

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

Definition: Turnover = (Leavers/Average Headcount) * 100 (Within the previous 12 months)

Data is the Turnover rate for the preceding 12 months, as at 31st March of each year

	2016/17	2017/18	Data excludes
Overall	8.84%	8.06%	<ul style="list-style-type: none"> • End of fixed term contract • Junior Doctors on rotation • Students • Death in Service • Bank staff who have not worked • Employee transfer • End of Fixed Term Contract (End of training scheme / External Rotation)
Nursing & HCA	7.54%	6.55%	
Medical & Dental	6.32%	6.52%	
Allied Health Professionals	13.28%	11.45%	
Admin & Clerical	9.49%	10.87%	
Estates & Facilities	12.18%	8.07%	
Scientific	11.45%	7.03%	
Other Clinical Support Staff	10.65%	12.50%	

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	49.90 days	53.9	A new recruitment system was implemented from January 2017. It is not possible to reproduce the data split by staff group prior to this time.
Nursing & HCA		59.0	
Medical & Dental		65.0	
Allied Health Professionals		45.9	
Admin & Clerical		42.3	
Estates & Facilities		60.5	
Scientific		45.8	

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

Notes:

- Data is as at 31st March of each year
- Some staff groups are merged for reporting of vacancy rates – see notes below
- The vacancy rates given below do not account of the number of posts actively being recruited to at the time

	2016/17	2017/18	
Overall	13.96%	8.96%	
Registered Nursing	15.50%	12.49%	HCA's are part of the Additional Clinical Services Staff Group and are included in the vacancy rates for that group (see below)
Medical & Dental	13.96%	13.47%	

Scientific Staff and Allied Health Professionals	6.63%	8.25%	These roles are grouped together for vacancy reporting data
Admin & Clerical	-6.87%	4.89%	These roles are grouped together as "Infrastructure Staffing" for vacancy reporting data
Estates & Facilities			
Additional Clinical Support	17.22%	5.89%	Includes HCA's

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