

## Staff Turnover Rates: Important Notes

This report is intended to allow for analysis on staff turnover.

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

The net increase in staffing is derived from the Health Service Personnel Census which is the official employment count for the health sector & expressed as whole-time equivalents (WTE).

Starters & leavers reporting does not give the correct measure for the (WTE) increase (calculating starter minus leavers to imply WTE change is incorrect). 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)
- changes in working hours
- age profile of the staff cohort
- registrars, SHO's/intern rotations
- student nurse numbers (which are recorded at 50% WTE value on the instruction of the Department\*)
- maternity or other statutory leave
- promotions (particularly relevant in nursing where nurse manager positions draw on staff nurse / PHN staff)
- Personnel changing categories (perhaps through qualifications gained, HCAs entering nurse training) etc.

In order to normalise this rate a second calculation is included which excludes registrars and SHO's/interns (the majority of whom are on rotation) and student nurses where a) their contract has ended and b) may continue in employment as staff nurses.