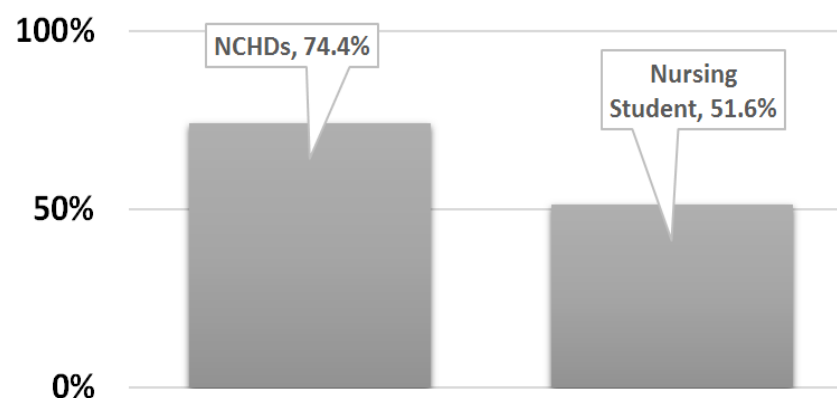
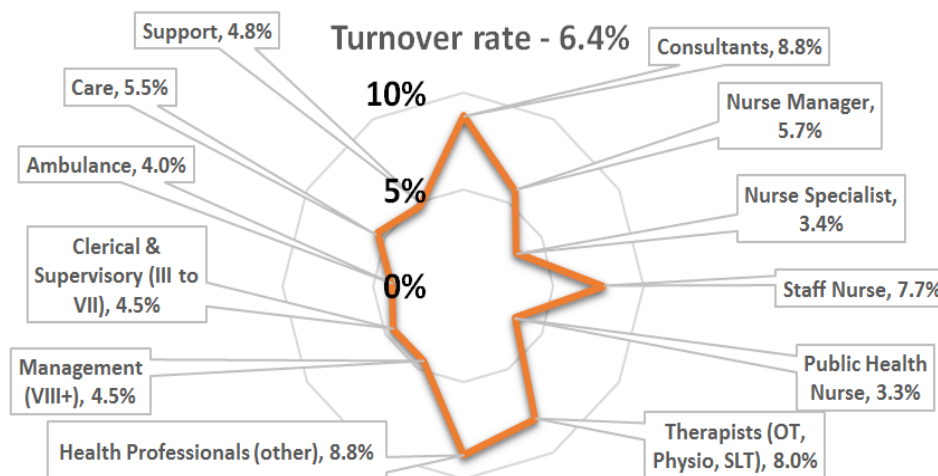


Health Sector staff turnover - *estimate*

Staff Group	Average Headcount 2016	Leaver	Turnover rate	Adjusted Turnover rate*
Total	121,036	12,497	10.3%	6.4%
Consultants	3,135	277	8.8%	8.8%
NCHDs	6,208	4,618	74.4%	
Medical (other) & Dental	1,123	119	10.6%	10.6%
Nurse Manager	7,782	446	5.7%	5.7%
Nurse Specialist	1,744	59	3.4%	3.4%
Staff Nurse	28,588	2,213	7.7%	7.7%
Public Health Nurse	1,730	57	3.3%	3.3%
Nursing Student	1,275	658	51.6%	
Nursing (other)	337	19	5.6%	5.6%
Occupational Therapists	1,603	134	8.4%	8.4%
Physiotherapists	1,983	156	7.9%	7.9%
Speech & Language Therapists	1,114	84	7.5%	7.5%
Therapists (OT, Physio, SLT)	4,700	374	8.0%	8.0%
Health Professionals (other)	12,387	1,086	8.8%	8.8%
Management (VIII+)	1,432	64	4.5%	4.5%
Clerical & Supervisory (III to VII)	17,086	765	4.5%	4.5%
Ambulance	1,637	65	4.0%	4.0%
Care	20,764	1,143	5.5%	5.5%
Support	11,109	534	4.8%	4.8%

* excludes NCHDs & student nurses as the majority of these personnel are on fixed-term or specified purpose training contracts.



Consultants 8.8%

Staff Nurse 7.7%

Overall: 6.4%

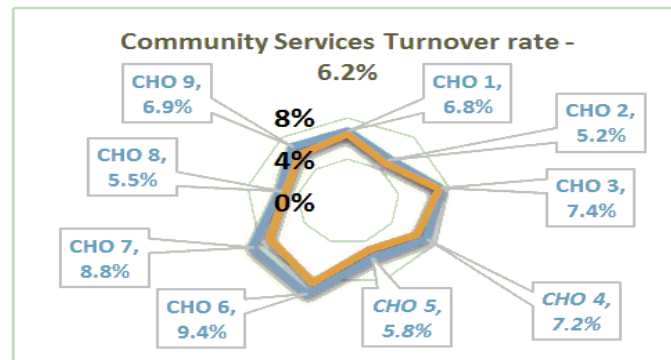
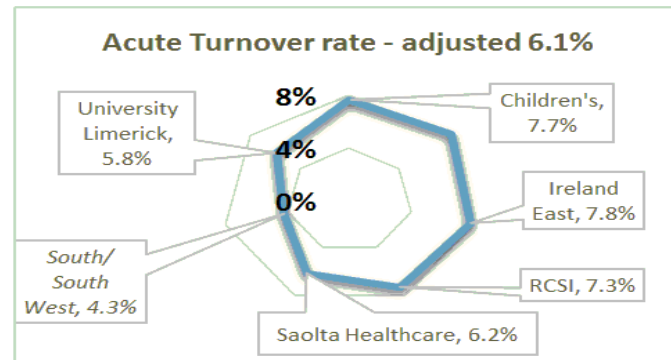
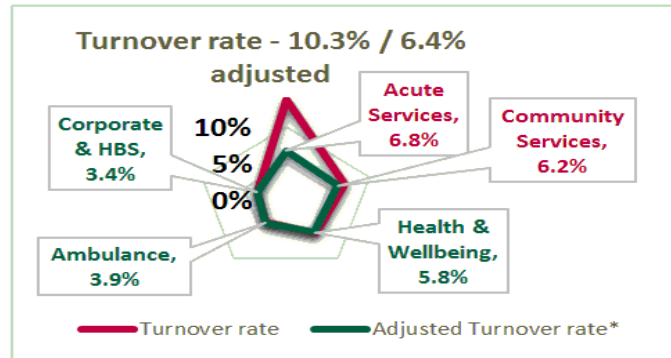
Therapists 8.0%

Clerical & Supervisory 4.5%

Health Sector staff turnover - *estimate*

Service	Average Headcount 2016	Leaver	Adj. Leaver	Turnover rate	Adjusted Turnover rate*
Total	121,036	12,497	7,221	10.3%	6.4%
Children's	3,474	427	240	12.2%	7.7%
Dublin Midlands	11,135	1,632	825	14.5%	8.2%
Ireland East	12,176	2,252	854	18.3%	7.8%
RCSI	9,389	1,404	615	14.9%	7.3%
Saolta Healthcare	9,615	947	531	9.9%	6.2%
South/ South West	10,837	1,346	412	12.4%	4.3%
University Limerick	4,080	411	216	10.1%	5.8%
other Acute Services	21	1	1	4.3%	4.8%
Acute Services	60,726	8,420	3,694	13.8%	6.8%
CHO 1	5,394	368	339	6.8%	6.4%
CHO 2	5,532	290	254	5.2%	4.7%
CHO 3	4,537	337	324	7.4%	7.3%
CHO 4	7,600	550	463	7.2%	6.2%
CHO 5	4,988	294	239	5.8%	4.9%
CHO 6	5,036	475	404	9.4%	8.2%
CHO 7	6,349	559	443	8.8%	7.2%
CHO 8	6,569	363	323	5.5%	5.1%
CHO 9	7,290	498	413	6.9%	5.8%
PCRS	387	30	25	7.7%	6.5%
Other Non-Acute	370	49	49	12.4%	13.6%
Community Services	54,050	3,813	3,276	7.0%	6.2%
Health & Wellbeing	1,495	88	81	5.8%	5.5%
Ambulance	1,748	70	70	3.9%	4.0%
Corporate & HBS	3,016	106	100	3.4%	3.3%

* excludes NCHDs & student nurses as the majority of these personnel are on fixed-term or specified purpose training contracts.



Turnover by Grade/ Staff Group [no.]: 2016

Staff Group	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	89%	6%	5%	17,213	40%	42%	14%	4%	12,497
Consultants	81%	19%	0%	368	39%	47%	13%	1%	277
NCHDs	98%	2%		5,519	15%	85%	0%		4,618
Medical (other) & Dental	91%	7%	1%	81	30%	47%	20%	3%	119
Nurse Manager	90%	7%	2%	202	42%	1%	49%	8%	446
Nurse Specialist	86%	14%		49	42%	3%	46%	8%	59
Staff Nurse	91%	6%	3%	2,537	70%	3%	20%	7%	2,213
Public Health Nurse	97%	3%		36	23%	9%	56%	12%	57
Nursing Student	98%	2%		1,425	13%	87%			658
Nursing (other)	91%	9%		11	47%		32%	21%	19
Therapists (OT, Physio, SLT)	83%	15%	2%	749	72%	14%	7%	7%	374
Health Professionals (other)	82%	10%	8%	1,762	61%	20%	13%	5%	1,086
Management (VIII+)	60%	37%	3%	102	41%	5%	42%	13%	64
Clerical & Supervisory (III to VII)	81%	13%	6%	1,374	48%	15%	27%	9%	765
Ambulance	99%	1%		129	65%	2%	25%	9%	65
Care	71%	10%	20%	2,270	61%	5%	25%	9%	1,143
Support	87%	8%	5%	599	35%	10%	42%	13%	534

Turnover by Grade/ Staff Group [no.]: 2016

Staff Group	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall (adjusted)*	83%	10%	7%	9,887	57%	11%	24%	8%	7,024
Consultants	81%	19%	0%	368	39%	47%	13%	1%	277
Medical (other) & Dental	91%	7%	1%	81	30%	47%	20%	3%	119
Nurse Manager	90%	7%	2%	202	42%	1%	49%	8%	446
Nurse Specialist	86%	14%		49	42%	3%	46%	8%	59
Staff Nurse	91%	6%	3%	2,537	70%	3%	20%	7%	2,213
Public Health Nurse	97%	3%		36	23%	9%	56%	12%	57
Nursing (other)	91%	9%		11	47%		32%	21%	19
Occupational Therapists	86%	13%	1%	264	75%	12%	7%	7%	134
Physiotherapists	90%	7%	3%	234	71%	16%	5%	8%	156
Speech & Language Therapists	75%	23%	3%	251	69%	13%	13%	5%	84
Therapists (OT, Physio, SLT)	83%	15%	2%	749	72%	14%	7%	7%	374
Health Professionals (other)	89%	10%	2%	1,393	57%	24%	13%	6%	906
Management (VIII+)	61%	36%	3%	100	42%	5%	42%	11%	62
Clerical & Supervisory (III to VII)	81%	13%	6%	1,374	48%	15%	27%	9%	765
Ambulance	99%	1%		129	65%	2%	25%	9%	65
Care	71%	10%	20%	2,259	61%	5%	25%	9%	1,128
Support	87%	8%	5%	599	35%	10%	42%	13%	534

*excludes NCHDs & Student Nurses

Turnover by Staff Category: 2016

Staff Category	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	89%	6%	5%	17,213	40%	42%	14%	4%	12,497
Medical/ Dental	97%	3%	0%	5,968	16%	82%	1%	0%	5,014
Nursing	93%	5%	2%	4,260	55%	19%	21%	6%	3,452
Health & Social Care	82%	11%	7%	2,435	64%	19%	12%	6%	1,415
Management/ Admin	80%	15%	5%	1,476	48%	14%	29%	9%	829
Patient & Client Care	72%	9%	19%	2,399	61%	5%	25%	9%	1,208
General Support	87%	8%	5%	675	38%	11%	39%	12%	579

Turnover by Division: 2016

Division	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	89%	6%	5%	17,213	40%	42%	14%	4%	12,497
Acute Services	94%	5%	1%	11,233	36%	53%	7%	4%	8,420
Mental Health	93%	6%	1%	1,058	28%	35%	34%	3%	851
Primary Care	85%	12%	3%	956	36%	33%	24%	7%	779
Social Care	71%	9%	20%	3,374	60%	7%	26%	7%	2,183
Community Services	78%	9%	13%	5,388	48%	19%	27%	6%	3,813
Health & Wellbeing	82%	18%	1%	164	24%	49%	24%	3%	88
Ambulance	98%	2%		132	60%	3%	27%	10%	70
Corporate & HBS	74%	24%	2%	296	40%	13%	38%	9%	106

Turnover by Hospital Group / CHO: 2016

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	89%	6%	5%	17,213	40%	42%	14%	4%	12,497
Children's	95%	5%	0%	569	48%	48%	3%	0%	427
Dublin Midlands	95%	3%	2%	2,302	35%	55%	5%	6%	1,632
Ireland East	96%	4%	0%	2,746	42%	47%	5%	6%	2,252
RCSI	91%	9%	1%	1,853	32%	57%	9%	2%	1,404
Saolta Healthcare	92%	8%	0%	1,487	39%	45%	13%	3%	947
South/ South West	97%	2%	1%	1,594	24%	69%	7%	1%	1,346
University of Limerick	98%	1%	1%	679	42%	45%	10%	4%	411
other Acute Services	33%	67%		3		100%			1
Acute Services	94%	5%	1%	11,233	36%	53%	7%	4%	8,420
CHO 1	85%	9%	6%	366	22%	25%	42%	11%	368
CHO 2	90%	7%	3%	344	39%	13%	41%	8%	290
CHO 3	60%	5%	36%	435	56%	15%	24%	6%	337
CHO 4	91%	3%	6%	890	51%	17%	28%	3%	550
CHO 5	78%	11%	11%	541	43%	19%	34%	5%	294
CHO 6	92%	5%	3%	595	57%	23%	17%	3%	475
CHO 7	88%	11%	1%	689	57%	20%	18%	6%	559
CHO 8	56%	26%	18%	569	40%	16%	37%	8%	363
CHO 9	62%	6%	32%	837	54%	21%	20%	5%	498
Other Non-Acute	71%	24%	5%	75	33%	20%	47%		30
PCRS	100%			47	57%	6%	6%	31%	49
Community Services	78%	9%	13%	5,388	48%	19%	27%	6%	3,813
Health & Wellbeing	82%	18%	1%	164	24%	49%	24%	3%	88
Ambulance	98%	2%		132	60%	3%	27%	10%	70
Corporate & HBS	74%	24%	2%	296	40%	13%	38%	9%	106

Staff Group Turnover by Hospital Group / CHO: 2016

Consultants

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	81%	19%	0%	368	39%	47%	13%	1%	277
Children's	82%	18%		33	25%	75%			16
Dublin Midlands	89%	11%		61	30%	67%	3%		70
Ireland East	92%	8%		63	37%	38%	25%		60
RCSI	66%	34%		74	44%	44%	12%		43
Saolta Healthcare	79%	21%		68	44%	44%	12%		41
South/ South West	75%	17%	8%	12	86%		14%		7
University of Limerick	95%	5%		20	63%	25%	13%		8
Acute Services	82%	18%	0%	331	39%	49%	12%		245
CHO 1	83%	17%		6	57%	29%		14%	7
CHO 2	100%			4	33%		67%		3
CHO 3	100%			4	50%	50%			2
CHO 4	50%	50%		2	33%		67%		3
CHO 5							100%		1
CHO 6	80%	20%		5	40%		20%	40%	5
CHO 7	67%	33%		3	50%	25%	25%		4
CHO 8		100%		1	100%				1
CHO 9	100%			4	20%	60%	20%		5
Other Non-Acute		100%		1					
Community Services	80%	20%		30	42%	23%	26%	10%	31
Health & Wellbeing	33%	67%		6		100%			1
Corporate & HBS	100%			1					

NCHDs

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Starter	Resignation	End of Contract	Retirement	Leaver
Overall	98%	2%	5,519	15%	85%	0%	4,618
Children's	97%	3%	199	4%	96%		166
Dublin Midlands	100%	0%	961	7%	93%	0%	782
Ireland East	98%	2%	1,289	33%	67%		1,214
RCSI	98%	2%	855	8%	92%		703
Saolta Healthcare	97%	3%	716	15%	85%		386
South/ South West	100%		747	0%	100%		769
University of Limerick	100%	0%	264	15%	85%		182
Acute Services	99%	1%	5,031	14%	86%	0%	4,202
CHO 1	100%		25	47%	53%		17
CHO 2	100%		27	45%	55%		31
CHO 3	100%		15	18%	82%		11
CHO 4	100%		27		100%		39
CHO 5	100%		16		100%		29
CHO 6	100%		67	7%	93%		71
CHO 7	98%	2%	142	27%	73%		97
CHO 8	97%	3%	36	21%	79%		33
CHO 9	93%	7%	103	7%	93%		70
Other Non-Acute	100%		7		100%		5
Community Services	98%	2%	465	17%	83%		403
Health & Wellbeing	86%	14%	14		100%		7
Corporate & HBS	78%	22%	9		100%		6

Medical (other) & Dental

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	91%	7%	1%	81	30%	47%	20%	3%	119
Dublin Midlands	100%			8	29%	71%			7
Ireland East	100%			4	100%				4
Saolta Healthcare	67%	33%		3					
South/ South West	100%			1	100%				1
University of Limerick	100%			1					
Acute Services	94%	6%		17	58%	42%			12
CHO 1	100%			2		94%		6%	16
CHO 2	67%	33%		3			100%		2
CHO 3	100%			5	6%	82%	12%		17
CHO 4	100%			9	47%		53%		15
CHO 5	100%			4	55%		36%	9%	11
CHO 6	100%			6	20%	20%	60%		5
CHO 7	100%			6	60%	20%	20%		10
CHO 8	81%	13%	6%	16	11%	84%	5%		19
CHO 9	83%	17%		6	67%		17%	17%	6
Community Services	91%	7%	2%	57	27%	48%	23%	3%	101
Health & Wellbeing	80%	20%		5	50%	25%	25%		4
Corporate & HBS	100%			2		100%			2

Nurse Manager

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	90%	7%	2%	202	42%	1%	49%	8%	446
Children's	100%			6	78%		22%		18
Dublin Midlands	93%	7%		27	50%	7%	30%	14%	44
Ireland East	91%	9%		11	58%		30%	11%	53
RCSI	82%	18%		17	46%		51%	2%	41
Saolta Healthcare	100%			4	16%		63%	21%	19
South/ South West	91%	9%		11	33%		63%	3%	30
University of Limerick	100%			5	67%		33%		12
Acute Services	91%	9%		81	49%	1%	41%	8%	217
CHO 1	89%	11%		9	9%		91%		23
CHO 2	100%			11	33%		57%	10%	21
CHO 3	50%	25%	25%	8	46%		54%		13
CHO 4	100%			6	33%		54%	13%	24
CHO 5	100%			20	20%		75%	5%	20
CHO 6	100%			4	56%		44%		25
CHO 7	95%	5%		19	47%		37%	17%	30
CHO 8	80%	10%	10%	10	30%		56%	15%	27
CHO 9	80%		20%	10	43%		54%	3%	37
Other Non-Acute	100%			5	20%		80%		5
Community Services	90%	5%	5%	102	36%		57%	7%	225
Health & Wellbeing	60%	40%		5	50%		50%		2
Corporate & HBS	93%	7%		14	50%		50%		2

Nurse Specialist

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	86%	14%	49	42%	3%	46%	8%	59
Dublin Midlands	89%	11%	9	60%	10%	20%	10%	10
Ireland East	92%	8%	13	40%		30%	30%	10
RCSI	100%		2	67%		33%		6
Saolta Healthcare	100%		5	17%	17%	50%	17%	6
South/ South West	100%		2	67%		33%		3
University of Limerick	100%		1	100%				1
Acute Services	94%	6%	32	50%	6%	31%	14%	36
CHO 1	100%		2			100%		3
CHO 2	100%		1			100%		1
CHO 3	100%		2	33%		67%		3
CHO 4	100%		1			100%		2
CHO 5						100%		4
CHO 6	33%	67%	3	100%				3
CHO 8	60%	40%	5			100%		4
CHO 9	67%	33%	3	100%				3
Community Services	71%	29%	17	30%		70%		23

Staff Nurse

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	91%	6%	3%	2,537	70%	3%	20%	7%	2,213
Children's	98%	2%		107	96%	1%	2%	1%	106
Dublin Midlands	97%	1%	1%	284	73%	11%	3%	13%	331
Ireland East	94%	6%		455	71%	1%	9%	19%	286
RCSI	91%	9%		324	84%	3%	11%	3%	213
Saolta Healthcare	83%	17%		228	73%	4%	20%	3%	225
South/ South West	99%	1%		272	82%		16%	2%	218
University of Limerick	100%			118	75%		22%	3%	102
Acute Services	94%	6%	0%	1,788	77%	4%	11%	8%	1,481
CHO 1	93%	6%	1%	80	29%	2%	57%	13%	63
CHO 2	98%	2%		58	29%	8%	60%	4%	52
CHO 3	57%	3%	39%	61	55%	2%	40%	3%	58
CHO 4	99%	1%		121	47%		51%	2%	110
CHO 5	94%	4%	2%	82	44%		51%	5%	77
CHO 6	91%		9%	67	84%	1%	13%	3%	80
CHO 7	90%	6%	4%	99	78%	4%	16%	2%	100
CHO 8	70%	25%	4%	71	41%		52%	7%	85
CHO 9	60%	1%	39%	85	79%	1%	15%	5%	96
Other Non-Acute	88%	13%		24	70%		30%		10
Community Services	85%	5%	10%	748	57%	2%	37%	5%	731
Health & Wellbeing	100%			1	100%				1

Public Health Nurse

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	97%	3%	36	23%	9%	56%	12%	57
CHO 1	100%		3			100%		8
CHO 2	100%		4	50%	25%		25%	4
CHO 3						50%	50%	2
CHO 4	100%		6			88%	13%	8
CHO 5	100%		5	50%		50%		6
CHO 6	100%		5	14%	57%	29%		7
CHO 7	100%		3	40%		30%	30%	10
CHO 8	89%	11%	9			100%		3
CHO 9	100%		1	38%		50%	13%	8
Community Services	97%	3%	36	23%	9%	55%	13%	56
Health & Wellbeing						100%		1

Nursing Student

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Starter	Resignation	End of Contract	Leaver
Overall	98%	2%	1,425	13%	87%	658
Children's	100%		82	5%	95%	21
Dublin Midlands	100%		226	64%	36%	25
Ireland East	92%	8%	253	12%	88%	184
RCSI	95%	5%	177	1%	99%	86
Saolta Healthcare	100%		110	23%	77%	30
South/ South West	100%		183	10%	90%	165
University of Limerick	100%		68	15%	85%	13
Acute Services	98%	2%	1,099	12%	88%	524
CHO 1	100%		16	8%	92%	12
CHO 2	100%		21	40%	60%	5
CHO 3	100%		18	50%	50%	2
CHO 4	96%	4%	56	6%	94%	48
CHO 5	97%	3%	38	4%	96%	26
CHO 6	100%		13			
CHO 7	100%		55	58%	42%	19
CHO 8	98%	2%	53	29%	71%	7
CHO 9	100%		55	13%	87%	15
Other Non-Acute	100%		1			
Community Services	99%	1%	326	17%	83%	134

Nursing (other)

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Starter	Resignation	Retirement	other	Leaver
Overall	91%	9%	11	47%	32%	21%	19
Children's	100%		1				
Dublin Midlands				67%		33%	3
Ireland East	100%		3		25%	75%	4
RCSI	100%		1				
Saolta Healthcare	50%	50%	2	50%	50%		2
South/ South West				100%			2
Acute Services	86%	14%	7	45%	18%	36%	11
CHO 1	100%		1		100%		2
CHO 2					100%		1
CHO 4	100%		1				
CHO 7	100%		1	100%			3
Community Services	100%		3	50%	50%		6
Health & Wellbeing					100%		1
Health & Wellbeing					100%		1
Corporate & HBS	100%		1	100%			1
Corporate & HBS	100%		1	100%			1

Therapists (OT, Physio, SLT)

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	83%	15%	2%	749	72%	14%	7%	7%	374
Children's	100%			5	60%	40%			5
Dublin Midlands	96%	4%		55	66%	17%		17%	35
Ireland East	92%	7%	2%	59	52%	27%		20%	44
RCSI	88%	6%	6%	52	74%	18%	5%	3%	38
Saolta Healthcare	89%	11%		27	69%	6%	19%	6%	16
South/ South West	100%			23	80%	10%	10%		10
University of Limerick	100%			11	100%				9
Acute Services	93%	5%	2%	232	67%	18%	4%	11%	157
CHO 1	84%	16%		32	75%	13%	13%		8
CHO 2	97%	3%		39	50%	19%	13%	19%	16
CHO 3	81%	4%	15%	26	82%	9%		9%	11
CHO 4	88%	13%		56	75%		17%	8%	24
CHO 5	51%	49%		70	79%		14%	7%	14
CHO 6	92%	8%		53	73%	12%	12%	2%	49
CHO 7	81%	19%		94	75%	18%	7%		44
CHO 8	73%	27%		66	75%	13%	13%		16
CHO 9	81%	10%	9%	78	89%	6%	6%		35
Other Non-Acute	67%	33%		3					
Community Services	79%	19%	2%	517	76%	11%	10%	4%	217

Health Professionals (other)

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	82%	10%	8%	1,762	61%	20%	13%	5%	1,086
Children's	93%	7%		57	80%	12%	8%		49
Dublin Midlands	94%	6%		237	62%	16%	8%	14%	138
Ireland East	90%	9%	1%	178	62%	14%	11%	13%	142
RCSI	88%	9%	3%	133	64%	23%	12%	1%	103
Saolta Healthcare	88%	12%		123	48%	38%	12%	1%	89
South/ South West	93%	5%	2%	129	75%	5%	19%		57
University of Limerick	95%	3%	2%	59	58%	29%	3%	10%	31
other Acute Services						100%			1
Acute Services	91%	8%	1%	916	63%	20%	11%	7%	610
CHO 1	74%	26%		19	14%	52%	31%	3%	29
CHO 2	90%	10%		40	65%	8%	25%	3%	40
CHO 3	78%	1%	21%	81	52%	31%	11%	6%	71
CHO 4	79%	14%	7%	58	76%		17%	7%	29
CHO 5	77%	21%	2%	53	72%		28%		18
CHO 6	97%	3%		158	73%	8%	15%	4%	75
CHO 7	85%	15%		46	80%	3%	14%	3%	35
CHO 8	46%	36%	18%	87	73%	15%	10%	2%	48
CHO 9	44%	4%	52%	192	68%	21%	10%	1%	81
Other Non-Acute	50%	50%		16	100%				1
PCRS	100%			5					
Community Services	70%	12%	18%	755	65%	17%	15%	3%	427
Health & Wellbeing	87%	12%	1%	90	15%	63%	20%	2%	46
Health & Wellbeing	87%	12%	1%	90	15%	63%	20%	2%	46
Corporate & HBS	100%			1	33%		67%		3
Corporate & HBS	100%			1	33%		67%		3

Management (VIII+)

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	60%	37%	3%	102	41%	5%	42%	13%	64
Children's		100%		5					
Dublin Midlands	50%	50%		4			67%	33%	3
Ireland East	91%	9%		11	20%		20%	60%	5
RCSI	80%	20%		5	80%		20%		5
Saolta Healthcare	100%			2	100%				2
South/ South West		100%		1	100%				2
University of Limerick		100%		2					
Acute Services	60%	40%		30	53%		24%	24%	17
CHO 1	100%			1			100%		2
CHO 2	33%	67%		3			100%		2
CHO 3	50%		50%	2	100%				3
CHO 4	80%	20%		5	40%		40%	20%	5
CHO 5	50%	50%		2					
CHO 6	50%	50%		2	50%	50%			2
CHO 7	100%			1	14%	29%	29%	29%	7
CHO 8	60%	40%		5			100%		1
CHO 9	50%		50%	2	40%		60%		5
Other Non-Acute	33%	33%	33%	3					
PCRS	100%			1	75%		25%		4
Community Services	59%	30%	11%	27	39%	10%	42%	10%	31
Health & Wellbeing	75%	25%		4			100%		3
Health & Wellbeing	75%	25%		4			100%		3
Ambulance		100%		1					
Ambulance		100%		1					
Corporate & HBS	60%	40%		40	38%		54%	8%	13

Corporate & HBS	60%	40%		40	38%		54%	8%	13
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Clerical & Supervisory (III to VII)

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	81%	13%	6%	1,374	48%	15%	27%	9%	765
Children's	94%	5%	2%	65	78%	11%	8%	3%	36
Dublin Midlands	71%	6%	23%	205	47%	22%	25%	6%	72
Ireland East	89%	10%	1%	125	58%	12%	17%	13%	121
RCSI	67%	28%	5%	76	40%	9%	43%	7%	67
Saolta Healthcare	90%	10%		81	57%	11%	25%	7%	56
South/ South West	98%	2%		93	73%	7%	20%		30
University of Limerick	97%		3%	63	45%	32%	23%		22
other Acute Services	33%	67%		3					
Acute Services	84%	9%	8%	711	55%	14%	24%	7%	404
CHO 1	79%	14%	7%	28	19%	44%	26%	11%	27
CHO 2	87%	13%		23	19%	14%	57%	10%	21
CHO 3	89%	6%	6%	18	35%		65%		20
CHO 4	90%	6%	4%	70	45%	6%	45%	3%	31
CHO 5	81%	16%	3%	32	75%	13%	13%		8
CHO 6	86%	12%	2%	58	37%	49%	14%		43
CHO 7	78%	20%	2%	46	29%	14%	39%	18%	28
CHO 8	41%	41%	18%	49	27%	5%	64%	5%	22
CHO 9	88%	12%		49	57%	7%	30%	7%	30
Other Non-Acute	30%	40%	30%	10	50%	50%			2
PCRS	100%			41	56%	7%	4%	33%	45
Community Services	80%	15%	5%	424	39%	18%	32%	10%	277
Health & Wellbeing	86%	14%		35	40%	25%	25%	10%	20
Health & Wellbeing	86%	14%		35	40%	25%	25%	10%	20
Ambulance	100%			2		50%	50%		2
Ambulance	100%			2		50%	50%		2

Corporate & HBS	76%	23%	1%	202	48%	10%	31%	11%	62
Corporate & HBS	76%	23%	1%	202	48%	10%	31%	11%	62

Ambulance

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	99%	1%	129	65%	2%	25%	9%	65
Ambulance	99%	1%	129	65%	2%	25%	9%	65
Ambulance	99%	1%	129	65%	2%	25%	9%	65

Care

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	71%	10%	20%	2,270	61%	5%	25%	9%	1,143
Children's	50%	50%		4	100%				3
Dublin Midlands	93%	5%	2%	129	50%	31%	13%	6%	78
Ireland East	95%	2%	3%	167	76%	8%	4%	12%	50
RCSI	63%	38%		64	74%	6%	12%	9%	34
Saolta Healthcare	87%	12%	1%	78	51%	10%	26%	13%	39
South/ South West	55%	31%	14%	64	80%		13%	7%	15
University of Limerick	93%		7%	59	61%		17%	22%	18
Acute Services	85%	12%	4%	565	62%	14%	13%	10%	237
CHO 1	74%	8%	18%	113	26%	1%	51%	22%	87
CHO 2	76%	12%	12%	102	42%		49%	8%	73
CHO 3	41%	7%	52%	178	72%	1%	18%	8%	109
CHO 4	90%	0%	10%	440	78%	3%	15%	4%	182
CHO 5	68%	3%	29%	189	73%		22%	5%	59
CHO 6	85%	6%	9%	128	66%	4%	25%	4%	92
CHO 7	80%	19%	1%	158	63%	6%	22%	8%	142
CHO 8	20%	34%	46%	151	39%		43%	18%	79
CHO 9	40%	7%	53%	237	65%	1%	26%	8%	74
Other Non-Acute	100%			5			100%		6
Community Services	66%	9%	25%	1,701	61%	2%	28%	9%	903
Health & Wellbeing	25%	75%		4	100%				2
Corporate & HBS					100%				1

Support

HG/ CHO/ Service	Fill Existing Vacancy	Fill New Vacancy	Convert Agency Staff	Starter	Resignation	End of Contract	Retirement	other	Leaver
Overall	87%	8%	5%	599	35%	10%	42%	13%	534
Children's	80%	20%		5	86%		14%		7
Dublin Midlands	86%	10%	3%	96	56%		35%	9%	34
Ireland East	99%	1%		115	49%	15%	27%	9%	75
RCSI	70%	29%	1%	73	32%	9%	51%	8%	65
Saolta Healthcare	85%	15%		40	28%	11%	39%	22%	36
South/ South West	98%		2%	56	43%		38%	19%	37
University of Limerick	100%			8	23%	8%	31%	38%	13
Acute Services	89%	10%	1%	393	42%	8%	37%	13%	267
CHO 1	90%	10%		29	16%	38%	36%	11%	64
CHO 2	100%			8	11%	22%	39%	28%	18
CHO 3	18%		82%	17	60%		27%	13%	15
CHO 4	100%			32	47%	3%	50%		30
CHO 5	97%		3%	30	24%		57%	19%	21
CHO 6	92%		8%	26	44%		50%	6%	18
CHO 7	100%			16	43%	3%	43%	10%	30
CHO 8	60%		40%	10	28%		61%	11%	18
CHO 9	75%	8%	17%	12	24%	3%	52%	21%	33
Other Non-Acute							100%		1
Community Services	85%	2%	13%	180	30%	13%	45%	13%	248
Ambulance							67%	33%	3
Ambulance							67%	33%	3
Corporate & HBS	65%	19%	15%	26	19%		69%	13%	16
Corporate & HBS	65%	19%	15%	26	19%		69%	13%	16

Monthly activity: 2016

Starter

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Overall
Overall	3,153	1,058	840	1,138	873	705	3,864	986	1,435	1,370	1,080	711	17,213
Consultants	49	33	12	23	27	17	49	54	44	25	24	11	368
NCHDs	1,153	85	157	267	35	19	3,166	101	85	282	141	28	5,519
Medical (other) & Dental	11	9	7	4	10	3	13	2	9	5	5	3	81
Nurse Manager	30	18	11	14	24	19	16	13	15	17	15	10	202
Nurse Specialist	8	5	7	6	6	6	1	2	4	2	2		49
Staff Nurse	320	232	160	181	194	124	151	188	297	334	250	106	2,537
Public Health Nurse	12	2	3	2	1		4	5	5	1	1		36
Nursing Student	809	31	10	22	20	20	1	70	205	22	17	198	1,425
Nursing (other)	1	1			1	1		1	1	1	2	2	11
<i>Occupational Therapists</i>	36	33	15	23	37	23	13	22	23	14	17	8	264
<i>Physiotherapists</i>	32	27	20	31	21	14	16	14	20	14	14	11	234
<i>Speech & Language Therapists</i>	36	24	25	31	27	5	8	6	28	16	33	12	251
Therapists (OT, Physio, SLT)	104	84	60	85	85	42	37	42	71	44	64	31	749
Health Professionals (other)	206	150	124	179	111	124	137	176	183	158	152	62	1,762
Management (VIII+)	11	10	7	12	6	7	9	11	10	9	7	3	102
Clerical & Supervisory (III to VII)	163	121	91	100	102	97	112	117	131	138	116	86	1,374
Ambulance		13	10	15	10		2	1	27	30	20	1	129
Care	227	206	137	171	200	189	129	161	284	251	183	132	2,270
Support	49	58	44	57	41	37	37	42	64	51	81	38	599

Leaver

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Overall
Overall	1,738	567	689	905	642	624	3,233	729	1,194	968	693	515	12,497
Consultants	32	23	8	15	23	25	40	18	36	23	17	17	277
NCHDs	1,024	37	112	261	57	47	2,587	54	41	245	121	32	4,618
Medical (other) & Dental	9	6	2	7	9	10	44	6	6	8	8	4	119
Nurse Manager	38	25	33	51	36	38	45	47	38	40	31	24	446
Nurse Specialist	5	7	3	6	10	3	4	5	4	4	6	2	59
Staff Nurse	220	154	182	196	188	154	162	202	218	192	187	158	2,213
Public Health Nurse	4	3	1	9	6	4	12	6	3	6	2	1	57
Nursing Student	46	20	3	3	1	6	6	52	392	102	25	2	658
Nursing (other)		2		1			5	2	2	2	4	1	19
Therapists (OT, Physio, SLT)	54	33	26	41	26	26	27	30	35	27	21	28	374
Health Professionals (other)	88	69	103	91	100	85	93	98	147	88	53	71	1,086
Management (VIII+)	5	4	2	7		12	7	6	7	5	5	4	64
Clerical & Supervisory (III to VII)	63	54	58	66	54	78	65	65	96	71	48	47	765
Ambulance	4	8	8	3	3	4	8	8	7	3	4	5	65
Care	96	78	93	94	79	92	92	97	124	102	103	93	1,143
Support	50	44	55	54	50	40	36	33	38	50	58	26	534

Monthly activity: 2016

Starter

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Overall
Overall	3,153	1,058	840	1,138	873	705	3,864	986	1,435	1,370	1,080	711	17,213
Children's	95	44	36	38	14	27	110	35	88	43	21	18	569
Dublin Midlands	420	119	99	134	104	74	621	120	254	150	158	49	2,302
Ireland East	589	98	130	170	117	53	791	117	187	255	178	61	2,746
RCSI	311	86	79	108	54	43	610	102	104	130	99	127	1,853
Saolta Healthcare	345	98	65	70	61	40	499	75	63	62	81	28	1,487
South/ South West	362	83	51	111	52	75	454	52	91	152	88	23	1,594
University of Limerick	113	54	17	30	40	21	207	38	19	35	39	66	679
other Acute Services	1								1			1	3
Acute Services	2,236	582	477	661	442	333	3,292	539	807	827	664	373	11,233
CHO 1	51	34	28	34	15	13	44	21	37	33	22	34	366
CHO 2	65	34	22	24	29	18	45	18	43	12	20	14	344
CHO 3	41	38	27	24	31	48	24	49	44	39	31	39	435
CHO 4	133	74	55	45	54	60	66	91	97	102	79	34	890
CHO 5	91	61	33	35	55	55	35	30	67	34	28	17	541
CHO 6	105	44	41	38	32	31	65	59	67	57	33	23	595
CHO 7	133	48	47	42	44	50	85	35	74	51	56	24	689
CHO 8	85	39	27	91	67	19	39	46	43	37	29	47	569
CHO 9	153	68	43	69	59	47	81	49	78	74	46	70	837
Other Non-Acute	12		2	12	6	8	8	5	6	12	3	1	75
PCRS	5	2	1	6	2		1	7	6	3	10	4	47
Community Services	874	442	326	420	394	349	493	410	562	454	357	307	5,388
Health & Wellbeing	12	4	10	29	8	16	32	16	9	11	11	6	164
Ambulance		13	10	15	10	1	3	1	27	31	20	1	132
Corporate & HBS	31	17	17	13	19	6	44	20	30	47	28	24	296

Leaver

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Overall
Overall	1,738	567	689	905	642	624	3,233	729	1,194	968	693	515	12,497
Children's	94	16	27	38	24	11	90	36	27	26	21	17	427
Dublin Midlands	280	57	87	87	75	65	498	82	86	111	135	69	1,632
Ireland East	400	76	98	145	74	89	722	111	219	165	109	44	2,252
RCSI	203	58	80	77	68	60	472	62	144	75	57	48	1,404
Saolta Healthcare	96	38	37	57	53	48	315	69	89	63	26	56	947
South/ South West	229	47	51	111	36	51	444	39	110	162	55	11	1,346
University of Limerick	48	16	13	35	29	19	132	22	34	33	14	16	411
other Acute Services						1							1
Acute Services	1,350	308	393	550	359	344	2,673	421	709	635	417	261	8,420
CHO 1	26	18	19	32	29	21	57	25	35	44	36	26	368
CHO 2	26	26	22	41	23	18	32	17	23	21	15	26	290
CHO 3	25	25	24	25	21	19	36	29	47	32	26	28	337
CHO 4	38	30	45	55	33	53	63	43	82	51	42	15	550
CHO 5	23	21	19	25	23	25	44	20	43	20	25	6	294
CHO 6	58	30	31	46	33	32	69	42	40	32	31	31	475
CHO 7	67	33	48	33	33	30	69	41	75	46	44	40	559
CHO 8	32	21	20	35	27	16	60	24	47	29	21	31	363
CHO 9	56	29	44	36	42	42	74	40	60	30	20	25	498
Other Non-Acute	4	3	1	4	4	3	4	1	4	1	1		30
PCRS	8	5	1	4	2	5	3	5	2	9	1	4	49
Community Services	363	241	274	336	270	264	511	287	458	315	262	232	3,813
Health & Wellbeing	5	6	4	10	5	1	29	3	5	5	4	11	88
Ambulance	7	9	8	3	3	4	8	9	7	3	4	5	70
Corporate & HBS	13	3	10	6	5	11	12	9	15	10	6	6	106

