Equality and Diversity Workforce Data Report 2022

Version 2

Published 15.09.22

All public sector organisations, including health boards, are required to comply with the Equality Act 2010. Integrated into the Act is the Public Sector Equality Duty (PSED) which came into force in April 2011. The PSED requires public bodies to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act

- Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not

- Foster good relations between those who share a protected characteristic and those who do not

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 came into force in May 2012. One of the specific duties is the requirement for organisations to gather and publish an annual report, breaking down their workforce by each of the 9 'protected characteristics' which are:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage and Civil Partnership

- Pregnancy and Maternity
- Race
- Religion and Belief
- Sexual Orientation

The Specific Duties legislation also requires organisations to 'mainstream' the equality duties into its day to day, core business. A range of data and evidence (for example on recruitment, pay, employee relations) on staff, broken down by protected characteristic is crucial to being able to meet the Public Sector Equality Duty. Equality monitoring information lets us identify how people experience employment within NHS Dumfries and Galloway, based on their protected characteristics, and in turn set actions to tackle any inequality evidenced within the data.

This report contains some of the high level observations for each protected characteristic. The report meets NHS Dumfries and Galloway's statutory obligation, under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, to publish information annually relating to the diversity profile of our workforce and an analysis of equality and diversity in recruitment, retention, and employee relation cases.

In July 2021, the national HR system, eESS, the Sexual Orientation categories were updated to match the recruiting system, Job Train. The "Gay" and "Lesbian" categories for Sexual Orientation were replaced with a single category, "Gay/Lesbian". The data for Sexual Orientation in this report has been adjusted accordingly.

The initial data was run during May and June 2022 for the period 01.04.21 to 31.03.22 and presented as **Version 1** of this report. The data was refreshed and published as **Version 2** on 15.09.22. The Report is presented in 4 key sections:

- Staff in Post
- Recruitment
- Leavers
- Employee Relations

1. **Staff in Post**

The age profile of the Board's workforce overall has not significantly changed during the reporting period for most age groups. In March 2022, the largest proportion of the NHS Dumfries and Galloway workforce were in the 50-59 age range, a trend shown in the workforce data since 2018. However, the proportion of staff within this age range has declined from 32.2% to 27.6% since 2019. There has been an increase across age groups up to age 49 since 2019. Within the 20-29 age group, there has been an increase from 10.% in March 2019, to 16.8% in March 2022. Staff aged 30-39 have increased from 20% in March 2019 to 23% in March 2022. The proportion of staff aged 50 and over continues to be in decline. There has been a decline in staff aged 40-49 for the first year since 2018.

The Board's workforce continues to be predominantly female, representing 82.6% as at March 2021. This remains largely unchanged in the previous years of reporting. More detailed information broken down by Sex can be found within the Board's gender pay gap report which can be found here.
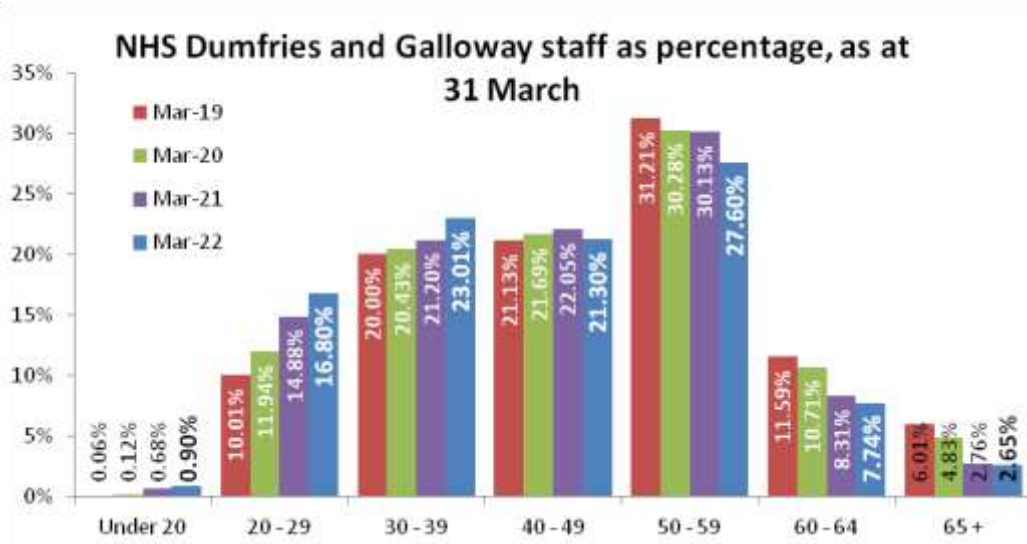
For the characteristics of disability, ethnicity, transgender, marriage and civil partnership, religion and belief and sexual orientation, there continues to be gaps in the data held on staff and their protected characteristics. This varies between each of the protected characteristic groups.

There has been an overall decrease in the 'not specified' information reported on 'Staff in Post' this year. This is largely due to the staff in post data being linked with recruitment data and an effort to encourage existing staff to log onto the EESS HR system and input their information. This will be a regular, ongoing ask, and the data will continue to improve over time
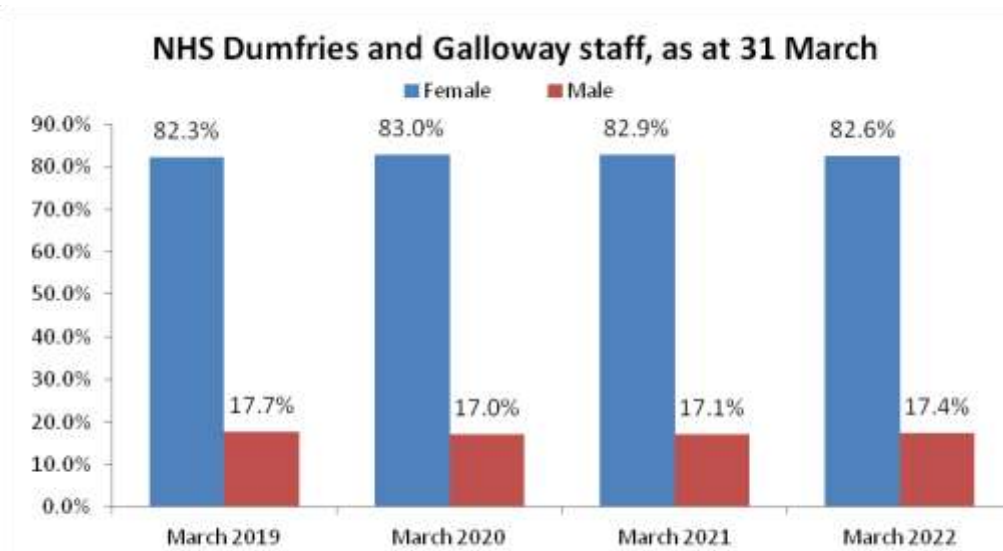
The 2021 equality outcomes acknowledge the importance of holding accurate, up to date information on the workforce and an outcome has been set which looks specifically at making improvements. Outcome 4 states '*Robust systems are in place to record equality data and provide accurate reporting*'. Proposed success criteria includes:

- an improvement to the collection of equality data of the existing workforce, allowing more in depth, high level workforce monitoring,
- the development of equality monitoring in staff and patient data gathering processes is being prioritised,
- focus groups have been undertaken and equality data programmes trialled with staff to develop ways of increasing accurate data reporting
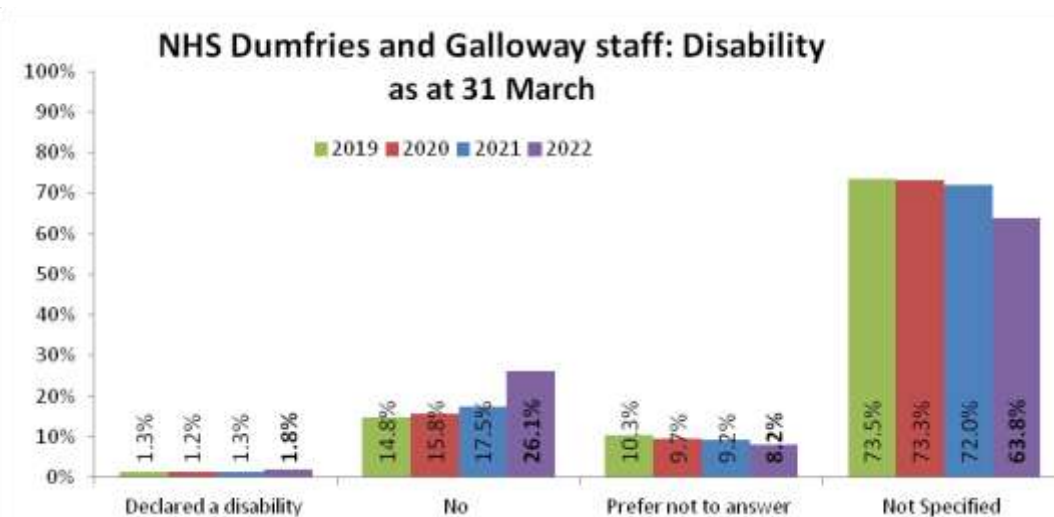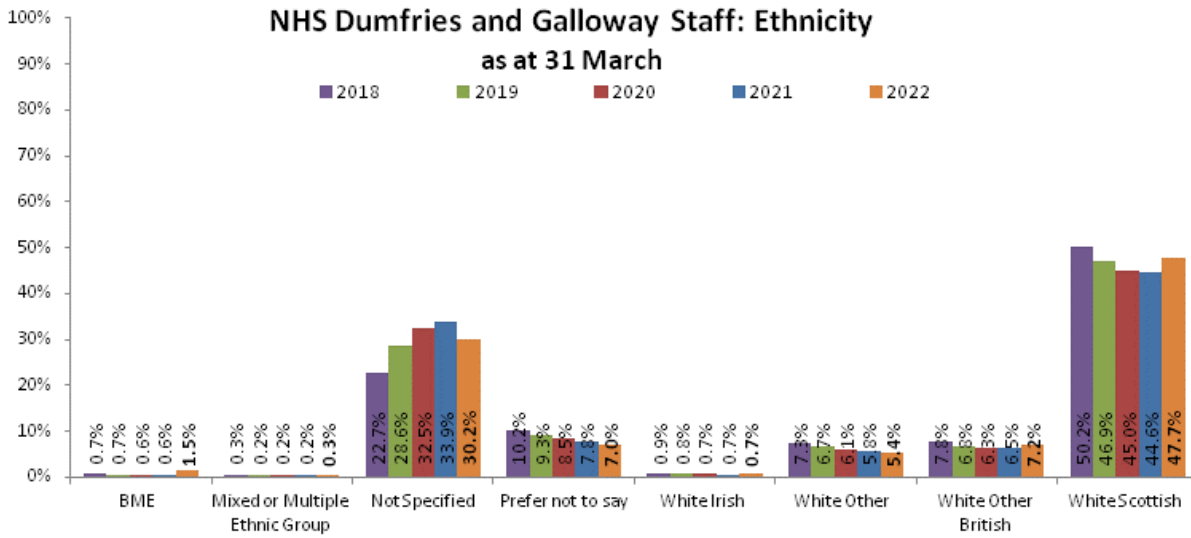
Age

NHS Dumfries and Galloway staff as percentage, as at 31 March

Legend: Mar-19, Mar-20, Mar-21, Mar-22

Age	Mar-19	Mar-20	Mar-21	Mar-22
Under 20	0.06%	0.12%	0.68%	0.90%
20 – 29	10.01%	11.94%	14.88%	16.80%
30 – 39	20.00%	20.43%	21.20%	23.01%
40 – 49	21.13%	21.69%	22.05%	21.30%
50 – 59	31.21%	30.28%	30.13%	27.60%
60 – 64	11.59%	10.71%	8.31%	7.74%
65 +	6.01%	4.83%	2.76%	2.65%

Sex

NHS Dumfries and Galloway staff, as at 31 March

Legend: Female, Male

	March 2019	March 2020	March 2021	March 2022
Female	82.3%	83.0%	82.9%	82.6%
Male	17.7%	17.0%	17.1%	17.4%

Disability

NHS Dumfries and Galloway staff: Disability as at 31 March

Legend: 2019, 2020, 2021, 2022

	2019	2020	2021	2022
Declared a disability	1.3%	1.2%	1.3%	1.8%
No	14.8%	15.8%	17.5%	26.1%
Prefer not to answer	10.3%	9.7%	9.2%	8.2%
Not Specified	73.5%	73.3%	72.0%	63.8%

Ethnicity
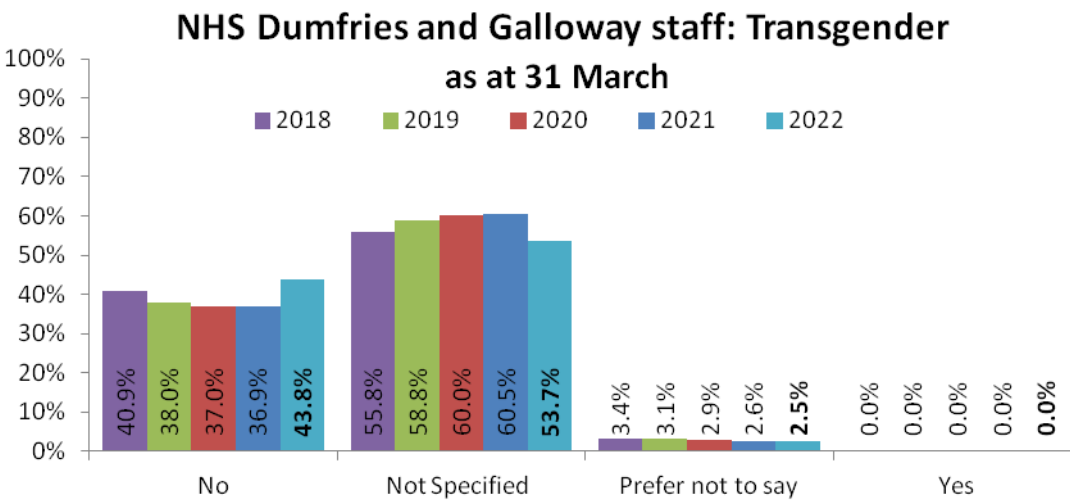

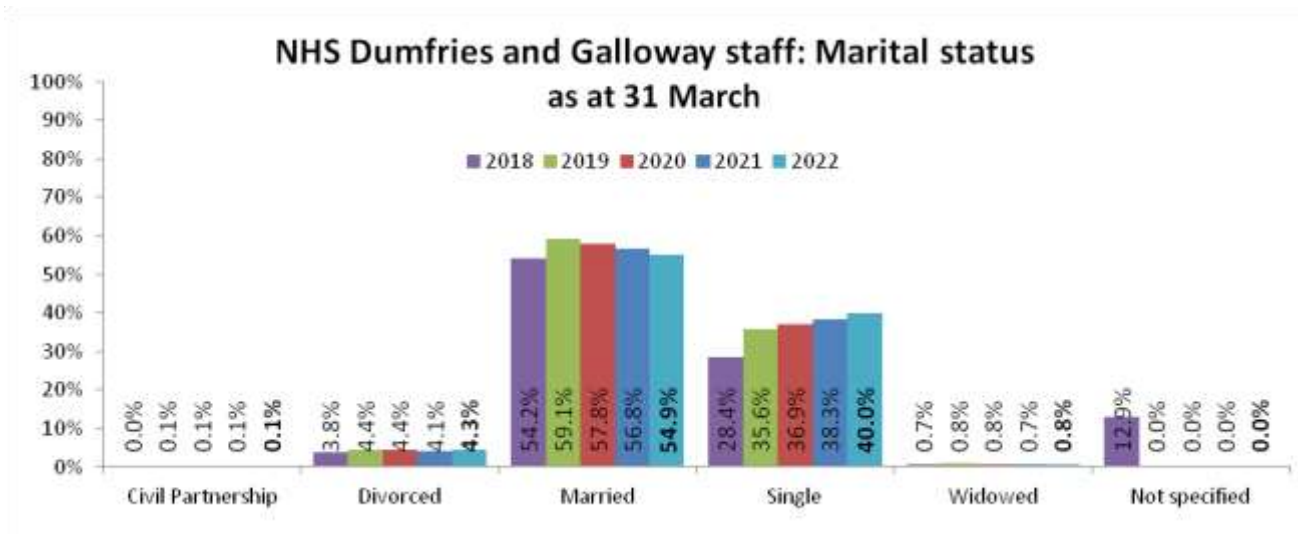NHS Dumfries and Galloway Staff: Ethnicity as at 31 March
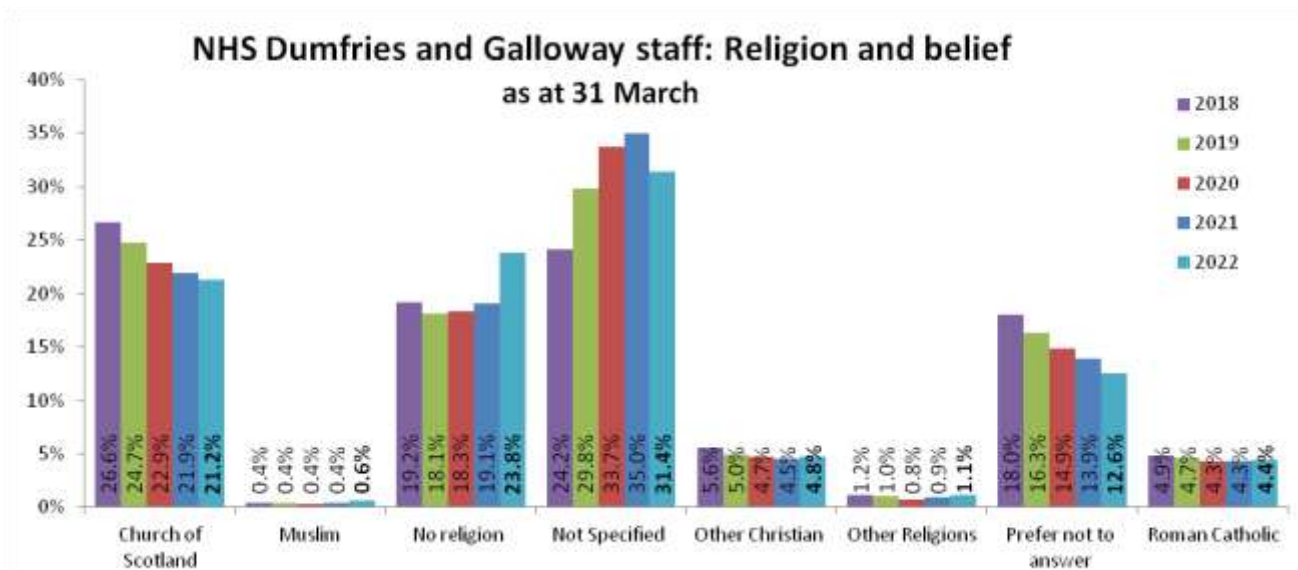
Transgender

For 2021-22, a number of employees stated 'yes' in relation to having a Transgender identity, an increase compared to previous years, but the numbers were too small to be included in the percentage breakdown indicated in the table below.
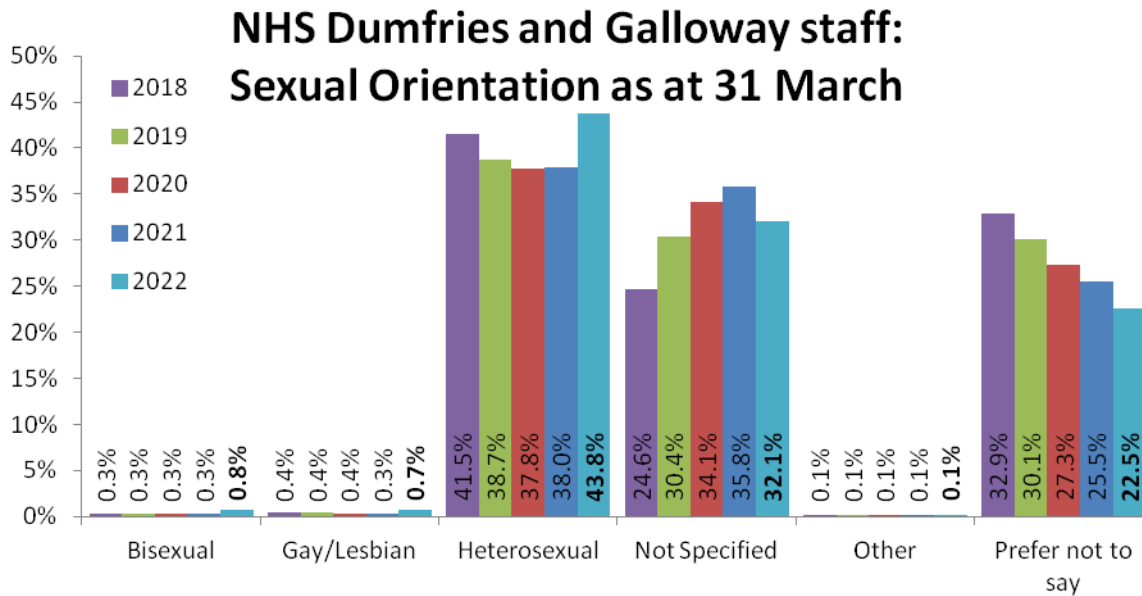

NHS Dumfries and Galloway staff: Transgender as at 31 March

Marriage and Civil Partnership

NHS Dumfries and Galloway staff: Marital status as at 31 March

Legend: 2018, 2019, 2020, 2021, 2022

Category	2018	2019	2020	2021	2022
Civil Partnership	0.0%	0.1%	0.1%	0.1%	0.1%
Divorced	3.8%	4.4%	4.4%	4.1%	4.3%
Married	54.2%	59.1%	57.8%	56.8%	54.9%
Single	28.4%	35.6%	36.9%	38.3%	40.0%
Widowed	0.7%	0.8%	0.8%	0.7%	0.8%
Not specified	12.9%	0.0%	0.0%	0.0%	0.0%

Religion and Belief

NHS Dumfries and Galloway staff: Religion and belief as at 31 March

Legend: 2018, 2019, 2020, 2021, 2022

Category	2018	2019	2020	2021	2022
Church of Scotland	26.6%	24.7%	22.9%	21.9%	21.2%
Muslim	0.4%	0.4%	0.4%	0.4%	0.6%
No religion	19.2%	18.1%	18.3%	19.1%	23.8%
Not Specified	24.2%	29.8%	33.7%	35.0%	31.4%
Other Christian	5.6%	5.0%	4.7%	4.5%	4.8%
Other Religions	1.2%	1.0%	0.8%	0.9%	1.1%
Prefer not to answer	18.0%	16.3%	14.9%	13.9%	12.6%
Roman Catholic	4.9%	4.7%	4.3%	4.3%	4.4%

Sexual Orientation

NHS Dumfries and Galloway staff: Sexual Orientation as at 31 March

Legend:
- 2018
- 2019
- 2020
- 2021
- 2022

Category	2018	2019	2020	2021	2022
Bisexual	0.3%	0.3%	0.3%	0.3%	0.8%
Gay/Lesbian	0.4%	0.4%	0.4%	0.3%	0.7%
Heterosexual	41.5%	38.7%	37.8%	38.0%	43.8%
Not Specified	24.6%	30.4%	34.1%	35.8%	32.1%
Other	0.1%	0.1%	0.1%	0.1%	0.1%
Prefer not to say	32.9%	30.1%	27.3%	25.5%	22.5%

Pregnancy and Maternity

- 290 staff were on maternity leave at some point during the 2021-22 reporting period
- 101 of these staff were on maternity leave before 01/04/2021.
- 189 staff started their maternity after 1st April 2021.
- 189 staff finished their maternity leave during 2021-22
- 101 staff finished maternity leave after 31/03/2021
- 88 staff started and finished their maternity leave in 2021-22

2. Recruitment

NHS Dumfries and Galloway have a Recruitment and Selection Policy setting out its principles in recruitment and selecting new staff in order to:

- Comply with legal requirements and best practice
- Provide a consistent and equitable approach to recruitment
- Ensure NHS Dumfries and Galloway employs individuals with the necessary skills, qualifications and experience at all levels of the organisation to provide the highest possible quality of care to patients and clients
- Ensure that all those involved with recruitment reflect positively the image of the organisation
- Ensure that all internal and external candidates have had all pre-employment checks completed before commencing employment

The Recruitment and Selection Policy and Procedures are underpinned by the values of fairness and equality of opportunity.

The tables below set out recruitment figures for the reporting period 2021-2022. Tables for 2019-20 and 2020-21 are provided in Appendix 1. Currently, there is an issue with the national recruitment system that is preventing reporting by marital status. Once this issue has been rectified, the report will be updated to show this protected characteristics.

The recruitment data is shown to 2 decimal points in order to ensure that small percentages of applicants, shortlisted and preferred candidates are still visible.

Gender

The percentage of female preferred candidates in 2021-22 was higher than those at shortlist and application, whilst the percentage of male candidates decreases from application to preferred candidate. This was also the case in 2019-20 and 2020-21.

Gender	Applicant	Shortlisted	Preferred Candidate
Female	73.79%	79.32%	83.10%
Male	25.67%	19.94%	16.43%
Prefer not to say	0.38%	0.54%	0.31%
In Another Way	0.16%	0.21%	0.16%
Total	100.00%	100.01%	100.00%

Age

In 20219-2020 and 2020-21 there was an issue with the national recruitment system that prevented reporting by age. The data for 2021-2022, shown below, is therefore unable to be compared with previous years. The issue also appears to have caused a higher than expected number of 'prefer not to say' responses in 2022 and this is being investigated with the team.

Age	Applicant	Shortlisted	Preferred Candidate
15-19 Years	2.8%	2.3%	2.9%
20-24 Years	10.5%	10.6%	10.8%
25-29 Years	16.7%	14.2%	13.3%
30-34 Years	13%	11.9%	11.6%
35-39 Years	9.1%	9.6%	9.2%
40-44 Years	7.1%	8.5%	8.3%
45-49 Years	6%	8.2%	7.2%
50-54 Years	5.8%	7.4%	7%
55-59 Years	3.9%	5.6%	4.6%
60-64 Years	1.5%	2.1%	1.9%
65+ Years	0.2%	0.2%	0.2%
Prefer not to say	22.9%	18.9%	22.5%
Total	100%	100%	100%

Disability

In 2021-22, the percentage of preferred disabled candidates is slightly lower than the percentage of disabled candidates applying. This was also the case in 2020-21. In 2019-20 the percentage of preferred disabled candidates was higher than those applying. There has continued to be a slight rise in the percentage of disabled candidates since 2019.

Disability	Applicant	Shortlisted	Preferred Candidate
No	93.99%	93.04%	94.40%
Yes	6.01%	6.96%	5.60%
Total	100.00%	100.00%	100.00%

Sexual Orientation

In 2021-2022, the percentage of candidates who state that they prefer not to say or don't know was slightly lower at preferred candidate stage than at application. The percentage of heterosexual, gay/lesbian and bisexual candidates who were the preferred candidate was slightly higher than that of those who applied. This was also the case in 2019-20 and 2020-21. In 2021-22, the percentage of gay/lesbian candidates was slightly lower than in 2020-21, whilst the percentage of bisexual candidates was slightly higher.

Sexual Orientation	Applicant	Shortlisted	Preferred Candidate
Heterosexual	91.66%	91.95%	91.81%
Prefer not to say	3.57%	3.75%	2.95%
Gay/Lesbian	1.60%	1.44%	2.02%
Bisexual	2.02%	2.08%	2.70%
Don't Know	0.24%	0.10%	0.10%
Total	100.00%	100.00%	100.00%

Ethnicity

In 2021-22, the percentage of candidates who were preferred candidate was lower than that of those who applied for all Black, Asian and visible ethnic minority groups. The percentage of white candidates who were preferred candidates is higher than that of those who applied. This was also the case in 2019-20 and 2020-21. In 2021-22, there was an increase in percentages of applicants identifying as:

- African, African Scottish, African British or Other
- Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British
- Asian - Chinese, Chinese Scottish or Chinese British
- Asian - Indian, Indian Scottish or Indian British
- Asian - Indian, Indian Scottish or Indian British
- Caribbean or Black, Black Scottish, Black British, Caribbean Scottish, Caribbean British, Other
- Mixed or Multiple Ethnic Group

Ethnicity	Applicant	Shortlisted	Preferred Candidate
African - African, African Scottish or African British	6.32%	2.80%	1.14%
African - Other	4.88%	1.65%	0.52%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.35%	0.04%	
Asian - Chinese, Chinese Scottish or Chinese British	0.36%	0.45%	0.10%
Asian - Indian, Indian Scottish or Indian British	3.03%	1.30%	0.57%
Asian - Other	1.38%	0.72%	0.57%
Asian - Indian, Indian Scottish or Indian British	2.97%	1.07%	0.78%
Caribbean or Black - Black, Black Scottish or Black British	0.10%	0.02%	
Caribbean or Black - Caribbean, Caribbean Scottish or Caribbean British	0.04%	0.02%	
Caribbean or Black - Other	0.04%	0.04%	0.05%
Mixed or Multiple Ethnic Group	0.96%	0.91%	0.83%
Other Ethnic Group - Arab, Arab Scottish or Arab British	3.65%	2.63%	2.70%
Other Ethnic Group - Other	0.91%	0.74%	0.36%
Prefer not to say	0.71%	0.70%	0.47%
White - Irish	0.66%	1.07%	1.04%
White - Other British	11.57%	13.64%	12.44%
White - Scottish	58.83%	69.03%	75.48%
White - Gypsy Traveller	0.01%	0.02%	0.05%
White - Other	3.00%	2.84%	2.54%
White - Polish	0.24%	0.31%	0.36%
Total	100.00%	100.00%	100.00%

Religion or Belief

The percentage of candidates for 2021-22 who state they are Buddhist, Christian-Other, Hindu, Jewish, Muslim, Roman Catholic, Sikh or don't know is lower at preferred candidate stage than at application stage.
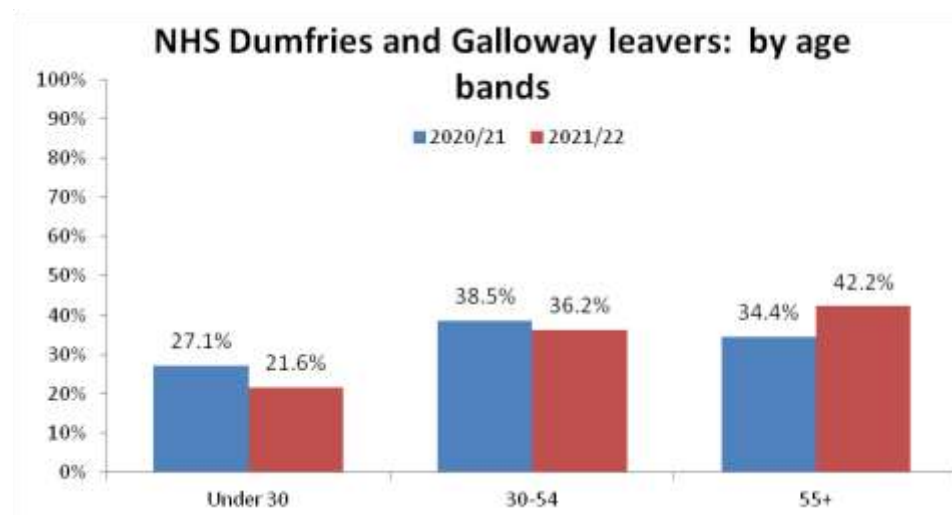
The percentage of preferred candidates who are Church of Scotland or have no religion is higher than those who applied. In 2020-21, the percentage of candidates who stated they were Church of Scotland, had no religion, preferred not to say or were Roman Catholic was higher at preferred candidate stage than at application. In 2019-20 the percentage of candidates who were Buddhist, Church of Scotland, Roman Catholic or stated they had no religion was higher at preferred candidate stage than at application. In 2021-22, there was an increase from 2020-21 in applications from candidates who state they are Buddhist, Christian – other, Hindu or Muslim.

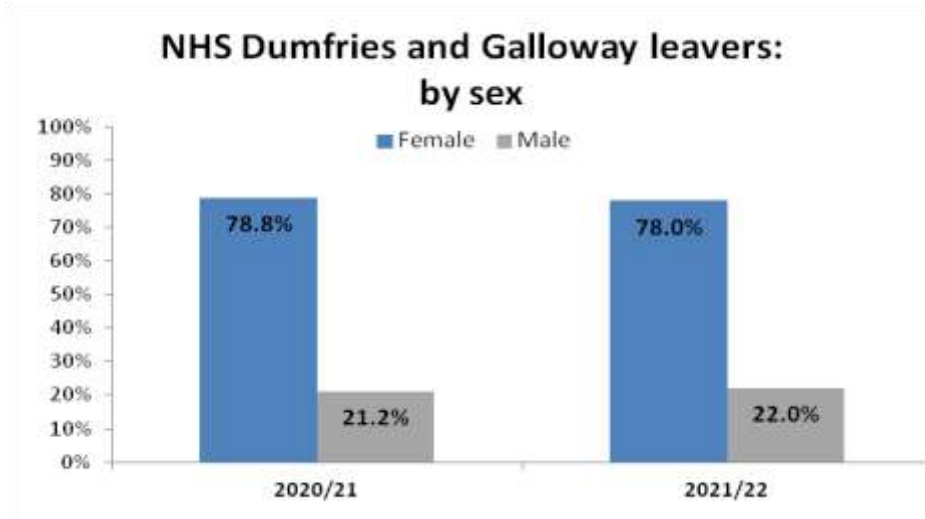|	Applicant	Shortlisted	Preferred Candidate
Buddhist	0.54%	0.49%	0.41%
Christian - Other	15.12%	10.27%	8.09%
Church of Scotland	13.77%	17.35%	19.39%
Hindu	1.49%	0.60%	0.36%
Jewish	0.07%	0.02%	
Muslim	6.30%	2.68%	1.50%
No Religion	51.14%	57.17%	59.77%
Other	0.82%	0.82%	1.14%
Prefer not to say	3.30%	3.75%	3.11%
Roman Catholic	6.57%	6.11%	5.55%
Don't Know	0.75%	0.66%	0.62%
Sikh	0.12%	0.08%	0.05%
Total	99.99%	100.00%	99.99%

3. Leavers

The tables below show the percentage of staff who left the organisation during the reporting periods 2020-21 and 2021-22 broken down by protected characteristic.
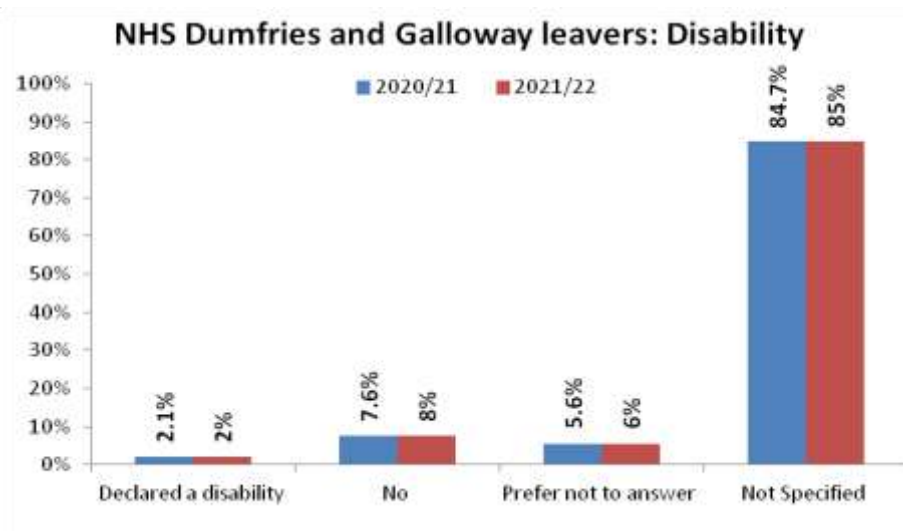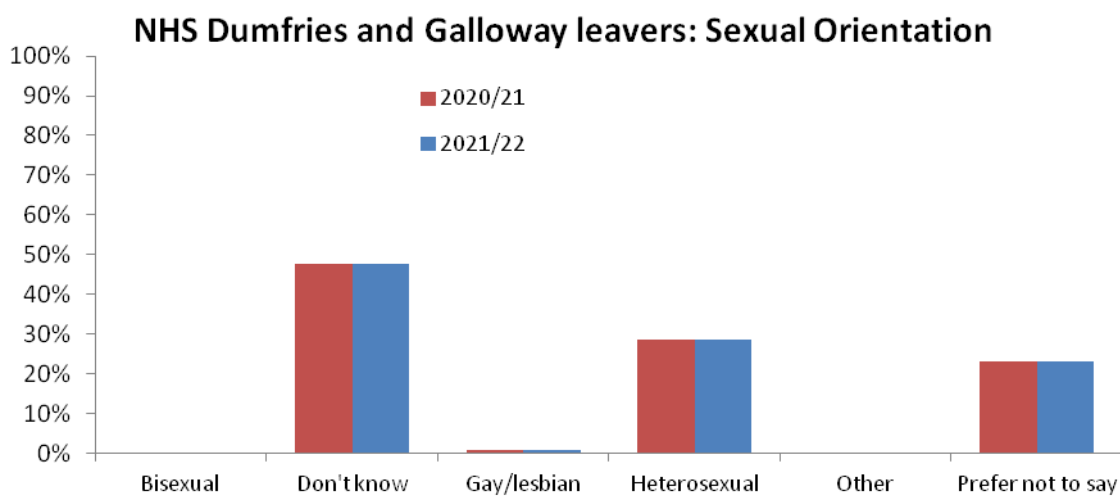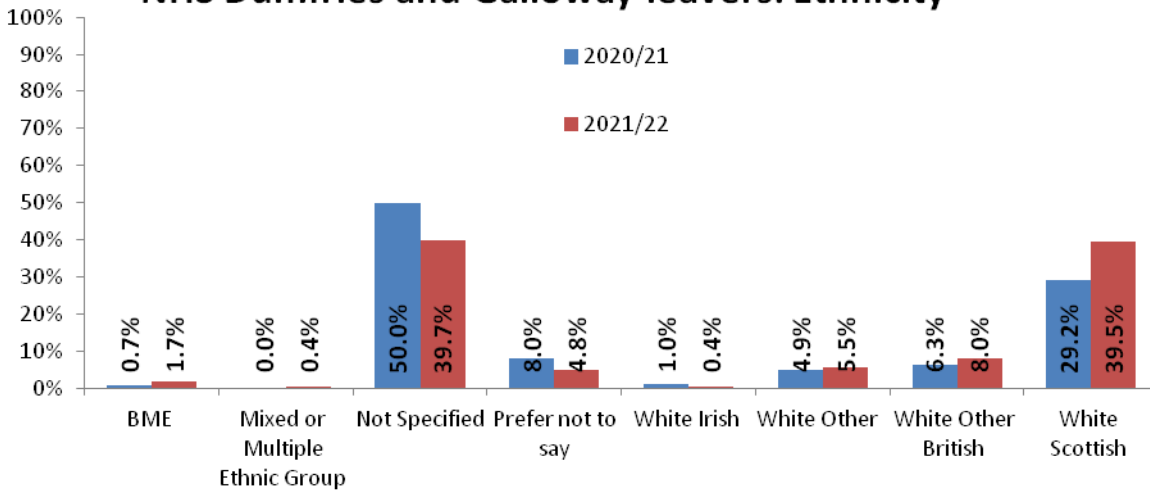
Age

Sex

NHS Dumfries and Galloway leavers: by sex

Legend: Female ■ Male

Year	Female	Male
2020/21	78.8%	21.2%
2021/22	78.0%	22.0%

Disability

NHS Dumfries and Galloway leavers: Disability

Legend: ■ 2020/21 ■ 2021/22

Category	2020/21	2021/22
Declared a disability	2.1%	2%
No	7.6%	8%
Prefer not to answer	5.6%	6%
Not Specified	84.7%	85%

Sexual Orientation

NHS Dumfries and Galloway leavers: Sexual Orientation

Legend: ■ 2020/21 ■ 2021/22

Categories: Bisexual, Don't know, Gay/lesbian, Heterosexual, Other, Prefer not to say

Ethnicity

NHS Dumfries and Galloway leavers: Ethnicity

Legend: ■ 2020/21 ■ 2021/22

Category	2020/21	2021/22
BME	0.7%	1.7%
Mixed or Multiple Ethnic Group	0.0%	0.4%
Not Specified	50.0%	39.7%
Prefer not to say	8.0%	4.8%
White Irish	1.0%	0.4%
White Other	4.9%	5.5%
White Other British	6.3%	8.0%
White Scottish	29.2%	39.5%

Gender Reassignment

NHS Dumfries and Galloway leavers: Gender Reassignment

Legend: ■ 2020/21 ■ 2021/22

Category	2020/21	2021/22
No	22.9%	
Not Specified	75.7%	
Prefer not to say	1.4%	
Yes	0.0%	
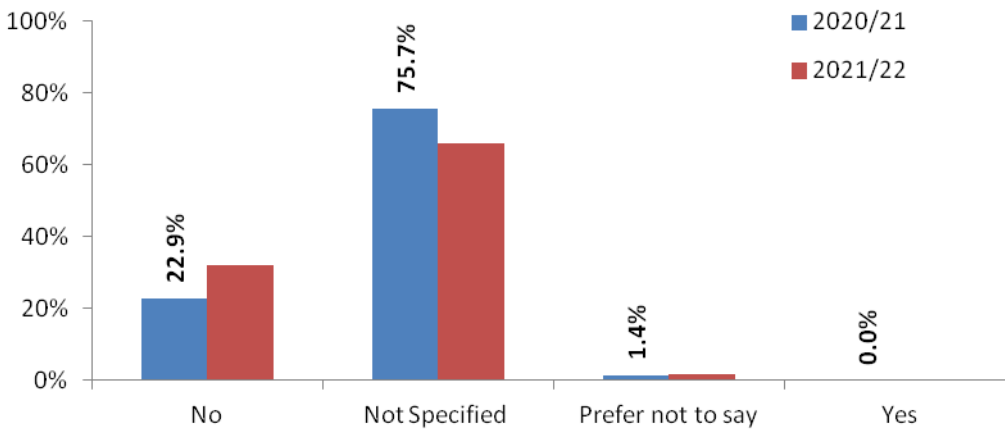
Religion and Belief

NHS Dumfries and Galloway leavers: Religion

Legend: ■ 2020/21 ■ 2021/22

Category	2020/21	2021/22
Church of Scotland	16.7%	18.1%
Muslim	0.0%	0.4%
No religion	12.8%	21.3%
Not Specified	51.0%	40.3%
Other Christian	3.5%	5.1%
Other Religions	0.7%	0.8%
Prefer not to answer	12.5%	10.8%
Roman Catholic	2.8%	3.2%

14
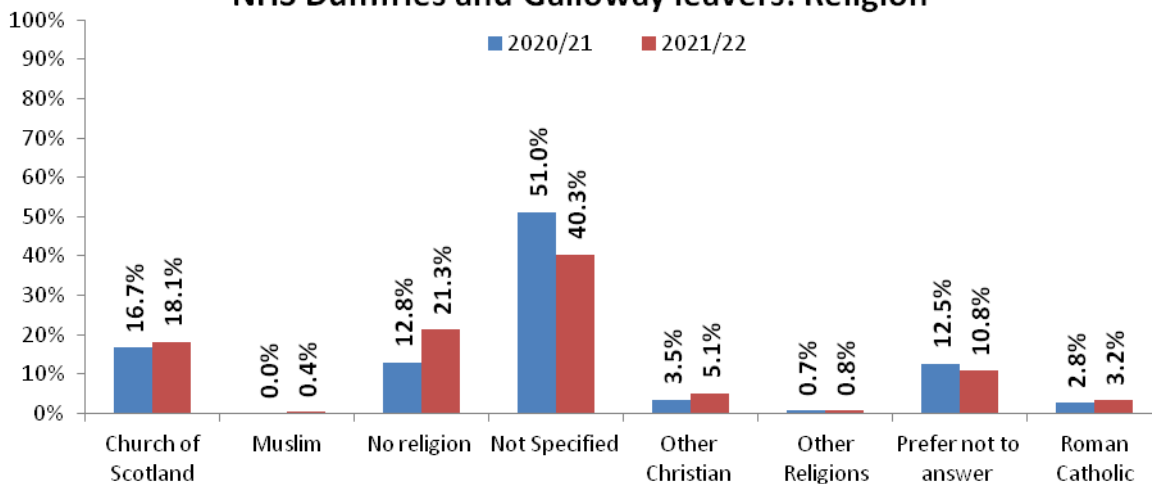
4. Employee Relations

The charts below show the proportion of employee relation cases during the period 2022-22 broken down into protected characteristic grouping of the individual involved. Grievance, Disciplinary and Bullying and Harassment Cases have been grouped together due to the small number of cases individually.
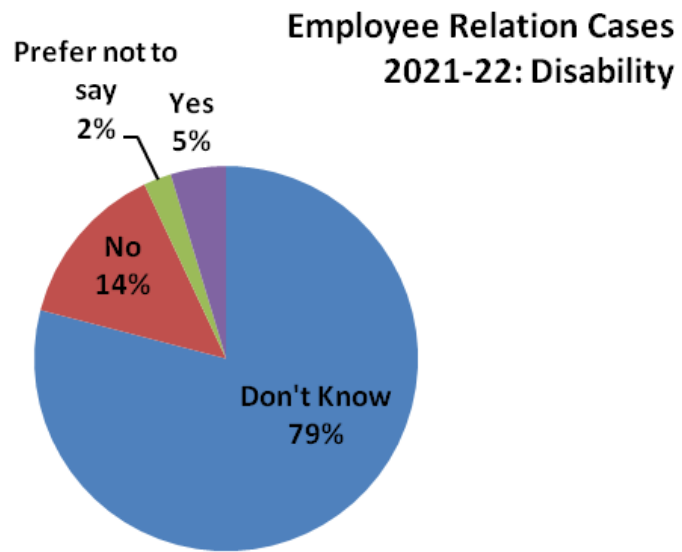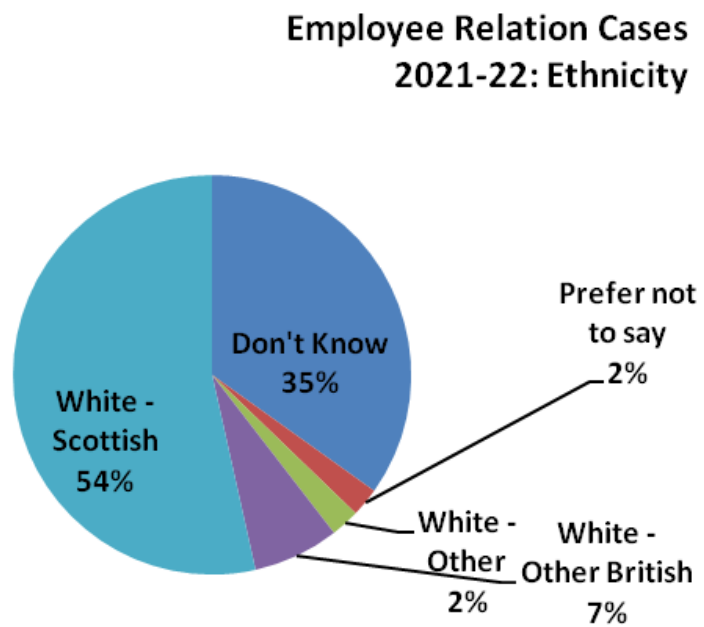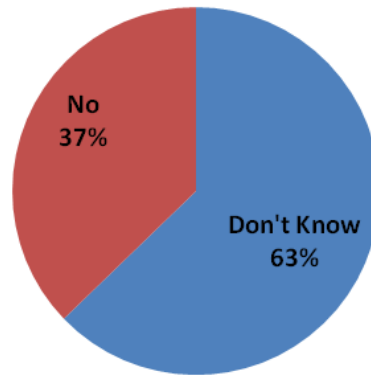
Age

Employee Relation Cases 2021-22: Age

- 60 - 64: 2%
- 65 +: 2%
- 20 - 29: 16%
- 30 - 39: 12%
- 40 - 49: 35%
- 50 - 59: 33%

Sex

Employee Relation Cases 2021-22: Sex

- Male: 44%
- Female: 56%

Disability

Employee Relation Cases 2021-22: Disability

Prefer not to say 2%

Yes 5%

No 14%

Don't Know 79%

Ethnicity

Employee Relation Cases 2021-22: Ethnicity

Don't Know 35%

White - Scottish 54%

Prefer not to say 2%

White - Other 2%

White - Other British 7%
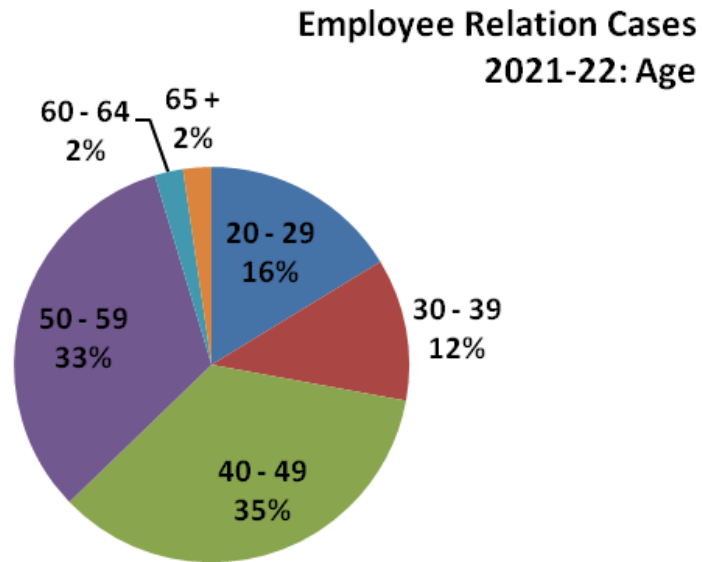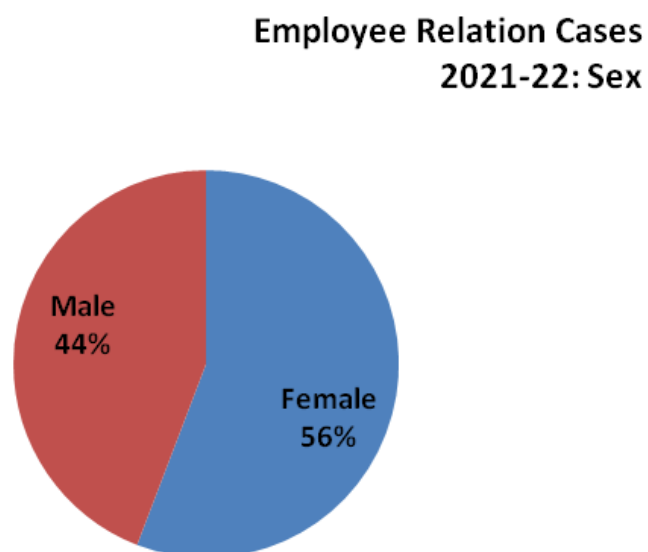
Gender Reassignment

**Employee Relation Cases
2021-22: Gender Reassignment**

No
37%

Don't Know
63%

Marriage & Civil Partnership

**Employee Relation Cases
2021-22: Marital Status**

Single
44%

Married
56%
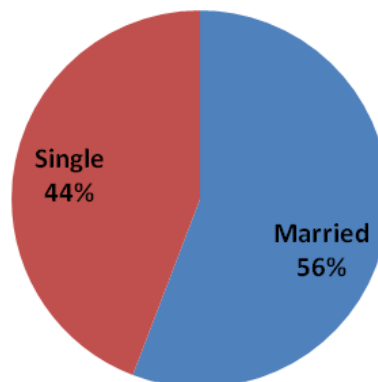
Religion or Belief

Employee Relation Cases 2021-22: Religion or Belief

Roman Catholic 7%

Prefer not to say 9%

Church of Scotland 21%

No Religion 26%

Don't Know 37%
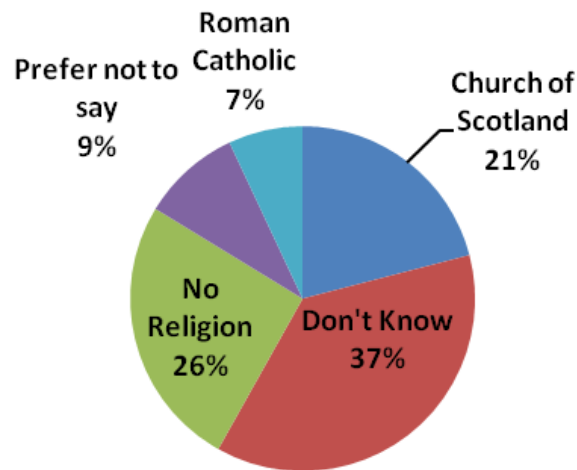
Sexual Orientation

Employee Relation Cases 2021-22: Sexual Orientation

Bisexual 2%

Prefer not to say 33%

Don't Know 37%

Heterosexual 28%
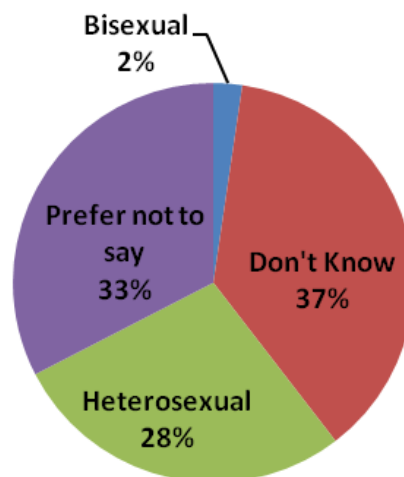
Appendix 1: Recruitment tables for 2019-20 and 2020-21

Gender

2019-20

Gender	Applicant	Shortlisted	Preferred Candidate
Female	71.71%	81.55%	90.09%
Male	28.08%	18.10%	9.48%
Prefer not to say	0.14%	0.35%	0.43%
In Another Way	0.07%		
Total	100.00%	100.00%	100.00%

2020-21

Gender	Applicant	Shortlisted	Preferred Candidate
Female	74.57%	81.23%	82.63%
Male	25.11%	18.42%	16.72%
Prefer not to say	0.26%	0.35%	0.65%
In Another Way	0.06%		
Total	100.00%	100.00%	100.00%

Disability

2019-20

Disability	Applicant	Shortlisted	Preferred Candidate
No	94.74%	94.55%	93.53%
Yes	5.26%	5.45%	6.47%
Total	100.00%	100.00%	100.00%

2020-21

Disability	Applicant	Shortlisted	Preferred Candidate
No	94.48%	94.25%	95.23%
Yes	5.52%	5.75%	4.77%
Total	100.00%	100.00%	0.00%

Sexual Orientation

2019-20

Sexual Orientation	Applicant	Shortlisted	Preferred Candidate
Heterosexual	93.99%	95.01%	96.12%
Prefer not to say	2.79%	2.78%	1.72%
Gay/Lesbian	1.79%	1.39%	0.86%
Bisexual	1.25%	0.70%	0.86%
Other	0.18%	0.12%	0.43%
Total	100.00%	100.00%	99.99%

2020-21

Sexual Orientation	Applicant	Shortlisted	Preferred Candidate
Heterosexual	92.86%	93.27%	93.86%
Prefer not to say	3.18%	3.50%	3.31%
Gay/Lesbian	2.05%	1.87%	1.78%
Bisexual	1.53%	1.17%	0.81%
Other	0.39%	0.19%	0.24%
Total	100.01%	100.00%	100.00%

Ethnicity

2019-20

Ethnicity	Applicant	Shortlisted	Preferred Candidate
African - African, African Scottish or African British	2.36%	0.93%	0.86%
African - Other	0.36%	0.35%	
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.50%	0.35%	
Asian - Chinese, Chinese Scottish or Chinese British	0.54%	0.70%	
Asian - Indian, Indian Scottish or Indian British	1.93%	1.16%	1.72%
Asian - Other	1.25%	0.46%	0.86%
Asian - Pakistani, Pakistani Scottish or Pakistani British	1.61%	0.70%	
Caribbean or Black - Black, Black Scottish or Black British	0.11%		
Mixed or Multiple Ethnic Group	0.89%	0.70%	
Other Ethnic Group - Arab, Arab Scottish or Arab British	6.87%	6.03%	4.74%
Other Ethnic Group - Other	1.65%	0.58%	0.43%
Prefer not to say	1.00%	0.35%	

White - Irish	0.75%	1.28%	0.86%
White - Other British	13.73%	16.01%	13.36%
White - Scottish	66.45%	70.42%	77.16%
Total	100.00%	100.02%	99.99%

2020-21

Ethnicity	Applicant	Shortlisted	Preferred Candidate
African - African, African Scottish or African British	2.48%	1.14%	0.81%
African - Other	0.77%	0.38%	0.24%
Asian - Bangladeshi, Bangladeshi Scottish or Bangladeshi British	0.50%	0.33%	0.24%
Asian - Chinese, Chinese Scottish or Chinese British	0.29%	0.35%	0.48%
Asian - Indian, Indian Scottish or Indian British	1.93%	0.87%	0.32%
Asian - Other	1.53%	1.00%	0.81%
Asian - Pakistani, Pakistani Scottish or Pakistani British	2.09%	0.95%	0.73%
Caribbean or Black - Black, Black Scottish or Black British	0.09%	0.08%	
Mixed or Multiple Ethnic Group	1.34%	1.08%	0.89%
Other Ethnic Group - Arab, Arab Scottish or Arab British	7.52%	7.43%	6.70%
Other Ethnic Group - Other	1.46%	0.65%	0.16%
Prefer not to say	0.70%	0.79%	0.40%
White - Irish	0.62%	0.95%	0.89%
White - Other British	12.97%	15.22%	14.86%
White - Scottish	65.70%	68.78%	72.46%
Total	99.99%	100.00%	99.99%

Religion or Belief

2019-20

Religion or belief	Applicant	Shortlisted	Preferred Candidate
Buddhist	0.82%	0.93%	0.86%
Christian - Other	7.69%	7.54%	7.33%
Church of Scotland	17.27%	21.58%	22.84%
Hindu	1.14%	0.35%	
Muslim	4.86%	1.62%	

No Religion	56.90%	57.19%	61.64%
Other	0.93%	0.81%	0.43%
Prefer not to say	3.18%	2.90%	2.16%
Roman Catholic	6.87%	7.08%	4.74%
Sikh	0.32%		
Total	99.98%	100.00%	100.00%

2020-21

Religion or belief	Applicant	Shortlisted	Preferred Candidate
Buddhist	0.46%	0.46%	0.73%
Christian - Other	7.86%	6.70%	6.30%
Church of Scotland	15.88%	19.09%	21.24%
Hindu	1.24%	0.57%	0.16%
Jewish	0.09%	0.03%	
Muslim	5.49%	2.31%	1.21%
No Religion	57.76%	58.48%	59.13%
Other	0.88%	1.25%	1.21%
Prefer not to say	3.32%	3.85%	3.63%
Roman Catholic	6.89%	7.24%	6.38%
Sikh	0.12%	0.03%	
Total	99.99%	100.01%	99.99%