

Staff Turnover Summary Report

This paper provides an overview of the staff who left the Union during 2016-17 with a categorised summary of the primary factors identified for their departure within their exit interviews which were all conducted with me.

Primary reason for leaving	No of staff	Average time at the Union
Relocation	5	3 years, 6 months
Change in personal circumstances – eg retirement, end of contract or total career shift	2	6 years, 5 months
Positive development opportunity	6	2 years, 0 months
Lateral opportunity / dissatisfied	4	2 years, 11 months
Performance management	2	18 months
Temporary contract	1	6 months
Total	20	2 years, 9 months

20 out of 65 Full time staff positions within the academic year therefore represents a **30% turnover rate** which is considered high by national average standard though is not unusual with what other Charities and Unions are experiencing within London at the moment. We are involved in a group that is looking into this trend across Unions and Charities and I will report back on findings.

The average duration of employment of leavers over the year was **2 years and 9 months**. This is a relatively healthy time period and provides some support for the anecdotal notion that the Union went through a significant period of growth between 2012 and 2014 and that people have developed since then and naturally come to move on over the last year. 11 of the 20 individuals joined the Union in that time period (2012-14).

We have experienced a high number of relocations (5) which, along with the change in circumstances (2) and temporary contract (1) are factors beyond our control. The pattern with relocation out of London is worth monitoring though as it could develop into a significant consideration in the future.

There are positive stories behind those who developed within the Union before moving on for further development opportunities (6). It is notable that the average time here is lower within this category and does say something of the ambition of this group. Those included within performance management (2) clearly represents a mixed-story.

Particular focus should be on the four who I have categorised as leaving for lateral opportunities or because they were dissatisfied working in the Union. I have placed significant weight on the discussions I had as part of these exit interviews and surrounding discussions and there are many actions associated with our learnings from these.

Going forward I will report on the work begun to benchmark these stats as well as the work being undertaken with the People Strategy.