

Exit Survey

We are sorry to see that you are leaving Rutland Council and wish you all the best for the future. Your views are important to us and will help inform, shape and change future policy, processes and practices – please do speak up and share your experience of working with us.

There are two stages:

- Stage 1 – some information about what you are doing next and also your views and experience of your role, pay and support
- Stage 2 – an exit interview with a representative from HR.

What you need to do next – complete Stage 1 and send the form back to HR – we will then be in contact to arrange your interview.

Best wishes
The HR Team

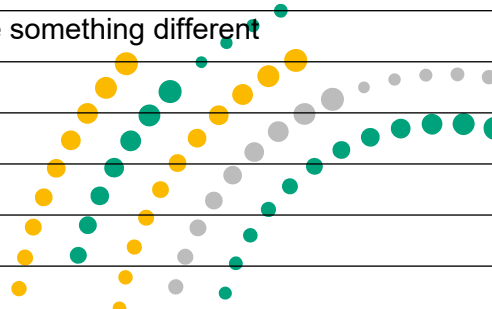
Some information about yourself

Name	
Job Title/Team/Directorate	
Date of leaving	
New employer	
Line Manager's name	
Are you happy for this report to be shared with your line manager?	YES / NO

STAGE 1

Reasons for leaving (choose all that apply)

<input type="checkbox"/>	Looking for a role with better career opportunities, progression and growth
<input type="checkbox"/>	Looking for a role with higher rate of pay
<input type="checkbox"/>	Looking for a role which better/more employee benefits
<input type="checkbox"/>	Felt needed a change of environment/experience something different
<input type="checkbox"/>	The job is no longer fulfilling
<input type="checkbox"/>	Lack of flexible working options
<input type="checkbox"/>	A job closer to home
<input type="checkbox"/>	Improved work life balance
<input type="checkbox"/>	Personal reasons



	Other – please specify
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About the role

	Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree
I enjoyed the job – it was fulfilling and challenging					
I felt valued for the job I did and the contribution I made					
There were opportunities for development					
I received appropriate and necessary training to do the job					
The workload was manageable					
I felt supported in my role					
I had the necessary equipment, kit and tools to do my job.					

Pay, Terms and Conditions

	Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree
The pay was about right for my role and responsibilities					
Our terms and conditions are comparable with other employers					
I've always had the appropriate kit, equipment and access to systems to enable me to do my job					
Rutland has a really helpful and flexible way of working					
I feel the organisation and my manager have supported my wellbeing					
I feel I have been treated fairly					

Manager feedback

	Strongly agree	Agree	Neither disagree nor agree	Disagree	Strongly disagree
I felt supported by my direct line manager					
My manager listened when I had suggestions					

My manager gave me valuable feedback					
My manager was clear with what was expected of me and kept me informed of how I was doing					

STAGE 2 – Exit interview

1. **Were there any particular reasons/event that made you decide to look for another role?**

2. **What does your new employer or role offer that made you want to work there?**

3. **How do you feel about the team that you've worked with? Do you think there could be changes to help your team work better together?**

4. **Have you enjoyed the culture at Rutland? Why or why not?**

5. **Did you enjoy your role at Rutland? What else could have been provided for a better experience?**

6. **Do you have any other feedback or suggestions for what we could be doing better as a business?**



Rutland

County Council

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