

Staff Exit Survey

1. Employment Information

1. Length of Service (in years)

2. Staff Classification

3. Employment Status

4. Terms of Employment

Full-time

Part-time (fractional)

Casual

5. Reason for Departure

Resignation

Retirement

Expiration of Contract

Other

Other (please specify)

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2. EEO Groups

1. Background (tick all applicable boxes)

- Aboriginal and Torres Strait Islander Peoples
- Person with a disability
- Person who first language spoken as a child was other than English
- None of these

2. Gender

Male

Female

3. Age (in years)

3. Principal Reasons for Leaving

1. Please check all reasons for your departure

- Retirement
- Moving from area
- Personal reasons
- Undertaking study
- Travel
- Family reasons
- Medial reasons
- Lack of suitable relative care
- Lack of suitable child care
- Insufficient development opportunities
- Incompatibility with supervisor
- Lack of challenge / variety in present position
- Lack of autonomy in present position
- Discrimination in the workplace
- Physical working environment
- Incompatibility with peers
- Lack of recognition in present position
- Lack of supportive environment
- Decision to change lifestyle
- Partner found employment elsewhere
- Better working conditions with new employer
- Better career opportunities with new employer
- Higher salary with new employer
- More attractive overall salary package with new employer (eg superannuation, child care, etc)
- Position made redundant

Additional Comments

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4. Analysis of UNE Benefits and Conditions

How do you rate the following range of conditions?

1. How do you rate UNE on the following range of conditions?

| | Excellent | Good | Satisfactory | Fair | Poor | N/A |
|---|-----------|------|--------------|------|------|-----|
| Remuneration package (including superannuation) | jn | jn | jn | jn | jn | jn |
| Job challenge | jn | jn | jn | jn | jn | jn |
| Career prospects | jn | jn | jn | jn | jn | jn |
| Leave conditions | jn | jn | jn | jn | jn | jn |
| Office accommodation | jn | jn | jn | jn | jn | jn |
| Teaching facilities | jn | jn | jn | jn | jn | jn |
| Available technology to support you at work | jn | jn | jn | jn | jn | jn |
| Available child care | jn | jn | jn | jn | jn | jn |
| Campus environment | jn | jn | jn | jn | jn | jn |
| Recognition of employee contribution | jn | jn | jn | jn | jn | jn |
| Relationship with peers | jn | jn | jn | jn | jn | jn |
| Relationship with supervisor | jn | jn | jn | jn | jn | jn |
| Training and development opportunities | jn | jn | jn | jn | jn | jn |
| Time allowed for research / study leave | jn | jn | jn | jn | jn | jn |
| Equity of employment practices | jn | jn | jn | jn | jn | jn |
| Workplace health and safety | jn | jn | jn | jn | jn | jn |
| UNE decision making processes | jn | jn | jn | jn | jn | jn |
| Performance planning and review (feedback) | jn | jn | jn | jn | jn | jn |
| Organisational morale | jn | jn | jn | jn | jn | jn |
| Organisational culture | jn | jn | jn | jn | jn | jn |
| Respect for individuals | jn | jn | jn | jn | jn | jn |

Is there anything that if it was changed would/could alter your decision to leave?

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5. Other Employment

1. If you are resigning to take up other employment please indicate the type of such employment:

Metropolitan University

Regional University

Other Australian educational institution

Overseas educational institution

Other public employment

Other private employment

Self-employment

Further employment not organised/not required

Prefer not to say

Other (please specify)

2. Name of new employer (optional)

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6. General Comments

1. Please provide any other comments or feedback on your time at UNE that you wish to make here:

2. Would you like to discuss any particular issues raised by this questionnaire with any of the following people? If you choose this option you will need to provide your contact information in the next section.

No

Manager Client Services

Manager Workplace Relations

Manager Employment Equity and Diversity

Manager Organisational Development

Other (please specify)

3. This section is optional. However, if you requested follow-up action in the previous section you will need to provide your name and at least one method of contact.

| | |
|---------|----------------------|
| Name | <input type="text"/> |
| Phone | <input type="text"/> |
| Email | <input type="text"/> |
| Address | <input type="text"/> |

Thank you for taking the time to complete this Exit Survey. Your feedback is very important to the ongoing organisational development of UNE.