



Te Kawa Mataaho

Public Service Commission

12 May 2025

9(2)(a) privacy

9(2)(a) privacy

Official Information Request

Our Ref: PSCR 2025-0314

I refer to your official information request received on 17 March 2025 where you asked:

"I request copies of all correspondence, including but not limited to letters, emails, text messages, and WhatsApp messages, regarding the following matters:

- 1. The decision to consult the Minister for the Public Service on the 2025 Public Service Census.*
- 2. Any feedback provided the Minister for the Public Service on the 2025 Public Service Census.*
- 3. Any directive or request for Minister for the Public Service to provide feedback, including but not limited to the expected scope and focus of the feedback.*
- 4. Correspondence regarding Minister for the Public Service's feedback on the 2025 Public Service Census, including exchanges with third parties (excluding minor administrative matters).*

I request copies of all briefings, memos, advice, reports, or any other documents regarding the following matters:

Ministerial Involvement in the 2025 Public Service Census

- 5. The decision to consult Minister for the Public Service on the 2025 Public Service Census.*
- 6. The nature and extent of Minister for the Public Service's consultation on the 2025 Public Service Census.*
- 7. Any directive or guidance provided to Minister for the Public Service regarding feedback, including the expected scope, use, and focus of that feedback.*
- 8. Minister for the Public Service's specific feedback on the 2025 Public Service Census.*
- 9. Which aspects of Minister for the Public Service's feedback were incorporated or rejected, and the rationale for these decisions.*

Consultation and Feedback from Other Parties

- 10. A list of all parties, including individuals, who provided feedback on the 2025 Public Service Census during its development.*
- 11. A list of all parties, including individuals, who provided feedback on the 2021 Public Service Census during its development.*
- 12. Any directive given to parties providing feedback on the required scope, use, or focus of their input during the development of the 2025 Public Service Census.*
- 13. Any directive given to parties providing feedback on the required scope, use, or focus of their input during the development of the 2021 Public Service Census.*

14. Any documents outlining the reasons for changes between the 2021 and 2025 versions of the survey, particularly the removal of certain demographic questions and increased focus on productivity.
15. A full copy of the 2025 Public Service Census questionnaire, including all questions.”

Information publicly available

Listed in the table below is advice within scope of your request that was provided to the Minister for the Public Service. It is standard procedure to consult with Ministers on agency activities, particularly when it will have an impact on all public servants and be used to drive performance in agencies. The purpose the reports are being provided to the Minister is captured in the advice listed in the table below.

The following information is and will soon be publicly available on Te Kawa Mataaho Public Service Commission's (the Commission's) website at the links provided for in the table below.

Item	Date	Document Description	Website Address
1.	18 December 2023	2023-0313 – REPORT – Public Service Census 2024	Publicly available soon https://www.publicservice.govt.nz/publications
2.	11 March 2024	2024-0072 – REPORT – Public Service Census	Publicly available https://www.publicservice.govt.nz/assets/DirectoryFile/2024-0072-REPORT-Public-Service-Census-2024.pdf
3.	19 August 2024	2024-0211 – REPORT – Public Service Census 2025	Publicly available https://www.publicservice.govt.nz/assets/DirectoryFile/2024-0211-REPORT-Public-Service-Census-2025.pdf
4.	24 January 2025	Briefing to the Incoming Minister for the Public Service	Publicly available https://www.publicservice.govt.nz/assets/DirectoryFile/Briefing-to-the-Incoming-Minister-for-the-Public-Service-January-2025.pdf
5.	3 February 2025	MoSR 2025-0053 – REPORT – Public Service Census 2025	Publicly available https://www.publicservice.govt.nz/assets/DirectoryFile/2025-0053-REPORT-Public-Service-Census-2025.pdf
6.	March 2025	Public Service Census 2025 Questionnaire	Publicly available Public-Service-Census-2025-FINAL-for-web.pdf

Accordingly, I have refused this part of 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

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

Item	Date	Document Description	Decision
2021 Census Communications			
7.	27 November 2020	Email to Te Tauri Whiri – following up on request for feedback on the name of the census	
8.	27 October 2020	Email to Te Taura Whiri – Māori Language Commission seeking feedback on the name of the 2021 Public Service Census	Released in part
9.		ATTACHMENT: Census questionnaire for external review	Released in full
10.		ATTACHMENT: Census A3 one-pager	Released in full
11.	27 October 2020	Email to Te Puni Kōkiri – Ministry of Māori Development and Te Arawhiti – Office for Māori Crown Relations: seeking feedback on 2021 Public Service Census	Released in part
12.	26 November 2020	Email to Stats NZ seeking feedback on 2021 Public Service Census	Released in part
13.	26 November 2020	Email to Becky seeking feedback on 2021	

Item	Date	Document Description	Decision
2025 Census Communications			
14.	12 June 2023	Email to all Public Service agencies (MBIE example provided) seeking feedback for development of 2025 Public Service Census	Released in part
15.		ATTACHEMENT: Te Taunaki 2021 topic areas	Released in full
16.	20 June 2023	Letter to Psychosocial Technical Advisory Group seeking advice for development of 2025 Public Service Census	Released in full
17.	1 August 2023	Email to Productivity Commission seeking advice for development of 2025 Public Service Census	Released in part

18.	8 September 2023	Email to all Public Service agencies seeking feedback on draft 2025 Public Service Census	Released in part
19.		ATTACHEMENT: Te Taunaki 2024 Questionnaire Draft External Consultation	Released in full
20.	8 September 2023	Email to Human Rights Commission seeking feedback on draft 2025 Public Service Census	Released in part
21.	8 September 2023	Email to Te Taura Whiti Māori Language Commission and Te Puni Kōkiri – Ministry of Māori Development seeking feedback on draft 2025 Public Service Census	Released in part
22.	12 September 2023	Email to Tui Raumata - cross-agency Employee-led Network governance group seeking feedback on draft 2025 Public Service Census	Released in part
23.	23 February 2024	Excerpt from weekly report week ending 23 February 2024.	Released in part
24.	12 April 2024	Email to Government Women's Network seeking feedback on draft 2025 Public Service Census	Released in part
25.		Attachment – questionnaire	
26.	6 September 2024	Email to Tūhono – The Māori Public Sector Network and Pou Tangata Moana – The Pacific Public Servants network on draft 2025 Public Service Census	Released in part
27.	3 February 2025	Information request from MO about the scope and the meaning of one of the topic areas (mobility intentions.	Released in part
28.	3 February 2025	RESPONSE SENT TO MO to item 21 request	Released in part
29.	3 February 2025	Information request from MO: Outline what questions that were new for this year, not asked in 2021.	Released in part
30.	4 February 2025	RESPONSE SENT - Copy of the 2021 questionnaire	Released in full
31.	4 February 2025	Information request from MO: What questions were in the 2021 but not in this one??	Released in part
32.	4 February 2025	RESPONSE SENT: Copy of the questionnaire with changes since the 2021	Released in full
33.	10 February 2025	Email from MO – list of the requested changes to discuss at meeting tomorrow	Released in part
34.	11 February 2025	Email from MO - Minister for the Public Service Feedback received	Released in part

35.	11 February 2025	Table of Advice provided to the Minister for the Public Service	Released in full
36.	11 February 2025	Feedback received from Minister for the Public Service office	Released in full
37.	17 February 2025	Email to Minister's office including the Commissioner's feedback	Released in part
38.	17 February 2025	Document outlining the reasons for changes between the 2021 and 2025 versions of the survey	Released in full
39.	19 February 2025	Email to Public Service agencies regarding updated Census	Released in part

I have decided to release the relevant parts of the documents listed above, subject to information being withheld under one or more of the following sections of the 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.

Aspects of the Minister's feedback

Feedback received from the Minister to remove questions was actioned in full, the Public Service Commissioner made the final call on the questions The Minister for the Public Service suggested additional questions, and the Commission adapted her suggestions, selecting the questions that would yield the most useful data.

Consulted organisations

Please find listed in the table below the organisations that the Commission consulted with on the 2021 and 2025 Public Service Census.

2021 Public Service Census	2025 Public Service Census
Secretariat of the Health and Disability Ethics Committees	Cross-agency Pacific Public Servants Network
Cross-agency Rainbow Network	Cross-agency Rainbow Network
StatsNZ	Data Ethics Advisory Group
Te Arawhiti – Office for Māori Crown Relations	Department of Internal Affairs
Te Puni Kōkiri - Ministry of Māori Development	Department of Prime Minister and Cabinet
Te Taura Whiri Māori Language Commission	Human Rights Commission
	Inland Revenue

	Ministry of Business, Innovation and Employment
	Ministry for Ethnic Communities
	Ministry for Pacific Peoples
	Ministry of Defence
	Ministry of Justice
	Ministry of Primary Industries
	Ministry of Social Development
	The Organisation for Economic Co-operation and Development (OECD)
	Office for Seniors
	Office of the Government Chief Privacy Officer
	Oranga Tamariki – Ministry for Children
	Productivity Commission
	Public Service Association
	Psychosocial Technical Advisory Group
	StatsNZ
	Te Aho o Te Kahu Cancer Control Agency
	Te Arawhiti - Office for Māori Crown Relations
	Te Puni Kōkiri - Ministry of Māori Development
	Te Taura Whiri Māori Language Commission
	The Treasury
	We Enable Us (Disabled Public Servants Network)

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 Commission's website.

Yours sincerely

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

Nicky Dirks

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

From: [Tas Papadopoulos](#)
To: [Ken Smart](#)
Subject: FW: Public Service Census – initial draft for your review and comment, hui and name request
Date: Monday, 18 January 2021 4:48:26 pm
Attachments: [Census questionnaire for external review - Nov20.docx](#)
[Census A3 one-pager.pptx](#)
out of scope
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.jpg](#)
[image017.png](#)
[image019.png](#)
[image021.png](#)
[image023.png](#)
[image025.jpg](#)

From: Marama Ellis

Sent: Friday, 27 November 2020 4:50 pm

To: (b)(2)(a) private @tetaurawhiri.govt.nz; (b)(2)(a) private @tetaurawhiri.govt.nz

Cc: Tas Papadopoulos

Subject: Public Service Census – initial draft for your review and comment, hui and name request

Tēnā kōrua i roto i ngā āhuatanga i te wā,

I'm following up on our brief conversation on Monday afternoon (Matu) about the Public Service Census.

Sharon Boyd, who was managing the Census work here, has left us to return to MBIE. Census work is continuing though, and we'd really like to hui with you to discuss your thoughts on our draft questionnaire (attached).

I'm also attaching a request for expert advice from Te Taura Whiri I te reo Māori on a suitable Māori name for the census. As background information, I'm also attaching a Census A3 on-pager. We're happy to discuss this at our hui with you.

Hui

Do any of these possible days/times suit for us to hui, before 11 December (when comments on the questionnaire are due)?

Friday 4 December:

10am-12 noon

1pm-4pm

Monday 7 December:

11-12 noon

3.30pm-4.30pm

Tuesday 8 December

11am-12 noon

Context on the review of draft questionnaire

Over the last few weeks the Census project team has been refining the draft census content based on the needs and priorities that you and others have provided us with. We now have an initial shortened draft ready for your review.

Last week we asked a handful of people here at the Commission to trial the draft questions, purely to give us an indication of length (how long did it take) and flow (did any questions, or movements between questions stand out). We were pretty happy to get an average time of 18 minutes and a number of useful tweaks. This gives us confidence that the number of questions we're suggesting is broadly right. Anything we want to add (back) in from here will almost certainly require something else coming out.

The word file shows this questionnaire, along with some questions shaded in grey that are currently ranked lower priority. We are looking for your thoughts on the topics you've previously helped Sharon with (on pages 5 and 21), in particular your thoughts on:

- a. any priorities of yours that you feel we may not have reflected adequately – ie questions in

- grey you'd like to see added back in/ taken out
- b. response options
- c. order of questions
- d. anything else

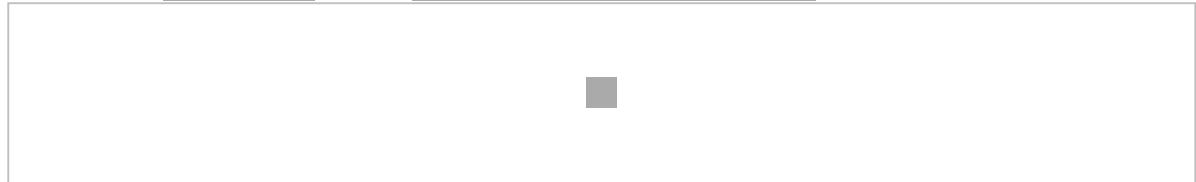
Ngā mihi whakawhetai

Marama Ellis

Kaitohutohu Mātāmua | Principal Advisor

Te Rōpū Whakawhiti Kōrero, Whakapā Tāngata | Communications and Engagement

waea pūkoro 9(2)(a) privacy | **imēra:** 9(2)(a) privacy



Te Kawa Mataaho Public Service Commission

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



From: Sharon Boyd 9(2)(a) privacy

Sent: Tuesday, 27 October 2020 12:29 pm

To: Matu Ihaka 9(2)(a) privacy; Fiona Kale 9(2)(a) privacy; Ngahiwi

Apanui 9(2)(a) privacy

Cc: Tas Papadopoulos 9(2)(a) privacy; Josh Masson

9(2)(a) privacy; Rae Nathan 9(2)(a) privacy; Ken Smart

9(2)(a) privacy; Hannah Dewes 9(2)(a) privacy

Subject:

Kia ora Matu, Fiona and Ngahiwi me ngā mihi ki a koutou katoa

I am touching base with you as I finish my secondment at Te Kawa Mataaho this week and am heading back to MBIE. I would like to introduce my colleague Tas Papadopoulos (via email!), as Tas is managing the Public Service Census work going forward and will continue working on this project with the wider Strategic Information team at the Commission (managed by Josh Masson).

Thank you for your very useful input on Te Taura Whiri i te Reo Māori's priority information needs for the Census. The content you proposed for the Census on acquisition and use of Te Reo is in the draft questionnaire as we discussed. The census team will be in touch to discuss any changes proposed to this content. (I have attached a copy of the current draft questionnaire for your reference. Please see pages 4, 5 and 30 for the content we worked on together to address your agency's data needs.

Apologies for all the notes and comments in this document – the questionnaire is still a work in progress.)

We are still keen to draw on your expertise regarding a possible Māori name for the Census. Tas will arrange a meeting with you in a few weeks' time, where you can also meet with our census comms co-ordinator to discuss this further. I have added a Māori language 'working title' to the questionnaire. It's just there as a placeholder – the feedback that I have internally on this is that 'he waka eke noa' is a very commonly used whakataukī, and often used in the titles of official documents, and that both phrases are heavily used in various different contexts. I think we may be looking more at a 'saying' or more colloquial name that would sit alongside the official census title, rather than a translation of the official title. We would be interested in your views on this also.

As background information, I have attached an A3 which gives an overview of the Census. I have also attached the introduction to our Census Project Plan which gives a bit more detail on the Census purpose and objectives, and where this work fits within our broader strategic framework etc.

Ngā mihi nui anō for your engagement on the Census to date. I look forward to keeping in touch on this project and seeing the data used to inform future programmes of work.

Noho ora mai rā

Sharon

Sharon Boyd ([she/her](#))

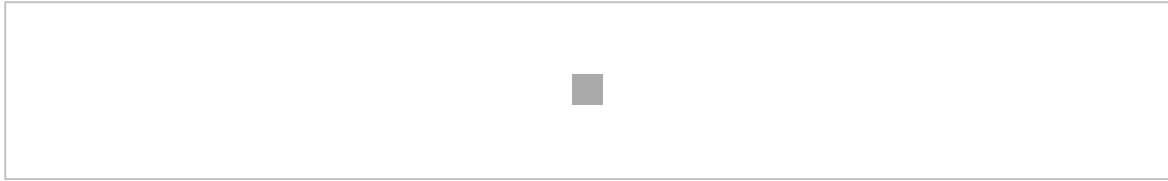
Kaitohutohu Matua / Senior Advisor

Te Pārongo Rautaki / Strategic Information Team

Te Tohutohu Rautaki me te Kaupapa Here / Strategy and Policy Group

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

9(2)(a) privacy



Te Kawa Mataaho Public Service Commission

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



This word document is an aid to the excel file also provided.

Using the 1-4 priority scale shown in the excel file, this document contains all priority 1-3 questions (4 are consider very low priorities or duplicates so have been excluded here).

The lower priority questions and those we have doubts about are currently highlighted grey – pending review and feedback from cognitive testing, these would likely be excluded.

Public Service Census Aotearoa 2021

Tēnā koe – Welcome to New Zealand’s first Public Service Census

Te Kawa Mataaho Public Service Commission, working with Research NZ, is conducting a census of employees in core Public Service agencies. Our first Public Service Census focuses on diversity, inclusion, experiences and wellbeing at work, and views on working for New Zealand’s Public Service.

Public servants are at the heart of our public services. We want to make sure the Public Service is a great place to work and we are best positioned to deliver for the people of Aotearoa New Zealand.

Why are we doing a Public Service census?

To build an inclusive and diverse Public Service that reflects and delivers for the communities we serve, we need to better understand who our public servants are, their experiences and what motivates them. A Public Service census provides a safe, independent channel for this to happen.

Census participation

We would like to thank you, in advance, for taking part in this significant project.

Your participation in this census is voluntary. However, we strongly encourage you to do so as the information you provide will help us build the inclusive, diverse and responsive Public Service all New Zealanders deserve. More details about the purpose of this census and how we will protect your private information is available here: <https://www.publicservice.govt.nz/2021-public-service-census-participant-information> [doesn’t exist yet]

Privacy

Email addresses of all Public Service employees have been provided to Te Kawa Mataaho by the core Public Service agencies so that we can send out census participation invitations to all public servants.

Your email address will only be used to contact you about participating in the census. Details on who completes the survey, other than the total number done at each agency, will not be available to Te Kawa Mataaho or participating agencies.

Maintaining individual’s privacy is paramount. Census responses will remain anonymous. Email addresses and any personal identifiers will be deleted from the dataset before it is provided to Te Kawa Mataaho for analysis. Te Kawa Mataaho will only report aggregated census results for groups of respondents. These groups will be formed by combining respondents’ demographic information, such as age group, gender or agency. Smaller numbers will be suppressed to ensure we protect people’s privacy. Te Kawa Mataaho will publish summary, aggregated system-level results on our website at the completion of this project.

If you have any questions about the census please contact (x agency) on (0800), or at (email address).

Instructions on completing the census

1. The census is intended for Public Service staff only. If you are a contractor, either self-employed or working for a private business, you do not need to complete this census.
2. Please read each question carefully.
3. For some questions, we use scales (e.g. agreement scales) to collect data on your views and experience of working for the Public service. Where scales are used please select the response option that best represents the answer you want to give.
4. Unless stated otherwise, please answer the questions about the agency you currently work for, even if you have worked for more than one agency in the last 12 months.
5. Please complete only one census questionnaire. If you receive more than one invitation to participate (this may be sent to another Public Service agency that you also currently work for), please complete the questionnaire by answering the questions about the agency you work the most hours for.
6. There are some questions where you can provide a text response. Please do not provide personal information about another person when answering these questions, for example, by including a name in your response.
7. Please complete and submit the census by 5.00pm (date).

You can select the 'prefer not to answer' option or exit the Census by closing the web page at any time. We are committed to protecting your privacy: Census responses will remain anonymous and the information you provide will be kept confidential.

If any of these questions raise specific concerns for you at any time, please contact the services offered by your agency's employee assistance programme.

Qx. In your role at the agency through which you received this survey, are you employed directly by that Public Service agency, or are you a contractor, either self-employed or working for a private business?

- ☐ Employed directly by the public service agency through which I received this survey
- ☐ A contractor, either self-employed or working for a private business
- ☐ Don't know
- ☐ Prefer not to answer

Qx. Routing...if 'contractor' to previous question:

Thank you for your time etc

You do not need to complete this survey etc

Part A: Personal Demographics

Q1. 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 70 years
- ☐ 70 years or over
- ☐ Prefer not to answer

Q2. What country were you born in?

- ☐ New Zealand
- ☐ Australia
- ☐ Netherlands ☐ Canada ☐ Northern Ireland
- ☐ China (People's Republic of) ☐ Philippines
- ☐ Cook Islands ☐ Samoa ☐ England ☐ Scotland
- ☐ Fiji ☐ Singapore ☐ Germany
- ☐ South Africa ☐ Hong Kong ☐ Sri Lanka
- ☐ India ☐ Tonga ☐ Ireland
- ☐ United States of America ☐ Korea, Republic of
- ☐ Wales ☐ Malaysia ☐ Zimbabwe
- ☐ Other - please specify: _____

Q3. How long have you lived in New Zealand?

- ☐ I was born in New Zealand and/or born a NZ citizen
- ☐ 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?

Please select all that apply.

- ☐ New Zealand European
- ☐ Māori
- ☐ Samoan

- ☐ Cook Islands
- ☐ Maori
- ☐ Tongan
- ☐ Chinese
- ☐ Indian
- ☐ Other, e.g. Dutch, Japanese, Tokelauan. Please specify: _____

Q5. Are you descended from a Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

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

Q6. Routing...if 'Yes' or 'Don't know' to Q5 on Māori ancestry:

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

Iwi: _____

Region: _____

- ☐ 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
- ☐ Māori
- ☐ Samoan
- ☐ New Zealand Sign Language
- ☐ Other language(s) – please specify (e.g. Gujarati, Cantonese, Greek)

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

- ☐ Very well – I can talk about almost anything in Māori
- ☐ Well – I can talk about many things in Māori
- ☐ Fairly well – I can talk about some things in Māori
- ☐ Not very well – I can only talk about simple/basic things in Māori
- ☐ No more than a few words or phrases
- ☐ 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 _____

Q10. What is your religion (e.g. Presbyterian, Rātana, Sunni, Sikhism)?

- ☐ No Religion
- ☐ Anglican
- ☐ Christian nfd
- ☐ Roman Catholic
- ☐ Presbyterian
- ☐ Catholicism nfd
- ☐ Hinduism nfd
- ☐ Islam nfd
- ☐ Latter-day Saints
- ☐ Methodist nfd
- ☐ Buddhism nfd
- ☐ Ratana
- ☐ Sikhism
- ☐ Other, please specify: _____
- ☐ Prefer not to answer

Q11. What is your gender?

Please select all that apply.

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

Qx. 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

Qy. 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

Q12. Which of the following do you identify as?

Please select all that apply.

- ☐ Heterosexual or straight
- ☐ Gay or lesbian
- ☐ Bisexual
- ☐ Other – please specify _____
- ☐ Don't know
- ☐ Prefer not to answer

Q13. Do you consider yourself a member of the LGBTQI+ community?

LGBTQI+ includes (but is not limited to) identities such as Lesbian, Gay, Bisexual, Non-Binary, Gender Diverse, Transgender, Taahine, Fa'afafine, Takatāpui, Whakawahine, Tangata ira tane, Fakaleiti, Akava'ine, māhū, vakasalewalewa, palopa, fakafifine, hijra, Intersex, Queer, Questioning, Asexual and more. This does not include allies.

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

The next questions ask about difficulties you may have doing certain activities because of a health problem.

Q14. 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

Q15. 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

Q16. Do you have difficulty walking or climbing steps?

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

Q17. Using your usual language, do you have difficulty communicating, for example understanding or being understood?

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

Q18. Do you have difficulty remembering or concentrating?

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

Q19. 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

Q20. Do you experience any mental health conditions that have lasted for six months or more?

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

Personal commitments and responsibilities**Q21a. Do you have parenting and/or caring responsibilities?**

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

Q21b. Routing...if 'Yes' to Q21a:

For whom do you have parenting or caring responsibilities?

Please select all that apply.

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

Q22. Do you usually spend 3 hours or more per week on/doing any of the following activities?

Please select all that apply.

- ☐ Voluntary work e.g. for whanau, iwi, hapu, marae, Pasifika community, church, community group, Women's Refuge, sports club etc.

Volunteer work is time you give without pay to activities performed through organisations or directly for others outside your own household. This is sometimes called mahi aroha in Māori and is about working together for the common good of the people. Examples include: fundraising, providing administrative support, serving on the board of a school, picking up rubbish in your community, helping people outside of your household, for example, by providing transport or assistance for elderly people or children, coaching, officiating, or giving free medical, social support or legal advice/assistance.

- ☐ Formal Study, training, further education or learning
- ☐ Another paid job or self-employment (e.g. secondary job/employment)
- ☐ None of the above
- ☐ Don't know
- ☐ Prefer not to answer

Part B: Job characteristics

Q1. What Public Service agency do you currently work for?

If you are currently on a secondment, please select the agency below that you are seconded to.

If you work for more than one agency, please select the agency below that you work the most hours for.

In the survey this will be a drop-down list but have removed for this paper run-through. Please provide here:

-
- ☐ Prefer not to answer

Where questions in this census ask about 'the agency you currently work for' please answer these questions about the agency you selected in the question above.

Q2. How long, have you worked in (OR been employed in) your current role at the agency you currently work for?

Please include time spent working in this current role that may have been with a legacy agency, 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

Q3. How long, in total, have you worked for (OR 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

Q4. How long, in total, have you worked for (Or been employed by) the New Zealand Public Service?

'Public Service' agencies include the core 36 Public Service agencies as listed here, as well as any of their legacy agencies (for example, the Department of Labour is a legacy agency of MBIE).

Please count the total time you have spent working for these agencies. Don't count time away from the Public Service 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

Q5. How many Public Service agencies have you worked for during this time?

'Public Service' agencies include the core 36 Public Service agencies as listed [here](#), as well as any of their legacy agencies (for example, the Department of Labour is a legacy agency of MBIE). Please count the agency that you currently work for only once, even if you had previous periods of employment with this agency or any of its legacy agencies.

Answer: _____

Q7. What region(s) do you mainly work in?

- ☐ Auckland region
- ☐ Bay of Plenty region
- ☐ Canterbury region
- ☐ Gisborne region
- ☐ Hawke's Bay region
- ☐ Manawatū-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

Q8. Which of the following occupational categories best describes your role at the agency you currently work for?

- ☐ Senior leaders, managers and team leaders (all people leaders and senior thought leaders)
- ☐ 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 Worker
- ☐ Clerical and Administrative Worker (e.g. receptionists, general clerical workers, programme administrators)
- ☐ Policy Analysts
- ☐ Information Professionals
- ☐ ICT Professionals and Technicians
- ☐ Legal, HR and Finance Professionals
- ☐ Other Professionals not elsewhere included
- ☐ Other Occupations

Q9. And which of the following is closest to your job title in your role at the agency you currently work for?

☐ Drop down list of detailed ANZSCO job titles for the specific occupational category selected above

For paper run-through only - Answer: _____

Q10. Routing...if 'manager' in Q8:

A - Which of the following statements best describe your current leadership role?

- ☐ I do not have any staff who report directly to me
- ☐ I lead a team of people who do not have their own direct reports
- ☐ I lead a team of people, some or all of whom have direct reports
- ☐ Don't know
- ☐ Prefer not to answer

B - Are you a member of the Public Service Leaders Group?

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

C - In your current role are you...

- ☐ A tier 1 leader (e.g. a Director General, Chief Executive etc.)
- ☐ 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

Q12. Do you spend more than half of your working time dealing directly with the public, customers, clients or people in your care – either face to face, online or over the phone?

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

Q13. In your role at the agency you currently work for, what are your weekly paid hours of work as stated in your employment agreement/contract?

- ☐ number field (HLFS records hours & minutes) – Answer for paper run-through: _____
- ☐ I don't have 'set' or 'contracted' hours
- ☐ Prefer not to answer

Qx. Would you prefer to work more paid hours in your current role?

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

Q14. In your role at the agency you currently work for, how many hours do you usually work per week?

- ☐ number field (HLFS records hours & minutes) – Answer for paper run-through: _____
- ☐ I don't have usual hours
- ☐ Prefer not to answer

Q15. In your role at {x agency/the agency you currently work for}, 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 or a role where you are paid by or through an employment agency)
- ☐ A self-employed contractor
- ☐ A contractor who works for a private business, e.g. a consultancy
- ☐ Don't know
- ☐ Prefer not to answer

An employment agreement lists the terms and conditions of employment.

Qx. In your current role, are you on an individual employment agreement that only applies to you or a collective agreement?

- ☐ Individual agreement
- ☐ Collective agreement
- ☐ Don't know
- ☐ Prefer not to answer

Q20. In your job at the agency you currently work for are you a member of a union?

A union is a group that negotiates on behalf of employees for pay and working conditions.

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

Q19. Did you come through a New Zealand Public Service graduate programme?

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

Q18. Which of the following ranges does your gross (pre-tax) full-time equivalent annual salary fall into?

\$40,000 or less
\$40,001 - \$45,000
\$45,001 - \$50,000
\$50,001 - \$55,000
\$55,001 - \$60,000
\$60,001 - \$65,000
\$65,001 - \$70,000
\$70,001 - \$75,000
\$75,000 - \$80,000
\$80,001 - \$85,000
\$85,001 - \$90,000
\$90,001 - \$95,000
\$95,001 - \$100,000
\$100,001 - \$110,000
\$110,001 - \$120,000
\$120,001 - \$130,000
\$130,001 - \$140,000
\$140,000 - \$150,000
\$150,001 - \$200,000
\$200,001 or more

Q19. In your current role have you negotiated (on?) any of the following terms and conditions with your employer in the last two years?

Select all that apply

- ☐ Your remuneration
- ☐ Your leave entitlements
- ☐ Your working hours
- ☐ Other terms and conditions of your employment
- ☐ Don't know
- ☐ Prefer not to answer

C: INCLUSION AND WELLBEING AT WORK

Inclusion

Q13. Please rate your level of agreement with the following statements about diversity and inclusion in the agency you currently work for.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Prefer not to answer
I feel valued at work							
a. I feel accepted as an equal member of the team							
I am provided with the support I need to perform at my best in my job							
b. I am recognised for the diverse range of knowledge and skills I bring to the job							
c. I am valued for the range of cultural expertise I bring to the job							
d. The people in my workgroup behave in an accepting manner towards people from diverse backgrounds							
e. The agency I work for supports and actively promotes an inclusive workplace culture							
In my agency, building cultural competence is creating a fair, diverse and inclusive workplace culture							
f. Employee-led networks enhance the culture in the agency I work for							
g. I feel comfortable being myself at work/with my colleagues							

Q23. What elements of your personal identity and/or diversity are most important to you?

Please select all that apply.

- ☐ Age
- ☐ Disability
- ☐ Skin colour
- ☐ Race
- ☐ Ethnicity
- ☐ Nationality
- ☐ Gender
- ☐ Sexual orientation
- ☐ Family or marital status
- ☐ Role, pay band or responsibility level
- ☐ Social or educational background

- ☐ Religious beliefs
- ☐ Political opinions
- ☐ Ethical beliefs
- ☐ Other, please specify
- ☐ Nothing in particular
- ☐ Don't know
- ☐ Prefer not to answer

Qx. What could your agency do to make you feel more comfortable about being yourself at work?

- [] Nothing
 [] Don't know
 [] Prefer not to answer

Wellbeing

Q14. Based on your experience in your current job, please respond to the following statements how frequently do you experience the following?

	Always	Often	Sometimes	Hardly ever	Never	Don' t know	Prefer not to answer
I have unrealistic time pressures							
a. I have a choice in deciding how I do my work							
My immediate supervisor encourages me							
I am clear what my duties and responsibilities are							
b. Relationships at work are strained							
Staff are consulted about change at work							

Q15. Please rate your level of agreement with the following statements about wellbeing in your current job.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don' t know	Prefer not to answer
a. I am satisfied with the policies/practices in place to help me manage my health and wellbeing							
b. My agency (The agency I work for) does a good job of communicating what it can offer me in terms of health and wellbeing							
c. My agency (The agency I work for) does a good job of promoting health and wellbeing							
d. I think my agency (the agency I work for) cares about my health and wellbeing							
e. I believe my immediate supervisor cares about my health and wellbeing							

Q16. In the last 12 months, and thinking just about the agency you currently work for, 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.

- ☐ Always
- ☐ Often
- ☐ Sometimes
- ☐ Hardly ever
- ☐ Never
- ☐ DK
- ☐ RF

Work-life balance, flexible working arrangements and parental leave

Q17. 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 remotely (from home or a different site)
- ☐ 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
- ☐ Don't know
- ☐ Prefer not to answer

Q18V1. Routing...if any options other than 'no' are selected in Q17:

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

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

Q18V2. Routing...If 'no' to Q17:

Would you like to have access to flexible working arrangements?

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

Q19. Routing...If 'yes' to Q18V1 or V2:

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.

- ☐ Flexible start and finish times or flexible break times
- ☐ Job-sharing
- ☐ Working reduced hours
- ☐ Working remotely (from home or a different site)
- ☐ 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

Q20. Routing...If 'yes' to 17 or Q18V1 or V2:

What are your reasons for currently using or wanting to use flexible working arrangements?

Please select all that apply.

- ☐ It's required in my job e.g. due to COVID, other events
- ☐ To help manage my parenting or caring responsibilities for children or mokopuna
- ☐ To help manage my other caring responsibilities
- ☐ To help manage my voluntary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc
- ☐ To allow more time for study, training, further education or learning
- ☐ To allow more time for another regular paid job or self-employment (e.g. secondary job/employment)
- ☐ To allow more time for other activities
- ☐ To reduce the time, cost or other impacts of commuting
- ☐ To help me manage a disability or health issue
- ☐ Other – please specify _____
- ☐ Don't know
- ☐ Prefer not to answer

Q21. In the last 12 months, and thinking just about the agency you currently work for, have you made any requests to use a flexible working arrangement(s)?

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

Q22. Routing...if 'yes in Q21:

And has any request made in the last 12 months to use a flexible working arrangement(s) been declined?

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

Q23. Thinking now about the days and times you spend working in your job at the agency you currently work for, in general, 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

Q9. Thinking now about all aspects of your job, overall, how do you feel about your work?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied / No feeling either way (GSS response option for mid-point)
- ☐ Dissatisfied
- ☐ Very dissatisfied
- ☐ Don't know
- ☐ Prefer not to answer

Parental leave

Q24. In the last two years have you taken parental leave or partner's parental leave while working in the Public Service?

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

Q25. Routing...if 'yes' to Q24:

Thinking about the most recent period of parental leave or partner's parental leave you took from the Public Service in the last two years, how many weeks of parental leave did you take?

Please include time on both paid and unpaid parental leave or partner's parental leave (in the most recent period of parental leave you have taken in the last two years while working in the Public Service).

- ☐ 2 weeks or less
- ☐ More than 2 weeks to 6 weeks
- ☐ More than 6 weeks to less than 12 weeks
- ☐ 12 weeks to less than 26 weeks
- ☐ 26 weeks to less than 34 weeks
- ☐ 34 weeks to less than 44 weeks
- ☐ 44 weeks to 52 weeks
- ☐ More than 52 weeks
- ☐ Don't know
- ☐ Prefer not to answer

Māori-Crown relationship (3-4 questions)

Q1. Please rate your level of agreement with the following statements about the agency you work for. In the agency I work for....

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don' t know	Prefer not to answer
a. ...the Te Reo Māori goals of the agency are clear							
b. ...the leaders regularly use Māori words							
c. ...staff are encouraged to use Te Reo Māori							
d. ...I am supported to improve my Te Reo Māori e.g. the agency provides funding or paid work time to learn Te Reo, in-house courses etc							
e. ...I believe it is important to develop and maintain proficiency in Te Reo Māori							

Q3. 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 understand how my agency's responsibilities for Te Tiriti o Waitangi/the Treaty of Waitangi (and settlement commitments) apply to its work							
b. The agency I work for engages appropriately with Māori to ensure Māori views and perspectives are taken into account							
c. The agency I work for supports employees to engage with Māori							
d. In the agency I work for, the leaders show a commitment to strengthening the relationship between Māori and the Crown							
I understand how my work contributes to delivering better outcomes for Māori							
I understand the Public Service role as a Treaty partner							
e. I am knowledgeable in tikanga Māori (i.e. Māori cultural values and practice)							
I am supported to build my capability to contribute to improving outcomes for Māori eg supported to learn more about Te Tiriti o Waitangi							

Discrimination, and bullying and harassment

Q1. In the last 12 months, and thinking just about the agency you currently work for, have you experienced any discrimination while working in your job?

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

Q2. Routing...if yes in Q1:

A. In your opinion, was this treatment because of your:

- ☐ Age
- ☐ Disability
- ☐ Skin colour
- ☐ Race
- ☐ Ethnicity or nationality
- ☐ Gender
- ☐ Sexual orientation
- ☐ Family or marital status
- ☐ Role, pay band or responsibility level
- ☐ Social or educational background
- ☐ Religious beliefs
- ☐ Political opinions
- ☐ Ethical beliefs
- ☐ Other, please specify _____
- ☐ Don't know
- ☐ Prefer not to answer

B. Did you report this discrimination to anyone?

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

C. Was any action taken as a result of you reporting this discrimination?

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

Q4. In the last 12 months, and thinking just about the agency you currently work for, have you experienced any harassment or bullying while working in your job?

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

Skills and Development (5 questions)

Q1. Thinking about the work you do in your job, 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

Q2. 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

Q3. Please rate your level of agreement with the following statement about your current role.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Prefer not to answer
a. I have access to the career development opportunities I need							
b. I am encouraged [supported?] to apply for promotions							

Unified Public Service

Attraction, Retention, Mobility, Motivation & Collaboration

Q1. 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
- ☐ 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

Q2. In the last 12 months, have you applied for a job, other than the job you currently work in?

Please select all that apply

- ☐ Yes, in the agency I work for
- ☐ Yes, in another New Zealand Public Service agency
- ☐ Yes, outside the New Zealand Public Service
- ☐ No

Q4. How important are the following reasons in your thinking about staying in the New Zealand Public Service?

	Not important at all	Of little importance	Neither important nor	Somewhat important	Very important	Don't know	Prefer not to answer
a. Career progression opportunities							
b. Professional development / training opportunities							
c. Job security							
d. Good remuneration							
e. Flexible work arrangements							
f. Work location							
g. Belief in the purpose and principles of the New Zealand Public Service							
h. Work that contributes positively to society							
i. Interesting work							
j. A job that enables me to work independently							
k. Work aligned with my job skills, experience or training							
l. Quality of workplace relationships/ social environment at work							
m. An inclusive work environment							
n. Quality of leadership/management (e.g. supportive, clear communication)							
o. Lack of suitable alternative job prospects							

Q7. Which of the following statements best describes your current situation?

Please select one category only

- ☐ I am planning to stay in my current position for the long term
- ☐ In the future I want to apply for a higher or different position in my organisation
- ☐ In the future I want to apply for a higher or different position outside of my organisation
- ☐ I am actively applying for a higher or different position outside of my organisation now
- ☐ I would like to change jobs but do not believe I can
- ☐ None of these / uncertain
- ☐ Don't know
- ☐ Prefer not to answer

Q6. 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	Prefer not to answer
a. I understand how my work leads to improved outcomes for communities							
I work beyond what is required to help the agency I work for achieve its objectives							
b. I feel a strong personal attachment to the New Zealand Public Service							
c. I feel a strong personal attachment to the agency I work for							
d. I find it easy to work with other agencies to achieve good outcomes							

QX. Please rate your level of agreement with the following statements regarding some of the values and principles of the New Zealand Public Service.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Prefer not to answer
a. I am supported to apply the principles and values of the New Zealand Public Service to my work							
b. My <i>public service</i> colleagues can be trusted to do what is right							
c. My <i>public service</i> colleagues treat all people fairly, without favour or bias							
d. My <i>public service</i> colleagues act in a politically neutral manner							
e. Appointments in the agency I work for are merit-based							

QX. Thinking about your ability to report any possible integrity-related concerns, please rate your level of agreement with the following statements. In the agency I work for, I have confidence that:

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know	Prefer not to answer
a. accessible channels are available for me to report any integrity-related concerns (eg misuse of funds or information)							
b. appropriate responses & action will result from speaking up							
c. speaking up is well regarded by leadership							
d. people will not be disadvantaged for speaking up							

Open-ended:

Qx. What is one thing your agency is doing really well?

Answer: _____

Qx. Are there any other comments you would like to make about working for the New Zealand Public Service?

Answer: _____

Qx. What is the most important issue that needs to be addressed in your agency?

Answer: _____

A Public Service census – ensuring that public servants are at the heart of our public services

What is the purpose of the Census? To gather information to better understand:

- the diversity of public servants, and their inclusion and wellbeing at work
- experiences of, and views on, working for the Public Service

to support a unified public service that delivers effectively for Aotearoa and its people.

Who will participate? Approximately 55,000 public servants in the core 36 agencies will be invited to participate in the first Census.

When will it happen? In May 2021, subject to successful testing and piloting of the questions and data collection systems. We propose repeating the Census biannually to track changes over time.

How will it be delivered? In an online format via an independent research provider, with paper and telephone versions available for those unable to complete online. Responses will remain anonymous and individuals will not be identifiable from the data.

A census will:

- Provide a baseline for assessing some of the changes we want to make in the Public Service, including the legislative reforms
- Inform system-level performance monitoring to contribute to future State of the Public Service reports
- Provide insights and evidence for cross-government strategic priorities
- Help us measure progress towards improving the relationship between Māori and the Crown
- Drive a strategic approach to system-level information, by improving the quality, consistency and efficiency of data collected across the Public Service
- Help us to meet reporting obligations as an open and transparent government (e.g. reporting on disability status)
- Demonstrate our commitment to building a more inclusive and diverse workforce, and a truly unified public service.

A census will:

- Close information gaps, particularly in 'difficult to measure' diversity and inclusion data
- Support agencies to build the workforce we need by standardising data collection across the system (enabling benchmarking and cross-system insights)
- Support agencies to assess progress on achieving government's goals (eg Strengthening the relationship between Māori and the Crown), including changes being implemented in the legislative reforms
- Provide data to support priority work programmes (e.g. Delivering for Māori, Diverse and Inclusive workplaces, Gender Pay and Flexible Work Action Plans)
 - Help CEs to meet reporting commitments (e.g. in the Papa Pounamu work programme)
 - Provide potential for centralising aspects of workforce monitoring, resulting savings (costs and resources) for agencies.

A trusted and unified public service that reflects, and delivers for, the communities we serve

A census will:

- Enable our people to be part of the change we are building across the Public Service by giving them a voice to provide their views
- Offer an independent and safe vehicle for providing sensitive information, particularly for those who may be uncomfortable sharing this information with their agency
- Help engender a sense of belonging to the Public Service – by showing our commitment to better understanding of our people
- Lead to more diverse and inclusive working environment in the Public Service, where people feel comfortable being themselves at work and are well supported to work to their full potential.



A census will:

- Help to shape a public service that is better placed to deliver socially inclusive services for Aotearoa/New Zealand by:
 - public servants being more representative of the communities we serve
 - creating a more unified, collaborative and responsive system
 - public servants having increased capability to engage with, and effectively deliver for, Māori.



For the system

For agencies

For public servants

For Aotearoa/New Zealand

From: [Ken Smart](#)
To: ["Rosalind Dibley"; "Dale, Kirsten"](#)
Cc: [Tas Papadopoulos](#)
Subject: Public Service Census – initial draft for your review and comment - TPK & TA
Date: Thursday, 26 November 2020 4:24:00 pm
Attachments: [Census questionnaire for external review - Nov20.docx](#)
[Census questionnaire for external review - Nov20.xlsx](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Tēnā koe Rosalind and Kirsten,

As you know, Sharon has left us to return to MBIE, but work on the Public Service census continues unabated. Over the last few weeks we have been refining and prioritising the draft census content as a whole based on the needs and priorities that you and others have provided us with. We have used a 1-4 priority scale, with 4 being very low priorities or duplicates. We now have an initial shortened draft ready for your review.

Last week we asked a handful of people here at the Commission to trial the draft priority 1 and 2 questions, purely to give us an indication of length (how long did it take) and flow (did any questions, or movements between questions stand out). We were pretty happy to get an average time of 18 minutes and a number of useful tweaks. This gives us confidence that the number of questions we're suggesting is broadly right, but note this does mean that anything we want to add (back) in from here will almost certainly require something else coming out.

There are two docs attached for your review, which provide slightly different views of the same content. The Excel file breaks down the content into constituent parts, with a priority rating for each data point, and allows you to view all of the content that has been previously discussed and prioritised. The Word file is a slightly more limited version of the same content – it doesn't include questions that have been deemed either very low priority or duplicates of other questions – but may provide an easier way to view and navigate the content, particularly the questions that are currently considered lower priority and unlikely to be included in the census itself.

Can your teams please review the proposed content with a particular focus on those topics you've previously helped Sharon with/ are a stakeholder for and provide comment/thoughts on:

- a. any priorities of yours that you feel we may not have reflected adequately – ie questions you'd like to see added back in/ taken out
- b. response options
- c. order of questions
- d. anything else

If you have any questions, don't hesitate to get in touch, but please can you add any feedback you have into either the word or excel file (preferably not both) and return to us **by the end of Friday 11 December**. Please be aware that we have committed to getting a final draft to our provider the following week, so Friday 11 is a pretty inflexible deadline.

Ngā mihi

Ken

Ken Smart ([he/him](#))

Kaitohutohu Matua | Senior Advisor

Te Pārongo Rautaki | Strategic Information

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

9(2)(a) privacy



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



From: [Tas Papadopoulos](#)
To: ["Becky Collett"](#)
Cc: ["Eleisha Hawkins"](#); [Josh Masson](#); [Ken Smart](#)
Subject: FW: Public Service Census – initial draft for your review and comment - Stats NZ
Date: Thursday, 26 November 2020 5:35:00 pm
Attachments: [Census questionnaire for external review - Nov20.docx](#)
[Census questionnaire for external review - Nov20.xlsx](#)
[image001.png](#)
[image002.png](#)
[image008.png](#)
[image009.png](#)

Tēnā koe Becky

We met last month to discuss Stats NZ's support of the Public Service census. A key piece of work we identified was Stats NZ undertaking a review of our draft questionnaire.

Since then we have been refining and prioritising the draft census content as a whole based on the needs and priorities that stakeholders have provided us with. We have used a 1-4 priority scale, with 4 being very low priorities or duplicates. We now have an initial shortened draft ready for Stats NZ review.

Last week we asked a handful of people here at the Commission to trial the draft priority 1 and 2 questions, purely to give us an indication of length (how long did it take) and flow (did any questions, or movements between questions stand out). We were pretty happy to get an average time of 18 minutes and a number of useful tweaks. This gives us confidence that the number of questions we're suggesting is broadly right, but note this does mean that anything we want to add (back) in from here will almost certainly require something else coming out.

There are two docs attached for your review, which provide slightly different views of the same content. The Excel file breaks down the content into constituent parts, with a priority rating for each data point, and allows you to view all of the content that has been previously discussed and prioritised. The Word file is a slightly more limited version of the same content – it doesn't include questions that have been deemed either very low priority or duplicates of other questions – but may provide an easier way to view and navigate the content, particularly the questions that are currently considered lower priority and unlikely to be included in the census itself.

If you have any questions, don't hesitate to get in touch with or Ken, but please can you add any feedback you have into either the word or excel file (preferably not both) and return to us **by the end of Friday 11 December**. Please be aware that we have committed to getting a final draft to our research provider the following week, so Friday 11 is a pretty inflexible deadline.

Ngā mihi

Tas

Tas Papadopoulos ([he/him](#))

Kaitohutohu Mātāmua | Principal Advisor

Te Pārongo Rautaki | Strategic Information

Te Tohutohu Rautaki me te Kaupapa Here | Strategy & Policy

waea pūkero: [9\(2\)\(a\) privacy](#) | **īmēra:** [9\(2\)\(a\) privacy](#)

Te Kawa Mataaho Public Service Commission

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



From: [Aidan Smith](#)
To: 9(2)(a) privacy
Subject: Te Taunaki | Public Service Census- point of contact needed
Date: Monday, 12 June 2023 11:27:00 am
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[Te Taunaki 2021 topic areas.pptx](#)

Kia ora Jennifer,

We are getting started on the next Public Service Census, and I'm keen to work with someone from MBIE about your unique context/needs as we develop the survey. Can you let me know who would be best to speak to? Further info on the survey below.

What is Te Taunaki?

Te Taunaki is a survey of all employees in Public Service agencies that Te Kawa Mataaho | Public Service Commission manages. The survey focuses on diversity, inclusion and wellbeing at work, a unified Public Service and strengthening Māori Crown capability. Agencies who participate are given access to summary reporting on a secure website to explore results.

What is new for Te Taunaki 2024?

Te Kawa Mataaho will again cover the costs for all departments and departmental agencies to participate in the core survey. New options this time:

- [Crown agents](#) are invited to participate at their own expense. Costing will be available by August 2023, when our contract with the research supplier is expected to begin.
- Any participating agency can add customised questions to the core survey as the agency's expense (questions must be agreed with Te Kawa Mataaho). Question costs also expected to be set by August.
- Reporting for large units within an agency will be available.

When is the next Te Taunaki?

- Departments and departmental agencies are scheduled for March 2024.
- Crown agents will be able to schedule the survey any other times in 2024.

What do agencies need to do now?

- **Provide a point of contact who can be a liaison with your agency for this project.**
- Agencies have an opportunity to provide advice on what topics should be added to the core survey (see attached slide), as well as letting us know which topics in the 2021 survey are most helpful to keep. Any advice received by 30 June will be considered in our development of an initial draft of the core survey for 2024.
- Agencies with large front-line workforces are encouraged to let us know ASAP any ideas/accommodations needed to ensure those who don't have regular computer access can complete the survey, so we can build that into our contract with the research supplier.

Where can I get more information?

I'm keen to meet with agencies to talk more about the survey and your needs.

Main webpage with info about the last Te Taunaki:

[Te Taunaki Public Service Census 2021 - Te Kawa Mataaho Public Service Commission](#)

Full questionnaire used for Te Taunaki 2021:

<https://www.publicservice.govt.nz/research-and-data/te-taunaki-public-service-census-2021/#:~:text=Read%20the%20Te%20Taunaki%20questionnaire>

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Te Rautaki me te Kaupapa Here | Strategy & Policy Group

īmēra: 9(2)(a) privacy

Image

Te Kawa Mataaho Public Service Commission

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



Survey content/themes

Balancing Life & Work

Caring responsibilities
Types of flex-work used
Types of flex-work desired
Reasons for using flex-work
Use of parental leave
Work-life balance *(Stats NZ)*

Inclusion

Employee-led networks
Accepted as valued member of team
Acceptance of diversity *(APSC)*
Valued for cultural expertise *(TA/TPK)*
Comfort at work *(WeCount)*
How to make more inclusive workplaces

Māori/Crown *(TA/TPK /Te Taura Whiri)*

Understand Treaty responsibilities
Supported to engage with Māori
Leaders strengthening relationship
How often is tikanga used
Leaders regularly use te reo
Supported to improve te reo
How much te reo do you speak

About You *(Stats NZ)*

Age
Ethnicity
Iwi
Te Reo & other languages
Qualification
Religion
Gender/orientation/rainbow
Disability

Your Work *(Stats NZ/HRC)*

Agency
Tenure (role/agency/PS) & mobility
Early in career participation
Region
Occupation (ANZSCO)
Seniority
Hours of work
Employment type
Union membership
FTE salary

Skills & Development

Do your skills match your job *(Stats NZ)*
Done any job-related training *(Stats NZ)*
Access to learning & development
Encouraged to develop
Satisfaction with career development

Why We Work in the Public Service

What attracted you to PS *(APSC)*
Reasons for staying in PS *(APSC)*
Any intention to leave PS *(APSC/PSA)*
Work leads to improved outcomes
Attachment to Public Service *(APSC)*
Attachment to Agency *(APSC)*
Ease of working with other agencies
Trust in work colleagues *(Kiwis Count)*
Job satisfaction *(Stats NZ)*
Any other comments



Te Kawa Mataaho

Public Service Commission

20/06/23

Psychosocial Technical Advisory Group

Tēnā Koe,

In 2024 the Public Service Commission will be conducting a survey, Te Taunaki, on public servant's experiences in the workplace, including negative workplace behaviours. The inclusion of these questions will support the Mentally Healthy Work programme aims.

This will be the second [Te Taunaki](#), with the first Public Service Census undertaken in 2021 was the consisting of approximately 60,000 public servants working in 36 Public Service organisations (departments and departmental agencies). The [2021 survey questions](#) helped us learn more about diversity, inclusion, a unified Public Service, and strengthening Māori Crown capability.

We are working on the next survey, planned for early 2024, which will potentially include a number of crown agents boosting the potential survey size to about 200,000 people. Results of the survey will be published on the Te Kawa Mataaho website at the system and agency level. In addition, larger agencies will be able to have reporting at the large unit (not team) level for some survey questions.

We are seeking your advice for a pragmatic approach to measuring negative workplace behaviour in this omnibus survey that covers a broad range of topics. Bullying is a key topic we expect to measure, but are also exploring sexual harassment and discrimination as additional topics. We would also welcome your suggestions for questions that measure related topics such as psychosocial safety climate, work stress, workload, and wellbeing.

In general, we are seeking questions that are suitable for lay audiences and avoid jargon. Where possible, we would want to use questions that have comparisons available at the NZ population level, or other jurisdictions (e.g. Australian public servants). We are also attempting to reduce participant burden by shortening the length of the survey, so would consider single item measures for topics where possible.

We appreciate your advice on this matter, and will consider any input you can provide by 28 July in our process to design the questionnaire. We would welcome a meeting to discuss your ideas. Because there are numerous stakeholders and high level decision makers, we are likely to take some time to confirm the final question set that will take into account all these views.

Nāku noa, nā


Josh Masson
Chief Data Officer
Te Kawa Mataaho

From: [Aidan Smith](#)
To: [jaso](#) ^{9(2)(a) privacy} [@productivity.govt.nz](#)
Subject: Cross-agency Research and Evaluation Managers Group topic and productivity in the Public Service
Date: Tuesday, 1 August 2023 8:35:00 am
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Kia ora Jason,

David Stuart at Ministry for Culture & Heritage gave me your contact information. I have two quite different questions for you!

1. I'm leading the next Te Taunaki | Public Service Census survey of employees in all the departments and departmental agencies, with the optional participation of Crown agents. A new topic we've been asked to consider for inclusion is productivity. The Australian Public Service Census includes some indicators of productivity, but I wondered if the Productivity Commission might have any advice for us on this topic? More information about our 2021 survey here: [Te Taunaki Public Service Census 2021 - Te Kawa Mataaho Public Service Commission](#). The next survey will run in March 2024.

2. out of scope
- 

Happy to chat further on either or both topics.

Ngā mihi,

Aidan

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

īmēra: ^{9(2)(a) privacy}

Image



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



From: [Census](#)
To: [Census](#)
Cc: [Sarah Kirkham](#)
Subject: Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept
Date: Friday, 8 September 2023 12:11:54 pm
Attachments: [Te Taunaki 2024 Questionnaire Draft External Consultation.docx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Kia ora koutou,

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

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

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

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

Outline of changes compared to 2021 Te Taunaki questionnaire:

- Updates to match demographic questions to align with New Zealand Census 2023
- Removal of questions on: migrant status, desire for more flexible work, use of parental leave, type of caring responsibilities, balancing caring responsibilities/work, time in Public Service, number of agencies worked for, some inclusion questions, skills match, learning/development to support transition to current role, clarity of te reo goals of agency, leaders use of te reo, personal value of te reo, visibility of tikanga in workplace, reasons for staying in the Public Service
- Added questions on: workload, stress, bullying, racial harassment and sexual harassment, leadership support for health and safety, speaking up about negative workplace behaviour, satisfaction with pay and employment conditions, perceived team productivity, team cooperation, engagement, innovation, career aspirations, Public Service principles, management of poor performance, interest in and barriers to temporary moves, reasons for leaving
- Proposed matching of limited workforce data variables and removal of survey questions on: occupational group, location, tier, contract term, contracted total weekly hours, FTE/part time, employment start date. Proposed match on large (100+) organisational unit, note

employee experience questions could be reported to large units, but personal/demographic questions would not be

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

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

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

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Te Rautaki me te Kaupapa Here | Strategy & Policy Group

īmēra: 9(2)(a) privacy

Image

Te Kawa Mataaho Public Service Commission

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



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

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

- ☐ Yes, whether permanent or temporary/fixed term
☐ No, I am a contractor (either self-employed or working for a private sector business) or work in the wider Public sector

“if answer ‘no’ to this Q

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

Otherwise...

Part A: About you | Mōu ake

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

Q2. How old are you?

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

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

Select all that apply to you.

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

☐ Prefer not to answer

Q4. Are you descended from Māori (that is, did you have a Māori birth parent, grandparent or great-grandparent, etc)?

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

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

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

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

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

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

Q9. What is your religion?	What is your religion? ____AUTO SUGGEST____ [to include 'none', 'no religion', 'agnostic', 'atheist', 'prefer not to answer', etc] If you have no religion, type "none" or "no religion". You can also type "prefer not to answer" or "object to answering" depending on how you wish to respond
-----------------------------------	--

Q10. What is your gender?	Please select all that apply. <input type="checkbox"/> Male <input type="checkbox"/> Female <input type="checkbox"/> Another Gender, please specify: _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q11. Are you transgender? <i>Transgender is an umbrella term that refers to people whose gender is different to the sex recorded at their birth. Identities that may fall under this include trans, non-binary genders, transsexual, takatāpui, fa'afafine, gender, queer, and many more. Some people who come under this umbrella term as it is defined may not use the term transgender to describe themselves.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q12. Were you born with a variation of sex characteristics (otherwise known as an intersex variation)? <i>Intersex is used as an umbrella term to denote a number of different variations in a person's bodily characteristics that do not match strict medical definitions of male or female, eg Klinefelter Syndrome, Congenital Adrenal Hyperplasia, or Androgen Insensitivity Syndrome.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q13. Do your colleagues gender you correctly at work, that is, use the correct name, pronouns and nouns for you? <i>[only show if yes to transgender, intersex, another gender]</i>	<input type="checkbox"/> No-one does <input type="checkbox"/> Few people do <input type="checkbox"/> Some people do, some people don't <input type="checkbox"/> Most people do <input type="checkbox"/> Everyone does <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
Q14. "Which of the following best describes how you think of yourself?"	<input type="checkbox"/> Heterosexual or straight <input type="checkbox"/> Gay or lesbian <input type="checkbox"/> Bisexual <input type="checkbox"/> Another identity – please specify _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

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

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

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

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

a. Do you have difficulty seeing, even if wearing glasses?

b. Do you have difficulty hearing, even if using a hearing aid?

c. Do you have difficulty walking or climbing steps?

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

e. Do you have difficulty remembering or concentrating?

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

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

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

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

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

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

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

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

- Please select all that apply.
☐ Flexible start and finish times or flexible break times
☐ Job-sharing
☐ Working reduced hours
☐ Working from home
☐ Working from a remote location (e.g. house of a family member, holiday home);
☐ Working from a different office/regional hub
☐ Flexi-leave, e.g. study leave, trading salary for additional leave
☐ Compressed hours (i.e. working standard hours over fewer days e.g. 40 hours over 4 days)
☐ Other – please specify _____
☐ No, I don't use any of these flexible working arrangements [Go to Q18]

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

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

- Please select all that apply.
- ☐ It's required in my job
☐ I am more productive on some work tasks away from the distractions of the office
☐ To help manage my parenting or caring responsibilities
☐ To help manage my voluntary work for a community, cultural or religious group, e.g. for whanau, marae, Pasifika community, church etc
☐ To allow more time for study, training, further education or learning

☐ To reduce the time, cost or other impacts of commuting
☐ To help me manage a disability or health issue
☐ Other – please specify _____
☐ Don't know
☐ Prefer not to answer

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

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

- ☐ Yes
☐ No
☐ Prefer not to answer

Q19. Thinking now about the days and times you spend working in your role at [the][agency], in general, how do you feel about the balance between your working life and your life outside of work?

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

Part C: Your work | Ō mahi

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

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

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

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

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

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

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

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

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

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

Part C: Your Team

Team and workgroup are used interchangeably in this survey.

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

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

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

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

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

Q35c. The people in my team/workgroup behave in an accepting manner towards people from diverse backgrounds

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

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not	Don't know	Prefer not to answer
Q36. What best describes your workload?							

Part D: Inclusion | Te Whai wāhitanga

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

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

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

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

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

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

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

Part E: Health, Safety, and Wellbeing

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to
Q38. Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
Q39. Leaders in my organisation demonstrate a commitment to addressing work factors that impact mental health (e.g. workload, workplace relationships, traumatic or distressing work events).							
Q40. I believe my immediate supervisor cares about my health and wellbeing. (APS Census)							

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

<p>Please read the following definitions carefully before answering the next question.</p> <p>Workplace bullying is repeated and unreasonable behaviour directed towards you that can lead to physical or psychological harm. Workplace bullying <u>is not</u>: one-off or occasional instances of rudeness or tactlessness, setting high performance standards, constructive advice or peer review, a manager requiring reasonable verbal or written work instructions to be carried out, warning or disciplining workers in line with the organisation's code of conduct, differences in opinion/personality clashes. <i>(edited from Worksafe's website definition)</i></p> <p>Sexual harassment any unwelcome or offensive sexual behaviour that is repeated, or is serious enough to have a harmful effect, or which contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment (Worksafe definition based on the Human Rights Act)</p> <p>Racial harassment is when someone expresses hostility/ridicules you on the basis of your race, colour, or ethnic or national origin, is hurtful or offensive to you, and it is serious or frequent enough to have a negative effect on your job performance or job satisfaction. <i>(edited from Employment Relations Act 2000).</i></p>		
<p>Q42. During the last 12 months, have you been subjected to harassment or bullying in your current workplace?</p> <p>(APS Census)</p>	Yes	No [Go to Q44]

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

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

[For each yes in Q43, show Q43a with piped text showing item.]

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

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

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

[Show all]

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

<p>If you are experiencing distress at work or at home, you are encouraged to contact your agency's Employee Assistance Program (EAP), or access support from services such as:</p> <ul style="list-style-type: none"> Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text. The Depression Helpline – 0800 111 757 or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions). Alcohol Drug Helpline (0800 787 797)

Part F: Skills and development | Te whakapiki pūkenga

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

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

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

Q47. Please rate your level of agreement with the following statements about working in the Public Service.

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

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

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

Q48. Please rate your level of agreement with the following statements regarding te reo Māori. In [the][agency]....

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know / Not applicable	Prefer not to answer
a. ...staff are encouraged to use te reo Māori							
b. ...staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc.)							

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

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

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

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

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

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

[] Don't know

[] Prefer not to answer

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

a. I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work

b. I am encouraged and supported to engage with Māori to ensure Māori views and perspectives are taken into account

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

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

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

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

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

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

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

Q51. Please rate your level of agreement with the following statements about working for the Public Service.

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

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

[illegible]

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

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

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

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

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

Part F: Mobility

Q54. Which of the following statements best describes your current situation?

Please select one category only

- ☐ I have no immediate plans to leave my current position [\[Go to Q60\]](#)
- ☐ I am actively applying for another role/other roles now-[\[Go to Q56\]](#)
- ☐ In the next 12 months I want to apply for a different role-[\[Go to Q56\]](#)
- ☐ In the next 12 months I want to do a secondment or temporary move within my agency or to another agency [\[Go to Q57a, b, c\]](#)
- ☐ I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) [\[Go to Q60\]](#)
- ☐ I would like to change jobs but do not believe I can [\[Go to Q56\]](#)
- ☐ None of these / uncertain [\[Go to Q60\]](#)
- ☐ Don't know [\[Go to Q60\]](#)
- ☐ Prefer not to answer [\[Go to Q60\]](#)

Q55a. Where are you applying to?
or

Q55b. Where do you want to apply to?

Please select all that apply:

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

Q56. Why are you considering leaving your role?

Select all that apply

Rotate order (except other)

GO TO Q60 after this question

- ☐ Fixed term job ending
 - ☐ Job impacted by change process/restructuring
 - ☐ Unable to balance caring responsibilities
 - ☐ Lack of career progression opportunities
 - ☐ Lack of professional development / training opportunities
 - ☐ Lack of job security
 - ☐ Unsatisfied with pay/remuneration
 - ☐ Unsatisfied with flexible work arrangements
 - ☐ Work location
 - ☐ More interesting work
 - ☐ Work is negatively impacting my wellbeing
 - ☐ Work not aligned with my job skills, experience or training
 - ☐ Quality of workplace relationships/ social environment at work
 - ☐ Quality of leadership/management
 - ☐ Bullying or other negative workplace behaviour
 - ☐ Other, please specify: _____
-

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

Select all that apply

- ☐ Develop or strengthen my existing skills
 - ☐ Learn new skills
 - ☐ More challenge
 - ☐ Want to experience working in a different agency or team
 - ☐ Establish new working relationships
 - ☐ I have limited career development within my current team
 - ☐ To get more flexible work options
 - ☐ Share my skills with another team or specific project
 - ☐ Support knowledge transfer between teams and agencies
 - ☐ Other, please specify: _____
-

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

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

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

Select all that apply

- ☐ I don't know how to find out about opportunities
 - ☐ My supervisor won't support it
 - ☐ My current team can't replace my skills
 - ☐ Concerns about how I'd be treated when I return
 - ☐ Concerns about maintaining my current flexible work arrangements
 - ☐ Concerns about job security if I was temporarily away from my role
 - ☐ Limited opportunities in my preferred geographic location
 - ☐ Other, please specify _____
-

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

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

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

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

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

Kia ora koutou,

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

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

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Te Rautaki me te Kaupapa Here | Strategy & Policy Group

īmēra: 9(2)(a) privacy

Image

Te Kawa Mataaho Public Service Commission

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



From: [Aidan Smith](#)
To: [Julie Kannemeyer](#); [Braden Te Hiwi](#); [Victor Goldsmith](#); [Matu Ihaka](#); 9(2)(a) privacy@tpk.govt.nz
Subject: Draft 2024 Te Taunaki questionnaire
Date: Friday, 8 September 2023 12:42:00 pm
Attachments: [Te Taunaki 2024 Questionnaire Draft External Consultation.docx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Kia ora koutou,

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

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

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

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

Outline of changes compared to 2021 Te Taunaki questionnaire:

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

- Work still underway with Whaikaha and Stats NZ about the measurement of disability, we expect further questions to be added/changed for that topic

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Te Rautaki me te Kaupapa Here | Strategy & Policy Group

īmēra: 9(2)(a) privacy

Image

Te Kawa Mataaho Public Service Commission

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



From: [Phoebe Lockett](#)
To: [Bridget Murdoch](#); [Theresa Peters](#); [Edwards, Anita](#); ["COL Karyn Thompson"](#); ["Fathima Iftikar"](#); ["Gordon Tan \[TSY\]"](#); ["Farhat Shaikh"](#); [Helen Karati](#); [Alana Fasavalu](#); ["Hana Wong"](#); ["Alex Williams"](#); ["Geethma Weliwatta"](#); ["Karaitiana Wilson"](#); [Rachael Thwaites](#); ["Rawa Karetai Wood-Bodley"](#); [Karen Davidson](#); [Ben Lucas](#)
Subject: Draft 2024 Te Taunaki questionnaire for your feedback by 29 Sept
Date: Tuesday, 12 September 2023 2:47:00 pm
Attachments: [Te Taunaki 2024 Questionnaire Draft External Consultation.docx](#)
[image001.png](#)

Kia ora Tui Raumata.

The Census team at Te Kawa Mataaho welcome your feedback on Te Taunaki 2024 Questionnaire Draft. Send your feedback to census@publicservice.govt.nz. The census team are happy to meet with any groups who would prefer to talk through their feedback as well.

From the Census team:

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

Feedback on the first Te Taunaki was that survey length of 20 minutes is longer than ideal, so we've had to removed questions to make space for the new topics added. My best guess is that this draft survey will be 20 minutes or shorter, but we won't know for sure until it's put online by our researcher provider.

Outline of changes compared to 2021 Te Taunaki questionnaire:

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

Work still underway with Whaikaha and Stats NZ about the measurement of disability, we expect further questions to be added/changed for that topic

Ngā mihi maioha, nā

Phoebe Lockett (she/her)

Te kairuruku hōtaka | Programme Coordinator Employee-led Networks

Waea pūkoro: 9(2)(a) privacy

www.employeenetworks.govt.nz

www.gwn.govt.nz | [Follow us on LinkedIn](#)

Hosted by Te Kawa Mataaho Public Service Commission

Reserve Bank of NZ Building | 2 The Terrace | Wellington



Public Service Census

We have provided you with a full briefing on the Public Service Census (2023-0313). In 2021, the Commission followed the practice of other jurisdictions by running our first Te Taunaki | Public Service Census. This improved the quality, consistency, and efficiency of information about public servants including filling information gaps about employee experiences and key demographics (disability, rainbow communities, religion).

The next survey will run in May 2024. Additional topics will be added to support the delivery of better services to the public: clarity of work objectives, team collaboration, management of poor performance, perceived team productivity, innovation, and workload. For the first time, we will ask about health and safety including negative workplace behaviours (bullying, harassment, discrimination). Results at the agency and system level are expected to be published on the Commission's website in August 2024. A report detailing the Census survey and timeframes has been provide to your office. We will brief you on key findings ahead of publication, which is scheduled to be part of our Public Service workforce data release in October/November this year.

Contact: Hannah Cameron, Deputy Commissioner, Strategy and Policy, Ph 9(2)(a) privacy

From: [Aidan Smith](#)
To: [Joanne Hacking](#); [Hend Zaki](#); [claudia.faletoa@ethniccommunities.govt.nz](#); [Victoria Mataitonga](#); [9\(2\)\(a\) privacy@education.govt.nz](#); [Helen Karati](#); [9\(2\)\(a\) privacy@ekepanuku.co.nz](#)
Subject: Most recent draft of Te Taunaki Public Service Census questionnaire
Date: Friday, 12 April 2024 2:25:00 pm
Attachments: [Te Taunaki 2024 Questionnaire Draft Post-agency consultation V2.docx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Kia ora koutou,

Good to meet you today. If you are interested in reviewing our most recent draft of the next Te Taunaki survey, it is attached and we welcome your feedback.

Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)
Kaitohutohu Mātāmua | Principal Advisor, Insights
Te Rautaki me te Kaupapa Here | Strategy & Policy Group
imēra: [9\(2\)\(a\) privacy](#)



Te Kawa Mataaho Public Service Commission
[www.publicservice.govt.nz](#) | [www.govt.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.

<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>
--	--

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.							
---	--	--	--	--	--	--	--

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.

From: [Aidan Smith](#)
To: [Karaitiana Wilson](#); [Rachael Thwaites](#); [Helen Karati](#); [Alana Fasavalu](#)
Subject: Save the date Te Taunaki 2025
Date: Friday, 6 September 2024 9:23:00 am
Attachments: [image001.png](#)
[Te Taunaki 2025 Questionnaire DRAFT September.docx](#)

Kia ora koutou,

I hope you all had a gentle winter. A little ray of new light and hope this week across many fronts.

We have received official agreement from our Minister to run the next Te Taunaki Public Service Census in March 2025. We are waiting on her feedback on topics before we can finalise the questionnaire, but this means we know it will run again which is progress.


We are keen to keep connecting with you about how the information collected might be useful for Māori and Pacific public servants. I've attached the most recent version of the questionnaire in case you or anyone in your network is keen to review it. I'm sorry, it's quite long!

I will keep you in the loop as we develop our plans for March, and please let me know if you'd like to catch up at some stage.

Ngā mihi,

Aidan

out of scope



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

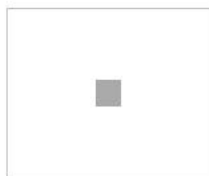
The report says in para 2 and 11 “the full questionnaire has been provided to your office.” Could you please send it through?

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](#)
To: [Misty Mossman](#)
Cc: [Sarah Borrell](#); [MAES](#); [Josh Masson](#)
Subject: RE: New Entry
Date: Monday, 3 February 2025 2:12:14 pm
Attachments: [Public Service Census questionnaire clean copy.docx](#)
[image001.jpg](#)
[image002.png](#)
[image003.png](#)

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).

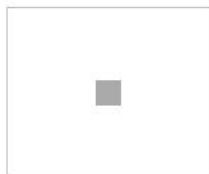
- What does “mobility intentions” mean?

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

Duplicate

Duplicate



From: [Misty Mossman](#)
To: [Aidan Smith](#)
Cc: [Sarah Borrell](#); [MAES](#); [Josh Masson](#)
Subject: RE: New Entry
Date: Tuesday, 4 February 2025 8:57:59 am
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)

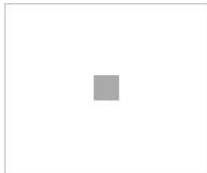
This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

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 |
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 16041, Parliament Buildings, Wellington 6160, New Zealand

Duplicate

Duplicate

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.

From: [Misty Mossman](#)
To: [Aidan Smith](#)
Cc: [Sarah Borrell](#); [MAES](#); [Josh Masson](#)
Subject: RE: New Entry
Date: Tuesday, 4 February 2025 3:37:26 pm
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)

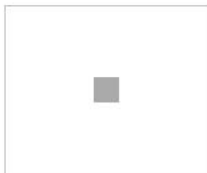
This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.

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 16041, 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.

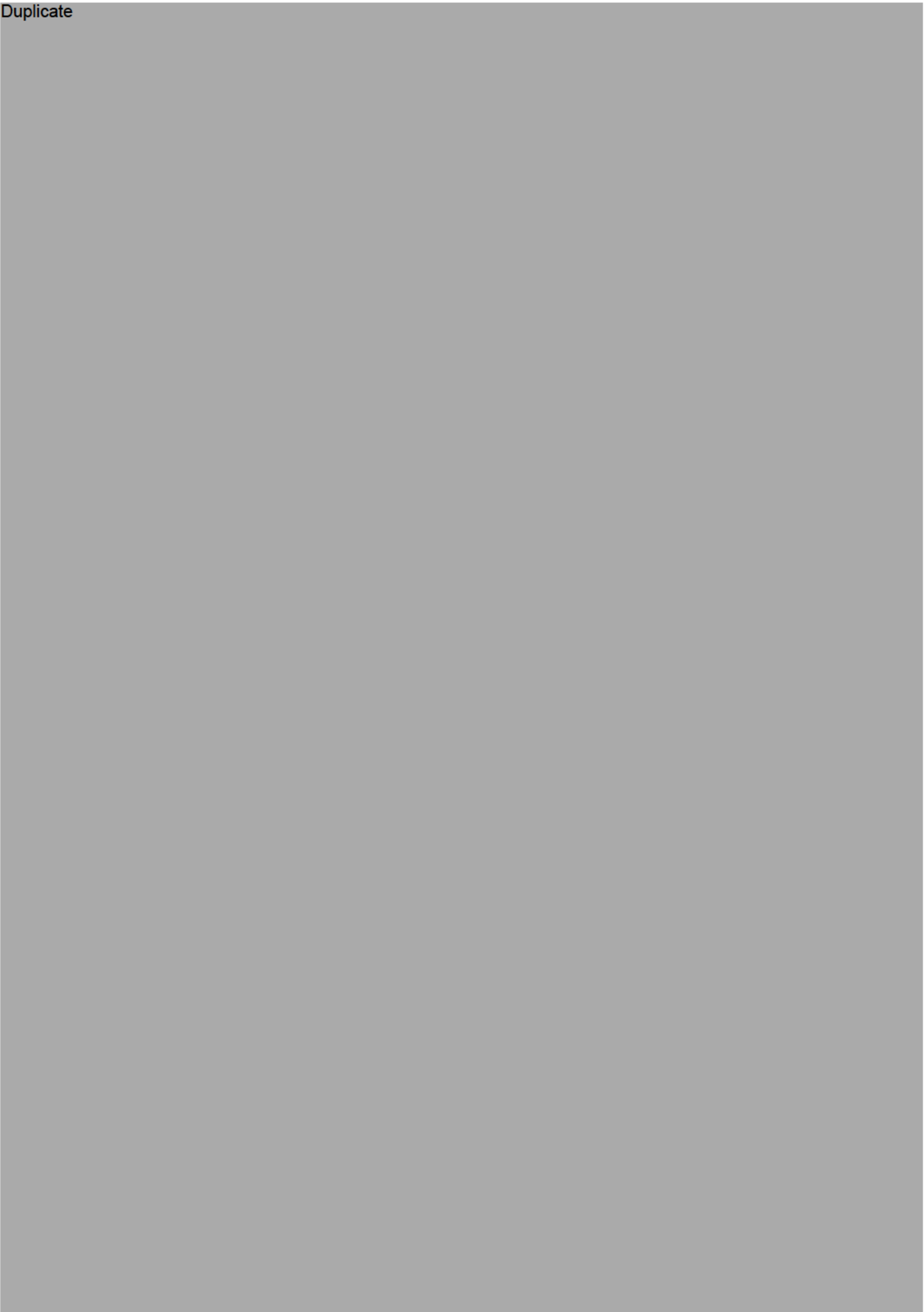
Note some questions that were in the 2021 survey have been removed (to make space for all these new topics), and some information is being sourced from agencies directly (occupational group, management tier, salary). Participants are informed of this data matching and consent to it. Let me know if you want more background info on the questions that were removed, or on the data matching.

Ngā mihi,

Aidan

Duplicate





Duplicate



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?	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
--	----------	-------------------------------------	---------	--------	-------	------------	----------------------

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?

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.

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

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

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?

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.

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

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?	<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 <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
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.

From: [Misty Mossman](#)
To: [Aidan Smith](#); [Josh Masson](#)
Cc: [Hugo Vitalis](#); [Sarah Borrell](#); [MAES](#)
Subject: RE: New Entry
Date: Monday, 10 February 2025 5:29:03 pm
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)

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

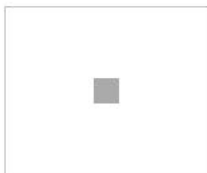
Good evening

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: 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

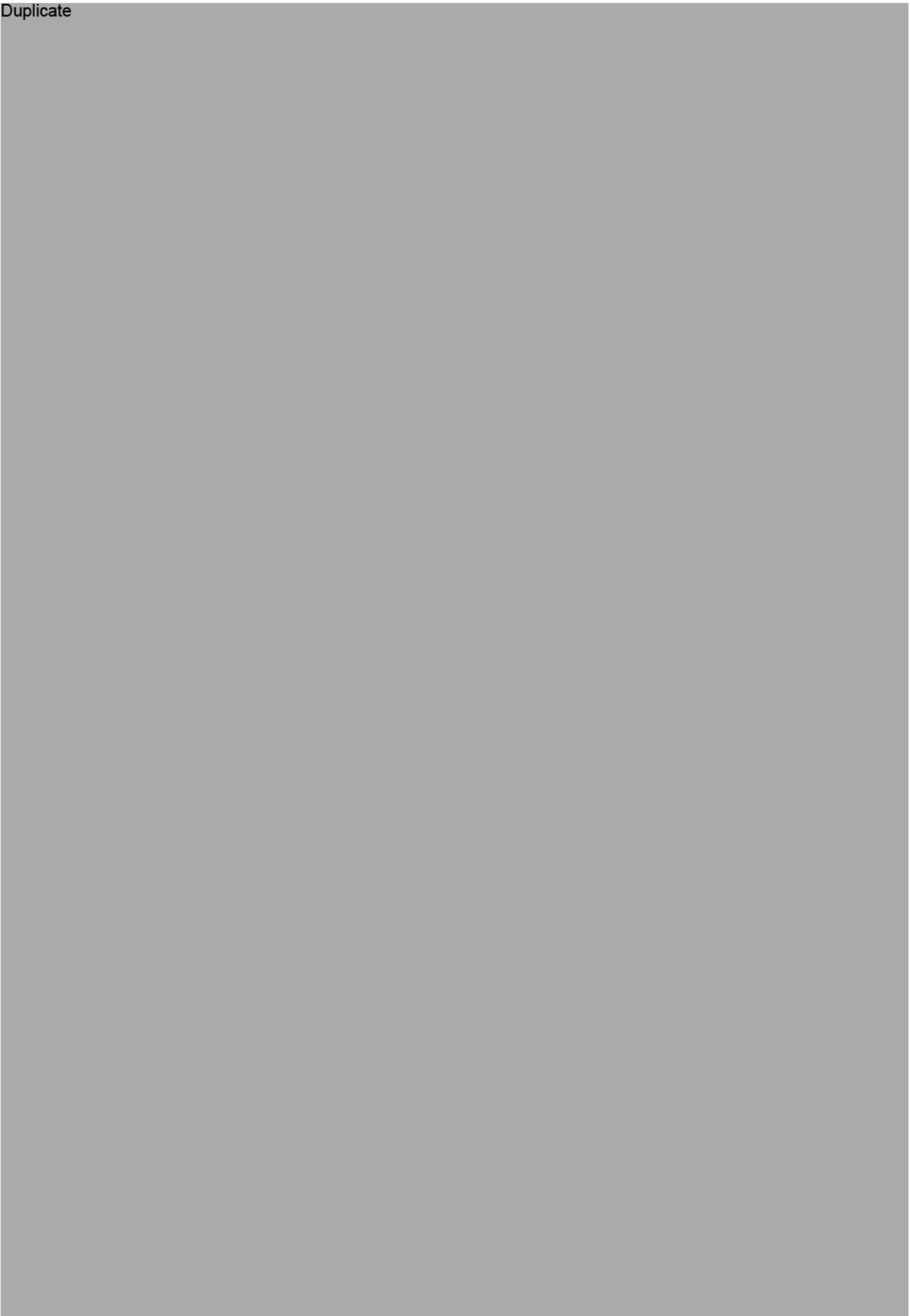
Hi Misty,

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

Duplicate





Duplicate

Duplicate

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

	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.

	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 [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
--	----------	-------------------------------------	---------	--------	-------	------------	----------------------

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?

☐ 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

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
- ☐ 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 [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-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: [Misty Mossman](#)
To: [Josh Masson](#); [Aidan Smith](#)
Cc: [Hugo Vitalis](#); [MAES](#)
Subject: RE: PS Census feedback
Date: Tuesday, 11 February 2025 4:01:34 pm
Attachments: [image002.jpg](#)
[image003.png](#)

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

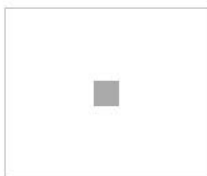
Good afternoon

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

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

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).	<u>Retain</u> /Remove
Q52. In the last 12 months, have you done any training related to		Propose removing to address need to shorten this section.	Retain/ <u>Remove</u>

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 (LGBTIQ+)? 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

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

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



Te Kawa Mataaho
Public Service Commission

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



Key messages re changes to Public Service Census survey

- I wanted to give you an update on changes to the survey questionnaire as it is now finalised
- As you may be aware we have had a change in Minister for the Public Service to Hon Judith Collins
- We briefed her on the Public Service Census and she is highly engaged so we are pleased to confirm we will be proceeding as planned to run it starting 3 March
- The Public Service Census is a channel to ask Public Servants about their experiences and perceptions in the public service with a view to improving the performance of the Public Service.
- In 2021 the focus was on a range of workforce areas including Diversity and Inclusion, and Māori Crown capability
- The 2021 survey provided us with good information about our diverse communities in the Public Service Workforce.
- We have been able to use this information to analyse how we can improve work environments for our workforce so that they can do their jobs productively.
- This included reducing pay gaps for Gender and Māori; informing targeted actions for disabled people and Rainbow communities; improving accessibility; increase diverse leadership, build inclusion and cultural competency to enable better outcomes for our customers.
- In 2025 the focus is much broader with a focus on performance and integrity.
- The Minister asked that we include a number of questions that are a priority for the Government – these are to do with performance and value for taxpayers' money
- The new Commissioner asked for a stronger focus on these areas also, as well as questions on pain points that make it more difficult to get our work done, and questions that support our priority to improve digital services to the public
- Invariably with this change in focus, and addition of questions, decisions have been made to reduce questions in certain topics to ensure that the survey aligns to these priorities and practically that the length remains manageable for agencies and respondents.
- Additionally we have had to make room in the survey for questions on topics where we need greater visibility and where we can't get that through existing data sources/collections.
- Key changes are the removal of the Washington Six Short Set on functional limitations (an indicator of disability), though self-identification with disability, neurodiversity, and mental health as well as agency support for disability remain in the survey.

- Specific questions on sexual identity, transgender, intersex, and use of pronouns have been removed, and there is now a self-identification LGBTQIA+ question. The questions on discrimination, racial and sexual harassment, as well as bullying remain in the survey.
- We already collect significant data on DEI through our annual Workforce Data collection which provides us with good visibility of where we are making progress and where we need to do further work.
- We also get good information and insights on DEI from other sources such as unions, ELNs, DEI exec leads, CE sponsors and population agencies. We will continue to use this information and these insights to drive positive change.
- We have made significant progress in creating a diverse, inclusive and equitable public service, although there is more work to do.
- Thank you for your contribution to the survey and we appreciate all your efforts to encourage participation in the survey

From: [Census](#)
To: 9(2)(a) privacy [teaho.govt.nz](#); Carri Baum; Jessica Sletcher; 9(2)(a) privacy [corrections.govt.nz](#); Helen McComb; Richard Hall [DPMC]; Roberta Wadsworth; 9(2)(a) privacy [@nzic.govt.nz](#); Jane Smathers; 9(2)(a) privacy [@linz.govt.nz](#); William Hope; Paul Tryon; 9(2)(a) privacy [@mpp.govt.nz](#); 9(2)(a) privacy [@mpi.govt.nz](#); Tracey Kaio; Kerry Sushames; 9(2)(a) privacy [@mbie.govt.nz](#); 9(2)(g)(i) free and frank; 9(2)(a) privacy [education.govt.nz](#); 9(2)(a) privacy [@education.govt.nz](#); 9(2)(a) privacy [@mfat.govt.nz](#); 9(2)(a) privacy [@health.govt.nz](#); Kate Dittmer; 9(2)(a) privacy [@justice.govt.nz](#); Elizabeth Weinberg; Anita Mani; 9(2)(a) privacy [@transport.govt.nz](#); Heather Beckett [NEMA]; SZENTIRMAJ Ed; 9(2)(a) privacy [@nzic.govt.nz](#); 9(2)(a) privacy [@tearawhiti.govt.nz](#); Ellen.Yarrow002; Kiri Donnelly; 9(2)(a) privacy [@sfo.govt.nz](#); 9(2)(a) privacy [@swa.govt.nz](#); 9(2)(a) privacy [@stats.govt.nz](#); 9(2)(a) privacy [@treasury.govt.nz](#); Helena Gibson; 9(2)(a) privacy [@aroturuki.govt.nz](#); Abbey Macalister; Niyaa Sayed
Cc: [Pete Fitzjohn](#)
Subject: Important Te Taunaki Public Service Census update
Date: Wednesday, 19 February 2025 4:23:46 pm
Attachments: [image001.jpg](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[Public Service Census questionnaire updated clean copy.docx](#)
[Questions removed and added final Te Taunaki Public Service Census questionnaire.docx](#)
[Census Q and A updated.docx](#)
[Qual protocols for Te Taunaki Public Service Census.docx](#)

Kia ora koutou,

You are our main point of contact for Te Taunaki, the Public Service Census for your agency. We've got an update to keep you informed about some key changes.

Senior leaders are getting up to speed on the survey. The Public Service Commissioner will be speaking to all chief executives at tomorrow's Advance meeting about the survey, so your senior leadership are likely to take more interest in the survey from here. The chief executives will be getting an update email from the Commission about the survey after their meeting, and they will be invited to participate on Monday next week as part of the Commission's early access.

We've got approval from our new Minister and Commissioner for an updated version of the questionnaire. The Minister and Commissioner wanted a stronger focus on performance, value for taxpayers, and capability to support improving digital services. Invariably with this change in focus, and addition of questions, decisions have been made to reduce questions in certain topics to ensure that the survey aligns to these priorities and practically that the length remains manageable for agencies and respondents. We estimate this survey will take 20 minutes on average to complete, but individual times will vary depending on how they answer the survey questions (e.g. those who experienced bullying/harassment are asked a series of questions about it, and some people will take longer to write a response to the open-ended question). New questions are highlighted in the attached questionnaire, and there is a separate document showing the additions/removals/minor changes to remaining questions.

Change in the open-ended comment options. The final open-ended question in the survey has been reframed to focus on the topics above. Though we originally planned to make customised reporting from the final open-ended question available to agencies (e.g. by demographics), due to resource constraints, the Commission is now unable to provide customised reporting for open-ended comments. The attached protocols for free-text comments outline the options for agencies. If your agency will be receiving the raw free-text comment file, please return the confidentiality agreement signed by the staff member who will be provided that access.

We've updated the question and answer document to reflect these changes (attached).
Please republish this updated version on your **intranet** as soon as possible.

You and all other staff members in your agency will receive your survey invitation starting 3 March. The research provider sends the invitations in small batches throughout the day over the first few days of the survey. This is done to ensure agency IT systems are not overloaded.

Do you have lots of communications going out to your staff about the survey? We hope so. Let us know if you need any comms support.

Thank you to all of you who are working hard to make this successful. If you have any questions, please let us know.

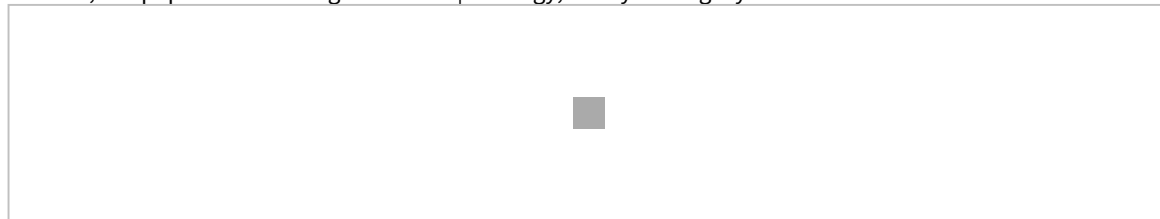
Ngā mihi,

Aidan

Aidan Smith, PhD (she/her)

Kaitohutohu Mātāmua | Principal Advisor, Insights

Rautaki, Kaupapahere me te Ngākau Pono | Strategy, Policy & Integrity



Te Kawa Mataaho Public Service Commission

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

