

## **Introduction of Exit Surveys/Interviews for Elected Members**

### **Summary**

1. This report puts before members a suggested draft exit survey for members standing down from the Council.

### **Background**

2. Although exit interviews/surveys are common practice within City of York for its employees, they have not in the past been offered to retiring members. There are however substantial benefits to be gained from the information they provide, which is why their introduction is being considered.
3. The primary aim of the exit survey is to learn reasons for the elected members departure.
4. Conducting an exit survey/interview with a member standing down from the Council gives a unique chance to question and analyse the opinions of individual members at a time when they are likely to be more frank and forthcoming about their experiences whilst on the Council. In addition exit surveys:
  - are regarded as a sign of positive culture in an organisation and demonstrate a commitment to improving the recruitment and retention of elected members
  - provide valuable information as to how to improve induction and training of councillors new to the role
  - Inform top political and managerial leadership of the reasons why elected Members may be leaving the Council, thereby enabling analysis of current processes and practices and making changes where needed .
  - Identify trends and providing valuable 'leaver' information to each particular political party.

- Ensure members feel that their service, views and opinions are listened to, valued and actioned where appropriate.

## **Draft Exit Survey for Members**

5. A proposed exit survey for Members is attached at Annex A, based in part on findings from other authorities in the region. It is particularly timely to look at introducing exit surveys for members in York in preparation for the elections in 2011.
6. In addition, adopting Member exit surveys could be regarded as good practice in the light of our forthcoming Charter assessment.

## **Consultation**

6. Consultation on this exit survey is through this Steering Group and their group networks.

## **Options**

7. (a) To endorse the exit survey for members standing down from the Council as set out in Annex A  
or  
(b) To endorse the exit survey with suggested revisions following group consultation

## **Corporate Priorities**

8. The existence of exit surveys for members directly supports the Council's corporate aim of providing of strong leadership, supporting and developing people and encouraging improvement in everything we do.

## **Implications**

9. There are no known financial, HR, Legal or other implications associated with the contents of this report, other than, at this stage, the resources from Member Support to develop and analyse the information gathered as a result of the survey.

## **Risk Management**

10. In compliance with the Council's risk management strategy, the only risk associated with the contents of this report would be the failure to canvass members on their opinion of being on the Council during their term of office and therefore not providing a mechanism to improve the experience of members coming onto the council in the future.

## Recommendation

11. Members are asked to support the proposed exit survey as set out in Annex A for future use in connection with future retiring members.

## Reason

12. In order to support the improvement of communication, relationships, support, training and ultimately the retention of elected members

## Contact Details

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Report Approved

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## Specialist Implications Officer(s)

Wards Affected:

All

For further information please contact the author of the report

### Background Papers:

None.

### Annexes:

Annex A – Draft Exit Survey of Elected Members