

### Appendix B

Reason for leaving	April - June 2015	July - September 2015	October – December 2015	January – March 2016
Retirement	33	34	14	32
Retirement Ill Health	8	7	8	11
Death in Service	2	0	2	2
Dismissal Conduct	1	3	3	4
Dismissal Capability including absence	5	2	3	1
Failed Probation	0	3	1	1
Mutually agreed termination	0	0	1	
End Fixed Term Contract	10	7	3	4
Redundancy Compulsory	4	6	1	19
Redundancy Voluntary	19	18	10	17
Resignation	152	130	115	<b>121</b>
	234	210	161	212

Average (Mean) headcount over the quarter

8895	8810.5	8819	8811
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Turnover percentage for Q4 **9.6%**

Turnover for last 12 months **9.25%**