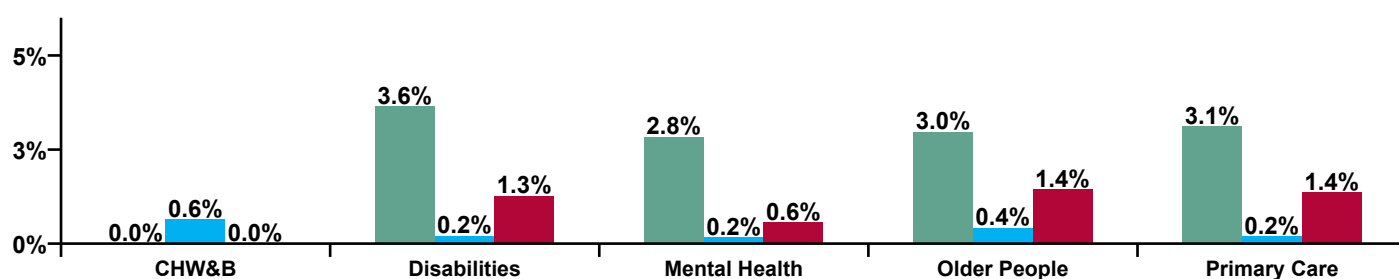


October 2020

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
CHO 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%

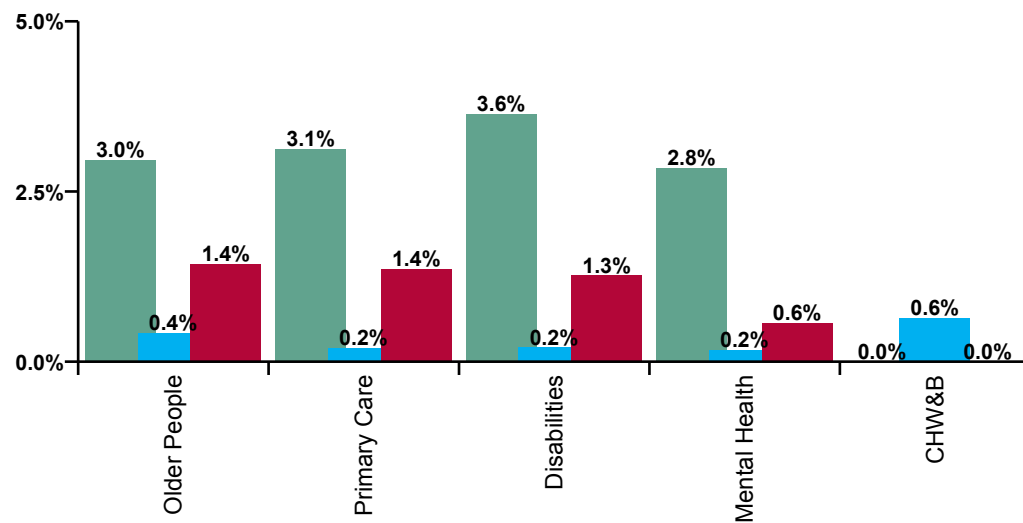
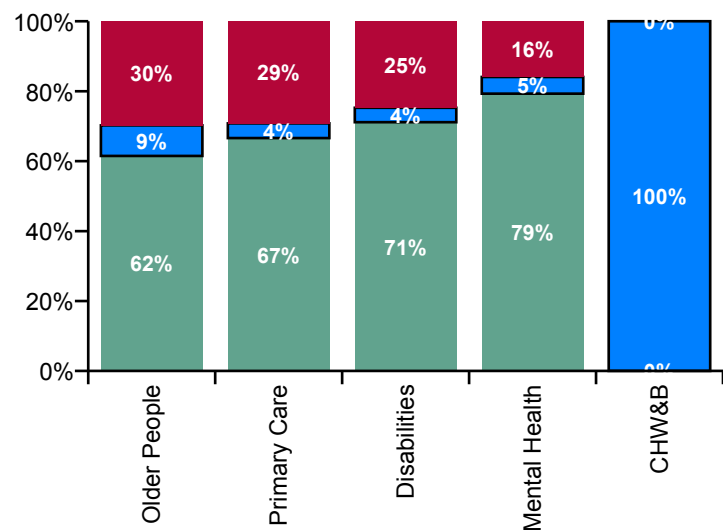
Certified, self-certified & COVID-19: Oct 2020



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
CHO 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%



Certified absence

Self-certified absence

COVID-19 absence

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

Community Health & Wellbeing by Staff Category Oct 2020	Certified absence	Self-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%	29.8%
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%	29.2%
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%

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	Self-certified absence	COVID-19 absence
CHO 9: 2020 overall	1.0%	8.6%	5.7%	6.0%	9.7%	8.5%	9.4%	5.0%	4.4%	4.9%	5.4%	6.1%	4.0%	0.3%	1.9%
Medical & Dental		1.8%	3.3%	3.2%	2.4%	9.0%	4.6%	3.2%	1.6%	3.2%	2.9%	3.2%	2.2%	0.1%	0.9%
Nursing & Midwifery		9.7%	5.8%	6.9%	11.9%	8.7%	11.1%	5.3%	4.2%	5.1%	6.2%	6.9%	4.2%	0.3%	2.4%
Health & Social Care Professionals	0.0%	6.1%	5.4%	5.4%	3.8%	5.0%	4.2%	4.0%	2.7%	3.9%	3.7%	4.9%	3.2%	0.2%	1.5%
Management & Administrative	1.1%	3.8%	2.8%	2.9%	3.2%	3.7%	3.3%	5.4%	3.4%	5.0%	5.0%	4.1%	3.2%	0.2%	0.7%
General Support		16.5%	7.4%	7.7%	8.2%	7.8%	8.1%	6.4%	6.7%	6.5%	7.8%	7.5%	5.3%	0.3%	1.9%
Patient & Client Care		8.1%	6.4%	6.6%	11.6%	10.9%	11.5%	5.9%	1.7%	5.7%	9.1%	7.6%	5.3%	0.3%	1.9%
Total October:	0.6%	6.5%	4.9%	5.1%	5.7%	2.7%	4.8%	3.8%	2.1%	3.6%	4.7%	4.7%	3.3%	0.2%	1.2%
Medical & Dental		0.0%	9.4%	6.4%	0.7%	0.0%	0.5%	2.1%	0.2%	2.1%	2.9%	2.5%	1.4%	0.0%	1.1%
Nursing & Midwifery		6.5%	3.8%	4.6%	5.8%	1.3%	4.6%	4.4%	2.4%	4.0%	4.6%	4.4%	3.2%	0.2%	1.0%
Health & Social Care Professionals	0.0%	4.1%	5.3%	5.3%	0.7%	1.4%	1.0%	3.7%	0.5%	3.6%	3.9%	4.6%	2.9%	0.2%	1.5%
Management & Administrative	0.7%	0.2%	2.2%	2.0%	7.0%	7.1%	7.0%	4.5%	0.9%	3.8%	4.4%	3.7%	3.1%	0.1%	0.5%
General Support		5.1%	9.1%	8.8%	5.3%	0.0%	3.5%	5.1%	2.8%	4.4%	8.4%	6.2%	4.6%	0.2%	1.4%
Patient & Client Care		8.1%	4.9%	5.5%	6.9%	7.1%	7.0%	2.5%	0.0%	2.4%	8.1%	5.7%	4.0%	0.4%	1.3%
Total September:	3.2%	7.1%	5.0%	5.3%	6.7%	4.7%	6.1%	4.1%	3.0%	4.0%	4.9%	5.1%	3.7%	0.3%	1.1%
Medical & Dental		0.0%	8.9%	6.0%	0.0%	2.3%	0.7%	1.4%	0.0%	1.4%	3.0%	2.3%	1.8%	0.2%	0.3%
Nursing & Midwifery		7.7%	5.4%	6.0%	8.0%	2.1%	6.3%	4.8%	3.7%	4.6%	5.8%	5.6%	4.0%	0.4%	1.2%
Health & Social Care Professionals	0.0%	5.6%	4.6%	4.7%	3.8%	4.4%	4.0%	3.2%	1.4%	3.2%	3.1%	4.2%	2.7%	0.2%	1.3%
Management & Administrative	3.6%	1.8%	1.9%	1.9%	2.8%	6.5%	3.7%	3.4%	0.0%	2.8%	4.7%	3.3%	2.6%	0.1%	0.6%
General Support		12.9%	8.8%	9.0%	4.5%	8.7%	6.0%	8.0%	3.6%	6.8%	4.5%	7.3%	5.6%	0.3%	1.3%
Patient & Client Care		7.5%	5.3%	5.7%	8.5%	5.9%	7.9%	4.1%	4.4%	4.1%	9.2%	6.2%	4.6%	0.4%	1.2%
Total August:	0.0%	8.3%	4.4%	4.8%	6.7%	5.6%	6.4%	3.9%	1.6%	3.5%	4.2%	4.8%	3.8%	0.3%	0.7%
Medical & Dental		0.0%	4.1%	4.0%	0.0%	0.0%	0.0%	2.2%	6.5%	2.3%	3.9%	3.5%	3.3%	0.1%	0.1%
Nursing & Midwifery		8.6%	4.7%	5.9%	8.7%	4.7%	7.7%	4.2%	1.8%	3.8%	6.6%	5.6%	4.4%	0.4%	0.8%
Health & Social Care Professionals	0.0%	2.4%	4.0%	3.9%	2.8%	1.7%	2.4%	1.5%	0.0%	1.4%	2.6%	3.2%	2.3%	0.1%	0.7%
Management & Administrative	0.0%	3.9%	3.3%	3.4%	3.2%	6.6%	4.1%	2.9%	0.6%	2.4%	3.9%	3.4%	3.1%	0.1%	0.2%
General Support		14.0%	4.6%	4.7%	4.8%	8.4%	6.1%	5.5%	1.5%	4.4%	0.2%	4.7%	3.7%	0.3%	0.8%
Patient & Client Care		9.7%	4.9%	5.7%	7.5%	6.6%	7.3%	6.3%	1.0%	6.1%	11.5%	6.4%	5.1%	0.3%	1.0%
Total July:	0.0%	7.7%	4.7%	5.2%	6.5%	4.0%	5.9%	3.7%	2.5%	3.6%	4.2%	4.8%	3.7%	0.2%	0.8%
Medical & Dental		0.0%	3.5%	2.6%	1.3%	0.0%	0.8%	2.1%	0.0%	2.1%	3.2%	2.5%	2.4%	0.0%	

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%	0.2%	5.0%	5.0%		
Nursing & Midwifery	2.4%	3.7%	1.3%	4.1%	2.4%	3.3%	2.5%	0.2%	0.7%
Health & Social Care Professionals	2.6%	7.5%	1.4%	5.0%	0.5%	5.2%	3.0%	0.2%	1.9%
Management & Administrative	4.1%	2.3%	7.1%	1.3%	0.9%	2.3%	2.0%	0.0%	0.3%
General Support	9.8%	5.0%	0.0%	15.6%	2.8%	6.6%	4.9%	0.1%	1.6%
Patient & Client Care	4.2%	4.8%	7.1%	5.2%	0.0%	5.0%	3.7%	0.3%	1.1%
Total September:	2.3%	5.4%	4.7%	5.3%	3.0%	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%	5.4%	2.1%	5.3%	3.7%	4.7%	3.0%	0.3%	1.5%
Health & Social Care Professionals	0.5%	6.5%	4.4%	4.8%	1.4%	4.6%	2.8%	0.2%	1.6%
Management & Administrative	3.0%	3.5%	6.5%	0.3%	0.0%	2.0%	1.9%	0.0%	
General Support	4.7%	6.1%	8.7%	14.0%	3.6%	8.1%	6.2%	0.3%	1.6%
Patient & Client Care	3.5%	5.0%	5.9%	6.1%	4.4%	5.3%	4.1%	0.2%	1.0%
Total August:	3.4%	4.3%	5.6%	4.6%	1.6%	4.3%	3.5%	0.2%	0.6%
Medical & Dental		4.1%	0.0%	2.8%	6.5%	4.0%	3.8%	0.2%	0.1%
Nursing & Midwifery	0.0%	4.1%	4.7%	5.4%	1.8%	4.2%	3.3%	0.3%	0.6%
Health & Social Care Professionals	1.4%	3.9%	1.7%	4.4%	0.0%	3.9%	2.8%	0.2%	0.9%
Management & Administrative	5.1%	6.0%	6.6%	0.4%	0.6%	3.3%	3.0%	0.1%	0.1%
General Support	1.6%	3.7%	8.4%	9.4%	1.5%	4.7%	3.6%	0.2%	0.9%
Patient & Client Care	6.5%	4.5%	6.6%	5.0%	1.0%	5.0%	4.2%	0.2%	0.5%
Total July:	2.8%	4.1%	4.0%	5.6%	2.5%	4.6%	3.6%	0.2%	0.8%
Medical & Dental			0.0%	3.5%	0.0%	1.9%	1.9%		
Nursing & Midwifery	0.0%	4.1%	2.7%	4.5%	1.9%	3.7%	3.1%	0.2%	0.4%
Health & Social Care Professionals	1.2%	3.7%	1.9%	4.7%	4.9%	4.0%	3.0%	0.2%	0.8%
Management & Administrative	4.4%	2.1%	4.1%	1.1%	4.2%	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%	4.7%	7.2%	7.7%	0.0%	5.9%	5.0%	0.2%	0.7%
Total June:	2.9%	4.2%	6.5%	5.1%	3.2%	4.6%	3.4%	0.2%	0.9%
Medical & Dental		1.0%	13.3%	0.0%	0.0%	3.4%	0.2%		3.3%
Nursing & Midwifery	0.0%	5.5%	4.5%	4.6%	2.5%	4.6%	3.1%	0.4%	1.1%
Health & Social Care Professionals	1.2%	4.0%	1.1%	4.4%	0.0%	3.8%	3.2%	0.2%	0.5%
Management & Administrative	3.1%	2.1%	3.8%	1.1%	6.1%	2.3%	2.0%	0.0%	0.3%
General Support	10.1%	4.2%	9.2%	9.2%	4.6%	7.0%	3.9%	0.5%	2.6%
Patient & Client Care	4.8%	3.6%	9.2%	7.3%	0.0%	5.4%	4.3%	0.2%	0.9%
Total May:	4.7%	6.8%	13.7%	6.5%	5.9%	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%	13.9%	7.2%	5.4%	7.6%	4.1%	0.1%	3.4%
Health & Social Care Professionals	0.1%	7.4%	7.9%	6.5%	2.8%	6.0%	3.0%	0.1%	2.9%
Management & Administrative	5.3%	5.0%	3.7%	1.8%	8.0%	3.8%	2.3%	0.1%	1.4%
General Support	5.3%	6.1%	11.3%	5.5%	8.1%	6.8%	5.1%	0.2%	1.6%
Patient & Client Care	12.8%	6.3%	20.6%	8.1%	0.0%	8.4%	4.6%	0.2%	3.5%
Total April:	7.7%	9.1%	16.3%	9.3%	6.1%	9.4%	3.9%	0.1%	5.4%
Medical & Dental	0.0%		22.5%	0.2%	4.7%	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%	10.7%	2.9%	8.4%	0.0%	7.9%	3.4%	0.1%	4.4%
Management & Administrative	5.5%	2.8%	3.2%	2.8%	2.0%	3.1%	1.7%	0.0%	1.4%
General Support	10.7%	9.5%	6.9%	16.6%	11.5%	12.2%	5.2%	0.1%	6.9%
Patient & Client Care	20.9%	7.2%	18.7%	14.5%	0.0%	11.8%	5.9%	0.2%	5.7%
Total March:	4.7%	6.8%	21.2%	9.7%	8.3%	9.1%	4.5%	0.3%	4.4%
Medical & Dental	0.0%		30.2%	4.0%	4.5%	12.9%	3.9%		9.0%
Nursing & Midwifery	3.3%	5.4%	24.7%	9.1%	8.5%	9.1%	3.7%	0.3%	5.1%
Health & Social Care Professionals	2.1%	8.8%	21.6%	10.3%	7.8%	9.3%	4.8%	0.3%	4.2%
Management & Administrative	6.8%	2.4%	0.0%	4.6%	7.4%	4.4%	2.2%	0.1%	2.1%
General Support	6.8%	8.8%	16.8%	8.3%	10.2%	9.9%	5.7%	0.6%	3.6%
Patient & Client Care	7.9%	6.9%	22.9%	11.7%	0.0%	9.9%	5.0%	0.3%	4.6%
Total February:	5.3%	4.3%	4.8%	4.8%	5.7%	4.7%	4.3%	0.4%	
Medical & Dental	0.0%		0.0%	5.6%	0.0%	3.1%	3.1%		
Nursing & Midwifery	5.4%	4.0%	3.2%	5.3%	5.5%	4.6%	4.0%	0.6%	
Health & Social Care Professionals	3.6%	4.2%	5.5%	4.7%	4.2%	4.5%	4.1%	0.3%	
Management & Administrative	6.0%	3.5%	0.0%	2.0%	2.1%	2.9%	2.7%	0.2%	
General Support	16.0%	4.9%	7.1%	6.2%	10.9%	6.7%	6.4%	0.3%	
Patient & Client Care	6.4%	4.6%	4.3%	5.1%	0.0%	4.9%	4.4%	0.5%	
Total January:	4.4%	4.4%	4.0%	4.8%	5.1%	4.6%	4.1%	0.5%	
Medical & Dental	0.0%		0.0%	9.3%	0.0%	5.1%	5.1%		
Nursing & Midwifery	3.6%	4.2%	4.0%	6.1%	4.3%	4.8%	4.3%	0.5%	
Health & Social Care Professionals	3.2%	3.2%	1.0%	4.5%	5.2%	4.0%	3.5%	0.4%	
Management & Administrative	3.2%	2.1%	1.3%	2.9%	2.2%	2.6%	2.2%	0.3%	
General Support	10.3%	6.1%	5.7%	6.9%	9.4%	6.9%	6.2%	0.7%	
Patient & Client Care	6.5%	5.1%	3.3%	4.2%	11.3%	4.8%	4.1%	0.7%	
CHO 9: S38 2019 overall	3.4%	3.9%	4.2%	4.9%	3.8%	4.3%	3.9%	0.4%	
Medical & Dental	0.0%	24.2%	1.0%	0.9%	0.8%	1.5%	1.4%	0.0%	
Nursing & Midwifery	3.6%	3.5%	2.6%	5.4%	3.4%	4.0%	3.6%	0.4%	
Health & Social Care Professionals	2.9%	3.0%	3.9%	4.6%	2.0%	4.0%	3.7%	0.4%	
Management & Administrative	3.8%	4.6%	1.9%	3.3%	3.2%	3.7%	3.4%	0.3%	
General Support	4.7%	3.5%	4.9%	5.0%	5.8%	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%	