

25th August 2020,
Deputy Johnny Mythen,
Dail Eireann
Dublin 2.

PQ Number: 18870/20

PQ Question: To ask the Minister for Health the projected retirement figures for mental health staff in each of the years 2020 to 2025; if the posts will be refilled; and if he will make a statement on the matter.

Dear Deputy Mythen,

The Health Service Executive has been requested to reply directly to you in the context of the above Parliamentary Question, which you submitted to the Minister for Health for response. I have examined the matter and the following outlines the position.

It is important to note that staff are not obliged to notify the employer (HSE) of their retirement plans prior to making an official application for retirement.

The usual retirement age in contracts of employment is 65. Many have provisions for early retirement from age 60, or in some cases from age 55, and most have provision for early retirement on health grounds. In some cases, there is a statutory retirement age. These retirement ages arise in jobs that are established by law and the law sets out the maximum age of staff.

For nurses/midwives who entered the Public Sector pre-April 1, 2004, normal retirement age is 60. For nurses/midwives who entered post April 1, 2004, it is 65.

There have been no changes to the rules regarding the retirement of mental health nurses - those employed pre-April 2004, covered under Section 66 of the 1945 Mental Treatment Act, can retire from age 55 onwards. Those employed post-April 2004 have a retirement age of 65 with no doubling of service applying.

It is recognised that there is a current shortage of trained mental health staff nationally and evidence would suggest that this trend is not unique to Ireland, but is reflected within the European context [Deloitte, 2017]

The 2018 report of the Mental Health Workforce Planning Group examined the areas of (i) current supply and demand, and (ii) future supply requirements in accordance with emerging population and health service needs.

Please see link hereunder to report for ease of access

<https://www.hse.ie/eng/staff/resources/our-workforce/resources/workforce-planning-report-mhs.pdf>

All vacancies will be examined with a view to replacing them in line with the Pay and Numbers Strategy and in line with Service Needs.

The following table outlines the Age Profile of Staff in Mental Health Services July 2020.

I trust this information is of assistance to you, but should you have any further queries please contact me.

Yours Sincerely



Dr Sinead Reynolds
General Manager Mental Health Services



Age Profile of Staff in Mental Health Services July 2020

Table 1

Grade / Grade Group	< 20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 - 74	75+	Total
Overall Result	1	360	809	1,293	1,564	1,417	1,348	1,325	1,438	928	188	25	12	10,708
Consultant Medicine									1					1
Consultant Psychiatry				5	32	50	72	76	83	31	7	7		363
Consultants	0	0	0	5	32	50	72	76	84	31	7	7	0	364
Registrar			23	78	39	18	4	9	6	5	1			183
Specialist Registrar					1		1							2
Senior Registrar			2	34	44	17	12	5	3					117
Registrars	0	0	25	112	84	35	17	14	9	5	1	0	0	302
Interns		3	2	1	1									7
Senior House Officer		2	60	107	44	17	10	7	1					248
SHO/ Intern	0	5	62	108	45	17	10	7	1	0	0	0	0	255
Other Medical						1	1		3	2	2		1	10
Medical/ Dental other	0	0	0	0	0	1	1	0	3	2	2	0	1	10
Clinical Nurse/ Midwife Manager			17	135	167	175	175	161	171	57	5			1,063
Director of Nursing/Midwifery					1		3	7	11	5				27
Director Nursing/Midwifery, Assistant				2	18	33	25	42	33	16				169
Nurse/ Midwife Manager	0	0	17	137	186	208	203	210	215	78	5	0	0	1259
Advanced Nurse/ Midwife Practitioner			1	1	8	6	7	5	7	1				36
Clinical Nurse/ Midwife Specialist			4	64	110	81	77	68	53	22	1			480
Nurse/ Midwife Specialist & AN/MP	0	0	5	65	118	87	84	73	60	23	1	0	0	516
Staff Midwives				1										1
Staff Nurses [General/ Children's]		1	8	3	6	17	24	23	27	17	5		1	132
Staff Nurse [Intellectual Disability]		1	2		1	1								5
Staff Nurse [Psychiatric]		148	459	434	481	353	296	267	306	190	33	3		2,970
Staff Nurse/ Staff Midwife	0	150	469	438	488	371	320	290	333	207	38	3	1	3108
Pre Reg Nurse/Midwife Intern		39	8	5	2	2	1							57
Pre-registration Nurse Intern (COVID-19)		120	17	17	6	10	7	3						180
Nursing/Midwife awaiting Registration		1	2	2	1	1				1				8

<40	40-55	55+	Total
4,027	4,090	2,591	10,708
-	-	1	1
37	198	128	363
37	198	129	364
140	31	12	183
1	1	-	2
80	34	3	117
221	66	15	302
7	-	-	7
213	34	1	248
220	34	1	255
-	2	8	10
-	2	8	10
319	511	233	1,063
1	10	16	27
20	100	49	169
340	621	298	1259
10	18	8	36
178	226	76	480
188	244	84	516
1	-	-	1
18	64	50	132
4	1	-	5
1,522	916	532	2,970
1,545	981	582	3108
54	3	-	57
160	20	-	180
6	1	1	8



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Nursing/ Midwifery Student	0	160	27	24	9	13	8	3	0	1	0	0	0	245
Nursing Education/Clinical				5	5	6	6	1	7	2	1			33
Nursing/ Midwifery other	0	0	0	5	5	6	6	1	7	2	1	0	0	33
Dieticians		1		5	10	3	2		1					22
Occupational Therapists	1	8	43	95	96	54	24	17	19	4	1			362
Physiotherapists					1	1								2
Speech & Language Therapists		1	4	17	17	8	7	2		1				57
Podiatrists & Chiropodists							1	1						2
Therapy Professions	1	10	47	117	124	66	34	20	20	5	1	0	0	445
Social Care			1	10	7	9	8	5	10	8	1			59
Social Care	0	0	1	10	7	9	8	5	10	8	1	0	0	59
Social Workers			8	36	88	84	53	46	47	21	4			387
Social Workers	0	0	8	36	88	84	53	46	47	21	4	0	0	387
Psychologists			57	82	83	79	61	33	21	9	1			426
Psychologists	0	0	57	82	83	79	61	33	21	9	1	0	0	426
Pharmacy		1		4	2	3	6	4	1					21
Pharmacy	0	1	0	4	2	3	6	4	1	0	0	0	0	21
Other Health & Social Care					2		1	2	2	1		1		9
Counsellor Therapists				2	5	15	19	26	24	18	5		2	116
Play Therapists/ Specialists						1								1
H&SC, Other	0	0	0	2	7	16	20	28	26	19	5	1	2	126
Senior Management (VIII & GM)					4	3	14	10	7	6	3			47
Executive Management						2	1	2	5	2				12
Management (VIII & above)	0	0	0	0	4	5	15	12	12	8	3	0	0	59
Middle Management (V-VII)			5	5	30	44	46	43	42	14	5			234
Other Administrative									1					1
Administrative/ Supervisory (V to VII)	0	0	5	5	30	44	46	43	43	14	5	0	0	235
General Administrative (III & IV)		6	28	49	95	117	114	107	116	102	16	2		752
Clerical (III & IV)	0	6	28	49	95	117	114	107	116	102	16	2	0	752
Other Support			2	2	1	5	2	4	15	12	3			46
Household Services		6	7	17	30	38	54	85	103	106	20	1	1	468
Catering			1	2	3	6	9	14	10	16	1			62

220	24	1	245
10	13	10	33
10	13	10	33
16	5	1	22
243	95	24	362
1	1	-	2
39	17	1	57
-	2	-	2
299	120	26	445
18	22	19	59
18	22	19	59
132	183	72	387
132	183	72	387
222	173	31	426
222	173	31	426
7	13	1	21
7	13	1	21
2	3	4	9
7	60	49	116
-	1	-	1
9	64	53	126
4	27	16	47
-	5	7	12
4	32	23	59
40	133	61	234
-	-	1	1
40	133	62	235
178	338	236	752
178	338	236	752
5	11	30	46
60	177	231	468
6	29	27	62

Portering				1	3	1	8	8	10	10	8			49
Support	0	6	10	22	37	50	73	111	138	144	32	1	1	625
Maintenance				3	9	16	6	21	26	37	10			128
Maintenance/ Technical	0	0	0	3	9	16	6	21	26	37	10	0	0	128
Health & Social Care Assistants		1		2	1	1		2	2	1				10
HCA, Nurses Aide, etc.		21	43	58	90	109	145	183	223	174	47	8	1	1,102
Health Care Assistants	0	22	43	60	91	110	145	185	225	175	47	8	1	1112
Other Care Grades			5	9	20	30	46	36	41	37	8	3	6	241
Care, Other	0	0	5	9	20	30	46	36	41	37	8	3	6	241

4	17	28	49
75	234	316	625
12	43	73	128
12	43	73	128
4	3	3	10
212	437	453	1,102
216	440	456	1112
34	112	95	241
34	112	95	241

Table 2

CHO	<20	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 - 74	75+	Total
Overall Total	1	360	809	1,293	1,564	1,417	1,348	1,325	1,438	928	188	25	12	10,708
CHO 1		20	54	116	142	159	141	172	142	87	13	1	1	1,048
CHO 2		42	80	154	171	183	165	186	256	171	40	3	1	1,452
CHO 3		32	99	123	145	108	70	82	118	85	8	2		872
CHO 4	1	64	135	231	266	250	186	183	212	169	32	4	2	1,735
CHO 5		47	74	118	178	172	167	182	195	126	27	4	4	1,294
CHO 6		10	26	33	53	55	55	71	49	31	9		1	393
CHO 7		29	89	129	174	107	159	98	108	66	13			972
CHO 8		47	89	147	185	152	164	154	160	98	20	2	2	1,220
CHO 9		51	109	155	173	159	173	145	146	78	17	3		1,209
Other Community Services		18	54	87	77	72	68	52	52	17	9	6	1	513

<40	40-55	55+	Total
4,027	4,090	2,591	10,708
332	472	244	1,048
447	534	471	1,452
399	260	213	872
696	619	419	1,734
417	521	356	1,294
122	181	90	393
421	364	187	972
468	470	282	1,220
488	477	244	1,209
236	192	85	513

Figures relate to individuals and are presented in Headcount
Ages are banded in groups of 5 years:
[< 20, 20 – 24, 25 – 29, 30 – 34, 35 – 39, 40 – 44, 45 – 49, 50 – 54, 55 – 59, 60 – 64, 65 – 69, 70 – 74, 75+]
HSE related data is available from National HR for HSE sites only
Not included PCRS, Cregg House; St. Luke's (Rathgar)
No S38 Hospitals /agencies are included
The data presented relates to July 2020 and relates to HSPC outturn