



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
University Health Board



Exit Interview

In one sentence, please tell us your main reason for leaving:

The Organisation and its values

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I did not experience any form of discrimination, harassment or bullying from colleagues or management	☐	☐	☐	☐	☐
The Health Board valued my work.	☐	☐	☐	☐	☐
It was a good and positive environment to work in.	☐	☐	☐	☐	☐
I was kept up to date with organisational developments via internal communication methods.	☐	☐	☐	☐	☐

■ The Job itself

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I looked forward to going to work.	☐	☐	☐	☐	☐
There were sufficient opportunities for development.	☐	☐	☐	☐	☐
My workload was manageable.	☐	☐	☐	☐	☐
Sufficient resources and staff were available to cover the work.	☐	☐	☐	☐	☐
My colleagues listened and appreciated my contribution.	☐	☐	☐	☐	☐
My skills were effectively used.	☐	☐	☐	☐	☐

I had access to adequate training and development programs.	☐	☐	☐	☐	☐
I encountered no violence or aggression in the course of my work	☐	☐	☐	☐	☐

■ Health & Wellbeing

Strongly
Disagree

Disagree

Neutral

Agree

Strongly
Agree

Health & well-being was promoted within my workplace.	☐	☐	☐	☐	☐
The Staff Psychological Wellbeing Service is a valuable resource for staff	☐	☐	☐	☐	☐
My needs as an individual employee were given due consideration.	☐	☐	☐	☐	☐
Work-life balance was practiced and promoted	☐	☐	☐	☐	☐

■ Management

Strongly
Disagree

Disagree

Neutral

Agree

Strongly
Agree

My Line Manager had sufficient knowledge of the job.	☐	☐	☐	☐	☐
I experienced regular opportunities to meet and discuss performance i.e. supervisions or 121s.	☐	☐	☐	☐	☐
My Line Manager was open to suggestions.	☐	☐	☐	☐	☐
My Line Manager recognised and acknowledged my achievements and contributions.	☐	☐	☐	☐	☐
My Line Manager was a role-model for the organisation's values	☐	☐	☐	☐	☐
I knew who my senior managers were.	☐	☐	☐	☐	☐
Managers maintained equitable treatment for all employees.	☐	☐	☐	☐	☐
I felt adequately recognised for my achievements	☐	☐	☐	☐	☐

In 4 bullet points, please give us any suggestions or improvements that you think would make Hywel Dda a better place to work:

-
-
-
-

Equality Monitoring

We collect this data to analyse trends. All of this data is optional.

Professional Group

Admin & Clerical	☐	Estates & Ancillary	☐
Allied Health Professional	☐	Healthcare Scientist	☐
Additional Clinical Services	☐	Medical & Dental	☐
Add Professional Scientific & Technical	☐	Nursing/Midwifery	☐

Age Range

Under 24	☐	45 – 54	☐
25 – 34	☐	55 – 64	☐
35 – 44	☐	65 +	☐

Gender

Which of the following best describes your gender?

Male	☐
Female	☐
Prefer not to say	☐

Sexual Orientation

Which of the following options best describes how you think of yourself?

Heterosexual or Straight	☐
Gay or Lesbian	☐
Bisexual	☐
Other	☐
Prefer not to say	☐

Trans Status

Do you identify as trans?

Yes	☐
No	☐
Prefer not to say	☐

Disability

Do you have any physical or mental health conditions or illnesses lasting or expected to last for 12 months or more?

Yes	☐
No	☐

Does your condition or illness/any of your conditions or illnesses reduce your ability to carryout day-to-day activities?

Yes, a lot	☐
Yes, a little	☐
No	☐
Not Applicable	☐

Ethnicity

What is your ethnic group? Choose one option that best describes your ethnic group or background.

White

Welsh / English / Scottish / Northern Irish / British	☐
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- Irish ☐
Gypsy or Irish Traveller ☐
Any other White background ☐

please specify

Mixed / multiple ethnic groups

- White and Black Caribbean ☐
White and Black African ☐
White and Asian ☐
Any other Mixed / multiple ethnic background ☐

please specify

Asian / Asian British

- Indian ☐
Pakistani ☐
Bangladeshi ☐
Chinese ☐
Any other Asian background ☐

please specify

Black / African / Caribbean / Black British

- African ☐
Caribbean ☐
Any other Black / African / Caribbean background ☐

please specify

Other ethnic group

- African ☐
Any other ethnic group ☐

please specify

Religion

What is your religion?

- No religion ☐
Christian (all denominations) ☐
Buddhist ☐
Hindu ☐
Jewish ☐
Muslim ☐
Sikh ☐
Any other religion ☐

please specify

Pregnancy & Maternity

Are you currently pregnant or have you been pregnant in the last year?

Yes ☐
No ☐
Prefer not to say ☐

In the past year, have you taken;

Maternity leave ☐
Additional paternity leave (e.g. more than 2 weeks) ☐
Adoption leave ☐
Not Applicable ☐

Employee Name <i>(optional)</i>		Job Title	
Employee Number <i>(if known)</i>		Date of interview	
Department		Start Date	
Fulltime/Part-time/Bank		Leaving Date	
On which site do you work			

We are sorry you are leaving the Health Board and wish you well for the future. We are monitoring the reasons why our staff leave their posts in order to identify and address any areas of concern and ways to improve. Your responses will be treated in the strictest confidence. In cases of extreme concern/patient safety we will have to disclose information to the relevant parties but individual names will not be disclosed.

If you would like to discuss anything further, please contact a member of the Culture and Workforce Experience Team:

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