

Health Sector Workforce Report: Q3 (30 Sept) 2023 Turnover

This report provides the overview of the reported National Health Sector Turnover Rates for Quarter 3 2023. It also provides trend data on turnover from Q1 2019.

Headlines & Key Findings

The reported Turnover Rate for Q3 2023 stands at **2.4%***. Comparatively, this is lower than the rate reported in Q3 2022 (3.2%) by **0.8%**, and a **0.2%** decrease from the rate reported for Q3 2021 (2.6%). The Turnover rate has however, marginally increased when comparing it against the previous quarter (Q2 2023). All of which result in a decrease of **1.4%** when comparing the YTD (Jan to Sept) turnover against the same period last year. This is a **significant decrease** in the rate, and for which the rate in 2022 was reported to be extraordinarily high owing to the lifting of COVID-19 measures in that year. It would therefore appear that we are starting to see turnover levels return to pre COVID-19 levels.

Turnover	Q3 2021	Q3 2022	Q1 2023	Q2 2023	Q3 2023	YTD Jan - Sept 2023	YTD Jan - Sept 2022	Full Year 2022
Total Health Service	2.6%	3.2%	2.1%	2.2%	2.4%	6.6%	8.0%	10.2%
Medical & Dental	2.7%	3.9%	2.2%	2.0%	3.0%	7.2%	9.2%	11.6%
Nursing & Midwifery	2.5%	2.8%	1.9%	2.1%	2.3%	6.3%	7.5%	9.9%
Health & Social Care Professionals	3.4%	3.9%	2.7%	2.7%	2.9%	8.3%	10.1%	12.6%
Management & Administrative	2.5%	3.0%	2.1%	2.2%	2.3%	6.6%	7.8%	9.9%
General Support	2.4%	2.5%	1.8%	1.8%	2.6%	6.2%	6.0%	7.7%
Patient & Client Care	2.0%	3.6%	2.0%	2.0%	2.1%	5.9%	7.8%	10.0%

- At overall **Staff Category level**, all categories with the exception of General Support (2.6%) are showing a **decrease** against the same quarter in 2022 which is an appropriate comparator for reported Turnover levels.
- Medical & Dental** reports the highest turnover rate of **3.0%**. Notably this is significantly lower than the rate reported in Q3 2022 (3.9%), and lower by 2.0% than that reported at the year to date time last year.
- The lowest turnover rate is reported in **Patient & Client Care** (2.1%) which again is a **significant decrease** compared to Q3 2022 (3.6%) and is only marginally higher by 0.1% in comparison to Q3 2021, Q1 2023 and Q2 2023.
- Nursing & Midwifery** is also reporting a sizeable **decrease** of 1.2% and 0.5% in comparison to YTD Jan – Sept 2022 and Q3 2022 respectively.
- A decrease of 1.8% can be seen in **Health & Social Care Professionals** in the year to date rates along with a decreases of 1.0% and 0.5% in the previous years Q3 rates.
- Management & Administrative** reports **decreases** in comparison to both Q3 2022 (3.0%) and Q3 2021 (2.5%). It also reports a **decrease** of 1.2% than that reported at the year to date time last year.
- General Support**, as mentioned, is the only staff category to increase against the same quarter in 2022. It is also the only staff category to show an increase in the year to date change, increasing by 0.2% when comparing the year to date figures.

Key Findings Operations

- In **Acute Services** the reported Turnover Rate is **2.5%**, a marginal increase of 0.3% compared to Q2 2023, but a **0.5% rate decrease** on the same period last year. At hospital group level **Childrens Health Ireland** is reporting the **highest turnover rate this quarter at 3.8%** and at Staff Category level **Health & Social Care Professionals** remains the highest reported turnover rate at **3.3%**.
- In **Community Services** the reported Turnover Rate is **2.3%**. This is an increase of 0.2% compared to Q2 2023 (2.1%) however a significant decrease of 1.1% compared to Q3 2022 (3.4%). **CHO 7** reported the highest turnover rate of **3.3%**. At staff category level, **Medical & Dental** reports the highest turnover rate at **3.1%**.

- **National Services & Central Functions** is reporting the **largest decrease** in turnover from 3.6% in Q3 2022 to **2.2%** in Q3 2023.
- **Section 38 Voluntary Hospitals** are reporting the highest turnover rate at **2.9%**, while **Section 38 Voluntary Agencies** rate is **2.8%**, with the **HSE** reporting the lowest rate at **2.2%**.

Turnover by Care Group / Staff Category Q3 2023

Turnover Rate by Care Group Q3 2023	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	2.4%	3.0%	2.3%	2.9%	2.3%	2.6%	2.1%
National Ambulance Service	1.0%				2.3%		0.9%
Acute Hospital Services	2.5%	2.9%	2.3%	3.3%	2.6%	2.8%	1.9%
Acute Services	2.5%	2.9%	2.3%	3.3%	2.5%	2.8%	1.7%
Community Health & Wellbeing	8.3%	33.3%		78.1%	3.1%		1.9%
Mental Health	2.0%	3.5%	2.0%	1.7%	1.7%	1.6%	2.3%
Primary Care	2.3%	2.9%	2.3%	2.5%	1.7%	2.5%	2.6%
Disabilities	2.6%		2.9%	2.8%	2.6%	2.3%	2.5%
Older People	1.9%	3.2%	1.6%	2.5%	1.8%	2.0%	1.9%
CHO Operations	2.7%		2.0%	2.8%	2.8%	2.3%	
Community Services	2.3%	3.1%	2.2%	2.7%	2.0%	2.1%	2.2%
National Services & Central Functions	2.2%	5.0%	3.0%	1.6%	2.2%	1.6%	5.4%

Turnover by HG & CHO / Staff Category Q3 2023

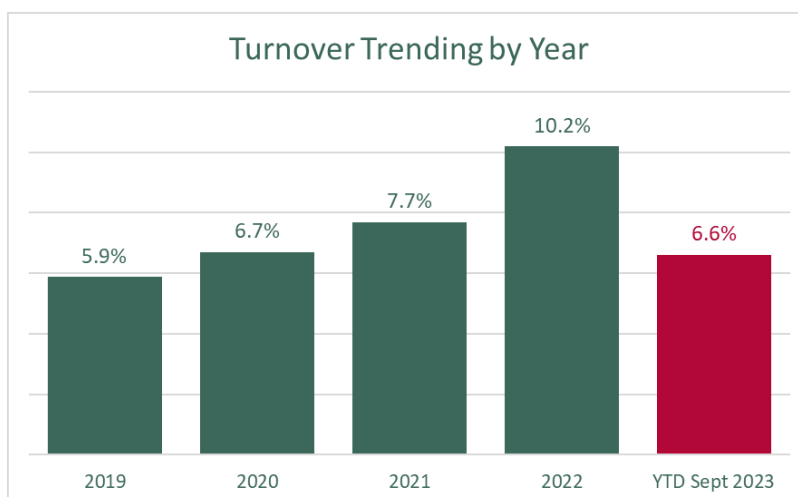
Turnover Rate by HG / CHO Q3 2023	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	2.4%	3.0%	2.3%	2.9%	2.3%	2.6%	2.1%
National Ambulance Service	1.0%				2.3%		0.9%
Children's Health Ireland	3.8%	3.6%	4.0%	3.2%	3.9%	4.4%	4.1%
Dublin Midlands Hospital Group	2.5%	2.5%	2.3%	4.2%	2.4%	3.1%	1.1%
Ireland East Hospital Group	2.7%	2.6%	2.3%	3.9%	2.7%	2.4%	2.8%
RCSI Hospitals Group	2.3%	3.9%	2.0%	2.9%	2.8%	2.5%	1.5%
Saolta University Hospital Care	2.3%	3.0%	2.0%	2.2%	2.4%	3.5%	1.6%
South/South West Hospital Group	2.4%	2.5%	2.3%	2.9%	1.8%	3.2%	2.5%
University of Limerick Hospital Group	2.4%	2.1%	2.8%	2.9%	2.4%	1.7%	0.8%
Other Acute Services	2.6%				3.8%		
Acute Services	2.5%	2.9%	2.3%	3.3%	2.5%	2.8%	1.7%
CHO 1	1.6%	3.6%	1.5%	2.3%	0.9%	1.5%	1.5%
CHO 2	2.0%	2.4%	1.9%	3.6%	1.1%	1.4%	1.8%
CHO 3	2.5%	4.7%	2.1%	2.5%	2.7%	3.0%	2.5%
CHO 4	2.1%	2.2%	1.6%	2.3%	2.7%	3.2%	2.0%
CHO 5	2.1%	4.4%	1.6%	1.9%	1.3%	1.6%	2.8%
CHO 6	2.9%	3.5%	2.3%	3.7%	3.2%	2.1%	2.7%
CHO 7	3.3%	3.6%	3.9%	3.4%	2.0%	2.6%	3.3%
CHO 8	1.8%	2.4%	1.9%	1.7%	1.9%	1.5%	1.8%
CHO 9	2.5%	2.7%	2.8%	2.6%	2.3%	1.7%	2.4%
Other Community Services	2.6%		2.9%	7.8%	2.2%		0.9%
Community Services	2.3%	3.1%	2.2%	2.7%	2.0%	2.1%	2.2%
National Services & Central Functions	2.2%	5.0%	3.0%	1.6%	2.2%	1.6%	5.4%

Turnover by Service / Staff Category Q2 2023

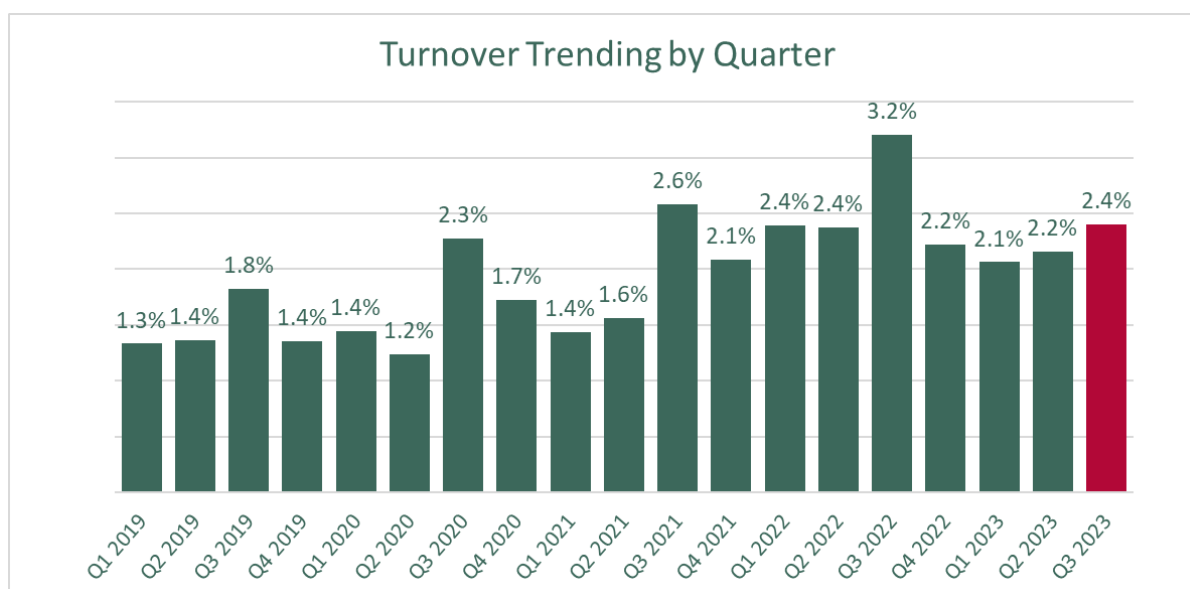
Turnover Rate by Service Q3 2023	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	2.4%	3.0%	2.3%	2.9%	2.3%	2.6%	2.1%
Health Service Executive	2.2%	3.2%	2.0%	2.5%	2.1%	2.5%	1.9%
Section 38 Hospitals	2.9%	2.7%	2.6%	4.4%	2.8%	2.9%	2.0%
Section 38 Voluntary Agencies	2.8%	2.1%	3.7%	2.7%	2.8%	2.0%	2.6%

Turnover Trending 2019 to YTD 2023

The significant increase in turnover in 2022 was greatly 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 the YTD September 2023 rate to 2022, the rate of Turnover is showing a significant slowdown in the rate, which is very positive for our services and is being reflected in our current growth rates reported on our Health Service Personnel Census.



When compared to previous years, the Q3 2023 turnover rate of **2.4%*** is the lowest it has been at this time of the year in the last 3 years, with Q3 2022 at 3.2% and Q3 2021 at 2.6%. It is only a marginal increase of 0.1% in comparison to Q3 2020 which reported 2.3% at the time.



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
YTD Sept 2023	6.6%	7.2%	6.3%	8.3%	6.6%	6.2%	5.9%
Q3 2023	2.4%	3.0%	2.3%	2.9%	2.3%	2.6%	2.1%
Q2 2023	2.2%	2.0%	2.1%	2.7%	2.2%	1.8%	2.0%
Q1 2023	2.1%	2.2%	1.9%	2.7%	2.1%	1.8%	2.0%
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

Turnover Rate Trending by 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 Services & Central Functions
YTD Sept 2023	6.6%	4.4%	7.1%	7.0%	17.6%	5.7%	6.1%	6.8%	5.3%	7.7%	6.1%	5.7%
Q3 2023	2.4%	1.0%	2.5%	2.5%	8.3%	2.0%	2.3%	2.6%	1.9%	2.7%	2.3%	2.2%
Q2 2023	2.2%	1.3%	2.3%	2.2%	6.8%	1.9%	1.9%	2.5%	1.8%	2.8%	2.1%	1.6%
Q1 2023	2.1%	2.1%	2.3%	2.2%	2.6%	1.8%	1.8%	2.1%	1.6%	2.1%	1.9%	1.9%
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	2.2%	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.

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.