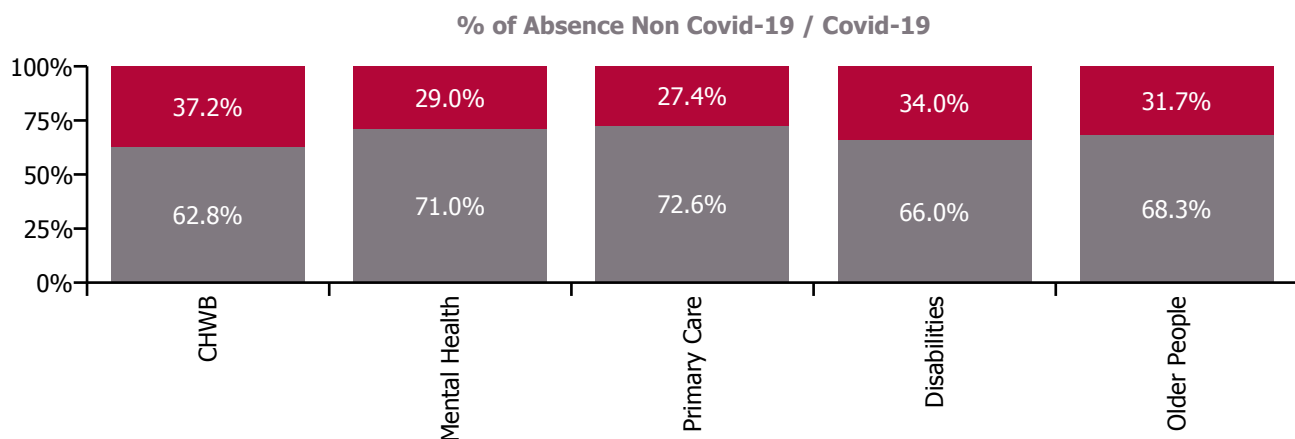
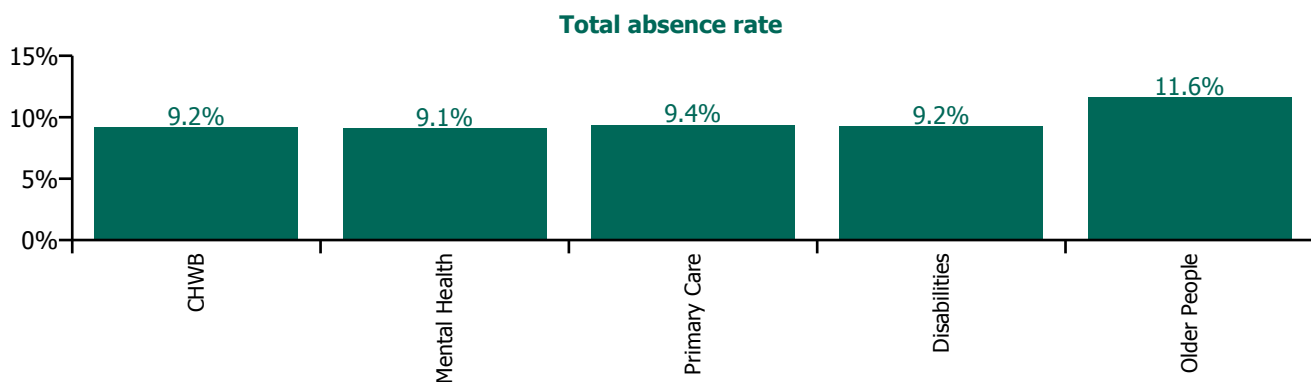


December 2021

Health Service Absence Rate - by Staff Category: Dec 2021	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
CHO 5	6.1%	0.6%	6.7%	3.0%	9.7%	69.0%	31.0%
Medical & Dental	2.8%	0.3%	3.1%	1.1%	4.2%	73.2%	26.8%
Nursing & Midwifery	6.7%	0.6%	7.3%	3.8%	11.1%	65.7%	34.3%
Health & Social Care Professionals	5.9%	0.3%	6.1%	2.9%	9.0%	67.9%	32.1%
Management & Administrative	4.6%	0.3%	4.9%	2.0%	6.9%	71.1%	28.9%
General Support	6.6%	0.6%	7.2%	2.5%	9.7%	73.9%	26.1%
Patient & Client Care	6.4%	0.9%	7.3%	2.9%	10.2%	71.3%	28.7%

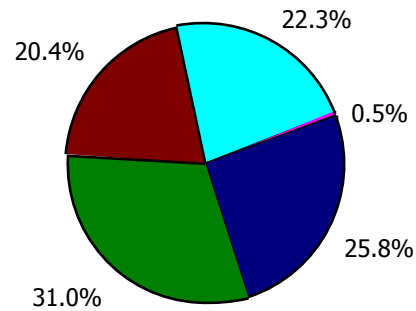
Health Service Absence Rate - by Care Group: Dec 2021	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate	% Non Covid-19 absence	% Covid-19 absence
CHO 5	6.1%	0.6%	6.7%	3.0%	9.7%	69.0%	31.0%
Community Health & Wellbeing	5.8%	0.0%	5.8%	3.4%	9.2%	62.8%	37.2%
Mental Health	5.9%	0.6%	6.4%	2.6%	9.1%	71.0%	29.0%
Primary Care	6.5%	0.3%	6.8%	2.6%	9.4%	72.6%	27.4%
Disabilities	5.4%	0.7%	6.1%	3.1%	9.2%	66.0%	34.0%
Older People	7.1%	0.9%	7.9%	3.7%	11.6%	68.3%	31.7%



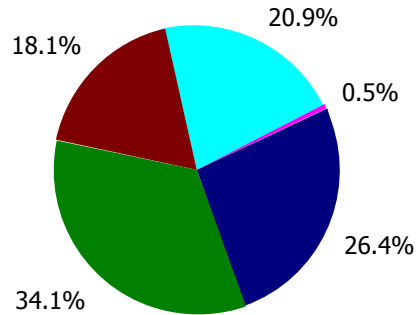
December 2021

Health Service Absence Rate - by Care Group: Dec 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
CHO 5	4.2%	11.1%	9.0%	6.9%	9.7%	10.2%	6.1%	0.6%	6.7%	3.0%	9.7%
Community Health & Wellbeing		0.0%	37.3%	4.4%		7.4%	5.8%	0.0%	5.8%	3.4%	9.2%
Mental Health	2.9%	10.8%	7.7%	4.6%	10.0%	7.6%	5.9%	0.6%	6.4%	2.6%	9.1%
Primary Care	5.9%	9.8%	9.4%	8.1%	6.1%	12.9%	6.5%	0.3%	6.8%	2.6%	9.4%
Disabilities	0.0%	11.6%	8.9%	7.7%	4.0%	9.0%	5.4%	0.7%	6.1%	3.1%	9.2%
Older People	0.1%	12.4%	8.7%	5.8%	11.4%	12.4%	7.1%	0.9%	7.9%	3.7%	11.6%

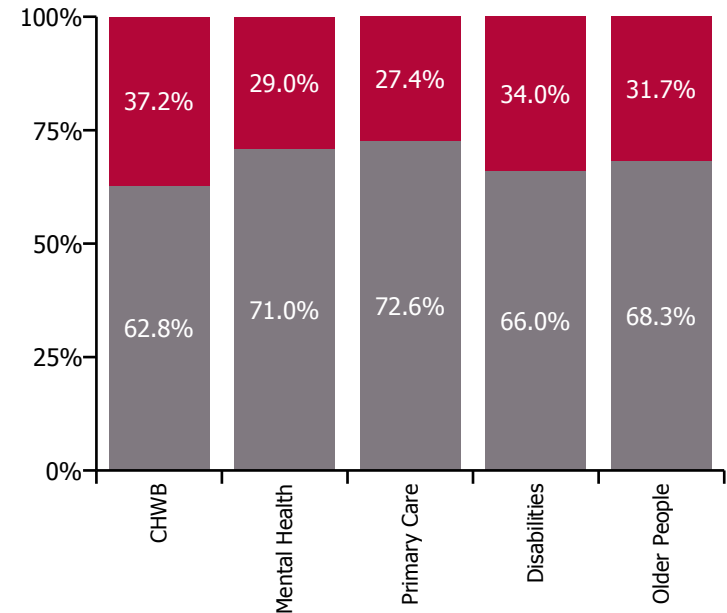
% of total lost hours



% of Covid-19 lost hours

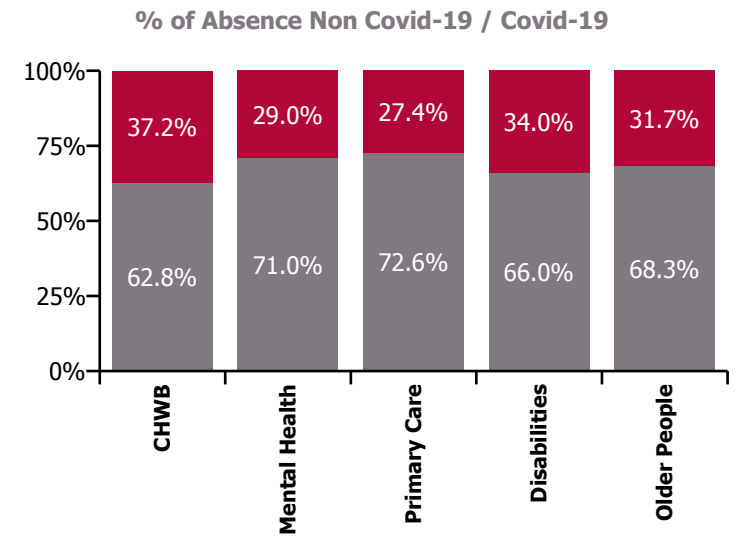
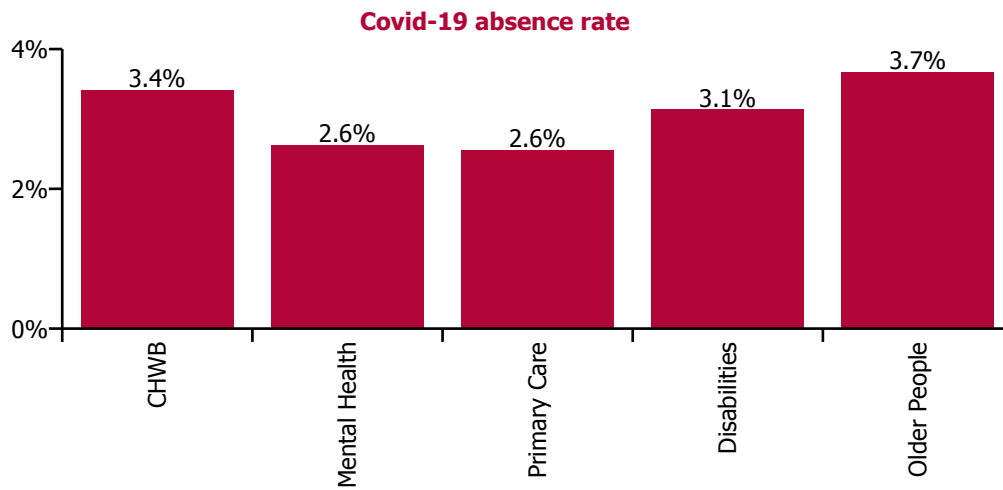


% of Absence Non Covid-19 / Covid-19



December 2021

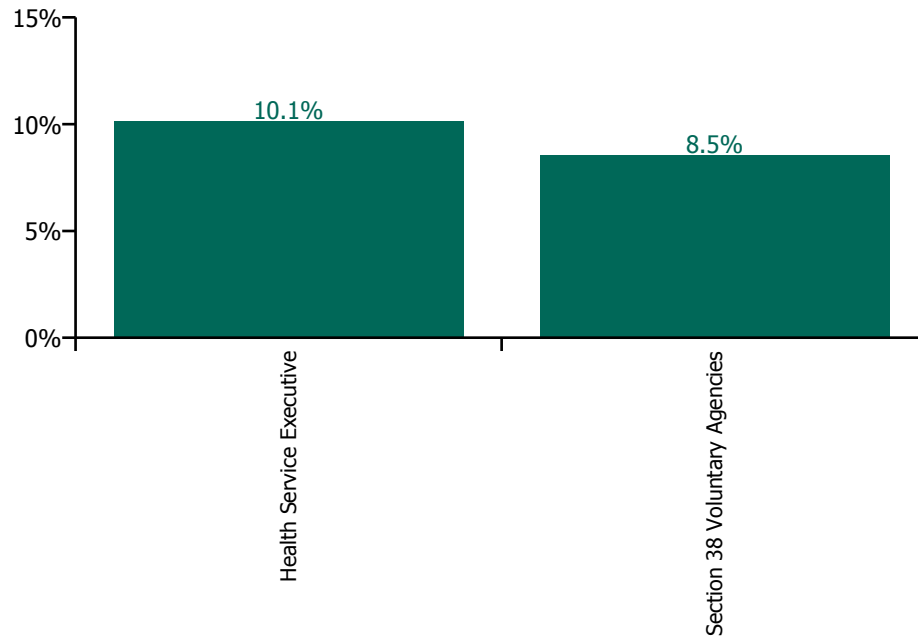
Health Service Covid-19 Absence Rate - by Staff Category & Care Group: Dec 2021	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Covid-19 absence	Non Covid-19 absence	Total absence rate
CHO 5	1.1%	3.8%	2.9%	6.9%	2.5%	2.9%	3.0%	6.7%	9.7%
Community Health & Wellbeing		0.0%	0.0%	4.4%		7.4%	3.4%	5.8%	9.2%
Mental Health	1.1%	3.5%	2.5%	4.6%	2.0%	0.9%	2.6%	6.4%	9.1%
Primary Care	1.3%	3.4%	2.8%	8.1%	0.0%	2.7%	2.6%	6.8%	9.4%
Disabilities	0.0%	3.1%	3.1%	7.7%	0.8%	3.2%	3.1%	6.1%	9.2%
Older People	0.1%	5.0%	3.6%	5.8%	4.9%	2.7%	3.7%	7.9%	11.6%



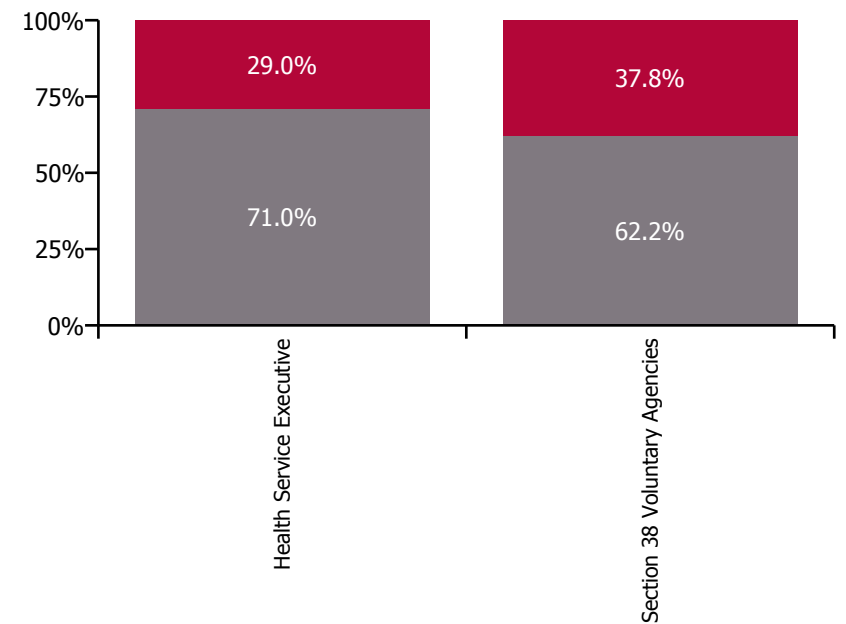
December 2021

Health Service Absence Rate - by Care Group: Dec 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
CHO 5	4.2%	11.1%	9.0%	6.9%	9.7%	10.2%	6.1%	0.6%	6.7%	3.0%	9.7%
Health Service Executive	4.2%	11.4%	9.3%	7.1%	10.0%	11.5%	6.6%	0.6%	7.2%	2.9%	10.1%
Community Health & Wellbeing		0.0%	37.3%	4.4%		7.4%	5.8%	0.0%	5.8%	3.4%	9.2%
Mental Health	2.9%	10.8%	7.7%	4.6%	10.0%	7.6%	5.9%	0.6%	6.4%	2.6%	9.1%
Primary Care	5.9%	9.8%	9.4%	8.1%	6.1%	12.9%	6.5%	0.3%	6.8%	2.6%	9.4%
Disabilities	0.0%	15.7%	10.4%	10.3%	0.0%	9.5%	8.5%	0.3%	8.8%	2.8%	11.6%
Older People	0.1%	12.4%	8.7%	5.8%	11.4%	12.4%	7.1%	0.9%	7.9%	3.7%	11.6%
Section 38 Voluntary Agencies	0.0%	8.8%	8.1%	6.0%	4.1%	8.9%	4.5%	0.8%	5.3%	3.2%	8.5%

Total absence rate

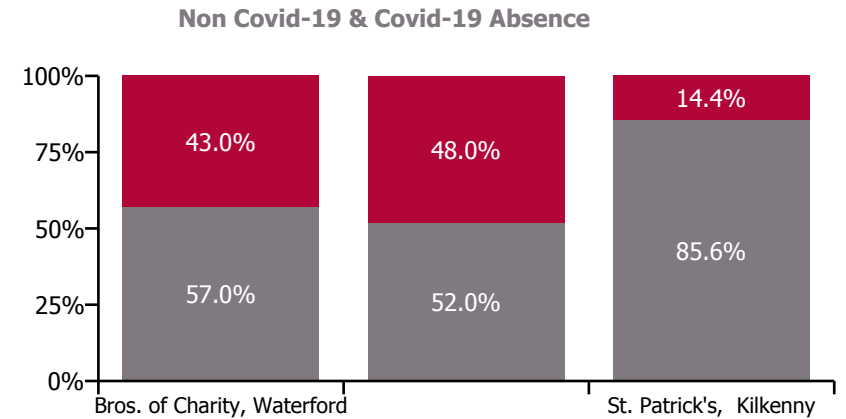
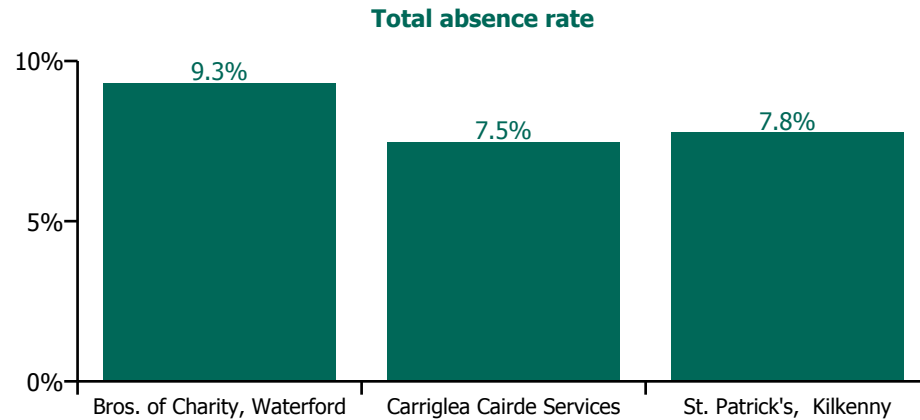


Non Covid-19 & Covid-19 Absence



December 2021

Health Service Absence Rate - by Care Group: Dec 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
CHO 5	0.0%	8.8%	8.1%	6.0%	4.1%	8.9%	4.5%	0.8%	5.3%	3.2%	8.5%
Section 38 Voluntary Agencies	0.0%	8.8%	8.1%	6.0%	4.1%	8.9%	4.5%	0.8%	5.3%	3.2%	8.5%
Bros. of Charity, Waterford	0.0%	6.4%	11.0%	9.2%	3.0%	9.5%	4.1%	1.3%	5.3%	4.0%	9.3%
Carriglea Cairde Services		11.4%	5.5%	1.1%	2.8%	7.6%	3.7%	0.2%	3.9%	3.6%	7.5%
St. Patrick's, Kilkenny		9.6%	3.4%	3.4%	8.0%	8.7%	6.3%	0.3%	6.7%	1.1%	7.8%



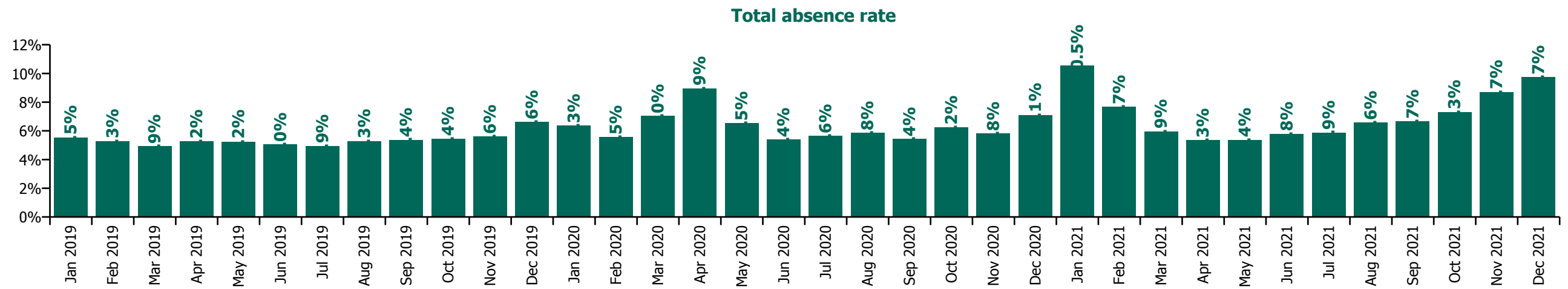
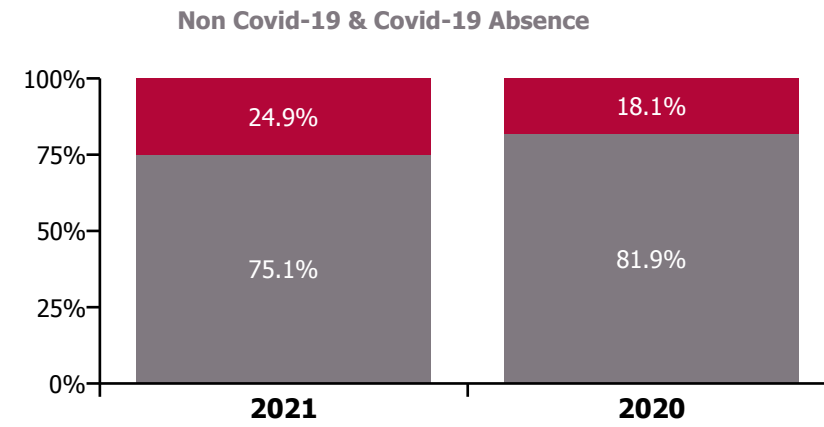
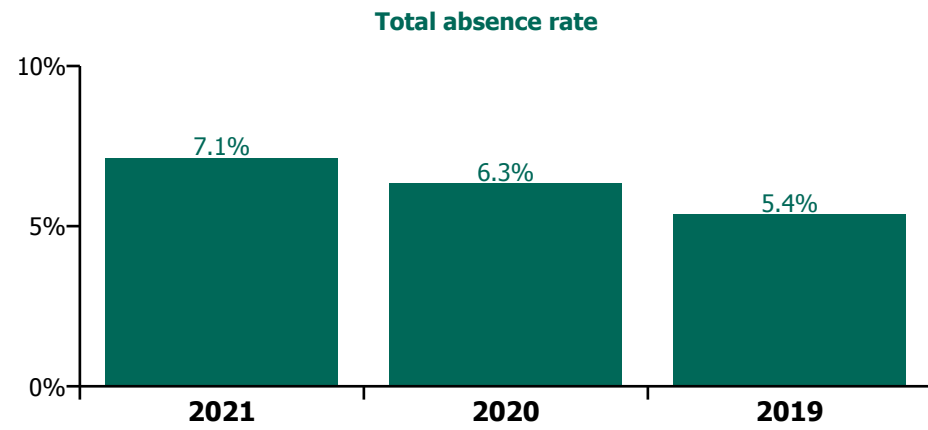
CHO 5 by Staff Category

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
2021	3.2%	8.0%	6.0%	5.1%	6.7%	8.0%	4.9%	0.5%	5.4%	1.8%	7.1%
Dec 2021	4.2%	11.1%	9.0%	6.9%	9.7%	10.2%	6.1%	0.6%	6.7%	3.0%	9.7%
Nov 2021	5.2%	10.2%	7.7%	5.6%	9.2%	9.1%	5.5%	0.7%	6.2%	2.5%	8.7%
Oct 2021	3.8%	8.5%	6.1%	4.8%	7.4%	7.8%	5.1%	0.6%	5.7%	1.6%	7.3%
Sep 2021	2.8%	7.6%	6.0%	4.1%	6.2%	7.4%	4.9%	0.6%	5.5%	1.2%	6.7%
Aug 2021	3.2%	7.8%	4.6%	4.7%	5.6%	7.2%	5.0%	0.5%	5.5%	1.0%	6.6%
Jul 2021	2.7%	6.9%	3.9%	4.7%	7.2%	6.5%	4.6%	0.4%	5.0%	0.9%	5.9%
Jun 2021	2.7%	6.6%	4.6%	3.9%	5.6%	6.5%	4.5%	0.5%	5.0%	0.8%	5.8%
May 2021	3.4%	5.6%	4.8%	3.8%	4.8%	6.2%	4.3%	0.3%	4.7%	0.7%	5.4%
Apr 2021	2.0%	5.5%	4.9%	5.0%	4.4%	6.1%	4.2%	0.4%	4.6%	0.7%	5.3%
Mar 2021	2.7%	5.8%	5.4%	5.2%	5.3%	7.1%	4.5%	0.5%	5.0%	1.0%	5.9%
Feb 2021	2.0%	8.4%	6.4%	5.4%	5.8%	9.3%	4.7%	0.5%	5.2%	2.4%	7.7%
Jan 2021	3.5%	11.9%	8.3%	6.7%	9.3%	12.3%	4.9%	0.3%	5.2%	5.4%	10.5%
2020	3.9%	6.8%	5.2%	5.3%	6.9%	6.8%	4.8%	0.4%	5.2%	1.1%	6.3%
Dec 2020	2.6%	8.0%	5.3%	6.3%	6.0%	7.9%	5.2%	0.4%	5.7%	1.4%	7.1%
Nov 2020	3.9%	6.3%	4.5%	5.0%	6.0%	6.3%	4.6%	0.4%	5.0%	0.8%	5.8%
Oct 2020	4.9%	7.2%	4.7%	4.5%	5.3%	6.9%	4.8%	0.4%	5.1%	1.1%	6.2%
Sep 2020	4.8%	6.9%	4.1%	4.4%	5.7%	5.0%	4.1%	0.3%	4.4%	1.0%	5.4%
Aug 2020	4.9%	6.2%	4.4%	5.2%	5.8%	6.4%	4.9%	0.3%	5.2%	0.6%	5.8%
Jul 2020	3.0%	5.8%	4.7%	5.0%	6.3%	6.3%	4.6%	0.5%	5.1%	0.6%	5.6%
Jun 2020	2.4%	6.4%	3.6%	4.2%	7.0%	5.4%	4.0%	0.3%	4.4%	1.0%	5.4%
May 2020	3.3%	7.1%	4.4%	5.5%	8.7%	6.9%	4.2%	0.2%	4.4%	2.1%	6.5%
Apr 2020	7.7%	8.9%	8.4%	7.2%	8.6%	10.1%	5.1%	0.2%	5.3%	3.7%	8.9%
Mar 2020	2.9%	7.3%	6.6%	6.1%	7.1%	7.7%	5.3%	0.4%	5.7%	1.3%	7.0%
Feb 2020	3.2%	4.9%	5.5%	4.4%	7.8%	6.3%	5.0%	0.5%	5.5%		5.5%
Jan 2020	3.2%	6.3%	5.5%	5.6%	8.2%	7.0%	5.7%	0.7%	6.3%		6.3%
2019	2.9%	5.6%	5.0%	4.6%	6.0%	5.6%	4.8%	0.5%	5.4%		5.4%
Dec 2019	5.0%	6.5%	5.7%	6.7%	7.9%	6.9%	5.8%	0.8%	6.6%		6.6%
Nov 2019	3.8%	6.0%	4.4%	3.9%	6.0%	6.3%	5.0%	0.6%	5.6%		5.6%
Oct 2019	3.0%	6.0%	4.2%	4.1%	6.0%	6.0%	4.9%	0.6%	5.4%		5.4%
Sep 2019	3.3%	5.7%	5.3%	4.3%	5.8%	5.5%	4.9%	0.5%	5.4%		5.4%

Aug 2019	2.3%	5.7%	5.4%	4.5%	5.5%	5.4%	4.8%	0.4%	5.3%		5.3%
Jul 2019	2.5%	4.9%	5.4%	4.4%	6.4%	4.8%	4.5%	0.4%	4.9%		4.9%
Jun 2019	2.9%	4.8%	6.1%	4.6%	6.1%	4.9%	4.6%	0.5%	5.0%		5.0%
May 2019	2.6%	5.5%	5.8%	4.9%	5.4%	5.1%	4.7%	0.5%	5.2%		5.2%
Apr 2019	3.1%	5.4%	4.7%	4.6%	5.1%	5.8%	4.7%	0.5%	5.2%		5.2%
Mar 2019	1.0%	5.3%	4.5%	4.9%	4.5%	5.2%	4.5%	0.5%	4.9%		4.9%
Feb 2019	2.8%	5.8%	4.4%	4.3%	6.5%	5.4%	4.6%	0.6%	5.3%		5.3%
Jan 2019	2.8%	5.5%	4.7%	4.7%	7.3%	6.1%	4.9%	0.6%	5.5%		5.5%
2018	2.7%	5.7%	4.8%	4.9%	5.8%	6.1%	4.9%	0.6%	5.5%		5.5%

CHO 5 by Care Group

Year/ month	CHWB	Mental Health	Primary Care	Disabilities	Older People	Health Service Executive	Disabilities	Section 38 Voluntary Agencies	Certified absence	Self-certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2021	15.2%	6.3%	6.1%	7.3%	9.2%	7.2%	6.9%	6.9%	4.9%	0.5%	5.4%	1.8%	7.1%
Dec 2021	9.2%	9.1%	9.4%	11.6%	11.6%	10.1%	8.5%	8.5%	6.1%	0.6%	6.7%	3.0%	9.7%
Nov 2021	12.7%	8.4%	8.1%	8.9%	10.4%	8.9%	8.0%	8.0%	5.5%	0.7%	6.2%	2.5%	8.7%
Oct 2021	18.4%	7.5%	5.8%	7.5%	9.2%	7.5%	6.4%	6.4%	5.1%	0.6%	5.7%	1.6%	7.3%
Sep 2021	16.6%	6.6%	5.5%	6.2%	8.8%	6.9%	5.9%	5.9%	4.9%	0.6%	5.5%	1.2%	6.7%
Aug 2021	19.8%	6.3%	5.4%	6.6%	7.9%	6.6%	6.4%	6.4%	5.0%	0.5%	5.5%	1.0%	6.6%
Jul 2021	21.5%	5.6%	4.8%	5.0%	7.8%	6.0%	5.2%	5.2%	4.6%	0.4%	5.0%	0.9%	5.9%
Jun 2021	20.2%	5.0%	5.5%	5.9%	7.6%	6.0%	5.0%	5.0%	4.5%	0.5%	5.0%	0.8%	5.8%
May 2021	19.0%	4.6%	4.9%	4.0%	7.2%	5.4%	5.1%	5.1%	4.3%	0.3%	4.7%	0.7%	5.4%
Apr 2021	17.2%	4.1%	4.6%	4.9%	7.4%	5.3%	5.4%	5.4%	4.2%	0.4%	4.6%	0.7%	5.3%
Mar 2021	11.8%	4.6%	5.0%	4.7%	7.6%	5.6%	6.9%	6.9%	4.5%	0.5%	5.0%	1.0%	5.9%
Feb 2021	9.4%	5.3%	5.7%	7.4%	10.4%	7.0%	9.5%	9.5%	4.7%	0.5%	5.2%	2.4%	7.7%
Jan 2021	8.8%	9.2%	7.6%	14.9%	14.0%	10.7%	10.1%	10.1%	4.9%	0.3%	5.2%	5.4%	10.5%
2020	9.2%	5.8%	5.2%	7.1%	7.5%	6.3%	6.4%	6.4%	4.8%	0.4%	5.2%	1.1%	6.3%
Dec 2020	10.3%	5.9%	5.1%	8.2%	10.4%	7.2%	6.5%	6.5%	5.2%	0.4%	5.7%	1.4%	7.1%
Nov 2020	8.8%	5.5%	4.7%	6.3%	7.7%	6.0%	5.3%	5.3%	4.6%	0.4%	5.0%	0.8%	5.8%
Oct 2020	8.5%	6.0%	5.4%	5.9%	7.8%	6.4%	5.7%	5.7%	4.8%	0.4%	5.1%	1.1%	6.2%
Sep 2020	3.1%	5.8%	4.8%	5.1%	5.2%	5.2%	5.9%	5.9%	4.1%	0.3%	4.4%	1.0%	5.4%
Aug 2020		5.3%	5.1%	6.7%	7.4%	6.1%	5.3%	5.3%	4.9%	0.3%	5.2%	0.6%	5.8%
Jul 2020		4.4%	5.4%	8.2%	6.3%	5.6%	5.8%	5.8%	4.6%	0.5%	5.1%	0.6%	5.6%
Jun 2020		5.0%	4.3%	6.4%	6.8%	5.5%	5.1%	5.1%	4.0%	0.3%	4.4%	1.0%	5.4%
May 2020		6.6%	4.6%	5.7%	7.5%	6.3%	7.3%	7.3%	4.2%	0.2%	4.4%	2.1%	6.5%
Apr 2020	17.8%	7.7%	7.5%	9.4%	9.8%	8.5%	10.4%	10.4%	5.1%	0.2%	5.3%	3.7%	8.9%
Mar 2020	17.0%	6.0%	6.6%	7.2%	7.5%	6.8%	7.8%	7.8%	5.3%	0.4%	5.7%	1.3%	7.0%
Feb 2020	10.1%	4.8%	4.8%	7.7%	6.3%	5.5%	5.6%	5.6%	5.0%	0.5%	5.5%		5.5%
Jan 2020		6.2%	4.6%	8.5%	7.4%	6.3%	6.4%	6.4%	5.7%	0.7%	6.3%		6.3%
2019		5.3%	5.1%	6.5%	5.7%	5.5%	5.1%	5.1%	4.8%	0.5%	5.4%		5.4%
Dec 2019		6.4%	5.9%	8.8%	6.8%	6.6%	6.5%	6.5%	5.8%	0.8%	6.6%		6.6%
Nov 2019		4.6%	5.1%	8.3%	6.1%	5.5%	5.8%	5.8%	5.0%	0.6%	5.6%		5.6%
Oct 2019		5.0%	4.4%	7.0%	6.8%	5.6%	5.1%	5.1%	4.9%	0.6%	5.4%		5.4%
Sep 2019		5.4%	4.8%	6.9%	5.8%	5.5%	5.1%	5.1%	4.9%	0.5%	5.4%		5.4%
Aug 2019		5.4%	5.4%	6.2%	5.5%	5.5%	4.7%	4.7%	4.8%	0.4%	5.3%		5.3%
Jul 2019		5.0%	5.3%	4.6%	4.5%	4.9%	5.0%	5.0%	4.5%	0.4%	4.9%		4.9%
Jun 2019		4.7%	5.7%	4.8%	5.2%	5.1%	4.7%	4.7%	4.6%	0.5%	5.0%		5.0%
May 2019		4.9%	5.4%	5.8%	5.5%	5.3%	5.1%	5.1%	4.7%	0.5%	5.2%		5.2%
Apr 2019		4.9%	4.6%	6.5%	5.8%	5.2%	5.3%	5.3%	4.7%	0.5%	5.2%		5.2%
Mar 2019		5.3%	4.7%	5.5%	5.1%	5.1%	4.4%	4.4%	4.5%	0.5%	4.9%		4.9%
Feb 2019		5.6%	5.3%	6.2%	5.4%	5.5%	4.6%	4.6%	4.6%	0.6%	5.3%		5.3%
Jan 2019		6.0%	5.1%	7.0%	5.9%	5.8%	4.7%	4.7%	4.9%	0.6%	5.5%		5.5%



CHO 5 Section 38's

Year/ month	Bros. of Charity, Waterford	Carriglea Cairde Services	St. Patrick's, Kilkenny	Section 38 Voluntary Agencies	Certified absence	Self- certified absence	Non Covid-19 absence	Covid-19 absence	Total absence rate
2021	7.0%	4.7%	8.7%	6.9%	4.2%	0.5%	4.7%	2.2%	6.9%
Dec 2021	9.3%	7.5%	7.8%	8.5%	4.5%	0.8%	5.3%	3.2%	8.5%
Nov 2021	7.8%	5.8%	10.0%	8.0%	4.5%	0.5%	5.0%	3.0%	8.0%
Oct 2021	6.4%	6.2%		6.4%	3.7%	0.7%	4.5%	1.9%	6.4%
Sep 2021	5.6%	4.4%	7.7%	5.9%	4.1%	0.5%	4.5%	1.4%	5.9%
Aug 2021	7.2%	3.0%	7.5%	6.4%	4.3%	0.5%	4.8%	1.5%	6.4%
Jul 2021	5.4%	4.6%		5.2%	3.3%	0.5%	3.8%	1.4%	5.2%
Jun 2021	4.9%	2.7%	6.8%	5.0%	3.9%	0.5%	4.4%	0.6%	5.0%
May 2021	5.1%	2.8%	6.6%	5.1%	3.9%	0.3%	4.2%	1.0%	5.1%
Apr 2021	5.7%	3.3%	6.2%	5.4%	3.8%	0.3%	4.2%	1.2%	5.4%
Mar 2021	8.1%	4.2%	6.7%	6.9%	4.5%	0.8%	5.3%	1.6%	6.9%
Feb 2021	8.6%	6.0%	14.8%	9.5%	4.9%	0.5%	5.4%	4.1%	9.5%
Jan 2021	9.6%	5.1%	14.8%	10.1%	4.7%	0.3%	5.0%	5.2%	10.1%
2020	6.7%	5.3%	6.6%	6.4%	4.8%	0.4%	5.3%	1.1%	6.4%
Dec 2020	7.4%	2.4%	7.6%	6.5%	4.5%	0.5%	5.0%	1.6%	6.5%
Nov 2020	5.8%	2.5%	6.0%	5.3%	4.1%	0.5%	4.5%	0.7%	5.3%
Oct 2020	5.8%	2.7%	7.8%	5.7%	4.0%	0.4%	4.4%	1.3%	5.7%
Sep 2020	5.8%	4.8%	6.9%	5.9%	4.5%	0.3%	4.8%	1.1%	5.9%
Aug 2020	5.1%	4.6%	6.3%	5.3%	4.7%	0.3%	4.9%	0.3%	5.3%
Jul 2020	5.7%	5.6%	6.1%	5.8%	4.6%	1.0%	5.6%	0.2%	5.8%
Jun 2020	5.0%	4.3%	5.9%	5.1%	4.4%	0.3%	4.7%	0.4%	5.1%
May 2020	8.4%	6.2%	5.5%	7.3%	4.9%	0.2%	5.1%	2.2%	7.3%
Apr 2020	11.2%	11.7%	7.6%	10.4%	6.2%	0.4%	6.6%	3.9%	10.4%
Mar 2020	8.2%	9.3%	5.8%	7.8%	5.1%	0.5%	5.6%	2.2%	7.8%
Feb 2020	5.7%	5.0%	6.1%	5.6%	5.2%	0.5%	5.6%		5.6%
Jan 2020	6.3%	5.1%	7.6%	6.4%	5.8%	0.6%	6.4%		6.4%
2019	5.0%	4.0%	6.2%	5.1%	4.5%	0.6%	5.1%		5.1%
Dec 2019	6.8%	4.2%	7.8%	6.5%	5.5%	1.1%	6.5%		6.5%
Nov 2019	5.7%	5.3%	6.4%	5.8%	5.2%	0.6%	5.8%		5.8%
Oct 2019	5.1%	4.4%	5.4%	5.1%	4.6%	0.5%	5.1%		5.1%
Sep 2019	4.5%	4.3%	7.2%	5.1%	4.5%	0.6%	5.1%		5.1%
Aug 2019	4.3%	4.0%	6.7%	4.7%	4.4%	0.4%	4.7%		4.7%
Jul 2019	4.4%	3.7%	7.3%	5.0%	4.6%	0.5%	5.0%		5.0%
Jun 2019	4.3%	3.6%	6.6%	4.7%	4.3%	0.4%	4.7%		4.7%
May 2019	4.8%	4.1%	6.4%	5.1%	4.4%	0.7%	5.1%		5.1%
Apr 2019	5.8%	3.9%	5.1%	5.3%	4.7%	0.6%	5.3%		5.3%
Mar 2019	4.7%	4.0%	4.3%	4.4%	3.9%	0.5%	4.4%		4.4%
Feb 2019	5.0%	2.3%	5.3%	4.6%	3.8%	0.8%	4.6%		4.6%
Jan 2019	4.3%	4.2%	5.8%	4.7%	4.0%	0.7%	4.7%		4.7%

