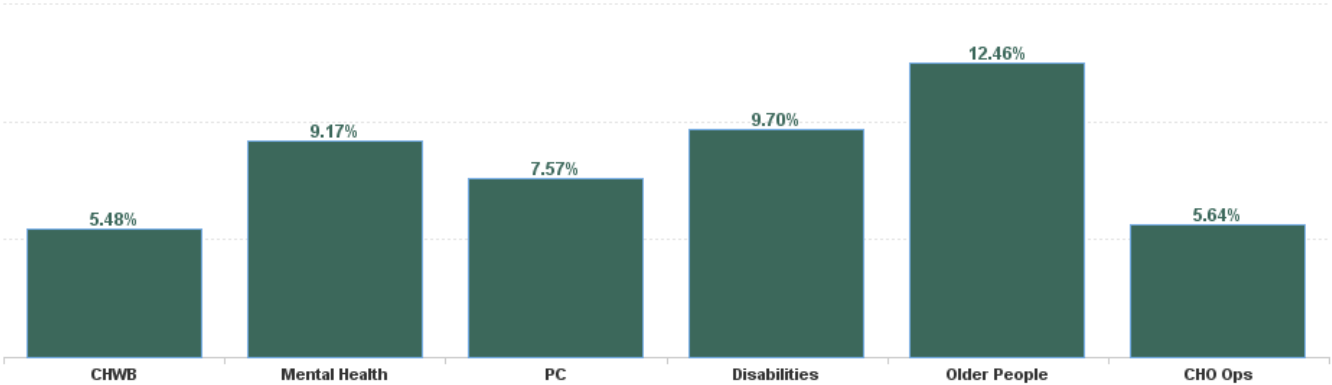


December 2024

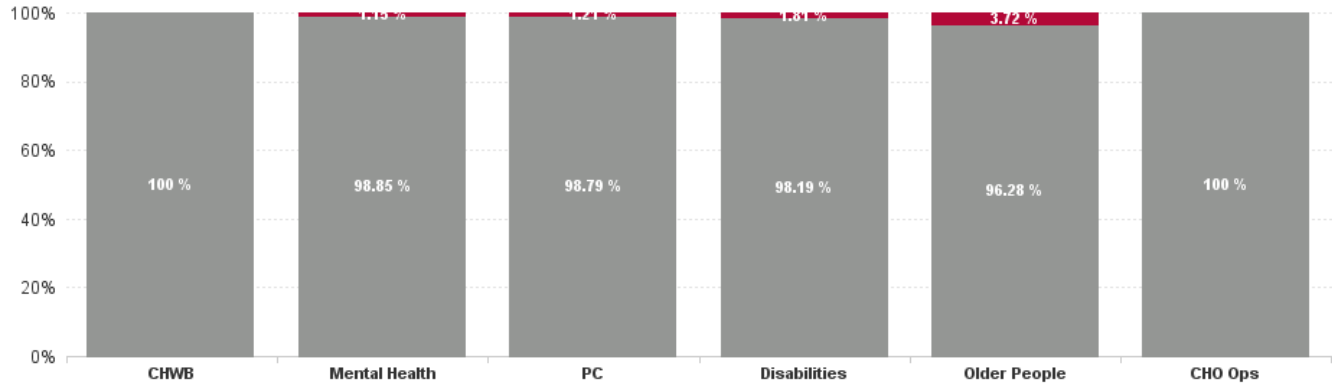
Health Service Absence Rate - by Staff Category: Dec 2024	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
CHO 1	8.87%	0.64%	9.50%	0.21%	9.71%	97.82%	2.18%
Medical & Dental	3.43%	0.58%	4.01%	0.07%	4.08%	98.23%	1.77%
Nursing & Midwifery	9.69%	0.66%	10.35%	0.17%	10.52%	98.42%	1.58%
Health & Social Care Professionals	5.77%	0.62%	6.40%	0.18%	6.58%	97.24%	2.76%
Management & Administrative	7.44%	0.46%	7.90%	0.19%	8.09%	97.67%	2.33%
General Support	8.09%	0.33%	8.42%	0.08%	8.51%	99.00%	1.00%
Patient & Client Care	10.30%	0.75%	11.05%	0.31%	11.36%	97.26%	2.74%

Health Service Absence Rate - by Care Group: Dec 2024	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
CHO 1	8.87%	0.64%	9.50%	0.21%	9.71%	97.82%	2.18%
Community Health & Wellbeing	4.54%	0.94%	5.48%	0.00%	5.48%	100.00%	0.00%
Primary Care	7.07%	0.41%	7.48%	0.09%	7.57%	98.79%	1.21%
Disabilities	8.83%	0.70%	9.53%	0.18%	9.70%	98.19%	1.81%
Mental Health	8.37%	0.70%	9.07%	0.11%	9.17%	98.85%	1.15%
Older People	11.25%	0.76%	12.00%	0.46%	12.46%	96.28%	3.72%
CHO Operations	5.51%	0.14%	5.64%	0.00%	5.64%	100.00%	0.00%
Community Services	8.87%	0.64%	9.50%	0.21%	9.71%	97.82%	2.18%

Total Absence Rate

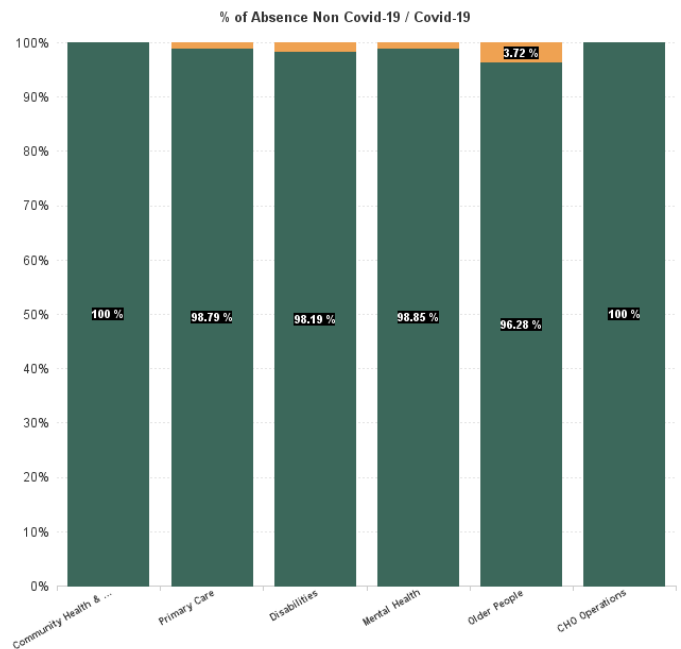
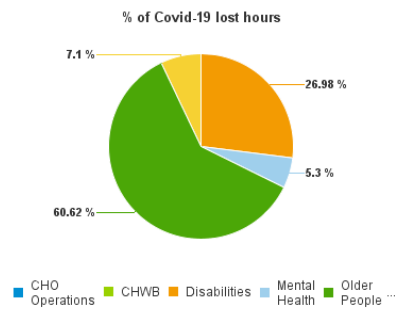
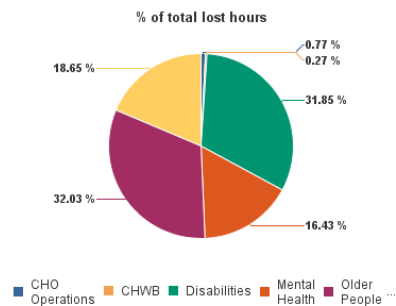


% of Absence Non Covid-19 / Covid-19



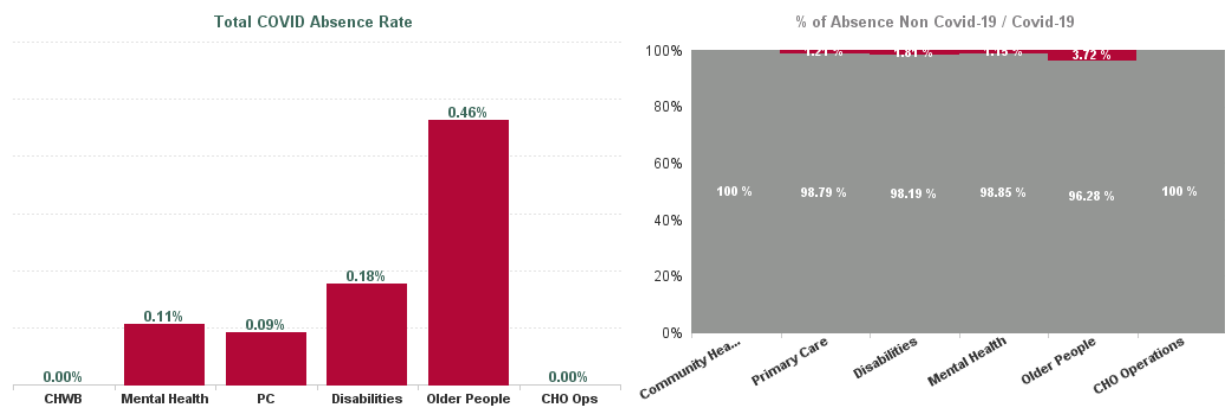
December 2024

Health Service Absence Rate - by Care Group : Dec 2024	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
CHO 1	8.87%	0.64%	9.50%	0.21%	9.71%	4.08%	10.52%	6.58%	8.09%	8.51%	11.36%
Community Health & Wellbeing	4.54%	0.94%	5.48%	0.00%	5.48%		0.00%	0.00%	1.40%		10.05%
Primary Care	7.07%	0.41%	7.48%	0.09%	7.57%	5.66%	7.68%	7.53%	7.60%	7.42%	8.96%
Disabilities	8.83%	0.70%	9.53%	0.18%	9.70%	0.00%	12.14%	4.10%	7.62%	4.31%	9.71%
Mental Health	8.37%	0.70%	9.07%	0.11%	9.17%	3.23%	10.82%	5.80%	12.24%	7.93%	7.71%
Older People	11.25%	0.76%	12.00%	0.46%	12.46%	0.75%	11.06%	10.38%	8.52%	10.51%	14.97%
CHO Operations	5.51%	0.14%	5.64%	0.00%	5.64%		14.25%	4.52%	4.56%		
Community Services	8.87%	0.64%	9.50%	0.21%	9.71%	4.08%	10.52%	6.58%	8.09%	8.51%	11.36%



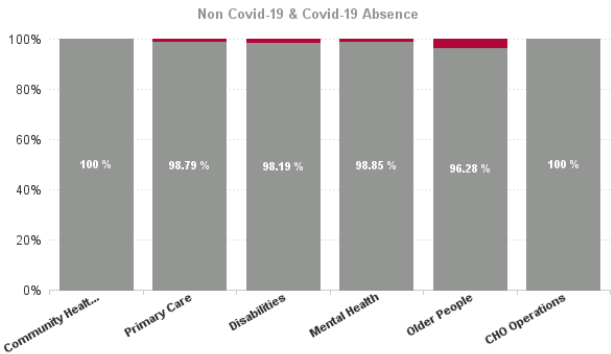
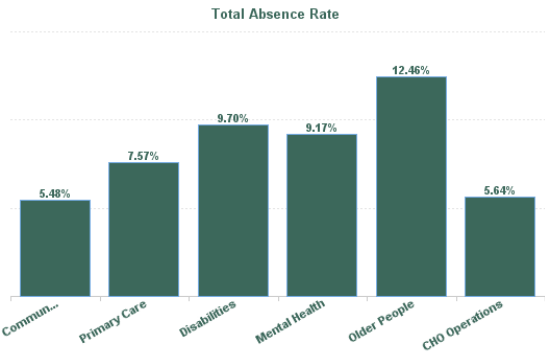
December 2024

Health Service Absence Rate - by Care Group : Dec 2024	Non Covid-19 absence	Covid-19 absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
CHO 1	9.50%	0.21%	9.71%	0.07%	0.17%	0.18%	0.19%	0.08%	0.31%
Community Health & Wellbeing	5.48%	0.00%	5.48%		0.00%	0.00%	0.00%		0.00%
Primary Care	7.48%	0.09%	7.57%	0.16%	0.12%	0.18%	0.01%	0.00%	0.00%
Disabilities	9.53%	0.18%	9.70%	0.00%	0.08%	0.00%	0.91%	0.64%	0.14%
Mental Health	9.07%	0.11%	9.17%	0.00%	0.07%	0.23%	0.36%	0.00%	0.00%
Older People	12.00%	0.46%	12.46%	0.00%	0.39%	0.66%	0.00%	0.04%	0.69%
CHO Operations	5.64%	0.00%	5.64%		0.00%	0.00%	0.00%		
Community Services	9.50%	0.21%	9.71%	0.07%	0.17%	0.18%	0.19%	0.08%	0.31%



December 2024

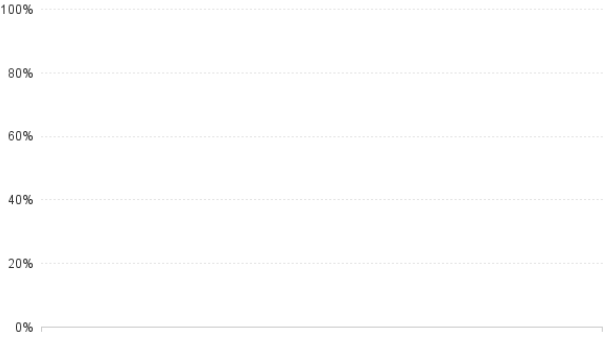
Health Service Absence Rate - by Admin : Dec 2024	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	8.87%	0.64%	9.50%	0.21%	9.71%	4.08%	10.52%	6.58%	8.09%	8.51%	11.36%
Community Health & Wellbeing	4.54%	0.94%	5.48%	0.00%	5.48%		0.00%	0.00%	1.40%		10.05%
Primary Care	7.07%	0.41%	7.48%	0.09%	7.57%	5.66%	7.68%	7.53%	7.60%	7.42%	8.96%
Disabilities	8.83%	0.70%	9.53%	0.18%	9.70%	0.00%	12.14%	4.10%	7.62%	4.31%	9.71%
Mental Health	8.37%	0.70%	9.07%	0.11%	9.17%	3.23%	10.82%	5.80%	12.24%	7.93%	7.71%
Older People	11.25%	0.76%	12.00%	0.46%	12.46%	0.75%	11.06%	10.38%	8.52%	10.51%	14.97%
CHO Operations	5.51%	0.14%	5.64%	0.00%	5.64%		14.25%	4.52%	4.56%		
Health Service Executive	8.87%	0.64%	9.50%	0.21%	9.71%	4.08%	10.52%	6.58%	8.09%	8.51%	11.36%



	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	
Total						

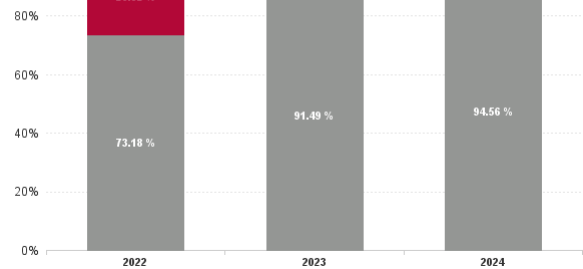
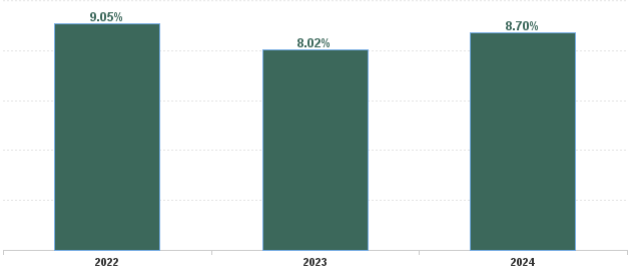
Total Absence Rate

Non Covid-19 & Covid-19 Absence



Year / Month	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Dec 2024	8.87%	0.64%	9.50%	0.21%	9.71%	4.08%	10.52%	6.58%	8.09%	8.51%	11.36%
Nov 2024	7.28%	0.52%	7.80%	0.22%	8.02%	2.66%	8.76%	5.09%	6.25%	9.17%	9.53%
Oct 2024	7.39%	0.58%	7.97%	0.34%	8.30%	2.76%	8.78%	5.43%	7.21%	9.44%	9.77%
Sep 2024	7.34%	0.50%	7.83%	0.47%	8.30%	2.84%	8.89%	6.21%	6.66%	9.81%	9.55%
Aug 2024	7.62%	0.54%	8.16%	0.68%	8.84%	1.50%	9.69%	6.63%	6.77%	10.09%	10.24%
Jul 2024	7.84%	0.53%	8.37%	1.12%	9.49%	1.54%	9.71%	7.44%	7.38%	11.01%	11.63%
Jun 2024	7.69%	0.53%	8.21%	0.71%	8.93%	1.39%	8.74%	7.07%	7.36%	9.40%	11.04%
May 2024	7.44%	0.49%	7.93%	0.33%	8.26%	1.50%	8.62%	5.78%	6.20%	8.93%	10.39%
Apr 2024	7.23%	0.54%	7.77%	0.27%	8.04%	1.51%	8.02%	5.24%	5.42%	9.02%	10.77%
Mar 2024	7.71%	0.59%	8.30%	0.27%	8.56%	2.74%	7.99%	6.80%	6.11%	9.70%	11.18%
Feb 2024	7.56%	0.56%	8.12%	0.36%	8.48%	2.97%	8.58%	6.56%	5.78%	9.31%	10.76%
Jan 2024	8.10%	0.67%	8.78%	0.67%	9.45%	1.87%	9.72%	6.54%	6.93%	9.45%	12.19%
2024	7.67%	0.56%	8.23%	0.47%	8.70%	2.27%	9.00%	6.25%	6.67%	9.49%	10.70%
Dec 2023	7.94%	0.65%	8.59%	0.71%	9.31%	3.99%	9.34%	7.48%	7.29%	8.25%	11.40%
Nov 2023	7.45%	0.58%	8.03%	0.49%	8.53%	3.44%	8.54%	6.37%	5.70%	8.56%	11.20%
Oct 2023	6.98%	0.53%	7.51%	0.68%	8.19%	2.87%	8.23%	6.21%	5.63%	9.45%	10.33%
Sep 2023	6.70%	0.50%	7.20%	0.78%	7.98%	3.22%	7.86%	5.51%	6.22%	9.12%	10.06%
Aug 2023	7.22%	0.46%	7.68%	0.98%	8.66%	3.99%	8.55%	6.85%	5.74%	11.77%	10.63%
Jul 2023	6.45%	0.48%	6.94%	0.56%	7.49%	2.89%	7.86%	4.69%	5.39%	10.99%	8.69%
Jun 2023	6.24%	0.50%	6.75%	0.35%	7.10%	3.34%	7.23%	5.04%	4.67%	10.54%	8.52%
May 2023	6.14%	0.48%	6.62%	0.53%	7.15%	3.15%	7.59%	4.75%	4.80%	10.20%	8.49%
Apr 2023	6.45%	0.48%	6.93%	0.56%	7.49%	2.89%	7.86%	4.69%	5.38%	10.99%	8.69%
Mar 2023	6.41%	0.50%	6.91%	0.69%	7.60%	0.89%	7.46%	5.04%	5.89%	10.40%	9.60%
Feb 2023	6.49%	0.48%	6.97%	0.51%	7.48%	1.19%	7.41%	4.87%	5.54%	10.44%	9.39%
Jan 2023	7.32%	0.60%	7.91%	1.33%	9.25%	2.45%	9.21%	6.11%	6.54%	12.98%	11.54%
2023	6.82%	0.52%	7.34%	0.68%	8.02%	2.86%	8.10%	5.63%	5.72%	10.31%	9.89%
Dec 2022	7.59%	0.72%	8.31%	1.54%	9.85%	3.03%	10.14%	6.68%	7.25%	12.28%	11.81%
Nov 2022	6.52%	0.62%	7.14%	0.89%	8.03%	1.95%	8.68%	5.72%	5.35%	8.98%	9.85%
Oct 2022	6.82%	0.58%	7.40%	0.93%	8.33%	1.57%	8.54%	6.04%	4.68%	10.18%	10.73%
Sep 2022	6.79%	0.47%	7.25%	0.77%	8.02%	2.80%	8.83%	5.86%	4.54%	9.22%	9.84%
Aug 2022	7.33%	0.45%	7.78%	1.14%	8.92%	2.44%	8.75%	7.26%	5.28%	10.73%	11.50%
Jul 2022	6.79%	0.48%	7.27%	2.15%	9.41%	2.40%	9.82%	6.75%	5.96%	11.52%	11.52%
Jun 2022	5.75%	0.51%	6.26%	2.13%	8.39%	2.51%	8.98%	6.24%	5.50%	10.01%	10.08%
May 2022	5.29%	0.40%	5.69%	1.33%	7.02%	1.21%	7.31%	4.34%	3.98%	9.06%	9.16%
Apr 2022	5.67%	0.42%	6.08%	2.11%	8.19%	1.54%	9.45%	4.17%	5.97%	8.98%	9.70%
Mar 2022	5.56%	0.40%	5.96%	5.84%	11.80%	2.70%	13.85%	7.99%	8.82%	12.52%	13.10%
Feb 2022	5.07%	0.39%	5.47%	3.96%	9.43%	4.89%	10.85%	6.91%	6.17%	11.31%	10.45%
Jan 2022	4.62%	0.34%	4.96%	6.42%	11.38%	4.07%	12.69%	8.10%	7.10%	15.17%	12.93%
2022	6.14%	0.48%	6.62%	2.43%	9.05%	2.59%	9.83%	6.31%	5.87%	10.83%	10.88%
Dec 2021	5.53%	0.40%	5.93%	3.52%	9.45%	2.80%	10.07%	6.01%	6.06%	13.04%	11.29%
Nov 2021	5.86%	0.59%	6.45%	2.66%	9.10%	3.22%	9.32%	6.28%	6.62%	12.38%	11.00%
Oct 2021	5.67%	0.43%	6.10%	2.05%	8.14%	2.26%	8.60%	6.44%	6.48%	11.74%	8.83%
Sep 2021	5.74%	0.33%	6.07%	1.85%	7.92%	3.14%	8.37%	5.77%	5.70%	11.69%	9.01%
Aug 2021	5.88%	0.30%	6.18%	1.82%	8.00%	3.03%	8.55%	5.77%	5.90%	9.50%	9.26%
Jul 2021	5.59%	0.32%	5.91%	1.09%	7.00%	2.66%	7.81%	4.25%	4.39%	9.01%	8.33%
Jun 2021	5.56%	0.37%	5.93%	0.76%	6.69%	2.38%	7.16%	4.47%	4.96%	8.10%	7.83%
May 2021	4.85%	0.29%	5.14%	0.73%	5.87%	1.08%	6.49%	3.44%	4.19%	6.05%	7.11%
Apr 2021	4.96%	0.24%	5.20%	0.80%	6.00%	1.16%	6.39%	3.87%	4.54%	7.42%	7.07%
Mar 2021	5.15%	0.29%	5.44%	0.91%	6.36%	1.89%	6.72%	3.57%	5.15%	5.99%	7.88%
Feb 2021	5.30%	0.35%	5.65%	2.16%	7.81%	2.08%	8.20%	4.70%	5.80%	6.00%	10.21%
Jan 2021	5.70%	0.24%	5.93%	5.58%	11.51%	4.82%	12.29%	5.60%	7.53%	10.51%	14.89%
2021	5.48%	0.35%	5.83%	1.99%	7.82%	2.55%	8.32%	5.03%	5.61%	9.28%	9.40%

Year / Month	Certified absence	Self-certified absence	Total absence rate	Non Covid-19 absence	Covid-19 Absence	CHWB	Mental Health	PC	Disabilities	Older People	CHO Ops
Dec 2024	8.87%	0.64%	9.71%	9.50%	0.21%	5.48%	9.17%	7.57%	9.70%	12.46%	5.64%
Nov 2024	7.28%	0.52%	8.02%	7.80%	0.22%	0.94%	7.47%	6.58%	8.43%	9.82%	4.53%
Oct 2024	7.39%	0.58%	8.30%	7.97%	0.34%	5.02%	7.59%	6.28%	9.61%	9.53%	4.25%
Sep 2024	7.34%	0.50%	8.30%	7.83%	0.47%	6.55%	7.64%	5.87%	9.11%	10.63%	3.02%
Aug 2024	7.62%	0.54%	8.84%	8.16%	0.68%	6.28%	7.93%	6.76%	9.36%	11.22%	4.85%
Jul 2024	7.84%	0.53%	9.49%	8.37%	1.12%	4.00%	9.03%	6.68%	10.91%	11.45%	3.98%
Jun 2024	7.69%	0.53%	8.93%	8.21%	0.71%	1.46%	8.13%	6.49%	10.37%	10.51%	4.79%
May 2024	7.44%	0.49%	8.26%	7.93%	0.33%	1.90%	6.99%	5.79%	9.79%	10.40%	3.81%
Apr 2024	7.23%	0.54%	8.04%	7.77%	0.27%	3.42%	7.17%	5.38%	9.11%	10.63%	3.73%
Mar 2024	7.71%	0.59%	8.56%	8.30%	0.27%	5.47%	7.15%	5.90%	9.90%	11.01%	2.75%
Feb 2024	7.56%	0.56%	8.48%	8.12%	0.36%	3.37%	7.01%	5.72%	9.69%	11.44%	3.96%
Jan 2024	8.10%	0.67%	9.45%	8.78%	0.67%	4.41%	7.13%	6.75%	10.84%	12.91%	3.10%
2024	7.67%	0.56%	8.70%	8.23%	0.47%	3.97%	7.69%	6.30%	9.74%	11.01%	3.99%
Dec 2023	7.94%	0.65%	9.31%	8.59%	0.71%	10.73%	7.64%	6.86%	9.89%	12.21%	8.24%
Nov 2023	7.45%	0.58%	8.53%	8.03%	0.49%	7.49%	7.56%	5.44%	9.25%	11.85%	7.44%
Oct 2023	6.98%	0.53%	8.19%	7.51%	0.68%	1.44%	7.66%	5.46%	9.05%	10.63%	7.60%
Sep 2023	6.70%	0.50%	7.98%	7.20%	0.78%	1.94%	7.41%	5.19%	8.71%	10.74%	7.84%
Aug 2023	7.22%	0.46%	8.66%	7.68%	0.98%	4.18%	8.10%	6.25%	9.37%	11.19%	4.27%
Jul 2023	6.45%	0.48%	7.49%	6.94%	0.56%	10.12%	7.15%	5.22%	7.82%	10.00%	1.91%
Jun 2023	6.24%	0.50%	7.10%	6.75%	0.35%	10.18%	7.47%	4.54%	7.72%	9.11%	1.63%
May 2023	6.14%	0.48%	7.15%	6.62%	0.53%	10.84%	7.22%	4.61%	7.97%	9.09%	2.56%
Apr 2023	6.45%	0.48%	7.49%	6.93%	0.56%	10.12%	7.15%	5.21%	7.82%	10.00%	1.91%
Mar 2023	6.41%	0.50%	7.60%	6.91%	0.69%	11.39%	7.22%	4.58%	8.55%	10.14%	3.14%
Feb 2023	6.49%	0.48%	7.48%	6.97%	0.51%	4.95%	6.77%	4.77%	8.14%	10.30%	4.49%
Jan 2023	7.32%	0.60%	9.25%	7.91%	1.33%	5.54%	7.65%	6.51%	9.92%	12.83%	5.37%
2023	6.82%	0.52%	8.02%	7.34%	0.68%	7.41%	7.42%	5.38%	8.69%	10.70%	4.75%
Dec 2022	7.59%	0.72%	9.85%	8.31%	1.54%	8.05%	8.93%	7.26%	11.01%	11.94%	5.63%
Nov 2022	6.52%	0.62%	8.03%	7.14%	0.89%	9.37%	6.98%	5.92%	8.32%	11.03%	3.93%
Oct 2022	6.82%	0.58%	8.33%	7.40%	0.93%	12.42%	6.36%	5.71%	9.67%	10.88%	12.05%
Sep 2022	6.79%	0.47%	8.02%	7.25%	0.77%	4.13%	7.30%	5.75%	9.19%	9.80%	
Aug 2022	7.33%	0.45%	8.92%	7.78%	1.14%	8.57%	7.27%	6.08%	10.34%	11.56%	
Jul 2022	6.79%	0.48%	9.41%	7.27%	2.15%	8.19%	8.81%	6.37%	10.59%	11.63%	
Jun 2022	5.75%	0.51%	8.39%	6.26%	2.13%	7.37%	8.19%	5.69%	8.56%	11.51%	
May 2022	5.29%	0.40%	7.02%	5.69%	1.33%	4.57%	6.42%	4.35%	8.08%	9.32%	
Apr 2022	5.67%	0.42%	8.19%	6.08%	2.11%	5.89%	7.10%	5.93%	9.72%	9.67%	
Mar 2022	5.56%	0.40%	11.80%	5.96%	5.84%	4.69%	10.34%	9.25%	13.34%	13.89%	
Feb 2022	5.07%	0.39%	9.43%	5.47%	3.96%	1.27%	8.69%	7.25%	10.20%	11.70%	
Jan 2022	4.62%	0.34%	11.38%	4.96%	6.42%	6.82%	11.06%	8.30%	11.55%	14.83%	
2022	6.14%	0.48%	9.05%	6.62%	2.43%	6.70%	8.12%	6.46%	10.04%	11.48%	5.08%
Dec 2021	5.53%	0.40%	9.45%	5.93%	3.52%	0.30%	9.28%	7.04%	10.17%	11.39%	
Nov 2021	5.86%	0.59%	9.10%	6.45%	2.66%	3.82%	8.89%	7.38%	9.83%	10.39%	
Oct 2021	5.67%	0.43%	8.14%	6.10%	2.05%	0.29%	7.71%	7.62%	8.71%	8.42%	
Sep 2021	5.74%	0.33%	7.92%	6.07%	1.85%	0.15%	8.25%	6.56%	8.30%	8.83%	
Aug 2021	5.88%	0.30%	8.00%	6.18%	1.82%	0.00%	8.23%	5.72%	8.92%	9.19%	
Jul 2021	5.59%	0.32%	7.00%	5.91%	1.09%	1.33%	6.38%	4.67%	8.25%	8.66%	
Jun 2021	5.56%	0.37%	6.69%	5.93%	0.76%	4.36%	5.30%	5.13%	7.13%	8.87%	
May 2021	4.85%	0.29%	5.87%	5.14%	0.73%	0.00%	4.57%	4.27%	6.58%	7.67%	
Apr 2021	4.96%	0.24%	6.00%	5.20%	0.80%	0.00%	4.43%	4.37%	6.16%	8.69%	
Mar 2021	5.15%	0.29%	6.36%	5.44%	0.91%	0.00%	5.35%	4.33%	7.09%	8.29%	
Feb 2021	5.30%	0.35%	7.81%	5.65%	2.16%	0.34%	6.15%	4.83%	8.50%	11.30%	
Jan 2021	5.70%	0.24%	11.51%	5.93%	5.58%	1.99%	9.00%	7.92%	12.27%	15.96%	
2021	5.48%	0.35%	7.82%	5.83%	1.99%	1.10%	6.96%	5.84%	8.49%	8.51%	5.44%



Year / Month	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	Community Health & Wellbeing	Primary Care	Disabilities	Mental Health	Older People	CHO Operations	Health Service Executive
Dec 2024	8.87%	0.64%	9.50%	0.21%	9.71%	5.48%	7.57%	9.70%	9.17%	12.46%	5.64%	9.71%
Nov 2024	7.28%	0.52%	7.80%	0.22%	8.02%	0.94%	6.58%	8.43%	7.47%	9.82%	4.53%	8.02%
Oct 2024	7.39%	0.58%	7.97%	0.34%	8.30%	5.02%	6.28%	9.61%	7.59%	9.53%	4.25%	8.30%
Sep 2024	7.34%	0.50%	7.83%	0.47%	8.30%	6.55%	5.87%	9.11%	7.64%	10.63%	3.02%	8.30%
Aug 2024	7.62%	0.54%	8.16%	0.68%	8.84%	6.28%	6.76%	9.36%	7.93%	11.22%	4.85%	8.84%
Jul 2024	7.84%	0.53%	8.37%	1.12%	9.49%	4.00%	6.68%	10.91%	9.03%	11.45%	3.98%	9.49%
Jun 2024	7.69%	0.53%	8.21%	0.71%	8.93%	1.46%	6.49%	10.37%	8.13%	10.51%	4.79%	8.93%
May 2024	7.44%	0.49%	7.93%	0.33%	8.26%	1.90%	5.79%	9.79%	6.99%	10.40%	3.81%	8.26%
Apr 2024	7.23%	0.54%	7.77%	0.27%	8.04%	3.42%	5.38%	9.11%	7.17%	10.63%	3.73%	8.04%
Mar 2024	7.71%	0.59%	8.30%	0.27%	8.56%	5.47%	5.90%	9.90%	7.15%	11.01%	2.75%	8.56%
Feb 2024	7.56%	0.56%	8.12%	0.36%	8.48%	3.37%	5.72%	9.69%	7.01%	11.44%	3.96%	8.48%
Jan 2024	8.10%	0.67%	8.78%	0.67%	9.45%	4.41%	6.75%	10.84%	7.13%	12.91%	3.10%	9.45%
2024	7.67%	0.56%	8.23%	0.47%	8.70%	3.97%	6.30%	9.74%	7.69%	11.01%	3.99%	8.70%
Dec 2023	7.94%	0.65%	8.59%	0.71%	9.31%	10.73%	6.86%	9.89%	7.64%	12.21%	8.24%	9.31%
Nov 2023	7.45%	0.58%	8.03%	0.49%	8.53%	7.49%	5.44%	9.25%	7.56%	11.85%	7.44%	8.53%
Oct 2023	6.98%	0.53%	7.51%	0.68%	8.19%	1.44%	5.46%	9.05%	7.66%	10.63%	7.60%	8.19%
Sep 2023	6.70%	0.50%	7.20%	0.78%	7.98%	1.94%	5.19%	8.71%	7.41%	10.74%	7.84%	7.98%
Aug 2023	7.22%	0.46%	7.68%	0.98%	8.66%	4.18%	6.25%	9.37%	8.10%	11.19%	4.27%	8.66%
Jul 2023	6.45%	0.48%	6.94%	0.56%	7.49%	10.12%	5.22%	7.82%	7.15%	10.00%	1.91%	7.49%
Jun 2023	6.24%	0.50%	6.75%	0.35%	7.10%	10.18%	4.54%	7.72%	7.47%	9.11%	1.63%	7.10%
May 2023	6.14%	0.48%	6.62%	0.53%	7.15%	10.84%	4.61%	7.97%	7.22%	9.09%	2.56%	7.15%
Apr 2023	6.45%	0.48%	6.93%	0.56%	7.49%	10.12%	5.21%	7.82%	7.15%	10.00%	1.91%	7.49%
Mar 2023	6.41%	0.50%	6.91%	0.69%	7.60%	11.39%	4.58%	8.55%	7.22%	10.14%	3.14%	7.60%
Feb 2023	6.49%	0.48%	6.97%	0.51%	7.48%	4.95%	4.77%	8.14%	6.77%	10.30%	4.49%	7.48%
Jan 2023	7.32%	0.60%	7.91%	1.33%	9.25%	5.54%	6.51%	9.92%	7.65%	12.83%	5.37%	9.25%
2023	6.82%	0.52%	7.34%	0.68%	8.02%	7.41%	5.38%	8.69%	7.42%	10.70%	4.75%	8.02%
Dec 2022	7.59%	0.72%	8.31%	1.54%	9.85%	8.05%	7.26%	11.01%	8.93%	11.94%	5.63%	9.85%
Nov 2022	6.52%	0.62%	7.14%	0.89%	8.03%	9.37%	5.92%	8.32%	6.98%	11.03%	3.93%	8.03%
Oct 2022	6.82%	0.58%	7.40%	0.93%	8.33%	12.42%	5.71%	9.67%	6.36%	10.88%	12.05%	8.33%
Sep 2022	6.79%	0.47%	7.25%	0.77%	8.02%	4.13%	5.75%	9.19%	7.30%	9.80%		8.02%
Aug 2022	7.33%	0.45%	7.78%	1.14%	8.92%	8.57%	6.08%	10.34%	7.27%	11.56%		8.92%
Jul 2022	6.79%	0.48%	7.27%	2.15%	9.41%	8.19%	6.37%	10.59%	8.81%	11.63%		9.41%
Jun 2022	5.75%	0.51%	6.26%	2.13%	8.39%	7.37%	5.69%	8.56%	8.19%	11.51%		8.39%
May 2022	5.29%	0.40%	5.69%	1.33%	7.02%	4.57%	4.35%	8.08%	6.42%	9.32%		7.02%
Apr 2022	5.67%	0.42%	6.08%	2.11%	8.19%	5.89%	5.93%	9.72%	7.10%	9.67%		8.19%
Mar 2022	5.56%	0.40%	5.96%	5.84%	11.80%	4.69%	9.25%	13.34%	10.34%	13.89%		11.80%
Feb 2022	5.07%	0.39%	5.47%	3.96%	9.43%	1.27%	7.25%	10.20%	8.69%	11.70%		9.43%
Jan 2022	4.62%	0.34%	4.96%	6.42%	11.38%	6.82%	8.30%	11.55%	11.06%	14.83%		11.38%
2022	6.14%	0.48%	6.62%	2.43%	9.05%	6.70%	6.46%	10.04%	8.12%	11.48%	5.08%	9.05%
Dec 2021	5.53%	0.40%	5.93%	3.52%	9.45%	0.30%	7.04%	10.17%	9.28%	11.39%		9.45%
Nov 2021	5.86%	0.59%	6.45%	2.66%	9.10%	3.82%	7.38%	9.83%	8.89%	10.39%		9.10%
Oct 2021	5.67%	0.43%	6.10%	2.05%	8.14%	0.29%	7.62%	8.71%	7.71%	8.42%		8.14%
Sep 2021	5.74%	0.33%	6.07%	1.85%	7.92%	0.15%	6.56%	8.30%	8.25%	8.83%		7.92%
Aug 2021	5.88%	0.30%	6.18%	1.82%	8.00%	0.00%	5.72%	8.92%	8.23%	9.19%		8.00%
Jul 2021	5.59%	0.32%	5.91%	1.09%	7.00%	1.33%	4.67%	8.25%	6.38%	8.66%		7.00%
Jun 2021	5.56%	0.37%	5.93%	0.76%	6.69%	4.36%	5.13%	7.13%	5.30%	8.87%		6.69%
May 2021	4.85%	0.29%	5.14%	0.73%	5.87%	0.00%	4.27%	6.58%	4.57%	7.67%		5.87%
Apr 2021	4.96%	0.24%	5.20%	0.80%	6.00%	0.00%	4.37%	6.16%	4.43%	8.69%		6.00%
Mar 2021	5.15%	0.29%	5.44%	0.91%	6.36%	0.00%	4.33%	7.09%	5.35%	8.29%		6.36%
Feb 2021	5.30%	0.35%	5.65%	2.16%	7.81%	0.34%	4.83%	8.50%	6.15%	11.30%		7.81%
Jan 2021	5.70%	0.24%	5.93%	5.58%	11.51%	1.99%	7.92%	12.27%	9.00%	15.96%		11.51%
2021	5.48%	0.35%	5.83%	1.99%	7.82%	1.10%	5.84%	8.49%	6.96%	9.80%		7.82%



Year / Month	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	