



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

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Neale Richmond T.D.

24th November, 2021

Dear Deputy,

I refer to the two PQ's outlined below which was forwarded to the HSE for a response.

PQ 53350/21 To ask the Minister for Health the number of assaults that were recorded on nurses each year from 2015 to date in 2021; and if he will make a statement on the matter. -Neale Richmond

PQ 53351/21 To ask the Minister for Health the number of assaults that were recorded on doctors each year from 2015 to date in 2021; and if he will make a statement on the matter. -Neale Richmond

To assist with understanding the report/data more fully, I feel it appropriate to firstly give a brief background to the National Incident Management System (NIMS) and to the data in the report. In 2015 the NIMS system was introduced by the SCA. This requires all incidents to be reported through a national centralised system and will ultimately improve the quality of the data. However, the HSE has long been proactive in encouraging staff to report all incidents and this is enshrined in the Corporate Safety Statement, Violence and Aggression policy and Incident Management Framework and Guidance.

Please note that the following conditions apply to the data:

- All physical, verbal and sexual assaults on staff that have been reported on NIMS are included
- Assaults include a problem/cause of: physical verbal or sexual assault on staff in the HSE (excluding voluntaries), that occurred between 01/01/2015 and 22/11/2021
- The report was run by "Date of Incident", which is the date on which the incident occurred
- An incident can be a harmful Incident (Adverse Event), no harm incident, near miss, dangerous occurrence (reportable circumstance) or complaint
- This report is correct as of 22/11/2021

When considering the figures in the report it should be noted that staff are encouraged to report all "near misses" and incidents – even those that **do not** result in harm. Hence, the number of incident reports should not be considered as indicative of a level of harm. There may also be multiple reports relating to the same incident.

With regard to the above request for information, please see below the report on HSE Assaults on nurses and doctors.

Date of Incident	Medical	Nursing
2015	108	5,049
2016	88	5,026
2017	86	4,986
2018	129	5,185
2019	118	5,358
2020	125	4,501
2021	79	3,236
Grand Total	733	33,341

Comment

The figures show that there is a level of annual fluctuation in the reported incidents, however we would anticipate a rise in the number of recorded incidents as NIMS becomes further embedded in the system and the organisation continues to encourage the reporting of all incidents (regardless of the level of harm, if any).

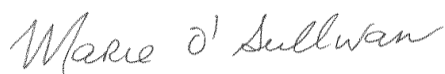
Ensuring the safety of employees and service users is a priority concern for the HSE. The HSE is committed to creating a safe environment within which to work or to be treated.

There is an emphasis on training and equipping the workforce effectively with skills on risk identification and the management of violence and aggression.

Training in relation to the Management of Violence and Aggression may be accessed in all services.

The organisation is placing a renewed emphasis on the management of work related aggression and violence in 2021 to support the organisation strategy and recently updated policy.

Yours sincerely,



Marie O'Sullivan
National HR