

Exit Interview

Western Health would like to better understand what our employees value most in their workplace and why they leave. You are not legally required to provide any of this information. However, we would appreciate your honest responses to all of the questions on this form, but you may choose to respond to only some if you wish. Your gender and age are requested in order to help us assess the experiences of different employee groups. The information submitted will only be viewed by the Human Resources Department and will be utilized to better understand issues arising in the workplace.

Thank you for your assistance and your service to Western Health.

Please enter your unique identifier that was provided to you by Human Resources

General Background Information

Work Location: _____

Union Group

- NAPE HP
- NAPE LX
- CUPE HS
- NLNU
- Management
- Non Union/Non Management

Current Position: _____

Current Department: _____

Previous Position: _____

Department: _____

Period of Service (Years/Months): _____

Gender

- Male
- Female

Age

- Under 30
- 30-39
- 40-49
- 50-59

- 60+

Would You Recommend Employment at Western Health?

Would you recommend employment to a friend or colleague?

- Yes
- No
- Undecided

Would you return to the same position?

- Yes
- No
- Undecided

Would you return to a different position at Western Health?

- Yes
- No
- Undecided

Would you return to the same department?

- Yes
- No
- Undecided

Would you return to a different department at Western Health?

- Yes
- No
- Undecided

Evaluation of Your Employment

Compensation/Benefits

Salary

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied
- Other: _____

Health Benefits

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied

- Dissatisfied

Vacation/Holidays

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Leaves

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Work Schedule

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Were any of the above “Compensation/Benefits” topics a factor in your departure? If yes, please explain below.

Understanding Your Job

Job Duties

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Explanation of Requirements

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Initial Training/Orientation

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied

- Dissatisfied

Performance Evaluations

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Were any of the above “Understanding Your Job” topics a factor in your departure? If yes, please explain below.

Development/Recognition

Professional Development Opportunities

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Recognition of Your Contributions

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Opportunity for advancement

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Sense of connection to Western Health

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Appropriate policies & procedures to support your work

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Were any of the above “Development/Recognition” topics a factor in your departure? If yes, please explain below.

Environment

Problem resolution

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Physical working conditions

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Equitable treatment from co-workers/colleagues

- Very Satisfied
- Moderately Satisfied
- Slightly Satisfied
- Dissatisfied

Were any of the above “Environment” topics a factor in your departure? If yes, please explain below.

Did any of the following factors affect your departure?

Job location

- Yes
- No

Continuing your education

- Yes
- No

Relocating

- Yes

No

Job change/career advancement

Yes

No

Family circumstances/personal reasons

Yes

No

Retirement

Yes

No

Layoff/nonrenewable

Yes

No

Working relationship (Supervisor)

Yes

No

Worker relationship (Other staff)

Yes

No

Working schedule

Yes

No

Workload

Yes

No

Other (please explain below)

Please use this section to provide any other thoughts or information that might be helpful.

Retention

Is there anything the organization could have done to prevent you from leaving?

Anything else you wish to tell us?
