

Appendix B

Reason for leaving	October – December 2015	January – March 2016	April - June 2016	July to September 2016
Retirement	14	32	35	26
Retirement Ill Health	8	11	7	9
Death in Service	2	2	0	1
Dismissal Conduct	3	4	0	3
Dismissal Capability including absence	3	1	6	2
Failed Probation	1	1	0	1
Mutually agreed termination	1	0	1	0
End Fixed Term Contract	3	4	6	7
Redundancy Compulsory	1	19	75	1
Redundancy Voluntary	10	17	35	5
Resignation	115	121	153	161
	161	212	318	216
Average (Mean) headcount over the quarter	8819	8811	8164	7542

Turnover percentage for Q2 **11.46%**

Turnover for last 12 months **10.88%**

Reasons for leaving	
Resign Education/Retraining	6
Resign Following Career Break	1
Resign Following Mat Leave	1
Resign Job Related Reasons	25
Resign Not Known	7
Resign Personal Reasons	121
	161