

Labour Turnover and Stability Information - 1 Oct 17 to 30 Sep 18
Mental Health & Learning Disabilities - Medical & Dental (excluding Locum, Bank & Honorary)

Period Turnover

Org L5	Headcount
130 SDU - Mental Health & Learning Disabilities - Div	14.65%

Labour Turnover Rate

Starters Headcount	7
Starters FTE	6.60
Avg Headcount	68.25
Leavers Headcount	10
LTR Headcount %	14.65
Avg FTE	65.43
Leavers FTE	8.50
LTR FTE %	12.99

Labour Stability %

		Start	End	Remain	Index
130 SDU - Mental Health & Learning Disabilities - Div	Headcount	68	66	58	85.29%
	Assignment Count	68	66	58	85.29%

68 Employees were in post at the start of the period, with 58 remaining at the end meaning 85.29% 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)	10.00	9.50	0		0		0.00%	0.00%
Clinical Director - Medical	1.00	1.00	0		0		0.00%	0.00%
Consultant	43.83	41.61	5	4.60	8	6.50	18.25%	15.62%
Specialty Doctor	13.92	13.82	2	2.00	2	2.00	14.37%	14.48%

Labour Turnover Rate - Payscale

Pay Scale	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
MC41	10.00	9.50	0		0		0.00%	0.00%
MC46	13.92	13.82	2	2.00	2	2.00	14.37%	14.48%
ZM81	35.67	33.95	3	2.60	5	4.20	14.02%	12.37%
ZM82	8.08	7.98	2	2.00	2	2.00	24.74%	25.05%
ZM83	1.00	0.30	0		1	0.30	100.00%	100.00%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	End of Fixed Term Contract	Retirement - Ill Health	Retirement Age	Voluntary Resignation - Other/Not Known
Consultant	1	1	3	3
Specialty Doctor	1			1
Grand Total	2	1	3	4

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	End of Fixed Term Contract	Retirement - Ill Health	Retirement Age	Voluntary Resignation - Other/Not Known
CYM MC46 Specialty Doctor	1			1
CYM ZM81 Consultant		1	3	1
CYM ZM82 Consultant Locum				2
CYM ZM83 Consultant Locum Max	1			
Grand Total	2	1	3	4

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
Consultant		1	1	1	2	3
Specialty Doctor	1			1		
Grand Total	1	1	1	2	2	3

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
CYM MC46 Specialty Doctor	1			1		
CYM ZM81 Consultant					2	3
CYM ZM82 Consultant Locum			1	1		
CYM ZM83 Consultant Locum Max		1				
Grand Total	1	1	1	2	2	3

Labour Turnover and Stability Information 1 Oct 17 to 30 Sep 18
Mental Health and Learning Disabilities - Nursing and Midwifery (excluding Bank)

Labour Turnover and Stability Information - 1 Oct 17 to 30 Sep 18
Mental Health & Learning Disabilities - Nursing & Midwifery (excluding Bank)

Period Turnover

Org L5	Headcount
130 SDU - Mental Health & Learning Disabilities - Div	8.25%

Labour Turnover Rate

Starters Headcount	40
Starters FTE	34.76
Avg Headcount	800.33
Leavers Headcount	66
LTR Headcount %	8.25
Avg FTE	736.66
Leavers FTE	58.14
LTR FTE %	7.89

Labour Stability %

		Start	End	Remain	Index
130 SDU - Mental Health & Learning Disabilities - Div	Headcount	807	798	728	90.21%
	Assignment Count	810	807	727	89.75%

807 Employees were in post at the start of the period, with 728 remaining at the end meaning 90.21% of employees were retained.

Labour Turnover Rate - Job Role

Labour Turnover and Stability Information 1 Oct 17 to 30 Sep 18
Mental Health and Learning Disabilities - Nursing and Midwifery (excluding Bank)

Job Role	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Community Nurse	141.58	133.38	4	3.20	11	9.40	7.77%	7.05%
Community Practitioner	116.42	104.39	6	4.85	10	8.95	8.59%	8.57%
Nurse Consultant	1.00	1.00	1	1.00	1	1.00	100.00%	100.00%
Nurse Manager	38.33	36.66	1	1.00	1	1.00	2.61%	2.73%
Sister/Charge Nurse	76.17	74.56	1	0.91	6	5.50	7.88%	7.38%
Specialist Nurse Practitioner	26.50	26.29	0		1	1.00	3.77%	3.80%
Staff Nurse	400.67	360.72	27	23.80	36	31.29	8.99%	8.68%

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	367.25	328.04	30	26.60	38	32.24	10.35%	9.83%
XR06	289.58	269.46	7	5.16	21	19.40	7.25%	7.20%
XR07	122.67	119.01	1	1.00	5	4.50	4.08%	3.78%
XR08	14.17	13.53	1	1.00	1	1.00	7.06%	7.39%
XR09	5.67	5.63	1	1.00	1	1.00	17.65%	17.75%

Leavers by Leaving Reason and Job Role - Headcount

Labour Turnover and Stability Information 1 Oct 17 to 30 Sep 18
Mental Health and Learning Disabilities - Nursing and Midwifery (excluding Bank)

Job Role	Death in Service	Employee Transfer	End of Fixed Term Contract	Has Not Worked	Retirement - Ill Health	Retirement Age	Voluntary Resignation - Adult Dependants	Voluntary Resignation - Health	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - To undertake further education or training	Voluntary Resignation - Work Life Balance
Community Nurse		1				5			3			1	1
Community Practitioner			1			7				1	1		
Nurse Consultant						1							
Nurse Manager						1							
Sister/Charge Nurse		1				1			1	1	2		
Specialist Nurse Practitioner						1							
Staff Nurse	2			1	2	12	1	1	6	2	6		3
Grand Total	2	2	1	1	2	28	1	1	10	4	9	1	4

Leavers by Leaving Reason and Scale - Headcount

Pay Grade	Death in Service	Employee Transfer	End of Fixed Term Contract	Has Not Worked	Retirement - Ill Health	Retirement Age	Voluntary Resignation - Adult Dependants	Voluntary Resignation - Health	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - To undertake further education or training	Voluntary Resignation - Work Life Balance
CYM XR05 Review Body Band 5	2	1	1	1	2	10	1	1	7	1	6	1	4
CYM XR06 Review Body Band 6		1				14			2	3	1		
CYM XR07 Review Body Band 7						2			1		2		
CYM XR08 Review Body Band 8 - Range A						1							
CYM XR09 Review Body Band 8 - Range B						1							
Grand Total	2	2	1	1	2	28	1	1	10	4	9	1	4

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	25 to 30 Years	>=30 Years
Community Nurse	1	1		2	1	1		1	4
Community Practitioner		2		1	3	1			3

Labour Turnover and Stability Information 1 Oct 17 to 30 Sep 18
Mental Health and Learning Disabilities - Nursing and Midwifery (excluding Bank)

Nurse Consultant										1
Nurse Manager										1
Sister/Charge Nurse		1	2	1		1		1		
Specialist Nurse Practitioner										1
Staff Nurse	4	3	8	6	3	2	1	2		7
Grand Total	5	7	10	10	7	5	1	4		17

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 XR05 Review Body Band 5	4	5	8	6	3	3	1	1		7
CYM XR06 Review Body Band 6	1	1	1	4	4	2			1	7
CYM XR07 Review Body Band 7		1	1						2	1
CYM XR08 Review Body Band 8 - Range A										1
CYM XR09 Review Body Band 8 - Range B										1
Grand Total	5	7	10	10	7	5	1	4		17