



Feidhmeannacht na Seirbhíse Sláinte  
Health Service Executive

Ceannasaí Náisiúnta Oibríochtaí Meabhairshláinte  
Ospidéal Naomh Lómáin Baile Phámar Baile Átha Cliath 20.  
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25<sup>th</sup> 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
<b>Overall Result</b>	<b>1</b>	<b>360</b>	<b>809</b>	<b>1,293</b>	<b>1,564</b>	<b>1,417</b>	<b>1,348</b>	<b>1,325</b>	<b>1,438</b>	<b>928</b>	<b>188</b>	<b>25</b>	<b>12</b>	<b>10,708</b>
Consultant Medicine									1					1
Consultant Psychiatry				5	32	50	72	76	83	31	7	7		363
<b>Consultants</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>32</b>	<b>50</b>	<b>72</b>	<b>76</b>	<b>84</b>	<b>31</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>364</b>
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
<b>Registrars</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>112</b>	<b>84</b>	<b>35</b>	<b>17</b>	<b>14</b>	<b>9</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>302</b>
Interns		3	2	1	1									7
Senior House Officer		2	60	107	44	17	10	7	1					248
<b>SHO/ Intern</b>	<b>0</b>	<b>5</b>	<b>62</b>	<b>108</b>	<b>45</b>	<b>17</b>	<b>10</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>255</b>
Other Medical						1	1		3	2	2		1	10
<b>Medical/ Dental other</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>10</b>
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
<b>Nurse/ Midwife Manager</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>137</b>	<b>186</b>	<b>208</b>	<b>203</b>	<b>210</b>	<b>215</b>	<b>78</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1259</b>
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
<b>Nurse/ Midwife Specialist &amp; AN/MP</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>65</b>	<b>118</b>	<b>87</b>	<b>84</b>	<b>73</b>	<b>60</b>	<b>23</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>516</b>
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
<b>Staff Nurse/ Staff Midwife</b>	<b>0</b>	<b>150</b>	<b>469</b>	<b>438</b>	<b>488</b>	<b>371</b>	<b>320</b>	<b>290</b>	<b>333</b>	<b>207</b>	<b>38</b>	<b>3</b>	<b>1</b>	<b>3108</b>
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
<b>4,027</b>	<b>4,090</b>	<b>2,591</b>	<b>10,708</b>
-	-	1	1
<b>37</b>	198	128	363
<b>37</b>	<b>198</b>	<b>129</b>	<b>364</b>
<b>140</b>	<b>31</b>	<b>12</b>	183
<b>1</b>	1	-	2
<b>80</b>	34	3	117
<b>221</b>	<b>66</b>	<b>15</b>	<b>302</b>
<b>7</b>	-	-	7
<b>213</b>	34	1	248
<b>220</b>	<b>34</b>	<b>1</b>	<b>255</b>
-	2	8	10
-	<b>2</b>	<b>8</b>	10
<b>319</b>	511	233	1,063
<b>1</b>	10	16	27
<b>20</b>	100	49	169
<b>340</b>	<b>621</b>	<b>298</b>	<b>1259</b>
<b>10</b>	18	8	36
<b>178</b>	<b>226</b>	<b>76</b>	480
<b>188</b>	<b>244</b>	<b>84</b>	<b>516</b>
<b>1</b>	-	-	1
<b>18</b>	64	50	132
<b>4</b>	<b>1</b>	-	5
<b>1,522</b>	916	532	2,970
<b>1,545</b>	<b>981</b>	<b>582</b>	<b>3108</b>
<b>54</b>	3	-	57
<b>160</b>	<b>20</b>	-	180
<b>6</b>	1	1	8



<b>Nursing/ Midwifery Student</b>	<b>0</b>	<b>160</b>	<b>27</b>	<b>24</b>	<b>9</b>	<b>13</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>245</b>
Nursing Education/Clinical				5	5	6	6	1	7	2	1			33
<b>Nursing/ Midwifery other</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>33</b>
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
<b>Therapy Professions</b>	<b>1</b>	<b>10</b>	<b>47</b>	<b>117</b>	<b>124</b>	<b>66</b>	<b>34</b>	<b>20</b>	<b>20</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>445</b>
Social Care			1	10	7	9	8	5	10	8	1			59
<b>Social Care</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>7</b>	<b>9</b>	<b>8</b>	<b>5</b>	<b>10</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>59</b>
Social Workers			8	36	88	84	53	46	47	21	4			387
<b>Social Workers</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>36</b>	<b>88</b>	<b>84</b>	<b>53</b>	<b>46</b>	<b>47</b>	<b>21</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>387</b>
Psychologists			57	82	83	79	61	33	21	9	1			426
<b>Psychologists</b>	<b>0</b>	<b>0</b>	<b>57</b>	<b>82</b>	<b>83</b>	<b>79</b>	<b>61</b>	<b>33</b>	<b>21</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>426</b>
Pharmacy		1		4	2	3	6	4	1					21
<b>Pharmacy</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>
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
<b>H&amp;SC, Other</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>16</b>	<b>20</b>	<b>28</b>	<b>26</b>	<b>19</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>126</b>
Senior Management (VIII & GM)				4	3	14	10	7	6	3				47
Executive Management				2	1	2	5	2						12
<b>Management (VIII &amp; above)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>15</b>	<b>12</b>	<b>12</b>	<b>8</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>59</b>
Middle Management (V-VII)			5	5	30	44	46	43	42	14	5			234
Other Administrative									1					1
<b>Administrative/ Supervisory (V to VII)</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>30</b>	<b>44</b>	<b>46</b>	<b>43</b>	<b>43</b>	<b>14</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>235</b>
General Administrative (III & IV)		6	28	49	95	117	114	107	116	102	16	2		752
<b>Clerical (III &amp; IV)</b>	<b>0</b>	<b>6</b>	<b>28</b>	<b>49</b>	<b>95</b>	<b>117</b>	<b>114</b>	<b>107</b>	<b>116</b>	<b>102</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>752</b>
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

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



Portering				1	3	1	8	8	10	10	8			49
<b>Support</b>	<b>0</b>	<b>6</b>	<b>10</b>	<b>22</b>	<b>37</b>	<b>50</b>	<b>73</b>	<b>111</b>	<b>138</b>	<b>144</b>	<b>32</b>	<b>1</b>	<b>1</b>	<b>625</b>
Maintenance				3	9	16	6	21	26	37	10			128
<b>Maintenance/ Technical</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>16</b>	<b>6</b>	<b>21</b>	<b>26</b>	<b>37</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>128</b>
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
<b>Health Care Assistants</b>	<b>0</b>	<b>22</b>	<b>43</b>	<b>60</b>	<b>91</b>	<b>110</b>	<b>145</b>	<b>185</b>	<b>225</b>	<b>175</b>	<b>47</b>	<b>8</b>	<b>1</b>	<b>1112</b>
Other Care Grades			5	9	20	30	46	36	41	37	8	3	6	241
<b>Care, Other</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>9</b>	<b>20</b>	<b>30</b>	<b>46</b>	<b>36</b>	<b>41</b>	<b>37</b>	<b>8</b>	<b>3</b>	<b>6</b>	<b>241</b>

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

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

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

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