

## CITY OF MARION STAFF UPDATES Q4

## Staff leaving

Name	Role	Date(s)
	Strategy and Operations Project Office	4/8/2021
	Manager Customer Experience	4/27/2021
	P&C Partner	4/12/2021
	Unit Manager Engineering	4/8/2021
	Admin Officer Marion Outdoor Pool	4/20/2021
	Lifeguard Supervisor Marion Outdoor Pool	4/20/2021
	ICT Support Officer Libraries	4/30/2021
	Volunteer Development Officer	4/30/2021
	Bar Attendant (Cove Sports & Community Club)	5/20/2021
	Senior Business Analyst – CRM	5/14/2021
	People and Culture Coordinator	5/28/2021
	Risk Coordinator	5/21/2021
	Property Management Officer	5/27/2021
	Coordinator Traffic & Parking	5/28/2021
	Project Director Urban Renewal	5/25/2021
	Governance Officer	5/28/2021
	Customer Service Officer Libraries	6/4/2021
	Grants Officer Vibrant Communities	6/30/2021
	Coordinator Operations Cooida	6/18/2021
	Development Officer - Building	6/17/2021
	Team Leader Cultural Development	6/30/2021


## New Employees

Name	Role	Date(s)
	Client Liaison Officer	19/4/21-30/6/22
	HSE Partner	19/4/21-19/4/24
	Customer Service Consultant	19/4/21-19/4/23

	Customer Service Consultant	19/4/21 – 19/4/22
	Team Member Operational Support	4/19/2021
	Governance Officer	26/4/21-25/7/21
	Chief Executive Officer	27/4/21- 27/04/24
	Manager IT Operations	23/04/21 – 23/04/24
	Senior Digital Transformation Program IT Manager	10/05/21 - 10/05/24
	Finance and Program Officer	5/3/2021
	People and Culture Partner	5/10/2021
	Senior Development Officer – Building	01/06/21 to 31/05/24
	Development Officer – Building	5/24/2021
	Digital Marketing Officer	6/7/2021
	Active Ageing Officer	6/14/2021
	IT Procurement Specialist	6/28/2021
	Graduate Business Support Officer	6/28/2021

#### Staff Changes

Name	Role	Date(s)
	Grants Officer Vibrant Communities	6/4/21-30/6/21 (secondment)
	Design Officer – Enigneering	5/17/2021
	Volunteer Development Officer	04/05/21 to 30/07/21 (secondment)
	Governance Administration Officer	03/05/21 to 28/06/21 (secondment)
	Manager Customer Experience	24/05/21 to 25/05/2024
	Environment Officer	12/05/21 to 11/08/21
	Unit Manager Engineering	03/05/21 to 29/04/22
	Team Leader Neighbourhood Centre	10/05/21 to 31/07/21 (secondment)
	Technical Officer - Asset Systems Unit	24/05/21 to 02/06/21(secondment)
	Technical Officer - Asset Systems Unit	03/06/21 to 11/06/21 (secondment)
	Life Long Learning Coordinator	31/05/21 to 30/07/21 (secondment)
	Business Support Officer	31/05/21 to 27/05/22 (maternity Leave)
	ESRI Administrator	28/06/21 to 21/06/24
	People and Culture Coordinator	5/31/2021

	Unit Manager Community Wellbeing	30/06/2021 to 31/12/21 (secondment)
	Manager Operations	28/06/21 to 28/08/21 (secondment)
	Learning and Development Partner	28/06/21 - 16/07/21 (secondment)
	Unit Manager Open Space and Recreation Planning	28/06/21 - 28/08/21 (secondment)

## Consolidated themes and learnings from staff exit interviews year to date 2020/21

Department	Reason for Exits	Experience at Marion	CoM better if	Recommend to friends and family	Change one thing	3 things to do less of	3 things to do more of	Learnings from interviews
City Property, Customer Experience, Community Connections, People & Culture, Engineering Assets & Environment, City Development, Corporate Governance, Development & Regulatory Services, Operations, City Activation	End of contract	Positive	Better communication	All staff advised they would recommend the CoM to their friends and family, apart from one person who elected not to respond and two others who responded yes and no.	Breaking down silos	Paper	Collaboration	The positive feedback on staff experiences correlates with our Teamage data and the Culture Study results
	Other opportunities	People are friendly	Permanent/longer term roles		Improved technology	Corporate values and speak	Flexibility in how we do our work	The IT transformation will address concerns on the use of technology. Negative feedback on IT systems has decreased over the last 12 months
	Redundant role	Good culture	Focus more on strategy and planning		Improved systems and record management	Red tape	Agility	Flexibility on how staff undertake their work has increased since COVID-19 with a number of staff having the flexibility to work from home or change the way they work. This is consistent with our Flexible Working Arrangements Policy and Procedures.
	End of contract	Supportive	Improved technology & systems		Continuity of roles that undertake seasonal work	Inflexibility of IT systems	Performance Development Planning process (PD)	The implementation of the HRIS system will ensure we are timely and efficient in undertaking the PDP process. Leaders have completion of PDPs as a KPI. Important for ELT/SLT to hold leaders to account to ensure they are undertaking it in a timely way.
		Poor leadership	Breaking down silos		Improved staff collaboration	Inductions	Innovation	Currently we are unable to retain seasonal workers through the off season, however, we can put steps in place to ensure staff are aware they are able to apply for other roles within Council.
	Role not challenging		Opportunities for staff outside of seasonal work		Upgrade administration building	Entitlement		
			Reward and Recognition					

\*Note for exit interviews relating to performance management, exit interviews are not offered.

\*Concerns raised at exit interview are discussed with the relevant People Leader.