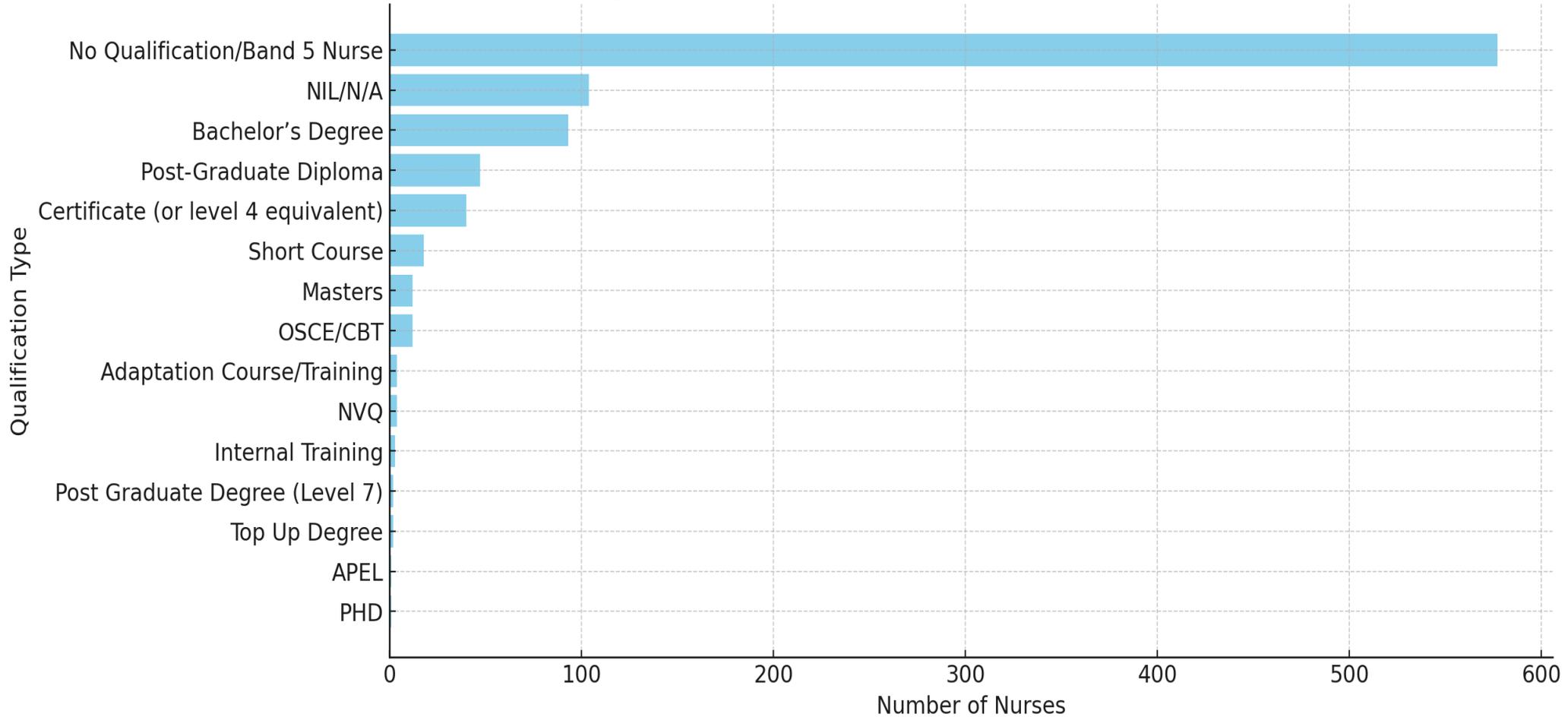
Have you had any opportunity for promotion since 2019?



Nurse Analysis

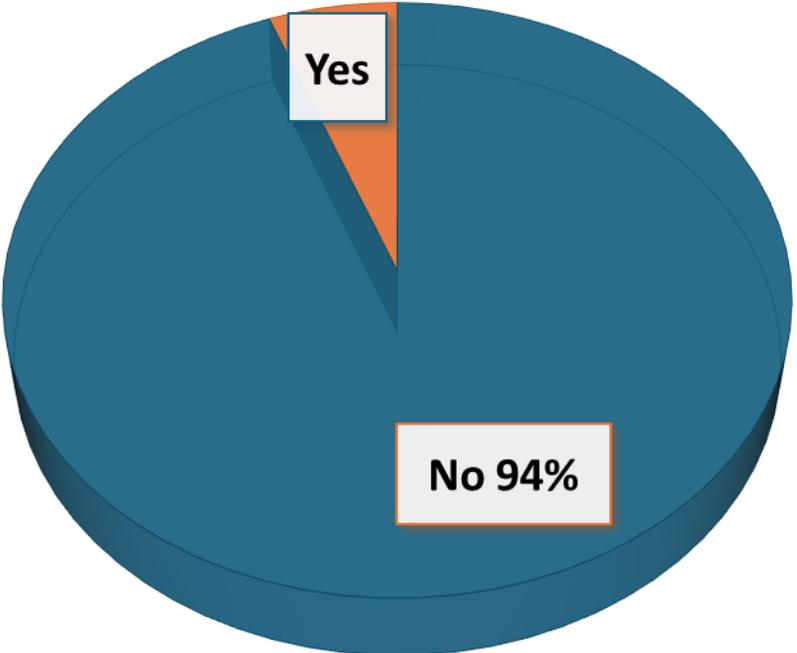


What is the highest level of qualification you have obtained from inside the UK?



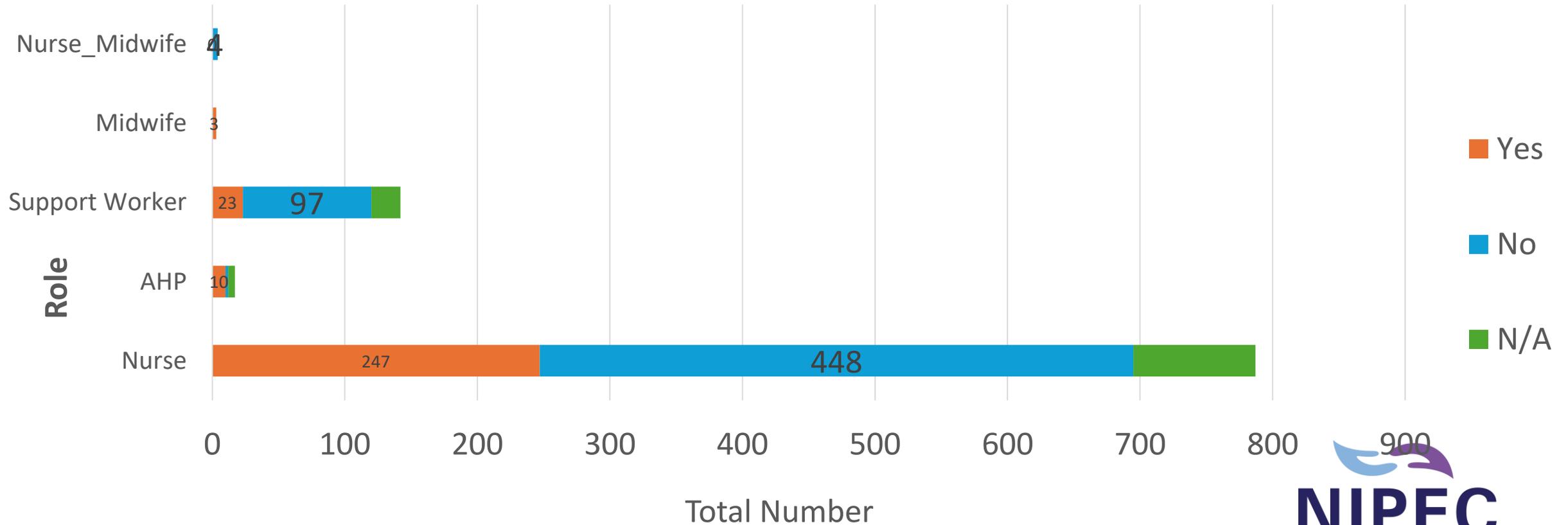
Have you obtained or are in the process of obtaining a Top Up Degree?

Response	Result
No	1023
Yes	63



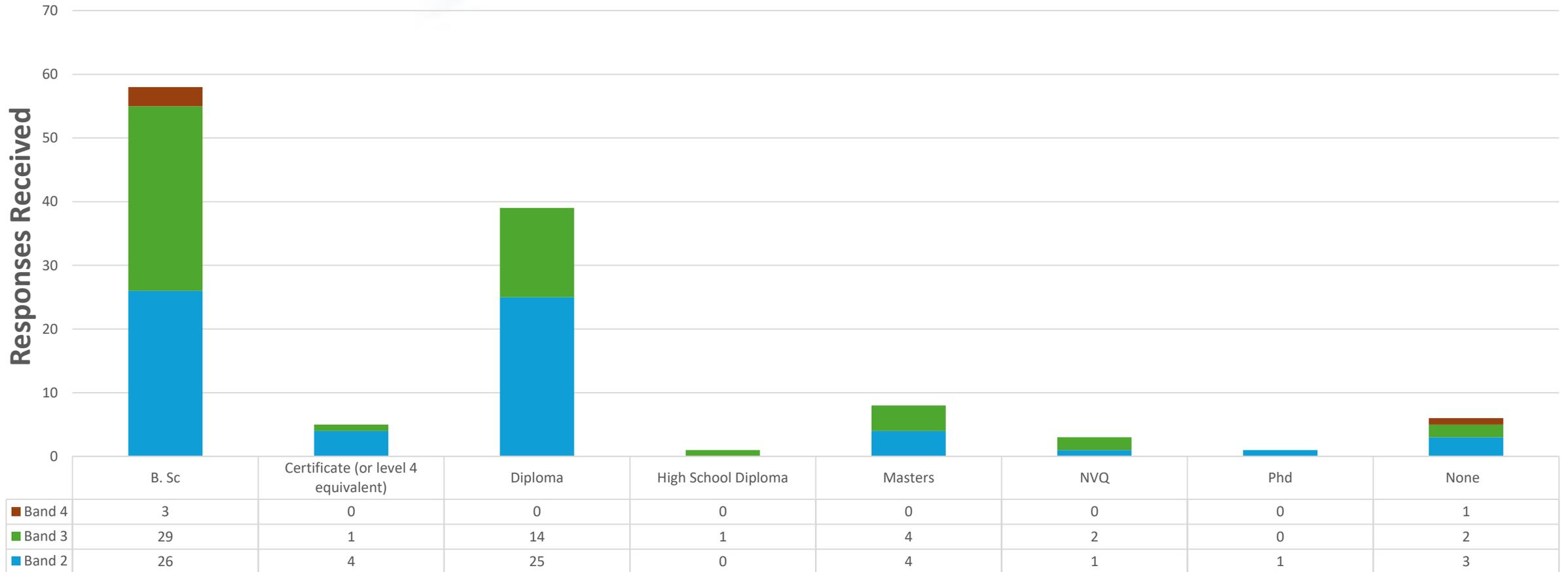
Opportunities for Promotion Comparison

Have you had any opportunities for promotion since 2019?



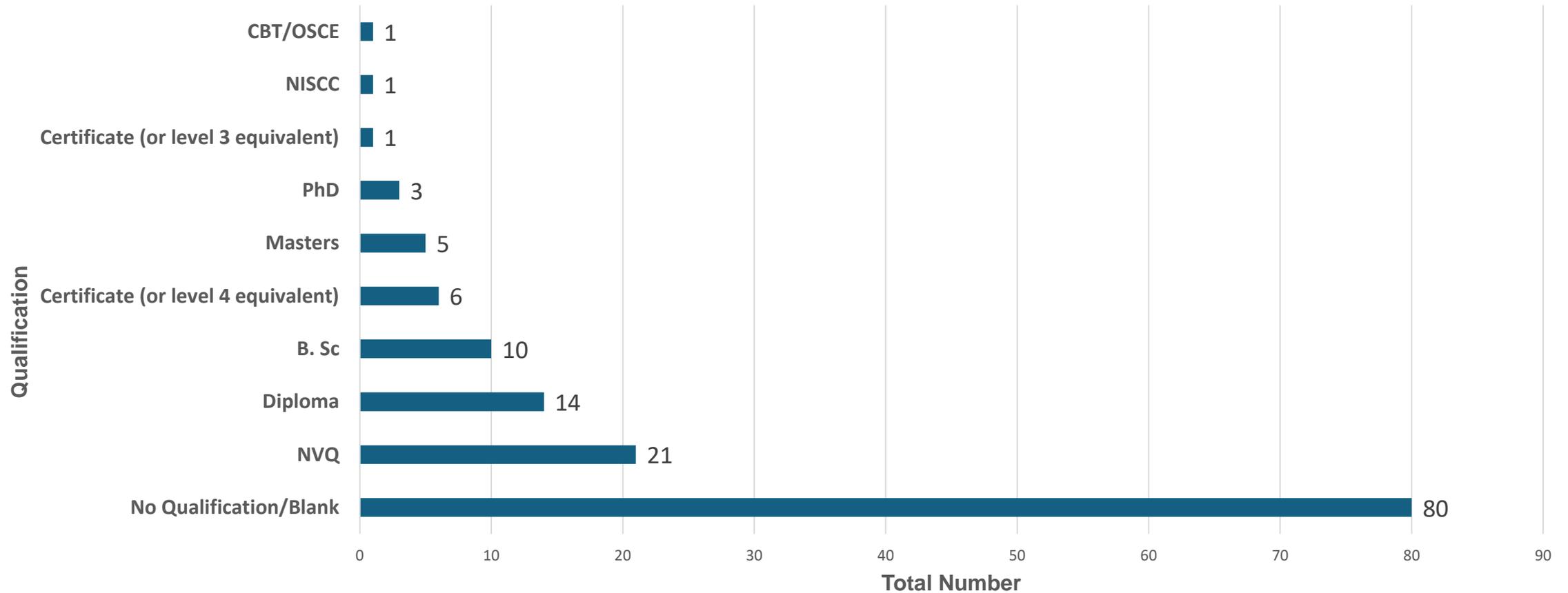
Support Worker Analysis

What is the highest qualification you have received outside the UK?



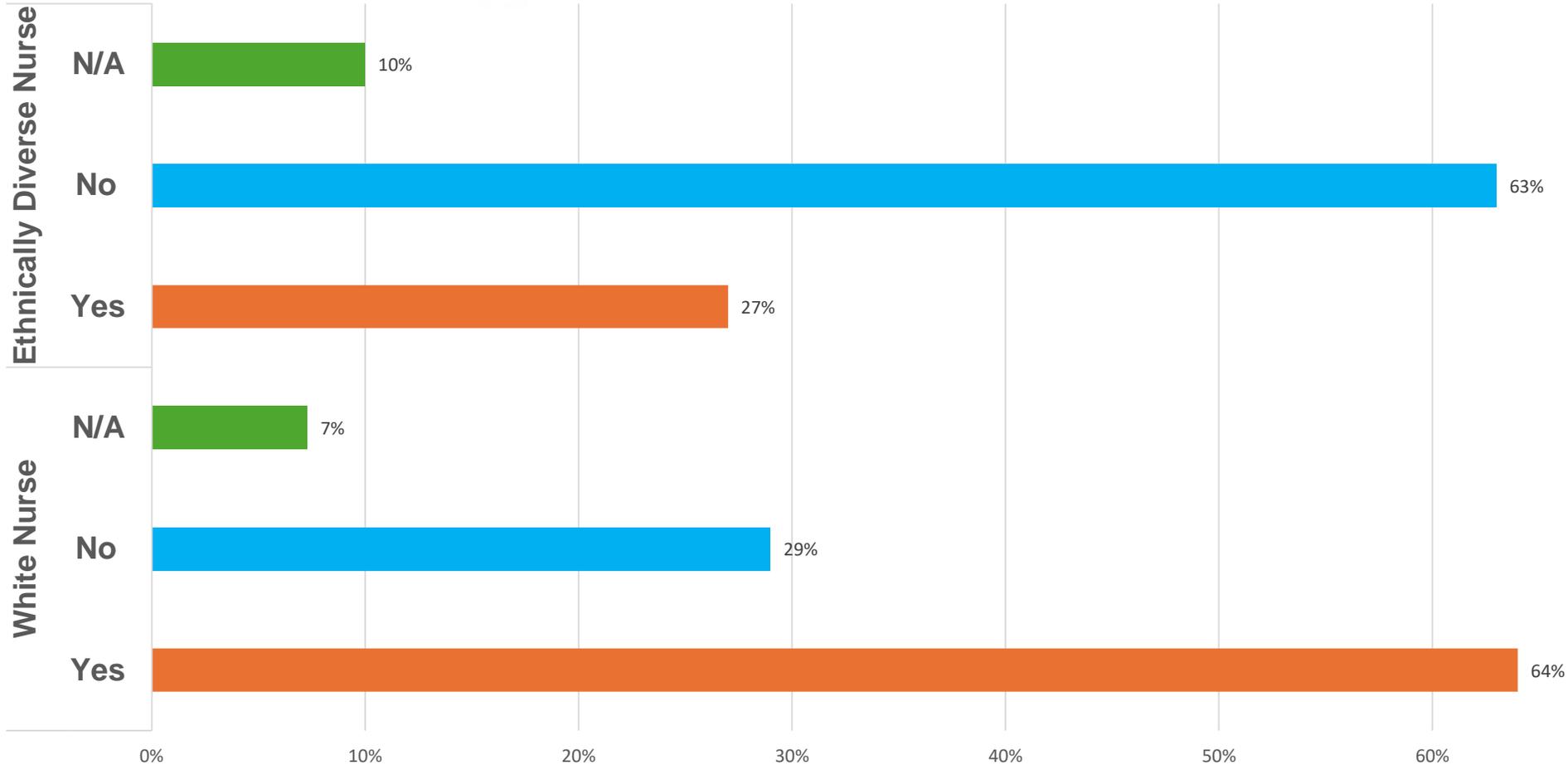
Support Worker Analysis

What is the highest level of qualification you have obtained from inside the UK?



Nurse: Ethnically Diverse vs Ethnically White

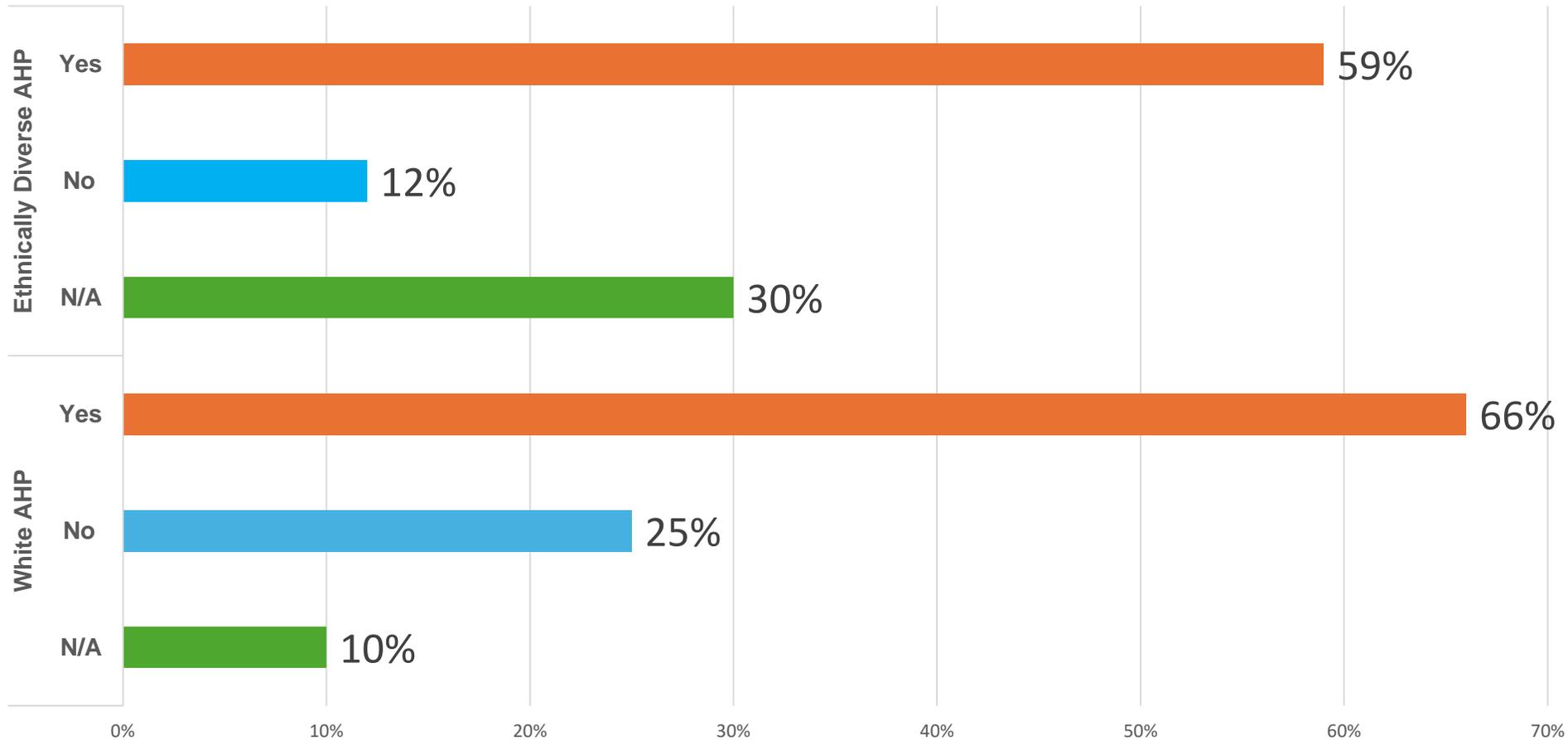
Have you had opportunities for promotion since April 2019?



Total Responses received;
- White Nurse: 122
- Ethnically Diverse Nurse: 920

AHPs: Ethnically Diverse vs Ethnically White

Have you had opportunities for promotion since 2019?

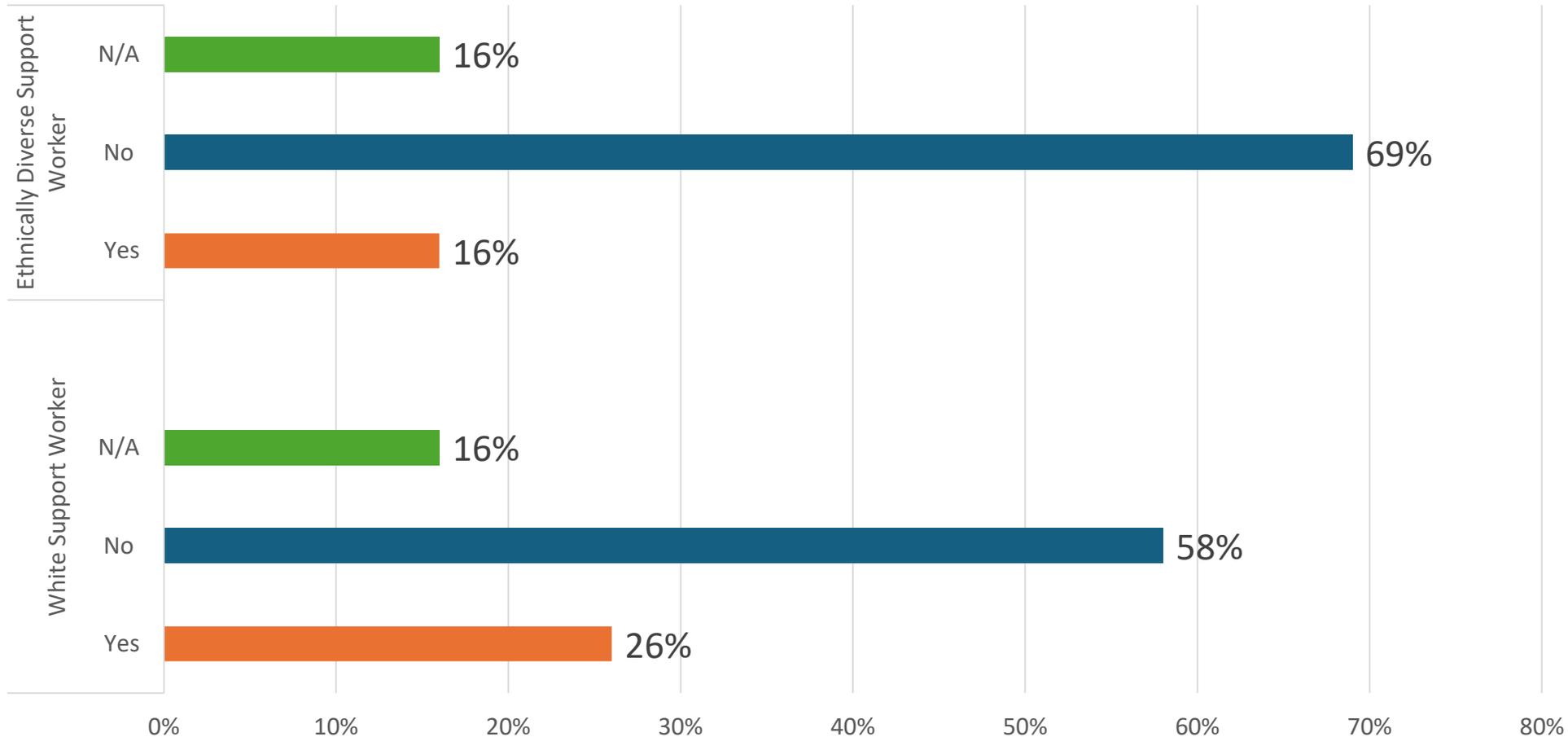


Total White AHP Responses: 61

Total Ethnically Diverse AHP Responses: 17

Support Worker: Ethnically Diverse vs Ethnically White

Have you had any opportunities for promotion since 2019?

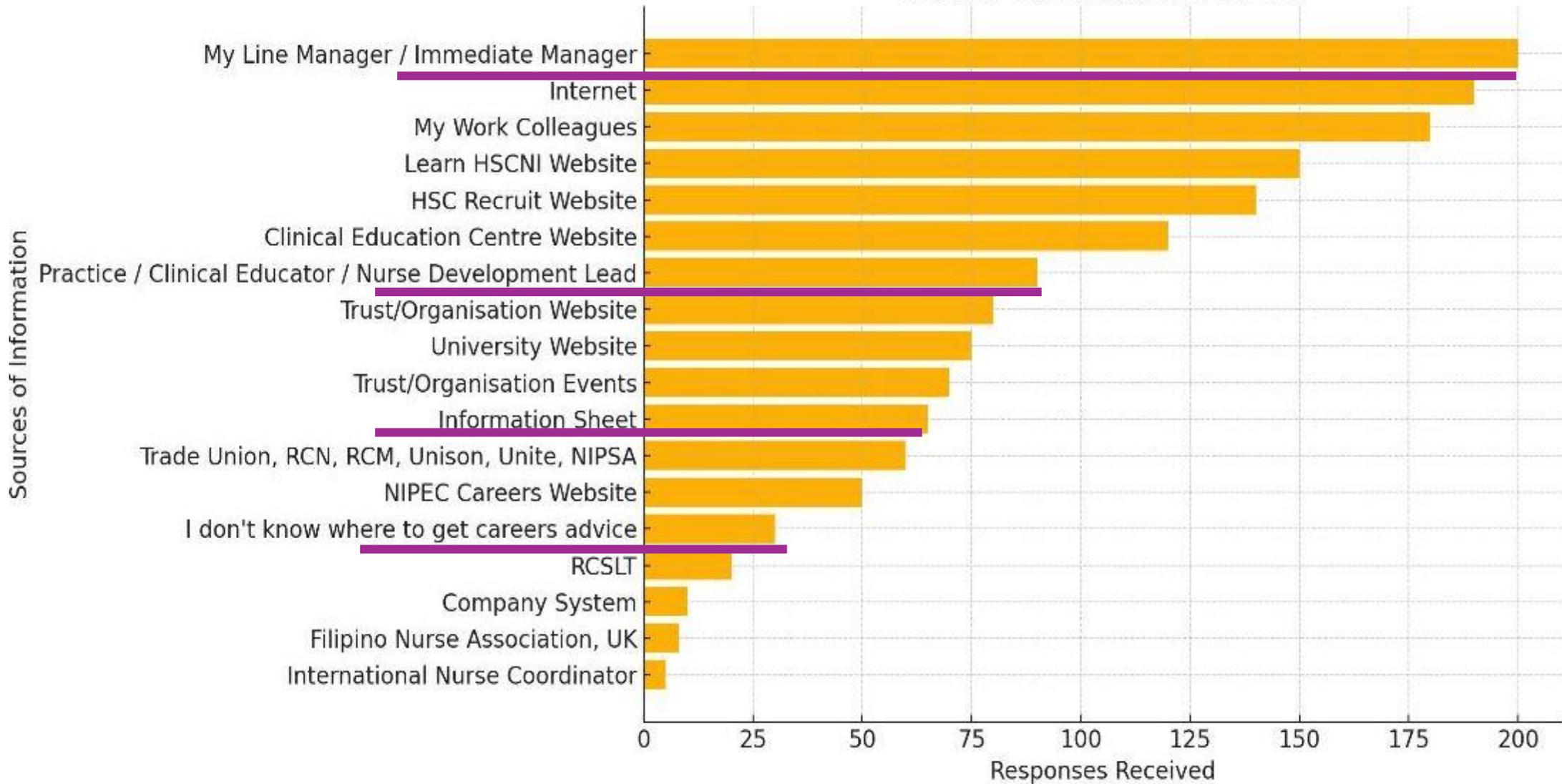


**Total White
Support Worker
Responses: 43**

**Total White
Ethnically
Diverse
Responses: 121**

Career Information

Career Information Sources



Career Aspirations

Nurse	Midwife	AHP	Support Worker
<ul style="list-style-type: none">• Band 6/Band 7 (182)• Specialist Role (116)• Leadership/ Management (18)• Clinical Educator (4)• Ward Manager (44)• ANP (4)• Practice educator	<ul style="list-style-type: none">• Band 7 Midwife• Specialist Midwife	<ul style="list-style-type: none">• Consultant role• Advanced Practitioner• Lecturer	<ul style="list-style-type: none">• Nurse• Paramedic• Doctor• Dietician• Care Manager• Midwife• OT/Physio• Band 3/4

Barriers to accessing education, promotion & leadership opportunities?

Personal

- Time
- Lack of confidence
- International nurses are denied applications for midwifery programmes
- Discrimination
- Financial restraints

• Organisational

- Lack of information on available opportunities
- Not able to be released due to staffing levels
- Lack of career pathways/challenging to identify career progression
- Lack of support
- Language and cultural barriers

Staff Survey Discussion

At your table record:

- **What are 3 key messages from the staff survey**
- **What actions are needed from the staff survey?**
 - **In organisations**
 - **By individuals**
- **Other comments**



NIPEC Monitoring & Review Organisational Survey 2025

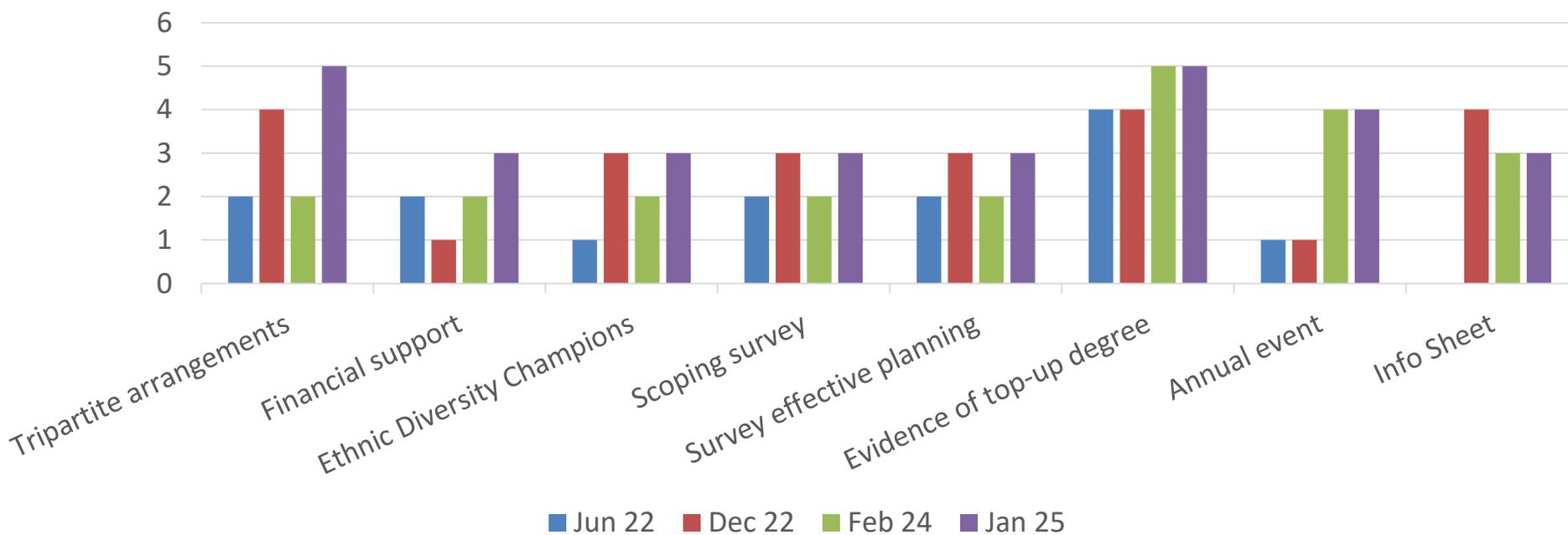
Cathy McCusker

Senior Professional Officer, NIPEC



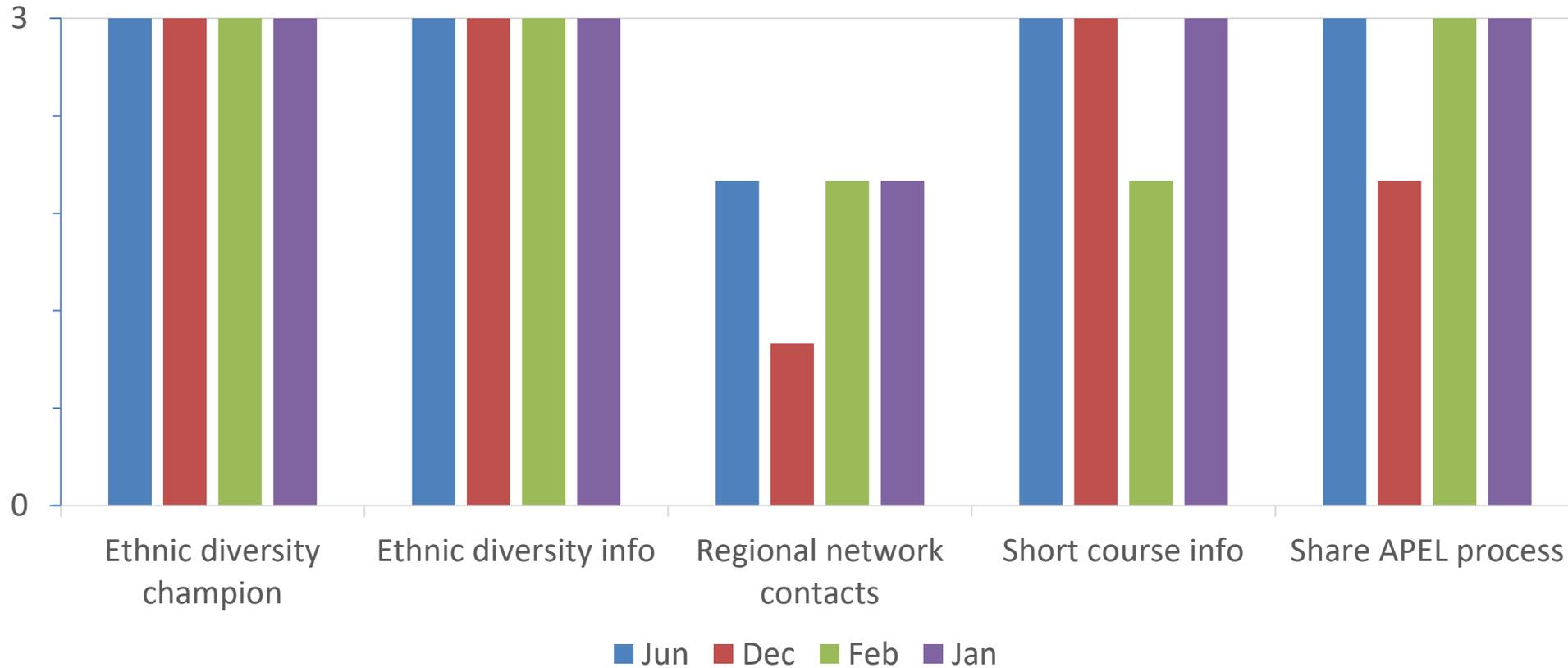


HSC Trust Compliance in Jun & Dec 2022, Feb 2024 & Jan 2025 Surveys





HEIs Compliance in Jun & Dec 2022, Feb2024 & Jan 2025 Surveys



HSC Trusts Compliance with Recommendations in January 2025 Survey

HSC Trust	Tripartite Arrangements	Financial Support	Ethnic Diversity Champion	Scoping Survey undertaken	Scoping Survey effective planning	Evidence top up degree	Trust hosted annual event	Trust Info sheet to signpost Ethnic Diversity colleagues
Belfast	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
Northern	Yes (Including paramedics except for other AHPs)	Yes	Yes	Yes (Not for AHPs)	Yes (Not for AHPs)	Yes	No	Yes (signposted for all)
South Eastern	Yes	No (but individual areas may)	Yes	No		Yes	Yes	No
Southern	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
Western	Yes	Yes	No	No		Yes	Yes	No



Universities Compliance with Recommendations in January 2025 Survey

HEI	Ethnic Diversity Champions Identified	Ethnic Diversity Champions provided info	Ethnic Diversity network key contacts	Short Course Info for Ethnic Diversity	Share APEL Process info
Open University	Yes	Yes	Yes	Yes	Yes
Queen's University Belfast	Yes	Yes	No	Yes	Yes
Ulster University	Yes	Yes	Yes	Yes	Yes





Learning from the workshop Facilitated Discussion





On your table mats please record:

- What you learnt from today's workshop
- 3 Priorities for NIPEC Project Board to take forward in 2025-2026 which will enhance access to education and leadership opportunities for the ethnically diverse workforces



Next Steps

Bronagh Scott
Chair NIPEC Council





Next Steps

- Next project board 26 March - feedback from today & actions planned to take forward for 2025-2026
- NIPEC present the findings from the staff survey to organisations/ DoH & discuss the organisational survey results with Trusts & HEIs
 - Information for line managers
 - Support staff to get UKENIC where needed
 - Education commissioning of top-up degrees
 - Support non-registered staff to access OU courses to become registrants
- NIPEC to seek funding for a regional post to work with the ALBs to progress the work of the Project Board and the Regional Collaborative.



Celebration & Thank you

Professional Officers Ethnic Diversity & Inclusion



Jincy



AJ



Biji



Deepthi



Jonah



Winston





Siyabonga

Dhanyawaad

Salamat

Nanni

NIPEC

Muckle
Thanks

Go
raibh
maith
agaibh

Thankyou

Asante





Post your views to [@nipec_online](https://twitter.com/nipec_online)
[#NIPEC25](https://twitter.com/nipec_online)

Visit our project page
[Ethnic Diversity -equal access to education and leadership opportunities for all | NIPEC \(hscni.net\)](https://hscni.net)

Photographs will be taken during the course of today's workshop. Please advise a member of NIPEC staff if you do not wish to feature in any publicity material.

