



Pleanáil agus Faisnéis Straitéiseach d'Fhórsa
Saothair
Teach Darach, Páirc na Mílaoise, An Nás, Co.
Chill Dara, W91 KDC2
Strategic Workforce Planning & Intelligence
Health Service Executive
Oak House, Millennium Park, Naas, Co.
Kildare W91 KDC2

19 September 2023

Deputy David Stanton

Dáil Éireann

Leinster House

Dublin 2

PQ 37517/23 To ask the Minister for Health to list in tabular form, the number of speech and language therapists, the number of occupational therapists and physiotherapists in each community health organisation area who have retired and who have resigned from full-time HSE positions in 2021, 2022 and to date in 2023; and if he will make a statement on the matter. -David Stanton

Dear Deputy Stanton,

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.

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, for these Grade Groups. Our central systems currently do not provide for full coverage to report on specific reasons and therefore this detail is not currently available, however there is a current project underway to enable this type of reporting into the future. Note turnover in 2021 and 2022 has been significantly influenced by Covid-19 factors in particular the lifting of restrictions on international travel, reopening of countries borders and staff retirements from those who deferred such decisions in COVID-19 years to remain and support the COVID-19 efforts.

Table 1 below provides % turnover rates for Occupational Therapists, Physiotherapist and Speech & Language Therapist by Community Health Organisation for 2021, 2022 and Q2 2023.

Table 1. Turnover Data 2021, 2022 and 2023 (YTD) by Community Health Organisation

| Grade Group | CHO 1 | CHO 2 | CHO 3 | CHO 4 | CHO 5 | CHO 6 | CHO 7 | CHO 8 | CHO 9 | Overall CHO's |
|------------------------------|-------------|-------------|--------------|-------------|-------------|--------------|--------------|--------------|--------------|---------------|
| 2021 | 5.7% | 7.6% | 5.4% | 5.4% | 3.0% | 10.7% | 17.1% | 7.8% | 13.7% | 8.9% |
| Occupational Therapists | 6.4% | 4.2% | 5.8% | 4.5% | 2.8% | 13.1% | 18.2% | 5.2% | 13.9% | 8.7% |
| Physiotherapists | 3.6% | 8.3% | 3.9% | 7.7% | 4.5% | 8.8% | 13.5% | 4.5% | 11.8% | 7.9% |
| Speech & Language Therapists | 7.3% | 10.8% | 6.4% | 4.6% | 1.8% | 8.9% | 19.2% | 14.4% | 15.5% | 10.3% |
| 2022 | 7.8% | 5.5% | 11.9% | 6.9% | 8.7% | 14.4% | 18.7% | 11.0% | 16.8% | 11.5% |
| Occupational Therapists | 9.4% | 5.3% | 13.9% | 8.5% | 8.2% | 12.2% | 19.4% | 11.1% | 17.2% | 12.0% |
| Physiotherapists | 3.1% | 4.8% | 12.4% | 3.9% | 8.2% | 15.2% | 12.4% | 7.9% | 15.8% | 9.3% |
| Speech & Language Therapists | 11.9% | 6.4% | 9.0% | 7.3% | 9.8% | 16.8% | 24.5% | 14.4% | 17.5% | 13.1% |
| 2023 YTD | 3.5% | 3.3% | 4.9% | 3.5% | 3.4% | 7.2% | 9.9% | 4.4% | 10.3% | 5.8% |
| Occupational Therapists | 4.6% | 6.1% | 7.4% | 3.4% | 3.1% | 7.7% | 7.3% | 7.4% | 9.8% | 6.3% |
| Physiotherapists | 3.6% | 3.0% | 1.0% | 3.2% | 3.9% | 4.6% | 7.1% | 3.0% | 8.0% | 4.4% |
| Speech & Language Therapists | 1.1% | | 5.6% | 4.1% | 3.3% | 9.5% | 17.1% | 2.3% | 13.6% | 6.6% |

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

Yours sincerely,

Yours sincerely,



Paula McFadden

General Manager