



7<sup>th</sup> December 2021

Deputy Mark Ward,  
 Dáil Éireann,  
 Leinster House,  
 Kildare Street,  
 Dublin 2.

**PQ 57525/21 - To ask the Minister for Health the number of clinicians that have left their posts by CHO area in 2019, 2020 and to date in 2021; and if he will make a statement on the matter.**

**-Mark Ward**

Dear Deputy Ward

The HSE have been requested to respond directly to you regarding your PQ 57525/21 "To ask the Minister for Health the number of clinicians that have left their posts by CHO area in 2019, 2020 and to date in 2021; and if he will make a statement on the matter. -Mark Ward"

The exact information that you request is not recorded by the HSE systems however the data provided below relates to your question. Table 1 shows the number of Clinicians employed across each CHO:

Table 1. Employment levels for Clinical grades (Medical & Dental, Nursing & Midwifery, Health & Social Care Professionals) by CHO area, as requested by the Deputy are as set out in the following table:

Community Healthcare Organisation	WTE Dec 2018	WTE Dec 2019	WTE Dec 2020	WTE Oct 2021	WTE change to Dec 2019	WTE change to Dec 2020	WTE change to Oct 2021	No. Dec 2018	No. Dec 2019	No. Dec 2020	No. Oct 2021	No. change to Dec 2019	No. change to Dec 2020	No. change to Oct 2021
<b>Total Clinicians</b>	<b>24,918</b>	<b>24,972</b>	<b>25,950</b>	<b>26,537</b>	<b>+54</b>	<b>+977</b>	<b>+587</b>	<b>28,476</b>	<b>28,739</b>	<b>29,777</b>	<b>30,610</b>	<b>+263</b>	<b>+1,038</b>	<b>+833</b>
CHO 1	2,350	2,366	2,430	2,503	+16	+63	+73	2,671	2,678	2,762	2,853	+7	+84	+91
CHO 2	2,556	2,524	2,642	2,699	-32	+118	+57	2,903	2,888	3,020	3,086	-15	+132	+66
CHO 3	2,045	2,077	2,166	2,210	+31	+89	+44	2,316	2,362	2,448	2,510	+46	+86	+62
CHO 4	3,570	3,564	3,737	3,805	-6	+173	+68	4,222	4,212	4,397	4,598	-10	+185	+201
CHO 5	2,376	2,380	2,441	2,498	+4	+61	+57	2,686	2,712	2,802	2,899	+26	+90	+97
CHO 6	1,813	1,821	1,859	1,895	+8	+38	+36	2,085	2,117	2,140	2,175	+32	+23	+35
CHO 7	3,061	3,065	3,180	3,293	+4	+115	+113	3,449	3,501	3,640	3,745	+52	+139	+105
CHO 8	2,937	2,960	3,049	3,094	+23	+89	+45	3,404	3,454	3,524	3,590	+50	+70	+66
CHO 9	3,881	3,858	4,057	4,140	-23	+199	+83	4,399	4,438	4,633	4,727	+39	+195	+94
other Community Services	328	357	389	400	+29	+31	+12	341	377	411	427	+36	+34	+16

As evidenced in our reported employment figures, over the years in question, our services have delivered year on year growth on the previous year's outturn, the combined increase for clinicians in community services since 31 Dec 2018 is +1,619 WTE (+6.5%).

Table 2 Demonstrates the breakdown by Clinical Grade/Profession across all 9 CHO Areas. This Data change s and live data is available on the [HSE.ie](https://www.hse.ie)

Table 2 Details by profession are as follows:

Staff Category /Group	WTE Dec 2018	WTE Dec 2019	WTE Dec 2020	WTE Oct 2021	WTE change to Dec 2019	WTE change to Dec 2020	WTE change to Oct 2021	No. Dec 2018	No. Dec 2019	No. Dec 2020	No. Oct 2021	No. change to Dec 2019	No. change to Dec 2020	No. change to Oct 2021
Medical & Dental	2,014	2,066	2,124	2,138	+52	+59	+14	2,355	2,388	2,455	2,487	+33	+67	+32
Nursing & Midwifery	14,744	14,676	15,161	15,367	-68	+485	+206	16,722	16,761	17,242	17,536	+39	+481	+294
Health & Social Care Professionals	8,160	8,230	8,664	9,032	+70	+434	+368	9,399	9,590	10,080	10,587	+191	+490	+507
Occupational Therapists	1,225	1,231	1,280	1,344	+6	+49	+63	1,471	1,406	1,471	1,544	-65	+65	+73
Orthoptists	10	13	18	16	+3	+4	-1	21	16	21	19	-5	+5	-2
Physiotherapists	873	858	890	941	-15	+32	+51	1,064	1,025	1,064	1,116	-39	+39	+52
Podiatrists & Chiropodists	40	37	43	55	-2	+6	+12	57	52	57	72	-5	+5	+15
Dietitians	168	163	191	206	-5	+28	+15	233	197	233	246	-36	+36	+13
Speech & Language Therapists	912	904	913	905	-8	+9	-8	1,058	1,046	1,058	1,056	-12	+12	-2
Therapy Professions	3,227	3,206	3,334	3,466	-21	+128	+132	3,725	3,742	3,904	4,053	+17	+162	+149
Health Science/ Diagnostics	116	108	118	113	-8	+10	-5	129	121	131	129	-8	+10	-2
Social Care	2,604	2,707	2,905	3,056	+103	+198	+151	3,060	3,209	3,422	3,598	+149	+213	+176
Social Workers	825	806	852	869	-19	+46	+17	919	909	963	989	-10	+54	+26
Psychologists	893	901	954	960	+8	+53	+6	990	1,012	1,066	1,092	+22	+54	+26
Pharmacy	101	98	107	123	-3	+9	+16	119	119	130	147	+0	+11	+17
H&SC, Other	393	403	394	445	+10	-9	+50	457	478	464	579	+21	-14	+115
<b>Total Clinicians</b>	<b>24,918</b>	<b>24,972</b>	<b>25,950</b>	<b>26,537</b>	<b>+54</b>	<b>+978</b>	<b>+587</b>	<b>28,476</b>	<b>28,739</b>	<b>29,777</b>	<b>30,610</b>	<b>+263</b>	<b>+1,038</b>	<b>+833</b>

Source: Health Service Personnel Census

Note<sup>1</sup>: 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<sup>2</sup>: Figures relating to service levels are expressed as whole-time equivalents (WTE) in order to take account of part-time working.

The above data demonstrated that each year, the health services recruitment processes are exceeding the turnover requirements to deliver additional workforce. At service level both turnover and age data is useful to assist in succession planning for the replacement of posts arising from retirements, which is particularly important in the context of these challenging to recruit posts, whereby there are global shortages. Albeit that there are many factors influencing such decisions and not just age. Staff turnover is part of the day-to-day reality for all employers and the decision to resign or retire, is often determined by personal choice.

Staff Turnover data is calculated based on the numbers of leavers across our services, with resignations, retirements end of contracts and other reasons including moves to other health sector employers captured as a leaver from our service. However, in our planning process, we utilise the staff group turnover rate, which is in the order of 6-7% overall, to plan for the replacement of these staff across our services, incorporated into our overall planning for recruitment of not only replacement posts, but equally our new service development posts. Turnover is reported annually on the basis of the average numbers of staff in place over the course of the year and overall details for each of the 3 preceding full years are shown in Table 3. It is important to note that Registrars CHO and Interns rotate every 6 months or so and therefore are reflected as high percentages as each CHO area has a unique employer number and therefore a leaving action and new started have to be recorded for revenue purposes.

Table 3: Staff Turnover 2018/2019/2020

Staff Group	Turnover 2018	Turnover 2019	Turnover 2020
<b>Total</b>	<b>6.0%</b>	<b>6.5%</b>	<b>6.1%</b>
Consultants	6.6%	9.2%	8.4%
Registrars	52.8%	60.2%	65.6%
SHO/ Intems	82.5%	93.2%	87.0%
Medical/ Dental, other	6.3%	6.0%	5.8%
<b>Medical &amp; Dental</b>	<b>6.5%</b>	<b>8.4%</b>	<b>8.5%</b>
Nurse/ Midwife Manager	5.3%	5.2%	5.4%
Nurse/ Midwife Specialist & AN/MP	3.6%	3.7%	4.0%
Staff Nurse/ Staff Midwife	7.1%	7.3%	7.0%
Public Health Nurse	2.9%	3.3%	4.2%
Nursing/ Midwifery Student	14.3%	23.1%	6.9%
Nursing/ Midwifery other	4.3%	3.3%	5.4%
<b>Nursing &amp; Midwifery</b>	<b>6.5%</b>	<b>6.6%</b>	<b>6.4%</b>
Therapy Professions	8.0%	8.6%	9.2%
Health Science/ Diagnostics	8.9%	8.3%	7.2%
Social Care	6.2%	6.2%	4.8%
Social Workers	7.5%	7.9%	6.1%
Psychologists	5.5%	17.8%	7.2%
Pharmacy	7.7%	11.2%	8.7%
H&SC, Other	11.8%	16.2%	6.4%
<b>Health &amp; Social Care Professionals</b>	<b>8.0%</b>	<b>9.2%</b>	<b>7.4%</b>
Management (VIII & above)	6.0%	6.8%	6.1%
Administrative/ Supervisory (V to VII)	5.0%	5.3%	5.0%
Clerical (III & IV)	5.7%	6.0%	5.2%
<b>Management &amp; Administrative</b>	<b>5.6%</b>	<b>5.9%</b>	<b>5.2%</b>
Support	5.1%	5.2%	5.2%
Maintenance/ Technical	5.0%	4.9%	5.6%
<b>General Support</b>	<b>5.1%</b>	<b>5.2%</b>	<b>5.2%</b>
Health Care Assistants	5.7%	5.6%	5.9%
Home Help	2.3%	3.1%	3.3%
Ambulance Staff	3.7%	4.6%	6.7%
Care, other	5.0%	6.6%	4.3%
<b>Patient &amp; Client Care</b>	<b>4.8%</b>	<b>5.2%</b>	<b>5.3%</b>

Staff Turnover is a % figure based on average headcount and is not the same of the number of leavers. Turnover is published [here](#). This information is for all staff in the relevant professions at National Level across all services. The information is not collected at grade level and a separate report for Community Services only is not available. A clinician can be any health professional having direct contact with patients and not necessarily a particular grade or group of grades.

I trust this information is of assistance to you.

Yours sincerely,

*Jacqueline Nix.*

---

Jacqueline Nix  
Assistant National Director, HR Community Operations