

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

Period Turnover

Fig 18	Headcount
130 001 - Primary Care & Community - Div	18,524

Labour Turnover Rate

Doctors Headcount	11
Doctors FTE	920
Avg Headcount	13,421
Leavers Headcount	10
LTR Headcount %	18.41
Avg FTE	37,460
Leavers FTE	6,502
LTR FTE %	17.35

Labour Stability %

	Headcount	Start	End	Retain	Index
130 001 - Primary Care & Community - Div	Headcount	54	51	44	81.48%
	Assignment Count	57	50	46	80.70%

54 Employees were in post at the start of the period, with 44 remaining at the end meaning 81.48% of employees were retained.

Labour Turnover Rate - Job Role

Job Role	Avg Headcount	Avg FTE Headcount	Doctors Headcount	Doctors FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
Associate Specialist (Dental)	3.00	2.30	0	0	1	0.85	33.33%	40.48%
Clinical Director - Medical	3.75	3.76	1	0.20	0	0.00	0.00%	0.00%
Consultant	8.42	7.82	1	1.00	1	1.00	11.88%	12.63%
Dental Officer	18.00	11.86	0	0	3	1.60	16.67%	13.49%
General Medical Practitioner	15.00	8.31	1	3.81	3	1.39	20.00%	16.45%
Licensed General Practitioner	2.50	2.80	0	0	1	0.47	40.00%	17.79%
Specialist Doctor	4.00	2.40	0	0	0	0.00%	0.00%	0.00%
Trust Grade Doctor - SHD Level (Dental)	1.27	1.27	4	4.00	1	1.00	78.57%	79.12%

Labour Turnover Rate - Payscale

Fig 18(a)	Avg Headcount	Avg FTE Headcount	Doctors Headcount	Doctors FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
LD1	10.00	6.95	0	0	0	0.00	0.00%	0.00%
LD11	0.50	1.40	0	0	1	0.80	200.00%	50.00%
LD11	5.50	3.48	0	0	2	0.80	36.36%	23.27%
MC1	3.00	3.00	0	0	1	0.40	33.33%	40.48%
MC16	4.00	2.40	0	0	0	0.00%	0.00%	0.00%
MC21	1.27	1.27	4	4.00	1	1.00	78.57%	79.12%
MC22	21.00	11.00	1	6.00	4	2.00	18.18%	15.45%
DM1	8.25	7.75	1	1.00	1	1.00	12.12%	12.80%
DM2	1.00	1.00	0	0	0	0.00%	0.00%	0.00%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	End of Fixed Term Contract - External	End of Fixed Term Contract - Other	Retirement - 0 months	Retirement Age	Voluntary Retirement - Other/Non-Resign	Voluntary Retirement - With Life Balance
Associate Specialist (Dental)					1	
Consultant				1		
Dental Officer			1		2	
General Medical Practitioner		1				2
Licensed General Practitioner		1				1
Trust Grade Doctor - SHD Level (Dental)	1					
Grand Total	1	1	1	2	3	2

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	End of Fixed Term Contract - External	End of Fixed Term Contract - Other	Retirement - 0 months	Retirement Age	Voluntary Retirement - Other/Non-Resign	Voluntary Retirement - With Life Balance
LD1 (MD10) (Admin)					1	2
CNM 1011 (Licensed Primary Dentist - Scale B)		1				1
CNM 1021 (Licensed Primary Dentist - Scale C)				1	1	1
CNM 1021 (Associate Specialist - New Contract)				1	1	1
CNM 1022 (Senior House Officer - Dental 2)	1	1				
CNM 2043 (Consultant)					1	
Grand Total	1	1	1	2	3	2

Leavers by Length of Service and Role - Headcount

Job Role	< 1 Year	1 to 2 Years	3 to 5 Years	5 to 10 Years	10 to 20 Years	20 to 30 Years
Associate Specialist (Dental)						1
Consultant						1
Dental Officer	1		1	1		
General Medical Practitioner	1		1	1		
Licensed General Practitioner	1					
Trust Grade Doctor - SHD Level (Dental)		1				
Grand Total	3	1	2	2	1	1

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 20 Years	20 to 30 Years
LD1 (MD10) (Admin)	2			1	1	
CNM 1011 (Licensed Primary Dentist - Scale B)					1	
CNM 1021 (Licensed Primary Dentist - Scale C)	1					
CNM 1021 (Associate Specialist - New Contract)						1
CNM 1022 (Senior House Officer - Dental 2)		1				
CNM 2043 (Consultant)					1	
Grand Total	3	1	2	2	1	1

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

Period Turnover

Org ID	Headcount
130 520 - Primary Care & Community - Div	8,321

Labour Turnover Rate

Services Headcount	43
Services FTE	26.88
Avg Headcount	326.63
Leavers Headcount	53
176 Headcount %	7.52
Avg FTE	646.93
Leavers FTE	46.95
176 FTE %	6.95

Labour Stability %

	Start	End	Person	Index	
130 520 - Primary Care & Community - Div	Headcount	764	774	685	89.65%
	Person	776	771	487	62.76%
	Cost				

764 Employees were in post at the start of the period, with 685 remaining at the end meaning 89.65% of employees were retained.

Labour Turnover Rate - Job Role

Job Role	Avg Headcount	Avg FTE	Starts Headcount	Starts FTE	Leavers Headcount	Leavers FTE	176 Headcount %	176 FTE %
Advanced Practitioner	35.00	35.00	0	0	0	0.00%	0.00%	
Community Nurse	300.92	255.75	27	13.44	10	3.33%	4.88%	
Community Practitioner	148.08	204.61	18	11.03	20	13.51%	8.02%	
District Nurse	2.83	2.26	0	0	0	0.00%	0.00%	
Nurse Manager	16.63	16.63	1	1.00	3	18.04%	18.04%	
Practice Nurse	2.00	1.85	0	0	0	0.00%	0.00%	
Specialist Charge Nurse	6.83	6.46	0	0	0	0.00%	0.00%	
Specialist Nurse Practitioner	26.75	26.37	0	0	1	3.74%	3.74%	
Staff Nurse	65.25	57.31	4	2.89	0	6.13%	10.91%	

Labour Turnover Rate - Payscale

Pay Grade	Avg Headcount	Avg FTE	Starts Headcount	Starts FTE	Leavers Headcount	Leavers FTE	176 Headcount %	176 FTE %
NR00	6.93	1.58	1	1.00	1	1.00	14.43%	63.43%
NR02	5.50	4.31	0	0	3	2.40	54.55%	55.73%
NR05	260.67	212.67	22	17.33	15	6.64	5.76%	4.66%
NR06	200.52	209.67	61	3.45	22	10.44	3.20%	4.96%
NR07	121.75	115.89	1	0.40	13	13.23	10.68%	9.69%
NR08	26.62	25.60	0	0	0	0.00%	0.00%	
NR09	1.51	1.51	0	0	0	0.00%	0.00%	
NR10	2.58	2.58	0	0	0	0.00%	0.00%	

Leavers by Leaving Reason and Job Role - Headcount

Job Role	Employed Capability	First Retirement	Retirement at work	Retirement Age	Voluntary Resignation - Health Related	Voluntary Resignation - Other/Don't Know	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - Work/Life Balance
Community Nurse	1	2	2	4	0	0	0	1	3
Community Practitioner	2	1	0	12	0	3	2	5	0
District Nurse	0	0	0	1	0	0	0	0	0
Nurse Manager	0	0	0	2	0	0	0	1	0
Specialist Nurse Practitioner	0	0	0	1	0	0	0	0	0
Staff Nurse	0	0	0	4	0	2	1	0	2
Grand Total	2	3	2	24	0	2	4	6	5

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	Employed Capability	First Retirement	Retirement at work	Retirement Age	Voluntary Resignation - Health Related	Voluntary Resignation - Other/Don't Know	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - Work/Life Balance
NR00 (NR00) Admin	0	0	0	1	0	0	0	0	0
NR02 (NR02) Non Revenue Body Band 5	0	0	0	1	0	0	0	0	0
NR05 (NR05) Revenue Body Band 5	0	0	0	6	0	3	1	2	3
NR06 (NR06) Revenue Body Band 6	1	2	2	6	0	3	1	4	0
NR07 (NR07) Revenue Body Band 7	1	0	0	7	0	1	1	1	0
NR08 (NR08) Revenue Body Band 8 - Range A	0	0	0	1	0	0	0	0	0
Grand Total	2	2	2	24	0	2	4	6	5

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	4	2	0	0	1	0	1
Community Practitioner	1	1	7	4	4	0	2	0	5
District Nurse	0	0	0	0	0	0	0	0	0
Nurse Manager	0	0	1	0	0	0	0	0	1
Specialist Nurse Practitioner	1	0	0	0	0	0	1	1	1
Staff Nurse	1	1	2	4	0	0	1	1	1
Grand Total	2	2	15	6	0	0	4	3	9

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
NR00 (NR00) Admin	0	0	0	1	0	0	0	0	0
NR02 (NR02) Non Revenue Body Band 5	0	0	0	1	0	0	0	0	0
NR05 (NR05) Revenue Body Band 5	0	1	4	6	4	0	1	1	2
NR06 (NR06) Revenue Body Band 6	0	1	6	4	3	2	2	1	4
NR07 (NR07) Revenue Body Band 7	0	1	4	1	2	0	1	0	2
NR08 (NR08) Revenue Body Band 8 - Range A	0	0	0	1	0	0	0	0	0
Grand Total	0	2	15	6	0	0	4	3	9