

## Te Taunaki Public Service Census 2025 Questionnaire

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

### Part A: About your role | Ō mahi

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

<b>Q1.</b> Do you spend more than half of your working time dealing directly with the public, communities, external customers and clients, or people in your care?  This includes time spent face to face, online or over the phone. Please don't include time with internal customers and clients within your own organisation.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<b>Q2.</b> Do you have any people management responsibilities?  <i>[Stem question for managers, consider don't know, prefer not to answer as no]</i>	<input type="checkbox"/> Yes, managing people is part of my role <input type="checkbox"/> No, managing people is <u>not</u> part of my role <i>[Go to 4]</i> <input type="checkbox"/> Don't know <i>[Go to Q4]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q4]</i>
<b>Q3.</b> Are you a member of the Public Service Leaders Group?  <i>[MANAGERS ONLY – yes on Q2]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

	Well above capacity – too much work	Slightly above capacity – lots of work to do	At capacity – about the right amount of work to do	Slightly below capacity – available for more work	Well below capacity – not enough work	Don't know	Prefer not to answer
<b>Q4.</b> What best describes your current workload?							

<b>Q5.</b> How do you feel about the balance between your working life and your life outside of work?	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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<b>Q6.</b> Do you regularly use any flexible working arrangements?  Please select all that apply to you  Regularly work from home means working at least one day at home in a typical week. Don't count working extra hours outside of your normal work day, such as answering a work call at home.  Home could include your own home, the home of a family member, or a holiday home.	<input type="checkbox"/> Work from home <i>[Go to Q7]</i> <input type="checkbox"/> Another type of flex work (e.g. flexible start and finish, job-sharing, flexi-leave, compressed hours) <i>[Go to Q8]</i> <input type="checkbox"/> No I don't use any flexible work arrangements <i>[Go to Q8]</i> <input type="checkbox"/> Don't know <i>[Go to Q8]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q8]</i>
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<p><b>Q7.</b> What days of the week are you working from home in a typical week?</p> <p>Select all that apply to you</p> <p>Only include days where you spend the majority of your working day at home. For example, if you work a full day in the office but also respond to texts after hours <u>don't</u> count that as a day you work at home.</p>	<p><input type="checkbox"/> Monday</p> <p><input type="checkbox"/> Tuesday</p> <p><input type="checkbox"/> Wednesday</p> <p><input type="checkbox"/> Thursday</p> <p><input type="checkbox"/> Friday</p> <p><input type="checkbox"/> Saturday/Sunday</p> <p><input type="checkbox"/> I don't have set days that I work from home</p>
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How satisfied are you with...	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Don't know / Not applicable	Prefer not to answer
<b>Q8.</b> your pay							
<b>Q9.</b> your other employment conditions (e.g. leave, flexible work arrangements, other benefits).							

Please indicate how much you agree or disagree with the following statement.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q10.</b> I feel that my pay adequately reflects my performance.							

Part B: Supporting productivity   Te hāpai whakaputaranga							
Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q11.</b> I have access to the evidence I need to make good decisions.  Evidence refers to data, analytics, research and evaluation.							
<b>Q12.</b> My manager provides me with helpful feedback to improve my performance.							
<b>Q13.</b> My manager supports my team to deliver on our responsibilities in a timely manner.							
<b>Q14.</b> My manager cares about delivering good value for taxpayers.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q15.</b> The people in my team are encouraged to come up with new and better ways of doing things.							
<b>Q16.</b> When suggestions to improve workplace efficiency or productivity are made, they are taken seriously and acted upon.							
<b>Q17.</b> My team acts on customer feedback to improve our work. Customers can include people outside your organisation such as members of the public, service users, or Ministers. It can also include people inside your organisation, e.g. other teams.							
<b>Q18.</b> My team discusses mistakes so we can learn from them.							
<b>Q19.</b> 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
<b>Q20.</b> My team has clear work objectives.							
	Extremely	Very	Moderately	Slightly	Not at all	Don't know	Prefer not to answer
<b>Q21.</b> Over the last 12 months, how successful has your team been at achieving its objectives?							

<b>Q22.</b> Does the team you manage have the ability to work from home? <i>[MANAGERS ONLY, yes to Q2]</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>[Go to Q24]</i> <input type="checkbox"/> Don't know <i>[Go to Q24]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q24]</i>
<b>Q23.</b> 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 Q2]</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
<b>Q24.</b> 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 Q2]</i>	<input type="checkbox"/> Strongly agree <input type="checkbox"/> Agree <input type="checkbox"/> Neither agree nor disagree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly disagree <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

How much do these issues below prevent you and your team performing at your best?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
<b>Q25.</b> Inefficient decision making (e.g. slow timelines, senior leader involvement in small decisions, unclear governance processes)							
<b>Q26.</b> Appetite for risk/innovation in my agency							
<b>Q27.</b> Lack of access to appropriate tools, technology, and information (e.g. unreliable/old IT systems/software/hardware, limited use of AI)							
<b>Q28.</b> Staffing level/work volumes							
<b>Q29.</b> Poor communication between teams/silos							
<b>Q30.</b> Some colleagues/direct reports don't have required skills/motivation							
<b>Q31.</b> Too many meetings							
<b>Q32.</b> Complicated or unnecessary business processes							
<b>Q33.</b> Physical environment (e.g. lack of quiet spaces, meeting spaces, security, accessibility)							

<b>Q34. Do you work regularly with other government agencies?</b>  Government agencies can include Crown entities, local and regional government, non-public service departments, as well as departments and departmental agencies.	<input type="checkbox"/> Yes <input type="checkbox"/> No <i>(skip to Q43)</i> <input type="checkbox"/> Don't know <i>(skip to Q43)</i> <input type="checkbox"/> Prefer not to answer <i>(skip to Q43)</i>
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How much do these <u>interagency</u> challenges impact your ability to get work done?	To a very great extent	To a great extent	Somewhat	Very little	Not at all	Don't know	Prefer not to answer
<b>Q35.</b> Problems getting timely information from other agencies							
<b>Q36.</b> Need to consult with too many agencies							
<b>Q37.</b> Personality conflicts/trust							
<b>Q38.</b> Difficulty reaching consensus							
<b>Q39.</b> Interagency groups with regular meetings but no clear mandate/objective/authority							
<b>Q40.</b> Difficulty getting people with the right level of decision-making authority at the table							

<b>Q41.</b> Lack of accountability							
<b>Q42.</b> Risk aversion in other agencies							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q43.</b> The work I do gives me a sense of accomplishment.							
<b>Q44.</b> I am enthusiastic about my job.							
<b>Q45.</b> I would recommend my organisation as a good place to work.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q46.</b> Senior leaders clearly articulate the direction and priorities for our organisation.							
<b>Q47.</b> I feel that change is managed well within my organisation.							
<b>Q48.</b> In my organisation, people are encouraged to speak up when they identify a serious policy or delivery risk.							
<b>Q49.</b> My organisation takes advantage of technology to deliver better services/information to the public.							

<b>Q50.</b> How often do you use AI (Artificial Intelligence) for work?  <i>Some examples of AI tools are ChatGPT, Copilot, Grammarly.</i>	<input type="checkbox"/> Daily <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> I've tried it for work, but I don't use it regularly <input type="checkbox"/> I've never tried it for work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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### Part C: Public Service principles | Ngā mātāpono ratonga tūmatanui

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
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<b>Q51.</b> I have a good understanding of what it means to be a politically neutral public servant.							
<b>Q52.</b> I am confident that in my organisation people get jobs based on merit.							
<b>Q53.</b> It is important to me that my organisation is open and transparent with the public.							

<b>Q54.</b> Are you involved in preparing advice for a Minister?	Yes				No <i>[Go to Q56]</i>		
Please indicate how much you agree or disagree with the following statement:	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q55.</b> I am confident that my organisation is free and frank in our advice to Ministers.							

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q56.</b> My organisation is working for the long-term good of New Zealand.							
<b>Q57.</b> It is important to me that my work contributes to the common good.							
<b>Q58.</b> The work I do contributes to better outcomes for New Zealand.							
<b>Q59.</b> The work that I do provides value for taxpayers.							
<b>Q60.</b> It is important to me that my agency is careful in how it uses taxpayer money.							

<b>Part D: Integrity and conduct   Te pono me te mahi tika</b>							
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
<b>Q61.</b> My work colleagues can be trusted to do what is right.							
<b>Q62.</b> My manager leads by example in ethical behaviour.							

<b>Q63.</b> The culture in my organisation supports people to act with integrity.							
<b>Q64.</b> I know what to do if I experience or witness wrongdoing or inappropriate behaviour in the workplace.							
<b>Q65.</b> I feel safe to speak up about wrongdoing or inappropriate behaviour in the workplace.							
<b>Q66.</b> The agency I work for supports and actively promotes a workplace where people are respectful towards one another.							
<b>Q67.</b> I feel accepted as a valued member of the team.							
<b>Q68.</b> I feel comfortable being myself at work /with my colleagues.							

<p><b>Q69.</b> Over the last 12 months, have you experienced any unfair treatment in your workplace that you think was due to some personal characteristic(s) such as your gender, age, ethnicity, country of origin, disability, sexual orientation, religious beliefs, etc?</p> <p>Some examples of unfair treatment:</p> <ul style="list-style-type: none"> <li>not being selected for an interview or not being hired for a new role due to a personal characteristic such as gender or ethnicity</li> <li>denied a career development opportunity, including training, secondment, or promotion due to a personal characteristic such as gender or ethnicity</li> <li>denied reasonable accommodation for an impairment/disability</li> <li>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)</li> </ul>	<p> <input type="checkbox"/> Yes  <input type="checkbox"/> No <i>[ Go to Q71 ]</i>  <input type="checkbox"/> Don't know <i>[ Go to Q71 ]</i>  <input type="checkbox"/> Prefer not to answer <i>[ Go to Q71 ]</i> </p>
<p><b>Q70.</b> I believe I have been treated unfairly because of my:</p> <p>Select all that apply</p>	<p> <input type="checkbox"/> Gender or sex  <input type="checkbox"/> Age  <input type="checkbox"/> Ethnicity, national origin, race or colour  <input type="checkbox"/> Disability  <input type="checkbox"/> Religious belief  <input type="checkbox"/> Sexual orientation  <input type="checkbox"/> Marital or family status  <input type="checkbox"/> Political opinion  <input type="checkbox"/> Employment status  <input type="checkbox"/> Ethical belief  <input type="checkbox"/> Other please specify _____  <input type="checkbox"/> Don't know  <input type="checkbox"/> Prefer not to answer         </p>

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

Please indicate how much you agree or disagree with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q71.</b> Leaders in my organisation demonstrate a commitment to continuously improving health and safety.							
<b>Q72.</b> 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).							
<b>Q73.</b> 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.

<b>Q74.</b> During the last 12 months, have you been subjected to harassment or bullying in your current workplace?	Yes	No [Go to Q80]
Note bullying and harassment might occur anywhere that you go as part of your work, including online interactions and from people inside or outside your own organisation.		

<b>Q75.</b> 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	



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

[For each yes in Q75, show Q76 with piped text showing item.]

<b>Q76.</b> How often did the bullying or harassment happen?	One time	A few times over the last 12 months	Monthly	Weekly	Daily	Don't know	Prefer not to answer
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<b>Q77.</b> Who was responsible for the bullying or harassment?	Select all that apply
<b>a.</b> My current or previous manager	
<b>b.</b> Someone more senior (other than my manager)	
<b>c.</b> One or more of my direct reports	
<b>d.</b> Another co-worker in my current agency not listed above	
<b>e.</b> Client, customer, or person in our care	
<b>f.</b> A member of the public	
<b>g.</b> Colleague from another government agency	
<b>h.</b> Minister or ministerial office staff that I have direct contact with	
<b>i.</b> Contractor/consultant/service provider	
<b>j.</b> Don't know	
<b>k.</b> Prefer not to answer	

<b>Q78.</b> Did you report the bullying or harassment?	<input type="checkbox"/> I reported the behaviour <i>[skip to Q80]</i> <input type="checkbox"/> I'm considering whether or not to report the behaviour <input type="checkbox"/> I decided not to report the behaviour <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<b>Q79.</b> 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
<b>Q80.</b> 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
<b>Q81.</b> In the last 12 months, how often would you say you have experienced work stress? Work stress is when being at work, or the work itself, makes you feel tense, anxious, or less able to cope.							

Show box below to all respondents:

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

- Free call or text 1737 to reach a trained counsellor. Anyone feeling stressed, worried, down, or needing tautoko (support) or someone to talk to can call or text.
- The Depression Helpline – [0800 111 757](tel:0800111757) or free text 4202 (to talk to a trained counsellor about how you are feeling or to ask any questions).
- Safe to talk, a sexual harm helpline. 0800 044 334 or text 4334.

**Please click next to continue with the last few topics in the survey.**

## Part F. Skills and development | Te whakapiki pūkenga

<b>Q82.</b> Thinking about your current role, which of the following best describes how you feel about your skills?	<input type="checkbox"/> I need further training to do the job well <input type="checkbox"/> My skills match well with the work I do <input type="checkbox"/> I have the skills to cope with more demanding work <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Please rate your level of agreement with the following statements.	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q83.</b> I have access to the learning and development I need to do my job well.							

<b>Q84.</b> I feel confident in my ability to learn new digital skills.							
<b>Q85.</b> I am encouraged and supported to apply for developmental opportunities (e.g. other roles, secondments, senior positions).							

#### Part G: Māori Crown capability | Ngā āheinga o ngāi Māori me te Karauna

<b>Q86.</b> How well are you able to speak te reo Māori in day-to-day conversation?	<input type="checkbox"/> Very well – I can talk about almost anything in te reo Māori <input type="checkbox"/> Well – I can talk about many things in te reo Māori <input type="checkbox"/> Fairly well – I can talk about some things in te reo Māori <input type="checkbox"/> Not very well – I can only talk about simple/basic things in te reo Māori <input type="checkbox"/> No more than a few words or phrases (including none at all) <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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Please rate your level of agreement with the following statements about your organisation's role to support the Crown in its relationships with Māori under Te Tiriti o Waitangi/the Treaty of Waitangi.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Prefer not to answer
<b>Q87.</b> I understand how my agency's Te Tiriti o Waitangi / Treaty of Waitangi responsibilities apply to its work.							
<b>Q88.</b> I am encouraged and supported to engage with Māori and to understand Māori perspectives.							
<b>Q89.</b> I feel that leaders in my agency show a commitment to strengthening the relationships between Māori and the Crown.							
<b>Q90.</b> I feel confident in my ability to identify aspects of my agency's work that may disadvantage Māori.							
<b>Q91.</b> Staff are encouraged to use te reo Māori.							
<b>Q92.</b> Staff are supported to improve our te reo Māori (e.g. through on-the-job learning, in-house courses, etc).							
<b>Q93.</b> I am comfortable supporting tikanga Māori - Māori cultural values and practice - in my agency (e.g. by using te reo Māori, participating in karakia, hui, mihi whakatau).							

#### Part H. Job satisfaction and future plans | Te āhuareka o te mahi me ngā mahere mō anamata

<b>Q94.</b> Thinking now about all aspects of your job, overall, how do you feel about your work?	<input type="checkbox"/> Very satisfied <input type="checkbox"/> Satisfied <input type="checkbox"/> Neither satisfied nor dissatisfied <input type="checkbox"/> Dissatisfied <input type="checkbox"/> Very dissatisfied <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<b>Q95.</b> Which of the following statements best describes your current situation?  Please select one category only	<input type="checkbox"/> I have no immediate plans to leave my current position <i>[Go to Q97]</i> <input type="checkbox"/> I am actively applying for another role/other roles now <i>[Go to Q96]</i> <input type="checkbox"/> In the next 12 months I expect to apply for a different role <i>[Go to Q96]</i> <input type="checkbox"/> In the next 12 months I want to do a secondment or temporary move within my agency or in another agency <i>[Go to Q96]</i>

	<input type="checkbox"/> I expect to leave the NZ workforce within the next 12 months (e.g. due to retirement or moving overseas) <i>[Go to Q97]</i> <input type="checkbox"/> I would like to change jobs but do not believe I can <i>[Go to Q96]</i> <input type="checkbox"/> Don't know <i>[Go to Q97]</i> <input type="checkbox"/> Prefer not to answer <i>[Go to Q97]</i>
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<b>Q96.</b> Why are you considering leaving your role? Select all that apply	<input type="checkbox"/> Job impacted by change process/restructuring <input type="checkbox"/> Fixed term job ending <input type="checkbox"/> Unable to balance caring responsibilities <input type="checkbox"/> Lack of career progression opportunities <input type="checkbox"/> Lack of professional development / training opportunities <input type="checkbox"/> Lack of job security <input type="checkbox"/> Unsatisfied with pay/remuneration <input type="checkbox"/> Unsatisfied with flexible work arrangements <input type="checkbox"/> Work location <input type="checkbox"/> More interesting work <input type="checkbox"/> Workload too high <input type="checkbox"/> Work not aligned with my job skills, experience or training <input type="checkbox"/> Quality of workplace relationships/ social environment at work <input type="checkbox"/> Quality of leadership/management <input type="checkbox"/> Bullying or other negative workplace behaviour <input type="checkbox"/> Organisation is not accommodating of my disability <input type="checkbox"/> Other, please specify: _____ Don't know Prefer not to answer
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### Part I: About you | Mōu ake

We want to understand more about you, your experiences and how these may vary across Public Service groups.

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

<b>Q97.</b> 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
<b>Q98.</b> 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

<b>Q99.</b> 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
<b>Q100.</b> 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 <a href="#">[Go to Q102]</a> <input type="checkbox"/> Don't know <a href="#">[Go to Q102]</a> <input type="checkbox"/> Prefer not to answer <a href="#">[Go to Q102]</a>
<b>Q101.</b> Please give the name(s) of your iwi (tribe or tribes). If you do not identify with any iwi, write "none" or "no iwi". If you would prefer not to answer, or you do not know which iwi you descend from, you can also enter "prefer not to answer" or "don't know".  And do you identify with any other iwi? If not, leave the box below blank. <a href="#">[Use iwi list based on StatsNZ aria tool]</a>  And which region / rohe do your [insert] iwi come from?	Iwi: AUTO-SUGGEST____ Region: OPEN TEXT_____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer          Region: OPEN TEXT_____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

We want to better understand the diversity of our workforce and the experiences of public servants who identify as disabled, and of public servants with mental health and neurodivergent conditions. Responses will inform improvements to the working environment for public servants.

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

<b>Q102.</b> Do you consider yourself to be neurodivergent, and/or have you been diagnosed with a neurodivergent condition?  Neurodivergent conditions can include Autism/ASD, Attention Deficit Hyperactivity Disorder (ADHD), dyslexia, dyspraxia, Tourette Syndrome, and other conditions not listed here.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<b>Q103.</b> Do you consider yourself to have, and/or are you currently diagnosed as having a mental health condition?  Mental health conditions include things like anxiety, depression, bipolar disorder, psychosis, addiction, trauma disorders (e.g., PTSD) and other conditions not listed here.	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
<b>Q104.</b> Do you identify as a disabled person?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer

<p>The following questions ask about workplace supports or accommodations for example, adaptive changes that can be made to work arrangements, workstations, shared facilities, building entry and exit points, quiet zones, and specialist software.</p> <p>If you need personal support from your organisation, please talk to your manager. Results from the survey are shared in a way that does not identify individuals.</p>	
<p><b>Q105.</b> Do you use or require any workplace supports or accommodation(s) for your health condition, disability, or impairment?</p> <p><i>-Only show to those who respond with yes to Q104 OR ((don't know or prefer not to answer to Q104) AND (yes to either Q102 or Q103))</i></p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No <i>[Go to Q108]</i></p> <p><input type="checkbox"/> Don't know <i>[Go to Q108]</i></p> <p><input type="checkbox"/> Prefer not to answer <i>[Go to Q108]</i></p>
<p><b>Q106.</b> Have you talked to your employer about your workplace supports or accommodation needs?</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p><b>Q107.</b> Please rate your satisfaction with how your organisation has responded to your needs or supports you to carry out work activities.</p> <p>If you would like to comment about this, there is space at the end of the survey for comments.</p>	<p><input type="checkbox"/> Very satisfied</p> <p><input type="checkbox"/> Satisfied</p> <p><input type="checkbox"/> Neither satisfied nor dissatisfied</p> <p><input type="checkbox"/> Dissatisfied</p> <p><input type="checkbox"/> Very dissatisfied</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p><b>Q108.</b> Do you identify as Lesbian, Gay, Bisexual, Transgender, Takatāpui, Gender diverse, Intersex, Queer, Questioning, Asexual, or as part of any other community captured under the umbrella terms Rainbow, LGBTQIA+, MVPFAFF+ or SOGIESC?</p>	<p><input type="checkbox"/> Yes</p> <p><input type="checkbox"/> No</p> <p><input type="checkbox"/> Don't know</p> <p><input type="checkbox"/> Prefer not to answer</p>
<p><b>Q109.</b> 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><b>Q110.</b> 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><b>Q111.</b> 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><b>Q112.</b> What is your highest qualification?</p>	<p><input type="checkbox"/> No Qualifications</p> <p><input type="checkbox"/> High School/Secondary School Qualification</p> <p><input type="checkbox"/> Level 1 to 4 Certificate</p> <p><input type="checkbox"/> Level 5 or 6 Diploma</p> <p><input type="checkbox"/> Bachelor's Degree or Level 7 Qualification</p> <p><input type="checkbox"/> Bachelor Honours Degree or Postgraduate Certificate/Diploma</p> <p><input type="checkbox"/> Master's Degree</p>

	<input type="checkbox"/> PhD/Doctoral Degree <input type="checkbox"/> Other – please specify _____ <input type="checkbox"/> Don't know <input type="checkbox"/> Prefer not to answer
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**Part J Your comments | Ō tākupu**

**Q113. What changes would help your organisation deliver better results for taxpayers?**

If you have any other comments, you can also add them here.

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

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

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