



**Stiúrtóra Náisiúnta
Acmhainní Daonna**

Feidhmeannacht na Seirbhísí,
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8.

**National Director
Human Resources**

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David Cullinane T.D.

27th July, 2023

PQ 35074/23 - To ask the Minister for Health the number of assaults recorded against staff at HSE facilities for the period January to June or May, whichever is the latest available, each year 2018-2023 to date, inclusive, in tabular form. - David Cullinane

Dear Deputy,

I refer to the above Parliamentary Question which was forwarded to the HSE for response. With regard to the above request, please see below the report on Assaults on HSE staff.

Background

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 in Quarter 1 and Quarter 2 for each year 2018-2023, inclusive.
- 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 12/07/2023.
- 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 in Quarter 1 and Quarter 2 for each year 2018 – 2023, inclusive.

Category of Person, Affected	2018		2019		2020		2021		2022		2023		Grand Total
	Qtr1	Qtr2	Qtr1	Qtr2	Qtr1	Qtr2	Qtr1	Qtr2	Qtr1	Qtr2	Qtr1	Qtr2	
Blank							~		~				~
Allied Health Professional	99	40	25	38	39	27	23	26	50	66	90	64	587
Ambulance/Service User Transport	6	13	6	~	12	14	10	~	6	7	13	17	114
Catering/Housekeeping	19	21	15	25	12	19	7	14	11	8	6	13	170
Dental		~	~	~		~	~			~	~	~	16
Locum									~		~		~
Maintenance/Trades		~	~	~	~			~		~			13
Medical	23	23	16	26	22	23	8	13	19	14	17	21	225
Non Professional Volunteer		~		~									~
Nursing	979	990	962	1109	951	840	735	773	774	857	900	814	10684
Other Staff	430	487	537	617	500	458	369	403	422	413	419	506	5561
Professional Grades	~	~	~	~	~	~	~	~	~		~	~	29
Professional Volunteer									~				~
Tech/Maintenance	49	40	~	~	18	~	~	~	16	8	8	7	157
Grand Total	1606	1624	1571	1834	1558	1389	1158	1239	1305	1375	1458	1446	17563

*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,

Marie O’Sullivan
National HR