



Te Kawa Mataaho

Public Service Commission

24 April 2025

9(2)(a) privacy

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Official Information Request Our Ref: PSCR 2025-0312

I refer to your official information request received on 17 March 2025 for:

- (i) *All advice produced by the department regarding New Zealand's public service census, including but not limited to briefings, aide memoires, draft documents, emails, letters, texts, voice memos, social media messages and any other documents, since 27 November 2023.*
- (ii) *All correspondence sent and received by the Public Service Commissioner or anybody working for the Public Service Commission, regarding New Zealand's public service census – including emails, letters, texts, voice memos and social media messages, briefings aide memoires and any other documents, since 27 November 2023.*
- (iii) *Any and all drafts of the public service census, broken down by date.*
- (iv) *All feedback received on drafts of the public service census*

You clarified your request on 27 March 2025:

...happy to narrow corresponded send and received by the PSC to other government departments to purely just the development of questions and the content of the questionnaire but can we please keep the wider scope to Ministers and Ministerial offices

For the drafts of the census – we want to see ALL drafts by date so we can see how it's evolved with the feedback but we are happy to narrow the scope of feedback received to substantial feedback from government departments but we want ALL feedback from Ministers and Ministerial offices

Information publicly available

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

Item	Date	Document Description	Link
1.	December 2023	REPORT – 2025-0211 - Public Service Census 2025	2024-0211-REPORT-Public-Service-Census-2025.pdf

2.	January 2025	Briefing to the Incoming Minister	Briefing-to-the-Incoming-Minister-for-the-Public-Service-January-2025.pdf
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Accordingly, I have refused your request for the documents listed in the above table under section 18(d) of the Official Information Act 1982 (OIA) on the grounds the information requested is or will soon be publicly available.

Information being released – Advice produced by the Commission

Please find listed in the table below documents within scope of your request.

Item	Date	Document Description	Decision
3.	18 December 2023	2023-0313 – REPORT – Public Service Census 2024	Released in part
4.	11 March 2024	2024-0072 – REPORT – Public Service Census 2024	Released in part

I have decided to release the documents listed above, subject to information being withheld 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.

We are currently preparing these documents for release, and they will be released to you no later than **23 May 2025**.

Information being released – Draft versions of the Public Service Census

Please find listed in the table below documents within scope of your request.

Item	Date	Document Description	Decision
5.	24 July 2023	Draft Public Service Census	Released in full
6.	29 August 2023	Draft Public Service Census	Released in full
7.	8 September 2023	Draft Public Service Census	Released in full
8.	28 November 2023	Draft Public Service Census	Released in full
9.	15 December 2023	Draft Public Service Census	Released in full
10.	15 March 2024	Draft Public Service Census	Released in full
11.	11 April 2024	Draft Public Service Census	Released in full
12.	11 October 2024	Draft Public Service Census	Released in full

13.	29 October 2024	Draft Public Service Census	Released in full
14.	14 January 2025	Draft Public Service Census	Released in full
15.	16 January 2025	Draft Public Service Census	Released in full
16.	22 January 2025	Draft Public Service Census	Released in full
17.	24 January 2025	Draft Public Service Census	Released in full
18.	12 February 2025	Draft Public Service Census	Released in full
19.	14 February 2025	Draft Public Service Census	Released in full
20.	18 February 2025	Draft Public Service Census	Released in full
21.	19 February 2025	Draft Public Service Census	Released in full
22.	14 March 2025	Draft Public Service Census	Released in full

I have decided to release the documents listed above, subject to information being withheld 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.

We are currently preparing these documents for release, and they will be released to you no later than **23 May 2025**.

Information being released – Correspondence with Agencies

Please find listed in the table documents within scope of your request.

Item	Date	Document Description	Decision
1.	2023 – March 2025	Emails from the Public Service Commission to agencies seeking feedback	Released in part
2.	2023 – March 2025	Emails from agencies to the Public Service Commission providing feedback	Released in part

I have decided to release the documents listed above, subject to information being withheld 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.

We are currently preparing these documents for release, and they will be released to you no later than **23 May 2025**.

Information being released – Correspondence with the Minister’s office

Please find listed in the table and enclosed, documents within scope of your request.

Item	Date	Document Description	Decision
3.	3 February 2025	2025-0053 – REPORT – Public Service Census 2025 with attachment (questionnaire)	Released in part
4.		Attachment - 2025 questionnaire	Released in full
5.	3 February 2025	Email from Minister’s Office to the Commission seeking information	Released in part
6.	3 February 2025	Email from the Commission to Minister’s Office providing information	Released in part
7.	4 February 2025	Email sent to the Commission requesting new questions information	Released in part
8.	4 February 2025	Email from the Commission confirming receipt of request	Released in part
9.	4 February 2025	Email from the Commission providing requested information	Released in part
10.	4 February 2025	Email from Private Secretary (Public Service) to the Commission asking for copy of 2021 census questions	Released in part
11.	4 February 2025	Email from the Commission providing requested information (includes two attachments)	Released in part
12.		Attachment: Census questionnaire 2021 remove questions and Census questionnaire 2021	Release in full
13.	10 February 2025	Email from Minister’s office to the Commission providing feedback to discuss at meeting tomorrow (includes attachment) questionnaire)	Released in part

14.		Attachment: Questionnaire	
15.	10 February 2025	Email from the Commission to Minister's office	Released in part
16.	11 February 2025	Email from the Commission asking MINS team to deliver information to Minister's office	Released in part
17.	11 February 2025	Email from the Commission providing Commission's advice and response to Minister's feedback (includes attachment)	Released in part
18.		Attachment: Public Service Census Questionnaire feedback	Released in full
19.	11 February 2025	Email from Minister's office to the Commission with attachment containing Minister's feedback	Released in part
20.		Attachment: Public Service Census Questionnaire feedback from Minister	Released in full
21.	11 February 2025	Email from the Commission requesting a viewable version of the feedback document	Released in part
22.	11 February 2025	Email from the Commission to Minister's office with changes made mark up in attachment	Released in part
23.		Attachment: Public Service Census Questionnaire changes	Released in full
24.	12 February 2025	Email from the Commission to Minister's office providing a clean copy of the Census	Released in part
25.	17 February 2025	Email to Minister's office including the Commissioner's feedback with attachment	Released in part
26.		Attachment – 2025 questionnaire	Released in full
27.	18 February 2025	Email from Minister's office to the Commission returning signed REPORT about the Census from the Minister	Released in part

I have decided to release the relevant parts of the documents listed above, subject to information being withheld under the following sections of the OIA, as applicable:

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

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

In making my decision, I have considered the public interest considerations in section 9(1) of the OIA.

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

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

Please note that we intend to publish this letter (with your personal details removed) and enclosed documents on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks

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

Te Taunaki | Public Service Census is limited to employees of Public Service departments, departmental agencies, and Crown agents.

Are you employed directly by a Public Service department, departmental agency, or Crown agent?

☐ Yes, whether permanent or temporary/fixed term

☐ No, I am a contractor (either self-employed or working for a private sector business) or work in the wider Public sector

if answer 'no' to this Q

Thank you for your time. You do not need to complete this survey.

Otherwise...

Q1. What Public Service department or departmental agencies do you currently work for (if on a secondment, please include both 'home' and 'secondment' agencies)?

Agency list - multiple responses

Where questions in Te Taunaki relate to an agency, we ask that you provide responses with one agency in mind. Preferably this will be the agency you currently work for and/or work most hours for, but we understand you may feel more knowledgeable about your recent experience with a different agency.

Agency list - single response

Q1a. Which agency will you be considering in your answers?

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

Q3a. Were you born in NZ?

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

Q3b. How long ago did you first arrive to live in NZ?

- ☐ 20 years or more
☐ 15 years to less than 20 years
☐ 10 years to less than 15 years
☐ 5 years to less than 10 years
☐ 3 years to less than 5 years
☐ 1 year to less than 3 years
☐ Less than 1 year
☐ Don't know
☐ Prefer not to answer

Q4. What ethnic group(s) do you belong to?

- Select all that apply to you.
☐ New Zealand European
☐ Māori
☐ Samoan
☐ Cook Islands Māori
☐ Tongan
☐ Niuean
☐ Chinese
☐ Indian
☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify:

☐ Prefer not to answer

Q5. 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

Q6. Please give the name(s) and region(s) of your iwi (tribe or tribes):

- Iwi:___AUTO-SUGGEST___
Region:_OPEN TEXT_____
☐ Don't know
☐ Prefer not to answer

Q7. In which language(s) could you have a conversation about a lot of everyday things?

- Please select all that apply.
☐ English
☐ Te Reo Māori
☐ New Zealand Sign Language
☐ Samoan
☐ Other language(s) – please specify (eg Gujarati, Cantonese, Greek) _____
☐ Don't know
☐ Prefer not to answer
-

Q8. How well are you able to speak Te Reo Māori in day-to-day conversation?

- ☐ Very well – I can talk about almost anything in Te Reo Māori
- ☐ Well – I can talk about many things in Te Reo Māori
- ☐ Fairly well – I can talk about some things in Te Reo Māori
- ☐ Not very well – I can only talk about simple/basic things in Te Reo Māori
- ☐ No more than a few words or phrases (including none-at all)
- ☐ Don't know
- ☐ Prefer not to answer

Q9. What is your highest qualification?

- ☐ No Qualifications
- ☐ High School/Secondary School Qualification
- ☐ Level 1 to 4 Certificate
- ☐ Level 5 or 6 Diploma
- ☐ Bachelor's Degree or Level 7 Qualification
- ☐ Bachelor Honours Degree or Postgraduate Certificate/Diploma
- ☐ Master's Degree
- ☐ PhD/Doctoral Degree
- ☐ Other – please specify _____
- ☐ Don't know
- ☐ Prefer not to answer

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.

Q10. What is your religion?

What is your religion? ____AUTO SUGGEST____

[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]

If you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond

Q11a. What is your gender?

Please select all that apply.

- ☐ Male
 - ☐ Female
 - ☐ Another Gender, please specify: _____
 - ☐ Don't know
 - ☐ Prefer not to answer
-

Q11b. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?

☐ No-one does
☐ Few people do
☐ Some people do, some people don't
☐ Most people do
☐ Everyone does
☐ Don't know
☐ Prefer not to answer

Q11c. Are you transgender?

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

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.

Q11d. Do you have an intersex variation?

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

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.

Q12. Which of the following do you identify as?

☐ Heterosexual or straight
☐ Gay
☐ Lesbian
☐ Bisexual
☐ Other – please specify _____
☐ Don't know
☐ 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.

Q13. The next questions ask about difficulties you may have doing certain activities because of a health condition, disability or impairment.

Work under 4 point plans with Whaikaha and StatsNZ on best way to measure disability and supports needed, including mental health and 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?

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

d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?

e. Do you have difficulty remembering or concentrating?

f. Do you have difficulty with self-care, such as washing all over or dressing?

Q14. Do you experience any mental health conditions that have lasted for six months or more?

- ☐ Yes
☐ No
☐ Prefer 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.

Q15. 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 [\[Go to Q17\]](#)
☐ Job-sharing [\[Go to Q17\]](#)
☐ Working reduced hours [\[Go to Q17\]](#)
☐ Working from home
☐ Working from a different site, other than from home [\[Go to Q17\]](#)
☐ Flexi-leave, e.g. study leave, trading salary for additional leave [\[Go to Q17\]](#)
☐ Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days) [\[Go to Q17\]](#)
☐ Other – please specify _____ [\[Go to Q17\]](#)
☐ No, I don't use any of these flexible working arrangements [\[Go to Q17\]](#)
☐ Don't know [\[Go to Q17\]](#)
☐ Prefer not to answer [\[Go to Q17\]](#)

Q16a. In a typical week, how many days a week do you work in the office/hub/on site for your agency?

[free text numeric up to 7]

Q16b. In a typical week, how many days a week do you work from home?

[free text numeric up to 7]

Q16c. When you work at home, do you have access to the tools you need to be effective in your role?

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

Q17. Would you like to have access to additional flexible working arrangements?

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

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

Q23. How many weeks of parental leave did you take?	<input type="checkbox"/> less than 2 weeks <input type="checkbox"/> 2 weeks to less than 6 weeks <input type="checkbox"/> 6 weeks to less than 12 weeks <input type="checkbox"/> 12 weeks to less than 26 weeks <input type="checkbox"/> 26 weeks to less than 52 weeks <input type="checkbox"/> 52 weeks or more <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q24. Do you have parenting and/or caring responsibilities? <i>This could include caring for children (yours or others'), older relatives, friends, etc.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
Q25. For whom do you have parenting or caring responsibilities?	Please select all that apply. <input type="checkbox"/> Tamariki/children under the age of 5 years, including mokopuna/grandchildren <input type="checkbox"/> Tamariki/children aged 5 to 13 years, including mokopuna/grandchildren <input type="checkbox"/> Tamariki/children/young people aged 14 years or over <input type="checkbox"/> Older whanau/family or friends <input type="checkbox"/> Whanau/family or friends with a disability or long term illness <input type="checkbox"/> Other <input type="checkbox"/> Prefer not to answer
Q26. How difficult or easy is it for you to balance your parenting and/or caring responsibilities with your work responsibilities?	<input type="checkbox"/> Very difficult <input type="checkbox"/> Difficult <input type="checkbox"/> Neutral <input type="checkbox"/> Easy <input type="checkbox"/> Very easy <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q27. Thinking now about the days and times you spend working in your role at [the][agency], in general, how do you feel about the balance between your working life and your life outside of work?	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Part C: Your work | Ō mahi

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

Q28. How long, have you been employed in your current role at [the][agency]?

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 [\[Go to Q30\]](#)
- ☐ 5 years to less than 10 years [\[Go to Q30\]](#)
- ☐ 10 years to less than 15 years [\[Go to Q30\]](#)
- ☐ 15 years to less than 20 years [\[Go to Q30\]](#)
- ☐ 20 years to less than 30 years [\[Go to Q30\]](#)
- ☐ 30 years or more [\[Go to Q30\]](#)
- ☐ Don't know
- ☐ Prefer not to answer

Q29. What initially attracted you to work in the New Zealand Public Service?

For those who have started in the past 3 years only

- Please select all that apply.
- ☐ Career progression opportunities
 - ☐ Professional development / training opportunities
 - ☐ Job security
 - ☐ Good remuneration
 - ☐ Flexible work arrangements
 - ☐ Work location
 - ☐ Belief in the purpose and principles of the New Zealand Public Service
 - ☐ Work that contributes positively to society
 - ☐ Work that helps people in my community
 - ☐ Interesting work
 - ☐ A job that enables me to work independently
 - ☐ Work aligned with my job skills, experience or training
 - ☐ Quality of workplace relationships/ social environment at work
 - ☐ An inclusive work environment
 - ☐ Quality of leadership/management (e.g. supportive, clear communication)
 - ☐ Lack of suitable alternative job prospects
 - ☐ I was not satisfied with my previous work
 - ☐ Other (please specify) _____
 - ☐ Don't know
 - ☐ Prefer not to answer

Q30. How long, in total, have you been employed by [the][agency]?

If applicable, please include:

- any time spent working for this agency where you may have been employed in a different role
- any previous periods of employment with this agency or any of its legacy agencies.

WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS

-
- ☐ 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
-

Q31. How long, in total, have you been employed by any New Zealand Public Service departments or departmental agencies, including any legacy agency (e.g. the Department of Labour is a legacy agency of MBIE)?

Please count the total time you have spent working for these agencies, including time on parental leave. Don't count time away from these departments when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ 5 years to less than 10 years
- ☐ 10 years to less than 15 years
- ☐ 15 years to less than 20 years
- ☐ 20 years to less than 30 years
- ☐ 30 years or more
- ☐ Don't know
- ☐ Prefer not to answer

Q32. And if you also include any time you have spent working in other central or local government agencies—for example Crown entities, Crown owned companies, schools or tertiary education institutions—how long have you been employed in the New Zealand Public sector, overall?

How long, in total, have you been employed by the New Zealand public sector?

Please count the total time you have spent working for government agencies, including Crown entities, Crown owned companies, schools or tertiary education institutions. Don't count time away from the Public sector when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ 5 years to less than 10 years
- ☐ 10 years to less than 15 years
- ☐ 15 years to less than 20 years
- ☐ 20 years to less than 30 years
- ☐ 30 years or more
- ☐ Don't know
- ☐ Prefer not to answer

Q33. How many Public sector agencies have you worked for during this time?

The Public sector includes Public Service departments, Crown agents, crown entities, other central and local government agencies, Crown owned companies, schools and tertiary education institutes.

*Please count each agency that you have worked for only once, even if you had previous periods of employment with an agency or any of its legacy agencies.
Please note that the box will accept numeric input only, e.g. '1' and not 'One'.*

- Number field
- ☐ Don't know
 - ☐ Prefer not to answer

Q34. Did you enter the New Zealand Public Service **public sector** through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)?

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

Q35. What region do you mainly work in (i.e. where are you physically based)?

WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS

- ☐ Auckland region
- ☐ Bay of Plenty region
- ☐ Canterbury region
- ☐ Gisborne region
- ☐ Hawke's Bay region
- ☐ Manawatu-Wanganui region
- ☐ Marlborough region
- ☐ Nelson region
- ☐ Northland region
- ☐ Otago region
- ☐ Southland region
- ☐ Taranaki region
- ☐ Tasman region
- ☐ Waikato region
- ☐ Wellington region
- ☐ West Coast region
- ☐ New Zealand Areas Outside of Regional Boundaries (e.g. Chatham Islands, Kermadecs)
- ☐ Overseas
- ☐ Time split equally across multiple regions
- ☐ Don't know
- ☐ Prefer not to answer

Q36. Which of the following occupational categories best describes your current role at [the] [agency]?

WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS

- ☐ Leaders and managers (all those with people or thought leadership roles)
- ☐ Inspectors and Regulatory Officers (e.g. customs and immigration officers, tax inspectors)
- ☐ Social, Health and Education Workers (e.g. nurses, social workers, psychologists)
- ☐ Contact or Call Centre Workers
- ☐ Clerical and Administrative Workers (e.g. receptionists, general clerical workers, programme administrators)
- ☐ Policy Analysts
- ☐ Information Professionals
- ☐ ICT Professionals and Technicians
- ☐ Legal, HR and Finance Professionals
- ☐ Other Occupations
- ☐ Don't know
- ☐ Prefer not to answer

Q37. And what was your occupation / job title (e.g. policy analyst, corrections officer, contact centre team leader)

WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS

- ANZSCO list auto-complete
- ☐ Don't know
- ☐ Prefer not to answer

Q38. What management responsibilities do you have? Do you have any management responsibilities?

- ☐ No, managing staff is not part of my role [\[Go to Q39\]](#)
 - ☐ Yes, I have (or am expected to have) direct reports in my role none of whom have their own direct reports [\[Go to Q 40a\]](#)
 - ☐ I have direct reports—some or all of whom have their own direct reports
 - ☐ Don't know [\[Go to Q39\]](#)
 - ☐ Prefer not to answer [\[Go to Q39\]](#)
-

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

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

Q52. In your role at [the][agency], which of the following ranges does your gross full-time equivalent annual salary fall into?

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.

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 +

☐ Don't know
☐ Prefer not to answer

Q53. Please rate your level of agreement with the following statements about your role.
 (FROM APS CENSUS)
 (Workforce Team request)

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

Q54. In the last month, please rate your team's success in meeting its goals and objectives

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

FROM APS CENSUS

(Productivity- Workforce Team request)

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

a. The people in my team use time and resources efficiently

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

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

d. The people in my workgroup behave in an accepting manner towards people from diverse backgrounds

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

Q56. How would you describe your working relationship with your supervisor/direct manager?

Q57. What best describes your workload?

(APS Census)

	Very good	Good	Neither good nor bad	Bad	Very bad	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

Part D: Inclusion | Te Whai wāhitanga

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

Q58. Please rate your level of agreement with the following statements about diversity and inclusion at [the][agency].

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.

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

e. I am valued for the range of cultural expertise I bring to the job

f. I feel comfortable working with people from backgrounds other than my own [HOVER OVER: For people you 'work with', you may wish to consider customers, clients, colleagues, or any other work relationship]

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

Q59. What could [the][agency] do to make you feel more comfortable about being yourself at work?

- ☐ (open text) _____
- ☐ Nothing
- ☐ Don't know
- ☐ Prefer not to answer

Part E: Wellbeing

Explanation of survey as monitoring, not reporting mechanism. To report negative workplace behaviour contact the Human Resources team in your organisation.

Q60. Work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.

In the last 12 months, how often would you say you have experienced work stress?

(Survey of Working Life StatsNZ)

Always

Often

Sometimes

Hardly ever

Never

Don't know

Prefer not to answer

Q61. In the last 12 months, have you experienced any discrimination, harassment or bullying while working in your job?

(Survey of Working Life StatsNZ)

Yes

No [Go to Section F]

Q62. What type of discrimination, harassment or bullying did you experience? [Please select all that apply]

[Adapted from APS Census, HRC, NAQ]

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. 'Initiations' or pranks carried out by people you don't get on with

e. Interference with your personal property or work equipment

f. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)

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

[For each yes in Q62, show Q62a with piped text showing item.]

Q62a. How often did [INSERT] happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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[For each yes in Q62, show Q63 with piped text showing item.]

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

[Show all]

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) 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](tel:0800787797))

Part F: Skills and development | Te whakapiki pūkenga

We want to understand how you feel about your career progression opportunities, skills and development. These answers will inform work on training opportunities and development in agencies and across the Public Service.

- Q64.** Thinking about your role at [the][agency], which of the following best describes how you feel about your skills?
 ‘Skills’ include your qualifications, experience and personal strengths.
- ☐ I need further training to do the job well
☐ My skills match well with the work I do
☐ I have the skills to cope with more demanding work
☐ Don't know
☐ Prefer not to answer

- Q65a.** In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training?
- ☐ Yes
☐ No [\[Go to Q\]](#)
☐ Don't know [\[Go to Q\]](#)
☐ Prefer not to answer [\[Go to Q\]](#)

On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job. ~~Don't~~ count health and safety training.

- Q65b.** What topics have you completed training on? Select all that apply
 (Ministry for Ethnic Communities request for intercultural training)
- ☐ Leadership
☐ Māori Crown capability
☐ The Treaty of Waitangi
☐ Te Reo Māori
☐ Health and safety topics
☐ Intercultural awareness
☐ Diversity and inclusion
☐ Another topic related to my career field
☐ Other, please specify
☐ Don't know
☐ Prefer not to answer

Q66. Please rate your level of agreement with the following statements about working in the Public Service.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I received learning and development to support my transition into my current role							
b. I have access to the learning and development I need to do my job well							
c. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
d. All things considered, I am satisfied with my career development opportunities							

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

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

Q67. Please rate your level of agreement with the following statements regarding Te Reo Māori. In [the][agency]....

- a. ...the Te Reo Māori goals of the agency are clear
- b. ...I hear leaders regularly using Te Reo Māori words and phrases
- c. ...staff are encouraged to use Te Reo Māori
- d. ...staff are supported to improve our Te Reo Māori (e.g. through on-the-job learning, in-house courses, etc.)
- e. I value my knowledge of Te Reo Māori and/or wish to grow it

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

Q68. When you are at work, how much Te Reo Māori do you speak to others?

(Te Taura Whiri proposed changes)

- ☐ 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).
- ☐ 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).

- ☐ No Te Reo Māori
- ☐ Don't know
- ☐ Prefer not to answer

Q69. In your last working week, how often did you hear...

a. Te reo Māori greetings

b. Single words in te reo Māori

c. Karakia

d. Waitata

e. Te reo Māori phrases

f. Conversations in te reo Māori

Daily	A few times a week	Once a week	Not at all	Don't know / Not applicable	Prefer not to answer

Q70. 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

Please select 'don't know / not applicable' if you feel this doesn't apply to your role.

c. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown

d. I understand how my work contributes to delivering better outcomes for Māori

e. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori

f. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using Te Reo Māori, participating in powhiri, karakia or hui)

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

Q71. How often is tikanga Māori used/visible in your work environment?

- ☐ Never
- ☐ Hardly ever
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know
- ☐ 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.

Q72. Please rate your level of agreement with the following statements about working for the Public Service.

[illegible]

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

More effective tools to manage poor performing staff

More recognition for the hard work I do

Stronger connection between front-line workers and senior leadership

Streamlined administrative processes within my agency

Improved technology and a more digital environment

Improved internal communication

Improved inclusiveness in my workgroup

Increased support for wellbeing

Reduced workload

Increased experimentation with new ideas

Increased flexibility in work practices

Increased ability to work collaboratively with other parts of government

Increased focus on growing capability to support the Māori Crown relationship

More accessible workplace environment

Other, please specify

☐ Don't know

☐ Prefer not to answer

4

[illegible][illegible][illegible]

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- h. Work that contributes positively to society
- i. Work that helps people in my community
- j. Interesting work
- k. A job that enables me to work independently
- l. Work aligned with my job skills, experience or training
- m. Quality of workplace relationships/ social environment at work
- n. An inclusive work environment
- o. Quality of leadership/management (e.g. supportive, clear communication)
- p. Lack of suitable alternative job prospects

Part F: Mobility

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.

Q76. Which of the following statements best describes your current situation?

Please select one category only

☐ I have no immediate plans to leave my current position ~~[HOVER-OVER: Also select this option if you plan to go on long term leave, including parental leave, and return to your current position]~~ [\[Go to Q76\]](#)

☐ I am actively applying for another role/other roles now ~~[HOVER-OVER: Also select this option if you are currently applying for a secondment]~~ [\[Go to Q73\]](#)

☐ In the next 12 months I want to apply for a different role ~~[HOVER-OVER: Also select this option if you want to apply for a secondment]~~ [\[Go to Q74\]](#)

☐ In the next 12 months I want to do a secondment or other temporary move within my agency

☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q76\]](#)

☐ I would like to change jobs but do not believe I can [\[Go to Q75\]](#)

☐ None of these / uncertain [\[Go to Q76\]](#)

☐ Don't know [\[Go to Q76\]](#)

☐ Prefer not to answer [\[Go to Q76\]](#)

Q77a. Where are you applying to?
or

Q77b. Where do you want to apply to?

Please select all that apply:

☐ The same agency I currently work for

☐ Another Public Service department or departmental agency

☐ Elsewhere in the NZ Public sector

☐ Outside the NZ Public sector

☐ Don't know

☐ Prefer not to answer

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

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

Open text

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

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

New sections in yellow. Questions proposed for removal are crossed out.

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?	<input type="checkbox"/> Yes, whether permanent or temporary/fixed term <input type="checkbox"/> No, I am a contractor (either self-employed or working for a private sector business) or work in the wider Public sector
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“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?	<input type="checkbox"/> Under 20 years <input type="checkbox"/> 20 to 24 years <input type="checkbox"/> 25 to 29 years <input type="checkbox"/> 30 to 34 years <input type="checkbox"/> 35 to 39 years <input type="checkbox"/> 40 to 44 years <input type="checkbox"/> 45 to 49 years <input type="checkbox"/> 50 to 54 years <input type="checkbox"/> 55 to 59 years <input type="checkbox"/> 60 to 64 years <input type="checkbox"/> 65 to 69 years <input type="checkbox"/> 70 years or over <input type="checkbox"/> Prefer not to answer
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Q3a. Were you born in NZ?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Q3b. How long ago did you first arrive to live in NZ?	<input type="checkbox"/> 20 years or more <input type="checkbox"/> 15 years to less than 20 years <input type="checkbox"/> 10 years to less than 15 years <input type="checkbox"/> 5 years to less than 10 years <input type="checkbox"/> 3 years to less than 5 years <input type="checkbox"/> 1 year to less than 3 years <input type="checkbox"/> Less than 1 year <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Q4. What ethnic group(s) do you belong to?	Select all that apply to you. <input type="checkbox"/> New Zealand European <input type="checkbox"/> Māori <input type="checkbox"/> Samoan <input type="checkbox"/> Cook Islands Māori <input type="checkbox"/> Tongan <input type="checkbox"/> Niuean <input type="checkbox"/> Chinese <input type="checkbox"/> Indian <input type="checkbox"/> Other, e.g. Dutch, Japanese, Tokelauan, Please specify: _____ <input type="checkbox"/> Prefer not to answer
Q5. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q6. Please give the name(s) and region(s) / rohe of your iwi (tribe or tribes). Updated question wording from Stats NZ New Zealand Census 2023	Iwi: AUTO-SUGGEST ____ Region: _OPEN TEXT _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q7. In which language(s) could you have a conversation about a lot of everyday things?	Please select all that apply. <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
Q8. 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
Q9. 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

Commented [SB1]: D&I suggestion that Tokelauan is treated like other pacific regions and given own line

Commented [TW2R1]: Noting that Cook Islands, Niue and Tokelau Pacific naations have special arrangements with NZ so makes sesnse if they all have their own line

Commented [AS3R1]: My understanding is that this question is from the NZ Census, and that we can't make changes to keep it directly comparable. StatsNZ are working on a revision to this ethnicity standard question and are consulting with communities in NZ this year about it. @Tas Papadopoulos is that your understanding?

Commented [TP4R1]: Yes - both your points are correct, Also note that the Other text field uses auto complete so it is very easy to use.

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.

Q10. What is your religion? What is your religion? ____AUTO SUGGEST____
[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]

If you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond

Q11a. What is your gender? Please select all that apply.
☐ Male
☐ Female
☐ Another Gender, please specify: _____
☐ Don't know
☐ Prefer not to answer

Q11b. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?
☐ No one does
☐ Few people do
☐ Some people do, some people don't
☐ Most people do
☐ Everyone does
☐ Don't know
☐ Prefer not to answer

Q11c. Are you transgender? ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

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.

Q11d. Do you have an intersex variation? ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer
"Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?"

Updated question wording above from 2023 Stats NZ Census

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,

Commented [TW5]: Faith - raised at Kāpuia and becoming a key area of consideration for Inclusion. Do we put here another question in relation to religion e.g 'do you have access to prayer/spiritual room/space' - or is this q included in Inclusion section?

Commented [AS6R5]: Access to prayer/spiritual rooms can be collected through HuDo Data as we need an official view from each agency about what facilities are provided to staff.

Commented [KD7]: We wondered if could be pinned to any deliberate or persistent misgendering

Commented [AF8R7]: Agree with Kiri - people have mentioned about this question that it's unclear whether people are accidentally using incorrect pronouns (ie the person may not have shared their pronouns, if they're different to what people are assuming they are) or if they've been clear with their pronouns (and people persist with using incorrect ones)

Commented [AS9R7]: Questions below on negative comment/behaviour because of someone's gender, which would likely capture. How could someone tell if the misgendering was intentional (or if the person was forgetful?)

Commented [KD10R7]: It might be survey-dubious", but how about "No, because I haven't shared my correct gender"?

Commented [AS11R7]: @Alana Fasavalu are we interested in asking if people are "out" at work?

Commented [KS12R7]: Have we done anything with the data? Given the potential ambiguities in the question, is it worth including in 2024?

Commented [KD13R7]: From an internal pov, Te Taunaki is currently our only source of data for any rainbow dimensions (we are looking at what info we can gather via other means but the confidentiality of Te Taunaki means people are more likely to feel safe to share here rather than e.g when starting a new job where they don't know the safety of the organisational culture).
If I'm looking in the right place, the qu re unfair treatment because of gender isn't the same as "do people accept and respect your expressed gender"

Congenital Adrenal Hyperplasia, or Androgen Insensitivity Syndrome.

Q12. Which of the following do you identify as?
Which of the following best describes how you think of yourself?

Updated wording from 2023 Stats NZ Census

☐ Heterosexual or straight
☐ Gay
☐ Lesbian
☐ Bisexual
☐ Other Another identity – please specify _____
☐ Don't know
☐ 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.

Q13. The next questions ask about difficulties you may have doing certain activities because of a health condition, disability or impairment. THIS IS A PLACEHOLDER: Work under 4-point plans with Whaikaha and StatsNZ on best way to measure disability and supports needed, including mental health and neurodiversity.	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?					
b. Do you have difficulty hearing, even if using a hearing aid?					
c. Do you have difficulty walking or climbing steps?					
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?					
e. Do you have difficulty remembering or concentrating?					
f. Do you have difficulty with self-care, such as washing all over or dressing?					

Q14. Do you have a mental health condition that have lasted or is expected to last for six months or more?
(Updated to StatsNZ disability survey question)

☐ Yes
☐ No [Go to Q15]
☐ Prefer not to answer [Go to Q15]

Commented [KD14]: Will a qu be added on support - eg "does your organisation provide sufficient support for you to be able to mitigate any health condition, disability or impairment?"
Yes, some support but more needed, no

Commented [AF15R14]: This is important inclusion data from D&I perspective too

Commented [AS16R14]: The need for support questions is on the list I've asked Tas/Ken to address as part of the 4 point plan consultation with Whaikaha and StatsNZ

Q14a. Because of that mental health condition, how much difficulty do you have with daily activities?	<input type="checkbox"/> No difficulty <input type="checkbox"/> Some difficulty <input type="checkbox"/> A lot of difficulty <input type="checkbox"/> Cannot do at all <input type="checkbox"/> Prefer not to answer
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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.

Q15. In your role at [the][agency], do you currently use any of the following flexible working arrangements?	Please select all that apply. <input type="checkbox"/> Flexible start and finish times or flexible break times [Go to Q17] <input type="checkbox"/> Job-sharing [Go to Q17] <input type="checkbox"/> Working reduced hours [Go to Q17] <input type="checkbox"/> Working from home <input type="checkbox"/> Working from a different site a remote location (e.g. house of a family member, holiday home), other than from home [Go to Q17] <input type="checkbox"/> Working from a different office/regional hub [Go to Q17] <input type="checkbox"/> Flexi-leave, e.g. study leave, trading salary for additional leave [Go to Q17] <input type="checkbox"/> Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days) [Go to Q17] <input type="checkbox"/> Other – please specify _____ [Go to Q17] <input type="checkbox"/> No, I don't use any of these flexible working arrangements [Go to Q17] <input type="checkbox"/> Don't know [Go to Q17] <input type="checkbox"/> Prefer not to answer [Go to Q17]
Q16a. In a typical week, how many days a week do you work in the office/hub/on site for your agency?	[free text numeric 0 - not more than 7]
Q16b. In a typical week, how many days a week do you work from home? Only count days where you spend most of your work day at your own home. Don't count days where you briefly checked email or made a work call.	[free text numeric 0 - not more than 7] - explore with Research provider can Q16a and b be totalled to 7
Q16c. When you work at home, do you have access to the tools you need to be effective in your role?	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q17. Would you like to have access to additional flexible working arrangements?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Commented [S817]: I think what we (Workforce group) are interested in here is the amount of days you work from home as part of your contracted days of work (not, eg, I work five days in the office and then work across the weekend - so I put two days here). We want to understand the place of work and hybrid arrangements, not workload (that is question later). So might need tighter wording

Commented [AS18R17]: Maybe a note: include only full days of work, not days when you briefly checked email/made a work call?

Commented [TN19R17]: How about:

16a: In a typical week, across how many days do you normally work?

16b: In a typical week, how many of those days do you normally work remotely/at home? (to make it a subset of the first rather than separate)

Commented [TN20]: Confirming we're happy that this is about WFH not just remote working?

Commented [AH21R20]: Yeah shouldn't it be about remote working and then any sub-question would get into location like home or other...?

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

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Commented [SB22]: Workforce is keen to retain this one, but with a recut of the reasons why (doesn't need to be so granular, and adding reasons that are work related (eg, I feel more productive at home, I find some tasks, such as those that require concentration, are more productively done at home))

Commented [AH23R22]: Agree with this. Goes to productivity

Commented [AS24R22]: @Sarah Borrell I've added a reason for productivity at home, and shortened the list of other reasons. Any other reasons you want added?

Commented [SB25R22]: See comments on individual question wording below. Cull works for me.

Commented [SB26]: Not sure this is needed - hours worked will pick up part timers.

Commented [AS27R26]: Have removed

Commented [SB28]: Might not have the real estate for this, but in perfect world would like to separate out the 'I have more time for work (are more productive at my work) without commuting' from the 'I have made a person choice to reduce impacts (on my personal time, environment etc) from commuting'.

Commented [TN29R28]: Theres a "the nature of my work means i cannot work while commuting" point too. but might be too granular.

Q23. How many weeks of parental leave did you take?

☐ less than 2 weeks
☐ 2 weeks to less than 6 weeks
☐ 6 weeks to less than 12 weeks
☐ 12 weeks to less than 26 weeks
☐ 26 weeks to less than 52 weeks
☐ 52 weeks or more
☐ Don't know
☐ Prefer not to answer

Q24. Do you have parenting and/or caring responsibilities?

☐ Yes
☐ No
☐ Prefer not to answer

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

Commented [SB30]: Maybe not just older (eg sibling with high needs)

Q25. For whom do you have parenting or caring responsibilities?

Please select all that apply:

☐ Tamariki/children under the age of 5 years, including mokopuna/grandchildren
☐ Tamariki/children aged 5 to 13 years, including mokopuna/grandchildren
☐ Tamariki/children/young people aged 14 years or over
☐ Older whanau/family or friends
☐ Whanau/family or friends with a disability or long term illness
☐ Other
☐ Prefer not to answer

Commented [SB31]: Would like to retain, perhaps as options under q25. May not need to be so granular.

Q26. How difficult or easy is it for you to balance your parenting and/or caring responsibilities with your work responsibilities?

☐ Very difficult
☐ Difficult
☐ Neutral
☐ Easy
☐ Very easy
☐ Don't know
☐ Prefer not to answer

Commented [KS32]: I understand (and agree with) this being removed in 2024, but it feels like holding onto it for the next iteration might be useful

Q27. Thinking now about the days and times you spend working in your role at [the][agency], in general, how do you feel about the balance between your working life and your life outside of work?

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

Part C: Your work | Ō mahi

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

Q28. How long, have you been employed in your current role at [the][agency]?

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

Q29. How long, in total, have you been employed by [the][agency]?

If applicable, please include:

- any time spent working for this agency where you may have been employed in a different role*
- any previous periods of employment with this agency or any of its legacy agencies.*

**WORKFORCE DATA REQUESTED FROM AGENCIES WITH
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- ☐ 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

Q30. How long, in total, have you been employed by any New Zealand Public Service departments or departmental agencies, including any legacy agency (e.g. the Department of Labour is a legacy agency of MBIE)?

Please count the total time you have spent working for these agencies, including time on parental leave. Don't count time away from these departments when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ 5 years to less than 10 years
- ☐ 10 years to less than 15 years
- ☐ 15 years to less than 20 years
- ☐ 20 years to less than 30 years
- ☐ 30 years or more
- ☐ Don't know
- ☐ Prefer not to answer

Q31. And if you also include any time you have spent working in other central or local government agencies—for example Crown entities, Crown owned companies, schools or tertiary education institutions—how long have you been employed in the New Zealand Public sector, overall?

How long, in total, have you been employed by the New Zealand public sector?

Please count the total time you have spent working for government agencies, including Crown entities, Crown owned companies, schools or tertiary education institutions. Don't count time away from the public sector when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years [Go to Q35]
- ☐ 5 years to less than 10 years [Go to Q35]
- ☐ 10 years to less than 15 years [Go to Q35]
- ☐ 15 years to less than 20 years [Go to Q35]
- ☐ 20 years to less than 30 years [Go to Q35]
- ☐ 30 years or more [Go to Q35]
- ☐ Don't know [Go to Q35]
- ☐ Prefer not to answer [Go to Q35]

Q30. What initially attracted you to work in the New Zealand Public Service?

Please select all that apply.

- ☐ Career progression opportunities
- ☐ Professional development / training opportunities
- ☐ Job security
- ☐ Good remuneration
- ☐ Flexible work arrangements
- ☐ Work location
- ☐ Belief in the purpose and principles of the New Zealand Public Service
- ☐ Work that contributes positively to society
- ☐ Work that helps people in my community
- ☐ Interesting work
- ☐ A job that enables me to work independently
- ☐ Work aligned with my job skills, experience or training
- ☐ Quality of workplace relationships/ social environment at work
- ☐ An inclusive work environment
- ☐ Quality of leadership/management (e.g. supportive, clear communication)
- ☐ Lack of suitable alternative job prospects
- ☐ I was not satisfied with my previous work
- ☐ Other (please specify) _____
- ☐ Don't know
- ☐ Prefer not to answer

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

Commented [TN33]: This should route from Q32 not Q28? I think we're interested in new to public sector not new to the role.

Q33. How many Public sector agencies have you worked for during this time?

- Number field
- ☐ Don't know
 - ☐ Prefer not to answer

The Public sector includes Public Service departments, Crown agents, crown entities, other central and local government agencies, Crown owned companies, schools and tertiary education institutes.

Please count each agency that you have worked for only once, even if you had previous periods of employment with an agency or any of its legacy agencies.

Please note that the box will accept numeric input only, e.g. '1' and not 'One'.

Q34. Did you enter the New Zealand Public Service public sector through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)?

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

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

Commented [TN34]: This should route from Q32 not Q28? I think we're interested in new to public sector not new to the role.

Q35. What region do you mainly work in (i.e. where are you physically based)?

WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS

- ☐ Auckland region
- ☐ Bay of Plenty region
- ☐ Canterbury region
- ☐ Gisborne region
- ☐ Hawke's Bay region
- ☐ Manawatu-Wanganui region
- ☐ Marlborough region
- ☐ Nelson region
- ☐ Northland region
- ☐ Otago region
- ☐ Southland region
- ☐ Taranaki region
- ☐ Tasman region
- ☐ Waikato region
- ☐ Wellington region
- ☐ West Coast region
- ☐ New Zealand Areas Outside of Regional Boundaries (e.g. Chatham Islands, Kermadecs)
- ☐ Overseas
- ☐ Time split equally across multiple regions
- ☐ Don't know
- ☐ Prefer not to answer

Commented [TN35]: How consistent will this be if we get it from agencies? Do all agencies use the same region coding?

Commented [AS36R35]: We've got it in the Workforce Data, so I'm thinking there is some consistency?

Q36. Which of the following occupational categories best describes your current role at (the) agency?

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- ☐ Leaders and managers (all those with people or thought leadership roles)
- ☐ Inspectors and Regulatory Officers (e.g. customs and immigration officers, tax inspectors)
- ☐ Social, Health and Education Workers (e.g. nurses, social workers, psychologists)
- ☐ Contact or Call Centre Workers
- ☐ Clerical and Administrative Workers (e.g. receptionists, general clerical workers, programme administrators)
- ☐ Policy Analysts
- ☐ Information Professionals
- ☐ ICT Professionals and Technicians
- ☐ Legal, HR and Finance Professionals
- ☐ Other Occupations
- ☐ Don't know
- ☐ Prefer not to answer

Q37. And what was your occupation / job title (e.g. policy analyst, corrections officer, contact centre team leader)

WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS

- ANZSCO list auto-complete
- ☐ Don't know
- ☐ Prefer not to answer

Q38. What management responsibilities do you have? Do you have any management responsibilities?

- ☐ No, managing staff is not part of my role [\[Go to Q39\]](#)
- ☐ Yes, I have (or am expected to have) direct reports in my role ~~none of whom have their own direct reports~~ [\[Go to Q40a\]](#)
- ☐ I have direct reports—some or all of whom have their own direct reports
- ☐ Don't know [\[Go to Q39\]](#)
- ☐ Prefer not to answer [\[Go to Q39\]](#)

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Q39. Are you interested in moving into a management role in the future?	<input type="checkbox"/> Yes [Go to Q42] <input type="checkbox"/> No [Go to Q43] <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q40a. Does the team you manage have the ability to use flexible work (e.g. working from home, flexible start/finish times)? (Workforce Team request)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q40b. What impact does flexible work have on team's productivity/ ability to get their work done in a timely way? (Workforce Team request)	<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
Q40c. 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
Q41. Are you a member of the Public Service Leaders Group?	<input type="checkbox"/> Yes [Go to Q43] <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q42. 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
Q43. In your role at [the] [agency], are you... WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS	<input type="checkbox"/> A tier 1 leader (e.g. a Director General, Chief Executive etc.) <input type="checkbox"/> A tier 2 leader <input type="checkbox"/> A tier 3 leader <input type="checkbox"/> A tier 4 leader <input type="checkbox"/> A tier 5 leader or another type of manager or team leader <input type="checkbox"/> In a non-managerial position <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q44. 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? (Please don't include time with internal customers and clients)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q45. In your role at [the] [agency], what are your weekly paid hours of work as stated in your employment agreement? WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS	<input type="checkbox"/> number field [hours/minutes] <input type="checkbox"/> I don't have 'set' or 'contracted' hours <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q46. In your role at [the] [agency], how many hours do you usually work per week, on average?	<input type="checkbox"/> same as above/contracted hours <input type="checkbox"/> number field [__ hours] <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Commented [SB37]: If we are interested in mobility between mgt and non mgt roles, are we going to ask Managers if they are interested in moving out of management roles?

Commented [AS38]: @Tim Newton-Howes I don't think we need this question anymore- it was just there so the productivity question (that we've moved to the your team section) made sense.

Commented [SB39]: Feeling this is not just a question for managers. Eg if managers think they can, and new to work employees think they can not, that tells us something quite important.

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Commented [KS40]: This could feel relevant for a very small segment of managers. Would a question relating to managing staff and performance in general be more appropriate?

Commented [AS41R40]: It's directly from a lead question in the new Agency Capability Reviews, they want it to be ...

Commented [SB42]: May need to define this

Commented [AS43R42]: I've tried- might need to use a broader range of terms depending on titles in agencies

Commented [SB44R42]: I think what you have added helps - gives a sense of what you are meaning (T2 or above) ...

Commented [KS45]: Do we have a clear use-case for this data, and is it a worthwhile addition to the data already ...

Commented [AS46R45]: In the good employer section of the Public Service Act, CE's are required to "recognise the ...

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Commented [PD47]: Respondents may misinterpret this phrase

Commented [AS48R47]: referencing prisoners I think @Ken Smart do you have any ideas from the development ...

Commented [PD49R47]: It is for prison officers, but for non-Corrections staff who are not aware of the phrase, th ...

Commented [KS50R47]: Yup, any role like corrections officers or social workers where the terms customers or ...

Commented [AS51R47]: I've sent a message to MSD, OT, and Corrections for their input

Commented [TN52R47]: How comparable would the data be over time if we change the definition.

Commented [AS53R47]: I've heard back from Corrections, MSD and OT, for all of them the question wor ...

Commented [TNH54R47]: Thanks Aidan - I think if we ask this twice in a row this question will imply a defacto ...

Commented [SB55]: Need to ensure, to make sense of next questions, that we are getting hours, not 1 FTE answers.

Commented [TN56R55]: Agree - this needs to be hours not FTE. Is that possible? not all payroll systems will be ab ...

Commented [TN57]: If we are separating these questions we should be clear this is about actual hours worked, not ...

Commented [KS58]: If we're including the new questions below, then do we need this one?

Q47. Do you regularly work beyond your normal contracted work hours? (Workforce Team request)	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q47a. Are you compensated for your extra hours? (Workforce Team request)	<input type="checkbox"/> Yes, with overtime pay <input type="checkbox"/> Yes, with formal time off in lieu (TOIL) arrangements <input type="checkbox"/> Yes, with informal time off in lieu (TOIL) / flexible working arrangements <input type="checkbox"/> Yes, base salary takes into account that extra hours will be required from time to time <input type="checkbox"/> No, not compensation in any form <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q48. Why do you work beyond your normal contracted hours? Select all that apply (Workforce Team request)	<input type="checkbox"/> Required to do so by my supervisor <input type="checkbox"/> Need to earn more money / want the overtime pay <input type="checkbox"/> Too much work to complete in the normal hours <input type="checkbox"/> Not enough people in my team to get the work done, so need to work extra hours for us to keep up <input type="checkbox"/> Contacted out of work hours by colleagues / manager for urgent tasks <input type="checkbox"/> I'd rather be at work than at home <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q49. In your role at [the] [agency], which of the following best describes your employment? WORKFORCE DATA REQUESTED FROM AGENCIES WITH EMAIL ADDRESS	<input type="checkbox"/> A permanent employee <input type="checkbox"/> A temporary employee – casual (no guarantee of regular work) <input type="checkbox"/> A temporary employee – fixed term <input type="checkbox"/> A temporary employee – other (e.g. a seasonal job) <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
An employment agreement lists the terms and conditions of employment:	<input type="checkbox"/> Individual agreement <input type="checkbox"/> Collective agreement <input type="checkbox"/> Don't know
Q50. In your role at [the] [agency], are you on an individual employment agreement or a collective employment agreement?	<input type="checkbox"/> Prefer not to answer
Q51. Are you a member of a union?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
A union is a membership organisation that promotes its members collective employment interests	

Commented [TN59]: We should be clear somewhere that extra hours may or may not be paid or otherwise compensated.

Commented [TN60]: We should be clear somewhere that extra hours may or may not be paid or otherwise compensated.

Commented [AS61R60]: @Sarah Borrell @Tim Newton-Howes had a try at these options, feel free to edit

Commented [TNH62R60]: These look good. Ill include a couple of small changes in red for consideration

Commented [AS63R60]: @Tim Newton-Howes I'd recommend removing flexible working arrangements from the informal TOIL line, it doesn't seem like compensation?

Commented [TN64R60]: It feels like compensation in the same way that TOIL is compensation - EG, I put in extra hours last fortnight so im going to just come into work a bit late this week. But possibly not the best framing (more interesting for us than helpful for respondents).

Perhaps just "Yes, with paid time off"

Commented [TN65]: or TOIL?

Commented [AH66]: Not sure the intent of this? Also isn't it more about work than 'elsewhere'? Otherwise it's quite a narrow question... Which again, not sure why?

Commented [AS67R66]: People who are lonely, in bad family situations, have young children they want to leave their spouse to care for, are young and have a cold house they can't afford to heat, etc will often work long hours in an office because it's a preference, not because it's a work requirement. I think it's worth measuring whether there are reasons outside of work that are making someone be in the office longer.

Commented [TNH68]: @Charlie Busby as discussed

Commented [CB69R68]: have suggested we retain this

Q52. In your role at [the][agency], which of the following ranges does your gross full-time equivalent annual salary fall into?	less than \$40,000
	\$40,000 - \$44,999
	\$45,000 - \$49,999
	\$50,000 - \$54,999
<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>	\$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 +

☐ Don't know
☐ Prefer not to answer

Q53. Please rate your level of agreement with the following statements about your role. (FROM APS CENSUS) (Workforce Team request)	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
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).							

Part C: Your Team

Team and workgroup are used interchangeably in this survey.	Excellent	Very good	Average	Below average	Well below average	Don't know / Not applicable	Prefer not to answer
Q54. In the last month, please rate your team's success in meeting its goals and objectives							

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

FROM APS CENSUS

(Productivity - Workforce Team request)

Commented [KS70]: Are we not considering matching this from HRC?

Commented [AS71R70]: Tas and I discussed, he thinks it's more personal so should be left to the individual.

Commented [KD72]: Excluding superannuation?

Including any negotiated or additional leave where this reduces gross salary (but excluding where it is a payroll deduction) - clumsy to say - might be easier to say "Do you have any additional / negotiated leave in addition to the gross salary indicated here? If so, how many weeks?"

Commented [SB73R72]: SIT or Tim will need to confirm, but I think we see leave amounts through the annual payroll data drop?

Commented [KD74R72]: Can we tell whether gross salary was reduced to cover the cost of the leave (as per total remuneration approach & in some orgs), or whether it is processed as a payroll deduction without reducing gross salary (the Commission approach)?

Commented [TN75R72]: Some leave is visible through the annual collection. I don't think we can see if anyone has purchased extra leave entitlements through a salary sacrifice

Commented [KD76R72]: Suggest the question is clarified: At the Commission we purchase any additional leave so it doesn't affect our salary. The answer we give then is not affected by any additional leave. At my old work, any additional leave is a salary sacrifice, ie salary is reduced by 2% per week additional leave. This means we are not looking at an "apples with apples" answer. It becomes significant when someone has several weeks' additional leave, eg I have 3 weeks' purchased leave which is enough to result in a 6% difference in my answer. That's enough to put me in a different salary bracket. That might not be enough to make a big difference in any conclusions drawn, but it does mean not seeing the full picture :)

Commented [SB77R72]: As a workforce group we had a similar debate over this question and discussed how much granular remuneration info we wanted here (eg - total rem vs base rem differences, take home allowances on top of rem etc), and went for simple. Felt this wasn't audience for ...

Commented [TW78]: The term 'fairly' could be misinterpreted or might leave us open to people interpret ...

Commented [TN79R78]: I agree - could repeat the "I am satisfied with..." language, or change fairly to "sufficiently" or similar.

Commented [AS80R78]: I'm happy to change this- but it won't be comparable to the Australian Public Service Cens ...

Commented [SB81R78]: Fairly is a comfortable word to me, but perhaps because it is what we would see in ER (eg, people make claims for "fair pay", not so common to see ...

Commented [TNH82R78]: For my 2 cents I think fair and appropriate are both more subjective than satisfactory (mostly because satisfactory, or sufficiently, is a one way ...

Commented [TW83]: Does there need to be more of an explanation about what 'non-monetary employment conditions' are?

Commented [AS84]: To me seems a slightly strange period to consider? Slightly longer e.g. "last six months" or ...

a. The people in my team use time and resources efficiently

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

c. Flexible work has a positive impact on my team's ability to get the job done.

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

e. 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
Needs an N/A						

Commented [HC85]: why are we only interested in their team, not their wider organisation?

Commented [AH86R85]: Not sure about that... It will revert to Team in big orgs. It's not reasonable to ask a case manager in a service centre in Ashburton to talk about how MSD as a whole uses its time and resources.

We could add a note to define team - ie. People may interpret it strictly as their work team, their site, their business group... Their org maybe for eg MfW / SWA... Whatever makes most sense for them

Commented [AS87R85]: SAPG have decided not to measure efficiency in this way for the Agency Capability Reviews, so I've removed the question.

Commented [KS88]: Not sure this is an appropriate team-level question

Commented [KS89]: By moving this to a different context, we may not be able to compare results from 2021. Is it a useful question beyond those retained in the inclusion section?

Commented [SB90]: Different from team?

Q56. How would you describe your working relationship with your supervisor/direct manager?

Very good	Good	Neither good nor bad	Bad	Very bad	Don't know	Prefer not to answer

Commented [KS91]: This sounds like an engagement survey question, which Peter has previously indicated his dislike for. What will the Commission do with the findings?

Commented [AS92R91]: This is a measure of "psychological safety" which was requested by multiple agencies, as part of the Positive Safe Workplace Culture programme

Commented [HC93]: isn't this double-up with the over hours stuff?

Commented [AH94R93]: Only partly. No if they're under capacity. And not if they work extra hours for personal / other reasons.

Q57. What best describes your workload?

(APS Census)

Well above capacity - too much work	Slightly above capacity - lots of work to do	At capacity - about the right amount of work to do	Slightly below capacity - available for more work	Well below capacity - not	Don't know	Prefer not to answer

Part D: Inclusion | Te Whai wāhitanga

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

Commented [TW95]: Is this where we could add in extra question about faith?

Q58. 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

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

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

Employee led networks can be for example a women's network, a rainbow network, a network for an ethnic group or one that is centred around a professional group or discipline.

e. I am valued for the range of cultural expertise I bring to the job

~~f. I feel comfortable working with people from backgrounds other than my own~~
 {HOVER-OVER: For people you 'work with', you may wish to consider customers, clients, colleagues, or any other work relationship}

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

Commented [TW96]: Would make sense to ask not only about access to relevant ELNs but also if participant gets adequate time to do ELN work. - This would give us an idea of inclusion working in this space.

Commented [AS97R96]: I think that could be in a survey for ELN leaders? I can help your ELN team design it if there's an interest.

Q59. What could [the][agency] do to make you feel more comfortable about being yourself at work?

- ☐ (open-text) _____
- ☐ Nothing
- ☐ Don't know
- ☐ 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 negative 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.

Commented [AS98]: Suggestion from the Health and Safety leads was to broaden this section out, including the heading

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to
Q. 59X. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q 59X1. Leaders in my organisation demonstrate a commitment to addressing work factors that impact my mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							
Q59X2. I believe my immediate supervisor cares about my health and wellbeing. (APS Census)							

<p>Q60. 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 is not: 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>Q61. 57. 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 Q63X]

Commented [AS99]: Negative workplace behaviour topics covered in international comparison surveys.docx

Commented [AS100]: @Rachel Greer I've updated the definitions as discussed, feel free to edit.

Commented [AS101R100]: @Alana Fawcett note I've updated to NZ definitions based on legislation where possible, feel free to edit

Commented [AS102]: Updated based on Worksafe suggestion

<p>Q62. 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 on the basis of your race, colour, ethnic group, or national origin			
o. Threats of violence/physical abuse or actual abuse			
p. Other, please specify (please do not list names, addresses, phone numbers or other identifying details about yourself or any other person)			

Commented [AS103]: @Alana Fasavali note addition here to bring questions in line with legislative definitions.

[For each yes in Q62, show Q62a with piped text showing item.]

Q62a. How often did [INSERT 62 item] happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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[For each yes in Q62, show Q63 with piped text showing item.]

Q63. Who was responsible for the most recent incident of [INSERT]?	Select one
Your current or previous supervisor	
Someone more senior (other than your supervisor)	
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}

Please read the following definition carefully before answering the next question.		
Discrimination is when you are treated unfairly compared to others by your employer or a representative of your employer because of a specific personal characteristic: sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation. Examples of this include access to training, promotion, or any other action that negatively impacts your job performance, job satisfaction, or employment. (edited from Employment Relations Act 2000 and Human Rights Act 1993)		
Q62Y. — During the last 12 months and in the course of your employment, have you experienced discrimination on the basis of your background or a personal characteristic (sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation)? (APS Census, adapted to NZ-protected grounds)	Yes	No {Go to Q63X}

Commented [AS104]: Negative workplace behaviour topics covered in international comparison surveys.docx

Commented [AS105]: @Rachel Greer I've updated the definitions as discussed, feel free to edit.

Commented [AS106R105]: @Alana Fasavali note I've updated to NZ definitions based on legislation where possible, feel free to edit

Q62Y. What was the basis of the discrimination that you experienced?	Select all that apply
Sex or gender	
Colour, race, ethnic or national origin	
Disability	
Sexual orientation or identity	
Religious belief	
Age	
Family or marital status	
Political opinion	
Employment status	
Don't know	
Prefer not to answer	

[Show all]

Q63X.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
I feel safe to speak up about negative behaviour in the workplace.							
If I did speak up, I think my organisation would take it seriously.							

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

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

Part F: Skills and development | Te whakapiki pūkenga

We want to understand how you feel about your career progression opportunities, skills and development. These answers will inform work on training opportunities and development in agencies and across the Public Service.

Q64. Thinking about your role at [the] [agency], which of the following best describes how you feel about your skills?

‘Skills’ include your qualifications, experience and personal strengths.

- ☐ I need further training to do the job well
- ☐ My skills match well with the work I do
- ☐ I have the skills to cope with more demanding work
- ☐ Don't know
- ☐ Prefer not to answer

Commented [AS107]: @Rachel Greer I've put the speaking up question after the behaviours, and all participants will see it. So even if you don't say you've experienced any bullying/harassment/discrimination you'd see this and the follow up info on support services.

Commented [AS108R107]: Here is the full list of suggestions:

- I feel safe to speak up about concerns in the workplace
- I feel able to share mistakes so that we can learn from them (safe to fail)
- I feel able to challenge the status quo and explore new ways of thinking
- I feel that our organisation appreciates diversity of thought
- I feel respected as a person, rather than, or as well as my role title

Commented [AS109]: Added based on suggestion from MPI/H&S leads

Q65a. 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 [\[Go to Q\]](#)
☐ Don't know [\[Go to Q\]](#)
☐ Prefer not to answer [\[Go to Q\]](#)

On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job. ~~Don't count health and safety training.~~

Q65b. What topics have you completed training on? Select all that apply

(Ministry for Ethnic Communities request for intercultural training)

☐ Inclusive leadership
☐ Māori Crown capability
☐ The Treaty of Waitangi
☐ Te reo Māori
☐ Health and safety
☐ Privacy
☐ Addressing bias/unconscious bias
☐ Building cultural competency
☐ Diversity and inclusion
☐ Another topic related to my career field
☐ Other, please specify
☐ Don't know
☐ Prefer not to answer

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Commented [SB110]: Should we have some more skills based - project management, data management, OIA, Privacy etc?

Commented [AS111R110]: Do we need to know this information? I've added privacy- but it would be helpful to know what training is out and about being pushed. Also need to be clear on what this info would be used for?

Commented [HC112]: I think this needs to be worded differently

Commented [TW113]: Agree with Hannah - need to break this down as there are different areas. Might be more appropriate to put in PP priority areas where we ask agencies to have training in place e.g. Addressing Bias; Building cultural competency (instead of intercultural awareness); Inclusive leadership; building relationships

Commented [AS114R113]: Have updated, except "building relationships" sounds too vague, is there particular training that you can think of in that space?

Commented [HC115]: wouldn't intercultural awareness be a sub-set of inclusion? May need to break down more clearly?

Q66. Please rate your level of agreement with the following statements about working in the Public Service.

a. I received learning and development to support my transition into my current role

b. I have access to the learning and development I need to do my job well

c. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)

d. All things considered, I am satisfied with my career development opportunities

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

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

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

Commented [HC116]: the Act doesn't say that it is important.

Commented [PD117R116]: Best to use the wording from the act

Q67. Please rate your level of agreement with the following statements regarding te reo Māori. In [the][agency]....

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

a. ...the Te Reo Māori goals of the agency are clear

b. ...I hear leaders regularly using Te Reo Māori words and phrases

c. ...staff are encouraged to use te reo Māori

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

e. I value my knowledge of te reo Māori and/or wish to grow it

Q68. When you are at work, how much te reo Māori do you speak to others?

(Te Taura Whiri proposed changes)

- ☐ 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).
- ☐ 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).
- ☐ No te reo Māori
- ☐ Don't know
- ☐ Prefer not to answer

Q69. In your last working week, how often did you hear...

Please

a. Te reo Māori greetings

b. Single words in te reo Māori

c. Karakia

d. Waiata

Daily	A few times a week	Once a week	Not at all	Don't know/Not applicable	Prefer not to answer

Commented [PD118]: Why is this question being removed? Building MCR capability is a CE responsibility, and Whāinga Amorangi plans may have a focus on leaders.

Commented [TW119R118]: Agree - should keep these questions in the census given agency commitments under Whāinga Amorangi.

Commented [AS120R118]: In the first Te Taunaki we saw all questions about "leaders" having systematically different responses from small agencies compared to large ones. Essentially small agencies are places where people can "hear" leaders regularly, but large agencies people just don't have contact. Te Taura Whiri proposed a question below about all te reo heard in the work environment, as a question that would give a more objective measure (not favouring small agencies).

Commented [PD121R118]: Understand the issue. Q69 doesn't give a sense about leaders though.

Commented [AS122R118]: Agree it doesn't cover the same topic. My understanding is that many agencies are running specific and longer surveys focussed on Māori Crown capability on a yearly basis. Our questions are a very light touch in comparison.

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Formatted: Māori

Commented [PD123]: Consider orthographical consistency - Te Reo Māori or te reo Māori

Commented [AS124R123]: Thanks! I've double checked and our style guide is indeed te reo- so I've corrected all.

Commented [PD125]: These are good improvements. Could add something here about frequency, such as "regularly use some te reo Māori phrases" and "regularly use basic Māori words". Or "often"

Commented [AS126R125]: Would that next question down capture the frequency? Q69? I've asked Te Taura Whiri to clarify if they want the person doing the survey to count their own use of te reo in how they answer Q69.

Commented [AS127R125]: I've also reached out to them with your idea

Commented [PD128R125]: Q68 is about speaking, Q69 is about hearing - both are important (myself vs my perception of my workplace).

Commented [KD129]: Checking - Waitata or Waiata?

e. Te reo Māori phrases

f. Conversations in te reo Māori

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q70. 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

Please select 'don't know / not applicable' if you feel this doesn't apply to your role

- c. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown
- d. I understand how my work contributes to delivering better outcomes for Māori
- e. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori
- f. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using Te Reo Māori, participating in powhiri, karakia or hui)

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

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Commented [KS130]: Why have we deleted this note?

Commented [AS131R130]: Based on a discussion with Hannah when reporting previous surveys results, will discuss with her again

Q71. How often is tikanga Māori used/visible in your work environment?

- ☐ Never
- ☐ Hardly ever
- ☐ Sometimes
- ☐ Often
- ☐ Always
- ☐ Don't know
- ☐ 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.

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Q72. Please rate your level of agreement with the following statements about working for the Public Service.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I understand how my work leads to improved outcomes for communities							
b. It is important to me that my work contributes to the common good (OECD question)							
c. I feel a strong personal attachment to the New Zealand Public Service							
d. I feel a strong personal attachment to the agency I work for							
e. I would recommend my organisation as a good place to work (OECD question)							
f. I identify with the mission of my organisation (OECD question)							
g. My job inspires me (OECD question)							
h. The work I do gives me a sense of accomplishment (OECD question)							
i. I find it easy to work with colleagues in other agencies to achieve good outcomes							
j. My work colleagues can be trusted to do what is right							
kX. In my organisation, people openly discuss mistakes in order to learn from them. (psychological safety and innovation)							
k. I believe that one of my responsibilities is to continually look for new ways to improve the way we work (APS Census- innovation)							
l. I have a good understanding of what it means to be a politically neutral public servant (Public Service Act)							
m. I am confident that in my organisation people get jobs based on merit (Public Service Act)							
n. It's important to me that my organisation is open and transparent with the public (Public Service Act)							
o. My organisation is working for the long-term good of New Zealand (Public Service Act)							

Q72X. Are you involved in preparing advice for a Minister?

Yes	No [Go to Q73]
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Q72Y. I am confident that my organisation is free and frank in our advice to Ministers. (Public Service Act)

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
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Q73. 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

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Q74. What change would you most like to see in your work environment?
Please select one. (explore with research provider option to select up to three) (rotate order)

Adapted from APS CENSUS, based on comments in the first Te Taunaki

More effective tools to manage poorly performing staff
 More recognition for the work I do
 Stronger connection between front-line workers and senior leadership
 Streamlined administrative processes within my agency
 Improved technology and a more digital environment
 Improved internal communication
 Improved inclusiveness in my workgroup
 Improved leadership skills in managers and leaders in my organisation
 Increased support for wellbeing
 Reduced workload
 Increased experimentation with new ideas
 Ability to work flexibly
 Increased ability to work collaboratively with other parts of government
 Increased focus on growing capability to support the Māori Crown relationship
 More accessible workplace environment
 Other, please specify
 No changes needed
☐ Don't know
☐ Prefer not to answer

Commented [KD132]: Several are often linked e.g. Workload, support & management of poor performing staff ... A bid for this to be "select up to 3"?

Is "No change" an option?

Commented [AS133R132]: Will explore with our research provider if their tool has the capability to select up to three. Have added no changes needed.

Commented [KS134R132]: I'd put a plug in for something like "More effective delegation" or "less micro-managing" or similar. Something that points to the quality of management.

Q75. Please indicate the importance of the following as reasons for you to stay in the New Zealand Public Service:

a. Career progression opportunities

b. Professional development / training opportunities

c. Job security

d. Good remuneration

e. Flexible work arrangements

Not important at all	Low importance	Some importance	High importance	Very high importance	Don't know	Prefer not to answer

f. Work location

g. Belief in the purpose and principles of the New Zealand Public Service

h. Work that contributes positively to society

i. Work that helps people in my community

j. Interesting work

k. A job that enables me to work independently

l. Work aligned with my job skills, experience or training

m. Quality of workplace relationships/ social environment at work

n. An inclusive work environment

o. Quality of leadership/management (e.g. supportive, clear communication)

p. Lack of suitable alternative job prospects

Part F: Mobility

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.

Q76. Which of the following statements best describes your current situation?

Please select one category only

☐ I have no immediate plans to leave my current position {HOVER-OVER: Also select this option if you plan to go on long term leave, including parental leave, and return to your current position} [\[Go to Q80\]](#)

☐ I am actively applying for another role/other roles now {HOVER-OVER: Also select this option if you are currently applying for a secondment} [\[Go to Q77a\]](#)

☐ In the next 12 months I want to apply for a different role {HOVER-OVER: Also select this option if you want to apply for a secondment} [\[Go to Q77b\]](#)

☐ In the next 12 months I want to do a secondment or temporary move within my agency or to another agency [\[Go to Q79a, b, c\]](#)

☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q80\]](#)

☐ I would like to change jobs but do not believe I can [\[Go to Q78\]](#)

☐ None of these / uncertain [\[Go to Q80\]](#)

☐ Don't know [\[Go to Q80\]](#)

☐ Prefer not to answer [\[Go to Q80\]](#)

Commented [KD135]: Is secondment here only secondment within own agency?

Commented [AS136R135]: Have adjusted so it would catch both external and internal temporary moves

Q77a. Where are you applying to?
or
Q77b. Where do you want to apply to?

Please select all that apply:

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

Commented [HC137]: don't understand why we are deleting this

Commented [AS138R137]: We want to use the same core question set for Crown Agents and departments/departmental agencies.

Q78. Why are you considering leaving your role?

Select all that apply

Rotate order (except other)

- ☐ 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: _____

Commented [KD139]: With removal / restriction of flex work qu above, can no longer tell what would like more of / different in terms of flex work.

GO TO Q80 after this question

Q79a 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
- ☐ Experience working in a different agency
- ☐ Establish new relationships
- ☐ I have limited career development within my current team
- ☐ I'm not enjoying my current team culture
- ☐ Support knowledge transfer between teams and agencies
- ☐ Other, please specify: _____

Q79b Are there barriers to you seeking a temporary move?

- ☐ Yes
- ☐ No [Go to Q80]
- ☐ Don't know
- ☐ Prefer not to answer

Q 79c 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 geographic location
 - ☐ Other, please specify
-

Q80. Is there anything else about your experience of working for the New Zealand Public Service you would like to comment on?

Open text

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

The 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.

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
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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
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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
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[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]

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

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

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.*

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
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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
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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. 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? (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
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[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]

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

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

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.*

Q1. 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)

if answer 'no' to Q1

Thank you for your time. You do not need to complete this survey.

Otherwise...

Part A: About you | Mōu ake

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

Q2. How old are you?

- ☐ Under 20 years
☐ 20 to 24 years
☐ 25 to 29 years
☐ 30 to 34 years
☐ 35 to 39 years
☐ 40 to 44 years
☐ 45 to 49 years
☐ 50 to 54 years
☐ 55 to 59 years
☐ 60 to 64 years
☐ 65 to 69 years
☐ 70 years or over
☐ Prefer not to answer

Q3. What ethnic group(s) do you belong to?

- Select all that apply to you.
☐ New Zealand European
☐ Māori
☐ Samoan
☐ Cook Islands Maori
☐ Tongan
☐ Niuean
☐ Chinese
☐ Indian
☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify:

☐ Prefer not to answer

Q4. Are you descended from Māori (that is, did 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_____
☐ Don't know
☐ Prefer not to answer

[Use iwi list based on StatsNZ aria tool]

Q6. 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
Q7. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST__ [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]
Q8. What is your gender?	Please select all that apply. <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Another Gender, please specify: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q9. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q10. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q11. 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, OR intersex, OR multiple or another gender selected]</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
Q12. "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 the diversity of our workforce and the experiences of public servants with **long-term physical or sensory impairment, and mental health and neurodivergent conditions (long-term means lasting six months or more)**. Responses will inform improvements to the working environment for public servants.

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

Q13.	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?					
b. Do you have difficulty hearing, even if using a hearing aid?					
c. Do you have difficulty walking or climbing steps?					
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?					
e. Do you have difficulty remembering or concentrating?					
f. Do you have difficulty with self-care, such as washing all over or dressing?					

Q14. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

☐ Yes
☐ No *[Go to Q15]*
☐ Don't know *[Go to Q15]*
☐ Prefer not to answer *[Go to Q15]*

Q14a. Being neurodivergent, how much difficulty do you experience with work activities?

☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q15. Do you consider yourself to have, and/or have you been diagnosed as having a mental health condition?

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD).

☐ Yes
☐ No *[Go to Q 16]*
☐ Don't know
☐ Prefer not to answer *[Go to Q 16]*

Q15a. Having a mental health condition, how much difficulty do you experience with work activities?

☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q16. Do you identify as a disabled person or tāngata whaikaha Māori (Māori person with a disability)?

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

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q17. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

☐ Yes
☐ No *[Go to Q 18]*
☐ Don't know *[Go to Q 18]*
☐ Prefer not to answer *[Go to Q 18]*

[Only show to those who respond with some/a lot/ cannot do at all to Q13a b c d e f, Q14a, Q15a or yes to Q16]

Q17a. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q17b. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments.	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q18. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
Q19. 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
Q20. 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) [Go to Q22] <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q21. 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"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> A few times a year <input type="checkbox"/> Never <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Part B: Your role | <translation here >

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

Q22. How long, have you been employed in your current role at [the][agency]?

Note 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

Q23. In your role at [the][agency], do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care – either face to face, online or over the phone?

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

Please don't include time with internal customers and clients within your own organisation.

Q24. Do you have any people management responsibilities?

[Stem question for managers/non-managers branch, consider don't know and prefer not to answer as 'no']

- ☐ No, managing people is not part of my role
☐ Yes, managing people is part of my role
☐ 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
Q25. What best describes your workload?							
Q26. In your role at [the][agency], do you currently use any of the following flexible working arrangements? Please select all that apply. Note include any flexible work that you use regularly.	<input type="checkbox"/> Flexible start and finish times or flexible break times <input type="checkbox"/> Job-sharing <input type="checkbox"/> Working reduced hours <input type="checkbox"/> Working from home (your home or home of a family member) <input type="checkbox"/> Working from an office that is more convenient for me (an agency office in a different city, a regional hub) <input type="checkbox"/> Flexi-leave, e.g. study leave, trading salary for additional leave <input type="checkbox"/> Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days) <input type="checkbox"/> No, I don't use any of these flexible working arrangements [Go to Q27] <input type="checkbox"/> Don't know [Go to Q27] <input type="checkbox"/> Prefer not to answer [Go to Q27]						

Q26a. What are your reasons for using-flexible working arrangements? Please select all that apply.	<input type="checkbox"/> It's required in my job <input type="checkbox"/> I am more productive on some work tasks away from the distractions of the office <input type="checkbox"/> To help manage my parenting or caring responsibilities <input type="checkbox"/> To help manage my voluntary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc <input type="checkbox"/> To allow more time for study, training, further education or learning <input type="checkbox"/> To reduce the time, cost or other impacts of commuting <input type="checkbox"/> To help me manage a disability or health issue <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q27. Does the team you manage have the ability to use flexible work (e.g. working from home, flexible start/finish times)? <i>[MANAGERS ONLY, yes to Q24]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q28]</i> <input type="checkbox"/> Don't know <i>[Go to Q28]</i> <input type="checkbox"/> Prefer not to answer
Q27a. What impact does flexible work have on your team's productivity/ ability to get their work done in a timely way? <i>[MANAGERS ONLY, yes to Q24]</i>	<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. 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?	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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How satisfied are you with...	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Don't know / Not applicable	Prefer not to answer
Q29. your remuneration (e.g. salary, Kiwisaver, superannuation)							
Q30. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

Q31. Thinking about your role at [the][agency], which of the following best describes how you feel about your skills? 'Skills' include your qualifications, experience and personal strengths	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q32. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training? On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

- a.** I have access to the learning and development I need to do my job well.
- b.** It is important to me that my work contributes to the common good.
- c.** I understand how my work leads to improved outcomes for communities.
- d.** I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.

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

Q34. 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 C: Your Team | <translation here >

Q35. Please rate your level of agreement with the following statement about your team.

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

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

c. The people in my team behave in an accepting manner towards people from diverse backgrounds.

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

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

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

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

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

Q36. Please rate your level of agreement with the following statement about your manager.

a. My manager cares about my health and wellbeing.

b. My manager provides me with helpful feedback to improve my performance.

c. My manager supports my team to deliver on what we are responsible for.

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

Q37. Does your team have clear work objectives?

Yes

No

Don't know

Prefer not to answer

Q37a. Over the last year, how successful has your team been at achieving its objectives?

Extremely

Very

Moderately

Slightly

Not at all

Don't know

Prefer not to answer

Q37b. What made it hard to achieve the objectives?

Select all that apply.

- [] Changing priorities
- [] Overly optimistic/unrealistic timelines
- [] No enough resources or people
- [] complicated or unnecessary business processes
- [] Lack of motivation
- [] Lack of appropriate tools or technology
- [] Skills of team not a good match for work expected of us
- [] Other, please specify: _____

Part D: Your organisation <translation here >							
Q38. Please rate your level of agreement with the following statement about your organisation/agency.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. Senior leaders clearly articulate the direction and priorities for our agency.							
b. I feel that change is managed well in my organisation.							
c. The agency I work for supports and actively promotes an inclusive workplace.							
d. I would recommend my organisation as a good place to work.							
e. I feel a strong personal attachment to the agency I work for.							
f. I am confident that in my organisation people get jobs based on merit.							
g. It's important to me that my organisation is open and transparent with the public.							
h. My organisation is working for the long-term good of New Zealand.							

Q39. Are you involved in preparing advice for a Minister?

Q39a. I am confident that my organisation is free and frank in our advice to Ministers.

Yes				No [Go to Q40]		
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer

Q40. Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

- a. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.
- b. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.
- c. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.
- d. Staff are encouraged to use te reo Māori.

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

e. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).

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Q41. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).

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

Q42. Do you have the support you need from your agency to manage or improve staff performance that is not meeting expectations?

[MANAGERS ONLY, yes to Q24]

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

Q43. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to a personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity
- denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity
- denied reasonable accommodation for an impairment/disability
- denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English, prayer break)

- ☐ Yes
☐ No [Skip to Q44]
☐ Don't know [Skip to Q44]
☐ Prefer not to answer [Skip to Q44]

Q43a. I believe I have been treated unfairly because of my:

Select all that apply

- ☐ Gender or sex
☐ Age
☐ Ethnicity, national origin, race or colour
☐ Disability
☐ Religious belief
☐ Sexual orientation
☐ Marital or family status
☐ Political opinion
☐ Employment status
☐ Ethical belief
☐ Don't know
☐ Prefer not to answer

Part E: Your health and safety | <translation here >

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to
Q44. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q45. Leaders in my organisation demonstrate a commitment to addressing work factors that impact mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							

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

Please read the following definitions before answering the next question.

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

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

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

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

Q47. During the last 12 months, have you been subjected to harassment or bullying in your current workplace? Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.	Yes	No [Go to Q49]
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Q48. What type of harassment or bullying did you experience?	Select all that apply
a. Verbal abuse (e.g. offensive language directed toward you, derogatory remarks, shouting)	

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

[For each yes in Q48, show Q48a with piped text showing item.]

Q48a. How often did [INSERT 46 item] happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q48b. Who was responsible for the most recent incident of [INSERT Q48 item]?	Select one
Your current or previous manager	
Someone more senior (other than your manager)	
One or more of your direct reports	
Co-worker in your current agency	
Contractor/consultant/service provider	
Client, customer, or person in your care	
A member of the public	
Colleague from another government agency	
Minister or ministerial office staff	
Don't know	
Prefer not to answer	

Q48c. Did you report the harassment or bullying?	<input type="checkbox"/> I reported the behaviour [skip to Q46e] <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q48d. Why didn't you report the harassment/bullying? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q48e. Has the bullying/harassment stopped?	Yes No Don't know Prefer not to answer

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

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) 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](tel:0800787797))

Part F: Your career | <translation here >

Q51. Please rate your level of agreement with the following statements.

- a.** I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)
- b.** I am satisfied with my career development opportunities

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

Q52. Are you interested in moving into a management role in the future?

[] Yes *[Go to Q 54]*

[] No *[Go to Q 54]*

[] Don't know

[NON-MANAGERS ONLY- no, don't know, prefer not to answer on Q24] [] Prefer not to answer

Q53. Are you a member of the Public Service Leaders Group?

[] Yes *[Go to Q54]*

[] No

[MANAGERS ONLY – yes on Q24] [] Don't know

[] Prefer not to answer

Q53a. Are you interested in moving into a senior leadership (e.g. chief executive, deputy chief executive or similar) role in the future?

[] Yes

[] No

[] Don't know

[] Prefer not to answer

[MANAGERS ONLY- yes on Q24]

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 Q56]*

[] I am actively applying for another role/other roles now *[Go to Q54a]*

[] In the next 12 months I expect to apply for a different role *[Go to Q54b]*

[] In the next 12 months I want to do a secondment or temporary move within my agency or to another agency *[Go to Q54a]*

[] I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) *[Go to Q56]*

[] I would like to change jobs but do not believe I can *[Go to Q54c]*

[] Don't know *[Go to Q56]*

[] Prefer not to answer *[Go to Q56]*

Q54a. Where are you applying to?

or

Q54b. Where will you 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

Q54c. Why are you considering leaving your role?

Select all that apply

Rotate order (except other)

[] Fixed term job ending

[] Job impacted by change process/restructuring

[] Unable to balance caring responsibilities

[] Lack of career progression opportunities

GO TO Q54 after this question	<input type="checkbox"/> Lack of professional development / training opportunities <input type="checkbox"/> Lack of job security <input type="checkbox"/> Unsatisfied with pay/remuneration <input type="checkbox"/> Unsatisfied with flexible work arrangements <input type="checkbox"/> Work location <input type="checkbox"/> More interesting work <input type="checkbox"/> Workload too high <input type="checkbox"/> Work not aligned with my job skills, experience or training <input type="checkbox"/> Quality of workplace relationships/ social environment at work <input type="checkbox"/> Quality of leadership/management <input type="checkbox"/> Bullying or other negative workplace behaviour <input type="checkbox"/> Organisation is not accommodating of my disability <input type="checkbox"/> Other, please specify: _____
Q55. Why are you interested in making a temporary move or secondment? Select all that apply	<input type="checkbox"/> Develop or strengthen my existing skills <input type="checkbox"/> Learn new skills <input type="checkbox"/> More challenge <input type="checkbox"/> Want to experience working in a different agency or team <input type="checkbox"/> Establish new working relationships <input type="checkbox"/> I have limited career development within my current team <input type="checkbox"/> To get more flexible work options <input type="checkbox"/> Share my skills with another team or specific project <input type="checkbox"/> Support knowledge transfer between teams and agencies <input type="checkbox"/> Other, please specify: _____
Q55a. Are there barriers to you seeking a temporary move?	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q56] <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q55b. What are the potential barriers to you making a temporary move? Select all that apply	<input type="checkbox"/> I don't know how to find out about opportunities <input type="checkbox"/> My manager won't support it <input type="checkbox"/> My current team can't replace my skills <input type="checkbox"/> Concerns about how I'd be treated when I return <input type="checkbox"/> Concerns about maintaining my current flexible work arrangements <input type="checkbox"/> Concerns about job security if I was temporarily away from my role <input type="checkbox"/> Limited opportunities in my preferred geographic location <input type="checkbox"/> Other, please specify _____

Part G: Working in the public sector | <translation here >

Q56. How long, in total, have you been employed by the New Zealand public sector?

Please count the total time you have spent working for government agencies, including Crown entities, Crown owned companies, schools or tertiary education institutions. Don't count time away from the public sector when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years [Go to Q59]
- ☐ 5 years to less than 10 years [Go to Q59]
- ☐ 10 years to less than 15 years [Go to Q59]
- ☐ 15 years to less than 20 years [Go to Q59]
- ☐ 20 years to less than 30 years [Go to Q59]
- ☐ 30 years or more [Go to Q59]
- ☐ Don't know [Go to Q59]
- ☐ Prefer not to answer [Go to Q59]

Q57. What initially attracted you to work in the New Zealand public sector?

[Rotate order]

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

- Please select all that apply.
- ☐ Career progression opportunities
 - ☐ Professional development / training opportunities
 - ☐ Job security
 - ☐ Good remuneration
 - ☐ Flexible work arrangements
 - ☐ Work/life balance
 - ☐ Work location
 - ☐ Belief in the purpose and principles of the New Zealand Public Service
 - ☐ Work that contributes positively to society
 - ☐ Work that helps people in my community
 - ☐ Interesting work
 - ☐ Work aligned with my job skills, experience or training
 - ☐ An inclusive work environment
 - ☐ Lack of suitable alternative job prospects
 - ☐ Don't know
 - ☐ Prefer not to answer

Q58. Did you enter the public sector through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)?

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

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

Q59. Please rate your level of agreement with the following statements.

a. I find it easy to work with colleagues in other agencies to achieve good outcomes.

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

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

c. I have a good understanding of what it means to be a politically neutral public servant.

d. I feel a strong personal attachment to the New Zealand Public Service.

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

Part H Your comments | <translation here >

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

Q60. Is there anything you would like to comment on?

Note do not provide names, addresses, phone numbers or other identifying details about yourself or any other person.

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

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

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

Te Taunaki Public Service Census 2024 DRAFT questionnaire

Q1. 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)

if answer 'no' to Q1

Thank you for your time. You do not need to complete this survey.

Otherwise...

Part A: About you | Mōu ake

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

Q2. How old are you?

- ☐ Under 20 years
☐ 20 to 24 years
☐ 25 to 29 years
☐ 30 to 34 years
☐ 35 to 39 years
☐ 40 to 44 years
☐ 45 to 49 years
☐ 50 to 54 years
☐ 55 to 59 years
☐ 60 to 64 years
☐ 65 to 69 years
☐ 70 years or over
☐ Prefer not to answer

Q3. What ethnic group(s) do you belong to?

- Select all that apply to you.
☐ New Zealand European
☐ Māori
☐ Samoan
☐ Cook Islands Maori
☐ Tongan
☐ Niuean
☐ Chinese
☐ Indian
☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify:

☐ Prefer not to answer

Q4. Are you descended from Māori (that is, did 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_____
☐ Don't know
☐ Prefer not to answer

[Use iwi list based on StatsNZ aria tool]

Q6. 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
Q7. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST__ [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]
Q8. What is your gender?	Please select all that apply. <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Another Gender, please specify: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q9. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q10. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q11. 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, OR intersex, OR multiple or another gender selected]</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
Q12. 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 the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants.

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

Q13.	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?					
b. Do you have difficulty hearing, even if using a hearing aid?					
c. Do you have difficulty walking or climbing steps?					
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?					
e. Do you have difficulty remembering or concentrating?					
f. Do you have difficulty with self-care, such as washing all over or dressing?					
Q14. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition? Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q15]</i> <input type="checkbox"/> Don't know <i>[Go to Q15]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q15]</i>				
Q14a. Being neurodivergent, how much difficulty do you experience with work activities?	<input type="checkbox"/> No difficulty <input type="checkbox"/> Some difficulty <input type="checkbox"/> A lot of difficulty <input type="checkbox"/> Cannot complete certain activities at all <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer				
Q15. Do you consider yourself to have, and/or have you been diagnosed as having a mental health condition? Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD).	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q 16]</i> <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer <i>[Go to Q 16]</i>				
Q15a. Having a mental health condition, how much difficulty do you experience with work activities?	<input type="checkbox"/> No difficulty <input type="checkbox"/> Some difficulty <input type="checkbox"/> A lot of difficulty <input type="checkbox"/> Cannot complete certain activities at all <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer				
Q16. Do you identify as a disabled person or tangata whaikaha Māori? This includes Māori and non-Māori who identify as disabled.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer				
The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software. If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.					
Q17. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q 18]</i> <input type="checkbox"/> Don't know <i>[Go to Q 18]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q 18]</i>				
<i>[Only show to those who respond with some/a lot/ cannot do at all to Q13a b c d e f, Q14a, Q15a or yes to Q16]</i>					

Q17a. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q17b. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments.	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q18. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
Q19. 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
Q20. 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) [Go to Q22] <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q21. 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"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> A few times a year <input type="checkbox"/> Never <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Part B: Your role | <translation here >

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

Q22. How long, have you been employed in your current role at [the][agency]?

Note 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

Q23. In your role at [the][agency], do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care – either face to face, online or over the phone?

Please don't include time with internal customers and clients within your own organisation.

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

Q24. Do you have any people management responsibilities?

[Stem question for managers/non-managers branch, consider don't know and prefer not to answer as 'no']

- ☐ No, managing people is not part of my role
- ☐ Yes, managing people is part of my role
- ☐ 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
Q25. What best describes your current workload?							
Q26. In your role at [the][agency], do you currently use any of the following flexible working arrangements? Please select all that apply. Note include any flexible work that you use regularly.	<input type="checkbox"/> Flexible start and finish times or flexible break times <input type="checkbox"/> Job-sharing <input type="checkbox"/> Working reduced hours <input type="checkbox"/> Working from home (your home or home of a family member) <input type="checkbox"/> Working from an office that is more convenient for me (an agency office in a different city, a regional hub) <input type="checkbox"/> Flexi-leave, e.g. study leave, trading salary for additional leave <input type="checkbox"/> Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days) <input type="checkbox"/> No, I don't use any of these flexible working arrangements <i>[Go to Q27]</i> <input type="checkbox"/> Don't know <i>[Go to Q27]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q27]</i>						

Q26a. What are your reasons for using-flexible working arrangements? Please select all that apply.	<input type="checkbox"/> It's required in my job <input type="checkbox"/> I am more productive on some work tasks away from the distractions of the office <input type="checkbox"/> To help manage my parenting or caring responsibilities <input type="checkbox"/> To help manage my voluntary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc <input type="checkbox"/> To allow more time for study, training, further education or learning <input type="checkbox"/> To reduce the time, cost or other impacts of commuting <input type="checkbox"/> To help me manage a disability or health issue <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q27. Does the team you manage have the ability to use flexible work (e.g. working from home, flexible start/finish times)? <i>[MANAGERS ONLY, yes to Q24]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q28]</i> <input type="checkbox"/> Don't know <i>[Go to Q28]</i> <input type="checkbox"/> Prefer not to answer
Q27a. What impact does flexible work have on your team's productivity/ ability to get their work done in a timely way? <i>[MANAGERS ONLY, yes to Q24]</i>	<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. 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?	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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How satisfied are you with...	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Don't know / Not applicable	Prefer not to answer
Q29. your remuneration (e.g. salary, Kiwisaver, superannuation)							
Q30. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

Q31. Thinking about your role at [the][agency], which of the following best describes how you feel about your skills? 'Skills' include your qualifications, experience and personal strengths	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q32. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training? On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

- a.** I have access to the learning and development I need to do my job well.
- b.** It is important to me that my work contributes to the common good.
- c.** I understand how my work leads to improved outcomes for communities.
- d.** I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.

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

Q34. 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 C: Your Team | <translation here >

Q35. Please rate your level of agreement with the following statement about your team.

- a.** I feel accepted as a valued member of the team.
- b.** I feel comfortable being myself at work /with my colleagues.
- c.** The people in my team behave in an accepting manner towards people from diverse backgrounds.
- d.** My work colleagues can be trusted to do what is right.
- e.** The people in my team are encouraged to come up with new and better ways of doing things.
- f.** My team discusses mistakes so we can learn from them.
- g.** The people in my team collaborate to get the job done.

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

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

Q37. My team has clear work objectives.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q37a. Over the last year, how successful has your team been at achieving its objectives?	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q37b. What made it hard to achieve the objectives? Select all that apply. For those who were moderately, slightly, or not at all in Q37a.	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> No enough resources or people <input type="checkbox"/> complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____						

Part D: Your organisation | <translation here >

Q38. Please rate your level of agreement with the following statement about your organisation/agency.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. Senior leaders clearly articulate the direction and priorities for our agency.							
b. I feel that change is managed well in my organisation.							
c. The agency I work for supports and actively promotes an inclusive workplace.							
d. I would recommend my organisation as a good place to work.							
e. I feel a strong personal attachment to the agency I work for.							
f. I am confident that in my organisation people get jobs based on merit.							
g. It's important to me that my organisation is open and transparent with the public.							

h. My organisation is working for the long-term good of New Zealand.							
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Q39. Are you involved in preparing advice for a Minister?

Q39a. I am confident that my organisation is free and frank in our advice to Ministers.

Yes				No [Go to Q40]		
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer

Q40. Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

- a.** I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.
- b.** I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.
- c.** I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.
- d.** Staff are encouraged to use te reo Māori.
- e.** Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).
- f.** I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).

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

Q41. I have the support I need from my agency to manage or improve staff performance that is not meeting expectations.
[MANAGERS ONLY, yes to Q24]

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

Q42. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to a personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity

- ☐ Yes
- ☐ No [Skip to Q44]
- ☐ Don't know [Skip to Q44]
- ☐ Prefer not to answer [Skip to Q44]

<ul style="list-style-type: none"> denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English, prayer break) 	
Q43. I believe I have been treated unfairly because of my: Select all that apply	<input type="checkbox"/> Gender or sex <input type="checkbox"/> Age <input type="checkbox"/> Ethnicity, national origin, race or colour <input type="checkbox"/> Disability <input type="checkbox"/> Religious belief <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Marital or family status <input type="checkbox"/> Political opinion <input type="checkbox"/> Employment status <input type="checkbox"/> Ethical belief <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

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

<p>Please read the following definitions 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. Bullying can be physical, verbal, psychological or social. It can include victimising, humiliating, intimidating or threatening. Workplace bullying <u>is not</u>: one-off or occasional instances of rudeness/tactlessness, constructive peer review, a manager requiring reasonable verbal or written work instructions to be carried out, warning or disciplining workers in line with the organisation's code of conduct.</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.

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

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

Q47. During the last 12 months, have you been subjected to harassment or bullying in your current workplace? Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.	Yes	No [Go to Q49]
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Q48. What type of harassment or bullying did you experience?	Select all that apply
a. Verbal abuse (e.g. offensive language directed toward you, derogatory remarks, shouting)	
b. Deliberate exclusion from work-related activities	
c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)	
e. Given tasks with unreasonable or impossible targets or deadlines	
f. Interference with your personal property or work equipment	
g. Physical assault, or threats of violence/physical abuse	
h. Hostility/ridicule because of your race, colour, ethnic group, or national origin	
i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)	
j. Other, please specify (please do not list names, locations, phone numbers or other identifying details about yourself or any other person)	

[For each yes in Q48, show Q48a with piped text showing item.]

Q48a. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q48b. Who was responsible for the bullying or harassment?	Select all that apply
Your current or previous manager	
Someone more senior (other than your manager)	
One or more of your direct reports	
Co-worker in your current agency	
Client, customer, or person in your care	
A member of the public	
Colleague from another government agency	
Minister or ministerial office staff	
Contractor/consultant/service provider	
Don't know	
Prefer not to answer	

Q48c. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour [skip to Q48e] <input type="checkbox"/> I'm considering whether or not to report the behaviour
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	<input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q48d. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

<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: Your career | <translation here >

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

Q52. Are you interested in moving into a management role in the future?	<input type="checkbox"/> Yes <i>[Go to Q 54]</i> <input type="checkbox"/> No <i>[Go to Q 54]</i> <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<i>[NON-MANAGERS ONLY- no, don't know, prefer not to answer on Q24]</i>	
Q53. Are you a member of the Public Service Leaders Group?	<input type="checkbox"/> Yes <i>[Go to Q54]</i> <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<i>[MANAGERS ONLY – yes on Q24]</i>	
Q53a. 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
<i>[MANAGERS ONLY- yes on Q24]</i>	
Q54. Which of the following statements best describes your current situation?	Please select one category only <input type="checkbox"/> I have no immediate plans to leave my current position <i>[Go to Q56]</i> <input type="checkbox"/> I am actively applying for another role/other roles now- <i>[Go to Q54a]</i> <input type="checkbox"/> In the next 12 months I expect to apply for a different role- <i>[Go to Q54b]</i> <input type="checkbox"/> In the next 12 months I want to do a secondment or temporary move within my agency or in another agency <i>[Go to Q54a]</i> <input type="checkbox"/> I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) <i>[Go to Q56]</i> <input type="checkbox"/> I would like to change jobs but do not believe I can <i>[Go to Q54c]</i> <input type="checkbox"/> Don't know <i>[Go to Q56]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q56]</i>
Q54a. Where are you applying to? or Q54b. Where will you apply to?	Please select all that apply: <input type="checkbox"/> The same agency I currently work for <input type="checkbox"/> Elsewhere in the NZ public sector <input type="checkbox"/> Outside the NZ public sector <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q54c. Why are you considering leaving your role? Select all that apply Rotate order (except other) GO TO Q56 after this question	<input type="checkbox"/> Fixed term job ending <input type="checkbox"/> Job impacted by change process/restructuring <input type="checkbox"/> Unable to balance caring responsibilities <input type="checkbox"/> Lack of career progression opportunities <input type="checkbox"/> Lack of professional development / training opportunities <input type="checkbox"/> Lack of job security <input type="checkbox"/> Unsatisfied with pay/remuneration <input type="checkbox"/> Unsatisfied with flexible work arrangements <input type="checkbox"/> Work location <input type="checkbox"/> More interesting work <input type="checkbox"/> Workload too high <input type="checkbox"/> Work not aligned with my job skills, experience or training <input type="checkbox"/> Quality of workplace relationships/ social environment at work <input type="checkbox"/> Quality of leadership/management <input type="checkbox"/> Bullying or other negative workplace behaviour <input type="checkbox"/> Organisation is not accommodating of my disability <input type="checkbox"/> Other, please specify:_____
Q55. Why are you interested in making a temporary move or secondment? Select all that apply	<input type="checkbox"/> Develop or strengthen my existing skills <input type="checkbox"/> Learn new skills <input type="checkbox"/> More challenge <input type="checkbox"/> Want to experience working in a different agency or team <input type="checkbox"/> Establish new working relationships <input type="checkbox"/> 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: _____

Q55a. Are there barriers to you seeking a temporary move?

- ☐ Yes
- ☐ No [Go to Q56]
- ☐ Don't know
- ☐ Prefer not to answer

Q55b. 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 manager 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

Part G: Working in the public sector | <translation here >

Q56. How long, in total, have you been employed by the New Zealand public sector?

Please count the total time you have spent working for government agencies, including Crown entities, Crown owned companies, schools or tertiary education institutions. Don't count time away from the public sector when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years [Go to Q59]
- ☐ 5 years to less than 10 years [Go to Q59]
- ☐ 10 years to less than 15 years [Go to Q59]
- ☐ 15 years to less than 20 years [Go to Q59]
- ☐ 20 years to less than 30 years [Go to Q59]
- ☐ 30 years or more [Go to Q59]
- ☐ Don't know [Go to Q59]
- ☐ Prefer not to answer [Go to Q59]

Q57. What initially attracted you to work in the New Zealand public sector?

[Rotate order]

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

- Please select all that apply.
- ☐ Career progression opportunities
 - ☐ Professional development / training opportunities
 - ☐ Job security
 - ☐ Good remuneration
 - ☐ Flexible work arrangements
 - ☐ Work/life balance
 - ☐ Work location
 - ☐ Belief in the purpose and principles of the New Zealand Public Service
 - ☐ Work that contributes positively to society
 - ☐ Work that helps people in my community
 - ☐ Interesting work
 - ☐ Work aligned with my job skills, experience or training
 - ☐ An inclusive work environment
 - ☐ Lack of suitable alternative job prospects
 - ☐ Don't know
 - ☐ Prefer not to answer

Q58. Did you enter the public sector through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)?

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

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

Q59. Please rate your level of agreement with the following statements.

a. I find it easy to work with colleagues in other agencies to achieve good outcomes.

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

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

c. I have a good understanding of what it means to be a politically neutral public servant.

d. I feel a strong personal attachment to the New Zealand Public Service.

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

Part H Your comments | <translation here >

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

Q60. Is there anything you would like to comment on?

Note do not provide names, addresses, phone numbers or other identifying details about yourself or any other person.

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

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

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

EMAIL INTRO – from survey provider

Kia ora <First name>

As an employee of a Public Service agency, you are invited to take part in the Public Service Census, Te Taunaki. Research New Zealand has been contracted to run the survey on behalf of the Public Service Commission.

<Link: Start the survey now>

This is your personal link to access the survey, please don't share it with anyone.

Participation is voluntary, but it's a great opportunity to speak up

We want to better understand our workforce and the experiences of public servants who have a wide range of backgrounds and abilities. Information from this survey is used to make improvements to work environments within agencies and across the Public Service. This includes flexible working, opportunities to shift between agencies, pay equity for people in similar roles, fair hiring practices, as well as training and career development.

The survey is also an opportunity to communicate with senior leaders in your organisation and in the Public Service overall about what is important to you.

You can learn more about the topics in the survey and what the information is used for [on our website](#).

The survey will take around 15 minutes to complete

You can complete the survey on a computer or phone, including your personal phone if you forward this email to your personal account. You can save your answers, leave the survey, and go back to finish later if needed. The survey will be open until midnight on [24 May](#).

It covers a wide range of topics about you, your experiences in your job, with your manager, team, organisation, and career

Some of the questions are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health), but without asking everyone these questions we wouldn't understand how much the Public Service is representative of the diversity of New Zealand and how groups experiences are different (or the same). You can complete the survey on a mobile device to have more privacy if you work in a busy environment, just forward this email to a mobile phone.

There are also questions about bullying, harassment, and discrimination. If you have experienced these things, it can be upsetting to think about them again. Some information on support options are presented in that section of the survey.

You can skip any question you would rather not answer.

Your responses in the survey are confidential

Agencies will have access to aggregated reporting that has been grouped so that individuals are not identifiable. There is no information about organisational units smaller than 100 people and therefore no reporting will be done about teams.

To keep the survey as short as possible, and to ensure that the information we have is as accurate as possible, some information has been provided by your agency. This information is limited to: occupation group (e.g. call centre workers, policy analysts), salary, employment start date, full/part time, region, organisational level (tier), and business unit (for units of 100 or more people). Your name and email address are only used for this survey invitation and are not included in the dataset.

Access to the complete dataset from this survey is limited to a small team of researchers within the Public Service Commission and the technical support team at Research New Zealand who host the survey and provide summary reporting to agencies.

There is more information for participants, and findings from the 2021 survey on our website: www.publicservice.govt.nz

By answering questions in the survey, you are agreeing that the information you provide can be used for the purposes described above. If you have any questions, please contact the team at census@publicservice.govt.nz

<Link: Start the survey now>

Thank you for your help!



Welcome to Te Taunaki Public Service Census

Te Taunaki survey instructions

1. You can answer the questions on multiple visits or different devices, if needed. Just re-click on the individual link in your email invitation. Answers you gave in a previous session will be saved, and you can continue with the survey questions. Once you have submitted your survey, it is final, and you will not be able to go back into it.
2. Pages in the survey time out after 30 minutes.

You can make the survey easier to read

This survey is compatible with screen readers and is designed to meet accessibility standards.

Also, you may adjust the font size if it is too small or too big for you.

Increase | Decrease

If you have any questions about how to do the survey, please contact Research New Zealand at census@researchnz.com.

Thank you very much!

Q1. 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)

if answer 'no' to Q1

Thank you for your time. You do not need to complete this survey.

Otherwise...

Part A: About you | Mōu ake

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

Q2. How old are you?

- ☐ Under 20 years
☐ 20 to 24 years
☐ 25 to 29 years
☐ 30 to 34 years
☐ 35 to 39 years
☐ 40 to 44 years
☐ 45 to 49 years
☐ 50 to 54 years
☐ 55 to 59 years
☐ 60 to 64 years
☐ 65 to 69 years
☐ 70 years or over
☐ Prefer not to answer

Q3. What ethnic group(s) do you belong to?

- Select all that apply to you.
☐ New Zealand European
☐ Māori
☐ Samoan
☐ Cook Islands Maori
☐ Tongan
☐ Niuean
☐ Chinese
☐ Indian
☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify:

☐ Prefer not to answer

Q4. Are you descended from Māori (that is, did 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_____
☐ Don't know
☐ Prefer not to answer

[Use iwi list based on StatsNZ aria tool]

Q6. 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
Q7. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST__ [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]
Q8. What is your gender?	Please select all that apply. <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Another Gender, please specify: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q9. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q10. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q11. 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, OR intersex, OR multiple or another gender selected]</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
Q12. 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 the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants.

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

Q13.	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?					
b. Do you have difficulty hearing, even if using a hearing aid?					
c. Do you have difficulty walking or climbing steps?					
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?					
e. Do you have difficulty remembering or concentrating?					
f. Do you have difficulty with self-care, such as washing all over or dressing?					

Q14. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

☐ Yes
☐ No *[Go to Q15]*
☐ Don't know *[Go to Q15]*
☐ Prefer not to answer *[Go to Q15]*

Q14a. Being neurodivergent, how much difficulty do you experience with work activities?

☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q15. Do you consider yourself to have, and/or have you been diagnosed as having a mental health condition?

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD).

☐ Yes
☐ No *[Go to Q 16]*
☐ Don't know
☐ Prefer not to answer *[Go to Q 16]*

Q15a. Having a mental health condition, how much difficulty do you experience with work activities?

☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q16. Do you identify as a disabled person or tangata whaikaha Māori?

This includes Māori and non-Māori who identify as disabled.

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

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q17. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

☐ Yes
☐ No *[Go to Q 18]*
☐ Don't know *[Go to Q 18]*
☐ Prefer not to answer *[Go to Q 18]*

[Only show to those who respond with some/a lot/ cannot do at all to Q13a b c d e f, Q14a, Q15a or yes to Q16]

Q17a. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q17b. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
If you would like to comment about this, there is space at the end of the survey for comments.	
Q18. Do you have parenting and/or caring responsibilities?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
This could include caring for children, relatives, friends, etc.	
Q19. In which language(s) could you have a conversation about a lot of everyday things?	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
Q20. 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) [Go to Q22] <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q21. When you are at work, how often do you have conversations in te reo Māori?	<input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> A few times a year <input type="checkbox"/> Never <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Please include both spoken and written te reo Māori in your answer.	

Part B: Your role | <translation here >

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

Q22. How long, have you been employed in your current role at [the][agency]?

Note 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

Q23. In your role at [the][agency], do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care – either face to face, online or over the phone?

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

Please don't include time with internal customers and clients within your own organisation.

Q24. Do you have any people management responsibilities?

[Stem question for managers/non-managers branch, consider don't know and prefer not to answer as 'no']

- ☐ No, managing people is not part of my role
- ☐ Yes, managing people is part of my role
- ☐ 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
Q25. What best describes your current workload?							
Q26. In your role at [the][agency], do you currently use any of the following flexible working arrangements? Please select all that apply. Note include any flexible work that you use regularly.			<input type="checkbox"/> Flexible start and finish times or flexible break times <input type="checkbox"/> Job-sharing <input type="checkbox"/> Working reduced hours <input type="checkbox"/> Working from home (your home or home of a family member) <input type="checkbox"/> Working from an office that is more convenient for me (an agency office in a different city, a regional hub) <input type="checkbox"/> Flexi-leave, e.g. study leave, trading salary for additional leave <input type="checkbox"/> Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days) <input type="checkbox"/> No, I don't use any of these flexible working arrangements [Go to Q27] <input type="checkbox"/> Don't know [Go to Q27] <input type="checkbox"/> Prefer not to answer [Go to Q27]				

<p>Q26a. What are your reasons for using-flexible working arrangements?</p> <p>Please select all that apply.</p>	<p><input type="checkbox"/> It's required in my job</p> <p><input type="checkbox"/> I am more productive on some work tasks away from the distractions of the office</p> <p><input type="checkbox"/> To help manage my parenting or caring responsibilities</p> <p><input type="checkbox"/> To help manage my voluntary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc</p> <p><input type="checkbox"/> To allow more time for study, training, further education or learning</p> <p><input type="checkbox"/> To reduce the time, cost or other impacts of commuting</p> <p><input type="checkbox"/> To help me manage a disability or health issue</p> <p><input type="checkbox"/> Other</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q27. Does the team you manage have the ability to use flexible work (e.g. working from home, flexible start/finish times)?</p> <p>[MANAGERS ONLY, yes to Q24]</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No [Go to Q28]</p> <p><input type="checkbox"/> Don't know [Go to Q28]</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q27a. What impact does flexible work have on your team's productivity/ ability to get their work done in a timely way?</p> <p>[MANAGERS ONLY, yes to Q24]</p>	<p><input type="checkbox"/> Increases productivity</p> <p><input type="checkbox"/> No impact</p> <p><input type="checkbox"/> Decreases productivity</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>

<p>Q28. 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?</p>	<p><input type="checkbox"/> Very dissatisfied</p> <p><input type="checkbox"/> Dissatisfied</p> <p><input type="checkbox"/> Neither satisfied nor dissatisfied</p> <p><input type="checkbox"/> Satisfied</p> <p><input type="checkbox"/> Very satisfied</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
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How satisfied are you with...	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Don't know / Not applicable	Prefer not to answer
Q29. your remuneration (e.g. salary, Kiwisaver, superannuation)							
Q30. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

<p>Q31. Thinking about your role at [the][agency], which of the following best describes how you feel about your skills?</p> <p>'Skills' include your qualifications, experience and personal strengths</p>	<p><input type="checkbox"/> I need further training to do the job well</p> <p><input type="checkbox"/> My skills match well with the work I do</p> <p><input type="checkbox"/> I have the skills to cope with more demanding work</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q32. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training?</p> <p>On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job.</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>

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

- a.** I have access to the learning and development I need to do my job well.
- b.** It is important to me that my work contributes to the common good.
- c.** I understand how my work leads to improved outcomes for communities.
- d.** I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.

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

Q34. 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 C: Your Team | <translation here >

Q35. Please rate your level of agreement with the following statement about your team.

- a.** I feel accepted as a valued member of the team.
- b.** I feel comfortable being myself at work /with my colleagues.
- c.** The people in my team behave in an accepting manner towards people from diverse backgrounds.
- d.** My work colleagues can be trusted to do what is right.
- e.** The people in my team are encouraged to come up with new and better ways of doing things.
- f.** My team discusses mistakes so we can learn from them.
- g.** The people in my team collaborate to get the job done.

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

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

Q37. My team has clear work objectives.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q37a. Over the last year, how successful has your team been at achieving its objectives?	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q37b. What made it hard to achieve the objectives? Select all that apply. For those who were moderately, slightly, or not at all in Q37a.	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> No enough resources or people <input type="checkbox"/> Complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____						

Part D: Your organisation | <translation here >

Q38. Please rate your level of agreement with the following statement about your organisation/agency.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. Senior leaders clearly articulate the direction and priorities for our agency.							
b. I feel that change is managed well in my organisation.							
c. The agency I work for supports and actively promotes an inclusive workplace.							
d. I would recommend my organisation as a good place to work.							
e. I feel a strong personal attachment to the agency I work for.							
f. I am confident that in my organisation people get jobs based on merit.							
g. It's important to me that my organisation is open and transparent with the public.							

h. My organisation is working for the long-term good of New Zealand.							
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Q39. Are you involved in preparing advice for a Minister?

Q39a. I am confident that my organisation is free and frank in our advice to Ministers.

Yes				No [Go to Q40]		
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer

Q40. Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

- a.** I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.
- b.** I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.
- c.** I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.
- d.** Staff are encouraged to use te reo Māori.
- e.** Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).
- f.** I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).

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

Q41. I have the support I need from my agency to manage or improve staff performance that is not meeting expectations.

[MANAGERS ONLY, yes to Q24]

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

Q42. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to a personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity

- ☐ Yes
- ☐ No [Skip to Q44]
- ☐ Don't know [Skip to Q44]
- ☐ Prefer not to answer [Skip to Q44]

<ul style="list-style-type: none"> denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English, prayer break) 	
Q43. I believe I have been treated unfairly because of my: Select all that apply	<input type="checkbox"/> Gender or sex <input type="checkbox"/> Age <input type="checkbox"/> Ethnicity, national origin, race or colour <input type="checkbox"/> Disability <input type="checkbox"/> Religious belief <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Marital or family status <input type="checkbox"/> Political opinion <input type="checkbox"/> Employment status <input type="checkbox"/> Ethical belief <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Part E: Your health and safety | <translation here >

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to
Q44. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q45. Leaders in my organisation demonstrate a commitment to addressing work factors that impact mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							

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

Please read the following definitions before answering the next question.

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

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

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

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

Q47. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes

No

[Go to Q49]

Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.

Q48. What type of harassment or bullying did you experience?

Select all that apply

a. Verbal abuse (e.g. offensive language directed toward you, derogatory remarks, shouting)

b. Deliberate exclusion from work-related activities

c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)

d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)

e. Given tasks with unreasonable or impossible targets or deadlines

f. Interference with your personal property or work equipment

g. Physical assault, or threats of violence/physical abuse

h. Hostility/ridicule because of your race, colour, ethnic group, or national origin

i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)

j. Other, please specify (please **do not** list names, locations, phone numbers or other identifying details about yourself or any other person)

[For each yes in Q48, show Q48a with piped text showing item.]

Q48a. How often did the bullying or harassment happen?

One time

A few times over the last 12 months

Monthly

Weekly

Daily

Don't know

Prefer not to answer

Q48b. Who was responsible for the bullying or harassment?

Select all that apply

Your current or previous manager

Someone more senior (other than your manager)

One or more of your direct reports

Co-worker in your current agency

Client, customer, or person in your care

A member of the public

Colleague from another government agency

Minister or ministerial office staff

Contractor/consultant/service provider

Don't know

Prefer not to answer

Q48c. Did you report the bullying or harassment?

☐ I reported the behaviour [skip to Q48e]

☐ I'm considering whether or not to report the behaviour

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

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

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) 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](tel:0800787797))

Part F: Your career | <translation here >

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

Q52. Are you interested in moving into a management role in the future?	<input type="checkbox"/> Yes [Go to Q 54] <input type="checkbox"/> No [Go to Q 54] <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
[NON-MANAGERS ONLY] - no, don't know, prefer not to answer on Q24]	
Q53. Are you a member of the Public Service Leaders Group?	<input type="checkbox"/> Yes [Go to Q54] <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
[MANAGERS ONLY] – yes on Q24]	
Q53a. 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
[MANAGERS ONLY] - yes on Q24]	

Q54. Which of the following statements best describes your current situation?	Please select one category only <input type="checkbox"/> I have no immediate plans to leave my current position [Go to Q56] <input type="checkbox"/> I am actively applying for another role/other roles now-[Go to Q54a] <input type="checkbox"/> In the next 12 months I expect to apply for a different role-[Go to Q54b] <input type="checkbox"/> In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [Go to Q54a] <input type="checkbox"/> I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [Go to Q56] <input type="checkbox"/> I would like to change jobs but do not believe I can [Go to Q54c] <input type="checkbox"/> Don't know [Go to Q56] <input type="checkbox"/> Prefer not to answer [Go to Q56]
Q54a. Where are you applying to? or Q54b. Where will you apply to?	Please select all that apply: <input type="checkbox"/> The same agency I currently work for <input type="checkbox"/> Elsewhere in the NZ public sector <input type="checkbox"/> Outside the NZ public sector <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Q54c. Why are you considering leaving your role? Select all that apply Rotate order (except other) GO TO Q56 after this question	<input type="checkbox"/> Fixed term job ending <input type="checkbox"/> Job impacted by change process/restructuring <input type="checkbox"/> Unable to balance caring responsibilities <input type="checkbox"/> Lack of career progression opportunities <input type="checkbox"/> Lack of professional development / training opportunities <input type="checkbox"/> Lack of job security <input type="checkbox"/> Unsatisfied with pay/remuneration <input type="checkbox"/> Unsatisfied with flexible work arrangements <input type="checkbox"/> Work location <input type="checkbox"/> More interesting work <input type="checkbox"/> Workload too high <input type="checkbox"/> Work not aligned with my job skills, experience or training <input type="checkbox"/> Quality of workplace relationships/ social environment at work <input type="checkbox"/> Quality of leadership/management <input type="checkbox"/> Bullying or other negative workplace behaviour <input type="checkbox"/> Organisation is not accommodating of my disability <input type="checkbox"/> Other, please specify:_____
Q55. Why are you interested in making a temporary move or secondment? Select all that apply	<input type="checkbox"/> Develop or strengthen my existing skills <input type="checkbox"/> Learn new skills <input type="checkbox"/> More challenge <input type="checkbox"/> Want to experience working in a different agency or team <input type="checkbox"/> Establish new working relationships <input type="checkbox"/> 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: _____

Q55a. Are there barriers to you seeking a temporary move?

- ☐ Yes
- ☐ No [Go to Q56]
- ☐ Don't know
- ☐ Prefer not to answer

Q55b. 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 manager 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 _____

Part G: Working in the public sector | <translation here >

Q56. How long, in total, have you been employed by the New Zealand public sector?

Please count the total time you have spent working for government agencies, including Crown entities, Crown owned companies, schools or tertiary education institutions. Don't count time away from the public sector when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years [Go to Q59]
- ☐ 5 years to less than 10 years [Go to Q59]
- ☐ 10 years to less than 15 years [Go to Q59]
- ☐ 15 years to less than 20 years [Go to Q59]
- ☐ 20 years to less than 30 years [Go to Q59]
- ☐ 30 years or more [Go to Q59]
- ☐ Don't know [Go to Q59]
- ☐ Prefer not to answer [Go to Q59]

Q57. What initially attracted you to work in the New Zealand public sector?

[Rotate order]

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

- Please select all that apply.
- ☐ Career progression opportunities
 - ☐ Professional development / training opportunities
 - ☐ Job security
 - ☐ Good remuneration
 - ☐ Flexible work arrangements
 - ☐ Work/life balance
 - ☐ Work location
 - ☐ Belief in the purpose and principles of the New Zealand Public Service
 - ☐ Work that contributes positively to society
 - ☐ Work that helps people in my community
 - ☐ Interesting work
 - ☐ Work aligned with my job skills, experience or training
 - ☐ An inclusive work environment
 - ☐ Lack of suitable alternative job prospects
 - ☐ Don't know
 - ☐ Prefer not to answer

Q58. Did you enter the public sector through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)?

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

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

Q59. Please rate your level of agreement with the following statements.

a. I find it easy to work with colleagues in other agencies to achieve good outcomes.

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

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

c. I have a good understanding of what it means to be a politically neutral public servant.

d. I feel a strong personal attachment to the New Zealand Public Service.

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

Part H Your comments | <translation here >

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

Q60. Is there anything you would like to comment on?

Note do not provide names, addresses, phone numbers or other identifying details about yourself or any other person.

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

Free-text comments will only be attributable to groups where there are 30 or more comments from members of that group. For example, if a particular demographic group (ethnic group, gender, etc) has less than 30 respondents the agency will not be able to see comments attributed to that group.

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

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

This version of the document is locked- here's a link to the revised version:

[Te Taunaki questionnaire Oct 2025 revision.docx](#)

Style Definition: Heading 2

Questionnaire

Questions in yellow are new/changed for 2025.

Q1. Are you employed directly by a Public Service department, departmental agency, or Crown agent? [] Yes, whether permanent or temporary/fixed term [] No, I am a contractor (either self-employed or working for a private sector business)

if answer 'no' to Q1

Thank you for your time. You do not need to complete this survey.

Otherwise...

Part B: Your role | <translation here > Based on your experience in your current job, please respond to the following questions.

Q22. In your role at [the][agency], do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care – either face to face, online or over the phone? [] Yes [] No [] Don't know [] Prefer not to answer

Please don't include time with internal customers and clients within your own organisation.

Q23. Do you have any people management responsibilities? [] No, managing people is not part of my role [] Yes, managing people is part of my role [] Don't know [] Prefer not to answer [Stem question for managers/non-managers branch, consider don't know and prefer not to answer as 'no']

	Well above capacity - too much work	Slightly above capacity - lots of work to do	At capacity - about the right amount of work to do	Slightly below capacity - available for more work	Well below capacity - not enough work	Don't know	Prefer not to answer
Q24. What best describes your current workload?							

<p>Q25. In your role at [the][agency], do you currently use any of the following flexible working arrangements?</p> <p>Please select all that apply.</p> <p>Note include any flexible work that you use regularly.</p>	<input type="checkbox"/> Flexible start and finish times or flexible break times <input type="checkbox"/> Working from home (your home or home of a family member) <input type="checkbox"/> Working from an office that is more convenient for me (an agency office in a different city, a regional hub) <input type="checkbox"/> Flexi-leave, e.g. study leave, trading salary for additional leave <input type="checkbox"/> Job-sharing <input type="checkbox"/> Working reduced hours <input type="checkbox"/> Compressed hours (i.e. working more hours over fewer days e.g. 40 hours over 4 days) <input type="checkbox"/> No, I don't use any of these flexible working arrangements [Go to Q27] <input type="checkbox"/> Don't know [Go to Q27] <input type="checkbox"/> Prefer not to answer [Go to Q27]
<p>Q26. What are your reasons for using flexible working arrangements?</p> <p>Please select all that apply.</p>	<input type="checkbox"/> I am more productive on some work tasks away from the distractions of the office <input type="checkbox"/> To reduce the time, cost or other impacts of commuting <input type="checkbox"/> To help manage my parenting or caring responsibilities <input type="checkbox"/> To help me manage a disability or health issue <input type="checkbox"/> To allow more time for study, training, further education or learning <input type="checkbox"/> To help manage my voluntary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc <input type="checkbox"/> It's required in my job <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>Q27. Does the team you manage have the ability to use flexible work (e.g. working from home, flexible start/finish times)?</p> <p>[MANAGERS ONLY, yes to Q23]</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q28] <input type="checkbox"/> Don't know [Go to Q28] <input type="checkbox"/> Prefer not to answer
<p>Q27a. What impact does flexible work have on your team's productivity/ ability to get their work done in a timely way?</p> <p>[MANAGERS ONLY, yes to Q23]</p>	<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

Commented [AS3R1]: Guidance will be produced before this survey runs.

Commented [AS1]: Potential remove 25 and 26 replace with single do you work from home question.

<p>Q28. 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?</p>	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
--	---

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Don't know / Not applicable	Prefer not to answer
Considering everything, how satisfied are you with...							
Q29. your pay							

Q30. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							
---	--	--	--	--	--	--	--

Q31. Thinking about your role at [the][agency], which of the following best describes how you feel about your skills?	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
---	--

Q32. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> 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.

Q33. Please rate your level of agreement with the following statements.	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I have access to the learning and development I need to do my job well.							
b. It is important to me that my work contributes to the common good.							
c. The work I do gives me a sense of accomplishment.							
d. I am enthusiastic about my job.							
e. I identify with the mission of my organisation.							
f. I understand how my work leads to improved outcomes for communities.							
g. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.							

Q34. Thinking now about all aspects of your job, overall, how do you feel about your work?	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
--	---

Part C: Your Team | <translation here >

Q35. Please rate your level of agreement with the following statement about your team.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. I feel accepted as a valued member of the team.							

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

c. The people in my team behave in an accepting manner towards people from diverse backgrounds.

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

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

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

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

Commented [AS4]: @Josh Masson a and c in this list possible duplication on inclusion. C particularly.

Commented [JM5R4]: Need to look at the set between this, 11, 39c, 43, 45, 46 and the bullying section. Are these just 360 look at the issue or more duplicative.

Commented [AS6]: @Josh Masson this was a very Peter concept- potential to remove

Commented [JM7R6]: Agree. Not sure what we are measuring here. Responsibility, performance management, continuous improvement.

Commented [JM8R6]: Also mostly dealt with in q36b/c

Commented [AS9R6]: Just double checked- it's actually part of learning culture- which is an enabler of productivity

Q36. Please rate your level of agreement with the following statement about your manager.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. My manager cares about my health and wellbeing.							
b. My manager provides me with helpful feedback to improve my performance.							
c. My manager supports my team to deliver on what we are responsible for.							
d. My manager leads by example in ethical behaviour.							

Commented [AS10]: @Josh Masson part of this new group of Integrity questions

Q37. My team has clear work objectives.

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer

Q37a. Over the last 12 months, how successful has your team been at achieving its objectives?

Select all that apply.

[For those who were moderately, slightly, or not at all in Q37a.]

- ☐ Changing priorities
- ☐ Overly optimistic/unrealistic timelines
- ☐ No enough resources or people
- ☐ Complicated or unnecessary business processes
- ☐ Lack of motivation
- ☐ Lack of appropriate tools or technology
- ☐ Skills of team not a good match for work expected of us
- ☐ Other, please specify:

Q38. I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations.

[MANAGERS ONLY, yes to Q23]

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

Part D: Your organisation | <translation here >

Q39. Please rate your level of agreement with the following statements about your organisation/agency.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. Senior leaders clearly articulate the direction and priorities for our organisation.							
b. I feel that change is managed well in my organisation.							
c. The agency I work for supports and actively promotes an inclusive workplace.							
d. I would recommend my organisation as a good place to work.							
e. I feel a strong personal attachment to the agency I work for.							
f. I am confident that in my organisation people get jobs based on merit.							
g. It's important to me that my organisation is open and transparent with the public.							
h. My organisation is working for the long-term good of New Zealand.							

Commented [JM11]: 39 b - no natural home in Commission to manage. Suggest remove

Q40. Are you involved in preparing advice for a Minister?

Q40a. I am confident that my organisation is free and frank in our advice to Ministers.

Yes				No [Go to Q41]		
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer

Q41. Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

- a. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.
- b. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.
- c. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.
- d. Staff are encouraged to use te reo Māori.
- e. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).
- f. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).

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

Part E: Integrity and conduct <translation here >							
Q42.							
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
a. My organisation has high standards of honesty and integrity for staff.							
b. The culture in my organisation supports people to act with integrity.							
c. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
d. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
e. If I did speak up, I think my organisation would take it seriously.							

Commented [AS12]: @Josh Masson new integrity set. Item d was the one that agencies wanted, the rest are from IES.

<p>Q43. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to a/some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English, prayer break) 	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No [Skip to Q45]</p> <p><input type="checkbox"/> Don't know [Skip to Q45]</p> <p><input type="checkbox"/> Prefer not to answer [Skip to Q45]</p>
<p>Q44. I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p><input type="checkbox"/> Gender or sex</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Ethnicity, national origin, race or colour</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Religious belief</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Marital or family status</p> <p><input type="checkbox"/> Political opinion</p> <p><input type="checkbox"/> Employment status</p> <p><input type="checkbox"/> Ethical belief</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>

Part F: Health, safety, and wellbeing <translation here >

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q46. 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).							

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

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

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

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

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

Q47. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?	Yes	No [Go to Q54]
Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.		

Q48. What type of harassment or bullying did you experience?	Select all that apply
a. Verbal abuse (e.g. offensive language directed toward you, derogatory remarks, shouting)	
b. Deliberate exclusion from work-related activities	
c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)	
e. Given tasks with unreasonable or impossible targets or deadlines	
f. Interference with your personal property or work equipment	
g. Physical assault, or threats of violence/physical abuse	
h. Hostility/ridicule because of your race, colour, ethnic group, or national origin	
i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)	
j. Other, please specify (please do not list names, locations, phone numbers or other identifying details about yourself or any other person)	

[For each yes in Q46, show Q47 with piped text showing item.]

Q49. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q50. Who was responsible for the bullying or harassment?	Select all that apply
Your current or previous manager	
Someone more senior (other than your manager)	
One or more of your direct reports	
Another co-worker in your current agency not listed above	
Client, customer, or person in your care	
A member of the public	
Colleague from another government agency	
Minister or ministerial office staff	
Contractor/consultant/service provider	
Don't know	
Prefer not to answer	

Q51. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour [skip to Q53] <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer					
Q52. Why didn't you report the bullying or harassment?	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer					
Select all that apply	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
Q53. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.						Prefer not to answer

	Always	Often	Sometimes	Hardly ever	Never	Don't know	Prefer not to
Q54. In the last 12 months, how often would you say you have experienced work stress?							

Note work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.

--	--	--	--	--	--	--	--

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

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

Part G: Your career | <translation here >

Q55. Please rate your level of agreement with the following statements.

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

- a. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)
- b. I am satisfied with my career development opportunities

Q56. Are you interested in moving into a management role in the future?

- ☐ Yes [Go to Q 57]
- ☐ No [Go to Q 57]
- ☐ Don't know
- ☐ Prefer not to answer

[NON-MANAGERS ONLY- no, don't know, prefer not to answer on Q23]

Q57. Are you a member of the Public Service Leaders Group?

- ☐ Yes [Go to Q57]
- ☐ No
- ☐ Don't know
- ☐ Prefer not to answer

[MANAGERS ONLY – yes on Q23]

Q57a. Are you interested in moving into a senior leadership (e.g. chief executive, deputy chief executive or similar) role in the future?

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

[MANAGERS ONLY- yes on Q23]

Q58. 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 Q61]
- ☐ I am actively applying for another role/other roles now [Go to Q59a]
- ☐ In the next 12 months I expect to apply for a different role [Go to Q59b]
- ☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [Go to Q60]
- ☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [Go to Q61]
- ☐ I would like to change jobs but do not believe I can [Go to Q59c]
- ☐ Don't know [Go to Q61]
- ☐ Prefer not to answer [Go to Q61]

Commented [AS13]: @Paula Davis these questions on career goals- will these be used by your team? Both the wanting to be a manager and wanting to be a senior leader?

Q59a. Where are you applying to?	Please select all that apply:
or	<input type="checkbox"/> The same agency I currently work for
Q59b. Where will you apply to?	<input type="checkbox"/> Elsewhere in the NZ public sector
	<input type="checkbox"/> Outside the NZ public sector
	<input type="checkbox"/> Don't know
	<input type="checkbox"/> Prefer not to answer

Q59c. Why are you considering leaving your role?	<input type="checkbox"/> Fixed term job ending
Select all that apply	<input type="checkbox"/> Job impacted by change process/restructuring
Rotate order (except other)	<input type="checkbox"/> Unable to balance caring responsibilities
GO TO Q61 after this question	<input type="checkbox"/> Lack of career progression opportunities
	<input type="checkbox"/> Lack of professional development / training opportunities
	<input type="checkbox"/> Lack of job security
	<input type="checkbox"/> Unsatisfied with pay/remuneration
	<input type="checkbox"/> Unsatisfied with flexible work arrangements
	<input type="checkbox"/> Work location
	<input type="checkbox"/> More interesting work
	<input type="checkbox"/> Workload too high
	<input type="checkbox"/> Work not aligned with my job skills, experience or training
	<input type="checkbox"/> Quality of workplace relationships/ social environment at work
	<input type="checkbox"/> Quality of leadership/management
	<input type="checkbox"/> Bullying or other negative workplace behaviour
	<input type="checkbox"/> Organisation is not accommodating of my disability
	<input type="checkbox"/> Other, please specify:

Q60. Why are you interested in making a temporary move or secondment?	<input type="checkbox"/> Develop or strengthen my existing skills
Select all that apply	<input type="checkbox"/> Learn new skills
	<input type="checkbox"/> More challenge
	<input type="checkbox"/> Want to experience working in a different agency or team
	<input type="checkbox"/> Establish new working relationships
	<input type="checkbox"/> I have limited career development within my current team
	<input type="checkbox"/> To get more flexible work options
	<input type="checkbox"/> Share my skills with another team or specific project
	<input type="checkbox"/> Support knowledge transfer between teams and agencies
	<input type="checkbox"/> Other, please specify:

Commented [AS14]: @Josh Masson limited programme of work within the Commission

Commented [JM15R14]: agree

Q60a. Are there barriers to you seeking a temporary move?	<input type="checkbox"/> Yes
	<input type="checkbox"/> No [Go to Q61]
	<input type="checkbox"/> Don't know
	<input type="checkbox"/> Prefer not to answer

Commented [JM16]: Are we actually doing anything about these issues? I don't think as a Commission we are.

Q60b. What are the potential barriers to you making a temporary move?	<input type="checkbox"/> I don't know how to find out about opportunities
Select all that apply	<input type="checkbox"/> My manager won't support it
	<input type="checkbox"/> My current team can't replace my skills
	<input type="checkbox"/> Concerns about how I'd be treated when I return
	<input type="checkbox"/> Concerns about maintaining my current flexible work arrangements
	<input type="checkbox"/> Concerns about job security if I was temporarily away from my role
	<input type="checkbox"/> Limited opportunities in my preferred geographic location
	<input type="checkbox"/> Other, please specify

Part H: Working in the public sector | <translation here >

Q61. How long, in total, have you been employed by the New Zealand public sector?	<input type="checkbox"/> Less than 6 months
	<input type="checkbox"/> 6 months to less than 12 months
	<input type="checkbox"/> 1 year to less than 2 years

Commented [AS17]: Remove categories

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.

- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years [Go to Q64]
- ☐ 5 years to less than 10 years [Go to Q64]
- ☐ 10 years to less than 15 years [Go to Q64]
- ☐ 15 years to less than 20 years [Go to Q64]
- ☐ 20 years to less than 30 years [Go to Q64]
- ☐ 30 years or more [Go to Q64]
- ☐ Don't know [Go to Q64]
- ☐ Prefer not to answer [Go to Q64]

Q62. What initially attracted you to work in the New Zealand public sector?

- Please select all that apply.
- ☐ Career progression opportunities
 - ☐ Professional development / training opportunities
 - ☐ Job security
 - ☐ Good remuneration
 - ☐ Flexible work arrangements
 - ☐ Work/life balance
 - ☐ Work location
 - ☐ Belief in the purpose and principles of the New Zealand Public Service
 - ☐ Work that contributes positively to society
 - ☐ Work that helps people in my community
 - ☐ Interesting work
 - ☐ Work aligned with my job skills, experience or training
 - ☐ An inclusive work environment
 - ☐ Lack of suitable alternative job prospects
 - ☐ Don't know
 - ☐ Prefer not to answer

[Rotate order]

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

Q63. Did you enter the public sector through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)? [For those who have joined the public sector in the past 3 years only]

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

Commented [AS18]: Remove?

Commented [AS19]: Checking whether this is still required

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.

Commented [AS21]: Proposal: shift the About you section to the end of the survey (just before the final open-ended question), moves the focus directly to the performance topics and has diversity lower down. This is the same format used in the UK and Canada surveys, Australia has "about you" at the start.

Q64. Please rate your level of agreement with the following statements.

a. I find it easy to work with colleagues in other agencies to achieve good outcomes.

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

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

c. I have a good understanding of what it means to be a politically neutral public servant.

d. I feel a strong personal attachment to the New Zealand Public Service.

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

Commented [AS20]: @Josh Masson my top recommendation for removal. This isn't spirit of service, we have better measures for that.

Some of the questions in this section are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health), but without asking everyone these questions we wouldn't understand how much the Public Service is representative of the diversity of New Zealand and how experiences are different (or the same) for different groups.

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

Q2. How old are you?	<input type="checkbox"/> Under 20 years <input type="checkbox"/> 20 to 24 years <input type="checkbox"/> 25 to 29 years <input type="checkbox"/> 30 to 34 years <input type="checkbox"/> 35 to 39 years <input type="checkbox"/> 40 to 44 years <input type="checkbox"/> 45 to 49 years <input type="checkbox"/> 50 to 54 years <input type="checkbox"/> 55 to 59 years <input type="checkbox"/> 60 to 64 years <input type="checkbox"/> 65 to 69 years <input type="checkbox"/> 70 years or over <input type="checkbox"/> Prefer not to answer
Q3. What ethnic group(s) do you belong to?	Select all that apply to you. <input type="checkbox"/> New Zealand European <input type="checkbox"/> Māori <input type="checkbox"/> Samoan <input type="checkbox"/> Cook Islands Maori <input type="checkbox"/> Tongan <input type="checkbox"/> Niuean <input type="checkbox"/> Chinese <input type="checkbox"/> Indian <input type="checkbox"/> Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____ <input type="checkbox"/> Prefer not to answer
Q4. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q5. Please give the name(s) and region(s) / rohe of your iwi: <i>[Use iwi list based on StatsNZ aria tool]</i>	Iwi: AUTO-SUGGEST_____ Region: _OPEN TEXT_____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q6. What is your highest qualification?	<input type="checkbox"/> No Qualifications <i>[Go to Q7]</i> <input type="checkbox"/> High School/Secondary School Qualification <i>[Go to Q7]</i> <input type="checkbox"/> Level 1 to 4 Certificate <i>[Go to Q7]</i> <input type="checkbox"/> Level 5 or 6 Diploma <i>[Go to Q7]</i> <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 <i>[Go to Q7]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q7]</i>

Commented [AS22]: @Josh Masson I understand we get reporting from Stats NZ about qualifications. Is that right @Tas Papadopoulos

Commented [AS23R22]: We did not analyse this in conjunction with other Te Taunaki variables.

Commented [TP24R22]: Yes. That is right. We get Highest Qual cut by sector and occupation from their Census. We plan to get this updated to 2024. You can see this data in the viz in this section of our website: [https://www.publicservice.govt.nz/research-and-data/workforce-data-working-in-the-public-service/workforce-data-capability#:~:text=XLSX%2C%2012%20KB\)-,Qualification%20levels,-The%202018%20Census](https://www.publicservice.govt.nz/research-and-data/workforce-data-working-in-the-public-service/workforce-data-capability#:~:text=XLSX%2C%2012%20KB)-,Qualification%20levels,-The%202018%20Census)

Commented [JM25R22]: Supports my point below. We are after a very targeted thing and this is a broad question we already get the data on. It also doesn't really address the issues of financial management capability. Just because you can count finances as an accountant doesn't mean you can make good fiscal decisions.

Q6a. What were the area(s) of study for all of your completed tertiary qualifications?

Select all that apply

[inset lists drop down]

☐ Agriculture, environmental and related studies
 Agriculture
 Horticulture and Viticulture
 Forestry Studies
 Fisheries Studies
 Environmental Studies
 Other Agriculture, Environmental and Related Studies

☐ Architecture and building
 Architecture and Urban Environment
 Building

☐ Creative arts (including communication)
 Performing Arts
 Visual Arts and Crafts
 Graphic and Design Studies
 Communication and Media Studies
 Other Creative Arts

☐ Education
 Teacher Education
 Curriculum and Education Studies
 Other Education

☐ Engineering and related technologies
 Manufacturing, Engineering and Technology
 Process and Resources Engineering
 Automotive Engineering and Technology
 Mechanical and Industrial Engineering and Technology
 Civil Engineering
 Geomatic Engineering
 Electrical and Electronic Engineering and Technology
 Aerospace Engineering and Technology
 Maritime Engineering and Technology
 Other Engineering and Related Technologies

☐ Food, hospitality and personal services
 Food and Hospitality
 Personal Services

☐ Health
 Medical Studies
 Nursing
 Pharmacy
 Dental Studies
 Optical Science
 Veterinary Studies
 Public Health
 Radiography
 Rehabilitation Therapies
 Complementary Therapies
 Other Health

☐ Information technology
 Computer Science
 Information Systems
 Other Information Technology

☐ Management and commerce (including accountancy and finance)
 Accountancy
 Business and Management
 Sales and Marketing
 Tourism
 Office Studies
 Banking, Finance and Related Fields
 Other Management and Commerce

☐ Natural and physical sciences

Commented [JM26]: I understood we potentially wanted to know how many professional services roles we have - particularly understanding how many lawyers and accountants are in senior management. Because that who sit on boards in private companies / have good financial management or risk management capability. This question feels like a bit like a cannon ball when an arrow would suffice.

Commented [AS28]: Updated to Stats L1 and L2, with some breadcrumbs at the top level to help people find the lower level info.

Commented [AS29R28]: @Paula Davis @Tim Newton-Howes @Tas Papadopoulos @Sarah Kirkham

Commented [TN30R28]: personally i think this looks really good. the drop down list means people done need to see everything, and the steer on some of the less clear ones (the words in brackets) mean it will be much faster to complete. it is sufficiently detailed to pull out the major professions we are interested in, while also revealing other capabilities we may not have known we had, but also not so detailed as to be confusing. And it uses the stats definitions which means its comparable.

I do think we can add in "dont know" just for consistency, although i agree that thats sort of silly in this instance.

i do think we need to test where the routing comes from so we dont miss critical certificate level capabilities but dont include things at too low a level

Commented [TP31R28]: Could work. Having select all that apply will make it harder to analyse results. Need a separate variables per field a la ethnic groups. So in Tableau you would be able to look at a field at a time, rather than all at the same time.

Commented [TN32R28]: Does that mean splitting this into multipl questions? "How many subjects did you major in" and then a duplicate for each (what a pain that would be)

Commented [TN27]: to confirm if we want bachelors/level7 and higher, or something else.

	Mathematical Sciences Physics and Astronomy Chemical Sciences Earth Sciences Biological Sciences Other Natural and Physical Sciences <input type="checkbox"/> Society and culture (including law, policy, and economics) Political Science and Policy Studies Studies in Human Society Human Welfare Studies and Services Behavioural Science Law Justice and Law Enforcement Librarianship, Information Management and Curatorial Studies Language and Literature Philosophy and Religious Studies Economics and Econometrics Sport and Recreation Other Society and Culture <input type="checkbox"/> Other <input type="checkbox"/> Prefer not to answer
Q7. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST__ [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]
Q8. What is your gender?	Please select all that apply. <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Another Gender, please specify: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q9. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q10. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q11. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you? [only show if yes to transgender, OR intersex, OR multiple or another gender selected]	<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

Commented [AS33]: @Josh Masson methodological problem with this one because we don't know whether the person is out at work or not. Potential to remove.

Q12. Which of the following best describes how you think of yourself?

☐ Heterosexual or straight

☐ Gay or lesbian

☐ Bisexual

☐ Another identity – please specify _____

☐ Don't know

☐ Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (long-term means lasting six months or more). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Commented [JM34]: A person who is uncomfortable declaring this information has to answer 14 prefer not to answer questions to progress. This will be a massive exit point for respondents...

Commented [AS35R34]: It's 9 questions- the washington 6, plus mental health, neurodiversity, and identifying as disabled

Q13.	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?					
b. Do you have difficulty hearing, even if using a hearing aid?					
c. Do you have difficulty walking or climbing steps?					
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?					
e. Do you have difficulty remembering or concentrating?					
f. Do you have difficulty with self-care, such as washing all over or dressing?					

Q14. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

☐ Yes

☐ No [Go to Q15]

☐ Don't know [Go to Q15]

☐ Prefer not to answer [Go to Q15]

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q14a. Being neurodivergent, how much difficulty do you experience with work activities?

☐ No difficulty

☐ Some difficulty

☐ A lot of difficulty

☐ Cannot complete certain activities at all

☐ Don't know

☐ Prefer not to answer

Q15. Do you consider yourself to have, and/or have you been diagnosed as having a mental health condition?

☐ Yes

☐ No [Go to Q16]

☐ Don't know

☐ Prefer not to answer [Go to Q16]

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD).

Q15a. Having a mental health condition, how much difficulty do you experience with work activities?

☐ No difficulty

☐ Some difficulty

☐ A lot of difficulty

☐ Cannot complete certain activities at all

☐ Don't know

☐ Prefer not to answer

Q16. Do you identify as a disabled person or tangata whaikaha Māori?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

This includes Māori and non-Māori who identify as disabled.

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q17. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q 18] <input type="checkbox"/> Don't know [Go to Q 18] <input type="checkbox"/> Prefer not to answer [Go to Q 18]
[Only show to those who respond with some/a lot/ cannot do at all to Q13a b c d e f, Q14a, Q15a or yes to Q16]	
Q17a. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q17b. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Very satisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
If you would like to comment about this, there is space at the end of the survey for comments.	
Q18. Do you have parenting and/or caring responsibilities?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
This could include caring for children, relatives, friends, etc.	
Q19. In which language(s) could you have a conversation about a lot of everyday things?	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
Q20. 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) [Go to Q22] <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q21. When you are at work, how often do you have conversations in te reo Māori?	<input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> A few times a year <input type="checkbox"/> Never <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.	

Commented [AS36]: @Josh Masson this was not used outside of the te reo part, which we have in the questions below. Potential to remove.

Part I Your comments | <translation here >

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

Q65. Is there anything you would like to comment on?

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

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

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

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

This section has a character limit of 1000. Remember the page will time out after 30 minutes, so save your progress.

DRAFT, disregard for now:



Te Kawa Mataaho
Public Service Commission

+ Logo of Research NZ

EMAIL INTRO – from survey provider

Kia ora <First name>

As an employee of a Public Service agency, you are invited to take part in the Public Service Census, Te Taunaki. Research New Zealand has been contracted to run the survey on behalf of the Public Service Commission. Read more about the survey below.

< Link: Start the survey now >

This is your personal link to access the survey, please don't share it with anyone.

Participation is voluntary, but it's a great opportunity to speak up

We want to better understand our workforce and the experiences of public servants who have a wide range of backgrounds and abilities. Information from this survey is used to make improvements to work environments within agencies and across the Public Service. This includes opportunities to shift between agencies, pay equity for people in similar roles, fair hiring practices, as well as training and career development. Results from the first Public Service Census, in 2021, were used by employee-led networks, agencies, and the Public Service Commission.

The survey is also an opportunity to communicate with senior leaders in your organisation and in the Public Service overall about what is important to you. The chief executive of your agency has authorised work time being used on this survey.

If you decide to participate in the survey but change your mind later, you can withdraw your answers at any time up to the survey closing (21 March) by contacting the survey provider directly census@researchnz.com

The survey will take around 20 minutes to complete

You can complete the survey on a computer or phone, including your personal phone if you forward this email to your personal account. You can save your answers, leave the survey, and go back to finish later if needed. The survey will be open until midnight on 21 March.

It covers a wide range of topics about you, your experiences in your job, with your manager, team, organisation, and career

Some of the questions are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health), but we need to ask these questions to understand how well the Public Service reflects the full diversity of New Zealand and how groups experiences are different (or the same). You can complete the survey on a mobile device to have more privacy if you work in a busy environment, just forward this email to a mobile phone. You can also skip any question you would rather not answer.

There are also questions about bullying, harassment, and discrimination. If you have experienced these things, it can be upsetting to think about them again. Some information on support options are presented in that section of the survey.

You can learn more about the topics in the survey and what the information is used for on our website:

<https://www.publicservice.govt.nz/research-and-data/public-service-census>

Your responses in the survey are confidential

To ensure confidentiality, your responses will be grouped with those of other respondents in your agency and across the public service. There is no information about organisational units smaller than 100 people and therefore no reporting can be done about teams. All reporting from the survey will be done in a way that individuals are not identified.

Access to the complete dataset from this survey is limited to a small team of researchers within the Public Service Commission and the technical support team at Research New Zealand who host the survey and provide summary reporting to agencies.

Limited data matching is used to keep the survey as short as possible

To keep the survey as short as possible, and to ensure that the information we have is as accurate as possible, some information has already been provided by your agency. We did this to make sure that no one in your agency knows who participates and who does not. This information is limited to: occupation group (e.g. call centre workers, policy analysts), salary, employment start date, full/part time, region, organisational level (tier), and business unit (for units of 100 or more people). Your name and email address are only used for this survey invitation and are not included in the dataset. If you decide not to participate, all information supplied by your agency will be deleted.

The Public Service Commission Chief Data Officer, Josh Masson, is leading the Census team. If you have any questions, please contact the team at census@publicservice.govt.nz

By answering questions in the survey, you agree that you have read the information above, understand that all reporting from the survey will be done in a way that individuals cannot be identified, had the opportunity to ask questions, know that you can stop completing the survey or withdraw your answers up to the day the survey closes, and agree that your responses will be matched to a limited set of information provided by your agency for the purposes of this research only.

< Link: [Start the survey now](#)>

Thank you for your help!



Te Kawa Mataaho
Public Service Commission

Welcome to Te Taunaki Public Service Census

Te Taunaki survey instructions

1. You can answer the questions on multiple visits or different devices, if needed. Just re-click on the individual link in your email invitation. Answers you gave in a previous session will be saved, and you can continue with the survey questions. Once you have submitted your survey, it is final, and you will not be able to go back into it.
2. Pages in the survey time out after 30 minutes.

You can make the survey easier to read

This survey is compatible with screen readers and is designed to meet accessibility standards.

~~Also, y~~You may also adjust the font size if it is too small or too big for you.

Increase | Decrease

If you have any questions about how to do the survey, please contact Research New Zealand at census@researchnz.com.

Thank you very much!

2025 Te Taunaki Questionnaire

Questions in **yellow** are new/changed for 2025.

Q1. Are you employed directly by a Public Service department, departmental agency, or Crown agent?	<input type="checkbox"/> Yes, I have a permanent or temporary/fixed term job <input type="checkbox"/> No, I am a contractor (either self-employed or working for a private sector business)
---	--

[if answer 'no' to Q1]

Thank you for your time. You do not need to complete this survey.

[otherwise...]

Part A: About your role

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

Q2. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.	
Q3. Do you have any people management responsibilities? <i>[Stem question for managers, consider don't know, prefer not to answer as no]</i>	<input type="checkbox"/> Yes, managing people is part of my role <input type="checkbox"/> No, managing people is <u>not</u> part of my role <i>[Go to Q5]</i> <input type="checkbox"/> Don't know <i>[Go to Q5]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q5]</i>
Q4. Are you a member of the Public Service Leaders Group? [MANAGERS ONLY – yes on Q3]	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> 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 enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

Q6. How do you feel about the balance between your working life and your life outside of work?	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
---	---

<p>Q7. Do you regularly use any flexible working arrangements?</p> <p>Please select all that apply to you</p> <p>Regularly work from home means working at least one day in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.</p> <p>Home could include your own home, the home of a family member, or a holiday home.</p>	<p><input type="checkbox"/> Work from home [Go to Q7a]</p> <p><input type="checkbox"/> Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) [Go to Q8]</p> <p><input type="checkbox"/> No I don't use any flexible work arrangements [Go to Q8]</p> <p><input type="checkbox"/> Don't know [Go to Q8]</p> <p><input type="checkbox"/> Prefer not to answer [Go to Q8]</p>
<p>Q7a. What days of the week are you working from home in a typical week?</p> <p>Select all that apply</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday/Sunday</p> <p><input type="checkbox"/> I don't have set days that I work from home</p>

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

Part B: Supporting productivity

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

Q10. The people in my team are encouraged to come up with new and better ways of doing things.

Q11. My team discusses mistakes so we can learn from them.

Q12. The people in my team collaborate to get the job done.

Q13. My manager provides me with helpful feedback to improve my performance.

Q14. My manager supports my team to deliver on what we are responsible for.

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

Q15. My team has clear work objectives.

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

	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							
Q15b. What made it hard to achieve the objectives? Select all that apply. <i>[For those who were moderately, slightly, or not at all in Q15a.]</i>	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> No enough resources or people <input type="checkbox"/> Complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Physical work environment (e.g. distractions, not enough meeting rooms) <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____						
Q16. Does the team you manage have the ability to work from home? <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q17]</i> <input type="checkbox"/> Don't know <i>[Go to Q17]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q17]</i>						
Q16a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way? <i>[MANAGERS ONLY, yes to Q3]</i>	<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						
Q17. I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						

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

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

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

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

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

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

<p>Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to a/some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No [Go to Q36]</p> <p><input type="checkbox"/> Don't know [Go to Q36]</p> <p><input type="checkbox"/> Prefer not to answer [Go to Q36]</p>
<p>Q35. I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p><input type="checkbox"/> Gender or sex</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Ethnicity, national origin, race or colour</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Religious belief</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Marital or family status</p> <p><input type="checkbox"/> Political opinion</p> <p><input type="checkbox"/> Employment status</p> <p><input type="checkbox"/> Ethical belief</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>

Part E: Health, safety, and wellbeing

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

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

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

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

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

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

Q39. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes

No
[Go to Q47]

Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.

Q40. What type of harassment or bullying did you experience?

Select all that apply

a. Verbal abuse (e.g. offensive language directed toward you, derogatory remarks, shouting)

b. Deliberate exclusion from work-related activities

c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)

d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)

e. Given tasks with unreasonable or impossible targets or deadlines

f. Interference with your personal property or work equipment

g. Physical assault, or threats of violence/physical abuse

h. Hostility/ridicule because of your race, colour, ethnic group, or national origin

i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)

j. Other, please specify (please **do not** list names, locations, phone numbers or other identifying details about yourself or any other person)

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

Q41. How often did the bullying or harassment happen?

One time

A few times over the last 12 months

Monthly

Weekly

Daily

Don't know

Prefer not to answer

Q42. Who was responsible for the bullying or harassment?

Select all that apply

Your current or previous manager

Someone more senior (other than your manager)

One or more of your direct reports

Another co-worker in your current agency not listed above

Client, customer, or person in your care

A member of the public

Colleague from another government agency

Minister or ministerial office staff

Contractor/consultant/service provider

Don't know

Prefer not to answer

Q43. Did you report the bullying or harassment?

[] I reported the behaviour [skip to Q45]

	<input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).

Part F: Inclusion

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

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

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

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

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

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

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

Part G. Skills and development

Q51. Thinking about your role at [the][agency], which of the following best describes how you feel about your skills?

- ☐ I need further training to do the job well
☐ My skills match well with the work I do
☐ I have the skills to cope with more demanding work
☐ Don't know
☐ Prefer not to answer

Q52. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training?

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

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

Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
Q55. I am satisfied with my career development opportunities							

Part H: Māori Crown Capability

Q56. How well are you able to speak te reo Māori in day-to-day conversation?

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

- ☐ Don't know
☐ Prefer not to answer

Q57. When you are at work, how often do you have conversations in te reo Māori?

Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

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

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.

Q59. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.

Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.

Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.

Q62. Staff are encouraged to use te reo Māori.

Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).

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

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

Part I. Job satisfaction and future plans

Q65. 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

Q66. 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 Q67]
☐ I am actively applying for another role/other roles now [Go to Q66a]
☐ In the next 12 months I expect to apply for a different role [Go to Q66a]
☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [Go to Q66a]
☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [Go to Q67]
☐ I would like to change jobs but do not believe I can [Go to Q66a]
☐ Don't know [Go to Q67]
☐ Prefer not to answer [Go to Q67]

Q66a. Why are you considering leaving your role?

Select all that apply

Rotate order (except other)

- ☐ 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
- ☐ Workload too high
- ☐ Work not aligned with my job skills, experience or training
- ☐ Quality of workplace relationships/ social environment at work
- ☐ Quality of leadership/management
- ☐ Bullying or other negative workplace behaviour
- ☐ Organisation is not accommodating of my disability
- ☐ Other, please specify: _____

Part J: 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.

Some of the questions in this section are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health), but without asking everyone these questions we wouldn't understand how much the Public Service is representative of the diversity of New Zealand and how experiences are different (or the same) for different groups.

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

Q67. How old are you?

- ☐ Under 20 years
- ☐ 20 to 24 years
- ☐ 25 to 29 years
- ☐ 30 to 34 years
- ☐ 35 to 39 years
- ☐ 40 to 44 years
- ☐ 45 to 49 years
- ☐ 50 to 54 years
- ☐ 55 to 59 years
- ☐ 60 to 64 years
- ☐ 65 to 69 years
- ☐ 70 years or over
- ☐ Prefer not to answer

Q68. What is your gender?

Please select all that apply.

- ☐ Female
- ☐ Male
- ☐ Another Gender, please specify: _____
- ☐ Don't know
- ☐ Prefer not to answer

Q69. What ethnic group(s) do you belong to? Select all that apply to you.

☐ New Zealand European

☐ Māori

☐ Samoan

☐ Cook Islands Maori

☐ Tongan

☐ Niuean

☐ Chinese

☐ Indian

☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify:

☐ Prefer not to answer

Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

☐ Yes

☐ No *[Go to Q71]*

☐ Don't know *[Go to Q71]*

☐ Prefer not to answer *[Go to Q71]*

Q70a. Please give the name(s) and region(s) / rohe of your iwi:

Iwi: AUTO-SUGGEST ____

Region: OPEN TEXT _____

☐ Don't know

☐ Prefer not to answer

[Use iwi list based on StatsNZ aria tool]

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q72.

- 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?

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

Q73. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

☐ Yes

☐ No *[Go to Q74]*

☐ Don't know *[Go to Q74]*

☐ Prefer not to answer *[Go to Q74]*

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q73a. Being neurodivergent, how much difficulty do you experience with work activities?

☐ No difficulty

☐ Some difficulty

☐ A lot of difficulty

☐ Cannot complete certain activities at all

☐ Don't know

☐ Prefer not to answer

<p>Q74. Do you consider yourself to have, and/or have you been diagnosed as having a mental health condition?</p> <p>Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD).</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No <i>[Go to Q75]</i></p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q 75]</i></p>
<p>Q74a. Having a mental health condition, how much difficulty do you experience with work activities?</p>	<p><input type="checkbox"/> No difficulty</p> <p><input type="checkbox"/> Some difficulty</p> <p><input type="checkbox"/> A lot of difficulty</p> <p><input type="checkbox"/> Cannot complete certain activities at all</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q75. Do you identify as a disabled person or tangata whaikaha Māori?</p> <p>This includes Māori and non-Māori who identify as disabled.</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>The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.</p> <p>If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.</p>	
<p>Q76. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?</p> <p><i>[Only show to those who respond with some/a lot/ cannot do at all to Q72a b c d e f, Q73a, 74a or yes to Q75]</i></p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No <i>[Go to Q77]</i></p> <p><input type="checkbox"/> Don't know <i>[Go to Q 77]</i></p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q77]</i></p>
<p>Q76. Have you talked to your employer about your workplace supports or accommodation needs?</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>Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.</p> <p>If you would like to comment about this, there is space at the end of the survey for comments.</p>	<p><input type="checkbox"/> Very dissatisfied</p> <p><input type="checkbox"/> Dissatisfied</p> <p><input type="checkbox"/> Neither satisfied nor dissatisfied</p> <p><input type="checkbox"/> Satisfied</p> <p><input type="checkbox"/> Very satisfied</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q78. Which of the following best describes how you think of yourself?</p>	<p><input type="checkbox"/> Heterosexual or straight</p> <p><input type="checkbox"/> Gay or lesbian</p> <p><input type="checkbox"/> Bisexual</p> <p><input type="checkbox"/> Another identity – please specify</p> <hr/> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q79. Are you transgender?</p> <p>Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.</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>Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?</p> <p>Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>Q81. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?</p> <p><i>[only show if yes to transgender, OR intersex, OR multiple or another gender selected]</i></p>	<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
<p>Q82. Do you have parenting and/or caring responsibilities?</p> <p>This could include caring for children, relatives, friends, etc.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
<p>Q83. What is your religion?</p> <p>Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.</p>	<p>AUTO-SUGGEST__ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i></p>
<p>Q84. In which language(s) could you have a conversation about a lot of everyday things?</p>	<p>Please select all that apply.</p> <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
<p>Q85. What is your highest qualification?</p>	<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

Part K Your comments

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

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

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

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

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

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

This section has a character limit of **5000**. Remember the page will time out after 30 minutes, so save your progress.

2025 Te Taunaki Questionnaire

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



Te Kawa Mataaho
Public Service Commission

Welcome to Te Taunaki Public Service Census

[<<Click here to begin the survey>>](#)

What is this survey about?

The survey covers a wide range of topics about you, your experiences in your job, with your manager, team, agency, and career. As part of that, some of the demographic questions are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health). ~~but~~ We need to ask these to understand how well the Public Service reflects the diversity of New Zealand and how groups experiences are different (or the same).

You can skip any question you would rather not answer, just select "prefer not to answer" instead of one of the other response options.

There are also questions about bullying, harassment, and discrimination. If you have experienced these things, it can be upsetting to think about them again. Information on support options is presented in that section of the survey.

You can learn more about the topics in the survey and what the information is used for on our website: www.publicservice.govt.nz/census

Your responses in the survey are confidential

To ensure confidentiality, your responses will be grouped with those of other respondents in your agency and across the Public Service. There is no information about organisational units smaller than 100 people and therefore no reporting can be done about teams. All reporting from the survey will be done in a way that individuals are not identified.

Limited data matching is used to keep the survey as short as possible

To keep the survey as short as possible and to ensure that the information we have is accurate, some information has already been provided by your agency. We did this ahead of the survey to make sure that no one in your agency knows who participates and who does not. This information is limited to: occupational group (e.g. call centre workers, policy analysts), salary, employment start year, full/part time, region, organisational level (tier), and business unit (for units of 100 or more people). Your name and email address are only used for this survey invitation and are not included in the dataset. If you decide not to participate, all information supplied by your agency will be deleted.

Access to the complete dataset from this survey is limited to a small team of researchers within the Public Service Commission and the technical support team at Research New Zealand who host the

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survey and provide summary reporting to agencies. Anonymised data from the survey will be used for statistical and research purposes.

The Public Service Commission Chief Data Officer, Josh Masson, is leading the Census team. If you have any questions, please contact the team at census@publicservice.govt.nz

If you decide to participate in the survey but change your mind later, you can withdraw your answers at any time up to the survey closing (21 March) by contacting the survey provider directly census@researchnz.com

By answering questions in the survey, you agree that you:

- read the information above and understand that participation is voluntary
- understand that all reporting from the survey will be done in a way that individuals cannot be identified
- know that you can skip any question, stop completing the survey, or withdraw your answers up to the day the survey closes (21 March)
- agree that your responses will be matched to a limited set of information provided by your agency for the purposes of this research only.

<< [click here to begin the survey](#)>>

Q1. Are you employed directly by a Public Service department, departmental agency, or Crown agent?	<input type="checkbox"/> Yes, I have a permanent or temporary/fixed term job <input type="checkbox"/> No, I am a contractor (either self-employed or working for a private sector business)
---	--

[if answer 'no' to Q1]

Thank you for your time. You do not need to complete this survey.

[otherwise...]

Part A: About your role
Based on your experience in your current job, please respond to the following questions.

Q2. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
--	---

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

Q3. Do you have any people management responsibilities?	<input type="checkbox"/> Yes, managing people is part of my role <input type="checkbox"/> No, managing people is <u>not</u> part of my role [Go to Q5] <input type="checkbox"/> Don't know [Go to Q5] <input type="checkbox"/> Prefer not to answer [Go to Q5]
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[Stem question for managers, consider don't know, prefer not to answer as no]

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Q4. Are you a member of the Public Service Leaders Group? ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

[MANAGERS ONLY - yes on Q3]

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	Well above capacity - too much work	Slightly above capacity - lots of work to do	At capacity - about the right amount of work to do	Slightly below capacity - available for more work	Well below capacity - not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

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Q6. How do you feel about the balance between your working life and your life outside of work? ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
☐ Don't know
☐ Prefer not to answer

<p>Q7. Do you regularly use any flexible working arrangements?</p> <p>Please select all that apply to you</p> <p>Regularly work from home means working at least one day <u>at home</u> in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.</p> <p>Home could include your own home, the home of a family member, or a holiday home.</p>	<input type="checkbox"/> Work from home [Go to Q7a] <input type="checkbox"/> Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) [Go to Q8] <input type="checkbox"/> No I don't use any flexible work arrangements [Go to Q8] <input type="checkbox"/> Don't know [Go to Q8] <input type="checkbox"/> Prefer not to answer [Go to Q8]
<p>Q7a. What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<input type="checkbox"/> Monday <input type="checkbox"/> Tuesday <input type="checkbox"/> Wednesday <input type="checkbox"/> Thursday <input type="checkbox"/> Friday <input type="checkbox"/> Saturday/Sunday <input type="checkbox"/> I don't have set days that I work from home

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	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not applicable	Prefer not to answer
How satisfied are you with...							
Q8. your pay							

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Q9. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).								
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Part B: Supporting productivity

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

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Q10. In my agency, people are encouraged to speak up when they identify a serious risk.

Commented [A51]: Note new questions highlighted blue, change in order of other questions in this section

Q11. I have access to the evidence I need to make good decisions.

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Evidence refers to data, analytics, research, evaluation.

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Q12. My manager provides me with helpful feedback to improve my performance.

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Q13. My manager supports my team to deliver on what we are responsible for.

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Q14. The people in my team are encouraged to come up with new and better ways of doing things.

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Q11. My team discusses mistakes so we can learn from them.

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Q12. The people in my team collaborate to get the job done.

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Q15. My team acts on customer feedback to improve our work.

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Customers can include people outside your organisation such as members of the public, people in the care of your organisation, or Ministers. It can also include people inside your organisation who you provide services to, e.g. other teams.

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Q11. My team discusses mistakes so we can learn from them.

Q12. The people in my team collaborate to get the job done.

Q13. My manager provides me with helpful feedback to improve my performance.

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Q16. My team discusses mistakes so we can learn from them.

Q17. The people in my team collaborate to get the job done.

Q14. My manager supports my team to deliver on what we are responsible for.

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	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q18. My team has clear work objectives.							

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	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q185a. Over the last 12 months, how successful has your team been at achieving its objectives?							
Q185b. What made it hard to achieve the objectives? Select all that apply. <i>[For those who were moderately, slightly, or not at all in Q185a.]</i>	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> Not enough resources or people <input type="checkbox"/> Complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Physical work environment (e.g. distractions, not enough meeting rooms) <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____						
Q196. Does the team you manage have the ability to work from home?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q2047]</i> <input type="checkbox"/> Don't know <i>[Go to Q2047]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q2047]</i>						
<i>[MANAGERS ONLY, yes to Q3]</i> Q196a. What impact does work from home 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						
<i>[MANAGERS ONLY, yes to Q3]</i> Q2047. Please indicate how much you agree or disagree with the following statement: I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations.	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
<i>[MANAGERS ONLY, yes to Q3]</i>							

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	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Please indicate how much you agree or disagree with the following statements.							

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~~Q22. Senior leaders clearly articulate the direction and priorities for our organisation.~~

~~Q21. I would recommend my organisation as a good place to work.~~

Q21. The work I do gives me a sense of accomplishment.							
Q22. I am enthusiastic about my job.							
Q23. I would recommend my organisation as a good place to work.							
Q24. Senior leaders clearly articulate the direction and priorities for our organisation.							

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Q25. I feel that change is managed well within my organisation. Q22. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q18. It is important to me that my work contributes to the common good.							
Q19. The work I do gives me a sense of accomplishment.							
Q20. I am enthusiastic about my job.							
Q21. I would recommend my organisation as a good place to work.							
Q22. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q26. I find it easy to work with colleagues in other agencies to achieve good outcomes.							

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Part C: Public Service ~~values~~ principles

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q27. I have a good understanding of what it means to be a politically neutral public servant.							
Q28. I am confident that in my organisation people get jobs based on merit.							
Q29. It's important to me that my organisation is open and transparent with the public.							
Q30. My organisation is working for the long-term good of New Zealand.							
Q31. It is important to me that my work contributes to the common good.							

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~~Q32.~~ Are you involved in preparing advice for a Minister?

Yes				No [Go to Q33]			
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer	

~~Q32a.~~ Please indicate how much you agree or disagree with the following statement:

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

Part D: Integrity and conduct

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q3329. My work colleagues can be trusted to do what is right.							
Q340. My manager leads by example in ethical behaviour.							
Q354. The culture in my organisation supports people to act with integrity.							
Q362. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q373. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							

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Q384. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q396] <input type="checkbox"/> Don't know [Go to Q396] <input type="checkbox"/> Prefer not to answer [Go to Q396]
Some examples of unfair treatment: <ul style="list-style-type: none"> not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	
Q38a5. I believe I have been treated unfairly because of my:	<input type="checkbox"/> Gender or sex <input type="checkbox"/> Age <input type="checkbox"/> Ethnicity, national origin, race or colour <input type="checkbox"/> Disability <input type="checkbox"/> Religious belief <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Marital or family status <input type="checkbox"/> Political opinion <input type="checkbox"/> Employment status <input type="checkbox"/> Ethical belief <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Select all that apply	

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Part E: Health, safety, and wellbeing

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q326 . Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q4037 . 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).							
Q4138 . My manager cares about my health and wellbeing.							

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

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

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

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

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

Q4239 . During the last 12 months, have you been subjected to harassment or bullying in your current workplace?	Yes	No [Go to Q48Q47Q45]
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Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.

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Q430 . What type of harassment or bullying did you experience?	Select all that apply
a. Verbal abuse (e.g. offensive language directed toward you/me , derogatory remarks, shouting)	
b. Deliberate exclusion from work-related activities	
c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)	
e. Given tasks with unreasonable or impossible targets or deadlines	
f. Interference with your/my personal property or work equipment	
g. Physical assault, or threats of violence/physical abuse	
h. Hostility/ridicule because of your/my race, colour, ethnic group, or national origin	

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i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)	
j. Other, please specify (please do not list names, locations, phone numbers or other identifying details about yourself or any other person)	
k. Prefer not to answer	

[For each yes in Q43, show Q44 with piped text showing item.]

Q44. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q45. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in my care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q46. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour [Goskip to Q48] <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q47. Why didn't you report the bullying or harassment?	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Select all that apply	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q48. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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Commented [A55]: Note we've removed the please specify

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	Always	Often	Sometimes	Hardly ever	Never	Don't know	Prefer not to
Q496. In the last 12 months, how often would you say you have experienced work stress? Work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.							

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).

Part F: Inclusion

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q5047. I feel accepted as a valued member of the team.							
Q5148. I feel comfortable being myself at work /with my colleagues.							
Q5249. The agency I work for supports and actively promotes an inclusive workplace.							
Q50Q53. I have access to employee led networks relevant to me. Examples of employee-led networks include disability networks, rainbow networks, or networks for ethnic groups. These might be within your agency or cross-agency.							

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Part G. Skills and development

Q51Q54. Thinking about your role at the agency current role, which of the following best describes how you feel about your skills?	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
--	--

<p>Q52Q55. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training?</p> <p>On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
---	---

Please rate your level of agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53Q56. I have access to the learning and development I need to do my job well.							
Q54Q57. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							
Q55Q58. I am satisfied with my career development opportunities.							

Part H: Māori Crown Capability

<p>Q56Q59. How well are you able to speak te reo Māori in day-to-day conversation?</p> <p>Q58Q61</p>	<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) Go to <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
--	--

<p>Q57Q60. When you are at work, how often do you have conversations in te reo Māori?</p> <p>Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.</p>	<input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> A few times a year <input type="checkbox"/> Never <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
--	--

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58Q61. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59Q62. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.							
Q60Q63. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61Q64. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62Q65. Staff are encouraged to use te reo Māori.							

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Q63Q66. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).

Q64Q67. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).

▲							
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Part I. Job satisfaction and future plans

Q65Q68. Thinking now about all aspects of your job, overall, how do you feel about your work?

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

Q66Q69. Which of the following statements best describes your current situation?

☐ I have no immediate plans to leave my current position [\[Go to Q70Q71\]](#)
☐ I am actively applying for another role/other roles now [\[Go to Q69Q6a\]](#)
☐ In the next 12 months I expect to apply for a different role [\[Go to Q69Q6a\]](#)
☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [\[Go to Q66Q69a\]](#)

Please select one category only

☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q67Q70\]](#)
☐ I would like to change jobs but do not believe I can [\[Go to Q69Q6a\]](#)
☐ Don't know [\[Go to Q67Q70\]](#)
☐ Prefer not to answer [\[Go to Q67Q70\]](#)

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Q66Q69a. Why are you considering leaving your role?
Select all that apply
Rotate order (except other)

☐ ~~Fixed term job ending~~ [Job impacted by change process/restructuring](#)
☐ ~~Job impacted by change process/restructuring~~ [Fixed term job ending](#)
☐ Unable to balance caring responsibilities
☐ Lack of career progression opportunities
☐ Lack of professional development / training opportunities
☐ Lack of job security
☐ Unsatisfied with pay/remuneration
☐ Unsatisfied with flexible work arrangements
☐ Work location
☐ More interesting work
☐ Workload too high
☐ Work not aligned with my job skills, experience or training
☐ Quality of workplace relationships/ social environment at work
☐ Quality of leadership/management
☐ Bullying or other negative workplace behaviour
☐ Organisation is not accommodating of my disability
☐ Other, please specify: _____

Part J: 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.

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

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

Q7067. 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

Q7168. What is your gender?

Please select all that apply.

☐ Female
☐ Male
☐ Another Gender, please [specify state](#): _____
☐ Don't know
☐ Prefer not to answer

Q7269. What ethnic group(s) do you belong to?

Select all that apply to you.

☐ New Zealand European
☐ Māori
☐ Samoan
☐ Cook Islands Maori
☐ Tongan
☐ Niuean
☐ Chinese
☐ Indian
☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____
☐ Prefer not to answer

Q730. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

☐ Yes
☐ No [\[Go to Q74+\]](#)
☐ Don't know [\[Go to Q74+\]](#)
☐ Prefer not to answer [\[Go to Q74+\]](#)

Q730a. Please give the name(s) and region(s) / rohe of your iwi:

Iwi: AUTO-SUGGEST _____
Region: OPEN TEXT _____
☐ Don't know
☐ Prefer not to answer

[\[Use iwi list based on StatsNZ aria tool\]](#)

We want to better understand the diversity of our workforce and the experiences of public servants with

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long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q741.

- 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?

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

Q753. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

- ☐ Yes
- ☐ No [\[Go to Q763\]](#)
- ☐ Don't know [\[Go to Q763\]](#)
- ☐ Prefer not to answer [\[Go to Q763\]](#)

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q753a. Being neurodivergent, how much difficulty do you experience with work activities?

- ☐ No difficulty
- ☐ Some difficulty
- ☐ A lot of difficulty
- ☐ Cannot complete certain activities at all
- ☐ Don't know
- ☐ Prefer not to answer

Q763. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

- ☐ Yes
- ☐ No [\[Go to Q774\]](#)
- ☐ Don't know [\[Go to Q774\]](#)
- ☐ Prefer not to answer [\[Go to Q774\]](#)

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, and trauma disorders (e.g., PTSD) and other conditions not listed here.

Q763a. Having a mental health condition, how much difficulty do you experience with work activities?

- ☐ No difficulty
- ☐ Some difficulty
- ☐ A lot of difficulty
- ☐ Cannot complete certain activities at all
- ☐ Don't know
- ☐ Prefer not to answer

Q774. Do you identify as a disabled person or tangata whaikaha Māori?

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

~~This includes Māori and non-Māori who identify as disabled.~~

Q78. Do you identify as tangata whaikaha Māori?

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

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

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If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q8278] <input type="checkbox"/> Don't know [Go to Q 8278] <input type="checkbox"/> Prefer not to answer [Go to Q8278]
<p>Q725. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?</p>	
<p><i>[Only show to those who respond with some/a lot/ cannot do at all to Q744a b c d e f, Q752a, 762a or OR yes to Q774 or 78]</i></p>	
<p>Q8076. Have you talked to your employer about your workplace supports or accommodation needs?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>Q8177. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.</p>	
<p>If you would like to comment about this, there is space at the end of the survey for comments.</p>	
<p>Q8278. Which of the following best describes how you think of yourself?</p>	<input type="checkbox"/> Heterosexual or straight <input type="checkbox"/> Gay or lesbian <input type="checkbox"/> Bisexual <input type="checkbox"/> Another identity – please specify <hr/> <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>Q8379. Are you transgender?</p>	
<p>Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.</p>	
<p>Q840. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.</p>	
<p>Q851. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?</p>	
<p><i>[only show if yes to transgender, OR intersex, OR multiple or another gender selected]</i></p>	
	<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

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Q862. Do you have parenting and/or caring responsibilities?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
This could include caring for children, relatives, friends, etc.	
Q873. What is your religion?	AUTO-SUGGEST [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]
Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	
Q884. 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
Q895. 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

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Part K Your comments

~~This section provides you with the opportunity to share more of your thoughts on one of the topics we have already asked about, or you may choose to write about something else that is important to you.~~
~~This survey has covered a wide range of topics, and you might have more to say about something we covered, or you might want to talk about something we didn't ask about.~~

Q9086. Is there anything you would like to comment on? <insert text box>

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

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

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

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

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

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2025 Te Taunaki Questionnaire

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



Te Kawa Mataaho
Public Service Commission

Welcome to Te Taunaki Public Service Census

<<Click here to begin the survey>>

What is this survey about?

The survey covers a wide range of topics about you, your experiences in your job, with your manager, team, agency, and career. As part of that, some of the demographic questions are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health). We need to ask these to understand how well the Public Service reflects the diversity of New Zealand and how groups experiences are different (or the same).

You can skip any question you would rather not answer, just select “prefer not to answer” instead of one of the other response options.

There are also questions about bullying, harassment, and discrimination. If you have experienced these things, it can be upsetting to think about them again. Information on support options is presented in that section of the survey.

You can learn more about the topics in the survey and what the information is used for on our website: www.publicservice.govt.nz/census

Your responses in the survey are confidential

To ensure confidentiality, your responses will be grouped with those of other respondents in your agency and across the Public Service. There is no information about organisational units smaller than 100 people and therefore no reporting can be done about teams. All reporting from the survey will be done in a way that individuals are not identified.

Limited data matching is used to keep the survey as short as possible

To keep the survey as short as possible and to ensure that the information we have is accurate, some information has already been provided by your agency. We did this ahead of the survey to make sure that no one in your agency knows who participates and who does not. This information is limited to: occupational group (e.g. call centre workers, policy analysts), salary, employment start year, full/part time, region, organisational level (tier), and business unit (for units of 100 or more people). Your name and email address are only used for this survey invitation and are not included in the dataset. If you decide not to participate, all information supplied by your agency will be deleted.

Access to the complete dataset from this survey is limited to a small team of researchers within the Public Service Commission and the technical support team at Research New Zealand who host the

survey and provide summary reporting to agencies. Anonymised data from the survey will be used for statistical and research purposes.

The Public Service Commission Chief Data Officer, Josh Masson, is leading the Census team. If you have any questions, please contact the team at census@publicservice.govt.nz

If you decide to participate in the survey but change your mind later, you can withdraw your answers at any time up to the survey closing (21 March) by contacting the survey provider directly

census@researchnz.com

By answering questions in the survey, you agree that you:

- read the information above and understand that participation is voluntary
- understand that all reporting from the survey will be done in a way that individuals cannot be identified
- know that you can skip any question, stop completing the survey, or withdraw your answers up to the day the survey closes (21 March)
- agree that your responses will be matched to a limited set of information provided by your agency for the purposes of this research only.

<< [click here to begin the survey](#) >>

Q1. Are you employed directly by a Public Service department, departmental agency, or Crown agent?	<input type="checkbox"/> Yes, I have a permanent or temporary/fixed term job <input type="checkbox"/> No, I am a contractor (either self-employed or working for a private sector business)
---	--

[if answer 'no' to Q1]

Thank you for your time. You do not need to complete this survey.

[otherwise...]

Part A: About your role | Ō mahi

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

Q2. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
--	---

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

Q3. Do you have any people management responsibilities?	<input type="checkbox"/> Yes, managing people is part of my role <input type="checkbox"/> No, managing people is <u>not</u> part of my role <i>[Go to Q5]</i> <input type="checkbox"/> Don't know <i>[Go to Q5]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q5]</i>
--	--

[Stem question for managers, consider don't know, prefer not to answer as no]

Q4. Are you a member of the Public Service Leaders Group? ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

[MANAGERS ONLY – yes on Q3]

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

Q6. How do you feel about the balance between your working life and your life outside of work? ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
☐ Don't know
☐ Prefer not to answer

<p>Q7. Do you regularly use any flexible working arrangements?</p> <p>Please select all that apply to you</p> <p>Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.</p> <p>Home could include your own home, the home of a family member, or a holiday home.</p>	<input type="checkbox"/> Work from home [Go to Q7a] <input type="checkbox"/> Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) [Go to Q8] <input type="checkbox"/> No I don't use any flexible work arrangements [Go to Q8] <input type="checkbox"/> Don't know [Go to Q8] <input type="checkbox"/> Prefer not to answer [Go to Q8]
<p>Q7a. What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<input type="checkbox"/> Monday <input type="checkbox"/> Tuesday <input type="checkbox"/> Wednesday <input type="checkbox"/> Thursday <input type="checkbox"/> Friday <input type="checkbox"/> Saturday/Sunday <input type="checkbox"/> I don't have set days that I work from home

How satisfied are you with...	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not applicable	Prefer not to answer
Q8. your pay							

Q9. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							
---	--	--	--	--	--	--	--

Part B: Supporting productivity

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q10. In my agency, people are encouraged to speak up when they identify a serious risk.							
Q11. I have access to the evidence I need to make good decisions. Evidence refers to data, analytics, research, evaluation.							
Q12. My manager provides me with helpful feedback to improve my performance.							
Q13. My manager supports my team to deliver on what we are responsible for.							
Q14. The people in my team are encouraged to come up with new and better ways of doing things.							
Q15. My team acts on customer feedback to improve our work. Customers can include people outside your organisation such as members of the public, people in the care of your organisation, or Ministers. It can also include people inside your organisation who you provide services to, e.g. other teams.							
Q16. My team discusses mistakes so we can learn from them.							
Q17. The people in my team collaborate to get the job done.							

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q18. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q18a. Over the last 12 months, how successful has your team been at achieving its objectives?							
Q18b. What made it hard to achieve the objectives? Select all that apply.	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> Not enough resources or people						

<p><i>[For those who were moderately, slightly, or not at all in Q18a.]</i></p>	<input type="checkbox"/> Complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Physical work environment (e.g. distractions, not enough meeting rooms) <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____
<p>Q19. Does the team you manage have the ability to work from home?</p> <p><i>[MANAGERS ONLY, yes to Q3]</i></p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q20]</i> <input type="checkbox"/> Don't know <i>[Go to Q20]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q20]</i>
<p>Q19a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way?</p> <p><i>[MANAGERS ONLY, yes to Q3]</i></p>	<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
<p>Q20. Please indicate how much you agree or disagree with the following statement:</p> <p>I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations.</p> <p><i>[MANAGERS ONLY, yes to Q3]</i></p>	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q21. The work I do gives me a sense of accomplishment.							
Q22. I am enthusiastic about my job.							
Q23. I would recommend my organisation as a good place to work.							
Q24. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q25. I feel that change is managed well within my organisation.							
Q26. I find it easy to work with colleagues in other agencies to achieve good outcomes.							

Part C: Public Service principles | Ngā pou

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q27. I have a good understanding of what it means to be a politically neutral public servant.							
Q28. I am confident that in my organisation people get jobs based on merit.							
Q29. It's important to me that my organisation is open and transparent with the public.							
Q30. My organisation is working for the long-term good of New Zealand.							
Q31. It is important to me that my work contributes to the common good.							

Q32. Are you involved in preparing advice for a Minister?

Q32a. Please indicate how much you agree or disagree with the following statement:

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

Yes				No <i>[Go to Q33]</i>		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer

Part D: Integrity and conduct | He Aratohu

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q33. My work colleagues can be trusted to do what is right.							
Q34. My manager leads by example in ethical behaviour.							
Q35. The culture in my organisation supports people to act with integrity.							
Q36. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q37. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							

<p>Q38. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No <i>[Go to Q39]</i></p> <p><input type="checkbox"/> Don't know <i>[Go to Q39]</i></p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q39]</i></p>
<p>Q38a. I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p><input type="checkbox"/> Gender or sex</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Ethnicity, national origin, race or colour</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Religious belief</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Marital or family status</p> <p><input type="checkbox"/> Political opinion</p> <p><input type="checkbox"/> Employment status</p> <p><input type="checkbox"/> Ethical belief</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>

Part E: Health, safety, and wellbeing

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q39. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q40. 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).							
Q41. My manager cares about my health and wellbeing.							

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

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

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

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

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

Q42. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes

No
[Go to
Q48]

Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.

Q43. What type of harassment or bullying did you experience?

Select all that
apply

a. Verbal abuse (e.g. offensive language directed toward me, derogatory remarks, shouting)

b. Deliberate exclusion from work-related activities

c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)

d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)

e. Given tasks with unreasonable or impossible targets or deadlines

f. Interference with my personal property or work equipment

g. Physical assault, or threats of violence/physical abuse

h. Hostility/ridicule because of my race, colour, ethnic group, or national origin

i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)

j. Other

k. Prefer not to answer

[For each yes in Q43 show Q44 with piped text showing item.]

Q44. How often did the bullying or harassment happen?

One time

A few times over the
last 12 months

Monthly

Weekly

Daily

Don't
know

Prefer not
to answer

Q45. Who was responsible for the bullying or harassment?

Select all that apply

a. My current or previous manager

b. Someone more senior (other than my manager)

c. One or more of my direct reports

d. Another co-worker in my current agency not listed above

e. Client, customer, or person in our care

f. A member of the public

g. Colleague from another government agency

h. Minister or ministerial office staff that I have direct contact with

i. Contractor/consultant/service provider

j. Don't know

k. Prefer not to answer

Q46. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[Go to Q48]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q47. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q48. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

	Always	Often	Sometimes	Hardly ever	Never	Don't know	Prefer not to
Q49. In the last 12 months, how often would you say you have experienced work stress? Work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.							

Show all box below

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: <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).

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

Q50. I feel accepted as a valued member of the team.

Q51. I feel comfortable being myself at work /with my colleagues.

Q52. The agency I work for supports and actively promotes an inclusive workplace.

Q53. I have access to employee led networks relevant to me.

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

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

Part G. Skills and development | Te whakapiki pūkenga

Q54. Thinking about your current role, which of the following best describes how you feel about your skills?

- ☐ I need further training to do the job well
- ☐ My skills match well with the work I do
- ☐ I have the skills to cope with more demanding work
- ☐ Don't know
- ☐ Prefer not to answer

Q55. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training?

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

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

Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
Q56. I have access to the learning and development I need to do my job well.							
Q57. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							
Q58. I am satisfied with my career development opportunities.							

Part H: Māori Crown Capability | Te hononga i waenga i te Māori me te Karauna

Q59. 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) [\[Go to Q61\]](#)
☐ Don't know
☐ Prefer not to answer

Q60. When you are at work, how often do you have conversations in te reo Māori?

Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

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

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

Q61. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.

Q62. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.

Q63. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.

Q64. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.

Q65. Staff are encouraged to use te reo Māori.

Q66. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).

Q67. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).

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

Part I. Job satisfaction and future plans

Q68. Thinking now about all aspects of your job, overall, how do you feel about your work?
☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
☐ Don't know
☐ Prefer not to answer

Q69. Which of the following statements best describes your current situation?
☐ I have no immediate plans to leave my current position [\[Go to Q70\]](#)
☐ I am actively applying for another role/other roles now [\[Go to Q69a\]](#)
☐ In the next 12 months I expect to apply for a different role [\[Go to Q69a\]](#)
☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [\[Go to Q69a\]](#)
Please select one category only
☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q70\]](#)
☐ I would like to change jobs but do not believe I can [\[Go to Q69a\]](#)
☐ Don't know [\[Go to Q70\]](#)
☐ Prefer not to answer [\[Go to Q70\]](#)

Q69a. Why are you considering leaving your role?

Select all that apply

- ☐ Job impacted by change process/restructuring
- ☐ Fixed term job ending
- ☐ Unable to balance caring responsibilities
- ☐ Lack of career progression opportunities
- ☐ Lack of professional development / training opportunities
- ☐ Lack of job security
- ☐ Unsatisfied with pay/remuneration
- ☐ Unsatisfied with flexible work arrangements
- ☐ Work location
- ☐ More interesting work
- ☐ Workload too high
- ☐ Work not aligned with my job skills, experience or training
- ☐ Quality of workplace relationships/ social environment at work
- ☐ Quality of leadership/management
- ☐ Bullying or other negative workplace behaviour
- ☐ Organisation is not accommodating of my disability
- ☐ Other, please specify: _____

Part J: 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.

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

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

Q70. 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

Q71. What is your gender?

Please select all that apply.

- ☐ Female
- ☐ Male
- ☐ Another Gender, please state: _____
- ☐ Don't know
- ☐ Prefer not to answer

Q72. What ethnic group(s) do you belong to? Select all that apply to you.

☐ New Zealand European

☐ Māori

☐ Samoan

☐ Cook Islands Maori

☐ Tongan

☐ Niuean

☐ Chinese

☐ Indian

☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify:

☐ Prefer not to answer

Q73. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

☐ Yes

☐ No [\[Go to Q74\]](#)

☐ Don't know [\[Go to Q74\]](#)

☐ Prefer not to answer [\[Go to Q74\]](#)

Q73a. Please give the name(s) and region(s) / rohe of your iwi:

Iwi: AUTO-SUGGEST _____

Region: OPEN TEXT _____

☐ Don't know

☐ Prefer not to answer

[\[Use iwi list based on StatsNZ aria tool\]](#)

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q74.

- 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?

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

Q75. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

☐ Yes

☐ No [\[Go to Q76\]](#)

☐ Don't know [\[Go to Q76\]](#)

☐ Prefer not to answer [\[Go to Q76\]](#)

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q75a. Being neurodivergent, how much difficulty do you experience with work activities?

☐ No difficulty

☐ Some difficulty

☐ A lot of difficulty

☐ Cannot complete certain activities at all

☐ Don't know

☐ Prefer not to answer

Q76. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition? Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q77] <input type="checkbox"/> Don't know [Go to Q77] <input type="checkbox"/> Prefer not to answer [Go to Q 77]
Q76a. Having a mental health condition, how much difficulty do you experience with work activities?	<input type="checkbox"/> No difficulty <input type="checkbox"/> Some difficulty <input type="checkbox"/> A lot of difficulty <input type="checkbox"/> Cannot complete certain activities at all <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q77. Do you identify as a disabled person?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q78. Do you identify as tangata whaikaha Māori?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.</p> <p>If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.</p>	
Q79. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q82] <input type="checkbox"/> Don't know [Go to Q 82] <input type="checkbox"/> Prefer not to answer [Go to Q82]
<p><i>[Only show to those who respond with some/a lot/ cannot do at all to Q74a b c d e f, Q75a, 76a OR yes to Q77 or 78]</i></p>	
Q80. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q81. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments.	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q82. 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
Q83. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui,	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.

Q84. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?

Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.

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

Q85. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?

[only show if yes to transgender, OR intersex, OR multiple or another gender selected]

- ☐ No-one does
- ☐ Few people do
- ☐ Some people do, some people don't
- ☐ Most people do
- ☐ Everyone does
- ☐ Don't know
- ☐ Prefer not to answer

Q86. Do you have parenting and/or caring responsibilities?

This could include caring for children, relatives, friends, etc.

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

Q87. What is your religion?

Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.

AUTO-SUGGEST __ *[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]*

Q88. 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

Q89. What is your highest qualification?

- ☐ No Qualifications
- ☐ High School/Secondary School Qualification
- ☐ Level 1 to 4 Certificate
- ☐ Level 5 or 6 Diploma
- ☐ Bachelor's Degree or Level 7 Qualification
- ☐ Bachelor Honours Degree or Postgraduate Certificate/Diploma
- ☐ Master's Degree
- ☐ PhD/Doctoral Degree
- ☐ Other – please specify _____
- ☐ Don't know
- ☐ Prefer not to answer

Part K Your comments

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

Q90. Is there anything you would like to comment on?

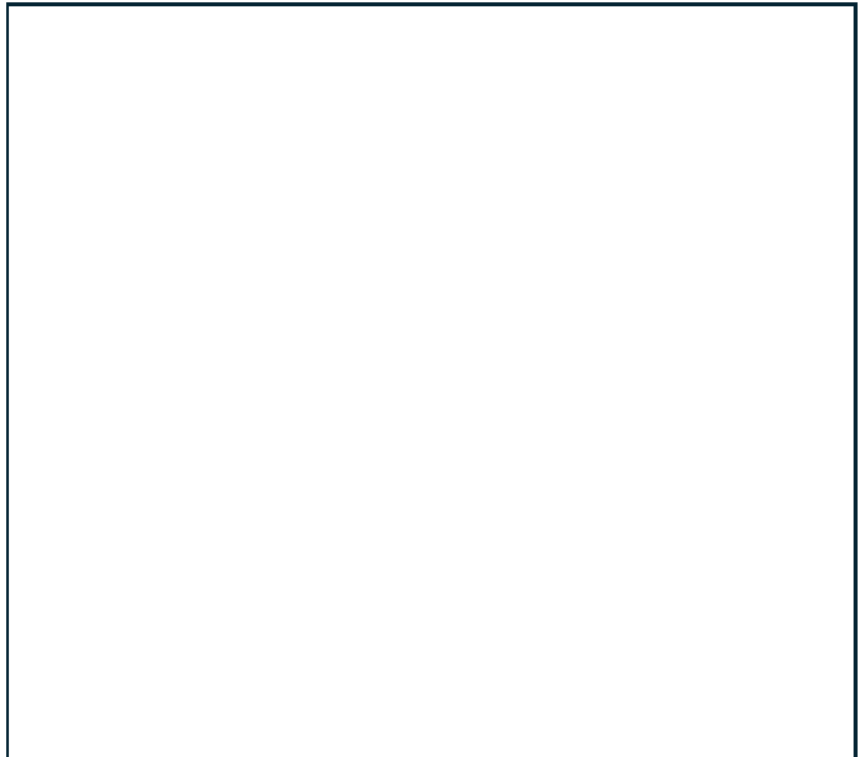
All comments will be made available to your agency's Te Taunaki Census contact, verbatim (word for word, as written). So to help ensure confidentiality, please don't include any personal details about yourself or others in your answer.

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

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

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

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



2025 Te Taunaki Questionnaire

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



Te Kawa Mataaho
Public Service Commission

Welcome to Te Taunaki Public Service Census

<<Click here to begin the survey>>

What is this survey about?

The survey covers a wide range of topics about you, your experiences in your job, with your manager, team, agency, and career. As part of that, some of the demographic questions are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health). We need to ask these to understand how well the Public Service reflects the diversity of New Zealand and how groups experiences are different (or the same).

You can skip any question you would rather not answer, just select “prefer not to answer” instead of one of the other response options.

There are also questions about bullying, harassment, and discrimination. If you have experienced these things, it can be upsetting to think about them again. Information on support options is presented in that section of the survey.

You can learn more about the topics in the survey and what the information is used for on our website:
www.publicservice.govt.nz/census

Your responses in the survey are confidential

To ensure confidentiality, your responses will be grouped with those of other respondents in your agency and across the Public Service. There is no information about organisational units smaller than 100 people and therefore no reporting can be done about teams. All reporting from the survey will be done in a way that individuals are not identified.

Limited data matching is used to keep the survey as short as possible

To keep the survey as short as possible and to ensure that the information we have is accurate, some information has already been provided by your agency. We did this ahead of the survey to make sure that no one in your agency knows who participates and who does not. This information is limited to: occupational group (e.g. call centre workers, policy analysts), salary, employment start year, full/part time, region, organisational level (tier), and business unit (for units of 100 or more people). Your name and email address are only used for this survey invitation and are not included in the dataset. If you decide not to participate, all information supplied by your agency will be deleted.

Access to the complete dataset from this survey is limited to a small team of researchers within the Public Service Commission and the technical support team at Research New Zealand who host the survey and provide summary reporting to agencies. Anonymised data from the survey will be used for statistical and research purposes.

The Public Service Commission Chief Data Officer, Josh Masson, is leading the Census team. If you have any questions, please contact the team at census@publicservice.govt.nz

If you decide to participate in the survey but change your mind later, you can withdraw your answers at any time up to the survey closing (21 March) by contacting the survey provider directly census@researchnz.com

By answering questions in the survey, you agree that you:

- read the information above and understand that participation is voluntary
- understand that all reporting from the survey will be done in a way that individuals cannot be identified
- know that you can skip any question, stop completing the survey, or withdraw your answers up to the day the survey closes (21 March)
- agree that your responses will be matched to a limited set of information provided by your agency for the purposes of this research only.

<< [click here to begin the survey](#)>>

Part A: About your role

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

Q2. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?

[] Yes
[] No
[] Don't know
[] Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

Q3. Do you have any people management responsibilities?

[] Yes, managing people is part of my role
[] No, managing people is not part of my role [\[Go to Q5\]](#)
[] Don't know [\[Go to Q5\]](#)
[] Prefer not to answer [\[Go to Q5\]](#)

[Stem question for managers, consider don't know, prefer not to answer as no]

Q4. Are you a member of the Public Service Leaders Group?

[] Yes
[] No
[] Don't know
[] Prefer not to answer

[MANAGERS ONLY – yes on Q3]

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

Q6. How do you feel about the balance between your working life and your life outside of work?

[] Very satisfied
[] Satisfied
[] Neither satisfied nor dissatisfied
[] Dissatisfied
[] Very dissatisfied
[] Don't know
[] Prefer not to answer

<p>Q7. Do you regularly use any flexible working arrangements?</p> <p>Please select all that apply to you</p> <p>Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.</p> <p>Home could include your own home, the home of a family member, or a holiday home.</p>	<p><input type="checkbox"/> Work from home [Go to Q7a]</p> <p><input type="checkbox"/> Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) [Go to Q8]</p> <p><input type="checkbox"/> No I don't use any flexible work arrangements [Go to Q8]</p> <p><input type="checkbox"/> Don't know [Go to Q8]</p> <p><input type="checkbox"/> Prefer not to answer [Go to Q8]</p>
<p>Q7a. What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday/Sunday</p> <p><input type="checkbox"/> I don't have set days that I work from home</p>

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

Part B: Supporting productivity							
<p>Please indicate how much you agree or disagree with the following statements.</p> <p>Q10. In my agency, people are encouraged to speak up when they identify a serious risk.</p> <p>Q11. I have access to the evidence I need to make good decisions.</p> <p>Evidence refers to data, analytics, research and evaluation.</p> <p>Q12. My manager provides me with helpful feedback to improve my performance.</p> <p>Q12a. My manager supports my team to deliver on what we are responsible for.</p> <p>Q13. The people in my team are encouraged to come up with new and better ways of doing things.</p>	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer

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

Customers can include people outside your organisation such as members of the public, people in the care of your organisation, or Ministers. It can also include people inside your organisation who you provide services to, e.g. other teams.

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

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

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

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

Part C: Public Service values

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

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

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

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

Yes				No <i>[Go to Q29]</i>		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer

Part D: Integrity and conduct

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

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

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity
- denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity
- denied reasonable accommodation for an impairment/disability
- denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break)

- ☐ Yes
☐ No [\[Go to Q36\]](#)
☐ Don't know [\[Go to Q36\]](#)
☐ Prefer not to answer [\[Go to Q36\]](#)

Q35. I believe I have been treated unfairly because of my:

Select all that apply

- ☐ Gender or sex
☐ Age
☐ Ethnicity, national origin, race or colour
☐ Disability
☐ Religious belief
☐ Sexual orientation
☐ Marital or family status
☐ Political opinion
☐ Employment status
☐ Ethical belief
☐ Don't know
☐ Prefer not to answer

Part E: Health, safety, and wellbeing

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

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

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

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

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

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

Q39. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Yes

No
[Go to Q45]

Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.

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

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).

Part F: Inclusion

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

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

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

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

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

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

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

Part G. Skills and development

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?

- ☐ I need further training to do the job well
☐ My skills match well with the work I do
☐ I have the skills to cope with more demanding work
☐ Don't know
☐ Prefer not to answer

Q52. In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training?

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

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

Please rate your level of agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
Q55. I am satisfied with my career development opportunities							

Part H: Māori Crown Capability

Q56. How well are you able to speak te reo Māori in day-to-day conversation?

☐ Very well – I can talk about almost anything in te reo Māori
☐ Well – I can talk about many things in te reo Māori
☐ Fairly well – I can talk about some things in te reo Māori
☐ Not very well – I can only talk about simple/basic things in te reo Māori
☐ No more than a few words or phrases (including none at all) *[Go to Q58]*
☐ Don't know
☐ Prefer not to answer

Q57. When you are at work, how often do you have conversations in te reo Māori?

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

Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.							
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62. Staff are encouraged to use te reo Māori.							
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							
Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							

Part I. Job satisfaction and future plans

Q65. Thinking now about all aspects of your job, overall, how do you feel about your work?

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

Q66. Which of the following statements best describes your current situation?

Please select one category only

- ☐ I have no immediate plans to leave my current position [\[Go to Q67\]](#)
- ☐ I am actively applying for another role/other roles now [\[Go to Q66a\]](#)
- ☐ In the next 12 months I expect to apply for a different role [\[Go to Q66a\]](#)
- ☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [\[Go to Q66a\]](#)
- ☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q67\]](#)
- ☐ I would like to change jobs but do not believe I can [\[Go to Q66a\]](#)
- ☐ Don't know [\[Go to Q67\]](#)
- ☐ Prefer not to answer [\[Go to Q67\]](#)

Q66a. Why are you considering leaving your role?
Select all that apply

- ☐ Job impacted by change process/restructuring
- ☐ Fixed term job ending
- ☐ Unable to balance caring responsibilities
- ☐ Lack of career progression opportunities
- ☐ Lack of professional development / training opportunities
- ☐ Lack of job security
- ☐ Unsatisfied with pay/remuneration
- ☐ Unsatisfied with flexible work arrangements
- ☐ Work location
- ☐ More interesting work
- ☐ Workload too high
- ☐ Work not aligned with my job skills, experience or training
- ☐ Quality of workplace relationships/ social environment at work
- ☐ Quality of leadership/management
- ☐ Bullying or other negative workplace behaviour
- ☐ Organisation is not accommodating of my disability
- ☐ Other, please specify: _____

Part J: 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.

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

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

Q67. How old are you?	<input type="checkbox"/> Under 20 years <input type="checkbox"/> 20 to 24 years <input type="checkbox"/> 25 to 29 years <input type="checkbox"/> 30 to 34 years <input type="checkbox"/> 35 to 39 years <input type="checkbox"/> 40 to 44 years <input type="checkbox"/> 45 to 49 years <input type="checkbox"/> 50 to 54 years <input type="checkbox"/> 55 to 59 years <input type="checkbox"/> 60 to 64 years <input type="checkbox"/> 65 to 69 years <input type="checkbox"/> 70 years or over <input type="checkbox"/> Prefer not to answer
Q68. What is your gender?	Please select all that apply. <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Another Gender, please state: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q69. What ethnic group(s) do you belong to?	Select all that apply to you. <input type="checkbox"/> New Zealand European <input type="checkbox"/> Māori <input type="checkbox"/> Samoan <input type="checkbox"/> Cook Islands Maori <input type="checkbox"/> Tongan <input type="checkbox"/> Niuean <input type="checkbox"/> Chinese <input type="checkbox"/> Indian <input type="checkbox"/> Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____ <input type="checkbox"/> Prefer not to answer
Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q71] <input type="checkbox"/> Don't know [Go to Q71] <input type="checkbox"/> Prefer not to answer [Go to Q71]
Q70a. 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
[Use iwi list based on StatsNZ aria tool]	

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q71..

- 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?

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

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

- ☐ Yes
- ☐ No [\[Go to Q73\]](#)
- ☐ Don't know [\[Go to Q73\]](#)
- ☐ Prefer not to answer [\[Go to Q73\]](#)

Q72a. Being neurodivergent, how much difficulty do you experience with work activities?

- ☐ No difficulty
- ☐ Some difficulty
- ☐ A lot of difficulty
- ☐ Cannot complete certain activities at all
- ☐ Don't know
- ☐ Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

- ☐ Yes
- ☐ No [\[Go to Q74\]](#)
- ☐ Don't know [\[Go to Q74\]](#)
- ☐ Prefer not to answer [\[Go to Q 74\]](#)

Q73a. Having a mental health condition, how much difficulty do you experience with work activities?

- ☐ No difficulty
- ☐ Some difficulty
- ☐ A lot of difficulty
- ☐ Cannot complete certain activities at all
- ☐ Don't know
- ☐ Prefer not to answer

Q74. Do you identify as a disabled person?

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

Q74a. Do you identify as tangata whaikaha Māori?

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

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

- ☐ Yes
- ☐ No [\[Go to Q78\]](#)
- ☐ Don't know [\[Go to Q 78\]](#)
- ☐ Prefer not to answer [\[Go to Q78\]](#)

[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a]

Q76. Have you talked to your employer about your workplace supports or accommodation needs?

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

Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.

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

If you would like to comment about this, there is space at the end of the survey for comments.

Q78. Which of the following best describes how you think of yourself?

- ☐ Heterosexual or straight
 - ☐ Gay or lesbian
 - ☐ Bisexual
 - ☐ Another identity – please specify
-
- ☐ Don't know
 - ☐ Prefer not to answer

Q79. Are you transgender?

Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.

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

Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?

Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.

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

Q81. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?

- ☐ No-one does
- ☐ Few people do
- ☐ Some people do, some people don't

<p><i>[only show if yes to transgender, OR intersex, OR multiple or another gender selected]</i></p>	<p><input type="checkbox"/> Most people do <input type="checkbox"/> Everyone does <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer</p>
<p>Q82. Do you have parenting and/or caring responsibilities?</p> <p>This could include caring for children, relatives, friends, etc.</p>	<p><input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer</p>
<p>Q83. What is your religion?</p> <p>Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.</p>	<p>AUTO-SUGGEST__ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i></p>
<p>Q84. In which language(s) could you have a conversation about a lot of everyday things?</p>	<p>Please select all that apply.</p> <p><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</p>
<p>Q85. What is your highest qualification?</p>	<p><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</p>

Part K Your comments

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

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

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

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

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

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

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

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



Te Kawa Mataaho
Public Service Commission

Welcome to Te Taunaki Public Service Census

<<Click here to begin the survey>>

What is this survey about?

The survey covers a wide range of topics about you, your experiences in your job, with your manager, team, agency, and career. As part of that, some of the demographic questions are quite personal (religion, sexual orientation, physical health, neurodiversity, and mental health). We need to ask these to understand how well the Public Service reflects the diversity of New Zealand and how groups experiences are different (or the same).

You can skip any question you would rather not answer, just select “prefer not to answer” instead of one of the other response options.

There are also questions about bullying, harassment, and discrimination. If you have experienced these things, it can be upsetting to think about them again. Information on support options is presented in that section of the survey.

You can learn more about the topics in the survey and what the information is used for on our website: www.publicservice.govt.nz/census

Your responses in the survey are confidential

To ensure confidentiality, your responses will be grouped with those of other respondents in your agency and across the Public Service. There is no information about organisational units smaller than 100 people and therefore no reporting can be done about teams. All reporting from the survey will be done in a way that individuals are not identified.

Limited data matching is used to keep the survey as short as possible

To keep the survey as short as possible and to ensure that the information we have is accurate, some information has already been provided by your agency. We did this ahead of the survey to make sure that no one in your agency knows who participates and who does not. This information is limited to: occupational group (e.g. call centre workers, policy analysts), salary, employment start year, full/part time, region, organisational level (tier), and business unit (for units of 100 or more people). Your name

Commented [AS1]: Katrina, the error message when you don't answer a question needs to have the custom text added.

Commented [AS2R1]: Also, will there be a save button, or something else that people should click if they are going to exit the survey and come back later?

and email address are only used for this survey invitation and are not included in the dataset. If you decide not to participate, all information supplied by your agency will be deleted.

Access to the complete dataset from this survey is limited to a small team of researchers within the Public Service Commission and the technical support team at Research New Zealand who host the survey and provide summary reporting to agencies. Anonymised data from the survey will be used for statistical and research purposes.

The Public Service Commission Chief Data Officer, Josh Masson, is leading the Census team. If you have any questions, please contact the team at census@publicservice.govt.nz

If you decide to participate in the survey but change your mind later, you can withdraw your answers at any time up to the survey closing (21 March) by contacting the survey provider directly census@researchnz.com

By answering questions in the survey, you agree that you:

- read the information above and understand that participation is voluntary
- understand that all reporting from the survey will be done in a way that individuals cannot be identified
- know that you can skip any question, stop completing the survey, or withdraw your answers up to the day the survey closes (21 March)
- agree that your responses will be matched to a limited set of information provided by your agency for the purposes of this research only.

<< [click here to begin the survey](#) >>

Part A: Ō mahi | About your role

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

Q2. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

Q3. Do you have any people management responsibilities?

☐ Yes, managing people is part of my role

☐ No, managing people is not part of my role [\[Go to Q5\]](#)

☐ Don't know [\[Go to Q5\]](#)

☐ Prefer not to answer [\[Go to Q5\]](#)

[Stem question for managers, consider don't know, prefer not to answer as no]

Q4. Are you a member of the Public Service Leaders Group?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

[MANAGERS ONLY – yes on Q3]

Commented [AS3]: Q2, Q3 with changed response options, Q4, Q6, Q7 (but response options changed), Q23, Q29, Q47, Q48, Q49, Q50, Q51, Q52, Q53, Q54, Q55, Q56, Q57 is similar but response options have changed, Q58, Q59, Q60, Q61, Q62, Q62, Q63, Q64, Q65, Q66 response option change, Q67, Q68, Q69, Q70, Q70a, Q71 a-f, Q73 but wording changed, Q78, Q79, Q80, Q81 (but now only shown to those who answered yes to one of the rainbow questions), Q82, Q83, Q84, Q85, Q86 These are the questions that are (largely) unchanged from the 2021 survey

Commented [AS4R3]: @Jacinta Coe and also for you Katrina for the portal

2

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

Q6. How do you feel about the balance between your working life and your life outside of work?

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

Q7. Do you regularly use any flexible working arrangements?

Please select all that apply to you

Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.

Home could include your own home, the home of a family member, or a holiday home.

Q7a. What days of the week are you working from home in a typical week?

Select all that apply to you

Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours don't count that as a day you work at home.

- ☐ Work from home [\[Go to Q7a\]](#)
☐ Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) [\[Go to Q8\]](#)
☐ No I don't use any flexible work arrangements [\[Go to Q8\]](#)
☐ Don't know [\[Go to Q8\]](#)
☐ Prefer not to answer [\[Go to Q8\]](#)

- ☐ Monday
☐ Tuesday
☐ Wednesday
☐ Thursday
☐ Friday
☐ Saturday/Sunday
☐ I don't have set days that I work from home

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

Commented [LA5]: missing options in word file

Commented [AS6R5]: Which options are missing?

Commented [LA7R5]: I mean missing all the options from this word file as per online

Commented [LA8R5]: Well above capacity, slightly below capacity etc.

Commented [LA9R5]: I found them, they were in two pages. All good.

Part B: Te hāpai whakaputaranga | Supporting productivity

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

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

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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q15. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer

Commented [KM10]: These statements have been reworded, reordered and some new one's added and some removed. Have altered question numbering so as not to disrupt subsequent question numbering.

Commented [AS11R10]: Suggest changing slightly to make the numbering relate to topic- Q13, 13a, 13b together are a measure of innovation

Commented [KM12]: Aidan, this block of statements is quite long now. Can we break it up into two sets of four? Or perhaps split the last three statements out into a separate block.

Commented [AS13R12]: Katrina, I've split this at Q13 now

Commented [AS14]: Katrina, can we add in a note:

If you have people management responsibilities, think about the people reporting to you when answering questions about your team throughout this survey.

Commented [KM15]: Aidan, can we shorten this to 'Customers' can include people inside or outside of your organisation.
The current explanation is very long to have in a nested table

Commented [AS16R15]: Can change to: Customers can include people outside your organisation (members of the public, Ministers) or inside (other teams).

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

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

Part C: Ngā mātāpono ratonga tūmatanui | Public Service principles

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

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

Yes				No <i>[Go to Q29]</i>			
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer	

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

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

Part D: Te pono me te mahi tika | Integrity and conduct

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

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity
- denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity
- denied reasonable accommodation for an impairment/disability
- denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break)

☐ Yes

☐ No [\[Go to Q36\]](#)

☐ Don't know [\[Go to Q36\]](#)

☐ Prefer not to answer [\[Go to Q36\]](#)

Q35. I believe I have been treated unfairly because of my:

Select all that apply

☐ Gender or sex

☐ Age

☐ Ethnicity, national origin, race or colour

☐ Disability

☐ Religious belief

☐ Sexual orientation

☐ Marital or family status

☐ Political opinion

☐ Employment status

☐ Ethical belief

☐ Don't know

☐ Prefer not to answer

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

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

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

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

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

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

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

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

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

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

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

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

Commented [AS17]: Katrina-
Can you please add

Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Part F: Te whai wāhitanga | Inclusion

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

Commented [AS18]: Katrina, can you remove the "about your team" part of this sentence. Just realised this group is broader than team.

	Strongly agree	Agree	Neither agree nor disagree		Disagree	Strongly disagree	Don't know	Prefer not to answer
Q47. I feel accepted as a valued member of the team.								
Q48. I feel comfortable being myself at work /with my colleagues.								
Q49. The agency I work for supports and actively promotes an inclusive workplace.								
Q50. I have access to employee led networks relevant to me.								
Examples of employee-led networks include disability networks, rainbow networks, or networks for ethnic groups. These might be within your agency or cross-agency.								

Part G. Te whakapiki pūkenga | Skills and development

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?

☐ I need further training to do the job well
☐ My skills match well with the work I do
☐ I have the skills to cope with more demanding work
☐ Don't know
☐ Prefer not to answer

Q52. 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.

Please rate your level of agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
Q55. I am satisfied with my career development opportunities							

Part H: Ngā āheinga o ngāi Māori me te Karauna [Māori Crown capability]

Q56. 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 Q58]

☐ Don't know

☐ Prefer not to answer

Q57. When you are at work, how often do you have conversations in te reo Māori?

☐ Daily

☐ Weekly

☐ Monthly

☐ A few times a year

☐ Never

☐ Don't know

☐ Prefer not to answer

Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

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

Commented [LA19]: Different words online

Part I. Te āhuareka o te mahi me ngā mahere mō anamata | Job satisfaction and future plans

Q65. Thinking now about all aspects of your job, overall, how do you feel about your work?

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

Q66. Which of the following statements best describes your current situation?

☐ I have no immediate plans to leave my current position [\[Go to Q67\]](#)
☐ I am actively applying for another role/other roles now [\[Go to Q66a\]](#)
☐ In the next 12 months I expect to apply for a different role [\[Go to Q66a\]](#)
☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [\[Go to Q66a\]](#)

Please select one category only

☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q67\]](#)
☐ I would like to change jobs but do not believe I can [\[Go to Q66a\]](#)
☐ Don't know [\[Go to Q67\]](#)
☐ Prefer not to answer [\[Go to Q67\]](#)

Q66a. Why are you considering leaving your role?

Select all that apply

☐ Job impacted by change process/restructuring
☐ Fixed term job ending
☐ Unable to balance caring responsibilities
☐ Lack of career progression opportunities
☐ Lack of professional development / training opportunities
☐ Lack of job security
☐ Unsatisfied with pay/remuneration
☐ Unsatisfied with flexible work arrangements
☐ Work location
☐ More interesting work
☐ Workload too high
☐ Work not aligned with my job skills, experience or training
☐ Quality of workplace relationships/ social environment at work
☐ Quality of leadership/management
☐ Bullying or other negative workplace behaviour
☐ Organisation is not accommodating of my disability
☐ Other, please specify: _____

Part J: Mōu ake | About you

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

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

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

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

And do you identify with any other iwi? If not, leave the box below blank.

[Use iwi list based on StatsNZ aria tool]

And which region / rohe do your [insert] iwi come from? Region: OPEN TEXT _____
☐ Don't know
☐ Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q71.

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?

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

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

- ☐ Yes
☐ No *[Go to Q73]*
☐ Don't know *[Go to Q73]*
☐ Prefer not to answer *[Go to Q73]*

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q72a. Being neurodivergent, how much difficulty do you experience with work activities?

- ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

- ☐ Yes
☐ No *[Go to Q74]*
☐ Don't know *[Go to Q74]*
☐ Prefer not to answer *[Go to Q74]*

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

Q73a. Having a mental health condition, how much difficulty do you experience with work activities?

- ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Commented [TP20]: @Aidan Smith Linto has now shown me this error. This option (Don't Know) is being incorrectly routed to Q73a rather than Q74.

Q74. Do you identify as a disabled person?

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

Q74a. Do you identify as tangata whaikaha Māori?

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

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

☐ Yes
☐ No *[Go to Q78]*
☐ Don't know *[Go to Q78]*
☐ Prefer not to answer *[Go to Q78]*

[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a]

Q76. Have you talked to your employer about your workplace supports or accommodation needs?

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

Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.

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

If you would like to comment about this, there is space at the end of the survey for comments.

Q78. Which of the following best describes how you think of yourself?

☐ Heterosexual or straight
☐ Gay or lesbian
☐ Bisexual
☐ Another identity – please specify _____
☐ Don't know
☐ Prefer not to answer

Q79. Are you transgender?

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

Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.

Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?

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

Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.

Commented [KM21]: Original disability question has been split into two. Routing relating to the original question now needs to incorporate Q74a as well.

Commented [TP22]: This routing does not seem to be working. I selected "no difficulty" to all of Q71; no to Q72a, 73a and q74 and q74a, and am not being routed to Q78.

Q81. 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, OR intersex, OR multiple or another gender selected]</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
Q82. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
Q83. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST ___ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i>
Q84. 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
Q85. 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

Part K Ō tākupu | Your comments

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

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

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

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

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

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

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

Te Taunaki Public Service Census 2025 Questionnaire

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

Part A: Ō mahi | About your role

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

- Q2.** Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

- Q3.** Do you have any people management responsibilities?
- ☐ Yes, managing people is part of my role
☐ No, managing people is not part of my role *[Go to Q5]*
[Stem question for managers, consider don't know, prefer not to answer as no] ☐ Don't know *[Go to Q5]*
☐ Prefer not to answer *[Go to Q5]*

- Q4.** Are you a member of the Public Service Leaders Group?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer
- [MANAGERS ONLY – yes on Q3]*

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

- Q6.** How do you feel about the balance between your working life and your life outside of work?
- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
☐ Don't know
☐ Prefer not to answer

- Q7.** Do you regularly use any flexible working arrangements?
- Please select all that apply to you
- Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.
- Home could include your own home, the home of a family member, or a holiday home.
- ☐ Work from home *[Go to Q7a]*
☐ Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*
☐ No I don't use any flexible work arrangements *[Go to Q8]*
☐ Don't know *[Go to Q8]*
☐ Prefer not to answer *[Go to Q8]*

<p>Q7a. What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday/Sunday</p> <p><input type="checkbox"/> I don't have set days that I work from home</p>
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How satisfied are you with...	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not applicable	Prefer not to answer
Q8. your pay							
Q9. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

Please indicate how much you agree or disagree with the following statement.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q9a. I feel that my pay adequately reflects my performance.							

Part B: Te hāpai whakaputaranga | Supporting productivity

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q10. In my agency, people are encouraged to speak up when they identify a serious risk.							
<p>Q11. I have access to the evidence I need to make good decisions.</p> <p>Evidence refers to data, analytics, research and evaluation.</p>							
Q12. My manager provides me with helpful feedback to improve my performance.							
Q12a. My manager supports my team to deliver on what we are responsible for.							
Q12b. My manager cares about delivering good value for taxpayers.							

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

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

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

Customers can include people outside your organisation such as members of the public, people in the care of your organisation, or Ministers. It can also include people inside your organisation who you provide services to, e.g. other teams.

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

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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q15. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							
Q15b. What made it hard to achieve the objectives? Select all that apply. <i>[For those who were moderately, slightly, or not at all in Q15a.]</i>	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> Not enough resources or people <input type="checkbox"/> Complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Physical work environment (e.g. distractions, not enough meeting rooms) <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____						
Q16. Does the team you manage have the ability to work from home? <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q17]</i> <input type="checkbox"/> Don't know <i>[Go to Q17]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q17]</i>						
Q16a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way? <i>[MANAGERS ONLY, yes to Q3]</i>	<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						
Q17. Please indicate how much you agree or disagree with the following statement:	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree						

I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q18. The work I do gives me a sense of accomplishment							
Q19. I am enthusiastic about my job.							
Q20. I would recommend my organisation as a good place to work.							
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q21a. It is important to me that my agency is careful in how it uses taxpayer money.							
Q22. I feel that change is managed well within my organisation.							
Q23. I find it easy to work with colleagues in other agencies to achieve good outcomes.							

Part C: Ngā mātāpono ratonga tūmatanui | Public Service principles

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

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

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

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

Yes				No <i>[Go to Q29]</i>		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer

Part D: Te pono me te mahi tika | Integrity and conduct

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q29. My work colleagues can be trusted to do what is right.							
Q30. My manager leads by example in ethical behaviour.							
Q31. The culture in my organisation supports people to act with integrity.							
Q32. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
Q33a. The agency I work for supports and actively promotes a workplace where people are respectful towards one another.							
Q33b. I feel accepted as a valued member of the team.							
Q33c. I feel comfortable being myself at work /with my colleagues.							

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity
- denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity
- denied reasonable accommodation for an impairment/disability

☐ Yes
☐ No *[Go to Q36]*
☐ Don't know *[Go to Q36]*
☐ Prefer not to answer *[Go to Q36]*

<ul style="list-style-type: none"> denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	
Q35. I believe I have been treated unfairly because of my: Select all that apply	<input type="checkbox"/> Gender or sex <input type="checkbox"/> Age <input type="checkbox"/> Ethnicity, national origin, race or colour <input type="checkbox"/> Disability <input type="checkbox"/> Religious belief <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Marital or family status <input type="checkbox"/> Political opinion <input type="checkbox"/> Employment status <input type="checkbox"/> Ethical belief <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

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

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

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

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

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

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

Q39. During the last 12 months, have you been subjected to harassment or bullying in your current workplace? Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.	Yes	No <i>[Go to Q45]</i>
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Q40. What type of harassment or bullying did you experience?	Select all that apply
a. Verbal abuse (e.g. offensive language directed toward me, derogatory remarks, shouting)	
b. Deliberate exclusion from work-related activities	
c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)	
e. Given tasks with unreasonable or impossible targets or deadlines	
f. Interference with my personal property or work equipment	
g. Physical assault, or threats of violence/physical abuse	
h. Hostility/ridicule because of my race, colour, ethnic group, or national origin	
i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)	
j. Other	
k. Prefer not to answer	

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken

	<input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

<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). Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.
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Part F. Te whakapiki pūkenga | Skills and development

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
---	--

Please rate your level of agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							

Part G: Ngā āheinga o ngāi Māori me te Karauna | Māori Crown capability

- Q56.** 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 Q58]*
- ☐ Don't know
- ☐ Prefer not to answer

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59. I am encouraged and supported to engage with Māori and to understand Māori perspectives.							
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62. Staff are encouraged to use te reo Māori.							
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc.).							
Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							

Part H. Te āhuareka o te mahi me ngā mahere mō anamata | Job satisfaction and future plans

- Q65.** Thinking now about all aspects of your job, overall, how do you feel about your work?
- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied
- ☐ Don't know
- ☐ Prefer not to answer

Q66. Which of the following statements best describes your current situation? Please select one category only	<input type="checkbox"/> I have no immediate plans to leave my current position [Go to Q67]
	<input type="checkbox"/> I am actively applying for another role/other roles now- [Go to Q66a]
	<input type="checkbox"/> In the next 12 months I expect to apply for a different role- [Go to Q66a]
	<input type="checkbox"/> In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [Go to Q66a]
	<input type="checkbox"/> I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [Go to Q67]
	<input type="checkbox"/> I would like to change jobs but do not believe I can [Go to Q66a]
	<input type="checkbox"/> Don't know [Go to Q67]
	<input type="checkbox"/> Prefer not to answer [Go to Q67]

Q66a. Why are you considering leaving your role? Select all that apply	<input type="checkbox"/> Job impacted by change process/restructuring
	<input type="checkbox"/> Fixed term job ending
	<input type="checkbox"/> Unable to balance caring responsibilities
	<input type="checkbox"/> Lack of career progression opportunities
	<input type="checkbox"/> Lack of professional development / training opportunities
	<input type="checkbox"/> Lack of job security
	<input type="checkbox"/> Unsatisfied with pay/remuneration
	<input type="checkbox"/> Unsatisfied with flexible work arrangements
	<input type="checkbox"/> Work location
	<input type="checkbox"/> More interesting work
	<input type="checkbox"/> Workload too high
	<input type="checkbox"/> Work not aligned with my job skills, experience or training
	<input type="checkbox"/> Quality of workplace relationships/ social environment at work
	<input type="checkbox"/> Quality of leadership/management
	<input type="checkbox"/> Bullying or other negative workplace behaviour
	<input type="checkbox"/> Organisation is not accommodating of my disability
	<input type="checkbox"/> Other, please specify: _____

Part I: Mōu ake | About you

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

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

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

Q67. How old are you?	<input type="checkbox"/> Under 20 years
	<input type="checkbox"/> 20 to 24 years
	<input type="checkbox"/> 25 to 29 years
	<input type="checkbox"/> 30 to 34 years
	<input type="checkbox"/> 35 to 39 years
	<input type="checkbox"/> 40 to 44 years
	<input type="checkbox"/> 45 to 49 years
	<input type="checkbox"/> 50 to 54 years
	<input type="checkbox"/> 55 to 59 years
	<input type="checkbox"/> 60 to 64 years
	<input type="checkbox"/> 65 to 69 years
	<input type="checkbox"/> 70 years or over
	<input type="checkbox"/> Prefer not to answer

Q68. What is your gender? Please select all that apply.

☐ Female

☐ Male

☐ Another Gender, please state: _____

☐ Don't know

☐ Prefer not to answer

Q69. What ethnic group(s) do you belong to? Select all that apply to you.

☐ New Zealand European

☐ Māori

☐ Samoan

☐ Cook Islands Maori

☐ Tongan

☐ Niuean

☐ Chinese

☐ Indian

☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____

☐ Prefer not to answer

Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

☐ Yes

☐ No [\[Go to Q71\]](#)

☐ Don't know [\[Go to Q71\]](#)

☐ Prefer not to answer [\[Go to Q71\]](#)

Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".

Iwi: AUTO-SUGGEST_____

Region: OPEN TEXT_____

☐ Don't know

☐ Prefer not to answer

And do you identify with any other iwi? If not, leave the box below blank.

[\[Use iwi list based on StatsNZ aria tool\]](#)

And which region / rohe do your [insert] iwi come from?

Region: OPEN TEXT_____

☐ Don't know

☐ Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q71. These questions below are from the Washington Group Short Set on Functioning. This is an internationally tested measurement tool that is designed to compare outcomes for disabled and non-disabled people and estimate differences in the characteristics of disabled and non-disabled populations.

a. Do you have difficulty seeing, even if wearing glasses?

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

b. Do you have difficulty hearing, even if using a 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?					

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

☐ Yes
☐ No [\[Go to Q73\]](#)
☐ Don't know [\[Go to Q73\]](#)
☐ Prefer not to answer [\[Go to Q73\]](#)

Q72a. Being neurodivergent, how much difficulty do you experience with work activities?

☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

☐ Yes
☐ No [\[Go to Q74\]](#)
☐ Don't know [\[Go to Q74\]](#)
☐ Prefer not to answer [\[Go to Q74\]](#)

Q73a. Having a mental health condition, how much difficulty do you experience with work activities?

☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q74. Do you identify as a disabled person?

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

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

☐ Yes
☐ No [\[Go to Q78\]](#)
☐ Don't know [\[Go to Q78\]](#)
☐ Prefer not to answer [\[Go to Q78\]](#)

[\[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e, Q72a, 73a or yes to Q74\]](#)

Q76. Have you talked to your employer about your workplace supports or accommodation needs?

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

Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.

☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied

If you would like to comment about this, there is space at the end of the survey for comments.	<input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q78. Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQ+)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q82. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
Q83. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST__ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i>
Q84. 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
Q85. 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

Part J Ō tākupu | Your comments

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

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

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

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

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

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

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

Te Taunaki Public Service Census 2025 Questionnaire

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

Part A: Ō mahi | About your role

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

- Q2.** Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?
- [] Yes
[] No
[] Don't know
[] Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

- Q3.** Do you have any people management responsibilities?
- [] Yes, managing people is part of my role
[] No, managing people is not part of my role *[Go to Q5]*
[] Don't know *[Go to Q5]*
[] Prefer not to answer *[Go to Q5]*
- [Stem question for managers, consider don't know, prefer not to answer as no]*

- Q4.** Are you a member of the Public Service Leaders Group?
- [] Yes
[] No
[] Don't know
[] Prefer not to answer
- [MANAGERS ONLY – yes on Q3]*

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

- Q6.** How do you feel about the balance between your working life and your life outside of work?
- [] Very satisfied
[] Satisfied
[] Neither satisfied nor dissatisfied
[] Dissatisfied
[] Very dissatisfied
[] Don't know
[] Prefer not to answer

- Q7.** Do you regularly use any flexible working arrangements?
- Please select all that apply to you
- Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.
- Home could include your own home, the home of a family member, or a holiday home.
- [] Work from home *[Go to Q7a]*
[] Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*
[] No I don't use any flexible work arrangements *[Go to Q8]*
[] Don't know *[Go to Q8]*
[] Prefer not to answer *[Go to Q8]*

<p>Q7a. What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday/Sunday</p> <p><input type="checkbox"/> I don't have set days that I work from home</p>
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How satisfied are you with...	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not applicable	Prefer not to answer
Q8. your pay							
Q9. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

Please indicate how much you agree or disagree with the following statement.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q9a. I feel that my pay adequately reflects my performance.							

Part B: Te hāpai whakaputaranga | Supporting productivity

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q10. In my agency, people are encouraged to speak up when they identify a serious risk.							
Q11. I have access to the evidence I need to make good decisions. Evidence refers to data, analytics, research and evaluation.							
Q12. My manager provides me with helpful feedback to improve my performance.							
Q12a. My manager supports my team to deliver on what we are responsible for.							
Q12b. My manager cares about delivering good value for taxpayers.							

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

Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
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Q13. The people in my team are encouraged to come up with new and better ways of doing things.

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

Customers can include people outside your organisation such as members of the public, **service users** ~~people in the care of your organisation~~, or Ministers. It can also include people inside your organisation, e.g. other teams.

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

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

	Strongly agree	Agree	Neither agree nor	Disagree	Strongly disagree	Don' t know	Prefer not to answer
Q15. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don' t know	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							
How much does this prevent you and your team performing at your best?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don' t know	Prefer not to answer
Q15b. Inefficient decision making (e.g. slow timelines, senior leader involvement in small decisions, unclear governance processes)							
Q15c. Appetite for risk/innovation within my agency							
Q15d. Lack of access to appropriate tools, technology, and information (e.g. unreliable/old IT systems/software/hardware, limited use of AI)							
Q15e. Staffing level/work volumes							
Q15f. Poor communication between teams/silos							
Q15g. Some colleagues/direct reports don't have required skills/motivation							
Q15h. Too many meetings							
Q15i. Complicated or unnecessary business processes							
Q15j. Physical environment (e.g. lack of quiet spaces, meeting spaces, security, accessibility)							

There is space at the end of the survey to tell us more about what specific suggestions you have for improving your organisation.

Q16. Does the team you manage have the ability to work from home? <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q17]</i> <input type="checkbox"/> Don't know <i>[Go to Q17]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q17]</i>
Q16a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way? <i>[MANAGERS ONLY, yes to Q3]</i>	<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
Q17. Please indicate how much you agree or disagree with the following statement: I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q18. The work I do gives me a sense of accomplishment.							
Q19. I am enthusiastic about my job.							
Q20. I would recommend my organisation as a good place to work.							
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q21a. It is important to me that my agency is careful in how it uses taxpayer money.							
Q21b. My organisation takes advantage of technology to deliver better services/information to the public.							
Q22. I feel that change is managed well within my organisation.							
Q23. I find it easy to work with colleagues in other agencies to achieve good outcomes.							
Q23a. How often do you use AI (Artificial Intelligence) for work? <i>Some examples of AI tools are ChatGPT, Copilot, Grammarly.</i>	<input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> I've tried it, but I don't use it regularly <input type="checkbox"/> I've never tried it <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						

Part C: Ngā mātāpono ratonga tūmatanui | Public Service principles

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

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

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

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

Yes				No <i>[Go to Q29]</i>		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer

Part D: Te pono me te mahi tika | Integrity and conduct

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

Q33a. The agency I work for supports and actively promotes an inclusive workplace a workplace where people are respectful towards one another.							
Q33b. I feel accepted as a valued member of the team.							
Q33c. I feel comfortable being myself at work /with my colleagues.							

<p>Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No <i>[Go to Q36]</i></p> <p><input type="checkbox"/> Don't know <i>[Go to Q36]</i></p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q36]</i></p>
<p>Q35. I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p><input type="checkbox"/> Gender or sex</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Ethnicity, national origin, race or colour</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Religious belief</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Marital or family status</p> <p><input type="checkbox"/> Political opinion</p> <p><input type="checkbox"/> Employment status</p> <p><input type="checkbox"/> Ethical belief</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>

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

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

Q38. My manager cares about my health and wellbeing.							
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Please read the following definitions before answering the next question about your own experiences.

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

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

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

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

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

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Part F. Te whakapiki pūkenga | Skills and development

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
---	--

Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q53a. I feel confident in my ability to learn new digital skills.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							

Part G: Ngā āheinga o ngāi Māori me te Karauna | Māori Crown capability

Q56. 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) <i>[Go to Q58]</i> <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
---	---

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							

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

Part H. Te āhuareka o te mahi me ngā mahere mō anamata | Job satisfaction and future plans

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

Part I: Mōu ake | About you

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

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

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

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

And do you identify with any other iwi? If not, leave the box below blank.

[Use iwi list based on StatsNZ aria tool]

And which region / rohe do your [insert] iwi come from? Region: OPEN TEXT _____
☐ Don't know
☐ Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition? ☐ Yes
☐ No [\[Go to Q73\]](#)
☐ Don't know [\[Go to Q73\]](#)
☐ Prefer not to answer [\[Go to Q73\]](#)

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q72a. Being neurodivergent, how much difficulty do you experience with work activities? ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition? ☐ Yes
☐ No [\[Go to Q74\]](#)
☐ Don't know [\[Go to Q74\]](#)
☐ Prefer not to answer [\[Go to Q 74\]](#)

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

Q73a. Having a mental health condition, how much difficulty do you experience with work activities? ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q74. Do you identify as a disabled person? ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment? ☐ Yes
☐ No [\[Go to Q78\]](#)
☐ Don't know [\[Go to Q 78\]](#)
☐ Prefer not to answer [\[Go to Q78\]](#)

[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a]

Q76. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments.	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q78. Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpuhi and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTQIA+)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q82. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
Q83. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST__ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i>
Q84. 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
Q85. 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

Part J Ō tākupu | Your comments

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

Q86. What changes would help your organisation deliver better results for the public?

If you have any other comments, you can also add them here.

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

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

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

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

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

Te Taunaki Public Service Census 2025 Questionnaire

KEY: Yellow highlights are new changes.

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

Part A: About your role | Ō mahi

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

Q2. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

Q3. Do you have any people management responsibilities?

☐ Yes, managing people is part of my role

☐ No, managing people is not part of my role *[Go to Q5]*

☐ Don't know *[Go to Q5]*

☐ Prefer not to answer *[Go to Q5]*

[Stem question for managers, consider don't know, prefer not to answer as no]

Q4. Are you a member of the Public Service Leaders Group?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

[MANAGERS ONLY – yes on Q3]

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

Q6. How do you feel about the balance between your working life and your life outside of work?

☐ Very satisfied

☐ Satisfied

☐ Neither satisfied nor dissatisfied

☐ Dissatisfied

☐ Very dissatisfied

☐ Don't know

☐ Prefer not to answer

Q7. Do you regularly use any flexible working arrangements?

Please select all that apply to you

Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.

Home could include your own home, the home of a family member, or a holiday home.

☐ Work from home *[Go to Q7a]*

☐ Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*

☐ No I don't use any flexible work arrangements *[Go to Q8]*

☐ Don't know *[Go to Q8]*

☐ Prefer not to answer *[Go to Q8]*

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

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

Please indicate how much you agree or disagree with the following statement.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q9a. I feel that my pay adequately reflects my performance.							

Commented [A51]: Gray highlights are changes Research NZ already made, correct?

Part B: Supporting productivity Te hāpai whakaputaranga							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q10. In my organisation, people are encouraged to speak up when they identify a serious policy or delivery risk. (SHIFTED DOWN)							
Q11. I have access to the evidence I need to make good decisions. Evidence refers to data, analytics, research and evaluation.							
Q12. My manager provides me with helpful feedback to improve my performance.							
Q12a. My manager supports my team to deliver on what we are responsible for My manager supports my team to deliver on our responsibilities in a timely manner.							
Q12b. My manager cares about delivering good value for taxpayers.							

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

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

Q13aa. When suggestions to improve workplace efficiency or productivity are made, they are taken seriously and acted upon.

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

Customers can include people outside your organisation such as members of the public, service users people in the care of your organisation, or Ministers. It can also include people inside your organisation, e.g. other teams.

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

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

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

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	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q15. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							
Q15b. What made it hard to achieve the objectives? Select all that apply. (For those who were moderately, slightly, or not at all in Q15a.) REPLACE WITH QUESTION BELOW FOR ALL PARTICIPANTS	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> Not enough resources or people <input type="checkbox"/> Complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Physical work environment (e.g. distractions, not enough meeting rooms) <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____						

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Q16. Does the team you manage have the ability to work from home?	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q17] <input type="checkbox"/> Don't know [Go to Q17] <input type="checkbox"/> Prefer not to answer [Go to Q17]
Q16a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way? [MANAGERS ONLY, yes to Q3]	<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

Q17. Please indicate how much you agree or disagree with the following statement: I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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How much does this prevent do these issues below prevent you and your team performing at your best? you and your team doing your job?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
Q17a. Inefficient decision making (e.g. slow timelines, senior leader involvement in small decisions, unclear governance processes)							
Q17b. Appetite for risk/innovation in my agency							
Q17c. Lack of access to appropriate tools, technology, and information (e.g. unreliable/old IT systems/software/hardware, limited use of AI)							
Q17d. Staffing level/work volumes							
Q17e. Poor communication between teams/silos							
Q17f. Some colleagues/direct reports don't have required skills/motivation							
Q17g. Too many meetings							
Q17h. Complicated or unnecessary business processes							
Q17i. Physical environment (e.g. lack of quiet spaces, meeting spaces, security, accessibility)							

There is space at the end of the survey to tell us more about what specific suggestions you have for improving your organisation.

Q18. Do you work regularly with other government agencies in your work? Yes/No *(skip to Q19)*/ Don't know*(skip to Q19)*/ *Prefer not to answer(skip to Q19)*

Government agencies can include Crown entities, local and regional government, non-public service departments, as well as departments and departmental agencies.

How much do these aspects of interagency work prevent you and your team from doing your job?

How much do these aspects of interagency work prevent you and your team from doing your job?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer

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<u>18b. These interagency challenges impact your ability to get work done?</u>							
Q18a. Getting Problems getting timely the information we need from other agencies							
Q18b. Need to consult with too many agencies							
Q18c. Personality conflicts/trust							
Q18d. Difficulty reaching consensus							
Q18e. Interagency groups with regular meetings but no clear mandate/objective/ or authority							
Q18f. Difficulty getting people with the right level of decision-making authority at the table							
Q18g. Lack of accountability							
Q18h. Risk aversion in other agencies							

There is space at the end of the survey to tell us more about what specific suggestions you have for improving your organisation.

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Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
Q19. The work I do gives me a sense of accomplishment. <u>Change in number only</u>							
Q19a. I am enthusiastic about my job. <u>Change in number only</u>							
Q20. I would recommend my organisation as a good place to work.							

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<u>Please indicate how much you agree or disagree with the following statements.</u>	<u>Strongly agree</u>	<u>Agree</u>	<u>Neither agree nor disagree</u>	<u>Disagree</u>	<u>Strongly disagree</u>	<u>Don' t know</u>	<u>Prefer not to answer</u>
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q21a. It is important to me that my agency is careful in how it uses taxpayer money. <u>SHIFTED DOWN</u>							
Q22. I feel that change is managed well within my organisation.							

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Q22a. In my organisation, people are encouraged to speak up when they identify a serious policy or delivery risk. <i>(Was Q10, note wording change)</i>							
Q23. I find it easy to work with colleagues in other agencies to achieve good outcomes.							
Q23a. My organisation takes advantage of technology to deliver better services/information to the public.							

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Q23b. How often do you use AI (Artificial Intelligence) for work?	<input type="checkbox"/> Daily
	<input type="checkbox"/> Weekly
	<input type="checkbox"/> Monthly
Some examples of AI tools are ChatGPT, Copilot, Grammarly.	<input type="checkbox"/> I've tried it, but I don't use it regularly
	<input type="checkbox"/> I've never tried it
	<input type="checkbox"/> Don't know
	<input type="checkbox"/> Prefer not to answer

Part C: Public Service principles | Ngā mātāpono ratonga tūmatanui

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

Q26a. 28. Are you involved in preparing advice for a Minister?	Yes			No <i>(Go to Q26b)</i>			
Please indicate how much you agree or disagree with the following statement:	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q26b. 29a. I am confident that my organisation is free and frank in our advice to Ministers.							

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Commented [AS2]: Order change, these two questions moved up in this section.

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Q27. My organisation is working for the long term good of New Zealand.							
Q27a. It is important to me that my work contributes to the common good.							

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
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Please indicate how much you agree or disagree with the following statements.							
Q27. My organisation is working for the long-term good of New Zealand.							
Q27a. It is important to me that my work contributes to the common good.							
Q27b. The work I do contributes to better outcomes for New Zealand.							
Q27c. My The work that I do provides value for taxpayers.							
Q27d. It is important to me that my agency is careful in how it uses taxpayer money. (was Q21a)							

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Q28. ~~MOVED UP in this section~~ Are you involved in preparing advice for a Minister?

Yes				No (Go to Q29)			
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer	

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

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

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Part D: Integrity and conduct | Te pono me te mahi tika

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q29. My work colleagues can be trusted to do what is right.							
Q30. My manager leads by example in ethical behaviour.							
Q31. The culture in my organisation supports people to act with integrity.							
Q32. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
Q33a. The agency I work for supports and actively promotes an inclusive workplace a workplace where people are respectful towards one another.							
Q33b. I feel accepted as a valued member of the team.							

Commented [AS3]: Note wording change, and that these three questions were previously in an inclusion section below @Jacinta Coe

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Q33c. I feel comfortable being myself at work /with my colleagues.

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Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

- ☐ Yes
☐ No [\[Go to Q36\]](#)
☐ Don't know [\[Go to Q36\]](#)
☐ Prefer not to answer [\[Go to Q36\]](#)

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity
- denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity
- denied reasonable accommodation for an impairment/disability
- denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break)

Q35. I believe I have been treated unfairly because of my:

Select all that apply

- ☐ Gender or sex
☐ Age
☐ Ethnicity, national origin, race or colour
☐ Disability
☐ Religious belief
☐ Sexual orientation
☐ Marital or family status
☐ Political opinion
☐ Employment status
☐ Ethical belief
☐ Don't know
☐ Prefer not to answer

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

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

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

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

<p>Workplace bullying is repeated and unreasonable behaviour directed towards you that can lead to physical or psychological harm. Bullying can be physical, verbal, psychological or social. It can include victimising, humiliating, intimidating or threatening. Workplace bullying is not: one-off or occasional instances of rudeness/tactlessness, constructive peer review, a manager requiring reasonable verbal or written work instructions to be carried out, warning or disciplining workers in line with the organisation's code of conduct.</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.</p> <p>Sexual harassment any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or includes a promise of preferential treatment or a threat of detrimental treatment.</p> <p>Note this survey is not a reporting tool, and no investigation will occur based on comments or responses in this survey. To report inappropriate workplace behaviour, contact your manager or Human Resources/People team for information.</p>		
<p>Q39. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?</p> <p>Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.</p>	Yes	No <i>[Go to Q45]</i>

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline - [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Inclusion section header

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

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

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

Part F. Skills and development | Te whakapiki pūkenga

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?

- ☐ I need further training to do the job well
☐ My skills match well with the work I do
☐ I have the skills to cope with more demanding work
☐ Don't know
☐ Prefer not to answer

Q52. 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.

Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q53a. I feel confident in my ability to learn new digital skills.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							

Q55. I am satisfied with my career development opportunities

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Part G: Māori Crown capability | Ngā āheinga o ngāi Māori me te Karauna

Q56. 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 Q58]*
 [] Don't know
 [] Prefer not to answer

Q57. When you are at work, how often do you have conversations in te reo Māori?

[] Daily
 [] Weekly
 [] Monthly

Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

[] A few times a year
 [] Never
 [] Don't know
 [] Prefer not to answer

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59. I am encouraged and supported to engage with Māori and to ensure Māori views and perspectives are taken into account to understand Māori perspectives.							
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62. Staff are encouraged to use te reo Māori.							
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							
Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							

Part H. Job satisfaction and future plans | Te āhuareka o te mahi me ngā mahere mō anamata

Q65. Thinking now about all aspects of your job, overall, how do you feel about your work?

[] Very satisfied
 [] Satisfied
 [] Neither satisfied nor dissatisfied
 [] Dissatisfied
 [] Very dissatisfied
 [] Don't know
 [] Prefer not to answer

Q66. Which of the following statements best describes your current situation? Please select one category only	<input type="checkbox"/> I have no immediate plans to leave my current position [Go to Q67]
	<input type="checkbox"/> I am actively applying for another role/other roles now [Go to Q66a]
	<input type="checkbox"/> In the next 12 months I expect to apply for a different role [Go to Q66a]
	<input type="checkbox"/> In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [Go to Q66a]
	<input type="checkbox"/> I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [Go to Q67]
	<input type="checkbox"/> I would like to change jobs but do not believe I can [Go to Q66a]
	<input type="checkbox"/> Don't know [Go to Q67]
	<input type="checkbox"/> Prefer not to answer [Go to Q67]

Q66a. Why are you considering leaving your role? Select all that apply	<input type="checkbox"/> Job impacted by change process/restructuring
	<input type="checkbox"/> Fixed term job ending
	<input type="checkbox"/> Unable to balance caring responsibilities
	<input type="checkbox"/> Lack of career progression opportunities
	<input type="checkbox"/> Lack of professional development / training opportunities
	<input type="checkbox"/> Lack of job security
	<input type="checkbox"/> Unsatisfied with pay/remuneration
	<input type="checkbox"/> Unsatisfied with flexible work arrangements
	<input type="checkbox"/> Work location
	<input type="checkbox"/> More interesting work
	<input type="checkbox"/> Workload too high
	<input type="checkbox"/> Work not aligned with my job skills, experience or training
	<input type="checkbox"/> Quality of workplace relationships/ social environment at work
	<input type="checkbox"/> Quality of leadership/management
	<input type="checkbox"/> Bullying or other negative workplace behaviour
<input type="checkbox"/> Organisation is not accommodating of my disability	
<input type="checkbox"/> Other, please specify: _____	

Part I: 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.~~

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

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

Q67. How old are you?	<input type="checkbox"/> Under 20 years
	<input type="checkbox"/> 20 to 24 years
	<input type="checkbox"/> 25 to 29 years
	<input type="checkbox"/> 30 to 34 years
	<input type="checkbox"/> 35 to 39 years
	<input type="checkbox"/> 40 to 44 years
	<input type="checkbox"/> 45 to 49 years
	<input type="checkbox"/> 50 to 54 years
	<input type="checkbox"/> 55 to 59 years
	<input type="checkbox"/> 60 to 64 years
	<input type="checkbox"/> 65 to 69 years
	<input type="checkbox"/> 70 years or over
<input type="checkbox"/> Prefer not to answer	

Q68. What is your gender?	Please select all that apply. <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Another Gender, please state: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q69. What ethnic group(s) do you belong to?	Select all that apply to you. <input type="checkbox"/> New Zealand European <input type="checkbox"/> Māori <input type="checkbox"/> Samoan <input type="checkbox"/> Cook Islands Maori <input type="checkbox"/> Tongan <input type="checkbox"/> Niuean <input type="checkbox"/> Chinese <input type="checkbox"/> Indian <input type="checkbox"/> Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____ <input type="checkbox"/> Prefer not to answer
Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q71] <input type="checkbox"/> Don't know [Go to Q71] <input type="checkbox"/> Prefer not to answer [Go to Q71]
Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".	Iwi: AUTO-SUGGEST _____ Region: OPEN TEXT _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
And do you identify with any other iwi? If not, leave the box below blank. [Use iwi list based on StatsNZ aria tool]	
And which region / rohe do your [insert] iwi come from?	Region: OPEN TEXT _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

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

Q71. These questions below are from the Washington Group Short Set on Functioning. This is an internationally tested measurement tool that is designed to compare outcomes for disabled and non-disabled people and estimate differences in the characteristics of disabled and non-disabled populations.

a. Do you have difficulty seeing, even if wearing glasses?

b. Do you have difficulty hearing, even if using a hearing aid?

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

Commented [TP4]: Rewrote this in track changes to better reflect situation without Washington Group Short Set.

~~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?~~

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

- ☐ Yes
☐ No [\[Go to Q73\]](#)
☐ Don't know [\[Go to Q73\]](#)
☐ Prefer not to answer [\[Go to Q73\]](#)

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

~~Q72a. Being neurodivergent, how much difficulty do you experience with work activities?~~

- ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

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Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

- ☐ Yes
☐ No [\[Go to Q74\]](#)
☐ Don't know [\[Go to Q74\]](#)
☐ Prefer not to answer [\[Go to Q74\]](#)

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

~~Q73a. Having a mental health condition, how much difficulty do you experience with work activities?~~

- ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

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Q74. Do you identify as a disabled person?

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

~~Q74a. Do you identify as tangata whaikaha Māori?~~

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

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

- ☐ Yes
☐ No [\[Go to Q78\]](#)
☐ Don't know [\[Go to Q78\]](#)
☐ Prefer not to answer [\[Go to Q78\]](#)

~~[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a] [Only show to those who respond with yes to Q74 OR ((don't know or prefer not to answer to Q74) AND (yes to either Q72 or Q73))]~~

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Commented [TP5]: If Q72a and Q73a get dropped, I think we should have the following routing:
[Only show to those who respond with yes to Q74 OR ((don't know or prefer not to answer to Q74) AND (yes to either Q72 or Q73))]

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Q76. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments.	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q78. Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpuhi , Takatāpui and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTQIA+)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q78. 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
Q79. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q81. 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, OR intersex, OR multiple or another gender selected—previously asked to all participants]</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
Q82. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer

<p>Q83. What is your religion?</p> <p>Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.</p>	<p>AUTO-SUGGEST___ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i></p>
<p>Q84. In which language(s) could you have a conversation about a lot of everyday things?</p>	<p>Please select all that apply.</p> <p><input type="checkbox"/> English</p> <p><input type="checkbox"/> Te reo Māori</p> <p><input type="checkbox"/> New Zealand Sign Language</p> <p><input type="checkbox"/> Samoan</p> <p><input type="checkbox"/> Other language(s) – please specify (eg Gujarati, Cantonese, Greek) _____</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q85. What is your highest qualification?</p>	<p><input type="checkbox"/> No Qualifications</p> <p><input type="checkbox"/> High School/Secondary School Qualification</p> <p><input type="checkbox"/> Level 1 to 4 Certificate</p> <p><input type="checkbox"/> Level 5 or 6 Diploma</p> <p><input type="checkbox"/> Bachelor's Degree or Level 7 Qualification</p> <p><input type="checkbox"/> Bachelor Honours Degree or Postgraduate Certificate/Diploma</p> <p><input type="checkbox"/> Master's Degree</p> <p><input type="checkbox"/> PhD/Doctoral Degree</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>

Part J Your comments | Ō tākupu

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

Q86. What changes would help your organisation deliver better results for taxpayers?

If you have any other comments, you can also add them here.

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

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

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

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

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

Te Taunaki Public Service Census 2025 Questionnaire

Yellow highlights are changes.

Text in red italics are routing instructions, not visible to participants. Question numbers will not be visible to participants, we are aware that the numbering is inconsistent in this document.

Part A: About your role | Ō mahi

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

- Q2.** Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

- Q3.** Do you have any people management responsibilities?
- ☐ Yes, managing people is part of my role
☐ No, managing people is not part of my role *[Go to Q5]*
☐ Don't know *[Go to Q5]*
☐ Prefer not to answer *[Go to Q5]*
- [Stem question for managers, consider don't know, prefer not to answer as no]*

- Q4.** Are you a member of the Public Service Leaders Group?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer
- [MANAGERS ONLY – yes on Q3]*

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

- Q6.** How do you feel about the balance between your working life and your life outside of work?
- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
☐ Don't know
☐ Prefer not to answer

- Q7.** Do you regularly use any flexible working arrangements?
- Please select all that apply to you
- Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.
- ☐ Work from home *[Go to Q7a]*
☐ Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*
☐ No I don't use any flexible work arrangements *[Go to Q8]*
☐ Don't know *[Go to Q8]*
☐ Prefer not to answer *[Go to Q8]*

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

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

Please indicate how much you agree or disagree with the following statement.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q9a. I feel that my pay adequately reflects my performance.							

Part B: Supporting productivity Te hāpai whakaputaranga							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q11. I have access to the evidence I need to make good decisions. Evidence refers to data, analytics, research and evaluation.							
Q12. My manager provides me with helpful feedback to improve my performance.							
Q12a. My manager supports my team to deliver on our responsibilities in a timely manner.							
Q12b. My manager cares about delivering good value for taxpayers.							

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

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

Q13aa. When suggestions to improve workplace efficiency or productivity are made, they are taken seriously and acted upon.

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

Customers can include people outside your organisation such as members of the public, **service users**, or Ministers. It can also include people inside your organisation, e.g. other teams.

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

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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q15. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							

Q16. Does the team you manage have the ability to work from home? <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q17]</i> <input type="checkbox"/> Don't know <i>[Go to Q17]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q17]</i>
Q16a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way? <i>[MANAGERS ONLY, yes to Q3]</i>	<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
Q17. Please indicate how much you agree or disagree with the following statement: I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

How much do these issues below prevent you and your team performing at your best?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
Q17a. Inefficient decision making (e.g. slow timelines, senior leader involvement in small decisions, unclear governance processes)							
Q17b. Appetite for risk/innovation in my agency							
Q17c. Lack of access to appropriate tools, technology, and information (e.g. unreliable/old IT systems/software/hardware, limited use of AI)							
Q17d. Staffing level/work volumes							
Q17e. Poor communication between teams/silos							
Q17f. Some colleagues/direct reports don't have required skills/motivation							
Q17g. Too many meetings							
Q17h. Complicated or unnecessary business processes							
Q17i. Physical environment (e.g. lack of quiet spaces, meeting spaces, security, accessibility)							

There is space at the end of the survey to tell us more about what specific suggestions you have for improving your organisation.

Q18. Do you work regularly with other government agencies? Yes/No (skip to Q19)/ Don't know(skip to Q19)/ /Prefer not to answer(skip to Q19)

Government agencies can include Crown entities, local and regional government, non-public service departments, as well as departments and departmental agencies.

How much do these interagency challenges impact your ability to get work done?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
Q18a. Problems getting timely information from other agencies							
Q18b. Need to consult with too many agencies							
Q18c. Personality conflicts/trust							
Q18d. Difficulty reaching consensus							
Q18e. Interagency groups with regular meetings but no clear mandate/objective/authority							
Q18f. Difficulty getting people with the right level of decision-making authority at the table							

Q18g. Lack of accountability							
Q18h. Risk aversion in other agencies							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
Q19. The work I do gives me a sense of accomplishment.							
Q19a. I am enthusiastic about my job.							
Q20. I would recommend my organisation as a good place to work.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q22. I feel that change is managed well within my organisation.							
Q22a. In my organisation, people are encouraged to speak up when they identify a serious policy or delivery risk.							
Q23a. My organisation takes advantage of technology to deliver better services/information to the public.							

Q23b. How often do you use AI (Artificial Intelligence) for work?	<input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> I've tried it, but I don't use it regularly <input type="checkbox"/> I've never tried it <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Some examples of AI tools are ChatGPT, Copilot, Grammarly.	

Part C: Public Service principles | Ngā mātāpono ratonga tūmatanui

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
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Q24. I have a good understanding of what it means to be a politically neutral public servant.							
Q25. I am confident that in my organisation people get jobs based on merit.							
Q26. It is important to me that my organisation is open and transparent with the public.							
Q26a. Are you involved in preparing advice for a Minister?	Yes				No <i>[Go to Q26b]</i>		
Please indicate how much you agree or disagree with the following statement:	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q26b. I am confident that my organisation is free and frank in our advice to Ministers.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q27. My organisation is working for the long-term good of New Zealand.							
Q27a. It is important to me that my work contributes to the common good.							
Q27b. The work I do contributes to better outcomes for New Zealand.							
Q27c. The work that I do provides value for taxpayers.							
Q27d. It is important to me that my agency is careful in how it uses taxpayer money.							

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

Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
Q33a. The agency I work for supports and actively promotes a workplace where people are respectful towards one another.							
Q33b. I feel accepted as a valued member of the team.							
Q33c. I feel comfortable being myself at work /with my colleagues.							

<p>Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No <i>[Go to Q36]</i></p> <p><input type="checkbox"/> Don't know <i>[Go to Q36]</i></p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q36]</i></p>
<p>Q35. I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p><input type="checkbox"/> Gender or sex</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Ethnicity, national origin, race or colour</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Religious belief</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Marital or family status</p> <p><input type="checkbox"/> Political opinion</p> <p><input type="checkbox"/> Employment status</p> <p><input type="checkbox"/> Ethical belief</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>

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

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q36. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							

Q37. Leaders in my organisation demonstrate a commitment to addressing work factors that impact mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							
Q38. My manager cares about my health and wellbeing.							

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

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

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

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

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

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

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Part F. Skills and development | Te whakapiki pūkenga

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q53a. I feel confident in my ability to learn new digital skills.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							

Part G: Māori Crown capability | Ngā āheinga o ngāi Māori me te Karauna

Q56. 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) <i>[Go to Q58]</i> <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							

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

Part H. Job satisfaction and future plans | Te āhuareka o te mahi me ngā mahere mō anamata

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

Q66a. Why are you considering leaving your role? Select all that apply	<input type="checkbox"/> Job impacted by change process/restructuring <input type="checkbox"/> Fixed term job ending <input type="checkbox"/> Unable to balance caring responsibilities <input type="checkbox"/> Lack of career progression opportunities <input type="checkbox"/> Lack of professional development / training opportunities <input type="checkbox"/> Lack of job security <input type="checkbox"/> Unsatisfied with pay/remuneration <input type="checkbox"/> Unsatisfied with flexible work arrangements <input type="checkbox"/> Work location <input type="checkbox"/> More interesting work <input type="checkbox"/> Workload too high <input type="checkbox"/> Work not aligned with my job skills, experience or training <input type="checkbox"/> Quality of workplace relationships/ social environment at work <input type="checkbox"/> Quality of leadership/management <input type="checkbox"/> Bullying or other negative workplace behaviour <input type="checkbox"/> Organisation is not accommodating of my disability <input type="checkbox"/> Other, please specify: _____
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Part I: About you | Mōu ake

We want to understand more about you, your experiences and how these may vary across Public Service groups.

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

Q67. How old are you?

☐ Under 20 years
☐ 20 to 24 years
☐ 25 to 29 years
☐ 30 to 34 years
☐ 35 to 39 years
☐ 40 to 44 years
☐ 45 to 49 years
☐ 50 to 54 years
☐ 55 to 59 years
☐ 60 to 64 years
☐ 65 to 69 years
☐ 70 years or over
☐ Prefer not to answer

Q68. What is your gender?

Please select all that apply.
☐ Female
☐ Male
☐ Another Gender, please state: _____
☐ Don't know
☐ Prefer not to answer

Q69. What ethnic group(s) do you belong to?

Select all that apply to you.
☐ New Zealand European
☐ Māori
☐ Samoan
☐ Cook Islands Maori
☐ Tongan
☐ Niuean
☐ Chinese
☐ Indian
☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____
☐ Prefer not to answer

Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

☐ Yes
☐ No [\[Go to Q71\]](#)
☐ Don't know [\[Go to Q71\]](#)
☐ Prefer not to answer [\[Go to Q71\]](#)

Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".

Iwi: AUTO-SUGGEST_____
Region: OPEN TEXT_____
☐ Don't know
☐ Prefer not to answer

And do you identify with any other iwi? If not, leave the box below blank.

[\[Use iwi list based on StatsNZ aria tool\]](#)

And which region / rohe do your [insert] iwi come from?

Region: OPEN TEXT _____

☐ Don't know

☐ Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants who identify as disabled, and of public servants with mental health and neurodivergent conditions. Responses will inform improvements to the working environment for public servants.

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

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

☐ Yes

☐ No [\[Go to Q73\]](#)

☐ Don't know [\[Go to Q73\]](#)

☐ Prefer not to answer [\[Go to Q73\]](#)

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

☐ Yes

☐ No [\[Go to Q74\]](#)

☐ Don't know [\[Go to Q74\]](#)

☐ Prefer not to answer [\[Go to Q74\]](#)

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

Q74. Do you identify as a disabled person?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

☐ Yes

☐ No [\[Go to Q78\]](#)

☐ Don't know [\[Go to Q78\]](#)

☐ Prefer not to answer [\[Go to Q78\]](#)

Only show to those who respond with yes to Q74 OR ((don't know or prefer not to answer to Q74) AND (yes to either Q72 or Q73))

Q76. Have you talked to your employer about your workplace supports or accommodation needs?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.

☐ Very satisfied

☐ Satisfied

☐ Neither satisfied nor dissatisfied

☐ Dissatisfied

☐ Very dissatisfied

☐ Don't know

☐ Prefer not to answer

If you would like to comment about this, there is space at the end of the survey for comments.

Q78. Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpui and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTQIA+)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q82. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
Q83. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST__ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i>
Q84. 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
Q85. 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

Part J Your comments | Ō tākupu

Q86. What changes would help your organisation deliver better results for taxpayers?

If you have any other comments, you can also add them here.

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

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

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

Te Taunaki Public Service Census 2025 Questionnaire

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

Part A: About your role | Ō mahi

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

Q1. Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care? This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q2. Do you have any people management responsibilities? <i>[Stem question for managers, consider don't know, prefer not to answer as no]</i>	<input type="checkbox"/> Yes, managing people is part of my role <input type="checkbox"/> No, managing people is <u>not</u> part of my role <i>[Go to 4]</i> <input type="checkbox"/> Don't know <i>[Go to Q4]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q4]</i>
Q3. Are you a member of the Public Service Leaders Group? <i>[MANAGERS ONLY – yes on Q2]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> 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 enough work	Don't know	Prefer not to answer
Q4. What best describes your current workload?							

Q5. How do you feel about the balance between your working life and your life outside of work?	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Q6. Do you regularly use any flexible working arrangements? Please select all that apply to you Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home. Home could include your own home, the home of a family member, or a holiday home.	<input type="checkbox"/> Work from home <i>[Go to Q7]</i> <input type="checkbox"/> Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) <i>[Go to Q8]</i> <input type="checkbox"/> No I don't use any flexible work arrangements <i>[Go to Q8]</i> <input type="checkbox"/> Don't know <i>[Go to Q8]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q8]</i>
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<p>Q7. What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday/Sunday</p> <p><input type="checkbox"/> I don't have set days that I work from home</p>
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How satisfied are you with...	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not applicable	Prefer not to answer
Q8. your pay							
Q9. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

Please indicate how much you agree or disagree with the following statement.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q10. I feel that my pay adequately reflects my performance.							

Part B: Supporting productivity Te hāpai whakaputaranga							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<p>Q11. I have access to the evidence I need to make good decisions.</p> <p>Evidence refers to data, analytics, research and evaluation.</p>							
Q12. My manager provides me with helpful feedback to improve my performance.							
Q13. My manager supports my team to deliver on our responsibilities in a timely manner.							
Q14. My manager cares about delivering good value for taxpayers.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q15. The people in my team are encouraged to come up with new and better ways of doing things.							
Q16. When suggestions to improve workplace efficiency or productivity are made, they are taken seriously and acted upon.							
Q17. My team acts on customer feedback to improve our work. Customers can include people outside your organisation such as members of the public, service users, or Ministers. It can also include people inside your organisation, e.g. other teams.							
Q18. My team discusses mistakes so we can learn from them.							
Q19. The people in my team collaborate to get the job done.							

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q20. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q21. Over the last 12 months, how successful has your team been at achieving its objectives?							

Q22. Does the team you manage have the ability to work from home? [MANAGERS ONLY, yes to Q2]	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q24] <input type="checkbox"/> Don't know [Go to Q24] <input type="checkbox"/> Prefer not to answer [Go to Q24]
Q23. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way? [MANAGERS ONLY, yes to Q2]	<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
Q24. Please indicate how much you agree or disagree with the following statement: I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. [MANAGERS ONLY, yes to Q2]	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

How much do these issues below prevent you and your team performing at your best?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
Q25. Inefficient decision making (e.g. slow timelines, senior leader involvement in small decisions, unclear governance processes)							
Q26. Appetite for risk/innovation in my agency							
Q27. Lack of access to appropriate tools, technology, and information (e.g. unreliable/old IT systems/software/hardware, limited use of AI)							
Q28. Staffing level/work volumes							
Q29. Poor communication between teams/silos							
Q30. Some colleagues/direct reports don't have required skills/motivation							
Q31. Too many meetings							
Q32. Complicated or unnecessary business processes							
Q33. Physical environment (e.g. lack of quiet spaces, meeting spaces, security, accessibility)							

Q34. Do you work regularly with other government agencies? Government agencies can include Crown entities, local and regional government, non-public service departments, as well as departments and departmental agencies.	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>(skip to Q43)</i> <input type="checkbox"/> Don't know <i>(skip to Q43)</i> <input type="checkbox"/> Prefer not to answer <i>(skip to Q43)</i>
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How much do these <u>interagency</u> challenges impact your ability to get work done?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
Q35. Problems getting timely information from other agencies							
Q36. Need to consult with too many agencies							
Q37. Personality conflicts/trust							
Q38. Difficulty reaching consensus							
Q39. Interagency groups with regular meetings but no clear mandate/objective/authority							
Q40. Difficulty getting people with the right level of decision-making authority at the table							

Q41. Lack of accountability							
Q42. Risk aversion in other agencies							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
Q43. The work I do gives me a sense of accomplishment.							
Q44. I am enthusiastic about my job.							
Q45. I would recommend my organisation as a good place to work.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
Q46. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q47. I feel that change is managed well within my organisation.							
Q48. In my organisation, people are encouraged to speak up when they identify a serious policy or delivery risk.							
Q49. My organisation takes advantage of technology to deliver better services/information to the public.							

Q50. How often do you use AI (Artificial Intelligence) for work? <i>Some examples of AI tools are ChatGPT, Copilot, Grammarly.</i>	<input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> I've tried it for work, but I don't use it regularly <input type="checkbox"/> I've never tried it for work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Part C: Public Service principles | Ngā mātāpono ratonga tūmatanui

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer
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Q51. I have a good understanding of what it means to be a politically neutral public servant.							
Q52. I am confident that in my organisation people get jobs based on merit.							
Q53. It is important to me that my organisation is open and transparent with the public.							

Q54. Are you involved in preparing advice for a Minister?	Yes				No <i>[Go to Q56]</i>		
Please indicate how much you agree or disagree with the following statement:	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q55. I am confident that my organisation is free and frank in our advice to Ministers.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q56. My organisation is working for the long-term good of New Zealand.							
Q57. It is important to me that my work contributes to the common good.							
Q58. The work I do contributes to better outcomes for New Zealand.							
Q59. The work that I do provides value for taxpayers.							
Q60. It is important to me that my agency is careful in how it uses taxpayer money.							

Part D: Integrity and conduct Te pono me te mahi tika							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q61. My work colleagues can be trusted to do what is right.							
Q62. My manager leads by example in ethical behaviour.							

Q63. The culture in my organisation supports people to act with integrity.							
Q64. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q65. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
Q66. The agency I work for supports and actively promotes a workplace where people are respectful towards one another.							
Q67. I feel accepted as a valued member of the team.							
Q68. I feel comfortable being myself at work /with my colleagues.							

<p>Q69. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> • not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender or ethnicity • denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender or ethnicity • denied reasonable accommodation for an impairment/disability • denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	<p> <input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q71]</i> <input type="checkbox"/> Don't know <i>[Go to Q71]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q71]</i> </p>
<p>Q70. I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p> <input type="checkbox"/> Gender or sex <input type="checkbox"/> Age <input type="checkbox"/> Ethnicity, national origin, race or colour <input type="checkbox"/> Disability <input type="checkbox"/> Religious belief <input type="checkbox"/> Sexual orientation <input type="checkbox"/> Marital or family status <input type="checkbox"/> Political opinion <input type="checkbox"/> Employment status <input type="checkbox"/> Ethical belief <input type="checkbox"/> Other please specify _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer </p>

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

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q71. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q72. 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).							
Q73. My manager cares about my health and wellbeing.							

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

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

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

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

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

Q74. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?	Yes	No [Go to Q80]
Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.		

Q75. What type of harassment or bullying did you experience?	Select all that apply
a. Verbal abuse (e.g. offensive language directed toward me, derogatory remarks, shouting)	
b. Deliberate exclusion from work-related activities	
c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)	
e. Given tasks with unreasonable or impossible targets or deadlines	

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

[For each yes in Q75, show Q76 with piped text showing item.]

Q76. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q77. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q78. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q80]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q79. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q80. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

	Always	Often	Sometimes	Hardly ever	Never	Don't know	Prefer not to
Q81. In the last 12 months, how often would you say you have experienced work stress? Work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.							

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Please click next to continue with the last few topics in the survey.

Part F. Skills and development | Te whakapiki pūkenga

Q82. Thinking about your current role, which of the following best describes how you feel about your skills?	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Please rate your level of agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q83. I have access to the learning and development I need to do my job well.							

Q84. I feel confident in my ability to learn new digital skills.							
Q85. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							

Part G: Māori Crown capability | Ngā āheinga o ngāi Māori me te Karauna

Q86. 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
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Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q87. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q88. I am encouraged and supported to engage with Māori and to understand Māori perspectives.							
Q89. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q90. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q91. Staff are encouraged to use te reo Māori.							
Q92. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							
Q93. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							

Part H. Job satisfaction and future plans | Te āhuareka o te mahi me ngā mahere mō anamata

Q94. Thinking now about all aspects of your job, overall, how do you feel about your work?	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q95. Which of the following statements best describes your current situation? Please select one category only	<input type="checkbox"/> I have no immediate plans to leave my current position <i>[Go to Q97]</i> <input type="checkbox"/> I am actively applying for another role/other roles now <i>[Go to Q96]</i> <input type="checkbox"/> In the next 12 months I expect to apply for a different role <i>[Go to Q96]</i> <input type="checkbox"/> In the next 12 months I want to do a secondment or temporary move within my agency or in another agency <i>[Go to Q96]</i>

	<input type="checkbox"/> I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) <i>[Go to Q97]</i> <input type="checkbox"/> I would like to change jobs but do not believe I can <i>[Go to Q96]</i> <input type="checkbox"/> Don't know <i>[Go to Q97]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q97]</i>
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Q96. Why are you considering leaving your role? Select all that apply	<input type="checkbox"/> Job impacted by change process/restructuring <input type="checkbox"/> Fixed term job ending <input type="checkbox"/> Unable to balance caring responsibilities <input type="checkbox"/> Lack of career progression opportunities <input type="checkbox"/> Lack of professional development / training opportunities <input type="checkbox"/> Lack of job security <input type="checkbox"/> Unsatisfied with pay/remuneration <input type="checkbox"/> Unsatisfied with flexible work arrangements <input type="checkbox"/> Work location <input type="checkbox"/> More interesting work <input type="checkbox"/> Workload too high <input type="checkbox"/> Work not aligned with my job skills, experience or training <input type="checkbox"/> Quality of workplace relationships/ social environment at work <input type="checkbox"/> Quality of leadership/management <input type="checkbox"/> Bullying or other negative workplace behaviour <input type="checkbox"/> Organisation is not accommodating of my disability <input type="checkbox"/> Other, please specify: _____ Don't know Prefer not to answer
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Part I: About you | Mōu ake

We want to understand more about you, your experiences and how these may vary across Public Service groups.

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

Q97. How old are you?	<input type="checkbox"/> Under 20 years <input type="checkbox"/> 20 to 24 years <input type="checkbox"/> 25 to 29 years <input type="checkbox"/> 30 to 34 years <input type="checkbox"/> 35 to 39 years <input type="checkbox"/> 40 to 44 years <input type="checkbox"/> 45 to 49 years <input type="checkbox"/> 50 to 54 years <input type="checkbox"/> 55 to 59 years <input type="checkbox"/> 60 to 64 years <input type="checkbox"/> 65 to 69 years <input type="checkbox"/> 70 years or over <input type="checkbox"/> Prefer not to answer
Q98. What is your gender?	Please select all that apply. <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Another Gender, please state: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Q99. What ethnic group(s) do you belong to?	Select all that apply to you. <input type="checkbox"/> New Zealand European <input type="checkbox"/> Māori <input type="checkbox"/> Samoan <input type="checkbox"/> Cook Islands Maori <input type="checkbox"/> Tongan <input type="checkbox"/> Niuean <input type="checkbox"/> Chinese <input type="checkbox"/> Indian <input type="checkbox"/> Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____ <input type="checkbox"/> Prefer not to answer
Q100. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q102]</i> <input type="checkbox"/> Don't know <i>[Go to Q102]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q102]</i>
Q101. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know". And do you identify with any other iwi? If not, leave the box below blank. <i>[Use iwi list based on StatsNZ aria tool]</i> And which region / rohe do your [insert] iwi come from?	Iwi: AUTO-SUGGEST_____ Region: OPEN TEXT_____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer Region: OPEN TEXT_____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants who identify as disabled, and of public servants with mental health and neurodivergent conditions. Responses will inform improvements to the working environment for public servants.

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

Q102. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition? Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q103. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition? Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q104. Do you identify as a disabled person?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

<p>The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.</p> <p>If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.</p>	
<p>Q105. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?</p> <p><i>-Only show to those who respond with yes to Q104 OR ((don't know or prefer not to answer to Q104) AND (yes to either Q102 or Q103))</i></p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No <i>[Go to Q108]</i></p> <p><input type="checkbox"/> Don't know <i>[Go to Q108]</i></p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q108]</i></p>
<p>Q106. Have you talked to your employer about your workplace supports or accommodation needs?</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>Q107. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.</p> <p>If you would like to comment about this, there is space at the end of the survey for comments.</p>	<p><input type="checkbox"/> Very satisfied</p> <p><input type="checkbox"/> Satisfied</p> <p><input type="checkbox"/> Neither satisfied nor dissatisfied</p> <p><input type="checkbox"/> Dissatisfied</p> <p><input type="checkbox"/> Very dissatisfied</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q108. Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpui, Gender diverse, Intersex, Queer, Questioning, Asexual, or as part of any other community captured under the umbrella terms Rainbow, LGBTQIA+, MVPFAFF+ or SOGIESC?</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>Q109. Do you have parenting and/or caring responsibilities?</p> <p>This could include caring for children, relatives, friends, etc.</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q110. What is your religion?</p> <p>Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.</p>	<p>AUTO-SUGGEST___ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i></p>
<p>Q111. In which language(s) could you have a conversation about a lot of everyday things?</p>	<p>Please select all that apply.</p> <p><input type="checkbox"/> English</p> <p><input type="checkbox"/> Te reo Māori</p> <p><input type="checkbox"/> New Zealand Sign Language</p> <p><input type="checkbox"/> Samoan</p> <p><input type="checkbox"/> Other language(s) – please specify (eg Gujarati, Cantonese, Greek) _____</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p>Q112. What is your highest qualification?</p>	<p><input type="checkbox"/> No Qualifications</p> <p><input type="checkbox"/> High School/Secondary School Qualification</p> <p><input type="checkbox"/> Level 1 to 4 Certificate</p> <p><input type="checkbox"/> Level 5 or 6 Diploma</p> <p><input type="checkbox"/> Bachelor's Degree or Level 7 Qualification</p> <p><input type="checkbox"/> Bachelor Honours Degree or Postgraduate Certificate/Diploma</p> <p><input type="checkbox"/> Master's Degree</p>

	<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
--	---

Part J Your comments | Ō tākupu

Q113. What changes would help your organisation deliver better results for taxpayers?

If you have any other comments, you can also add them here.

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

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

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



Report Title:	Public Service Census 2025		
Report No:	MoSR 2025-0053		
Date:	3 February 2025		
To:	Hon Judith Collins KC, Minister for the Public Service		
Action Sought:	Note, discuss, agree	Due Date	11 February 2025
Cc:	Choose from the dropdown		
Action Sought:		Due Date	Enter Date
Contact Person:	Josh Masson, Manager, Strategy, Policy and Integrity Group		
Contact No:	9(2)(a) privacy		
Encl:	Yes	Priority:	Medium
Security Level:	UNCLASSIFIED		

Executive Summary

1. Te Kawa Mataaho Public Service Commission has a statutory oversight role in the performance and integrity of the Public Service. The Public Service Census is a cost effective and key element in the Commission's ability to monitor performance of the Public Service, providing robust and comparable information.
2. The Public Service Census surveys public servants across departments and departmental agencies on a range of topics that have been aligned and strengthened to support the governments priorities. Topics are grouped under six domains: Better Public Services (including enablers of productivity), Principles & Integrity, Capable Workforce, Good Employer, Māori Crown Capability, and Demographics. The topics are outlined in the Appendix, and the full questionnaire has been provided to your office. The previous Minister was briefed and endorsed the topics of survey (Report 2024-0211).
3. The survey will begin on 14 February with a soft launch for Commission staff and chief executives, with the main survey beginning 3 March 2025. We anticipate initial results would be available to share with you in May, with public reporting following in June/early July covering agency and system level results.

Recommended Action

We recommend that you:

- a **note** topics in the next Public Service Census including factors that support productivity and integrity.
- b **discuss** any feedback on the topics outlined in the Appendix with officials.

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- c Subject to your feedback, **note** the Commission's plan to run the next Public Service Census starting with a soft launch (to test systems) on 14 February, prior to running the main survey for all departments and departmental agency staff from 3 – 21 March.
- d **agree** that Te Kawa Mataaho release this briefing once it has been considered by you, with the Risks section withheld due to it being free and frank advice.

Agree/disagree.

Hon Judith Collins KC
Minister for the Public Service

Purpose of Report

- 4. This report:
 - a. informs you about the Public Service Census and estimated timeline for results, and
 - b. outlines the topics for the survey.

Public Service Census

The Public Service Census is a cost-effective mechanism to provide robust, comparable information to drive improvements in the Public Service.

- 5. The Commission's key strategic intentions are to achieve better outcomes and improved public services for New Zealanders, and to maintain and enhance trust. Past academic commentary and external reports have been critical of the Commission's monitoring of agency compliance with the Public Service Act (and preceding State Services Act).
- 6. We run the Public Service Census | Te Taunaki to drive improvements across the Public Service and measure the impact of the Commission's work. This is the second Public Service Census to be undertaken (the first in 2021) and emulates the approach taken by the UK, Canada, and Australian governments. The Commission is planning to deliver the Public Service Census at least every two years.
- 7. Some agencies survey their own staff but the questions and frequency are not consistent between agencies so comparing performance to other agencies is not possible. By undertaking a survey centrally, the following benefits can be realised:
 - a. Capturing information on priority topics enables us to set and reinforce the agenda on improving public services. By asking the same questions of all agencies, we can identify areas of risk and underperformance and intervene.
 - b. Through publishing Census results, we ensure that Ministers, system leads, and heads of profession have access to this key source of information about system level and individual agency performance.
 - c. The Commission's role in collecting and publishing information ensures that the public has accessible information about the performance of agencies. Regular

surveys create a public accountability mechanism and a strong incentive for improvement.

8. Additionally, running the Census centrally we can deliver results at a substantially lower cost than individual agencies procuring surveys separately. Due to economies of scale, our costs to run a Public Service Census survey are \$160,000 to cover all employees of all departments and departmental agencies. This reduces the cost per person from \$35pp when procured by individual agencies to approximately \$3pp. The survey costs the Commission approximately \$4,000 per agency to run, compared to an average of \$65,000 when agencies procure on their own.
9. The 2025 survey is designed to support us to ensure the Public Service is competent, politically neutral, has the highest integrity, is efficient and focussed on delivering better results for the public we serve. We use the Census to inform work across the system and to measure the impact of the Commission's work, such as:
 - a. chief executive, agency and system performance management (e.g., assessing if an agency has the capability and culture it needs to be effective, and providing comparable data to inform Performance Improvement Reviews)
 - b. workforce policies and interventions, and
 - c. the guidance and support we provide on integrity matters (for example developing specific agency plans for improving integrity performance)
10. For the 2025 Census, the Commission is providing the survey for the participation of all staff of departments and departmental agencies. In addition, we have expanded the scope to include the option for Crown Agents and non-public service departments to participate later in 2025 at their own expense.

Topics in the survey are aligned to Government priorities and Public Service Act expectations

11. For the 2025 survey, we have aligned and strengthened the survey to support the Government's priorities. Topics are grouped under six domains: Better Public Services, Principles & Integrity, Capable Workforce, Good Employer, Māori Crown Capability, and Demographics. The topics are outlined in the Appendix, and the full questionnaire has been provided to your office.
12. Questions were agreed with the previous Minister for the Public Service, and have been developed through consultation with stakeholders including agencies and system leads to ensure they provide information to support whole of system work programmes. The Commission has also liaised with international jurisdictions, academic experts, and employee-led networks over the past 18 months of development.
13. To enable benchmarking of public service performance with other jurisdictions, where possible we have utilised questions from other jurisdictions (e.g. bullying/harassment, change management). Demographic questions were sourced from StatsNZ to enable comparability with the New Zealand population wherever possible.

Risks

14. Questions can be added/removed from the survey up until 13 February, however given the late stage in planning, there are risks involved in both addition and removal. Adding questions/topics to the survey would increase the amount of time staff take to complete it, and should only be considered if there is a critical area that is not already included.

15. There has been widespread communication of topics to be covered by the Census, as well as expectations about building on the baseline information collected in 2021. Some topics are of particular interest to both public servants and the media. Removal of questions around certain topics (demographic, Māori Crown capability, inappropriate behaviour) may raise risks to participation, engagement and media attention. The Census is a tool to help improve Public Service performance and our ability to be a good employer, and encouraging all views underpins our ability to collect useful robust data.
16. We originally planned to run the survey in March 2024 but delayed a year to give agencies time to focus on the Government's financial sustainability programme. They have communicated to their staff the importance of participating in this year's Public Service Census so there would be risks in changing the timing of the survey again.

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



Next Steps

18. A "soft launch" is scheduled for 14 February. This will include Commission staff, and later chief executives, and allows us to test that all IT systems supporting the survey are functioning without difficulty. The main survey will then run from 3 – 21 March for all staff of departments and departmental agencies.
19. We anticipate initial results would be available to share with you in May, with public reporting following in June/early July. Crown agents and non-public service departments can confirm their participation any time up to one month before their selected survey wave; at this point none have confirmed.

2025 Public Service Census | Te Taunaki What topics are covered?



Te Kawa Mataaho
Public Service Commission

PRINCIPLES & INTEGRITY

Political neutrality
Openness
Merit-based appointment
Free and frank advice
Stewardship
Spirit of Service
Culture of integrity
Safe to speak up

BETTER PUBLIC SERVICES

Responsive to customer feedback
Management of poor performance
Clarity of work objectives
Barriers to completing objectives
Innovation
Evidence to make good decisions
Clarity of agency priorities
Team collaboration
Interagency collaboration
Workload
Perceived team productivity
Engagement
Customer facing roles

CAPABLE WORKFORCE

Skills matched to role
Access to learning and development
Mobility intentions
Reasons for leaving
Use of work from home
Impact of WFH on productivity (manager rating)
Satisfaction with pay and benefits
Languages spoken
Te reo use at work
Qualifications

MĀORI CROWN CAPABILITY

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

DEMOGRAPHICS

Disability/mental health/**neurodiversity**
Caring responsibilities
Gender/transgender/intersex
Ethnicity
Sexual orientation
Religion
Iwi

GOOD EMPLOYER

Leadership support for health & safety
Change management
Work stress
Work/life balance
Bullying/racial and sexual harassment
Discrimination
Support for disability
Inclusion
Satisfaction with career development
Access to employee-led networks
Accommodation for disability
Job satisfaction

Topics in **bold** are new in the 2025 survey.

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Te Taunaki Public Service Census 2025 Questionnaire

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

Part A: Ō mahi | About your role

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

- Q2.** Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

- Q3.** Do you have any people management responsibilities?
- ☐ Yes, managing people is part of my role
☐ No, managing people is not part of my role *[Go to Q5]*
[Stem question for managers, consider don't know, prefer not to answer as no] ☐ Don't know *[Go to Q5]*
☐ Prefer not to answer *[Go to Q5]*

- Q4.** Are you a member of the Public Service Leaders Group?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer
- [MANAGERS ONLY – yes on Q3]*

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

- Q6.** How do you feel about the balance between your working life and your life outside of work?
- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
☐ Don't know
☐ Prefer not to answer

- Q7.** Do you regularly use any flexible working arrangements?
- Please select all that apply to you
- Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.
- Home could include your own home, the home of a family member, or a holiday home.
- ☐ Work from home *[Go to Q7a]*
☐ Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*
☐ No I don't use any flexible work arrangements *[Go to Q8]*
☐ Don't know *[Go to Q8]*
☐ Prefer not to answer *[Go to Q8]*

<p>Q7a. What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday/Sunday</p> <p><input type="checkbox"/> I don't have set days that I work from home</p>
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How satisfied are you with...	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not applicable	Prefer not to answer
Q8. your pay							
Q9. your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

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

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

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

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

Customers can include people outside your organisation such as members of the public, people in the care of your organisation, or Ministers. It can also include people inside your organisation who you provide services to, e.g. other teams.

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

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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q15. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							
Q15b. What made it hard to achieve the objectives? Select all that apply. <i>[For those who were moderately, slightly, or not at all in Q15a.]</i>	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> Not enough resources or people <input type="checkbox"/> Complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Physical work environment (e.g. distractions, not enough meeting rooms) <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____						
Q16. Does the team you manage have the ability to work from home? <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q17]</i> <input type="checkbox"/> Don't know <i>[Go to Q17]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q17]</i>						
Q16a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way? <i>[MANAGERS ONLY, yes to Q3]</i>	<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						
Q17. Please indicate how much you agree or disagree with the following statement:	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree						

I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q18. The work I do gives me a sense of accomplishment							
Q19. I am enthusiastic about my job.							
Q20. I would recommend my organisation as a good place to work.							
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q22. I feel that change is managed well within my organisation.							
Q23. I find it easy to work with colleagues in other agencies to achieve good outcomes.							

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

Q28. Are you involved in preparing advice for a Minister?	<input type="checkbox"/> Yes	<input type="checkbox"/> No <i>[Go to Q29]</i>
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Q28a. Please indicate how much you agree or disagree with the following statement:

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

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

Part D: Te pono me te mahi tika | Integrity and conduct

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

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

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity
- denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity
- denied reasonable accommodation for an impairment/disability
- denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break)

- ☐ Yes
☐ No [\[Go to Q36 \]](#)
☐ Don't know [\[Go to Q36 \]](#)
☐ Prefer not to answer [\[Go to Q36 \]](#)

Q35. I believe I have been treated unfairly because of my:

Select all that apply

- ☐ Gender or sex
☐ Age
☐ Ethnicity, national origin, race or colour
☐ Disability
☐ Religious belief
☐ Sexual orientation
☐ Marital or family status
☐ Political opinion

	<input type="checkbox"/> Employment status <input type="checkbox"/> Ethical belief <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Part E: Te hauora, te haumarutanga, me te toiora | Health, safety, and wellbeing

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

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

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

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

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

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

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

Q40. What type of harassment or bullying did you experience?	Select all that apply
a. Verbal abuse (e.g. offensive language directed toward me, derogatory remarks, shouting)	
b. Deliberate exclusion from work-related activities	

c. Interference with work tasks (e.g. withholding needed information, undermining or sabotage)	
d. Inappropriate and unfair application of work policies or rules (e.g. access to leave, access to learning and development)	
e. Given tasks with unreasonable or impossible targets or deadlines	
f. Interference with my personal property or work equipment	
g. Physical assault, or threats of violence/physical abuse	
h. Hostility/ridicule because of my race, colour, ethnic group, or national origin	
i. Sexual harassment (e.g. unwanted sexual remarks/jokes, unwanted sexually explicit material shared online, pressure for sex)	
j. Other	
k. Prefer not to answer	

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

<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). Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.
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Part F: Te whai wāhitanga | Inclusion

Please rate your level of agreement with the following statements.

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

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

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

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

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

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

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Part G. Te whakapiki pūkenga | Skills and development

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?

☐ I need further training to do the job well
☐ My skills match well with the work I do
☐ I have the skills to cope with more demanding work
☐ Don't know
☐ Prefer not to answer

Q52. 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.

Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
Q55. I am satisfied with my career development opportunities							

Part H: Ngā āheinga o ngāi Māori me te Karauna | Māori Crown capability

Q56. 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 Q58]*
☐ Don't know
☐ Prefer not to answer

Q57. When you are at work, how often do you have conversations in te reo Māori?

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

Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.							
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62. Staff are encouraged to use te reo Māori.							
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							
Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							

Part I. Te āhuareka o te mahi me ngā mahere mō anamata | Job satisfaction and future plans

Q65. Thinking now about all aspects of your job, overall, how do you feel about your work?

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

Q66. Which of the following statements best describes your current situation?

Please select one category only

☐ I have no immediate plans to leave my current position [\[Go to Q67\]](#)
☐ I am actively applying for another role/other roles now [\[Go to Q66a\]](#)
☐ In the next 12 months I expect to apply for a different role [\[Go to Q66a\]](#)
☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [\[Go to Q66a\]](#)
☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q67\]](#)
☐ I would like to change jobs but do not believe I can [\[Go to Q66a\]](#)
☐ Don't know [\[Go to Q67\]](#)
☐ Prefer not to answer [\[Go to Q67\]](#)

Q66a. Why are you considering leaving your role?
Select all that apply

☐ Job impacted by change process/restructuring
☐ Fixed term job ending
☐ Unable to balance caring responsibilities
☐ Lack of career progression opportunities
☐ Lack of professional development / training opportunities
☐ Lack of job security
☐ Unsatisfied with pay/remuneration
☐ Unsatisfied with flexible work arrangements
☐ Work location
☐ More interesting work
☐ Workload too high
☐ Work not aligned with my job skills, experience or training
☐ Quality of workplace relationships/ social environment at work
☐ Quality of leadership/management
☐ Bullying or other negative workplace behaviour

-
- ☐ Organisation is not accommodating of my disability
☐ Other, please specify: _____
-

Part J: Mōu ake | About you

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

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

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

Q67. How old are you?

- ☐ Under 20 years
☐ 20 to 24 years
☐ 25 to 29 years
☐ 30 to 34 years
☐ 35 to 39 years
☐ 40 to 44 years
☐ 45 to 49 years
☐ 50 to 54 years
☐ 55 to 59 years
☐ 60 to 64 years
☐ 65 to 69 years
☐ 70 years or over
☐ Prefer not to answer

Q68. What is your gender?

- Please select all that apply.
☐ Female
☐ Male
☐ Another Gender, please state: _____
☐ Don't know
☐ Prefer not to answer

Q69. What ethnic group(s) do you belong to?

- Select all that apply to you.
☐ New Zealand European
☐ Māori
☐ Samoan
☐ Cook Islands Maori
☐ Tongan
☐ Niuean
☐ Chinese
☐ Indian
☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____
☐ Prefer not to answer

Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

- ☐ Yes
☐ No [\[Go to Q71\]](#)
☐ Don't know [\[Go to Q71\]](#)
☐ Prefer not to answer [\[Go to Q71\]](#)

Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".

Iwi: AUTO-SUGGEST____
 Region: OPEN TEXT_____
☐ Don't know
☐ Prefer not to answer

And do you identify with any other iwi? If not, leave the box below blank.

[Use iwi list based on StatsNZ aria tool]

And which region / rohe do your [insert] iwi come from?

Region: OPEN TEXT_____
☐ Don't know
☐ Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q71.

- 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?

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

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

☐ Yes
☐ No *[Go to Q73]*
☐ Don't know *[Go to Q73]*
☐ Prefer not to answer *[Go to Q73]*

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q72a. Being neurodivergent, how much difficulty do you experience with work activities?

☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

☐ Yes
☐ No *[Go to Q74]*
☐ Don't know *[Go to Q74]*
☐ Prefer not to answer *[Go to Q 74]*

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

Q73a. Having a mental health condition, how much difficulty do you experience with work activities?	<input type="checkbox"/> No difficulty <input type="checkbox"/> Some difficulty <input type="checkbox"/> A lot of difficulty <input type="checkbox"/> Cannot complete certain activities at all <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q74. Do you identify as a disabled person?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q74a. Do you identify as tangata whaikaha Māori?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.</p> <p>If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.</p>	
Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q78]</i> <input type="checkbox"/> Don't know <i>[Go to Q 78]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q78]</i>
<p><i>[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a]</i></p>	
Q76. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments.	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q78. 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 <hr/> <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q79. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

<p>Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?</p> <p>Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>Q81. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?</p> <p><i>[only show if yes to transgender, OR intersex, OR multiple or another gender selected]</i></p>	<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
<p>Q82. Do you have parenting and/or caring responsibilities?</p> <p>This could include caring for children, relatives, friends, etc.</p>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
<p>Q83. What is your religion?</p> <p>Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.</p>	<p>AUTO-SUGGEST__ <i>[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]</i></p>
<p>Q84. In which language(s) could you have a conversation about a lot of everyday things?</p>	<p>Please select all that apply.</p> <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
<p>Q85. What is your highest qualification?</p>	<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

Part K Ō tākupu | Your comments

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

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

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

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

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

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

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

From: [Misty Mossman](#)
To: [Aidan Smith](#)
Cc: [Sarah Borrell](#); [MAES](#)
Subject: RE: New Entry
Date: Monday, 3 February 2025 2:03:52 pm
Attachments: [image003.jpg](#)
[image004.png](#)
[image005.png](#)

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

Good afternoon

The report says in para 2 and 11 “the full questionnaire has been provided to your office.” Could you please send it through?

Also:

- do the non-public service departments referred to in para 10 include NZ Police and NZDF?
- What does “mobility intentions” mean?

Thanks

Misty



Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service |
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) privacy
Email: 9(2)(a) privacy Website: www.Beehive.govt.nz
Private bag 18041, Parliament Buildings, Wellington 6160, New Zealand

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

Sent: Monday, 3 February 2025 1:36 PM

To: Misty Mossman 9(2)(a) privacy

Cc: Sarah Borrell 9(2)(a) privacy; Aidan Smith 9(2)(a) privacy

Subject: New Entry

Kia Ora Misty

The below links have been added into the spreadsheet:

 [2025-0053 - REPORT - Public Service Census 2025.pdf](#)
 [2025-0053 - REPORT - Public Service Census 2025.docx](#)

Etiana Roebeck

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

Ratonga Whakamana | **Enabling Services**

waea pūkoro: 9(2)(a) privacy | imāra: 9(2)(a) privacy

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: Aidan Smith 9(2)(a) privacy
Sent: Monday, 3 February 2025 2:12 PM
To: Misty Mossman 9(2)(a) privacy
Cc: Sarah Borrell 9(2)(a) privacy >; MAES 9(2)(a) privacy >; Josh Masson 9(2)(a) privacy
Subject: RE: New Entry

Kia ora Misty, comments below in red. Cheers, Aidan

From: Misty Mossman 9(2)(a) privacy
Sent: Monday, 3 February 2025 2:03 pm
To: Aidan Smith 9(2)(a) privacy
Cc: Sarah Borrell 9(2)(a) privacy >; MAES 9(2)(a) privacy
Subject: RE: New Entry

Good afternoon

The report says in para 2 and 11 “the full questionnaire has been provided to your office.” Could you please send it through? **I think it was just sent through by Mins, but attached again in case their message got delayed.**

Also:

- do the non-public service departments referred to in para 10 include NZ Police and NZDF? **Yes, NZDF, Police, and also Parliamentary Council Office, Office of the Clerk, and Parliamentary Service. Heads of HR have been contacted in all those organisations to let them know they have the opportunity to participate in May, July, or October 2025, if they wish to (and fund it).**

- What does “mobility intentions” mean?

This is a question on someone’s intention to leave their current role, in the questionnaire it’s question 66 and 66a (reasons for leaving) on page 10.

Let me know if you need further context on anything.

Thanks

Misty



Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura

Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service

Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) privacy

Email: 9(2)(a) privacy Website: www.Beehive.govt.nz

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

From: Enquiries 9(2)(a) privacy >
Sent: Monday, 3 February 2025 1:36 PM

9(2)(a) privacy

From: Aidan Smith 9(2)(a) privacy
Sent: Tuesday, 4 February 2025 8:58 am
To: Misty Mossman
Cc: Josh Masson
Subject: RE: New Entry

Hi Misty,

I'm on it, will have that back to you this morning.

Cheers,
Aidan

From: Misty Mossman 9(2)(a) privacy >
Sent: Tuesday, 4 February 2025 8:55 am
To: Aidan Smith 9(2)(a) privacy
Cc: Sarah Borrell 9(2)(a) privacy >; MAES 9(2)(a) privacy >; Josh Masson 9(2)(a) privacy
Subject: RE: New Entry

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

Good morning

Could you please indicate in the questionnaire, which questions are new this year (ie weren't asked in 2021)?

Thanks

Misty



Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura

Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service
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Mobile: 9(2)(a) privacy

Email: 9(2)(a) privacy

Website: www.Beehive.govt.nz

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

9(2)(a) privacy

From: Aidan Smith 9(2)(a) privacy
Sent: Tuesday, 4 February 2025 9:07 am
To: Misty Mossman
Cc: Sarah Borrell; MAES; Josh Masson
Subject: RE: New Entry
Attachments: Public Service Census questionnaire changes from 2021.docx

Kia ora Misty,

I've highlighted in yellow all the questions that are new for 2025.

Note some questions that were in the 2021 survey have been removed (to make space for all these new topics), and some information is being sourced from agencies directly (occupational group, management tier, salary). Participants are informed of this data matching and consent to it. Let me know if you want more background info on the questions that were removed, or on the data matching.

Ngā mihi,

Aidan

From: Misty Mossman 9(2)(a) privacy
Sent: Tuesday, 4 February 2025 8:55 am
To: Aidan Smith 9(2)(a) privacy
Cc: Sarah Borrell 9(2)(a) privacy; MAES 9(2)(a) privacy; Josh Masson 9(2)(a) privacy
Subject: RE: New Entry

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

Good morning

Could you please indicate in the questionnaire, which questions are new this year (ie weren't asked in 2021)?

Thanks

Misty

Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

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Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Te Taunaki Public Service Census 2025 Questionnaire

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

Part A: Ō mahi | About your role

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

- Q2.** Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

- Q3.** Do you have any people management responsibilities?
- ☐ Yes, managing people is part of my role
☐ No, managing people is not part of my role *[Go to Q5]*
[Stem question for managers, consider don't know, prefer not to answer as no]
☐ Don't know *[Go to Q5]*
☐ Prefer not to answer *[Go to Q5]*

- Q4.** Are you a member of the Public Service Leaders Group?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer
- [MANAGERS ONLY – yes on Q3]*

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

- Q6.** How do you feel about the balance between your working life and your life outside of work?
- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
☐ Don't know
☐ Prefer not to answer

- Q7.** Do you regularly use any flexible working arrangements?
- Please select all that apply to you
- Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.
- Home could include your own home, the home of a family member, or a holiday home.
- ☐ Work from home *[Go to Q7a]*
☐ Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*
☐ No I don't use any flexible work arrangements *[Go to Q8]*
☐ Don't know *[Go to Q8]*
☐ Prefer not to answer *[Go to Q8]*

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

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

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

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

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

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

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

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

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

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

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

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

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

Part C: Ngā mātapono ratonga tūmatanui | Public Service principles

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

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

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

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

Yes				No <i>[Go to Q29]</i>		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don' t know	Prefer not to answer

Part D: Te pono me te mahi tika | Integrity and conduct

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

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

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity
- denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity
- denied reasonable accommodation for an impairment/disability
- denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break)

- ☐ Yes
☐ No [\[Go to Q36 \]](#)
☐ Don't know [\[Go to Q36 \]](#)
☐ Prefer not to answer [\[Go to Q36 \]](#)

Q35. I believe I have been treated unfairly because of my:

Select all that apply

- ☐ Gender or sex
☐ Age
☐ Ethnicity, national origin, race or colour
☐ Disability
☐ Religious belief
☐ Sexual orientation
☐ Marital or family status
☐ Political opinion
☐ Employment status
☐ Ethical belief
☐ Don't know
☐ Prefer not to answer

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

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

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

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

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

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

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

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

Q39. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?

Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.

Yes
No
[Go to Q45]

Q40. What type of harassment or bullying did you experience?

Select all that apply

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

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour [skip to Q45] <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Part F: Te whai wāhitanga | Inclusion

Please rate your level of agreement with the following statements.

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

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

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

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

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

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

Part G. Te whakapiki pūkenga | Skills and development

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?

☐ I need further training to do the job well
☐ My skills match well with the work I do
☐ I have the skills to cope with more demanding work
☐ Don't know
☐ Prefer not to answer

Q52. 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.

Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
Q55. I am satisfied with my career development opportunities							

Part H: Ngā āheinga o ngāi Māori me te Karauna | Māori Crown capability

Q56. 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 Q58]*
☐ Don't know
☐ Prefer not to answer

Q57. When you are at work, how often do you have conversations in te reo Māori?

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

Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							

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

Part I. Te āhuareka o te mahi me ngā mahere mō anamata | Job satisfaction and future plans

Q65. Thinking now about all aspects of your job, overall, how do you feel about your work?

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

Q66. Which of the following statements best describes your current situation?

☐ I have no immediate plans to leave my current position [\[Go to Q67\]](#)
☐ I am actively applying for another role/other roles now [\[Go to Q66a\]](#)
☐ In the next 12 months I expect to apply for a different role [\[Go to Q66a\]](#)
☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [\[Go to Q66a\]](#)

Please select one category only

☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q67\]](#)
☐ I would like to change jobs but do not believe I can [\[Go to Q66a\]](#)
☐ Don't know [\[Go to Q67\]](#)
☐ Prefer not to answer [\[Go to Q67\]](#)

Q66a. Why are you considering leaving your role?
Select all that apply

☐ Job impacted by change process/restructuring
☐ Fixed term job ending
☐ Unable to balance caring responsibilities
☐ Lack of career progression opportunities
☐ Lack of professional development / training opportunities
☐ Lack of job security
☐ Unsatisfied with pay/remuneration
☐ Unsatisfied with flexible work arrangements
☐ Work location
☐ More interesting work
☐ Workload too high
☐ Work not aligned with my job skills, experience or training
☐ Quality of workplace relationships/ social environment at work
☐ Quality of leadership/management
☐ Bullying or other negative workplace behaviour
☐ Organisation is not accommodating of my disability
☐ Other, please specify: _____

Part J: Mōu ake | About you

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

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

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

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

And do you identify with any other iwi? If not, leave the box below blank.

[Use iwi list based on StatsNZ aria tool]

And which region / rohe do your [insert] iwi come from? Region: OPEN TEXT _____
[] Don't know
[] Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q71.

- 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?

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

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

- [] Yes
[] No *[Go to Q73]*
[] Don't know *[Go to Q73]*
[] Prefer not to answer *[Go to Q73]*

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q72a. Being neurodivergent, how much difficulty do you experience with work activities?

- [] No difficulty
[] Some difficulty
[] A lot of difficulty
[] Cannot complete certain activities at all
[] Don't know
[] Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

- [] Yes
[] No *[Go to Q74]*
[] Don't know *[Go to Q74]*
[] Prefer not to answer *[Go to Q74]*

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

Q73a. Having a mental health condition, how much difficulty do you experience with work activities?

- [] No difficulty
[] Some difficulty
[] A lot of difficulty
[] Cannot complete certain activities at all
[] Don't know
[] Prefer not to answer

Q74. Do you identify as a disabled person?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q74a. Do you identify as tangata whaikaha Māori?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<p>The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.</p> <p>If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.</p>	
Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?	<input type="checkbox"/> Yes <input type="checkbox"/> No [Go to Q78] <input type="checkbox"/> Don't know [Go to Q 78] <input type="checkbox"/> Prefer not to answer [Go to Q78]
<p><i>[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a]</i></p>	
Q76. Have you talked to your employer about your workplace supports or accommodation needs?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities. If you would like to comment about this, there is space at the end of the survey for comments.	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q78. 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
Q79. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

Part K Ō tākupu | Your comments

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

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

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

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

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

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

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

9(2)(a) privacy

From: Misty Mossman 9(2)(a) privacy >
Sent: Tuesday, 4 February 2025 3:34 pm
To: Aidan Smith
Cc: Sarah Borrell; MAES; Josh Masson
Subject: RE: New Entry

Hi Aidan

Thanks for this. Could we also please see the questions from 2021 that have been removed?

Thanks

Misty



Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura

Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) privacy

Email: 9(2)(a) privacy

Website: www.Beehive.govt.nz

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

From: Aidan Smith 9(2)(a) privacy
Sent: Tuesday, 4 February 2025 9:07 AM
To: Misty Mossman 9(2)(a) privacy
Cc: Sarah Borrell 9(2)(a) privacy >; MAES 9(2)(a) privacy >; Josh Masson 9(2)(a) privacy
Subject: RE: New Entry

Kia ora Misty,

I've highlighted in yellow all the questions that are new for 2025.

Note some questions that were in the 2021 survey have been removed (to make space for all these new topics), and some information is being sourced from agencies directly (occupational group, management tier, salary). Participants are informed of this data matching and consent to it. Let me know if you want more background info on the questions that were removed, or on the data matching.

Ngā mihi,

Aidan

From: Misty Mossman 9(2)(a) privacy
Sent: Tuesday, 4 February 2025 8:55 am

Te taunaki e anga whakamua ai te Ratonga Tūmatanui

Public Service Census 2021

Tēnā koe

As an employee of a Public Service agency, you are invited to take part in New Zealand's first Public Service Census, Te Taunaki. Research New Zealand has been contracted to run the survey on behalf of Te Kawa Mataaho Public Service Commission.

Why are all the employees of the Public Service being surveyed?

It's important that the Public Service represents the people we serve, and that we have the tools and resources to do our jobs well.

Information from Te Taunaki will be used to drive policy improvements in areas such as flexible working, opportunities to shift between agencies, pay equity for people in similar roles, fair hiring practices, as well as training and career development. Getting a better understanding of the diversity of public servants will help build a unified Public Service that represents the people we serve, and where public servants feel supported to be themselves at work.

What kind of questions are in the survey?

Survey topics include demographic questions about you and your role, flexible working, work-life balance, career development, cultural capability, what attracted you to join the Public Service, and how you feel about it now.

Do I have to participate?

The survey is voluntary, but we need as many people as possible to participate so we have an accurate picture of the Public Service. Each question in the survey is optional, so you can indicate if you'd 'prefer not to answer'.

How long will the survey take?

It will take most people between 15-20 minutes. The survey will be open until early June.

What will happen to the information I provide?

Census responses will be kept anonymous and you will not be individually identified in any reporting from the survey. Your information will only be used for statistical and research purposes. Agencies will have access to aggregated reporting that has been confidentialised to inform policies and practices

By answering questions in the survey, you are agreeing that the information you provide can be used for the purposes described above. If you have any questions, please contact the Te Taunaki team at census@publicservice.govt.nz

Tēnā rawa atu koe. Thank you for your help! Ngā mihi nui

Mihi

E ngā mana, e ngā reo, e ngā maunga me ngā awa whakahī, tēnā koutou katoa. Tēnā anō hoki tātou i runga i ngā tini mate kua wehe ake ki te pō. Ahakoa ngā koutou i tangi ake, ngā tātou katoa. Pēnā anō hoki ki ngā mate ngā mātou i poroporoaki, ngā tātou katoa. Otirā, ko te kōrero mō tātou ināianei, waiho ake rātou te hunga mate ki a rātou ōkiōki ai, ka hoki mai ki a tātou te hunga ora.

E hika mā, tēnā koutou, tēnā tātou katoa.

To the prestige holders, to the dialects spoken, to the numerous revered mountains and rivers, we acknowledge you wherever you are. We also acknowledge all of us and in particular the dearly departed, comforted in the thought that although you farewelled them in person, you also represented us. Similarly, and although we bid farewell to our bereaved in your absence, we also represented you. It is therefore scripted that we leave the bereaved to remain in their world, in the same way that it is now appropriate to return to ours, the world of the living.

We therefore acknowledge you where you are, as we do to all of us.

Te taunaki e anga whakamua ai te Ratonga Tūmatanui means ‘the evidence that moves the Public Service forward’. Information gathered in Te Taunaki | Public Service Census will help us build the inclusive, diverse, and responsive Public Service all New Zealanders deserve.

Te Taunaki survey instructions

1. Please do not give identifying personal information about yourself or anyone else when answering the questions, for example, by including a name in your response.
2. This survey is intended for Public Service staff only. If you are a contractor, either self-employed or working for a private business, you should not complete this survey.
3. We don't think any of the questions in this survey are of a distressing nature, but if any specific concerns arise for you, please contact the services offered by your agency's employee assistance programme.

If you have any questions about how to complete the survey please contact Research New Zealand at census@researchnz.com.

Thank you very much!

Te taunaki e anga whakamua ai te Ratonga Tūmatanui

Public Service Census 2021

Te Taunaki | Public Service Census is limited to employees of Public Service departments and departmental agencies.

Are you employed directly by a Public Service department or departmental agency?

☐

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.

If answer 'yes' to this Q Continue into Te Taunaki

1 What Public Service department or departmental agencies do you currently work for (if on a secondment, please include both 'home' and 'secondment' agencies)?

1a Which agency will you be considering in your answers?

Where questions in Te Taunaki relate to an agency, we ask that you provide responses about one agency only. Preferably this will be the agency you currently work for and/or work most hours for, but we understand you may feel more knowledgeable about your recent experience with a different agency.

Part A: Mōu ake | About you

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

2

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

3a

Were you born in NZ?

- ☐ Yes → Go to Q4
- ☐ No → Continue to Q3b
- ☐ Don't know → Go to Q4
- ☐ Prefer not to answer → Go to Q4

3b

How long ago did you first arrive to live in NZ?

- ☐ 20 years or more
- ☐ 15 years to less than 20 years
- ☐ 10 years to less than 15 years
- ☐ 5 years to less than 10 years
- ☐ 3 years to less than 5 years
- ☐ 1 year to less than 3 years
- ☐ Less than 1 year
- ☐ Don't know
- ☐ Prefer not to answer

4

What ethnic group(s) do you belong to?

Please 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

5

Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc.)?

- ☐ Yes → Go to Q6
- ☐ No → Go to Q7
- ☐ Don't know → Go to Q7
- ☐ Prefer not to answer → Go to Q7

6

Please give the name(s) and region(s) of your iwi (tribe or tribes):

If you do not identify with any iwi, please write 'none' or 'no iwi'.

- ☐ Don't know
- ☐ Prefer not to answer

7

In which language(s) could you have a conversation about a lot of everyday things?

Please select all that apply to you.

- ☐ English
- ☐ Te reo Māori
- ☐ New Zealand Sign Language
- ☐ Samoan
- ☐ Other language(s) – please specify (e.g. Gujarati, Cantonese, Greek). Please specify:
-
-
- ☐ Don't know
- ☐ Prefer not to answer

8**How well are you able to speak te reo Māori in day-to-day conversation?**

- ☐ Very well – I can talk about almost anything in te reo Māori
- ☐ Well – I can talk about many things in te reo Māori
- ☐ Fairly well – I can talk about some things in te reo Māori
- ☐ Not very well – I can only talk about simple/basic things in te reo Māori
- ☐ No more than a few words or phrases (including none-at all)
- ☐ Don't know
- ☐ Prefer not to answer

9**What is your highest qualification?**

- ☐ No Qualifications
- ☐ High School/Secondary School Qualification
- ☐ Level 1 to 4 Certificate
- ☐ Level 5 or 6 Diploma
- ☐ Bachelor's Degree or Level 7 Qualification
- ☐ Bachelor Honours Degree or Postgraduate Certificate/Diploma
- ☐ Master's Degree
- ☐ PhD/Doctoral Degree
- ☐ Other – Please specify:

- ☐ Don't know
- ☐ Prefer not to answer

10**What is your religion?**

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.

-
- ☐ None/No religion
- ☐ Prefer not to answer

11a**What is your gender?**

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. 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 this question, you can select the 'prefer not to answer' option.

Please select all that apply to you.

- ☐ Male
- ☐ Female
- ☐ Another Gender, please specify:
-
- ☐ Don't know
- ☐ Prefer not to answer

11b

Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?

- ☐ No-one does
- ☐ Few people do
- ☐ Some people do, some people don't
- ☐ Most people do
- ☐ Everyone does
- ☐ Don't know
- ☐ Prefer not to answer

11c

Are you transgender?

Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, gender, queer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.

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

11d

Do you have an intersex variation?

Intersex is used as an umbrella term to denote a number of different variations in a person's bodily characteristics that do not match strict medical definitions of male or female.

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

12

Which of the following do you identify as?

☐ Heterosexual or straight

☐ Gay

☐ Lesbian

☐ Bisexual

☐ Other – Please specify:

☐ Don't know

☐ Prefer not to answer

13

The questions below are about difficulties you may have doing certain activities because of a health condition, disability or impairment.

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.

	No difficulty	Some difficulty	A lot of difficulty	Cannot do at all	Prefer not to answer
a. Do you have difficulty seeing, even if wearing glasses?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Do you have difficulty hearing, even if using a hearing aid?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Do you have difficulty walking or climbing steps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Do you have difficulty remembering or concentrating?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Do you have difficulty with self-care, such as washing all over or dressing?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14 Do you experience any mental health conditions that have lasted for six months or more ?

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

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

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.

15 Do you have parenting and/or caring responsibilities? This could include caring for children (yours or others'), older relatives, friends, etc.

- ☐ Yes
- ☐ No → Go to Q18
- ☐ Prefer not to answer → Go to Q18

16 For whom do you have parenting or caring responsibilities?

Please select all that apply to you.

- ☐ Tamariki/children under the age of 5 years, including mokopuna/grandchildren
- ☐ Tamariki/children aged 5 to 13 years, including mokopuna/grandchildren
- ☐ Tamariki/children/young people aged 14 years or over
- ☐ Older whānau/family or friends
- ☐ Whānau/family or friends with a disability or long-term illness
- ☐ Other – Please specify:
-
- ☐ Prefer not to answer

17 How difficult or easy is it for you to balance your parenting and/or caring responsibilities with your work responsibilities?

- ☐ Very difficult
- ☐ Difficult
- ☐ Neutral
- ☐ Easy
- ☐ Very easy
- ☐ Don't know
- ☐ Prefer not to answer

18 In your role, do you currently use any of the following flexible working arrangements?

Please select all that apply to you.

- ☐ Flexible start and finish times or flexible break times → Go to Q19
- ☐ Job-sharing → Go to Q19
- ☐ Working reduced hours → Go to Q19
- ☐ Working from home → Go to Q19
- ☐ Working from a different site, other than from home → Go to Q19
- ☐ Flexi-leave (e.g. study leave, trading salary for additional leave) → Go to Q19
- ☐ Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days) → Go to Q19
- ☐ Other – Please specify: → Go to Q19
- ☐ No, I don't use any of these flexible working arrangements → Go to Q20
- ☐ Don't know → Go to Q20
- ☐ Prefer not to answer → Go to Q20

19**Would you like to have access to additional flexible working arrangements?**

- ☐ Yes → Go to Q21
- ☐ No → Go to Q22
- ☐ Don't know → Go to Q22
- ☐ Prefer not to answer → Go to Q22

20**Would you like to have access to flexible working arrangements?**

- ☐ Yes → Go to Q21
- ☐ No → Go to Q23
- ☐ Don't know → Go to Q23
- ☐ Prefer not to answer → Go to Q23

21**Which of the following flexible working arrangements would you like to access, or access more of, if you use them already?**

Please select all that apply to you.

- ☐ Flexible start and finish times or flexible break times
- ☐ Job-sharing
- ☐ Working reduced hours
- ☐ Working from home
- ☐ Working from a different site, other than from home
- ☐ Flexi-leave (e.g. study leave, trading salary for additional leave)
- ☐ Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days)
- ☐ Other – Please specify:
- ☐ Don't know
- ☐ Prefer not to answer

22**What are your reasons for currently using or wanting to use flexible working arrangements?**

Please select all that apply to you.

- ☐ It's required in my job (e.g. due to COVID, other events)
- ☐ To help manage my parenting or caring responsibilities for children (including grandchildren)
- ☐ To help manage my other caring responsibilities
- ☐ To help manage my voluntary work for a community, cultural or religious group, (e.g. for whānau, marae, Pasifika community, church)
- ☐ To allow more time for study, training, further education or learning
- ☐ To allow more time for another regular paid job or self-employment (e.g. secondary job/employment)
- ☐ To allow more time for other activities
- ☐ To reduce the time, cost or other impacts of commuting
- ☐ To help me manage a disability or health issue
- ☐ Other – Please specify:
- ☐ Don't know
- ☐ Prefer not to answer

23**In the last 12 months have you taken parental leave or partner's parental leave while working in the Public Service?**

- ☐ Yes
- ☐ No → Go to Q25
- ☐ Don't know → Go to Q25
- ☐ Prefer not to answer → Go to Q25

24**How many weeks of parental leave did you take?**

- ☐ Less than 2 weeks
- ☐ 2 weeks to less than 6 weeks
- ☐ 6 weeks to less than 12 weeks
- ☐ 12 weeks to less than 26 weeks
- ☐ 26 weeks to less than 52 weeks
- ☐ 52 weeks or more
- ☐ Don't know
- ☐ Prefer not to answer

25**Thinking now about the days and times you spend working in your role, 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: Ō mahi | Your work

We want to understand how things such as job type, employment conditions and career progression might be different for people of different genders, ethnicities, age groups, disabilities 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.

For the following questions, please answer in relation to the agency you indicated at the start of the survey.

26

How long, have you been employed in your current role? 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

27

How long, in total, have you been employed by the agency you currently work for?

If applicable, please include:

- Any time spent working for this agency where you may have been employed in a different role
- Any previous periods of employment with this agency or any of its legacy agencies.

- ☐ 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

ID: [IDNO]

How long, in total, have you been employed by any New Zealand Public Service departments or departmental agencies, including any legacy agency (e.g. the Department of Labour is a legacy agency of MBIE)?

Please count the total time you have spent working for these agencies, including time on parental leave. Don't count time away from the Public sector when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ 5 years to less than 10 years
- ☐ 10 years to less than 15 years
- ☐ 15 years to less than 20 years
- ☐ 20 years to less than 30 years
- ☐ 30 years or more
- ☐ Don't know
- ☐ Prefer not to answer

29

And if you also include any time you have spent working in other central or local government agencies – for example Crown entities, Crown owned companies, schools or tertiary education institutions – how long have you been employed in the New Zealand Public sector, overall?

Please count the total time you have spent working for these agencies, including time on parental leave. Don't count time away from the Public sector when you were working elsewhere or were not employed.

- ☐ Less than 6 months
- ☐ 6 months to less than 12 months
- ☐ 1 year to less than 2 years
- ☐ 2 years to less than 3 years
- ☐ 3 years to less than 5 years
- ☐ 5 years to less than 10 years
- ☐ 10 years to less than 15 years
- ☐ 15 years to less than 20 years
- ☐ 20 years to less than 30 years
- ☐ 30 years or more
- ☐ Don't know
- ☐ Prefer not to answer

30

How many Public sector agencies have you worked for during this time? The Public sector includes Public Service departments, Crown agents, crown entities, other central and local government agencies, Crown owned companies, schools and tertiary education institutes.

Please count each agency that you have worked for only once, even if you had previous periods of employment with an agency or any of its legacy agencies.

- ☐
- ☐ Don't know
- ☐ Prefer not to answer

31

Did you enter the New Zealand Public Service through a formal Early in Career programme (such as a cadetship, an internship, or a graduate programme)?

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

32

What region do you mainly work in (i.e. where are you physically based)?

- ☐ Auckland region
- ☐ Bay of Plenty region
- ☐ Canterbury region
- ☐ Gisborne region
- ☐ Hawke's Bay region
- ☐ Manawatu-Wanganui region
- ☐ Marlborough region
- ☐ Nelson region
- ☐ Northland region
- ☐ Otago region
- ☐ Southland region
- ☐ Taranaki region
- ☐ Tasman region
- ☐ Waikato region
- ☐ Wellington region
- ☐ West Coast region
- ☐ New Zealand Areas Outside of Regional Boundaries (e.g. Chatham Islands, Kermadecs)
- ☐ Overseas
- ☐ Time split equally across multiple regions
- ☐ Don't know
- ☐ Prefer not to answer

33**Which of the following occupational categories best describes your current role?**

- ☐ Leaders and managers (all those with people or thought leadership roles)
- ☐ Inspectors and Regulatory Officers (e.g. customs and immigration officers, tax inspectors)
- ☐ Social, Health and Education Workers (e.g. nurses, social workers, psychologists)
- ☐ Contact or Call Centre Workers
- ☐ Clerical and Administrative Workers (e.g. receptionists, general clerical workers, programme administrators)
- ☐ Policy Analysts
- ☐ Information Professionals
- ☐ ICT Professionals and Technicians
- ☐ Legal, HR and Finance Professionals
- ☐ Other Occupations
- ☐ Don't know
- ☐ Prefer not to answer

34**And what is your occupation / job title (e.g. policy analyst, corrections officer, contact centre team leader)?**

- ☐
- ☐ Don't know
- ☐ Prefer not to answer

If your role is NOT as a leader or a manager (i.e. you don't have a people or thought leadership role) please → Go to Q38

35**What management responsibilities do you have?**

- ☐ I do not have any staff who report directly to me
- ☐ I have direct reports (at least one) - none of whom have their own direct reports
- ☐ I have direct reports - some or all of whom have their own direct reports
- ☐ Don't know
- ☐ Prefer not to answer

36**Are you a member of the Public Service Leaders Group?**

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

37**In your role are you...**

- ☐ A tier 1 leader (e.g. a Director General, Chief Executive)
- ☐ A tier 2 leader
- ☐ A tier 3 leader
- ☐ A tier 4 leader
- ☐ A tier 5 leader or another type of manager or team leader
- ☐ In a non-managerial position
- ☐ Don't know
- ☐ Prefer not to answer

38

In your role, 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? Please don't include time with internal customers and clients.

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

39

In your role, what are your weekly paid hours of work as stated in your employment agreement?

- ☐ hours minutes
- ☐ I don't have 'set' or 'contracted' hours
- ☐ Don't know
- ☐ Prefer not to answer

40

In your role, how many hours do you usually work per week, on average?

- ☐ hours minutes
- ☐ Same as above/contracted hours
- ☐ Don't know
- ☐ Prefer not to answer

41

In your role, which of the following best describes your employment?

- ☐ A permanent employee
- ☐ A temporary employee - casual (no guarantee of regular work)
- ☐ A temporary employee - fixed term
- ☐ A temporary employee - other (e.g. a seasonal job)
- ☐ Other – Please specify:
- ☐ Don't know
- ☐ Prefer not to answer

42

In your role, are you on an individual employment agreement or a collective employment agreement? An employment agreement lists the terms and conditions of employment

- ☐ Individual agreement
- ☐ Collective agreement
- ☐ Don't know
- ☐ Prefer not to answer

43

Are you a member of a union? A union is a membership organisation that promotes its members collective employment interests.

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

In your role, which of the following ranges does your gross full-time equivalent annual salary fall into? 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.

- | | |
|---|---|
| <input type="radio"/> Less than \$40,000 | <input type="radio"/> \$90,000 - \$94,999 |
| <input type="radio"/> \$40,000 - \$44,999 | <input type="radio"/> \$95,000 - \$99,999 |
| <input type="radio"/> \$45,000 - \$49,999 | <input type="radio"/> \$100,000 - \$109,999 |
| <input type="radio"/> \$50,000 - \$54,999 | <input type="radio"/> \$110,000 - \$119,999 |
| <input type="radio"/> \$55,000 - \$59,999 | <input type="radio"/> \$120,000 - \$129,999 |
| <input type="radio"/> \$60,000 - \$64,999 | <input type="radio"/> \$130,000 - \$139,999 |
| <input type="radio"/> \$65,000 - \$69,999 | <input type="radio"/> \$140,999 - \$149,999 |
| <input type="radio"/> \$70,000 - \$74,999 | <input type="radio"/> \$150,000 - \$199,999 |
| <input type="radio"/> \$75,000 - \$79,999 | <input type="radio"/> \$200,000 or more |
| <input type="radio"/> \$80,000 - \$84,999 | <input type="radio"/> Don't know |
| <input type="radio"/> \$85,000 - \$89,999 | <input type="radio"/> Prefer not to answer |

Part D: Te whai wāhitanga | Inclusion

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.

45

Please rate your level of agreement with the following statements about diversity and inclusion.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. The agency I work for supports and actively promotes an inclusive workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have access to employee led networks relevant to me	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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.							
c. The people in my workgroup behave in an accepting manner towards people from diverse backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I feel accepted as a valued member of the team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I am valued for the range of cultural expertise I bring to the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I feel comfortable working with people from backgrounds other than my own	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
For people you 'work with', you may wish to consider customers, clients, colleagues, or any other work relationship							
g. I feel comfortable being myself at work / with my colleagues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

46 What could your agency/department do to make you feel more comfortable about being yourself at work?

☐

☐

Nothing

☐

Don't know

☐

Prefer not to answer

Part E: Te whakapiki pūkenga | Skills and development

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.

47 Thinking about your role, which of the following best describes how you feel about your skills? 'Skills' include your qualifications, experience and personal strengths.

☐

I need further training to do the job well

☐

My skills match well with the work I do

☐

I have the skills to cope with more demanding work

☐

Don't know

☐

Prefer not to answer

48 In the last 12 months, have you done any training related to your job such as courses, study, or on-the-job training? On-the-job training is training at work, undertaken while also doing the actual job, to gain skills needed for that job. Don't count health and safety training.

☐

Yes

☐

No

☐

Don't know

☐

Prefer not to answer

Please rate your level of agreement with the following statements about working in the Public Service.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I received learning and development to support my transition into my current role	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have access to the learning and development I need to do my job well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. All things considered, I am satisfied with my career development opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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.

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

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. The te reo Māori goals of the agency are clear	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I hear leaders regularly using te reo Māori words and phrases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Staff are encouraged to use te reo Māori	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

51

Please rate your level of agreement with the following statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I value my knowledge of te reo Māori and/or wish to grow it	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

52

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)
- ☐ Some te reo Māori
- ☐ No te reo Māori
- ☐ Don't know
- ☐ Prefer not to answer

Please rate your level of agreement with the following statements:

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please select 'Don't know / Not applicable' if you feel this doesn't apply to your role.							
c. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I understand how my work contributes to delivering better outcomes for Māori	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in pōwhiri, karakia or hui)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How often is tikanga Māori used/visible in your work environment?

- ☐ Never
☐ Hardly ever
☐ Sometimes
☐ Often
☐ Always
☐ Don't know
☐ Prefer not to answer

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

We want to know what makes public service work attractive, and how we are doing working together as a team across the Public Service. Data from this section will help us attract the best people to work with us, and help us know what it takes to keep employees.

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.

55

What initially attracted you to work in the New Zealand Public Service?

Please select all that apply to you.

☐

Career progression opportunities

☐

Professional development / training opportunities

☐

Job security

☐

Good remuneration

☐

Flexible work arrangements

☐

Work location

☐

Belief in the purpose and principles of the New Zealand Public Service

☐

Work that contributes positively to society

☐

Work that helps people in my community

☐

Interesting work

☐

A job that enables me to work independently

☐

Work aligned with my job skills, experience or training

☐

Quality of workplace relationships/ social environment at work

☐

An inclusive work environment

☐

Quality of leadership/management (e.g. supportive, clear communication)

☐

Lack of suitable alternative job prospects

☐

I was not satisfied with my previous work

☐

Other – Please specify:

☐

Don't know

☐

Prefer not to answer

Please indicate the importance of the following as reasons for you to stay in the New Zealand Public Service:

This question aims to understand the things that are important to you AND which you believe can be found in the Public Service (not just in your current role or agency).

	Not important	Low importance	Some importance	High importance	Very high importance	Don't know	Prefer not to answer
Career progression opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional development / training opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good remuneration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible work arrangements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work location	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Belief in the purpose and principles of the New Zealand Public Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work that contributes positively to society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work that helps people in my community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Interesting work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A job that enables me to work independently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work aligned with my job skills, experience or training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of workplace relationships/ social environment at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
An inclusive work environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quality of leadership/management (e.g. supportive, clear communication)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of suitable alternative job prospects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

57**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 Q59
Also select this option if you plan to go on long term leave, including parental leave, and return to your current position.
- ☐ I am actively applying for another role/other roles now → Go to Q58
Also select this option if you are currently applying for a secondment.
- ☐ In the next 12 months I want to apply for a different role → Go to Q58
Also select this option if you want to apply for a secondment.
- ☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) → Go to Q59
- ☐ I would like to change jobs but do not believe I can → Go to Q59
- ☐ None of these / Uncertain → Go to Q59
- ☐ Don't know → Go to Q59
- ☐ Prefer not to answer → Go to Q59

58**Where are you applying to to OR where do you want to apply to?**

Please select all that apply to you.

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

59

Please rate your level of agreement with the following statements about working for the Public Service.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. I understand how my work leads to improved outcomes for communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I feel a strong personal attachment to the New Zealand Public Service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I feel a strong personal attachment to the agency I work for	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I find it easy to work with colleagues in other agencies to achieve good outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My work colleagues can be trusted to do what is right	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

60

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 answer5 years to less than 10 years

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

Thank you for taking part in Te Taunaki | Public Service Census 2021.

By telling us about yourself and your experience of working in the Public Service, you will help inform decisions that will improve the Public Service in areas such as flexible working, pay equity for people in similar roles, career development, hiring practices, and more. You are also helping us build understanding of the diversity of public servants and how we represent the people we serve.

Tēnā rawa atu koe | Thank you: we appreciate you taking the time to help.

For more information about Te Taunaki, including our findings from the survey over the next few months, check out www.publicservice.govt.nz/our-work/workforce-data/public-service-census-2021/

Noho ora mai koe.

Remain in good health.

9(2)(a) privacy

From: Misty Mossman 9(2)(a) privacy
Sent: Monday, 10 February 2025 5:26 pm
To: Aidan Smith; Josh Masson
Cc: Hugo Vitalis; Sarah Borrell; MAES
Subject: RE: New Entry

Good evening

I've typed up the feedback on the PS Census to discuss tomorrow: [Public Service Census questionnaire changes.docx](#)

There are potential reductions in the questions where there looks to be duplication, and to improve focus on public sector performance. An additional section on value for money is also proposed.

Kind regards

Misty



Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura

Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile 9(2)(a) privacy

Email: 9(2)(a) privacy

Website: www.Beehive.govt.nz

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

From: Aidan Smith 9(2)(a) privacy
Sent: Tuesday, 4 February 2025 4:17 PM
To: Misty Mossman 9(2)(a) privacy
Cc: Sarah Borrell 9(2)(a) privacy; MAES 9(2)(a) privacy; Josh Masson 9(2)(a) privacy
Subject: RE: New Entry

Hi Misty,

I've attached the list of questions that were asked in the 2021 survey but are not included in this year's survey, as well as the PDF of the entire 2021 survey. I've made comments on a few, particularly the questions where we are sourcing the same information from agencies to improve the accuracy of the data (and it also shortens the survey to remove those).

Cheers,
Aidan

Te Taunaki Public Service Census 2025 Questionnaire

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

Part A: Ō mahi | About your role

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

- Q2.** Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

- Q3.** Do you have any people management responsibilities?
- ☐ Yes, managing people is part of my role
☐ No, managing people is not part of my role *[Go to Q5]*
☐ Don't know *[Go to Q5]*
☐ Prefer not to answer *[Go to Q5]*
- [Stem question for managers, consider don't know, prefer not to answer as no]*

- Q4.** Are you a member of the Public Service Leaders Group?
- ☐ Yes
☐ No
☐ Don't know
☐ Prefer not to answer
- [MANAGERS ONLY - yes on Q3]*

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

- Q6.** How do you feel about the balance between your working life and your life outside of work?
- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
☐ Don't know
☐ Prefer not to answer

- Q7.** Do you regularly use any flexible working arrangements?
- Please select all that apply to you
- Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.
- ☐ Work from home *[Go to Q7a]*
☐ Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*
☐ No I don't use any flexible work arrangements *[Go to Q8]*
☐ Don't know *[Go to Q8]*
☐ Prefer not to answer *[Go to Q8]*

Home could include your own home, the home of a family member, or a holiday home.

Q7a. What days of the week are you working from home in a typical week?

Select all that apply to you

Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours don't count that as a day you work at home.

- ☐ Monday
☐ Tuesday
☐ Wednesday
☐ Thursday
☐ Friday
☐ Saturday/Sunday
☐ I don't have set days that I work from home

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

Part B: Te hāpai whakaputaranga | Supporting productivity

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

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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q13. The people in my team are encouraged to come up with new and better ways of doing things.							
Q13a. My team acts on customer feedback to improve our work. Customers can include people outside your organisation such as members of the public, people in the care of your							

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

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

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

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

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

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

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

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

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

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

Part D: Te pono me te mahi tika | Integrity and conduct

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

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

Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?

Some examples of unfair treatment:

- not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity
- denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity
- denied reasonable accommodation for an impairment/disability
- denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break)

- ☐ Yes
☐ No [Go to Q36]
☐ Don't know [Go to Q36]
☐ Prefer not to answer [Go to Q36]

Q35. I believe I have been treated unfairly because of my:

Select all that apply

- ☐ Gender or sex
☐ Age
☐ Ethnicity, national origin, race or colour
☐ Disability
☐ Religious belief
☐ Sexual orientation
☐ Marital or family status
☐ Political opinion
☐ Employment status
☐ Ethical belief
☐ Don't know
☐ Prefer not to answer

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

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

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

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

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

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

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

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

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

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

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour [skip to Q45] <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

Part F: Te whai wāhitanga | Inclusion

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

Please rate your level of agreement with the following statements.

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

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

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

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

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

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

Part G: Te whakapiki pūkenga | Skills and development

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?

- ☐ I need further training to do the job well
- ☐ My skills match well with the work I do
- ☐ I have the skills to cope with more demanding work
- ☐ Don't know
- ☐ Prefer not to answer

Q52. 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.

Please rate your level of agreement with the following statements.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)							
Q55. I am satisfied with my career development opportunities							

Commented [MM2]: Delete as Q53 duplicates Q52?

Commented [MM3]: Delete one of Q54 and 55 to reduce overlap?

Part H: Ngā āheinga o ngāi Māori me te Karauna | Māori Crown capability

Q56. 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 Q58)
- ☐ Don't know
- ☐ Prefer not to answer

Q57. When you are at work, how often do you have conversations in te reo Māori?

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

Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							

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

Part I. Te āhuareka o te mahi me ngā mahere mō anamata | Job satisfaction and future plans

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

Q66a. Why are you considering leaving your role?	<input type="checkbox"/> Job impacted by change process/restructuring <input type="checkbox"/> Fixed term job ending <input type="checkbox"/> Unable to balance caring responsibilities <input type="checkbox"/> Lack of career progression opportunities <input type="checkbox"/> Lack of professional development / training opportunities <input type="checkbox"/> Lack of job security <input type="checkbox"/> Unsatisfied with pay/remuneration <input type="checkbox"/> Unsatisfied with flexible work arrangements <input type="checkbox"/> Work location <input type="checkbox"/> More interesting work <input type="checkbox"/> Workload too high <input type="checkbox"/> Work not aligned with my job skills, experience or training <input type="checkbox"/> Quality of workplace relationships/ social environment at work <input type="checkbox"/> Quality of leadership/management <input type="checkbox"/> Bullying or other negative workplace behaviour <input type="checkbox"/> Organisation is not accommodating of my disability <input type="checkbox"/> Other, please specify:
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Part J: Mōu ake | About you

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

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

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

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

Formatted Table

Commented [MM4]: Query whether this is necessary given Maori is an option in Q69

And do you identify with any other iwi? If not, leave the box below blank.

[Use iwi list based on StatsNZ aria tool]

And which region / rohe do your (insert iwi) come from? Region: OPEN TEXT
☐ Don't know
☐ Prefer not to answer

Commented [MM5]: This info is publicly available - query need for a question on this

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q71.

- 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?

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

Commented [MM6]: Query whether this is required

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

- ☐ Yes
- ☐ No [Go to Q73]
- ☐ Don't know [Go to Q73]
- ☐ Prefer not to answer [Go to Q73]

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q72a. Being neurodivergent, how much difficulty do you experience with work activities?

- ☐ No difficulty
- ☐ Some difficulty
- ☐ A lot of difficulty
- ☐ Cannot complete certain activities at all
- ☐ Don't know
- ☐ Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

- ☐ Yes
- ☐ No [Go to Q74]
- ☐ Don't know [Go to Q74]
- ☐ Prefer not to answer [Go to Q74]

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

Q73a. Having a mental health condition, how much difficulty do you experience with work activities?

- ☐ No difficulty
- ☐ Some difficulty
- ☐ A lot of difficulty
- ☐ Cannot complete certain activities at all
- ☐ Don't know
- ☐ Prefer not to answer

Q74. Do you identify as a disabled person?

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

Q74a. Do you identify as tangata whaikaha Māori?

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

Commented [MM7]: Query whether this is necessary if ethnicity and whether disabled are already asked

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

- ☐ Yes
- ☐ No *[Go to Q78]*
- ☐ Don't know *[Go to Q78]*
- ☐ Prefer not to answer *[Go to Q78]*

[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a]

Q76. Have you talked to your employer about your workplace supports or accommodation needs?

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

Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

If you would like to comment about this, there is space at the end of the survey for comments.

- ☐ Don't know
- ☐ Prefer not to answer

Q78. Which of the following best describes how you think of yourself?

- ☐ Heterosexual or straight
- ☐ Gay or lesbian
- ☐ Bisexual
- ☐ Another identity—please specify
- ☐ Don't know
- ☐ Prefer not to answer

Q79. Are you transgender?

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

Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.

Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)?

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

Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.

Commented [MM8]: Q78-80 seem deeply personal and duplicate the gender question above

Q81. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you?

[only show if yes to transgender, OR intersex, OR multiple or another gender selected - previously asked to all participants]

- ☐ No-one does
- ☐ Few people do
- ☐ Some people do, some people don't
- ☐ Most people do
- ☐ Everyone does
- ☐ Don't know
- ☐ Prefer not to answer

Q82. Do you have parenting and/or caring responsibilities?

This could include caring for children, relatives, friends, etc.

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

Q83. What is your religion?

Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.

AUTO-SUGGEST: [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc.]

Q84. In which language(s) could you have a conversation about a lot of everyday things?

- Please select all that apply.
- ☐ English
 - ☐ Te reo Māori
 - ☐ New Zealand Sign Language
 - ☐ Samoan
 - ☐ Other language(s) - please specify (eg Gujarati, Cantonese, Greek) _____
 - ☐ Don't know
 - ☐ Prefer not to answer

Q85. What is your highest qualification?

- ☐ No Qualifications
- ☐ High School/Secondary School Qualification
- ☐ Level 1 to 4 Certificate
- ☐ Level 5 or 6 Diploma
- ☐ Bachelor's Degree or Level 7 Qualification
- ☐ Bachelor Honours Degree or Postgraduate Certificate/Diploma
- ☐ Master's Degree
- ☐ PhD/Doctoral Degree
- ☐ Other - please specify _____
- ☐ Don't know
- ☐ Prefer not to answer

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

Commented [MM10]: Query relevance to performance

Potential new section

Value for money

Additional questions along the lines of:

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

Part K Ō tākupu | Your comments

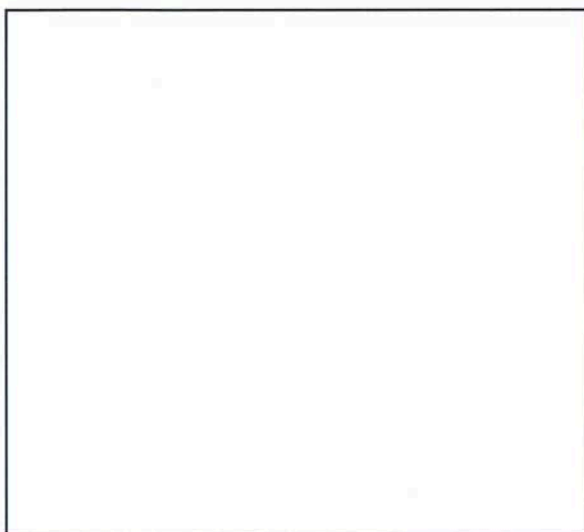
This section provides you with the opportunity to share more of your thoughts on one of the topics we have already asked about, or you may choose to write about something else that is important to you.

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

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

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

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



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

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

9(2)(a) privacy

From: Josh Masson 9(2)(a) privacy
Sent: Monday, 10 February 2025 5:46 pm
To: Misty Mossman; Aidan Smith
Cc: Hugo Vitalis; Sarah Borrell; MAES
Subject: Re: New Entry

Thanks Misty. MAES can we get access to this document, or Misty can you please send a copy please.

From: Misty Mossman 9(2)(a) privacy
Sent: Monday, February 10, 2025 5:25 PM
To: Aidan Smith 9(2)(a) privacy; Josh Masson 9(2)(a) privacy
Cc: Hugo Vitalis 9(2)(a) privacy; Sarah Borrell 9(2)(a) privacy; MAES
9(2)(a) privacy
Subject: RE: New Entry

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

Good evening

I've typed up the feedback on the PS Census to discuss tomorrow: [Public Service Census questionnaire changes.docx](#)

There are potential reductions in the questions where there looks to be duplication, and to improve focus on public sector performance. An additional section on value for money is also proposed.

Kind regards

Misty



Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura

Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) privacy

Email: 9(2)(a) privacy

Website: [http://www.beehive.govt.nz/www.Beehive.govt.nz
Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

From: Aidan Smith 9(2)(a) privacy
Sent: Tuesday, 4 February 2025 4:17 PM
To: Misty Mossman 9(2)(a) privacy
Cc: Sarah Borrell 9(2)(a) privacy; MAES 9(2)(a) privacy; Josh Masson
9(2)(a) privacy
Subject: RE: New Entry

9(2)(a) privacy

From: Josh Masson 9(2)(a) privacy
Sent: Tuesday, 11 February 2025 1:29 pm
To: MAES
Cc: Misty Mossman; Aidan Smith; Sarah Borrell; Tofilau Iris Webster
Subject: Public Service census questionnaire
Attachments: Public Service Census Questionnaire feedback.docx

Follow Up Flag: Follow up
Flag Status: Flagged



[Public Service Census Questionnaire feedback.docx](#)

MAES for putting in the directory to send to Misty. Misty needs it by 1.30, hence cc'ing her.

The Commissions advice and response to Ministers feedback on the Public Service census questionnaire is attached and ready for final direction from the Minister.

Let us know if there is anything else.

Josh Masson

Pou Raraunga Matua | Chief Data Officer
Strategy, Policy and Integrity

waea pūkoro: 9(2)(a) privacy **imēra** 9(2)(a) privacy



Te Kawa Mataaho Public Service Commission

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



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9(2)(a) privacy

From: MAES 9(2)(a) privacy
Sent: Tuesday, 11 February 2025 1:33 pm
To: Misty Mossman
Cc: MAES; Josh Masson
Subject: New Entry

Hi Misty

The below link has been added into the spreadsheet

 [Public Service Census Questionnaire feedback.docx](#)

Note: The Commissions advice and response to Ministers feedback on the Public Service census questionnaire is attached and ready for final direction from the Minister.

Etiana Roebeck

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

waea pūkoro 9(2)(a) privacy | imēra: 9(2)(a) privacy

.....
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.

Public Service Census Questionnaire feedback

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

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

your job such as courses, study, or on-the-job training?			
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)	Delete of Q54 and 55 to reduce overlap	Propose retaining this question rather than Q55 as it has more actionable information for agencies.	Retain/Remove
Q55. I am satisfied with my career development opportunities	Delete of Q54 and 55 to reduce overlap	Propose removing.	Retain/Remove
Q56. How well are you able to speak te reo Māori in day-to-day conversation?	Delete	<p>For questions Q56, 57, 59, 64, 62, 63. Note risks to removal:</p> <ul style="list-style-type: none"> • Supports upholding Crown obligations under Te Ture mō Te Reo Māori 2016 Māori Language Act 2016 • The Government has asked agencies to demonstrate that payments to staff, such as allowance for Te Reo competency, are an effective way for the Crown to uphold its obligations. These questions help hold agencies to account to ensure that the allowances and other approaches are making a measurable difference. • Māori Language Commission were involved in the design of all te reo questions, and used the results from the 2021 survey to further develop te reo capability in accordance with the Maihi Karauna strategy. • Our recommendation is to retain this question. 	Retain/Remove

Q57. When you are at work, how often do you have conversations in te reo Māori?	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/Remove
Q62. Staff are encouraged to use te reo Māori.	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/ remove
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/ remove
Q59. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.	Amend to align to Public Service Act language Q59. I am encouraged and supported to engage with Māori and to understand Māori perspectives.	Agree with proposed change. Note question is not directly comparable to 2021 survey with this change.	
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.	Delete	Question is designed to measure the implementation of the Public Service Act 2020. Note risks of removal - stakeholders were engaged in the development of the 2021 and 2025 questionnaire/use of 2021 data, including Te Puni Kokiri, Te Arawhiti, the Māori Language Commission, and cross-agency Māori employee led network. Our recommendation is to retain this question.	Retain/Remove
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/ remove

Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/ remove
Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?	Delete - Duplicative	This is used to filter responses for the question below it on iwi, because not all people who have iwi affiliation will identify as Māori in the ethnicity question. The same question is used in the NZ Census. Our recommendation is to retain this question to ensure we follow the methodology StatsNZ developed.	Retain/Remove
<p>Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".</p> <p>And do you identify with any other iwi? If not, leave the box below blank.</p> <p><i>[Use iwi list based on StatsNZ aria tool]</i></p>	Delete part – personal, known information And which region / rohe do your [insert] iwi come from?	This question comes from the NZ Census. This is the only source of iwi affiliation for the public service (answering the question, what iwi are represented in the public service). Our recommendation is to retain this question.	Retain/Remove

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

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

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

9(2)(a) privacy

From: Misty Mossman 9(2)(a) privacy
Sent: Tuesday, 11 February 2025 3:58 pm
To: Josh Masson; Aidan Smith
Cc: Hugo Vitalis; MAES
Subject: RE: PS Census feedback

Good afternoon

Please see the feedback from Minister Collins: [Public Service Census Questionnaire feedback 11-2-25.pdf](#)

Feel free to call to discuss if anything is unclear.

Kind regards

Misty



Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura

Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

Mobile: 9(2)(a) privacy

Email: 9(2)(a) privacy

Website: www.Beehive.govt.nz

Private Bag 18041, Parliament Buildings, Wellington 6160, New Zealand

From: MAES 9(2)(a) privacy >
Sent: Tuesday, 11 February 2025 1:33 PM
To: Misty Mossman 9(2)(a) privacy
Cc: MAES 9(2)(a) privacy Josh Masson 9(2)(a) privacy
Subject: New Entry

Hi Misty

The below link has been added into the spreadsheet

[Public Service Census Questionnaire feedback.docx](#)

Note: The Commissions advice and response to Ministers feedback on the Public Service census questionnaire is attached and ready for final direction from the Minister.

Etiana Roebeck

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

Ratonga Whakamana | **Enabling Services**

waea pūkoro 9(2)(a) privacy | imēra: 9(2)(a) privacy

Public Service Census Questionnaire feedback

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

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

your job such as courses, study, or on-the-job training?			
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions)	Delete of Q54 and 55 to reduce overlap	Propose retaining this question rather than Q55 as it has more actionable information for agencies.	Retain/Remove
Q55. I am satisfied with my career development opportunities	Delete of Q54 and 55 to reduce overlap	Propose removing.	Retain/Remove
Q56. How well are you able to speak te reo Māori in day-to-day conversation?	Delete	<p>For questions Q56, 57, 59, 64, 62, 63. Note risks to removal:</p> <ul style="list-style-type: none"> • Supports upholding Crown obligations under Te Ture mō Te Reo Māori 2016 Māori Language Act 2016 • The Government has asked agencies to demonstrate that payments to staff, such as allowance for Te Reo competency, are an effective way for the Crown to uphold its obligations. These questions help hold agencies to account to ensure that the allowances and other approaches are making a measurable difference. • Māori Language Commission were involved in the design of all te reo questions, and used the results from the 2021 survey to further develop te reo capability in accordance with the Maihi Karauna strategy. • Our recommendation is to retain this question. 	Retain/Remove

Q57. When you are at work, how often do you have conversations in te reo Māori?	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/Remove
Q62. Staff are encouraged to use te reo Māori.	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/ remove
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/remove
Q59. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account.	Amend to align to Public Service Act language Q59. I am encouraged and supported to engage with Māori and to understand Māori perspectives.	Agree with proposed change. Note question is not directly comparable to 2021 survey with this change.	
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.	Delete	Question is designed to measure the implementation of the Public Service Act 2020. Note risks of removal - stakeholders were engaged in the development of the 2021 and 2025 questionnaire/use of 2021 data, including Te Puni Kokiri, Te Arawhiti, the Māori Language Commission, and cross-agency Māori employee led network. Our recommendation is to retain this question.	Retain/Remove
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/ remove

<p>Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).</p>	Delete	For the reasons outlined above, our recommendation is to retain this question.	Retain/remove
<p>Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?</p>	Delete - Duplicative	<p>This is used to filter responses for the question below it on iwi, because not all people who have iwi affiliation will identify as Māori in the ethnicity question. The same question is used in the NZ Census. Our recommendation is to retain this question to ensure we follow the methodology StatsNZ developed.</p>	Retain/Remove
<p>Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".</p> <p>And do you identify with any other iwi? If not, leave the box below blank.</p> <p><i>[Use iwi list based on StatsNZ aria tool]</i></p>	<p>Delete part – personal, known information</p> <p>And which region / rohe do your [insert] iwi come from?</p>	<p>This question comes from the NZ Census. This is the only source of iwi affiliation for the public service (answering the question, what iwi are represented in the public service). Our recommendation is to retain this question.</p>	Retain/Remove

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

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

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

9(2)(a) privacy

From: Josh Masson 9(2)(a) privacy
Sent: Tuesday, 11 February 2025 4:09 pm
To: Misty Mossman; Aidan Smith
Cc: Hugo Vitalis; MAES
Subject: Re: PS Census feedback

MAES can you send through a viewable version asap please

From: Misty Mossman 9(2)(a) privacy
Sent: Tuesday, February 11, 2025 3:58 PM
To: Josh Masson 9(2)(a) privacy >; Aidan Smith 9(2)(a) privacy
Cc: Hugo Vitalis; 9(2)(a) privacy; MAES 9(2)(a) privacy
Subject: RE: PS Census feedback

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

Good afternoon

Please see the feedback from Minister Collins: [Public Service Census Questionnaire feedback 11-2-25.pdf](#)

Feel free to call to discuss if anything is unclear.

Kind regards

Misty



Misty Mossman
Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura
Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service
Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

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Website: [http://www.beehive.govt.nz/www.Beehive.govt.nz]

From: MAES 9(2)(a) privacy
Sent: Tuesday, 11 February 2025 1:33 PM
To: Misty Mossman 9(2)(a) privacy
Cc: MAES 9(2)(a) privacy; Josh Masson 9(2)(a) privacy
Subject: New Entry

Hi Misty

9(2)(a) privacy

From: Aidan Smith 9(2)(a) privacy
Sent: Tuesday, 11 February 2025 6:17 pm
To: Misty Mossman
Cc: MAES; Hugo Vitalis; Josh Masson
Subject: Copy of the Census questionnaire with changes
Attachments: Public Service Census questionnaire changes.docx

Kia ora Misty,

I've updated the questionnaire to reflect those decisions from the Minister. One further change was what we discussed this morning, to clearly identify the Washington Six Short Set in the survey so participants are aware where it came from.

I've highlighted all changes in green, with strike through where a question was removed completely. This is easier to view in the simple markup.

Please let me know if you see anything that does not align with what you expected.

Cheers,
Aidan


From: Misty Mossman 9(2)(a) privacy
Sent: Tuesday, 11 February 2025 4:10 pm
To: Josh Masson 9(2)(a) privacy; Aidan Smith 9(2)(a) privacy
Subject: RE: PS Census feedback

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

From: Josh Masson 9(2)(a) privacy
Sent: Tuesday, 11 February 2025 4:09 PM
To: Misty Mossman 9(2)(a) privacy; Aidan Smith 9(2)(a) privacy
Cc: Hugo Vitalis 9(2)(a) privacy; MAES 9(2)(a) privacy
Subject: Re: PS Census feedback

MAES can you send through a viewable version asap please

Duplication



Te Taunaki Public Service Census 2025 Questionnaire

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

Part A: Ō mahi | About your role

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

- Q2.** Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?
- [] Yes
[] No
[] Don't know
[] Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

- Q3.** Do you have any people management responsibilities?
- [] Yes, managing people is part of my role
[] No, managing people is not part of my role *[Go to Q5]*
[Stem question for managers, consider don't know, prefer not to answer as no]
[] Don't know *[Go to Q5]*
[] Prefer not to answer *[Go to Q5]*

- Q4.** Are you a member of the Public Service Leaders Group?
- [] Yes
[] No
[MANAGERS ONLY – yes on Q3]
[] 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 enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

- Q6.** How do you feel about the balance between your working life and your life outside of work?
- [] Very satisfied
[] Satisfied
[] Neither satisfied nor dissatisfied
[] Dissatisfied
[] Very dissatisfied
[] Don't know
[] Prefer not to answer

- Q7.** Do you regularly use any flexible working arrangements?
- Please select all that apply to you
- Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.
- [] Work from home *[Go to Q7a]*
[] Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*
[] No I don't use any flexible work arrangements *[Go to Q8]*
[] Don't know *[Go to Q8]*
[] Prefer not to answer *[Go to Q8]*

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

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

Please indicate how much you agree or disagree with the following statement.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q9a. I feel that my pay adequately reflects my performance.							

Part B: Te hāpai whakaputaranga | Supporting productivity

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

Q12b. My manager cares about delivering good value for taxpayers.							

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

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

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

Customers can include people outside your organisation such as members of the public, people in the care of your organisation, or Ministers. It can also include people inside your organisation who you provide services to, e.g. other teams.

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

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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q15. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							
Q15b. What made it hard to achieve the objectives? Select all that apply. <i>[For those who were moderately, slightly, or not at all in Q15a.]</i>	<input type="checkbox"/> Changing priorities <input type="checkbox"/> Overly optimistic/unrealistic timelines <input type="checkbox"/> Not enough resources or people <input type="checkbox"/> Complicated or unnecessary business processes <input type="checkbox"/> Lack of motivation <input type="checkbox"/> Lack of appropriate tools or technology <input type="checkbox"/> Physical work environment (e.g. distractions, not enough meeting rooms) <input type="checkbox"/> Skills of team not a good match for work expected of us <input type="checkbox"/> Other, please specify: _____						
Q16. Does the team you manage have the ability to work from home?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q17]</i>						

<i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Don't know <i>[Go to Q17]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q17]</i>
Q16a. What impact does work from home have on your team's productivity/ ability to get their work done in a timely way? <i>[MANAGERS ONLY, yes to Q3]</i>	<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
Q17. Please indicate how much you agree or disagree with the following statement: I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations. <i>[MANAGERS ONLY, yes to Q3]</i>	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

Part C: Ngā mātapono ratonga tūmatanui | Public Service principles

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q24. I have a good understanding of what it means to be a politically neutral public servant.							
Q25. I am confident that in my organisation people get jobs based on merit.							

Q26. It is important to me that my organisation is open and transparent with the public.							
Q27. My organisation is working for the long-term good of New Zealand.							
Q27a. It is important to me that my work contributes to the common good.							
Q27b. The work I do contributes to better outcomes for New Zealand.							
Q27c. It is important to me that my agency is careful in how it uses taxpayer money.							

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

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

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

Yes				No <i>[Go to Q29]</i>		
Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer

Part D: Te pono me te mahi tika | Integrity and conduct

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q29. My work colleagues can be trusted to do what is right.							
Q30. My manager leads by example in ethical behaviour.							
Q31. The culture in my organisation supports people to act with integrity.							
Q32. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
Q33a. The agency I work for supports and actively promotes a workplace where people are respectful towards one another.							
Q33b. I feel accepted as a valued member of the team.							
Q33c. I feel comfortable being myself at work /with my colleagues.							

<p>Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No <i>[Go to Q36]</i></p> <p><input type="checkbox"/> Don't know <i>[Go to Q36]</i></p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q36]</i></p>
<p>Q35. I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p><input type="checkbox"/> Gender or sex</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Ethnicity, national origin, race or colour</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Religious belief</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Marital or family status</p> <p><input type="checkbox"/> Political opinion</p> <p><input type="checkbox"/> Employment status</p> <p><input type="checkbox"/> Ethical belief</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>

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

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

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

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

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

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

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

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

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour <input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

	Always	Often	Sometimes	Hardly ever	Never	Don't know	Prefer not to
Q46. In the last 12 months, how often would you say you have experienced work stress?							

Work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

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

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

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

Part F. Te whakapiki pūkenga | Skills and development

Q51. Thinking about your current role, which of the following best describes how you feel about your skills?

- ☐ I need further training to do the job well
☐ My skills match well with the work I do
☐ I have the skills to cope with more demanding work
☐ Don't know
☐ Prefer not to answer

Q52. In the last 12 months, have you done any training related to your job such as courses, study, or on the job training?

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

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

Please rate your level of agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							
Q55. I am satisfied with my career development opportunities.							

Part G: Ngā āheinga o ngāi Māori me te Karauna | Māori Crown capability

- Q56.** 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 Q58]*
- ☐ Don't know
- ☐ Prefer not to answer

- Q57.** When you are at work, how often do you have conversations in te reo Māori?
- ☐ Daily
- ☐ Weekly
- ☐ Monthly
- ☐ A few times a year
- ☐ Never
- ☐ Don't know
- ☐ Prefer not to answer
- Please include both spoken and written te reo Māori (e.g. emails or Microsoft Teams chats) in your answer.

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59. I am encouraged and supported to engage with Māori and to understand Māori perspectives.							
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62. Staff are encouraged to use te reo Māori.							
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							
Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							

Part H. Te āhuareka o te mahi me ngā mahere mō anamata | Job satisfaction and future plans

Q65. Thinking now about all aspects of your job, overall, how do you feel about your work?

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

Q66. Which of the following statements best describes your current situation?

☐ I have no immediate plans to leave my current position [\[Go to Q67\]](#)
☐ I am actively applying for another role/other roles now [\[Go to Q66a\]](#)
☐ In the next 12 months I expect to apply for a different role [\[Go to Q66a\]](#)
☐ In the next 12 months I want to do a secondment or temporary move within my agency or in another agency [\[Go to Q66a\]](#)

Please select one category only

☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q67\]](#)
☐ I would like to change jobs but do not believe I can [\[Go to Q66a\]](#)
☐ Don't know [\[Go to Q67\]](#)
☐ Prefer not to answer [\[Go to Q67\]](#)

Q66a. Why are you considering leaving your role?

Select all that apply

☐ Job impacted by change process/restructuring
☐ Fixed term job ending
☐ Unable to balance caring responsibilities
☐ Lack of career progression opportunities
☐ Lack of professional development / training opportunities
☐ Lack of job security
☐ Unsatisfied with pay/remuneration
☐ Unsatisfied with flexible work arrangements
☐ Work location
☐ More interesting work
☐ Workload too high
☐ Work not aligned with my job skills, experience or training
☐ Quality of workplace relationships/ social environment at work
☐ Quality of leadership/management
☐ Bullying or other negative workplace behaviour
☐ Organisation is not accommodating of my disability
☐ Other, please specify: _____

Part I: Mōu ake | About you

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

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

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

Q67. How old are you?

- ☐ Under 20 years
- ☐ 20 to 24 years
- ☐ 25 to 29 years
- ☐ 30 to 34 years
- ☐ 35 to 39 years
- ☐ 40 to 44 years
- ☐ 45 to 49 years
- ☐ 50 to 54 years
- ☐ 55 to 59 years
- ☐ 60 to 64 years
- ☐ 65 to 69 years
- ☐ 70 years or over
- ☐ Prefer not to answer

Q68. What is your gender?

Please select all that apply.

- ☐ Female
- ☐ Male
- ☐ Another Gender, please state: _____
- ☐ Don't know
- ☐ Prefer not to answer

Q69. What ethnic group(s) do you belong to?

Select all that apply to you.

- ☐ New Zealand European
- ☐ Māori
- ☐ Samoan
- ☐ Cook Islands Maori
- ☐ Tongan
- ☐ Niuean
- ☐ Chinese
- ☐ Indian
- ☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____
- ☐ Prefer not to answer

Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

- ☐ Yes
- ☐ No [\[Go to Q71\]](#)
- ☐ Don't know [\[Go to Q71\]](#)
- ☐ Prefer not to answer [\[Go to Q71\]](#)

Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".

Iwi: AUTO-SUGGEST____
 Region: OPEN TEXT_____
☐ Don't know
☐ Prefer not to answer

And do you identify with any other iwi? If not, leave the box below blank.

[Use iwi list based on StatsNZ aria tool]

And which region / rohe do your [insert] iwi come from?

Region: OPEN TEXT_____
☐ Don't know
☐ Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants with long-term physical or sensory impairment, and mental health and neurodivergent conditions (**long-term means lasting six months or more**). Responses will inform improvements to the working environment for public servants. As with all questions in Te Taunaki, if you feel uncomfortable about answering these questions, you can select the 'prefer not to answer' option.

Q71. These questions below are from the Washington Group Short Set on Functioning. This is an internationally tested measurement tool that is designed to compare outcomes for disabled and non-disabled people and estimate differences in the characteristics of disabled and non-disabled populations.

- 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?

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

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

☐ Yes
☐ No *[Go to Q73]*
☐ Don't know *[Go to Q73]*
☐ Prefer not to answer *[Go to Q73]*

Q72a. Being neurodivergent, how much difficulty do you experience with work activities?

☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all

- ☐ Don't know
☐ Prefer not to answer

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

- ☐ Yes
☐ No [\[Go to Q74\]](#)
☐ Don't know [\[Go to Q74\]](#)
☐ Prefer not to answer [\[Go to Q 74\]](#)

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

Q73a. Having a mental health condition, how much difficulty do you experience with work activities?

- ☐ No difficulty
☐ Some difficulty
☐ A lot of difficulty
☐ Cannot complete certain activities at all
☐ Don't know
☐ Prefer not to answer

Q74. Do you identify as a disabled person?

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

Q74a. Do you identify as tangata whaikaha Māori?

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

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

- ☐ Yes
☐ No [\[Go to Q78\]](#)
☐ Don't know [\[Go to Q 78\]](#)
☐ Prefer not to answer [\[Go to Q78\]](#)

[\[Only show to those who respond with some/a lot/ cannot do at all to Q71a b c d e f, Q72a, 73a or yes to Q74 or Q74a\]](#)

Q76. Have you talked to your employer about your workplace supports or accommodation needs?

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

Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.

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

If you would like to comment about this, there is space at the end of the survey for comments.

Q78. Do you identify as Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTIQA+)?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q78. 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
Q79. Are you transgender? Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, genderqueer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q80. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? Variations of sex characteristics (or intersex) refers to genetic, hormonal, or physical sex characteristics that do not conform to medical norms for female or male bodies. People may be born with these characteristics or they may develop in puberty.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q81. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you? [only show if yes to transgender, OR intersex, OR multiple or another gender selected— previously asked to all participants]	<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
Q82. Do you have parenting and/or caring responsibilities? This could include caring for children, relatives, friends, etc.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to answer
Q83. What is your religion? Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.	AUTO-SUGGEST__ [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]
Q84. 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

- ☐ Other language(s) – please specify (eg Gujarati, Cantonese, Greek) _____
- ☐ Don't know
- ☐ Prefer not to answer

Q85. What is your highest qualification?

- ☐ No Qualifications
- ☐ High School/Secondary School Qualification
- ☐ Level 1 to 4 Certificate
- ☐ Level 5 or 6 Diploma
- ☐ Bachelor's Degree or Level 7 Qualification
- ☐ Bachelor Honours Degree or Postgraduate Certificate/Diploma
- ☐ Master's Degree
- ☐ PhD/Doctoral Degree
- ☐ Other – please specify _____
- ☐ Don't know
- ☐ Prefer not to answer

Part J Ō tākupu | Your comments

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

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

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

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

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

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

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

From: Aidan Smith 9(2)(a) privacy
Sent: Wednesday, 12 February 2025 9:15 am
To: Misty Mossman
Cc: MAES; Josh Masson; Hugo Vitalis
Subject: Clean copy of the updated Public Service Census questionnaire
Attachments: Public Service Census questionnaire changes clean copy.docx

Follow Up Flag: Follow up
Flag Status: Flagged

Kia ora Misty,

Clean copy of the survey is attached, no changes or highlights, just a tidy copy 😊

This does not include the final Washington Six question, it can still be added back in if the Minister reconsiders after conversation with her colleagues.

Cheers,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Rautaki, Kaupapahere me te Ngākau Pono | Strategy, Policy & Integrity



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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: [MAES](#)
To: [Misty Mossman](#)
Cc: [Josh Masson](#); [Aidan Smith](#); [Gabrielle Wilson](#); [MAES](#)
Subject: New entry
Date: Monday, 17 February 2025 4:22:13 pm
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)

Hey Misty

 [Public Service Census questionnaire updated clean copy.docx](#)

Following discussion with the Minister, and reflecting the priorities set out in the speeches last week, we have made some adjustments to the census, including adding some new questions.

Added specific questions:

- organisational factors that limit efficiency/productivity both within agencies and in interagency settings (e.g. appetite for risk/innovation, too many meetings)
- whether agencies act on staff suggestions for improving workplace efficiency and productivity
- whether agency takes advantage of technology to deliver better services/information to the public
- confidence in ability to learn new digital skills
- frequency of using AI for work
- perception of employee's work providing value for taxpayers
- final open-ended question is now *"What changes would help your organisation deliver better results for taxpayers?"*

Removed:

- All questions on functional limitations (Washington Six Short Set) - previously Q71
- Questions on difficulty with work due to mental health or neurodiversity - previously Q72a & 73a
- Question on working well with other agencies (replaced with friction points question listed in first bullet above) - previously Q15b, now Q17 a-i

Thanks

Sam Whitburn

Kaitohutohu | Advisor

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

Ratonga Whakamana | **Enabling Services**

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



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Te Taunaki Public Service Census 2025 Questionnaire

Yellow highlights are changes following additional feedback from the Commissioner.

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

Part A: About your role | Ō mahi

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

- Q2.** Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?
- [] Yes
[] No
[] Don't know
[] Prefer not to answer

This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.

- Q3.** Do you have any people management responsibilities?
- [] Yes, managing people is part of my role
[] No, managing people is not part of my role *[Go to Q5]*
[] Don't know *[Go to Q5]*
[] Prefer not to answer *[Go to Q5]*
- [Stem question for managers, consider don't know, prefer not to answer as no]*

- Q4.** Are you a member of the Public Service Leaders Group?
- [] Yes
[] No
[] Don't know
[] Prefer not to answer
- [MANAGERS ONLY – yes on Q3]*

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
Q5. What best describes your current workload?							

- Q6.** How do you feel about the balance between your working life and your life outside of work?
- [] Very satisfied
[] Satisfied
[] Neither satisfied nor dissatisfied
[] Dissatisfied
[] Very dissatisfied
[] Don't know
[] Prefer not to answer

- Q7.** Do you regularly use any flexible working arrangements?
- Please select all that apply to you
- Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours
- [] Work from home *[Go to Q7a]*
[] Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) *[Go to Q8]*
[] No I don't use any flexible work arrangements *[Go to Q8]*

<p>outside of your normal work day, such as answering a work call at home.</p> <p>Home could include your own home, the home of a family member, or a holiday home.</p>	<p><input type="checkbox"/> Don't know <i>[Go to Q8]</i></p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q8]</i></p>
<p>Q7a. What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday/Sunday</p> <p><input type="checkbox"/> I don't have set days that I work from home</p>

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

Please indicate how much you agree or disagree with the following statement.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q9a. I feel that my pay adequately reflects my performance.							

Part B: Supporting productivity Te hāpai whakaputaranga							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<p>Q11. I have access to the evidence I need to make good decisions.</p> <p>Evidence refers to data, analytics, research and evaluation.</p>							
Q12. My manager provides me with helpful feedback to improve my performance.							
Q12a. My manager supports my team to deliver on our responsibilities in a timely manner.							

Q12b. My manager cares about delivering good value for taxpayers.							
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Please indicate how much you agree or disagree with the following statements.

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

Q13aa. When suggestions to improve workplace efficiency or productivity are made, they are taken seriously and acted upon.

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

Customers can include people outside your organisation such as members of the public, **service users**, or Ministers. It can also include people inside your organisation, e.g. other teams.

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

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

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q15. My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
Q15a. Over the last 12 months, how successful has your team been at achieving its objectives?							

Q16. Does the team you manage have the ability to work from home?	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q17]</i> <input type="checkbox"/> Don't know <i>[Go to Q17]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q17]</i>
Q16a. What impact does work from home 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

<p>Q17. Please indicate how much you agree or disagree with the following statement:</p> <p>I have the support I need from my organisation to manage or improve staff performance that is not meeting expectations.</p> <p>[MANAGERS ONLY, yes to Q3]</p>	<p><input type="checkbox"/> Strongly agree</p> <p><input type="checkbox"/> Agree</p> <p><input type="checkbox"/> Neither agree nor disagree</p> <p><input type="checkbox"/> Disagree</p> <p><input type="checkbox"/> Strongly disagree</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
--	--

How much do these issues below prevent you and your team performing at your best?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
Q17a. Inefficient decision making (e.g. slow timelines, senior leader involvement in small decisions, unclear governance processes)							
Q17b. Appetite for risk/innovation in my agency							
Q17c. Lack of access to appropriate tools, technology, and information (e.g. unreliable/old IT systems/software/hardware, limited use of AI)							
Q17d. Staffing level/work volumes							
Q17e. Poor communication between teams/silos							
Q17f. Some colleagues/direct reports don't have required skills/motivation							
Q17g. Too many meetings							
Q17h. Complicated or unnecessary business processes							
Q17i. Physical environment (e.g. lack of quiet spaces, meeting spaces, security, accessibility)							

There is space at the end of the survey to tell us more about what specific suggestions you have for improving your organisation.

Q18. Do you work regularly with other government agencies? Yes/No (skip to Q19)/ Don't know(skip to Q19)/ /Prefer not to answer(skip to Q19)

Government agencies can include Crown entities, local and regional government, non-public service departments, as well as departments and departmental agencies.

How much do these interagency challenges impact your ability to get work done?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
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Q18a. Problems getting timely information from other agencies							
Q18b. Need to consult with too many agencies							
Q18c. Personality conflicts/trust							
Q18d. Difficulty reaching consensus							
Q18e. Interagency groups with regular meetings but no clear mandate/objective/authority							
Q18f. Difficulty getting people with the right level of decision-making authority at the table							
Q18g. Lack of accountability							
Q18h. Risk aversion in other agencies							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q19. The work I do gives me a sense of accomplishment.							
Q19a. I am enthusiastic about my job.							
Q20. I would recommend my organisation as a good place to work.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q21. Senior leaders clearly articulate the direction and priorities for our organisation.							
Q22. I feel that change is managed well within my organisation.							
Q22a. In my organisation, people are encouraged to speak up when they identify a serious policy or delivery risk.							
Q23a. My organisation takes advantage of technology to deliver better services/information to the public.							

Q23b. How often do you use AI (Artificial Intelligence) for work?	<input type="checkbox"/> Daily
	<input type="checkbox"/> Weekly
	<input type="checkbox"/> Monthly
Some examples of AI tools are ChatGPT, Copilot, Grammarly.	<input type="checkbox"/> I've tried it, but I don't use it regularly
	<input type="checkbox"/> I've never tried it

	<input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Part C: Public Service principles Ngā mātāpono ratonga tūmatanui							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q24. I have a good understanding of what it means to be a politically neutral public servant.							
Q25. I am confident that in my organisation people get jobs based on merit.							
Q26. It is important to me that my organisation is open and transparent with the public.							
Q26a. 28. Are you involved in preparing advice for a Minister?	Yes			No <i>[Go to Q26b]</i>			
Please indicate how much you agree or disagree with the following statement:	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q26b. 28a. I am confident that my organisation is free and frank in our advice to Ministers.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q27. My organisation is working for the long-term good of New Zealand.							
Q27a. It is important to me that my work contributes to the common good.							
Q27b. The work I do contributes to better outcomes for New Zealand.							
Q27c. The work that I do provides value for taxpayers.							
Q27d. It is important to me that my agency is careful in how it uses taxpayer money.							

Part D: Integrity and conduct | Te pono me te mahi tika

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q29. My work colleagues can be trusted to do what is right.							
Q30. My manager leads by example in ethical behaviour.							
Q31. The culture in my organisation supports people to act with integrity.							
Q32. I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
Q33. I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
Q33a. The agency I work for supports and actively promotes a workplace where people are respectful towards one another.							
Q33b. I feel accepted as a valued member of the team.							
Q33c. I feel comfortable being myself at work /with my colleagues.							

<p>Q34. Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender and/or ethnicity denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender and/or ethnicity denied reasonable accommodation for an impairment/disability denied the opportunity to carry out a religious or cultural practice at work (e.g. speaking a language other than English in social interactions, prayer break) 	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No [Go to Q36]</p> <p><input type="checkbox"/> Don't know [Go to Q36]</p> <p><input type="checkbox"/> Prefer not to answer [Go to Q36]</p>
<p>Q35. I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p><input type="checkbox"/> Gender or sex</p> <p><input type="checkbox"/> Age</p> <p><input type="checkbox"/> Ethnicity, national origin, race or colour</p> <p><input type="checkbox"/> Disability</p> <p><input type="checkbox"/> Religious belief</p> <p><input type="checkbox"/> Sexual orientation</p> <p><input type="checkbox"/> Marital or family status</p>

	<input type="checkbox"/> Political opinion <input type="checkbox"/> Employment status <input type="checkbox"/> Ethical belief <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Part E: Health, safety, and wellbeing | Te hauora, te haumarutanga, me te toiora

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

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

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

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

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

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

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

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

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

Q41. How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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Q42. Who was responsible for the bullying or harassment?	Select all that apply
a. My current or previous manager	
b. Someone more senior (other than my manager)	
c. One or more of my direct reports	
d. Another co-worker in my current agency not listed above	
e. Client, customer, or person in our care	
f. A member of the public	
g. Colleague from another government agency	
h. Minister or ministerial office staff that I have direct contact with	
i. Contractor/consultant/service provider	
j. Don't know	
k. Prefer not to answer	

Q43. Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q45]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q44. Why didn't you report the bullying or harassment? Select all that apply	<input type="checkbox"/> I didn't want to upset relationships in the workplace <input type="checkbox"/> I did not have any evidence <input type="checkbox"/> It could affect my career <input type="checkbox"/> I did not think action would be taken <input type="checkbox"/> The issue was resolved informally <input type="checkbox"/> I didn't think the behaviour was serious enough to report it <input type="checkbox"/> Managers accepted the behaviour

	<input type="checkbox"/> It was not worth the hassle of going through the reporting process <input type="checkbox"/> I was worried about possible retaliation or reprisals <input type="checkbox"/> I didn't know how to report <input type="checkbox"/> Someone else reported the behaviour so I didn't have to <input type="checkbox"/> Other <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q45. I am satisfied with how matters related to bullying/harassment are resolved in my organisation.							

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

Show box below to all respondents:

<p>If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Programme (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). Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.
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Part F. Skills and development Te whakapiki pūkenga	
Q51. Thinking about your current role, which of the following best describes how you feel about your skills?	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

Please rate your level of agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q53. I have access to the learning and development I need to do my job well.							
Q53a. I feel confident in my ability to learn new digital skills.							
Q54. I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							

Part G: Māori Crown capability | Ngā āheinga o ngāi Māori me te Karauna

- Q56.** 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) [\[Go to Q58\]](#)
- ☐ Don't know
- ☐ Prefer not to answer

Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
Q58. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
Q59. I am encouraged and supported to engage with Māori and to understand Māori perspectives.							
Q60. I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
Q61. I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
Q62. Staff are encouraged to use te reo Māori.							
Q63. Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							
Q64. I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							

Part H. Job satisfaction and future plans | Te āhuareka o te mahi me ngā mahere mō anamata

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

Part I: About you | Mōu ake

We want to understand more about you, your experiences and how these may vary across Public Service groups.

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

Q67. How old are you?

- ☐ Under 20 years
- ☐ 20 to 24 years
- ☐ 25 to 29 years
- ☐ 30 to 34 years
- ☐ 35 to 39 years
- ☐ 40 to 44 years
- ☐ 45 to 49 years
- ☐ 50 to 54 years
- ☐ 55 to 59 years
- ☐ 60 to 64 years
- ☐ 65 to 69 years
- ☐ 70 years or over
- ☐ Prefer not to answer

Q68. What is your gender?

Please select all that apply.

- ☐ Female
- ☐ Male
- ☐ Another Gender, please state: _____
- ☐ Don't know
- ☐ Prefer not to answer

Q69. What ethnic group(s) do you belong to?

Select all that apply to you.

- ☐ New Zealand European
- ☐ Māori
- ☐ Samoan
- ☐ Cook Islands Maori
- ☐ Tongan
- ☐ Niuean
- ☐ Chinese
- ☐ Indian
- ☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____
- ☐ Prefer not to answer

Q70. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

- ☐ Yes
- ☐ No [\[Go to Q71\]](#)
- ☐ Don't know [\[Go to Q71\]](#)
- ☐ Prefer not to answer [\[Go to Q71\]](#)

Q70a. Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".

Iwi: AUTO-SUGGEST_____
Region: OPEN TEXT_____
☐ Don't know
☐ Prefer not to answer

And do you identify with any other iwi? If not, leave the box below blank.

[\[Use iwi list based on StatsNZ aria tool\]](#)

And which region / rohe do your [insert] iwi come from?

Region: OPEN TEXT _____

☐ Don't know

☐ Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants who identify as disabled, and of public servants with mental health and neurodivergent conditions. Responses will inform improvements to the working environment for public servants.

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

Q72. Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?

☐ Yes

☐ No [\[Go to Q73\]](#)

☐ Don't know [\[Go to Q73\]](#)

☐ Prefer not to answer [\[Go to Q73\]](#)

Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.

Q73. Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?

☐ Yes

☐ No [\[Go to Q74\]](#)

☐ Don't know [\[Go to Q74\]](#)

☐ Prefer not to answer [\[Go to Q 74\]](#)

Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.

Q74. Do you identify as a disabled person?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.

If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.

Q75. Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?

☐ Yes

☐ No [\[Go to Q78\]](#)

☐ Don't know [\[Go to Q 78\]](#)

☐ Prefer not to answer [\[Go to Q78\]](#)

Only show to those who respond with yes to Q74 OR ((don't know or prefer not to answer to Q74) AND (yes to either Q72 or Q73))

Q76. Have you talked to your employer about your workplace supports or accommodation needs?

☐ Yes

☐ No

☐ Don't know

☐ Prefer not to answer

Q77. Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.

☐ Very satisfied

☐ Satisfied

☐ Neither satisfied nor dissatisfied

☐ Dissatisfied

☐ Very dissatisfied

If you would like to comment about this, there is space at the end of the survey for comments.

- ☐ Don't know
☐ Prefer not to answer

Q78. Do you identify as Lesbian, Gay, Bisexual, Transgender, **Takatāpui** and/or gender diverse, Intersex, Queer, Questioning and/or Asexual (LGBTQIA+)?

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

Q82. Do you have parenting and/or caring responsibilities?

- ☐ Yes
☐ No
☐ Prefer not to answer

This could include caring for children, relatives, friends, etc.

Q83. What is your religion?

AUTO-SUGGEST__ *[to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc]*

Note if you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond.

Q84. In which language(s) could you have a conversation about a lot of everyday things?

- Please select all that apply.
☐ English
☐ Te reo Māori
☐ New Zealand Sign Language
☐ Samoan
☐ Other language(s) – please specify (eg Gujarati, Cantonese, Greek) _____
☐ Don't know
☐ Prefer not to answer

Q85. What is your highest qualification?

- ☐ No Qualifications
☐ High School/Secondary School Qualification
☐ Level 1 to 4 Certificate
☐ Level 5 or 6 Diploma
☐ Bachelor's Degree or Level 7 Qualification
☐ Bachelor Honours Degree or Postgraduate Certificate/Diploma
☐ Master's Degree
☐ PhD/Doctoral Degree
☐ Other – please specify _____
☐ Don't know
☐ Prefer not to answer

Part J Your comments | Ō tākupu

Q86. What changes would help your organisation deliver better results for taxpayers?

If you have any other comments, you can also add them here.

All comments will be made available to your agency's Te Taunaki Census contact,

verbatim (word for word, as written). To help ensure confidentiality, please don't include any personal details about yourself or others in your answer.

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

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

From: Misty Mossman 9(2)(a) privacy
Sent: Tuesday, 18 February 2025 3:29 pm
To: Josh Masson; Aidan Smith
Cc: Gabrielle Wilson; MAES
Subject: RE: PS Census report

Good afternoon

The report (with latest version of the questionnaire attached) has been signed: [2025-0053 - SIGNED REPORT - Public Service Census 2025](#)

Kind regards

Misty



Misty Mossman

Private Secretary (Public Service) | Office of Hon Judith Collins KC MP

Member of Parliament for Papakura

Attorney-General | Minister of Defence | Minister for Digitising Government | Minister for the Public Service

Minister Responsible for the GCSB | Minister Responsible for the NZSIS | Minister for Space

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Duplication