



**Pleanáil agus Faisnéis Straitéiseach d'Fhórsa**

Ionad Gnó Shoird  
Bóthar Bhaile Anraí, Sord.  
Co. Átha Cliath, K67D8H0

**Strategic Workforce Planning & Intelligence**

Health Service Executive  
Swords Business Campus, Balheary Road  
Swords,  
Co. Dublin, K67D8H0

13 February 2019

Deputy Clare Daly  
Dáil Éireann  
Leinster House  
Dublin 2

PQ 4535/19: To ask the Minister for Health the turnover of nursing and midwifery staff across the health service over 2017

Dear Deputy Daly,

I refer to your recent parliamentary question in relation to staff turnover for nursing personnel employed in the public health service which was forwarded to the HSE by the Department of Health for direct reply.

Firstly, I should point out that staffing figures provided generally relate to direct employment levels as returned through the Health Service Personnel Census (HSPC), which is the official employment count for the public health sector (HSE & Section 38 Voluntary Agencies). Numbers equating to service levels are expressed as whole-time equivalents (WTE) taking account of part-time working, whereas headcount figures give the number of individuals. Staffing figures provided generally relate to direct employment levels as returned through the Health Service Personnel Census (HSPC), which is the official employment count for the public health sector (HSE & Section 38 Voluntary Agencies). Numbers equating to service levels are expressed as whole-time equivalents (WTE) taking account of part-time working, whereas headcount figures give the number of individuals. At 31st December 2018, there were 135,742 personnel (equating to 117,857 WTE) directly employed in the provision of Health and Social Care Services by the HSE and the various Section 38 organisations and of which 43,098 (37,644 WTE) were Nurses & Midwives. At one-third of total staffing they are the largest staff group by some distance.

Staff Turnover is calculated annually as the proportion of leavers to the average headcount for the year. With these factors in mind, the turnover rate for nurses & midwives for 2017, as requested by the Deputy are as set out in the following table:

Nursing & Midwifery Staff Turnover 2017	Nurse/ Midwife Manager	Nurse/ Midwife Specialist & AN/MP	Staff Nurse/ Staff Midwife	Public Health Nurse	Nursing/ Midwifery Student	Nursing/ Midwifery other	Total
<b>Turnover</b>	<b>6.3%</b>	<b>4.3%</b>	<b>7.3%</b>	<b>3.1%</b>	<b>44.7%</b>	<b>4.4%</b>	<b>7.9%</b>

Source: Health Service Personnel Census/ Strategic Workforce Planning & Intelligence - HSE National HR Directorate

Note <sup>1</sup>: The turnover rate for nursing/ midwifery students is indicative of their completion of their programme and movement on to a qualified nursing or midwifery post e.g. Staff Nurse.

Finally, I should point out that, the staffing environment of the HSE is constantly changing and subject to significant service demands, when a position is vacated, work may be covered through a variety of measures such as redeployment, restructuring or reallocation of the work. Also, it may be necessary for the duties to be covered by agency or overtime. Staff turnover can be for a range of reasons such as simply moving to a new location but still within the sector, retirements, resignations or employee preferences. This means that, personnel were moving in and out of about 1 in 16 posts across the Health Service and as a result a proportion of posts will be vacant at any one time.

Workforce levels are updated monthly and is available at:

<https://hse.ie/eng/staff/resources/our-workforce/>

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

Yours sincerely,




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Des Williams  
General Manager