# **Halifax Employee Engagement Survey 2024 Overall Results**

**Key Highlights** 

Methodology:

Overall: 2,200 surveys (2,004 online, 196 paper), response rate: 51%

Data Collection: October 7 - November 11, 2024

<u>Report Card</u>	HALIFAX 2024 2022			
Employee Commitment	3.6	$\overline{}_{\mathcal{B}}$	3.6	В
Personal Development	3.4	B ~	3.2	C+
Communication	3.5	B ~	3.4	B-
Work Environment	3.8	B+	3.8	B+
Employee Value	3.4	B ~	3.2	C+
Teamwork & Cooperation	3.8	_B+	3.7	$\mathcal{B}$
Overall	3.6	B	3.5	В-

### **Employee Profile** 12% s. 12% in 28% 2022) (vs. 27% in 2022) 41% 20% (vs. 21% in 2022)

- High engagement
- Medium engagement
- Low engagement
- Disengaged





### **Commitment & Overall Satisfaction**

High level of commitment to BU (vs. 64% in 2022 and 64% DB)



Satisfied with their job (vs. 66% in 2022 and 76% DB)



BU has high level of commitment to employees (vs. 14% in 2022 and 26% DB)



61% Satisfied with BU as their employer (vs. 65% in 2022 and n/a DB)

# **Personal Development**



Direct manager/supervisor encourages development (vs. 51% in 2022 and 67% DB)



Opportunity to pursue training (vs. 48% in 2022 and 59% DB)



Learning & skills development is top priority in BU (vs. 32% in 2022 and n/a DB)



Comfortable freely expressing opinions and ideas with supervisor (vs. n/a in 2022 and n/a DB)



Psychological Health and Safety is a *priority* in Business Unit

**Employment** is secure

(vs. 83% in 2022 and 76% DB)

Held

accountable for

performance

(vs. 77% in 2022

and 82% DB)

(vs. n/a in 2022 and n/a DB)

### Employee Value 2022 Overall

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81%	71%	76%	

**76**%

Treated in a respectful manner

78% 64%

**50**% Satisfied with benefits

57% 61%

DB

58%

**51**% Fairly compensated (salary)

40%

**40**% Recognized for achievements

### Work Environment



Can effectively deal with **75**% assigned work (vs. 74% in 2022 and 76% DB)

Municipality satisfies **60**% needs of the public

(vs. 66% in 2022 and 76% DB)



Workplace is a physically healthy environment

(vs. n/a in 2022 and n/a DB)

Feel generally positive **75**% about work (vs. 57% in 2022 and N/A DB)

# Teamwork & Cooperation





Given regular feedback on job performance

(vs. 48% in 2022 and 66% DB)

# Communication

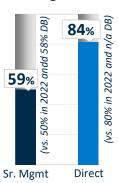




Municipality provides sufficient information about current initiatives and changes~

(vs. 56% in 2022 and 67% DB)

## Approachability of Management



of BU Supervisor



