



Public Service Commission

Te Kawa Mataaho

26 June 2026

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Official Information Request

Our Ref: OIA 2026-0148

I refer to your Official Information Act 1982 (OIA) request received by the Public Service Commission Te Kawa Mataaho (the Commission) on 28 May 2026 for:

“All references to bullying, culture, staff turnover, or management within the Ministry for Ethnic Communities, documented in the most recent Public Service Census”.

Our Response

Te Taunaki Public Service Census (the Census) was an anonymous survey conducted to gather insights into the experiences and demographics of public servants across government departments and departmental agencies. The most recent survey ran in March 2025. A summary report on the responses from Ministry of Ethnic Communities – Te Tari Mātāwaka (MEC) is published [here](#). All agencies are listed under the heading *Agency reports* on this [page](#).

MEC is one of the smaller participating agencies, with 54 of its 61 employees completing the survey. With a smaller sample, each individual response has a greater influence on the overall results, meaning scores can vary more than in larger agencies.

The summary report includes results on bullying: 11.1% of MEC staff who participated in the Census said they had experienced bullying in their current workplace in the last 12 months. This compares to 9.2% for the Public Service overall.

In the survey, staff were asked whether they intended to leave their role. In MEC, 36% said they intended to leave permanently. This was a higher rate than for the Public Service overall (27%). Actual staff turnover from MEC in the year to 30 June 2025 (the most recent data we hold), was 20.9%, compared to 9.9% in the Public Service overall. Turnover for all agencies is published [here](#).

Culture and management were measured in a range of questions in the Census, as shown in the summary report linked above. Some examples include:

- My manager supports my team to deliver on our responsibilities in a timely manner (74% vs 73% PS overall)

- My manager cares about my health and wellbeing (77% compared to 81% PS overall)
- I would recommend my organisation as a good place to work (57% compared to 57% PS overall)
- The agency I work for supports and promotes a workplace where people are respectful towards one another (69% compared to 73% PS overall).

If you wish to discuss this decision with us, please feel free to contact Enquiries@publicservice.govt.nz.

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that we intend to publish this response (with your personal details removed) on the Commission's website.

Yours sincerely



Nicky Dirks

Manager – Ministerial and Executive Services
Public Service Commission Te Kawa Mataaho