

# 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](mailto: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](mailto: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"/>				
b. Do you have difficulty hearing, even if using a hearing aid?	<input type="checkbox"/>				
c. Do you have difficulty walking or climbing steps?	<input type="checkbox"/>				
d. Using your usual language, do you have difficulty communicating, for example understanding or being understood?	<input type="checkbox"/>				
e. Do you have difficulty remembering or concentrating?	<input type="checkbox"/>				
f. Do you have difficulty with self-care, such as washing all over or dressing?	<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"/>

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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"/>

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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.

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### 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"/>						
Professional development / training opportunities	<input type="checkbox"/>						
Job security	<input type="checkbox"/>						
Good remuneration	<input type="checkbox"/>						
Flexible work arrangements	<input type="checkbox"/>						
Work location	<input type="checkbox"/>						
Belief in the purpose and principles of the New Zealand Public Service	<input type="checkbox"/>						
Work that contributes positively to society	<input type="checkbox"/>						
Work that helps people in my community	<input type="checkbox"/>						
Interesting work	<input type="checkbox"/>						
A job that enables me to work independently	<input type="checkbox"/>						
Work aligned with my job skills, experience or training	<input type="checkbox"/>						
Quality of workplace relationships/ social environment at work	<input type="checkbox"/>						
An inclusive work environment	<input type="checkbox"/>						
Quality of leadership/management (e.g. supportive, clear communication)	<input type="checkbox"/>						
Lack of suitable alternative job prospects	<input type="checkbox"/>						

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**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

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**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

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

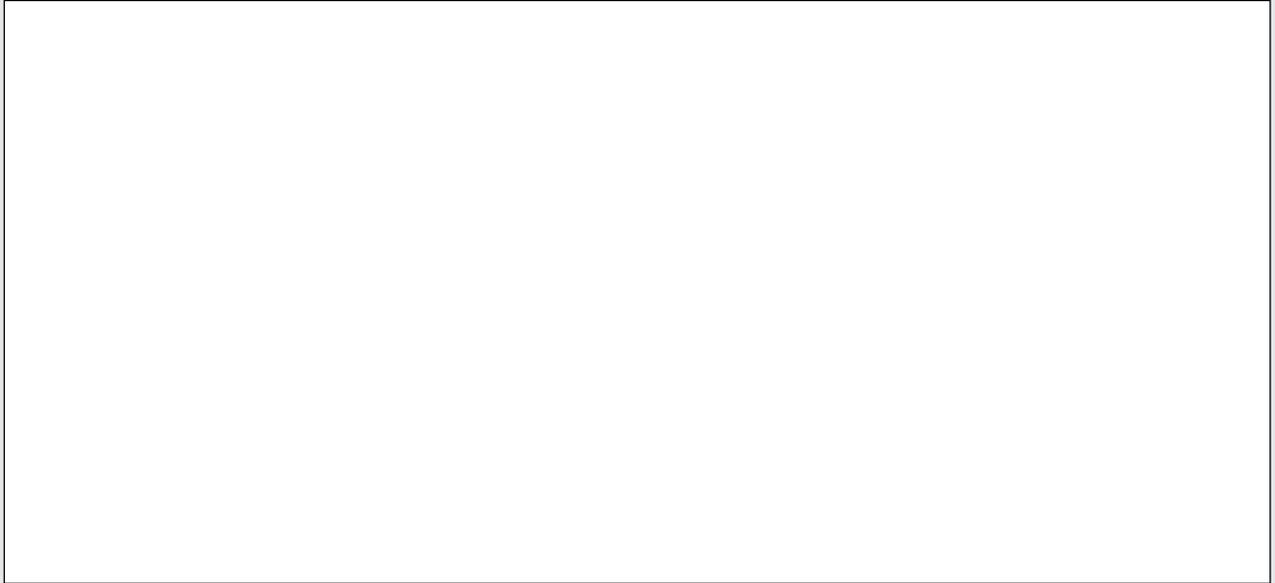
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't know/ Not applicable	Prefer not to answer
a. I understand how my work leads to improved outcomes for communities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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"/>

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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

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/](http://www.publicservice.govt.nz/our-work/workforce-data/public-service-census-2021/)

**Noho ora mai koe.**

**Remain in good health.**