



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

Bernard Durkin T.D.

1st March, 2022

PQ 8426/22 To ask the Minister for Health the extent to which it is expected to fill all vacant nursing posts in the near future with particular reference to posts becoming available through retirement, resignations or otherwise; and if he will make a statement on the matter. -Bernard J. Durkan

Dear Deputy

I refer to your recent PQ which was sent to the HSE for response.

The staffing environment of the HSE is subject to significant service demands, when a position is vacated work may be covered through a variety of measures such as redeployment, restructuring or reallocation of the work.

Staff turnover is part of the day-to-day reality for all employers. Turnover data in the HSE 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. The decision to resign or retire, is often determined by personal decisions. However in our planning process, we utilise the staff group turnover rate, which is in the order of 6.6% for nursing staff 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.

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. Numbers equating to service levels are expressed as whole time equivalents (WTE) taking account of part-time working. At 31 Jan 2022, there were 41,792 WTE employed in the Nursing and Midwifery Staff Group representing an increase of 3,587 nursing staff since Dec 2019 in WTE nationally.

Yours sincerely,

A handwritten signature in cursive script that reads "Marie O'Sullivan".

Marie O'Sullivan
National HR