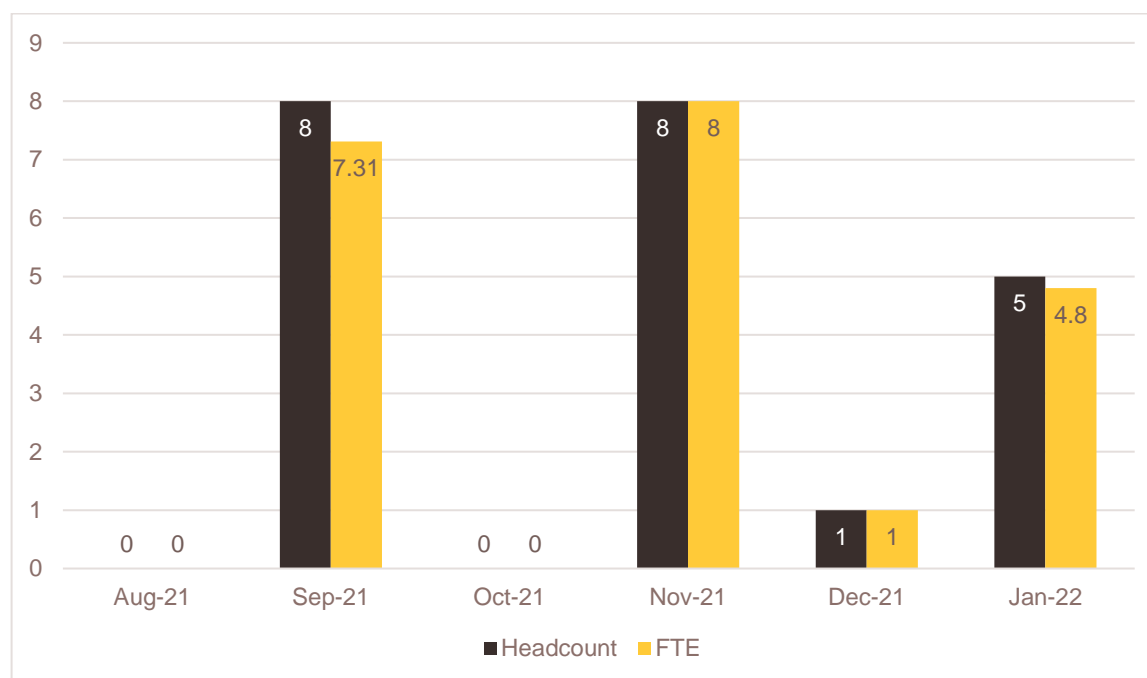


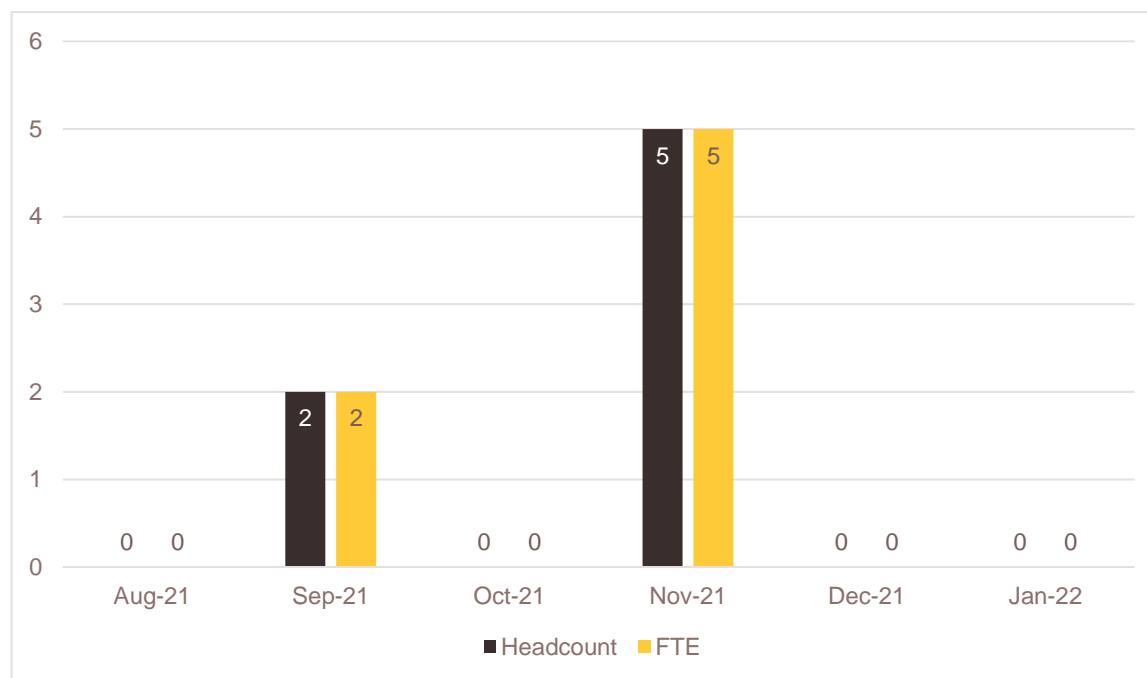
## Appendix C: Starters, leavers and turnover

### 1. New starters by month – employees (S&FS service)



	August 2021	September 2021	October 2021	November 2021	December 2021	January 2022	6 month total
Headcount	0	8	0	8	1	5	22
FTE	0.00	7.31	0.00	8.00	1.00	4.8	21.11

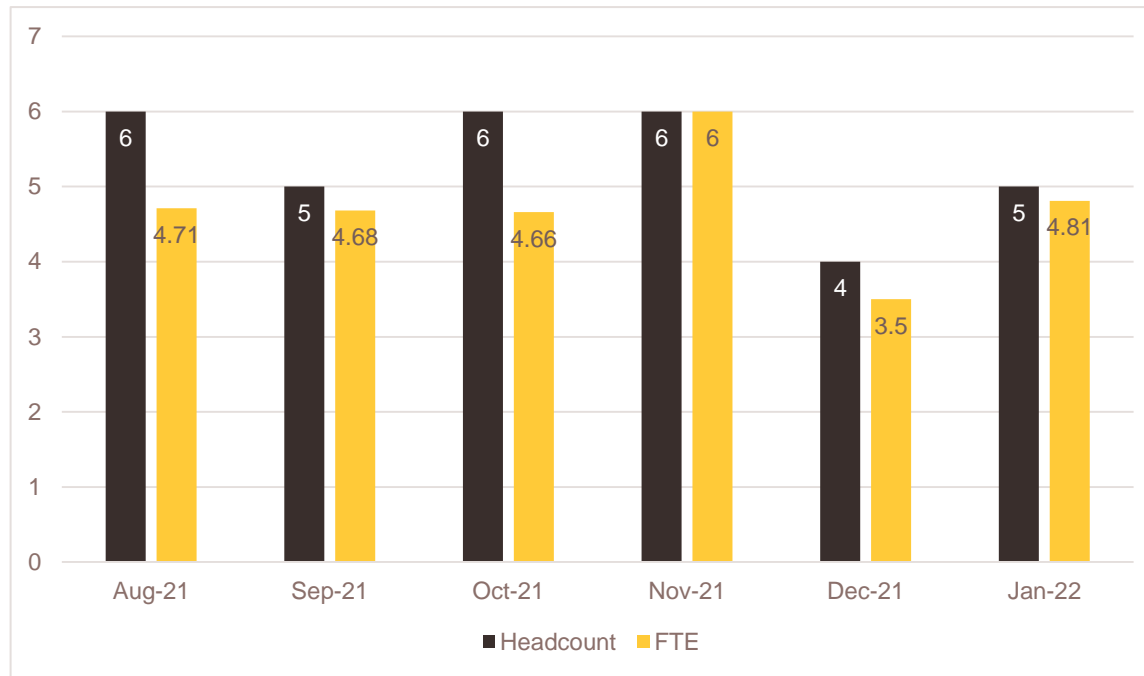
## 2. New starters by month – employees (social work roles)\*



	August 2021	September 2021	October 2021	November 2021	December 2021	January 2022	6 month total
Headcount	0	2	0	5	0	0	7
FTE	0.00	2.00	0.00	5.00	0.00	0.00	7.00

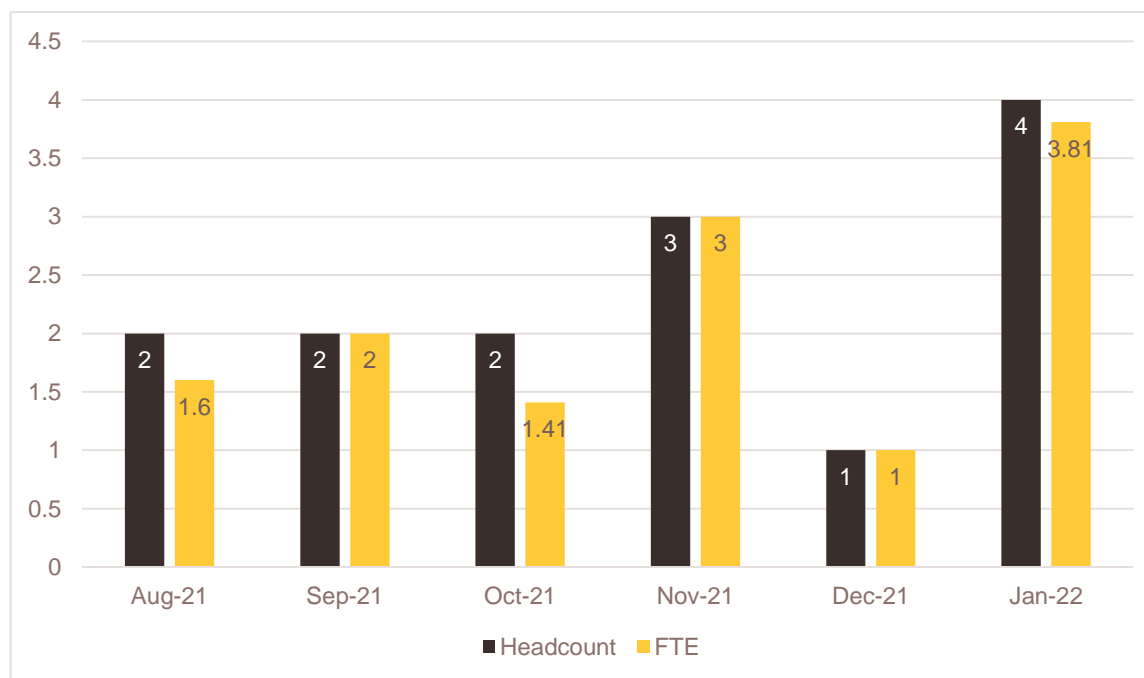
\* Includes the posts of Social Worker, Senior Practitioner, Managing Practitioner and Team Manager.

### 3. Leavers by month – employees (S&FS service)



	August 2021	September 2021	October 2021	November 2021	December 2021	January 2022	6 month total
Headcount	6	5	6	6	4	5	32
FTE	4.71	4.68	4.66	6.00	3.50	4.81	28.36

#### 4. Leavers by month – employees (social work roles)



	August 2021	September 2021	October 2021	November 2021	December 2021	January 2022	6 month total
Headcount	2	2	2	3	1	4	14
FTE	1.60	2.00	1.41	3.00	1.0	3.81	12.82

\* Includes the posts of Social Worker, Senior Practitioner, Managing Practitioner and Team Manager.

## 5. Employee reasons for leaving – S&FS service (headcount)

	August 2021	September 2021	October 2021	November 2021	December 2021	January 2022	6 month total
Resignation	6	4	6	6	3	5	30
Retirement	0	1	0	0	0	0	1
Dismissal	0	0	0	0	0	0	0
Fixed term contract end	0	0	0	0	1	0	1

## 6. Monthly turnover – employees (FTE)

	August 2021	September 2021	October 2021	November 2021	December 2021	January 2022
Council as a whole	11.89%	11.63%	12.66%	13.23%	12.85%	12.85%
C&YP directorate	12.14%	12.66%	13.17%	15.53%	15.37%	15.37%
S&FS service	2.17%	2.11%	2.19%	2.8%	1.64%	2.23%
Social work roles*	2%	2.76%	1.8%	3.86%	1.3%	5.25%

\* Includes the posts of Social Worker, Senior Practitioner, Managing Practitioner and Team Manager.