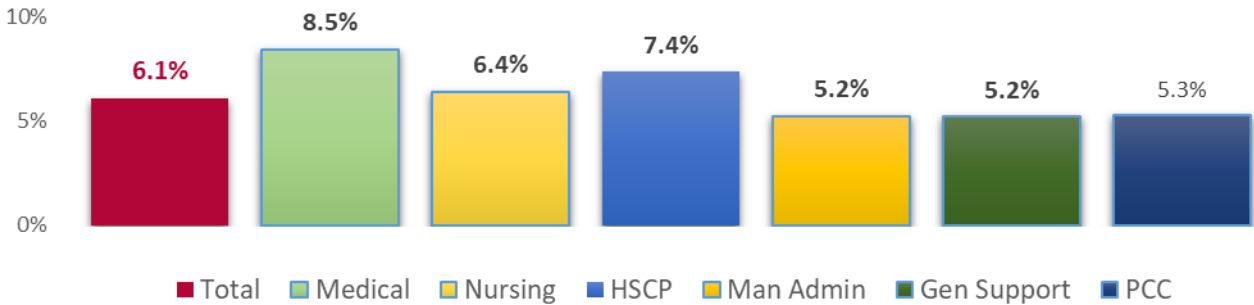


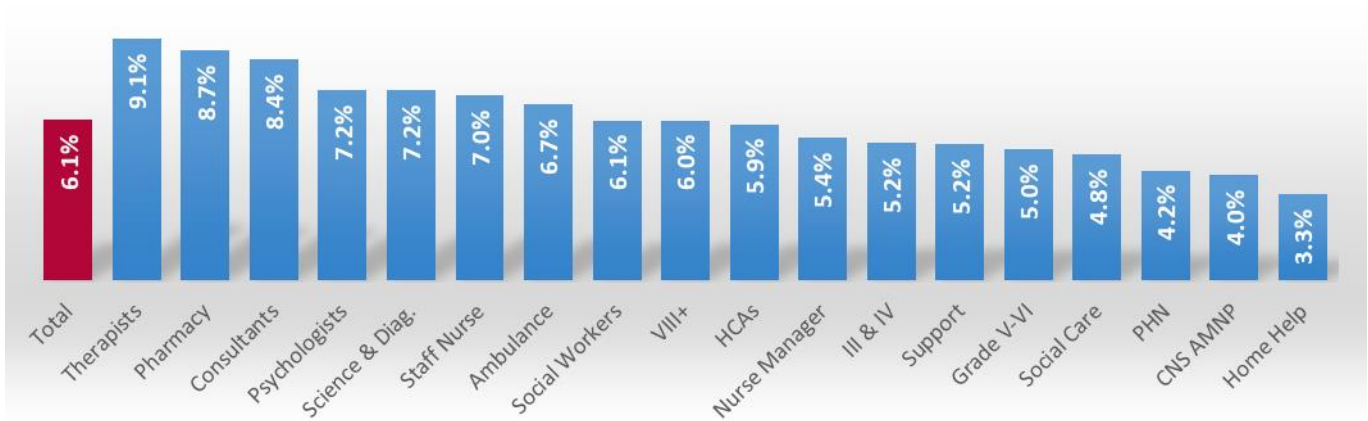
Health Sector Workforce: Turnover 2020

For 2020 the headline turnover rate was 6.1%.



Key findings by Staff Category & Staff Group

- Medical & Dental had the highest turnover rate at 8.5%
- The rate for Health & Social Care Professionals was 7.4% with higher rates amongst therapy professions, Pharmacists and Psychologists.
- The rate for nursing was 6.4%
- The rate for clinical management & administrative personnel together with support and care staff was broadly similar (5.2%-5.3%)



Key findings by at service level

The 2020 turnover rate in the acute sector (including ambulance) stood at 7.0% with a rate of 5.1% in the Community (Community Health & Wellbeing, Mental Health, Primary Care, Disability & Older Persons Services)

Details by staff category and group at service level are as set out in the table below:

2020 turnover by Staff Group & Service

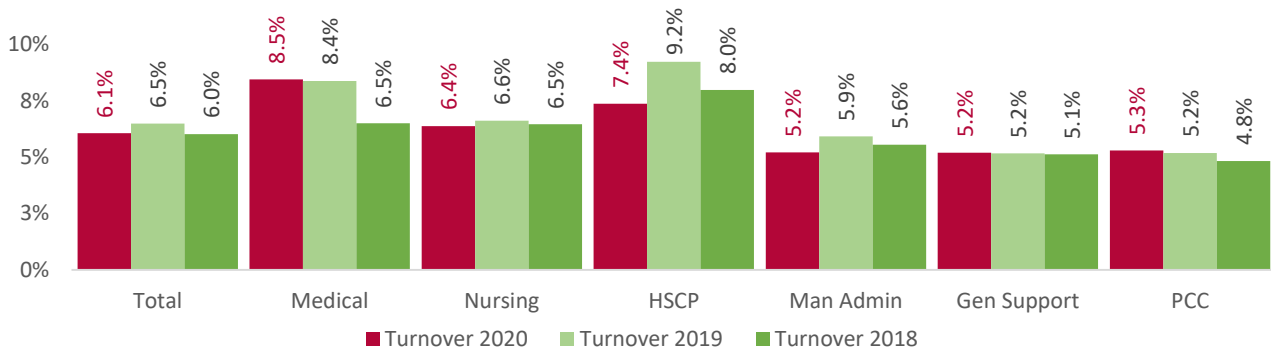
Staff Group	Acute Services	Community Services	H&WB, Corp & National	Total
Total	7.0%	5.1%	5.4%	6.1%
Consultants	8.5%	8.0%	6.3%	8.4%
Registrars	71.4%	42.5%	36.3%	65.6%
SHO/ Interns	90.0%	57.8%	82.8%	87.0%
Medical/ Dental, other	10.0%	3.5%	16.1%	5.8%
Medical & Dental	9.5%	5.1%	13.8%	8.5%
Nurse/ Midwife Manager	5.4%	5.3%	7.0%	5.4%
Nurse/ Midwife Specialist & AN/MP	4.4%	3.2%	5.7%	4.0%
Staff Nurse/ Staff Midwife	8.1%	5.0%	5.7%	7.0%
Public Health Nurse	192.0%	3.9%	36.4%	4.2%
Nursing/ Midwifery Student	9.5%	1.8%		6.9%
Nursing/ Midwifery other	4.7%	0.0%	13.1%	5.4%
Nursing & Midwifery	7.3%	4.8%	8.9%	6.4%
Therapy Professions	12.4%	7.1%	15.6%	9.2%
Health Science/ Diagnostics	7.2%	9.6%	6.2%	7.2%
Social Care	19.4%	4.7%		4.8%
Social Workers	10.3%	4.3%		6.1%
Psychologists	13.3%	6.3%		7.2%
Pharmacy	8.7%	12.0%	0.0%	8.7%
H&SC, Other	4.9%	7.5%	5.8%	6.4%
Health & Social Care Professionals	9.0%	6.1%	5.7%	7.4%
Management (VIII & above)	8.6%	7.3%	3.1%	6.1%
Administrative/ Supervisory (V to VII)	6.0%	3.7%	4.5%	5.0%
Clerical (III & IV)	5.4%	4.8%	5.6%	5.2%
Management & Administrative	5.7%	4.8%	4.7%	5.2%
Support	4.6%	6.4%	1.7%	5.2%
Maintenance/ Technical	4.7%	6.3%	6.1%	5.6%
General Support	4.6%	6.4%	4.7%	5.2%
Health Care Assistants	6.1%	5.8%	12.5%	5.9%
Home Help		3.0%		3.3%
Ambulance Staff	6.5%		42.9%	6.7%
Care, other	12.2%	3.7%	0.0%	4.3%
Patient & Client Care	6.5%	4.9%	19.0%	5.3%

Health Services Turnover Rates 2018-2020

For 2020 the headline turnover rate was 6.1% with the overall rate in line with previous years. Notwithstanding the stability in the headline figure there have been changes at staff category and staff group level as set out in the table below:

Health Services Turnover 2018-2020

Staff Group	Turnover 2018	Turnover 2019	Turnover 2020
Total	6.0%	6.5%	6.1%
Consultants	6.6%	9.2%	8.4%
Registrars	52.8%	60.2%	65.6%
SHO/ Interns	82.5%	93.2%	87.0%
Medical/ Dental, other	6.3%	6.0%	5.8%
Medical & Dental	6.5%	8.4%	8.5%
Nurse/ Midwife Manager	5.3%	5.2%	5.4%
Nurse/ Midwife Specialist & AN/MP	3.6%	3.7%	4.0%
Staff Nurse/ Staff Midwife	7.1%	7.3%	7.0%
Public Health Nurse	2.9%	3.3%	4.2%
Nursing/ Midwifery Student	14.3%	23.1%	6.9%
Nursing/ Midwifery other	4.3%	3.3%	5.4%
Nursing & Midwifery	6.5%	6.6%	6.4%
Therapy Professions	8.0%	8.6%	9.2%
Health Science/ Diagnostics	8.9%	8.3%	7.2%
Social Care	6.2%	6.2%	4.8%
Social Workers	7.5%	7.9%	6.1%
Psychologists	5.5%	17.8%	7.2%
Pharmacy	7.7%	11.2%	8.7%
H&SC, Other	11.8%	16.2%	6.4%
Health & Social Care Professionals	8.0%	9.2%	7.4%
Management (VIII & above)	6.0%	6.8%	6.1%
Administrative/ Supervisory (V to VII)	5.0%	5.3%	5.0%
Clerical (III & IV)	5.7%	6.0%	5.2%
Management & Administrative	5.6%	5.9%	5.2%
Support	5.1%	5.2%	5.2%
Maintenance/ Technical	5.0%	4.9%	5.6%
General Support	5.1%	5.2%	5.2%
Health Care Assistants	5.7%	5.6%	5.9%
Home Help	2.3%	3.1%	3.3%
Ambulance Staff	3.7%	4.6%	6.7%
Care, other	5.0%	6.6%	4.3%
Patient & Client Care	4.8%	5.2%	5.3%



Notes:

Turnover rate is the percentage of employees in a workforce that leave during a certain period of time.

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 year.

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.

Material impacts 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.
- Registrars, SHO's/intern rotations.
- Pre-registration student nurses on clinical placement.