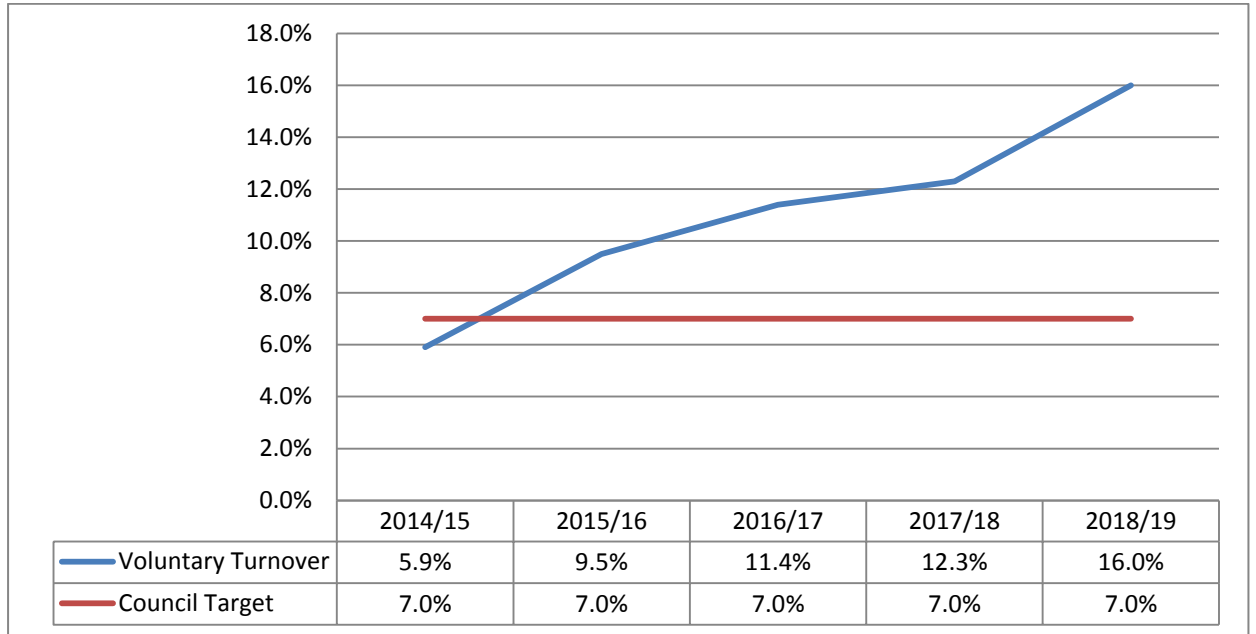
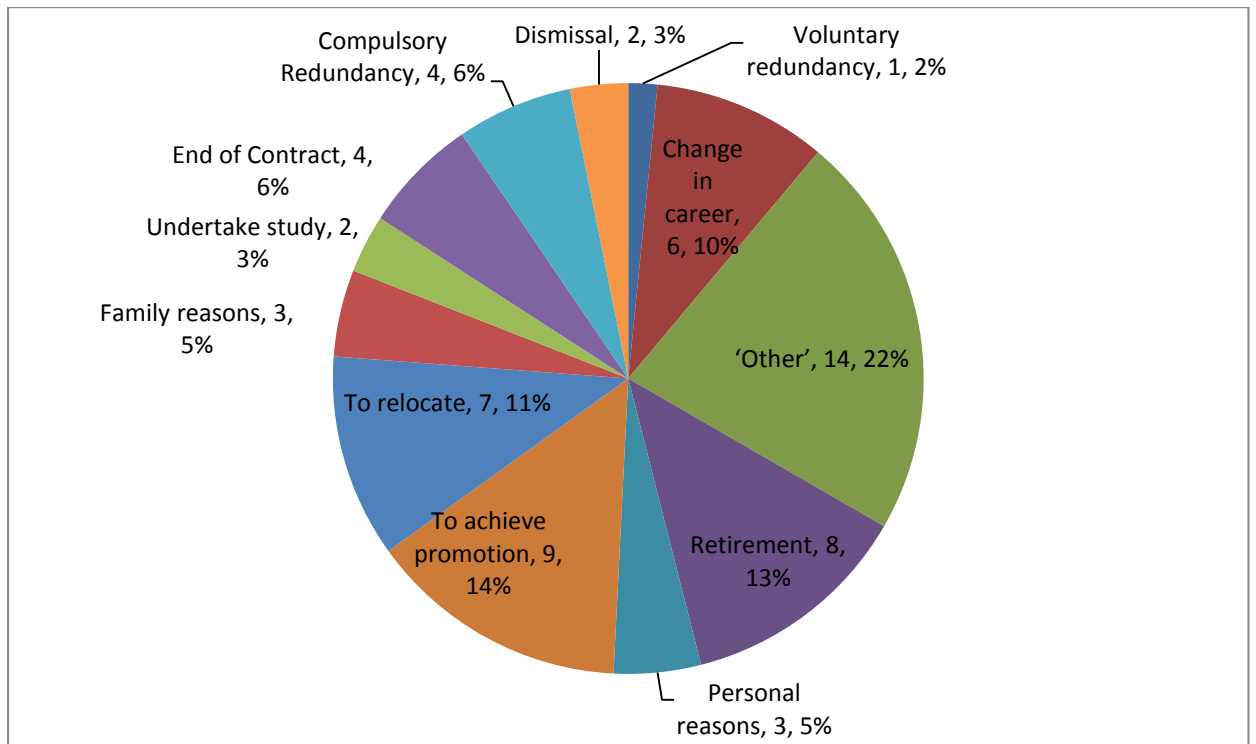


## Turnover charts and tables

### Chart 1 - Voluntary Turnover



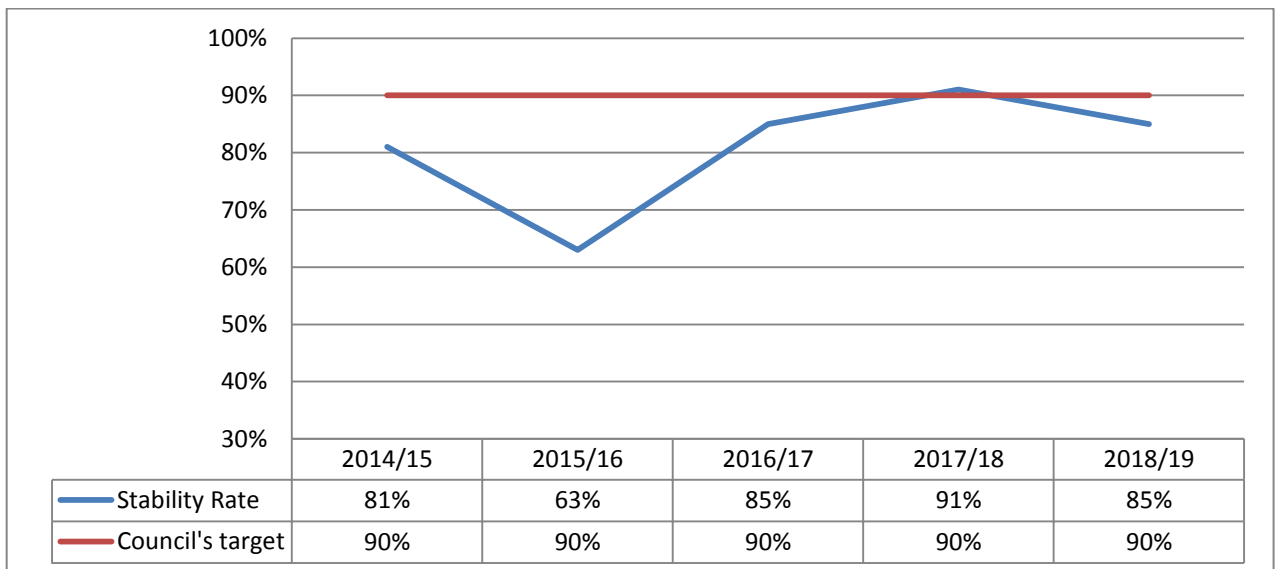
### Chart 2 - Reasons for Leaving



**Table 1 - Breakdown of 'Other' reasons for leaving**

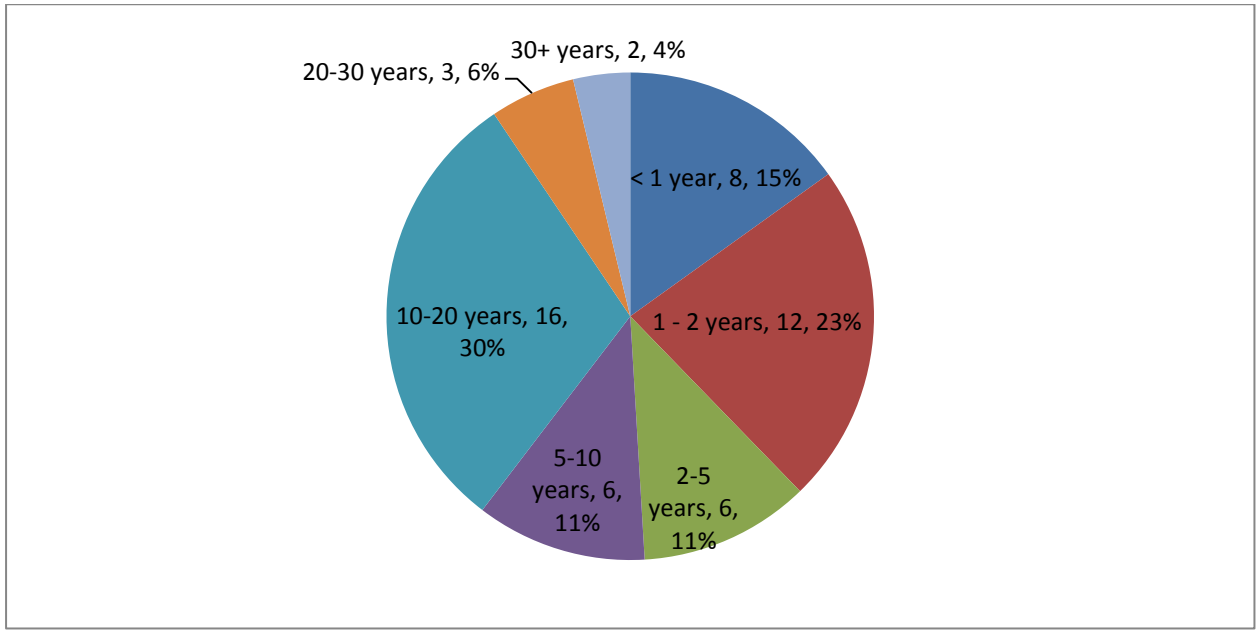
<b>Reason</b>	<b>Number of Leavers</b>
New job (LG)	3
New job (other public)	1
To set up own business	1
Job closer to home	1
Ill Health Retirement	1
More money	1
Return to contract work	1
Unhappy in job	1
Not given	4

**Chart 3 - Stability Rate**

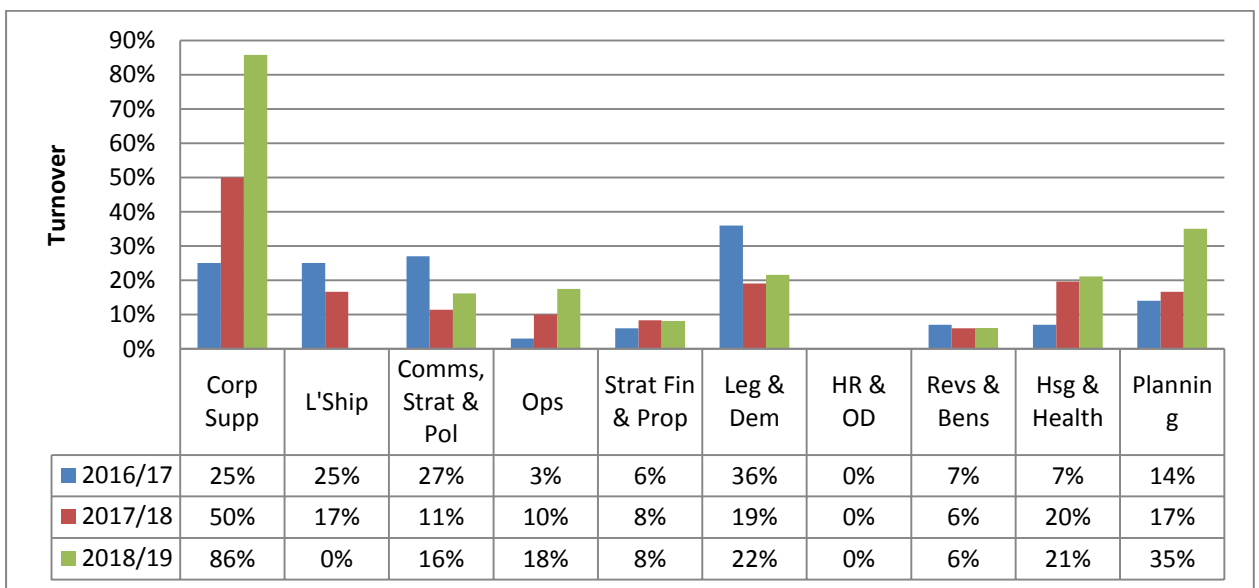


The Stability Index is calculated by dividing the number of leavers with 1 or more years' service by the total number of voluntary leavers (multiplied by 100 to express as a percentage)

**Chart 4 - Length of service (voluntary leavers only)**



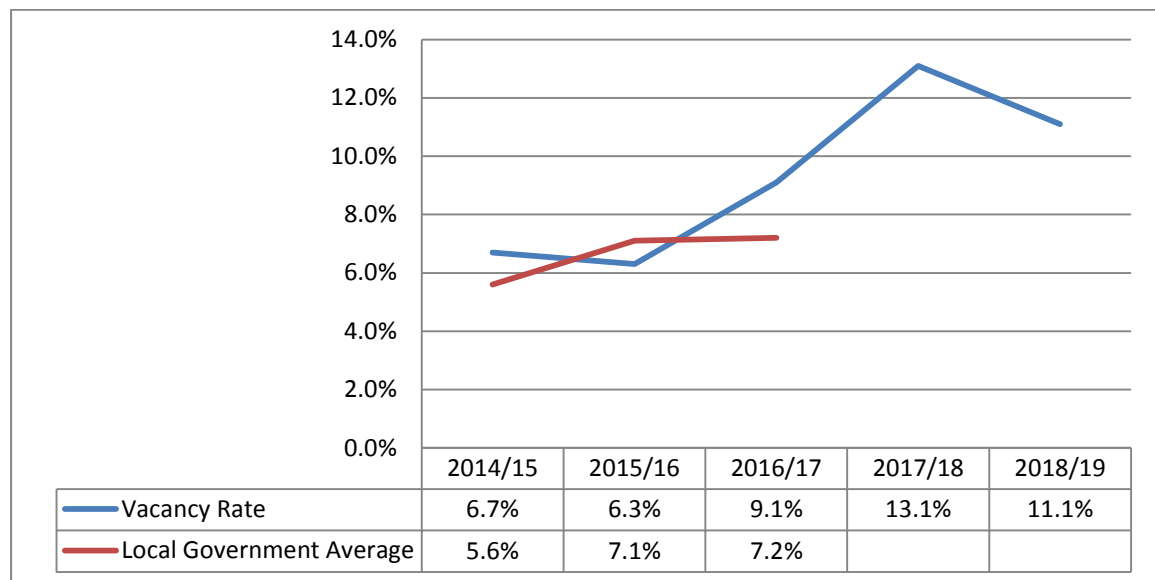
**Chart 5 - Services leavers worked in (voluntary turnover only)**



Figures for Corporate Support are skewed due to the small number of employees in the team overall

Number of Leavers – Corporate Support (3), Communications, Strategy & Policy (5), Operations (7), Legal & Democratic Services (4), Revenues and Benefits (6), Housing & Health (11), and Planning (14)

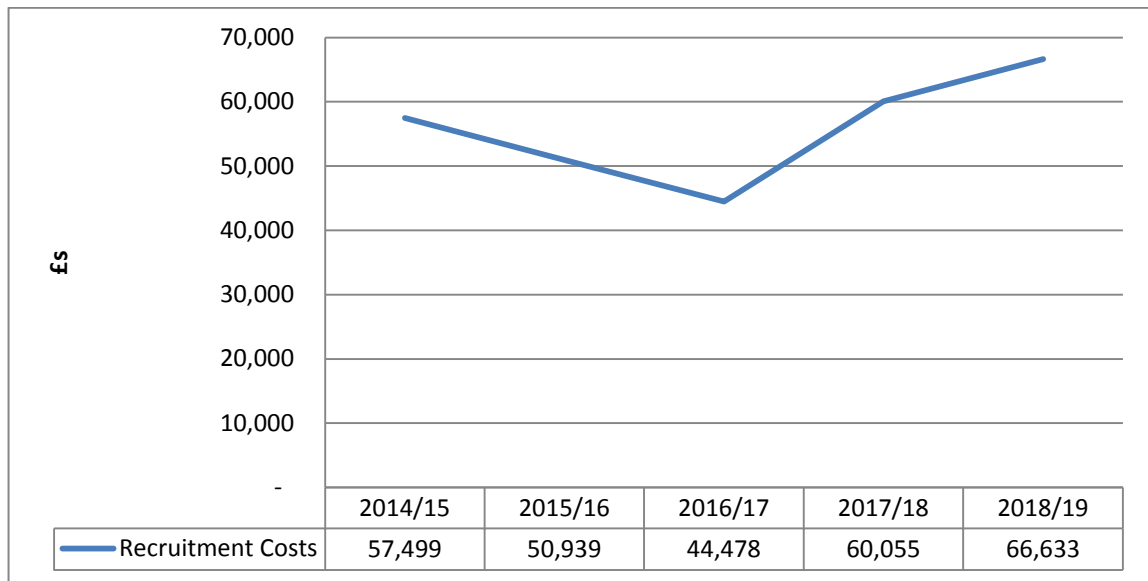
### Chart 6 - Vacancy Rate



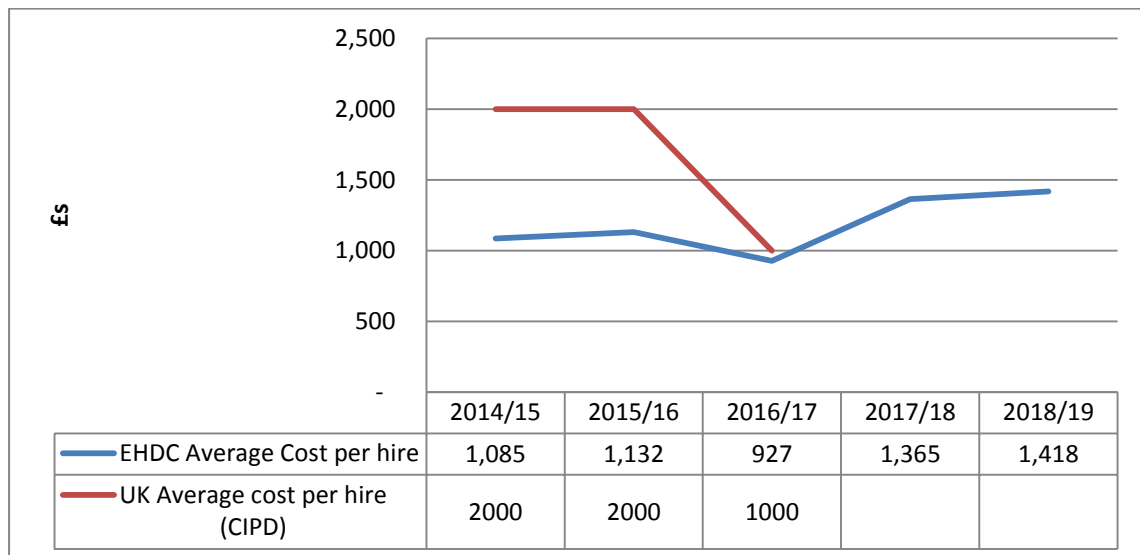
The vacancy rate is the number of vacant full-time equivalent positions expressed as a percentage of the number of budgeted full-time equivalent positions (as at 31 March 2019).

The Local Government Average is the average (mean) vacancy rate for shire districts taken from the Local Government Workforce Survey. The latest survey to be published at the time of writing the report is 2016/17.

**Chart 7 – Recruitment Costs**



**Chart 8 - Average cost per hire**



UK Average Cost per hire is taken from the Chartered Institute of Personnel Development (CIPD) Resourcing and Talent Survey 2017 which is the latest survey available. This is the median rate based on recruitment advertising for all positions other than those at senior management and director level in the public service sector.