

We want your experience here to be a great one – tell us what you think

April 2025



We want our people's experience here at Hutt City Council to be a great one, so are focused on ensuring our environment and culture provides a positive employee experience that enables our people to thrive.

By listening to the insights and experiences of our people, we can continue to shape our culture, design work programmes that are meaningful and support the achievement of our organisational priorities.

The participation rate for our full Waiora Engagement survey was 91%.

Category	Question	Favourable	Neutral	Unfavourable
Engagement	I am proud to work for Hutt City Council	71%	22%	7%
	I would recommend Hutt City Council as a great place to work	66%	24%	10%
	Hutt City Council motivates me to go beyond what I would in a similar role elsewhere	49%	35%	16%
	I see myself still working at Hutt City Council in two years time	51%	27%	22%
	I rarely think about looking for a job at another company	42%	28%	30%
Wellbeing and Belonging	I feel like I belong at Hutt City Council	67%	23%	10%
	I believe wellbeing is a priority at Hutt City Council	68%	18%	14%
	My immediate people leader/team leader genuinely cares about my wellbeing	87%	9%	4%
	I consider the workload for my role to be reasonable	65%	20%	15%
	At Hutt City Council I feel accepted for who I am as an individual	78%	17%	5%
	I feel valued through the contribution I make at Hutt City Council	60%	24%	16%
Alignment	I know what I need to do to be successful in my role	85%	11%	4%
	I receive appropriate recognition for good work at Hutt City Council	59%	26%	15%
	Day-to-day decisions here demonstrate that quality and improvement are top priorities	54%	30%	16%
Leadership	The senior leaders at Hutt City Council have communicated a vision that motivates me	48%	32%	20%
	The senior leaders at Hutt City Council keep people informed about what is happening	60%	23%	17%
	My immediate people leader role models our values	83%	11%	6%
	My immediate people leader demonstrates that leading our team is a priority for them	82%	13%	5%
	My performance is managed in a way that motivates me to do excellent work	70%	20%	10%
Te Ao Māori Capability	I am becoming more confident in my Te Ao Māori capability	45%	38%	17%
	I have the opportunity to develop my bicultural skills and knowledge	64%	25%	11%
Development	Hutt City Council is a great place for me to grow and develop my skills and capabilities	62%	26%	12%
	My manager/team leader has shown an interest in my career aspirations	73%	17%	10%
	I believe there are good career opportunities for me at Hutt City Council	47%	34%	19%
Enablement	I have access to the things I need to do my job well	71%	18%	11%
	I have access to the learning and development I need to do my job well	67%	24%	9%
	Most of the systems and processes here support us getting our work done effectively	50%	23%	27%
Change	I feel optimistic about the changes happening at Hutt City Council	44%	38%	18%
	Overall, I feel comfortable with the current level of change happening at Hutt City Council	50%	36%	14%