

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

Division	Reason for Exits	Experience at Marion	CoM better if	Recommend to friends and family	Rate your time at Marion	Lived authentically by Respect	Lived authentically by Integrity	Lived authentically by Achievement	Lived authentically by Innovation	Learnings from interviews
Customer Experience, Operations, IT Operations, Community Connections, Finance, City Activation, Development & Regulatory Services, Engineering Assets and Environment, ITT, City Property,	Retirement	Great place to work	Focus on the people	Majority of staff advised they would recommend the City of Marion as an employer to their friends and family.	The majority of staff rated their time at Marion as a 4, with some staff electing not to respond.	Staff rated this from a slight extent to a very great extent, with some people selecting NA.	Staff rated this from a slight extent to a very great extent, with some people selecting NA and the majority selecting moderate.	Staff rated this from a slight extent to a great extent, with some people selecting NA and the majority selecting great.	Staff rated this from a slight extent to a great extent, with some people selecting NA and the majority selecting great.	The positive feedback we receive from staff on their experiences correlates with our Teamgage data.
	Other opportunities	Good culture	Increase in diversity							Negative feedback on IT systems has decreased over the last 12 months
	Redundant role	Poor culture	Focus more on strategy and planning							Flexibility on how staff undertake their work has continued 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	Decrease in workloads							There is a further opportunity to further embed our values and continue to develop our
		Poor communication	Increase in communication							
		Good flexible working arrangements								

\*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.