



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

National Survey

on

Nursing Resources

February 2005

NATIONAL SURVEY ON NURSING RESOURCES – DECEMBER 2004

This report provides national data and analysis in relation to the nursing workforce based upon a survey of employers conducted during January and February 2005 and is based on the position, as it existed on the 31st December 2004.

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

The survey provides updated data in relation to staff nurse 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 decreased slightly this quarter to 765. This represents a vacancy figure of 2.25% of the total nursing workforce, compared with 2.34% reported at September 2004.
- ❖ There were 819 extra nurses employed in the Health Service in the year ending 31st December 2004.
- ❖ Health Boards have increased their nurse staffing by 593 in the year, Voluntary Hospitals have recruited 189 additional nurses and the Intellectual Disability sector has boosted its staffing by 79 in the year.
- ❖ 683 nurses were recruited from abroad in the year ending 31st December 2004 (by the employers surveyed).
- ❖ An average of 4,875 hours overtime was utilised per day for the month of December 2004.
- ❖ In addition 458 Agency Nurses work every day in the hospitals.
- ❖ Full details are attached

Recruitment

Employers reported that **a total of 3,949 staff nurses were recruited in the year** ending 31st December 2004 and that a total of **3,131** staff nurses 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.

Recruitment from Abroad

Employers reported that in the year ending 31st December 2004 **a total of 683 staff nurses were recruited from abroad** of which 437 were in the Voluntary Hospital sector, 168 in the Health Board sector and 78 in the Intellectual Disability sector.

Employment of Agency Nurses

A total of 458 Agency nurses were employed every day during the month of December 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 4,875 **hours overtime** was worked each day by nurses during the month of December 2004. The December 2004 volume of overtime equates with employment of 875 full-time nurses.

Summary

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

Table 1. Health Boards

HSE Regions	Number recruited	Number Resigned/Retired	Difference	Number recruited from abroad
HSE - Northern Area	168.5	223	-54.5	87
HSE - East Coast Area	112.7	78.9	33.8	16
HSE - South Western Area	100.11	125.88	-25.77	17
HSE Midland Health Region	174	125	49	0
HSE Mid Western Region	210	142.5	67.5	4
HSE Western Region	367	79	288	0
HSE North Eastern Region	187.5	125	62.5	31
North Western Health Board	159	147.5	11.5	5
HSE South Eastern Region	344	277	67	8
HSE Southern Region	395	301	94	0
Total Health Boards	2,217.81	1,624.78	593.03	168

Table 2. Voluntary Hospitals

Voluntary Hospitals	Number recruited	Number resigned	Difference	Number recruited from abroad
Adelaide & Meath inc NHC	52	63	-11	8
Beaumont Hospital	185.47	139.4	46.07	36
Cappagh National Orthopaedic Hospital	29	27.9	1.1	1
Central Remedial Clinic	1	1	0	0
Children's Hospital Temple Street	35	31	4	2
Coombe Women's Hospital	36	45	-9	5
Cork Dental School & Hospital - UCC	1	0	1	0
Drug Treatment Centre Board	3.5	5	-1	0
Dublin Dental Hospital Board	1	1	0	0
City of Dublin Skin & Cancer Hospital, Hume Street	6	7	-1	0
Incorporated Orthopaedic Hospital	0.5	2	-1.5	0
Leopardstown Park Hospital	4	8	-4	0
Mater Hospital	239	180	59	118
Mercy Hospital	48	41.42	6.58	0
National Maternity Hospital	48	35	13	6
National Rehabilitation Hospital	6	2	4	1
Our Lady's Hospice	40	24	16	0
Our Lady's Hospital Crumlin	91	77	14	41
Peamount Hospital	22	15	7	1
Rotunda Hospital	60	53	7	20
Royal Hospital Donnybrook	21	16	5	0
Royal Victoria Eye & Ear	23	25	-2	1
South Infirmary - Victoria Hospital	36	31	5	0
St. Francis Hospice	4	3	1	1
St. James's Hospital	279	276	3	125
St. John's Hospital Limerick	18	5	3	0
St. Luke's Rathgar	13	11.5	1.5	1
St. Michael's Hospital Dun Laoghaire	24	27	-3	0
St. Patrick's Hospital Cork	15	6.4	8.6	4
St. Vincent's Hospital Fairview	20	19	1	0
St. Vincent's Hospital University Hospital	150.58	136.14	14.44	65.5
Total Voluntary Hospitals	1,460.05	1,313.76	188.79	436.5

Table 3. Learning Disability Sector

Learning Disability Sector	Number recruited	Number resigned	Difference	Number recruited from abroad
Brothers of Charity Clare	0	0	0	0
Brothers of Charity Cork	12	9	3	0
Brothers of Charity Galway	21	21	0	2
Brothers of Charity Limerick	3	10	-7	0
Brothers of Charity Roscommon	13	9	4	0
Brothers of Charity Waterford	10	6	4	0
Cheeverstown	14	9	5	0
Children's Sunshine Home	8	5	3	0
Cope Foundation	20	20	0	43
Daughters of Charity Service	93	46	47	33
The Galway Association	2	6	-4	0
Sisters of Charity of Jesus & Mary	29.3	19	10.3	0
Sisters of La Sagesse Services, Cregg House	13	9	4	0
Sisters of the Bon Sauveur	4	4	0	0
St. Joseph's Foundation, Charleville	2	0	2	0
St. Mary of the Angels	1	0	1	0
St. Michael's House	24	19	5	0
St. Patrick's Centre Kilkenny	2	0	2	0
Western Care Association	0	0	0	0
Total Learning Disability Sector	271.3	192	79.3	78

Table 4. Total Recruitment

TOTAL	3,949.16	3,130.54	818.62	682.50
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Note: Figure for previous quarter utilised where return not received by deadline.

Table 5. Health Boards

Health Boards	Number of vacancies at 31.12.04	Average number of agency nurses engaged per day	Average number of overtime hours used per day
HSE - Northern Area	0	24.4	669.08
HSE - East Coast Area	144.58	29.29	146.77
HSE - South Western Area	0	64.413	252.14
HSE Midland Health Region	39.26	45.44	561.22
HSE Mid Western Region	0	20.4	29.42
HSE Western Region	0	12	998
HSE North Eastern Region	39.1	22.57	141.89
North Western Health Board	14	0	25.5
HSE South Eastern Region	23.03	18.63	394.42
HSE Southern Region	0	4.48	379.27
Total Health Boards	259.97	241.623	3,597.71

Table 6. Voluntary Hospitals

Voluntary Hospitals	Number of vacancies at 31.12.04	Average number of agency nurses engaged per day	Average number of overtime hours used per day
Adelaide & Meath inc NHC	40	56	52.5
Beaumont Hospital	72.3	8.5	219
Cappagh National Orthopaedic Hospital	5.23	5.5	2.5
Central Remedial Clinic	0	0	0
Children's Hospital Temple Street	16	0.46	0.23
Coombe Women's Hospital	4.59	5	0
Cork Dental School & Hospital - UCC	0.5	0	0
Drug Treatment Centre Board	0	3	3.5
Dublin Dental Hospital Board	0	0	0
City of Dublin Skin and Cancer Hospital Hume Street	4	0	0
Incorporated Orthopaedic Hospital	0.5	0	0
Leopardstown Park Hospital	0.6	8.19	2.2
Mater Hospital	43.59	1.9	202.9
Mercy Hospital Cork	0	0.9	13.56
National Maternity Hospital	14	3	39
National Rehabilitation Hospital	0	14.3	15.7
Our Lady's Hospice	7.5	5.8	15.9
Our Lady's Hospital Crumlin	69.3	33	75
Peamount Hospital	0	7	6.5
Rotunda Hospital	8.85	8	12
Royal Hospital Donnybrook	10.5	4	20
Royal Victoria Eye & Ear	2.94	1.4	9.67
South Infirmary - Victoria Hospital	0	9.5	3
St. Francis Hospice	0	1.22	27.62
St. James's Hospital	79.5	2.88	84.86
St. John's Hospital Limerick	0	1	6.8
St. Luke's Rathgar	2.75	1.5	16
St. Michael's Hospital Dun Laoghaire	0	0	10
St. Patrick's Hospital Cork	0	0.6	0
St. Vincent's Hospital Fairview	3.61	0	0.7
St. Vincent's Hospital Elm Park	31.54	1.1	277.77
Total Voluntary Hospitals	417.8	183.75	1116.91

Table 7. Learning Disability Sector

Learning Disability Sector	Number of vacancies at 31.12.04	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	0.5	1	0
Brothers of Charity Galway	1	0.32	4.36
Brothers of Charity Limerick	7	0	0
Brothers of Charity Roscommon	1.26	0	0
Brothers of Charity Waterford	3	0	1.6
Cheeverstown	0	15	65
Children's Sunshine Home	7	5	12
Cope Foundation	0	0	0
Daughters of Charity Service	22.87	0	0
The Galway Association	2	0	0
Sisters of Charity of Jesus & Mary	16.42	0.07	0.08
Sisters of La Sagesse Services, Cregg House	4	1	10.75
Sisters of the Bon Sauveur	0	0	0
St. Joseph's Foundation(Charleville)	2.73	0	0
St. Mary of the Angels	0	0	0
St. Michael's House	19.25	10	66.75
St. Patrick's Centre Kilkenny	0	0	0
Western Care Association	0	0	0
Total Learning Disability Sector	87.03	32.39	160.54

Table 8. Total Vacancies

TOTAL	764.80	457.76	4,875.16
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Note: Figure for previous quarter utilised where return not received by deadline.