

#### 4.10 The Threat of Turnover

*Sixty-one percent of TCS employees would like to leave the Department in five years; and, seventy percent of TCS staff with 5 years of service or less indicate they would like to leave the Department within 5 years.*

We asked TCS employees how many more years they would like to remain with the Department, and the results pose some serious challenges. Overall, 26% of employees stated they would only like to remain 2 years or less and an additional 33% indicated they would like to remain from 3-5 years. These figures are also similar for both FSs and LESSs, which means that currently, **61% of TCS employees would like to leave the Department within 5 years!** In these figures there is a proportion who would be reaching retirement, therefore their imminent departures cannot be related directly to low satisfaction or better opportunity elsewhere. Two-thirds (67%) of employees with 20+ years of service indicate they would like to leave within 5 years.

The situation among newer employees (i.e. 5 years service or less) is even more alarming. Thirty-five percent (35%) of that group stated they would like to leave in 2 years or less, and another 35% between 3-5 years, for a total of 70% of employees with 5 years' service or less. Employees with 5 years' service or less constitute 35% of all TCS employees surveyed.