

# Waiora Pulse Engagement Survey

November 2022



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.

Our Waiora pulse survey is how we 'check in' with staff in between our annual Waiora engagement survey. 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 Waiora Pulse survey was 84%.

Category	Question	Favourable	Neutral	Unfavourable
<b>Engagement</b>	I am proud to work for Hutt City Council	69%	23%	8%
	I would recommend Hutt City Council as a great place to work	57%	28%	15%
	Hutt City Council motivates me to go beyond what I would in a similar role elsewhere	44%	34%	22%
	I see myself still working at Hutt City Council in two years time	47%	30%	23%
	I rarely think about looking for a job at another company	40%	24%	36%
<b>Leadership</b>	My leader leads in a way that demonstrates how important people are to Hutt City Council's success	73%	19%	8%
	My performance is managed in a way that motivates me to do excellent work	65%	25%	10%
	My leader makes time for regular one-on-one meetings with me	76%	14%	10%
<b>Becoming a Te Ao Māori Capable Council</b>	I am becoming more confident in my Te Ao Māori capability	41%	35%	24%
<b>Supporting you to be and do your best</b>	I know what I need to do to be successful in my role	82%	12%	6%
	Hutt City Council is a great place for me to grow and develop my skills and capabilities	60%	26%	14%
	I am able to stay connected and contribute effectively with my team regardless of work location or schedule	78%	14%	8%
<b>Wellbeing and belonging</b>	I feel like I belong at Hutt City Council	59%	26%	15%
	I believe wellbeing is a priority at Hutt City Council	65%	22%	13%
	My leader shows they care for my wellbeing	84%	11%	5%