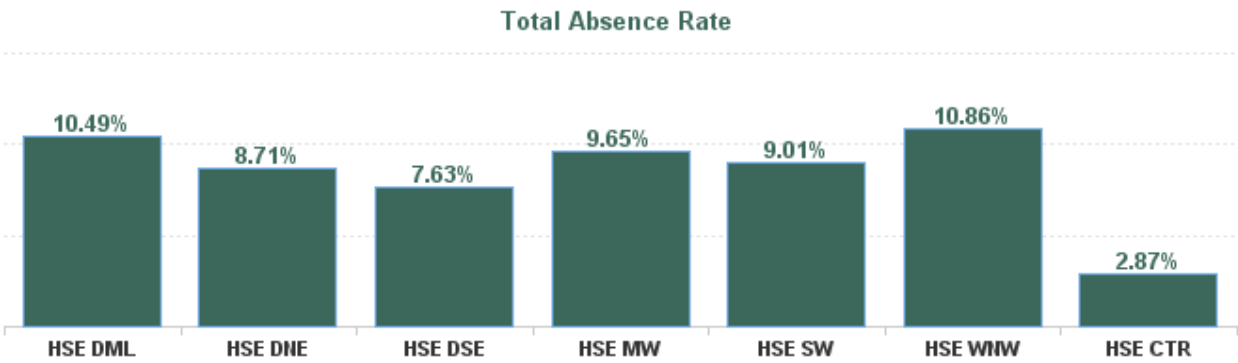


November 2025

Health Service Absence Rate - by Staff Category: Nov 2025	Certified absence	Self Certified Absence	Total absence rate
Older People	8.10%	1.28%	9.37%
Medical & Dental	0.30%	0.15%	0.45%
Nursing & Midwifery	7.47%	1.55%	9.03%
Health & Social Care Professionals	4.97%	0.95%	5.93%
Management & Administrative	5.70%	0.54%	6.24%
General Support	7.68%	0.58%	8.26%
Patient & Client Care	9.65%	1.40%	11.05%

Health Service Absence Rate - by Health Region: Nov 2025	Certified absence	Self- certified absence	Total absence rate
Older People	8.10%	1.28%	9.37%
HSE Dublin & Midlands	9.13%	1.36%	10.49%
HSE Dublin & North East	7.36%	1.35%	8.71%
HSE Dublin & South East	6.60%	1.03%	7.63%
HSE Midwest	8.62%	1.03%	9.65%
HSE South West	7.74%	1.27%	9.01%
HSE West & North West	9.36%	1.50%	10.86%
HSE Centre	2.87%	0.00%	2.87%



November 2025

Health Service Absence Rate - by Admin : Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	8.10%	1.28%	9.37%	0.45%	9.03%	5.93%	6.24%	8.26%	11.05%
HSE Dublin & Midlands	9.13%	1.36%	10.49%	0.00%	10.05%	7.93%	5.52%	10.22%	11.99%
HSE Dublin & North East	7.36%	1.35%	8.71%	1.45%	7.86%	5.91%	7.49%	9.53%	10.23%
HSE Dublin & South East	6.60%	1.03%	7.63%	0.00%	6.66%	3.74%	5.62%	9.61%	9.15%
HSE Midwest	8.62%	1.03%	9.65%	0.98%	8.42%	12.19%	8.38%	6.81%	11.59%
HSE South West	7.74%	1.27%	9.01%	0.00%	9.14%	4.76%	6.70%	5.58%	10.40%
HSE West & North West	9.36%	1.50%	10.86%	0.00%	11.56%	4.52%	5.66%	6.44%	12.56%
HSE Centre	2.87%	0.00%	2.87%	#DIV/0	0.00%	15.54%	2.84%	#DIV/0	0.00%

November 2025

Health Service Absence Rate - by Health Region, IHA & Staff Category: Nov 2025	Certified absence	Self Certified absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	8.10%	1.28%	9.37%	0.45%	9.03%	5.93%	6.24%	8.26%	11.05%
Dublin South City and West	8.13%	0.99%	9.12%	0.00%	7.30%	9.76%	6.90%	10.51%	10.40%
Dublin South West	7.10%	2.59%	9.69%		12.71%	13.55%	1.42%	6.56%	10.83%
Kildare West Wicklow	9.09%	1.12%	10.21%	0.00%	11.94%	4.79%	9.02%	9.06%	9.71%
Midlands	10.03%	1.50%	11.53%	0.00%	10.33%	6.50%	4.87%	12.00%	14.08%
HSE Dublin & Midlands	9.13%	1.36%	10.49%	0.00%	10.05%	7.93%	5.52%	10.22%	11.99%
Cavan Monaghan	9.39%	0.75%	10.14%	0.00%	11.94%	1.67%	8.97%	14.27%	8.73%
Dublin North City and West	6.72%	1.45%	8.17%	1.67%	7.40%	3.72%	5.98%	9.21%	10.68%
Dublin North County	2.10%	0.98%	3.08%		2.96%	19.55%	2.67%	0.00%	1.66%
Louth Meath	8.00%	1.71%	9.71%	0.00%	7.24%	12.71%	11.55%	1.02%	11.89%
HSE Dublin & North East	7.36%	1.35%	8.71%	1.45%	7.86%	5.91%	7.49%	9.53%	10.23%
Carlow Kilkenny and Tipperary South	7.47%	1.48%	8.95%	0.00%	9.30%	1.13%	4.50%	18.56%	9.33%
Dublin South and Wicklow	5.07%	0.90%	5.98%	0.00%	4.27%	4.48%	5.57%	6.62%	7.78%
Waterford Wexford	8.23%	0.84%	9.06%	0.00%	7.81%	4.07%	7.12%	12.30%	10.82%
HSE Dublin & South East	6.60%	1.03%	7.63%	0.00%	6.66%	3.74%	5.62%	9.61%	9.15%
Clare and Limerick County	8.59%	1.18%	9.77%	0.00%	7.85%	10.85%	8.37%	7.07%	12.62%
Limerick City and Tipperary North	8.77%	0.43%	9.19%	9.20%	10.87%	22.63%	8.42%	5.99%	7.97%
HSE Midwest	8.62%	1.03%	9.65%	0.98%	8.42%	12.19%	8.38%	6.81%	11.59%
Cork North and East	9.50%	0.95%	10.45%	0.00%	8.73%	0.68%	4.07%	13.98%	13.31%
Cork South and West	8.49%	1.73%	10.21%	0.00%	10.06%	2.96%	9.89%	6.71%	11.56%
Kerry	4.84%	0.65%	5.49%	0.00%	7.45%	9.89%	4.77%	2.65%	4.74%
HSE South West	7.74%	1.27%	9.01%	0.00%	9.14%	4.76%	6.70%	5.58%	10.40%
Donegal	10.39%	1.52%	11.90%	0.00%	12.83%	14.31%	5.85%	3.16%	13.43%
Galway Roscommon	8.44%	1.34%	9.78%	0.00%	9.97%	2.67%	3.34%	5.91%	11.53%
Mayo	9.51%	2.64%	12.15%	0.00%	14.67%	2.83%	7.60%	4.63%	12.41%
Sligo Leitrim	9.26%	0.49%	9.74%	0.00%	8.24%	2.32%	6.67%	8.82%	13.57%
HSE West & North West	9.36%	1.50%	10.86%	0.00%	11.56%	4.52%	5.66%	6.44%	12.56%
HSE Centre	2.87%	0.00%	2.87%	#DIV/0	0.00%	15.54%	2.84%	#DIV/0	0.00%

November 2025

Health Service Absence Rate - by Admin & Staff Category: Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	8.10%	1.28%	9.37%	0.45%	9.03%	5.93%	6.24%	8.26%	11.05%
Health Service Executive	0.75%	1.25%	9.66%	0.53%	9.40%	6.27%	6.15%	8.57%	11.28%
Section 38 Voluntary Agencies	1.11%	1.51%	6.39%	0.00%	5.21%	3.84%	7.59%	6.37%	8.14%

November 2025

Health Service Absence Rate - by S38 Agency : Nov 2025	Certified absence	Self Certified Absence	Total absence rate	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	4.88%	1.51%	6.39%	0.00%	5.21%	3.84%	7.59%	6.37%	8.14%
Incorporated Orthopaedic Hospital	5.63%	2.26%	7.88%	0.00%	6.13%	10.71%	7.47%	9.02%	10.71%
HSE Dublin & North East	5.63%	2.26%	7.88%	0.00%	6.13%	10.71%	7.47%	9.02%	10.71%
Leopardstown Park Hospital	4.22%	1.22%	5.45%	0.00%	3.97%	0.40%	1.00%	7.50%	7.26%
Royal Hospital, Donnybrook, Dublin	3.93%	0.42%	4.35%	0.00%	3.24%	3.63%	16.15%	3.26%	4.43%
HSE Dublin & South East	4.06%	0.77%	4.83%	0.00%	3.50%	2.82%	7.82%	5.17%	5.92%
Milford Care Centre OP	8.84%	1.51%	10.34%		7.08%		0.00%	2.94%	14.47%
HSE Midwest	8.84%	1.51%	10.34%		7.08%		0.00%	2.94%	14.47%
Marymount OP	4.19%	3.79%	7.98%	0.00%	8.62%				7.62%
HSE South West	4.19%	3.79%	7.98%	0.00%	8.62%				7.62%

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	National Services and Schemes
Nov 2025	8.10%	0.78%	9.37%	10.49%	8.71%	7.63%	9.65%	9.01%	10.86%	2.87%	
Oct 2025	8.36%	0.78%	9.79%	10.94%	8.89%	8.47%	9.34%	10.07%	10.75%	6.79%	
Sep 2025	8.24%	0.83%	9.85%	11.30%	9.24%	8.19%	9.90%	9.75%	10.87%	3.62%	
Aug 2025	8.11%	0.70%	9.71%	10.92%	8.52%	8.11%	9.45%	9.66%	11.36%	3.14%	
Jul 2025	8.46%	0.65%	9.83%	11.35%	8.44%	8.50%	8.84%	10.10%	11.22%	4.43%	
May 2025	7.43%	0.71%	8.57%	10.55%	7.64%	7.57%	8.38%	8.31%	9.09%	1.63%	
Apr 2025	7.87%	0.69%	9.02%	10.58%	7.79%	7.98%	9.04%	9.21%	9.53%	3.29%	
Feb 2025	7.72%	0.71%	8.85%	11.30%	7.92%	8.13%	8.39%	8.01%	9.39%	2.14%	
Jan 2025	9.01%	0.80%	10.27%	11.48%	9.31%	9.98%	10.30%	9.04%	11.55%	1.53%	
2025	8.15%	0.74%	9.48%	10.99%	8.51%	8.30%	9.26%	9.25%	10.53%	3.29%	
Dec 2024	8.84%	0.97%	10.29%	12.19%	9.30%	9.59%	10.86%	8.20%	11.86%		7.29%
Nov 2024	7.70%	0.72%	8.93%	10.66%	8.25%	8.31%	9.41%	7.65%	9.74%		4.73%
Oct 2024	7.63%	0.71%	9.02%	11.26%	8.15%	8.77%	9.21%	7.56%	9.56%		4.67%
Sep 2024	7.83%	0.75%	9.47%	11.30%	8.21%	8.80%	8.57%	8.64%	10.91%		4.88%
Aug 2024	7.82%	0.64%	9.49%	10.64%	8.47%	8.83%	9.19%	8.92%	10.85%		4.27%
Jul 2024	8.21%	0.70%	10.12%	11.97%	9.12%	8.77%	9.88%	9.57%	11.24%		4.69%
Jun 2024	7.41%	0.73%	9.28%	10.53%	8.47%	8.15%	9.87%	9.11%	9.88%		0.19%
May 2024	7.20%	0.71%	8.54%	10.11%	7.42%	7.54%	8.62%	8.26%	9.40%		2.23%
Apr 2024	7.22%	0.74%	8.49%	10.81%	6.96%	7.19%	8.71%	7.32%	10.02%		1.05%
2024	7.76%	0.74%	9.29%	11.05%	8.26%	8.44%	9.36%	8.35%	10.39%		4.56%

Maternity Leave November 2025

Maternity Leave Absence Rate - by Health Region, IHA & Staff Category: Nov 2025	Maternity Leave Paid	Maternity Leave Unpaid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	1.32%	0.32%	1.64%	0.50%	2.50%	5.65%	1.52%	0.48%	0.84%
Dublin South City and West	0.39%	0.00%	0.39%	0.00%	1.05%	0.00%	0.00%	0.00%	0.00%
Dublin South West	3.36%	1.02%	4.38%		2.43%	18.42%	5.36%	0.00%	5.78%
Kildare West Wicklow	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%
Midlands	0.72%	0.05%	0.77%	0.00%	0.86%	5.76%	0.00%	0.00%	0.62%
HSE Dublin & Midlands	0.67%	0.10%	0.77%	0.00%	0.85%	4.67%	0.77%	0.00%	0.61%
Cavan Monaghan	1.68%	0.14%	1.83%	0.00%	3.28%	0.00%	5.85%	2.22%	0.00%
Dublin North City and West	1.34%	0.37%	1.71%	2.05%	1.68%	10.13%	2.61%	0.00%	0.42%
Dublin North County	1.26%	0.00%	1.26%		0.00%	20.68%	0.00%	0.00%	0.00%
Louth Meath	0.71%	0.06%	0.77%	0.00%	1.43%	0.00%	3.44%	0.00%	0.00%
HSE Dublin & North East	1.25%	0.23%	1.48%	1.79%	1.79%	7.65%	3.31%	0.58%	0.17%
Carlow Kilkenny and Tipperary South	1.48%	0.22%	1.70%	0.00%	2.98%	4.52%	0.00%	0.00%	1.03%
Dublin South and Wicklow	1.52%	0.00%	1.52%	0.00%	2.51%	3.90%	0.00%	0.00%	1.02%
Waterford Wexford	1.24%	0.48%	1.71%	0.00%	2.27%	11.99%	0.00%	0.00%	0.57%
HSE Dublin & South East	1.42%	0.20%	1.62%	0.00%	2.54%	5.91%	0.00%	0.00%	0.88%
Clare and Limerick County	1.38%	0.55%	1.93%	0.00%	3.69%	0.00%	0.00%	1.68%	1.03%
Limerick City and Tipperary North	0.83%	0.52%	1.35%	0.00%	2.38%	16.19%	0.00%	0.00%	0.00%
HSE Midwest	1.27%	0.54%	1.82%	0.00%	3.45%	2.16%	0.00%	1.28%	0.80%
Cork North and East	1.30%	0.00%	1.30%	0.00%	2.18%	0.00%	0.00%	0.00%	1.07%
Cork South and West	1.53%	0.20%	1.73%	0.00%	3.37%	0.00%	1.35%	0.00%	0.74%
Kerry	2.10%	0.81%	2.91%	0.00%	3.99%	6.89%	3.18%	4.03%	1.40%
HSE South West	1.63%	0.32%	1.95%	0.00%	3.28%	2.29%	1.77%	1.82%	0.97%
Donegal	1.66%	0.75%	2.40%	0.00%	3.74%	0.00%	4.09%	0.00%	1.66%
Galway Roscommon	1.71%	0.45%	2.16%	0.00%	3.34%	8.27%	0.53%	0.00%	1.58%
Mayo	0.94%	0.22%	1.15%	0.00%	1.73%	0.00%	0.00%	0.00%	1.08%
Sligo Leitrim	1.61%	0.58%	2.19%	0.00%	3.43%	14.36%	2.59%	0.00%	0.00%
HSE West & North West	1.51%	0.51%	2.02%	0.00%	3.11%	7.56%	1.86%	0.00%	1.26%
HSE Centre	1.73%	1.73%	3.45%	#DIV/0	0.00%	0.00%	3.78%	#DIV/0	0.00%

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

Maternity Leave November 202

Maternity Leave Absence Rate - by S38 Agency : Nov 2025	Maternity Leave Paid	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Total	1.10%	1.10%	3.04%	1.93%	5.21%	0.00%	0.00%	0.00%
Incorporated Orthopaedic Hospital	1.62%	1.62%	4.29%	1.05%	26.40%	0.00%	0.00%	0.00%
HSE Dublin & North East	1.62%	1.62%	4.29%	1.05%	26.40%	0.00%	0.00%	0.00%
Leopardstown Park Hospital	0.52%	0.52%	0.00%	1.97%	0.00%	0.00%	0.00%	0.00%
Royal Hospital, Donnybrook, Dublin	0.91%	0.91%	0.00%	2.07%	1.31%	0.00%	0.00%	0.00%
HSE Dublin & South East	0.74%	0.74%	0.00%	2.03%	0.98%	0.00%	0.00%	0.00%
Milford Care Centre OP	0.00%	0.00%		0.00%		0.00%	0.00%	0.00%
HSE Midwest	0.00%	0.00%		0.00%		0.00%	0.00%	0.00%
Marymount OP	2.55%	2.55%	0.00%	5.27%				0.00%
HSE South West	2.55%	2.55%	0.00%	5.27%				0.00%

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

Year / Month	Total Maternity	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
Nov 2025	1.64%	0.50%	2.50%	5.65%	1.52%	0.48%	0.84%
Oct 2025	1.82%	0.00%	2.84%	5.72%	1.60%	0.36%	0.97%
Sep 2025	1.88%	0.00%	2.99%	6.15%	1.49%	0.31%	0.95%
Aug 2025	1.86%	0.00%	2.89%	6.87%	1.65%	0.41%	0.90%
Jul 2025	1.89%	0.00%	3.12%	5.53%	1.62%	0.41%	0.88%
Jun 2025	1.80%	0.00%	2.88%	6.30%	1.64%	0.50%	0.80%
May 2025	1.69%	0.00%	2.68%	6.69%	1.28%	0.40%	0.74%
Apr 2025	1.70%	0.00%	2.77%	7.76%	1.01%	0.32%	0.68%
Mar 2025	1.63%	0.00%	2.53%	7.94%	1.04%	0.41%	0.70%
Feb 2025	1.62%	0.00%	2.45%	6.68%	0.93%	0.52%	0.85%
Jan 2025	1.65%	0.00%	2.48%	6.59%	0.99%	0.52%	0.86%
2025	1.74%	0.04%	2.74%	6.51%	1.34%	0.42%	0.83%
Dec 2024	1.72%	0.00%	2.58%	7.20%	1.31%	0.49%	0.87%
Nov 2024	1.61%	0.00%	2.55%	6.11%	1.07%	0.35%	0.83%
Oct 2024	1.74%	0.00%	2.68%	6.86%	1.10%	0.27%	0.93%
Sep 2024	1.66%	0.47%	2.53%	6.96%	0.83%	0.18%	0.91%
Aug 2024	1.77%	1.04%	2.63%	7.08%	1.19%	0.18%	1.01%
Jul 2024	1.91%	1.01%	2.85%	6.84%	1.70%	0.23%	1.05%
Jun 2024	1.88%	1.06%	2.90%	6.37%	1.76%	0.21%	1.01%
May 2024	2.06%	1.02%	3.21%	6.25%	1.83%	0.23%	1.13%
Apr 2024	2.12%	1.03%	3.29%	6.45%	1.72%	0.23%	1.22%
Mar 2024	1.98%	0.49%	3.05%	6.10%	1.87%	0.22%	1.10%
Feb 2024	2.04%	0.00%	3.35%	6.39%	1.81%	0.24%	0.98%
Jan 2024	2.10%	0.00%	3.33%	6.81%	1.65%	0.26%	1.14%
2024	1.88%	0.51%	2.91%	6.62%	1.48%	0.26%	1.01%
Dec 2023	1.98%	0.00%	3.07%	6.29%	1.72%	0.32%	1.12%
Nov 2023	1.90%	0.00%	3.20%	5.32%	1.39%	0.35%	0.98%
Oct 2023	1.97%	0.09%	3.22%	5.65%	1.56%	0.35%	1.06%
Sep 2023	1.92%	0.46%	3.15%	5.26%	1.47%	0.33%	1.09%
Aug 2023	2.04%	0.44%	3.40%	6.21%	1.64%	0.26%	1.09%
Jul 2023	1.69%	2.33%	2.65%	5.47%	1.43%	0.21%	0.89%
Jun 2023	1.90%	1.47%	3.19%	5.17%	1.39%	0.23%	0.99%
May 2023	1.84%	2.02%	2.91%	5.98%	1.20%	0.22%	1.00%
Apr 2023	1.70%	2.74%	2.71%	5.65%	1.19%	0.21%	0.89%
Mar 2023	1.69%	3.25%	2.93%	4.73%	0.85%	0.22%	0.79%
Feb 2023	1.42%	2.65%	2.49%	4.47%	0.48%	0.13%	0.69%
Jan 2023	1.47%	3.19%	2.40%	5.36%	0.74%	0.07%	0.73%
2023	1.80%	1.56%	2.95%	5.46%	1.26%	0.24%	0.95%
Dec 2022	1.46%	2.84%	2.19%	6.84%	0.73%	0.00%	0.76%
Nov 2022	1.51%	2.38%	2.47%	6.45%	0.62%	0.00%	0.75%
Oct 2022	1.47%	1.68%	2.29%	6.87%	0.46%	0.03%	0.79%
Sep 2022	1.44%	0.00%	2.28%	6.33%	0.36%	0.23%	0.83%
Aug 2022	1.65%	0.00%	2.62%	6.71%	0.43%	0.45%	0.93%
Jul 2022	1.49%	0.00%	2.36%	5.67%	0.51%	0.52%	0.82%
Jun 2022	1.57%	0.80%	2.38%	6.08%	0.56%	0.51%	0.86%
May 2022	1.48%	1.68%	2.14%	5.37%	0.77%	0.70%	0.82%
Apr 2022	1.38%	1.08%	1.88%	5.69%	0.79%	0.69%	0.79%
Mar 2022	1.38%	1.14%	1.86%	5.75%	0.92%	0.80%	0.73%
Feb 2022	1.33%	1.19%	1.79%	5.23%	1.12%	0.69%	0.70%
Jan 2022	1.26%	2.23%	1.69%	4.89%	1.08%	0.61%	0.70%
2022	1.45%	1.25%	2.17%	5.96%	0.70%	0.44%	0.79%

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

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	National Services and Schemes
Nov 2025	1.64%	0.77%	1.48%	1.62%	1.82%	1.95%	2.02%	3.45%	
Oct 2025	1.82%	0.91%	1.35%	1.84%	2.33%	2.05%	2.36%	2.28%	
Sep 2025	1.88%	0.98%	1.29%	1.97%	2.36%	2.09%	2.52%	1.88%	
Aug 2025	1.86%	1.21%	1.35%	1.83%	2.49%	1.98%	2.34%	2.10%	
Jul 2025	1.89%	1.26%	1.34%	1.85%	2.60%	1.79%	2.52%	3.12%	
May 2025	1.69%	1.21%	1.24%	1.45%	2.45%	1.73%	2.17%	3.75%	
Apr 2025	1.70%	1.31%	1.31%	1.40%	2.34%	1.63%	2.23%	3.97%	
Feb 2025	1.62%	1.18%	1.21%	1.35%	2.18%	1.86%	2.02%	2.29%	
Jan 2025	1.65%	1.17%	1.17%	1.33%	2.28%	2.00%	2.05%	1.80%	
2025	1.75%	1.11%	1.31%	1.63%	2.32%	1.90%	2.25%	2.73%	
Dec 2024	1.72%	1.25%	1.27%	1.29%	2.32%	2.02%	2.13%		3.50%
Nov 2024	1.61%	1.13%	1.08%	1.32%	2.17%	1.90%	2.06%		2.71%
Oct 2024	1.74%	1.14%	1.23%	1.57%	2.36%	1.79%	2.34%		2.67%
Sep 2024	1.66%	1.07%	1.13%	1.56%	2.13%	1.73%	2.39%		0.09%
Aug 2024	1.77%	1.51%	1.28%	1.67%	2.01%	1.57%	2.54%		0.00%
Jul 2024	1.91%	1.66%	1.62%	1.84%	2.07%	1.68%	2.50%		0.00%
Jun 2024	1.88%	1.59%	1.87%	1.87%	2.21%	1.64%	2.20%		0.00%
May 2024	2.06%	1.53%	2.15%	2.06%	2.07%	2.05%	2.47%		0.00%
Apr 2024	2.12%	1.81%	2.16%	2.26%	2.09%	2.11%	2.26%		0.00%
2024	1.83%	1.41%	1.53%	1.72%	2.16%	1.83%	2.32%		1.47%

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