

Analysis of Leavers from West Hertfordshire Hospitals NHST – Q2 2003 /04 Report

Introduction:

The Trust has introduced a policy for exit interviews with effect from May 2002. The main reasons were to establish the main reasons for leaving of staff, establish where staff went to, whether staff would consider returning to WHHT at some point in the future, and establish what factors may influence this. This is the third report highlighting the results from the questionnaires returned to the HR department over Q1&2 2003/04.

1 Numbers of Leavers

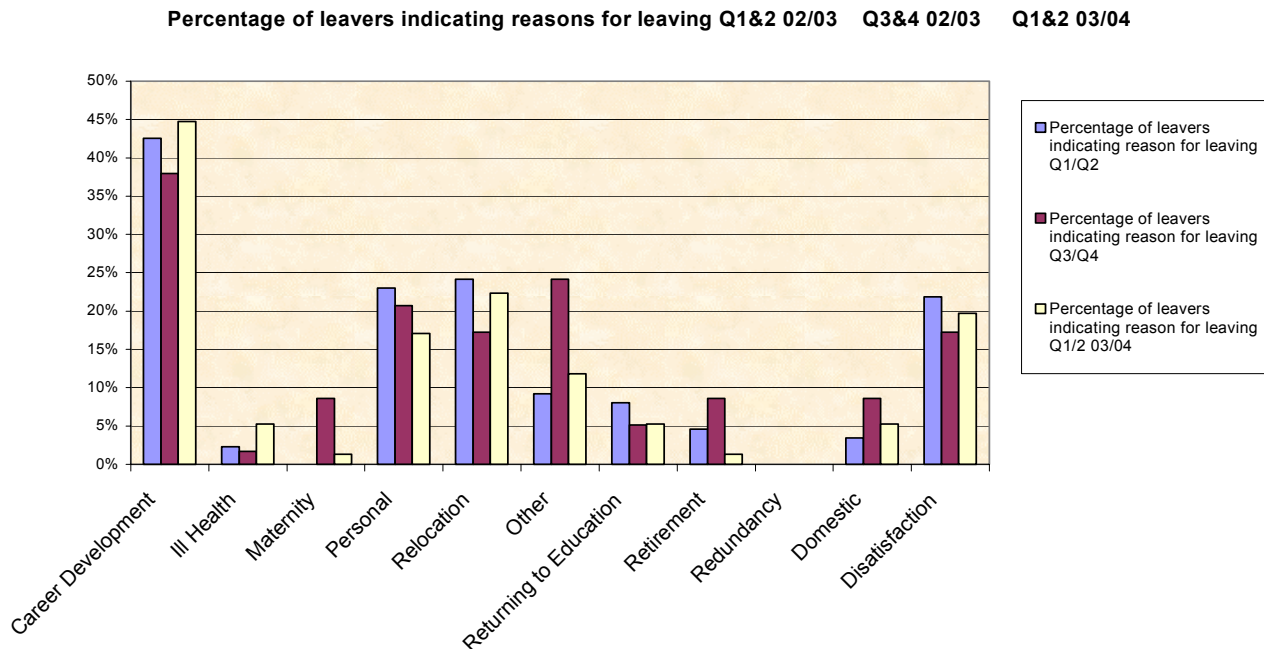
From May 2002 to September 2002 there were 276 non-medical leavers from West Hertfordshire NHS Trust. There were 87 exit interview questionnaires returned (32 % of the total).

From October 2002 to March 2003 there were 302 leavers and 58 questionnaires returned (19.2%). A detailed breakdown of turnover rates is given in Trust Board reports.

From April 2003 there were 233 non-medical leavers and 76 exit questionnaires returned (32% of the total).

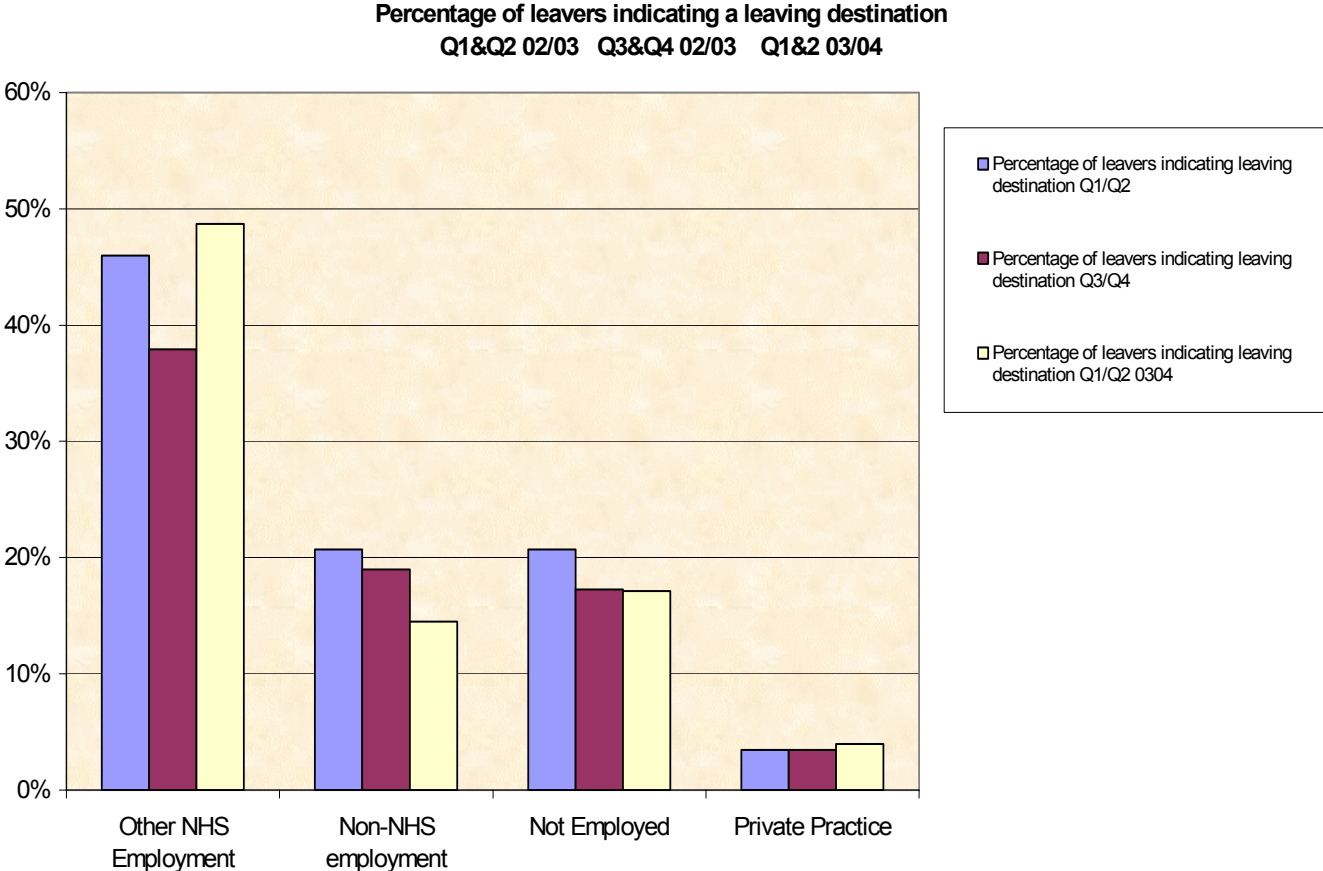
2. Reasons for leaving:

The main reasons cited appear to be consistent since the start of the scheme. The main reasons given for leaving are career development (approx. 40% - 45%), relocation (approx. 20%), personal reasons (15% - 22%), and Dissatisfaction (approx. 20%).



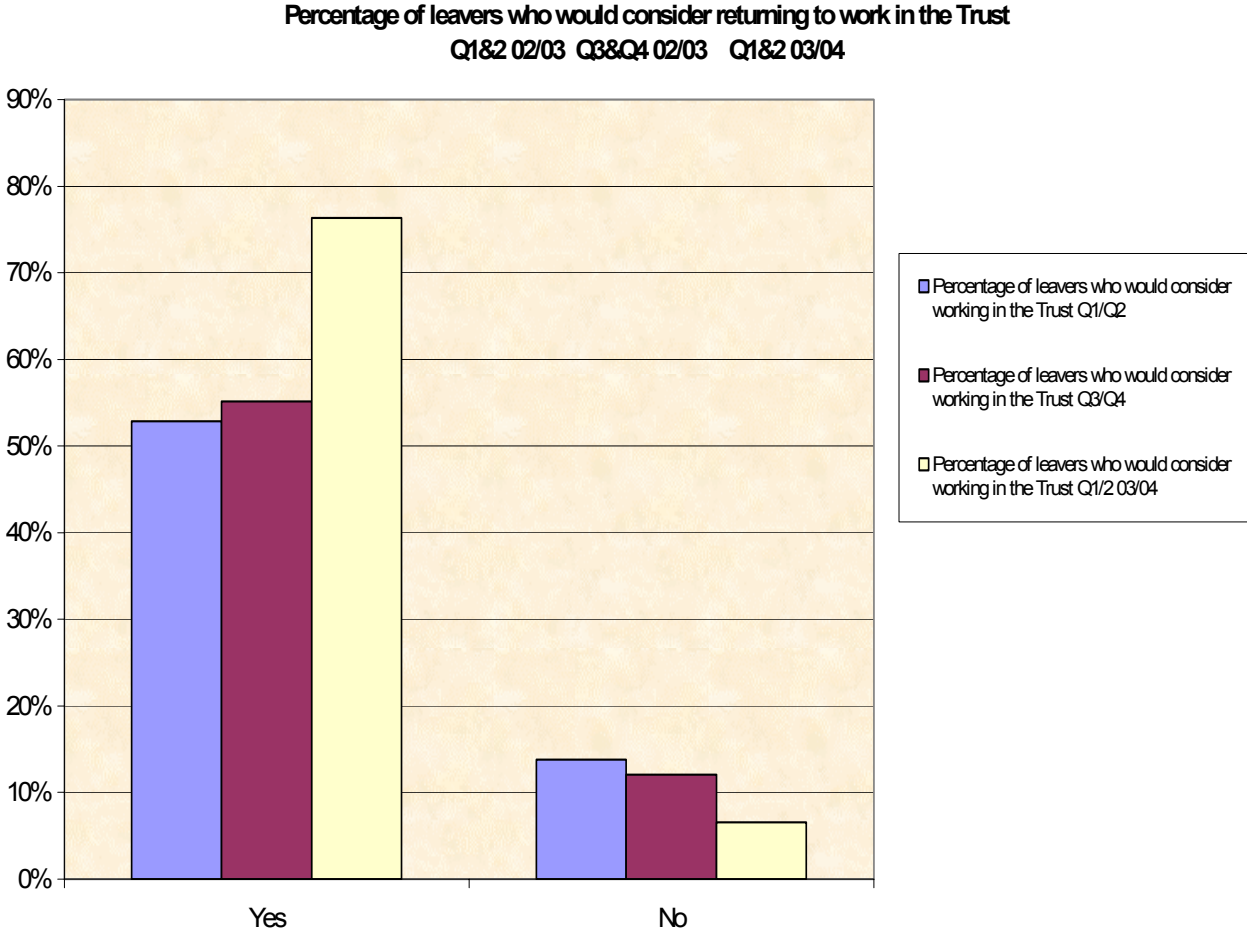
3. Destination on leaving employment

- Analysis of staff leaving destinations shows that the most common destination is for another NHS employer (approx. 50%). The main destination upon leaving is 'other NHS employment' (approx. 40%), 'non-NHS employment' (approx. 20%), not employed (approx. 15 - 20%) and private sector (3%).



4. Would leavers consider returning to the Trust?

- At least 50% of leavers stated that they would consider returning to the Trust to work in the future, and for the most recent quarter analysed around 75% of leavers stated that they would be prepared to return. Approx. 10% stated that they would not. Others did not express an opinion. It should be noted that of staff stating they would not return included staff retiring, who stated they would not return simply because they had retired.



5. Factors of interest in new job and factors that would influence returning to the Trust

- Analysis of the above factors shows that leavers considered working environment and development opportunities as the most important factor. Child care arrangements were stated as the least important..
- Improved working environment was the largest single reason given by leavers followed by career development . In addition leavers also rated less stress and improved flexibility at work, Assistance with childcare or School Holiday play schemes received minimal comment.

Percentage of leavers stating factors of interest in new job that would influence returning to the Trust

