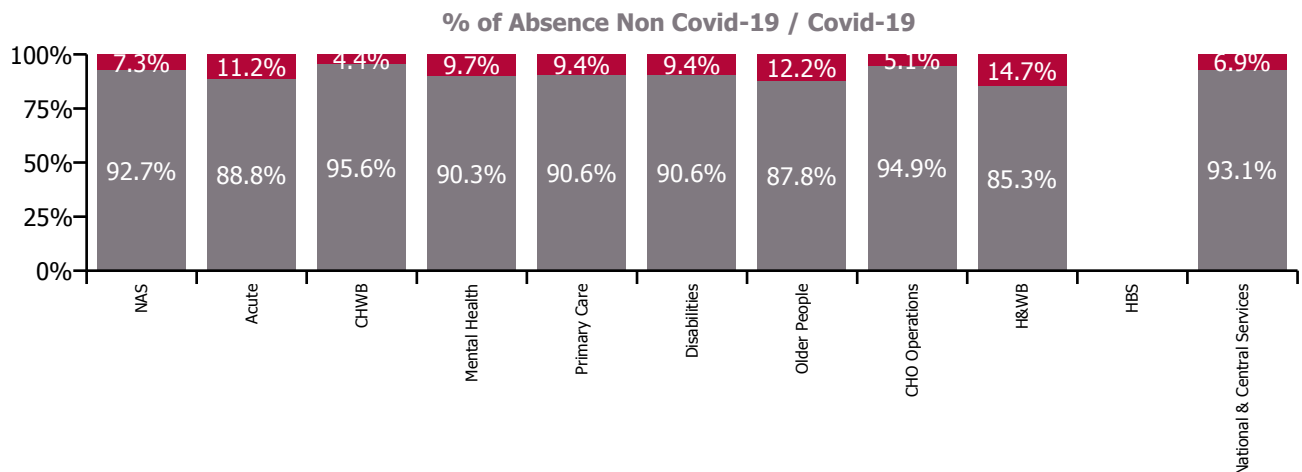
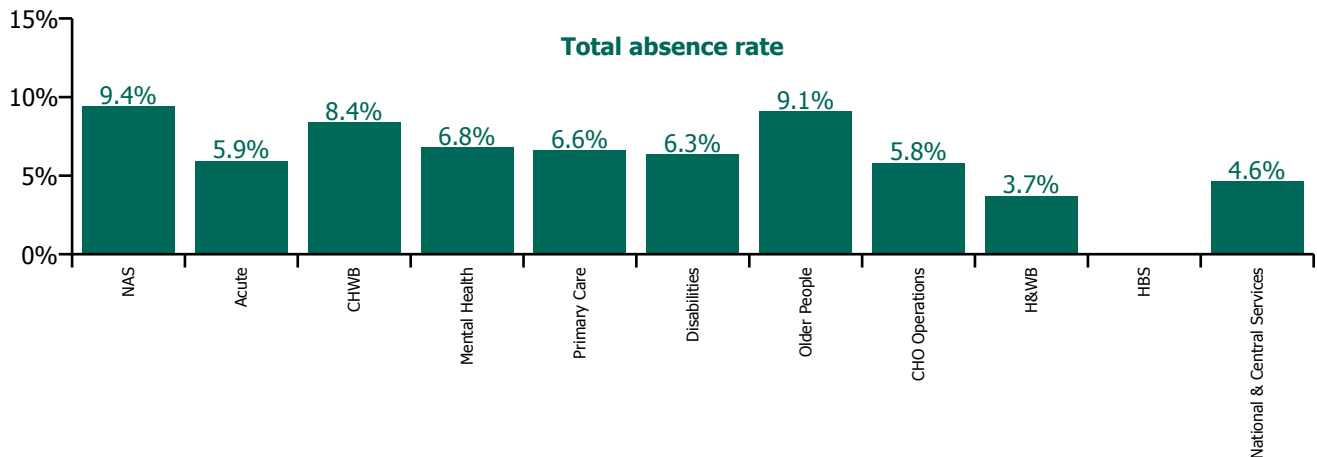


December 2023

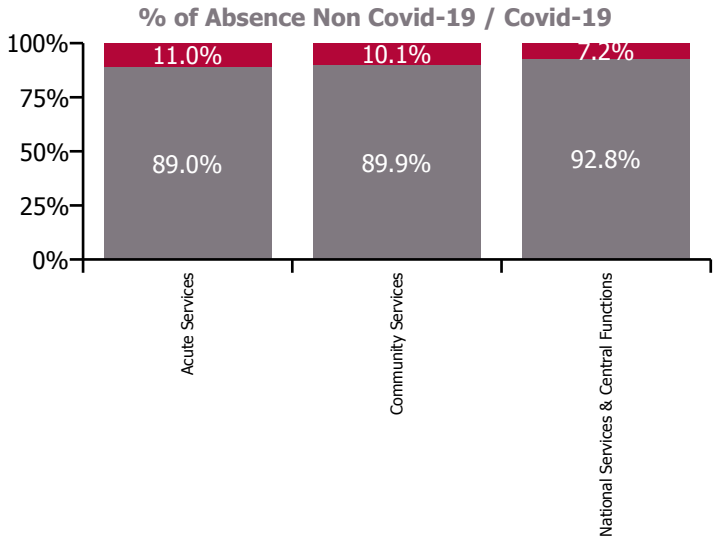
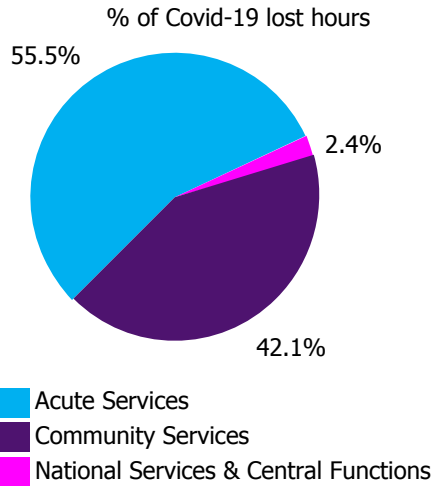
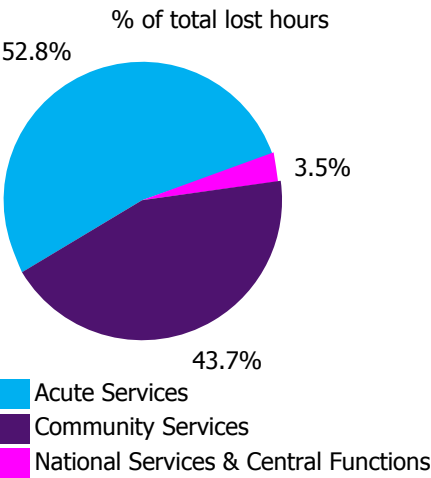
Health Service Absence Rate - by Staff Category: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
Total	4.91%	0.77%	5.69%	0.66%	6.35%	89.54%	10.46%
Medical & Dental	1.14%	0.31%	1.45%	0.20%	1.65%	87.88%	12.12%
Nursing & Midwifery	5.25%	1.04%	6.28%	0.77%	7.05%	89.09%	10.91%
Health & Social Care Professionals	4.39%	0.59%	4.98%	0.61%	5.59%	89.08%	10.92%
Management & Administrative	4.53%	0.49%	5.02%	0.53%	5.55%	90.45%	9.55%
General Support	5.94%	0.73%	6.68%	0.81%	7.48%	89.22%	10.78%
Patient & Client Care	6.51%	0.93%	7.44%	0.81%	8.25%	90.18%	9.82%

Health Service Absence Rate - by Care Group: Dec 2023	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
Total	4.91%	0.77%	5.69%	0.66%	6.35%	89.54%	10.46%
Ambulance Services	7.70%	1.02%	8.72%	0.68%	9.40%	92.73%	7.27%
Acute Hospital Services	4.40%	0.87%	5.26%	0.66%	5.93%	88.83%	11.17%
Acute Services	4.50%	0.87%	5.37%	0.66%	6.03%	89.02%	10.98%
Community Health & Wellbeing	7.26%	0.75%	8.01%	0.37%	8.38%	95.56%	4.44%
Mental Health	5.47%	0.67%	6.13%	0.66%	6.80%	90.25%	9.75%
Primary Care	5.46%	0.52%	5.98%	0.62%	6.60%	90.60%	9.40%
Disabilities	5.04%	0.70%	5.74%	0.60%	6.34%	90.58%	9.42%
Older People	7.14%	0.84%	7.98%	1.11%	9.09%	87.77%	12.23%
CHO Operations	5.11%	0.40%	5.51%	0.30%	5.81%	94.87%	5.13%
Community Services	5.63%	0.68%	6.30%	0.71%	7.01%	89.91%	10.09%
National Services & Central Functions	3.88%	0.35%	4.23%	0.33%	4.56%	92.76%	7.24%



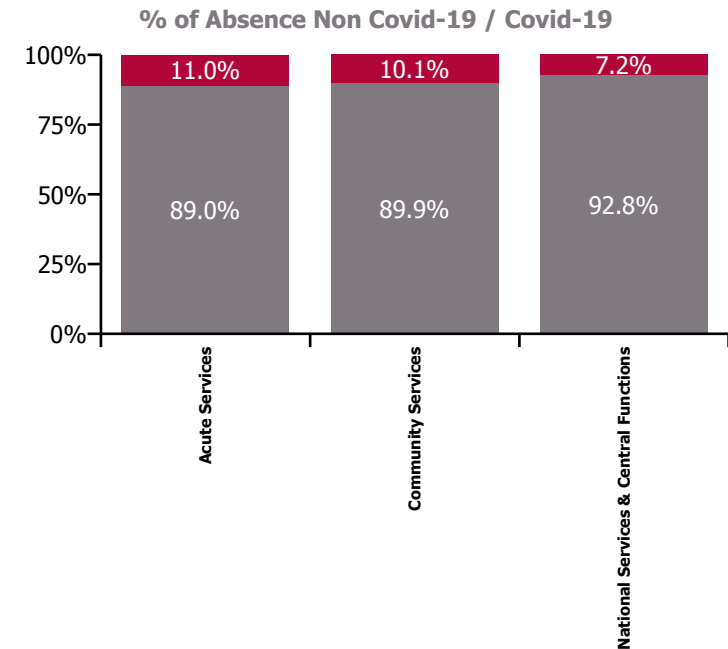
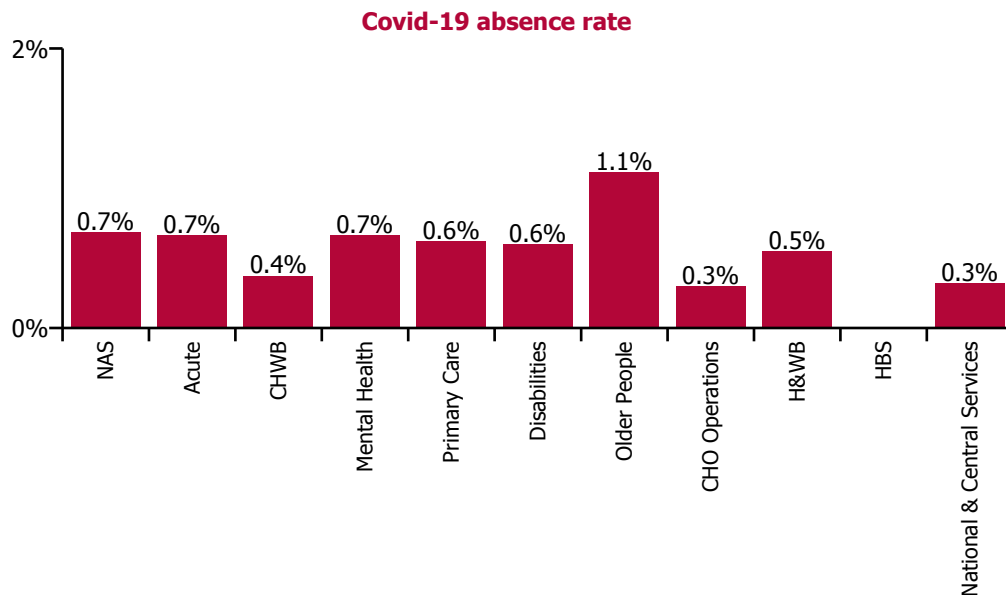
December 2023

Health Service Absence Rate - by Care Group: Dec 2023	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
Total	1.65%	7.05%	5.59%	5.55%	7.48%	8.25%	4.91%	0.77%	5.69%	0.66%	6.35%
Ambulance Services		7.29%	8.75%	5.53%	32.58%	9.64%	7.70%	1.02%	8.72%	0.68%	9.40%
Acute Hospital Services	1.24%	6.81%	5.28%	5.75%	7.60%	8.69%	4.40%	0.87%	5.26%	0.66%	5.93%
Acute Services	1.24%	6.81%	5.28%	5.75%	7.62%	8.91%	4.50%	0.87%	5.37%	0.66%	6.03%
Community Health & Wellbeing		9.19%	10.81%	7.79%		8.56%	7.26%	0.75%	8.01%	0.37%	8.38%
Mental Health	2.57%	7.35%	6.63%	6.38%	7.20%	8.05%	5.47%	0.67%	6.13%	0.66%	6.80%
Primary Care	4.22%	7.31%	5.76%	7.09%	6.16%	7.66%	5.46%	0.52%	5.98%	0.62%	6.60%
Disabilities	3.87%	6.71%	5.58%	4.39%	7.36%	6.79%	5.04%	0.70%	5.74%	0.60%	6.34%
Older People	1.81%	8.84%	7.41%	5.92%	8.39%	10.41%	7.14%	0.84%	7.98%	1.11%	9.09%
CHO Operations		7.69%	4.84%	5.52%	8.42%	53.85%	5.11%	0.40%	5.51%	0.30%	5.81%
Community Services	3.33%	7.53%	5.87%	6.05%	7.51%	7.90%	5.63%	0.68%	6.30%	0.71%	7.01%
National Services & Central Functions	4.09%	5.39%	5.60%	4.30%	4.47%		3.88%	0.35%	4.23%	0.33%	4.56%



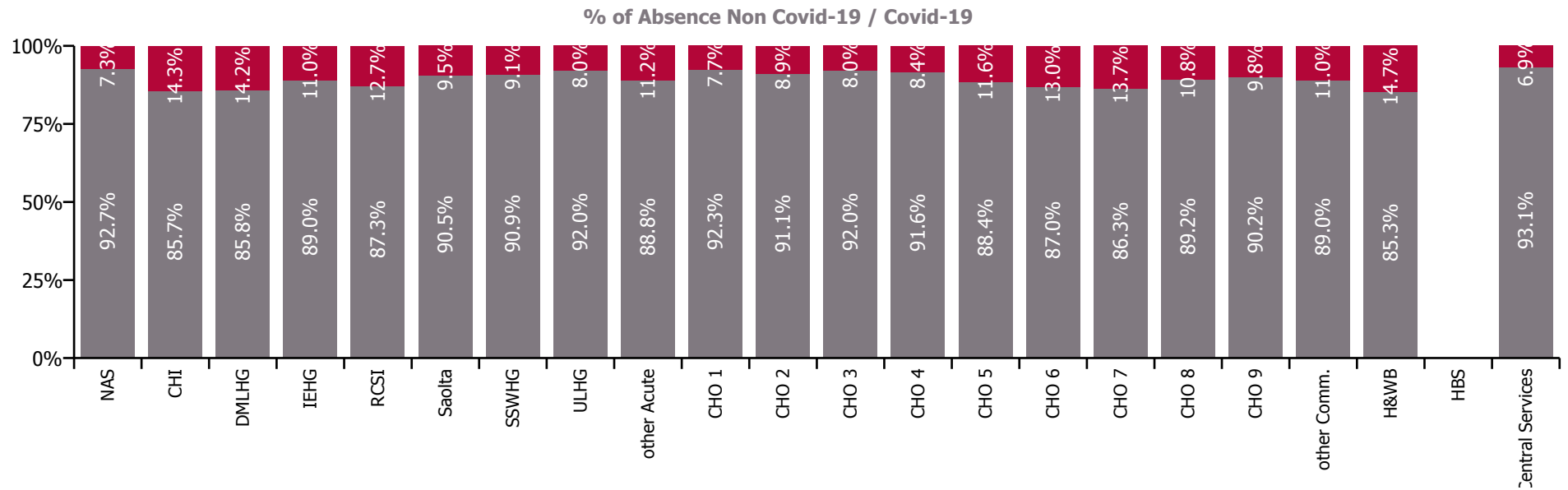
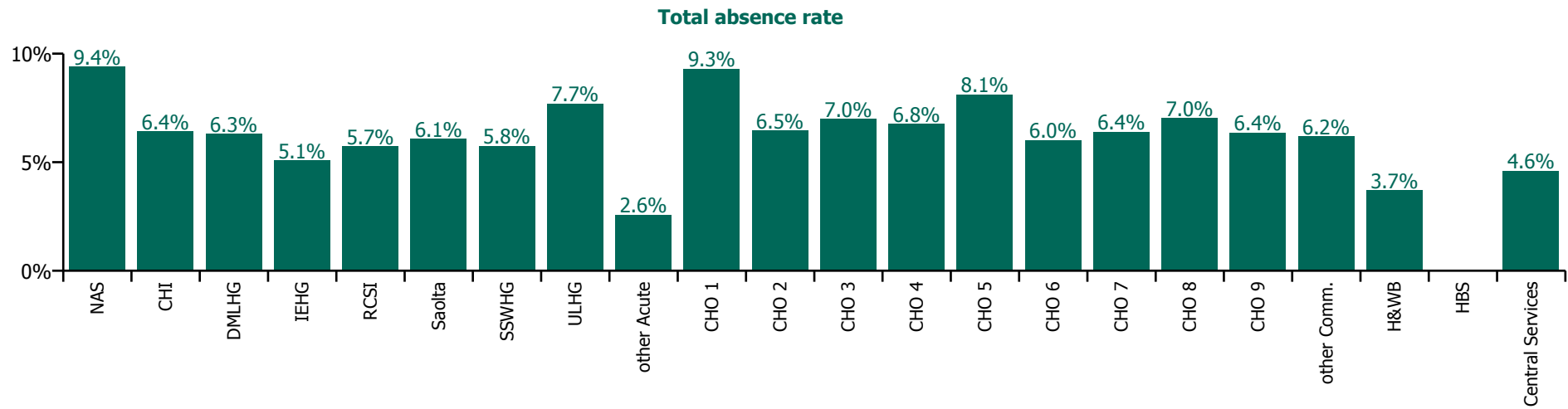
December 2023

Health Service Covid-19 Absence Rate - by Staff Category & Care Group: Dec 2023	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Covid-19 absence	Non Covid-19 absence	Total absence rate
Total	0.20%	0.77%	0.61%	0.53%	0.81%	0.81%	0.66%	5.69%	6.35%
Ambulance Services				0.11%		0.73%	0.68%	8.72%	9.40%
Acute Hospital Services	0.16%	0.73%	0.69%	0.66%	0.87%	0.89%	0.66%	5.26%	5.93%
Acute Services	0.16%	0.73%	0.68%	0.65%	0.87%	0.85%	0.66%	5.37%	6.03%
Community Health & Wellbeing			1.95%	0.30%		0.32%	0.37%	8.01%	8.38%
Mental Health	0.15%	0.83%	0.57%	0.69%	0.56%	0.54%	0.66%	6.13%	6.80%
Primary Care	0.49%	0.66%	0.56%	0.59%	1.02%	0.71%	0.62%	5.98%	6.60%
Disabilities		0.60%	0.54%	0.51%	0.44%	0.65%	0.60%	5.74%	6.34%
Older People		1.31%	0.78%	0.38%	0.83%	1.22%	1.11%	7.98%	9.09%
CHO Operations			0.18%	0.25%	1.77%		0.30%	5.51%	5.81%
Community Services	0.30%	0.85%	0.56%	0.52%	0.69%	0.79%	0.71%	6.30%	7.01%
Health & Wellbeing	1.07%		0.69%	0.32%			0.55%	3.16%	3.71%
Health Business Services									
National & Central Services	1.12%	0.44%	0.44%	0.25%	0.33%		0.32%	4.29%	4.61%
National Services & Central Functions	1.10%	0.38%	0.45%	0.25%	0.33%		0.33%	4.23%	4.56%



December 2023

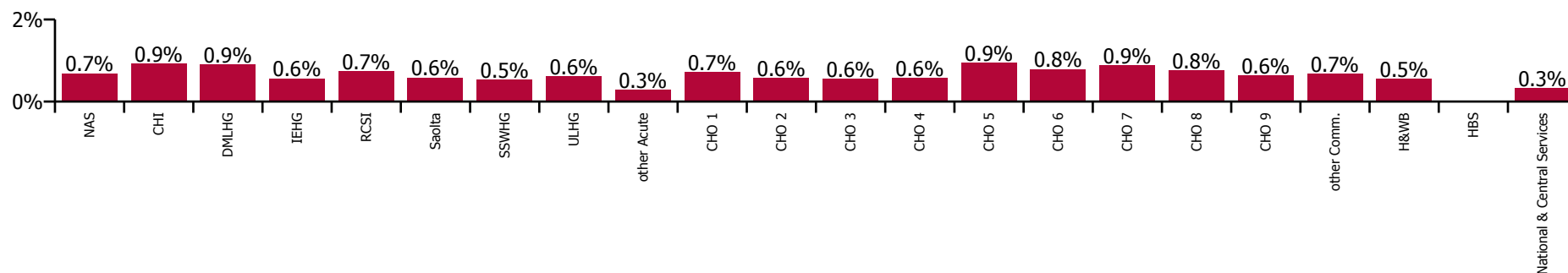
Health Service Absence Rate - by HG , CHO/Care Group & Staff Category: Dec 2023	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
Total	1.65%	7.05%	5.59%	5.55%	7.48%	8.25%	4.91%	0.77%	5.69%	0.66%	6.35%
National Ambulance Service		7.29%	8.75%	5.53%	32.58%	9.64%	7.70%	1.02%	8.72%	0.68%	9.40%
Children's Health Ireland	1.29%	7.22%	6.46%	7.58%	7.27%	9.39%	4.74%	0.75%	5.50%	0.92%	6.42%
Dublin Midlands Hospital Group	1.25%	7.26%	5.46%	6.88%	7.69%	8.26%	4.50%	0.92%	5.41%	0.89%	6.31%
Ireland East Hospital Group	0.95%	5.43%	5.00%	5.16%	7.21%	7.54%	3.86%	0.67%	4.53%	0.56%	5.09%
RCSI Hospitals Group	1.16%	7.04%	3.93%	5.36%	7.39%	8.88%	4.23%	0.78%	5.01%	0.73%	5.74%
Saolta University Hospital Care Group	1.64%	7.20%	5.20%	4.56%	7.79%	9.76%	4.37%	1.12%	5.50%	0.58%	6.07%
South/South West Hospital Group	1.33%	6.75%	5.88%	5.44%	6.62%	8.30%	4.29%	0.95%	5.23%	0.52%	5.76%
University of Limerick Hospital Group	1.04%	8.32%	6.20%	7.53%	10.53%	10.89%	6.24%	0.84%	7.09%	0.62%	7.70%
Other Acute Services		3.46%	3.59%	2.14%			2.00%	0.28%	2.29%	0.29%	2.58%
Acute Services	1.24%	6.81%	5.28%	5.75%	7.62%	8.91%	4.50%	0.87%	5.37%	0.66%	6.03%
CHO 1	3.99%	9.34%	7.48%	7.29%	8.25%	11.40%	7.94%	0.65%	8.59%	0.71%	9.31%
CHO 2	2.89%	7.08%	5.74%	5.44%	2.21%	7.76%	5.48%	0.40%	5.89%	0.58%	6.46%
CHO 3	3.88%	7.71%	5.50%	6.52%	6.78%	7.52%	5.87%	0.56%	6.43%	0.56%	6.99%
CHO 4	3.18%	7.50%	6.06%	4.82%	6.69%	7.48%	5.31%	0.88%	6.20%	0.57%	6.76%
CHO 5	3.77%	8.83%	8.39%	7.38%	9.55%	7.79%	6.48%	0.69%	7.18%	0.94%	8.12%
CHO 6	3.30%	6.63%	5.76%	5.52%	5.62%	6.62%	4.54%	0.69%	5.24%	0.79%	6.02%
CHO 7	3.00%	7.05%	4.36%	5.03%	9.51%	7.19%	4.81%	0.71%	5.52%	0.88%	6.40%
CHO 8	3.47%	7.83%	5.48%	6.32%	7.73%	7.73%	5.60%	0.67%	6.27%	0.76%	7.02%
CHO 9	3.10%	5.85%	5.86%	6.59%	8.37%	7.53%	5.08%	0.66%	5.74%	0.63%	6.36%
Other Community Services	3.34%	7.09%	5.67%	5.20%	4.28%	6.95%	4.43%	1.07%	5.50%	0.68%	6.18%
Community Services	3.33%	7.53%	5.87%	6.05%	7.51%	7.90%	5.63%	0.68%	6.30%	0.71%	7.01%
National Services & Central Functions	4.09%	5.39%	5.60%	4.30%	4.47%		3.88%	0.35%	4.23%	0.33%	4.56%



December 2023

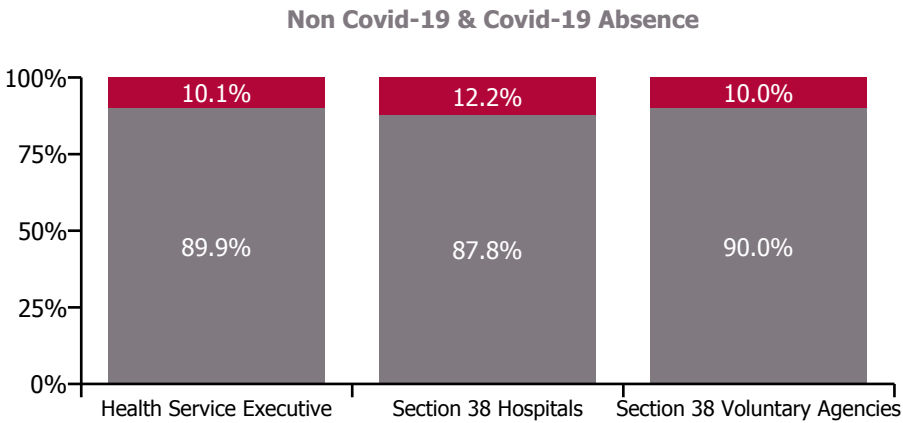
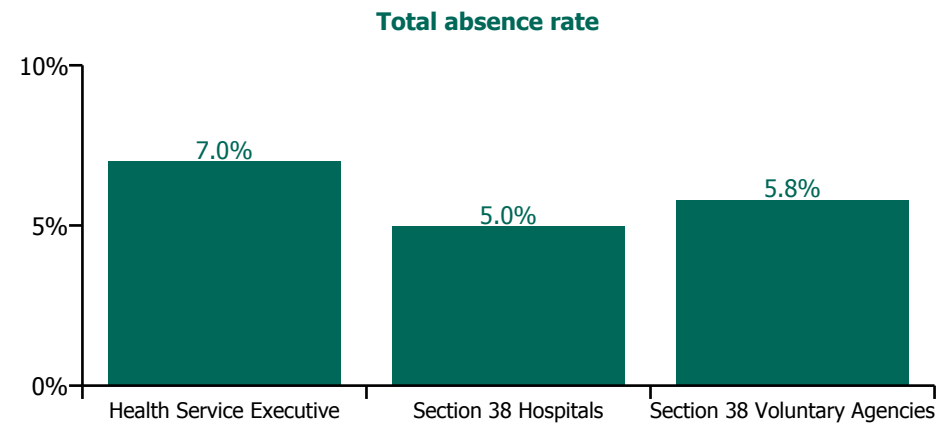
Health Service Covid-19 Absence Rate - by Staff Category & HG/ CHO: Dec 2023	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Covid-19 absence	Non Covid-19 absence	Total absence rate
Total	0.20%	0.77%	0.61%	0.53%	0.81%	0.81%	0.66%	5.69%	6.35%
National Ambulance Service				0.11%		0.73%	0.68%	8.72%	9.40%
Children's Health Ireland	0.39%	0.78%	1.42%	0.64%	2.30%	1.59%	0.92%	5.50%	6.42%
Dublin Midlands Hospital Group	0.20%	1.14%	0.79%	0.99%	1.00%	0.84%	0.89%	5.41%	6.31%
Ireland East Hospital Group	0.15%	0.57%	0.63%	0.63%	0.83%	0.63%	0.56%	4.53%	5.09%
RCSI Hospitals Group	0.11%	0.82%	0.62%	0.72%	1.02%	1.20%	0.73%	5.01%	5.74%
Saolta University Hospital Care Group	0.17%	0.65%	0.54%	0.55%	0.68%	0.93%	0.58%	5.50%	6.07%
South/South West Hospital Group	0.11%	0.60%	0.60%	0.49%	0.44%	1.03%	0.52%	5.23%	5.76%
University of Limerick Hospital Group	0.08%	0.57%	0.39%	0.67%	1.32%	0.52%	0.62%	7.09%	7.70%
Other Acute Services			1.54%	0.06%			0.29%	2.29%	2.58%
Acute Services	0.16%	0.73%	0.68%	0.65%	0.87%	0.85%	0.66%	5.37%	6.03%
CHO 1	0.28%	0.63%	0.44%	0.68%	0.47%	0.98%	0.71%	8.59%	9.31%
CHO 2		1.00%	0.32%	0.47%	0.14%	0.53%	0.58%	5.89%	6.46%
CHO 3	0.15%	0.67%	0.65%	0.49%	0.60%	0.48%	0.56%	6.43%	6.99%
CHO 4	0.28%	0.69%	0.37%	0.27%	0.67%	0.66%	0.57%	6.20%	6.76%
CHO 5	0.80%	1.23%	0.82%	0.73%	0.88%	0.81%	0.94%	7.18%	8.12%
CHO 6	0.08%	0.97%	0.78%	0.47%	0.34%	1.05%	0.79%	5.24%	6.02%
CHO 7	0.36%	1.06%	0.62%	0.29%	1.17%	1.07%	0.88%	5.52%	6.40%
CHO 8	0.07%	0.82%	0.72%	0.67%	0.58%	0.84%	0.76%	6.27%	7.02%
CHO 9	0.51%	0.73%	0.45%	0.60%	0.76%	0.69%	0.63%	5.74%	6.36%
Other Community Services	0.56%	0.72%	0.78%	0.60%	1.19%	0.60%	0.68%	5.50%	6.18%
Community Services	0.30%	0.85%	0.56%	0.52%	0.69%	0.79%	0.71%	6.30%	7.01%
National Services & Central Functions	1.10%	0.38%	0.45%	0.25%	0.33%		0.33%	4.23%	4.56%

Covid-19 absence rate



December 2023

Health Service Absence Rate - by Admin: Dec 2023	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
Total	1.65%	7.05%	5.59%	5.55%	7.48%	8.25%	4.91%	0.77%	5.69%	0.66%	6.35%
Health Service Executive	1.98%	7.83%	6.09%	5.73%	7.99%	9.67%	5.51%	0.78%	6.30%	0.70%	7.00%
Section 38 Hospitals	0.96%	5.64%	4.49%	5.39%	6.58%	6.88%	3.59%	0.78%	4.37%	0.61%	4.97%
Section 38 Voluntary Agencies	4.16%	5.75%	5.43%	4.11%	6.84%	6.19%	4.52%	0.70%	5.22%	0.58%	5.80%



Staff Category

Year/ month	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2023	1.53%	6.45%	4.57%	4.68%	7.22%	7.50%	4.51%	0.62%	5.12%	0.55%	5.67%
Dec 2023	1.65%	7.05%	5.59%	5.55%	7.48%	8.25%	4.91%	0.77%	5.69%	0.66%	6.35%
Nov 2023	1.59%	6.47%	4.73%	4.86%	7.35%	7.76%	4.66%	0.65%	5.31%	0.45%	5.76%
Oct 2023	1.62%	6.54%	4.72%	5.01%	7.76%	7.55%	4.58%	0.67%	5.25%	0.56%	5.82%
Sep 2023	1.54%	6.66%	4.79%	4.83%	7.34%	7.73%	4.49%	0.60%	5.09%	0.74%	5.82%
Aug 2023	1.53%	6.78%	4.80%	4.74%	7.61%	8.10%	4.58%	0.59%	5.18%	0.76%	5.94%
Jul 2023	1.33%	6.09%	4.22%	4.17%	7.09%	7.19%	4.41%	0.55%	4.96%	0.37%	5.33%
Jun 2023	1.55%	5.97%	4.07%	4.26%	6.82%	6.98%	4.41%	0.54%	4.95%	0.33%	5.27%
May 2023	1.46%	6.21%	4.33%	4.25%	6.66%	7.09%	4.35%	0.55%	4.91%	0.45%	5.35%
Apr 2023	1.49%	6.21%	4.09%	4.25%	6.53%	7.07%	4.29%	0.57%	4.86%	0.48%	5.34%
Mar 2023	1.67%	6.02%	4.49%	4.57%	7.12%	7.28%	4.31%	0.63%	4.94%	0.53%	5.47%
Feb 2023	1.41%	5.99%	4.05%	4.43%	6.78%	6.79%	4.21%	0.58%	4.80%	0.45%	5.24%
Jan 2023	1.51%	7.33%	4.97%	5.21%	8.07%	8.17%	4.85%	0.67%	5.52%	0.81%	6.33%
2022	2.18%	8.21%	5.76%	5.67%	8.72%	9.06%	4.40%	0.61%	5.01%	2.09%	7.10%
Dec 2022	2.05%	8.33%	6.01%	6.30%	8.81%	9.15%	5.20%	0.87%	6.07%	1.23%	7.30%
Nov 2022	1.75%	6.61%	4.48%	4.88%	7.55%	7.74%	4.40%	0.69%	5.09%	0.74%	5.83%
Oct 2022	1.82%	6.60%	4.75%	4.85%	7.70%	7.92%	4.52%	0.65%	5.17%	0.80%	5.97%
Sep 2022	1.58%	6.63%	4.30%	4.38%	7.59%	7.82%	4.45%	0.61%	5.06%	0.70%	5.75%
Aug 2022	1.70%	6.61%	4.50%	4.54%	7.56%	7.94%	4.49%	0.54%	5.02%	0.81%	5.84%
Jul 2022	1.99%	7.95%	5.58%	5.54%	8.76%	9.52%	4.59%	0.57%	5.16%	1.91%	7.07%
Jun 2022	2.12%	8.02%	5.71%	5.57%	8.72%	8.52%	4.38%	0.62%	4.99%	1.92%	6.91%
May 2022	1.69%	6.61%	4.37%	4.50%	7.25%	7.87%	4.14%	0.60%	4.74%	1.03%	5.77%
Apr 2022	2.28%	8.73%	5.97%	5.66%	9.20%	9.64%	4.36%	0.58%	4.93%	2.53%	7.46%
Mar 2022	3.45%	11.70%	8.60%	7.95%	10.26%	11.35%	4.34%	0.59%	4.93%	4.75%	9.68%
Feb 2022	2.71%	9.37%	6.80%	5.96%	9.18%	9.24%	4.01%	0.54%	4.55%	3.23%	7.78%
Jan 2022	3.11%	11.35%	8.17%	7.93%	12.13%	11.91%	3.94%	0.46%	4.40%	5.38%	9.78%
2021	1.98%	7.10%	4.69%	4.76%	7.61%	7.99%	3.96%	0.49%	4.45%	1.66%	6.11%
Dec 2021	2.57%	9.21%	6.79%	6.54%	9.62%	9.69%	4.38%	0.55%	4.93%	3.00%	7.94%
Nov 2021	2.43%	8.55%	6.63%	6.80%	9.62%	9.48%	4.60%	0.72%	5.32%	2.34%	7.66%
Oct 2021	2.27%	7.38%	5.41%	5.38%	8.32%	8.25%	4.47%	0.61%	5.08%	1.48%	6.56%
Sep 2021	2.01%	6.76%	4.45%	4.65%	7.46%	7.64%	4.27%	0.52%	4.78%	1.07%	5.85%
Aug 2021	1.85%	6.65%	4.40%	4.62%	6.91%	7.77%	4.22%	0.49%	4.70%	1.09%	5.79%
Jul 2021	1.34%	5.81%	3.92%	4.11%	6.51%	6.87%	3.94%	0.45%	4.40%	0.71%	5.11%
Jun 2021	1.25%	5.45%	3.51%	3.55%	6.05%	6.44%	3.71%	0.46%	4.16%	0.56%	4.72%
May 2021	1.15%	5.05%	3.23%	3.33%	5.57%	5.96%	3.37%	0.39%	3.75%	0.62%	4.37%
Apr 2021	1.34%	5.36%	3.31%	3.33%	5.80%	6.26%	3.41%	0.36%	3.78%	0.79%	4.57%
Mar 2021	1.36%	5.77%	3.72%	3.58%	6.10%	6.64%	3.46%	0.39%	3.85%	1.05%	4.90%
Feb 2021	1.82%	7.59%	4.50%	4.58%	7.92%	8.98%	3.76%	0.49%	4.25%	2.17%	6.42%
Jan 2021	4.34%	11.48%	6.27%	6.46%	11.28%	11.69%	3.91%	0.38%	4.29%	5.05%	9.34%
2020	2.33%	7.10%	4.46%	4.74%	7.32%	7.87%	4.07%	0.40%	4.46%	1.60%	6.06%
Dec 2020	2.33%	7.19%	3.99%	4.67%	6.95%	7.59%	3.88%	0.38%	4.25%	1.67%	5.93%
Nov 2020	2.12%	6.67%	3.70%	4.53%	6.84%	7.06%	3.71%	0.34%	4.05%	1.48%	5.53%
Oct 2020	2.25%	7.02%	4.46%	4.55%	7.09%	7.74%	3.92%	0.38%	4.30%	1.64%	5.94%
Sep 2020	1.88%	6.63%	4.38%	4.47%	6.95%	7.29%	4.08%	0.41%	4.49%	1.15%	5.64%
Aug 2020	1.49%	5.71%	3.81%	4.17%	6.57%	6.92%	4.03%	0.39%	4.42%	0.68%	5.10%
Jul 2020	1.17%	5.38%	3.50%	3.66%	6.36%	6.49%	3.78%	0.36%	4.13%	0.61%	4.74%
Jun 2020	1.33%	5.65%	3.16%	3.67%	6.44%	6.59%	3.63%	0.32%	3.95%	0.85%	4.80%
May 2020	2.28%	8.26%	4.39%	4.46%	7.97%	9.43%	4.05%	0.28%	4.33%	2.43%	6.76%
Apr 2020	5.48%	13.42%	7.25%	6.48%	11.06%	13.10%	4.41%	0.37%	4.78%	5.64%	10.42%
Mar 2020	4.77%	8.74%	6.87%	6.60%	8.63%	9.10%	4.48%	0.41%	4.89%	2.94%	7.83%
Feb 2020	1.49%	4.97%	3.82%	4.65%	6.31%	6.16%	4.25%	0.54%	4.79%		4.79%
Jan 2020	1.44%	5.44%	4.19%	5.01%	6.61%	6.84%	4.61%	0.60%	5.20%		5.20%

COVID-19 absence

Year/ month	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2023	0.18%	0.65%	0.47%	0.40%	0.62%	0.72%	4.51%	0.62%	5.12%	0.55%	5.67%
Dec 2023	0.20%	0.77%	0.61%	0.53%	0.81%	0.81%	4.91%	0.77%	5.69%	0.66%	6.35%
Nov 2023	0.16%	0.53%	0.36%	0.32%	0.59%	0.59%	4.66%	0.65%	5.31%	0.45%	5.76%
Oct 2023	0.20%	0.62%	0.50%	0.45%	0.74%	0.73%	4.58%	0.67%	5.25%	0.56%	5.82%
Sep 2023	0.23%	0.87%	0.66%	0.58%	0.80%	0.96%	4.49%	0.60%	5.09%	0.74%	5.82%
Aug 2023	0.29%	0.88%	0.66%	0.59%	0.82%	1.02%	4.58%	0.59%	5.18%	0.76%	5.94%
Jul 2023	0.12%	0.46%	0.29%	0.24%	0.36%	0.53%	4.41%	0.55%	4.96%	0.37%	5.33%
Jun 2023	0.11%	0.39%	0.25%	0.20%	0.38%	0.46%	4.41%	0.54%	4.95%	0.33%	5.27%
May 2023	0.16%	0.55%	0.36%	0.30%	0.48%	0.60%	4.35%	0.55%	4.91%	0.45%	5.35%
Apr 2023	0.11%	0.62%	0.36%	0.30%	0.51%	0.65%	4.29%	0.57%	4.86%	0.48%	5.34%
Mar 2023	0.16%	0.62%	0.45%	0.39%	0.62%	0.72%	4.31%	0.63%	4.94%	0.53%	5.47%
Feb 2023	0.13%	0.54%	0.40%	0.31%	0.48%	0.57%	4.21%	0.58%	4.80%	0.45%	5.24%
Jan 2023	0.21%	1.00%	0.70%	0.54%	0.85%	1.05%	4.85%	0.67%	5.52%	0.81%	6.33%
2022	0.83%	2.53%	1.95%	1.60%	2.20%	2.40%	4.40%	0.61%	5.01%	2.09%	7.10%
Dec 2022	0.42%	1.46%	1.14%	1.01%	1.28%	1.45%	5.20%	0.87%	6.07%	1.23%	7.30%
Nov 2022	0.30%	0.89%	0.61%	0.49%	0.88%	0.97%	4.40%	0.69%	5.09%	0.74%	5.83%
Oct 2022	0.32%	0.96%	0.63%	0.53%	0.85%	1.08%	4.52%	0.65%	5.17%	0.80%	5.97%
Sep 2022	0.24%	0.90%	0.53%	0.46%	0.72%	0.91%	4.45%	0.61%	5.06%	0.70%	5.75%
Aug 2022	0.35%	0.99%	0.75%	0.56%	0.79%	1.03%	4.49%	0.54%	5.02%	0.81%	5.84%
Jul 2022	0.72%	2.18%	1.90%	1.58%	1.89%	2.29%	4.59%	0.57%	5.16%	1.91%	7.07%
Jun 2022	0.71%	2.35%	1.92%	1.56%	2.04%	2.00%	4.38%	0.62%	4.99%	1.92%	6.91%
May 2022	0.36%	1.23%	0.87%	0.76%	1.15%	1.30%	4.14%	0.60%	4.74%	1.03%	5.77%
Apr 2022	0.94%	3.08%	2.28%	1.78%	2.68%	3.07%	4.36%	0.58%	4.93%	2.53%	7.46%
Mar 2022	2.12%	5.95%	4.73%	3.80%	4.36%	5.02%	4.34%	0.59%	4.93%	4.75%	9.68%
Feb 2022	1.52%	4.08%	3.29%	2.24%	3.25%	3.38%	4.01%	0.54%	4.55%	3.23%	7.78%
Jan 2022	2.03%	6.30%	4.81%	4.40%	6.43%	6.13%	3.94%	0.46%	4.40%	5.38%	9.78%
2021	0.77%	2.06%	1.27%	1.09%	1.96%	2.04%	3.96%	0.49%	4.45%	1.66%	6.11%
Dec 2021	1.32%	3.61%	2.93%	2.27%	3.43%	3.27%	4.38%	0.55%	4.93%	3.00%	7.94%
Nov 2021	1.00%	2.47%	2.41%	2.09%	2.94%	2.70%	4.60%	0.72%	5.32%	2.34%	7.66%
Oct 2021	0.84%	1.68%	1.35%	1.07%	1.89%	1.68%	4.47%	0.61%	5.08%	1.48%	6.56%
Sep 2021	0.51%	1.25%	0.88%	0.76%	1.42%	1.30%	4.27%	0.52%	4.78%	1.07%	5.85%
Aug 2021	0.65%	1.37%	0.87%	0.74%	1.07%	1.26%	4.22%	0.49%	4.70%	1.09%	5.79%
Jul 2021	0.24%	1.01%	0.47%	0.44%	0.72%	0.82%	3.94%	0.45%	4.40%	0.71%	5.11%
Jun 2021	0.15%	0.76%	0.34%	0.27%	0.61%	0.79%	3.71%	0.46%	4.16%	0.56%	4.72%
May 2021	0.15%	0.84%	0.41%	0.28%	0.66%	0.88%	3.37%	0.39%	3.75%	0.62%	4.37%
Apr 2021	0.23%	1.04%	0.50%	0.38%	0.96%	1.11%	3.41%	0.36%	3.78%	0.79%	4.57%
Mar 2021	0.31%	1.41%	0.66%	0.55%	1.20%	1.43%	3.46%	0.39%	3.85%	1.05%	4.90%

Feb 2021	0.69%	2.76%	1.30%	1.16%	2.53%	3.20%	3.76%	0.49%	4.25%	2.17%	6.42%
Jan 2021	3.19%	6.51%	3.05%	3.03%	6.10%	6.01%	3.91%	0.38%	4.29%	5.05%	9.34%
2020	1.10%	2.16%	1.11%	0.86%	1.58%	1.89%	4.07%	0.40%	4.46%	1.60%	6.06%
Dec 2020	1.19%	2.33%	0.91%	1.00%	1.69%	1.98%	3.88%	0.38%	4.25%	1.67%	5.93%
Nov 2020	0.87%	2.04%	0.73%	1.07%	1.66%	1.70%	3.71%	0.34%	4.05%	1.48%	5.53%
Oct 2020	0.92%	2.16%	1.15%	0.85%	1.76%	2.07%	3.92%	0.38%	4.30%	1.64%	5.94%
Sep 2020	0.72%	1.46%	0.97%	0.59%	1.34%	1.39%	4.08%	0.41%	4.49%	1.15%	5.64%
Aug 2020	0.27%	0.81%	0.57%	0.36%	0.93%	0.90%	4.03%	0.39%	4.42%	0.68%	5.10%
Jul 2020	0.20%	0.77%	0.40%	0.35%	1.00%	0.72%	3.78%	0.36%	4.13%	0.61%	4.74%
Jun 2020	0.33%	1.17%	0.44%	0.50%	1.10%	1.06%	3.63%	0.32%	3.95%	0.85%	4.80%
May 2020	1.26%	3.36%	1.49%	1.01%	2.17%	3.33%	4.05%	0.28%	4.33%	2.43%	6.76%
Apr 2020	4.26%	8.15%	3.63%	2.43%	4.73%	6.60%	4.41%	0.37%	4.78%	5.64%	10.42%
Mar 2020	3.23%	3.50%	2.91%	2.15%	2.36%	2.80%	4.48%	0.41%	4.89%	2.94%	7.83%
Feb 2020							4.25%	0.54%	4.79%		4.79%
Jan 2020							4.61%	0.60%	5.20%		5.20%

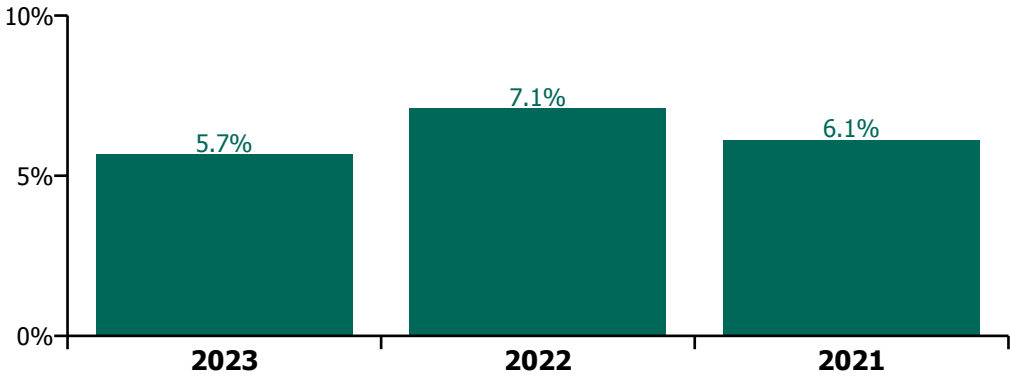
Service

Year/ month	NAS	Acute	Acute Services absence rate	CHWB	Mental Health	Primary Care	Disabilities	Older People	CHO Operations	Community Services absence rate	National Services & Central Functions absence rate	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2023	7.32%	5.40%	5.46%	4.79%	5.58%	5.38%	6.09%	8.05%	4.35%	6.17%	3.90%	4.51%	0.62%	5.12%	0.55%	5.67%
Dec 2023	9.40%	5.93%	6.03%	8.38%	6.80%	6.60%	6.34%	9.09%	5.81%	7.01%	4.56%	4.91%	0.77%	5.69%	0.66%	6.35%
Nov 2023	7.31%	5.40%	5.46%	4.00%	6.11%	5.45%	6.12%	8.54%	5.13%	6.39%	4.19%	4.66%	0.65%	5.31%	0.45%	5.76%
Oct 2023	7.52%	5.58%	5.64%	4.80%	6.01%	5.44%	6.17%	7.96%	4.83%	6.29%	4.11%	4.58%	0.67%	5.25%	0.56%	5.82%
Sep 2023	7.35%	5.56%	5.61%	5.10%	5.60%	5.51%	6.40%	8.21%	4.92%	6.36%	3.99%	4.49%	0.60%	5.09%	0.74%	5.82%
Aug 2023	8.02%	5.66%	5.73%	5.09%	5.60%	5.56%	6.62%	8.52%	4.41%	6.51%	3.80%	4.58%	0.59%	5.18%	0.76%	5.94%
Jul 2023	7.14%	5.12%	5.18%	5.62%	4.95%	4.93%	5.83%	7.75%	3.52%	5.80%	3.37%	4.41%	0.55%	4.96%	0.37%	5.33%
Jun 2023	6.08%	5.01%	5.05%	4.41%	5.06%	4.86%	5.82%	7.44%	3.43%	5.72%	3.58%	4.41%	0.54%	4.95%	0.33%	5.27%
May 2023	6.38%	5.16%	5.20%	4.40%	4.98%	4.94%	5.87%	7.59%	3.35%	5.76%	3.61%	4.35%	0.55%	4.91%	0.45%	5.35%
Apr 2023	6.95%	5.10%	5.16%	4.15%	5.10%	5.00%	5.85%	7.37%	3.83%	5.77%	3.61%	4.29%	0.57%	4.86%	0.48%	5.34%
Mar 2023	6.89%	5.28%	5.33%	3.63%	5.23%	5.02%	6.00%	7.41%	3.52%	5.85%	3.86%	4.31%	0.63%	4.94%	0.53%	5.47%
Feb 2023	7.24%	4.97%	5.04%	4.93%	5.11%	5.21%	5.36%	7.59%	3.79%	5.66%	3.74%	4.21%	0.58%	4.80%	0.45%	5.24%
Jan 2023	7.42%	6.01%	6.05%	4.07%	6.42%	6.18%	6.67%	9.14%	5.48%	6.94%	4.20%	4.85%	0.67%	5.52%	0.81%	6.33%
2022	8.95%	7.02%	7.09%	5.31%	6.89%	6.46%	7.44%	9.13%	4.93%	7.41%	4.15%	4.40%	0.61%	5.01%	2.09%	7.10%
Dec 2022	9.61%	7.22%	7.29%	6.40%	7.09%	6.65%	7.30%	9.35%	6.74%	7.52%	5.12%	5.20%	0.87%	6.07%	1.23%	7.30%
Nov 2022	8.07%	5.69%	5.75%	2.99%	5.59%	5.47%	5.95%	8.13%	4.76%	6.15%	3.92%	4.40%	0.69%	5.09%	0.74%	5.83%
Oct 2022	7.63%	5.74%	5.81%	4.10%	5.87%	5.67%	6.33%	8.03%	5.08%	6.40%	3.81%	4.52%	0.65%	5.17%	0.80%	5.97%
Sep 2022	7.53%	5.58%	5.65%	3.24%	5.80%	5.11%	6.36%	7.55%	3.76%	6.17%	3.19%	4.45%	0.61%	5.06%	0.70%	5.75%
Aug 2022	7.92%	5.55%	5.63%	3.87%	5.93%	5.62%	6.36%	7.83%	4.96%	6.36%	3.46%	4.49%	0.54%	5.02%	0.81%	5.84%
Jul 2022	10.23%	6.72%	6.84%	5.50%	7.34%	6.78%	7.71%	9.05%	5.25%	7.67%	4.31%	4.59%	0.57%	5.16%	1.91%	7.07%
Jun 2022	9.05%	6.93%	7.00%	7.21%	6.81%	6.07%	7.15%	8.64%	4.63%	7.09%	4.06%	4.38%	0.62%	4.99%	1.92%	6.91%
May 2022	8.43%	5.68%	5.78%	4.64%	5.44%	5.08%	6.22%	7.55%	4.16%	6.03%	3.22%	4.14%	0.60%	4.74%	1.03%	5.77%
Apr 2022	9.98%	7.27%	7.36%	6.32%	7.17%	6.54%	8.31%	9.90%	4.04%	7.95%	4.01%	4.36%	0.58%	4.93%	2.53%	7.46%
Mar 2022	9.27%	9.89%	9.86%	9.18%	9.20%	9.20%	9.98%	11.30%	5.02%	9.87%	5.47%	4.34%	0.59%	4.93%	4.75%	9.68%
Feb 2022	8.82%	8.05%	8.07%	6.51%	6.92%	6.81%	7.75%	9.95%		7.76%	4.34%	4.01%	0.54%	4.55%	3.23%	7.78%
Jan 2022	10.59%	9.98%	10.00%	6.26%	9.56%	8.35%	10.01%	12.38%		9.98%	4.94%	3.94%	0.46%	4.40%	5.38%	9.78%
2021	7.76%	6.11%	6.16%	4.69%	5.56%	5.04%	6.44%	8.35%		6.30%	3.56%	3.96%	0.49%	4.45%	1.66%	6.11%
Dec 2021	10.01%	8.09%	8.16%	4.00%	7.66%	6.80%	8.08%	9.50%		7.97%	4.63%	4.38%	0.55%	4.93%	3.00%	7.94%
Nov 2021	10.09%	7.71%	7.80%	4.92%	7.33%	6.74%	8.05%	9.20%		7.80%	4.66%	4.60%	0.72%	5.32%	2.34%	7.66%
Oct 2021	8.86%	6.65%	6.73%	4.82%	5.97%	5.76%	6.62%	8.23%		6.60%	3.88%	4.47%	0.61%	5.08%	1.48%	6.56%
Sep 2021	8.20%	5.78%	5.86%	4.16%	5.52%	5.15%	6.12%	7.77%		6.08%	3.55%	4.27%	0.52%	4.78%	1.07%	5.85%
Aug 2021	7.97%	5.75%	5.83%	5.73%	5.67%	4.70%	5.86%	7.73%		5.93%	3.80%	4.22%	0.49%	4.70%	1.09%	5.79%
Jul 2021	7.42%	4.96%	5.05%	4.95%	4.75%	4.28%	5.48%	7.30%		5.41%	2.98%	3.94%	0.45%	4.40%	0.71%	5.11%
Jun 2021	6.06%	4.54%	4.59%	5.63%	4.30%	4.09%	5.15%	6.96%		5.07%	2.87%	3.71%	0.46%	4.16%	0.56%	4.72%
May 2021	5.23%	4.26%	4.29%	3.57%	3.75%	3.77%	4.96%	6.29%		4.69%	2.31%	3.37%	0.39%	3.75%	0.62%	4.37%
Apr 2021	5.94%	4.43%	4.45%	4.15%	3.98%	3.62%	5.13%	6.92%		4.87%	2.98%	3.41%	0.36%	3.78%	0.79%	4.57%
Mar 2021	5.12%	4.82%	4.83%	4.24%	4.51%	3.71%	5.48%	7.06%		5.18%	3.03%	3.46%	0.39%	3.85%	1.05%	4.90%
Feb 2021	6.55%	6.32%	6.33%	4.30%	5.41%	4.71%	6.89%	10.78%		6.82%	3.53%	3.76%	0.49%	4.25%	2.17%	6.42%
Jan 2021	9.74%	9.94%	9.93%	5.92%	7.76%	6.81%	9.40%	12.35%		9.05%	4.39%	3.91%	0.38%	4.29%	5.05%	9.34%
2020	7.35%	6.03%	6.07%	4.09%	5.58%	5.36%	6.23%	8.29%		6.31%	3.92%	4.07%	0.40%	4.46%	1.60%	6.06%
Dec 2020	7.61%	6.05%	6.10%	6.12%	5.60%	4.82%	5.51%	8.08%		5.89%	4.37%	3.88%	0.38%	4.25%	1.67%	5.93%
Nov 2020	6.50%	5.76%	5.78%	4.17%	5.07%	4.53%	5.09%	7.38%		5.36%	4.31%	3.71%	0.34%	4.05%	1.48%	5.53%
Oct 2020	7.79%	6.02%	6.08%	3.55%	5.33%	5.36%	6.08%	7.69%		6.09%	3.48%	3.92%	0.38%	4.30%	1.64%	5.94%
Sep 2020	6.91%	5.55%	5.59%	3.25%	5.44%	5.21%	5.76%	7.73%		5.96%	3.80%	4.08%	0.41%	4.49%	1.15%	5.64%
Aug 2020	6.43%	4.87%	4.92%	2.71%	4.93%	4.90%	5.32%	7.32%		5.55%	3.08%	4.03%	0.39%	4.42%	0.68%	5.10%
Jul 2020	5.51%	4.51%	4.54%	3.56%	4.49%	4.42%	5.26%	6.69%		5.21%	2.94%	3.78%	0.36%	4.13%	0.61%	4.74%
Jun 2020	6.82%	4.66%	4.73%	3.34%	4.42%	4.22%	5.00%	7.11%		5.13%	2.79%	3.63%	0.32%	3.95%	0.85%	4.80%
May 2020	8.98%	6.60%	6.68%	3.83%	6.22%	4.88%	7.19%	10.85%		7.26%	3.13%	4.05%	0.28%	4.33%	2.43%	6.76%
Apr 2020	9.33%	11.09%	11.03%	7.62%	8.31%	7.92%	10.91%	14.19%		10.40%	4.31%	4.41%	0.37%	4.78%	5.64%	10.42%
Mar 2020	8.44%	7.81%	7.83%	6.54%	7.66%	8.02%	8.01%	8.85%		8.11%	5.50%	4.48%	0.41%	4.89%	2.94%	7.83%

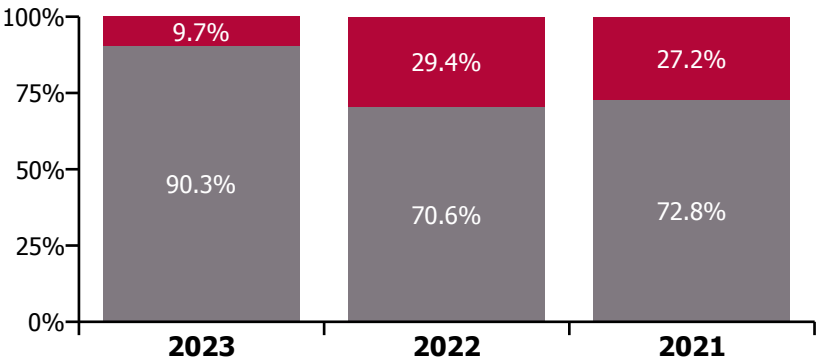
Service

Year/ month	NAS	Acute	Acute Services absence rate	CHWB	Mental Health	Primary Care	Disabilities	Older People	CHO Operations	Community Services absence rate	National Services & Central Functions absence rate	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
Feb 2020	7.24%	4.43%	4.53%	2.32%	4.46%	4.90%	5.04%	6.43%		5.16%	4.49%	4.25%	0.54%	4.79%		4.79%
Jan 2020	6.61%	4.83%	4.89%	1.00%	5.01%	5.28%	5.59%	6.84%		5.66%	4.69%	4.61%	0.60%	5.20%		5.20%

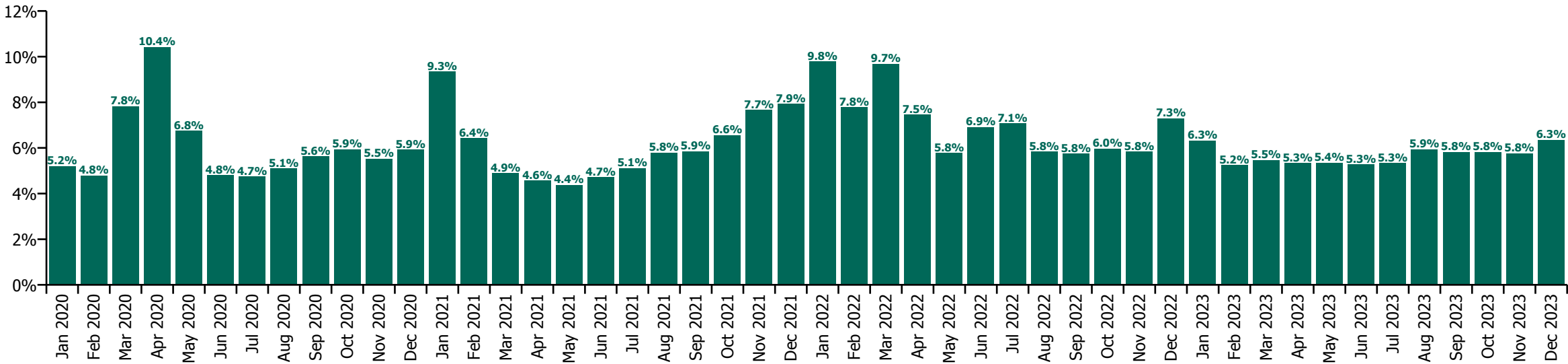
Total absence rate



Non Covid-19 & Covid-19 Absence



Total absence rate



HG & CHO

Year/ month	NAS	CHI	DMLHG	IEHG	RCSI	Saolta	SSWHG	ULHG	other Acute	Acute Services absence rate	CHO 1	CHO 2	CHO 3	CHO 4	CHO 5	CHO 6	CHO 7	CHO 8	CHO 9	other Comm.	Community Services absence rate	National Services & Central Functions absence rate	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2023	7.32%	4.99%	5.65%	4.81%	5.29%	5.63%	5.24%	7.17%	2.04%	5.46%	8.01%	4.62%	6.65%	6.12%	7.22%	5.24%	6.13%	6.56%	5.44%	4.53%	6.17%	3.90%	4.51%	0.62%	5.12%	0.55%	5.67%
Dec 2023	9.40%	6.42%	6.31%	5.09%	5.74%	6.07%	5.76%	7.70%	2.58%	6.03%	9.31%	6.46%	6.99%	6.76%	8.12%	6.02%	6.40%	7.02%	6.36%	6.18%	7.01%	4.56%	4.91%	0.77%	5.69%	0.66%	6.35%
Nov 2023	7.31%	5.43%	5.69%	4.45%	5.37%	5.75%	5.46%	6.81%	1.29%	5.46%	8.53%	5.74%	6.60%	6.38%	6.82%	5.48%	6.09%	6.75%	5.57%	4.36%	6.39%	4.19%	4.66%	0.65%	5.31%	0.45%	5.76%
Oct 2023	7.52%	5.05%	5.80%	4.75%	5.61%	5.74%	5.68%	7.39%	2.12%	5.64%	8.19%	4.53%	6.91%	6.53%	7.29%	5.32%	6.11%	6.45%	5.77%	4.25%	6.29%	4.11%	4.58%	0.67%	5.25%	0.56%	5.82%
Sep 2023	7.35%	4.93%	5.79%	4.72%	5.60%	5.70%	5.61%	7.57%	1.30%	5.61%	7.98%	4.63%	7.35%	6.61%	7.52%	5.00%	6.44%	6.37%	5.57%	4.60%	6.36%	3.99%	4.49%	0.60%	5.09%	0.74%	5.82%
Aug 2023	8.02%	4.88%	5.69%	5.19%	5.32%	6.04%	5.59%	7.88%	2.02%	5.73%	8.66%	4.34%	7.28%	6.86%	7.74%	5.38%	6.67%	7.11%	5.36%	3.61%	6.51%	3.80%	4.58%	0.59%	5.18%	0.76%	5.94%
Jul 2023	7.14%	5.01%	5.04%	4.91%	4.81%	5.16%	5.09%	6.69%	2.41%	5.18%	7.35%	4.18%	6.33%	6.00%	6.61%	5.13%	5.89%	5.93%	5.13%	4.23%	5.80%	3.37%	4.41%	0.55%	4.96%	0.37%	5.33%
Jun 2023	6.08%	4.52%	5.25%	4.62%	4.65%	5.29%	4.95%	6.46%	3.13%	5.05%	7.10%	4.23%	5.83%	5.83%	6.70%	4.60%	5.69%	6.31%	5.28%	4.35%	5.72%	3.58%	4.41%	0.54%	4.95%	0.33%	5.27%
May 2023	6.38%	4.50%	5.32%	4.65%	4.81%	5.66%	5.02%	6.91%	2.71%	5.20%	7.15%	3.92%	6.23%	5.79%	6.65%	4.68%	6.01%	6.39%	5.21%	4.82%	5.76%	3.61%	4.35%	0.55%	4.91%	0.45%	5.35%
Apr 2023	6.95%	4.70%	5.22%	4.86%	5.00%	4.96%	4.76%	7.32%	1.21%	5.16%	7.49%	4.26%	6.43%	5.89%	6.60%	4.70%	5.82%	6.07%	4.95%	4.37%	5.77%	3.61%	4.29%	0.57%	4.86%	0.48%	5.34%
Mar 2023	6.89%	4.91%	5.98%	4.66%	5.51%	5.82%	4.22%	7.07%	1.69%	5.33%	7.60%	4.04%	6.20%	4.65%	7.13%	5.51%	6.30%	6.55%	5.46%	4.84%	5.85%	3.86%	4.31%	0.63%	4.94%	0.53%	5.47%
Feb 2023	7.24%	4.15%	5.41%	4.38%	5.24%	5.05%	4.67%	6.49%	0.95%	5.04%	7.48%	4.13%	6.05%	5.45%	7.07%	4.82%	5.63%	6.07%	4.95%	3.65%	5.66%	3.74%	4.21%	0.58%	4.80%	0.45%	5.24%
Jan 2023	7.42%	5.29%	6.22%	5.39%	5.85%	6.19%	6.03%	7.73%	2.94%	6.05%	9.25%	5.21%	7.51%	6.89%	8.30%	6.33%	6.53%	7.59%	5.64%	4.99%	6.94%	4.20%	4.85%	0.67%	5.52%	0.81%	6.33%
2022	8.95%	6.94%	6.75%	6.45%	7.30%	7.10%	6.86%	9.11%	3.21%	7.09%	9.05%	5.29%	8.06%	7.05%	8.79%	6.59%	7.59%	8.54%	6.31%	5.64%	7.41%	4.15%	4.40%	0.61%	5.01%	2.09%	7.10%
Dec 2022	9.61%	6.86%	8.41%	6.13%	7.30%	6.99%	6.82%	9.37%	3.38%	7.29%	9.85%	4.71%	8.39%	6.16%	9.68%	7.12%	7.46%	8.29%	6.82%	7.02%	7.52%	5.12%	5.20%	0.87%	6.07%	1.23%	7.30%
Nov 2022	8.07%	5.42%	5.99%	4.85%	5.85%	5.86%	5.58%	7.20%	4.50%	5.75%	8.03%	4.07%	7.00%	5.82%	7.33%	5.47%	6.12%	7.24%	5.12%	3.83%	6.15%	3.92%	4.40%	0.69%	5.09%	0.74%	5.83%
Oct 2022	7.63%	6.13%	5.79%	4.80%	6.14%	5.61%	5.46%	7.61%	4.36%	5.81%	8.33%	4.91%	6.90%	6.15%	7.66%	5.94%	6.19%	7.26%	5.30%	3.91%	6.40%	3.81%	4.52%	0.65%	5.17%	0.80%	5.97%
Sep 2022	7.53%	5.94%	5.62%	4.60%	5.82%	5.79%	5.32%	7.86%	1.74%	5.65%	8.02%	4.02%	6.23%	5.50%	7.47%	5.67%	6.57%	7.20%	5.42%	4.01%	6.17%	3.19%	4.45%	0.61%	5.06%	0.70%	5.75%
Aug 2022	7.92%	5.98%	4.97%	4.73%	5.77%	6.10%	5.32%	8.13%	2.72%	5.63%	8.92%	4.59%	6.52%	5.61%	7.60%	5.44%	6.47%	7.50%	5.30%	4.07%	6.36%	3.46%	4.49%	0.54%	5.02%	0.81%	5.84%
Jul 2022	10.23%	6.74%	6.22%	5.44%	7.50%	7.32%	6.55%	9.33%	2.78%	6.84%	9.41%	5.40%	8.47%	7.24%	9.31%	6.82%	7.98%	8.79%	6.37%	5.14%	7.67%	4.31%	4.59%	0.57%	5.16%	1.91%	7.07%
Jun 2022	9.05%	6.86%	6.21%	6.12%	7.05%	7.05%	7.53%	8.72%	2.52%	7.00%	8.39%	5.41%	7.47%	5.78%	8.49%	6.77%	7.67%	8.17%	6.24%	6.51%	7.09%	4.06%	4.38%	0.62%	4.99%	1.92%	6.91%
May 2022	8.43%	5.77%	5.28%	5.20%	6.02%	5.89%	5.43%	7.61%	1.45%	5.78%	7.02%	4.37%	6.58%	5.66%	7.18%	5.26%	6.32%	7.08%	5.36%	4.33%	6.03%	3.22%	4.14%	0.60%	4.74%	1.03%	5.77%
Apr 2022	9.98%	6.89%	7.00%	7.36%	6.76%	6.79%	7.61%	9.34%	4.64%	7.36%	8.19%	5.54%	9.10%	9.50%	9.00%	6.62%	8.16%	9.19%	6.36%	6.41%	7.95%	4.01%	4.36%	0.58%	4.93%	2.53%	7.46%
Mar 2022	9.27%	8.99%	9.21%	10.31%	9.31%	10.01%	10.08%	11.75%	3.96%	9.86%	11.80%	6.98%	10.09%	9.22%	11.65%	9.13%	10.46%	11.46%	8.60%	7.87%	9.87%	5.47%	4.34%	0.59%	4.93%	4.75%	9.68%
Feb 2022	8.82%	8.09%	7.81%	8.00%	8.95%	7.58%	7.16%	10.13%		8.07%	9.43%	5.42%	8.53%	7.75%	8.69%	7.13%	8.27%	8.63%	6.59%	5.72%	7.76%	4.34%	4.01%	0.54%	4.55%	3.23%	7.78%
Jan 2022	10.59%	9.68%	8.50%	9.52%	11.35%	10.35%	9.68%	12.25%		10.00%	11.38%	8.39%	11.41%	10.34%	11.30%	8.04%	9.41%	11.42%	8.39%	8.73%	9.98%	4.94%	3.94%	0.46%	4.40%	5.38%	9.78%
2021	7.76%	5.74%	5.96%	5.85%	6.53%	6.01%	5.70%	8.00%		6.16%	7.82%	4.49%	6.75%	5.99%	7.14%	5.76%	6.76%	7.06%	5.59%	4.46%	6.30%	3.56%	3.96%	0.49%	4.45%	1.66%	6.11%
Dec 2021	10.01%	7.85%	7.79%	8.91%	8.47%	7.48%	7.04%	9.43%		8.16%	9.45%	5.74%	8.65%	7.53%	9.73%	6.70%	8.55%	8.54%	7.03%	7.61%	7.97%	4.63%	4.38%	0.55%	4.93%	3.00%	7.94%
Nov 2021	10.09%	8.10%	7.55%	7.95%	7.90%	7.49%	6.71%	9.76%		7.80%	9.10%	5.21%	8.36%	7.65%	8.70%	7.04%	8.44%	8.87%	7.24%	6.49%	7.80%	4.66%	4.60%	0.72%	5.32%	2.34%	7.66%
Oct 2021	8.86%	6.94%	6.48%	6.58%	7.02%	6.39%	6.03%	8.54%		6.73%	8.14%	4.53%	7.49%	6.45%	7.30%	5.43%	7.32%	7.52%	5.82%	5.11%	6.60%	3.88%	4.47%	0.61%	5.08%	1.48%	6.56%
Sep 2021	8.20%	5.58%	5.60%	5.26%	6.26%	5.70%	5.53%	7.66%		5.86%	7.92%	3.68%	6.99%	5.55%	6.65%	5.68%	6.89%	7.05%	5.27%	3.98%	6.08%	3.55%	4.27%	0.52%	4.78%	1.07%	5.85%
Aug 2021	7.97%	5.83%	5.51%	5.75%	6.16%	5.50%	5.22%	7.49%		5.83%	8.00%	4.36%	6.32%	5.28%	6.56%	5.28%	6.49%	6.49%	5.26%	4.15%	5.93%	3.80%	4.22%	0.49%	4.70%	1.09%	5.79%
Jul 2021	7.42%	5.13%	4.84%	4.59%	5.03%	5.03%	4.80%	6.43%		5.05%	7.00%	3.63%	5.82%	4.74%	5.87%	5.00%	5.98%	6.42%	5.00%	3.64%	5.41%	2.98%	3.94%	0.45%	4.40%	0.71%	5.11%
Jun 2021	6.06%	4.58%	4.65%	4.07%	4.76%	4.52%	4.28%	5.93%		4.59%	6.69%	3.22%	5.62%	5.07%	5.78%	4.68%	5.37%	5.63%	4.60%	3.00%	5.07%	2.87%	3.71%	0.46%	4.16%	0.56%	4.72%
May 2021	5.23%	4.20%	4.33%	4.09%	4.56%	3.96%	4.18%	4.88%		4.29%	5.87%	2.57%	5.35%	4.91%	5.36%	4.40%	5.08%	5.36%	4.12%	2.00%	4.69%	2.31%	3.37%	0.39%	3.75%	0.62%	4.37%
Apr 2021	5.94%	4.30%	4.68%	3.94%	4.45%	4.39%	4.33%	5.65%		4.45%	6.00%	3.36%	5.07%	4.55%	5.35%	4.52%	5.40%	5.83%	4.34%	2.74%	4.87%	2.98%	3.41%	0.36%	3.78%	0.79%	4.57%
Mar 2021	5.12%	4.12%	4.95%	4.24%	5.20%	4.63%	4.78%	6.48%		4.83%	6.36%	4.11%	5.50%	4.84%	5.95%	4.57%	5.45%	5.73%	4.56%	3.92%	5.18%	3.03%	3.46%	0.39%	3.85%	1.05%	4.90%
Feb 2021	6.55%	4.51%	6.43%	5.61%	7.05%	6.49%	5.69%	9.42%		6.33%	7.81%	6.30%	6.53%	6.91%	7.66%	6.38%	6.73%	7.73%	5.97%	4.68%	6.82%	3.53%	3.76%	0.49%	4.25%	2.17%	6.42%
Jan 2021	9.74%	7.57%	8.79%	8.98%	11.64%	10.52%	9.52%	14.12%		9.93%	11.51%	7.79%	9.03%	7.73%	10.54%	9.50%	9.35%	9.37%	7.87%	7.23%	9.05%	4.39%	3.91%	0.38%	4.29%	5.05%	9.34%
2020	7.35%	5.65%	6.41%	5.56%	6.32%	5.71%	5.46%	8.23%		6.07%	7.16%	4.77%	6.68%	5.14%	6.33%	5.88%	8.04%	7.38%	5.88%	4.65%	6.31%	3.92%	4.07%	0.40%	4.46%	1.60%	6.06%
Dec 2020	7.61%	5.74%	6.12%	5.26%	6.58%	6.78%	5.42%	7.34%		6.10%	7.30%	4.64%	6.26%	4.00%	7.09%	5.51%	6.96%	6.76%	4.93%	7.37%	5.89%	4.37%	3.88%	0.38%	4.25%	1.67%	5.93%
Nov 2020	6.50%	4.95%	6.43%	4.80%	6.17%	5.74%	4.97%	8.95%		5.78%	6.66%	4.31%	5.92%	4.51%	5.81%	4.48%	6.40%	6.08%	4.19%	4.40%	5.36%	4.31%	3.71%	0.34%	4.05%	1.48%	5.53%
Oct 2020	7.79%	5.69%	6.44%	4.80%	6.88%	5.44%	6.42%	7.20%		6.08%	8.02%	4.78%	6.40%	5.11%	6.23%	4.82%	7.95%	7.21%	4.70%	5.06%	6.09%	3.48%	3.92%	0.38%	4.30%	1.64%	5.94%
Sep 2020	6.91%	5.68%	6.27%	4.67%	6.01%	5.12%	5.00%	7.34%		5.59%	7.43%	4.40%	6.82%	4.68%	5.41%	5.18%	7.60%	7.17%	5.08%	4.25%	5.96%	3.80%	4.08%	0.41%	4.49%	1.15%	5.64%
Aug 2020	6.43%	4.67%	5.08%	5.20%	4.17%	4.43%	4.35%	7.65%		4.92%	6.65%	3.84%	6.91%	4.68%	5.84%	4.88%	6.71%	6.41%	4.80%	4.48%	5.55%	3.08%	4.03%	0.39%	4.42%	0.68%	5.10%
Jul 2020	5.51%	4.63%	4.72%	4.32%	4.13%	4.28%	4.07%	6.88%		4.54%	5.99%	3.54%	5.65%	4.01%	5.64%	5.01%	6.82%	6.33%	4.76%	3.59%	5.21%	2.94%	3.78%	0.36%	4.13%	0.61%	4.74%
Jun 2020	6.82%	4.27%	4.70%	4.46%	4.74%	4.47%	4.27%	6.73%		4.73%	5.77%	3.39%	5.80%	4.45%	5.37%	4.72%	6.25%	6.14%	4.58%	3.81%	5.13%	2.79%	3.63%	0.32%	3.95%	0.85%	4.80%
May 2																											