

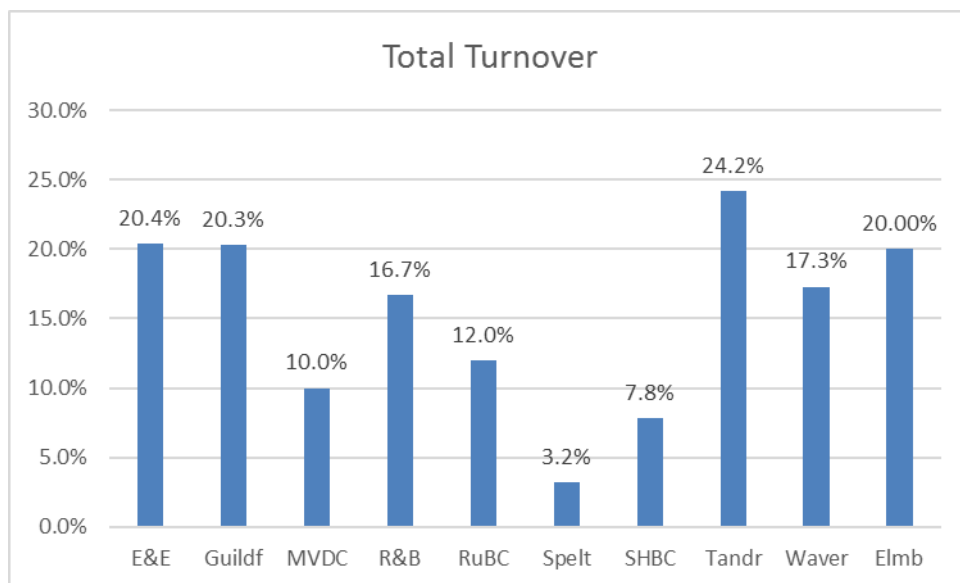
## Statistical Information

The following information provides back ground on turnover and recruitment.

Turnover rates for EEBC over the past three years are shown in the table below:

	Resignations only	Total Leavers	CIPD Median Labour Turnover
<b>EEBC 2014-15</b>	31 (9.9%)	48 (15.3%)	9.8 %
<b>EEBC 2015-16</b>	38 (12.1%)	52 (16.6%)	13.6%
<b>EEBC 2016-17</b>	41 (13.3%)	58 (20.4%)	16.5%

The following graph shows the total turnover rates for the other Surrey Authorities in 2016/17.



Resignations have predominantly been from those who have been employed under 2 years with 17 resignations, between 2- 5 years 11 resignations, between 5-10 years – 7 resignations and 10+ years 6 resignations.

Recruitment has increased in 2016/17 with 69 campaigns and 82 offers of employment. Out of the 82 offers 61 accepted and 19 declined offers (23.1%) with 2 offers withdrawn. There were 12 campaigns where no appointment made (17.4%).

Based on these figures the associated costs of recruitment are as follows:

- £64285 (inclusive of JGP Subscription)
- £932 per campaign
- £784 per offer
- Cost of no appointments made £11184 (not including time, effort and energy)
- Cost of declined offers £14896 (not including time, effort and energy)

It is the Councils Pay Policy that all appointments will be made at the bottom of the scale unless there is justification to appoint above. This is becoming more common in order to secure candidates who are not willing to join at the bottom of the scale. Some appointments are made further up the scale resulting in limited room for progression. On some occasions we are having to appoint at spinal column 8 and 9. The chart below shows the distribution of appoints and their starting spinal column point.

