

Department	Reason for leaving	Length of service
CCTV	unknown	Under 1 year
CCTV	Resignation	Under 1 year
CCTV	unknown	Under 1 year
CCTV	Resignation	Under 1 year
CCTV	Retirement	between 10 and 15 years
CCTV	Resignation	Under 1 year
CCTV	Resignation	between 5 and 10 years
Emergency Planning & Property Services	unknown	between 1 and 5 yrs
Grounds Maintenance	Redundancy	between 1 and 5 yrs
Grounds Maintenance	End of contract	Under 1 year
Grounds Maintenance	Retirement - Early	10 years
Kent Resources Partnership External Funded	Resignation	Under 1 year
Licensing	End of contract	between 5 and 10 years
Licensing	Resignation	between 10 and 15 years
Parking and Amenities	Resignation	between 5 and 10 years
Parking and Amenities	Resignation	over 25 years
Refuse Collection	Resignation - Personal	between 10 and 15 years
Refuse Collection	Resignation	Under 1 year
Street Cleansing	Retirement	between 5 and 10 years
Audit Risk and Fraud	Transfer - Re-organisation	between 10 and 15 years
Revenues and Benefits	End of contract	between 1 and 5 yrs
Revenues and Benefits	Resignation	Under 1 year
Revenues and Benefits	Resignation	between 10 and 15 years
Revenues and Benefits	Retirement	between 5 and 10 years
Economic Development and Property	Resignation	between 1 and 5 yrs
Housing Advice and Standards	Resignation	between 5 and 10 years
Housing Advice and Standards	Redundancy	between 20 and 25 years
Housing Advice and Standards	Redundancy	between 20 and 25 years
Democratic Services	Redundancy	between 1 and 5 yrs
Democratic Services	Resignation	between 1 and 5 yrs
Legal Services	Retirement - Early	between 10 and 15 years
Legal Services	Redundancy	over 25 years
Legal Services	Resignation	between 1 and 5 yrs
Development Management	Retirement - Early	between 5 and 10 years
Development Management	Resignation	between 5 and 10 years
Development Management	Resignation	between 1 and 5 yrs
Development Management	Resignation	between 5 and 10 years

Number of leavers	44
End of contract	3
Redundancy	5
Resignation	19
Retirement	6
Unknown	3

Department	Reason for leaving	Reason for leaving	Length of service
Building Control	previous job		under 1 year
Building Control	setting up own business		between 5 and 10 yrs
Building Control	setting up own business		between 5 and 10 yrs
Communities and Business	relationship with line manager		between 1 and 5 yrs
Democratic Services	remuneration	workload	between 1 and 5 yrs
Development Control	career opportunities	remuneration	between 1 and 5 yrs
Development Control	pace of working		between 5 and 10 yrs
Development Control	new challenge		between 10 and 15 years
Facilities	work colleague		between 1 and 5 yrs
Facilities	do not like job	progression	between 1 and 5 yrs
Parking and Surveying	challenge	remuneration	between 5 and 10 yrs
Audit	team morale		between 1 and 5 yrs
Licensing	relationship with line manager		between 5 and 10 yrs
Planning	remuneration		between 1 and 5 yrs
Planning	different type of work	lack of progression	between 1 and 5 yrs
Revenues and Benefits	flexible working (working from home)		between 1 and 5 yrs
Revenues and Benefits	more flexibility		
Secretary	promotion	remuneration	under 1 year
Validation	natural progression		under 1 year
Corporate Project Delivery	lack of progression		under 1 year

Number of leavers	63
Redundancy	7
Capability	1
Retirement	2
Resignation	45

Department	Reason for leaving	Reason for leaving	Length of service
Parking and amenities	retirement		over 25 years
Facilities	stay at home parent		between 1 and 5 years
Licencing	career progression	renumeration	between 1 and 5 years
Legal and Democratic Services	full time carer		under 1 year
Direct Services	move abroad		between 15 and 20 years
Corporate Services	renumeration		under 1 year
Development Management	career progression and work-life balance	renumeration	between 1 and 5 years
Planning	retirement		between 1 and 5 years
Corporate Projects	career progression	renumeration	under 1 year
Revenues and Benefits	contract end		between 1 and 5 years
Corporate Resources	career progression and work-life balance	renumeration	between 5 and 10 years
Development Services	retirement		over 25 years
Community and Planning	move abroad		between 10 and 15 years
Licencing	more responsibilities	training and development	under 1 year
IT	more responsibilities		between 5 and 10 years
Direct Services	family	work - life balance	between 1 and 5 years
Planning	career progression	salary	between 5 and 10 years
Planning	career progression		between 1 and 5 years

Number of leavers	49
Resignations	22
Casual employees resignations	9
End of contract	4
Retirement	10
Redundancy	1