

Mode of Exit	I am leaving because	Is there anything that would have changed your mind about leaving?	What industry are you moving to?	1A. The expectations and responsibilities of my role were clear	1B. I was able to use my skills/knowledge and experience to my role	1C. My leader was approachable and supported me	1D. My team was effective in meeting its objectives and objectives	1E. Relevant training and development opportunities were offered	1F. I had access to career development opportunities	1G. I had regular performance and development conversations	1H. I felt my contributions were recognized and valued	1I. I had good relationships with others and felt a sense of belonging	1J. 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 above?
Resignation	Career progression, salary increase	If the senior position was level 5 then the decision would have been much harder to make. In the end the financial benefits of level 6 rather than the level 5 and the CEO I will leave each week in fact, made the decision for me.	Local Government	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Management have done nothing but encourage me throughout and have endorsed my skill set. I have really enjoyed my time with the City of Marion and am incredibly inspired by the examples around me. I will take those positive examples with me in my next opportunity.	Money isn't everything but in the current environment, it makes a big difference. I believe CDM will better keep good staff if the pay rates were more competitive. Culture and Leadership Priorities.	10	Yes	CDM has inspired me for the time being regarding this. The compensation package is competitive but I have been nothing but supportive and encouraging. I am moving into a supervisory role and will model my approach on both theirs.	No thank you	No thank you
	Culture, Leadership	Not at this stage – there is much work in pockets of leadership where values do not align with the City of Marion Values. It is not to me, especially when the values should be ideally championed by leadership. Specifically, the leadership within Civil Services, both past and present is appalling.		Neutral	Strongly Disagree	Neutral	Neutral	Neutral	Agree	Neutral	Disagree	Strongly Disagree	I thoroughly enjoyed working with the Engineering, Assets and Environment teams – all of which were extremely supportive and willing to work towards addressing challenges at hand. The best enjoyable experience was working with specific individuals within Civil Services. The leadership portrayed traits not aligned with City of Marion Values, specifically respect, integrity and innovation. The two leaders created a culture of finger pointing/blaming which has created a highly toxic work environment where most individuals are afraid/unwilling to make decisions. Furthermore, their response to feedback and employees attempting to improve the team is that it is not up to them, and it is up to the leaders to address. Furthermore, feedback is not well received such that the common phrase of I have 20 years plus experience doing this is thrown back into employees faces. It has created an extremely hostile work environment which has resulted in no resignation. A prime example of this is around the budget challenges, where forecasts for various programs have exceeded the approved budget. Without any understanding of how budgets were developed, Manager/Civil Manager have accused the Engineering department of budgetary forecasting with constant belittling. Various Engineering leaders and employees have approached them requesting further clarity and, also highlighting that construction cost have increased by significant margin from the time of budget development versus construction (1 year difference). The increase was shown to them numerous times that it has increased significantly based on tender rates. However, they refuse to acknowledge facts and continue to rebuke their complaints. Engineering also provided various options at addressing budget constraints, such as meeting their programs, preparing quarterly reports, and aligning with their team to ensure minimal impact to their current schedule and reporting back. However, feedback again from Civil Services and their own employees was that they were told that it was not up to the employees – it is up to the manager. I am actually my job to develop the program. Furthermore, there has been serious attempts at meeting together to find a middle ground for a solution, however those meetings have been met with arguments, with the experience thrown into people's faces. Disengagement with their opinion has been met with stone-walling and further accusation of poor work as per my situation. I find it highly disappointing that leadership are perceiving such poor attitude and culture. Not only this, but their conduct in the general office environment include badly meeting with situations such as – This is the most fucking disgusting place I've ever worked in – could be considered acceptable behavior.	4	Maybe	The majority of City of Marion Council has been a fantastic group to work with. Great people with a keen desire to improve, assist and provide a service to the community.	No thank you	No thank you	
Resignation	Career progression, lack of development opportunities	The ongoing struggle with permanency and contracts always being unsure was a trying matter. Due to the nature of the past nothing would be guaranteed and there was to date also over the years. The PSP process was also poor and no action for my desired personal development was ever followed up meaning that to mitigate my own personal development at personal cost. This creates a culture where a staff member is not valued and supported. Large improvements in these areas going forward would make it more conducive to stay.	N/A	Strongly Agree	Strongly Agree	Strongly Agree	Neutral	Disagree	Agree	Agree	Agree	Agree	Cross been collaboration that was developed over the last couple years was very good being able to interact with many teams and people. The systems of Council can be frustrating especially when specific needs of a facility such as the pool where we are not considered as whole of organization plans.	Better ways to celebrate and reward staff. Reward for effort is huge driver of positive culture and better work outcomes.	8	Maybe	Overall the experience was great, though challenging with with us changing managers in my case. I loved my time at Marion Outdoor Pool and formed some great relationships. Staff need to come first as they are the people that do the work and all areas of the business must be considered.	No thank you	No thank you
	Career progression	I loved my job and the sector I work in. This was an opportunity too good to pass up for my own development and progression and passion for this that I have.	Private sector – Project management	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	I thoroughly enjoyed working at the City of Marion. Every one has a friendly atmosphere, and I was motivated to go to work every day. As my third report was so supportive, and her appreciation motivated and inspired me to give my what and hard work to no day and one team. Her guidance and mentoring motivated me to put my 100% towards the work and to continue to apply my skills to improve so many things. There nothing but the highest respect to the staff and the support. I absolutely loved working at the City of Marion and were given so many amazing opportunities and gained so many skills in a professional and personal aspect.	I don't have any	10	Yes	I've given a great deal of the time and appreciate what the board. I have met and worked with some amazing people and made some lasting friendships.	No thank you	No thank you
Resignation	Career progression, lack of development opportunities, culture	Training opportunities supported better and improvement in culture sooner	Not-for-profit, community-oriented organization	Agree	Strongly Agree	Neutral	Neutral	Disagree	Disagree	Strongly Disagree	Neutral	Neutral	Most contributing to the improvement of the community. Least lack of progression.	Better recognition for all staff. Encouragement of training and cross-training opportunities. Minimize negative work culture to retain the staff. Work more staff put in much effort and there is no recognition of that.	8	Yes		No thank you	No thank you
Resignation	Career progression	No	Locally owned unrelated public company	Neutral	Disagree	Neutral	Agree	Disagree	Disagree	Strongly Disagree	Strongly Agree	Agree	(Most) I love the people here. (Least) That the new system implementation and the backdoors in my career as all I was doing is the end was back reconciliation and purchase cards – no contribution to the budget work.	Minimize negative work culture to retain the staff. Work more staff put in much effort and there is no recognition of that.	7	Maybe		No thank you	No thank you
Resignation	Health / Personal reason, lack of flexibility, desire a career change	Potentially if there was greater openness to secondment opportunities within Council. I have been interested in trying something new for the last couple of years and noted this at KPM, but limited opportunities in relevant fields have arisen.	Unknown at this time – considering options, but next role is likely to be in government in some form.	Agree	Agree	Agree	Strongly Agree	Agree	Agree	Neutral	Agree	Agree			8	Yes	I have really enjoyed my time here at the City of Marion, the staff that I work with have been my second family – which makes it hard to leave. But this opportunity has come up and was too good to refuse.	No thank you	No thank you
Resignation	Career progression, salary increase	N/A	Public sector Commonwealth	Agree	Agree	Agree	Agree	Neutral	Agree	Agree	Agree	Agree	most welcoming people, best N/A	Continue to provide increased flexible working arrangements	5	Maybe		No thank you	No thank you