

# Waiora Pulse Engagement Survey

October 2023



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.

The participation rate for this Waiora Pulse survey was 83%.

Category	Question	Favourable	Neutral	Unfavourable
<b>Engagement</b>	I am proud to work for Hutt City Council	67%	25%	8%
	I would recommend Hutt City Council as a great place to work	56%	27%	17%
	Hutt City Council motivates me to go beyond what I would in a similar role elsewhere	44%	36%	20%
	I see myself still working at Hutt City Council in two years time	48%	30%	22%
	I rarely think about looking for a job at another company	38%	30%	32%
<b>Leadership</b>	My people leader leads in a way that demonstrates how important people are to Hutt City Council's success	78%	13%	9%
	My performance is managed in a way that motivates me to do excellent work	67%	20%	13%
	My regular one-one-one meetings with my people leader are meaningful and support be to be and do my best	70%	21%	9%
	My people leader creates and supports opportunities for team connection / whanaungatanga	75%	15%	10%
<b>Becoming a Te Ao Māori Capable Council</b>	I am becoming more confident in my Te Ao Māori capability	43%	35%	22%
<b>Supporting you to be and do your best</b>	I know what I need to do to be successful in my role	81%	13%	6%
	Hutt City Council is a great place for me to grow and develop my skills and capabilities	58%	27%	15%
<b>Wellbeing and belonging</b>	I feel like I belong at Hutt City Council	60%	25%	15%
	I believe wellbeing is a priority at Hutt City Council	59%	21%	20%
	My leader shows they care for my wellbeing	85%	10%	5%