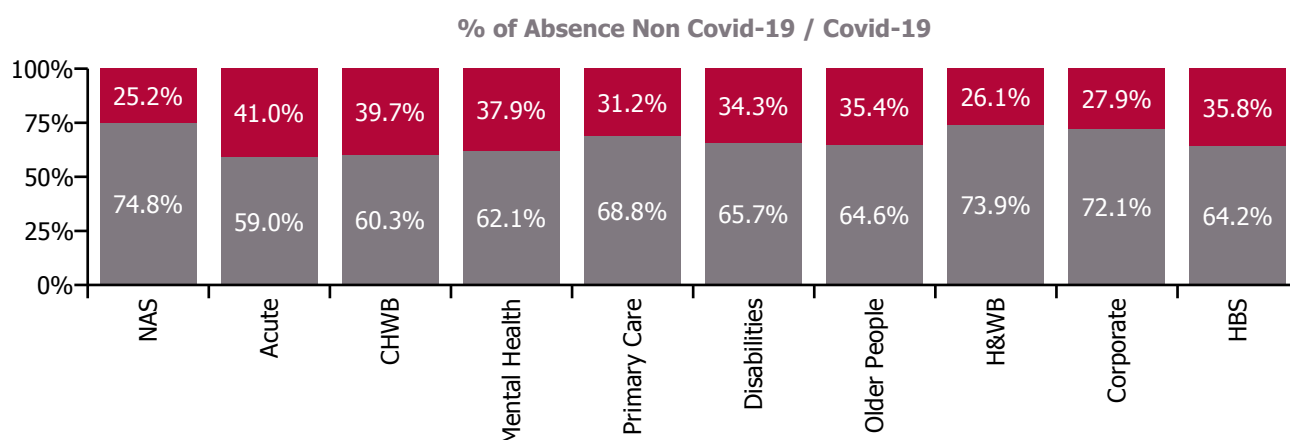
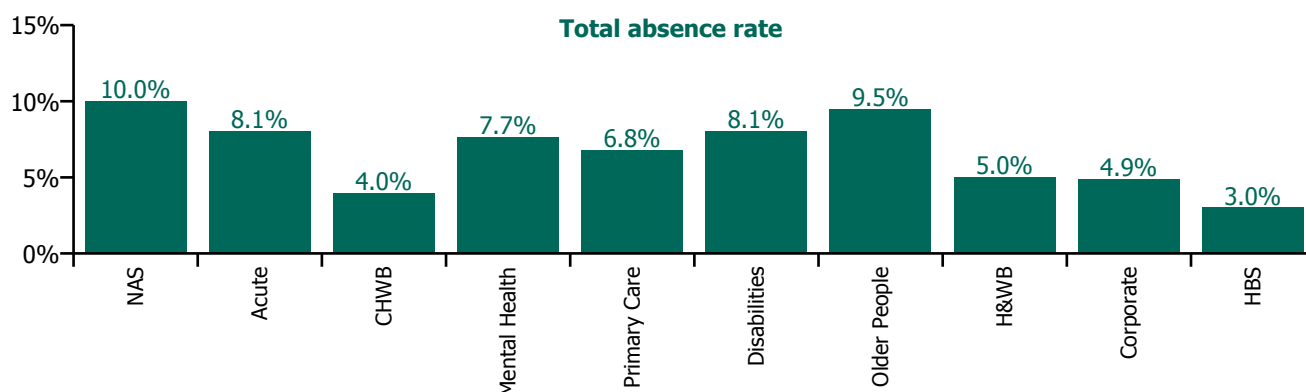


## December 2021

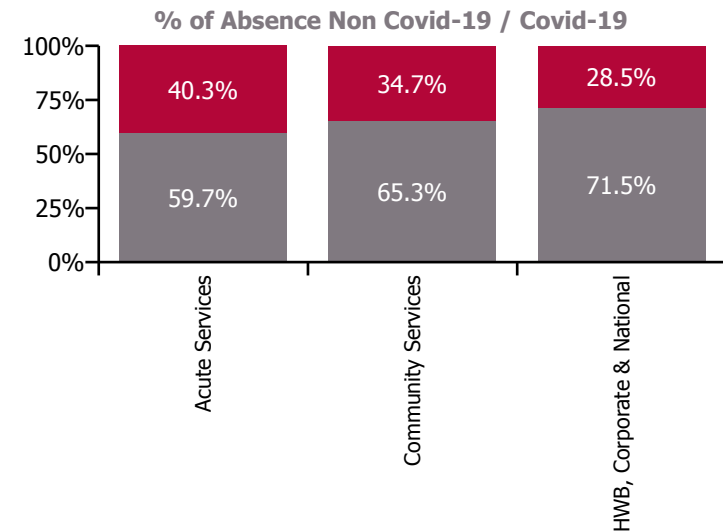
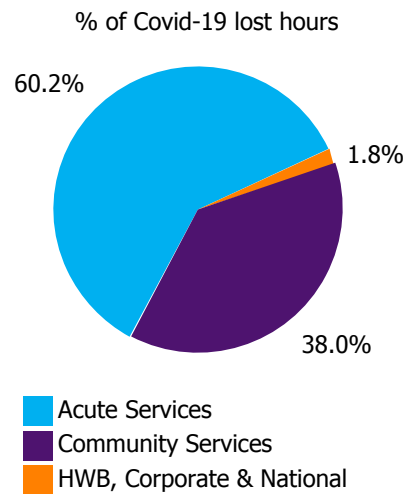
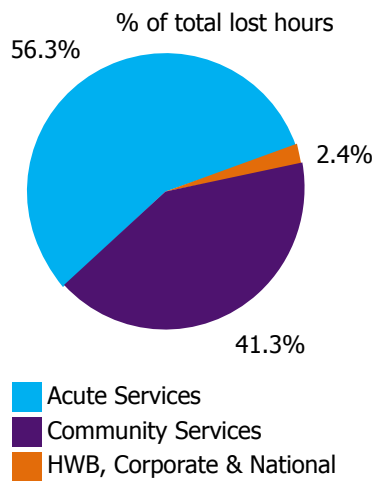
| Health Service Absence Rate - by Staff Category: Dec 2021 | Certified absence | Self-certified absence | Non Covid-19 absence | Covid-19 absence | Total absence rate | % Non Covid-19 absence | % Covid-19 absence |
|---|-------------------|------------------------|----------------------|------------------|--------------------|------------------------|--------------------|
| <b>Total</b>  | <b>4.38%</b>      | <b>0.55%</b>           | <b>4.93%</b>         | <b>2.98%</b>     | <b>7.92%</b>       | <b>62.32%</b>          | <b>37.68%</b>      |
| Medical & Dental  | 1.10%             | 0.14%                  | 1.25%                | 1.32%            | 2.56%              | 48.62%                 | 51.38%             |
| Nursing & Midwifery                                       | 4.84%             | 0.78%                  | 5.61%                | 3.59%            | 9.20%              | 61.00%                 | 39.00%             |
| Health & Social Care Professionals                        | 3.51%             | 0.35%                  | 3.86%                | 2.93%            | 6.79%              | 56.85%                 | 43.15%             |
| Management & Administrative                               | 3.94%             | 0.32%                  | 4.26%                | 2.24%            | 6.50%              | 65.51%                 | 34.49%             |
| General Support   | 5.66%             | 0.53%                  | 6.19%                | 3.36%            | 9.54%              | 64.81%                 | 35.19%             |
| Patient & Client Care                                     | 5.69%             | 0.72%                  | 6.41%                | 3.26%            | 9.67%              | 66.31%                 | 33.69%             |

| Health Service Absence Rate - by Care Group: Dec 2021 | 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>4.38%</b>      | <b>0.55%</b>           | <b>4.93%</b>         | <b>2.98%</b>     | <b>7.92%</b>       | <b>62.32%</b>          | <b>37.68%</b>      |
| Ambulance Services                                    | 6.82%             | 0.66%                  | 7.48%                | 2.53%            | 10.01%             | 74.76%                 | 25.24%             |
| Acute Hospital Services                               | 4.15%             | 0.61%                  | 4.76%                | 3.30%            | 8.06%              | 59.04%                 | 40.96%             |
| <b>Acute Services</b>                                 | <b>4.24%</b>      | <b>0.61%</b>           | <b>4.85%</b>         | <b>3.27%</b>     | <b>8.12%</b>       | <b>59.72%</b>          | <b>40.28%</b>      |
| Community Health & Wellbeing                          | 2.30%             | 0.11%                  | 2.41%                | 1.59%            | 4.00%              | 60.27%                 | 39.73%             |
| Mental Health   | 4.33%             | 0.43%                  | 4.76%                | 2.90%            | 7.66%              | 62.10%                 | 37.90%             |
| Primary Care  | 4.39%             | 0.29%                  | 4.68%                | 2.12%            | 6.80%              | 68.78%                 | 31.22%             |
| Disabilities  | 4.64%             | 0.67%                  | 5.30%                | 2.77%            | 8.08%              | 65.66%                 | 34.34%             |
| Older People  | 5.58%             | 0.56%                  | 6.14%                | 3.36%            | 9.50%              | 64.62%                 | 35.38%             |
| <b>Community Services</b>                             | <b>4.70%</b>      | <b>0.51%</b>           | <b>5.21%</b>         | <b>2.76%</b>     | <b>7.97%</b>       | <b>65.33%</b>          | <b>34.67%</b>      |
| Health & Wellbeing                                    | 3.49%             | 0.22%                  | 3.71%                | 1.31%            | 5.03%              | 73.89%                 | 26.11%             |
| Corporate   | 3.29%             | 0.25%                  | 3.54%                | 1.37%            | 4.91%              | 72.12%                 | 27.88%             |
| Health Business Services                              | 1.71%             | 0.23%                  | 1.95%                | 1.08%            | 3.03%              | 64.24%                 | 35.76%             |
| <b>HWB, Corporate &amp; National</b>                  | <b>3.07%</b>      | <b>0.24%</b>           | <b>3.31%</b>         | <b>1.32%</b>     | <b>4.63%</b>       | <b>71.49%</b>          | <b>28.51%</b>      |



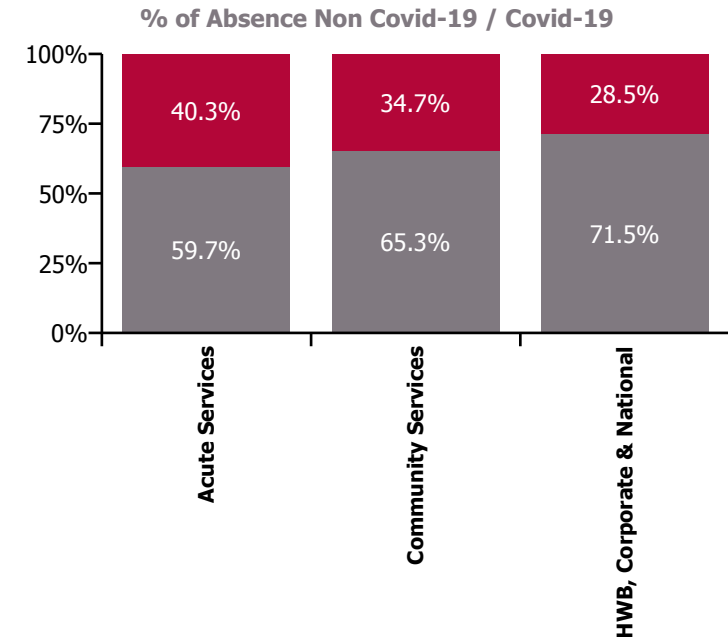
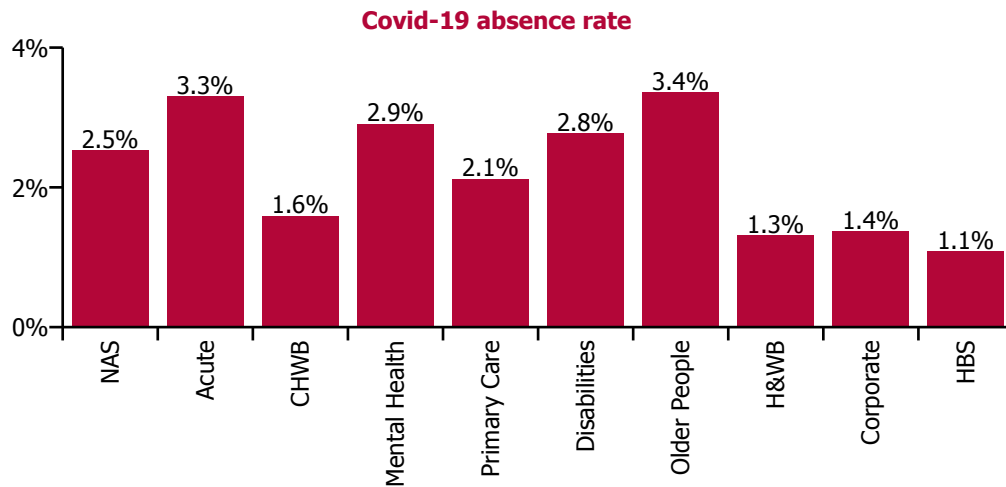
## December 2021

| Health Service Absence Rate - by Care Group: Dec 2021 | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | Non Covid-19 absence | Covid-19 absence | Total absence rate |
|---|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|----------------------|------------------|--------------------|
| <b>Total</b>  | <b>2.56%</b>     | <b>9.20%</b>        | <b>6.79%</b>                       | <b>6.50%</b>                | <b>9.54%</b>    | <b>9.67%</b>          | <b>4.38%</b>      | <b>0.55%</b>           | <b>4.93%</b>         | <b>2.98%</b>     | <b>7.92%</b>       |
| Ambulance Services                                    |                  | 44.03%              |                                    | 3.08%                       | 7.69%           | 10.33%                | 6.82%             | 0.66%                  | 7.48%                | 2.53%            | 10.01%             |
| Acute Hospital Services                               | 2.36%            | 9.40%               | 7.55%                              | 7.77%                       | 10.01%          | 10.49%                | 4.15%             | 0.61%                  | 4.76%                | 3.30%            | 8.06%              |
| <b>Acute Services</b>                                 | <b>2.36%</b>     | <b>9.40%</b>        | <b>7.55%</b>                       | <b>7.72%</b>                | <b>10.00%</b>   | <b>10.44%</b>         | <b>4.24%</b>      | <b>0.61%</b>           | <b>4.85%</b>         | <b>3.27%</b>     | <b>8.12%</b>       |
| Community Health & Wellbeing                          |                  | 0.73%               | 15.79%                             | 2.93%                       |                 | 8.40%                 | 2.30%             | 0.11%                  | 2.41%                | 1.59%            | 4.00%              |
| Mental Health   | 2.84%            | 9.05%               | 5.41%                              | 5.17%                       | 9.70%           | 8.72%                 | 4.33%             | 0.43%                  | 4.76%                | 2.90%            | 7.66%              |
| Primary Care  | 4.18%            | 8.29%               | 5.83%                              | 5.92%                       | 5.86%           | 8.69%                 | 4.39%             | 0.29%                  | 4.68%                | 2.12%            | 6.80%              |
| Disabilities  | 3.03%            | 8.69%               | 6.92%                              | 4.87%                       | 7.74%           | 8.89%                 | 4.64%             | 0.67%                  | 5.30%                | 2.77%            | 8.08%              |
| Older People  | 0.82%            | 9.49%               | 5.41%                              | 6.12%                       | 10.50%          | 10.57%                | 5.58%             | 0.56%                  | 6.14%                | 3.36%            | 9.50%              |
| <b>Community Services</b>                             | <b>3.38%</b>     | <b>8.91%</b>        | <b>6.30%</b>                       | <b>5.56%</b>                | <b>8.82%</b>    | <b>9.30%</b>          | <b>4.70%</b>      | <b>0.51%</b>           | <b>5.21%</b>         | <b>2.76%</b>     | <b>7.97%</b>       |
| Health & Wellbeing                                    | 4.24%            | 9.09%               | 0.09%                              | 5.51%                       |                 |                       | 3.49%             | 0.22%                  | 3.71%                | 1.31%            | 5.03%              |
| Corporate   | 2.66%            | 7.24%               | 4.95%                              | 4.89%                       | 3.52%           | 3.54%                 | 3.29%             | 0.25%                  | 3.54%                | 1.37%            | 4.91%              |
| Health Business Services                              |                  |                     |                                    | 3.12%                       | 2.75%           |                       | 1.71%             | 0.23%                  | 1.95%                | 1.08%            | 3.03%              |
| <b>HWB, Corporate &amp; National</b>                  | <b>3.35%</b>     | <b>7.65%</b>        | <b>4.73%</b>                       | <b>4.57%</b>                | <b>2.87%</b>    | <b>3.39%</b>          | <b>3.07%</b>      | <b>0.24%</b>           | <b>3.31%</b>         | <b>1.32%</b>     | <b>4.63%</b>       |



## December 2021

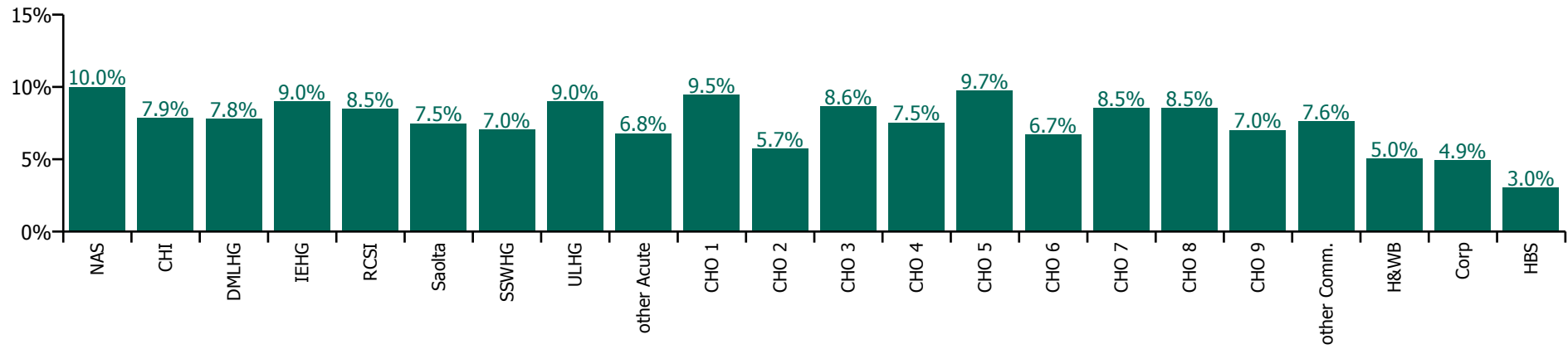
| Health Service Covid-19 Absence Rate - by Staff Category & Care Group: Dec 2021 | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Covid-19 absence | Non Covid-19 absence | Total absence rate |
|---|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|------------------|----------------------|--------------------|
| <b>Total</b>  | <b>1.32%</b>     | <b>3.59%</b>        | <b>2.93%</b>                       | <b>2.24%</b>                | <b>3.36%</b>    | <b>3.26%</b>          | <b>2.98%</b>     | <b>4.93%</b>         | <b>7.92%</b>       |
| Ambulance Services  |                  |                     |                                    | 0.55%                       |                 | 2.65%                 | 2.53%            | 7.48%                | 10.01%             |
| Acute Hospital Services   | 1.41%            | 3.72%               | 3.86%                              | 2.99%                       | 3.69%           | 3.83%                 | 3.30%            | 4.76%                | 8.06%              |
| <b>Acute Services</b>   | <b>1.41%</b>     | <b>3.72%</b>        | <b>3.86%</b>                       | <b>2.96%</b>                | <b>3.68%</b>    | <b>3.50%</b>          | <b>3.27%</b>     | <b>4.85%</b>         | <b>8.12%</b>       |
| Community Health & Wellbeing  |                  |                     |                                    | 1.33%                       |                 | 5.62%                 | 1.59%            | 2.41%                | 4.00%              |
| Mental Health   | 0.86%            | 3.81%               | 1.57%                              | 1.66%                       | 2.50%           | 3.33%                 | 2.90%            | 4.76%                | 7.66%              |
| Primary Care  | 1.12%            | 2.84%               | 1.77%                              | 1.54%                       | 2.01%           | 2.92%                 | 2.12%            | 4.68%                | 6.80%              |
| Disabilities  |                  | 3.02%               | 2.56%                              | 1.26%                       | 2.65%           | 3.02%                 | 2.77%            | 5.30%                | 8.08%              |
| Older People  | 0.49%            | 3.78%               | 2.27%                              | 2.26%                       | 3.26%           | 3.42%                 | 3.36%            | 6.14%                | 9.50%              |
| <b>Community Services</b>   | <b>0.94%</b>     | <b>3.42%</b>        | <b>2.16%</b>                       | <b>1.59%</b>                | <b>2.70%</b>    | <b>3.14%</b>          | <b>2.76%</b>     | <b>5.21%</b>         | <b>7.97%</b>       |
| Health & Wellbeing  | 1.18%            | 0.90%               |                                    | 1.81%                       |                 |                       | 1.31%            | 3.71%                | 5.03%              |
| Corporate   | 0.70%            | 1.11%               | 1.68%                              | 1.27%                       | 1.93%           | 1.69%                 | 1.37%            | 3.54%                | 4.91%              |
| Health Business Services  |                  |                     |                                    | 1.17%                       | 0.76%           |                       | 1.08%            | 1.95%                | 3.03%              |
| <b>HWB, Corporate &amp; National</b>  | <b>0.91%</b>     | <b>1.06%</b>        | <b>1.61%</b>                       | <b>1.29%</b>                | <b>0.94%</b>    | <b>1.61%</b>          | <b>1.32%</b>     | <b>3.31%</b>         | <b>4.63%</b>       |



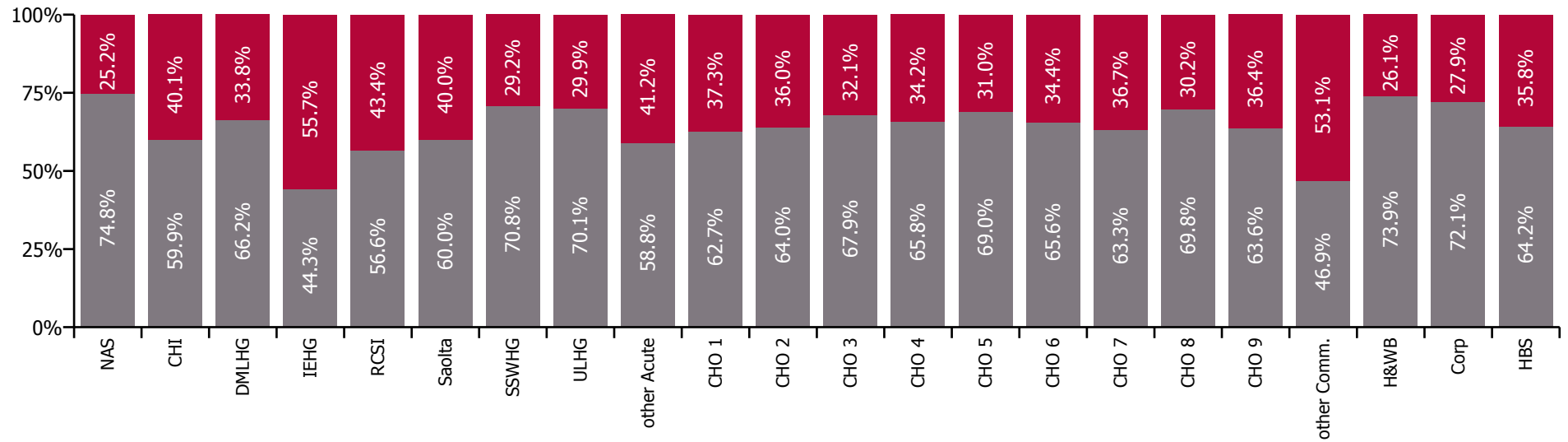
## December 2021

| Health Service Absence Rate - by HG ,<br>CHO/Care Group & Staff Category:<br>Dec 2021 | Medical &<br>Dental | Nursing &<br>Midwifery | Health & Social<br>Care<br>Professionals | Management &<br>Administrative | General<br>Support | Patient & Client<br>Care | Certified<br>absence | Self-<br>certified<br>absence | Non<br>Covid-19<br>absence | Covid-19<br>absence | Total<br>absence<br>rate |
|---|---------------------|------------------------|--|--------------------------------|--------------------|--------------------------|----------------------|-------------------------------|----------------------------|---------------------|--------------------------|
| <b>Total</b>  | 2.56%               | 9.20%                  | 6.79%                                    | 6.50%                          | 9.54%              | 9.67%                    | 4.38%                | 0.55%                         | 4.93%                      | 2.98%               | 7.92%                    |
| National Ambulance Service  |                     | 44.03%                 |  | 3.08%                          | 7.69%              | 10.33%                   | 6.82%                | 0.66%                         | 7.48%                      | 2.53%               | 10.01%                   |
| Children's Health Ireland   | 2.03%               | 10.30%                 | 7.33%                                    | 6.65%                          | 9.91%              | 11.41%                   | 3.97%                | 0.74%                         | 4.70%                      | 3.15%               | 7.85%                    |
| Dublin Midlands Hospital Group  | 2.43%               | 8.36%                  | 7.36%                                    | 8.29%                          | 8.53%              | 12.20%                   | 4.57%                | 0.59%                         | 5.16%                      | 2.63%               | 7.79%                    |
| Ireland East Hospital Group   | 3.05%               | 10.36%                 | 9.79%                                    | 8.18%                          | 11.29%             | 10.84%                   | 3.58%                | 0.41%                         | 3.98%                      | 5.02%               | 9.00%                    |
| RCSI Hospitals Group  | 2.55%               | 10.08%                 | 6.79%                                    | 8.59%                          | 11.01%             | 10.88%                   | 4.26%                | 0.53%                         | 4.80%                      | 3.68%               | 8.47%                    |
| Saolta University Hospital Care Group   | 2.15%               | 9.26%                  | 6.43%                                    | 7.55%                          | 9.29%              | 8.40%                    | 3.69%                | 0.80%                         | 4.49%                      | 2.99%               | 7.48%                    |
| South/South West Hospital Group   | 1.67%               | 8.32%                  | 7.07%                                    | 6.53%                          | 8.40%              | 8.51%                    | 4.28%                | 0.71%                         | 4.98%                      | 2.06%               | 7.04%                    |
| University of Limerick Hospital Group   | 1.77%               | 9.87%                  | 7.03%                                    | 8.20%                          | 12.39%             | 12.17%                   | 5.68%                | 0.62%                         | 6.30%                      | 2.69%               | 8.99%                    |
| Other Acute Services  | 2.83%               | 8.44%                  | 6.67%                                    | 4.09%                          | 6.59%              | 6.98%                    | 3.18%                | 0.81%                         | 3.99%                      | 2.79%               | 6.78%                    |
| <b>Acute Services</b>   | <b>2.36%</b>        | <b>9.40%</b>           | <b>7.55%</b>                             | <b>7.72%</b>                   | <b>10.00%</b>      | <b>10.44%</b>            | <b>4.24%</b>         | <b>0.61%</b>                  | <b>4.85%</b>               | <b>3.27%</b>        | <b>8.12%</b>             |
| CHO 1   | 2.80%               | 10.07%                 | 6.01%                                    | 6.06%                          | 13.04%             | 11.29%                   | 5.53%                | 0.40%                         | 5.93%                      | 3.52%               | 9.45%                    |
| CHO 2   | 2.37%               | 7.19%                  | 4.62%                                    | 3.35%                          | 2.58%              | 6.75%                    | 3.52%                | 0.15%                         | 3.67%                      | 2.07%               | 5.74%                    |
| CHO 3   | 4.87%               | 9.59%                  | 8.38%                                    | 7.10%                          | 6.43%              | 9.07%                    | 5.52%                | 0.36%                         | 5.87%                      | 2.77%               | 8.65%                    |
| CHO 4   | 2.75%               | 7.86%                  | 5.15%                                    | 3.60%                          | 9.08%              | 9.59%                    | 4.00%                | 0.96%                         | 4.95%                      | 2.58%               | 7.53%                    |
| CHO 5   | 4.18%               | 11.14%                 | 9.00%                                    | 6.94%                          | 9.69%              | 10.23%                   | 6.10%                | 0.61%                         | 6.71%                      | 3.01%               | 9.73%                    |
| CHO 6   | 3.04%               | 9.21%                  | 5.47%                                    | 6.06%                          | 8.15%              | 5.97%                    | 3.92%                | 0.47%                         | 4.39%                      | 2.30%               | 6.70%                    |
| CHO 7   | 3.42%               | 8.77%                  | 5.41%                                    | 6.88%                          | 8.91%              | 10.82%                   | 4.87%                | 0.54%                         | 5.41%                      | 3.14%               | 8.55%                    |
| CHO 8   | 2.68%               | 9.79%                  | 6.99%                                    | 6.47%                          | 9.80%              | 9.69%                    | 5.44%                | 0.53%                         | 5.96%                      | 2.58%               | 8.54%                    |
| CHO 9   | 4.83%               | 6.96%                  | 6.67%                                    | 5.98%                          | 9.59%              | 7.79%                    | 4.08%                | 0.39%                         | 4.47%                      | 2.56%               | 7.03%                    |
| Other Community Services  | 2.62%               | 11.82%                 | 3.42%                                    | 1.61%                          | 7.66%              | 9.10%                    | 2.87%                | 0.70%                         | 3.57%                      | 4.04%               | 7.61%                    |
| <b>Community Services</b>   | <b>3.38%</b>        | <b>8.91%</b>           | <b>6.30%</b>                             | <b>5.56%</b>                   | <b>8.82%</b>       | <b>9.30%</b>             | <b>4.70%</b>         | <b>0.51%</b>                  | <b>5.21%</b>               | <b>2.76%</b>        | <b>7.97%</b>             |
| <b>HWB, Corporate &amp; National</b>  | <b>3.35%</b>        | <b>7.65%</b>           | <b>4.73%</b>                             | <b>4.57%</b>                   | <b>2.87%</b>       | <b>3.39%</b>             | <b>3.07%</b>         | <b>0.24%</b>                  | <b>3.31%</b>               | <b>1.32%</b>        | <b>4.63%</b>             |

Total absence rate

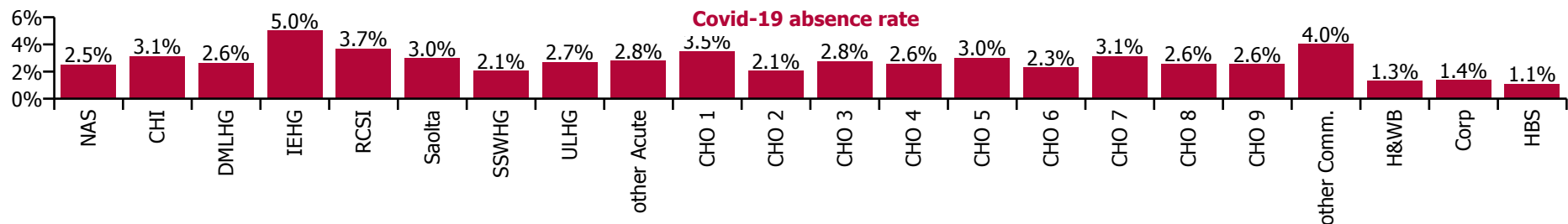


% of Absence Non Covid-19 / Covid-19



## December 2021

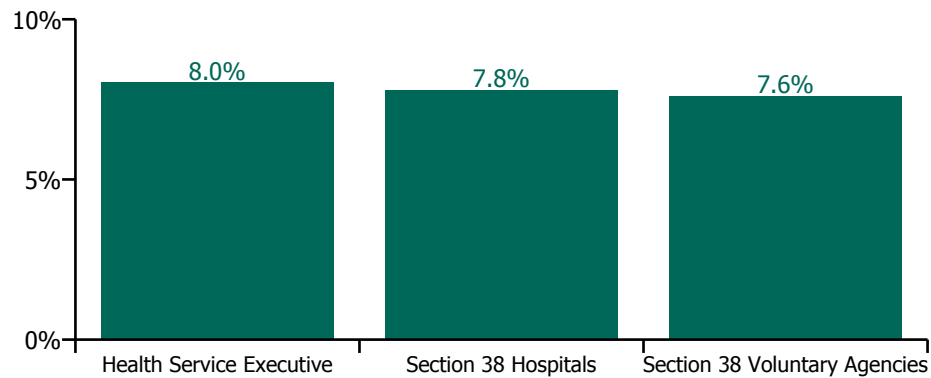
| Health Service Covid-19 Absence Rate - by Staff Category & HG/ CHO: Dec 2021 | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Covid-19 absence | Non Covid-19 absence | Total absence rate |
|--|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|------------------|----------------------|--------------------|
| <b>Total</b>   | <b>1.32%</b>     | <b>3.59%</b>        | <b>2.93%</b>                       | <b>2.24%</b>                | <b>3.36%</b>    | <b>3.26%</b>          | <b>2.98%</b>     | <b>4.93%</b>         | <b>7.92%</b>       |
| National Ambulance Service   |                  |                     |                                    | 0.55%                       |                 | 2.65%                 | 2.53%            | 7.48%                | 10.01%             |
| Children's Health Ireland  | 0.54%            | 4.21%               | 3.46%                              | 2.41%                       | 3.94%           | 4.28%                 | 3.15%            | 4.70%                | 7.85%              |
| Dublin Midlands Hospital Group   | 1.15%            | 2.78%               | 2.95%                              | 2.65%                       | 2.35%           | 3.74%                 | 2.63%            | 5.16%                | 7.79%              |
| Ireland East Hospital Group  | 2.48%            | 5.49%               | 7.15%                              | 4.30%                       | 5.81%           | 4.66%                 | 5.02%            | 3.98%                | 9.00%              |
| RCSI Hospitals Group   | 1.64%            | 4.08%               | 3.63%                              | 3.67%                       | 4.23%           | 4.83%                 | 3.68%            | 4.80%                | 8.47%              |
| Saolta University Hospital Care Group  | 1.19%            | 3.66%               | 3.32%                              | 2.75%                       | 2.95%           | 3.22%                 | 2.99%            | 4.49%                | 7.48%              |
| South/South West Hospital Group  | 0.76%            | 2.27%               | 1.98%                              | 1.82%                       | 2.77%           | 2.64%                 | 2.06%            | 4.98%                | 7.04%              |
| University of Limerick Hospital Group  | 0.60%            | 3.34%               | 3.61%                              | 2.04%                       | 2.82%           | 2.54%                 | 2.69%            | 6.30%                | 8.99%              |
| Other Acute Services   | 2.20%            | 2.58%               | 3.36%                              | 2.98%                       | 3.20%           | 2.05%                 | 2.79%            | 3.99%                | 6.78%              |
| <b>Acute Services</b>  | <b>1.41%</b>     | <b>3.72%</b>        | <b>3.86%</b>                       | <b>2.96%</b>                | <b>3.68%</b>    | <b>3.50%</b>          | <b>3.27%</b>     | <b>4.85%</b>         | <b>8.12%</b>       |
| CHO 1  | 0.62%            | 4.20%               | 1.66%                              | 1.64%                       | 2.83%           | 4.64%                 | 3.52%            | 5.93%                | 9.45%              |
| CHO 2  | 0.50%            | 2.53%               | 1.62%                              | 0.76%                       | 0.67%           | 2.77%                 | 2.07%            | 3.67%                | 5.74%              |
| CHO 3  | 0.65%            | 3.05%               | 2.72%                              | 2.62%                       | 2.48%           | 2.82%                 | 2.77%            | 5.87%                | 8.65%              |
| CHO 4  | 0.79%            | 3.12%               | 1.48%                              | 1.03%                       | 3.79%           | 2.96%                 | 2.58%            | 4.95%                | 7.53%              |
| CHO 5  | 1.12%            | 3.82%               | 2.88%                              | 2.00%                       | 2.53%           | 2.94%                 | 3.01%            | 6.71%                | 9.73%              |
| CHO 6  | 0.58%            | 3.40%               | 1.83%                              | 1.76%                       | 1.86%           | 2.35%                 | 2.30%            | 4.39%                | 6.70%              |
| CHO 7  | 1.11%            | 3.48%               | 2.00%                              | 1.87%                       | 3.61%           | 3.92%                 | 3.14%            | 5.41%                | 8.55%              |
| CHO 8  | 0.96%            | 3.33%               | 1.85%                              | 1.48%                       | 3.38%           | 2.85%                 | 2.58%            | 5.96%                | 8.54%              |
| CHO 9  | 1.76%            | 2.92%               | 2.91%                              | 2.05%                       | 2.63%           | 2.10%                 | 2.56%            | 4.47%                | 7.03%              |
| Other Community Services   | 0.57%            | 6.84%               | 0.70%                              | 0.37%                       | 1.54%           | 5.85%                 | 4.04%            | 3.57%                | 7.61%              |
| <b>Community Services</b>  | <b>0.94%</b>     | <b>3.42%</b>        | <b>2.16%</b>                       | <b>1.59%</b>                | <b>2.70%</b>    | <b>3.14%</b>          | <b>2.76%</b>     | <b>5.21%</b>         | <b>7.97%</b>       |
| Health & Wellbeing   | 1.18%            | 0.90%               |                                    | 1.81%                       |                 |                       | 1.31%            | 3.71%                | 5.03%              |
| Corporate  | 0.70%            | 1.11%               | 1.68%                              | 1.27%                       | 1.93%           | 1.69%                 | 1.37%            | 3.54%                | 4.91%              |
| Health Business Services   |                  |                     |                                    | 1.17%                       | 0.76%           |                       | 1.08%            | 1.95%                | 3.03%              |
| <b>HWB, Corporate &amp; National</b>   | <b>0.91%</b>     | <b>1.06%</b>        | <b>1.61%</b>                       | <b>1.29%</b>                | <b>0.94%</b>    | <b>1.61%</b>          | <b>1.32%</b>     | <b>3.31%</b>         | <b>4.63%</b>       |



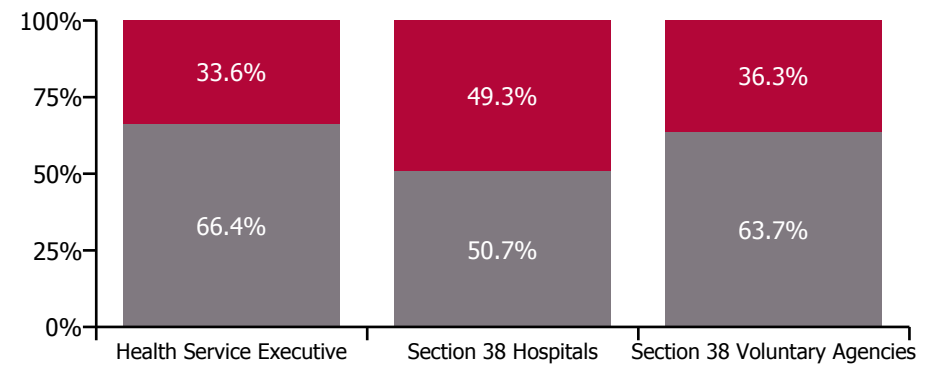
## December 2021

| Health Service Absence Rate - by Care Group: Dec 2021 | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | Non Covid-19 absence | Covid-19 absence | Total absence rate |
|---|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|----------------------|------------------|--------------------|
| <b>Total</b>  | 2.56%            | 9.20%               | 6.79%                              | 6.50%                       | 9.54%           | 9.67%                 | 4.38%             | 0.55%                  | 4.93%                | 2.98%            | 7.92%              |
| <b>Health Service Executive</b>                       | 2.60%            | 9.41%               | 6.14%                              | 6.39%                       | 9.99%           | 10.21%                | 4.78%             | 0.55%                  | 5.33%                | 2.70%            | 8.03%              |
| Ambulance Services                                    |                  | 44.03%              |                                    | 3.08%                       | 7.69%           | 10.33%                | 6.82%             | 0.66%                  | 7.48%                | 2.53%            | 10.01%             |
| Acute Hospital Services                               | 2.23%            | 9.67%               | 6.80%                              | 8.23%                       | 10.65%          | 10.69%                | 4.72%             | 0.70%                  | 5.42%                | 2.85%            | 8.27%              |
| Community Health & Wellbeing                          |                  | 0.73%               | 15.79%                             | 2.93%                       |                 | 8.40%                 | 2.30%             | 0.11%                  | 2.41%                | 1.59%            | 4.00%              |
| Mental Health   | 2.96%            | 9.12%               | 5.41%                              | 5.08%                       | 9.62%           | 8.78%                 | 4.39%             | 0.44%                  | 4.83%                | 2.90%            | 7.73%              |
| Primary Care  | 4.40%            | 8.28%               | 5.78%                              | 6.09%                       | 5.85%           | 8.72%                 | 4.46%             | 0.29%                  | 4.76%                | 2.07%            | 6.83%              |
| Disabilities  |                  | 10.40%              | 7.73%                              | 6.11%                       | 11.03%          | 10.26%                | 6.04%             | 0.47%                  | 6.51%                | 2.97%            | 9.47%              |
| Older People  | 0.65%            | 9.59%               | 5.31%                              | 6.18%                       | 10.29%          | 10.75%                | 5.70%             | 0.56%                  | 6.26%                | 3.37%            | 9.63%              |
| Health & Wellbeing                                    | 4.24%            | 9.09%               | 0.09%                              | 5.51%                       |                 |                       | 3.49%             | 0.22%                  | 3.71%                | 1.31%            | 5.03%              |
| Corporate   | 2.66%            | 7.24%               | 4.95%                              | 4.89%                       | 3.52%           | 3.54%                 | 3.29%             | 0.25%                  | 3.54%                | 1.37%            | 4.91%              |
| Health Business Services                              |                  |                     |                                    | 3.12%                       | 2.75%           |                       | 1.71%             | 0.23%                  | 1.95%                | 1.08%            | 3.03%              |
| <b>Section 38 Hospitals</b>                           | 2.52%            | 9.06%               | 8.30%                              | 7.32%                       | 9.12%           | 10.16%                | 3.46%             | 0.49%                  | 3.96%                | 3.84%            | 7.80%              |
| <b>Section 38 Voluntary Agencies</b>                  | 1.80%            | 7.96%               | 6.75%                              | 4.13%                       | 7.91%           | 8.50%                 | 4.17%             | 0.68%                  | 4.85%                | 2.76%            | 7.62%              |

**Total absence rate**



**Non Covid-19 & Covid-19 Absence**



## Staff Category

| Year/ month | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | Non Covid-19 absence | Covid-19 absence | Total absence rate |
|-------------|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|----------------------|------------------|--------------------|
| <b>2021</b> | <b>1.98%</b>     | <b>7.10%</b>        | <b>4.69%</b>                       | <b>4.75%</b>                | <b>7.60%</b>    | <b>7.99%</b>          | <b>3.97%</b>      | <b>0.49%</b>           | <b>4.45%</b>         | <b>1.66%</b>     | <b>6.11%</b>       |
| Dec 2021    | 2.56%            | 9.20%               | 6.79%                              | 6.50%                       | 9.54%           | 9.67%                 | 4.38%             | 0.55%                  | 4.93%                | 2.98%            | 7.92%              |
| Nov 2021    | 2.43%            | 8.55%               | 6.63%                              | 6.80%                       | 9.62%           | 9.48%                 | 4.60%             | 0.72%                  | 5.32%                | 2.34%            | 7.66%              |
| Oct 2021    | 2.27%            | 7.38%               | 5.41%                              | 5.38%                       | 8.32%           | 8.25%                 | 4.47%             | 0.61%                  | 5.08%                | 1.48%            | 6.56%              |
| Sep 2021    | 2.01%            | 6.76%               | 4.45%                              | 4.65%                       | 7.46%           | 7.64%                 | 4.27%             | 0.52%                  | 4.78%                | 1.07%            | 5.85%              |
| Aug 2021    | 1.85%            | 6.65%               | 4.40%                              | 4.62%                       | 6.91%           | 7.77%                 | 4.22%             | 0.49%                  | 4.70%                | 1.09%            | 5.79%              |
| Jul 2021    | 1.34%            | 5.81%               | 3.92%                              | 4.11%                       | 6.51%           | 6.87%                 | 3.94%             | 0.45%                  | 4.40%                | 0.71%            | 5.11%              |
| Jun 2021    | 1.25%            | 5.45%               | 3.51%                              | 3.55%                       | 6.05%           | 6.44%                 | 3.74%             | 0.46%                  | 4.20%                | 0.56%            | 4.76%              |
| May 2021    | 1.15%            | 5.05%               | 3.23%                              | 3.33%                       | 5.57%           | 5.96%                 | 3.37%             | 0.39%                  | 3.75%                | 0.62%            | 4.37%              |
| Apr 2021    | 1.34%            | 5.36%               | 3.31%                              | 3.33%                       | 5.80%           | 6.26%                 | 3.41%             | 0.36%                  | 3.78%                | 0.79%            | 4.57%              |
| Mar 2021    | 1.36%            | 5.77%               | 3.70%                              | 3.58%                       | 6.10%           | 6.64%                 | 3.46%             | 0.39%                  | 3.85%                | 1.05%            | 4.90%              |
| Feb 2021    | 1.82%            | 7.59%               | 4.50%                              | 4.58%                       | 7.92%           | 8.98%                 | 3.76%             | 0.49%                  | 4.25%                | 2.17%            | 6.42%              |
| Jan 2021    | 4.34%            | 11.48%              | 6.27%                              | 6.46%                       | 11.28%          | 11.69%                | 3.91%             | 0.38%                  | 4.29%                | 5.05%            | 9.34%              |
| <b>2020</b> | <b>2.33%</b>     | <b>7.10%</b>        | <b>4.46%</b>                       | <b>4.74%</b>                | <b>7.32%</b>    | <b>7.88%</b>          | <b>4.07%</b>      | <b>0.40%</b>           | <b>4.46%</b>         | <b>1.60%</b>     | <b>6.06%</b>       |
| Dec 2020    | 2.31%            | 7.19%               | 3.99%                              | 4.67%                       | 6.95%           | 7.59%                 | 3.88%             | 0.38%                  | 4.25%                | 1.67%            | 5.92%              |
| Nov 2020    | 2.12%            | 6.67%               | 3.70%                              | 4.53%                       | 6.84%           | 7.06%                 | 3.71%             | 0.34%                  | 4.05%                | 1.48%            | 5.53%              |
| Oct 2020    | 2.25%            | 7.02%               | 4.46%                              | 4.55%                       | 7.09%           | 7.74%                 | 3.92%             | 0.38%                  | 4.30%                | 1.64%            | 5.94%              |
| Sep 2020    | 1.88%            | 6.63%               | 4.38%                              | 4.47%                       | 6.95%           | 7.29%                 | 4.08%             | 0.41%                  | 4.49%                | 1.15%            | 5.64%              |
| Aug 2020    | 1.49%            | 5.71%               | 3.81%                              | 4.17%                       | 6.57%           | 6.92%                 | 4.03%             | 0.39%                  | 4.42%                | 0.68%            | 5.10%              |
| Jul 2020    | 1.17%            | 5.38%               | 3.50%                              | 3.66%                       | 6.36%           | 6.49%                 | 3.78%             | 0.36%                  | 4.13%                | 0.61%            | 4.74%              |
| Jun 2020    | 1.33%            | 5.65%               | 3.16%                              | 3.67%                       | 6.44%           | 6.59%                 | 3.63%             | 0.32%                  | 3.95%                | 0.85%            | 4.80%              |
| May 2020    | 2.28%            | 8.26%               | 4.39%                              | 4.46%                       | 7.97%           | 9.55%                 | 4.05%             | 0.28%                  | 4.33%                | 2.43%            | 6.76%              |
| Apr 2020    | 5.48%            | 13.42%              | 7.25%                              | 6.48%                       | 11.06%          | 13.10%                | 4.41%             | 0.37%                  | 4.78%                | 5.64%            | 10.42%             |
| Mar 2020    | 4.77%            | 8.74%               | 6.87%                              | 6.60%                       | 8.63%           | 9.10%                 | 4.48%             | 0.41%                  | 4.89%                | 2.94%            | 7.83%              |
| Feb 2020    | 1.49%            | 4.97%               | 3.82%                              | 4.65%                       | 6.31%           | 6.16%                 | 4.25%             | 0.54%                  | 4.79%                |                  | 4.79%              |
| Jan 2020    | 1.44%            | 5.44%               | 4.19%                              | 5.01%                       | 6.61%           | 6.84%                 | 4.61%             | 0.60%                  | 5.20%                |                  | 5.20%              |
| <b>2019</b> | <b>1.32%</b>     | <b>5.06%</b>        | <b>3.72%</b>                       | <b>4.42%</b>                | <b>5.88%</b>    | <b>6.00%</b>          | <b>4.14%</b>      | <b>0.53%</b>           | <b>4.67%</b>         |                  | <b>4.67%</b>       |
| Dec 2019    | 1.55%            | 5.57%               | 4.24%                              | 5.02%                       | 6.41%           | 6.22%                 | 4.48%             | 0.67%                  | 5.14%                |                  | 5.14%              |
| Nov 2019    | 1.30%            | 5.27%               | 3.73%                              | 4.57%                       | 5.99%           | 6.05%                 | 4.22%             | 0.56%                  | 4.79%                |                  | 4.79%              |
| Oct 2019    | 1.28%            | 5.26%               | 3.67%                              | 4.47%                       | 5.93%           | 6.24%                 | 4.25%             | 0.53%                  | 4.78%                |                  | 4.78%              |
| Sep 2019    | 1.30%            | 5.03%               | 3.83%                              | 4.48%                       | 6.11%           | 5.94%                 | 4.18%             | 0.50%                  | 4.68%                |                  | 4.68%              |
| Aug 2019    | 1.31%            | 4.92%               | 3.75%                              | 4.36%                       | 5.68%           | 6.10%                 | 4.21%             | 0.42%                  | 4.63%                |                  | 4.63%              |
| Jul 2019    | 1.19%            | 4.84%               | 3.61%                              | 4.23%                       | 5.64%           | 5.99%                 | 4.10%             | 0.42%                  | 4.52%                |                  | 4.52%              |
| Jun 2019    | 1.40%            | 4.82%               | 3.58%                              | 3.93%                       | 5.77%           | 6.11%                 | 4.02%             | 0.53%                  | 4.54%                |                  | 4.54%              |
| May 2019    | 1.31%            | 4.75%               | 3.62%                              | 3.89%                       | 5.45%           | 5.66%                 | 3.92%             | 0.45%                  | 4.37%                |                  | 4.37%              |
| Apr 2019    | 1.37%            | 4.74%               | 3.54%                              | 4.03%                       | 5.58%           | 5.81%                 | 3.94%             | 0.48%                  | 4.42%                |                  | 4.42%              |
| Mar 2019    | 1.17%            | 4.65%               | 3.55%                              | 4.34%                       | 5.93%           | 5.57%                 | 3.92%             | 0.50%                  | 4.42%                |                  | 4.42%              |
| Feb 2019    | 1.39%            | 5.46%               | 3.64%                              | 4.66%                       | 5.76%           | 5.90%                 | 4.13%             | 0.68%                  | 4.82%                |                  | 4.82%              |
| Jan 2019    | 1.24%            | 5.38%               | 3.91%                              | 5.02%                       | 6.31%           | 6.37%                 | 4.29%             | 0.64%                  | 4.92%                |                  | 4.92%              |
| <b>2018</b> | <b>1.25%</b>     | <b>4.91%</b>        | <b>3.62%</b>                       | <b>4.37%</b>                | <b>5.76%</b>    | <b>6.03%</b>          | <b>4.11%</b>      | <b>0.49%</b>           | <b>4.61%</b>         |                  | <b>4.61%</b>       |



## COVID-19 absence

| Year/ month | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | Non Covid-19 absence | Covid-19 absence | Total absence rate |
|-------------|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|----------------------|------------------|--------------------|
| <b>2021</b> | <b>0.77%</b>     | <b>2.06%</b>        | <b>1.27%</b>                       | <b>1.09%</b>                | <b>1.96%</b>    | <b>2.04%</b>          | <b>3.97%</b>      | <b>0.49%</b>           | <b>4.45%</b>         | <b>1.66%</b>     | <b>6.11%</b>       |
| Dec 2021    | 1.32%            | 3.59%               | 2.93%                              | 2.24%                       | 3.36%           | 3.26%                 | 4.38%             | 0.55%                  | 4.93%                | 2.98%            | 7.92%              |
| Nov 2021    | 1.00%            | 2.47%               | 2.41%                              | 2.09%                       | 2.94%           | 2.70%                 | 4.60%             | 0.72%                  | 5.32%                | 2.34%            | 7.66%              |
| Oct 2021    | 0.84%            | 1.68%               | 1.35%                              | 1.07%                       | 1.89%           | 1.68%                 | 4.47%             | 0.61%                  | 5.08%                | 1.48%            | 6.56%              |
| Sep 2021    | 0.51%            | 1.25%               | 0.88%                              | 0.76%                       | 1.42%           | 1.30%                 | 4.27%             | 0.52%                  | 4.78%                | 1.07%            | 5.85%              |
| Aug 2021    | 0.65%            | 1.37%               | 0.87%                              | 0.74%                       | 1.07%           | 1.26%                 | 4.22%             | 0.49%                  | 4.70%                | 1.09%            | 5.79%              |
| Jul 2021    | 0.24%            | 1.01%               | 0.47%                              | 0.44%                       | 0.72%           | 0.82%                 | 3.94%             | 0.45%                  | 4.40%                | 0.71%            | 5.11%              |
| Jun 2021    | 0.15%            | 0.76%               | 0.34%                              | 0.27%                       | 0.61%           | 0.79%                 | 3.74%             | 0.46%                  | 4.20%                | 0.56%            | 4.76%              |
| May 2021    | 0.15%            | 0.84%               | 0.41%                              | 0.28%                       | 0.66%           | 0.88%                 | 3.37%             | 0.39%                  | 3.75%                | 0.62%            | 4.37%              |
| Apr 2021    | 0.23%            | 1.04%               | 0.50%                              | 0.38%                       | 0.96%           | 1.11%                 | 3.41%             | 0.36%                  | 3.78%                | 0.79%            | 4.57%              |
| Mar 2021    | 0.31%            | 1.41%               | 0.66%                              | 0.55%                       | 1.20%           | 1.43%                 | 3.46%             | 0.39%                  | 3.85%                | 1.05%            | 4.90%              |
| Feb 2021    | 0.69%            | 2.76%               | 1.30%                              | 1.16%                       | 2.53%           | 3.20%                 | 3.76%             | 0.49%                  | 4.25%                | 2.17%            | 6.42%              |
| Jan 2021    | 3.19%            | 6.51%               | 3.05%                              | 3.03%                       | 6.10%           | 6.01%                 | 3.91%             | 0.38%                  | 4.29%                | 5.05%            | 9.34%              |
| <b>2020</b> | <b>1.10%</b>     | <b>2.16%</b>        | <b>1.11%</b>                       | <b>0.86%</b>                | <b>1.58%</b>    | <b>1.89%</b>          | <b>4.07%</b>      | <b>0.40%</b>           | <b>4.46%</b>         | <b>1.60%</b>     | <b>6.06%</b>       |
| Dec 2020    | 1.19%            | 2.33%               | 0.91%                              | 1.00%                       | 1.69%           | 1.98%                 | 3.88%             | 0.38%                  | 4.25%                | 1.67%            | 5.92%              |
| Nov 2020    | 0.87%            | 2.04%               | 0.73%                              | 1.07%                       | 1.66%           | 1.70%                 | 3.71%             | 0.34%                  | 4.05%                | 1.48%            | 5.53%              |
| Oct 2020    | 0.92%            | 2.16%               | 1.15%                              | 0.85%                       | 1.76%           | 2.07%                 | 3.92%             | 0.38%                  | 4.30%                | 1.64%            | 5.94%              |
| Sep 2020    | 0.72%            | 1.46%               | 0.97%                              | 0.59%                       | 1.34%           | 1.39%                 | 4.08%             | 0.41%                  | 4.49%                | 1.15%            | 5.64%              |
| Aug 2020    | 0.27%            | 0.81%               | 0.57%                              | 0.36%                       | 0.93%           | 0.90%                 | 4.03%             | 0.39%                  | 4.42%                | 0.68%            | 5.10%              |
| Jul 2020    | 0.20%            | 0.77%               | 0.40%                              | 0.35%                       | 1.00%           | 0.72%                 | 3.78%             | 0.36%                  | 4.13%                | 0.61%            | 4.74%              |
| Jun 2020    | 0.33%            | 1.17%               | 0.44%                              | 0.50%                       | 1.10%           | 1.06%                 | 3.63%             | 0.32%                  | 3.95%                | 0.85%            | 4.80%              |
| May 2020    | 1.26%            | 3.36%               | 1.49%                              | 1.01%                       | 2.17%           | 3.35%                 | 4.05%             | 0.28%                  | 4.33%                | 2.43%            | 6.76%              |
| Apr 2020    | 4.26%            | 8.15%               | 3.63%                              | 2.43%                       | 4.73%           | 6.60%                 | 4.41%             | 0.37%                  | 4.78%                | 5.64%            | 10.42%             |
| Mar 2020    | 3.23%            | 3.50%               | 2.91%                              | 2.15%                       | 2.36%           | 2.80%                 | 4.48%             | 0.41%                  | 4.89%                | 2.94%            | 7.83%              |
| Feb 2020    |                  |                     |                                    |                             |                 |                       | 4.25%             | 0.54%                  | 4.79%                |                  | 4.79%              |
| Jan 2020    |                  |                     |                                    |                             |                 |                       | 4.61%             | 0.60%                  | 5.20%                |                  | 5.20%              |
| <b>2019</b> |                  |                     |                                    |                             |                 |                       | <b>4.14%</b>      | <b>0.53%</b>           | <b>4.67%</b>         |                  | <b>4.67%</b>       |
| <b>2018</b> |                  |                     |                                    |                             |                 |                       | <b>4.11%</b>      | <b>0.49%</b>           | <b>4.61%</b>         |                  | <b>4.61%</b>       |

Service

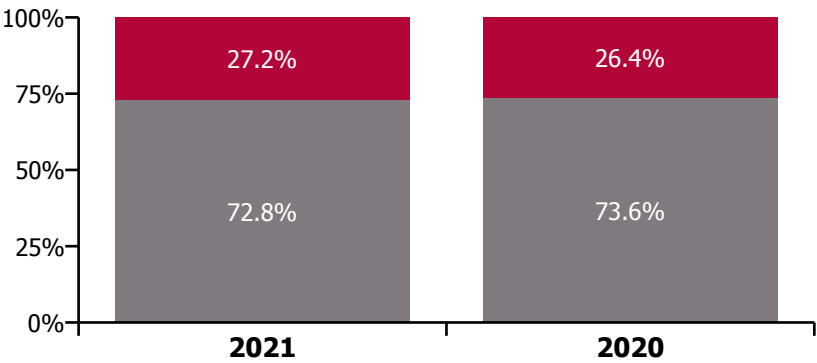
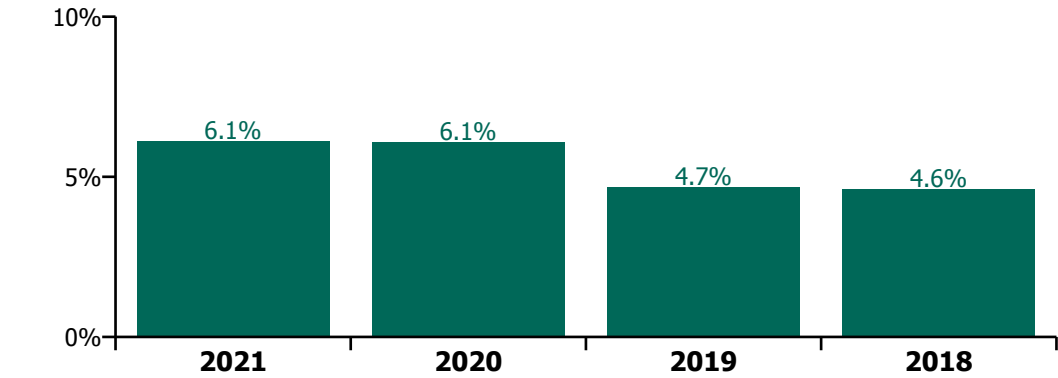
| Year/ month | NAS    | Acute  | Acute Services<br>absence rate | CHWB  | Mental<br>Health | Primary<br>Care | Disabilities | Older<br>People | Community<br>Services<br>absence rate | H&WB  | Corporate | HBS   | HWB,<br>Corporate &<br>National<br>absence rate | Certified<br>absence | Self-<br>certified<br>absence | Non<br>Covid-19<br>absence | Covid-19<br>absence | Total<br>absence<br>rate |
|-------------|--------|--------|--------------------------------|-------|------------------|-----------------|--------------|-----------------|---------------------------------------|-------|-----------|-------|---|----------------------|-------------------------------|----------------------------|---------------------|--------------------------|
| 2021        | 7.76%  | 6.11%  | 6.16%                          | 4.69% | 5.56%            | 5.04%           | 6.47%        | 8.35%           | 6.31%                                 | 4.83% | 3.50%     | 3.20% | 3.56%   | 3.97%                | 0.49%                         | 4.45%                      | 1.66%               | 6.11%                    |
| Dec 2021    | 10.01% | 8.06%  | 8.12%                          | 4.00% | 7.66%            | 6.80%           | 8.08%        | 9.50%           | 7.97%                                 | 5.03% | 4.91%     | 3.03% | 4.63%   | 4.38%                | 0.55%                         | 4.93%                      | 2.98%               | 7.92%                    |
| Nov 2021    | 10.09% | 7.71%  | 7.80%                          | 4.92% | 7.33%            | 6.74%           | 8.05%        | 9.20%           | 7.80%                                 | 6.55% | 4.73%     | 3.22% | 4.66%   | 4.60%                | 0.72%                         | 5.32%                      | 2.34%               | 7.66%                    |
| Oct 2021    | 8.86%  | 6.65%  | 6.73%                          | 4.82% | 5.97%            | 5.76%           | 6.62%        | 8.23%           | 6.60%                                 | 6.44% | 3.79%     | 2.80% | 3.88%   | 4.47%                | 0.61%                         | 5.08%                      | 1.48%               | 6.56%                    |
| Sep 2021    | 8.20%  | 5.78%  | 5.86%                          | 4.16% | 5.52%            | 5.15%           | 6.12%        | 7.77%           | 6.08%                                 | 4.55% | 3.57%     | 2.87% | 3.55%   | 4.27%                | 0.52%                         | 4.78%                      | 1.07%               | 5.85%                    |
| Aug 2021    | 7.97%  | 5.75%  | 5.83%                          | 5.73% | 5.67%            | 4.70%           | 5.86%        | 7.73%           | 5.93%                                 | 4.66% | 3.84%     | 3.14% | 3.80%   | 4.22%                | 0.49%                         | 4.70%                      | 1.09%               | 5.79%                    |
| Jul 2021    | 7.42%  | 4.96%  | 5.05%                          | 4.95% | 4.75%            | 4.28%           | 5.48%        | 7.30%           | 5.41%                                 | 4.22% | 2.86%     | 2.86% | 2.98%   | 3.94%                | 0.45%                         | 4.40%                      | 0.71%               | 5.11%                    |
| Jun 2021    | 6.06%  | 4.54%  | 4.59%                          | 5.63% | 4.30%            | 4.09%           | 5.48%        | 6.96%           | 5.19%                                 | 4.49% | 2.73%     | 2.63% | 2.87%   | 3.74%                | 0.46%                         | 4.20%                      | 0.56%               | 4.76%                    |
| May 2021    | 5.23%  | 4.26%  | 4.29%                          | 3.57% | 3.75%            | 3.77%           | 4.96%        | 6.29%           | 4.69%                                 | 2.78% | 2.26%     | 2.32% | 2.31%   | 3.37%                | 0.39%                         | 3.75%                      | 0.62%               | 4.37%                    |
| Apr 2021    | 5.94%  | 4.43%  | 4.45%                          | 4.15% | 3.98%            | 3.62%           | 5.13%        | 6.92%           | 4.87%                                 | 4.01% | 2.69%     | 3.67% | 2.98%   | 3.41%                | 0.36%                         | 3.78%                      | 0.79%               | 4.57%                    |
| Mar 2021    | 5.12%  | 4.82%  | 4.83%                          | 4.24% | 4.51%            | 3.71%           | 5.48%        | 7.06%           | 5.18%                                 | 4.95% | 2.83%     | 3.09% | 3.03%   | 3.46%                | 0.39%                         | 3.85%                      | 1.05%               | 4.90%                    |
| Feb 2021    | 6.55%  | 6.32%  | 6.33%                          | 4.30% | 5.41%            | 4.71%           | 6.89%        | 10.78%          | 6.82%                                 | 4.87% | 3.34%     | 3.76% | 3.53%   | 3.76%                | 0.49%                         | 4.25%                      | 2.17%               | 6.42%                    |
| Jan 2021    | 9.74%  | 9.94%  | 9.93%                          | 5.92% | 7.76%            | 6.81%           | 9.40%        | 12.35%          | 9.05%                                 | 4.94% | 4.28%     | 4.56% | 4.39%   | 3.91%                | 0.38%                         | 4.29%                      | 5.05%               | 9.34%                    |
| 2020        | 7.35%  | 6.03%  | 6.07%                          | 4.09% | 5.58%            | 5.36%           | 6.23%        | 8.29%           | 6.31%                                 | 4.49% | 3.95%     | 3.59% | 3.92%   | 4.07%                | 0.40%                         | 4.46%                      | 1.60%               | 6.06%                    |
| Dec 2020    | 7.61%  | 6.05%  | 6.10%                          | 6.12% | 5.58%            | 4.82%           | 5.51%        | 8.08%           | 5.89%                                 | 5.52% | 4.40%     | 3.87% | 4.37%   | 3.88%                | 0.38%                         | 4.25%                      | 1.67%               | 5.92%                    |
| Nov 2020    | 6.50%  | 5.76%  | 5.78%                          | 4.17% | 5.07%            | 4.53%           | 5.09%        | 7.38%           | 5.36%                                 | 4.01% | 4.62%     | 2.88% | 4.31%   | 3.71%                | 0.34%                         | 4.05%                      | 1.48%               | 5.53%                    |
| Oct 2020    | 7.79%  | 6.02%  | 6.08%                          | 3.55% | 5.33%            | 5.36%           | 6.08%        | 7.69%           | 6.09%                                 | 5.17% | 3.50%     | 3.00% | 3.48%   | 3.92%                | 0.38%                         | 4.30%                      | 1.64%               | 5.94%                    |
| Sep 2020    | 6.91%  | 5.55%  | 5.59%                          | 3.25% | 5.44%            | 5.21%           | 5.76%        | 7.73%           | 5.96%                                 | 4.39% | 3.96%     | 2.83% | 3.80%   | 4.08%                | 0.41%                         | 4.49%                      | 1.15%               | 5.64%                    |
| Aug 2020    | 6.43%  | 4.87%  | 4.92%                          | 2.71% | 4.93%            | 4.90%           | 5.32%        | 7.32%           | 5.55%                                 | 2.66% | 3.07%     | 3.22% | 3.08%   | 4.03%                | 0.39%                         | 4.42%                      | 0.68%               | 5.10%                    |
| Jul 2020    | 5.51%  | 4.51%  | 4.54%                          | 3.56% | 4.49%            | 4.42%           | 5.26%        | 6.69%           | 5.21%                                 | 3.92% | 2.86%     | 2.97% | 2.94%   | 3.78%                | 0.36%                         | 4.13%                      | 0.61%               | 4.74%                    |
| Jun 2020    | 6.82%  | 4.66%  | 4.73%                          | 3.34% | 4.42%            | 4.22%           | 5.00%        | 7.11%           | 5.13%                                 | 4.51% | 2.78%     | 2.44% | 2.79%   | 3.63%                | 0.32%                         | 3.95%                      | 0.85%               | 4.80%                    |
| May 2020    | 8.98%  | 6.60%  | 6.68%                          | 3.83% | 6.22%            | 4.88%           | 7.19%        | 10.85%          | 7.26%                                 | 4.44% | 3.08%     | 2.78% | 3.13%   | 4.05%                | 0.28%                         | 4.33%                      | 2.43%               | 6.76%                    |
| Apr 2020    | 9.33%  | 11.09% | 11.03%                         | 7.62% | 8.31%            | 7.92%           | 10.91%       | 14.19%          | 10.40%                                | 4.60% | 4.24%     | 4.53% | 4.31%   | 4.41%                | 0.37%                         | 4.78%                      | 5.64%               | 10.42%                   |
| Mar 2020    | 8.44%  | 7.81%  | 7.83%                          | 6.54% | 7.66%            | 8.02%           | 8.01%        | 8.85%           | 8.11%                                 | 5.75% | 5.47%     | 5.58% | 5.50%   | 4.48%                | 0.41%                         | 4.89%                      | 2.94%               | 7.83%                    |
| Feb 2020    | 7.24%  | 4.43%  | 4.53%                          | 2.32% | 4.46%            | 4.90%           | 5.04%        | 6.43%           | 5.16%                                 | 4.77% | 4.47%     | 4.49% | 4.49%   | 4.25%                | 0.54%                         | 4.79%                      |                     | 4.79%                    |
| Jan 2020    | 6.61%  | 4.83%  | 4.89%                          | 1.00% | 5.01%            | 5.28%           | 5.59%        | 6.84%           | 5.66%                                 | 4.08% | 4.60%     | 5.49% | 4.69%   | 4.61%                | 0.60%                         | 5.20%                      |                     | 5.20%                    |
| 2019        | 6.57%  | 4.34%  | 4.41%                          |       | 4.72%            | 4.68%           | 4.90%        | 5.94%           | 5.03%                                 | 4.38% | 4.74%     | 3.96% | 4.56%   | 4.14%                | 0.53%                         | 4.67%                      |                     | 4.67%                    |
| Dec 2019    | 7.57%  | 4.79%  | 4.88%                          |       | 5.36%            | 5.52%           | 4.94%        | 6.76%           | 5.46%                                 | 3.70% | 5.84%     | 3.78% | 5.29%   | 4.48%                | 0.67%                         | 5.14%                      |                     | 5.14%                    |
| Nov 2019    | 6.25%  | 4.50%  | 4.56%                          |       | 4.64%            | 5.01%           | 5.01%        | 6.06%           | 5.16%                                 | 4.23% | 4.74%     | 2.46% | 4.24%   | 4.22%                | 0.56%                         | 4.79%                      |                     | 4.79%                    |
| Oct 2019    | 7.00%  | 4.42%  | 4.51%                          |       | 4.44%            | 4.92%           | 5.24%        | 6.21%           | 5.22%                                 | 3.58% | 4.54%     | 2.95% | 4.13%   | 4.25%                | 0.53%                         | 4.78%                      |                     | 4.78%                    |
| Sep 2019    | 6.95%  | 4.34%  | 4.43%                          |       | 4.81%            | 4.68%           | 4.93%        | 5.81%           | 5.04%                                 | 5.75% | 4.33%     | 4.84% | 4.57%   | 4.18%                | 0.50%                         | 4.68%                      |                     | 4.68%                    |
| Aug 2019    | 6.71%  | 4.18%  | 4.26%                          |       | 4.82%            | 4.77%           | 5.04%        | 5.86%           | 5.12%                                 | 5.14% | 4.48%     | 3.78% | 4.45%   | 4.21%                | 0.42%                         | 4.63%                      |                     | 4.63%                    |
| Jul 2019    | 7.17%  | 4.14%  | 4.23%                          |       | 4.82%            | 4.41%           | 4.78%        | 5.74%           | 4.91%                                 | 4.88% | 4.39%     | 4.89% | 4.52%   | 4.10%                | 0.42%                         | 4.52%                      |                     | 4.52%                    |
| Jun 2019    | 6.22%  | 4.23%  | 4.30%                          |       | 4.62%            | 4.39%           | 4.82%        | 5.78%           | 4.89%                                 | 5.36% | 4.31%     | 3.85% | 4.33%   | 4.02%                | 0.53%                         | 4.54%                      |                     | 4.54%                    |
| May 2019    | 5.92%  | 4.04%  | 4.10%                          |       | 4.39%            | 4.47%           | 4.89%        | 5.50%           | 4.83%                                 | 3.07% | 4.00%     | 2.81% | 3.65%   | 3.92%                | 0.45%                         | 4.37%                      |                     | 4.37%                    |

Service

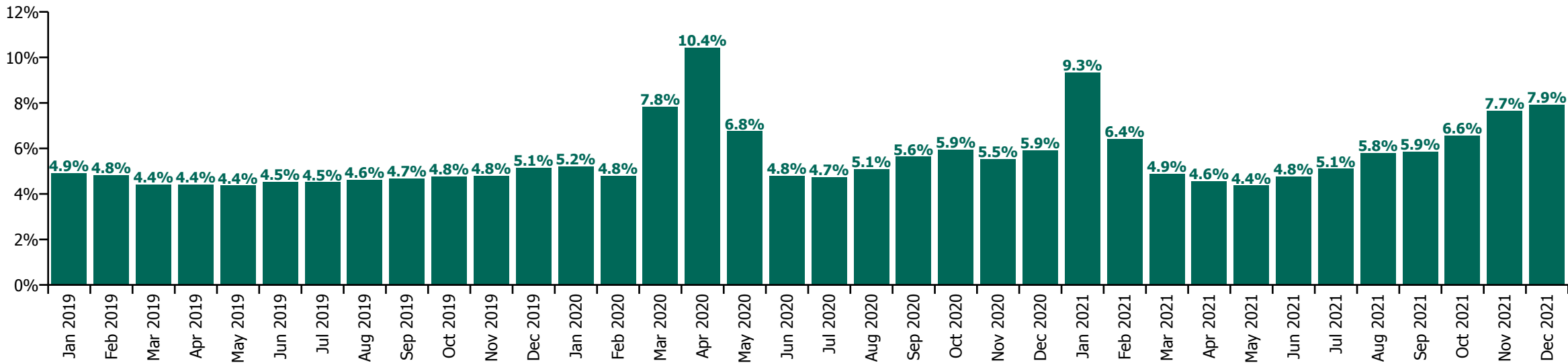
| Year/ month | NAS   | Acute | Acute Services<br>absence rate | CHWB | Mental<br>Health | Primary<br>Care | Disabilities | Older<br>People | Community<br>Services<br>absence rate | H&WB  | Corporate | HBS   | HWB,<br>Corporate &<br>National<br>absence rate | Certified<br>absence | Self-<br>certified<br>absence | Non<br>Covid-19<br>absence | Covid-19<br>absence | Total<br>absence<br>rate |
|-------------|-------|-------|--------------------------------|------|------------------|-----------------|--------------|-----------------|---------------------------------------|-------|-----------|-------|---|----------------------|-------------------------------|----------------------------|---------------------|--------------------------|
| Apr 2019    | 5.23% | 4.10% | 4.14%                          |      | 4.40%            | 4.53%           | 4.69%        | 5.72%           | 4.81%                                 | 4.35% | 4.44%     | 3.24% | 4.25%   | 3.94%                | 0.48%                         | 4.42%                      |                     | 4.42%                    |
| Mar 2019    | 5.85% | 4.05% | 4.11%                          |      | 4.63%            | 4.54%           | 4.54%        | 5.58%           | 4.77%                                 | 4.00% | 4.95%     | 5.24% | 4.92%   | 3.92%                | 0.50%                         | 4.42%                      |                     | 4.42%                    |
| Feb 2019    | 6.42% | 4.56% | 4.62%                          |      | 4.61%            | 4.99%           | 4.73%        | 6.11%           | 5.03%                                 | 4.07% | 5.41%     | 4.98% | 5.20%   | 4.13%                | 0.68%                         | 4.82%                      |                     | 4.82%                    |
| Jan 2019    | 7.57% | 4.66% | 4.70%                          |      | 5.17%            | 4.15%           | 5.18%        | 6.13%           | 5.09%                                 | 4.68% | 5.47%     | 4.92% | 5.00%   | 4.00%                | 0.61%                         | 4.92%                      |                     | 4.92%                    |

Total absence rate

Non Covid-19 & Covid-19 Absence



Total absence rate



HG & CHO

| Year/ month | NAS    | CHI   | DMLHG  | IEHG   | RCSI   | Saolta | SSWHG | ULHG   | other Acute | Acute Services absence rate | CHO 1  | CHO 2 | CHO 3 | CHO 4 | CHO 5  | CHO 6  | CHO 7  | CHO 8  | CHO 9  | other Comm. | Community Services absence rate | H&WB  | Corp  | HBS   | HWB, Corporate & National absence rate | Certified absence | Self-certified absence | Non Covid-19 absence | Covid-19 absence | Total absence rate |
|-------------|--------|-------|--------|--------|--------|--------|-------|--------|-------------|-----------------------------|--------|-------|-------|-------|--------|--------|--------|--------|--------|-------------|---------------------------------|-------|-------|-------|--|-------------------|------------------------|----------------------|------------------|--------------------|
| 2021        | 7.76%  | 5.74% | 5.96%  | 5.90%  | 6.53%  | 6.01%  | 5.70% | 7.95%  | 4.52%       | 6.16%                       | 7.82%  | 4.49% | 6.75% | 5.99% | 7.14%  | 5.76%  | 6.76%  | 7.06%  | 5.66%  | 4.46%       | 6.31%                           | 4.83% | 3.50% | 3.20% | 3.56%                                  | 3.97%             | 0.49%                  | 4.45%                | 1.66%            | 6.11%              |
| Dec 2021    | 10.01% | 7.85% | 7.79%  | 9.00%  | 8.47%  | 7.48%  | 7.04% | 8.99%  | 6.78%       | 8.12%                       | 9.45%  | 5.74% | 8.65% | 7.53% | 9.73%  | 6.70%  | 8.55%  | 8.54%  | 7.03%  | 7.61%       | 7.97%                           | 5.03% | 4.91% | 3.03% | 4.63%                                  | 4.38%             | 0.55%                  | 4.93%                | 2.98%            | 7.92%              |
| Nov 2021    | 10.09% | 8.10% | 7.55%  | 8.03%  | 7.90%  | 7.49%  | 6.71% | 9.76%  | 6.06%       | 7.80%                       | 9.10%  | 5.21% | 8.36% | 7.65% | 8.70%  | 7.04%  | 8.44%  | 8.87%  | 7.24%  | 6.49%       | 7.80%                           | 6.55% | 4.73% | 3.22% | 4.66%                                  | 4.60%             | 0.72%                  | 5.32%                | 2.34%            | 7.66%              |
| Oct 2021    | 8.86%  | 6.94% | 6.48%  | 6.65%  | 7.02%  | 6.39%  | 6.03% | 8.54%  | 5.13%       | 6.73%                       | 8.14%  | 4.53% | 7.49% | 6.45% | 7.30%  | 5.43%  | 7.32%  | 7.52%  | 5.82%  | 5.11%       | 6.60%                           | 6.44% | 3.79% | 2.80% | 3.88%                                  | 4.47%             | 0.61%                  | 5.08%                | 1.48%            | 6.56%              |
| Sep 2021    | 8.20%  | 5.58% | 5.60%  | 5.30%  | 6.26%  | 5.70%  | 5.53% | 7.66%  | 4.00%       | 5.86%                       | 7.92%  | 3.68% | 6.99% | 5.55% | 6.65%  | 5.68%  | 6.89%  | 7.05%  | 5.27%  | 3.98%       | 6.08%                           | 4.55% | 3.57% | 2.87% | 3.55%                                  | 4.27%             | 0.52%                  | 4.78%                | 1.07%            | 5.85%              |
| Aug 2021    | 7.97%  | 5.83% | 5.51%  | 5.79%  | 6.16%  | 5.50%  | 5.22% | 7.49%  | 4.85%       | 5.83%                       | 8.00%  | 4.36% | 6.32% | 5.28% | 6.56%  | 5.28%  | 6.49%  | 6.49%  | 5.26%  | 4.15%       | 5.93%                           | 4.66% | 3.84% | 3.14% | 3.80%                                  | 4.22%             | 0.49%                  | 4.70%                | 1.09%            | 5.79%              |
| Jul 2021    | 7.42%  | 5.13% | 4.84%  | 4.62%  | 5.03%  | 5.03%  | 4.80% | 6.43%  | 3.72%       | 5.05%                       | 7.00%  | 3.63% | 5.82% | 4.74% | 5.87%  | 5.00%  | 5.98%  | 6.42%  | 5.00%  | 3.64%       | 5.41%                           | 4.22% | 2.86% | 2.86% | 2.98%                                  | 3.94%             | 0.45%                  | 4.40%                | 0.71%            | 5.11%              |
| Jun 2021    | 6.06%  | 4.58% | 4.65%  | 4.12%  | 4.76%  | 4.52%  | 4.28% | 5.93%  | 2.68%       | 4.59%                       | 6.69%  | 3.22% | 5.62% | 5.07% | 5.78%  | 4.68%  | 5.37%  | 5.63%  | 5.51%  | 3.00%       | 5.19%                           | 4.49% | 2.73% | 2.63% | 2.87%                                  | 3.74%             | 0.46%                  | 4.20%                | 0.56%            | 4.76%              |
| May 2021    | 5.23%  | 4.20% | 4.33%  | 4.13%  | 4.56%  | 3.96%  | 4.18% | 4.88%  | 3.16%       | 4.29%                       | 5.87%  | 2.57% | 5.35% | 4.91% | 5.36%  | 4.40%  | 5.08%  | 5.36%  | 4.12%  | 2.00%       | 4.69%                           | 2.78% | 2.26% | 2.32% | 2.31%                                  | 3.37%             | 0.39%                  | 3.75%                | 0.62%            | 4.37%              |
| Apr 2021    | 5.94%  | 4.30% | 4.68%  | 3.95%  | 4.45%  | 4.39%  | 4.33% | 5.65%  | 3.57%       | 4.45%                       | 6.00%  | 3.36% | 5.07% | 4.55% | 5.35%  | 4.52%  | 5.40%  | 5.83%  | 4.34%  | 2.74%       | 4.87%                           | 4.01% | 2.69% | 3.67% | 2.98%                                  | 3.41%             | 0.36%                  | 3.78%                | 0.79%            | 4.57%              |
| Mar 2021    | 5.12%  | 4.12% | 4.95%  | 4.28%  | 5.20%  | 4.63%  | 4.78% | 6.48%  | 2.91%       | 4.83%                       | 6.36%  | 4.11% | 5.50% | 4.84% | 5.95%  | 4.57%  | 5.45%  | 5.73%  | 4.56%  | 3.92%       | 5.18%                           | 4.95% | 2.83% | 3.09% | 3.03%                                  | 3.46%             | 0.39%                  | 3.85%                | 1.05%            | 4.90%              |
| Feb 2021    | 6.55%  | 4.51% | 6.43%  | 5.63%  | 7.05%  | 6.49%  | 5.69% | 9.42%  | 5.00%       | 6.33%                       | 7.81%  | 6.30% | 6.53% | 6.91% | 7.66%  | 6.38%  | 6.73%  | 7.73%  | 5.97%  | 4.68%       | 6.82%                           | 4.87% | 3.34% | 3.76% | 3.53%                                  | 3.76%             | 0.49%                  | 4.25%                | 2.17%            | 6.42%              |
| Jan 2021    | 9.74%  | 7.57% | 8.79%  | 9.13%  | 11.64% | 10.52% | 9.52% | 14.12% | 5.44%       | 9.93%                       | 11.51% | 7.79% | 9.03% | 7.73% | 10.54% | 9.50%  | 9.35%  | 9.37%  | 7.87%  | 7.23%       | 9.05%                           | 4.94% | 4.28% | 4.56% | 4.39%                                  | 3.91%             | 0.38%                  | 4.29%                | 5.05%            | 9.34%              |
| 2020        | 7.35%  | 5.65% | 6.41%  | 5.57%  | 6.32%  | 5.71%  | 5.46% | 8.23%  | 5.17%       | 6.07%                       | 7.16%  | 4.77% | 6.68% | 5.14% | 6.33%  | 5.88%  | 8.04%  | 7.38%  | 5.88%  | 4.65%       | 6.31%                           | 4.49% | 3.95% | 3.59% | 3.92%                                  | 4.07%             | 0.40%                  | 4.46%                | 1.60%            | 6.06%              |
| Dec 2020    | 7.61%  | 5.74% | 6.12%  | 5.33%  | 6.58%  | 6.78%  | 5.42% | 7.34%  | 3.24%       | 6.10%                       | 7.30%  | 4.64% | 6.26% | 4.00% | 7.09%  | 5.45%  | 6.96%  | 6.76%  | 4.93%  | 7.37%       | 5.89%                           | 5.52% | 4.40% | 3.87% | 4.37%                                  | 3.88%             | 0.38%                  | 4.25%                | 1.67%            | 5.92%              |
| Nov 2020    | 6.50%  | 4.95% | 6.43%  | 4.83%  | 6.17%  | 5.74%  | 4.97% | 8.95%  | 4.15%       | 5.78%                       | 6.66%  | 4.31% | 5.92% | 4.51% | 5.81%  | 4.48%  | 6.40%  | 6.08%  | 4.19%  | 4.40%       | 5.36%                           | 4.01% | 4.62% | 2.88% | 4.31%                                  | 3.71%             | 0.34%                  | 4.05%                | 1.48%            | 5.53%              |
| Oct 2020    | 7.79%  | 5.69% | 6.44%  | 4.81%  | 6.88%  | 5.44%  | 6.42% | 7.20%  | 4.65%       | 6.08%                       | 8.02%  | 4.78% | 6.40% | 5.11% | 6.23%  | 4.82%  | 7.95%  | 7.21%  | 4.70%  | 5.06%       | 6.09%                           | 5.17% | 3.50% | 3.00% | 3.48%                                  | 3.92%             | 0.38%                  | 4.30%                | 1.64%            | 5.94%              |
| Sep 2020    | 6.91%  | 5.68% | 6.27%  | 4.61%  | 6.01%  | 5.12%  | 5.00% | 7.34%  | 6.13%       | 5.59%                       | 7.43%  | 4.40% | 6.82% | 4.68% | 5.41%  | 5.18%  | 7.60%  | 7.17%  | 5.08%  | 4.25%       | 5.96%                           | 4.39% | 3.96% | 2.83% | 3.80%                                  | 4.08%             | 0.41%                  | 4.49%                | 1.15%            | 5.64%              |
| Aug 2020    | 6.43%  | 4.67% | 5.08%  | 5.25%  | 4.17%  | 4.43%  | 4.35% | 7.65%  | 4.05%       | 4.92%                       | 6.65%  | 3.84% | 6.91% | 4.68% | 5.84%  | 4.88%  | 6.71%  | 6.41%  | 4.80%  | 4.48%       | 5.55%                           | 2.66% | 3.07% | 3.22% | 3.08%                                  | 4.03%             | 0.39%                  | 4.42%                | 0.68%            | 5.10%              |
| Jul 2020    | 5.51%  | 4.63% | 4.72%  | 4.35%  | 4.13%  | 4.28%  | 4.07% | 6.88%  | 3.52%       | 4.54%                       | 5.99%  | 3.54% | 5.65% | 4.01% | 5.64%  | 5.01%  | 6.82%  | 6.33%  | 4.76%  | 3.59%       | 5.21%                           | 3.92% | 2.86% | 2.97% | 2.94%                                  | 3.78%             | 0.36%                  | 4.13%                | 0.61%            | 4.74%              |
| Jun 2020    | 6.82%  | 4.27% | 4.70%  | 4.48%  | 4.74%  | 4.47%  | 4.27% | 6.73%  | 3.74%       | 4.73%                       | 5.77%  | 3.39% | 5.80% | 4.45% | 5.37%  | 4.72%  | 6.25%  | 6.14%  | 4.58%  | 3.81%       | 5.13%                           | 4.51% | 2.78% | 2.44% | 2.79%                                  | 3.63%             | 0.32%                  | 3.95%                | 0.85%            | 4.80%              |
| May 2020    | 8.98%  | 5.18% | 7.46%  | 6.87%  | 6.76%  | 5.98%  | 5.45% | 8.96%  | 5.73%       | 6.68%                       | 7.49%  | 5.18% | 7.17% | 6.86% | 6.51%  | 6.79%  | 9.42%  | 8.42%  | 7.20%  | 5.15%       | 7.26%                           | 4.44% | 3.08% | 2.78% | 3.13%                                  | 4.05%             | 0.28%                  | 4.33%                | 2.43%            | 6.76%              |
| Apr 2020    | 9.33%  | 8.94% | 12.10% | 10.76% | 14.15% | 9.28%  | 9.22% | 13.37% | 8.50%       | 11.03%                      | 10.08% | 7.54% | 8.24% | 9.16% | 8.94%  | 11.66% | 15.40% | 11.76% | 10.88% | 6.45%       | 10.40%                          | 4.60% | 4.24% | 4.53% | 4.31%                                  | 4.41%             | 0.37%                  | 4.78%                | 5.64%            | 10.42%             |
| Mar 2020    | 8.44%  | 8.74% | 8.27%  | 6.91%  | 7.61%  | 7.53%  | 7.35% | 10.36% | 7.57%       | 7.83%                       | 8.83%  | 6.68% | 8.63% | 5.67% | 7.03%  | 8.09%  | 10.77% | 8.73%  | 9.11%  | 6.13%       | 8.11%                           | 5.75% | 5.47% | 5.58% | 5.50%                                  | 4.48%             | 0.41%                  | 4.89%                | 2.94%            | 7.83%              |
| Feb 2020    | 7.24%  | 4.48% | 4.30%  | 4.06%  | 4.13%  | 4.40%  | 4.53% | 6.43%  | 4.61%       | 4.53%                       | 5.61%  | 4.13% | 5.80% | 4.36% | 5.55%  | 4.90%  | 5.63%  | 6.26%  | 5.14%  | 2.59%       | 5.16%                           | 4.77% | 4.47% | 4.49% | 4.49%                                  | 4.25%             | 0.54%                  | 4.79%                |                  | 4.79%              |
| Jan 2020    | 6.61%  | 4.72% | 4.77%  | 4.30%  | 4.42%  | 5.00%  | 4.78% | 7.35%  | 6.23%       | 4.89%                       | 6.06%  | 5.03% | 6.59% | 4.37% | 6.35%  | 5.32%  | 6.39%  | 7.06%  | 5.26%  | 2.43%       | 5.66%                           | 4.08% | 4.60% | 5.49% | 4.69%                                  | 4.61%             | 0.60%                  | 5.20%                |                  | 5.20%              |
| 2019        | 6.57%  | 4.22% | 4.25%  | 3.77%  | 4.04%  | 4.61%  | 4.40% | 6.35%  | 3.92%       | 4.41%                       | 6.37%  | 4.47% | 5.38% | 4.00% | 5.36%  | 4.56%  | 5.32%  | 5.77%  | 4.46%  |             | 5.03%                           | 4.38% | 4.74% | 3.96% | 4.56%                                  | 4.14%             | 0.53%                  | 4.67%                |                  | 4.67%              |
| Dec 2019    | 7.57%  | 5.30% | 4.85%  | 4.18%  | 4.29%  | 4.94%  | 4.66% | 7.36%  | 4.46%       | 4.88%                       | 6.41%  | 5.00% | 5.01% | 4.43% | 6.61%  | 4.31%  | 5.81%  | 6.64%  | 5.24%  |             | 5.46%                           | 3.70% | 5.84% | 3.78% | 5.29%                                  | 4.48%             | 0.67%                  | 5.14%                |                  | 5.14%              |
| Nov 2019    | 6.25%  | 4.56% | 4.45%  | 3.87%  | 4.26%  | 4.84%  | 4.46% | 6.43%  | 4.30%       | 4.56%                       | 5.65%  | 4.62% | 5.55% | 4.46% | 5.59%  | 4.42%  | 5.36%  | 6.08%  | 4.75%  |             | 5.16%                           | 4.23% | 4.74% | 2.46% | 4.24%                                  | 4.22%             | 0.56%                  | 4.79%                |                  | 4.79%              |
| Oct 2019    | 7.00%  | 4.41% | 4.23%  | 3.91%  | 4.03%  | 4.84%  | 4.37% | 6.81%  | 3.27%       | 4.51%                       | 5.23%  | 4.86% | 5.87% | 4.39% | 5.44%  | 4.93%  | 5.66%  | 6.27%  | 4.79%  |             | 5.22%                           | 3.58% | 4.54% | 2.95% | 4.13%                                  | 4.25%             | 0.53%                  | 4.78%                |                  | 4.78%              |
| Sep 2019    | 6.95%  | 4.31% | 4.03%  | 4.11%  | 4.06%  | 4.60%  | 4.31% | 6.27%  | 3.50%       | 4.43%                       | 5.92%  | 4.44% | 4.80% | 4.20% | 5.37%  | 4.80%  | 5.54%  | 5.55%  | 4.85%  |             | 5.04%                           | 5.75% | 4.33% | 4.84% | 4.57%                                  | 4.18%             | 0.50%                  | 4.68%                |                  | 4.68%              |
| Aug 2019    | 6.71%  | 3.77% | 4.17%  | 3.48%  | 3.91%  | 4.64%  | 4.22% | 6.41%  | 3.81%       | 4.26%                       | 6.80%  | 4.46% | 5.84% | 3.73% | 5.28%  | 4.61%  | 5.55%  | 6.12%  | 4.66%  |             | 5.12%                           | 5.14% | 4.48% | 3.78% | 4.45%                                  | 4.21%             | 0.42%                  | 4.63%                |                  | 4.63%              |
| Jul 2019    | 7.17%  | 3.64% | 3.93%  | 3.57%  | 3.63%  | 4.80%  | 4.37% | 6.11%  | 4.58%       | 4.23%                       | 6.72%  | 3.86% | 5.63% | 3.80% | 4.93%  | 4.97%  | 5.27%  | 5.62%  | 4.15%  |             | 4.91%                           | 4.88% | 4.39% | 4.89% | 4.52%                                  | 4.10%             | 0.42%                  | 4.52%                |                  | 4.52%              |
| Jun 2019    | 6.22%  | 3.76% | 4.03%  | 3.72%  | 4.27%  | 4.29%  | 4.47% | 6.04%  | 3.14%       | 4.30%                       | 6.66%  | 4.27% | 5.53% | 3.51% | 5.03%  | 4.64%  | 5.53%  | 5.51%  | 4.12%  |             | 4.89%                           | 5.36% | 4.31% | 3.85% | 4.33%                                  | 4.02%             | 0.53%                  | 4.54%                |                  | 4.54%              |
| May 2019    | 5.92%  | 3.71% | 3.86%  | 3.29%  | 3.85%  | 4.31%  | 4.55% | 5.80%  | 3.13%       | 4.10%                       | 6.05%  | 4.17% | 5.49% | 3.78% | 5.24%  | 4.63%  | 5.17%  | 5.30%  | 4.16%  |             | 4.83%                           | 3.07% | 4.00% | 3.81% | 3.65%                                  | 3.92%             | 0.45%                  | 4.37%                |                  | 4.37%              |
| Apr 2019    | 5.23%  | 3.87% | 4.21%  | 3.54%  | 3.89%  | 4.18%  | 4.18% | 5.81%  | 4.07%       | 4.14%                       | 6.08%  | 4.46% | 5.48% | 3.84% | 5.24%  | 4.33%  | 5.17%  | 5.11%  | 3.88%  |             | 4.81%                           | 4.35% | 4.44% | 3.24% | 4.25%                                  | 3.94%             | 0.48%                  | 4.42%                |                  | 4.42%              |
| Mar 2019    | 5.85%  | 4.36% | 3.90%  | 3.67%  | 3.84%  | 3.99%  | 4.14% | 5.77%  | 4.06%       | 4.11%                       | 6.43%  | 4.22% | 5.12% | 3.58% | 4.91%  | 4.31%  | 5.05%  | 5.20%  | 4.57%  |             | 4.77%                           | 4.00% | 4.95% | 5.24% | 4.92%                                  | 3.92%             | 0.50%                  | 4.42%                |                  | 4.42%              |
| Feb 2019    | 6.42%  | 4.75% | 4.70%  | 3.93%  | 4.33%  | 4.70%  | 4.33% | 6.79%  | 4.32%       | 4.62%                       | 6.96%  | 4.49% | 5.23% | 4.03% | 5.28%  | 4.44%  | 5.08%  | 5.74%  | 4.34%  |             | 5.03%                           | 4.07% | 5.41% | 4.98% | 5.20%                                  | 4.13%             | 0.68%                  | 4.82%                |                  | 4.82%              |
| Jan 2019    | 7.57%  | 4.25% | 4.71%  | 3.96%  | 4.16%  | 5.22%  | 4.78% | 6.61%  | 4.63%       | 4.76%                       | 7.55%  | 4.75% | 5.34% | 4.25% | 5.53%  | 4.41%  | 4.71%  | 6.17%  | 4.02%  |             | 5.09%                           | 4.68% | 5.47% | 4.92% | 5.29%                                  | 4.29%             | 0.64%                  | 4.92%                |                  | 4.92%              |

