

# Leaver Data by Directorate / Service

March 2019 - Feb 2020

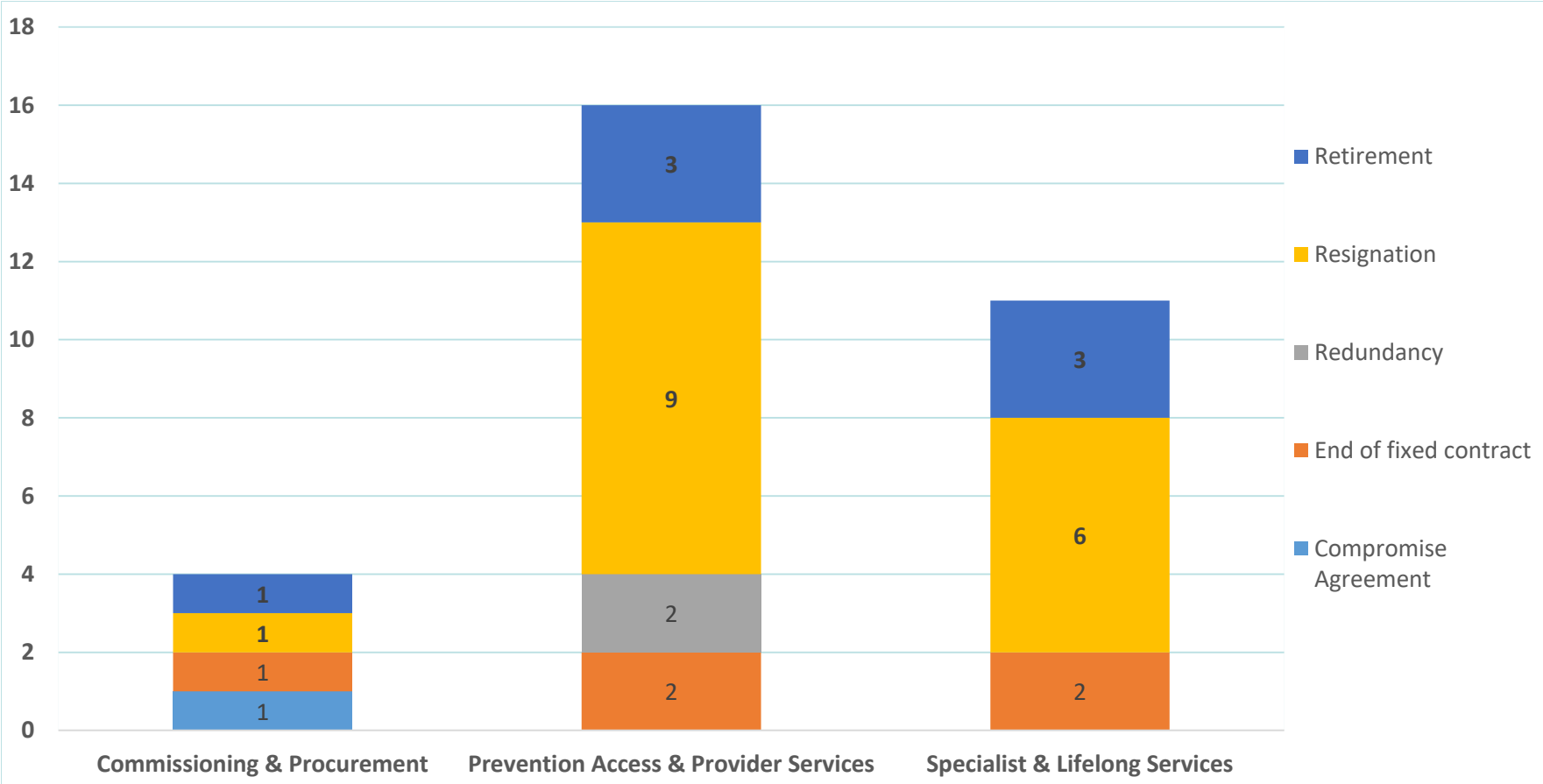
## Background

Following presentation at the previous Corporate Affairs and Audit Committee of turnover across the organisation for the last 3 years a breakdown by Head of Service was requested.

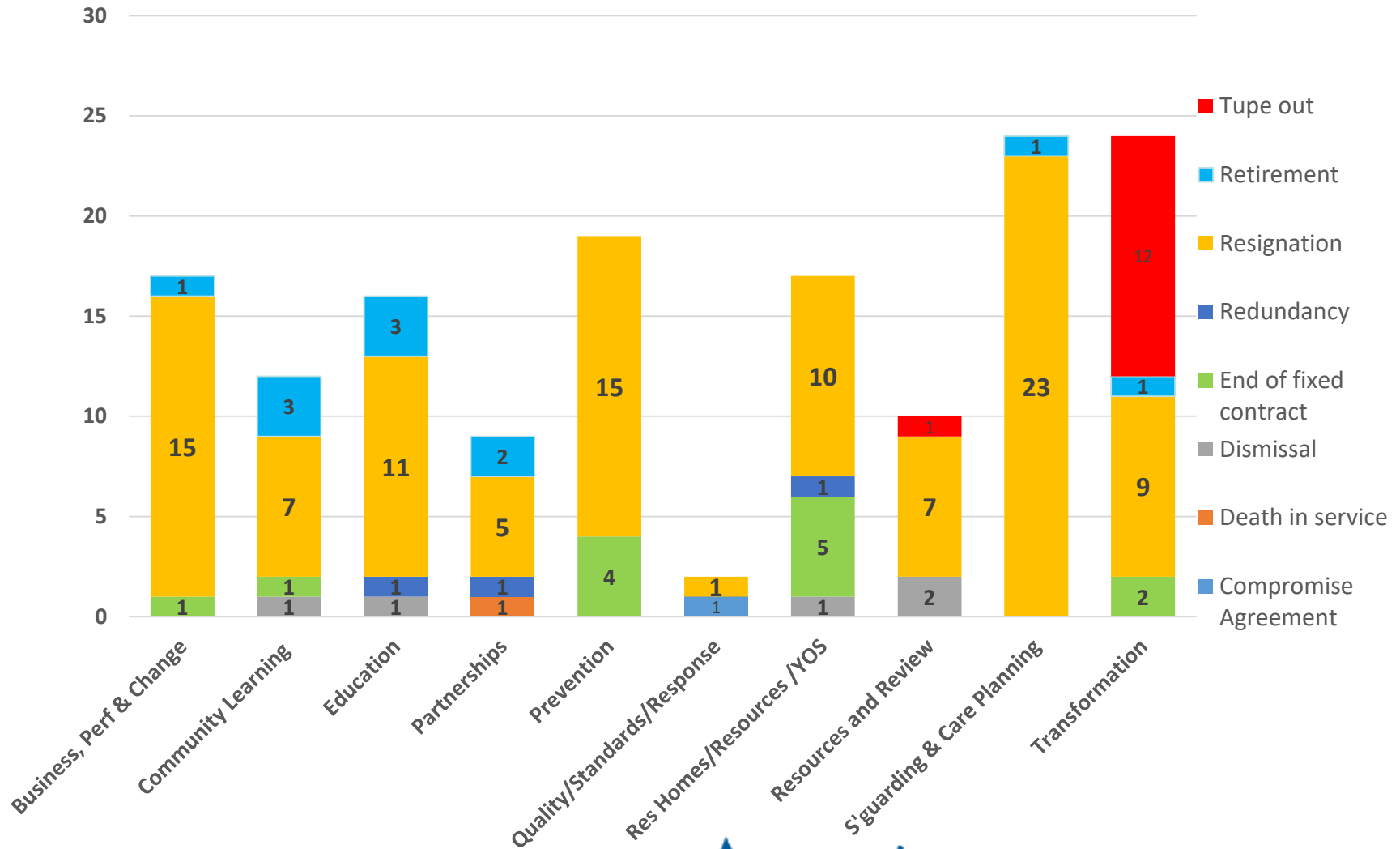
## March 19 - Feb 20 Council Overview

Headcount		3256
Total Leavers		476
Turnover %		14.6%

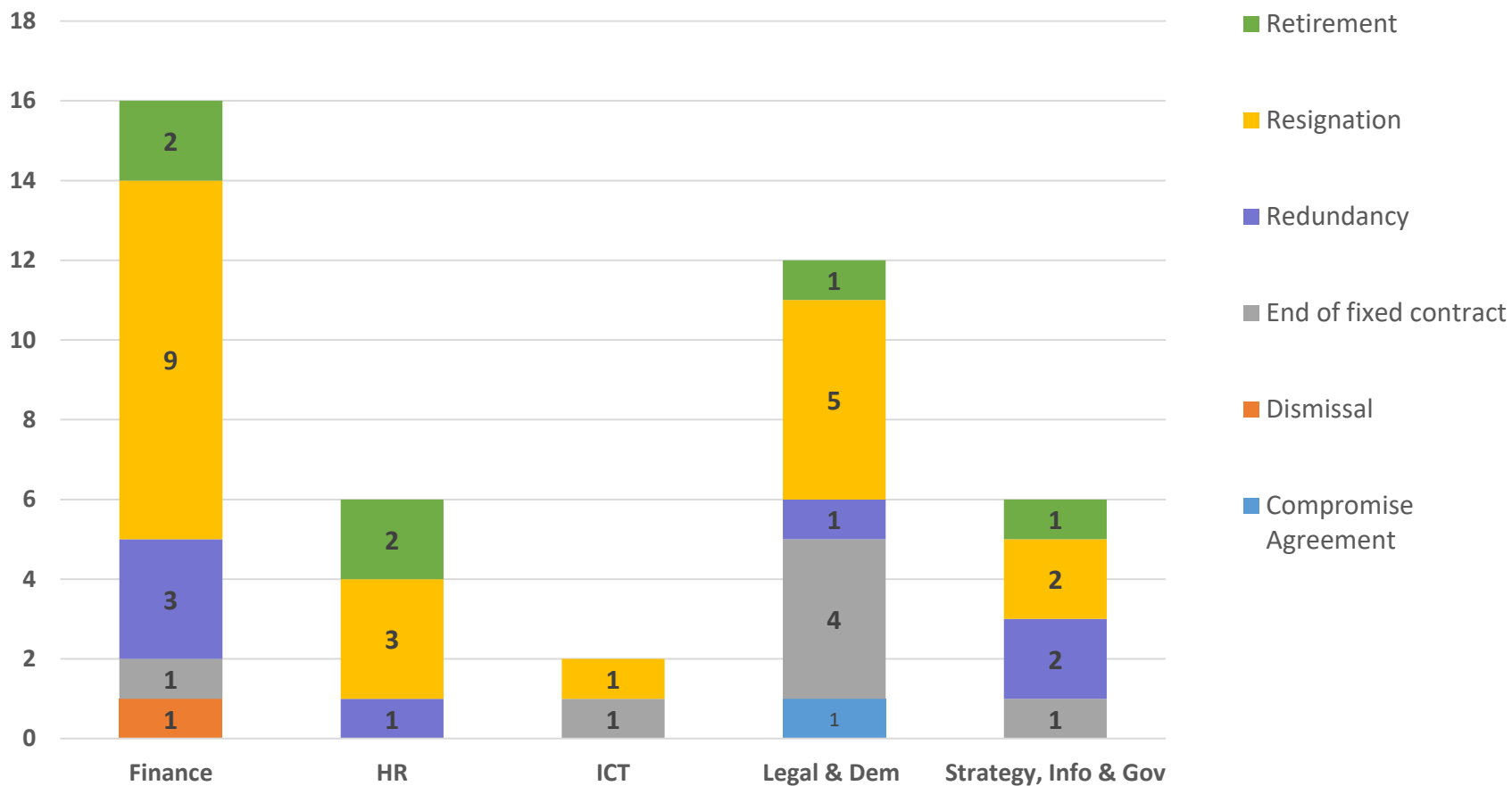
# Adult Social Care & Health Integration : 31 Leavers



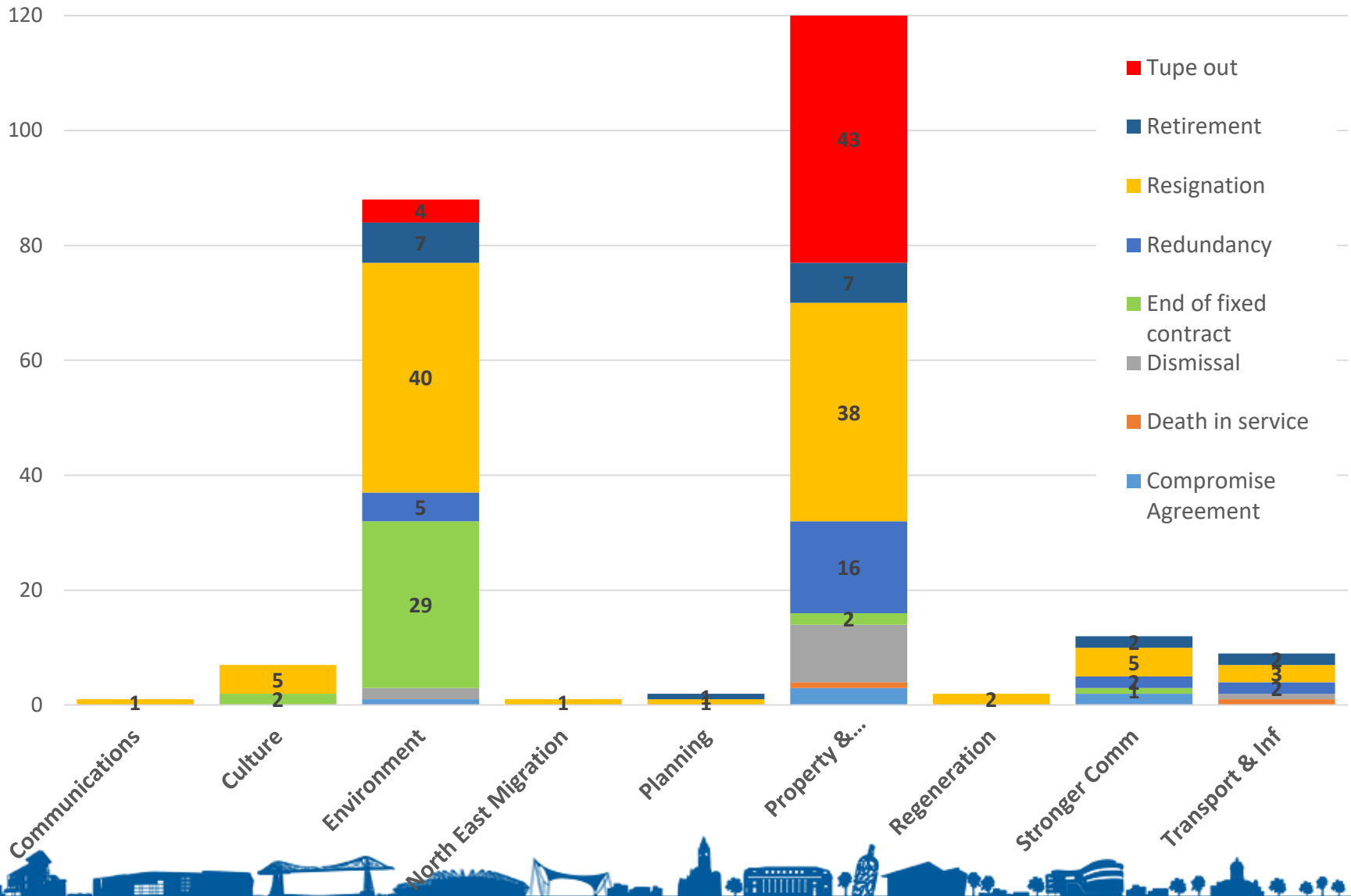
# Children's Services : 150 Leavers



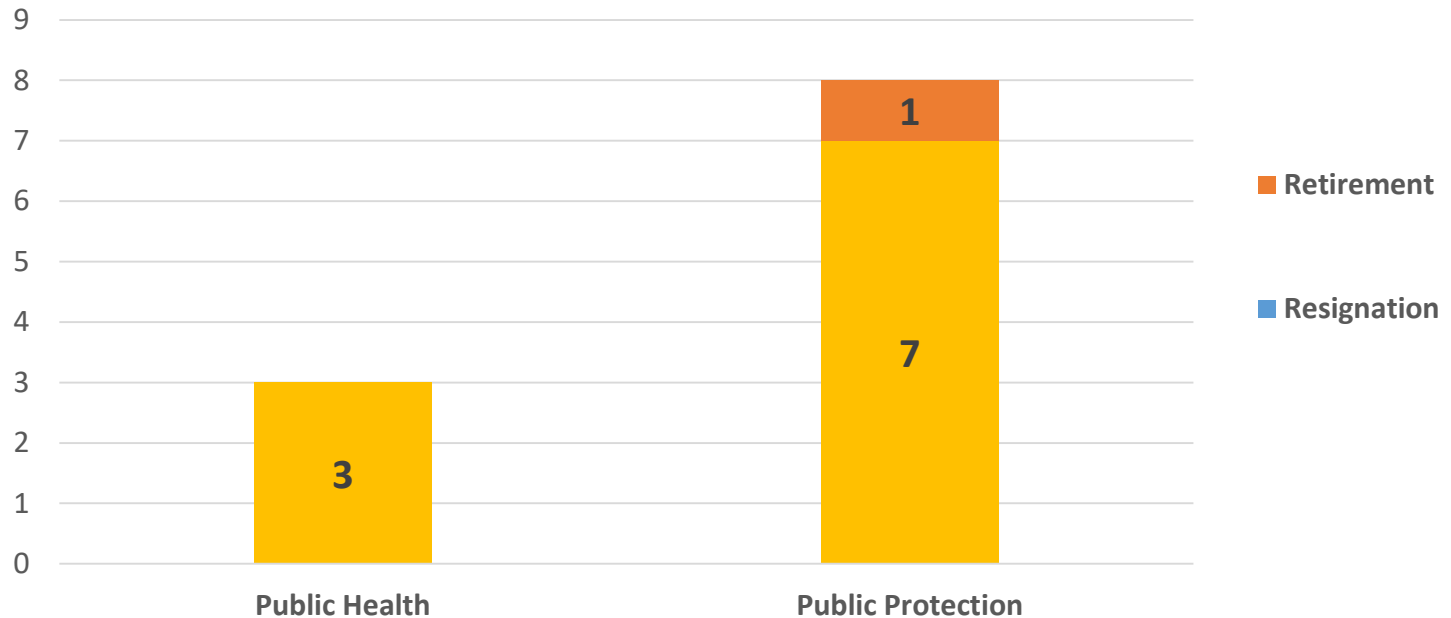
# Finance, Governance & Support : 42 Leavers



# Growth & Place : 242 Leavers



# Public Health & Public Protection : 11 Leavers





## 19 / 20 DIRECTORATE OVERVIEW : LEAVERS

Corporate turnover %		14.6%	
Directorate:	Leavers:	% of Total :	Directorate Turnover % (heads)
Adult Social Care & HI	31	6.5%	(450) 6.8%
Children's Services	150	31.5%	(734) 20.4%
FGS	42	8.8%	(398) 10.6%
Growth & Place	242	50.8%	(1551) 15.6%
PH&PP	11	2.3%	(123) 8.9%

# Considerations:

- Significant differences in staffing numbers across services
- Continuous structural changes and movement between services
- Turnover includes all involuntary leavers (eg TUPE/dismissal/end of contract)