

**Exit Questionnaire Analysis 2017/18**

This report analyses exit questionnaire data for leavers between 1 April 2017 and 31 March 2018.

Please note that not all respondents answered all of the questions. The number of leavers responding is given in brackets. Due to rounding, some percentages may not equal 100%.

**Job Description and Duties**

Question asked:	Leaver's responses			
	Yes, completely	Yes, partially	Not really	Not at all
Enjoy time at East Herts?	44% (8)	50% (9)	6% (1)	0% (0)
Duties clearly defined?	59% (10)	41% (7)	0% (0)	0% (0)
Job description accurate?	63% (10)	37% (6)	0% (0)	0% (0)
Sort of work expected?	53% (9)	41% (7)	6% (1)	0% (0)

Question asked:	Leaver's responses		
	Easy	About right	Too much
How did you find the workload?	11% (2)	67% (12)	22% (4)

**Relationships with line manager and colleagues**

Question asked:	Leaver's responses			
	Excellent	Good	Poor	Very Poor
Relationship with colleagues	67% (12)	28% (5)	5% (1)	0% (0)
Relationship with manager	67% (12)	17% (3)	11% (2)	5% (1)

Question asked:	Leaver's responses			
	Always	Often	Seldom	Never
<i>Did your manager:</i>				
Have regular 1 to 1s with you?	50% (9)	17% (3)	28% (5)	5% (1)
Conduct PDRs with you?	83% (15)	5% (1)	5% (1)	5% (1)*
Give adequate help and advice?	50% (9)	33% (6)	11% (2)	5% (1)
Listen to your ideas & suggestions?	50% (9)	28% (5)	17% (3)	5% (1)
Give praise/recognition where due?	44% (8)	28% (5)	28% (5)	0% (0)
Know & follow council procedures?	50% (9)	39% (7)	11% (2)	0% (0)

\* 1 employee was not at EHC during the PDR review period

## Training and Development

Question asked: (1)	Leaver's responses			
	Yes, completely	Yes, partially	Not really	Not at all
Had an effective induction?	75% (12)	25% (4)	0% (0)	0% (0)
Received adequate training/coaching	50% (9)	44% (8)	5% (1)	0% (0)

(1) Some respondents did not provide an answer

Question asked: (1)	Leaver's responses			
	Excellent	Good	Poor	Very Poor
Prospects for promotion/ advancement?	6% (1)	50% (8)	31% (5)	13% (2)

(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	7% (1)	66% (10)	20% (3)	7% (1)
Pension	35% (6)	65% (11)	0% (0)	0% (0)
Flexi – time scheme	50% (9)	50% (9)	0% (0)	0% (0)
Flexible Working Options	55% (10)	39% (7)	5% (1)	0% (0)
Car Allowance	14% (1)	43% (3)	43% (3)	0% (0)
Child Care Vouchers	43% (3)	57% (4)	0% (0)	0% (0)
MyRewards	29% (2)	57% (4)	0% (0)	14% (1)
Long Service Award	13% (1)	50% (4)	25% (2)	12% (1)
Life Assurance	40% (2)	60% (3)	0% (0)	0% (0)
Occupational Health/ Employee Assistance Programme	20% (1)	80% (4)	0% (0)	0% (0)

(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?	29% (5)	53% (9)	13% (2)	5% (1)

## Other

Question asked: (1)	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	1	1	4	8	2	2
	0%	0%	0%	0%	5%	5%	22%	44%	11%	11%

(1) Some respondents did not provide an answer

Question asked: (1)	Leaver's responses	
	Yes	No
Would you recommend other to join East Herts council?	87% (14)	13% (2)

(1) Some respondents did not provide an answer