

24 April 2025

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9(2)(a) privacy		
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Official Information Request
Our Ref: PSCR 2025-0300

I refer to your official information request received on 14 March 2025:

"I'm requesting a copy of the following under the OIA, regarding the latest public service census:

- 1. The first draft of the public service census
- 2. The draft of the public service census that was sent to Minister Willis' office
- 3. The feedback received from Minster Willis' office
- 4. The draft of the public service census after feedback from Minster Willis' office
- 5. The draft of the public service census that was sent to Minister Collins' office
- 6. The feedback received from Minster Collins' office
- 7. The draft of the public service census after feedback from Minister Collins' office
- 8. The public service census that was sent out"

Information being released

Please find listed in the table below and enclosed the documents you have requested related to Te Taunaki Public Service Census (the census). Each document numbered below corresponds to the documents requested and numbered above.

Item	Date	Document Description	Pages #	Decision
1	July 2023	First draft of the census	1 - 23	Released in full
2	February 2024	Draft of the census sent to Minister Willis' office	24 - 38	Released in full
3	August 2024	Feedback received from Minister Willis' office EMAILS – Josh Masson and Christina Connolly – FW: Public Service Census 2024	39 – 55	Released in part
4	August 2024	Draft of the census after feedback from Minister Willis' office	56 - 70	Released in full

5	February 2025	Draft of the census sent to Minister Collins' office	71 - 84	Released in full
6	February 2025	Feedback received from Minister Collins' office 1. Misty Mossman, Private Secretary 2. Minister Collins	85 – 106	Released in full
7	February 2025	Draft of the census after feedback from Minister Collins' office	107 - 121	Released in full

I have decided to release the relevant parts of the documents listed above, subject to information being withheld under one or more of the following sections of the Official Information Act 1982 (OIA), as applicable:

- section 9(2)(a) to protect the privacy of natural persons, including deceased people
- section 9(2)(g) to maintain the effective conduct of public affairs through the free and frank expression of opinions

In addition, some information has been deleted where it is not within the scope of your request.

Information publicly available

The following information is also covered by your request and is publicly available on the Te Kawa Mataaho Public Service Commission website at the link provided for in the table below.

Item	Date	Document Description	Website Address
8	March 2025	The census that was sent out	Public-Service-Census-2025-FINAL- for-web.pdf

Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the Official Information Act 19682 (OIA) on the grounds the information requested is or will soon be publicly available.

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 letter (with your personal details removed) and enclosed documents on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely

Nicky Dirks

Manager - Ministerial and Executive Services

Te Kawa Mataaho Public Service Commission

Te Taunaki Public Service Census is limited to employees	of Public Service departments, departmental agencies,
and Crown agents.	
Are you employed directly by a Public Service department, departmental agency, or Crown agent?	[] Yes, whether permanent or temporary/fixed term [] No, I am a contractor (either self-employed or working for a private sector business) or work in the wider Public sector
if answer 'no' to this Q	
Thank you for your time. You do not need to complete this sur	vey.
Otherwise	
Q1. What Public Service department or departmental agencies do you currently work for (if on a secondment, please include both 'home' and 'secondment' agencies)?	Agency list - multiple responses
Where questions in Te Taunaki relate to an agency, we ask that you provide responses with one agency in mind. Preferably this will be the agency you currently work for and/or work most hours for, but we understand you may feel more knowledgeable about your recent experience with a different agency. Q1a. Which agency will you be considering in your answers?	Agency list - single response
Part A: About you Mōu ake We want to understand more about you, your experiences and inform a wide range of Public Service work in areas like diversity disability support, talent development and our capability to support	y and inclusion, gender and ethnic pay gaps, pay equity,
[]20 t []25 t []30 t []35 t []40 t []50 t []55 t []60 t []70 t	der 20 years to 24 years to 29 years to 39 years to 49 years to 49 years to 59 years to 69 years to 69 years years or over fer not to answer

Q3a. Were you born in NZ?	[] Yes [] No [] Don't know [] Prefer not to answer
Q3b. How long ago did you first arrive to live in NZ?	[] 20 years or more [] 15 years to less than 20 years [] 10 years to less than 15 years [] 5 years to less than 10 years [] 3 years to less than 5 years [] 1 year to less than 3 years [] Less than 1 year [] Don't know [] Prefer not to answer
Q4. What ethnic group(s) do you belong to?	Select all that apply to you. [] New Zealand European [] Māori [] Samoan [] Cook Islands Māori [] Tongan [] Niuean [] Chinese [] Indian [] Other, e.g. Dutch, Japanese, Tokelauan. Please specify:
Q5. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or greatgrandparent, etc)?	[] Yes [] No [] Don't know [] Prefer not to answer
Q6. Please give the name(s) and region(s) of your iwi (tribe or tribes):	Iwi:AUTO-SUGGEST Region:_OPEN TEXT [] Don't know [] Prefer not to answer
Q7. In which language(s) could you have a conversation about a lot of everyday things?	Please select all that apply. [] English [] Te Reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer

Q8. How well are you able to speak Te Reo Māori in day-to-day conversation?	[] Very well – I can talk about almost anything in Te Reo Māori [] Well – I can talk about many things in Te Reo Māori [] Fairly well – I can talk about some things in Te Reo Māori [] Not very well – I can only talk about simple/basic things in Te Reo Māori [] No more than a few words or phrases (including none-at all) [] Don't know [] Prefer not to answer
Q9. What is your highest qualification?	[] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma [] Bachelor's Degree or Level 7 Qualification [] Bachelor Honours Degree or Postgraduate Certificate/Diploma [] Master's Degree [] PhD/Doctoral Degree [] Other – please specify [] Don't know [] Prefer not to answer
and how included you feel in the Public Service. It is a priority for us to understand how experiences and issues can be quickly addressed. This is particularly in a Christchurch Mosques. This information will be used in ongoing work to improfeel included and comfortable at work.	workforce, how aspects of your identity might affect your experiences d outcomes might vary for people of different religions, so that any light of the Royal Commission of Inquiry into the Terrorist Attack on ve Public Service workforce environments so that all public servants rtable about answering these questions, you can select the 'prefer not
Q10. What is your religion?	What is your religion?AUTO SUGGEST [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc] If you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond
Q11a. What is your gender?	Please select all that apply. [] Male [] Female [] Another Gender, please specify: [] Don't know [] Prefer not to answer

Q11b. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?	[] No-one does [] Few people do [] Some people do, some people don't [] Most people do [] Everyone does [] Don't know [] Prefer not to answer					
Q11c. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, gender, queer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.		n't know fer not to an	swer			
Q11d. Do you have an intersex variation? Intersex is used as an umbrella term to denote a number of different variations in a person's bodily characteristics that do not match strict medical definitions of male or female.		n't know fer not to an:	swer			
Q12. Which of the following do you identify as?	[] Gay [] Les [] Bis [] Oth [] Doo	bian	pecify			
We want to better understand our workforce and the exfollowing questions are internationally recognised as to inform improvements in the working environment for put As with all questions in Te Taunaki, if you feel uncomfort to answer' option.	he best v ublic ser	vay to gather vants.	disability in	formation. Tl	hese will be u	sed to
Q13. The next questions ask about difficulties you madoing certain activities because of a health condition, disability or impairment.	-	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
Work under 4 point plans with Whaikaha and StatsNZ best way to measure disability and supports needed, including mental health and neurodiversity	on					
a. Do you have difficulty seeing, even if wearing glasse	es?					
b. Do you have difficulty hearing, even if using a heari aid?	ng					
c. Do you have difficulty walking or climbing steps?						

d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?					
e. Do you have difficulty remembering or concentrating?					
f. Do you have difficulty with self-care, such as washing all over or dressing?					
Q14. Do you experience any mental health conditions that have lasted for six months or more?	[] Yes [] No [] Prefer n	ot to answer			
Part B: Balancing life and work Te manaaki ora i te kāing	a, i te mahi				
We want to understand more about your demands outside of w options. Flexible working will help the Public Service build more and pay progression is equally available regardless of gender, e answers will help us to support agencies to fully implement a fle workplace.	diverse and ethnicity, disc	inclusive wor ability and ot	rkplaces by n her dimensic	naking sure t ons of diversit	hat career ty. Your
Q16a. In a typical week, how many days a week do you work in the office/hub/on site for your agency?	[] Flexible [Go to Q17 [] Job-sha [] Working [] Working [] Working [Go to Q17 [] Flexi-lea additional [] Compre fewer days [] Other - Q17] [] No, I do arrangeme [] Don't kr [] Prefer n [free text n	ring [Go to Q g reduced hor g from home g from a diffe g ave, e.g. stud leave [Go to ssed hours (i e.g. 40 hours please specif n't use any o ents [Go to Q ot to answer umeric up to	ish times or including the property of these flexibles of the property of these flexibles of the property of t	ner than from ing salary for standard hou () [Go to Q1]	ı home ırs over
Q16b . In a typical week, how many days a week do you work from home?	[free text n	umeric up to	7]		
Q16c. When you work at home, do you have access to the tools you need to be effective in your role?		now ot to answer			
Q17. Would you like to have access to additional flexible working arrangements?	[] Yes [] No [] Don't kr [] Prefer n	10W ot to answer			

Q18. Would you like to have access to flexible working arrangements? Q19. Which of the following flexible working arrangements would you like to access, or access more of, if you use them already?	[] Yes [] No [] Don't know [] Prefer not to answer Please select all that apply. [] Flexible start and finish times or flexible break times [] Job sharing [] Working reduced hours [] Working from home [] Working from a different site, other than from home [] Flexi leave, e.g. study leave, trading salary for
	additional leave [] Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days) [] Otherplease specify [] Don't know [] Prefer not to answer
Q20. If you had the opportunity, would you want to work out of a regional public service hub?	Yes No
[needs an explanation of what those are/would be]	Don't Know
	Prefer not to answer
Q21. What are your reasons for currently using or wanting to use flexible working arrangements?	Please select all that apply. [] It's required in my job e.g. due to COVID, other events [] To help manage my parenting or caring responsibilities for children (including grandchildren) [] To help manage my other caring responsibilities [] To help manage my voluntary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc [] To allow more time for study, training, further education or learning [] To allow more time for another regular paid job or self-employment (e.g. secondary job/employment) [] To allow more time for other activities [] To reduce the time, cost or other impacts of commuting [] To help me manage a disability or health issue [] Other please specify
Q22. In the last 12 months have you taken parental leave or partner's parental leave while working in the Public Service?	[] Yes [] No [] Don't know [] Prefer not to answer

Q23. How many weeks of parental leave did you take?	[] less than 2 weeks [] 2 weeks to less than 6 weeks [] 6 weeks to less than 12 weeks [] 12 weeks to less than 26 weeks [] 26 weeks to less than 52 weeks [] 52 weeks or more [] Don't know [] Prefer not to answer
Q24. Do you have parenting and/or caring responsibilities? This could include caring for children (yours or others'), older relatives, friends, etc.	[] Yes [] No [] Prefer not to answer
Q26. How difficult or easy is it for you to balance your parenting and/or caring responsibilities?	Please select all that apply. [] Tamariki/children under the age of 5 years, including mokopuna/grandchildren [] Tamariki/children aged 5 to 13 years, including mokopuna/grandchildren [] Tamariki/children/young people aged 14 years or over [] Older whanau/family or friends [] Whanau/family or friends with a disability or long term illness [] Other [] Prefer not to answer [] Very difficult [] Difficult [] Neutral [] Easy [] Very easy [] Don't know [] Prefer not to answer
Q27. Thinking now about the days and times you spend working in your role at [the][agency], in general, how do you feel about the balance between your working life and your life outside of work?	[] Very dissatisfied [] Dissatisfied [] Neither satisfied nor dissatisfied [] Satisfied [] Very satisfied [] Don't know [] Prefer not to answer

Part C: Your work | Ō mahi

We want to understand how things such as job type, employment conditions and career progression in the public sector might be different for people of different genders, ethnicities, age groups or for people with responsibilities outside work. This will inform Public Service work areas that include pay equity, talent and leadership development, and workforce planning.

Q28. How long, have you been employed in your current role at [the][agency]?	[] Less than 6 months [] 6 months to less than 12 months
	[] 1 year to less than 2 years
Please include time spent working in this current role that	[] 2 years to less than 3 years
may have been with a legacy agency (for example, the	[] 3 years to less than 5 years [Go to Q30]
Department of Labour is a legacy agency of MBIE), if this	[] 5 years to less than 10 years [Go to Q30]
applies to you.	[] 10 years to less than 15 years [Go to Q30]
	[] 15 years to less than 20 years [Go to Q30]
	[] 20 years to less than 30 years [Go to Q30]
	[] 30 years or more [Go to Q30]
	[] Don't know
	[] Prefer not to answer
Q29. What initially attracted you to work in the New	Please select all that apply.
Zealand Public Service?	[] Career progression opportunities
Zealana i ablic Scritec.	[] Professional development / training opportunities
	[] Job security
	[] Good remuneration
For those who have started in the past 3 years only	[] Flexible work arrangements
To those who have started in the past's years only	[] Work location
	[] Belief in the purpose and principles of the New Zealand
	Public Service
	[] Work that contributes positively to society
	[] Work that contributes positively to society
	[] Interesting work
	[] A job that enables me to work independently
	[] Work aligned with my job skills, experience or training
	[] Quality of workplace relationships/ social environment at work
	[] An inclusive work environment
	[] Quality of leadership/management (e.g. supportive,
	clear communication)
	[] Lack of suitable alternative job prospects
	[] I was not satisfied with my previous work
	[] Other (please specify)
	[] Don't know
	[] Prefer not to answer
Q30. How long, in total, have you been employed by	[] Less than 6 months
[the][agency]?	[] 6 months to less than 12 months
	[] 1 year to less than 2 years
If applicable, please include:	[] 2 years to less than 3 years
• any time spent working for this agency where you may have	[] 3 years to less than 5 years
been employed in a different role	[] 5 years to less than 10 years
• any previous periods of employment with this agency or any	[] 10 years to less than 15 years
of its legacy agencies.	[] 15 years to less than 20 years
	[] 20 years to less than 30 years
WORKFORCE DATA REQUESTED FROM AGENCIES WITH	[] 30 years or more
EMAIL ADDRESS	[] Don't know [] Prefer not to answer

Q31. How long, in total, have you been employed by any New Zealand Public Service departments or departmental agencies, including any legacy agency (e.g. the Department of Labour is a legacy agency of MBIE)? Please count the total time you have spent working for these agencies, including time on parental leave. Don't count time away from these departments when you were working elsewhere or were not employed.	[] Less than 6 months [] 6 months to less than 12 months [] 1 year to less than 2 years [] 2 years to less than 3 years [] 3 years to less than 5 years [] 5 years to less than 10 years [] 10 years to less than 15 years [] 15 years to less than 20 years [] 20 years to less than 30 years [] 30 years or more [] Don't know [] Prefer not to answer
Q32. And if you also include any time you have spent working in other central or local government agencies for example Crown entities, Crown owned companies, schools or tertiary education institutions how long have you been employed in the New Zealand Public sector, overall? How long, in total, have you been employed by the New Zealand public sector? Please count the total time you have spent working for government agencies, including Crown entities, Crown owned companies, schools or tertiary education institutions. Don't count time away from the Public sector when you were working elsewhere or were not employed.	[] Less than 6 months [] 6 months to less than 12 months [] 1 year to less than 2 years [] 2 years to less than 3 years [] 3 years to less than 5 years [] 5 years to less than 10 years [] 10 years to less than 15 years [] 15 years to less than 20 years [] 20 years to less than 30 years [] 30 years or more [] Don't know [] Prefer not to answer
Q33. How many Public sector agencies have you worked for during this time? The Public sector includes Public Service departments, Crown agents, crown entities, other central and local government agencies, Crown owned companies, schools and tertiary education institutes. Please count each agency that you have worked for only once, even if you had previous periods of employment with an agency or any of its legacy agencies. Please note that the box will accept numeric input only, e.g. '1' and not 'One'.	Number field [] Don't know [] Prefer not to answer
Q34. Did you enter the New Zealand Public Service public sector through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)?	[] Yes [] No [] Don't know [] Prefer not to answer

Q35. What region do you mainly work in (i.e. where are you	[] Auckland region
physically based)?	[] Bay of Plenty region
	[] Canterbury region
WORKFORCE DATA REQUESTED FROM AGENCIES WITH	[] Gisborne region
EMAIL ADDRESS	[] Hawke's Bay region
LINKE ADDITION	[] Manawatu Wanganui region
	[] Marlborough region
	[] Nelson region
	[] Northland region
	_
	[] Otago region
	[] Southland region
	[] Taranaki region
	[] Tasman region
	[] Waikato region
	[] Wellington region
	[] West Coast region
	[] New Zealand Areas Outside of Regional Boundaries
	(e.g. Chatham Islands, Kermadecs)
	[] Overseas
	[] Time split equally across multiple regions
	[] Don't know
	Prefer not to answer
	[] Trefer not to unswer
Q36. Which of the following occupational categories best	[] Leaders and managers (all those with people or
describes your current role at [the][agency]?	thought leadership roles)
	[] Inspectors and Regulatory Officers (e.g. customs and
WORKFORCE DATA REQUESTED FROM AGENCIES WITH	immigration officers, tax inspectors)
EMAIL ADDRESS	[] Social, Health and Education Workers (e.g. nurses,
LIMALE ADDITESS	social workers, psychologists)
	[] Contact or Call Centre Workers
	[] Clerical and Administrative Workers (e.g. receptionists,
	general clerical workers, programme administrators)
	[] Policy Analysts
	[] Information Professionals
	[] ICT Professionals and Technicians
	[] Legal, HR and Finance Professionals
	[] Other Occupations
	[] Don't know
	[] Prefer not to answer
Q37. And what was your occupation / job title (e.g. policy	ANZSCO list auto complete
analyst, corrections officer, contact centre team leader)	Don't know
	[] Prefer not to answer
WORKFORCE DATA REQUESTED FROM AGENCIES WITH	[]
EMAIL ADDRESS	
Q38. What management responsibilities do you have? Do	[] No, managing staff is <u>not</u> part of my role [Go to Q39]
you have any management responsibilities?	[] Yes, I have (or am expected to have) direct reports in
you have any management responsibilities:	
	my role none of whom have their own direct reports [Go
	to Q 40a]
	[] I have direct reports—some or all of whom have their
	own direct reports
	[] Don't know [Go to Q39]
	[] D (
	[] Prefer not to answer [Go to Q39]

Q39 . Are you interested in moving into a management role in the future?	[] Yes [Go to Q42] [] No [Go to Q43]
	[] Don't know
	[] Prefer not to answer
Q40a. Does the team you manage have the ability to use	[]Yes
flexible work (e.g. working from home, flexible start/finish	[] No
times)?	[] Don't know
(Workforce Team request)	[] Prefer not to answer
Q40b. What impact does flexible work have on team's	[] Increases productivity
productivity/ ability to get their work done in a timely way?	[] No impact
(Workforce Team request)	[] Decreases productivity [] Don't know
	[] Prefer not to answer
Q40c. Do feel you can effectively manage poor performance	[]Yes
in your team?	[] No
	[] Don't know
	[] Prefer not to answer
Q41. Are you a member of the Public Service Leaders	[] Yes [Go to Q43]
Group?	[] No
	[] Don't know
	[] Prefer not to answer
Q42. Are you interested in moving into a senior leadership	[]Yes
role in the future?	[] No
	[] Don't know
	[] Prefer not to answer
Q43. In your role at [the][agency] are you	[] A tier 1 leader (e.g. a Director General, Chief Executive
	etc.)
WORKFORCE DATA REQUESTED FROM AGENCIES WITH	[] A tier 2 leader
EMAIL ADDRESS	[] A tier 3 leader
	[] A tier 4 leader
	[] A tier 5 leader or another type of manager or team leader
	[] In a non-managerial position
	[] Don't know
	[] Prefer not to answer
Q44. In your role at [the][agency], do you spend more than	[] Yes
half of your working time dealing directly with the public,	[] No
external customers and clients, or people in your care –	[] Don't know
either face to face, online or over the phone?	[] Prefer not to answer
(Please don't include time with internal customers and	
clients)	
Q45. In your role at [the][agency], what are your weekly	[] number field [hours/minutes]
paid hours of work as stated in your employment	[] I don't have 'set' or 'contracted' hours
agreement?	[] Don't know
WORKFORCE DATA REQUESTED FROM AGENCIES WITH	[] Prefer not to answer
EMAIL ADDRESS	

Q46. In your role at [the][agency], how many hours do you usually work per week, on average?	[] same as above/contracted hours [] number field [hours/minutes] [] Don't know [] Prefer not to answer
Q47. Do you regularly need to work beyond your normal contracted work hours? (Workforce Team request)	[] Yes [] No [] Don't know [] Prefer not to answer
Q48 Why do you work beyond your normal contracted hours? Select all that apply (Workforce Team request) Q49. In your role at [the][agency], which of the following best describes your employment? WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS	[] Required to do so by my supervisor [] Need to earn more money/want the overtime pay [] Too much work to complete in the normal hours [] Not enough people in my team to get the work done, so I need to work extra hours for us to keep up [] Contacted out of work hours by colleagues/manager for urgent tasks [] I'd rather be at work than at home [] Don't know [] Prefer not to answer [] A permanent employee [] A temporary employee — casual (no guarantee of regular work) [] A temporary employee — fixed term [] A temporary employee — other (e.g. a seasonal job) [] Other [] Don't know [] Prefer not to answer
An employment agreement lists the terms and conditions of employment.	[] Individual agreement [] Collective agreement [] Don't know
Q50. In your role at [the][agency], are you on an individual employment agreement or a collective employment agreement?	[] Prefer not to answer
Q51. Are you a member of a union?	[] Yes [] No
A union is a membership organisation that promotes its members collective employment interests	[] Don't know [] Prefer not to answer

Q52. In your role at [the][agency], which of the following	less th	an \$40,0	000					
ranges does your gross full-time equivalent annual salary	\$40,00	0 - \$44,9	999					
fall into?	\$45,00	0 - \$49,9	999					
	\$50,00	0 - \$54,9	999					
Gross full-time equivalent annual salary is what you would	\$55,000 - \$59,999							
earn pre-tax if you worked full time, and for one year, in your								
current role, excluding any overtime or allowances.		0 - \$69,9						
, , ,		0 - \$74,9						
		0 - \$79,9						
	\$80,00	0 - \$84,9	999					
	\$85,000 - \$89,999							
	\$90,000 - \$94,999							
	\$95,000 - \$99,999							
	\$100,0	00 - \$10	9,999					
	-	00 - \$11	-					
	\$120,0	00 - \$12	9,999					
	\$130,0	00 - \$13	9,999					
	\$140,9	99 - \$14	9,999					
	\$150,0	00 - \$19	9,999					
	\$200,0	00 <mark>– \$20</mark>	<mark>9,999</mark>					
	\$210,0	00 - \$21	<mark>9,999</mark>					
	<mark>\$220,0</mark>	00 - \$22	<mark>9,999</mark>					
	\$230,0	00 - \$23	<mark>9,999</mark>					
	<mark>\$240,9</mark>	99 - \$24	<mark>9,999</mark>					
	<mark>\$250,0</mark>	<mark>00 +</mark>						
	[] Don	't know	1					
	[] Pre	er not t	o answer					
Q53. Please rate your level of agreement with the					υ.	l of		
following statements about your role.			l se		gre	\ \ \	2	
(FROM APS CENSUS)	> 0	υ	agi		/ ag	or ble	oti	
(Workforce Team request)	ngly	gre	ner disa	υ	Jgu	t kr ical	er n	
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer	
Lam fairly remunerated (a.g. calany superannuation	S P	Q	ZĆ	Ä.	Ś	۵	a P	
 a. I am fairly remunerated (e.g. salary, superannuation, Kiwi Saver) for the work that I do. 								
MWI Savery for the work that ruo.								
b. I am satisfied with my non-monetary employment								
conditions (e.g. leave, flexible work arrangements, other								
benefits).								
		-	-	-	•	•		

Part C: Your Team							
	Excellent	Very good	Average	Below average	Well below average	Don't know / Not applicable	Prefer not to answer
Q54. In the last month, please rate your team's success in meeting its goals and objectives							

Q55. Please rate your level of agreement with the following statement about your team.

FROM APS CENSUS

(Productivity- Workforce Team request)

a. The peo	ople in my team use time and resources
efficiently	

b. The people in my team cooperate to get the job done

- **c.** I feel accepted as a valued member of the team
- **d.** The people in my workgroup behave in an accepting manner towards people from diverse backgrounds

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer

	Very good	Good	Neither good nor bad	Bad	Very bad	Don't know	Prefer not to answer
Q56. How would you describe your working relationship with your supervisor/direct manager?							
Q57. What best describes your workload? (APS Census)	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not	Don'tknow	Prefer not to answer

Part D: Inclusion | Te Whai wāhitanga

We want to understand your experiences and what you think would make our Public Service workplaces fair and inclusive. This will inform a wide range of work to help us build a Public Service where we are all valued and respected for our uniqueness, feel we belong and can be ourselves at work.

Q58. Please rate your level of agreement with the following statements about diversity and inclusion at [the][agency].	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don'tknow/ Not applicable	Prefer not to answer
a. The agency I work for supports and actively promotes an inclusive workplace							
b. I have access to employee led networks relevant to me.							
Employee led networks can be for example a women's network, a rainbow network, a network for an ethnic group or one that is centred around a professional group or discipline.							

e. I am valued for the range of cultural expertise I be the job	oring to									
f. Heel comfortable working with people from										
backgrounds other than my own [HOVER OVER: For you 'work with', you may wish to consider custome										
clients, colleagues, or any other work relationship										
g. I feel comfortable being myself at work /with my	y									
colleagues										
Q59. What could [the][agency] do to make you feel more comfortable about being yourself at work? [] Nothing [] Don't know [] Prefer not to answer										
Part E: Wellbeing										
Explanation of survey as monitoring, not reporting Human Resources team in your organisation.	; mechani:	sm. To rep	oort negative v	vorkpla	ice be	eha	viour o	contact	the	
OCO W. L			<u> </u>							
Q60. Work stress is when being at work, or the work itself, makes you feel tense, anxious, or										
less able to cope.								»	١ .	2
In the last 12 months, how often would you say			mes	ever			t know			ו זסר
you have experienced work stress?	Always	en	Sometimes	Hardly ever	d d				6.7	Prefer not to answer
(Survey of Working Life StatsNZ)	Alv	Often	Sor	Haı		Never		Don'		ans
L										
					Ye	s	No [G	io to Se	ction	F]
Q61. In the last 12 months, have you experienced a	ny discrim	nination, h	arassment or		+					
bullying while working in your job?										
(Survey of Working Life StatsNZ)										
Q62. What type of discrimination, harassment or bu	ıllying did	VOU AVNAT	ascald] Sangi	-		\neg		-		$\overline{}$
select all that apply]	mymg ara	you exper	ichec: [Ficase	+ c	ğ		Don't know / Not applicable		2	
				=	5		cnov	. 1	not L	
[Adapted from APS Census, HRC, NAQ]				Color+ all that	apply		n't tap	٠ ١	Prefer not to answer	
Complete and the comple	-l /: - l		Lancon III.	9	ab	\dashv	<u>8</u> 8	-	an	
 a. Sexual harassment (e.g. unwanted sexual remares explicit material shared online, pressure for sex) 	ks/Jokes,	unwanted	sexually							
b. Cyber bullying (abuse carried out online, e.g. Teams)	social me	edia, text,	email, or							
c. Verbal abuse (e.g. offensive language directed to	oward you	, derogato	ory remarks,			\dashv				
shouting)	shouting)									
d. 'Initiations' or pranks carried out by people you	1					- 1		- 1		
						_				-
e. Interference with your personal property or wor	k equipme	ent								
	k equipme	ent	undermining o	or						

g. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)		
h. Deliberate exclusion from work-related activities		
i. Being given tasks with unreasonable or impossible targets or deadlines		
j. Negative comments/behaviour toward you because of your disability		
k. Negative comments/behaviour toward you because of your ethnicity or race		
l. Negative comments/behaviour toward you because of your religion		
m. Negative comments/behaviour toward you because of your sexual identity or orientation		
n. Negative comments/behaviour toward you because of your gender		
o. Threats of violence/physical abuse or actual abuse		
p. Other, please specify (please <u>do not</u> list names, addresses, phone numbers or other identifying details about yourself or any other person)		

[For each yes in Q62, show Q62awith piped text showing item.]

Q62a. How often did [INSERT]	One time	A few times over	Monthly	Weekly	Daily	Don't	Prefer not
happen?		the last 12 months				know	to answer

[For each yes in Q62, show Q63 with piped text showing item.]

Q63. Who was responsible for the most recent incident of [INSERT]?	Select one
Your current or previous supervisor	
Someone more senior (other than your supervisor)	
Co-worker in your current agency	
Contractor/consultant/service provider	
Client or customer	
A member of the public	
Colleague from another government agency	
Minister or ministerial advisor	
Don't know	
Prefer not to answer	

[Show all]

If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program (EAP), or access support from services such as:

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline <u>0800 111 757</u> or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Alcohol Drug Helpline (<u>0800 787 797</u>)

Part F: Skills and development Te whakapiki pūkenga							
	We want to understand how you feel about your career progression opportunities, skills and development. These answers will inform work on training opportunities and development in agencies and across the Public Service.						
Q64. Thinking about your role at [the][agency], [] I need further training to do the job well which of the following best describes how you feel about your skills? [] My skills match well with the work I do is about your gualifications, experience and personal strengths. [] I have the skills to cope with more demanding work [] Don't know [] Prefer not to answer							
Q65a. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training? On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job. Don't count health and safety training. [] Yes [] No [Go to Q] [] Prefer not to answer [Go to Q]							
Q65b. What topics have you completed training on? Select all that apply[] Leadership(Ministry for Ethnic Communities request for intercultural training)[] The Treaty of Waitangi[] The Reo Māori[] Health and safety topics[] Intercultural awareness[] Diversity and inclusion[] Another topic related to my career field[] Other, please specify[] Don't know[] Prefer not to answer							
Q66. Please rate your level of agreement with the following statements about working in the Public Service.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I received learning and development to support my transition into my current role							
b. I have access to the learning and development I need to do my job well							
c. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
d. All things considered, I am satisfied with my career development opportunities							

Part G: Māori Crown relationship | Te hononga i waenga i te Māori me te Karauna

The Public Service Act 2020 explicitly recognises that the Public Service has an important role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi. We want to understand how confident and supported you feel at work to do this. These answers will inform work to build cultural capability across the Public Service system and within agencies.

Q67. Please rate your level of agreement with the following statements regarding Te Reo Māori. In [the][agency]	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
athe Te Reo Māori goals of the agency are clear							
b! hear leaders regularly using Te Reo Māori words and phrases							
cstaff are encouraged to use Te Reo Māori							
d. staff are supported to improve our Te Reo Māori (e.g. through on-the-job learning, in-house courses, etc.)							
e. I value my knowledge of Te Reo Māori and/or wish to grow it							
Q68. When you are at work, how much Te Reo Māori do you speak to others? (Te Taura Whiri proposed changes)		[] Most [] Te Ro languag [] Conv 1-5 min meeting [] Some te pēhe can say in Māor [] Basic to greet whare i [] Very (never conames a	ge) versationa ute long of gs in te re e te reo M a koe?" a a very ba i). c Māori w c people, n English little te r or very se and place	o Māori equally v al te reo l conversa o Māori) Māori phr ond "nau osic mihi, rords (suc or words sentence eo Māori	Māori (I s tions in M ases at w mai, e te introduct th as kia c like whā es) or never Māori w	ometime Māori or a vork (such whānau, cion, or w ora or tēn nau, kai, o use it at vords, exc Taupō.	s hold ttend as "kei " or l elcome ā koe or
	[]Don'						
	[] Prefe	er not to	answer				

Q69 <mark>. In your last working week, how often did you hear</mark>		Daily	A few times a week	Once a week	Not at all	Don't know / Not applicable	Prefer not to answer
a. Te reo Māori greetings							
b. Single words in te reo Mãori							
c. Karakia							
d. Waitata							
e. Te reo Māori phrases							
f. Conversations in te re Māori							
	,						
Q70. Please rate your level of agreement with the following statements:	Strongly	uisagree Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work							
b. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account							
Please select 'don't know / not applicable' if you feel this doesn't apply to your role.							
c. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown							
d. I understand how my work contributes to delivering better outcomes for Māori							
e. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori							
f. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using Te Reo Māori, participating in powhiri, karakia or hui)							
Q71. How often is tikanga Māori used/visible in your work environment?	[]So []O []Al []Do	ardly ever ometimes ften ways on't know	•				

Part G: Working in the Public Service | Te take mahi ai tātou i te Ratonga Tūmatanui

As with all questions in Te Taunaki, if you feel uncomfortable about answering any of these questions you may select the 'prefer not to answer' option.

Q72. Please rate your level of agreement with the following statements about working for the Public Service.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I understand how my work leads to improved outcomes for communities							
b It is important to me that my work contribute to the common good (OECD question)							
c. I feel a strong personal attachment to the New Zealand Public Service							
d. I feel a strong personal attachment to the agency I work for							
e. I would recommend my organisation as a good place to work (OECD question)							
f. I identify with the mission of my organisation (OECD question)							
g. My job inspires me (OECD question)							
h. The work I do gives me a sense of accomplishment (OECD question)							
i. I have a good understanding of what it means to be a politically neutral public servant (Public Service Act)							
j. I am confident that in my organisation people get jobs based on merit (Public Service Act)							
k. It's important to me that my organisation is open and transparent with the public (Public Service Act)							
I. In my work, I think about the long term good of New Zealand (Public Service Act)							
m. I find it easy to work with colleagues in other agencies to achieve good outcomes							

n. My work colleagues can be trusted to do v	vhat is right							
0. I believe that one of my responsibilities is look for new ways to improve the way we we Census- innovation)								
Q73. Thinking now about all aspects of	[] Very dissati [] Dissatisfied							
your job, overall, how do you feel about your work?	[] Neither sati		dissatisf	fied				
	[] Satisfied							
[] Very satisfied								
[] Don't know [] Prefer not to answer								
Q74. What change would you most like to	More effec					ing staff		
see in your work environment?	More reco	_						
Please select one. [rotate order]	Stronger connection between front-line workers and senior leadership Streamlined administrative processes within my agency							
[rotate state]	Improved			•		, ,		
Adapted from APS CENSUS, based on	Improved							
comments in the first Te Taunaki	Improved			-	<mark>roup</mark>			
	Increased Reduced v		or wellb	eing				
	Increased		ntation	with new	ideas			
	Increased							
	<mark>Increased</mark>	ability to	work co	llaborati	vely with	other part	_	
			<mark>growing</mark>	capabilit	ty to sup	port the Ma	<mark>iori Crow</mark>	<mark>n</mark>
	<mark>relationsh</mark> More acce	•	rkplace	onvironn	ont			
	Other, ple			CHVIIOIIII	ient			
	[] Don't k		,					
	[] Prefer ı	not to ans	wer					
1								
Q75. Please indicate the importance of the f		#						Ф
reasons for you to stay in the New Zealand P	ublic Service:	rtant at	rtance	rtance	rtance	righ rtance	-know	rnotte er

Q75. Please indicate the importance of the following as reasons for you to stay in the New Zealand Public Service:	Not important at	low importance	some importance	high importance	very high importance	Don't know	Prefer not to answer
a.Career progression opportunities							
b.Professional development / training opportunities							
c.Job security							
d.Good remuneration							
e.Flexible work arrangements							
f.Work location							
g.Belief in the purpose and principles of the New Zealand Public Service							

h.Work that contributes positively to society								
i.Work that helps people in my community								
j.Interesting work								
k.A job that enables me to work independently								
l.Work aligned with my job skills, experience or	training							
m.Quality of workplace relationships/ social env at work	vironment							
n.An inclusive work environment								
o.Quality of leadership/management (e.g. suppo clear communication)	ortive,							
p.Lack of suitable alternative job prospects	Lack of suitable alternative job prospects							
Part F: Mobility As with all questions in Te Taunaki, if you feel und 'prefer not to answer' option.	comfortable	about an	swering	any of th	ese ques	stions you ma	y select ti	he
Q76. Which of the following statements best describes your current situation?	Please select one category only [] I have no immediate plans to leave my current position [HOVER-OVER: Also select this option if you plan to go on long term leave, including parental leave, and return to your current position] [Go to Q76] [] I am actively applying for another role/other roles now [HOVER-OVER: Also select this option if you are currently applying for a secondment] [Go to Q73] [] In the next 12 months I want to apply for a different role [HOVER-OVER: Also select this option if you want to apply for a secondment] [Go to Q74] [] In the next 12 months I want to do a secondment or other temporary move within my agency [] I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [Go to Q76] [] I would like to change jobs but do not believe I can [Go to Q75] [] None of these / uncertain [Go to Q76] [] Don't know [Go to Q76] [] Prefer not to answer [Go to Q76]					to R nt] [Go porary e.g.		
Q77a. Where are you applying to? or Q77b. Where do you want to apply to?	Please select all that apply: [] The same agency I currently work for [] Another Public Service department or departmental agency [] Elsewhere in the NZ Public sector [] Outside the NZ Public sector [] Don't know [] Prefer not to answer							

Q78. Why are you considering leaving your role? (Could be asked as what is the most important reason you are considering leaving your role, with a single selection response.)	Not important at all	low importance	some importance	high importance	very high importance	Don't know	Prefer not to answer
Fixed term job ending							
Job impacted by change process/restructuring							
Unable to balance caring responsibilities							
Lack of career progression opportunities							
Lack of professional development / training opportunities							
Lack of job security							
Unsatisfied with pay/remuneration							
Unsatisfied with flexible work arrangements							
Work location							
More interesting work							
Work not aligned with my job skills, experience or training							
Quality of workplace relationships/ social environment at work							
Quality of leadership/management							
Bullying or other negative workplace behaviour							
Other, please specify:							

Q79. Is there anything else about your experience of working for the New Zealand Public Service you would like to comment on?

Open text

If yes, please provide your comments below. Please don't put in any identifying information such as names or job titles.

The information you type in this box will be shared with your agency to help them understand how to improve employee experiences.

Te Taunaki Public Service Census 2024 DRAFT questionnaire

department, departmental agency, or Crown agent	? Yes, whether permanent or temporary/fixed term? [] No, I am a contractor (either self-employed or working for a private sector business)
if answer 'no' to Q1	
If all swell flo to Q1	
Thank you for your time. You do not need to compl	ete this survey.
Otherwise	
Part A: About you Mōu ake	
	uncomfortable about answering any question, you can select the
Q2. How old are you?	[] Under 20 years
	[] 20 to 24 years
	[] 25 to 29 years
	[] 30 to 34 years
	[] 35 to 39 years
	[] 40 to 44 years
	[] 45 to 49 years
	[] 50 to 54 years
	[] 55 to 59 years
	[] 60 to 64 years
	[] 65 to 69 years
	[] 70 years or over [] Prefer not to answer
Q3. What ethnic group(s) do you belong to?	Select all that apply to you.
	[] New Zealand European
	[] Māori
	[] Samoan [] Cook Islands Maori
	[] Tongan
	[] Niuean
	[] Chinese
	[] Indian
	[] Other, e.g. Dutch, Japanese, Tokelauan. Please specify:
	[] Prefer not to answer
Q4. Are you descended from Māori (that is, did	[] Yes
you have a Māori birth parent, grandparent or	[] No
great-grandparent, etc)?	[] Don't know
	[] Prefer not to answer
Q5. Please give the name(s) and region(s) / rohe	Iwi: AUTO-SUGGEST
of your iwi :	Region:_OPEN TEXT
	[] Don't know
[Use iwi list based on StatsNZ aria tool]	[] Prefer not to answer

Q6. What is your highest qualification?	[] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma [] Bachelor's Degree or Level 7 Qualification [] Bachelor Honours Degree or Postgraduate Certificate/Diploma [] Master's Degree [] PhD/Doctoral Degree [] Other – please specify [] Don't know [] Prefer not to answer
Q7. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]
Q8. What is your gender?	Please select all that apply. [] Female [] Male [] Another Gender, please specify: [] Don't know [] Prefer not to answer
Q9. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	[] Yes [] No [] Don't know [] Prefer not to answer
Q10. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	[] Yes [] No [] Don't know [] Prefer not to answer
Q11. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you? [only show if yes to transgender, OR intersex, OR multiple or another gender selected]	[] No-one does [] Few people do [] Some people do, some people don't [] Most people do [] Everyone does [] Don't know [] Prefer not to answer
Q12. Which of the following best describes how you think of yourself?	 [] Heterosexual or straight [] Gay or lesbian [] Bisexual [] Another identity – please specify [] Don't know [] Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (long-term means lasting six months or more). Responses will inform improvements to the working environment for public servants.

As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q13.	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer		
a. Do you have difficulty seeing, even if wearing glasses?							
b. Do you have difficulty hearing, even if using a hearing aid?							
c. Do you have difficulty walking or climbing steps?							
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?							
e. Do you have difficulty remembering or concentrating?							
f. Do you have difficulty with self-care, such as washing all over or dressing?							
Q14. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?	[] Yes [] No [Go	to Q15] now [Go to	0151				
Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.			er [Go to Q15	5]			
Q14a. Being neurodivergent, how much difficulty do you experience with work activities?	[] No difficulty [] Some difficulty [] A lot of difficulty [] Cannot complete certain activities at all [] Don't know						
Q15. Do you consider yourself to have, and/or have you been	[] FIEIEI I	not to answ	CI				
diagnosed as having a mental health condition?	[]Yes						
		[] No [Go to Q 16]					
Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD).	[] Don't know [] Prefer not to answer <i>[Go to Q 16]</i>						
Q15a . Having a mental health condition, how much difficulty do you	[] No diffi	culty					
experience with work activities?	[] Some d	_					
	[]Alot of	-	ortain activ	itios at all			
	[] Don't k		ertain activ	illes at all			
		not to answ	er				
Q16. Do you identify as a disabled person or tangata whaikaha	[]Yes						
Māori?	[] No						
This includes Māori and non-Māori who identify as disabled.	[] Don't know [] Prefer not to answer						
<u> </u>							
The following questions ask about workplace supports or accommodation to work arrangements, workstations, shared facilities, building entry and			_				
to work arrangements, workstations, shared facilities, building entry and	u exit points	s, quiet zone	s, and speci	alist softw	are.		
If you need personal support from your organisation, please talk to yo way that does not identify individuals.	ur manager	. Results fro	m the surve	y are shar	ed in a		
	[] Yes						
Q17. Do you use or require any workplace supports or	[] No [Go		0.103				
accommodation(s) for your health condition, disability, or		now [Go to		101			
impairment?	[]Preier	iot to answ	er [Go to Q 1	lo]			
[Only show to those who respond with some/a lot/ cannot do at all to Q13a b c d e f, Q14a, Q15a or yes to Q16]							

Q17b. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments. Q18. Do you have parenting and/or carring responsibilities? Q19. In which language(s) could you have a conversation about a lot of everyday things? Q19. In which language(s) could you have a conversation about a lot of everyday things? Q20. How well are you able to speak te reo Māori in day-to-day conversation? Q20. How well are you able to speak te reo Māori in day-to-day conversation? Q21. When you are at work, how often do you have conversations in [] Not very well – I can talk about simple/basic things in te reo Māori [] No more than a few words or phrases (including none-at all) (Go to Q22) [] Don't know [] Prefer not to answer Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Daily Q21. When you are at work, how often do you have conversations in [] Don't know Q22. The year of the satisfied of its satisfied of its satisfied in the satisfied of its satisfied [] Daily Q23. When year at work, how often do you have conversations in [] Daily Q24. When you are at work, how often d	Q17a. Have you talked to your employer about your workplace supports or accommodation needs?	[] Yes [] No
Q17b. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments. Q18. Do you have parentting and/or carring responsibilities?		
responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments. Q18. Do you have parenting and/or caring responsibilities? Q18. Do you have parenting and/or caring responsibilities? Q19. In which language(s) could you have a conversation about a lot of everyday things? Q19. In which language(s) could you have a conversation about a lot of everyday things? Q20. How well are you able to speak te reo Māori in day-to-day conversation? Q20. How well are you able to speak te reo Māori in day-to-day conversation? Q21. In which language (s) languag		[] Prefer not to answer
activities. If you would like to comment about this, there is space at the end of the survey for comments. Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Satisfied Son't know Series of the own to answer Satisfied Son't know Series of the survey for one which is a space at the end of the survey for comments. Q18. Do you have parenting and/or caring responsibilities? Yes No Prefer not to answer Satisfied Son't know Series of the survey for of everyday things? Samoan Series of the survey for of everyday things? Samoan Series of the survey for of everyday things? Samoan Series of the survey for one will be survey for one will be survey for the survey for one will be survey for the survey for one will be survey for one will be survey for the survey for one will be survey for the survey for one will be		
If you would like to comment about this, there is space at the end of the survey for comments. Satisfied Jvery sati		
Tyou would like to comment about this, there is space at the end of the survey for comments. Tyou would like to comment about this, there is space at the end of the survey for comments. Tyou would like to comments	activities.	[] Neither satisfied nor dissatisfied
Q18. Do you have parenting and/or caring responsibilities? Q19. In which language(s) could you have a conversation about a lot of everyday things? Q19. In which language(s) could you have a conversation about a lot of everyday things? Q19. In which language(s) could you have a conversation about a lot of everyday things? Please select all that apply. Please select all thate apply. Please select all thate apply. Please selec	If you would like to comment about this there is space at the end of the survey for	
Q18. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc. Q19. In which language(s) could you have a conversation about a lot of everyday things? Q19. In which language(s) could you have a conversation about a lot of everyday things? Please select all that apply. [] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) - please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer Q20. How well are you able to speak te reo Māori in day-to-day conversation? Q21. When you able to speak te reo Māori in day-to-day conversations in the reo Māori [] Not very well – I can talk about some things in te reo Māori [] Not very well – I can talk about some things in te reo Māori [] No tree you well – I can notly talk about simple/basic things in te reo Māori [] No more than a few words or phrases (including none-at all) [Go to Q22] [] Don't know [] Prefer not to answer Q21. When you are at work, how often do you have conversations in the reo Māori? [] Weekly [] Monthly Please include both spoken and written te reo Māori in your answer. [] Never [] Never [] Don't know		
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Part B: Your role | <translation here >

Based on your experience in your current job, please respond to the following questions.

Q22. How long, have you been employ role at [the][agency]? Note include time spent working in this current r with a legacy agency (for example, the Departme agency of MBIE), if this applies to you.	ole that may have I	been	[] Less than 6 months [] 6 months to less than 12 months [] 1 year to less than 2 years [] 2 years to less than 3 years [] 3 years to less than 5 years [] 5 years to less than 10 years [] 10 years to less than 15 years [] 15 years to less than 20 years [] 20 years to less than 30 years [] 30 years or more [] Don't know [] Prefer not to answer					
Q23. In your role at [the][agency], do you half of your working time dealing direct				Yes No				
communities, external customers and o your care – either face to face, online o				Don't know Prefer not to a	ınswer			
Please don't include time with internal customer own organisation.	rs and clients within	າ your						
Q24. Do you have any people manager	nent responsib	ilities?	ties? [] No, managing people is <u>not</u> part of my role [] Yes, managing people is part of my role					
[Stem question for managers/non-mana consider don't know and prefer not to a			[] Don't know [] Prefer not to answer					
	Well above capacity – too much work	Slightly above capacity – lots of work to do At capacity – about the right amount of work to do Slightly below capacity – available for more work Well below capacity – not Don't know answer					Prefer not to answer	
Q25. What best describes your workload?								
Q26. In your role at [the][agency], do you of the following flexible working arrang		e any	[]	 Flexible start a Job-sharing		s or flexil	ble break	times
Please select all that apply.			[] Working reduced hours[] Working from home (your home or home of a family member)					
Note include any flexible work that you use regularly. [] Working from an office that is more convenient for (an agency office in a different city, a regional hub) [] Flexi-leave, e.g. study leave, trading salary for additional leave [] Compressed hours (i.e. working standard hours of fewer days e.g. 40 hours over 4 days) [] No, I don't use any of these flexible working arrangements [Go to Q27] [] Don't know [Go to Q27] [] Prefer not to answer [Go to Q27]				o)				

[] I am more productive on some work tasks a sway from the distractions of the office the distractions of the office [] To help manage my parenting or caring responsibilities [] To help manage my parenting or caring responsibilities [] To help manage my pountary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc [] To allow more time for study, training, further education or learning [] To reduce the time, cost or other impacts of commuting [] To help me manage a disability or health issue [] Other [] Don't know [] Prefer not to answer [] Yes [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] Prefer not to answer [] No [foo to Q28] [] No [foo	Q26a. What are your reasons for using-flexible working			ed in my j						
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To help me manage a disability or health issue Other Other Don't know Prefer not to answer Other Don't know Other Ot								·		
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to your job such as courses, study, or on-the-job training? [] No	Q32. In the last 12 months, have you done any training relate									
[] Don't know				ow						
On-the-job training is training at work, undertaken while also doing the actual [] Prefer not to answer job, to gain skills needed for that job.		al []F	refer no	ot to ansv	ver					

Q33. Please rate your level of agreement with the following statements.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I have access to the learning and development I need to do my job well.							
b. It is important to me that my work contributes to the common good.							
c. I understand how my work leads to improved outcomes for communities.							
d. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.							
Q34. Thinking now about all aspects of your job, overall, how do you feel about your work?	[] Dis [] Nei [] Sat [] Ver [] Dor	isfied y satisfie n't know	sfied nor o	lissatisfi	ed		
Part C: Your Team <translation here=""></translation>							
Q35. Please rate your level of agreement with the following st	tatement 	about y	our team.				
	Strongly	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. I feel accepted as a valued member of the team.							
b. I feel comfortable being myself at work /with my colleagues.							
c. The people in my team behave in an accepting manner towards people from diverse backgrounds.							

d. My work colleagues can be trusted to do what is right.

new and better ways of doing things.

e. The people in my team are encouraged to come up with

f. My team discusses mistakes so we can learn from them.

g. The people in my team collaborate to get the job done.

Q36. Please rate your level of agreement with the following statement about your manager.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. My manager cares about my health and wellbeing.							
b. My manager provides me with helpful feedback to improve my performance.							
c. My manager supports my team to deliver on what we are responsible for.							

Q37. My team has clear work objectives.	Strongly	Agree	Neither	Disagree	Strongly	Don't	Prefer
	agree		agree nor		disagree	know	not to
			disagree				answer
Q37a. Over the last year, how successful	Extremely	Very	Moderately	Slightly	Not at	Don't	Prefer
has your team been at achieving its					all	know	not to
objectives?							answer
Q37b. What made it hard to achieve the	[] Changing priorities						
objectives?	[] Overly optin	nistic/un	realistic timeli	nes			
	[] No enough r	esources	s or people				
Select all that apply.	[] complicated	l or unne	cessary busin	ess process	es		
	[] Lack of motivation						
For those who were moderately, slightly,	, [] Lack of appropriate tools or technology						
or not at all in Q37a.	[] Skills of team not a good match for work expected of us						
	[] Other, please specify:						

Part D: Your organisation | <translation here > **Q38.** Please rate your level of agreement with the Strongly agree following statement about your organisation/agency. **Jeither agree** on' tknow or disagree Disagree Strongly disagree a. Senior leaders clearly articulate the direction and priorities for our agency. **b.** I feel that change is managed well in my organisation. **c.** The agency I work for supports and actively promotes an inclusive workplace. **d.** I would recommend my organisation as a good place to work. e. I feel a strong personal attachment to the agency I work for. f. I am confident that in my organisation people get jobs based on merit. g. It's important to me that my organisation is open and transparent with the public.

h. My organisation is working for the long-term good of New Zealand.											
Q39. Are you involved in preparing advice for a Minister?	Yes			1		No [Go	No [Go to Q40]				
Q39a. I am confident that my organisation is free and frank in our advice to Ministers.	Strongly		DISABIEE	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer			
Q40. Please rate your level of agreement with the following: Crown in its relationships with Māori under Te Tiriti o Waitar		Treat	ty of W	laitangi.			support				
		Strongly	Disagree	Neither agree nor	Agree	Strongly agree	Don't know /	Prefer not to answer			
a. I understand how my agency's Te Tiriti o Waitangi / Treaty Waitangi responsibilities apply to its work.	y of	01 0		_ 0 0		<u> </u>	<u> </u>	<u> </u>			
b. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crov	wn.										
c. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.d. Staff are encouraged to use te reo Māori.											
e. Staff are supported to improve our te reo Māori (e.g. throu on-the-job learning, in-house courses, etc).	ugh										
f. I am comfortable supporting tikanga Māori - Māori cultura values and practice - in my agency (e.g. by using te reo Māor participating in karakia, hui, mihi whakatau).											
Q41. I have the support I need from my agency to manage of staff performance that is not meeting expectations. [MANAGERS ONLY, yes to Q24]	r impro	ove	[] [] [] []	Strongly a Agree Neither ag Disagree Strongly c Don't kno Prefer not	gree nor lisagree w	J					
 Q42. Over the last 12 months, have you experienced any unf treatment in your workplace that you think was due to a per characteristic(s) such as your gender, age, ethnicity, country disability, sexual orientation, religious beliefs, etc? Some examples of unfair treatment: not being selected for an interview or not being hir role due to a personal characteristic such as gende ethnicity 	rsonal v of orig	a new	[]	Yes No <i>[Skip t</i> Don't kno Prefer not	w [Skip		to Q44]				

 denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English, prayer break) 	
Q43. I believe I have been treated unfairly because of my:	[] Gender or sex
	[] Age
Select all that apply	[] Ethnicity, national origin, race or colour
	[] Disability
	[] Religious belief
	[] Sexual orientation
	[] Marital or family status
	[] Political opinion
	[] Employment status
	[] Ethical belief
	[] Don't know
	[] Prefer not to answer

Part E: Your health and safety <translation here=""></translation>							
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to
Q44. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q45. Leaders in my organisation demonstrate a commitment to addressing work factors that impact mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							

	Always	Often	Sometimes	Hardly ever	Never	Don' tknow	Prefer not to
Q46. In the last 12 months, how often would you say you have experienced work							
stress?							
Note work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to							
cope.							

Please read the following definitions before answering the next question.

Workplace bullying is repeated and unreasonable behaviour directed towards you that can lead to physical or psychological harm. Bullying can be physical, verbal, psychological or social. It can include victimising, humiliating, intimidating or threatening. Workplace bullying <u>is not</u>: one-off or occasional instances of rudeness/tactlessness, constructive peer review, a manager requiring reasonable verbal or written work instructions to be carried out, warning or disciplining workers in line with the organisation's code of conduct.

Racial harassment is when someone expresses hostility/ridicules you on the basis of your race, colour, or ethnic or national origin, is hurtful or offensive to you, and it is serious or frequent enough to have a negative effect on your job performance or job satisfaction. Sexual harassment any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or includes a promise of preferential treatment or a threat of detrimental treatment. Note this survey is not a reporting tool, and no investigation will occur based on comments or responses in this survey. To report inappropriate workplace behaviour, contact your manager or Human Resources team for information. Q47. During the last 12 months, have you been subjected to harassment or bullying in your current Yes No workplace? [Go to Q49] Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation. Select all that **Q48.** What type of harassment or bullying did you experience? apply a. Verbal abuse (e.g. offensive language directed toward you, derogatory remarks, shouting) **b**. Deliberate exclusion from work-related activities c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage) d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development) e. Given tasks with unreasonable or impossible targets or deadlines **f.** Interference with your personal property or work equipment g. Physical assault, or threats of violence/physical abuse **h.** Hostility/ridicule because of your race, colour, ethnic group, or national origin i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex) **j.** Other, please specify (please **do not** list names, locations, phone numbers or other identifying details about yourself or any other person) [For each yes in Q48, show Q48a with piped text showing item.] Q48a. How often did the One A few times over Monthly Weekly Daily Don't Prefer not bullying or harassment time the last 12 months know to answer happen?

Q48b. Who was responsible for the bullying or harassment?	Select all that apply
Your current or previous manager	
Someone more senior (other than your manager)	
One or more of your direct reports	
Co-worker in your current agency	
Client, customer, or person in your care	
A member of the public	
Colleague from another government agency	
Minister or ministerial office staff	
Contractor/consultant/service provider	
Don't know	
Prefer not to answer	

Q48c. Did you report the bullying or harassment?	[] I reported the behaviour [skip to Q48e]
	[] I'm considering whether or not to report the behaviour

	[] I decided not to report the behaviour
	[] Don't know
	[] Prefer not to answer
Q48d. Why didn't you report the bullying or	[] I didn't want to upset relationships in the workplace
harassment?	[] I did not have any evidence
	[] It could affect my career
Select all that apply	[] I did not think action would be taken
	[] The issue was resolved informally
	[] I didn't think the behaviour was serious enough to report it
	[] Managers accepted the behaviour
	[] It was not worth the hassle of going through the reporting
	process
	[] I was worried about possible retaliation or reprisals
	[] I didn't know how to report
	[] Someone else reported the behaviour so I didn't have to
	[] Other
	[] Don't know
	[] Prefer not to answer

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q49. I feel safe to speak up about inappropriate behaviour in the workplace.							
Q50. If I did speak up, I think my organisation would take it seriously.							

If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program (EAP), or access support from services such as:

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline 0800 111 757 or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Alcohol Drug Helpline (0800 787 797)

Part F: Your career | <translation here >

Q51. Please rate your level of agreement with the following statements.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Prefer not to answer
 a. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions) 							
b. I am satisfied with my career development opportunities		·					

Q52 . Are you interested in moving in the future? [NON-MANAGERS ONLY- no, don't kno	-	 [] Yes [Go to Q 54] [] No [Go to Q 54] [] Don't know [] Prefer not to answer
Q24]		
Q53. Are you a member of the Public [MANAGERS ONLY – yes on Q24]	: Service Leaders Group?	[] Yes <i>[Go to Q54]</i> [] No [] Don't know [] Prefer not to answer
Q53a . Are you interested in moving (e.g. chief executive, deputy chief ex the future? [MANAGERS ONLY- yes on Q24]		[] Yes [] No [] Don't know [] Prefer not to answer
[MANAOLING ONLI- yes on Q24]		
Q54. Which of the following statements best describes your current situation?	[] I am actively applying [] In the next 12 months [] In the next 12 months agency or in another ager [] I expect to leave the Ni retirement or moving over	lans to leave my current position [Go to Q56] for another role/other roles now-[Go to Q54a] I expect to apply for a different role-[Go to Q54b] I want to do a secondment or temporary move within my ncy [Go to Q54a] Z workforce within the next 12 months (e.g. due to prseas) [Go to Q56] jobs but do not believe I can [Go to Q54c]
Q54a. Where are you applying to? or Q54b. Where will you apply to?	Please select all that appl [] The same agency I cur [] Elsewhere in the NZ pu [] Outside the NZ public [] Don't know [] Prefer not to answer	rently work for Iblic sector
Q54c. Why are you considering leavingle? Select all that apply Rotate order (except other) GO TO Q56 after this question	[] Job impace [] Unable to [] Lack of care [] Lack of process [] Unsatisfied [] Unsatisfied [] Work locate [] Work load [] Work not a [] Quality of [] Bullying or [] Organisation [] Other, please	ted by change process/restructuring balance caring responsibilities reer progression opportunities ofessional development / training opportunities of security d with pay/remuneration d with flexible work arrangements cion resting work too high oligned with my job skills, experience or training workplace relationships/ social environment at work leadership/management of other negative workplace behaviour on is not accommodating of my disability rese specify:
Q55. Why are you interested in maki temporary move or secondment?	ng a [] Develop or [] Learn new [] More chall	
Select all that apply	[] Want to ex [] Establish r	perience working in a different agency or team new working relationships ted career development within my current team

	[] To get more flexible work options
	[] Share my skills with another team or specific project
	[] Support knowledge transfer between teams and agencies
	[] Other, please specify:
Q55a. Are there barriers to you seeking a	[] Yes
temporary move?	[] No [Go to Q56]
	[] Don't know
	[] Prefer not to answer
Q55b. What are the potential barriers to you	[] I don't know how to find out about opportunities
making a temporary move?	[] My manager won't support it
Calant all that are les	[] My current team can't replace my skills
Select all that apply	[] Concerns about how I'd be treated when I return
	[] Concerns about maintaining my current flexible work arrangements
	[] Concerns about job security if I was temporarily away from my role
	[] Limited opportunities in my preferred geographic location [] Other, please specify
	[] Other, please specify
Part G: Working in the public sector <trans< td=""><td>lation here ></td></trans<>	lation here >
Q56. How long, in total, have you been	[] Less than 6 months
employed by the New Zealand public sector?	[] 6 months to less than 12 months
	[] 1 year to less than 2 years
Please count the total time you have spent working for government agencies, including Crown entities, Crown	[] 2 years to less than 3 years
owned companies, schools or tertiary education	[] 3 years to less than 5 years [Go to Q59]
institutions. Don't count time away from the public	[] 5 years to less than 10 years [Go to Q59]
sector when you were working elsewhere or were not employed.	[] 10 years to less than 15 years [Go to Q59]
employed.	[] 15 years to less than 20 years [Go to Q59]
	[] 20 years to less than 30 years [Go to Q59] [] 30 years or more [Go to Q59]
	[] Don't know [Go to Q59]
	[] Prefer not to answer [Go to Q59]
Q57. What initially attracted you to work in	Please select all that apply.
the New Zealand public sector?	[] Career progression opportunities
,	[] Professional development / training opportunities
[Rotate order]	[] Job security
	[] Good remuneration
[For those who have joined the public sector	[] Flexible work arrangements
in the past 3 years only]	[] Work/life balance
	[] Work location
	[] Belief in the purpose and principles of the New Zealand Public Service
	[] Work that contributes positively to society
	[] Work that helps people in my community
	[] Interesting work
	[] Work aligned with my job skills, experience or training
	[] An inclusive work environment
	[] Lack of suitable alternative job prospects
	[] Don't know
OE9 Did you ontor the public sector through	[] Prefer not to answer
Q58. Did you enter the public sector through a formal Early in Career programme (such as	[] Yes [] No
a cadetship, an internship, or a graduate	[]Don't know
programme)?	[] Prefer not to answer
	<u></u>

[For those who have joined the public sector in the past 3 years only]

Q59. Please rate your level of agreement with the following statements.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a . I find it easy to work with colleagues in other agencies to achieve good outcomes.							
b. I have access to employee led networks relevant to me.							
Note examples of employee-led networks include disability networks, rainbow networks, or networks for ethnic groups. These might be within your agency or cross-agency.							
c. I have a good understanding of what it means to be a politically neutral public servant.							
d. I feel a strong personal attachment to the New Zealand Public Service.							

This survey has covered a wide range of topics, and you might have more to say about something we covered, or you might want to talk about something we didn't ask about. Q60. Is there anything you would like to comment on? Note do not provide names, addresses, phone numbers or other identifying details about yourself or any other person. This section has a character limit of X. Remember the page will time out after 30 minutes, so save your progress.

The comments will be reported verbatim (word for word, as written) and made available to your agency Te Taunaki Census team. However, free-text comments will only be attributable to groups where there are 30 or more comments from members of that group. For example, if a particular demographic group (ethnic group, gender, etc) has less than 30 respondents the agency will not be able to see comments attributed to that group.

Your comments will also be used for research about the whole Public Service but will not be reported in such a way that any individual can be identified. For example, a quote could be attributed to a "female public servant" but not reference an agency.

From: Josh Masson
To: Christina Connolly

Cc: Aidan Smith; Gabrielle Wilson; Nicky Dirks; Rodney Scott

Subject: Re: Public Service Census 2025

Date: Thursday, 29 August 2024 4:30:39 pm

Attachments: Census topics and timeline as at August 2024.docx

Thanks Christina

I have not provided you the full question set as it is extensive and has a bunch of complicated routing and other things which would be tedious for the Minister to engage with. So have resent the topic list that was attached to the paper. The offer is that if the Minister has any interest in any of the topics we can send over the proposed question set. I am cognisant Hugo is on leave and offered to take the Minister through any of the logic when he got back. So if you get any concerns from the Minister I would recommend that we slow things down till Hugo gets back. But if its just for interest and clarity, we can help with that.

Timeline is draft, but the engagement with agencies in early October is useful to prevent agencies duplicate effort running internal engagement surveys and helps us have enough time to engage with agencies prior to the survey being locked down in December.

Of course let us know if the Minister has any further thoughts, particularly if she has any topics she would be interested in.

Appreciate the assist.

Josh

From: Christina Connolly 9(2)(a) privacy

Sent: Thursday, August 29, 2024 12:00 PM

To: Josh Masson 9(2)(a) privacy

Cc: Aidan Smith 9(2)(a) privacy ; Gabrielle Wilson 9(2)(a) privacy ; Nicky Dirks 9(2)(a) privacy

Subject: Re: Public Service Census 2025

This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Thanks Josh. 9(2)(g)(i) free and frank

I wonder if a way through might be for you to email me a list of the questions and a timeline, and I can provide that to her on an fyi basis 9(2)(g)(i) free and frank

then if she does have any further thoughts that would be an opportunity for her to provide feedback? Then I think we revert to providing low key updates through the weekly report, to keep her

updated.

Christina Connolly

Private Secretary (Public Service)

Office of Hon Nicola Willis, Minister of Finance, Minister for the Public Service, Minister for Social Investment, Associate Minister of Climate Change

From: Josh Masson 9(2)(a) privacy

Sent: Thursday, August 29, 2024 11:47 AM

To: Christina Connolly 9(2)(a) privacy

Cc: Aidan Smith 9(2)(a) privacy ; Gabrielle Wilson

9(2)(a) privacy

Subject: Fw: Public Service Census 2025

Hi Christina

Many thanks for getting this through and signed by the Minister. 9(2)(g)(i) free and frank

I just want to clarify whether you think the Minister has any further feedback on the census?

Thanks

Josh

From: Enquiries <enquiries@publicservice.govt.nz>

Sent: Thursday, August 29, 2024 10:51 AM

To: Josh Masson 9(2)(a) privacy

Cc: Enquiries <enquiries@publicservice.govt.nz>

Subject: Public Service Census 2025

Hi Josh

Please find attached signed report (2024-0211) for your records.

Donna Fowler

Ngā Ratonga ki Ngā Minita me Te Tari Tumu | Ministerial and Executive Services

Te Tari a Te Tumu Whakarae mō Te Kawa Mataaho, Upoko Ratonga | Office of the Public Service

Commissioner, Head of Service

waea pūkoro: 9(2)(a) privacy īmēra: 9(2)(a) privacy



TIMELINE

- **1 October** Questionnaire shared with participating agencies
- **1 December** Agencies confirm any bespoke questions for their staff
- 3-24 March Survey live

May Initial reporting available to the Minister

June Commission website updated with agency and system results

PROPOSED TOPICS

PRINCIPLES & INTEGRITY

- Stewardship
- Political neutrality
- Openness
- Merit-based appointment
- Free and frank advice
- Spirit of Service
- Speaking up
- · Trust in colleagues

DIVERSITY

- Gender/transgender/intersex
- Ethnicity
- · Caring responsibilities
- Sexual orientation
- Disability/mental health/neurodiversity
- Religion
- Iwi
- Qualifications

BETTER PUBLIC SERVICES

- · Management of poor performance
- · Clarity of work objectives
- · Barriers to completing objectives
- Innovation
- · Clarity of agency priorities
- Team collaboration
- Interagency collaboration
- Workload
- Perceived team productivity
- Engagement
- · Skills matched to job
- Customer facing roles
- Languages spoken

MĀORI CROWN

- · Supported to engage with Māori
- Understand Treaty responsibilities
- Agency leaders commitment to Māori Crown relationship
- Ability to identify aspects of agency work that may disadvantage Māori
- Comfort supporting tikanga Māori
- Te reo capability
- Agency encouragement to use te reo
- Agency support for building te reo in staff
- Te reo use at work

CAPABLE WORKFORCE

- Access to learning and development
- · Mobility intentions
- · Interest in/barriers to secondments
- · Reasons for leaving
- Reasons for joining (new starters)
- · Tenure in role/agency/public sector
- Use of/reasons for flexible/hybrid work
- · Impact of flex work on productivity
- · Satisfaction with pay and benefits

GOOD EMPLOYER

- Leadership support for health & safety
- Work stress
- Work/life balance
- Bullying/harassment
- Discrimination
- Manager support
- Inclusion
- Career aspirations
- · Satisfaction with career development
- Access to employee-led networks
- Accommodation for disability
- · Job satisfaction

Торіс	Examples of how they inform our work	Examples of outcomes they contribute to
BETTER PUBLIC SERVICES		
Management of poor performance Clarity of work objectives Barriers to completing objectives Innovation Clarity of agency priorities Team collaboration Interagency collaboration Workload Perceived team productivity Change management Engagement Skills matched to job Customer facing roles Languages spoken	These topics help us to gauge people's understanding of their agency's priorities and how well they feel they are placed to contribute to them. These are indicators for an agency's ability to deliver on its priorities. While the survey cannot directly measure productivity, there are indicators for the factors that enable people to be productive (e.g. having clear work objectives and manager support to achieve them). These questions help us identify barriers to productivity and effectiveness within agencies and across the Public Service. Data is also intended to support chief executive performance assessments and Performance Improvement Reviews to directly drive agency improvement.	Focusing on priorities, working smarter, with the right tools and leadership, will help us to deliver more for less on the government's priorities and improve outcomes for New Zealanders. Focusing our performance management interventions in these areas will help to ensure that the public service makes efficient use of resources. More effectively collaborating within and across agencies to reduce duplication of effort and drive improved performance and innovation are important contributors.
WORKFORCE CAPABILITY & MOBILITY		
 Access to learning and development Mobility intentions Interest in/barriers to secondments Reasons for leaving Reasons for joining (new starters) Tenure in role/agency/public sector Use of/reasons for flexible/hybrid work Impact of flexible work on productivity Satisfaction with pay and benefits 	These topics gather information on flexible and hybrid work by public servants to better understand its impact on productivity and job satisfaction, as many of the arrangements are informal and are not captured in administrative information. We would use this to inform refreshing the Flexible by Default Guidance and hybrid working guidance. Understanding people's mobility intentions and reasons for leaving help us to better understand and anticipate workforce attrition. This data is used for workforce planning and supports the development of mobility (secondment) guidance, for example.	Shaping our workforce policies and interventions helps to ensure the public service is attracting, retaining and developing the talent it needs and this can be effectively deployed to the priorities of the government. Meeting our requirements to act as a good employer helps to ensure that we can keep and grow the talent we need to deliver. We continue to look for opportunities to adapt the way the public service works to best deliver for the government. This includes optimal use of flexible

 Leadership support for health & safety Work stress Work/life balance Bullying/harassment Discrimination Manager support Inclusion Career aspirations Satisfaction with career development Leadership support for health & safety Deprimanent/fixed term contract are required for cohort analysis on other topics (e.g. career development and leadership). Administrative data at agency level does not follow people's careers if they move between departments. This means we have no way of knowing how long people have spent in the Public Service overall. Heads of profession (e.g. legal, policy, finance) and System Leads use occupation reporting to understand the experiences of their groups, and to understand whether their occupation is representative of overall New Zealand demographic groups. Occupation is also used in exploring pay gaps and differences in pay satisfaction. And information about pay and benefits contributes to exploring pay gaps under Kia Toipoto Public Service Pay Gaps Action Plan, and informs system pay strategies and pay guidance. While understanding 	Торіс	Examples of how they inform our work	Examples of outcomes they contribute to
 Access to employee-led networks Accommodation for disability Job satisfaction Service by allowing analysis of other topics for the cohort of leaders. Questions around work/life balance, job satisfaction, stress, inappropriate workplace behaviour (perceived bullying, sexual, and racial harassment and discrimination) contributes to agency performance assessment and improvement. The survey will collect and share data and insights to help measure chance to agency culture and behaviours over time. There is public interest in this data and attempts utilising third parties to collect similar information through surveys with significantly less survey respondent sizes, and/or unbalanced populations (therefore less conclusive or accurate results). The Government Health & Safety Lead leads the Mentally Health Work Programme, measurement of these particular workforce issues supports decision making on any future design and delivery of this, or similar, programmes of work. 	Leadership support for health & safety Work stress Work/life balance Bullying/harassment Safe to speak up Discrimination Manager support Inclusion Career aspirations Satisfaction with career development Access to employee-led networks Accommodation for disability	Questions about employment start date, time in public sector, permanent/fixed term contract are required for cohort analysis on other topics (e.g. career development and leadership). Administrative data at agency level does not follow people's careers if they move between departments. This means we have no way of knowing how long people have spent in the Public Service overall. Heads of profession (e.g. legal, policy, finance) and System Leads use occupation reporting to understand the experiences of their groups, and to understand whether their occupation is representative of overall New Zealand demographic groups. Occupation is also used in exploring pay gaps and differences in pay satisfaction. And information about pay and benefits contributes to exploring pay gaps under Kia Toipoto Public Service Pay Gaps Action Plan, and informs system pay strategies and pay guidance. While understanding seniority supports the Leadership Strategy for New Zealand's Public Service by allowing analysis of other topics for the cohort of leaders. Questions around work/life balance, job satisfaction, stress, inappropriate workplace behaviour (perceived bullying, sexual, and racial harassment and discrimination) contributes to agency performance assessment and improvement. The survey will collect and share data and insights to help measure chance to agency culture and behaviours over time. There is public interest in this data and attempts utilising third parties to collect similar information through surveys with significantly less survey respondent sizes, and/or unbalanced populations (therefore less conclusive or accurate results). The Government Health & Safety Lead leads the Mentally Health Work Programme, measurement of these particular workforce issues supports decision making on any future design	and hybrid working arrangements, and exploring new mechanisms for workforce mobility to meet Government priorities.

Торіс	Examples of how they inform our work	Examples of outcomes they contribute to
	Satisfaction measures for career development, training completed, career aspirations and skill match to job helps assess agency performance in their duty to act as 'good employer' as required by the Public Service Act 2020 (Section 73).	
	Data gathered through the survey also helps measure agency performance in their duty to have employment policies and practices that foster a workplace that is inclusive or all groups under the Public Service Act 2020 (Section 75), and their support for disabled staff.	
DIVERSITY		
 Gender/transgender/intersex Ethnicity Caring responsibilities Sexual orientation Disability/mental health/neurodiversity Religion Iwi Qualifications 	The survey gathers information on diversity not held or reliably collectable by agencies (including, religion, sexual identity, disability, neurodiversity). It helps measure Public Service performance in developing a highly capable workforce that reflects the diversity of the society it serves, as required by the Public Service Act 2020 (Section 44(c). Data is also used to explore pay gaps under Kia Toipoto Public Service Pay Gaps Action Plan . Data collected through the survey also helps assess agency performance in their duty to promote diversity and inclusiveness, Public Service Act 2020 (Section 75). These questions also incorporate international obligations around disability measurement into our business as usual, e.g. reporting to support the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques.	Understanding the shape of the public service relative to the communities we serve helps to ensure we are well-placed to serve these communities and develop policies that account for different perspectives. This makes us more effective at improving outcomes, particularly where people have compleneeds and may need bespoke, culturally specific more integrated services. It also helps the public service to strengthen and maintain the trust and confidence of different communities.

То	pic	Examples of how they inform our work	Examples of outcomes they contribute to
	Supported to engage with Māori Understand Treaty responsibilities Agency leaders commitment to Māori Crown relationship Ability to identify aspects of agency work that may disadvantage Māori Comfort supporting tikanga Māori Te reo capability Agency encouragement to use te reo Agency support for building te reo in staff Te reo use at work	The survey gathers information that helps assess the performance of chief executives in their duty to maintain the capability of the Public Service to engage with Māori under Public Service Act 2020 (Section 14). Questions around understanding Treaty responsibilities, support to engage with Māori, and te reo capabilities used in the workplace helps support Performance Improvement Reviews around Māori Crown relationship building. They also support the Maihi Karauna strategy, an obligation of the Māori Language Act 2016.	Building these capabilities helps to ensure the public service is well-placed to support the Government of the day in its relationships with Māori under the Treaty Waitangi.
IN	FEGRITY		
	Politically neutral Free and frank advice Merit-based appointments Open government Stewardship Speaking up Trust in colleagues Spirit of Service	For the first time, the survey will ask public servants about the principles that are central to the way they deliver services and outcomes for New Zealanders. The five principles are: politically neutral, free and frank advice, merit-based appointments, open government and stewardship. It will also ask about the spirit of service, the fundamental characteristic of the public service. These principles have been part of the public service by convention or law for some time but have not been consistently measured, making it more challenging to focus activities and interventions to enable performance improvement. Data will provide a baseline to measure implementation of the relevant parts of the Public Service Act 2020 over time. There has been public criticism of the public service in terms of its ability to measure adherence to these principles. There have also been previous attempts at gathering the same information by third parties with smaller surveys and therefore less reliable results.	This helps to ensure public servants understand and comply with their integrity obligations, and that the public service is able to demonstrate how it is upholding core public service principles. Consistent adoption of the principles and spirit of service by the public service help to maintain public trust and confidence, and support effective delivery of the priorities of the Government of the day.

Торіс	Examples of how they inform our work	Examples of outcomes they contribute to
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Note: The survey also contains a free text section (any other comments). This provides a channel for employees to communicate to their agency and the Commission issues/ideas for improvement on topics covered in the survey, or those the survey did not include. Several topics raised in comments in 2021 are now included as questions in the 2025 survey.







Report Title:	Public Service Census 2025				
Report No:	2024-0211				
Date:	19 August 2024				
То:	Hon Nicola Willis, Minister for the Public Service				
Action Sought:	Note planning for the March 2025 Census and provide feedback on proposed topics	Due Date	26 August		
Contact Person:	Josh Masson, Chief Data Officer, Data Team	L			
Contact No:	021 682 087				
Encl:	Yes	Priority:	Low		
Security Level:	IN CONFIDENCE				

Executive Summary

- 1. Past academic commentary and external reports have been critical of the Commission's monitoring of agency compliance with the Public Service Act (and preceding State Services Act). More recently, you have signalled your expectation that the Commission improve the quality of its monitoring, evaluation and assurance work.
- 2. Te Taunaki | Public Service Census (the Census) was introduced in 2021, to begin to address information gaps and strengthen the Commission's oversight role, by surveying all staff of departments and departmental agencies. The Census provided information about Public Service employee experiences, motivations, and demographic information. It is the only avenue for collecting information directly from public servants and is a key source of insight about capability and culture across public service organisations.
- 3. The Census is modelled on the approach taken by Australia, Canada and the UK who run similar surveys on a yearly basis. Such surveys can demonstrably improve performance. By way of example, the equivalent Australian survey has shown a significant downward trend in workplace bullying and harassment, from 17.2% in 2015 to 10.4% in 2023.
- 4. We are in the planning stages to run the next Census in March 2025. The proposed topics have been widened and aligned with the Government's priorities and Public Service Act obligations. The topics are organised into six domains: Better Public Services, Workforce Capability and Mobility, Good Employer, Diversity, Māori Crown, and Integrity and Conduct.
- 5. Under each domain are individual topics focused on assessing performance. For example, the Better Public Services domain includes the factors that improve productivity (e.g. having clear work objectives, the management of poor performance, and the impact of flexible work). Other topics focus on delivery of better public services (e.g., innovation, interagency collaboration).
- 6. More detail on the six domains and how the topics align with the government's priorities is set out in the **Appendix**. We would welcome your views on these topics and their level of alignment with the Government's priorities.

IN CONFIDENCE

Public Service Census 2025 - Proposed Topics

- 14. We have aligned and strengthened the survey to support the Governments priorities. Topics are grouped under six domains: Better Public Services, Workforce Capability and Mobility, Good Employer, Diversity, Māori Crown and Integrity and Conduct
- 15. Under each domain are individual topics focused on assessing performance. The topics for the survey are shown in the appendix, including use cases for the information and how these support our ability deliver on the Government's priorities.
- 16. These topics reflect the Commission's ambition to drive performance through robust data collected across the public service, particularly the factors that enable public servants to be productive (e.g. having clear work objectives and manager support to achieve them, barriers to completing objectives, team productivity, impact of flexible work on productivity, clarity of agency priorities, management of poor performance, team collaboration, workload, engagement). Questions also focus on delivery of better public services (e.g. innovation, interagency collaboration), good employer requirements (job stress, bullying, racial and sexual harassment, discrimination), and integrity and conduct (e.g. transparency, political neutrality, free and frank advice).
- 17. Questions have been developed through consultation with stakeholders including agencies and system leads to ensure they provide information to support whole of system work programmes. The Commission has also liaised with international jurisdictions, academic experts, and employee-led networks. New questions were user tested to ensure they made sense in a New Zealand context.
- 18. To enable benchmarking of public service performance with other jurisdictions, where possible we have utilised questions from other jurisdictions (e.g. bullying/harassment, recommending agency as a good place to work, how change is managed in organisation, engagement). Demographic questions were sourced from StatsNZ to enable comparability with NZ population wherever possible.

Benefits

Census provides robust, comparable information on key drivers of performance and delivery

- 19. The Public Service Census is the only avenue to collect information directly from public servants. This makes it a key source of insight about capability and culture from people in all parts of public service organisations.
- 20. We use the Census to inform work across the system and to measure the impact of the Commission's work. The Census supports the Commission's core work such as:
 - a. chief executive, agency and system performance management (e.g., assessing whether an agency has the capability and culture it needs to be an effective system leader and steward, providing comparable data to inform Performance Improvement Reviews)
 - b. workforce policies and interventions, and
 - c. the guidance and support we provide on integrity matters (for example developing specific agency plans for Integrity Champions)
- 21. Regular surveys create a public accountability mechanism and a strong incentive for improvement. Through publishing Census results, we ensure that Ministers, system leads, and heads of profession, have access to this key source of information about system level and individual agency performance. By asking the same questions of all agencies, we can

identify areas of risk and underperformance and intervene. The Commission's role in collecting and publishing information ensures that the public has information readily accessible about the performance of agencies.

Agencies benefit from comparable and cost-effective workforce capability information.

- 22. Some agencies use regular staff surveys, either full engagement surveys or shorter pulse surveys. These can be used to measure changes if the same questions are used across multiple years, but the questions and frequency are not consistent between agencies so comparing performance to other agencies is not possible. Some agencies do not run staff surveys due to costs, capacity, and capability of their HR teams. Because the Commission ran the Census in 2021, agencies were able to avoid running some other surveys that year. In this round of the Census we will allow agencies to add bespoke questions to eliminate the need for them to conduct other staff surveys, reducing cost and staff time spent on surveying.
- 23. By undertaking a survey centrally, with many agencies are covered under a single contract, the price is substantially lower cost than individual agencies procuring similar surveys separately. Due to economies of scale, our costs to run a Public Service Census survey are \$160,000 to cover all employees of all departments and departmental agencies. This reduces the cost per person from \$35pp when procured by individual agencies to approximately \$3pp. The survey costs the Commission approximately \$4,000 per agency to run, compared to an average of \$65,000 when agencies procure on their own.

9(2)(g)(i) free and frank	

9(2)(g)(i) free and frank

Timeline for the Public Service Census 2025

29. We are now in the planning stages to run the next Public Service Census in March 2025, to align with agency annual report timelines. This enables agencies to use the results and publicly report on the state of their organisation, particularly as they can compare results against their 2021 performance and against the Public Service overall. We anticipate initial results would be available to share with you in May, with public reporting following in early June.

Financial Implications

- 30. We have invested in preparation for the survey (\$50,000), and the outstanding cost remaining is \$110,000 (not including GST or the 1% AOG fee) to run the survey in early 2025. This cost is accounted for in the Commission's FY24/25 planning.
- 31. This expenditure is low compared to agencies procuring their own surveys, but there are also costs in staff time to complete it. We have ensured the 2025 survey takes the same length of time to complete that the 2021 survey did, 20 minutes.

Next Steps

- 32. We would like to confirm the topics for the Census by 30 August. This would enable us to keep our timeline of a March 2025 survey.
- 33. This is on the agenda for our next meeting with you.

Recommended Action

We recommend that you:

- a **note** that the Public Service Census helps to strengthen our performance role
- b **note** the proposed topics set out in the Appendix have been widened and aligned with the Government's priorities and Public Service Act obligations.
- c **discuss** your feedback on the topics outlined in the Appendix with officials.
- d Subject to your feedback, **note** the Commission's plan to run the next Public Service Census in March 2025.
- e **agree** that Te Kawa Mataaho release this briefing once it has been considered by you, with the Risks section withheld due to it being free and frank advice.

Agree/disagree.

Hon Nicola Willis

Minister for the Public Service

APPENDIX – Public Service Census topics and link to wider outcomes for public service performance and delivery

Note: topics in **bold** are new in the 2025 survey.

Topic	Examples of how they inform our work	Examples of outcomes they contribute to
BETTER PUBLIC SERVICES		
 Management of poor performance Clarity of work objectives Barriers to completing objectives Innovation Clarity of agency priorities Team collaboration Interagency collaboration Workload Perceived team productivity Change management Engagement Skills matched to job Customer facing roles Languages spoken 	These topics help us to gauge people's understanding of their agency's priorities and how well they feel they are placed to contribute to them. These are indicators for an agency's ability to deliver on its priorities. While the survey cannot directly measure productivity, there are indicators for the factors that enable people to be productive (e.g. having clear work objectives and manager support to achieve them). These questions help us identify barriers to productivity and effectiveness within agencies and across the Public Service. Data is also intended to support chief executive performance assessments and Performance Improvement Reviews to directly drive agency improvement.	Focusing on priorities, working smarter, with the right tools and leadership, will help us to deliver more for less on the government's priorities and improve outcomes for New Zealanders. Focusing our performance management interventions in these areas will help to ensure that the public service makes efficient use of resources. More effectively collaborating within and across agencies to reduce duplication of effort and drive improved performance and innovation are important contributors.
Access to learning and development Mobility intentions Interest in/barriers to secondments Reasons for leaving Reasons for joining (new starters) Tenure in role/agency/public sector Use of/reasons for flexible/hybrid work	These topics gather information on flexible and hybrid work by public servants to better understand its impact on productivity and job satisfaction, as many of the arrangements are informal and are not captured in administrative information. We would use this to inform refreshing the Flexible by Default Guidance and hybrid working guidance.	Shaping our workforce policies and interventions helps to ensure the public service is attracting, retaining and developing the talent it needs and this can be effectively deployed to the priorities of the government.

1	Topic	Examples of how they inform our work	Examples of outcomes they contribute to
• •	Impact of flexible work on productivity Satisfaction with pay and benefits	Understanding people's mobility intentions and reasons for leaving help us to better understand and anticipate workforce attrition. This data is used for workforce planning and supports the development of mobility (secondment) guidance, for example.	Meeting our requirements to act as a good employer helps to ensure that we can keep and grow the talent we need to deliver. We continue to look for opportunities to adapt
8 .	GOOD EMPLOYER • Leadership support for health & safety	Questions about employment start date, time in public sector, permanent/fixed term contract are required for cohort analysis on other topics (e.g. career development and leadership). Administrative data at agency level does not follow people's careers if they move between departments. This means we have no way of knowing how	the way the public service works to best deliver for the government. This includes optimal use of flexible and hybrid working arrangements, and exploring new mechanisms for workforce
	Work stress Work/life balance Bullying/harassment Safe to speak up	long people have spent in the Public Service overall. Heads of profession (e.g. legal, policy, finance) and System Leads use occupation reporting to understand the experiences of their groups, and to understand whether their occupation is representative of overall New Zealand demographic groups.	
	Manager support Inclusion Career aspirations Satisfaction with career development Access to employee-led networks Accommodation for disability	Occupation is also used in exploring pay gaps and differences in pay satisfaction. And information about pay and benefits contributes to exploring pay gaps under Kia Toipoto Public Service Pay Gaps Action Plan, and informs system pay strategies and pay guidance. While understanding seniority supports the Leadership Strategy for New Zealand's Public Service by allowing analysis of other topics for the cohort of leaders.	
		Questions around work/life balance, job satisfaction, stress, inappropriate workplace behaviour (perceived bullying, sexual, and racial harassment and discrimination) contributes to agency performance assessment and improvement. The survey will collect and share data and insights to help measure chance to agency culture and behaviours over time.	72
		There is public interest in this data and attempts utilising third parties to collect similar information through surveys with significantly less survey respondent sizes, and/or unbalanced populations (therefore	

Topic	Examples of how they inform our work	Examples of outcomes they contribute to
	less conclusive or accurate results). The Government Health & Safety Lead leads the Mentally Health Work Programme, measurement of these particular workforce issues supports decision making on any future design and delivery of this, or similar, programmes of work. Satisfaction measures for career development, training completed, career aspirations and skill match to job helps assess agency performance in their duty to act as 'good employer' as required by the Public Service Act 2020 (Section 73).	
	Data gathered through the survey also helps measure agency performance in their duty to have employment policies and practices that foster a workplace that is inclusive or all groups under the Public Service Act 2020 (Section 75), and their support for disabled staff.	×
DIVERSITY		
Gender/transgender/intersexEthnicityCaring responsibilities	The survey gathers information on diversity not held or reliably collectable by agencies (including, religion, sexual identity, disability, neurodiversity).	Understanding the shape of the public service relative to the communities we serve helps to ensure we are well-placed to serve these
Sexual orientationDisability/mental	It helps measure Public Service performance in developing a highly capable workforce that reflects the diversity of the society it serves ,	communities and develop policies that account for different perspectives.
health/ neurodiversity • Religion • Iwi	as required by the <u>Public Service Act 2020 (Section 44(c)</u> . Data is also used to explore pay gaps under <u>Kia Toipoto Public Service Pay Gaps Action Plan.</u>	This makes us more effective at improving outcomes, particularly where people have complex needs and may need bespoke,
• Qualifications	Data collected through the survey also helps assess agency performance in their duty to promote diversity and inclusiveness, Public Service Act 2020 (Section 75).	culturally specific or more integrated services. It also helps the public service to strengthen and maintain the trust and confidence of different communities.
	These questions also incorporate international obligations around disability measurement into our business as usual, e.g. reporting to	

Topic	Examples of how they inform our work	Examples of outcomes they contribute to
	support the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques.	
MĀORI CROWN		
 Supported to engage with Māori Understand Treaty responsibilities Agency leaders commitment to Māori Crown relationship Ability to identify aspects of agency work that may disadvantage Māori Comfort supporting tikanga Māori Te reo capability Agency encouragement to use te reo Agency support for building te reo in staff Te reo use at work 	The survey gathers information that helps assess the performance of chief executives in their duty to maintain the capability of the Public Service to engage with Māori under Public Service Act 2020 (Section 14). Questions around understanding Treaty responsibilities, support to engage with Māori, and te reo capabilities used in the workplace helps support Performance Improvement Reviews around Māori Crown relationship building. They also support the Maini Karauna strategy, an obligation of the Māori Language Act 2016.	Building these capabilities helps to ensure the public service is well-placed to support the Government of the day in its relationships with Māori under the Treaty Waitangi.
INTEGRITY		
 Politically neutral Free and frank advice Merit-based appointments Open government Stewardship Trust in colleagues Spirit of Service 	For the first time, the survey will ask public servants about the principles that are central to the way they deliver services and outcomes for New Zealanders. The five principles are: politically neutral, free and frank advice, merit-based appointments, open government and stewardship. It will also ask about the spirit of service, the fundamental characteristic of the public service. These principles have been part of the public service by convention or law for some time but have not been consistently measured, making it more challenging to focus activities and interventions to enable performance improvement. Data will provide a baseline to measure	This helps to ensure public servants understand and comply with their integrity obligations, and that the public service is able to demonstrate how it is upholding core public service principles. Consistent adoption of the principles and spirit of service by the public service help to maintain public trust and confidence, and support effective delivery of the priorities of the Government of the day.

L	4
2	2
7	2
ç	5
N	2

Topic	Examples of how they inform our work	Examples of outcomes they contribute to
	implementation of the relevant parts of the <u>Public Service Act 2020</u> over time.	
	There has been public criticism of the public service in terms of its ability to measure adherence to these principles. There have also been previous attempts at gathering the same information by third parties with smaller surveys and therefore less reliable results.	

Note: The survey also contains a free text section (any other comments). This provides a channel for employees to communicate to their agency and the Commission issues/ideas for improvement on topics covered in the survey, or those the survey did not include. Several topics raised in comments in 2021 are now included as questions in the 2025 survey.

2025 Te Taunaki Questionnaire

Questions in yellow are new/changed for 2025.

Q1. Are you employed directly by a Public Service department, departmental agency, or Crown agent? [] Yes, I have a permanent or temporary/fixed term job [] No, I am a contractor (either self-employed or working for a private sector business)							
[if answer 'no' to Q1]		•					
Thank you for your time. You do not nee	d to complete this	s survey.					
[otherwise]							
Part A: About your role							
Based on your experience in your curre	ent job, please res	pond to t	he following q	uestions.			
Q2. Do you spend more than half of you	_		Yes				
dealing directly with the public, comm			No				
customers and clients, or people in you	ır care?		Don't know	nauar			
This includes time spent face to face, o	nline or over the	ΙJ	Prefer not to a	nswei			
phone. Please don't include time with		S					
and clients within your own organisation.							
Q3. Do you have any people managem		es? [] Yes, managin	ıg people is paı	t of my role		
31 1 3	•			g people is <u>not</u>		le [Go	o to Q5]
[Stem question for managers, consider of	don't know, prefer	not [] Don't know [[Go to Q5]			
to answer as no]				answer [Go to	Q5]		
Q4. Are you a member of the Public Se	rvice Leaders Grou	-	Yes				
[MANAGERS ONLY – yes on Q3]			No Don't know				
[MANAGERS ONLY - yes on QS]			Prefer not to a	nswer			
		[]	Trefer not to a	iiswei			
	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don' tknow	Prefer not to answer
Q5. What best describes your current							
workload?							
Q6. How do you feel about the balance life and your life outside of work?	between your wo	[] Very satisfied] Satisfied	d fied nor dissat	isfied		
] Dissatisfied	med fior dissat	isiicu		
		_] Very dissatis	fied			
] Don't know				
		ſ	1 Prefer not to	answer			

Please select all that apply to you Regularly work from home means working at least one day in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home. Home could include your own home, the home of a family member, or a holiday home. Q7a. What days of the week are you working from home in a typical week? Select all that apply Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours don't count that as a day you work at home. [] Another type of flex work (e.g. flexible start and finisi job-sharing, flexi-leave, compressed hours) [Go to Q8] [] No I don't know [Go to Q8] [] Don't know [Go to Q8] [] Prefer not to answer [Go to Q8] [] Monday [] Tuesday [] Tuesday [] Friday [] Saturday/Sunday [] Friday [] I don't have set days that I work from home								Q8]		
How satisfied are you with			Very satisfied	Satisfied	Neither satisfied	Diccaticfied	Dissatished Very dissatisfied		Don't know / Not applicable	Prefer not to answer
Q8. your pay										
Q9. your other employment conditions (e.g. leave, flexible arrangements, other benefits).	<mark>le worl</mark>	<mark>k</mark>								
Part B: Supporting productivity										
Please indicate how much you agree or disagree with the following statements.	2	Strongly agree	Agree	Neither agree nor	disagree	Disagree	Strongly disagree	Don' t	know	Prefer not to answer
Q10. The people in my team are encouraged to come up new and better ways of doing things.	with	0) 10		2 10			0/ 0			
Q11. My team discusses mistakes so we can learn from the	<mark>hem.</mark>									
Q12. The people in my team collaborate to get the job do	<mark>one.</mark>									
Q13. My manager provides me with helpful feedback to improve my performance.										
Q14. My manager supports my team to deliver on what ware responsible for.	<mark>ve</mark>									
Q15. My team has clear work objectives.	Strongly	agiec V	3.0	agree nor	Disagrapa	5	Strongly disagree		Don't know	Prefer not to answer
Table in the cited work objectives.	I					- 1				1

	Extremely	Very	Moderately	Slightly	Not at all	Don'tknow	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							
Q15b. What made it hard to achieve the objectives?	[] Chang	g <mark>ing pri</mark>	<mark>orities</mark>			<u> </u>	
			<mark>istic/unrealist</mark>		<mark>lines</mark>		
Select all that apply.			esources or pe				
			or unnecessa	ry busii	ness proces	<mark>ses</mark>	
[For those who were moderately, slightly, or not at all in	[] Lack o						
Q15a.]			opriate tools o		0,	224 222	مام
	meeting		<mark>k environmen</mark>	t (e.g. d	ilstractions	, not end	ougn
			not a good m	natch fo	or work exp	ected of	us
			specify:				<u></u>
Q16. Does the team you manage have the ability to	[] Yes						
work from home?	[] No [Go						
		-	Go to Q17]				
[MANAGERS ONLY, yes to Q3]			answer [Go to	<u>Q17</u>			
Q16a. What impact does work from home have on	[] Increa [] No im		oductivity				
your team's productivity/ ability to get their work done in a timely way?			oductivity				
done in a timety way:	Don't		oductivity				
[MANAGERS ONLY, yes to Q3]	Prefer		<mark>answer</mark>				
Q17. I have the support I need from my organisation	[] Strong	gly agre	ee				
to manage or improve staff performance that is not	[] Agree						
meeting expectations.			<mark>e nor disagree</mark>				
[MANAGERS ONLY, yes to Q3]	[] Disagi						
	[] Strong		gree				
	Don't		answer				
	[] Prefer	1101 10	answer				

Please indicate how much you agree or disagree with the following statements. [Q18-21 part of public service motivation and engagement set from GECD, Q20 added to OECD after publication of the latest Government at a Glance. We also consider job satisfaction Q65 an element of engagement. So engagement is measured with: Q19-21 and Q65]	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q18. It is important to me that my work contributes to the common good.							
Q19. The work I do gives me a sense of accomplishment.							
Q20. I am enthusiastic about my job.							
Q21. I would recommend my organisation as a good place to work.							
Q22. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q23 . I find it easy to work with colleagues in other agencies to achieve good outcomes.							

Part C: Public Service values							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q24. I have a good understanding of what it means to be a politically neutral public servant.							
Q25. I am confident that in my organisation people get jobs based on merit.							
Q26. It's important to me that my organisation is open and transparent with the public.							
Q27. My organisation is working for the long-term good of New Zealand.							

Q28. Are you involved in preparing advice for a Minister?

Yes	Yes			No [Go to Q29]					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer			

Q28a. I am confident that my organisation is free and frank in our advice to Ministers.

Part D: Integrity and conduct							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' tknow	Prefer not to answer
Q29. My work colleagues can be trusted to do what is right.							
Q30. My manager leads by example in ethical behaviour.							
Q31. The culture in my organisation supports people to act with integrity.							
Q32. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to a/some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?	[] Yes [] No [Go to Q36] [] Don't know [Go to Q36] [] Prefer not to answer [Go to Q36]
 Some examples of unfair treatment: not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	
Q35. I believe I have been treated unfairly because of my:	[] Gender or sex
Select all that apply	[] Age [] Ethnicity, national origin, race or colour [] Disability [] Religious belief [] Sexual orientation [] Marital or family status [] Political opinion [] Employment status [] Ethical belief [] Don't know [] Prefer not to answer

Part E: Health,	satety, and	wellbeing
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Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q36. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q37. Leaders in my organisation demonstrate a commitment to addressing work factors that impact mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							
Q38. My manager cares about my health and wellbeing.							

Please read the following definitions before answering the next question about your own experiences.

Workplace bullying is repeated and unreasonable behaviour directed towards you that can lead to physical or psychological harm. Bullying can be physical, verbal, psychological or social. It can include victimising, humiliating, intimidating or threatening. Workplace bullying <u>is not</u>: one-off or occasional instances of rudeness/tactlessness, constructive peer review, a manager requiring reasonable verbal or written work instructions to be carried out, warning or disciplining workers in line with the organisation's code of conduct.

Racial harassment is when someone expresses hostility/ridicules you on the basis of your race, colour, or ethnic or national origin, is hurtful or offensive to you, and it is serious or frequent enough to have a negative effect on your job performance or job satisfaction.

Sexual harassment any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or includes a promise of preferential treatment or a threat of detrimental treatment.

Note this survey is not a reporting tool, and no investigation will occur based on comments or responses in this survey. To report inappropriate workplace behaviour, contact your manager or Human Resources/People team for information.

Q39. During the last 12 months, have you been subjected to harassment or bullying in your current	Yes	No
workplace?		[Go to
		Q47]
Note bullying and harassment might occur anywhere that you go as part of your work, including online		
interactions and from people inside or outside your own organisation.		

Q40. What type of harassment or bullying did you experience?	Select all that
	apply
a. Verbal abuse (e.g. offensive language directed toward you, derogatory remarks, shouting)	
b. Deliberate exclusion from work-related activities	
c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning	
and development)	
e. Given tasks with unreasonable or impossible targets or deadlines	
f. Interference with your personal property or work equipment	
g. Physical assault, or threats of violence/physical abuse	
h. Hostility/ridicule because of your race, colour, ethnic group, or national origin	
i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared	
online, pressure for sex)	
j. Other, please specify (please <u>do not</u> list names, locations, phone numbers or other identifying details	
about yourself or any other person)	

[For each yes in Q40, show Q41 with piped text showing item.]

Q41. How often did the bullying or	One time	A few times over the	Monthly	<mark>Weekly</mark>	Daily	<mark>Don't</mark>	Prefer not
harassment happen?		last 12 months				<mark>know</mark>	to answer

Q42. Who was responsible for the bullying or harassment?	Select all that apply
Your current or previous manager	
Someone more senior (other than your manager)	
One or more of your direct reports	
Another co-worker in your current agency not listed above	
Client, customer, or person in your care	
A member of the public	
Colleague from another government agency	
Minister or ministerial office staff	
Contractor/consultant/service provider	
Don't know	
Prefer not to answer	

Q43. Did you report the bullying or harassment?	[] I reported the behaviour [skip to Q45]

	[] I'm consideri [] I decided not [] Don't know [] Prefer not to [] I didn't want [] I did not have [] It could affec [] I did not thin [] The issue was [] I didn't think [] Managers acc	answer to upse any ev t my ca k action s resolv the beh	et relation vidence reer n would be red information vi naviour vithe beha	ehavio nships oe take nally vas sei viour	ur in the en	e work	place	eport i	
Q44. Why didn't you report the bullying or harassment? Select all that apply	[] It was not worth the hassle of going through the reporting process [] I was worried about possible retaliation or reprisals								
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' + know	Drofor not to	answer	
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.									
Q46. In the last 12 months, how often would you say you	have experience	d work	Always	Often	Sometimes	Hardly ever	Never	Don' tknow	Prefer not to

If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program (EAP), or access support from services such as:

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline <u>0800 111 757</u> or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).

Part F: Inclusion	<translation< th=""><th>here ></th></translation<>	here >
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anxious, or less able to cope.

Please rate your level of agreement with the following statement about your team.

Work stress is when being at work, or the work itself, makes you feel tense,

colleagues.									
Q49. The agency I work for supports and actively promotes an inclusive workplace.									
Q50. I have access to employee led networks relevant to me.									
Examples of employee-led networks include disability networks, rainbow networks, or networks for ethnic groups. These might be within your agency or cross-agency.									
Part G. Skills and development									
Q51. Thinking about your role at [the][agency], which of the following best describes how you feel about your skills?	[] My [] I h [] Do	skills ave th n't kn		well w to cop	ith the	work		ing w	ork
Q52. In the last 12 months, have you done any training related	[]Ye:	<u> </u>							
to your job such as courses, study, or on-the-job training?	[]No)	OW						
On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job.	1		ot to ans	swer					
			1		ı				
Please rate your level of agreement with the following statemer	its.		Strongly agree	Agree	Neither agree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q53. I have access to the learning and development I need to do	my job	well.					0, 0		ш 10
Q54. I am encouraged and supported to apply for development opportunities (e.g. other roles, secondments, senior positions)	al								
Q55. I am satisfied with my career development opportunities									
Part H: Māori Crown Capability									
Q56. How well are you able to speak te reo Māori in day-to-day conversation? [] Well – I can to	alk abοι	ıt mar	ny thing	s in te	reo Mā	iori			
[] Fairly well – I	can tall	k abot	ut some	things	s ın te r	eo Mā	ori		

Prefer not to answer

Neither agree nor disagree

[] Not very well – I can only talk about simple/basic things in te reo Māori [] No more than a few words or phrases (including none-at all) [Go to Q58]

Strongly agree

Q47. I feel accepted as a valued member of the team.

Disagree

Strongly disagree

[] Don't know [] Prefer not to a	nswer						
Q57. When you are at work, how often do you have conversations ite reo Māori? Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.	[] [] []] Neve] Don'	kly :hly <mark>/ times a ye</mark>				
Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.							
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.							
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62. Staff are encouraged to use te reo Māori.							
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							

Part I. Job satisfaction and future	e plans
Q65. Thinking now about all	[] Very dissatisfied
aspects of your job, overall, how	[] Dissatisfied
do you feel about your work?	[] Neither satisfied nor dissatisfied
	[] Satisfied
	[] Very satisfied
	[] Don't know
	[] Prefer not to answer
	[] I have no immediate plans to leave my current position [Go to Q67]
Q66. Which of the following	[] I am actively applying for another role/other roles now-[Go to Q66a]
statements best describes your	[] In the next 12 months I expect to apply for a different role-[Go to Q66a]
current situation?	[] In the next 12 months I want to do a secondment or temporary move within my
	agency or in another agency[Go to Q66a]
Please select one category only	[] I expect to leave the NZ workforce within the next 12 months (e.g. due to
	retirement or moving overseas) [Go to Q67]
	[] I would like to change jobs but do not believe I can [Go to Q66a]
	[] Don't know [Go to Q67]
	[] Prefer not to answer [Go to Q67]

Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori,

participating in karakia, hui, mihi whakatau).

role? []	Fixed term job ending Job impacted by change process/restructuring Unable to balance caring responsibilities					
t t t t t t t t t t t t t t t t t t t	 Lack of career progression opportunities Lack of professional development / training opportunities Lack of job security Unsatisfied with pay/remuneration Unsatisfied with flexible work arrangements Work location More interesting work Workload too high 					
[] [] [] [] []	Workload too high Work not aligned with my job skills, experience or training Quality of workplace relationships/ social environment at work Quality of leadership/management Bullying or other negative workplace behaviour Organisation is not accommodating of my disability					
	Other, please specify:					
inform a wide range of Public Service work in areas disability support, talent development. Some of the questions in this section are quite personantal health), but without asking everyone these or representative of the diversity of New Zealand and Hall questions in the survey are voluntary, if you feel answer' option.	riences and how these may vary across Public Service groups. This will like diversity and inclusion, gender and ethnic pay gaps, pay equity, onal (religion, sexual orientation, physical health, neurodiversity, and questions we wouldn't understand how much the Public Service is now experiences are different (or the same) for different groups.					
Q67. How old are you?	[] Under 20 years [] 20 to 24 years [] 25 to 29 years [] 30 to 34 years [] 35 to 39 years [] 40 to 44 years [] 45 to 49 years [] 50 to 54 years [] 55 to 59 years [] 60 to 64 years [] 65 to 69 years [] 70 years or over [] Prefer not to answer					
Q68. What is your gender?	Please select all that apply. [] Female [] Male [] Another Gender, please specify:					

[] Don't know

[] Prefer not to answer

Q69. What ethnic group(s) do you belong to?	Select all that app [] New Zealand E [] Māori [] Samoan [] Cook Islands M [] Tongan [] Niuean [] Chinese [] Indian [] Other, e.g. Dute	uropean laori ch, Japanes	e, Tokelaua	ın. Please sp	ecify:	
Q70. Are you descended from Māori (that is, did	[]Yes					
you have a Māori birth parent, grandparent or great-grandparent, etc)?	[] No [Go to Q71] [] Don't know [G [] Prefer not to a	o to Q71]	o Q71]			
Q70a. Please give the name(s) and region(s) /	Iwi: AUTO-SUGGE	ST				
rohe of your iwi :	Region: OPEN TE	XT				
[Use iwi list based on StatsNZ aria tool]	[] Don't know [] Prefer not to a	nswer				
We want to better understand the diversity of our long-term physical or sensory impairment, and me six months or more). Responses will inform impr As with all questions in Te Taunaki, if you feel unconot to answer' option.	ental health and neu ovements to the wo	urodivergen orking enviro	t conditions onment for	s (long-tern public serva	nts.	_
Q72.		No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing gla	asses?					
b. Do you have difficulty hearing, even if using a hearing and a hearing a	earing aid?					
c. Do you have difficulty walking or climbing steps	?					
d. Using your usual language, do you have difficult for example understanding or being understood?	ty communicating,					
e. Do you have difficulty remembering or concentr	rating?					
f. Do you have difficulty with self-care, such as was	0.					
dressing?	•					
dressing? Q73. Do you consider yourself to be neurodiverged you been diagnosed with a neurodivergent condition.	shing all over or nt, and/or have ion?		now [Go to	-	41	
dressing? Q73. Do you consider yourself to be neurodiverged you been diagnosed with a neurodivergent condition. Neurodivergent conditions can include Autism/AS Deficit Hyperactivity Disorder (ADHD), dyslexia, dy Syndrome, and other conditions not listed here.	nt, and/or have ion? D, Attention spraxia, Tourette	[]No <i>[Go</i> []Don't k []Prefer ɪ	now [Go to not to answ	Q74] er [Go to Q7	4]	
dressing? Q73. Do you consider yourself to be neurodiverger you been diagnosed with a neurodivergent condit. Neurodivergent conditions can include Autism/AS Deficit Hyperactivity Disorder (ADHD), dyslexia, dy Syndrome, and other conditions not listed here. Q73a. Being neurodivergent, how much difficulty.	nt, and/or have ion? D, Attention spraxia, Tourette	[] No [Go [] Don't k [] Prefer I	now [Go to not to answ culty	-	4]	
dressing? Q73. Do you consider yourself to be neurodiverged you been diagnosed with a neurodivergent condition. Neurodivergent conditions can include Autism/AS Deficit Hyperactivity Disorder (ADHD), dyslexia, dy Syndrome, and other conditions not listed here.	nt, and/or have ion? D, Attention spraxia, Tourette	[] No [Go [] Don't k [] Prefer r [] No diffi [] Some c	now [Go to not to answ culty lifficulty	-	4]	
dressing? Q73. Do you consider yourself to be neurodiverger you been diagnosed with a neurodivergent condit. Neurodivergent conditions can include Autism/AS Deficit Hyperactivity Disorder (ADHD), dyslexia, dy Syndrome, and other conditions not listed here. Q73a. Being neurodivergent, how much difficulty.	nt, and/or have ion? D, Attention spraxia, Tourette	[] No [Go [] Don't k [] Prefer r [] No diffi [] Some c [] A lot of	now [Go to not to answ culty lifficulty difficulty	-		
dressing? Q73. Do you consider yourself to be neurodiverger you been diagnosed with a neurodivergent condit. Neurodivergent conditions can include Autism/AS Deficit Hyperactivity Disorder (ADHD), dyslexia, dy Syndrome, and other conditions not listed here. Q73a. Being neurodivergent, how much difficulty.	nt, and/or have ion? D, Attention spraxia, Tourette	[] No [Go [] Don't k [] Prefer i [] No diffi [] Some c [] A lot of [] Cannot [] Don't k	now [Go to not to answ culty lifficulty difficulty complete of the complete of	er [Go to Q7		

Q74. Do you consider yourself to have, and/or have you been	
diagnosed as having a mental health condition?	[] Yes
	[] No [Go to Q75]
Mental health conditions include things like anxiety, depression,	[] Don't know
bipolar disorder, psychosis, addiction, and trauma disorders (e.g.,	[] Prefer not to answer [Go to Q 75]
PTSD).	[] Trefer not to answer [oo to Q 75]
Q74a. Having a mental health condition, how much difficulty do you	[] No difficulty
	The state of the s
experience with work activities?	[] Some difficulty
	[] A lot of difficulty
	[] Cannot complete certain activities at all
	[] Don't know
	[] Prefer not to answer
Q75. Do you identify as a disabled person or tangata whaikaha	[] Yes
Māori?	[] No
	Don't know
This includes Māori and non-Māori who identify as disabled.	Prefer not to answer
The following questions ask about workplace supports or accommoda	ations for example, adaptive changes that can be
made to work arrangements, workstations, shared facilities, building	entry and exit points, quiet zones, and specialist
software.	
If you need personal support from your organisation, please talk to yo	our manager Posults from the survey are shared in a
	in manager. Results from the survey are shared in a
way that does not identify individuals.	F. 3.V.
	[] Yes
Q76 . Do you use or require any workplace supports or	[] No [Go to Q77]
accommodation(s) for your health condition, disability, or	[] Don't know <i>[Go to Q 77]</i>
<mark>impairment?</mark>	[] Prefer not to answer [Go to Q77]
[Only show to those who respond with some/a lot/ cannot do at all to	
<mark>Q72a b c d e f, Q73a, 74a or yes to Q75]</mark>	[] Voc
Q72a b c d e f, Q73a, 74a or yes to Q75] Q76. Have you talked to your employer about your workplace	[] Yes
<mark>Q72a b c d e f, Q73a, 74a or yes to Q75]</mark>	[] No
Q72a b c d e f, Q73a, 74a or yes to Q75] Q76. Have you talked to your employer about your workplace	[] No [] Don't know
Q72a b c d e f, Q73a, 74a or yes to Q75] Q76. Have you talked to your employer about your workplace	[] No
Q72a b c d e f, Q73a, 74a or yes to Q75] Q76. Have you talked to your employer about your workplace supports or accommodation needs?	[] No [] Don't know [] Prefer not to answer
Q72a b c d e f, Q73a, 74a or yes to Q75] Q76. Have you talked to your employer about your workplace supports or accommodation needs? Q77. Please rate your satisfaction with how your organisation has	[] No [] Don't know [] Prefer not to answer [] Very dissatisfied
Q72a b c d e f, Q73a, 74a or yes to Q75] Q76. Have you talked to your employer about your workplace supports or accommodation needs? Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work	[] No [] Don't know [] Prefer not to answer [] Very dissatisfied [] Dissatisfied
Q72a b c d e f, Q73a, 74a or yes to Q75] Q76. Have you talked to your employer about your workplace supports or accommodation needs? Q77. Please rate your satisfaction with how your organisation has	[] No [] Don't know [] Prefer not to answer [] Very dissatisfied [] Dissatisfied [] Neither satisfied nor dissatisfied
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Q80. Were you born with a variation of sex characteristics (otherwise	[] Yes
known as an intersex variation)?	[] No
·	[] Don't know
Variations of sex characteristics (or intersex) refers to genetic,	[] Prefer not to answer
hormonal, or physical sex characteristics that do not conform to	
medical norms for female or male bodies. People may be born with	
these characteristics or they may develop in puberty.	
Q81. Do your colleagues gender you correctly at work, that is, use	[] No-one does
the correct name, pronouns and nouns for you?	[] Few people do
	[] Some people do, some people don't
[only show if yes to transgender, OR intersex, OR multiple or another	[] Most people do
gender selected]	[] Everyone does
	[] Don't know
	[] Prefer not to answer
Q82. Do you have parenting and/or caring responsibilities?	[] Yes
	[] No
This could include caring for children, relatives, friends, etc.	[] Prefer not to answer
Q83. What is your religion?	AUTO-SUGGEST[to include 'none', 'no religion',
	'agnostic', 'atheist', 'prefer not to answer', etc]
Note if you have no religion, type "none" or "no religion". You can	
also type "prefer not to answer" or "object to answering" depending	
on how you wish to respond.	
	Please select all that apply.
on how you wish to respond.	Please select all that apply. [] English
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot	** *
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot	[] English
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on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan
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on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications [] High School/Secondary School Qualification
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma [] Bachelor's Degree or Level 7 Qualification [] Bachelor Honours Degree or Postgraduate
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma [] Bachelor's Degree or Level 7 Qualification [] Bachelor Honours Degree or Postgraduate Certificate/Diploma
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma [] Bachelor's Degree or Level 7 Qualification [] Bachelor Honours Degree or Postgraduate Certificate/Diploma [] Master's Degree
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma [] Bachelor's Degree or Level 7 Qualification [] Bachelor Honours Degree or Postgraduate Certificate/Diploma [] Master's Degree [] PhD/Doctoral Degree
on how you wish to respond. Q84. In which language(s) could you have a conversation about a lot of everyday things?	[] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer [] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma [] Bachelor's Degree or Level 7 Qualification [] Bachelor Honours Degree or Postgraduate Certificate/Diploma [] Master's Degree

Part K Your comments

This survey has covered a wide range of topics, and you might have more to say about something we covered, or you might want to talk about something we didn't ask about.

Comment on?

Please don't include any personal details about yourself or others in your answer.

The comments will be reported verbatim (word for word, as written) and made available to your agency Te Taunaki Census team.

Q86. Is there anything you would like to

Comments will only be reported for groups with 30 members. For example, if a particular demographic group (ethnic group, gender, etc) has less than 30 respondents the agency will not be able to see comments attributed to that group.

Your comments will also be used for research about the whole Public Service but will not be reported in such a way that any individual can be identified. For example, a quote could be attributed to a "female public servant" but not reference an agency.

This section has a character limit of X. Remember the page will time out after 30 minutes, so save your progress.

Te Taunaki Public Service Census 2025 Questionnaire

Text in red italics are routing instructions, not visible to participants.

Q2. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care? [] No	Part A: Ō mahi About your role							
Q2. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care? This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation. Q3. Do you have any people management responsibilities? [Stem question for managers, consider don't know, prefer not to answer as no! Q4. Are you a member of the Public Service Leaders Group? [MANAGERS ONLY - yes on Q3] Q5. What Dest describes your current workload? Q6. How do you feel about the balance between your working life and your life outside of work? Q7. Do you regularly use any flexible working arrangements? Please select all that apply to you Regularly work from home means working at least one day at home in a typical week. Don't count working at least one day at home in a typical week. Don't count working at least one day at home in a typical week. Don't count working at least one day at home in a typical week. Don't count working at least one day at home in a typical week. Don't count working at least one day at home in a typical week. Don't count working at least one day at home in a typical week. Don't count working extra hours call at home. Home could include your own home, the home of a family	Based on your experience in your current job, please respond to the following questions.							
This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation. Q3. Do you have any people management responsibilities? [Stem question for managers, consider don't know, prefer not to answer as no] Q4. Are you a member of the Public Service Leaders Group? [MANAGERS ONLY - yes on Q3] Q5. What best describes your current workload? Q6. How do you feel about the balance between your working life and your life outside of work? Q7. Do you regularly use any flexible working arrangements? Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home. Don't know [O to Q7a] [No managing people is part of my role [No, managing people is not part of my role [So to Q5] [No managing people is not part of my role [So to Q5] [No managing people is not part of my role [So to Q5] [No managing people is not part of my role [So to Q5] [No managing people is not part of my role [So to Q5] [No managing people is not my role [So to Q5] [No managing people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my role [So to Q5] [No my monaging people is not my								
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	Call at HOHIE.							
	Home could include your own home th	ne home of a fa	mily					
	member, or a holiday home.	ic nome or a fa	ity					

Q7a. What days of the week are you working from home in a	[] Monday
typical week?	[] Tuesday
	[] Wednesday
Select all that apply to you	[] Thursday
	[] Friday
Only include days where you spend the majority of your	[] Saturday/Sunday
working day at home. For example, if you work a full day in	[] I don't have set days that I work from home
the office but also respond to texts after hours <u>don't</u> count	
that as a day you work at home.	

How satisfied are you with Q8. your pay	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not applicable	Prefer not to answer
Q9. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

Part B: Te hāpai whakaputaranga Supporting productivi	ity						
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q10. In my agency, people are encouraged to speak up when they identify a serious risk.							
Q11. I have access to the evidence I need to make good decisions.							
Evidence refers to data, analytics, research and evaluation.							
Q12. My manager provides me with helpful feedback to improve my performance.							
Q12a. My manager supports my team to deliver on what we are responsible for.							

Please indicate how much you agree or disagree with the following statements.

Q13. The people in my team are encouraged to come up with new and better ways of doing things.

Q13a. My team acts on customer feedback to improve our work.

Customers can include people outside your organisation such as members of the public, people in the care of your

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer

organisation, or Ministers. It can also include people inside your organisation who you provide services to, e.g. other teams.

Q13b. My team discusses mistakes so we can learn from them.

Q14. The people in my team collaborate to get the job done.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer				
Q15. My team has clear work objectives.											
	Extremely	Very	Moderately	Slightly	Notatall	Don'tknow	Prefer not to answer				
Q15a. Over the last 12 months, how successful has											
your team been at achieving its objectives?											
Q15b. What made it hard to achieve the objectives? Select all that apply. [For those who were moderately, slightly, or not at all in Q15a.]	[] Changing priorities [] Overly optimistic/unrealistic timelines [] Not enough resources or people [] Complicated or unnecessary business processes [] Lack of motivation [] Lack of appropriate tools or technology [] Physical work environment (e.g. distractions, not enough meeting rooms) [] Skills of team not a good match for work expected of us [] Other, please specify:										
Q16. Does the team you manage have the ability to	[]Yes										
work from home?		know [Go to Q17]								
[MANAGERS ONLY, yes to Q3]			answer [Go to	Q17]							
Q16a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way?	[] No im	pact ases pr	oductivity								
[MANAGERS ONLY, yes to Q3]	[] Prefe	not to	answer								
Q17. Please indicate how much you agree or disagree with the following statement: I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. [MANAGERS ONLY, yes to Q3]	[] Stron [] Agree [] Neith [] Disag [] Stron [] Don't	gly agreer er agree ree gly disa know	ee e nor disagree	[] Prefer not to answer [] Strongly agree [] Agree [] Neither agree nor disagree [] Disagree [] Strongly disagree [] Don't know							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q18. The work I do gives me a sense of accomplishment							
Q19. I am enthusiastic about my job.							
Q20. I would recommend my organisation as a good place to work.							
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q22. I feel that change is managed well within my organisation.							
Q23. I find it easy to work with colleagues in other agencies to achieve good outcomes.							

Part C: Ngā mātāpono ratonga tūmatanui Public Service principles							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q24. I have a good understanding of what it means to be a politically neutral public servant.							
Q25. I am confident that in my organisation people get jobs based on merit.							
Q26. It's important to me that my organisation is open and transparent with the public.							
Q27. My organisation is working for the long-term good of New Zealand.							
Q27a. It is important to me that my work contributes to the common good.							

Q28. Are you involved in preparing advice for a Minister?

Q28a. Please indicate how much you agree or disagree with the following statement:

I am confident that my organisation is free and frank in our advice to Ministers.

Yes				No [Go to Q29]				
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer		

Part D: Te pono me te mahi tika Integrity and conduct							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q29. My work colleagues can be trusted to do what is right.							
Q30 . My manager leads by example in ethical behaviour.							
Q31. The culture in my organisation supports people to act with integrity.							
Q32. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							

Q34. Over the last 12 months, have you experienced any unfair treatment in your	[] Yes
workplace that you think was due to some personal characteristic(s) such as your	[] No [Go to Q36]
gender, age, ethnicity, country of origin, disability, sexual orientation, religious	[] Don't know [Go to Q36]
beliefs, etc?	[] Prefer not to answer [Go to Q36]
 on to being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	
Q35. I believe I have been treated unfairly because of my:	[] Gender or sex
	[]Age
Select all that apply	[] Ethnicity, national origin, race or
	colour
	[] Disability
	[] Religious belief
	[] Sexual orientation
	[] Marital or family status
	[] Political opinion
	[] Employment status
	[] Ethical belief
	[] Don't know
	[] Prefer not to answer

Part E: Te hauora, te haumarutanga, me te toiora | Health, safety, and wellbeing

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q36. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q37. Leaders in my organisation demonstrate a commitment to addressing work factors that impact mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							
Q38. My manager cares about my health and wellbeing.							

Please read the following definitions before answering the next question about your own experiences.

Workplace bullying is repeated and unreasonable behaviour directed towards you that can lead to physical or psychological harm. Bullying can be physical, verbal, psychological or social. It can include victimising, humiliating, intimidating or threatening. Workplace bullying **is not**: one-off or occasional instances of rudeness/tactlessness, constructive peer review, a manager requiring reasonable verbal or written work instructions to be carried out, warning or disciplining workers in line with the organisation's code of conduct.

Racial harassment is when someone expresses hostility/ridicules you on the basis of your race, colour, or ethnic or national origin, is hurtful or offensive to you, and it is serious or frequent enough to have a negative effect on your job performance or job satisfaction.

Sexual harassment any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or includes a promise of preferential treatment or a threat of detrimental treatment.

Note this survey is not a reporting tool, and no investigation will occur based on comments or responses in this survey. To report inappropriate workplace behaviour, contact your manager or Human Resources/People team for information.

Q39. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?	Yes	No [Go to Q45]
Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.		

Q40. What type of harassment or bullying did you experience?	Select all that apply
a. Verbal abuse (e.g. offensive language directed toward me, derogatory remarks, shouting)	
b . Deliberate exclusion from work-related activities	
c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)	
e. Given tasks with unreasonable or impossible targets or deadlines	
f. Interference with my personal property or work equipment	

g. Physical assault, or threats of violence/physical abuse	
h. Hostility/ridicule because of my race, colour, ethnic group, or national origin	
i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)	
j. Other	
k. Prefer not to answer	_

[For each yes in Q40, show Q41 with piped text showing item.]

Q41. How often did the bullying or	One time	A few times over the	Monthly	Weekly	Daily	Don't	Prefer not
harassment happen?		last 12 months				know	to answer
Q42. Who was responsible for the bullying or harassment? Select all that apply							t apply
a. My current or previous manager							
b. Someone more senior (other than my manager)							
c. One or more of my direct reports							
d. Another co-worker in my current agency not listed above							
_1.							

a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	[] I reported the behaviour [skip to Q45]						
	[] I'm considering whether or not to report the behaviour						aviour
			o report the b				
	Don't know						
	[] Prefer	not to a	nswer				
	[]Ididn	't want to	upset relatio	nships	in the w	orkpl	ace
			any evidence	•		•	
	[]It cou	ld affect	my career				
			action would	be take	en		
	[] The is	sue was	resolved infor	mally			
			ne behaviour	-	ious en	ough t	o report it
			pted the beha			Ū	·
			th the hassle o		throug	h the i	reporting
	process				, ,		
	[]Iwas	worried a	about possible	e retalia	ation or	repris	als
Q44. Why didn't you report the bullying or harassment?			now to report				
	[]Some	one else	reported the l	behavio	our so I d	didn't	have to
Select all that apply	[] Other						
	[]Don't	know					
	[] Prefer	r not to a	nswer				
			,		a)		
	a)		Neither agree nor disagree		Strongly disagree		
	Strongly agree		ee.		sag	X	0.
	/ аह		agr	a)	/ di	t know	Prefer not to answer
	lgl	αυ	Neither a disagree	Disagree	lβι		er Per
	ro	Agree	eith sag	sag	ror	Don'	Prefer r answer
	\$	Ř	ž įp		S	Ď	Pr
Q45. I am satisfied with how matters related to							
bullying/harassment are resolved in my organisation.							

	Always	Often	Sometimes	Hardly ever	Never	Don' tknow	Prefer not to
Q46. In the last 12 months, how often would you say you have experienced work							
stress?							
Work stress is when being at work, or the work itself, makes you feel tense,							
anxious, or less able to cope.							

Show box below to all respondents:

If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program (EAP), or access support from services such as:

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline <u>0800 111 757</u> or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Part F: Te whai wāhitanga | Inclusion

Please rate your level of agreement with the following statements.

Q47. I feel accepted as a valued member of the team.

Q48. I feel comfortable being myself at work /with my colleagues.

Q49. The agency I work for supports and actively promotes an inclusive workplace.

Q50. I have access to employee led networks relevant to me.

Examples of employee-led networks include disability networks, rainbow networks, or networks for ethnic groups. These might be within your agency or crossagency.

Strongly	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer

Q51. Thinking about your current role, which of the following best describes how you feel about your skills? [] I need further training to do the job [] My skills match well with the work [] I have the skills to cope with more [] Don't know [] Prefer not to answer				I do	ling w	vork				
to your job such as courses, study, or on-the-job train	[] Don't know [] Prefer not to answer									
Please rate your level of agreement with the following statements.						Neither agree	nor disagree Disagree	Strongly disagree	Don' tknow	Prefer not to
Q53. I have access to the learning and development I	need to do	my job w	æll.		Agree					
Q54. I am encouraged and supported to apply for devopportunities (e.g. other roles, secondments, senior p	ositions)									
Q55. I am satisfied with my career development oppo	rtunities									
Part H: Ngā āheinga o ngāi Māori me te Karauna Mā	ori Crown c	apabilit	у							
Q56. How well are you able to speak te reo [] Very well – I can talk about almost anything in te reo Māori [] Well – I can talk about many things in te reo Māori [] Fairly well – I can talk about some things in te reo Māori [] Not very well – I can only talk about simple/basic things in te reo Māori [] No more than a few words or phrases (including none at all) [Go to Q58] [] Don't know [] Prefer not to answer										
Q57. When you are at work, how often do you have conte reo Māori?	Q57. When you are at work, how often do you have conversations in [] Daily									
Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer. [] A few times a year [] Never [] Don't know [] Prefer not to answer										
Please rate your level of agreement with the following its relationships with Māori under Te Tiriti o Waitangi/tl		-		ganisa	ation'	s role	to supp	ort the (Crown	n in
		Strongly agree	Agree	Neither	agree nor disagree	Disagree	Strongly disagree	Don't know	Drofor not	to answer
Q58. I understand how my agency's Te Tiriti o Waitangi of Waitangi responsibilities apply to its work.	i / Treaty	5, 10		_			ν, υ			

Part G. Te whakapiki pūkenga | Skills and development

Q59. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.				
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.				
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.				
Q62. Staff are encouraged to use te reo Māori.				
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).				
Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).				

Part I. Te āhuareka o te mahi me	e ngā mahere mō anamata Job satisfaction and future plans
Q65. Thinking now about all	[] Very satisfied
aspects of your job, overall, how	[] Satisfied
do you feel about your work?	[] Neither satisfied nor dissatisfied
	[] Dissatisfied
	[] Very dissatisfied
	[] Don't know
	[] Prefer not to answer
	[] I have no immediate plans to leave my current position [Go to Q67]
Q66. Which of the following	[] I am actively applying for another role/other roles now-[Go to Q66a]
statements best describes your	[] In the next 12 months I expect to apply for a different role-[Go to Q66a]
current situation?	[] In the next 12 months I want to do a secondment or temporary move within my
	agency or in another agency[Go to Q66a]
Please select one category only	[] I expect to leave the NZ workforce within the next 12 months (e.g. due to
	retirement or moving overseas) [Go to Q67]
	[] I would like to change jobs but do not believe I can [Go to Q66a]
	[] Don't know [Go to Q67]
	[] Prefer not to answer [Go to Q67]
Q66a. Why are you considering leav	ving your [] Job impacted by change process/restructuring
role?	[] Fixed term job ending
Select all that apply	[] Unable to balance caring responsibilities
,	[] Lack of career progression opportunities
	[] Lack of professional development / training opportunities
	[] Lack of job security
	[] Unsatisfied with pay/remuneration
	[] Unsatisfied with flexible work arrangements
	[] Work location
	[] More interesting work
	[] Workload too high
	[] Work not aligned with my job skills, experience or training
	[] Quality of workplace relationships/ social environment at work
	[] Quality of leadership/management
	[] Bullying or other negative workplace behaviour
	[] Organisation is not accommodating of my disability
	[] Other, please specify:

Part J: Mōu ake | About you

We want to understand more about you, your experiences and how these may vary across Public Service groups. This will inform a wide range of Public Service work in areas like diversity and inclusion, gender and ethnic pay gaps, pay equity, disability support, talent development.

Some of the questions in this section are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health), we ask everyone these questions because they enable us to understand how much the Public Service is representative of the diversity of New Zealand and how experiences are different (or the same) for different groups.

All questions in the survey are voluntary, if you feel uncomfortable about answering, you can select the 'prefer not to answer' option for that question.

answer' option for that question.	
Q67. How old are you?	[] Under 20 years
	[] 20 to 24 years
	[] 25 to 29 years
	[] 30 to 34 years
	[] 35 to 39 years
	[] 40 to 44 years
	[] 45 to 49 years
	[] 50 to 54 years
	[] 55 to 59 years
	[] 60 to 64 years
	[] 65 to 69 years
	[] 70 years or over
	[] Prefer not to answer
Q68. What is your gender?	Please select all that apply.
	[] Female
	[] Male
	[] Another Gender, please state:
	[] Don't know
	[] Prefer not to answer
Q69. What ethnic group(s) do you belong to?	Select all that apply to you.
	[] New Zealand European
	[] Māori
	[] Samoan
	[] Cook Islands Maori
	[] Tongan
	[] Niuean
	[] Chinese
	[] Indian
	[] Other, e.g. Dutch, Japanese, Tokelauan. Please specify:
	[] Prefer not to answer
Q70. Are you descended from Māori (that is, did	[]Yes
you have a Māori birth parent, grandparent or	[] No [Go to Q71]
great-grandparent, etc)?	[] Don't know [Go to Q71]
Breat Brandparent, etc/	[] Prefer not to answer [Go to Q71]
	[] Trace not to unswel [oo to g/1]
Q70a. Please give the name(s) of your iwi (tribe	lwi: AUTO-SUGGEST
or tribes). If you do not identify with any iwi, write	Region: OPEN TEXT
"none" or "no iwi". If you would prefer not to	[] Don't know
answer, or you do not know which iwi you	[] Prefer not to answer
descend from, you can also enter "prefer not to	
answer" or "don't know".	

And do you identify with any other ivi? If not						
And do you identify with any other iwi? If not, leave the box below blank. [Use iwi list based on StatsNZ aria tool]						
And which region / rohe do your [insert] iwi come from?	Region: OPEN TEX					
	[] Prefer not to a	nswer				
We want to better understand the diversity of our w long-term physical or sensory impairment, and men six months or more). Responses will inform improved with all questions in Te Taunaki, if you feel uncornot to answer' option.	ntal health and neu vements to the wo	urodivergen orking enviro	t conditions onment for	s (long-tern public serva	nts.	
Q71.		No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glass	sses?					
b. Do you have difficulty hearing, even if using a hea	ring aid?					
c. Do you have difficulty walking or climbing steps?						
d. Using your usual language, do you have difficulty for example understanding or being understood?	communicating,					
e. Do you have difficulty remembering or concentra	ting?					
f. Do you have difficulty with self-care, such as wash dressing?	ing all over or					
Q72. Do you consider yourself to be neurodivergent you been diagnosed with a neurodivergent condition		[] Yes [] No <i>[Go</i> [] Don't k	to Q73] now [Go to	0731		
Neurodivergent conditions can include Autism/ASD Deficit Hyperactivity Disorder (ADHD), dyslexia, dysp Syndrome, and other conditions not listed here.				er [Go to Q7.	3]	
Q72a. Being neurodivergent, how much difficulty do with work activities?	o you experience	[] Don't k	lifficulty difficulty complete o	certain activ er	ities at all	
Q73. Do you consider yourself to have, and/or are y diagnosed as having a mental health condition? Mental health conditions include things like anxiety bipolar disorder, psychosis, addiction, trauma disorder.	, depression,		now [Go to	Q74] er [Go to Q 7	4]	
and other conditions not listed here.						
Q73a . Having a mental health condition, how much experience with work activities?	difficulty do you	[] Don't k	lifficulty difficulty complete o	certain activ	ities at all	

Q74. Do you identify as a disabled person?	[] Yes
	[] No
	[] Don't know
	[] Prefer not to answer
Q74a. Do you identify as tangata whaikaha Māori?	[] Yes
C. In 20 you racket, so tangets manana mach	[] No
	[] Don't know
	[] Prefer not to answer
The falls the control of the first state of the control of the con	
The following questions ask about workplace supports or accommodarmade to work arrangements, workstations, shared facilities, building software.	
If you need personal support from your organisation, please talk to yo way that does not identify individuals.	our manager. Results from the survey are shared in a
	[] Yes
Q75. Do you use or require any workplace supports or	[] No [Go to Q78]
accommodation(s) for your health condition, disability, or	[] Don't know [Go to Q 78]
impairment?	[] Prefer not to answer [Go to Q78]
[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a]	
Q76. Have you talked to your employer about your workplace	[] Yes
supports or accommodation needs?	[] No
	[] Don't know
	[] Prefer not to answer
Q77. Please rate your satisfaction with how your organisation has	[] Very satisfied
responded to your needs or supports you to carry out work	[] Satisfied
activities.	[] Neither satisfied nor dissatisfied
detivities.	
If you would like to comment about this, there is space at the end of	[] Dissatisfied
the survey for comments.	[] Very dissatisfied
the survey for comments.	[] Don't know
	[] Prefer not to answer
Q78. Which of the following best describes how you think of	[] Heterosexual or straight
yourself?	[] Gay or lesbian
	[] Bisexual
	Another identity – please specify
	[] Don't know
	[] Prefer not to answer
Q79. Are you transgender?	[] Yes
	[] No
Transgender is an umbrella term that refers to people whose gender	[] Don't know
is different to the sex recorded at their birth. Identities that may fall	[] Prefer not to answer
under this include trans, non-binary genders, transsexual, takatāpui,	
fa'afafine, genderqueer, and many more. Some people who come	
under this umbrella term as it is defined may not use the term	
transgender to describe themselves.	
Nor wou have with a variation of any share stariation (ath a main	[] Voc
Q80. Were you born with a variation of sex characteristics (otherwise	[]Yes
known as an intersex variation)?	[] No
Mariatiana afanyahamatariatian/a sistema Variana ta asas	[] Don't know
Variations of sex characteristics (or intersex) refers to genetic,	[] Prefer not to answer
hormonal, or physical sex characteristics that do not conform to	
medical norms for female or male bodies. People may be born with	
these characteristics or they may develop in puberty.	

Q81. Do your colleagues gender you correctly at work, that is, use	[] No-one does
the correct name, pronouns and nouns for you?	[] Few people do
	[] Some people do, some people don't
[only show if yes to transgender, OR intersex, OR multiple or another	[] Most people do
gender selected]	[] Everyone does
	[] Don't know
	[] Prefer not to answer
Q82. Do you have parenting and/or caring responsibilities?	[]Yes
	[] No
This could include caring for children, relatives, friends, etc.	[] Prefer not to answer
Q83. What is your religion?	AUTO-SUGGEST [to include 'none', 'no religion',
	'agnostic', 'atheist', 'prefer not to answer', etc]
Note if you have no religion, type "none" or "no religion". You can	
also type "prefer not to answer" or "object to answering" depending	
on how you wish to respond.	
Q84. In which language(s) could you have a conversation about a lot	Please select all that apply.
of everyday things?	[] English
	[] Te reo Māori
	[] New Zealand Sign Language
	[] Samoan
	[] Other language(s) – please specify (eg Gujarati,
	Cantonese, Greek)
	[] Don't know
	[] Prefer not to answer
Q85. What is your highest qualification?	[] No Qualifications
	[] High School/Secondary School Qualification
	[] Level 1 to 4 Certificate
	[] Level 5 or 6 Diploma
	[] Bachelor's Degree or Level 7 Qualification
	[] Bachelor Honours Degree or Postgraduate
	Certificate/Diploma
	[] Master's Degree
	[] PhD/Doctoral Degree
	[] Other – please specify
	[] Don't know
	[] Prefer not to answer

Part K Ō tākupu | Your comments

This section provides you with the opportunity to share more of your thoughts on one of the topics we have already asked about, or you may choose to write about something else that is important to you.

Q86. Is there anything you would like to comment on?

All comments will be made available to your agency's Te Taunaki Census contact, verbatim (word for word, as written). So to help ensure confidentiality, please don't include any personal details about yourself or others in your answer.

To further protect your anonymity, any reporting of comments will be done on a grouped basis. For example, if a particular demographic group (ethnic group, gender, etc) has less than 30 respondents the agency will not be able to see comments attributed to that group.

Your comments will also be used for research about the whole Public Service but will not be reported in such a way that any individual can be identified. For example, a quote could be attributed to a "female public servant" but not reference an agency.

Please note, if you indicate you are a threat to yourself or others, safeguarding measures will be triggered. Your privacy will be over-ridden so someone from Research NZ or your agency can contact you to perform a wellness check.

Remember the page will time out after 30 minutes, so save your progress.

Te Taunaki Public Service Census 2025 Questionnaire

Text in red italics are routing instructions, not visible to participants.

Part A: Ō mahi About your role							
Based on your experience in your curre	ent job, please	e respond to	the following q	uestions.			
Q2. Do you spend more than half of you dealing directly with the public, commoustomers and clients, or people in you. This includes time spent face to face, or phone. Please don't include time with it and clients within your own organisation.	unities, exterr ur care? nline or over t internal custo	nal [[the] Yes] No] Don't know] Prefer not to a	nswer			
Q3. Do you have any people managem [Stem question for managers, consider (to answer as no]	ent responsib	efer not	[] Yes, managir [] No, managin [] Don't know [] Prefer not to	g people is <u>not</u> Go to Q5]	part of my r	ole [G	o to Q5]
Q4. Are you a member of the Public Ser [MANAGERS ONLY – yes on Q3]	rvice Leaders)]] Yes] No] Don't know] Prefer not to a	nswer			
Well above capacity – too much work Slightly above capacity – lots of work to do			At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don' tknow	Prefer not to answer
Q5. What best describes your current workload?							
Q6. How do you feel about the balance life and your life outside of work?	between you		[] Very satisfied [] Satisfied [] Neither satis [] Dissatisfied [] Very dissatis [] Don't know [] Prefer not to	fied nor dissat	isfied		
Q7. Do you regularly use any flexible we Please select all that apply to you Regularly work from home means work home in a typical week. Don't count we outside of your normal work day, such call at home.	king at least o	ne day at ours	[] Work from he [] Another type job-sharing, fle [] No I don't us Q8] [] Don't know [] Prefer not to	of flex work (e xi-leave, comp e any flexible w [Go to Q8]	e.g. flexible st ressed hours vork arrange) [Go t	to Q8]
Home could include your own home, the member, or a holiday home.	ne home of a f	amily					

Q7a. What days of the week are you working from home in a typical week? Select all that apply to you Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours don't count that as a day you work at home.		dnesd irsday lay urday	/ /Sunda		t I wo	rk fron	m home	
How satisfied are you with		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not	applicable Prefer not to answer
Q8. your pay Q9. your other employment conditions (e.g. leave, flexible wor arrangements, other benefits).	<mark>k</mark>		0,					
Part B: Te hāpai whakaputaranga Supporting productivi Please indicate how much you agree or disagree with the following statements.	<u>.</u>		er	ree	ree	gly	•	rnot
Q10. In my agency, people are encouraged to speak up when they identify a serious risk.	Strongly agree	Agree	Neither agree nor	disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q11. I have access to the evidence I need to make good decisions.								
Evidence refers to data, analytics, research and evaluation. Q12. My manager provides me with helpful feedback to improve my performance.					+			
Q12a. My manager supports my team to deliver on what we are responsible for.								
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor	disagree	Disagree	Strongly disagree	Don' t	Prefer not to answer
Q13. The people in my team are encouraged to come up with new and better ways of doing things.	S ie	Ā	Zē	0	0	Ø Ø	ΟŽ	<u>a</u> <u>p</u>
Q13a. My team acts on customer feedback to improve our work. Customers can include people outside your organisation such as members of the public, people in the care of your								

organisa	tion, or	Ministers	It can	also inc	lude pe	ople insid	e
your org	anisatio	n who yo	u provi	de servi	ces to,	e.g. other	
teams.							

Q13b. My team discusses mistakes so we can learn from them.

Q14. The people in my team collaborate to get the job done.

	Y.		

Q15. My team has clear work objectives.	Strongly	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
Q15a. Over the last 12 months, how successful has	Extremely	Very	Moderately	Slightly	Notatall	Don' tknow	Prefer not to answer
your team been at achieving its objectives? Q15b. What made it hard to achieve the objectives? Select all that apply. [For those who were moderately, slightly, or not at all in Q15a.]	[] Changing priorities [] Overly optimistic/unrealistic timelines [] Not enough resources or people [] Complicated or unnecessary business processes [] Lack of motivation [] Lack of appropriate tools or technology [] Physical work environment (e.g. distractions, not enough meeting rooms) [] Skills of team not a good match for work expected of us [] Other, please specify:						
Q16. Does the team you manage have the ability to work from home? [MANAGERS ONLY, yes to Q3] Q16a. What impact does work from home have on	[] Yes [] No [G [] Don't [] Prefe	o to Q1 know r not to		to Q17]			
your team's productivity/ ability to get their work done in a timely way? [MANAGERS ONLY, yes to Q3]	[]Don't	eases p	roductivity answer				
Q17. Please indicate how much you agree or disagree with the following statement: I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. [MANAGERS ONLY, yes to Q3]	[] Disag [] Stror [] Don't	er agre gree igly dis	e nor disagre	e			

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' tknow	Prefer not to answer
Q18. The work I do gives me a sense of accomplishment							
Q19. I am enthusiastic about my job.							
Q20. I would recommend my organisation as a good place to work.							
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q22. I feel that change is managed well within my organisation.							
Q23. I find it easy to work with colleagues in other agencies to achieve good outcomes.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' tknow	Prefer not to
Q24. I have a good understanding of what it means to be a politically neutral public servant.							
Q25. I am confident that in my organisation people get jobs based on merit.							
Q26. It's important to me that my organisation is open and transparent with the public.							
Q27. My organisation is working for the long-term good of New Zealand.							

Q28. Are you involved in preparing advice for a Minister?

 ${\bf Q28a.}$ Please indicate how much you agree or disagree with the following statement:

Lam confident that my organisation is free and frank in our advice to Ministers.

Yes			No [Go to Q29]					
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' tknow	Prefer not to answer		

Part D: Te pono me te mahi tika Integrity and conduct							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' tknow	Prefer not to answer
Q29. My work colleagues can be trusted to do what is right.						×	
Q30. My manager leads by example in ethical behaviour.							
Q31. The culture in my organisation supports people to act with integrity.							
Q32. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc? Some examples of unfair treatment: • not being selected for an interview or not being hired for a new role due	[] Yes [] No [Go to Q36] [] Don't know [Go to Q36] [] Prefer not to answer [Go to Q36]
 to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	
Q35. I believe I have been treated unfairly because of my: Select all that apply	[] Gender or sex [] Age [] Ethnicity, national origin, race or colour [] Disability [] Religious belief [] Sexual orientation [] Marital or family status [] Political opinion [] Employment status
	[] Ethical belief [] Don't know [] Prefer not to answer

Part E: Te hauora, te haumarutanga, me te toiora | Health, safety, and wellbeing

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' tknow	Prefer not to answer
Q36. Leaders in my organisation demonstrate a commitment to continuously	St	¥	žö	Ö	St	ă	-F
improving health and safety.							
Q37. Leaders in my organisation demonstrate a commitment to addressing work							
factors that impact mental health (e.g. workload, workplace relationships,							
traumatic or distressing work events).							_
Q38. My manager cares about my health and wellbeing.							

Please read the following definitions before answering the next question about your own experiences.

Workplace bullying is repeated and unreasonable behaviour directed towards you that can lead to physical or psychological harm. Bullying can be physical, verbal, psychological or social. It can include victimising, humiliating, intimidating or threatening. Workplace bullying **is not**: one-off or occasional instances of rudeness/tactlessness, constructive peer review, a manager requiring reasonable verbal or written work instructions to be carried out, warning or disciplining workers in line with the organisation's code of conduct.

Racial harassment is when someone expresses hostility/ridicules you on the basis of your race, colour, or ethnic or national origin, is hurtful or offensive to you, and it is serious or frequent enough to have a negative effect on your job performance or job satisfaction.

Sexual harassment any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or includes a promise of preferential treatment or a threat of detrimental treatment.

Note this survey is not a reporting tool, and no investigation will occur based on comments or responses in this survey. To report inappropriate workplace behaviour, contact your manager or Human Resources/People team for information.

Q39. During the last 12 months, have you been subjected to harassment or bullying in your current	Yes	No
workplace?		[Go to
Note bullying and harassment might occur anywhere that you go as part of your work, including online		Q45]
interactions and from people inside or outside your own organisation.		

Q40. What type of harassment or bullying did you experience?	Select all that apply
 a. Verbal abuse (e.g. offensive language directed toward me, derogatory remarks, shouting) 	1000
b . Deliberate exclusion from work-related activities	
c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
 d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development) 	
e. Given tasks with unreasonable or impossible targets or deadlines	
f. Interference with my personal property or work equipment	

g. Physical assault, or threats of violence/physical abuse	
h. Hostility/ridicule because of my race, colour, ethnic group, or national origin	
 i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex) 	
j. Other	
k. Prefer not to answer	

[For each yes in Q40, show Q41 with piped text showing item.]

Q41. How often did the bullying or	One time	A few times over the	Monthly	Weekly	Daily	Don't	Prefer not
harassment happen?		last 12 months					to answer

Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?			behaviour [
			ng whether o			ne beh	aviour
			to report the	behavio	ur		
	[] Don'	r not to a					
	6 3		o upset rela	ionchine	intho	uorkol	200
			any evidenc		in the v	vorkhi	ace
			my career	e			
			action woul	d he tak	en		
	E . E . () () () ()		resolved inf				
			he behaviou		rious en	ough t	o report it
			epted the be				
	[] It wa	s not wo	rth the hassl	e of going	g throug	gh the	reporting
	process						
			about possil		ation or	repris	als
Q44. Why didn't you report the bullying or harassment?			how to repo				
			reported th	e behavi	our so I	didn't	have to
Select all that apply	[] Other						
	[]Don'	r not to a					
	[]Preis	1100 00	inswer				
	gree		ree nor		isagree	wo	to to
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' tknow	Prefer not to answer
Q45. I am satisfied with how matters related to oullying/harassment are resolved in my organisation.							

0 k sage: - k d	Always	Often	Sometimes	Hardly ever	Never	Don' tknow	Prefer not to
Q46. In the last 12 months, how often would you say you have experienced work stress? Work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.							

Show box below to all respondents:

If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program (EAP), or access support from services such as:

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline 0800 111 757 or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Part F: Te whai wahitanga	Inclusion
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Please rate your level of agreement with the following statements.

Q47. I feel accepted as a valued member of the team.

 ${\bf Q48.}\,$ I feel comfortable being myself at work /with my colleagues.

Q49. The agency I work for supports and actively promotes an inclusive workplace where people are respectful towards one another.

Q50. I have access to employee led networks relevant to me.

Examples of employee-led networks include disability networks, rainbow networks, or networks for ethnic groups. These might be within your agency or crossagency.

Strongly
agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree
Don't know
Prefer not to answer

Commented [MM1]: Could combine this section with integrity and conduct

Q51. Thinking about your current role, which of the following	[]I need fu								
best describes how you feel about your skills?	[] My skills [] I have th						ing w	ork	
	[]Don't kr		co cop	c man		cinana			
	[] Prefer n	ot to an	swer				-		
	f 1 V								
Q52. In the last 12 months, have you done any training related o your job such as courses, study, or on-the-job training?	[] Yes [] No								
	[] Don't kr								
On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job.	[] Prefer n	ot to an	swer						
Please rate your level of agreement with the following statemen	ts.	1 41							
		Strongly agree		Neither agree			won	t t	
		ngly	e	Neither agree	Disagree	Strongly disagree	Don' tknow	Prefer not to answer	
×		Stro	Agree	Neith	Disa	Stro	Don'	Prefer n answer	
Q53. I have access to the learning and development I need to do	my job well								Commented [MM2]: Delete as Q53 duplicates Q52
Q54. I am encouraged and supported to apply for developmenta	H	+				5			
opportunities (e.g. other roles, secondments, senior positions) Q55. I am satisfied with my career development opportunities									Commented [MM3]: Delete one of Q54 and 55 to reduce overlap?
opportunities (e.g. other roles, secondments, senior positions) Q55. I am satisfied with my career development opportunities art H: Ngā āheinga o ngāi Māori me te Karauna Māori Crown	capability	almos	anuth	ing in t	e read	45ori			
art H: Ngā āheinga o ngāi Māori me te Karauna Māori Crown	capability an talk about lk about ma can talk abo I can only I a few word:	ny thing ut some alk abo	s in te thing ut sim	reo Mão s in te re ple/bas	ori eo Mão ic thin	ori gs in te			
art H: Ngā āheinga o ngāi Māori me te Karauna Māori Crown 56. How well are you able to speak te reo āori in day to day conversation? No more than No	capability an talk about ma can talk abo I can only I a few word:	ny thing ut some alk abo or phra ily ekly	s in te thing ut sim	reo Mão s in te re ple/bas	ori eo Mão ic thin	ori gs in te			
art H: Ngā āheinga o ngāi Māori me te Karauna Māori Crown 56. How well are you able to speak te reo āori in day to day conversation? Not very well Not very well Not very well No more than Prefer not to P	capability an talk about ma can talk abo I can only I a few word: onswer De	ny thing ut some alk abo or phra	s in te thing: ut sim- uses (in	reo Mão s in te re ple/bas ncluding	ori eo Mão ic thin	ori gs in te			
art H: Ngā āheinga o ngāi Māori me te Karauna Māori Crown art H: Ngā āheinga o ngāi Māori me te Karauna Māori Crown 56. How well are you able to speak te reo āori in day to day conversation? Very well Not very well Not very well Not very well	capability an talk about ma can talk about for a few words answer in December De	ny thing ut some alk abo or phra ily eekly onthly ew time wer on't kno- efer not	s in te thing: ut sim uses (in	reo Māc s in te re ple/bas ncluding ar	ori eo Mão ic thin g none	ori gs in te at all) /	Go to	Q58]	
art H: Ngā āheinga o ngāi Māori me te Karauna Māori Crown 56. How well are you able to speak te reo āori in day to day conversation? [] Very well te	capability an talk about ma can talk about for a few words answer in December De	ity ekty ekty onthly ew time or't kno efer not	s in te thing: ut sim uses (in	reo Māc s in te re ple/bas ncluding ar	ori eo Mão ic thin g none	ori gs in te at all) /	Crown	Q58]	

Q59. I am encouraged and supported to engage with Māori to and to understandensure Māori views and perspectives, are taken into account.				
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Grown.				
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.				
Q62. Staff are encouraged to use te reo Māori.		[8]		
Q63. Staff are supported to improve our te reo Māori (e.g. through on the job learning, in house courses, etc).	•)			
Q64. I am comfortable supporting tikanga Māori — Māori cultural values and practice—in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).	1 85			

Q65. Thinking now about all aspects of your job, overall, how do you feel about your work?	[] Very satisfied [] Satisfied [] Neither satisfied nor dissatisfied [] Dissatisfied [] Very dissatisfied [] Don't know [] Prefer not to answer
Q66. Which of the following statements best describes your current situation?	[] I have no immediate plans to leave my current position [Go to Q67] [] I am actively applying for another role/other roles now-[Go to Q66a] [] In the next 12 months I expect to apply for a different role-[Go to Q66a] [] In the next 12 months I want to do a secondment or temporary move within magency or in another agency/Go to Q66a]
Please select one category only	[] I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [Go to Q67] [] I would like to change jobs but do not believe I can [Go to Q66a] [] Don't know [Go to Q67] [] Prefer not to answer [Go to Q67]
Q66a. Why are you considering lear role? Select all that apply	ving your [] Job impacted by change process/restructuring [] Fixed term job ending [] Unable to balance caring responsibilities [] Lack of career progression opportunities [] Lack of professional development / training opportunities [] Lack of job security [] Unsatisfied with pay/remuneration [] Unsatisfied with flexible work arrangements [] Work location [] More interesting work

Part J: Mōu ake About you		
inform a wide range of Public Service work in areas	riences and how these may vary across Public Service groups. This will like diversity and inclusion, gender and ethnic pay gaps, pay equity,	
disability support, talent development.		
mental health), we ask everyone these questions be	nonal (religion, sexual orientation, physical health, neurodiversity, and ecause they enable us to understand how much the Public Service is how experiences are different (or the same) for different groups.	
All questions in the survey are voluntary, if you feel answer' option for that question.	uncomfortable about answering, you can select the 'prefer not to	
Q67. How old are you?	[] Under 20 years	
***************************************	[] 20 to 24 years	
	[] 25 to 29 years	
	[] 30 to 34 years	
	[] 35 to 39 years	
	[] 40 to 44 years	
	[] 45 to 49 years	
	[] 50 to 54 years	
	[] 55 to 59 years	
	[] 60 to 64 years	
	[] 65 to 69 years	
	[] 70 years or over	
	[] Prefer not to answer	
Q68. What is your gender?	Please select all that apply.	
	[] Female	
	[] Male	
	[] Another Gender, please state:	
	[] Don't know	
	[] Prefer not to answer	
Q69. What ethnic group(s) do you belong to?	Select all that apply to you.	
Cost What cannot group (s) and you belong to:	[] New Zealand European	
	[] Māori	
	[] Samoan	
	[] Cook Islands Maori	
	[]Tongan	
	[] Niuean	
	[] Chinese	
	[]Indian	
	[] Other, e.g. Dutch, Japanese, Tokelauan. Please specify:	
	[] Prefer not to answer	
Q70. Are you descended from Māori (that is, did	[] Yes	Formatted Table
you have a Māori birth parent, grandparent or	[] No [Go to Q71]	
great grandparent, etc)?	[] Don't know [Go to Q71]	
	[] Prefer not to answer [Go to Q71]	Commented [MM4]: Query whether this is necessary
		given Maori is an option in Q69
Q70a. Please give the name(s) of your iwi (tribe	Iwi: AUTO-SUGGEST	
or tribes). If you do not identify with any iwi, write	Region: OPEN TEXT	
"none" or "no iwi". If you would prefer not to	[] Don't know	
answer, or you do not know which iwi you	[] Prefer not to answer	
descend from, you can also enter "prefer not to	TO A REPORT OF THE THE PROPERTY OF THE PROPERT	
answer" or "don't know".		

And do you identify with any other iwi? If not, leave the box below blank. [Use iwi list based on StatsNZ aria tool]			. 1			
And which region / rohe do your [insert] iwi come from?	Region: OPEN TEXT [] Don't know	= i				Commented [MM5]: This info is publicly available -
	[] Prefer not to answer					query need for a question on this
We want to better understand the diversity of our wallong-term physical or sensory impairment, and mersix months or more). Responses will inform improve the angular leading in Te Taunaki, if you feel unconstant to angular leading.	ntal health and neurodive vements to the working e	rgent condition	ons (long-teri or public serv	m means l ants.		
not to answer' option. Q71.	No diffic	Some difficult	A lot of difficulty	Cannot do at	Prefer not to	
a. Do you have difficulty seeing, even if wearing gla	sses?			all	answer	
b. Do you have difficulty hearing, even if using a hear						
c. Do you have difficulty walking or climbing steps?	25 8223					
d. Using your usual language, do you have difficulty for example understanding or being understood?	communicating,					
e. Do you have difficulty remembering or concentration	ting?					
f. Do you have difficulty with self-care, such as wash dressing?	ning all over or					Commented [MM6]: Query whether this is required
Q72. Do you consider yourself to be neurodivergent you been diagnosed with a neurodivergent condition. Neurodivergent conditions can include Autism/ASD Deficit Hyperactivity Disorder (ADHD), dyslexia, dys. Syndrome, and other conditions not listed here.	on? []No []Do ,Attention []Pr	[Go to Q73] n't know [Go efer not to ans	7.75	[3]		
Q72a. Being neurodivergent, how much difficulty d with work activities?	[]So []AI []Ca []Do	difficulty me difficulty ot of difficulty nnot complet n't know efer not to ans	e certain acti	vities at al		
Q73. Do you consider yourself to have, and/or are y diagnosed as having a mental health condition? Mental health conditions include things like anxiety bipolar disorder, psychosis, addiction, trauma disorder.	[] Ye [] No r, depression, [] Do	s [Go to Q74] n't know [Go efer not to ans		74]		
and other conditions not listed here. Q73a. Having a mental health condition, how much experience with work activities?	difficulty do you []No []So []Al []Ca []Do	difficulty me difficulty ot of difficulty nnot complet n't know efer not to ans	e certain acti			

Q74. Do you identify as a disabled person?	[]Yes	
	[] No [] Don't know [] Prefer not to answer	
Q74a. Do you identify as tangata whaikaha Māori?	∰Yes ∰No	Commented [MM7]: Query whether this is necessary if ethnicity and whether disabled are already asked
	[] Prefer not to answer	etimoty and whether disabled are already asked
The following questions ask about workplace supports or accommodal made to work arrangements, workstations, shared facilities, building a software.		
If you need personal support from your organisation, please talk to yo way that does not identify individuals.	ur manager. Results from the survey are shared in a	
Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?	[] Yes [] No [Go to Q78] [] Don't know [Go to Q 78] [] Prefer not to answer [Go to Q78]	
[Only show to those who respond with some/a lot/cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a]		
Q76. Have you talked to your employer about your workplace supports or accommodation needs?	[]Yes []No []Don't know []Prefer not to answer	
Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.	[] Very satisfied [] Satisfied [] Neither satisfied nor dissatisfied [] Dissatisfied	
If you would like to comment about this, there is space at the end of the survey for comments.	[] Very dissatisfied [] Don't know [] Prefer not to answer	
Q78. Which of the following best describes how you think of yourself?	[-] Heterosexual or straight [-] Gay-or-lesbian [-] Bisexual [-] Another-identity—please specify	
	[] Don't know	
Q79. Are you transgender?	[-]Yes [-]No	
Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afaline, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	[] Prefer not to answer	
Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?	[-] Yes [-] No [-] Don't know	
Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	[] Prefer not to answer	Commented [MM8]: Q78-80 seem deeply personal and duplicate the gender question above

Q81. Do your colleagues gender you correctly at work, that is, use	[] No-one does
the correct name, pronouns and nouns for you?	[] Few people do
\$1000 at 10 million and 10 million at 10 mil	[] Some people do, some people don't
fonly show if yes to transgender, OR intersex, OR multiple or another	[] Most people do
gender selected-previously asked to all participants]	[] Everyone does
	[] Don't know
	Prefer not to answer
Q82. Do you have parenting and/or caring responsibilities?	[]Yes
	[]No
This could include caring for children, relatives, friends, etc.	[] Prefer not to answer
Q83. What is your religion?	AUTO SUGGEST_ [to include 'none', 'no religion',
	'agnostic', 'atheist', 'prefer not to answer', etc.
Note if you have no religion, type "none" or "no religion". You can	
also type "prefer not to answer" or "object to answering" depending	
on how you wish to respond.	
Q84. In which language(s) could you have a conversation about a lot	Please select all that apply.
of everyday things?	[] English
	[] Te reo Māori
	[] New Zealand Sign Language
	[]Samoan
	[] Other language(s) - please specify (eg Gujarati,
	Cantonese, Greek)
	[] Don't know
	[] Prefer not to answer
Q85. What is your highest qualification?	[] No Qualifications
	[] High School/Secondary School Qualification
	[] Level 1 to 4 Certificate
	[] Level 5 or 6 Diploma
	[] Bachelor's Degree or Level 7 Qualification
	[] Bachelor Honours Degree or Postgraduate
	Certificate/Diploma
	[] Master's Degree
	[] PhD/Doctoral Degree
	[] Other – please specify
	[] Don't know
	[] Prefer not to answer
	[] There not to answer
otential new section	
falue for money	
additional questions along the lines of:	

Commented [MM9]: Query whether this is needed as Q above covers whether treated respectfully

Commented [MM10]: Query relevance to performance

- I give excellent value for my salary
- As a taxpayer, I know that my work and the work of my colleagues is good value for New Zealand.
- There are instances when I consider my work wastes taxpayers' money.
- I would rate my manager as someone who cares about the effect of my work,

Part K Ō tākupu | Your comments

This section provides you with the opportunity to share more of your thoughts on one of the topics we have already asked about, or you may choose to write about something else that is important to you.

Q86. Is there anything you would like to comment on?

All comments will be made available to your agency's Te Taunaki Census contact, verbatim (word for word, as written). So to help ensure confidentiality, please don't include any personal details about yourself or others in your answer.

To further protect your anonymity, any reporting of comments will be done on a grouped basis. For example, if a particular demographic group (ethnic group, gender, etc) has less than 30 respondents the agency will not be able to see comments attributed to that group.

Your comments will also be used for research about the whole Public Service but will not be reported in such a way that any individual can be identified. For example, a quote could be attributed to a "female public servant" but not reference an agency.

Please note, if you indicate you are a threat to yourself or others, safeguarding measures will be triggered. Your privacy will be over-ridden so someone from Research NZ or your agency can contact you to perform a wellness check.

Remember the page will time out after 30 minutes, so save your progress.

Public Service Census Questionnaire feedback

of questions. General note: The questionnaire has been provided to all agencies for their information, and public communications about the topics in the survey (including the Commission webpage) have been in place for a few months. A variety of stakeholders have been engaged in the development of a number

			Ministrain desiries
Question	ministerial query	Collillission response	Williams of decision
Part F Inclusion heading	Could combine this section with	Propose shifting remaining three	Noted
	integrity and conduct	(Q47,Q48,Q49 with amendment) questions	
		into an earlier section where team questions	
		are located (productivity).	
Q49. The agency I work for	Change to: The agency I work for	Agree to change. Note question will not be	
supports and actively promotes an	supports and actively promotes a	comparable to 2021 results.	
inclusive workplace.	workplace where people are		
	respectful towards one another.		
Q50. I have access to employee led	Remove	Agree to removing.	
networks relevant to me.			
Q53. I have access to the learning	Delete as duplicates Q52 (In the last	Skills and development section is used by	Retaid/Remove
and development I need to do my	12 months, have you done any	agencies and head of profession to target	(
job well.	training related to your job such as	interventions (e.g. do finance professionals	
	courses, study, or on-the-job	have the development they need to do their	
	training?)	job well?)	
		Propose retaining Q53, as access to learning	
		and development that enables people to do	
		their job well doing is a more effective measure than doing some form of training	
		(e.g. could just be some compliance	
		training).)
Q52. In the last 12 months, have		Propose removing to address need to	Retain(Remove)
you done any training related to		shorten this section.	(

Q56. How well are you able to speak te reo Māori in day-to-day conversation?	Q55. I am satisfied with my career development opportunities o	your job such as courses, study, or on-the-job training? Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)
Delete	Delete of Q54 and 55 to reduce overlap	Delete of Q54 and 55 to reduce overlap
For questions Q56, \$7,59, 64, 62, 63. Note risks to removal: Supports upholding Crown obligations under Te Ture mō Te Reo Māori 2016 Māori Language Act 2016 The Government has asked agencies to demonstrate that payments to staff, such as allowance for Te Reo compentency, are an effective way for the Crown to uphold its obligations. These questions help hold agencies to account to ensure that the allowances and other approaches are making a measurable difference. Māori Language Commission were involved in the design of all te reo questions, and used the results from the 2021 survey to further develop te reo capability in accordance with the Maihi Karauna strategy. Our recommendation is to retain this question.	Propose removing.	Propose retaining this question rather than Q55 as it has more actionable information for agencies.
Retain/Remove	Retain/Rémoye	Retaja/Remove

[insert] iwi come from?			
Q71.f. Do you have difficulty with self-care, such as washing all over or dressing?	Delete - personal	This is one question from the international measure 'Washington Six Short Set''. It is an agreed measure with Whaikaha and StatsNZ and ensures comparability with StatsNZ	Retain/ remove
		disability survey measurement. Removing one of the six items would also remove the ability to compare to the 2021 survey. Our recommendation is to retain this question.	
Q74a. Do you identify as tangata whaikaha Māori?	Delete - repetitive	Agree, note risks to removal – stakeholders were engaged in the development of this guestion such as Whaikaha. Stats NZ. and the	Retain/ remove
		cross-agency disabled public servant network.	
Q78. Which of the following best	Delete	/e	Retain/
describes how you think of		on as below. Note risks to	Replace with alternative
yourself? (Heterosexual/Straight,		The C	Australian question/
Gay, Lesbian)		employee led networks across the system	Remove
		including the cross-agency rainbow network.	
Q79. Are you transgender?	Delete	There is already publicity that we are measuring sexual identity/trans/intersexin	Retain/ Replace with alternative
		ne only source of	Australian question/
		information for agencies to understand this	Remove
Q80. Were you born with a	Delete		Retain/
variation of sex characteristics		An alternative is simplifying and aligning to	Replace with alternative
(otherwise known as an intersex			Australian question/
variation)?		Do you identity as Lesbian, Gay, Bisexual, Transgender and for gender diverse Intersex	Remove
		6)	

taxpayer, I know that my work and the work of my colleagues is good value for New Zealand.	Proposed new question: I give excellent value for my salary Proposed new question: As a	Value for Money	Q83. What is your religion?	Q81. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?
		Proposed new section	Delete	Delete
following options: Proposed: The work I do contributes to better eutcomes for New Zealand. Or from the 2021 survey: I understand how my work leads to improved outcomes for communities. Or: I understand how my work provides value to New Zealand.	Propose adding a question used in the equivalent UK survey, to enable benchmarking: I feel that my pay adequately reflects my performance.	Interest in the topic noted, we intend to add relevant questions to existing sections due to the short timeline before the survey launch.	This assists the public service to respond to the RCOI Christchurch Terror Attack recommendations. March-15-Royal-Commission-of-Inquiry-Recommendations-Implementation-Status.pdf This is the only venue to identify the proportion of Muslim public servants, as well as all other religions, e.g. Christian, Jewish. Our recommendation is to retain this question.	Queer, Questioning and/or Asexual (LGBTIQA+)? Yes/No Agree. Note risks of removal, stakeholders from the cross-agency rainbow network were involved in the development of the survey and use of the 2021 survey data.
Add to survey/ don't add Add to survey/ don't add	Add to survey/ don't add	Noted	Retain/remove	Retai <i>n</i> /remove

	delivers value for money.	
Add to survey don't add	Or: My manager ensures that our team	cares about the effect of my work.
)	value for taxpayers.	rate my manager as someone who
Add to survey/ don't add	Or: My manager cares about delivering good	Proposed new question: I would
	топеу.	wastes taxpayers' money
	agency is careful in how it uses taxpayer	instances when I consider my work
Add to survey/ don't add	Proposed: It's important to me that my	Proposed new question: There are
1		

Te Taunaki Public Service Census 2025 Questionnaire

Text in red italics are routing instructions, not visible to participants.

Part A: Ō mahi About your role							
Based on your experience in your curre	ent job, please i	respond to	the following q	uestions.			
Q2. Do you spend more than half of your working time [] Yes							
dealing directly with the public, comm	unities, externa	l []] No				
customers and clients, or people in you	ır care?	[]] Don't know				
This includes time spent face to face, o	nline or over th		Prefer not to a	nswer			
phone. Please don't include time with							
and clients within your own organisation		icis					
Q3. Do you have any people managem		itios?	[] Yes, managir	og poople is pa	rt of my rolo		
Q3. Do you have any people managem	entresponsibil		[] No, managin		-	olo [G	to 051
[Stom question for managers, consider,	don't know pro		[] No, managm [] Don't know [part or my re	ne į Go	lo (S)
[Stem question for managers, consider of	Jon Cknow, pre	iei iiot		answer <i>[Go to</i>	OEI		
to answer as no]	nico Londors C	roup? []		answer [60 to	(US)		
Q4. Are you a member of the Public Se	rvice Leaders G	-] Yes				
[MANAGEDS ONLY - yes on O2]] No] Don't know				
[MANAGERS ONLY – yes on Q3]			ן טסח ניגווסש] Prefer not to a	nswer			
		L.	j Preier not to a	iliswei			
				4:			
		of o	k to	Slightly below capacity – available for more work			
	0	ve	capacity – lots of work to do At capacity – about the right amount of work to do Slightly below capacity – available for mor work Well below capacity – not enough work				
	ē - Ā	abo - Ic	ity e rig	Don'tknow Prefer not to	t to		
	boy ity wo	ity ity	capacity – lots work to do At capacity – about the right amount of wor do Slightly below capacity – available for m work Well below capacity – not enough work				or L
	Well above capacity – too much work	Slightly above capacity – lots or work to do	At capacity work to capacity about the about the do Slightly b capacity work Well bek capacity enough v				Prefer n answer
	We cap mu	Sli cap wo	At abc am do	Sligh capac availa work	cap end	Don'	Pre
Q5. What best describes your current			1				
workload?							
Workload							
Q6. How do you feel about the balance	between your	_	[] Very satisfie	d			
life and your life outside of work?			[] Satisfied				
			[] Neither satis	fied nor dissat	isfied		
			[] Dissatisfied				
			[] Very dissatis	fied			
			[] Don't know				
			[] Prefer not to	answer			
A7 Do you regularly use any flevible w	orking arrango	monto?	[] Work from be	omo [Co to OZo	,1		
Q7. Do you regularly use any flexible w	orking arrangei		[] Work from ho [] Another type			art an	d finish
Diago coloct all that apply to you					•		
Please select all that apply to you			job-sharing, fle				
Dogularly work from home many	ding at least are	I	[] No I don't us	e any nexible w	vork arranger	nents	[60 (0
Regularly work from home means work	_	-	Q8]	[Co to 00]			
home in a typical week. Don't count wo	_	I	[] Don't know		001		
outside of your normal work day, such	as answering a	WOLK	[] Prefer not to	answer [60 to	(V)		
call at home.							
Home could include your own home th	na homo of a fa	mily					
Home could include your own home, the member, or a holiday home.	ie nome or a fa	iiiity					
member, or a nonday nome.							

Q7a. What days of the week are you working from home in a	[] Mo	nday						
typical week?	[] Tuesday							
	[] Wednesday							
Select all that apply to you [] Thursday [] Friday								
Only include days where you spend the majority of your	1	_	//Sunda	V				
working day at home. For example, if you work a full day in	1	_		days tha	t I work	from	home	
the office but also respond to texts after hours <u>don't</u> count				-				
that as a day you work at home.								
				jed Pd		pei	Don't know / Not applicable	
		/ery satisfied		Neither satisfied nor dissatisfied	D.	Very dissatisfied	> a	\$
		tis	<u>8</u>	r sa sat	sfie	ssa	ous	l g _
		\ Sa	isfie	the	sati	y di		fer
How satisfied are you with		/er	Satisfied	Nei	Dissatisfied	Ver	Don't knov applicable	Prefer not to answer
Q8. your pay			,					
Q9. your other employment conditions (e.g. leave, flexible wor	k							
arrangements, other benefits).								
Please indicate how much you agree or disagree with the								ot
following statement.	(lgl	- CI	e no	3ree		See 1	_ ۲	SW
	strongly Igree	Agree	Veither agree no	lisagree	Strongly	disagree	nov nov	refer no: :o answei
One I feel that my pay adequately reflects my performance	St	A	a Z	Ö Ö	2 2	Ö	2 2	1 P
Q9a. I feel that my pay adequately reflects my performance.								
Part B: Te hāpai whakaputaranga Supporting productivit	tv							
	•							
Please indicate how much you agree or disagree with the			ľ					r r
following statements.	gly		er	ree	ngly	ree	+	fer not inswer
	Strongly agree	ree	Neither agree nor	sag	on	disagree	o a	efel an:
	Stı	Agre	Ne ag	i š i di	Stro	dis	Don kno	Pref to a
Q10. In my agency, people are encouraged to speak up when								
they identify a serious risk.								
Q11. I have access to the evidence I need to make good								
decisions.								
Evidence refers to data, analytics, research and evaluation.								
949 Married St. 1, 515 H. 1, 515 H					_	\perp		
Q12. My manager provides me with helpful feedback to								
improve my performance.								
012a My manager supports my team to deliver an what we				-+	+	+		
Q12a. My manager supports my team to deliver on what we are responsible for.								
are responsible for.								
Q12b. My manager cares about delivering good value for					_	-+		
taxpayers.								

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q13. The people in my team are encouraged to come up with new and better ways of doing things.							
Q13a. My team acts on customer feedback to improve our work.							
Customers can include people outside your organisation such as members of the public, people in the care of your organisation, or Ministers. It can also include people inside your organisation who you provide services to, e.g. other teams.							
Q13b. My team discusses mistakes so we can learn from them.							
Q14. The people in my team collaborate to get the job done.							

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer	
Q15. My team has clear work objectives.								
						>	_	
	<u>></u>		ely		_	Don'tknow	Prefer not to answer	
	Extremely		Moderately	ıtly	Not at all	+	er no Ær	
	xtre	Very	lod	Slightly	lot	on,	Prefer n answer	
O15- Overthe lest 12 months have averaged the	Ш	>		<i>(</i>)			те	
Q15a. Over the last 12 months, how successful has								
your team been at achieving its objectives?								
Q15b. What made it hard to achieve the objectives?	[] Changing priorities							
	[] Overly optimistic/unrealistic timelines							
Select all that apply.	[] Not enough resources or people							
			or unnecessa	ary busi	ness proces	sses		
[For those who were moderately, slightly, or not at all in	[]Lack (
Q15a.]			opriate tools o					
			k environmen	ıt (e.g. c	listractions	, not end	ugh	
	meeting							
			n not a good n	natch fo	or work exp	ected of	us	
		, please	e specify:					
Q16. Does the team you manage have the ability to	[]Yes							
work from home?	[] No [G							
			Go to Q17]					
[MANAGERS ONLY, yes to Q3]	[] Prefe	not to	answer [Go to	Q17]				
Q16a. What impact does work from home have on			oductivity					
your team's productivity/ ability to get their work	[] No im							
done in a timely way?			oductivity					
	[]Don't							
[MANAGERS ONLY, yes to Q3]	[] Prefe	not to	answer					
Q17. Please indicate how much you agree or disagree	[] Stron		ee					
with the following statement:	[] Agree							
	[] Neith	er agre	e nor disagree	j				
	[] Disag	ree						

I have the support I need from my organisation to	[] Strongly disagree
manage or improve staff performance that is not	[] Don't know
meeting expectations.	[] Prefer not to answer
[MANAGERS ONLY, yes to Q3]	

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q18. The work I do gives me a sense of accomplishment							
Q19. I am enthusiastic about my job.							
Q20. I would recommend my organisation as a good place to work.							
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q22. I feel that change is managed well within my organisation.							
Q23 . I find it easy to work with colleagues in other agencies to achieve good outcomes.							

Part C: Ngā mātāpono ratonga tūmatanui Public Service principles							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q24. I have a good understanding of what it means to be a politically neutral public servant.							
Q25. I am confident that in my organisation people get jobs based on merit.							
Q26. It is important to me that my organisation is open and transparent with the public.							
Q27. My organisation is working for the long-term good of New Zealand.							
Q27a. It is important to me that my work contributes to the common good.							
Q27b. The work I do contributes to better outcomes for New Zealand.							
Q27c. It is important to me that my agency is careful in how it uses taxpayer money.							

Q28. Are you involved in preparing advice for a Minister?

Q28a. Please indicate how much you agree or disagree with the following statement:

I am confident that my organisation is free and frank in our advice to Ministers.

Yes				No [Go t		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer

Part D: Te pono me te mahi tika Integrity and conduct							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q29. My work colleagues can be trusted to do what is right.							
Q30 . My manager leads by example in ethical behaviour.							
Q31 . The culture in my organisation supports people to act with integrity.							
Q32. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
Q3 3a. The agency I work for supports and actively promotes a workplace where people are respectful towards one another.							
Q33b. I feel accepted as a valued member of the team.							
Q33c. I feel comfortable being myself at work /with my colleagues.							

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?	[] Yes [] No [Go to Q36] [] Don't know [Go to Q36] [] Prefer not to answer [Go to Q36]
 Some examples of unfair treatment: not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability 	

 denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	
Q35. I believe I have been treated unfairly because of my:	[] Gender or sex
	[]Age
Select all that apply	[] Ethnicity, national origin, race or
	colour
	[] Disability
	[] Religious belief
	[] Sexual orientation
	[] Marital or family status
	[] Political opinion
	[] Employment status
	[] Ethical belief
	[] Don't know
	[] Prefer not to answer

Part E: Te hauora, te haumarutanga, me te toiora Health, safety, and wellbeing

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don'tknow	Prefer not to answer
Q36. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q37. Leaders in my organisation demonstrate a commitment to addressing work factors that impact mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							
Q38. My manager cares about my health and wellbeing.							

Please read the following definitions before answering the next question about your own experiences.

Workplace bullying is repeated and unreasonable behaviour directed towards you that can lead to physical or psychological harm. Bullying can be physical, verbal, psychological or social. It can include victimising, humiliating, intimidating or threatening. Workplace bullying **is not**: one-off or occasional instances of rudeness/tactlessness, constructive peer review, a manager requiring reasonable verbal or written work instructions to be carried out, warning or disciplining workers in line with the organisation's code of conduct.

Racial harassment is when someone expresses hostility/ridicules you on the basis of your race, colour, or ethnic or national origin, is hurtful or offensive to you, and it is serious or frequent enough to have a negative effect on your job performance or job satisfaction.

Sexual harassment any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or includes a promise of preferential treatment or a threat of detrimental treatment.

Note this survey is not a reporting survey . To report inappropriate wo information.		_				_		
Q39. During the last 12 months, have workplace?	e you been s	subjected to harassmen	t or bullyin	g in your c	current		Yes	No [Go to Q45]
Note bullying and harassment migh interactions and from people inside	-		t of your w	ork, includ	ding onli	ine		₹ ,0]
222 What I was the grant and a	U 1 altal						عدداده	U slana
Q40. What type of harassment or bu	illying aia yo	ou experience:					apply	all that
a. Verbal abuse (e.g. offensive langu	age directed	d toward me, derogator	/ remarks, s	shouting)			**F1-'-'	
b . Deliberate exclusion from work-re	elated activi	ties						
c. Interference with work tasks (e.g.	withholding	g needed information, u	nderminin	g or sabota	age)			
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)								
e. Given tasks with unreasonable or	impossible	targets or deadlines						
f. Interference with my personal pro	perty or wo	rk equipment						
g. Physical assault, or threats of viol	ence/physic	cal abuse						
h. Hostility/ridicule because of my r	ace, colour,	ethnic group, or nation	al origin					
i. Sexual harassment (e.g. unwanted online, pressure for sex)	d sexual rem	arks/jokes, unwanted s	exually exp	licit mateı	rial shar	ed		
j. Other								
k. Prefer not to answer								
[For each yes in Q40, show Q41 with pi	ped text sho	wing item.]						
Q41. How often did the bullying or	One time		Monthly	Weekly	Daily	Don't	Pr	efer not
harassment happen?		last 12 months				know	to	answer
242 Who was responsible for the h	···lluing or ha	mont?			So	1 a c t a l l t	·hat anı	
Q42. Who was responsible for the bullying or harassment? Select all the select							.Mat apj	Jly
b. Someone more senior (other than	n my manag	er)						
c. One or more of my direct reports	<u>, </u>	/						
d. Another co-worker in my current	agency not l	isted above						
e. Client, customer, or person in our								
f. A member of the public								-
g. Colleague from another governm	ent agency							
h. Minister or ministerial office staff	that I have o	direct contact with				<u> </u>		_

Q43. Did you report the bullying or harassment?	[] I reported the behaviour [skip to Q45]
	[] I'm considering whether or not to report the behaviour
	[] I decided not to report the behaviour
	[] Don't know
	[] Prefer not to answer
Q44. Why didn't you report the bullying or harassment?	[] I didn't want to upset relationships in the workplace
	[] I did not have any evidence

i. Contractor/consultant/service provider

j. Don't know

k. Prefer not to answer

Select all that apply	[] It cou	ld affect	my caree	er						
[] I did not think action would be taken										
	[] The issue was resolved informally									
	[] I didn't think the behaviour was serious enough to report it						it			
	[] Mana									
	[] It was	not wor	th the ha	ssle o	f going	g thro	ugh th	ne rep	orting	
	process									
	[]Iwas		•		retalia	ation (or rep	risals		
	[]Ididn									
	[] Some	one else	reported	the t	enavi	our so	l didi	n't na	ve to	
	[] Other	know								
	[] Don't know [] Prefer not to answer									
	[] I refer not to answer									
						Strongly disagree				
	ree		ee I			sag		≥ 0	o,	
	/ ag		agr		(I)	/ di	+ Ca7	2 †	1	
)gr	Φ	ner gre		gre	Jgr			i I	
	Strongly agree	Agree	Neither agree nor disagree		Disagree	trol	, 20	5 3	answer	
	S	4	2 0			S		2 6	ъ в	
Q45. I am satisfied with how matters related to										
bullying/harassment are resolved in my organisation.										
									>	
						ıes	/er		t know	Prefer not to
				S/		tin	y e	_		rnc
					Often	Sometimes	Hardly ever	Never	Don'	efe
Always Often Sometii Never Don't						ŏ	Pr			
Q46. In the last 12 months, how often would you say you	ı have expe	erienced	work							
stress?										
Work stress is when being at work, or the work itself, makes you feel tense,										

Show box below to all respondents:

anxious, or less able to cope.

If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program (EAP), or access support from services such as:

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline <u>0800 111 757</u> or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Q50. I have access to employee led networks relevant to me.

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer

Examples of employee led networks include disability networks, rainbow networks, or networks for ethnic groups. These might be within your agency or crossagency.									
Part F. Te whakapiki pūkenga Skills and development									
raitr. Te wiiakapiki pukeliga 3kills aliu uevelopiilelit									
Q51. Thinking about your current role, which of the following best describes how you feel about your skills?	[] My [] I h	eed furth	atch v skills t v	well w	th the v	vork I d	lo	ing w	ork
Q52. In the last 12 months, have you done any training related to your job such as courses, study, or on the job training? On the job training is training at work, undertaken while also desired the study is to see the first base of the study in the second of contraction.		s · ·n't know efer not t	√ to ans	wer					
doing the actual job, to gain skills needed for that job.									
Please rate your level of agreement with the following stateme	ents.		Strongly agree	gree	Veither agree nor disagree	Disagree	Strongly disagree	Don' tknow	Prefer not to answer
Q53. I have access to the learning and development I need to d	do my job	well <mark>.</mark>	Š	Ϋ́	ŽČ		₽ G	۵	a a
Q54. I am encouraged and supported to apply for development opportunities (e.g. other roles, secondments, senior positions)).								
Q55. I am satisfied with my career development opportunities									
<mark>Part G</mark> : Ngā āheinga o ngāi Māori me te Karauna Māori Crow	n capabi	lity							
Māori in day-to-day conversation? [] Well – I can [] Fairly well – [] Not very we [] No more tha [] Don't know	[] Well – I can talk about many things in te reo Māori [] Fairly well – I can talk about some things in te reo Māori [] Not very well – I can only talk about simple/basic things in te reo Māori [] No more than a few words or phrases (including none at all) [Go to Q58]								

] Monthly

[] Never [] Don't know

] A few times a year

] Prefer not to answer

e reo Māori?

Microsoft Teams chats) in your answer.

Please include both spoken and written te reo Māori (e.g. emails or

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.							
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59. I am encouraged and supported to engage with Māori and to understand Māori perspectives.							
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62. Staff are encouraged to use te reo Māori.							
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							
Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							
Part H. Te āhuareka o te mahi me ngā mahere mō anamata Job satisfaction and future plans							

Part H. Te āhuareka o te mahi m	e ngā mahere mō anamata Job satisfaction and future plans
Q65. Thinking now about all	[] Very satisfied
aspects of your job, overall, how	[] Satisfied
do you feel about your work?	[] Neither satisfied nor dissatisfied
do you rectubout your work.	[] Dissatisfied
	[] Very dissatisfied
	[] Don't know
	[] Prefer not to answer
	[] I have no immediate plans to leave my current position [Go to Q67]
Q66. Which of the following	[] I am actively applying for another role/other roles now-[Go to Q66a]
statements best describes your	[] In the next 12 months I expect to apply for a different role-[Go to Q66a]
current situation?	[] In the next 12 months I want to do a secondment or temporary move within my
	agency or in another agency[Go to Q66a]
Please select one category only	[] I expect to leave the NZ workforce within the next 12 months (e.g. due to
	retirement or moving overseas) [Go to Q67]
	[] I would like to change jobs but do not believe I can [Go to Q66a]
	[] Don't know [Go to Q67]
	[] Prefer not to answer [Go to Q67]

Q66a. Why are you considering leaving your	[] Job impacted by change process/restructuring
role?	[] Fixed term job ending
Select all that apply	[] Unable to balance caring responsibilities
	[] Lack of career progression opportunities
	[] Lack of professional development / training opportunities
	[] Lack of job security
	[] Unsatisfied with pay/remuneration
	[] Unsatisfied with flexible work arrangements
	[] Work location
	[] More interesting work
	[] Workload too high
	[] Work not aligned with my job skills, experience or training

	[] Quality of workplace relationships/ social environment at work
	[] Quality of leadership/management
	[] Bullying or other negative workplace behaviour
	[] Organisation is not accommodating of my disability
	[] Other, please specify:
Part I: Mōu ake About you	
We want to understand more about you, your expe	eriences and how these may vary across Public Service groups. This will
inform a wide range of Public Service work in area	s like diversity and inclusion, gender and ethnic pay gaps, pay equity,
disability support, talent development.	
Some of the questions in this section are quite per	rsonal (religion, sexual orientation, physical health, neurodiversity, and
mental health), we ask everyone these questions b	pecause they enable us to understand how much the Public Service is
representative of the diversity of New Zealand and	how experiences are different (or the same) for different groups.
All questions in the survey are voluntary, if you fee	el uncomfortable about answering, you can select the 'prefer not to
answer' option for that question.	t uncomfortable about answering, you can select the prefer not to
Q67. How old are you?	[] Under 20 years
	[] 20 to 24 years
	[] 25 to 29 years
	[] 30 to 34 years
	[] 35 to 39 years
	[] 40 to 44 years
	[] 45 to 49 years
	[] 50 to 54 years
	[] 55 to 59 years
	[] 60 to 64 years
	[] 65 to 69 years
	[] 70 years or over
	[] Prefer not to answer
Q68. What is your gender?	Please select all that apply.
	[] Female
	[] Male
	[] Another Gender, please state:
	[] Don't know
	[] Prefer not to answer
Q69. What ethnic group(s) do you belong to?	Select all that apply to you.
	[] New Zealand European
	[] Māori
	[] Samoan
	[] Cook Islands Maori
	[] Tongan
	[] Niuean
	[] Chinese
	[] Indian
	[] Other, e.g. Dutch, Japanese, Tokelauan. Please specify:
	[] Prefer not to answer
Q70. Are you descended from Māori (that is, did	[] Yes
you have a Māori birth parent, grandparent or	[] No [Go to Q71]
great-grandparent, etc)?	[] Don't know [Go to Q71]

[] Prefer not to answer [Go to Q71]

Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".	Iwi: AUTO-SUGGE Region: OPEN TEX [] Don't know [] Prefer not to a	XT							
And do you identify with any other iwi? If not, leave the box below blank. [Use iwi list based on StatsNZ aria tool]									
And which region / rohe do your [insert] iwi come from?	Region: OPEN TEX [] Don't know [] Prefer not to a								
We want to better understand the diversity of our w long-term physical or sensory impairment, and mer six months or more). Responses will inform impro As with all questions in Te Taunaki, if you feel uncornot to answer' option.	ntal health and neu evements to the wo	irodivergen orking enviro	t conditions onment for	s (long-tern public serva	nts.	_			
Q71. These questions below are from the Washington Set on Functioning. This is an internationally tested tool that is designed to compare outcomes for disabled people and estimate differences in the characteristic disabled and non-disabled populations. a. Do you have difficulty seeing, even if wearing glass.	measurement bled and non- aracteristics of	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer			
b. Do you have difficulty hearing, even if using a hear									
c. Do you have difficulty walking or climbing steps?	_								
d. Using your usual language, do you have difficulty for example understanding or being understood?									
e. Do you have difficulty remembering or concentra	iting?								
f. Do you have difficulty with self-care, such as wash dressing?	ning all over or								
Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition? Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.			[] Yes [] No [Go to Q73] [] Don't know [Go to Q73] [] Prefer not to answer [Go to Q73]						
Q72a. Being neurodivergent, how much difficulty d with work activities?	ergent, how much difficulty do you experience			e [] No difficulty [] Some difficulty [] A lot of difficulty [] Cannot complete certain activities at all [] Don't know [] Prefer not to answer					
Q73. Do you consider yourself to have, and/or are y diagnosed as having a mental health condition?	ou currently	[] Yes							
5 6 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2		[] No [Go	to 0741						

Mental health conditions include things like anxiety, depression,	[] Don't know <i>[Go to Q74]</i>
bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD)	[] Prefer not to answer [Go to Q 74]
and other conditions not listed here.	
Q73a . Having a mental health condition, how much difficulty do you	[] No difficulty
experience with work activities?	[] Some difficulty
·	[] A lot of difficulty
	[] Cannot complete certain activities at all
	[] Don't know
	[] Prefer not to answer
Q74. Do you identify as a disabled person?	[] Yes
	[] No
	[] Don't know
	[] Prefer not to answer
Q74a. Do you identify as tangata whaikaha Māori?	[] Yes
	[-] No
	[] Don't know
	[] Prefer not to answer
The following questions ask about workplace supports or accommod	
made to work arrangements, workstations, shared facilities, building	entry and exit points, quiet zones, and specialist
software.	
If you need personal support from your organisation, please talk to yo	our manager. Results from the survey are shared in a
way that does not identify individuals.	our manager. Results from the survey are shared in a
way that does not identify individuals.	[] //
	[]Yes
Q75. Do you use or require any workplace supports or	[] No <i>[Go to Q78]</i>
accommodation(s) for your health condition, disability, or	[] Don't know <i>[Go to Q 78]</i>
impairment?	[] Prefer not to answer [Go to Q78]
[Only show to those who respond with some/a lot/ cannot do at all to	
Q71a b c d e f, Q72a, 73a or yes to Q74 <mark>or Q74a</mark>]	
Q76. Have you talked to your employer about your workplace	[] Voc
	[]Yes
supports or accommodation needs?	[] No
	[] Don't know
	[] Prefer not to answer
Q77. Please rate your satisfaction with how your organisation has	[] Vary satisfied
	[] Very satisfied
responded to your needs or supports you to carry out work	[] Satisfied
activities.	[] Neither satisfied nor dissatisfied
	[] Dissatisfied
If you would like to comment about this, there is space at the end of	[] Very dissatisfied
the survey for comments.	·
•	[] Don't know
	[] Prefer not to answer
Q78. Do you identify as Lesbian, Gay, Bisexual, Transgender and/or	[] Yes
gender diverse, Intersex, Queer, Questioning and/or Asexual	[] No
(LGBTIQA+)?	[] Don't know
	[] Prefer not to answer

Q79. Are you transgender? Transgender is an umbrella term that refers to people whose gender	[] Heterosexual or straight [] Gay or lesbian [] Bisexual [] Another identity please specify [] Don't know [] Prefer not to answer [] Yes [] No [] Don't know
is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves. Q80. Were you born with a variation of sex characteristics (otherwise)	[-] Prefer not to answer
Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	[] No [] Don't know [] Prefer not to answer
Q81. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?	[] No one does [] Few people do [] Some people do, some people don't
[only show if yes to transgender, OR intersex, OR multiple or another gender selected previously asked to all participants]	[] Most people do [] Everyone does [] Don't know [] Prefer not to answer
Q82. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	[] Yes [] No [] Prefer not to answer
Q83. What is your religion?	AUTO-SUGGEST [to include 'none', 'no religion',
Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	'agnostic', 'atheist', 'prefer not to answer', etc]
Q84. In which language(s) could you have a conversation about a lot of everyday things?	Please select all that apply. [] English [] Te reo Māori [] New Zealand Sign Language [] Samoan [] Other language(s) – please specify (eg Gujarati, Cantonese, Greek) [] Don't know [] Prefer not to answer
Q85. What is your highest qualification?	[] No Qualifications [] High School/Secondary School Qualification [] Level 1 to 4 Certificate [] Level 5 or 6 Diploma [] Bachelor's Degree or Level 7 Qualification [] Bachelor Honours Degree or Postgraduate Certificate/Diploma [] Master's Degree

	[] Other – please specify
	[] Don't know
	[] Prefer not to answer
Part J Ō tākupu Your comments	
	ry to share more of your thoughts on one of the topics we have already asked
about, or you may choose to write about some	
Q86. Is there anything you would like to comm	ent on?
All comments will be made available to	
your agency's Te Taunaki Census contact,	
verbatim (word for word, as written). So to	
help ensure confidentiality, please don't	
include any personal details about yourself	
or others in your answer.	
To further protect your anonymity, any	
reporting of comments will be done on a	
grouped basis. For example, if a particular	
demographic group (ethnic group, gender,	
etc) has less than 30 respondents the	
agency will not be able to see comments	
attributed to that group.	
Your comments will also be used for	
research about the whole Public Service	

research about the whole Public Service but will not be reported in such a way that any individual can be identified. For example, a quote could be attributed to a "female public servant" but not reference an agency.

Please note, if you indicate you are a threat to yourself or others, safeguarding measures will be triggered. Your privacy will be over-ridden so someone from Research NZ or your agency can contact you to perform a wellness check.

Remember the page will time out after 30 minutes, so save your progress.