



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

HSE Employers Agency

National Survey
on
Nursing Resources

July 2005

NATIONAL SURVEY ON NURSING RESOURCES – MARCH 2005

This report provides national data and analysis in relation to the nursing workforce based upon a survey of employers conducted during June and July 2005 and is based on the position, as it existed on the 31st March 2005

Employers participating comprised HSE Areas, 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 increased significantly this quarter to 1078. This represents a vacancy figure of 3.14% of an increased total nursing workforce of 34,313 as of December 2004 compared with a vacancy figure of 2.25% reported at December 2004.
- ❖ There were 1110 extra nurses employed in the Health Service in the year ending 31st March 2005.
- ❖ HSE Areas have increased their nurse staffing by 763 in the year, Voluntary Hospitals have recruited 266 additional nurses and the Intellectual Disability sector has boosted its staffing by 82 in the year.
- ❖ 761 nurses were recruited from abroad in the year ending 31st of March 2005 (by the employers surveyed).
- ❖ An average of 5,182 hours overtime was utilised per day for the month of March 2005.
- ❖ In addition 342 Agency Nurses work every day in the hospitals.
- ❖ Full details are attached

Recruitment

Employers reported that **a total of 4057 staff nurses were recruited in the year** ending 31st March 2005 and that a total of **2882** 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 March 2004 **a total of 761 staff nurses were recruited from abroad** of which 378 were in the Voluntary Hospital sector, 296 in the HSE Areas and 87 in the Intellectual Disability sector.

Employment of Agency Nurses

A total of 342 Agency nurses were employed every day during the month of March 2005. 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 5182 **hours overtime** was worked each day by nurses during the month of March 2005. The March 2005 volume of overtime equates with employment of 930 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. HSE Areas Resources

HSE Areas	Number recruited	Number Resigned/Retired	Difference	Number recruited from abroad
HSE - Northern Area	344.5	195.39	149.11	163
HSE - East Coast Area	100.8	72	28.8	36
HSE - South Western Area	95.51	105.27	-9.76	11
HSE Midland Health Region	121	41	80	0
HSE Mid Western Region	127	108	19	1
HSE Western Region	307	70	237	16
HSE North Eastern Region	233.5	144.5	89	37
North Western Health Board	193	102	11.5	10
HSE South Eastern Region	376	285	91	22
HSE Southern Region	376.8	309	67.8	0
Total Health Boards	2275.11	1431.66	763.45	296

Table 2. Voluntary Hospitals

Voluntary Hospitals	Number recruited	Number resigned	Difference	Number recruited from abroad
Adelaide & Meath inc NHC	53	65	-12	15
Beaumont Hospital	220.27	146.83	73.44	62
Cappagh National Orthopaedic Hospital	29	27.9	1.1	1
Central Remedial Clinic	1	1	0	0
Children's Hospital Temple Street	6	11.5	5.5	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	-1.5	0
Dublin Dental Hospital Board	1	1	0	0
City of Dublin Skin & Cancer Hospital, Hume Street	4	8	-4	0
Incorporated Orthopaedic Hospital	0.5	2	-1.5	0
Leopardstown Park Hospital	2	10	-8	0
Mater Hospital	233	156	77	6
Mercy Hospital	41.56	48.2	-6.64	0
National Maternity Hospital	54	67	-13	13
National Rehabilitation Hospital	6	2	4	1
Our Lady's Hospice	32	21	11	0
Our Lady's Hospital Crumlin	97	63	34	44
Peamount Hospital	10.3	11	-1.2	0
Rotunda Hospital	45	49	-4	16
Royal Hospital Donnybrook	8	9	-1	0
Royal Victoria Eye & Ear	29.4	23	10	1
South Infirmary - Victoria Hospital	30	24	6	0
St. Francis Hospice	8	7	1	2
St. James's Hospital	298	264	34	148
St. John's Hospital Limerick	22	6	16	0
St. Luke's Rathgar	13	13	0	1
St. Michael's Hospital Dun Laoghaire	30	26	4	0
St. Patrick's Hospital Cork	15	6.4	8.6	4
St. Vincent's Hospital Fairview	21.66	16.08	5.58	0
St. Vincent's Hospital University Hospital	175.33	140.18	35.15	57
Total Voluntary Hospitals	1,526.52	1275.09	265.53	378

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	23	-2	0
Brothers of Charity Limerick	6	14	-8	0
Brothers of Charity Roscommon	6	7	-1	0
Brothers of Charity Waterford	8	7	1	0
Cheeverstown	14	9	5	0
Children's Sunshine Home	5	2	3	1
Cope Foundation	20	20	0	43
Daughters of Charity Service	96	40.5	55.5	42
The Galway Association	2	4	-2	0
Sisters of Charity of Jesus & Mary	25	9	16	1
Sisters of La Sagesse Services, Cregg House	10	7	3	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	0	0	0	0
Western Care Association	0	0	0	0
Total Learning Disability Sector	256	174.5	81.5	87

Table 4. Total Recruitment

TOTAL	4057.23	2881.75	1110.48	761.00
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Note: Figure for previous quarter utilised where return not received by deadline.

Table 5. HSE Area

HSE Areas	Number of vacancies at 31.03.05	Average number of agency nurses engaged per day	Average number of overtime hours used per day
HSE - Northern Area	142.75	41.49	687.03
HSE - East Coast Area	143.64	27.64	309.04
HSE - South Western Area	0	22.51	312.23
HSE Midland Health Region	59.2	35.39	369.02
HSE Mid Western Region	0	27.48	23.3
HSE Western Region	3.5	0	541
HSE North Eastern Region	65.96	52.24	761
North Western Health Board	33.46	0	7.8
HSE South Eastern Region	20.8	8.4	374.315
HSE Southern Region	0	2.89	425.42
Total Health Boards	469.31	218.04	3810.16

Table 6. Voluntary Hospitals

Voluntary Hospitals	Number of vacancies at 31.03.05	Average number of agency nurses engaged per day	Average number of overtime hours used per day
Adelaide & Meath inc NHC	32	2.69	0.69
Beaumont Hospital	69.14	6.4	184.6
Cappagh National Orthopaedic Hospital	5.23	5.5	2.5
Central Remedial Clinic	0	0	0
Children's Hospital Temple Street	48	.5	52.65
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	4.5	0	0
Incorporated Orthopaedic Hospital	0.5	0	0
Leopardstown Park Hospital	8	3.43	0.6
Mater Hospital	59.2	2.32	212.62
Mercy Hospital Cork	0	1.4	20.46
National Maternity Hospital	23	3	39
National Rehabilitation Hospital	0	14.3	15.7
Our Lady's Hospice	0	9.3	26.1
Our Lady's Hospital Crumlin	66.8	11.7	82.4
Peamount Hospital	4	0.75	7.85
Rotunda Hospital	23.04	8	3
Royal Hospital Donnybrook	8	1.5	16
Royal Victoria Eye & Ear	0	1.4	9.67
South Infirmary - Victoria Hospital	0	3.1	9.31
St. Francis Hospice	7	0.13	2
St. James's Hospital	75.41	2.31	223.32
St. John's Hospital Limerick	0	0	7.2
St. Luke's Rathgar	2.75	1.38	17
St. Michael's Hospital Dun Laoghaire	4.5	0	10
St. Patrick's Hospital Cork	0	0.6	0
St. Vincent's Hospital Fairview	5.8	0.5	0.5
St. Vincent's Hospital Elm Park	55.25	3.42	286.33
Total Voluntary Hospitals	507.21	91.43	1227.83

Table 7. Learning Disability Sector

Learning Disability Sector	Number of vacancies at 31.03.05	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	3.57	0.06	2.47
Brothers of Charity Limerick	7.16	0	0
Brothers of Charity Roscommon	0.15	0	0
Brothers of Charity Waterford	2	0	1.6
Cheeverstown	0	15	65
Children's Sunshine Home	2	3	3
Cope Foundation	0	0	0
Daughters of Charity Service	34.55	0	0
The Galway Association	4	0	0
Sisters of Charity of Jesus & Mary	22.2	3	0.07
Sisters of La Sagesse Services, Cregg House	0	0.5	5
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	3	0	0
Western Care Association	0	0	0
Total Learning Disability Sector	101.11	32.56	143.89

Table 8. Total Vacancies

TOTAL	1077.63	342.03	5181.88
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Note: Figure for previous quarter utilised where return not received by deadline.