

Date Submitted	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?	1A. The expectations and responsibilities of my role were clear	1B. I was able to use my skills, knowledge and experience in my role.	1C. My leader was approachable and supported me	1D. My team was effective in meeting its priorities and objectives	2A. Relevant training and development opportunities were offered	2B. I had access to career development opportunities	2C. I had regular performance and development conversations	2D. I felt my contributions were recognised and valued	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?	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?
09/01/2024	City Development	Resignation	[ Career progression , Salary increase ]	Potentially a permanent role in the area I want to work in (information management/records), however the role I have been offered elsewhere pays much more and is an area of interest to me.	Public Sector – State	Neutral	Agree	Strongly Agree	Neutral	Neutral	Agree	Neutral	Agree	Neutral	Agree	I have made some friends that I will always have a CoM, and I was able to move around between positions which was particularly valuable for me. The culture of the organisation now varies a bit between teams, there are some that are positive and encouraging while others are particularly negative and stuck doing things how they have always been done instead of exploring new ways. It had begun to affect my mindset and it's hard to stay positive when other don't seem to care.	As above, the culture needs to be worked on in some teams in particular	6	Maybe		No thank you
10/01/2024	City Development	Resignation	[ Family / Personal reasons , Relocation ]	No, CoM is a great place to work, sad to be leaving	Public Sector – State	Agree	Agree	Strongly Agree	Agree	Agree	Agree	Agree	Agree	Agree	Agree	The people are great, supportive and passionate.	I suggest investing / exploring better software programs to create greater efficiency and reduce workloads, eg reporting from one platform only.	10	Yes	I would like to thank everyone who supported me in my transition into local government. A great place work due to the people within it!	No thank you
05/02/2024	City Services	Resignation	[ Similar or equivalent role at same classification level , Variation in work , Lack of development opportunities ]	More conversations about career development and work variation.	Public Sector – State	Agree	Agree	Agree	Agree	Agree	Neutral	Neutral	Neutral	Agree	Agree	Generally happy at Marion. In the end, I thought to have a change in work environment. I didn't necessarily set out to leave however no one seemed to genuinely care if I returned or not so I felt it was the right time to leave.	Just for people to have more open conversations about where they want to be in the organisation.	7	Maybe	Thanks to [REDACTED] in payroll for assisting me in getting recognition for service and hopefully getting leave transferred to my current workplace.	No thank you
09/02/2024	City Development	Resignation	[ Career progression , Similar or equivalent role at same classification level ]	No	Local Government	Agree	Agree	Agree	Neutral	Agree	Neutral	Neutral	Agree	Agree	Agree	At the time I had a manager who gave me the freedom and the responsibility to do my work. This was great. The least would be job sharing because I feel some people don't work to your standard and you feel used and you regard them as lazy.	Environmentally. You don't just plant trees fit open spaces you need shrubs as this keeps the insect population down because of the small birds. There needs to be more connectivity with the natural environment. When I have travelled there are areas around different states in WA. Where you can set up your camper and stay for a min of nights. You pay the council \$10 a night. They need to be self sufficient, toilet etc. I think this would put Marion in front of other councils because offering something different.	8	Yes	no	No thank you
03/03/2024	City Services	Resignation	[ Career progression ]	Potentially a clear career path in where my next opportunity within City of Marion would be.	Local Government	Agree	Agree	Strongly Agree	Agree	Strongly Agree	Strongly Agree	Agree	Agree	Strongly Agree	Strongly Agree	Most - the people I work with. I love them all dearly Least - lack of systems that would avoid repetitive tasks and manage compliance of tenants	When working on growing staff, provide coaching and mentoring along the way. I am all for feedback, however timely feedback is really important. If there is a certain behaviour that has been identified that does not align, feedback in the moment makes a difference. Having said that, I am so grateful for all of the opportunities that CoM have provided me.	7	Yes	Thank you to my team, my unit manager [REDACTED] and [REDACTED] have appreciated your guidance, and support throughout my time a CoM.	No thank you
06/03/2024	City Services	Resignation	[ Salary increase , Job not right for me , Culture , Career progression ]	Pace of work	Private Industry	Disagree	Neutral	Agree	Neutral	Neutral	Neutral	Neutral	Agree	Disagree	I liked how welcoming and approachable majority of staff were.  Disliked the amount of "hear say" / previous performance of a particular team members were discussed amongst the different levels of the team. Everyone has failures or lack of knowledge we should learn from it and not use it to tarnish that person's reputation moving forward.	Less apps / software platforms which over complicated the everyday operations. Try and streamline and remove double ups / completing the same tasks on two different platforms.  Instead of trying to make IT software from scratch, research first as there might already be systems out there or current platforms may also offer those services.	7	Maybe	The onboarding process could be completed better, first day induction, IT setup, phone, information about payroll could be better explained on day one. On line training videos are a good idea but could possibly be over done.  I found if I didn't ask I didn't get what I needed and sometimes still didn't receive an item. For example I didn't receive a computer charger or keyboard for the surface pro. I got the charger but never received the keyboard. Couldn't be bothered chasing it further in the end.	No thank you	
21/03/2024	City Services	Resignation	[ Career progression ]	Having permanent employment as opposed to casual.	Catholic Education South Australia	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Strongly Agree	Neutral	Strongly Agree	Strongly Agree	Strongly Agree	Most- The lovely staff. Least- Nothing, I loved working at Marion Libraries.	I quite liked seeing which shifts were available before they were allocated just to get an idea of shift patterns. However, Deputy was very efficient and time saving.	10	Yes		No thank you
25/03/2024	City Services	Retirement														No comment	No comment	7	Maybe		No thank you
25/03/2024	City Services	Resignation	[ Career progression ]	The classification level of the role	Public Sector – State	Agree	Agree	Strongly Agree	Neutral	Agree	Agree	Agree	Agree	Agree	Agree	like most - the community connections, chance to explore different things Least - take times to process change	More staff events/programs - like a social club for people get to connect and enjoy working here.	8	Yes		No thank you
26/03/2024	City Services	Resignation	[ Career progression , Salary increase , Position is not classified at the appropriate level- expected to run a service and with 7 direct reports. This level of work is not justified for the level I am being paid. I found out that members of my team are paid higher than me. A good role to learn a lot. I did raise the issue of the team members being paid higher than me and she explained that they were in place a lot longer than me and nothing could be done, this was in place before I came onboard. ]	Very concerned about the fairness of the level and how this is applied. Enjoyed the work and was still learning a lot.	Public Sector – State	Neutral	Agree	Agree	Neutral	Agree	Agree	Agree	Agree	Strongly Agree	Most- The chance I get to experience different things. When I used to work in State Gov and then moved to council, I appreciated the chance to have exposure to different teams and areas of the council. Good opportunities for development. Made me realise how much councils do and the community connections especially as I am a local resident. Least- The classification of my role and how that made me feel. Sometimes I feel if there are suggestions or changes to be made then it takes a long time to implement. This is due to the processes in place as well as reluctance of people involved. People who have been here a lot time are set in their ways, have built their own pattern and style of working and so change was difficult. Lots of pushback. People say that they don't have time. Some team members WTH a lot, unclear why that is allowed to occur in that matter. Strong advocates for themselves and not the team.	The fairness of classifications- not a good practice. We advertise positions that are vacated at a lower level- don't assume that new starters don't know what is happening. People talk.  More events or programs for the staff to participate- a social club etc. Lots of focus on the community being offered programs but no encouragement for staff to participate.	8	Yes	No- grateful for the opportunity to share this feedback. "Exit interview" with [REDACTED]	No thank you	