| Meeting Date | 13 December 2022 | Agenda Item | 3.2 |
|---|---|---|---|
| Report Title | Turnover Analysis | | |
| Report Author | Mark Roach, Workforce Data Analyst<br>Emma Evans, Workforce Information Manager<br>Julian Quirk, Assistant Director of Workforce & OD | | |
| Report Sponsor | Debbie Eyitayo, Director of Workforce and OD | | |
| Presented by | Julian Quirk, Assistant Director of Workforce & OD | | |
| Freedom of Information | Open | | |
| Purpose of the Report | To present findings, highlights and recommendations on Workforce Turnover | | |
| Key Issues | Detailed within the attached report | | |

| Specific Action Required *(please choose one only)* | Information | Discussion | Assurance | Approval |
|---|---|---|---|---|
| | ☒ | ☒ | ☒ | ☐ |

| Recommendations | Members are asked to:<br>• **NOTE** the contents of this report. |
|---|---|

**TURNOVER ANALYSIS**

## 1. INTRODUCTION

An analysis on SBUHB Workforce Turnover was commissioned following a sustained raise in levels.

## 2. BACKGROUND

The attached analysis explores where levels are high, identifies reasons where possible, and provides recommendations for actions.

## 3. GOVERNANCE AND RISK ISSUES

No issues identified.

## 4. FINANCIAL IMPLICATIONS

There are no specific financial implications associated with this report for information.

## 5. RECOMMENDATION

The Committee is asked to note the contents of the report and provide any specific feedback in relation to the new format.

| Governance and Assurance | | |
|---|---|---|
| **Link to Enabling Objectives** *(please choose)* | **Supporting better health and wellbeing by actively promoting and empowering people to live well in resilient communities** | |
| | Partnerships for Improving Health and Wellbeing | ☐ |
| | Co-Production and Health Literacy | ☐ |
| | Digitally Enabled Health and Wellbeing | ☐ |
| | **Deliver better care through excellent health and care services achieving the outcomes that matter most to people** | |
| | Best Value Outcomes and High Quality Care | ☐ |
| | Partnerships for Care | ☐ |
| | Excellent Staff | ☒ |
| | Digitally Enabled Care | ☐ |
| | Outstanding Research, Innovation, Education and Learning | ☐ |
| **Health and Care Standards** | | |
| *(please choose)* | Staying Healthy | ☐ |
| | Safe Care | ☐ |
| | Effective Care | ☐ |
| | Dignified Care | ☐ |
| | Timely Care | ☐ |
| | Individual Care | ☐ |
| | Staff and Resources | ☒ |
| **Quality, Safety and Patient Experience** | | |
| Workforce Metrics cover a rage of key performance targets that are linked to quality, safety and patient safety as the relate to workforce availability, training and other key compliance and governance issues | | |
| **Financial Implications** | | |
| None. | | |
| **Legal Implications (including equality and diversity assessment)** | | |
| There are no financial implications. | | |
| **Staffing Implications** | | |
| None. | | |
| **Long Term Implications (including the impact of the Well-being of Future Generations (Wales) Act 2015)** | | |
| There are no long term implications in relation to the impact of the Well-being of Future Generations Act. | | |
| **Report History** | None. | |
| **Appendices** | Appendix 1 – Turnover Summary<br>Appendix 2 – Turnover Analysis | |