

Thought Shower Workshop

1st November 2021

Retention in Hywel Dda

What does our quantitative data tell us?

What is our current perception? - Quiz

Question One – Answers on the flipchart

What is the Health Board's % turnover rate for the rolling 12 months to 30.9.21?
(excluding bank and locum assignments and junior doctor job roles)

Question Two – Answers on the flipchart

Where do you think the NHS Wales average is as a comparison to our performance

Question Three

Which staff group has the highest turnover rate?

Question Four

Which Directorate has the highest turnover rate?

Has our perception changed?

How did we all do in the quiz?

Current Rate

- 9.2%

Performance

- Higher than NHS Wales by circa 3%

Staff Group

- Medical & Dental

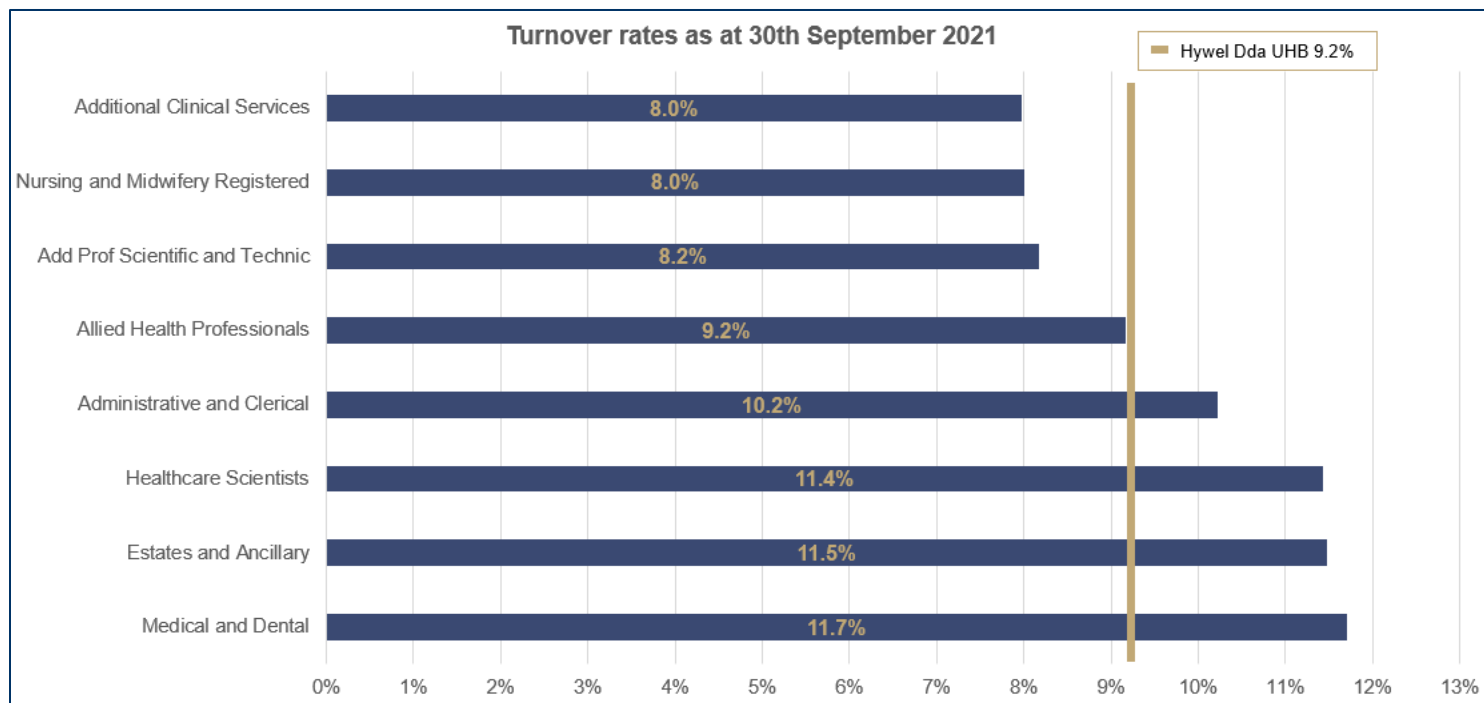
Directorate

- Nursing

Was our perception the right one?

Turnover rolling 12 months to 30.9.21

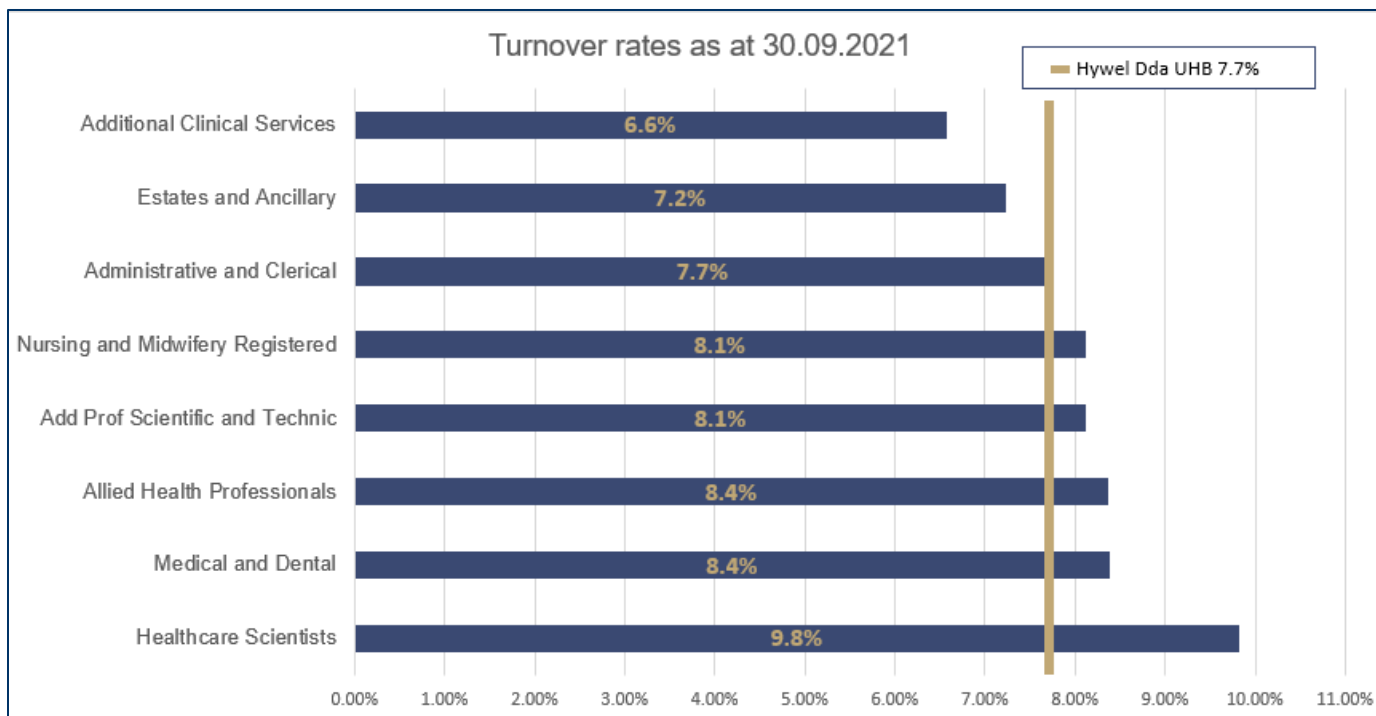
Health Board wide by Staff Group – Including Fixed Term Contracts



Org L4	% Turnover	Headcount at 30.09.2021
NURSING	20.3%	218
PATHOLOGY	13.0%	257
FACILITIES	11.4%	1111
PRIMARY CARE	11.3%	166
FINANCE	11.2%	107

Turnover rolling 12 months to 30.9.21

Health board wide by Staff Group – Excluding Fixed Term Contracts



Org L4	% Turnover	Headcount at 30.09.2021
PATHOLOGY	11.4%	237
PRIMARY CARE	10.9%	150
MENTAL HEALTH & LEARNING DISABILITIES	10.5%	1063
CHIEF EXECS OFFICE	10.0%	74
OPERATIONS DIR MANAGEMENT	9.2%	262

NB: This is excluding bank and locum assignments, and junior doctor job roles and staff on fixed term contracts.



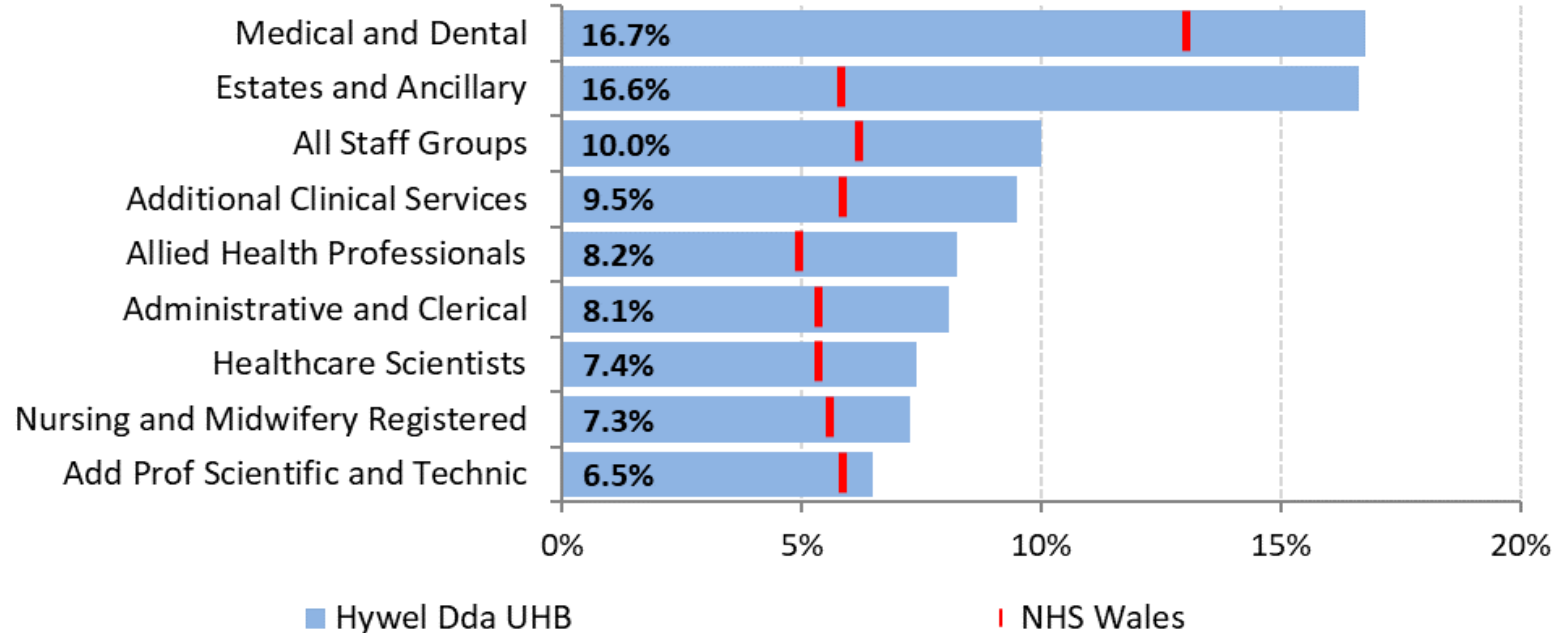
GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board

Turnover rolling 12 months to 31.3.21

Performance against NHS Wales by Staff Group

12 month Turnover rate for Hywel Dda UHB and NHS Wales as at Mar-21



NB:

Turnover for NHS Wales only includes people who have left NHS Wales.

Therefore, staff movement between organisations is excluded.

In some case NHS Wales' turnover will be lower than all organisations for this reason.

Rates are the Headcount turnover rate, excluding bank and locum assignments, and junior doctor job roles



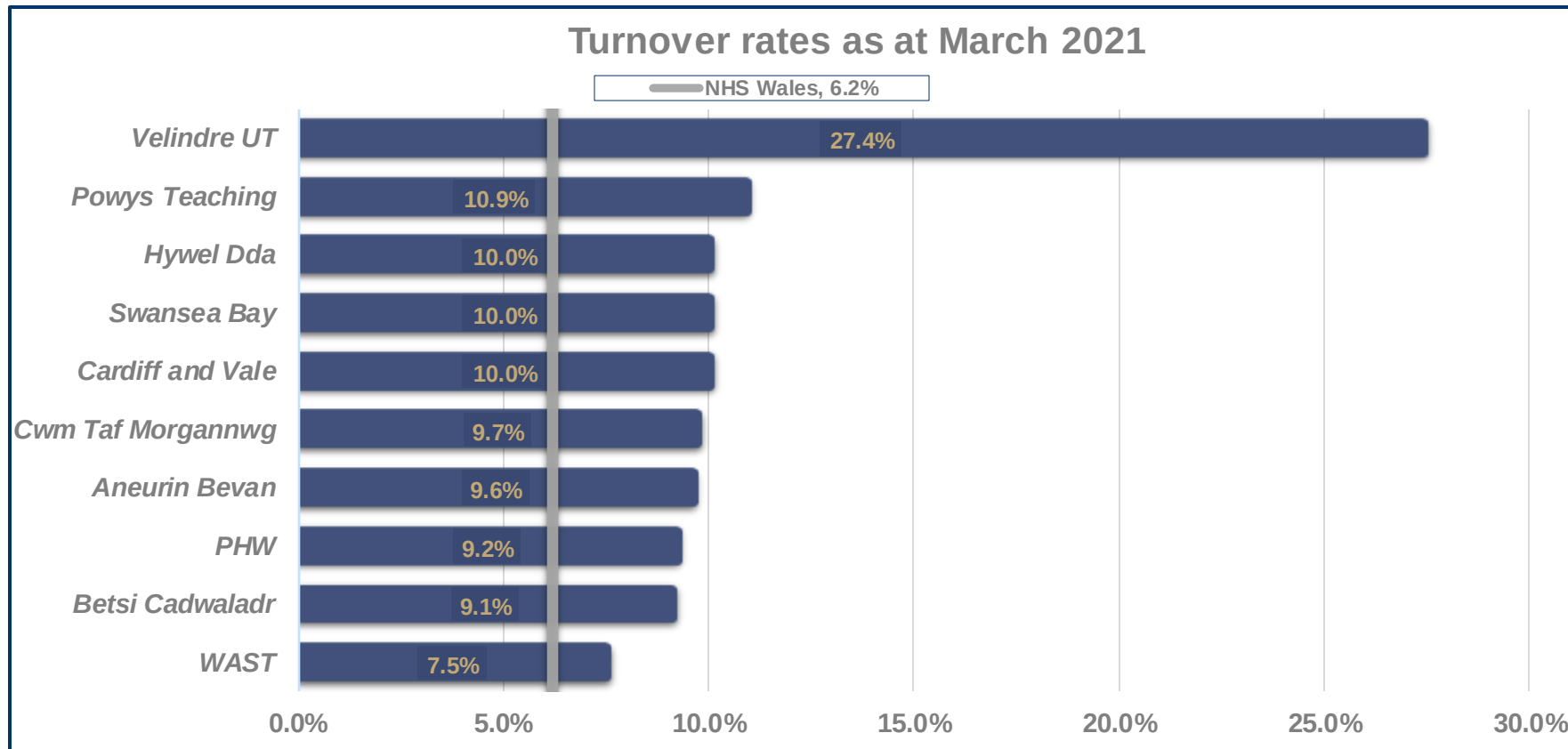


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Turnover rolling 12 months to 31.3.21

Performance against NHS Wales



The high March Turnover for Velindre for the 12 months to March 2021 is due to NWIS staff leaving Velindre
Rates are the Headcount turnover rate, excluding bank and locum assignments, and junior doctor job roles

NB:

Turnover for NHS Wales only includes people who have left NHS Wales.

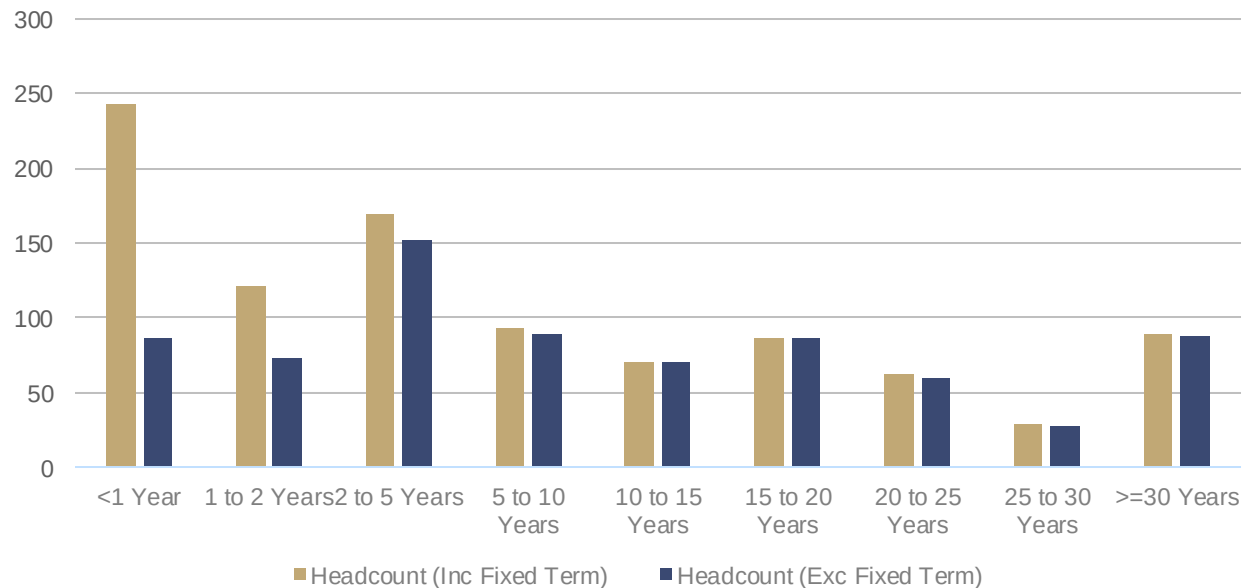
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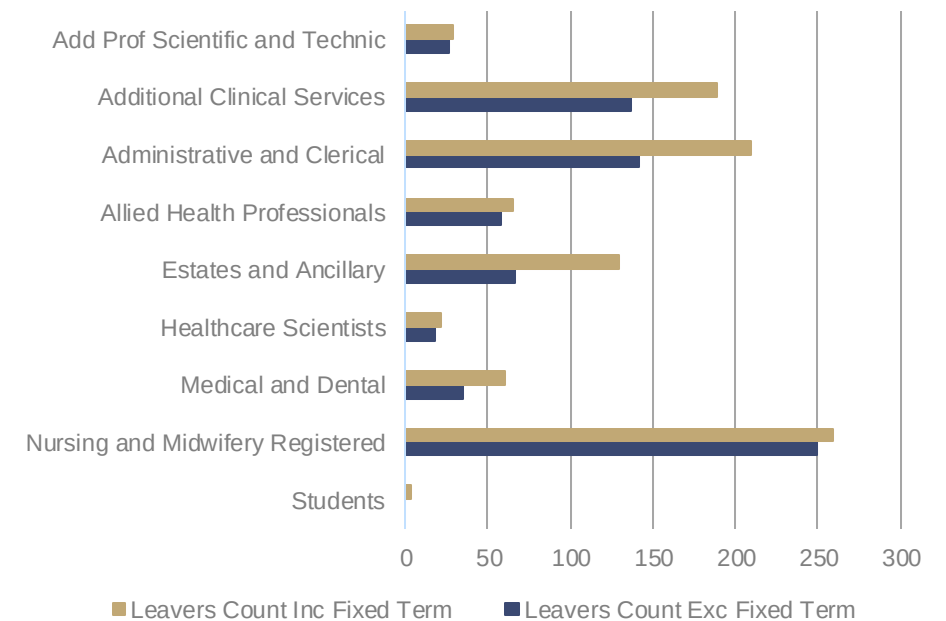


Leavers by length of service and staff group

Leavers by Headcount, excluding bank and locum assignments & junior doctor roles by length of service.



Leavers by Headcount, excluding bank and locum assignments & junior doctor roles by staff group



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Elusennau Iechyd
HYWEL DDA
Health Charities



**Are we now confident that we
have a clear shared understanding
of the baseline quantitative data to
support discussions today?**



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Diolch yn Fawr

**Thank you very
much**

Any Questions?

