

Labour Turnover and Stability Information - 1 Oct 17 to 30 Sep 18
Morrison Hospital - Medical & Dental (excluding Locum, Bank & Honorary)

Period Turnover

Org L5	Headcount
130 SDU - Morrison Hospital - Div	12.72%

Labour Turnover Rate

Starters Headcount	32
Starters FTE	29.60
Avg Headcount	322.25
Leavers Headcount	41
LTR Headcount %	12.72
Avg FTE	308.23
Leavers FTE	37.61
LTR FTE %	12.20

Labour Stability %

		Start	End	Remain	Index
130 SDU - Morrison Hospital - Div	Headcount	323	321	286	88.54%
	Assignment Count	323	321	286	88.54%

323 Employees were in post at the start of the period, with 286 remaining at the end meaning 88.54% of employees were retained.

Labour Turnover Rate - Job Role

Job Role	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Associate Specialist (Closed)	13.83	13.11	1	0.40	4	3.90	28.92%	29.75%
Clinical Assistant	1.00	0.91	0		0		0.00%	0.00%
Consultant	274.33	263.51	16	14.20	26	22.90	9.48%	8.69%
Specialty Doctor	21.33	18.96	2	2.00	2	1.81	9.38%	9.56%
Staff Grade (Closed)	1.00	1.00	0		0		0.00%	0.00%
Trust Grade Doctor - Specialty Registrar	10.75	10.75	13	13.00	9	9.00	83.72%	83.72%

Labour Turnover Rate - Payscale

Pay Scale	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
MC01	1.00	1.00	1	0.40	1	1.00	100.00%	100.00%
MC41	12.92	12.19	0		3	2.90	23.23%	23.79%
MC46	18.83	17.45	1	1.00	0		0.00%	0.00%
MD41	1.00	0.82	0		0		0.00%	0.00%
ME21	0.00	0.09	0		0		0.00%	0.00%
MH03	1.00	1.00	0		0		0.00%	0.00%
MN37	10.75	10.75	13	13.00	9	9.00	83.72%	83.72%
MN39	1.50	1.41	1	1.00	2	1.81	133.33%	128.89%
MQ00	1.00	0.10	0		0		0.00%	0.00%
ZM81	253.08	245.54	12	10.20	18	15.90	7.11%	6.48%
ZM82	12.67	12.46	4	4.00	7	6.80	55.26%	54.58%
ZM83	8.58	5.52	0		1	0.20	11.65%	3.63%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	Death in Service	End of Fixed Term Contract	End of Fixed Term Contract - Other	Retirement Age	Voluntary Resignation - Health	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation
Associate Specialist (Closed)				4				
Consultant	1	4		8	1	10	1	1
Specialty Doctor		2						
Trust Grade Doctor - Specialty Registrar		8	1					
Grand Total	1	14	1	12	1	10	1	1

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	Death in Service	End of Fixed Term Contract	End of Fixed Term Contract - Other	Retirement Age	Voluntary Resignation - Health	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation
CYM MC01 Associate Specialist				1				
CYM MC41 Associate Specialist New Contract				3				
CYM MN37 Specialty Registrar		8	1					
CYM MN39 Specialty Registrar Core training		2						
CYM ZM81 Consultant		2		8	1	6		1
CYM ZM82 Consultant Locum	1	1				4	1	
CYM ZM83 Consultant Locum Max		1						
Grand Total	1	14	1	12	1	10	1	1

Leavers by Length of Service and Role - Headcount

Job Role	<1 Year	1 to 2 Years	2 to 5 Years	5 to 10 Years	10 to 15 Years	15 to 20 Years	20 to 25 Years	25 to 30 Years	>=30 Years	
Associate Specialist (Closed)								1	2	1
Consultant	5	1	5	3	2	1	5	3	1	
Specialty Doctor			2							
Trust Grade Doctor - Specialty Registrar	5	4								
Grand Total	10	5	7	3	2	1	6	5	2	

Leavers by Length of Service and Payscale - Headcount

Pay Grade	<1 Year	1 to 2 Years	2 to 5 Years	5 to 10 Years	10 to 15 Years	15 to 20 Years	20 to 25 Years	25 to 30 Years	>=30 Years
CYM MC01 Associate Specialist								1	
CYM MC41 Associate Specialist New Contract							1	1	1
CYM MN37 Specialty Registrar	5	4							
CYM MN39 Specialty Registrar Core training			2						
CYM ZM81 Consultant	2		3	2	2	1	5	3	
CYM ZM82 Consultant Locum	3	1	1	1					1
CYM ZM83 Consultant Locum Max			1						
Grand Total	10	5	7	3	2	1	6	5	2

Labour Turnover and Stability Information - 1 Oct 17 to 30 Sep 18
Morrison Hospital - Nursing & Midwifery (excluding Bank)

Period Turnover

Org L5	Headcount
130 SDU - Morrison Hospital - Div	8.14%

Labour Turnover Rate

Starters Headcount	132
Starters FTE	119.72
Avg Headcount	1,474.92
Leavers Headcount	120
LTR Headcount %	8.14
Avg FTE	1,309.69
Leavers FTE	102.61
LTR FTE %	7.83

Labour Stability %

		Start	End	Remain	Index
130 SDU - Morrison Hospital - Div	Headcount	1,475	1,496	1,305	88.47%
	Assignment Count	1,482	1,503	1,309	88.33%

1,475 Employees were in post at the start of the period, with 1,305 remaining at the end meaning 88.47% of employees were retained.

Labour Turnover Rate - Job Role

Job Role	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Advanced Practitioner	13.00	13.00	0		0		0.00%	0.00%
Modern Matron	13.17	13.12	2	1.43	5	5.00	37.97%	38.11%
Nurse Consultant	1.00	0.69	0		0		0.00%	0.00%
Nurse Manager	15.75	15.42	2	2.00	2	2.00	12.70%	12.97%
Sister/Charge Nurse	213.50	197.23	3	3.00	12	11.27	5.62%	5.71%
Specialist Nurse Practitioner	162.17	151.39	2	1.40	7	5.29	4.32%	3.50%
Staff Nurse	1,056.33	918.84	123	111.89	94	79.05	8.90%	8.60%

Labour Turnover Rate - Payscale

Pay Scale	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
NQ00	1.00	1.00	0		0		0.00%	0.00%
XR05	1,021.83	884.86	121	110.69	96	81.65	9.39%	9.23%
XR06	214.58	200.13	5	4.20	8	6.67	3.73%	3.33%
XR07	190.00	177.09	1	0.40	10	8.29	5.26%	4.68%
XR08	37.25	37.07	3	2.43	5	5.00	13.42%	13.49%
XR09	5.33	4.63	1	1.00	0		0.00%	0.00%
XR10	4.92	4.92	1	1.00	1	1.00	20.34%	20.34%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	Dismissal - Capability	Dismissal - Conduct	Dismissal - Some Other Substantial Reason	Employee Transfer	End of Fixed Term Contract	End of Fixed Term Contract - Other	Flexi Retirement	Redundancy - Voluntary	Retirement - Ill Health	Retirement Age	Voluntary Early Retirement - with Actuarial Reduction	Voluntary Resignation - Adult Dependants	Voluntary Resignation - Better Reward Package	Voluntary Resignation - Child Dependants	Voluntary Resignation - Health	Voluntary Resignation - Incompatible Working Relationships	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - Work Life Balance	
Modern Matron										4	1										
Nurse Manager					1					1											
Sister/Charge Nurse										4			1	1					3	2	1
Specialist Nurse Practitioner								1		4								2			
Staff Nurse	3	1	1	2			1	1	1	10	1	2		1	4		1	23	4	28	10
Grand Total	3	1	1	2	1	1	1	1	1	23	2	2	1	2	4	1	25	7	30	11	

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	Dismissal - Capability	Dismissal - Conduct	Dismissal - Some Other Substantial Reason	Employee Transfer	End of Fixed Term Contract	End of Fixed Term Contract - Other	Flexi Retirement	Redundancy - Voluntary	Retirement - Ill Health	Retirement Age	Voluntary Early Retirement - with Actuarial Reduction	Voluntary Resignation - Adult Dependants	Voluntary Resignation - Better Reward Package	Voluntary Resignation - Child Dependants	Voluntary Resignation - Health	Voluntary Resignation - Incompatible Working Relationships	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - Work Life Balance	
CYM XR05 Review Body Band 5	3	1	1	2			1	1	1	12	1	2		1	4		1	22	4	29	10
CYM XR06 Review Body Band 6														1	1			1	3	1	1
CYM XR07 Review Body Band 7									1	7								2			
CYM XR08 Review Body Band 8 - Range										4	1										
CYM XR10 Review Body Band 8 - Range						1															
Grand Total	3	1	1	2	1	1	1	1	1	23	2	2	1	2	4	1	25	7	30	11	

Leavers by Length of Service and Job Role - Headcount

Job Role	<1 Year	1 to 2 Years	2 to 5 Years	5 to 10 Years	10 to 15 Years	15 to 20 Years	20 to 25 Years	>=30 Years
Modern Matron			1			2		2
Nurse Manager		1					1	
Sister/Charge Nurse	1	1	1	1	2	4		2
Specialist Nurse Practitioner				2		2	1	2
Staff Nurse	20	24	17	12	10	6	3	2
Grand Total	21	26	19	15	12	14	5	8

Leavers by Length of Service and Payscale - Headcount

Pay Grade	<1 Year	1 to 2 Years	2 to 5 Years	5 to 10 Years	10 to 15 Years	15 to 20 Years	20 to 25 Years	>=30 Years
CYM XR05 Review Body Band 5	19	25	17	12	11	7	3	2
CYM XR06 Review Body Band 6	2		1	1	1	3		
CYM XR07 Review Body Band 7				2		2	2	4
CYM XR08 Review Body Band 8 - Range			1			2		2
CYM XR10 Review Body Band 8 - Range		1						
Grand Total	21	26	19	15	12	14	5	8