

## Health Sector Workforce Report: 2024 Annual Turnover Rates

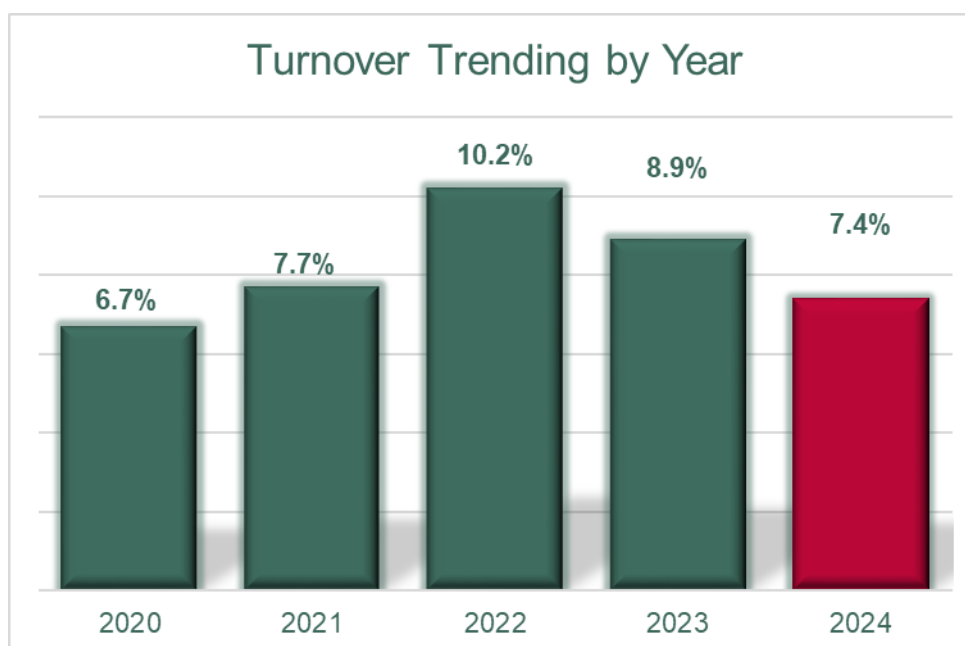
### Introduction

Since December 2019, the health service has increased its overall direct staffing numbers in excess of +28,000 WTE. 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 a highly mobile and sought after workforce. 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 and competition from abroad.

Employment levels at the end of December 2024, show there were **148,268 WTE** (equating to 166,104 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 **+28,455 WTE (+23.7%)**, with **8,239 WTE** net growth in 2023. This growth of over 28,000 takes into account newly appointed employees as well as losses, replacements and moves within our service.

### Headlines

The 2024 Annual Turnover Rate is reported at **7.4%**. When compared to previous year, the 2024 annual rate is reporting a **significant** decrease of **-1.5%** compared to 2023 (8.9%), **-2.8%** compared to 2022 (10.2%), **-0.3%** compared to 2021 (7.7%) and **+0.7%** compared to the 2020 turnover rate (6.7%).



### Key Findings Overall

- The overall turnover rate for 2024 of **7.4%** is -1.5% lower than that reported in 2023 at 8.9% and 10.2% in 2022. It is however higher than that reported for 2020 at 6.7%. All staff categories are reporting decreases on the previous year's reported rates.
- The highest **rate decrease** from last year by staff category is reported in **Health & Social Care Professionals**, down -2.8% on the 2023 reported rate of 10.9%. The highest rate decrease by staff group can be seen in **H&SC Other**, down -2.8% on the 2023 reported rate of 10.4%.
- At overall **Staff Category** level, **Medical & Dental** reports the highest turnover rate of **9.0%**. It too has decreased however, by **-0.6%** than that reported in 2023 at **9.6%**.
- **Health & Social Care Professionals** is reporting the next highest turnover rate of **8.1%** in 2024, down -2.8% on the respective rates in 2023 of 10.9%.

- **Patient & Client Care (7.5%)** is down **-0.7%** compared to 2023 (8.2%). There was a number of staff group changes carried out in 2024 in relation to Ambulance Staff and Home Help which is impacting turnover rates for this category.
- **Management & Administrative (6.5%)** is down -2.2% compared to 8.7% in 2023 and 9.9% in 2022.
- **Nursing & Midwifery (7.4%)** is down -1.3%. At Staff Group level, **Nursing/Midwifery Student** is reporting the highest turnover rate at 22.9%, **+9.2%** compared to the rate of 13.7% in 2023 and 20.8% in 2022. This is followed by **Public Health Nurse** at **6.1%** which is **+0.6%** increase on 2023 at 5.5%.
- **Nurse/ Midwife Specialist & AN/MP** is reporting the lowest rate of turnover at **4.0%**. This staff group continues to have consistently one of the lowest turnover rates by staff group, whereby it was the lowest in 2023 at 5.2% and also one of the lowest reported in 2022 at 5.7%.

## Key Findings Operations

- In **Acute Services** the reported Turnover Rate is **7.5%**. This is a **-1.7%** rate decrease on 2023 (9.2%). This is also a decrease of 3.0% compared to 2022 (10.5%) and a decrease of 0.6% compared to 2021 (8.1%). The 2020 turnover rate is the same as the rate reported for 2024. At hospital group level **CHI** is reporting the **highest turnover** rate this year at **9.6%** and was also the highest in 2023 with a rate of 12.0%. Although a decrease of -5.8% from 2022 (15.4%), at Staff Category level **Medical & Dental** reported the highest turnover rate at **9.2%**.
- In **Community Services** the reported Turnover Rate is in line with the national average at **7.4%**. This is a decrease of **-1.2%** on 2023 (8.6%). At CHO level, **CHO 6** has the highest turnover rate of **8.6%**, representing a -2.2% decrease on 2023 (10.8%). The **Medical & Dental** staff category reports the highest turnover rate of **8.2%**, which is a decrease of -2.3% from 2023 and decrease of -2.5% 2022 (10.7%).
- In **National & Central Services** the reported Turnover Rate is **5.9%**. This is a decrease of -1.7% on the 2023 rate of 7.6% and significantly lower than of 2022 rate of 10.3% and also lower than the 2021 rate of 8.5%.
- **Section 38 Voluntary Hospitals** are reporting the highest turnover rate at **8.4%**. While this is a decrease of -2.2% from 2023 (10.6%), section 38 voluntary hospitals have reported the highest turnover rates by service in each of the last 5 years with 10.6% in 2023, 12.0% in 2022, 9.8% in 2021, 8.6% in 2020 and 7.9% in 2019.

## Turnover by Staff Group / Staff Category 2019 - 2024

Turnover Rate by Staff Group 2019 - 2024	2019	2020	2021	2022	2023	2024	Change since 2023
<b>2024 Turnover Rate</b>	<b>5.9%</b>	<b>6.7%</b>	<b>7.7%</b>	<b>10.2%</b>	<b>8.9%</b>	<b>7.4%</b>	<b>-1.5%</b>
Consultants	8.2%	8.4%	9.3%	11.4%	9.1%	9.0%	-0.1%
Registrars**							
SHO/ Interns**							
Medical/ Dental, other	5.4%	5.8%	11.6%	12.3%	11.2%	9.4%	-1.8%
<b>Medical &amp; Dental</b>	<b>7.6%</b>	<b>7.8%</b>	<b>9.8%</b>	<b>11.6%</b>	<b>9.6%</b>	<b>9.0%</b>	<b>-0.6%</b>
Nurse/ Midwife Manager	4.9%	5.4%	5.6%	7.7%	6.3%	5.1%	-1.2%
Nurse/ Midwife Specialist & AN/MP	3.6%	4.0%	5.2%	5.7%	5.2%	4.0%	-1.1%
Staff Nurse/ Staff Midwife	6.5%	7.0%	8.5%	11.0%	9.9%	8.4%	-1.5%
Public Health Nurse	3.1%	4.2%	5.0%	6.9%	5.5%	6.1%	0.6%
Nursing/ Midwifery Student**	14.5%	6.9%	20.1%	20.8%	13.7%	22.9%	9.2%
Nursing/ Midwifery other	3.3%	5.4%	7.8%	8.9%	6.3%	6.5%	0.2%
<b>Nursing &amp; Midwifery</b>	<b>6.0%</b>	<b>6.4%</b>	<b>7.7%</b>	<b>9.9%</b>	<b>8.7%</b>	<b>7.4%</b>	<b>-1.3%</b>
Therapy Professions	7.8%	9.2%	10.9%	13.8%	13.2%	8.7%	-4.5%
Health Science/ Diagnostics	7.7%	7.3%	7.7%	10.6%	9.5%	7.2%	-2.3%
Social Care	5.8%	4.8%	6.0%	9.2%	10.0%	7.4%	-2.5%
Social Workers	7.1%	6.1%	8.7%	10.6%	9.2%	9.1%	-0.2%
Psychologists	12.3%	10.8%	12.0%	17.2%	10.3%	9.8%	-0.5%
Pharmacy	9.3%	8.7%	8.6%	11.5%	10.0%	8.1%	-2.0%
H&SC, Other	13.7%	10.5%	18.1%	21.2%	10.4%	7.6%	-2.8%
<b>Health &amp; Social Care Professionals</b>	<b>8.1%</b>	<b>7.9%</b>	<b>9.6%</b>	<b>12.6%</b>	<b>10.9%</b>	<b>8.1%</b>	<b>-2.8%</b>
Management (VIII & above)	6.5%	6.1%	8.0%	9.0%	8.7%	7.3%	-1.4%
Administrative/ Supervisory (V to VII)	5.0%	5.2%	7.0%	8.4%	7.4%	5.3%	-2.1%
Clerical (III & IV)	5.5%	5.2%	7.5%	10.7%	9.4%	7.1%	-2.4%
<b>Management &amp; Administrative</b>	<b>5.4%</b>	<b>5.3%</b>	<b>7.4%</b>	<b>9.9%</b>	<b>8.7%</b>	<b>6.5%</b>	<b>-2.2%</b>
Support	4.6%	5.2%	6.3%	7.6%	8.2%	7.0%	-1.3%
Maintenance/ Technical	4.9%	5.6%	6.0%	8.6%	5.9%	6.2%	0.3%
<b>General Support</b>	<b>4.6%</b>	<b>5.2%</b>	<b>6.3%</b>	<b>7.7%</b>	<b>8.0%</b>	<b>6.9%</b>	<b>-1.1%</b>
Health Care Assistants	5.2%	9.6%	7.4%	10.2%	8.4%	7.6%	-0.8%
Home Help**	2.9%	3.3%	5.5%	8.4%	8.0%		-8.0%
Ambulance Staff**	4.6%	6.7%	5.1%	11.9%	6.3%		-6.3%
Care, other	6.1%	4.4%	6.2%	10.0%	8.1%	7.2%	-0.8%
<b>Patient &amp; Client Care</b>	<b>4.9%</b>	<b>7.7%</b>	<b>6.8%</b>	<b>10.0%</b>	<b>8.2%</b>	<b>7.5%</b>	<b>-0.7%</b>

\*\*please refer to notes section

## Turnover by Care Group/Staff Category 2024

Turnover Rate by Care Group 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<i>Change since 2023</i>	-1.5%	-0.5%	-1.3%	-2.8%	-2.2%	1.1%	-0.7%
<b>2024 Turnover Rate</b>	<b>7.4%</b>	<b>9.0%</b>	<b>7.4%</b>	<b>8.1%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>7.5%</b>
National Ambulance Service	6.7%			8.7%	3.7%	31.6%	7.0%
Acute Hospital Services	7.6%	9.2%	7.8%	8.9%	6.5%	7.0%	6.3%
<b>Acute Services</b>	<b>7.5%</b>	<b>9.2%</b>	<b>7.8%</b>	<b>8.9%</b>	<b>6.4%</b>	<b>7.0%</b>	<b>6.4%</b>
Community Health & Wellbeing	7.0%		10.1%	36.4%	5.3%		3.7%
Mental Health	6.7%	8.6%	6.1%	7.4%	5.8%	7.8%	7.4%
Primary Care	7.2%	7.4%	6.5%	7.2%	7.0%	8.1%	9.6%
Disabilities	8.2%	9.7%	7.9%	8.0%	8.2%	5.3%	8.6%
Older People	6.8%	9.7%	6.4%	8.3%	6.4%	6.1%	7.0%
CHO Operations	6.7%		9.8%	12.1%	5.6%	8.6%	
<b>Community Services</b>	<b>7.4%</b>	<b>8.2%</b>	<b>6.7%</b>	<b>7.8%</b>	<b>6.9%</b>	<b>6.6%</b>	<b>7.9%</b>
<b>National &amp; Central Services</b>	<b>5.9%</b>	<b>11.1%</b>	<b>8.3%</b>	<b>3.3%</b>	<b>6.0%</b>	<b>6.8%</b>	

## Turnover by HG & CHO / Staff Category 2024

Turnover Rate by HG / CHO 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<i>Change since 2023</i>	-1.5%	-0.6%	-1.3%	-2.8%	-2.2%	1.1%	-0.7%
<b>2024 Turnover Rate</b>	<b>7.4%</b>	<b>9.0%</b>	<b>7.4%</b>	<b>8.1%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>7.5%</b>
National Ambulance Service	6.7%	9.2%	7.8%	8.9%	6.4%	7.0%	6.4%
Children's Health Ireland	9.6%	3.7%	10.7%	10.3%	10.0%	9.2%	5.6%
Dublin Midlands Hospital Group	8.5%	11.4%	8.9%	10.6%	5.7%	8.9%	7.3%
Ireland East Hospital Group	7.1%	9.4%	6.8%	9.8%	6.8%	5.1%	7.0%
RCSI Hospitals Group	7.2%	8.6%	7.0%	9.7%	6.5%	6.1%	5.9%
Saolta University Hospital Care	6.6%	9.6%	7.0%	6.7%	5.1%	7.8%	4.9%
South/South West Hospital Group	7.8%	9.0%	8.7%	6.5%	6.5%	8.5%	6.4%
University of Limerick Hospital Group	7.0%	11.0%	7.5%	6.4%	6.7%	5.7%	5.4%
Other Acute Services	3.7%	66.7%		3.9%	3.3%		
<b>Acute Services</b>	<b>7.5%</b>	<b>9.2%</b>	<b>7.8%</b>	<b>8.9%</b>	<b>6.4%</b>	<b>7.0%</b>	<b>6.4%</b>
CHO 1	5.4%	8.1%	5.3%	6.4%	5.4%	5.9%	5.1%
CHO 2	6.4%	9.1%	5.6%	6.5%	7.2%	7.6%	6.5%
CHO 3	8.2%	9.4%	7.9%	8.0%	7.1%	8.9%	8.5%
CHO 4	7.1%	5.8%	6.1%	8.1%	5.4%	6.6%	8.0%
CHO 5	7.5%	11.5%	5.2%	6.7%	6.3%	7.6%	9.5%
CHO 6	8.6%	4.8%	7.5%	8.5%	10.5%	6.4%	9.6%
CHO 7	8.0%	7.5%	7.8%	9.5%	6.1%	4.6%	8.6%
CHO 8	7.7%	10.9%	7.4%	6.0%	5.6%	7.0%	9.3%
CHO 9	8.2%	10.7%	7.9%	8.6%	9.8%	6.3%	7.4%
Other Community Services	6.1%	5.0%	6.8%	10.6%	4.5%	9.8%	5.3%
<b>Community Services</b>	<b>7.4%</b>	<b>8.2%</b>	<b>6.7%</b>	<b>7.8%</b>	<b>6.9%</b>	<b>6.6%</b>	<b>7.9%</b>
<b>National &amp; Central Services</b>	<b>5.9%</b>	<b>11.1%</b>	<b>8.3%</b>	<b>3.3%</b>	<b>6.0%</b>	<b>6.8%</b>	

## Turnover by Region 2024

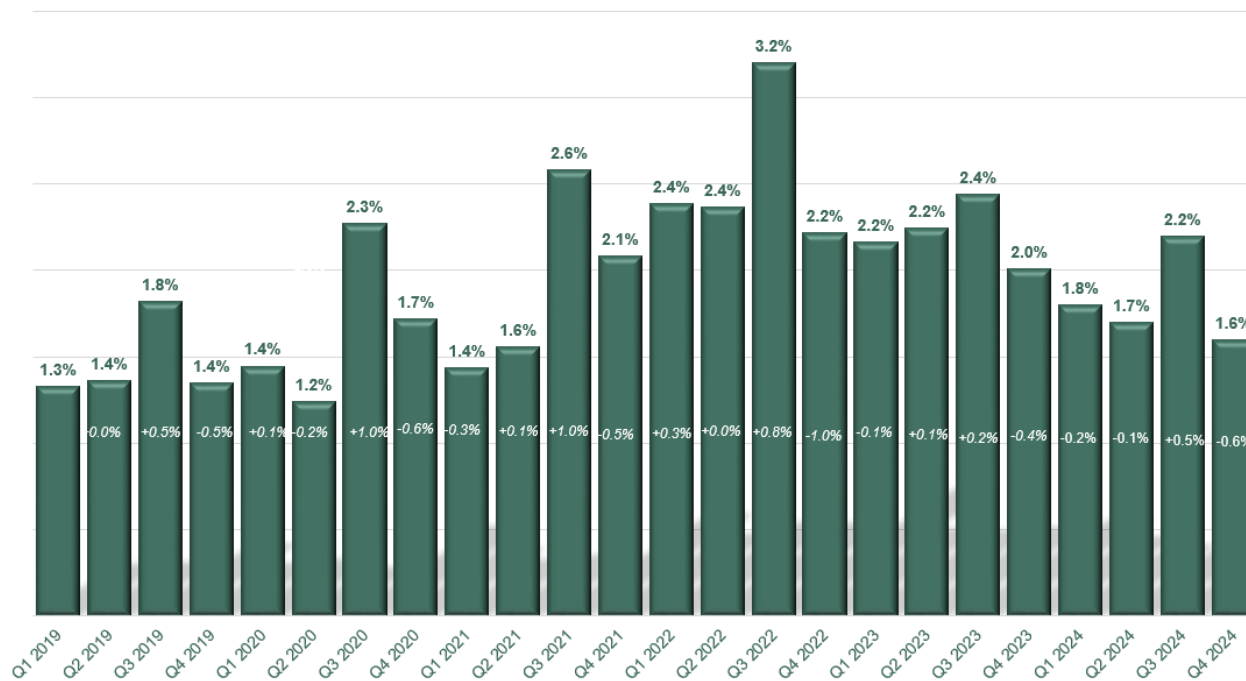
Turnover Rate by Region 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<b>2024 Turnover Rate</b>	<b>7.4%</b>	<b>9.0%</b>	<b>7.4%</b>	<b>8.1%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>7.5%</b>
HSE Dublin & Midlands	8.3%	8.9%	8.8%	9.2%	6.7%	7.8%	7.9%
HSE Dublin & North East	7.6%	8.9%	7.3%	9.2%	7.0%	6.0%	7.7%
HSE Dublin & South East	7.5%	9.0%	6.4%	8.7%	7.4%	5.7%	9.0%
HSE Midwest	7.6%	10.6%	7.7%	7.4%	6.9%	6.7%	8.0%
HSE South West	7.5%	7.8%	7.7%	7.3%	6.1%	8.0%	7.7%
HSE West & North West	6.3%	9.7%	6.3%	6.5%	5.7%	7.6%	5.6%
Corporate Centre	6.2%	11.3%	7.4%	5.0%	5.8%	7.2%	4.7%
National Services and Schemes	5.9%			3.3%	5.5%	6.7%	6.9%

## Turnover by Service / Staff Category 2024

Turnover Rate by Service 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<i>Change since 2023</i>	<i>-1.5%</i>	<i>-0.6%</i>	<i>-1.3%</i>	<i>-2.8%</i>	<i>-2.2%</i>	<i>1.1%</i>	<i>-0.7%</i>
<b>2024 Turnover Rate</b>	<b>7.4%</b>	<b>9.0%</b>	<b>7.4%</b>	<b>8.1%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>7.5%</b>
Health Service Executive	6.8%	9.5%	6.9%	7.3%	5.9%	6.8%	6.8%
Section 38 Hospitals	8.4%	8.6%	8.5%	10.2%	7.3%	8.0%	8.1%
Section 38 Voluntary Agencies	8.2%	4.5%	7.4%	8.3%	9.8%	4.6%	8.7%

## Turnover trending by Quarter 2019 to 2024

Turnover Trending by Quarter



## Turnover trending by Staff Category

Turnover Rate Trending by Staff Category	Overall	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
<i>Change since 2023</i>	-1.5%	-0.6%	-1.3%	-2.8%	-2.2%	1.1%	-0.7%
<b>2024</b>	<b>7.4%</b>	<b>9.0%</b>	<b>7.4%</b>	<b>8.1%</b>	<b>6.5%</b>	<b>6.9%</b>	<b>7.5%</b>
Q4 2024	1.6%	1.7%	1.6%	1.9%	1.4%	1.5%	1.7%
Q3 2024	2.2%	3.6%	2.1%	2.3%	2.0%	2.2%	2.3%
Q2 2024	1.7%	1.7%	1.8%	1.9%	1.6%	1.7%	1.8%
Q1 2024	1.8%	2.1%	1.9%	2.1%	1.5%	1.5%	1.7%
<b>2023</b>	<b>8.9%</b>	<b>9.6%</b>	<b>8.7%</b>	<b>10.9%</b>	<b>8.7%</b>	<b>8.0%</b>	<b>8.2%</b>
Q4 2023	2.0%	2.0%	2.2%	2.3%	1.8%	1.6%	1.9%
Q3 2023	2.4%	3.1%	2.3%	2.9%	2.4%	2.6%	2.2%
Q2 2023	2.2%	2.1%	2.2%	2.8%	2.4%	1.9%	2.1%
Q1 2023	2.2%	2.4%	2.0%	2.8%	2.2%	1.9%	2.1%
<b>2022</b>	<b>10.2%</b>	<b>11.6%</b>	<b>9.9%</b>	<b>12.6%</b>	<b>9.9%</b>	<b>7.7%</b>	<b>10.0%</b>
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%
<b>2021</b>	<b>7.7%</b>	<b>9.8%</b>	<b>7.7%</b>	<b>9.6%</b>	<b>7.4%</b>	<b>6.3%</b>	<b>6.8%</b>
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%
<b>2020</b>	<b>6.7%</b>	<b>7.8%</b>	<b>6.4%</b>	<b>7.9%</b>	<b>5.3%</b>	<b>5.2%</b>	<b>7.7%</b>
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%
<b>2019</b>	<b>5.9%</b>	<b>7.6%</b>	<b>6.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>4.6%</b>	<b>4.9%</b>
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

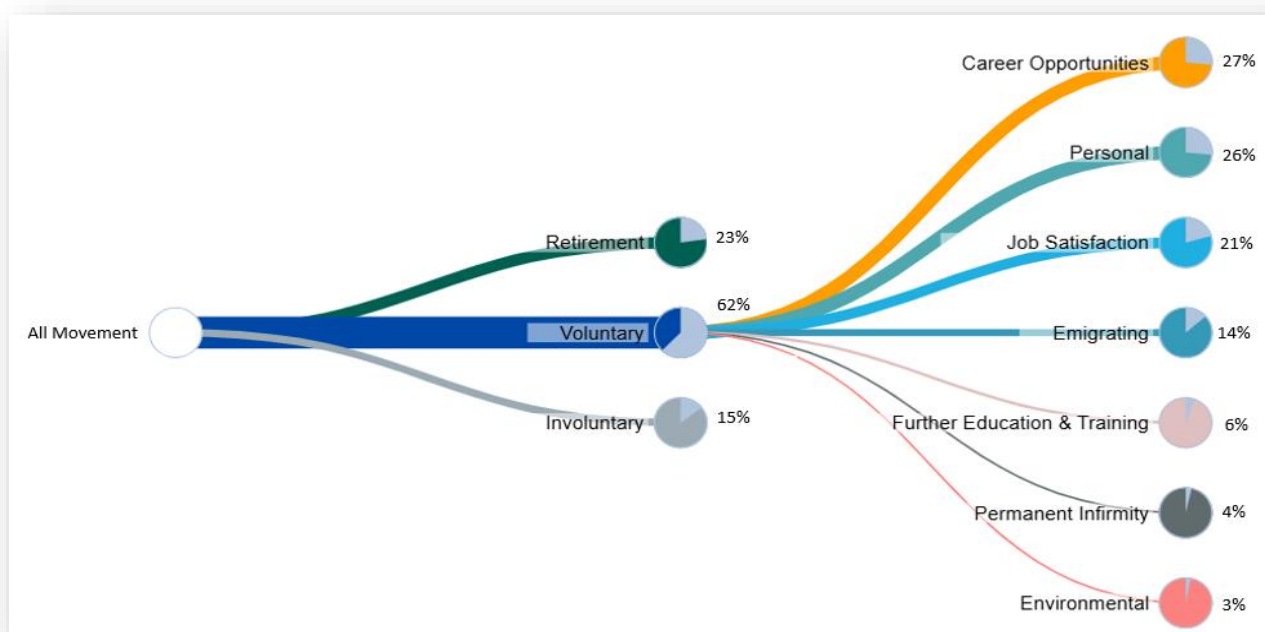
Care Group	Turnover %	National Ambulance Service	Acute Hospital Services	Acute Services	Community Health & Wellbeing	Mental Health	Primary Care	Disabilities	Older People	CHO Operations	Community Services	National & Central Services
Change since 2023	-1.5%	0.4%	-1.7%	-1.7%	-14.2%	-1.4%	-0.9%	-1.5%	-0.6%	-2.8%	-1.2%	-1.7%
2024	7.4%	6.7%	7.6%	7.5%	7.0%	6.7%	7.2%	8.2%	6.8%	6.7%	7.4%	5.9%
Q4 2024	1.6%	0.9%	1.7%	1.7%	1.5%	1.5%	1.6%	1.9%	1.6%	1.3%	1.7%	1.1%
Q3 2024	2.2%	2.4%	2.3%	2.3%	1.9%	1.8%	2.4%	2.4%	1.9%	2.2%	2.2%	1.7%
Q2 2024	1.7%	1.6%	1.7%	1.7%	1.4%	1.8%	1.7%	2.0%	1.8%	1.4%	1.9%	1.5%
Q1 2024	1.8%	1.7%	1.9%	1.9%	2.1%	1.6%	1.7%	1.8%	1.5%	1.9%	1.7%	1.5%
2023	8.9%	6.3%	9.3%	9.2%	21.2%	8.1%	8.1%	9.7%	7.4%	9.5%	8.6%	7.6%
Q4 2023	2.0%	1.8%	2.1%	2.1%	0.7%	1.9%	1.7%	2.4%	1.8%	1.0%	2.0%	1.6%
Q3 2023	2.4%	1.0%	2.6%	2.5%	9.0%	2.1%	2.3%	2.7%	1.9%	2.9%	2.4%	2.2%
Q2 2023	2.2%	1.2%	2.3%	2.3%	8.0%	2.1%	2.1%	2.5%	1.9%	3.6%	2.3%	1.8%
Q1 2023	2.2%	2.2%	2.3%	2.3%	3.3%	2.0%	2.0%	2.1%	1.7%	2.1%	2.0%	2.0%
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%



## Reasons for Leaving 2024

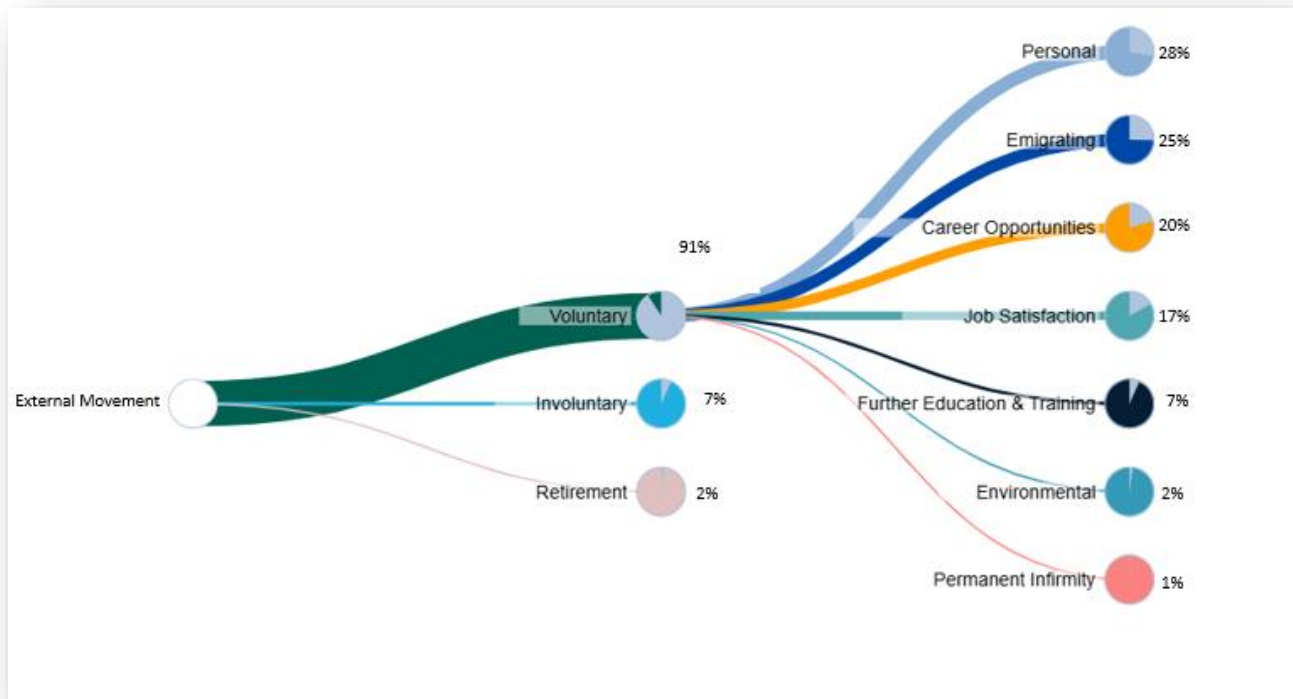
Leaving reasons are captured firstly as displayed below, as either Retirement, Voluntary or Involuntary. Retirement in of itself is a reason, and involuntary refers to those for whom a contract has ended (temporary contract e.g. end of a training contract in the main / dismissal etc). The third category is Voluntary and is particularly important as these are staff that have made a personal decision to leave their current job. It is this latter category that we focus on in this report.

## Leaver Reasons 2024



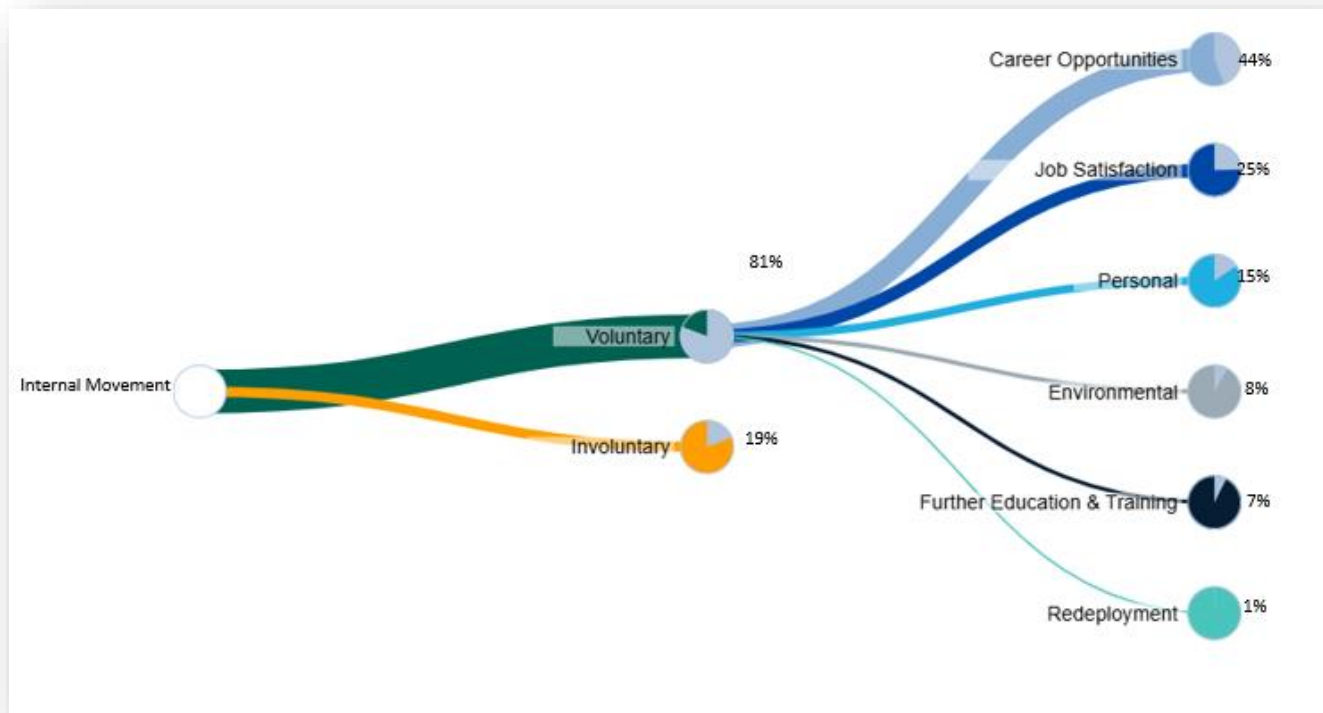
Similar to Q2, Q3 and Q4 2024, across all leavers (External, Internal and Not Disclosed/ Other) those **voluntarily** leaving or moving reported three main reasons – i.e. making up close to three quarters of the reasons for leaving; **Personal (26%)**, **Career Opportunities (27%)** and **Job Satisfaction (21%)**. Thereafter, **14%** have noted **Emigration**. Lower proportions reporting on other reasons as set out in the above graph.

## External Movement Reasons 2024



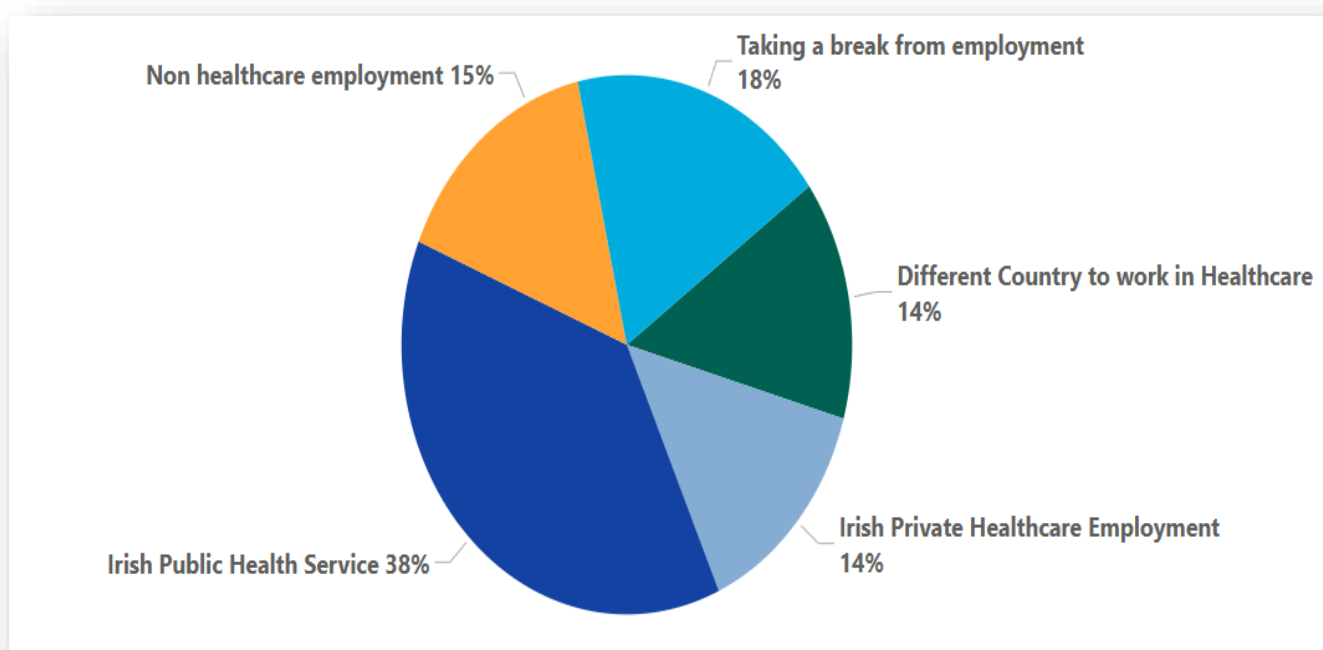
Of the 91% of movers leaving the public health service, **28%** of those who voluntarily left reported doing so for **Personal** Reasons. This may include work life balance, family reasons or caring reasons. A further **25%** noted **Emigrating** as the next highest reason for leaving followed by **Career Opportunities** (20%) outside the Irish Public Health Service as their main reason for leaving.

## Internal Movement Reasons 2024



Of those **Internal Movers** who provided a reason, **81%** were **Voluntary** movers with **Career Opportunities** (44%) and **Job Satisfaction** (25%) accounting for **69%** of these movements.

In relation to **Destination** of leavers, a response rate of 36% is reported for 2024. Of that 36%, below is a view of the destinations provided.



## Notes & Caveats

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)

\*\*There was a number of staff group changes carried out in 2024 in relation to the staff groups Ambulance Staff and Home Help. Grades previously recorded under these staff groups have been configured under different staff groups.

In March 2024, several hospitals moved to new Hospital Groups (details below). Going forward all Turnover reports will reflect it on both trending and data:

Hospital	Previous Hospital Group	New Hospital Group
Our Lady's Hospital Navan	Ireland East Hospital Group	RCSI Hospitals Group
Mater Misericordiae University Hospital	Ireland East Hospital Group	RCSI Hospitals Group
Cappagh National Orthopaedic Hospital	Ireland East Hospital Group	RCSI Hospitals Group
MRH Mullingar	Ireland East Hospital Group	Dublin Midlands Hospital Group
UH Waterford	South/South West Hospital Group	Ireland East Hospital Group
Lourdes Orthopaedic Hospital Kilcreene	South/South West Hospital Group	Ireland East Hospital Group
South Tipperary General Hospital	South/South West Hospital Group	Ireland East Hospital Group

Internal Movement figures are drawn from the assumption where a leaving action of "Other Health Board/Agency" is selected, a SAP Movement Category of "Transfer" is selected or a Destination of "Irish Public Health Service" is selected.

External Movement figures are drawn from the assumption where a leaving action outside of "Other Health Board/Agency" is selected AND the destination is not "Irish Public Health Service"

Internal and External Movement is broken into 3 categories:

Movement Category	Movement Detail
Voluntary	Refers to those staff which voluntarily exit or move with the HSE
Involuntary	Refers to those staff which involuntarily exit or move with the HSE
Retirement	Refers to those staff who retire from the HSE

Destination is not currently a mandatory field so the data in this report is reflective of the numbers who have completed it at the time of exit.

During 2024, 6 new S38 Voluntary Agencies were added to the database and will form part of all future Turnover calculation:

S38 Voluntary Agency
Galway Hospice Foundation
St Francis Hospice
Milford Care Centre
Milford Care Centre OP
Marymount University Hospital & Hospice
Marymount University Hospital & Hospice OP