

Bolsover District Council

Union Employee Consultation Committee

12th 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 1st April 2013 to 31st March 2014, with comparisons with 1st April 2012 to 31st March 2013, is provided below.

1 st April 2012 to 31 st March 2013	1 st April 2013 to 31 st March 2014
12	30

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

Department	1 st April 2012 to 31 st March 2013	1 st April 2013 to 31 st 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
TOTAL	12	30

- 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 1st April 2012 to 31st March 2013 eight employees returned their completed Exit Questionnaires. However from 1st April, 2013 to 31st March, 2014 six employees returned their Exit Questionnaires and the following reasons were given:-

Department	1 st April 2012 to 31 st March 2013 - Reason Given	1 st April, 2013 to 31 st 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 –