

Subject: Request for information on staff data during current Chief Executives tenure (2013 to date).

FOI reference: 202100147255

Date received: 29 January 2021

Date responded: 24 February 2021

Information requested:

1. During the period of the current Chief Executive's tenure (2013 to date) please provide:

- a. The number of staff who have left the organisation.
- b. The average number of staff during this period, excluding the Chief Executive.

This should be calculated by dividing the number of staff at the Chief Executive's start date to the number of staff of calculation and dividing by two.

- c. The turnover percentage.

This should be calculated by dividing 1a by 1b and multiplying by 100. This is the industry standard method for calculating turnover.

In relation to 1a and 1b:

- staff should include any members of staff defined as 'workers' in terms of 230(3) of the Employment Rights Act 1996, including but not limited to casual workers or zero hours workers.

- The data should be provided as the number of individual people and not full time equivalents.

2. In relation to number of staff who have left the organisation provided at 1a above, please provide the total cost associated with those members of staff leaving including but not limited to:

- recruitment costs, including agency and advertisement costs
- severance pay
- redundancy pay
- payments in lieu of untaken statutory and contractual leave
- Payments in lieu of notice
- Payments in lieu of benefits in kind

- Additional pension contributions made on behalf of the staff
- Compensation or negotiated settlements
- Ex gratia payments
- legal fees

NRS Response:

1. The information was requested from the current Chief Executive's tenure (2013 to date). We clarified with you that our Chief Executive started in December 2018 and confirmed that the information would be provided from this date.

| | NRS staff | All workers |
|--|------------------|--------------------|
| a. No of staff who left the organisation | 55 | 215 |
| b. average number of staff during this period, excluding the Chief Executive. | 426 | 522 |
| c. Turnover Percentage | 13% | 41%* |

**NRS are in the peak of delivering a major programme which adds approximately 150 people to the organisation on average each year. Some of these roles are short term contracts to deliver elements of this programme and this has contributed to the high turnover figure for the organisation*

2. The total cost associated with workers who have left the organisation at 1a above is:

| | |
|--|------------|
| Recruitment costs, including agency and advertisement costs | £46,287 |
| Severance pay | £0 |
| Redundancy pay | £0 |
| Payments in lieu of untaken statutory and contractual leave | £33,720.83 |
| Payments in lieu of notice | £0 |
| Payments in lieu of benefits in kind | £0 |
| Additional pension contributions made on behalf of the staff | £0 |
| Compensation or negotiated settlements | £26,299.15 |
| Ex gratia payments | £0 |
| Legal fees | £0 |