

FOI 0327/2023 Response

Request

Dear Team

I am studying a Master in Healthcare Management at the University of Kent alongside my role as Deputy Head of Nursing at Kent and Medway NHS Partnership Trust.

As part of my studies, I am undertaking a dissertation which focuses on reasons for nurses leaving the health profession. Current research indicates there are 40,000 nurse vacancies across the England and Wales and a further 30,000 are expected to leave in 2023. It is likely there will be a shortfall in nurses, impacting on services capacity to meet demand.

I intend to make freedom of information requests to the 40+ mental health trusts in England to identify themes for nurses leaving the profession and then make recommendations to mitigate these factors.

Can I request data for the following over the past 5 years from your Trust:

- Number of nurses leaving
- Age of nurses leaving
- Reason for leaving
- Destination of leaver
- Annual Leavers Report – usually held by HR

Response

Number of nurses leaving

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
2022	9	9	18	13	5	17	8	13	10	12	10	16	140
2021	14	10	13	11	11	9	13	14	13	9	13	8	138
2020	10	13	21	10	10	9	7	15	14	14	16	12	151
2019	8	10	13	9	7	20	15	15	14	9	8	11	139
2018	15	6	14	14	7	12	12	14	16	10	8	12	140

2022		2021		2020		2019		2018	
Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
140	128.49	138	128.36	151	143.06	139	130.91	140	131.18

Age of nurses leaving

Age Band	2022		2021		2020		2019		2018	
	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
21-25	5	5.00	8	7.65	11	10.69	10	9.65	3	3.00
26-30	15	14.50	23	21.21	15	15.00	22	20.79	22	21.81
31-35	10	10.00	14	13.48	23	21.81	26	23.54	15	13.20
36-40	10	9.03	18	16.89	19	17.50	12	12.00	18	17.50
41-45	16	15.57	19	17.90	20	19.31	13	11.89	22	19.64
46-50	11	10.91	13	12.38	14	13.40	17	16.15	16	15.17
51-55	32	29.65	19	16.84	23	22.60	21	20.10	23	21.77
56-60	30	25.87	14	13.32	18	16.76	13	12.40	14	13.09
61-65	6	5.25	5	4.60	6	4.40	4	3.60	6	5.00
66-70	5	2.70	5	4.08	2	1.60	1	0.80	1	1.00
Grand Total	140	128.49	138	128.36	151	143.06	139	130.91	140	131.18

Reason for leaving

Reason for Leaving	2022		2021		2020		2019		2018	
	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
Death in Service	1	1.00	1	1.00	3	2.60	2	2.00	1	1.00
Dismissal - Capability	0	0.00	1	1.00	0	0.00	0	0.00	2	2.00
Dismissal - Conduct	0	0.00	1	1.00	0	0.00	1	1.00	0	0.00
Dismissal - Some Other Substantial Reason	0	0.00	0	0.00	0	0.00	1	1.00	0	0.00
End of Fixed Term Contract	1	1.00	1	1.00	2	2.00	4	3.24	1	0.60
End of Fixed Term Contract - Other	0	0.00	0	0.00	1	1.00	1	1.00	1	1.00
Flax Retirement	0	0.00	0	0.00	0	0.00	1	1.00	0	0.00
Mutually Agreed Resignation - Local Scheme with Repayment	1	1.00	1	1.00	0	0.00	0	0.00	0	0.00
Mutually Agreed Resignation - National Scheme with Repayment	0	0.00	1	1.00	0	0.00	0	0.00	0	0.00
Retirement - Ill Health	2	1.52	0	0.00	3	2.60	0	0.00	0	0.00
Retirement Age	38	33.95	28	26.15	26	24.36	23	21.50	26	24.51
Voluntary Early Retirement - no Actuarial Reduction	1	1.00	0	0.00	4	4.00	1	0.60	1	0.89
Voluntary Early Retirement - with Actuarial Reduction	0	0.00	0	0.00	3	3.00	1	1.00	0	0.00
Voluntary Resignation - Adult Dependants	1	1.00	0	0.00	0	0.00	1	0.50	2	1.17
Voluntary Resignation - Better Reward Package	1	0.60	3	2.83	1	1.00	2	2.00	2	2.00
Voluntary Resignation - Child Dependants	0	0.00	0	0.00	4	4.00	5	4.00	4	3.10
Voluntary Resignation - Health	2	2.00	0	0.00	4	2.40	1	1.00	3	3.00
Voluntary Resignation - Incompatible Working Relationships	0	0.00	1	1.00	0	0.00	0	0.00	0	0.00
Voluntary Resignation - Lack of Opportunities	0	0.00	2	2.00	0	0.00	2	2.00	1	0.50
Voluntary Resignation - Other/Not Known	29	25.47	26	24.09	24	22.70	34	32.95	26	24.15
Voluntary Resignation - Promotion	20	19.91	18	16.65	23	22.38	16	15.09	24	23.44
Voluntary Resignation - Relocation	20	19.68	31	28.76	40	38.92	26	25.00	31	30.10
Voluntary Resignation - To undertake further education or training	1	0.57	3	3.00	1	1.00	2	2.00	3	3.00
Voluntary Resignation - Work Life Balance	22	19.78	20	17.88	12	11.11	15	14.03	12	10.72
Grand Total	140	128.49	138	128.36	151	143.06	139	130.91	140	131.18

Destination of leaver

Destination on Leaving	2022		2021		2020		2019		2018	
	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE	Headcount	FTE
Abroad - EU Country	0	0.00	2	2.00	0	0.00	2	2.00	1	1.00
Abroad - Non EU Country	0	0.00	0	0.00	0	0.00	2	1.35	2	2.00
Death in Service	0	0.00	0	0.00	1	0.60	0	0.00	0	0.00
Education /Training	0	0.00	1	1.00	0	0.00	0	0.00	0	0.00
Education Sector	0	0.00	1	1.00	2	2.00	3	3.00	0	0.00
NHS Organisation	34	32.93	25	23.28	32	31.80	24	23.65	29	27.54
No Employment	10	8.23	6	5.87	10	8.60	8	7.80	13	12.10
Other Private Sector	1	1.00	3	2.15	1	1.00	2	2.00	2	2.00
Other Public Sector	0	0.00	2	2.00	0	0.00	1	0.43	1	1.00
Private Health/Social Care	1	1.00	3	2.20	9	8.07	3	2.15	6	6.00
Return to Practice	2	2.00	2	2.00	0	0.00	1	1.00	0	0.00
Self Employed	2	2.00	2	1.52	1	0.65	2	1.73	0	0.00
Social Services	0	0.00	0	0.00	1	1.00	0	0.00	0	0.00
Unknown	5	4.55	9	8.29	16	15.65	13	12.40	85	78.53
(blank)	85	76.78	82	77.05	78	73.68	78	73.40	0	0.00
Grand Total	140	128.49	138	128.36	151	143.06	139	130.91	140	131.18

Annual Leavers Report – usually held by HR
The Trust not have an annual leavers report. We report from our Leavers survey on a quarterly basis to the Trust's Transforming Our Culture sub-committee and People Committee.