



03 May 2024

David Cullinane
Dáil Éireann
Leinster House
Dublin 2

PQ 19774/24 To ask the Minister for Health the current vacancy rates amongst health and social care professions across primary, community, and acute sectors, including relevant Section 38 and 39 organisations; the number of vacancies by profession; and if he will make a statement on the matter.

Dear Deputy Cullinane,

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.

The Deputy will be interested to note that, employment levels at the end of March 2024, show there were 148,293 WTE (equating to 166,997 personnel) directly employed in the provision of Health & Social Care Services by the HSE and Section 38 hospitals & agencies and of which 21,009 WTE (23,769 personnel) were classified as Health & Social Care Professionals.

However, the HSE does not centrally track all vacancies as recruitment activity, undertaken by a variety of stakeholders across the organisation. Instead, through our planning process, we utilise the staff turnover rate, which for 2023 is provisionally at 8.9%.

Turnover rates for all categories of staff can have considerable impact on 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. This is a normal factor in employment and means that a proportion of posts become vacant during the course of the year. Where resources are available services can be supplemented by overtime, agency or cover by other colleagues. Lastly, health service turnover can be distorted by the multiplicity of employers and HSE payrolls where staff leaving one employer but remaining within the service are included in the statistics.

Employment Levels and Turnover details are routinely published [here](#). Under Staff Turnover you will also find a copy of the overall 2023 turnover report along with associated caveats and notes on the data and how these figures are arrived at.

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

Yours sincerely,

Paula McFadden
General Manager



Table 1
Health & Social Care Professions 2023 Turnover

2023 Turnover by Care Group	Therapy Professions	Health Science/ Diagnostics	Social Care	Pharmacy	Psychologists	Social Workers	H&SC, Other	HSCP TOTAL
Total	13.2%	9.2%	10.0%	10.0%	10.3%	9.2%	10.4%	10.8%
Acute Hospital Services	16.5%	9.3%	0.0%	10.8%	12.2%	12.1%	16.1%	11.8%
Acute Services	16.5%	9.3%	0.0%	10.8%	12.2%	12.1%	15.9%	11.8%
Community Health & Wellbeing	8.7%	0.0%	0.0%	70.6%	0.0%	0.0%	122.3%	95.3%
Mental Health	11.7%	0.0%	12.0%	0.0%	8.5%	7.1%	7.2%	9.0%
Primary Care	9.0%	12.6%	11.1%	5.8%	11.3%	5.8%	6.3%	8.8%
Disabilities	15.6%	13.2%	9.9%	9.3%	10.7%	11.9%	11.0%	11.1%
Older People	12.8%	0.0%	26.7%	3.6%	20.7%	9.3%	0.0%	11.5%
CHO Operations	0.0%	0.0%	0.0%	0.0%	0.0%	6.1%	46.2%	6.3%
Community Services	11.0%	12.0%	10.0%	4.9%	10.0%	8.1%	14.6%	10.4%
Health & Well-being	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	7.0%	4.8%
National & Central Services	16.7%	5.0%	0.0%	9.2%	0.0%	0.0%	5.5%	5.7%
National Services & Central Functions	10.9%	4.1%	0.0%	8.5%	0.0%	0.0%	5.7%	5.6%

Table 1 Notes:

- Vaccinators were recorded under Staff Group of "H&SC, Other" and the Care Group of "Community Health & Wellbeing" explaining the high rate in this category.
- The Staff Group of "Pharmacy" has an average headcount of 1.42 people in the "Community Health & Wellbeing" Care Group.
- The Staff Group of "Social Care" has an average headcount of 3.75 people in the "Older People" Care Group.
- The Staff Group of "H&SC, Other" has an average headcount of 2.17 people in the "CHO Operations" Care Group.