

12 Month Rolling Turnover (Permanent Staff Only)
Nursing and Midwifery Registered : Band 5

Data period: 1st March 2016 to 28th February 2017

By Division

Division	Turnover Rate (FTE)	FTE Leavers
Diagnostics and Therapies	80.00%	2.0
Medicine	18.28%	44.1
Specialised Services	17.01%	39.0
Surgery Head and Neck	11.80%	39.4
Trust Services (excluding Facilities & Estates)	8.19%	1.4
Womens and Childrens	16.84%	82.2
UHBristol Total	15.86%	208.0

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By Department

Division	Department	Turnover Rate (FTE)	FTE Leavers	
Diagnostics and Therapies	DT0007 Radiology	80.00%	2.0	
Medicine	MD0001 Accident & Emergency	25.65%	17.0	
	MD0009 Divisional Wide Medicine	73.17%	1.0	
	MD0017 Dermatology	0.00%	0.0	
	MD0019 Elderly BRI	24.06%	17.8	
	MD0021 Respiratory Medicine	5.90%	2.6	
	MD0024 Rheumatology	0.00%	0.0	
	MD0029 Gastro & Hepatology	12.83%	2.0	
	MD0031 Outpatients	0.00%	0.0	
	MD0041 Sexual Health	0.00%	0.0	
	MD0058 Research & Commercial Income	0.00%	0.0	
	MD0081 SBCH	15.18%	3.7	
	Specialised Services	SS0001 BHI - Cardiac Services	17.09%	26.7
		SS0003 BHOC - Oncology/Haematology	16.81%	12.3
	Surgery Head and Neck	SH0002 Theatres	9.55%	11.0
		SH0003 Operative Services	14.99%	12.5
SH0004 Surgery		11.05%	8.9	
SH0005 Dental Services		0.00%	0.0	
SH3000 SHN Split Spec Reporting		13.86%	7.0	
Trust Services (excluding Facilities & Estates)	HR0004 Occ Health Partnership	17.74%	1.4	
	HR0010 Teaching & Learning Services	0.00%	0.0	
	MS0001 Central Bank	0.00%	0.0	
	RD0007 Nihr Grants	0.00%	0.0	
	RD0020 Hosting	0.00%	0.0	
	HQ0001 Chief Nurse	0.00%	0.0	
	WC0002 St Michaels Services	21.69%	20.7	
Womens and Childrens	WC0007 Paeds Cardiac, Critical Care & Neuroscience	10.50%	14.8	
	WC0008 Paeds Surgical Specialties	23.17%	18.6	
	WC0010 Paediatric Medical Specialties	15.26%	24.7	
	WC0130 Central Budgets	0.00%	0.0	
	WC0202 Hosted Services	33.33%	2.6	
	WC0218 Research	53.33%	0.8	
UHBristol Total		15.86%	208.0	

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By Cost Centre / Ward

Division	Department	Cost Centre / Ward	Turnover Rate (FTE)	FTE Leavers	
Diagnostics and Therapies	DT0007 Radiology	387 106651 Radiology Nurses	80.00%	2.0	
Medicine	MD0001 Accident & Emergency	101177 ED Department (A332)	20.80%	7.7	
		101677 Ambulatory Care	69.44%	2.0	
		127809 Ward A300 AMU	27.67%	7.3	
		MD0009 Divisional Wide Medicine	109026 Discharge Lounge	73.17%	1.0
		MD0017 Dermatology	127820 Derm & Skin Cancer CNS	NULL	0.0
			101187 Bristol Derm Centre	0.00%	0.0
			109005 Ward A528	5.26%	0.5
		MD0019 Elderly BRI	109008 Ward A515 (Stroke)	27.71%	4.9
			125906 Ward C808 (COE)	16.42%	2.0
			127808 Ward A400 (COE/Acute)	34.19%	7.6
			127810 Ward A518	23.15%	1.0
			127811 Ward A605 Extra Capacity	21.77%	1.8
		MD0021 Respiratory Medicine	109012 Ward A524 (Respiratory)	0.00%	0.0
			109030 Cystic Fibrosis	0.00%	0.0
			127807 Ward 900 GI CF Cliff Coh (New)	7.12%	1.0
	127817 Ward A525 (High Care)		7.15%	1.0	
	128000 Respiratory Nurses Team		46.15%	0.6	
	MD0024 Rheumatology		109010 Rheumatology Centre	0.00%	0.0
	MD0029 Gastro & Hepatology		109011 Ward A522 (Hepatology)	12.83%	2.0
	MD0031 Outpatients	101186 Level 4 & 6 O/P	0.00%	0.0	
	MD0041 Sexual Health	101184 CSH, GUM and PAS Nursing Staff	0.00%	0.0	
	MD0058 Research & Commercial Income	126005 Research Posts Med	0.00%	0.0	
		MD0081 SBCH	127050 SBCH Ward 100	17.85%	2.0
	Specialised Services	SS0001 BHI - Cardiac Services	127051 SBCH Ward 200	9.68%	1.0
			127054 Outpatients/DAU (A413)	24.32%	0.7
			101141 CICU (C604)	20.25%	14.2
			101951 Ward C705 (Cardiology)	27.84%	4.0
			101952 Ward C708 (Cardiac Surg.)	13.84%	2.0
			101953 Ward C805 (Cardiology)	13.59%	2.0
			101958 Specialist Nurses	0.00%	0.0
			109007 CCU (C603)	5.09%	1.0
			109014 Cath Lab Nursing	16.60%	3.5
			109062 Dr Baumbach Comm Trial	0.00%	0.0
SS0003 BHOC - Oncology/Haematology	104008 Ward D603 (Oncology)	16.42%	4.8		
	104009 Ward D703 (Haematology)	20.83%	6.1		
	104011 BHOC Outpatients (D501)	10.32%	1.3		
	104770 Clinical Trials Pay	0.00%	0.0		
	101077 Hey Groves Nursing	12.57%	2.4		
Surgery Head and Neck	SH0002 Theatres				

Table 1 : Sickness Absence rates for Band 5 Nurses by Reason

% Sickness Rate (FTE) by Absence Reason by MONTH

Sickness Absence Reason	2015/16												2016/17										
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	
S10 Anxiety/stress/depression/other psychiatric illnesses	0.71%	0.74%	0.64%	0.58%	0.62%	0.67%	0.65%	0.35%	0.48%	0.59%	0.60%	0.74%	0.91%	1.00%	0.99%	0.79%	0.78%	0.75%	0.65%	0.74%	0.79%	0.49%	
S11 Back Problems	0.46%	0.43%	0.34%	0.31%	0.37%	0.58%	0.41%	0.32%	0.27%	0.23%	0.26%	0.36%	0.27%	0.30%	0.36%	0.45%	0.38%	0.29%	0.15%	0.24%	0.36%	0.42%	
S12 Other musculoskeletal problems	0.88%	0.77%	0.66%	0.67%	0.68%	0.67%	0.36%	0.58%	0.68%	0.62%	0.31%	0.51%	0.44%	0.61%	0.78%	0.57%	0.81%	0.65%	0.55%	0.72%	0.73%	0.56%	
S13 Cold, Cough, Flu - Influenza	0.98%	0.53%	0.70%	0.41%	0.61%	0.76%	0.78%	0.62%	1.20%	1.15%	1.06%	1.12%	0.65%	0.45%	0.44%	0.39%	0.32%	0.47%	1.04%	0.81%	1.02%	1.46%	
S14 Asthma	0.00%	0.01%	0.07%	0.01%	0.01%	0.00%	0.01%	0.01%	0.00%	0.01%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.02%	0.02%	0.00%	0.06%	
S15 Chest & respiratory problems	0.21%	0.10%	0.14%	0.14%	0.25%	0.13%	0.09%	0.22%	0.21%	0.17%	0.10%	0.17%	0.18%	0.01%	0.06%	0.01%	0.17%	0.16%	0.21%	0.19%	0.27%	0.15%	
S16 Headache / migraine	0.12%	0.15%	0.19%	0.11%	0.07%	0.16%	0.07%	0.13%	0.13%	0.14%	0.06%	0.10%	0.18%	0.18%	0.07%	0.18%	0.15%	0.11%	0.06%	0.18%	0.17%	0.23%	
S17 Benign and malignant tumours, cancers	0.00%	0.00%	0.00%	0.10%	0.10%	0.18%	0.15%	0.16%	0.20%	0.14%	0.13%	0.11%	0.08%	0.08%	0.08%	0.08%	0.08%	0.11%	0.13%	0.09%	0.01%	0.00%	
S18 Blood disorders	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	
S19 Heart, cardiac & circulatory problems	0.16%	0.09%	0.08%	0.13%	0.10%	0.05%	0.04%	0.08%	0.02%	0.05%	0.08%	0.00%	0.02%	0.02%	0.05%	0.05%	0.03%	0.04%	0.03%	0.00%	0.05%	0.13%	
S20 Burns, poisoning, frostbite, hypothermia	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	
S21 Ear, nose, throat (ENT)	0.14%	0.11%	0.15%	0.12%	0.07%	0.14%	0.16%	0.20%	0.26%	0.28%	0.08%	0.07%	0.13%	0.13%	0.08%	0.18%	0.16%	0.13%	0.19%	0.12%	0.13%	0.15%	
S22 Dental and oral problems	0.02%	0.07%	0.08%	0.02%	0.02%	0.01%	0.06%	0.06%	0.09%	0.07%	0.03%	0.00%	0.00%	0.02%	0.03%	0.04%	0.04%	0.01%	0.03%	0.05%	0.02%	0.03%	
S23 Eye problems	0.02%	0.00%	0.06%	0.02%	0.02%	0.04%	0.02%	0.01%	0.00%	0.02%	0.01%	0.03%	0.05%	0.02%	0.06%	0.00%	0.03%	0.02%	0.06%	0.07%	0.03%	0.02%	
S24 Endocrine / glandular problems	0.00%	0.00%	0.03%	0.03%	0.00%	0.05%	0.07%	0.03%	0.00%	0.02%	0.04%	0.06%	0.08%	0.06%	0.07%	0.06%	0.06%	0.06%	0.06%	0.07%	0.03%	0.06%	
S25 Gastrointestinal problems	0.51%	0.46%	0.55%	0.68%	0.62%	0.54%	0.47%	0.35%	0.51%	0.50%	0.71%	0.48%	0.44%	0.44%	0.63%	0.67%	0.61%	0.47%	0.60%	0.56%	0.57%	0.48%	
S26 Genitourinary & gynaecological disorders	0.30%	0.11%	0.16%	0.21%	0.10%	0.10%	0.21%	0.08%	0.19%	0.17%	0.11%	0.19%	0.11%	0.07%	0.16%	0.35%	0.47%	0.42%	0.25%	0.15%	0.18%	0.23%	
S27 Infectious diseases	0.04%	0.02%	0.00%	0.02%	0.02%	0.02%	0.00%	0.01%	0.01%	0.03%	0.00%	0.00%	0.00%	0.08%	0.06%	0.00%	0.00%	0.06%	0.06%	0.05%	0.00%	0.01%	
S28 Injury, fracture	0.32%	0.35%	0.42%	0.38%	0.34%	0.36%	0.16%	0.21%	0.14%	0.16%	0.26%	0.17%	0.19%	0.22%	0.18%	0.07%	0.12%	0.28%	0.30%	0.17%	0.25%	0.40%	
S29 Nervous system disorders	0.09%	0.08%	0.14%	0.16%	0.12%	0.04%	0.00%	0.01%	0.08%	0.08%	0.07%	0.02%	0.00%	0.00%	0.01%	0.06%	0.10%	0.10%	0.11%	0.07%	0.07%	0.13%	
S30 Pregnancy related disorders	0.19%	0.20%	0.15%	0.21%	0.36%	0.36%	0.27%	0.21%	0.37%	0.29%	0.33%	0.30%	0.23%	0.18%	0.25%	0.28%	0.25%	0.31%	0.20%	0.22%	0.23%	0.14%	
S31 Skin disorders	0.16%	0.04%	0.01%	0.00%	0.01%	0.02%	0.05%	0.02%	0.03%	0.00%	0.02%	0.01%	0.00%	0.04%	0.04%	0.11%	0.09%	0.05%	0.04%	0.03%	0.00%	0.04%	
S32 Substance abuse	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
S98 Other known causes - not elsewhere classif	0.03%	0.00%	0.00%	0.04%	0.17%	0.12%	0.08%	0.13%	0.05%	0.04%	0.00%	0.04%	0.00%	0.09%	0.03%	0.02%	0.05%	0.00%	0.19%	0.20%	0.18%	0.08%	
Grand Total	5.32%	4.25%	4.58%	4.37%	4.66%	5.02%	4.12%	3.79%	4.91%	4.77%	4.26%	4.55%	3.95%	3.98%	4.42%	4.37%	4.69%	4.50%	4.95%	4.76%	5.12%	5.27%	