CITY OF MARION STAFF MOVEMENTS 1 January 2023 to 31 March 2023 Q3

Staff Exits

Name	Position	Date Ended						
Q3 - 2022-23								
	Office Coordinator Marion Cultural Centre	6/01/2023 (Retirement)						
	Coordinator Civil Contracts (ON SEC) / TM Civil Services	28/01/2023						
	Economic Development Coordinator – Cove Civic Centre	03/01/2023						
	Senior Project Manager	13/01/2023						
	Field Supervisor Civil Services	03/03/2023						
	Executive Assistant to the Mayor	27/01/2023						
	Social Participation Coordinator	15/02/2023						
	Senior Policy Planner (Retirement)	10/02/2023						
	Manager Operations	16/02/2023						
	Risk Business Partner	13/02/2023						
	Senior Project Manager	22/02/2023						
	Senior Project Manager	24/02/2023						
	Administration Support Officer - MOP	25/02/2023						
	Team Member Operational Support Unit	04/03/2023						
	Digital Communications Coordinator	24/02/2023						
	Neighbourhood Centre Officer	21/02/2023						
	Customer Service Officer – Library	05/03/2023						
	Senior Project Manager	10/03/2023						
	Neighbourhood Centre Officer	31/03/2023						
	Project Manager Strategic Projects	31/03/2023						

New Employees

New Employees Name Position Start Date / Contract End Date											
Q3 - 2022-23	Fosition	Start Date / Contract End Date									
20 2022 20	Manager People and Culture	1/01/2023 to 01/01/2028									
	Gap Year Team Member	30/01/2023 to 26/01/2024									
	Gap Year Team Member	30/01/2023 to 26/01/2024									
	Executive Assistant to the Mayor	23/01/2023 to 22/01/2027									
	Neighbourhood Centre Coordinator Customer Experience & Operations	23/01/2023									
	Development Officer Building	06/02/2023									
	Unit Manager Recreation and Cultural Facilities	13/02/2023									
	IT Network Administrator	14/03/2023									
	Team Member Open Space Asset Maintenance	20/02/2023									
	Inclusive Trainee	20/02/2023 to 20/02/2024									
	Administration Support Officer	06/03/2023									
	Team Member Reserve Maintenance	07/03/2023									
	Senior Project Manager	06/03/2023									
	Senior Project Manager	20/03/2023									
	Senior Business Analyst	20/03/2023									
	Utilities Business Analyst	22/03/2023									
	Business Support Officer	27/03/2023									

Staff Changes

	Position	Date(s)							
22-23									
	Community Connections Partner	02/01/2023							
	Collection Development Support Officer	19/12/2022							
	Programs & Events Officer	30/01/2023							
	Programs & Events Officer	30/01/2023							
	Programs & Events Officer	30/01/2023							
	Customer Service Officer – Libraries	30/01/2023							
	Customer Service Officer – Libraries	30/01/2023							
	Customer Service Officer – Libraries	30/01/2023							
	Customer Service Officer – Libraries	30/01/2023							
	Business Support Officer – City Property	06/02/2023 to 04/08/2023 (Secondment)							
	People and Culture Coordinator	09/02/2023 to 12/04/2024 (Secondment covering Maternity Leave)							
	People and Culture Coordinator	02/03/2023 to 12/04/2024 (Maternity Leave)							
	Unit Manager Environmental Sustainability	30/01/2023 to 31/12/2023 (Secondment)							
	Customer Service Officer – Libraries	13/02/2023 (appointment to new position)							
	Customer Service Officer – Libraries	30/01/2023 (appointment to secondary position)							
	Customer Service Officer – Libraries	30/01/2023 (appointment to new position)							
	Business Support Officer – Community Safety	16/02/2023 (return to substantive)							
	Project Support Officer	27/02/2023 to 01/04/2024 (Secondment)							
	Customer Systems Partner	27/02/2023 to 23/02/2024 (Secondment)							
	Volunteer Development Coordinator	17/03/2023 to 29/03/2024 (Leave without pay)							
	Project Lead	20/02/2023 (addendum to contract)							

Senior Business Analyst	20/02/2023 to 21/02/2025 (addendum to contract)						
Unit Manager Environmental Sustainability	06/02/2023 to 01/01/2024 (Leave without pay-secondment to another council)						
Business Support Officer - City Property	09/01/2023 to 09/07/2023 (Leave without pay)						
Mechanic	01/02/2023 to 30/06/2023 (Secondment)						
Box Office & Promotions Officer	20/02/2023 to 28/04/2023 (Secondment)						
Training & Project Officer	31/03/2023 to 30/06/2025 (contract renewal)						
TM Operational Support	06/03/2023 redeployment						
WHS Business Partner	16/03/2023 permanent						
Active Recreation Role	31/03/2023 to 29/03/2024 (contract renewal)						

Date 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?		1B. I was able to use my skills, knowledge and experience in my role.							2E. I had good relationships with others and felt a sense of belonging	2F. I experienced a safe working environment	What did you like most and least about working for the City of Marion?		How likely would you be to recommend the Cit of Marion as an employer to your friends and family?	Would you consider working	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 above?
			Continuing further studies in different field of work												Financial System - rather confusing to work with, not intuitive, difficult to be across status of project budget(s) and current status				
30/03/2023 City Development Resignation	Career break / career change	No	Continuing further studies in different field of work, industry yet to be determined	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	My immediate colleagues who were tremendously supportive throughout my time	Onboarding, Systems, Processes Training - it would be helpful / beneficial if CoM incorporate lunch and learns or similar activities which comprise of training sessions on various different platforms systems and tools used across departments (e.g. Esri, ARCGIS, Financial Force, SalesForce, Aurion etc) for staff familiarisation etc	7	Maybe	N/A	No thank you
29/03/2023 Corporate Services Resignation	Relocation	Not at this point of time	Taking a break	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	Neutral	Agree	Most - ability to have flexible working hours arrangement (working across 3 councils)	None at the point of time	8	Maybe		No thank you
24/03/2023 City Services Retirement				Agree	Agree	Neutral	Disagree	Agree	Agree	Agree	Agree	Agree	Agree	Loved working with the community, volunteers and have worked with some amazing staff over the years. Made many wonderful friendships with volunteers and participants. Great to feel the what you do at the centres makes a big difference to people's lives. Last 3 years have been har Covid, staff leaving that has put added pressure of current staff.	Maybe be a bit more aware of what happens at the Centres, would be lovely to see more	8	No	ave had an amazing time working at the Neighbourhood Centre, especially Cooinda. There are always some challenges along the vay but it has been a very special part of my life. Loved working with the community and the wonderful staff that I have worked with over the years.	No thank you
16/02/2023 Corporate Services Resignation	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	people "on the tools" for poor product selection, inadequate support from management and	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	C No h	CoM, despite difficult periods. My resignation was brought about by my complete lack of onfidence in management and their competence, and that I felt I ad to make a point, otherwise I would have been very happy to omplete 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
01/02/2023 Office of the CEO Resignation		ne 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 – State	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/KRI's, etc		9	Yes		No thank you
03/01/2023 City Development Retirement				Agree	Agree	Agree	Neutral	Neutral	Neutral	Agree	Agree	Agree	Agree	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!	7	Maybe ^F	ave enjoyed my working life but time to explore the next phase of my life)	No thank you