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HEALTHCARE SALARY GUIDE NORTHERN IRELAND

2024



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2024+

HEALTHCARE INDUSTRY OVERVIEW

It was expected that 2023 would have been a better year for healthcare. Having successfully moved past the challenges of covid-19, by all accounts, healthcare should have returned to normality. However, despite expectations, this was not the case. We did not see the bounce back to normality as was presumed, and struggles have persisted in Northern Ireland with the ongoing political impasse, working conditions and salaries.

Fulfilment levels reached an acceptable level for roles including:

- Internal Medicine
- Acute Care
- Anaesthetics
- Clinical Radiology

However, for the more relevant skills and requirements, fulfilment levels fell below an acceptable percentage including:

- Combined Infection Training
- Core Psychiatry Training
- Endocrinology and Diabetes Mellitus
- Geriatric Medicine
- Oncology
- Neurology
- Palliative Medicine
- Respiratory Medicine

The reason for the above shortfall in skill set is not clear. However, it was noted that health and social care professionals attended the picket lines in protest against standard wages and the absence of Stormont.

In 2023, we saw a peaked interest in the health and social care sector from Generation Z and are confident this interest will continue into 2024. Numbers produced by our education authorities show an increase in students registered in health and social care courses, which is positive news for future staffing levels in the sector.



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HEALTHCARE OUTLOOK FOR 2024

In 2024, we will face new challenges in the world of health and social care. We are still seeing the knock-on effects from the pandemic on how a career in healthcare is perceived, for both short-term and long-term roles. Many healthcare professionals that made such a difference during Covid-19 have decided on other career paths. Leaving a large gap for employment within both the public and private care sector across Northern Ireland. This, alongside the political unrest in Stormont and wages not moving forward, in conjunction with the current cost of living crisis, are posing significant challenges to the sector. That being said, we still have the privilege, on a day-to-day basis, of discussing career options with long-term healthcare professionals, and those who have decided to pursue their careers within the sector.

We continue to discuss candidate attraction and minimum criteria with our clients, who would normally expect 1-3 years of experience within the sector before considering for an interview. However, we use our experience and professionalism to provide valuable advice when we see potential in an ever-changing workforce.

Our relationship with the Recruitment & Employment Confederation (REC) has enabled us to have a voice that is heard throughout Stormont, and as far as Parliament in London. Where, we endeavour to make much needed changes to pay scales in the social and care work industry. With the changing population and a growing need for healthcare, it is imperative that professional services, such as recruitment agencies, are heard and listened to.

If you wish to discuss the findings of this guide or hear how we can assist with your recruitment needs, please feel free to contact us at www.excelrecruitment.com. Alternatively, you can call us on **+44 2891422190** or email Wes at wes@excelrecruitment.com.

Role	Low	Average	Good
Residential Care			
Director of Nursing	£79,000	£92,000	£120,000
Assistant Director of Nursing	£76,000	£78,000	£81,000
Clinical Nurse Manager	£50,250	£52,500	£55,250
Senior Staff Nurse	£40,600	£42,500	£45,600
Staff Nurse - Day	£33,280	£35,250	£37,500
Staff Nurse - Night	£33,280	£35,250	£37,500
Healthcare Assistant - Day			
Entry Level	£23,795	£25,960	£27,040
1 - 2 years	£24,795	£26,550	£28,080
3+ years	£24,795	£26,550	£28,080
Healthcare Assistant - Night			
Entry Level	£23,795	£25,960	£27,040
1 - 2 years	£24,795	£26,550	£28,080
3+ years	£24,795	£26,550	£28,080
Senior Healthcare Assistant			
Entry Level	£24,795	£26,500	£28,700
1 - 2 years	£25,795	£27,600	£29,450
3+ years	£25,795	£27,600	£29,450
Activities Coordinator	£25,795	£27,550	£29,200
Human Resource Manager	£35,500	£37,600	£39,700
Human Resource Administrator	£28,500	£30,500	£32,600
Reception / Administrator	£27,040	£29,500	£31,600
Catering and Household			
Head / Senior Chef	£32,240	£35,250	£37,600
Chef	£31,200	£33,500	£35,400
Kitchen Porter	£24,795	£26,550	£28,080
Catering Assistant	£24,795	£26,650	£28,080
Housekeeper / Cleaner	£23,795	£25,960	£27,040

Get In Touch...

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