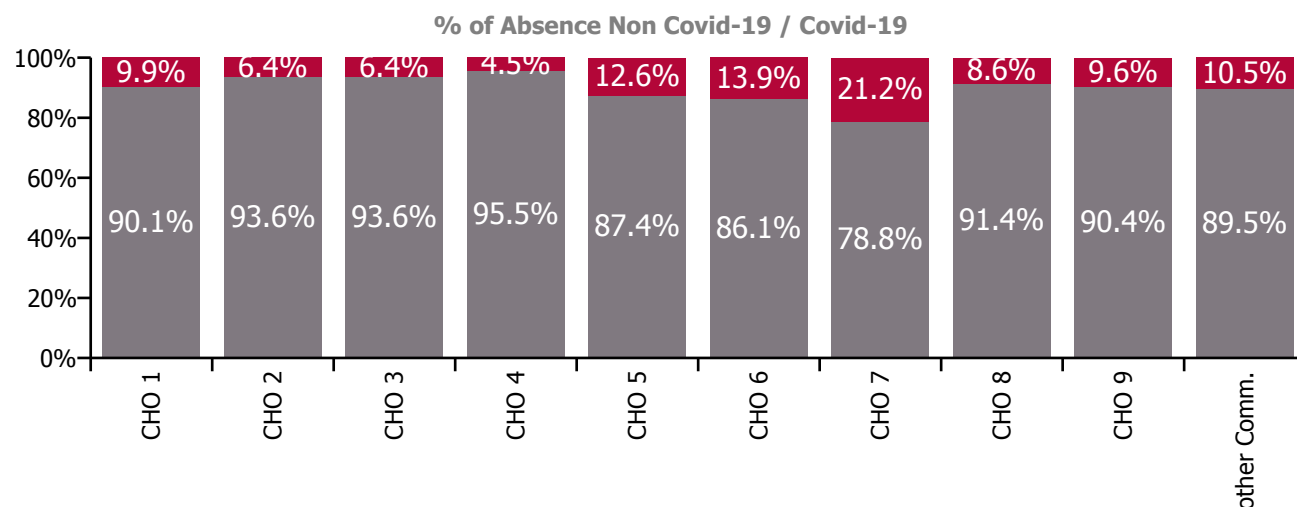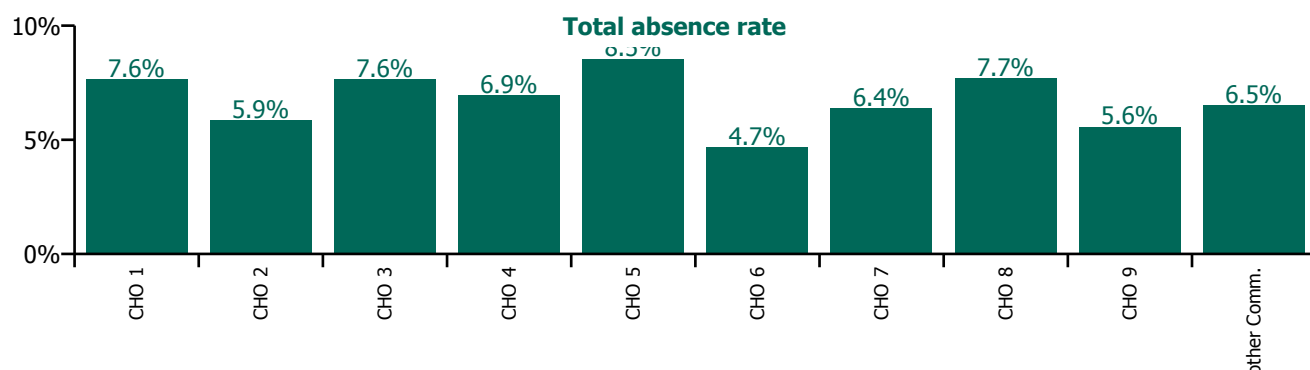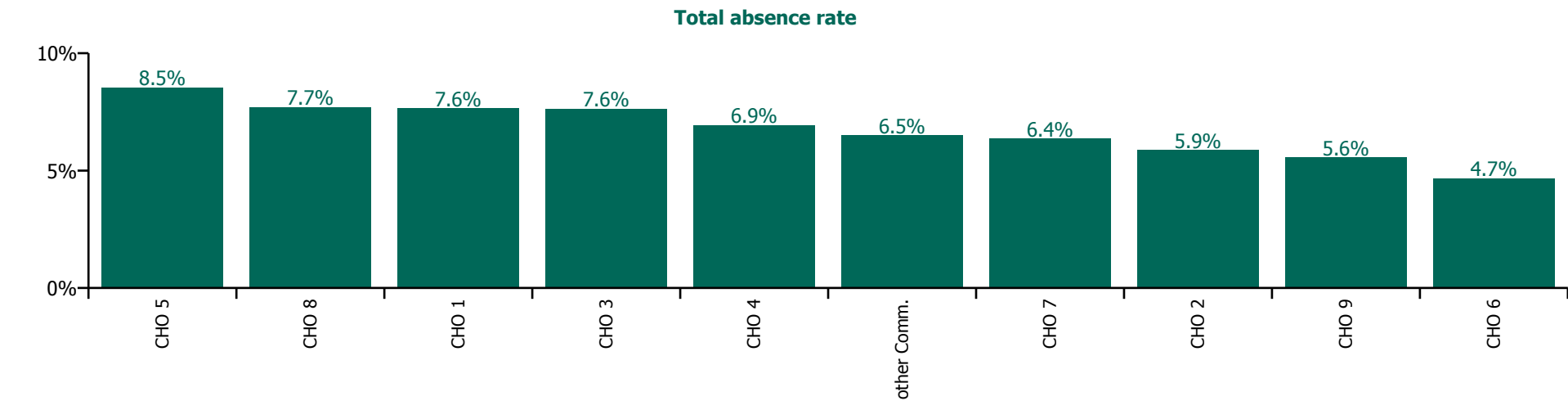## December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
Mental Health	**5.5%**	**0.7%**	**6.1%**	**0.7%**	**6.8%**	**90.3%**	**9.7%**
Medical & Dental	2.0%	0.4%	2.4%	0.2%	2.6%	94.1%	5.9%
Nursing & Midwifery	5.7%	0.8%	6.5%	0.8%	7.4%	88.7%	11.3%
Health & Social Care Professionals	5.5%	0.5%	6.1%	0.6%	6.6%	91.4%	8.6%
Management & Administrative	5.1%	0.5%	5.7%	0.7%	6.4%	89.2%	10.8%
General Support	6.2%	0.5%	6.6%	0.6%	7.2%	92.3%	7.7%
Patient & Client Care	6.8%	0.7%	7.5%	0.5%	8.0%	93.3%	6.7%

Health Service Absence Rate - Care Group by CHO: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
Mental Health	**5.5%**	**0.7%**	**6.1%**	**0.7%**	**6.8%**	**90.3%**	**9.7%**
CHO 1	6.2%	0.7%	6.9%	0.8%	7.6%	90.1%	9.9%
CHO 2	5.3%	0.2%	5.5%	0.4%	5.9%	93.6%	6.4%
CHO 3	6.5%	0.6%	7.1%	0.5%	7.6%	93.6%	6.4%
CHO 4	6.0%	0.6%	6.6%	0.3%	6.9%	95.5%	4.5%
CHO 5	6.8%	0.6%	7.5%	1.1%	8.5%	87.4%	12.6%
CHO 6	3.5%	0.5%	4.0%	0.6%	4.7%	86.1%	13.9%
CHO 7	4.5%	0.5%	5.0%	1.3%	6.4%	78.8%	21.2%
CHO 8	6.1%	0.9%	7.0%	0.7%	7.7%	91.4%	8.6%
CHO 9	4.4%	0.7%	5.0%	0.5%	5.6%	90.4%	9.6%
Other Community Services	4.6%	1.2%	5.8%	0.7%	6.5%	89.5%	10.5%

Total absence rate

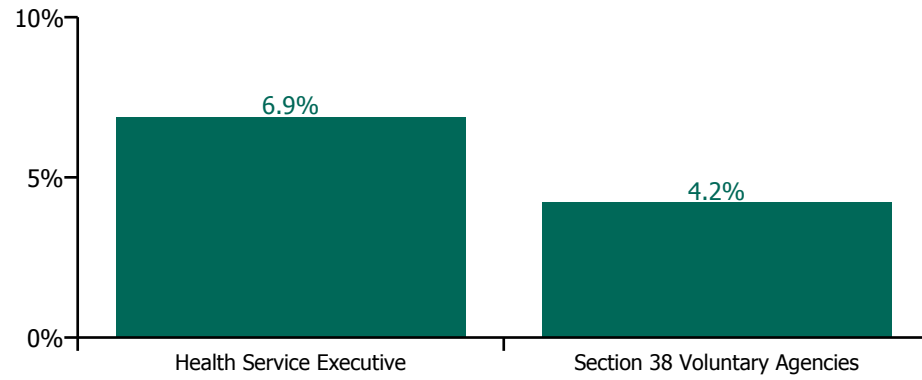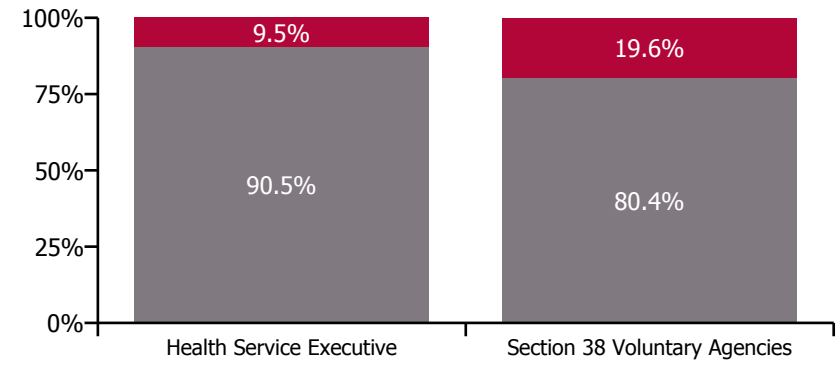
% of Absence Non Covid-19 / Covid-19

December 2023

Health Service Absence Rate - by Hospital Group & Staff Category: Dec 2023	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
Mental Health	**2.6%**	**7.4%**	**6.6%**	**6.4%**	**7.2%**	**8.0%**	**5.5%**	**0.7%**	**6.1%**	**0.7%**	**6.8%**
CHO 1	5.4%	8.6%	11.2%	5.2%	6.1%	3.8%	6.2%	0.7%	6.9%	0.8%	**7.6%**
CHO 2	1.2%	5.6%	6.6%	5.7%	2.6%	8.8%	5.3%	0.2%	5.5%	0.4%	**5.9%**
CHO 3	2.6%	9.4%	3.2%	5.2%	7.5%	10.9%	6.5%	0.6%	7.1%	0.5%	**7.6%**
CHO 4	3.0%	8.2%	6.9%	3.3%	6.6%	7.4%	6.0%	0.6%	6.6%	0.3%	**6.9%**
CHO 5	1.4%	8.6%	10.1%	10.0%	10.5%	6.5%	6.8%	0.6%	7.5%	1.1%	**8.5%**
CHO 6	0.6%	6.5%	3.8%	5.9%	3.0%	4.9%	3.5%	0.5%	4.0%	0.6%	**4.7%**
CHO 7	1.2%	6.7%	6.3%	5.5%	1.6%	11.6%	4.5%	0.5%	5.0%	1.3%	**6.4%**
CHO 8	5.8%	7.6%	6.0%	7.3%	5.1%	11.6%	6.1%	0.9%	7.0%	0.7%	**7.7%**
CHO 9	2.4%	4.9%	6.8%	8.7%	8.0%	5.3%	4.4%	0.7%	5.0%	0.5%	**5.6%**
Other Community Services	2.7%	7.0%	6.5%	5.7%	4.7%	7.2%	4.6%	1.2%	5.8%	0.7%	**6.5%**

Total absence rate
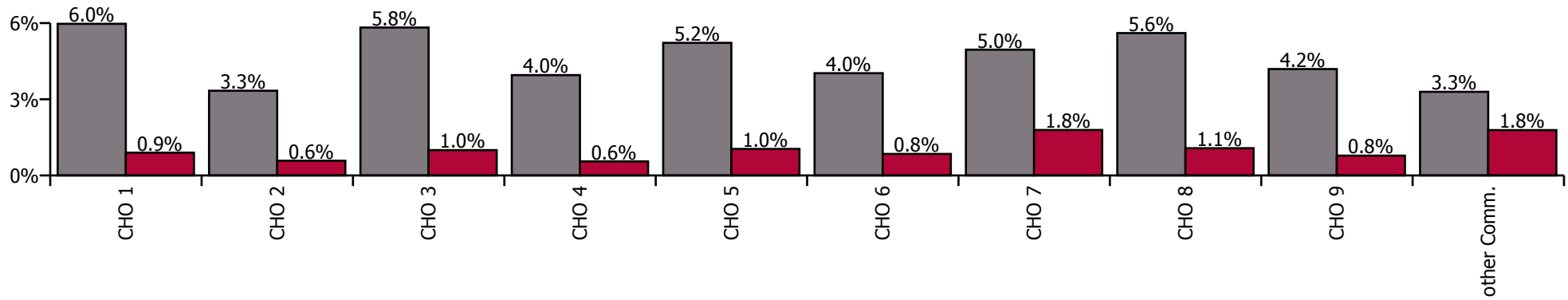
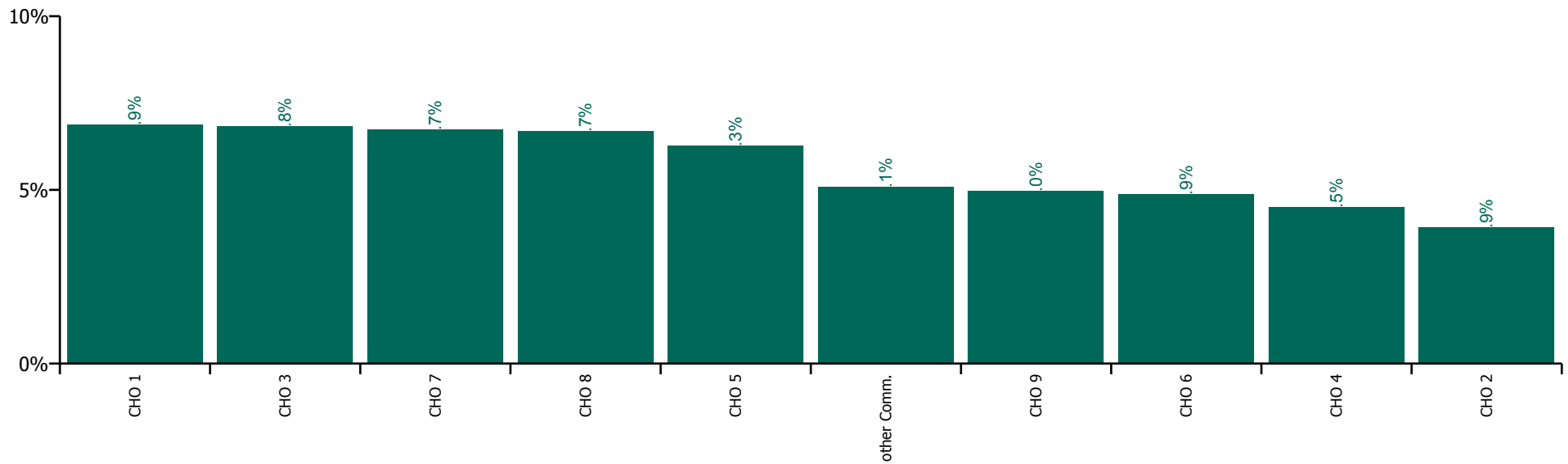## Total absence rate

Non Covid-19 & Covid-19 Absence

December 2023

Health Service Absence Rate by Hospital: Dec 2023	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care		Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
Mental Health	**2.3%**	**6.3%**	**4.3%**	**4.3%**	**6.9%**	**6.6%**		**4.2%**	**0.4%**	**4.6%**	**1.0%**	**5.6%**
Health Service Executive	3.2%	7.4%	6.0%	5.9%	9.4%	7.4%		5.5%	0.4%	6.0%	0.9%	**6.9%**
CHO 1	3.2%	7.4%	6.0%	5.9%	9.4%	7.4%		5.5%	0.4%	6.0%	0.9%	**6.9%**
Health Service Executive	1.0%	4.8%	3.1%	3.2%	2.8%	4.1%		3.2%	0.2%	3.3%	0.6%	**3.9%**
CHO 2	1.0%	4.8%	3.1%	3.2%	2.8%	4.1%		3.2%	0.2%	3.3%	0.6%	**3.9%**
Health Service Executive	4.2%	8.3%	4.0%	6.1%	5.4%	8.3%		5.4%	0.5%	5.8%	1.0%	**6.8%**
CHO 3	4.2%	8.3%	4.0%	6.1%	5.4%	8.3%		5.4%	0.5%	5.8%	1.0%	**6.8%**
Health Service Executive	2.0%	5.3%	3.5%	3.0%	5.1%	4.8%		3.5%	0.4%	4.0%	0.6%	**4.5%**
CHO 4	2.0%	5.3%	3.5%	3.0%	5.1%	4.8%		3.5%	0.4%	4.0%	0.6%	**4.5%**
Health Service Executive	2.4%	6.7%	5.1%	5.0%	7.4%	6.8%		4.7%	0.5%	5.2%	1.0%	**6.3%**
CHO 5	2.4%	6.7%	5.1%	5.0%	7.4%	6.8%		4.7%	0.5%	5.2%	1.0%	**6.3%**
Health Service Executive	1.7%	6.0%	5.7%	4.4%	7.5%	5.3%		4.0%	0.5%	4.6%	1.0%	**5.6%**
Section 38 Voluntary Agencies	1.6%	4.0%	4.4%	4.6%	6.9%	3.7%		2.9%	0.4%	3.3%	0.6%	**3.9%**
CHO 6	1.6%	5.5%	4.8%	4.5%	7.4%	5.1%		3.6%	0.5%	4.0%	0.8%	**4.9%**
Health Service Executive	2.2%	7.2%	4.6%	6.7%	11.3%	12.6%		4.5%	0.5%	5.0%	1.8%	**6.7%**
CHO 7	2.2%	7.2%	4.6%	6.7%	11.3%	12.6%		4.5%	0.5%	5.0%	1.8%	**6.7%**
Health Service Executive	2.1%	7.0%	5.0%	5.6%	9.9%	9.3%		5.0%	0.6%	5.6%	1.1%	**6.7%**
CHO 8	2.1%	7.0%	5.0%	5.6%	9.9%	9.3%		5.0%	0.6%	5.6%	1.1%	**6.7%**
Health Service Executive	2.9%	5.2%	4.4%	6.3%	6.8%	5.9%		3.9%	0.4%	4.4%	0.8%	**5.2%**
Section 38 Voluntary Agencies	1.5%	3.6%	2.2%	4.5%	5.7%	3.2%		3.0%	0.4%	3.3%	0.7%	**4.0%**
CHO 9	2.8%	4.9%	4.3%	5.9%	6.4%	5.8%		3.8%	0.4%	4.2%	0.8%	**5.0%**
Other Community Services	1.5%	7.1%	2.3%	1.1%	5.3%	7.9%		2.6%	0.7%	3.3%	1.8%	**5.1%**

Non Covid-19 / Covid-19 absence rates

	CHO 1	CHO 2	CHO 3	CHO 4	CHO 5	CHO 6	CHO 7	CHO 8	CHO 9	other Comm.
Non Covid-19	6.0%	3.3%	5.8%	4.0%	5.2%	4.0%	5.0%	5.6%	4.2%	3.3%
Covid-19	0.9%	0.6%	1.0%	0.6%	1.0%	0.8%	1.8%	1.1%	0.8%	1.8%

Total absence rate

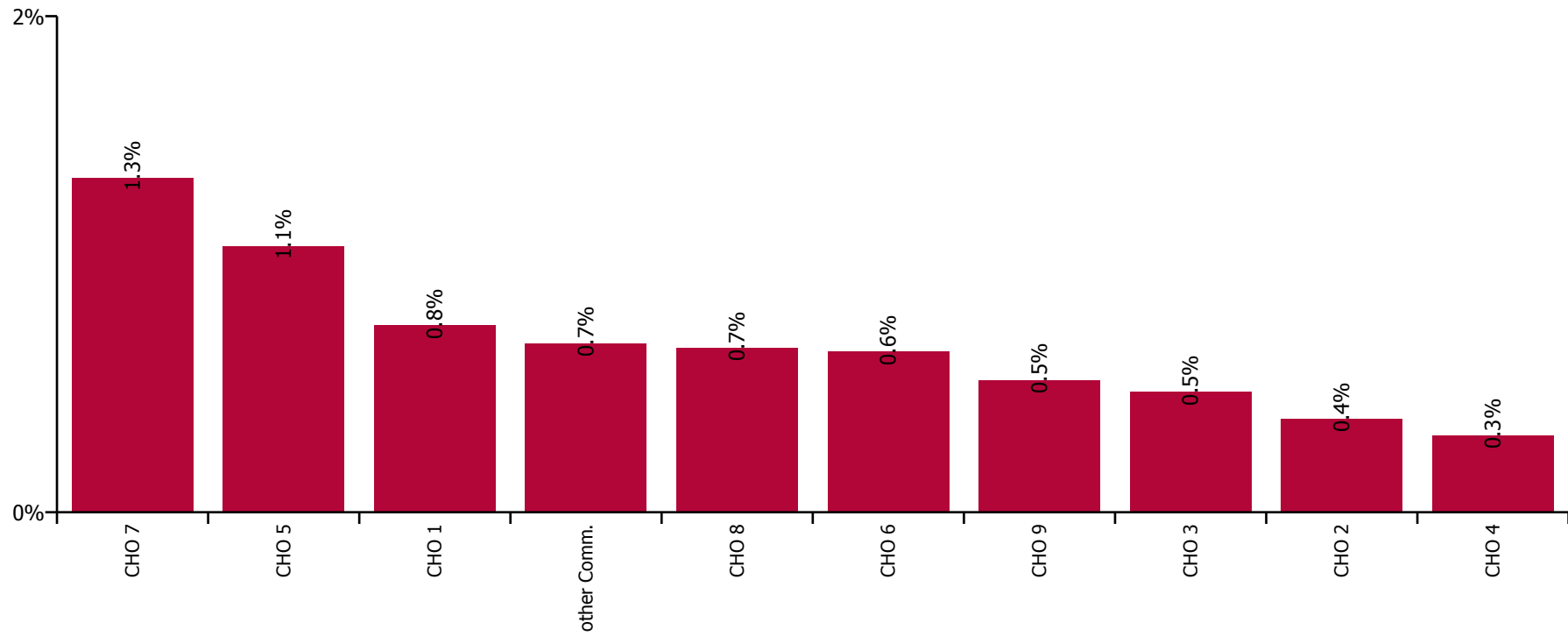|	CHO 1	CHO 3	CHO 7	CHO 8	CHO 5	other Comm.	CHO 9	CHO 6	CHO 4	CHO 2
Total	.9%	.8%	.7%	.7%	.3%	.1%	.0%	.9%	.5%	.9%

December 2023

Health Service Covid-19 Absence Rate - by Staff Category & Hospital: Dec 2023	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Covid-19 absence	Non Covid-19 absence	Total absence rate
Mental Health	**0.2%**	**0.8%**	**0.6%**	**6.4%**	**0.6%**	**0.5%**	**0.7%**	**6.1%**	**6.8%**
Health Service Executive	0.3%	0.9%	0.5%	5.2%	0.0%	0.6%	0.8%	6.9%	**7.6%**
CHO 1	0.3%	0.9%	0.5%	5.2%	0.0%	0.6%	0.8%	6.9%	**7.6%**
Health Service Executive	0.0%	0.6%	0.6%	5.7%	0.3%	0.0%	0.4%	5.5%	**5.9%**
CHO 2	0.0%	0.6%	0.6%	5.7%	0.3%	0.0%	0.4%	5.5%	**5.9%**
Health Service Executive	0.3%	0.5%	0.6%	5.2%	0.4%	0.3%	0.5%	7.1%	**7.6%**
CHO 3	0.3%	0.5%	0.6%	5.2%	0.4%	0.3%	0.5%	7.1%	**7.6%**
Health Service Executive	0.2%	0.3%	0.5%	3.3%	0.3%	0.3%	0.3%	6.6%	**6.9%**
CHO 4	0.2%	0.3%	0.5%	3.3%	0.3%	0.3%	0.3%	6.6%	**6.9%**
Health Service Executive	0.0%	1.6%	0.4%	10.0%	0.8%	0.4%	1.1%	7.5%	**8.5%**
CHO 5	0.0%	1.6%	0.4%	10.0%	0.8%	0.4%	1.1%	7.5%	**8.5%**
Health Service Executive	0.0%	1.1%	0.5%	2.2%	0.5%	0.1%	0.7%	4.4%	**5.1%**
Section 38 Voluntary Agencies	0.3%	1.1%	0.5%	8.5%	0.0%	0.0%	0.5%	3.5%	**4.0%**
CHO 6	0.2%	1.1%	0.5%	5.9%	0.4%	0.1%	0.6%	4.0%	**4.7%**
Health Service Executive	0.0%	1.5%	1.2%	5.5%	1.6%	2.9%	1.3%	5.0%	**6.4%**
CHO 7	0.0%	1.5%	1.2%	5.5%	1.6%	2.9%	1.3%	5.0%	**6.4%**
Health Service Executive	0.2%	0.9%	0.4%	7.3%	0.3%	0.6%	0.7%	7.0%	**7.7%**
CHO 8	0.2%	0.9%	0.4%	7.3%	0.3%	0.6%	0.7%	7.0%	**7.7%**
Health Service Executive	0.2%	0.4%	0.6%	9.9%	0.0%	0.4%	0.4%	5.3%	**5.7%**
Section 38 Voluntary Agencies	0.0%	1.6%	0.0%	3.6%	1.8%	0.0%	1.4%	3.3%	**4.7%**
CHO 9	0.2%	0.5%	0.6%	8.7%	0.5%	0.4%	0.5%	5.0%	**5.6%**
Other Community Services	0.2%	0.7%	0.0%	5.7%	1.3%	0.6%	0.7%	5.8%	**6.5%**

Covid-19 absence rate

CHO 7	1.3%
CHO 5	1.1%
CHO 1	0.8%
other Comm.	0.7%
CHO 8	0.7%
CHO 6	0.6%
CHO 9	0.5%
CHO 3	0.5%
CHO 2	0.4%
CHO 4	0.3%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 1	**6.2%**	**0.7%**	**6.9%**	**0.8%**	**7.6%**	**90.1%**	**9.9%**
Medical & Dental	4.3%	0.7%	5.0%	0.3%	5.4%	94.1%	5.9%
Nursing & Midwifery	6.9%	0.8%	7.7%	0.9%	8.6%	89.2%	10.8%
Health & Social Care Professionals	9.8%	0.9%	10.7%	0.5%	11.2%	95.6%	4.4%
Management & Administrative	3.7%	0.3%	4.0%	1.2%	5.2%	76.8%	23.2%
General Support	5.5%	0.6%	6.1%	0.0%	6.1%	100.0%	0.0%
Patient & Client Care	2.9%	0.3%	3.2%	0.6%	3.8%	84.9%	15.1%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 2	**5.3%**	**0.2%**	**5.5%**	**0.4%**	**5.9%**	**93.6%**	**6.4%**
Medical & Dental	0.9%	0.2%	1.2%	0.0%	1.2%	100.0%	0.0%
Nursing & Midwifery	4.8%	0.2%	5.0%	0.6%	5.6%	89.2%	10.8%
Health & Social Care Professionals	5.8%	0.2%	6.0%	0.6%	6.6%	91.4%	8.6%
Management & Administrative	5.0%	0.4%	5.4%	0.3%	5.7%	94.9%	5.1%
General Support	2.0%	0.3%	2.3%	0.3%	2.6%	89.1%	10.9%
Patient & Client Care	8.6%	0.2%	8.8%	0.0%	8.8%	100.0%	0.0%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 3	**6.5%**	**0.6%**	**7.1%**	**0.5%**	**7.6%**	**93.6%**	**6.4%**
Medical & Dental	1.9%	0.5%	2.3%	0.3%	2.6%	87.8%	12.2%
Nursing & Midwifery	8.1%	0.9%	8.9%	0.5%	9.4%	94.9%	5.1%
Health & Social Care Professionals	2.2%	0.4%	2.6%	0.6%	3.2%	82.0%	18.0%
Management & Administrative	3.9%	0.3%	4.2%	0.9%	5.2%	82.1%	17.9%
General Support	6.8%	0.2%	7.1%	0.4%	7.5%	94.5%	5.5%
Patient & Client Care	10.3%	0.3%	10.6%	0.3%	10.9%	97.6%	2.4%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 4	**6.0%**	**0.6%**	**6.6%**	**0.3%**	**6.9%**	**95.5%**	**4.5%**
Medical & Dental	2.3%	0.5%	2.8%	0.2%	3.0%	92.5%	7.5%
Nursing & Midwifery	7.2%	0.7%	8.0%	0.3%	8.2%	96.9%	3.1%
Health & Social Care Professionals	5.8%	0.5%	6.4%	0.5%	6.9%	92.4%	7.6%
Management & Administrative	2.1%	0.8%	2.9%	0.4%	3.3%	86.5%	13.5%
General Support	6.0%	0.3%	6.3%	0.3%	6.6%	95.9%	4.1%
Patient & Client Care	6.6%	0.6%	7.1%	0.3%	7.4%	95.7%	4.3%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 5	**6.8%**	**0.6%**	**7.5%**	**1.1%**	**8.5%**	**87.4%**	**12.6%**
Medical & Dental	0.8%	0.6%	1.4%	0.0%	1.4%	100.0%	0.0%
Nursing & Midwifery	6.4%	0.7%	7.0%	1.6%	8.6%	81.4%	18.6%
Health & Social Care Professionals	9.1%	0.6%	9.7%	0.4%	10.1%	95.8%	4.2%
Management & Administrative	8.7%	0.6%	9.3%	0.7%	10.0%	93.3%	6.7%
General Support	9.1%	0.6%	9.7%	0.8%	10.5%	92.2%	7.8%
Patient & Client Care	5.4%	0.7%	6.2%	0.4%	6.5%	94.3%	5.7%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 6	**3.5%**	**0.5%**	**4.0%**	**0.6%**	**4.7%**	**86.1%**	**13.9%**
Medical & Dental	0.4%	0.0%	0.4%	0.2%	0.6%	71.6%	28.4%
Nursing & Midwifery	4.7%	0.7%	5.4%	1.1%	6.5%	82.8%	17.2%
Health & Social Care Professionals	2.8%	0.4%	3.2%	0.5%	3.8%	85.9%	14.1%
Management & Administrative	4.8%	0.5%	5.3%	0.6%	5.9%	90.5%	9.5%
General Support	2.2%	0.4%	2.6%	0.4%	3.0%	86.2%	13.8%
Patient & Client Care	4.1%	0.7%	4.8%	0.1%	4.9%	98.5%	1.5%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 7	**4.5%**	**0.5%**	**5.0%**	**1.3%**	**6.4%**	**78.8%**	**21.2%**
Medical & Dental	1.1%	0.1%	1.2%	0.0%	1.2%	100.0%	0.0%
Nursing & Midwifery	4.6%	0.6%	5.2%	1.5%	6.7%	77.5%	22.5%
Health & Social Care Professionals	4.7%	0.4%	5.1%	1.2%	6.3%	80.5%	19.5%
Management & Administrative	4.3%	0.8%	5.1%	0.4%	5.5%	92.5%	7.5%
General Support	0.0%	0.0%	0.0%	1.6%	1.6%	0.0%	100.0%
Patient & Client Care	7.8%	0.9%	8.7%	2.9%	11.6%	75.1%	24.9%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 8	**6.1%**	**0.9%**	**7.0%**	**0.7%**	**7.7%**	**91.4%**	**8.6%**
Medical & Dental	5.2%	0.4%	5.6%	0.2%	5.8%	97.0%	3.0%
Nursing & Midwifery	5.5%	1.1%	6.7%	0.9%	7.6%	87.8%	12.2%
Health & Social Care Professionals	5.1%	0.5%	5.6%	0.4%	6.0%	92.7%	7.3%
Management & Administrative	6.2%	0.7%	6.9%	0.4%	7.3%	94.4%	5.6%
General Support	4.1%	0.7%	4.8%	0.3%	5.1%	94.2%	5.8%
Patient & Client Care	9.8%	1.2%	11.0%	0.6%	11.6%	94.9%	5.1%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health CHO 9	**4.4%**	**0.7%**	**5.0%**	**0.5%**	**5.6%**	**90.4%**	**9.6%**
Medical & Dental	1.6%	0.6%	2.2%	0.2%	2.4%	91.9%	8.1%
Nursing & Midwifery	3.7%	0.7%	4.4%	0.5%	4.9%	88.9%	11.1%
Health & Social Care Professionals	5.6%	0.6%	6.2%	0.6%	6.8%	91.2%	8.8%
Management & Administrative	6.8%	1.1%	7.8%	0.9%	8.7%	89.6%	10.4%
General Support	7.1%	0.4%	7.5%	0.5%	8.0%	93.2%	6.8%
Patient & Client Care	4.4%	0.5%	4.9%	0.4%	5.3%	92.5%	7.5%

December 2023

Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
HSE Mental Health Other Community Services	**4.6%**	**1.2%**	**5.8%**	**0.7%**	**6.5%**	**89.5%**	**10.5%**
Medical & Dental	1.9%	0.7%	2.6%	0.2%	2.7%	94.1%	5.9%
Nursing & Midwifery	4.8%	1.5%	6.3%	0.7%	7.0%	89.6%	10.4%
Health & Social Care Professionals	5.7%	0.8%	6.5%	0.0%	6.5%	100.0%	0.0%
Management & Administrative	4.7%	0.1%	4.8%	0.9%	5.7%	83.7%	16.3%
General Support	2.4%	1.0%	3.4%	1.3%	4.7%	72.1%	27.9%
Patient & Client Care	5.1%	1.6%	6.6%	0.6%	7.2%	92.3%	7.7%

December 2023

St. John of God (MHS) absence by Staff Category	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
St. John of God (MHS) (CHO 6)	**3.2%**	**0.2%**	**3.5%**	**0.5%**	**4.0%**	**87.2%**	**12.8%**
Medical & Dental	0.0%	0.0%	0.0%	0.3%	0.3%	0.0%	100.0%
Nursing & Midwifery	5.6%	0.4%	5.9%	1.1%	7.0%	84.6%	15.4%
Health & Social Care Professionals	2.1%	0.2%	2.3%	0.5%	2.9%	81.2%	18.8%
Management & Administrative	8.1%	0.4%	8.5%	0.0%	8.5%	100.0%	0.0%
General Support	0.0%	0.0%	0.0%	0.0%	0.0%		
Patient & Client Care	0.0%	0.0%	0.0%	0.0%	0.0%		#DIV/0

December 2023

St. Vincent's, Fairview absence by Staff Category	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
St. Vincent's, Fairview (CHO 9)	**3.0%**	**0.2%**	**3.3%**	**1.4%**	**4.7%**	**70.2%**	**29.8%**
Medical & Dental	0.0%	0.0%	0.0%	0.0%	0.0%		
Nursing & Midwifery	2.7%	0.1%	2.9%	1.6%	4.5%	63.7%	36.3%
Health & Social Care Professionals	0.0%	2.8%	2.8%	0.0%	2.8%	100.0%	0.0%
Management & Administrative	2.9%	0.0%	2.9%	0.7%	3.6%	80.8%	19.2%
General Support	4.8%	0.1%	4.9%	1.8%	6.7%	72.9%	27.1%
Patient & Client Care	0.0%	2.4%	2.4%	0.0%	2.4%	100.0%	0.0%

Mental Health

Year/ month	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2023	**2.1%**	**6.0%**	**4.7%**	**4.8%**	**7.6%**	**7.0%**	**4.6%**	**0.5%**	**5.1%**	**0.5%**	**5.6%**
Dec 2023	2.6%	7.4%	6.6%	6.4%	7.2%	8.0%	5.5%	0.7%	6.1%	0.7%	6.8%
Nov 2023	2.2%	6.5%	5.0%	5.8%	8.2%	8.1%	5.1%	0.6%	5.7%	0.4%	6.1%
Oct 2023	2.3%	6.5%	5.0%	5.5%	8.7%	7.1%	4.9%	0.5%	5.5%	0.5%	6.0%
Sep 2023	1.6%	6.2%	4.7%	5.4%	7.8%	6.5%	4.4%	0.5%	4.9%	0.7%	5.6%
Aug 2023	1.8%	5.9%	5.4%	5.3%	7.6%	6.7%	4.4%	0.5%	4.9%	0.7%	5.6%
Jul 2023	2.2%	5.0%	4.6%	3.9%	7.4%	6.5%	4.1%	0.5%	4.6%	0.4%	5.0%
Jun 2023	2.6%	5.1%	3.8%	4.2%	8.1%	7.0%	4.3%	0.5%	4.8%	0.3%	5.1%
May 2023	2.3%	5.6%	3.9%	3.6%	6.6%	6.2%	4.1%	0.5%	4.6%	0.4%	5.0%
Apr 2023	2.1%	5.7%	3.9%	3.9%	6.4%	6.5%	4.2%	0.5%	4.7%	0.4%	5.1%
Mar 2023	2.2%	5.5%	4.2%	4.0%	7.3%	7.5%	4.3%	0.5%	4.8%	0.5%	5.2%
Feb 2023	1.4%	5.7%	3.8%	4.0%	7.1%	6.6%	4.2%	0.5%	4.7%	0.4%	5.1%
Jan 2023	1.4%	7.3%	5.3%	5.4%	8.8%	7.1%	5.0%	0.6%	5.6%	0.8%	6.4%
2022	**2.7%**	**7.9%**	**5.3%**	**5.4%**	**8.0%**	**8.1%**	**4.4%**	**0.5%**	**4.9%**	**1.9%**	**6.9%**
Dec 2022	2.2%	8.0%	5.9%	6.6%	7.6%	8.3%	5.3%	0.7%	6.0%	1.1%	7.1%
Nov 2022	2.0%	6.4%	4.5%	5.0%	6.2%	6.6%	4.5%	0.6%	5.0%	0.6%	5.6%
Oct 2022	2.3%	6.9%	4.2%	4.1%	7.0%	6.8%	4.6%	0.6%	5.2%	0.7%	5.9%
Sep 2022	1.9%	6.9%	3.7%	4.3%	7.5%	7.3%	4.6%	0.5%	5.2%	0.6%	5.8%
Aug 2022	1.4%	7.1%	4.1%	4.6%	7.2%	6.5%	4.6%	0.5%	5.1%	0.8%	5.9%
Jul 2022	2.4%	8.3%	6.3%	5.3%	8.5%	8.7%	4.8%	0.5%	5.3%	2.0%	7.3%
Jun 2022	2.8%	7.7%	5.7%	5.6%	6.6%	8.1%	4.5%	0.5%	5.0%	1.8%	6.8%
May 2022	2.4%	6.1%	3.9%	3.8%	6.9%	7.0%	4.1%	0.5%	4.5%	0.9%	5.4%
Apr 2022	3.1%	8.0%	5.3%	5.6%	8.6%	9.1%	4.1%	0.5%	4.6%	2.6%	7.2%
Mar 2022	4.4%	10.5%	7.5%	7.3%	11.6%	10.1%	4.5%	0.5%	5.0%	4.2%	9.2%
Feb 2022	3.5%	8.0%	5.6%	5.3%	7.7%	7.6%	3.8%	0.4%	4.2%	2.7%	6.9%
Jan 2022	3.7%	11.1%	6.7%	7.2%	10.6%	11.4%	3.9%	0.3%	4.2%	5.4%	9.6%
2021	**2.0%**	**6.5%**	**4.0%**	**3.8%**	**6.7%**	**6.8%**	**3.8%**	**0.4%**	**4.2%**	**1.4%**	**5.6%**
Dec 2021	2.8%	9.1%	5.4%	5.2%	9.7%	8.7%	4.3%	0.4%	4.8%	2.9%	7.7%
Nov 2021	2.4%	8.5%	5.2%	5.4%	9.8%	9.1%	4.5%	0.6%	5.1%	2.2%	7.3%
Oct 2021	3.3%	6.8%	4.5%	4.2%	7.7%	6.4%	4.3%	0.5%	4.8%	1.2%	6.0%
Sep 2021	3.0%	6.4%	3.6%	4.7%	7.4%	6.0%	4.1%	0.4%	4.5%	1.0%	5.5%
Aug 2021	1.5%	6.6%	4.6%	4.5%	5.4%	7.3%	4.3%	0.4%	4.7%	0.9%	5.7%

Jul 2021	1.6%	5.4%	3.8%	3.8%	5.8%	5.8%	3.7%	0.4%	4.1%	0.7%	4.7%
Jun 2021	1.3%	4.8%	3.9%	2.6%	6.4%	5.3%	3.4%	0.4%	3.8%	0.5%	4.3%
May 2021	0.8%	4.5%	2.9%	2.0%	4.6%	5.0%	2.9%	0.3%	3.2%	0.6%	3.7%
Apr 2021	1.2%	4.8%	3.1%	2.5%	4.3%	5.3%	3.0%	0.3%	3.4%	0.6%	4.0%
Mar 2021	1.0%	5.2%	3.5%	3.2%	5.7%	6.1%	3.2%	0.4%	3.6%	0.9%	4.5%
Feb 2021	1.5%	6.4%	4.0%	4.2%	5.2%	7.2%	3.4%	0.4%	3.8%	1.6%	5.4%
Jan 2021	3.9%	9.6%	4.0%	4.6%	7.7%	9.6%	3.7%	0.2%	4.0%	3.8%	7.8%
2020	**3.0%**	**6.5%**	**4.0%**	**3.6%**	**6.6%**	**6.9%**	**3.7%**	**0.3%**	**4.1%**	**1.5%**	**5.6%**
Dec 2020	2.8%	6.9%	4.1%	2.8%	6.0%	6.9%	3.6%	0.3%	3.9%	1.7%	5.6%
Nov 2020	2.7%	6.4%	3.7%	2.7%	5.7%	5.6%	3.5%	0.3%	3.7%	1.3%	5.1%
Oct 2020	2.4%	6.9%	3.5%	3.0%	5.5%	5.9%	3.5%	0.3%	3.8%	1.5%	5.3%
Sep 2020	2.1%	6.4%	4.0%	3.2%	6.9%	7.3%	3.9%	0.3%	4.2%	1.2%	5.4%
Aug 2020	1.9%	5.7%	3.2%	2.9%	5.1%	7.5%	3.8%	0.3%	4.1%	0.8%	4.9%
Jul 2020	2.2%	5.0%	2.8%	2.6%	5.7%	6.6%	3.5%	0.3%	3.8%	0.7%	4.5%
Jun 2020	1.3%	5.1%	2.2%	2.7%	6.2%	6.8%	3.2%	0.3%	3.5%	0.9%	4.4%
May 2020	2.7%	7.7%	2.8%	3.7%	7.2%	8.4%	3.5%	0.2%	3.8%	2.5%	6.2%
Apr 2020	6.3%	9.5%	6.3%	5.2%	9.5%	9.7%	3.7%	0.2%	3.9%	4.4%	8.3%
Mar 2020	6.9%	8.3%	7.4%	5.5%	7.4%	8.4%	4.1%	0.4%	4.5%	3.2%	7.7%
Feb 2020	2.1%	4.6%	3.6%	4.2%	7.4%	4.8%	4.0%	0.5%	4.5%		4.5%
Jan 2020	2.1%	5.5%	4.0%	4.2%	7.2%	5.1%	4.5%	0.5%	5.0%		5.0%

Mental Health

Year/ month	CHO 1	CHO 2	CHO 3	CHO 4	CHO 5	CHO 6	CHO 7	CHO 8	CHO 9	other Comm.	Community Services absence rate	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2023	7.4%	3.7%	6.3%	6.0%	6.6%	4.2%	6.3%	5.8%	4.8%	4.8%	**5.6%**	**4.6%**	**0.5%**	**5.1%**	**0.5%**	**5.6%**
Dec 2023	7.6%	5.9%	7.6%	6.9%	8.5%	4.7%	6.4%	7.7%	5.6%	6.5%	6.8%	5.5%	0.7%	6.1%	0.7%	6.80%
Nov 2023	7.6%	5.5%	7.4%	6.4%	6.6%	4.4%	6.2%	6.9%	5.1%	4.8%	6.1%	5.1%	0.6%	5.7%	0.4%	6.11%
Oct 2023	7.7%	4.1%	7.3%	6.7%	7.2%	4.6%	6.2%	5.7%	5.9%	4.4%	6.0%	4.9%	0.5%	5.5%	0.5%	6.01%
Sep 2023	7.4%	3.8%	6.6%	5.8%	6.6%	3.6%	7.3%	5.5%	4.8%	4.7%	5.6%	4.4%	0.5%	4.9%	0.7%	5.60%
Aug 2023	8.1%	3.2%	6.6%	6.3%	6.7%	4.7%	7.0%	6.1%	4.3%	3.8%	5.6%	4.4%	0.5%	4.9%	0.7%	5.60%
Jul 2023	6.8%	3.3%	5.4%	5.9%	5.0%	4.0%	6.1%	5.1%	3.9%	4.4%	5.0%	4.1%	0.5%	4.6%	0.4%	4.95%
Jun 2023	7.5%	2.9%	4.5%	5.8%	5.8%	3.3%	6.2%	5.4%	4.3%	4.8%	5.1%	4.3%	0.5%	4.8%	0.3%	5.06%
May 2023	7.2%	2.6%	5.5%	5.8%	5.7%	3.2%	5.5%	5.0%	4.2%	5.2%	5.0%	4.1%	0.5%	4.6%	0.4%	4.98%
Apr 2023	7.1%	2.8%	6.1%	5.6%	5.8%	3.4%	6.1%	5.0%	4.4%	4.9%	5.1%	4.2%	0.5%	4.7%	0.4%	5.10%
Mar 2023	7.2%	3.2%	6.5%	4.0%	6.4%	4.6%	6.6%	5.6%	4.7%	5.1%	5.2%	4.3%	0.5%	4.8%	0.5%	5.23%
Feb 2023	6.8%	2.8%	5.1%	5.6%	6.8%	3.8%	6.5%	5.4%	4.7%	3.7%	5.1%	4.2%	0.5%	4.7%	0.4%	5.11%
Jan 2023	7.6%	4.5%	7.2%	7.4%	8.5%	6.0%	6.1%	6.7%	5.3%	5.0%	6.4%	5.0%	0.6%	5.6%	0.8%	6.42%
2022	8.1%	4.7%	8.8%	6.2%	7.9%	5.6%	8.0%	8.2%	6.1%	6.1%	**6.9%**	**4.4%**	**0.5%**	**4.9%**	**1.9%**	**6.9%**
Dec 2022	8.9%	4.3%	8.9%	5.9%	9.3%	5.5%	7.5%	7.8%	6.4%	7.4%	7.1%	5.3%	0.7%	6.0%	1.1%	7.09%
Nov 2022	7.0%	3.7%	7.2%	5.0%	7.0%	4.2%	6.7%	6.5%	5.2%	3.7%	5.6%	4.5%	0.6%	5.0%	0.6%	5.59%
Oct 2022	6.4%	4.5%	6.7%	5.3%	7.4%	5.1%	6.9%	6.6%	5.6%	4.2%	5.9%	4.6%	0.6%	5.2%	0.7%	5.87%
Sep 2022	7.3%	3.3%	7.1%	4.7%	7.4%	5.4%	7.5%	6.2%	5.7%	4.4%	5.8%	4.6%	0.5%	5.2%	0.6%	5.80%
Aug 2022	7.3%	3.9%	7.8%	5.4%	6.9%	5.4%	7.6%	7.2%	4.9%	4.3%	5.9%	4.6%	0.5%	5.1%	0.8%	5.93%
Jul 2022	8.8%	5.2%	9.2%	7.0%	8.1%	7.1%	9.7%	8.7%	5.5%	5.4%	7.3%	4.8%	0.5%	5.3%	2.0%	7.34%
Jun 2022	8.2%	5.0%	8.6%	4.6%	7.3%	5.3%	8.5%	8.8%	6.1%	6.9%	6.8%	4.5%	0.5%	5.0%	1.8%	6.81%
May 2022	6.4%	4.1%	7.1%	4.8%	6.0%	4.5%	5.5%	6.5%	5.1%	4.7%	5.4%	4.1%	0.5%	4.5%	0.9%	5.44%
Apr 2022	7.1%	5.1%	9.0%	8.2%	7.2%	5.9%	7.3%	9.2%	6.4%	6.8%	7.2%	4.1%	0.5%	4.6%	2.6%	7.17%
Mar 2022	10.3%	7.1%	11.8%	7.1%	10.9%	6.5%	11.3%	11.0%	8.0%	8.9%	9.2%	4.5%	0.5%	5.0%	4.2%	9.20%
Feb 2022	8.7%	4.1%	9.4%	7.0%	7.7%	5.8%	8.0%	8.5%	5.1%	6.5%	6.9%	3.8%	0.4%	4.2%	2.7%	6.92%
Jan 2022	11.1%	6.6%	12.7%	9.3%	9.9%	7.5%	9.3%	11.6%	8.6%	9.7%	9.6%	3.9%	0.3%	4.2%	5.4%	9.56%
2021	7.0%	3.5%	7.2%	4.6%	6.3%	4.9%	6.2%	6.9%	5.2%	4.9%	**5.6%**	**3.8%**	**0.4%**	**4.2%**	**1.4%**	**5.6%**
Dec 2021	9.3%	5.2%	9.3%	6.1%	9.1%	6.1%	7.8%	9.0%	7.3%	8.7%	7.7%	4.3%	0.4%	4.8%	2.9%	7.66%
Nov 2021	8.9%	5.7%	7.6%	5.4%	8.4%	5.9%	7.3%	9.3%	7.7%	7.5%	7.3%	4.5%	0.6%	5.1%	2.2%	7.33%
Oct 2021	7.7%	3.8%	7.0%	4.8%	7.5%	5.1%	7.1%	6.7%	5.5%	5.6%	6.0%	4.3%	0.5%	4.8%	1.2%	5.97%
Sep 2021	8.2%	3.6%	8.3%	4.2%	6.6%	3.7%	6.4%	6.3%	5.1%	4.4%	5.5%	4.1%	0.4%	4.5%	1.0%	5.52%
Aug 2021	8.2%	5.1%	7.2%	4.1%	6.3%	4.3%	6.3%	7.0%	4.5%	4.6%	5.7%	4.3%	0.4%	4.7%	0.9%	5.67%
Jul 2021	6.4%	2.6%	7.2%	3.5%	5.6%	3.8%	5.5%	6.1%	4.3%	3.8%	4.7%	3.7%	0.4%	4.1%	0.7%	4.75%
Jun 2021	5.3%	1.5%	6.3%	4.1%	5.0%	3.9%	5.3%	6.1%	4.3%	3.2%	4.3%	3.4%	0.4%	3.8%	0.5%	4.30%
May 2021	4.6%	1.2%	4.9%	2.9%	4.6%	3.7%	4.1%	5.8%	4.0%	2.0%	3.7%	2.9%	0.3%	3.2%	0.6%	3.75%
Apr 2021	4.4%	2.7%	5.1%	3.3%	4.1%	3.4%	4.6%	6.4%	3.7%	2.9%	4.0%	3.0%	0.3%	3.4%	0.6%	3.98%
Mar 2021	5.3%	2.9%	6.3%	4.2%	4.6%	3.7%	5.3%	5.5%	4.0%	4.3%	4.5%	3.2%	0.4%	3.6%	0.9%	4.51%
Feb 2021	6.2%	3.7%	6.7%	4.6%	5.3%	4.5%	6.6%	6.8%	5.7%	5.1%	5.4%	3.4%	0.4%	3.8%	1.6%	5.41%
Jan 2021	9.0%	4.6%	10.5%	5.7%	9.2%	10.2%	8.2%	8.5%	6.8%	7.6%	7.8%	3.7%	0.2%	4.0%	3.8%	7.76%
2020	6.9%	4.1%	7.3%	4.1%	5.8%	4.9%	8.5%	7.6%	4.8%	4.8%	**5.6%**	**3.7%**	**0.3%**	**4.1%**	**1.5%**	**5.6%**
Dec 2020	7.0%	3.6%	5.0%	2.9%	5.9%	6.6%	7.6%	7.1%	4.2%	8.1%	5.6%	3.6%	0.3%	3.9%	1.7%	5.60%
Nov 2020	6.5%	3.7%	6.3%	3.5%	5.5%	4.4%	11.0%	5.9%	3.7%	4.6%	5.1%	3.5%	0.3%	3.7%	1.3%	5.07%
Oct 2020	6.9%	3.9%	7.2%	4.2%	6.0%	3.8%	10.9%	6.7%	3.6%	5.1%	5.3%	3.5%	0.3%	3.8%	1.5%	5.33%
Sep 2020	6.7%	4.5%	7.4%	3.8%	5.8%	4.4%	6.2%	8.3%	4.0%	4.5%	5.4%	3.9%	0.3%	4.2%	1.2%	5.44%
Aug 2020	6.2%	3.9%	7.4%	3.4%	5.3%	3.4%	6.2%	7.0%	3.5%	4.7%	4.9%	3.8%	0.3%	4.1%	0.8%	4.93%
Jul 2020	6.0%	3.5%	6.3%	3.7%	4.4%	3.1%	6.3%	6.1%	3.6%	3.8%	4.5%	3.5%	0.3%	3.8%	0.7%	4.49%
Jun 2020	5.5%	3.0%	6.9%	3.8%	5.0%	3.4%	4.7%	6.1%	3.2%	3.8%	4.4%	3.2%	0.3%	3.5%	0.9%	4.42%
May 2020	6.1%	4.4%	9.7%	5.6%	6.6%	4.3%	7.1%	8.4%	5.8%	5.5%	6.2%	3.5%	0.2%	3.8%	2.5%	6.22%

Mental Health

Year/ month	CHO 1	CHO 2	CHO 3	CHO 4	CHO 5	CHO 6	CHO 7	CHO 8	CHO 9	other Comm.	Community Services absence rate	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
Apr 2020	8.7%	5.9%	9.9%	6.5%	7.7%	9.6%	14.2%	11.8%	7.9%	6.8%	8.3%	3.7%	0.2%	3.9%	4.4%	8.31%
Mar 2020	9.8%	6.4%	9.4%	4.2%	6.0%	6.4%	24.9%	10.2%	8.1%	5.8%	7.7%	4.1%	0.4%	4.5%	3.2%	7.66%
Feb 2020	6.2%	2.3%	5.7%	3.9%	4.8%	4.4%	6.8%	6.7%	4.7%	2.2%	4.5%	4.0%	0.5%	4.5%		4.46%
Jan 2020	6.7%	4.1%	6.3%	3.9%	6.2%	5.4%	5.8%	6.8%	4.8%	2.3%	5.0%	4.5%	0.5%	5.0%		5.01%

Total absence rate

Non Covid-19 & Covid-19 Absence

Total absence rate