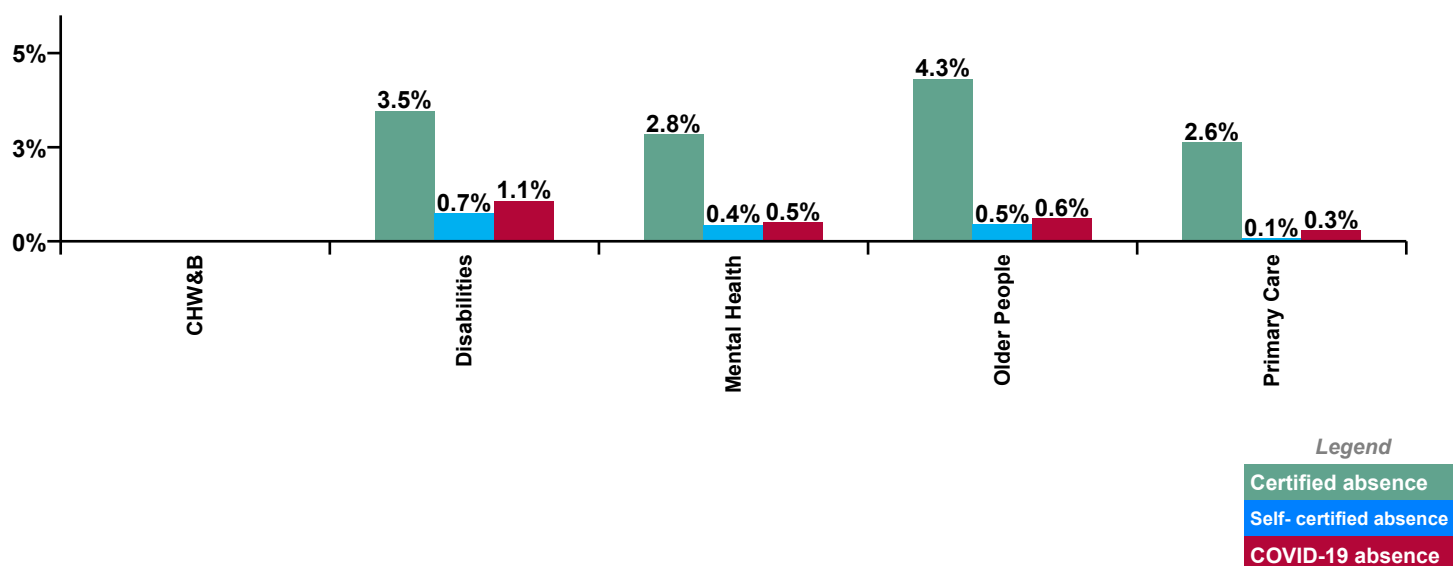


## September 2020

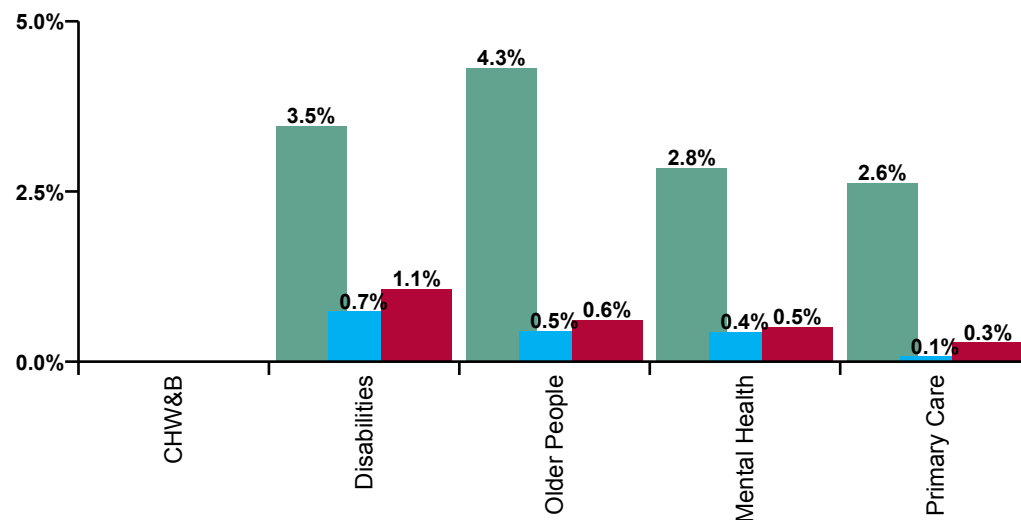
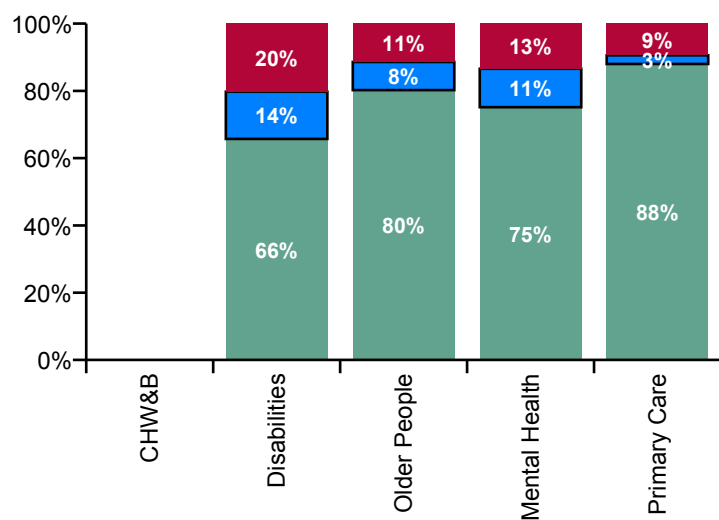
CHO 4 Absence Rate - by Staff Category: Sep 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence rate	Certified	Self-certified	COVID-19
<b>CHO 4</b>	<b>3.4%</b>	<b>0.5%</b>	<b>0.7%</b>	<b>4.7%</b>	<b>73.1%</b>	<b>11.0%</b>	<b>15.9%</b>
Medical & Dental	1.2%	0.1%	0.1%	1.3%	89.8%	4.8%	5.4%
Nursing & Midwifery	3.2%	0.5%	0.8%	4.5%	72.0%	11.0%	17.0%
Health & Social Care Professionals	2.9%	0.3%	0.3%	3.5%	82.9%	8.8%	8.3%
Management & Administrative	2.3%	0.3%	0.2%	2.8%	82.5%	10.3%	7.2%
General Support	3.8%	0.3%	1.7%	5.9%	64.8%	5.7%	29.5%
Patient & Client Care	4.2%	0.7%	1.0%	5.8%	71.4%	12.3%	16.3%

CHO 4 Absence Rate - by Care Group: Sep 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence rate	Certified	Self-certified	COVID-19
<b>CHO 4</b>	<b>3.4%</b>	<b>0.5%</b>	<b>0.7%</b>	<b>4.7%</b>	<b>73.1%</b>	<b>11.0%</b>	<b>15.9%</b>
<b>Community Health &amp; Wellbeing</b>							
Health Service Executive	2.3%	0.5%	0.2%	3.0%	76.1%	16.9%	7.0%
Section 38 Voluntary Agencies	3.6%	0.8%	1.2%	5.5%	65.1%	13.8%	21.1%
<b>Disabilities</b>	<b>3.5%</b>	<b>0.7%</b>	<b>1.1%</b>	<b>5.3%</b>	<b>65.7%</b>	<b>14.0%</b>	<b>20.3%</b>
<b>Older People</b>	<b>4.3%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>5.4%</b>	<b>80.2%</b>	<b>8.4%</b>	<b>11.4%</b>
<b>Mental Health</b>	<b>2.8%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>3.8%</b>	<b>75.2%</b>	<b>11.4%</b>	<b>13.4%</b>
Health Service Executive	2.2%	0.1%	0.2%	2.5%	87.5%	3.6%	9.0%
Section 38 Voluntary Agencies	5.7%		0.7%	6.3%	89.4%	0.0%	10.6%
<b>Primary Care</b>	<b>2.6%</b>	<b>0.1%</b>	<b>0.3%</b>	<b>3.0%</b>	<b>88.0%</b>	<b>2.6%</b>	<b>9.4%</b>

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



CHO 4 Overall Absence Rate - by Care Group & Staff Category: Sep 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
<b>CHO 4</b>	<b>1.3%</b>	<b>4.5%</b>	<b>3.5%</b>	<b>2.8%</b>	<b>5.9%</b>	<b>5.8%</b>	<b>3.4%</b>	<b>0.5%</b>	<b>0.7%</b>	<b>4.7%</b>
<b>Community Health &amp; Wellbeing</b>										
Health Service Executive	0.0%	5.7%	5.4%	0.5%	0.0%	2.3%	2.3%	0.5%	0.2%	<b>3.0%</b>
Section 38 Voluntary Agencies		5.8%	4.6%	1.9%	7.1%	5.9%	3.6%	0.8%	1.2%	<b>5.5%</b>
<b>Disabilities</b>	<b>0.0%</b>	<b>5.8%</b>	<b>4.7%</b>	<b>1.6%</b>	<b>6.2%</b>	<b>5.6%</b>	<b>3.5%</b>	<b>0.7%</b>	<b>1.1%</b>	<b>5.3%</b>
<b>Older People</b>	<b>0.0%</b>	<b>5.1%</b>	<b>0.6%</b>	<b>2.0%</b>	<b>5.4%</b>	<b>6.5%</b>	<b>4.3%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>5.4%</b>
<b>Mental Health</b>	<b>1.8%</b>	<b>4.1%</b>	<b>2.1%</b>	<b>5.4%</b>	<b>5.9%</b>	<b>3.7%</b>	<b>2.8%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>3.8%</b>
Health Service Executive	1.2%	1.7%	2.8%	3.2%	0.0%	6.0%	2.2%	0.1%	0.2%	<b>2.5%</b>
Section 38 Voluntary Agencies	1.9%	15.0%	0.0%	1.9%	9.9%	11.4%	5.7%		0.7%	<b>6.3%</b>
<b>Primary Care</b>	<b>1.4%</b>	<b>2.2%</b>	<b>2.7%</b>	<b>3.0%</b>	<b>5.3%</b>	<b>7.9%</b>	<b>2.6%</b>	<b>0.1%</b>	<b>0.3%</b>	<b>3.0%</b>



Certified absence

Self-certified absence

COVID-19 absence

## CHO 4 Absence Rate - by Care Group, Staff Category & Absence type: Sep 2020

Community Health & Wellbeing by Staff Category Sep 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
<b>Total</b>							

Disabilities by Staff Category Sep 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
<b>Total</b>	<b>3.5%</b>	<b>0.7%</b>	<b>1.1%</b>	<b>5.3%</b>	<b>65.7%</b>	<b>14.0%</b>	<b>20.3%</b>
Medical & Dental				<b>0.0%</b>			
Nursing & Midwifery	3.7%	0.8%	1.3%	<b>5.8%</b>	63.7%	14.1%	22.1%
Health & Social Care Professionals	3.7%	0.5%	0.5%	<b>4.7%</b>	78.7%	10.1%	11.2%
Management & Administrative	1.0%	0.5%	0.1%	<b>1.6%</b>	63.3%	29.4%	7.3%
General Support	2.9%	0.2%	3.2%	<b>6.2%</b>	45.9%	3.3%	50.7%
Patient & Client Care	3.7%	0.9%	1.0%	<b>5.6%</b>	65.7%	15.6%	18.7%

Older People by Staff Category Sep 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
<b>Total</b>	<b>4.3%</b>	<b>0.5%</b>	<b>0.6%</b>	<b>5.4%</b>	<b>80.2%</b>	<b>8.4%</b>	<b>11.4%</b>
Medical & Dental				<b>0.0%</b>			
Nursing & Midwifery	3.8%	0.5%	0.8%	<b>5.1%</b>	74.1%	9.8%	16.1%
Health & Social Care Professionals	0.4%	0.1%	0.0%	<b>0.6%</b>	75.0%	25.0%	0.0%
Management & Administrative	1.8%	0.1%	0.1%	<b>2.0%</b>	89.3%	4.0%	6.7%
General Support	5.0%	0.1%	0.2%	<b>5.4%</b>	93.8%	1.5%	4.6%
Patient & Client Care	5.3%	0.5%	0.6%	<b>6.5%</b>	82.3%	8.2%	9.5%

Mental Health by Staff Category Sep 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
<b>Total</b>	<b>2.8%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>3.8%</b>	<b>75.2%</b>	<b>11.4%</b>	<b>13.4%</b>
Medical & Dental	1.7%	0.2%	0.0%	<b>1.8%</b>	90.9%	9.1%	0.0%
Nursing & Midwifery	3.2%	0.4%	0.5%	<b>4.1%</b>	76.9%	10.9%	12.2%
Health & Social Care Professionals	1.9%	0.2%	0.0%	<b>2.1%</b>	89.4%	10.6%	0.0%
Management & Administrative	4.3%	0.5%	0.5%	<b>5.4%</b>	80.1%	10.0%	10.0%
General Support	4.0%	1.9%	0.0%	<b>5.9%</b>	67.7%	32.3%	0.0%
Patient & Client Care	1.8%	0.3%	1.6%	<b>3.7%</b>	47.8%	8.5%	43.7%

Primary Care by Staff Category Sep 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
<b>Total</b>	<b>2.6%</b>	<b>0.1%</b>	<b>0.3%</b>	<b>3.0%</b>	<b>88.0%</b>	<b>2.6%</b>	<b>9.4%</b>
Medical & Dental	1.2%	0.0%	0.1%	<b>1.4%</b>	89.1%	1.9%	9.0%
Nursing & Midwifery	1.7%	0.1%	0.4%	<b>2.2%</b>	79.8%	3.6%	16.6%
Health & Social Care Professionals	2.5%	0.1%	0.1%	<b>2.7%</b>	94.3%	2.6%	3.0%
Management & Administrative	2.8%	0.1%	0.2%	<b>3.0%</b>	91.1%	3.6%	5.3%
General Support	5.3%	0.0%	0.0%	<b>5.3%</b>	100.0%	0.0%	0.0%
Patient & Client Care	6.8%	0.1%	1.0%	<b>7.9%</b>	85.4%	1.5%	13.2%

CHO 4 Absence Rate - by Staff Category & Care Group	CHW&B	HSE	S38	Disabilities	Older People	Mental Health	HSE	S38	Primary Care	Total absence	Certified absence	Self-certified absence	COVID-19 absence
<b>CHO 4: 2020 overall</b>		<b>5.3%</b>	<b>6.6%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>4.3%</b>	<b>3.2%</b>	<b>4.5%</b>	<b>3.3%</b>	<b>5.3%</b>	<b>3.8%</b>	<b>0.4%</b>	<b>1.1%</b>
Medical & Dental		11.6%	0.0%	11.0%	0.4%	2.6%	2.8%	1.9%	2.6%	2.5%	1.9%	0.1%	0.5%
Nursing & Midwifery		6.4%	7.5%	7.4%	6.3%	4.6%	3.5%	4.9%	3.5%	5.5%	3.8%	0.5%	1.2%
Health & Social Care Professionals		4.5%	4.8%	4.8%	1.2%	3.3%	2.5%	0.3%	2.4%	3.6%	2.7%	0.2%	0.6%
Management & Administrative		1.2%	3.2%	2.7%	2.6%	3.2%	3.1%	0.5%	2.8%	2.8%	2.3%	0.2%	0.3%
General Support		3.3%	7.7%	7.1%	5.1%	8.4%	0.0%	7.5%	5.4%	6.7%	4.7%	0.2%	1.7%
Patient & Client Care		6.4%	7.0%	6.9%	6.8%	3.7%	5.7%	9.6%	6.7%	6.7%	4.6%	0.6%	1.5%
<b>Total September:</b>		<b>3.0%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>5.4%</b>	<b>3.8%</b>	<b>2.5%</b>	<b>6.3%</b>	<b>3.0%</b>	<b>4.7%</b>	<b>3.4%</b>	<b>0.5%</b>	<b>0.7%</b>
Medical & Dental		0.0%		0.0%	0.0%	1.8%	1.2%	1.9%	1.4%	1.3%	1.2%	0.1%	0.1%
Nursing & Midwifery		5.7%	5.8%	5.8%	5.1%	4.1%	1.7%	15.0%	2.2%	4.5%	3.2%	0.5%	0.8%
Health & Social Care Professionals		5.4%	4.6%	4.7%	0.6%	2.1%	2.8%	0.0%	2.7%	3.5%	2.9%	0.3%	0.3%
Management & Administrative		0.5%	1.9%	1.6%	2.0%	5.4%	3.2%	1.9%	3.0%	2.8%	2.3%	0.3%	0.2%
General Support		0.0%	7.1%	6.2%	5.4%	5.9%	0.0%	9.9%	5.3%	5.9%	3.8%	0.3%	1.7%
Patient & Client Care		2.3%	5.9%	5.6%	6.5%	3.7%	6.0%	11.4%	7.9%	5.8%	4.2%	0.7%	1.0%
<b>Total August:</b>		<b>3.4%</b>	<b>5.6%</b>	<b>5.3%</b>	<b>6.1%</b>	<b>3.4%</b>	<b>2.5%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>4.7%</b>	<b>3.7%</b>	<b>0.4%</b>	<b>0.6%</b>
Medical & Dental		0.0%		0.0%	0.0%	2.4%	2.0%	6.6%	2.6%	2.3%	2.1%	0.1%	0.2%
Nursing & Midwifery		4.3%	5.6%	5.4%	5.6%	3.7%	2.2%	3.6%	2.2%	4.4%	3.5%	0.5%	0.4%
Health & Social Care Professionals		4.6%	4.3%	4.3%	0.0%	2.9%	2.5%	0.0%	2.5%	3.2%	2.9%	0.2%	0.1%
Management & Administrative		0.0%	1.3%	1.0%	3.5%	2.9%	2.1%	1.0%	2.0%	2.2%	2.1%	0.1%	0.1%
General Support		0.0%	5.3%	4.6%	6.2%	4.0%	0.0%	0.0%	0.0%	4.8%	3.5%	0.2%	1.1%
Patient & Client Care		4.3%	6.3%	6.1%	7.4%	3.6%	6.0%	3.6%	5.4%	6.3%	4.8%	0.6%	0.9%
<b>Total July:</b>		<b>4.3%</b>	<b>4.7%</b>	<b>4.6%</b>	<b>4.7%</b>	<b>3.7%</b>	<b>2.5%</b>	<b>0.3%</b>	<b>2.3%</b>	<b>4.0%</b>	<b>3.5%</b>	<b>0.3%</b>	<b>0.2%</b>
Medical & Dental		0.0%	0.0%	0.0%	0.0%	2.8%	2.0%	0.0%	1.7%	1.8%	1.7%	0.1%	
Nursing & Midwifery		4.8%	5.8%	5.6%	5.1%	3.7%	2.7%	0.0%	2.7%	4.3%	3.8%	0.3%	0.2%
Health & Social Care Professionals		4.4%	3.2%	3.4%	0.5%	3.0%	2.0%	0.0%	2.0%	2.6%	2.4%	0.2%	0.0%
Management & Administrative		0.3%	2.6%	1.9%	2.1%	2.4%	1.7%	0.0%	1.6%	1.9%	1.7%	0.2%	
General Support		0.4%	1.9%	1.7%	3.6%	7.4%	0.0%	0.0%	0.0%	3.5%	3.1%	0.1%	0.2%
Patient & Client Care		5.5%	5.0%	5.1%	5.4%	3.9%	6.0%	1.2%	4.9%	5.1%	4.2%	0.5%	0.4%
<b>Total June:</b>		<b>4.8%</b>	<b>4.9%</b>	<b>4.9%</b>	<b>5.5%</b>	<b>3.8%</b>	<b>2.7%</b>	<b>2.2%</b>	<b>2.6%</b>	<b>4.5%</b>	<b>3.5%</b>	<b>0.3%</b>	<b>0.6%</b>
Medical & Dental		0.0%		0.0%	0.0%	1.3%	2.2%	0.0%	1.8%	1.4%	1.2%	0.0%	0.2%
Nursing & Midwifery		7.2%	6.1%	6.3%	6.0%	4.3%	3.1%	0.0%	3.0%	5.0%	3.9%	0.2%	0.9%
Health & Social Care Professionals		3.1%	3.6%	3.5%	0.0%	1.9%	1.7%	0.0%	1.7%	2.4%	2.3%	0.1%	0.0%
Management & Administrative		0.7%	1.9%	1.8%	2.4%	4.1%	2.5%	0.0%	2.2%	2.4%	2.2%	0.1%	0.1%
General Support		2.2%	5.2%	4.8%	5.8%	8.0%	0.0%	8.7%	7.1%	5.7%	4.6%	0.2%	0.8%
Patient & Client Care		5.3%	5.2%	5.2%	6.1%	4.7%	5.3%	4.6%	5.1%	5.4%	4.0%	0.6%	0.8%
<b>Total May:</b>		<b>6.6%</b>	<b>7.8%</b>	<b>7.7%</b>	<b>8.8%</b>	<b>5.6%</b>	<b>3.1%</b>	<b>4.6%</b>	<b>3.3%</b>	<b>6.9%</b>	<b>3.9%</b>	<b>0.3%</b>	<b>2.7%</b>
Medical & Dental		0.0%		0.0%	0.0%	3.1%	1.6%	0.0%	1.3%	1.9%	1.3%	0.1%	0.4%
Nursing & Midwifery		10.2%	9.1%	9.2%	10.5%	6.9%	4.1%	0.0%	3.9%	8.2%	4.3%	0.4%	3.5%
Health & Social Care Professionals		8.8%	5.6%	5.9%	1.1%	3.1%	1.7%	0.0%	1.6%	3.9%	2.6%	0.2%	1.1%
Management & Administrative		0.0%	1.6%	1.2%	3.4%	3.2%	3.4%	0.0%	3.0%	2.6%	2.3%	0.1%	0.3%
General Support		4.8%	10.1%	9.5%	4.6%	10.6%	0.0%	8.9%	7.5%	8.1%	5.2%	0.1%	2.8%
Patient & Client Care		6.7%	8.4%	8.3%	9.4%	3.8%	6.3%	13.1%	8.5%	8.4%	4.5%	0.5%	3.4%
<b>Total April:</b>		<b>9.0%</b>	<b>12.3%</b>	<b>11.9%</b>	<b>9.9%</b>	<b>6.5%</b>	<b>5.5%</b>	<b>5.8%</b>	<b>5.5%</b>	<b>9.2%</b>	<b>4.2%</b>	<b>0.4%</b>	<b>4.6%</b>
Medical & Dental		0.0%		0.0%	2.6%	4.7%	5.8%	2.5%	5.3%	4.7%	2.0%	0.1%	2.6%
Nursing & Midwifery		13.4%	15.6%	15.4%	11.9%	7.2%	8.2%	0.0%	7.9%	10.6%	3.9%	0.8%	5.9%
Health & Social Care Professionals		3.5%	7.3%	6.8%	2.3%	5.7%	3.1%	0.0%	3.1%	5.0%	2.7%	0.1%	2.2%
Management & Administrative		0.8%	3.2%	2.6%	7.2%	3.7%	4.9%	0.0%	4.3%	4.4%	2.3%	0.1%	2.0%
General Support		8.6%	20.4%	18.1%	5.6%	12.2%	0.0%	10.5%	7.5%	12.0%	5.8%	0.1%	6.1%
Patient & Client Care		12.4%	12.8%	12.7%	10.5%	4.4%	9.0%	14.8%	10.6%	11.1%	5.4%	0.4%	5.4%
<b>Total March:</b>		<b>5.4%</b>	<b>8.4%</b>	<b>8.1%</b>	<b>5.0%</b>	<b>4.2%</b>	<b>3.3%</b>	<b>4.3%</b>	<b>3.4%</b>	<b>5.7%</b>	<b>4.3%</b>	<b>0.5%</b>	<b>0.9%</b>
Medical & Dental		0.0%		0.0%	0.0%	3.6%	3.6%	0.8%	3.0%	3.0%	2.6%	0.4%	
Nursing & Midwifery		5.6%	9.4%	8.9%	5.2%	4.0%	4.2%	0.0%	4.1%	5.4%	4.3%	0.5%	0.6%
Health & Social Care Professionals		2.4%	6.4%	5.9%	1.8%	4.3%	2.2%	0.0%	2.2%	4.2%	3.0%	0.4%	0.8%
Management & Administrative		2.5%	6.5%	5.5%	1.5%	4.9%	2.9%	0.0%	2.6%	3.4%	2.7%	0.2%	0.5%
General Support		4.9%	10.0%	9.3%	5.4%	7.6%	0.0%	9.9%	8.1%	7.6%	5.4%	0.4%	1.8%
Patient & Client Care		7.4%	8.8%	8.6%	5.7%	2.9%	4.9%	11.2%	6.6%	7.2%	5.2%	0.7%	1.3%
<b>Total February:</b>		<b>5.3%</b>	<b>4.8%</b>	<b>4.9%</b>	<b>4.5%</b>	<b>3.9%</b>	<b>3.4%</b>	<b>6.6%</b>	<b>3.7%</b>	<b>4.4%</b>	<b>3.8%</b>	<b>0.5%</b>	
Medical & Dental		42.9%		42.9%	0.0%	1.3%	4.1%	2.8%	3.9%	3.1%	2.7%	0.4%	
Nursing & Midwifery		3.7%	5.0%	4.8%	5.2%	4.1%	4.0%	8.0%	4.1%	4.6%	4.0%	0.6%	
Health & Social Care Professionals		3.3%	3.5%	3.5%	2.5%	3.0%	2.5%	0.0%	2.5%	3.0%	2.7%	0.4%	
Management & Administrative		1.7%	4.3%	3.7%	1.8%	3.0%	3.0%	1.8%	2.9%	2.9%	2.6%	0.3%	
General Support		1.0%	4.0%	3.6%	5.0%	8.7%	0.0%	19.9%	13.9%	5.5%	5.3%	0.2%	
Patient & Client Care		7.6%	5.3%	5.5%	4.5%	3.7%	4.1%	9.8%	5.5%	5.1%	4.5%	0.6%	
<b>Total January:</b>		<b>5.3%</b>	<b>5.3%</b>	<b>5.3%</b>	<b>4.4%</b>	<b>3.9%</b>	<b>3.1%</b>	<b>7.1%</b>	<b>3.4%</b>	<b>4.4%</b>	<b>3.8%</b>	<b>0.6%</b>	
Medical & Dental		34.6%		34.6%	0.0%	1.4%	1.6%	4.2%	2.1%	2.0%	1.9%	0.1%	
Nursing & Midwifery		4.8%	5.8%	5.6%	4.4%	4.6%	2.3%	16.3%	2.6%	4.3%	3.7%	0.6%	
Health & Social Care Professionals		5.9%	4.4%	4.6%	1.0%	2.3%	3.1%	3.0%	3.1%	3.5%	3.1%	0.4%	
Management & Administrative		2.7%	5.2%	4.3%	1.4%	1.8%	4.1%	0.0%	3.9%	3.0%	2.7%	0.3%	
General Support		4.9%	5.2%	5.2%	4.5%	7.9%	0.0%	0.0%	0.0%	5.3%	4.9%	0.4%	
Patient & Client Care		5.8%	5.4%	5.5%	5.3%	3.0%	4.4%	15.3%	6.6%	5.3%	4.6%	0.7%	
<b>CHO 4: 2019 overall</b>		<b>3.6%</b>	<b>5.1%</b>	<b>4.9%</b>	<b>4.3%</b>	<b>3.3%</b>	<b>2.7%</b>	<b>3.8%</b>	<b>2.8%</b>	<b>4.0%</b>	<b>3.5%</b>	<b>0.5%</b>	
Medical & Dental		9.4%		9.4%	0.6%	1.0%	2.5%	0.3%	2.2%	1.6%	1.5%	0.1%	
Nursing & Midwifery		4.6%	6.3%	6.0%	4.1%	3.7%	2.9%	3.8%	2.9%	4.2%	3.7%	0.5%	
Health & Social Care Professionals		3.1%	4.5%	4.3%	1.7%	2.8%	2.3%	6.1%	2.3%	3.1%	2.8%	0.3%	
Management & Administrative		1.1%	3.4%	2.8%	2.8%	2.4%	3.2%	2.1%	3.1%	2.8%	2.6%	0.3%	
General Support		4.4%	4.5%	4.5%	4.4%	3.5%	0.6%	6.4%	4.5%	4.2%	3.9%	0.3%	
Patient & Client Care		3.8%	5.1%	5.0%	4.8%	3.7%	3.1%	6.7%	4.0%	4.8%	4.2%	0.6%	

CHO 4 Absence Rate - by Staff Category & S38 Agency	Bros. of Charity, Southern	Cope Foundation	Cork Dental Hospital	St. John of God, Kerry	Total absence	Certified absence	Self-certified absence	COVID-19 absence
<b>CHO 4: S38 2020 overall</b>	<b>6.3%</b>	<b>7.2%</b>	<b>4.5%</b>	<b>4.9%</b>	<b>6.5%</b>	<b>4.2%</b>	<b>0.7%</b>	<b>1.7%</b>
<i>Medical &amp; Dental</i>	<i>0.0%</i>		<i>1.9%</i>		<b>1.9%</b>	<i>1.9%</i>		
<i>Nursing &amp; Midwifery</i>	<i>7.8%</i>	<i>7.3%</i>	<i>4.9%</i>	<i>8.0%</i>	<b>7.5%</b>	<i>4.4%</i>	<i>1.0%</i>	<i>2.1%</i>
<i>Health &amp; Social Care Professionals</i>	<i>5.8%</i>	<i>3.3%</i>	<i>0.3%</i>	<i>4.0%</i>	<b>4.8%</b>	<i>3.5%</i>	<i>0.3%</i>	<i>1.0%</i>
<i>Management &amp; Administrative</i>	<i>4.3%</i>	<i>2.1%</i>	<i>0.5%</i>	<i>3.3%</i>	<b>2.7%</b>	<i>2.0%</i>	<i>0.3%</i>	<i>0.4%</i>
<i>General Support</i>	<i>3.9%</i>	<i>8.7%</i>	<i>7.5%</i>	<i>7.2%</i>	<b>7.7%</b>	<i>3.9%</i>	<i>0.2%</i>	<i>3.6%</i>
<i>Patient &amp; Client Care</i>	<i>6.6%</i>	<i>8.0%</i>	<i>9.6%</i>	<i>3.7%</i>	<b>7.0%</b>	<i>4.6%</i>	<i>0.7%</i>	<i>1.7%</i>
<b>Total September:</b>	<b>4.9%</b>	<b>6.8%</b>	<b>6.3%</b>	<b>2.6%</b>	<b>5.6%</b>	<b>3.7%</b>	<b>0.7%</b>	<b>1.1%</b>
Medical & Dental			1.9%		<b>1.9%</b>	1.9%		
Nursing & Midwifery	4.8%	6.8%	15.0%	3.0%	<b>6.0%</b>	3.8%	0.8%	1.4%
Health & Social Care Professionals	5.4%	3.3%	0.0%	4.1%	<b>4.6%</b>	3.6%	0.4%	0.6%
Management & Administrative	0.8%	3.3%	1.9%	0.3%	<b>1.9%</b>	1.3%	0.5%	0.1%
General Support	4.3%	9.0%	9.9%	3.7%	<b>7.4%</b>	3.9%	0.2%	3.3%
Patient & Client Care	5.1%	7.4%	11.4%	1.9%	<b>6.0%</b>	4.0%	0.9%	1.1%
<b>Total August:</b>	<b>5.3%</b>	<b>6.5%</b>	<b>2.8%</b>	<b>2.7%</b>	<b>5.4%</b>	<b>3.9%</b>	<b>0.6%</b>	<b>0.9%</b>
Medical & Dental			6.6%		<b>6.6%</b>	6.6%		
Nursing & Midwifery	8.1%	5.1%	3.6%	4.8%	<b>5.5%</b>	4.1%	0.5%	1.0%
Health & Social Care Professionals	4.8%	3.4%	0.0%	3.8%	<b>4.2%</b>	3.7%	0.3%	0.2%
Management & Administrative	0.8%	1.4%	1.0%	2.3%	<b>1.3%</b>	1.1%	0.1%	
General Support	0.4%	7.0%	0.0%	3.1%	<b>4.9%</b>	2.0%	0.3%	2.5%
Patient & Client Care	5.6%	7.8%	3.6%	1.5%	<b>6.3%</b>	4.4%	0.8%	1.0%
<b>Total July:</b>	<b>5.7%</b>	<b>4.4%</b>	<b>0.3%</b>	<b>3.8%</b>	<b>4.4%</b>	<b>3.6%</b>	<b>0.5%</b>	<b>0.3%</b>
Medical & Dental	0.0%		0.0%		<b>0.0%</b>			
Nursing & Midwifery	7.7%	4.6%	0.0%	7.7%	<b>5.6%</b>	4.9%	0.4%	0.3%
Health & Social Care Professionals	6.4%	0.8%	0.0%	2.7%	<b>3.1%</b>	2.9%	0.2%	
Management & Administrative	3.0%	2.3%	0.0%	2.7%	<b>2.1%</b>	1.7%	0.4%	
General Support	0.0%	2.6%	0.0%	0.6%	<b>1.7%</b>	1.7%		
Patient & Client Care	5.5%	5.2%	1.2%	3.3%	<b>4.9%</b>	3.8%	0.7%	0.4%
<b>Total June:</b>	<b>4.7%</b>	<b>5.5%</b>	<b>2.2%</b>	<b>3.7%</b>	<b>4.8%</b>	<b>3.7%</b>	<b>0.6%</b>	<b>0.6%</b>
Medical & Dental			0.0%		<b>0.0%</b>			
Nursing & Midwifery	7.7%	5.8%	0.0%	5.5%	<b>6.0%</b>	4.8%	0.3%	0.9%
Health & Social Care Professionals	5.1%	1.0%	0.0%	2.1%	<b>3.5%</b>	3.2%	0.2%	0.1%
Management & Administrative	2.3%	1.9%	0.0%	0.8%	<b>1.5%</b>	1.3%	0.1%	0.1%
General Support	1.5%	7.2%	8.7%	2.3%	<b>5.5%</b>	4.0%	0.4%	1.1%
Patient & Client Care	4.4%	6.0%	4.6%	4.0%	<b>5.2%</b>	3.8%	0.8%	0.6%
<b>Total May:</b>	<b>7.8%</b>	<b>9.1%</b>	<b>4.6%</b>	<b>3.4%</b>	<b>7.6%</b>	<b>4.0%</b>	<b>0.7%</b>	<b>3.0%</b>
Medical & Dental			0.0%		<b>0.0%</b>			
Nursing & Midwifery	10.2%	8.5%	0.0%	9.9%	<b>8.9%</b>	4.5%	1.1%	3.3%
Health & Social Care Professionals	7.1%	4.4%	0.0%	1.6%	<b>5.5%</b>	3.3%	0.2%	2.0%
Management & Administrative	1.3%	2.1%	0.0%	0.6%	<b>1.3%</b>	1.3%	0.0%	
General Support	0.7%	14.5%	8.9%	4.3%	<b>10.0%</b>	3.8%	0.0%	6.2%
Patient & Client Care	8.8%	9.9%	13.1%	1.5%	<b>8.5%</b>	4.4%	0.8%	3.3%
<b>Total April:</b>	<b>10.5%</b>	<b>13.1%</b>	<b>5.8%</b>	<b>13.3%</b>	<b>12.0%</b>	<b>4.7%</b>	<b>0.8%</b>	<b>6.4%</b>
Medical & Dental			2.5%		<b>2.5%</b>	2.5%		
Nursing & Midwifery	13.8%	15.6%	0.0%	17.9%	<b>15.3%</b>	2.9%	3.0%	9.3%
Health & Social Care Professionals	8.2%	4.3%	0.0%	9.2%	<b>7.3%</b>	3.8%	0.1%	3.4%
Management & Administrative	6.8%	0.3%	0.0%	1.0%	<b>2.6%</b>	1.1%	0.1%	1.4%
General Support	12.6%	19.6%	10.5%	26.1%	<b>19.7%</b>	5.4%	0.2%	14.0%
Patient & Client Care	11.5%	13.7%	14.8%	11.9%	<b>12.8%</b>	5.9%	0.5%	6.4%
<b>Total March:</b>	<b>8.4%</b>	<b>9.4%</b>	<b>4.3%</b>	<b>5.0%</b>	<b>8.2%</b>	<b>5.0%</b>	<b>0.6%</b>	<b>2.6%</b>
Medical & Dental			0.8%		<b>0.8%</b>	0.8%		
Nursing & Midwifery	8.1%	10.4%	0.0%	7.4%	<b>9.2%</b>	5.4%	0.8%	3.0%
Health & Social Care Professionals	7.0%	5.5%	0.0%	5.5%	<b>6.3%</b>	3.9%	0.4%	2.1%
Management & Administrative	9.1%	4.1%	0.0%	6.2%	<b>5.3%</b>	2.8%	0.2%	2.3%
General Support	9.5%	11.1%	9.9%	7.5%	<b>10.0%</b>	5.0%	0.2%	4.8%
Patient & Client Care	9.1%	9.8%	11.2%	3.3%	<b>8.8%</b>	5.6%	0.7%	2.5%
<b>Total February:</b>	<b>4.7%</b>	<b>4.9%</b>	<b>6.6%</b>	<b>4.9%</b>	<b>4.9%</b>	<b>4.3%</b>	<b>0.6%</b>	
Medical & Dental			2.8%		<b>2.8%</b>	2.8%		
Nursing & Midwifery	5.3%	4.3%	8.0%	7.0%	<b>5.1%</b>	4.3%	0.8%	
Health & Social Care Professionals	3.8%	2.1%	0.0%	4.4%	<b>3.5%</b>	3.0%	0.4%	
Management & Administrative	6.2%	0.6%	1.8%	9.0%	<b>3.9%</b>	3.5%	0.4%	
General Support	1.7%	3.4%	19.9%	6.8%	<b>5.2%</b>	4.8%	0.4%	
Patient & Client Care	5.1%	5.9%	9.8%	3.4%	<b>5.4%</b>	4.7%	0.7%	
<b>Total January:</b>	<b>4.8%</b>	<b>5.7%</b>	<b>7.1%</b>	<b>5.0%</b>	<b>5.4%</b>	<b>4.6%</b>	<b>0.8%</b>	
Medical & Dental			4.2%		<b>4.2%</b>	4.2%		
Nursing & Midwifery	4.4%	5.5%	16.3%	8.5%	<b>6.1%</b>	4.9%	1.2%	
Health & Social Care Professionals	4.7%	4.8%	3.0%	2.5%	<b>4.4%</b>	3.6%	0.7%	
Management & Administrative	6.9%	2.8%	0.0%	6.7%	<b>4.2%</b>	3.5%	0.7%	
General Support	1.4%	4.0%	0.0%	10.1%	<b>4.9%</b>	4.5%	0.4%	
Patient & Client Care	4.8%	6.3%	15.3%	3.1%	<b>5.7%</b>	4.9%	0.8%	
<b>CHO 4: S38 2019 overall</b>	<b>5.0%</b>	<b>5.3%</b>	<b>3.8%</b>	<b>4.6%</b>	<b>5.0%</b>	<b>4.4%</b>	<b>0.6%</b>	
<i>Medical &amp; Dental</i>			<i>0.3%</i>		<b>0.3%</b>	<i>0.2%</i>	<i>0.2%</i>	
<i>Nursing &amp; Midwifery</i>	<i>6.2%</i>	<i>6.3%</i>	<i>3.8%</i>	<i>6.2%</i>	<b>6.2%</b>	<i>5.5%</i>	<i>0.7%</i>	
<i>Health &amp; Social Care Professionals</i>	<i>4.9%</i>	<i>4.5%</i>	<i>6.1%</i>	<i>2.9%</i>	<b>4.5%</b>	<i>4.0%</i>	<i>0.5%</i>	
<i>Management &amp; Administrative</i>	<i>4.7%</i>	<i>2.1%</i>	<i>2.1%</i>	<i>3.2%</i>	<b>3.1%</b>	<i>2.7%</i>	<i>0.5%</i>	
<i>General Support</i>	<i>5.3%</i>	<i>2.8%</i>	<i>6.4%</i>	<i>8.3%</i>	<b>4.7%</b>	<i>4.3%</i>	<i>0.4%</i>	
<i>Patient &amp; Client Care</i>	<i>4.8%</i>	<i>5.6%</i>	<i>6.7%</i>	<i>3.8%</i>	<b>5.2%</b>	<i>4.5%</i>	<i>0.7%</i>	