

**WRITTEN QUESTION TO THE CHAIR OF THE STATES EMPLOYMENT BOARD
BY DEPUTY K.G. PAMPLIN OF ST. SAVIOUR
ANSWER TO BE TABLED ON TUESDAY 21st JANUARY 2020**

Question

Will the Minister advise how many healthcare professionals have, over the past two years –

- (a) resigned;
- (b) retired;
- (c) gone on secondment;
- (d) otherwise been let go from their employment; or
- (e) seen their role merged with another?

Answer

The data shown below covers the date period 01/01/2018 – 31/12/2019:

- (a) Resigned¹: 124 (11.5%)
- (b) Retired: 26 (2.4%)
- (c) Gone on Secondment: 13
- (d) Otherwise been let go from their employment (We've identified this as anyone having left in the date periods provided above): 16 (1.5%) (excludes any figures provided above)
- (e) We are unable to provide the data to respond to this.

The attrition rate (turnover) for this group of staff is **15.4%** (the current median turnover rate in the UK for 2018 (captured through the Xpert HR 2019 survey) is 18.8%)

This includes the following classifications of Healthcare Professional:

- Nurses and Midwives
- Allied Health Professionals
- Adult Social Workers, Family Support Workers, Residential Child Care Officers
- Dental Officers

¹ "Resigned" being where an employee has left the organisation voluntarily, at their own request.