



Oifig an Stiúrthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhísí Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive

Dr. Steevens' Hospital

Dublin 8

Tel: 01 6352319 Email: nationalhr@hse.ie

David Cullinane T.D.

15th November, 2021

PQ54529/21 To ask the Minister for Health the number of nurses and midwives who leave the HSE within one, five and five years of taking up employment. -David Cullinane

Dear Deputy,

I refer to your recent parliamentary question above which was sent to the HSE for reply.

The information requested is not recorded centrally. However staff turnover rates for 2020 can be accessed on the following link which may be helpful:

<https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/health-sector-workforce-turnover-2020.pdf>

This report is intended to allow for analysis on staff turnover. Turnover rate is the percentage of employees in a workforce that leave during a certain period of time. Health Service turnover is distorted by the multiplicity of employers and HSE payrolls where staff leaving one employer but remaining within the service are included in the statistics. The net increase in staffing is derived from the Health Service Personnel Census which is the official employment count for the health sector & expressed as whole-time equivalents (WTE). Starters & leavers reporting does not give the correct measure for the (WTE) increase (calculating starter minus leavers to imply WTE change is incorrect).

Material impacts are observed, including:

- Multiple payroll sites/ employers in the sector
- Proportion of fixed-term, specified purpose & other short term contracts (e.g. medical locum)
- changes in working hours
- age profile of the staff cohort
- registrars, SHO's/intern rotations
- student nurse numbers (which are recorded at 50% WTE value on the instruction of the Department*)
- maternity or other statutory leave
- promotions (particularly relevant in nursing where nurse manager positions draw on staff nurse / PHN staff)
- Personnel changing categories (perhaps through qualifications gained, HCAs entering nurse training) etc.

In order to normalise this rate a second calculation is included which excludes registrars and SHO's/interns (the majority of whom are on rotation) and student nurses where a) their contract has ended and b) may continue in employment as staff nurses.

Yours sincerely,

A handwritten signature in black ink that reads "Marie O'Sullivan".

Marie O'Sullivan
National HR