

## Health Sector Absence Rates: June 2022

This report provides the overview of the reported National Health Sector Absence Rates for June 2022.

The reported absence rate for June 2022 stands at **6.9%**. This compares to **4.7%** reported for the same month in 2021, however these figures notably include COVID-19 related absence for both periods. Excluding COVID-19 the current months absence rate is **5%** compared to **4.2%** in 2021. Therefore overall, this month's rate is showing an increase on the same period in 2021.

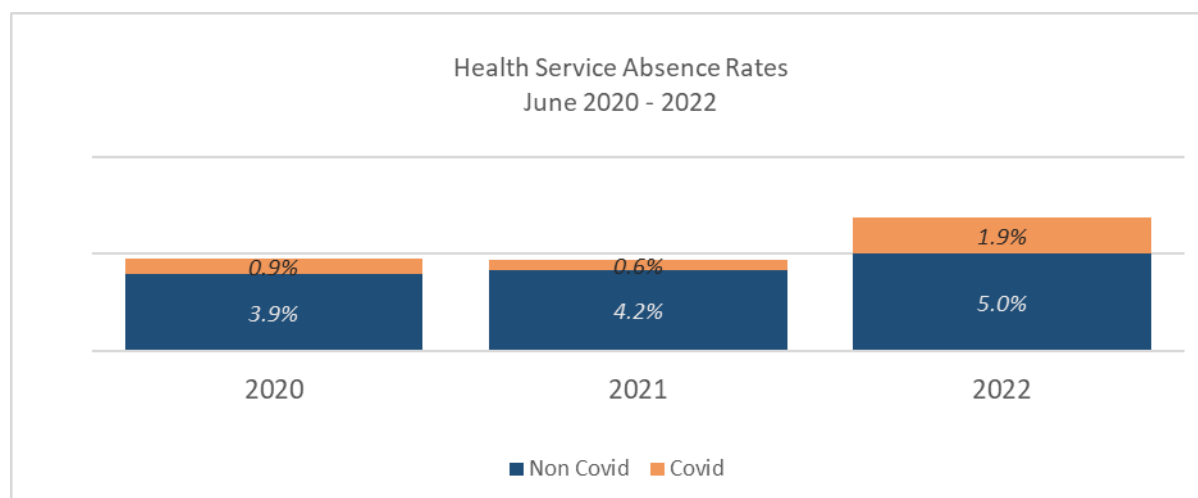
This month's absence rate is slightly higher than that reported for the **previous month**, reported at **5.8%** (including COVID-19). Notwithstanding the fact that the overall absence rate continues to be impacted by COVID-19 related absence, excluding COVID-19 absence, this month's absence rate is **5%** which is **0.3%** higher than the rate reported last month.

Of note the absence target rate for 2022 is now  $\leq 4\%$  as approved in the National Service Plan 2022, excluding COVID-19. Excluding Covid-19 this month's absence rate of 5% is marginally above the new target.

These figures are reflected in the attached National Absence Report.

Benchmark Target	May-22	Certified Absence June 2022	Self-Certified Absence June 2022	COVID-19 June 2022	Jun-22	Full Year 2021	Year to date 2022
4.0%	5.8%	4.4%	0.6%	1.9%	6.9%	6.1%	7.9%

Note: COVID-19 SLWP will only apply when an employee is required to self-isolate and is displaying symptoms of COVID-19 and is either awaiting a test result or had a positive PCR test / or a positive antigen test which has been registered on the HSE portal. Medical or HSE advice should be followed. In order to avail of SLWP evidence is required in the form of a PCR test result or antigen test result registered on the HSE portal. While public health advice, as set out on the HSE website, no longer requires testing for certain groups, individuals can still access the HSE portal to register antigen test results. SLWP does not apply in any other scenarios as set out in HR Circular 18/2022. All agencies with the exception of CHI Temple St, St Vincents University Hospital & Library Services Letterkenny provided a national absence return for June.


















## Latest monthly figures (June 2022)

June 2022 absence rate stands at 6.9% of which 4.4% is certified, 0.6% Self-Certified with **1.9%** (or 27.6% of all absence) relating to **COVID-19**.

- **Excluding** COVID-19 related absence, the June 2022 absence rate of 5% is higher than the same period last year. Based on 2021 data, this months' data is showing a 0.8% increase i.e. 4.2% (2021) 4% (2020), 4.5% (2019) and 4.2% (2018).
- For **Acute Services** the absence rate is 7% of which 2% (28.8% of the total) is COVID-19 related. **Community Services** stands at 7.1% of which 1.9% (26.3% of the total) is also COVID-19 related. **Health & Wellbeing, Corporate & National Services** rate is 4.1% of which 1.1% (26% of the total) is COVID-19 related. Details are as follows:

### June 2022

Health Service Absence Rate - by Care Group: Jun 2022	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
<b>Total</b>	<b>4.4%</b>	<b>0.6%</b>	 <b>5.0%</b>	<b>1.9%</b>	<b>6.9%</b>	<b>72.4%</b>	<b>27.6%</b>
Ambulance Services	6.6%	0.8%	 7.3%	1.7%	9.0%	81.2%	18.8%
Acute Hospital Services	4.2%	0.7%	 4.9%	2.0%	6.9%	70.7%	29.3%
<b>Acute Services</b>	<b>4.3%</b>	<b>0.7%</b>	 <b>5.0%</b>	<b>2.0%</b>	<b>7.0%</b>	<b>71.2%</b>	<b>28.8%</b>
Community Health & Wellbeing	4.8%	0.2%	 5.0%	2.2%	7.2%	69.7%	30.3%
Mental Health	4.5%	0.5%	 5.0%	1.8%	6.8%	73.5%	26.5%
Primary Care	3.9%	0.3%	 4.2%	1.9%	6.1%	69.4%	30.6%
Disabilities	4.7%	0.6%	 5.4%	1.8%	7.1%	75.3%	24.7%
Older People	5.8%	0.6%	 6.5%	2.2%	8.6%	74.7%	25.3%
CHO Operations	3.5%	0.2%	 3.8%	0.9%	4.6%	81.5%	18.5%
<b>Community Services</b>	<b>4.7%</b>	<b>0.5%</b>	 <b>5.2%</b>	<b>1.9%</b>	<b>7.1%</b>	<b>73.7%</b>	<b>26.3%</b>
Health & Wellbeing	3.0%	0.4%	 3.4%	1.5%	4.9%	69.4%	30.6%
Corporate	2.4%	0.2%	 2.7%	1.0%	3.7%	72.9%	27.1%
Health Business Services	4.2%	0.3%	 4.5%	1.1%	5.6%	80.3%	19.7%
<b>HWB, Corporate &amp; National</b>	<b>2.8%</b>	<b>0.3%</b>	 <b>3.0%</b>	<b>1.1%</b>	<b>4.1%</b>	<b>74.0%</b>	<b>26.0%</b>

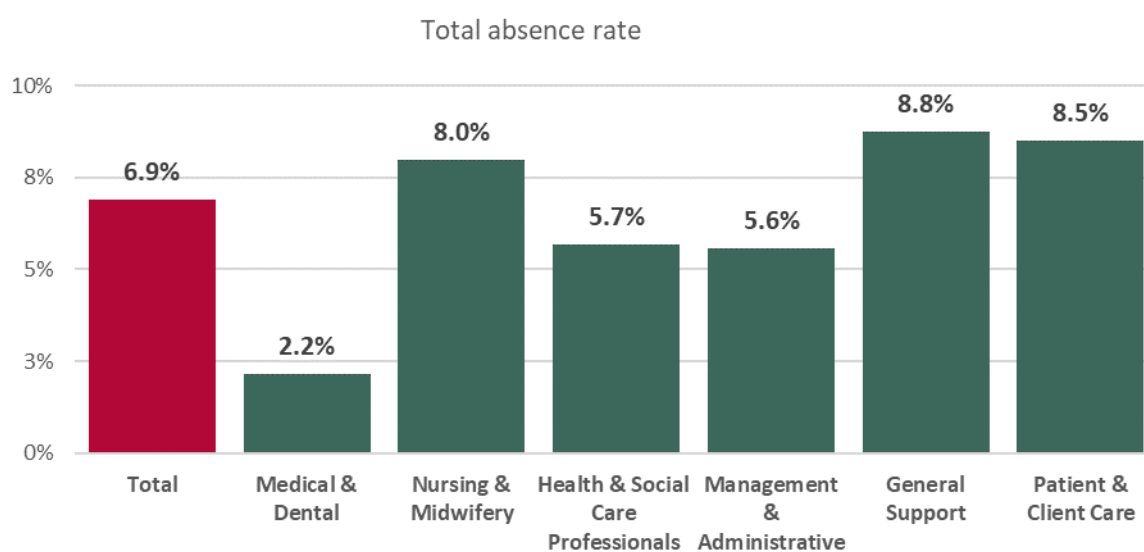
\*Non Covid-19 RAG Rating : Red -  $\geq 4.5\%$ , Amber -  $\geq 4.2\% < 4.5\%$ , Green -  $< 4.2\%$

- At **Staff Category** General Support reports the **highest** total absence rate at 8.8% followed by Patient & Client Care (8.5%) and Nursing & Midwifery (8%). Notably, these absence rates are impacted by COVID-19, with 23.3 % of all absence related to COVID-19 in General Support, 23.5% in Patient & Client Care and 29.1% in Nursing and Midwifery. Medical and Dental reported the **lowest** absence rate at 2.2% in June, however reported the second highest COVID-19 related absence, at 33.4%. Further, based on the new KPI, three staff categories are reporting within the target, with three categories above. Details as follows:

## June 2022

Health Service Absence Rate - by Staff Category: Jun 2022	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	%Non Covid-19 absence	%Covid-19 absence
<b>Total</b>	<b>4.4%</b>	<b>0.6%</b>	▶ <b>5.0%</b>	<b>1.9%</b>	<b>6.9%</b>	<b>72.4%</b>	<b>27.6%</b>
Medical & Dental	1.3%	0.2%	▶ 1.4%	0.7%	2.2%	66.6%	33.4%
Nursing & Midwifery	4.8%	0.9%	▶ 5.7%	2.3%	8.0%	70.9%	29.1%
Health & Social Care Professionals	3.4%	0.4%	▶ 3.8%	1.9%	5.7%	66.5%	33.5%
Management & Administrative	3.6%	0.4%	▶ 4.0%	1.6%	5.6%	71.9%	28.1%
General Support	6.1%	0.6%	▶ 6.7%	2.0%	8.8%	76.7%	23.3%
Patient & Client Care	5.8%	0.8%	▶ 6.5%	2.0%	8.5%	76.5%	23.5%

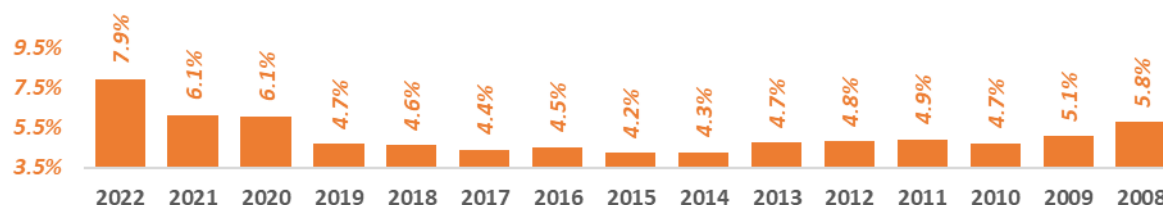
\*Non Covid-19 RAG Rating : Red ▶ ≥ 4.5%, Amber ▶ ≥ 4.2% < 4.5%, Green ▶ < 4.2%



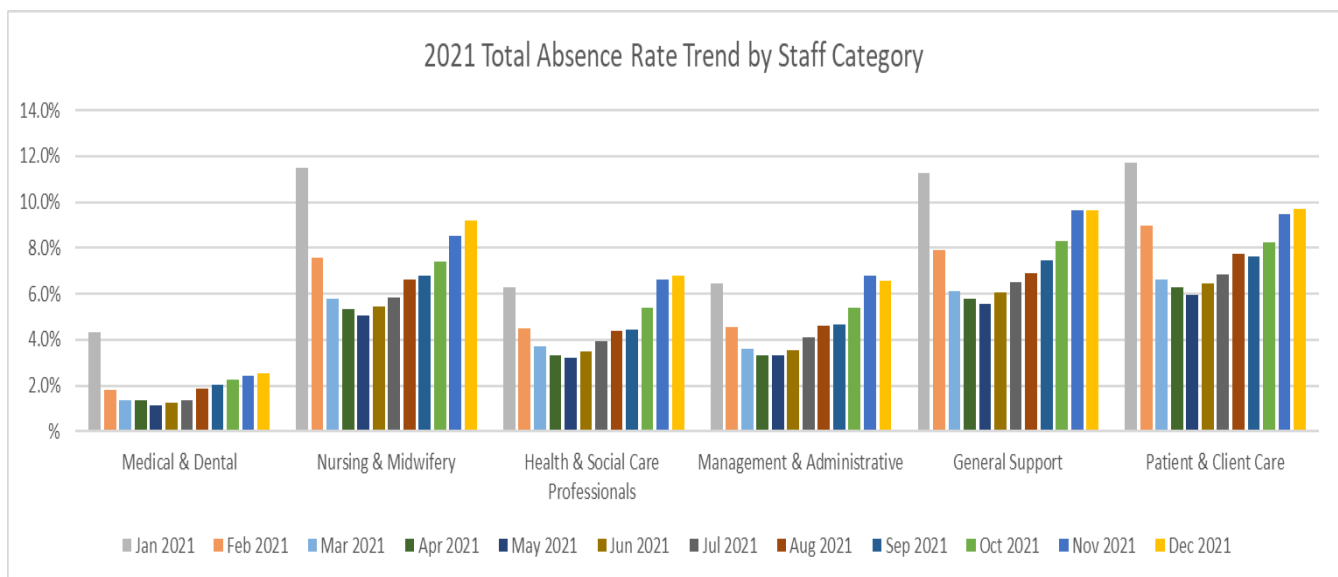
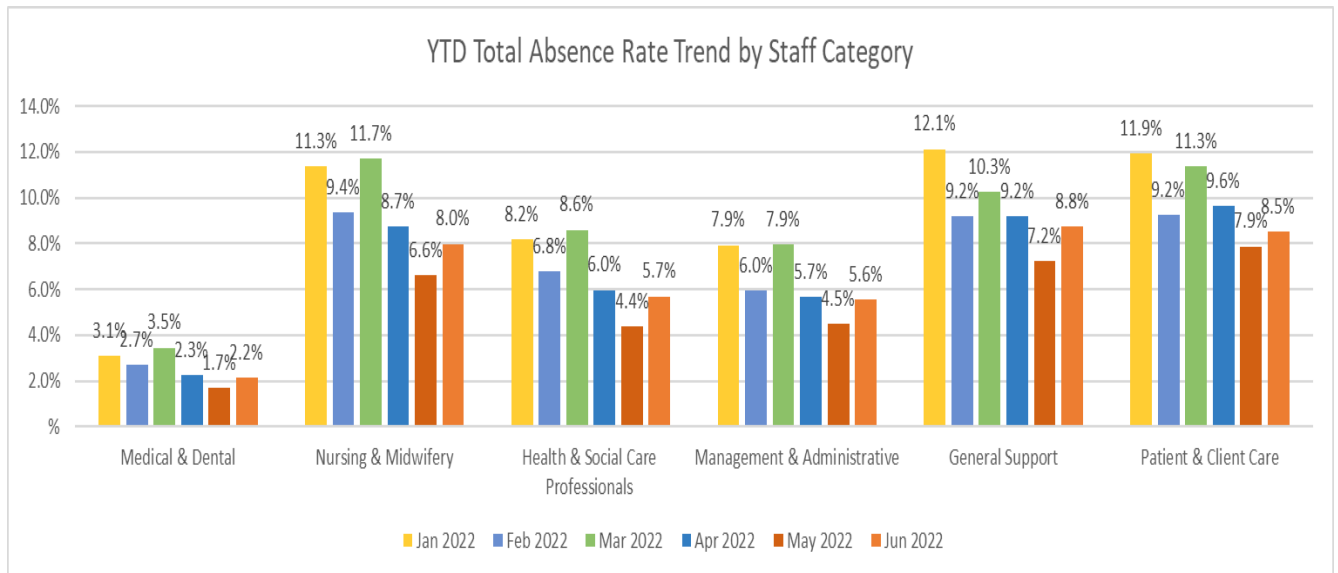
## Year-to-date & trends 2008 – 2022

The year to date 2022 figure of 7.9% has also been significantly impacted by COVID-19 related absence with 3.1% of the 2022 absence rate (or 39.8% of all 2022 absence) accounted for by COVID-19. Details for each year since absence reporting commenced are shown below, demonstrating the impact of COVID-19 related absence in 2020, 2021 & 2022.

### Absence Rates 2008-2021 & YTD 2022



- When compared with previous years, the 2022 Year to Date figure appears higher. However, this as noted above, is impacted by COVID-19 related absence, accounting for 3.1% of all absence in 2022 so far. On a like for like basis, **excluding** COVID-19 absence impact, the absence rate is 4.8% in 2022, 4.4% in 2021 and 4.5% in 2020. Therefore, excluding COVID-19 related absence, the Year to Date absence in 2022 is marginally higher than that reported in 2021 and also 2020.



Notes: Absence Rate is the term generally used to refer to unscheduled employee absences from the workplace. Absence rate is defined as an absence from work other than annual leave, public holidays, maternity leave and jury duty. The HSE sets absence rates as a key result area (KRA) with the objective of reducing the impact & cost of absence and commits to a national target level