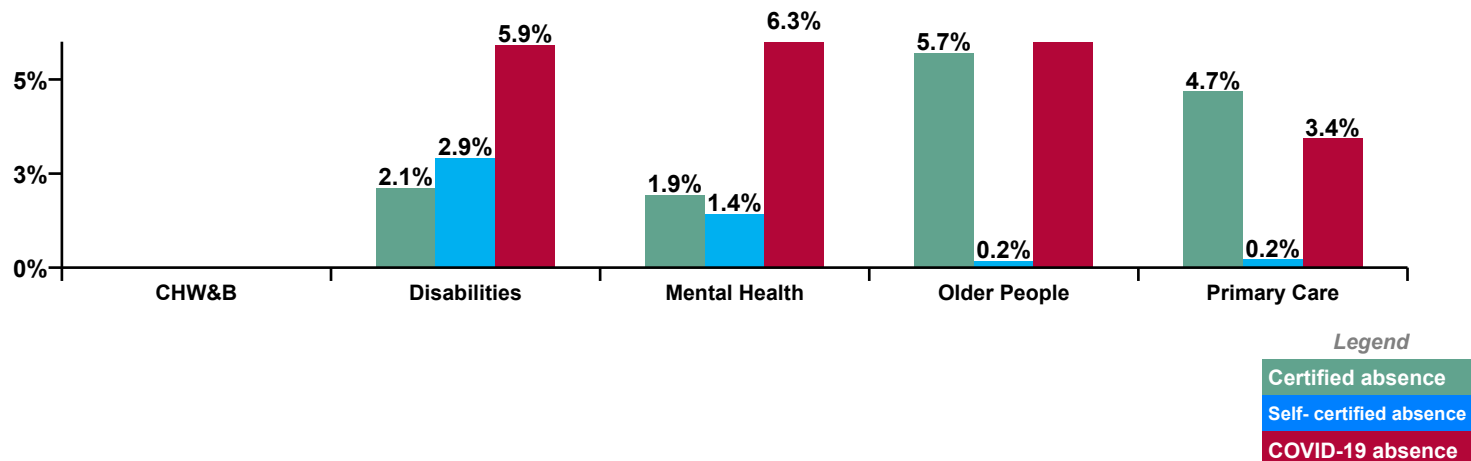## April 2020

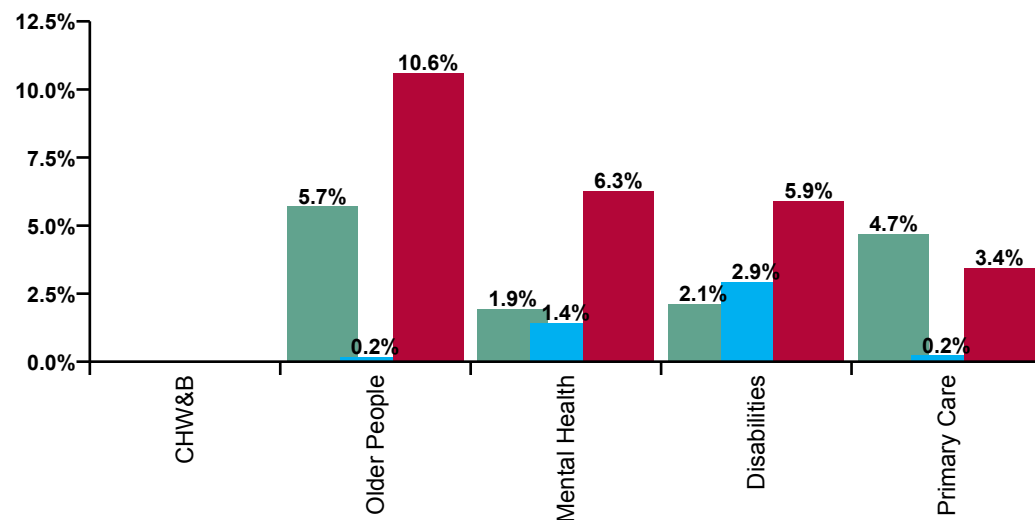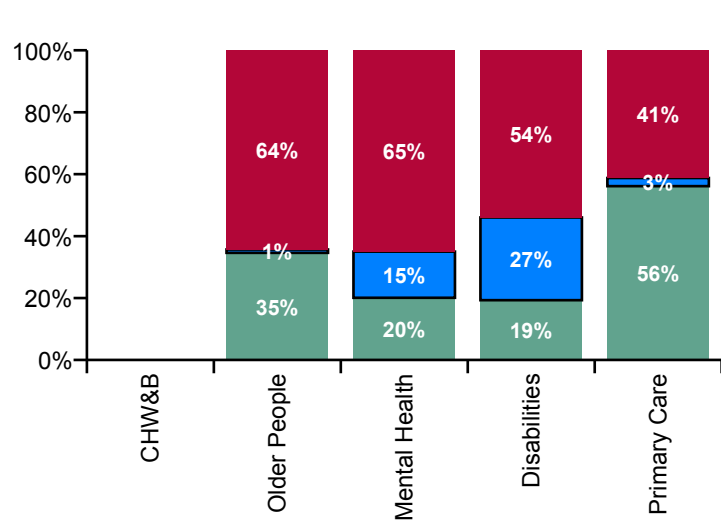| CHO 6 Absence Rate - by Staff Category: Apr 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence rate	Certified	Self-certified	COVID-19
CHO 6	**3.5%**	**1.4%**	**6.8%**	**11.7%**	**30.3%**	**11.7%**	**58.0%**
Medical & Dental	1.6%	0.8%	4.0%	6.3%	25.2%	12.2%	62.6%
Nursing & Midwifery	4.2%	1.0%	9.8%	15.0%	27.9%	6.9%	65.2%
Health & Social Care Professionals	2.4%	2.3%	5.7%	10.3%	23.0%	22.0%	55.0%
Management & Administrative	2.2%	1.0%	3.1%	6.3%	34.9%	15.2%	49.8%
General Support	6.3%	1.0%	4.0%	11.3%	56.0%	8.7%	35.3%
Patient & Client Care	3.9%	1.3%	7.2%	12.4%	31.3%	10.5%	58.2%

CHO 6 Absence Rate - by Care Group: Apr 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence rate	Certified	Self-certified	COVID-19
CHO 6	**3.5%**	**1.4%**	**6.8%**	**11.7%**	**30.3%**	**11.7%**	**58.0%**
Community Health & Wellbeing							
Health Service Executive							
Section 38 Voluntary Agencies	2.1%	2.9%	5.9%	10.9%	19.3%	26.7%	54.0%
Disabilities	**2.1%**	**2.9%**	**5.9%**	**10.9%**	**19.3%**	**26.7%**	**54.0%**
Health Service Executive	7.6%	0.2%	16.5%	24.3%	31.2%	0.9%	67.9%
Section 38 Voluntary Agencies	4.3%	0.2%	6.1%	10.5%	40.6%	1.5%	57.9%
Older People	**5.7%**	**0.2%**	**10.6%**	**16.5%**	**34.6%**	**1.1%**	**64.3%**
Health Service Executive	3.2%	0.2%	4.0%	7.4%	42.9%	3.0%	54.0%
Section 38 Voluntary Agencies		3.3%	9.7%	13.0%	0.0%	25.3%	74.7%
Mental Health	**1.9%**	**1.4%**	**6.3%**	**9.6%**	**20.1%**	**14.9%**	**65.0%**
Health Service Executive	5.3%	0.2%	3.6%	9.1%	58.1%	2.5%	39.4%
Section 38 Voluntary Agencies	1.1%	0.2%	2.6%	3.9%	29.0%	4.5%	66.4%
Primary Care	**4.7%**	**0.2%**	**3.4%**	**8.3%**	**56.1%**	**2.6%**	**41.2%**

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

Legend
- Certified absence
- Self- certified absence
- COVID-19 absence

CHO 6 Overall Absence Rate - by Care Group & Staff Category: Apr 2020	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care	Certified absence	Self-certified absence	COVID-19 absence	Total absence
CHO 6	**6.3%**	**15.0%**	**10.3%**	**6.3%**	**11.3%**	**12.4%**	**3.5%**	**1.4%**	**6.8%**	**11.7%**
Community Health & Wellbeing										
Health Service Executive										
Section 38 Voluntary Agencies	0.0%	13.6%	13.1%	3.2%	6.3%	10.8%	2.1%	2.9%	5.9%	10.9%
Disabilities	**0.0%**	**13.6%**	**13.1%**	**3.2%**	**6.3%**	**10.8%**	**2.1%**	**2.9%**	**5.9%**	**10.9%**
Health Service Executive	0.0%	26.9%	0.0%	17.0%	16.6%	26.2%	7.6%	0.2%	16.5%	24.3%
Section 38 Voluntary Agencies	0.0%	15.9%	6.5%	11.7%	7.7%	8.3%	4.3%	0.2%	6.1%	10.5%
Older People	**0.0%**	**21.3%**	**5.6%**	**12.8%**	**11.4%**	**16.7%**	**5.7%**	**0.2%**	**10.6%**	**16.5%**
Health Service Executive	0.8%	8.2%	5.1%	4.4%	14.6%	7.5%	3.2%	0.2%	4.0%	7.4%
Section 38 Voluntary Agencies	10.4%	10.9%	12.7%	16.8%	27.1%	0.0%		3.3%	9.7%	13.0%
Mental Health	**6.3%**	**8.8%**	**10.4%**	**11.7%**	**17.5%**	**7.1%**	**1.9%**	**1.4%**	**6.3%**	**9.6%**
Health Service Executive	9.6%	14.1%	5.2%	4.5%	12.5%	3.0%	5.3%	0.2%	3.6%	9.1%
Section 38 Voluntary Agencies	1.6%	46.4%	0.0%	1.1%	2.7%	0.4%	1.1%	0.2%	2.6%	3.9%
Primary Care	**7.1%**	**14.9%**	**5.2%**	**3.7%**	**7.3%**	**1.3%**	**4.7%**	**0.2%**	**3.4%**	**8.3%**

Chart 1 (stacked bar, percentages):

	CHW&B	Older People	Mental Health	Disabilities	Primary Care
COVID-19 absence		64%	65%	54%	41%
Self-certified absence		1%	15%	27%	3%
Certified absence		35%	20%	19%	56%

Chart 2 (grouped bar):

	CHW&B	Older People	Mental Health	Disabilities	Primary Care
Certified absence		5.7%	1.9%	2.1%	4.7%
Self-certified absence		0.2%	1.4%	2.9%	0.2%
COVID-19 absence		10.6%	6.3%	5.9%	3.4%

Certified absence   Self- certified absence   COVID-19 absence

CHO 6 Absence Rate - by Care Group, Staff Category & Absence type: Apr 2020

Community Health & Wellbeing by Staff Category Apr 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total								

Disabilities by Staff Category Apr 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total	2.1%	2.9%	5.9%	10.9%		19.3%	26.7%	54.0%
Medical & Dental				0.0%				
Nursing & Midwifery	1.5%	3.8%	8.3%	13.6%		11.0%	27.7%	61.3%
Health & Social Care Professionals	2.1%	3.9%	7.1%	13.1%		16.0%	29.5%	54.4%
Management & Administrative	1.0%	0.2%	2.0%	3.2%		32.2%	5.0%	62.8%
General Support	2.3%	1.3%	2.7%	6.3%		36.0%	21.0%	43.0%
Patient & Client Care	2.7%	2.7%	5.4%	10.8%		25.1%	24.9%	49.9%

Older People by Staff Category Apr 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total	5.7%	0.2%	10.6%	16.5%		34.6%	1.1%	64.3%
Medical & Dental				0.0%				
Nursing & Midwifery	5.0%	0.3%	16.0%	21.3%		23.3%	1.5%	75.2%
Health & Social Care Professionals	3.1%	0.1%	2.4%	5.6%		54.9%	1.9%	43.2%
Management & Administrative	7.5%	0.3%	5.0%	12.8%		58.8%	2.0%	39.3%
General Support	6.7%	0.1%	4.5%	11.4%		59.2%	1.0%	39.9%
Patient & Client Care	6.2%	0.1%	10.4%	16.7%		37.1%	0.5%	62.3%

Mental Health by Staff Category Apr 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total	1.9%	1.4%	6.3%	9.6%		20.1%	14.9%	65.0%
Medical & Dental	0.2%	0.6%	5.5%	6.3%		3.3%	9.9%	86.8%
Nursing & Midwifery	2.1%	1.2%	5.5%	8.8%		24.3%	13.3%	62.5%
Health & Social Care Professionals	0.8%	1.0%	8.6%	10.4%		7.9%	10.0%	82.1%
Management & Administrative	0.5%	3.7%	7.4%	11.7%		4.4%	32.0%	63.6%
General Support	9.8%	3.5%	4.3%	17.5%		55.9%	19.8%	24.3%
Patient & Client Care	1.3%	0.1%	5.7%	7.1%		17.7%	1.9%	80.4%

Primary Care by Staff Category Apr 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence		Certified	Self-certified	COVID-19
Total	4.7%	0.2%	3.4%	8.3%		56.1%	2.6%	41.2%
Medical & Dental	4.3%	1.1%	1.7%	7.1%		59.8%	15.8%	24.4%
Nursing & Midwifery	7.3%	0.1%	7.5%	14.9%		49.2%	0.5%	50.3%
Health & Social Care Professionals	4.1%	0.1%	1.0%	5.2%		78.4%	2.5%	19.1%
Management & Administrative	2.5%	0.3%	0.9%	3.7%		66.6%	8.5%	24.9%
General Support	4.2%	0.4%	2.7%	7.3%		57.9%	5.7%	36.4%
Patient & Client Care	0.2%	0.0%	1.1%	1.3%		17.9%	0.0%	82.1%

CHO 6 Absence Rate - by Staff Category & Care Group	CHW&B	HSE	S38	Disabilities	HSE	S38	Older People	HSE	S38	Mental Health	HSE	S38	Primary Care	Total absence	Certified absence	Self-certified absence	COVID-19 absence
CHO 6: 2020 overall			6.2%	6.2%	13.5%	7.1%	9.6%	6.2%	7.1%	6.5%	8.7%	5.3%	8.2%	**7.5%**	*4.3%*	*0.8%*	*2.5%*
Medical & Dental			0.0%	0.0%	0.0%	0.0%	0.0%	2.5%	3.9%	3.4%	10.1%	8.4%	9.6%	**5.6%**	*3.1%*	*0.3%*	*2.1%*
Nursing & Midwifery			6.4%	6.4%	13.0%	8.3%	10.4%	6.6%	7.0%	6.7%	10.0%	26.6%	10.5%	**8.8%**	*4.6%*	*0.7%*	*3.5%*
Health & Social Care Professionals			7.1%	7.1%	3.7%	3.7%	3.7%	4.0%	6.5%	5.8%	8.0%	0.0%	7.9%	**6.8%**	*3.6%*	*1.0%*	*2.2%*
Management & Administrative			3.1%	3.1%	5.8%	11.2%	10.2%	3.6%	9.9%	7.4%	6.8%	2.3%	5.8%	**5.8%**	*3.8%*	*0.6%*	*1.3%*
General Support			4.3%	4.3%	11.1%	5.1%	7.4%	10.4%	14.2%	11.4%	9.7%	5.3%	7.3%	**7.6%**	*5.1%*	*0.8%*	*1.7%*
Patient & Client Care			6.2%	6.2%	15.8%	7.0%	10.8%	7.0%	8.1%	7.0%	6.1%	2.1%	3.9%	**7.9%**	*4.6%*	*0.8%*	*2.5%*
Total April:			**10.9%**	**10.9%**	**24.3%**	**10.5%**	**16.5%**	**7.4%**	**13.0%**	**9.6%**	**9.1%**	**3.9%**	**8.3%**	**11.7%**	**3.5%**	**1.4%**	**6.8%**
Medical & Dental			0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	10.4%	6.3%	9.6%	1.6%	7.1%	**6.3%**	1.6%	0.8%	4.0%
Nursing & Midwifery			13.6%	13.6%	26.9%	15.9%	21.3%	8.2%	10.9%	8.8%	14.1%	46.4%	14.9%	**15.0%**	4.2%	1.0%	9.8%
Health & Social Care Professionals			13.1%	13.1%	0.0%	6.5%	5.6%	5.1%	12.7%	10.4%	5.2%	0.0%	5.2%	**10.3%**	2.4%	2.3%	5.7%
Management & Administrative			3.2%	3.2%	17.0%	11.7%	12.8%	4.4%	16.8%	11.7%	4.5%	1.1%	3.7%	**6.3%**	2.2%	1.0%	3.1%
General Support			6.3%	6.3%	16.6%	7.7%	11.4%	14.6%	27.1%	17.5%	12.5%	2.7%	7.3%	**11.3%**	6.3%	1.0%	4.0%
Patient & Client Care			10.8%	10.8%	26.2%	8.3%	16.7%	7.5%	0.0%	7.1%	3.0%	0.4%	1.3%	**12.4%**	3.9%	1.3%	7.2%
Total March:			**6.0%**	**6.0%**	**12.7%**	**7.4%**	**9.5%**	**7.1%**	**5.5%**	**6.4%**	**11.8%**	**8.3%**	**11.3%**	**8.1%**	**4.4%**	**0.6%**	**3.1%**
Medical & Dental			0.0%	0.0%	0.0%	0.0%	0.0%	5.9%	4.0%	4.8%	11.4%	15.4%	12.4%	**7.8%**	3.4%	0.1%	4.3%
Nursing & Midwifery			6.1%	6.1%	12.2%	8.7%	10.3%	6.0%	5.4%	5.8%	14.4%	37.0%	15.3%	**9.6%**	5.0%	0.6%	4.1%
Health & Social Care Professionals			7.6%	7.6%	8.6%	4.2%	4.7%	8.9%	4.9%	5.8%	10.9%	0.0%	10.7%	**7.7%**	4.1%	0.6%	3.0%
Management & Administrative			2.6%	2.6%	0.7%	11.2%	9.4%	7.5%	6.5%	6.9%	10.0%	4.7%	9.1%	**6.9%**	4.0%	0.8%	2.0%
General Support			3.3%	3.3%	10.1%	7.2%	8.4%	10.1%	8.2%	9.6%	5.5%	4.3%	4.9%	**7.4%**	4.2%	0.7%	2.5%
Patient & Client Care			5.7%	5.7%	15.1%	6.5%	10.1%	8.5%	26.3%	9.4%	10.6%	2.5%	6.8%	**7.7%**	4.5%	0.5%	2.7%
Total February:			**3.7%**	**3.7%**	**8.0%**	**5.3%**	**6.3%**	**4.3%**	**4.5%**	**4.4%**	**6.2%**	**3.6%**	**5.7%**	**4.9%**	**4.3%**	**0.6%**	
Medical & Dental			0.0%	0.0%	0.0%	0.0%	0.0%	3.5%	0.5%	1.7%	8.3%	6.1%	7.5%	**3.4%**	3.4%	0.0%	
Nursing & Midwifery			3.0%	3.0%	5.4%	5.2%	5.3%	4.5%	3.6%	4.3%	6.3%	8.9%	6.3%	**4.9%**	4.4%	0.5%	
Health & Social Care Professionals			3.6%	3.6%	5.9%	2.5%	2.8%	1.2%	3.5%	2.9%	6.7%	0.0%	6.5%	**4.0%**	3.4%	0.6%	
Management & Administrative			3.5%	3.5%	0.6%	9.9%	8.1%	1.8%	10.6%	7.2%	4.2%	1.7%	3.6%	**4.9%**	4.6%	0.3%	
General Support			3.6%	3.6%	11.3%	1.2%	5.1%	5.2%	10.9%	6.7%	13.3%	5.9%	9.1%	**5.5%**	4.5%	1.0%	
Patient & Client Care			4.0%	4.0%	10.0%	7.2%	8.3%	6.7%	0.0%	6.4%	4.2%	2.5%	3.2%	**5.8%**	5.0%	0.8%	
Total January:			**4.0%**	**4.0%**	**6.9%**	**5.1%**	**5.8%**	**5.6%**	**5.1%**	**5.4%**	**7.2%**	**5.0%**	**6.9%**	**5.3%**	**4.8%**	**0.5%**	
Medical & Dental			0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.5%	9.9%	9.7%	9.9%	**4.5%**	4.1%	0.4%	
Nursing & Midwifery			2.8%	2.8%	5.1%	4.1%	4.6%	7.4%	7.9%	7.5%	5.8%	8.9%	5.9%	**5.4%**	4.9%	0.5%	
Health & Social Care Professionals			4.2%	4.2%	2.7%	1.7%	1.9%	1.0%	4.7%	3.7%	9.5%	0.0%	9.3%	**5.0%**	4.6%	0.4%	
Management & Administrative			3.4%	3.4%	3.8%	12.3%	10.5%	1.0%	5.9%	3.9%	6.2%	1.6%	5.0%	**4.9%**	4.5%	0.5%	
General Support			4.2%	4.2%	5.1%	3.9%	4.3%	10.9%	10.2%	10.7%	8.1%	8.2%	8.2%	**5.9%**	5.3%	0.6%	
Patient & Client Care			4.4%	4.4%	9.8%	6.1%	7.6%	5.0%	0.0%	4.9%	3.8%	2.7%	3.2%	**5.6%**	5.0%	0.6%	
CHO 6: 2019 overall			**4.0%**	**4.0%**	**6.4%**	**4.3%**	**5.1%**	**4.7%**	**3.5%**	**4.1%**	**4.8%**	**9.0%**	**5.5%**	**4.6%**	**4.0%**	**0.6%**	
Medical & Dental			0.0%	0.0%	0.0%	2.2%	1.6%	0.8%	0.6%	0.7%	6.1%	9.9%	7.0%	**3.1%**	*2.2%*	*0.9%*	
Nursing & Midwifery			4.0%	4.0%	2.8%	3.5%	3.2%	5.5%	3.1%	4.9%	4.8%	19.7%	5.9%	**4.2%**	*3.7%*	*0.5%*	
Health & Social Care Professionals			4.0%	4.0%	3.8%	2.4%	2.6%	4.9%	5.0%	5.0%	4.1%	0.2%	4.0%	**4.0%**	*3.5%*	*0.5%*	
Management & Administrative			2.9%	2.9%	5.8%	4.1%	4.4%	3.5%	3.2%	3.3%	4.6%	6.5%	5.0%	**3.8%**	*3.3%*	*0.5%*	
General Support			7.4%	7.4%	6.5%	3.5%	4.7%	5.2%	7.0%	5.8%	4.8%	17.7%	12.0%	**6.0%**	*5.4%*	*0.7%*	
Patient & Client Care			4.1%	4.1%	9.9%	5.8%	7.4%	3.8%	0.0%	3.6%	6.5%	0.7%	4.2%	**5.4%**	*4.8%*	*0.6%*	

CHO 6 Absence Rate - by Staff Category & S38 Agency	Children's Sunshine Home	Dublin Dental Hospital	Leopardstown Park Hospital	Royal Hospital, Donnybrook, Dublin	St. John of God (IDS)	St. John of God (MHS)	Sunbeam House Services	Total absence	Certified absence	Self-certified absence	COVID-19 absence
CHO 6: S38 2020 overall	**3.7%**	**5.3%**	**7.4%**	**6.8%**	**6.7%**	**7.1%**	**6.0%**	**6.5%**	**3.2%**	**0.9%**	**2.3%**
Medical & Dental		8.4%	0.0%	0.0%	0.0%	3.9%		4.7%	1.5%	0.2%	2.9%
Nursing & Midwifery	2.8%	26.6%	11.0%	6.6%	8.5%	7.0%	6.5%	7.7%	3.4%	0.9%	3.4%
Health & Social Care Professionals	6.1%	0.0%	7.6%	2.6%	8.7%	6.5%	5.9%	6.7%	2.9%	1.2%	2.6%
Management & Administrative	1.1%	2.3%	8.2%	15.2%	2.0%	9.9%	5.2%	5.6%	3.5%	0.8%	1.4%
General Support	3.8%	5.3%	5.7%	4.4%	2.3%	14.2%	6.3%	5.5%	3.0%	0.9%	1.6%
Patient & Client Care	5.8%	2.1%	5.6%	8.4%	6.1%	8.1%	6.3%	6.3%	3.7%	0.8%	1.8%
Total April:	**6.0%**	**3.9%**	**10.1%**	**10.9%**	**14.0%**	**13.0%**	**9.0%**	**10.8%**	**2.3%**	**2.1%**	**6.3%**
Medical & Dental		1.6%	0.0%	0.0%	0.0%	10.4%		**7.8%**	0.3%	0.8%	6.6%
Nursing & Midwifery	5.9%	46.4%	16.4%	15.5%	21.5%	10.9%	9.9%	**14.6%**	2.8%	2.2%	9.5%
Health & Social Care Professionals	11.5%	0.0%	12.8%	4.8%	18.4%	12.7%	8.6%	**12.4%**	1.9%	3.1%	7.5%
Management & Administrative	0.0%	1.1%	7.7%	17.7%	2.9%	16.8%	4.1%	**6.7%**	1.4%	1.3%	4.0%
General Support	0.0%	2.7%	9.2%	6.1%	5.2%	27.1%	8.4%	**8.3%**	2.8%	1.6%	3.9%
Patient & Client Care	9.4%	0.4%	6.6%	10.1%	11.8%	0.0%	10.2%	**9.5%**	2.9%	1.8%	4.8%
Total March:	**5.9%**	**8.3%**	**9.5%**	**5.8%**	**4.5%**	**5.5%**	**7.4%**	**6.4%**	**3.0%**	**0.6%**	**2.9%**
Medical & Dental		15.4%	0.0%	0.0%	0.0%	4.0%		**6.4%**	1.6%		4.8%
Nursing & Midwifery	2.4%	37.0%	14.9%	4.7%	4.2%	5.4%	11.1%	**7.8%**	3.0%	0.5%	4.3%
Health & Social Care Professionals	17.5%	0.0%	12.6%	2.2%	6.5%	4.9%	8.4%	**6.8%**	3.3%	0.6%	2.9%
Management & Administrative	0.0%	4.7%	7.4%	15.9%	1.5%	6.5%	4.5%	**5.0%**	2.3%	1.2%	1.5%
General Support	15.2%	4.3%	8.8%	5.7%	0.0%	8.2%	4.2%	**6.0%**	2.5%	0.9%	2.6%
Patient & Client Care	11.3%	2.5%	6.3%	6.8%	4.0%	26.3%	6.5%	**5.9%**	3.2%	0.4%	2.3%
Total February:	**1.5%**	**3.6%**	**4.5%**	**6.0%**	**4.0%**	**4.5%**	**3.7%**	**4.2%**	**3.7%**	**0.5%**	
Medical & Dental		6.1%	0.0%	0.0%	0.0%	0.5%		**1.7%**	1.6%	0.1%	
Nursing & Midwifery	1.9%	8.9%	6.6%	4.2%	4.0%	3.6%	2.6%	**4.2%**	3.8%	0.4%	
Health & Social Care Professionals	0.0%	0.0%	4.8%	1.8%	4.7%	3.5%	2.8%	**3.5%**	2.9%	0.6%	
Management & Administrative	0.0%	1.7%	6.4%	14.5%	1.4%	10.6%	7.7%	**5.7%**	5.4%	0.3%	
General Support	0.0%	5.9%	0.4%	2.0%	1.5%	10.9%	6.3%	**3.0%**	2.5%	0.6%	
Patient & Client Care	2.2%	2.5%	4.4%	10.1%	4.5%	0.0%	3.9%	**4.9%**	4.2%	0.7%	
Total January:	**1.2%**	**5.0%**	**5.6%**	**4.7%**	**4.4%**	**5.1%**	**4.1%**	**4.5%**	**4.0%**	**0.5%**	
Medical & Dental		9.7%	0.0%	0.0%	0.0%	0.8%		**2.7%**	2.6%	0.1%	
Nursing & Midwifery	1.2%	8.9%	6.3%	2.8%	4.5%	7.9%	2.0%	**4.3%**	3.8%	0.5%	
Health & Social Care Professionals	0.0%	0.0%	1.4%	1.8%	5.1%	4.7%	3.7%	**4.1%**	3.5%	0.5%	
Management & Administrative	4.0%	1.6%	11.5%	13.2%	2.1%	5.9%	4.8%	**5.1%**	4.9%	0.3%	
General Support	0.0%	8.2%	4.0%	3.8%	2.3%	10.2%	6.6%	**4.8%**	4.1%	0.7%	
Patient & Client Care	0.3%	2.7%	5.2%	7.0%	4.7%	0.0%	4.5%	**4.8%**	4.3%	0.6%	
CHO 6: S38 2019 overall	**3.3%**	**9.0%**	**4.3%**	**4.3%**	**4.1%**	**3.5%**	**4.1%**	**4.2%**	**3.6%**	**0.6%**	
Medical & Dental	0.0%	9.9%	6.9%	0.0%	0.0%	0.6%		**2.2%**	1.8%	0.4%	
Nursing & Midwifery	4.1%	19.7%	4.3%	2.9%	4.3%	3.1%	3.5%	**4.0%**	3.4%	0.6%	
Health & Social Care Professionals	3.2%	0.2%	2.8%	2.4%	4.5%	5.0%	3.6%	**4.0%**	3.5%	0.5%	
Management & Administrative	0.4%	6.5%	3.0%	5.6%	2.6%	3.2%	4.1%	**3.5%**	3.0%	0.5%	
General Support	2.9%	17.7%	2.5%	4.6%	5.9%	7.0%	9.9%	**6.1%**	5.4%	0.7%	
Patient & Client Care	4.6%	0.7%	5.5%	6.2%	4.0%	0.0%	4.2%	**4.6%**	4.0%	0.6%	