

# ONLINE EXIT QUESTIONNAIRE

## Version 1.1

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Workforce Programs and Services

2013-09-12

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## BEFORE YOU GO!

Thank you for taking the time to complete this anonymous questionnaire.

The questionnaire will take approximately 5-7 minutes of your time. Your responses will be analyzed in aggregate with other individuals' responses which both protects your anonymity and helps the RCMP enhance its policies, practices and procedures. Responses will also include important information related to issues that may have been experienced by members in designated groups.

As you complete the questionnaire, please keep in mind that any third party you identify by name could gain access to the information you provide through a request under the *Privacy Act* or the *Access to Information Act*.

If you have specific workplace issues that require immediate attention, please request an Exit Interview through your Discharge Request (form 1733), or by contacting Career Development and Resourcing directly.

We thank you for your contributions during your time at the RCMP and for helping us make continual improvements to our workplace by completing the questionnaire.

## EXIT QUESTIONNAIRE:

What is the main reason you have decided to leave the RCMP?

- Retirement
- Personal reasons
- Relocation
- Moving to private industry
- Leaving the work force temporarily
- Lateral transfer to another federal government department
- Promotion to another federal government department
- End of term employment
- Other, please specify:           [Expandable]

What were the key contributing factors that led to your decision to leave the RCMP?

[Expandable box]

# EXIT QUESTIONNAIRE

If going to another job, what do you consider to be the main advantages of your move to a new employer?

- A better salary
- A more generous benefits package
- More developmental opportunities
- A better work place
- Better advancement opportunities
- More interesting work
- Other, please specify:                     [Expandable]

For each statement, please check the rating that best describes your level of agreement with the following aspects of your **current position**.

My job:	1 (Strongly disagree)	2 (Disagree)	3 (No opinion)	4 (Agree)	5 (Strongly agree)
I had a clear understanding of my job duties.					
I received adequate training to carry out my responsibilities.					
I had access to the necessary tools/resources to adequately perform my duties.					
My work load was manageable.					
My duties were interesting.					
My work environment was satisfactory.					
The morale of my unit was good.					
I had a good working relationship with my co-workers.					
My direct supervisor/manager was available to listen to my concerns and/or suggestions.					
My job provided me with sufficient challenges.					
My salary was aligned with the work performed.					
I feel the work I did was valuable to the organization.					
<u>ADDITIONAL COMMENTS:</u>					
[Expandable box]					

My manager/supervisor:

	1 (Strongly disagree)	2 (Disagree)	3 (No opinion)	4 (Agree)	5 (Strongly agree)
I received regular feedback on my performance.					
I received recognition for my accomplishments in the work place.					
I received support from management.					
I enjoyed some flexibility to balance work and life responsibilities.					
My working relationship with my direct supervisor/manager was satisfactory.					
My direct supervisor/manager was accessible.					
In my unit, the level of respect for a diverse work force was adequate.					
ADDITIONAL COMMENTS:					
[Expandable box]					

My career:

	1 (Strongly disagree)	2 (Disagree)	3 (No opinion)	4 (Agree)	5 (Strongly agree)
Tools to help manage my career were easily accessible.					
Opportunities for professional mobility were available.					
Learning and development opportunities were available.					
Opportunities for advancement in bilingual regions were available (regardless of your First Official Language).					
Overall, my career goals were met.					
ADDITIONAL COMMENTS:					
[Expandable box]					

**EMPLOYMENT EQUITY:**

For employment equity purposes it would be helpful if you would respond to the following self-identification. Are you (check all that apply):

- Male
- Female
- Person with a disability
- Aboriginal person
- Visible minority
- N/A

Do you feel you faced any barriers to employment?

- Yes
- No

If yes, check which box applies to the type of discrimination:

- race
- national or ethnic origin
- colour
- religion
- age
- sex (including pregnancy, gender identity)
- sexual orientation
- marital status
- family status
- disability
- a conviction for which a pardon has been granted or a record suspended
- other (please specify):           [Expandable]

Do you feel you faced any barriers to advancement opportunities throughout your career?

- Yes
- No

If yes, check which box applies to the type of discrimination:

- race
- national or ethnic origin
- colour
- religion
- age
- sex (including pregnancy, gender identity)
- sexual orientation
- marital status

- family status
- disability
- a conviction for which a pardon has been granted or a record suspended
- other (please specify):                     [Expandable]

Are there any systemic barriers that you can identify that adversely affect women, aboriginal peoples, persons with disabilities, or members of visible minorities?

- Yes
- No
- If yes, please elaborate:

[Expandable box]

**GENERAL QUESTIONS:**

For each statement, please check whether you viewed it as a positive, indifferent or negative aspect of your **current position**.

	Positive	Indifferent	Negative
My salary			
My compensation package			
The people I work with			
The type of work I performed			
The diversity of work			
My direct supervisor/manager			
Developmental opportunities			
Advancement opportunities			
My work flexibility			
Other, please specify:			
<b>(add as many as necessary)</b>			

During your service with the RCMP, do you feel you were treated fairly and respectfully?

- Yes
- No, please provide comments:

[Expandable box]

**BACKGROUND INFORMATION:**DEMOGRAPHIC INFORMATION:

- Age group
  - 25 or under
  - 26-35
  - 36-55
  - 55 or older
  
- First Official language
  - English
  - French
  - Other, please specify:

[Expandable box]

- Highest level of education
  - High School diploma
  - College/Technical diploma
  - Bachelor's Degree
  - Master's Degree
  - Doctorate

EMPLOYMENT HISTORY:

- Current Service Line/Branch:
  - Contract Policing
  - Canadian Firearms Program
  - Canadian Police College
  - Chief Audit Executive
  - Chief Information Office
  - Contract and Aboriginal Policing
  - Corporate Management & Comptrollership
  - Federal Policing
  - Forensic Science & Identification Services
  - Human Resources
  - Legal Services
  - Professional Integrity Office
  - Public Affairs
  - Staff Relations Representative Program
  - Strategic Policy & Planning Directorate
  - Technical Operations

# EXIT QUESTIONNAIRE

Other: \_\_\_\_\_ **Expandable** \_\_\_\_\_

- Are you currently a participant in either the Cadet Training Program (Depot) or Field Coaching Program?
  - Cadet Training Program (Depot)
  - Field Coaching Program
  - Neither
  
- Current employment status:

Members	Public Servants
<input type="checkbox"/> RM	<input type="checkbox"/> Indeterminate
<input type="checkbox"/> CM	<input type="checkbox"/> Term
<input type="checkbox"/> Special Constable	<input type="checkbox"/> Casual

- Classification rank/group and level when started at the RCMP **(provide drop down)**:
- Current classification rank/group and level **(provide drop down)**:
- Current Division: **(drop down)** – A B C D DEPOT E F G H JK L M NHQ O V
- Number of positions held with the RCMP
  - 1
  - 2-5
  - 6-10
  - 11 or more

YEARS OF SERVICE:

	LESS THAN 1 YEAR	1-2 YEARS	3-5 YEARS	6-10 YEARS	11-15 YEARS	16-20 YEARS	21-25 YEARS	26-30 YEARS	31-35 YEARS	36 YEARS or More
In the Federal Public Service										
In the RCMP										
In your current Branch/position										



## ADDITIONAL COMMENTS:

Do you have any additional comments or suggestions you would like to offer in order to improve working conditions at the RCMP?

- Enhance work flexibility
- Improve management training
- Value employees more
- Improve departmental communications
- Provide more support for employment equity
- Provide more support for official languages
- Provide a better work environment
- Offer more developmental opportunities
- Improve on our rewards and recognition programs
- Improve opportunities for internal promotion
- Other, please specify:

[Expandable box]

What policies/practices would you have liked to see implemented?

[Expandable box]

What could the RCMP have done to keep you from leaving?

[Expandable box]

## THANK YOU

Thank you for taking the time to complete the Exit Questionnaire, your feedback is valued and appreciated.

If you would like Career Development and Resourcing to arrange an exit interview please check the appropriate box on your Discharge Request (form 1733). If you have already submitted your Discharge Request, you may still request an exit interview by either informing your supervisor, or contacting Career Development and Resourcing directly.

RCMP employees are consistently recognized as some of our best recruiters and personal referral is often the deciding factor for applicants to join the RCMP. We ask you to continue to speak with the women and men in your community and encourage them to discover A Career Nowhere Near the Ordinary by visiting the RCMP's recruiting website [www.rcmpcareers.ca](http://www.rcmpcareers.ca).

As a discharging RM, CM, Auxiliary, Reserve or PSE, you may join the Veterans' Association if you meet the membership criteria as posted on the national website. This organization is committed to promote the physical, social and economic welfare of former members of the Royal Canadian Mounted Police and their immediate families. Visit [www.rcmpvetsnational.ca/index.html](http://www.rcmpvetsnational.ca/index.html) for more specific information.

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