Summary of Findings from the Survey of 2006 to 2011 Graduates of a Post Registration Nurse Education Programme Leading to Registration as a Midwife (RM)

To gain a better understanding of the employment trends of newly qualified registered midwives entering the workforce, the Health Service Executive (HSE) Office of the Nursing & Midwifery Services Director conducted a national survey among graduates who completed a post registration nurse education programme leading to registration as a midwife between 2006 and 2011.

The overall survey findings are encouraging and the plan is to continue to repeat the survey in subsequent years, to compare data and to identify trends over time. The findings of the survey will facilitate the HSE and others such as Government, with the ongoing delivery of the post registration nurse education programme leading to registration as a midwife.

Survey Data Highlights:
762 students successfully completed a post registration education programme leading to registration as a midwife (see Figure 1), of which, in the six month period following completion of the programme:

- 654 (86%) graduates were employed in maternity services within the Republic of Ireland (ROI).
- 553 (73%) graduates were internally employed [i.e. 543 to maternity services in ROI, 10 to non-maternity services in ROI] (see Figure 2), and
- 201 (26%) graduates were externally employed [i.e. 111 to other maternity services in ROI, 50 to non-maternity services in ROI, 6 to other countries and the employment location of 34 was unknown] (see Figure 3), and
- only 8 (1%) graduates were unemployed [i.e. 2008 (2); 2009 (3); 2010 (1); 2011 (2)].
Figure 1: No. of students **who completed** a post registration education programme leading to registration as a midwife (RM)

<table>
<thead>
<tr>
<th>Year</th>
<th>Coombe</th>
<th>Cork University Maternity</th>
<th>Galway University Hospitals</th>
<th>Mid West Regional Maternity</th>
<th>National Maternity Hospital</th>
<th>Our Lady of Lourdes Hospital</th>
<th>Rotunda</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>28</td>
<td>30</td>
<td>17</td>
<td>15</td>
<td>24</td>
<td>14</td>
<td>18</td>
<td>146</td>
</tr>
<tr>
<td>2007</td>
<td>30</td>
<td>31</td>
<td>17</td>
<td>15</td>
<td>22</td>
<td>14</td>
<td>28</td>
<td>157</td>
</tr>
<tr>
<td>2008</td>
<td>31</td>
<td>25</td>
<td>15</td>
<td>18</td>
<td>38</td>
<td>15</td>
<td>22</td>
<td>164</td>
</tr>
<tr>
<td>2009</td>
<td>18</td>
<td>35</td>
<td>17</td>
<td>19</td>
<td>27</td>
<td>13</td>
<td>21</td>
<td>150</td>
</tr>
<tr>
<td>2010</td>
<td>20</td>
<td>31</td>
<td>17</td>
<td>16</td>
<td>19</td>
<td>14</td>
<td>22</td>
<td>139</td>
</tr>
<tr>
<td>2011</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>6</td>
</tr>
</tbody>
</table>

**Note:** There was no post registration education programme due for completion in 2011. The six graduates who completed studies in 2011 did not complete their studies in 2010 as originally anticipated. The current post registration education programme is 18 months in duration; the group who commenced in September 2010 are due to complete their studies in Spring 2012.

Figure 2: No. of graduates **internally employed**, in the six month period following completion of the above programme

<table>
<thead>
<tr>
<th>Year</th>
<th>Coombe</th>
<th>Cork University Maternity</th>
<th>Galway University Hospitals</th>
<th>Mid West Regional Maternity</th>
<th>National Maternity Hospital</th>
<th>Our Lady of Lourdes Hospital</th>
<th>Rotunda</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>21</td>
<td>26</td>
<td>17</td>
<td>8</td>
<td>22</td>
<td>13</td>
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<td>2007</td>
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<td>17</td>
<td>10</td>
<td>17</td>
<td>11</td>
<td>24</td>
<td>136</td>
</tr>
<tr>
<td>2008</td>
<td>28</td>
<td>15</td>
<td>15</td>
<td>14</td>
<td>33</td>
<td>8</td>
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<tr>
<td>2009</td>
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<td>91</td>
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<tr>
<td>2010</td>
<td>18</td>
<td>0</td>
<td>9</td>
<td>0</td>
<td>17</td>
<td>10</td>
<td>21</td>
<td>75</td>
</tr>
<tr>
<td>2011</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

**Note:** Internally employed: Graduates employed by the midwifery education training hospital. Note: In 2010, 8 graduates trained at Galway University Hospital were internally employed to work in non maternity positions; 2 graduates trained at Our Lady of Lourdes Hospital were internally employed to work in non maternity positions.
Figure 3: No. of graduates externally employed, in the six month period following completion of the above programme.

<table>
<thead>
<tr>
<th></th>
<th>Coombe University Maternity</th>
<th>Cork University Maternity</th>
<th>Galway University Hospitals</th>
<th>Mid West Regional Maternity</th>
<th>National Maternity Hospital</th>
<th>Our Lady of Lourdes Hospital</th>
<th>Rotunda</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2006</td>
<td>7</td>
<td>4</td>
<td>0</td>
<td>7</td>
<td>2</td>
<td>1</td>
<td>6</td>
<td>27</td>
</tr>
<tr>
<td>2007</td>
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<td>0</td>
<td>5</td>
<td>5</td>
<td>3</td>
<td>4</td>
<td>21</td>
</tr>
<tr>
<td>2008</td>
<td>2</td>
<td>10</td>
<td>0</td>
<td>4</td>
<td>4</td>
<td>7</td>
<td>4</td>
<td>31</td>
</tr>
<tr>
<td>2009</td>
<td>5</td>
<td>35</td>
<td>1</td>
<td>4</td>
<td>9</td>
<td>1</td>
<td>1</td>
<td>56</td>
</tr>
<tr>
<td>2010</td>
<td>1</td>
<td>31</td>
<td>8</td>
<td>16</td>
<td>2</td>
<td>4</td>
<td>1</td>
<td>63</td>
</tr>
<tr>
<td>2011</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>3</td>
</tr>
</tbody>
</table>

1 Externally employed: Graduates not employed by the midwifery education training hospital.

**Figure 3 Notes:**

2006: Of the 27 graduates externally employed; the location of where the 16 midwives were externally employed is as follows:

- Coombe Hospital
  - Unknown employment location (7).
- Cork University Maternity Hospital
  - Maternity services (4) in ROI: [Waterford Regional Hospital (2); Kerry General Hospital (2)].
- Mid West Regional Maternity Hospital
  - Maternity services (3) in ROI: [Waterford Regional Hospital (3)];
  - Unknown employment location (4).
- National Maternity Hospital
  - Maternity services (1) in ROI: [Wexford General Hospital (1)];
  - Non-maternity services (1) in ROI: [St Vincent’s University Hospital (1)].
- Our Lady of Lourdes Hospital
  - Maternity services (1) in ROI: [Mayo General Hospital (1)].
- Rotunda Hospital
  - Unknown employment location (6).
Figure 3 Notes (Continued):

2007: Of the 21 graduates externally employed; the location of where the midwives were externally employed is as follows:

- Coombe Hospital
  - Maternity services (2) in ROI: [Letterkenny Hospital (1); Public Health (1)];
  - Non-maternity services (1) in ROI: [Beaumont Hospital (1)];.
- Cork University Maternity Hospital
  - Non-maternity services (1) in ROI: [Community services (1)].
- Mid West Regional Maternity Hospital
  - Non-maternity services (3) in ROI: [Waterford Regional Hospital (3)];
  - Unknown employment location (2).
- National Maternity Hospital
  - Maternity services (5) in ROI: [Mount Carmel Hospital (2); Kerry General Hospital (2); Public Health (1)].
- Our Lady of Lourdes Hospital
  - Maternity services (2) in ROI: [Cavan General Hospital (2)];
  - Non-maternity services (1) in ROI: [St Joseph’s Hospital, Kells (1)].
- Rotunda Hospital
  - Unknown employment location (4).

2008: Of the 31 graduates externally employed; the location of where the midwives were externally employed is as follows:

- Coombe Hospital
  - Maternity services (2) in ROI: [Wexford General Hospital (1); Sligo General Hospital (1)].
- Cork University Maternity Hospital
  - Maternity services (6) in ROI: [Coombe Hospital (1); Waterford Regional Hospital (1); GP Practice (1); Private Nursing & Midwifery Agency (3)];
  - Non-maternity services (3) in ROI: [Cork University Hospital (3)];
  - 1 graduate went to England.
- Mid West Regional Maternity Hospital
  - Maternity services (1) in ROI: [Waterford Hospital (1)];
  - Non-maternity services (1) in ROI: [Mayo General Hospital (1)];
  - Unknown employment location (1);
  - 1 graduate went to Australia.
- National Maternity Hospital
  - Maternity services (3) in ROI: [Rotunda Hospital (2); Public Health (1)];
  - Non-maternity services (1) in ROI: [St Vincent’s University Hospital (1)].
- Our Lady of Lourdes Hospital
  - Maternity services (4) in ROI: [Cavan General Hospital (1); Waterford Regional Hospital (1); Private Nursing & Midwifery Agency (1); GP Practice (1)];
  - Unknown employment location (3).
- Rotunda Hospital
  - Unknown employment location (4).
Figure 3 Notes (Continued):

2009: Of the 56 graduates externally employed; the location of where the midwives were externally employed is as follows:

- Coombe Hospital
  - Maternity services (4) in ROI: [Wexford General Hospital (3); Galway University Hospital (1)];
  - Non-maternity services (1) in ROI: [Letterkenny General Hospital (1)];
- Cork University Maternity Hospital
  - Maternity services (24) in ROI: [Waterford Regional Hospital (2); Private Nursing & Midwifery Agency (20); Galway University Hospital (1); Public Health (1)];
  - Non-maternity services (10) in ROI: [Cork University Hospital (6); Mallow Hospital (1); South Infirmary Hospital (1); St Mary’s Orthopaedic Hospital (1); Galway University Hospital (1)];
  - 1 graduate went overseas.
- Galway University Hospitals
  - Maternity services (1) in ROI: [Letterkenny General Hospital (1)];
- Mid West Regional Maternity Hospital
  - Non-maternity services (4) in ROI: [Mid West Regional Hospital, Limerick (2); Clonmel Hospital (2)].
- National Maternity Hospital
  - Maternity services (3) in ROI: [Letterkenny Hospital (2); Clonmel Hospital (1)];
  - Non-maternity services (6) in ROI: [Beacon Hospital (3); Galway University Hospital (3)];
  - Additional Comment: 2 graduates were unemployed (Note: both are currently employed: Australia (1); ROI Fertility Clinic (1)).
- Our Lady of Lourdes Hospital
  - Non-maternity services (1) in ROI: [Louth County Hospital (1)].
- Rotunda Hospital
  - Maternity services (1) in ROI: [Letterkenny Hospital (1)];
  - Additional Comment: 1 graduate was unemployed.

2010: Of the 63 graduates externally employed; the location of where the midwives were externally employed is as follows:

- Coombe Hospital
  - 1 graduate went overseas (general nursing-UK).
  - Additional Comment: 1 graduate was unemployed and awaiting a visa/work permit.
- Cork University Maternity Hospital
  - Maternity services (27) in ROI: [Private Nursing & Midwifery Agency (26); Midland Regional Hospital Portlaoise (1)];
  - Non-maternity services (3) in ROI: [Cork University Hospital (1); Mallow Hospital (1); Community (1)];
  - 1 graduate went overseas (tropical medicine nursing-UK).
Figure 3 Notes (Continued):

- **Galway University Hospitals**
  - Maternity services (5) in ROI: [Midland Regional Hospital Portlaoise (3), Coombe Hospital (2)];
  - Non-maternity services (3) in ROI: [Unspecified (3)].

- **Mid West Regional Maternity Hospital**
  - Maternity services (5) in ROI: [Cork University Maternity Hospital (1); Midland Regional Hospital Portlaoise (1); National Maternity Hospital (1); Cavan General Hospital (1); Clonmel Hospital (1)].
  - Non-maternity services (10) in ROI: [Mid West Regional Hospital Limerick (1); Addiction Services (1); GP Practice Nurse (1); Private Nursing & Midwifery Agency (7)];
  - 1 graduate went overseas.

- **National Maternity Hospital**
  - Maternity services (2) in ROI: [Private Nursing & Midwifery Agency (2)].

- **Our Lady of Lourdes Hospital**
  - Maternity services (3) in ROI: [Private Nursing & Midwifery Agency (2); Cavan General Hospital (1)].
  - Non-maternity services (1) in ROI: [Community (1)].

- **Rotunda Hospital**
  - Maternity services (1) in ROI: [Cork University Maternity Hospital (1)].

**2011:** Of the three graduates externally employed; the location of where the midwives were externally employed is as follows:

- **Coombe Hospital**
  - Additional Comment: (1) graduate was unemployed.

- **Mid West Regional Maternity Hospital**
  - Maternity services in ROI: Portlaoise Hospital (1);
  - Non-maternity services in ROI: Limerick nursing agency (1);
  - Additional Comment: (1) graduate was unemployed.

- **Our Lady of Lourdes Hospital**
  - Non-maternity services in ROI: Our Lady’s Hospital, Co Meath via nursing agency (1);

**Additional Comment:**

Since 2009, as a result of the Moratorium on Recruitment and Promotions in the Public Service (as notified by Government effective from the 27 March 2009), changes occurred in the recruitment practices in hospitals. The purpose of the Moratorium is to facilitate a permanent, structural reduction in the numbers of staff employed in the public service and to contribute significant and ongoing savings to the Exchequer (HSE HR Circular 001/2010).