

Staff Turnover		Headlines:
As at 31 <sup>st</sup> March 2016 (for Q4)	1.89%	
As at March 2015 (for Q4)	2.25%	
Benchmark:		
Target		<ul style="list-style-type: none"> <li>We have seen a slight decrease/improvement in overall turnover rate on an annual basis.</li> <li>Nursing &amp; Midwifery turnover rate has slightly decreased in month to 10.20%. Down from 10.54% in the preceding month.</li> <li>The turnover rate at PHB reduced by 1.18% for Q4 from the same time last year</li> <li>Net increase of 26 headcount Band 5 Nursing staff over the last 12 months</li> <li>Nursing &amp; Midwifery turnover rate has slightly decreased/improved in month to 9.05%. This is down from 9.41% in the preceding month.</li> <li>Net increase of 7 Medical staff over the last 12 months.</li> <li>Medical Staff turnover rate has decreased/improved to 12.95%. This is down from 13.71% in the preceding month.</li> <li>Staff Exit Questionnaires have been carried out via 'Survey Monkey' since February 2016 and a total of 33 'returns' were received.</li> <li>The first data from the new process has been that just under 20% of staff that completed the survey left due to retirement and a further 16% left due to early retirement 0% left due to relationship with manager, relationship with colleagues and 0% due to bullying and harassment</li> <li>On asking where they would be next employed 35% stated another NHS trust, 22% stated retirement and 13% stated other on analysis all these individuals were being re-employed by ULHT</li> <li>16.13% responses received were anonymous.</li> <li>12.50% of the responses received was from Medical staff</li> <li>34.38 % of responses received was from Nursing &amp; Midwifery staff</li> <li>15.63% of responses received was from Allied Health Professionals</li> <li>The majority (39.39%) of the respondents indicated 'Other NHS Organisation' as their new Employer.</li> <li>38.71% of respondents indicated that the Trust could have done something to make them stay.</li> </ul>

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