

FOI_1149_2023-24 – FOI Request Concerning – Nurses Leaving Solent NHS

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

a) Number of nurses leaving 732

b) Age of nurses leaving

c) Reason for leaving

d) Destination of leaver

Age Band		Leaving Reason		Destination On Leaving	
51-55	118	Voluntary Resignation - Work Life Balance	142	Unknown	284
56-60	116	Voluntary Resignation - Relocation	92	NHS Organisation	249
36-40	96	Flexi Retirement	91	No Employment	96
46-50	88	Voluntary Resignation - Promotion	85	General Practice	32
31-35	82	Retirement Age	81	Private Health/Social Care	23
41-45	72	Voluntary Resignation - Other/Not Known	78	Other Private Sector	11
61-65	64	Voluntary Resignation - Better Reward Package	30	Other Public Sector	10
26-30	55	Voluntary Resignation - Lack of Opportunities	29	Education Sector	8
21-25	28	Voluntary Resignation - Health	26	Abroad - Non EU Country	5
66-70	10	Voluntary Resignation - Child Dependants	20	Death in Service	5
>=71 Years	3	Voluntary Resignation - Incompatible Working Relationships	11	Education /Training	3
Grand Total	732	Employee Transfer	10	Abroad - EU Country	2
		Retirement - Ill Health	7	Self Employed	2
		End of Fixed Term Contract	6	Prison Service	1
		Voluntary Resignation - To undertake further education or training	6	Return to Practice	1
		Death in Service	5	Grand Total	732
		Has Not Worked	4		
		Dismissal - Capability	3		
		Voluntary Early Retirement - no Actuarial Reduction	2		
		Dismissal - Conduct	1		
		End of Fixed Term Contract - Completion of Training Scheme	1		
		End of Fixed Term Contract - End of Work Requirement	1		
		Voluntary Resignation - Adult Dependants	1		
		Grand Total	732		