

## Staff Movements and Exit Survey Data

**Originating Officer** Unit Manager People and Culture - Rachel Read

**Corporate Manager** Manager People and Culture - Steph Roberts

**General Manager** Acting Chief Executive Officer - Sorana Dinmore

**Report Reference** RSC210504F01

**Confidential** ☒

### Confidential Motion

That pursuant to Section 90(2) and (3)(a) of the Local Government Act 1999, the Committee orders that all persons present with the exception of the following persons, Chief Executive Officer and Manager People and Culture, be excluded from the meeting as the Committee receives and considers information relating to Staff Movements and Exit Survey Data, upon the basis that the Committee is satisfied that the requirement for the meeting to be conducted in a place open to the public has been outweighed by the need to keep consideration of the matter confidential given the information relates to past and present employees of the City of Marion.

### REPORT OBJECTIVE

To provide the Review and Selection Committee a consolidated overview of the staff movements for the third quarter, January to March 2001 and an overview of consolidated themes and learnings from staff exit interviews year to date 2020/21 FY.

### EXECUTIVE SUMMARY

Tracking staff movements and seeking feedback from exiting employees provides us with valuable insights into the employee experience, one avenue for us to reflect on what is working well and of areas we can look to implement improvements.

### RECOMMENDATION

**That the Review and Selection Committee:**

1. Notes the report
2. In accordance with Section 91(7) and (9) of the Local Government Act 1999, the Council orders that this report, the attachments and any minutes arising from this report having been considered in confidence under Section 90(2) and (3)(a) of the Act be kept confidential and not available for public inspection for a period of 12 months from the date of this meeting. This confidentiality order will be reviewed at the General Council Meeting in December 2021.

### DISCUSSION

The staff movements for quarter three, refer attachment one, provides an overview of staff who have left the organisation, staff who have commenced employment and staff who have changed roles within this period. It also provides information on structural changes as a result of the Digital Transformation Program.

The staff movements identifies the employee's name along with their department and the date the change or move became effective.

The exit interview data, refer attachment two, provides consolidated themes and learnings from staff exiting the organisation year to date. This data has been provided within the framework of the exit interview.

The exit interviews provide a good insight into an employee's experience through their employment and how they are feeling when they leave the organisation. It provides an opportunity to learn from employee experiences and make necessary adjustments where warranted. There is general consensus from the data collected of a positive experience while working at the City of Marion and there being a good culture, one in which is supportive and an enjoyable place to work.

Learnings from the exit interview are outlined in attachment two and it is pleasing to see employees are feeling more content with technology in the organisation since we have embarked on the digital transformation journey, although it remains an area of opportunity, which reinforces the importance of the Digital Transformation Program.

Those staff who are exited due to performance management are not offered an exit interview due to the nature of the exit.

Any concerns or areas for improvement raised at the exit interview are discussed with the relevant People Leader, unless there is a valid reason not to, such as the matter being sensitive or confidential. The General Manager will however be informed and strategies discussed as to how best to address issues.

The staff movement information will continue to be provided via the Elected Member Extranet and will also be provided to the Review and Selection Committee on a quarterly basis.

#### Attachment

#	Attachment
1	Attachment 1_Staff Movements January to March 2021
2	Attachment 2_Employee Exit interview data YTD 2020_21