

Halifax Employee Engagement Survey 2022

Overall Results

Key Highlights

Methodology:

Overall: 1,738 surveys (1,580 online, 158 paper), response rate: 49%

Data Collection: Jan 27 – Mar 9, 2022

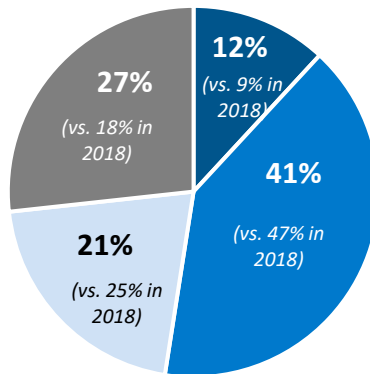
Report Card

HALIFAX

2022 2018

Employee Commitment	3.6	B	3.9	B+
Personal Development	3.2	C+	3.4	B-
Communication	3.4	B-	3.2	C+
Work Environment	3.8	B+	3.9	B+
Employee Value	3.2	C+	3.3	C+
Teamwork & Cooperation	3.7	B	3.7	B
Overall	3.5	B-	3.6	B

Employee Profile



- High engagement
- Medium engagement
- Low engagement
- Disengaged



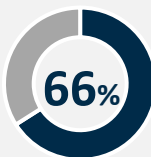
Employee Engagement

	2022	2018	DB
Motivated to do a good job	70	76	78
Recommend HRM as good place to work	67	71	71
Sense of pride in accomplishments of HRM	62	68	73
Overall Employee Engagement	66	71*	74

Commitment & Overall Satisfaction

64%

High level of commitment to HRM
(vs. 71% in 2018 and 71% DB)



Satisfied with their job
(vs. 79% in 2018 and 78% DB)



14%

HRM has high level of commitment to employees
(vs. 17% in 2018 and 27% DB)



65% Satisfied with HRM as an employer
(vs. 72% in 2018 and n/a DB)

Personal Development

51%

Supervisor encourages development
(vs. 51% in 2018 and 67% DB)

50%

Career aspirations can be achieved at HRM
(vs. 56% in 2018 and 55% DB)

48%

Opportunity to pursue training
(vs. 59% in 2018 and 58% DB)

32%

Learning & skills development is top priority at HRM
(vs. 38% in 2018 and n/a DB)



83%

Employment is secure
(vs. 81% in 2018 and 68% DB)

Held accountable for performance

(vs. 79% in 2018 and 86% DB)

74%

Employee Value

DB	2018	Overall	
82%	73%	71%	Treated in a respectful manner
70%	66%	64%	Satisfied with benefits
62%	62%	61%	Fairly compensated (salary)
53%	38%	40%	Recognized for achievements

Teamwork & Cooperation

48%

Given regular feedback on job performance
(vs. 44% in 2018 and 61% DB)

Communication

56%

Municipality provides sufficient information about current initiatives and changes~
(vs. 35% in 2018 and 59% DB)

Work Environment

74%

Can effectively deal with assigned work
(vs. 78% in 2018 and 76% DB)

66%

HRM satisfies needs of the public
(vs. 71% in 2018 and 81% DB)

71%

Part of a diverse team**
(vs. 70% in 2018 and n/a DB)

57%

My morale at work is generally positive
(vs. 71% in 2018 and 68% DB)

Approachability of Management



(vs. 60% in 2018 and 61% DB)



(vs. 85% in 2018 and n/a DB)

Sr. Mgmt of BU

Direct Supervisor

Notes: Unless otherwise noted, percentages represent completely/mostly agree on a 5-pt. agreement scale | DB = Narrative Research's Employee Opinion Database excluding HRM results | BU = Business Unit | n/a = not available | *In 2018, Employee Engagement included two other statements not asked in 2022. | **In 2018, this was "workplace reflects diverse cultural communities" | ~In 2018, this was "kept informed of future HRM plans"