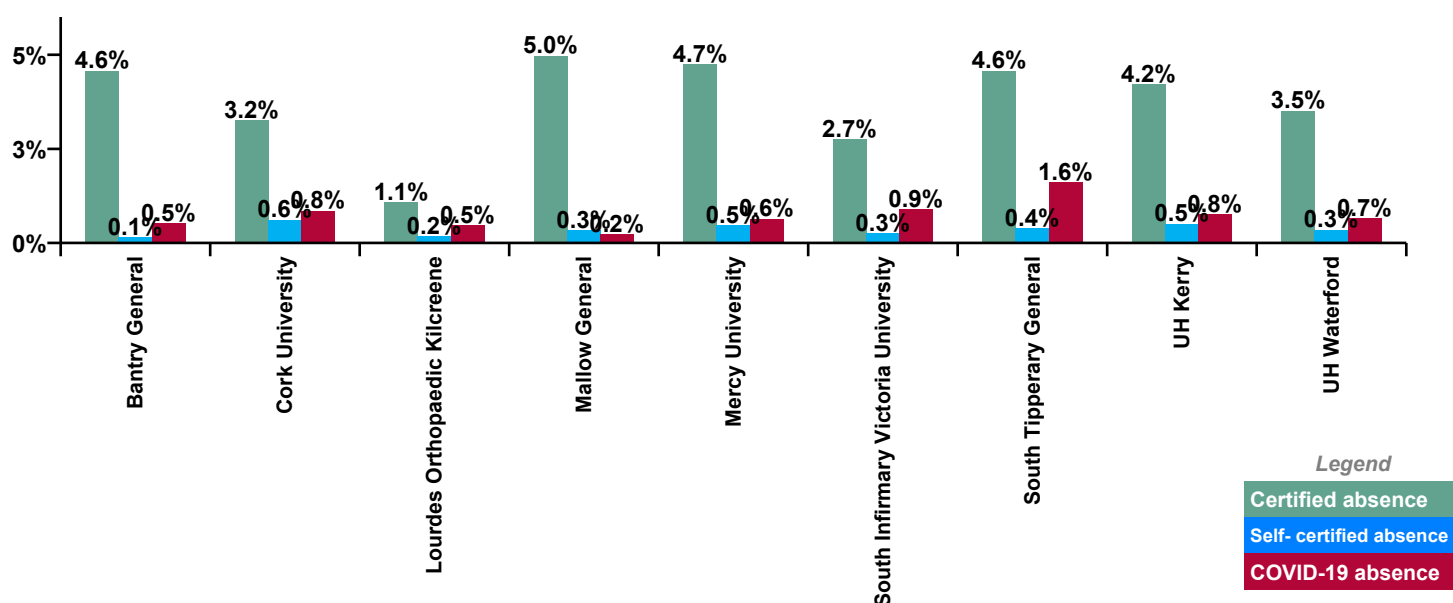# November 2020

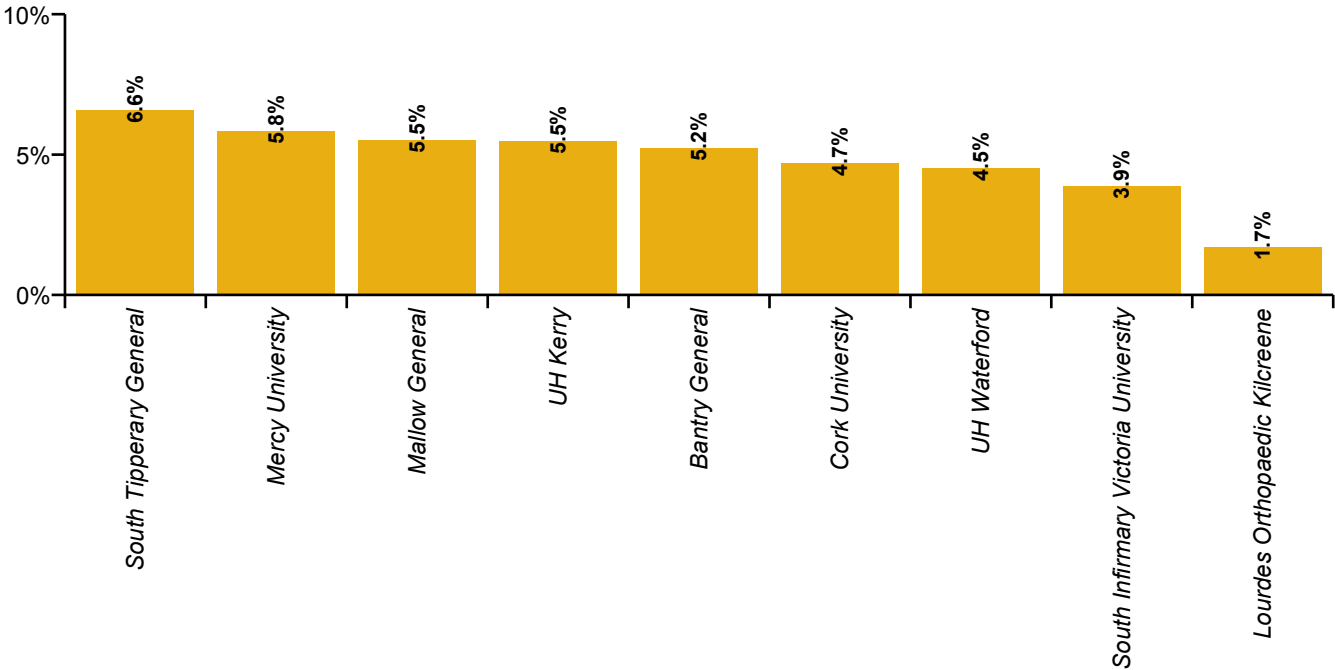| South/South West Hospital Group Absence Rate - by Staff Category: Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence rate		Certified	Self-certified	COVID-19
South/South West Hospital Group	3.7%	0.5%	0.8%	5.0%		74.0%	9.5%	16.5%
Medical & Dental	1.2%	0.1%	0.3%	1.5%		75.4%	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%

South/South West Hospital Group Absence Rate - by Hospital: Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence rate		Certified	Self-certified	COVID-19
South/South West Hospital Group	3.7%	0.5%	0.8%	5.0%		74.0%	9.5%	16.5%
Bantry General	4.6%	0.1%	0.5%	**5.2%**		87.4%	2.7%	9.9%
Cork University	3.2%	0.6%	0.8%	**4.7%**		69.0%	12.9%	18.0%
Lourdes Orthopaedic Kilcreene	1.1%	0.2%	0.5%	**1.7%**		63.5%	9.7%	26.8%
Mallow General	5.0%	0.3%	0.2%	**5.5%**		90.1%	5.9%	4.0%
Mercy University	4.7%	0.5%	0.6%	**5.8%**		81.1%	7.9%	10.9%
South Infirmary Victoria University	2.7%	0.3%	0.9%	**3.9%**		70.8%	6.5%	22.7%
South Tipperary General	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%

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

Legend
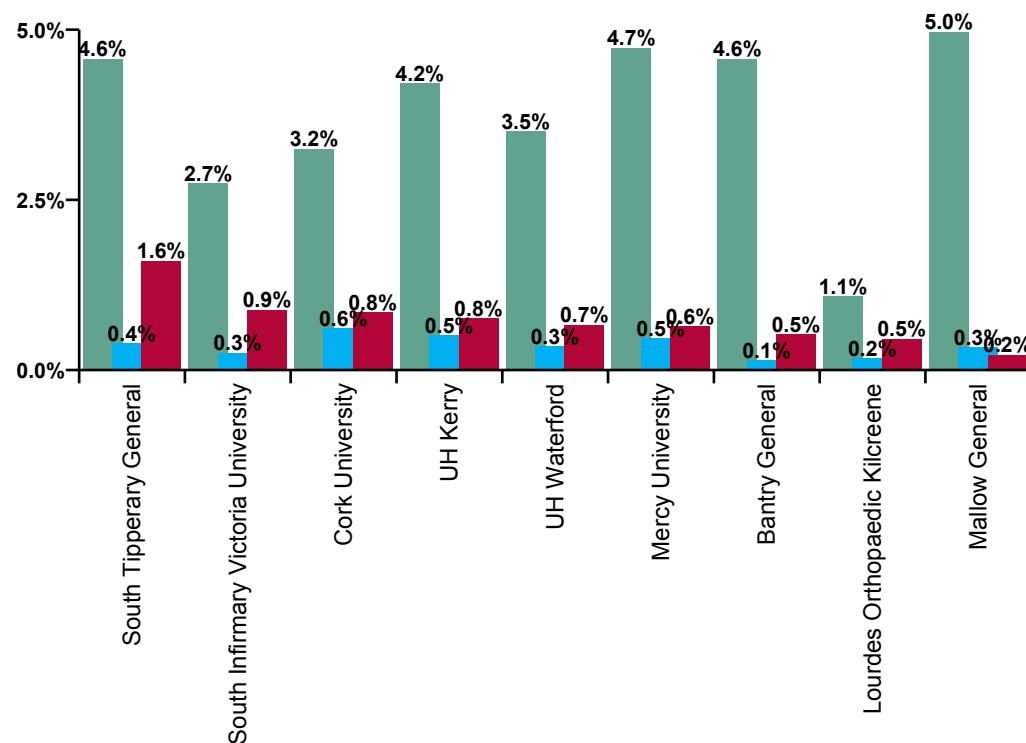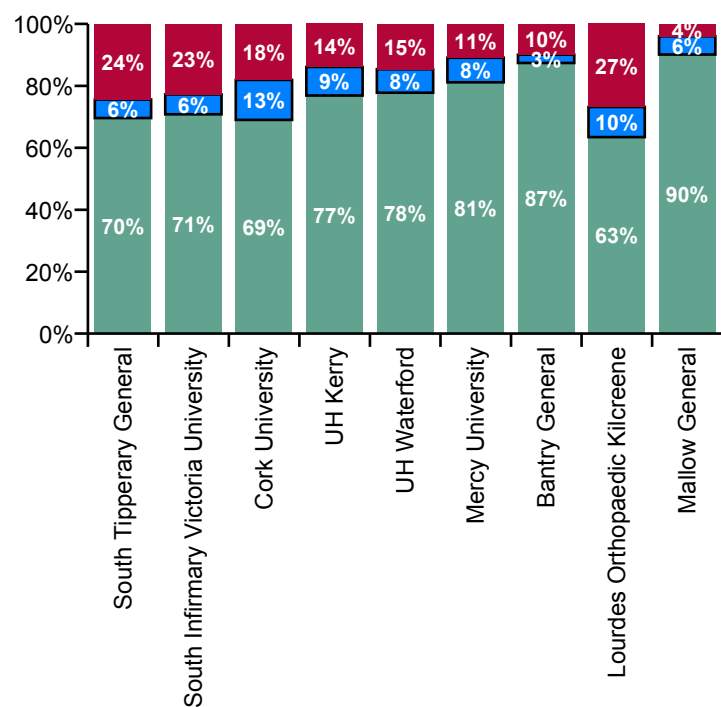Certified absence
Self- certified absence
COVID-19 absence

South/South West Hospital Group Absence type by Hospital: Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total (Nov 2020):	**3.7%**	**0.5%**	**0.8%**	**5.0%**	**74.0%**	**9.5%**	**16.5%**
Bantry General	4.6%	0.1%	0.5%	**5.2%**	87.4%	2.7%	9.9%
Cork University	3.2%	0.6%	0.8%	**4.7%**	69.0%	12.9%	18.0%
Lourdes Orthopaedic Kilcreene	1.1%	0.2%	0.5%	**1.7%**	63.5%	9.7%	26.8%
Mallow General	5.0%	0.3%	0.2%	**5.5%**	90.1%	5.9%	4.0%
Mercy University	4.7%	0.5%	0.6%	**5.8%**	81.1%	7.9%	10.9%
South Infirmary Victoria University	2.7%	0.3%	0.9%	**3.9%**	70.8%	6.5%	22.7%
South Tipperary General	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%

Total absence rate by Hospital: Nov 2020

South/South West Hospital Group Overall Absence Rate - by Hospital & Staff Category: 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
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%**
Bantry General	4.6%	4.5%	4.2%	8.4%	11.1%	4.1%	4.6%	0.1%	0.5%	**5.2%**
Cork University	1.2%	5.5%	3.4%	4.1%	5.9%	7.1%	3.2%	0.6%	0.8%	**4.7%**
Lourdes Orthopaedic Kilcreene	0.0%	2.7%		0.0%	1.0%		1.1%	0.2%	0.5%	**1.7%**
Mallow General	1.3%	5.8%	0.4%	6.5%	7.1%	10.2%	5.0%	0.3%	0.2%	**5.5%**
Mercy University	0.3%	7.8%	3.0%	4.0%	8.8%	12.2%	4.7%	0.5%	0.6%	**5.8%**
South Infirmary Victoria University	9.7%	3.5%	1.3%	4.8%	4.9%	3.0%	2.7%	0.3%	0.9%	**3.9%**
South Tipperary General	2.3%	7.5%	6.5%	5.7%	5.6%	11.6%	4.6%	0.4%	1.6%	**6.6%**
UH Kerry	3.0%	7.5%	3.8%	5.8%	3.3%		4.2%	0.5%	0.8%	**5.5%**
UH Waterford	1.2%	5.6%	2.8%	4.4%	7.7%	6.6%	3.5%	0.3%	0.7%	**4.5%**

Certified absence · Self- certified absence · COVID-19 absence

South/South West Hospital Group Absence Rate - by Hospital, Staff Category & Absence type: Nov 2020

Bantry General by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	**4.6%**	**0.1%**	**0.5%**	**5.2%**	**87.4%**	**2.7%**	**9.9%**
Medical & Dental	4.6%	0.0%	0.0%	**4.6%**	100.0%	0.0%	0.0%
Nursing & Midwifery	3.6%	0.0%	0.9%	**4.5%**	78.4%	1.1%	20.6%
Health & Social Care Professionals	4.2%	0.0%	0.0%	**4.2%**	100.0%	0.0%	0.0%
Management & Administrative	8.4%	0.0%	0.0%	**8.4%**	100.0%	0.0%	0.0%
General Support	8.9%	0.2%	1.9%	**11.1%**	80.4%	2.2%	17.4%
Patient & Client Care	3.7%	0.4%	0.0%	**4.1%**	89.4%	10.6%	0.0%

Cork University by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	**3.2%**	**0.6%**	**0.8%**	**4.7%**	**69.0%**	**12.9%**	**18.0%**
Medical & Dental	1.2%	0.0%	0.0%	**1.2%**	99.3%	0.7%	0.0%
Nursing & Midwifery	3.5%	0.9%	1.1%	**5.5%**	63.6%	16.3%	20.1%
Health & Social Care Professionals	2.9%	0.3%	0.2%	**3.4%**	84.7%	9.4%	5.9%
Management & Administrative	2.8%	0.4%	1.0%	**4.1%**	67.5%	8.9%	23.6%
General Support	4.4%	0.4%	1.0%	**5.9%**	75.4%	6.7%	17.9%
Patient & Client Care	4.4%	1.3%	1.5%	**7.1%**	61.5%	17.7%	20.8%

Lourdes Orthopaedic Kilcreene by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	**1.1%**	**0.2%**	**0.5%**	**1.7%**	**63.5%**	**9.7%**	**26.8%**
Medical & Dental				**0.0%**			
Nursing & Midwifery	1.6%	0.2%	0.9%	**2.7%**	61.0%	6.5%	32.5%
Health & Social Care Professionals	#DIV/0	#DIV/0	#DIV/0				
Management & Administrative	0.0%	0.0%	0.0%	**0.0%**			
General Support	0.8%	0.3%	0.0%	**1.0%**	75.0%	25.0%	0.0%
Patient & Client Care	#DIV/0	#DIV/0	#DIV/0				

Mallow General by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	**5.0%**	**0.3%**	**0.2%**	**5.5%**	**90.1%**	**5.9%**	**4.0%**
Medical & Dental	0.0%	0.0%	1.3%	**1.3%**	0.0%	0.0%	100.0%
Nursing & Midwifery	5.5%	0.3%	0.0%	**5.8%**	94.8%	5.2%	0.0%
Health & Social Care Professionals	0.0%	0.4%	0.0%	**0.4%**	0.0%	100.0%	0.0%
Management & Administrative	5.6%	0.7%	0.2%	**6.5%**	85.6%	11.0%	3.4%
General Support	6.9%	0.2%	0.0%	**7.1%**	97.5%	2.5%	0.0%
Patient & Client Care	10.0%	0.3%	0.0%	**10.2%**	97.1%	2.9%	0.0%

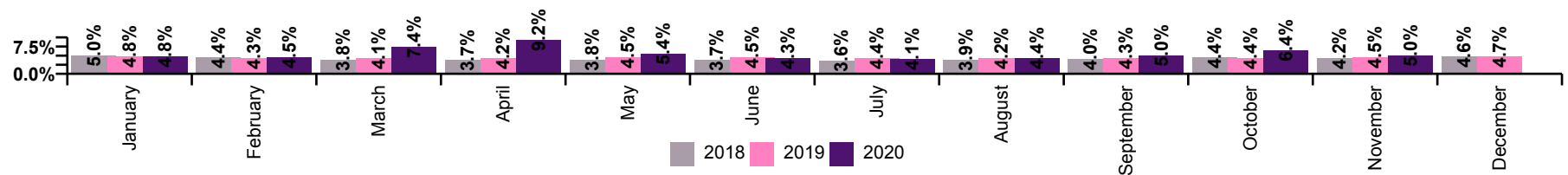| Mercy University by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total	*4.7%*	*0.5%*	*0.6%*	**5.8%**		*81.1%*	*7.9%*	*10.9%*
Medical & Dental	0.0%	0.1%	0.2%	**0.3%**		0.0%	20.4%	79.6%
Nursing & Midwifery	6.2%	0.8%	0.8%	**7.8%**		79.7%	9.8%	10.5%
Health & Social Care Professionals	2.1%	0.2%	0.6%	**3.0%**		72.2%	7.9%	19.9%
Management & Administrative	3.0%	0.2%	0.8%	**4.0%**		75.2%	4.3%	20.5%
General Support	8.1%	0.1%	0.5%	**8.8%**		92.7%	1.6%	5.7%
Patient & Client Care	10.6%	1.2%	0.3%	**12.2%**		87.1%	10.2%	2.7%

South Infirmary Victoria University by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total	*2.7%*	*0.3%*	*0.9%*	**3.9%**		*70.8%*	*6.5%*	*22.7%*
Medical & Dental	8.8%	0.4%	0.4%	**9.7%**		91.3%	4.3%	4.3%
Nursing & Midwifery	1.7%	0.3%	1.5%	**3.5%**		49.1%	7.5%	43.4%
Health & Social Care Professionals	0.8%	0.1%	0.4%	**1.3%**		58.5%	10.9%	30.7%
Management & Administrative	4.3%	0.2%	0.3%	**4.8%**		89.4%	3.5%	7.0%
General Support	4.5%	0.3%	0.1%	**4.9%**		92.3%	5.6%	2.1%
Patient & Client Care	0.2%	0.8%	2.0%	**3.0%**		7.1%	26.0%	66.9%

South Tipperary General by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total	*4.6%*	*0.4%*	*1.6%*	**6.6%**		*69.6%*	*6.0%*	*24.4%*
Medical & Dental	2.0%	0.3%	0.0%	**2.3%**		88.2%	11.8%	0.0%
Nursing & Midwifery	4.9%	0.4%	2.3%	**7.5%**		64.6%	4.9%	30.4%
Health & Social Care Professionals	5.2%	0.3%	1.0%	**6.5%**		79.7%	5.0%	15.3%
Management & Administrative	3.7%	0.4%	1.6%	**5.7%**		64.9%	6.4%	28.7%
General Support	4.3%	0.7%	0.6%	**5.6%**		76.3%	12.4%	11.3%
Patient & Client Care	8.7%	0.4%	2.5%	**11.6%**		75.0%	3.1%	21.9%

UH Kerry by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total	*4.2%*	*0.5%*	*0.8%*	**5.5%**		*76.9%*	*9.2%*	*13.9%*
Medical & Dental	1.0%	0.3%	1.7%	**3.0%**		33.6%	8.7%	57.7%
Nursing & Midwifery	5.9%	0.7%	0.9%	**7.5%**		78.3%	9.5%	12.2%
Health & Social Care Professionals	2.3%	1.1%	0.4%	**3.8%**		60.6%	27.7%	11.7%
Management & Administrative	5.0%	0.3%	0.5%	**5.8%**		85.7%	5.5%	8.9%
General Support	3.2%	0.1%	0.0%	**3.3%**		98.1%	1.9%	0.0%
Patient & Client Care	#DIV/0	#DIV/0	#DIV/0					

UH Waterford by Staff Category Nov 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	*3.5%*	*0.3%*	*0.7%*	**4.5%**	*77.8%*	*7.6%*	*14.6%*
Medical & Dental	*1.0%*	*0.0%*	*0.2%*	**1.2%**	*81.8%*	*2.3%*	*15.9%*
Nursing & Midwifery	*4.4%*	*0.4%*	*0.8%*	**5.6%**	*78.6%*	*7.7%*	*13.8%*
Health & Social Care Professionals	*2.5%*	*0.3%*	*0.0%*	**2.8%**	*89.3%*	*10.0%*	*0.7%*
Management & Administrative	*3.3%*	*0.3%*	*0.8%*	**4.4%**	*75.4%*	*7.0%*	*17.7%*
General Support	*5.9%*	*0.3%*	*1.5%*	**7.7%**	*76.0%*	*4.4%*	*19.6%*
Patient & Client Care	*4.3%*	*1.2%*	*1.1%*	**6.6%**	*65.4%*	*18.7%*	*15.9%*

South/South West Hospital Group Absence Rate - by Staff Category	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
SSW HG: 2020	**1.7%**	**6.5%**	**4.4%**	**5.3%**	**6.1%**	**8.4%**	**3.8%**	**0.6%**	**1.1%**	**5.5%**
November	1.5%	5.9%	3.3%	4.7%	5.9%	7.9%	3.7%	0.5%	0.8%	**5.0%**
October	2.4%	7.9%	4.8%	5.7%	7.3%	8.9%	3.8%	0.7%	1.9%	**6.4%**
September	1.5%	6.1%	3.9%	4.5%	5.8%	7.5%	3.6%	0.7%	0.8%	**5.0%**
August	1.1%	5.1%	3.3%	4.4%	5.3%	6.9%	3.5%	0.5%	0.3%	**4.4%**
July	0.8%	4.6%	4.0%	4.6%	4.8%	6.0%	3.3%	0.5%	0.3%	**4.1%**
June	0.9%	5.0%	3.9%	4.2%	5.1%	6.4%	3.3%	0.4%	0.5%	**4.3%**
May	1.7%	6.2%	4.3%	5.3%	6.5%	9.0%	3.8%	0.4%	1.2%	**5.4%**
April	3.2%	11.7%	7.7%	7.3%	8.5%	15.0%	4.6%	0.6%	4.0	**9.2%**
March	4.5%	8.6%	4.7%	8.3%	6.0%	10.5%	4.4%	0.7%	2.2%	**7.4%**
February	0.9%	5.0%	3.8%	5.0%	6.3%	6.6%	3.9%	0.6%	0.0%	**4.5%**
January	0.6%	5.5%	4.3%	5.2%	5.4%	8.0%	4.0%	0.8%	0.0%	**4.8%**
SSW HG: 2019	**1.0%**	**5.1%**	**3.9%**	**4.3%**	**5.6%**	**6.3%**	**3.8%**	**0.6%**	**0.0%**	**4.4%**
December	0.8%	5.5%	3.8%	4.9%	5.3%	7.5%	3.8%	0.9%	0.0%	**4.7%**
November	1.1%	4.9%	4.5%	4.3%	5.6%	6.9%	3.7%	0.7%	0.0%	**4.5%**
October	1.1%	4.9%	3.8%	4.5%	5.8%	5.9%	3.8%	0.6%	0.0%	**4.4%**
September	0.9%	4.9%	4.8%	4.0%	5.1%	6.3%	3.7%	0.6%	0.0%	**4.3%**
August	1.0%	4.9%	4.2%	3.9%	5.0%	6.6%	3.7%	0.5%	0.0%	**4.2%**
July	1.2%	5.1%	3.4%	4.4%	5.7%	5.8%	3.9%	0.5%	0.0%	**4.4%**
June	1.1%	5.4%	4.2%	3.7%	5.3%	6.3%	4.0%	0.5%	0.0%	**4.5%**
May	1.2%	5.3%	4.3%	3.8%	5.5%	6.9%	4.0%	0.6%	0.0%	**4.5%**
April	1.0%	4.7%	3.7%	3.9%	5.8%	6.1%	3.5%	0.6%	0.0%	**4.2%**
March	1.0%	4.8%	3.4%	3.6%	6.1%	4.9%	3.5%	0.6%	0.0%	**4.1%**
February	0.8%	4.9%	3.3%	5.0%	5.3%	6.7%	3.7%	0.6%	0.0%	**4.3%**
January	1.0%	5.6%	3.4%	5.1%	6.6%	6.2%	4.1%	0.7%	0.0%	**4.8%**
SSW HG: 2018	**0.8%**	**4.6%**	**3.6%**	**3.9%**	**5.4%**	**6.3%**	**3.4%**	**0.6%**	**0.0%**	**4.1%**

January 5.0% 4.8% 4.8% | February 4.4% 4.3% 4.5% | March 3.8% 4.1% 7.4% | April 3.7% 4.2% 9.2% | May 3.8% 4.5% 5.4% | June 3.7% 4.5% 4.3% | July 3.6% 4.4% 4.1% | August 3.9% 4.2% 4.4% | September 4.0% 4.3% 5.0% | October 4.4% 4.4% 6.4% | November 4.2% 4.5% 5.0% | December 4.6% 4.7%

■ 2018 ■ 2019 ■ 2020

South/South West Hospital Group Absence Rate - by Hospital	Bantry General	Cork University	Lourdes Orthopaedic Kilcreene	Mallow General	Mercy University	South Infirmary Victoria University	South Tipperary General	UH Kerry	UH Waterford	Total absence	Certified absence	Self-certified absence	COVID-19 absence
SSW HG: 2020 overall	4.8%	5.4%	4.1%	8.3%	7.2%	3.7%	6.2%	5.8%	4.6%	5.5%	3.8%	0.6%	1.1%
Medical & Dental	6.3%	1.2%	0.7%	2.3%	2.2%	2.2%	2.7%	2.7%	1.0%	1.7%	0.8%	0.1%	0.7%
Nursing & Midwifery	5.2%	6.4%	4.7%	10.0%	8.4%	4.3%	7.0%	7.6%	5.4%	6.5%	4.2%	0.9%	1.4%
Health & Social Care Professionals	1.9%	5.4%		3.1%	4.0%	2.0%	6.3%	4.1%	3.3%	4.4%	3.3%	0.4%	0.7%
Management & Administrative	6.2%	4.9%	1.3%	4.6%	5.8%	3.9%	6.1%	7.6%	5.4%	5.3%	4.1%	0.3%	1.0%
General Support	4.5%	6.2%	5.2%	12.4%	9.9%	3.3%	5.8%	4.0%	7.6%	6.1%	4.9%	0.4%	0.8%
Patient & Client Care	4.4%	5.7%		13.2%	17.6%	5.2%	9.5%		6.4%	8.4%	6.0%	0.8%	1.6%
Total November:	5.2%	4.7%	1.7%	5.5%	5.8%	3.9%	6.6%	5.5%	4.5%	5.0%	3.7%	0.5%	0.8%
Medical & Dental	4.6%	1.2%	0.0%	1.3%	0.3%	9.7%	2.3%	3.0%	1.2%	1.5%	1.2%	0.1%	0.3%
Nursing & Midwifery	4.5%	5.5%	2.7%	5.8%	7.8%	3.5%	7.5%	7.5%	5.6%	5.9%	4.2%	0.7%	1.1%
Health & Social Care Professionals	4.2%	3.4%		0.4%	3.0%	1.3%	6.5%	3.8%	2.8%	3.3%	2.7%	0.3%	0.3%
Management & Administrative	8.4%	4.1%	0.0%	6.5%	4.0%	4.8%	5.7%	5.8%	4.4%	4.7%	3.6%	0.3%	0.8%
General Support	11.1%	5.9%	1.0%	7.1%	8.8%	4.9%	5.6%	3.3%	7.7%	5.9%	4.7%	0.3%	0.8%
Patient & Client Care	4.1%	7.1%		10.2%	12.2%	3.0%	11.6%		6.6%	7.9%	5.8%	1.0%	1.2%
Total October:	7.4%	7.4%	4.6%	6.0%	7.3%	3.8%	7.1%	6.3%	4.9%	6.4%	3.8%	0.7%	1.9%
Medical & Dental	9.7%	1.8%	0.0%	1.0%	1.4%	2.1%	2.9%	6.8%	1.3%	2.4%	1.4%	0.1%	0.9%
Nursing & Midwifery	8.9%	9.5%	5.3%	5.7%	9.4%	4.1%	7.1%	7.2%	6.3%	7.9%	4.0%	1.1%	2.8%
Health & Social Care Professionals	2.5%	5.7%		4.7%	6.3%	0.9%	8.3%	4.3%	2.9%	4.8%	3.1%	0.3%	1.4%
Management & Administrative	9.7%	5.8%	4.0%	6.4%	4.0%	4.9%	8.3%	6.7%	5.3%	5.7%	4.5%	0.3%	0.9%
General Support	11.1%	8.6%	5.2%	8.8%	10.9%	4.4%	6.3%	4.8%	6.8%	7.3%	5.2%	0.3%	1.8%
Patient & Client Care	3.9%	8.5%		9.5%	13.9%	3.9%	12.2%		6.4%	8.9%	5.3%	1.0%	2.6%
Total September:	3.9%	4.9%	3.8%	6.1%	7.2%	3.7%	4.6%	4.7%	4.6%	5.0%	3.6%	0.7%	0.8%
Medical & Dental	9.4%	0.9%	9.2%	3.7%	0.7%	1.3%	2.9%	1.7%	1.4%	1.5%	0.9%	0.2%	0.4%
Nursing & Midwifery	3.4%	6.0%	0.5%	6.3%	9.0%	5.1%	5.1%	5.8%	5.8%	6.1%	4.0%	1.1%	0.9%
Health & Social Care Professionals	0.0%	4.8%		0.3%	3.3%	3.0%	6.0%	2.3%	3.7%	3.9%	2.5%	0.5%	0.8%
Management & Administrative	5.5%	5.0%	11.2%	3.0%	4.6%	3.4%	4.0%	7.4%	2.9%	4.5%	3.7%	0.2%	0.6%
General Support	4.3%	5.6%	4.8%	7.1%	13.2%	3.3%	2.7%	3.8%	8.0%	5.8%	4.6%	0.4%	0.7%
Patient & Client Care	3.6%	4.8%		10.3%	16.6%	2.4%	7.6%		8.6%	7.5%	6.2%	0.5%	0.8%
Total August:	5.2%	4.1%	2.5%	6.2%	5.5%	2.9%	4.9%	4.9%	4.0%	4.4%	3.5%	0.5%	0.3%
Medical & Dental	5.0%	1.0%	0.0%	1.8%	0.1%	1.9%	0.4%	1.8%	1.0%	1.1%	0.9%	0.1%	0.1%
Nursing & Midwifery	5.3%	4.8%	2.1%	6.8%	7.0%	3.2%	5.6%	6.0%	4.4%	5.1%	3.9%	0.9%	0.3%
Health & Social Care Professionals	0.6%	3.7%		3.2%	2.4%	1.9%	8.7%	2.6%	2.7%	3.3%	2.5%	0.3%	0.5%
Management & Administrative	9.6%	4.4%	0.0%	0.9%	3.1%	2.7%	6.1%	8.3%	4.3%	4.4%	3.8%	0.2%	0.4%
General Support	5.6%	4.8%	4.7%	6.2%	9.0%	3.5%	5.2%	3.9%	8.2%	5.3%	4.5%	0.4%	0.5%
Patient & Client Care	5.1%	5.0%		12.5%	14.6%	3.5%	4.2%		6.3%	6.9%	5.9%	0.7%	0.2%
Total July:	3.0%	3.4%	1.9%	5.2%	6.9%	3.7%	4.9%	4.4%	3.4%	4.1%	3.3%	0.5%	0.3%
Medical & Dental	2.8%	0.3%	0.0%	0.0%	0.2%	1.4%	0.4%	1.0%	1.4%	0.8%	0.7%	0.0%	0.0%
Nursing & Midwifery	4.3%	3.6%	2.2%	9.0%	8.3%	3.7%	5.7%	4.7%	4.1%	4.6%	3.5%	0.7%	0.3%
Health & Social Care Professionals	0.0%	4.6%		0.3%	3.7%	2.6%	8.8%	4.1%	2.7%	4.0%	3.3%	0.2%	0.4%
Management & Administrative	6.0%	3.4%	0.0%	2.4%	5.8%	3.5%	5.4%	10.5%	3.6%	4.6%	3.6%	0.3%	0.7%
General Support	0.6%	4.1%	2.5%		10.0%	6.4%	4.7%	3.2%	5.5%	4.8%	4.2%	0.4%	0.3%
Patient & Client Care	1.6%	4.1%			16.7%	5.6%	6.1%		3.5%	6.0%	5.2%	0.7%	0.1%
Total June:	3.5%	4.0%	2.6%	6.7%	5.8%	2.4%	5.6%	4.0%	4.0%	4.3%	3.3%	0.4%	0.5%
Medical & Dental	6.1%	0.5%	0.0%	0.0%	0.1%	1.3%	2.5%	0.9%	1.0%	0.9%	0.6%	0.1%	0.2%
Nursing & Midwifery	3.8%	5.0%	2.1%	10.7%	6.6%	3.0%	6.1%	4.6%	4.3%	5.0%	3.9%	0.6%	0.4%
Health & Social Care Professionals	1.6%	5.1%		0.0%	3.1%	0.4%	6.1%	3.8%	3.1%	3.9%	3.1%	0.3%	0.5%
Management & Administrative	4.8%	3.5%	0.0%	5.1%	4.4%	2.1%	4.3%	7.5%	4.8%	4.2%	3.2%	0.2%	0.8%
General Support	3.7%	3.9%	5.5%	17.9%	7.6%	2.6%	7.5%	3.6%	7.4%	5.1%	4.0%	0.3%	0.8%
Patient & Client Care	1.9%	3.0%		1.8%	19.0%	5.4%	7.9%		6.0%	6.4%	5.0%	0.7%	0.6%
Total May:	3.7%	5.1%	3.9%	10.2%	7.7%	3.2%	6.0%	6.4%	4.6%	5.4%	3.8%	0.4%	1.2%
Medical & Dental	4.7%	2.3%	0.0%	0.0%	1.4%	2.0%	1.7%	1.4%	0.8%	1.7%	0.4%	0.0%	1.2%
Nursing & Midwifery	3.7%	5.8%	5.7%	11.4%	8.1%	4.4%	6.3%	8.1%	5.3%	6.2%	4.4%	0.7%	1.1%
Health & Social Care Professionals	3.3%	5.7%		0.0%	3.6%	1.0%	4.6%	4.6%	2.9%	4.3%	3.3%	0.2%	0.8%
Management & Administrative	2.7%	4.2%	0.0%	3.9%	7.2%	3.1%	5.7%	9.3%	5.6%	5.3%	3.7%	0.2%	1.3%
General Support	4.5%	6.3%	3.4%	13.1%	10.2%	1.6%	7.5%	5.8%	7.9%	6.5%	5.4%	0.2%	0.9%
Patient & Client Care	3.7%	3.5%		24.3%	23.5%	4.5%	10.8%		7.0%	9.0%	5.6%	0.6%	2.8%
Total April:	4.8%	9.8%	7.6%	29.7%	12.5%	4.5%	10.6%	9.7%	5.2%	9.2%	4.6%	0.6%	4.0%
Medical & Dental	5.2%	2.6%	0.0%	14.4%	2.4%	6.3%	9.2%	1.2%	1.2%	3.2%	0.8%	0.0%	2.4%
Nursing & Midwifery	5.7%	12.3%	11.4%	37.3%	14.8%	5.8%	12.8%	14.1%	6.1%	11.7%	4.8%	1.0%	5.9%
Health & Social Care Professionals	4.3%	10.5%		13.9%	6.9%	2.1%	6.7%	7.7%	3.6%	7.7%	5.1%	0.9%	1.7%
Management & Administrative	5.5%	5.8%	1.5%	6.4%	12.5%	3.2%	7.4%	12.1%	7.1%	7.3%	5.0%	0.1%	2.1%
General Support	0.0%	10.1%	5.5%	31.0%	12.6%	2.3%	7.3%	5.6%	8.3%	8.5%	6.4%	0.2%	1.9%
Patient & Client Care	4.3%	10.8%		53.3%	28.6%	7.8%	16.8%		5.9%	15.0%	6.9%	0.6%	7.6%
Total March:	6.9%		6.5%	6.0%	10.8%	5.3%	6.0%	8.8%	6.0%	7.4%	4.4%	0.7%	2.2%
Medical & Dental	17.8%		0.0%	1.7%	7.8%	4.4%	3.3%	7.9%	0.6%	4.5%	1.1%	0.2%	3.2%
Nursing & Midwifery	6.9%		8.3%	7.5%	9.9%	6.1%	7.2%	12.0%	7.7%	8.6%	5.0%	1.3%	2.4%
Health & Social Care Professionals	0.0%			3.3%	6.1%	4.1%	4.2%	4.4%	5.0%	4.7%	3.5%	0.4%	0.8%
Management & Administrative	7.6%		0.0%	6.4%	11.5%	6.1%	5.8%	10.8%	8.0%	8.3%	4.7%	0.3%	3.3%
General Support	1.1%		7.7%	11.6%	13.6%	3.1%	3.5%	3.0%	8.2%	6.0%	5.1%	0.1%	0.8%
Patient & Client Care	7.2%			5.1%	21.4%	5.5%	10.7%		4.9%	10.5%	8.1%	0.8%	1.7%
Total February:	4.1%	4.5%	5.2%	5.1%	4.8%	3.5%	5.3%		4.5%	4.5%	3.9%	0.6%	
Medical & Dental	0.7%	0.9%	0.0%	0.0%	0.6%	0.4%	1.6%		0.9%	0.9%	0.8%	0.1%	
Nursing & Midwifery	5.4%	4.8%	5.4%	7.3%	5.3%	4.4%	6.2%		4.6%	5.0%	4.1%	0.9%	
Health & Social Care Professionals	0.0%	4.7%		3.2%	2.5%	2.4%	5.0%		3.3%	3.8%	3.4%	0.4%	
Management & Administrative	2.9%	5.7%	0.0%	3.9%	3.6%	4.2%	5.2%		6.0%	5.0%	4.6%	0.4%	
General Support	3.1%	6.4%	8.0%	12.9%	5.9%	2.1%	5.3%		8.3%	6.3%	5.7%	0.6%	
Patient & Client Care	6.0%	3.3%		3.6%	14.2%	4.8%	7.7%		8.6%	6.6%	5.7%	0.9%	
Total January:	4.8%	5.2%	5.0%	5.6%	4.9%	3.6%	6.2%	3.4%	4.6%	4.8%	4.0%	0.8%	
Medical & Dental	1.1%	0.4%	0.0%	3.0%	0.2%	0.1%	2.2%	0.9%	0.2%	0.6%	0.5%	0.1%	
Nursing & Midwifery	4.7%	5.8%	4.9%	7.1%	5.9%	4.3%	6.6%	5.4%	4.8%	5.5%	4.4%	1.1%	
Health & Social Care Professionals	4.4%	5.3%		5.4%	2.9%	2.5%	4.6%	2.8%	4.2%	4.3%	3.7%	0.6%	
Management & Administrative	2.3%	6.8%	0.0%	5.4%	3.0%	4.5%	8.2%	0.0%	6.7%	5.2%	4.6%	0.5%	
General Support	4.0%	5.7%	8.5%	13.7%	6.6%	1.8%	7.2%	3.3%	7.5%	5.4%	4.8%	0.6%	
Patient & Client Care	8.3%	6.4%		2.0%	13.1%	9.3%	7.7%		8.2%	8.0%	7.0%	1.0%	
SSW HG: 2019 overall	4.5%	4.4%	3.8%	5.2%	4.6%	3.0%	5.6%	4.4%	4.4%	4.4%	3.8%	0.6%	
Medical & Dental	0.9%	0.8%	5.0%	0.9%	0.8%	0.4%	1.4%	1.9%	1.0%	1.0%	0.9%	0.1%	
Nursing & Midwifery	5.8%	5.1%	4.6%	6.7%	5.0%	3.7%	6.7%	5.1%	4.7%	5.1%	4.2%	0.9%	
Health & Social Care Professionals	1.5%	4.2%		5.8%	3.2%	1.9%	4.9%	4.0%	4.3%	3.9%	3.4%	0.5%	
Management & Administrative	2.9%	4.5%	0.6%	4.4%	3.4%	3.4%	5.1%	5.4%	4.4%	4.3%	3.8%	0.4%	
General Support	3.6%	5.8%	2.9%	5.6%	7.8%	3.1%	5.0%	3.9%	7.7%	5.6%	5.2%	0.4%	
Patient & Client Care	5.7%	4.2%		5.5%	10.3%	3.2%	10.8%		6.8%	6.3%	5.6%	0.7%	
SSW HG: 2018 overall	4.9%	4.1%	3.9%	4.9%	4.1%	2.9%	4.9%	3.9%	4.1%	4.1%	3.4%	0.6%	
Medical & Dental	1.0%	0.8%	0.1%	0.9%	0.4%	0.6%	1.1%	1.1%	1.0%	0.8%	0.7%	0.1%	
Nursing & Midwifery	4.2%	4.3%	5.0%	5.5%	4.8%	4.1%	5.7%	5.2%	4.8%	4.6%	3.7%	1.0%	
Health & Social Care Professionals	5.5%	3.8%		2.3%	3.3%	1.4%	5.4%	4.4%	3.0%	3.6%	3.0%	0.5%	
Management & Administrative	4.0%	4.8%	0.8%	3.5%	2.3%	2.5%	5.5%	3.8%	4.2%	3.9%	3.4%	0.5%	
General Support	4.2%	6.4%	4.0%	5.2%	6.1%	2.9%	4.6%	2.8%	6.8%	5.4%	4.9%	0.5%	
Patient & Client Care	8.4%	4.3%		8.4%	9.7%	3.4%	6.7%	0.0%	6.3%	6.3%	5.5%	0.7%	