

Department	Mode of Exit	I am leaving because	Is there anything that would have changed your mind about leaving?	What industry are you moving to?	The expectations and responsibilities of my role were clear	I was able to use my skills, knowledge and experience in my role	My leader was approachable and supported me	My team was effective in meeting its priorities and objectives	Relevant training and development opportunities were offered	I had access to career development opportunities	I had regular performance and development conversations	I felt my contributions were recognised and valued	I had good relationships with others and felt a sense of belonging	I experienced a safe working environment	What did you like most and least about working for the City of Marion?	What suggestions do you have on where the City of Marion could improve?	How likely would you be to recommend the City of Marion as an employer to your friends and family?	Would you consider working again for the City of Marion?	Any other comments you would like to make?	Would you like to meet with your People and Culture Business Partner to discuss any of the
	Resignation	Salary increase. Similar or equivalent role at same classification level. Lack of development opportunities	I have enjoyed working at CoM and it is sad to leave. Salary increase might change my mind however there will be limited progression for me as I don't have a formal degree.	Public Sector – Agree	Agree	Agree	Agree	Agree	Neutral	Neutral	Agree	Agree	Agree	Agree	It has a great culture, friendly people, I found it easy to fit in to the organisation. Enjoyed my work except for some systems not supporting processes or having flexibility to update/change process. Managing risk in excel is a little challenging, it would be great to have a risk system which could capture more data to support the risk ratings eg ROR's, etc	Biggest improvement would be updated and dynamic systems.	9	Yes	No thank you	
	Retirement				Agree	Agree	Agree	Neutral	Neutral	Neutral	Agree	Agree	Agree	Agree	Enjoyed working with fellow staff members (professionally and socially)  Enjoyed working/providing input into some very interesting projects in multi-skilled teams, where differing considerations are involved  The culture is generally pretty good at CoM. It offers a good working environment and reasonable conditions of employment. The situation has varied over my time of employment (good and not so good) but overall I have enjoyed my time here.  Working with Elected Members can be interesting but also frustrating, particularly when divergent decisions are made to recommendations on matters that have been extensively researched and considered	Appear to be constant changes made to IT processes that do not always result in a simpler/more logical work process and are, within a relatively short period, changed again!  Too much relies on 3 or 2 people.	7	Maybe	Have enjoyed my working life but time to explore the next phase of my life :)	No thank you
	Resignation	Relocation, Salary increase. Similar or equivalent role at same classification level. Family and Personal reasons	No.	Public Sector – Neutral	Neutral	Agree	Neutral	Strongly Agree	Agree	Neutral	Agree	Neutral	Agree	Agree	I most enjoyed the variety that working with CoM provides. In my time I have taken the opportunity to try different secondments which have been supported by my leaders. I have least enjoyed CoM's avoidance of dealing with difficult team members. In my time here I have witnessed and been subjected to bullying, which has been flagged with leadership to ultimately be ignored/avoided for whatever reason.	Continue to push to remove no forced redundancies and ultimately remove the employees who are safely coasting along without any effort.	9	Yes	No thank you	
	Resignation	Permanent position with CPI each year.	Permanent position with CPI each year.  It has been a tough decision to leave. I love it here and would love to return one day.	Private.	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	I really enjoyed working for my local council and learning about all of the facets of business. There are some challenges with DTP projects that can be a little bumpy to navigate at times. Overall it's been a very positive experience.	Improve buy in for strategic projects	10	Yes	CoM has been a wonderful place to work. I have no issues at all and am really sad to be leaving. I wish you all the very best and I'll see you at all the opening of playgrounds and buildings and will keep in touch as much as possible. Wishing you all every success. How to return soon!	No thank you
	Resignation	Family and Personal reasons. Burnt out.	no	Public Sector – Agree	Strongly Agree	Strongly Agree	Strongly Agree	Agree	Agree	Neutral	Disagree	Strongly Agree	Strongly Agree	Agree	most - the team i worked with least - business maturity around project requirements from business and operational handover	business take more accountability for projects once delivered, and properly resource BAU arrangements. Too much relies on 3 or 2 people.	6	Maybe	No thank you	
	Resignation	Family and Personal reasons. Career progression. Salary increase. Culture.	No	Public Sector – Neutral	Agree	Neutral	Neutral	Agree	Agree	Disagree	Neutral	Neutral	Agree	Agree	The People who used to be here	improve the culture	5	Maybe	no	No thank you
	Resignation	Career progression	No. I have felt very supported by [redacted] is my direct People Leader, [redacted] and also [redacted] I have also enjoyed my time at the CoM.	Exploring new	Agree	Agree	Strongly Agree	Neutral	Agree	Neutral	Agree	Agree	Agree	Agree	The work within Neighbourhood Centres was very reactive.	I have enjoyed my time at the CoM and have felt supported by leadership. It may be beneficial for the organisation when rolling out new systems and platforms that additional training is given in advance to ensure that all partners (internal and external) are more prepared.	8	Yes	No thank you	
Corporate Services, Resignation Office of the CEO, City Development, City Services	Salary increase, Leadership	Salary being brought up to current market levels and some signs of competent leadership	Private Sector	Neutral	Agree	Neutral	Strongly Agree	Disagree	Disagree	Disagree	Disagree	Strongly Agree	Agree	Agree	The people on the ground, particularly in DTP and IT are absolutely amazing. The lack of vision and leadership, repeated mistakes at high level and a tendency to blame the people on the tools for poor product selection, inadequate support from management and a focus on things that are purely an arse covering exercise is appalling. Watching an outstanding DTP team slowly disintegrate has been hard to take.	Good leadership has to start at the top. Employing General Managers who have the required skills or experience and ensuring they are aligned with the strategy (assuming there is one). Stop people leaving by keeping compensation and working conditions in line with the rest of the country. Treating people in the same roles identically. Recognizing accomplishments instead of just punishing perceived failure or shortcomings.	1	No	I can't express more strongly how much I have enjoyed my time at CoM, despite difficult periods. My resignation was brought about by my complete lack of confidence in management and their competence, and that I felt I had to make a point, otherwise I would have been very happy to complete my contract and finalise my projects. I even offered to extend my contract by a few months to ensure that everything was handed over to BAU properly, but nothing ever came of my offer - not a yes or a no.	Yes please
	Resignation	Career progression. Salary increase. Job not right for me. Lack of development opportunities.	Opportunity to continue developing my career, maybe even being in a similar role to my last role rather a demotion to my role from 13 years ago...	Public Sector – Neutral	Neutral	Neutral	Agree	Strongly Disagree	Strongly Disagree	Neutral	Disagree	Agree	Agree	Agree	It is just over 14 and a half years since I walked through the big glass door at Warriparings for a two week temping stint.  2 weeks turned into 13 of the best years of my life. I was welcomed with open arms and big warm hearts into the Warriparings community and the City of Marion family. I grew as a person, as a leader, as a proud Marion employee and as an advocate of our Aboriginal brothers and sisters.  I am extremely proud of the work we did to build relationships and community connection at Warriparings. We provided a safe place Culturally and Spiritually for our Aboriginal community to come together to practice culture, learn from each other, connect to each other and to country. We provided an opportunity for our broader Australian community and visitors to our country to learn from our First Nations people. We provided a space for our local artists to be supported through our community gallery, we provided connection to service providers for those who needed it. We supported Corporate and Community groups to come together in a place that was welcoming to everyone – whether it was for a meeting, a browse around the gallery, to read the history board, to get some information for an assignment – or just to sit and interact with other people.  I have been touched by the kindness of many. I have been invited to attend funerals, weddings, birthdays and other celebrations. I have been included in family life outside of my own. I have made many friends, cried for those who have crossed over, attended ceremonies, learnt A LOT and played a part in a cultural shift. It has been a true lack of team direction and the feeling that management doesn't really care about our small team.	The NHC team is broken. I don't have quick fix answers, the team on the ground is great - all of the girls are 100% committed to the community and their jobs. The rotation of staff is not welcomed by the staff or the community - but the feedback seems to not be heard. I think there is a lot to be said for leaving a team in a centre, and having a facility coordinator - someone who oversees the management and upkeep of the facility, enabling the team to build healthy and supportive relationships with community members. Each demographic of our community has different needs/wants in centres and programs. Some programs can be shared across the centres - and some programs don't work across all centres. I think there is a way to enable staff to feel connected and responsible without the worry of ownership. There is a better way....  Also relationships with our First Nation peoples have fallen by the way side. This is not going to be a quick fix. 14 years of relationship building and partnerships have now been lost. It will be a long strategic road. I think the best and quickest way to mend the relationship is to open up an ATSU specific community hub. NOT a NHC. Make it inclusive of First Nation people first. First Nation programs and partners. Then organically let the broader community pop in -	10	Yes	I have always been a super proud employee. I have embraced every development opportunity and taken on all of the challenges with zest - and there were many working in our ATSU community. Other staff hated at LKCC for 6 months, I was proud of my 13 years. I always felt well supported and well encouraged to grow and develop. I honestly believed that CoM would look after me upon my return to work after my 6 months leave...the new role was just not the right fit, and I honestly felt let down that I had to return to a position/level that was similar to my role 14 years ago... not taking into account any of my developed skill set, strengths or values... Or what I believed were the CoM values... sad.	No thank you
	Resignation	Leadership. Salary increase.	Slight increase in salary (\$\$kish) better resourcing for my team. It has been lacking extra resources since I arrived. It took around 6months to replace a team member and usually takes months to replace someone. We've had our team leader seconded for more than 12months with no direction, we've not been told when this will end and we've had no real assistance with the shortfall in the team	Local Governm	Strongly Agree	Strongly Agree	Neutral	Strongly Agree	Strongly Agree	Agree	Agree	Agree	Strongly Agree	Strongly Agree	I loved the teams I worked with, happy to say I've made some forever mates throughout my time with City of Marion.	I believe more works should be completed in house rather than contractors.	10	Yes	I have enjoyed my time at City of Marion and this wasn't an easy decision, if an opportunity was to arise I will definitely be applying.	No thank you
	Resignation	Career progression. Lack of development opportunities.	More opportunities to step up.	Local Governm	Strongly Agree	Neutral	Strongly Agree	Strongly Agree	Agree	Neutral	Agree	Agree	Strongly Agree	Strongly Agree	I loved the teams I worked with, happy to say I've made some forever mates throughout my time with City of Marion.	I believe more works should be completed in house rather than contractors.	10	Yes		No thank you



	Resignation	Career progression	Potentially salary and secondment opportunities being promoted more. Interest had previously been flagged with City Activation directly; however, the conversation generally ended there. This notwithstanding, the new role offers new challenges and the ability to progress my professional development in a TL role. Therefore, there are limited offers which would have changed my mind.	Local Governm	Agree	Neutral	Agree	Agree	Neutral	Neutral	Disagree	Agree	Agree	Most: Level of trust afforded to staff to carry out their role and flexibilities in work life balancing. Least: Other departments not taking ownership of issues and taking opportunities to pass these on to the Planning team.	Resourcing would heavily improve ability to conduct work in a more detailed approach. Alternatively, improving efficiencies in day-to-day work and customer service system which does not suit the departments work.	8 Yes	No thank you
--	-------------	--------------------	--	---------------	-------	---------	-------	-------	---------	---------	----------	-------	-------	---	--	-------	--------------