

Health Sector Workforce Report: Q1 (31 March) 2025 Turnover

This report provides the overview of the reported National Health Sector Turnover Rates for Quarter 1 2025 along with trend data on turnover from Q1 2019.

Headlines & Key Findings

The reported Turnover Rate for Q1 2025 stands at **1.8%**. Comparatively, the Turnover rate has increased when compared with to the previous quarter Q4 2024 (1.6%) by **0.2%**. However, when compared with Q1 2024, the turnover rate remains the same. Q1 2025 is showing a continued decrease year on year since Q1 2022 (**2.4%**) and Q1 2023 (**2.2%**). However, when compared with Q1 2021 (**1.4%**), Q1 2025 is reporting a **0.4% higher rate**. Overall it signals a downward trend in reported turnover levels across the Health Service more akin to those reported pre COVID-19.

Turnover by Staff Group / Staff Category Q1 2025

Turnover Rate by Staff Group / Staff Category	Q1 2021	Q1 2022	Q1 2023	Q1 2024	Q4 2024	Q1 2025	Change from Q4 2024	Change from Q1 2024
Total Health Service	1.4%	2.4%	2.2%	1.8%	1.6%	1.8%	0.2%	0.0%
Consultants	2.4%	2.8%	2.2%	1.9%	1.7%	2.4%	0.7%	0.5%
Registrars**							0.0%	0.0%
SHO/ Interns**							0.0%	0.0%
Medical/ Dental, other	4.7%	3.3%	3.3%	2.5%	1.9%	2.5%	0.6%	0.0%
Medical & Dental	2.9%	2.9%	2.4%	2.1%	1.7%	2.4%	0.7%	0.3%
Nurse/ Midwife Manager	1.1%	1.7%	1.4%	1.2%	1.2%	1.1%	0.0%	0.0%
Nurse/ Midwife Specialist & AN/MP	1.1%	1.2%	1.3%	1.2%	0.8%	0.9%	0.1%	-0.3%
Staff Nurse/ Staff Midwife	1.6%	2.7%	2.3%	2.2%	1.9%	1.7%	-0.2%	-0.5%
Public Health Nurse	0.5%	1.3%	1.1%	0.8%	1.7%	0.9%	-0.8%	0.0%
Nursing/ Midwifery Student**	7.6%	2.1%	2.7%	8.2%	3.6%	2.9%	-0.7%	-5.4%
Nursing/ Midwifery other	2.0%	1.8%	2.4%	2.5%	0.8%	1.7%	1.0%	-0.8%
Nursing & Midwifery	1.5%	2.4%	2.0%	1.9%	1.6%	1.5%	-0.1%	-0.4%
Therapy Professions	2.5%	3.4%	3.5%	2.2%	2.0%	2.5%	0.5%	0.2%
Health Science/ Diagnostics	1.2%	2.4%	2.5%	1.7%	1.7%	1.8%	0.1%	0.1%
Social Care	1.2%	2.3%	2.3%	1.8%	1.8%	1.7%	-0.1%	-0.1%
Social Workers	2.0%	2.2%	2.1%	2.3%	2.1%	2.0%	-0.1%	-0.3%
Psychologists	2.3%	3.1%	3.0%	2.2%	1.8%	1.9%	0.2%	-0.3%
Pharmacy	1.8%	2.9%	2.6%	2.6%	1.9%	2.8%	1.0%	0.3%
H&SC, Other	1.1%	7.8%	2.8%	2.7%	2.0%	1.5%	-0.5%	-1.3%
Health & Social Care Professionals	1.8%	3.1%	2.8%	2.1%	1.9%	2.1%	0.2%	0.0%
Management (VIII & above)	1.6%	1.9%	1.6%	1.4%	2.1%	1.8%	-0.3%	0.4%
Administrative/ Supervisory (V to VII)	1.3%	2.0%	1.9%	1.4%	1.1%	1.3%	0.3%	0.0%
Clerical (III & IV)	1.2%	2.4%	2.4%	1.6%	1.5%	1.9%	0.4%	0.2%
Management & Administrative	1.3%	2.2%	2.2%	1.5%	1.4%	1.7%	0.3%	0.2%
Support	0.9%	1.6%	1.9%	1.5%	1.5%	1.7%	0.2%	0.2%
Maintenance/ Technical	0.8%	2.6%	1.3%	1.3%	1.7%	1.7%	0.0%	0.4%
General Support	0.9%	1.7%	1.9%	1.5%	1.5%	1.7%	0.2%	0.2%
Health Care Assistants	1.3%	2.1%	2.1%	1.7%	1.8%	1.9%	0.1%	0.2%
Care, other	1.2%	2.8%	2.0%	1.9%	1.2%	1.9%	0.7%	0.0%
Patient & Client Care	1.2%	2.2%	2.1%	1.7%	1.7%	1.8%	0.1%	0.1%

- At overall **Staff Category** level, **Nursing & Midwifery** and **Health & Social Care Professionals** are all showing a **decrease** or **same rate** against the same quarters in 2024, 2023 & 2022.
- Medical & Dental** is reporting the **highest** turnover rate this quarter of **2.4%**. This is an increase of 0.3% on Q1 2024 (**2.1%**) and an **increase** of **0.7%** compared to **Q4 2024 (1.7%)**.
- Health & Social Care Professionals** is reporting the next highest turnover rate of **2.1%**. This is unchanged against the same period in 2024 (2.1%). However this is a **decrease** of **0.7%** compared to the Q1 2023 (**2.8%**) and a 1.0% decrease on Q1 2022 (**3.1%**).
- Patient & Client Care** reports a turnover rate of **1.8%**. This is an **increase** of 0.1% compared to Q1 2024 (**1.7%**).
- Nursing & Midwifery** is reporting a turnover rate of **1.5%**. This is a decrease of 0.1% compared to Q4 2024 (1.6%) and 0.4% decrease compared to Q1 2024 (**1.9%**).
- General Support** is reporting a turnover rate of (**1.7%**). This is an increase of 0.2% when compared to Q4 2024 and Q1 2024 (**both 1.5%**).

Key Findings Operations

- At **Health Region level**, only one of the six regions is reporting above the National Average (1.8%) in **HSE Dublin & Midlands** at **2.0%**.
- HSE Midwest** and **HSE South West** are both reporting a turnover rate of **1.8%**, with all other regions reporting below the average of 1.8%. **HSE Dublin & North East** and **HSE Dublin & South East** are both reporting a turnover rate of **1.7%** followed by **HSE West & North West** at **1.6%**.
- In **Acute Services** the reported Turnover Rate is **1.8%**, an **increase of 0.1%** compared to the previous quarter **Q4 2024 (1.7%)**, and a **0.1% rate decrease** on the same period last year **Q1 2024 (1.9%)**.
- In **Community Services**, the reported Turnover Rate is **1.8%**. This is an **increase of 0.1%** compared to Q4 2024 (**1.7%**) and a decrease of 0.5% compared to Q3 2024 (**2.2%**). At staff category level, **Medical & Dental** is reporting the **highest** turnover rate at **2.2%**, following by **Health & Social Care Professionals** and **Patient & Client Care** both at **2.0%**.
- National Services and Central Functions** is reporting a **turnover rate of 1.3%** for Q1 2025.
- Section 38 Voluntary Hospitals** are reporting the highest turnover rate at **2.1%**. This is an **increase of 0.3%** compared to Q4 2024 (**1.8%**). **Section 38 Voluntary Agencies** report at **2.0%**, this is an **increase of 0.1%** since Q4 2024 (**1.9%**). The **HSE** reporting a turnover rate of **1.6%**, which is no change compared to Q4 2024.

Turnover by Health Region / Staff Category Q1 2025

Turnover Rate by Health Region Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.8%	2.4%	1.5%	2.1%	1.7%	1.7%	1.9%
HSE Dublin & Midlands	2.0%	2.3%	1.6%	2.6%	2.0%	2.2%	2.2%
HSE Dublin & North East	1.7%	1.8%	1.5%	2.1%	1.8%	2.0%	1.8%
HSE Dublin & South East	1.7%	1.9%	1.4%	1.9%	1.9%	1.6%	2.0%
HSE Midwest	1.8%	3.0%	1.2%	2.2%	2.1%	1.6%	2.0%
HSE South West	1.8%	2.5%	1.6%	2.3%	1.8%	1.3%	1.8%
HSE West & North West	1.6%	3.8%	1.5%	1.5%	1.6%	1.6%	1.5%
National Services and Schemes	1.5%			0.8%	2.0%		1.6%
HSE Centre	1.2%	2.5%	2.4%	1.5%	1.0%	1.2%	2.5%

Turnover by Health Region / IHA / Staff Category Q1 2025

Turnover Rate by Health Region / IHA Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.8%	2.4%	1.5%	2.1%	1.7%	1.7%	1.9%
HSE Dublin & Midlands	2.0%	2.3%	1.6%	2.6%	2.0%	2.2%	2.2%
Dublin South City and West	2.4%	2.3%	1.9%	3.0%	2.5%	2.3%	3.1%
Dublin South West	1.8%	1.4%	1.5%	2.7%	1.4%	1.5%	1.9%
Kildare West Wicklow	1.7%	4.2%	1.4%	2.2%	1.1%	1.1%	1.8%
Midlands	1.5%	2.7%	1.0%	1.7%	1.6%	3.0%	1.5%
Regional Support Functions	1.5%			20.0%	0.9%		
HSE Dublin & North East	1.7%	1.5%	2.1%	1.8%	2.0%	1.8%	1.7%
Cavan Monaghan	1.3%	4.8%	1.0%	1.1%	1.8%	2.4%	1.2%
Dublin North City and West	1.9%	1.6%	1.5%	2.5%	2.1%	2.0%	1.8%
Dublin North County	1.6%	0.9%	1.6%	1.5%	1.3%	1.9%	2.1%
Louth Meath	1.7%	2.7%	1.4%	1.8%	1.7%	1.8%	2.0%
Regional Support Functions	2.1%		5.4%	2.6%	1.8%		
HSE Dublin & South East	1.7%	1.4%	1.9%	1.9%	1.6%	2.0%	1.7%
Carlow Kilkenny and Tipperary South	1.4%	3.9%	1.1%	1.6%	0.8%	0.9%	1.7%
Dublin South and Wicklow	2.0%	1.2%	1.6%	2.4%	2.5%	2.2%	2.2%
Waterford Wexford	1.5%	1.9%	1.3%	0.7%	1.4%	1.3%	2.1%
Regional Support Functions	3.5%		2.5%	16.4%	2.1%		
HSE Midwest	1.8%	1.2%	2.2%	2.1%	1.6%	2.0%	1.8%
Clare and Limerick County	1.7%	1.9%	1.2%	1.6%	1.5%	1.7%	2.1%
Limerick City and Tipperary North	1.8%	3.4%	1.2%	2.8%	2.5%	1.3%	1.9%
Regional Support Functions	2.2%				1.5%	5.4%	
HSE South West	1.8%	1.6%	2.3%	1.8%	1.3%	1.8%	1.8%
Cork North and East	1.4%	0.9%	1.5%	1.6%	1.9%	0.5%	1.2%
Cork South and West	1.9%	3.0%	1.7%	2.2%	2.3%	1.3%	2.1%
Kerry	1.7%	3.2%	1.6%	2.7%	1.1%	1.8%	1.7%
Regional Support Functions	1.8%			3.1%			6.4%
HSE West & North West	1.6%	1.5%	1.5%	1.6%	1.6%	1.5%	1.6%
Donegal	1.4%	5.5%	1.0%	1.1%	1.1%	0.9%	1.7%
Galway Roscommon	1.7%	3.4%	1.8%	1.6%	1.5%	1.7%	1.4%
Mayo	1.5%	4.5%	1.0%	2.4%	1.6%	0.9%	1.5%
Sligo Leitrim	1.6%	3.1%	1.7%	1.2%	1.7%	2.3%	1.4%
Regional Support Functions	2.1%				2.7%		
National Services and Schemes	1.5%		0.8%	2.0%			
Ambulance	1.6%			1.2%	2.0%		1.6%
Emergency Management	14.8%				15.5%		
Environmental Health	1.0%			0.7%	2.6%		
NHSS	3.7%				3.7%		
PCRS	1.4%				1.6%		
HSE Centre	1.2%	2.5%	2.4%	1.5%	1.0%	1.2%	2.5%

HSE Dublin & Midlands is reporting the **highest** turnover rate at **2.0%** followed by **HSE South West** at **1.8%**. At IHA level **Dublin South City and West** is reporting the **highest** turnover rate at **2.4%** followed by **Dublin South and Wicklow** at **2.0%**. **Emergency Management** is reporting a turnover rate of **14.8%** followed by **NHSS** at **3.7%** followed by **Regional Support Functions (HSE Dublin & South East)** at **3.5%**. The **lowest** turnover rate at **Regional level** is reported by **HSE Centre** at **1.2%** followed by **National Services & Schemes** at **1.5%** and **HSE West & North West** at **1.6%**. The **lowest** turnover rate at **IHA level** is reported by **Environment Health** at **1.0%** followed by **Cavan Monaghan** at **1.3%**.

Turnover by Care Group / Staff Category Q1 2025

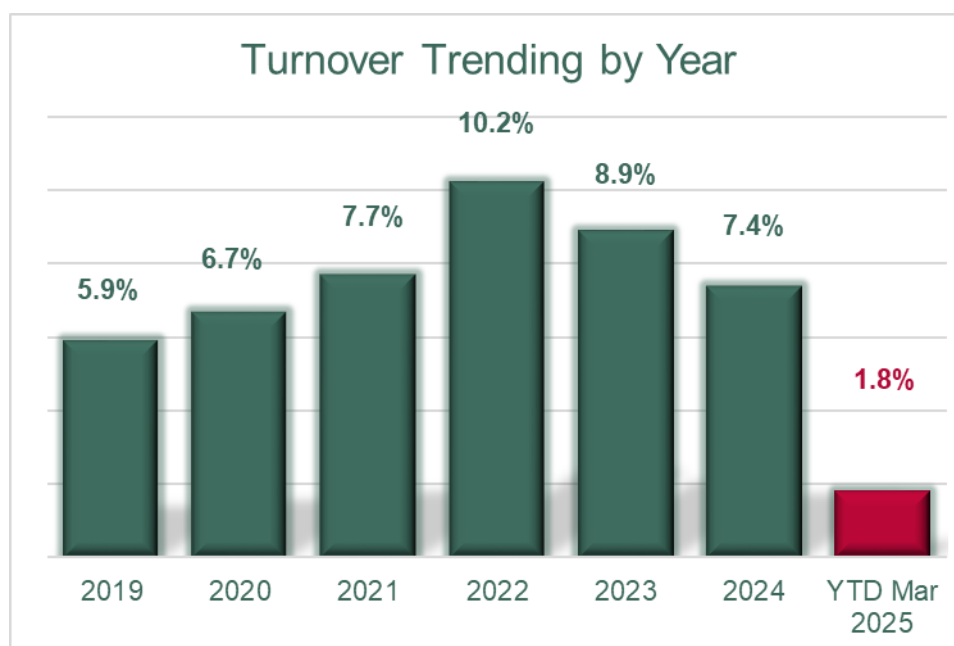
Turnover Rate by Care Group Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.8%	2.4%	1.5%	2.1%	1.7%	1.7%	1.9%
Acute Hospital Services	1.8%	2.5%	1.5%	2.3%	2.0%	1.7%	1.7%
Acute Services	1.8%	2.5%	1.5%	2.3%	2.0%	1.7%	1.7%
Community Health & Wellbeing	1.5%				1.4%		1.4%
Mental Health	2.0%	2.4%	1.9%	1.7%	2.2%	2.5%	2.1%
Primary Care	1.4%	1.7%	1.0%	1.8%	1.2%	1.0%	2.1%
Disabilities	1.9%	2.6%	1.3%	2.1%	1.6%	1.6%	2.1%
Older People	1.7%	3.9%	1.2%	2.9%	1.6%	1.7%	1.7%
Regional Support Functions	2.5%			3.9%	2.3%	4.8%	
Community Services	1.8%	2.2%	1.4%	2.0%	1.6%	1.8%	2.0%
National Services & Central Functions	1.3%	2.6%	2.4%	1.0%	1.1%	1.0%	1.6%

Turnover by Service / Staff Category Q1 2025

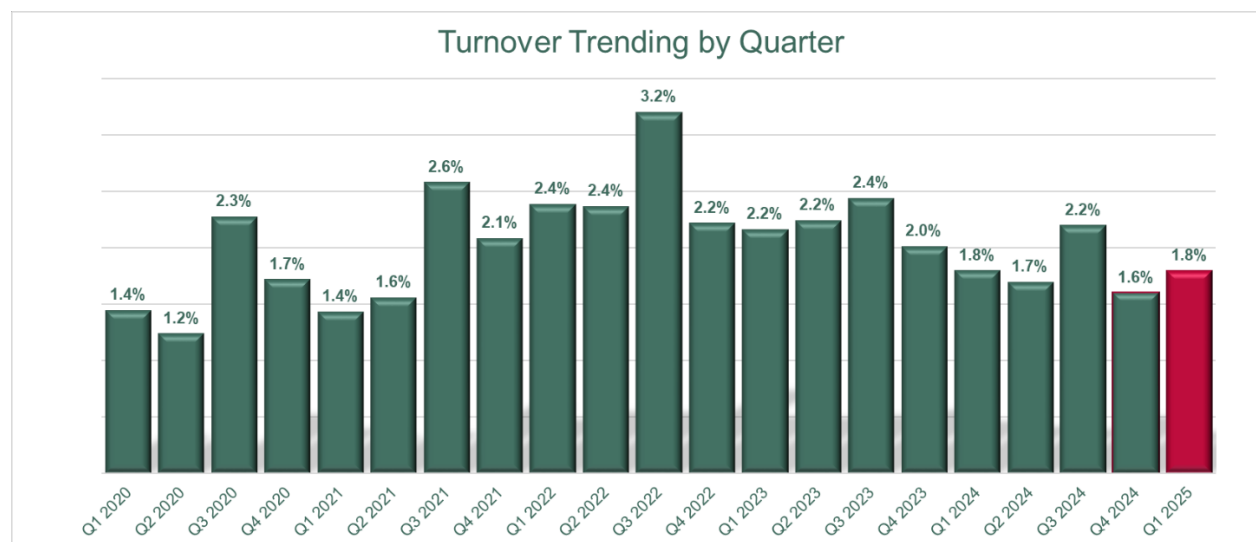
Turnover Rate by Service Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.8%	2.4%	1.5%	2.1%	1.7%	1.7%	1.9%
Health Service Executive	1.6%	3.1%	1.4%	1.8%	1.4%	1.5%	1.6%
Section 38 Hospitals	2.1%	1.5%	1.8%	2.7%	2.4%	2.1%	2.4%
Section 38 Voluntary Agencies	2.0%		1.3%	2.2%	1.9%	1.8%	2.3%

Turnover Trending 2019 to Q1 2025

This latest quarter continues to reflect a downward trend from the significant increase reported in 2022, owing to factors related to Covid-19 and from 2023. This is likely to be attributable both to a return to the rates seen pre COVID-19 along with the impact of the recruitment measures across services in the past year.



When compared to previous years, the Q1 2025 turnover rate of **1.8%** is reporting no change since the same period last year however is lower than Q1 2023 (2.2%) and Q1 2022 (2.4%). There is an **increase of 0.2%** compared to **Q4 2024 (1.6%)**.



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
YTD 2025	1.8%	2.4%	1.5%	2.1%	1.7%	1.7%	1.9%
Q1 2025	1.8%	2.4%	1.5%	2.1%	1.7%	1.7%	1.9%
2024	7.4%	9.0%	7.4%	8.1%	6.5%	6.9%	7.5%
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%
2023	8.9%	9.6%	8.7%	10.9%	8.7%	8.0%	8.2%
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%
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%

Turnover Trending by Care Group

Turnover Rate Trending by Care Group	Turnover %	Acute Services	Community Health & Wellbeing	Mental Health	Primary Care	Disabilities	Older People	Regional Support Functions	Community Services	National Services & Central Functions
YTD 2025	1.8%	1.8%	1.5%	2.0%	1.4%	1.9%	1.7%	2.5%	1.8%	1.3%
Q1 2025	1.8%	1.8%	1.5%	2.0%	1.4%	1.9%	1.7%	2.5%	1.8%	1.3%
2024	7.4%	7.5%	7.0%	6.7%	7.2%	8.2%	6.8%	6.7%	7.4%	6.1%
Q4 2024	1.6%	1.7%	1.5%	1.5%	1.6%	1.9%	1.6%	1.3%	1.7%	1.1%
Q3 2024	2.2%	2.3%	1.9%	1.8%	2.4%	2.4%	1.9%	2.2%	2.2%	1.9%
Q2 2024	1.7%	1.7%	1.4%	1.8%	1.7%	2.0%	1.8%	1.4%	1.9%	1.5%
Q1 2024	1.8%	1.9%	2.1%	1.6%	1.7%	1.8%	1.5%	1.9%	1.7%	1.6%
2023	8.9%	9.2%	21.2%	8.1%	8.1%	9.7%	7.4%	9.5%	8.6%	7.3%
Q4 2023	2.0%	2.1%	0.7%	1.9%	1.7%	2.4%	1.8%	1.0%	2.0%	1.6%
Q3 2023	2.4%	2.5%	9.0%	2.1%	2.3%	2.7%	1.9%	2.9%	2.4%	1.9%
Q2 2023	2.2%	2.3%	8.0%	2.1%	2.1%	2.5%	1.9%	3.6%	2.3%	1.6%
Q1 2023	2.2%	2.3%	3.3%	2.0%	2.0%	2.1%	1.7%	2.1%	2.0%	2.1%
2022	10.2%	10.5%	10.5%	9.3%	13.0%	9.2%	8.0%	14.8%	9.8%	10.7%
Q4 2022	2.2%	2.4%	0.8%	2.1%	1.9%	2.3%	1.8%	2.1%	2.0%	2.5%
Q3 2022	3.2%	3.0%	5.3%	2.9%	5.6%	2.6%	2.6%	5.6%	3.4%	3.3%
Q2 2022	2.4%	2.5%	2.1%	2.1%	3.1%	2.2%	1.8%	2.3%	2.3%	2.3%
Q1 2022	2.4%	2.6%	2.3%	2.2%	2.4%	2.1%	1.9%	20.9%	2.1%	2.7%
2021	7.7%	8.1%	7.8%	5.8%	9.4%	7.4%	5.7%		7.1%	7.6%
Q4 2021	2.1%	2.2%	2.9%	1.4%	2.3%	1.8%	1.7%		1.8%	2.6%
Q3 2021	2.6%	2.7%	3.0%	2.1%	3.7%	2.3%	1.7%		2.4%	2.3%
Q2 2021	1.6%	1.6%		1.1%	1.9%	1.7%	1.4%		1.6%	1.3%
Q1 2021	1.4%	1.5%	1.7%	1.1%	1.5%	1.6%	0.9%		1.3%	1.4%
2020	6.7%	7.6%	2.6%	4.5%	5.8%	6.0%	6.6%		5.9%	6.2%
Q4 2020	1.7%	2.0%	1.7%	1.0%	1.5%	1.6%	1.2%		1.4%	1.9%
Q3 2020	2.3%	2.6%	0.6%	1.3%	1.8%	1.6%	3.2%		2.0%	1.4%
Q2 2020	1.2%	1.4%		1.0%	1.3%	1.1%	1.1%		1.1%	1.4%
Q1 2020	1.4%	1.5%		1.2%	1.3%	1.7%	1.1%		1.4%	1.4%
2019	5.9%	6.3%		5.4%	5.2%	6.7%	3.9%		5.4%	6.2%

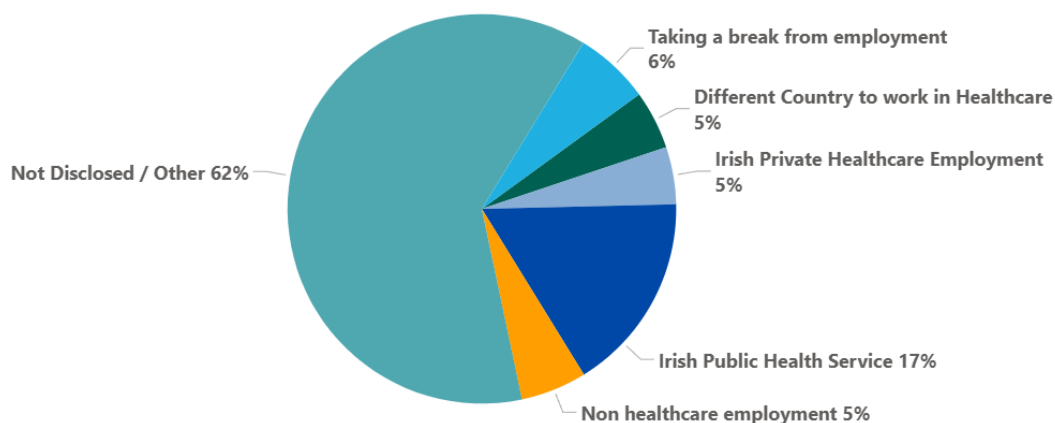
Note:

Following the remapping of functions within Acute Services, turnover data for the *National Services & Central Functions* care group has been retrospectively updated from 2019 onwards to reflect the new structure.

Destination and Movement of Leavers

From the data received in Q1 2025, we can identify **17%** of movement that is within the Irish Public Health Service (i.e. those leaving one part of our services to join another part), **21%** relates to those exiting the public health service (those leaving the publicly funded health service altogether), with **62%** of movement not disclosed with less than 1% owing to other Movement (i.e. dismissal, death in service).

Destination of Leavers Q1 2025



Using these three categories - **External Movement**, **Internal Movement** and **Not Disclosed / Other** has enabled greater insights into the reporting on turnover to better understand and inform decisions.

Turnover Rate by Staff Group / Staff Category	Q1 2025	External Movement	Internal Movement	Not Disclosed / Other
Total Health Service	1.8%	0.4%	0.3%	1.1%
Consultants	2.4%	0.6%	0.6%	1.2%
Registrars**				
SHO/ Interns**				
Medical/ Dental, other	2.5%	0.2%	0.3%	2.1%
Medical & Dental	2.4%	0.5%	0.6%	1.3%
Nurse/ Midwife Manager	1.1%	0.1%	0.1%	0.9%
Nurse/ Midwife Specialist & AN/MP	0.9%	0.1%	0.2%	0.6%
Staff Nurse/ Staff Midwife	1.7%	0.5%	0.3%	0.9%
Public Health Nurse	0.9%	0.3%	0.3%	0.3%
Nursing/ Midwifery Student**	2.9%	1.0%	1.3%	0.6%
Nursing/ Midwifery other	1.7%	0.5%		1.2%
Nursing & Midwifery	1.5%	0.4%	0.2%	0.9%
Therapy Professions	2.5%	0.7%	0.8%	1.0%
Health Science/ Diagnostics	1.8%	0.4%	0.3%	1.1%
Social Care	1.7%	0.3%	0.3%	1.1%
Social Workers	2.0%	0.5%	0.6%	0.9%
Psychologists	1.9%	0.5%	0.5%	0.9%
Pharmacy	2.8%	0.8%	1.0%	1.1%
H&SC, Other	1.5%	0.3%	0.2%	1.0%
Health & Social Care Professionals	2.1%	0.5%	0.5%	1.0%
Management (VIII & above)	1.8%	0.4%	0.3%	1.0%
Administrative/ Supervisory (V to VII)	1.3%	0.2%	0.2%	0.9%
Clerical (III & IV)	1.9%	0.4%	0.3%	1.2%
Management & Administrative	1.7%	0.3%	0.3%	1.1%
Support	1.7%	0.3%	0.1%	1.2%
Maintenance/ Technical	1.7%	0.4%	0.1%	1.2%
General Support	1.7%	0.3%	0.1%	1.2%
Health Care Assistants	1.9%	0.2%	0.1%	1.5%
Care, other	1.9%	0.5%	0.2%	1.1%
Patient & Client Care	1.8%	0.3%	0.1%	1.5%

In overall terms, of the **1.8%** reported turnover rate, 38% is identifiable as owing to Internal and external movement with the remainder Not Disclosed / Other.

Nursing & Midwifery, **Patient & Client Care** and **General Support** are all reporting a higher proportion of external leavers as opposed to internal movers. This means that rather than moving within our services, people are leaving the Health Service and may be linked to the recent recruitment measures in place.

Medical & Dental is reporting a higher proportion of internal movement (**0.6%**) compared to external leavers (**0.5%**).

Health & Social Care Professionals and **Management & Administrative** are both reporting the same figure for external and internal movement. **Health & Social Care Professionals** 0.5% and **Management & Administrative** 0.3%.

The staff category of **Medical & Dental** is reporting the highest overall rate of turnover at **2.4%**. This is an increase of **0.7%** compared to **Q4 2024 (1.7%)**. **Medical & Dental** and **Health & Social Care Professionals** are both reporting the highest external movement rate of **0.5%** each this quarter.

The second highest turnover rate in **Q1 2025** is reported in **Health & Social Care Professionals** with a turnover rate of **2.1%**. Followed by **Patient & Client Care** at **1.8%**. **Patient & Client Care** is reporting the highest Not Disclosed / Other movement rate at **1.5%**.

Management & Administrative and **General Support** both recorded a turnover rate of **1.7%**.

Nursing & Midwifery reported the lowest turnover rate for **Q1 2025** at **1.5%**. This staff category is reporting the highest external movement for staff groups in Nursing/Midwifery Student at **1.0%**.

General Support show turnover rate of **1.7%**, reporting Not Disclosed / Other movement rate of **1.2%**.

The data on destination with just 40% returns on destination, limits our ability on further insights. Notably, there continues to be strong growth reported in employment levels via the Health Service Personnel Census, which may indicate internal movement, strong recruitment and or inaccurate reporting on leavers for contract changes.

It is important to interpret these responses with some caution on the basis of the high proportion of the reports that are currently not disclosed.

External Movement by Health Region / Staff Category Q1 2025

External Movement Rate by Health Region Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	0.4%	0.5%	0.4%	0.5%	0.3%	0.3%	0.3%
HSE Dublin & Midlands	0.3%	0.6%	0.3%	0.4%	0.3%	0.3%	0.2%
HSE Dublin & North East	0.4%	0.2%	0.4%	0.6%	0.4%	0.3%	0.4%
HSE Dublin & South East	0.3%	0.3%	0.3%	0.3%	0.2%	0.2%	0.3%
HSE Midwest	0.4%	0.8%	0.3%	0.6%	0.9%	0.7%	0.2%
HSE South West	0.4%	0.4%	0.5%	0.7%	0.2%	0.4%	0.3%
HSE West & North West	0.5%	1.1%	0.6%	0.7%	0.5%	0.2%	0.2%
National Services and Schemes	0.3%				0.1%		0.5%
HSE Centre	0.4%	0.8%	0.6%	0.4%	0.3%	0.2%	1.6%

At Health Region level, **HSE West & North West** reports the highest external movement rate at **0.5%**.

Internal Movement by Health Region / Staff Category Q1 2025

Internal Movement Rate by Health Region Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	0.3%	0.6%	0.2%	0.5%	0.3%	0.1%	0.1%
HSE Dublin & Midlands	0.3%	0.8%	0.2%	0.7%	0.3%	0.1%	0.1%
HSE Dublin & North East	0.4%	0.3%	0.3%	0.7%	0.3%	0.2%	0.2%
HSE Dublin & South East	0.2%	0.1%	0.2%	0.4%	0.3%	0.1%	0.2%
HSE Midwest	0.2%	0.5%	0.3%	0.4%	0.2%	0.2%	0.1%
HSE South West	0.2%	0.6%	0.1%	0.3%	0.3%	0.1%	0.1%
HSE West & North West	0.2%	1.1%	0.1%	0.3%	0.2%	0.1%	0.1%
National Services and Schemes	0.6%			0.4%	1.0%		0.5%
HSE Centre	0.3%	0.8%	0.5%	0.6%	0.1%	0.5%	

Not Disclosed / Other Movement by Health Region / Staff Category Q1 2025

Not Disclosed / Other Movement Rate by Health Region Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.1%	1.3%	0.9%	1.0%	1.1%	1.2%	1.5%
HSE Dublin & Midlands	1.4%	0.9%	1.1%	1.5%	1.4%	1.9%	1.9%
HSE Dublin & North East	1.0%	1.3%	0.8%	0.8%	1.1%	1.4%	1.2%
HSE Dublin & South East	1.2%	1.5%	0.9%	1.2%	1.3%	1.2%	1.6%
HSE Midwest	1.1%	1.6%	0.6%	1.2%	1.0%	0.7%	1.8%
HSE South West	1.2%	1.5%	0.9%	1.3%	1.3%	0.8%	1.4%
HSE West & North West	0.9%	1.7%	0.7%	0.5%	0.9%	1.3%	1.2%
National Services and Schemes	0.6%			0.5%	0.9%		0.6%
HSE Centre	0.6%	0.8%	1.3%	0.4%	0.5%	0.5%	0.8%

The detail on Not Disclosed / Other Movement rates shows **HSE Dublin & Midlands** reporting the highest at **1.4%** while the highest Staff Category across all regions being **Patient & Client Care** at **1.5%**.

External Movement by Care Group / Staff Category Q1 2025

External Movement by Care Group Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
External Rate	0.4%	0.5%	0.4%	0.5%	0.3%	0.3%	0.3%
Acute Hospital Services	0.4%	0.5%	0.4%	0.5%	0.3%	0.3%	0.2%
Acute Services	0.4%	0.5%	0.4%	0.5%	0.3%	0.3%	0.2%
Community Health & Wellbeing	0.3%						0.5%
Mental Health	0.8%	1.4%	0.9%	0.8%	1.0%	0.6%	0.3%
Primary Care	0.5%	0.1%	0.4%	0.8%	0.4%		0.5%
Disabilities	0.2%		0.2%	0.2%	0.3%	0.4%	0.2%
Older People	0.3%		0.4%	0.4%	0.3%	0.4%	0.3%
Regional Support Functions	0.6%			1.9%	0.5%		
Community Services	0.4%	0.5%	0.5%	0.5%	0.5%	0.4%	0.3%
National Services & Central Functions	0.3%	0.9%	0.3%	0.1%	0.2%	0.2%	0.5%

External movement is reporting a movement rate of **0.4%**. **Mental Health** records the highest external movement rate of **0.8%** while **Disabilities** is reporting the lowest external movement rate of **0.2%**. **National Services & Central Functions** is reporting an **External Movement** rate of **0.3%**.

Internal Movement by Care Group / Staff Category Q1 2025

Internal Movement by Care Group Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Internal Rate	0.3%	0.6%	0.2%	0.5%	0.3%	0.1%	0.1%
Acute Hospital Services	0.7%	0.3%	0.5%	0.3%	0.2%	0.2%	0.2%
Acute Services	0.3%	0.7%	0.3%	0.5%	0.3%	0.2%	0.2%
Community Health & Wellbeing	0.3%						0.5%
Mental Health	0.3%		0.2%	0.4%	0.5%	0.1%	0.1%
Primary Care	0.2%	0.1%	0.2%	0.5%	0.1%		0.2%
Disabilities	0.2%		0.2%	0.5%	0.2%		0.1%
Older People	0.1%		0.0%	1.5%	0.3%	0.1%	0.1%
Regional Support Functions	0.8%			1.9%	0.7%		
Community Services	0.2%	0.1%	0.2%	0.6%	0.2%	0.1%	0.1%
National Services & Central Functions	0.4%	0.9%	0.3%	0.4%	0.3%	0.2%	0.5%

Regional Support Functions is reporting the highest Internal Movement rate at **0.8%**. Followed by **Acute Hospital Services** at **0.7%**.

Not Disclosed / Other Movement by Care Group / Staff Category Q1 2025

Not Disclosed / Other Movement by Care Group Q1 2025	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Not Disclosed / Other Rate	1.1%	1.3%	0.9%	1.0%	1.1%	1.2%	1.5%
Acute Hospital Services	1.1%	1.3%	0.9%	1.2%	1.4%	1.2%	1.3%
Acute Services	1.1%	1.3%	0.9%	1.2%	1.4%	1.2%	1.3%
Community Health & Wellbeing	1.0%				1.4%		0.5%
Mental Health	0.9%	1.0%	0.7%	0.5%	0.8%	1.8%	1.7%
Primary Care	0.7%	1.4%	0.5%	0.5%	0.7%	1.0%	1.4%
Disabilities	1.5%	2.6%	0.9%	1.4%	1.1%	1.2%	1.8%
Older People	1.2%	3.9%	0.8%	1.1%	1.1%	1.2%	1.3%
Regional Support Functions	1.1%				1.1%	4.8%	
Community Services	1.2%	1.6%	0.7%	1.0%	0.9%	1.3%	1.6%
National Services & Central Functions	0.6%	0.9%	1.8%	0.4%	0.6%	0.5%	0.6%

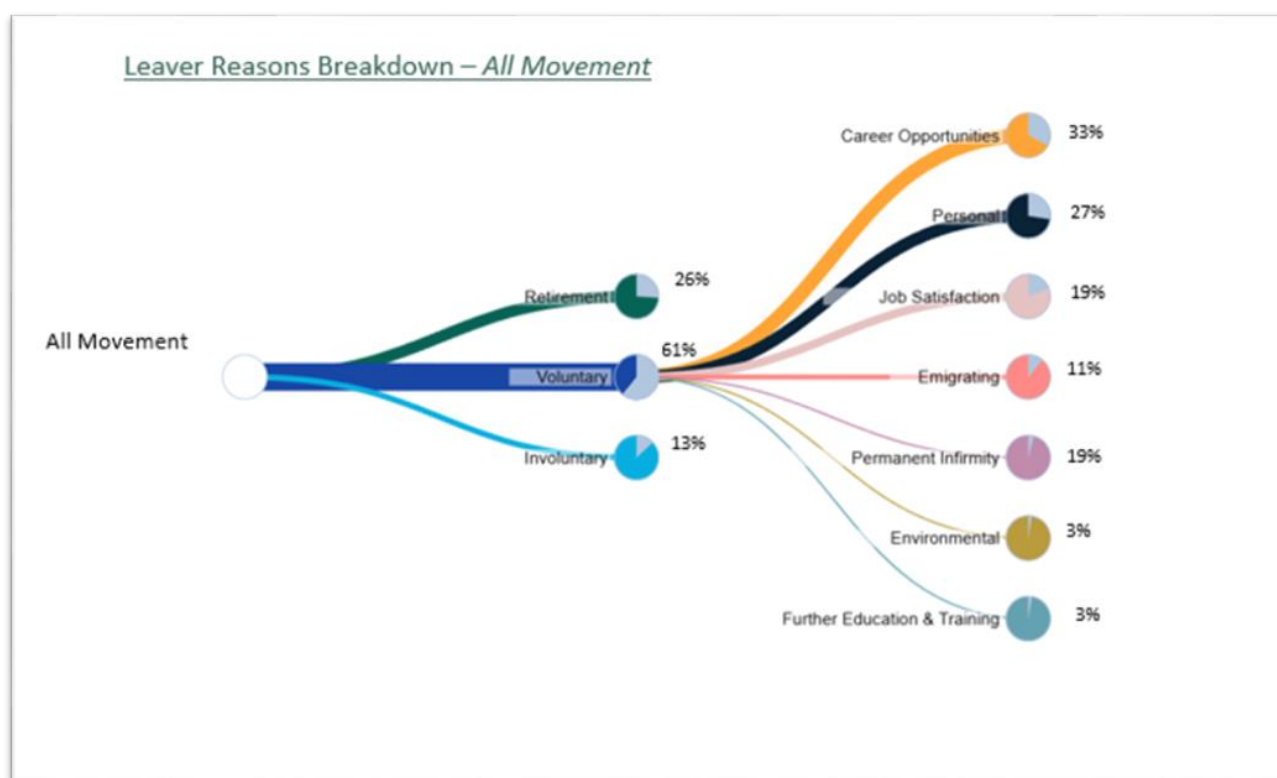
With both Acute and Community Services reporting in line with the Overall **Not Disclosed / Other Movement** rate of **1.1%**, **National Services & Central Functions** reports at **0.6%** less than this indicating higher levels of compliance with the new reporting on leavers. **Disabilities** is reporting the highest not disclosed / other movement rate at care group level (**1.5%**).

Further improvements in data reporting will result in greater data insights.

Reasons for Leaving Q1 2025

This additional method of reporting provides 97% reporting rate aligned to Leaving Reasons. This is explained whereby leavers reported on their reasons but did not all report on their destination. While providing better understanding of leaving reasons, less definitive data on their destination remains an issue owing to a significantly lower level of reporting in this field.

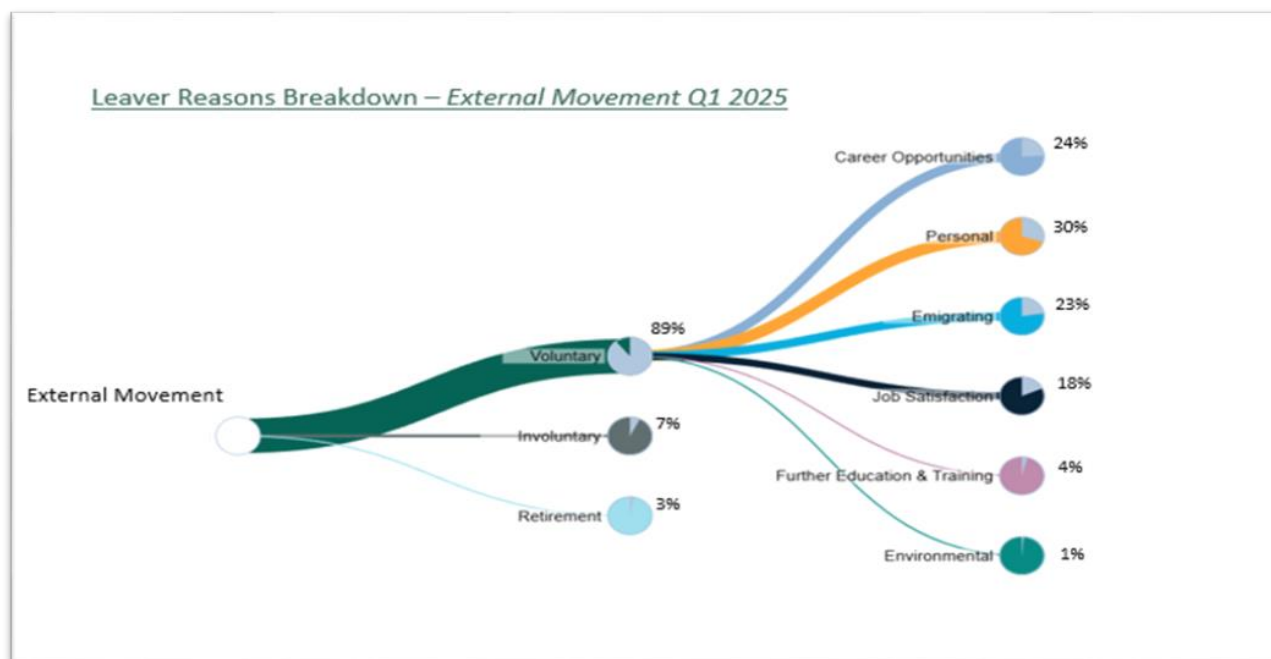
Leaver Reasons Q1 2025



Leaving reasons are captured firstly as displayed above, 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.

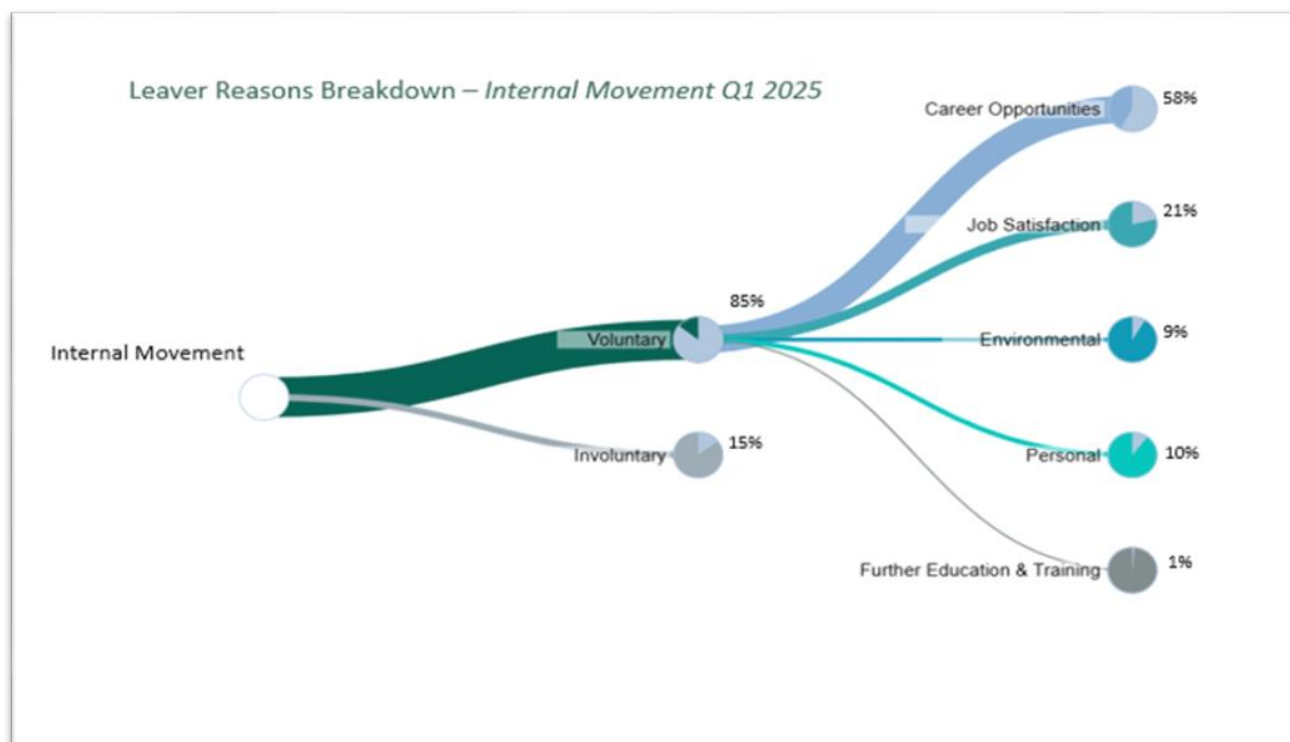
Similar to 2024, across all leavers (External, Internal and Not Disclosed/ Other) those **voluntarily** leaving or moving reported three main reasons – i.e. making up close to three quarters of the reasons for leaving; **Personal (27%)**, **Career Opportunities (33%)** and **Job Satisfaction** and **Permanent Infirmary** both reporting **19%**. Thereafter, **11%** have noted **Emigration**. Lower proportions reporting on other reasons as set out in the above graph.

External Movement Reasons Q1 2025



Of the 89% of movers leaving the public health service, **30%** of those who voluntarily left reported doing so for **Personal** Reasons. This may include work life balance, family reasons or caring reasons. **Career Opportunities** (24%) outside the Irish Public Health Service was the next main reason for leaving. This is followed by **Emigrating** (23%) as the next highest reason for leaving.

Internal Movement Reasons Q1 2025



Of those **Internal Movers** who provided a reason, **85%** were **Voluntary** movers with **Career Opportunities** (58%) and **Job Satisfaction** (21%) accounting for over **70%** of these movements.

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.

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 (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, HSCP Trainees, Psychologist Trainees 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 excludes these cadres of staff as they are expected movement within services for reasons related to their training / education programmes). From 1st January 2023, HSCP Trainees and Psychologist, Trainee Clinical grades were also added to this adjustment calculation.

At the end of each year a full SAP refresh report is ran to include those Leavers who's details were entered late onto the system. This may result in the final year figures differing slightly to the "point in time" quarterly reports ran throughout the year.

Going forward all Turnover reports will reflect it on both trending and data:

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.