



Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna

Feidhmeannacht na Seirbhísí Sláinte

Ospidéal Dr. Steevens'

Baile Átha Cliath 8

Office of the National Director of Human Resources

Health Service Executive

Dr. Steevens' Hospital

Dublin 8

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Pa Daly, T.D.

24th November, 2020

PQ34534/20 To ask the Minister for Health the overall estimated number of healthcare staff that have been unable to return to work due to after-effects of Covid-19. -Pa Daly

Dear Deputy,

I refer to your recent parliamentary questions above which was sent to the HSE for reply.

The HSE records absences based on HSE Strategic Workforce Planning publishes National Absence Report per month which includes an Absence Category titled COVID 19 Absence. The latest report can be accessed at <https://www.hse.ie/eng/staff/resources/our-workforce/workforce-reporting/national-absence-august-20201.pdf>.

Individual absences are monitored and managed by local management in accordance with the Managing Attendance Policy and related policies. These policies are available on the HSE website at <http://www.hse.ie/eng/staff/Resources/managingattendance.pdf>. The HSEs Managing Attendance Policies apply to all staff.

Under the HSE Managing Attendance Policies an employee is not obliged to disclose the reason for the illness and there is no central data repository on the cause of absence. Information in relation to absenteeism is only collected in respect of the overall level of absenteeism and the reasons for the absence on sick leave are not recorded. Staff who are absent from work due to sickness or ill health for periods in excess of 2 days are required to submit medical certificates to their line manager for the duration of their absence. These certificates, which are confidential, are required to be dated, signed by the medical practitioner and they must state the expected duration of the absence and, where appropriate, the expected date of return. Doctors are not required to state the nature of the illness on the medical certificates.

Although COVID absences are recorded separately on the HSE Absence Reports - this record is based on the concept of 'lost time rate'. This measures lost time against available time and is expressed as a percentage and do not record the length of individual the absence. As such the details of the overall estimated number of healthcare staff that have been unable to return to work due to after-effects of Covid-19 are not available nationally. This is managed locally and the information is not held on a national file. It is not possible, therefore, to provide the Deputy with the information sought.

Yours sincerely,

A handwritten signature in cursive script that reads "Marie O'Sullivan".

Marie O'Sullivan
National HR