



The Royal Orthopaedic Hospital NHS Foundation Trust

2023 NHS Staff Survey

Breakdown report

| | |
|--------------|---|
| Introduction | 4 |
|--------------|---|

| | |
|---|---|
| People Promise element and Theme results – Breakdowns 1 | 5 |
|---|---|

| | |
|-----------------------------|----|
| <u>Jo Williams</u> | 6 |
| <u>Marie Peplow</u> | 7 |
| <u>Matt Revell</u> | 8 |
| <u>Nikki Brockie</u> | 9 |
| <u>Sharon Malhi</u> | 10 |
| <u>Simon Grainger-Lloyd</u> | 11 |
| <u>Steve Washbourne</u> | 12 |

| | |
|---|----|
| <u>Clinical Admin</u> | 14 |
| <u>Division 1 Management Dept</u> | 15 |
| <u>Education and Training Department</u> | 16 |
| <u>Estates Department</u> | 17 |
| <u>Facilities Department</u> | 18 |
| <u>Governance Department</u> | 19 |
| <u>Human Resources Department</u> | 20 |
| <u>IM&T Department</u> | 21 |
| <u>Large Joint</u> | 22 |
| <u>Management Offices</u> | 23 |
| <u>Modular Department</u> | 24 |
| <u>Nursing Administration Corporate</u> | 25 |
| <u>Oncology</u> | 26 |
| <u>Outpatients</u> | 27 |
| <u>Pharmacy</u> | 28 |
| <u>Pre Admission Screening (POAC)</u> | 29 |
| <u>Radiology</u> | 30 |
| <u>Research and Development</u> | 31 |
| <u>Small Joint</u> | 32 |
| <u>Spinal Surgery</u> | 33 |
| <u>Theatres, Anaesthetics and Critical Care</u> | 34 |
| <u>Therapy Services</u> | 35 |

This breakdown report for The Royal Orthopaedic Hospital NHS Foundation Trust contains results by breakdown area for People Promise element and theme results from the 2023 NHS Staff Survey. These results are compared to the unweighted average for your organisation.

Please note: It is possible that there are differences between the ‘Your org’ scores reported in this breakdown report and those in the benchmark report. This is because the results in the benchmark report are weighted to allow for fair comparisons between organisations of a similar type. However, in this report comparisons are made within your organisation so the unweighted organisation result is a more appropriate point of comparison.

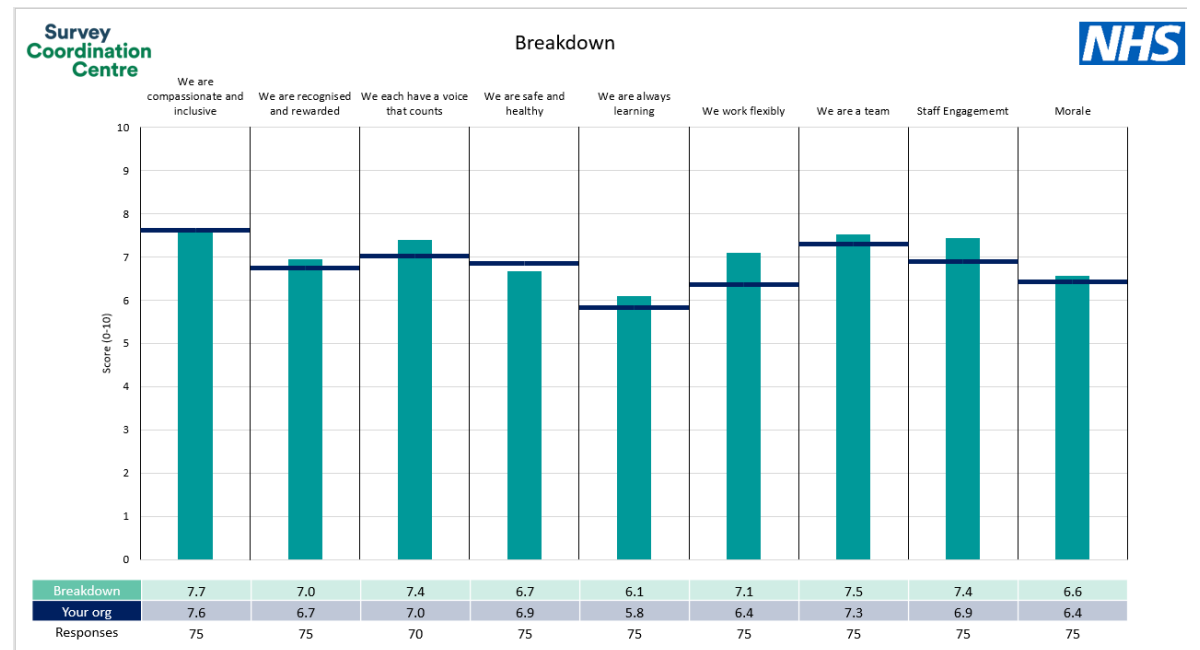
The breakdowns used in this report were provided and defined by The Royal Orthopaedic Hospital NHS Foundation Trust. Details of how the People Promise element and theme scores were calculated are included in the Technical Document, available to download from our results website.

Key features

Breakdown type and **breakdown name** are specified in the header.

Breakdown results are presented in the context of the (unweighted) **organisation average ('Your org')**, so it is easy to tell if a breakdown area is performing better or worse than the organisation average. For all People Promise element and theme results, a higher score is a better result than a lower score

The **number of responses** feeding into each measures and sub-scores for the **given breakdown** is specified below the table containing the breakdown and trust scores.



! Note: when there are less than 10 responses in a group, results are suppressed to protect staff confidentiality, for some organisations this could mean that all breakdown results are suppressed.

Breakdowns 1

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2023 NHS Staff Survey



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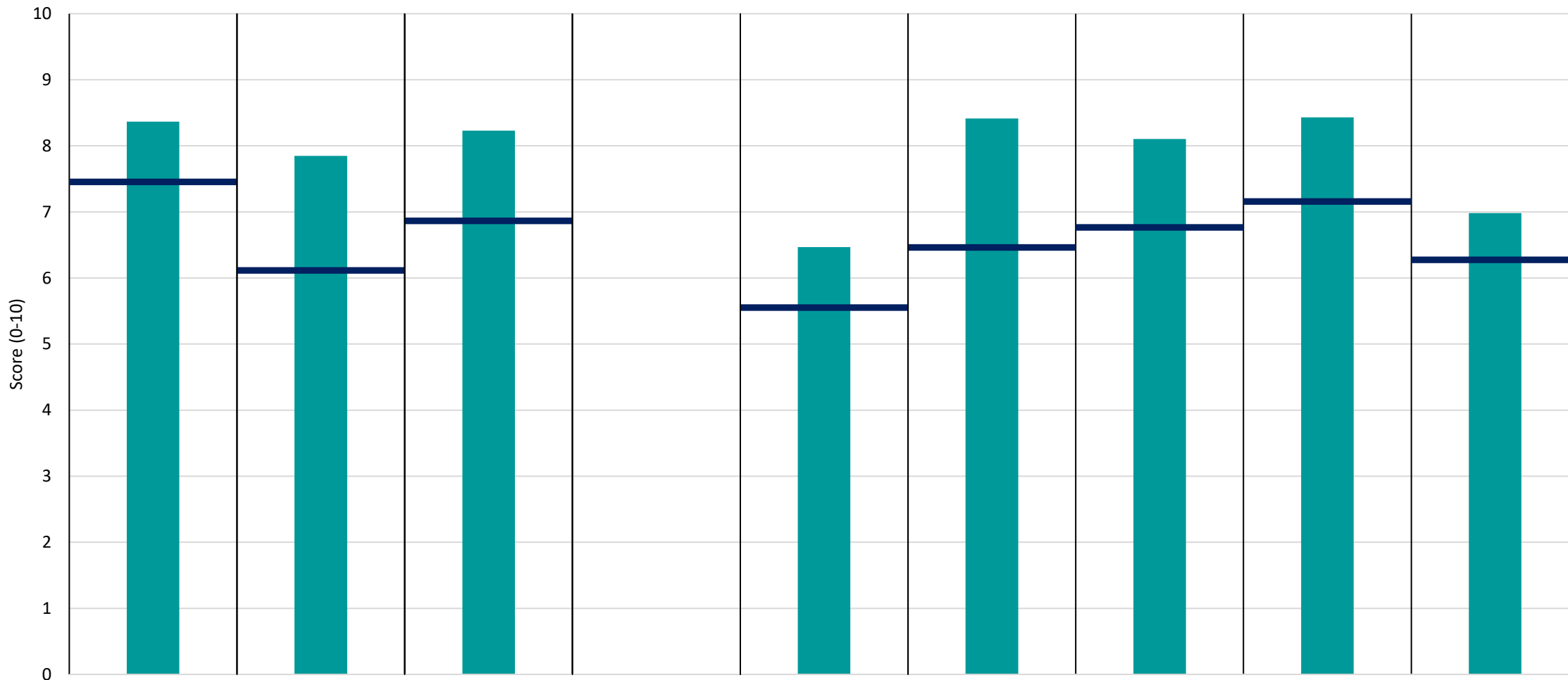
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.37 | 7.85 | 8.23 | - | 6.47 | 8.41 | 8.10 | 8.43 | 6.98 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 23 23 23 - 21 23 23 23 23 6

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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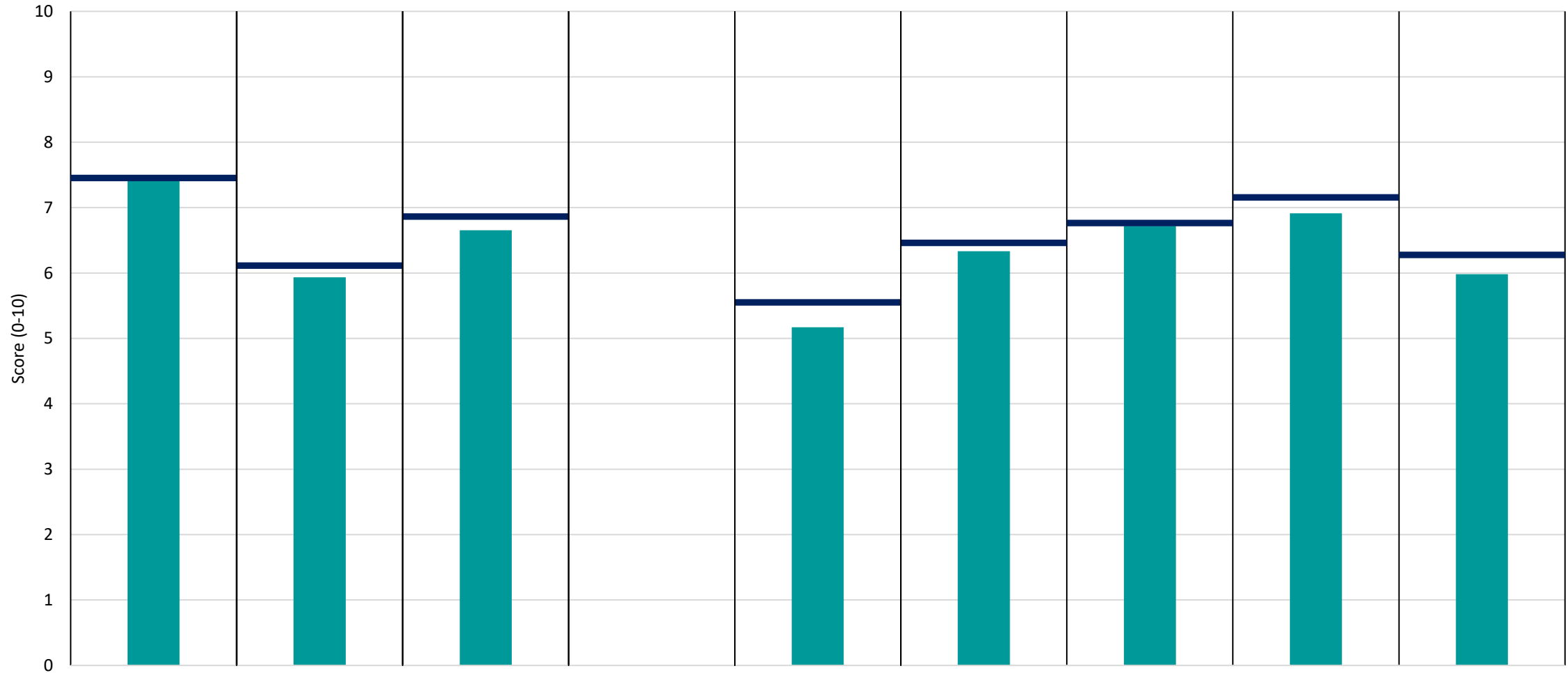
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.41 | 5.93 | 6.65 | - | 5.17 | 6.33 | 6.72 | 6.91 | 5.98 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 221 | 222 | 217 | - | 206 | 222 | 220 | 222 | 222 |

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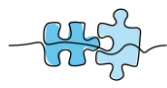
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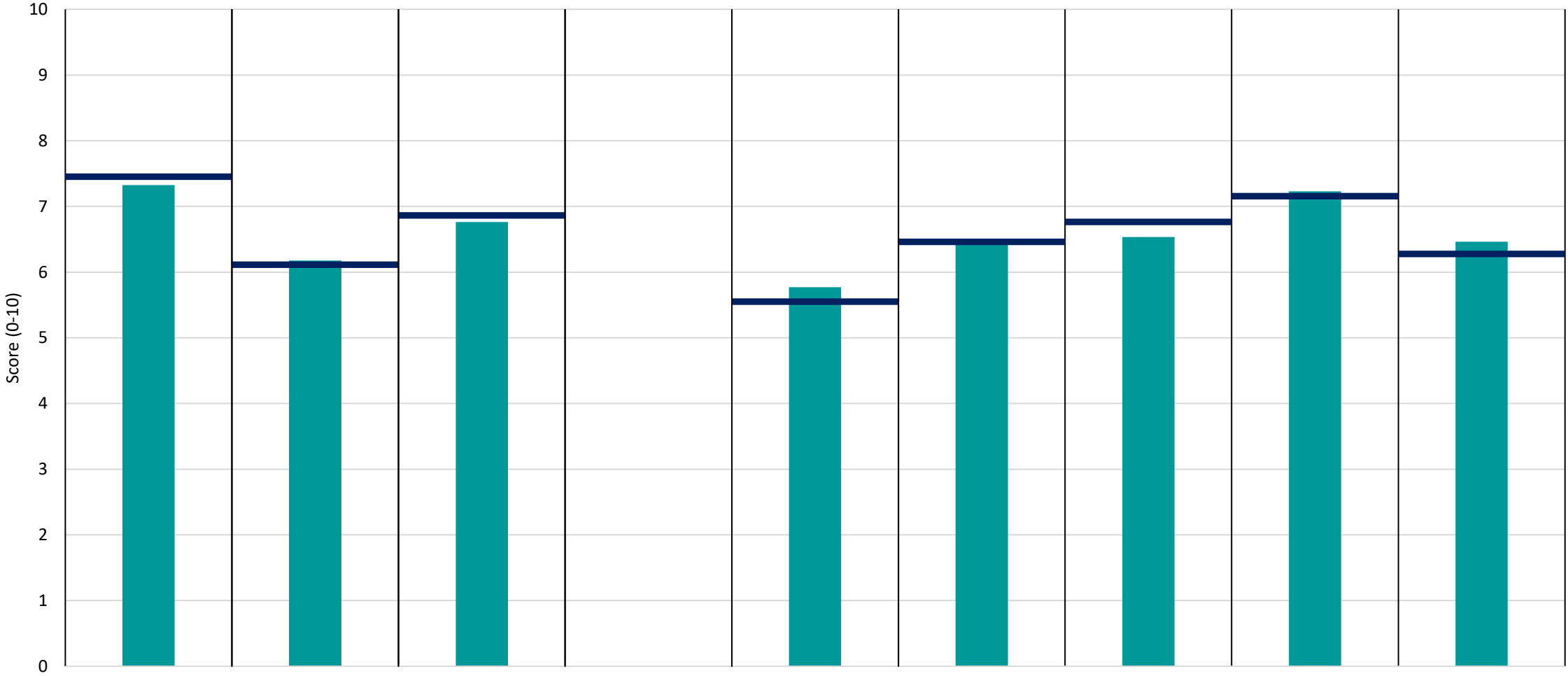
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.33 | 6.18 | 6.76 | - | 5.77 | 6.47 | 6.53 | 7.23 | 6.46 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 77 | 77 | 77 | - | 74 | 77 | 77 | 77 | 77 |

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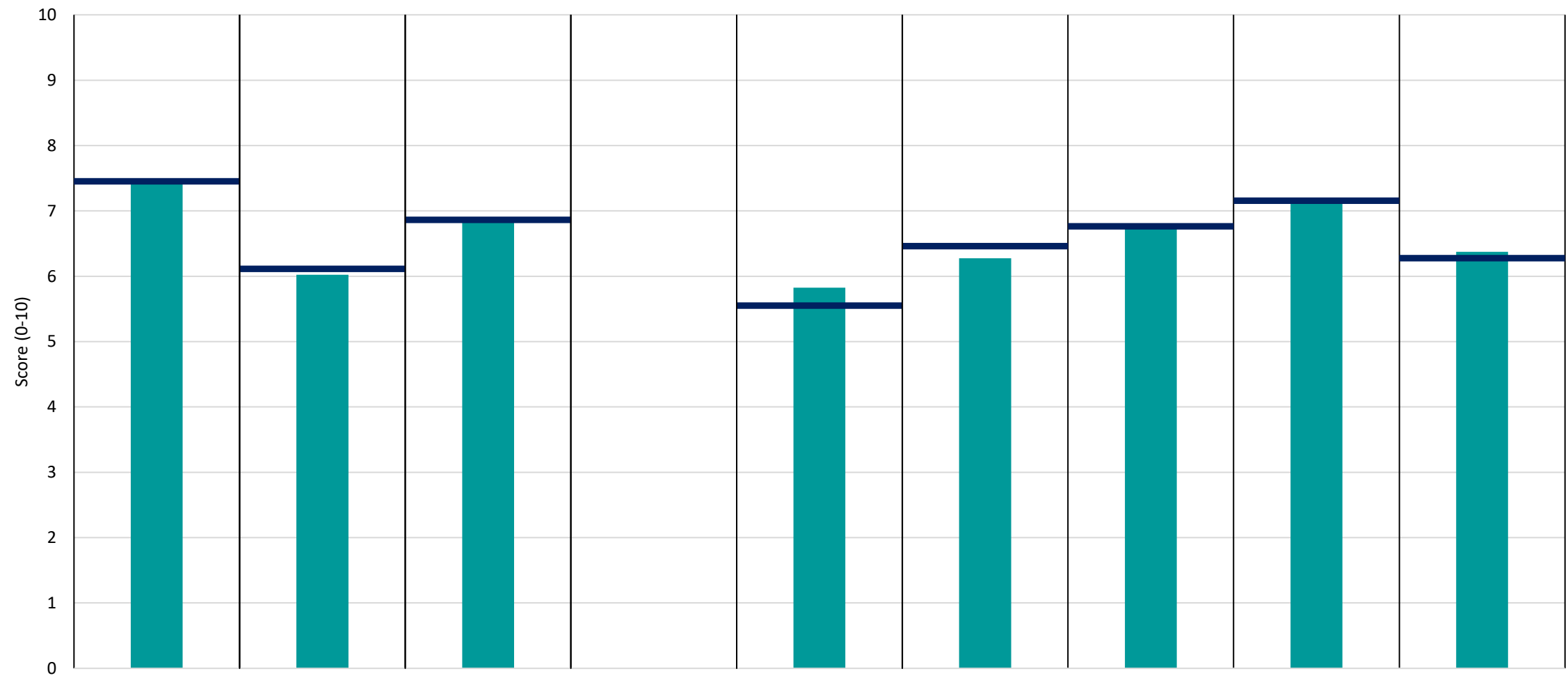
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.42 | 6.02 | 6.82 | - | 5.83 | 6.28 | 6.74 | 7.13 | 6.37 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 379 | 381 | 375 | - | 353 | 375 | 380 | 380 | 381 |

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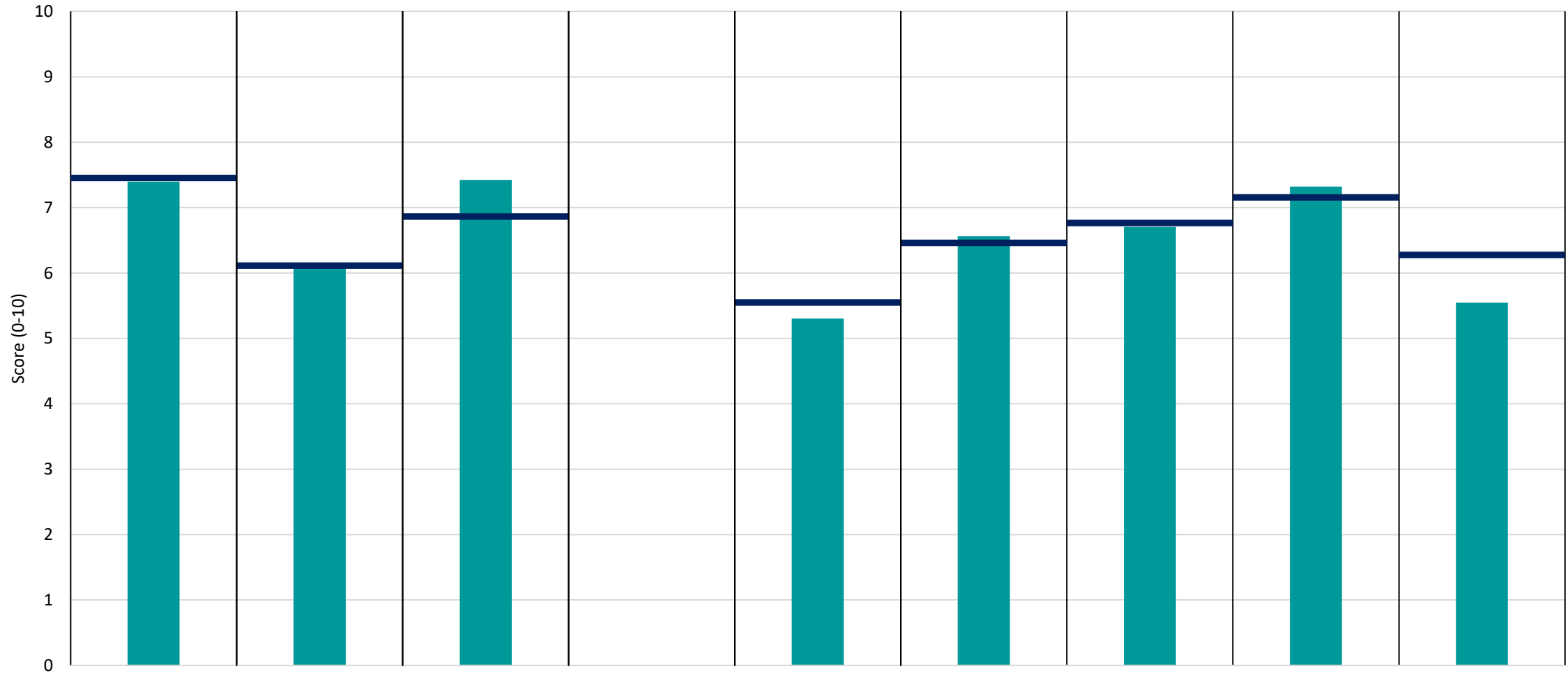
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.40 | 6.07 | 7.43 | - | 5.30 | 6.56 | 6.70 | 7.32 | 5.55 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 28 28 28 - 26 28 28 28 28 28 10

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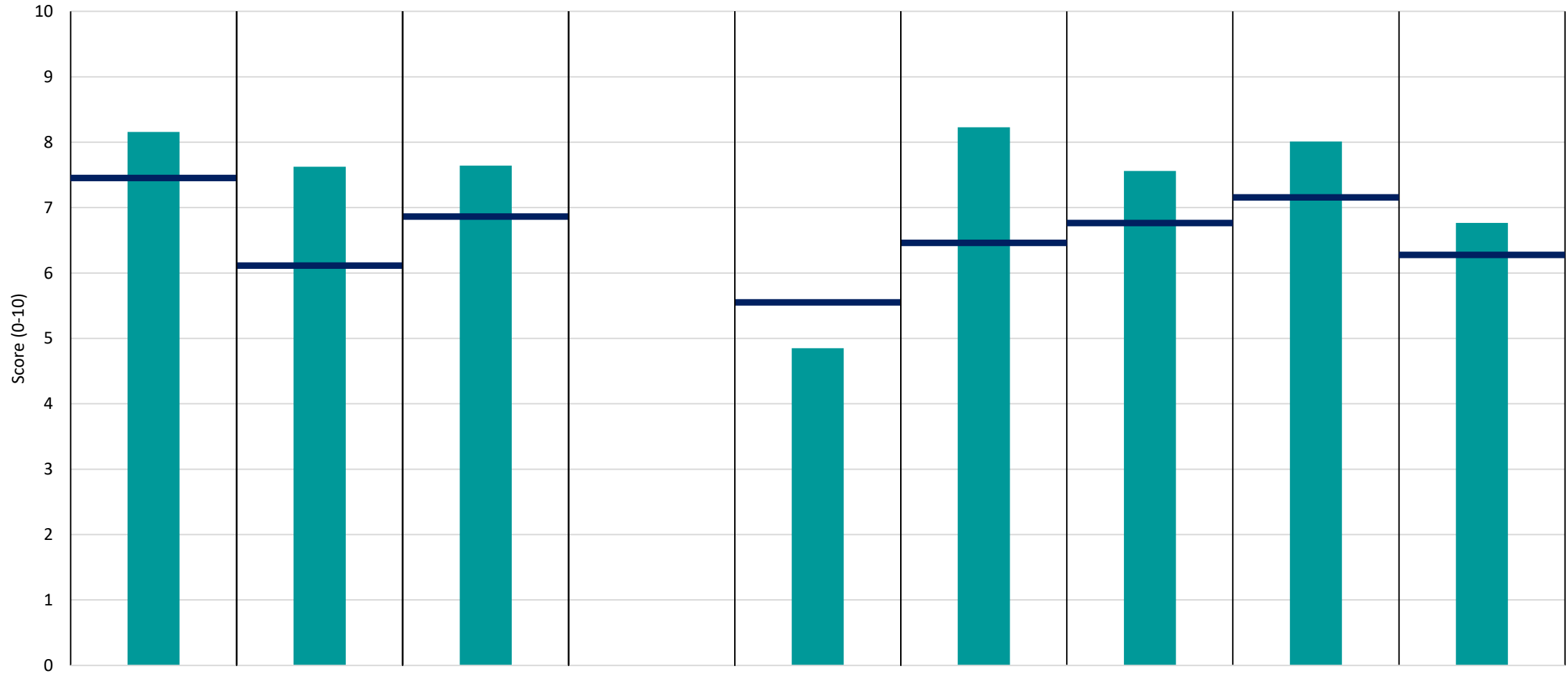
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.16 | 7.63 | 7.64 | - | 4.85 | 8.23 | 7.56 | 8.01 | 6.77 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 12 12 12 - 10 12 12 12 12 12 11

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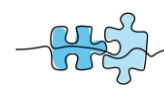
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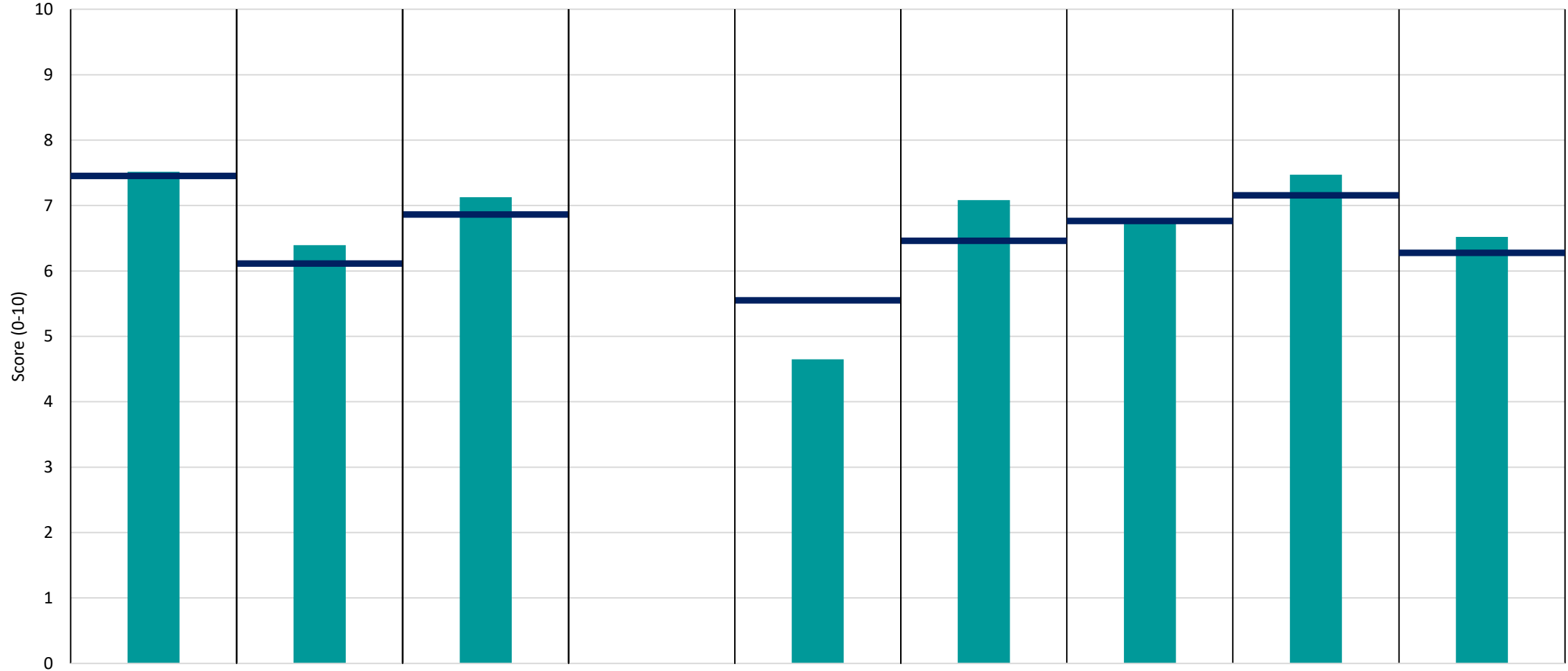
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.52 | 6.39 | 7.13 | - | 4.65 | 7.08 | 6.74 | 7.47 | 6.52 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 47 46 47 - 44 45 47 47 47 12

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Breakdowns 2

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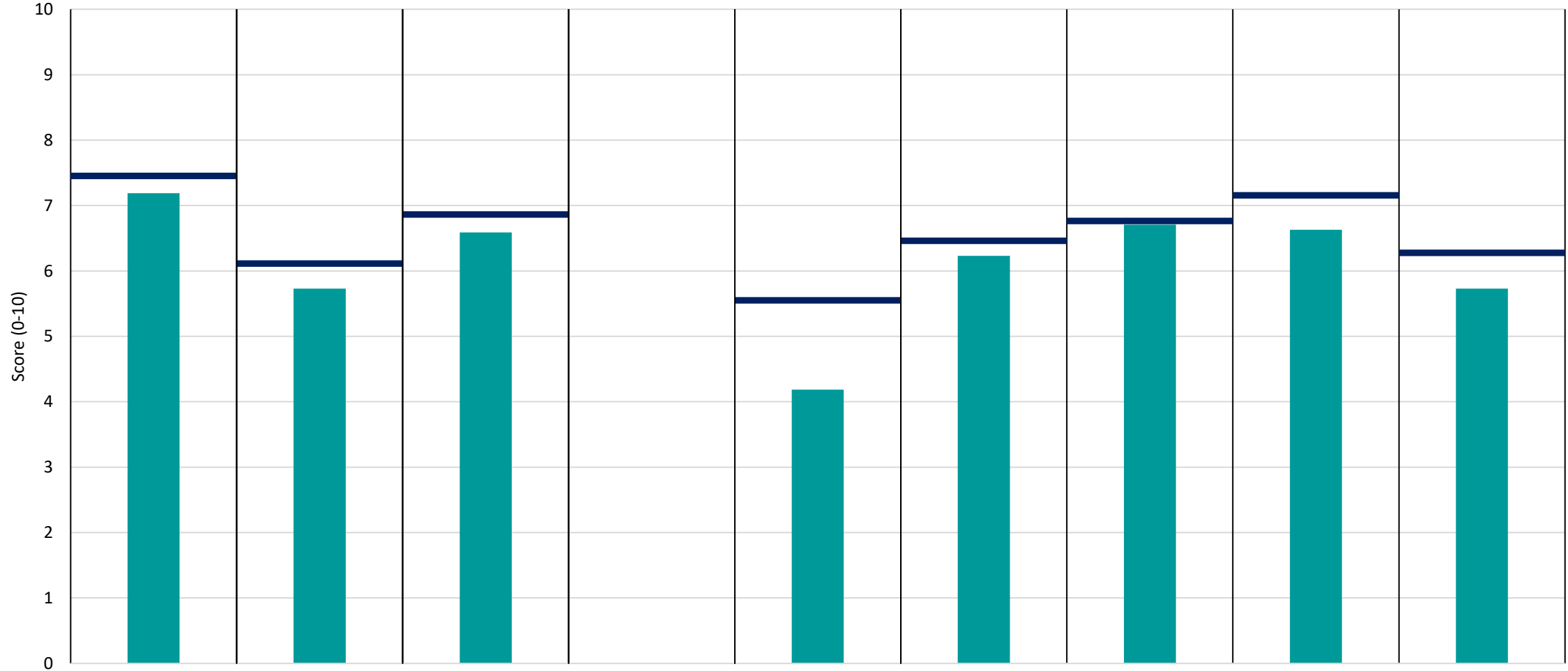
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.19 | 5.73 | 6.59 | - | 4.18 | 6.23 | 6.71 | 6.63 | 5.73 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 34 35 34 - 32 35 35 35 35 14

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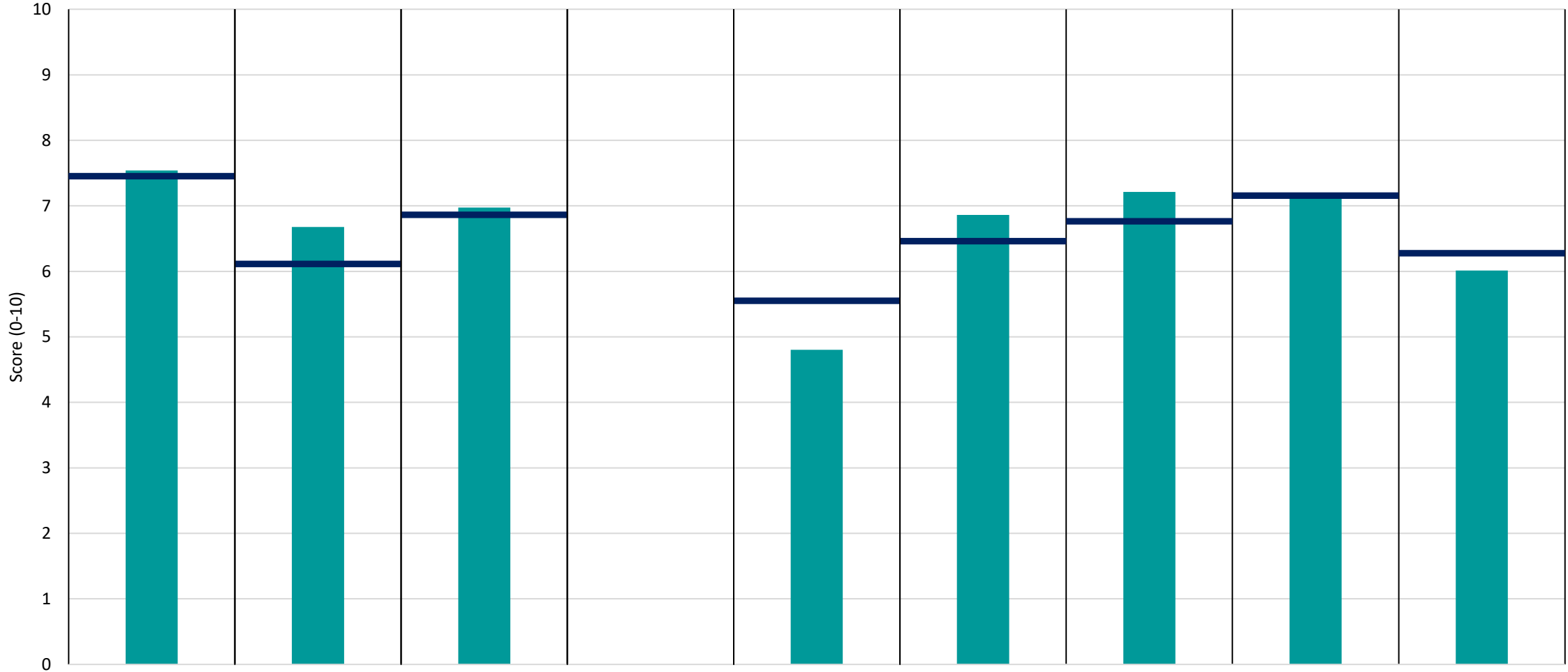
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.54 | 6.68 | 6.97 | - | 4.80 | 6.86 | 7.21 | 7.11 | 6.01 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 17 17 17 - 17 17 17 17 17 17 15

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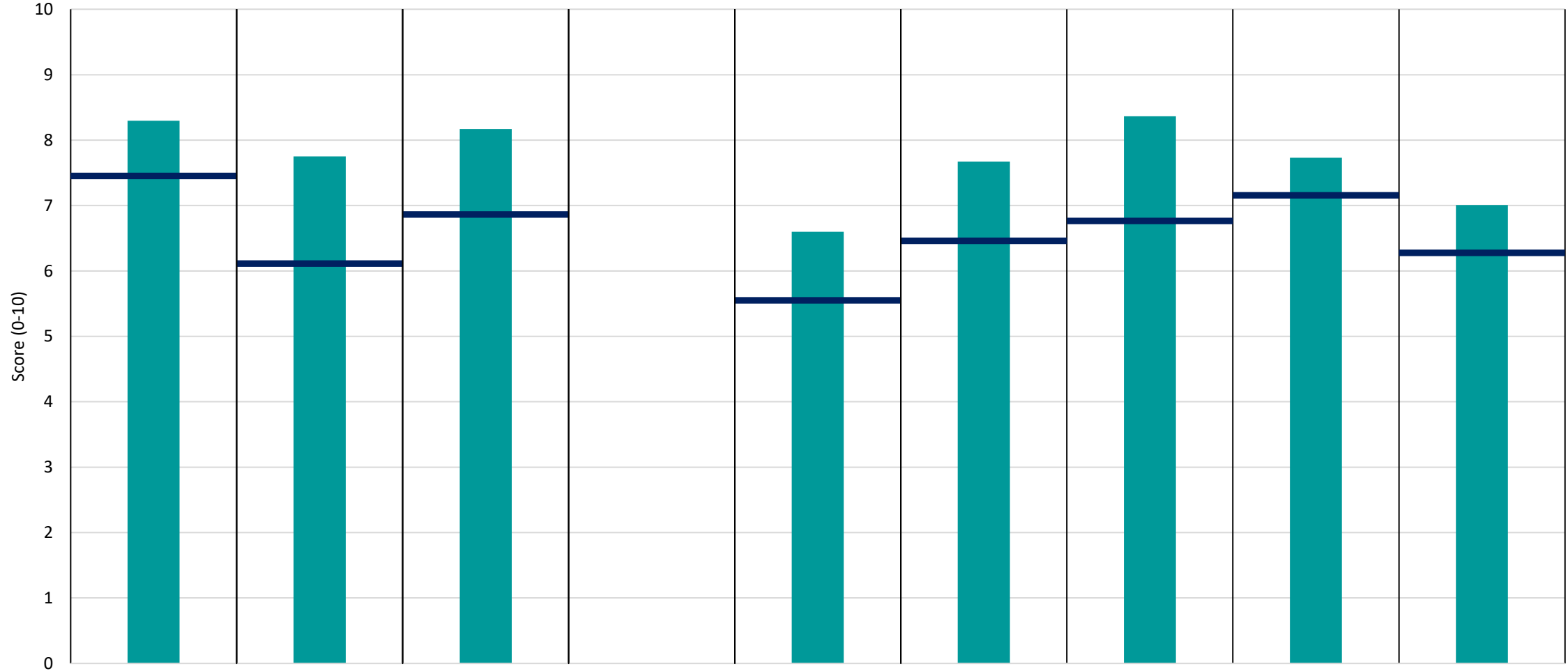
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.30 | 7.75 | 8.17 | - | 6.60 | 7.67 | 8.36 | 7.73 | 7.01 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 12 12 12 - 11 12 12 12 12 12 16

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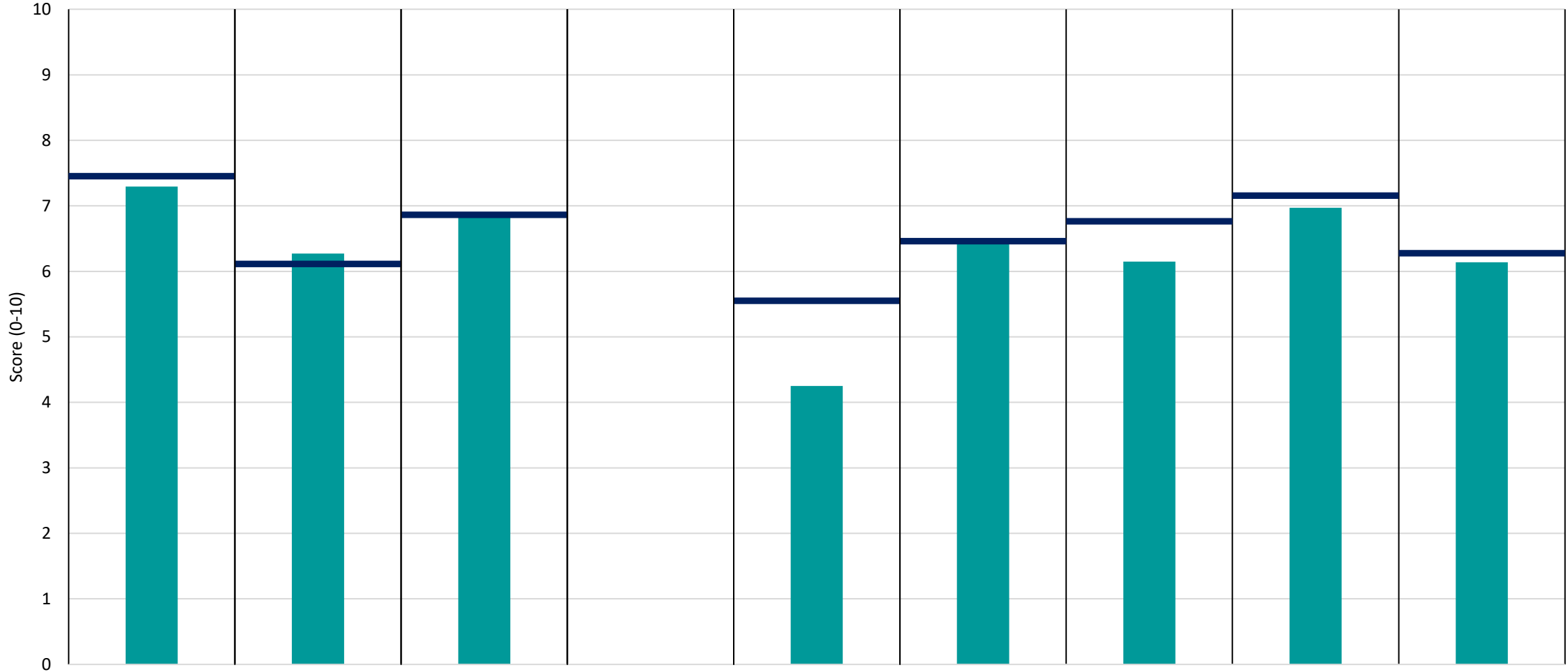
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.29 | 6.27 | 6.86 | - | 4.25 | 6.48 | 6.15 | 6.97 | 6.14 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 11 11 11 - 10 11 11 11 11 11 17

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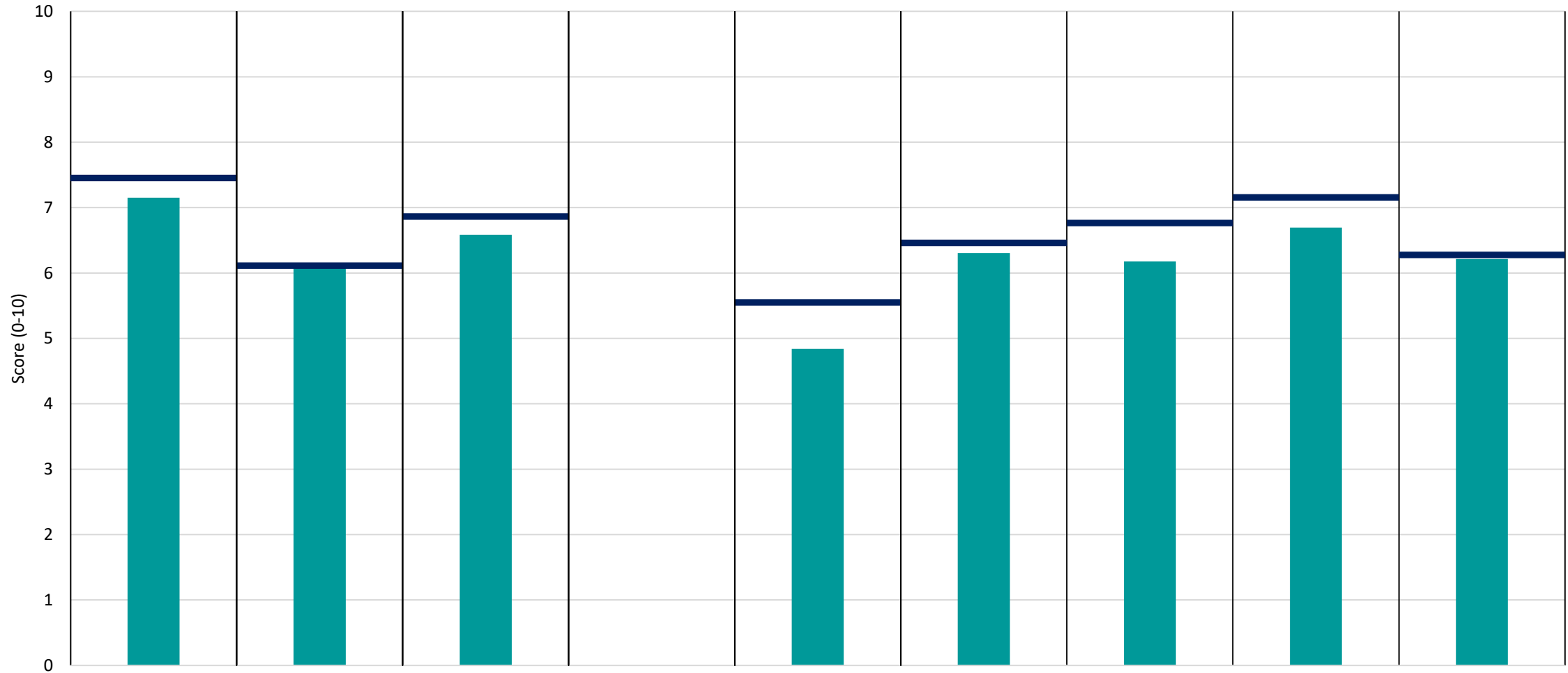
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Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.15 | 6.09 | 6.58 | - | 4.84 | 6.31 | 6.18 | 6.69 | 6.21 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 75 76 75 - 66 73 75 76 76 18

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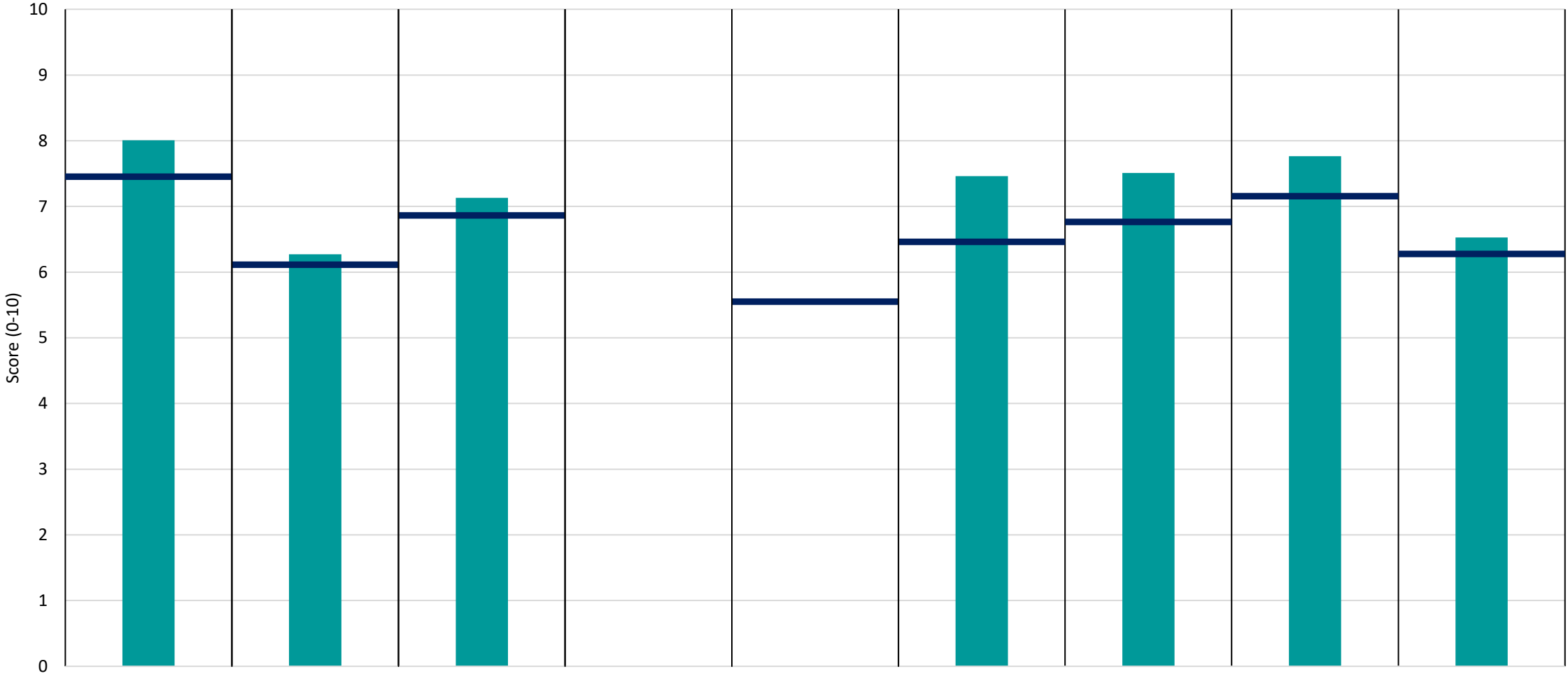
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.01 | 6.27 | 7.13 | - | - | 7.46 | 7.51 | 7.77 | 6.53 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 11 11 11 - - 11 11 11 11 19

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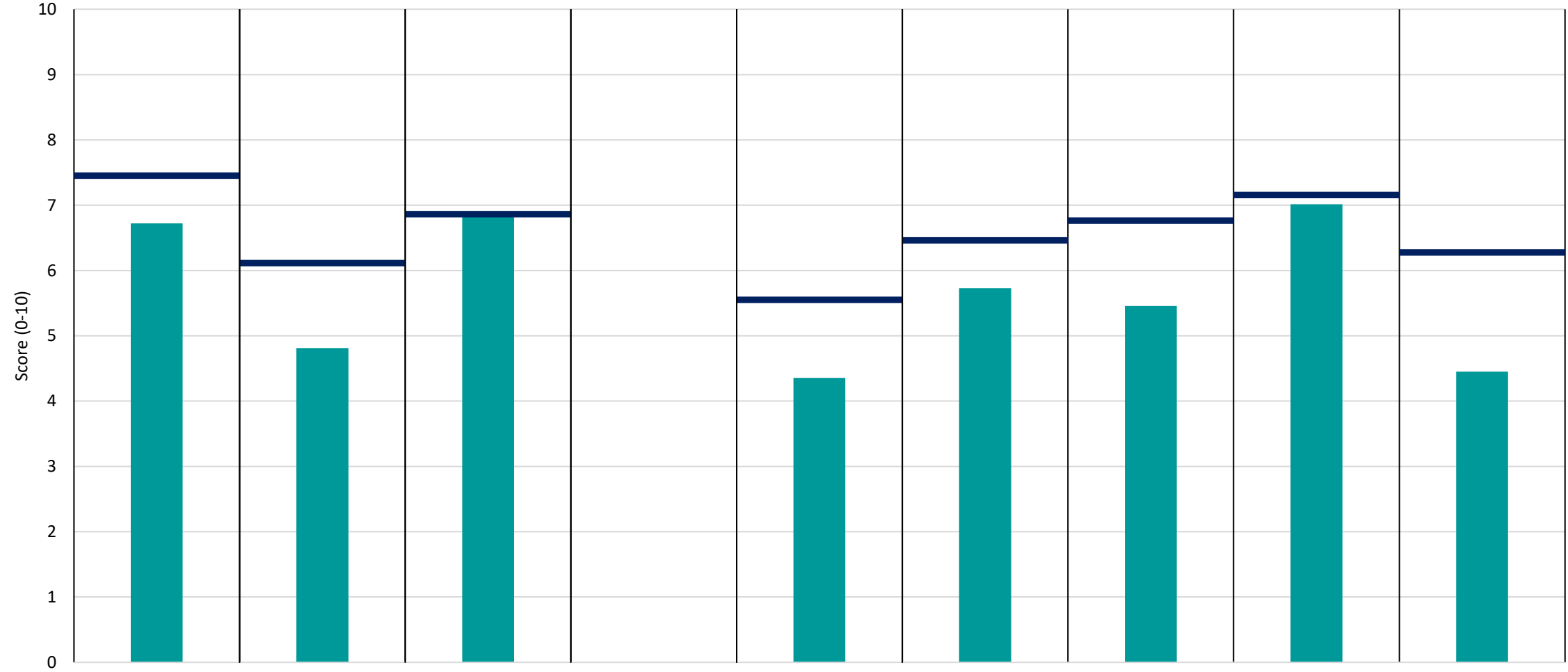
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.72 | 4.81 | 6.87 | - | 4.36 | 5.73 | 5.46 | 7.01 | 4.45 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 16 | 16 | 16 | - | 15 | 16 | 16 | 16 | 16 |

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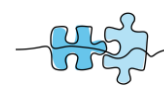
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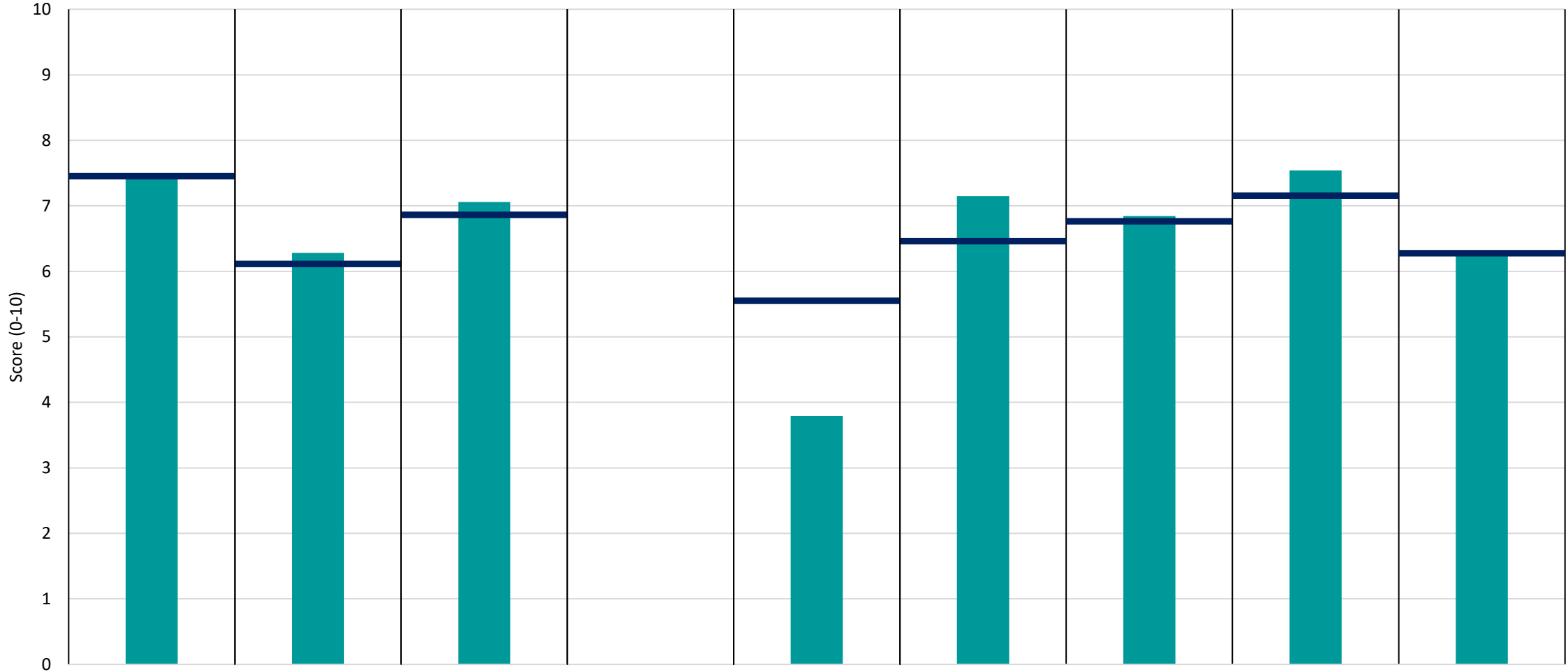
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.47 | 6.28 | 7.06 | - | 3.79 | 7.15 | 6.85 | 7.54 | 6.29 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 28 27 28 - 26 26 28 28 28 21

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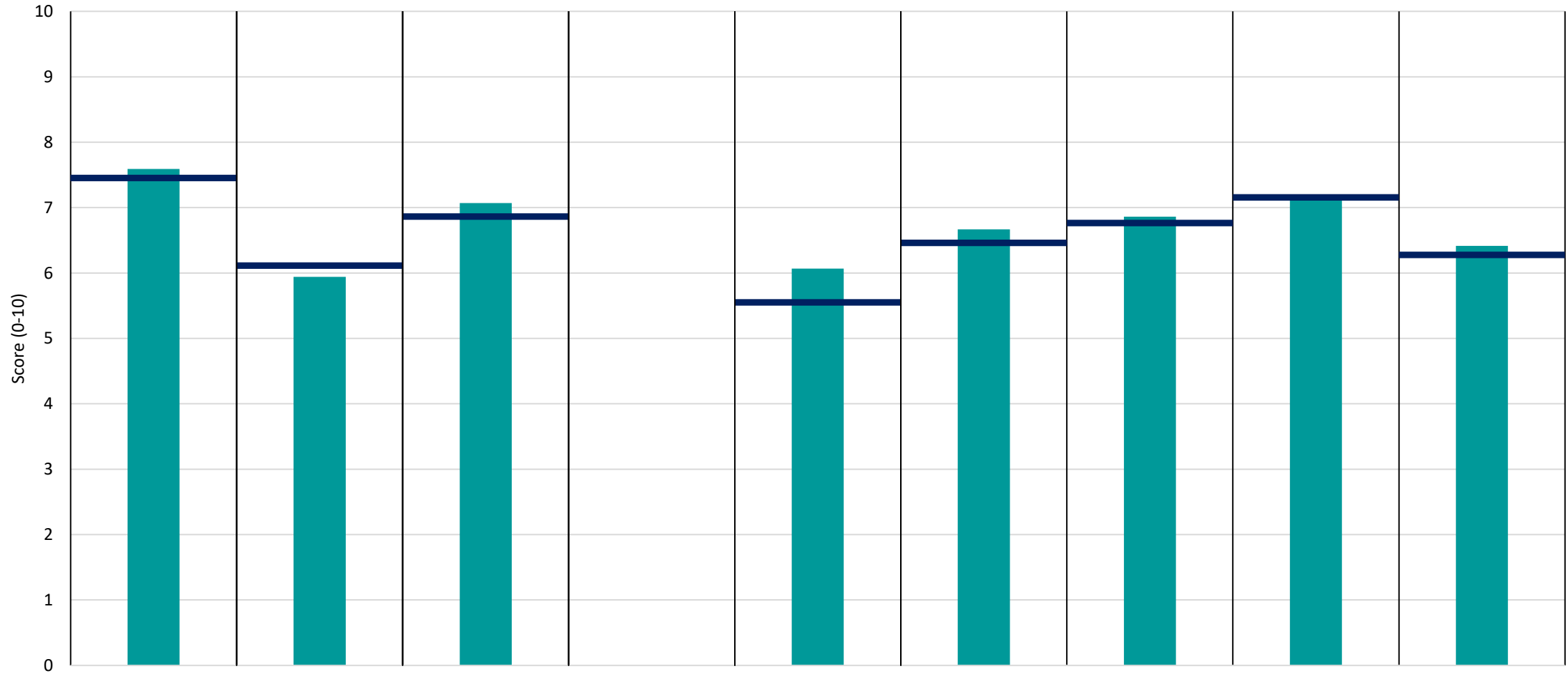
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.59 | 5.94 | 7.07 | - | 6.07 | 6.67 | 6.86 | 7.19 | 6.42 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 67 67 66 - 65 66 67 67 67 22

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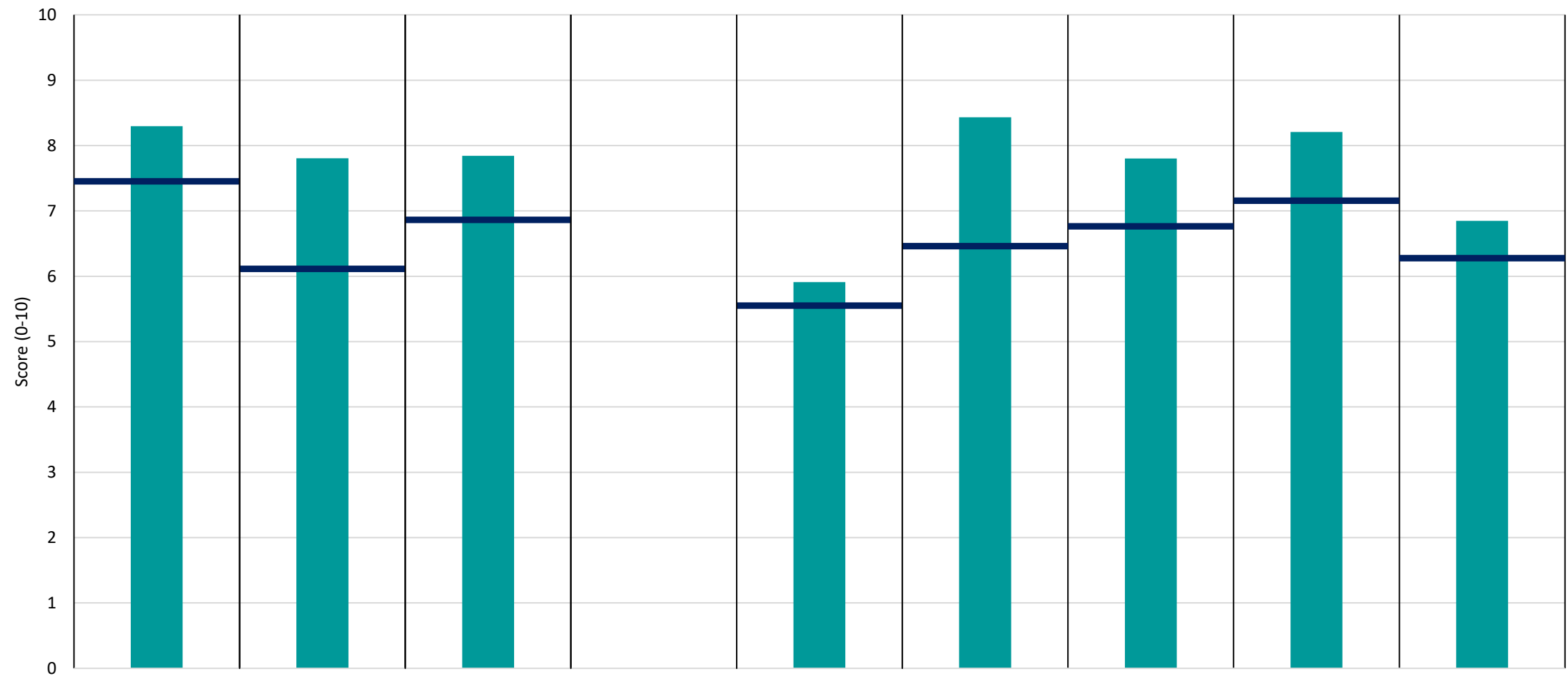
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Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.30 | 7.81 | 7.84 | - | 5.91 | 8.43 | 7.80 | 8.21 | 6.85 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 31 | 31 | 31 | - | 29 | 31 | 31 | 31 | 31 |

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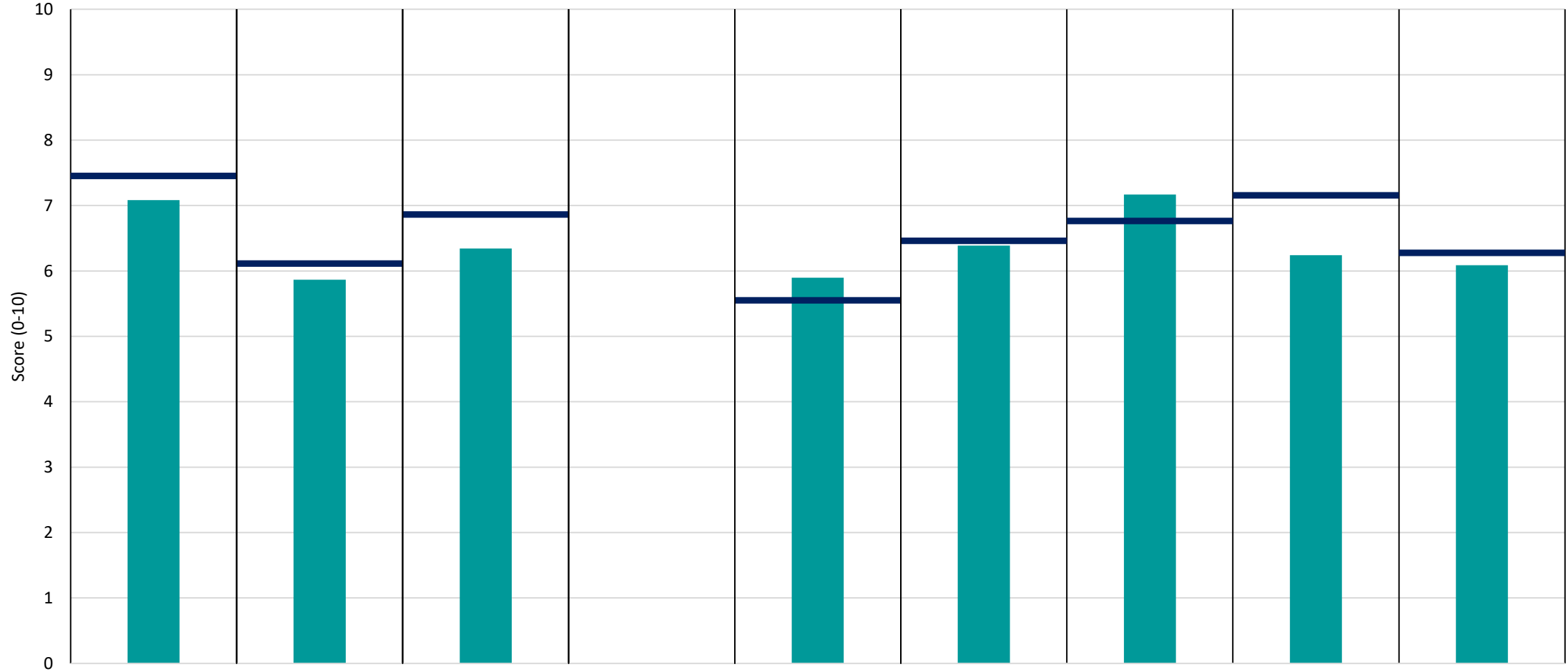
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.08 | 5.87 | 6.34 | - | 5.90 | 6.39 | 7.17 | 6.24 | 6.09 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 15 15 15 - 13 15 15 15 15 15 24

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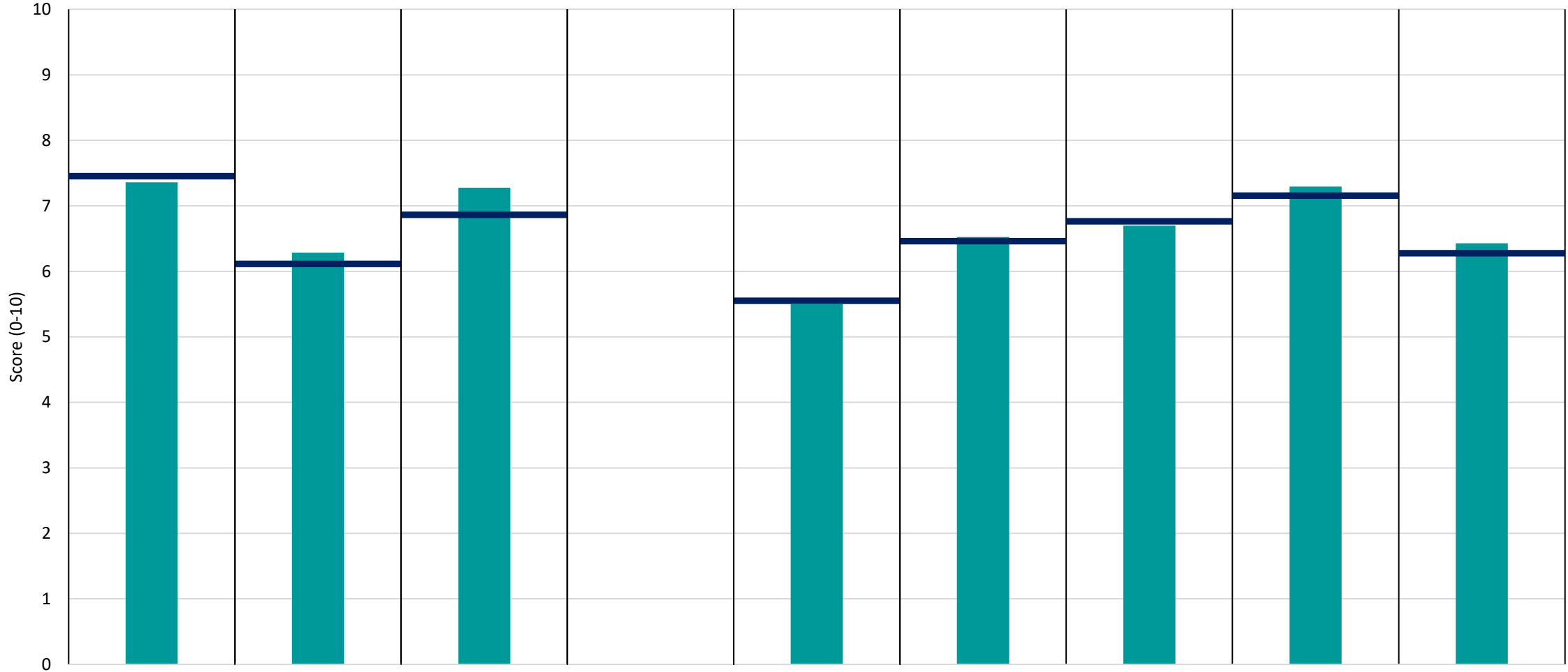
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.36 | 6.29 | 7.28 | - | 5.50 | 6.52 | 6.70 | 7.29 | 6.43 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 35 35 34 - 34 35 35 35 35 25

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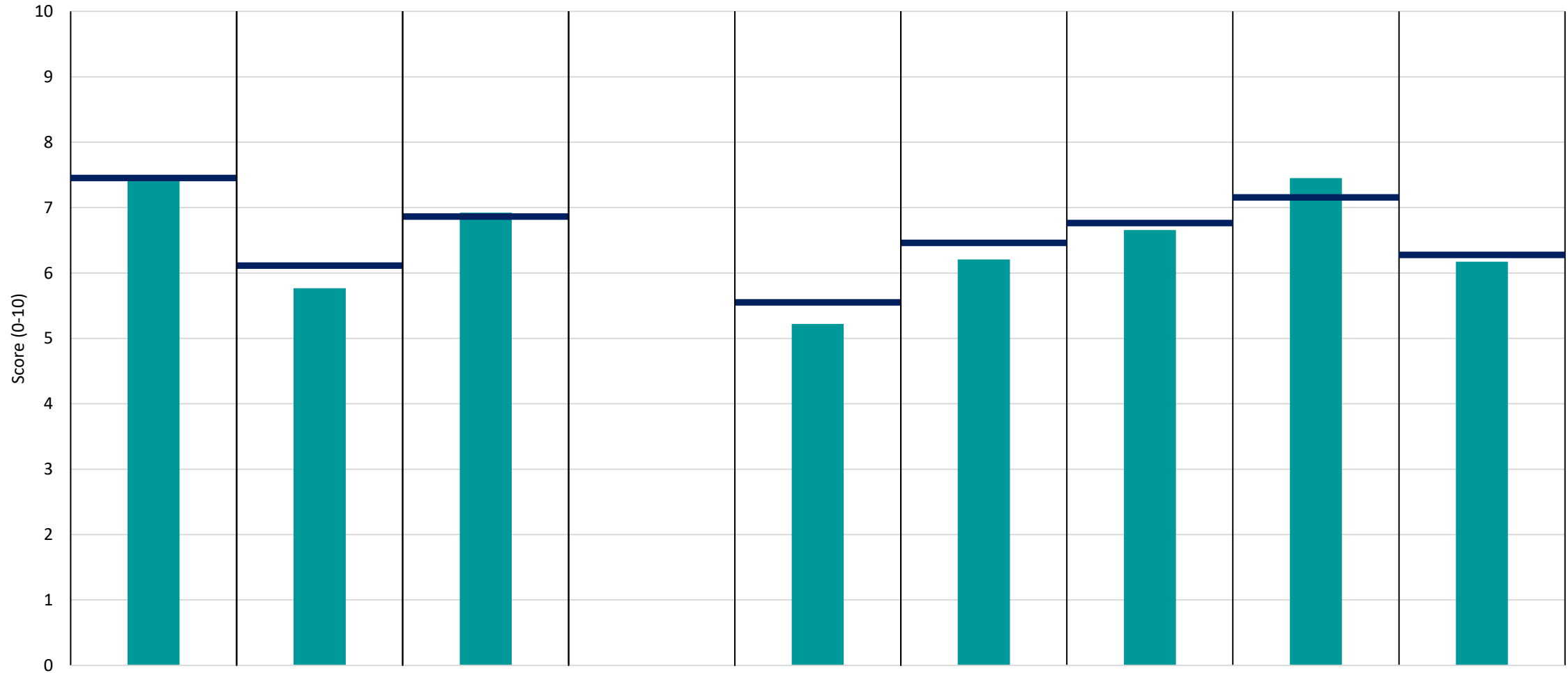
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.48 | 5.77 | 6.92 | - | 5.22 | 6.21 | 6.66 | 7.45 | 6.17 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 43 43 41 - 37 43 43 43 43 26

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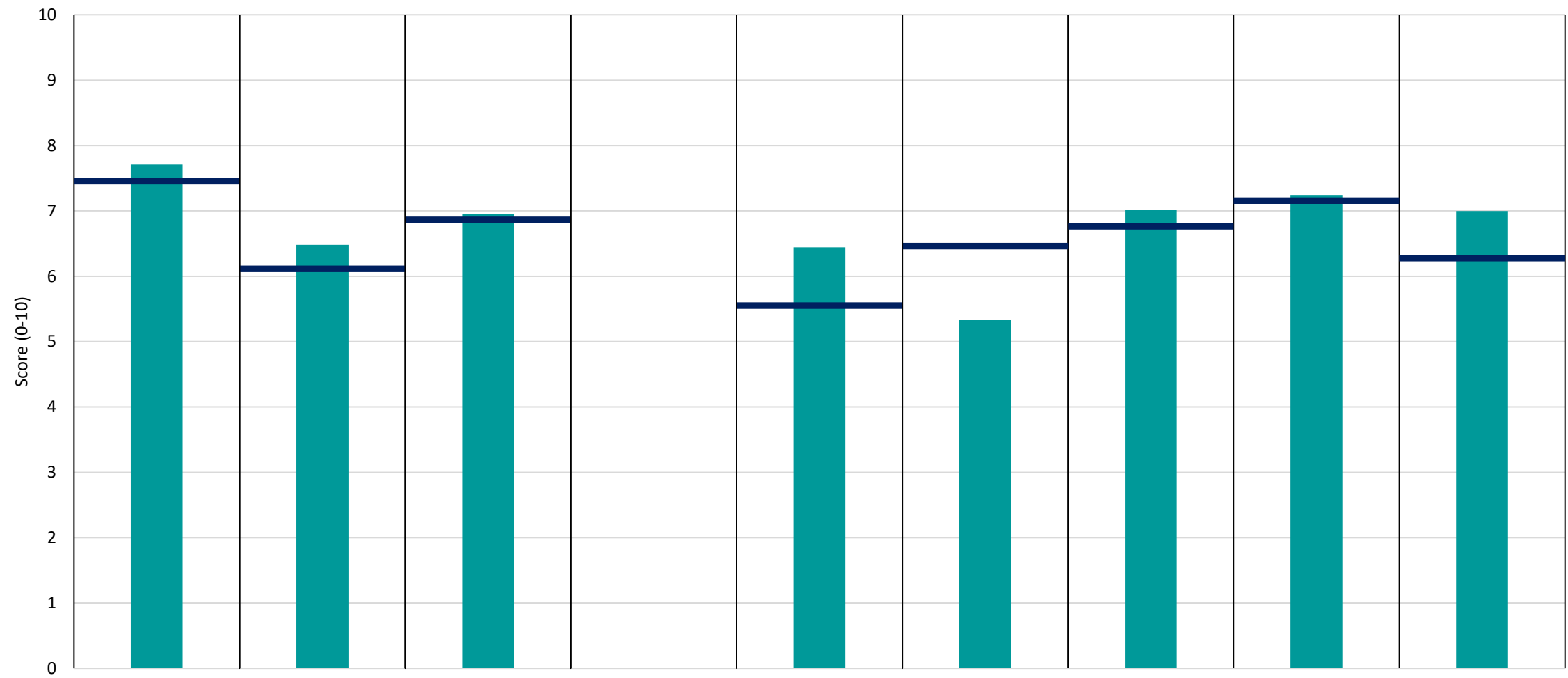
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| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.71 | 6.48 | 6.96 | - | 6.44 | 5.34 | 7.01 | 7.24 | 7.00 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 30 | 31 | 31 | - | 28 | 31 | 31 | 31 | 31 |

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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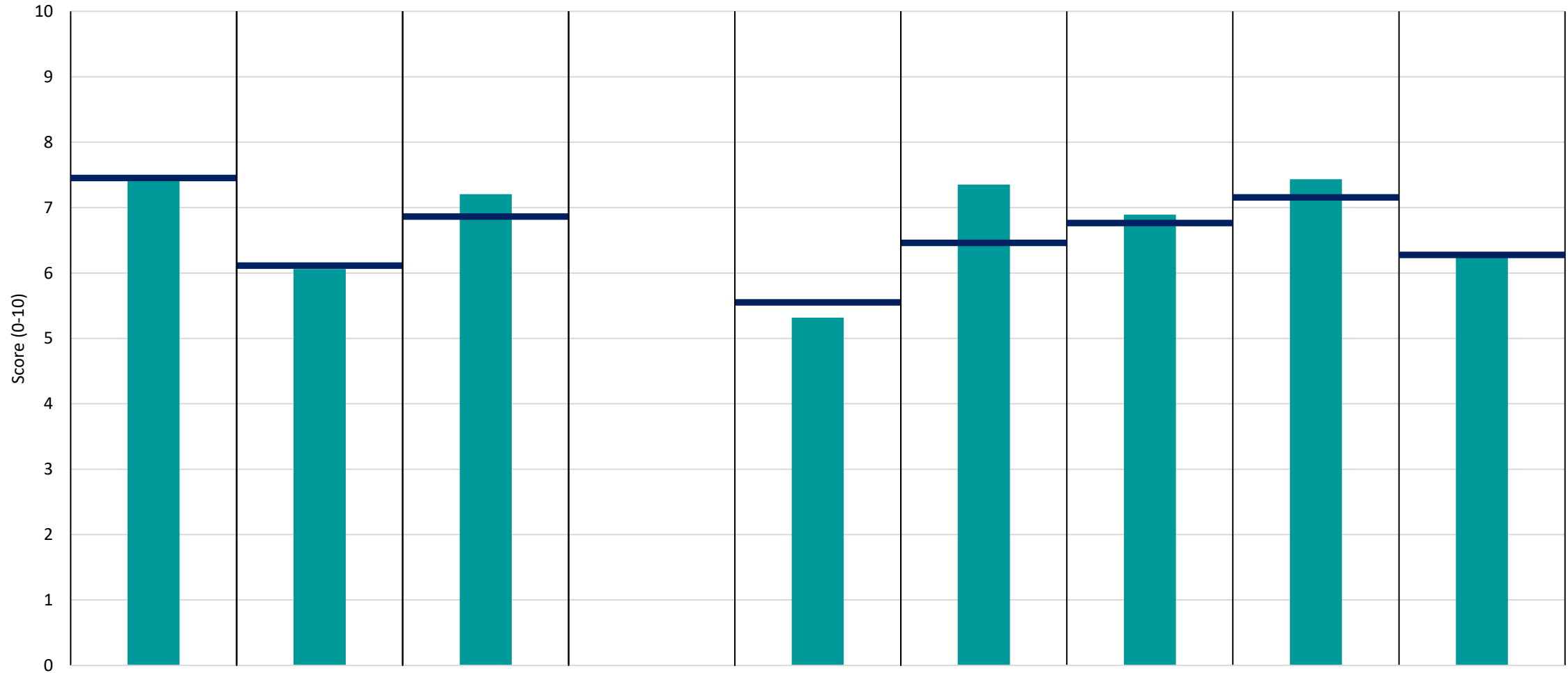
We work flexibly



We are a team

Staff Engagement

Morale



| | | | | | | | | | |
|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.44 | 6.06 | 7.21 | - | 5.32 | 7.35 | 6.89 | 7.43 | 6.30 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 17 | 17 | 16 | - | 15 | 17 | 17 | 17 | 17 |



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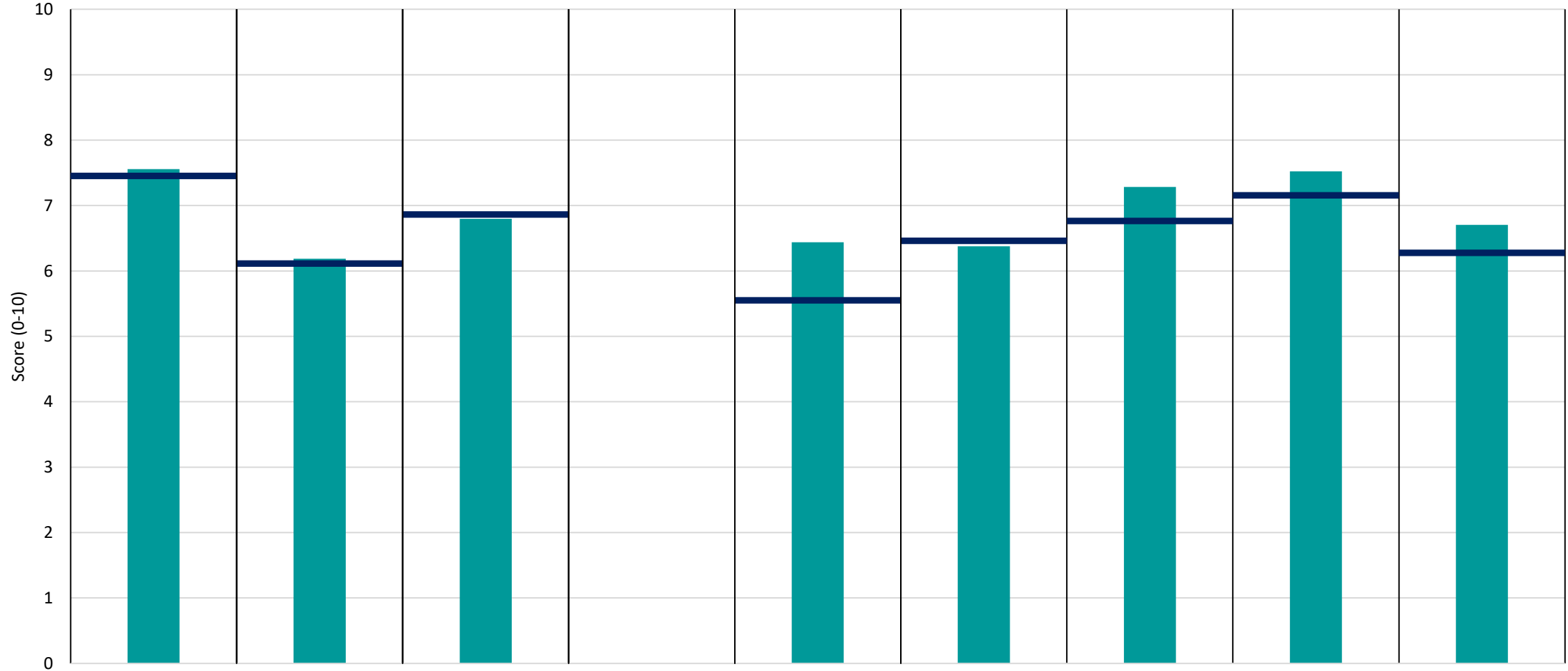
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Staff Engagement

Morale



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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.56 | 6.19 | 6.80 | - | 6.44 | 6.38 | 7.29 | 7.52 | 6.70 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 27 27 26 - 27 26 27 26 27 29

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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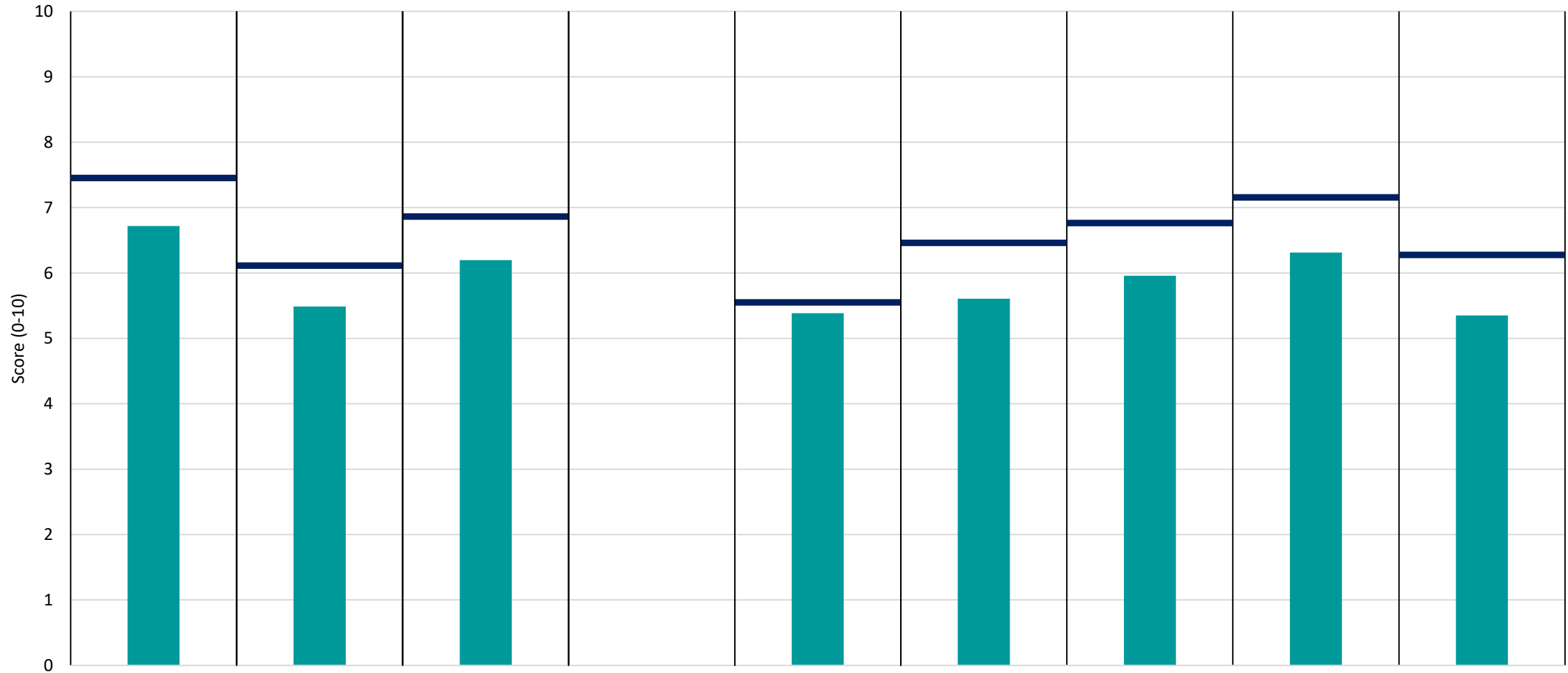
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.72 | 5.49 | 6.20 | - | 5.39 | 5.61 | 5.96 | 6.31 | 5.35 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 37 37 36 - 35 37 35 37 37 37 30

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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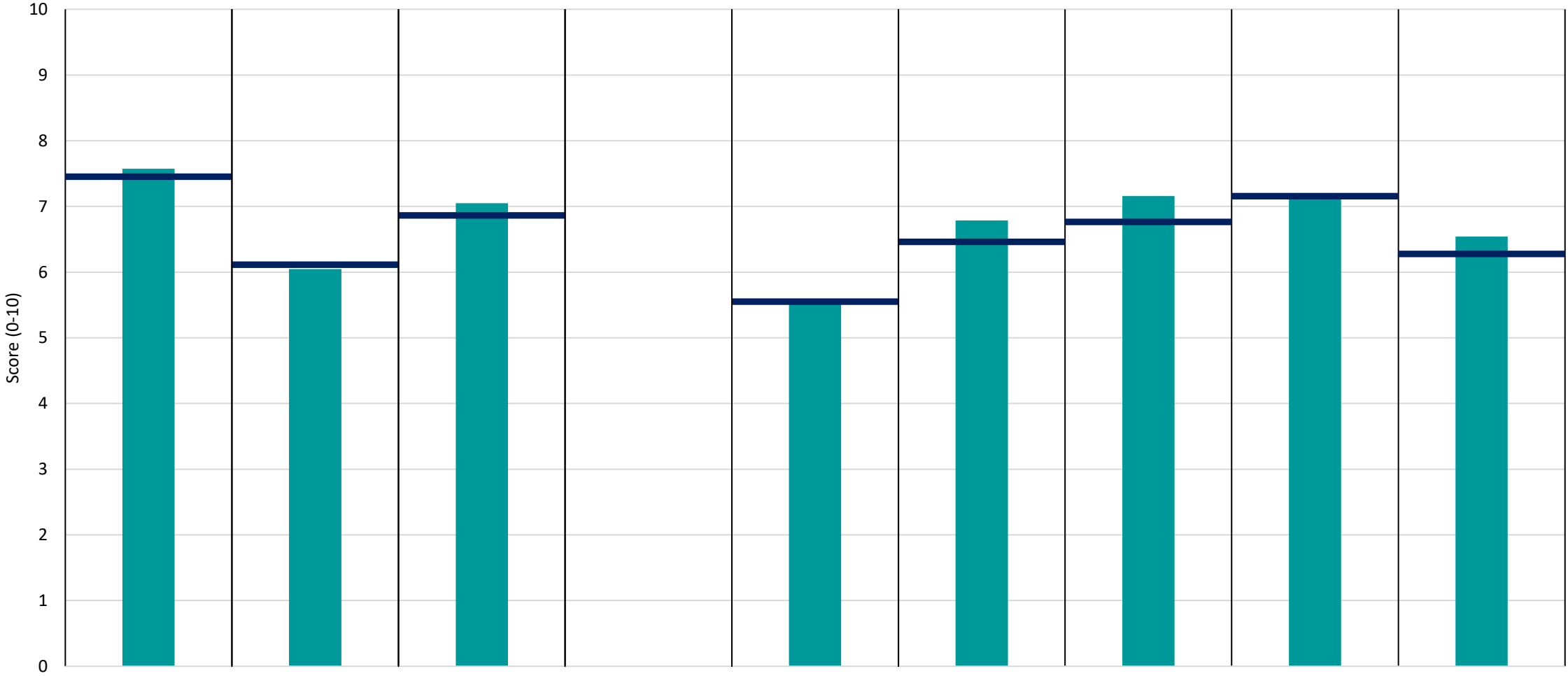
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.57 | 6.05 | 7.05 | - | 5.57 | 6.79 | 7.16 | 7.14 | 6.54 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 21 21 21 - 20 21 21 21 21 21 31

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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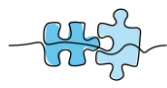
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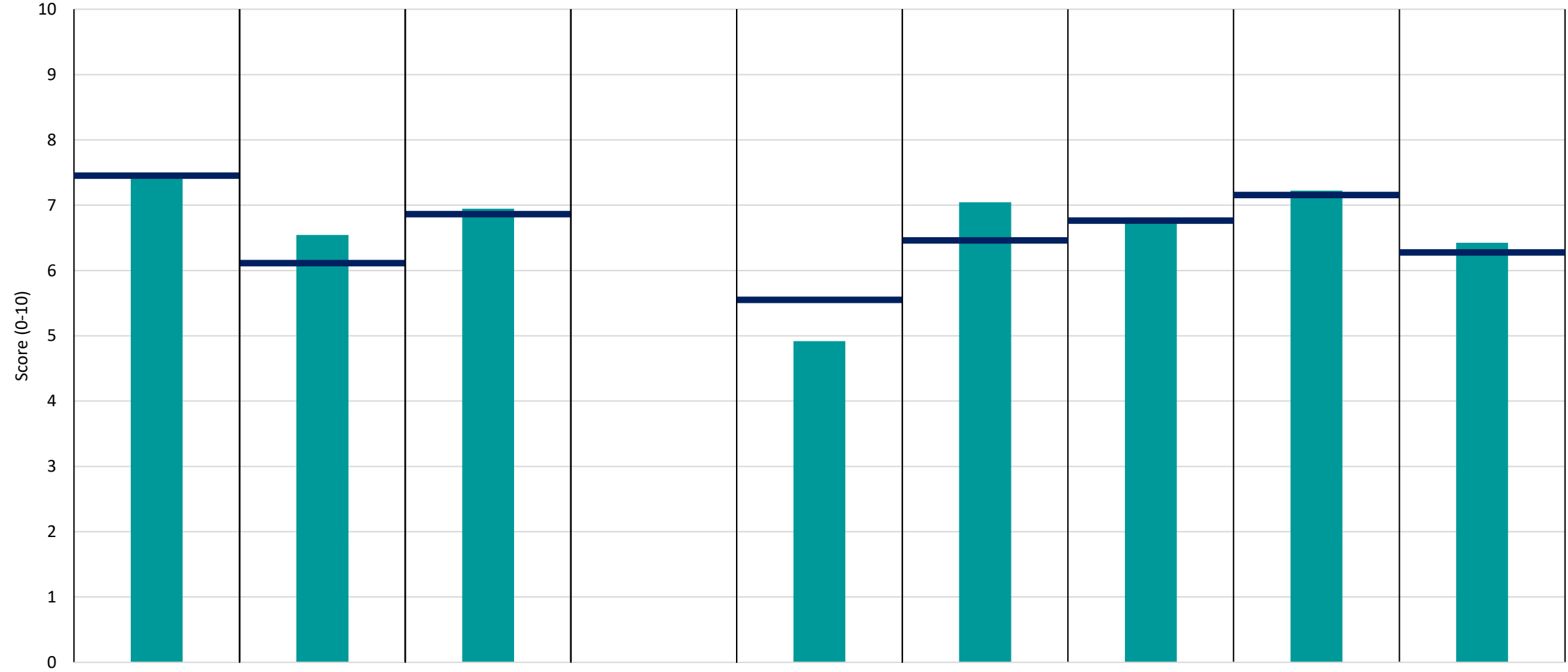
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.48 | 6.55 | 6.95 | - | 4.92 | 7.05 | 6.79 | 7.22 | 6.43 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 11 | 11 | 11 | - | 11 | 11 | 11 | 11 | 11 |

Note. 2023 results for 'We are safe and healthy' have not been reported due to an issue with the data. Please see <https://www.nhsstaffsurveys.com/survey-documents/> for more details.



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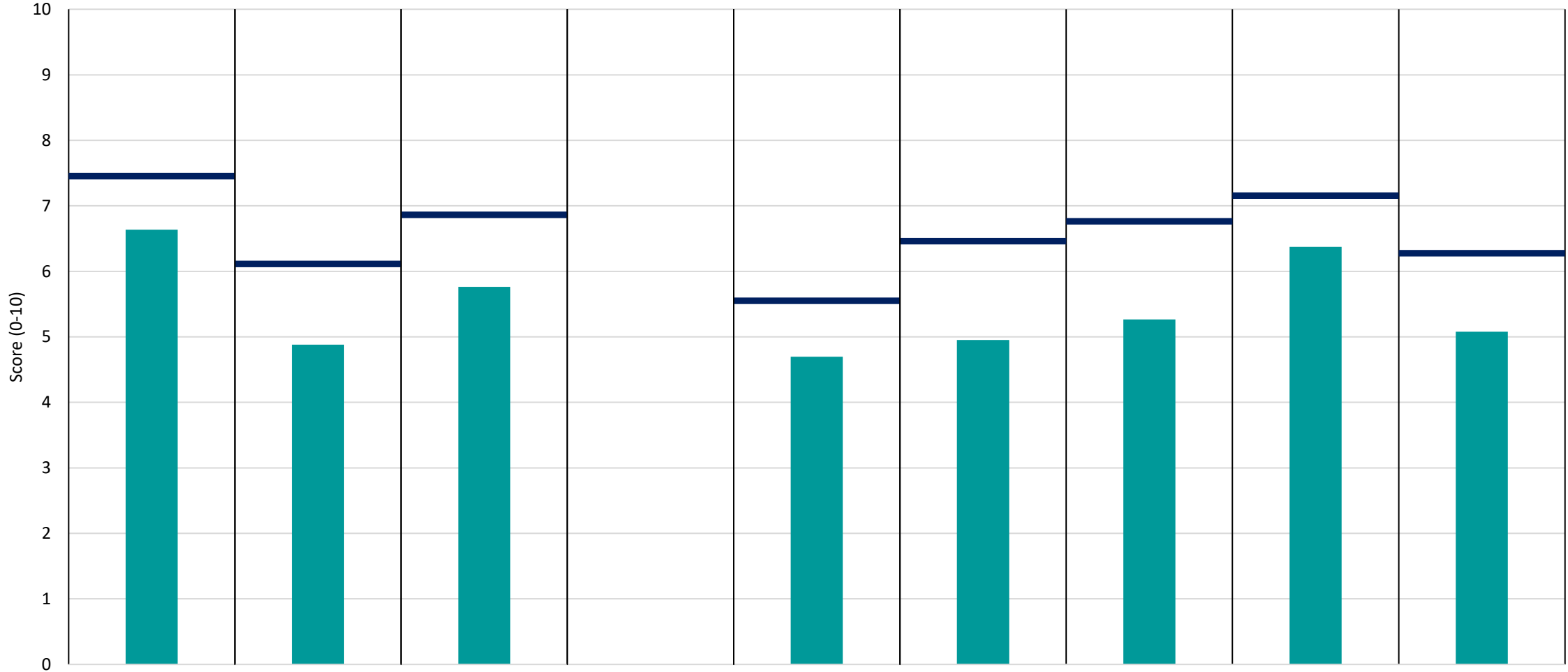
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 6.64 | 4.88 | 5.77 | - | 4.70 | 4.95 | 5.27 | 6.37 | 5.08 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 17 | 17 | 17 | - | 16 | 17 | 17 | 17 | 17 |



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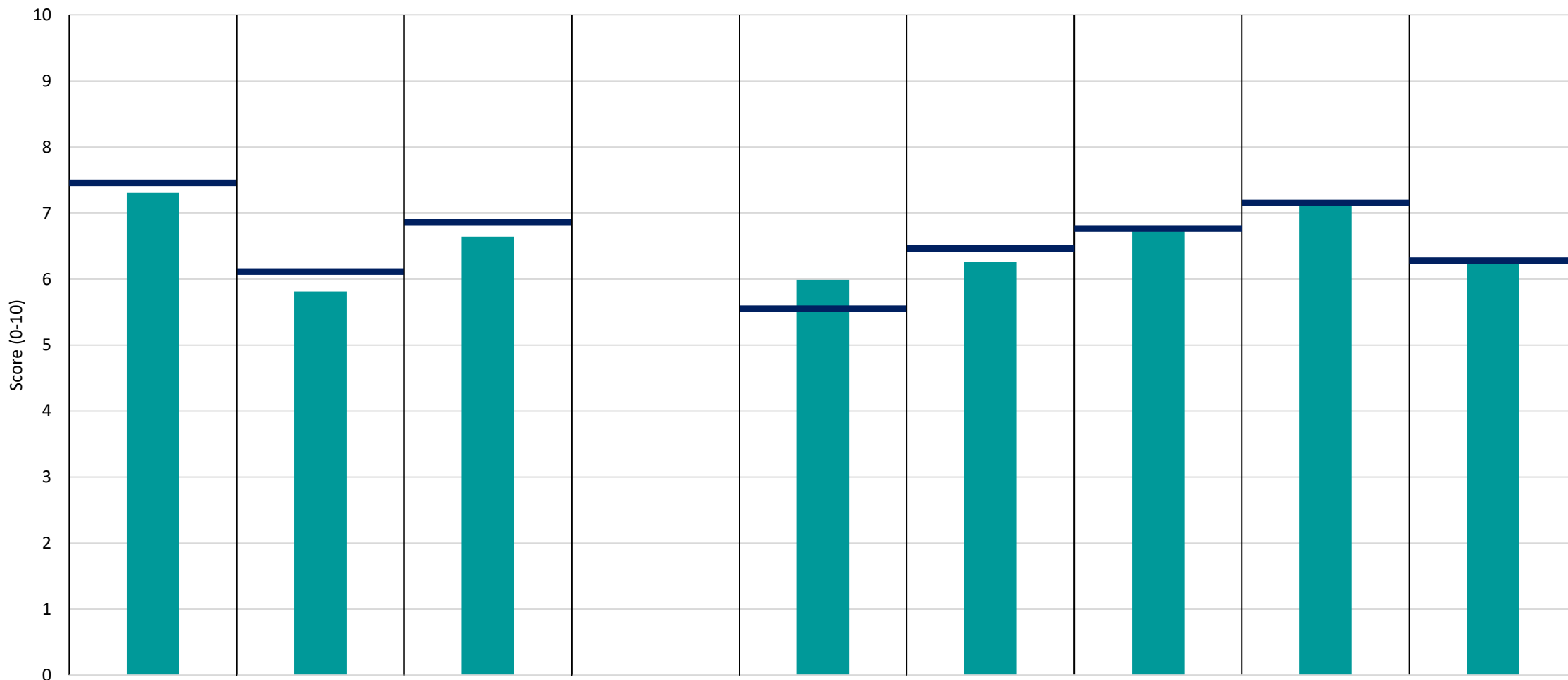
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 7.31 | 5.81 | 6.64 | - | 5.99 | 6.26 | 6.72 | 7.15 | 6.28 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |
| Responses | 140 | 140 | 138 | - | 127 | 139 | 140 | 140 | 140 |

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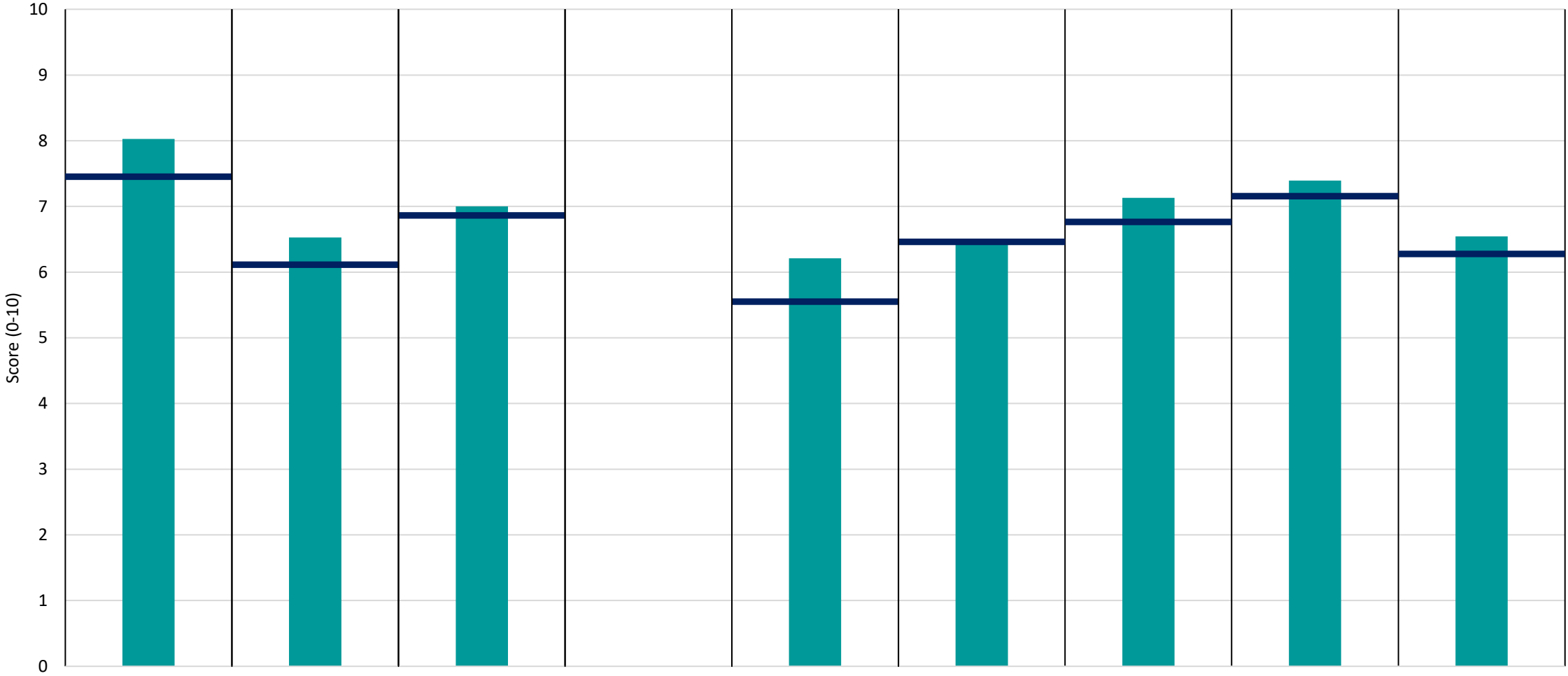
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|-----------|------|------|------|---|------|------|------|------|------|
| Breakdown | 8.03 | 6.53 | 7.00 | - | 6.21 | 6.50 | 7.13 | 7.39 | 6.54 |
| Your org | 7.45 | 6.11 | 6.86 | - | 5.55 | 6.46 | 6.76 | 7.16 | 6.28 |

Responses 74 74 74 - 73 74 74 74 74 74 35

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