



**Stiúrtóra Náisiúnta  
Acmhainní Daonna**  
Feidhmeannacht na Seirbhísí,  
Sláinte Ospidéal Dr. Steevens',  
Baile Átha Cliath 8, D08 W2A8.

**National Director  
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David Cullinane T.D.

28<sup>th</sup> February, 2023

**PQ 7246/23** - To ask the Minister for Health the number of assaults recorded against staff at HSE facilities in January 2019, in tabular form. -David Cullinane

Dear Deputy,

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

With regard to the above request for information, please see below the report on Assaults on HSE Staff. 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 that occurred between 01/01/2019 and 31/01/2019.
- 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.
- Values between 1-5 have been redacted and are denoted by ~
- This report is correct as of 19/01/2023.
- Excludes: Voluntary Organisations.

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.

**Table 1. Incidents by category of person, affected from 01/01/2019 – 31/01/2019**

|                                     | <b>2019</b> |
|-------------------------------------|-------------|
| <b>Category of Person, Affected</b> | <b>Jan</b>  |
| Allied Health Professional          | 6           |
| Catering/Housekeeping               | ~           |
| Dental                              | ~           |
| Maintenance/Trades                  | ~           |
| Medical                             | ~           |
| Nursing                             | 318         |
| Other Staff                         | 191         |
| <b>Grand Total</b>                  | <b>527</b>  |



\*Please note that this NIMS data may contain anomalies and is subject to further change following ongoing data analysis.

#### **Comment**

Due to delays in reporting numbers are likely to change overtime, however 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.

The organisation will continue to place an emphasis on the management of work related aggression and violence in 2023 to support the Organisation's strategy and policy. Key focus areas are:

- National policy on the management of work related aggression and violence (policy review)
- Risk Assessment
- Training

I trust this clarifies and is of some assistance.

Yours sincerely,

A handwritten signature in black ink that reads "Marie O'Sullivan".

**Marie O'Sullivan**  
**National HR**