



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oibríochtaí Meabhairshláinte
Ospidéal Naomh Lómáin Baile Phámar Baile Átha Cliath 20.
T 01 6207304 R: Sinead.reynolds@hse.ie
Mental Health Service
St Loman's Hospital, Palmerstown Dublin 20
Tel: 01-6207304 Email: sinead.reynolds@hse.ie

Deputy Pat Buckley,
Dail Eireann,
Dublin 2.

PQ Number: 20648/20

PQ Question: To ask the Minister for Health the number of psychiatric nurses entitled to retire as of 17th July 2020; the number of psychiatric nurses entitled to retire within the next five years; and if he will make a statement on the matter.

Dear Deputy

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.

Please find hereunder data relating to age profile of Mental Health Nursing staff.

Grade Group / Grade	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 - 74	75+	Total	<40	40-55	55+	Total
Overall Total	302	515	668	798	684	624	581	614	304	46	4	1	5,141	2,283	1,889	969	5,141

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.



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oibríochtaí Meabhairshláinte
Ospidéal Naomh Lómáin Baile Phámar Baile Átha Cliath 20.
T 01 6207304 R: Sinead.reynolds@hse.ie
Mental Health Service
St Loman's Hospital, Palmerstown Dublin 20
Tel: 01-6207304 Email: sinead.reynolds@hse.ie

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>

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

Yours sincerely,

Sinead Reynolds
General Manager Mental Health Services