



Te Kawa Mataaho

Public Service Commission

30 May 2025

9(2)(a) privacy

9(2)(a) privacy

Official Information Request

Our Ref: PSCR 2025-0312

Further to our response of 24 April 2025, please find outlined in the tables below the documents we advised we were preparing for release to you.

Information publicly available

Please find listed in the table below documents within scope of your request, that are now publicly available on the Public Service Commission's website at the links provided in the table below.

Item	Date	Document Description	Link
1.	18 December 2023	2023-0313 – REPORT – Public Service Census 2024	2023-0313-REPORT-Public-Service-Census-2024.pdf
2.	11 March 2024	2024-0072 – REPORT – Public Service Census 2024	2024-0072-REPORT-Public-Service-Census-2024.pdf

Information being released - Correspondence with agencies

Please find enclosed the documents listed in the table below.

Item	Date	Document Description	Decision
3.	2023	SPREADSHEET – Collated feedback from: <ul style="list-style-type: none">- Whaikaha- The Treasury- Ministry of Social Development- Cancer Control Agency- Inland Revenue Department- Ministry of Business, Innovation and Employment	Released in full

		<ul style="list-style-type: none"> - Ministry for Pacific Peoples - Oranga Tamariki - The Government Health and Safety Lead - Ministry for Primary Industries - Department of Prime Minister and Cabinet - Ministry of Defence - Pou Tangata Moana (formerly the cross agency Pacific Public Servants employee led network) - Cross Agency Rainbow Network (CARN) 	
4.	Various	EMAILS – From the Public Service Commission to agencies seeking feedback	Released in part
5.	Various	EMAILS – From agencies to the Public Service Commission providing feedback <ul style="list-style-type: none"> - Additional feedback from the Government Health and Safety Lead - The Human Rights Commission - Te Taura Whiri - Te Arawhiti - Statistics New Zealand 	Released in part

As advised in our response of 24 April 2025, we have decided to release the documents listed above, subject to information being withheld under under the following sections of the OIA, as applicable:

- section 9(2)(a) - to protect the privacy of individuals, including that of deceased natural persons.
- section 9(2)(g) – to maintain the effective conduct of public affairs through the free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any public service agency or organisation in the course of their duty.

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

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

From: [Aidan Smith](#)
To: [Amelia Thompson \(Millie\)](#)
Subject: RE: Census feedback
Date: Wednesday, 30 August 2023 10:58:00 am
Attachments: [Te Taunaki 2024 Questionnaire Consultation Draft.docx](#)
[image001.png](#)

Kia ora Millie,

Thanks for that feedback. Attached is the current draft of the survey, taking in suggestions where possible. If you see anything in there that you want to suggest a rewording for, let me know. I've got time with leaders from my area later this week, and hope to take it to the Commissioner next week if I can get time with him.

For the moment, please keep this version close hold. When I've got Commissioner green light, I'll send you a new consultation draft that you can pass on to your contacts to keep them in the loop. But I wanted you to see where it currently stands. I noted John Fitzgerald's comments on the PSC 4, but still don't think it's a good fit for us because of the jargon and the question on productivity vs mental health due to wider contextual reasons. I'm hoping the new questions I've added based on the feedback will tap into a similar construct.

Ngā mihi,

Aidan

From: Amelia Thompson (Millie)
Sent: Wednesday, August 30, 2023 10:43 AM
To: Aidan Smith
Subject: RE: Census feedback

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

And final one (MBIE) added to table below.

Thanks

From: Amelia Thompson (Millie)
Sent: Tuesday, 29 August 2023 7:32 pm
To: 'Aidan Smith' <aidan.smith@publicservice.govt.nz>
Subject: RE: Census feedback

Hi Aidan

I've added in the additional feedback from the others (see red below).

As expected – it's in line with the others. If there is any wiggle room in the HS&W domain and you'd like to chat further then let me know – I would be happy to pull in John from WorkSafe and Chris from Corrections to test some ideas too (both are very good in this space; Chris advises a lot of organisations on H&S and wellbeing matters and is exceptionally knowledgeable and good at simplifying these things).

Thanks

From: Aidan Smith <aidan.smith@publicservice.govt.nz>
Sent: Tuesday, 29 August 2023 8:13 am
To: Amelia Thompson (Millie) <Amelia.Thompson@mpi.govt.nz>
Subject: RE: Census feedback

Kia ora Millie,

Thanks for that feedback it's really helpful. Sorry I thought I responded on Friday but I don't think I did. I've taken on board a range of ideas from the suggestions, and if further feedback comes through I'm happy for you to send it along. I'm trying to get the draft through my leadership next

week so I can send out to you and other system leads, as well as agencies, for their feedback.
Ngā mihi,
Aidan

From: Amelia Thompson (Millie) <Amelia.Thompson@mpi.govt.nz>

Sent: Friday, August 25, 2023 1:25 PM

To: Aidan Smith <aidan.smith@publicservice.govt.nz>

Subject: Census feedback

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

Hi Aidan

Thanks for the opportunity to comment on the Census.

I have attached the feedback from WorkSafe and GHSL (comments in document as well as table below). I also approached several of our agencies Heads of H&S who grateful for the opportunity to comment – where I have so far received written feedback I have included it, however I am still waiting on the written feedback from three people). There was general consensus that there is a real gap in the census and that H&S/mentally healthy work haven't really been addressed and it is missed opportunity if we don't include this. I understand the opportunity here was to explore the addition of questions relating to negative behaviours (and potentially wellbeing) but it would be great if a slightly broader section could be introduced (i.e. Health, Safety and Wellbeing) that encompasses this – even if this time round we don't get to add in all the questions we want (it may allow for future H&S questions or additional mentally healthy work questions while in the meantime correctly housing the negative workplace behaviours questions and potential psychosocial risk management ones). Negative workplace behaviours should be considered as a workplace risk, thus appropriate to place under a HS&W section. The key themes in our feedback are:

- Consider expanding the *Wellbeing* section to *Health, Safety, and Wellbeing*
- Include a more targeted question on psychological H&S (mentally healthy work) within this section (see examples in comments)
- There was general support for the negative behaviours questions (but agreement this is a H&S matter so appropriate to put under this heading)
- If possible, include a question relating to broader health and safety too

Agency	Feedback
GHSL (Director GHSL and Principal Advisor H&S) <i>In addition to comments from Principal Advisor MHW within document</i>	<ul style="list-style-type: none">• In the Wellbeing section: Yes, I'd look to change the heading to Health, Safety and Wellbeing and have a catch all question where they are rating their agencies commitment to providing the highest level of protection from risks to their health, safety and wellbeing. It's worth thinking about then adding a free text box, if a negative response is given, about which areas are of greatest concern i.e. Health Risks, Safety Risks, or Wellbeing/Psychosocial risks• I agree it would be good to have a PSC related question – I like Millie's proposed question: "Leaders in my organisation demonstrate a commitment to continuously improving how they manage work-related mental health risks" and would consider dropping the other suggestions, as they are a possible distraction.

	<p>Q63 – I agree it isn't just about feeling safe to speak up but also believing action will be taken.</p> <ul style="list-style-type: none"> • Q74 – Agree, three options would be better • Q78 - Yes, I think it would be useful to add something like: "work is negatively impacting my wellbeing" as an option <p>Happy to discuss</p>
WorkSafe (Director Mentally Healthy Work)	<p>Hi Millie,</p> <p>I have added a couple of comments, hope these are helpful. The survey doesn't really step into the Health & Safety domain, nothing about physical safety and only a light coverage of psychosocial risks. We know that psychosocial factors are a significant risk in the public sector, e.g., occupational violence, the emotional content of the work, etc. Unfortunately, these topics are not covered, although I understand this is a very broad survey and cannot go into depth.</p> <p>It would have been a real point of difference to add the four PSC items (PSC-4), a major step forward in understanding how the public sector is doing at looking after the mental health of its workers. As you know Maureen Dollard has a lot of data now about PSC being a 'cause of causes' with a high association between PSC and a wide range of wellbeing indicators. It would put us at the front of the international field in both collecting these data and signalling the importance of worker wellbeing. Because of our size we have the opportunity to 'shift the curve' rather than always looking for intermediate solutions. When do we ever get the opportunity to survey an entire sector that we know has high risk exposure, using a tool which is so brief, elegant and well researched (the answer is never). I guess we will need to wait for another opportunity.</p> <p>Thanks for the opportunity to contribute.</p> <p>Regards,</p> <p>John Fitzgerald</p>
Department of Corrections (Chief Safety & Wellbeing Officer)	<p>Thanks Millie.</p> <p>Very supportive of a specific health, safety and wellbeing section (rather than just a 'wellbeing' section).</p> <p>Re questions: I prefer the following question from your suggestions: <i>'Leaders in my organisation demonstrate a commitment to addressing work factors that impact my mental health (e.g. workload, workplace relationships)'</i>. Can we please expand the examples in the brackets to include something about traumatic or distressing work activities/events please.</p> <p>If we were able to add a number of questions into the census relating to health and safety, I'd propose questions relating to goal conflict (e.g., people experience a conflict between getting all of</p>

	<p>their work done on time and following all safety requirements; leaders routinely prioritise productivity over safety), just culture (e.g., leaders in the organisation prioritise learning rather than blaming people when things go wrong), etc.</p> <p>However, if we could only have one H&S question to ask, I'd suggest one based around safety climate (as it underpins everything else such as risk management, etc). Could be something along the lines of:</p> <p><i>'Through their actions and decisions, leaders in my organisation visibly demonstrate a commitment to continuously improving health and safety'.</i></p> <p>Just thoughts.</p> <p>Thanks</p> <p>Chris Jones</p>
Ministry for Social Development (General Manager Health, Safety, Wellbeing and Security)	<p>Kia ora Millie</p> <p>Thanks for the opportunity to input into this. I agree with your comments and suggestions around better ways to ask the questions they have included. Certainly about more general H&S information, but especially around how safe people feel at work (particularly public facing organisations) given the level of aggression towards retailers we are seeing in the public domain. One additional question I'd be interested to know about is whether people feel organisations have provided an effective mechanism to report the impacts of work on their mental health (I know this is a gap for MSD) and if there is already an effective mechanism in place what the likelihood of people using it to report when they feel their mental health is being impacted by work is – probably better words than this, but my point is that we need better visibility.</p> <p>Thanks again</p> <p>Have a great weekend</p> <p>Pauline</p>
Ministry for Primary Industries (Director Health Safety and Wellbeing)	<p>Thanks Millie</p> <p>I also support Chris' suggestions – it seems like he has done the mahi for us</p> <p>The only comment I have is in regard to the suggested questions : <i>'Leaders in my organisation demonstrate a commitment to addressing work factors that impact my mental health'</i> are we trying to target work factors at a system level, individual level or both? I think that we use the examples of workload and workplace relationships people will drop down to the individual level (naturally we think about how this affects me) and respondents will find it difficult to lift up to a systems level. Maybe individual data is what you are seeking?</p> <p>Another way of framing this question could be : <i>'Leaders in my organisation demonstrate a commitment to addressing work factors</i></p>

	<p><i>that impact my mental health in the following ways'</i> with a tick box list selection to choose from? It might provide some data on both whether there is a commitment and how that commitment is demonstrated.</p> <p>If possible I would support a number of questions being included.</p> <p>Ngā mihi Jeanette</p>
Customs NZ (General Manager Health Safety and Wellbeing)	<p>Hi Millie</p> <p>Agree with Chris's suggestions – especially like the nuances in yellow</p> <p>Be interesting to see the results. I note a number of the other questions also feed the broader measures for assessing climate and culture that impact wellbeing so when we review let's also look wider than 'our questions'</p> <p>Have a good weekend</p> <p>Rachael Ngā mihi</p>
MBIE (General Manager Health Safety and Wellbeing)	<p>Kia ora Millie,</p> <p>Thank you for the opportunity to view the questions and provide feedback.</p> <p>I am supportive of all the feedback given by others that I was copied in on. (Chris, Rachel, and Jeanette)</p> <p>I definitely agree that having a Wellbeing, Health and Safety Section is preferable. I believe there is an unconscious bias that 'wellbeing' in isolation is viewed as an optional extra by many – a nice to have. Whereas having it included in the context of wellbeing, health and safety gives it the gravitas of compliance.</p> <p>Regarding Question 60 – I am comfortable with asking the question the way it was framed but in my experience all stress is multifaceted and includes an element of work related stress but also other stressors that are not work related. Stress has complex origins and complex impacts. I am more inclined to frame the question around have you experienced stress that has impacted your work?</p> <p>With Question 61 I would make it clear whether we are talking about what we have experienced personally (i.e. on the receiving end) or what we have observed. By asking have you 'experienced'? could be interpreted in two different ways by the survey takers and thereby the metrics produced may be of little value as someone may have 'experienced' it by seeing what others have been subjected to.</p>

I didn't want to hold things up for you by waiting on the written replies from these heads of H&S so I've decided to send through the feedback as it is now – however once I receive their comments (which I understand will largely be in alignment with the previous comments) shall I still send them through?

Let me know if you want to chat and discuss any of the above further.

Thanks – hope you have a great weekend!

Millie

Millie Thompson | Principal Adviser Mentally Healthy Work
Government Health and Safety Lead
Ministry for Primary Industries / Manatū Ahu Matua

Pastoral House, Level 9, 25 The Terrace | Wellington

M: 9(2)(a) privacy | 0800 HS LEAD

healthandsafety.govt.nz | [LinkedIn](#)



Note: I work flexibly and may send emails outside regular office hours – I do not expect you to read or respond to my emails outside your normal hours.

This email message and any attachment(s) is intended solely for the addressee(s) named above. The information it contains may be classified and may be legally privileged. Unauthorised use of the message, or the information it contains, may be unlawful. If you have received this message by mistake please call the sender immediately on 64 4 8940100 or notify us by return email and erase the original message and attachments. Thank you.

The Ministry for Primary Industries accepts no responsibility for changes made to this email or to any attachments after transmission from the office.

.....
Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

This email message and any attachment(s) is intended solely for the addressee(s) named above. The information it contains may be classified and may be legally privileged. Unauthorised use of the message, or the information it contains, may be unlawful. If you have received this message by mistake please call the sender immediately on 64 4 8940100 or notify us by return email and erase the original message and attachments. Thank you.

The Ministry for Primary Industries accepts no responsibility for changes made to this email or to any attachments after transmission from the office.

From: Census
Sent: Friday, September 8, 2023 12:11 PM
To: Census <census@publicservice.govt.nz>
Cc: Sarah Kirkham <Sarah.Kirkham@publicservice.govt.nz>
Subject: Draft 2024 Te Tauraki questionnaire for your feedback by 29 Sept

Kia ora koutou,

We are happy to share the draft 2024 Te Tauraki questionnaire (attached). We welcome any feedback by close of business Friday 29 September. Any input received will be considered for the revision of the survey.

It would be helpful for us know if any of the survey questions are of concern for you and if any of the topics are particularly useful for your work. Did we miss or remove a question you really needed?

You are welcome to share with others in your organisation who might add to your feedback (e.g. health and safety, research, diversity/inclusion, Māori Crown capability, organisational development, leadership).

In developing this draft, we took on board feedback received from agencies in the evaluation of the first Te Tauraki, as well as input we had on what topics would be of use to you. Feedback on the first Te Tauraki was that survey length of 20 minutes is longer than ideal, so we've removed questions to make space for the new topics added. My best guess is that this draft survey will be 20 minutes or shorter, but we won't know for sure until it's put online by our researcher provider.

Outline of changes compared to 2021 Te Tauraki questionnaire:

- Updates to match demographic questions to align with New Zealand Census 2023
- Removal of questions on: migrant status, desire for more flexible work, use of parental leave, type of caring responsibilities, balancing caring responsibilities/work, time in Public Service, number of agencies worked for, some inclusion questions, skills match, learning/development to support transition to current role, clarity of te reo goals of agency, leaders use of te reo, personal value of te reo, visibility of tikanga in workplace, reasons for staying in the Public Service
- Added questions on: workload, stress, bullying, racial harassment and sexual harassment, leadership support for health and safety, speaking up about negative workplace behaviour, satisfaction with pay and employment conditions, perceived team productivity, team cooperation, engagement, innovation, career aspirations, Public Service principles, management of poor performance, interest in and barriers to temporary moves, reasons for leaving
- Proposed matching of limited workforce data variables and removal of survey questions on: occupational group, location, tier, contract term, contracted total weekly hours, FTE/part time, employment start date. Proposed match on large (100+) organisational unit, note employee experience questions could be reported to large units, but personal/demographic questions would not be
- Increased use of branching- e.g. only people starting in the last three years are asked reason for joining
- Work still underway with Whaikaha and Stats NZ about the measurement of disability, we expect further questions to be added/changed for that topic

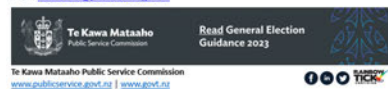
That's quite a lot, so we are inviting you to an online drop-in session to ask questions/discuss. You'll be invited to all three, but you should attend just one that suits your schedule. If none of the times work and you'd like to talk more let us know.


In non-questionnaire news, the PIA is nearly there and will be shared with you next. We are still negotiating the contract with the preferred research supplier and will be able to share cost for bespoke questions and Crown agents as soon as that's signed.

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)
Kaitiaki Mātāmua | Principal Advisor, Insights
Te Raukaki me te Kaupapa Here | Strategy & Policy Group
Imēra: aidan.smith@publicservice.govt.nz



From: [Aidan Smith](#)
To:  @tikatangata.org.nz; [Oliver Christeller](#); [Kat Eghdamian](#)
Cc: [Sarah Kirkham](#); [Josh Masson](#)
Subject: Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept
Date: Friday, 8 September 2023 12:52:00 pm
Attachments: [Te Taunaki 2024 Questionnaire Draft External Consultation.docx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Kia ora koutou,
It was a pleasure to meet you all this morning. We are happy to share the draft 2024 Te Taunaki questionnaire (attached). As discussed, it would be helpful to have your advice on whether discrimination should be added as a topic, and if so, what questions you might recommend. The survey length is very much under pressure, so it's unlikely we have space to add very much on a new topic, but your perspectives on this issue will be shared with the Commissioner for him to take into consideration.

We welcome any feedback by close of business Friday 29 September.

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)
Kaitohutohu Mātāmua | Principal Advisor, Insights
Te Rautaki me te Kaupapa Here | Strategy & Policy Group

Īmēra: aidan.smith@publicservice.govt.nz

Image



Te Kawa Mataaho Public Service Commission
www.publicservice.govt.nz | www.govt.nz



From: [Kerri Kruse](#)
To: [Aidan Smith](#); [Oliver Christeller](#); [Kat Eghdamian](#)
Cc: [Sarah Kirkham](#); [Josh Masson](#)
Subject: RE: Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept
Date: Thursday, 28 September 2023 5:25:29 pm
Attachments: [image006.png](#)
[image007.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[HRC suggested discrimination question for Public Service Census 2024.docx](#)
[Te Taunaki 2024 Questionnaire Draft External Consultation HRC feedback.docx](#)

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

Kia ora koutou

Many thank for the opportunity to review your Census questionnaire and to suggest content for a potential question on discrimination.

We have provided some minor suggestions to the bullying and harassment questions -see comments in the second attachment.

We've also drafted a discrimination question that attempts to capture typical discriminatory behaviours in the workplace (without using the word discrimination, similar to how we ask about bullying and harassment). We acknowledge that space is limited, so you may wish to use only parts of the question (or none of it). Also to note, as I'm sure you're aware, is the fact that some of these behaviours may be a combination of bullying/harassment/discrimination (e.g. excluding someone from activities), but we suspect you may only wish to ask about it in one of the questions for brevity purposes.

We hope that's useful, and feel free to let us know if you have any questions. Just FYI I'm on leave next week.

Best wishes for your survey!

Ngā mihi
Kerri



Kerri Kruse

Pronouns: [she/her](#) | See: www.mypronouns.org
Research and Evaluation Lead | Kaitātaki Rangahau me te Arotake
Te Kāhui Tika Tangata | New Zealand Human Rights Commission

9(2)(a) privacy

e: 9(2)(a) privacy@tikatangata.org.nz | w: www.tikatangata.org.nz

a: PO Box 10424, Wellington 6140



This message may contain information that is confidential or legally privileged. If you have received this email in error please contact the sender immediately. You do not have permission to use or disclose this information if the email is not addressed to you.

Please consider the environment before printing this email

From: Aidan Smith <aidan.smith@publicservice.govt.nz>

Sent: Friday, September 8, 2023 12:53 PM

To: Kerri Kruse 9(2)(a) privacy@tikatangata.org.nz; Oliver Christeller 9(2)(a) privacy@tikatangata.org.nz; Kat Eghdamian 9(2)(a) privacy@tikatangata.org.nz

Cc: Sarah Kirkham <Sarah.Kirkham@publicservice.govt.nz>; Josh Masson <Josh.Masson@publicservice.govt.nz>

Subject: Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept

[CAUTION: This email originated from outside of the organisation. Do not click links or open attachments unless you recognise the sender and know the content is safe.]

Kia ora koutou,

It was a pleasure to meet you all this morning. We are happy to share the draft 2024 Te Taunaki questionnaire (attached). As discussed, it would be helpful to have your advice on whether discrimination should be added as a topic, and if so, what questions you might recommend. The survey length is very much under pressure, so it's unlikely we have space to add very much on a new topic, but your perspectives on this issue will be shared with the Commissioner for him to take into consideration.


We welcome any feedback by close of business Friday 29 September.

Ngā mihi,


Aidan

Aidan Smith, PhD (she/her)
Kaitohutohu Mātāmua | Principal Advisor, Insights
Te Rautaki me te Kaupapa Here | Strategy & Policy Group
īmēra: aidan.smith@publicservice.govt.nz

Image



Te Kawa Mataaho Public Service Commission
www.publicservice.govt.nz | www.govt.nz



.....
Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

Possible discrimination questions to include in Te Taunaki, Public Service Census 2024

(Proposed by Te Kahui Tika Tangata, Human Rights Commission, Sept 2023)

Over the last 12 months, have you experienced any of these kinds of unfair treatment in your workplace that you think was **due to a personal characteristic** such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religion, etc?

- You were not selected for a job you applied for (either not selected for an interview, or not selected as the preferred candidate after an interview)
- You were passed over for a career opportunity, e.g. training, conference, an acting role, or a promotion
- You found out you were making less money than someone who is doing the same/similar job as you
- You were given menial tasks to do that are not in your job description
- You were asked to carry out a cultural activity/responsibility that is not included in your job description, but you were expected to know how/be willing to do it (e.g. to lead a mihi whakatau; provide accessibility advice)
- You were denied reasonable accommodation measures for an impairment / disability that you have (e.g. improving access to your workstation)
- You were denied the opportunity to carry out a religious/cultural practice at work (e.g. speaking a language other than English, prayer break, karakia)
- You feel like you can't bring your whole self to work, e.g. you have to suppress some of your identity or knowledge/cultural perspectives, or these perspectives are not seen as valid

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 survey.

Otherwise...

Part A: About you | Mōu ake

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 and our capability to support Māori Crown relationships.

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 Māori
☐ 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 you have a Māori birth parent, grandparent or great-grandparent, etc)?

- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer
-

Q5. Please give the name(s) and region(s) /rohe of your iwi:	Iwi: AUTO-SUGGEST____ Region: _OPEN TEXT_____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q6. In which language(s) could you have a conversation about a lot of everyday things?	Please select all that apply. <input type="checkbox"/> English <input type="checkbox"/> Te Reo Māori <input type="checkbox"/> New Zealand Sign Language <input type="checkbox"/> Samoan <input type="checkbox"/> Other language(s) – please specify (eg Gujarati, Cantonese, Greek) _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q7. How well are you able to speak Te Reo Māori in day-to-day conversation?	<input type="checkbox"/> Very well – I can talk about almost anything in Te Reo Māori <input type="checkbox"/> Well – I can talk about many things in Te Reo Māori <input type="checkbox"/> Fairly well – I can talk about some things in Te Reo Māori <input type="checkbox"/> Not very well – I can only talk about simple/basic things in Te Reo Māori <input type="checkbox"/> No more than a few words or phrases (including none-at all) <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q8. What is your highest qualification?	<input type="checkbox"/> No Qualifications <input type="checkbox"/> High School/Secondary School Qualification <input type="checkbox"/> Level 1 to 4 Certificate <input type="checkbox"/> Level 5 or 6 Diploma <input type="checkbox"/> Bachelor's Degree or Level 7 Qualification <input type="checkbox"/> Bachelor Honours Degree or Postgraduate Certificate/Diploma <input type="checkbox"/> Master's Degree <input type="checkbox"/> PhD/Doctoral Degree <input type="checkbox"/> Other – please specify _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Your identity is important. We want to understand our workforce, how aspects of your identity might affect your experiences and how included you feel in the Public Service.

It is a priority for us to understand how experiences and outcomes might vary for people of different religions, so that any issues can be quickly addressed. This is particularly in light of the Royal Commission of Inquiry into the Terrorist Attack on Christchurch Mosques.

This information will be used in ongoing work to improve Public Service workforce environments so that all public servants feel included and comfortable at work.

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

Q9. 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
-----------------------------------	--

Q10. What is your gender?	Please select all that apply. <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Another Gender, please specify: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q11. Are you transgender? <i>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.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q12. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? <i>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, eg Klinefelter Syndrome, Congenital Adrenal Hyperplasia, or Androgen Insensitivity Syndrome.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q13. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you? <i>[only show if yes to transgender, intersex, another gender]</i>	<input type="checkbox"/> No-one does <input type="checkbox"/> Few people do <input type="checkbox"/> Some people do, some people don't <input type="checkbox"/> Most people do <input type="checkbox"/> Everyone does <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q14. "Which of the following best describes how you think of yourself?"	<input type="checkbox"/> Heterosexual or straight <input type="checkbox"/> Gay or lesbian <input type="checkbox"/> Bisexual <input type="checkbox"/> Another identity – please specify _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

We want to better understand our workforce and the experiences of public servants who have a wide range of abilities. The following questions are internationally recognised as the best way to gather disability information. These will be used to inform improvements in 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.

Q15. The questions below are about long-term difficulties you may have doing certain activities because of a health condition, disability or impairment. Long-term is something that has lasted or is expected to last six months or more.	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
---	---------------	-----------------	---------------------	------------------	----------------------

THIS IS A PLACEHOLDER: Work under 4-point plans with Whaikaha and StatsNZ on best way to measure disability including neurodiversity

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?

Q16. Do you have a mental health condition that has lasted or is expected to last for six months or more?

- ☐ Yes
☐ No [Go to Q17]
☐ Prefer not to answer [Go to Q17]

Q16a. Because of that mental health condition, how much difficulty do you have with daily activities?

- ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot do at all
☐ Prefer not to answer

Part B: Balancing life and work | Te manaaki ora i te kāinga, i te mahi

We want to understand more about your demands outside of work, and how much you are able to use flexible working options. Flexible working will help the Public Service build more diverse and inclusive workplaces by making sure that career and pay progression is equally available regardless of gender, ethnicity, disability and other dimensions of diversity. Your answers will help us to support agencies to fully implement a flexible by default approach, so that it is normalised in the workplace.

Q17. In your role at [the] [agency], do you currently use any of the following flexible working arrangements?

- 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 remote location (e.g. house of a family member, holiday home);
☐ Working from a different office/regional hub
☐ 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)
☐ Other – please specify _____
☐ No, I don't use any of these flexible working arrangements [Go to Q18]

- ☐ Don't know [\[Go to Q18\]](#)
☐ Prefer not to answer [\[Go to Q18\]](#)

Q17a. What are your reasons for using flexible working arrangements?

- Please select all that apply.
- ☐ It's required in my job
- ☐ I am more productive on some work tasks away from the distractions of the office
- ☐ To help manage my parenting or 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 reduce the time, cost or other impacts of commuting
- ☐ To help me manage a disability or health issue
- ☐ Other – please specify _____
- ☐ Don't know
- ☐ Prefer not to answer

Q18. Do you have parenting and/or caring responsibilities?

This could include caring for children (yours or others'), relatives, friends, etc.

- ☐ Yes
- ☐ No
- ☐ Prefer not to answer

Q19. 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.

Q20. How long, have you been employed in your current role at [the][agency]?

Please include time spent working in this current role that may have been with a legacy agency (for example, the Department of Labour is a legacy agency of MBIE), if this applies to you.

- ☐ 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

<p>Q21. How long, in total, have you been employed by the New Zealand public sector?</p> <p><i>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.</i></p>	<p><input type="checkbox"/> Less than 6 months</p> <p><input type="checkbox"/> 6 months to less than 12 months</p> <p><input type="checkbox"/> 1 year to less than 2 years</p> <p><input type="checkbox"/> 2 years to less than 3 years</p> <p><input type="checkbox"/> 3 years to less than 5 years [Go to Q35]</p> <p><input type="checkbox"/> 5 years to less than 10 years [Go to Q35]</p> <p><input type="checkbox"/> 10 years to less than 15 years [Go to Q35]</p> <p><input type="checkbox"/> 15 years to less than 20 years [Go to Q35]</p> <p><input type="checkbox"/> 20 years to less than 30 years [Go to Q35]</p> <p><input type="checkbox"/> 30 years or more [Go to Q35]</p> <p><input type="checkbox"/> Don't know [Go to Q35]</p> <p><input type="checkbox"/> Prefer not to answer [Go to Q35]</p>
<p>Q22. What initially attracted you to work in the New Zealand Public Service?</p> <p>For those who have joined the public sector in the past 3 years only</p>	<p>Please select all that apply.</p> <p><input type="checkbox"/> Career progression opportunities</p> <p><input type="checkbox"/> Professional development / training opportunities</p> <p><input type="checkbox"/> Job security</p> <p><input type="checkbox"/> Good remuneration</p> <p><input type="checkbox"/> Flexible work arrangements</p> <p><input type="checkbox"/> Work location</p> <p><input type="checkbox"/> Belief in the purpose and principles of the New Zealand Public Service</p> <p><input type="checkbox"/> Work that contributes positively to society</p> <p><input type="checkbox"/> Work that helps people in my community</p> <p><input type="checkbox"/> Interesting work</p> <p><input type="checkbox"/> A job that enables me to work independently</p> <p><input type="checkbox"/> Work aligned with my job skills, experience or training</p> <p><input type="checkbox"/> Quality of workplace relationships/ social environment at work</p> <p><input type="checkbox"/> An inclusive work environment</p> <p><input type="checkbox"/> Quality of leadership/management (e.g. supportive, clear communication)</p> <p><input type="checkbox"/> Lack of suitable alternative job prospects</p> <p><input type="checkbox"/> I was not satisfied with my previous work</p> <p><input type="checkbox"/> Other (please specify) _____</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q23. Did you enter the public sector through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)?</p> <p>For those who have joined the public sector in the past 3 years only</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q24. Do you have any management responsibilities?</p>	<p><input type="checkbox"/> No, managing staff is <u>not</u> part of my role [Go to Q25]</p> <p><input type="checkbox"/> Yes, I have (or am expected to have) direct reports in my role [Go to Q 26]</p> <p><input type="checkbox"/> Don't know [Go to Q31]</p> <p><input type="checkbox"/> Prefer not to answer [Go to Q31]</p>
<p>Q25. Are you interested in moving into a management role in the future?</p>	<p><input type="checkbox"/> Yes [Go to Q31]</p> <p><input type="checkbox"/> No [Go to Q31]</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q26. Does the team you manage have the ability to use flexible work (e.g. working from home, flexible start/finish times)?</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>

Q27. What impact does flexible work have on your team's productivity/ ability to get their work done in a timely way?	<input type="checkbox"/> Increases productivity <input type="checkbox"/> No impact <input type="checkbox"/> Decreases productivity <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q28. Do you have the support you need from your agency to manage or improve staff performance that is not meeting expectations? (SAPG request)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q29. Are you a member of the Public Service Leaders Group?	<input type="checkbox"/> Yes [Go to Q31] <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q30. Are you interested in moving into a senior leadership (e.g. chief executive, deputy chief executive or similar) role in the future?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q31. In your role at [the][agency], do you spend more than half of your working time dealing directly with the public, external customers and clients, or people in your care – either face to face, online or over the phone?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<i>(Please don't include time with internal customers and clients)</i>	
Q32. In your role at [the][agency], which of the following ranges does your gross full-time equivalent annual salary fall into? <i>Gross full-time equivalent annual salary is what you would earn pre-tax if you worked full time, and for one year, in your current role, excluding any overtime or allowances.</i>	less than \$40,000 \$40,000 - \$44,999 \$45,000 - \$49,999 \$50,000 - \$54,999 \$55,000 - \$59,999 \$60,000 - \$64,999 \$65,000 - \$69,999 \$70,000 - \$74,999 \$75,000 - \$79,999 \$80,000 - \$84,999 \$85,000 - \$89,999 \$90,000 - \$94,999 \$95,000 - \$99,999 \$100,000 - \$109,999 \$110,000 - \$119,999 \$120,000 - \$129,999 \$130,000 - \$139,999 \$140,999 - \$149,999 \$150,000 - \$199,999 \$200,000 - \$209,999 \$210,000 - \$219,999 \$220,000 - \$229,999 \$230,000 - \$239,999 \$240,999 - \$249,999 \$250,000 + <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Q33. Please rate your level of agreement with the following statements about your role.

a. I am fairly remunerated (e.g. salary, superannuation, Kiwi Saver) for the work that I do.

b. I am satisfied with my non-monetary employment conditions (e.g. leave, flexible work arrangements, other benefits).

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

Part C: Your Team

Team and workgroup are used interchangeably in this survey.

Q34. In the last month, please rate your team's success in meeting its goals and objectives

Excellent	Very good	Average	Below average	Well below average	Don't know / Not applicable	Prefer not to answer

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

Q35a. The people in my team cooperate to get the job done

Q35b. I feel accepted as a valued member of the team

Q35c. The people in my team/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

	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	Prefer not to answer
Q36. What best describes your workload?							

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.

Q37. Please rate your level of agreement with the following statements about diversity and inclusion at [the][agency].

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.

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

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

Part E: Health, Safety, and Wellbeing

All employees are entitled to a safe and inclusive workplace, where people treat one another with respect and work together to deliver for people in New Zealand. In this section of the survey, we will be asking about your experiences in the workplace. Information from the survey will be used to help us understand what kind of workplace behaviour is happening, so we can work to ensure a safe and supportive work environment for everyone. The survey is not a reporting tool, no investigation will occur based on comments or responses in this survey. To report negative workplace behaviour, contact the Human Resources team in your organisation.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to
Q38. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q39. 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).							
Q40. I believe my immediate supervisor cares about my health and wellbeing. (APS Census)							

<p>Q41. Work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.</p> <p>In the last 12 months, how often would you say you have experienced work stress?</p> <p>(Survey of Working Life StatsNZ)</p>	Always	Often	Sometimes	Hardly ever	Never	Don't know	Prefer not to

<p>Please read the following definitions carefully before answering the next question.</p> <p>Workplace bullying is repeated and unreasonable behaviour directed towards you that can lead to physical or psychological harm. Workplace bullying <u>is not</u>: one-off or occasional instances of rudeness or tactlessness, setting high performance standards, constructive advice or 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, differences in opinion/personality clashes. <i>(edited from Worksafe's website definition)</i></p> <p>Sexual harassment any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or which contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment (Worksafe definition based on the Human Rights Act)</p> <p>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. <i>(edited from Employment Relations Act 2000).</i></p>		
<p>Q42. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?</p> <p>(APS Census)</p>	Yes	No [Go to Q44]

<p>Q43. What type of harassment or bullying did you experience? [Please select all that apply]</p> <p>[Adapted from APS Census]</p>	Select all that apply	Don't know / Not applicable	Prefer not to answer
a. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)			
b. Cyber bullying (abuse carried out online, e.g. social media, text, email, or Teams)			
c. Verbal abuse (e.g. offensive language directed toward you, derogatory remarks, shouting)			
d. Interference with your personal property or work equipment			
e. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)			
f. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)			
g. Deliberate exclusion from work-related activities			
h. Being given tasks with unreasonable or impossible targets or deadlines			

i. Hostility/ridicule because of your race, colour, ethnic group, or national origin			
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 Q43, show Q43a with piped text showing item.]

Q43a. How often did [INSERT 43 item] happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
---	----------	-------------------------------------	---------	--------	-------	------------	----------------------

[For each yes in Q43, show Q43b with piped text showing item.]

Q43b. Who was responsible for the most recent incident of [INSERT]?	Select one
Your current or previous supervisor	
Someone more senior (other than your supervisor)	
One or more of your direct reports	
Co-worker in your current agency	
Contractor/consultant/service provider	
Client, customer, or person in your care	
A member of the public	
Colleague from another government agency	
Minister or ministerial advisor	
Don't know	
Prefer not to answer	

[Show all]

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q44. I feel safe to speak up about negative behaviour in the workplace.							
Q45. If I did speak up, I think my organisation would take it seriously.							

<p>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:</p> <ul style="list-style-type: none"> 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: 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.

- Q46.** In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job.

Q47. 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 have access to the learning and development I need to do my job well							
b. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
c. 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 a 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.

Q48. 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
a. ...staff are encouraged to use te reo Māori							
b. ...staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc.)							

Q49. When you are at work, how much te reo Māori do you speak to others?
Please select one category only

- ☐ All te reo Māori
☐ Mostly te reo Māori
☐ Te reo Māori equally with English (or another language)
☐ Conversational te reo Māori (I sometimes hold

1-5 minute long conversations in Māori or attend meetings in te reo Māori)

[] Some te reo Māori phrases at work (such as “kei te pēhea koe?” and “nau mai, e te whānau,” or a very basic mihi, introduction, or welcome in te reo Māori).

[] Basic Māori words (such as kia ora or tēnā koe to greet people, or words like whānau, kai, or whare in English sentences)

[] Very little te reo Māori or never use it at all (never or very seldom use Māori words, **except** for names and places like Matariki or Taupō).

[] Don't know

[] Prefer not to answer

Q50. Please rate your level of agreement with the following statements:

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

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)

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

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.

Q51. 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

p. My organisation is working for the long-term good of New Zealand

[illegible]

Q52. Are you involved in preparing advice for a Minister?

Q52a. I am confident that my organisation is free and frank in our advice to Ministers.

Yes				No [Go to Q53]		
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer

Q53. Thinking now about all aspects of your job, overall, how do you feel about your work?

- ☐ Very dissatisfied
 - ☐ Dissatisfied
 - ☐ Neither satisfied nor dissatisfied
 - ☐ Satisfied
 - ☐ Very satisfied
 - ☐ Don't know
 - ☐ Prefer not to answer
-

Part F: Mobility

Q54. 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 [\[Go to Q60\]](#)
- ☐ I am actively applying for another role/other roles now-[\[Go to Q56\]](#)
- ☐ In the next 12 months I want to apply for a different role-[\[Go to Q56\]](#)
- ☐ In the next 12 months I want to do a secondment or temporary move within my agency or to another agency [\[Go to Q57a, b, c\]](#)
- ☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q60\]](#)
- ☐ I would like to change jobs but do not believe I can [\[Go to Q56\]](#)
- ☐ None of these / uncertain [\[Go to Q60\]](#)
- ☐ Don't know [\[Go to Q60\]](#)
- ☐ Prefer not to answer [\[Go to Q60\]](#)

Q55a. Where are you applying to?
or

Q55b. Where do you want to apply to?

Please select all that apply:

- ☐ The same agency I currently work for
 - ☐ Elsewhere in the NZ Public sector
 - ☐ Outside the NZ Public sector
 - ☐ Don't know
 - ☐ Prefer not to answer
-

Q56. Why are you considering leaving your role?

Select all that apply

Rotate order (except other)

GO TO Q60 after this question

- ☐ 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 is negatively impacting my wellbeing
 - ☐ 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: _____
-

Q57a. Why are you interested in making a temporary move or secondment?

Select all that apply

- ☐ Develop or strengthen my existing skills
 - ☐ Learn new skills
 - ☐ More challenge
 - ☐ Want to experience working in a different agency or team
 - ☐ Establish new working relationships
 - ☐ I have limited 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: _____
-

Q58b. Are there barriers to you seeking a temporary move?

- ☐ Yes
 - ☐ No [Go to Q60]
 - ☐ Don't know
 - ☐ Prefer not to answer
-

Q59c. What are the potential barriers to you making a temporary move?

Select all that apply

- ☐ I don't know how to find out about opportunities
 - ☐ My supervisor won't support it
 - ☐ My current team can't replace my skills
 - ☐ 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 _____
-

Q60. Is there anything else 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 comments will be reported verbatim
(word for word, exactly as written) and made
available to your agency Te Taunaki Census
team. However, free-text comments will only
be attributable to particular 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: [Aidan Smith](#)
To: [Julie Kannemeyer](#); [Braden Te Hiwi](#); [Victor Goldsmith](#); [Matu Ihaka](#); mark.gordon@tpk.govt.nz
Subject: Draft 2024 Te Taunaki questionnaire
Date: Friday, 8 September 2023 12:42:00 pm
Attachments: [Te Taunaki 2024 Questionnaire Draft External Consultation.docx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Kia ora koutou,

I am finally able to share the 2024 Te Taunaki questionnaire (attached). Good news is that the Commissioner has agreed to all the topics in the draft- so we have that confidence that we can continue to include Māori Crown capability measurement.

Bad news. Feedback on the first Te Taunaki was that survey length of 20 minutes was longer than ideal, so we've had to remove questions in all areas of the survey to make space for the new topics added. That included removing some Māori Crown capability questions (highlighted below).

I'm happy to talk about these- particularly if what we removed should be kept and you have a different Māori Crown capability you'd suggest we remove instead. I'm looking for feedback by 29 September at the latest.

And I will indeed keep you posted as we finalise the survey draft.

Outline of changes compared to 2021 Te Taunaki questionnaire:

- Updates to match demographic questions to align with New Zealand Census 2023
- Removal of questions on: migrant status, desire for more flexible work, use of parental leave, type of caring responsibilities, balancing caring responsibilities/work, time in Public Service, number of agencies worked for, some inclusion questions, skills match, learning/development to support transition to current role, **clarity of te reo goals of agency, leaders use of te reo, personal value of te reo, visibility of tikanga in workplace**, reasons for staying in the Public Service
- Added questions on: workload, stress, bullying, racial harassment and sexual harassment, leadership support for health and safety, speaking up about negative workplace behaviour, satisfaction with pay and employment conditions, perceived team productivity, team cooperation, engagement, innovation, career aspirations, Public Service principles, management of poor performance, interest in and barriers to temporary moves, reasons for leaving
- Proposed matching of limited workforce data variables and removal of survey questions on: occupational group, location, tier, contract term, contracted total weekly hours, FTE/part time, employment start date. Proposed match on large (100+) organisational unit, note employee experience questions could be reported to large units, but personal/demographic questions would not be
- Increased use of branching- e.g. only people starting in the last three years are asked reason for joining
- Work still underway with Whaikaha and Stats NZ about the measurement of disability, we expect further questions to be added/changed for that topic

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Te Rautaki me te Kaupapa Here | Strategy & Policy Group

īmēra: aidan.smith@publicservice.govt.nz

Image



Te Kawa Mataaho Public Service Commission

www.publicservice.govt.nz | www.govt.nz



From: [Julie Kannemeyer](#)
To: [Aidan Smith](#)
Subject: RE: Draft 2024 Te Taunaki questionnaire
Date: Tuesday, 19 September 2023 3:49:29 pm
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

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

Kia ora Aidan,

Thank you for all your time consulting with us about Te Taunaki questions.

We have no additional from our side, it is a shame to have some questions dropped but very understandable given the large amount of content in the survey.

We are looking forward to seeing the final version and then the results.

Ngā mihi nui

Julie

From: Aidan Smith

Sent: Friday, 8 September 2023 12:43 pm

To: Julie Kannemeyer ; Braden Te Hiwi ; Victor Goldsmith ; Matu Ihaka ; mark.gordon@tpk.govt.nz

Subject: Draft 2024 Te Taunaki questionnaire

Kia ora koutou,

I am finally able to share the 2024 Te Taunaki questionnaire (attached). Good news is that the Commissioner has agreed to all the topics in the draft- so we have that confidence that we can continue to include Māori Crown capability measurement.

Bad news. Feedback on the first Te Taunaki was that survey length of 20 minutes was longer than ideal, so we've had to remove questions in all areas of the survey to make space for the new topics added. That included removing some Māori Crown capability questions (highlighted below).

I'm happy to talk about these- particularly if what we removed should be kept and you have a different Māori Crown capability you'd suggest we remove instead. I'm looking for feedback by 29 September at the latest.

And I will indeed keep you posted as we finalise the survey draft.

Outline of changes compared to 2021 Te Taunaki questionnaire:

- Updates to match demographic questions to align with New Zealand Census 2023
- Removal of questions on: migrant status, desire for more flexible work, use of parental leave, type of caring responsibilities, balancing caring responsibilities/work, time in Public Service, number of agencies worked for, some inclusion questions, skills match, learning/development to support transition to current role, **clarity of te reo goals of agency, leaders use of te reo, personal value of te reo, visibility of tikanga in workplace**, reasons for staying in the Public Service
- Added questions on: workload, stress, bullying, racial harassment and sexual harassment, leadership support for health and safety, speaking up about negative workplace behaviour, satisfaction with pay and employment conditions, perceived team productivity, team cooperation, engagement, innovation, career aspirations, Public Service principles, management of poor performance, interest in and barriers to temporary moves, reasons for leaving
- Proposed matching of limited workforce data variables and removal of survey questions on: occupational group, location, tier, contract term, contracted total weekly hours, FTE/part

time, employment start date. Proposed match on large (100+) organisational unit, note employee experience questions could be reported to large units, but personal/demographic questions would not be

- Increased use of branching- e.g. only people starting in the last three years are asked reason for joining
- Work still underway with Whaikaha and Stats NZ about the measurement of disability, we expect further questions to be added/changed for that topic

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Te Rautaki me te Kaupapa Here | Strategy & Policy Group

Īmēra: aidan.smith@publicservice.govt.nz

Image



Te Kawa Mataaho Public Service Commission

www.publicservice.govt.nz | www.govt.nz



.....
Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

From: [Julie Kannemeyer](#)
To: [Aidan Smith](#)
Subject: RE: Te Taura Whiri Te Taunaki questions
Date: Friday, 1 December 2023 9:42:22 am
Attachments: [image001.jpg](#)

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

Kia ora Aidan,
Arohamai for a delay in replying.
Thanks for your feedback on this and your suggestion.
We are keen to go with your suggestion of,
Q8. When you are at work, how often do you have conversations in te reo Māori?
Please include both spoken and written te reo Māori in your answer.

- ☐ Daily
- ☐ Weekly
- ☐ Monthly
- ☐ A few times a year
- ☐ Never
- ☐ Don't know
- ☐ Prefer not to answer

Thank you for all your help on refining our questions for Te Taunaki
Ngā mihi
Julie

From: Aidan Smith
Sent: Monday, November 27, 2023 4:14 PM
To: Julie Kannemeyer
Subject: RE: Te Taura Whiri Te Taunaki questions
Kia ora Julie,

Thanks that's really helpful! I think on your part a, it's likely we would get everyone or almost everyone who would say they use single words (because place names, Matariki at least?) , and since space is really limited, I'd recommend focussing on your part b. See my suggestion below for how it could work. Note I've suggested the conversation question be skipped for people who say they only are able to use a few words or phrases. Let me know whether this might suit your needs.
Ngā mihi,
Aidan

Q6. 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

Q7. 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) [Go to Q9]
☐ Don't know
☐ Prefer not to answer

Q8. When you are at work, how often do you have conversations in te reo Māori?
Please include both spoken and written te reo Māori in your answer.
☐ Daily
☐ Weekly
☐ Monthly
☐ A few times a year
☐ Never
☐ Don't know
☐ Prefer not to answer

From: Julie Kannemeyer <julie@tetaurawhiri.govt.nz>
Sent: Monday, November 27, 2023 2:46 PM
To: Aidan Smith <aidan.smith@publicservice.govt.nz>
Subject: RE: Te Taura Whiri Te Taunaki questions

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

Kia ora Aidan,
Thank you for all the user testing that you have done. It is so helpful! We have now had time to discuss this question and we agree that this question is confusing, and we also now think our initial question is not capturing the data we want. Which is why it did not test very well with your testers.
On reflection, we think the best way to capture the relevant information is to split the question into a part a, and part b. We need the two parts so that the question is specific, easier to understand, and enables us to capture the data we need.

Part A When you are at work, how often do you use single words or phrases in te reo Māori? Please include both spoken and written te reo Māori in your answer.	<input type="checkbox"/> Very often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Part B When you are at work, how often do you have conversations in te reo Māori? Please include both spoken and written te reo Māori in your answer.	<input type="checkbox"/> Very often <input type="checkbox"/> Sometimes <input type="checkbox"/> Rarely <input type="checkbox"/> Never <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Happy to discuss further.
Ngā mihi
Julie

From: Aidan Smith <aidan.smith@publicservice.govt.nz>
Sent: Friday, 17 November 2023 3:27 pm
To: Julie Kannemeyer <julie@tetaurawhiri.govt.nz>
Subject: RE: Te Taura Whiri Te Taunaki questions

Kia ora Julie,
I've got more user tests next week, so I'll do some testing of my suggestion to see how people respond, as well as continuing to test the original question. My last user test will be Friday 24 Nov, and I've got to brief my leadership on the revised questionnaire on 29 November. So any feedback before 29 November I can be sure to include in our review with leadership.
Ngā mihi,
Aidan

From: Julie Kannemeyer <julie@tetaurawhiri.govt.nz>
Sent: Friday, November 17, 2023 1:26 PM
To: Aidan Smith <aidan.smith@publicservice.govt.nz>
Subject: RE: Te Taura Whiri Te Taunaki questions

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

Kia ora Aidan,
Thanks for sending this through and keeping us in the loop.
I'll have a chat with Matu and Braden and come back to you with our feedback. Do you have a timeframe for when you need the feedback?
Ngā mihi
Julie
From: Aidan Smith <aidan.smith@publicservice.govt.nz>

Sent: Friday, 17 November 2023 10:39 am
To: Julie Kannemeyer <Julie@tetaurawhiri.govt.nz>
Subject: RE: Te Taura Whiri Te Taunaki questions

Kia ora Julie,
I wanted to keep you in the loop on the questionnaire development for Te Taunaki. We've shuffled around the flow of the survey, so all the language fluency/use questions are together at the start in the "About You" section. Agency support for te reo development is in a section called "Your organisation" that includes a range of other aspects where we want someone to consider their agency as a whole. I've attached a document showing how these layers will flow in the survey, which starts with About You and moves outward.
I'm also in the process of doing some user testing on all the new/changed questions in the survey, and one of the te reo items is causing users some confusion, so I wanted to check in with you about it. This question below is the one that people are finding challenging because the question is about quantity, but some of the response options are about fluency. Another piece of feedback was that there was too much text in the response options and people just skipped reading it or wanted to skip the question. It's also unclear to the users if you want spoken and written te reo considered in their response.
I've attempted to adjust the question and response options to be about frequency in the attached document. It might not be the information you are wanting to collect from the survey, so I'm very happy to chat with you more and brainstorm options. One option is to go back to the question that was used in 2021, which also has a benefit of showing progress over time (though we know many people will end up in the "some" category).

Ngā mihi,
Aidan
PS. We've got a new contact at Te Arawhiti, and I'm just waiting on their feedback and will share with you anything I hear back.

When you are at work, how much te reo Māori do you speak to others?
[] All te reo Māori

[] Mostly te reo Māori

[] Te reo Māori equally with English (or another language)

[] Conversational te reo Māori (I sometimes hold 1-5 minute long conversations in Māori or attend meetings in te reo Māori)
[] Some te reo Māori phrases (such as "kei te pēhea koe?" and "nau mai, e te whānau," or a very basic mihi, introduction, or welcome in te reo Māori)
[] Basic Māori words (such as kia ora or tēnā koe to greet people, or words like whānau, kai, or where in English sentences)
[] Very little te reo Māori or never use it at all (never or very seldom use Māori words, except for names and places like Matariki or Taupō)

From: Julie Kannemeyer <Julie@tetaurawhiri.govt.nz>
Sent: Monday, September 4, 2023 4:06 PM
To: Aidan Smith <aidan.smith@publicservice.govt.nz>
Subject: RE: Te Taura Whiri Te Taunaki questions

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

Ka pai, sounds great!
Thanks for all your work on this with us.
Ngā mihi
Julie

From: Aidan Smith <aidan.smith@publicservice.govt.nz>
Sent: Monday, 4 September 2023 3:57 pm
To: Julie Kannemeyer <Julie@tetaurawhiri.govt.nz>
Subject: RE: Te Taura Whiri Te Taunaki questions

Kia ora Julie,
Thanks so much, this is really helpful. I can confirm Q7 and Q8 are not being considered for changes. I will use the advice you have below to help with our leadership discussions on questions for the rest of the survey.
We've told participants that every question in the survey is optional, so we need to include the don't know/prefer not to answer options because the online survey tool doesn't let people skip questions (from what I understand). We do all of our reporting based on the number of people who select from the strongly agree-disagree and we exclude those who say don't know/prefer not to answer. I think everyone in NZ could give an answer to these questions, but the only participants I can think of who might not be familiar with te reo are the small number of locally employed staff at embassies around the world.
Ngā mihi,
Aidan

From: Julie Kannemeyer <Julie@tetaurawhiri.govt.nz>
Sent: Monday, September 4, 2023 3:12 PM
To: Aidan Smith <aidan.smith@publicservice.govt.nz>
Subject: Te Taura Whiri Te Taunaki questions

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

Kia ora Aidan,
We have had a chance to rank our questions in the case that they can not all be included in Te Taunaki.
We are running on the assumption that Q7 and Q8 from the last Te Taunaki will remain (languages you can have a conversation about everyday things, and conversational proficiency in te reo Māori).
If this is looking to change at all, could you please inform us? We are very keen for both questions to remain. Especially question 8 that asks respondents to rate their te reo Māori speaking ability as we would like to analyse the questions we have in the survey by these responses (e.g. by beginner, intermediate, expert speakers).
This is our ranking of the other questions:

Top priority:

(Q50)

Please rate your level of agreement with the following statements regarding te reo Māori.

1. Staff are encouraged to use te reo Māori
2. Staff are supported to improve their te reo Māori (e.g. through on-the-job learning, in-house courses)

Response options:

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Second priority (noting we are happy to work with PSC on reducing the words in the response options):
(Q52)

While at work and in the last working week, how much te reo Māori did you speak to others?

- All te reo Māori
- Mostly te reo Māori
- Te reo Māori equally with English (or another language)
- Conversational te reo Māori (I sometimes hold 1-5 minute long conversations in Māori or attend meetings in te reo Māori)
- Some te reo Māori phrases at work (such as "kei te pēhea koe?" and "nau mai, e te whānau," or I can say a very basic mihi, introduction, or welcome in Māori).
- Te reo Māori words (such as kia ora or tēnā koe to greet people, or words like whānau, kai, or where in English sentences)
- Very little te reo Māori or never use it at all (never or very seldom use Māori words, **except** for names and places like Matariki or Taupō).

- Prefer not to answer

Third priority (noting these have the same responses as the top priority question so they could all be grouped together as part a.b.c.d of the same question):
(Q51)

Please rate your level of agreement with the following statements.

1. I think the use of te reo Māori in my workplace is a good thing
2. I want to attend te reo Māori learning opportunities that are available at my level (e.g., in-house courses, kura reo)

Response options:

- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

Lowest priority:

(Q53)

While at work and in your last working week how, often did you notice?

- Te reo Māori greetings
- Single words in te reo Māori
- Karakia
- Waiata
- Te reo Māori phrases
- Conversations in te reo Māori

{For each item respondent's will have the choice of these frequencies} Please select one of the following

- Frequently every day
- Once every day
- A few times during the week
- Once during the week
- Not in the last week
- Prefer not to answer

Also note that we have removed the “I don’t know” option for all questions and the “prefer not to answer” option from the two strongly agree to strongly disagree questions. This is because we don’t think they make sense to include on those questions but also happy to go with what you think works best for the whole survey.

Let me know if you have any questions.

Ngā mihi

Julie Kannemeyer
Kaitātari Raraunga Matua | Senior Data Analyst
Te Amo

9(2)(a) privacy

julie@teaurawhiri.govt.nz

TE TAURA WHIRI | TE REO MĀORI | THE MĀORI LANGUAGE COMMISSION

[Website](#) | [Facebook](#) | [Twitter](#) | [Instagram](#) |

ReoMaori.co.nz

A picture containing rug Description automatically generated



Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

From: [King, Jerusha](#)
To: [Aidan Smith](#)
Subject: Te Taunaki Public Service Census Survey 2024 - Te Arawhiti Response
Date: Friday, 15 December 2023 2:24:45 pm
Attachments: [image001.png](#)
[image002.png](#)
[Final feedback to Public Service Commission 15 Dec 2023.docx](#)

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

Kia ora Aidan

I hope this email find you well as we countdown to Christmas and the dawn of 2024!

I humbly acknowledge your extreme patience while our formal feedback to you has navigated its way through our internal approval process. I can now provide you with our views, feedback, and recommendations, as per our initial discussion on 27 November.

Please come back to me if you wish to discuss any aspect of our response.

I wish you an enjoyable festive break and look forward to future opportunities to work together.

Ngā mihi nui

Jerusha.



Jerusha King

Principal Advisor - Te Kāhui Hīkina

DDI: [9\(2\)\(a\) privacy](#)

WEB: tearawhiti.govt.nz

The Office for Māori Crown Relations – Te Arawhiti

Level 3, Justice Centre, 19 Aitken Street, SX10111, Wellington 6011

Public Service Commission – Te Taunaki Public Service Census Survey 2024

Te Arawhiti feedback and recommendations

Feature	Feedback/Recommendation
Q.48	Comfortable with draft question and wording
Q.49 PSC suggested additions in yellow highlight	The four additional levels of fluency, and various examples of conversational te reo Māori provide greater detail and context to support answering this question.
Q.48-49 Order of questions	We recommend questions 48 and 49 relating to te reo Māori do not come before question 50 relating to Māori Crown relations. The section heading <i>Part G: Māori Crown relationship</i> should prioritise Māori Crown relations questions. There is a need to guard against te reo Māori being seen as the only way public servants give effect to the Māori Crown relationship.
Q.48-49	We note these questions will also be reviewed by the te reo Māori lead agency, Te Taura Whiri i te Reo Māori Māori Language Commission.
Q.50. a.-f.	<p>We note the different themes of the questions including:</p> <ul style="list-style-type: none"> a. Te Tiriti o Waitangi, b. engagement with Māori, c. leadership and role modelling the Māori Crown relationship (Whāinga Amorangi), d. delivering outcomes for Māori, e. identifying disadvantage for Māori, and f. supporting tikanga. <p>The questions seek to understand information about the user/individual and their agency. We recommend questions related to the user/individual come before questions regarding their agency. For example:</p> <p style="padding-left: 40px;">I understand how my work contributes to delivering better outcomes for Māori,</p> <p style="padding-left: 40px;">I understand how my agency's Te Tiriti o Waitangi/ Treaty of Waitangi responsibilities apply to its work.</p>
Q.50. a and 50. d	To apply Te Tiriti o Waitangi to the Public Service <i>is</i> to deliver better outcomes for Māori. These questions are about different aspects of the Māori Crown relationship, however, may garner the same responses. Are these questions different enough?
Q 50. b	<p>We strongly support the inclusion of a question related to engagement with Māori. Effective Crown Māori engagement builds enduring relationships and leads to informed policy development that benefits all New Zealanders. We note the existing question uses the terms <i>encouraged</i> and <i>supported</i>, and <i>view</i> and <i>perspective</i>. Both instances seem repetitious. A preferable statement is:</p> <p style="padding-left: 40px;"><i>I am supported and resourced to engage with Māori to ensure Māori perspectives are taken into account.</i></p> <p>The use of the term <i>resourced</i> signals our interest in understanding how agencies support staff to engage with Māori. We believe adequate resourcing is required to undertake effective engagement.</p>
Potential new question	A significant part of Te Arawhiti's work with the Public Service is to lead and support Māori Crown relations performance growth. To drive better outcomes for Māori, Te Arawhiti uses a range of products and services to help build public sector capability to engage and work with Māori more effectively. It would be helpful to understand more about public servant's experience of growing their Māori Crown relations performance. Suggested additional question:

	<ul style="list-style-type: none"> a. My agency supports me to grow my Māori Crown relations capability, or b. I am supported to develop my Māori Crown relations knowledge and skills, or c. At work there are opportunities to develop my performance in Māori Crown relations.
Potential new question	<p>We are interested in understanding more about how Public Service agencies give effect to Te Tiriti o Waitangi in their organisations. Responses will likely be broad and varied, so we'd like to focus on what public servants think will progress their agencies in the Māori Crown relations space. We recommend there is an opportunity to ask an open question for users to respond with free text. Our suggestions include:</p> <ul style="list-style-type: none"> a. How does your agency apply Te Tiriti o Waitangi to its structure, policies, plans and values? What more could it do to progress the Māori Crown relationship? Or, b. How does your agency integrate Te Tiriti o Waitangi so it's visible and understood by staff? What could your agency do to develop the visibility of Te Tiriti in your organisation?
Additional questions for PSC	<p>Please confirm the structure of the 2024 survey and the positioning of the Māori Crown questions, noting PSC were considering a change to how the questions would be organised, and</p> <p>Please confirm what guidance and support will be provided to ensure users understand each question and can complete the survey accurately.</p>

Feature	Feedback
Overall, I am concerned that we as an agency (as well as the Public Sector more broadly) will lose the ability to measure our progress based on the 2021 results. It feels too soon in my view to depart from some of the questions given they have only been asked once. This is particularly the case for the Māori responsiveness related questions. I think as the public sector there is still some way to go in progress against the Whāinga Amorangi expectations so removing questions regarding clarity of te reo goals of agency, leaders use of te reo, personal value of te reo, visibility of tikanga in workplace (and therefore being able to measure progress) feels premature. – <i>Ministry for Primary Industries</i>	Agree. Keep survey questions the same for consistency and measurability.
Are these the same as the examples and measurements used in the Te Arawhiti approach? If not, it would be good to use the same wording and scale that we are working with in the public sector. It will allow us to compare ourselves with others across the public sector, with our own internal surveys, and measure progress against the Te Arawhiti model approach. Use the Te Arawhiti statements and rating scale. – <i>Department of Prime Minister and Cabinet</i>	<p>Te Arawhiti's Māori Crown Relations survey tool is a comprehensive resource available publicly to help agencies better understand staff knowledge and skills. We acknowledge the Public Service Census Survey is not intended to replace this resource.</p> <p>The draft questions align with Te Arawhiti's strategic framework.</p>
Interesting that these questions do not align to Te Arawhiti's MCR survey tool public sector organisations are using to measure capability lift. It might be a good idea if not already, to consult Te Arawhiti on this section of the survey as many public sector organisations are now using different measures. – <i>Cancer Control Agency</i>	Te Arawhiti's Māori Crown Relations survey tool is a comprehensive resource available publicly to help agencies better understand staff knowledge and skills. We acknowledge the Public Service Census Survey is not intended to replace this resource.

	The draft questions align with Te Arawhiti's strategic framework.
How are we supporting Māori kaimahi in the public sector? Is there an opportunity to have some questions specific to Māori working in the public sector about how supported they feel. I have often heard Māori staff say it is assumed they will lead on everything Māori regardless of their own level of capability. – <i>Ministry for Business, Innovation and Employment</i>	Noted with appreciation. We are aware anecdotally of experiences where Māori public servants have been asked to undertake cultural practices where they are not comfortable or confident in doing so. We need to continue to work with leaders and managers to build their capability – and understanding as to how they can appropriately support their staff.

From: [Ian Newman](#)
To: [Aidan Smith](#)
Subject: RE: Order of response options query
Date: Friday, 3 November 2023 11:42:34 am
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

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

Kia ora Aidan

That sounds fine if you change the order within the gender question, especially if your population is weighted towards women.

Only thing I would say is when you are coding the data back to your database you should use the same codes as the [standard gender classification](#)



Ngā mihi

Ian

Ian Newman

Principal Analyst | Kaitātari Matua

Stats NZ | Tatauranga Aotearoa

From: Aidan Smith
Sent: Thursday, October 26, 2023 11:33 AM
To: Ian Newman
Subject: RE: Order of response options query

Kia ora Ian,

Thanks so much, that is very helpful background. We are going to keep ethnicity and language consistent with Census for sure, the gender one is under discussion here. Our Public Service participants are even more heavily weighted toward women than the general population, so we are considering whether we should bring that order into the same consistent rationale with ethnicity and language.

Ngā mihi,

Aidan

From: Ian Newman <ian.newman@stats.govt.nz>
Sent: Thursday, October 19, 2023 2:21 PM
To: Aidan Smith <aidan.smith@publicservice.govt.nz>
Subject: RE: Order of response options query

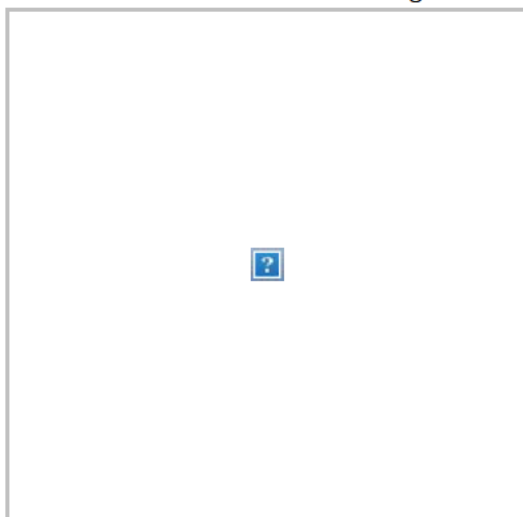
This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

Kia ora Aidan

Thank you for the questions. Yes the topic of response option order is discussed within our group, specifically when a topic is reviewed.

With regard to gender, the order was discussed. It was decided that the gender format would

follow the sex at birth format, which is male, then female. This is to ensure a consistent user experience when both questions are asked, as in Census 2023 (below). The sex question has been male then female for about as long as it's been asked, however, there is no rationale to the order.

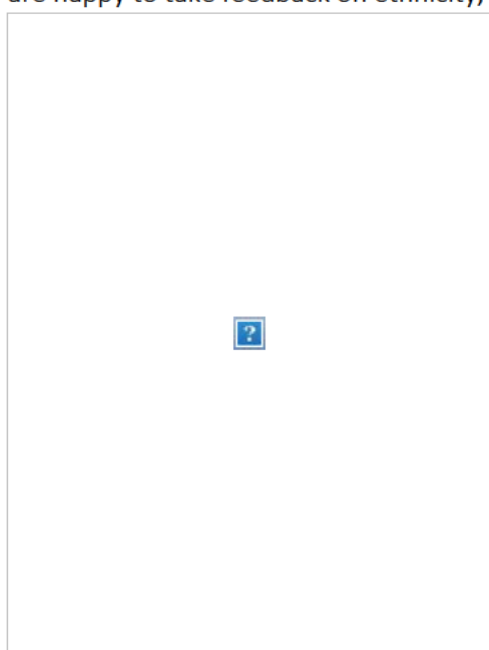


With regard to the ethnicity tick-box order. This has been in place since at least Census 2001. And recommendations in the [2004 review](#) and [2009 review](#) recommended that the question remain the same.

NZ European and Māori are first in the tick-box list because they are the largest count categories. The next 4 categories, Samoan, Cook Islands Maori, Tongan, and Niuean are included because of the importance of the Pacific to NZ, and ordered by their population counts from the 1990s. The last two categories cover the largest Asian population counts.

The most common criticism of the ethnicity tick-boxes is where is my ethnicity? And to be fair there are other ethnic groups with large counts that don't get a tick-box, presumably because they would bias the question towards European responses, and there is limited space to ask this question. But all responses are counted and can be given via the write-in option.

I should also note that ethnicity is currently under review and the question will be considered, for example a suggestion has been made that Māori and possibly Moriori should be first in the list as the indigenous population. This and other suggestions will be worked through in the review. We are happy to take feedback on ethnicity, emails can be sent to ethnicityreview2022@stats.govt.nz



Let me know if you have further questions.
Ngā mihi

Ian

Ian Newman

Principal Analyst | Kaitātari Matua

Stats NZ | Tatauranga Aotearoa

From: Aidan Smith <aidan.smith@publicservice.govt.nz>

Sent: Tuesday, October 17, 2023 10:51 AM

To: Ian Newman <ian.newman@stats.govt.nz>

Subject: Order of response options query

Kia ora Ian,

Thanks for your CREM presentation on standards. I have a query related to the construction of the gender standard question, and also on the ethnicity question used in the last Census.

We are planning to use the same questions in Te Taunaki, our survey of public servants in NZ. We are in the process of consulting with agencies on our draft questionnaire, and some feedback we received was on the order of response options- e.g. NZ European first, male first in the list. Is the topic of response option order discussed within your group? I'd like to be able to respond to the queries we've had and I'm not sure how best to do it.

If there is public documentation I can point to, or a person who is best to discuss the feedback with, I'm happy for any direction you can point me in. We plan to maintain consistency with StatsNZ questions, this is just about helping agencies understand why the questions are constructed as they are.

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Te Rautaki me te Kaupapa Here | Strategy & Policy Group

Imēra: aidan.smith@publicservice.govt.nz

Image



Te Kawa Mataaho Public Service Commission

www.publicservice.govt.nz | www.govt.nz



Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

This email is from an external sender. Do not click links or open attachments unless you recognise the sender and know the content is safe

Confidentiality notice: This email may be confidential or legally privileged. If you have received it by mistake, please tell the sender immediately by reply, remove this email and the reply from your system, and don't act on it in any other way. Ngā mihi.

This email is from an external sender. Do not click links or open attachments unless you recognise the sender and know the content is safe