

Employment Exit Questionnaires

Reference Number: RDF2307

Date of Response: 27/02/24

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

Please be aware that the Royal Devon University Healthcare NHS Foundation Trust (Royal Devon) has existed since 1st April 2022 following the integration of the Northern Devon Healthcare NHS Trust (known as Northern Services) and the Royal Devon and Exeter NHS Foundation Trust (known as Eastern Services).

I am conducting an analysis of employment-exit questionnaire data and the methods used to capture this information in a range of NHS Organisations. Kindly request your help (under FOI Act 2000).

- 1. Total organisation headcount of fixed term and permanent staff on the date of this request (exclude bank, honorary, hosted services, volunteers, and students)*

Answer: 13,830 as of end of January 2024.

- 2. Are exit questionnaires completed in your organisation?*

Answer: Yes.

- i) If so, is the questionnaire completed electronically?*

Answer: Yes.

- ii) If it is electronic, is the automated exit questionnaire functionality set within ESR?*

Answer: Yes.

- iii) If it is not completed via the functionality in ESR, how is the exiting employee asked to complete? (by their manager, by a team in the corporate division?).*

Answer: Not applicable.

- iv) What is your return rate of exit questionnaires?*

Answer: This has only recently commenced so this data is not available yet.

- v) Does exit questionnaire information get used to improve practices? If so, how?*

Answer: Yes, the data is reviewed, analysed, and fed back to divisions.

3. *Please provide the information of the reason why employees left your Trust between 1st February 2023 to the 31st January 2024. Please include Permanent and Fixed-term employees in the figures. Please base the figures on Headcount.*

Answer: Please see document attached. In accordance with Section 40 (2) of the Freedom of Information Act 2000, we are unable to provide figures where the number of patients is less than or equal to five and could risk the identification of those patients and breach Caldicott principles. In these cases ≤ 5 is used to indicate that a figure between 1 and 5 is being suppressed.

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authorities, wards, postcode districts, CCG's providers and Trusts may allow identification of patients and should not be published.

Q3) Please provide the information of the reason why employees left your Trust between 1st February 2023 to the 31st January 2024.

Please include Permanent and Fixed-term employees in the figures. Please base the figures on Headcount.

Leaving Reason	Staff Group							
	Additional Clinical Services	Additional Professional Scientific and Technical	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered
Death in Service	<5	<5	<5	0	<5	0	<5	<5
Dismissal - Capability	<5	13	<5	<5	7	0	<5	<5
Dismissal - Conduct	0	<5	<5	0	0	0	0	<5
Dismissal - Some Other Substantial Reason	0	7	8	<5	<5	<5	<5	0
Dismissal - Statutory Reason	0	<5	0	0	<5	0	0	0
Employee Transfer	0	<5	8	<5	0	0	<5	<5
End of Fixed Term Contract - Completion of Training Scheme	<5	<5	0	0	0	<5	44	0
End of Fixed Term Contract - End of Work Requirement	0	0	<5	0	0	0	<5	<5
End of Fixed Term Contract - External Rotation	0	0	0	0	0	0	78	0
End of Fixed Term Contract	<5	16	18	<5	<5	0	101	7
End of Fixed Term Contract - Other	0	<5	<5	<5	0	0	<5	0
Mutually Agreed Resignation - Local Scheme with Repayment	0	0	0	0	0	0	0	0
Pregnancy	0	0	0	0	0	0	0	0
Redundancy - Compulsory	0	0	<5	0	0	0	0	0
Redundancy - Voluntary	0	0	<5	<5	0	0	0	0
Retirement - Ill Health	<5	<5	<5	<5	<5	0	<5	<5
Retirement Age	<5	37	77	21	15	<5	15	59
Voluntary Early Retirement - no Actuarial Reduction	0	<5	6	0	0	<5	0	9
Voluntary Early Retirement - with Actuarial Reduction	0	<5	<5	<5	<5	0	0	6
Voluntary Resignation - Adult Dependants	0	<5	<5	<5	0	0	0	<5
Voluntary Resignation - Better Reward Package	<5	<5	14	<5	<5	<5	<5	<5
Voluntary Resignation - Child Dependants	<5	14	9	0	0	0	0	7
Voluntary Resignation - Health	<5	34	19	<5	12	<5	<5	8
Voluntary Resignation - Incompatible Working Relationships	0	7	6	0	0	0	0	<5
Voluntary Resignation - Lack of Opportunities	<5	<5	<5	<5	0	0	0	<5
Voluntary Resignation - Other/Not Known	7	87	97	15	20	6	46	58
Voluntary Resignation - Promotion	<5	11	13	9	0	<5	0	16
Voluntary Resignation - Relocation	7	33	31	26	7	7	11	57
Voluntary Resignation - To undertake further education or training	<5	26	8	<5	0	<5	12	6
Voluntary Resignation - Work Life Balance	<5	52	42	14	9	<5	<5	51
Not Disclosed/ Not known	0	0	0	0	0	0	0	0
Other – not listed above	<5	<5	<5	0	<5	0	<5	<5