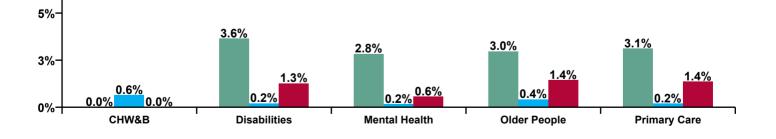
## October 2020

CHO 9 Absence Rate - by Staff Category: Oct 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence rate	Certified	Self- certified	COVID-19
CHO 9	3.3%	0.2%	1.2%	4.7%	70.2%	4.8%	25.0%
Medical & Dental	1.4%	0.0%	1.1%	2.5%	54.7%	1.4%	43.9%
Nursing & Midwifery	3.2%	0.2%	1.0%	4.4%	71.6%	5.5%	22.9%
Health & Social Care Professionals	2.9%	0.2%	1.5%	4.6%	63.6%	3.9%	32.4%
Management & Administrative	3.1%	0.1%	0.5%	3.7%	82.9%	3.7%	13.3%
General Support	4.6%	0.2%	1.4%	6.2%	74.4%	2.6%	23.1%
Patient & Client Care	4.0%	0.4%	1.3%	5.7%	70.3%	6.3%	23.4%

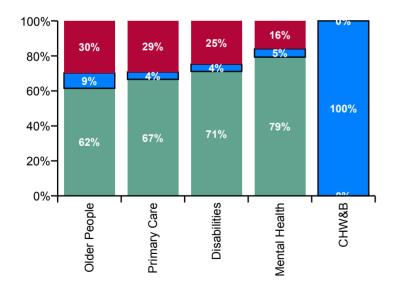
CHO 9 Absence Rate - by Care Group: Oct 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence rate	Certified	Self- certified	COVID-19
СНО 9	3.3%	0.2%	1.2%	4.7%	70.2%	4.8%	25.0%
Community Health & Wellbeing		0.6%		0.6%	0.0%	100.0%	0.0%
Health Service Executive	5.0%	0.3%	1.1%	6.5%	77.2%	5.0%	17.8%
Section 38 Voluntary Agencies	3.4%	0.2%	1.3%	4.9%	69.8%	3.9%	26.3%
Disabilities	3.6%	0.2%	1.3%	5.1%	71.2%	4.1%	24.7%
Health Service Executive	3.6%	0.5%	1.6%	5.7%	63.2%	9.3%	27.5%
Section 38 Voluntary Agencies	1.5%	0.2%	1.1%	2.7%	53.1%	5.7%	41.2%
Older People	3.0%	0.4%	1.4%	4.8%	61.5%	8.7%	29.8%
Health Service Executive	3.1%	0.2%	0.6%	3.8%	79.5%	4.8%	15.7%
Section 38 Voluntary Agencies	1.6%	0.1%	0.4%	2.1%	76.8%	4.8%	18.4%
Mental Health	2.8%	0.2%	0.6%	3.6%	79.3%	4.8%	15.9%
Primary Care	3.1%	0.2%	1.4%	4.7%	66.6%	4.2%	29.2%

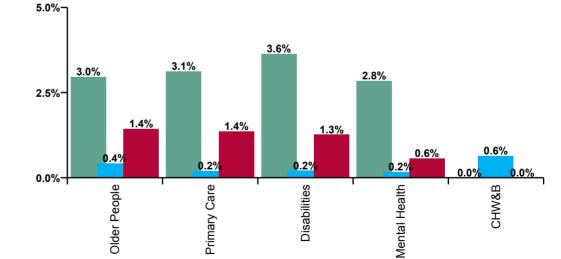
Certified, self-certified & COVID-19: Oct 2020



Legend Certified absence Self- certified absence COVID-19 absence

CHO 9 Overall Absence Rate - by Care Group & Staff Category: Oct 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
СНО 9	2.5%	4.4%	4.6%	3.7%	6.2%	5.7%	3.3%	0.2%	1.2%	4.7%
Community Health & Wellbeing			0.0%	0.7%				0.6%		0.6%
Health Service Executive	0.0%	6.5%	4.1%	0.2%	5.1%	8.1%	5.0%	0.3%	1.1%	6.5%
Section 38 Voluntary Agencies	9.4%	3.8%	5.3%	2.2%	9.1%	4.9%	3.4%	0.2%	1.3%	4.9%
Disabilities	6.4%	4.6%	5.3%	2.0%	8.8%	5.5%	3.6%	0.2%	1.3%	5.1%
Health Service Executive	0.7%	5.8%	0.7%	7.0%	5.3%	6.9%	3.6%	0.5%	1.6%	5.7%
Section 38 Voluntary Agencies	0.0%	1.3%	1.4%	7.1%	0.0%	7.1%	1.5%	0.2%	1.1%	2.7%
Older People	0.5%	4.6%	1.0%	7.0%	3.5%	7.0%	3.0%	0.4%	1.4%	4.8%
Health Service Executive	2.1%	4.4%	3.7%	4.5%	5.1%	2.5%	3.1%	0.2%	0.6%	3.8%
Section 38 Voluntary Agencies	0.2%	2.4%	0.5%	0.9%	2.8%	0.0%	1.6%	0.1%	0.4%	2.1%
Mental Health	2.1%	4.0%	3.6%	3.8%	4.4%	2.4%	2.8%	0.2%	0.6%	3.6%
Primary Care	2.9%	4.6%	3.9%	4.4%	8.4%	8.1%	3.1%	0.2%	1.4%	4.7%





## CHO 9 Absence Rate - by Care Group, Staff Category & Absence type: Oct 2020

Community Health & Wellbeing by Staff Category Oct 2020	Certified absence		COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	0.0%	0.6%	0.0%	0.6%	0.0%	100.0%	0.0%

Disabilities by Staff Category Oct 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	3.6%	0.2%	1.3%	5.1%	71.2%	4.1%	24.7%
Medical & Dental	6.4%	0.0%	0.0%	6.4%	100.0%	0.0%	0.0%
Nursing & Midwifery	3.5%	0.2%	0.9%	4.6%	76.5%	4.2%	19.3%
Health & Social Care Professionals	3.2%	0.2%	1.9%	5.3%	60.9%	3.5%	35.6%
Management & Administrative	1.7%	0.1%	0.2%	2.0%	86.1%	2.9%	11.1%
General Support	6.4%	0.1%	2.3%	8.8%	73.0%	1.4%	25.5%
Patient & Client Care	4.1%	0.3%	1.0%	5.5%	75.6%	5.5%	18.8%

Older People by Staff Category Oct 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	3.0%	0.4%	1.4%	4.8%	61.5%	8.7%	<b>29.8%</b>
Medical & Dental	0.0%	0.0%	0.5%	0.5%	0.0%	0.0%	100.0%
Nursing & Midwifery	2.2%	0.5%	1.9%	4.6%	47.3%	11.5%	41.2%
Health & Social Care Professionals	0.1%	0.2%	0.7%	1.0%	5.3%	20.4%	74.3%
Management & Administrative	6.4%	0.0%	0.6%	7.0%	91.4%	0.0%	8.6%
General Support	2.2%	0.1%	1.2%	3.5%	62.7%	4.3%	33.0%
Patient & Client Care	4.8%	0.6%	1.5%	7.0%	68.7%	9.2%	22.1%

Mental Health by Staff Category Oct 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	2.8%	0.2%	0.6%	3.6%	79.3%	4.8%	15.9%
Medical & Dental	1.1%	0.0%	0.9%	2.1%	54.8%	0.0%	45.2%
Nursing & Midwifery	3.2%	0.2%	0.6%	4.0%	80.3%	4.8%	14.9%
Health & Social Care Professionals	2.7%	0.1%	0.8%	3.6%	76.3%	2.0%	21.7%
Management & Administrative	2.9%	0.3%	0.6%	3.8%	77.4%	6.7%	15.9%
General Support	4.0%	0.2%	0.3%	4.4%	90.1%	4.0%	5.9%
Patient & Client Care	2.0%	0.3%	0.1%	2.4%	83.8%	11.8%	4.5%

Primary Care by Staff Category Oct 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	3.1%	0.2%	1.4%	4.7%	66.6%	4.2%	<b>29.2%</b>
Medical & Dental	1.2%	0.1%	1.6%	2.9%	41.5%	3.0%	55.5%
Nursing & Midwifery	3.2%	0.2%	1.2%	4.6%	69.7%	4.2%	26.1%
Health & Social Care Professionals	2.8%	0.2%	0.8%	3.9%	73.2%	5.3%	21.5%
Management & Administrative	3.6%	0.2%	0.7%	4.4%	81.4%	3.9%	14.7%
General Support	6.0%	0.3%	2.1%	8.4%	71.8%	3.8%	24.5%
Patient & Client Care	3.4%	0.3%	4.4%	8.1%	42.2%	3.8%	54.0%

Machel Jones198398398498498498498278478378478378478378478<	CHO 9 Absence Rate - by Staff Category & Care Group	CHW&B	HSE	S38	Disabilities	HSE	S38	Older People	HSE	S38	Mental Health	Primary Care	Total absence	Certified absence	Seli certif absei
Neare & Astronomy         N	CHO 9: 2020 overall	1.0%	8.6%	5.7%	6.0%	9.7%	8.5%	9.4%	5.0%	4.4%	<b>4.9</b> %	5.4%	<b>6.1%</b>	4.0%	0.
Numble Actor Sum Probability         0.500         61 K8         5400         6400         6400         6270         1500         1570         6400         1561         1570         1580         1570         1580         1570	Medical & Dental					2.4%		4.6%							
Homegeneric         1.17         2.49         2.49         7.75         3.78         3.78         3.78         4.78         5.78         4.78															
Books Support         I         <															
Point of Source         0		1.1%													
Teal Solver         9.99         9.99         9.99         9.99         9.19         9.15         9.29															
Ideal Corps         Desc															
Internal Lobeley         Internal Lobeley<		0.6%													
Nath Exate Cale Control         306         416         518															
Canadi Stand         Inter         Line         Line <thlin< th="">         Line         Line</thlin<>		0.0%													
India A Coluc Can         Image		0.7%													
Total Segmentar         3.56         5.76         5.76         5.76         5.76         5.76         5.75         6.75															
Adade Kanual         Image Manual         Image Manual<		3.2%													
Ishell & Scal De "Neurosci         10%         48%         44% </td <td></td> <td>0.270</td> <td></td>		0.270													
Interpret Advances         196						8.0%				3.7%		5.8%			
Generia Superi         E.N.         6.05         9.06         4.05															
Denet Soure Ore         (-)8         (-)78		3.6%													
Total August:         0.90         0.35         4.45         0.00															
Internage         Internage <t< td=""><td></td><td>0.0%</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>		0.0%													
Intern & Sourd Care Dreference         0.25         2.45         0.45         1.26         1.25         0.25	Medical & Dental									6.5%		3.9%			
obveganet Alementabe         OVE         L328         J328         J328 <thj328< th="">         J328         J328<td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></thj328<>															
concert clared concert clared clared concert clared cl															
Internet from Lone Lone Lone Lone Lone Lone Lone Lone		0.0%													
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Internal Subscription         0.96         4.478         4.178         4.205         4.216         3.205         4.216         3.205         4.216         3.205         4.216         3.205         4.216         3.205         3.216         3.276 </td <td>Total July:</td> <td>0.0%</td> <td></td> <td></td> <td></td> <td>6.5%</td> <td></td> <td>5.9%</td> <td>3.7%</td> <td>2.5%</td> <td>3.6%</td> <td></td> <td></td> <td></td> <td></td>	Total July:	0.0%				6.5%		5.9%	3.7%	2.5%	3.6%				
Issalf: Social Cain Probestores         0 DN         9 Margameria Advances         0 DN         DN         DN         DN <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>															
Intergener & Administative         0.0%         7.6%         2.6%         2.2%         4.9%         2.1%         2.4%         3.7%         3.7%         5.7% <th< td=""><td></td><td>0.0%</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>		0.0%													
Generic Support         169%         6.4%         6.8%         6.9%         7.2%         7.7%         6.5%         6.9%         6.9%         6.4%         6.9%															
Total June:         0.9%         5.8%         4.4%         2.7%         0.2%	0														
Identical Second         O.O.S.         O.2.%         O.2.%         S.D.S.         O.S.M.         O.O.S.         O.D.S.         O.S.M.         O.S.M. <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>															
Numing Attachtery         128         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         2.0%		0.0%													
Healm & Scalar Game Participandia         0.06         4.465         3.97         3.976         1.15         2.976         0.076         2.285         1.986         1.986         1.98         3.98         2.285         1.98         0.578         2.285         1.98         0.578         2.285         1.98         0.578         4.286         0.578         4.286         0.578         4.286         0.578         4.286         0.578         4.286         0.578         4.286         0.578         4.286         0.578         4.286         0.578         4.286         0.578         4.586         6.578 <th6.578< th=""> <th6.57< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th6.57<></th6.578<>															
Idencegroup A Acromication         0.05         2.65         1.65         7.05         1.65         7.05         2.65 <th2.65< th="">         2.65         2.65         <th2< td=""><td></td><td>0.0%</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th2<></th2.65<>		0.0%													
Detert A Clean Care         0.2%         0.5%         0.4%         0.0%         0.4%         0.0%         0.4%         0.0% <th0.0%< th="">         0.0%         0.0%<td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th0.0%<>															
Total May:         0.0%         6.4%         6.4%         6.5%         6.5%         5.5%         5.5%         5.5%         4.8%         7.2%         7.2%           Numer, A Monitery         8.8%         7.2%         7.7%         20.3%         13.3%         10.5%         2.4%         3.3%         1.5%         0.4%         0.5%         2.2%         2.3%         3.3%         5.2%         7.7%         2.2%         2.3%         3.3%         5.2%         2.2%         2.3%         3.3%         5.2%         2.2%         2.3%         3.3%         5.2%         2.2%         2.2%         2.3%         3.5%         2.2%         2.2%         2.3%         3.5%         2.2%         2.2%         2.3%         3.5%         2.2%         2.2%         1.0%         1.0%         0.0%         0.2%         2.2%         1.0%         0.3%         0.5%         2.2%         1.0%         0.1%         2.8%         0.2%         2.2%         1.0%         0.1%         2.8%         0.2%         2.2%         0.2%         0.3%         2.5%         1.2%         2.4%         2.6%         0.4%         0.5%         2.2%         1.0%         0.1%         2.8%         0.5%         1.2%         0.2%         0.5%         0.															
Medical Durbal         0.0%         0.0%         0.0%         5.7%         15.0%         3.8%         0.2%         3.7%         2.4%         3.7%         2.4%         3.8%         7.2%         2.8%         2.2%         2.3%         2.3%         2.4%         2.4%         2.3%         2.3%         2.4%         2.4%         2.3%         3.3%         5.4%         4.4%         2.7%         2.8%         2.2%         2.3%         3.3%         5.4%         2.4%         2.3%         2.3%         2.3%         2.3%         2.3%         2.5%         2.5%         2.7%         2.6%         2.5%		0.00/													
Unung & Moulery         18.8%         7.2%         7.7%         20.3%         13.9%         13.9%         64.4%         6.4%         6.3%         7.0%         8.8%         4.4%         4.4%         4.4%         4.4%         4.4%         4.4%         4.4%         4.4%         4.4%         4.4%         4.4%         6.3%         6.3%         4.4%         4.4%         4.4%         4.4%         5.5%         6.4%         7.4%         5.5%         6.4%         7.4%         5.5%         6.4%         7.4%         5.5%         6.4%         7.4%         5.5%         6.4%         7.4%         5.5%         6.4%         7.4%         6.5%         6.4%         7.4%         7.5%         7.0%<		0.0%													
Headth Standt Care Professorals         D.0%         4 4%         6.0%         5.9%         8.0%         7.7%         8.0%         2.2%         2.3%         2.3%         5.2%         2.7%         2.3%         4.0%         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         5.0%         7.0%															
General Support         29.9%         5.8%         6.4%         11.3%         11.3%         12.9%         4.5%         5.1%         5.5%         6.1%         7.2%         5.2%         5.5% </td <td></td> <td>0.0%</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>2.8%</td> <td></td> <td></td> <td></td> <td></td> <td></td>		0.0%								2.8%					
Paired A Client Care         4.5%         7.0%         7.1%         2.0%         18.0%         10.5%         0.0%         10.2%         6.0%         9.3%         5.0%         0.3%           Medical Duntal         3.5%         0.2%         0.2%         5.5%         2.2.5%         6.1%         7.5%         6.1%         7.5%         1.1%         1.3%         6.3%         7.5%         1.1%         1.3%         6.3%         7.5%         1.1%         1.3%         6.3%         7.5%         2.0%         6.2%         8.0%         0.1%         7.5%         2.0%         6.2%         8.0%         0.0%         6.2%         7.5%         1.1%         1.3%         6.0%         2.0%         7.5%         2.0%         7.5%         1.1%         0.0%         0.8%         1.2.4%         6.0%         0.5%         2.5%         0.0%         0.3%         1.5%         0.0%         0.3%         1.1%         0.0%         0.8%         1.2.4%         0.1%         0.1%         0.2%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%         0.0%		0.0%													
Total April:         3.2%         9.1%         9.9%         25.4%         16.3%         5.1%         7.9%         8.3%         6.1%         7.9%         8.3%         10.9%         4.3%         6.3%         6.5%         2.2%         10.5%         6.5%         4.2%         6.5%         6.5%         4.2%         6.5%         6.5%         4.2%         7.5%															
Medical & Dental         3.5%         0.2%         0.3%         5.5%         2.2%         10.5%         10.5%         1.2%         2.4%         2.2%         2.2%         3.6%         1.7%         0.1%         3.7%         1.1%         1.7%         4.3%         0.0%           Healt A Social Care Professionals         0.0%         1.2%         3.2		3.2%													
Heatin & Social Care Professionals         0.0%         12.9%         8.2%         7.5%         2.2%         8.6%         0.0%         8.3%         7.0%         7.5%           General Support         37.6%         13.2%         8.1%         8.1%         9.2%         2.2% </td <td></td>															
Management & Administrative         3.5%         2.9%         3.2%         3.2%         3.2%         3.8%         8.6%         2.0%         7.3%         6.6%         5.3%         2.9%         0.0%           Goneral Support         13.5%         11.4%         11.6%         12.8%         7.9%         11.5%         9.0%         9.8%         12.7%         14.5%         6.1%         6.6%<	Nursing & Midwifery														
General Support         97.0%         11.2%         11.0%         10.2%         7.9%         11.5%         90.0%         9.9%         11.2.%         6.0%         6.0%           Patient & Cient Care         14.3%         11.3%         8.1%         8.2%         21.2%         12.8%         8.1%         8.3%         8.1%         9.2%         9.1%         4.6%         0           Medical & Dental         9.3%         3.7%         4.9%         1.8%         0.2%         1.3.%         8.9%         4.5%         8.4%         8.4%         8.4%         1.8%         8.2%         2.2%         1.2%         4.6%         0.0%         4.6%         0.0%         4.6%         0.2%         1.3.0%         8.5%         7.7%         8.5%         7.7%         8.5%         4.7%         0.0%         0.2%         10.1%         7.7%         8.5%         4.7%         0.0%         0.2%         10.1%         7.4%         9.5%         10.5%         4.4%         0.0%         0.2%         10.2%         0.2%         10.2%         0.2%         10.2%         0.2%         10.2%         0.2%         10.2%         0.2%         10.2%         0.2%         10.2%         0.2%         10.2%         0.2%         0.2%         0.2%															
Patient & Cliener Care         14.5%         11.3%         11.9%         30.7%         12.7%         12.8%         9.2%         21.2%         12.8%         8.1%         8.2%         9.2%         21.2%         12.8%         8.1%         8.2%         8.1%         9.2%         9.1%         4.6%         0.4%           Medical A Dental         9.3%         3.7%         4.4%         1.8%         0.24%         13.0%         6.5%         6.4%         8.1%         8.2%         8.1%         8.2%         8.1%         8.2%         8.1%         8.2%         7.7%         8.9%         4.0%         2.2%         10.3%         7.5%         8.5%         7.7%         8.9%         4.0%         0.0%         2.0%         10.1%         7.4%         9.5%         2.7%         5.2%         2.7%         0.0%         2.0%         10.1%         7.4%         9.5%         10.4%         6.6%         2.7%         0.0%         2.6%         10.5%         10.5%         10.2%         10.5%         10.2%         9.2%         10.2%         10.4%         9.5%         10.2%         10.4%         9.5%         10.4%         5.5%         0.0%         2.2%         10.4%         5.5%         0.0%         2.4%         0.0%         2.4%		3.5%													
Total March:         11.3%         81.%         8.1%         8.1%         8.1%         8.1%         9.2%         9.1%         4.6%         0           Medical & Dental         9.3%         3.7%         4.9%         1.8%         30.2%         13.0%         8.5%         4.4%         8.5%         4.4%         0.0%         5.5%         6.2%         2.5%         0         0           Management & Administrative         11.5%         9.0%         9.1%         4.7%         13.0%         8.5%         4.5%         8.5%         4.5%         4.5%         4.5%         4.5%         4.5%         4.5%         4.7%         10.7%         8.5%         7.7%         8.5%         4.7%         0.0%         4.7%         0.0%         2.0%         10.1%         7.7%         8.5%         4.7%         0.0%         4.6%         6.5%         10.															
Invising & Midwifery         12.1%         7.0%         8.4%         8.4%         2.47%         13.0%         7.5%         8.5%         7.7%         8.5%         4.7%         9.0%         4.0%         1.0%           Health & Social Care Professionals         0.0%         13.5%         5.5%         4.3%         4.4%         2.7%         0.0%         2.0%         0.1%         7.4%         9.5%         2.7%         5.2%         2.7%         0.0%         2.0%         0.1%         7.4%         9.5%         10.5%         1.5%         4.5%         5.5%         3.5%         4.5%	Total March:	1.3%				9.2%									
Health & Social Care Professionals         0.0%         11.5%         0.0%         9.1%         4.7%         21.6%         10.7%         8.8%         7.8%         8.7%         4.4%         9.0%           Management & Administrative         1.5%         5.5%         4.3%         4.4%         2.7%         0.0%         2.0%         10.1%         7.4%         9.5%         10.5%         10.6%         6.5%         0.0%         6.5%         10.5%         4.3%         4.5%         5.7%         4.3%         4.5%         5.2%         5.3%         4.4%         1.7%         1.5%         4.5%         5.2%         5.3%         4.4%         1.3%         4.7%         4.1%         3.7%															
Management & Administrative         1.5%         5.5%         4.3%         4.4%         2.7%         0.0%         2.0%         10.1%         7.4%         9.5%         2.7%         5.2%         2.7%         5.2%         6.2%         10.5%		0.0%													
General Support         116.2%         8.4%         8.7%         10.5%         112.7%         9.2%         10.2%         9.5%         10.5%         10.0%         6.6%         9.0%           Pattent & Client Care         0.0%         8.4%         4.7%         5.2%         6.1%         4.8%         5.5%         4.5%         5.7%         4.0%         5.1%         6.6%         0.0%         6.3%         6.1%         5.7%         4.4%         5.7%         4.4%         5.7%         4.3%         5.7%         4.3%         5.7%         4.3%         5.8%         5.7%         4.3%         5.8%         4.5%         5.7%         4.3%         5.8%         4.5%         5.7%         4.3%         5.8%         5.7%         4.3%         5.8%         4.5%         5.7%         4.3%         5.8%         5.7%         4.3%         5.8%         5.3%         4.7%         5.8%         4.7%         4.7%         6.8%         5.8%         4.7%         6.8%         5.8%         4.7%         6.8%         5.9%         4.5%         5.8%         4.7%         4.3%         6.8%         7.3%         7.3%         7.3%         7.3%         7.3%         7.3%         7.3%         6.8%         0.0%         6.8%         7.3%															
Patient & Client Care       10.1%       8.8%       0.0%       12.8%       22.9%       16.7%       7.1%       0.0%       6.8%       12.8%       10.4%       5.4%       5.1%       5.1%       5.1%       5.1%       5.1%       5.1%       5.1%       5.1%       5.1%       5.1%       5.1%       6.1%       7.1%       7.5%       8.4%       10.9%       9.1%       13.5%       7.8%       7.3%       6.1%       6.1%       6.3%       6.2%       6.4%       6.3%       6.2%       6.4%       6.3%       6.2%       6.3%       6.3%		1.070													
Medical & Dental         8.3%         5.2%         5.7%         0.4%         0.0%         0.3%         2.3%         0.0%         2.2%         3.0%         2.6%         2.4%         0.0%           Nursing & Midwifery         8.8%         4.6%         5.8%         6.5%         3.2%         5.7%         4.3%         5.5%         4.5%         5.2%         5.3%         4.7%         6.1%         4.4%         1.1%         0.0%         0.0%         4.0%         0.9%         4.1%         4.3%         4.7%         5.6%         5.7%         4.3%         6.8%         2.1%         6.8%         5.5%         5.7%         4.3%         6.8%         3.2%         6.8%         7.3%         6.6%         4.7%         5.1%         4.4%         4.3%         4.7%         5.1%         4.7%         5.1%         4.7%         5.1%         4.7%         5.1%         4.7%         5.1%         4.5%         5.1%         <			10.1%	8.8%	9.0%	12.8%	22.9%	15.7%	7.1%	0.0%	6.8%	12.8%	10.4%	5.4%	C
Nursing & Midwifery         88.8%         4.6%         5.6%         6.5%         3.2%         5.7%         4.3%         5.5%         4.5%         5.2%         4.0%         3.4%         4.1%         3.7%         6.0%           General Support         0.0%         8.9%         3.2%         3.5%         1.1%         0.0%         0.8%         8.0%         2.1%         6.9%         5.8%         7.7%         6.4%         10.9%         0.1%         5.9%         7.7%         6.8%         3.2%         0.0%         3.0%         7.3%         5.7%         5.1%         0.0%         5.9%         7.7%         6.8%         3.2%         0.0%         3.0%         7.3%         6.8%         7.3%         6.8%         7.3%         6.8%         7.3%         6.8%         7.9%         5.5%         4.0%         3.0%         3.7%         0.0%         5.5%         9.4%         6.5%         5.1%         6.6%         3.7%         0.0%         5.5%		0.0%													
Health & Social Care Professionals         0.0%         3.3%         4.5%         4.4%         1.8%         5.5%         3.0%         4.0%         4.2%         4.0%         3.4%         4.1%         3.7%         4.3%           Management & Administrative         0.0%         8.8%         3.2%         3.3%         1.1%         0.0%         0.8%         2.1%         6.9%         5.8%         4.7%         4.3%         6.8%         3.2%         5.5%         6.4%         7.8%         7.1%         7.5%         8.4%         10.9%         9.1%         13.5%         7.3%         5.7%         5.1%         4.3%         6.8%         3.2%         0.0%         3.0%         7.3%         5.7%         5.3%         4.7%         5.1%         4.8%         5.7%         5.3%         4.7%         0.0%         3.4%         4.7%         5.5%         5.6%         5.1%         4.8%         5.7%         5.3%         4.7%         0.0%         3.4%         4.7%         5.5%         5.6%         5.1%         4.8%         4.3%         4.7%         5.5%         5.6%         5.1%         4.8%         4.3%         4.7%         5.5%         5.6%         5.1%         4.6%         4.8%         4.3%         4.7%         5.5%															
Management & Administrative         0.0%         8.9%         3.2%         3.5%         1.1%         0.0%         0.8%         8.0%         2.1%         6.9%         5.8%         4.7%         4.3%         6.0%           General Support         15.7%         6.1%         6.4%         7.8%         7.1%         7.5%         8.4%         10.9%         9.1%         13.5%         7.8%         7.3%         0.0%           Patient & Claer Care         8.6%         5.0%         5.6%         7.7%         4.3%         6.8%         3.2%         0.0%         3.0%         7.3%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         5.3%         4.7%         6.3%         4.9%         4.3%         4.4%         3.4%         3.1%         6.7%         5.3%         4.7%         6.5%         4.7%         6.5%         4.7%         6.5%         6.6%         4.9%		0.0%													
General Support         15.7%         6.1%         6.4%         7.8%         7.1%         7.5%         8.4%         10.9%         9.1%         13.5%         7.8%         7.3%         6.1%           Patient & Client Care         8.6%         5.0%         5.6%         7.7%         4.3%         6.68%         3.2%         0.0%         3.0%         7.3%         5.7%         5.1%															
Total January:         1.2%         8.5%         4.6%         5.2%         6.4%         4.0%         5.9%         4.7%         5.1%         4.8%         5.7%         5.3%         4.7%         0.0%           Medical & Dental         0.0%         8.6%         7.1%         0.8%         0.0%         0.5%         2.7%         0.0%         2.6%         4.0%         3.4%         3.1%         0.0%           Nursing & Midwifery         8.8%         5.0%         6.1%         6.6%         4.0%         6.0%         4.8%         4.3%         4.7%         5.5%         5.6%         5.1%         0.0%           Health & Social Care Professionals         0.0%         4.9%         4.0%         1.1%         1.0%         1.4%         3.1%         2.2%         8.1%         7.6%         5.5%         5.5%         5.6%         5.6%         0.0%         0.0%         5.7%         7.9%         5.5%         9.4%         0.0%         5.7%         7.5%         5.5%         9.6%         9.6%         7.3%         7.2%         5.5%         9.4%         6.7%         7.8%         7.2%         5.5%         0.0%         0.0%         5.1%         0.0%         7.3%         7.2%         5.5%         9.4%         6.6% <td>General Support</td> <td></td> <td>15.7%</td> <td>6.1%</td> <td>6.4%</td> <td>7.8%</td> <td>7.1%</td> <td>7.5%</td> <td>8.4%</td> <td>10.9%</td> <td>9.1%</td> <td>13.5%</td> <td>7.8%</td> <td>7.3%</td> <td>C</td>	General Support		15.7%	6.1%	6.4%	7.8%	7.1%	7.5%	8.4%	10.9%	9.1%	13.5%	7.8%	7.3%	C
Medical & Dental0.0%8.6%7.1%0.8%0.0%0.5%2.7%0.0%2.6%4.0%3.4%3.1%0.0%Nursing & Midwifery0.0%8.8%5.0%6.1%6.6%4.0%6.0%4.8%4.3%4.7%5.5%5.6%5.1%0.0%Health & Social Care Professionals0.0%4.9%4.0%4.1%1.6%1.0%1.4%3.1%5.2%3.2%4.0%3.3%5.2%5.2%5.2%5.6%5.1%5.6%5.1%0.0%Management & Administrative1.3%7.1%2.7%3.0%3.2%1.3%2.7%9.6%2.2%8.1%7.6%5.7%5.2%0.0%3.2%3.4%0.0%3.2%3.4%0.0%3.2%1.3%2.7%9.6%2.2%8.1%7.6%5.7%5.2%0.0%3.2%3.4%0.0%3.2%3.2%1.3%2.7%9.6%2.2%8.1%7.6%5.7%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%5.2%0.0%0.0%5.2%0.0% <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></th<>															
Nursing & Midwifery         0         8.8%         5.0%         6.1%         6.6%         4.0%         6.0%         4.8%         4.3%         4.7%         5.5%         5.6%         5.1%         0.0           Health & Social Care Professionals         0.0%         4.9%         4.0%         4.1%         1.6%         1.0%         1.4%         3.1%         5.2%         3.2%         4.0%         3.9%         3.4%         0.0           Management & Administrative         1.3%         7.1%         2.7%         3.0%         3.2%         1.3%         2.7%         9.6%         2.2%         8.1%         7.6%         5.5%         5.6%         5.7%         5.5%         9.4%         6.7%         7.2%         6.5%         5.5%         9.4%         6.7%         7.2%         6.5%         5.6%         7.3%         3.3%         6.4%         3.5%         11.3%         3.8%         7.7%         5.5%         6.6%         4.0%         6.6%         4.0%         6.6%         4.0%         6.4%         3.5%         11.3%         3.8%         7.7%         5.5%         4.6%         4.0%         4.0%         6.6%         4.0%         6.6%         4.0%         6.6%         4.0%         6.6%         4.0%         6.6% </td <td></td> <td>1.2%</td> <td></td>		1.2%													
Health & Social Care Professionals       0.0%       4.9%       4.0%       4.1%       1.6%       1.0%       1.4%       3.1%       5.2%       3.2%       4.0%       3.9%       3.4%       0.0%         Management & Administrative       1.3%       7.1%       2.7%       3.0%       3.2%       1.3%       2.7%       9.6%       2.2%       8.1%       7.6%       5.7%       5.2%       0.0%       5.7%       5.2%       0.0%       5.7%       5.2%       0.0%       5.7%       5.5%       9.4%       6.7%       7.8%       7.2%       6.5%       0.0%       5.7%       5.5%       9.4%       6.7%       7.8%       7.2%       6.5%       0.0%       5.7%       5.5%       9.4%       6.7%       7.8%       7.2%       6.5%       0.0%       5.7%       5.5%       9.4%       6.7%       7.8%       7.2%       6.5%       0.0%       5.7%       5.5%       9.4%       6.7%       7.8%       7.2%       6.5%       0.0%       5.7%       5.5%       9.4%       6.7%       5.5%       4.6%       4.0%       0.0%       5.7%       5.5%       4.6%       4.0%       0.0%       5.6%       2.6%       4.5%       3.3%       3.3%       2.6%       3.3%       3.6%       3.6															
Management & Administrative       1.3%       7.1%       2.7%       3.0%       3.2%       1.3%       2.7%       9.6%       2.2%       8.1%       7.6%       5.7%       5.2%       0.0%         General Support       13.1%       6.7%       6.9%       9.0%       5.7%       7.9%       5.5%       9.4%       6.7%       7.8%       7.2%       6.6%       6.6%       6.6%       6.6%       7.3%       3.3%       6.4%       3.5%       11.3%       3.8%       7.7%       5.7%       6.5%       6.6%       6.6%       4.3%       4.6%       5.8%       4.2%       5.4%       4.5%       3.8%       7.7%       5.7%       5.1%       6.6%       4.0%       5.8%       4.2%       5.4%       4.5%       3.8%       4.4%       3.9%       4.6%       5.8%       4.2%       5.4%       4.5%       3.8%       4.4%       3.9%       4.6%       4.0%       0.0%       1.6%       0.0%       1.6%       0.0%       3.3%       0.8%       3.3%       3.3%       3.3%       0.8%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%       3.3%		0.0%													
Patient & Client Care         9.2%         4.9%         5.6%         7.3%         3.3%         6.4%         3.5%         11.3%         3.8%         7.7%         5.7%         5.1%         0.0           CHO 9: 2019 overall         6.6%         4.3%         4.6%         5.8%         4.2%         5.4%         4.5%         3.8%         4.4%         3.9%         4.4%         3.9%         4.6%         4.0%         0.0           Medical & Dental         0.0%         1.7%         1.6%         0.8%         1.0%         0.9%         3.3%         0.8%         3.3%         3.3%         4.4%         3.9%         4.4%         4.0%         2.8%         4.0%         2.8%         4.0%         3.3%         0.8%         3.3%         3.3%         3.5%         4.0%         4.0%         0.8%         3.3%         0.8%         3.3%         3.3%         3.5%         3.0%         2.8%         0.0%           Nursing & Midwifery         0.0%         3.3%         4.4%         3.4%         4.4%         3.4%         3.3%         2.0%         3.3%         2.0%         3.3%         3.3%         3.3%         3.3%         3.3%         3.3%         3.3%         3.3%         3.3%         3.3%         3.3%				2.7%	3.0%	3.2%	1.3%				8.1%			5.2%	C
CHO 9: 2019 overall       66.6%       4.3%       4.6%       5.8%       4.2%       5.4%       4.5%       3.8%       4.4%       3.9%       4.5%       4.0%       0.0%         Medical & Dental       0.0%       1.7%       1.6%       0.8%       1.0%       0.9%       3.3%       0.8%       3.3%       3.5%       3.0%       2.8%       2.8%       0.0%       1.0%       0.9%       3.3%       0.8%       3.3%       3.5%       3.0%       2.8%       0.0%       2.8%       0.0%       1.0%       0.9%       3.3%       0.8%       3.3%       3.5%       3.0%       2.8%       0.0%       2.8%       0.0%       2.8%       0.0%       4.1%       3.4%       4.1%       3.4%       4.4%       3.4%       4.4%       3.4%       4.4% <td></td>															
Medical & Dental       0.0%       1.7%       1.6%       0.8%       1.0%       0.9%       3.3%       0.8%       3.3%       3.5%       3.0%       2.8%       0.0%         Nursing & Midwifery       (1)       <															
Nursing & Midwifery       1       1       4.3%       4.9%       5.6%       2.6%       4.8%       4.4%       3.4%       4.2%       4.5%       4.6%       4.1% </td <td></td>															
Health & Social Care Professionals       3.1%       4.0%       4.0%       3.6%       3.9%       3.7%       3.4%       2.0%       3.3%       2.9%       3.7%       3.3%       0         Management & Administrative       4.1%       3.8%       3.7%       1.9%       3.3%       6.2%       3.2%       5.7%       5.5%       4.8%       4.4%       0         General Support       6.4%       4.3%       4.4%       6.4%       4.9%       5.9%       5.7%       5.7%       3.7%       4.6%       4.6%       0															
Management & Administrative         4.1%         3.8%         3.8%         3.7%         1.9%         3.3%         6.2%         3.2%         5.7%         5.5%         4.8%         4.4%         0           General Support         6.4%         4.3%         4.4%         6.4%         4.9%         5.5%         5.7%         5.7%         5.7%         5.0%         4.6%         4.6%         0															
General Support         6.4%         4.3%         4.4%         6.4%         4.9%         5.9%         5.7%         5.8%         5.7%         3.7%         5.0%         4.6%         0															
						6.4% 7.5%	4.9% 4.9%	5.9% 6.8%	5.7% 4.5%	5.8% 5.6%	5.7% 4.5%	3.7% 6.8%	5.0% 5.5%	4.6%	

Self- certified absence	COVID-19 absence
0.3%	1.9%
0.1%	0.9%
0.3%	2.4%
0.2%	1.5%
0.2%	0.7%
0.3%	1.9%
0.3%	1.9%
0.2%	1.2%
0.0%	1.1%
0.2%	1.0%
0.2%	1.5%
0.1% 0.2%	0.5% 1.4%
0.2%	1.4%
0.3%	1.1%
0.2%	0.3%
0.4%	1.2%
0.2%	1.3%
0.1%	0.6%
0.3%	1.3%
0.4%	1.2%
0.3%	0.7%
0.1%	0.1%
0.4%	0.8%
0.1%	0.7%
0.1%	0.2%
0.3% 0.3%	0.8%
0.3% 0.2%	0.8%
0.2%	0.070
0.3%	0.8%
0.2%	0.7%
0.1%	0.2%
0.2%	2.3%
0.4%	1.1%
0.2%	0.9%
0.0%	0.5%
0.3%	1.3%
0.1%	0.4%
0.2%	0.3%
0.4% 0.3%	1.8% 1.0%
0.3%	3.2%
0.0%	1.3%
0.2%	4.3%
0.1%	2.4%
0.1%	1.1%
0.2%	2.5%
0.2%	4.2%
0.1%	6.4%
0.0%	2.2%
0.1%	9.2%
0.1%	4.3%
0.1% 0.1%	2.4% 6.3%
0.1%	8.2%
0.3%	4.1%
0.2%	5.5%
0.4%	4.5%
0.3%	3.8%
0.2%	2.3%
0.4%	3.1%
0.4%	4.6%
0.5%	
0.2%	
0.6% 0.4%	
0.4%	
0.4%	
0.6%	
0.5%	
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0.5%	
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0.7%	
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0.2%	
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0.4% 0.4% 0.4%	

CHO 9 Absence Rate - by Staff Category & S38 Agency	Central Remedial Clinic	Daughters of Charity, Dublin	Incorporated Orthopaedic Hospital	St. Michael's House, Dublin	St. Vincent's, Fairview	Total absence	Certified absence	Self- certified absence	COVID-19 absence
CHO 9: S38 2020 overall	4.2%	5.4%	8.5%	6.1%	4.4%	5.8%	3.7%	0.2%	1.8%
Medical & Dental	0.0%	4.1%	9.0%	2.3%	1.6%	3.8%	2.7%	0.1%	1.0%
Nursing & Midwifery	2.3%	5.6%	8.7%	6.1%	4.2%	5.8%	3.4%	0.3%	2.1%
Health & Social Care Professionals	1.7%	6.2%	5.0%	5.8%	2.7%	5.3%	3.4%	0.2%	1.8%
Management & Administrative	4.6%	3.2%	3.7%	1.8%	3.4%	2.9%	2.2%	0.1%	0.6%
General Support	7.6%	5.4%	7.8%	10.1%	6.7%	7.4%	4.9%	0.3%	2.1%
Patient & Client Care	7.8%	5.3%	10.9%	7.4%	1.7%	6.6%	4.5%	0.3%	1.8%
Total October:	3.6%	4.9%	2.7%	5.1%	2.1%	4.6%	3.2%	0.2%	1.2%
Medical & Dental			0.0%	9.4%		5.0%	5.0%		
Nursing & Midwifery	2.4%				2.4%	3.3%	2.5%	0.2%	0.7%
Health & Social Care Professionals	2.6%				0.5%	5.2%	3.0%	0.2%	1.9%
Management & Administrative General Support	4.1% 9.8%				0.9%	2.3% 6.6%	2.0% 4.9%	0.0% 0.1%	0.3%
Patient & Client Care	4.2%				0.0%	5.0%	3.7%	0.1%	1.1%
Total September:	2.3%					4.9%	3.4%	0.2%	1.3%
Medical & Dental			2.3%	8.9%	0.0%	5.5%	4.8%		0.7%
Nursing & Midwifery	7.8%				3.7%	4.7%	3.0%	0.3%	1.5%
Health & Social Care Professionals	0.5%				1.4%	4.6%	2.8%	0.2%	1.6%
Management & Administrative	3.0%				0.0%	2.0%	1.9%	0.0%	4.00/
General Support Patient & Client Care	4.7% 3.5%				3.6% 4.4%	8.1% 5.3%	6.2% 4.1%	0.3% 0.2%	1.6% 1.0%
Total August:	3.5%					<b>5.3</b> %	3.5%	0.2%	0.6%
Medical & Dental	5.4 /0	4.1%			6.5%	4.3%	3.8%	0.2%	0.0%
Nursing & Midwifery	0.0%				1.8%	4.2%	3.3%	0.3%	0.6%
Health & Social Care Professionals	1.4%	3.9%			0.0%	3.9%	2.8%	0.2%	0.9%
Management & Administrative	5.1%				0.6%	3.3%	3.0%	0.1%	0.1%
General Support	1.6%		-		1.5%	4.7%	3.6%	0.2%	0.9%
Patient & Client Care	6.5%				1.0%	5.0%	4.2%	0.2%	0.5%
Total July: Medical & Dental	2.8%	4.1%	<b>4.0%</b>			<b>4.6%</b> 1.9%	<b>3.6%</b> 1.9%	0.2%	0.8%
Nursing & Midwifery	0.0%	4.1%	-		1.9%	3.7%	3.1%	0.2%	0.4%
Health & Social Care Professionals	1.2%					4.0%	3.0%	0.2%	0.8%
Management & Administrative	4.4%					2.3%	2.2%	0.1%	0.0%
General Support	0.9%	4.0%	3.6%	14.8%	3.6%	7.0%	3.5%	0.1%	3.4%
Patient & Client Care	5.1%					5.9%	5.0%	0.2%	0.7%
Total June:	2.9%					4.6%	3.4%	0.2%	0.9%
Medical & Dental		1.0%	1			3.4%	0.2%	• •••	3.3%
Nursing & Midwifery	0.0%		1			4.6%	3.1%	0.4%	1.1%
Health & Social Care Professionals Management & Administrative	1.2% 3.1%					3.8% 2.3%	3.2% 2.0%	0.2% 0.0%	0.5% 0.3%
General Support	10.1%		1			7.0%	3.9%	0.5%	2.6%
Patient & Client Care	4.8%					5.4%	4.3%	0.2%	0.9%
Total May:	4.7%					6.9%	3.8%	0.1%	3.0%
Medical & Dental	0.0%		15.0%	0.0%	0.0%	4.1%			4.1%
Nursing & Midwifery	0.0%					7.6%	4.1%	0.1%	3.4%
Health & Social Care Professionals	0.1%		-			6.0%	3.0%	0.1%	2.9%
Management & Administrative	5.3%					3.8%	2.3%	0.1%	1.4%
General Support Patient & Client Care	5.3% 12.8%					6.8% 8.4%	5.1% 4.6%	0.2% 0.2%	1.6% 3.5%
Total April:	7.7%					9.4%	3.9%	0.1%	5.4%
Medical & Dental	0.0%		22.5%			1.4%	0.2%		1.2%
Nursing & Midwifery	0.0%	11.8%	26.6%	9.4%	6.1%	11.3%	3.4%	0.1%	7.8%
Health & Social Care Professionals	0.9%					7.9%	3.4%	0.1%	4.4%
Management & Administrative	5.5%					3.1%	1.7%	0.0%	1.4%
General Support	10.7%					12.2%	5.2%	0.1%	6.9%
Patient & Client Care Total March:	20.9%					11.8% 9.1%	5.9% <b>4.5%</b>	0.2% <b>0.3%</b>	5.7% <b>4.4%</b>
Medical & Dental	0.0%		30.2%			<b>9.1%</b> 12.9%	3.9%	0.370	9.0%
Nursing & Midwifery	3.3%					9.1%	3.7%	0.3%	5.1%
Health & Social Care Professionals	2.1%		-			9.3%	4.8%	0.3%	4.2%
Management & Administrative	6.8%		-			4.4%	2.2%	0.1%	2.1%
General Support	6.8%					9.9%	5.7%	0.6%	
Patient & Client Care	7.9%					9.9%	5.0%	0.3%	4.6%
Total February:	5.3%					4.7%	4.3%	0.4%	
Medical & Dental Nursing & Midwifery	0.0%		0.0%			3.1% 4.6%	3.1% 4.0%	0.6%	
Health & Social Care Professionals	3.6%					4.6%	4.0%	0.8%	
Management & Administrative	6.0%					2.9%	2.7%	0.2%	
General Support	16.0%					6.7%	6.4%	0.3%	
Patient & Client Care	6.4%				0.0%	4.9%	4.4%	0.5%	
Total January:	4.4%					4.6%	4.1%	0.5%	
Medical & Dental	0.0%		0.0%			5.1%	5.1%		
Nursing & Midwifery Health & Social Care Professionals	3.6%					4.8%	4.3%	0.5%	
Management & Administrative	3.2% 3.2%					4.0% 2.6%	3.5% 2.2%	0.4% 0.3%	
General Support	10.3%					2.8% 6.9%	6.2%	0.3%	
Patient & Client Care	6.5%					4.8%	4.1%	0.7%	
CHO 9: S38 2019 overall	3.4%					4.3%	3.9%	0.4%	
Medical & Dental	0.0%					1.5%	1.4%	0.0%	
Nursing & Midwifery	3.6%					4.0%	3.6%	0.4%	
Health & Social Care Professionals	2.9%					4.0%	3.7%	0.4%	
Management & Administrative	3.8%					4.0 <i>%</i> 3.7%	3.4%	0.4%	
General Support	4.7%					4.6%	4.3%	0.3%	
Patient & Client Care	3.8%	4.5%	4.9%	5.8%	5.6%	5.0%	4.6%	0.4%	