John Readings Climate Survey Summary Data

Successes

* 80% employees and 90% managers are satisfied with workforce development and personal career prospects within John Readings.
* 80% of employees are less likely than previously to exit; 20% of employees who had previously intended to quit are currently reconsidering.
* 95% of employees feel that they can progress within their roles or that options are available to them to advance.

Potential problems

* 80% employees are unaware of privacy, discrimination policy and organisational goals with respect to diversity.
* 50% of employees feel the process of advancement, training policies are unclear or under-promoted.
* 50% of warehouse staff feel they are underpaid with respect to the labour market or not consistently with the award.
* 40% of sales people feel compensation arrangements, rewards and recognition programs are inadequate to keep them at John Readings in the long term.