

# Exit Questionnaire

Wednesday, April 17, 2019

**Total Reponses 38**

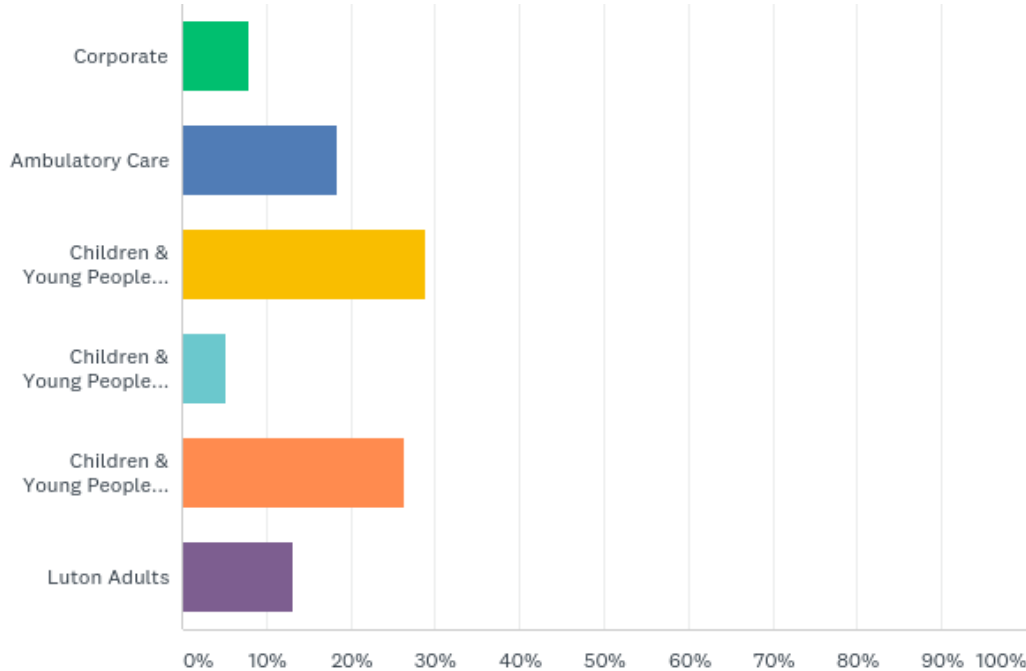
**No of Leavers: 141**

**Complete Responses: 35**

Date Created: Monday, February 15, 2016

# Q4: Business Unit

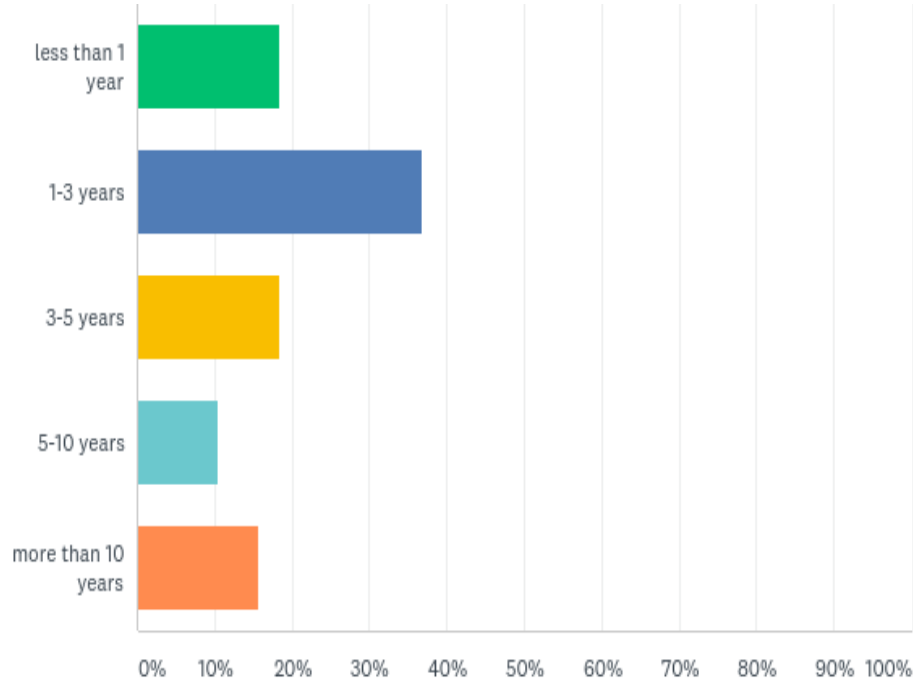
Answered: 38 Skipped: 0



ANSWER CHOICES	RESPONSES
Corporate	7.89% 3
Ambulatory Care	18.42% 7
Children & Young People Service - Cambs	28.95% 11
Children & Young People Service - Norfolk	5.26% 2
Children & Young People Service - Luton	26.32% 10
Luton Adults	13.16% 5
<b>TOTAL</b>	<b>38</b>

## Q5: Length of service with CCS NHS Trust please select the closest match

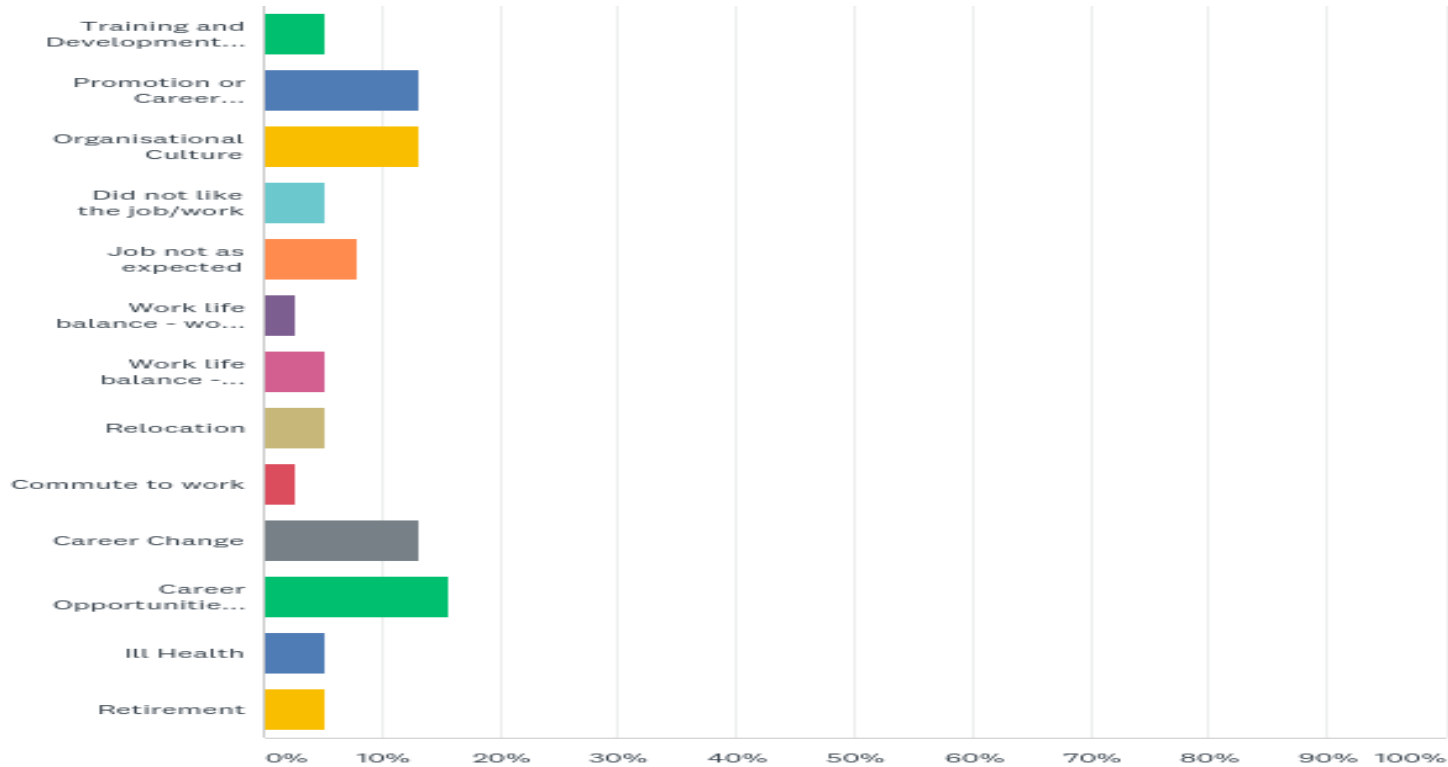
Answered: 38 Skipped: 0



ANSWER CHOICES	RESPONSES
less than 1 year	18.42% 7
1-3 years	36.84% 14
3-5 years	18.42% 7
5-10 years	10.53% 4
more than 10 years	15.79% 6
TOTAL	38

## Q6: Please indicate the main reason you are leaving the Trust.

Answered: 38 Skipped: 0



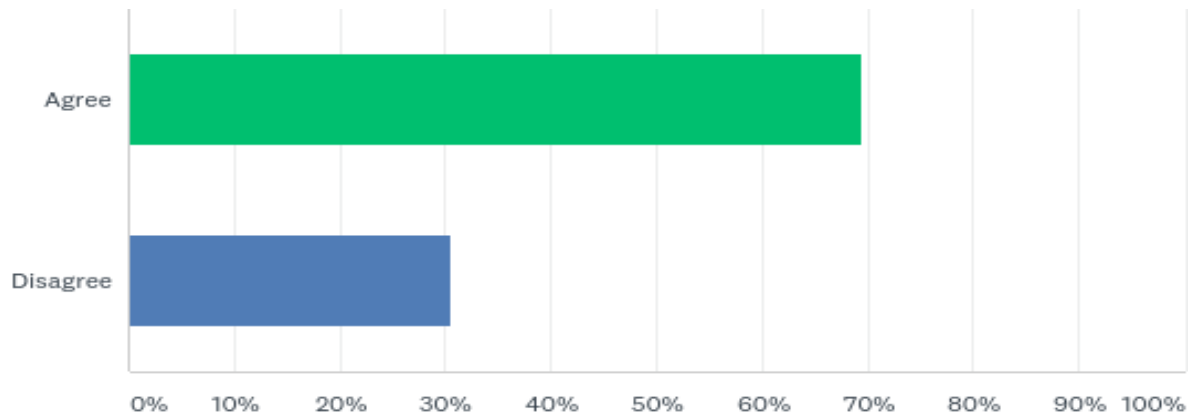
## Q6: Please indicate the main reason you are leaving the Trust.

Answered: 38 Skipped: 0

ANSWER CHOICES	RESPONSES	
Training and Development opportunities not available	5.26%	2
Promotion or Career Development opportunities not available	13.16%	5
Organisational Culture	13.16%	5
Did not like the job/work	5.26%	2
Job not as expected	7.89%	3
Work life balance - work related	2.63%	1
Work life balance - personal	5.26%	2
Relocation	5.26%	2
Commute to work	2.63%	1
Career Change	13.16%	5
Career Opportunities elsewhere	15.79%	6
Ill Health	5.26%	2
Retirement	5.26%	2
<b>TOTAL</b>		<b>38</b>

## Q7: My immediate supervisor let me know that I was doing a good job and that my contribution was valued

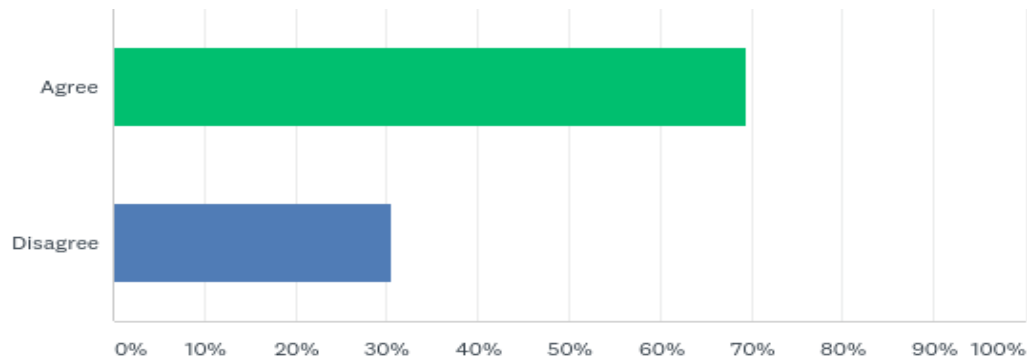
Answered: 36 Skipped: 2



ANSWER CHOICES	RESPONSES	
Agree	69.44%	25
Disagree	30.56%	11
TOTAL		36

## Q8: I felt free to suggest to my supervisor changes that would improve my department

Answered: 36 Skipped: 2

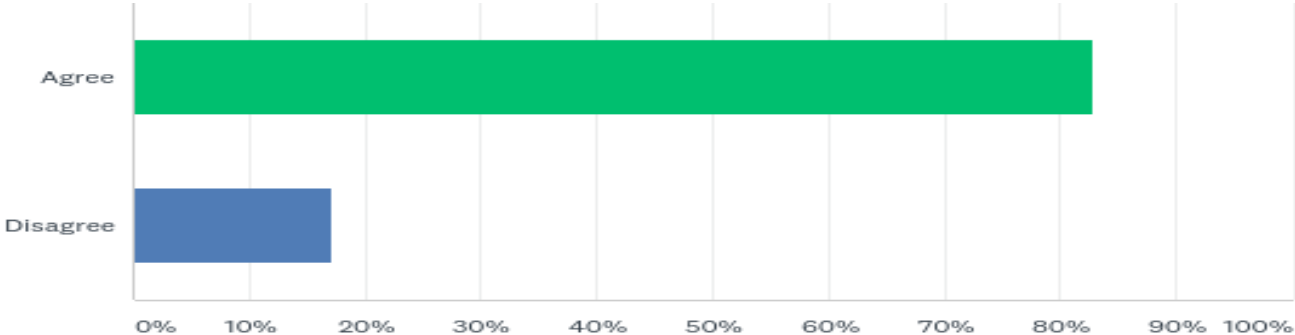


ANSWER CHOICES	RESPONSES	
Agree	69.44%	25
Disagree	30.56%	11
TOTAL		36



# Q9: I received the proper training and induction into the Trust and my department in order to perform my job effectively

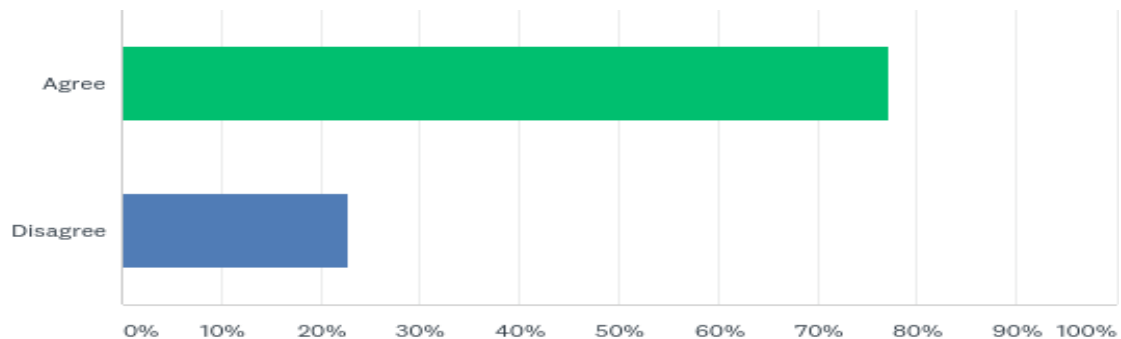
Answered: 35 Skipped: 3



ANSWER CHOICES	RESPONSES	
Agree	82.86%	29
Disagree	17.14%	6
TOTAL		35

# Q10: I had regular performance reviews with clear development objectives

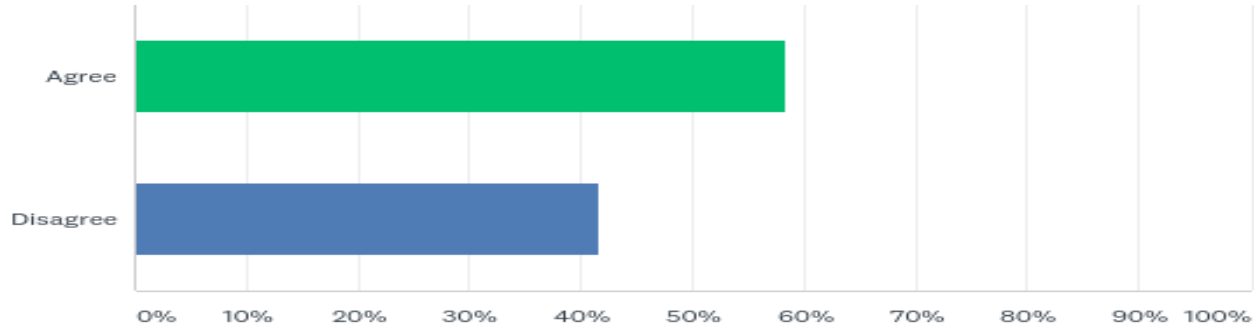
Answered: 35 Skipped: 3



ANSWER CHOICES	RESPONSES	
Agree	77.14%	27
Disagree	22.86%	8
TOTAL		35

# Q11: Employee problems and complaints were resolved fairly and promptly in my department

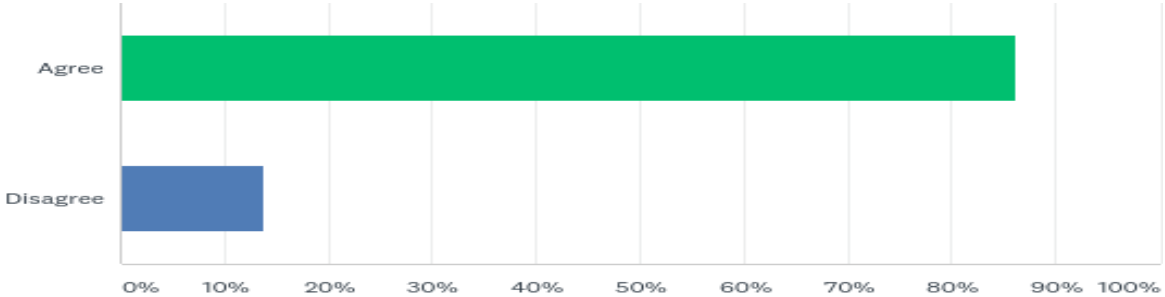
Answered: 36 Skipped: 2



ANSWER CHOICES	RESPONSES	
Agree	58.33%	21
Disagree	41.67%	15
TOTAL		36

# Q12: I had a good working relationship with my colleagues

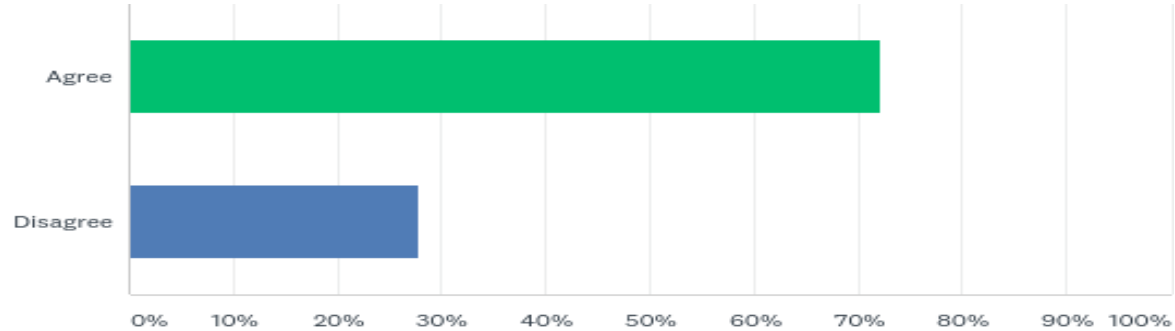
Answered: 36 Skipped: 2



ANSWER CHOICES	RESPONSES	
Agree	86.11%	31
Disagree	13.89%	5
TOTAL		36

## Q13: I had a good working relationship with my line manager

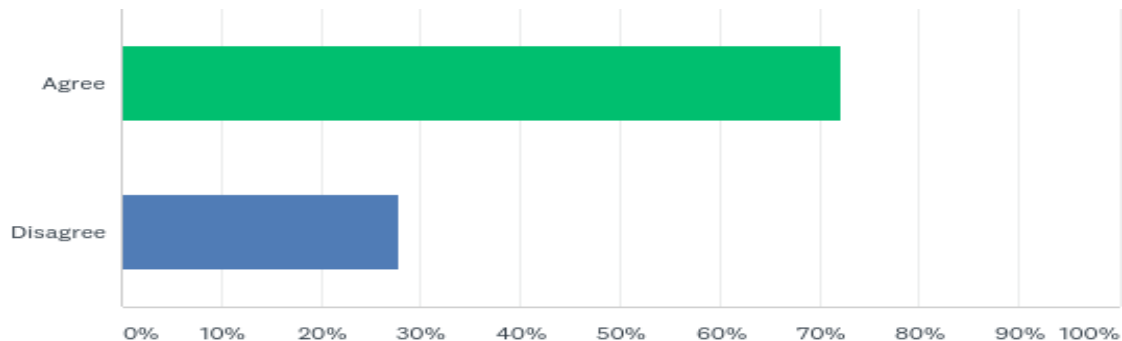
Answered: 36 Skipped: 2



ANSWER CHOICES	RESPONSES	
Agree	72.22%	26
Disagree	27.78%	10
TOTAL		36

# Q14: I was treated with dignity and respect in an environment free from bullying & harrassment

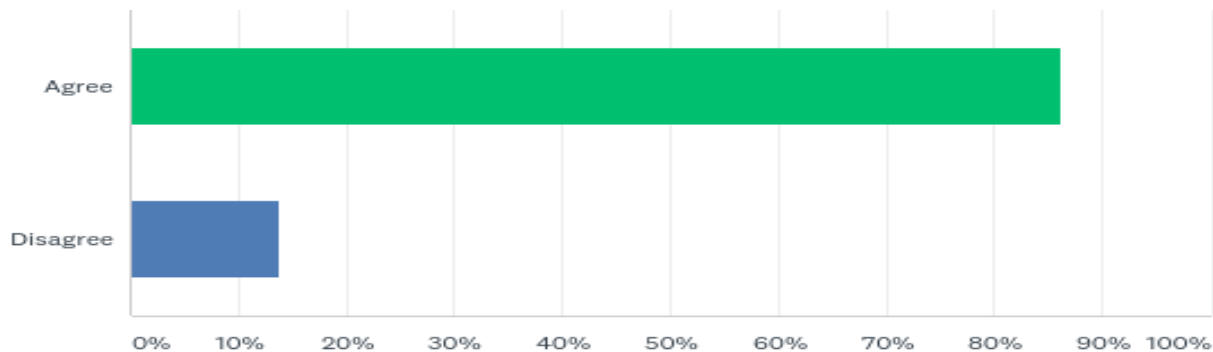
Answered: 36 Skipped: 2



ANSWER CHOICES	RESPONSES	
Agree	72.22%	26
Disagree	27.78%	10
<b>TOTAL</b>		<b>36</b>

## Q15: I was kept informed about the Trust, its policies and procedures and other important information

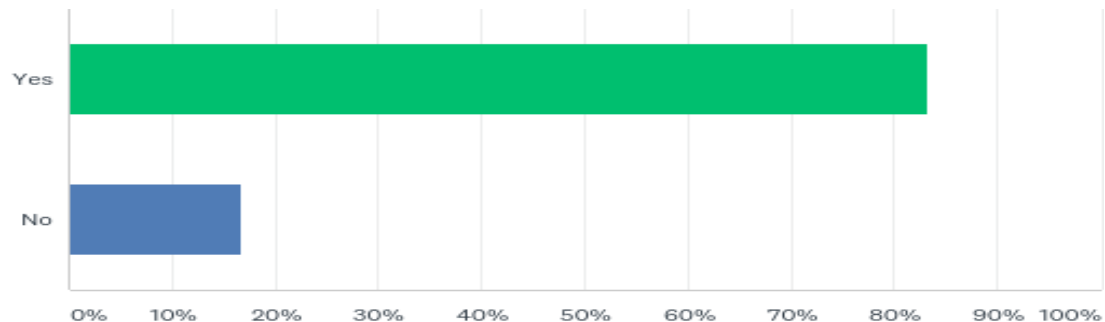
Answered: 36 Skipped: 2



ANSWER CHOICES	RESPONSES	
Agree	86.11%	31
Disagree	13.89%	5
TOTAL		36

## Q16: As a Trust employee have you felt able to ask questions or raise concerns if you needed to?

Answered: 36 Skipped: 2

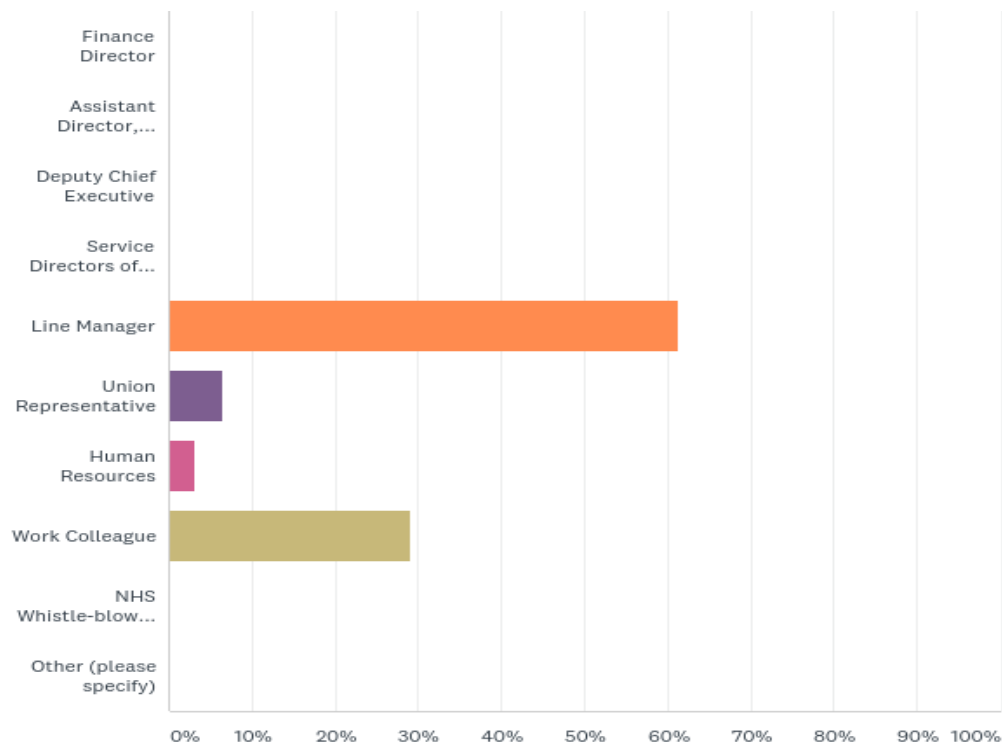


ANSWER CHOICES	RESPONSES	
Yes	83.33%	30
No	16.67%	6
TOTAL		36



# Q17: If you have felt able to raise concerns, who did you feel able to do this with?

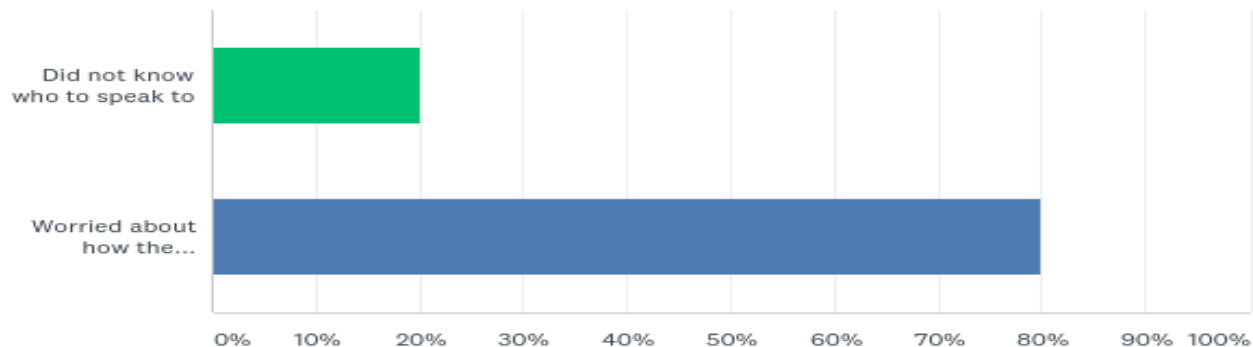
Answered: 31 Skipped: 7



ANSWER CHOICES	RESPONSES
Finance Director	0.00% 0
Assistant Director, Corporate Governance as Freedom to Speak up Guardian	0.00% 0
Deputy Chief Executive	0.00% 0
Service Directors of Clinical Units	0.00% 0
Line Manager	61.29% 19
Union Representative	6.45% 2
Human Resources	3.23% 1
Work Colleague	29.03% 9
NHS Whistle-blowing Helpline	0.00% 0
Other (please specify)	0.00% 0
<b>TOTAL</b>	<b>31</b>

## Q18: If you were not able to discuss or raise concerns please tell us why. Please pick the closest answer

Answered: 10 Skipped: 28



ANSWER CHOICES	RESPONSES	
Did not know who to speak to	20.00%	2
Worried about how the information would be received	80.00%	8
TOTAL		10