

11/01/2022

Dear Requester,

**FOI 1060**

Thank you for your Freedom of Information request which was received within the Trust. Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

- 1) From 1<sup>st</sup> January 2021, how many members of the nursing staff at your Trust have resigned/quit their employment?

Bedford Site	Luton & Dunstable Site
114	172

- 2) Of that number, how many have left the NHS or nursing altogether?

Bedford Site	Luton & Dunstable Site
Unknown 60 No Employment 3 Non NHS 18	Unknown 58 No Employment 14 Non NHS 42

- 3) Can I have a list of the reasons given why a member of staff decided to leave?

Bedford Site	Luton & Dunstable Site
Death in Service	Death in Service
Dismissal - Capability	Dismissal - Capability
Dismissal - Conduct	End of Fixed Term Contract
Dismissal - Some Other Substantial Reason	Redundancy - Voluntary
Employee Transfer	Retirement - Ill Health
End of Fixed Term Contract	Retirement Age
Flexi Retirement	Voluntary Early Retirement - no Actuarial Reduction
Retirement - Ill Health	Voluntary Early Retirement - with Actuarial Reduction
Retirement Age	Voluntary Resignation - Adult Dependants
Voluntary Resignation - Better Reward Package	Voluntary Resignation - Better Reward Package

Voluntary Resignation - Child Dependants	Voluntary Resignation - Child Dependants
Voluntary Resignation - Health	Voluntary Resignation - Health
Voluntary Resignation - Other/Not Known	Voluntary Resignation - Incompatible Working Relationships
Voluntary Resignation - Promotion	Voluntary Resignation - Lack of Opportunities
Voluntary Resignation - Relocation	Voluntary Resignation - Other/Not Known
Voluntary Resignation - To undertake further education or training	Voluntary Resignation - Promotion
Voluntary Resignation - Work Life Balance	Voluntary Resignation - Relocation
	Voluntary Resignation - To undertake further education or training
	Voluntary Resignation - Work Life Balance

4) What was the most common answer given and by how many people?

Bedford Site	Luton & Dunstable Site
Voluntary Resignation - Other/Not Known 30	Voluntary Resignation – Relocation 54
Voluntary Resignation – Relocation 27	Voluntary Resignation - Other/Not Known 28

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Please note that the Trust has a formal internal review and complaints process which is managed by the Information Governance Manager/Data Protection Officer. Should you have any concerns with our response, you can make a formal request for an internal review. Requests *for internal review* should be submitted within three months of the date of receipt of the response to your original letter, and should be addressed to: [dataprotectionofficer@ldh.nhs.uk](mailto:dataprotectionofficer@ldh.nhs.uk). This option is available to you for up to three calendar months from the date your response was issued.

If you are not satisfied with the Trust review under the Freedom of Information Act 2000 you may apply directly to the Information Commissioners Officer (ICO) for a review of your appeal decision. The ICO can be contacted at: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF [www.ico.org.uk](http://www.ico.org.uk)

Yours sincerely,

*FOI Officer*

Bedfordshire Hospitals NHS Foundation Trust