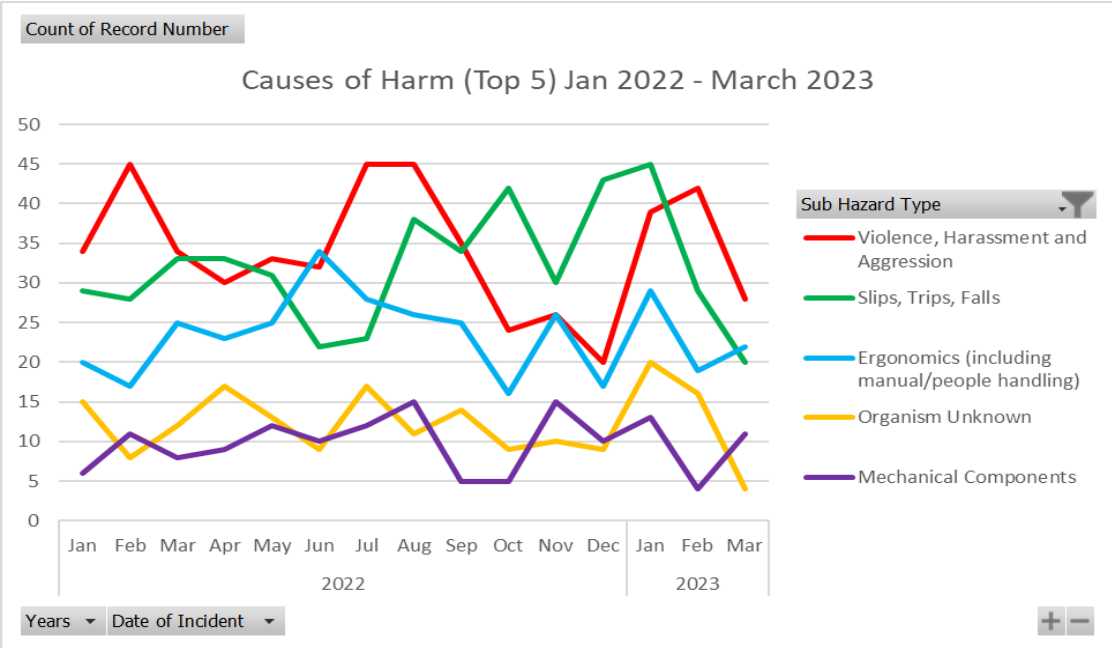


National HR Dashboard No 2
People & Culture Committee
May 2023 meeting
- Internal Management Data



National HR - Health & Safety - Causes of Harm Jan 2022- Mar 2023



Please note that the following conditions apply to the data:

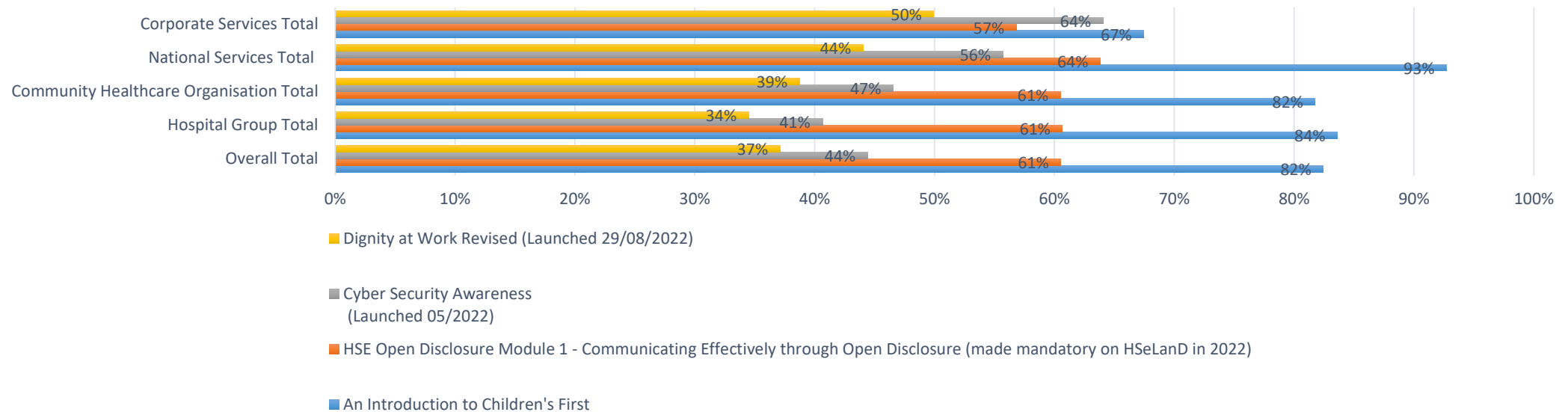
- The report relates to the top 5 causes of harm that have been reported on NIMS between 01/01/2022 and 31/03/2023 (excluding virus).
- The persons involved in the incidents include Panel Staff/Agency/Locum, Staff Member, Volunteer, Work Placement/Trainee and External Contractors.
- The report relates to Category 1 Major/Extreme and Category 2 Moderate incidents as per the HSEs Risk Impact Table.
- This report is correct as of 19/04/2023
- Includes: Voluntary Organisations

Sub Hazard Type	Count of Record Number
Violence, Harassment and Aggression	512
Slips, Trips, Falls	480
Ergonomics (including manual/people handling)	352
Organism Unknown	184
Mechanical Components	146
Grand Total	1674

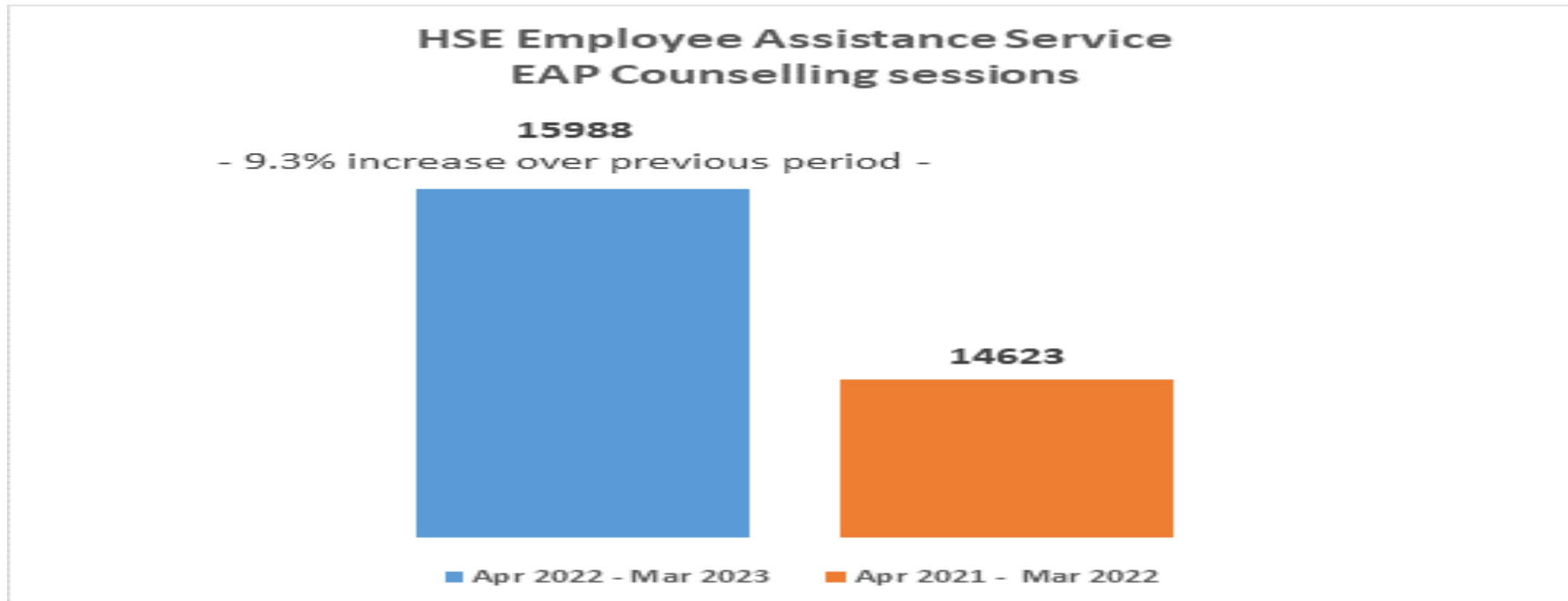
National HR - HSELand –3 year compliance percentage completion by Headcount- to end March 2023

	An Introduction to Children's First	HSE Open Disclosure Module 1 - Communicating Effectively through Open Disclosure (made mandatory on HSeLand in 2022)	Cyber Security Awareness (Launched 05/2022)	Dignity at Work Revised (Launched 29/08/2022)
Overall Total	82%	61%	44%	37%
Hospital Group Total	84%	61%	41%	34%
Community Healthcare Organisation Total	82%	61%	47%	39%
National Services Total	93%	64%	56%	44%
Corporate Services Total	67%	57%	64%	50%

Three Year Compliance Percentage Completion by Headcount



Employee Assistance Programme (EAP) Counselling Sessions April 2022-March 2023 v April 2021-March 2022



National HR – Resourcing & Recruitment by Acutes, Community & Corporate

Pay and Numbers Strategy- March: 2023

Staff Category/ Service Area	Target Increase	Mar-23 Target	Change Mar	YTD Target Mar-23	Change 2023	Var to Mar 23	Var to Dec-23	% Var Mar	% Var Dec
Medical & Dental	+411	+84	+125	+78	+133	+56	-278	+0.5%	-2.6%
Nursing & Midwifery	+1,589	+155	+113	+562	+642	+80	-947	+0.3%	-3.2%
Health & Social Care Prof	+456	+4	+46	+28	+89	+60	-367	+0.6%	-3.8%
Management & Admin	+546	+55	+111	+175	+293	+118	-253	+1.0%	-2.1%
General Support	+100	+18	-4	+43	+62	+19	-38	+0.3%	-0.5%
Patient & Client Care	+298	+51	+108	+76	+181	+104	-117	+1.2%	-1.4%
Acute (incl. NAS)	+3,401	+366	+500	+962	+1,400	+437	-2,000	+0.6%	-2.6%
Medical & Dental	+80	-2	+17	-26	-29	-4	-110	-0.2%	-4.8%
Nursing & Midwifery	+350	+8	-34	+274	+220	-54	-130	-0.3%	-0.8%
Health & Social Care Prof	+514	+71	+81	+157	+135	-22	-379	-0.2%	-3.8%
Management & Admin	+506	+10	+74	+177	+313	+136	-193	+1.8%	-2.4%
General Support			+5		+1	+1	+1	+0.0%	+0.0%
Patient & Client Care	+701	+58	-30	+125	-93	-218	-794	-1.1%	-3.8%
Community Services	+2,151	+145	+114	+707	+547	-160	-1,604	-0.3%	-2.7%
Medical & Dental	+9	-1	+1	+0	+4	+4	-4	+1.8%	-1.8%
Nursing & Midwifery	+11	+7	+1	+7	+5	-2	-6	-0.6%	-2.0%
Health & Social Care Prof	+30	+3	+3	-1	+6	+6	-24	+0.7%	-2.7%
Management & Admin	+408	+38	+38	+110	+135	+24	-273	+0.5%	-5.7%
General Support			-5		-3	-3	-3	-1.0%	-1.0%
Patient & Client Care	+1	+0	-1	+0	-1	-1	-2	-6.9%	-9.6%
Central Services	+459	+47	+38	+116	+145	+29	-314	+0.5%	-4.7%