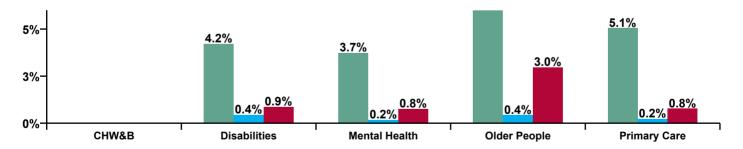
June 2020

CHO 7 Absence Rate - by Staff Category: Jun 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence rate	Certified	Self- certified	COVID-19
CHO 7	4.7%	0.4%	1.1%	6.3%	75.9%	5.8%	18.3%
Medical & Dental	3.2%	0.2%	0.3%	3.6%	87.9%	5.0%	7.1%
Nursing & Midwifery	4.6%	0.3%	1.5%	6.4%	71.6%	5.0%	23.3%
Health & Social Care Professionals	2.8%	0.3%	0.5%	3.5%	79.2%	7.3%	13.5%
Management & Administrative	3.6%	0.3%	0.1%	4.0%	90.2%	7.0%	2.8%
General Support	6.8%	0.3%	2.9%	9.9%	68.4%	2.7%	28.9%
Patient & Client Care	5.8%	0.5%	1.2%	7.5%	77.4%	6.7%	15.8%

CHO 7 Absence Rate - by Care Group: Jun 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence rate	Certified	Self- certified	COVID-19
CHO 7	4.7%	0.4%	1.1%	6.3%	75.9%	5.8%	18.3%
Community Health & Wellbeing							
Health Service Executive	4.5%	0.2%	0.4%	5.0%	89.1%	3.1%	7.8%
Section 38 Voluntary Agencies	4.2%	0.5%	0.9%	5.6%	75.9%	8.2%	16.0%
Disabilities	4.2%	0.4%	0.9%	5.5%	76.1%	8.1%	15.8%
Older People	6.5%	0.4%	3.0%	9.9%	65.6%	4.3%	30.0%
Mental Health	3.7%	0.2%	0.8%	4.7%	79.9%	3.8%	16.3%
Health Service Executive	4.8%	0.3%	0.7%	5.8%	82.5%	5.0%	12.5%
Section 38 Voluntary Agencies	5.8%	0.1%	0.9%	6.8%	84.8%	1.7%	13.5%
Primary Care	5.1%	0.2%	0.8%	6.1%	83.2%	4.0%	12.8%

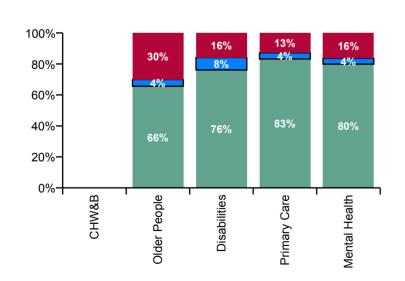
Certified, self-certified & COVID-19: Jun 2020

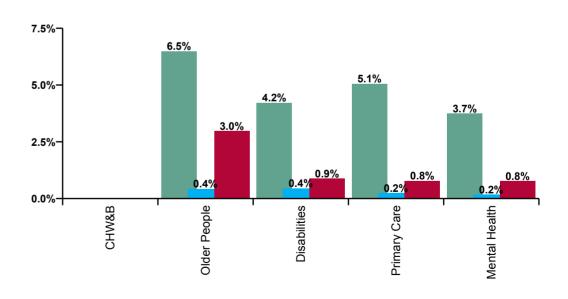


Legend
Certified absence
Self- certified absence
COVID-19 absence

CHO 7 Overall Absence Rate - by Care Group & Staff Category: Jun 2020	Medical & Dental	Nursing & Midwifery	Health & Social Care Professionals	Management & Administrative	General Support	Patient & Client Care
CHO 7	3.6%	6.4%	3.5%	4.0%	9.9%	7.5%
Community Health & Wellbeing						
Health Service Executive			7.5%	0.0%		0.0%
Section 38 Voluntary Agencies	3.4%	8.0%	3.1%	1.0%	6.7%	5.9%
Disabilities	3.4%	8.0%	3.4%	0.9%	6.7%	5.9%
Older People	0.0%	4.9%	1.8%	11.3%	15.8%	13.1%
Mental Health	4.2%	4.5%	3.1%	3.3%	14.0%	8.0%
Health Service Executive	4.1%	7.3%	3.9%	5.1%	7.0%	8.3%
Section 38 Voluntary Agencies	0.0%	5.8%	3.8%	4.8%	10.7%	9.4%
Primary Care	3.5%	6.8%	3.9%	5.0%	9.2%	8.7%

Certified absence	Self- certified absence	COVID-19 absence	Total absence
4.7%	0.4%	1.1%	6.3%
4.5%	0.2%	0.4%	5.0%
4.2%	0.5%	0.9%	5.6%
4.2%	0.4%	0.9%	5.5%
6.5%	0.4%	3.0%	9.9%
3.7%	0.2%	0.8%	4.7%
4.8%	0.3%	0.7%	5.8%
5.8%	0.1%	0.9%	6.8%
5.1%	0.2%	0.8%	6.1%





CHO 7 Absence Rate - by Care Group, Staff Category & Absence type: Jun 2020

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

Disabilities by Staff Category Jun 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	4.2%	0.4%	0.9%	5.5%	76.1%	8.1%	15.8%
Medical & Dental	0.0%	0.0%	3.4%	3.4%	0.0%	0.0%	100.0%
Nursing & Midwifery	5.8%	0.6%	1.6%	8.0%	72.9%	6.9%	20.1%
Health & Social Care Professionals	2.4%	0.3%	0.7%	3.4%	70.1%	8.5%	21.4%
Management & Administrative	0.7%	0.2%	0.0%	0.9%	75.3%	24.7%	0.0%
General Support	5.2%	0.2%	1.3%	6.7%	77.8%	2.6%	19.5%
Patient & Client Care	4.7%	0.5%	0.7%	5.9%	79.1%	9.1%	11.9%

Older People by Staff Category Jun 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	6.5%	0.4%	3.0%	9.9%	65.6%	4.3%	30.0%
Medical & Dental				0.0%			
Nursing & Midwifery	2.4%	0.4%	2.1%	4.9%	49.4%	7.4%	43.2%
Health & Social Care Professionals	1.3%	0.5%	0.0%	1.8%	73.7%	26.3%	0.0%
Management & Administrative	10.6%	0.2%	0.5%	11.3%	93.4%	1.9%	4.7%
General Support	9.6%	0.4%	5.8%	15.8%	60.7%	2.5%	36.8%
Patient & Client Care	9.2%	0.5%	3.4%	13.1%	69.9%	4.0%	26.1%

Mental Health by Staff Category Jun 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	3.7%	0.2%	0.8%	4.7%	79.9%	3.8%	16.3%
Medical & Dental	4.0%	0.2%	0.0%	4.2%	96.0%	4.0%	0.0%
Nursing & Midwifery	3.2%	0.2%	1.1%	4.5%	70.8%	4.8%	24.4%
Health & Social Care Professionals	3.0%	0.1%	0.0%	3.1%	97.9%	2.1%	0.0%
Management & Administrative	3.1%	0.2%	0.0%	3.3%	94.1%	5.9%	0.0%
General Support	10.1%	0.3%	3.6%	14.0%	72.3%	2.3%	25.4%
Patient & Client Care	7.5%	0.0%	0.4%	8.0%	94.8%	0.0%	5.2%

Primary Care by Staff Category Jun 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence	Certified	Self- certified	COVID-19
Total	5.1%	0.2%	0.8%	6.1%	83.2%	4.0%	12.8%
Medical & Dental	3.2%	0.2%	0.1%	3.5%	91.6%	6.0%	2.3%
Nursing & Midwifery	5.5%	0.1%	1.2%	6.8%	80.7%	1.7%	17.6%
Health & Social Care Professionals	3.4%	0.2%	0.2%	3.9%	88.3%	6.1%	5.6%
Management & Administrative	4.5%	0.3%	0.1%	5.0%	90.5%	6.7%	2.8%
General Support	6.3%	0.3%	2.6%	9.2%	68.3%	3.3%	28.4%
Patient & Client Care	7.5%	0.4%	0.9%	8.7%	85.7%	4.2%	10.1%

CHO 7 Absence Rate - by Staff Category & Care Group	CHW&B	HSE	S38	Disabilities	HSE	Older People	HSE	Mental Health	HSE	S38	Primary Care	Total absence	Certified absence	Self- certified absence	COVID-19 absence
CHO 7: 2020 overall		6.6%	8.5%	8.4%	14.5%	14.5%	9.7%	9.7%	7.3%	7.2%	7.3%	9.0%	5.7%	0.4%	2.9%
Medical & Dental			8.3%	8.3%	2.0%	2.0%	7.1%	7.1%	5.1%	2.1%	4.7%	5.5%	2.9%	0.2%	2.4%
Nursing & Midwifery			10.7%	10.7%	12.2%	12.2%	11.0%	11.0%	7.5%	7.5%	7.5%	9.9%	5.4%	0.4%	
Health & Social Care Professionals		8.1%	5.8%	5.9%	6.5%	6.5%	5.7%	5.7%	5.7%	6.2%	5.8%	5.9%	3.5%	0.4%	
Management & Administrative		1.9%	2.9%	2.8%	12.4%	12.4%	9.3%	9.3%	7.2%	4.2%	6.7%	5.9%	4.4%	0.3%	
		1.976											7.6%		
General Support		0.4.00/	8.1%	8.1%	19.4%	19.4%	16.6%	16.6%	11.3%	7.2%	8.6%	11.2%		0.3%	
Patient & Client Care		24.8%	9.3%	9.3%	15.9%	15.9%	19.4%	19.4%	10.4%	9.4%	10.0%	10.6%	7.0%	0.5%	3.0%
Total June:		5.0%	5.6%	5.5%	9.9%	9.9%	4.7%	4.7%	5.8%	6.8%	6.1%	6.3%	4.7%	0.4%	
Medical & Dental			3.4%	3.4%	0.0%	0.0%	4.2%	4.2%	4.1%	0.0%	3.5%	3.6%	3.2%	0.2%	
Nursing & Midwifery			8.0%	8.0%	4.9%	4.9%	4.5%	4.5%	7.3%	5.8%	6.8%	6.4%	4.6%	0.3%	
Health & Social Care Professionals		7.5%	3.1%	3.4%	1.8%	1.8%	3.1%	3.1%	3.9%	3.8%	3.9%	3.5%	2.8%	0.3%	
Management & Administrative		0.0%	1.0%	0.9%	11.3%	11.3%	3.3%	3.3%	5.1%	4.8%	5.0%	4.0%	3.6%	0.3%	
General Support			6.7%	6.7%	15.8%	15.8%	14.0%	14.0%	7.0%	10.7%	9.2%	9.9%	6.8%	0.3%	
Patient & Client Care		0.0%	5.9%	5.9%	13.1%	13.1%	8.0%	8.0%	8.3%	9.4%	8.7%	7.5%	5.8%	0.5%	
Total May:		4.8%	9.3%	9.2%	17.3%	17.3%	7.1%	7.1%	5.5%	7.8%	6.1%	9.4%	5.5%	0.3%	
Medical & Dental			8.1%	8.1%	0.0%	0.0%	1.7%	1.7%	3.4%	0.0%	2.9%	2.8%	2.4%	0.1%	
Nursing & Midwifery			14.2%	14.2%	13.7%	13.7%	12.4%	12.4%	7.0%	9.4%	7.8%	11.7%	5.9%	0.3%	
Health & Social Care Professionals		5.9%	6.3%	6.3%	7.3%	7.3%	2.5%	2.5%	4.1%	5.1%	4.2%	5.3%	3.1%	0.2%	
Management & Administrative		0.5%	2.2%	2.0%	14.7%	14.7%	3.5%	3.5%	4.8%	5.9%	5.0%	4.7%	3.6%	0.2%	0.9%
General Support			7.6%	7.6%	24.9%	24.9%	14.7%	14.7%	7.9%	8.2%	8.1%	12.3%	7.6%	0.2%	4.5%
Patient & Client Care		23.8%	9.6%	9.6%	19.4%	19.4%	6.4%	6.4%	6.8%	8.2%	7.4%	11.0%	6.8%	0.3%	
Total April:		6.6%	16.0%	15.8%	25.2%	25.2%	14.2%	14.2%	9.4%	10.1%	9.6%	15.4%	6.6%	0.3%	8.5%
Medical & Dental			42.0%	42.0%	9.5%	9.5%	7.0%	7.0%	5.2%	1.6%	4.7%	7.3%	2.5%		4.8%
Nursing & Midwifery			22.3%	22.3%	25.3%	25.3%	23.7%	23.7%	9.8%	12.0%	10.5%	19.1%	6.6%	0.3%	
Health & Social Care Professionals		10.2%	11.5%	11.4%	10.9%	10.9%	2.9%	2.9%	8.5%	10.8%	8.9%	9.9%	4.1%	0.2%	5.6%
Management & Administrative		0.0%	3.7%	3.3%	20.5%	20.5%	8.0%	8.0%	8.7%	3.5%	7.9%	7.3%	4.2%	0.3%	2.8%
General Support			13.7%	13.7%	31.1%	31.1%	22.0%	22.0%	11.2%	7.1%	8.5%	17.1%	8.9%	0.2%	8.1%
Patient & Client Care		6.3%	16.9%	16.9%	25.1%	25.1%	29.0%	29.0%	13.0%	13.4%	13.2%	17.9%	8.4%	0.3%	
Total March:		13.6%	9.6%	9.6%	12.4%	12.4%	24.9%	24.9%	10.4%	8.7%	9.9%	10.8%	6.3%	0.4%	4.0%
Medical & Dental			4.7%	4.7%	2.4%	2.4%	28.5%	28.5%	9.0%	10.8%	9.3%	12.5%	3.1%	0.2%	
Nursing & Midwifery			11.0%	11.0%	10.7%	10.7%	22.6%	22.6%	9.8%	8.0%	9.2%	11.4%	6.0%	0.3%	
Health & Social Care Professionals		15.0%	5.6%	6.2%	10.0%	10.0%	19.2%	19.2%	9.2%	12.1%	9.6%	8.2%	4.3%	0.4%	3.6%
Management & Administrative		6.5%	4.8%	5.0%	14.2%	14.2%	30.3%	30.3%	10.4%	2.7%	9.1%	8.6%	5.3%	0.3%	
General Support			9.3%	9.3%	14.3%	14.3%	39.0%	39.0%	23.7%	7.8%	12.3%	11.3%	7.9%	0.3%	
Patient & Client Care		48.8%	11.1%	11.1%	13.0%	13.0%	54.2%	54.2%	12.5%	11.4%	12.1%	11.8%	7.7%	0.5%	
Total February:		4.5%	4.9%	4.9%	8.7%	8.7%	6.8%	6.8%	6.1%	5.0%	5.8%	5.6%	5.1%	0.6%	
Medical & Dental			0.0%	0.0%	0.0%	0.0%	4.0%	4.0%	5.0%	0.0%	4.3%	3.8%	3.4%	0.4%	
Nursing & Midwifery			4.4%	4.4%	6.0%	6.0%	5.6%	5.6%	5.3%	5.0%	5.2%	5.0%	4.4%	0.5%	
Health & Social Care Professionals		3.9%	3.7%	3.7%	4.2%	4.2%	8.2%	8.2%	3.9%	1.3%	3.5%	3.9%	3.3%	0.6%	
Management & Administrative		0.4%	2.5%	2.3%	6.1%	6.1%	16.3%	16.3%	6.8%	6.0%	6.6%	5.2%	4.7%	0.4%	
General Support			5.6%	5.6%	11.9%	11.9%	0.0%	0.0%	11.9%	4.8%	7.1%	7.4%	7.1%	0.3%	
Patient & Client Care		40.8%	5.7%	5.8%	9.8%	9.8%	20.0%	20.0%	10.0%	7.3%	9.0%	6.7%	6.1%	0.7%	
Total January:		5.6%	5.5%	5.5%	10.5%	10.5%	5.8%	5.8%	6.4%	4.6%	5.9%	6.4%	5.7%	0.6%	
Medical & Dental			0.0%	0.0%	0.0%	0.0%	4.5%	4.5%	3.9%	0.0%	3.3%	3.2%	3.0%	0.2%	
Nursing & Midwifery			4.2%	4.2%	7.1%	7.1%	5.9%	5.9%	5.0%	4.7%	4.9%	5.2%	4.5%	0.6%	
Health & Social Care Professionals		5.9%	4.3%	4.4%	5.1%	5.1%	3.1%	3.1%	4.6%	4.3%	4.5%	4.4%	3.7%	0.6%	
Management & Administrative		4.6%	3.4%	3.5%	6.1%	6.1%	12.4%	12.4%	7.5%	2.6%	6.7%	5.7%	5.2%	0.5%	
General Support			5.8%		14.7%	14.7%	0.0%	0.0%	10.6%	4.4%	6.5%	8.3%	7.6%	0.7%	
Patient & Client Care		6.6%	6.7%	6.7%	12.8%	12.8%	16.0%	16.0%	11.5%	6.7%	9.7%	8.2%	7.4%	0.7%	
CHO 7: 2019 overall		5.0%	4.6%	4.6%	8.2%	8.2%	5.0%	5.0%	5.9%	4.3%	5.4%	5.3%	4.8%	0.5%	
Medical & Dental			0.3%	0.3%	2.4%	2.4%	1.9%	1.9%	3.2%	0.8%	2.8%	2.3%	2.0%	0.3%	
Nursing & Midwifery			4.3%		6.0%	6.0%	4.5%	4.5%	5.1%	3.3%	4.5%	4.7%	4.1%	0.5%	
Health & Social Care Professionals		3.1%	3.5%	3.5%	4.3%	4.3%	4.2%	4.2%	4.2%	2.9%	4.0%	3.7%	3.3%	0.4%	
Management & Administrative		13.8%	3.3%		5.7%	5.7%	9.6%	9.6%	6.6%	5.3%	6.4%	5.4%	4.9%	0.4%	
General Support			4.8%		10.5%	10.5%	12.6%	12.6%	10.4%	6.0%	7.6%	6.9%	6.4%	0.5%	
Patient & Client Care		3.8%	5.5%	5.5%	9.9%	9.9%	17.7%	17.7%	9.8%	5.4%	8.1%	6.5%	5.7%	0.6%	

CHO 7 Absence Rate - by Staff Category & S38 Agency	Cheeverstown House	Kare, Newbridge, Co Kildare	Our Lady's Hospice & Care Services	Peamount Hospital (Newcastle)	Stewart's Hospital, (Palmerstown)	St. John of God Liffey Services	Total absence	Certified absence	Self- certified absence	COVID-19 absence
CHO 7: S38 2020 overall	9.3%	6.4%	7.2%	8.6%	8.6%	8.5%	8.3%	5.2%	0.4%	2.7%
Medical & Dental	0.0%		2.1%	10.4%	0.0%	3.4%	4.6%	1.5%	0.1%	3.1%
Nursing & Midwifery	10.6%	5.2%	7.5%		11.6%	9.9%	9.9%	5.6%	0.5%	3.8%
Health & Social Care Professionals	4.1%	3.9%	6.2%		3.3%	6.5%	5.8%	3.2%	0.4%	2.2%
	3.8%	1.5%	4.2%		2.5%	3.2%	3.2%	2.1%	0.2%	0.9%
Management & Administrative	7.1%	0.0%	7.2%		10.1%	9.0%	7.9%	5.5%	0.2%	2.0%
General Support	12.0%									2.7%
Patient & Client Care		8.5%	9.4%		8.8%	10.4%	9.3%	6.1%	0.5%	
Total June:	6.1%	4.1%	6.8%		7.5%	4.8%	5.7%	4.4%	0.4%	0.9%
Medical & Dental	0.0%	2.20/	0.0%		0.0%	22.9%	1.3%		2 121	1.3%
Nursing & Midwifery	7.8%	2.0%	5.8%		16.1%	4.3%	7.5%	5.7%	0.4%	1.3%
Health & Social Care Professionals	2.8%	2.5%	3.8%		0.0%	3.1%	3.1%	2.1%		0.7%
Management & Administrative	0.0%	1.2%	4.8%		0.9%	0.2%	1.8%	1.6%	0.2%	
General Support	5.0%	0.0%	10.7%		9.4%	6.2%	7.9%	6.1%	0.2%	1.6%
Patient & Client Care	7.2%	5.7%	9.4%		6.8%	6.7%	6.1%	4.9%	0.5%	0.8%
Total May:	12.4%	5.2%	7.8%		8.5%	9.5%	9.0%	5.1%	0.2%	3.7%
Medical & Dental	0.0%		0.0%		0.0%	0.0%	3.5%	2.8%		0.8%
Nursing & Midwifery	15.8%	3.5%	9.4%		14.3%	13.5%	13.0%	6.6%	0.3%	6.0%
Health & Social Care Professionals	4.2%	2.9%	5.1%		1.7%	7.0%	6.2%	2.8%	0.2%	3.2%
Management & Administrative	3.5%	1.5%	5.9%		1.0%	1.5%	3.0%	1.7%	0.2%	1.1%
General Support	6.3%	0.0%	8.2%		8.6%	10.3%	7.8%	4.5%	0.2%	3.1%
Patient & Client Care	15.5%	7.1%	8.2%		8.5%	11.1%	9.5%	5.8%	0.3%	3.4%
Total April:	12.2%	8.2%	10.1%		12.7%	22.9%	15.1%	6.3%	0.3%	8.5%
Medical & Dental	0.0%		1.6%		0.0%	0.0%	15.8%	2.7%		13.1%
Nursing & Midwifery	17.2%	12.4%	12.0%		17.7%	27.3%	19.8%	7.2%	0.5%	12.1%
Health & Social Care Professionals	6.1%	3.9%	10.8%		2.6%	15.2%	11.5%	4.2%	0.3%	7.0%
Management & Administrative	4.5%	1.0%	3.5%		0.8%	10.7%	3.6%	1.3%	0.2%	2.1%
General Support	15.4%	0.0%	7.1%		12.6%	18.9%	11.8%	6.0%	0.3%	5.6%
Patient & Client Care	10.3%	10.5%	13.4%		13.5%	30.4%	16.6%	7.5%	0.4%	8.8%
Total March:	12.0%	10.1%	8.7%		13.3%	4.4%	9.4%	6.0%	0.4%	3.0%
Medical & Dental	0.0%		10.8%		0.0%	0.0%	8.4%	3.6%	0.3%	4.5%
Nursing & Midwifery	12.5%	8.9%	8.0%		16.7%	4.1%	10.3%	6.6%	0.4%	3.3%
Health & Social Care Professionals	6.3%	6.0%	12.1%		8.1%	4.5%	6.2%	3.5%	0.5%	2.3%
Management & Administrative	7.6%	3.4%	2.7%		6.6%	2.3%	4.4%	1.9%	0.3%	2.1%
General Support	10.4%	0.0%			15.1%	4.9%	8.8%	6.5%	0.4%	2.0%
Patient & Client Care	15.3%	13.1%			13.4%	4.7%	11.1%	7.1%	0.5%	3.5%
Total February:	6.5%	4.6%	5.0%		4.9%	4.0%	4.9%	4.4%	0.5%	
Medical & Dental	0.0%	2.20/	0.0%		0.0%	0.0%	0.0%		2 22/	
Nursing & Midwifery	5.6%	2.6%	5.0%		2.9%	4.8%	4.5%	3.9%	0.6%	
Health & Social Care Professionals	2.6%	4.5%			3.2%	3.7%	3.5%	3.0%	0.5%	
Management & Administrative	1.0%	0.5%			2.2%	2.3%	3.2%	3.1%	0.2%	
General Support	3.6%	0.0%			8.1%	4.2%	5.4%	5.0%	0.4%	
Patient & Client Care	11.1%	5.6%			5.4%	4.2%	5.8%	5.2%	0.6%	
Total January:	6.7%	6.0%	4.6%		5.3%	5.6%	5.4%	4.8%	0.6%	
Medical & Dental	0.0%	4.50/	0.0%		0.0%	0.0%	0.0%	0.00/	0.70/	
Nursing & Midwifery	5.0%	1.5%	4.7%		2.9%	5.9%	4.3%	3.6%	0.7%	
Health & Social Care Professionals	2.4%	3.3%			4.4%	5.6%	4.3%	3.5%	0.8%	
Management & Administrative	5.9%	1.6%			3.9%	1.9%	3.2%	2.9%	0.4%	
General Support	2.1%	0.0%			7.2%	10.6%	5.4%	5.0%	0.4%	
Patient & Client Care CHO 7: S38 2019 overall	12.2%	8.6%	6.7% 4.3%		5.7% 4.6%	5.1% 4.0%	6.7%	6.1%	0.6%	
	5.5%	4.4%					4.6%	4.1%	0.5%	
Medical & Dental	0.0%		0.8%		0.0%	0.0%	0.6%	0.4%	0.2%	
Nursing & Midwifery	4.7%	4.3%			4.2%	3.8%	4.1%	3.6%	0.5%	
Health & Social Care Professionals	3.4%	3.8%	2.9%		3.7%	3.5%	3.5%	3.0%	0.4%	
Management & Administrative	4.3%	2.5%	5.3%		3.7%	3.0%	3.7%	3.4%	0.3%	
General Support	7.5%	0.0%	6.0%		3.8%	4.0%	5.1%	4.6%	0.4%	
Patient & Client Care	7.4%	5.0%	5.4%	5.2%	5.5%	4.8%	5.5%	4.8%	0.5%	