

Exit Questionnaire in ESR

**Mike Winstanley – ESR Senior Account Manager
North of England**

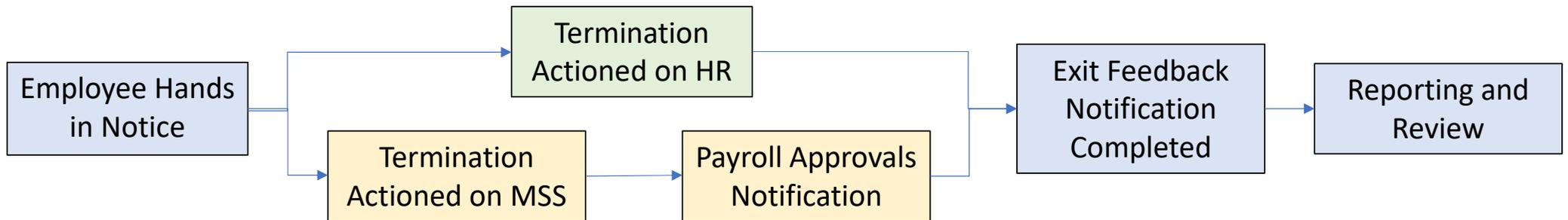


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Exit Questionnaire Process

Exit Questionnaire Required enabled at Trust Level
Notification can also be applied at Assignment Level
More Details on Enabling Available [Here](#)

Trust Level Setting	Assignment Level Setting	Send Exit Questionnaire Notification?
Yes	Yes	Yes
Yes	No*	No
Yes	NULL	Yes
No	Yes	Yes
No	No	No
No	NULL	No



Termination via Manager Self-Service

End Employment (Approval Required): People in Hierarchy

TIP Click the action button next to the employee you wish to action. Click the details button for more information about the employee.

Focus	Name	Assignment Number	Job	Organisation	Action	Details
	Leese, Mrs. Vivian					
	Atkins, Mrs. Kerry	20000243	Nursing and Midwifery Registered[Staff Nurse	503 Ward 10		
	Ayres, Mrs. Pamela	20000245	Nursing and Midwifery Registered[Community Nurse	503 Ward 10		
	Baker, Mrs. Yve	20000240	Nursing and Midwifery Registered[Staff Nurse	503 Ward 10		
	Leese, Mr. Chris	20000240	Nursing and Midwifery Registered[Staff Nurse	503 Ward 10		

Termination can be actioned from MSS. As soon as Payroll Approvals is complete, Exit Feedback notification will be created.

- Manager Cannot See Feedback
- Further Information Available [Here](#)

End Employment (Approval Required): Termination

[Cancel](#) [Back](#) [Next](#)

Effective Date 02-Dec-2017

Employee Name Mistry, Mr. Sandeep Organisation 503 Ward 10
Employee Number 20000290 Organization Email Address
Job Nursing and Midwifery Registered[Staff Nurse Supervisor Leese, Mrs. Vivian

TIP Please enter the actual termination date for the Employee in the Termination Date field. It is NOT recommended to amend the termination date to accommodate untaken leave as this is not reflective of an employee's contractual termination date.

* Indicates required field

Termination Date

Notification Date 02-Dec-2017

Reason

Comments

Last Working Day

Exit Questionnaire Notification

Exit Questionnaire



PROD Workflow Mailer <esr.wfmPROD@nhs.net>

To



Tue 23/11/2021 10:00

Your employing organisation [REDACTED] has indicated that you are leaving and as such would like to understand more about your experience whilst working for the organisation. We are asking you to complete a short exit questionnaire to gather information that will help to improve the working lives of staff in the NHS and to provide better care for patients.

Your organisation will be able to use the results of the survey to improve local working conditions and practices and to increase involvement and engagement with staff. Other organisations, including NHS England and NHS Improvement or NHS Wales for those employed in Wales, will make use of the non-identifiable and nationally aggregated results.

To complete the questionnaire please check your ESR Worklist Notifications.

Please read each question carefully, but give your immediate response by selecting the answer which best matches your personal view.

If you have any queries about this questionnaire, or would like to undertake a face to face interview, please contact the HR/People department in your organisation.

Exit Questionnaire Notification

[Worklist >](#)

Exit Questionnaire for:

Submit

To
Sent 23-Nov-2021 10:00:27
Due 21-Feb-2022 10:00:27
ID 947177921

Your employing organisation has indicated that you are leaving and as such would like to understand more about your experience whilst working for the organisation. We are asking you to complete a short exit questionnaire to gather information that will help to improve the working lives of staff in the NHS and to provide better care for patients.

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Please read each question carefully, but give your immediate response by selecting the answer which best matches your personal view.

If you have any queries about this questionnaire, or would like to undertake a face to face interview, please contact the HR/People department in your organisation.

Action History

Num	Action Date	Action	From	To	Details
1	23-NOV-2021 10:00:27	Submit	NATIONALREQUEST		

Response

- There have been frequent opportunities for me to show initiative in my role
- I have been able to make suggestions to improve the work of my team / department
- I have been able to make improvements happen in my area of work
- I often/always looked forward to going to work
- I was often/always enthusiastic about my job
- Time often/always passed quickly when I was working
- Does your organisation take positive action on health and well-being?
- Does your organisation act fairly with regard to career progression/promotion?
- Does your organisation provide opportunities for flexible working patterns?
- I felt my contribution was valued by my manager/team/organisation?
- What is your reason for leaving?
- Is there anything that would have made you stay in your role or organisation?

Return to Worklist

Display next notification after my response

Submit

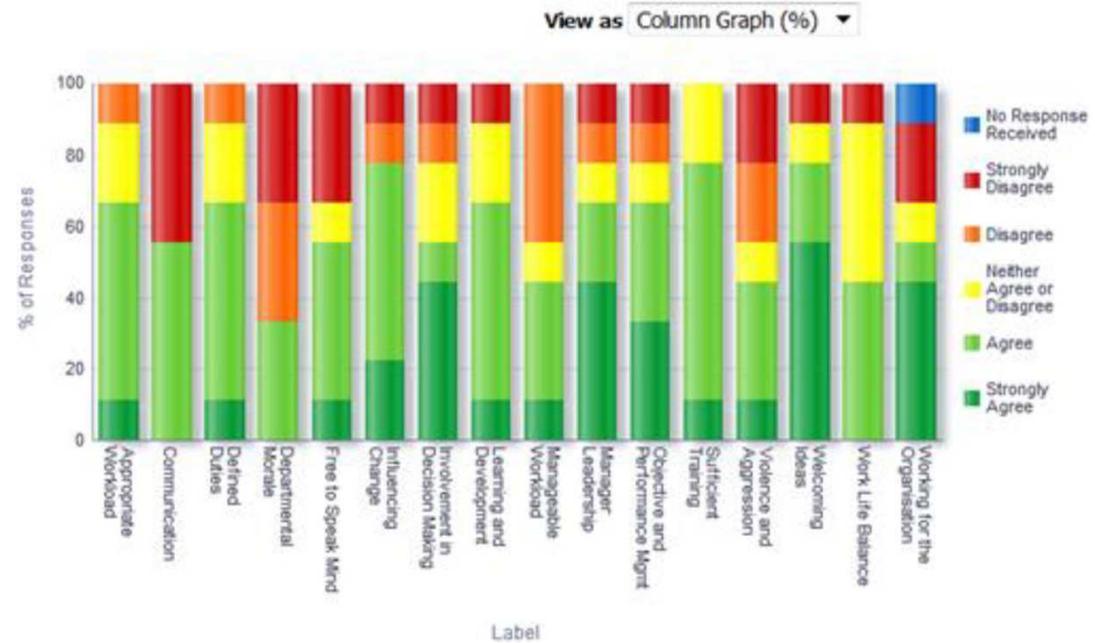
Questions

There have been frequent opportunities for me to show initiative in my role	No Response Received	▼	Strongly Agree
I have been able to make suggestions to improve the work of my team / department	No Response Received	▼	Agree
I have been able to make improvements happen in my area of work	No Response Received	▼	Neither Agree or Disagree
I often/always looked forward to going to work	No Response Received	▼	Disagree
I was often/always enthusiastic about my job	No Response Received	▼	Strongly Disagree
Time often/always passed quickly when I was working	No Response Received	▼	No Response Received
Does your organisation take positive action on health and well-being?	No Response Received	▼	Voluntary Resignation - Promotion
Does your organisation act fairly with regard to career progression/promotion?	No Response Received	▼	Voluntary Resignation - Lack of Opportunities
Does your organisation provide opportunities for flexible working patterns?	No Response Received	▼	Voluntary Resignation - Child Dependants
I felt my contribution was valued by my manager/team/organisation?	No Response Received	▼	Voluntary Resignation - Adult Dependants
What is your reason for leaving?	Voluntary Resignation - Other/Not Know	▼	Voluntary Resignation - Work Life Balance
Is there anything that would have made you stay in your role or organisation?			Voluntary Resignation - Relocation
			Voluntary Resignation - Health
			Voluntary Resignation - Incompatible Working Relationships
			Voluntary Resignation - To undertake further education or training
			Voluntary Resignation - Other/Not Known
			Merged Organisation - Duplicate Record

Reporting on Exit Questionnaire Responses

ESR Business Intelligence Reporting
NHS Staff Movements Monitoring Dashboard

Monitoring LoS Monitoring **Exit Questionnaire** Exit Q. Detail IAT Operations



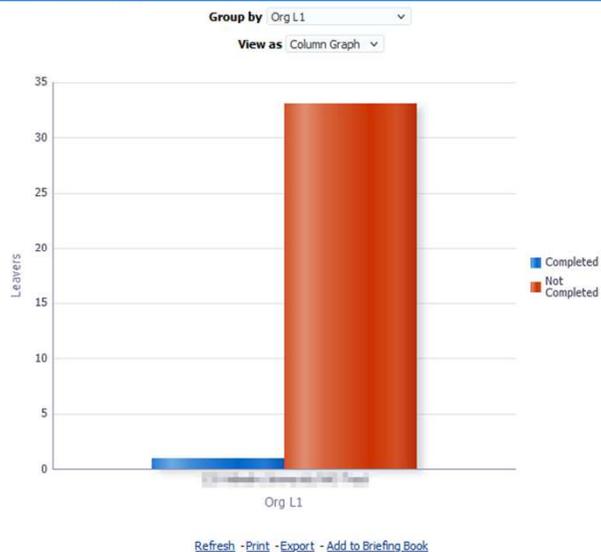
Date Created	Violence and Aggression	Influencing Change	Involvement in Decision Making	Welcoming Ideas	Free to Speak Mind	Communication	Work Life Balance	Learning and Development	Objective and Performance Mgmt	Defined Duties	Sufficient Training	Appropriate Workload
13/03/2012	Agree	Agree	Agree	Agree	Disagree	Disagree	Neither Agree or Disagree	Neither Agree or Disagree	Agree			
31/12/2007	Strongly Agree	Neither Agree or Disagree	Neither Agree or Disagree	Neither Agree or Disagree	Disagree	Agree	Agree	Agree	Disagree			

[Refresh](#) - [Print](#) - [Export](#) - [Add to Briefing Book](#)

Exit Questionnaire – Enhancements

- A new summary analysis has been added to the Exit Questionnaire page which includes % of Exit Questionnaires completed.
- A range of assignment and employee based fields including protected characteristics and organisation levels have been added to the Exit Questionnaire Detail page.

Leavers Exit Questionnaire Summary



Group by Org L1

View

- Leaving Reason
- Destination On Leaving
- Length of Service Band
- Occupation Code
- Job Role
- Pay Grade

Refresh - Print

- Org L1
- Org L2
- Org L3
- Org L4
- Org L5
- Org L6
- Org L7
- Org L8
- Org L9
- Org L10
- Org L11
- Org L12
- Org L13

Leavers Exit Questionnaire Summary

Group by Org L1

View as Pivot Table

Org L1	Leavers		%	
	Completed	Not Completed	Completed	Not Completed
Org L1	4	2825	0.1%	99.9%
Grand Total	4	2825	0.1%	99.9%

Refresh - Print - Export - Add to Briefing Book

Thank You

Any Questions?



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