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| Employee Joining Experience Survey |
| Please send your completed exit survey to the Talent and Development team by email to [HRHelpline@ed.ac.uk](mailto:HRHelpline@ed.ac.uk) or by post to: Business Support Team, 4th Floor, Dalhousie Land, Holyrood, Edinburgh, EH8 8AG.  We appreciate you taking the time to share your feedback about your experience on your recent move to a new role within the University. This survey will take no more than five minutes to complete. Your response is anonymous and will be kept confidential.  The data, collected by Human Resources, is retained for one year and analysed every six months to identify ways to improve the experience of our staff. These insights help us improve employee retention and satisfaction and are included in the "Employee Life Cycle: Key Trends Report."  HR Partners will review the data and share insights with relevant School/Department teams to share good practice and highlight and address areas for improvement.  For more information on data use and retention, please refer to our privacy notice: <https://www.ed.ac.uk/human-resources/privacy-information-notice>  If you have any questions or need the survey in an alternative format, please contact [HRHelpline@ed.ac.uk](mailto:HRHelpline@ed.ac.uk) |
| **Section 1: Motivation for transfer** |
| 1. **What motivated you to apply for a new role within the University?** |
| |  |  | | --- | --- | | New challenges and responsibilities | Attraction to the specific duties of the new role | | Seeking a promoted role | Seeking better work-life balance | | Dissatisfaction with the current role | Other | |
| 1. **If you said other, please specify** |  |
| 1. **I was satisfied with the role I am leaving**   Strongly Agree  Agree  Neither agree nor disagree  Disagree  Strongly disagree |
| 1. **If you said disagree or strongly disagree, can you tell us why you were not satisfied with your role?** |
| 1. **I would recommend the role I am leaving to others**   Strongly Agree  Agree  Neither agree nor disagree  Disagree  Strongly disagree |
| 1. **Do you have any additional comments or feedback about the role you are leaving?** |
| 1. **Do you have any additional comments or feedback about the process of moving to a new role?** |
| **Section 2: Your experience of working at the University** |
| 1. **On a scale from 1 to 10 (where 1 is low and 10 is high), how would you rate the University as a great place to work?**  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  | |
| 1. **What are your primary reasons for staying at the University of Edinburgh?**  |  |  | | --- | --- | | Access to research and academic resources  Career progression  Colleagues  Commitment to the University’s mission and values  Development opportunities and supporting resources  Generous annual leave entitlement  Good leadership and management | Job satisfaction  Positive culture  Quality of life in Edinburgh  Salary  Supportive policies  Offer of open-ended/permanent contract  Work-life balance  Other | |
| 1. **If you said other, please specify** |
| 1. **How important were the following factors in your decision to stay at the University of Edinburgh? Please rate each from 1 to 10 (1 is not at all important and 10 is very important).**  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | |  | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | | **Access to research and** academic **resources** |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | | **Benefits and compensations** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | | **Hybrid working** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | | **Job security** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | | **Opportunities for professional development** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | | **Relationship with colleagues** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | | **Relationship with management** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | | **The University’s reputation** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | | **Work-life balance** | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | |  |  |  |  |  |  |  |  |  |  |  | |  |  |  |  |  |  |  |  |  |  |  | |

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| **Section 4: About you** | |
| School/Department you are leaving |  |
| Grade of the role you are leaving |  |
| School/Department you are moving to |  |
| Grade of the role you are moving to |  |
| Employment type at the new role  (Please tick 1 option) | Full-time  Part-time  Guaranteed hours |
| Contract type at the new role  (Please tick 1 option) | Permanent/Open-ended  Fixed-term  Guaranteed hours – Permanent/Open-ended  Guaranteed hours – Fixed-term  Other: |
| Length of service at the University:  (Please tick 1 option) | Less than 6 months  6 months to 1 year  1 to 2 years  2 to 5 years  5 to 10 years  Over 10 years |
| **Section 5: Equal opportunities in employment** | |
| Gender | Female  Male  Non-binary  Other  Prefer not to say |
| Age group | 16 to 24  25 to 34  35 to 44  45 to 54  55 to 65  66 and over  Prefer not to say |
| Ethnicity | Arab  Asian - Any other Asian background  Bangladeshi  Black African  Black Caribbean  Black British  Chinese  Indian  Mixed or Multiple ethnic groups - White and Asian  Mixed or Multiple ethnic groups - White and Black African  Mixed or Multiple ethnic groups - White and Black Caribbean  Mixed - Any other Mixed or Multiple ethnic background  Not known  Other - Any other ethnic background  Pakistani  Prefer not to say  White - English, Welsh, Northern Irish or British  White - Gypsy or Traveller  White - Irish  White - Roma  White - Polish  White - Scottish  White - Any other white background |
| Religion or belief | Atheist  Buddhist  Christian  Hindu  Jewish  Muslim  No religion  Other  Prefer not to say  Sikh  Spiritual |
| Sexuality | Asexual  Bi/Bisexual  Gay  Lesbian  Not sure  Other  Pansexual  Prefer not to say  Queer  Straight/Heterosexual |
| Do you consider yourself to be transgender? | Yes  No  Prefer not to say |
| Do you consider yourself to be disabled? | Yes  No  Prefer not to say |
| **Thank you** | |
| Thank you for taking the time to complete this survey.  We value your feedback and will use it to improve the overall experience of working at the University. You can also review your experience of working here on [**Glassdoor**](https://www.glassdoor.co.uk/Reviews/University-of-Edinburgh-Reviews-E35539.htm).  If you would like to give feedback on this survey, please contact HRHelpline@ed.ac.uk | |