

Chart 1 No of leavers and percentage return of exit forms

Year	Total No of leavers	Total no of exit forms received	Percentage return	Headcount at end of Financial Yr	Turnover	Total No of leavers	Total No of Starters	Net Leaver Figure
2006/07	307	15	4.89%	2733	11.23%	307	409	102
2007/08	332	116	34.94%	2735	12.14%	332	351	19
2008/09	331	83	25.08%	2801	11.82%	331	357	26
2009/10	291	63	21.65%	2771	10.50%	291	205	-86
2010/11	392	101	25.77%	2659	14.74%	392	183	-209
2011/12	361	78	21.61%	2380	15.17%	361	104	-257

Chart 2 Reasons for leaving (option to select up to three with no ranking)

Year	Total no of exit forms received	attracted to another employer	better pay /conditions	career advancement	change of career direction	dissatisfied with job	end of fixed term contract	family commitments	Health	long hours	poor line manager	poor dept mgt	poor working environment	redundancy	relocation	retirement	to take up study	travel to work too long	question not answered	total no of reasons given
2006/07	15	0 0.00%	7 29.17%	1 4.17%	2 8.33%	5 20.83%	1 4.17%	1 4.17%	1 4.17%	0 0.00%	1 4.17%	0 0.00%	0 0.00%	0 0.00%	1 4.17%	0 0.00%	0 0.00%	4 16.67%	0 0.00%	24
2007/08	116	8 4.19%	35 18.32%	15 7.85%	21 10.99%	23 12.04%	0 0.00%	2 1.05%	2 1.05%	1 0.52%	11 5.76%	10 5.24%	7 3.66%	0 0.00%	15 7.85%	25 13.09%	0 0.00%	14 7.33%	2 1.05%	191
2008/09	83	8 5.59%	14 9.79%	20 13.99%	13 9.09%	1 0.70%	6 4.20%	2 1.40%	2 1.40%	6 4.20%	4 2.80%	9 6.29%	10 6.99%	1 0.70%	6 4.20%	25 17.48%	4 2.80%	11 7.69%	1 0.70%	143
2009/10	63	4 4.40%	5 5.49%	10 10.99%	8 8.79%	11 12.09%	3 3.30%	0 0.00%	0 0.00%	1 1.10%	4 4.40%	5 5.49%	7 7.69%	0 0.00%	1 1.10%	28 30.77%	1 1.10%	2 2.20%	1 1.10%	91
2010/11	101	6 4.32%	13 9.35%	20 14.39%	8 5.76%	6 4.32%	7 5.04%	2 1.44%	0 0.00%	1 0.72%	7 5.04%	4 2.88%	2 1.44%	2 1.44%	0 0.00%	42 30.22%	5 3.60%	12 8.63%	2 1.44%	139
2011/12	78	10 8.70%	12 10.43%	19 16.52%	13 11.30%	5 4.35%	5 4.35%	0 0.00%	1 0.87%	0 0.00%	3 2.61%	4 3.48%	2 1.74%	1 0.87%	1 0.87%	26 22.61%	2 1.74%	9 7.83%	2 1.74%	115

Chart 3 *Satisfaction rating 0 = did not complete/gave no rating, 1 dissatisfied to 4 very satisfied in relation to 10 factors

Year	Salary					Council wide communication					Promotion prospects				
	*0	1	2	3	4	*0	1	2	3	4	*0	1	2	3	4
2006/07															
2007/08	55	10	16	27	8	57	6	22	23	8	58	23	22	10	3
2008/09	2	6	24	40	11	3	9	33	33	5	6	31	27	17	2
2009/10	4	5	16	27	11	6	6	25	19	7	13	19	19	8	4
2010/11	2	11	26	39	23	4	11	31	43	12	8	37	31	20	5
2011/12	3	5	24	30	16	5	12	26	27	8	14	22	27	12	3

Year	Work life Balance					Dept communication					Line Manager				
	*0	1	2	3	4	*0	1	2	3	4	*0	1	2	3	4
2006/07															
2007/08	57	6	11	20	22	57	8	24	22	5	56	11	10	19	20
2008/09	7	4	18	30	24	3	6	34	30	10	4	10	9	28	32
2009/10	6	8	10	21	18	3	9	22	20	9	3	4	14	12	30
2010/11	2	8	14	37	40	2	11	34	34	20	3	10	11	23	54
2011/12	10	3	13	30	22	5	17	19	27	10	5	8	6	32	27

Training						Career Dev opportunities						Departmental Mgt					
Year	*0	1	2	3	4	Year	*0	1	2	3	4	Year	*0	1	2	3	4
2006/07						2006/07						2006/07					
2007/08	55	8	18	21	14	2007/08	57	20	19	14	6	2007/08	57	18	12	20	9
2008/09	2	6	17	44	14	2008/09	5	20	25	28	5	2008/09	4	7	23	35	14
2009/10	5	6	16	22	14	2009/10	9	17	11	23	3	2009/10	5	9	15	21	13
2010/11	1	7	22	34	36	2010/11	5	25	32	27	12	2010/11	2	16	17	32	34
2011/12	6	4	22	30	16	2011/12	9	20	23	20	6	2011/12	6	12	15	27	18

Recognition of your achievements					
Year	*0	1	2	3	4
2006/07					
2007/08	56	16	21	15	8
2008/09	3	17	20	29	14
2009/10	6	7	19	24	7
2010/11	2	23	14	31	31
2011/12	4	11	19	23	21

Summary of responses

	Salary	WLB	Train	Comms Cll	Dep Comms	Career Dev	Promo	Line Mgr	Dep Mgr	Recognition
2006/07										
2007/08	2.6	3	2.7	2.6	2.4	2.2	2	2.9	2.4	2.3
2008/09	2.9	2.9	2.9	2.4	2.5	2.3	1.9	3.1	2.7	2.6
2009/10	2.8	2.8	2.9	2.4	2.4	2.2	1.9	3	2.7	2.6
2010/11	2.7	3.1	3	2.6	2.6	2.3	2	3.1	2.9	2.7
2011/12	2.8	2.9	2.7	2.3	2.3	2.1	1.9	3.1	2.6	2.7
total	2.76	2.94	2.84	2.46	2.44	2.22	1.94	3.04	2.66	2.58

Chart 4 Destination data

Year	Agency / Temp	Health Service	Maternity/ caring for family	Not working	other public sector work	Private sector work	Self employed	Studying	Teaching	Vol/ charity work	Temp with LBB	No answer given	seeking work	other not specified	relocating
2006/07	1	0	2	2	8	2	0	0	0	0	0	0	0	0	0
2007/08	8	0	5	29	32	27	0	2	0	3	1	2	0	2	5
2008/09	3	2	5	29	20	7	2	4	3	4	0	1	1	2	0
2009/10	2	4	4	29	13	3	1	0	1	4	1	1	0	0	0
2010/11	5	1	9	39	14	12	7	4	0	4	0	2	1	2	1
2011/12	4	0	3	31	20	5	3	3	3	2	0	3	0	0	1
total	22	7	26	157	99	54	13	13	7	17	2	9	2	6	7

Chart 5 Recommendations

Year	Would you rejoin LBB?			
	yes	maybe	no	no entry
2006/07	8	0	5	2
2007/08	56	19	40	1
2008/09	31	31	17	4
2009/10	20	16	22	5
2010/11	51	20	24	6
2011/12	47	3	24	4
total	213	89	132	22

Year	Would you rejoin your dept?			
	yes	maybe	no	no entry
2006/07	1	0	2	12
2007/08	18	21	23	54
2008/09	27	28	23	5
2009/10	17	13	22	11
2010/11	50	18	29	4
2011/12	41	3	29	5
total	154	83	128	91

Year	Would you recommend working for LBB?			
	yes	maybe	no	no entry
2006/07	1	0	0	14
2007/08	33	16	11	56
2008/09	46	22	12	3
2009/10	32	16	7	8
2010/11	63	19	18	1
2011/12	49	8	14	7
total	224	81	62	89