

Appendix B

Reason for leaving	January - March 2015	April - June 2015	July - September 2015	October – December 2015
Retirement	18	33	34	14
Retirement Ill Health	3	8	7	8
Death in Service	0	2	0	2
Dismissal Conduct	0	1	3	3
Dismissal Capability including absence	2	5	2	3
Failed Probation	0	0	3	1
Mutually agreed termination	2	0	0	1
End Fixed Term Contract	4	10	7	3
Redundancy Compulsory	4	4	6	1
Redundancy Voluntary	16	19	18	10
Resignation	136	152	130	115
	185	234	210	161

Average (Mean) headcount over the quarter

8967	8895	8810.5	8819
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Turnover percentage for Q3 **7.3%**

Turnover for last 12 months **8.9%**