

NATIONAL EXIT INTERVIEW QUESTIONNAIRE

INTRODUCTION

1. This report seeks to inform the Personnel Committee on the implementation and initial findings of the new National Exit Interview Questionnaire.

BACKGROUND AND DISCUSSION

2. The National Exit Interview Questionnaire was implemented within Humberside Police with effect from 1 February 2006.
3. The Police Reform White Paper, "Building Communities, Beating Crime" included a commitment to introduce a standard exit interview procedure to help us understand better why people are leaving the service, particularly in the first six months of employment.
4. The exit interview questionnaire is designed for completion by police officers, police staff and special constables who have given notice either to resign voluntarily or to transfer to another Force.
5. The following groups are not required to complete the questionnaire:-

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 those who have reached ordinary retirement age
 those leaving on medical grounds
 those who are dismissed or required to resign.
6. The implementation of the National Exit Interview Questionnaire is managed and monitored by the Employee Relations Unit, Personnel Branch with Corporate Development Branch providing the computerised analysis of returned questionnaires.
7. All exit interviews are conducted either by a trained person who is either part of, or instructed by, the Personnel Branch, Employee Relations Unit to ensure independence and consistency.

RESULTS

8. Implementation of the new scheme is still in its infancy, however, of the 62 police officers/police staff and cadets who have been sent the questionnaire, 37 (60%) have responded. Based on the percentage figure, this is a good return.

9. In addition to the returned exit questionnaires, 14 'leavers' were invited (22% - 6 police officers and 8 police staff) to an exit de-brief. Home Office guidelines indicate that only 10% should be invited for interview based on the number of staff leaving from previous years. More were actually invited to ensure that we met the targets, assuming that some staff would not attend.
10. Of the 14 interviewees, 6 have declined to attend, 3 have requested that the interview be conducted via the telephone and 5 have attended face-to-face interviews.
11. The decision to invite to interview depends on the reason for leaving, for example, police officers young in service would be invited.
12. The data collected for the first 6 months has been summarised, but, due to the low numbers involved, no real trends can be identified as yet and no real concerns obvious. However, some examples of the responses received as reasons for leaving the organisation are as follows:
 - work/life balance
 - training/career development opportunities
 - found a better job

73% of respondees stated that they would consider working for Humberside Police again.

13. In respect of Special Constables, 57 have been sent the questionnaire, of which 22 (38%) have responded. No exit interviews have yet been conducted as the questionnaires received are in the process of being reviewed and those who have highlighted significant issues will be invited for interview.
14. Once data has been collected for at least 12 months, it is our intention to analyse the data based on the Home Office guidelines. As a matter of interest any relevant 'free text' information highlighting any significant issues, during the course of monitoring, is acted upon appropriately without delay, in that an intervention would be made to explore the comments further.

RECOMMENDATION

15. It is recommended that this report be noted.

**TIM S HOLLIS
CHIEF CONSTABLE**

Contact Officer: John Robinson, Employee Relations Manager,
Telephone: 508069

Background Papers: National Exit Interview Questionnaire