



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

**National Director
Human Resources**
Health Service Executive,
Dr Steevens' Hospital,
Dublin 8, 08 W2A8

**www.hse.ie
@hselive**
t 01 6352319
e nationalhr@hse.ie

David Cullinane T.D.

4th April, 2023

PQ 12387/23 To ask the Minister for Health the number of assaults recorded against staff at HSE facilities in January and February for each year 2019-2023, inclusive, in tabular form. -David Cullinane

Dear Deputy,

I refer to your recent Parliamentary Question which was sent to the HSE for response. 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 between January and February for each year 2019-2023, 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 08/03/2023.
- 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 January for each year 2019 – 2023, inclusive.

Category of Person, Affected	2019	2020	2021	2022	2023	Grand Total
	Jan	Jan	Jan	Jan	Jan	
Allied Health Professional	6	14	~	22	26	70
Ambulance/Service User Transport		~	~	~	~	14
Catering/Housekeeping	~	6	~	6	~	19
Dental	~		~		~	~
Maintenance/Trades	~	~				~
Medical	~	13	~	~	6	32
Nursing	318	320	207	234	224	1303
Other Staff	191	179	129	148	105	752
Professional Grades		~		~		~
Tech/Maintenance		7		~	~	13
Grand Total	527	548	348	420	372	2215

Table 2. Incidents by category of person, affected in February for each year 2019 – 2023, inclusive.

Category of Person, Affected	2019	2020	2021	2022	2023	Grand Total
	Feb	Feb	Feb	Feb	Feb	
Allied Health Professional	8	16	~	15	16	58
Ambulance/Service User Transport	~	~	~	~	~	14
Catering/Housekeeping	~	~	~	~	~	16
Locum					~	~
Medical	~	6	~	7	~	23
Nursing	282	318	253	264	140	1257
Other Staff	162	174	118	131	72	657
Professional Grades			~	~		~
Professional Volunteer				~		~
Tech/Maintenance	~	10	~	~	~	20
Grand Total	463	529	386	428	244	2050

*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