

Leavers Questionnaire

Thank you for working for New Forest District Council. As part of our commitment to continuous improvement we believe that it is important to provide employees who are leaving an opportunity to comment on their experience of working for us. By analysing your feedback we will identify trends and issues that are having both a positive and negative impact on working here and introduce improvements to benefit the wellbeing and working lives of our employees in the future.

Estimated questionnaire completion time: 5 minutes

* Required

Personal details

1. Name *

2. Please enter your leaving date



3. Is your role? *

Full time

Part time (ie not 37 hours per week)

4. Department

- Accountancy
- Building control
- Coastal
- Communications
- Customer services
- Democratic services
- Development management
- Elections and business improvement
- EMT
- Environment and regulation
- Estates and valuation
- Estates management and support
- Grounds and streetscene
- Housing maintenance compliance asset mgmt
- Housing maintenance operations
- Housing options rents private sector housing
- Human resources
- Enforcement
- Economic development
- Housing strategy and development

- ICT
- Information governance and complaints
- Legal
- Policy and strategy
- Revenues and benefits
- Waste and transport

5. What is your **main** reason for leaving the Council? *

- Better prospects of career progression
- Better benefits and rewards package
- Problems with manager/colleagues
- Job too stressful
- Ill health
- Unhappy with council's management style
- Need new challenge
- Difficult to balance work and home life
- Retirement
- Lack of promotion prospects
- Ill health retirement
- Redundancy
- Contract ending
- Moving out of the area
- Other

6. You said "other" please state your reason below *

Pay and performance

7. Were you satisfied with the level of pay you received?

Yes

No

8. Did you have an annual performance review? *

Yes

No

9. Were you given constructive feedback on your performance?

Yes

No

10. Was your performance reviewed regularly, for example 1-2-1s / catch ups? *

Yes

No

11. Was poor performance tackled in your service?

Yes

No

12. Did you experience any unacceptable behaviour during your time at the council?

Yes

No

Prefer not to say

13. If yes, please give details of the unacceptable behaviour you experienced.

Wellbeing

14. Do you feel that your wellbeing was supported whilst at the council? *

Yes

No

15. If no, please give details

16. Did you get on well with your colleagues?

Yes

No

Prefer not to say

17. Was the morale in the department good?

Yes

No

18. You have answered "no" please state below *

19. My relationship with my manager was good *

- Agree
- Disagree
- Prefer not to say

20. Did you feel your working environment was acceptable? *

- Yes
- No

21. If not, why not?

Training

22. Did the induction you received in your new role provide you with the information you needed to perform your job?

Yes

No

23. If no, what was missing?

24. Were you given all the necessary equipment/uniform/PPE to undertake your role?

Yes

No

25. If no, what additional equipment/uniform/PPE did you require?

26. How did you hear about training and development opportunities?
(tick all that apply)

- Team meetings
- Word of mouth
- Forestnet (Intranet)
- Found them myself
- Direct from Human Resources
- From your manager

27. Please answer the following statements about training. I

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
was given adequate training/coaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
was given adequate training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
was given the right training to develop my career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The council

28. How would you rate the council as an employer? *



29. Do you feel the council respected individual differences and opinions?
eg background, culture, ideas etc

Yes

No

Maybe

30. If no, please provide brief details

31. How does the council compare to other employers you have worked
for? *

Better

Equal

Worse

No other employer to compare to (first job)

32. On a scale of 1-5 (1= low, 5 =high) state how valued you felt by the council? *

1	2	3	4	5
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and finally

33. If you would like to provide any further details then please use the space provided below

34. If you would like to speak to your manager or a member of the HR Advisory Team about your working experiences in addition to completing this questionnaire please indicate **one** below. *

- Yes I would like to speak to my manager and this questionnaire sent to them
- Yes I would like to speak to a member of the HR Advisory Team
- No thank you

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