



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa
Ionad Gnó Shoirid
Bóthar Bhaile Anraí, Sord.
Co. Átha Cliath, K67D8H0
Strategic Workforce Planning & Intelligence
Health Service Executive
Swords Business Campus, Balheary Road
Swords,
Co. Dublin, K67D8H0

12 May 2022

Deputy David Cullinane

Dáil Éireann

Leinster House

Dublin 2

PQ 20138/22 To ask the Minister for Health the rate of HSE staff turnover in each of the years 2011 to 2021, by staff grade and category in tabular form; the workforce level at January in each of the years 2011 to 2021; and if he will make a statement on the matter.

Dear Deputy Cullinane,

I refer to your recent parliamentary question in relation to HSE staff turnover and workforce data which was forwarded to the Health Services Executive (HSE) by the Department of Health for direct reply.

Employment levels at the end of March 2022, show there were 134,101 WTE (equating to 153,282 personnel) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies

Table 1, below provides Employment level data by staff group and staff category at January in each of the years 2011 to 2021.

Turnover data is calculated based on the numbers of leavers across our services, with resignations, retirements end of contracts and other reasons including moves to other health sector employers captured as a leaver from our service. The decision to resign or retire, is often determined by personal decisions with the staff turnover rate running at 6-7% overall.

Table 2, below provides Turnover data from 2018 to 2021, important to note that this level of data was not collated centrally prior to 2018.

Table 1: Employment Levels by Staff Group & Staff Category 2011-2021

Staff Category/ Staff Group	Jan 2011	Jan 2012	Jan 2013	Jan 2014	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020	Jan 2021
Total Health Service Staffing	111,135	108,397	104,939	100,735	103,153	107,598	110,547	114,382	118,030	119,945	126,689
Consultants	2,381	2,471	2,504	2,562	2,633	2,728	2,863	2,970	3,085	3,257	3,448
Registrars	2,535	2,499	2,627	2,563	2,732	2,990	3,135	3,328	3,483	3,666	3,872
SHO/ Interns	2,177	2,271	2,342	2,421	2,667	2,815	2,886	2,958	3,033	3,087	3,562
Medical/ Dental, other	906	837	799	787	771	796	795	808	811	790	813
Medical & Dental	8,000	8,079	8,272	8,332	8,803	9,329	9,678	10,065	10,412	10,800	11,694
Nurse/ Midwife Manager	6,882	6,698	6,332	6,230	6,600	6,951	7,271	7,445	7,825	7,984	8,394
Nurse/ Midwife Specialist & AN/MP	988	1,102	1,175	1,249	1,341	1,488	1,569	1,714	1,880	2,032	2,320
Staff Nurse/ Staff Midwife	26,311	25,460	24,707	24,383	24,330	24,605	24,633	25,220	25,553	25,678	26,807
Public Health Nurse	1,547	1,536	1,521	1,480	1,464	1,489	1,496	1,511	1,541	1,527	1,545
Nursing/ Midwifery Student	888	901	680	646	654	690	667	751	846	964	800
Nursing/ Midwifery other	359	353	321	313	288	297	299	307	315	345	360
Nursing & Midwifery	36,975	36,051	34,736	34,300	34,676	35,521	35,936	36,948	37,960	38,530	40,226
Health Science/ Diagnostics	3,958	3,930	3,854	3,890	3,990	4,219	4,328	4,398	4,504	4,581	4,805
Therapy Professions	4,075	4,046	3,989	4,095	4,280	4,581	4,854	5,063	5,238	5,246	5,598
Pharmacy	721	690	687	687	736	818	862	913	977	1,046	1,164
Psychologists	771	783	750	780	823	884	919	966	998	1,004	1,073
Social Care	3,279	3,239	3,102	1,886	1,895	2,109	2,322	2,453	2,631	2,708	2,932
Social Workers	2,381	2,393	2,308	987	980	1,078	1,132	1,157	1,176	1,164	1,243
H&SC, Other	1,153	1,095	1,065	991	978	997	1,006	1,025	1,023	1,074	1,106
Health & Social Care Professionals	16,337	16,176	15,755	13,317	13,682	14,684	15,424	15,974	16,547	16,823	17,922
Management (VIII & above)	1,104	1,076	1,060	1,080	1,200	1,328	1,451	1,618	1,739	1,843	1,958
Administrative/ Supervisory (V to VII)	3,660	3,813	3,766	3,597	3,626	3,814	4,069	4,455	4,888	5,238	5,851
Clerical (III & IV)	11,864	11,108	10,899	10,370	10,301	11,055	11,381	11,695	11,931	11,787	12,123
Management & Administrative	16,628	15,998	15,725	15,047	15,126	16,197	16,901	17,768	18,558	18,867	19,932
Support	9,551	8,965	8,580	8,312	8,147	8,232	8,227	8,257	8,283	8,277	8,676
Maintenance/ Technical	1,490	1,430	1,333	1,280	1,237	1,219	1,190	1,177	1,178	1,183	1,197
General Support	11,041	10,396	9,912	9,592	9,384	9,451	9,417	9,434	9,461	9,459	9,873
Health Care Assistants	13,069	12,929	12,548	12,419	13,622	14,661	15,491	16,220	17,041	17,266	18,675
Home Help	4,055	4,224	3,534	3,534	3,651	3,440	3,296	3,439	3,417	3,471	3,476
Ambulance Staff	1,403	1,460	1,477	1,538	1,546	1,594	1,644	1,733	1,771	1,821	1,869
Care, other	3,627	3,085	2,979	2,654	2,663	2,721	2,760	2,801	2,864	2,910	3,021
Patient & Client Care	22,155	21,698	20,538	20,145	21,482	22,416	23,191	24,194	25,092	25,467	27,042

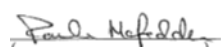
Source: Health Service Personnel Census

Table 2: Turnover 2018-2021 by Staff Category/Staff Group

Staff Category/Staff Group	2018 Turnover Rate	2019 Turnover Rate	2020 Turnover Rate	2021 Turnover Rate
Total	6.03%	6.49%	6.67%	6.77%
Consultants	6.57%	9.17%	8.38%	8.64%
Registrars	52.79%	60.16%	65.61%	58.44%
SHO/ Interns	82.54%	93.18%	86.96%	89.55%
Medical/ Dental, other	6.32%	5.95%	5.78%	9.79%
Medical & Dental	6.51%	8.38%	7.77%	8.90%
Nurse/ Midwife Manager	5.28%	5.19%	5.40%	4.99%
Nurse/ Midwife Specialist & AN/MP	3.55%	3.68%	4.00%	4.48%
Staff Nurse/ Staff Midwife	7.13%	7.28%	7.01%	7.57%
Public Health Nurse	2.91%	3.25%	4.16%	4.42%
Nursing/ Midwifery Student	14.27%	219.67%	6.95%	19.63%
Nursing/ Midwifery other	4.31%	3.28%	5.42%	7.59%
Nursing & Midwifery	6.46%	6.62%	6.39%	6.84%
Health Science/ Diagnostics	7.97%	8.57%	9.16%	6.96%
Therapy Professions	8.92%	8.28%	7.33%	9.97%
Pharmacy	6.24%	6.22%	4.77%	7.99%
Psychologists	7.47%	7.94%	6.09%	10.77%
Social Care	5.54%	17.82%	10.76%	5.51%
Social Workers	7.66%	11.23%	8.67%	7.91%
H&SC, Other	11.81%	16.17%	10.24%	12.65%
Health & Social Care Professionals	7.99%	9.24%	7.88%	8.45%
Management (VIII & above)	6.02%	6.79%	6.06%	7.28%
Administrative/ Supervisory (V to VII)	5.03%	5.32%	5.20%	6.45%
Clerical (III & IV)	5.69%	6.04%	5.21%	6.45%
Management & Administrative	5.56%	5.92%	5.29%	6.53%
Support	5.14%	5.20%	5.18%	5.26%
Maintenance/ Technical	5.02%	4.94%	5.59%	5.32%
General Support	5.13%	5.17%	5.22%	5.27%
Health Care Assistants	5.74%	5.61%	9.38%	6.69%
Home Help	2.26%	3.10%	3.27%	3.92%
Ambulance Staff	3.69%	4.61%	6.66%	4.25%
Care, other	5.04%	6.63%	4.44%	5.41%
Patient & Client Care	4.83%	5.19%	7.61%	5.96%

I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,



Paula McFadden

General Manager