

29 March 2023

Information Rights & Compliance Team
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Our Ref: FOI/04630

Thank you for your request concerning nurses leaving the health profession.

Your request has been considered and processed in accordance with the requirements of the Freedom of Information (FOI) Act 2000.

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

1. Number of nurses leaving

580 nurses have left the Trust in the past 5 years

2. Age of nurses leaving

Age Band	Number of Leavers
21-25	34
26-30	58
31-35	65
36-40	61
41-45	69
46-50	67
51-55	101
56-60	76
61-65	33
66-70 +	16
Grand Total	580

3. Reason for leaving

Leaving Reason	Number of leavers
Death in Service	7
Dismissal - Capability	5 or less
Dismissal - Conduct	5 or less
Dismissal - Some Other Substantial Reason	5 or less
Employee Transfer	5 or less
End of Fixed Term Contract	6
End of Fixed Term Contract - External Rotation	5 or less
End of Fixed Term Contract - Other	5 or less
Flexi Retirement	5 or less



Retirement - Ill Health	5 or less
Retirement Age	107
Voluntary Early Retirement - no Actuarial Reduction	5 or less
Voluntary Early Retirement - with Actuarial Reduction	5 or less
Voluntary Resignation - Adult Dependants	7
Voluntary Resignation - Better Reward Package	27
Voluntary Resignation - Child Dependants	19
Voluntary Resignation - Health	28
Voluntary Resignation - Incompatible Working Relationships	7
Voluntary Resignation - Lack of Opportunities	7
Voluntary Resignation - Other/Not Known	85
Voluntary Resignation - Promotion	65
Voluntary Resignation - Relocation	86
Voluntary Resignation - To undertake further education or training	17
Voluntary Resignation - Work Life Balance	95
Grand Total	580

Due to the small numbers of some staff leaving for identified reasons we have applied Exemption Section 40(2)¹. This is because entries of 5 or less are considered sufficiently small enough to be potentially identifiable data. On this basis, this information is exempt from the duty to publish.

4. Destination of leaver

Destination on Leaving	Number of leavers
Abroad - EU Country	5 or less
Abroad - Non EU Country	6
Death in Service	5 or less
Education /Training	5 or less
Education Sector	5 or less
General Practice	5 or less
NHS Organisation	146
No Employment	366
Other Private Sector	14
Other Public Sector	14
Prison Service	5 or less
Private Health/Social Care	11
Return to Practice	5 or less
Self Employed	5 or less
Social Services	5 or less
Grand Total	580

Please see explanation given under question 3 for Exemption 40(2).

¹ Section 40(2) - Personal Data has been applied. This is because by releasing this information could identify individual(s) and constitute a breach of the Data Protection Act (2018).

5. Annual Leavers Report – usually held by HR

We do not produce an annual leavers report², but we do report on Staffing in our Annual Reports; please follow this [link](#) to our Annual Reports.

Should you require further clarification, please do not hesitate to contact me.

Please find enclosed an information sheet regarding copyright protection and the Trust's complaints procedure in the event that you are not satisfied with the response.

Yours sincerely

Sue Smith

Sue Smith
Information Rights Officer

Enc: Copyright Protection and Complaints Procedure Information Leaflet.

If you would like to complete a short survey in relation to your Freedom of Information request please scan the QR code below or click [here](#).



² Section 1(1) Any person making a request for information to a public authority is entitled
(a) to be informed in writing by the public authority whether it holds information of the description specified in the request, and
(b) if that is the case, to have that information communicated to him.