

Towards a Representative Public Service



**Statistics as of
September 30th, 2001**

Prepared by
**Training & Development Division
Human Resources**

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Employment Summary of GN Public Service

Category All Departments & Boards

	Total Positions			Inuit Employment	
	Total	Vacancies	% Capacity	Inuit Hired	% Capacity
Executive	32	1	97%	16	52%
Senior Management	119	15	87%	21	20%
Middle Management	303	69	77%	43	18%
Professional	910	192	79%	151	21%
Paraprofessional	974	248	75%	386	53%
Administrative Support	498	109	78%	307	79%
Total All Departments & Boards	2836	634	78%	924	42%

Department Totals

Community Government & Transportation	179	58	68%	54	45%
Culture, Language, Elders & Youth	41	17	59%	20	83%
Education	923	55	94%	413	48%
Executive & Intergovernmental Affairs	42	9	79%	11	33%
Finance & Administration	148	51	66%	28	29%
Health & Social Services	628	203	68%	168	40%
Human Resources	54	3	94%	15	29%
Justice	194	54	72%	40	29%
Office of the Legislative Assembly	31	5	84%	12	46%
Public Works & Services	234	78	67%	65	42%
Sustainable Development	158	50	68%	39	36%
Total GN Departments	2632	583	78%	865	42%

Board Totals

Nunavut Arctic College	145	40	72%	40	38%
Nunavut Housing Corporation	59	11	81%	19	40%
Total Boards	204	51	75%	59	39%
Total GN & Boards	2836	634	78%	924	42%

Employment Summary by Community

Community	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Arctic Bay	36	2	94%	20	59%
Qikiqtarjuaq	26	2	92%	15	63%
Cape Dorset	84	21	75%	31	49%
Clyde River	39	4	90%	17	49%
Grise Fiord	13	0	100%	5	38%
Hall Beach	31	3	90%	15	54%
Igloolik	127	40	69%	41	47%
Iqaluit	1103	279	75%	233	28%
Kimmirut	30	0	100%	15	50%
Nanisivik	11	3	73%	5	63%
Pangnirtung	95	19	80%	44	58%
Pond Inlet	104	19	82%	48	56%
Resolute Bay	19	3	84%	6	38%
Sanikiluaq	38	5	87%	21	64%
Total Baffin	1756	400	77%	516	38%
Arviat	145	21	86%	66	53%
Baker Lake	92	12	87%	39	49%
Chesterfield Inlet	23	4	83%	11	58%
Coral Harbour	35	3	91%	21	66%
Rankin Inlet	278	66	76%	97	46%
Repulse Bay	26	2	92%	10	42%
Whale Cove	18	4	78%	8	57%
Total Kivalliq	617	112	82%	252	50%
Bathurst Inlet	1	0	100%	1	100%
Umingmakotok	1	0	100%	1	100%
Cambridge Bay	192	60	69%	57	43%
Gjoa Haven	67	17	75%	27	54%
Kugluktuk	116	33	72%	39	47%
Kugaaruk	31	6	81%	12	48%
Taloyoak	35	6	83%	12	41%
Total Kitikmeot	443	122	72%	149	46%
Yellowknife	0			0	
Winnipeg	7	0	100%	3	43%
Churchill	14	4	71%	3	30%
Ottawa	3	0	100%	1	33%
Other	0	0		0	
Total Other	24	4	83%	7	35%
Total ALL	2840	638	78%	924	42%

Community Government & Transportation

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	16	2	88%	4	29%
Middle Management	43	13	70%	4	13%
Professional	37	17	54%	7	35%
Paraprofessional	55	22	60%	22	67%
Administrative Support	26	4	85%	16	73%
Total Department	179	58	68%	54	45%

Employment Summary, by Community

Iqaluit	60	16	73%	12	27%
Cape Dorset	25	14	44%	5	45%
Igloolik	6	1	83%	3	60%
Nanisivik	5	2	60%	3	100%
Resolute Bay	1	1	0%	0	
Baker Laker	13	4	69%	6	67%
Rankin Inlet	33	11	67%	11	50%
Cambridge Bay	18	4	78%	8	57%
Gjoa Haven	9	3	67%	3	50%
Kugluktuk	9	2	78%	3	43%
Total Community	179	58	68%	0	54

Employment Summary, By Headquarters & Region

Headquarters	113	33	71%	31	39%
Region	66	25	62%	23	56%
TOTAL	179	58	68%	54	45%

Culture, Language, Elders & Youth

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	2	100%
Senior Management	8	3	63%	5	100%
Middle Management	4	1	75%	1	33%
Professional	17	9	47%	6	75%
Paraprofessional	1	1	0%	0	#DIV/0!
Administrative Support	9	3	67%	6	100%
Total Department	41	17	59%	20	83%

Employment Summary, by Community

Iqaluit	20	8	60%	10	83%
Igloolik	12	6	50%	4	67%
Cambridge Bay	0	0		0	
Kugluktuk	9	3	67%	6	100%
Total Community	41	17	59%	20	83%

Employment Summary, By Headquarters & Region

Headquarters	41	21	49%	20	100%
Region	0	0		0	
TOTAL	41	17	59%	20	83%

***NOTE: 4 Positions are contracted to GNWT**

Education

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	2	67%
Senior Management	15	1	93%	4	29%
Middle Management	87	4	95%	19	23%
Professional	435	8	98%	106	25%
Paraprofessional	267	30	89%	183	77%
Administrative Support	116	12		99	95%
Total Department	923	55	94%	413	48%

Employment Summary, by Community

Arctic Bay	200	24	0	100%	14	58%
Qikiqtarjuaq	205	16	0	100%	9	56%
Cape Dorset	210	33	0	100%	18	55%
Clyde River	215	26	0	100%	13	50%
Grise Fiord	220	7	0	100%	3	43%
Hall Beach	225	20	0	100%	10	50%
Igloolik	230	40	0	100%	20	50%
Iqaluit	235	179	19	89%	57	36%
Kimmirut	240	18	0	100%	9	50%
Nanisivik	245	2	0	100%	0	0%
Pangnirtung	250	56	1	98%	32	58%
Pond Inlet	255	42	0	100%	26	62%
Resolute Bay	260	8	0	100%	2	25%
Sanikiluaq	265	27	0	100%	17	63%
Arviat	300	78	8	90%	38	54%
Baker Lake	305	57	5	91%	23	44%
Chesterfield Inlet	310	12	1	92%	7	64%
Coral Harbour	315	23	1	96%	15	68%
Rankin Inlet	320	62	4	94%	25	43%
Repulse Bay	325	16	0	100%	6	38%
Whale Cove	330	9	0	100%	4	44%
Bathurst Inlet	400	0	0		0	
Umingmakotok	405	0	0		0	
Cambridge Bay	410	52	10	81%	18	43%
Gjoa Haven	415	30	2	93%	14	50%
Kugluktuk	420	45	1	98%	18	41%
Kugaaruk	425	21	1	95%	8	40%
Taloyoak	430	20	2	90%	7	39%
Total Community	923	55	94%	413	48%	

Education: Employment Summary, By Headquarters & Region

Headquarters	76	23	70%	27	51%
Region	847	32	96%	386	47%
TOTAL	923	55	94%	413	48%

Executive & Intergovernmental Affairs

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	5	1	80%	2	50%
Senior Management	4	1	75%	0	0%
Middle Management	2	1	50%	0	0%
Professional	16	3	81%	4	31%
Paraprofessional	6	0	100%	2	33%
Administrative Support	9	3	67%	3	50%
Total Department	42	9	79%	11	33%

Employment Summary, by Community

Iqaluit	39	9	77%	10	33%
Ottawa	3	0	100%	1	33%
Total Community	42	9	79%	11	33%

Employment Summary, By Headquarters & Region

Headquarters	42	9	79%	11	33%
Regions	0	0		0	
TOTAL	42	9	79%	11	33%

Finance & Administration

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	1	33%
Senior Management	12	1	92%	1	9%
Middle Management	25	11	56%	0	0%
Professional	7	2	71%	1	20%
Paraprofessional	83	30	64%	17	32%
Administrative Support	18	7	61%	8	73%
Total Department	148	51	66%	28	29%

Employment Summary, by Community

Igloolik	17	17	0%	0	
Iqaluit	97	22	77%	13	17%
Rankin Inlet	16	4	75%	8	67%
Cambridge Bay	14	4	71%	7	70%
Gjoa Haven	4	4	0%	0	
Total Department	148	51	66%	28	29%

Employment Summary, By Headquarters & Region

Headquarters	102	27	74%	13	17%
Region	46	24	48%	15	68%
TOTAL	148	51	66%	28	29%

Health & Social Services

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	0	0%
Senior Management	18	5	72%	1	8%
Middle Management	42	19	55%	1	4%
Professional	202	69	66%	6	5%
Paraprofessional	164	66	60%	42	43%
Administrative Support	199	44	78%	118	76%
Total Department	628	203	68%	168	40%

Employment Summary, by Community

Arctic Bay	200	9	2	78%	4	57%
Qikiqtarjuaq	205	8	2	75%	4	67%
Cape Dorset	210	12	1	92%	6	55%
Clyde River	215	10	4	60%	3	50%
Grise Fiord	220	5	0	100%	1	20%
Hall Beach	225	8	3	63%	3	60%
Igloolik	230	11	2	82%	4	44%
Iqaluit	235	222	73	67%	35	23%
Kimmirut	240	8	0	100%	5	63%
Nanisivik	245	4	1	75%	2	67%
Pangnirtung	250	32	17	47%	7	47%
Pond Inlet	255	15	4	73%	5	45%
Resolute Bay	260	7	2	71%	3	60%
Sanikiluaq	265	8	3	63%	3	60%
Arviat	300	18	5	72%	8	62%
Baker Lake	305	17	2	88%	6	40%
Chesterfield Inlet	310	7	1	86%	3	50%
Coral Harbour	315	9	1	89%	4	50%
Rankin Inlet	320	77	21	73%	24	43%
Repulse Bay	325	8	2	75%	3	50%
Whale Cove	330	7	3	57%	3	75%
Bathurst Inlet	400	1	0	100%	1	100%
Umingmakotok	405	1	0	100%	1	100%
Cambridge Bay	410	38	18	53%	7	35%
Gjoa Haven	415	15	6	60%	6	67%
Kugluktuk	420	30	18	40%	5	42%
Kugaaruk	425	8	5	38%	2	67%
Taloyoak	430	12	3	75%	4	44%
Churchill	601	14	4	71%	3	30%
Winnipeg	602	7	0	100%	3	43%
Total Community	628	203	68%	168	40%	

Employment Summary, By Headquarters & Region

Headquarters	104	47	55%	13	23%
Region	524	156	70%	155	42%
TOTAL	628	203	68%	168	40%

Human Resources

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	8	0	100%	1	13%
Middle Management	1	0	100%	0	0%
Professional	6	3	50%	0	0%
Paraprofessional	26	0	100%	8	31%
Administrative Support	11	0	100%	5	45%
Total Department	54	3	94%	15	29%

Employment Summary, by Community

Iqaluit	39	3	92%	7	19%
Igloolik	5	0	100%	2	40%
Rankin Inlet	5	0	100%	4	80%
Cambridge Bay	5	0	100%	2	40%
Total Community	54	3	94%	15	29%

Employment Summary, By Headquarters & Region

Headquarters	39	3	92%	7	19%
Region	15	0	100%	8	53%
TOTAL	54	3	94%	15	29%

Justice

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	6	0	100%	1	17%
Middle Management	22	4	82%	4	22%
Professional	17	7	59%	2	20%
Paraprofessional	126	36	71%	25	28%
Administrative Support	21	7	67%	7	50%
Total Department	194	54	72%	40	29%

Employment Summary, by Community

Cape Dorset	210	1	0	100%	0	0%
Igloolik	230	1	1	0%	0	
Iqaluit	235	178	50	72%	32	25%
Pond Inlet	255	2	0	100%	1	50%
Arviat	300	1	0	100%	1	100%
Baker Lake	305	1	1	0%	0	
Rankin Inlet	320	2	0	100%	1	50%
Cambridge Bay	410	2	1	50%	1	100%
Gjoa Haven	415	5	0	100%	4	80%
Kugluktuk	420	1	1	0%	0	
Total Community	194	54	72%	40	29%	

Employment Summary, By Headquarters & Region

Headquarters	90	30	67%	19	32%
Region	104	24	77%	21	26%
TOTAL	194	54	72%	40	29%

Office of the Legislative Assembly

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	3	0	100%	1	33%
Middle Management	2	0	100%	1	50%
Professional	0	0		0	
Paraprofessional	15	3	80%	3	25%
Administrative Support	9	2	78%	6	86%
Total Department	31	5	84%	12	46%

Employment Summary, by Community

Iqaluit	31	5	84%	12	46%
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Employment Summary, By Headquarters & Region

Headquarters	31	5	84%	12	46%
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Public Works & Services

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	3	0	100%	2	67%
Senior Management	6	0	100%	2	33%
Middle Management	23	6	74%	3	18%
Professional	53	24	55%	5	17%
Paraprofessional	115	34	70%	41	51%
Administrative Support	34	14	59%	12	60%
Total Department	234	78	67%	65	42%

Employment Summary, by Community

Arctic Bay	200	2	0	100%	2	100%
Arviat	300	3	0	100%	2	67%
Qikiqtarjuaq	205	1	0	100%	1	100%
Baker Lake	305	1	0	100%	1	100%
Bathurst Inlet	400	0	0		0	
Cambridge Bay	410	30	10	67%	7	35%
Cape Dorset	210	1	1	0%	0	
Chesterfield Inlet	310	1	0	100%	1	100%
Clyde River	215	1	0	100%	1	100%
Coral Harbour	315	1	0	100%	1	100%
Gjoa Haven	415	1	1	0%	0	
Hall Beach	225	1	0	100%	1	100%
Igloolik	230	2	1	50%	1	100%
Iqaluit	235	95	37	61%	18	31%
Kimmiut	240	1	0	100%	1	100%
Kugluktuk	420	3	0	100%	2	67%
Nanasivik	245	0	0		0	
Pangnirtung	250	1	0	100%	1	100%
Pond Inlet	255	31	12	61%	10	53%
Rankin Inlet	320	54	15	72%	14	36%
Resolute Bay	260	2	0	100%	0	0%
Sanikiluaq	265	1	1	0%	0	
Whale Cove	330	1	0	100%	1	100%
Total Community	234	78	67%	65	42%	

Employment Summary, By Headquarters & Region

Headquarters	129	50	61%	30	38%
Region	105	28	73%	35	45%
TOTAL	234	78	67%	65	42%

Sustainable Development

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	12	1	92%	0	0%
Middle Management	29	6	79%	5	22%
Professional	53	19	64%	8	24%
Paraprofessional	42	18	57%	15	63%
Administrative Support	20	6	70%	10	71%
Total Department	158	50	68%	39	36%

Employment Summary, by Community

Arctic Bay	200	1	0	100%	0	0%
Arviat	300	13	2	85%	4	36%
Baker Lake	305	1	0	100%	1	100%
Cambridge Bay	410	5	3	40%	1	50%
Cape Dorset	210	8	5	38%	0	0%
Chesterfield Inlet	310	1	1	0%	0	
Clyde River	215	1	0	100%	0	0%
Coral Harbour	315	1	1	0%	0	
Gjoa Haven	415	1	0	100%	0	0%
Grise Fiord	220	1	0	100%	1	100%
Hall Beach	225	1	0	100%	1	100%
Igloolik	230	22	7	68%	4	27%
Iqaluit	235	51	17	67%	7	21%
Kimmirut	240	2	0	100%	0	0%
Kugluktuk	420	16	5	69%	5	45%
Pangnirtung	250	3	0	100%	2	67%
Kugaaruk	425	1	0	100%	1	100%
Pond Inlet	255	12	3	75%	5	56%
Qikiqtarjuaq	205	1	0	100%	1	100%
Rankin Inlet	320	11	4	64%	3	43%
Repulse Bay	325	1	0	100%	1	100%
Resolute Bay	260	1	0	100%	1	100%
Sanikiluaq	265	1	1	0%	0	
Taloyoak	430	1	0	100%	1	100%
Whale Cove	330	1	1	0%	0	
Total Community	158	50	68%	39	36%	

Employment Summary, By Headquarters & Region

Headquarters	107	34	68%	21	29%
Region	51	16	69%	18	51%
TOTAL	158	50	68%	39	36%

Nunavut Arctic College

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	1	0	100%	1	100%
Senior Management	5	0	100%	0	0%
Middle Management	13	3	77%	2	20%
Professional	60	29	52%	6	19%
Paraprofessional	49	4	92%	20	44%
Administrative Support	17	4	76%	11	85%
Total Board	145	40	72%	40	38%

Employment Summary, by Community

Arctic Bay	200	0	0	0	
Qikiqtarjuaq	205	0	0	0	
Cape Dorset	210	1	0	1	100%
Clyde River	215	1	0	0	0%
Grise Fiord	220	0	0	0	
Hall Beach	225	1	0	0	0%
Igloolik	230	7	1	3	50%
Iqaluit	235	76	19	17	30%
Kimmirut	240	1	0	0	0%
Pangnirtung	250	3	1	2	100%
Pond Inlet	255	2	0	1	50%
Sanikiluaq	265	1	0	1	100%
Arviat	300	3	0	1	33%
Baker Lake	305	2	0	2	100%
Chesterfield Inlet	310	2	1	0	0%
Coral Harbour	315	1	0	1	100%
Rankin Inlet	320	18	7	7	64%
Repulse Bay	325	1	0	0	0%
Cambridge Bay	410	17	6	3	27%
Gjoa Haven	415	2	1	0	0%
Kugluktuk	420	3	3	0	0%
Kugaaruk	425	1	0	1	100%
Taloyoak	430	2	1	0	0%
Other	600	0	0	0	
Total Community	145	40	72%	40	38%

Employment Summary, By Headquarters & Region

Headquarters	12	3	75%	7	78%
Region	133	37	72%	33	34%
TOTAL	145	40	72%	40	38%

Nunavut Housing Corporation

Employment Summary, by Category

	Total Positions			Beneficiaries	
	Total Positions	Vacancies	% Capacity	Hired	% IEP
Executive	2	0	100%	1	50%
Senior Management	6	1	83%	1	20%
Middle Management	10	1	90%	3	33%
Professional	7	2	71%	0	0%
Paraprofessional	25	4	84%	8	38%
Administrative Support	9	3	67%	6	100%
Total Corporation	59	11	81%	19	40%

Employment Summary, by Community

Arviat	29	6	79%	12	52%
Cambridge Bay	11	4	64%	3	43%
Cape Dorset	3	0	100%	1	33%
Iqaluit	16	1	94%	3	20%
Total Community	59	11	81%	19	40%

Employment Summary, By Headquarters & Region

Headquarters	22	5	77%	4	24%
Region	37	6	84%	15	48%
TOTAL	59	11	81%	19	40%

Employment Summary of GN Public Service Review

Category All Departments & Boards

	Total Positions				Capacity (%)			
	Jun-99	Jun-00	Jun-01	Sep-01	Jun-99	Jun-00	Jun-01	Sep-01
Executive	25	35	32	32	92%	91%	97%	97%
Senior Management	75	111	123	119	77%	86%	87%	87%
Middle Management	110	231	300	303	42%	75%	75%	77%
Professional	308	956	891	910	33%	79%	80%	79%
Paraprofessional	423	702	977	974	34%	70%	73%	75%
Administrative Support	269	681	495	498	42%	77%	78%	78%
Total All Departments & Boards	1210	2716	2818	2836	42%	76.5%	77%	78%

Department Totals

Community Government & Transportation	195	166	171	179	22%	56%	64%	68%
Culture, Language, Elders & Youth	38	41	41	41	26%	41%	63%	59%
Education	113	126	918	923	34%	75%	96%	94%
Executive & Intergovernmental Affairs	49	38	43	42	67%	61%	84%	79%
Finance & Administration	131	136	148	148	50%	63%	64%	66%
Health & Social Services	73	637	630	628	34%	73%	68%	68%
Human Resources	47	51	53	54	47%	84%	87%	94%
Justice	159	161	195	194	47%	72%	68%	72%
Legislative Assembly	28	26	30	31	57%	81%	83%	84%
Public Works & Services	242	229	234	234	32%	67%	65%	67%
Sustainable Development	135	149	154	158	63%	65%	66%	68%
Total GN Departments	1210	1760	2617	2632	47%	68.5%	78%	78%

Board Totals

Nunavut Housing Corporation	CGT	55	58	59	CGT	60%	79%	81%
Divisional Education Councils	na	780	ED	ED	na	SEP	ED	ED
Health Boards	na	HSS	HSS	HSS	na	HSS	HSS	HSS
Nunavut Arctic College	na	121	143	145	na	85%	67%	72%
Total Boards	0	956	201	204	0%	94%	71%	75%
Total GN & Boards	1210	2716	2818	2836	42%	76.5%	77%	78%

Reviewing Inuit Employment: June 1999 to September 2001

Category All Departments & Boards

	Beneficiaries				IEP (%)			
	Jun-99	Jun-00	Jun-01	Sep-01	Jun-99	Jun-00	Jun-01	Sep-01
Executive	na	15	15	16	61%	47%	48%	52%
Senior Management	na	19	21	21	22%	20%	20%	20%
Middle Management	na	31	42	43	24%	18%	19%	18%
Professional	na	188	161	151	41%	25%	23%	21%
Paraprofessional	na	234	385	386	47%	48%	54%	53%
Administrative Support	na	424	301	307	64%	80%	78%	79%
Total All Departments & Boards	0	911	925	924	44%	43.9%	43%	42%

Department Totals

Community Government & Transportation	23	44	46	54	53%	42%	42%	45%
Culture, Language, Elders & Youth	9	12	21	20	90%	81%	81%	83%
Education	18	49	428	413	47%	49%	49%	48%
Executive & Intergovernmental Affairs	15	8	10	11	45%	28%	28%	33%
Finance & Administration	28	32	30	28	43%	32%	32%	29%
Health & Social Services	8	204	170	168	32%	40%	40%	40%
Human Resources	15	15	15	15	68%	33%	33%	29%
Justice	27	37	41	40	36%	31%	31%	29%
Office of the Legislative Assembly	11	12	13	12	69%	57%	52%	46%
Public Works & Service	32	64	65	65	42%	42%	43%	42%
Sustainable Development	34	39	38	39	40%	40%	37%	36%
Total of GN Depts	220	516	877	865	44%	42.8%	43%	42%

Board Totals

Nunavut Housing Corporation	CGT	12	21	19	CGT	36%	46%	40%
Divisional Education Councils	na	349	ED	ED	na	47%	ED	ED
Health Boards	na	HSS	HSS	HSS	na	HSS	HSS	HSS
Nunavut Arctic College	na	34	27	40	na	33%	28%	38%
Total Boards	0	395	48	59	na	45.3%	35%	39%
Total of GN & Boards	220	911	925	924	44%	43.9%	43%	42%