

Data Sheet 100 (DS 100)

Employee Turnover Rate

What are we monitoring?

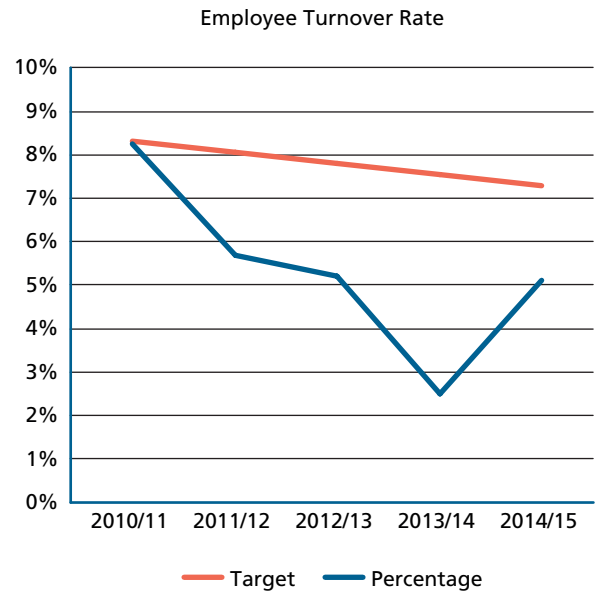
The percentage of employees that leave Blue Mountains City Council (BMCC) each year and the percentage retention rate. The Council has set a target of retaining 95% of employees by 2023 in its 2013–2023 Workforce Management Strategy.

What is the trend?

This measure is on track. Employee turnover has been steadily declining from 8.3% in 2010–2011 to 5.1% in 2014–2015. In 2014–2015 BMCC achieved its longer term 2023 target of having a 5% employee turnover rate and a 95% employee retention rate.

Why is monitoring this trend important?

High employee turnover could be an indicator of poor morale. High turnover also requires time and resources to train new employees.



Employee Turnover Rate at Blue Mountains City Council

Year	2010/11	2011/12	2012/13	2013/14	2014/15
Actual Percentage of Employee Turnover	8.3%	5.7%	5.2%	2.5%	5.1%
Phased Targeted Employee Turnover (Based on achieving 95% retention by 2023)	8.3%	8.0%	7.8%	7.5%	7.3%

Source: Blue Mountains City Council Annual Reports 2010/11–2014/15