NHS ELECTRONIC STAFF RECORD

ESR-NHS0238 - GUIDE TO ESRBI STAFF MOVEMENTS DASHBOARD

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DOCUMENT CONTROL

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Design Assumptions

The following design assumptions have been made and can be applied to all analyses and dashboards:

1. All analyses have an export button to enable the user to export to their format of choice.
2. All analyses have an 'Add to Briefing Book' button enabled to allow the user to group national analyses together into a board-report type document.
3. All dashboards are designed on a screen resolution of 1024 x 768 pixels to prevent horizontal scroll bars being displayed (except where wide tables of data are required).

Examples

Where applicable, the examples included in this document contain fictional data only. The names and other personal details are fictional although look realistic enough to provide a useful example.

Staff Movements Dashboard

Description

This dashboard is designed to provide users with intelligence on the movements of staff within the organisation.

Allocation

This dashboard is available to the following URPs:

XXX Administrator Self Service (Payroll Approvals Not Required)
XXX Administrator Self Service (Payroll Approvals Required)
XXX BI Administration
XXX Finance Reporting
XXX Finance Reporting and Hub Mapping
XXX HR Administration
XXX HR Administration (With RA)
XXX HR Management
XXX Manager Self Service (Payroll Approvals Not Required)
XXX Manager Self Service (Payroll Approvals Required)
XXX Payroll Administration
XXX Payroll Audit
XXX Payroll Super Administration
XXX Supervisor Self Service
XXX Supervisor Self Service (Limited Access)

Summary Tab

Prompts

Organisation
Staff Group(s)
Occupation Code(s)
Employee Category
Person Type(s)
Employee Person Types
Assignment Category (Default exclude Locum, Bank, Honorary)
Date From (Default First day of month, 3 months ago)
Date To (Default last day of last month)
Organisation Level 1-13
Job Role
Pay Grade(s)
Assignment Status
Recruitment Source
Leaving ReasonPrimary Assignments Only

Staff Movements Summary

Description

This analysis provides an overview of staff movements for a period defined by the user (3 months prior to the current month by default). For example if the analysis is viewed in May 2013, then data for February, March and April will be returned. Measures included are:

- FTE
- Headcount
- New Starters
- Leavers
- Turnover Rate
- Employees on Maternity Leave
- Leavers (FTE)
- Turnover (FTE)
- Average Headcount
- Average FTE
- Leavers (12m)
- Leavers FTE (12m)
- Turnover Rate (12m)
- Turnover Rate FTE (12m)
- Average Headcount (12m)
- Average FTE (12m)

The figures included in this analysis are defined in the same way as the 'NHS HR Dashboard' reports previously available from Discoverer.

Data Items

Title	Description
Headcount	Number of person records active at the last day of the month
FTE	Total FTE of person records active at the last day of the month
Leavers Headcount	Sum of employees whose Actual Termination Date in the organisation falls within the month indicated.
Leavers FTE	Sum of FTE of person records where the Actual Termination Date in the organisation falls within the month indicated.
Starters Headcount Starters FTE	Sum of employees whose hire date in the organisation falls in the month indicated. Sum of FTE of person records whose Hire Date in the organisation falls within the month indicated.
Maternity	Headcount where person has an Assignment Status of 'Maternity/Adoption'.
Turnover Rate (Headcount)	Leavers Headcount / (Headcount at first day of period + Headcount at last day of period / 2) * 100
Turnover Rate (FTE)	Leavers FTE / (FTE at first day of period + FTE at last day of period / 2) * 100

Average Headcount	(Headcount at first day of period + Headcount at last day of period) / 2
Average FTE	(FTE at first day of period + FTE at last day of period) / 2
Date	Month/Year Restricted to the previous 3 months (excluding the current month)
Leavers (12m)	Sum of employees whose Actual Termination Date in the organisation falls within the previous 12 months
Leavers FTE (12m)	Sum of FTE of person records where the Actual Termination Date in the organisation falls within the previous 12 months
Turnover Rate (12m)	Leavers (12m) / Average Headcount (12m) * 100
Turnover Rate FTE (12m)	Leavers (12m) / Average FTE (12m) * 100
Average Headcount (12m)	(Headcount at the end of the month + Headcount at the end of the month 12 months ago) / 2
Average FTE (12m)	(FTE at the end of the month + FTE at the end of the month 12 months ago) / 2

Filters

Dates restricted to dates in prompts.

Example Screenshot

Staff Movements

	2020 / 04	2020 / 05	2020 / 06
Headcount	4,527	4,534	4,536
FTE	4,162.43	4,168.32	4,168.74
Leavers Headcount	29	23	21
Leavers FTE	25.85	20.33	19.17
Starters Headcount	48	27	19
Starters FTE	44.31	24.06	16.63
Maternity	102	108	107
Turnover Rate (Headcount)	0.64%	0.51%	0.46%
Turnover Rate (FTE)	0.62%	0.49%	0.46%
Avg Headcount	4,521.50	4,521.50	4,521.50
Average FTE	4,155.78	4,155.78	4,155.78
Leavers (12m)	544	529	513
Leavers FTE (12m)	481.72	466.91	454.12
Turnover Rate (12m)	12.40%	12.04%	11.65%
Turnover Rate FTE (12m)	11.95%	11.57%	11.23%
Avg Headcount (12m)	4,388.00	4,394.00	4,403.50
Average FTE (12m)	4,032.41	4,037.03	4,044.72

Refresh - Print - Export - Add to Briefing Book

Actions

None.

Period Turnover Rate

Description

This analysis is designed to provide users with an overall turnover rate for a selected period. Users are able to group the analysis by Staff Group or Org Levels 1-13.

Data Items

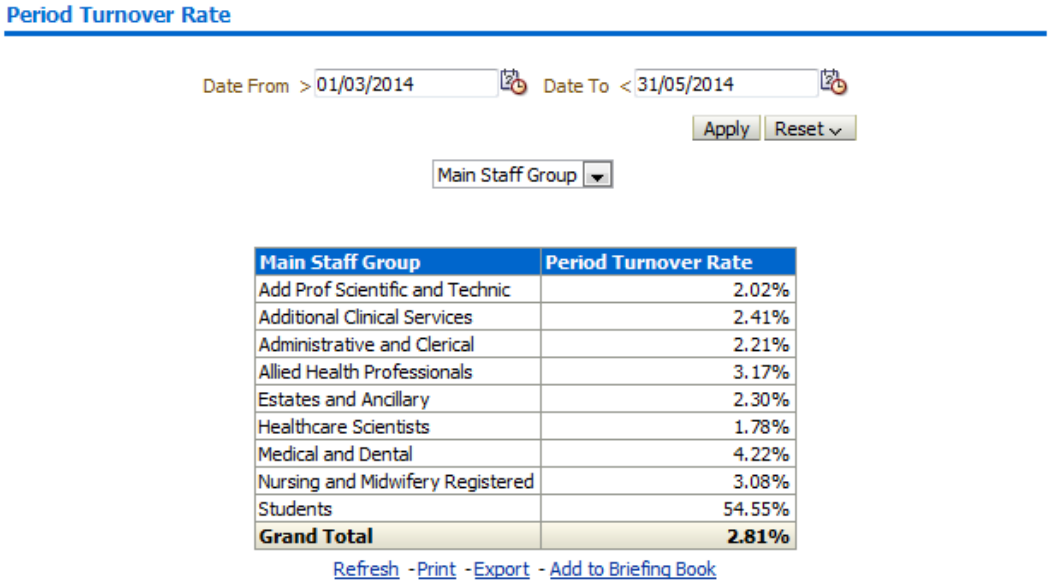
Title	Description
Staff Group	Staff Group associated with Job Role in position
Period Turnover Rate	(Number of Leavers / Average Employee Headcount) * 100
Org Levels 1-13	
Cost Centre Org Level 1-12	
Cost Centre	

Prompts

Date From

Date To

Example Screenshot



Hires Summary

Description

This analysis is designed to provide users with an overview of new starters within the organisation. The figures included in this analysis are defined in the same way as the 'NHS HR Dashboard – Staff in Post' report available from Discoverer.

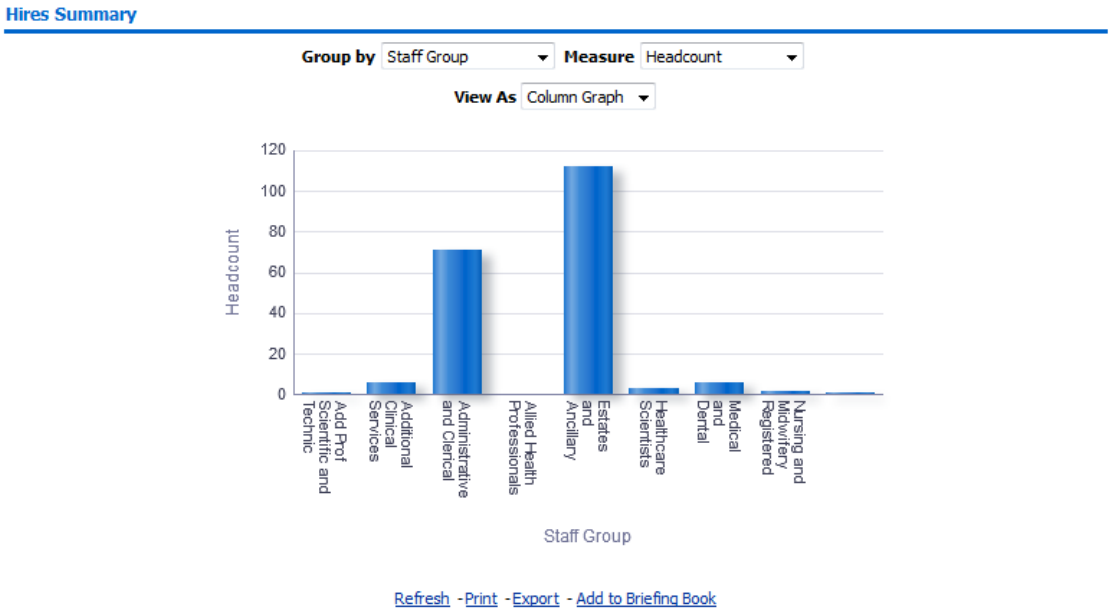
Data Items

Title	Description
Staff Group	Staff Group associated with Job Role in position
Recruitment Source	
Headcount	Number of employees with first hire date between date Prompts
Assignment Count	Count of Assignments where hire date is between date prompts
Occupation Code	
Pay Grade	
Role	
Org Levels 1-13	
Cost Centre Org Level 1-12	
Cost Centre	

View Selectors

View as Pie Chart, Table or Column Chart (Default Column)

Example Screenshot



Leavers Summary

Description

This analysis is designed to provide users with an overview of the number of leavers from the organisation grouped by Leaving Reason, Length of Service, Occupation Code, Job Role, Pay Grade or Destination on Leaving.

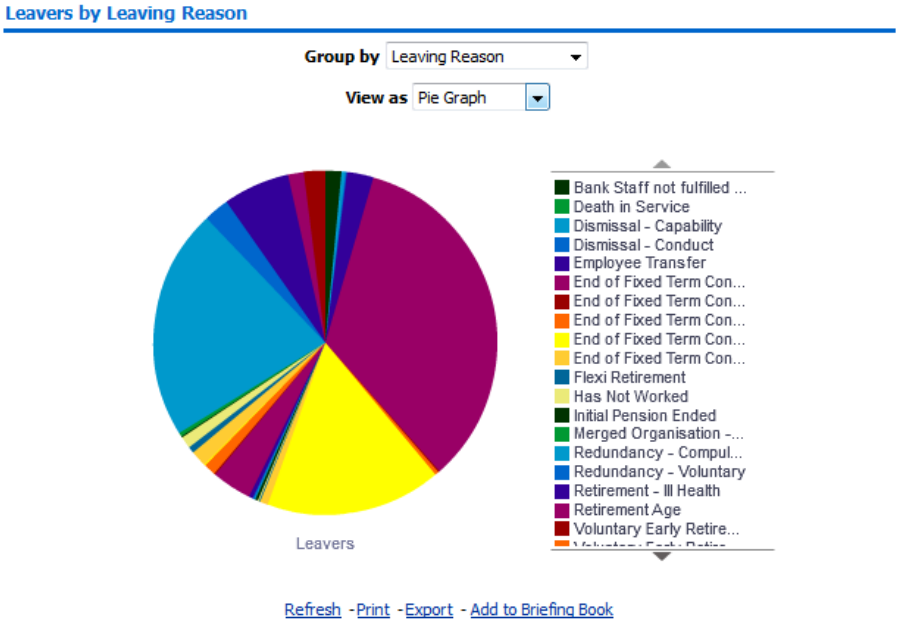
Data Items

Title	Description
Destination on Leaving	
Reason for Leaving	
Headcount	Number of employees with termination date between date Prompts
Length of Service	
Occupation Code	
Role	
Pay Grade	
Org Levels 1-13	
Cost Centre Org Level 1-12	
Cost Centre	

View Selectors

View as Pie, Table or Column Graph (default Pie).

Example Screenshot



Leavers by Staff Group

Description

This analysis is designed to provide users with an overview of the number of leavers from the organisation. The figures included in this analysis are defined in the same way as the 'NHS HR Dashboard – Staff in Post' report available from Discoverer. Leavers FTE % is available as a measure alongside Headcount.

Data Items

Title	Description
Staff Group	Staff Group associated with Job Role in position
Headcount	Number of employees with termination date between date Prompts
Leavers FTE %	(Leavers FTE / Average Total FTE) * 100

Column Selectors

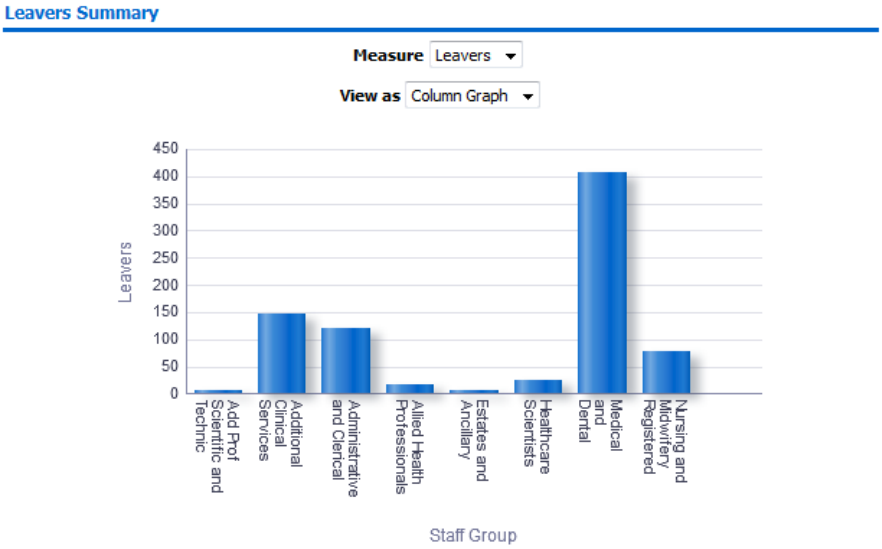
Measure: Headcount (default)

FTE %

View Selectors

View as Pie, Pivot Table or Column Graph (default column).

Example Screenshot



Starters / Leavers by Month

Description

This analysis is designed to show the Starters FTE, Leavers FTE or cumulative FTE and Starters Headcount, Leavers Headcount or cumulative Headcount on the same graph.

Data Items

Title	Description
Starters (Headcount)	
Leavers (Headcount)	
Starters FTE	
Leavers FTE	
Month	
Cumulative FTE	Cumulative Starters FTE minus cumulative Leavers FTE
Cumulative Headcount	Cumulative Starters Headcount minus cumulative Leavers Headcount

Column Selectors

None

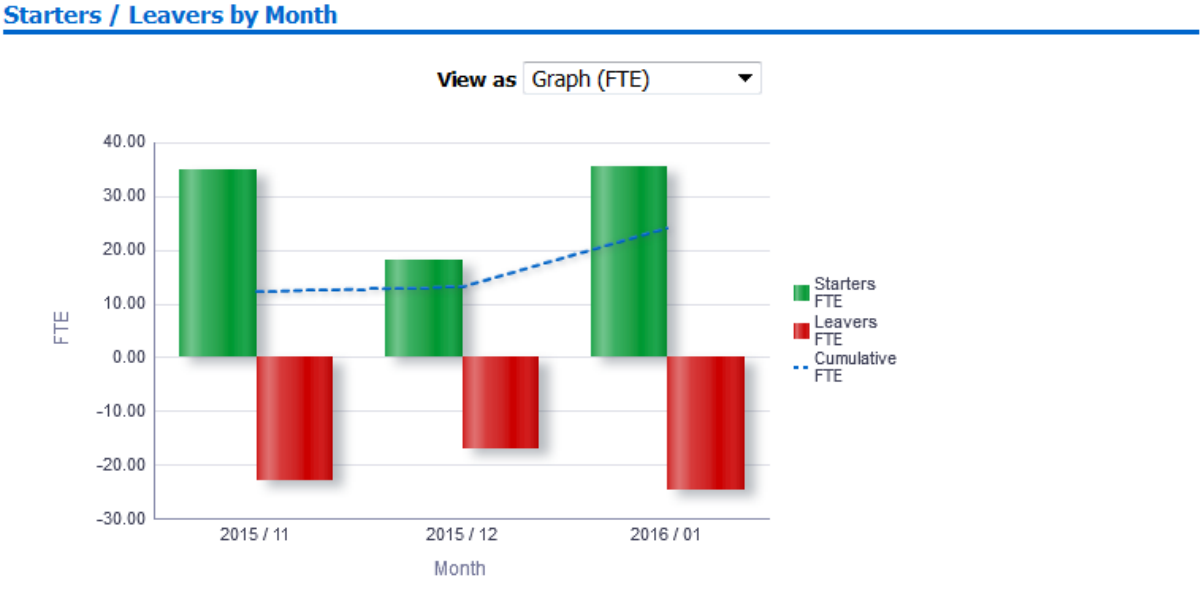
View Selectors

Graph (Headcount)

Graph (FTE) (Default)

Table

Example Screenshot



Summary II Tab

Prompts

Organisation

Staff Group(s)

Occupation Code(s)
Employee Category
Person Type(s)
Employee Person Types
Assignment Category (Default exclude Locum, Bank, Honorary)
Date From (Default First day of month, 3 months ago)
Date To (Default last day of last month)
Organisation Level 1-13
Job Role
Pay Grade(s)
Assignment Status
Recruitment Source
Leaving Reason
Primary Assignments Only

Hires Summary II

Description

This analysis is designed to provide users with alternative grouping options to the Hires Summary analysis. Grouping by four data items is available with the data being returned as a Pivot Table. Assignment Count and Headcount measures are also available.

Data Items

Staff Group	Occupation Code
Assignment Count	Pay Grade
Headcount	Role
Org Levels 1-13	Cost Centre
Cost Centre Org Level 1-12	

Column Selectors

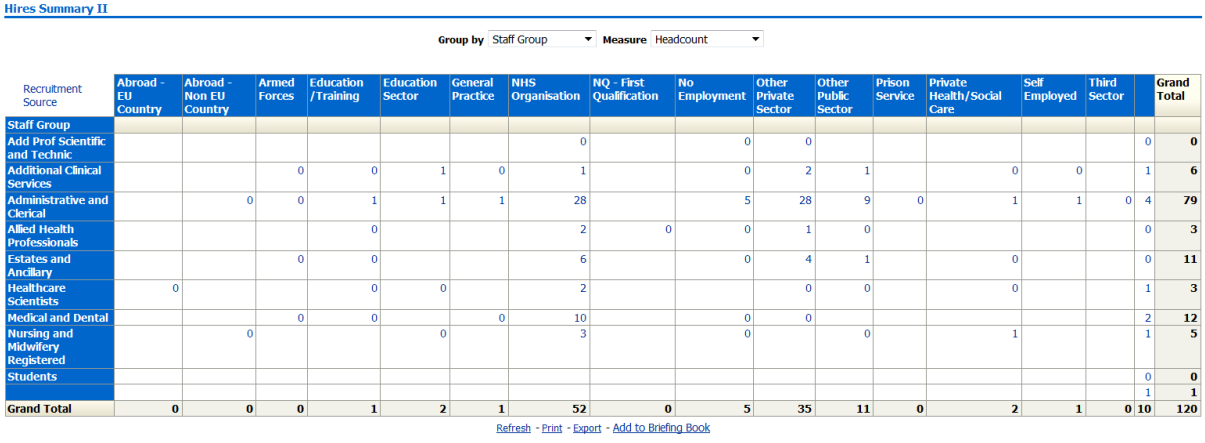
Measure (default: Headcount)

Group by (default: Staff Group)

View Selectors

None

Example Screenshot



Hires Summary II

Group by Staff Group Measure Headcount

Recruitment Source	Abroad - EU Country	Abroad - Non EU Country	Armed Forces	Education /Training	Education Sector	General Practice	NHS Organisation	NQ - First Qualification	No Employment	Other Private Sector	Other Public Sector	Prison Service	Private Health/Social Care	Self Employed	Third Sector		Grand Total
Staff Group																	
Add Prof Scientific and Technic							0		0	0						0	0
Additional Clinical Services			0	0	1	0	1		0	2	1		0	0		1	6
Administrative and Clerical		0	0	1	1	1	28		5	28	9	0	1	1	0	4	79
Allied Health Professionals				0			2	0	0	1	0					0	3
Estates and Ancillary			0	0			6		0	4	1		0			0	11
Healthcare Scientists	0			0	0		2			0	0		0			1	3
Medical and Dental			0	0		0	10		0	0						2	12
Nursing and Midwifery Registered		0			0		3		0		0		1			1	5
Students																0	0
																1	1
Grand Total	0	0	0	1	2	1	52	0	5	35	11	0	2	1	0	10	120

Refresh - Print - Export - Add to Briefing Book

Leavers Summary II

Description

This analysis is designed to provide users with alternative grouping options to the Leavers Summary analysis. Grouping by four data items is available with the data being returned as a Pivot Table. FTE and Headcount measures are also available.

Data Items

Staff Group	Occupation Code
Destination on Leaving	Leaving Reason
Length of Service Band	FTE
Headcount	Role
Pay Grade	

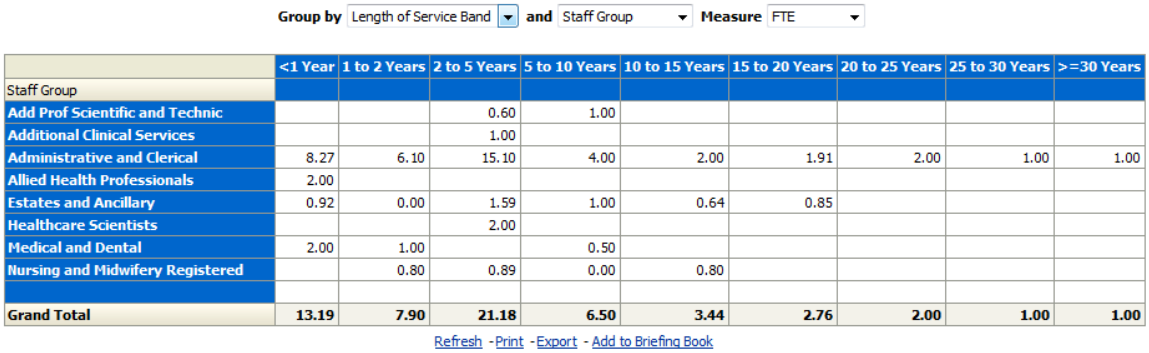
Column Selectors

Measure (default: FTE)
Group by (default: Length of Service Band)
And (default: Staff Group)

View Selectors

None

Example Screenshot



Hires Tab

Description

This tab is designed to provide detailed hires data.

Prompts

Recruitment Source

Data Items

Employee Number	Primary Assignment
Assignment Number	Manager
Last Name	Payroll Name
Middle Name	Address Line 1
First Name	Address Line 2

Title	Address Line 3
Maiden Name	Town or City
Preferred Name	County
Employee Person Type	Postal Code
Email Address	Home Phone
Org Level 1-13 x 4	Mobile Phone
Org Cost Centre L1-12 x 4	Work Phone
Organisation	Date of Birth (not available in HRSS)
Position Name	CSD 3 Months
Position Title	CSD 12 Months
Location	DBS Disclosure Type Requirement
Staff Group	Vacancy Reference Number
Role	Disability (not available in HRSS)
Area of Work	Ethnic Origin (not available in HRSS)
Latest Start Date	Gender (not available in HRSS)
Start Date	Marital Status (not available in HRSS)
Initial Assignment Start Date	Age Band (not available in HRSS)
Occupation Code	Nationality (not available in HRSS)
FTE	Religious Belief (not available in HRSS)
Contract Hours	Sexual Orientation (not available in HRSS)
Job Sharer	Subjective Code
Bank Post Held	Probation Period Length
Pay Grade	Probation Units
Spinal Point	Probation Period End Date
Afc Spinal Point	Fixed Term Temp Cont End Date
Full Time Salary	Fixed Term Temp Cont Reason
Actual Salary	Maximum Part Time
Recruitment Source	TUPE Transfer
NHS Org	Pay Step Date
NHS Start Date	Management Cost
Person Created Date	Pension SD Number
NI Number (not available in HRSS)	Residency Status
Employee Category	NI Multiple Assignments
Assignment Category	Paye Aggregated Assign
Assignment Status	Effective From Date
Supervisor	Start Date in Grade

Leavers Tab

Description

This tab is designed to provide detailed leavers data. The analysis allows users to select and return data for both historical or future date periods.

Please note that this analysis returns an employee's latest effective address information which differs from other NHS Standard Dashboards which return only primary and in date address information.

Prompts

Leaving Reason
Destination on Leaving

Data Items

Employee Number	Contract Hours
Last Name	Pay Grade
Middle Name	Disability (not available in HRSS)
First Name	Nationality (not available in HRSS)
Title	NI Number (not available in HRSS)
Employee Person Type	Address Line 1
Assignment Number	Address Line 2
FTE	Address Line 3
Organisation	Town or City
Length of Service (Months)	County
Length of Service (Years)	Postal Code
Destination on Leaving	Religious Belief (not available in HRSS)
Termination Date	Marital Status (not available in HRSS)
Leaving Reason	Sexual Orientation (not available in HRSS)
Staff Group	Gender (not available in HRSS)
Frequency	Role
Assignment Category	Area of Work
Assignment Status	Occupation Code
Subjective Code	Notified Date
Salary Value	TUPE Transfer
AfC Spinal Point	Spinal Value
Assignment Initial Start Date	NHS Entry Date
Org Level 1-13	Property Register (Y/N Flag)
Cost Centre Org Level 1-12	Exit Questionnaire
Ethnic Origin (not available in HRSS)	Key Worker Programme
Age Band (not available in HRSS)	Primary Pay scale Letter
Date of Birth (not available in HRSS)	Cost Centre
Email Address	Person Effective Start Date
Residency Status	PAYE Aggregated Assignments
NI Multiple Assignments	Primary Assignment
NHS Organisation	Home Phone
Mobile Phone	Personal Email Address
Supervisor Email Address	Supervisor Name

Labour Turnover and Stability Tab

Description

This tab is designed to provide starter and leaver data alongside the Labour Turnover Rate and the Labour Stability percentage rate.

Prompts

Starting Organisation
Organisation
Staff Group(s)
Occupation Code(s)
Employee Category
Person Type(s)
Employee Person Types
Assignment Category (Default exclude Locum, Bank, Honorary)
Date From (Default First day of month, 3 months ago)
Date To (Default last day of last month)
Job Role
Pay Grade(s)
Assignment Status
Primary Assignments Only

Labour Turnover Rate

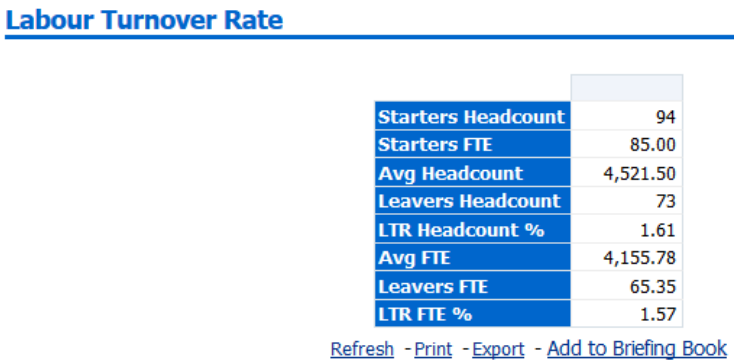
Description

As well as providing Headcount, Starter and Leaver information, this analysis provides a Labour Turnover Rate Headcount percentage and a Labour Turnover Rate FTE percentage.

Data Items

Title	Description
Starters Headcount	
Starters FTE	
Average Headcount	(Headcount at first day of period + Headcount at last day of period) / 2
Leavers Headcount	
LTR Headcount %	(Leavers Headcount / Average Headcount) * 100
Average FTE	(FTE at first day of period + FTE at last day of period) / 2
Leavers FTE	
LTR FTE %	(Leavers FTE / Average FTE) * 100

Example Screenshot



Actions

None.

Labour Stability Percentage

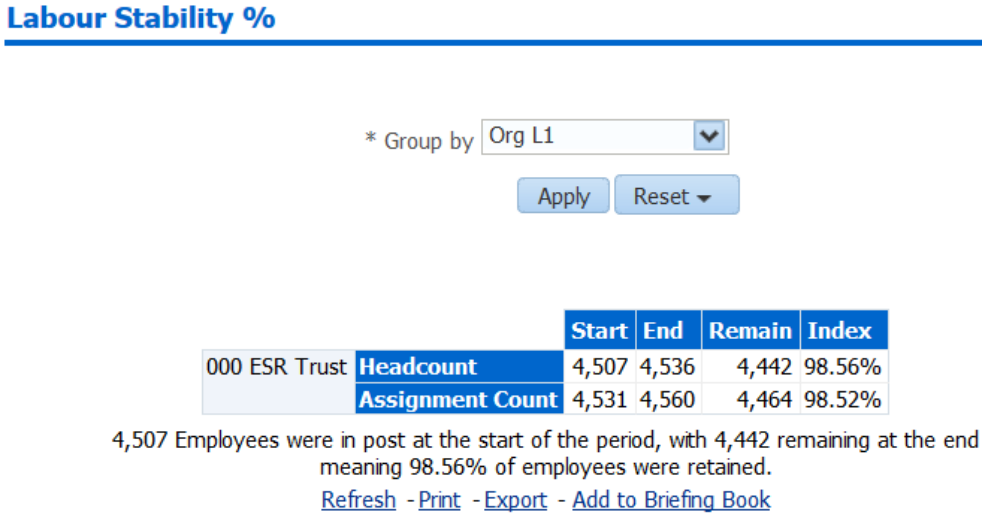
Description

This analysis compares a count of employees (Headcount) and assignments at both the start and end date of the period. The analysis also provides Headcount and Assignment Stability Index. A narrative view is available beneath the table which explains what the figures mean. Results can be grouped by Organisation L1-13 or Staff Group.

Data Items

Title	Description
Assignments Period Start	
Headcount Period Start	
Assignments Period End	
Headcount Period End	
Assignments Stability Index	(Assignments Period End / Assignments Period Start) * 100
Headcount Stability Index	(Headcount Period End / Headcount Period Start) * 100
Org Levels 1-13	
Cost Centre Org Level 1-12	
Cost Centre	

Example Screenshot



Actions

None.

Starters

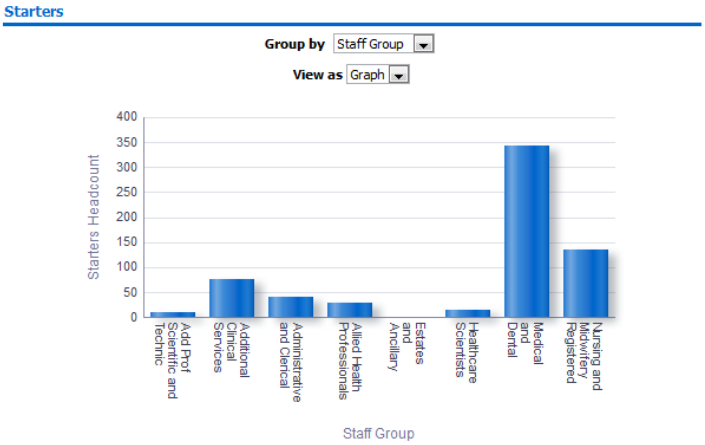
Description

This analysis provides an overview of new starters, headcount and new starters as a percentage of headcount for the period entered into the available prompt. It can be grouped by Staff Group (default), Age Band, Ethnic Group or Gender.

Data Items

Starters Headcount	Age Band
Headcount	Ethnic Group
Headcount %	Gender
Staff Group	Org Levels 1-13
Cost Centre Org Level 1-12	Cost Centre

Example Screenshot



Actions

None.

Leavers

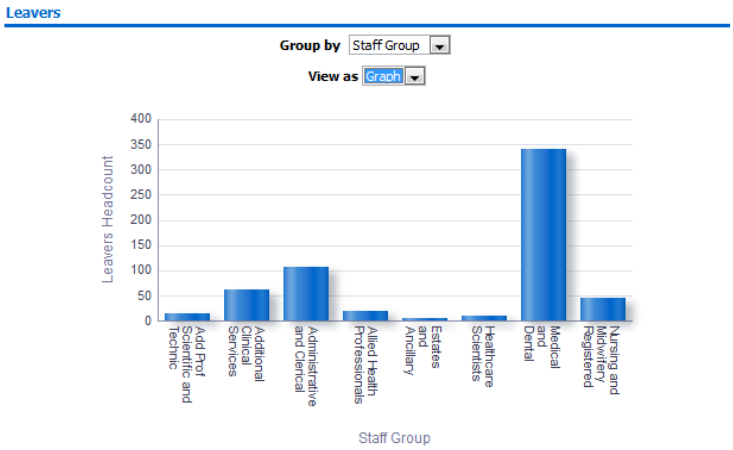
Description

This analysis provides an overview of leavers, headcount and leavers as a percentage of headcount for the period entered into the available prompt. It can be grouped by Staff Group (default), Age Band, Ethnic Group or Gender.

Data Items

Leavers Headcount	Age Band
Headcount	Ethnic Group
Headcount %	Gender
Staff Group	Org Levels 1-13
Cost Centre Org Level 1-12	Cost Centre

Example Screenshot



Actions

None.

Starters / Leavers Comparison

Description

This analysis provides side-by-side comparison of the Starters/Leavers Headcounts and Starters/Leavers percentages for the period entered into the available prompt. It can be grouped by Staff Group (default), Age Band, Ethnic Group or Gender.

Data Items

Starters Headcount	Starters Headcount %
Leavers Headcount	Leavers Headcount %
Staff Group	Age Band
Ethnic Group	Gender
Org Levels 1-13	Cost Centre Org Level 1-12
Cost Centre	

Example Screenshot

Actions

None.

Organisation Turnover Tab

The Organisation Turnover page of the Staff Movements Dashboards provides Labour Turnover information grouped by Organisation L1-13 or Staff Group.

Labour Turnover Rate

Description

As well as providing Headcount, Starter and Leaver information, this analysis provides a Labour Turnover Rate Headcount percentage and a Labour Turnover Rate FTE percentage.

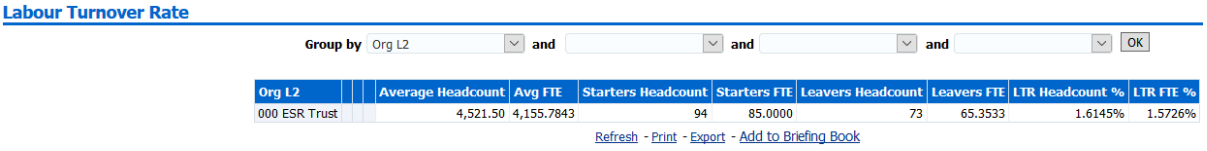
Data Items

Title	Description
Average Headcount	(Headcount at first day of period + Headcount at last day of period) / 2
Average FTE	(FTE at first day of period + FTE at last day of period) / 2
Starters Headcount	
Starters FTE	
Leavers Headcount	
Leavers FTE	
LTR FTE %	(Leavers FTE / Average FTE) * 100
LTR Headcount %	(Leavers Headcount / Average Headcount) * 100

Column Selectors x 4

Org Levels 1-13
Cost Centre Org Level 1-12
Cost Centre
Occupation Code
Organisation
Role
Pay Grade
Pay Grade Group
Age Band
Length Of Service

Example Screenshot



Actions

None.

Timeline Tab

Description

This analysis shows starters and leavers over time grouped by a number of attributes (such as Staff Group, Organisation and Org Levels).

Prompts

* Date Between

Column Selectors

Org L1-13
Organisation
Pay Scale
Staff Group

Data Items

Starters FTE	Starters Headcount
Leavers FTE	Leavers Headcount
Cumulative FTE	Cumulative Headcount

Example Screenshot

	2018 / 08						2018 / 09			
Org L4	Starters FTE	Leavers FTE	Starters Headcount	Leavers Headcount	Cumulative Headcount	Cumulative FTE	Starters FTE	Leavers FTE	Starters Headcount	Leavers Headcount
000 Organisation	0.00	-1.00	0	-1	-1	-1.00	0.00	0.00	0	0
000 Organisation	0.00	0.00	0	0	-1	-1.00	0.00	0.00	0	0
000 Organisation	0.00	0.00	0	0	-1	-1.00	0.00	-1.00	0	-1
000 Organisation	3.00	0.00	3	0	2	2.00	0.00	0.00	0	0
000 Organisation	0.00	0.00	0	0	2	2.00	0.00	0.00	0	0
000 Organisation	0.00	0.00	0	0	2	2.00	1.00	-1.00	1	-1
000 Organisation	0.00	0.00	0	0	2	2.00	0.00	0.00	0	0
000 Organisation	0.00	0.00	0	0	2	2.00	0.00	0.00	0	0
000 Organisation	1.00	0.00	1	0	3	3.00	0.00	0.00	0	0

Benchmarking

Description

This tab returns Turnover Rate (FTE) %, Stability (Headcount) %, Leaving Reason % and Destination on Leaving benchmarking figures at Trust, Region, Country and National levels, which can be compared against figures at Manager / Team level.

Note: The data returned is effective as at the last day of the previous month in line with Benchmarking data refresh cycle. For example if the report is run in April, the data returned is for between January and March.

Prompts

Staff Group
Area of Work
Job Role
Occupation Code (Initial)
Employee Person Type
Assignment Category
Assignment Status
Organisation Type
Month Between

Turnover and Stability

Description

This tab returns Turnover Rate (FTE) % and Stability (Headcount) % benchmarking figures at Trust, Region, Country and National levels, which can be compared against figures at Manager / Team level.

Calculations

Benchmarking Turnover Rate (FTE) %:
Benchmarking Leavers FTE / Benchmarking Average SUM(FTE) * 100

Non-Benchmarking Turnover Rate (FTE) %:
Leavers FTE / Average SUM(FTE) * 100

Benchmarking Stability (Headcount) %:
(Benchmarking Headcount at Start of Period – Leavers in the Period) / Benchmarking Headcount at Start of Period * 100

Non-Benchmarking Stability (Headcount) %:
(Headcount at Start of Period – Leavers in the Period) / Headcount at Start of Period * 100

Summary

Description

This analysis provides a summary view of Turnover Rate (FTE) % and Stability (Headcount) % benchmarking figures at Trust, Region, Country and National levels, which can be compared against figures at Manager / Team level.

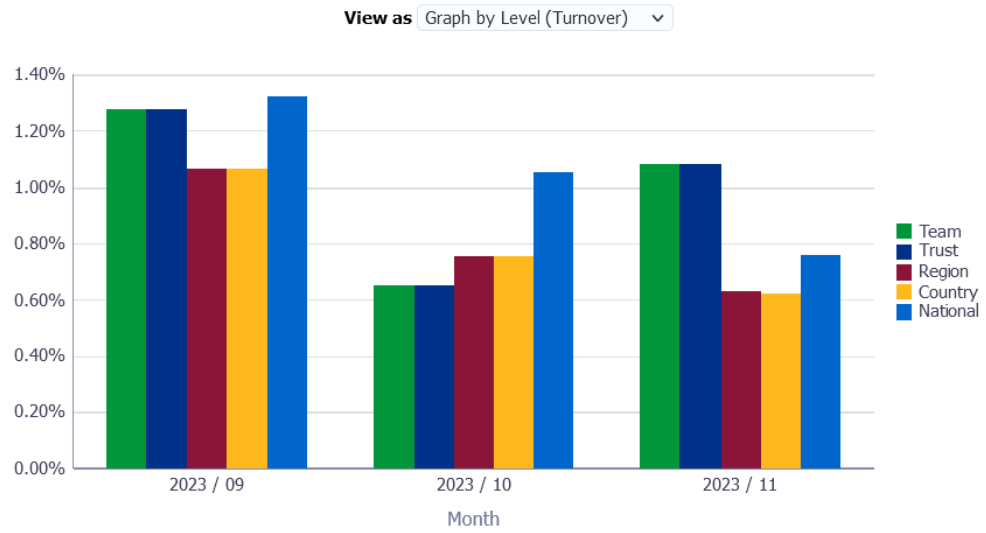
Data Items

Title	Description
Month	
Team	Turnover Rate (FTE) % at Manager / Team level (Supervisor hierarchy apply)
Trust	Turnover Rate (FTE) % at Trust level
Region	Turnover Rate (FTE) % at Region level
Country	Turnover Rate (FTE) % at Country level
National	Turnover Rate (FTE) % at National level
Team	Stability (Headcount) % at Manager / Team level (Supervisor hierarchy apply)
Trust	Stability (Headcount) % at Trust level
Region	Stability (Headcount) % at Region level
Country	Stability (Headcount) % at Country level
National	Stability (Headcount) % at National level

View Selectors

View as Graph by Level (Turnover / Stability), Graph by Month (Turnover / Stability) or Table (Turnover / Stability) (Default Graph by Level Turnover)

Example Screenshot



Benchmarking Detail

Description

This analysis provides a detail view of Turnover Rate (FTE) % and Stability (Headcount) % benchmarking figures at Trust, Region, Country and National levels, which can be compared against figures at Manager / Team level using the Non-Benchmarking Detail analysis available within the page.

Column Selectors

Staff Group
Job Role
Area of Work
Employee Category
Assignment Category

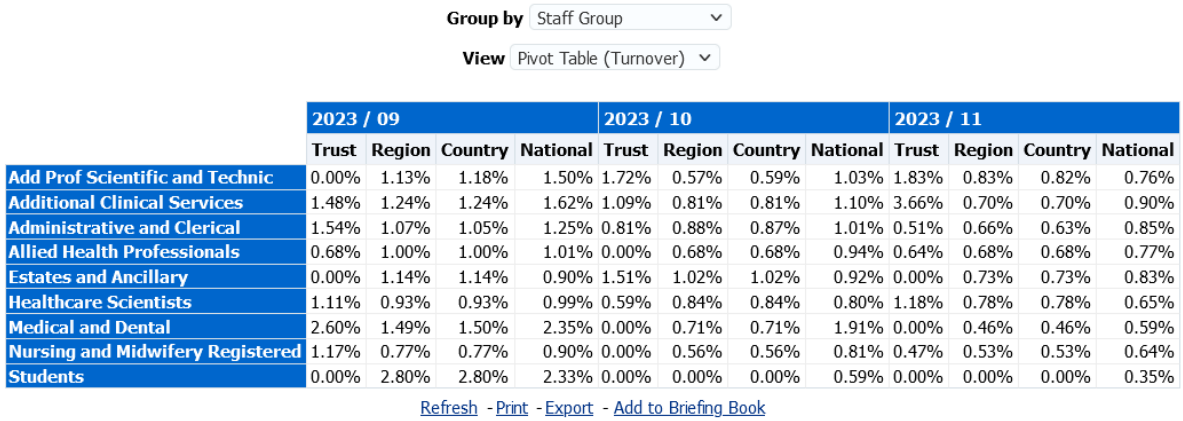
Data Items

Title	Description
Month	
Trust	Turnover Rate (FTE) % at Trust level
Region	Turnover Rate (FTE) % at Region level
Country	Turnover Rate (FTE) % at Country level
National	Turnover Rate (FTE) % at National level
Trust	Stability (Headcount) % at Trust level
Region	Stability (Headcount) % at Region level
Country	Stability (Headcount) % at Country level
National	Stability (Headcount) % at National level

View Selectors

Pivot Table (Turnover / Stability) (Default: Turnover)

Example Screenshot



Non-Benchmarking Detail

Description

This analysis provides a detail view of Turnover Rate (FTE) % and Stability (Headcount) % benchmarking figures at Manager / Team level, which can be compared against figures at Trust, Region, Country and National levels using the Benchmarking Detail analysis available within the page.

Column Selectors

Staff Group
Job Role
Area of Work
Employee Category
Assignment Category

Data Items

Title	Description
Month	
Team	Turnover Rate (FTE) % at Manager / Team level (Supervisor hierarchy apply)
Team	Stability (Headcount) % at Manager / Team level (Supervisor hierarchy apply)

View Selectors

Pivot Table (Turnover / Stability) (Default: Turnover)

Example Screenshot

Group by Staff Group

View Pivot Table (Turnover)

	2023 / 09	2023 / 10	2023 / 11
	Team	Team	Team
Add Prof Scientific and Technic	0.00%	1.72%	1.84%
Additional Clinical Services	1.47%	1.10%	3.66%
Administrative and Clerical	1.54%	0.81%	0.51%
Allied Health Professionals	0.68%	0.00%	0.64%
Estates and Ancillary	0.00%	1.51%	0.00%
Healthcare Scientists	1.11%	0.59%	1.18%
Medical and Dental	2.58%	0.00%	0.00%
Nursing and Midwifery Registered	1.17%	0.00%	0.47%
Students	0.00%	0.00%	0.00%

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Leaving Reason

Description

This analysis provides a detail view of Leaving Reason % benchmarking figures at Manager / Team level, which can be compared against figures at Trust, Region, Country and National levels.

Data Items

Title	Description
Month	
Team	Leaving Reason % at Manager / Team level (Supervisor hierarchy apply)
Trust	Leaving Reason % at Trust level
Region	Leaving Reason % at Region level
Country	Leaving Reason % at Country level
National	Leaving Reason % at National level

Example Screenshot

	2023 / 09					2023 / 10					2023 / 11				
	Team	Trust	Region	Country	National	Team	Trust	Region	Country	National	Team	Trust	Region	Country	National
Bank Staff not fulfilled minimum work requirement	0.00%	0.00%	6.68%	6.62%	12.87%	0.00%	0.00%	3.03%	3.00%	12.23%	0.00%	0.00%	28.13%	28.03%	22.62%
Death in Service	0.00%	0.00%	0.53%	0.53%	0.30%	0.00%	0.00%	0.58%	0.58%	0.37%	5.00%	5.00%	0.64%	0.63%	0.52%
Dismissal - Capability	0.00%	0.00%	0.95%	0.95%	0.71%	0.00%	0.00%	1.87%	1.85%	0.96%	0.00%	0.00%	1.04%	1.04%	1.23%
Dismissal - Conduct	0.00%	0.00%	0.37%	0.37%	0.32%	0.00%	0.00%	0.26%	0.26%	0.44%	0.00%	0.00%	0.29%	0.29%	0.59%
Dismissal - Some Other Substantial Reason	0.00%	0.00%	0.16%	0.16%	0.34%	0.00%	0.00%	0.13%	0.13%	0.44%	5.00%	5.00%	0.17%	0.17%	0.62%
Dismissal - Statutory Reason	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.19%	0.19%	0.07%	0.00%	0.00%	0.06%	0.06%	0.13%
Employee Transfer	0.00%	0.00%	0.48%	0.53%	6.16%	0.00%	0.00%	0.90%	0.89%	5.15%	0.00%	0.00%	0.17%	0.23%	2.43%
End of Fixed Term Contract	8.33%	8.00%	3.93%	4.15%	9.94%	40.00%	40.00%	2.39%	2.36%	11.28%	0.00%	0.00%	2.08%	2.08%	7.14%
End of Fixed Term Contract - Completion of Training Scheme	0.00%	0.00%	3.55%	3.63%	4.12%	0.00%	0.00%	1.87%	1.92%	2.03%	0.00%	0.00%	0.75%	0.81%	1.91%
End of Fixed Term Contract - End of Work Requirement	0.00%	0.00%	0.32%	0.42%	0.91%	0.00%	0.00%	0.32%	0.32%	0.84%	0.00%	0.00%	0.41%	0.52%	0.69%

Rows 1 - 10

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Destination on Leaving

Description

This analysis provides a detail view of Desitination on Leaving % benchmarking figures at Manager / Team level, which can be compared against figures at Trust, Region, Country and National levels.

Data Items

Title	Description
Month	
Team	Desitination on Leaving % at Manager / Team level (Supervisor hierarchy apply)
Trust	Desitination on Leaving % at Trust level
Region	Desitination on Leaving % at Region level
Country	Desitination on Leaving % at Country level
National	Desitination on Leaving % at National level

Example Screenshot

	2023 / 09					2023 / 10					2023 / 11				
	Team	Trust	Region	Country	National	Team	Trust	Region	Country	National	Team	Trust	Region	Country	National
Abroad - EU Country	8.33%	8.00%	0.21%	0.21%	0.27%	0.00%	0.00%	0.13%	0.13%	0.31%	0.00%	0.00%	0.06%	0.06%	0.27%
Abroad - Non EU Country	0.00%	0.00%	0.53%	0.53%	1.04%	0.00%	0.00%	0.39%	0.38%	1.13%	0.00%	0.00%	0.35%	0.35%	1.34%
Armed Forces	0.00%	0.00%	0.05%	0.05%	0.04%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.03%
Death in Service	0.00%	0.00%	0.16%	0.16%	0.17%	0.00%	0.00%	0.19%	0.19%	0.24%	0.00%	0.00%	0.23%	0.23%	0.33%
Education Sector	4.17%	4.00%	2.07%	2.05%	1.31%	10.00%	10.00%	0.77%	0.83%	0.58%	0.00%	0.00%	0.58%	0.58%	0.72%
Education or Training	0.00%	0.00%	1.70%	1.79%	3.25%	0.00%	0.00%	0.39%	0.38%	0.96%	0.00%	0.00%	0.06%	0.06%	0.61%
General Practice	0.00%	0.00%	0.42%	0.42%	0.58%	0.00%	0.00%	0.19%	0.19%	0.61%	0.00%	0.00%	0.29%	0.35%	0.70%
NHS Organisation	58.33%	56.00%	14.64%	14.83%	16.77%	45.00%	45.00%	13.35%	13.61%	18.93%	50.00%	50.00%	9.43%	9.57%	13.77%
No Employment	12.50%	12.00%	5.46%	5.42%	8.52%	15.00%	15.00%	6.13%	6.07%	8.68%	20.00%	20.00%	3.88%	3.86%	10.81%
No Longer Valid - Private Health/Social Care	0.00%	0.00%	0.05%	0.05%	0.08%	0.00%	0.00%	0.06%	0.06%	0.04%	0.00%	0.00%	0.06%	0.06%	0.08%

Rows 1 - 10

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