



# **National Survey on Nursing Resources**

*May 2004*

## **NATIONAL SURVEY ON NURSING RESOURCES – MARCH 2004**

This report provides national data and analysis in relation to the nursing workforce based upon a survey of employers conducted during April and May 2004 and is based on the position, as it existed on the 31<sup>st</sup> March 2004.

Employers participating comprised health boards, voluntary hospitals and voluntary organisations in the intellectual disability sector.

The survey provides updated data in relation to recruitment and retention, vacancy levels, employment of agency nurses, use of overtime and recruitment from abroad.

The main findings are:

- ❖ The number of vacancies has risen slightly this quarter from 675, reported at 31<sup>st</sup> December 2003, to 705 as reported at 31<sup>st</sup> March 2004. However, this figure is significantly reduced from that reported at 31<sup>st</sup> March 2003 i.e. 947 vacancies.
- ❖ There were 708 extra nurses employed in the Health Service in the year ending 31<sup>st</sup> March 2004.
- ❖ 609 Nurses were recruited from abroad in the year ending 31<sup>st</sup> March 2004 by the employers surveyed.
- ❖ In addition, 360 Nurses work every day in the hospitals as Agency Nurses.
- ❖ Health Boards have increased their Nurse staffing by 582 in the year, Voluntary Hospitals have recruited 72 additional Nurses and the Learning Disability sector has boosted its staffing by 54 in the year.
- ❖ Full details are attached.

### **Recruitment**

Employers reported that **a total of 3,397 nurses were recruited in the year** ending 31.03.04 and that a total of 2,689 resigned/retired/moved to another employer in the same 12 month period. This reflects a movement of nurses within the system. Details are set out in tables 1, 2, 3 and 4.

**However, the recruitment of additional nurses continued to be a prominent feature of activity with a net increase of 708 nurses in the system.**

### **Recruitment from Abroad**

Employers reported that in the year ending 31.03.04 **a total of 609 nurses were recruited from abroad** of which 249 were in the Voluntary Hospital sector, 294 in the Health Board sector and 66 in the Intellectual Disability sector.

## **Vacancies**

All sectors reported that recruitment was well ahead of resignations/retirement. Employers reported that 705 vacancies existed at 31<sup>st</sup> March 2004. This figure represents a vacancy rate of 1.76% of the total nursing workforce and although this figure has marginally increased since December 2003 it still reflects a major drop in the vacancy levels from the same period last year when the total number of vacancies was 947.

## **Employment of Agency Nurses**

**A total of 360 Agency nurses were employed every day** during the month of March 2004. These are qualified nurses who, while they work on hospital wards with their fellow nurses, are not directly employed by the hospitals. They are used to temporarily substitute for absences or to fill nursing jobs while vacancies are being advertised and processed.

## **Overtime**

It was reported that, nationally, a total of **3,849 hours overtime** by nurses was worked each day during the month of March 2004. The March 2004 volume of overtime equates with employment of 691 full-time nurses.

## **Summary**

In broad terms, the combination of utilizing Agency Nurses and overtime working provides an additional input of sufficient nursing hours to cope with difficulties arising in the provision of services while employers continue the recruitment process to fill vacancies.

**Table 1. Health Boards 31<sup>st</sup> March 2004**

Health Boards	Number recruited	Number resigned	Difference	Number recruited from abroad
ERHA - Northern Area	168.5	223	-54.5	87
ERHA - East Coast Area	90	66.25	23.75	58
ERHA - South Western Area	184.5	111.5	73	76
Midland Health Board	160	101	59	0
Mid Western Health Board	136	109.5	26.5	5
Western Health Board	265	77	188	0
North Eastern Health Board	76	72.5	3.5	12
North Western Health Board	196	103.5	92.5	41
South Eastern Health Board	368	296	72	8
Southern Health Board	318.8	221.13	97.67	7
<b>Total Health Boards</b>	<b>1,962.80</b>	<b>1,381.38</b>	<b>581.42</b>	<b>294</b>

**Table 2. Voluntary Hospitals**

Voluntary Hospitals	Number recruited	Number resigned	Difference	Number recruited from abroad
Adelaide & Meath inc NHC	67	89	-22	2
Beaumont Hospital	115	147.5	-32.5	21
Cappagh National Orthopaedic Hospital	14	11	-3.45	2
Central Remedial Clinic	0	0	0	0
Children's Hospital Temple Street	24	21	3	0
Coombe Women's Hospital	58	33	25	10
Cork Dental School & Hospital - UCC	0	1	-1	0
Drug Treatment Centre Board	6	2	4	0
Dublin Dental Hospital Board	1	1	0	0
Incorporated Orthopaedic Hospital	0	1	0	0
Leopardstown Park Hospital	8	0	8	0
Mater Hospital	223	114	109	84
Mercy Hospital	14	13	1	0
National Maternity Hospital	53	49	4	30
National Rehabilitation Hospital	13	12	1	11
Our Lady's Hospice	33	26.73	6.27	0
Our Lady's Hospital Crumlin	99	77	22	24
Peamount Hospital	17.5	17.5	0	0
Rotunda Hospital	65.7	43.51	22.19	11
Royal Hospital Donnybrook	10	10	0	0
Royal Victoria Eye & Ear	8	12	-4	4
South Infirmary - Victoria Hospital	4	4	0	0
St. Francis Hospice	9	5	4	1
St. James's Hospital	167	280	60	28
St. John's Hospital Limerick	12	5	7	0
St. Luke's Rathgar	11.51	13.61	-2.1	2
St. Michael's Hospital Dun Laoghaire	30	21	9	0
St. Patrick's Hospital Cork	15	6.4	8.6	4
St. Vincent's Hospital Fairview	19	21	-2	0
St. Vincent's Hospital University Hospital	116.5	103.7	12.8	15
<b>Total Voluntary Hospitals</b>	<b>1,213.21</b>	<b>1,140.95</b>	<b>72.26</b>	<b>249</b>

**Table 3. Learning Disability Sector**

<b>Learning Disability Sector</b>	<b>Number recruited</b>	<b>Number resigned</b>	<b>Difference</b>	<b>Number recruited from abroad</b>
Brothers of Charity Clare	0	0	0	0
Brothers of Charity Cork	16	6	10	0
Brothers of Charity Galway	28	16	12	1
Brothers of Charity Limerick	3	13	-10	0
Brothers of Charity Roscommon	7	7	0	0
Brothers of Charity Waterford	9	6	3	0
Charleville & District Assoc. For the Handicapped	3.5	2	1.5	0
Cheeverstown	10.5	8	2.5	0
Children's Sunshine Home	6	3	3	0
Cope Foundation	20	20	0	43
Daughters of Charity Service	50.5	45.5	5	2
The Galway Association	1	2	-1	0
Sisters of Charity of Jesus & Mary	15	10	5	0
Sisters of La Sagesse Services	9	6	3	0
Sisters of the Bon Sauveur	10	7	3	0
St. Mary of the Angels	0	0	0	0
St. Michael's House	30	15	15	20
St. Patrick's Centre Kilkenny	2	0	2	0
Western Care Association	0	0	0	0
<b>Total Learning Disability Sector</b>	<b>220.5</b>	<b>166.5</b>	<b>54</b>	<b>66</b>

**Table 4. Total Recruitment**

<b>TOTAL</b>	<b>3,396.51</b>	<b>2,688.83</b>	<b>707.68</b>	<b>609.00</b>
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Health Boards	Number of vacancies at 31-03-04	Average number of agency nurses engaged per day	Average number of overtime hours used per day
ERHA - Northern Area	0	24.4	669.08
ERHA - East Coast Area	126.87	2.8	235.25
ERHA - South Western Area	0	39.37	251.37
Midland Health Board	19	11.7	306
Mid Western Health Board	0	18.41	17.71
Western Health Board	19	19	306
North Eastern Health Board	36.05	24.8	64.5
North Western Health Board	0	0	27.76
South Eastern Health Board	30.69	36.5	660.98
Southern Health Board	0	2.34	417.84
<b>Total Health Boards</b>	<b>231.61</b>	<b>179.32</b>	<b>2,956.49</b>

Table 6. Voluntary Hospitals

Voluntary Hospitals	Number of vacancies at 31-03-04	Average number of agency nurses engaged per day	Average number of overtime hours used per day
Adelaide & Meath inc NHC	34	25	56.6
Beaumont Hospital	68.5	45.86	179
Cappagh National Orthopaedic Hospital	4.6	2.6	3.16
Central Remedial Clinic	0	1	0
Children's Hospital Temple Street	3	0.21	0.22
Coombe Women's Hospital	2.92	7	0
Cork Dental School & Hospital - UCC	0	0	0
Drug Treatment Centre Board	0	4	0
Dublin Dental Hospital Board	0	0	0
Incorporated Orthopaedic Hospital	0.5	0	0
Leopardstown Park Hospital	1	2.02	0
Mater Hospital	32.6	19.15	114.4
Mercy Hospital Cork	0	0.22	6.5
National Maternity Hospital	14	5	14
National Rehabilitation Hospital	0	1.5	10
Our Lady's Hospice	0	0.36	0.05
Our Lady's Hospital Crumlin	44.8	11.08	52
Peamount Hospital	6	1.5	12
Rotunda Hospital	22	2	7
Royal Hospital Donnybrook	9.5	2.9	28.2
Royal Victoria Eye & Ear	8.83	2.42	1.88
South Infirmary - Victoria Hospital	0	3.6	3
St. Francis Hospice	1	0	0
St. James's Hospital	74.81	3.2	60
St. John's Hospital Limerick	0	0.24	6
St. Luke's Rathgar	1.55	2	8
St. Michael's Hospital Dun Laoghaire	0	0	12
St. Patrick's Hospital Cork	0	0.6	0
St. Vincent's Hospital Fairview	7.98	0.5	1.5
St. Vincent's Hospital Elm Park	40.35	6.96	212
<b>Total Voluntary Hospitals</b>	<b>377.94</b>	<b>150.92</b>	<b>787.51</b>

**Table 7. Learning Disability Sector**

Learning Disability Sector	Number of vacancies at 31-03-04	Average number of agency nurses engaged per day	Average number of overtime hours used per day
Brothers of Charity Clare	0	0	0
Brothers of Charity Cork	1	1	0
Brothers of Charity Galway	0	0	0
Brothers of Charity Limerick	0	0	0
Brothers of Charity Roscommon	2.19	0	0
Brothers of Charity Waterford	3	0	1.6
Charleville & District Assoc. for the Handicapped	0	0	0
Cheeverstown	0	5	25
Children's Sunshine Home	3	4	12
Cope Foundation	0	0	0
Daughters of Charity Service	51.83	0	0
The Galway Association	4	0	0
Sisters of Charity of Jesus & Mary	11.89	6	0
Sisters of La Sagesse Services	3	1	10.75
Sisters of the Bon Sauveur	1	0.2	0
St. Mary of the Angels	0	0	30
St. Michael's House	14.1	12.25	26
St. Patrick's Centre Kilkenny	0	0	0
Western Care Association	0	0	0
<b>Total Learning Disability Sector</b>	<b>95.01</b>	<b>29.45</b>	<b>105.35</b>

**Table 8. Total Vacancies**

<b>TOTAL</b>	<b>704.56</b>	<b>359.69</b>	<b>3,849.35</b>
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**Note: Figure for previous quarter utilised where return not received by deadline.**

