



Voluntary Turnover

	UBC		
	2010	2011	2012
Overall	6.70%	7.40%	7.20%
Staff	8.51%	9.60%	9.30%
Bargaining Unit Faculty	0.90%	1.10%	1.40%

Description

Voluntary Turnover refers to Faculty and Staff who terminate their employment relationship with UBC on a voluntary basis - by resignation or retirement. Note that some organizations use turnover metrics that don't include retirements; however, retirements are included here.

UBC Voluntary Turnover Rate =

$$\frac{\text{Number of Faculty and Staff who Voluntarily Left the Employment of UBC in Calendar Year} \times 100}{\text{Total Number of Faculty and Staff employed by UBC in Calendar Year (i.e., Headcount)}}$$

- Based on a calendar year.
- Noted exclusions in turn over numbers: Adjunct Professors, Clinical appointments, Clinical Fellows, Emeriti appointments, Part-time faculty appointments, Postdoctoral Fellows, Research Associate IIs, Visiting appointments
- Aggregate data only
- Further detailed breakdown can be found in the Focus on People Benchmark report produced every June

Person with lead responsibility for this metric: Director, HR Integrated Strategies
 Data collection will be from: HRMS
 Date: Calendar Year

Explanation of Results

The overall voluntary turnover rate remained consistent in 2012 at 7.2%, down 0.2% from 2011. This rate is consistent with the voluntary turnover rate for Canadian organizations that the Conference Board of Canada reported in 2011/12.

As in 2011, staff groups experiencing the highest level of turnover in 2012 include: childcare workers, non-union technicians and research assistants, CUPE 116, and clerical/administrative staff, both unionized (CUPE 2950) and excluded (Executive Administrative Staff). We are also seeing a higher voluntary turnover rate in those with less than one year in a job (24.3%) and employees under the age of 25 (22.7%). For a further breakdown of results please go to <http://www.focusonpeople.ubc.ca>.

Recommended Action

Research the high turnover rate in those employees with less than one year in a job to determine cause and possible alternatives to retain employees.