

Information Governance

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23 March 2023

Our reference: FOI DA4628

I am responding to your request for information received 6 March 2023. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response, which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,



Nimita Parmar
Information Rights Coordinator

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113
Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention



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Request: 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 intent 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:

Question 1: Number of nurses leaving

Answer: 1412 over 5 years.

Question 2: Age of nurses leaving

Answer: Please see table below:

Age Band	Headcount
21-25	61
26-30	179
31-35	175
36-40	158
41-45	175
46-50	183
51-55	182
56-60	180
61-65	84
66-70	31
>=71 Years	4
Grand Total	1412

Question 3: Reason for leaving

Answer: Please see table below:

Reason for leaving	Headcount
Bank Staff not fulfilled minimum work requirement	2
Death in Service	7
Dismissal - Capability	4
Dismissal - Conduct	11
Dismissal - Some Other Substantial Reason	4
Employee Transfer	13
End of Fixed Term Contract	38
End of Fixed Term Contract - End of Work Requirement	2
End of Fixed Term Contract - Other	10
Flexi Retirement	25
Has Not Worked	1



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Reason for leaving	Headcount
Merged Organisation - Duplicate Record	4
Mutually Agreed Resignation - Local Scheme with Repayment	2
Redundancy - Compulsory	7
Redundancy - Voluntary	2
Retirement - Ill Health	3
Retirement Age	150
Voluntary Early Retirement - no Actuarial Reduction	25
Voluntary Early Retirement - with Actuarial Reduction	8
Voluntary Resignation - Adult Dependants	18
Voluntary Resignation - Better Reward Package	91
Voluntary Resignation - Child Dependants	51
Voluntary Resignation - Health	46
Voluntary Resignation - Incompatible Working Relationships	32
Voluntary Resignation - Lack of Opportunities	36
Voluntary Resignation - Other/Not Known	3
Voluntary Resignation - Promotion	279
Voluntary Resignation - Relocation	217
Voluntary Resignation - To undertake further education or training	35
Voluntary Resignation - Work Life Balance	286
Grand Total	1412

Question 4: Destination of leaver

Answer: Please see table below:

Destination on leaving	Headcount
Abroad - EU Country	1
Abroad - Non EU Country	4
Death in Service	6
Education /Training	4
General Practice	4
NHS Organisation	494
No Employment	1
Other Private Sector	2
Other Public Sector	1
Private Health/Social Care	3
Third Sector	6
Unknown	886
Grand Total	1412



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Question 5: Annual Leavers Report – usually held by HR

Answer: The Trust has reviewed question 5 of your request for information under the Freedom of Information Act (FOI) 2000.

Section 1(1) of the Freedom of Information Act 2000 states:

*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 them.*

East London NHS Foundation Trust does not record the information requested and is therefore unable to provide a response.



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