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Criticality of Detailed Staff Turnover Measurement

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Table 1 Staff Turnover Statistics for Key Staff Characteristics (01/08/2012-31/07/2013)

		Staff at 1 Aug 2012	Leavers*	New Staff*	Staff at 31 July 2013	% Distribution**	X	Y	Net Turnover	Stability Index
University Grand Total		2346	233	164	2277	100.0%	10.1	7.1	-3.0	91.0%
<u>Age & Gender</u>										
Males	Under 20 yrs	0	0	6	6	0.3%	0.0	200.0	200.0	-
	20-29 yrs	56	16	23	63	2.8%	26.9	38.7	11.8	78.6%
	30-39 yrs	213	27	34	220	9.7%	12.5	15.7	3.2	90.1%
	40-49 yrs	350	22	18	346	15.2%	6.3	5.2	-1.1	93.7%
	50-59 yrs	324	13	5	316	13.9%	4.1	1.6	-2.5	96.0%
	60 yrs & Over	125	22	7	110	4.8%	18.7	6.0	-12.8	83.2%
	Grand Total	1068	100	93	1061	46.6%	9.4	8.7	-0.7	91.7%
	Generation Y	182	33	45	194	8.5%	17.6	23.9	6.4	85.2%
Non-Generation Y		886	67	48	867	38.1%	7.6	5.5	-2.2	93.0%
Females	Under 20 yrs	0	0	4	4	0.2%	0.0	200.0	200.0	-
	20-29 yrs	87	28	23	82	3.6%	33.1	27.2	-5.9	77.0%
	30-39 yrs	294	48	22	268	11.8%	17.1	7.8	-9.3	83.7%
	40-49 yrs	409	21	15	403	17.7%	5.2	3.7	-1.5	94.9%
	50-59 yrs	359	18	6	347	15.2%	5.1	1.7	-3.4	95.8%
	60 yrs & Over	129	18	1	112	4.9%	14.9	0.8	-14.1	86.0%
	Grand Total	1278	133	71	1216	53.4%	10.7	5.7	-5.0	90.5%
	Generation Y	268	60	43	251	11.0%	23.1	16.6	-6.6	80.6%
Non-Generation Y		1010	73	28	965	42.4%	7.4	2.8	-4.6	93.1%
<u>Disability Status (Exc Not Stated)</u>										
Disabled		136	3	5	138	6.1%	2.2	3.6	1.5	97.8%
Non Disabled		1416	97	35	1354	59.5%	7.0	2.5	-4.5	93.1%
<u>Ethnic Group (Exc Not Stated)</u>										
White		1975	167	118	1926	84.6%	8.6	6.0	-2.5	92.3%
Other Ethnic Minority		132	13	10	129	5.7%	10.0	7.7	-2.3	90.2%
<u>Type of Contract</u>										
Fixed Contract		224	101	70	193	8.5%	48.4	33.6	-14.9	64.3%
Permanent Contract		2120	132	94	2082	91.4%	6.3	4.5	-1.8	93.8%
Joint Contract		2	0	0	2	0.1%	0.0	0.0	0.0	100.0%
<u>Weekly Hours</u>										
Under 16 Hours		195	30	24	189	8.3%	15.6	12.5	-3.1	86.7%
16 Hours & Up to 24 Hours		216	17	14	213	9.4%	7.9	6.5	-1.4	93.5%
24 Hours & Up to 30 Hours		138	17	8	129	5.7%	12.7	6.0	-6.7	88.4%
30 Hours & Over		1797	169	118	1746	76.7%	9.5	6.7	-2.9	91.4%
<u>Type of Staff</u>										
Academic		886	70	81	897	39.4%	7.9	9.1	1.2	92.7%
Administration		916	90	53	879	38.6%	10.0	5.9	-4.1	91.3%
KTP Associate		2	1	3	4	0.2%	33.3	100.0	66.7	50.0%
Manual		224	8	3	219	9.6%	3.6	1.4	-2.3	96.4%

Research	141	51	22	112	4.9%	40.3	17.4	-22.9	68.1%
Technical	177	13	2	166	7.3%	7.6	1.2	-6.4	93.2%

* Includes New staff who also were Leavers during year

** Percentage distribution relates to staff at 31st July 2013