

Exit Questionnaire Analysis for those staff who left in 2015/16 with less than 1 year's service

Job Description and Duties

Question asked:	Leaver's responses			
	Yes, completely	Yes, partially	Not really	Not at all
Enjoy time at East Herts?	1	3	1	0
Duties clearly defined?	2	2	1	0
Job description accurate?	2	3	0	0
Sort of work expected?	1	1	3	0

Question asked:	Leaver's responses		
	Easy	About right	Too much
How did you find the workload?	0	4	1

What did you like most?

- Interesting site visits
- Very friendly and helpful team
- Flexi time
- Supportive team
- Collaborative colleagues across various services

What did you like least?

- Worrying about communicating with angry members of the public
- Job was a bit confusing
- Lack of clarity about the role and expectations
- Very stressful job due to being customer based and having specific deadlines

Suggestions for improvements

- More clarity on who the post reports to
- Role would better suit someone with the relevant experience
- Have more structured ways of how to do things

Relationships with line manager and colleagues

Question asked:	Leaver's responses			
	Excellent	Good	Poor	Very Poor
Relationship with colleagues	1	4	0	0

Relationship with manager	0	5	0	0
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Question asked:	Leaver's responses			
<i>Did your manager: (1)</i>	Always	Often	Seldom	Never
Have regular 1 to 1s with you?	3	1	0	0
Conduct PDRs with you?	3	0	0	0
Give adequate help and advice?	1	2	1	0
Listen to your ideas & suggestions?	1	2	0	1
Give praise/recognition where due?	1	2	0	1
Know & follow council procedures?	3	1	0	0

(1) Some respondents did not provide an answer

Training and Development

Question asked:	Leaver's responses			
	Yes, completely	Yes, partially	Not really	Not at all
Had an effective induction?	3	1	1	0
Received adequate training/coaching	1	3	1	0

Question asked: (1)	Leaver's responses			
	Excellent	Good	Poor	Very Poor
Prospects for promotion/ advancement?	1	2	1	0

(1) Some respondents did not provide an answer

Pay and Benefits

Question asked:	Leaver's responses			
<i>How would you rate the following pay and benefits provided by the council? (1)</i>	Very good	Good	Poor	Very Poor
Remuneration	0	5	0	0
Pension	4	0	0	0
Flexi – time scheme	2	2	0	0
Flexible Working Options	2	2	0	0
Car Allowance	0	1	0	0
Child Care Vouchers	0	0	0	0
Kaarp Benefits	0	0	0	0
Long Service Award	0	0	0	0
Life Assurance	1	0	0	0

Occupational Health/ Employee Assistance Programme	1	0	0	0
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(1) Some respondents did not provide an answer

Question asked:	Leaver's responses			
	Yes, completely	Yes, partially	Not really	Not at all
Did you feel that your pay and benefits were reasonable for the work and responsibility undertaken?	0	5	0	0

Comments about general working environment

- Noisy open plan office not conducive to writing reports and focusing on planning work
- The office is a fantastic place to work. I couldn't improve the office environment
- The office itself is a little gloomy with not much natural light
- Nice building and organised parking arrangements
- I didn't like the hot-desking situation

Other

Question asked:	Leaver's responses									
	1	2	3	4	5	6	7	8	9	10
On a scale of 1-10 how would you rate East Herts council as an employer (1 being poor and 10 being excellent)?	0	0	0	0	0	1	0	1	1	2

Question asked: (1)	Leaver's responses	
	Yes	No
Would you recommend other to join East Herts council?	4	0

(1) Some respondents did not provide an answer