

Waiora Pulse Engagement Survey

November 2024



We want our people's experience here at Hutt City Council to be a great one, so we're 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.

Over the past few months there has been activity in relation to our journey with Artificial Intelligence (AI), and how this can be used to positively support us in our day-to-day mahi. As part of this Pulse survey, we took the opportunity to ask some questions to understand how our people feel about AI.

We again saw further improvements in overall engagement and participation in the survey was high at 89%.

Category	Question	Favourable	Neutral	Unfavourable
Engagement	I am proud to work for Hutt City Council	73%	20%	7%
	I would recommend Hutt City Council as a great place to work	69%	22%	9%
	Hutt City Council motivates me to go beyond what I would in a similar role elsewhere	50%	34%	16%
	I see myself still working at Hutt City Council in two years time	53%	30%	17%
	I rarely think about looking for a job at another company	45%	29%	26%
Leadership	My immediate people leader leads in a way that demonstrates how important people are to Hutt City Council's success	83%	11%	6%
	My performance is managed in a way that motivates me to do excellent work	73%	18%	9%
	My regular one-one-one meetings with my immediate people leader are meaningful and support me to be and do my best	74%	19%	7%
	My immediate people leader creates and supports opportunities for team connection / whanaungatanga	81%	13%	6%
Becoming a Te Ao Māori Capable Council	I am becoming more confident in my Te Ao Māori capability	47%	38%	15%

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Supporting you to be and do your best	I know what I need to do to be successful in my role	86%	11%	3%
	Hutt City Council is a great place for me to grow and develop my skills and capabilities	66%	25%	9%
Wellbeing and belonging	I feel like I belong at Hutt City Council	68%	23%	9%
	I believe wellbeing is a priority at Hutt City Council	72%	18%	10%
	My leader shows they care for my wellbeing	88%	8%	4%
Artificial Intelligence (AI)	I understand why Council is looking to utilise AI tools	65%	24%	11%
	I am optimistic about the potential AI has to support Council to achieve its objectives	51%	37%	12%
	I can see how AI has the potential to assist me to do my job more effectively	54%	30%	16%
	I am already using AI in my mahi at Council	36%	22%	42%
	I feel confident I can use AI effectively	37%	34%	29%