

Decision released from confidential session			
Recommendation from (agenda report)	Date of meeting	Recommendation to (decision-making meeting)	Date of meeting
Chief Executive Employment Committee	19 May 2023		
Report Title and number			
Overview of AskYourTeam Staff Survey Results 2023 – R27665			
Documents released			
Decision (CEE/2023/023), Report R27665, Attachments (1809402794-756 and 1809402794-757) and the Tabled Document (1809402797-756)			
Decision			
Resolved			
<p><i>That the Chief Executive Employment Committee</i></p> <ol style="list-style-type: none"> <i>1. Receives the report Overview of AskYourTeam Staff Survey Results 2023 (R27665) and its attachments (1809402794-756 and 1809402794-757); and</i> <i>2. Agrees that Report (R27665), attachments (1809402794-756 and 1809402794-757) and the tabled document (1809402797-756) be made publicly available.</i> 			

Overview of AskYourTeam Staff Survey Results 2023

1. Purpose of Report

- 1.1 To provide the Chief Executive Employment Committee with an overview of the 2023 AskYourTeam staff survey results.

2. Recommendation

That the Chief Executive Employment Committee

- 1. Receives the report Overview of AskYourTeam Staff Survey Results 2023 (R27665) and its attachments (1809402794-756 and 1809402794-757); and***
- 2. Agrees that Report (R27665) and its attachments (1809402794-756 and 1809402794-757) be made publicly available.***

3. Exclusion of the Public

- 3.1 This report has been placed in the confidential part of the agenda in accordance with section 48(1)(a) and section 7 of the Local Government Official Information and Meetings Act 1987. The reason for withholding information in this report under this Act is to:

- Section 7(2)(a) To protect the privacy of natural persons, including that of a deceased person

4. Background

- 4.1 Nelson City Council runs an annual survey (except in 2021 when the August lockdown interrupted the roll-out) which provides staff an opportunity to provide feedback across a range of organisational elements which are important to organisational culture, performance and effectiveness. The 2023 survey was run in the second half of March.

- 4.2 The survey tool used, AskYourTeam, provides the ability to compare ourselves with other local authorities through the Local Government Benchmark option.
- 4.3 Survey scores are reported as a weighted average of responses, where the responses *Strongly Disagree*, *Disagree*, *Somewhat Disagree*, *Somewhat Agree*, *Agree*, *Strongly Agree* are assigned values of 0, 0.2, 0.4, 0.6, 0.8, 1.0 respectively. A response of *Don't Know* is not assigned a value.

5. Discussion

- 5.1 Survey results will be shared with the organisation in the near future. Senior leaders are able to access the results for their own Group and will have the opportunity to consider key organisational and SLT focus areas in a workshop yet to be scheduled.
- 5.2 Groups and Business Units receive support to access their own team results, and will be able to set action to focus on improvement areas relevant for their teams.
- 5.3 Attachment 1 provides an overview for the Committee of key survey results, and significant Local Government benchmark comparisons. Attachment 2 provides a trend overview, comparing last year's survey results to this year's results. The Committee may wish to note the following key items from the reports.
- 5.3.1 The overall survey score has decreased from 65% in 2022 to 62% in 2023.
- 5.3.2 The "validated average" (i.e. average of all standard AYT questions – excludes custom questions) at 61% is 2% lower than the Local Government benchmark of 63%.
- 5.3.3 Nelson City Council does have a very high participation rate – 81.1% of staff provided feedback, compared with the Local Government benchmark rate of 69.8%.
- 5.3.4 Staff responses indicate that the areas they most want to see change in are the Culture, Leadership, and Internal Communication categories.

6. Conclusion

- 6.1 Nelson City Council's 2023 Staff Survey results show an overall decrease from the 2022 results. The areas of greatest backwards movement are in Leadership and Health, Safety and Wellbeing.
- 6.2 Given the high participation rate for the 2023 survey, the results provide reliable and useful data for determining future action.

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Attachments

Attachment 1: 1809402797-756 - AskYourTeam Staff Survey 2023 - Overview for CEEC

Attachment 2: 1809402794-756 - AskYourTeam - Comparison 2022 and 2023 Staff Surveys

Released 24 May 2023



AskYourTeam - 2023 Staff Survey

Overview for Chief Executive Employment Committee

Released 24 May 2023

NDOCS-1809402797-756



1982984479-6039

Top 10 Question Scores



These questions may identify areas to celebrate with your team. This is a Strongly Agree – Strongly Disagree Likert scale question type. See 'Understanding your results' slide for more information on how these scores are calculated.



Released 24 May 2023

Bottom 10 Question Scores



These questions may identify your biggest opportunities for improvement. This is a Strongly Agree – Strongly Disagree Likert scale question type. See 'Understanding your results' slide for more information on how these scores are calculated.



Released 24 May 2023

Average Category Score



The category average is calculated using the score of each question in that category. Categories only apply to the Strongly Agree to Strongly Disagree Likert scale question types. The 'Custom' category is made up of customised questions and not based on AskYourTeam's recommended question set.



Released 24 May 2023

Multi-choice Question

If you could make one suggestion to our new Chief Executive about where to focus to improve our workplace, what would it be?



This question allowed 1 choice. It is calculated by dividing the count of responses for an option by the total number of people that completed the question, then converting to a %. Note for single answer question the total may not equal 100% due to rounding to the nearest whole number. For multi-answer questions, the total percentage will be higher than 100%



AskYourTeam Benchmarks

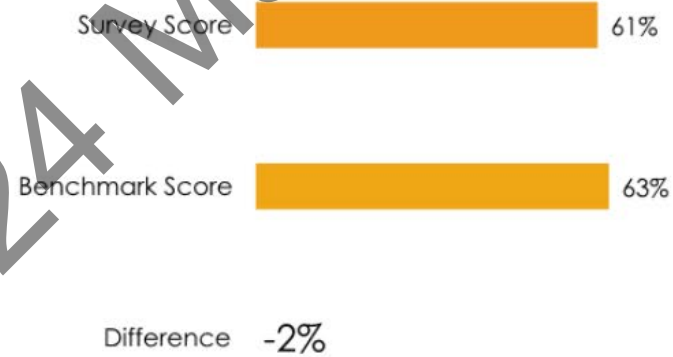
Data from: Local Government (Sector)



81.1%
Survey participation

70%
Participation benchmark

+11%
Difference



Survey Score 61%

Benchmark Score 63%

Difference -2%

The summary report includes participation rate and overall score by sector. Note that results may have been filtered to a demographic group within the survey.



Released 24 May 2023

Benchmark Scores (statistically significant +ve)



Benchmarks are only calculated for AskYourTeam Agree/Disagree questions. This report includes up to 10 questions with the biggest absolute difference (ignores the positive or negative value) that are statistically significant.



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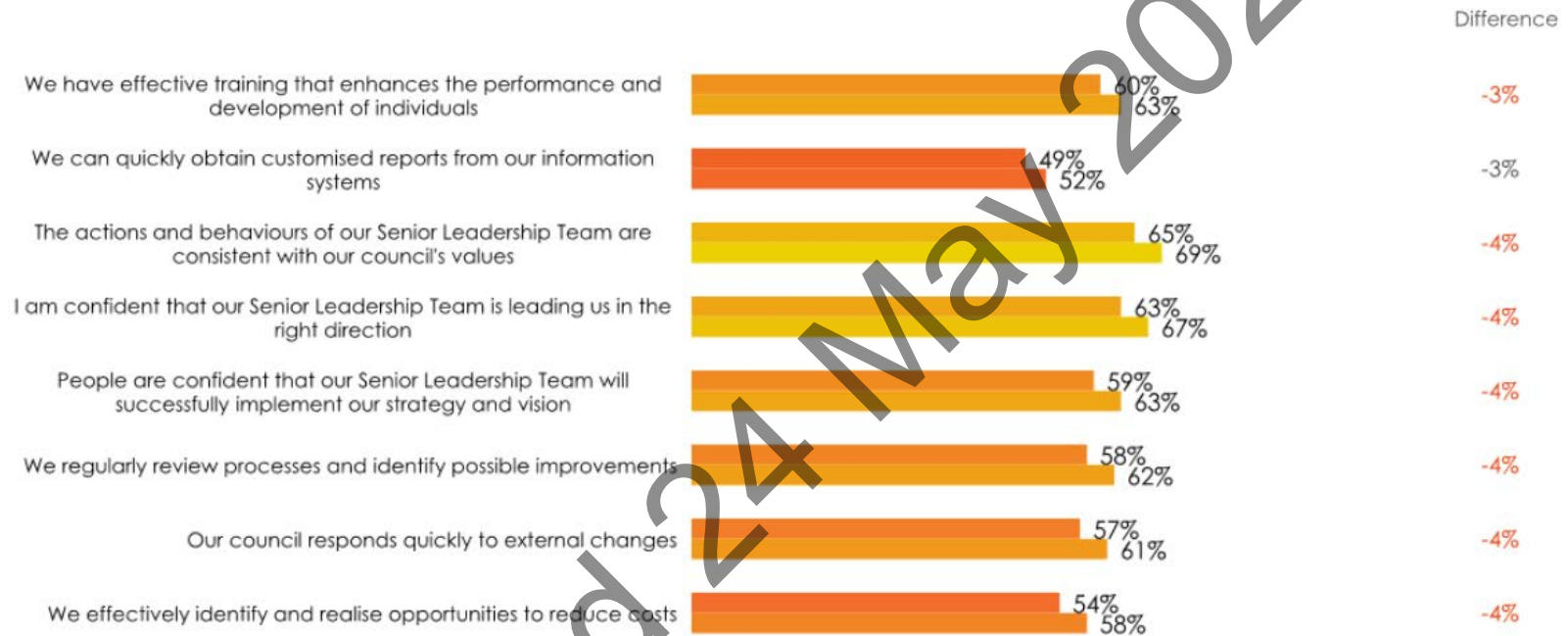
Benchmark Scores (statistically significant –ve)



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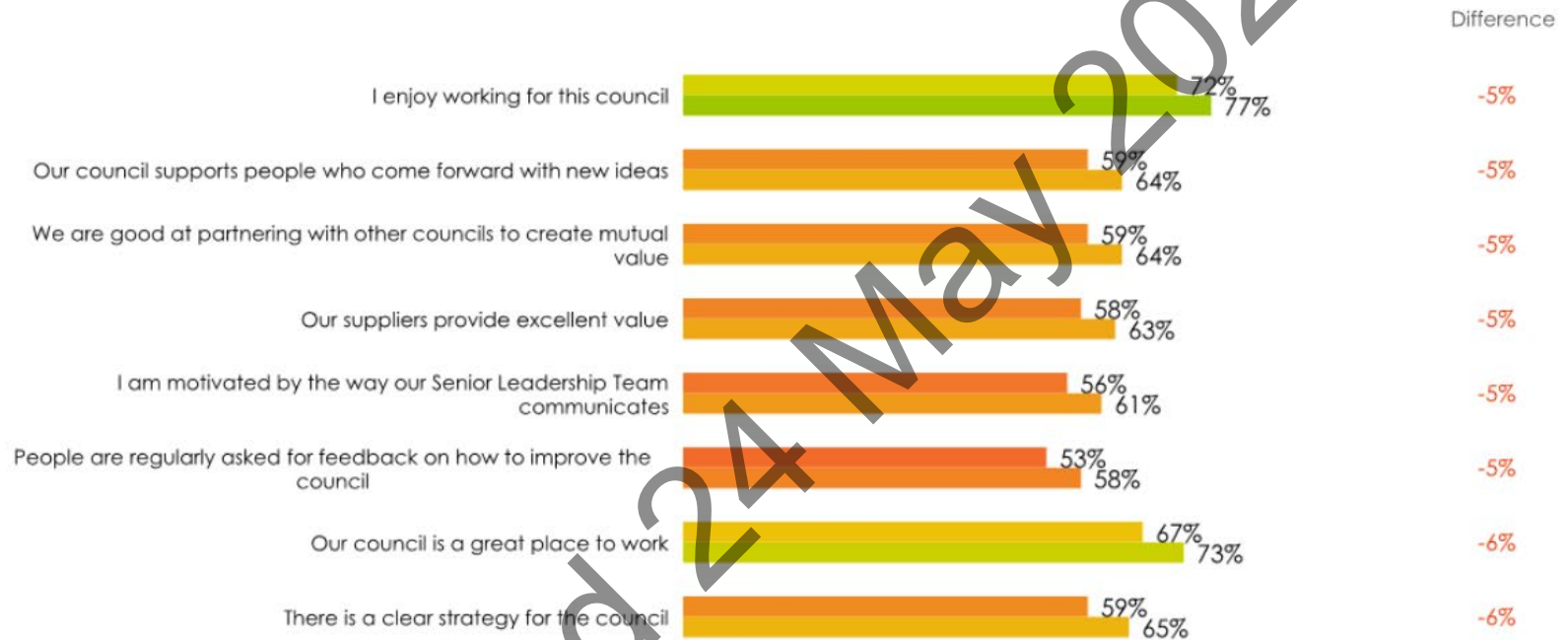
Benchmark Scores (statistically significant –ve)



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Benchmark Scores (statistically significant -ve)

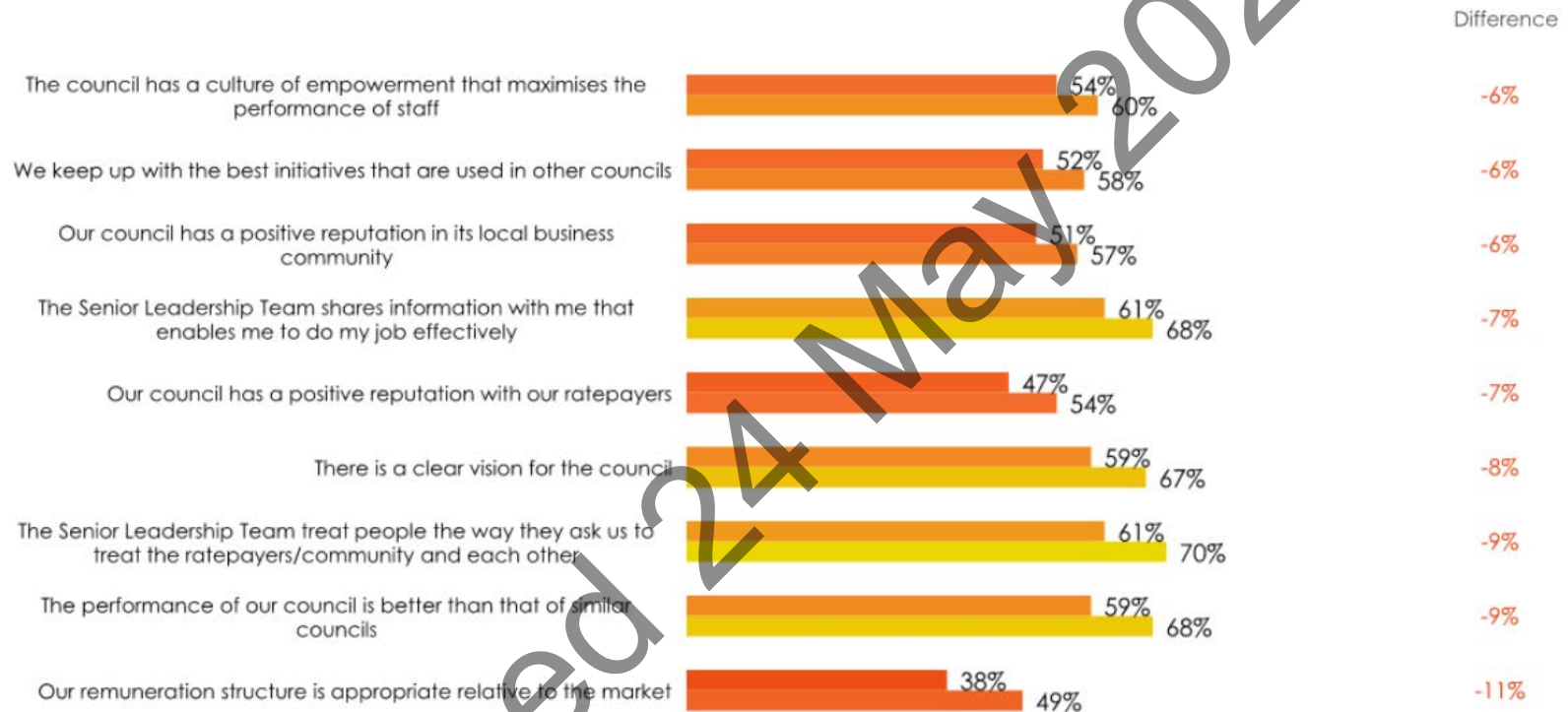


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Released 24 May 2023



Nelson City Council

Compare Report

- AskYourTeam - 2023 Staff Survey

- AskYourTeam - 2022 Staff Survey

NDOCS-1809402797-756

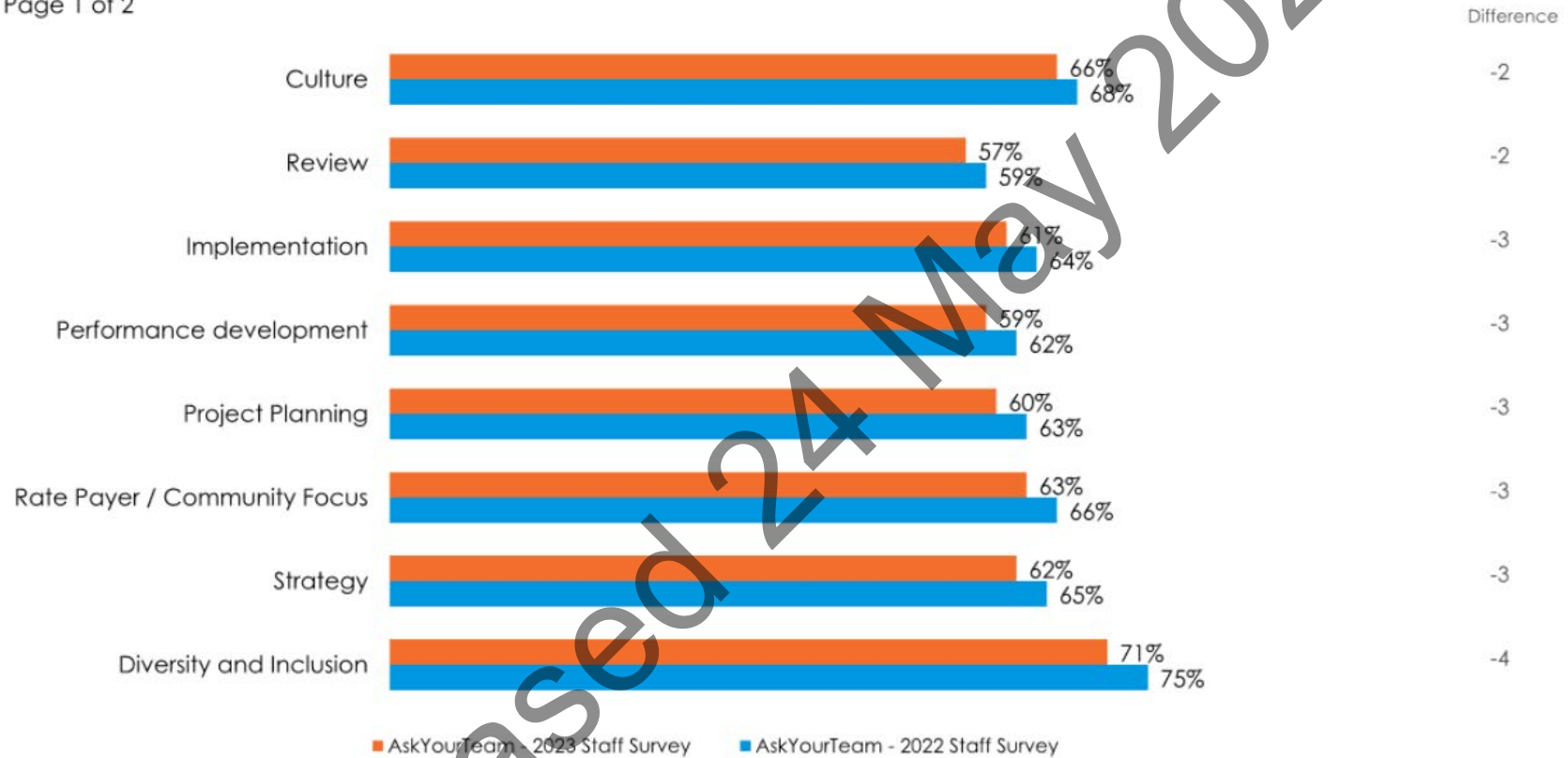


1982984479-6039

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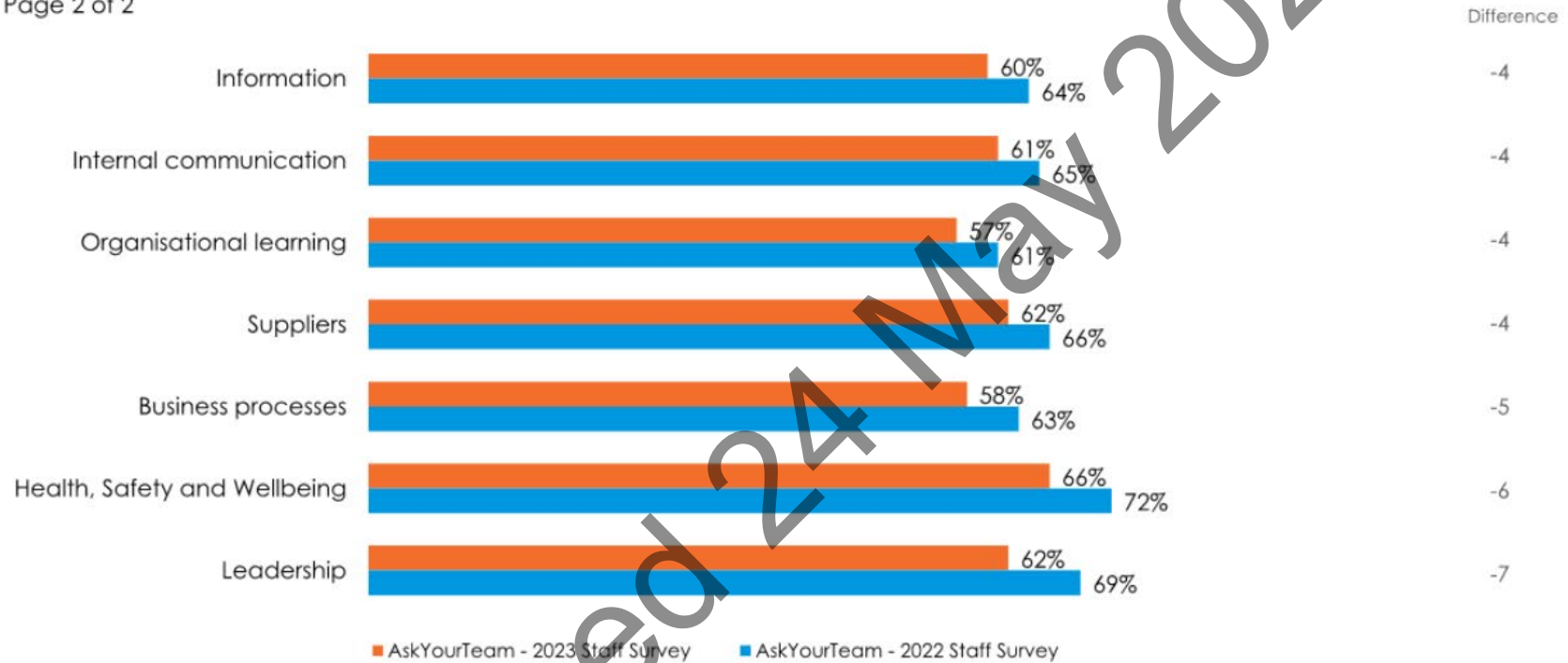
Comparison by Category

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Comparison by Category

Page 2 of 2





CONFIDENTIAL

Released 24 May 2023

AskYourTeam - 2023 Staff Survey
Overview for Chief Executive
Employment Committee
Vs 2022 results

Top 10 Question Scores vs 2022



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Bottom 10 Question Scores vs 2022



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Average Category Score vs 2022



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