



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa
Ionad Gnó Shoirid
Bóthar Bhaile Anraí, Sord.
Co. Átha Cliath, K67D8H0
Strategic Workforce Planning & Intelligence
Health Service Executive
Swords Business Campus, Balheary Road
Swords,
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3 November 2020

Deputy David Cullinane

Dáil Éireann

Leinster House

Dublin 2

PQ 1419/20: To ask the Minister for Health the number of whole-time equivalent nurse posts in the public system at the end of 2018, 2019 and projected for the end of 2020 and 2021; and if he will make a statement on the matter.

Dear Deputy Cullinane,

I refer to your recent parliamentary question in relation to staffing numbers which was forwarded to the Health Services Executive (HSE) by the Department of Health for direct reply.

Health services employment is reported on a monthly basis through the Health Services Personnel Census (HSPC) which is the official employment count for the public health sector covering the HSE and Section 38 Voluntary Hospitals & Agencies. Information in this response is as per the staff category and staff groupings assigned in HSPC returns with numbers equating to service levels expressed as whole time equivalents (WTE) taking account of part-time working and headcount equating to the number of individuals.

At 30th September 2020, there were 124,568 WTE (equating to 142,741 personnel) directly employed in the provision of Health and Social Care Services by the HSE and the various Section 38 organisations and of which 31.8% or 39,622 WTE (45,381 personnel) were nurses & midwives.

The Deputy will be pleased to note that the latest available figures represent a 1,978 WTE (2,283 headcount) increase over the December 2018 outturn as requested by the Deputy. For the Deputy's information, the following table sets out nursing & midwifery staff (WTE and headcount), together with WTE and headcount change over the periods referred to in the Deputy's question:

Nursing & Midwifery	WTE				Headcount									
	WTE Dec 2018	WTE Dec 2019	WTE Sep 2020	WTE change since Dec 2019	% change since Dec 2019	WTE change since Dec 2018	% change since Dec 2018	No. Dec 2018	No. Dec 2019	No. Sep 2020	No. change since Dec 2019	% No. change since Dec 2019	No. change since Dec 2018	% No. change since Dec 2018
Total Nursing & Midwifery	37,644	38,205	39,622	+1,417	+3.7%	+1,978	+5.3%	43,098	43,861	45,381	+1,520	+3.0%	+2,283	+5.3%
Nurse/ Midwife Manager	7,799	7,984	8,297	+312	+3.9%	+497	+6.4%	8,519	8,760	9,093	+333	+3.8%	+574	+6.7%
Nurse/ Midwife Specialist & ANMP	1,860	1,996	2,184	+188	+9.4%	+324	+17.4%	2,103	2,257	2,470	+213	+9.4%	+367	+17.5%
Staff Nurse/ Staff Midwife	25,595	25,693	25,978	+286	+1.1%	+384	+1.5%	29,680	29,816	30,120	+304	+1.0%	+440	+1.5%
Public Health Nurse	1,541	1,537	1,548	+11	+0.7%	+8	+0.5%	1,811	1,845	1,861	+16	+0.9%	+50	+2.8%
Nursing/ Midwifery Student	533	644	1,254	+610	+94.7%	+721	+135.3%	633	796	1,431	+635	+79.8%	+798	+126.1%
Nursing/ Midwifery other	317	350	361	+11	+3.1%	+44	+13.9%	352	387	406	+19	+4.9%	+54	+15.3%

Source: Health Service Personnel Census

Note 1: Health Sector staffing figures relate to direct employment levels as returned through the Health Service Personnel Census (HSPC) for the public health sector (HSE & Section agencies)

Note 2: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working.

Note 3: Student Nurse Year 1-3 contracted as HCA's are not included

The increase seen since December 2018 spans all Nursing & Midwifery staff groups. Nursing & midwifery offers a comprehensive career pathway from Staff Nurse and Midwife to Clinical Specialist or Advanced Practitioner, together with leadership roles in nursing & midwifery management. The Deputy will note the increases in the number of Clinical Nurse/ Midwife Managers and also Clinical Specialist and Advanced Practice roles. These are key roles in both the provision and oversight of direct patient care activities, and offer enhanced service delivery through for example nurse and midwife led services in a variety of settings across our services.

In addition, I should point out that, the staffing environment of the HSE is constantly changing and subject to significant service demands (winter planning, COVID & non-COVID). All 2020 nursing & midwifery interns on clinical placement have been offered permanent contracts and it is projected that this year uptake will be very strong. The HSE also has on-going international recruitment campaigns which take place in a competitive environment against a global shortages of health professionals, including nurses & midwives. Staff turnover also has impacts on the number of staff in place at any one time (this 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), also impacting the precise numbers for any one time. Finally, future funding and staff numbers required for each profession, including nursing & midwifery will be considered in the context of the Budget, Estimates and Service Planning processes for 2021. The combination of these factors will determine the final WTE numbers in place for December 2020 and throughout 2021.

Workforce levels are published monthly and are 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,



Des Williams

General Manager