

Ref no: 011310818
From: Research
Date: 31/08/18
Subject: HR Effectiveness

REQUEST

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

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

	2016/17	2017/18
Overall	9.27%	10.87%
Nursing & HCA	9.90%	11.12%
Medical & Dental	11.38%	16.89%
Allied Health Professionals	14.23%	13.29%
Admin & Clerical	8.74%	9.88%
Estates & Facilities	7.65%	5.47%
Scientific	10.06%	8.63%

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		
Nursing & HCA		

Medical & Dental		
Allied Health Professionals		
Admin & Clerical		
Estates & Facilities		
Scientific		

The Trust did not collect this information electronically so is unable to provide the data requested

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	4.51%	3.91%
Nursing & HCA	4.30%	4.37%
Medical & Dental	9.76%	9.43%
Allied Health Professionals	3.40%	3.64%
Admin & Clerical	4.34%	0%
Estates & Facilities	17.82%	15.34%
Scientific	3.40%	4.02%