

## Appendix 1- Q2 21-22 Turnover Report

Chart 1

	2020-21				2021-22	
Column1	Q1 20-21	Q2 20-21	Q3 20-21	Q4 20-21	Q1 21-22	Q2 21-22
Voluntary PI	1.56	2.71	2.03	0.83	3.95	1.89
All Leavers	2.26	3.71	2.71	1.16	4.9	2.52
Target (PI)	3.25	3.25	3.25	3.25	3.25	3.25
Rolling Average	2.49	2.36	2.32	1.78	2.38	2.18

Org Structure	Leavers in Period Previous Qtr	Leavers in Period Current Qtr	Turnover Previous Qtr	Turnover Current Qtr
Executive	1	0	0.00%	0.00%
Finance	2	2	1.27%	2.52%
Housing	4	3	0.00%	2.43%
HR and Corporate Services	4	1	0.00%	3.51%
Shared Planning	3	2	0.82%	1.63%
Shared Waste and Environment	15	7	1.41%	3.33%
Transformation	3	1	1.61%	1.47%
<b>Total</b>	<b>32</b>	<b>16</b>	<b>0.95%</b>	<b>2.51%</b>

Chart 2

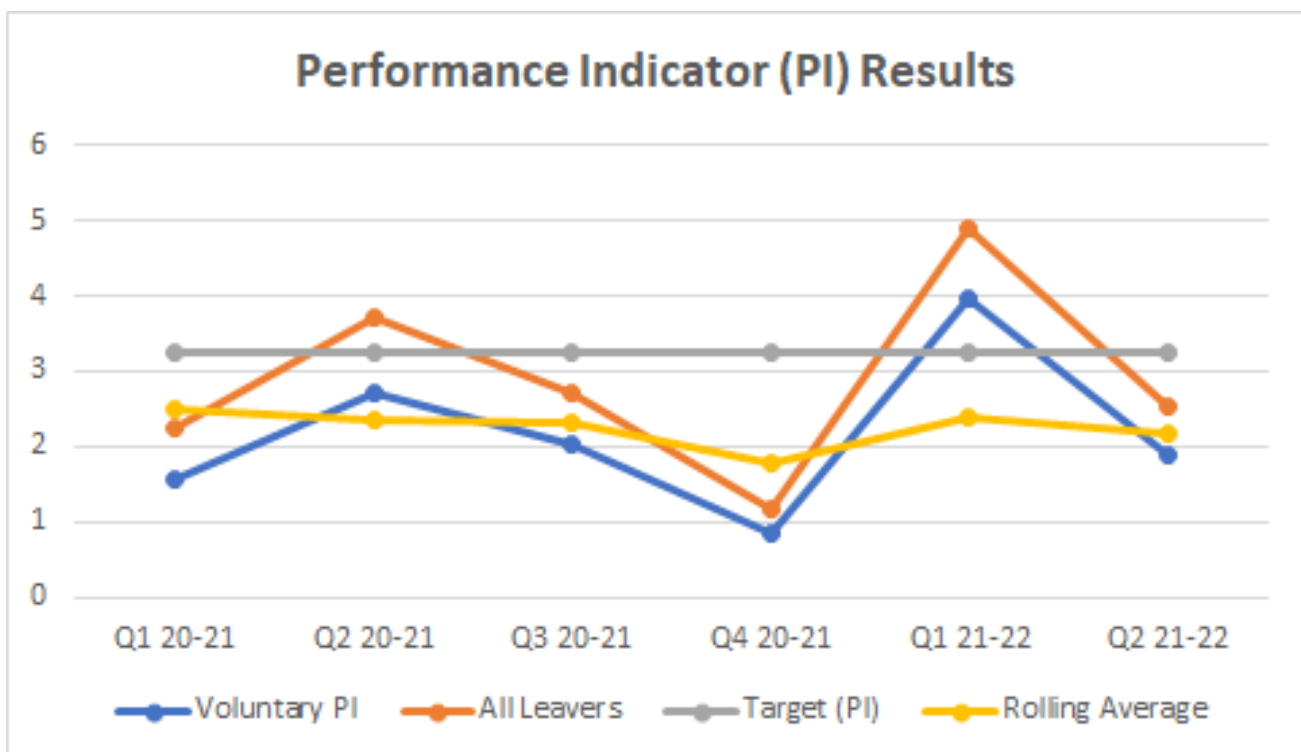


Chart 3

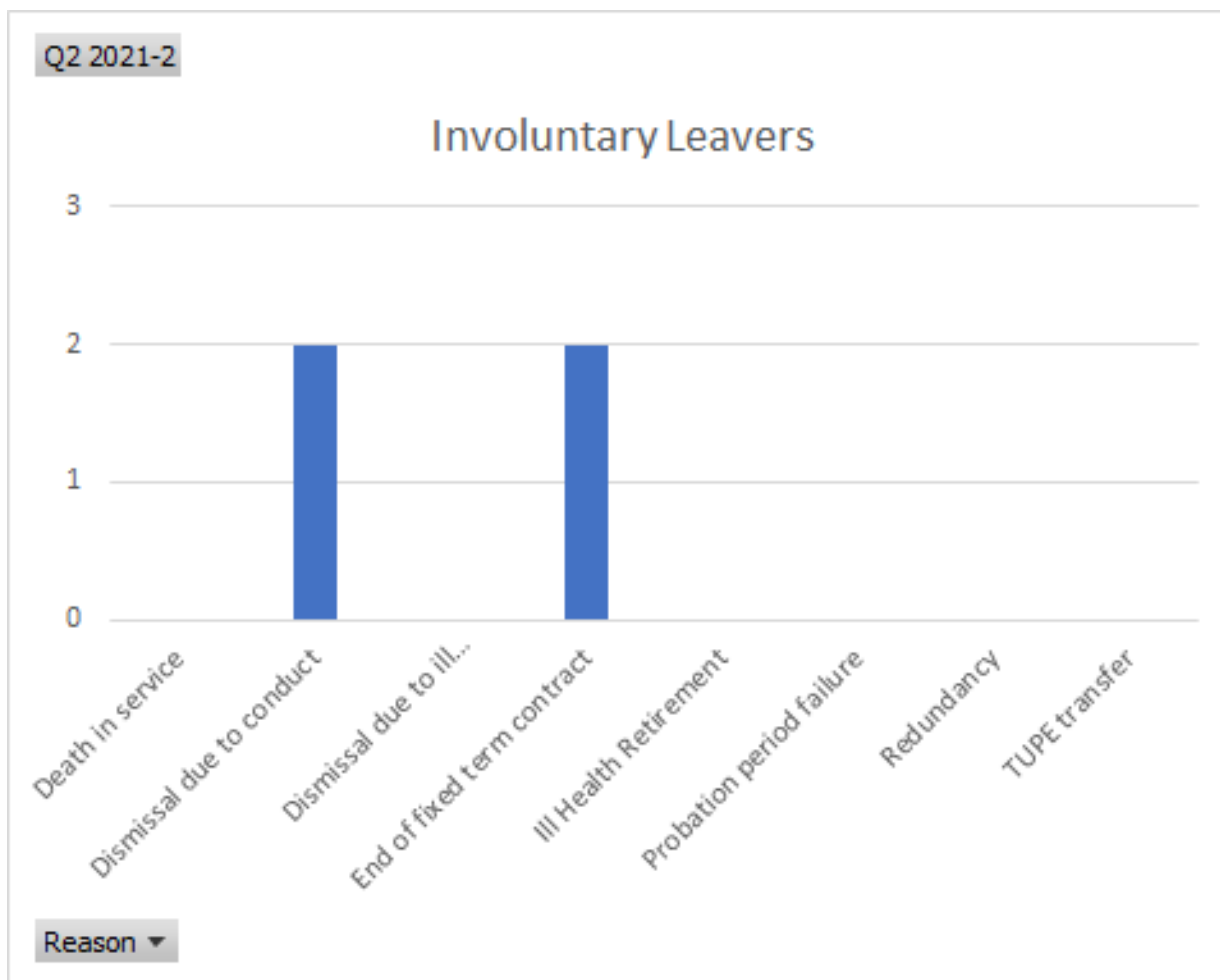


Chart 4

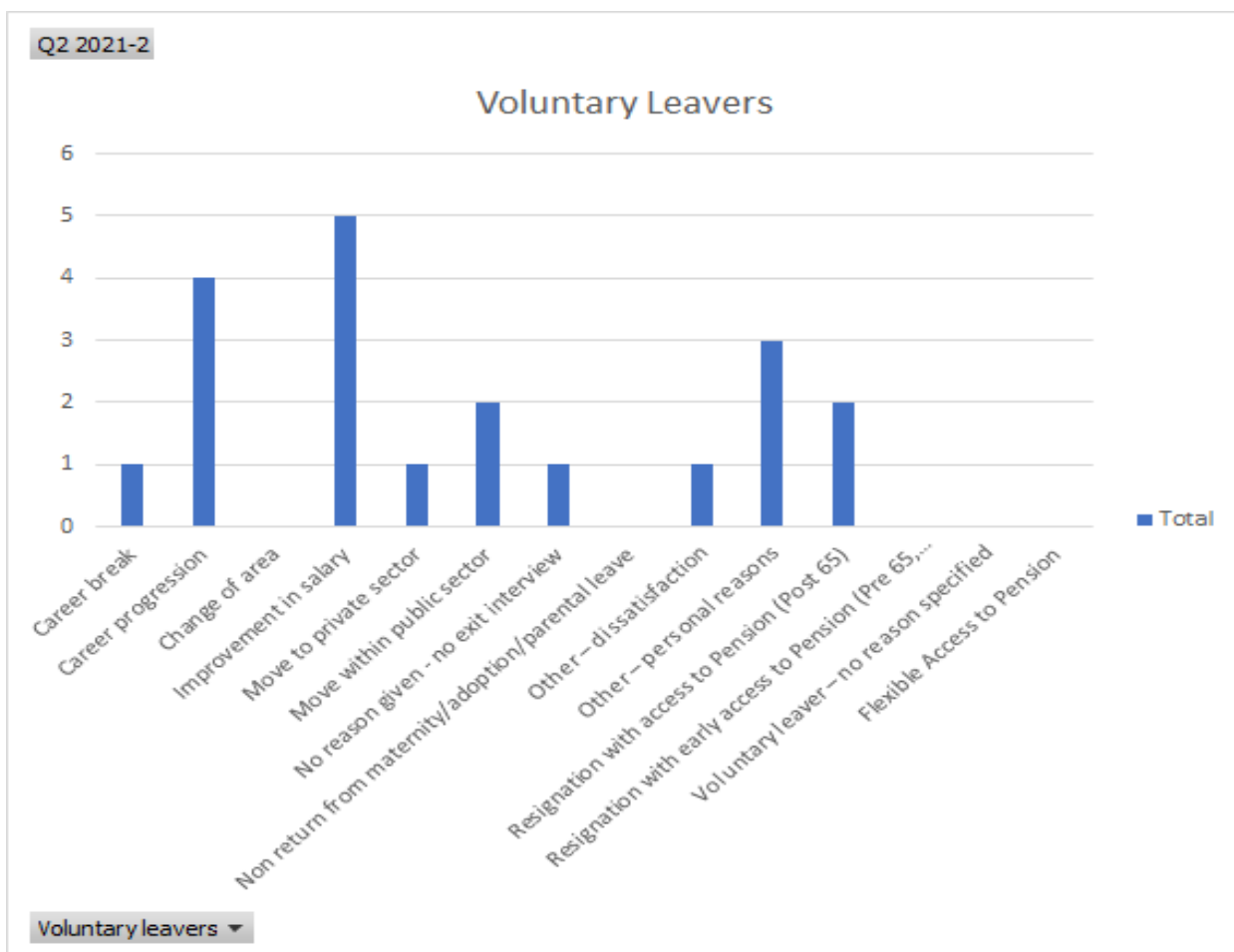


Chart 5

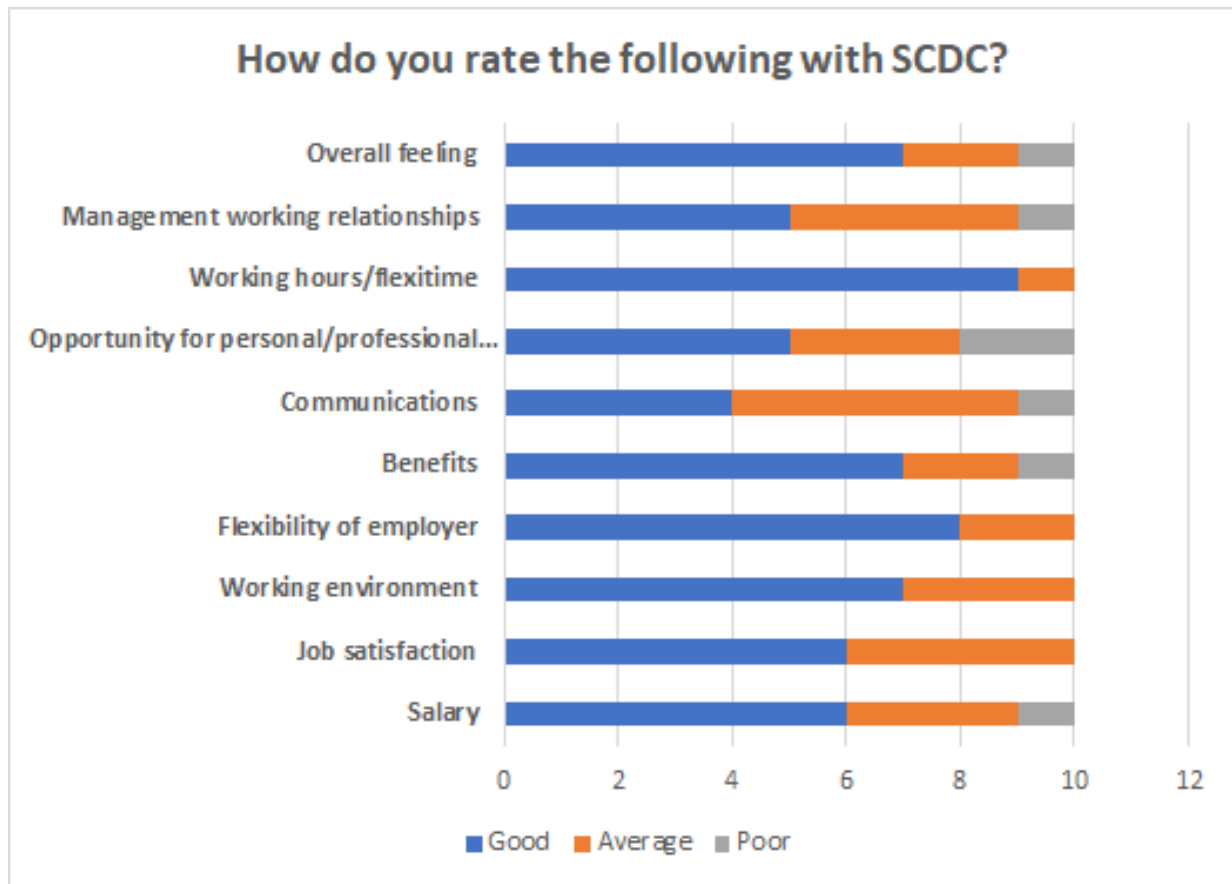


Chart 6

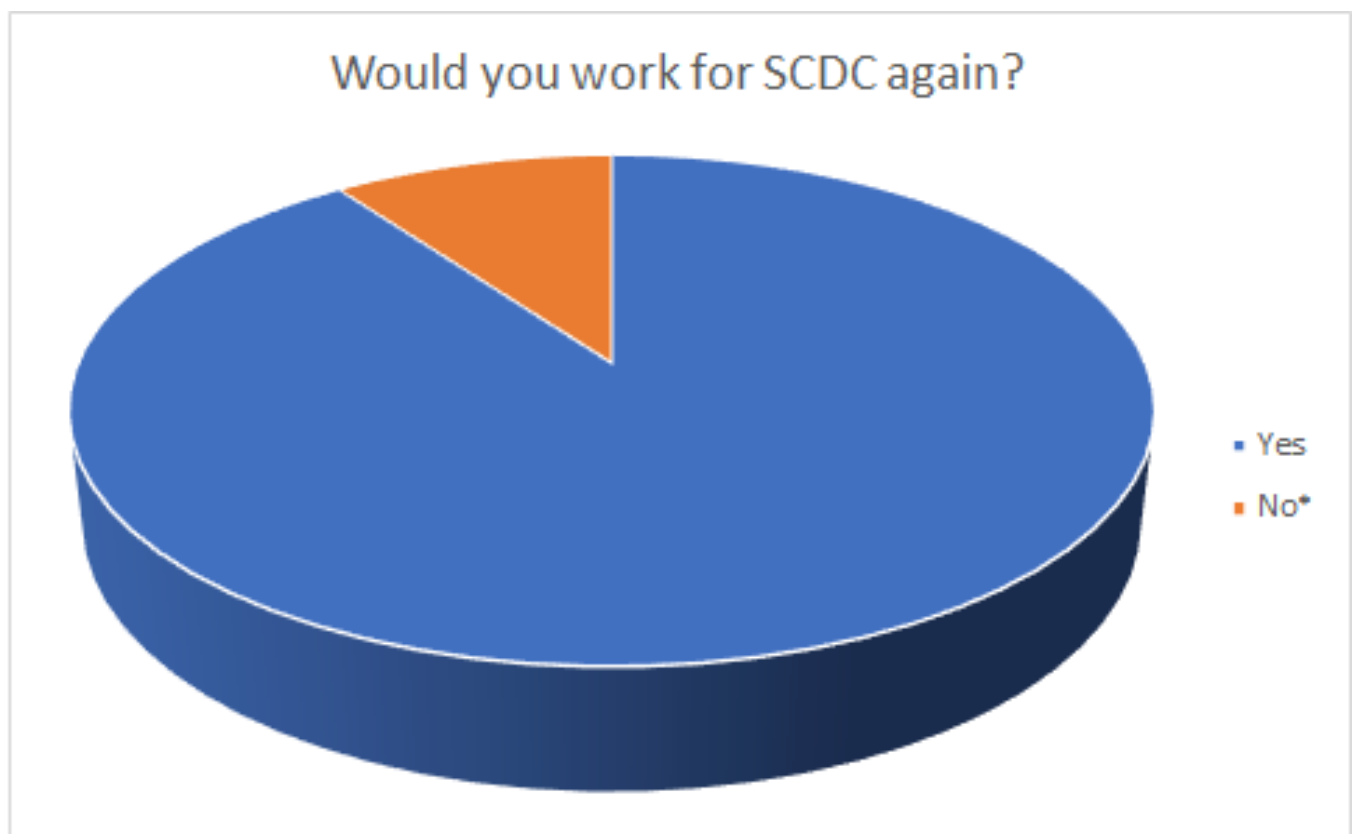


Chart 7

Org Structure	Joiners in Period Previous Qtr	Joiners in Period Current Qtr	Variance
Executive	0	0	0
Finance	3	3	0
Housing	2	3	1
HR and Corporate Services	0	3	3
Shared Planning	2	3	1
Shared Waste and Environment	8	12	4
Transformation	9	2	-7
<b>Total</b>	<b>24</b>	<b>26</b>	<b>2</b>

Data for Charts 8-11

	2020-2021				2021-2022	
	Q1 20-21	Q2 20-21	Q3 20-21	Q4 20-21	Q1 21-22	Q2 21-22
New hires	12	26	29	18	24	24
Internal Changes	29	8	8	7	9	23
Total New Roles	41	34	37	25	33	47
Roles advertised	17	42	34	54	25	56
Roles Filled	15	37	31	40	21	31
Fill Rate	88%	88%	91%	74%	84%	55%
Roles re-advertised	2	5	4	7	0	4
Work Experience	0	0	0	0	0	0
Apprenticeship - started (total)	1	13	0	0	1	2
Apprenticeship - advertised (external)	3	0	0	2	2	3
Apprenticeship - started (external)					1	2
Apprenticeship - started (internal)					0	0
Acting up	23	20	20	18	17	10
Secondment	19	14	19	13	11	15
Market Factor Supplement	26	26	26	27	26	45
Golden Hello Payment	0	0	0	1	0	0
Golden Hello Payment advertised (ad, recruited to)	1, 6	1, 2	2,3	3,3	1,2	6, 10

Chart 8

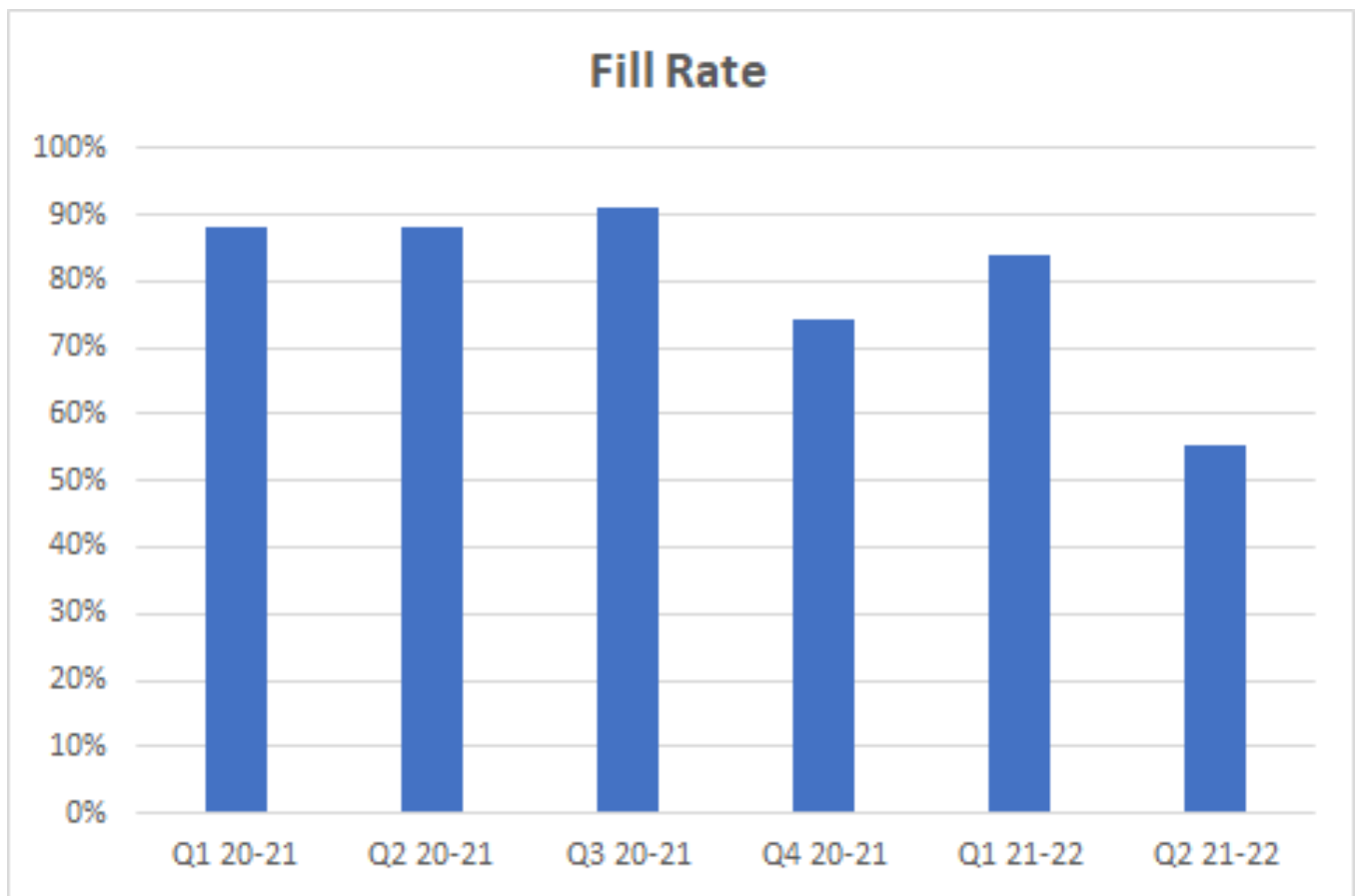


Chart 9

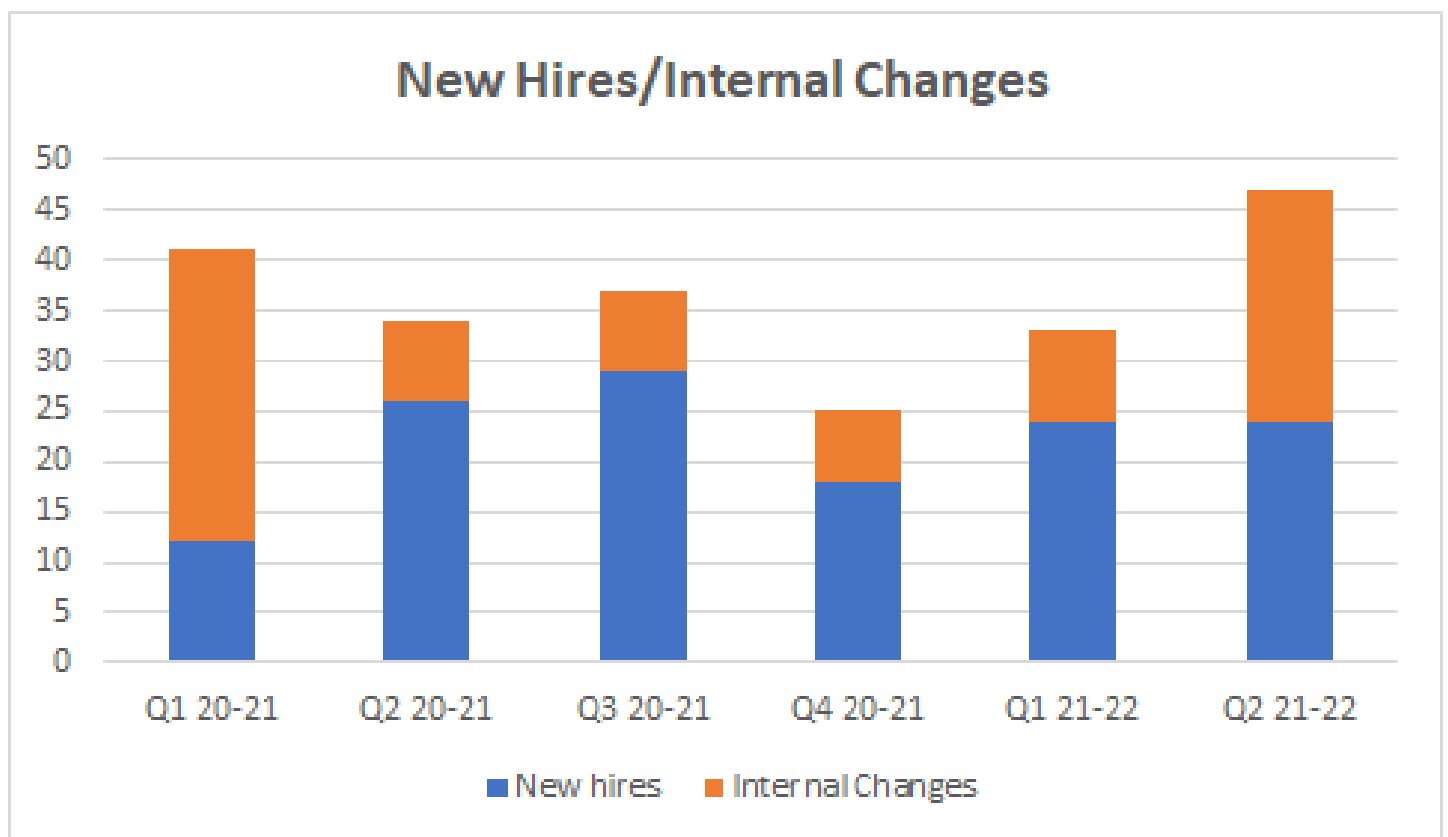


Chart 10

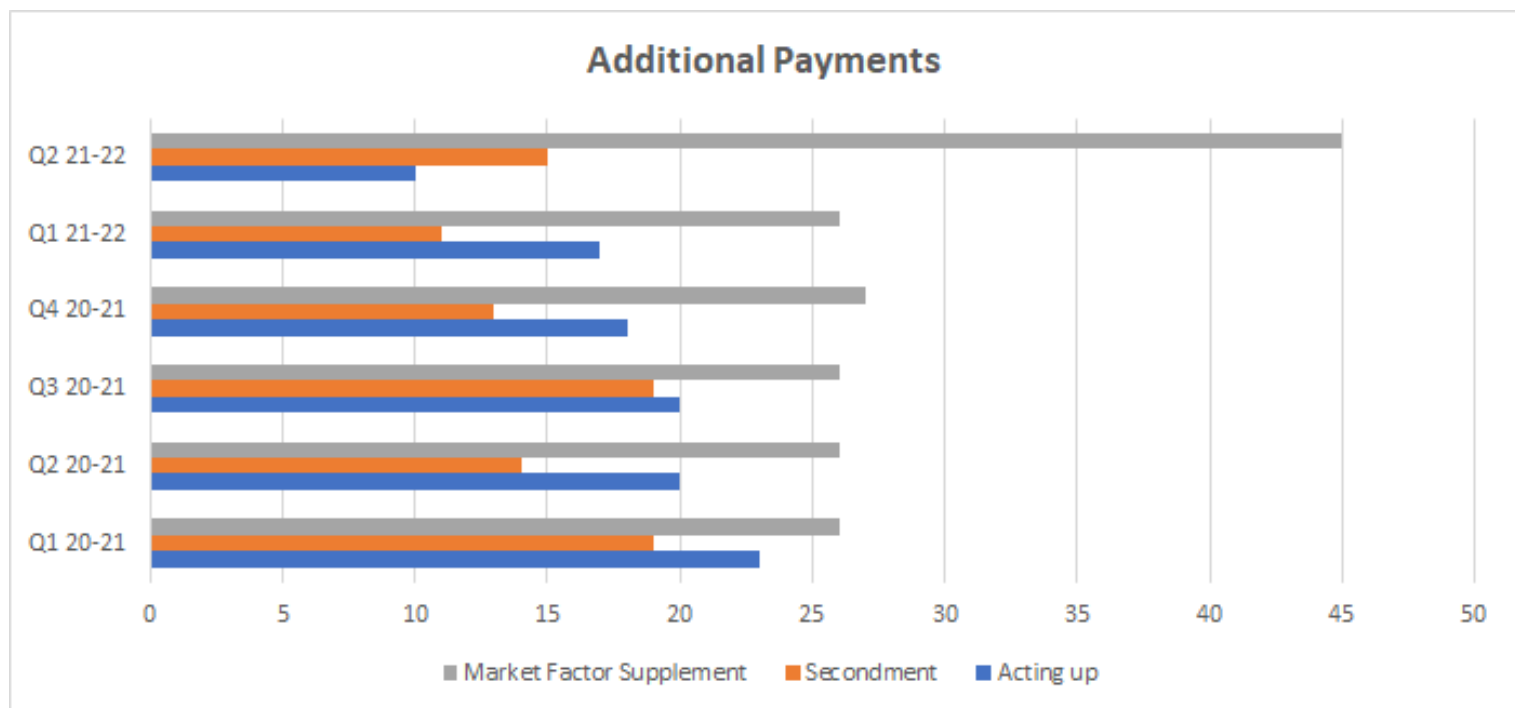


Chart 11



Please note that Apprenticeships that started prior to Q1 21-22 are identified as one group. From Q1 21-22, we will report on the internal and external figures separately.