

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

Period Turnover

Org L5	Headcount
130 SDU - Neath Port Talbot Hospital - Div	7.25%

Labour Turnover Rate

Starters Headcount	1
Starters FTE	1.00
Avg Headcount	27.58
Leavers Headcount	2
LTR Headcount %	7.25
Avg FTE	25.88
Leavers FTE	1.10
LTR FTE %	4.25

Labour Stability %

		Start	End	Remain	Index
130 SDU - Neath Port Talbot Hospital - Div	Headcount	28	28	26	92.86%
	Assignment Count	28	28	26	92.86%

28 Employees were in post at the start of the period, with 26 remaining at the end meaning 92.86% of employees were retained.

Labour Turnovar Rate - Job Role

Job Role	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Associate Specialist (Closed)	4.00	3.40	0		0		0.00%	0.00%
Clinical Assistant	1.00	1.00	0		1	1.00	100.00%	100.00%
Consultant	16.67	15.57	0		1	0.10	6.00%	0.64%
Specialty Doctor	6.50	6.50	1	1.00	0		0.00%	0.00%

Labour Turnovar Rate - Payscale

Pay Scale	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
MC41	4.00	3.40	0		0		0.00%	0.00%
MC46	6.50	6.50	1	1.00	0		0.00%	0.00%
ME21	1.00	1.00	0		1	1.00	100.00%	100.00%
ZM81	15.67	14.57	0		1	0.10	6.38%	0.69%
ZM83	1.00	1.00	0		0		0.00%	0.00%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	Death in Service	Voluntary Resignation - Other/Not Known
Clinical Assistant	1	
Consultant		1
Grand Total	1	1

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	Death in Service	Voluntary Resignation - Other/Not Known
CYM ME21 PT Med Off/Gen Dental Practitioner	1	
CYM ZM81 Consultant		1
Grand Total	1	1

Leavers by Length of Service and Role - Headcount

Job Role	5 to 10 Years	25 to 30 Years
Clinical Assistant		1
Consultant	1	
Grand Total	1	1

Leavers by Length of Service and Payscale - Headcount

Pay Grade	5 to 10 Years	25 to 30 Years
CYM ME21 PT Med Off/Gen Dental Practitioner		1
CYM ZM81 Consultant	1	
Grand Total	1	1

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

Period Turnover

Org L5	Headcount
130 SDU - Neath Port Talbot Hospital - Div	6.79%

Labour Turnover Rate

Starters Headcount	22
Starters FTE	15.63
Avg Headcount	353.58
Leavers Headcount	24
LTR Headcount %	6.79
Avg FTE	303.81
Leavers FTE	20.33
LTR FTE %	6.69

Labour Stability %

		Start	End	Remain	Index
130 SDU - Neath Port Talbot Hospital - Div	Headcount	356	360	311	87.36%
	Assignment Count	366	370	314	85.79%

356 Employees were in post at the start of the period, with 311 remaining at the end meaning 87.36% 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	2.83	2.83	0		1	1.00	35.29%	35.29%
Community Nurse	32.75	28.56	2	1.23	2	1.67	6.11%	5.84%
Midwife	74.67	64.30	9	6.97	6	4.53	8.04%	7.05%
Midwife - Consultant	1.75	0.88	0		1	0.50	57.14%	57.14%
Midwife - Manager	2.50	2.80	0		0		0.00%	0.00%
Midwife - Specialist Practitioner	1.00	1.00	0		0		0.00%	0.00%
Modern Matron	1.67	1.67	0		0		0.00%	0.00%
Nurse Consultant	1.00	1.00	0		0		0.00%	0.00%
Nurse Manager	10.58	10.57	1	1.00	0		0.00%	0.00%
Sister/Charge Nurse	20.50	18.62	1	1.00	0		0.00%	0.00%
Specialist Nurse Practitioner	52.58	45.33	3	2.23	6	5.23	11.41%	11.53%
Staff Nurse	151.75	126.26	6	3.20	8	7.40	5.27%	5.86%

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	141.08	116.31	10	7.09	7	6.40	4.96%	5.50%
XR06	111.50	99.12	7	4.88	10	7.40	8.97%	7.47%
XR07	81.58	69.55	5	3.65	7	6.03	8.58%	8.66%
XR08	10.67	10.95	0		0		0.00%	0.00%
XR09	5.33	4.46	0		1	0.50	18.75%	11.21%
XR10	2.42	2.42	0		0		0.00%	0.00%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	Dismissal - Capability	Flexi Retirement	Retirement Age	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - Work Life Balance
Advanced Practitioner			1				
Community Nurse		1				1	
Midwife		1	2	1	1		1
Midwife - Consultant			1				
Specialist Nurse Practitioner			4	1	1		
Staff Nurse	1		1	4		1	1
Grand Total	1	2	9	6	2	2	2

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	Dismissal - Capability	Flexi Retirement	Retirement Age	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - Work Life Balance
CYM XR05 Review Body Band 5	1		1	4			1
CYM XR06 Review Body Band 6		2	2	1	2	2	1
CYM XR07 Review Body Band 7			5	1	1		
CYM XR09 Review Body Band 8 - Range			1				
Grand Total	1	2	9	6	2	2	2

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
Advanced Practitioner									1
Community Nurse				1			1		
Midwife		1	1	1	1	1			1
Midwife - Consultant				1					
Specialist Nurse Practitioner		1	3					1	1
Staff Nurse	1	1	2	3				1	
Grand Total	1	3	6	6	1	1	1	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	20 to 25 Years	25 to 30 Years	>=30 Years
CYM XR05 Review Body Band 5	1	1	1	3				1	
CYM XR06 Review Body Band 6		1	3	2	1	1	1		1
CYM XR07 Review Body Band 7		1	2		1			1	2
CYM XR09 Review Body Band 8 - Range				1					
Grand Total	1	3	6	6	1	1	1	2	3