Registered & Unregistered Nurses

Further to your Freedom of Information Act request, please find the Trust's response, in **blue bold text** below:

Request and Royal Devon and Exeter NHS Foundation Trust Response

Q1: The current vacancy factor for Registered and Unregistered Nurses (separated)

Registered Nurses – 2.2%
Unregistered Nurses – 4.8%

Q2: The vacancy factor for Registered and Unregistered Nurses, separated out for March 2019, March 2020, March 2021.

March 2021
Registered Nurses – 3.0%
Unregistered Nurses – 1.1%

March 2020
Registered Nurses – 3.4%
Unregistered Nurses – 2.2%

March 2019
Registered Nurses – 6.5%
Unregistered Nurses – 0%

Q3: For March 2019, March 2020, March 2021, March 2020 how many Registered and Unregistered Nurses who left the Trust had an exit interview?

Leavers	2019	2020	2021	2022
Registered Nurse	**56**	**55**	**39**	**30**
Unregistered Nurse	**42**	**35**	**17**	**20**
Grand Total	**98**	**90**	**56**	**50**

Q4: In relation to Q3 - what was the breakdown per year of the reasons for leaving their current role and what was the destination on leaving as per the criteria on ESR on termination.

Reason for leaving				
Registered Nurses	**2019**	**2020**	**2021**	**2022**
End of Fixed Term Contract	***<5**	***<5**	**11**	***<5**
End of Fixed Term Contract - Completion of Training Scheme	**0**	**0**	**5**	**0**

Reason for leaving			
Retirement Age	58	56	57	81
Voluntary Early Retirement - no Actuarial Reduction	*<5	*<5	6	13
Voluntary Resignation - Child Dependants	*<5	7	0	*<5
Voluntary Resignation - Health	6	5	7	8
Voluntary Resignation - Other/Not Known	25	39	36	47
Voluntary Resignation - Promotion	15	16	11	28
Voluntary Resignation - Relocation	57	71	65	52
Voluntary Resignation - To undertake further education or training	8	5	5	7
Voluntary Resignation - Work Life Balance	29	45	33	34

*<5 - In accordance with section 40 (2) of the Freedom of Information Act 2000, We are unable to provide the figures for the following categories.

Reason for leaving
Registered Nurses
Death in Service
Dismissal - Capability
Dismissal - Conduct
Dismissal - Some Other Substantial Reason
End of Fixed Term Contract - End of Work Requirement
End of Fixed Term Contract - Other
Flexi Retirement
Initial Pension Ended
Redundancy - Voluntary
Retirement - Ill Health
Voluntary Early Retirement - with Actuarial Reduction
Voluntary Resignation - Adult Dependants
Voluntary Resignation - Better Reward Package
Voluntary Resignation - Incompatible Working Relationships
Voluntary Resignation - Lack of Opportunities

These figures are withheld under Section 40(2) due to low staff numbers. The disclosure of which could risk the identification of those staff members and breach Caldicott principles.

This follows NHS Digital (formerly HSCIC) analysis guidance (2014) which states that small numbers within local authorities, wards, postcode districts, CCG's providers and Trusts may allow identification of patients and should not be published.

Destination on leaving				
Registered Nurses	2019	2020	2021	2022
Abroad - EU Country	12	6	14	*<5
Abroad - Non-EU Country	*<5	*<5	*<5	7
Education /Training	*<5	*<5	*<5	5
Education Sector	5	*<5	0	*<5
General Practice	7	13	8	5
NHS Organisation	65	85	74	86
No Employment	35	30	33	46
Other Private Sector	*<5	*<5	6	6
Other Public Sector	6	6	*<5	*<5
Private Health/Social Care	11	10	*<5	12
Unknown	75	92	101	117

*<5 - In accordance with section 40 (2) of the Freedom of Information Act 2000, We are unable to provide the figures for the following categories.

Destination on leaving
Registered Nurses
Armed Forces
Death in Service
Prison Service
Return to Practice
Self Employed
Social Services
Third Sector

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Destination on leaving				
Unregistered Nurses	**2019**	**2020**	**2021**	**2022**
Education /Training	7	*<5	21	11
Education Sector	10	8	9	5
NHS Organisation	30	32	18	29
No Employment	39	23	26	31
Other Private Sector	6	*<5	*<5	*<5
Private Health/Social Care	*<5	8	5	12
Unknown	65	66	88	113

*<5 - In accordance with section 40 (2) of the Freedom of Information Act 2000, We are unable to provide the figures for the following categories.

Destination on leaving
Unregistered Nurses
Abroad - EU Country
Abroad - Non EU Country
Armed Forces
Death in Service
General Practice
Other Public Sector
Prison Service
Return to Practice
Self Employed
Social Services
Third Sector

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