

CITY OF MARION STAFF MOVEMENTS April 2022 – June 2022

Staff Exits

Name	Position	Date Ended
Q4 - 2021-22		
[REDACTED]	Customer Service Consultant	19/04/2022
[REDACTED]	Lifelong Learning Coordinator	25/04/2022
[REDACTED]	Team Leader Libraries	28/04/2022
[REDACTED]	Executive Officer to General Manager	04/05/2022
[REDACTED]	Coordinator Biodiversity	02/05/2022
[REDACTED]	Engagement and Events Coordinator	06/05/2022
[REDACTED]	Property Maintenance Officer	06/05/2022
[REDACTED]	Program Support Officer	09/05/2022
[REDACTED]	Team Member Playground Inspector	20/05/2022
[REDACTED]	Adult Programs Support Officer	31/05/2022
[REDACTED]	Team Member Open Spaces	16/05/2022
[REDACTED]	Change Manager	18/05/2022
[REDACTED]	Supervisor Stores & Operations	27/05/2022
[REDACTED]	Executive Assistant to the Mayor	03/06/2022
[REDACTED]	Community Safety Support Officer	06/06/2022
[REDACTED]	Executive Officer to General Manager City Development	03/06/2022
[REDACTED]	Team Member Reserves Maintenance	07/06/2022
[REDACTED]	Senior Project Manager - Financial Transformation	10/06/2022
[REDACTED]	Unit Manager Cultural Facilities	15/06/2022
[REDACTED]	Open Space Planner/Landscape Architect	24/06/2022

New Employees

Name	Position	Start Date / Contract End Date
Q4 - 2021-22		
██████████	Change Manager	04/04/2022 (end date 18/05/22)
██████████	Environmental Health Officer	04/04/2022 (end date 14/04/23)
██████████████	Field Supervisor Civil Services	04/04/2022
██████████	Infrastructure Officer	02/05/2022
██████████	IT Helpdesk Officer	26/04/2022 (end date 25/04/25)
██████████	Development Officer - Planning	02/05/2022
██████████	General Manager City Services	30/05/22 (end date 30/05/25)
██████████	Senior Business Analyst	04/05/22 (end date 26/4/24)
██████████	Unit Manager WHS	09/05/2022
██████████	Unit Manager Strategy & Risk	09/05/2022
██████████	Governance Officer	20/06/2022
██████████	Project Support Officer	14/06/2022
██████████	Senior Business Analyst	20/06/2022 (end date 21/06/24)

Staff Changes

Name	Position	Date(s)
Q4 - 2021-22		
██████████	Unit Manager Governance and Council support	28/3/22 (appointed to permanent position)
██████████	Administration Support Officer - Development	28/3/22 to 16/06/22 (secondment)
██████████	Senior Development Officer - Planning	11/04/20 (appointed to permanent position)
██████████	Development Compliance Officer	11/04/22 (appointed to permanent position)
██████████	IT Project Support Officer	26/04/22 to 01/07/22 (secondment)
██████████	General Manager City Development	23/04/22 to 01/05/22 (secondment)
██████████	Administration Support Officer	9/5/22 to 21/10/22 (maternity Leave)
██████████	General Manager City Development	14/04/222 to 11/04/25 (appointed to new position)
██████████	Infrastructure Compliance Officer	05/05/22 (appointed to new position)
██████████	Manager Engineering, Assets & Environment	06/05/22 to 27/05/22 (secondment)

██████████	Unit Manager Asset Solutions	06/05/22 to 27/05/22 (secondment)
██████████	Team Member Footpath Maintenance	09/05/22 to 27/05/22 (supporting partner leave)
██████████	Property Maintenance Officer	23/5/22 to 08/07/22 (secondment)
██████████	Workshop Mechanic	09/05/22 to 30/09/22 (extension to secondment)
██████████	Unit Manager Open Space Operations	14/06/22 to 02/01/23 (extended leave)
██████████	Acting Unit Manager Open Space Operations	14/06/22 to 02/01/23 (secondment)
██████████	Acting Coordinator Arboriculture	14/06/22 to 02/01/23 (secondment)
██████████	Administration Reception Officer	27/06/22 to 03/05/23 (maternity leave)
██████████	Coordinator Coastal Walkway	30/06/22 to 30/06/23 (extension to contract)
██████████	Administration Support Officer – Development Services	17/06/22 to 03/03/23 (extension to secondment)
██████████	Property Maintenance Officer	23/05/22 to 08/07/22 (secondment)
██████████	Team Member Open Spaces	31/05/22 to 02/09/22 (secondment)
██████████	Social Support Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Community Engagement Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Social Participation Coordinator	30/06/222 to 03/06/23 (extension to contract)
██████████	Community Support Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Client Liaison Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Community Support Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Finance & Program Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Active Ageing Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Transport Liaison Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Multicultural Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Home Maintenance Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Inclusion & Wellbeing Officer	30/06/222 to 03/06/23 (extension to contract)

██████████	Finance & Program Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Transport Liaison Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	CHSP Cook	30/06/222 to 03/06/23 (extension to contract)
██████████	Community Connection Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Client Liaison Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	People & Culture Partner	30/06/22 to 03/09/23 (extension to contract)
██████████	Unit Manager People & Culture	30/06/22 to 30/09/22 (extension to secondment)
██████████	Project Coordinator	30/06/222 to 03/06/23 (extension to contract)
██████████	Payroll Officer	30/06/22 to 30/12/22 (extension to contract)
██████████	Youth Collective Committee Officer	30/06/222 to 03/06/23 (extension to contract)
██████████	Business Support Officer	30/06/22 to 31/12/22 (extension to contract)
██████████	Library Customer Service Officer	30/06/22 to 30/09/22 (extension to contract)
██████████	Customer Service Officer – Libraries	30/06/22 to 30/09/22 (extension to contract)
██████████	Library Customer Service Officer	30/06/22 to 30/09/22 (extension to contract)
██████████	Resilient South Regional Coordinator	30/06/22 to 30/06/23 (extension to contract)
██████████	Coordinator Customer Experience & Operations	30/06/22 to 29/07/22 (extension to contract)
██████████	Adult Programs Support Officer – Digital Literacy	30/06/22 to 03/02/23 (extension to secondment)
██████████	Team Leader Positive Ageing & Inclusion	30/06/23 to 30/06/23 (extension to contract)

Attachment 2: Exit Surveys 1 April 2022 to 30 June 2022**Summary of Key themes**

Survey data was obtained from employees exiting the following divisions:

- City Activation
- Community Connections
- Office of the CEO
- Customer Experience and Engagement
- Operations

Main reasons for leaving:

- New opportunities to seek professional development and fit personal lifestyles.
- Tenure of contract.

Positives about working at City of Marion:

- Flexible work practices
- Supportive leaders and team members
- Good working environment and team culture
- Learning and Development opportunities
- Digital Transformation.

Opportunities for improvement:

- Administration building requiring improvements.
- Stronger communication around change and strategic direction.
- Organisational recognition and communication of staff movements throughout the organisation.
- Less direct communication from Elected Member's to staff, causing extra stress in demanding periods of the year.
- Continued improvement on our culture and vision.

Working to Organisational Values – majority rating:

- Respect – Moderate to great extent.
- Integrity – To a great extent.
- Achievement – Moderate to great extent.
- Innovation – Moderate to great extent.

Recommend City of Marion as an employer:

- 80% Yes.
- 20% No/Maybe.