

## Freedom of Information Act 2000 disclosure log entry

### Reference

18-19179

### Date sent

19/10/2018

### Subject

Staff Turnover, Recruitment Lag, Absence

### Details of enquiry

Please find attached a request for information i wish to make under the FOI act. The attached is enquiring into the organisation performance in the following areas:

- Staff turnover
- Time to recruit
- Absence

### Response Sent

1. Please provide the organisations **average staff turnover (%)** for the two financial years and staffing groups specified below in the table:

	2016/17	2017/18
<b>Overall</b>	<b>20.41%</b>	<b>18.86%</b>
<b>Nursing &amp; HCA</b>	<b>33.92% (FTE %) or 8 leavers</b>	<b>10.97% (FTE%) or 2 leavers</b>
<b>Medical &amp; Dental</b>	<b>29.26% (FTE%) or 16 leavers</b>	<b>29.99% (FTE%) or 17 leavers</b>
<b>Allied Health Professionals</b>	<b>0%</b>	<b>35.33% (FTE%) or 3 leavers</b>
<b>Admin &amp; Clerical</b>	<b>19.24% (FTE%) or 43 leavers</b>	<b>18.69% (FTE %) or 48 leavers</b>
<b>Estates &amp; Facilities</b>	<b>0%</b>	<b>0%</b>
<b>Scientific</b>	<b>13.96% (FTE %) or 35 leavers</b>	<b>15.22% (FTE%) or 40 leavers</b>

2. Please provide the organisations **average time to recruit (weeks)** for the two financial years and staffing groups specified below in the table:

	2016/17	2017/18
Overall	<b>95% target (8 weeks internally &amp; 11 weeks externally)</b>	95% target <b>(8 weeks internally &amp; 11 weeks externally)</b>
Nursing & HCA	9 weeks	9 weeks
Medical & Dental	<b>11 weeks</b>	11 weeks
Allied Health Professionals	<b>8 weeks</b>	8 weeks
Admin & Clerical	<b>8 weeks</b>	8 weeks
Estates & Facilities	<b>8 weeks</b>	8 weeks
Scientific	<b>9 weeks</b>	9 weeks

3. Please provide the organisations **average vacancy rates (%)** for the two financial years and staffing groups specified below in the table:

	2016/17	2017/18
Overall	290 vacancies	361 vacancies
Nursing & HCA	<b>12</b>	21
Medical & Dental	<b>17</b>	14
Allied Health Professionals	<b>95</b>	118
Admin & Clerical	<b>150</b>	184
Estates & Facilities	<b>2</b>	4
Scientific	<b>14</b>	20