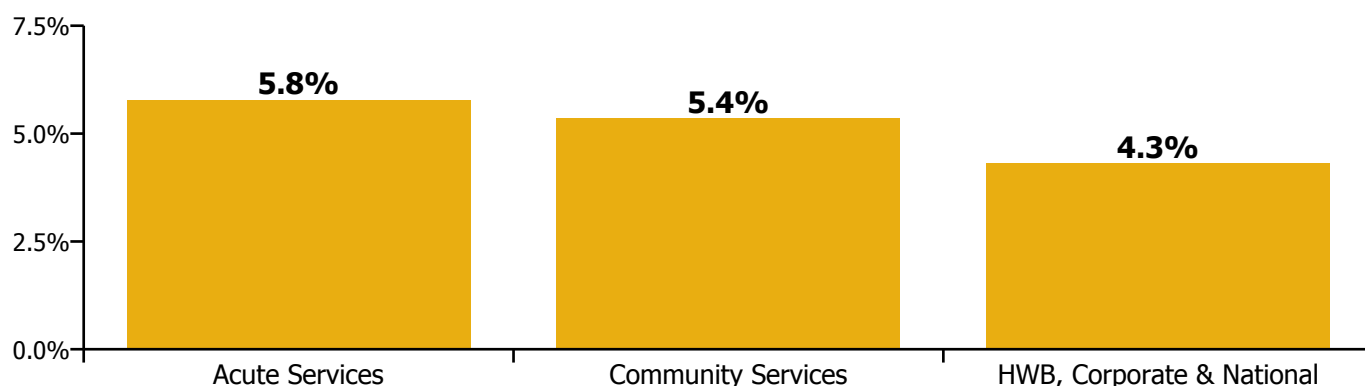


## November 2020

| Health Service Absence Rate - by Staff Category: Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence rate | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|--------------------|--------------|----------------|--------------|
| <b>Total</b>  | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>        | <b>67.1%</b> | <b>6.1%</b>    | <b>26.8%</b> |
| Medical & Dental  | 1.2%              | 0.1%                   | 0.9%             | 2.1%               | 54.8%        | 4.5%           | 40.7%        |
| Nursing & Midwifery                                       | 4.2%              | 0.5%                   | 2.0%             | 6.7%               | 62.5%        | 6.9%           | 30.6%        |
| Health & Social Care Professionals                        | 2.7%              | 0.2%                   | 0.7%             | 3.7%               | 74.2%        | 5.9%           | 19.8%        |
| Management & Administrative                               | 3.3%              | 0.2%                   | 1.1%             | 4.5%               | 71.7%        | 4.7%           | 23.6%        |
| General Support   | 4.8%              | 0.4%                   | 1.7%             | 6.8%               | 70.6%        | 5.1%           | 24.2%        |
| Patient & Client Care                                     | 4.9%              | 0.5%                   | 1.7%             | 7.1%               | 69.5%        | 6.4%           | 24.1%        |

| Health Service Absence Rate - by Division: Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence rate | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|--------------------|--------------|----------------|--------------|
| <b>Total</b>  | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>        | <b>67.1%</b> | <b>6.1%</b>    | <b>26.8%</b> |
| Ambulance Services                                  | 4.2%              | 0.5%                   | 1.9%             | 6.5%               | 64.3%        | 7.0%           | 28.7%        |
| Acute Hospital Services                             | 3.5%              | 0.4%                   | 1.8%             | 5.8%               | 61.6%        | 6.6%           | 31.8%        |
| <b>Acute Services</b>                               | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.8%</b>      | <b>5.8%</b>        | <b>61.7%</b> | <b>6.6%</b>    | <b>31.7%</b> |
| Community Health & Wellbeing                        | 2.9%              | 0.3%                   | 0.9%             | 4.2%               | 69.9%        | 7.4%           | 22.8%        |
| Mental Health                                       | 3.5%              | 0.3%                   | 1.3%             | 5.1%               | 68.4%        | 5.5%           | 26.0%        |
| Primary Care  | 3.7%              | 0.2%                   | 0.7%             | 4.5%               | 81.5%        | 3.8%           | 14.7%        |
| Disabilities  | 4.0%              | 0.3%                   | 0.8%             | 5.1%               | 77.6%        | 6.8%           | 15.7%        |
| Older People  | 5.4%              | 0.4%                   | 1.6%             | 7.4%               | 73.6%        | 5.3%           | 21.0%        |
| <b>Community Services</b>                           | <b>4.0%</b>       | <b>0.3%</b>            | <b>1.0%</b>      | <b>5.4%</b>        | <b>75.6%</b> | <b>5.6%</b>    | <b>18.8%</b> |
| Health & Wellbeing                                  | 3.8%              | 0.1%                   | 0.1%             | 4.0%               | 94.9%        | 3.3%           | 1.9%         |
| Corporate   | 2.7%              | 0.2%                   | 1.7%             | 4.6%               | 59.0%        | 3.6%           | 37.4%        |
| Health Business Services                            | 2.4%              | 0.1%                   | 0.3%             | 2.9%               | 85.0%        | 4.9%           | 10.1%        |
| <b>HWB, Corporate &amp; National</b>                | <b>2.7%</b>       | <b>0.2%</b>            | <b>1.4%</b>      | <b>4.3%</b>        | <b>63.4%</b> | <b>3.7%</b>    | <b>32.9%</b> |



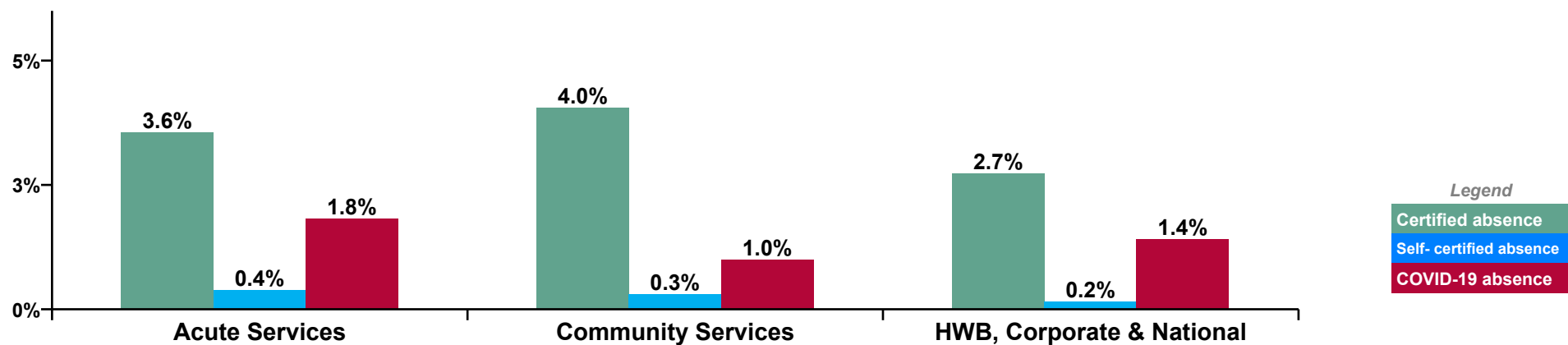
## November 2020

| Health Service Absence Rate - by Staff Category, Hospital Group, CHO (HSE & S38) & National Services: | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | COVID-19 absence | Total absence |
|---|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|------------------|---------------|
| <b>Total (Nov 2020):</b>  | <b>2.1%</b>      | <b>6.7%</b>         | <b>3.7%</b>                        | <b>4.5%</b>                 | <b>6.8%</b>     | <b>7.1%</b>           | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>   |
| <b>Acute Services</b>   | <b>1.9%</b>      | <b>7.0%</b>         | <b>3.9%</b>                        | <b>5.0%</b>                 | <b>7.2%</b>     | <b>8.4%</b>           | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.8%</b>      | <b>5.8%</b>   |
| National Ambulance Service  |                  |                     |                                    | 2.0%                        | 2.9%            | 7.2%                  | 4.2%              | 0.5%                   | 1.9%             | 6.5%          |
| Children's Health Ireland   | 1.4%             | 6.2%                | 3.4%                               | 5.3%                        | 7.9%            | 6.0%                  | 3.2%              | 0.4%                   | 1.3%             | 4.9%          |
| Dublin Midlands Hospital Group  | 1.9%             | 7.6%                | 4.6%                               | 5.5%                        | 7.8%            | 11.1%                 | 3.6%              | 0.5%                   | 2.4%             | 6.4%          |
| Ireland East Hospital Group   | 1.5%             | 5.5%                | 3.4%                               | 4.3%                        | 7.4%            | 6.9%                  | 3.0%              | 0.3%                   | 1.5%             | 4.8%          |
| RCSI Hospitals Group  | 2.6%             | 7.8%                | 2.9%                               | 5.7%                        | 7.0%            | 9.5%                  | 3.5%              | 0.3%                   | 2.4%             | 6.2%          |
| Saolta University Hospital Care Group   | 1.8%             | 7.1%                | 4.3%                               | 4.8%                        | 8.3%            | 7.3%                  | 3.6%              | 0.4%                   | 1.7%             | 5.7%          |
| South/South West Hospital Group   | 1.5%             | 5.9%                | 3.3%                               | 4.7%                        | 5.9%            | 7.9%                  | 3.7%              | 0.5%                   | 0.8%             | 5.0%          |
| University of Limerick Hospital Group   | 3.5%             | 11.4%               | 7.5%                               | 6.1%                        | 10.0%           | 11.3%                 | 4.9%              | 0.3%                   | 3.7%             | 8.9%          |
| Other Acute Services  | 5.7%             | 5.5%                | 4.4%                               | 1.5%                        | 2.0%            | 5.0%                  | 2.9%              | 0.6%                   | 0.6%             | 4.1%          |
| <b>Community Services</b>   | <b>3.0%</b>      | <b>6.2%</b>         | <b>3.7%</b>                        | <b>3.6%</b>                 | <b>5.9%</b>     | <b>6.4%</b>           | <b>4.0%</b>       | <b>0.3%</b>            | <b>1.0%</b>      | <b>5.4%</b>   |
| <i>Health Service Executive</i>   | 4.1%             | 7.5%                | 4.3%                               | 4.6%                        | 6.2%            | 7.8%                  | 5.4%              | 0.2%                   | 1.1%             | 6.7%          |
| CHO 1   | 4.1%             | 7.5%                | 4.3%                               | 4.6%                        | 6.2%            | 7.8%                  | 5.4%              | 0.2%                   | 1.1%             | 6.7%          |
| <i>Health Service Executive</i>   | 2.6%             | 4.9%                | 3.6%                               | 3.2%                        | 1.8%            | 4.2%                  | 3.2%              | 0.2%                   | 0.6%             | 3.9%          |
| <i>Section 38 Voluntary Agencies</i>  | 0.0%             | 7.3%                | 4.1%                               | 0.8%                        | 6.8%            | 5.4%                  | 4.9%              | 0.2%                   | 0.1%             | 5.1%          |
| CHO 2   | 2.6%             | 5.3%                | 3.8%                               | 2.9%                        | 3.1%            | 4.9%                  | 3.7%              | 0.2%                   | 0.4%             | 4.3%          |
| <i>Health Service Executive</i>   | 3.9%             | 8.4%                | 3.5%                               | 4.4%                        | 7.3%            | 7.7%                  | 5.4%              | 0.3%                   | 0.9%             | 6.6%          |
| <i>Section 38 Voluntary Agencies</i>  | 0.0%             | 5.0%                | 4.8%                               | 1.9%                        | 7.9%            | 5.1%                  | 3.8%              | 0.2%                   | 1.0%             | 5.0%          |
| CHO 3   | 3.9%             | 7.4%                | 4.1%                               | 4.0%                        | 7.5%            | 6.0%                  | 4.8%              | 0.2%                   | 0.9%             | 5.9%          |
| <i>Health Service Executive</i>   | 3.6%             | 4.4%                | 2.2%                               | 3.2%                        | 5.4%            | 5.7%                  | 3.4%              | 0.2%                   | 0.7%             | 4.3%          |
| <i>Section 38 Voluntary Agencies</i>  | 0.0%             | 7.4%                | 3.2%                               | 1.5%                        | 2.3%            | 5.3%                  | 3.6%              | 0.7%                   | 0.5%             | 4.8%          |
| CHO 4   | 3.3%             | 5.1%                | 2.6%                               | 2.8%                        | 4.1%            | 5.4%                  | 3.4%              | 0.4%                   | 0.6%             | 4.5%          |
| <i>Health Service Executive</i>   | 3.9%             | 6.3%                | 4.1%                               | 5.1%                        | 5.9%            | 7.7%                  | 4.8%              | 0.3%                   | 0.9%             | 6.0%          |
| <i>Section 38 Voluntary Agencies</i>  | 0.0%             | 6.6%                | 6.0%                               | 4.5%                        | 9.0%            | 4.9%                  | 4.1%              | 0.5%                   | 0.7%             | 5.3%          |
| CHO 5   | 3.9%             | 6.3%                | 4.5%                               | 5.0%                        | 6.0%            | 6.3%                  | 4.6%              | 0.4%                   | 0.8%             | 5.8%          |
| <i>Health Service Executive</i>   | 1.1%             | 4.9%                | 4.4%                               | 4.9%                        | 6.9%            | 6.4%                  | 3.5%              | 0.3%                   | 1.2%             | 5.0%          |
| <i>Section 38 Voluntary Agencies</i>  | 3.6%             | 5.2%                | 2.7%                               | 3.6%                        | 6.0%            | 4.2%                  | 3.1%              | 0.3%                   | 0.6%             | 4.0%          |
| CHO 6   | 2.1%             | 5.0%                | 3.3%                               | 4.3%                        | 6.3%            | 5.0%                  | 3.3%              | 0.3%                   | 0.9%             | 4.5%          |

## November 2020

| Health Service Absence Rate - by Staff Category, Hospital Group, CHO (HSE & S38) & National Services: | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | COVID-19 absence | Total absence |
|---|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|------------------|---------------|
| <b>Total (Nov 2020):</b>  | <b>2.1%</b>      | <b>6.7%</b>         | <b>3.7%</b>                        | <b>4.5%</b>                 | <b>6.8%</b>     | <b>7.1%</b>           | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>   |
| <i>Health Service Executive</i>   | 2.7%             | 9.6%                | 4.9%                               | 5.6%                        | 12.8%           | 10.4%                 | 5.4%              | 0.3%                   | 2.1%             | 7.9%          |
| <i>Section 38 Voluntary Agencies</i>  | 5.0%             | 4.6%                | 3.8%                               | 2.4%                        | 5.6%            | 6.6%                  | 4.1%              | 0.4%                   | 0.9%             | 5.4%          |
| CHO 7   | 3.1%             | 7.3%                | 4.3%                               | 4.4%                        | 7.8%            | 7.5%                  | 4.6%              | 0.4%                   | 1.4%             | 6.4%          |
| <i>Health Service Executive</i>   | 2.4%             | 7.7%                | 3.6%                               | 4.3%                        | 6.7%            | 10.0%                 | 4.9%              | 0.3%                   | 1.6%             | 6.9%          |
| <i>Section 38 Voluntary Agencies</i>  | 0.0%             | 3.5%                | 2.8%                               | 2.7%                        | 6.2%            | 4.9%                  | 2.9%              | 0.2%                   | 1.0%             | 4.0%          |
| CHO 8   | 2.4%             | 6.9%                | 3.3%                               | 4.2%                        | 6.6%            | 8.0%                  | 4.4%              | 0.3%                   | 1.5%             | 6.1%          |
| <i>Health Service Executive</i>   | 2.6%             | 5.4%                | 3.1%                               | 3.5%                        | 5.3%            | 5.8%                  | 3.4%              | 0.3%                   | 0.8%             | 4.6%          |
| <i>Section 38 Voluntary Agencies</i>  | 3.2%             | 3.4%                | 3.6%                               | 2.6%                        | 5.5%            | 4.1%                  | 2.8%              | 0.2%                   | 0.7%             | 3.7%          |
| CHO 9   | 2.7%             | 4.7%                | 3.4%                               | 3.2%                        | 5.4%            | 4.8%                  | 3.1%              | 0.3%                   | 0.8%             | 4.2%          |
| Other Community Services  | 0.9%             | 7.5%                | 3.5%                               | 0.3%                        | 1.1%            | 12.6%                 | 1.5%              | 0.4%                   | 2.5%             | 4.4%          |
| <b>Corporate, HWB &amp; National</b>  | <b>2.8%</b>      | <b>2.7%</b>         | <b>2.6%</b>                        | <b>4.8%</b>                 | <b>5.6%</b>     | <b>3.8%</b>           | <b>2.7%</b>       | <b>0.2%</b>            | <b>1.4%</b>      | <b>4.3%</b>   |
| Health & Wellbeing  | 3.9%             | 1.2%                | 9.1%                               | 3.6%                        | 0.0%            | 0.0%                  | 3.8%              | 0.1%                   | 0.1%             | 4.0%          |
| Corporate   | 1.8%             | 2.9%                | 2.5%                               | 5.5%                        | 5.4%            | 0.3%                  | 2.7%              | 0.2%                   | 1.7%             | 4.6%          |
| Health Business Services  |                  | 0.0%                | 0.0%                               | 2.3%                        | 5.7%            | 66.5%                 | 2.4%              | 0.1%                   | 0.3%             | 2.9%          |

### Certified, self-certified & COVID-19: Nov 2020



## November 2020

| Health Service Absence Rate - by Staff Category, Hospital Group, CHO (Division) & National Services | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | COVID-19 absence | Total absence |
|---|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|------------------|---------------|
| <b>Total (Nov 2020):</b>  | <b>2.1%</b>      | <b>6.7%</b>         | <b>3.7%</b>                        | <b>4.5%</b>                 | <b>6.8%</b>     | <b>7.1%</b>           | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>   |
| <b>Acute Services</b>   | <b>1.9%</b>      | <b>7.0%</b>         | <b>3.9%</b>                        | <b>5.0%</b>                 | <b>7.2%</b>     | <b>8.4%</b>           | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.8%</b>      | <b>5.8%</b>   |
| National Ambulance Service  |                  |                     |                                    | 2.0%                        | 2.9%            | 7.2%                  | 4.2%              | 0.5%                   | 1.9%             | 6.5%          |
| Children's Health Ireland   | 1.4%             | 6.2%                | 3.4%                               | 5.3%                        | 7.9%            | 6.0%                  | 3.2%              | 0.4%                   | 1.3%             | 4.9%          |
| Dublin Midlands Hospital Group  | 1.9%             | 7.6%                | 4.6%                               | 5.5%                        | 7.8%            | 11.1%                 | 3.6%              | 0.5%                   | 2.4%             | 6.4%          |
| Ireland East Hospital Group   | 1.5%             | 5.5%                | 3.4%                               | 4.3%                        | 7.4%            | 6.9%                  | 3.0%              | 0.3%                   | 1.5%             | 4.8%          |
| RCSI Hospitals Group  | 2.6%             | 7.8%                | 2.9%                               | 5.7%                        | 7.0%            | 9.5%                  | 3.5%              | 0.3%                   | 2.4%             | 6.2%          |
| Saolta University Hospital Care Group   | 1.8%             | 7.1%                | 4.3%                               | 4.8%                        | 8.3%            | 7.3%                  | 3.6%              | 0.4%                   | 1.7%             | 5.7%          |
| South/South West Hospital Group   | 1.5%             | 5.9%                | 3.3%                               | 4.7%                        | 5.9%            | 7.9%                  | 3.7%              | 0.5%                   | 0.8%             | 5.0%          |
| University of Limerick Hospital Group   | 3.5%             | 11.4%               | 7.5%                               | 6.1%                        | 10.0%           | 11.3%                 | 4.9%              | 0.3%                   | 3.7%             | 8.9%          |
| Other Acute Services  | 5.7%             | 5.5%                | 4.4%                               | 1.5%                        | 2.0%            | 5.0%                  | 2.9%              | 0.6%                   | 0.6%             | 4.1%          |
| <b>Community Services</b>   | <b>3.0%</b>      | <b>6.2%</b>         | <b>3.7%</b>                        | <b>3.6%</b>                 | <b>5.9%</b>     | <b>6.4%</b>           | <b>4.0%</b>       | <b>0.3%</b>            | <b>1.0%</b>      | <b>5.4%</b>   |
| Community Health & Wellbeing  |                  | 0.0%                | 0.0%                               | 0.0%                        |                 |                       | 0.0%              | 0.0%                   | 0.0%             | 0.0%          |
| Mental Health   | 5.8%             | 7.8%                | 5.3%                               | 4.1%                        | 5.6%            | 5.1%                  | 4.9%              | 0.3%                   | 1.3%             | 6.5%          |
| Primary Care  | 3.4%             | 6.2%                | 3.7%                               | 4.3%                        | 6.0%            | 4.4%                  | 3.8%              | 0.1%                   | 0.8%             | 4.7%          |
| Disabilities  | 0.0%             | 8.1%                | 4.4%                               | 4.4%                        | 2.9%            | 7.5%                  | 6.1%              | 0.2%                   | 0.8%             | 7.2%          |
| Older People  | 0.0%             | 7.3%                | 5.7%                               | 6.9%                        | 8.1%            | 9.3%                  | 6.3%              | 0.3%                   | 1.5%             | 8.1%          |
| CHO 1   | 4.1%             | 7.5%                | 4.3%                               | 4.6%                        | 6.2%            | 7.8%                  | 5.4%              | 0.2%                   | 1.1%             | 6.7%          |
| Community Health & Wellbeing  |                  |                     |                                    | 0.5%                        |                 | 0.0%                  | 0.0%              | 0.4%                   | 0.0%             | 0.4%          |
| Mental Health   | 1.0%             | 4.0%                | 4.1%                               | 3.1%                        | 3.5%            | 4.5%                  | 2.8%              | 0.1%                   | 0.8%             | 3.7%          |
| Primary Care  | 4.7%             | 6.3%                | 2.6%                               | 3.7%                        | 0.2%            | 2.4%                  | 3.5%              | 0.2%                   | 0.3%             | 3.9%          |
| Disabilities  | 0.0%             | 7.2%                | 4.8%                               | 0.7%                        | 5.9%            | 5.4%                  | 4.7%              | 0.2%                   | 0.2%             | 5.2%          |
| Older People  |                  |                     |                                    | 0.5%                        |                 | 0.0%                  | 0.0%              | 0.4%                   | 0.0%             | 0.4%          |
| CHO 2   | 2.6%             | 5.3%                | 3.8%                               | 2.9%                        | 3.1%            | 4.9%                  | 3.7%              | 0.2%                   | 0.4%             | 4.3%          |
| Community Health & Wellbeing  |                  | 0.0%                | 4.6%                               | 12.1%                       |                 | 0.0%                  | 8.7%              | 0.8%                   | 0.0%             | 9.4%          |

## November 2020

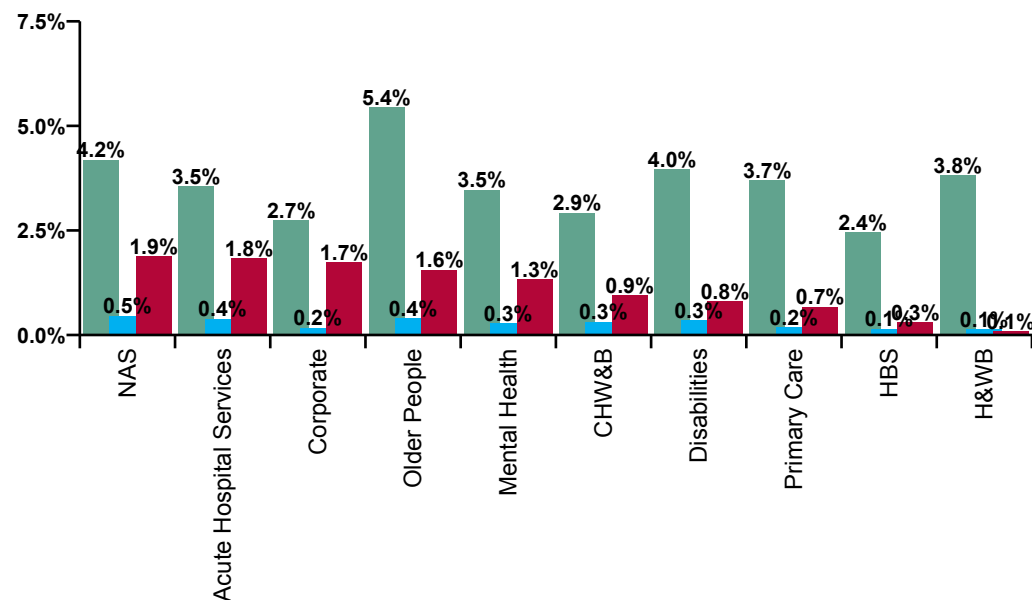
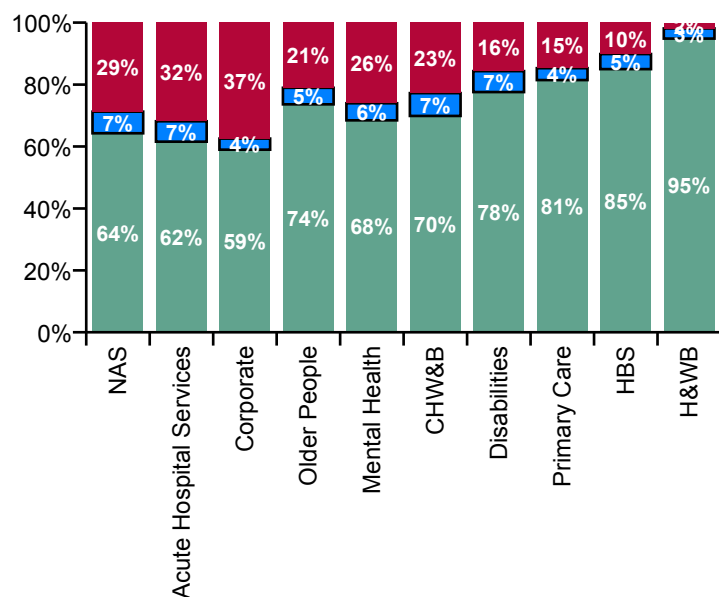
| Health Service Absence Rate - by Staff Category, Hospital Group, CHO (Division) & National Services | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | COVID-19 absence | Total absence |
|---|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|------------------|---------------|
| <b>Total (Nov 2020):</b>  | <b>2.1%</b>      | <b>6.7%</b>         | <b>3.7%</b>                        | <b>4.5%</b>                 | <b>6.8%</b>     | <b>7.1%</b>           | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>   |
| <i>Mental Health</i>  | 1.1%             | 9.3%                | 2.5%                               | 2.3%                        | 4.0%            | 7.4%                  | 5.1%              | 0.3%                   | 0.9%             | 6.3%          |
| <i>Primary Care</i>   | 6.5%             | 3.8%                | 3.2%                               | 4.7%                        | 3.9%            | 4.1%                  | 3.6%              | 0.2%                   | 0.4%             | 4.3%          |
| <i>Disabilities</i>   | 0.0%             | 5.0%                | 4.4%                               | 2.4%                        | 8.4%            | 5.0%                  | 3.8%              | 0.2%                   | 1.0%             | 4.9%          |
| <i>Older People</i>   | 0.0%             | 10.6%               | 10.6%                              | 5.1%                        | 9.9%            | 9.6%                  | 7.8%              | 0.4%                   | 1.4%             | 9.6%          |
| CHO 3   | 3.9%             | 7.4%                | 4.1%                               | 4.0%                        | 7.5%            | 6.0%                  | 4.8%              | 0.2%                   | 0.9%             | 5.9%          |
| <i>Community Health &amp; Wellbeing</i>   |                  |                     |                                    |                             |                 |                       |                   |                        |                  |               |
| <i>Mental Health</i>  | 4.9%             | 3.9%                | 2.5%                               | 3.3%                        | 4.6%            | 2.5%                  | 2.7%              | 0.2%                   | 0.6%             | 3.5%          |
| <i>Primary Care</i>   | 2.5%             | 3.6%                | 1.7%                               | 2.9%                        | 0.0%            | 3.6%                  | 2.5%              | 0.1%                   | 0.2%             | 2.8%          |
| <i>Disabilities</i>   | 0.0%             | 7.3%                | 3.4%                               | 2.8%                        | 3.1%            | 5.2%                  | 3.7%              | 0.8%                   | 0.5%             | 5.0%          |
| <i>Older People</i>   | 0.0%             | 5.0%                | 0.6%                               | 2.4%                        | 5.7%            | 6.7%                  | 4.0%              | 0.3%                   | 1.1%             | 5.4%          |
| CHO 4   | 3.3%             | 5.1%                | 2.6%                               | 2.8%                        | 4.1%            | 5.4%                  | 3.4%              | 0.4%                   | 0.6%             | 4.5%          |
| <i>Community Health &amp; Wellbeing</i>   |                  |                     | 0.0%                               | 0.3%                        |                 | 23.1%                 | 1.8%              | 0.1%                   | 6.9%             | 8.8%          |
| <i>Mental Health</i>  | 2.3%             | 5.0%                | 7.2%                               | 5.1%                        | 6.6%            | 7.1%                  | 4.0%              | 0.3%                   | 1.1%             | 5.5%          |
| <i>Primary Care</i>   | 5.6%             | 6.1%                | 3.0%                               | 4.4%                        | 0.0%            | 5.2%                  | 4.1%              | 0.2%                   | 0.4%             | 4.7%          |
| <i>Disabilities</i>   | 0.0%             | 6.8%                | 5.4%                               | 5.5%                        | 7.9%            | 5.2%                  | 4.4%              | 0.5%                   | 0.7%             | 5.5%          |
| <i>Older People</i>   | 0.0%             | 8.2%                | 2.2%                               | 7.3%                        | 5.9%            | 8.4%                  | 6.1%              | 0.5%                   | 1.1%             | 7.7%          |
| CHO 5   | 3.9%             | 6.3%                | 4.5%                               | 5.0%                        | 6.0%            | 6.3%                  | 4.6%              | 0.4%                   | 0.8%             | 5.8%          |
| <i>Community Health &amp; Wellbeing</i>   |                  | 0.0%                |                                    | 0.0%                        |                 | 16.0%                 | 5.4%              | 0.0%                   | 0.0%             | 5.4%          |
| <i>Mental Health</i>  | 2.9%             | 4.1%                | 4.7%                               | 4.2%                        | 9.5%            | 3.0%                  | 3.6%              | 0.4%                   | 0.5%             | 4.4%          |
| <i>Primary Care</i>   | 1.5%             | 4.6%                | 4.1%                               | 4.0%                        | 6.3%            | 2.9%                  | 2.9%              | 0.2%                   | 0.8%             | 3.9%          |
| <i>Disabilities</i>   | 0.0%             | 3.3%                | 2.8%                               | 1.8%                        | 4.0%            | 4.8%                  | 2.3%              | 0.3%                   | 0.9%             | 3.5%          |
| <i>Older People</i>   | 0.0%             | 7.5%                | 1.8%                               | 11.9%                       | 5.8%            | 6.5%                  | 5.2%              | 0.3%                   | 1.2%             | 6.8%          |
| CHO 6   | 2.1%             | 5.0%                | 3.3%                               | 4.3%                        | 6.3%            | 5.0%                  | 3.3%              | 0.3%                   | 0.9%             | 4.5%          |
| <i>Community Health &amp; Wellbeing</i>   |                  |                     |                                    |                             |                 |                       |                   |                        |                  |               |
| <i>Mental Health</i>  | 2.0%             | 22.0%               | 3.5%                               | 5.7%                        | 24.5%           | 16.1%                 | 4.5%              | 0.2%                   | 6.3%             | 11.0%         |
| <i>Primary Care</i>   | 2.9%             | 6.6%                | 4.9%                               | 5.1%                        | 7.6%            | 8.9%                  | 5.0%              | 0.2%                   | 0.9%             | 6.1%          |
| <i>Disabilities</i>   | 14.4%            | 5.3%                | 3.8%                               | 2.6%                        | 5.9%            | 6.5%                  | 4.1%              | 0.4%                   | 1.0%             | 5.5%          |

## November 2020

| Health Service Absence Rate - by Staff Category, Hospital Group, CHO (Division) & National Services | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | COVID-19 absence | Total absence |
|---|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|------------------|---------------|
| <b>Total (Nov 2020):</b>  | <b>2.1%</b>      | <b>6.7%</b>         | <b>3.7%</b>                        | <b>4.5%</b>                 | <b>6.8%</b>     | <b>7.1%</b>           | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>   |
| Older People  | 0.0%             | 6.0%                | 9.3%                               | 5.7%                        | 10.5%           | 11.0%                 | 6.1%              | 0.6%                   | 1.9%             | 8.6%          |
| CHO 7   | 3.1%             | 7.3%                | 4.3%                               | 4.4%                        | 7.8%            | 7.5%                  | 4.6%              | 0.4%                   | 1.4%             | 6.4%          |
| Community Health & Wellbeing  |                  |                     | 2.9%                               | 4.2%                        |                 |                       | 3.6%              | 0.6%                   | 0.0%             | 4.2%          |
| Mental Health   | 3.5%             | 7.1%                | 3.1%                               | 4.0%                        | 6.6%            | 7.1%                  | 4.2%              | 0.4%                   | 1.3%             | 5.9%          |
| Primary Care  | 1.9%             | 6.7%                | 3.7%                               | 4.0%                        | 5.2%            | 5.0%                  | 3.8%              | 0.2%                   | 0.7%             | 4.6%          |
| Disabilities  | 0.0%             | 5.0%                | 3.0%                               | 5.0%                        | 7.0%            | 6.8%                  | 4.0%              | 0.2%                   | 1.2%             | 5.4%          |
| Older People  | 0.0%             | 9.5%                | 4.8%                               | 3.6%                        | 6.6%            | 11.1%                 | 5.9%              | 0.4%                   | 3.2%             | 9.6%          |
| CHO 8   | 2.4%             | 6.9%                | 3.3%                               | 4.2%                        | 6.6%            | 8.0%                  | 4.4%              | 0.3%                   | 1.5%             | 6.1%          |
| Community Health & Wellbeing  |                  |                     | 0.0%                               | 0.0%                        |                 |                       | 0.0%              | 0.0%                   | 0.0%             | 0.0%          |
| Mental Health   | 2.4%             | 4.6%                | 2.3%                               | 3.7%                        | 4.3%            | 2.4%                  | 3.1%              | 0.2%                   | 0.4%             | 3.7%          |
| Primary Care  | 2.8%             | 5.3%                | 3.9%                               | 3.7%                        | 6.2%            | 6.5%                  | 3.2%              | 0.2%                   | 1.2%             | 4.5%          |
| Disabilities  | 0.6%             | 4.3%                | 3.6%                               | 2.1%                        | 5.9%            | 4.7%                  | 3.1%              | 0.2%                   | 0.7%             | 4.1%          |
| Older People  | 6.0%             | 5.0%                | 1.4%                               | 3.9%                        | 5.7%            | 5.5%                  | 3.2%              | 0.6%                   | 1.0%             | 4.8%          |
| CHO 9   | 2.7%             | 4.7%                | 3.4%                               | 3.2%                        | 5.4%            | 4.8%                  | 3.1%              | 0.3%                   | 0.8%             | 4.2%          |
| Other Community Services  | 0.9%             | 7.5%                | 3.5%                               | 0.3%                        | 1.1%            | 12.6%                 | 1.5%              | 0.4%                   | 2.5%             | 4.4%          |
| <b>Corporate, HWB &amp; National</b>  | <b>2.8%</b>      | <b>2.7%</b>         | <b>2.6%</b>                        | <b>4.8%</b>                 | <b>5.6%</b>     | <b>3.8%</b>           | <b>2.7%</b>       | <b>0.2%</b>            | <b>1.4%</b>      | <b>4.3%</b>   |
| Health & Wellbeing  | 3.9%             | 1.2%                | 9.1%                               | 3.6%                        | 0.0%            | 0.0%                  | 3.8%              | 0.1%                   | 0.1%             | 4.0%          |
| Corporate   | 1.8%             | 2.9%                | 2.5%                               | 5.5%                        | 5.4%            | 0.3%                  | 2.7%              | 0.2%                   | 1.7%             | 4.6%          |
| Health Business Services  |                  | 0.0%                | 0.0%                               | 2.3%                        | 5.7%            | 66.5%                 | 2.4%              | 0.1%                   | 0.3%             | 2.9%          |

## November 2020

| Health Service Absence Rate - by Staff Category & Division / Care Group: | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | COVID-19 absence | Total absence |
|--|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|------------------|---------------|
| <b>Total (Nov 2020):</b>   | <b>2.1%</b>      | <b>6.7%</b>         | <b>3.7%</b>                        | <b>4.5%</b>                 | <b>6.8%</b>     | <b>7.1%</b>           | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>   |
| <b>Acute Services</b>  | <b>1.9%</b>      | <b>7.0%</b>         | <b>3.9%</b>                        | <b>5.0%</b>                 | <b>7.2%</b>     | <b>8.4%</b>           | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.8%</b>      | <b>5.8%</b>   |
| Ambulance Services   |                  |                     |                                    | 2.0%                        | 2.9%            | 7.2%                  | 4.2%              | 0.5%                   | 1.9%             | 6.5%          |
| Acute Hospital Services  | 1.9%             | 7.0%                | 3.9%                               | 5.0%                        | 7.4%            | 8.7%                  | 3.5%              | 0.4%                   | 1.8%             | 5.8%          |
| <b>Community Services</b>  | <b>3.0%</b>      | <b>6.2%</b>         | <b>3.7%</b>                        | <b>3.6%</b>                 | <b>5.9%</b>     | <b>6.4%</b>           | <b>4.0%</b>       | <b>0.3%</b>            | <b>1.0%</b>      | <b>5.4%</b>   |
| Community Health & Wellbeing   |                  | 0.0%                | 1.7%                               | 3.0%                        |                 | 17.1%                 | 2.9%              | 0.3%                   | 0.9%             | 4.2%          |
| Mental Health  | 2.7%             | 6.4%                | 3.7%                               | 2.7%                        | 5.7%            | 5.6%                  | 3.5%              | 0.3%                   | 1.3%             | 5.1%          |
| Primary Care   | 3.4%             | 5.7%                | 3.5%                               | 4.0%                        | 4.8%            | 5.6%                  | 3.7%              | 0.2%                   | 0.7%             | 4.5%          |
| Disabilities   | 3.6%             | 5.7%                | 3.8%                               | 2.9%                        | 5.5%            | 5.7%                  | 4.0%              | 0.3%                   | 0.8%             | 5.1%          |
| Older People   | 1.2%             | 7.2%                | 3.6%                               | 4.9%                        | 7.2%            | 8.6%                  | 5.4%              | 0.4%                   | 1.6%             | 7.4%          |
| <b>Corporate, HWB &amp; National</b>                                     | <b>2.8%</b>      | <b>2.7%</b>         | <b>2.6%</b>                        | <b>4.8%</b>                 | <b>5.6%</b>     | <b>3.8%</b>           | <b>2.7%</b>       | <b>0.2%</b>            | <b>1.4%</b>      | <b>4.3%</b>   |
| Health & Wellbeing   | 3.9%             | 1.2%                | 9.1%                               | 3.6%                        | 0.0%            | 0.0%                  | 3.8%              | 0.1%                   | 0.1%             | 4.0%          |
| Corporate  | 1.8%             | 2.9%                | 2.5%                               | 5.5%                        | 5.4%            | 0.3%                  | 2.7%              | 0.2%                   | 1.7%             | 4.6%          |
| Health Business Services   |                  | 0.0%                | 0.0%                               | 2.3%                        | 5.7%            | 66.5%                 | 2.4%              | 0.1%                   | 0.3%             | 2.9%          |



Certified absence

Self-certified absence

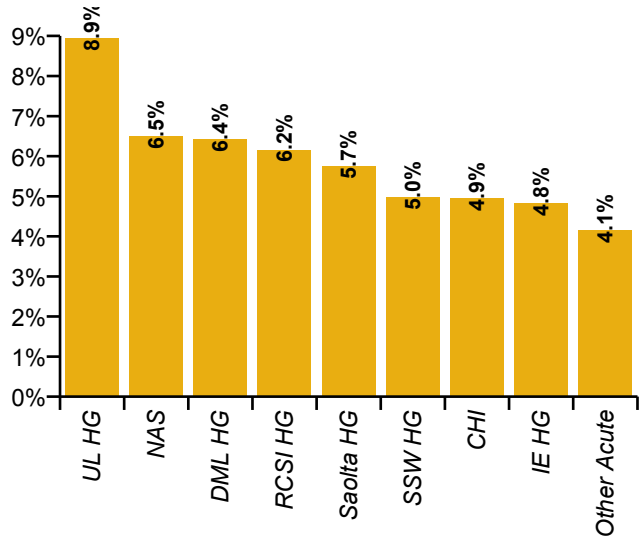
COVID-19 absence



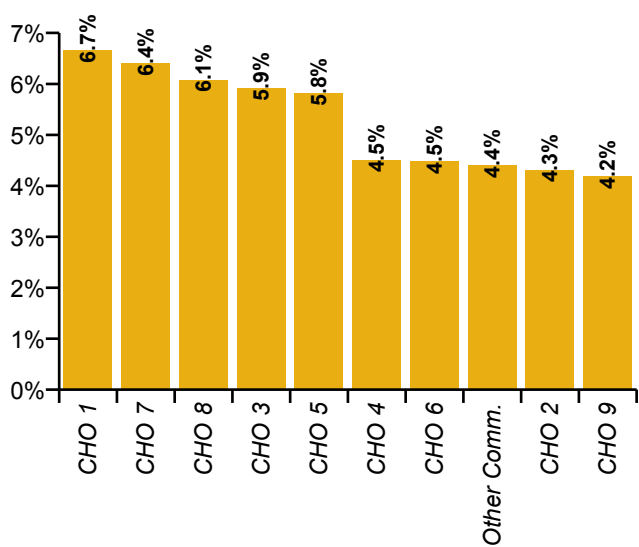
| Health Service Absence Rate - by HG, CHO & National Services: | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total (Nov 2020):</b>                                      | <b>3.7%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>5.5%</b>   | <b>67.1%</b> | <b>6.1%</b>    | <b>26.8%</b> |
| National Ambulance Service                                    | 4.2%              | 0.5%                   | 1.9%             | <b>6.5%</b>   | 64.3%        | 7.0%           | 28.7%        |
| Children's Health Ireland                                     | 3.2%              | 0.4%                   | 1.3%             | <b>4.9%</b>   | 65.7%        | 7.2%           | 27.1%        |
| Dublin Midlands Hospital Group                                | 3.6%              | 0.5%                   | 2.4%             | <b>6.4%</b>   | 55.3%        | 7.1%           | 37.6%        |
| Ireland East Hospital Group                                   | 3.0%              | 0.3%                   | 1.5%             | <b>4.8%</b>   | 62.7%        | 5.6%           | 31.7%        |
| RCSI Hospitals Group  | 3.5%              | 0.3%                   | 2.4%             | <b>6.2%</b>   | 56.7%        | 4.7%           | 38.6%        |
| Saolta University Hospital Care Group                         | 3.6%              | 0.4%                   | 1.7%             | <b>5.7%</b>   | 63.5%        | 7.5%           | 29.1%        |
| South/South West Hospital Group                               | 3.7%              | 0.5%                   | 0.8%             | <b>5.0%</b>   | 74.0%        | 9.5%           | 16.5%        |
| University of Limerick Hospital Group                         | 4.9%              | 0.3%                   | 3.7%             | <b>8.9%</b>   | 54.9%        | 3.7%           | 41.4%        |
| Other Acute Services  | 2.9%              | 0.6%                   | 0.6%             | <b>4.1%</b>   | 70.2%        | 14.2%          | 15.6%        |
| <b>Acute Services</b>   | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.8%</b>      | <b>5.8%</b>   | <b>61.7%</b> | <b>6.6%</b>    | <b>31.7%</b> |
| <i>Health Service Executive</i>                               | 5.4%              | 0.2%                   | 1.1%             | <b>6.7%</b>   | 80.3%        | 3.6%           | 16.0%        |
| CHO 1   | 5.4%              | 0.2%                   | 1.1%             | <b>6.7%</b>   | 80.3%        | 3.6%           | 16.0%        |
| <i>Health Service Executive</i>                               | 3.2%              | 0.2%                   | 0.6%             | <b>3.9%</b>   | 80.4%        | 3.9%           | 15.7%        |
| <i>Section 38 Voluntary Agencies</i>                          | 4.9%              | 0.2%                   | 0.1%             | <b>5.1%</b>   | 94.3%        | 4.4%           | 1.3%         |
| CHO 2   | 3.7%              | 0.2%                   | 0.4%             | <b>4.3%</b>   | 85.5%        | 4.1%           | 10.4%        |
| <i>Health Service Executive</i>                               | 5.4%              | 0.3%                   | 0.9%             | <b>6.6%</b>   | 82.4%        | 4.6%           | 13.1%        |
| <i>Section 38 Voluntary Agencies</i>                          | 3.8%              | 0.2%                   | 1.0%             | <b>5.0%</b>   | 76.3%        | 3.0%           | 20.7%        |
| CHO 3   | 4.8%              | 0.2%                   | 0.9%             | <b>5.9%</b>   | 80.2%        | 4.0%           | 15.7%        |
| <i>Health Service Executive</i>                               | 3.4%              | 0.2%                   | 0.7%             | <b>4.3%</b>   | 77.6%        | 5.5%           | 16.9%        |
| <i>Section 38 Voluntary Agencies</i>                          | 3.6%              | 0.7%                   | 0.5%             | <b>4.8%</b>   | 74.3%        | 15.2%          | 10.5%        |
| CHO 4   | 3.4%              | 0.4%                   | 0.6%             | <b>4.5%</b>   | 76.3%        | 9.4%           | 14.3%        |
| <i>Health Service Executive</i>                               | 4.8%              | 0.3%                   | 0.9%             | <b>6.0%</b>   | 79.8%        | 5.6%           | 14.6%        |
| <i>Section 38 Voluntary Agencies</i>                          | 4.1%              | 0.5%                   | 0.7%             | <b>5.3%</b>   | 77.0%        | 8.9%           | 14.1%        |
| CHO 5   | 4.6%              | 0.4%                   | 0.8%             | <b>5.8%</b>   | 79.2%        | 6.3%           | 14.5%        |
| <i>Health Service Executive</i>                               | 3.5%              | 0.3%                   | 1.2%             | <b>5.0%</b>   | 69.7%        | 6.4%           | 23.9%        |
| <i>Section 38 Voluntary Agencies</i>                          | 3.1%              | 0.3%                   | 0.6%             | <b>4.0%</b>   | 78.2%        | 7.1%           | 14.8%        |
| CHO 6   | 3.3%              | 0.3%                   | 0.9%             | <b>4.5%</b>   | 73.6%        | 6.7%           | 19.7%        |
| <i>Health Service Executive</i>                               | 5.4%              | 0.3%                   | 2.1%             | <b>7.9%</b>   | 68.6%        | 4.4%           | 27.0%        |
| <i>Section 38 Voluntary Agencies</i>                          | 4.1%              | 0.4%                   | 0.9%             | <b>5.4%</b>   | 76.3%        | 7.1%           | 16.6%        |
| CHO 7   | 4.6%              | 0.4%                   | 1.4%             | <b>6.4%</b>   | 72.4%        | 5.7%           | 21.9%        |
| <i>Health Service Executive</i>                               | 4.9%              | 0.3%                   | 1.6%             | <b>6.9%</b>   | 71.8%        | 4.3%           | 23.9%        |
| <i>Section 38 Voluntary Agencies</i>                          | 2.9%              | 0.2%                   | 1.0%             | <b>4.0%</b>   | 70.8%        | 4.0%           | 25.2%        |
| CHO 8   | 4.4%              | 0.3%                   | 1.5%             | <b>6.1%</b>   | 71.6%        | 4.3%           | 24.1%        |
| <i>Health Service Executive</i>                               | 3.4%              | 0.3%                   | 0.8%             | <b>4.6%</b>   | 74.9%        | 6.6%           | 18.5%        |
| <i>Section 38 Voluntary Agencies</i>                          | 2.8%              | 0.2%                   | 0.7%             | <b>3.7%</b>   | 74.9%        | 6.1%           | 19.0%        |
| CHO 9   | 3.1%              | 0.3%                   | 0.8%             | <b>4.2%</b>   | 74.9%        | 6.4%           | 18.7%        |
| <i>Health Service Executive</i>                               | 1.5%              | 0.4%                   | 2.5%             | <b>4.4%</b>   | 34.3%        | 8.0%           | 57.7%        |
| Other Community Services                                      | 1.5%              | 0.4%                   | 2.5%             | <b>4.4%</b>   | 34.3%        | 8.0%           | 57.7%        |
| <b>Community Services</b>                                     | <b>4.0%</b>       | <b>0.3%</b>            | <b>1.0%</b>      | <b>5.4%</b>   | <b>75.6%</b> | <b>5.6%</b>    | <b>18.8%</b> |
| <b>HWB, Corporate &amp; National</b>                          | <b>2.7%</b>       | <b>0.2%</b>            | <b>1.4%</b>      | <b>4.3%</b>   | <b>63.4%</b> | <b>3.7%</b>    | <b>32.9%</b> |



Total absence rate by HG: Nov 2020



Total absence rate by CHO: Nov 2020



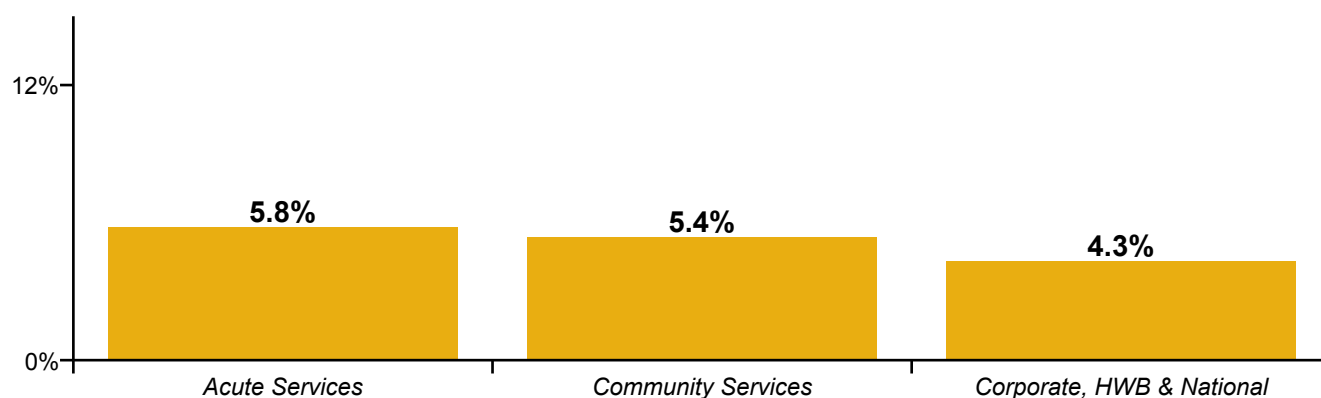
## Health Service Absence Rate - by Service & Staff Category Nov 2020

| Acute Services by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total</b>                              | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.8%</b>      | <b>5.8%</b>   | <b>61.7%</b> | <b>6.6%</b>    | <b>31.7%</b> |
| Medical & Dental                          | 0.9%              | 0.1%                   | 0.9%             | 1.9%          | 46.5%        | 4.6%           | 48.9%        |
| Nursing & Midwifery                       | 4.0%              | 0.5%                   | 2.4%             | 7.0%          | 57.1%        | 7.7%           | 35.2%        |
| Health & Social Care Professionals        | 2.7%              | 0.2%                   | 1.0%             | 3.9%          | 68.1%        | 6.0%           | 25.9%        |
| Management & Administrative               | 3.6%              | 0.2%                   | 1.1%             | 5.0%          | 72.5%        | 5.0%           | 22.5%        |
| General Support                           | 5.0%              | 0.4%                   | 1.8%             | 7.2%          | 69.1%        | 5.4%           | 25.5%        |
| Patient & Client Care                     | 5.1%              | 0.6%                   | 2.7%             | 8.4%          | 61.0%        | 6.8%           | 32.2%        |

| Community Services by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total</b>                                  | <b>4.0%</b>       | <b>0.3%</b>            | <b>1.0%</b>      | <b>5.4%</b>   | <b>75.6%</b> | <b>5.6%</b>    | <b>18.8%</b> |
| Medical & Dental                              | 2.3%              | 0.1%                   | 0.5%             | 3.0%          | 77.3%        | 4.4%           | 18.3%        |
| Nursing & Midwifery                           | 4.5%              | 0.3%                   | 1.4%             | 6.2%          | 72.7%        | 5.3%           | 22.0%        |
| Health & Social Care Professionals            | 2.9%              | 0.2%                   | 0.6%             | 3.7%          | 78.8%        | 5.9%           | 15.3%        |
| Management & Administrative                   | 3.0%              | 0.2%                   | 0.4%             | 3.6%          | 84.1%        | 5.3%           | 10.5%        |
| General Support                               | 4.5%              | 0.2%                   | 1.2%             | 5.9%          | 76.1%        | 4.2%           | 19.7%        |
| Patient & Client Care                         | 4.8%              | 0.4%                   | 1.2%             | 6.4%          | 75.1%        | 6.1%           | 18.7%        |

| Corporate, HWB & National by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total</b>   | <b>2.7%</b>       | <b>0.2%</b>            | <b>1.4%</b>      | <b>4.3%</b>   | <b>63.4%</b> | <b>3.7%</b>    | <b>32.9%</b> |
| Medical & Dental                                     | 2.0%              | 0.1%                   | 0.7%             | 2.8%          | 71.8%        | 1.8%           | 26.4%        |
| Nursing & Midwifery                                  | 2.4%              | 0.1%                   | 0.2%             | 2.7%          | 88.4%        | 2.8%           | 8.8%         |
| Health & Social Care Professionals                   | 2.4%              | 0.1%                   | 0.1%             | 2.6%          | 91.8%        | 5.3%           | 3.0%         |
| Management & Administrative                          | 2.8%              | 0.2%                   | 1.8%             | 4.8%          | 58.7%        | 3.4%           | 37.9%        |
| General Support                                      | 3.4%              | 0.3%                   | 1.8%             | 5.6%          | 60.9%        | 6.1%           | 33.0%        |
| Patient & Client Care                                | 3.5%              | 0.3%                   | 0.0%             | 3.8%          | 91.6%        | 8.4%           | 0.0%         |

**Total absence rate percentage**

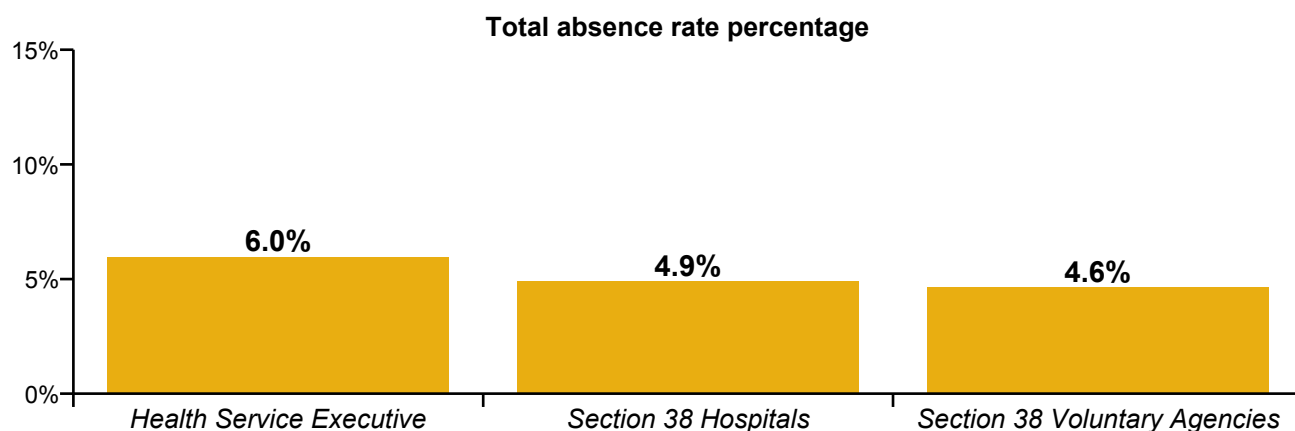


## Health Service Absence Rate - by HSE, S38 & Staff Category Nov 2020

| Health Service Executive by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total</b>  | <b>4.0%</b>       | <b>0.3%</b>            | <b>1.6%</b>      | <b>6.0%</b>   | <b>67.4%</b> | <b>5.5%</b>    | <b>27.1%</b> |
| Medical & Dental                                    | 1.4%              | 0.1%                   | 0.9%             | 2.4%          | 58.5%        | 4.2%           | 37.3%        |
| Nursing & Midwifery                                 | 4.7%              | 0.5%                   | 2.2%             | 7.3%          | 63.8%        | 6.2%           | 30.0%        |
| Health & Social Care Professionals                  | 3.1%              | 0.2%                   | 0.5%             | 3.8%          | 80.0%        | 5.9%           | 14.1%        |
| Management & Administrative                         | 3.2%              | 0.2%                   | 1.1%             | 4.6%          | 71.1%        | 4.6%           | 24.3%        |
| General Support                                     | 4.9%              | 0.3%                   | 1.9%             | 7.1%          | 68.9%        | 4.8%           | 26.3%        |
| Patient & Client Care                               | 5.5%              | 0.4%                   | 2.2%             | 8.1%          | 67.8%        | 5.3%           | 26.9%        |

| Section 38 Hospitals by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total</b>                                    | <b>3.0%</b>       | <b>0.4%</b>            | <b>1.6%</b>      | <b>4.9%</b>   | <b>60.4%</b> | <b>7.4%</b>    | <b>32.2%</b> |
| Medical & Dental                                | 0.7%              | 0.1%                   | 0.8%             | 1.6%          | 45.2%        | 3.9%           | 51.0%        |
| Nursing & Midwifery                             | 3.1%              | 0.5%                   | 2.1%             | 5.7%          | 54.9%        | 9.0%           | 36.1%        |
| Health & Social Care Professionals              | 2.0%              | 0.2%                   | 1.2%             | 3.4%          | 60.2%        | 5.5%           | 34.3%        |
| Management & Administrative                     | 3.6%              | 0.2%                   | 1.2%             | 5.0%          | 71.9%        | 4.6%           | 23.6%        |
| General Support                                 | 4.8%              | 0.4%                   | 1.5%             | 6.7%          | 71.5%        | 6.0%           | 22.5%        |
| Patient & Client Care                           | 4.2%              | 0.7%                   | 2.3%             | 7.2%          | 58.5%        | 9.8%           | 31.6%        |

| Section 38 Voluntary Agencies by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total</b>   | <b>3.6%</b>       | <b>0.3%</b>            | <b>0.7%</b>      | <b>4.6%</b>   | <b>77.1%</b> | <b>7.3%</b>    | <b>15.7%</b> |
| Medical & Dental   | 1.7%              | 0.7%                   | 0.7%             | 3.1%          | 53.8%        | 22.6%          | 23.6%        |
| Nursing & Midwifery                                      | 3.8%              | 0.3%                   | 0.8%             | 4.9%          | 76.6%        | 6.3%           | 17.1%        |
| Health & Social Care Professionals                       | 2.6%              | 0.2%                   | 0.8%             | 3.6%          | 71.8%        | 6.5%           | 21.7%        |
| Management & Administrative                              | 2.1%              | 0.2%                   | 0.2%             | 2.5%          | 84.3%        | 6.9%           | 8.8%         |
| General Support  | 4.5%              | 0.3%                   | 0.8%             | 5.5%          | 81.6%        | 4.6%           | 13.7%        |
| Patient & Client Care                                    | 4.1%              | 0.4%                   | 0.7%             | 5.3%          | 78.1%        | 8.1%           | 13.7%        |



## Health Service Absence Rate - by Staff Category

| National Ambulance Service by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total National Ambulance Service</b>               | <b>4.2%</b>       | <b>0.5%</b>            | <b>1.9%</b>      | <b>6.5%</b>   | <b>64.3%</b> | <b>7.0%</b>    | <b>28.7%</b> |
| Medical & Dental                                      |                   |                        |                  |               |              |                |              |
| Nursing & Midwifery                                   |                   |                        |                  |               |              |                |              |
| Health & Social Care Professionals                    |                   |                        |                  |               |              |                |              |
| Management & Administrative                           | 1.4%              | 0.1%                   | 0.5%             | 2.0%          | 70.8%        | 4.4%           | 24.9%        |
| General Support                                       | 2.5%              | 0.4%                   | 0.1%             | 2.9%          | 84.8%        | 12.1%          | 3.1%         |
| Patient & Client Care                                 | 4.6%              | 0.5%                   | 2.2%             | 7.2%          | 63.1%        | 6.8%           | 30.1%        |

| Children's Health Ireland by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Children's Health Ireland</b>               | <b>3.2%</b>       | <b>0.4%</b>            | <b>1.3%</b>      | <b>4.9%</b>   | <b>65.7%</b> | <b>7.2%</b>    | <b>27.1%</b> |
| Medical & Dental                                     | 1.0%              | 0.1%                   | 0.4%             | 1.4%          | 69.5%        | 5.2%           | 25.3%        |
| Nursing & Midwifery                                  | 3.9%              | 0.5%                   | 1.8%             | 6.2%          | 62.7%        | 7.9%           | 29.4%        |
| Health & Social Care Professionals                   | 2.2%              | 0.2%                   | 0.9%             | 3.4%          | 67.0%        | 5.5%           | 27.5%        |
| Management & Administrative                          | 3.6%              | 0.4%                   | 1.3%             | 5.3%          | 69.0%        | 6.8%           | 24.2%        |
| General Support                                      | 5.0%              | 0.4%                   | 2.5%             | 7.9%          | 63.1%        | 4.8%           | 32.1%        |
| Patient & Client Care                                | 4.6%              | 0.7%                   | 0.8%             | 6.0%          | 76.1%        | 11.4%          | 12.6%        |

| Dublin Midlands Hospital Group by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Dublin Midlands Hospital Group</b>               | <b>3.6%</b>       | <b>0.5%</b>            | <b>2.4%</b>      | <b>6.4%</b>   | <b>55.3%</b> | <b>7.1%</b>    | <b>37.6%</b> |
| Medical & Dental  | 0.7%              | 0.1%                   | 1.1%             | 1.9%          | 36.0%        | 5.8%           | 58.2%        |
| Nursing & Midwifery                                       | 3.5%              | 0.8%                   | 3.2%             | 7.6%          | 46.5%        | 10.8%          | 42.7%        |
| Health & Social Care Professionals                        | 2.9%              | 0.2%                   | 1.5%             | 4.6%          | 62.6%        | 4.1%           | 33.2%        |
| Management & Administrative                               | 4.2%              | 0.2%                   | 1.1%             | 5.5%          | 76.7%        | 3.1%           | 20.1%        |
| General Support   | 5.1%              | 0.4%                   | 2.4%             | 7.8%          | 65.2%        | 4.6%           | 30.2%        |
| Patient & Client Care                                     | 6.1%              | 0.5%                   | 4.5%             | 11.1%         | 55.2%        | 4.8%           | 40.0%        |

| Ireland East Hospital Group by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Ireland East Hospital Group</b>               | <b>3.0%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>4.8%</b>   | <b>62.7%</b> | <b>5.6%</b>    | <b>31.7%</b> |
| Medical & Dental                                       | 0.8%              | 0.1%                   | 0.6%             | 1.5%          | 54.7%        | 4.3%           | 41.0%        |
| Nursing & Midwifery                                    | 3.3%              | 0.3%                   | 1.9%             | 5.5%          | 60.1%        | 5.0%           | 35.0%        |
| Health & Social Care Professionals                     | 2.1%              | 0.2%                   | 1.1%             | 3.4%          | 61.7%        | 5.8%           | 32.5%        |
| Management & Administrative                            | 3.2%              | 0.2%                   | 0.9%             | 4.3%          | 74.5%        | 4.9%           | 20.6%        |
| General Support  | 4.7%              | 0.4%                   | 2.3%             | 7.4%          | 63.1%        | 6.0%           | 30.9%        |
| Patient & Client Care                                  | 4.4%              | 0.6%                   | 2.0%             | 6.9%          | 63.5%        | 8.0%           | 28.4%        |

| RCSI Hospitals Group by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total RCSI Hospitals Group</b>               | <b>3.5%</b>       | <b>0.3%</b>            | <b>2.4%</b>      | <b>6.2%</b>   | <b>56.7%</b> | <b>4.7%</b>    | <b>38.6%</b> |
| Medical & Dental                                | 0.9%              | 0.1%                   | 1.6%             | 2.6%          | 34.8%        | 2.5%           | 62.6%        |
| Nursing & Midwifery                             | 4.1%              | 0.3%                   | 3.3%             | 7.8%          | 52.5%        | 4.4%           | 43.1%        |
| Health & Social Care Professionals              | 2.0%              | 0.2%                   | 0.8%             | 2.9%          | 68.2%        | 5.5%           | 26.3%        |
| Management & Administrative                     | 3.7%              | 0.3%                   | 1.7%             | 5.7%          | 65.4%        | 4.8%           | 29.8%        |
| General Support                                 | 4.7%              | 0.5%                   | 1.8%             | 7.0%          | 67.4%        | 6.5%           | 26.1%        |
| Patient & Client Care                           | 5.5%              | 0.5%                   | 3.5%             | 9.5%          | 58.2%        | 5.1%           | 36.7%        |

| Saolta University Hospital Care Group by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Saolta University Hospital Care Group</b>               | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.7%</b>      | <b>5.7%</b>   | <b>63.5%</b> | <b>7.5%</b>    | <b>29.1%</b> |
| Medical & Dental   | 0.9%              | 0.1%                   | 0.8%             | 1.8%          | 48.9%        | 8.2%           | 43.0%        |
| Nursing & Midwifery  | 4.2%              | 0.6%                   | 2.3%             | 7.1%          | 59.2%        | 8.9%           | 32.0%        |
| Health & Social Care Professionals                               | 3.4%              | 0.3%                   | 0.6%             | 4.3%          | 80.1%        | 6.6%           | 13.3%        |
| Management & Administrative                                      | 3.3%              | 0.3%                   | 1.2%             | 4.8%          | 68.7%        | 6.5%           | 24.8%        |
| General Support  | 5.9%              | 0.3%                   | 2.1%             | 8.3%          | 70.8%        | 4.2%           | 25.0%        |
| Patient & Client Care  | 4.5%              | 0.5%                   | 2.3%             | 7.3%          | 61.7%        | 7.4%           | 30.8%        |

| South/South West Hospital Group by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total South/South West Hospital Group</b>               | <b>3.7%</b>       | <b>0.5%</b>            | <b>0.8%</b>      | <b>5.0%</b>   | <b>74.0%</b> | <b>9.5%</b>    | <b>16.5%</b> |
| Medical & Dental   | 1.2%              | 0.1%                   | 0.3%             | 1.5%          | 75.4%        | 4.7%           | 19.9%        |
| Nursing & Midwifery  | 4.2%              | 0.7%                   | 1.1%             | 5.9%          | 70.2%        | 11.2%          | 18.7%        |
| Health & Social Care Professionals                         | 2.7%              | 0.3%                   | 0.3%             | 3.3%          | 80.9%        | 10.6%          | 8.5%         |
| Management & Administrative                                | 3.6%              | 0.3%                   | 0.8%             | 4.7%          | 76.3%        | 6.4%           | 17.3%        |
| General Support  | 4.7%              | 0.3%                   | 0.8%             | 5.9%          | 80.9%        | 5.5%           | 13.6%        |
| Patient & Client Care                                      | 5.8%              | 1.0%                   | 1.2%             | 7.9%          | 72.8%        | 12.7%          | 14.5%        |

| University of Limerick Hospital Group by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total University of Limerick Hospital Group</b>               | <b>4.9%</b>       | <b>0.3%</b>            | <b>3.7%</b>      | <b>8.9%</b>   | <b>54.9%</b> | <b>3.7%</b>    | <b>41.4%</b> |
| Medical & Dental   | 0.9%              | 0.1%                   | 2.5%             | 3.5%          | 25.5%        | 1.8%           | 72.8%        |
| Nursing & Midwifery  | 5.9%              | 0.4%                   | 5.1%             | 11.4%         | 51.4%        | 3.8%           | 44.8%        |
| Health & Social Care Professionals                               | 3.9%              | 0.2%                   | 3.4%             | 7.5%          | 51.9%        | 2.9%           | 45.2%        |
| Management & Administrative                                      | 4.5%              | 0.2%                   | 1.4%             | 6.1%          | 74.3%        | 2.9%           | 22.8%        |
| General Support  | 6.6%              | 0.5%                   | 2.9%             | 10.0%         | 66.4%        | 4.6%           | 28.9%        |
| Patient & Client Care  | 5.9%              | 0.5%                   | 4.9%             | 11.3%         | 52.4%        | 4.0%           | 43.6%        |

| Other Acute Services by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Other Acute Services</b>               | <b>2.9%</b>       | <b>0.6%</b>            | <b>0.6%</b>      | <b>4.1%</b>   | <b>70.2%</b> | <b>14.2%</b>   | <b>15.6%</b> |
| Medical & Dental                                | 3.7%              | 0.4%                   | 1.6%             | 5.7%          | 63.9%        | 7.3%           | 28.8%        |
| Nursing & Midwifery                             | 3.4%              | 0.9%                   | 1.2%             | 5.5%          | 61.7%        | 17.2%          | 21.0%        |
| Health & Social Care Professionals              | 3.6%              | 0.4%                   | 0.4%             | 4.4%          | 81.7%        | 9.3%           | 9.0%         |
| Management & Administrative                     | 1.4%              | 0.1%                   | 0.0%             | 1.5%          | 90.6%        | 9.4%           | 0.0%         |
| General Support                                 | 1.2%              | 0.8%                   | 0.0%             | 2.0%          | 60.7%        | 39.3%          | 0.0%         |
| Patient & Client Care                           | 3.5%              | 0.6%                   | 1.0%             | 5.0%          | 68.9%        | 11.8%          | 19.2%        |

| CHO 1 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 1</b>                 | <b>5.4%</b>       | <b>0.2%</b>            | <b>1.1%</b>      | <b>6.7%</b>   | <b>80.3%</b> | <b>3.6%</b>    | <b>16.0%</b> |
| Medical & Dental                   | 2.9%              | 0.1%                   | 1.1%             | 4.1%          | 71.0%        | 1.3%           | 27.7%        |
| Nursing & Midwifery                | 5.9%              | 0.3%                   | 1.3%             | 7.5%          | 79.1%        | 3.8%           | 17.1%        |
| Health & Social Care Professionals | 3.7%              | 0.2%                   | 0.4%             | 4.3%          | 85.4%        | 5.3%           | 9.3%         |
| Management & Administrative        | 4.0%              | 0.2%                   | 0.4%             | 4.6%          | 86.7%        | 4.1%           | 9.2%         |
| General Support                    | 4.7%              | 0.2%                   | 1.2%             | 6.2%          | 75.9%        | 3.9%           | 20.2%        |
| Patient & Client Care              | 6.3%              | 0.3%                   | 1.3%             | 7.8%          | 80.5%        | 3.2%           | 16.3%        |

| CHO 2 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 2</b>                 | <b>3.7%</b>       | <b>0.2%</b>            | <b>0.4%</b>      | <b>4.3%</b>   | <b>85.5%</b> | <b>4.1%</b>    | <b>10.4%</b> |
| Medical & Dental                   | 2.4%              | 0.0%                   | 0.2%             | 2.6%          | 93.3%        | 0.7%           | 6.1%         |
| Nursing & Midwifery                | 4.3%              | 0.2%                   | 0.8%             | 5.3%          | 81.4%        | 3.9%           | 14.7%        |
| Health & Social Care Professionals | 3.2%              | 0.2%                   | 0.4%             | 3.8%          | 85.5%        | 4.4%           | 10.1%        |
| Management & Administrative        | 2.6%              | 0.2%                   | 0.1%             | 2.9%          | 89.0%        | 6.4%           | 4.5%         |
| General Support                    | 3.0%              | 0.1%                   | 0.1%             | 3.1%          | 95.6%        | 2.3%           | 2.1%         |
| Patient & Client Care              | 4.3%              | 0.2%                   | 0.4%             | 4.9%          | 87.4%        | 4.0%           | 8.6%         |

| CHO 3 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 3</b>                 | <b>4.8%</b>       | <b>0.2%</b>            | <b>0.9%</b>      | <b>5.9%</b>   | <b>80.2%</b> | <b>4.0%</b>    | <b>15.7%</b> |
| Medical & Dental                   | 3.5%              | 0.1%                   | 0.2%             | 3.9%          | 90.6%        | 3.2%           | 6.2%         |
| Nursing & Midwifery                | 6.1%              | 0.3%                   | 1.1%             | 7.4%          | 81.6%        | 4.3%           | 14.1%        |
| Health & Social Care Professionals | 3.3%              | 0.2%                   | 0.6%             | 4.1%          | 81.3%        | 4.7%           | 14.0%        |
| Management & Administrative        | 3.0%              | 0.3%                   | 0.7%             | 4.0%          | 75.8%        | 6.5%           | 17.7%        |
| General Support                    | 6.2%              | 0.2%                   | 1.1%             | 7.5%          | 82.5%        | 2.7%           | 14.8%        |
| Patient & Client Care              | 4.7%              | 0.2%                   | 1.1%             | 6.0%          | 78.3%        | 3.4%           | 18.3%        |

| CHO 4 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 4</b>                 | <b>3.4%</b>       | <b>0.4%</b>            | <b>0.6%</b>      | <b>4.5%</b>   | <b>76.3%</b> | <b>9.4%</b>    | <b>14.3%</b> |
| Medical & Dental                   | 3.0%              | 0.1%                   | 0.2%             | 3.3%          | 90.4%        | 3.0%           | 6.6%         |
| Nursing & Midwifery                | 3.9%              | 0.4%                   | 0.8%             | 5.1%          | 76.8%        | 7.4%           | 15.8%        |
| Health & Social Care Professionals | 2.2%              | 0.3%                   | 0.2%             | 2.6%          | 82.2%        | 11.8%          | 5.9%         |
| Management & Administrative        | 2.3%              | 0.2%                   | 0.4%             | 2.8%          | 80.3%        | 6.3%           | 13.5%        |
| General Support                    | 3.4%              | 0.2%                   | 0.6%             | 4.1%          | 81.9%        | 4.7%           | 13.4%        |
| Patient & Client Care              | 4.0%              | 0.6%                   | 0.8%             | 5.4%          | 72.7%        | 11.8%          | 15.5%        |

| CHO 5 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 5</b>                 | <b>4.6%</b>       | <b>0.4%</b>            | <b>0.8%</b>      | <b>5.8%</b>   | <b>79.2%</b> | <b>6.3%</b>    | <b>14.5%</b> |
| Medical & Dental                   | 2.5%              | 0.2%                   | 1.2%             | 3.9%          | 64.9%        | 4.6%           | 30.5%        |
| Nursing & Midwifery                | 4.9%              | 0.4%                   | 1.0%             | 6.3%          | 77.7%        | 6.8%           | 15.5%        |
| Health & Social Care Professionals | 4.0%              | 0.3%                   | 0.2%             | 4.5%          | 87.3%        | 7.4%           | 5.4%         |
| Management & Administrative        | 4.4%              | 0.2%                   | 0.4%             | 5.0%          | 87.8%        | 3.6%           | 8.6%         |
| General Support                    | 4.3%              | 0.3%                   | 1.5%             | 6.0%          | 70.9%        | 4.5%           | 24.6%        |
| Patient & Client Care              | 5.0%              | 0.4%                   | 0.9%             | 6.3%          | 78.9%        | 6.7%           | 14.4%        |

| CHO 6 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 6</b>                 | <b>3.3%</b>       | <b>0.3%</b>            | <b>0.9%</b>      | <b>4.5%</b>   | <b>73.6%</b> | <b>6.7%</b>    | <b>19.7%</b> |
| Medical & Dental                   | 1.5%              | 0.1%                   | 0.5%             | 2.1%          | 70.1%        | 3.6%           | 26.3%        |
| Nursing & Midwifery                | 3.5%              | 0.3%                   | 1.3%             | 5.0%          | 69.1%        | 5.6%           | 25.2%        |
| Health & Social Care Professionals | 2.1%              | 0.4%                   | 0.8%             | 3.3%          | 64.7%        | 11.0%          | 24.2%        |
| Management & Administrative        | 3.7%              | 0.2%                   | 0.4%             | 4.3%          | 85.2%        | 5.3%           | 9.5%         |
| General Support                    | 5.0%              | 0.3%                   | 1.0%             | 6.3%          | 79.2%        | 5.3%           | 15.5%        |
| Patient & Client Care              | 3.9%              | 0.3%                   | 0.9%             | 5.0%          | 76.6%        | 6.5%           | 16.9%        |

| CHO 7 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 7</b>                 | <b>4.6%</b>       | <b>0.4%</b>            | <b>1.4%</b>      | <b>6.4%</b>   | <b>72.4%</b> | <b>5.7%</b>    | <b>21.9%</b> |
| Medical & Dental                   | 2.0%              | 0.5%                   | 0.6%             | 3.1%          | 64.2%        | 16.9%          | 18.8%        |
| Nursing & Midwifery                | 4.2%              | 0.4%                   | 2.7%             | 7.3%          | 58.3%        | 5.1%           | 36.7%        |
| Health & Social Care Professionals | 3.3%              | 0.2%                   | 0.8%             | 4.3%          | 77.9%        | 3.8%           | 18.3%        |
| Management & Administrative        | 3.7%              | 0.2%                   | 0.4%             | 4.4%          | 85.0%        | 4.8%           | 10.1%        |
| General Support                    | 5.0%              | 0.3%                   | 2.5%             | 7.8%          | 63.6%        | 3.9%           | 32.5%        |
| Patient & Client Care              | 6.0%              | 0.5%                   | 0.9%             | 7.5%          | 80.6%        | 6.8%           | 12.6%        |



| CHO 8 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 8</b>                 | <b>4.4%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>6.1%</b>   | <b>71.6%</b> | <b>4.3%</b>    | <b>24.1%</b> |
| Medical & Dental                   | 2.2%              | 0.0%                   | 0.2%             | 2.4%          | 90.7%        | 1.7%           | 7.5%         |
| Nursing & Midwifery                | 5.1%              | 0.3%                   | 1.5%             | 6.9%          | 74.0%        | 4.6%           | 21.3%        |
| Health & Social Care Professionals | 2.7%              | 0.1%                   | 0.4%             | 3.3%          | 82.7%        | 4.3%           | 13.0%        |
| Management & Administrative        | 3.5%              | 0.3%                   | 0.4%             | 4.2%          | 83.6%        | 6.6%           | 9.8%         |
| General Support                    | 4.6%              | 0.3%                   | 1.6%             | 6.6%          | 70.3%        | 4.6%           | 25.1%        |
| Patient & Client Care              | 5.1%              | 0.3%                   | 2.6%             | 8.0%          | 64.1%        | 3.5%           | 32.4%        |

| CHO 9 by Staff Category Nov 2020   | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 9</b>                 | <b>3.1%</b>       | <b>0.3%</b>            | <b>0.8%</b>      | <b>4.2%</b>   | <b>74.9%</b> | <b>6.4%</b>    | <b>18.7%</b> |
| Medical & Dental                   | 1.8%              | 0.1%                   | 0.8%             | 2.7%          | 66.6%        | 4.1%           | 29.2%        |
| Nursing & Midwifery                | 3.6%              | 0.3%                   | 0.9%             | 4.7%          | 76.2%        | 5.5%           | 18.3%        |
| Health & Social Care Professionals | 2.4%              | 0.2%                   | 0.9%             | 3.4%          | 70.1%        | 5.1%           | 24.8%        |
| Management & Administrative        | 2.7%              | 0.2%                   | 0.4%             | 3.2%          | 83.5%        | 4.8%           | 11.7%        |
| General Support                    | 4.7%              | 0.3%                   | 0.4%             | 5.4%          | 87.2%        | 5.1%           | 7.7%         |
| Patient & Client Care              | 3.4%              | 0.5%                   | 0.9%             | 4.8%          | 71.1%        | 9.5%           | 19.4%        |

| Other Community Services by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Other Community Services</b>               | <b>1.5%</b>       | <b>0.4%</b>            | <b>2.5%</b>      | <b>4.4%</b>   | <b>34.3%</b> | <b>8.0%</b>    | <b>57.7%</b> |
| Medical & Dental                                    | 0.5%              | 0.0%                   | 0.4%             | 0.9%          | 58.9%        | 0.0%           | 41.1%        |
| Nursing & Midwifery                                 | 1.8%              | 0.7%                   | 4.9%             | 7.5%          | 24.7%        | 9.3%           | 66.0%        |
| Health & Social Care Professionals                  | 3.5%              | 0.0%                   | 0.0%             | 3.5%          | 100.0%       | 0.0%           | 0.0%         |
| Management & Administrative                         | 0.2%              | 0.1%                   | 0.1%             | 0.3%          | 59.9%        | 17.3%          | 22.8%        |
| General Support                                     | 1.1%              | 0.0%                   | 0.0%             | 1.1%          | 100.0%       | 0.0%           | 0.0%         |
| Patient & Client Care                               | 4.5%              | 0.8%                   | 7.3%             | 12.6%         | 35.4%        | 6.4%           | 58.2%        |

| Health & Wellbeing by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19    |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|-------------|
| <b>Total Health &amp; Wellbeing</b>           | <b>3.8%</b>       | <b>0.1%</b>            | <b>0.1%</b>      | <b>4.0%</b>   | <b>94.9%</b> | <b>3.3%</b>    | <b>1.9%</b> |

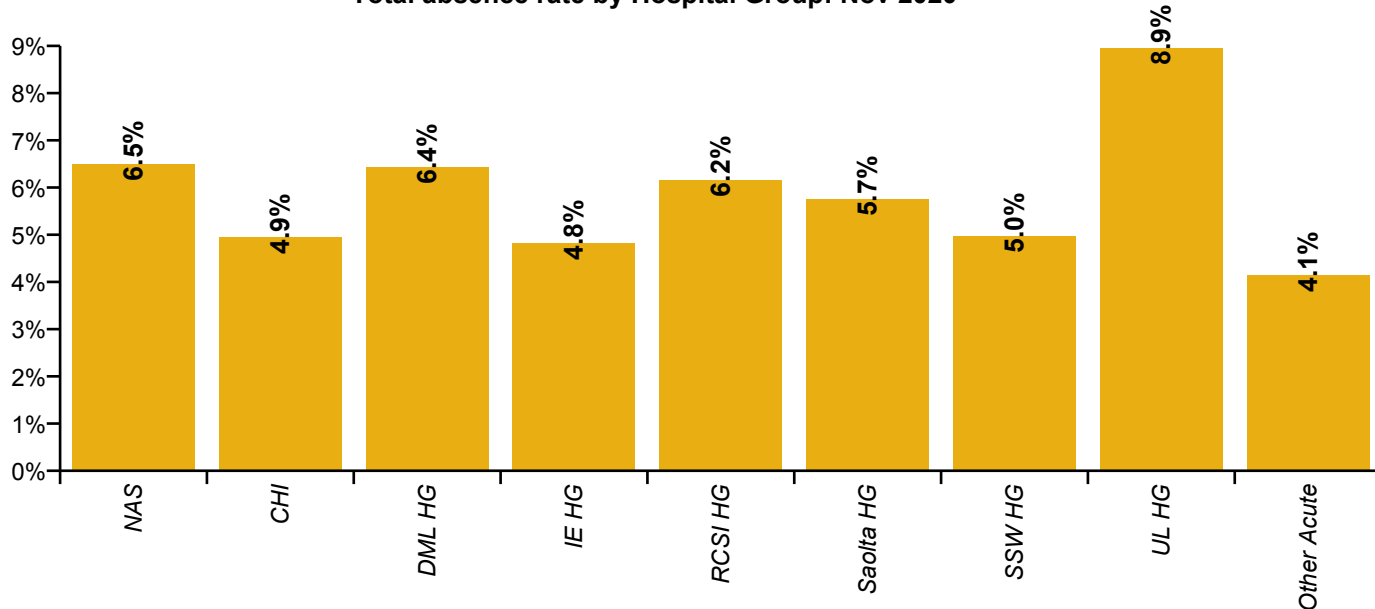
| Corporate by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Corporate</b>               | <b>2.7%</b>       | <b>0.2%</b>            | <b>1.7%</b>      | <b>4.6%</b>   | <b>59.0%</b> | <b>3.6%</b>    | <b>37.4%</b> |

| Health Business Services by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Health Business Services</b>               | <b>2.4%</b>       | <b>0.1%</b>            | <b>0.3%</b>      | <b>2.9%</b>   | <b>85.0%</b> | <b>4.9%</b>    | <b>10.1%</b> |

| Acute Service Absence Rate - by Hospital: Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Acute Services Total (Nov 2020):</b>            | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.8%</b>      | <b>5.8%</b>   | <b>61.7%</b> | <b>6.6%</b>    | <b>31.7%</b> |
| <b>National Ambulance Service</b>                  | <b>4.2%</b>       | <b>0.5%</b>            | <b>1.9%</b>      | <b>6.5%</b>   | <b>64.3%</b> | <b>7.0%</b>    | <b>28.7%</b> |
| CHI at Crumlin                                     | 3.5%              | 0.4%                   | 1.3%             | 5.1%          | 67.4%        | 7.6%           | 25.0%        |
| CHI at Tallaght                                    | 5.2%              | 0.4%                   | 1.7%             | 7.2%          | 71.8%        | 5.0%           | 23.2%        |
| CHI at Temple Street                               | 2.6%              | 0.3%                   | 1.4%             | 4.3%          | 61.3%        | 7.0%           | 31.8%        |
| CHI at Connolly                                    | 3.2%              | 0.5%                   | 1.2%             | 4.9%          | 65.7%        | 10.6%          | 23.7%        |
| <b>Children's Health Ireland</b>                   | <b>3.2%</b>       | <b>0.4%</b>            | <b>1.3%</b>      | <b>4.9%</b>   | <b>65.7%</b> | <b>7.2%</b>    | <b>27.1%</b> |
| Coombe Women & Infants University Hospital         | 1.9%              | 1.3%                   | 1.3%             | 4.6%          | 42.1%        | 28.7%          | 29.3%        |
| MRH Portlaoise                                     | 4.9%              | 0.4%                   | 1.6%             | 6.8%          | 71.2%        | 5.4%           | 23.4%        |
| MRH Tullamore                                      | 6.1%              | 0.2%                   | 2.1%             | 8.4%          | 72.2%        | 2.9%           | 24.9%        |
| Naas General Hospital                              | 5.2%              | 0.4%                   | 9.7%             | 15.2%         | 34.1%        | 2.5%           | 63.4%        |
| St. James's Hospital                               | 2.9%              | 0.4%                   | 1.6%             | 4.9%          | 58.4%        | 8.3%           | 33.3%        |
| St. Luke's Radiation Oncology Network              | 3.4%              | 0.2%                   | 3.0%             | 6.6%          | 51.3%        | 2.8%           | 45.8%        |
| Tallaght University Hospital                       | 3.6%              | 0.4%                   | 2.3%             | 6.3%          | 57.2%        | 5.7%           | 37.1%        |
| <b>Dublin Midlands Hospital Group</b>              | <b>3.6%</b>       | <b>0.5%</b>            | <b>2.4%</b>      | <b>6.4%</b>   | <b>55.3%</b> | <b>7.1%</b>    | <b>37.6%</b> |
| Cappagh National Orthopaedic Hospital              | 3.0%              | 0.7%                   | 2.1%             | 5.8%          | 51.9%        | 11.9%          | 36.2%        |
| Mater Misericordiae University Hospital            | 3.1%              | 0.3%                   | 0.5%             | 3.9%          | 78.3%        | 7.8%           | 13.9%        |
| MRH Mullingar                                      | 4.0%              | 0.3%                   | 0.8%             | 5.1%          | 79.6%        | 5.6%           | 14.9%        |
| National Maternity Hospital                        | 1.5%              | 0.2%                   | 0.7%             | 2.3%          | 64.8%        | 6.9%           | 28.3%        |
| Our Lady's Hospital Navan                          | 3.4%              | 0.2%                   | 1.0%             | 4.5%          | 75.1%        | 3.8%           | 21.1%        |
| Royal Victoria Eye and Ear Hospital                | 2.9%              | 0.3%                   | 0.0%             | 3.2%          | 91.3%        | 8.7%           | 0.0%         |
| St. Columcille's Hospital                          | 2.8%              | 0.4%                   | 9.3%             | 12.5%         | 22.6%        | 3.3%           | 74.1%        |
| St Luke's General Hospital Kilkenny                | 4.5%              | 0.2%                   | 3.1%             | 7.7%          | 57.6%        | 2.6%           | 39.7%        |
| St. Michael's Hospital                             | 3.1%              | 0.1%                   | 1.6%             | 4.8%          | 65.3%        | 2.4%           | 32.3%        |
| St. Vincent's University Hospital                  | 2.3%              | 0.2%                   | 1.7%             | 4.2%          | 54.5%        | 4.9%           | 40.6%        |
| Wexford General Hospital                           | 4.0%              | 0.4%                   | 0.8%             | 5.2%          | 76.5%        | 7.9%           | 15.6%        |
| <b>Ireland East Hospital Group</b>                 | <b>3.0%</b>       | <b>0.3%</b>            | <b>1.5%</b>      | <b>4.8%</b>   | <b>62.7%</b> | <b>5.6%</b>    | <b>31.7%</b> |
| Beaumont Hospital                                  | 2.9%              | 0.2%                   | 2.5%             | 5.6%          | 51.6%        | 4.0%           | 44.4%        |
| Cavan General Hospital                             | 4.3%              | 0.3%                   | 1.9%             | 6.5%          | 66.9%        | 4.5%           | 28.6%        |
| Connolly Hospital                                  | 2.9%              | 0.2%                   | 2.3%             | 5.4%          | 53.9%        | 4.6%           | 41.5%        |
| Louth County Hospital                              | 5.3%              | 0.4%                   | 4.1%             | 9.8%          | 54.1%        | 4.0%           | 41.9%        |
| Monaghan Hospital                                  | 4.2%              | 0.1%                   | 0.5%             | 4.9%          | 86.3%        | 3.0%           | 10.8%        |
| Our Lady of Lourdes Hospital                       | 4.8%              | 0.4%                   | 2.7%             | 7.9%          | 60.1%        | 5.6%           | 34.4%        |
| Rotunda Hospital                                   | 2.9%              | 0.4%                   | 1.7%             | 4.9%          | 59.0%        | 7.2%           | 33.8%        |
| <b>RCSI Hospitals Group</b>                        | <b>3.5%</b>       | <b>0.3%</b>            | <b>2.4%</b>      | <b>6.2%</b>   | <b>56.7%</b> | <b>4.7%</b>    | <b>38.6%</b> |
| Galway University Hospitals                        | 2.8%              | 0.5%                   | 0.8%             | 4.0%          | 69.2%        | 11.5%          | 19.2%        |
| Letterkenny University Hospital                    | 5.6%              | 0.4%                   | 4.4%             | 10.5%         | 53.4%        | 4.2%           | 42.4%        |
| Mayo University Hospital                           | 3.0%              | 0.4%                   | 1.8%             | 5.1%          | 58.1%        | 7.2%           | 34.7%        |
| Portiuncula University Hospital                    | 2.2%              | 0.5%                   | 0.6%             | 3.4%          | 66.2%        | 14.9%          | 18.9%        |
| Roscommon University Hospital                      | 3.8%              | 0.6%                   | 0.5%             | 5.0%          | 76.6%        | 12.8%          | 10.6%        |
| Sligo University Hospital                          | 4.9%              | 0.3%                   | 1.6%             | 6.8%          | 71.8%        | 4.7%           | 23.5%        |
| <b>Saolta University Hospital Care Group</b>       | <b>3.6%</b>       | <b>0.4%</b>            | <b>1.7%</b>      | <b>5.7%</b>   | <b>63.5%</b> | <b>7.5%</b>    | <b>29.1%</b> |
| Bantry General Hospital                            | 4.6%              | 0.1%                   | 0.5%             | 5.2%          | 87.4%        | 2.7%           | 9.9%         |
| Cork University Hospital                           | 3.2%              | 0.6%                   | 0.8%             | 4.7%          | 69.0%        | 12.9%          | 18.0%        |

| Acute Service Absence Rate - by Hospital: Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| Lourdes Orthopaedic Hospital Kilcreene             | 1.1%              | 0.2%                   | 0.5%             | 1.7%          | 63.5%        | 9.7%           | 26.8%        |
| Mallow General Hospital                            | 5.0%              | 0.3%                   | 0.2%             | 5.5%          | 90.1%        | 5.9%           | 4.0%         |
| Mercy University Hospital                          | 4.7%              | 0.5%                   | 0.6%             | 5.8%          | 81.1%        | 7.9%           | 10.9%        |
| South Infirmary Victoria University Hospital       | 2.7%              | 0.3%                   | 0.9%             | 3.9%          | 70.8%        | 6.5%           | 22.7%        |
| South Tipperary General Hospital                   | 4.6%              | 0.4%                   | 1.6%             | 6.6%          | 69.6%        | 6.0%           | 24.4%        |
| UH Kerry   | 4.2%              | 0.5%                   | 0.8%             | 5.5%          | 76.9%        | 9.2%           | 13.9%        |
| UH Waterford                                       | 3.5%              | 0.3%                   | 0.7%             | 4.5%          | 77.8%        | 7.6%           | 14.6%        |
| <b>South/South West Hospital Group</b>             | <b>3.7%</b>       | <b>0.5%</b>            | <b>0.8%</b>      | <b>5.0%</b>   | <b>74.0%</b> | <b>9.5%</b>    | <b>16.5%</b> |
| Croom Orthopaedic Hospital                         | 6.9%              | 0.3%                   | 0.6%             | 7.9%          | 87.6%        | 4.4%           | 8.0%         |
| Ennis Hospital                                     | 5.0%              | 0.3%                   | 2.2%             | 7.5%          | 67.1%        | 3.3%           | 29.6%        |
| Nenagh Hospital                                    | 6.6%              | 0.3%                   | 1.3%             | 8.2%          | 79.9%        | 3.8%           | 16.3%        |
| St. John's Hospital Limerick                       | 3.7%              | 0.1%                   | 5.9%             | 9.7%          | 37.8%        | 1.4%           | 60.8%        |
| UH Limerick  | 4.5%              | 0.3%                   | 4.4%             | 9.2%          | 48.6%        | 3.6%           | 47.8%        |
| UMH Limerick                                       | 7.4%              | 0.6%                   | 0.4%             | 8.4%          | 88.6%        | 6.7%           | 4.7%         |
| <b>University of Limerick Hospital Group</b>       | <b>4.9%</b>       | <b>0.3%</b>            | <b>3.7%</b>      | <b>8.9%</b>   | <b>54.9%</b> | <b>3.7%</b>    | <b>41.4%</b> |
| National Rehabilitation Hospital                   | 2.9%              | 0.6%                   | 0.6%             | 4.1%          | 70.2%        | 14.2%          | 15.6%        |
| <b>Other Acute Services</b>                        | <b>2.9%</b>       | <b>0.6%</b>            | <b>0.6%</b>      | <b>4.1%</b>   | <b>70.2%</b> | <b>14.2%</b>   | <b>15.6%</b> |

Total absence rate by Hospital Group: Nov 2020



## Health Service Absence Rate - by Staff Category

| HSE CHO 1 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 1</b>                   | <b>5.4%</b>       | <b>0.2%</b>            | <b>1.1%</b>      | <b>6.7%</b>   | <b>80.3%</b> | <b>3.6%</b>    | <b>16.0%</b> |
| Medical & Dental                     | 2.94%             | 0.05%                  | 1.15%            | 4.1%          | 71.0%        | 1.3%           | 27.7%        |
| Nursing & Midwifery                  | 5.90%             | 0.28%                  | 1.28%            | 7.5%          | 79.1%        | 3.8%           | 17.1%        |
| Health & Social Care Professionals   | 3.67%             | 0.23%                  | 0.40%            | 4.3%          | 85.4%        | 5.3%           | 9.3%         |
| Management & Administrative          | 3.97%             | 0.19%                  | 0.42%            | 4.6%          | 86.7%        | 4.1%           | 9.2%         |
| General Support                      | 4.70%             | 0.24%                  | 1.25%            | 6.2%          | 75.9%        | 3.9%           | 20.2%        |
| Patient & Client Care                | 6.27%             | 0.25%                  | 1.27%            | 7.8%          | 80.5%        | 3.2%           | 16.3%        |

| HSE CHO 2 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 2</b>                   | <b>3.2%</b>       | <b>0.2%</b>            | <b>0.6%</b>      | <b>3.9%</b>   | <b>80.4%</b> | <b>3.9%</b>    | <b>15.7%</b> |
| Medical & Dental                     | 2.46%             | 0.02%                  | 0.16%            | 2.6%          | 93.3%        | 0.7%           | 6.1%         |
| Nursing & Midwifery                  | 3.82%             | 0.20%                  | 0.90%            | 4.9%          | 77.8%        | 4.0%           | 18.2%        |
| Health & Social Care Professionals   | 2.94%             | 0.14%                  | 0.52%            | 3.6%          | 81.7%        | 3.8%           | 14.5%        |
| Management & Administrative          | 2.89%             | 0.21%                  | 0.15%            | 3.2%          | 88.9%        | 6.3%           | 4.7%         |
| General Support                      | 1.72%             | 0.04%                  | 0.00%            | 1.8%          | 97.8%        | 2.2%           | 0.0%         |
| Patient & Client Care                | 3.02%             | 0.12%                  | 1.02%            | 4.2%          | 72.7%        | 2.8%           | 24.5%        |

| HSE CHO 3 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 3</b>                   | <b>5.4%</b>       | <b>0.3%</b>            | <b>0.9%</b>      | <b>6.6%</b>   | <b>82.4%</b> | <b>4.6%</b>    | <b>13.1%</b> |
| Medical & Dental                     | 3.53%             | 0.12%                  | 0.24%            | 3.9%          | 90.6%        | 3.2%           | 6.2%         |
| Nursing & Midwifery                  | 6.97%             | 0.38%                  | 1.09%            | 8.4%          | 82.6%        | 4.5%           | 12.9%        |
| Health & Social Care Professionals   | 2.74%             | 0.25%                  | 0.52%            | 3.5%          | 78.1%        | 7.0%           | 14.9%        |
| Management & Administrative          | 3.32%             | 0.31%                  | 0.76%            | 4.4%          | 75.7%        | 7.0%           | 17.3%        |
| General Support                      | 6.82%             | 0.19%                  | 0.31%            | 7.3%          | 93.3%        | 2.6%           | 4.2%         |
| Patient & Client Care                | 6.33%             | 0.28%                  | 1.11%            | 7.7%          | 81.9%        | 3.7%           | 14.4%        |

| HSE CHO 4 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 4</b>                   | <b>3.4%</b>       | <b>0.2%</b>            | <b>0.7%</b>      | <b>4.3%</b>   | <b>77.6%</b> | <b>5.5%</b>    | <b>16.9%</b> |
| Medical & Dental                     | 3.29%             | 0.11%                  | 0.24%            | 3.6%          | 90.4%        | 3.0%           | 6.6%         |
| Nursing & Midwifery                  | 3.49%             | 0.32%                  | 0.65%            | 4.4%          | 78.3%        | 7.1%           | 14.6%        |
| Health & Social Care Professionals   | 1.95%             | 0.13%                  | 0.11%            | 2.2%          | 89.1%        | 5.9%           | 5.0%         |
| Management & Administrative          | 2.58%             | 0.16%                  | 0.50%            | 3.2%          | 79.8%        | 4.8%           | 15.4%        |
| General Support                      | 4.28%             | 0.15%                  | 0.93%            | 5.4%          | 79.8%        | 2.7%           | 17.4%        |
| Patient & Client Care                | 4.09%             | 0.28%                  | 1.30%            | 5.7%          | 72.1%        | 5.0%           | 22.9%        |

| HSE CHO 5 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 5</b>                   | <b>4.8%</b>       | <b>0.3%</b>            | <b>0.9%</b>      | <b>6.0%</b>   | <b>79.8%</b> | <b>5.6%</b>    | <b>14.6%</b> |
| Medical & Dental                     | 2.54%             | 0.18%                  | 1.19%            | 3.9%          | 64.9%        | 4.6%           | 30.5%        |
| Nursing & Midwifery                  | 4.92%             | 0.38%                  | 0.97%            | 6.3%          | 78.5%        | 6.0%           | 15.5%        |
| Health & Social Care Professionals   | 3.72%             | 0.28%                  | 0.13%            | 4.1%          | 90.0%        | 6.8%           | 3.1%         |
| Management & Administrative          | 4.51%             | 0.16%                  | 0.47%            | 5.1%          | 87.9%        | 3.0%           | 9.1%         |
| General Support                      | 4.03%             | 0.28%                  | 1.55%            | 5.9%          | 68.7%        | 4.9%           | 26.4%        |
| Patient & Client Care                | 6.16%             | 0.45%                  | 1.05%            | 7.7%          | 80.4%        | 5.9%           | 13.7%        |

| HSE CHO 6 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 6</b>                   | <b>3.5%</b>       | <b>0.3%</b>            | <b>1.2%</b>      | <b>5.0%</b>   | <b>69.7%</b> | <b>6.4%</b>    | <b>23.9%</b> |
| Medical & Dental                     | 0.57%             | 0.12%                  | 0.45%            | 1.1%          | 50.3%        | 10.5%          | 39.3%        |
| Nursing & Midwifery                  | 2.92%             | 0.34%                  | 1.65%            | 4.9%          | 59.4%        | 7.0%           | 33.6%        |
| Health & Social Care Professionals   | 3.45%             | 0.27%                  | 0.72%            | 4.4%          | 77.7%        | 6.1%           | 16.3%        |
| Management & Administrative          | 4.04%             | 0.23%                  | 0.59%            | 4.9%          | 83.3%        | 4.7%           | 12.1%        |
| General Support                      | 5.55%             | 0.31%                  | 0.99%            | 6.9%          | 81.0%        | 4.5%           | 14.5%        |
| Patient & Client Care                | 4.38%             | 0.45%                  | 1.57%            | 6.4%          | 68.5%        | 7.1%           | 24.5%        |

| HSE CHO 7 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 7</b>                   | <b>5.4%</b>       | <b>0.3%</b>            | <b>2.1%</b>      | <b>7.9%</b>   | <b>68.6%</b> | <b>4.4%</b>    | <b>27.0%</b> |
| Medical & Dental                     | 2.32%             | 0.07%                  | 0.34%            | 2.7%          | 85.0%        | 2.5%           | 12.5%        |
| Nursing & Midwifery                  | 5.06%             | 0.34%                  | 4.23%            | 9.6%          | 52.5%        | 3.5%           | 44.0%        |
| Health & Social Care Professionals   | 4.42%             | 0.26%                  | 0.20%            | 4.9%          | 90.5%        | 5.4%           | 4.2%         |
| Management & Administrative          | 4.76%             | 0.27%                  | 0.60%            | 5.6%          | 84.6%        | 4.7%           | 10.7%        |
| General Support                      | 6.08%             | 0.42%                  | 6.34%            | 12.8%         | 47.4%        | 3.3%           | 49.4%        |
| Patient & Client Care                | 8.57%             | 0.59%                  | 1.29%            | 10.4%         | 82.0%        | 5.6%           | 12.4%        |

| HSE CHO 8 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 8</b>                   | <b>4.9%</b>       | <b>0.3%</b>            | <b>1.6%</b>      | <b>6.9%</b>   | <b>71.8%</b> | <b>4.3%</b>    | <b>23.9%</b> |
| Medical & Dental                     | 2.22%             | 0.04%                  | 0.18%            | 2.4%          | 90.7%        | 1.7%           | 7.5%         |
| Nursing & Midwifery                  | 5.71%             | 0.36%                  | 1.63%            | 7.7%          | 74.2%        | 4.7%           | 21.1%        |
| Health & Social Care Professionals   | 3.12%             | 0.14%                  | 0.35%            | 3.6%          | 86.5%        | 3.8%           | 9.7%         |
| Management & Administrative          | 3.58%             | 0.29%                  | 0.45%            | 4.3%          | 82.8%        | 6.6%           | 10.5%        |
| General Support                      | 4.72%             | 0.31%                  | 1.64%            | 6.7%          | 70.7%        | 4.7%           | 24.5%        |
| Patient & Client Care                | 6.29%             | 0.36%                  | 3.34%            | 10.0%         | 63.0%        | 3.6%           | 33.4%        |

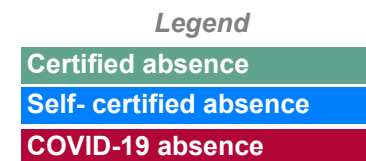
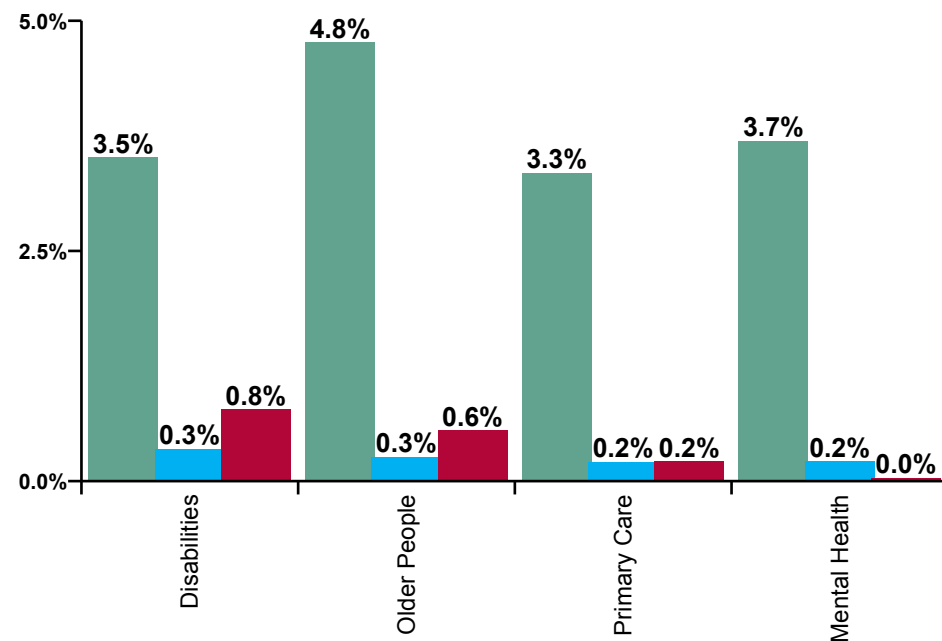
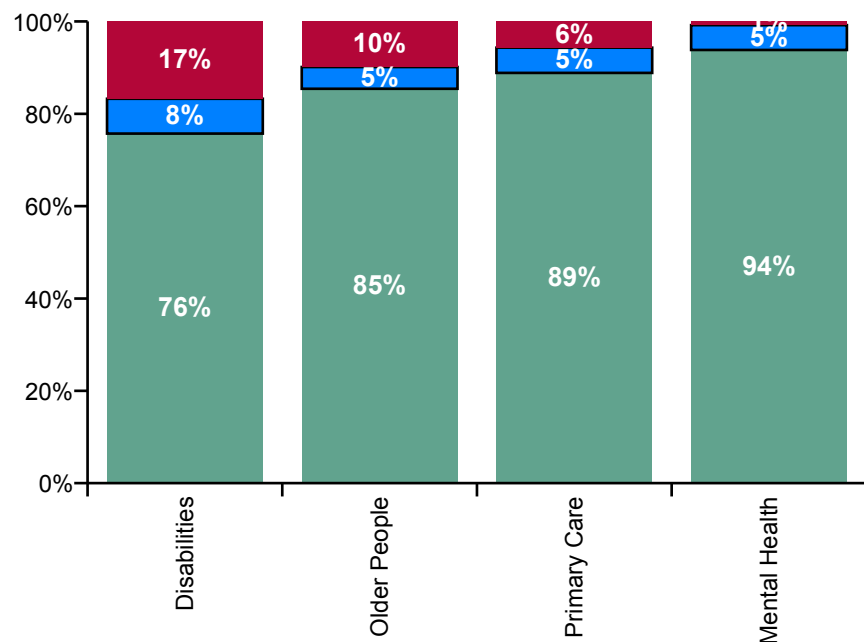
| HSE CHO 9 by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|--------------------------------------|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total CHO 9</b>                   | <b>3.4%</b>       | <b>0.3%</b>            | <b>0.8%</b>      | <b>4.6%</b>   | <b>74.9%</b> | <b>6.6%</b>    | <b>18.5%</b> |
| Medical & Dental                     | 1.67%             | 0.12%                  | 0.84%            | 2.6%          | 63.4%        | 4.5%           | 32.1%        |
| Nursing & Midwifery                  | 4.15%             | 0.31%                  | 0.94%            | 5.4%          | 76.9%        | 5.7%           | 17.4%        |
| Health & Social Care Professionals   | 2.34%             | 0.23%                  | 0.58%            | 3.1%          | 74.5%        | 7.2%           | 18.3%        |
| Management & Administrative          | 3.05%             | 0.14%                  | 0.32%            | 3.5%          | 87.0%        | 3.9%           | 9.1%         |
| General Support                      | 4.38%             | 0.33%                  | 0.64%            | 5.3%          | 81.9%        | 6.1%           | 12.0%        |
| Patient & Client Care                | 3.85%             | 0.56%                  | 1.41%            | 5.8%          | 66.2%        | 9.6%           | 24.3%        |

| HSE Other Community Services by Staff Category Nov 2020 | Certified absence | Self-certified absence | COVID-19 absence | Total absence | Certified    | Self-certified | COVID-19     |
|---|-------------------|------------------------|------------------|---------------|--------------|----------------|--------------|
| <b>Total Other Community Services</b>                   | <b>1.5%</b>       | <b>0.4%</b>            | <b>2.5%</b>      | <b>4.4%</b>   | <b>34.3%</b> | <b>8.0%</b>    | <b>57.7%</b> |
| Medical & Dental  | 0.51%             | 0.00%                  | 0.36%            | 0.9%          | 58.9%        | 0.0%           | 41.1%        |
| Nursing & Midwifery                                     | 1.84%             | 0.69%                  | 4.92%            | 7.5%          | 24.7%        | 9.3%           | 66.0%        |
| Health & Social Care Professionals                      | 3.53%             | 0.00%                  | 0.00%            | 3.5%          | 100.0%       | 0.0%           | 0.0%         |
| Management & Administrative                             | 0.20%             | 0.06%                  | 0.08%            | 0.3%          | 59.9%        | 17.3%          | 22.8%        |
| General Support   | 1.11%             | 0.00%                  | 0.00%            | 1.1%          | 100.0%       | 0.0%           | 0.0%         |
| Patient & Client Care                                   | 4.46%             | 0.81%                  | 7.34%            | 12.6%         | 35.4%        | 6.4%           | 58.2%        |

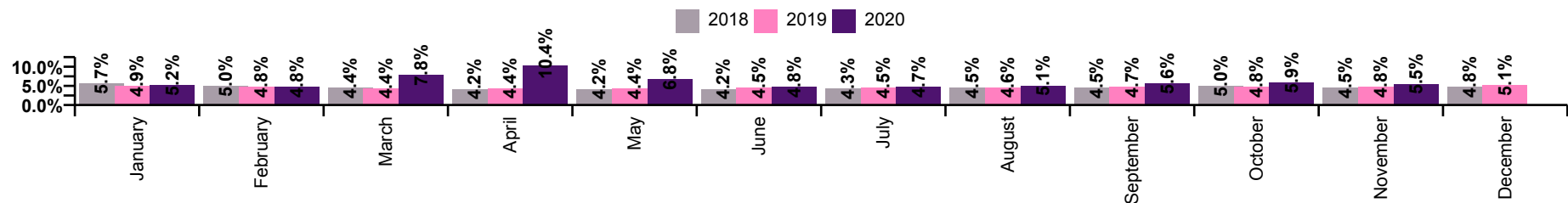
| Health Service Absence Rate - by Staff Category S38 Voluntary Agencies: Nov 2020 | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | COVID-19 absence | Total absence |
|--|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|------------------|---------------|
| <b>S38 Voluntary Agencies</b>  | <b>3.1%</b>      | <b>4.9%</b>         | <b>3.6%</b>                        | <b>2.5%</b>                 | <b>5.5%</b>     | <b>5.3%</b>           | <b>3.6%</b>       | <b>0.3%</b>            | <b>0.7%</b>      | <b>4.6%</b>   |
| Bros. of Charity, Clare  |                  | 0.0%                | 6.0%                               | 0.0%                        |                 | 4.5%                  | 2.9%              | 0.1%                   | 1.7%             | 4.7%          |
| Bros. of Charity, Limerick   | 0.0%             | 5.5%                | 5.7%                               | 2.5%                        | 25.4%           | 6.2%                  | 5.3%              | 0.2%                   | 0.6%             | 6.1%          |
| Bros. of Charity, Southern   |                  | 8.3%                | 3.8%                               | 0.9%                        | 1.8%            | 3.8%                  | 3.3%              | 0.2%                   | 0.5%             | 4.0%          |
| Bros. of Charity, Waterford  | 0.0%             | 6.3%                | 7.1%                               | 5.2%                        | 1.7%            | 5.6%                  | 4.5%              | 0.5%                   | 0.8%             | 5.8%          |
| Bros. of Charity, West Region  | 0.0%             | 7.3%                | 4.1%                               | 0.8%                        | 6.8%            | 5.4%                  | 4.9%              | 0.2%                   | 0.1%             | 5.1%          |
| Carriglea Cairde Services  |                  | 1.8%                | 4.9%                               | 1.2%                        | 6.4%            | 1.9%                  | 1.9%              | 0.1%                   | 0.5%             | 2.5%          |
| Central Remedial Clinic  |                  | 1.5%                | 1.9%                               | 3.2%                        | 2.4%            | 4.9%                  | 2.2%              | 0.1%                   | 0.6%             | 3.0%          |
| Cheeverstown House   | 0.0%             | 6.9%                | 1.9%                               | 3.0%                        | 8.5%            | 5.9%                  | 5.1%              | 0.5%                   | 0.2%             | 5.9%          |
| Children's Sunshine Home   |                  | 4.6%                | 0.0%                               | 0.5%                        | 31.7%           | 7.3%                  | 5.9%              | 0.3%                   | 0.0%             | 6.3%          |
| Cope Foundation  |                  | 6.6%                | 2.8%                               | 2.9%                        | 2.0%            | 6.5%                  | 4.1%              | 1.3%                   | 0.3%             | 5.7%          |
| Cork Dental Hospital   | 0.0%             | 3.6%                | 0.0%                               | 0.0%                        | 0.0%            | 4.5%                  | 1.1%              | 0.1%                   | 0.3%             | 1.5%          |
| Daughters of Charity, Dublin   |                  | 3.5%                | 3.9%                               | 3.4%                        | 3.7%            | 3.4%                  | 2.5%              | 0.3%                   | 0.8%             | 3.6%          |
| Daughters of Charity, Limerick   |                  | 5.0%                | 0.4%                               | 3.0%                        | 4.7%            | 4.8%                  | 2.8%              | 0.2%                   | 1.0%             | 4.1%          |
| Daughters of Charity, Roscrea  |                  | 4.3%                | 10.0%                              | 0.3%                        | 7.9%            | 4.4%                  | 3.8%              | 0.1%                   | 1.0%             | 4.9%          |
| Dublin Dental Hospital   | 3.4%             | 14.3%               | 0.0%                               | 1.0%                        | 3.5%            | 1.7%                  | 1.9%              | 0.0%                   | 0.8%             | 2.7%          |
| Incorporated Orthopaedic Hospital  | 0.0%             | 1.6%                | 2.1%                               | 3.4%                        | 6.2%            | 4.0%                  | 2.8%              | 0.2%                   | 0.1%             | 3.2%          |
| Kare, Newbridge, Co Kildare  |                  | 6.5%                | 6.6%                               | 0.8%                        | 0.0%            | 6.9%                  | 4.6%              | 0.3%                   | 1.3%             | 6.3%          |
| Leopardstown Park Hospital   | 0.0%             | 8.6%                | 3.7%                               | 13.0%                       | 2.4%            | 4.1%                  | 5.5%              | 0.2%                   | 0.2%             | 5.9%          |
| Muiriosa Foundation, Laois/Offaly  |                  | 5.7%                | 3.4%                               | 7.0%                        | 0.0%            | 2.8%                  | 2.6%              | 0.1%                   | 1.0%             | 3.7%          |
| Muiriosa Foundation, Longford/Westmeath  |                  | 0.6%                | 1.3%                               | 0.0%                        | 0.0%            | 2.1%                  | 1.1%              | 0.1%                   | 0.4%             | 1.6%          |
| Muiriosa Foundation, South Kildare   |                  | 1.3%                | 4.3%                               | 3.1%                        | 2.5%            | 5.9%                  | 3.6%              | 0.1%                   | 0.7%             | 4.4%          |
| Our Lady's Hospice & Care Services   | 0.0%             | 2.9%                | 4.4%                               | 3.2%                        | 4.8%            | 8.2%                  | 4.1%              | 0.3%                   | 0.1%             | 4.4%          |
| Peamount Hospital (Newcastle)  | 18.4%            | 3.9%                | 3.7%                               | 0.6%                        | 6.0%            | 5.4%                  | 3.1%              | 0.8%                   | 1.0%             | 4.9%          |
| Royal Hospital, Donnybrook, Dublin   | 0.0%             | 9.3%                | 1.8%                               | 11.9%                       | 10.4%           | 6.7%                  | 6.1%              | 0.3%                   | 1.3%             | 7.7%          |
| Stewart's Hospital, (Palmerstown)  | 0.0%             | 6.7%                | 4.4%                               | 1.8%                        | 4.4%            | 7.7%                  | 5.3%              | 0.4%                   | 1.2%             | 6.8%          |
| St. John of God, Drumcar   | 0.0%             | 3.7%                | 2.1%                               | 0.4%                        | 10.0%           | 6.3%                  | 3.3%              | 0.2%                   | 1.4%             | 4.9%          |
| St. John of God (IDS)  | 0.0%             | 1.7%                | 3.6%                               | 1.7%                        | 2.0%            | 4.1%                  | 2.0%              | 0.3%                   | 0.9%             | 3.2%          |
| St. John of God, Kerry   |                  | 9.3%                | 2.0%                               | 0.6%                        | 4.4%            | 4.3%                  | 3.3%              | 0.2%                   | 1.2%             | 4.7%          |
| St. John of God Liffey Services  | 0.0%             | 2.6%                | 3.2%                               | 5.4%                        | 4.1%            | 4.5%                  | 2.5%              | 0.2%                   | 1.1%             | 3.8%          |
| St. John of God (MHS)  | 4.0%             | 1.8%                | 4.2%                               | 4.4%                        | 12.8%           | 0.0%                  | 3.7%              | 0.2%                   | 0.0%             | 3.9%          |



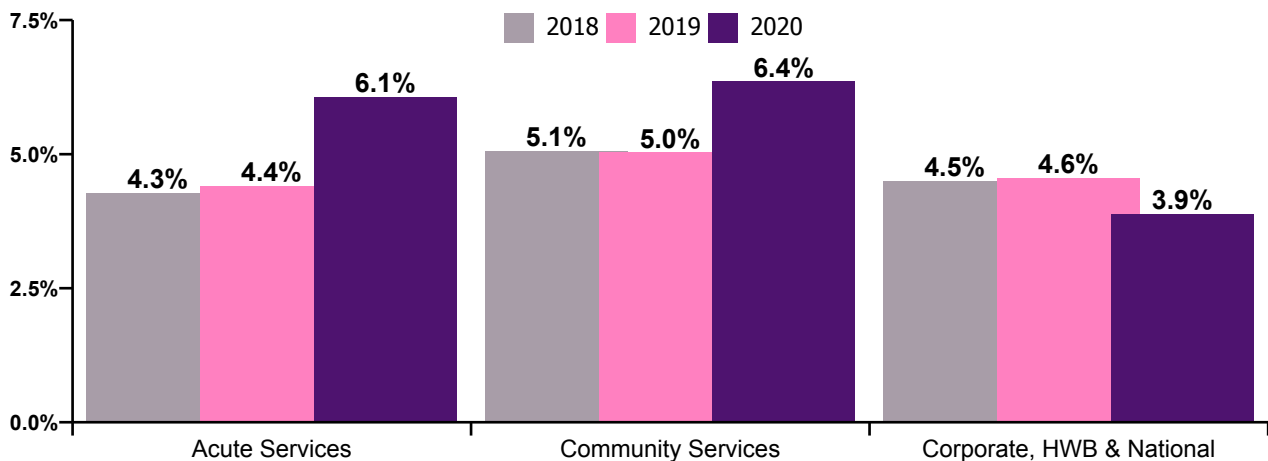
| Health Service Absence Rate - by Staff Category S38 Voluntary Agencies: Nov 2020 | Medical & Dental | Nursing & Midwifery | Health & Social Care Professionals | Management & Administrative | General Support | Patient & Client Care | Certified absence | Self-certified absence | COVID-19 absence | Total absence |
|--|------------------|---------------------|------------------------------------|-----------------------------|-----------------|-----------------------|-------------------|------------------------|------------------|---------------|
| <b>S38 Voluntary Agencies</b>  | <b>3.1%</b>      | <b>4.9%</b>         | <b>3.6%</b>                        | <b>2.5%</b>                 | <b>5.5%</b>     | <b>5.3%</b>           | <b>3.6%</b>       | <b>0.3%</b>            | <b>0.7%</b>      | <b>4.6%</b>   |
| St. Michael's House, Dublin  | 0.9%             | 3.7%                | 4.0%                               | 1.3%                        | 9.0%            | 4.7%                  | 3.0%              | 0.2%                   | 0.8%             | 4.1%          |
| St. Patrick's, Kilkenny  |                  | 13.7%               | 4.0%                               | 4.5%                        | 20.1%           | 5.0%                  | 4.5%              | 0.6%                   | 0.9%             | 6.0%          |
| St. Vincent's, Fairview  | 17.9%            | 3.8%                | 0.0%                               | 4.6%                        | 4.1%            | 0.0%                  | 3.7%              | 0.2%                   | 0.1%             | 4.0%          |
| Sunbeam House Services   |                  | 1.0%                | 1.7%                               | 0.7%                        | 0.7%            | 3.2%                  | 1.3%              | 0.3%                   | 0.5%             | 2.0%          |



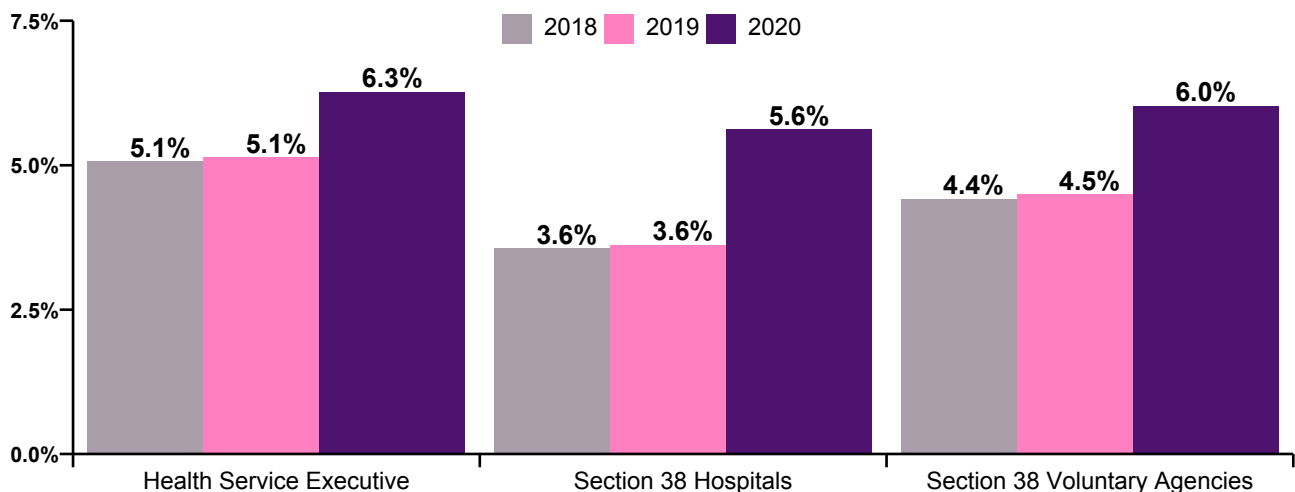
| Health Service Absence Rate -<br>by Staff Category | Medical &<br>Dental | Nursing &<br>Midwifery | Health &<br>Social Care<br>Professionals | Management &<br>Administrative | General<br>Support | Patient &<br>Client Care | Certified<br>absence | Self- certified<br>absence | COVID-19<br>absence | Total<br>absence |
|--|---------------------|------------------------|--|--------------------------------|--------------------|--------------------------|----------------------|----------------------------|---------------------|------------------|
| <b>2020</b>  | <b>2.3%</b>         | <b>7.1%</b>            | <b>4.5%</b>                              | <b>4.7%</b>                    | <b>7.4%</b>        | <b>7.9%</b>              | <b>4.1%</b>          | <b>0.4%</b>                | <b>1.6%</b>         | <b>6.1%</b>      |
| November   | 2.1%                | 6.7%                   | 3.7%                                     | 4.5%                           | 6.8%               | 7.1%                     | 3.7%                 | 0.3%                       | 1.5%                | 5.5%             |
| October  | 2.2%                | 7.0%                   | 4.5%                                     | 4.5%                           | 7.1%               | 7.7%                     | 3.9%                 | 0.4%                       | 1.6%                | 5.9%             |
| September  | 1.9%                | 6.6%                   | 4.4%                                     | 4.5%                           | 6.9%               | 7.3%                     | 4.1%                 | 0.4%                       | 1.1%                | 5.6%             |
| August   | 1.5%                | 5.7%                   | 3.8%                                     | 4.2%                           | 6.6%               | 6.9%                     | 4.0%                 | 0.4%                       | 0.7%                | 5.1%             |
| July   | 1.2%                | 5.4%                   | 3.5%                                     | 3.7%                           | 6.4%               | 6.5%                     | 3.8%                 | 0.4%                       | 0.6%                | 4.7%             |
| June   | 1.3%                | 5.7%                   | 3.2%                                     | 3.7%                           | 6.4%               | 6.6%                     | 3.6%                 | 0.3%                       | 0.9%                | 4.8%             |
| May  | 2.3%                | 8.3%                   | 4.4%                                     | 4.5%                           | 8.0%               | 9.5%                     | 4.1%                 | 0.3%                       | 2.4%                | 6.8%             |
| April  | 5.5%                | 13.4%                  | 7.3%                                     | 6.5%                           | 11.1%              | 13.1%                    | 4.4%                 | 0.4%                       | 5.6%                | 10.4%            |
| March  | 4.8%                | 8.7%                   | 6.9%                                     | 6.6%                           | 8.6%               | 9.1%                     | 4.5%                 | 0.4%                       | 2.9%                | 7.8%             |
| February   | 1.5%                | 5.0%                   | 3.8%                                     | 4.7%                           | 6.3%               | 6.2%                     | 4.2%                 | 0.5%                       |                     | 4.8%             |
| January  | 1.4%                | 5.4%                   | 4.2%                                     | 5.0%                           | 6.6%               | 6.8%                     | 4.6%                 | 0.6%                       |                     | 5.2%             |
| <b>2019</b>  | <b>1.3%</b>         | <b>5.1%</b>            | <b>3.7%</b>                              | <b>4.4%</b>                    | <b>5.9%</b>        | <b>6.0%</b>              | <b>4.1%</b>          | <b>0.5%</b>                |                     | <b>4.7%</b>      |
| December   | 1.6%                | 5.6%                   | 4.2%                                     | 5.0%                           | 6.4%               | 6.2%                     | 4.5%                 | 0.7%                       |                     | 5.1%             |
| November   | 1.3%                | 5.3%                   | 3.7%                                     | 4.6%                           | 6.0%               | 6.0%                     | 4.2%                 | 0.6%                       |                     | 4.8%             |
| October  | 1.3%                | 5.3%                   | 3.7%                                     | 4.5%                           | 5.9%               | 6.2%                     | 4.3%                 | 0.5%                       |                     | 4.8%             |
| September  | 1.3%                | 5.0%                   | 3.8%                                     | 4.5%                           | 6.1%               | 5.9%                     | 4.2%                 | 0.5%                       |                     | 4.7%             |
| August   | 1.3%                | 4.9%                   | 3.7%                                     | 4.4%                           | 5.7%               | 6.1%                     | 4.2%                 | 0.4%                       |                     | 4.6%             |
| July   | 1.2%                | 4.8%                   | 3.6%                                     | 4.2%                           | 5.6%               | 6.0%                     | 4.1%                 | 0.4%                       |                     | 4.5%             |
| June   | 1.4%                | 4.8%                   | 3.6%                                     | 3.9%                           | 5.8%               | 6.1%                     | 4.0%                 | 0.5%                       |                     | 4.5%             |
| May  | 1.3%                | 4.8%                   | 3.6%                                     | 3.9%                           | 5.4%               | 5.7%                     | 3.9%                 | 0.5%                       |                     | 4.4%             |
| April  | 1.4%                | 4.7%                   | 3.5%                                     | 4.0%                           | 5.6%               | 5.8%                     | 3.9%                 | 0.5%                       |                     | 4.4%             |
| March  | 1.2%                | 4.6%                   | 3.6%                                     | 4.3%                           | 5.9%               | 5.6%                     | 3.9%                 | 0.5%                       |                     | 4.4%             |
| February   | 1.4%                | 5.5%                   | 3.6%                                     | 4.7%                           | 5.8%               | 5.9%                     | 4.1%                 | 0.7%                       |                     | 4.8%             |
| January  | 1.2%                | 5.4%                   | 3.9%                                     | 5.0%                           | 6.3%               | 6.4%                     | 4.3%                 | 0.6%                       |                     | 4.9%             |
| <b>2018</b>  | <b>1.2%</b>         | <b>4.9%</b>            | <b>3.6%</b>                              | <b>4.4%</b>                    | <b>5.8%</b>        | <b>6.0%</b>              | <b>4.1%</b>          | <b>0.5%</b>                |                     | <b>4.6%</b>      |



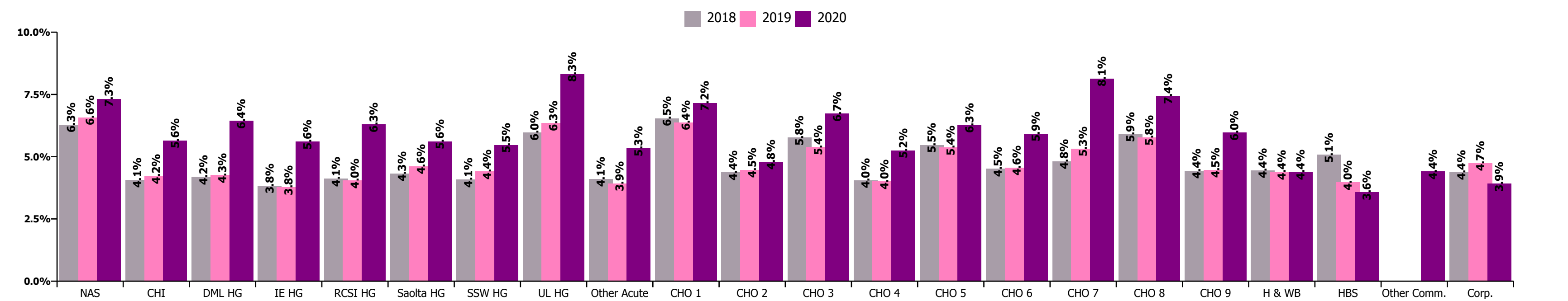
| Health Service<br>Absence Rate - by<br>Service | NAS         | Acute<br>Hospital<br>Services | Acute<br>Services | Community<br>Services | Corporate,<br>HWB &<br>National | Total<br>absence | Certified<br>absence | Self-<br>certified<br>absence | COVID-19<br>absence |
|--|-------------|-------------------------------|-------------------|-----------------------|---------------------------------|------------------|----------------------|-------------------------------|---------------------|
| <b>2020</b>                                    | <b>7.3%</b> | <b>6.0%</b>                   | <b>6.1%</b>       | <b>6.4%</b>           | <b>3.9%</b>                     | <b>6.1%</b>      | <b>4.1%</b>          | <b>0.4%</b>                   | <b>1.6%</b>         |
| November                                       | 6.5%        | 5.8%                          | 5.8%              | 5.4%                  | 4.3%                            | 5.5%             | 3.7%                 | 0.3%                          | 1.5%                |
| October  | 7.8%        | 6.0%                          | 6.1%              | 6.1%                  | 3.5%                            | 5.9%             | 3.9%                 | 0.4%                          | 1.6%                |
| September                                      | 6.9%        | 5.5%                          | 5.6%              | 6.0%                  | 3.8%                            | 5.6%             | 4.1%                 | 0.4%                          | 1.1%                |
| August   | 6.4%        | 4.9%                          | 4.9%              | 5.5%                  | 3.1%                            | 5.1%             | 4.0%                 | 0.4%                          | 0.7%                |
| July   | 5.5%        | 4.5%                          | 4.5%              | 5.2%                  | 2.9%                            | 4.7%             | 3.8%                 | 0.4%                          | 0.6%                |
| June   | 6.8%        | 4.7%                          | 4.7%              | 5.1%                  | 2.8%                            | 4.8%             | 3.6%                 | 0.3%                          | 0.9%                |
| May  | 9.0%        | 6.6%                          | 6.7%              | 7.3%                  | 3.1%                            | 6.8%             | 4.1%                 | 0.3%                          | 2.4%                |
| April  | 9.3%        | 11.1%                         | 11.0%             | 10.4%                 | 4.3%                            | 10.4%            | 4.4%                 | 0.4%                          | 5.6%                |
| March  | 8.4%        | 7.8%                          | 7.8%              | 8.1%                  | 5.5%                            | 7.8%             | 4.5%                 | 0.4%                          | 2.9%                |
| February                                       | 7.2%        | 4.4%                          | 4.5%              | 5.2%                  | 4.5%                            | 4.8%             | 4.2%                 | 0.5%                          |                     |
| January  | 6.6%        | 4.8%                          | 4.9%              | 5.7%                  | 4.7%                            | 5.2%             | 4.6%                 | 0.6%                          |                     |
| <b>2019</b>                                    | <b>6.6%</b> | <b>4.3%</b>                   | <b>4.4%</b>       | <b>5.0%</b>           | <b>4.6%</b>                     | <b>4.7%</b>      | <b>4.1%</b>          | <b>0.5%</b>                   |                     |
| December                                       | 7.6%        | 4.8%                          | 4.9%              | 5.5%                  | 5.3%                            | 5.1%             | 4.5%                 | 0.7%                          |                     |
| November                                       | 6.2%        | 4.5%                          | 4.6%              | 5.2%                  | 4.2%                            | 4.8%             | 4.2%                 | 0.6%                          |                     |
| October  | 7.0%        | 4.4%                          | 4.5%              | 5.2%                  | 4.1%                            | 4.8%             | 4.3%                 | 0.5%                          |                     |
| September                                      | 7.0%        | 4.3%                          | 4.4%              | 5.0%                  | 4.6%                            | 4.7%             | 4.2%                 | 0.5%                          |                     |
| August   | 6.7%        | 4.2%                          | 4.3%              | 5.1%                  | 4.4%                            | 4.6%             | 4.2%                 | 0.4%                          |                     |
| July   | 7.2%        | 4.1%                          | 4.2%              | 4.9%                  | 4.5%                            | 4.5%             | 4.1%                 | 0.4%                          |                     |
| June   | 6.2%        | 4.2%                          | 4.3%              | 4.9%                  | 4.3%                            | 4.5%             | 4.0%                 | 0.5%                          |                     |
| May  | 5.9%        | 4.0%                          | 4.1%              | 4.8%                  | 3.7%                            | 4.4%             | 3.9%                 | 0.5%                          |                     |
| April  | 5.2%        | 4.1%                          | 4.1%              | 4.8%                  | 4.3%                            | 4.4%             | 3.9%                 | 0.5%                          |                     |
| March  | 5.9%        | 4.1%                          | 4.1%              | 4.8%                  | 4.9%                            | 4.4%             | 3.9%                 | 0.5%                          |                     |
| February                                       | 6.4%        | 4.6%                          | 4.6%              | 5.0%                  | 5.2%                            | 4.8%             | 4.1%                 | 0.7%                          |                     |
| January  | 7.6%        | 4.7%                          | 4.8%              | 5.1%                  | 5.3%                            | 4.9%             | 4.3%                 | 0.6%                          |                     |
| <b>2018</b>                                    | <b>6.3%</b> | <b>4.2%</b>                   | <b>4.3%</b>       | <b>5.1%</b>           | <b>4.5%</b>                     | <b>4.6%</b>      | <b>4.1%</b>          | <b>0.5%</b>                   |                     |
| December                                       | 6.4%        | 4.5%                          | 4.5%              | 5.0%                  | 5.0%                            | 4.8%             | 4.2%                 | 0.6%                          |                     |
| November                                       | 5.8%        | 4.3%                          | 4.3%              | 4.9%                  | 4.5%                            | 4.5%             | 4.0%                 | 0.5%                          |                     |
| October  | 5.9%        | 4.5%                          | 4.6%              | 5.5%                  | 4.7%                            | 5.0%             | 4.4%                 | 0.5%                          |                     |
| September                                      | 5.3%        | 4.1%                          | 4.1%              | 4.9%                  | 4.6%                            | 4.5%             | 4.0%                 | 0.5%                          |                     |
| August   | 6.8%        | 4.0%                          | 4.1%              | 4.9%                  | 4.3%                            | 4.5%             | 4.1%                 | 0.4%                          |                     |
| July   | 6.7%        | 3.9%                          | 4.0%              | 4.8%                  | 4.5%                            | 4.3%             | 3.9%                 | 0.4%                          |                     |
| June   | 6.2%        | 3.8%                          | 3.9%              | 4.7%                  | 4.1%                            | 4.2%             | 3.8%                 | 0.4%                          |                     |
| May  | 6.2%        | 3.8%                          | 3.9%              | 4.6%                  | 4.0%                            | 4.2%             | 3.8%                 | 0.4%                          |                     |
| April  | 5.8%        | 3.9%                          | 4.0%              | 4.5%                  | 4.2%                            | 4.2%             | 3.8%                 | 0.4%                          |                     |
| March  | 6.2%        | 4.0%                          | 4.1%              | 5.0%                  | 3.8%                            | 4.4%             | 4.0%                 | 0.5%                          |                     |
| February                                       | 6.2%        | 4.5%                          | 4.6%              | 5.6%                  | 4.1%                            | 5.0%             | 4.4%                 | 0.6%                          |                     |
| January  | 7.5%        | 5.2%                          | 5.2%              | 6.2%                  | 5.9%                            | 5.7%             | 5.0%                 | 0.7%                          |                     |



| Health Service Absence Rate - by Sector | Health Service Executive | Section 38 Hospitals | Section 38 Voluntary Agencies | Total absence | Certified absence | Self-certified absence | COVID-19 absence |
|---|--------------------------|----------------------|-------------------------------|---------------|-------------------|------------------------|------------------|
| <b>2020</b>                             | <b>6.3%</b>              | <b>5.6%</b>          | <b>6.0%</b>                   | <b>6.1%</b>   | <b>4.1%</b>       | <b>0.4%</b>            | <b>1.6%</b>      |
| November                                | 6.0%                     | 4.9%                 | 4.6%                          | 5.5%          | 3.7%              | 0.3%                   | 1.5%             |
| October                                 | 6.3%                     | 5.2%                 | 5.5%                          | 5.9%          | 3.9%              | 0.4%                   | 1.6%             |
| September                               | 5.8%                     | 5.3%                 | 5.4%                          | 5.6%          | 4.1%              | 0.4%                   | 1.1%             |
| August                                  | 5.3%                     | 4.6%                 | 4.9%                          | 5.1%          | 4.0%              | 0.4%                   | 0.7%             |
| July                                    | 4.9%                     | 4.2%                 | 4.8%                          | 4.7%          | 3.8%              | 0.4%                   | 0.6%             |
| June                                    | 5.1%                     | 4.0%                 | 4.8%                          | 4.8%          | 3.6%              | 0.3%                   | 0.9%             |
| May                                     | 6.8%                     | 6.4%                 | 7.3%                          | 6.8%          | 4.1%              | 0.3%                   | 2.4%             |
| April                                   | 10.0%                    | 11.3%                | 11.0%                         | 10.4%         | 4.4%              | 0.4%                   | 5.6%             |
| March                                   | 7.9%                     | 7.6%                 | 7.9%                          | 7.8%          | 4.5%              | 0.4%                   | 2.9%             |
| February                                | 5.2%                     | 3.9%                 | 4.7%                          | 4.8%          | 4.2%              | 0.5%                   |                  |
| January                                 | 5.6%                     | 4.1%                 | 5.2%                          | 5.2%          | 4.6%              | 0.6%                   |                  |
| <b>2019</b>                             | <b>5.1%</b>              | <b>3.6%</b>          | <b>4.5%</b>                   | <b>4.7%</b>   | <b>4.1%</b>       | <b>0.5%</b>            |                  |
| December                                | 5.8%                     | 4.0%                 | 4.5%                          | 5.1%          | 4.5%              | 0.7%                   |                  |
| November                                | 5.2%                     | 3.8%                 | 4.6%                          | 4.8%          | 4.2%              | 0.6%                   |                  |
| October                                 | 5.2%                     | 3.6%                 | 4.9%                          | 4.8%          | 4.3%              | 0.5%                   |                  |
| September                               | 5.1%                     | 3.7%                 | 4.6%                          | 4.7%          | 4.2%              | 0.5%                   |                  |
| August                                  | 5.1%                     | 3.4%                 | 4.5%                          | 4.6%          | 4.2%              | 0.4%                   |                  |
| July                                    | 5.0%                     | 3.4%                 | 4.4%                          | 4.5%          | 4.1%              | 0.4%                   |                  |
| June                                    | 5.0%                     | 3.5%                 | 4.4%                          | 4.5%          | 4.0%              | 0.5%                   |                  |
| May                                     | 4.8%                     | 3.2%                 | 4.5%                          | 4.4%          | 3.9%              | 0.5%                   |                  |
| April                                   | 4.8%                     | 3.5%                 | 4.3%                          | 4.4%          | 3.9%              | 0.5%                   |                  |
| March                                   | 4.8%                     | 3.5%                 | 4.1%                          | 4.4%          | 3.9%              | 0.5%                   |                  |
| February                                | 5.3%                     | 3.9%                 | 4.3%                          | 4.8%          | 4.1%              | 0.7%                   |                  |
| January                                 | 5.4%                     | 3.9%                 | 4.7%                          | 4.9%          | 4.3%              | 0.6%                   |                  |
| <b>2018</b>                             | <b>5.1%</b>              | <b>3.6%</b>          | <b>4.4%</b>                   | <b>4.6%</b>   | <b>4.1%</b>       | <b>0.5%</b>            |                  |
| December                                | 5.3%                     | 3.8%                 | 4.1%                          | 4.8%          | 4.2%              | 0.6%                   |                  |
| November                                | 4.9%                     | 3.6%                 | 4.4%                          | 4.5%          | 4.0%              | 0.5%                   |                  |
| October                                 | 5.6%                     | 3.7%                 | 4.3%                          | 5.0%          | 4.4%              | 0.5%                   |                  |
| September                               | 4.9%                     | 3.5%                 | 4.2%                          | 4.5%          | 4.0%              | 0.5%                   |                  |
| August                                  | 5.0%                     | 3.4%                 | 4.2%                          | 4.5%          | 4.1%              | 0.4%                   |                  |
| July                                    | 4.8%                     | 3.2%                 | 4.2%                          | 4.3%          | 3.9%              | 0.4%                   |                  |
| June                                    | 4.6%                     | 3.3%                 | 4.1%                          | 4.2%          | 3.8%              | 0.4%                   |                  |
| May                                     | 4.6%                     | 3.3%                 | 4.2%                          | 4.2%          | 3.8%              | 0.4%                   |                  |
| April                                   | 4.6%                     | 3.2%                 | 4.3%                          | 4.2%          | 3.8%              | 0.4%                   |                  |
| March                                   | 4.9%                     | 3.2%                 | 4.5%                          | 4.4%          | 4.0%              | 0.5%                   |                  |
| February                                | 5.4%                     | 3.9%                 | 5.0%                          | 5.0%          | 4.4%              | 0.6%                   |                  |
| January                                 | 6.2%                     | 4.4%                 | 5.5%                          | 5.7%          | 5.0%              | 0.7%                   |                  |



| Health Service Absence Rate- by HG & CHO | NAS  | CHI  | DML HG | IE HG | RCSI HG | Saolta HG | SSW HG | UL HG | Other Acute | Acute Services | CHO 1 | CHO 2 | CHO 3 | CHO 4 | CHO 5 | CHO 6 | CHO 7 | CHO 8 | CHO 9 | Other Comm. | Community Services | H & WB | HBS  | Corp. | Corporate, HWB & National | Total absence |
|--|------|------|--------|-------|---------|-----------|--------|-------|-------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------------|--------------------|--------|------|-------|---------------------------|---------------|
| 2020                                     | 7.3% | 5.6% | 6.4%   | 5.6%  | 6.3%    | 5.6%      | 5.5%   | 8.3%  | 5.3%        | 6.1%           | 7.2%  | 4.8%  | 6.7%  | 5.2%  | 6.3%  | 5.9%  | 8.1%  | 7.4%  | 6.0%  | 4.4%        | 6.4%               | 4.4%   | 3.6% | 3.9%  | 3.9%                      | 6.1%          |
| November                                 | 6.5% | 4.9% | 6.4%   | 4.8%  | 6.2%    | 5.7%      | 5.0%   | 8.9%  | 4.1%        | 5.8%           | 6.7%  | 4.3%  | 5.9%  | 4.5%  | 5.8%  | 4.5%  | 6.4%  | 6.1%  | 4.2%  | 4.4%        | 5.4%               | 4.0%   | 2.9% | 4.6%  | 4.3%                      | 5.5%          |
| October                                  | 7.8% | 5.7% | 6.4%   | 4.8%  | 6.9%    | 5.4%      | 6.4%   | 7.2%  | 4.7%        | 6.1%           | 8.0%  | 4.8%  | 6.4%  | 5.1%  | 6.2%  | 4.8%  | 7.9%  | 7.2%  | 4.7%  | 5.1%        | 6.1%               | 5.2%   | 3.0% | 3.5%  | 3.5%                      | 5.9%          |
| September                                | 6.9% | 5.7% | 6.3%   | 4.6%  | 6.0%    | 5.1%      | 5.0%   | 7.3%  | 6.1%        | 5.6%           | 7.4%  | 4.4%  | 6.8%  | 4.7%  | 5.4%  | 5.2%  | 7.6%  | 7.2%  | 5.1%  | 4.3%        | 6.0%               | 4.4%   | 2.8% | 4.0%  | 3.8%                      | 5.6%          |
| August                                   | 6.4% | 4.7% | 5.1%   | 5.3%  | 4.2%    | 4.4%      | 4.4%   | 7.7%  | 4.1%        | 4.9%           | 6.7%  | 3.8%  | 6.9%  | 4.7%  | 5.8%  | 4.9%  | 6.7%  | 6.4%  | 4.8%  | 4.5%        | 5.5%               | 2.7%   | 3.2% | 3.1%  | 3.1%                      | 5.1%          |
| July                                     | 5.5% | 4.6% | 4.7%   | 4.4%  | 4.1%    | 4.3%      | 4.1%   | 6.9%  | 3.5%        | 4.5%           | 6.0%  | 3.5%  | 5.6%  | 4.0%  | 5.6%  | 5.0%  | 6.8%  | 6.3%  | 4.8%  | 3.6%        | 5.2%               | 3.9%   | 3.0% | 2.9%  | 2.9%                      | 4.7%          |
| June                                     | 6.8% | 4.3% | 4.7%   | 4.5%  | 4.7%    | 4.5%      | 4.3%   | 6.7%  | 3.7%        | 4.7%           | 5.8%  | 3.4%  | 5.8%  | 4.5%  | 5.4%  | 4.7%  | 6.3%  | 6.1%  | 4.6%  | 3.8%        | 5.1%               | 4.5%   | 2.4% | 2.8%  | 2.8%                      | 4.8%          |
| May                                      | 9.0% | 5.2% | 7.5%   | 6.9%  | 6.8%    | 6.0%      | 5.4%   | 9.0%  | 5.7%        | 6.7%           | 7.5%  | 5.2%  | 7.2%  | 6.9%  | 6.5%  | 6.8%  | 9.4%  | 8.4%  | 7.2%  | 5.1%        | 7.3%               | 4.4%   | 2.8% | 3.1%  | 3.1%                      | 6.8%          |
| April                                    | 9.3% | 8.9% | 12.1%  | 10.8% | 14.2%   | 9.3%      | 9.2%   | 13.4% | 8.5%        | 11.0%          | 10.1% | 7.5%  | 8.2%  | 9.2%  | 8.9%  | 11.7% | 15.4% | 11.8% | 10.9% | 6.4%        | 10.4%              | 4.6%   | 4.5% | 4.2%  | 4.3%                      | 10.4%         |
| March                                    | 8.4% | 8.7% | 8.3%   | 6.9%  | 7.6%    | 7.5%      | 7.4%   | 10.4% | 7.6%        | 7.8%           | 8.8%  | 6.7%  | 8.6%  | 5.7%  | 7.0%  | 8.1%  | 10.8% | 8.7%  | 9.1%  | 6.1%        | 8.1%               | 5.7%   | 5.6% | 5.5%  | 5.5%                      | 7.8%          |
| February                                 | 7.2% | 4.5% | 4.3%   | 4.1%  | 4.1%    | 4.4%      | 4.5%   | 6.4%  | 4.6%        | 4.5%           | 5.6%  | 4.1%  | 5.8%  | 4.4%  | 5.5%  | 4.9%  | 5.6%  | 6.3%  | 5.1%  | 2.6%        | 5.2%               | 4.8%   | 4.5% | 4.5%  | 4.5%                      | 4.8%          |
| January                                  | 6.6% | 4.7% | 4.8%   | 4.3%  | 4.4%    | 5.0%      | 4.8%   | 7.3%  | 6.2%        | 4.9%           | 6.1%  | 5.0%  | 6.6%  | 4.4%  | 6.3%  | 5.3%  | 6.4%  | 7.1%  | 5.3%  | 2.4%        | 5.7%               | 4.1%   | 5.5% | 4.6%  | 4.7%                      | 5.2%          |
| 2019                                     | 6.6% | 4.2% | 4.3%   | 3.8%  | 4.0%    | 4.6%      | 4.4%   | 6.3%  | 3.9%        | 4.4%           | 6.4%  | 4.5%  | 5.4%  | 4.0%  | 5.4%  | 4.6%  | 5.3%  | 5.8%  | 4.5%  |             | 5.0%               | 4.4%   | 4.0% | 4.7%  | 4.6%                      | 4.7%          |
| December                                 | 7.6% | 5.3% | 4.9%   | 4.2%  | 4.3%    | 4.9%      | 4.7%   | 7.4%  | 4.5%        | 4.9%           | 6.4%  | 5.0%  | 5.0%  | 4.4%  | 6.6%  | 4.3%  | 5.8%  | 6.6%  | 5.2%  |             | 5.5%               | 3.7%   | 3.8% | 5.8%  | 5.3%                      | 5.1%          |
| November                                 | 6.2% | 4.6% | 4.4%   | 3.9%  | 4.3%    | 4.8%      | 4.5%   | 6.4%  | 4.3%        | 4.6%           | 5.7%  | 4.6%  | 5.5%  | 4.5%  | 5.6%  | 4.4%  | 5.4%  | 6.1%  | 4.7%  |             | 5.2%               | 4.2%   | 2.5% | 4.7%  | 4.2%                      | 4.8%          |
| October                                  | 7.0% | 4.4% | 4.2%   | 3.9%  | 4.0%    | 4.8%      | 4.4%   | 6.8%  | 3.3%        | 4.5%           | 5.2%  | 4.9%  | 5.9%  | 4.4%  | 5.4%  | 4.9%  | 5.7%  | 6.3%  | 4.8%  |             | 5.2%               | 3.6%   | 3.0% | 4.5%  | 4.1%                      | 4.8%          |
| September                                | 7.0% | 4.3% | 4.0%   | 4.1%  | 4.1%    | 4.6%      | 4.3%   | 6.3%  | 3.5%        | 4.4%           | 5.9%  | 4.4%  | 4.8%  | 4.2%  | 5.4%  | 4.8%  | 5.5%  | 5.6%  | 4.8%  |             | 5.0%               | 5.8%   | 4.8% | 4.3%  | 4.6%                      | 4.7%          |
| August                                   | 6.7% | 3.8% | 4.2%   | 3.5%  | 3.9%    | 4.6%      | 4.2%   | 6.4%  | 3.8%        | 4.3%           | 6.8%  | 4.5%  | 5.8%  | 3.7%  | 5.3%  | 4.6%  | 5.5%  | 6.1%  | 4.7%  |             | 5.1%               | 5.1%   | 3.8% | 4.5%  | 4.4%                      | 4.6%          |
| July                                     | 7.2% | 3.6% | 3.9%   | 3.6%  | 3.6%    | 4.8%      | 4.4%   | 6.1%  | 4.6%        | 4.2%           | 6.7%  | 3.9%  | 5.6%  | 3.8%  | 4.9%  | 5.0%  | 5.3%  | 5.6%  | 4.2%  |             | 4.9%               | 4.9%   | 4.9% | 4.4%  | 4.5%                      | 4.5%          |
| June                                     | 6.2% | 3.8% | 4.0%   | 3.7%  | 4.3%    | 4.3%      | 4.5%   | 6.0%  | 3.1%        | 4.3%           | 6.7%  | 4.3%  | 5.5%  | 3.5%  | 5.0%  | 4.6%  | 5.5%  | 5.5%  | 4.1%  |             | 4.9%               | 5.4%   | 3.8% | 4.3%  | 4.3%                      | 4.5%          |
| May                                      | 5.9% | 3.7% | 3.9%   | 3.3%  | 3.9%    | 4.3%      | 4.5%   | 5.8%  | 3.1%        | 4.1%           | 6.1%  | 4.2%  | 5.5%  | 3.8%  | 5.2%  | 4.6%  | 5.2%  | 5.3%  | 4.2%  |             | 4.8%               | 3.1%   | 2.8% | 4.0%  | 3.7%                      | 4.4%          |
| April                                    | 5.2% | 3.9% | 4.2%   | 3.5%  | 3.9%    | 4.2%      | 4.2%   | 5.8%  | 4.1%        | 4.1%           | 6.1%  | 4.5%  | 5.5%  | 3.8%  | 5.2%  | 4.3%  | 5.2%  | 5.1%  | 3.9%  |             | 4.8%               | 4.4%   | 3.2% | 4.4%  | 4.3%                      | 4.4%          |
| March                                    | 5.9% | 4.4% | 3.9%   | 3.7%  | 3.8%    | 4.0%      | 4.1%   | 5.8%  | 4.1%        | 4.1%           | 6.4%  | 4.2%  | 5.1%  | 3.6%  | 4.9%  | 4.3%  | 5.0%  | 5.2%  | 4.6%  |             | 4.8%               | 4.0%   | 5.2% | 4.9%  | 4.9%                      | 4.4%          |
| February                                 | 6.4% | 4.8% | 4.7%   | 3.9%  | 4.3%    | 4.7%      | 4.3%   | 6.8%  | 4.3%        | 4.6%           | 7.0%  | 4.5%  | 5.2%  | 4.0%  | 5.3%  | 4.4%  | 5.1%  | 5.7%  | 4.3%  |             | 5.0%               | 4.1%   | 5.0% | 5.4%  | 5.2%                      | 4.8%          |
| January                                  | 7.6% | 4.2% | 4.7%   | 4.0%  | 4.2%    | 5.2%      | 4.8%   | 6.6%  | 4.6%        | 4.8%           | 7.5%  | 4.7%  | 5.3%  | 4.3%  | 5.5%  | 4.4%  | 4.7%  | 6.2%  | 4.0%  |             | 5.1%               | 4.7%   | 4.9% | 5.5%  | 5.3%                      | 4.9%          |
| 2018                                     | 6.3% | 4.1% | 4.2%   | 3.8%  | 4.1%    | 4.3%      | 4.1%   | 6.0%  | 4.1%        | 4.3%           | 6.5%  | 4.4%  | 5.8%  | 4.0%  | 5.5%  | 4.5%  | 4.8%  | 5.9%  | 4.4%  |             | 5.1%               | 4.4%   | 5.1% | 4.4%  | 4.5%                      | 4.6%          |
| December                                 | 6.4% | 4.3% | 4.6%   | 4.0%  | 4.2%    | 4.4%      | 4.6%   | 6.2%  | 5.5%        | 4.5%           | 7.1%  | 4.4%  | 5.0%  | 3.9%  | 5.4%  | 4.3%  | 4.9%  | 5.8%  | 4.6%  |             | 5.0%               | 3.6%   | 4.6% | 5.4%  | 5.0%                      | 4.8%          |
| November                                 | 5.8% | 4.2% | 4.3%   | 3.9%  | 4.0%    | 4.4%      | 4.2%   | 5.7%  | 3.7%        | 4.3%           | 6.4%  | 3.8%  | 5.6%  | 3.7%  | 5.0%  | 4.4%  | 4.8%  | 6.0%  | 4.5%  |             | 4.9%               | 4.5%   | 4.2% | 4.5%  | 4.5%                      | 4.5%          |
| October                                  | 5.9% | 4.9% | 4.4%   | 3.9%  | 4.5%    | 4.6%      | 4.4%   | 6.9%  | 3.2%        | 4.6%           | 7.2%  | 5.0%  | 6.5%  | 4.2%  | 5.1%  | 4.4%  | 5.1%  | 6.8%  | 5.1%  |             | 5.5%               | 3.8%   | 4.8% | 4.8%  | 4.7%                      | 5.0%          |
| September                                | 5.3% | 3.7% | 4.1%   | 3.9%  | 3.8%    | 4.1%      | 4.0%   | 6.0%  | 3.5%        | 4.1%           | 6.2%  | 4.6%  | 5.5%  | 4.0%  | 5.2%  | 4.6%  | 4.1%  | 5.7%  | 4.4%  |             | 4.9%               | 4.1%   | 4.8% | 4.6%  | 4.6%                      | 4.5%          |
| August                                   | 6.8% | 3.8% | 4.2%   | 3.6%  | 3.8%    | 4.2%      | 3.9%   | 6.0%  | 4.1%        | 4.1%           | 6.5%  | 4.4%  | 5.5%  | 3.7%  | 6.1%  | 4.8%  | 4.7%  | 5.8%  | 4.0%  |             | 4.9%               | 3.1%   | 4.6% | 4.3%  | 4.3%                      | 4.5%          |
| July                                     | 6.7% | 3.5% | 3.8%   | 3.5%  | 3.8%    | 4.2%      | 3.6%   | 5.8%  | 3.8%        | 4.0%           | 6.2%  | 4.3%  | 5.8%  | 3.8%  | 5.6%  | 4.3%  | 4.8%  | 5.3%  | 4.0%  |             | 4.8%               | 3.8%   | 4.3% | 4.7%  | 4.5%                      | 4.3%          |
| June                                     | 6.2% | 3.5% | 3.9%   | 3.5%  | 3.6%    | 3.8%      | 3.7%   | 5.5%  | 4.1%        | 3.9%           | 6.0%  | 3.8%  | 5.5%  | 3.8%  | 5.1%  | 4.2%  | 4.6%  | 5.3%  | 4.0%  |             | 4.7%               | 3.5%   | 5.1% | 3.9%  | 4.1%                      | 4.2%          |
| May                                      | 6.2% | 3.8% | 3.8%   | 3.4%  | 3.7%    | 4.1%      | 3.8%   | 5.1%  | 4.7%        | 3.9%           | 5.9%  | 3.3%  | 5.3%  | 3.9%  | 5.1%  | 4.1%  | 4.7%  | 5.7%  | 4.0%  |             | 4.6%               | 3.9%   | 5.3% | 3.6%  | 4.0%                      | 4.2%          |
| April                                    | 5.8% | 3.2% | 3.7%   | 3.7%  | 4.0%    | 4.2%      | 3.7%   | 5.5%  | 3.4%        | 4.0%           | 5.9%  | 3.7%  | 5.3%  | 4.0%  | 4.9%  | 4.3%  | 4.3%  | 5.1%  | 3.6%  |             | 4.5%               | 4.1%   | 4.9% | 4.1%  | 4.2%                      | 4.2%          |
| March                                    | 6.2% | 4.0% | 3.8%   | 3.7%  | 4.0%    | 4.2%      | 3.8%   | 6.0%  | 3.1%        | 4.1%           | 6.1%  | 4.5%  | 6.0%  | 4.2%  | 5.4%  | 4.2%  | 4.7%  | 5.8%  | 4.2%  |             | 5.0%               | 4.8%   | 5.4% | 3.3%  | 3.8%                      | 4.4%          |
| February                                 | 6.2% | 4.6% | 4.5%   | 4.2%  | 4.6%    | 4.3%      | 4.4%   | 6.4%  | 4.5%        | 4.6%           | 6.7%  | 4.9%  | 6.4%  | 4.8%  | 6.0%  | 5.0%  | 5.4%  | 6.3%  | 5.2%  |             | 5.6%               | 5.6%   | 5.9% | 3.5%  | 4.1%                      | 5.0%          |
| January                                  | 7.5% | 5.2% | 5.3%   | 4.6%  | 5.3%    | 5.2%      | 5.0%   | 6.6%  | 6.0%        | 5.2%           | 8.0%  | 5.6%  | 6.7%  | 4.7%  | 6.8%  | 5.5%  | 5.7%  | 7.2%  | 6.0%  |             | 6.2%               | 7.6%   | 7.2% | 5.3%  | 5.9%                      | 5.7%          |



| Health Service Absence Rate -<br>by Staff Category & Care<br>Group | NAS         | Acute<br>Hospital<br>Services | Acute<br>Services | CHW&B       | Mental<br>Health | Primary<br>Care | Older<br>People | Disabilities | Community<br>Services | Corporate,<br>HWB &<br>National | Total<br>absence | Certified<br>absence | Self-<br>certified<br>absence | COVID-19<br>absence |
|--|-------------|-------------------------------|-------------------|-------------|------------------|-----------------|-----------------|--------------|-----------------------|---------------------------------|------------------|----------------------|-------------------------------|---------------------|
| <b>2020 overall</b>  | <b>7.3%</b> | <b>6.0%</b>                   | <b>6.1%</b>       | <b>3.9%</b> | <b>5.6%</b>      | <b>5.4%</b>     | <b>8.3%</b>     | <b>6.3%</b>  | <b>6.4%</b>           | <b>3.9%</b>                     | <b>6.1%</b>      | <b>4.1%</b>          | <b>0.4%</b>                   | <b>1.6%</b>         |
| Medical & Dental   |             | 2.1%                          | 2.1%              | 0.0%        | 3.0%             | 3.6%            | 1.6%            | 3.1%         | 3.2%                  | 3.1%                            | 2.3%             | 1.1%                 | 0.1%                          | 1.1%                |
| Nursing & Midwifery  |             | 7.2%                          | 7.2%              | 1.4%        | 6.4%             | 6.4%            | 8.2%            | 7.4%         | 7.0%                  | 2.9%                            | 7.1%             | 4.4%                 | 0.5%                          | 2.1%                |
| Health & Social Care<br>Professionals                              |             | 4.5%                          | 4.5%              | 7.9%        | 4.0%             | 4.6%            | 4.0%            | 5.1%         | 4.7%                  | 3.3%                            | 4.5%             | 3.1%                 | 0.3%                          | 1.1%                |
| Management & Administrative  | 2.4%        | 5.4%                          | 5.4%              | 3.1%        | 3.6%             | 5.0%            | 5.1%            | 2.9%         | 4.3%                  | 4.1%                            | 4.7%             | 3.6%                 | 0.3%                          | 0.9%                |
| General Support  | 3.5%        | 7.6%                          | 7.5%              |             | 6.7%             | 5.3%            | 9.1%            | 6.8%         | 7.2%                  | 4.3%                            | 7.4%             | 5.4%                 | 0.4%                          | 1.6%                |
| Patient & Client Care  | 8.0%        | 8.8%                          | 8.6%              | 8.3%        | 6.9%             | 7.2%            | 9.3%            | 6.9%         | 7.6%                  | 5.3%                            | 7.9%             | 5.4%                 | 0.4%                          | 1.6%                |
| <b>November</b>  | <b>6.5%</b> | <b>5.8%</b>                   | <b>5.8%</b>       | <b>4.2%</b> | <b>5.1%</b>      | <b>4.5%</b>     | <b>7.4%</b>     | <b>5.1%</b>  | <b>5.4%</b>           | <b>4.3%</b>                     | <b>5.5%</b>      | <b>3.7%</b>          | <b>0.3%</b>                   | <b>1.5%</b>         |
| Medical & Dental   |             | 1.9%                          | 1.9%              |             | 2.7%             | 3.4%            | 1.2%            | 3.6%         | 3.0%                  | 2.8%                            | 2.1%             | 1.2%                 | 0.1%                          | 0.9%                |
| Nursing & Midwifery  |             | 7.0%                          | 7.0%              | 0.0%        | 6.4%             | 5.7%            | 7.2%            | 5.7%         | 6.2%                  | 2.7%                            | 6.7%             | 4.2%                 | 0.5%                          | 2.0%                |
| Health & Social Care Professionals                                 |             | 3.9%                          | 3.9%              | 1.7%        | 3.7%             | 3.5%            | 3.6%            | 3.8%         | 3.7%                  | 2.6%                            | 3.7%             | 2.7%                 | 0.2%                          | 0.7%                |
| Management & Administrative  | 2.0%        | 5.0%                          | 5.0%              | 3.0%        | 2.7%             | 4.0%            | 4.9%            | 2.9%         | 3.6%                  | 4.8%                            | 4.5%             | 4.8%                 | 0.4%                          | 1.7%                |
| General Support  | 2.9%        | 7.4%                          | 7.2%              |             | 5.7%             | 4.8%            | 7.2%            | 5.5%         | 5.9%                  | 5.6%                            | 6.8%             | 4.8%                 | 0.4%                          | 1.7%                |
| Patient & Client Care  | 7.2%        | 8.7%                          | 8.4%              | 17.1%       | 5.6%             | 5.6%            | 8.6%            | 5.7%         | 6.4%                  | 3.8%                            | 7.1%             | 67.1%                | 6.1%                          | 26.8%               |
| <b>October</b>   | <b>7.8%</b> | <b>6.0%</b>                   | <b>6.1%</b>       | <b>3.5%</b> | <b>5.3%</b>      | <b>5.4%</b>     | <b>7.7%</b>     | <b>6.1%</b>  | <b>6.1%</b>           | <b>3.5%</b>                     | <b>5.9%</b>      | <b>3.9%</b>          | <b>0.4%</b>                   | <b>1.6%</b>         |
| Medical & Dental   |             | 2.1%                          | 2.1%              |             | 2.4%             | 3.8%            | 0.1%            | 3.8%         | 3.0%                  | 2.5%                            | 2.2%             | 1.2%                 | 0.1%                          | 0.9%                |
| Nursing & Midwifery  |             | 7.1%                          | 7.1%              | 0.0%        | 6.9%             | 6.6%            | 7.3%            | 7.0%         | 6.9%                  | 2.7%                            | 7.0%             | 4.3%                 | 0.6%                          | 2.2%                |
| Health & Social Care Professionals                                 |             | 4.8%                          | 4.8%              | 0.4%        | 3.5%             | 4.0%            | 2.9%            | 5.0%         | 4.3%                  | 3.2%                            | 4.5%             | 3.1%                 | 0.2%                          | 1.2%                |
| Management & Administrative  | 0.8%        | 5.4%                          | 5.4%              | 2.3%        | 3.0%             | 5.0%            | 5.3%            | 2.6%         | 4.0%                  | 3.6%                            | 4.5%             | 4.9%                 | 0.4%                          | 1.8%                |
| General Support  | 3.1%        | 7.5%                          | 7.3%              |             | 5.5%             | 5.2%            | 8.4%            | 6.8%         | 6.7%                  | 4.9%                            | 7.1%             | 4.9%                 | 0.4%                          | 1.8%                |
| Patient & Client Care  | 8.8%        | 8.6%                          | 8.6%              | 15.8%       | 5.9%             | 7.6%            | 8.9%            | 6.7%         | 7.3%                  | 6.5%                            | 7.7%             | 66.0%                | 6.4%                          | 27.5%               |
| <b>September</b>   | <b>6.9%</b> | <b>5.5%</b>                   | <b>5.6%</b>       | <b>3.3%</b> | <b>5.4%</b>      | <b>5.2%</b>     | <b>7.7%</b>     | <b>5.8%</b>  | <b>6.0%</b>           | <b>3.8%</b>                     | <b>5.6%</b>      | <b>4.1%</b>          | <b>0.4%</b>                   | <b>1.1%</b>         |
| Medical & Dental   |             | 1.7%                          | 1.7%              | 0.0%        | 2.1%             | 3.2%            | 0.3%            | 3.0%         | 2.6%                  | 2.1%                            | 1.9%             | 1.0%                 | 0.1%                          | 0.7%                |
| Nursing & Midwifery  |             | 6.6%                          | 6.6%              | 0.0%        | 6.4%             | 6.0%            | 7.6%            | 7.0%         | 6.8%                  | 2.1%                            | 6.6%             | 4.6%                 | 0.6%                          | 1.5%                |
| Health & Social Care Professionals                                 |             | 4.5%                          | 4.5%              | 0.6%        | 4.0%             | 4.5%            | 3.9%            | 4.7%         | 4.5%                  | 3.2%                            | 4.4%             | 3.2%                 | 0.3%                          | 1.0%                |
| Management & Administrative  | 1.1%        | 5.1%                          | 5.1%              | 2.8%        | 3.2%             | 4.7%            | 5.4%            | 2.3%         | 3.9%                  | 4.1%                            | 4.5%             | 5.2%                 | 0.4%                          | 1.3%                |
| General Support  | 3.3%        | 7.1%                          | 7.0%              |             | 6.9%             | 5.2%            | 9.0%            | 6.1%         | 7.0%                  | 5.3%                            | 6.9%             | 5.2%                 | 0.4%                          | 1.3%                |
| Patient & Client Care  | 7.7%        | 7.9%                          | 7.9%              | 12.0%       | 7.3%             | 7.6%            | 8.5%            | 6.2%         | 7.0%                  | 2.8%                            | 7.3%             | 72.4%                | 7.3%                          | 20.4%               |
| <b>August</b>  | <b>6.4%</b> | <b>4.9%</b>                   | <b>4.9%</b>       | <b>2.7%</b> | <b>4.9%</b>      | <b>4.9%</b>     | <b>7.3%</b>     | <b>5.3%</b>  | <b>5.5%</b>           | <b>3.1%</b>                     | <b>5.1%</b>      | <b>4.0%</b>          | <b>0.4%</b>                   | <b>0.7%</b>         |
| Medical & Dental   |             | 1.2%                          | 1.2%              |             | 1.9%             | 3.2%            | 0.0%            | 3.7%         | 2.6%                  | 1.4%                            | 1.5%             | 1.1%                 | 0.1%                          | 0.3%                |
| Nursing & Midwifery  |             | 5.6%                          | 5.6%              | 0.0%        | 5.7%             | 5.5%            | 6.6%            | 6.3%         | 6.0%                  | 2.2%                            | 5.7%             | 4.3%                 | 0.6%                          | 0.8%                |
| Health & Social Care Professionals                                 |             | 3.7%                          | 3.7%              | 0.0%        | 3.2%             | 4.2%            | 3.1%            | 4.4%         | 4.1%                  | 2.6%                            | 3.8%             | 3.1%                 | 0.2%                          | 0.6%                |
| Management & Administrative  | 1.4%        | 4.8%                          | 4.8%              | 2.0%        | 2.9%             | 4.4%            | 5.3%            | 2.5%         | 3.8%                  | 3.3%                            | 4.2%             | 5.3%                 | 0.4%                          | 0.9%                |
| General Support  | 3.8%        | 7.0%                          | 6.9%              |             | 5.1%             | 4.4%            | 9.0%            | 4.8%         | 6.0%                  | 3.1%                            | 6.6%             | 5.3%                 | 0.4%                          | 0.9%                |
| Patient & Client Care  | 7.1%        | 7.1%                          | 7.1%              | 13.0%       | 7.5%             | 7.8%            | 8.4%            | 5.9%         | 6.8%                  | 4.3%                            | 6.9%             | 79.1%                | 7.6%                          | 13.3%               |
| <b>July</b>  | <b>5.5%</b> | <b>4.5%</b>                   | <b>4.5%</b>       | <b>3.6%</b> | <b>4.5%</b>      | <b>4.4%</b>     | <b>6.7%</b>     | <b>5.3%</b>  | <b>5.2%</b>           | <b>2.9%</b>                     | <b>4.7%</b>      | <b>3.8%</b>          | <b>0.4%</b>                   | <b>0.6%</b>         |
| Medical & Dental   |             | 0.9%                          | 0.9%              |             | 2.2%             | 2.6%            | 0.7%            | 1.1%         | 2.3%                  | 2.1%                            | 1.2%             | 0.9%                 | 0.1%                          | 0.2%                |
| Nursing & Midwifery  |             | 5.2%                          | 5.2%              | 16.8%       | 5.0%             | 5.3%            | 6.3%            | 6.1%         | 5.6%                  | 1.9%                            | 5.4%             | 4.1%                 | 0.5%                          | 0.8%                |
| Health & Social Care Professionals                                 |             | 3.4%                          | 3.4%              | 0.0%        | 2.8%             | 4.1%            | 2.2%            | 4.0%         | 3.7%                  | 2.3%                            | 3.5%             | 2.9%                 | 0.2%                          | 0.4%                |



| Health Service Absence Rate -<br>by Staff Category & Care Group | NAS   | Acute<br>Hospital<br>Services | Acute<br>Services | CHW&B | Mental<br>Health | Primary<br>Care | Older<br>People | Disabilities | Community<br>Services | Corporate,<br>HWB &<br>National | Total<br>absence | Certified<br>absence | Self-<br>certified<br>absence | COVID-19<br>absence |
|---|-------|-------------------------------|-------------------|-------|------------------|-----------------|-----------------|--------------|-----------------------|---------------------------------|------------------|----------------------|-------------------------------|---------------------|
| Management & Administrative                                     | 0.3%  | 4.3%                          | 4.3%              | 2.8%  | 2.6%             | 3.7%            | 3.8%            | 2.1%         | 3.2%                  | 3.1%                            | 3.7%             | 5.0%                 | 0.4%                          | 1.0%                |
| General Support   | 4.7%  | 6.6%                          | 6.5%              |       | 5.7%             | 4.1%            | 8.0%            | 5.9%         | 6.2%                  | 3.3%                            | 6.4%             | 5.0%                 | 0.4%                          | 1.0%                |
| Patient & Client Care   | 6.0%  | 6.6%                          | 6.4%              | 9.5%  | 6.6%             | 6.3%            | 7.8%            | 5.9%         | 6.5%                  | 5.6%                            | 6.5%             | 79.7%                | 7.5%                          | 12.8%               |
| June  | 6.8%  | 4.7%                          | 4.7%              | 3.3%  | 4.4%             | 4.2%            | 7.1%            | 5.0%         | 5.1%                  | 2.8%                            | 4.8%             | 3.6%                 | 0.3%                          | 0.9%                |
| Medical & Dental  |       | 1.2%                          | 1.2%              |       | 1.3%             | 2.6%            | 2.7%            | 0.9%         | 2.0%                  | 2.8%                            | 1.3%             | 0.9%                 | 0.1%                          | 0.3%                |
| Nursing & Midwifery   |       | 5.6%                          | 5.6%              | 0.0%  | 5.1%             | 5.2%            | 6.7%            | 6.0%         | 5.7%                  | 4.0%                            | 5.7%             | 4.0%                 | 0.5%                          | 1.2%                |
| Health & Social Care Professionals                              |       | 3.1%                          | 3.1%              | 0.0%  | 2.2%             | 3.3%            | 3.0%            | 3.7%         | 3.3%                  | 2.4%                            | 3.2%             | 2.6%                 | 0.2%                          | 0.4%                |
| Management & Administrative                                     | 0.7%  | 4.3%                          | 4.3%              | 3.4%  | 2.7%             | 3.8%            | 4.5%            | 1.9%         | 3.3%                  | 2.8%                            | 3.7%             | 5.0%                 | 0.3%                          | 1.1%                |
| General Support   | 4.5%  | 6.5%                          | 6.4%              |       | 6.2%             | 5.0%            | 8.3%            | 6.1%         | 6.6%                  | 4.4%                            | 6.4%             | 5.0%                 | 0.3%                          | 1.1%                |
| Patient & Client Care   | 7.5%  | 7.0%                          | 7.1%              | 8.2%  | 6.8%             | 5.5%            | 8.0%            | 5.5%         | 6.3%                  | 11.9%                           | 6.6%             | 75.5%                | 6.7%                          | 17.7%               |
| May   | 9.0%  | 6.6%                          | 6.7%              | 3.8%  | 6.2%             | 4.9%            | 10.8%           | 7.2%         | 7.3%                  | 3.1%                            | 6.8%             | 4.1%                 | 0.3%                          | 2.4%                |
| Medical & Dental  |       | 2.2%                          | 2.2%              |       | 2.7%             | 2.5%            | 3.0%            | 2.1%         | 2.6%                  | 4.3%                            | 2.3%             | 0.9%                 | 0.1%                          | 1.3%                |
| Nursing & Midwifery   |       | 8.1%                          | 8.1%              | 0.0%  | 7.7%             | 6.6%            | 11.2%           | 8.7%         | 8.5%                  | 3.0%                            | 8.3%             | 4.5%                 | 0.4%                          | 3.4%                |
| Health & Social Care Professionals                              |       | 4.4%                          | 4.4%              | 22.1% | 2.8%             | 3.8%            | 5.3%            | 5.6%         | 4.6%                  | 2.9%                            | 4.4%             | 2.8%                 | 0.1%                          | 1.5%                |
| Management & Administrative                                     | 2.4%  | 5.3%                          | 5.3%              | 2.6%  | 3.7%             | 4.5%            | 5.6%            | 2.6%         | 4.0%                  | 3.1%                            | 4.5%             | 5.5%                 | 0.3%                          | 2.2%                |
| General Support   | 1.6%  | 7.9%                          | 7.9%              |       | 7.2%             | 4.8%            | 11.2%           | 7.6%         | 8.2%                  | 5.8%                            | 8.0%             | 5.5%                 | 0.3%                          | 2.2%                |
| Patient & Client Care   | 11.0% | 10.6%                         | 10.7%             | 3.6%  | 8.4%             | 5.7%            | 11.9%           | 7.9%         | 9.0%                  | 24.8%                           | 9.5%             | 60.0%                | 4.1%                          | 35.9%               |
| April   | 9.3%  | 11.1%                         | 11.0%             | 7.6%  | 8.3%             | 7.9%            | 14.2%           | 10.9%        | 10.4%                 | 4.3%                            | 10.4%            | 4.4%                 | 0.4%                          | 5.6%                |
| Medical & Dental  |       | 5.5%                          | 5.5%              |       | 6.3%             | 5.2%            | 4.1%            | 2.6%         | 5.4%                  | 4.7%                            | 5.5%             | 1.1%                 | 0.1%                          | 4.3%                |
| Nursing & Midwifery   |       | 14.2%                         | 14.2%             | 0.0%  | 9.5%             | 10.1%           | 16.5%           | 13.6%        | 12.2%                 | 2.8%                            | 13.4%            | 4.8%                 | 0.4%                          | 8.2%                |
| Health & Social Care Professionals                              |       | 7.5%                          | 7.5%              | 24.7% | 6.3%             | 7.0%            | 6.2%            | 8.3%         | 7.5%                  | 3.7%                            | 7.3%             | 3.4%                 | 0.2%                          | 3.6%                |
| Management & Administrative                                     | 4.0%  | 7.9%                          | 7.9%              | 6.9%  | 5.2%             | 7.0%            | 7.5%            | 3.4%         | 5.9%                  | 4.3%                            | 6.5%             | 6.1%                 | 0.3%                          | 4.7%                |
| General Support   | 0.0%  | 11.3%                         | 11.2%             |       | 9.5%             | 5.8%            | 12.9%           | 12.8%        | 11.0%                 | 6.8%                            | 11.1%            | 6.1%                 | 0.3%                          | 4.7%                |
| Patient & Client Care   | 9.7%  | 16.5%                         | 14.7%             | 1.5%  | 9.7%             | 9.7%            | 14.8%           | 12.0%        | 12.5%                 | 4.6%                            | 13.1%            | 42.4%                | 3.5%                          | 54.1%               |
| March   | 8.4%  | 7.8%                          | 7.8%              | 6.5%  | 7.7%             | 8.0%            | 8.8%            | 8.0%         | 8.1%                  | 5.5%                            | 7.8%             | 4.5%                 | 0.4%                          | 2.9%                |
| Medical & Dental  |       | 4.4%                          | 4.4%              |       | 6.9%             | 6.0%            | 4.1%            | 3.1%         | 6.3%                  | 5.7%                            | 4.8%             | 1.4%                 | 0.2%                          | 3.2%                |
| Nursing & Midwifery   |       | 8.8%                          | 8.8%              | 3.8%  | 8.3%             | 8.9%            | 8.7%            | 9.0%         | 8.7%                  | 3.8%                            | 8.7%             | 4.7%                 | 0.6%                          | 3.5%                |
| Health & Social Care Professionals                              |       | 6.7%                          | 6.7%              | 16.8% | 7.4%             | 7.6%            | 7.0%            | 7.1%         | 7.3%                  | 4.8%                            | 6.9%             | 3.7%                 | 0.3%                          | 2.9%                |
| Management & Administrative                                     | 6.5%  | 7.3%                          | 7.3%              | 6.0%  | 5.5%             | 7.2%            | 6.2%            | 4.7%         | 6.1%                  | 5.8%                            | 6.6%             | 5.9%                 | 0.4%                          | 2.4%                |
| General Support   | 1.1%  | 9.0%                          | 9.0%              |       | 7.4%             | 7.7%            | 9.8%            | 7.9%         | 8.3%                  | 3.0%                            | 8.6%             | 5.9%                 | 0.4%                          | 2.4%                |
| Patient & Client Care   | 8.7%  | 9.9%                          | 9.5%              | 2.9%  | 8.4%             | 9.9%            | 9.5%            | 8.5%         | 8.9%                  | 6.3%                            | 9.1%             | 57.2%                | 5.2%                          | 37.6%               |
| February  | 7.2%  | 4.4%                          | 4.5%              | 2.3%  | 4.5%             | 4.9%            | 6.4%            | 5.0%         | 5.2%                  | 4.5%                            | 4.8%             | 4.2%                 | 0.5%                          |                     |
| Medical & Dental  |       | 1.2%                          | 1.2%              |       | 2.1%             | 3.3%            | 0.6%            | 4.3%         | 2.6%                  | 3.5%                            | 1.5%             | 1.3%                 | 0.2%                          |                     |
| Nursing & Midwifery   |       | 4.8%                          | 4.8%              | 0.0%  | 4.6%             | 5.1%            | 5.8%            | 5.6%         | 5.2%                  | 2.3%                            | 5.0%             | 4.3%                 | 0.7%                          |                     |
| Health & Social Care Professionals                              |       | 3.4%                          | 3.4%              | 14.8% | 3.6%             | 4.1%            | 3.7%            | 4.4%         | 4.2%                  | 3.9%                            | 3.8%             | 3.4%                 | 0.4%                          |                     |
| Management & Administrative                                     | 4.2%  | 4.7%                          | 4.7%              | 1.2%  | 4.2%             | 5.3%            | 3.8%            | 3.5%         | 4.4%                  | 4.8%                            | 4.7%             | 5.8%                 | 0.6%                          |                     |
| General Support   | 1.9%  | 6.4%                          | 6.4%              |       | 7.4%             | 5.8%            | 7.5%            | 5.0%         | 6.5%                  | 2.1%                            | 6.3%             | 5.8%                 | 0.6%                          |                     |
| Patient & Client Care   | 7.5%  | 6.3%                          | 6.6%              | 0.5%  | 4.8%             | 6.5%            | 7.5%            | 5.3%         | 5.9%                  | 0.2%                            | 6.2%             | 88.7%                | 11.3%                         |                     |
| January   | 6.6%  | 4.8%                          | 4.9%              | 1.0%  | 5.0%             | 5.3%            | 6.8%            | 5.6%         | 5.7%                  | 4.7%                            | 5.2%             | 4.6%                 | 0.6%                          |                     |
| Medical & Dental  |       | 1.1%                          | 1.1%              |       | 2.1%             | 3.5%            | 0.3%            | 4.6%         | 2.8%                  | 3.8%                            | 1.4%             | 1.3%                 | 0.2%                          |                     |
| Nursing & Midwifery   |       | 5.3%                          | 5.3%              | 0.0%  | 5.5%             | 5.1%            | 5.8%            | 6.0%         | 5.6%                  | 4.5%                            | 5.4%             | 4.7%                 | 0.7%                          |                     |



| Health Service Absence Rate -<br>by Staff Category & Care Group | NAS  | Acute<br>Hospital<br>Services | Acute<br>Services | CHW&B | Mental<br>Health | Primary<br>Care | Older<br>People | Disabilities | Community<br>Services | Corporate,<br>HWB &<br>National | Total<br>absence | Certified<br>absence | Self-<br>certified<br>absence | COVID-19<br>absence |
|---|------|-------------------------------|-------------------|-------|------------------|-----------------|-----------------|--------------|-----------------------|---------------------------------|------------------|----------------------|-------------------------------|---------------------|
| Health & Social Care Professionals                              |      | 3.8%                          | 3.8%              | 0.0%  | 4.0%             | 4.6%            | 3.2%            | 5.0%         | 4.6%                  | 4.2%                            | 4.2%             | 3.7%                 | 0.5%                          |                     |
| Management & Administrative                                     | 3.4% | 5.1%                          | 5.1%              | 0.9%  | 4.2%             | 6.1%            | 4.4%            | 3.5%         | 4.9%                  | 5.0%                            | 5.0%             | 6.0%                 | 0.6%                          |                     |
| General Support   | 1.4% | 6.6%                          | 6.6%              |       | 7.2%             | 5.1%            | 8.2%            | 6.2%         | 6.9%                  | 2.4%                            | 6.6%             | 6.0%                 | 0.6%                          |                     |
| Patient & Client Care   | 6.8% | 7.5%                          | 7.3%              | 4.4%  | 5.1%             | 7.0%            | 8.3%            | 5.9%         | 6.6%                  | 0.1%                            | 6.8%             | 88.5%                | 11.5%                         |                     |
| 2019 overall  | 6.6% | 4.3%                          | 4.4%              |       | 4.7%             | 4.7%            | 5.9%            | 4.9%         | 5.0%                  | 4.6%                            | 4.7%             | 4.1%                 | 0.5%                          |                     |
| Medical & Dental  |      | 1.1%                          | 1.1%              |       | 1.9%             | 2.8%            | 1.0%            | 1.3%         | 2.3%                  | 3.1%                            | 1.3%             | 1.1%                 | 0.2%                          |                     |
| Nursing & Midwifery   |      | 4.9%                          | 4.9%              |       | 5.1%             | 5.5%            | 5.4%            | 5.6%         | 5.4%                  | 3.5%                            | 5.1%             | 4.4%                 | 0.7%                          |                     |
| Health & Social Care Professionals                              |      | 3.4%                          | 3.4%              |       | 4.1%             | 3.7%            | 3.2%            | 4.2%         | 4.0%                  | 4.3%                            | 3.7%             | 3.3%                 | 0.4%                          |                     |
| Management & Administrative                                     | 2.5% | 4.3%                          | 4.3%              |       | 4.6%             | 5.0%            | 3.8%            | 3.3%         | 4.4%                  | 4.8%                            | 4.4%             | 4.0%                 | 0.4%                          |                     |
| General Support   | 4.1% | 6.1%                          | 6.1%              |       | 6.0%             | 5.2%            | 6.4%            | 4.8%         | 5.6%                  | 2.6%                            | 5.9%             | 5.4%                 | 0.5%                          |                     |
| Patient & Client Care   | 6.9% | 6.4%                          | 6.5%              |       | 4.9%             | 6.3%            | 7.0%            | 5.2%         | 5.7%                  | 1.1%                            | 6.0%             | 5.4%                 | 0.5%                          |                     |
| December  | 7.6% | 4.8%                          | 4.9%              |       | 5.4%             | 5.5%            | 6.8%            | 4.9%         | 5.5%                  | 5.3%                            | 5.1%             | 4.5%                 | 0.7%                          |                     |
| Medical & Dental  |      | 1.2%                          | 1.2%              |       | 2.6%             | 3.6%            | 0.4%            | 3.7%         | 3.0%                  | 3.9%                            | 1.6%             | 1.3%                 | 0.2%                          |                     |
| Nursing & Midwifery   |      | 5.4%                          | 5.4%              |       | 5.7%             | 5.8%            | 5.9%            | 6.0%         | 5.8%                  | 2.7%                            | 5.6%             | 4.7%                 | 0.9%                          |                     |
| Health & Social Care Professionals                              |      | 3.7%                          | 3.7%              |       | 4.8%             | 4.4%            | 3.9%            | 4.7%         | 4.6%                  | 5.1%                            | 4.2%             | 3.7%                 | 0.5%                          |                     |
| Management & Administrative                                     | 4.0% | 4.7%                          | 4.7%              |       | 5.6%             | 6.2%            | 4.2%            | 3.5%         | 5.1%                  | 5.6%                            | 5.0%             | 5.7%                 | 0.7%                          |                     |
| General Support   | 7.3% | 6.5%                          | 6.5%              |       | 6.7%             | 5.0%            | 7.8%            | 5.4%         | 6.4%                  | 2.0%                            | 6.4%             | 5.7%                 | 0.7%                          |                     |
| Patient & Client Care   | 7.8% | 7.2%                          | 7.4%              |       | 5.3%             | 7.8%            | 8.0%            | 4.8%         | 5.7%                  | 0.0%                            | 6.2%             | 87.0%                | 13.0%                         |                     |
| November  | 6.2% | 4.5%                          | 4.6%              |       | 4.6%             | 5.0%            | 6.1%            | 5.0%         | 5.2%                  | 4.2%                            | 4.8%             | 4.2%                 | 0.6%                          |                     |
| Medical & Dental  |      | 1.1%                          | 1.1%              |       | 1.2%             | 2.8%            | 0.2%            | 1.5%         | 2.0%                  | 2.0%                            | 1.3%             | 1.1%                 | 0.2%                          |                     |
| Nursing & Midwifery   |      | 5.1%                          | 5.1%              |       | 5.2%             | 5.4%            | 5.7%            | 6.1%         | 5.6%                  | 2.6%                            | 5.3%             | 4.6%                 | 0.7%                          |                     |
| Health & Social Care Professionals                              |      | 3.6%                          | 3.6%              |       | 4.0%             | 3.8%            | 3.4%            | 3.8%         | 3.8%                  | 3.8%                            | 3.7%             | 3.3%                 | 0.4%                          |                     |
| Management & Administrative                                     | 3.2% | 4.5%                          | 4.5%              |       | 4.7%             | 5.8%            | 4.0%            | 3.0%         | 4.7%                  | 4.6%                            | 4.6%             | 5.4%                 | 0.5%                          |                     |
| General Support   | 4.0% | 6.3%                          | 6.3%              |       | 5.7%             | 5.0%            | 6.3%            | 5.0%         | 5.6%                  | 2.2%                            | 6.0%             | 5.4%                 | 0.5%                          |                     |
| Patient & Client Care   | 6.4% | 6.3%                          | 6.4%              |       | 4.8%             | 6.8%            | 7.0%            | 5.4%         | 5.9%                  | 0.7%                            | 6.0%             | 88.2%                | 11.8%                         |                     |
| October   | 7.0% | 4.4%                          | 4.5%              |       | 4.4%             | 4.9%            | 6.2%            | 5.2%         | 5.2%                  | 4.1%                            | 4.8%             | 4.3%                 | 0.5%                          |                     |
| Medical & Dental  |      | 1.1%                          | 1.1%              |       | 2.0%             | 2.6%            | 0.6%            | 0.5%         | 2.1%                  | 1.0%                            | 1.3%             | 1.1%                 | 0.2%                          |                     |
| Nursing & Midwifery   |      | 5.1%                          | 5.1%              |       | 4.9%             | 5.6%            | 5.7%            | 6.0%         | 5.6%                  | 2.7%                            | 5.3%             | 4.6%                 | 0.7%                          |                     |
| Health & Social Care Professionals                              |      | 3.3%                          | 3.3%              |       | 3.8%             | 3.7%            | 3.9%            | 4.2%         | 4.0%                  | 3.6%                            | 3.7%             | 3.2%                 | 0.5%                          |                     |
| Management & Administrative                                     | 2.7% | 4.4%                          | 4.4%              |       | 5.2%             | 5.5%            | 3.4%            | 2.9%         | 4.6%                  | 4.5%                            | 4.5%             | 5.5%                 | 0.5%                          |                     |
| General Support   | 1.3% | 6.1%                          | 6.1%              |       | 5.4%             | 5.0%            | 6.8%            | 5.3%         | 5.8%                  | 1.9%                            | 5.9%             | 5.5%                 | 0.5%                          |                     |
| Patient & Client Care   | 7.3% | 6.3%                          | 6.6%              |       | 4.0%             | 6.7%            | 7.2%            | 5.7%         | 6.1%                  | 0.0%                            | 6.2%             | 89.0%                | 11.0%                         |                     |
| September   | 7.0% | 4.3%                          | 4.4%              |       | 4.8%             | 4.7%            | 5.8%            | 4.9%         | 5.0%                  | 4.6%                            | 4.7%             | 4.2%                 | 0.5%                          |                     |
| Medical & Dental  |      | 1.0%                          | 1.0%              |       | 2.2%             | 2.2%            | 3.2%            | 1.3%         | 2.3%                  | 5.1%                            | 1.3%             | 1.1%                 | 0.2%                          |                     |
| Nursing & Midwifery   |      | 4.9%                          | 4.9%              |       | 5.4%             | 5.0%            | 5.2%            | 5.6%         | 5.3%                  | 4.5%                            | 5.0%             | 4.4%                 | 0.6%                          |                     |
| Health & Social Care Professionals                              |      | 3.6%                          | 3.6%              |       | 4.5%             | 3.6%            | 2.9%            | 4.5%         | 4.1%                  | 3.5%                            | 3.8%             | 3.4%                 | 0.4%                          |                     |
| Management & Administrative                                     | 1.6% | 4.4%                          | 4.3%              |       | 5.4%             | 5.0%            | 3.0%            | 3.5%         | 4.4%                  | 4.8%                            | 4.5%             | 5.6%                 | 0.5%                          |                     |
| General Support   | 1.3% | 6.3%                          | 6.2%              |       | 5.3%             | 7.6%            | 6.4%            | 5.3%         | 6.0%                  | 3.0%                            | 6.1%             | 5.6%                 | 0.5%                          |                     |
| Patient & Client Care   | 7.3% | 6.2%                          | 6.5%              |       | 4.0%             | 6.5%            | 7.0%            | 5.2%         | 5.7%                  | 3.4%                            | 5.9%             | 89.4%                | 10.6%                         |                     |
| August  | 6.7% | 4.2%                          | 4.3%              |       | 4.8%             | 4.8%            | 5.9%            | 5.0%         | 5.1%                  | 4.4%                            | 4.6%             | 4.2%                 | 0.4%                          |                     |

| Health Service Absence Rate -<br>by Staff Category & Care Group | NAS  | Acute<br>Hospital<br>Services | Acute<br>Services | CHW&B | Mental<br>Health | Primary<br>Care | Older<br>People | Disabilities | Community<br>Services | Corporate,<br>HWB &<br>National | Total<br>absence | Certified<br>absence | Self-<br>certified<br>absence | COVID-19<br>absence |
|---|------|-------------------------------|-------------------|-------|------------------|-----------------|-----------------|--------------|-----------------------|---------------------------------|------------------|----------------------|-------------------------------|---------------------|
| Medical & Dental  |      | 1.0%                          | 1.0%              |       | 2.3%             | 2.9%            | 0.7%            | 1.9%         | 2.5%                  | 4.1%                            | 1.3%             | 1.2%                 | 0.1%                          |                     |
| Nursing & Midwifery   |      | 4.6%                          | 4.6%              |       | 5.2%             | 5.8%            | 5.0%            | 5.7%         | 5.4%                  | 3.2%                            | 4.9%             | 4.4%                 | 0.6%                          |                     |
| Health & Social Care Professionals                              |      | 3.2%                          | 3.2%              |       | 4.6%             | 3.7%            | 2.6%            | 4.6%         | 4.3%                  | 4.0%                            | 3.7%             | 3.4%                 | 0.3%                          |                     |
| Management & Administrative                                     | 2.0% | 4.3%                          | 4.3%              |       | 4.5%             | 4.8%            | 3.8%            | 3.4%         | 4.3%                  | 4.7%                            | 4.4%             | 5.3%                 | 0.4%                          |                     |
| General Support   | 1.4% | 5.9%                          | 5.9%              |       | 5.6%             | 5.4%            | 6.2%            | 4.5%         | 5.4%                  | 2.8%                            | 5.7%             | 5.3%                 | 0.4%                          |                     |
| Patient & Client Care   | 7.1% | 6.3%                          | 6.5%              |       | 5.1%             | 5.7%            | 7.1%            | 5.4%         | 5.9%                  | 0.0%                            | 6.1%             | 90.9%                | 9.1%                          |                     |
| July  | 7.2% | 4.1%                          | 4.2%              |       | 4.8%             | 4.4%            | 5.7%            | 4.8%         | 4.9%                  | 4.5%                            | 4.5%             | 4.1%                 | 0.4%                          |                     |
| Medical & Dental  |      | 0.9%                          | 0.9%              |       | 1.9%             | 2.9%            | 0.8%            | 1.5%         | 2.3%                  | 3.3%                            | 1.2%             | 1.1%                 | 0.1%                          |                     |
| Nursing & Midwifery   |      | 4.6%                          | 4.6%              |       | 5.3%             | 5.0%            | 5.2%            | 5.3%         | 5.2%                  | 3.7%                            | 4.8%             | 4.3%                 | 0.6%                          |                     |
| Health & Social Care Professionals                              |      | 3.2%                          | 3.2%              |       | 4.6%             | 3.5%            | 2.6%            | 4.1%         | 3.9%                  | 4.4%                            | 3.6%             | 3.3%                 | 0.3%                          |                     |
| Management & Administrative                                     | 2.4% | 4.2%                          | 4.1%              |       | 3.7%             | 4.4%            | 3.8%            | 3.5%         | 4.0%                  | 4.7%                            | 4.2%             | 5.2%                 | 0.4%                          |                     |
| General Support   | 1.2% | 5.8%                          | 5.8%              |       | 5.7%             | 5.0%            | 5.9%            | 4.8%         | 5.4%                  | 3.1%                            | 5.6%             | 5.2%                 | 0.4%                          |                     |
| Patient & Client Care   | 7.5% | 6.4%                          | 6.7%              |       | 5.4%             | 6.2%            | 6.8%            | 5.1%         | 5.7%                  | 0.0%                            | 6.0%             | 90.7%                | 9.3%                          |                     |
| June  | 6.2% | 4.2%                          | 4.3%              |       | 4.6%             | 4.4%            | 5.8%            | 4.8%         | 4.9%                  | 4.3%                            | 4.5%             | 4.0%                 | 0.5%                          |                     |
| Medical & Dental  |      | 1.1%                          | 1.1%              |       | 1.4%             | 3.2%            | 0.4%            | 2.5%         | 2.3%                  | 5.2%                            | 1.4%             | 1.3%                 | 0.1%                          |                     |
| Nursing & Midwifery   |      | 4.6%                          | 4.6%              |       | 4.9%             | 5.2%            | 5.5%            | 5.4%         | 5.3%                  | 3.5%                            | 4.8%             | 4.2%                 | 0.6%                          |                     |
| Health & Social Care Professionals                              |      | 3.3%                          | 3.3%              |       | 4.5%             | 3.7%            | 2.3%            | 3.9%         | 3.9%                  | 3.6%                            | 3.6%             | 3.3%                 | 0.3%                          |                     |
| Management & Administrative                                     | 2.9% | 3.9%                          | 3.8%              |       | 4.2%             | 3.9%            | 3.5%            | 2.8%         | 3.6%                  | 4.5%                            | 3.9%             | 5.0%                 | 0.8%                          |                     |
| General Support   | 0.3% | 6.1%                          | 6.1%              |       | 5.8%             | 4.9%            | 6.1%            | 4.1%         | 5.2%                  | 2.6%                            | 5.8%             | 5.0%                 | 0.8%                          |                     |
| Patient & Client Care   | 6.5% | 7.1%                          | 6.9%              |       | 5.3%             | 5.9%            | 6.6%            | 5.3%         | 5.7%                  | 0.0%                            | 6.1%             | 88.4%                | 11.6%                         |                     |
| May   | 5.9% | 4.0%                          | 4.1%              |       | 4.4%             | 4.5%            | 5.5%            | 4.9%         | 4.8%                  | 3.7%                            | 4.4%             | 3.9%                 | 0.5%                          |                     |
| Medical & Dental  |      | 1.1%                          | 1.1%              |       | 1.8%             | 2.6%            | 0.5%            | 3.9%         | 2.2%                  | 1.7%                            | 1.3%             | 1.2%                 | 0.1%                          |                     |
| Nursing & Midwifery   |      | 4.5%                          | 4.5%              |       | 4.7%             | 5.5%            | 5.1%            | 5.8%         | 5.2%                  | 2.2%                            | 4.8%             | 4.2%                 | 0.6%                          |                     |
| Health & Social Care Professionals                              |      | 3.3%                          | 3.3%              |       | 3.8%             | 3.5%            | 2.8%            | 4.3%         | 3.9%                  | 3.6%                            | 3.6%             | 3.3%                 | 0.3%                          |                     |
| Management & Administrative                                     | 2.6% | 3.9%                          | 3.9%              |       | 4.3%             | 4.4%            | 4.4%            | 2.7%         | 3.9%                  | 3.8%                            | 3.9%             | 5.0%                 | 0.4%                          |                     |
| General Support   | 0.3% | 5.7%                          | 5.6%              |       | 6.0%             | 4.6%            | 5.6%            | 4.3%         | 5.1%                  | 3.6%                            | 5.4%             | 5.0%                 | 0.4%                          |                     |
| Patient & Client Care   | 6.2% | 6.0%                          | 6.0%              |       | 4.4%             | 5.9%            | 6.2%            | 5.2%         | 5.5%                  | 0.7%                            | 5.7%             | 89.6%                | 10.4%                         |                     |
| April   | 5.2% | 4.1%                          | 4.1%              |       | 4.4%             | 4.5%            | 5.7%            | 4.7%         | 4.8%                  | 4.3%                            | 4.4%             | 3.9%                 | 0.5%                          |                     |
| Medical & Dental  |      | 1.2%                          | 1.2%              |       | 2.2%             | 2.8%            | 0.8%            | 0.1%         | 2.3%                  | 2.6%                            | 1.4%             | 1.2%                 | 0.2%                          |                     |
| Nursing & Midwifery   |      | 4.6%                          | 4.6%              |       | 4.9%             | 4.7%            | 5.1%            | 5.5%         | 5.0%                  | 2.6%                            | 4.7%             | 4.1%                 | 0.6%                          |                     |
| Health & Social Care Professionals                              |      | 3.3%                          | 3.3%              |       | 3.6%             | 3.6%            | 3.1%            | 3.9%         | 3.7%                  | 4.4%                            | 3.5%             | 3.2%                 | 0.3%                          |                     |
| Management & Administrative                                     | 2.2% | 3.9%                          | 3.9%              |       | 3.5%             | 4.7%            | 3.8%            | 3.1%         | 4.0%                  | 4.4%                            | 4.0%             | 5.1%                 | 0.5%                          |                     |
| General Support   | 0.0% | 5.8%                          | 5.7%              |       | 6.1%             | 5.4%            | 5.4%            | 4.9%         | 5.4%                  | 2.2%                            | 5.6%             | 5.1%                 | 0.5%                          |                     |
| Patient & Client Care   | 5.5% | 6.2%                          | 6.0%              |       | 4.8%             | 6.8%            | 6.8%            | 5.2%         | 5.7%                  | 0.0%                            | 5.8%             | 89.2%                | 10.8%                         |                     |
| March   | 5.9% | 4.1%                          | 4.1%              |       | 4.6%             | 4.5%            | 5.6%            | 4.5%         | 4.8%                  | 4.9%                            | 4.4%             | 3.9%                 | 0.5%                          |                     |
| Medical & Dental  |      | 1.0%                          | 1.0%              |       | 1.4%             | 2.7%            | 0.2%            | 0.3%         | 1.8%                  | 2.5%                            | 1.2%             | 1.0%                 | 0.2%                          |                     |
| Nursing & Midwifery   |      | 4.5%                          | 4.5%              |       | 5.0%             | 4.9%            | 4.8%            | 5.0%         | 4.9%                  | 3.8%                            | 4.6%             | 4.0%                 | 0.6%                          |                     |
| Health & Social Care Professionals                              |      | 3.4%                          | 3.4%              |       | 3.5%             | 3.6%            | 3.3%            | 3.7%         | 3.7%                  | 4.4%                            | 3.6%             | 3.2%                 | 0.4%                          |                     |
| Management & Administrative                                     | 2.0% | 3.9%                          | 3.9%              |       | 4.9%             | 4.9%            | 3.5%            | 3.5%         | 4.4%                  | 5.2%                            | 4.3%             | 5.4%                 | 0.6%                          |                     |
| General Support   | 1.3% | 6.1%                          | 6.1%              |       | 6.8%             | 4.7%            | 6.7%            | 4.7%         | 5.8%                  | 2.9%                            | 5.9%             | 5.4%                 | 0.6%                          |                     |
| Patient & Client Care   | 6.1% | 5.6%                          | 5.7%              |       | 5.1%             | 6.2%            | 6.5%            | 4.9%         | 5.5%                  | 0.0%                            | 5.6%             | 88.6%                | 11.4%                         |                     |

| Health Service Absence Rate -<br>by Staff Category & Care<br>Group | NAS  | Acute<br>Hospital<br>Services | Acute<br>Services | CHW&B | Mental<br>Health | Primary<br>Care | Older<br>People | Disabilities | Community<br>Services | Corporate,<br>HWB &<br>National | Total<br>absence | Certified<br>absence | Self-<br>certified<br>absence | COVID-19<br>absence |
|--|------|-------------------------------|-------------------|-------|------------------|-----------------|-----------------|--------------|-----------------------|---------------------------------|------------------|----------------------|-------------------------------|---------------------|
| February   | 6.4% | 4.6%                          | 4.6%              |       | 4.6%             | 5.0%            | 6.1%            | 4.7%         | 5.0%                  | 5.2%                            | 4.8%             | 4.1%                 | 0.7%                          |                     |
| Medical & Dental   |      | 1.1%                          | 1.1%              |       | 2.1%             | 2.7%            | 1.8%            | 1.0%         | 2.3%                  | 3.6%                            | 1.4%             | 1.2%                 | 0.2%                          |                     |
| Nursing & Midwifery  |      | 5.4%                          | 5.4%              |       | 4.9%             | 6.9%            | 5.5%            | 5.6%         | 5.6%                  | 6.7%                            | 5.5%             | 4.4%                 | 1.1%                          |                     |
| Health & Social Care Professionals                                 |      | 3.3%                          | 3.3%              |       | 4.3%             | 3.4%            | 3.9%            | 3.9%         | 3.8%                  | 5.1%                            | 3.6%             | 3.2%                 | 0.4%                          |                     |
| Management & Administrative  | 1.5% | 4.6%                          | 4.6%              |       | 4.2%             | 4.6%            | 4.1%            | 3.9%         | 4.3%                  | 5.3%                            | 4.7%             | 5.3%                 | 0.5%                          |                     |
| General Support  | 1.1% | 5.9%                          | 5.9%              |       | 6.3%             | 5.7%            | 6.3%            | 4.7%         | 5.7%                  | 2.9%                            | 5.8%             | 5.3%                 | 0.5%                          |                     |
| Patient & Client Care  | 6.8% | 6.6%                          | 6.6%              |       | 4.6%             | 6.1%            | 7.0%            | 4.9%         | 5.5%                  | 5.5%                            | 5.9%             | 85.8%                | 14.2%                         |                     |
| January  | 7.6% | 4.7%                          | 4.8%              |       | 5.2%             | 4.2%            | 6.1%            | 5.2%         | 5.1%                  | 5.3%                            | 4.9%             | 4.3%                 | 0.6%                          |                     |
| Medical & Dental   |      | 1.0%                          | 1.0%              |       | 1.9%             | 2.5%            | 1.2%            | 0.3%         | 2.1%                  | 3.4%                            | 1.2%             | 1.0%                 | 0.2%                          |                     |
| Nursing & Midwifery  |      | 5.3%                          | 5.3%              |       | 5.4%             | 5.8%            | 5.6%            | 5.6%         | 5.6%                  | 4.7%                            | 5.4%             | 4.5%                 | 0.9%                          |                     |
| Health & Social Care Professionals                                 |      | 3.5%                          | 3.5%              |       | 3.9%             | 3.8%            | 3.1%            | 4.5%         | 4.1%                  | 6.2%                            | 3.9%             | 3.4%                 | 0.5%                          |                     |
| Management & Administrative  | 2.2% | 4.8%                          | 4.8%              |       | 5.7%             | 5.6%            | 3.9%            | 4.2%         | 5.1%                  | 5.4%                            | 5.0%             | 5.8%                 | 0.6%                          |                     |
| General Support  | 9.1% | 6.5%                          | 6.5%              |       | 7.0%             | 4.6%            | 7.0%            | 5.3%         | 6.1%                  | 2.2%                            | 6.3%             | 5.8%                 | 0.6%                          |                     |
| Patient & Client Care  | 7.8% | 6.8%                          | 7.1%              |       | 5.9%             | 5.5%            | 7.4%            | 5.5%         | 6.0%                  | 2.5%                            | 6.4%             | 87.1%                | 12.9%                         |                     |