

**SUMMARY OF TURNOVER 2005-06**

	Q1		Q1 Target		Q2		Q2 Target		Q3		Q3 Target		Q4		Total No Leavers	Cumulative Turnover
	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover/mth	Av. No. employees left/mth	Av. Turnover / mth	Av. No. employees left/mth	Av. Turnover / mth	Av. No. employees left/mth	Av. Turnover/mth				
Audit & ICT	0.33	1.67%	0.33	1.75%	0	0.00%	0.67	3.92%	4	22.22%						
Benefits	0.33	1.39%	0.33	1.39%	0	0.00%	0	0.00%	2	8.33%						
Building Control (inc DSO)	0	0.00%	0	0.00%	0.33	1.39%	0	0.00%	1	4.17%						
Contact Services	0	0.00%	0	0.00%	0.67	1.88%	1	2.97%	5	15.63%						
Democratic Services	0	0.00%	1	1.75%	0	0.00%	0.67	1.96%	1	5.26%						
Emergency Planning	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0						
Environmental Health	0.33	1.11%	1.33	4.64%	0	0.00%	0	0.00%	5	18.52%						
Finance	0	0.00%	0	0.00%	0.67	2.57%	0.33	1.39%	3	12.50%						
Housing & Community Safe	0.67	2.38%	0.33	1.23%	0	0.00%	0.67	2.34%	5	17.86%						
Human Resources	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0						
Legal Services	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0						
Leisure	0.33	0.69%	0.67	1.46%	1	2.26%	0.33	0.78%	7	16.28%						
Planning	0	0.00%	0	0.00%	0.33	0.68%	0.33	0.74%	2	4.44%						
Property & Estates	0	0.00%	0	0.00%	0	0.00%	0.33	4.16%	1	12.50%						
Strategic Directors Offices	0	0.00%	0.33	0.33%	0	0.00%	0.67	7.41%	3	37.50%						
<b>Totals</b>	<b>1.99</b>	<b>0.58%</b>	<b>4.32</b>	<b>1.28%</b>	<b>3</b>	<b>0.90%</b>	<b>5</b>	<b>1.55%</b>	<b>39</b>	<b>12.23%</b>						
<b>Comparison figure for 2004-2005</b>	<b>8.34</b>	<b>2.38%</b>	<b>7.63</b>	<b>2.23%</b>	<b>2</b>	<b>0.63%</b>	<b>3.33</b>	<b>1.06%</b>	<b>55</b>	<b>15.41%</b>						

Turnover has remained fairly consistent this year. It is comparatively much lower in Q1 and Q2 in 2005/06 as compared to 2004/05 as 2004/05 was the year of Pay and Grading which seemed to cause an increase in turnover. Turnover is up between Q4 and Q3 and this could be the impact of outsourcing to Capita. The next two quarters will help to clarify this.