

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2005-2006 ADDITIONAL SENATE ESTIMATES HEARING
16 FEBRUARY 2006
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

QUESTIONS ON NOTICE

Outcome: Corporate

Question Number: W765-06

Question:

Senator Wong asked at *Hansard* page 114 and in writing:

The department provided a summary of the exit survey for staff who left the department for the period 1 April 2004 to 31 March 2005 in the previous answer W185_06. Please provide a copy of the updated summary, broken down into staff who left the department in 2005? And provide a copy of the exit questionnaire.

Answer:

The exit survey summary data provided below relates to the 12 month period from 1 January 2005 to 31 December 2005.

361 staff members who separated from DEWR completed an exit survey on departure during the 12 month period (1 January – 31 December 2005). This response rate equates to approximately 50% of total separations. (Please note total separations include employer initiated terminations, employee initiated terminations / transfers and the end of temporary contracts).

The exit survey indicates that 72% of respondents who left the department would recommend DEWR as an employer. In response to a direct question about the department's performance against a number of measures the respondents recorded the following ratings:

- 60% rated the department "good" or better on remuneration and conditions;
- 66% rated the department "good" or better on working environment;
- 55% rated the department "good" or better on performance management; and
- 55% rated the department "good" or better on learning and development.

The major reason selected for leaving the department was Transfer to Other APS Agency, with 237 (48%) of respondents indicating this in the exit survey.

A copy of the exit survey questionnaire is provided at **Attachment A**.

Attachment A

DEWR Exit Survey

DEWR, through policies such as Workplace Diversity and Employment Equity, Occupational Health and Safety (OH&S) and Learning and Development, is striving to maintain a positive and equitable working environment. The following exit survey is designed to assist in evaluating the success of personnel policies and practices, and alert management to issues or concerns that may exist for staff in this department.

The survey is voluntary and confidential. Information gained from the survey will be presented in a statistical format and the survey will NOT become part of your personal file.

When completing the survey, you may choose to leave any question unanswered. However, completing the survey in full will provide more meaningful data. The Department encourages your participation in both the exit survey and interview.

Do you agree to your completed survey return and your identity being revealed to DEWR management and to any person about whom you make a comment within the survey?

yes no

Why are you leaving the Department?

For your convenience a number of possible reasons have been provided. Please choose from the list attached, if applicable, or provide your own comments in the box provided.

[Resignation, Retirement, Redundancy, Promotion, Transfer at Level, Remuneration, Work Culture, Career Change, Full-time Study, Medical Reasons, Work Available Closer to Home, Unresolved Issues with Supervisor, Unresolved Issues with Co-worker, Discrimination/ Harassment, Other]

Select your main reason

What, if any, conditions/services could the Department have offered you that would have encouraged you to stay?

Would it have been your preference to stay with DEWR had the department been able to/prepared to accommodate your circumstances?

yes no

Would you recommend DEWR as an employer to others?

yes no

Do you agree to your name being added to a DEWR casual employment register?

yes no

If so what is the area of work that you would be interested in?

How long have you worked in the department?

years and months.

What is your current classification?

Select...

**Please indicate how you rate the department's performance on the following
[Excellent, Very Good, Good, Satisfactory, Poor]:**

1. Remuneration and conditions:

(e.g. salary, performance pay,
flexible leave provisions, work/life balance)

2. Working Environment:

(e.g. standard of supervision & management, workplace safety,
IT, autonomy in job role, workplace diversity)

3. Performance Management:

(e.g. recognition, feedback, standard of supervision
and management, clarity of role and duties)

4. Learning and Development:

(e.g. orientation/induction, L & D,
mobility, professional development)

5. Career Prospects:

(e.g. internal transfers, Temporary Performance Loading;
clearer career path)

Please write any final comments below.