

Labour Turnover and Stability Information - 1 Oct 17 to 30 Sep 18
6 Service Delivery Units - Medical & Dental (Excluding Locum, Bank & Honorary)

Period Turnover

Overall Rate	Headcount
Overall Rate	11.56%

Labour Turnover Rate

Starters Headcount	71
Starters FTE	60.41
Avg Headcount	821.83
Leavers Headcount	95
LTR Headcount %	11.56
Avg FTE	752.01
Leavers FTE	78.93
LTR FTE %	10.50

Labour Stability %

		Start	End	Remain	Index
130 Abertawe Bro Morgannwg University Local Health Board	Headcount	812	814	731	90.02%
	Assignment Count	820	823	737	89.88%

812 Employees were in post at the start of the period, with 731 remaining at the meaning 90.02% 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)	67.92	57.75	3	1.40	10	9.45	14.72%	16.36%
Clinical Assistant	1.42	1.33	0		1	1.00	70.59%	75.43%
Clinical Director - Medical	5.25	5.26	1	0.20	0		0.00%	0.00%
Consultant	597.33	569.85	33	26.90	51	42.40	8.54%	7.44%
Dental Officer	18.00	11.86	0		3	1.60	16.67%	13.49%
General Medical Practitioner	26.92	13.34	5	3.81	4	1.60	14.86%	11.97%
Salaried General Practitioner	1.36	0.51	0		2	0.87	146.67%	170.24%
Specialty Doctor	88.83	78.19	12	11.10	14	12.01	15.76%	15.36%
Staff Grade (Closed)	3.00	2.05	0		0		0.00%	0.00%
Trust Grade Doctor - SHO Level (Closed)	1.27	1.27	4	4.00	1	1.00	78.57%	78.57%
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 %
LD01	10.00	5.85	0		0		0.00%	0.00%
LD11	0.50	1.60	0		1	0.80	200.00%	50.00%
LD21	5.50	3.68	0		2	0.80	36.36%	21.72%
MC01	1.00	1.00	1	0.40	1	1.00	100.00%	100.00%
MC02	2.00	2.00	0		0		0.00%	0.00%
MC03	1.00	0.45	0		0		0.00%	0.00%
MC41	64.00	54.38	2	1.00	9	8.45	14.06%	15.54%
MC46	86.33	76.68	11	10.10	12	10.20	13.90%	13.30%
MD41	1.00	0.82	0		0		0.00%	0.00%
ME21	0.42	0.51	0		1	1.00	240.00%	197.01%
MH03	1.00	1.00	0		0		0.00%	0.00%
MH05	2.00	1.05	0		0		0.00%	0.00%
MN21	1.27	1.27	4	4.00	1	1.00	78.57%	78.57%
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	34.92	18.39	6	4.01	6	2.46	17.18%	13.39%
ZM81	555.25	534.52	24	18.90	36	31.20	6.48%	5.84%
ZM82	30.42	28.38	9	8.00	13	10.70	42.74%	37.70%
ZM83	13.17	8.45	0		2	0.50	15.19%	5.92%

Leavers by Leaving Reason and Job Role - Headcount

Job Role	Death in Service	End of Fixed Term Contract	End of Fixed Term Contract - External Rotation	End of Fixed Term Contract - Other	Retirement - Ill Health	Retirement Age	Voluntary Resignation - Health	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - Work Life Balance
Associate Specialist (Closed)						7		3			
Clinical Assistant	1										
Consultant	2	8		1	1	17	1	18	1	2	
Dental Officer						1		2			
General Medical Practitioner				1		1					2
Salaried General Practitioner						1		1			
Specialty Doctor		6		2		1		4		1	
Trust Grade Doctor - SHO Level (Closed)				1							
Trust Grade Doctor - Specialty Registrar		8		1							
Grand Total	3	22	1	5	2	27	1	28	1	3	2

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	Death in Service	End of Fixed Term Contract	End of Fixed Term Contract - External Rotation	End of Fixed Term Contract - Other	Retirement - Ill Health	Retirement Age	Voluntary Resignation - Health	Voluntary Resignation - Other/Not Known	Voluntary Resignation - Promotion	Voluntary Resignation - Relocation	Voluntary Resignation - Work Life Balance
130 MQ00 Adhoc				1		2		1			2
CYM LD11 Salaried Primary Dentist - Scale B								1			
CYM LD21 Salaried Primary Dentist - Scale C						1		1			
CYM MC01 Associate Specialist						1					
CYM MC41 Associate Specialist New Contract						6		3			
CYM MC46 Specialty Doctor		4		2		1		4		1	
CYM ME21 PT Med Off/Gen Dental Practitioner	1										
CYM MN21 Senior House Officer (Medical)			1								
CYM MN37 Specialty Registrar		8		1							
CYM MN39 Specialty Registrar Core training		2									
CYM ZM81 Consultant	1	3		1	1	17	1	10		2	
CYM ZM82 Consultant Locum	1	3						8	1		
CYM ZM83 Consultant Locum Max		2									
Grand Total	3	22	1	5	2	27	1	28	1	3	2

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)						2	3	3	2
Clinical Assistant								1	
Consultant	9	2	10	5	7	6	7	3	2
Dental Officer	1		1	1					
General Medical Practitioner	1		1	2					
Salaried General Practitioner	1								1
Specialty Doctor	5	4	4	1					
Trust Grade Doctor - SHO Level (Closed)		1							
Trust Grade Doctor - Specialty Registrar	5	4							
Grand Total	22	11	16	9	7	8	10	7	5

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
130 MQ00 Adhoc	2		1	2					1
CYM LD11 Salaried Primary Dentist - Scale B				1					
CYM LD21 Salaried Primary Dentist - Scale C	1		1						
CYM MC01 Associate Specialist								1	
CYM MC41 Associate Specialist New Contract						2	3	2	2
CYM MC46 Specialty Doctor	5	4	2	1					
CYM ME21 PT Med Off/Gen Dental Practitioner								1	
CYM MN21 Senior House Officer (Medical)		1							
CYM MN37 Specialty Registrar	5	4							
CYM MN39 Specialty Registrar Core training			2						
CYM ZM81 Consultant	4		5	3	7	6	7	3	1
CYM ZM82 Consultant Locum	5	1	4	2					1
CYM ZM83 Consultant Locum Max		1	1						
Grand Total	22	11	16	9	7	8	10	7	5

Labour Turnover and Stability Information - 1 Oct 17 to 30 Sep 18
6 Service Delivery Units - Nursing & Midwifery (Excluding Bank)

Period Turnover

Org LI	Headcount
130 Abertawe Bro Morgannwg University Local Health Board	8.50%

Labour Turnover Rate

Starters Headcount	367
Starters FTE	299.33
Avg Headcount	4,989.83
Leavers Headcount	424
LTR Headcount %	8.50
Avg FTE	4,396.69
Leavers FTE	356.10
LTR FTE %	8.10

Labour Stability %

		Start	End	Remain	Index
130 Abertawe Bro Morgannwg University Local Health Board	Headcount	4,991	5,035	4,550	91.16%
	Assignment Count	5,051	5,098	4,581	90.69%

4,991 Employees were in post at the start of the period, with 4,550 remaining at meaning 91.16% 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	46.50	46.27	1	0.40	2	1.80	4.30%	3.89%
Community Nurse	497.42	430.48	24	18.87	30	24.45	6.03%	5.68%
Community Practitioner	436.50	375.70	24	15.86	36	30.58	8.25%	8.14%
Enrolled Nurse	3.33	2.20	0		1	0.60	30.00%	27.27%
Midwife	221.25	184.42	39	23.59	13	10.49	5.88%	5.69%
Midwife - Consultant	1.75	0.88	0		1	0.50	57.14%	57.14%
Midwife - Manager	2.83	3.33	0		0		0.00%	0.00%
Midwife - Specialist Practitioner	28.42	27.76	0		3	2.87	10.56%	10.33%
Modern Matron	31.67	31.62	3	2.43	6	6.00	18.95%	18.98%
Nurse Consultant	2.67	2.36	1	1.00	1	1.00	37.50%	42.37%
Nurse Manager	108.92	107.41	7	7.00	10	9.50	9.18%	8.84%
Practice Nurse	2.00	1.85	0		0		0.00%	0.00%
Sister/Charge Nurse	512.58	474.51	9	8.55	34	31.83	6.63%	6.71%
Specialist Nurse Practitioner	445.67	410.15	14	9.17	29	24.82	6.51%	6.05%
Staff Nurse	2,648.50	2,297.90	245	212.47	258	211.66	9.74%	9.21%

Labour Turnover Rate - Payscale

Pay Scale	Avg Headcount	Avg FTE	Starters Headcount	Starters FTE	Leavers Headcount	Leavers FTE	LTR Headcount %	LTR FTE %
NQ00	6.25	6.24	1	1.00	2	2.00	32.00%	32.03%
XN05	5.50	4.31	0		3	2.40	54.55%	55.73%
XR05	2,707.17	2,325.27	292	243.75	264	216.07	9.75%	9.29%
XR06	1,338.50	1,182.42	51	35.70	84	73.55	6.28%	6.22%
XR07	768.75	715.66	15	11.45	58	49.08	7.54%	6.86%
XR08	123.42	124.33	5	4.43	11	10.50	8.91%	8.45%
XR09	29.33	27.55	2	2.00	2	1.50	6.82%	5.44%

XR10	10.92	10.92	1	1.00	1	1.00	9.16%	9.16%
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Leavers by Leaving Reason and Job Role - Headcount

Job Role	Death in Service	Dismissal - Capability	Dismissal - Conduct	Dismissal - Some Other Substantial Reason	Dismissal - Statutory Reason	Employee Transfer	End of Fixed Term Contract	End of Fixed Term Contract - Other	Flexi Retirement	Has Not Worked	Redundancy - Voluntary	Retirement - Ill Health	Retirement Age	Voluntary Early Retirement - no Actuarial Reduction	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 - To undertake further education or training	Voluntary Resignation - Work Life Balance	
Advanced Practitioner													2													
Community Nurse						1			3			2	9									5	1	4	1	4
Community Practitioner		2					1		1				19		1							3	3	6		
Enrolled Nurse													1													
Midwife									2			1	2									5	1	1		1
Midwife - Consultant													1													
Midwife - Specialist Practitioner													3													
Modern Matron													4		1							1				
Nurse Consultant													1													
Nurse Manager							1					1	7										1			
Sister/Charge Nurse					1	2	1	1					11					1	1			1	7	4		2
Specialist Nurse Practitioner							2	1		2		1	18									3	1	1		
Staff Nurse	2	6	2	1	1	5	2	2	2	1		5	54	2	2	4	4	1	2	7	1	58	12	62	2	22
Grand Total	2	8	2	1	2	10	6	3	10	1	1	11	132	2	4	4	4	2	3	7	1	76	26	78	3	29

Leavers by Leaving Reason and Payscale - Headcount

Pay Grade	Death in Service	Dismissal - Capability	Dismissal - Conduct	Dismissal - Some Other Substantial Reason	Dismissal - Statutory Reason	Employee Transfer	End of Fixed Term Contract	End of Fixed Term Contract - Other	Flexi Retirement	Has Not Worked	Redundancy - Voluntary	Retirement - Ill Health	Retirement Age	Voluntary Early Retirement - no Actuarial Reduction	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 - To undertake further education or training	Voluntary Resignation - Work Life Balance	
130 NQ00 Adhoc												1	1													
CYM XN05 Non Review Body Band 5													1													2
CYM XR05 Review Body Band 5		2	6	2	1	1	6	2	1	2	1	5	52	2	2	4	1	2		7	1	61	12	64	3	24
CYM XR06 Review Body Band 6			1			1	2	1	1	8		5	31					1	1			9	11	9		3
CYM XR07 Review Body Band 7			1				2	2	1			1	36		1							5	3	5		
CYM XR08 Review Body Band 8 - Range A													8		1							1	1			
CYM XR09 Review Body Band 8 - Range B													2													
CYM XR10 Review Body Band 8 - Range C							1																			
NHS XR07 Review Body Band 7													1													
Grand Total	2	8	2	1	2	10	6	3	10	1	1	11	132	2	4	4	2	3	7	1	76	26	78	3	29	

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
Advanced Practitioner									2
Community Nurse	2	2	5	5	3	3	2	3	5
Community Practitioner		3	7	5	7	4	2		8
Enrolled Nurse									1
Midwife	2	3	1	3	2	1			1
Midwife - Consultant				1					
Midwife - Specialist Practitioner					1				2
Modern Matron		1	1				2		2
Nurse Consultant									1
Nurse Manager		2	1	1			2	1	3
Sister/Charge Nurse	2	3	3	4	3	9	1	1	8
Specialist Nurse Practitioner	1	2	7	3	1	2	2	2	9
Staff Nurse	38	50	51	31	26	20	7	7	28
Grand Total	45	66	76	53	43	43	15	13	70

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
130 NQ00 Adhoc			1						1
CYM XN05 Non Review Body Band 5				1		1		1	
CYM XR05 Review Body Band 5	40	52	52	31	28	22	7	5	27
CYM XR06 Review Body Band 6	4	5	11	15	11	11	4	3	20
CYM XR07 Review Body Band 7	1	6	10	4	5	6	4	4	17
CYM XR08 Review Body Band 8 - Range A		2	1	1		3			4
CYM XR09 Review Body Band 8 - Range B				1					1
CYM XR10 Review Body Band 8 - Range C		1							
NHS XR07 Review Body Band 7			1						
Grand Total	45	66	76	53	43	43	15	13	70