

Health Sector Workforce Report: Q4 (31 Dec) 2024 Turnover

This report provides the overview of the reported National Health Sector Turnover Rates for Quarter 4 2024 along with trend data on turnover from Q1 2019. This report also provides detailed information on leaving reasons and leaving destination, following a specific project initiated in late 2023 to improve reporting on turnover. It should be noted however, that this is a substantial change in reporting, and following on from implementation in late 2023, will require time to further embed across services.

Headlines & Key Findings

The reported Turnover Rate for Q4 2024 stands at **1.6%**. Comparatively, the Turnover rate has decreased when compared with to the previous quarter Q3 2024 (2.2%) by **0.6%**. However, when compared with Q4 2023, this year's Q4 rate is showing a continued decrease year on year since Q4 2021 (2.1%), Q4 2022 (2.2%) and Q4 2023 (2.0%). It signals a downward trend in reported turnover levels across the Health Service more akin to those reported pre COVID-19.

Turnover Rate by Staff Group / Staff Category	Q4 2021	Q4 2022	Q4 2023	2023	Q1 2024	Q3 2024	Q4 2024	Change from last quarter	Change from last year
Total Health Service	2.1%	2.2%	2.0%	8.9%	1.8%	2.2%	1.6%	-0.6%	-0.4%
Consultants	2.2%	2.7%	2.0%	9.1%	1.9%	3.7%	1.7%	-2.0%	-0.3%
Registrars**									
SHO/ Interns**									
Medical/ Dental, other	2.0%	1.6%	2.0%	11.2%	2.5%	3.2%	1.9%	-1.3%	-0.1%
Medical & Dental	2.2%	2.4%	2.0%	9.6%	2.1%	3.6%	1.7%	-1.9%	-0.3%
Nurse/ Midwife Manager	1.5%	1.7%	1.6%	6.3%	1.2%	1.3%	1.2%	-0.1%	-0.4%
Nurse/ Midwife Specialist & AN/MP	0.9%	1.5%	1.1%	5.2%	1.2%	0.9%	0.8%	-0.1%	-0.3%
Staff Nurse/ Staff Midwife	2.5%	2.7%	2.5%	9.9%	2.2%	2.5%	1.9%	-0.6%	-0.7%
Public Health Nurse	1.3%	1.1%	1.1%	5.5%	0.8%	2.2%	1.7%	-0.6%	0.6%
Nursing/ Midwifery Student**	3.0%	3.6%	4.5%	13.7%	8.2%	6.0%	3.6%	-2.5%	-0.9%
Nursing/ Midwifery other	2.1%	1.4%	1.3%	6.3%	2.5%	1.8%	0.8%	-1.0%	-0.5%
Nursing & Midwifery	2.2%	2.4%	2.2%	8.7%	1.9%	2.1%	1.6%	-0.5%	-0.6%
Therapy Professions	2.7%	2.7%	2.9%	13.2%	2.2%	2.5%	2.0%	-0.5%	-0.9%
Health Science/ Diagnostics	2.3%	2.3%	1.9%	9.5%	1.7%	2.4%	1.7%	-0.6%	-0.2%
Social Care	1.5%	2.4%	2.8%	10.0%	1.8%	1.9%	1.8%	-0.1%	-1.0%
Social Workers	2.1%	2.2%	1.6%	9.2%	2.3%	2.6%	2.1%	-0.5%	0.4%
Psychologists	2.4%	2.6%	2.7%	10.3%	2.2%	2.9%	1.8%	-1.1%	-0.9%
Pharmacy	2.7%	2.8%	1.8%	10.0%	2.6%	1.9%	1.9%	0.0%	0.0%
H&SC, Other	3.8%	2.0%	1.1%	10.4%	2.7%	1.3%	2.0%	0.7%	0.9%
Health & Social Care Professionals	2.4%	2.5%	2.3%	10.9%	2.1%	2.3%	1.9%	-0.4%	-0.4%
Management (VIII & above)	2.1%	2.3%	1.8%	8.7%	1.4%	1.9%	2.1%	0.2%	0.3%
Administrative/ Supervisory (V to VII)	1.9%	1.7%	1.5%	7.4%	1.4%	1.4%	1.1%	-0.4%	-0.5%
Clerical (III & IV)	2.1%	2.2%	1.9%	9.4%	1.6%	2.3%	1.5%	-0.8%	-0.4%
Management & Administrative	2.0%	2.0%	1.8%	8.7%	1.5%	2.0%	1.4%	-0.6%	-0.4%
Support	1.7%	1.7%	1.6%	8.2%	1.5%	2.3%	1.5%	-0.7%	0.0%
Maintenance/ Technical	1.5%	1.5%	1.5%	5.9%	1.3%	1.4%	1.7%	0.3%	0.1%
General Support	1.7%	1.6%	1.6%	8.0%	1.5%	2.2%	1.5%	-0.7%	-0.1%
Health Care Assistants	1.9%	2.0%	1.9%	8.3%	1.7%	2.3%	1.8%	-0.6%	-0.1%
Care, other	1.9%	3.0%	1.9%	7.5%	1.9%	2.3%	1.2%	-1.1%	-0.7%
Patient & Client Care	1.9%	2.2%	1.9%	8.2%	1.7%	2.3%	1.7%	-0.6%	-0.2%

- At overall **Staff Category level**, all categories are showing a **decrease** against the same quarters in 2022 and 2023.
- Health & Social Care Professionals** is reporting the **highest** turnover rate this quarter of **1.9%**.
- Medical & Dental** reports a turnover rate of **1.7%**. This is a decrease of **0.3%** against the same period in 2023 (2.0%). This is a **decrease** of **1.9%** compared to the previous quarter, Q3 2024 (3.6%).
- Patient & Client Care** reports a turnover rate of **1.7%**. This is a **decrease** of 0.6% compared to Q3 2024 (2.3%).
- Nursing & Midwifery** is reporting a turnover rate of **1.6%**.
- General Support (1.5%)** is reporting its lowest rate for this period when compared to the last 3 years; Q4 2023 - 1.6%, Q4 2022 – 1.6% and Q4 2021 reporting at 1.7%.

Key Findings Operations

- At **Health Region level**, two of the six regions are reporting above the National Average (1.6%) in **HSE Midwest** at 2.1% and **HSE Dublin & Midlands** at 1.8%.
- HSE Dublin & North East**, **HSE Dublin & South East** and **HSE South West** are all reporting at 1.6% with all other regions reporting below the average of 1.6%.
- National Services and Schemes** is reporting the **lowest turnover rate** for Q4 2024 at **1.0%**. Followed by **Corporate Centre** at 1.2%.
- In **Acute Services** the reported Turnover Rate is **1.7%**, a decrease of 0.6 compared to the previous quarter Q3 2024 (2.3%), and a **0.4% rate decrease** on the same period last year.
- In **Community Services**, the reported Turnover Rate is **1.7%**. This is a **decrease of 0.5%** compared to both Q3 2024 (**2.2%**) and decrease of 0.2% compared to Q2 2024 (**1.9%**). Similar to Acute Services at staff category level, **Health & Social Care Professionals along with Patient & Client Care** reports the highest turnover rate both at 1.8%.
- National Services & Schemes** turnover rate is **1.0%**, this is a decrease of 1.1% compared to the previous quarters of Q3 2024 (2.1%) and Q2 2024 (1.4%).
- Section 38 Voluntary Hospitals** are reporting the highest turnover rate at **2.5%**, while **Section 38 Voluntary Agencies** report at 2.3%, with the **HSE** reporting the lowest rate at 2.0%.

Turnover by Health Region / Staff Category Q4 2024

Turnover Rate by Health Region Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.6%	1.7%	1.6%	1.9%	1.4%	1.5%	1.7%
HSE Dublin & Midlands	1.8%	1.8%	1.8%	2.1%	1.6%	1.7%	2.0%
HSE Dublin & North East	1.6%	1.5%	1.5%	2.1%	1.7%	1.2%	1.5%
HSE Dublin & South East	1.6%	1.7%	1.6%	1.8%	1.4%	1.1%	2.1%
HSE Midwest	2.1%	3.8%	2.1%	2.0%	1.2%	1.9%	2.3%
HSE South West	1.6%	1.5%	1.6%	1.7%	1.5%	1.6%	1.6%
HSE West & North West	1.4%	1.3%	1.5%	1.6%	1.3%	2.1%	1.2%
National Services and Schemes	1.0%			1.5%	0.7%		0.9%
Corporate Centre	1.2%	2.1%	1.3%	1.3%	1.1%	1.7%	

Turnover by Care Group / Staff Category Q4 2024

Turnover Rate by Care Group Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.6%	1.7%	1.6%	1.9%	1.4%	1.5%	1.7%
Acute Hospital Services	1.7%	1.8%	1.7%	2.1%	1.5%	1.5%	1.5%
National Services and Schemes	0.9%			3.1%	0.4%		0.9%
Acute Services	1.7%	1.8%	1.7%	2.1%	1.5%	1.5%	1.3%
Community Health & Wellbeing	1.5%			16.9%	0.7%		0.5%
Mental Health	1.5%	1.8%	1.6%	1.6%	1.0%	2.0%	1.1%
Primary Care	1.6%	1.3%	1.6%	1.7%	1.5%	1.4%	1.6%
Disabilities	1.9%		1.7%	1.8%	2.0%	1.7%	2.0%
Older People	1.6%	2.5%	1.3%	1.8%	0.8%	1.3%	1.8%
CHO Operations	1.3%		2.0%	1.0%	1.2%	2.3%	
Community Services	1.7%	1.6%	1.6%	1.8%	1.4%	1.6%	1.8%
National Services & Central Functions	1.6%	1.7%	1.6%	1.9%	1.4%	1.5%	1.7%

Turnover by HG & CHO / Staff Category Q4 2024

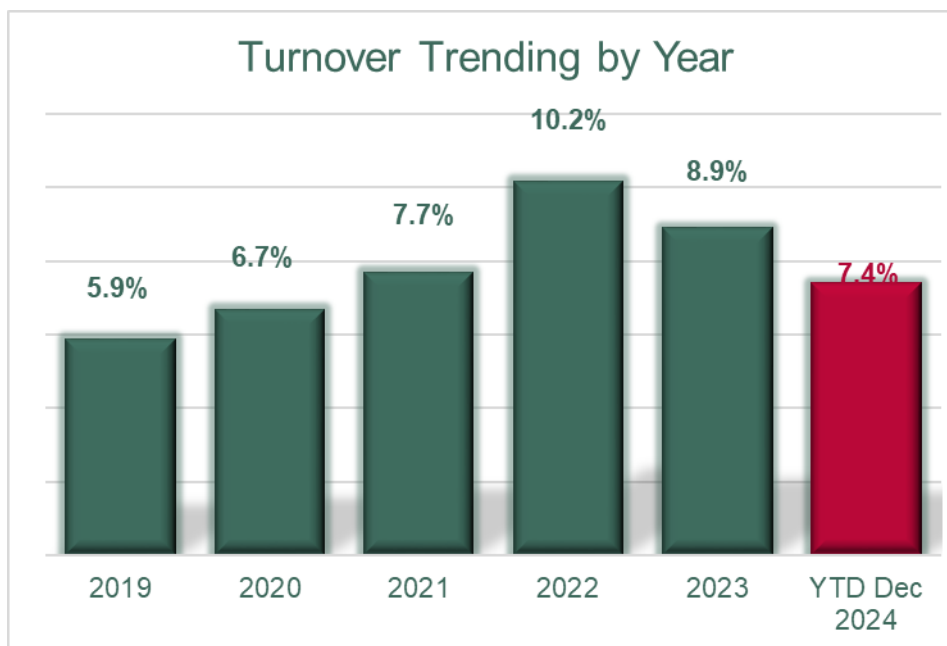
Turnover Rate by HG / CHO Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.6%	1.7%	1.6%	1.9%	1.4%	1.5%	1.7%
National Ambulance Service	0.9%			3.1%	0.4%		0.9%
Children's Health Ireland	1.8%		1.5%	2.3%	2.5%	2.2%	1.6%
Dublin Midlands Hospital Group	2.0%	3.1%	2.0%	2.2%	1.6%	1.8%	1.8%
Ireland East Hospital Group	1.5%	1.6%	1.5%	2.0%	1.5%	0.9%	1.6%
RCSI Hospitals Group	1.7%	1.6%	1.7%	2.7%	1.6%	1.1%	1.3%
Saolta University Hospital Care	1.5%	1.3%	1.6%	1.6%	1.1%	2.2%	1.5%
South/South West Hospital Group	1.6%	1.3%	1.8%	1.4%	1.6%	1.7%	0.7%
University of Limerick Hospital Group	1.7%	3.8%	1.6%	1.6%	1.2%	2.0%	1.3%
Other Acute Services	1.8%	100.0%			1.3%		
Acute Services	1.7%	1.8%	1.7%	2.1%	1.5%	1.5%	1.3%
CHO 1	1.1%	2.0%	1.0%	1.3%	0.6%	1.9%	1.2%
CHO 2	1.5%		1.6%	1.5%	2.0%	1.9%	1.3%
CHO 3	2.4%	3.9%	2.8%	2.3%	1.3%	1.8%	2.5%
CHO 4	1.6%	1.8%	1.3%	2.1%	1.3%	1.2%	1.8%
CHO 5	1.7%	2.9%	1.5%	1.1%	0.8%	2.0%	2.2%
CHO 6	1.9%	1.4%	1.8%	2.0%	2.2%	0.9%	2.2%
CHO 7	1.9%	0.6%	1.8%	2.4%	0.9%	1.2%	2.3%
CHO 8	1.4%	0.8%	1.6%	1.0%	1.0%	1.0%	1.8%
CHO 9	1.7%	1.3%	1.1%	1.9%	2.7%	1.9%	1.4%
Other Community Services	1.4%		1.7%		1.3%	7.1%	
Community Services	1.7%	1.6%	1.6%	1.8%	1.4%	1.6%	1.8%
National Services & Schemes	1.1%	1.8%	0.9%	1.3%	1.1%	1.3%	

Turnover by Service / Staff Category Q4 2024

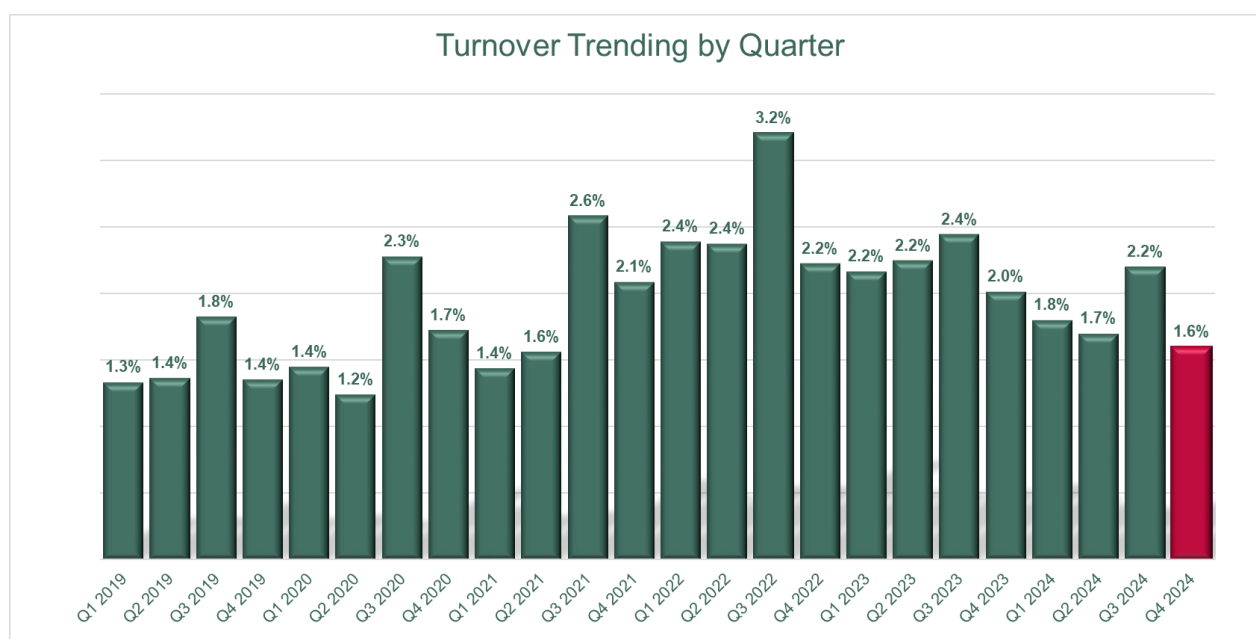
Turnover Rate by Service Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Turnover Rate	1.6%	1.7%	1.6%	1.9%	1.4%	1.5%	1.7%
Health Service Executive	1.5%	1.8%	1.6%	1.7%	1.2%	1.7%	1.5%
Section 38 Hospitals	1.8%	1.6%	1.8%	2.3%	1.8%	1.5%	1.7%
Section 38 Voluntary Agencies	1.9%	1.3%	1.8%	1.9%	2.4%	1.2%	2.1%

Turnover Trending 2019 to YTD 2024

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 Q4 2024 turnover rate of **1.6%** is the lowest it has been at this time of the year in the last 4 years, with Q4 2023 at 2.0%, Q4 2022 at 2.2%, Q4 2021 at 2.1% and Q4 2020 at 1.7%.



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 Dec 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%
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 %	Acute Hospital Services	National Services and Schemes	Acute Services	Community Health & Wellbeing	Mental Health	Primary Care	Disabilities	Older People	CHO Operations	Community Services	National Services & Schemes
YTD Dec 2024	7.4%	7.6%	6.7%	7.5%	7.0%	6.7%	7.2%	8.2%	6.8%	6.7%	7.4%	5.9%
Q4 2024	1.6%	1.7%	0.9%	1.7%	1.5%	1.5%	1.6%	1.9%	1.6%	1.3%	1.7%	1.1%
Q3 2024	2.2%	2.3%	2.4%	2.3%	1.9%	1.8%	2.4%	2.4%	1.9%	2.2%	2.2%	1.7%
Q2 2024	1.7%	1.7%	1.6%	1.7%	1.4%	1.8%	1.7%	2.0%	1.8%	1.4%	1.9%	1.5%
Q1 2024	1.8%	1.9%	1.7%	1.9%	2.1%	1.6%	1.7%	1.8%	1.5%	1.9%	1.7%	1.5%
2023	8.9%	9.3%	6.3%	9.2%	21.2%	8.1%	8.1%	9.7%	7.4%	9.5%	8.6%	7.6%
Q4 2023	2.0%	2.1%	1.8%	2.1%	0.7%	1.9%	1.7%	2.4%	1.8%	1.0%	2.0%	1.6%
Q3 2023	2.4%	2.6%	1.0%	2.5%	9.0%	2.1%	2.3%	2.7%	1.9%	2.9%	2.4%	2.2%
Q2 2023	2.2%	2.3%	1.2%	2.3%	8.0%	2.1%	2.1%	2.5%	1.9%	3.6%	2.3%	1.8%
Q1 2023	2.2%	2.3%	2.2%	2.3%	3.3%	2.0%	2.0%	2.1%	1.7%	2.1%	2.0%	2.0%
2022	10.2%	10.5%	12.0%	10.5%	10.5%	9.3%	13.0%	9.2%	8.0%	14.8%	9.8%	10.3%
Q4 2022	2.2%	2.4%	5.0%	2.4%	0.8%	2.1%	1.9%	2.3%	1.8%	2.1%	2.0%	1.6%
Q3 2022	3.2%	3.1%	2.4%	3.0%	5.3%	2.9%	5.6%	2.6%	2.6%	5.6%	3.4%	3.6%
Q2 2022	2.4%	2.5%	1.8%	2.5%	2.1%	2.1%	3.1%	2.2%	1.8%	2.3%	2.3%	2.5%
Q1 2022	2.4%	2.6%	2.8%	2.6%	2.3%	2.2%	2.4%	2.1%	1.9%	20.9%	2.1%	2.6%
2021	7.7%	8.2%	5.0%	8.1%	7.8%	5.8%	9.4%	7.4%	5.7%		7.1%	8.5%
Q4 2021	2.1%	2.3%	1.5%	2.2%	2.9%	1.4%	2.3%	1.8%	1.7%		1.8%	2.9%
Q3 2021	2.6%	2.8%	1.4%	2.7%	3.0%	2.1%	3.7%	2.3%	1.7%		2.4%	2.7%
Q2 2021	1.6%	1.6%	1.1%	1.6%		1.1%	1.9%	1.7%	1.4%		1.6%	1.3%
Q1 2021	1.4%	1.6%	1.0%	1.5%	1.7%	1.1%	1.5%	1.6%	0.9%		1.3%	1.5%
2020	6.7%	7.5%	8.2%	7.6%	2.6%	4.5%	5.8%	6.0%	6.6%		5.9%	5.5%
Q4 2020	1.7%	2.0%	2.4%	2.0%	1.7%	1.0%	1.5%	1.6%	1.2%		1.4%	1.8%
Q3 2020	2.3%	2.6%	2.2%	2.6%	0.6%	1.3%	1.8%	1.6%	3.2%		2.0%	1.1%
Q2 2020	1.2%	1.3%	2.3%	1.4%		1.0%	1.3%	1.1%	1.1%		1.1%	1.1%
Q1 2020	1.4%	1.5%	1.2%	1.5%		1.2%	1.3%	1.7%	1.1%		1.4%	1.5%
2019	5.9%	6.3%	5.1%	6.3%		5.4%	5.2%	6.7%	3.9%		5.4%	6.7%
Q4 2019	1.4%	1.3%	1.6%	1.3%		1.3%	1.0%	1.7%	1.1%		1.3%	1.5%
Q3 2019	1.8%	2.1%	0.9%	2.1%		1.6%	1.8%	1.8%	1.1%		1.6%	1.9%
Q2 2019	1.4%	1.5%	1.6%	1.5%		1.3%	1.4%	1.5%	0.8%		1.2%	1.6%
Q1 2019	1.3%	1.4%	1.0%	1.4%		1.1%	1.0%	1.7%	1.0%		1.2%	1.6%

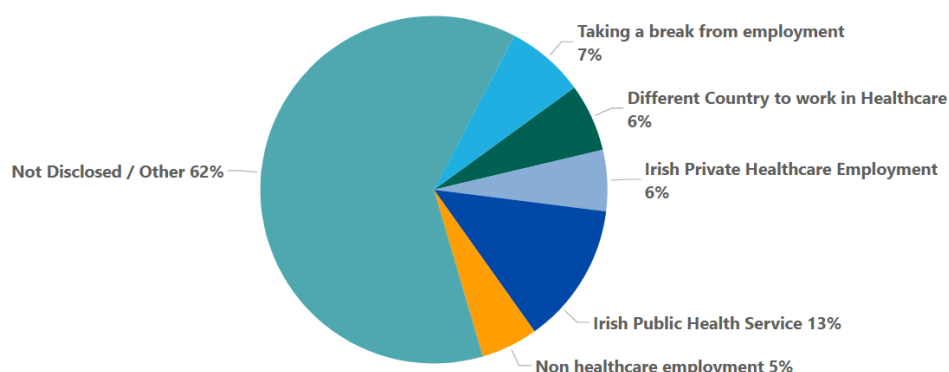
Destination and Movement of Leavers

As noted at the outset of this report, a project initiated in late 2023 has enabled the development and reporting of greater data on reasons and destination for leavers. This development is enabling enhanced reporting on both internal and external staff movement and the destination of those movers.

As this development continues to embed across our services, it is expected that the data completeness and returns will improve. Nonetheless, it provides greater insights into the movement of our staff both within and outside of our publicly funded health service.

From the data received in Q4 2024, we can identify **13%** of movement that is within the Irish Public Health Service (i.e. those leaving one part of our services to join another part), **24%** 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 (ie. dismissal, death in service).

Destination of Leavers Q4 2024



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	Q4 2024	External Movement	Internal Movement	Not Disclosed / Other
Total Health Service	1.6%	0.4%	0.2%	1.0%
Consultants	1.7%	0.4%	0.5%	0.8%
Registrars**				
SHO/ Interns**				
Medical/ Dental, other	1.9%	0.5%	0.2%	1.3%
Medical & Dental	1.7%	0.4%	0.5%	0.9%
Nurse/ Midwife Manager	1.2%	0.2%	0.2%	0.8%
Nurse/ Midwife Specialist & AN/MP	0.8%	0.1%	0.2%	0.5%
Staff Nurse/ Staff Midwife	1.9%	0.6%	0.2%	1.0%
Public Health Nurse	1.7%	0.4%	0.3%	0.9%
Nursing/ Midwifery Student**	3.6%	1.9%	0.2%	1.5%
Nursing/ Midwifery other	0.8%	0.0%	0.3%	0.5%
Nursing & Midwifery	1.6%	0.5%	0.2%	0.9%
Therapy Professions	2.0%	0.7%	0.5%	0.8%
Health Science/ Diagnostics	1.7%	0.5%	0.3%	0.9%
Social Care	1.8%	0.2%	0.3%	1.3%
Social Workers	2.1%	0.4%	0.6%	1.1%
Psychologists	1.8%	0.3%	0.3%	1.1%
Pharmacy	1.9%	0.5%	0.3%	1.0%
H&SC, Other	2.0%	0.5%	0.4%	1.2%
Health & Social Care Professionals	1.9%	0.5%	0.4%	1.0%
Management (VIII & above)	2.1%	0.4%	0.3%	1.4%
Administrative/ Supervisory (V to VII)	1.1%	0.2%	0.2%	0.6%
Clerical (III & IV)	1.5%	0.4%	0.1%	0.9%
Management & Administrative	1.4%	0.4%	0.2%	0.9%
Support	1.5%	0.3%	0.1%	1.1%
Maintenance/ Technical	1.7%	0.5%	0.1%	1.1%
General Support	1.5%	0.4%	0.1%	1.1%
Health Care Assistants	1.8%	0.3%	0.1%	1.4%
Care, other	1.2%	0.2%	0.2%	0.9%
Patient & Client Care	1.7%	0.2%	0.1%	1.3%

In overall terms, of the **1.6%** reported turnover rate, 37% is identifiable as owing to Internal and external movement with the remainder Not Disclosed / Other. Of this 37%, with the exception of **Medical & Dental**, all staff categories are showing 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.

The staff category of **Health & Social Care Professionals** is reporting the highest overall rate of turnover at **1.9%**.

The second highest turnover rate in Q4 2024 is reported in **Medical & Dental** and **Patient & Client Care**, with both staff categories reporting 1.7%. **Patient & Client Care** is reporting the highest Not Disclosed / Other movement rate at 1.3%.

Management & Administrative, recorded the lowest overall turnover rate for the second quarter in a row at 1.4% with **Internal Movement** at 0.2%

Nursing & Midwifery turnover rate for Q4 2024 stands at 1.6% with this staff category reporting the highest external movement for staff groups in Nursing/Midwifery Student at 1.9%.

General Support show turnover rate of 1.5%, reporting Not Disclosed / Other movement rate of 1.1%.

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 Q4 2024

External Movement by Health Region Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	0.4%	0.4%	0.5%	0.5%	0.4%	0.4%	0.2%
HSE Dublin & Midlands	0.2%	0.6%	0.2%	0.3%	0.2%	0.3%	0.2%
HSE Dublin & North East	0.3%	0.3%	0.3%	0.5%	0.3%	0.3%	0.1%
HSE Dublin & South East	0.4%	0.2%	0.5%	0.7%	0.3%	0.2%	0.2%
HSE Midwest	0.7%	0.5%	1.0%	0.5%	0.5%	0.5%	0.5%
HSE South West	0.6%	0.3%	0.7%	0.7%	0.7%	0.5%	0.3%
HSE West & North West	0.5%	0.3%	0.7%	0.6%	0.4%	0.6%	0.2%
National Services and Schemes	0.3%			0.4%	0.1%		0.4%
Corporate Centre	0.4%	0.4%	0.5%	0.7%	0.4%	0.5%	

At Health Region level, **HSE Midwest** reports the highest external movement rate at **0.7%**. Based on reported internal movement, **HSE West & North West** reports internal movement at just **0.1%**, the lowest of the six Health Regions and National Services.

Internal Movement by Health Region / Staff Category Q4 2024

Internal Movement by Health Region Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	0.2%	0.5%	0.2%	0.4%	0.2%	0.1%	0.1%
HSE Dublin & Midlands	0.2%	0.4%	0.3%	0.5%	0.2%		0.1%
HSE Dublin & North East	0.3%	0.3%	0.4%	0.5%	0.3%	0.1%	0.2%
HSE Dublin & South East	0.2%	0.2%	0.2%	0.2%	0.2%	0.0%	0.2%
HSE Midwest	0.2%	1.9%	0.2%	0.3%	0.2%	0.1%	0.1%
HSE South West	0.2%	0.6%	0.1%	0.3%	0.1%	0.2%	0.1%
HSE West & North West	0.1%	0.5%	0.1%	0.3%	0.1%	0.1%	0.1%
National Services and Schemes	0.2%			0.8%	0.1%		0.0%
Corporate Centre	0.2%		0.2%	0.4%	0.2%	0.2%	

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 **1.3%**.

Not Disclosed / Other Movement by Health Region / Staff Category Q4 2024

Not Disclosed / Other Movement by Health Region Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	1.0%	0.9%	0.9%	1.0%	0.9%	1.1%	1.3%
HSE Dublin & Midlands	1.4%	0.9%	1.3%	1.3%	1.2%	1.4%	1.7%
HSE Dublin & North East	1.0%	0.9%	0.9%	1.2%	1.1%	0.8%	1.2%
HSE Dublin & South East	1.1%	1.3%	0.9%	0.9%	0.9%	0.9%	1.7%
HSE Midwest	1.2%	1.4%	1.0%	1.3%	0.5%	1.3%	1.7%
HSE South West	0.9%	0.6%	0.8%	0.8%	0.7%	0.8%	1.2%
HSE West & North West	0.8%	0.4%	0.7%	0.6%	0.8%	1.5%	1.0%
National Services and Schemes	0.4%			0.4%	0.5%		0.4%
Corporate Centre	0.5%	1.7%	0.6%	0.2%	0.5%	1.0%	

External Movement by Care Group / Staff Category Q4 2024

External Movement by Care Group Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
External Rate	0.4%	0.4%	0.5%	0.5%	0.4%	0.4%	0.2%
Acute Hospital Services	0.4%	0.3%	0.5%	0.5%	0.3%	0.4%	0.2%
National Services and Schemes	0.4%			1.6%			0.4%
Acute Services	0.4%	0.3%	0.5%	0.5%	0.3%	0.4%	0.2%
Community Health & Wellbeing	0.5%			4.2%	0.7%		
Mental Health	0.6%	1.0%	0.7%	0.8%	0.5%	0.6%	0.2%
Primary Care	0.5%	0.1%	0.4%	0.8%	0.6%	0.7%	0.4%
Disabilities	0.2%		0.2%	0.2%	0.3%	0.4%	0.2%
Older People	0.5%	1.3%	0.7%	0.5%	0.3%	0.1%	0.4%
CHO Operations	0.1%			1.0%			
Community Services	0.4%	0.5%	0.5%	0.5%	0.4%	0.4%	0.3%
National Services & Central Functions	0.3%			0.4%	0.4%		

As noted, external movement indicates a rate of **0.4%**. **Mental Health** records the highest external movement rate of **0.6%**. **CHO Operations** reports the lowest of **0.1%**. **National Services & Central Functions** is reporting an **External Movement** rate of **0.3%**.

Internal Movement by Care Group / Staff Category Q4 2024

Internal Movement by Care Group Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Internal Rate	0.2%	0.5%	0.2%	0.4%	0.2%	0.1%	0.1%
Acute Hospital Services	0.3%	0.5%	0.2%	0.4%	0.2%	0.1%	0.1%
National Services and Schemes	0.0%						0.0%
Acute Services	0.2%	0.5%	0.2%	0.4%	0.2%	0.1%	0.1%
Community Health & Wellbeing	0.2%						0.5%
Mental Health	0.2%	0.4%	0.2%	0.1%	0.3%	0.1%	
Primary Care	0.2%	0.3%	0.3%	0.4%	0.2%		0.1%
Disabilities	0.2%		0.1%	0.3%	0.1%		0.1%
Older People	0.1%	0.6%	0.0%	0.5%			0.1%
CHO Operations	0.3%				0.4%		
Community Services	0.2%	0.3%	0.2%	0.3%	0.2%	0.0%	0.1%
National Services & Central Functions	0.3%		0.3%	0.8%	0.2%	0.3%	

While **Acute Hospital Services**, **CHO Operations** & **National Services & Central Functions** are all reporting the highest Internal Movement rate at **0.3%** respectively.

Not Disclosed / Other Movement by Care Group / Staff Category Q4 2024

Not Disclosed / Other Movement by Care Group Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Not Disclosed / Other Rate	1.0%	0.9%	0.9%	1.0%	0.9%	1.1%	1.3%
Acute Hospital Services	1.0%	0.9%	0.9%	1.1%	1.0%	1.1%	1.2%
National Services and Schemes	0.5%			1.6%	0.4%		0.4%
Acute Services	1.0%	0.9%	0.9%	1.1%	1.0%	1.1%	1.0%
Community Health & Wellbeing	0.7%			12.7%			
Mental Health	0.7%	0.4%	0.7%	0.6%	0.2%	1.3%	0.9%
Primary Care	0.8%	0.9%	0.9%	0.6%	0.8%	0.7%	1.1%
Disabilities	1.5%		1.3%	1.2%	1.7%	1.3%	1.7%
Older People	1.0%	0.6%	0.6%	0.7%	0.4%	1.2%	1.3%
CHO Operations	0.8%		2.0%		0.8%	2.3%	
Community Services	1.1%	0.7%	0.9%	0.9%	0.8%	1.2%	1.4%
National Services & Central Functions	0.5%	1.8%	0.6%	0.2%	0.5%	1.0%	

With both Acute and Community Services reporting in line with the Overall **Not Disclosed / Other Movement** rate of 1.0%, **National Services & Central Functions** reports at 0.5% less than this indicating higher levels of compliance with the new reporting on leavers.

External Movement by HG & CHO / Staff Category Q4 2024

External Movement by HG / CHO Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
External Rate	0.4%	0.4%	0.5%	0.5%	0.4%	0.4%	0.2%
National Ambulance Service	0.4%			1.6%			0.4%
Children's Health Ireland							
Dublin Midlands Hospital Group	0.3%	1.0%	0.4%	0.2%	0.2%	0.3%	0.2%
Ireland East Hospital Group	0.3%		0.5%	0.5%	0.2%	0.2%	0.1%
RCSI Hospitals Group	0.3%	0.2%	0.3%	0.7%	0.2%	0.4%	0.1%
Saolta University Hospital Care	0.6%	0.4%	0.8%	0.6%	0.5%	0.6%	0.2%
South/South West Hospital Group	0.6%	0.2%	0.7%	0.8%	0.7%	0.5%	0.1%
University of Limerick Hospital Group	0.7%		0.8%	0.6%	0.6%	0.4%	0.7%
Other Acute Services	0.9%	100.0%					
Acute Services	0.4%	0.3%	0.5%	0.5%	0.3%	0.4%	0.2%
CHO 1	0.4%		0.6%	0.8%	0.1%	0.5%	0.3%
CHO 2	0.3%		0.5%	0.5%	0.5%	0.4%	0.1%
CHO 3	0.7%	1.9%	1.2%	0.4%	0.3%	0.9%	0.4%
CHO 4	0.5%	0.6%	0.6%	0.6%	0.6%	0.5%	0.4%
CHO 5	0.4%	1.4%	0.6%	0.5%	0.3%		0.2%
CHO 6	0.7%		0.8%	1.0%	0.9%	0.4%	0.5%
CHO 7	0.4%		0.2%	0.7%	0.5%	0.4%	0.3%
CHO 8	0.2%	0.8%	0.2%	0.2%	0.1%		0.1%
CHO 9	0.2%	0.7%	0.1%	0.3%	0.5%		0.2%
Other Community Services	0.7%		1.0%		0.3%	7.1%	
Community Services	0.4%	0.5%	0.5%	0.5%	0.4%	0.4%	0.3%
National Services & Central Functions	0.3%			0.4%	0.4%		

Within Acute Services, **Other Acute Services** (0.9%) is reported to have the highest external movement followed by **University of Limerick Hospital Group** (0.7%).

In community Services, **CHO 3**, **CHO 6** and **Other Community Services** (0.7%) are all 0.3% above the overall average rate.

Looking across the various CHO's, **CHO 6** is reporting as the highest internal rate movement at **0.5%**.

Internal Movement by HG & CHO / Staff Category Q4 2024

Internal Movement by HG / CHO Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Internal Rate	0.2%	0.5%	0.2%	0.4%	0.2%	0.1%	0.1%
National Ambulance Service	0.0%						0.0%
Children's Health Ireland	0.0%			0.1%			
Dublin Midlands Hospital Group	0.4%	0.6%	0.4%	0.8%	0.4%		0.3%
Ireland East Hospital Group	0.1%	0.1%	0.2%	0.2%	0.2%	0.1%	
RCSI Hospitals Group	0.3%	0.4%	0.4%	0.5%	0.3%	0.2%	0.1%
Saolta University Hospital Care	0.2%	0.4%	0.1%	0.5%	0.2%	0.1%	0.2%
South/South West Hospital Group	0.2%	0.5%	0.2%	0.1%	0.1%	0.3%	
University of Limerick Hospital Group	0.3%	2.6%	0.2%	0.3%	0.1%		
Other Acute Services							
Acute Services	0.2%	0.5%	0.2%	0.4%	0.2%	0.1%	0.1%
CHO 1	0.1%	1.3%	0.1%		0.1%		0.1%
CHO 2	0.1%		0.1%	0.3%			
CHO 3	0.2%		0.1%	0.2%	0.4%	0.3%	0.1%
CHO 4	0.1%	0.6%	0.1%	0.4%			0.1%
CHO 5	0.1%			0.2%	0.1%		0.0%
CHO 6	0.5%	0.7%	0.4%	0.4%	0.4%		0.6%
CHO 7	0.1%		0.2%	0.4%			0.0%
CHO 8	0.2%		0.2%	0.1%	0.1%		0.4%
CHO 9	0.3%		0.3%	0.5%	0.3%		0.1%
Other Community Services	0.2%				0.7%		
Community Services	0.2%	0.3%	0.2%	0.3%	0.2%	0.0%	0.1%
National Services & Central Functions	0.3%		0.3%	0.8%	0.2%	0.3%	

Not Disclosed / Other Movement by HG & CHO / Staff Category Q4 2024

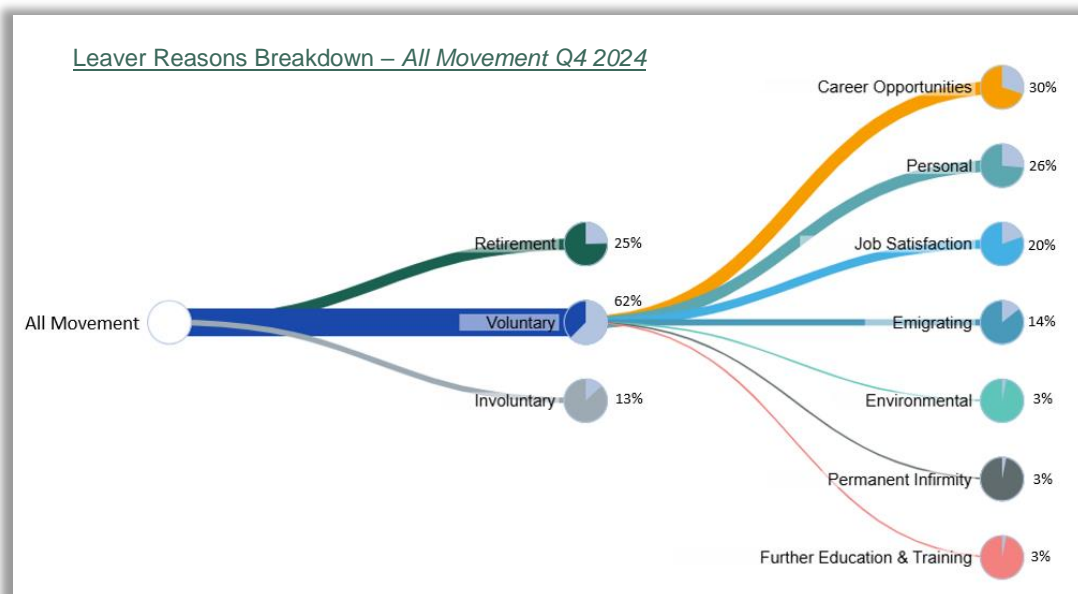
Not Disclosed / Other Movement by HG / CHO Q4 2024	Turnover %	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Not Disclosed / Other Rate	1.0%	0.9%	0.9%	1.0%	0.9%	1.1%	1.3%
National Ambulance Service	0.5%			1.6%	0.4%		0.4%
Children's Health Ireland	1.8%		1.5%	2.1%	2.5%	2.2%	1.6%
Dublin Midlands Hospital Group	1.3%	1.4%	1.3%	1.3%	1.0%	1.5%	1.4%
Ireland East Hospital Group	1.0%	1.4%	0.9%	1.3%	1.1%	0.7%	1.5%
RCSI Hospitals Group	1.0%	1.0%	0.9%	1.5%	1.0%	0.6%	1.2%
Saolta University Hospital Care	0.7%	0.4%	0.7%	0.5%	0.5%	1.5%	1.1%
South/South West Hospital Group	0.8%	0.5%	0.9%	0.5%	0.8%	0.9%	0.6%
University of Limerick Hospital Group	0.7%	1.1%	0.6%	0.6%	0.4%	1.6%	0.5%
Other Acute Services	0.9%				1.3%		
Acute Services	1.0%	0.9%	0.9%	1.1%	1.0%	1.1%	1.0%
CHO 1	0.6%	0.7%	0.3%	0.5%	0.4%	1.4%	0.8%
CHO 2	1.1%		1.0%	0.8%	1.6%	1.5%	1.2%
CHO 3	1.6%	1.9%	1.5%	1.7%	0.7%	0.6%	1.9%
CHO 4	1.0%	0.6%	0.7%	1.0%	0.7%	0.7%	1.3%
CHO 5	1.3%	1.4%	0.9%	0.3%	0.4%	2.0%	2.0%
CHO 6	0.8%	0.7%	0.7%	0.6%	0.9%	0.4%	1.1%
CHO 7	1.4%	0.6%	1.3%	1.3%	0.3%	0.8%	2.0%
CHO 8	1.0%		1.1%	0.7%	0.8%	1.0%	1.3%
CHO 9	1.1%	0.7%	0.7%	1.1%	1.8%	1.9%	1.2%
Other Community Services	0.4%		0.7%		0.3%		
Community Services	1.1%	0.7%	0.9%	0.9%	0.8%	1.2%	1.4%
National Services & Central Functions	0.5%	1.8%	0.6%	0.2%	0.5%	1.0%	

Both **Children's Health Ireland (1.8%)** and **CHO 3 (1.6%)** report Not Disclosed / Other movement rates well above the national average of **1.0%**. Children's Health Ireland report no external turnover or internal movement rates. Further improvements in data reporting will result in greater data insights.

Reasons for Leaving Q4 2024

Reasons for leaving reporting has also been enhanced from the project we initiated in late 2023 as noted earlier. Similar to destination, we expect that this change will take time to embed across all services albeit that this element of the 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.

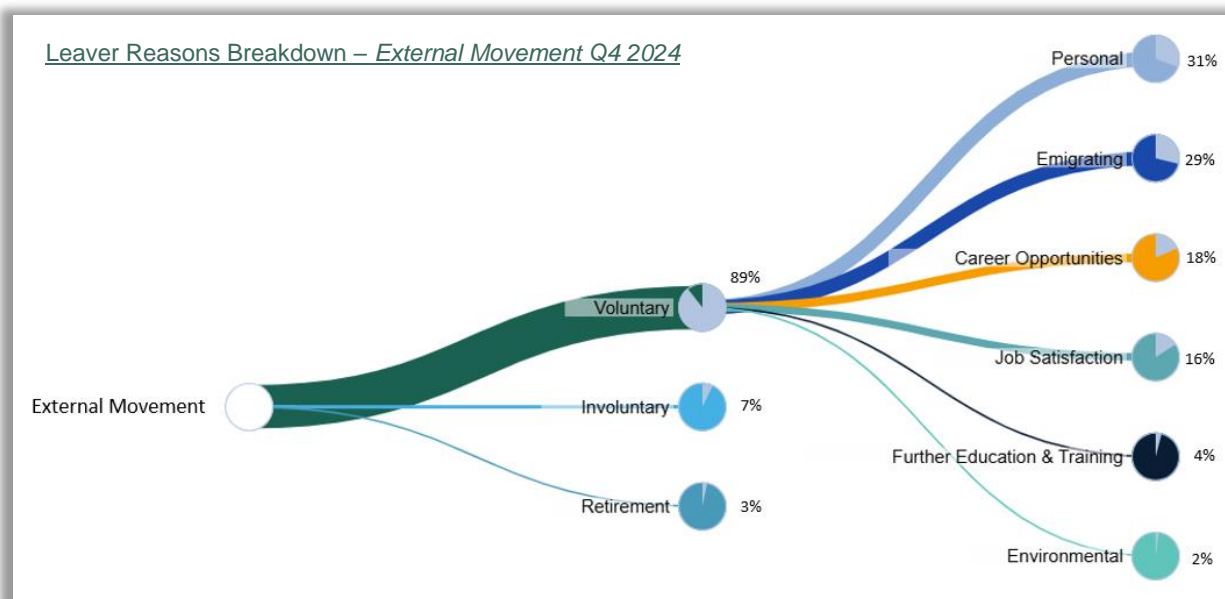
Leaver Reasons Q4 2024



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.

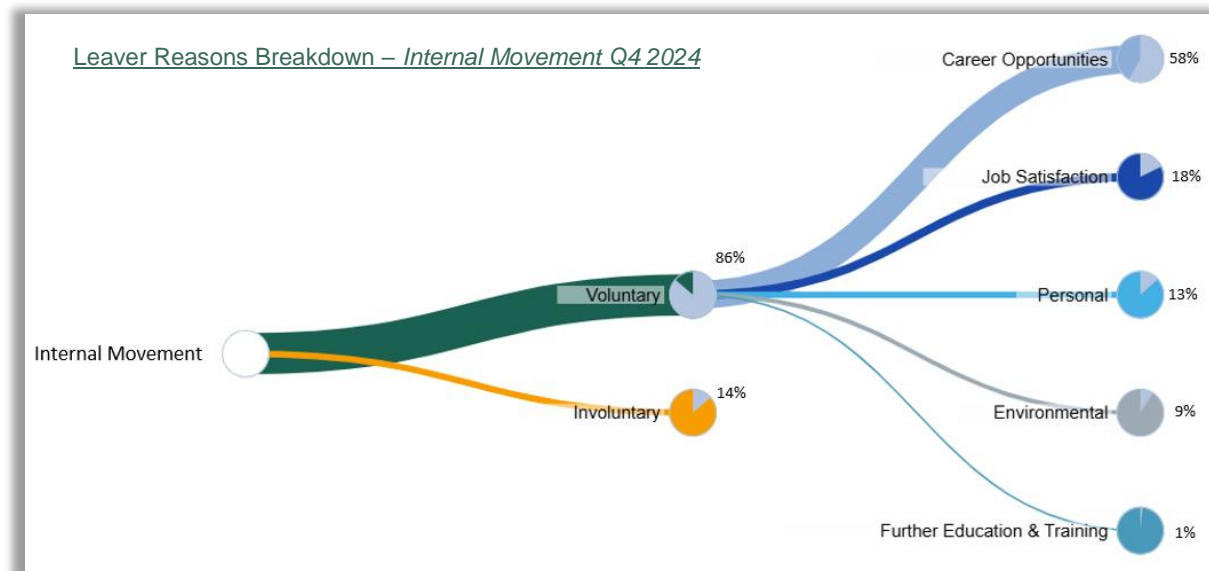
Similar to Q2 2024 and Q3 2024, across all leavers (External, Internal and Not Disclosed/ Other) those **voluntarily** leaving or moving reported three main reasons – i.e. making up close to three quarters of the reasons for leaving; **Personal (26%)**, **Career Opportunities (30%)** and **Job Satisfaction (20%)**. Thereafter, **14%** have noted **Emigration**. Lower proportions reporting on other reasons as set out in the above graph.

External Movement Reasons Q4 2024



Of the 89% of movers leaving the public health service, **31%** of those who voluntarily left reported doing so for **Personal** Reasons. This may include work life balance, family reasons or caring reasons. A further **29%** noted **Emigrating** as the next highest reason for leaving followed by **Career Opportunities** (18%) outside the Irish Public Health Service as their main reason for leaving.

Internal Movement Reasons Q4 2024



Of those **Internal Movers** who provided a reason, **86%** were **Voluntary** movers with **Career Opportunities** (58%) and **Job Satisfaction** (18%) 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.

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

Beginning February 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

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.