Health Service Absence Rate - by Staff Category: Oct 2025	Certified absence	Self Certified Absence	Total absence rate
Mental Health	5.79%	0.87%	6.66%
Medical & Dental	2.99%	0.43%	3.42%
Nursing & Midwifery	6.10%	1.08%	7.18%
Health & Social Care Professionals	4.21%	0.54%	4.76%
Management & Administrative	6.13%	0.71%	6.84%
General Support	8.31%	0.79%	9.10%
Patient & Client Care	7.27%	1.00%	8.27%

Health Service Absence Rate - by Health Region: Oct 2025	Certified absence	Self- certified absence	Total absence rate
Mental Health	5.79%	0.87%	6.66%
HSE Dublin & Midlands	4.86%	1.22%	6.08%
HSE Dublin & North East	4.88%	0.86%	5.74%
HSE Dublin & South East	5.56%	1.11%	6.67%
HSE Midwest	5.53%	0.66%	6.19%
HSE South West	7.07%	0.62%	7.68%
HSE West & North West	7.13%	0.70%	7.83%
HSE Centre	1.34%	0.45%	1.79%

# **Total Absence Rate**



Health Service Absence Rate - by Admin : Oct 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	5.79%	0.87%	6.66%	3.42%	7.18%	4.76%	6.84%	9.10%	8.27%
HSE Dublin & Midlands	4.86%	1.22%	6.08%	3.30%	5.95%	3.50%	5.65%	9.81%	10.45%
HSE Dublin & North East	4.88%	0.86%	5.74%	2.85%	6.22%	4.56%	6.62%	6.35%	6.67%
HSE Dublin & South East	5.56%	1.11%	6.67%	1.67%	7.01%	5.34%	7.58%	10.50%	6.89%
HSE Midwest	5.53%	0.66%	6.19%	5.41%	6.68%	3.62%	3.41%	10.87%	8.92%
HSE South West	7.07%	0.62%	7.68%	5.88%	8.88%	4.84%	7.97%	7.11%	8.65%
HSE West & North West	7.13%	0.70%	7.83%	3.14%	8.34%	6.14%	9.07%	10.58%	8.73%
HSE Centre	1.34%	0.45%	1.79%	0.00%	0.00%	0.00%	1.96%	#DIV/0	#DIV/0

Health Service Absence Rate - by Health Region, IHA & Staff Category: Oct 2025	Certified absence	Self Certified absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	5.79%	0.87%	6.66%	3.42%	7.18%	4.76%	6.84%	9.10%	8.27%
Dublin South City and West	4.39%	1.01%	5.40%	2.47%	4.88%	3.21%	4.57%	9.86%	11.72%
Kildare West Wicklow	5.92%	1.76%	7.68%	3.57%	8.19%	5.67%	11.28%	0.00%	10.90%
Midlands	5.09%	1.29%	6.37%	4.89%	6.28%	3.17%	4.42%	9.90%	9.08%
HSE Dublin & Midlands	4.86%	1.22%	6.08%	3.30%	5.95%	3.50%	5.65%	9.81%	10.45%
Cavan Monaghan	4.63%	0.87%	5.50%	4.05%	6.17%	3.55%	7.04%	6.69%	3.61%
Dublin North City and West	3.73%	0.63%	4.35%	1.58%	4.90%	4.15%	3.38%	4.08%	8.65%
Dublin North County	6.57%	0.86%	7.43%	3.81%	5.43%	5.53%	12.80%	10.12%	11.25%
Louth Meath	5.89%	1.28%	7.18%	3.29%	9.69%	5.72%	6.77%	3.16%	5.25%
HSE Dublin & North East	4.88%	0.86%	5.74%	2.85%	6.22%	4.56%	6.62%	6.35%	6.67%
Carlow Kilkenny and Tipperary South	7.14%	1.28%	8.42%	4.77%	8.39%	4.57%	5.96%	12.04%	9.07%
Dublin South and Wicklow	2.89%	1.25%	4.13%	0.71%	4.53%	4.60%	6.08%	7.49%	3.56%
Waterford Wexford	6.60%	0.75%	7.35%	0.49%	7.48%	7.45%	11.11%	7.21%	8.86%
HSE Dublin & South East	5.56%	1.11%	6.67%	1.67%	7.01%	5.34%	7.58%	10.50%	6.89%
Clare and Limerick County	5.48%	0.64%	6.12%	4.84%	6.81%	3.10%	3.38%	10.87%	8.92%
Limerick City and Tipperary North	6.84%	0.93%	7.76%	13.72%	4.06%	18.66%	3.93%		
HSE Midwest	5.53%	0.66%	6.19%	5.41%	6.68%	3.62%	3.41%	10.87%	8.92%
Cork North and East	7.26%	0.53%	7.79%	6.00%	9.05%	3.43%	9.13%	7.91%	10.15%
Cork South and West	7.25%	0.63%	7.88%	6.45%	9.20%	6.60%	5.06%	17.69%	8.53%
Kerry	6.51%	0.77%	7.27%	4.74%	8.31%	6.77%	8.56%	6.17%	4.61%
HSE South West	7.07%	0.62%	7.68%	5.88%	8.88%	4.84%	7.97%	7.11%	8.65%
Donegal	10.36%	0.50%	10.86%	5.09%	12.65%	5.25%	6.85%	21.91%	9.90%
Galway Roscommon	6.21%	0.64%	6.86%	0.89%	6.90%	5.60%	8.70%	6.31%	10.06%
Mayo	6.54%	1.00%	7.54%	8.35%	8.58%	6.44%	7.00%	3.49%	5.95%
Sligo Leitrim	6.68%	0.74%	7.43%	3.17%	6.32%	8.47%	14.86%	9.87%	2.89%
HSE West & North West	7.13%	0.70%	7.83%	3.14%	8.34%	6.14%	9.07%	10.58%	8.73%
HSE Centre	1.34%	0.45%	1.79%	0.00%	0.00%	0.00%	1.96%	#DIV/0	#DIV/0

Health Service Absence Rate - by Admin & Staff Category: Oct 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	5.79%	0.87%	6.66%	3.42%	7.18%	4.76%	6.84%	9.10%	8.27%
Health Service Executive	0.55%	0.87%	6.80%	3.59%	7.32%	4.79%	6.82%	9.57%	8.33%
Section 38 Voluntary Agencies	0.63%	1.03%	3.19%	0.55%	2.63%	4.23%	7.11%	0.88%	0.48%

Health Service Absence Rate - by S38 Agency : Oct 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	2.16%	1.03%	3.19%	0.55%	2.63%	4.23%	7.11%	0.88%	0.48%
St. Vincent's, Fairview	1.94%	0.23%	2.17%	0.00%	1.95%	2.39%	5.29%	0.95%	0.00%
HSE Dublin & North East	1.94%	0.23%	2.17%	0.00%	1.95%	2.39%	5.29%	0.95%	0.00%
St. John of God (MHS)	2.32%	1.58%	3.90%	0.61%	3.70%	4.34%	8.29%	0.00%	1.68%
HSE Dublin & South East	2.32%	1.58%	3.90%	0.61%	3.70%	4.34%	8.29%	0.00%	1.68%

Year / Month	Certified absence	Self Certified Absence	Total absence rate	HSE Dublin & Midlands	HSE Dublin & North East	HSE Dublin & South East	HSE Midwest	HSE South West	HSE West & North West	HSE Centre
Oct 2025	5.79%	0.55%	6.66%	6.08%	5.74%	6.67%	6.19%	7.68%	7.83%	1.79%
Sep 2025	5.91%	0.60%	6.97%	6.69%	6.53%	6.62%	6.62%	7.65%	8.08%	5.29%
Aug 2025	6.21%	0.56%	7.24%	7.15%	6.61%	6.42%	7.15%	7.84%	8.47%	6.88%
Jul 2025	5.80%	0.53%	6.64%	6.80%	5.78%	5.81%	7.46%	7.06%	7.77%	6.05%
May 2025	5.23%	0.52%	5.95%	6.28%	4.95%	6.22%	5.61%	5.85%	6.60%	6.41%
Apr 2025	5.55%	0.56%	6.26%	6.28%	5.20%	6.51%	6.33%	6.14%	7.23%	5.87%
Feb 2025	5.74%	0.57%	6.47%	6.59%	5.93%	6.48%	6.49%	6.50%	7.30%	5.03%
Jan 2025	6.41%	0.62%	7.20%	7.57%	6.96%	7.00%	7.71%	6.71%	7.92%	5.73%
2025	5.83%	0.56%	6.68%	6.68%	5.96%	6.47%	6.70%	6.93%	7.65%	5.83%
Dec 2024	6.50%	0.71%	7.41%	7.81%	7.34%	6.90%	8.66%	6.40%	8.39%	6.11%
Nov 2024	5.87%	0.62%	6.74%	7.27%	6.25%	6.43%	8.40%	6.10%	7.24%	5.77%
Oct 2024	5.89%	0.64%	6.88%	6.71%	6.32%	6.91%	8.97%	6.16%	7.46%	6.27%
Sep 2024	5.54%	0.58%	6.66%	6.47%	6.11%	6.81%	8.68%	6.08%	7.15%	5.74%
Aug 2024	5.64%	0.52%	6.89%	7.05%	6.48%	6.57%	7.94%	7.11%	7.83%	3.88%
Jul 2024	5.85%	0.51%	7.40%	7.24%	7.15%	7.00%	8.14%	7.31%	8.53%	5.24%
Jun 2024	5.36%	0.57%	6.62%	6.58%	6.28%	6.35%	6.17%	7.47%	7.13%	5.40%
May 2024	5.15%	0.51%	5.92%	5.74%	5.42%	5.94%	6.45%	6.32%	6.47%	4.73%
Apr 2024	5.16%	0.56%	5.89%	5.90%	5.42%	5.73%	6.76%	6.19%	6.54%	3.72%
2024	5.66%	0.58%	6.71%	6.74%	6.29%	6.51%	7.79%	6.56%	7.42%	5.21%

#### Maternity Leave October 2025

Maternity Leave Absence Rate - by Health Region, IHA & Staff Category: Oct 2025	Maternity Leave Paid	Maternity Leave Unpaid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	2.06%	0.76%	2.82%	3.39%	3.66%	3.57%	1.17%	0.16%	0.84%
Dublin South City and West	2.08%	0.75%	2.83%	6.01%	3.20%	3.03%	0.00%	0.00%	0.00%
Kildare West Wicklow	2.68%	0.59%	3.27%	5.19%	3.52%	4.45%	0.00%	0.00%	0.00%
Midlands	1.38%	1.01%	2.38%	6.34%	2.37%	4.17%	0.00%	0.00%	1.14%
HSE Dublin & Midlands	1.88%	0.83%	2.71%	5.98%	2.91%	3.57%	0.00%	0.00%	0.53%
Cavan Monaghan	2.25%	0.47%	2.71%	1.66%	3.69%	4.88%	1.08%	0.00%	0.91%
Dublin North City and West	1.79%	0.87%	2.66%	5.69%	2.72%	3.08%	1.15%	0.00%	0.00%
Dublin North County	0.90%	0.86%	1.76%	0.00%	3.33%	0.00%	0.00%	0.00%	1.52%
Louth Meath	3.40%	0.97%	4.37%	7.50%	3.52%	6.40%	3.96%	0.00%	2.86%
HSE Dublin & North East	2.06%	0.76%	2.81%	4.39%	3.29%	3.68%	1.49%	0.00%	1.15%
Carlow Kilkenny and Tipperary South	2.13%	0.60%	2.73%	3.13%	2.66%	8.63%	4.22%	0.00%	2.14%
Dublin South and Wicklow	1.58%	0.06%	1.64%	1.69%	2.38%	2.18%	0.00%	0.00%	0.00%
Waterford Wexford	2.73%	0.73%	3.45%	2.16%	5.38%	1.65%	0.00%	0.00%	1.91%
HSE Dublin & South East	2.13%	0.46%	2.59%	2.17%	3.52%	3.46%	1.44%	0.00%	1.25%
Clare and Limerick County	1.21%	0.67%	1.88%	0.00%	2.23%	2.85%	1.62%	0.00%	1.24%
Limerick City and Tipperary North	0.81%	0.00%	0.81%	5.44%	0.00%	0.00%	0.00%		
HSE Midwest	1.19%	0.64%	1.83%	0.37%	2.12%	2.76%	1.54%	0.00%	1.24%
Cork North and East	1.67%	1.29%	2.96%	1.60%	3.42%	4.44%	3.24%	0.00%	1.09%
Cork South and West	2.87%	0.70%	3.57%	5.44%	4.06%	3.34%	0.00%	0.00%	0.00%
Kerry	2.12%	1.50%	3.62%	2.87%	4.82%	6.93%	0.00%	0.00%	0.00%
HSE South West	2.08%	1.20%	3.28%	3.15%	3.99%	4.46%	1.70%	0.00%	0.69%
Donegal	2.93%	0.66%	3.59%	0.00%	5.23%	3.09%	0.00%	3.83%	0.00%
Galway Roscommon	2.21%	0.78%	2.99%	0.00%	5.04%	4.31%	2.43%	0.00%	0.00%
Mayo	2.76%	0.46%	3.22%	0.00%	5.72%	0.00%	0.00%	0.00%	1.63%
Sligo Leitrim	2.61%	1.04%	3.65%	9.26%	4.52%	2.33%	0.00%	0.00%	0.00%
HSE West & North West	2.52%	0.74%	3.26%	1.78%	5.13%	3.10%	1.06%	0.88%	0.39%
HSE Centre	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0	#DIV/0

## Maternity Leave October 2025

Maternity Leave Absence Rate - by S38 Agency : Oct 2025	Maternity Leave Paid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	1.96%	1.96%	2.63%	2.55%	3.12%	0.00%	0.00%	0.00%
St. Vincent's, Fairview	0.56%	0.56%	0.00%	1.07%	0.00%	0.00%	0.00%	0.00%
HSE Dublin & North East	0.56%	0.56%	0.00%	1.07%	0.00%	0.00%	0.00%	0.00%
St. John of God (MHS)	2.90%	2.90%	2.89%	4.81%	3.30%	0.00%	0.00%	0.00%
HSE Dublin & South East	2.90%	2.90%	2.89%	4.81%	3.30%	0.00%	0.00%	0.00%

Year / Month	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Oct 2025	2.82%	3.39%	3.66%	3.57%	1.17%	0.16%	0.84%
Sep 2025	2.78%	3.33%	3.51%	3.97%	0.98%	0.00%	0.87%
Aug 2025	2.82%	3.20%	3.40%	5.07%	0.92%	0.00%	0.83%
Jul 2025	2.82%	2.84%	3.53%	4.64%	1.03%	0.00%	0.86%
Jun 2025	2.75%	2.50%	3.36%	4.66%	1.18%	0.00%	1.01%
May 2025	2.73%	2.59%	3.38%	4.50%	1.15%	0.00%	0.89%
Apr 2025	2.70%	2.61%	3.34%	4.73%	0.93%	0.00%	0.84%
Mar 2025	2.61%	2.63%	3.16%	4.59%	0.97%	0.00%	0.80%
Feb 2025	2.68%	2.77%	3.14%	5.02%	0.99%	0.00%	0.93%
Jan 2025	2.68%	2.79%	3.10%	5.13%	0.92%	0.00%	1.00%
2025	2.74%	2.88%	3.36%	4.57%	1.03%	0.02%	0.89%
Dec 2024	2.78%	2.86%	3.23%	5.62%	1.09%	0.00%	0.90%
Nov 2024	2.48%	2.46%	2.97%	4.41%	1.05%	0.00%	0.87%
Oct 2024	2.67%	2.33%	3.19%	4.73%	1.46%	0.00%	1.09%
Sep 2024	2.57%	2.18%	3.11%	4.34%	1.74%	0.00%	0.91%
Aug 2024	2.85%	2.40%	3.43%	5.22%	2.04%	0.00%	0.81%
Jul 2024	2.82%	2.59%	3.41%	4.63%	2.14%	0.00%	0.81%
Jun 2024	2.79%	2.58%	3.18%	5.17%	2.27%	0.00%	0.85%
May 2024	2.86%	2.55%	3.24%	5.36%	2.04%	0.06%	0.97%
Apr 2024	2.69%	2.72%	3.14%	4.83%	1.82%	0.14%	0.60%
Mar 2024	2.64%	2.75%	3.00%	5.19%	1.87%	0.14%	0.47%
Feb 2024	2.60%	2.39%	3.00%	5.06%	1.59%	0.14%	0.67%
Jan 2024	2.62%	2.62%	2.95%	5.15%	1.60%	0.26%	0.74%
2024	2.69%	2.53%	3.15%	4.96%	1.72%	0.06%	0.80%
Dec 2023	2.72%	2.99%	2.89%	5.72%	1.89%	0.39%	0.87%
Nov 2023	2.58%	2.58%	2.81%	5.23%	1.48%	0.53%	0.82%
Oct 2023	2.53%	2.45%	2.73%	5.39%	1.50%	0.46%	0.84%
Sep 2023	2.51%	2.43%	2.68%	5.34%	1.46%	0.46%	0.80%
Aug 2023	2.57%	2.66%	2.65%	6.28%	1.41%	0.55%	0.71%
Jul 2023	2.63%	2.91%	2.81%	5.01%	2.21%	0.69%	0.72%
Jun 2023	2.57%	2.54%	2.77%	5.11%	1.87%	0.50%	0.84%
May 2023	2.58%	2.30%	2.89%	4.84%	1.92%	0.39%	0.85%
Apr 2023	2.68%	3.16%	2.84%	5.10%	2.19%	0.51%	0.74%
Mar 2023	2.82%	3.65%	3.06%	5.06%	2.07%	0.16%	0.69%
Feb 2023	2.40%	4.01%	2.55%	4.02%	1.64%	0.30%	0.60%
Jan 2023	2.46%	4.69%	2.55%	4.15%	1.46%	0.33%	0.64%
2023	2.59%	2.99%	2.77%	5.11%	1.75%	0.44%	0.76%
Dec 2022	2.53%	5.12%	2.59%	4.48%	1.10%	0.33%	0.62%
Nov 2022	2.44%	4.62%	2.67%	3.99%	0.94%	0.33%	0.53%
Oct 2022	2.56%	4.77%	2.78%	4.17%	1.08%	0.31%	0.67%
Sep 2022	2.64%	4.77%	3.00%	4.17%	1.05%	0.31%	0.66%
Aug 2022	2.63%	4.13%	3.00%	4.55%	1.05%	0.31%	0.57%
Jul 2022	2.63%	4.31%	2.75%	4.40%	1.07%	0.16%	0.43%
Jun 2022	2.47%	3.14%	2.75%	4.40%	1.14%	0.16%	0.43%
May 2022	2.38%	2.24%	2.83%	4.71%	1.01%	0.00%	0.48%
Apr 2022	2.39%	2.19%	2.85%	4.82%	0.93%	0.00%	0.40%
Mar 2022	2.66%	2.28%	3.25%	5.07%	1.09%	0.00%	0.48%
Feb 2022	2.47%	2.19%	2.93%	4.95%	1.04%	0.00%	0.44%
Jan 2022	2.58%	2.64%	2.92%	5.41%	1.34%	0.00%	0.45%
2022	2.52%	3.52%	2.87%	4.63%	1.07%	0.14%	0.52%

Year / Month	Total Maternity	HSE Dublin & Midlands	HSE Dublin & North East	HSE Dublin & South East	HSE Midwest	HSE South West	HSE West & North West	HSE Centre
Oct 2025	2.82%	2.71%	2.81%	2.59%	1.83%	3.28%	3.26%	0.00%
Sep 2025	2.78%	2.59%	2.70%	2.48%	2.27%	3.27%	3.24%	2.42%
Aug 2025	2.82%	2.88%	2.56%	2.69%	2.39%	3.26%	3.25%	1.95%
Jul 2025	2.82%	2.98%	2.54%	2.76%	2.62%	3.12%	3.13%	1.96%
May 2025	2.73%	2.81%	2.58%	2.02%	2.38%	3.40%	3.22%	2.48%
Apr 2025	2.70%	2.70%	2.56%	2.23%	2.28%	3.20%	3.17%	2.52%
Feb 2025	2.68%	2.80%	2.62%	2.29%	1.93%	3.33%	2.96%	2.23%
Jan 2025	2.68%	2.99%	2.60%	2.34%	1.97%	3.14%	2.92%	2.35%
2025	2.75%	2.81%	2.63%	2.42%	2.21%	3.25%	3.14%	2.24%
Dec 2024	2.78%	3.12%	2.63%	2.39%	2.04%	3.31%	3.16%	2.18%
Nov 2024	2.48%	2.82%	2.44%	2.13%	2.00%	2.73%	2.70%	2.08%
Oct 2024	2.67%	3.03%	2.72%	2.20%	2.11%	3.36%	2.67%	2.16%
Sep 2024	2.57%	2.90%	2.54%	2.29%	2.16%	3.27%	2.39%	2.07%
Aug 2024	2.85%	3.37%	2.79%	2.44%	2.62%	3.92%	2.47%	1.91%
Jul 2024	2.82%	3.52%	2.69%	2.60%	2.69%	3.64%	2.41%	1.48%
Jun 2024	2.79%	3.62%	2.60%	2.45%	2.77%	3.70%	2.45%	1.20%
May 2024	2.86%	3.66%	2.33%	2.59%	3.18%	3.90%	2.51%	1.35%
Apr 2024	2.69%	3.58%	2.08%	2.55%	2.83%	3.66%	2.35%	1.28%
2024	2.72%	3.29%	2.53%	2.40%	2.50%	3.50%	2.56%	1.75%