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Offig an StiÚrthora Náistunta Cúnta –
Rochtain & Comhtháthú
Seirbhisí do Dhaoine Scothaosta

Office of the Assistant National
Director - Access & Integration
Services for Older People

www.hse.ie
@hselive

Aonad 14, Tigh an Mhilliun, Príomhstráid, Unit 14, Millennium House, Main St.,
Tullach Mhór, Co Uíbh Fhailí. R35 Y7P2   Tullamore, Co Offaly. R35 Y7P2

t 087 345 5593
e OlderPeople.Operations@hse.ie

13th August 2025

Deputy Marie Sherlock,
Dáil Eireann
Leinster House
Kildare Street
Dublin 2

Dear Deputy Sherlock,

The Health Service Executive (HSE) has been requested to reply directly to you in the context of the following Parliamentary Question, which was submitted to this Department for response.

PQ 42652/25 - To ask the Minister for Health the average annual rate of staff turnover of nurses working in nursing homes.

PQ 42653/25 - To ask the Minister for Health the average annual rate of staff turnover of health care assistants working in nursing homes.

PQ 42656/25 - To ask the Minister for Health the average staff vacancy rate in nursing homes

Please note that the information supplied in these responses relate specifically to HSE operated Community Nursing Units and Long-term Residential Care Facilities. The HSE does not hold information on staff employed by Private Nursing Home Providers.

HSE Strategic Workforce Planning and Intelligence reporting is available in the staff category of Nursing & Midwifery. Please see hereunder Nursing & Midwifery in Nursing Homes Turnover by Grade Group 2021 to 2024.

Nursing & Midwifery in Nursing Homes Turnover by Grade Group 2021 to 2024	Turnover 2021	Turnover 2022	Turnover 2023	Turnover 2024
Overall	**5.4%**	**8.2%**	**6.6%**	**6.6%**
Adv. Nurse/ Midwife, Candidate	0.0%	0.0%	0.0%	
Advanced Nurse/ Midwife Practitioner	0.0%	0.0%	9.8%	
Clinical Nurse/ Midwife Manager	6.0%	10.3%	5.5%	4.6%
Clinical Nurse/ Midwife Specialist	17.8%	0.0%	0.0%	
Director Nursing/Midwifery, Assistant	6.3%	12.3%	2.3%	2.4%
Director of Nursing/Midwifery	8.1%	9.5%	8.7%	7.5%
Nursing Education/Clinical	50.0%	0.0%	0.0%	
Nursing/ Midwifery awaiting registration	0.0%	48.0%	0.0%	
Staff Midwives	0.0%	0.0%	0.0%	
Staff Nurse [Intellectual Disability]	0.0%	0.0%	0.0%	
Staff Nurse [Psychiatric]	17.4%	17.1%	0.0%	
Staff Nurses [General/ Children's]	5.1%	7.7%	6.9%	7.2%

turnover by Grade Group for Health Care Assistants for the years of 2021 to 2024.

HCAs in Nursing Homes Turnover by Grade Group 2021 to 2024	Turnover 2021	Turnover 2022	Turnover 2023	Turnover 2024
Overall	4.7%	6.3%	6.8%	5.8%
Attendant / Aide	4.6%	5.9%	7.5%	6.5%
Health & Social Care Assistants	3.5%	5.6%	12.1%	7.0%
Health Care Assistant / Home Support				100.0%
Health Care Assistant/ Care Assistant	4.8%	6.6%	6.3%	5.4%

The average staff vacancy rate in HSE Community Nursing Units (CNUs)/Long Term Residential Care (LTRC) facilities is not collated at programme level e.g. Residential Nursing Homes. WTE limits are available at staff category level and at entity levels. Should the Deputy require information related to specific CNUs, this information may be available from colleagues in Strategic Workforce Planning and Intelligence.

It is important to note that 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.

Material impacts on turnover rates include but are not limited to the following:

- Proportion of fixed-term, specified purpose & other short-term contracts (e.g. medical locum)
- Promotions to other sites or services (particularly relevant in nursing where nurse manager positions draw on the staff nurse population, for example)
- Age profile of the staff cohort
- Personnel changing categories (perhaps through qualifications gained, HCAs entering nurse training) etc.

I trust this information is of assistance to you, should you have any further queries please do not hesitate to contact this office.

Yours sincerely,

Kathleen Jordan
Head of Service – Access & Integration – Services for Older People