

Health Sector Workforce Report: 2022 Annual Turnover Rates

Introduction

Notably over the past 3 years (31/12/2019 to 31/12/2022) the health service has increased its overall direct staffing numbers by almost 18,000 and this trajectory must continue in order to meet the healthcare needs of our growing and aging population. Despite the significant growth over the last number of years, the HSE fully understands the resourcing challenges that we face as we are operating in a fiercely competitive global recruitment market with emigration causing significant challenges across our services. There are many factors which create challenges to the overall growth of our workforce inclusive of the significant gap between supply and demand, an ageing workforce, HRA reversal and competition from abroad. Accordingly, we have experienced significant increases in staff turnover over recent years.

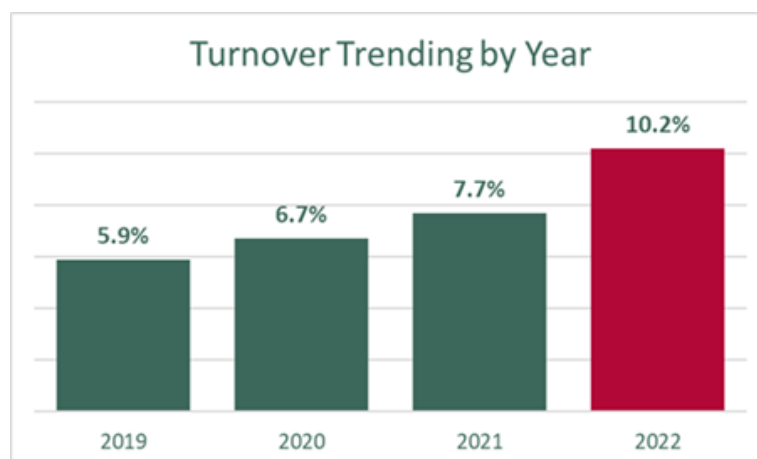
Nonetheless, employment levels at the end of December 2022, show there were 137,745 WTE (equating to 156,285 personnel) directly employed in the provision of Health & Social Care Services by the HSE and the various Section 38 hospitals & agencies. The overall increase since 31 December 2019 now stands at **+17,928 WTE (+15.0%)**, with 5,422 WTE net growth in 2022. This growth of almost 18,000 takes into account newly appointed employees as well as losses, replacements and moves within our service.

In 2022, **Quarterly** Turnover reporting was introduced. This is in addition to the **Annual Turnover** reports, in order to provide ongoing data to inform decisions throughout the year, in preference to one point in time. Nonetheless, Annual Turnover Reporting is equally important to report, as reporting lags in starters and leavers data over the quarterly period is fully reported in the annualised rate, thereby providing for a full comprehensive report on the turnover rate. This report provides the overview of the reported National Health Sector Turnover Rates for the **full year** of 2022. In addition the comparative quarterly trend data is also provided. The quarterly trend data is also updated in this report to take account of any reporting lags, as noted above, at the time of reporting in each individual quarter.

Headlines

The 2022 Annual Turnover Rate is reported at **10.2%**. This 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 national COVID-19 efforts.

When compared to previous years, the 2022 annual rate is reporting a **significant** increase of **+2.5%** compared to 2021 (7.7%), **+3.5%** compared to 2020 (6.7%) and **+4.3%** compared to the 2019 turnover rate (5.9%).



Key Findings Overall

- Notably the overall turnover rate for 2022 of **10.2%** is significantly higher than that reported in 2021 at 7.7% and that reported for 2020 at 6.7% and for 2019 at 5.9%. All staff categories are reporting increases on previous year's reported rates.
- At overall **Staff Category** level, **Health & Social Care Professionals** reports the highest turnover rate of **12.6%**. It is substantially higher than that reported in 2021 at **9.6%**.
- The highest **rate increase** from last year is reported in **Patient and Client Care**, up 3.2% on the 2021 reported rate of 6.8%. This however is explained by turnover in the temporary COVID-19 Community Swabber grade.
- **Medical & Dental (11.6%)** is up **1.8%** compared to 2021 (9.8%) however is substantially higher than the rate reported in 2020 at 7.8% (+3.8%).
- **Nursing and Midwifery** is reporting an increase of **2.2%** in 2022 (9.9%) compared to 2021 (7.7%), and is up **3.5%** on 2020 levels (6.4%).
- **Management and Administration** turnover rate (9.9%) is also showing an increase of **2.5%** compared to 2021 (7.4%) and is substantially up on 2020 (5.3%) at **+4.6%**.
- The lowest reported turnover rate and rate of increase in turnover for 2022, is reported in the staff category of **General Support** at **7.7%**, reflecting an increase of **+1.4%** compared to 2021 (6.3%).
- At Staff Group level, Psychologists report the highest turnover rate of **17.2%**. This rate however is inclusive of the "Psychologist, Trainee Clinical" grade for which impacts the figures. Therapy professions, also high at **13.8%** is reporting substantial rate increases from 2019 (7.8%), 2020 (9.2%) and 2021 (10.9%).
- Nurse/ Midwife Specialist & AN/MP is reporting the lowest rate of turnover at **5.7%**. This figure is remaining consistent whereby it was also one of the lowest reported in 2021 at **5.2%**.

Key Findings Operations

- In **Acute Services** the reported Turnover Rate is **10.5%**. This is a **2.4%** rate increase on 2021 (8.1%), and an increase of 2.9% reported for 2020 (7.6%). At hospital group level CHI is reporting the highest turnover rate this year at **15.4%**. At Staff Category level Health & Social Care Professionals' reported the highest turnover rate at **14.0%**.
- In **Community Services** the reported Turnover Rate is **9.8%**. Community is reporting consistent increases in the rate year on year at 9.8%, 7.1%, 5.9% and 5.4% respectively for years 2022, 2021, 2020 and 2019. CHO 6 has the highest turnover rate of **12.3%**. Similar to Acute Services the Health & Social Care Professionals staff category is also reporting the highest 2022 rate at **11.4%**.
- In **National & Central Services** the reported Turnover Rate is **10.3%**. With the exception of 2019 (6.7%), turnover rates are showing consistent and substantial rate increases as follows: 2020 (5.5%), 2021 (8.5%) and 2022 (10.3%).
- Section 38 Voluntary Hospitals are reporting the highest turnover rate at **12.0%**, while Section 38 Voluntary Agencies rate is **10.1%**, with the HSE reporting the lowest rate at **9.6%**.

Turnover by Staff Group / Staff Category 2019 - 2022

Turnover Rate by Staff Group 2019 - 2022	2019	2020	2021	2022
Turnover Rate	5.9%	6.7%	7.7%	10.2%
Consultants	8.2%	8.4%	9.3%	11.4%
Registrars**				
SHO/ Interns**				
Medical/ Dental, other	5.4%	5.8%	11.6%	12.3%
Medical & Dental	7.6%	7.8%	9.8%	11.6%
Nurse/ Midwife Manager	4.9%	5.4%	5.6%	7.7%
Nurse/ Midwife Specialist & AN/MP	3.6%	4.0%	5.2%	5.7%
Staff Nurse/ Staff Midwife	6.5%	7.0%	8.5%	11.0%
Public Health Nurse	3.1%	4.2%	5.0%	6.9%
Nursing/ Midwifery Student**	14.5%	6.9%	20.1%	20.8%
Nursing/ Midwifery other	3.3%	5.4%	7.8%	8.9%
Nursing & Midwifery	6.0%	6.4%	7.7%	9.9%
Therapy Professions	7.8%	9.2%	10.9%	13.8%
Health Science/ Diagnostics	7.7%	7.3%	7.7%	10.6%
Social Care	5.8%	4.8%	6.0%	9.2%
Social Workers	7.1%	6.1%	8.7%	10.6%
Psychologists	12.3%	10.8%	12.0%	17.2%
Pharmacy	9.3%	8.7%	8.6%	11.5%
H&SC, Other	13.7%	10.5%	18.1%	21.2%
Health & Social Care Professionals	8.1%	7.9%	9.6%	12.6%
Management (VIII & above)	6.5%	6.1%	8.0%	9.0%
Administrative/ Supervisory (V to VII)	5.0%	5.2%	7.0%	8.4%
Clerical (III & IV)	5.5%	5.2%	7.5%	10.7%
Management & Administrative	5.4%	5.3%	7.4%	9.9%
Support	4.6%	5.2%	6.3%	7.6%
Maintenance/ Technical	4.9%	5.6%	6.0%	8.6%
General Support	4.6%	5.2%	6.3%	7.7%
Health Care Assistants	5.2%	9.6%	7.4%	10.2%
Home Help	2.9%	3.3%	5.5%	8.4%
Ambulance Staff	4.6%	6.7%	5.1%	11.9%
Care, other	6.1%	4.4%	6.2%	10.0%
Patient & Client Care	4.9%	7.7%	6.8%	10.0%

**please refer to notes further below

Turnover by Care Group / Staff Category 2022

Turnover Rate by Care Group 2022	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
Turnover Rate	10.2%	11.6%	9.9%	12.6%	9.9%	7.7%	10.0%
National Ambulance Service	12.0%				14.7%		11.9%
Acute Hospital Services	10.5%	11.2%	10.5%	14.0%	10.0%	7.9%	8.6%
Acute Services	10.5%	11.2%	10.5%	14.0%	10.1%	7.9%	9.3%
Community Health & Wellbeing	10.5%	85.7%	13.8%	8.9%	8.9%		12.2%
Mental Health	9.3%	12.8%	8.7%	13.3%	9.8%	7.2%	6.1%
Primary Care	13.0%	9.1%	8.0%	9.9%	10.8%	5.5%	36.2%
Disabilities	9.2%	20.8%	9.7%	11.4%	9.6%	4.9%	8.4%
Older People	8.0%	9.2%	8.3%	14.7%	9.1%	8.0%	7.5%
CHO Operations	14.8%		10.6%	22.7%	13.7%	20.0%	34.6%
Community Services	9.8%	10.7%	8.7%	11.4%	10.3%	6.5%	10.2%
National & Central Services	10.3%	23.7%	19.1%	10.2%	8.5%	14.5%	39.0%

Turnover by HG & CHO / Staff Category 2022

Turnover Rate by HG / CHO 2022	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
Turnover Rate	10.2%	11.6%	9.9%	12.6%	9.9%	7.7%	10.0%
National Ambulance Service	12.0%				14.7%		11.9%
Children's Health Ireland	15.4%	10.0%	15.5%	15.5%	17.4%	14.0%	14.2%
Dublin Midlands Hospital Group	10.9%	11.0%	11.3%	15.3%	8.9%	8.3%	8.2%
Ireland East Hospital Group	11.4%	10.9%	11.9%	17.8%	9.8%	7.0%	8.5%
RCSI Hospitals Group	10.1%	10.9%	9.7%	13.9%	10.3%	9.1%	7.8%
Saolta University Hospital Care	9.4%	13.8%	8.9%	12.0%	9.6%	6.2%	8.4%
South/South West Hospital Group	9.2%	9.2%	9.3%	9.7%	8.0%	9.2%	9.7%
University of Limerick Hospital Group	9.1%	14.3%	8.9%	14.0%	10.0%	5.1%	7.7%
Other Acute Services	11.5%		6.6%		13.8%		
Acute Services	10.5%	11.2%	10.5%	14.0%	10.1%	7.9%	9.3%
CHO 1	7.9%	10.0%	7.1%	9.9%	9.5%	5.8%	7.7%
CHO 2	7.3%	3.5%	6.8%	6.9%	7.8%	6.8%	7.8%
CHO 3	10.8%	10.0%	8.3%	13.3%	10.5%	10.0%	11.5%
CHO 4	9.7%	9.3%	8.1%	9.9%	10.1%	4.8%	11.0%
CHO 5	9.1%	14.4%	9.0%	9.0%	5.7%	5.7%	10.1%
CHO 6	12.3%	8.6%	10.5%	12.9%	15.7%	9.5%	12.6%
CHO 7	11.3%	15.7%	10.1%	15.1%	10.6%	4.7%	11.5%
CHO 8	9.6%	11.5%	8.3%	10.5%	9.4%	5.3%	10.4%
CHO 9	11.0%	11.4%	10.2%	12.4%	12.7%	7.9%	10.0%
Other Community Services	11.6%	19.8%	8.8%	22.6%	11.9%	14.8%	7.3%
Community Services	9.8%	10.7%	8.7%	11.4%	10.3%	6.5%	10.2%
National & Central Services	10.3%	23.7%	19.1%	10.2%	8.5%	14.5%	39.0%

Turnover by Service / Staff Category 2022

Turnover Rate by Service 2022	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
Turnover Rate	10.2%	11.6%	9.9%	12.6%	9.9%	7.7%	10.0%
Health Service Executive	9.6%	12.6%	8.7%	11.8%	9.3%	7.7%	10.3%
Section 38 Hospitals	12.0%	9.9%	12.7%	15.7%	10.9%	8.6%	10.0%
Section 38 Voluntary Agencies	10.1%	10.0%	10.8%	11.7%	12.4%	5.5%	9.1%

Turnover trending by Quarter 2019 to 2022



Turnover trending by Staff Category

Turnover Rate Trending by Staff Category	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
2022	10.2%	11.6%	9.9%	12.6%	9.9%	7.7%	10.0%
Q4 2022	2.2%	2.4%	2.4%	2.5%	2.0%	1.6%	2.2%
Q3 2022	3.2%	3.9%	2.8%	3.9%	3.0%	2.5%	3.6%
Q2 2022	2.4%	2.4%	2.3%	3.1%	2.6%	1.8%	2.0%
Q1 2022	2.4%	2.9%	2.4%	3.1%	2.2%	1.7%	2.2%
2021	7.7%	9.8%	7.7%	9.6%	7.4%	6.3%	6.8%
Q4 2021	2.1%	2.2%	2.2%	2.4%	2.0%	1.7%	1.9%
Q3 2021	2.6%	2.7%	2.5%	3.4%	2.5%	2.4%	2.2%
Q2 2021	1.6%	2.1%	1.5%	2.0%	1.5%	1.3%	1.4%
Q1 2021	1.4%	2.9%	1.5%	1.8%	1.3%	0.9%	1.2%
2020	6.7%	7.8%	6.4%	7.9%	5.3%	5.2%	7.7%
Q4 2020	1.7%	2.0%	1.9%	2.0%	1.5%	1.4%	1.5%
Q3 2020	2.3%	2.4%	1.8%	2.5%	1.4%	1.4%	3.7%
Q2 2020	1.2%	1.3%	1.2%	1.4%	1.1%	1.1%	1.3%
Q1 2020	1.4%	2.0%	1.4%	1.9%	1.3%	1.4%	1.3%
2019	5.9%	7.6%	6.0%	8.1%	5.4%	4.6%	4.9%
Q4 2019	1.4%	1.5%	1.4%	1.7%	1.2%	1.0%	1.3%
Q3 2019	1.8%	2.7%	1.8%	2.6%	1.7%	1.6%	1.4%
Q2 2019	1.4%	1.5%	1.4%	1.9%	1.3%	1.1%	1.1%
Q1 2019	1.3%	2.0%	1.3%	1.9%	1.3%	1.0%	1.0%

Turnover trending by Care Group

Care Group	Turnover %	National Ambulance Service	Acute Hospital Services	Acute Services	Community Health & Wellbeing	Mental Health	Primary Care	Disabilities	Older People	CHO Operations	Community Services	National & Central Services
2022	10.2%	12.0%	10.5%	10.5%	10.5%	9.3%	13.0%	9.2%	8.0%	14.8%	9.8%	10.3%
Q4 2022	2.2%	5.0%	2.4%	2.4%	0.8%	2.1%	1.9%	2.3%	1.8%	2.1%	2.0%	1.6%
Q3 2022	3.2%	2.4%	3.1%	3.0%	5.3%	2.9%	5.6%	2.6%	2.6%	5.6%	3.4%	3.6%
Q2 2022	2.4%	1.8%	2.5%	2.5%	2.1%	2.1%	3.1%	2.2%	1.8%	2.3%	2.3%	2.5%
Q1 2022	2.4%	2.8%	2.6%	2.6%	2.3%	2.2%	2.4%	2.1%	1.9%	20.9%	2.1%	2.6%
2021	7.7%	5.0%	8.2%	8.1%	7.8%	5.8%	9.4%	7.4%	5.7%		7.1%	8.5%
Q4 2021	2.1%	1.5%	2.3%	2.2%	2.9%	1.4%	2.3%	1.8%	1.7%		1.8%	2.9%
Q3 2021	2.6%	1.4%	2.8%	2.7%	3.0%	2.1%	3.7%	2.3%	1.7%		2.4%	2.7%
Q2 2021	1.6%	1.1%	1.6%	1.6%		1.1%	1.9%	1.7%	1.4%		1.6%	1.3%
Q1 2021	1.4%	1.0%	1.6%	1.5%	1.7%	1.1%	1.5%	1.6%	0.9%		1.3%	1.5%
2020	6.7%	8.2%	7.5%	7.6%	2.6%	4.5%	5.8%	6.0%	6.6%		5.9%	5.5%
Q4 2020	1.7%	2.4%	2.0%	2.0%	1.7%	1.0%	1.5%	1.6%	1.2%		1.4%	1.8%
Q3 2020	2.3%	2.2%	2.6%	2.6%	0.6%	1.3%	1.8%	1.6%	3.2%		2.0%	1.1%
Q2 2020	1.2%	2.3%	1.3%	1.4%		1.0%	1.3%	1.1%	1.1%		1.1%	1.1%
Q1 2020	1.4%	1.2%	1.5%	1.5%		1.2%	1.3%	1.7%	1.1%		1.4%	1.5%
2019	5.9%	5.1%	6.3%	6.3%		5.4%	5.2%	6.7%	3.9%		5.4%	6.7%
Q4 2019	1.4%	1.6%	1.3%	1.3%		1.3%	1.0%	1.7%	1.1%		1.3%	1.5%
Q3 2019	1.8%	0.9%	2.1%	2.1%		1.6%	1.8%	1.8%	1.1%		1.6%	1.9%
Q2 2019	1.4%	1.6%	1.5%	1.5%		1.3%	1.4%	1.5%	0.8%		1.2%	1.6%
Q1 2019	1.3%	1.0%	1.4%	1.4%		1.1%	1.0%	1.7%	1.0%		1.2%	1.6%

Notes

This report is intended to allow for analysis on staff turnover and figures are expressed as headcount leavers as a percentage of the average headcount for the period.

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.

Health Service turnover is distorted by the multiplicity of employers and HSE payrolls where staff leaving one employer but remaining within the service are **included** in the statistics.

It is worth noting that this report includes those retrospectively added leaver actions throughout the year that may not have been included at the point in time of quarterly reports

Material impacts on turnover rates are observed, including:

- Multiple payroll sites/ employers in the sector
- Proportion of fixed-term, specified purpose & other short term contracts (e.g. medical locum)
- Age profile of the staff cohort
- Promotions to other sites or services (particularly relevant in nursing where nurse manager positions draw on the staff nurse population for example)
- Personnel changing categories (perhaps through qualifications gained, HCAs entering nurse training) etc.
- Registrars, SHO's/intern rotations**
- Pre-registration nursing and midwifery internship students on clinical practice placement.**

**In order to normalise this rate the calculation for Registrars and SHO's/Interns (the majority of whom are on rotation within the services) and Pre-Registration Nursing and Midwifery Internship students where, a) their contract has ended and b) may continue in employment as staff nurses, have been adjusted to take account of these rotations/ movement (adjusted from the calculation to provide an adjusted rate. Therefore the rate provided is an adjusted rate and excludes these cadres of staff as they are expected movement within services for reasons related to their training / education programmes)