

4. Pulse Survey Results

Joanie Sims and Jeremy Caird joined the meeting. Their paper which was taken as read.

Key observations from the pulse survey results noted were:

- focus on communications and resources as critical
- deep dive on discrimination and bullying, with support provided to people in areas of high risk
- engagement with Te Aka Whai Ora to work through ethnicity data when ready
- aggregated results will be shared with the GMsHR who are looking at quick wins by localities
- noted spreadsheet which contained 70% quick wins with the remaining 30% to be added.

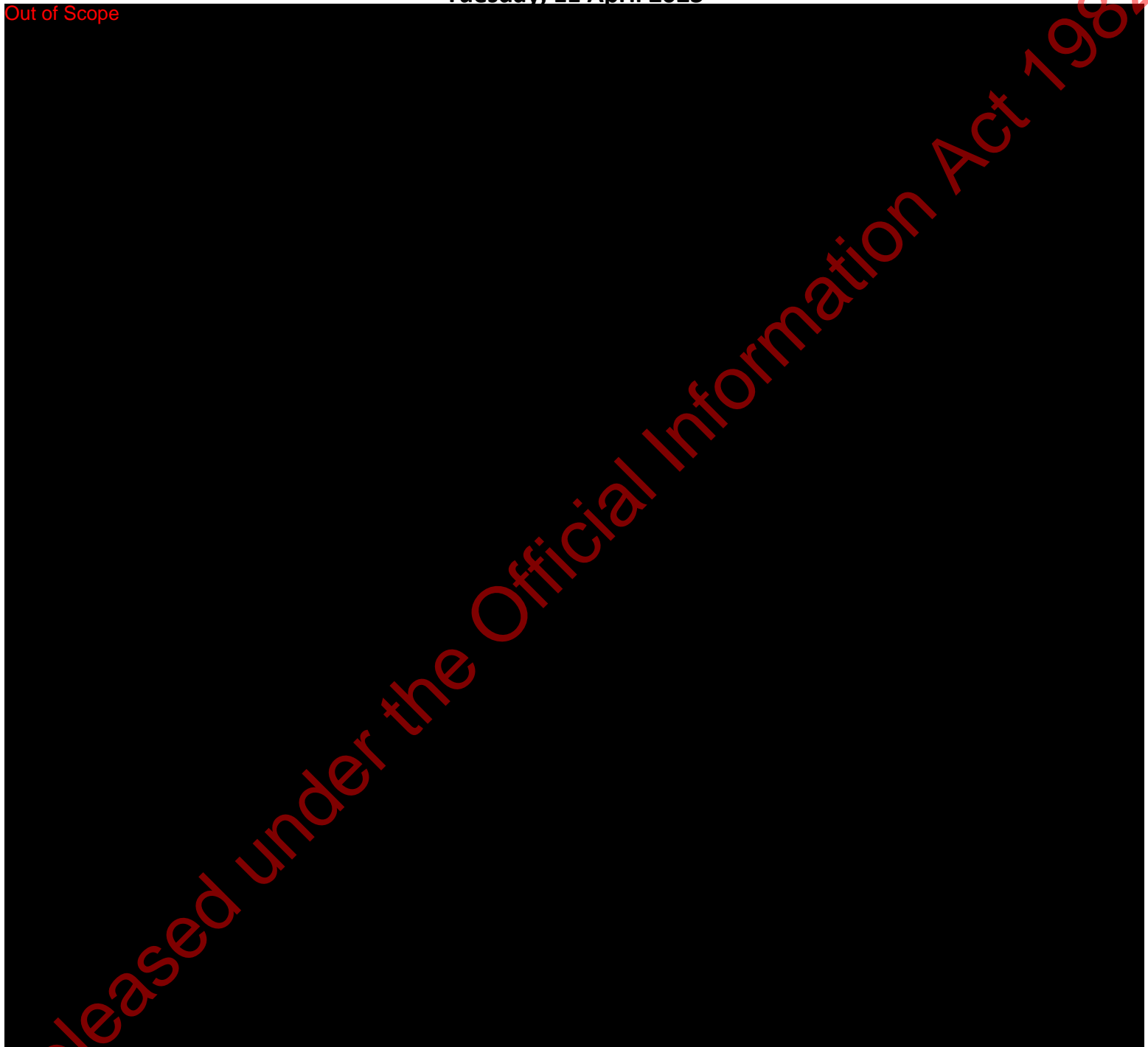
The Executive Leadership Team:

- a. **Noted** the results of the first Ngātahitanga Pulse Survey provided by AskYourTeam, our survey provider
- b. **Discussed** the overall response and communications approach
- c. **Noted** that you will receive further advice on 14 February on specific proposed next steps, including communications activity
- d. **Agreed** that initial results will be shared with union partners at the Strategy Health Engagement Forum (SHEF) meeting on Thursday 9 February, in line with previously established expectations.

Subject to the results that will be shared are seen by ELT members first.

Executive Leadership Team Meeting
Tuesday, 11 April 2023

Out of Scope



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2.	Pulse Survey/ Out of Scope - verbal Last week saw a lot of media attention around the Pulse Survey. There are a number of districts who have yet to commit to actions in their areas. Need to run out the list of actions, close them out and report back to ELT on a monthly basis on progress.	
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Out of Scope

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Papers for Approval/Approval to Board and Board Sub Committees

8.	<p>Pulse Survey, Out of Scope</p> <p>Based on the Pulse Survey results, four areas have been identified for national action – Workforce, Communicating Change Better, Building an Inclusive Culture and Supporting Organisation Wellbeing.</p> <p>Half of the districts have moved swiftly to identify proposed actions and to begin delivering quick wins as we committed to our staff however, the remaining districts are yet to identify actions.</p>	
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ELT were asked to put a Pulse Survey Check In on their weekly or fortnightly leadership meeting agendas.

Comments:

- **Out of Scope** [REDACTED]
- One of the insights from the survey was the uncertainty about equity and what that means in everyone's day to day work life.

Action:

- Come back to ELT with a recommendation on timing for the next survey.
- **Out of Scope** [REDACTED]

Andrew Dale

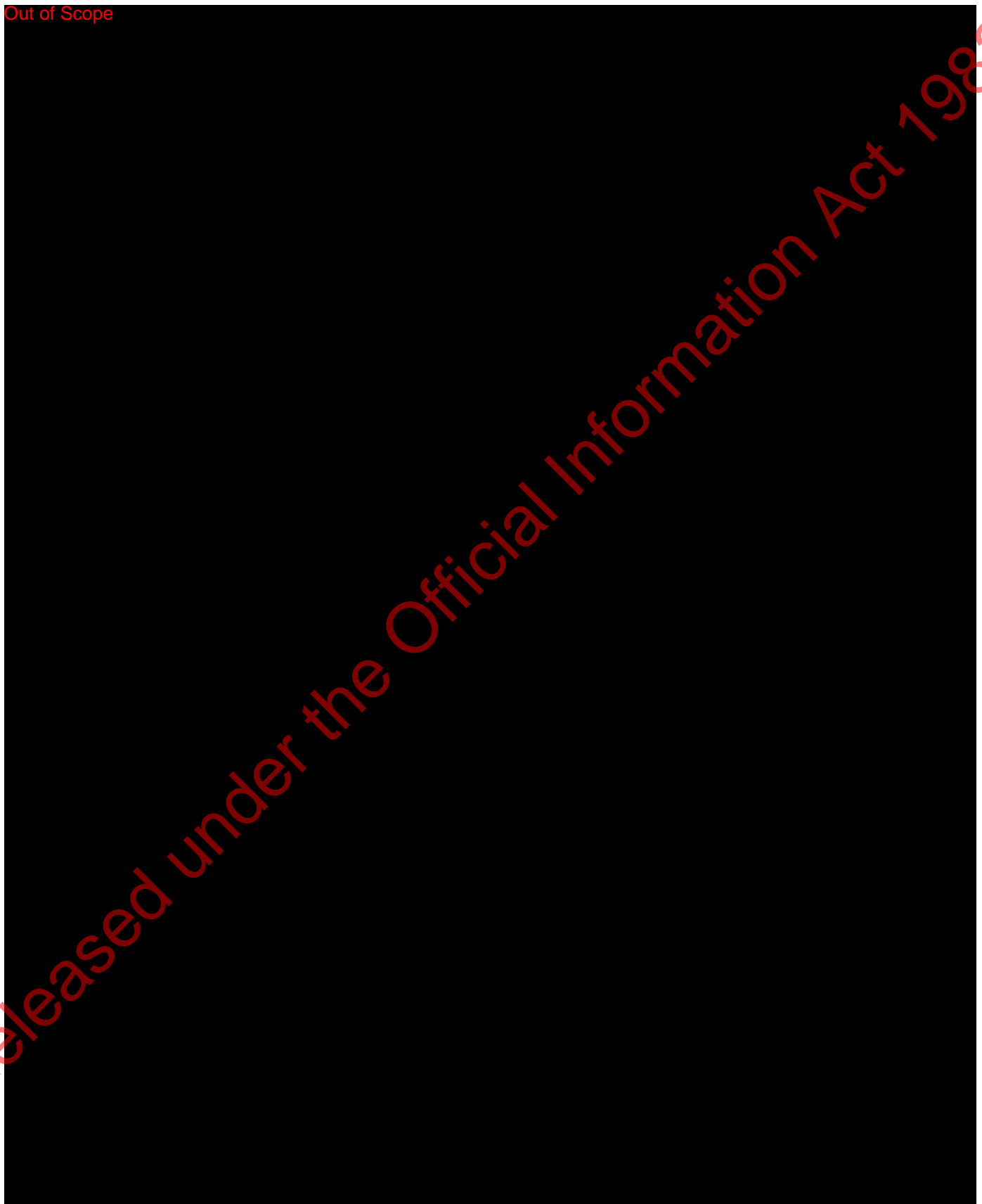
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11. Pulse Survey Report- May 2023

- item was noted without discussion

Out of Scope



Out of Scope

11.	Pulse Survey – taken as read.	
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Out of Scope

11. Ngātahitanga update and report for August 2023 and Pulse No.2

Noted, not discussed.

Out of Scope

