

Appendix 4 – Turnover

Turnover (12 month rolling average): Non Schools Workforce						
	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19
NS Turnover (inc. CRSS)	22.4%	22.5%	18.0%	17.8%	12.0%	12.3%
NS Turnover (exc. CRSS)	21.2%	21.3%	16.5%	16.3%	11.2%	11.5%
NS Turnover (excluding CRSS) and excluding Compulsory Redundancies/Transfers	12.1%	12.1%	12.3%	12.1%	10.9%	11.2%

**Actual leaving reasons excluded = Compulsory Redundancy, Employee Transfer and TUPE transfer*

Turnover (12 month rolling average): Directorates (inc. CRSS*)						
	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19
Children, Young People and Education (Formerly Education and Young People Services)	27.4%	28.0%	28.1%	28.1%	13.6%	13.5%
Growth, Environment and Transport	13.8%	13.6%	13.8%	13.4%	12.9%	13.2%
Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)	10.8%	10.7%	11.2%	11.1%	10.1%	10.6%
Strategic and Corporate Services	64.1%	66.2%	12.1%	12.3%	11.0%	11.6%

Turnover (12 month rolling average): Directorates (exc. CRSS*)						
	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19
Children, Young People and Education (Formerly Education and Young People Services)	26.1%	26.5%	26.8%	26.5%	13.2%	13.3%
Growth, Environment and Transport	11.3%	11.5%	11.7%	11.6%	10.9%	11.4%
Adult Social Care and Health (Formerly Social Care, Health and Wellbeing)	10.0%	10.0%	10.5%	10.4%	9.5%	9.8%
Strategic and Corporate Services	63.0%	64.4%	11.5%	11.8%	10.5%	11.0%