

**Bolsover District Council**

**Union Employee Consultation Committee**

**12<sup>th</sup> March 2015**

**Annual Leavers Breakdown Report for 2013/14**

**Report of the Assistant Director of Human Resources**

This report is public

**Purpose of the Report**

- Exit information and a summary of primary reasons for permanent employees leaving the Authority for periods 1<sup>st</sup> April 2013 to 31<sup>st</sup> March 2014, with comparisons with 1<sup>st</sup> April 2012 to 31<sup>st</sup> March 2013, is provided below.

1 <sup>st</sup> April 2012 to 31 <sup>st</sup> March 2013	1 <sup>st</sup> April 2013 to 31 <sup>st</sup> March 2014
12	30

- A breakdown by department is provided below for both years.

Department	1 <sup>st</sup> April 2012 to 31 <sup>st</sup> March 2013	1 <sup>st</sup> April 2013 to 31 <sup>st</sup> March 2014
Community & Street Services	1	3
CSPD	0	0
Democratic Services	1	2
Development	0	1
Finance	0	0
HR and Payroll	1	0
Housing	1	5
Legal	0	1
Leisure	3	4
Neighbourhoods	0	1
Procurement	0	2
Planning & Env. Health	0	2
Regeneration	1	2
Resources (Customer Services)	2	2
Revenues	1	5
Strategy & Performance	1	0
<b>TOTAL</b>	<b>12</b>	<b>30</b>

- As can be seen from the above statistics there has been an increase in employee turnover over the last 12 months.
- A copy of the standard exit questionnaire is attached for information at page\*:-
- From 1<sup>st</sup> April 2012 to 31<sup>st</sup> March 2013 eight employees returned their completed Exit Questionnaires. However from 1<sup>st</sup> April, 2013 to 31<sup>st</sup> March, 2014 six employees returned their Exit Questionnaires and the following reasons were given:-

Department	1 <sup>st</sup> April 2012 to 31 <sup>st</sup> March 2013 - Reason Given	1 <sup>st</sup> April, 2013 to 31 <sup>st</sup> March, 2014
Community & Street Services	Age Retirement	Retirement
Democratic Services	Alternative Employment	Promotion/higher Paid Job
Housing		Age Retirement = 1 Retirement = 2
HR & Payroll	Not returning from maternity leave	
Leisure	1 x Resigned, lack of job security  1 x Promotion/higher paid job	
Regeneration		
Resources (Customer Services)	1 x Not returning after career break  1 x Age Retirement (65 yrs)	
Revenues	No problems, home relocation, other personal reasons	Promotion/higher paid job

Report Reference –