

## Health Sector Workforce Report: Q3 (30 Sep) 2022 Turnover

This report provides the overview of the reported National Health Sector Turnover Rates for Quarter 3 2022. It also provides trend data on turnover from Q1 2019.

The reported Turnover Rate for Q3 2022 stands at **2.7%**. Comparately, this is higher than the rate reported for Q3 2021 (2.6%) and significantly higher than the rate reported for Q3 2020 (2.3%). It is also higher than the rate of 2.3% reported for the previous quarter (Q2 2022), reflecting an increase of **0.4%**.

The YTD 2022 turnover rate is **7.3%**. This compares to the full year outturn in 2021 of **7.7%**. On a like for like basis, based on the number of leavers, the YTD for 2022 equals that of the full year in 2021, reflecting a substantial increase in the rate of turnover for 2022.

Q3 2022	Q2 2022	Q3 2021	Full Year 2021	YTD 2022
2.7%	2.3%	2.6%	7.7%	7.3%

### Key Findings Quarter 3 2022

Q3 2022 stands at **2.7%** overall.

- At overall Staff Category level, Health & Social Care Professionals reports the highest turnover rate of **3.4%**. Notably this is the same rate reported in 2021, however it is substantially higher than that reported in 2020 at 2.5%. One of the highest rate increases from the last quarter is reported in Patient and Client Care with a 0.7% increase, reporting at a Q3 rate of 2.9% versus 2.2% in Q2. This however is explained by the number of COVID-19 Swabbers that were temporarily employed for the purposes of COVID-19 response. Medical & Dental (**3.3%**) is up 1% from the previous quarter (2.3%) however is substantially higher than the rate reported in Q3 2021 at 2.7% (+0.6%). Nursing and Midwifery is reporting no change at 2.5% in 2022 and 2021, but is up 0.7% on 2020 levels. Management and Administration turnover rate is also showing an increase of 0.2% compared to 2021 and is substantially up on 2020 at +1.3%. The lowest Staff Category turnover rate for Q3 2022 is General Support at **2.0%**, and also reflects a lower rate compared to 2021 (reported at 2.4%), but higher than 2020 reported at 1.4%.
- Notably the overall Q3 rate for 2022 is higher than that reported in 2021 at 2.6% and that reported for 2020 at 2.3%.
- For Acute Services the Turnover Rate is **2.7%**. While this is a 0.3% rate increase on Q2, it is the same rate reported for Q3 2021 and only marginally above the rate for Q3 2020 at 2.6%. At hospital group level CHI is reporting the highest turnover rate this quarter at **4.6%**. At Staff Category level Health & Social Care Professionals' recorded the highest turnover rate at **3.6%**.
- Community Services Turnover Rate is **2.8%**. Community is reporting consistent increases in the rate over the Q3 period year on year at 2.8%, 2.4% and 2.0% respectively for 2022, 2021 and 2020. CHO 3 has the highest turnover rate of **3.9%**. Similar to above the Health & Social Care Professionals staff category is also the highest with a rate of **3.2%**.
- Health & Wellbeing, Corporate & National Services have the **highest overall Turnover Rate at 3.2%**. Q3 in each of the years 2022, 2021 and 2020 are showing consistent and substantial rate increases as follows: 3.2%, 2.7% and 1.1% reporting an overall rate increase over 2020 levels of 2.1%. This quarter is also higher than Q2 reported at 2.4%.
- Section 38 Voluntary Hospitals have the highest rate at **3.6%**, while Section 38 Voluntary Agencies rate is **2.7%**, with the HSE reporting the lowest rate at **2.5%**.

## Turnover by Care Group / Staff Category Q3 2022

Turnover Rate by Care Group Q3 2022	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<b>Turnover Rate</b>	<b>2.7%</b>	<b>3.3%</b>	<b>2.5%</b>	<b>3.4%</b>	<b>2.7%</b>	<b>2.0%</b>	<b>2.9%</b>
National Ambulance Service	2.3%				4.3%		2.2%
Acute Hospital Services	2.7%	3.4%	2.6%	3.6%	2.7%	2.2%	2.1%
<b>Acute Services</b>	<b>2.7%</b>	<b>3.4%</b>	<b>2.6%</b>	<b>3.6%</b>	<b>2.7%</b>	<b>2.2%</b>	<b>2.1%</b>
Community Health & Wellbeing	2.9%		16.7%	2.2%	3.1%		2.5%
Mental Health	2.3%	3.7%	1.8%	4.6%	2.4%	1.4%	1.5%
Primary Care	4.6%	1.9%	2.1%	3.1%	3.1%	0.7%	18.6%
Disabilities	2.5%	6.3%	3.1%	2.7%	2.6%	1.5%	2.3%
Older People	1.7%	1.2%	2.0%	4.5%	2.1%	2.1%	1.4%
CHO Operations	2.2%		3.0%	2.5%	2.0%		10.0%
<b>Community Services</b>	<b>2.8%</b>	<b>2.5%</b>	<b>2.2%</b>	<b>3.2%</b>	<b>2.7%</b>	<b>1.5%</b>	<b>3.1%</b>
<b>H&amp;WB &amp; National</b>	<b>3.2%</b>	<b>7.0%</b>	<b>6.9%</b>	<b>4.4%</b>	<b>2.5%</b>	<b>2.0%</b>	

## Turnover by HG & CHO / Staff Category Q3 2022

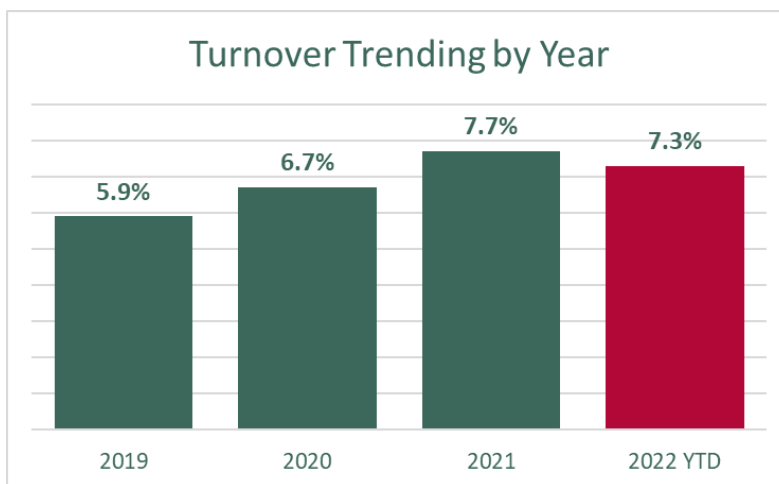
Turnover Rate by HG / CHO Q3 2022	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<b>Turnover Rate</b>	<b>2.7%</b>	<b>3.3%</b>	<b>2.5%</b>	<b>3.4%</b>	<b>2.7%</b>	<b>2.0%</b>	<b>2.9%</b>
National Ambulance Service	2.3%				4.3%		2.2%
Children's Health Ireland	4.6%	3.9%	4.5%	5.6%	4.3%	2.8%	6.3%
Dublin Midlands Hospital Group	3.0%	4.3%	3.2%	3.7%	2.8%	2.4%	1.4%
Ireland East Hospital Group	3.4%	3.2%	3.4%	5.2%	3.2%	2.9%	2.4%
RCSI Hospitals Group	2.8%	4.0%	2.3%	3.9%	3.5%	3.2%	1.6%
Saolta University Hospital Care	2.1%	3.8%	1.8%	2.6%	2.2%	1.5%	2.5%
South/South West Hospital Group	1.5%	1.8%	1.5%	1.5%	1.3%	1.7%	2.0%
University of Limerick Hospital Group	2.3%	3.8%	2.1%	3.3%	2.6%	1.5%	2.6%
Other Acute Services	1.6%				2.1%		
<b>Acute Services</b>	<b>2.7%</b>	<b>3.4%</b>	<b>2.6%</b>	<b>3.6%</b>	<b>2.7%</b>	<b>2.2%</b>	<b>2.1%</b>
CHO 1	2.0%	1.5%	1.6%	2.4%	2.2%	1.0%	2.2%
CHO 2	2.0%	0.9%	1.8%	1.6%	2.5%	2.1%	2.1%
CHO 3	3.9%	3.0%	2.3%	5.5%	5.1%	2.3%	4.3%
CHO 4	1.7%	1.0%	1.3%	2.1%	1.5%	1.0%	2.1%
CHO 5	2.9%	4.4%	2.9%	2.8%	2.0%	0.5%	3.6%
CHO 6	3.1%	3.1%	2.7%	3.4%	3.8%	2.5%	2.9%
CHO 7	3.5%	3.2%	3.3%	4.0%	2.8%	0.9%	4.2%
CHO 8	2.9%	3.0%	2.3%	2.6%	2.1%	1.9%	3.8%
CHO 9	3.2%	2.7%	2.5%	4.0%	3.0%	2.6%	3.6%
Other Community Services	3.0%	15.3%	1.9%	7.1%	2.7%		2.4%
<b>Community Services</b>	<b>2.8%</b>	<b>2.5%</b>	<b>2.2%</b>	<b>3.2%</b>	<b>2.7%</b>	<b>1.5%</b>	<b>3.1%</b>
<b>H&amp;WB &amp; National</b>	<b>3.2%</b>	<b>7.0%</b>	<b>6.9%</b>	<b>4.4%</b>	<b>2.5%</b>	<b>2.0%</b>	

### Turnover by Service / Staff Category Q3 2022

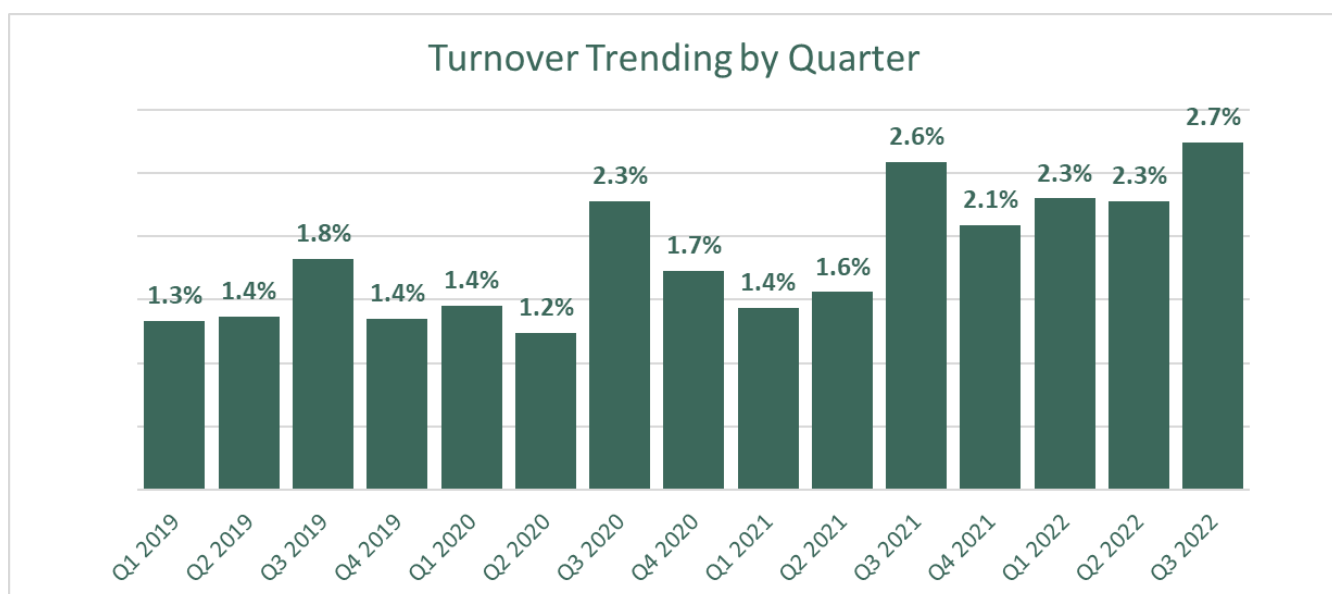
Turnover Rate by Service Q3 2022	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Prof.	Management & Admin	General Support	Patient & Client Care
<b>Turnover Rate</b>	<b>2.7%</b>	<b>3.3%</b>	<b>2.5%</b>	<b>3.4%</b>	<b>2.7%</b>	<b>2.0%</b>	<b>2.9%</b>
Health Service Executive	2.5%	3.4%	1.9%	3.3%	2.4%	1.7%	3.0%
Section 38 Hospitals	3.6%	3.3%	3.7%	4.4%	3.4%	3.0%	3.0%
Section 38 Voluntary Agencies	2.7%	2.8%	3.0%	3.0%	3.2%	1.7%	2.5%

### Turnover Trending 2019 to YTD 2022

The year to date figure of **7.3%** has been significantly influenced by Covid-19 factors including international travel re-opening and any retirement or decisions to leave the HSE being deferred in the past couple of years. Comparing it to the full year 2021, we are just **0.4%** short of 2021's turnover rate of **7.7%**.



When compared to previous years, the Q3 2022 turnover rate of **2.7%** is higher than Q3 2019 (**1.8%**), Q3 2020 (**2.3%**) and Q3 2021 (**2.6%**).



## 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
<b>2022 YTD</b>	<b>7.3%</b>	<b>8.4%</b>	<b>7.0%</b>	<b>9.4%</b>	<b>7.4%</b>	<b>5.4%</b>	<b>6.8%</b>
Q3 2022	2.7%	3.3%	2.5%	3.4%	2.7%	2.0%	2.9%
Q2 2022	2.3%	2.3%	2.3%	3.0%	2.5%	1.7%	1.9%
Q1 2022	2.3%	2.7%	2.3%	3.0%	2.2%	1.7%	2.1%
<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	H&WB Corporate & National Services
<b>2022 YTD</b>	<b>7.3%</b>	<b>6.8%</b>	<b>7.6%</b>	<b>7.6%</b>	<b>6.5%</b>	<b>6.4%</b>	<b>9.9%</b>	<b>6.8%</b>	<b>4.9%</b>	<b>5.3%</b>	<b>6.9%</b>	<b>8.1%</b>
Q3 2022	2.7%	2.3%	2.7%	2.7%	2.9%	2.3%	4.6%	2.5%	1.7%	2.2%	2.8%	3.2%
Q2 2022	2.3%	1.8%	2.4%	2.4%	1.5%	2.0%	3.0%	2.2%	1.6%	1.2%	2.1%	2.4%
Q1 2022	2.3%	2.7%	2.5%	2.5%	1.9%	2.1%	2.4%	2.1%	1.6%	1.7%	2.0%	2.5%
<b>2021</b>	<b>7.7%</b>	<b>5.0%</b>	<b>8.2%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>5.8%</b>	<b>9.4%</b>	<b>7.4%</b>	<b>5.7%</b>		<b>7.1%</b>	<b>8.5%</b>
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%
<b>2020</b>	<b>6.7%</b>	<b>8.2%</b>	<b>7.5%</b>	<b>7.6%</b>	<b>2.6%</b>	<b>4.5%</b>	<b>5.8%</b>	<b>6.0%</b>	<b>6.6%</b>		<b>5.9%</b>	<b>5.5%</b>
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%
<b>2019</b>	<b>5.9%</b>	<b>5.1%</b>	<b>6.3%</b>	<b>6.3%</b>		<b>5.4%</b>	<b>5.2%</b>	<b>6.7%</b>	<b>3.9%</b>		<b>5.4%</b>	<b>6.7%</b>
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.

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 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) .