Retention Metrics – WF Board – Data as at 30th April 2025

Monthly

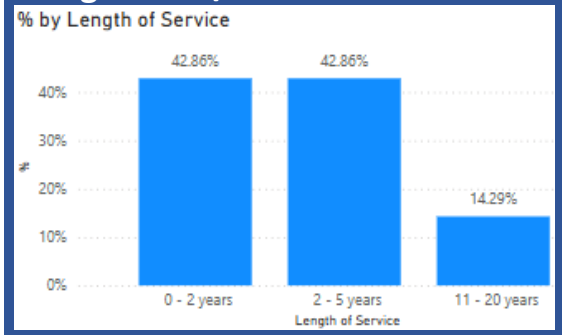
Police Officer

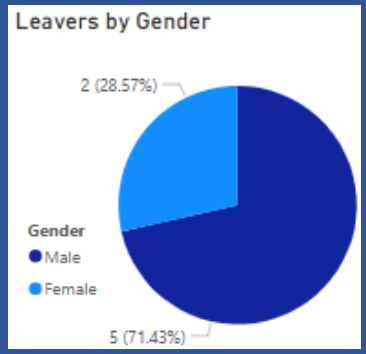
All

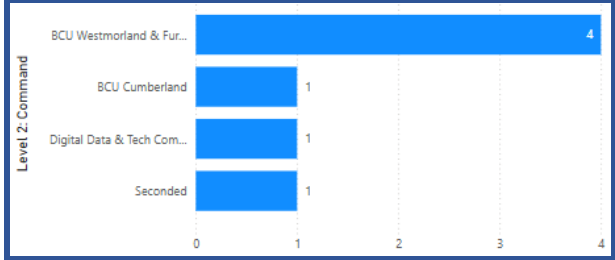
Leaving Reason	Headcount	%
Resignation	6	72%
Retirement	2	11%
Resignation - Transfer Other Force	1	11%
Retirement - Early	1	6%
Total	**10**	**100%**

NLF.Reason for leaving - Sub category	Headcount	%
Dissatisfaction with service	3	30.00%
Normal Superannuation Retirement	2	20.00%
Alternative Employment/Career change	1	10.00%
Early Superannuation Retirement	1	10.00%
Fear of violence whilst performing role	1	10.00%
Relocation	1	10.00%
Seconded out of force	1	10.00%
Total	**10**	**100.00%**

Resignations/Transfer



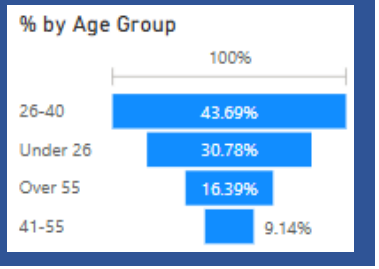




Level 4: Sub Dept	Headcount	%
Kendal & Eden Patrol	3	42.86%
Derwent & Esk Patrol	1	14.29%
Kendal & Eden NPT	1	14.29%
Other Force	1	14.29%
Service Support ICT	1	14.29%
Total	**7**	**100.00%**

Ethnic Group	Headcount	%
White	7	100%
Total	**7**	**100%**

New Employment	Headcount	%
	5	71.43%
Canada	1	14.29%
Mark43 Company	1	14.29%
Total	**7**	**100.00%**



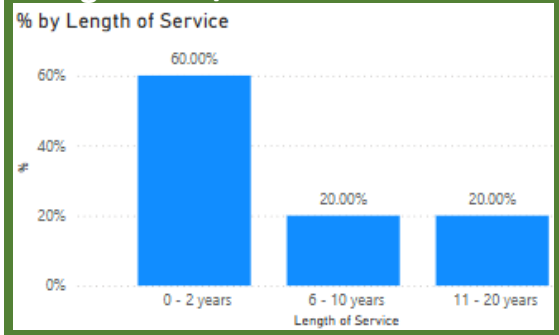
Staff & PCSO

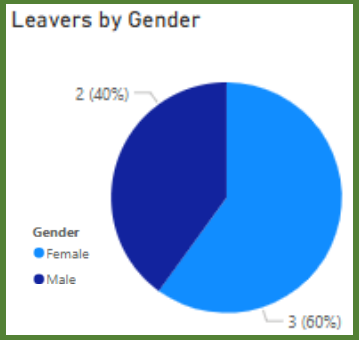
All

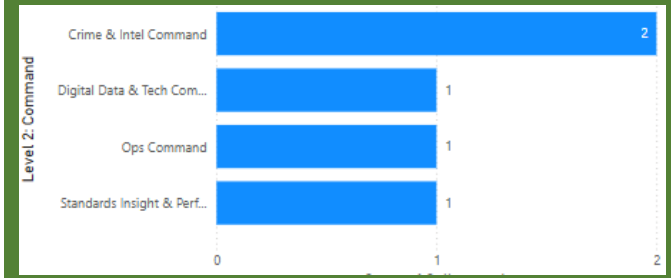
Leaving Reason	Headcount	%
Resignation	5	42%
Retirement	4	35%
Redundancy	2	13%
Retirement - Ill Health	1	9%
Total	**12**	**100%**

NLF.Reason for leaving - Sub category	Headcount	%
Normal Superannuation Retirement	3	25.00%
Alternative Employment/Career change	2	16.67%
Lack of development/stretch opportunities	2	16.67%
Voluntary Redundancy	2	16.67%
Dissatisfaction with service	1	8.33%
Early Superannuation Retirement	1	8.33%
Medical Retirement	1	8.33%
Total	**12**	**100.00%**

Resignations/Transfer



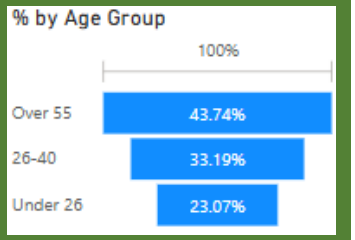




Level 4: Sub Dept	Headcount	%
CJU	2	40.00%
Firearms Licensing	1	20.00%
Information Management Unit	1	20.00%
Professional Standards	1	20.00%
Total	**5**	**100.00%**

Ethnic Group	Headcount	%
White	3	67%
Asian or Asian British	1	23%
Not Stated	1	10%
Total	**5**	**100%**

New Employment	Headcount	%
Unknown	4	80.00%
Council	1	20.00%
Total	**5**	**100.00%**

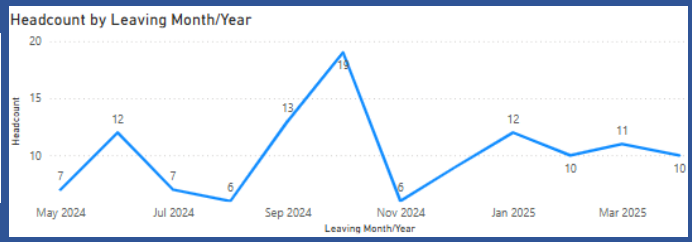


12 Month Rolling

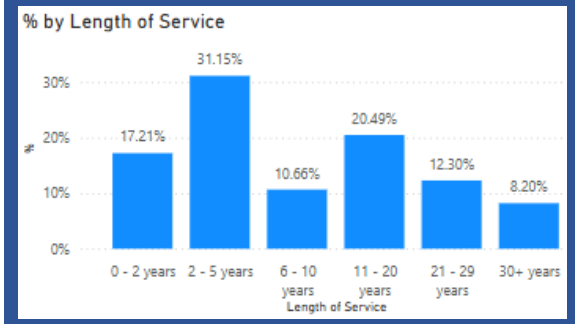
Police Officer

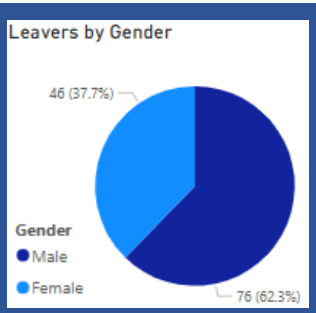
All

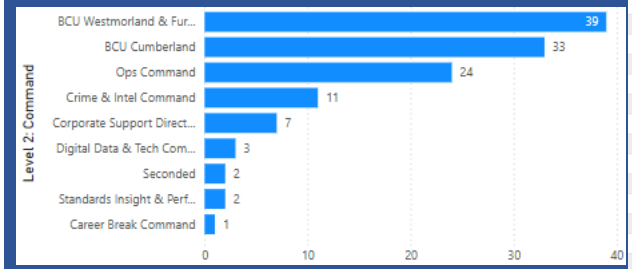
Reason for Leaving	Headcount	%
Resignation	70	66%
Retirement	30	14%
Transfer	18	17%
Dismissal/Contract Termination	2	2%
Death In Service	1	1%
Seconded out of force	1	1%
Total	**122**	**100%**



Resignations/Transfers - Demographics

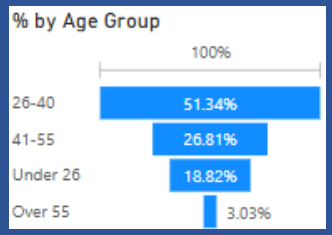






Level 4: Sub Dept	Headcount	%
Kendal & Eden Patrol	18	20.45%
Carlisle & Wigton Patrol	11	12.50%
Derwent & Esk Patrol	10	11.36%
Furness Patrol	9	10.23%
CCR	8	9.09%
	4	4.55%
Firearms Support Unit (FSU)	3	3.41%
PPU - Safeguarding	3	3.41%
Carlisle & Wigton NPT	2	2.27%
Firearms Licensing	2	2.27%
Furness NPT	2	2.27%
Kendal & Eden CID	2	2.27%
Civil Contingencies Unit	1	1.14%
Derwent & Esk NPT	1	1.14%
Forensic Services	1	1.14%
Furness CID	1	1.14%
Furness Custody	1	1.14%
Intelligence Unit	1	1.14%
Kendal & Eden NPT	1	1.14%
Learning and Development	1	1.14%
Mental Health Unit	1	1.14%
Other Force	1	1.14%
PPU - Offender Management	1	1.14%
Professional Standards	1	1.14%
Service Support ICT	1	1.14%
Westmorland & Furness CID	1	1.14%
Total	**88**	**100.00%**

Ethnic Group	Headcount	%
White	115	95%
	4	3%
Not Stated	2	2%
Asian or Asian British	1	1%
Total	**122**	**100%**

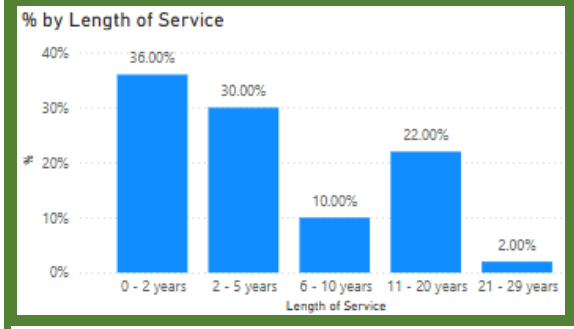


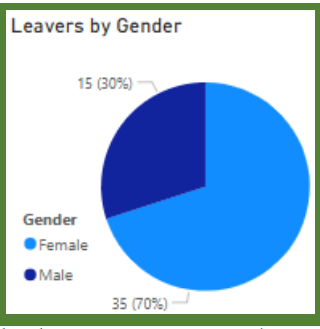
Staff & PCSO

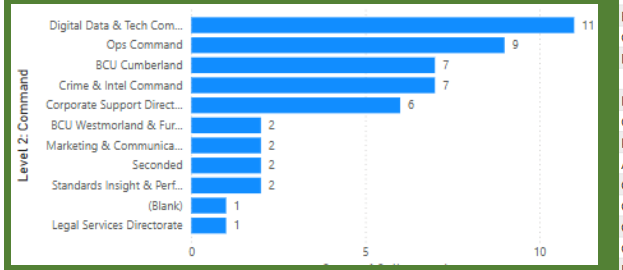
All

Reason for Leaving	Headcount	%
Resignation	47	58%
Retirement	26	34%
Redundancy	2	3%
Transfer	2	2%
	1	2%
Retirement - Ill Health	1	2%
Total	**79**	**100%**

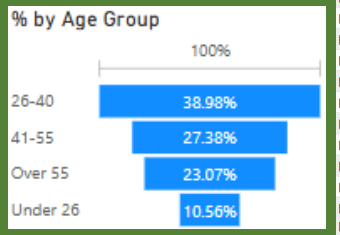
Resignations/Transfers - Demographics







Ethnic Group	Headcount	%
White	41	80%
	4	11%
Not Stated	4	7%
Asian or Asian British	1	3%
Total	**50**	**100%**



Level 4: Sub Dept	Headcount	%
CCR	7	14.00%
Business Development ICT	6	12.00%
CJU	4	8.00%
Derwent & Esk NPT	4	8.00%
	3	6.00%
Information Management Unit	3	6.00%
Central Organisation	2	4.00%
Professional Standards	2	4.00%
Advisor Legal Services	1	2.00%
Carlisle & Wigton NPT	1	2.00%
Commercial Services	1	2.00%
CSD Employee Services	1	2.00%
CSD Management Team	1	2.00%
Derwent & Esk Front Counter Team	1	2.00%
Estates & Facilities	1	2.00%
FIB	1	2.00%
Financial Services Corporate Support	1	2.00%
Firearms Licensing	1	2.00%
FMIT	1	2.00%
Forensic Services	1	2.00%
HR	1	2.00%
Kendal & Eden Custody	1	2.00%
Marketing and Communications Digital	1	2.00%
Marketing and Communications Digital Management	1	2.00%
Operations ICT	1	2.00%
PNC	1	2.00%
Westmorland & Furness CID	1	2.00%
Total	**50**	**100.00%**

Police Officer

Resignations - Reasons

National Leaver Framework Categorisation

NLF.Reason for leaving	Headcount	%
Personal Circumstances	31	35.23%
Personal & Professional Development & Training	18	20.45%
Work Life Balance & Wellbeing	15	17.05%
Morale, Engagement & Satsifaction	9	10.23%
Fairness & Support	5	5.68%
Resourcing & Work Conditions	4	4.55%
From Leave of Absence	3	3.41%
Pay & Renumeration	1	1.14%
Seconded out of force	1	1.14%
Unknown	1	1.14%
Total	**88**	**100.00%**

Internal categorisation/extra detail on reasons for leaving:

More detail on reason for leaving	Headcount	%
Alternative Employment - Salary/hours	9	10.23%
Does not enjoy policing	8	9.09%
Transfer - Nearer to home/family	8	9.09%
Transfer - Professional Development	6	6.82%
Emigrate	5	5.68%
Ongoing PSD Investigation	5	5.68%
Dislike of shifts/working patterns	4	4.55%
Lack of Resourcing/High Demand	4	4.55%
Alternative Employment - NFD	3	3.41%
Alternative Employment - Professional Development	3	3.41%
Alternative Employment - Return to previous employment	3	3.41%
Ill Health	3	3.41%
Personal Circumstances - Family	3	3.41%
Transfer - To relocate	3	3.41%
Dislikes shift changes	2	2.27%
Health & Wellbeing - Mental Health	2	2.27%
Health & Wellbeing - Physical Injury	2	2.27%
Lack of Promotion Opportunities	2	2.27%
To go Self Employed/Own Business	2	2.27%
Alternative Employment - closer to home	1	1.14%
Assault on Duty	1	1.14%
Career Break	1	1.14%
Caring for ill relative	1	1.14%
Dislikes Administration tasks	1	1.14%
Dissatisfaction with service - PSD	1	1.14%
Lack of Management Support	1	1.14%
On Maternity Leave - family reasons	1	1.14%
Seconded out of force	1	1.14%
Senior Mgt decisions and integrity	1	1.14%
To relocate nearer to home/family	1	1.14%
Total	**88**	**100.00%**

New employment. Only available if provided on the resignation form:

New Employment	Headcount	%
	58	65.91%
Unknown	6	6.82%
Western Australia Police	4	4.55%
BAE Systems	3	3.41%
Civil Nuclear Constabulary	3	3.41%
Sellafield	3	3.41%
Accountacy - Fraud	1	1.14%
Antiques	1	1.14%
Canada	1	1.14%
Collision Investigation	1	1.14%
Consultancy	1	1.14%
Dog Treat Shop	1	1.14%
Health & Fitness	1	1.14%
Mark43 Company	1	1.14%
Private Sector	1	1.14%
Recovery Steps	1	1.14%
Royal Navy	1	1.14%
Total	**88**	**100.00%**

Staff

Resignations/Transfer - Reasons

National Leaver Framework Categorisation

NLF.Reason for leaving	Headcount	%
Personal & Professional Development & Training	24	48.00%
Morale, Engagement & Satsifaction	4	8.00%
Other Known Reason	4	8.00%
Pay & Renumeration	4	8.00%
Personal Circumstances	4	8.00%
Work Life Balance & Wellbeing	3	6.00%
Join as PC	2	4.00%
Unknown	2	4.00%
	1	2.00%
Fairness & Support	1	2.00%
From Leave of Absence	1	2.00%
Total	**50**	**100.00%**

Internal categorisation/extra detail on reasons for leaving:

More detail on reason for leaving	Headcount	%
Alternative Employment - Salary/hours	10	20.00%
Alternative Employment - Professional Development	9	18.00%
Alternative Employment - closer to home	3	6.00%
	2	4.00%
Alternative Employment - NFD	2	4.00%
Ill Health	2	4.00%
Join as PC	2	4.00%
Lack of job security in Temporary post	2	4.00%
To go Self Employed/Own Business	2	4.00%
TUPE - transfer of post to another agency	2	4.00%
Career Break not extended	1	2.00%
Disillusionment with Organisation	1	2.00%
Dislike of shifts/working patterns	1	2.00%
Dislikes Administration tasks	1	2.00%
Dissatisfaction with service - PSD	1	2.00%
Health & Wellbeing - Mental Health	1	2.00%
Lack of Management Support	1	2.00%
Lack of Promotion Opportunities	1	2.00%
Performance - unable to do role	1	2.00%
Personal Circumstances - Family	1	2.00%
To go travelling	1	2.00%
To relocate nearer to home/family	1	2.00%
Unknown	1	2.00%
Zero hours contract	1	2.00%
Total	**50**	**100.00%**

New employment. Only available if provided on the resignation form:

New Employment	Headcount	%
	21	42.00%
Unknown	12	24.00%
Council	6	12.00%
Sellafield	2	4.00%
BAE Systems	1	2.00%
Blue Light Commercial	1	2.00%
Lancashire Police	1	2.00%
Mark43 Project	1	2.00%
NHS	1	2.00%
Photography	1	2.00%
Police Digital	1	2.00%
Riverside Housing	1	2.00%
Teaching	1	2.00%
Total	**50**	**100.00%**