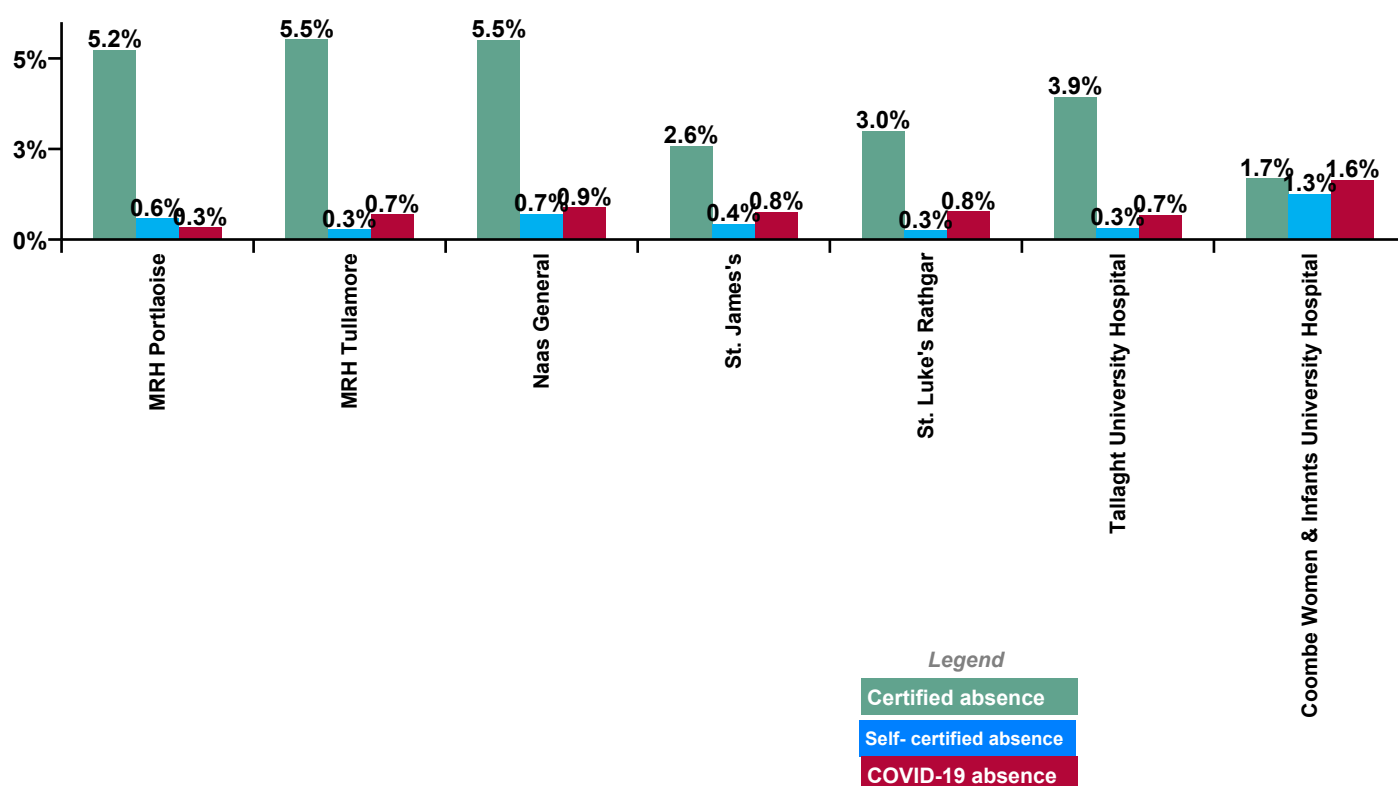


July 2020

Dublin Midlands Hospital Group Absence Rate - by Staff Category: Jul 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence rate	Certified	Self- certified	COVID-19
Dublin Midlands Hospital Group	3.4%	0.5%	0.8%	4.7%	72.9%	10.2%	17.0%
Medical & Dental	0.5%	0.1%	0.3%	0.9%	55.8%	6.6%	37.6%
Nursing & Midwifery	3.3%	0.9%	1.1%	5.3%	62.8%	16.0%	21.1%
Health & Social Care Professionals	2.9%	0.2%	0.4%	3.5%	84.4%	5.3%	10.3%
Management & Administrative	3.7%	0.2%	0.5%	4.5%	83.9%	4.2%	12.0%
General Support	5.4%	0.4%	1.2%	6.9%	77.7%	5.4%	16.9%
Patient & Client Care	6.4%	0.7%	1.0%	8.0%	79.5%	8.1%	12.3%

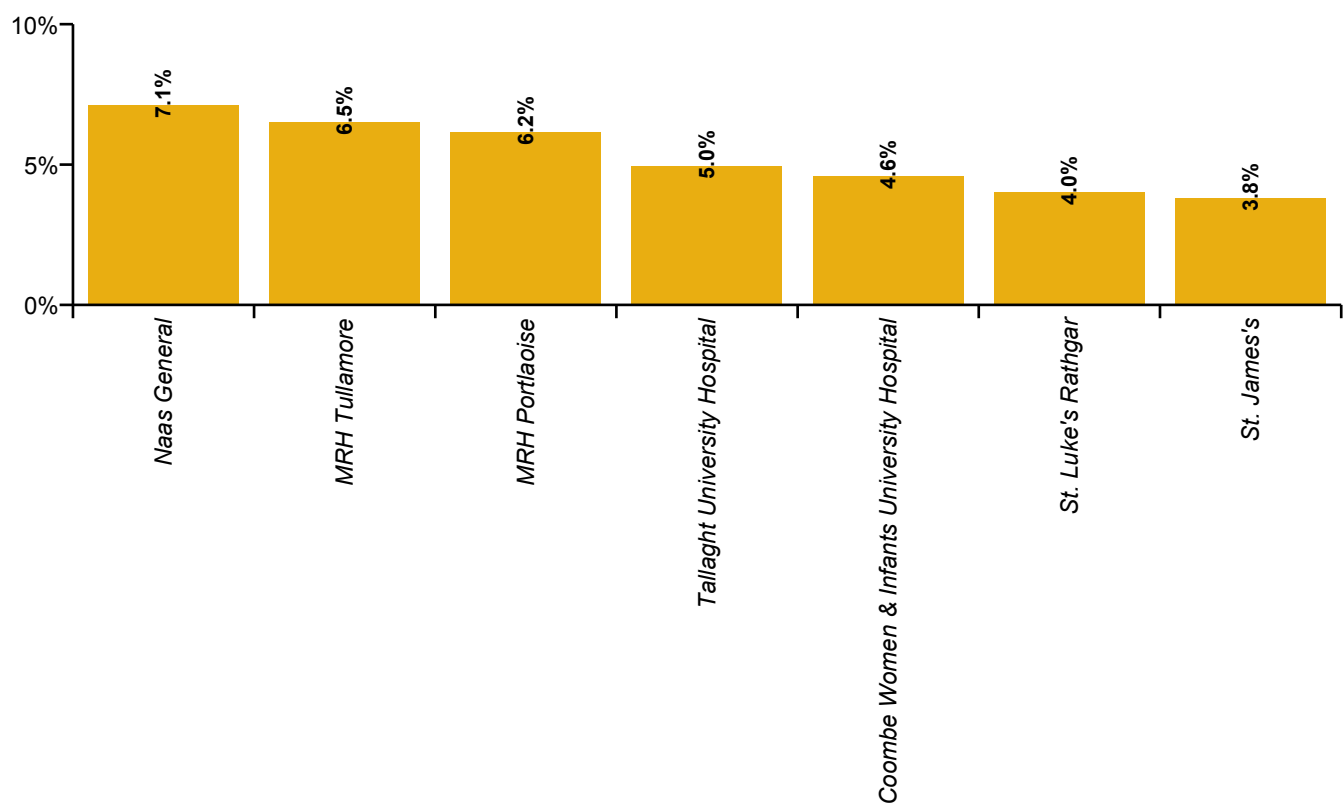
Dublin Midlands Hospital Group Absence Rate - by Hospital: Jul 2020	Certified absence	Self- certified absence	COVID-19 absence	Total absence rate	Certified	Self- certified	COVID-19
Dublin Midlands Hospital Group	3.4%	0.5%	0.8%	4.7%	72.9%	10.2%	17.0%
MRH Portlaoise	5.2%	0.6%	0.3%	6.2%	85.0%	9.5%	5.5%
MRH Tullamore	5.5%	0.3%	0.7%	6.5%	85.0%	4.3%	10.7%
Naas General	5.5%	0.7%	0.9%	7.1%	77.6%	9.9%	12.5%
St. James's	2.6%	0.4%	0.8%	3.8%	68.3%	11.4%	20.3%
St. Luke's Rathgar	3.0%	0.3%	0.8%	4.0%	74.5%	6.3%	19.2%
Tallaght University Hospital	3.9%	0.3%	0.7%	5.0%	79.5%	6.5%	13.9%
Coombe Women & Infants University Hospital	1.7%	1.3%	1.6%	4.6%	36.8%	27.4%	35.8%

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

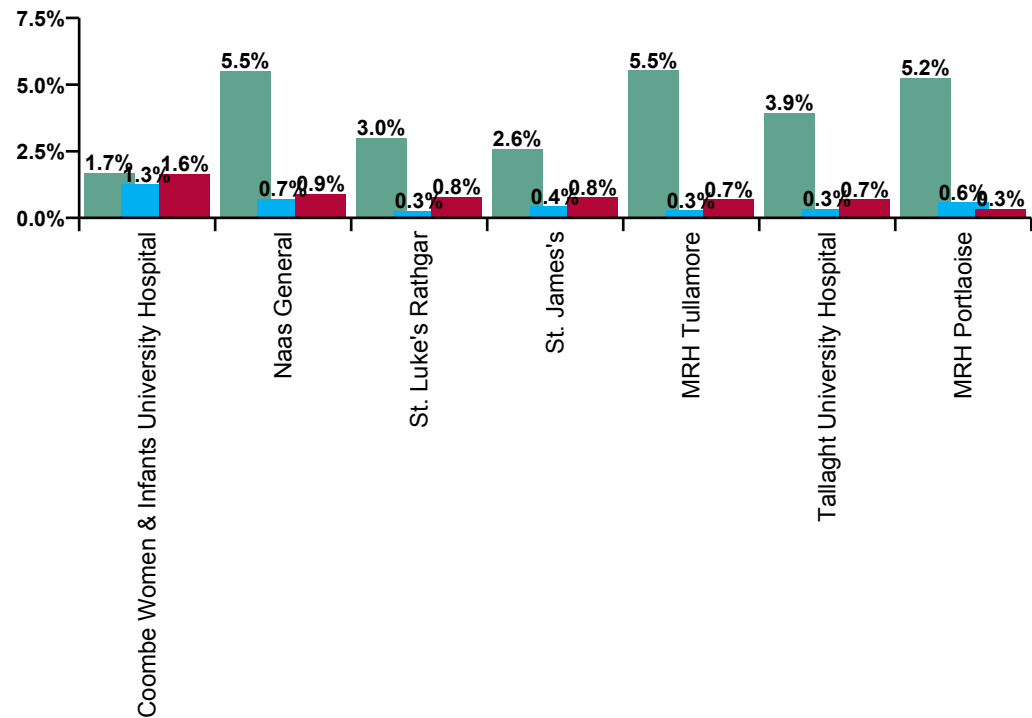
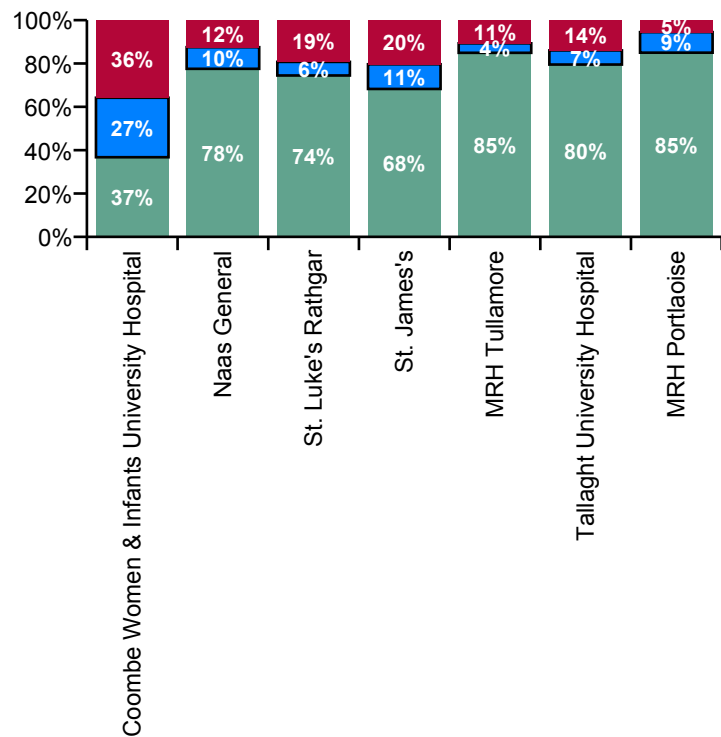


Dublin Midlands Hospital Group Absence type by Hospital: Jul 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total (Jul 2020):	3.4%	0.5%	0.8%	4.7%	72.9%	10.2%	17.0%
MRH Portlaoise	5.2%	0.6%	0.3%	6.2%	85.0%	9.5%	5.5%
MRH Tullamore	5.5%	0.3%	0.7%	6.5%	85.0%	4.3%	10.7%
Naas General	5.5%	0.7%	0.9%	7.1%	77.6%	9.9%	12.5%
St. James's	2.6%	0.4%	0.8%	3.8%	68.3%	11.4%	20.3%
St. Luke's Rathgar	3.0%	0.3%	0.8%	4.0%	74.5%	6.3%	19.2%
Tallaght University Hospital	3.9%	0.3%	0.7%	5.0%	79.5%	6.5%	13.9%
Coombe Women & Infants University Hospital	1.7%	1.3%	1.6%	4.6%	36.8%	27.4%	35.8%

Total absence rate by Hospital: Jul 2020



Dublin Midlands Hospital Group Overall Absence Rate - by Hospital & Staff Category: Jul 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
Dublin Midlands Hospital Group	0.9%	5.3%	3.5%	4.5%	6.9%	8.0%	3.4%	0.5%	0.8%	4.7%
MRH Portlaoise	1.2%	6.5%	6.3%	10.0%	3.6%	7.1%	5.2%	0.6%	0.3%	6.2%
MRH Tullamore	1.3%	7.5%	7.9%	3.5%	4.8%	8.5%	5.5%	0.3%	0.7%	6.5%
Naas General	2.7%	7.0%	3.6%	6.3%	9.3%	12.1%	5.5%	0.7%	0.9%	7.1%
St. James's	0.4%	4.7%	2.3%	3.3%	5.0%	8.1%	2.6%	0.4%	0.8%	3.8%
St. Luke's Rathgar	0.8%	3.2%	2.5%	3.2%	12.9%	8.8%	3.0%	0.3%	0.8%	4.0%
Tallaght University Hospital	0.9%	5.4%	4.9%	5.8%	7.8%	6.1%	3.9%	0.3%	0.7%	5.0%
Coombe Women & Infants University Hospital	1.7%	5.0%	1.6%	3.4%	9.1%	2.8%	1.7%	1.3%	1.6%	4.6%



Certified absence

Self-certified absence

COVID-19 absence

Dublin Midlands Hospital Group Absence Rate - by Hospital, Staff Category & Absence type: Jul 2020

MRH Portlaoise by Staff Category Jul 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	5.2%	0.6%	0.3%	6.2%	85.0%	9.5%	5.5%
Medical & Dental	0.8%	0.1%	0.3%	1.2%	68.3%	7.4%	24.3%
Nursing & Midwifery	5.0%	1.0%	0.4%	6.5%	78.0%	15.2%	6.8%
Health & Social Care Professionals	5.1%	0.5%	0.7%	6.3%	80.9%	8.2%	10.9%
Management & Administrative	9.6%	0.1%	0.3%	10.0%	96.1%	1.2%	2.7%
General Support	3.1%	0.2%	0.3%	3.6%	87.4%	5.3%	7.3%
Patient & Client Care	6.3%	0.6%	0.2%	7.1%	89.4%	8.3%	2.3%

MRH Tullamore by Staff Category Jul 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	5.5%	0.3%	0.7%	6.5%	85.0%	4.3%	10.7%
Medical & Dental	0.9%	0.2%	0.2%	1.3%	71.6%	12.8%	15.6%
Nursing & Midwifery	6.1%	0.4%	1.0%	7.5%	81.0%	5.2%	13.8%
Health & Social Care Professionals	7.8%	0.1%	0.0%	7.9%	98.2%	1.8%	0.0%
Management & Administrative	3.2%	0.2%	0.0%	3.5%	92.4%	6.3%	1.3%
General Support	4.7%	0.1%	0.0%	4.8%	98.0%	2.0%	0.0%
Patient & Client Care	7.0%	0.3%	1.2%	8.5%	81.8%	3.7%	14.5%

Naas General by Staff Category Jul 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	5.5%	0.7%	0.9%	7.1%	77.6%	9.9%	12.5%
Medical & Dental	0.2%	0.1%	2.5%	2.7%	6.3%	2.1%	91.6%
Nursing & Midwifery	4.7%	1.1%	1.2%	7.0%	68.0%	15.2%	16.8%
Health & Social Care Professionals	3.2%	0.3%	0.1%	3.6%	89.4%	7.1%	3.5%
Management & Administrative	5.3%	0.1%	0.9%	6.3%	84.2%	1.9%	13.8%
General Support	9.1%	0.2%	0.0%	9.3%	97.5%	2.5%	0.0%
Patient & Client Care	10.7%	1.2%	0.2%	12.1%	88.4%	9.5%	2.0%

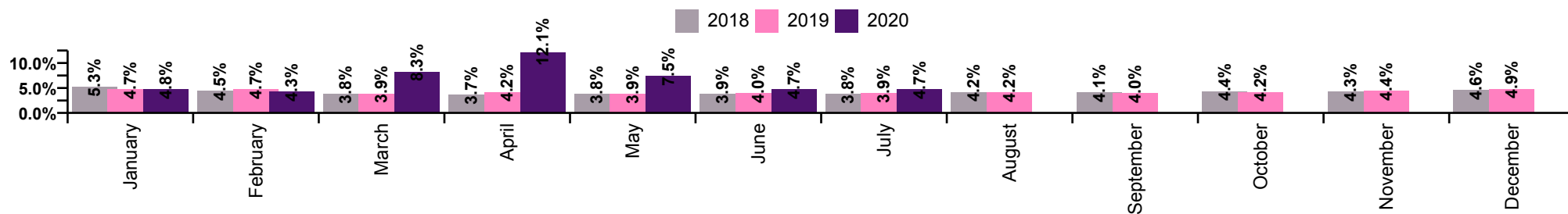
St. James's by Staff Category Jul 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	2.6%	0.4%	0.8%	3.8%	68.3%	11.4%	20.3%
Medical & Dental	0.3%	0.0%	0.1%	0.4%	72.8%	8.9%	18.3%
Nursing & Midwifery	2.7%	0.7%	1.2%	4.7%	57.7%	15.8%	26.5%
Health & Social Care Professionals	1.9%	0.1%	0.3%	2.3%	80.9%	4.7%	14.4%
Management & Administrative	2.8%	0.1%	0.4%	3.3%	84.4%	2.9%	12.7%
General Support	3.7%	0.4%	0.9%	5.0%	73.5%	8.2%	18.3%
Patient & Client Care	6.0%	0.9%	1.2%	8.1%	74.3%	11.5%	14.2%

St. Luke's Rathgar by Staff Category Jul 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	3.0%	0.3%	0.8%	4.0%	74.5%	6.3%	19.2%
Medical & Dental	0.0%	0.0%	0.8%	0.8%	0.0%	0.0%	100.0%
Nursing & Midwifery	2.1%	0.2%	0.9%	3.2%	65.0%	6.6%	28.4%
Health & Social Care Professionals	2.0%	0.3%	0.3%	2.5%	79.1%	10.8%	10.1%
Management & Administrative	2.6%	0.4%	0.1%	3.2%	82.7%	13.8%	3.6%
General Support	10.7%	0.3%	1.9%	12.9%	82.8%	2.4%	14.8%
Patient & Client Care	3.4%	0.0%	5.4%	8.8%	39.0%	0.0%	61.0%

Tallaght University Hospital by Staff Category Jul 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	3.9%	0.3%	0.7%	5.0%	79.5%	6.5%	13.9%
Medical & Dental	0.8%	0.1%	0.1%	0.9%	81.4%	5.6%	13.0%
Nursing & Midwifery	3.9%	0.5%	1.0%	5.4%	72.5%	9.5%	17.9%
Health & Social Care Professionals	4.0%	0.2%	0.7%	4.9%	81.5%	4.2%	14.4%
Management & Administrative	4.9%	0.2%	0.7%	5.8%	85.2%	3.6%	11.3%
General Support	7.1%	0.4%	0.2%	7.8%	91.8%	5.5%	2.7%
Patient & Client Care	4.7%	0.3%	1.1%	6.1%	77.0%	4.6%	18.4%

Coombe Women & Infants University Hospital by Staff Category Jul 2020	Certified absence	Self-certified absence	COVID-19 absence	Total absence	Certified	Self-certified	COVID-19
Total	1.7%	1.3%	1.6%	4.6%	36.8%	27.4%	35.8%
Medical & Dental	0.6%	0.1%	0.9%	1.7%	38.1%	7.2%	54.6%
Nursing & Midwifery	1.0%	2.5%	1.5%	5.0%	20.4%	49.5%	30.1%
Health & Social Care Professionals	1.2%	0.3%	0.1%	1.6%	76.9%	19.2%	3.8%
Management & Administrative	1.7%	0.4%	1.3%	3.4%	50.8%	11.1%	38.1%
General Support	5.0%	0.3%	3.8%	9.1%	54.5%	3.8%	41.7%
Patient & Client Care	0.8%	0.4%	1.7%	2.8%	27.6%	13.8%	58.6%

Dublin Midlands Hospital Group Absence Rate - by Staff Category	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
DML HG: 2020	2.5%	7.9%	4.5%	5.9%	8.3%	10.3%	3.7%	0.5%	2.5%	6.6%
July	0.9%	5.3%	3.5%	4.5%	6.9%	8.0%	3.4%	0.5%	0.8%	4.7%
June	1.1%	5.6%	2.8%	4.3%	6.7%	8.1%	3.1%	0.4%	1.1%	4.7%
May	2.3%	9.5%	4.3%	5.4%	8.9%	12.0%	3.5%	0.3%	3.7%	7.5%
April	6.4%	15.6%	6.8%	9.2%	11.8%	18.2%	4.1%	0.3%	7.7%	12.1%
March	4.7%	9.6%	6.5%	7.3%	9.3%	11.0%	3.7%	0.5%	4.0%	8.3%
February	1.2%	4.3%	3.6%	4.8%	6.7%	6.5%	3.7%	0.6%	0.0%	4.3%
January	1.1%	4.7%	3.9%	5.6%	7.6%	7.4%	4.1%	0.7%	0.0%	4.8%
DML HG: 2019	1.0%	4.5%	3.4%	4.4%	6.5%	6.6%	3.6%	0.6%	0.0%	4.3%
December	1.1%	4.9%	4.1%	5.3%	7.9%	7.1%	4.1%	0.8%	0.0%	4.9%
November	1.0%	4.7%	4.0%	4.7%	6.6%	6.4%	3.9%	0.6%	0.0%	4.4%
October	0.7%	4.3%	3.3%	4.8%	6.5%	7.1%	3.7%	0.6%	0.0%	4.2%
September	1.0%	4.3%	2.7%	4.7%	6.1%	6.1%	3.5%	0.6%	0.0%	4.0%
August	1.3%	4.5%	3.0%	4.3%	6.1%	6.3%	3.7%	0.5%	0.0%	4.2%
July	0.9%	4.3%	3.0%	4.1%	5.8%	5.9%	3.5%	0.5%	0.0%	3.9%
June	1.0%	4.0%	3.0%	4.2%	6.1%	7.2%	3.4%	0.7%	0.0%	4.0%
May	1.0%	4.0%	3.4%	3.9%	5.6%	6.2%	3.4%	0.5%	0.0%	3.9%
April	1.1%	4.4%	3.7%	3.9%	6.0%	7.1%	3.7%	0.5%	0.0%	4.2%
March	0.9%	4.0%	3.7%	3.7%	7.0%	5.3%	3.3%	0.6%	0.0%	3.9%
February	1.3%	5.5%	3.5%	4.7%	5.9%	7.0%	3.8%	0.9%	0.0%	4.7%
January	1.0%	5.1%	3.6%	4.5%	8.0%	7.1%	4.0%	0.7%	0.0%	4.7%
DML HG: 2018	0.8%	4.3%	3.2%	4.1%	6.6%	7.4%	3.7%	0.5%	0.0%	4.2%



Dublin Midlands Hospital Group Absence Rate - by Hospital	MRH Portlaoise	MRH Tullamore	Naas General	St. James's	St. Luke's Rathgar	Tallaght University Hospital	Coombe Women & Infants University Hospital	Total absence	Certified absence	Self- certified absence	COVID-19 absence
DML HG: 2020 overall	7.4%	8.2%	9.1%	6.1%	5.8%	6.9%	5.3%	6.6%	3.7%	0.5%	2.5%
Medical & Dental	2.3%	2.7%	5.3%	1.6%	3.9%	3.4%	2.1%	2.5%	0.8%	0.1%	1.6%
Nursing & Midwifery	7.6%	9.6%	10.7%	8.1%	4.6%	7.6%	5.5%	7.9%	3.7%	0.7%	3.4%
Health & Social Care Professionals	7.3%	10.2%	4.5%	3.4%	3.4%	5.8%	1.3%	4.5%	2.8%	0.3%	1.4%
Management & Administrative	8.7%	5.8%	7.3%	4.4%	7.0%	7.4%	5.0%	5.9%	4.2%	0.3%	1.4%
General Support	4.4%	4.0%	12.8%	7.1%	13.1%	8.9%	9.5%	8.3%	5.7%	0.5%	2.1%
Patient & Client Care	9.5%	10.2%	12.1%	11.2%	13.2%	9.3%	4.5%	10.3%	6.0%	0.6%	3.7%
Total July:	6.2%	6.5%	7.1%	3.8%	4.0%	5.0%	4.6%	4.7%	3.4%	0.5%	0.8%
Medical & Dental	1.2%	1.3%	2.7%	0.4%	0.8%	0.9%	1.7%	0.9%	0.5%	0.1%	0.3%
Nursing & Midwifery	6.5%	7.5%	7.0%	4.7%	3.2%	5.4%	5.0%	5.3%	3.3%	0.9%	1.1%
Health & Social Care Professionals	6.3%	7.9%	3.6%	2.3%	2.5%	4.9%	1.6%	3.5%	2.9%	0.2%	0.4%
Management & Administrative	10.0%	3.5%	6.3%	3.3%	3.2%	5.8%	3.4%	4.5%	3.7%	0.2%	0.5%
General Support	3.6%	4.8%	9.3%	5.0%	12.9%	7.8%	9.1%	6.9%	5.4%	0.4%	1.2%
Patient & Client Care	7.1%	8.5%	12.1%	8.1%	8.8%	6.1%	2.8%	8.0%	6.4%	0.7%	1.0%
Total June:	6.4%	6.7%	6.7%	3.7%	4.0%	4.9%	4.4%	4.7%	3.1%	0.4%	1.1%
Medical & Dental	1.5%	0.7%	2.9%	0.7%	3.2%	1.3%	1.2%	1.1%	0.5%	0.1%	0.5%
Nursing & Midwifery	6.9%	8.3%	7.5%	5.1%	1.6%	5.3%	4.6%	5.6%	3.2%	0.7%	1.7%
Health & Social Care Professionals	3.4%	9.5%	2.0%	1.6%	0.9%	4.7%	1.0%	2.8%	2.3%	0.2%	0.4%
Management & Administrative	7.1%	4.5%	6.1%	2.4%	5.4%	6.2%	3.5%	4.3%	3.3%	0.2%	0.8%
General Support	2.1%	2.2%	10.1%	4.9%	13.8%	6.5%	9.3%	6.7%	5.0%	0.4%	1.3%
Patient & Client Care	9.6%	8.1%	11.0%	7.6%	10.1%	6.8%	3.4%	8.1%	6.0%	0.5%	1.6%
Total May:	7.1%	8.8%	10.1%	7.3%	4.8%	7.8%	5.3%	7.5%	3.5%	0.3%	3.7%
Medical & Dental	1.5%	2.4%	5.2%	1.3%	3.2%	3.7%	1.4%	2.3%	0.8%	0.1%	1.4%
Nursing & Midwifery	7.5%	10.0%	13.8%	10.2%	4.4%	9.7%	5.2%	9.5%	3.9%	0.5%	5.1%
Health & Social Care Professionals	5.1%	11.6%	2.8%	3.7%	1.5%	5.3%	0.6%	4.3%	2.3%	0.1%	1.9%
Management & Administrative	7.9%	6.9%	9.7%	3.4%	4.6%	7.2%	4.4%	5.4%	3.5%	0.1%	1.8%
General Support	1.3%	2.2%	14.5%	8.5%	13.5%	8.6%	10.6%	8.9%	4.9%	0.4%	3.6%
Patient & Client Care	10.2%	11.2%	10.9%	14.3%	17.4%	11.3%	5.7%	12.0%	5.5%	0.6%	5.9%
Total April:	10.0%	14.0%	14.6%	12.3%	10.7%	12.7%	8.0%	12.1%	4.1%	0.3%	7.7%
Medical & Dental	3.6%	5.1%	10.4%	4.1%	13.7%	10.3%	4.8%	6.4%	0.9%	0.1%	5.5%
Nursing & Midwifery	11.5%	17.5%	19.4%	17.3%	7.8%	15.6%	8.3%	15.6%	4.5%	0.4%	10.6%
Health & Social Care Professionals	9.8%	14.3%	6.1%	5.6%	6.4%	7.5%	2.2%	6.8%	2.8%	0.1%	3.9%
Management & Administrative	10.9%	10.4%	9.6%	7.4%	16.2%	10.4%	6.9%	9.2%	4.7%	0.1%	4.4%
General Support	3.5%	4.0%	19.5%	10.5%	13.8%	13.7%	13.7%	11.8%	5.8%	0.3%	5.7%
Patient & Client Care	11.7%	17.4%	16.8%	23.9%	25.8%	15.9%	5.1%	18.2%	6.4%	0.6%	11.3%
Total March:	8.3%	9.7%	10.0%	8.4%	8.1%	7.6%	6.8%	8.3%	3.7%	0.5%	4.0%
Medical & Dental	5.6%	6.0%	7.6%	3.6%	5.9%	5.3%	4.0%	4.7%	0.9%	0.2%	3.7%
Nursing & Midwifery	8.4%	11.4%	11.0%	10.5%	8.0%	7.7%	8.2%	9.6%	3.9%	0.7%	5.0%
Health & Social Care Professionals	6.1%	12.3%	8.7%	5.1%	6.5%	7.9%	1.8%	6.5%	2.9%	0.3%	3.2%
Management & Administrative	9.8%	6.1%	5.0%	7.2%	7.1%	8.2%	6.7%	7.3%	4.4%	0.3%	2.6%
General Support	5.1%	3.7%	13.1%	9.7%	14.2%	8.9%	8.4%	9.3%	5.8%	0.5%	2.9%
Patient & Client Care	9.9%	10.6%	13.0%	12.9%	15.1%	8.1%	5.3%	11.0%	5.4%	0.6%	5.1%
Total February:	6.0%	5.5%	5.9%	3.3%	4.1%	5.0%	3.9%	4.3%	3.7%	0.6%	
Medical & Dental	0.8%	1.1%	3.0%	0.6%	0.4%	2.1%	0.6%	1.2%	0.9%	0.2%	
Nursing & Midwifery	5.6%	5.6%	5.6%	3.6%	2.2%	4.5%	3.9%	4.3%	3.5%	0.8%	
Health & Social Care Professionals	8.3%	8.2%	3.4%	2.7%	2.3%	5.0%	0.3%	3.6%	3.1%	0.5%	
Management & Administrative	7.2%	4.7%	7.1%	3.4%	6.2%	5.8%	5.0%	4.8%	4.4%	0.5%	
General Support	6.7%	4.2%	10.2%	5.3%	11.6%	7.1%	7.4%	6.7%	6.1%	0.6%	
Patient & Client Care	7.9%	7.0%	8.9%	4.7%	4.5%	8.3%	2.1%	6.5%	5.7%	0.8%	
Total January:	7.4%	6.0%		3.8%	5.1%	5.5%	4.3%	4.8%	4.1%	0.7%	
Medical & Dental	1.7%	2.0%		0.9%	0.2%	1.3%	0.9%	1.1%	0.9%	0.2%	
Nursing & Midwifery	6.3%	6.0%		4.7%	4.8%	4.5%	3.2%	4.7%	3.8%	0.9%	
Health & Social Care Professionals	11.8%	6.9%		2.6%	3.2%	5.2%	1.6%	3.9%	3.4%	0.5%	
Management & Administrative	7.7%	4.1%		3.7%	6.7%	8.2%	5.5%	5.6%	5.1%	0.5%	
General Support	8.1%	6.7%		5.8%	11.8%	9.1%	8.5%	7.6%	7.0%	0.7%	
Patient & Client Care	10.1%	8.4%		5.1%	9.9%	8.5%	7.0%	7.4%	6.5%	0.9%	
DML HG: 2019 overall	6.0%	6.2%	4.7%	3.3%	4.3%	4.7%	4.2%	4.3%	3.6%	0.6%	
Medical & Dental	1.5%	1.9%	1.4%	0.8%	1.1%	1.2%	0.2%	1.0%	0.9%	0.2%	
Nursing & Midwifery	5.9%	5.9%	5.1%	3.7%	3.1%	4.9%	4.4%	4.5%	3.6%	0.9%	
Health & Social Care Professionals	7.5%	9.4%	2.2%	2.2%	3.2%	4.4%	1.6%	3.4%	3.1%	0.3%	
Management & Administrative	7.1%	5.9%	3.8%	3.5%	4.1%	5.2%	3.7%	4.4%	3.9%	0.5%	
General Support	3.8%	4.6%	11.8%	5.1%	10.7%	7.4%	6.5%	6.5%	5.8%	0.7%	
Patient & Client Care	7.6%	7.9%	7.0%	5.0%	7.9%	6.5%	7.5%	6.6%	5.8%	0.8%	
DML HG: 2018 overall	5.8%	6.3%	4.1%	3.2%	5.2%	4.7%	3.8%	4.2%	3.7%	0.5%	
Medical & Dental	1.4%	0.8%	1.0%	0.7%	1.1%	0.9%	0.1%	0.8%	0.6%	0.1%	
Nursing & Midwifery	6.1%	6.6%	4.2%	3.5%	6.0%	4.7%	3.5%	4.3%	3.6%	0.7%	
Health & Social Care Professionals	5.9%	6.9%	1.3%	2.1%	3.8%	4.9%	0.3%	3.2%	2.9%	0.3%	
Management & Administrative	6.1%	6.0%	2.3%	3.2%	5.9%	4.8%	3.1%	4.1%	3.7%	0.4%	
General Support	7.8%	4.3%	5.7%	5.7%	9.6%	6.8%	7.9%	6.6%	5.9%	0.7%	
Patient & Client Care	7.2%	9.4%	9.0%	5.4%	6.2%	8.0%	8.2%	7.4%	6.7%	0.8%	