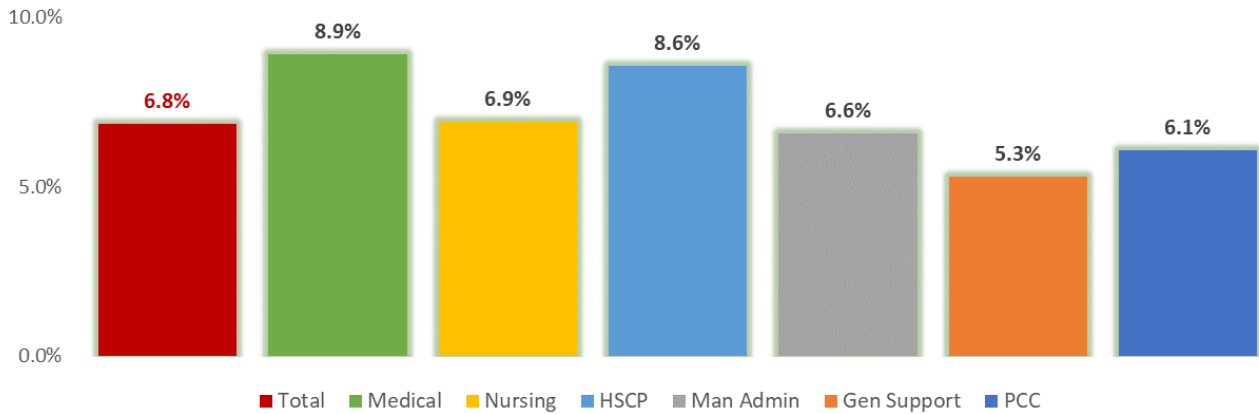




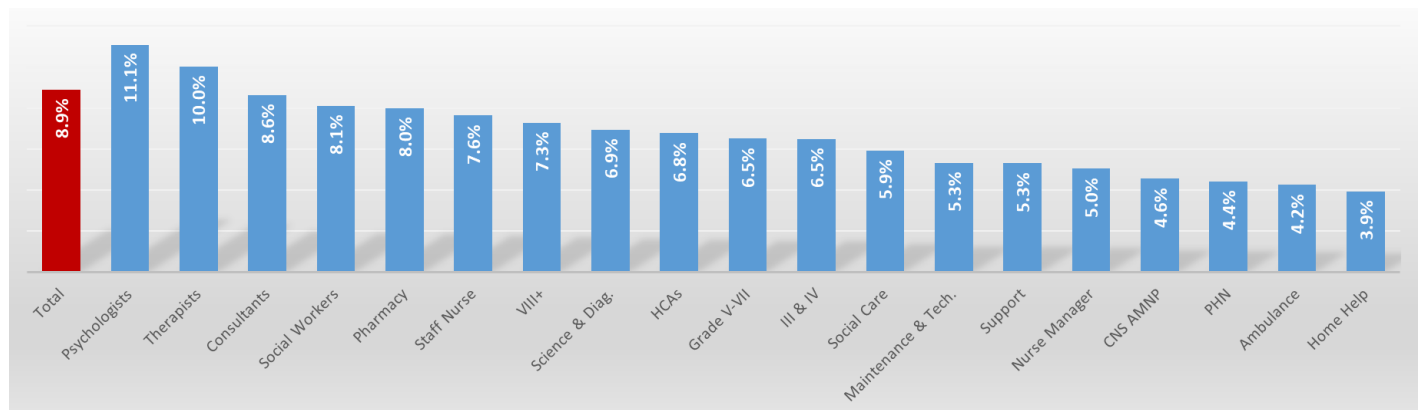
Health Sector Workforce: Turnover 2021

For 2021 the headline turnover rate was 6.8%.



Key findings by Staff Category & Staff Group

- Medical & Dental had the highest turnover rate at 8.9%
- The rate for Health & Social Care Professionals was 8.6% with higher rates amongst Psychologists and Therapy Professions.
- The rate for nursing was 6.9%
- The rate for Management & Admin has risen by 1.4% compared to last year while General Support has the lowest rate of 5.3%





Key findings at service level

The 2021 turnover rate in the acute sector (including ambulance) stood at 7.3% with a rate of 6.3% in the Community (Community Health & Wellbeing, Mental Health, Primary Care, Disability & Older Persons Services)

Details by staff category and group at service level are as set out in the table below:

2021 turnover by Staff Group & Service

Staff Group	Acute Services	Community Services	H&WB Corp & National	Turnover 2021
Total	7.3%	6.3%	6.6%	6.8%
Medical & Dental	8.7%	9.0%	10.8%	8.9%
Consultants	8.7%	8.0%	10.2%	8.6%
Registrars	62.1%	45.0%	37.5%	58.5%
SHO/ Interns	92.7%	57.4%	109.1%	89.5%
Medical/ Dental, other	8.9%	9.7%	11.0%	9.8%
Nursing & Midwifery	7.7%	5.5%	14.0%	6.9%
Nurse/ Midwife Manager	4.6%	5.3%	14.3%	5.0%
Nurse/ Midwife Specialist & AN/MP	4.7%	4.2%	4.4%	4.6%
Staff Nurse/ Staff Midwife	8.5%	5.8%	21.4%	7.6%
Public Health Nurse	70.6%	4.3%	41.4%	4.4%
Nursing/ Midwifery Student	25.2%	7.3%		19.6%
Nursing/ Midwifery other	6.3%	8.5%	11.1%	7.6%
Health & Social Care Professionals	10.1%	7.5%	4.3%	8.6%
Therapy Professions	12.8%	8.1%	34.3%	10.0%
Health Science/ Diagnostics	7.1%	4.6%	4.0%	6.9%
Social Care	34.3%	5.9%		5.9%
Social Workers	10.0%	7.2%	23.1%	8.1%
Psychologists	6.6%	11.7%		11.1%
Pharmacy	8.3%	7.0%	3.6%	8.0%
H&SC, Other	35.9%	5.4%	3.7%	12.7%
Management & Administrative	6.7%	6.5%	6.3%	6.6%
Management (VIII & above)	7.1%	9.0%	5.9%	7.3%
Administrative/ Supervisory (V to VII)	7.5%	6.4%	4.8%	6.5%
Clerical (III & IV)	6.3%	6.2%	7.9%	6.5%
General Support	5.4%	5.0%	5.3%	5.3%
Support	5.4%	4.9%	8.6%	5.3%
Maintenance/ Technical	5.6%	5.8%	3.7%	5.3%
Patient & Client Care	5.0%	6.4%	30.6%	6.1%
Health Care Assistants	5.1%	7.4%	28.4%	6.8%
Home Help		3.9%		3.9%
Ambulance Staff	4.1%		200.0%	4.2%
Care, other	8.4%	5.7%	14.6%	5.9%



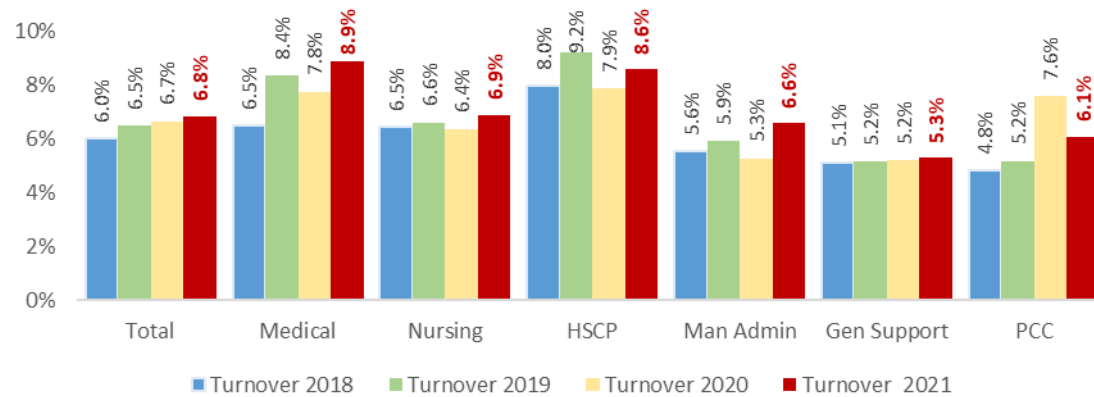
Health Services Turnover Rates 2018-2021

For 2021 the headline turnover rate was 6.8% with the overall rate showing an upward trend over previous years.

Details by category & staff group 2018-2021 are as set out below:

Health Services Turnover 2018-2021

Staff Group	Turnover 2018	Turnover 2019	Turnover 2020	Turnover 2021
Total	6.0%	6.5%	6.7%	6.8%
Medical & Dental	6.5%	8.4%	7.8%	8.9%
Consultants	6.6%	9.2%	8.4%	8.6%
Registrars	52.8%	60.2%	65.6%	58.5%
SHO/ Interns	85.5%	93.2%	87.0%	89.5%
Medical/ Dental, other	6.3%	8.4%	7.8%	8.9%
Nursing & Midwifery	6.5%	6.6%	6.4%	6.9%
Nurse/ Midwife Manager	5.3%	5.2%	5.4%	5.0%
Nurse/ Midwife Specialist & AN/MP	3.6%	3.7%	4.0%	4.6%
Staff Nurse/ Staff Midwife	7.1%	7.3%	7.0%	7.6%
Public Health Nurse	2.9%	3.3%	4.2%	4.4%
Nursing/ Midwifery Student	14.3%	23.1%	6.9%	19.6%
Nursing/ Midwifery other	4.3%	3.3%	5.4%	7.6%
Health & Social Care Professionals	8.0%	9.2%	7.9%	8.6%
Therapy Professions	8.9%	8.3%	7.3%	10.0%
Health Science/ Diagnostics	8.0%	8.6%	9.2%	6.9%
Social Care	5.5%	17.8%	10.8%	5.9%
Social Workers	7.7%	11.2%	8.7%	8.1%
Psychologists	7.5%	7.9%	6.1%	11.1%
Pharmacy	6.2%	6.2%	4.8%	8.0%
H&SC, Other	11.8%	16.2%	10.2%	12.7%
Management & Administrative	5.6%	5.9%	5.3%	6.6%
Management (VIII & above)	6.0%	6.8%	6.1%	7.3%
Administrative/ Supervisory (V to VII)	5.0%	5.3%	5.2%	6.5%
Clerical (III & IV)	5.7%	6.0%	5.2%	6.5%
General Support	5.1%	5.2%	5.2%	5.3%
Support	5.1%	5.2%	5.2%	5.3%
Maintenance/ Technical	5.0%	4.9%	5.6%	5.3%
Patient & Client Care	4.8%	5.2%	7.6%	6.1%
Health Care Assistants	5.7%	5.6%	9.4%	6.8%
Home Help	2.3%	3.1%	3.3%	3.9%
Ambulance Staff	3.7%	4.6%	6.7%	4.2%
Care, other	5.0%	6.6%	4.4%	5.9%



Notes:

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

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 year.

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 staff nurse population for example)
- Personnel changing categories (perhaps through qualifications gained, HCAs entering nurse training) etc.
- Registrars, SHO's/intern rotations
- Pre-registration student nurses on clinical placement.

In order to normalise this rate the calculation for Registrars and SHO's/Interns (the majority of whom are on rotation) and Pre-Registration Student Nurses and Midwives where, a) their contract has ended and b) may continue in employment as staff nurses.