  **Intern**

**Effective: July 2023**

PUBLIC SECTOR EMPLOYEE - Exit Survey

Government of the Cook Islands

# Introduction

The Public Sector Exit Survey collects data around why our employees are leaving.  This information is important, as it will provide us with insights into why someone is leaving, what the team culture is like, and whether they felt supported by the Agency.  We would also like to improve our policies and processes to retain our employees.

Your feedback will also contribute to strategies to improve employee engagement and retention.

The survey begins with collecting some general information, the name of your Agency, your start and end dates, you *will not need* to provide your personal details.

The next section then asks you to select the main reason you are leaving.  *Note you can only choose one option*, so based on  your choice you will be taken to another set of questions.

The results of this survey will be collated and analysed quarterly by the Office of the Public Service Commissioner who will share this information with Heads of Agencies.  A summary report will also be shared on the OPSC website.  If you are wanting to clarify any information in relation to the survey please contact OPSC either via email opschr@cookislands.gov.ck or telephone: 29421.

Thank you for participating in our survey. Your feedback is important to us and we would like to thank you for serving in the Cook Islands Public Sector and would like to wish you all the best with your future endeavours.

Kia Manuia

Office of the Public Service Commissioner

# General Information

1. Which Agency did you work for? Click or tap here to enter text.
2. What date did you start working for this Agency? Click or tap here to enter text.

*(If you can’t recall the exact date pick one closest to when you started)*

1. What was your last working date with this Agency? Click or tap here to enter text.

# Reason for Leaving

1. What is your main reason for leaving?

*(Only select one)*

|  |
| --- |
|[ ]  Workplace Culture (go to Workplace Culture questions 5-9) |
|[ ]  Professional Development (go to Professional Development questions 10-12) |
|[ ]  Career opportunities (go to Career opportunities questions 13-16) |
|[ ]  Remuneration (go to General Questions 17-26) |
|[ ]  Personal Reasons (go to General Questions 17-26) |
|[ ]  Retirement (go to General Questions 17-26) |
|[ ]  Other Click or tap here to enter text. (go to General Questions 17-26)  |

# Workplace Culture *(only complete questions 5-9 if you selected Workplace Culture as your main reason for leaving)*

1. Were you recognised for your contribution?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Were you able to maintain a balance between your work and personal life?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Did the Agency provide you with the working conditions that enabled you to do the job?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Select all the Public Sector Values that were reflected in this Agency’s workplace culture:

|  |
| --- |
|[ ]  Honesty |
|[ ]  Impartiality |
|[ ]  Service |
|[ ]  Transparency |
|[ ]  Accountability |
|[ ]  Respect |
|[ ]  Effectiveness |
|[ ]  Efficiency |

Comment: Click or tap here to enter text.

**Once you have completed this section go to General Questions and complete questions 17-26**

# Professional Development *(only complete questions 10-12 if you selected Professional Development as your main reason for leaving)*

1. Did you have a current Professional Development Plan?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Did you meet regularly with your direct report to update and discuss progress on your PDP?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Did the Agency provide you with support to achieve your training and development goals?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

**Once you have completed this section go to General Questions and complete questions 17-26**

# Career Opportunities *(only complete questions 13-16 if you selected Career Opportunities as your main reason for leaving)*

1. Were there clear career pathways within this Agency?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Did the Agency provide you with the opportunities in appropriate training and development in order for you to advance your career?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Did the Agency support your ideas and career?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Were you provided the opportunity to progress into a more senior role within this agency?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

**Once you have completed this section go to General Questions and complete questions 17-26**

# General Questions *(only complete questions 17-26)*

1. Are there any other reasons why you are leaving?

 *(select all those that apply)*

|  |
| --- |
|[ ]  Remuneration |
|[ ]  Personal Reasons |
|[ ]  Retirement |
|[ ]  Workplace Culture |
|[ ]  Professional Development |
|[ ]  Career opportunities |
|[ ]  N/A |
|[ ]  List any other reasons: Click or tap here to enter text. |

1. Were you kept informed on key objectives of the Agency and Government?

|  |
| --- |
|[ ]  Always |
|[ ]  Frequently |
|[ ]  Occasionally |
|[ ]  Rarely |
|[ ]  Never |

Comment: Click or tap here to enter text.

1. Overall, how would you rate this Agency as an employer and a place to work?

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ***Would not Recommend******1*** | ***2*** | ***3*** | ***4*** | ***Neutral******5*** | ***6*** | ***7*** | ***8*** | ***9*** | ***Would highly recommend******10*** |
| [ ]  | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  | [ ]  |

1. Did you complete the Public Sector Orientation (previously known as PSC Induction) with OPSC?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Were you provided with an Agency Induction when you started?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Would you recommend this Agency to others?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. Would you seek re-employment with this Agency in the future?

Yes [ ]

No [ ]

Comment: Click or tap here to enter text.

1. What have you enjoyed **most** about working for this Agency?

Comment: Click or tap here to enter text.

1. What have you enjoyed **least** about working for this Agency?

Comment: Click or tap here to enter text.

1. Do you have any additional comments you would like to add?

 Click or tap here to enter text.

Thank you for completing the Public Sector Exit Survey. Please forward this on to OPSC via email OPSCHR@cookislands.gov.ck or drop it off to us.

Meitaki ma’ata