

Health Sector Workforce Report: Q1 (31 Mar) 2024 Turnover

This report provides the overview of the reported National Health Sector Turnover Rates for Quarter 1 2024 and trend data on turnover from Q1 2019. This report provides more detailed information on leaving reasons and leaving destination, following a specific project initiated in 2023 to improve reporting on turnover. It should be noted however, that this is a substantial change in reporting, and as a first report, following on from implementation in late 2023, will require time to embed across services.

Headlines & Key Findings

The reported Turnover Rate for Q1 2024 stands at **1.8%**. Comparatively, the Turnover rate has decreased when comparing it against the previous quarter Q4 2023 (2.0%) by **0.2%**. Turnover has also decreased from the rate reported in the same period last year (2.2%) by **0.4%**, and shows a **0.6%** decrease from the rate reported for Q1 2022 (2.4%). Although the rate has increased in comparison to Q1 2021 (1.4%) by **0.4%**, it signals a downward trend in reported turnover levels across the Health Service towards pre COVID-19 levels.

Turnover Rate by Staff Group / Staff Category	Q1 2021	Q1 2022	Q1 2023	Q4 2023	2023	Q1 2024	Change from last quarter	Change from last year
Total Health Service	1.4%	2.4%	2.2%	2.0%	8.9%	1.8%	-0.2%	-0.4%
Consultants	2.4%	2.8%	2.2%	2.0%	9.2%	1.8%	-0.1%	-0.3%
Registrars**								
SHO/ Interns**								
Medical/ Dental, other	4.7%	3.3%	3.3%	2.0%	11.2%	2.4%	0.4%	-0.9%
Medical & Dental	2.9%	2.9%	2.4%	2.0%	9.6%	1.9%	0.0%	-0.5%
Nurse/ Midwife Manager	1.1%	1.7%	1.4%	1.6%	6.3%	1.2%	-0.4%	-0.2%
Nurse/ Midwife Specialist & AN/MP	1.1%	1.2%	1.3%	1.1%	5.2%	1.2%	0.1%	-0.2%
Staff Nurse/ Staff Midwife	1.6%	2.7%	2.3%	2.5%	10.0%	2.2%	-0.4%	-0.1%
Public Health Nurse	0.5%	1.3%	1.1%	1.1%	5.5%	0.8%	-0.3%	-0.3%
Nursing/ Midwifery Student**	7.6%	2.1%	2.7%	4.5%	13.7%	7.9%	3.5%	5.2%
Nursing/ Midwifery other	2.0%	1.8%	2.4%	1.3%	6.3%	2.5%	1.2%	0.1%
Nursing & Midwifery	1.5%	2.4%	2.0%	2.2%	8.7%	1.9%	-0.3%	-0.1%
Therapy Professions	2.5%	3.4%	3.5%	2.9%	13.2%	2.2%	-0.6%	-1.3%
Health Science/ Diagnostics	1.2%	2.4%	2.5%	1.8%	9.2%	1.7%	-0.2%	-0.8%
Social Care	1.2%	2.3%	2.3%	2.8%	10.0%	1.8%	-1.0%	-0.6%
Social Workers	2.0%	2.2%	2.1%	1.6%	9.2%	2.1%	0.5%	0.0%
Psychologists	2.3%	3.1%	3.0%	2.7%	10.3%	2.2%	-0.5%	-0.8%
Pharmacy	1.8%	2.9%	2.6%	1.8%	10.0%	2.4%	0.6%	-0.2%
H&SC, Other	1.1%	7.8%	2.8%	1.1%	10.4%	2.7%	1.5%	-0.1%
Health & Social Care Professionals	1.8%	3.1%	2.8%	2.3%	10.8%	2.1%	-0.3%	-0.8%
Management (VIII & above)	1.6%	1.9%	1.6%	1.8%	8.7%	1.3%	-0.4%	-0.3%
Administrative/ Supervisory (V to VII)	1.3%	2.0%	1.9%	1.5%	7.4%	1.3%	-0.2%	-0.6%
Clerical (III & IV)	1.2%	2.4%	2.4%	1.9%	9.4%	1.6%	-0.2%	-0.8%
Management & Administrative	1.3%	2.2%	2.2%	1.7%	8.7%	1.5%	-0.2%	-0.7%
Support	0.9%	1.6%	1.9%	1.5%	8.2%	1.5%	0.0%	-0.4%
Maintenance/ Technical	0.8%	2.6%	1.3%	1.5%	5.8%	1.2%	-0.2%	-0.1%
General Support	0.9%	1.7%	1.9%	1.5%	8.0%	1.5%	-0.1%	-0.4%
Health Care Assistants	1.4%	2.1%	2.0%	2.0%	8.4%	1.7%	-0.3%	-0.4%
Home Help	0.5%	2.1%	2.2%	1.6%	8.0%	1.7%	0.1%	-0.5%
Ambulance Staff	0.9%	2.8%	2.2%	1.9%	6.3%	1.7%	-0.2%	-0.5%
Care, other	1.3%	2.8%	2.0%	1.8%	8.1%	1.9%	0.1%	-0.1%
Patient & Client Care	1.2%	2.2%	2.1%	1.9%	8.2%	1.7%	-0.2%	-0.4%

- At overall **Staff Category level**, all categories are showing a **decrease** against the same quarters in 2022 and 2023 and a **decrease** against the previous quarter Q4 2023 which is an appropriate comparator for reported Turnover levels.
- Health & Social Care Professionals** reports the **highest** turnover rate of **2.1%**. Notably this is **1.0%** lower than the rate reported in Q1 2022 (3.1%), and lower than that reported in Q1 2023 (2.8%) by 0.7%. Within this staff category the staff group of **Pharmacy** has shown an increase of **0.6%** since the last quarter while conversely **Therapy Professions** is showing a decrease of **-0.6%** from last quarter.

- **Management & Administrative** and **General Support** report the **lowest** turnover rate of **1.5%** which again are **decreases** compared to Q1 2022, Q1 2023 and Q4 2023, with all three staff groups in the **Management & Administrative** staff category showing a decrease compared to Q1 2022 and Q4 2023.
- **Medical & Dental** has steadily decreased over the full time period resulting in a **1.0% reduction** since Q1 2021.
- **Nursing & Midwifery** has also **decreased** in comparison to the previous reported rates of Q1 2022 (2.4%), Q1 2023 (2.0%) and Q4 2023 (2.2%).
- Similar to other staff categories, **Patient & Client Care** has shown a steady **decline** in turnover showing a reduction of 0.5% compared to Q1 2022 (2.2%), a reduction of 0.4% compared to Q1 2023 (2.1%) and a reduction of 0.2% compared to Q4 2023 (1.9%).

Key Findings Operations

- At **Health Region level**, two of the six regions are reporting above the National Average (1.8%) in **HSE Dublin & Midlands** at **2.0%** and **HSE Dublin & South East** at **1.9%**.
- Both **HSE West & North West** and **National** report the lowest turnover rates for in Q1 2024 at **1.5%**.
- In **Acute Services** the reported Turnover Rate is **1.9%**, a decrease of 0.2% compared to the previous quarter Q4 2023 (2.1%), and a **0.3% rate decrease** on the same period last year. At hospital group level **Dublin Midlands Hospital Group** is reporting the **highest** turnover rate this quarter at **2.4%** and at Staff Category level **Health & Social Care Professionals'** remains the highest reported turnover rate at **2.4%**.
- In **Community Services**, the reported Turnover Rate is **1.6%**. This is a **decrease of 0.4%** compared to Q4 2023 (2.0%) and a **decrease of 0.3%** compared to Q1 2023 (1.9%). **CHO 6** reported the highest turnover rate of **2.0%**. Similar to Acute Services at staff category level, **Health & Social Care Professionals** reports the highest turnover rate at **1.8%**.
- **National Services & Central Functions** (1.5%) is also reporting a **decrease** in turnover in comparison to Q4 2023 (1.6%) of 0.1% and **0.4%** in comparison to the same period last year (1.9%).
- **Section 38 Voluntary Hospitals** are again reporting the highest turnover rate at **2.3%**, while **Section 38 Voluntary Agencies** report at **1.9%**, with the **HSE** reporting the lowest rate at **1.6%**.

Turnover by Health Region / Staff Category Q1 2024

Turnover Rate by Health Region Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.8%	1.9%	1.9%	2.1%	1.5%	1.5%	1.7%
HSE Dublin & Midlands	2.0%	1.9%	2.2%	2.2%	1.7%	1.7%	2.0%
HSE Dublin & North East	1.6%	1.5%	1.7%	2.4%	1.5%	1.2%	1.1%
HSE Dublin & South East	1.9%	2.4%	1.7%	2.4%	1.8%	1.3%	2.2%
HSE Midwest	1.6%	1.7%	2.0%	1.7%	1.2%	1.1%	1.5%
HSE South West	1.8%	1.4%	2.2%	1.6%	1.3%	1.7%	1.9%
HSE West & North West	1.5%	2.4%	1.5%	1.7%	1.4%	1.7%	1.4%
National	1.5%	3.5%	1.1%	1.2%	1.4%	1.4%	1.6%

Turnover by Care Group / Staff Category Q1 2024

Turnover Rate by Care Group Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.8%	1.9%	1.9%	2.1%	1.5%	1.5%	1.7%
National Ambulance Service	1.6%			5.0%	0.5%		1.7%
Acute Hospital Services	1.9%	1.9%	2.1%	2.4%	1.5%	1.5%	1.5%
Acute Services	1.9%	1.9%	2.1%	2.4%	1.5%	1.5%	1.6%
Community Health & Wellbeing	1.9%			3.4%	1.3%		2.3%
Mental Health	1.6%	1.5%	1.6%	1.6%	1.2%	2.1%	1.5%
Primary Care	1.6%	1.9%	1.3%	1.6%	1.8%	1.2%	1.7%
Disabilities	1.8%	2.4%	1.6%	1.9%	1.7%	0.9%	2.0%
Older People	1.5%	1.3%	1.4%	2.3%	1.1%	1.3%	1.5%
CHO Operations	1.7%		1.9%	2.6%	1.6%		
Community Services	1.6%	1.7%	1.5%	1.8%	1.5%	1.3%	1.7%
National Services & Central Functions	1.5%	3.6%	2.1%	0.8%	1.5%	1.5%	

Turnover by HG & CHO / Staff Category Q1 2024

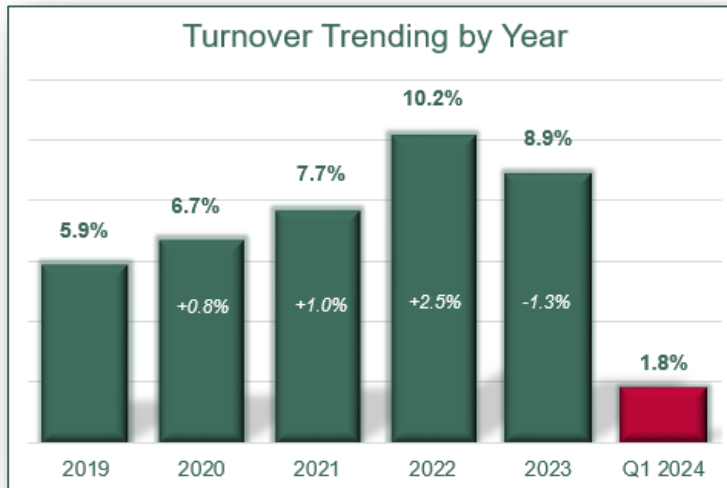
Turnover Rate by HG / CHO Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.8%	1.9%	1.9%	2.1%	1.5%	1.5%	1.7%
National Ambulance Service	1.6%			5.0%	0.5%		1.7%
Children's Health Ireland	2.3%	1.9%	2.3%	2.0%	2.6%	2.2%	2.3%
Dublin Midlands Hospital Group	2.4%	1.8%	2.5%	3.5%	1.4%	2.0%	2.5%
Ireland East Hospital Group	1.9%	2.6%	2.0%	2.8%	1.7%	1.3%	1.4%
RCSI Hospitals Group	1.7%	1.3%	1.8%	2.5%	1.5%	1.4%	1.1%
Saolta University Hospital Care	1.6%	2.3%	1.7%	1.9%	1.2%	1.6%	0.9%
South/South West Hospital Group	1.9%	2.0%	2.5%	1.2%	1.2%	1.8%	1.5%
University of Limerick Hospital Group	1.7%	2.0%	2.1%	1.9%	1.2%	1.1%	1.1%
Other Acute Services	0.6%				1.0%		
Acute Services	1.9%	1.9%	2.1%	2.4%	1.5%	1.5%	1.6%
CHO 1	1.2%	2.8%	1.1%	1.5%	1.5%	1.8%	1.1%
CHO 2	1.5%	1.5%	1.1%	1.5%	1.8%	1.8%	1.8%
CHO 3	1.6%	0.9%	2.0%	1.6%	1.2%	1.2%	1.6%
CHO 4	1.8%	0.6%	1.8%	2.0%	1.4%	1.7%	1.9%
CHO 5	1.9%	2.9%	1.1%	2.2%	1.3%	1.6%	2.6%
CHO 6	2.0%	0.7%	1.5%	2.1%	2.7%	1.2%	2.1%
CHO 7	1.7%	2.3%	1.6%	1.9%	1.3%	0.8%	1.9%
CHO 8	1.5%	3.1%	1.4%	1.4%	1.8%	1.5%	1.5%
CHO 9	1.7%	2.0%	1.9%	2.0%	1.4%	0.8%	1.3%
Other Community Services	0.7%		0.3%	4.3%	0.6%		
Community Services	1.6%	1.7%	1.5%	1.8%	1.5%	1.3%	1.7%
National Services & Central Functions	1.5%	3.6%	2.1%	0.8%	1.5%	1.5%	

Turnover by Service / Staff Category Q1 2024

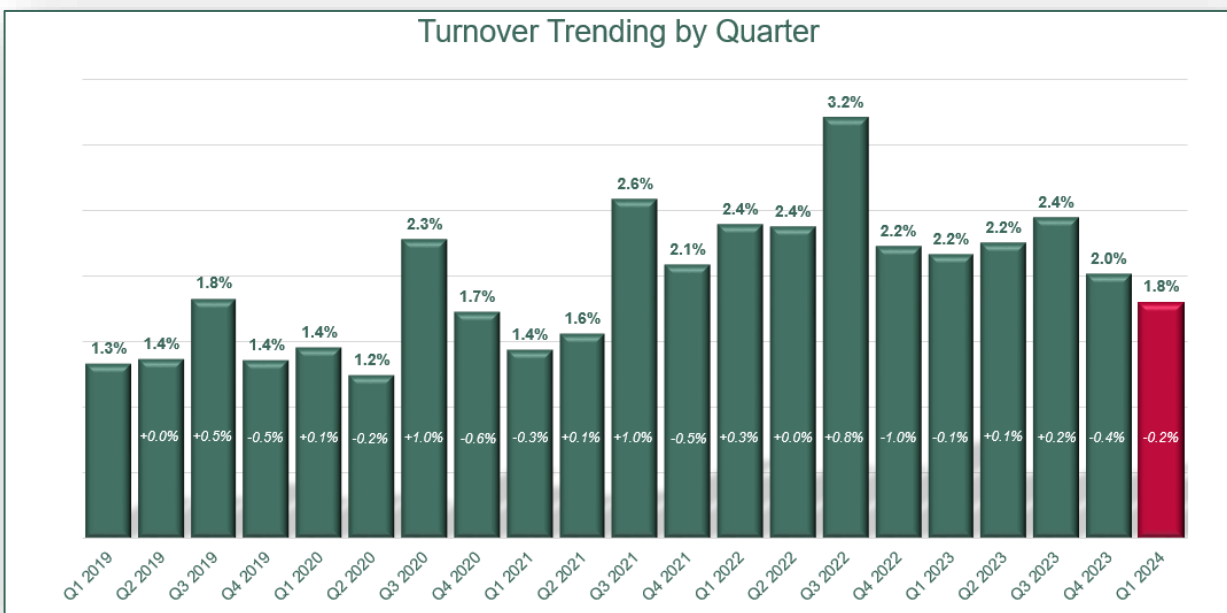
Turnover Rate by Service Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.8%	1.9%	1.9%	2.1%	1.5%	1.5%	1.7%
Health Service Executive	1.6%	2.0%	1.7%	1.8%	1.3%	1.4%	1.4%
Section 38 Hospitals	2.3%	1.9%	2.5%	2.6%	1.9%	1.9%	2.6%
Section 38 Voluntary Agencies	1.9%	0.6%	1.5%	2.1%	2.1%	0.9%	2.1%

Turnover Trending 2019 to YTD 2024

The significant increase in turnover in 2022 was greatly influenced by Covid-19 factors including international travel re-opening and any retirement or decisions to leave the HSE being deferred over the COVID-19 years. Comparing the Q1 2024 rate to the same periods in 2023 and 2022, turnover is showing a downward trend. This is likely attributable to both the return to the rates seen pre COVID-19 and the current impact of the recruitment measures across services.



When compared to previous years, the Q1 2024 turnover rate of **1.8%** is the lowest it has been at this time of the year in the last 3 years, with Q1 2023 at 2.2% and Q1 2022 at 2.4%. It is a marginal increase of 0.4% in comparison to Q1 2021 which reported 1.4% at the time.



Turnover trending by Staff Category

Turnover Rate Trending by Staff Category	Overall	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
YTD Mar 2024	1.8%	1.9%	1.9%	2.1%	1.5%	1.5%	1.7%
2023	8.9%	9.6%	8.7%	10.8%	8.7%	8.0%	8.2%
Q4 2023	2.0%	2.0%	2.2%	2.3%	1.8%	1.5%	1.9%
Q3 2023	2.4%	3.1%	2.3%	2.9%	2.4%	2.7%	2.2%
Q2 2023	2.2%	2.1%	2.2%	2.8%	2.4%	1.9%	2.1%
Q1 2023	2.2%	2.4%	2.0%	2.8%	2.2%	1.9%	2.1%
2022	10.2%	11.6%	9.9%	12.6%	9.9%	7.7%	10.0%
Q4 2022	2.2%	2.4%	2.4%	2.5%	2.0%	1.6%	2.2%
Q3 2022	3.2%	3.9%	2.8%	3.9%	3.0%	2.5%	3.6%
Q2 2022	2.4%	2.4%	2.3%	3.1%	2.6%	1.8%	2.0%
Q1 2022	2.4%	2.9%	2.4%	3.1%	2.2%	1.7%	2.2%
2021	7.7%	9.8%	7.7%	9.6%	7.4%	6.3%	6.8%
Q4 2021	2.1%	2.2%	2.2%	2.4%	2.0%	1.7%	1.9%
Q3 2021	2.6%	2.7%	2.5%	3.4%	2.5%	2.4%	2.2%
Q2 2021	1.6%	2.1%	1.5%	2.0%	1.5%	1.3%	1.4%
Q1 2021	1.4%	2.9%	1.5%	1.8%	1.3%	0.9%	1.2%
2020	6.7%	7.8%	6.4%	7.9%	5.3%	5.2%	7.7%
Q4 2020	1.7%	2.0%	1.9%	2.0%	1.5%	1.4%	1.5%
Q3 2020	2.3%	2.4%	1.8%	2.5%	1.4%	1.4%	3.7%
Q2 2020	1.2%	1.3%	1.2%	1.4%	1.1%	1.1%	1.3%
Q1 2020	1.4%	2.0%	1.4%	1.9%	1.3%	1.4%	1.3%
2019	5.9%	7.6%	6.0%	8.1%	5.4%	4.6%	4.9%
Q4 2019	1.4%	1.5%	1.4%	1.7%	1.2%	1.0%	1.3%
Q3 2019	1.8%	2.7%	1.8%	2.6%	1.7%	1.6%	1.4%
Q2 2019	1.4%	1.5%	1.4%	1.9%	1.3%	1.1%	1.1%
Q1 2019	1.3%	2.0%	1.3%	1.9%	1.3%	1.0%	1.0%

Turnover trending by Care Group

Turnover Rate Trending by Care Group	Turnover %	National Ambulance Service	Acute Hospital Services	Acute Services	Community Health & Wellbeing	Mental Health	Primary Care	Disabilities	Older People	CHO Operations	Community Services	National Services & Central Functions
YTD Mar 2024	1.8%	1.6%	1.9%	1.9%	1.9%	1.6%	1.6%	1.8%	1.5%	1.7%	1.6%	1.5%
2023	8.9%	6.3%	9.3%	9.2%	21.2%	8.1%	8.1%	9.7%	7.4%	9.5%	8.6%	7.6%
Q4 2023	2.0%	1.8%	2.1%	2.1%	0.7%	1.9%	1.7%	2.4%	1.8%	1.0%	2.0%	1.6%
Q3 2023	2.4%	1.0%	2.5%	2.5%	8.3%	2.0%	2.3%	2.6%	1.9%	2.7%	2.3%	2.2%
Q2 2023	2.2%	1.3%	2.3%	2.2%	6.8%	1.9%	1.9%	2.5%	1.8%	2.8%	2.1%	1.6%
Q1 2023	2.1%	2.1%	2.3%	2.2%	2.6%	1.8%	1.8%	2.1%	1.6%	2.1%	1.9%	1.9%
2022	10.2%	12.0%	10.5%	10.5%	10.5%	9.3%	13.0%	9.2%	8.0%	14.8%	9.8%	10.3%
Q4 2022	2.2%	5.0%	2.4%	2.4%	0.8%	2.1%	1.9%	2.3%	1.8%	2.1%	2.0%	1.6%
Q3 2022	3.2%	2.4%	3.1%	3.0%	5.3%	2.9%	5.6%	2.6%	2.6%	5.6%	3.4%	3.6%
Q2 2022	2.4%	1.8%	2.5%	2.5%	2.1%	2.1%	3.1%	2.2%	1.8%	2.3%	2.3%	2.5%
Q1 2022	2.4%	2.8%	2.6%	2.6%	2.3%	2.2%	2.4%	2.1%	1.9%	20.9%	2.1%	2.6%
2021	7.7%	5.0%	8.2%	8.1%	7.8%	5.8%	9.4%	7.4%	5.7%		7.1%	8.5%
Q4 2021	2.1%	1.5%	2.3%	2.2%	2.9%	1.4%	2.3%	1.8%	1.7%		1.8%	2.9%
Q3 2021	2.6%	1.4%	2.8%	2.7%	3.0%	2.1%	3.7%	2.3%	1.7%		2.4%	2.7%
Q2 2021	1.6%	1.1%	1.6%	1.6%		1.1%	1.9%	1.7%	1.4%		1.6%	1.3%
Q1 2021	1.4%	1.0%	1.6%	1.5%	1.7%	1.1%	1.5%	1.6%	0.9%		1.3%	1.5%
2020	6.7%	8.2%	7.5%	7.6%	2.6%	4.5%	5.8%	6.0%	6.6%		5.9%	5.5%
Q4 2020	1.7%	2.4%	2.0%	2.0%	1.7%	1.0%	1.5%	1.6%	1.2%		1.4%	1.8%
Q3 2020	2.3%	2.2%	2.6%	2.6%	0.6%	1.3%	1.8%	1.6%	3.2%		2.0%	1.1%
Q2 2020	1.2%	2.3%	1.3%	1.4%		1.0%	1.3%	1.1%	1.1%		1.1%	1.1%
Q1 2020	1.4%	1.2%	1.5%	1.5%		1.2%	1.3%	1.7%	1.1%		1.4%	1.5%
2019	5.9%	5.1%	6.3%	6.3%		5.4%	5.2%	6.7%	3.9%		5.4%	6.7%
Q4 2019	1.4%	1.6%	1.3%	1.3%		1.3%	1.0%	1.7%	1.1%		1.3%	1.5%
Q3 2019	1.8%	0.9%	2.1%	2.1%		1.6%	1.8%	1.8%	1.1%		1.6%	1.9%
Q2 2019	1.4%	1.6%	1.5%	1.5%		1.3%	1.4%	1.5%	0.8%		1.2%	1.6%
Q1 2019	1.3%	1.0%	1.4%	1.4%		1.1%	1.0%	1.7%	1.0%		1.2%	1.6%

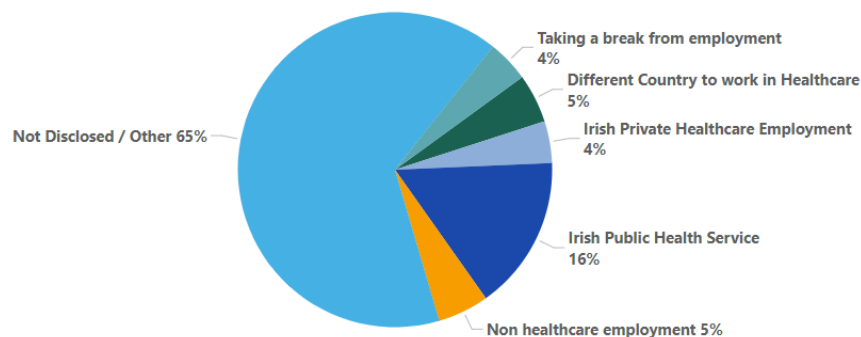
Destination and Movement of Leavers

As noted at the outset of this report, a project initiated in 2023 has enabled the development and reporting of greater data on reasons and destination for leavers. This development is enabling us better report on both internal and external staff movement and the destination of those movers.

As a first report of this new dataset, it will take time for this new reporting approach to embed across our services, and ultimately for data reporting to be more complete. Nonetheless, it provides greater insights into the movement of our staff both within and outside of our publicly funded health service.

From the data received in Q1 2024, we can identify **16%** of movement that is within the Irish Public Health Service (i.e. those leaving one part of our services to join another part), **18%** relates to those exiting the public health service (those leaving the publicly funded health service altogether), with **65%** of movement not disclosed with less than 1% owing to other Movement (eg. dismissal, death in service).

Destination of Leavers Q1 2024



Using these three categories - **External Movement**, **Internal Movement** and **Not Disclosed / Other** has enabled greater insights into the reporting on turnover to better understand and inform decisions.

Turnover Rate by Staff Group / Staff Category	Q1 2024	External Movement	Internal Movement	Not Disclosed / Other
Total Health Service	1.8%	0.3%	0.3%	1.2%
Consultants	1.8%	0.2%	0.5%	1.2%
Registrars**				
SHO/ Interns**				
Medical/ Dental, other	2.4%	0.2%	0.4%	1.8%
Medical & Dental	1.9%	0.2%	0.5%	1.3%
Nurse/ Midwife Manager	1.2%	0.1%	0.2%	0.9%
Nurse/ Midwife Specialist & AN/MP	1.2%	0.2%	0.2%	0.7%
Staff Nurse/ Staff Midwife	2.2%	0.5%	0.4%	1.3%
Public Health Nurse	0.8%	0.2%	0.2%	0.4%
Nursing/ Midwifery Student**	7.9%	0.9%	3.8%	3.2%
Nursing/ Midwifery other	2.5%	0.7%	0.5%	1.2%
Nursing & Midwifery	1.9%	0.4%	0.3%	1.1%
Therapy Professions	2.2%	0.5%	0.7%	1.0%
Health Science/ Diagnostics	1.7%	0.2%	0.4%	1.0%
Social Care	1.8%	0.1%	0.1%	1.6%
Social Workers	2.1%	0.2%	0.6%	1.3%
Psychologists	2.2%	0.4%	0.5%	1.3%
Pharmacy	2.4%	0.3%	0.9%	1.2%
H&SC, Other	2.7%	0.3%	0.1%	2.2%
Health & Social Care Professionals	2.1%	0.3%	0.5%	1.2%
Management (VIII & above)	1.3%	0.4%	0.1%	0.8%
Administrative/ Supervisory (V to VII)	1.3%	0.3%	0.2%	0.9%
Clerical (III & IV)	1.6%	0.4%	0.2%	1.0%
Management & Administrative	1.5%	0.4%	0.2%	0.9%
Support	1.5%	0.2%	0.1%	1.2%
Maintenance/ Technical	1.2%	0.3%	0.1%	0.8%
General Support	1.5%	0.2%	0.1%	1.1%
Health Care Assistants	1.7%	0.2%	0.2%	1.3%
Home Help	1.7%	0.2%	0.0%	1.5%
Ambulance Staff	1.7%	0.5%	0.3%	1.0%
Care, other	1.9%	0.3%	0.2%	1.3%
Patient & Client Care	1.7%	0.2%	0.2%	1.3%

In overall terms, of the 1.8% reported turnover rate, 35% is identifiable as owing to Internal and external movement with the remainder Not Disclosed. Of this 35%, **Medical & Dental** and **HSCP** are showing a higher proportion of reported leavers as internal movers. This means that they are not leaving the health service but rather are moving within our services. This is particularly interesting in the **HSCP** category as it is reporting the highest overall rate of turnover at 2.1%. The second highest reported turnover rate is in **Nursing and Midwifery** at 1.9%, with a rate of 0.4% identified as external movement (i.e. leaving the publicly funded health service). **General Support**, recorded the lowest overall turnover rate of 1.5%, appears as the lowest staff category with **Internal Movement** (0.1%). It is important to interpret these first responses with some caution on the basis of the high proportion of the reports that are currently not disclosed. The expectation is that this data will improve over time.

External Movement by Health Region / Staff Category Q1 2024

External Movement by Health Region Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
External Rate	0.3%	0.2%	0.4%	0.3%	0.4%	0.2%	0.2%
HSE Dublin & Midlands	0.2%	0.2%	0.2%	0.2%	0.2%	0.1%	0.2%
HSE Dublin & North East	0.2%		0.3%	0.3%	0.4%	0.1%	0.2%
HSE Dublin & South East	0.4%	0.1%	0.4%	0.4%	0.5%	0.3%	0.4%
HSE Midwest	0.6%	0.3%	0.9%	0.4%	0.7%	0.3%	0.2%
HSE South West	0.4%	0.1%	0.5%	0.5%	0.3%	0.5%	0.3%
HSE West & North West	0.4%	0.6%	0.5%	0.4%	0.4%	0.3%	0.1%
National	0.4%		0.3%	0.2%	0.5%	0.5%	0.4%

At Health Region level, **HSE Midwest** reports the highest external movement rates at **0.6%**.

Based on reported internal movement, **HSE West & North West** reports internal movement at **0.1%**, the lowest of the six Health Regions and National.

Internal Movement by Health Region / Staff Category Q1 2024

Internal Movement by Health Region Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Internal Rate	0.3%	0.5%	0.3%	0.5%	0.2%	0.1%	0.2%
HSE Dublin & Midlands	0.4%	0.6%	0.5%	0.6%	0.2%	0.2%	0.3%
HSE Dublin & North East	0.3%	0.3%	0.3%	0.7%	0.2%	0.1%	0.2%
HSE Dublin & South East	0.3%	0.4%	0.4%	0.4%	0.2%	0.0%	0.2%
HSE Midwest	0.2%		0.3%	0.3%	0.2%	0.1%	0.1%
HSE South West	0.3%	0.6%	0.4%	0.3%	0.4%	0.1%	0.1%
HSE West & North West	0.1%	0.3%	0.2%	0.2%	0.0%		0.0%
National	0.3%	1.7%		0.6%	0.2%	0.2%	0.3%

The detail on Not Disclosed / Other Movement rates, **HSE Dublin & Midlands** reports the highest at **1.4%** while the highest Staff Category within this health region being **Patient & Client Care** at **1.6%**.

Not Disclosed / Other Movement by Health Region / Staff Category Q1 2024

Not Disclosed / Other Movement by Health Region Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Not Disclosed / Other Rate	1.2%	1.3%	1.1%	1.2%	0.9%	1.1%	1.3%
HSE Dublin & Midlands	1.4%	1.2%	1.5%	1.3%	1.3%	1.4%	1.6%
HSE Dublin & North East	1.1%	1.1%	1.2%	1.4%	0.9%	1.0%	0.8%
HSE Dublin & South East	1.3%	1.8%	0.9%	1.6%	1.2%	1.0%	1.7%
HSE Midwest	0.9%	1.4%	0.8%	1.1%	0.3%	0.7%	1.2%
HSE South West	1.1%	0.7%	1.3%	0.8%	0.6%	1.2%	1.5%
HSE West & North West	1.0%	1.5%	0.8%	1.1%	1.0%	1.4%	1.2%
National	0.8%	1.7%	0.8%	0.4%	0.8%	0.7%	0.9%

External Movement by Care Group / Staff Category Q1 2024

External Movement by Care Group Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
External Rate	0.3%	0.2%	0.4%	0.3%	0.4%	0.2%	0.2%
National Ambulance Service	0.4%						0.4%
Acute Hospital Services	0.3%	0.2%	0.4%	0.4%	0.2%	0.3%	0.2%
Acute Services	0.3%	0.2%	0.4%	0.4%	0.2%	0.3%	0.3%
Community Health & Wellbeing	0.5%				0.7%		0.5%
Mental Health	0.4%	0.2%	0.5%	0.4%	0.4%	0.3%	0.1%
Primary Care	0.3%	0.3%	0.3%	0.4%	0.5%		0.4%
Disabilities	0.2%		0.2%	0.2%	0.5%		0.2%
Older People	0.3%		0.4%	0.7%	0.5%	0.1%	0.2%
CHO Operations	0.9%				1.1%		
Community Services	0.3%	0.2%	0.4%	0.3%	0.5%	0.1%	0.2%
National Services & Central Functions	0.5%		0.6%	0.2%	0.5%	0.5%	

As noted, external movement indicates a rate of **0.3%**. Although one of the lowest populated care groups, **CHO Operations** records the highest external movement rate of **0.9%**. **National Services & Central Functions** are the only service reporting above the overall External rate (0.3%) at **0.5%**.

Internal Movement by Care Group / Staff Category Q1 2024

Internal Movement by Care Group Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Internal Rate	0.3%	0.5%	0.3%	0.5%	0.2%	0.1%	0.2%
National Ambulance Service	0.2%						0.3%
Acute Hospital Services	0.4%	0.5%	0.5%	0.6%	0.2%	0.1%	0.2%
Acute Services	0.4%	0.5%	0.5%	0.6%	0.2%	0.1%	0.2%
Community Health & Wellbeing	0.5%						0.9%
Mental Health	0.1%	0.2%	0.1%	0.4%	0.2%		0.1%
Primary Care	0.2%	0.1%	0.2%	0.5%	0.2%		0.1%
Disabilities	0.2%		0.1%	0.3%	0.2%		0.2%
Older People	0.1%		0.1%	0.7%	0.1%	0.1%	0.1%
CHO Operations							
Community Services	0.2%	0.1%	0.1%	0.4%	0.2%	0.0%	0.1%
National Services & Central Functions	0.3%	1.8%		0.4%	0.2%	0.3%	

In direct contrast to their external movement rates, **National Services & Central Functions** are the only service below the overall rate (1.2%) under **Not Disclosed / Other Movement** reporting at **0.8%**. **Disabilities**, on the other hand, report as the lowest care group in External Movement (**0.2%**) but the highest in the **Not Disclosed / Other Movement** category at **1.4%**.

Not Disclosed / Other Movement by Care Group / Staff Category Q1 2024

Not Disclosed / Other Movement by Care Group Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Not Disclosed / Other Rate	1.2%	1.3%	1.1%	1.2%	0.9%	1.1%	1.3%
National Ambulance Service	1.0%			5.0%	0.5%		1.0%
Acute Hospital Services	1.2%	1.2%	1.2%	1.4%	1.0%	1.1%	1.1%
Acute Services	1.2%	1.2%	1.2%	1.4%	1.0%	1.1%	1.1%
Community Health & Wellbeing	0.9%			3.4%	0.7%		0.9%
Mental Health	1.0%	1.1%	1.0%	0.8%	0.7%	1.8%	1.4%
Primary Care	1.0%	1.5%	0.8%	0.8%	1.1%	1.2%	1.2%
Disabilities	1.4%	2.4%	1.3%	1.4%	1.0%	0.9%	1.5%
Older People	1.1%	1.3%	0.9%	0.9%	0.5%	1.1%	1.3%
CHO Operations	0.8%		1.9%	2.6%	0.5%		
Community Services	1.2%	1.4%	1.0%	1.1%	0.9%	1.2%	1.4%
National Services & Central Functions	0.8%	1.8%	1.5%	0.2%	0.8%	0.8%	

External Movement by HG & CHO / Staff Category Q1 2024

External Movement by HG / CHO Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
External Rate	0.3%	0.2%	0.4%	0.3%	0.4%	0.2%	0.2%
National Ambulance Service	0.4%						0.4%
Children's Health Ireland							
Dublin Midlands Hospital Group	0.2%	0.3%	0.2%	0.2%	0.1%	0.2%	0.2%
Ireland East Hospital Group	0.3%	0.1%	0.4%	0.5%	0.1%	0.2%	0.2%
RCSI Hospitals Group	0.2%		0.3%	0.4%	0.2%	0.1%	0.3%
Saolta University Hospital Care	0.6%	0.6%	0.7%	0.5%	0.5%	0.4%	0.2%
South/South West Hospital Group	0.5%		0.6%	0.5%	0.3%	0.5%	0.4%
University of Limerick Hospital Group	0.7%		0.9%	0.3%	0.7%	0.5%	0.4%
Other Acute Services							
Acute Services	0.3%	0.2%	0.4%	0.4%	0.2%	0.3%	0.3%
CHO 1	0.4%	0.7%	0.3%	1.0%	0.5%		0.2%
CHO 2	0.0%				0.1%		0.0%
CHO 3	0.5%	0.9%	0.9%	0.4%	0.6%		0.2%
CHO 4	0.4%	0.3%	0.5%	0.5%	0.2%	0.2%	0.3%
CHO 5	0.4%		0.3%	0.4%	0.5%		0.5%
CHO 6	0.5%		0.5%	0.2%	1.7%	0.8%	0.2%
CHO 7	0.3%		0.2%	0.4%	0.4%		0.3%
CHO 8	0.2%		0.1%	0.2%	0.6%		0.1%
CHO 9	0.3%		0.4%	0.2%	0.4%		0.1%
Other Community Services	0.1%				0.3%		
Community Services	0.3%	0.2%	0.4%	0.3%	0.5%	0.1%	0.2%
National Services & Central Functions	0.5%		0.6%	0.2%	0.5%	0.5%	

Within Acute Services, **University of Limerick Hospital Group** (0.7%) is reported to have the highest external movement and **Dublin Midlands Hospital Group** (0.7%) the highest internal rate.

Looking across **Community Services**, **CHO 6** reports as the highest external rate at **0.5%**, the highest internal rate at **0.4%** and also the highest overall turnover rate of **2.0%**.

Internal Movement by HG & CHO / Staff Category Q1 2024

Internal Movement by HG / CHO Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Internal Rate	0.3%	0.5%	0.3%	0.5%	0.2%	0.1%	0.2%
National Ambulance Service	0.2%						0.3%
Children's Health Ireland	0.3%	0.6%	0.3%	0.1%	0.3%	0.4%	1.2%
Dublin Midlands Hospital Group	0.7%	0.8%	0.8%	1.2%	0.3%	0.2%	0.3%
Ireland East Hospital Group	0.3%	0.4%	0.4%	0.4%	0.1%		0.3%
RCSI Hospitals Group	0.3%	0.4%	0.3%	0.8%	0.3%	0.2%	0.1%
Saolta University Hospital Care	0.1%	0.5%	0.2%	0.2%	0.1%		
South/South West Hospital Group	0.5%	0.8%	0.7%	0.3%	0.4%	0.2%	
University of Limerick Hospital Group	0.3%		0.4%	0.5%	0.2%	0.1%	0.2%
Other Acute Services							
Acute Services	0.4%	0.5%	0.5%	0.6%	0.2%	0.1%	0.2%
CHO 1	0.1%		0.1%	0.2%			0.1%
CHO 2	0.1%		0.1%	0.2%			
CHO 3	0.1%		0.1%	0.1%	0.1%		0.0%
CHO 4	0.1%	0.3%		0.3%	0.3%		0.1%
CHO 5	0.2%	0.7%	0.2%	0.3%	0.1%		0.2%
CHO 6	0.4%		0.5%	0.5%	0.6%	0.4%	0.2%
CHO 7	0.2%		0.1%	0.3%	0.1%		0.3%
CHO 8	0.1%		0.1%	0.4%			0.1%
CHO 9	0.3%		0.2%	0.6%	0.2%		0.3%
Other Community Services	0.4%			2.8%	0.3%		
Community Services	0.2%	0.1%	0.1%	0.4%	0.2%	0.0%	0.1%
National Services & Central Functions	0.3%	1.8%		0.4%	0.2%	0.3%	

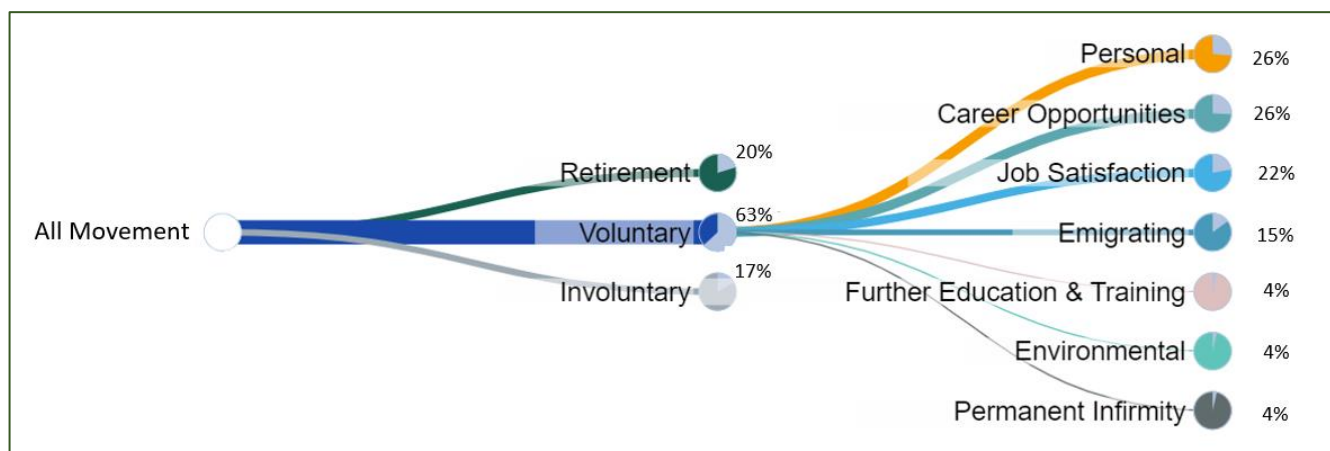
Not Disclosed / Other Movement by HG & CHO / Staff Category Q1 2024

Not Disclosed / Other Movement by HG / CHO Q1 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Not Disclosed / Other Rate	1.2%	1.3%	1.1%	1.2%	0.9%	1.1%	1.3%
National Ambulance Service	1.0%			5.0%	0.5%		1.0%
Children's Health Ireland	1.9%	1.3%	2.0%	1.8%	2.3%	1.9%	1.2%
Dublin Midlands Hospital Group	1.5%	0.7%	1.5%	2.2%	0.9%	1.6%	2.0%
Ireland East Hospital Group	1.3%	2.0%	1.1%	1.8%	1.5%	1.0%	1.0%
RCSI Hospitals Group	1.1%	0.9%	1.2%	1.2%	1.0%	1.1%	0.7%
Saolta University Hospital Care	0.9%	1.3%	0.8%	1.2%	0.7%	1.1%	0.7%
South/South West Hospital Group	1.0%	1.2%	1.3%	0.4%	0.4%	1.1%	1.1%
University of Limerick Hospital Group	0.7%	2.0%	0.7%	1.0%	0.3%	0.5%	0.5%
Other Acute Services	0.6%				1.0%		
Acute Services	1.2%	1.2%	1.2%	1.4%	1.0%	1.1%	1.1%
CHO 1	0.8%	2.1%	0.7%	0.2%	1.0%	1.8%	0.8%
CHO 2	1.4%	1.5%	1.0%	1.2%	1.7%	1.8%	1.7%
CHO 3	1.1%		1.0%	1.1%	0.4%	1.2%	1.4%
CHO 4	1.3%		1.3%	1.1%	0.8%	1.4%	1.5%
CHO 5	1.3%	2.1%	0.6%	1.4%	0.7%	1.6%	1.9%
CHO 6	1.0%	0.7%	0.6%	1.4%	0.4%		1.8%
CHO 7	1.2%	2.3%	1.2%	1.2%	0.8%	0.8%	1.4%
CHO 8	1.2%	3.1%	1.2%	0.8%	1.2%	1.5%	1.3%
CHO 9	1.1%	2.0%	1.3%	1.2%	0.8%	0.8%	0.9%
Other Community Services	0.2%		0.3%	1.4%			
Community Services	1.2%	1.4%	1.0%	1.1%	0.9%	1.2%	1.4%
National Services & Central Functions	0.8%	1.8%	1.5%	0.2%	0.8%	0.8%	

Reasons for Leaving Q1 2024

Reasons for leaving reporting has also been enhanced from the project we initiated in late 2023 as noted earlier. Similarly to destination, we expect that this change will take time to take effect and embed across all services albeit that this element of the reporting, provides 97% reporting rate aligned to Leaving Reasons. This is explained whereby leavers reported on their reasons but did not all report on their destination. So we will better understand their reasons for leaving but at this stage of reporting, have less definitive data on their destination on leaving owing to a significantly lower level of reporting on that element of the new report.

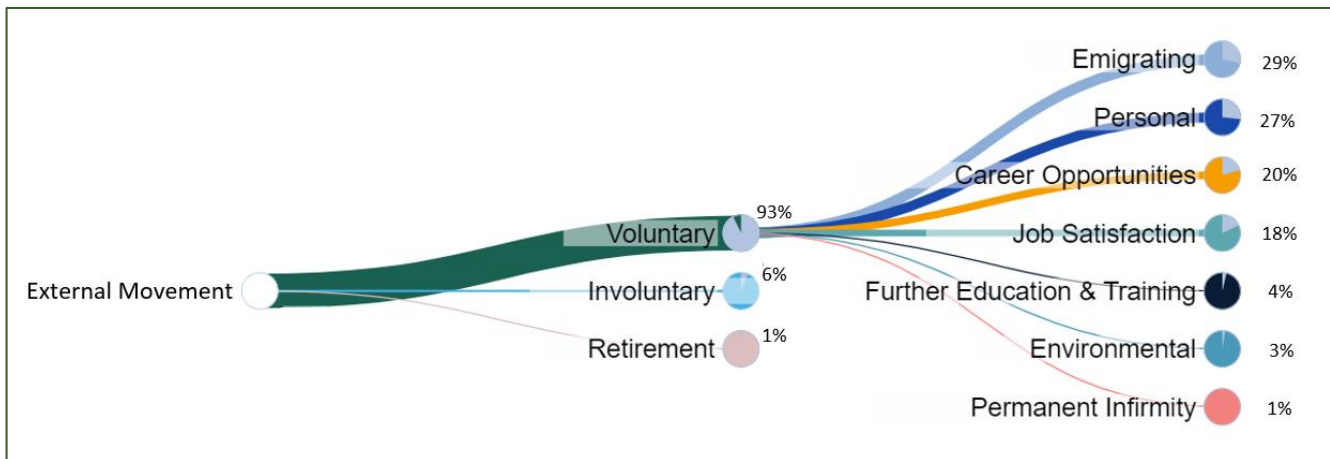
Leaver Reasons Q1 2024



Leaving reasons are captured firstly as displayed above, as either Retirement, Involuntary and Voluntary. Retirement in of itself is a reason, and involuntary refers to those for whom a contract has ended (temporary contract e.g. end of a training contract in the main/ dismissal etc). The third category is Voluntary and is particularly important as these are staff that have made a personal decision to leave their current job. It is this latter category that we focus on in this report.

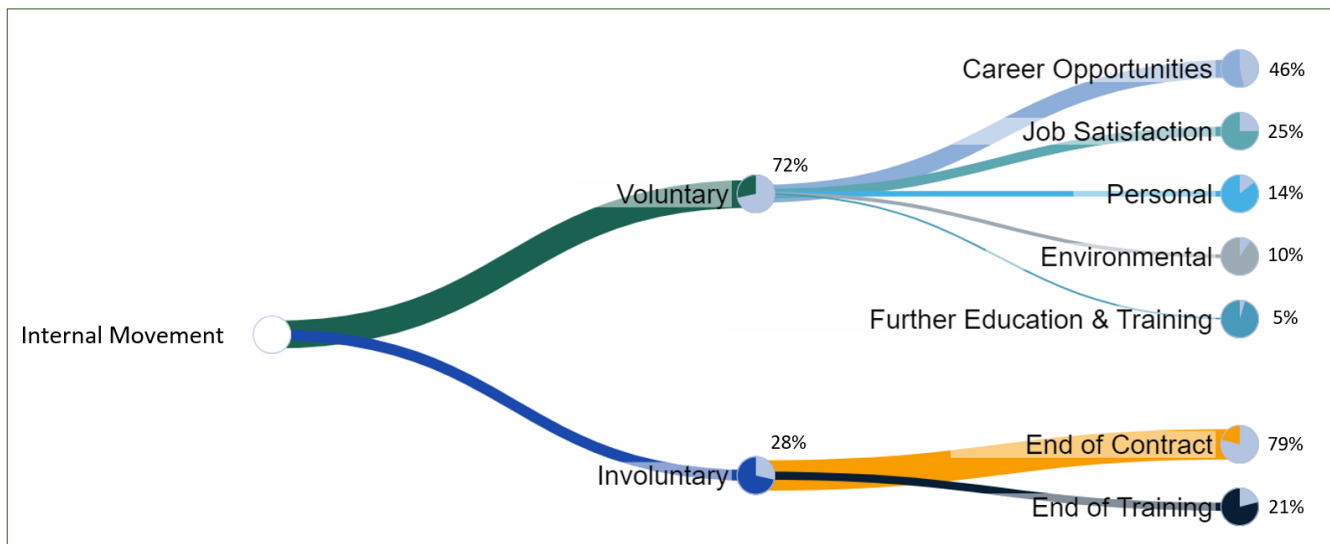
Across all leavers (External, Internal and Not Disclosed/ Other) those **voluntarily** leaving or moving reported three main reasons – i.e. making up close to three quarters of the reasons for leaving; **Personal** (26%), **Career Opportunities** (26%) and **Job Satisfaction** (22%). Thereafter, **15%** have noted **Emigration** as the primary reason with lower proportions reporting on other reasons as set out in the above graph.

External Movement Reasons Q1 2024



Of the 18% of movers leaving the public health service who provided a valid destination on leaving, **29%** of those who voluntarily left reported doing so for reasons of **Emigration**. A further **27%** left for **Personal Reasons** with **20%** noting for **Career Opportunities** outside the Irish Public Health Service.

Internal Movement Reasons Q1 2024



Of those **Internal Movers** who provided a reason, **almost three quarters** were **Voluntary** movers with **Career Opportunities** (46%) and **Job Satisfaction** (25%) accounting for **over 70%** of these movements.

Conclusions

This is the first report to provide new data and analysis on reasons and destination through the new developments in reporting.

As a new development, it is expected to take time to embed across services from which to further enhance reporting and analysis to inform decisions across our services on our workforce. In these early reporting stages, the data therefore should be reviewed with some caution, and particularly in relation to leaving destination.

Notes & Caveats

This report is intended to allow for analysis on staff turnover and figures are expressed as headcount leavers as a percentage of the average headcount for the period.

Turnover rates are impacted by staffing levels with resignations, retirements, end of contracts and other reasons (including moves to other health sector employers) captured as a leaver from our service.

Health Service turnover is distorted by the multiplicity of employers and HSE payrolls where staff leaving one employer but remaining within the service are included in the statistics.

Material impacts are observed, including:

- Multiple payroll sites/ employers in the sector
- Proportion of fixed-term, specified purpose & other short term contracts (e.g. medical locum)
- Age profile of the staff cohort
- Promotions to other sites or services (particularly relevant in nursing where nurse manager positions draw on the staff nurse population for example)
- Personnel changing categories (perhaps through qualifications gained, HCAs entering nurse training) etc.
- Registrars, SHO's/intern, HSCP Trainees, Psychologist Trainees rotations **
- Pre-registration nursing and midwifery internship students on clinical practice placement.**

*The 2023 Annual Turnover Rate is reported provisionally at ***8.9%**. St. Lukes Oncology Network and South Infirmary Victoria University Hospital have not made complete 2023 returns so are excluded from all calculations in 2023.

**In order to normalise this rate the calculation for Registrars and SHO's/Interns, (the majority of whom are on rotation within the services) and Pre-Registration Nursing and Midwifery Internship students where, a) their contract has ended and b) may continue in employment as staff nurses have been adjusted to take account of these rotations/ movement (adjusted from the calculation to provide an adjusted rate. Therefore the rate provided excludes these cadres of staff as they are expected movement within services for reasons related to their training / education programmes). From 1st January 2023, HSCP Trainees and Psychologist, Trainee Clinical grades were also added to this adjustment calculation.

At the end of each year a full SAP refresh report is ran to include those Leavers who's details were entered late onto the system. This may result in the final year figures differing slightly to the "point in time" quarterly reports ran throughout the year.

In March 2024, several hospitals moved to new Hospital Groups (details below). Going forward all Turnover reports will reflect it on both trending and data:

Hospital	Previous Hospital Group	New Hospital Group
Our Lady's Hospital Navan	Ireland East Hospital Group	RCSI Hospitals Group
Mater Misericordiae University Hospital	Ireland East Hospital Group	RCSI Hospitals Group
Cappagh National Orthopaedic Hospital	Ireland East Hospital Group	RCSI Hospitals Group
MRH Mullingar	Ireland East Hospital Group	Dublin Midlands Hospital Group
UH Waterford	South/South West Hospital Group	Ireland East Hospital Group
Lourdes Orthopaedic Hospital Kilcreene	South/South West Hospital Group	Ireland East Hospital Group
South Tipperary General Hospital	South/South West Hospital Group	Ireland East Hospital Group

Beginning February 2024, 6 new S38 Voluntary Agencies were added to the database and will form part of all future Turnover calculation:

S38 Voluntary Agency
Galway Hospice Foundation
St Francis Hospice
Milford Care Centre
Milford Care Centre OP
Marymount University Hospital & Hospice
Marymount University Hospital & Hospice OP

Internal Movement figures are drawn from the assumption where a leaving action of “Other Health Board/Agency” is selected, a SAP Movement Category of “Transfer” is selected or a Destination of “Irish Public Health Service” is selected.

External Movement figures are drawn from the assumption where a leaving action outside of “Other Health Board/Agency” is selected AND the destination is not “Irish Public Health Service”

Internal and External Movement is broken into 3 categories:

Movement Category	Movement Detail
Voluntary	Refers to those staff which voluntarily exit or move with the HSE
Involuntary	Refers to those staff which involuntarily exit or move with the HSE
Retirement	Refers to those staff who retire from the HSE

Destination is not currently a mandatory field so the data in this report is reflective of the numbers who have completed it at the time of exit.