



PORT COLBORNE

CITY OF PORT COLBORNE WORKPLACE SURVEY 2022 OVERALL RESULTS

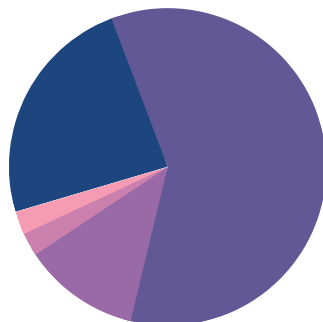
Key Highlights

Overall Satisfaction

	2022	2020
CAO	4.56	4.13
Corporate Services	4.33	4.06
Comm. Safety & Enforcement	4.28	3.96
Museum	4.14	4.27
Library	4.08	4.33
Public Works	4.08	3.91/3.96
Planning Legislative Services	4.07	3.99

Employee Profile

Demographics



■ Full Time ■ Part Time ■ Seasonal
■ Student ■ Volunteer ■ Did not answer

Personal Development

	2022	2020
I have a good understanding of my job duties	4.5	4.35
I understand how my job performance is evaluated.	4.1	3.77
I feel there are opportunities for training.	4.3	3.71
Over the past year, I have had the opportunity to develop my skills & abilities.	4.2	3.79

Commitment & Overall Satisfaction

4.5

I am proud to work for the City
(vs. 4.28 in 2020)



Satisfied with their job (vs. 4.27 in 2020)



3.6

The morale here is positive.
(vs. 3.37 in 2020)



3.9

The City's values are practiced.
(vs. 3.5 in 2020)

People Practices

4.2

I feel Port Colborne is committed to health and safety (vs. 4.02 in 2020)

4.3

If I have questions about policies I know who to ask (vs. 3.95 in 2020)

3.4

I am satisfied with our benefit program (vs. 3.43 in 2020)

3.2

I believe I am paid fairly for the work I do.
(vs. 3.12 in 2020)



4.3

I feel I am a success at work
(vs. 4.12 in 2020)

Held accountable for performance
(vs. 3.7 in 2020)



4.3

Employee Value

2022	2020	
4.24	4.5	My Supervisor treats me with dignity and respect
3.73	4.1	I am treated with respect by SMT.
4.09	4.4	I am treated with respect by my Director.
4.05	4.3	I am treated with respect by my divisional Management team.



3.7 Workload is distributed fairly among team
(vs. 3.5 in 2020)



4.4 HR is available to me
(vs. 4.0 in 2020)



4.2 Environment free from harassment
(vs. 3.95 in 2020)



4.2 My Supervisor enforces policies and procedures
(vs. 4.02 in 2020)

4.5



I have positive working relationships with my co-workers. (vs. 4.22 in 2020)

Council

	2022	2020
Councillors lead by example and action	3.5	2.98
I am treated with respect by members of Council	3.9	3.38
Members of Council respect the chain of command	3.3	2.56
Members of Council respect my opinions	3.8	3.24

Teamwork & Cooperation

4.2

We go out of our way to make new employees feel welcome.

(vs. 3.87 in 2020)



4.1 Communication



Communication practices amongst my team are effective.
(vs. 3.90 in 2020)