



Healthcare

2025 Salary Guide, Northern Ireland

Healthcare Market Overview

Northern Ireland's healthcare sector remains under significant strain due to staffing shortages, rising demand for services, and ongoing NHS reforms. Care home closures and a lack of domiciliary care workers are putting additional pressure on hospitals, with both waiting lists for treatment and waiting times in Emergency Departments at a well-publicised all-time high. With Northern Ireland, like most nations in the UK and ROI, having an aging population, demand on services will only increase. One in six people in Northern Ireland are aged over 65 and projections from NISRA indicate that this is likely to rise to one in five by 2030. A growing elderly population requires more healthcare services, leading to a higher demand for doctors, nurses, care workers, and allied health professionals. Specialties like geriatric care, palliative care, and community healthcare are seeing particularly high demand.

Pay Disparities and Workforce Retention

Pay disputes continue in the sector with particular frustration aimed at the NHS Agenda for change which sees NHS Staff in Northern Ireland as the lowest paid within the UK, while the cost of living in the devolved nations remains broadly the same. A disparity which has previously driven strike action and is likely to again. Many healthcare workers are leaving the profession due to stress and poor working conditions, exacerbating the workforce crisis. In addition, the aging population is as much of a challenge in staffing as it is in demand for services, with many healthcare workers reaching retirement age and retiring faster than they are replaced.

Recruitment Struggles and Overseas Hiring

Recruitment of healthcare professionals remains a significant challenge, particularly in nursing, social care, and GP services. Efforts have continued to attract nurses from the Philippines and India, but visa processing delays have hindered arrivals. Currently, there are over 3,000 nursing vacancies in Northern Ireland, leading to increased reliance on agency staff.

New Qualification Requirements for Health & Social Care Workers

Perhaps one of the most significant changes in the sector for 2025 is the introduction of the new entrance level qualification for health and social care workers; the Level 2 Certificate in Safe and Effective Practice. In line with the CiP Framework, all new social care staff, who are registering with the Northern Ireland Social Care Council (NISCC) for the first time, will have the opportunity to complete this new work-based, qualification within the first 6 months of commencing employment as part of their induction process. At this stage the certificate is not mandatory, but it is expected that as this becomes embedded it will be a specified requirement in the future.

The Role of AI and Digital Health in Healthcare

It will be interesting to see what the impact on the sector will be from the perspective of AI and Digital Health. The UK government announced an additional £150 million for Northern Ireland's healthcare system in early 2025, focusing on recruitment and digital transformation. 2024 saw the roll out of Encompass across the Trusts - a new electronic patient record system designed to create a single digital care record for every citizen in Northern Ireland who receives health and social care. It aims to create better experiences for patients, service users and staff by bringing together information from various existing systems that do not currently communicate effectively. It intends to reduce the time needed to access information and to eliminate the need for paper records. It should also reduce the duplication of orders. This should make the health service safer, more efficient and effective. It is expected to have a transformative effect on health and social care in Northern Ireland. With the addition of the rollout of AI-assisted diagnostics and virtual GP appointments, it is hoped that pressure on frontline services will continue to be reduced, but this will remain to be seen.

2025 Outlook

Northern Ireland's healthcare sector stands at a crossroads, facing significant workforce shortages, ongoing pay disputes, and the pressures of an aging population. However, new qualification frameworks, targeted recruitment efforts, and digital transformation initiatives offer potential pathways to greater efficiency and sustainability. The success of these measures will be crucial in shaping the future of healthcare delivery across the region.




Healthcare Salary Guide	Low	Average	Good
Residential Care			
Registered Manager (RN/SW/AHP)	£35,000	£40,000	£45,000
Registered Nurse Manager	£47,200	£53,500	£55,000
Deputy Nurse Manager	£36,000	£42,000	£48,000
Clinical Nurse Manager	£43,200	£45,800	£49,600
Senior Staff Nurse	£35,300	£39,200	£42,600
Staff Nurse	£28,500	£31,350	£35,300
Specialist Support Worker	£27,100	£28,500	£29,300
Senior Healthcare Assistant	£25,300	£26,600	£27,600
Senior Support Worker	£26,100	£27,500	£28,200
Healthcare Assistant	£23,800	£24,500	£26,000
Support Worker	£23,800	£24,500	£26,000
Activities Coordinator	£25,400	£27,100	£28,100
Human Resource Manager	£38,000	£40,000	£45,000
Human Resource Administrator	£23,800	£26,000	£28,000
Reception/ Administrator	£23,800	£26,000	£28,000
Catering and Household			
Head/ Senior Chef	£33,000	£35,000	£37,000
Chef	£29,000	£31,000	£33,000
Kitchen Porter	£23,800	£24,500	£26,000
Catering Assistant	£23,800	£24,500	£26,000
Housekeeper/ Cleaner	£23,800	£24,500	£26,000




For further information contact:

Stephen McNair
Recruitment Consultant

 028 91422 190

 stephen@excelrecruitment.com

 www.excelhealthcare.com



Dublin Office:

The Capel Building, Mary's Abbey, Dublin 7, D07 DH99

Cork Office:

Unit 1C, Ground Floor, Penrose Wharf, Co. Cork, T23VP9T

Kildare Office:

Unit C3, Wolfe Tone House, Naas Town Centre, Co. Kildare, W91 C8X0

Galway Office:

7a Raven's Terrace, Fr. Griffin road, Galway, H91THF9

Belfast Office:

Suite 301, Arthur House 41 Arthur Street Belfast BT1 4GB