

APPENDIX 6

EXIT INTERVIEWS

The prime reasons given by staff on leaving the service fall under 6 main categories:

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1. Poor pay. This was particularly highlighted by persons who wished to develop a career.
2. No permanent contracted hours. Again this was felt to be acceptable to those wishing to supplement their income but not those who were looking for this to be their main area of employment.
3. Erratic work patterns. Staff complained that they may be required to work on three isolated occasions during the day with large gaps between. This in effect *tied them up for the entire day* but only resulted in something like 3 hours pay.
4. Unsocial hours. A lot of the required work now centres around early morning and late evening input and certain staff found this to be incompatible with other commitments for the reward gained.
5. Difficulty in getting to the widespread addresses within localities. Not everybody has a car and public transport services do not allow tight time schedules.
6. Changing face of the required input. Previous domestic duties superseded by personal care rapidly becoming intensive personal care.