

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

	2016/17	2017/18
Overall	9.42%	9.56%
Nursing & HCA (NB includes Registered Nursing and Midwifery staff and unqualified nursing support staff)	11.93%	11.44%
Medical & Dental	6.52%	6.33%
Allied Health Professionals	8.32%	12.86%
Admin & Clerical	9.22%	8.86%
Estates & Facilities (NB reflects Estates and Ancillary staff group)	6.47%	6.98%
Scientific (NB includes Healthcare scientists and Additional Professional Technical and Scientific staff)	8.62%	7.32%

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		11.92
Nursing & HCA		13.54
Medical & Dental		14.36
Allied Health Professionals		12.22
Admin & Clerical		9.92
Estates & Facilities		11.06
Scientific		10.94

We are unable to report on 2016/17 due to the data retention periods within our Recruitment System.

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

	2016/17	2017/18
Overall	3.23%	7.35%
Nursing & HCA (NB includes Registered Nursing and Midwifery staff and unqualified nursing support staff)	1.99%	7.77%
Medical & Dental	7.53%	8.19%

Allied Health Professionals	3.44%	3.61%
Admin & Clerical	2.46%	5.69%
Estates & Facilities (NB reflects Estates and Ancillary staff group)	5.94%	12.4%
Scientific (NB includes Healthcare scientists and Additional Professional Technical and Scientific staff)	1.18%	9.14%

In respect of vacancy % you will see quite large increases in respect of registered nursing and nursing support staff, Estates and Ancillary and Scientific. These increases are largely as a result of an increase in the budget for these areas where contracted staff have either reduced or remained fairly static.