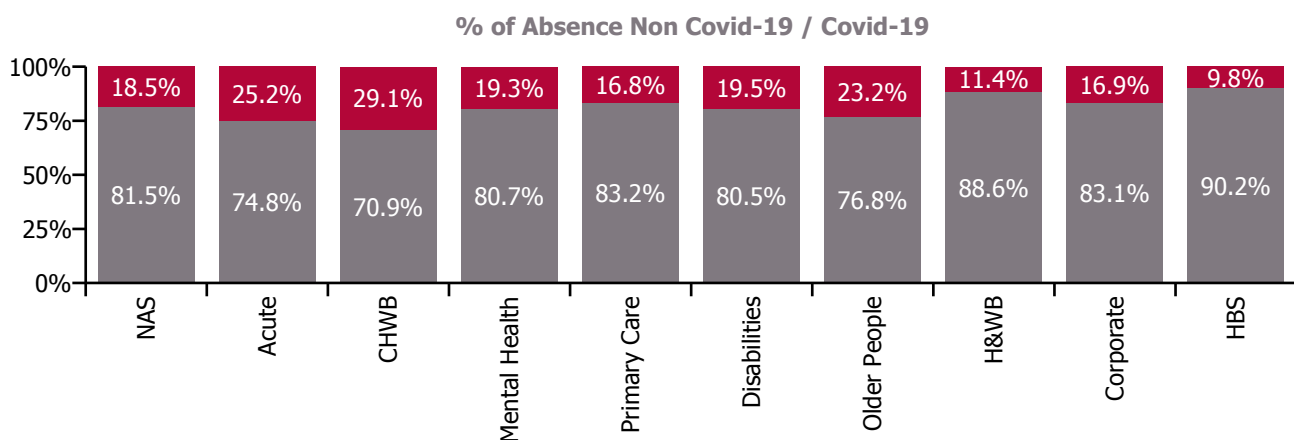
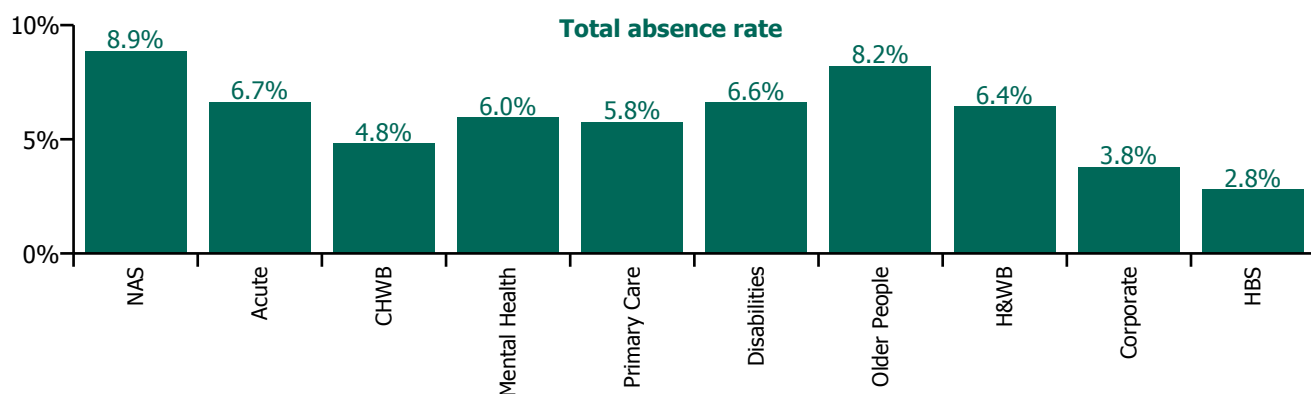


## October 2021

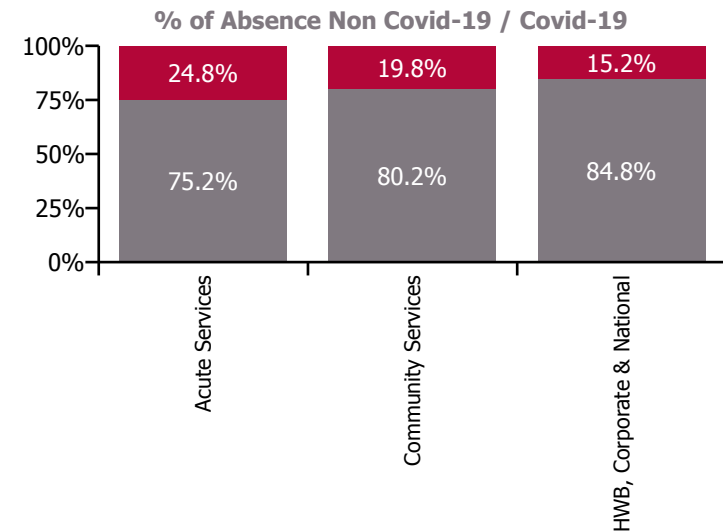
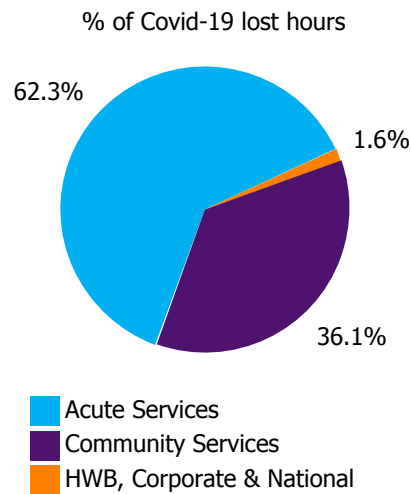
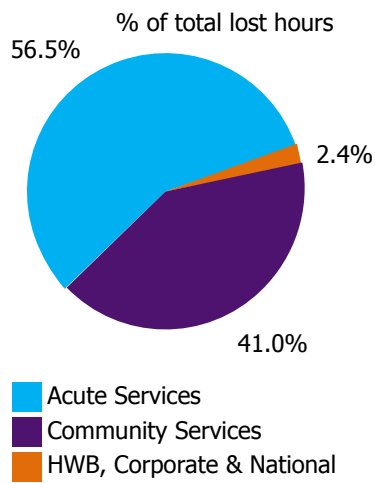
Health Service Absence Rate - by Staff Category: Oct 2021	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
<b>Total</b>	<b>4.47%</b>	<b>0.61%</b>	<b>5.08%</b>	<b>1.48%</b>	<b>6.56%</b>	<b>77.44%</b>	<b>22.56%</b>
Medical & Dental	1.23%	0.20%	1.43%	0.84%	2.27%	62.95%	37.05%
Nursing & Midwifery	4.86%	0.84%	5.70%	1.68%	7.38%	77.19%	22.81%
Health & Social Care Professionals	3.62%	0.44%	4.06%	1.35%	5.41%	74.97%	25.03%
Management & Administrative	3.88%	0.43%	4.31%	1.07%	5.38%	80.04%	19.96%
General Support	5.87%	0.57%	6.44%	1.89%	8.32%	77.33%	22.67%
Patient & Client Care	5.86%	0.71%	6.57%	1.68%	8.25%	79.63%	20.37%

Health Service Absence Rate - by Care Group: Oct 2021	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
<b>Total</b>	<b>4.47%</b>	<b>0.61%</b>	<b>5.08%</b>	<b>1.48%</b>	<b>6.56%</b>	<b>77.44%</b>	<b>22.56%</b>
Ambulance Services	6.47%	0.75%	7.22%	1.64%	8.86%	81.53%	18.47%
Acute Hospital Services	4.27%	0.71%	4.98%	1.67%	6.65%	74.83%	25.17%
<b>Acute Services</b>	<b>4.35%</b>	<b>0.71%</b>	<b>5.06%</b>	<b>1.67%</b>	<b>6.73%</b>	<b>75.15%</b>	<b>24.85%</b>
Community Health & Wellbeing	3.30%	0.12%	3.42%	1.40%	4.82%	70.94%	29.06%
Mental Health	4.32%	0.49%	4.82%	1.15%	5.97%	80.69%	19.31%
Primary Care	4.41%	0.38%	4.79%	0.97%	5.76%	83.15%	16.85%
Disabilities	4.78%	0.55%	5.33%	1.29%	6.62%	80.51%	19.49%
Older People	5.73%	0.58%	6.32%	1.91%	8.23%	76.77%	23.23%
<b>Community Services</b>	<b>4.78%</b>	<b>0.51%</b>	<b>5.29%</b>	<b>1.31%</b>	<b>6.60%</b>	<b>80.16%</b>	<b>19.84%</b>
Health & Wellbeing	5.20%	0.51%	5.71%	0.73%	6.44%	88.61%	11.39%
Corporate	2.88%	0.27%	3.15%	0.64%	3.79%	83.15%	16.85%
Health Business Services	2.21%	0.32%	2.53%	0.27%	2.80%	90.23%	9.77%
<b>HWB, Corporate &amp; National</b>	<b>2.99%</b>	<b>0.30%</b>	<b>3.29%</b>	<b>0.59%</b>	<b>3.88%</b>	<b>84.79%</b>	<b>15.21%</b>



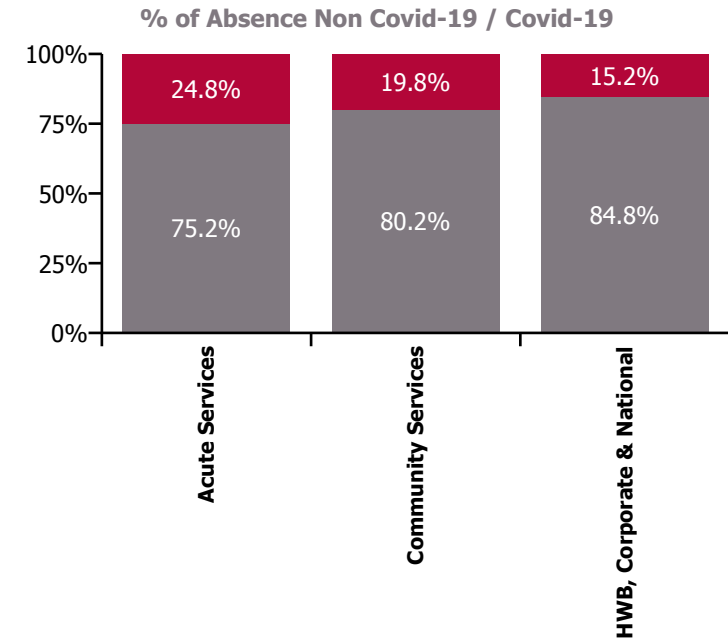
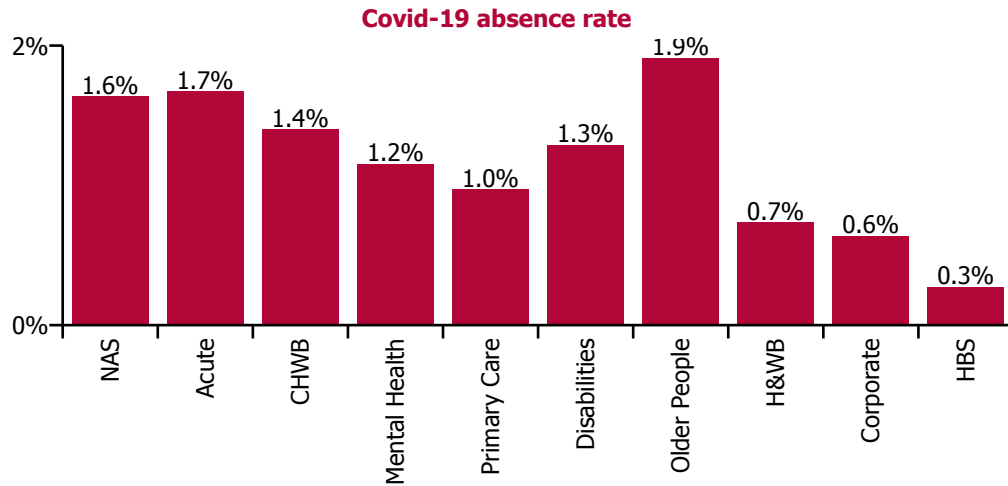
## October 2021

Health Service Absence Rate - by Care Group: Oct 2021	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
<b>Total</b>	<b>2.27%</b>	<b>7.38%</b>	<b>5.41%</b>	<b>5.38%</b>	<b>8.32%</b>	<b>8.25%</b>	<b>4.47%</b>	<b>0.61%</b>	<b>5.08%</b>	<b>1.48%</b>	<b>6.56%</b>
Ambulance Services				5.19%	11.21%	9.00%	6.47%	0.75%	7.22%	1.64%	8.86%
Acute Hospital Services	1.91%	7.47%	5.66%	6.42%	8.87%	9.61%	4.27%	0.71%	4.98%	1.67%	6.65%
<b>Acute Services</b>	<b>1.91%</b>	<b>7.47%</b>	<b>5.66%</b>	<b>6.41%</b>	<b>8.88%</b>	<b>9.44%</b>	<b>4.35%</b>	<b>0.71%</b>	<b>5.06%</b>	<b>1.67%</b>	<b>6.73%</b>
Community Health & Wellbeing		14.60%	19.61%	2.71%		7.03%	3.30%	0.12%	3.42%	1.40%	4.82%
Mental Health	3.32%	6.82%	4.48%	4.17%	7.74%	6.41%	4.32%	0.49%	4.82%	1.15%	5.97%
Primary Care	4.10%	6.61%	5.32%	4.89%	5.70%	7.30%	4.41%	0.38%	4.79%	0.97%	5.76%
Disabilities	2.97%	7.65%	5.70%	4.64%	6.63%	6.97%	4.78%	0.55%	5.33%	1.29%	6.62%
Older People	0.59%	8.01%	4.05%	5.11%	8.15%	9.57%	5.73%	0.58%	6.32%	1.91%	8.23%
<b>Community Services</b>	<b>3.56%</b>	<b>7.25%</b>	<b>5.34%</b>	<b>4.71%</b>	<b>7.25%</b>	<b>7.63%</b>	<b>4.78%</b>	<b>0.51%</b>	<b>5.29%</b>	<b>1.31%</b>	<b>6.60%</b>
Health & Wellbeing	5.88%	8.39%	3.35%	7.01%			5.20%	0.51%	5.71%	0.73%	6.44%
Corporate	3.09%	5.80%	4.19%	3.43%	2.79%	7.79%	2.88%	0.27%	3.15%	0.64%	3.79%
Health Business Services				2.74%	3.11%		2.21%	0.32%	2.53%	0.27%	2.80%
<b>HWB, Corporate &amp; National</b>	<b>4.32%</b>	<b>6.37%</b>	<b>4.14%</b>	<b>3.54%</b>	<b>3.05%</b>	<b>7.48%</b>	<b>2.99%</b>	<b>0.30%</b>	<b>3.29%</b>	<b>0.59%</b>	<b>3.88%</b>



## October 2021

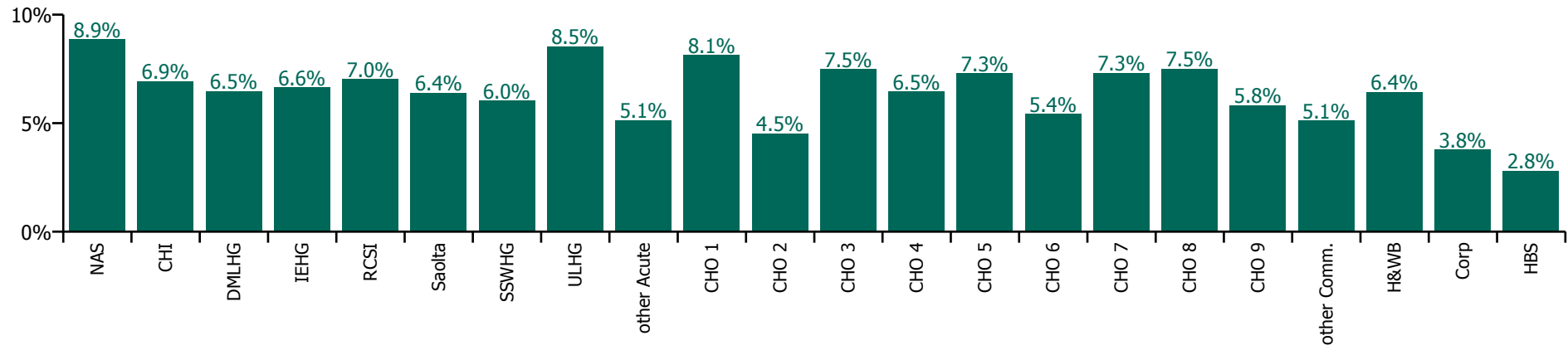
Health Service Covid-19 Absence Rate - by Staff Category & Care Group: Oct 2021	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Covid-19 absence	Non Covid-19 absence	Total absence rate
<b>Total</b>	<b>0.84%</b>	<b>1.68%</b>	<b>1.35%</b>	<b>1.07%</b>	<b>1.89%</b>	<b>1.68%</b>	<b>1.48%</b>	<b>5.08%</b>	<b>6.56%</b>
Ambulance Services						1.72%	1.64%	7.22%	8.86%
Acute Hospital Services	0.90%	1.76%	1.76%	1.61%	2.10%	1.98%	1.67%	4.98%	6.65%
<b>Acute Services</b>	<b>0.90%</b>	<b>1.76%</b>	<b>1.76%</b>	<b>1.59%</b>	<b>2.09%</b>	<b>1.91%</b>	<b>1.67%</b>	<b>5.06%</b>	<b>6.73%</b>
Community Health & Wellbeing			4.39%	0.51%		7.03%	1.40%	3.42%	4.82%
Mental Health	0.36%	1.54%	0.52%	0.88%	1.07%	1.10%	1.15%	4.82%	5.97%
Primary Care	0.77%	0.99%	1.07%	0.56%	1.64%	1.44%	0.97%	4.79%	5.76%
Disabilities	0.11%	1.59%	1.10%	0.41%	1.47%	1.39%	1.29%	5.33%	6.62%
Older People		2.12%	1.03%	0.69%	1.75%	2.13%	1.91%	6.32%	8.23%
<b>Community Services</b>	<b>0.53%</b>	<b>1.57%</b>	<b>1.01%</b>	<b>0.59%</b>	<b>1.48%</b>	<b>1.56%</b>	<b>1.31%</b>	<b>5.29%</b>	<b>6.60%</b>
Health & Wellbeing	1.02%	0.54%		0.78%			0.73%	5.71%	6.44%
Corporate	0.97%	0.91%	1.00%	0.43%		0.20%	0.64%	3.15%	3.79%
Health Business Services				0.31%	0.14%		0.27%	2.53%	2.80%
<b>HWB, Corporate &amp; National</b>	<b>0.99%</b>	<b>0.82%</b>	<b>0.96%</b>	<b>0.43%</b>	<b>0.12%</b>	<b>0.19%</b>	<b>0.59%</b>	<b>3.29%</b>	<b>3.88%</b>



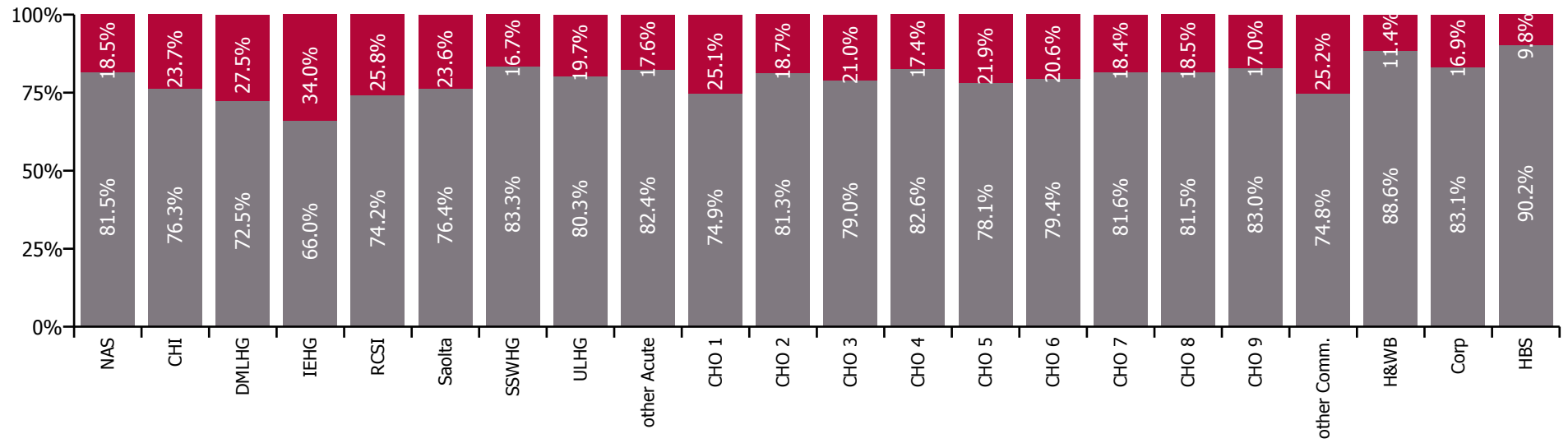
## October 2021

Health Service Absence Rate - by HG , CHO/Care Group & Staff Category: Oct 2021	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
<b>Total</b>	2.27%	7.38%	5.41%	5.38%	8.32%	8.25%	4.47%	0.61%	5.08%	1.48%	6.56%
National Ambulance Service				5.19%	11.21%	9.00%	6.47%	0.75%	7.22%	1.64%	8.86%
Children's Health Ireland	1.92%	7.95%	5.54%	7.17%	12.25%	12.26%	4.42%	0.87%	5.29%	1.64%	6.94%
Dublin Midlands Hospital Group	1.73%	7.11%	5.76%	6.62%	7.60%	9.81%	4.02%	0.67%	4.69%	1.78%	6.48%
Ireland East Hospital Group	2.72%	6.94%	6.66%	6.86%	9.29%	8.32%	3.89%	0.49%	4.38%	2.26%	6.65%
RCSI Hospitals Group	1.47%	8.20%	4.85%	7.22%	10.68%	9.78%	4.61%	0.60%	5.21%	1.81%	7.02%
Saolta University Hospital Care Group	1.75%	7.75%	4.64%	5.58%	7.80%	9.62%	3.91%	0.97%	4.89%	1.51%	6.39%
South/South West Hospital Group	1.73%	6.93%	5.65%	5.88%	6.85%	8.56%	4.21%	0.82%	5.02%	1.01%	6.03%
University of Limerick Hospital Group	1.69%	9.17%	6.14%	5.72%	12.86%	14.35%	6.16%	0.69%	6.86%	1.68%	8.54%
Other Acute Services	1.13%	5.16%	7.04%	3.11%	2.93%	5.71%	3.54%	0.69%	4.23%	0.90%	5.13%
<b>Acute Services</b>	<b>1.91%</b>	<b>7.47%</b>	<b>5.66%</b>	<b>6.41%</b>	<b>8.88%</b>	<b>9.44%</b>	<b>4.35%</b>	<b>0.71%</b>	<b>5.06%</b>	<b>1.67%</b>	<b>6.73%</b>
CHO 1	2.26%	8.60%	6.44%	6.48%	11.74%	8.83%	5.67%	0.43%	6.10%	2.05%	8.14%
CHO 2	2.64%	5.37%	3.98%	3.11%	4.07%	4.89%	3.48%	0.20%	3.68%	0.85%	4.53%
CHO 3	3.66%	9.17%	5.64%	5.88%	7.11%	7.81%	5.40%	0.53%	5.92%	1.57%	7.49%
CHO 4	3.10%	6.07%	5.60%	3.79%	4.95%	8.31%	4.59%	0.74%	5.33%	1.13%	6.45%
CHO 5	3.80%	8.53%	6.15%	4.78%	7.36%	7.77%	5.09%	0.61%	5.70%	1.60%	7.30%
CHO 6	5.59%	6.74%	4.54%	4.46%	4.81%	5.58%	3.86%	0.45%	4.31%	1.12%	5.43%
CHO 7	4.51%	7.67%	5.39%	5.60%	8.50%	8.61%	5.36%	0.62%	5.98%	1.34%	7.32%
CHO 8	2.46%	8.19%	6.37%	5.79%	7.76%	8.78%	5.66%	0.47%	6.12%	1.39%	7.52%
CHO 9	3.99%	5.71%	5.25%	4.07%	7.63%	7.41%	4.37%	0.47%	4.84%	0.99%	5.82%
Other Community Services	4.24%	7.71%	2.67%	1.61%	5.27%	4.13%	3.17%	0.65%	3.82%	1.29%	5.11%
<b>Community Services</b>	<b>3.56%</b>	<b>7.25%</b>	<b>5.34%</b>	<b>4.71%</b>	<b>7.25%</b>	<b>7.63%</b>	<b>4.78%</b>	<b>0.51%</b>	<b>5.29%</b>	<b>1.31%</b>	<b>6.60%</b>
<b>HWB, Corporate &amp; National</b>	<b>4.32%</b>	<b>6.37%</b>	<b>4.14%</b>	<b>3.54%</b>	<b>3.05%</b>	<b>7.48%</b>	<b>2.99%</b>	<b>0.30%</b>	<b>3.29%</b>	<b>0.59%</b>	<b>3.88%</b>

**Total absence rate**

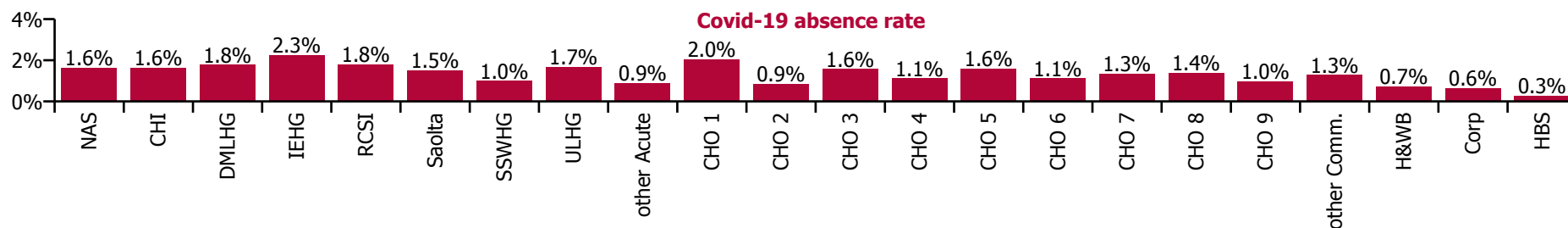


**% of Absence Non Covid-19 / Covid-19**



## October 2021

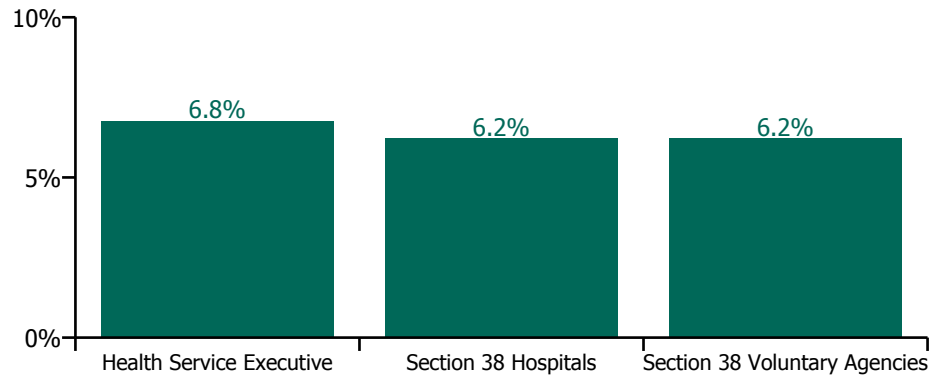
Health Service Covid-19 Absence Rate - by Staff Category & HG/ CHO: Oct 2021	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Covid-19 absence	Non Covid-19 absence	Total absence rate
<b>Total</b>	<b>0.84%</b>	<b>1.68%</b>	<b>1.35%</b>	<b>1.07%</b>	<b>1.89%</b>	<b>1.68%</b>	<b>1.48%</b>	<b>5.08%</b>	<b>6.56%</b>
National Ambulance Service						1.72%	1.64%	7.22%	8.86%
Children's Health Ireland	0.26%	1.79%	1.45%	1.98%	2.77%	2.81%	1.64%	5.29%	6.94%
Dublin Midlands Hospital Group	0.86%	2.05%	1.53%	1.56%	2.20%	2.23%	1.78%	4.69%	6.48%
Ireland East Hospital Group	1.97%	1.89%	3.36%	2.63%	2.63%	1.81%	2.26%	4.38%	6.65%
RCSI Hospitals Group	0.66%	2.13%	1.53%	1.81%	2.26%	2.28%	1.81%	5.21%	7.02%
Saolta University Hospital Care Group	0.64%	1.85%	1.16%	1.03%	1.87%	2.17%	1.51%	4.89%	6.39%
South/South West Hospital Group	0.50%	1.01%	1.11%	0.97%	1.38%	1.13%	1.01%	5.02%	6.03%
University of Limerick Hospital Group	0.36%	1.91%	1.67%	0.94%	2.47%	2.30%	1.68%	6.86%	8.54%
Other Acute Services	1.13%	0.90%	1.54%	0.22%	1.05%	0.48%	0.90%	4.23%	5.13%
<b>Acute Services</b>	<b>0.90%</b>	<b>1.76%</b>	<b>1.76%</b>	<b>1.59%</b>	<b>2.09%</b>	<b>1.91%</b>	<b>1.67%</b>	<b>5.06%</b>	<b>6.73%</b>
CHO 1	0.30%	2.23%	1.96%	1.22%	2.72%	2.31%	2.05%	6.10%	8.14%
CHO 2	0.13%	1.22%	0.72%	0.31%	0.77%	0.89%	0.85%	3.68%	4.53%
CHO 3	0.46%	1.58%	1.24%	1.20%	1.31%	1.94%	1.57%	5.92%	7.49%
CHO 4	0.63%	1.19%	0.71%	0.36%	1.29%	1.46%	1.13%	5.33%	6.45%
CHO 5	1.55%	1.91%	1.44%	0.94%	1.27%	1.63%	1.60%	5.70%	7.30%
CHO 6	0.03%	1.43%	1.05%	0.41%	0.30%	1.64%	1.12%	4.31%	5.43%
CHO 7	0.59%	1.72%	0.62%	0.55%	2.15%	1.58%	1.34%	5.98%	7.32%
CHO 8	0.32%	1.68%	1.06%	0.57%	1.64%	1.74%	1.39%	6.12%	7.52%
CHO 9	0.86%	1.14%	1.05%	0.25%	1.32%	1.06%	0.99%	4.84%	5.82%
Other Community Services		2.11%		0.08%	1.38%	2.09%	1.29%	3.82%	5.11%
<b>Community Services</b>	<b>0.53%</b>	<b>1.57%</b>	<b>1.01%</b>	<b>0.59%</b>	<b>1.48%</b>	<b>1.56%</b>	<b>1.31%</b>	<b>5.29%</b>	<b>6.60%</b>
Health & Wellbeing	1.02%	0.54%		0.78%			0.73%	5.71%	6.44%
Corporate	0.97%	0.91%	1.00%	0.43%		0.20%	0.64%	3.15%	3.79%
Health Business Services				0.31%	0.14%		0.27%	2.53%	2.80%
<b>HWB, Corporate &amp; National</b>	<b>0.99%</b>	<b>0.82%</b>	<b>0.96%</b>	<b>0.43%</b>	<b>0.12%</b>	<b>0.19%</b>	<b>0.59%</b>	<b>3.29%</b>	<b>3.88%</b>



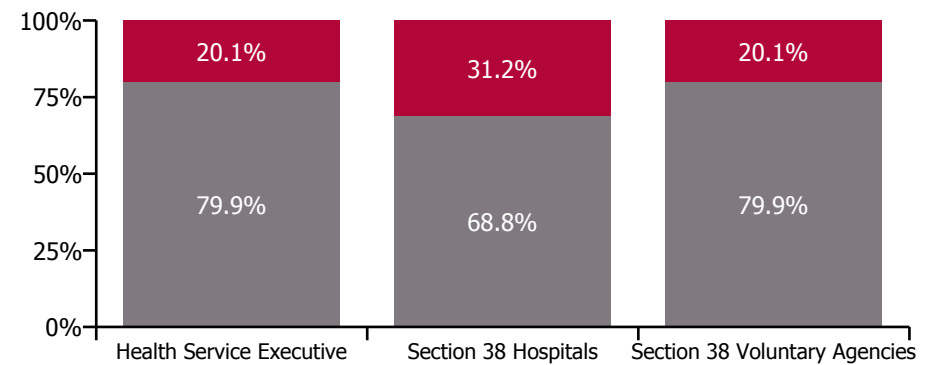
## October 2021

Health Service Absence Rate - by Care Group: Oct 2021	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
<b>Total</b>	<b>2.27%</b>	<b>7.38%</b>	<b>5.41%</b>	<b>5.38%</b>	<b>8.32%</b>	<b>8.25%</b>	<b>4.47%</b>	<b>0.61%</b>	<b>5.08%</b>	<b>1.48%</b>	<b>6.56%</b>
<b>Health Service Executive</b>	<b>2.31%</b>	<b>7.77%</b>	<b>5.14%</b>	<b>5.19%</b>	<b>8.36%</b>	<b>9.00%</b>	<b>4.78%</b>	<b>0.62%</b>	<b>5.41%</b>	<b>1.36%</b>	<b>6.76%</b>
Ambulance Services				5.19%	11.21%	9.00%	6.47%	0.75%	7.22%	1.64%	8.86%
Acute Hospital Services	1.74%	8.18%	5.47%	6.44%	8.86%	10.18%	4.75%	0.79%	5.54%	1.46%	7.00%
Community Health & Wellbeing		14.60%	19.61%	2.71%		7.03%	3.30%	0.12%	3.42%	1.40%	4.82%
Mental Health	3.07%	6.95%	4.55%	4.19%	7.83%	6.45%	4.39%	0.51%	4.90%	1.15%	6.05%
Primary Care	4.29%	6.55%	5.34%	4.96%	5.71%	7.42%	4.43%	0.38%	4.80%	0.98%	5.78%
Disabilities	0.29%	8.52%	5.65%	7.44%	7.76%	8.12%	5.87%	0.48%	6.35%	1.40%	7.75%
Older People	0.66%	8.14%	3.95%	5.31%	8.48%	9.72%	5.87%	0.59%	6.46%	1.95%	8.41%
Health & Wellbeing	5.88%	8.39%	3.35%	7.01%			5.20%	0.51%	5.71%	0.73%	6.44%
Corporate	3.09%	5.80%	4.19%	3.43%	2.79%	7.79%	2.88%	0.27%	3.15%	0.64%	3.79%
Health Business Services				2.74%	3.11%		2.21%	0.32%	2.53%	0.27%	2.80%
<b>Section 38 Hospitals</b>	<b>2.13%</b>	<b>6.58%</b>	<b>5.85%</b>	<b>6.41%</b>	<b>8.90%</b>	<b>8.66%</b>	<b>3.67%</b>	<b>0.61%</b>	<b>4.28%</b>	<b>1.94%</b>	<b>6.22%</b>
<b>Section 38 Voluntary Agencies</b>	<b>4.02%</b>	<b>6.98%</b>	<b>5.61%</b>	<b>3.37%</b>	<b>6.30%</b>	<b>6.70%</b>	<b>4.42%</b>	<b>0.55%</b>	<b>4.97%</b>	<b>1.25%</b>	<b>6.22%</b>

**Total absence rate**



**Non Covid-19 & Covid-19 Absence**



## 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
<b>2021</b>	<b>1.87%</b>	<b>6.73%</b>	<b>4.27%</b>	<b>4.35%</b>	<b>7.19%</b>	<b>7.65%</b>	<b>3.86%</b>	<b>0.45%</b>	<b>4.31%</b>	<b>1.45%</b>	<b>5.77%</b>
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%	3.74%	0.46%	4.20%	0.56%	4.76%
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%	3.70%	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%
<b>2020</b>	<b>2.33%</b>	<b>7.10%</b>	<b>4.46%</b>	<b>4.74%</b>	<b>7.32%</b>	<b>7.88%</b>	<b>4.07%</b>	<b>0.40%</b>	<b>4.46%</b>	<b>1.60%</b>	<b>6.06%</b>
Dec 2020	2.31%	7.19%	3.99%	4.67%	6.95%	7.59%	3.88%	0.38%	4.25%	1.67%	5.92%
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%	9.55%	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%
<b>2019</b>	<b>1.32%</b>	<b>5.06%</b>	<b>3.72%</b>	<b>4.42%</b>	<b>5.88%</b>	<b>6.00%</b>	<b>4.14%</b>	<b>0.53%</b>	<b>4.67%</b>		<b>4.67%</b>
Dec 2019	1.55%	5.57%	4.24%	5.02%	6.41%	6.22%	4.48%	0.67%	5.14%		5.14%
Nov 2019	1.30%	5.27%	3.73%	4.57%	5.99%	6.05%	4.22%	0.56%	4.79%		4.79%
Oct 2019	1.28%	5.26%	3.67%	4.47%	5.93%	6.24%	4.25%	0.53%	4.78%		4.78%
Sep 2019	1.30%	5.03%	3.83%	4.48%	6.11%	5.94%	4.18%	0.50%	4.68%		4.68%
Aug 2019	1.31%	4.92%	3.75%	4.36%	5.68%	6.10%	4.21%	0.42%	4.63%		4.63%
Jul 2019	1.19%	4.84%	3.61%	4.23%	5.64%	5.99%	4.10%	0.42%	4.52%		4.52%
Jun 2019	1.40%	4.82%	3.58%	3.93%	5.77%	6.11%	4.02%	0.53%	4.54%		4.54%
May 2019	1.31%	4.75%	3.62%	3.89%	5.45%	5.66%	3.92%	0.45%	4.37%		4.37%
Apr 2019	1.37%	4.74%	3.54%	4.03%	5.58%	5.81%	3.94%	0.48%	4.42%		4.42%
Mar 2019	1.17%	4.65%	3.55%	4.34%	5.93%	5.57%	3.92%	0.50%	4.42%		4.42%
Feb 2019	1.39%	5.46%	3.64%	4.66%	5.76%	5.90%	4.13%	0.68%	4.82%		4.82%
Jan 2019	1.24%	5.38%	3.91%	5.02%	6.31%	6.37%	4.29%	0.64%	4.92%		4.92%
<b>2018</b>	<b>1.25%</b>	<b>4.91%</b>	<b>3.62%</b>	<b>4.37%</b>	<b>5.76%</b>	<b>6.03%</b>	<b>4.11%</b>	<b>0.49%</b>	<b>4.61%</b>		<b>4.61%</b>



## 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
<b>2021</b>	<b>0.69%</b>	<b>1.86%</b>	<b>0.98%</b>	<b>0.86%</b>	<b>1.72%</b>	<b>1.84%</b>	<b>3.86%</b>	<b>0.45%</b>	<b>4.31%</b>	<b>1.45%</b>	<b>5.77%</b>
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%	3.74%	0.46%	4.20%	0.56%	4.76%
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%
<b>2020</b>	<b>1.10%</b>	<b>2.16%</b>	<b>1.11%</b>	<b>0.86%</b>	<b>1.58%</b>	<b>1.89%</b>	<b>4.07%</b>	<b>0.40%</b>	<b>4.46%</b>	<b>1.60%</b>	<b>6.06%</b>
Dec 2020	1.19%	2.33%	0.91%	1.00%	1.69%	1.98%	3.88%	0.38%	4.25%	1.67%	5.92%
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%	3.35%	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%
<b>2019</b>							<b>4.14%</b>	<b>0.53%</b>	<b>4.67%</b>		<b>4.67%</b>
<b>2018</b>							<b>4.11%</b>	<b>0.49%</b>	<b>4.61%</b>		<b>4.61%</b>

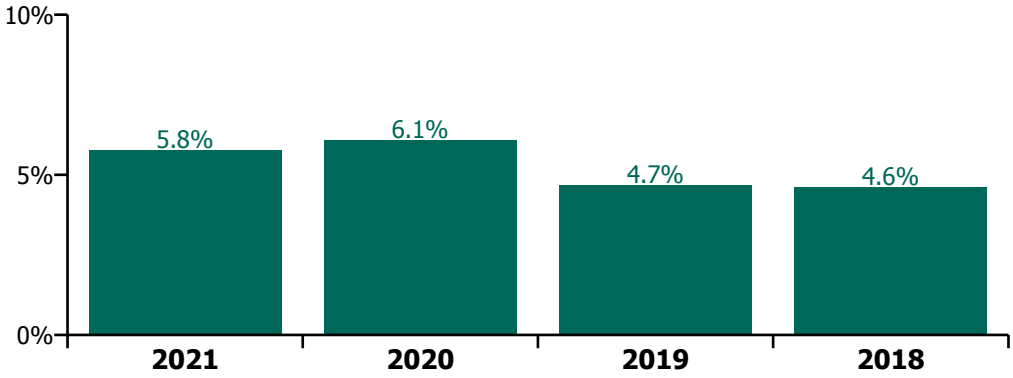
Service

Year/ month	NAS	Acute	Acute Services absence rate	CHWB	Mental Health	Primary Care	Disabilities	Older People	Community Services absence rate	H&WB	Corporate	HBS	HWB, Corporate & National absence rate	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2021	7.24%	5.74%	5.79%	4.74%	5.17%	4.66%	6.15%	8.14%	5.98%	4.59%	3.22%	3.21%	3.33%	3.86%	0.45%	4.31%	1.45%	5.77%
Oct 2021	8.86%	6.65%	6.73%	4.82%	5.97%	5.76%	6.62%	8.23%	6.60%	6.44%	3.79%	2.80%	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%	4.55%	3.57%	2.87%	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%	4.66%	3.84%	3.14%	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%	4.22%	2.86%	2.86%	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%	5.48%	6.96%	5.19%	4.49%	2.73%	2.63%	2.87%	3.74%	0.46%	4.20%	0.56%	4.76%
May 2021	5.23%	4.26%	4.29%	3.57%	3.75%	3.77%	4.96%	6.29%	4.69%	2.78%	2.26%	2.32%	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%	4.01%	2.69%	3.67%	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%	4.95%	2.83%	3.09%	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%	4.87%	3.34%	3.76%	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%	4.94%	4.28%	4.56%	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%	4.49%	3.95%	3.59%	3.92%	4.07%	0.40%	4.46%	1.60%	6.06%
Dec 2020	7.61%	6.05%	6.10%	6.12%	5.58%	4.82%	5.51%	8.08%	5.89%	5.52%	4.40%	3.87%	4.37%	3.88%	0.38%	4.25%	1.67%	5.92%
Nov 2020	6.50%	5.76%	5.78%	4.17%	5.07%	4.53%	5.09%	7.38%	5.36%	4.01%	4.62%	2.88%	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%	5.17%	3.50%	3.00%	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%	4.39%	3.96%	2.83%	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%	2.66%	3.07%	3.22%	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%	3.92%	2.86%	2.97%	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%	4.51%	2.78%	2.44%	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%	4.44%	3.08%	2.78%	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%	4.60%	4.24%	4.53%	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%	5.75%	5.47%	5.58%	5.50%	4.48%	0.41%	4.89%	2.94%	7.83%
Feb 2020	7.24%	4.43%	4.53%	2.32%	4.46%	4.90%	5.04%	6.43%	5.16%	4.77%	4.47%	4.49%	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%	4.08%	4.60%	5.49%	4.69%	4.61%	0.60%	5.20%		5.20%
2019	6.57%	4.34%	4.41%		4.72%	4.68%	4.90%	5.94%	5.03%	4.38%	4.74%	3.96%	4.56%	4.14%	0.53%	4.67%		4.67%
Dec 2019	7.57%	4.79%	4.88%		5.36%	5.52%	4.94%	6.76%	5.46%	3.70%	5.84%	3.78%	5.29%	4.48%	0.67%	5.14%		5.14%
Nov 2019	6.25%	4.50%	4.56%		4.64%	5.01%	5.01%	6.06%	5.16%	4.23%	4.74%	2.46%	4.24%	4.22%	0.56%	4.79%		4.79%
Oct 2019	7.00%	4.42%	4.51%		4.44%	4.92%	5.24%	6.21%	5.22%	3.58%	4.54%	2.95%	4.13%	4.25%	0.53%	4.78%		4.78%
Sep 2019	6.95%	4.34%	4.43%		4.81%	4.68%	4.93%	5.81%	5.04%	5.75%	4.33%	4.84%	4.57%	4.18%	0.50%	4.68%		4.68%
Aug 2019	6.71%	4.18%	4.26%		4.82%	4.77%	5.04%	5.86%	5.12%	5.14%	4.48%	3.78%	4.45%	4.21%	0.42%	4.63%		4.63%
Jul 2019	7.17%	4.14%	4.23%		4.82%	4.41%	4.78%	5.74%	4.91%	4.88%	4.39%	4.89%	4.52%	4.10%	0.42%	4.52%		4.52%
Jun 2019	6.22%	4.23%	4.30%		4.62%	4.39%	4.82%	5.78%	4.89%	5.36%	4.31%	3.85%	4.33%	4.02%	0.53%	4.54%		4.54%
May 2019	5.92%	4.04%	4.10%		4.39%	4.47%	4.89%	5.50%	4.83%	3.07%	4.00%	2.81%	3.65%	3.92%	0.45%	4.37%		4.37%
Apr 2019	5.23%	4.10%	4.14%		4.40%	4.53%	4.69%	5.72%	4.81%	4.35%	4.44%	3.24%	4.25%	3.94%	0.48%	4.42%		4.42%
Mar 2019	5.85%	4.05%	4.11%		4.63%	4.54%	4.54%	5.58%	4.77%	4.00%	4.95%	5.24%	4.92%	3.92%	0.50%	4.42%		4.42%

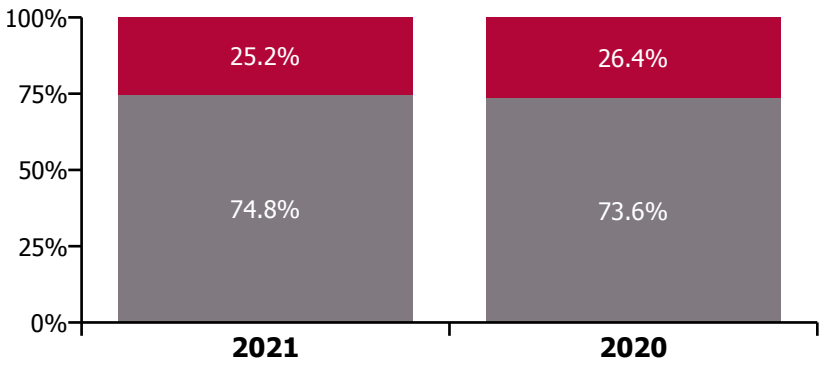
Service

Year/ month	NAS	Acute	Acute Services absence rate	CHWB	Mental Health	Primary Care	Disabilities	Older People	Community Services absence rate	H&WB	Corporate	HBS	HWB, Corporate & National absence rate	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
Feb 2019	6.42%	4.56%	4.62%		4.61%	4.99%	4.73%	6.11%	5.03%	4.07%	5.41%	4.98%	5.20%	4.13%	0.68%	4.82%		4.82%
Jan 2019	7.57%	4.66%	4.76%		5.17%	4.15%	5.18%	6.13%	5.09%	4.68%	5.47%	4.92%	5.29%	4.29%	0.64%	4.92%		4.92%

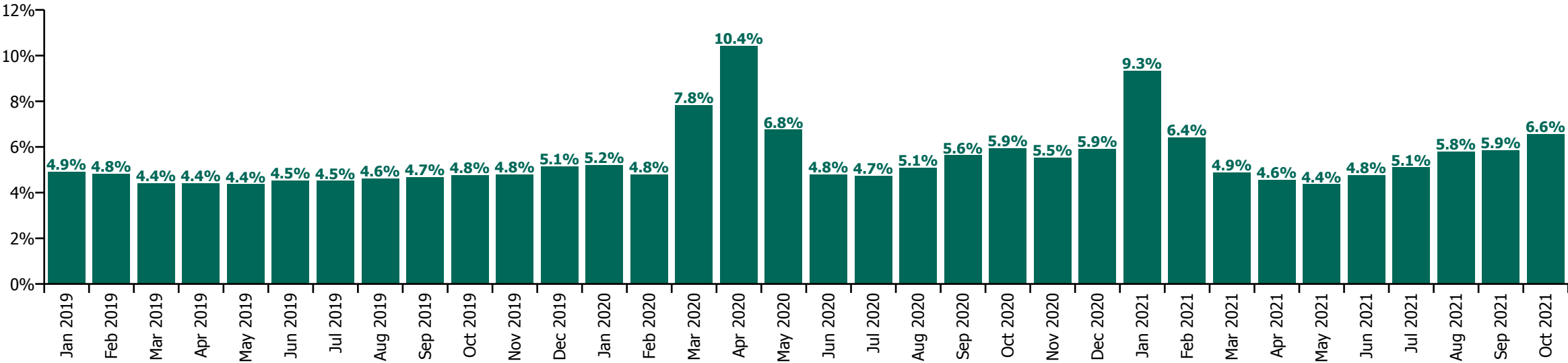
Total absence rate



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	H&WB	Corp	HBS	HWB, Corporate & National absence rate	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2021	7.24%	5.28%	5.61%	5.34%	6.18%	5.70%	5.46%	7.65%	4.09%	5.79%	7.52%	4.30%	6.38%	5.64%	6.70%	5.53%	6.40%	6.73%	5.36%	4.01%	5.98%	4.59%	3.22%	3.21%	3.33%	3.86%	0.45%	4.31%	1.45%	5.77%
Oct 2021	8.86%	6.94%	6.48%	6.65%	7.02%	6.39%	6.03%	8.54%	5.13%	6.73%	8.14%	4.53%	7.49%	6.45%	7.30%	5.43%	7.32%	7.52%	5.82%	5.11%	6.60%	6.44%	3.79%	2.80%	3.88%	4.47%	0.61%	5.08%	1.48%	6.56%
Sep 2021	8.20%	5.58%	5.60%	5.30%	6.26%	5.70%	5.53%	7.66%	4.00%	5.86%	7.92%	3.68%	6.99%	5.55%	6.65%	5.68%	6.89%	7.05%	5.27%	3.98%	6.08%	4.55%	3.57%	2.87%	3.55%	4.27%	0.52%	4.78%	1.07%	5.85%
Aug 2021	7.97%	5.83%	5.51%	5.79%	6.16%	5.50%	5.22%	7.49%	4.85%	5.83%	8.00%	4.36%	6.32%	5.28%	6.56%	5.28%	6.49%	6.49%	5.26%	4.15%	5.93%	4.66%	3.84%	3.14%	3.80%	4.22%	0.49%	4.70%	1.09%	5.79%
Jul 2021	7.42%	5.13%	4.84%	4.62%	5.03%	5.03%	4.80%	6.43%	3.72%	5.05%	7.00%	3.63%	5.82%	4.74%	5.87%	5.00%	5.98%	6.42%	5.00%	3.64%	5.41%	4.22%	2.86%	2.86%	2.98%	3.94%	0.45%	4.40%	0.71%	5.11%
Jun 2021	6.06%	4.58%	4.65%	4.12%	4.76%	4.52%	4.28%	5.93%	2.68%	4.59%	6.69%	3.22%	5.62%	5.07%	5.78%	4.68%	5.37%	5.63%	5.51%	3.00%	5.19%	4.49%	2.73%	2.63%	2.87%	3.74%	0.46%	4.20%	0.56%	4.76%
May 2021	5.23%	4.20%	4.33%	4.13%	4.56%	3.96%	4.18%	4.88%	3.16%	4.29%	5.87%	2.57%	5.35%	4.91%	5.36%	4.40%	5.08%	5.36%	4.12%	2.00%	4.69%	2.78%	2.26%	2.32%	2.31%	3.37%	0.39%	3.75%	0.62%	4.37%
Apr 2021	5.94%	4.30%	4.68%	3.95%	4.45%	4.39%	4.33%	5.65%	3.57%	4.45%	6.00%	3.36%	5.07%	4.55%	5.35%	4.52%	5.40%	5.83%	4.34%	2.74%	4.87%	4.01%	2.69%	3.67%	2.98%	3.41%	0.36%	3.78%	0.79%	4.57%
Mar 2021	5.12%	4.12%	4.95%	4.28%	5.20%	4.63%	4.78%	6.48%	2.91%	4.83%	6.36%	4.11%	5.50%	4.84%	5.95%	4.57%	5.45%	5.73%	4.56%	3.92%	5.18%	4.95%	2.83%	3.09%	3.03%	3.46%	0.39%	3.85%	1.05%	4.90%
Feb 2021	6.55%	4.51%	6.43%	5.63%	7.05%	6.49%	5.69%	9.42%	5.00%	6.33%	7.81%	6.30%	6.53%	6.91%	7.66%	6.38%	6.73%	7.73%	5.97%	4.68%	6.82%	4.87%	3.34%	3.76%	3.53%	3.76%	0.49%	4.25%	2.17%	6.42%
Jan 2021	9.74%	7.57%	8.79%	9.13%	11.64%	10.52%	9.52%	14.12%	5.44%	9.93%	11.51%	7.79%	9.03%	7.73%	10.54%	9.50%	9.35%	9.37%	7.87%	7.23%	9.05%	4.94%	4.28%	4.56%	4.39%	3.91%	0.38%	4.29%	5.05%	9.34%
2020	7.35%	5.65%	6.41%	5.57%	6.32%	5.71%	5.46%	8.23%	5.17%	6.07%	7.16%	4.77%	6.68%	5.14%	6.33%	5.88%	8.04%	7.38%	5.88%	4.65%	6.31%	4.49%	3.95%	3.59%	3.92%	4.07%	0.40%	4.46%	1.60%	6.06%
Dec 2020	7.61%	5.74%	6.12%	5.33%	6.58%	6.78%	5.42%	7.34%	3.24%	6.10%	7.30%	4.64%	6.26%	4.00%	7.09%	5.45%	6.96%	6.76%	4.93%	7.37%	5.89%	5.52%	4.40%	3.87%	4.37%	3.88%	0.38%	4.25%	1.67%	5.92%
Nov 2020	6.50%	4.95%	6.43%	4.83%	6.17%	5.74%	4.97%	8.95%	4.15%	5.78%	6.66%	4.31%	5.92%	4.51%	5.81%	4.48%	6.40%	6.08%	4.19%	4.40%	5.36%	4.01%	4.62%	2.88%	4.31%	3.71%	0.34%	4.05%	1.48%	5.53%
Oct 2020	7.79%	5.69%	6.44%	4.81%	6.88%	5.44%	6.42%	7.20%	4.65%	6.08%	8.02%	4.78%	6.40%	5.11%	6.23%	4.82%	7.95%	7.21%	4.70%	5.06%	6.09%	5.17%	3.50%	3.00%	3.48%	3.92%	0.38%	4.30%	1.64%	5.94%
Sep 2020	6.91%	5.68%	6.27%	4.61%	6.01%	5.12%	5.00%	7.34%	6.13%	5.59%	7.43%	4.40%	6.82%	4.68%	5.41%	5.18%	7.60%	7.17%	5.08%	4.25%	5.96%	4.39%	3.96%	2.83%	3.80%	4.08%	0.41%	4.49%	1.15%	5.64%
Aug 2020	6.43%	4.67%	5.08%	5.25%	4.17%	4.43%	4.35%	7.65%	4.05%	4.92%	6.65%	3.84%	6.91%	4.68%	5.84%	4.88%	6.71%	6.41%	4.80%	4.48%	5.55%	2.66%	3.07%	3.22%	3.08%	4.03%	0.39%	4.42%	0.68%	5.10%
Jul 2020	5.51%	4.63%	4.72%	4.35%	4.13%	4.28%	4.07%	6.88%	3.52%	4.54%	5.99%	3.54%	5.65%	4.01%	5.64%	5.01%	6.82%	6.33%	4.76%	3.59%	5.21%	3.92%	2.86%	2.97%	2.94%	3.78%	0.36%	4.13%	0.61%	4.74%
Jun 2020	6.82%	4.27%	4.70%	4.48%	4.74%	4.47%	4.27%	6.73%	3.74%	4.73%	5.77%	3.39%	5.80%	4.45%	5.37%	4.72%	6.25%	6.14%	4.58%	3.81%	5.13%	4.51%	2.78%	2.44%	2.79%	3.63%	0.32%	3.95%	0.85%	4.80%
May 2020	8.98%	5.18%	7.46%	6.87%	6.76%	5.98%	5.45%	8.96%	5.73%	6.68%	7.49%	5.18%	7.17%	6.86%	6.51%	6.79%	9.42%	8.42%	7.20%	5.15%	7.26%	4.44%	3.08%	2.78%	3.13%	4.05%	0.28%	4.33%	2.43%	6.76%
Apr 2020	9.33%	8.94%	12.10%	10.76%	14.15%	9.28%	9.22%	13.37%	8.50%	11.03%	10.08%	7.54%	8.24%	9.16%	8.94%	11.66%	15.40%	11.76%	10.88%	6.45%	10.40%	4.60%	4.24%	4.53%	4.31%	4.41%	0.37%	4.78%	5.64%	10.42%
Mar 2020	8.44%	8.74%	8.27%	6.91%	7.61%	7.53%	7.35%	10.36%	7.57%	7.83%	8.83%	6.68%	8.63%	5.67%	7.03%	8.09%	10.77%	8.73%	9.11%	6.13%	8.11%	5.75%	5.47%	5.58%	5.50%	4.48%	0.41%	4.89%	2.94%	7.83%
Feb 2020	7.24%	4.48%	4.30%	4.06%	4.13%	4.40%	4.53%	6.43%	4.61%	4.53%	5.61%	4.13%	5.80%	4.36%	5.55%	4.90%	5.63%	6.26%	5.14%	2.59%	5.16%	4.77%	4.47%	4.49%	4.49%	4.25%	0.54%	4.79%		4.79%
Jan 2020	6.61%	4.72%	4.77%	4.30%	4.42%	5.00%	4.78%	7.35%	6.23%	4.89%	6.06%	5.03%	6.59%	4.37%	6.35%	5.32%	6.39%	7.06%	5.26%	2.43%	5.66%	4.08%	4.60%	5.49%	4.69%	4.61%	0.60%	5.20%		5.20%
2019	6.57%	4.22%	4.25%	3.77%	4.04%	4.61%	4.40%	6.35%	3.92%	4.41%	6.37%	4.47%	5.38%	4.00%	5.36%	4.56%	5.32%	5.77%	4.46%		5.03%	4.38%	4.74%	3.96%	4.56%	4.14%	0.53%	4.67%		4.67%
Dec 2019	7.57%	5.30%	4.85%	4.18%	4.29%	4.94%	4.66%	7.36%	4.46%	4.88%	6.41%	5.00%	5.01%	4.43%	6.61%	4.31%	5.81%	6.64%	5.24%		5.46%	3.70%	5.84%	3.78%	5.29%	4.48%	0.67%	5.14%		5.14%
Nov 2019	6.25%	4.56%	4.45%	3.87%	4.26%	4.84%	4.46%	6.43%	4.30%	4.56%	5.65%	4.62%	5.55%	4.46%	5.59%	4.42%	5.36%	6.08%	4.75%		5.16%	4.23%	4.74%	2.46%	4.24%	4.22%	0.56%	4.79%		4.79%
Oct 2019	7.00%	4.41%	4.23%	3.91%	4.03%	4.84%	4.37%	6.81%	3.27%	4.51%	5.23%	4.86%	5.87%	4.39%	5.44%	4.93%	5.66%	6.27%	4.79%		5.22%	3.58%	4.54%	2.95%	4.13%	4.25%	0.53%	4.78%		4.78%
Sep 2019	6.95%	4.31%	4.03%	4.11%	4.06%	4.60%	4.31%	6.27%	3.50%	4.43%	5.92%	4.44%	4.80%	4.20%	5.37%	4.80%	5.54%	5.55%	4.85%		5.04%	5.75%	4.33%	4.84%	4.57%	4.18%	0.50%	4.68%		4.68%
Aug 2019	6.71%	3.77%	4.17%	3.48%	3.91%	4.64%	4.22%	6.41%	3.81%	4.26%	6.80%	4.46%	5.84%	3.73%	5.28%	4.61%	5.55%	6.12%	4.66%		5.12%	5.14%	4.48%	3.78%	4.45%	4.21%	0.42%	4.63%		4.63%
Jul 2019	7.17%	3.64%	3.93%	3.57%	3.63%	4.80%	4.37%	6.11%	4.58%	4.23%	6.72%	3.86%	5.63%	3.80%	4.93%	4.97%	5.27%	5.62%	4.15%		4.91%	4.88%	4.39%	4.89%	4.52%	4.10%	0.42%	4.52%		4.52%
Jun 2019	6.22%	3.76%	4.03%	3.72%	4.27%	4.29%	4.47%	6.04%	3.14%	4.30%	6.66%	4.27%	5.53%	3.51%	5.03%	4.64%	5.53%	5.51%	4.12%		4.89%	5.36%	4.31%	3.85%	4.33%	4.02%	0.53%	4.54%		4.54%
May 2019	5.92%	3.71%	3.86%	3.29%	3.85%	4.31%	4.55%	5.80%	3.13%	4.10%	6.05%	4.17%	5.49%	3.78%	5.24%	4.63%	5.17%	5.30%	4.16%		4.83%	3.07%	4.00%	2.81%	3.65%	3.92%	0.45%	4.37%		4.37%
Apr 2019	5.23%	3.87%	4.21%	3.54%	3.89%	4.18%	4.18%	5.81%	4.07%	4.14%	6.08%	4.46%	5.48%	3.84%	5.24%	4.33%	5.17%	5.11%	3.88%		4.81%	4.35%	4.44%	3.24%	4.25%	3.94%	0.48%	4.42%		4.42%
Mar 2019	5.85%	4.36%	3.90%	3.67%	3.84%	3.99%	4.14%	5.77%	4.06%	4.11%	6.43%	4.22%	5.12%	3.58%	4.91%	4.31%	5.05%	5.20%	4.57%		4.77%	4.00%	4.95%	5.24%	4.92%	3.92%	0.50%	4.42%		4.42%
Feb 2019	6.42%	4.75%	4.70%	4.33%	4.33%	4.70%	4.33%	6.79%	4.32%	4.62%	6.96%	4.49%	5.23%	4.03%	5.28%	4.44%	5.08%	5.74%	4.34%		5.03%	4.07%	5.41%	4.98%	5.20%	4.13%	0.68%	4.82%		4.82%
Jan 2019	7.57%	4.25%	4.71%	3.96%	4.16%	5.22%	4.78%	6.61%	4.63%	4.76%	7.55%	4.75%	5.34%	4.25%	5.53%	4.41%	4.71%	6.17%	4.02%		5.09%	4.68%	5.47%	4.92%	5.29%	4.29%	0.64%	4.92%		4.92%

