



We effectively target our resources

Maximise the organisational strength, capacity, resilience and wellbeing to deliver the Council's strategic objectives through people

### Employee turnover

The number of voluntary leavers in a 12 month period as a percentage of the average headcount in the period.

Measured

8.97

%

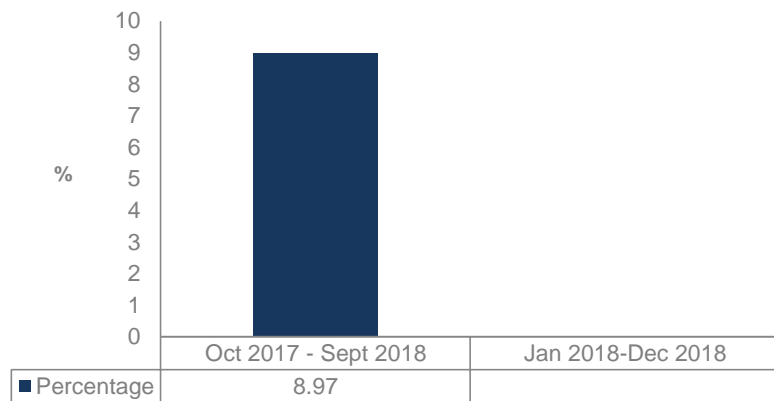
Oct 2017-Sept 2018



Not Reported

Quarter 1 June 2018

#### Employee turnover



#### About the latest performance

This indicator measures the total number of voluntary leavers as a percentage of the average headcount over the 12 months between October 2017 to September 2018. This relates to 422 leavers of an average headcount of 4,702 for the period. Voluntary is classed as those that choose to leave their employment with the Council i.e. resignations or retirements as opposed to those who have been dismissed or made redundant. Overall turnover (inclusive of dismissals and redundancy) is 11.21% for the period. The national average Public Sector turnover rates are: Voluntary 12.9% and overall 15.7%.

#### Further details

This is a new measure being reported in the Council Business Plan therefore historical information is not available.

#### About the target

This measure is included for context and so a target is not applicable.

#### About the target range

A target range is not applicable to this measure.

#### About benchmarking

This measure is included for context and so no benchmarking is available.