

What are we monitoring?

Employee satisfaction with organisational leadership at Blue Mountains City Council (BMCC), as measured by the annual BMCC Employee Survey.

This is a key performance measure within the Council's Workforce Management Strategy 2013–2023. A target of achieving 80% satisfaction level by 2023 has been set.

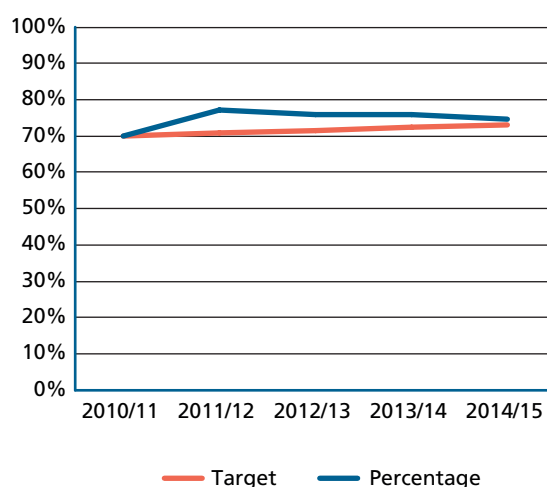
What is the trend?

The trend has been a steady increase from 70% of employees satisfied with the quality of leadership in 2010–2011 to 75% of employees satisfied in 2014–2015. The Council is achieving results for this measure above its phased targets.

Why is monitoring this trend important?

The quality of leadership is an important element of a successful organisation. This measure helps us understand employee perceptions of BMCC leadership.

Employee Satisfaction with Quality of Organisational Leadership



Quality of Leadership

| Year | 2010/11 | 2011/12 | 2012/13 | 2013/14 | 2014/15 |
|-------------------------------------------------------------------------|---------|---------|---------|---------|---------|
| Percentage | 70.0% | 77.1% | 75.9% | 75.9% | 74.5% |
| Annual Target (Supporting achievement of 80% satisfaction rate by 2023) | 70.0% | 70.8% | 71.5% | 72.3% | 73.1% |

Source: Blue Mountains City Council, Annual Employee Surveys