

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

Period Turnover

Org L5	Headcount
130 SDU - Princess of Wales Hospital - Div	6.90%

Labour Turnover Rate

Starters Headcount	6
Starters FTE	3.90
Avg Headcount	159.42
Leavers Headcount	11
LTR Headcount %	6.90
Avg FTE	147.18
Leavers FTE	7.90
LTR FTE %	5.37

Labour Stability %

		Start	End	Remain	Index
130 SDU - Princess of Wales Hospital - Div	Headcount	155	155	145	93.55%
	Assignment Count	156	156	146	93.59%

155 Employees were in post at the start of the period, with 145 remaining at the end meaning 93.55% 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)	12.92	10.97	0		1	1.00	7.74%	9.11%
Clinical Director - Medical	1.00	1.00	0		0		0.00%	0.00%
Consultant	120.25	114.59	5	2.90	5	3.60	4.16%	3.14%
Salaried General Practitioner	1.00	0.20	0		1	0.20	100.00%	100.00%
Specialty Doctor	22.33	19.38	1	1.00	4	3.10	17.91%	15.99%
Staff Grade (Closed)	2.00	1.05	0		0		0.00%	0.00%

Labour Turnover Rate - Payscale

Pay Scale	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
MC02	2.00	2.00	0		0		0.00%	0.00%
MC03	1.00	0.45	0		0		0.00%	0.00%
MC41	9.92	8.52	0		1	1.00	10.08%	11.74%
MC46	22.33	19.38	1	1.00	4	3.10	17.91%	15.99%
MH05	2.00	1.05	0		0		0.00%	0.00%
MQ00	1.00	0.20	0		1	0.20	100.00%	100.00%
ZM81	112.50	108.26	3	1.90	3	2.50	2.67%	2.31%
ZM82	6.75	6.08	2	1.00	2	1.10	29.63%	18.11%
ZM83	2.00	1.26	0		0		0.00%	0.00%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	End of Fixed Term Contract	Retirement Age	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Relocation
Associate Specialist (Closed)			1	
Consultant	3	2		
Salaried General Practitioner		1		
Specialty Doctor	1	1	1	1
Grand Total	4	4	2	1

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	End of Fixed Term Contract	Retirement Age	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Relocation
130 MQ00 Adhoc		1		
CYM MC41 Associate Specialist New Contract			1	
CYM MC46 Specialty Doctor	1	1	1	1
CYM ZM81 Consultant	1	2		
CYM ZM82 Consultant Locum	2			
Grand Total	4	4	2	1

Leavers by Length of Service and Role - Headcount

Job Role	<1 Year	1 to 2 Years	2 to 5 Years	10 to 15 Years	15 to 20 Years	20 to 25 Years	>=30 Years
Associate Specialist (Closed)					1		
Consultant	2		1	1		1	
Salaried General Practitioner							1
Specialty Doctor	1	2	1				
Grand Total	3	2	2	1	1	1	1

Leavers by Length of Service and Payscale - Headcount

Pay Grade	<1 Year	1 to 2 Years	2 to 5 Years	10 to 15 Years	15 to 20 Years	20 to 25 Years	>=30 Years
130 MQ00 Adhoc							1
CYM MC41 Associate Specialist New Contract					1		
CYM MC46 Specialty Doctor	1	2	1				
CYM ZM81 Consultant	1			1		1	
CYM ZM82 Consultant Locum	1		1				
Grand Total	3	2	2	1	1	1	1

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

Period Turnover

Org L5	Headcount
130 SDU - Princess of Wales Hospital - Div	10.15%

Labour Turnover Rate

Starters Headcount	55
Starters FTE	44.46
Avg Headcount	748.42
Leavers Headcount	76
LTR Headcount %	10.15
Avg FTE	665.60
Leavers FTE	63.69
LTR FTE %	9.57

Labour Stability %

		Start	End	Remain	Index
130 SDU - Princess of Wales Hospital - Div	Headcount	749	748	657	87.72%
	Assignment Count	753	752	660	87.65%

749 Employees were in post at the start of the period, with 657 remaining at the end meaning 87.72% 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	14.00	13.92	0		0		0.00%	0.00%
Midwife	52.25	42.88	7	3.25	2	2.00	3.83%	4.66%
Midwife - Manager	0.00	0.20	0		0		0.00%	0.00%
Midwife - Specialist Practitioner	14.83	14.22	0		0		0.00%	0.00%
Modern Matron	8.92	8.92	1	1.00	1	1.00	11.21%	11.21%
Nurse Manager	14.75	13.17	1	1.00	1	1.00	6.78%	7.59%
Sister/Charge Nurse	93.83	87.78	3	2.64	9	9.00	9.59%	10.25%
Specialist Nurse Practitioner	71.17	67.38	5	3.29	8	7.50	11.24%	11.13%
Staff Nurse	478.67	417.14	38	33.27	55	43.19	11.49%	10.35%

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	463.67	404.78	42	34.10	52	40.79	11.21%	10.08%
XR06	138.83	122.58	8	5.96	13	12.90	9.36%	10.52%
XR07	119.17	112.57	4	3.40	10	9.00	8.39%	8.00%
XR08	21.92	21.83	1	1.00	1	1.00	4.56%	4.58%
XR09	3.83	2.83	0		0		0.00%	0.00%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	Dismissal - Capability	Dismissal - Conduct	Dismissal - Statutory Reason	Employee Transfer	End of Fixed Term Contract	End of Fixed Term Contract - Other	Flexi Retirement	Retirement - Ill Health	Retirement Age	Voluntary Early Retirement - no Actuarial Reduction	Voluntary Resignation - Adult Dependants	Voluntary Resignation - Better Reward Package	Voluntary Resignation - Child 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
Midwife								1							1				
Modern Matron															1				
Nurse Manager									1										
Sister/Charge Nurse							1	2	4							1			1
Specialist Nurse Practitioner				2	1				4									1	
Staff Nurse	2	1	1	2	1				7	2	1	1	1	1	10	3	18	1	3
Grand Total	2	1	1	1	4	2	1	1	2	16	2	1	1	1	12	4	19	1	4

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	Dismissal - Capability	Dismissal - Conduct	Dismissal - Statutory Reason	Employee Transfer	End of Fixed Term Contract	End of Fixed Term Contract - Other	Flexi Retirement	Retirement - Ill Health	Retirement Age	Voluntary Early Retirement - no Actuarial Reduction	Voluntary Resignation - Adult Dependants	Voluntary Resignation - Better Reward Package	Voluntary Resignation - Child 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	2					5	2	1	1	1	1	10	3	18	1	3
CYM XR06 Review Body Band 6						1	1	2	7						1				1
CYM XR07 Review Body Band 7				2	2				4							1	1		
CYM XR08 Review Body Band 8 - Range															1				

Grand Total	2	1	1	4	2	1	1	2	16	2	1	1	1	1	12	4	19	1	4
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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
Midwife				1	1				
Modern Matron		1							
Nurse Manager						1			
Sister/Charge Nurse		1			1	2			5
Specialist Nurse Practitioner	1	1	2	1					3
Staff Nurse	5	13	13	6	3	5	1	2	7
Grand Total	6	16	15	8	5	8	1	2	15

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	5	12	13	6	3	5	1	1	6
CYM XR06 Review Body Band 6		1		1	2	1		1	7
CYM XR07 Review Body Band 7	1	2	2	1		2			2
CYM XR08 Review Body Band 8 - Range		1							
Grand Total	6	16	15	8	5	8	1	2	15