

**WRITTEN QUESTION TO THE CHAIRMAN OF THE STATES EMPLOYMENT BOARD
BY DEPUTY C.S. ALVES OF ST. HELIER
ANSWER TO BE TABLED ON TUESDAY 6th NOVEMBER 2018**

Question

Will the Chairman advise –

- (a) of those who have left employment with the States in the last 5 years, across all departments, what percentage have had exit interviews;
- (b) what percentage of such interviews were conducted by management within their department and not by the Human Resources function; and
- (c) what were the top three reasons for leaving given in such interviews?

Answer

- (a) This information is not held centrally
- (b) This information is not held centrally
- (c) This information is not held centrally

Exit interview guidance and documentation is provided on the States intranet for use by managers as necessary. In the event their local intranet does not provide access, their HR Business Partner will provide access. Any employee who is leaving can ask for an exit interview.

As part of a detailed policy refresh of employment frameworks, the conduct of exit interviews by line managers as part of their core accountabilities will be reinforced and access to exit interview guidance and documentation provided on the States intranet for use by managers will be highlighted.