



25 June 2026

9(2)(a) privacy

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Official Information Request
Our Ref: OIA 2026-0150

I refer to your Official Information Act 1982 (OIA) request received by the Public Service Commission Te Kawa Mataaho (the Commission) on 2 June 2026 for:

“I'd like to request data from the Public Service Census 2025 please. Last year, the Commission filled another Census data request I had, but I would now like a different cut (or two).

My last request was for Census results for under 35s versus older public servants (compared to the public servants overall). I would now like the data for the group in the middle please.

And, if possible, I would like the results by gender, for the under 35s and the middle age group, as I am interested to know how the results for women in the public service stack up compared to those of men”.

Information being released

Please find enclosed the following documents:

Item	Date	Document Description	Decision
1	June 2026	Public Service Commission Census 2025 – Age Group and Gender Data Extract	Released in full

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

A handwritten signature in blue ink, appearing to read 'Nicky Dirks', with a stylized, cursive script.

Nicky Dirks

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

Wellbeing , health and safety												
	Dissatisfied	20 to 35 years			Dissatisfied	35 to 50 years			Dissatisfied	Over 50 years		
		Neither satisfied or dissatisfi	Satisfied			Neither satisfied or diss	Satisfied			Neither satisfied or diss	Satisfied	
I am enthusiastic about my job.		12%	23%	65%		9%	18%	73%		7%	16%	77%
I would recommend my organisation as a good place to work.		16%	25%	60%		17%	24%	59%		18%	26%	55%
The work I do gives me a sense of accomplishment.		10%	18%	73%		7%	14%	78%		6%	12%	82%
It is important to me that my work contributes to the common good.		0%	4%	95%		0%	3%	96%		0%	3%	97%

Workload and Stress												
In the last 12 months, how often would you say you have experienced work stress?												
	Often or always	20 to 35 years			Often or always	35 to 50 years			Often or always	Over 50 years		
		Sometimes	Hardly or ever			Sometimes	Hardly or ever			Sometimes	Hardly or ever	
		52%	37%	11%		46%	41%	12%		38%	46%	16%

What best describes your current workload?	Well above capacity	20 to 35 years			Slightly or well below capacity	Well above capacity	35 to 50 years			Slightly or well below ca	Well above capacity	Over 50 years		
		Slightly above capacity	At capacity				Slightly above capacity	At capacity				Slightly above capacity	At capacity	Slightly or well below capacity
		19%	41%	33%			24%	42%	29%			24%	43%	28%
														5%

Career and Development				
	20 to 35 years		35 to 50 years	
				Over 50 years
I have the skills to cope with more demanding work		30%	30%	27%
My skills match well with the work I do		54%	55%	59%
I need further training		16%	16%	14%

I have access to the learning and development I need to do my job well.	Disagree	20 to 35 years			Disagree	35 to 50 years			Disagree	Over 50 years		
		Neither agree or disagree	Agree			Neither agree or disagree	Agree			Neither agree or disagree	Agree	
		14%	21%	65%		15%	22%	63%		13%	23%	64%

Work Intentions				
I have no immediate plans to leave my current position	20 to 35 years		35 to 50 years	
				Over 50 years
		43%	52%	64%

Wellbeing , health and safety												
		20 to 35 years			35 to 50 years			Over 50 years				
		Dissatisfied	Neither satisfied or dissatisfi	Satisfied	Dissatisfied	Neither satisfied or diss	Satisfied	Dissatisfied	Neither satisfied or diss	Satisfied		
Female	I am enthusiastic about my job.	12%	23%	65%	9%	18%	73%	7%	17%	76%		
Male	I am enthusiastic about my job.	12%	21%	66%	9%	16%	75%	7%	15%	78%		
Female	I would recommend my organisation as a good place to work.	16%	26%	59%	18%	25%	58%	19%	28%	54%		
Male	I would recommend my organisation as a good place to work.	15%	23%	63%	15%	22%	63%	17%	24%	58%		
Female	The work I do gives me a sense of accomplishment.	9%	18%	74%	7%	14%	79%	6%	13%	82%		
Male	The work I do gives me a sense of accomplishment.	11%	17%	72%	7%	14%	79%	6%	12%	82%		
Female	It is important to me that my work contributes to the common good.	0%	4%	96%	0%	3%	97%	0%	3%	97%		
Male	It is important to me that my work contributes to the common good.	1%	5%	94%	1%	4%	95%	0%	4%	96%		

Workload and Stress												
		20 to 35 years			35 to 50 years			Over 50 years				
		Often or always	Sometimes	Hardly or ever	Often or always	Sometimes	Hardly or ever	Often or always	Sometimes	Hardly or ever		
Female	In the last 12 months, how often would you say you have experienced work stress?	54%	36%	10%	48%	40%	12%	40%	44%	16%		
Male		48%	39%	13%	42%	44%	14%	33%	50%	17%		

		20 to 35 years					35 to 50 years					Over 50 years				
		Well above capacity		Slightly above capacity		At capacity	Slightly or well below capacity		Well above capacity		Slightly above capacity		At capacity	Slightly or well below capacity		
Female	What best describes your current workload?	19%	42%	33%	6%	25%	42%	28%	5%	26%	43%	26%	4%			
Male		20%	38%	35%	7%	22%	41%	32%	5%	20%	42%	32%	6%			

Career and Development				
		20 to 35 years	35 to 50 years	Over 50 years
Female	I have the skills to cope with more demanding work	29%	29%	27%
Male		33%	30%	28%
Female	My skills match well with the work I do	55%	56%	60%
Male		51%	53%	58%
Female	I need further training	16%	15%	14%
Male		16%	17%	14%

		20 to 35 years			35 to 50 years			Over 50 years				
		Disagree	Neither agree or disagree	Agree	Disagree	Neither agree or disagree	Agree	Disagree	Neither agree or disagree	Agree		
Female	I have access to the learning and development I need to do my job well.	14%	21%	65%	15%	22%	62%	14%	23%	64%		
Male		12%	21%	67%	14%	22%	64%	11%	23%	66%		

Work Intentions				
		20 to 35 years	35 to 50 years	Over 50 years
Female	I have no immediate plans to leave my current position	30%	35%	41%
Male		13%	18%	24%