



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa
Ionad Gnó Shoird
Bóthar Bhaile Anraí, Sord.
Co. Átha Cliath, K67D8H0
Strategic Workforce Planning & Intelligence
Health Service Executive
Swords Business Campus, Balheary Road
Swords,
Co. Dublin, K67D8H0

5 October 2022

Deputy Róisín Shortall

Dáil Éireann

Leinster House

Dublin 2

PQ 46356/22: To ask the Minister for Health the number of whole-time equivalent staff who have been recruited into the HSE since the beginning of 2022; the number of staff who have retired or left the HSE in the same period; the expected number of staff who will retire or leave the HSE in 2022; and if he will make a statement on the matter.

Dear Deputy Shortall,

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.

Workforce reports are available through the Health Services Personnel Census (HSPC), which is the official employment count for the public health sector, and staff turnover. The latest published information is routinely published [here](#).

The Deputy will be interested to note that, employment levels at the end of August 2022, show there were 134,994 WTE (equating to 153,728 personnel) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies. This figure represents a year-to-date increase of +2,671 WTE increase in employment levels.

Turnover data shows the numbers of leavers across our services, with resignations, retirement's 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. The staff group turnover rate, calculated annually, is in the order of 6-7% overall and used to plan for the replacement of staff across our services, incorporated into our overall planning for recruitment of not only replacement posts, but also our new service development posts. The rate is monitored quarterly throughout the year, and the current data up to June, indicates that the percentage rate of turnover in 2022 has increased beyond that seen in 2019, 2020 and 2021 (for which the rates were broadly the same) point to a rise of 1% in this rate overall, however it too early to conclude that this trend

will continue for the second half for 2022. This means that the previous replacement of around nine thousand personnel could potentially increase to beyond previous years.

Figures for the year to June 2022 show that 6,579 personnel were categorised as leavers from a particular payroll site or service. Information in relation to personnel joining payroll is also captured as part of this key workforce management and planning process with 9,466 starting in the sector in the same period. These figures have been adjusted, where possible, to normalise certain systematic factors including multiple payroll sites/ employers in the sector (staff movements including NCHD rotations, promotions, personnel changing categories through qualifications gained including HCAs entering nurse training, pre-registration nursing and midwifery internship students on clinical practice placement taking permanent roles and so on).

Finally, in relation to staff retirements, information provided by HSE National Pension Payments Unit state that in the year to June 1,488 employees retired from the public health service (HSE and Section 38 Voluntary Hospitals & Agencies). As this figure is broadly in line with the previous year, it is estimated that there will be in the region of 3,000 expected retirements for 2022.

I trust that this information is sufficient to meet the Deputy's needs.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Des Williams', with a long horizontal flourish extending to the right.

Des Williams

General Manager