

November 2025

Health Service Absence Rate - by Health Region : Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	5.27%	0.90%	6.17%	1.97%	6.82%	5.00%	5.52%	7.81%	8.14%
HSE Dublin & Midlands	5.05%	1.02%	6.06%	1.66%	7.04%	5.14%	5.80%	7.09%	7.32%
HSE Dublin & North East	4.91%	0.80%	5.71%	1.68%	5.90%	4.82%	5.64%	8.29%	7.82%
HSE Dublin & South East	4.68%	0.82%	5.50%	2.02%	6.16%	4.09%	5.27%	7.79%	6.71%
HSE Midwest	6.02%	0.85%	6.87%	2.62%	7.11%	5.32%	6.82%	9.17%	8.01%
HSE South West	5.37%	1.13%	6.51%	2.08%	7.30%	5.69%	5.91%	7.13%	8.27%
HSE West & North West	6.33%	0.90%	7.23%	2.35%	7.95%	5.90%	6.23%	8.08%	9.78%
National Services and Schemes	6.48%	1.03%	7.51%	0.00%	1.22%	3.95%	5.52%	8.40%	10.75%
HSE Centre	3.92%	0.45%	4.37%	2.25%	5.92%	5.74%	4.12%	6.18%	4.78%

Health Service Absence Rate - Health Region by IHA : Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	5.27%	0.90%	6.17%	1.97%	6.82%	5.00%	5.52%	7.81%	8.14%
Dublin South City and West	4.53%	1.04%	5.56%	1.74%	6.64%	5.04%	5.16%	6.54%	6.55%
Dublin South West	4.54%	0.97%	5.50%	0.91%	6.38%	4.82%	6.40%	6.94%	5.75%
Kildare West Wicklow	5.51%	0.99%	6.50%	1.66%	6.90%	5.47%	6.96%	8.10%	7.41%
Midlands	6.38%	1.05%	7.43%	2.02%	8.58%	5.39%	6.28%	9.57%	9.15%
Regional EMT	4.03%	0.41%	4.44%	1.32%	1.12%	0.00%	5.99%		
Regional Support Functions	6.71%	0.37%	7.08%	0.00%	7.58%	9.79%	6.80%		0.00%
HSE Dublin & Midlands	5.05%	1.02%	6.06%	1.66%	7.04%	5.14%	5.80%	7.09%	7.32%
Cavan Monaghan	6.49%	1.10%	7.59%	3.13%	7.83%	4.88%	7.48%	8.14%	10.14%
Dublin North City and West	4.30%	0.72%	5.02%	1.31%	5.17%	4.71%	4.56%	8.47%	6.32%
Dublin North County	4.49%	0.66%	5.16%	1.78%	4.76%	4.27%	5.98%	7.23%	8.97%
Louth Meath	5.96%	0.96%	6.92%	1.61%	7.39%	5.85%	7.61%	9.59%	8.43%
Regional EMT	2.36%	0.25%	2.61%	12.17%	1.77%	1.20%	0.92%		
Regional Support Functions	2.85%	0.35%	3.20%		8.62%	3.16%	2.92%	0.00%	0.00%
HSE Dublin & North East	4.91%	0.80%	5.71%	1.68%	5.90%	4.82%	5.64%	8.29%	7.82%
Carlow Kilkenny and Tipperary South	6.33%	0.98%	7.30%	3.33%	7.52%	5.37%	7.35%	10.50%	8.68%
Dublin South and Wicklow	3.68%	0.67%	4.35%	1.37%	5.17%	3.09%	4.24%	4.95%	6.22%
Waterford Wexford	5.35%	0.98%	6.32%	2.12%	6.70%	6.34%	6.34%	10.48%	6.16%
Regional EMT	4.08%	0.87%	4.95%	21.57%	8.58%	0.00%	2.32%		
Regional Support Functions	3.14%	0.48%	3.62%		1.04%	2.32%	4.26%	0.00%	
HSE Dublin & South East	4.68%	0.82%	5.50%	2.02%	6.16%	4.09%	5.27%	7.79%	6.71%
Clare and Limerick County	6.63%	0.85%	7.49%	5.40%	7.31%	6.33%	6.98%	7.90%	8.61%
Limerick City and Tipperary North	5.69%	0.87%	6.56%	1.99%	7.04%	4.33%	7.21%	9.72%	7.19%
Regional EMT	2.81%	0.83%	3.64%	1.09%	0.00%	0.00%	5.22%		
Regional Support Functions	3.95%	0.40%	4.35%		0.78%	5.41%	4.03%	5.93%	
HSE Midwest	6.02%	0.85%	6.87%	2.62%	7.11%	5.32%	6.82%	9.17%	8.01%
Cork North and East	5.32%	1.33%	6.66%	2.24%	7.07%	5.15%	5.86%	8.54%	9.91%
Cork South and West	5.39%	1.14%	6.53%	1.62%	7.39%	6.09%	5.67%	7.46%	8.16%
Kerry	5.42%	0.90%	6.32%	3.41%	7.43%	5.20%	6.44%	5.19%	6.72%
Regional EMT	4.90%	2.23%	7.13%	16.45%	0.45%	0.00%	8.38%	0.00%	
Regional Support Functions	4.73%	0.54%	5.27%	0.00%	0.00%	2.25%	6.05%		
HSE South West	5.37%	1.13%	6.51%	2.08%	7.30%	5.69%	5.91%	7.13%	8.27%
Donegal	7.30%	1.04%	8.33%	3.17%	9.32%	5.89%	7.18%	9.40%	9.85%
Galway Roscommon	5.45%	0.81%	6.26%	1.72%	6.98%	5.45%	6.05%	7.69%	8.39%
Mayo	7.39%	1.13%	8.52%	4.05%	9.31%	6.24%	6.56%	3.92%	12.72%
Sligo Leitrim	6.99%	0.88%	7.86%	2.56%	7.77%	7.10%	7.17%	8.64%	10.74%
Regional EMT	1.40%	0.30%	1.69%	0.00%	0.69%	1.43%	1.93%		
Regional Support Functions	3.94%	0.36%	4.29%	0.00%	4.87%	7.90%	3.76%		0.00%
HSE West & North West	6.33%	0.90%	7.23%	2.35%	7.95%	5.90%	6.23%	8.08%	9.78%
National Services and Schemes	6.48%	1.03%	7.51%	0.00%	1.22%	3.95%	5.52%	8.40%	10.75%
HSE Centre	3.92%	0.45%	4.37%	2.25%	5.92%	5.74%	4.12%	6.18%	4.78%

November 2025

Health Service Absence Rate - Acute Hospitals by Health Region : Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	4.85%	0.97%	5.82%	1.60%	6.61%	4.41%	5.95%	8.11%	8.78%
CHI at Connolly	8.59%	1.15%	9.75%	0.00%	9.62%	9.92%	11.56%	0.00%	22.77%
CHI at Crumlin	4.50%	0.99%	5.49%	2.14%	6.12%	5.91%	5.65%	6.41%	7.65%
CHI at Tallaght	4.44%	1.29%	5.73%	3.24%	6.58%	2.52%	8.13%	0.00%	8.69%
CHI at Temple Street	4.96%	1.31%	6.27%	1.32%	8.03%	5.72%	6.86%	7.93%	12.03%
CHI Corporate	5.20%	0.31%	5.51%	0.00%	0.00%	0.00%	6.59%		
CHI Programme	3.75%	0.30%	4.05%	0.00%	4.04%	6.54%	3.97%	0.00%	
Coombe Women & Infants University Hospital	2.62%	1.70%	4.32%	1.68%	6.25%	2.41%	2.91%	4.71%	2.76%
MRH Mullingar	7.01%	0.95%	7.97%	0.82%	7.03%	6.56%	11.14%	12.17%	14.44%
MRH Portlaoise	5.76%	1.05%	6.81%	2.27%	8.18%	4.47%	3.83%	4.36%	10.78%
MRH Tullamore	7.60%	1.36%	8.97%	1.99%	10.55%	6.82%	9.80%	10.84%	11.35%
Naas General	5.79%	1.05%	6.84%	1.23%	6.37%	8.01%	7.55%	8.29%	9.86%
St. James's	4.35%	1.03%	5.39%	1.25%	7.01%	3.74%	4.72%	5.76%	8.03%
St. Luke's Rathgar	0.82%	17.23%	18.05%	12.33%	45.00%	11.18%	25.26%	18.57%	8.75%
Tallaght University Hospital	4.92%	1.06%	5.97%	0.92%	6.61%	6.26%	7.22%	8.06%	6.81%
HSE Dublin & Midlands	4.98%	1.12%	6.10%	1.46%	7.13%	5.35%	6.20%	6.85%	9.35%
Beaumont	4.05%	0.64%	4.69%	1.15%	4.32%	3.79%	6.21%	7.12%	8.95%
Cappagh National Orthopaedic	3.32%	0.90%	4.22%	0.00%	6.43%	4.35%	1.61%	3.84%	5.77%
Cavan General	5.58%	1.25%	6.83%	2.93%	7.81%	4.97%	7.19%	6.11%	9.65%
Connolly	4.50%	0.65%	5.15%	0.86%	5.33%	3.44%	7.78%	11.97%	5.45%
Louth County	5.79%	1.79%	7.58%	0.00%	6.87%	1.42%	9.68%	8.75%	9.30%
Mater Misericordiae University	3.22%	0.68%	3.91%	0.75%	4.43%	3.20%	4.24%	8.37%	4.22%
Monaghan	6.15%	0.93%	7.08%		6.47%	0.39%	6.18%	0.00%	13.16%
Our Lady of Lourdes	5.23%	0.78%	6.01%	0.87%	6.51%	5.13%	6.91%	10.84%	8.64%
Our Lady's Navan	6.69%	1.15%	7.83%	1.74%	9.40%	4.99%	8.17%	6.59%	10.72%
Rotunda	3.97%	0.91%	4.89%	1.72%	5.54%	3.38%	4.58%	6.42%	7.91%
HSE Dublin & North East	4.31%	0.79%	5.10%	1.11%	5.48%	3.80%	5.81%	8.18%	7.65%
Lourdes Orthopaedic Kilcreene	1.99%	0.77%	2.76%	0.00%	2.55%		6.00%	3.75%	0.00%
National Maternity	3.61%	0.57%	4.18%	1.81%	5.69%	2.83%	2.27%	3.53%	7.00%
National Rehabilitation Hospital	1.02%	0.16%	1.18%	2.82%	1.11%	0.86%	0.76%	1.39%	2.25%
Royal Victoria Eye and Ear	3.11%	0.68%	3.79%	2.89%	4.95%	8.87%	1.69%	3.96%	3.03%
South Tipperary General	5.83%	0.81%	6.63%	3.64%	7.02%	5.67%	5.50%	9.97%	7.26%
St. Columcille's	5.95%	1.17%	7.12%	1.27%	7.50%	4.16%	9.10%	11.83%	8.33%
St Luke's General Kilkenny	5.95%	1.07%	7.02%	2.29%	7.05%	2.44%	7.68%	10.94%	11.81%
St. Michael's	4.07%	0.58%	4.65%	1.33%	6.29%	1.88%	7.57%	2.42%	0.85%
St. Vincent's University	3.99%	0.64%	4.63%	0.89%	5.39%	2.90%	5.32%	7.27%	7.80%
UH Waterford	4.02%	0.99%	5.01%	1.60%	5.26%	5.20%	4.97%	9.67%	5.46%
Wexford General	6.21%	1.16%	7.37%	2.72%	7.46%	5.22%	6.34%	12.43%	7.69%
HSE Dublin & South East	4.08%	0.74%	4.82%	1.77%	5.64%	2.74%	4.57%	7.79%	6.61%
Croom Orthopaedic	7.97%	0.71%	8.68%	0.00%	9.66%	1.50%	2.73%	12.39%	11.18%
Ennis	6.49%	1.23%	7.72%	0.74%	8.73%	5.60%	7.64%	11.94%	1.70%
Nenagh	8.02%	1.02%	9.04%	0.42%	11.19%	11.44%	9.54%	5.27%	8.63%
St. John's Limerick	3.46%	1.84%	5.30%	3.53%	3.23%	1.50%	4.40%	14.20%	8.44%
UH Limerick	5.61%	0.93%	6.54%	1.68%	6.83%	3.46%	8.37%	9.71%	9.64%
UMH Limerick	7.33%	0.89%	8.22%	2.08%	8.68%	27.98%	4.58%	19.15%	1.72%
HSE Midwest	5.86%	1.00%	6.87%	1.69%	7.27%	3.89%	7.57%	10.55%	8.89%
Bantry General	6.80%	0.77%	7.56%	0.76%	11.01%	1.92%	4.32%	7.35%	7.30%
Cork University	5.27%	1.17%	6.45%	1.44%	7.74%	6.45%	6.08%	7.73%	10.55%
Mallow General	5.68%	1.77%	7.46%	1.17%	6.00%	4.92%	8.33%	9.28%	13.61%
Mercy University	3.28%	2.21%	5.48%	2.02%	5.98%	4.57%	4.85%	9.21%	8.05%
South Infirmary Victoria University	3.73%	0.83%	4.56%	1.83%	4.20%	1.22%	6.59%	4.89%	10.73%
UH Kerry	5.85%	1.08%	6.93%	3.15%	7.79%	3.30%	7.94%	6.20%	14.68%
HSE South West	4.97%	1.29%	6.26%	1.79%	7.22%	5.15%	6.27%	7.33%	10.45%
Galway University	4.52%	0.85%	5.37%	1.15%	6.43%	4.57%	7.18%	6.09%	10.58%
Letterkenny University	6.38%	1.19%	7.57%	2.79%	8.54%	6.50%	5.79%	9.19%	10.22%
Mayo University	7.09%	0.89%	7.99%	4.48%	9.03%	7.17%	5.47%	5.51%	13.08%
Portiuncula University	6.69%	0.86%	7.55%	2.05%	8.52%	7.92%	5.38%	12.45%	9.49%
Roscommon University	6.85%	1.22%	8.06%	3.37%	7.89%	4.87%	4.13%	13.98%	9.65%
Sligo University	6.32%	1.18%	7.50%	2.49%	8.09%	7.47%	8.09%	9.53%	9.38%
HSE West & North West	5.80%	1.00%	6.80%	2.08%	7.73%	5.94%	6.55%	8.90%	10.51%

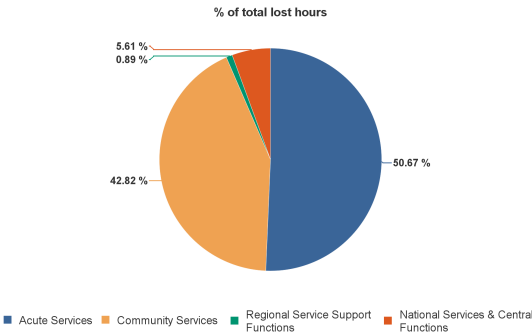
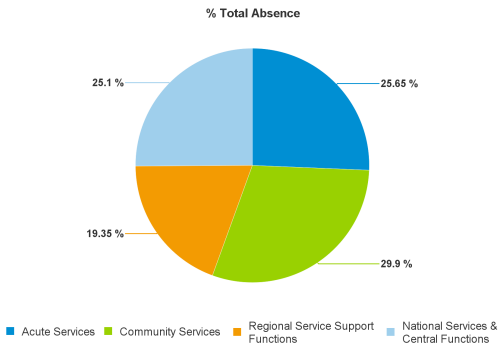
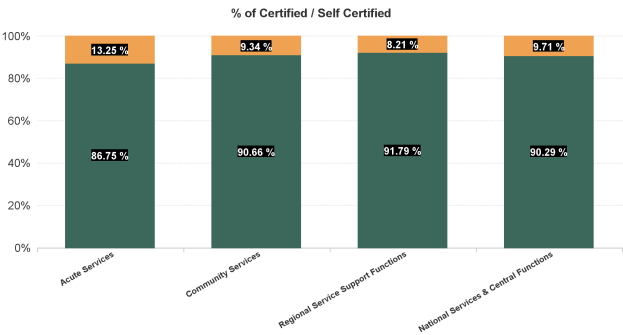
November 2025

Health Service Absence Rate - S38 Voluntary Agencies by Health Region : Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	4.56%	0.78%	5.34%	2.81%	5.67%	5.42%	3.84%	5.99%	5.42%
Cheeverstown House	4.76%	0.82%	5.59%		5.60%	7.12%	4.52%	0.47%	6.03%
Kare, Newbridge, Co Kildare	3.42%	0.87%	4.29%		4.03%	4.37%	3.74%	0.00%	4.36%
Muiriosa Foundation, Laois/Offaly	2.73%	1.10%	3.83%		1.45%	5.80%	0.30%	0.00%	3.53%
Muiriosa Foundation, Longford/Westmeath	4.67%	0.60%	5.27%		8.35%	5.30%	5.73%	0.80%	5.02%
Muiriosa Foundation, South Kildare	3.23%	0.80%	4.03%		7.34%	3.08%	3.27%	1.52%	4.10%
Our Lady's Hospice & Care, Dublin	4.93%	0.73%	5.66%	3.02%	6.52%	3.12%	2.79%	4.96%	7.73%
Peamount Hospital (Newcastle)	4.63%	1.04%	5.67%	3.07%	5.39%	12.24%	3.39%	8.54%	4.11%
Stewarts Care DAC	3.82%	0.54%	4.36%		4.32%	4.32%	2.53%	6.71%	4.35%
St. John of God Liffey Services	2.95%	0.61%	3.56%	4.72%	4.00%	2.67%	1.27%	5.27%	4.18%
HSE Dublin & Midlands	3.83%	0.73%	4.56%	3.10%	5.15%	4.54%	3.00%	5.34%	4.53%
Avista Dublin	4.21%	0.67%	4.88%	7.81%	4.92%	4.84%	2.41%	6.26%	5.17%
Central Remedial Clinic	4.79%	0.39%	5.17%	0.00%	16.33%	3.14%	1.94%	14.78%	7.24%
Incorporated Orthopaedic Hospital	5.63%	2.26%	7.88%	0.00%	6.13%	10.71%	7.47%	9.02%	10.71%
St Francis	4.30%	0.41%	4.71%	0.40%	4.67%	1.05%	2.23%	13.11%	8.26%
St. John of God, Drumcar	4.19%	0.76%	4.95%		6.57%	5.52%	0.26%	1.52%	4.28%
St. Michael's House, Dublin	5.61%	0.45%	6.06%	8.82%	4.41%	6.11%	3.91%	14.54%	6.58%
St. Vincent's, Fairview	3.11%	0.49%	3.60%	16.72%	1.62%	10.32%	5.98%	4.64%	5.67%
HSE Dublin & North East	4.80%	0.65%	5.45%	5.38%	4.98%	5.49%	3.10%	8.99%	5.82%
Aurora	7.57%	0.69%	8.26%		11.74%	3.60%	16.32%	0.00%	7.53%
Bros. of Charity, Waterford	5.18%	1.04%	6.22%		9.63%	9.91%	6.69%	0.00%	5.09%
Carriglea Cairde Services	3.94%	1.42%	5.36%		13.85%	9.23%	0.00%	9.56%	2.00%
Children's Sunshine Home	2.27%	0.13%	2.40%		0.00%	0.00%	0.00%	0.00%	8.49%
Dublin Dental Hospital	6.79%	0.85%	7.64%	1.21%	29.55%	0.00%	14.49%	1.24%	1.21%
Leopardstown Park Hospital	4.22%	1.22%	5.45%	0.00%	3.97%	0.40%	1.00%	7.50%	7.26%
Our Lady's Hospice & Care, Wicklow	6.98%	1.20%	8.19%	14.87%	10.90%	0.00%	0.00%		3.59%
Royal Hospital, Donnybrook, Dublin	3.93%	0.42%	4.35%	0.00%	3.24%	3.63%	16.15%	3.26%	4.43%
St John of God HQ	2.24%	0.26%	2.50%			53.38%	0.57%		
St. John of God (IDS)	3.50%	0.56%	4.06%	0.00%	6.16%	4.50%	0.92%	1.16%	3.74%
St. John of God (MHS)	2.32%	1.58%	3.90%	0.61%	3.70%	4.34%	8.29%	0.00%	1.68%
Sunbeam House Services	4.24%	0.70%	4.95%		4.02%	5.33%	3.16%	1.37%	5.30%
HSE Dublin & South East	4.50%	0.87%	5.37%	1.48%	6.57%	5.65%	6.06%	3.56%	5.07%
Avista Limerick	5.73%	0.19%	5.93%	0.00%	7.52%	5.70%	4.72%	3.67%	5.10%
Avista Roscrea	4.02%	0.50%	4.52%		2.87%	0.89%	7.19%	0.00%	5.28%
Bros. of Charity, Clare	5.42%	0.56%	5.99%	0.00%	0.00%	8.68%	1.97%		5.63%
Bros. of Charity, Limerick	6.44%	1.09%	7.54%		7.86%	7.02%	6.65%	1.76%	7.85%
Milford Care Centre	5.16%	0.73%	5.89%		7.02%	7.37%	3.52%	5.53%	5.17%
Milford Care Centre OP	8.84%	1.51%	10.34%		7.08%		0.00%	2.94%	14.47%
HSE Midwest	5.64%	0.65%	6.28%	0.00%	7.03%	6.54%	4.52%	3.90%	6.34%
Bros. of Charity, Southern	4.79%	0.62%	5.42%		6.98%	6.62%	1.68%	0.00%	5.16%
Cope Foundation	4.40%	1.32%	5.72%		4.80%	6.54%	0.61%	4.27%	6.37%
Cork Dental Hospital	1.79%	0.29%	2.08%	0.40%	0.00%	0.00%	1.96%	7.93%	2.39%
Marymount	6.09%	2.27%	8.36%	0.00%	6.76%	5.47%	3.64%	13.20%	17.26%
Marymount OP	4.19%	3.79%	7.98%	0.00%	8.62%				7.62%
St. John of God, Kerry	4.24%	0.67%	4.91%		7.54%	6.54%	6.16%	0.51%	4.06%
HSE South West	4.54%	1.25%	5.79%	0.22%	5.97%	6.41%	2.35%	7.46%	6.06%
Bros. of Charity, West Region	5.02%	0.64%	5.65%	2.47%	5.96%	5.50%	4.63%	3.84%	5.94%
Galway Hospice Foundation	5.07%	0.38%	5.45%	14.45%	5.00%	7.93%	2.44%	0.00%	7.35%
HSE West & North West	5.02%	0.61%	5.63%	10.23%	5.70%	5.66%	4.22%	3.18%	5.98%

Health Service Absence Rate - Health Region by Care Group : Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	5.27%	0.90%	6.17%	1.97%	6.82%	5.00%	5.52%	7.81%	8.14%
Acute Hospital Services	4.98%	1.12%	6.10%	1.46%	7.13%	5.35%	6.20%	6.85%	9.35%
Community Health & Wellbeing	3.55%	0.69%	4.25%			0.00%	3.37%		4.63%
Primary Care	5.71%	0.79%	6.50%	2.72%	7.03%	5.58%	5.96%	9.02%	8.82%
Disabilities	3.80%	0.72%	4.51%	3.11%	5.08%	4.46%	3.13%	5.38%	4.52%
Mental Health	5.21%	1.05%	6.26%	3.66%	6.20%	5.15%	4.92%	7.58%	9.96%
Older People	9.13%	1.36%	10.49%	0.00%	10.05%	7.93%	5.52%	10.22%	11.99%
Regional Support Functions	6.71%	0.37%	7.08%	0.00%	7.58%	9.79%	6.80%		0.00%
Regional EMT	4.03%	0.41%	4.44%	1.32%	1.12%	0.00%	5.99%		
HSE Dublin & Midlands	5.05%	1.02%	6.06%	1.66%	7.04%	5.14%	5.80%	7.09%	7.32%
Acute Hospital Services	4.31%	0.79%	5.10%	1.11%	5.48%	3.80%	5.81%	8.18%	7.65%
Community Health & Wellbeing	6.93%	0.78%	7.72%			0.00%	10.26%		6.52%
Primary Care	5.79%	0.73%	6.52%	4.47%	7.17%	5.55%	6.14%	10.48%	9.35%
Disabilities	5.65%	0.61%	6.26%	6.60%	6.41%	5.67%	4.03%	8.94%	6.94%
Mental Health	5.10%	1.00%	6.11%	3.85%	5.92%	5.48%	7.46%	6.60%	7.96%
Older People	7.36%	1.35%	8.71%	1.45%	7.86%	5.91%	7.49%	9.53%	10.23%
Regional Support Functions	2.85%	0.35%	3.20%		8.62%	3.16%	2.92%	0.00%	0.00%
Regional EMT	2.36%	0.25%	2.61%	12.17%	1.77%	1.20%	0.92%		
HSE Dublin & North East	4.91%	0.80%	5.71%	1.68%	5.90%	4.82%	5.64%	8.29%	7.82%
Acute Hospital Services	4.08%	0.74%	4.82%	1.77%	5.64%	2.74%	4.57%	7.79%	6.61%
Community Health & Wellbeing	3.63%	0.49%	4.12%			6.16%	1.52%		5.75%
Primary Care	6.28%	0.78%	7.07%	4.05%	8.32%	5.51%	9.08%	4.23%	6.81%
Disabilities	5.09%	0.88%	5.97%	0.00%	7.06%	6.76%	4.79%	1.86%	5.65%
Mental Health	5.34%	1.16%	6.50%	2.20%	7.22%	5.02%	6.83%	8.57%	6.68%
Older People	6.60%	1.03%	7.63%	0.00%	6.66%	3.74%	5.62%	9.61%	9.15%
Regional Support Functions	3.14%	0.48%	3.62%		1.04%	2.32%	4.26%	0.00%	
Regional EMT	4.08%	0.87%	4.95%	21.57%	8.58%	0.00%	2.32%		
HSE Dublin & South East	4.68%	0.82%	5.50%	2.02%	6.16%	4.09%	5.27%	7.79%	6.71%
Acute Hospital Services	5.86%	1.00%	6.87%	1.69%	7.27%	3.89%	7.57%	10.55%	8.89%
Community Health & Wellbeing	6.01%	0.79%	6.81%		0.00%	2.19%	9.25%		7.65%
Primary Care	6.24%	0.61%	6.85%	10.99%	7.16%	6.18%	5.49%	4.88%	8.94%
Disabilities	5.76%	0.65%	6.41%	0.00%	7.02%	6.83%	6.16%	2.98%	6.33%
Mental Health	5.14%	0.60%	5.74%	4.65%	5.37%	3.00%	7.28%	7.28%	10.53%
Older People	8.62%	1.03%	9.65%	0.98%	8.42%	12.19%	8.38%	6.81%	11.59%
Regional Support Functions	3.95%	0.40%	4.35%		0.78%	5.41%	4.03%	5.93%	
Regional EMT	2.81%	0.83%	3.64%	1.09%	0.00%	0.00%	5.22%		
HSE Midwest	6.02%	0.85%	6.87%	2.62%	7.11%	5.32%	6.82%	9.17%	8.01%
Acute Hospital Services	4.97%	1.29%	6.26%	1.79%	7.22%	5.15%	6.27%	7.33%	10.45%
Community Health & Wellbeing	3.18%	0.35%	3.53%		0.00%	0.00%	6.72%		0.83%
Primary Care	5.12%	0.80%	5.93%	2.05%	5.61%	6.89%	5.68%	11.84%	6.88%
Disabilities	4.80%	0.99%	5.79%	0.00%	6.04%	7.10%	2.30%	2.35%	6.06%
Mental Health	6.46%	0.64%	7.11%	4.55%	8.42%	4.77%	5.90%	7.01%	8.20%
Older People	7.74%	1.27%	9.01%	0.00%	9.14%	4.76%	6.70%	5.58%	10.40%
Regional Support Functions	4.73%	0.54%	5.27%	0.00%	0.00%	2.25%	6.05%		
Regional EMT	4.90%	2.23%	7.13%	16.45%	0.45%	0.00%	8.38%	0.00%	
HSE South West	5.37%	1.13%	6.51%	2.08%	7.30%	5.69%	5.91%	7.13%	8.27%
Acute Hospital Services	5.80%	1.00%	6.80%	2.08%	7.73%	5.94%	6.55%	8.90%	10.51%
Community Health & Wellbeing	5.83%	0.26%	6.09%		2.09%	0.00%	6.63%		6.54%
Primary Care	5.46%	0.57%	6.03%	4.85%	5.93%	6.05%	6.12%	4.83%	7.94%
Disabilities	6.83%	0.68%	7.51%	1.46%	7.88%	6.02%	7.24%	2.93%	8.20%
Mental Health	6.80%	0.62%	7.42%	2.79%	8.07%	5.22%	7.94%	10.64%	8.58%
Older People	9.36%	1.50%	10.86%	0.00%	11.56%	4.52%	5.66%	6.44%	12.56%
Regional Support Functions	3.94%	0.36%	4.29%	0.00%	4.87%	7.90%	3.76%		0.00%
Regional EMT	1.40%	0.30%	1.69%	0.00%	0.69%	1.43%	1.93%		
HSE West & North West	6.33%	0.90%	7.23%	2.35%	7.95%	5.90%	6.23%	8.08%	9.78%
National Services and Schemes	6.48%	1.03%	7.51%	0.00%	1.22%	3.95%	5.52%	8.40%	10.75%
HSE Centre	3.92%	0.45%	4.37%	2.25%	5.92%	5.74%	4.12%	6.18%	4.78%

November 2025

Health Service Absence Rate - by Care Group : Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	5.27%	0.90%	6.17%	1.97%	6.82%	5.00%	5.52%	7.81%	8.14%
Acute Hospital Services	4.85%	0.97%	5.82%	1.60%	6.61%	4.42%	5.94%	8.11%	8.78%
Acute Services	4.85%	0.97%	5.82%	1.60%	6.61%	4.42%	5.94%	8.11%	8.78%
Community Health & Wellbeing	5.01%	0.56%	5.57%		0.92%	1.84%	6.56%		5.48%
Primary Care	5.73%	0.72%	6.45%	4.20%	6.81%	5.92%	6.44%	7.93%	8.21%
Disabilities	5.19%	0.73%	5.92%	4.16%	6.47%	5.74%	4.41%	5.09%	6.13%
Mental Health	5.67%	0.87%	6.55%	3.50%	6.96%	4.91%	6.65%	8.13%	8.46%
Older People	8.10%	1.28%	9.37%	0.45%	9.03%	5.93%	6.24%	8.26%	11.05%
Community Services	5.93%	0.85%	6.78%	3.71%	7.25%	5.68%	5.88%	7.29%	7.63%
Regional Service Support Functions	3.92%	0.48%	4.39%	8.54%	3.62%	4.54%	4.35%	5.08%	0.00%
National Services & Central Functions	4.99%	0.71%	5.70%	1.95%	5.89%	4.20%	4.42%	5.99%	10.68%



Health Region Trend

Year / Month	Certified absence	Self Certified Absence	Total absence rate	HSE Dublin & Midlands	HSE Dublin & North East	HSE Dublin & South East	HSE Midwest	HSE South West	HSE West & North West	National Services and Schemes	HSE Centre
Nov 2025	5.27%	0.90%	6.17%	6.06%	5.71%	5.50%	6.87%	6.51%	7.23%	7.51%	4.37%
Oct 2025	5.37%	0.99%	6.36%	6.28%	5.71%	6.04%	6.87%	6.64%	7.37%	7.96%	4.63%
Sep 2025	5.30%	1.14%	6.44%	6.33%	5.87%	6.06%	7.29%	6.63%	7.44%	8.10%	4.54%
Aug 2025	5.34%	1.11%	6.45%	6.19%	5.61%	6.05%	7.53%	6.60%	7.77%	8.54%	4.76%
Jul 2025	5.29%	0.99%	6.28%	6.02%	5.53%	5.93%	7.13%	6.66%	7.52%	8.19%	4.36%
Jun 2025	5.29%	0.96%	6.25%	6.12%	5.56%	5.79%	6.91%	6.55%	7.49%	7.69%	4.48%
May 2025	5.03%	0.78%	5.81%	5.79%	5.23%	5.45%	6.36%	6.02%	6.68%	7.43%	4.16%
Apr 2025	5.13%	0.79%	5.92%	5.87%	5.08%	5.57%	6.76%	6.26%	6.97%	7.29%	4.19%
Mar 2025	5.27%	0.80%	6.07%	6.11%	5.34%	5.81%	6.35%	6.36%	7.13%	7.13%	4.32%
Feb 2025	5.31%	0.83%	6.14%	6.01%	5.59%	5.98%	6.77%	6.30%	7.11%	6.87%	4.36%
Jan 2025	5.98%	0.92%	6.89%	6.61%	6.36%	6.59%	7.88%	7.11%	8.18%	7.52%	4.60%
2025	5.33%	0.93%	6.26%	6.13%	5.61%	5.89%	6.98%	6.51%	7.35%	7.66%	4.43%
Dec 2024	5.94%	1.07%	7.01%	6.84%	6.42%	6.54%	8.01%	6.88%	8.38%	8.59%	4.91%
Nov 2024	5.18%	0.90%	6.07%	6.10%	5.59%	5.73%	6.96%	6.14%	6.99%	6.62%	4.10%
Oct 2024	5.16%	0.99%	6.15%	6.14%	5.50%	5.72%	7.26%	6.30%	7.18%	6.53%	4.35%
Sep 2024	4.98%	1.19%	6.18%	6.20%	5.59%	5.82%	7.13%	6.30%	7.22%	6.82%	3.98%
Aug 2024	5.11%	1.19%	6.30%	6.08%	5.60%	5.93%	7.37%	6.55%	7.65%	7.29%	4.00%
Jul 2024	5.18%	1.53%	6.71%	6.64%	5.97%	6.35%	7.69%	7.10%	8.00%	7.60%	4.04%
Jun 2024	5.08%	1.36%	6.44%	6.36%	6.01%	6.13%	7.31%	6.63%	7.25%	7.78%	3.94%
May 2024	4.85%	0.91%	5.76%	5.76%	5.21%	5.72%	6.65%	6.10%	6.24%	7.20%	3.42%
Apr 2024	4.78%	0.83%	5.62%	5.63%	5.11%	5.57%	6.59%	5.83%	6.14%	6.51%	3.33%
2024	5.14%	1.10%	6.24%	6.20%	5.66%	5.94%	7.21%	6.42%	7.21%	7.20%	3.99%

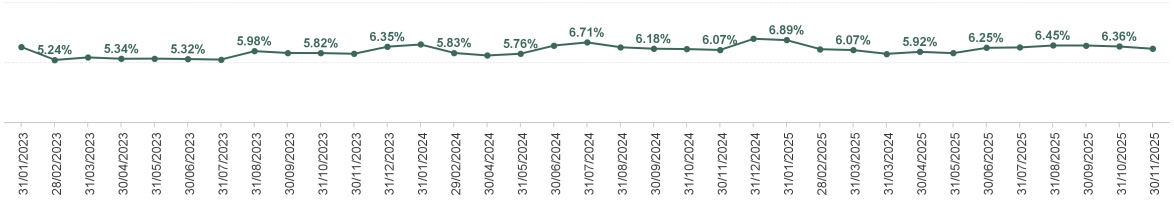
Staff Category Trend

Year / Month	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Nov 2025	5.27%	0.90%	6.17%	1.97%	6.82%	5.00%	5.52%	7.81%	8.14%
Oct 2025	5.37%	0.99%	6.36%	1.90%	6.92%	5.25%	5.87%	8.09%	8.56%
Sep 2025	5.30%	1.14%	6.44%	1.86%	7.25%	5.20%	5.90%	8.13%	8.57%
Aug 2025	5.34%	1.11%	6.45%	1.71%	7.01%	5.32%	6.04%	7.94%	8.65%
Jul 2025	5.29%	0.99%	6.28%	1.54%	6.87%	5.18%	5.51%	8.36%	8.60%
Jun 2025	5.29%	0.96%	6.25%	1.99%	6.63%	5.17%	5.64%	8.19%	8.40%
May 2025	5.03%	0.78%	5.81%	1.83%	6.28%	4.70%	5.10%	7.69%	7.83%
Apr 2025	5.13%	0.79%	5.92%	1.77%	6.50%	4.78%	5.23%	7.84%	7.87%
Mar 2025	5.27%	0.80%	6.07%	1.86%	6.66%	4.89%	5.37%	7.83%	8.07%
Feb 2025	5.31%	0.83%	6.14%	2.03%	6.87%	4.99%	5.37%	7.90%	7.93%
Jan 2025	5.98%	0.92%	6.89%	1.95%	7.53%	5.55%	6.10%	9.19%	9.35%
2025	5.33%	0.93%	6.26%	1.85%	6.85%	5.10%	5.61%	8.10%	8.36%
Dec 2024	5.94%	1.07%	7.01%	2.12%	7.63%	5.91%	6.37%	8.94%	9.09%
Nov 2024	5.18%	0.90%	6.07%	2.01%	6.63%	4.88%	5.39%	8.02%	8.05%
Oct 2024	5.16%	0.99%	6.15%	1.92%	6.65%	4.99%	5.53%	7.95%	8.34%
Sep 2024	4.98%	1.19%	6.18%	1.87%	6.86%	5.10%	5.38%	8.21%	8.07%
Aug 2024	5.11%	1.19%	6.30%	1.84%	6.85%	5.26%	5.62%	8.27%	8.41%
Jul 2024	5.18%	1.53%	6.71%	1.65%	7.31%	5.60%	5.93%	8.68%	9.21%
Jun 2024	5.08%	1.36%	6.44%	1.98%	6.93%	5.25%	5.52%	8.35%	8.58%
May 2024	4.85%	0.91%	5.76%	1.71%	6.36%	4.59%	4.83%	7.58%	7.78%
Apr 2024	4.78%	0.83%	5.62%	1.61%	6.18%	4.62%	4.64%	7.42%	7.62%
Mar 2024	4.89%	0.86%	5.75%	1.73%	6.36%	4.62%	4.91%	7.46%	7.58%
Feb 2024	4.86%	0.96%	5.83%	1.70%	6.42%	4.77%	5.04%	7.39%	7.77%
Jan 2024	5.15%	1.38%	6.53%	1.62%	7.25%	5.50%	5.85%	8.32%	8.55%
2024	5.10%	1.10%	6.19%	1.81%	6.79%	5.09%	5.41%	8.05%	8.25%
Dec 2023	4.91%	1.44%	6.35%	1.65%	7.05%	5.59%	5.55%	7.48%	8.25%
Nov 2023	4.66%	1.09%	5.76%	1.58%	6.47%	4.73%	4.86%	7.35%	7.76%
Oct 2023	4.58%	1.24%	5.82%	1.62%	6.54%	4.72%	5.00%	7.76%	7.54%
Sep 2023	4.49%	1.34%	5.82%	1.54%	6.66%	4.79%	4.83%	7.34%	7.73%
Aug 2023	4.62%	1.36%	5.98%	1.49%	6.78%	4.81%	4.88%	7.66%	8.09%
Jul 2023	4.33%	0.94%	5.28%	1.35%	6.07%	4.12%	4.18%	6.94%	7.05%
Jun 2023	4.45%	0.87%	5.32%	1.55%	6.04%	4.14%	4.30%	6.84%	7.00%
May 2023	4.36%	1.00%	5.36%	1.47%	6.20%	4.33%	4.25%	6.66%	7.09%
Apr 2023	4.29%	1.05%	5.34%	1.49%	6.21%	4.09%	4.25%	6.53%	7.07%
Mar 2023	4.30%	1.16%	5.46%	1.67%	6.02%	4.49%	4.57%	7.12%	7.28%
Feb 2023	4.21%	1.03%	5.24%	1.41%	5.99%	4.05%	4.43%	6.78%	6.79%
Jan 2023	4.85%	1.48%	6.33%	1.51%	7.33%	4.97%	5.21%	8.07%	8.17%
2023	4.51%	1.17%	5.68%	1.53%	6.45%	4.57%	4.70%	7.22%	7.49%
Dec 2022	5.20%	2.10%	7.30%	2.05%	8.33%	6.01%	6.30%	8.81%	9.15%
Nov 2022	4.40%	1.44%	5.83%	1.75%	6.61%	4.48%	4.88%	7.55%	7.74%
Oct 2022	4.52%	1.45%	5.97%	1.82%	6.60%	4.75%	4.85%	7.70%	7.92%
Sep 2022	4.45%	1.31%	5.75%	1.58%	6.63%	4.30%	4.38%	7.59%	7.82%
Aug 2022	4.49%	1.35%	5.84%	1.70%	6.61%	4.50%	4.54%	7.56%	7.94%
Jul 2022	4.59%	2.48%	7.07%	1.99%	7.95%	5.58%	5.54%	8.76%	9.52%
Jun 2022	4.38%	2.53%	6.91%	2.12%	8.02%	5.71%	5.57%	8.72%	8.52%
May 2022	4.14%	1.63%	5.77%	1.69%	6.61%	4.37%	4.50%	7.25%	7.87%
Apr 2022	4.36%	3.10%	7.46%	2.28%	8.73%	5.97%	5.66%	9.20%	9.64%
Mar 2022	4.34%	5.34%	9.68%	3.45%	11.70%	8.60%	7.95%	10.26%	11.35%
Feb 2022	4.01%	3.76%	7.78%	2.71%	9.37%	6.80%	5.96%	9.18%	9.24%
Jan 2022	3.94%	5.83%	9.77%	3.11%	11.35%	8.17%	7.93%	12.13%	11.91%
2022	4.40%	2.70%	7.10%	2.18%	8.21%	5.76%	5.67%	8.72%	9.06%

Care Group Trend

Year / Month	Certified absence	Self Certified Absence	Total absence rate	Acute Hospital Services	Acute Services	Community Health & Wellbeing	Primary Care	Disabilities	Mental Health	Older People	Community Services	Regional Service Support Functions	National Services & Central Functions
Nov 2025	5.27%	0.90%	6.17%	5.82%	5.82%	5.57%	6.45%	5.92%	6.55%	9.37%	6.78%	4.39%	5.70%
Oct 2025	5.37%	0.99%	6.36%	5.95%	5.95%	6.41%	6.58%	6.24%	6.66%	9.79%	7.05%	5.11%	6.00%
Sep 2025	5.30%	1.14%	6.44%	6.10%	6.10%	5.26%	6.62%	6.10%	6.97%	9.85%	7.06%	4.70%	5.96%
Aug 2025	5.34%	1.11%	6.45%	5.95%	5.95%	6.69%	7.05%	6.19%	7.24%	9.71%	7.23%	4.51%	6.27%
Jul 2025	5.29%	0.99%	6.28%	5.82%	5.82%	4.77%	6.58%	6.31%	6.64%	9.83%	7.07%	4.36%	5.84%
Jun 2025	5.29%	0.96%	6.25%	5.88%	5.88%	4.34%	6.68%	6.13%	6.41%	9.45%	6.90%	4.75%	5.70%
May 2025	5.03%	0.78%	5.81%	5.43%	5.43%	5.87%	6.08%	5.93%	5.95%	8.57%	6.44%	3.88%	5.40%
Apr 2025	5.13%	0.79%	5.92%	5.53%	5.53%	6.33%	6.28%	5.82%	6.26%	9.02%	6.60%	4.45%	5.39%
Mar 2025	5.27%	0.80%	6.07%	5.74%	5.74%	6.07%	6.52%	5.97%	6.09%	8.91%	6.65%	4.78%	5.45%
Feb 2025	5.31%	0.83%	6.14%	5.90%	5.90%	4.18%	6.57%	5.82%	6.47%	8.85%	6.65%	4.49%	5.36%
Jan 2025	5.98%	0.92%	6.89%	6.50%	6.50%	5.50%	7.32%	6.96%	7.20%	10.27%	7.70%	5.01%	5.75%
2025	5.33%	0.93%	6.26%	5.88%	5.88%	5.53%	6.61%	6.13%	6.59%	9.43%	6.92%	4.60%	5.71%
Dec 2024	5.94%	1.07%	7.01%	6.70%	6.70%	5.74%	7.59%	6.41%	7.41%	10.29%	7.59%	5.05%	6.42%
Nov 2024	5.18%	0.90%	6.07%	5.78%	5.78%	5.10%	6.38%	5.87%	6.74%	8.93%	6.72%	4.15%	5.03%
Oct 2024	5.16%	0.99%	6.15%	5.77%	5.77%	4.89%	6.30%	6.34%	6.88%	9.02%	6.93%	3.84%	5.11%
Sep 2024	4.98%	1.19%	6.18%	5.92%	5.92%	6.18%	6.17%	5.95%	6.66%	9.47%	6.80%	3.94%	5.02%
Aug 2024	5.11%	1.19%	6.30%	5.90%	5.90%	6.49%	6.75%	6.16%	6.89%	9.49%	7.10%	4.54%	5.35%
Jul 2024	5.18%	1.53%	6.71%	6.25%	6.25%	7.18%	7.17%	6.88%	7.40%	10.12%	7.66%	4.41%	5.36%
Jun 2024	5.08%	1.36%	6.44%	6.16%	6.16%	6.29%	6.72%	6.37%	6.62%	9.28%	7.05%	4.32%	5.45%
May 2024	4.85%	0.91%	5.76%	5.40%	5.40%	7.82%	6.17%	5.97%	5.92%	8.54%	6.49%	3.73%	4.85%
Apr 2024	4.78%	0.83%	5.62%	5.27%	5.27%	5.49%	5.82%	5.85%	5.89%	8.49%	6.34%	3.56%	4.58%
Mar 2024	4.89%	0.86%	5.75%	5.41%	5.41%	5.32%	6.04%	5.84%	5.96%	8.43%	6.39%	3.99%	4.88%
Feb 2024	4.86%	0.96%	5.83%	5.46%	5.46%	5.70%	6.16%	6.06%	5.95%	8.41%	6.49%	4.59%	4.89%
Jan 2024	5.15%	1.38%	6.53%	6.21%	6.21%	6.74%	6.65%	6.63%	6.61%	9.64%	7.20%	5.20%	5.45%
2024	5.10%	1.10%	6.19%	5.85%	5.85%	6.08%	6.48%	6.19%	6.57%	9.18%	6.89%	4.22%	5.19%
Dec 2023	4.91%	1.44%	6.35%	5.93%	5.93%	8.37%	6.60%	6.34%	6.80%	9.09%	7.03%	5.81%	5.84%
Nov 2023	4.66%	1.09%	5.76%	5.40%	5.40%	4.00%	5.45%	6.12%	6.11%	8.54%	6.41%	5.13%	4.91%
Oct 2023	4.58%	1.24%	5.82%	5.57%	5.57%	4.80%	5.44%	6.17%	6.01%	7.96%	6.31%	4.83%	4.94%
Sep 2023	4.49%	1.34%	5.82%	5.56%	5.56%	5.10%	5.51%	6.40%	5.60%	8.21%	6.38%	4.92%	4.80%
Aug 2023	4.62%	1.36%	5.98%	5.64%	5.64%	5.09%	5.56%	6.62%	5.60%	8.66%	6.56%	4.41%	5.37%
Jul 2023	4.33%	0.94%	5.28%	5.11%	5.11%	4.17%	4.99%	5.62%	5.04%	7.35%	5.69%	3.84%	4.28%
Jun 2023	4.45%	0.87%	5.32%	5.09%	5.09%	4.41%	4.86%	5.82%	5.06%	7.44%	5.76%	3.43%	4.39%
May 2023	4.36%	1.00%	5.36%	5.17%	5.17%	4.40%	4.94%	5.87%	4.98%	7.59%	5.80%	3.35%	4.33%
Apr 2023	4.29%	1.05%	5.34%	5.10%	5.10%	4.15%	5.00%	5.85%	5.10%	7.37%	5.80%	3.83%	4.55%
Mar 2023	4.30%	1.16%	5.46%	5.25%	5.25%	3.63%	5.02%	6.00%	5.23%	7.41%	5.88%	3.52%	4.67%
Feb 2023	4.21%	1.03%	5.24%	4.97%	4.97%	4.93%	5.21%	5.36%	5.11%	7.59%	5.69%	3.79%	4.72%
Jan 2023	4.85%	1.48%	6.33%	6.01%	6.01%	4.07%	6.18%	6.67%	6.42%	9.14%	6.97%	5.48%	5.11%
2023	4.51%	1.17%	5.68%	5.41%	5.41%	4.68%	5.39%	6.07%	5.59%	8.03%	6.19%	4.38%	4.82%
Dec 2022	5.20%	2.10%	7.30%	7.22%	7.22%	6.40%	6.65%	7.30%	7.09%	9.35%	7.53%	6.74%	6.42%
Nov 2022	4.40%	1.44%	5.83%	5.69%	5.69%	2.99%	5.47%	5.95%	5.59%	8.13%	6.17%	4.76%	4.99%
Oct 2022	4.52%	1.45%	5.97%	5.74%	5.74%	4.10%	5.67%	6.33%	5.87%	8.03%	6.41%	5.08%	5.09%
Sep 2022	4.45%	1.31%	5.75%	5.58%	5.58%	3.24%	5.11%	6.37%	5.80%	7.55%	6.19%	3.76%	4.55%
Aug 2022	4.49%	1.35%	5.84%	5.55%	5.55%	3.87%	5.62%	6.36%	5.93%	7.83%	6.37%	4.96%	4.90%
Jul 2022	4.59%	2.48%	7.07%	6.72%	6.72%	5.50%	6.78%	7.71%	7.34%	9.05%	7.69%	5.25%	6.24%
Jun 2022	4.38%	2.53%	6.91%	6.93%	6.93%	7.21%	6.07%	7.15%	6.81%	8.64%	7.12%	4.63%	5.56%
May 2022	4.14%	1.63%	5.77%	5.68%	5.68%	4.64%	5.08%	6.22%	5.44%	7.55%	6.05%	4.16%	4.81%
Apr 2022	4.36%	3.10%	7.46%	7.27%	7.27%	6.32%	6.54%	8.31%	7.17%	9.90%	7.98%	4.04%	5.90%
Mar 2022	4.34%	5.34%	9.68%	9.89%	9.89%	9.18%	9.20%	9.98%	9.20%	11.30%	9.89%	5.02%	6.91%
Feb 2022	4.01%	3.76%	7.78%	8.05%	8.05%	6.51%	6.81%	7.75%	6.92%	9.95%	7.76%		5.67%
Jan 2022	3.94%	5.83%	9.77%	9.97%	9.97%	6.26%	8.35%	9.99%	9.56%	12.38%	9.98%		6.86%
2022	4.46%	3.76%	7.46%	7.69%	7.69%	6.34%	6.46%	7.44%	6.98%	8.49%	7.49%	4.69%	5.57%

Total Absence Rate



November 2025

Maternity Leave Absence Rate - Health Region & IHA : Nov 2025	Maternity Leave Paid	Maternity Leave Unpaid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	2.20%	0.43%	2.63%	2.62%	3.90%	3.95%	1.44%	0.60%	1.20%
Dublin South City and West	2.77%	0.07%	2.84%	3.32%	3.99%	4.05%	2.03%	0.93%	0.62%
Dublin South West	2.62%	0.08%	2.70%	2.47%	3.60%	3.89%	2.32%	0.00%	1.27%
Kildare West Wicklow	2.21%	0.57%	2.78%	3.14%	3.68%	4.70%	1.31%	0.00%	1.57%
Midlands	2.28%	0.52%	2.80%	2.11%	3.93%	5.49%	1.23%	0.47%	1.08%
Regional EMT	1.93%	0.00%	1.93%	0.00%	0.00%	0.00%	2.77%		
Regional Support Functions	0.42%	0.55%	0.96%	0.00%	0.00%	0.00%	1.17%		0.00%
HSE Dublin & Midlands	2.57%	0.22%	2.79%	2.95%	3.87%	4.40%	1.84%	0.64%	0.97%
Cavan Monaghan	2.69%	0.83%	3.51%	3.24%	4.21%	8.90%	2.01%	0.64%	0.95%
Dublin North City and West	2.40%	0.17%	2.57%	2.93%	3.56%	3.18%	1.69%	0.23%	1.09%
Dublin North County	1.71%	0.26%	1.97%	2.56%	2.49%	2.85%	1.32%	0.19%	0.82%
Louth Meath	1.98%	0.41%	2.39%	2.78%	3.27%	4.36%	1.46%	0.66%	0.37%
Regional EMT	7.04%	0.98%	8.02%	10.85%	18.88%	0.00%	4.98%		
Regional Support Functions	1.03%	0.09%	1.12%		0.00%	0.00%	1.28%	0.00%	0.00%
HSE Dublin & North East	2.20%	0.31%	2.51%	2.84%	3.36%	3.78%	1.60%	0.33%	0.85%
Carlow Kilkenny and Tipperary South	2.90%	0.69%	3.58%	3.47%	4.83%	6.90%	1.29%	1.32%	1.38%
Dublin South and Wicklow	1.60%	0.12%	1.72%	1.99%	2.69%	1.58%	0.80%	0.16%	1.50%
Waterford Wexford	2.26%	0.65%	2.91%	2.02%	4.26%	4.38%	1.25%	0.47%	2.07%
Regional EMT	1.71%	0.00%	1.71%	0.00%	0.00%	0.00%	2.50%		
Regional Support Functions	2.55%	0.00%	2.55%		3.80%	0.00%	2.73%	0.00%	
HSE Dublin & South East	2.07%	0.38%	2.45%	2.30%	3.66%	3.02%	1.11%	0.52%	1.67%
Clare and Limerick County	1.94%	0.48%	2.42%	5.10%	2.88%	4.35%	1.16%	1.27%	1.30%
Limerick City and Tipperary North	2.22%	0.57%	2.79%	2.06%	4.05%	4.24%	2.04%	1.15%	1.18%
Regional EMT	5.03%	0.00%	5.03%	0.00%	16.88%	0.00%	3.66%		
Regional Support Functions	1.49%	0.13%	1.62%		13.46%	0.00%	1.47%	0.00%	
HSE Midwest	2.11%	0.53%	2.64%	2.63%	3.69%	4.26%	1.74%	1.14%	1.25%
Cork North and East	2.34%	0.57%	2.91%	3.86%	3.97%	4.11%	1.08%	1.46%	0.92%
Cork South and West	2.42%	0.63%	3.05%	2.57%	4.34%	5.71%	0.75%	0.77%	1.50%
Kerry	2.02%	0.76%	2.78%	1.90%	4.34%	4.32%	1.50%	1.09%	0.75%
Regional EMT	1.71%	1.71%	3.42%	0.00%	0.00%	25.81%	0.00%	0.00%	
Regional Support Functions	2.29%	0.00%	2.29%	0.00%	0.00%	0.00%	2.72%		
HSE South West	2.33%	0.64%	2.97%	2.76%	4.25%	5.15%	1.09%	0.93%	1.25%
Donegal	2.21%	0.55%	2.76%	2.81%	4.22%	4.82%	0.76%	0.97%	1.32%
Galway Roscommon	2.41%	0.74%	3.15%	1.65%	5.31%	4.70%	1.11%	0.16%	1.45%
Mayo	2.43%	0.68%	3.11%	2.82%	4.00%	6.13%	1.45%	0.00%	1.25%
Sligo Leitrim	2.15%	0.74%	2.89%	1.88%	4.57%	4.70%	1.63%	0.50%	1.55%
Regional EMT	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Regional Support Functions	0.00%	1.46%	1.46%	0.00%	2.29%	2.74%	1.18%		0.00%
HSE West & North West	2.28%	0.70%	2.98%	2.00%	4.73%	4.88%	1.15%	0.43%	1.41%
National Services and Schemes	0.95%	0.21%	1.16%	0.00%	0.00%	0.70%	2.03%	0.00%	1.06%
HSE Centre	1.03%	0.55%	1.58%	3.82%	3.05%	3.78%	1.34%	0.00%	0.00%

*Total maternity includes paid and unpaid maternity for statutory services along with paid maternity only for section 38 services.
Further developments in 2026 will include section 38 agencies unpaid maternity also.

November 2025

Maternity Leave Absence Rate - by Health Region : Nov 2025	Maternity Leave Paid	Maternity Leave Unpaid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	2.20%	0.43%	2.63%	2.62%	3.90%	3.95%	1.44%	0.60%	1.20%
HSE Dublin & Midlands	2.57%	0.22%	2.79%	2.95%	3.87%	4.40%	1.84%	0.64%	0.97%
HSE Dublin & North East	2.20%	0.31%	2.51%	2.84%	3.36%	3.78%	1.60%	0.33%	0.85%
HSE Dublin & South East	2.07%	0.38%	2.45%	2.30%	3.66%	3.02%	1.11%	0.52%	1.67%
HSE Midwest	2.11%	0.53%	2.64%	2.63%	3.69%	4.26%	1.74%	1.14%	1.25%
HSE South West	2.33%	0.64%	2.97%	2.76%	4.25%	5.15%	1.09%	0.93%	1.25%
HSE West & North West	2.28%	0.70%	2.98%	2.00%	4.73%	4.88%	1.15%	0.43%	1.41%
National Services and Schemes	0.95%	0.21%	1.16%	0.00%	0.00%	0.70%	2.03%	0.00%	1.06%
HSE Centre	1.03%	0.55%	1.58%	3.82%	3.05%	3.78%	1.34%	0.00%	0.00%

Maternity Leave Absence Rate - Health Region by Care Group : Nov 2025	Maternity Leave Paid	Maternity Leave Unpaid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	2.20%	0.43%	2.63%	2.62%	3.90%	3.95%	1.44%	0.60%	1.20%
Acute Hospital Services	3.18%	0.13%	3.31%	2.69%	4.45%	4.79%	2.27%	0.43%	1.43%
Community Health & Wellbeing	5.34%	1.78%	7.12%			0.00%	0.00%		9.60%
Primary Care	2.13%	0.81%	2.94%	3.94%	3.42%	5.60%	0.92%	0.00%	0.30%
Disabilities	1.60%	0.08%	1.69%	0.00%	2.29%	3.36%	1.16%	2.35%	0.76%
Mental Health	1.78%	0.94%	2.72%	6.28%	2.79%	4.00%	0.00%	0.00%	0.49%
Older People	0.67%	0.10%	0.77%	0.00%	0.85%	4.67%	0.77%	0.00%	0.61%
Regional Support Functions	0.42%	0.55%	0.96%	0.00%	0.00%	0.00%	1.17%		0.00%
Regional EMT	1.93%	0.00%	1.93%	0.00%	0.00%	0.00%	2.77%		
HSE Dublin & Midlands	2.57%	0.22%	2.79%	2.95%	3.87%	4.40%	1.84%	0.64%	0.97%
Acute Hospital Services	2.45%	0.22%	2.66%	2.41%	3.66%	3.77%	1.75%	0.37%	1.00%
Community Health & Wellbeing	5.18%	0.00%	5.18%			0.00%	0.00%		8.73%
Primary Care	2.54%	0.98%	3.52%	6.02%	4.25%	4.77%	1.29%	0.00%	1.21%
Disabilities	1.65%	0.16%	1.81%	0.00%	2.17%	3.30%	1.05%	0.18%	0.66%
Mental Health	1.86%	0.64%	2.50%	4.13%	2.99%	3.13%	1.09%	0.00%	1.01%
Older People	1.25%	0.23%	1.48%	1.79%	1.79%	7.65%	3.31%	0.58%	0.17%
Regional Support Functions	1.03%	0.09%	1.12%		0.00%		1.28%	0.00%	0.00%
Regional EMT	7.04%	0.98%	8.02%	10.85%	18.88%	0.00%	4.98%		
HSE Dublin & North East	2.20%	0.31%	2.51%	2.84%	3.36%	3.78%	1.60%	0.33%	0.85%
Acute Hospital Services	1.97%	0.38%	2.35%	2.11%	3.77%	2.15%	1.06%	0.68%	1.18%
Community Health & Wellbeing	3.71%	1.39%	5.10%			0.00%	0.00%		8.74%
Primary Care	3.20%	1.21%	4.41%	4.65%	6.15%	6.59%	0.48%	0.00%	2.37%
Disabilities	2.04%	0.13%	2.16%	0.00%	1.59%	2.71%	1.50%	0.00%	2.28%
Mental Health	2.16%	0.24%	2.40%	1.95%	3.30%	3.02%	1.64%	0.00%	1.09%
Older People	1.42%	0.20%	1.62%	0.00%	2.54%	5.91%	0.00%	0.00%	0.88%
Regional Support Functions	2.55%	0.00%	2.55%		3.80%	0.00%	2.73%	0.00%	
Regional EMT	1.71%	0.00%	1.71%	0.00%	0.00%	0.00%	2.50%		
HSE Dublin & South East	2.07%	0.38%	2.45%	2.30%	3.66%	3.02%	1.11%	0.52%	1.67%
Acute Hospital Services	2.34%	0.64%	2.98%	2.13%	4.22%	4.34%	2.40%	1.42%	0.79%
Community Health & Wellbeing	2.60%	0.00%	2.60%		0.00%	0.00%	0.00%		5.77%
Primary Care	3.04%	1.28%	4.32%	8.89%	3.73%	8.54%	0.89%	0.00%	0.00%
Disabilities	1.77%	0.00%	1.77%	0.00%	2.55%	2.26%	0.65%	0.00%	1.61%
Mental Health	1.08%	0.34%	1.41%	1.57%	1.47%	1.78%	1.36%	0.00%	1.14%
Older People	1.27%	0.54%	1.82%	0.00%	3.45%	2.16%	0.00%	1.28%	0.80%
Regional Support Functions	1.49%	0.13%	1.62%		13.46%	0.00%	1.47%	0.00%	
Regional EMT	5.03%	0.00%	5.03%	0.00%	16.88%	0.00%	3.66%		
HSE Midwest	2.11%	0.53%	2.64%	2.63%	3.69%	4.26%	1.74%	1.14%	1.25%
Acute Hospital Services	2.50%	0.68%	3.18%	2.16%	4.75%	5.32%	0.56%	0.91%	1.32%
Community Health & Wellbeing	1.20%	0.00%	1.20%		15.29%	0.00%	0.00%		0.00%
Primary Care	3.16%	1.13%	4.29%	7.49%	4.84%	6.49%	1.68%	0.00%	0.00%
Disabilities	1.87%	0.08%	1.94%	0.00%	1.36%	4.13%	1.40%	1.57%	1.63%
Mental Health	1.82%	1.07%	2.89%	3.30%	3.46%	3.77%	1.58%	0.00%	0.60%
Older People	1.63%	0.32%	1.95%	0.00%	3.28%	2.29%	1.77%	1.82%	0.97%
Regional Support Functions	2.29%	0.00%	2.29%	0.00%	0.00%	0.00%	2.72%		
Regional EMT	1.71%	1.71%	3.42%	0.00%	0.00%	25.81%	0.00%	0.00%	
HSE South West	2.33%	0.64%	2.97%	2.76%	4.25%	5.15%	1.09%	0.93%	1.25%
Acute Hospital Services	2.51%	0.85%	3.36%	1.74%	5.16%	5.23%	1.46%	0.55%	1.82%
Community Health & Wellbeing	3.25%	0.00%	3.25%		0.00%	0.00%	0.00%		6.88%
Primary Care	2.87%	0.80%	3.67%	5.37%	4.68%	6.12%	0.85%	0.00%	0.71%
Disabilities	1.77%	0.14%	1.91%	0.00%	3.18%	3.23%	0.18%	0.00%	1.38%
Mental Health	2.44%	0.80%	3.24%	1.11%	5.09%	3.88%	0.99%	0.81%	0.35%
Older People	1.51%	0.51%	2.02%	0.00%	3.11%	7.56%	1.86%	0.00%	1.26%
Regional Support Functions	0.00%	1.46%	1.46%	0.00%	2.29%	2.74%	1.18%		0.00%
Regional EMT	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%		
HSE West & North West	2.28%	0.70%	2.98%	2.00%	4.73%	4.88%	1.15%	0.43%	1.41%
National Services and Schemes	0.95%	0.21%	1.16%	0.00%	0.00%	0.70%	2.03%	0.00%	1.06%
HSE Centre	1.03%	0.55%	1.58%	3.82%	3.05%	3.78%	1.34%	0.00%	0.00%

*Total maternity includes paid and unpaid maternity for statutory services along with paid maternity only for section 38 services.
Further developments in 2026 will include section 38 agencies unpaid maternity also.

November 2025

Maternity Absence Rate - Acute Hospitals by Health Region : Nov 2025	Maternity Leave Paid	Maternity Leave Unpaid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	2.54%	0.42%	2.95%	2.26%	4.29%	4.09%	1.61%	0.68%	1.30%
CHI at Connolly	1.99%	0.00%	1.99%	1.37%	2.22%	0.00%	4.18%	0.00%	0.00%
CHI at Crumlin	3.84%	0.00%	3.84%	3.50%	4.49%	5.67%	2.75%	0.00%	2.09%
CHI at Tallaght	3.75%	0.00%	3.75%	4.86%	2.93%	7.62%	3.86%	0.00%	0.00%
CHI at Temple Street	4.20%	0.00%	4.20%	3.44%	5.99%	6.43%	0.49%	0.00%	3.31%
CHI Corporate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
CHI Programme	3.99%	0.00%	3.99%	0.00%	0.00%	3.99%	4.74%	0.00%	
Coombe Women & Infants University Hospital	2.34%	0.00%	2.34%	0.00%	3.04%	4.78%	2.02%	1.27%	1.97%
MRH Mullingar	2.19%	0.45%	2.64%	2.30%	3.52%	3.45%	1.47%	2.53%	1.47%
MRH Portlaoise	3.15%	0.74%	3.88%	1.55%	6.66%	6.05%	1.91%	0.00%	1.17%
MRH Tullamore	2.96%	0.51%	3.47%	1.66%	5.47%	5.66%	2.28%	0.00%	0.43%
Naas General	2.79%	0.70%	3.49%	2.46%	4.81%	3.52%	3.63%	0.00%	2.48%
St. James's	3.09%	0.00%	3.09%	3.00%	4.25%	3.68%	2.00%	0.57%	1.47%
St. Luke's Rathgar	5.09%	0.00%	5.09%	0.00%	41.18%	0.00%	7.94%	2.33%	0.00%
Tallaght University Hospital	3.19%	0.00%	3.19%	2.51%	4.08%	5.34%	2.42%	0.00%	0.95%
HSE Dublin & Midlands	3.18%	0.13%	3.31%	2.69%	4.45%	4.79%	2.27%	0.43%	1.43%
Beaumont	1.67%	0.00%	1.67%	1.85%	2.35%	1.97%	1.36%	0.23%	0.29%
Cappagh National Orthopaedic	1.14%	0.00%	1.14%	1.74%	1.22%	3.50%	0.00%	0.00%	0.13%
Cavan General	2.97%	0.90%	3.86%	2.90%	4.66%	8.15%	1.92%	0.00%	2.15%
Connolly	2.45%	0.38%	2.83%	1.15%	4.92%	1.40%	3.72%	0.00%	0.64%
Louth County	1.10%	0.37%	1.46%	0.00%	1.08%	9.55%	0.37%	0.00%	0.00%
Mater Misericordiae University	3.02%	0.00%	3.02%	2.52%	4.00%	3.66%	2.26%	0.72%	1.53%
Monaghan	1.92%	1.04%	2.96%		2.84%	10.58%	0.00%	0.00%	0.00%
Our Lady of Lourdes	2.48%	0.55%	3.03%	1.90%	4.32%	5.52%	1.63%	0.98%	0.00%
Our Lady's Navan	2.03%	0.29%	2.32%	4.73%	1.65%	5.11%	2.32%	0.00%	0.99%
Rotunda	4.05%	0.00%	4.05%	6.28%	5.16%	4.31%	0.86%	0.07%	6.26%
HSE Dublin & North East	2.45%	0.22%	2.66%	2.41%	3.66%	3.77%	1.75%	0.37%	1.00%
Lourdes Orthopaedic Kilcreene	2.85%	0.71%	3.56%	0.00%	6.16%		0.00%	0.00%	0.00%
National Maternity	2.20%	0.00%	2.20%	1.83%	3.30%	3.14%	0.84%	0.00%	2.16%
National Rehabilitation Hospital	0.40%	0.00%	0.40%	1.21%	0.40%	0.45%	0.00%	0.59%	0.41%
Royal Victoria Eye and Ear	1.70%	0.00%	1.70%	1.55%	1.57%	5.15%	2.38%	0.00%	0.00%
South Tipperary General	3.75%	0.53%	4.27%	3.34%	6.51%	6.25%	0.93%	1.54%	0.99%
St. Columcille's	1.97%	0.58%	2.55%	4.65%	3.43%	3.65%	1.27%	0.00%	1.01%
St Luke's General Kilkenny	2.96%	0.83%	3.79%	2.51%	5.73%	4.81%	1.79%	2.56%	1.75%
St. Michael's	1.03%	0.00%	1.03%	0.00%	0.89%	1.90%	2.31%	0.00%	0.00%
St. Vincent's University	1.75%	0.00%	1.75%	2.01%	2.65%	1.01%	0.89%	0.13%	1.29%
UH Waterford	2.48%	0.95%	3.43%	2.23%	4.86%	4.54%	1.70%	0.98%	3.37%
Wexford General	1.63%	0.74%	2.36%	1.40%	4.36%	3.34%	0.74%	0.00%	0.00%
HSE Dublin & South East	1.97%	0.38%	2.35%	2.11%	3.77%	2.15%	1.06%	0.68%	1.18%
Croom Orthopaedic	1.56%	0.00%	1.56%	0.00%	2.25%	0.00%	2.45%	2.81%	0.00%
Ennis	1.61%	1.30%	2.91%	8.75%	1.73%	2.02%	5.63%	2.51%	0.00%
Nenagh	2.71%	0.87%	3.59%	0.00%	5.98%	7.55%	0.00%	2.52%	0.00%
St. John's Limerick	1.32%	0.00%	1.32%	0.00%	2.02%	2.91%	1.47%	0.00%	0.00%
UH Limerick	2.39%	0.66%	3.05%	1.92%	4.38%	4.51%	2.67%	1.22%	1.02%
UMH Limerick	3.62%	0.87%	4.49%	4.65%	5.91%	0.00%	0.00%	2.23%	3.42%
HSE Midwest	2.34%	0.64%	2.98%	2.13%	4.22%	4.34%	2.40%	1.42%	0.79%
Bantry General	3.30%	0.55%	3.84%	0.00%	6.79%	2.77%	0.00%	0.00%	2.65%
Cork University	2.74%	0.95%	3.69%	2.58%	5.05%	6.74%	0.65%	0.94%	1.60%
Mallow General	1.59%	1.21%	2.80%	0.00%	4.02%	7.54%	0.00%	2.14%	1.90%
Mercy University	2.80%	0.00%	2.80%	1.16%	5.02%	2.83%	0.78%	0.97%	1.14%
South Infirmary Victoria University	1.63%	0.00%	1.63%	2.06%	2.18%	4.42%	0.10%	0.70%	0.00%
UH Kerry	1.94%	0.73%	2.68%	1.93%	4.64%	2.82%	0.81%	0.68%	0.00%
HSE South West	2.50%	0.68%	3.18%	2.16%	4.75%	5.32%	0.56%	0.91%	1.32%
Galway University	2.50%	0.77%	3.27%	1.57%	5.37%	4.55%	1.06%	0.00%	1.65%
Letterkenny University	2.05%	0.67%	2.72%	2.00%	4.04%	4.91%	0.66%	1.03%	1.57%
Mayo University	2.68%	0.90%	3.59%	2.30%	4.23%	7.83%	2.33%	0.00%	1.83%
Portluncula University	3.12%	1.33%	4.45%	1.89%	6.40%	8.61%	2.97%	0.00%	2.07%
Roscommon University	3.13%	0.79%	3.92%	3.43%	7.14%	2.22%	0.00%	1.30%	2.28%
Sligo University	2.42%	0.95%	3.37%	1.45%	5.41%	4.33%	2.05%	0.76%	2.14%
HSE West & North West	2.51%	0.85%	3.36%	1.74%	5.16%	5.23%	1.46%	0.55%	1.82%

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Further developments in 2026 will include section 38 agencies unpaid maternity also.

November 2025

Maternity Absence Rate - S38 Voluntary Agencies by Health Region : Nov 2025	Maternity Leave Paid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	1.73%	1.73%	2.52%	2.22%	2.78%	0.79%	0.62%	1.28%
Cheeverstown House	0.94%	0.94%		1.48%	1.83%	2.45%	0.00%	0.25%
Kare, Newbridge, Co Kildare	1.98%	1.98%		2.62%	1.93%	0.00%	0.00%	2.16%
Muiriosa Foundation, Laois/Offaly	2.54%	2.54%		2.16%	6.28%	0.00%	0.00%	0.61%
Muiriosa Foundation, Longford/Westmeath	2.92%	2.92%		2.36%	4.67%	0.00%	0.00%	2.10%
Muiriosa Foundation, South Kildare	3.02%	3.02%		6.12%	4.66%	0.00%	0.00%	2.12%
Our Lady's Hospice & Care, Dublin	2.53%	2.53%	11.04%	4.04%	3.32%	1.71%	0.00%	0.00%
Peamount Hospital (Newcastle)	1.96%	1.96%	0.00%	3.62%	4.65%	1.87%	0.00%	0.70%
Stewarts Care DAC	0.68%	0.68%		0.00%	1.77%	1.06%	6.77%	0.00%
St. John of God Liffey Services	1.09%	1.09%	0.00%	2.02%	1.11%	0.00%	0.00%	1.01%
HSE Dublin & Midlands	1.63%	1.63%	6.47%	2.54%	2.89%	1.00%	1.84%	0.77%
Avista Dublin	1.19%	1.19%	0.00%	1.24%	2.56%	0.13%	0.00%	0.72%
Central Remedial Clinic	3.86%	3.86%	0.00%	0.00%	7.57%	1.40%	0.00%	2.04%
Incorporated Orthopaedic Hospital	1.62%	1.62%	4.29%	1.05%	26.40%	0.00%	0.00%	0.00%
St Francis	1.04%	1.04%	8.88%	1.15%	0.00%	0.00%	0.00%	0.00%
St. John of God, Drumcar	0.88%	0.88%		2.68%	0.00%	0.00%	2.45%	0.00%
St. Michael's House, Dublin	1.78%	1.78%	0.00%	2.25%	2.26%	0.96%	0.00%	1.04%
St. Vincent's, Fairview	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HSE Dublin & North East	1.51%	1.51%	3.27%	1.63%	2.78%	0.58%	0.12%	0.65%
Aurora	0.90%	0.90%		1.91%	5.09%	0.00%	0.00%	0.19%
Bros. of Charity, Waterford	2.81%	2.81%		2.64%	2.93%	3.45%	0.00%	2.77%
Carriglea Cairde Services	2.22%	2.22%		0.00%	2.91%	0.00%	0.00%	3.06%
Children's Sunshine Home	2.97%	2.97%		5.46%	0.00%	0.00%	0.00%	0.00%
Dublin Dental Hospital	2.18%	2.18%	0.00%	11.61%	9.64%	0.00%	0.00%	2.79%
Leopardstown Park Hospital	0.52%	0.52%	0.00%	1.97%	0.00%	0.00%	0.00%	0.00%
Our Lady's Hospice & Care, Wicklow	7.72%	7.72%	0.00%	6.11%	15.45%	0.00%		14.51%
Royal Hospital, Donnybrook, Dublin	0.91%	0.91%	0.00%	2.07%	1.31%	0.00%	0.00%	0.00%
St John of God HQ	0.00%	0.00%			0.00%	0.00%		
St. John of God (IDS)	1.88%	1.88%	0.00%	0.00%	2.62%	0.00%	0.00%	2.23%
St. John of God (MHS)	2.90%	2.90%	2.89%	4.81%	3.30%	0.00%	0.00%	0.00%
Sunbeam House Services	2.18%	2.18%		0.00%	1.53%	3.29%	0.00%	3.01%
HSE Dublin & South East	2.10%	2.10%	2.09%	2.46%	2.48%	1.19%	0.00%	2.19%
Avista Limerick	1.45%	1.45%	0.00%	1.28%	1.51%	2.44%	0.00%	1.78%
Avista Roscrea	1.78%	1.78%		4.85%	0.00%	0.00%	0.00%	1.62%
Bros. of Charity, Clare	1.07%	1.07%	0.00%	0.00%	0.80%	0.00%		1.19%
Bros. of Charity, Limerick	2.48%	2.48%		3.78%	2.84%	0.00%	0.00%	2.06%
Milford Care Centre	1.72%	1.72%		1.20%	8.05%	0.00%	0.00%	0.00%
Milford Care Centre OP	0.00%	0.00%		0.00%		0.00%	0.00%	0.00%
HSE Midwest	1.68%	1.68%	0.00%	2.21%	2.28%	0.65%	0.00%	1.56%
Bros. of Charity, Southern	3.42%	3.42%		6.96%	5.16%	0.00%	0.00%	2.50%
Cope Foundation	1.62%	1.62%		0.73%	2.50%	2.15%	0.94%	1.73%
Cork Dental Hospital	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Marymount	1.59%	1.59%	0.00%	3.29%	3.66%	0.00%	0.00%	0.00%
Marymount OP	2.55%	2.55%	0.00%	5.27%				0.00%
St. John of God, Kerry	1.13%	1.13%		1.60%	2.56%	0.00%	0.00%	0.83%
HSE South West	1.83%	1.83%	0.00%	2.24%	3.52%	0.80%	0.23%	1.62%
Bros. of Charity, West Region	1.83%	1.83%	0.00%	3.15%	2.82%	0.00%	0.00%	1.49%
Galway Hospice Foundation	2.15%	2.15%	0.00%	3.43%	2.87%	0.00%	0.00%	1.77%
HSE West & North West	1.86%	1.86%	0.00%	3.23%	2.82%	0.00%	0.00%	1.50%

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Further developments in 2026 will include section 38 agencies unpaid maternity also.

Maternity Trend by Health Region

Year / Month	Total Maternity	HSE Dublin & Midlands	HSE Dublin & North East	HSE Dublin & South East	HSE Midwest	HSE South West	HSE West & North West	National Services and Schemes	HSE Centre
Nov 2025	2.63%	2.79%	2.51%	2.45%	2.64%	2.97%	2.98%	1.16%	1.58%
Oct 2025	2.83%	2.91%	2.64%	2.75%	2.89%	3.19%	3.26%	1.29%	1.62%
Sep 2025	2.75%	2.78%	2.52%	2.67%	2.82%	3.19%	3.22%	1.17%	1.79%
Aug 2025	2.87%	2.88%	2.57%	2.87%	2.93%	3.31%	3.32%	1.22%	2.10%
Jul 2025	2.78%	2.84%	2.49%	2.69%	2.88%	3.27%	3.19%	1.30%	1.91%
Jun 2025	2.71%	2.75%	2.41%	2.60%	2.86%	3.18%	3.11%	1.33%	1.97%
May 2025	2.72%	2.73%	2.44%	2.48%	2.91%	3.18%	3.23%	1.32%	1.95%
Apr 2025	2.70%	2.70%	2.28%	2.49%	3.04%	3.16%	3.28%	1.29%	2.02%
Mar 2025	2.71%	2.70%	2.45%	2.51%	3.01%	3.14%	3.22%	1.24%	1.98%
Feb 2025	2.73%	2.71%	2.62%	2.56%	2.90%	3.11%	3.16%	1.30%	1.82%
Jan 2025	2.74%	2.76%	2.54%	2.58%	2.96%	3.16%	3.22%	1.31%	1.82%
2025	2.74%	2.78%	2.50%	2.60%	2.89%	3.17%	3.20%	1.27%	1.87%
Dec 2024	2.83%	2.93%	2.65%	2.62%	3.00%	3.27%	3.15%	1.41%	2.00%
Nov 2024	2.58%	2.69%	2.53%	2.41%	2.74%	2.98%	2.74%	1.16%	1.59%
Oct 2024	2.73%	2.78%	2.64%	2.69%	2.91%	3.19%	2.91%	1.05%	1.71%
Sep 2024	2.64%	2.72%	2.59%	2.57%	2.90%	3.13%	2.68%	0.85%	1.72%
Aug 2024	2.80%	2.97%	2.67%	2.70%	3.19%	3.27%	2.82%	0.84%	1.79%
Jul 2024	2.73%	2.72%	2.56%	2.68%	3.08%	3.23%	3.05%	0.89%	1.60%
Jun 2024	2.67%	2.76%	2.67%	2.65%	3.03%	3.12%	2.55%	1.00%	1.59%
May 2024	2.69%	2.74%	2.60%	2.73%	3.07%	3.12%	2.71%	1.23%	1.51%
Apr 2024	2.66%	2.80%	2.66%	2.70%	2.88%	2.99%	2.60%	1.33%	1.53%
2024	2.70%	2.79%	2.62%	2.64%	2.98%	3.14%	2.80%	1.09%	1.66%

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Further developments in 2026 will include section 38 agencies unpaid maternity also.

Maternity Trend by Health Region & IHA

HSE Dublin & Midlands

Year / Month	Total Maternity	Dublin South City and West	Dublin South West	Kildare West Wicklow	Midlands	Regional EMT	Regional Support Functions	HSE Dublin & Midlands
Nov 2025	2.78%	2.84%	2.70%	2.78%	2.80%	1.93%	0.96%	2.78%
Oct 2025	2.91%	2.88%	2.87%	3.32%	2.96%	2.04%	0.61%	2.91%
Sep 2025	2.78%	2.78%	2.61%	3.15%	2.86%	4.71%	0.93%	2.78%
Aug 2025	2.88%	2.85%	2.66%	3.37%	2.99%	6.64%	1.06%	2.88%
Jul 2025	2.84%	2.78%	2.74%	3.32%	2.95%	0.00%	0.97%	2.84%
Jun 2025	2.75%	2.72%	2.65%	2.86%	2.91%	0.00%	1.20%	2.75%
May 2025	2.73%	2.71%	2.57%	2.85%	2.90%	0.00%	1.44%	2.73%
Apr 2025	2.70%	2.69%	2.47%	2.80%	2.90%	0.00%	1.59%	2.70%
Mar 2025	2.70%	2.67%	2.45%	3.05%	2.85%	0.00%	2.09%	2.70%

HSE Dublin & North East

Year / Month	Total Maternity	Cavan Monaghan	Dublin North City and West	Dublin North County	Louth Meath	Regional EMT	Regional Support Functions	HSE Dublin & North East
Nov 2025	2.51%	3.51%	2.57%	1.97%	2.39%	8.02%	1.12%	2.51%
Oct 2025	2.64%	3.82%	2.63%	2.07%	2.62%	9.50%	1.46%	2.64%
Sep 2025	2.52%	3.77%	2.59%	1.97%	2.41%	0.00%	1.13%	2.52%
Aug 2025	2.57%	3.93%	2.64%	2.05%	2.43%	0.00%	1.00%	2.57%
Jul 2025	2.49%	4.18%	2.40%	2.05%	2.52%	2.80%	1.03%	2.49%
Jun 2025	2.41%	4.19%	2.40%	1.75%	2.42%	0.00%	1.10%	2.41%
May 2025	2.44%	4.19%	2.28%	2.13%	2.42%	0.00%	1.25%	2.44%
Apr 2025	2.28%	4.30%	2.17%	1.70%	2.48%	0.00%	1.32%	2.28%
Mar 2025	2.45%	4.19%	2.20%	2.12%	2.68%	0.00%	1.41%	2.45%

HSE Dublin & South East

Year / Month	Total Maternity	Carlow Kilkenny and Tipperary South	Dublin South and Wicklow	Waterford Wexford	Regional EMT	Regional Support Functions	HSE Dublin & South East
Nov 2025	2.45%	3.58%	1.72%	2.91%	1.71%	2.55%	2.45%
Oct 2025	2.75%	3.79%	2.05%	3.10%	2.02%	2.85%	2.75%
Sep 2025	2.67%	3.54%	2.12%	2.95%	0.00%	1.64%	2.67%
Aug 2025	2.87%	3.54%	2.43%	3.12%	0.00%	2.39%	2.87%
Jul 2025	2.69%	3.47%	2.15%	3.06%	0.00%	1.75%	2.69%
Jun 2025	2.60%	3.30%	2.09%	2.93%	0.00%	2.01%	2.60%
May 2025	2.48%	2.95%	2.10%	2.76%	0.00%	2.37%	2.48%
Apr 2025	2.49%	3.05%	1.99%	2.89%	0.00%	3.52%	2.49%
Mar 2025	2.51%	2.99%	2.10%	2.77%	0.00%	4.72%	2.51%

HSE Midwest

Year / Month	Total Maternity	Claire and Limerick County	Limerick City and Tipperary North	Regional EMT	Regional Support Functions	HSE Midwest
Nov 2025	2.64%	2.42%	2.79%	5.03%	1.62%	2.64%
Oct 2025	2.89%	2.80%	2.97%	5.42%	1.71%	2.89%
Sep 2025	2.82%	2.61%	2.97%	0.00%	2.09%	2.82%
Aug 2025	2.93%	2.73%	3.09%	0.00%	2.31%	2.93%
Jul 2025	2.88%	2.72%	3.02%	0.00%	2.23%	2.88%
Jun 2025	2.86%	2.86%	2.87%	0.00%	2.68%	2.86%
May 2025	2.91%	2.72%	3.08%	0.00%	1.95%	2.91%
Apr 2025	3.04%	2.64%	3.33%	0.00%	2.34%	3.04%
Mar 2025	3.01%	2.61%	3.29%	0.00%	2.74%	3.01%

HSE South West

Year / Month	Total Maternity	Cork North and East	Cork South and West	Kerry	Regional EMT	Regional Support Functions	HSE South West
Nov 2025	2.97%	2.91%	3.05%	2.78%	3.42%	2.29%	2.97%
Oct 2025	3.19%	2.95%	3.33%	3.05%	3.62%	2.55%	3.19%
Sep 2025	3.19%	3.11%	3.31%	2.91%	0.00%	2.47%	3.19%
Aug 2025	3.31%	3.32%	3.37%	3.10%	0.00%	2.88%	3.31%
Jul 2025	3.27%	3.29%	3.28%	3.29%	0.00%	2.66%	3.27%
Jun 2025	3.18%	3.29%	3.14%	3.24%	0.00%	2.47%	3.18%
May 2025	3.18%	3.30%	3.12%	3.35%	0.00%	1.67%	3.18%
Apr 2025	3.16%	3.13%	3.12%	3.25%	0.00%	3.90%	3.16%
Mar 2025	3.14%	3.06%	3.15%	3.07%	0.00%	4.06%	3.14%

HSE West & North West

Year / Month	Total Maternity	Donegal	Galway Roscommon	Mayo	Sligo Leitrim	Regional EMT	Regional Support Functions	HSE West & North West
Nov 2025	2.98%	2.76%	3.15%	3.11%	2.89%	0.00%	1.46%	2.98%
Oct 2025	3.26%	2.95%	3.42%	3.48%	3.24%	0.00%	1.71%	3.26%
Sep 2025	3.22%	2.94%	3.46%	3.30%	3.08%	0.00%	1.64%	3.22%
Aug 2025	3.32%	3.02%	3.68%	2.97%	3.16%	0.00%	1.94%	3.32%
Jul 2025	3.19%	2.86%	3.55%	2.85%	3.08%	0.00%	1.83%	3.19%
Jun 2025	3.11%	2.73%	3.48%	2.66%	3.03%	0.00%	2.14%	3.11%
May 2025	3.23%	2.71%	3.59%	2.99%	3.14%	0.00%	2.36%	3.23%
Apr 2025	3.28%	2.94%	3.70%	2.64%	3.17%	0.00%	2.42%	3.28%
Mar 2025	3.22%	3.01%	3.47%	2.94%	3.17%	0.00%	1.90%	3.22%

*Total maternity includes paid and unpaid maternity for statutory services along with paid maternity only for section 38 services. Further developments in 2026 will include section 38 agencies unpaid maternity also.

Maternity Staff Category Trend

Year / Month	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Nov 2025	2.63%	2.62%	3.90%	3.95%	1.44%	0.60%	1.20%
Oct 2025	2.83%	2.69%	4.19%	4.35%	1.54%	0.50%	1.32%
Sep 2025	2.75%	2.57%	4.11%	4.15%	1.51%	0.43%	1.33%
Aug 2025	2.87%	2.72%	4.15%	4.59%	1.70%	0.46%	1.32%
Jul 2025	2.78%	2.64%	4.14%	4.33%	1.51%	0.45%	1.26%
Jun 2025	2.71%	2.50%	4.00%	4.24%	1.55%	0.41%	1.24%
May 2025	2.72%	2.42%	4.03%	4.23%	1.57%	0.45%	1.23%
Apr 2025	2.70%	2.42%	4.01%	4.21%	1.54%	0.48%	1.19%
Mar 2025	2.71%	2.50%	3.99%	4.23%	1.58%	0.52%	1.22%
Feb 2025	2.73%	2.40%	4.02%	4.24%	1.59%	0.56%	1.31%
Jan 2025	2.74%	2.36%	3.98%	4.33%	1.57%	0.60%	1.35%
2025	2.74%	2.53%	4.05%	4.26%	1.55%	0.50%	1.27%
Dec 2024	2.83%	2.42%	4.08%	4.63%	1.71%	0.63%	1.36%
Nov 2024	2.58%	2.27%	3.81%	4.03%	1.46%	0.56%	1.26%
Oct 2024	2.73%	2.39%	3.99%	4.36%	1.57%	0.59%	1.34%
Sep 2024	2.64%	2.27%	3.81%	4.34%	1.54%	0.52%	1.32%
Aug 2024	2.80%	2.28%	3.95%	4.91%	1.62%	0.51%	1.39%
Jul 2024	2.73%	2.19%	3.97%	4.75%	1.51%	0.45%	1.32%
Jun 2024	2.67%	2.21%	3.80%	4.67%	1.52%	0.42%	1.34%
May 2024	2.69%	2.15%	3.89%	4.60%	1.49%	0.42%	1.40%
Apr 2024	2.66%	2.22%	3.83%	4.41%	1.48%	0.48%	1.42%
Mar 2024	2.63%	2.28%	3.75%	4.39%	1.54%	0.48%	1.34%
Feb 2024	2.59%	2.33%	3.64%	4.34%	1.44%	0.54%	1.36%
Jan 2024	2.68%	2.36%	3.82%	4.45%	1.46%	0.66%	1.40%
2024	2.68%	2.28%	3.86%	4.48%	1.53%	0.52%	1.35%
Dec 2023	2.82%	2.62%	3.88%	4.85%	1.62%	0.69%	1.50%
Nov 2023	2.67%	2.43%	3.85%	4.41%	1.38%	0.66%	1.41%
Oct 2023	2.72%	2.37%	3.91%	4.56%	1.44%	0.64%	1.46%
Sep 2023	2.67%	2.48%	3.86%	4.32%	1.41%	0.66%	1.43%
Aug 2023	2.81%	2.31%	4.06%	4.72%	1.49%	0.60%	1.47%
Jul 2023	2.58%	2.24%	3.83%	4.24%	1.42%	0.56%	1.24%
Jun 2023	2.65%	2.25%	3.91%	4.34%	1.42%	0.52%	1.31%
May 2023	2.52%	2.07%	3.72%	4.03%	1.30%	0.52%	1.37%
Apr 2023	2.49%	2.11%	3.65%	3.97%	1.26%	0.57%	1.34%
Mar 2023	2.58%	2.21%	3.80%	4.10%	1.29%	0.57%	1.34%
Feb 2023	2.30%	2.19%	3.33%	3.48%	1.20%	0.56%	1.29%
Jan 2023	2.28%	2.26%	3.22%	3.57%	1.21%	0.52%	1.29%
2023	2.60%	2.30%	3.75%	4.22%	1.37%	0.59%	1.37%
Dec 2022	2.40%	2.23%	3.32%	3.90%	1.35%	0.56%	1.35%
Nov 2022	2.32%	2.08%	3.30%	3.60%	1.30%	0.51%	1.36%
Oct 2022	2.36%	2.18%	3.33%	3.74%	1.41%	0.47%	1.30%
Sep 2022	2.45%	2.09%	3.48%	3.94%	1.41%	0.55%	1.37%
Aug 2022	2.51%	2.13%	3.46%	4.37%	1.45%	0.51%	1.39%
Jul 2022	2.34%	2.06%	3.25%	3.97%	1.39%	0.48%	1.24%
Jun 2022	2.47%	2.15%	3.47%	4.17%	1.44%	0.48%	1.25%
May 2022	2.38%	1.95%	3.28%	4.05%	1.37%	0.48%	1.30%
Apr 2022	2.43%	1.97%	3.37%	4.25%	1.39%	0.54%	1.30%
Mar 2022	2.59%	2.06%	3.58%	4.65%	1.39%	0.51%	1.46%
Feb 2022	2.37%	1.92%	3.25%	4.22%	1.31%	0.47%	1.31%
Jan 2022	2.39%	2.03%	3.27%	4.31%	1.34%	0.43%	1.27%
2022	2.42%	2.07%	3.36%	4.10%	1.38%	0.50%	1.33%

*Total maternity includes paid and unpaid maternity for statutory services along with paid maternity only for section 38 services.
Further developments in 2026 will include section 38 agencies unpaid maternity also.

Maternity Trend by Care Group

Year / Month	Total Maternity	Acute Services	Community Health & Wellbeing	Primary Care	Disabilities	Mental Health	Older People	Community Services	Regional Service Support Functions	National Services & Central Functions
Nov 2025	2.63%	2.96%	4.30%	3.76%	1.86%	2.61%	1.64%	2.40%	1.91%	1.35%
Oct 2025	2.83%	3.16%	4.22%	4.02%	2.03%	2.82%	1.82%	2.60%	2.09%	1.44%
Sep 2025	2.75%	3.08%	3.44%	3.85%	1.93%	2.78%	1.88%	2.53%	1.52%	1.45%
Aug 2025	2.87%	3.18%	3.51%	4.32%	2.05%	2.82%	1.86%	2.64%	1.77%	1.68%
Jul 2025	2.78%	3.10%	2.98%	3.97%	1.92%	2.82%	1.89%	2.54%	1.58%	1.60%
Jun 2025	2.71%	3.02%	2.56%	3.94%	1.90%	2.75%	1.80%	2.47%	1.72%	1.63%
May 2025	2.72%	3.05%	2.21%	3.85%	1.95%	2.73%	1.69%	2.46%	1.70%	1.63%
Apr 2025	2.70%	2.98%	2.96%	3.96%	1.90%	2.70%	1.70%	2.46%	2.46%	1.67%
Mar 2025	2.71%	3.05%	3.82%	3.90%	1.92%	2.61%	1.63%	2.42%	2.62%	1.65%
Feb 2025	2.73%	3.07%	4.01%	3.85%	1.96%	2.68%	1.62%	2.45%	2.57%	1.60%
Jan 2025	2.74%	3.03%	4.07%	3.81%	2.12%	2.68%	1.65%	2.53%	2.73%	1.60%
2025	2.74%	3.06%	3.48%	3.92%	1.96%	2.73%	1.74%	2.50%	2.09%	1.57%
Dec 2024	2.83%	3.08%	5.08%	4.23%	2.15%	2.78%	1.72%	2.64%	3.17%	1.73%
Nov 2024	2.58%	2.84%	4.32%	3.60%	2.06%	2.48%	1.61%	2.41%	2.49%	1.38%
Oct 2024	2.73%	2.98%	4.27%	3.88%	2.23%	2.67%	1.74%	2.60%	2.53%	1.40%
Sep 2024	2.64%	2.88%	3.78%	3.84%	2.13%	2.57%	1.66%	2.51%	2.46%	1.36%
Aug 2024	2.80%	2.97%	4.58%	4.34%	2.29%	2.85%	1.77%	2.76%	2.45%	1.40%
Jul 2024	2.73%	2.95%	4.02%	4.02%	2.15%	2.82%	1.91%	2.67%	2.08%	1.30%
Jun 2024	2.67%	2.89%	3.21%	4.05%	2.02%	2.79%	1.88%	2.58%	2.08%	1.34%
May 2024	2.69%	2.89%	2.26%	3.86%	2.07%	2.86%	2.06%	2.62%	2.23%	1.40%
Apr 2024	2.66%	2.85%	2.06%	3.87%	2.06%	2.69%	2.12%	2.60%	2.15%	1.45%
Mar 2024	2.63%	2.81%	3.10%	4.02%	1.99%	2.64%	1.98%	2.57%	1.44%	1.64%
Feb 2024	2.59%	2.76%	3.55%	3.57%	2.12%	2.60%	2.04%	2.56%	1.58%	1.60%
Jan 2024	2.68%	2.84%	4.17%	3.97%	2.19%	2.62%	2.10%	2.67%	1.62%	1.66%
2024	2.68%	2.90%	3.69%	3.93%	2.12%	2.69%	1.88%	2.60%	2.28%	1.48%
Dec 2023	2.82%	2.94%	4.96%	4.45%	2.40%	2.72%	1.98%	2.82%	1.88%	1.98%
Nov 2023	2.67%	2.80%	4.17%	4.03%	2.27%	2.58%	1.90%	2.68%	1.66%	1.69%
Oct 2023	2.72%	2.89%	4.14%	4.12%	2.28%	2.53%	1.97%	2.69%	1.75%	1.70%
Sep 2023	2.67%	2.85%	3.74%	3.91%	2.27%	2.51%	1.92%	2.63%	1.91%	1.63%
Aug 2023	2.81%	2.95%	4.33%	4.21%	2.40%	2.57%	2.04%	2.79%	2.06%	1.51%
Jul 2023	2.58%	2.77%	3.55%	3.86%	2.15%	2.63%	1.69%	2.52%	1.74%	1.48%
Jun 2023	2.65%	2.83%	4.32%	3.98%	2.14%	2.57%	1.90%	2.60%	1.92%	1.33%
May 2023	2.52%	2.64%	3.41%	3.80%	2.19%	2.58%	1.84%	2.57%	1.82%	1.34%
Apr 2023	2.49%	2.60%	3.54%	3.87%	2.07%	2.68%	1.70%	2.51%	1.73%	1.39%
Mar 2023	2.58%	2.74%	3.26%	3.82%	2.09%	2.82%	1.69%	2.55%	1.81%	1.44%
Feb 2023	2.30%	2.44%	3.60%	3.48%	1.95%	2.40%	1.42%	2.26%	1.69%	1.34%
Jan 2023	2.28%	2.38%	3.28%	3.38%	1.99%	2.46%	1.47%	2.29%	1.65%	1.37%
2023	2.60%	2.74%	3.83%	3.92%	2.18%	2.59%	1.80%	2.58%	1.80%	1.53%
Dec 2022	2.40%	2.50%	4.66%	3.65%	2.10%	2.53%	1.46%	2.39%	2.16%	1.50%
Nov 2022	2.32%	2.44%	4.22%	3.43%	1.96%	2.44%	1.51%	2.30%	1.94%	1.41%
Oct 2022	2.36%	2.49%	3.91%	3.58%	2.00%	2.56%	1.47%	2.35%	2.40%	1.35%
Sep 2022	2.45%	2.61%	3.41%	3.49%	2.11%	2.64%	1.44%	2.40%	2.08%	1.38%
Aug 2022	2.51%	2.56%	4.75%	3.96%	2.17%	2.63%	1.65%	2.57%	2.64%	1.66%
Jul 2022	2.34%	2.38%	3.97%	3.93%	1.97%	2.47%	1.49%	2.40%	2.56%	1.54%
Jun 2022	2.47%	2.58%	3.08%	3.63%	2.17%	2.47%	1.57%	2.46%	2.22%	1.56%
May 2022	2.38%	2.41%	2.80%	3.54%	2.32%	2.38%	1.48%	2.45%	1.92%	1.65%
Apr 2022	2.43%	2.48%	2.14%	3.51%	2.47%	2.39%	1.38%	2.48%	1.93%	1.71%
Mar 2022	2.59%	2.50%	2.50%	3.56%	3.34%	2.66%	1.38%	2.88%	1.27%	1.58%
Feb 2022	2.37%	2.46%	2.50%	3.21%	2.30%	2.47%	1.33%	2.37%		1.63%
Jan 2022	2.39%	2.46%	2.82%	3.35%	2.35%	2.58%	1.26%	2.42%		1.66%
2022	2.42%	2.49%	3.48%	3.56%	2.27%	2.52%	1.45%	2.46%	2.16%	1.55%

*Total maternity includes paid and unpaid maternity for statutory services along with paid maternity only for section 38 services. Further developments in 2026 will include section 38 agencies unpaid maternity also.