

**To:** WHHT Trust Board  
**From:** Rob Allan, Director of HR  
**Subject:** **HR Quarterly Report Q3**  
**Date:** 29 April 2004

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### **Workforce Summary**

1. Staff numbers have continued to increase to a current headcount total of 4423. This is an increase of 366 or 9% of the workforce since Q4 2001/02. The overall staffing establishment of the Trust, (staff in post plus vacancies) has also risen.
2. Labour turnover has continued to decline and is currently measured at 11.8% compared with 17.4% at Q4 2001/02. Staff sickness has remained broadly constant since Q1 2002/03 at a consistent rate of between 4.7% and 4.9%. It is currently 4.8%.
3. The most recent leavers analysis report is available and shows that the most common reasons given for leaving are 'career development' 're-location' 'personal reasons' and 'dissatisfaction'. 20% of the leavers gave dissatisfaction as a reason for leaving. Nearly half of all leavers continue to work for the NHS, with approx. 20% working in non-NHS employment or not employed. Less than 10% stated that they would not consider returning to work in the Trust. The factors that would most interest leavers in returning to the Trust were stated as 'career development opportunities' and 'improved working environment'

The Trust Board is asked to note the contents of the report.

**Rob Allan**  
**Director of HR**