



24/25 financial year overview

Exit interview stats



Overview 24/25 financial year

- ❖ Our turnover rate this financial year was 13.5%
- ❖ Exit interview response rate was 30% overall and 38.6% as a percentage of voluntary leavers.



Main reasons for leaving in 24/25 – Exit interview data

Reason for leaving	Pct Reason	Responses
To take up a career development opportunity elsewhere	15.3%	66
Health and wellbeing	12.7%	55
Job satisfaction	9.3%	40
Personal reasons	9.3%	40
Retirement	8.6%	37
Lack of opportunity to progress internally	6.3%	27
Location	6.0%	26
Working relationships (including relationship with your manager)	5.6%	24
Pay and Benefits	4.9%	21
Workload	4.9%	21
Parental/caring responsibilities	3.2%	14
Working arrangements/hours available	3.0%	13
Working environment (e.g. offices)	2.8%	12
End of fixed term contract	1.9%	8
Moving to another role in the council	1.9%	8

**Colleagues can select more than one reason for leaving when submitting their exit interview response*

[illegible]





¹Use this space for any further comments





Managers

We had 111 managers leave our organisation in the last financial year – Directorates and average years of service at the time of leaving can be seen in the pivot table below

Directorate	Count of Personnel No.	Average of Years of Service
Children's Services	38	14
Adult and Housing Services	19	14
Finance Procurement HR and IT	15	8
Public Health and Communities	9	17
Environment and Highways	7	14
Customer and Culture	5	20
Economy and Place	4	3
Law and Gov and Monitoring Officer	4	4
Environment and Place	3	4
Property and Assets	3	25
Transformation Digital and Cust Exp	2	1
Planning Environment and Climate Change	1	6
Fire Officer and Community Safety	1	6
Grand Total	111	13



EDI

We had 19 responses for leavers with protected characteristics.

- ❖ 84% of these leavers would recommend Oxfordshire County Council as a great place to work.
- ❖ 68% of these leavers agreed that Oxfordshire County Council is strong on Equality, Diversity and Inclusion



Glass door – financial year review

Ratings by category ⓘ

- 4.4 Work/Life balance
- 4.2 Diversity and inclusion
- 4.0 Culture and values
- 3.8 Career opportunities
- 3.8 Senior management
- 3.7 Compensation and benefits

Q1 of 24/25

Ratings by category ⓘ

- 4.4 Work/Life balance
- 4.3 Diversity and inclusion
- 4.1 Culture and values
- 3.9 Career opportunities
- 3.8 Compensation and benefits
- 3.8 Senior management

Q2 of 24/25

Ratings by category ⓘ

- 4.4 Diversity and inclusion
- 4.2 Work/Life balance
- 4.1 Culture and values
- 4.0 Compensation and benefits
- 3.8 Career opportunities
- 3.8 Senior management

Q3 of 24/25

Ratings by category


- 4.1 Culture and values
- 4.4 Equality, diversity and inclusion
- 4.1 Work/Life balance
- 3.5 Senior management
- 3.7 Compensation and benefits
- 3.7 Career opportunities

Q4 of 24/25

We are recognised as an engaged employer on Glass Door, demonstrating our focused customer centric approach with the most recent responses left on our Company Glass Door page receiving responses directly from our organisation. Our current rating on Glass Door is 3.9 stars with 86% CEO approval.
Our CEO approval rating has improved since last quarter.



Work/Personal email address

Row Labels	 Count of Email Address
Personal	97
Work Email Address	66
Anonymous	31
Grand Total	194

To boost the response rate, we have focused on making the exit interview submission process as accessible as possible. Colleagues can complete the exit interview after leaving the organisation and using a personal device. The table above highlights the number of responses submitted via personal email addresses compared to work email addresses, demonstrating that colleagues are finding it beneficial to complete the form using personal devices or addresses.