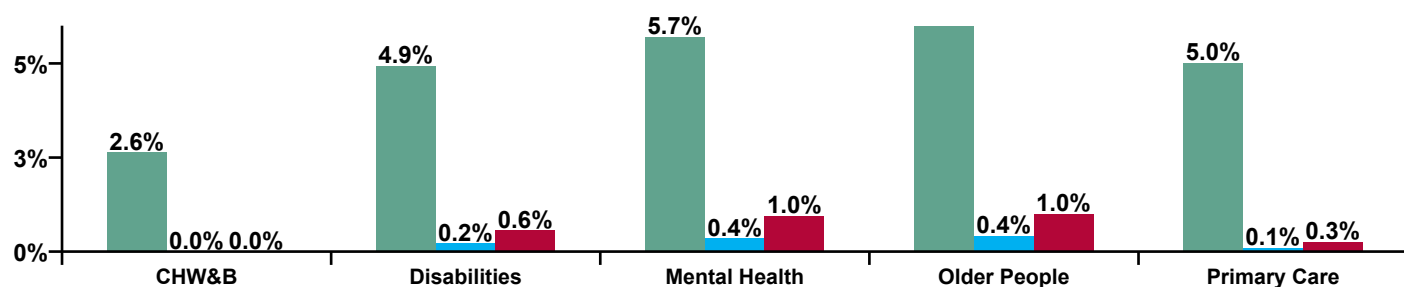


August 2020

CHO 8 Absence Rate - by Staff Category: Aug 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence rate	Certified	Self-certified	COVID-19
CHO 8	5.5%	0.3%	0.6%	6.4%	85.8%	4.0%	10.1%
Medical & Dental	1.5%	0.1%	0.4%	2.0%	78.0%	3.4%	18.6%
Nursing & Midwifery	5.8%	0.3%	0.6%	6.7%	86.6%	5.0%	8.4%
Health & Social Care Professionals	4.5%	0.1%	0.2%	4.8%	92.7%	2.4%	4.9%
Management & Administrative	4.7%	0.1%	0.1%	4.9%	95.4%	1.9%	2.7%
General Support	4.9%	0.4%	1.3%	6.5%	74.5%	5.8%	19.6%
Patient & Client Care	6.6%	0.3%	1.1%	8.1%	82.2%	4.1%	13.7%

CHO 8 Absence Rate - by Care Group: Aug 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence rate	Certified	Self-certified	COVID-19
CHO 8	5.5%	0.3%	0.6%	6.4%	85.8%	4.0%	10.1%
Community Health & Wellbeing	2.6%			2.6%	100.0%	0.0%	0.0%
Health Service Executive	9.1%	0.3%	1.7%	11.2%	81.3%	3.1%	15.6%
Section 38 Voluntary Agencies	3.8%	0.2%	0.2%	4.2%	89.7%	4.6%	5.8%
Disabilities	4.9%	0.2%	0.6%	5.7%	86.1%	3.9%	9.9%
Older People	7.2%	0.4%	1.0%	8.7%	83.5%	4.9%	11.6%
Mental Health	5.7%	0.4%	1.0%	7.0%	81.4%	5.1%	13.6%
Primary Care	5.0%	0.1%	0.3%	5.4%	93.4%	1.8%	4.8%

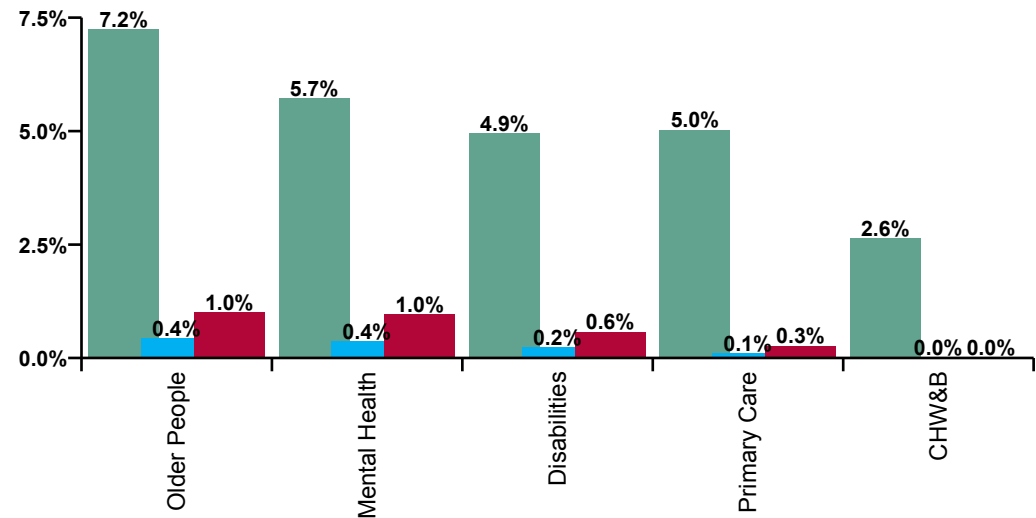
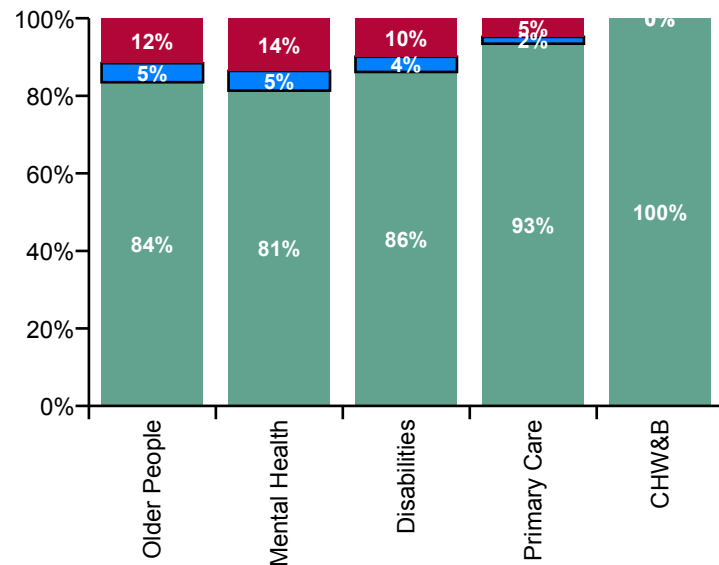
Certified, self-certified & COVID-19: Aug 2020



Legend

Certified absence
Self-certified absence
COVID-19 absence

CHO 8 Overall Absence Rate - by Care Group & Staff Category: Aug 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 8	2.0%	6.7%	4.8%	4.9%	6.5%	8.1%	5.5%	0.3%	0.6%	6.4%
Community Health & Wellbeing			0.0%	2.8%			2.6%			2.6%
Health Service Executive	0.0%	11.7%	4.8%	3.4%	34.9%	15.1%	9.1%	0.3%	1.7%	11.2%
Section 38 Voluntary Agencies	0.0%	3.7%	5.3%	3.1%	0.8%	4.2%	3.8%	0.2%	0.2%	4.2%
Disabilities	0.0%	5.9%	5.2%	3.2%	4.3%	6.4%	4.9%	0.2%	0.6%	5.7%
Older People	0.0%	7.2%	7.9%	2.7%	7.8%	10.5%	7.2%	0.4%	1.0%	8.7%
Mental Health	2.1%	7.0%	4.8%	6.7%	8.8%	11.4%	5.7%	0.4%	1.0%	7.0%
Primary Care	2.0%	6.9%	3.8%	5.8%	4.5%	7.1%	5.0%	0.1%	0.3%	5.4%



Certified absence

Self-certified absence

COVID-19 absence

CHO 8 Absence Rate - by Care Group, Staff Category & Absence type: Aug 2020

Community Health & Wellbeing by Staff Category Aug 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	2.6%	0.0%	0.0%	2.6%	100.0%	0.0%	0.0%

Disabilities by Staff Category Aug 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	4.9%	0.2%	0.6%	5.7%	86.1%	3.9%	9.9%
Medical & Dental				0.0%			
Nursing & Midwifery	5.3%	0.2%	0.3%	5.9%	90.4%	3.8%	5.9%
Health & Social Care Professionals	5.0%	0.1%	0.1%	5.2%	95.9%	2.4%	1.7%
Management & Administrative	2.9%	0.1%	0.1%	3.2%	91.2%	4.3%	4.5%
General Support	1.0%	0.8%	2.5%	4.3%	23.0%	17.7%	59.3%
Patient & Client Care	5.3%	0.3%	0.9%	6.4%	82.0%	4.1%	13.8%

Older People by Staff Category Aug 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	7.2%	0.4%	1.0%	8.7%	83.5%	4.9%	11.6%
Medical & Dental				0.0%			
Nursing & Midwifery	6.0%	0.5%	0.7%	7.2%	83.5%	6.3%	10.2%
Health & Social Care Professionals	7.2%	0.3%	0.5%	7.9%	90.6%	3.3%	6.1%
Management & Administrative	2.5%	0.0%	0.2%	2.7%	91.9%	0.0%	8.1%
General Support	6.2%	0.3%	1.2%	7.8%	79.9%	4.4%	15.7%
Patient & Client Care	8.7%	0.5%	1.3%	10.5%	83.2%	4.6%	12.2%

Mental Health by Staff Category Aug 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	5.7%	0.4%	1.0%	7.0%	81.4%	5.1%	13.6%
Medical & Dental	1.7%	0.1%	0.3%	2.1%	80.8%	5.3%	13.9%
Nursing & Midwifery	5.8%	0.5%	0.7%	7.0%	82.7%	7.2%	10.1%
Health & Social Care Professionals	3.7%	0.2%	0.9%	4.8%	76.5%	4.5%	19.0%
Management & Administrative	6.1%	0.1%	0.5%	6.7%	91.4%	1.0%	7.6%
General Support	8.4%	0.1%	0.3%	8.8%	95.5%	1.1%	3.4%
Patient & Client Care	8.2%	0.4%	2.8%	11.4%	72.1%	3.5%	24.4%

Primary Care by Staff Category Aug 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	5.0%	0.1%	0.3%	5.4%	93.4%	1.8%	4.8%
Medical & Dental	1.5%	0.0%	0.4%	2.0%	76.1%	2.0%	21.9%
Nursing & Midwifery	6.3%	0.1%	0.5%	6.9%	90.9%	2.0%	7.1%
Health & Social Care Professionals	3.5%	0.0%	0.3%	3.8%	91.9%	1.1%	7.0%
Management & Administrative	5.7%	0.1%	0.0%	5.8%	98.2%	1.8%	0.0%
General Support	4.5%	0.0%	0.0%	4.5%	100.0%	0.0%	0.0%
Patient & Client Care	6.9%	0.1%	0.1%	7.1%	96.7%	2.0%	1.3%

CHO 8 Absence Rate - by Staff Category & Care Group	CHW&B	HSE	S38	Disabilities	Older People	Mental Health	Primary Care	Total absence	Certified absence	Self-certified absence	COVID-19 absence
CHO 8: 2020 overall	5.1%	10.6%	5.9%	7.1%	10.2%	7.9%	6.3%	7.7%	5.7%	0.4%	1.7%
Medical & Dental		0.0%	0.0%	0.0%	0.8%	4.4%	2.0%	2.9%	1.9%	0.1%	0.9%
Nursing & Midwifery	3.8%	12.0%	5.9%	7.7%	8.8%	7.7%	8.3%	8.1%	5.7%	0.4%	1.9%
Health & Social Care Professionals	0.0%	6.6%	5.3%	5.6%	5.7%	6.2%	5.5%	5.7%	4.3%	0.2%	1.1%
Management & Administrative	5.4%	5.3%	3.2%	4.2%	5.2%	7.0%	5.9%	5.6%	4.6%	0.2%	0.8%
General Support		21.6%	6.8%	8.8%	3.4%	9.3%	6.4%	7.3%	5.5%	0.3%	1.4%
Patient & Client Care		12.6%	6.5%	8.0%	12.6%	12.3%	7.8%	9.8%	7.2%	0.4%	2.2%
Total August:	2.6%	11.2%	4.2%	5.7%	8.7%	7.0%	5.4%	6.4%	5.5%	0.3%	0.6%
Medical & Dental		0.0%	0.0%	0.0%	0.0%	2.1%	2.0%	2.0%	1.5%	0.1%	0.4%
Nursing & Midwifery		11.7%	3.7%	5.9%	7.2%	7.0%	6.9%	6.7%	5.8%	0.3%	0.6%
Health & Social Care Professionals	0.0%	4.8%	5.3%	5.2%	7.9%	4.8%	3.8%	4.8%	4.5%	0.1%	0.2%
Management & Administrative	2.8%	3.4%	3.1%	3.2%	2.7%	6.7%	5.8%	4.9%	4.7%	0.1%	0.1%
General Support		34.9%	0.8%	4.3%	7.8%	8.8%	4.5%	6.5%	4.9%	0.4%	1.3%
Patient & Client Care		15.1%	4.2%	6.4%	10.5%	11.4%	7.1%	8.1%	6.6%	0.3%	1.1%
Total July:	6.9%	10.2%	4.7%	6.2%	8.5%	6.1%	4.8%	6.3%	5.3%	0.3%	0.7%
Medical & Dental		0.0%	0.0%	0.0%	0.0%	1.3%	1.4%	1.3%	1.2%	0.0%	0.1%
Nursing & Midwifery		10.3%	4.1%	5.9%	7.3%	6.0%	7.6%	6.6%	5.6%	0.4%	0.6%
Health & Social Care Professionals	0.0%	5.4%	5.1%	5.2%	4.4%	3.3%	3.4%	4.3%	3.8%	0.2%	0.4%
Management & Administrative	7.2%	5.6%	1.0%	3.2%	2.5%	5.3%	3.8%	3.9%	3.4%	0.2%	0.2%
General Support		35.5%	0.8%	6.1%	3.3%	6.0%	5.2%	5.2%	3.9%	0.3%	1.1%
Patient & Client Care		12.9%	5.6%	7.5%	10.8%	12.8%	5.7%	9.0%	7.3%	0.4%	1.3%
Total June:	7.1%	8.6%	4.3%	5.4%	9.1%	6.1%	4.8%	6.1%	4.9%	0.3%	1.0%
Medical & Dental		0.0%	0.0%	0.0%	0.0%	1.5%	1.2%	1.3%	1.0%	0.1%	0.2%
Nursing & Midwifery		9.2%	2.9%	4.8%	7.1%	6.3%	7.1%	6.2%	5.1%	0.4%	0.7%
Health & Social Care Professionals	0.0%	4.8%	4.4%	4.5%	8.0%	3.1%	3.9%	4.2%	3.6%	0.1%	0.5%
Management & Administrative	7.6%	3.4%	0.4%	1.9%	3.6%	4.8%	4.0%	3.8%	3.3%	0.1%	0.3%
General Support		18.2%	3.7%	5.6%	2.4%	5.4%	2.2%	4.3%	3.6%	0.2%	0.5%
Patient & Client Care		11.3%	5.4%	6.9%	11.7%	12.0%	6.2%	8.9%	6.7%	0.4%	1.8%
Total May:	6.3%	10.0%	7.9%	8.4%	11.8%	8.4%	5.5%	8.4%	5.5%	0.3%	2.7%
Medical & Dental		0.0%	0.0%	0.0%	2.3%	5.0%	2.0%	3.1%	2.4%	0.1%	0.7%
Nursing & Midwifery		11.5%	7.5%	8.7%	10.0%	8.7%	8.4%	8.9%	5.6%	0.2%	3.0%
Health & Social Care Professionals	0.0%	5.4%	5.9%	5.8%	6.1%	4.8%	5.2%	5.5%	3.8%	0.1%	1.6%
Management & Administrative	6.7%	2.7%	3.1%	2.9%	5.6%	6.7%	4.1%	4.5%	3.4%	0.1%	1.0%
General Support		12.0%	12.5%	12.4%	1.5%	7.1%	1.4%	6.7%	5.2%	0.2%	1.2%
Patient & Client Care		13.1%	9.3%	10.2%	14.9%	14.2%	6.2%	11.9%	7.5%	0.4%	3.9%
Total April:	6.7%	14.2%	11.4%	12.1%	14.5%	11.8%	8.9%	11.8%	6.1%	0.2%	5.5%
Medical & Dental		0.0%	0.0%	0.0%	1.5%	8.5%	3.1%	5.2%	2.0%	0.1%	3.1%
Nursing & Midwifery		18.0%	14.4%	15.6%	14.0%	11.9%	11.3%	13.2%	5.8%	0.2%	7.2%
Health & Social Care Professionals	0.0%	7.6%	6.5%	6.7%	8.1%	8.1%	9.7%	7.9%	4.5%	0.1%	3.4%
Management & Administrative	7.0%	5.4%	5.1%	5.3%	6.6%	9.1%	7.0%	6.9%	4.4%	0.1%	2.4%
General Support		25.8%	16.2%	17.5%	5.4%	16.2%	14.8%	13.5%	8.3%	0.1%	5.1%
Patient & Client Care		16.9%	13.0%	13.9%	17.2%	16.4%	10.9%	15.1%	8.2%	0.2%	6.6%
Total March:	6.4%	11.9%	5.9%	7.2%	11.0%	10.2%	8.5%	8.7%	5.8%	0.4%	2.6%
Medical & Dental		0.0%	0.0%	0.0%	2.9%	8.4%	4.1%	5.7%	3.1%	0.2%	2.4%
Nursing & Midwifery	11.7%	15.2%	5.3%	8.1%	10.9%	9.2%	9.8%	9.3%	5.8%	0.4%	3.1%
Health & Social Care Professionals	0.0%	8.7%	5.7%	6.1%	6.2%	12.1%	8.5%	7.5%	4.6%	0.2%	2.7%
Management & Administrative	6.6%	8.4%	5.8%	6.8%	8.5%	9.7%	7.7%	7.9%	5.8%	0.2%	1.9%
General Support		23.0%	6.0%	7.9%	4.9%	10.1%	9.7%	8.0%	5.5%	0.4%	2.1%
Patient & Client Care		11.9%	6.3%	7.5%	12.3%	13.6%	11.5%	9.6%	6.8%	0.5%	2.4%
Total February:	0.4%	8.9%	4.0%	5.3%	8.7%	6.7%	5.6%	6.3%	5.7%	0.6%	
Medical & Dental		0.0%	0.0%	0.0%	0.0%	4.5%	0.6%	2.1%	1.7%	0.3%	
Nursing & Midwifery	0.0%	10.0%	4.1%	5.8%	6.9%	5.8%	6.8%	6.2%	5.6%	0.6%	
Health & Social Care Professionals	0.0%	7.1%	4.1%	4.7%	3.6%	7.5%	4.2%	4.9%	4.4%	0.5%	
Management & Administrative	0.5%	6.5%	4.0%	5.2%	4.7%	7.2%	7.1%	6.2%	5.7%	0.5%	
General Support		12.2%	5.2%	6.3%	0.4%	9.9%	2.4%	5.4%	5.1%	0.3%	
Patient & Client Care		9.7%	3.8%	5.2%	11.2%	9.2%	7.2%	7.6%	7.0%	0.6%	
Total January:	0.0%	9.3%	5.1%	6.4%	9.1%	6.8%	6.7%	7.1%	6.5%	0.6%	
Medical & Dental		0.0%	0.0%	0.0%	0.0%	3.0%	1.5%	2.0%	1.9%	0.2%	
Nursing & Midwifery	0.0%	9.6%	5.0%	6.5%	6.6%	6.7%	8.6%	7.1%	6.4%	0.7%	
Health & Social Care Professionals		9.1%	5.4%	6.2%	1.6%	6.3%	5.2%	5.8%	5.3%	0.4%	
Management & Administrative	0.0%	6.4%	2.2%	4.5%	6.9%	6.6%	7.5%	6.7%	6.2%	0.5%	
General Support		14.3%	9.9%	10.7%	1.8%	10.6%	9.5%	8.1%	7.6%	0.5%	
Patient & Client Care		9.8%	5.0%	6.3%	11.7%	8.4%	7.4%	8.4%	7.8%	0.7%	
CHO 8: 2019 overall		8.0%	4.0%	5.0%	7.9%	5.7%	5.4%	5.8%	5.2%	0.6%	
Medical & Dental		0.4%	0.8%	0.5%	0.1%	1.2%	1.4%	1.3%	1.1%	0.2%	
Nursing & Midwifery		8.9%	3.6%	5.2%	7.3%	6.0%	7.6%	6.4%	5.6%	0.7%	
Health & Social Care Professionals		6.6%	4.5%	4.9%	2.1%	4.6%	4.1%	4.6%	4.2%	0.4%	
Management & Administrative		4.7%	2.5%	3.5%	4.8%	5.4%	4.9%	4.7%	4.3%	0.4%	
General Support		4.4%	5.3%	5.2%	4.7%	8.0%	5.4%	5.9%	5.5%	0.4%	
Patient & Client Care		8.9%	3.9%	5.2%	9.3%	7.2%	6.8%	6.7%	6.1%	0.6%	

CHO 8 Absence Rate - by Staff Category & S38 Agency	Muiriosa Foundation, Laois/Offaly	Muiriosa Foundation, Longford/Westmeath	Muiriosa Foundation, South Kildare	St. John of God, Drumcar	Total absence	Certified absence	Self-certified absence	COVID-19 absence
CHO 8: S38 2020 overall	5.7%	4.0%	6.2%	6.7%	5.9%	4.3%	0.3%	1.4%
<i>Medical & Dental</i>				0.0%	0.0%			
<i>Nursing & Midwifery</i>	6.0%	3.1%	5.5%	6.1%	5.9%	3.7%	0.3%	1.9%
<i>Health & Social Care Professionals</i>	5.1%	4.6%	6.3%	5.3%	5.3%	4.2%	0.2%	0.9%
<i>Management & Administrative</i>	5.4%	2.5%	2.5%	3.0%	3.2%	2.6%	0.2%	0.4%
<i>General Support</i>	0.8%	6.4%	5.1%	9.0%	6.8%	5.4%	0.2%	1.2%
<i>Patient & Client Care</i>	6.2%	3.8%	7.4%	7.5%	6.5%	4.7%	0.3%	1.5%
Total August:	5.3%	2.9%	4.4%	4.2%	4.2%	3.8%	0.2%	0.2%
Medical & Dental				0.0%	0.0%			
Nursing & Midwifery	6.9%	0.0%	3.2%	3.4%	3.7%	3.2%	0.2%	0.3%
Health & Social Care Professionals	6.3%	4.0%	5.3%	5.5%	5.3%	5.0%	0.1%	0.1%
Management & Administrative	7.3%	1.3%	1.7%	2.7%	3.1%	3.0%	0.2%	
General Support	0.3%	0.0%	0.0%	1.9%	0.8%		0.8%	
Patient & Client Care	3.7%	2.6%	5.1%	4.8%	4.2%	3.7%	0.2%	0.3%
Total July:	4.4%	3.0%	4.5%	5.7%	4.7%	4.3%	0.2%	0.2%
Medical & Dental				0.0%	0.0%			
Nursing & Midwifery	6.4%	2.3%	0.8%	4.5%	4.1%	3.7%	0.3%	
Health & Social Care Professionals	4.3%	3.8%	7.3%	4.9%	5.1%	4.7%	0.2%	0.2%
Management & Administrative	4.1%	0.0%	0.2%	0.3%	1.0%	0.9%	0.1%	
General Support	0.0%	1.2%	0.0%	1.3%	0.8%	0.5%	0.3%	
Patient & Client Care	3.9%	2.9%	5.3%	7.5%	5.6%	5.1%	0.2%	0.2%
Total June:	4.1%	3.5%	6.7%	3.6%	4.3%	3.6%	0.2%	0.6%
Medical & Dental				0.0%	0.0%			
Nursing & Midwifery	3.3%	0.0%	3.7%	2.9%	2.9%	2.3%	0.2%	0.5%
Health & Social Care Professionals	3.7%	4.0%	8.2%	1.3%	4.4%	3.7%	0.1%	0.6%
Management & Administrative	0.5%	0.0%	0.7%	0.0%	0.4%	0.1%	0.0%	0.3%
General Support	0.0%	19.6%	1.1%	3.6%	3.7%	3.7%		
Patient & Client Care	5.3%	3.3%	8.7%	4.9%	5.4%	4.5%	0.2%	0.8%
Total May:	9.0%	5.6%	9.5%	7.4%	7.9%	5.0%	0.2%	2.7%
Medical & Dental				0.0%	0.0%			
Nursing & Midwifery	8.6%	4.8%	9.0%	7.1%	7.5%	4.2%	0.1%	3.2%
Health & Social Care Professionals	7.5%	5.8%	5.6%	4.6%	5.9%	3.7%	0.1%	2.2%
Management & Administrative	0.0%	3.2%	4.2%	3.8%	3.1%	2.0%		1.0%
General Support	0.0%	23.2%	10.7%	14.1%	12.5%	9.9%	0.1%	2.5%
Patient & Client Care	11.6%	5.3%	13.5%	8.1%	9.3%	6.0%	0.3%	3.0%
Total April:	9.1%	5.2%	9.9%	15.4%	11.4%	5.7%	0.1%	5.6%
Medical & Dental				0.0%	0.0%			
Nursing & Midwifery	8.5%	5.5%	13.3%	16.5%	14.4%	4.8%	0.2%	9.4%
Health & Social Care Professionals	4.1%	4.8%	6.3%	11.5%	6.5%	3.8%	0.1%	2.6%
Management & Administrative	2.9%	7.8%	5.5%	4.5%	5.1%	3.8%	0.1%	1.3%
General Support	0.0%	14.4%	7.1%	25.1%	16.2%	11.1%		5.2%
Patient & Client Care	14.1%	5.0%	12.4%	15.7%	13.0%	6.9%	0.1%	5.9%
Total March:	6.3%	4.9%	5.8%	6.2%	5.9%	3.9%	0.3%	1.6%
Medical & Dental				0.0%	0.0%			
Nursing & Midwifery	4.9%	1.9%	6.0%	5.5%	5.3%	3.5%	0.4%	1.4%
Health & Social Care Professionals	6.6%	5.9%	5.5%	3.9%	5.7%	4.0%	0.3%	1.4%
Management & Administrative	12.6%	2.3%	4.2%	5.0%	5.8%	4.7%	0.4%	0.7%
General Support	0.0%	0.0%	5.6%	8.8%	6.0%	4.1%	0.4%	1.4%
Patient & Client Care	6.0%	4.8%	6.4%	7.1%	6.3%	3.8%	0.4%	2.0%
Total February:	3.1%	3.1%	4.0%	4.7%	4.0%	3.6%	0.4%	
Medical & Dental				0.0%	0.0%			
Nursing & Midwifery	2.4%	5.9%	3.6%	4.4%	4.1%	3.8%	0.3%	
Health & Social Care Professionals	3.3%	4.3%	5.7%	2.8%	4.1%	3.6%	0.5%	
Management & Administrative	8.9%	1.7%	0.8%	6.6%	4.0%	3.7%	0.3%	
General Support	1.4%	0.0%	8.0%	4.3%	5.2%	5.2%		
Patient & Client Care	2.5%	2.1%	2.8%	5.4%	3.8%	3.4%	0.4%	
Total January:	3.4%	4.0%	5.1%	6.1%	5.1%	4.7%	0.5%	
Medical & Dental				0.0%	0.0%			
Nursing & Midwifery	7.9%	5.9%	2.1%	5.0%	5.0%	4.5%	0.5%	
Health & Social Care Professionals	3.1%	3.5%	6.7%	7.9%	5.4%	4.9%	0.5%	
Management & Administrative	1.6%	4.9%	1.7%	1.8%	2.2%	1.6%	0.6%	
General Support	7.2%	0.0%	8.2%	12.2%	9.9%	9.8%	0.2%	
Patient & Client Care	2.4%	4.2%	5.0%	6.2%	5.0%	4.5%	0.5%	
CHO 8: S38 2019 overall	3.0%	4.0%	4.5%	4.1%	4.0%	3.6%	0.4%	
<i>Medical & Dental</i>				0.8%	0.8%		0.8%	
<i>Nursing & Midwifery</i>	5.9%	3.3%	6.1%	2.8%	3.6%	3.3%	0.3%	
<i>Health & Social Care Professionals</i>	2.6%	4.5%	5.2%	5.9%	4.5%	4.2%	0.3%	
<i>Management & Administrative</i>	1.3%	2.3%	3.5%	2.2%	2.5%	2.1%	0.4%	
<i>General Support</i>	0.3%	2.4%	5.5%	5.9%	5.3%	4.9%	0.4%	
<i>Patient & Client Care</i>	2.8%	4.0%	3.3%	4.4%	3.9%	3.5%	0.4%	