

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

April 2023



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 85%.

Category	Question	Favourable	Neutral	Unfavourable
Engagement	I am proud to work for Hutt City Council	67%	24%	9%
	I would recommend Hutt City Council as a great place to work	57%	29%	14%
	Hutt City Council motivates me to go beyond what I would in a similar role elsewhere	46%	33%	21%
	I see myself still working at Hutt City Council in two years time	46%	32%	22%
	I rarely think about looking for a job at another company	39%	25%	36%
Wellbeing and Belonging	I feel like I belong at Hutt City Council	61%	21%	13%
	I believe wellbeing is a priority at Hutt City Council	66%	17%	17%
	My manager/team leader genuinely cares about my wellbeing	82%	12%	6%
	I consider the workload for my role to be reasonable	54%	24%	22%
Alignment	I know what I need to do to be successful in my role	81%	15%	4%
	I receive appropriate recognition for good work at Hutt City Council	55%	26%	19%
	Day-to-day decisions here demonstrate that quality and improvement are top priorities	49%	29%	22%
Leadership	The leaders at Hutt City Council have communicated a vision that motivates me	44%	35%	21%
	The leaders at Hutt City Council keep people informed about what is happening	53%	26%	21%
	My manager/team leader role models our values	79%	16%	5%
	My manager/team leader demonstrates that leading our team is a priority for them	76%	16%	8%
	My performance is managed in a way that motivates me to do excellent work	60%	28%	12%
Te Ao Māori Capability	I am becoming more confident in my Te Ao Māori capability	39%	38%	23%
	I have the opportunity to develop my bicultural skills and knowledge	58%	28%	14%
Development	Hutt City Council is a great place for me to grow and develop my skills and capabilities	60%	26%	14%
	My manager/team leader has shown an interest in my career aspirations	67%	21%	12%
	I believe there are good career opportunities for me at Hutt City Council	45%	33%	22%
Enablement	I have access to the things I need to do my job well	60%	24%	16%
	I have access to the learning and development I need to do my job well	60%	28%	12%
	Most of the systems and processes here support us getting our work done effectively	38%	28%	34%
Change	I understand that change is happening at council and I am able to find out about it	49%	34%	17%
	I feel optimistic about the changes happening at Hutt City Council	38%	43%	19%
	Overall, I feel comfortable with the current level of change happening at Hutt City Council	43%	42%	15%