

**Appendix D – Market Rate Supplement Analysis Turnover Information for 2013/14, 2014/15 & 2015/16**

Area	2013/14	2014/15	2015/16
	Voluntary Turnover Rate	Voluntary Turnover Rate	Voluntary Turnover Rate
<b>CBC</b>	<b>10.79%</b>	<b>12.32%</b>	<b>13.41%</b>
<i>Assets</i>	6.38%	2.04%	12.12%
<i>Financial Services</i>	2.72%	2.56%	7.81%
<i>Information Technology</i>	19.48%	12.33%	26.25%
<i>Child Serv Ops</i>	16.97%	14.10%	12.44%
<i>Learn&amp;Strat Com / Comm &amp; Part / School Imp</i>	17.19%		9.09%
<i>Commissioning</i>		11.39%	15.79%
<i>School Improvement</i>		7.94%	
<i>Social Care Health &amp; Housing</i>	9.93%	18.89%	15.04%
<i>Resources</i>	10.77%	11.43%	9.76%
<i>CS, PP, W&amp;L</i>	10.39%	7.76%	16.10%
<i>Highways &amp; Tran</i>	13.98%	13.53%	14.62%
<i>Development Infrastructure</i>	5.26%	8.39%	8.86%