



08 November 2022

David Cullinane T.D  
Dáil Éireann  
Leinster House  
Dublin 2

**PQ 53009/22** To ask the Minister for Health the staff turnover rate in the HSE for 2019, 2020, 2021 and to date in 2022, by grade and by hospital group and CHO in tabular form; and if he will make a statement on the matter.

Dear Deputy Cullinane,

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

Employment levels at the end of September 2022, show there were 154,566 personnel (equating to 135,245 WTE) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies. The Deputy would be interested to note that this represents an increase of 18,824 personnel and 17,388 WTE in the period covered by the Deputy's question.

Annual turnover data is calculated based on average headcount and the numbers of leavers across our services. Turnover rates are impacted by staffing levels 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 with the staff turnover rate running at 6-7% over the period.

As requested, the attached tables provide Turnover data by Staff Category and Hospital Group & CHO from 2019 to 2021 and latest available figures to date in 2022.

Turnover details are routinely published [here](#). I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,

**Dr. Philippa Ryan Withero**  
Assistant National Director  
Strategic Workforce Planning & Intelligence



**Table 1**  
**Turnover YTD (Jan 22 – Jun 22)**

2022	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<b>Turnover Rate</b>	<b>4.6%</b>	<b>5.0%</b>	<b>4.6%</b>	<b>5.9%</b>	<b>4.7%</b>	<b>3.4%</b>	<b>3.9%</b>
National Ambulance Service	4.5%				4.4%		4.5%
Children's Health Ireland	7.0%	2.2%	7.3%	6.3%	9.3%	6.4%	4.0%
Dublin Midlands HG	5.4%	4.7%	5.4%	8.0%	4.2%	3.7%	4.7%
Ireland East HG	5.2%	5.3%	5.2%	8.3%	5.0%	3.0%	3.5%
RCSI Hospitals Group	5.1%	3.9%	5.4%	7.0%	4.7%	4.1%	4.3%
Saolta University Hospitals	4.6%	6.3%	4.2%	6.8%	4.5%	3.4%	3.6%
South/South West HG	3.7%	3.3%	3.9%	4.3%	3.7%	2.9%	2.8%
University of Limerick HG	4.4%	6.3%	4.4%	8.2%	4.5%	2.0%	3.6%
other Acute Services	6.9%		6.7%		7.7%		
<b>Acute Services</b>	<b>4.9%</b>	<b>4.6%</b>	<b>4.9%</b>	<b>6.9%</b>	<b>4.9%</b>	<b>3.3%</b>	<b>4.0%</b>
CHO 1	3.4%	4.9%	3.5%	4.3%	5.2%	2.5%	2.5%
CHO 2	3.0%	1.8%	3.2%	2.8%	3.2%	2.5%	3.1%
CHO 3	4.3%	4.0%	4.2%	4.7%	3.3%	6.9%	4.2%
CHO 4	3.0%	3.7%	2.6%	3.5%	3.3%	1.0%	3.1%
CHO 5	3.9%	8.7%	3.9%	3.8%	2.4%	3.4%	4.0%
CHO 6	6.1%	3.2%	5.0%	6.1%	7.6%	4.5%	6.9%
CHO 7	5.2%	9.3%	4.5%	7.2%	5.1%	1.9%	5.1%
CHO 8	4.4%	2.3%	4.1%	5.7%	5.3%	1.9%	3.9%
CHO 9	5.3%	5.4%	5.0%	6.1%	6.7%	3.1%	4.6%
other Community Services	6.1%	4.8%	3.3%	13.2%	6.7%	15.6%	3.6%
<b>Community Services</b>	<b>4.2%</b>	<b>4.9%</b>	<b>3.9%</b>	<b>5.1%</b>	<b>4.8%</b>	<b>2.9%</b>	<b>3.9%</b>
<b>H&amp;WB &amp; National</b>	<b>5.0%</b>	<b>13.0%</b>	<b>7.4%</b>	<b>4.2%</b>	<b>4.0%</b>	<b>9.7%</b>	<b>27.3%</b>

**Table 2**  
**Turnover 2021**

2021	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<b>Turnover Rate</b>	<b>7.7%</b>	<b>9.8%</b>	<b>7.7%</b>	<b>9.6%</b>	<b>7.4%</b>	<b>6.3%</b>	<b>6.8%</b>
National Ambulance Service	5.0%				8.9%	19.7%	4.8%
Children's Health Ireland	10.3%	7.5%	11.4%	9.3%	10.4%	11.5%	6.7%
Dublin Midlands HG	9.2%	9.6%	10.0%	12.0%	6.7%	7.6%	6.8%
Ireland East HG	8.4%	11.6%	8.1%	12.4%	8.1%	6.4%	5.4%
RCSI Hospitals Group	9.4%	9.6%	10.4%	15.1%	7.4%	6.8%	5.0%
Saolta University Hospitals	6.9%	10.7%	6.0%	10.3%	7.4%	5.6%	4.4%
South/South West HG	6.7%	6.1%	6.8%	8.9%	5.1%	5.5%	7.8%
University of Limerick HG	7.8%	8.5%	9.3%	10.9%	7.3%	3.8%	4.8%
other Acute Services	1.8%				2.3%		
<b>Acute Services</b>	<b>8.1%</b>	<b>9.4%</b>	<b>8.5%</b>	<b>11.4%</b>	<b>7.2%</b>	<b>6.3%</b>	<b>5.5%</b>
CHO 1	5.8%	10.4%	5.7%	5.2%	6.5%	5.4%	5.6%
CHO 2	6.1%	15.4%	5.2%	5.4%	4.8%	6.6%	7.0%
CHO 3	9.4%	15.7%	6.2%	10.7%	8.4%	6.0%	11.3%
CHO 4	5.2%	4.9%	3.6%	5.9%	8.6%	5.4%	5.1%
CHO 5	5.1%	3.0%	3.4%	3.6%	3.2%	3.6%	7.5%
CHO 6	11.9%	12.9%	12.0%	11.1%	14.7%	9.3%	11.5%
CHO 7	8.8%	14.3%	8.0%	13.0%	8.3%	5.4%	7.8%
CHO 8	6.2%	8.2%	6.4%	6.1%	6.0%	6.5%	6.1%
CHO 9	8.9%	14.5%	8.2%	9.7%	9.9%	5.8%	8.5%
other Community Services	4.4%	10.0%	3.4%	7.5%	5.3%	3.4%	1.1%
<b>Community Services</b>	<b>7.1%</b>	<b>10.3%</b>	<b>6.1%</b>	<b>8.2%</b>	<b>7.7%</b>	<b>5.7%</b>	<b>7.2%</b>
<b>H&amp;WB &amp; National</b>	<b>8.5%</b>	<b>14.1%</b>	<b>21.0%</b>	<b>5.2%</b>	<b>7.5%</b>	<b>11.7%</b>	<b>44.4%</b>



**Table 3**

**Turnover 2020**

2020	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<b>Turnover Rate</b>	<b>6.7%</b>	<b>7.8%</b>	<b>6.4%</b>	<b>7.9%</b>	<b>5.3%</b>	<b>5.2%</b>	<b>7.7%</b>
National Ambulance Service	8.2%		500.0%	500.0%	17.9%	16.7%	6.9%
Children's Health Ireland	10.0%	6.7%	11.1%	8.6%	10.3%	3.3%	15.9%
Dublin Midlands HG	8.0%	9.8%	8.6%	11.1%	4.7%	4.8%	8.2%
Ireland East HG	8.3%	12.0%	7.3%	12.5%	6.6%	4.9%	11.6%
RCSI Hospitals Group	7.8%	8.6%	8.2%	10.3%	5.3%	4.8%	10.6%
Saolta University Hospitals	7.3%	8.0%	5.8%	8.1%	5.8%	6.4%	15.9%
South/South West HG	4.9%	4.4%	4.4%	4.7%	3.2%	3.2%	16.0%
University of Limerick HG	8.5%	6.9%	10.0%	10.0%	6.5%	4.4%	9.6%
other Acute Services	8.2%		6.5%	24.2%	6.7%		
<b>Acute Services</b>	<b>7.6%</b>	<b>8.5%</b>	<b>7.3%</b>	<b>9.6%</b>	<b>5.8%</b>	<b>4.6%</b>	<b>10.7%</b>
CHO 1	4.9%	4.2%	3.6%	3.7%	2.5%	3.9%	7.1%
CHO 2	4.6%	5.9%	3.9%	4.1%	2.2%	4.4%	6.1%
CHO 3	8.8%	4.1%	7.5%	9.2%	8.4%	9.2%	9.7%
CHO 4	3.0%	2.9%	2.3%	4.1%	3.3%	3.6%	3.0%
CHO 5	5.9%	8.0%	3.7%	4.5%	3.9%	7.4%	8.0%
CHO 6	9.0%	4.9%	7.3%	10.3%	8.8%	9.3%	9.9%
CHO 7	8.0%	6.7%	6.8%	10.4%	8.3%	9.1%	7.7%
CHO 8	5.6%	5.8%	5.0%	5.0%	3.9%	9.4%	6.6%
CHO 9	6.2%	6.2%	5.4%	6.6%	4.5%	4.5%	8.0%
other Community Services	4.8%		5.0%	7.0%	5.6%	4.2%	1.2%
<b>Community Services</b>	<b>5.9%</b>	<b>5.1%</b>	<b>4.8%</b>	<b>6.5%</b>	<b>4.8%</b>	<b>6.4%</b>	<b>6.7%</b>
<b>H&amp;WB &amp; National</b>	<b>5.5%</b>	<b>13.8%</b>	<b>8.9%</b>	<b>5.7%</b>	<b>4.8%</b>	<b>5.2%</b>	<b>19.0%</b>

**Table 4**

**Turnover 2019**

2019	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<b>Turnover Rate</b>	<b>5.9%</b>	<b>7.6%</b>	<b>6.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>4.6%</b>	<b>4.9%</b>
National Ambulance Service	5.1%		193.5%		12.7%		4.5%
Children's Health Ireland	5.5%	2.9%	5.6%	8.2%	4.3%	4.7%	5.5%
Dublin Midlands HG	7.7%	10.7%	7.6%	12.6%	5.2%	5.9%	5.0%
Ireland East HG	6.9%	8.3%	6.6%	12.1%	6.1%	4.3%	5.2%
RCSI Hospitals Group	7.1%	10.5%	8.1%	10.1%	5.1%	4.4%	4.6%
Saolta University Hospitals	5.2%	8.4%	5.0%	6.7%	5.2%	3.5%	4.1%
South/South West HG	4.3%	6.9%	5.0%	5.0%	3.6%	2.4%	2.4%
University of Limerick HG	6.9%	8.8%	7.5%	8.7%	6.5%	4.5%	5.1%
other Acute Services	10.6%	600.0%	6.9%	12.4%	9.8%		
<b>Acute Services</b>	<b>6.3%</b>	<b>8.4%</b>	<b>6.5%</b>	<b>9.5%</b>	<b>5.2%</b>	<b>4.1%</b>	<b>4.5%</b>
CHO 1	4.4%	7.1%	4.4%	5.2%	3.3%	3.8%	4.4%
CHO 2	3.5%	4.4%	4.4%	3.9%	3.0%	2.8%	3.0%
CHO 3	5.9%	6.2%	5.6%	8.5%	4.7%	6.1%	5.5%
CHO 4	3.6%	3.2%	3.0%	3.9%	3.0%	6.4%	3.7%
CHO 5	3.8%	5.6%	3.5%	4.4%	3.1%	3.6%	3.9%
CHO 6	7.2%	7.8%	6.8%	6.5%	7.8%	7.1%	7.6%
CHO 7	8.4%	5.8%	6.4%	11.7%	10.7%	7.1%	8.2%
CHO 8	4.9%	5.8%	5.0%	6.6%	3.8%	4.9%	4.4%
CHO 9	7.7%	5.2%	7.9%	8.1%	9.5%	5.8%	7.0%
other Community Services	7.4%	5.6%	8.1%	9.1%	6.9%	5.1%	5.4%
<b>Community Services</b>	<b>5.4%</b>	<b>5.4%</b>	<b>5.2%</b>	<b>6.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>5.0%</b>
<b>H&amp;WB &amp; National</b>	<b>6.7%</b>	<b>9.7%</b>	<b>7.2%</b>	<b>9.0%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>7.8%</b>