



## Exit Interview Self Completion Questionnaire

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Dear Employee,

We are sorry to hear that you are leaving us and would like to wish you every success in the future.

We are interested to understand some further information about why you are leaving and your time at the London Borough of Bromley, and as such it would be very helpful if you could take a few moments to complete the questions.

All the information you give is strictly confidential, and will not be shared with your line manager or anyone from your department, unless there is a specific issue that you raise which demands attention. The information you give is used to analyse leaver trends and patterns in order to improve the working environment in Bromley in the future.

In addition to completing the questionnaire or as an alternative you may prefer to meet with someone from HR to discuss the answers, if this is the case please contact us on 020 8313 4350.

Many thanks for your time.

## Section A: Details of the job you are leaving

Name: \_\_\_\_\_ Employee Number: \_\_\_\_\_

1. Please state your job title: \_\_\_\_\_

2. Department: (Tick one only)

- |                                    |                          |
|------------------------------------|--------------------------|
| Adult & Community Services         | <input type="checkbox"/> |
| Chief Executive's                  | <input type="checkbox"/> |
| Children and Young People Services | <input type="checkbox"/> |
| Environmental Services             | <input type="checkbox"/> |
| Renewal & Recreation               | <input type="checkbox"/> |
| Resources                          | <input type="checkbox"/> |

## Section B: Your reasons for leaving

1. Reasons for leaving: (please tick more than 1 box if applicable)

- |                               |                          |
|-------------------------------|--------------------------|
| Career Advancement            | <input type="checkbox"/> |
| Better pay/conditions         | <input type="checkbox"/> |
| Attracted to another employer | <input type="checkbox"/> |
| Retirement                    | <input type="checkbox"/> |
| Change career direction       | <input type="checkbox"/> |
| End of fixed contract         | <input type="checkbox"/> |
| Dissatisfied with job         | <input type="checkbox"/> |
| Travel to work is too long    | <input type="checkbox"/> |
| To take up studying           | <input type="checkbox"/> |
| Poor line manager             | <input type="checkbox"/> |
| Poor departmental management  | <input type="checkbox"/> |
| Long hours                    | <input type="checkbox"/> |
| Poor working environment      | <input type="checkbox"/> |

Other (please state): \_\_\_\_\_

\_\_\_\_\_

2. Please rate the following factors about your time at Bromley on a scale of 1-4, (1 = Dissatisfied to 4 = Very Satisfied)

- a) Salary \_\_\_\_\_
- b) Work Life Balance (flexible working) \_\_\_\_\_
- c) Training \_\_\_\_\_
- d) Council-wide communication \_\_\_\_\_
- e) Departmental communication \_\_\_\_\_
- f) Career development opportunities \_\_\_\_\_
- g) Promotion prospects \_\_\_\_\_
- h) Line Manager \_\_\_\_\_
- i) Departmental Management \_\_\_\_\_
- j) Recognition of your achievements \_\_\_\_\_

**Section C: Your Destination**

1. Where are you going?

- Not working     Maternity/caring for family     Studying     Teaching   
Agency/temping     Voluntary/charity work     Self-employed   
Health service     Other public sector work     Private sector work

Other (please state): \_\_\_\_\_

2. Will you still be working for a local authority?    Yes     No   
(If yes, please state where)

- Bromley     Bexley     Croydon     Greenwich     Kent   
Lambeth     Lewisham     Southwark     Other London LA

Other authority (please state): \_\_\_\_\_

3. Is there anything the council could have done to have made you stay?

\_\_\_\_\_  
\_\_\_\_\_

4. Would you consider rejoining Bromley Council in the future?

- Yes     No

5. Would you consider rejoining the same department?

- Yes     No

6. Would you recommend working for Bromley Council to a friend?

- Yes     No