

## Freedom of Information request 404-22

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### Request

I am looking for information regarding nursing staff in your health board that have left your employment and what data is collected as to the reason for leaving their role.

As such, please provide the following information in excel format for the last three financial years (2020/21, 2021/22 and 2022/23):

- 1) The total number of nurses who have resigned their post, with a breakdown by location and speciality?
- 2) The total number of nurses who have resigned their post, with a breakdown by location and speciality, within the following time frames
  - a) 12 months or less in the role,
  - b) between two years or less?
- 3) Is a post-employment/ exit interview or survey completed with each employee? If so, is the reason for leaving the post recorded?

### Response

- 1) and 2) Please see attached the information for NHS Borders as requested:



FOI 404-22 Q 1 & 2  
Response Data.xlsx

- 3) Exit interviews (by both e-survey or by request a confidential 1:1 face to face meeting) are voluntary within NHS Borders, but are encouraged and promoted. Some leavers complete these, but uptake is generally low. Staff may not wish their reason for leaving to be recorded in a confidential process. Feedback from exit interviews is anonymous, and collective themes may support policy change or recruitment and retention. A "Reason for Leaving Employment" is recorded by the line manager for each leaver via Payroll Termination Forms.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or [foi.enquiries@borders.scot.nhs.uk](mailto:foi.enquiries@borders.scot.nhs.uk).

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **404-22** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both

the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.