

NZ Police Workplace Survey 2014

Safe Working Environment for Female and Ethnic Minority Employees



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1. Introduction

This is the fifth report provided by IBM aimed at assessing the extent to which New Zealand Police provides a safe working environment for its employees, and for its female and minority group staff in particular. Assessment of a safe working environment for these groups was included as part of the organisation's annual health audit, as required by the State Services Commissioner.

The findings in this report are based on the responses of 8,707 NZ Police staff members to the 2014 Workplace Survey. The organisation climate and employee engagement survey included a number of items aimed at assessing 'Respect and Integrity' within the organisation – precursors to a safe working environment. These included respondent perceptions of respect for employee diversity within workgroups, confidence that instances of harassment, discrimination, bullying or inappropriate conduct could be reported without fear of reprisal, and confidence that any such concerns when reported would be dealt with effectively. In addition, a question was included that asked if people had witnessed or experienced any of the above issues, and if so did they feel it had been dealt with effectively.

To further aid the understanding of a safe work environment enabled by colleagues as well as supervisors, this year we also examined people's perceptions regarding their supervisors – their respectful treatment of staff, and the extent to which they behave according to the NZ Police values.

Conclusions in this report are based on cross-tabulation comparisons designed to identify whether female and ethnic minority groups experience the work environment in a more negative manner than other employees. As this report is based upon the fifth Workplace Survey, we also examine changes in employee attitude and opinion over the last 12 months, and across the last five years in relation to Respect and Integrity within NZ Police.



2. Executive Summary

2.1 Respect and Integrity in NZ Police

Between 2013 and 2014, the perceptions of staff at NZ Police regarding a safe working environment have stayed relatively unchanged. There has been a significant increase in people's perception regarding the value congruent behaviours as well as respectful treatment demonstrated by supervisors. The question related to *knowing who to contact to report instances of workplace harassment, bullying or discrimination*, showed a small but not statistically significant decrease. When looking at the results across the past five years however, there has been an upward trend over the past years across all questions related to creating a safe working environment within NZ Police, , demonstrating a significant lift in a culture of 'Respect and Integrity' since the NZ Police workplace survey in 2010. The biggest lift since 2010 has been found in people's perception around a *culture that respects diversity* (up by over 10 points), followed by *being able to report instances of harassment, bullying and discrimination* (up by 9 points) as well as *reporting other inappropriate workplace conduct without fear of reprisal* (up by over 9 points) and *confidence that the raised concerns will be dealt with appropriately* (up by close to 8 points).

In terms of the different elements that make up a safe and respectful working environment for NZ Police, the results across the five years follow a consistent pattern, with the strongest opinions recorded for people's *perceptions on their co-workers and supervisors*. However, the questions relating to *raising concerns about inappropriate workplace conduct* continue to score lower overall, which could indicate that while staff respect diversity, there is still a concern around whether issues raised will be dealt with appropriately.

Over the past five years, the proportion of staff who reported having experienced or witnessed some form of inappropriate workplace conduct has decreased slightly from close to 19% of the total workforce in 2010 to just under 16% in 2014, indicating continuing progress towards a safer working environment for people working at NZ Police. It should be highlighted that because these figures are based on a question that asked '*in the last 12 months, if you have experience or witnessed and event*', the proportion of people who indicate they have will likely include multiple people witnessing the same event, and cannot be interpreted as an indication of the number of actual events that have taken place.

Ideally, the gradual shift towards a more respectful and value driven culture within NZ Police should help prevent inappropriate conduct from happening in the first place. However, when these instances do occur, staff will look to the organisation to address them in an appropriate and effective manner. Among the victims or witnesses who indicated inappropriate workplace conduct had occurred (15.8% in 2014, or 1375 people), the proportion of them indicating that the reporting was not followed by effective handling remains above 70%. This experience could in turn lead to a lack of confidence in anticipating appropriate actions in the future, and possibly reduce their willingness to report again. Therefore, it is worth further investigating (through the likes of focus groups) what sits behind the lack of improvement in this area - whether the challenge lies within the practices or procedures used to deal with these incidents or within the process in communicating back the outcomes.



2.2 Respect and Integrity for males and females

Females within NZ Police continue to hold a less positive view regarding NZ Police having a safe and respectful work environment. Females scored lower than males on the majority of the questions related to 'Respect and Integrity' – a pattern consistently observed over the past five years.

When examining the gender differences across various demographic categories, it became apparent that more gender variations tend to be found in the three questions related to the *safe reporting and effective handling of inappropriate workplace conduct*, as well as the question related to *co-workers' value-aligned conduct*.

In terms of people's perception on a culture of diversity and respect, females and males used to hold a similar view around '*staff in my workgroup respect employee diversity*' in 2010. Overtime however, males' perception on this question improved at a faster rate than females. What's more, the biggest gender gap across the years has consistently been their varied view on whether their *co-workers exhibit value-aligned behaviours* with females scoring below males every year (7 points in 2014).

Females also hold a less favourable view around supervisor behaviours (*treating staff with respect and demonstrating behaviours consistent with NZ Police values*), although the responses from both males and females have increased significantly in 2014. A gap has been recorded over the past five years between males and females in relation to the *safe reporting and effective handling of inappropriate workplace conduct*. Not only have females held less favourable opinions on these questions, the gender gaps widened in 2012 and the size of these gaps remained virtually unchanged through to 2014. This is an area of concern particularly given that females are more likely to have experienced or witnessed bullying, harassment and discrimination (in 2014, 18% of females indicated having experienced/witnessed inappropriate workplace conduct, compared to 15% for males). It is worth mentioning that there has been a gradual reduction in the proportion of females indicating that they have encountered or witnessed inappropriate workplace conduct over the past four years (from 24% in 2010 to 18% in 2014). However, with females continuing to feel less safe about reporting inappropriate conduct, there is the potential risk of conduct such as bullying, harassment or discrimination occurring without it being formally brought to the attention of the authorities. The results continue to illustrate that females and males may not hold the same view regarding the existing procedures or processes being a safe channel for reporting.

Across employee types, female constabulary staff hold a less favourable view than their male counterparts in regards to the safe reporting and effective handling of inappropriate conduct. One key observation this year is that although no gender differences exist among senior sworn staff (Senior Sergeants and Commissioned Officers), a gender difference was found among senior non-sworn staff, with female employees in Band 1 and above scoring significantly lower on the three questions related to inappropriate workplace conduct than their male counterparts.

2.3 Respect and Integrity for ethnic minorities

The results over the past five years suggest that some differences do still exist in terms of how different ethnic groups perceive NZ Police as having a respectful culture and a safe working environment. However their views do not vary greatly. Various ethnic groups tend to hold a similar view regarding value-aligned behaviours demonstrated by the people they work with – their colleagues and supervisors. Differences still exist in how different ethnic groups



perceive *the safe reporting and effective handling of inappropriate workplace conduct*, with Pacific Peoples holding a more favourable view, whereas Europeans and Asian Peoples (constabulary in particular) being less favourable.

A significant increase in *knowing who to report inappropriate workplace behaviour* by 'Other Ethnic Groups' (from 62.5% in 2013 to 75.5% in 2014) has reduced the gap between ethnic groups seen in previous years for this question.

Some gender differences still exist across the various ethnic groups, in particular in their perception on the *safe reporting and effective handling of inappropriate workplace conduct*, females providing less favourable views across Pakeha, Maori, Europeans and Asian ethnic groups.

Although the results between 2013 and 2014 remain similar for the various ethnic groups, over the past five years, there has been a general upward trend across all ethnic groups in terms of their perceptions of NZ Police having a safe and respectful workplace environment. A significant lift was recorded for people identifying with 'Other Ethnic Groups' in their perception on '*respect for diversity*' (from 72.9% in 2013 to 81.6% in 2014). This means that all ethnic groups now score well in regard to NZ Police being a workplace that respects diversity.

2.4 Respect and Integrity by District

Looking across the Districts provides us with areas of good practice around respect and integrity within NZ Police. Auckland, Counties/Manukau and Tasman Districts all have high levels of '*respect for diversity*' reported by both males and females. However, gender differences still exist across almost all Districts (Central and Tasman Districts being the exception), on questions related to the *safe reporting and effective handling of harassment, bullying, discrimination* as well as *other inappropriate workplace conduct*, with females holding a less positive perception. The same can be said about Service Centres (with exceptions being Crime Service, OFCANZ and Human Resources). National Operations and National Prevention stood out as being the Service Centres where females provided consistently lower ratings compared to males across almost all questions related to respect for diversity and a safe working environment.

Finally, some positive change was observed in some Districts. When asked about the *confidence to raise concerns of inappropriate workplace behaviour*, Waitemata has seen a significant increase for both males and females since 2013. Understanding further what has happened in districts within NZ Police where significant improvements have been made over the last few years, and sharing these practises across the rest of the organisation, will be a good way to continually evolve and grow people's positive perceptions of a safe working environment for all people.



Appendix 1- Understanding this Report

Sample

A total of 8,707 employees participated in the 2014 Workplace survey, representing a response rate of 73.0%. Of these, 2,734 were female, and 5,973 were male. In terms of ethnicity, 4,930 respondents identified themselves as Pakeha, 735 as Maori, 1,072 as Europeans, 325 as Pacific Peoples, 162 as Asian, and 49 as coming from some other ethnic background.

Performance Scores

In the main, results are reported as level of agreement scores. They range between 0% and 100% and refer to the percentage of valid responses that 'agree' to some extent with the statement. Level of agreement scoring involves a fairly simple calculation of adding up the number of 'Agree' and 'Strongly Agree' responses and then dividing this number by the number of valid responses. 'Valid' responses are all responses to the question, EXCLUDING those who did not answer the question and therefore their answer by default was recorded as 'Do not know.'

Demographic differences

Most of this report is based upon comparisons of demographic differences (e.g., male versus female survey scores). A range of demographic variables are included in the following analyses, and the profiles of respondents within each demographic are detailed in Appendix 5. The number of responses upon which data is based is important, particularly when looking at group comparisons. It should be noted that:

- Any demographic category or cross tabulation of demographics with less than 5 respondents is not reported both for reasons of statistical reliability and anonymity of respondents
- Data based upon a small number of responses should be treated with caution as each individual response can have a large impact on the group score.

Statistical Analysis

A 'statistically significant' result indicates that there is a real difference in scores between two groups of respondents. It is important to recognise that statistical analysis is impacted by the size of the survey sample. Very large survey samples means that there is sufficient 'statistical power' to detect even very small differences in scores. For a result to be considered 'statistically significant' in this report we have used the below criteria, based on the size of the demographic comparison groups:

- 100 people or more: a difference of 5% or more
- 50 to 99 people: a difference of 10% or more
- Less than 50 people: a difference of 15% or more



Note that in many instances, the demographic combinations being compared vary substantially in size (i.e. when comparing the scores for 'Pakeha' which has 4930 respondents, with the scores for 'Other Ethnic Groups' which has 49 respondents). In these instances, a more stringent criterion is applied (that is the criterion for the smaller group size). Therefore, in the example when we compare the scores for 'Pakeha' and 'Other Ethnic Groups', a more stringent criteria of 15% (for less than 50 people) is used to determine statistical significance.

Further methodological information

A comprehensive Survey Methodologies document provides a complete description of scope and methodologies employed in the NZ Police Workplace Survey 2014.



Appendix 2 - Sampling

Sample

All of NZ Police's approximately 11,928 employees were invited to participate in the survey. A total of 8,707 responses were obtained resulting in a response rate of 73.0%. This is considered an excellent response rate for an organisation of this size.

In terms of the two key groups under consideration in this report (gender and ethnicity), there were:

Gender

Demographic	Number of Responses
Total Organisation	8707
Female	2734
Male	5973

Ethnicity

Demographic	Number of Responses
Total Organisation	8707
Pakeha	4930
Maori	735
Europeans	1072
Pacific Peoples	325
Asian Peoples	162
Other Ethnic Groups	49

The full demographic profile is located in Appendix 5.



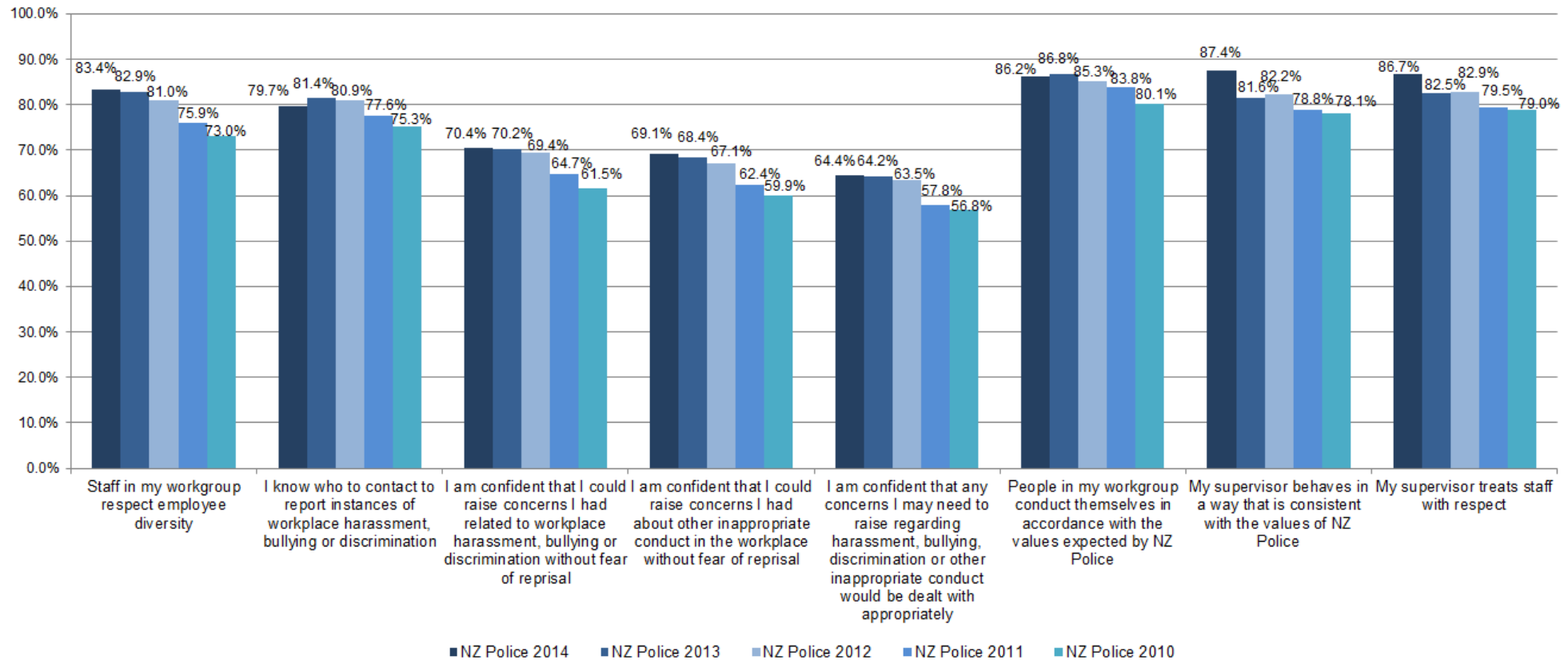
Margin of Error

Based on a population size of 11,928 and the response rate attained (73.0%) , the maximum predicted margin of error for the results at the 95% confidence level is approximately +/- 0.6%, indicating a very high degree of precision in measurement at the total organisation level. Note that the actual margin of error for an individual estimate depends on the value of the estimate itself, its associated sample size, the size of the target population, as well as on the chosen level of statistical confidence. The smaller the population size, for example, the greater the sample size needs to be to maintain a low margin of error.



Appendix 3 – Respect & Integrity in NZ Police

Perceptions of Respect and Integrity – Whole of NZ Police

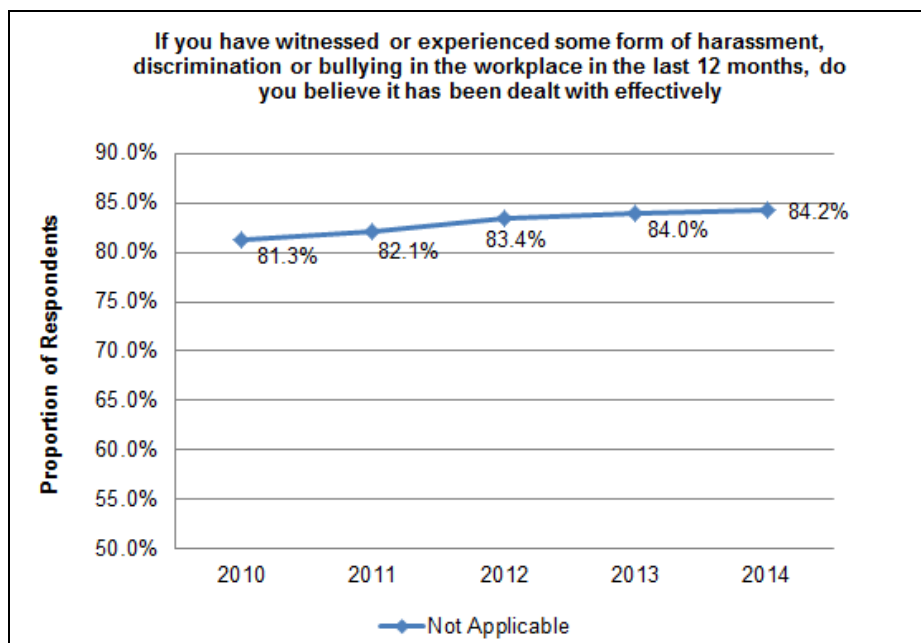


Level of Agreement Score



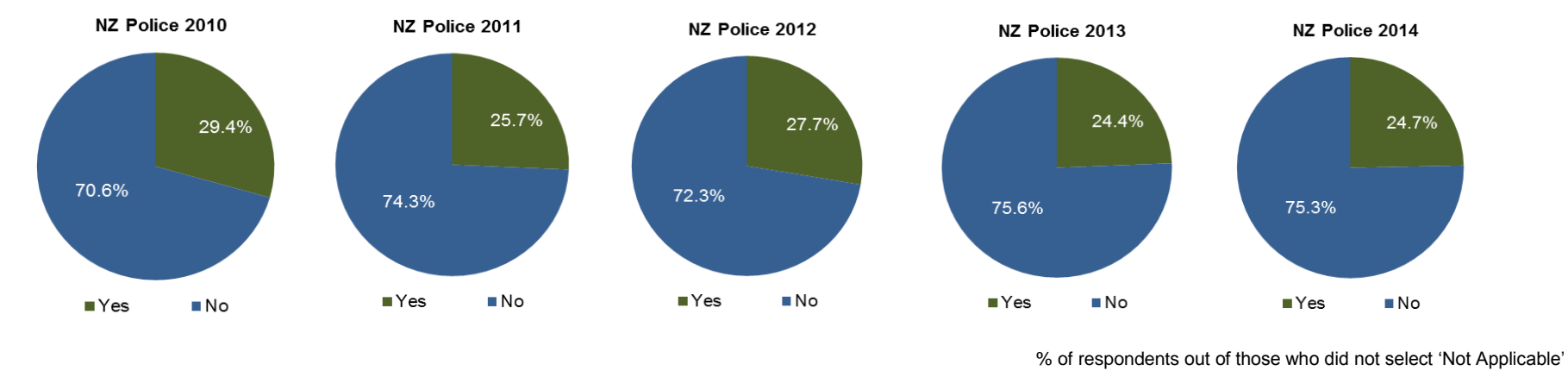
Dealing with Harassment, Bullying and Discrimination Effectively

5.1.2 “If you have witnessed or experienced some form of harassment, discrimination or bullying in the workplace in the last 12 months, do you believe it has been dealt with effectively?”

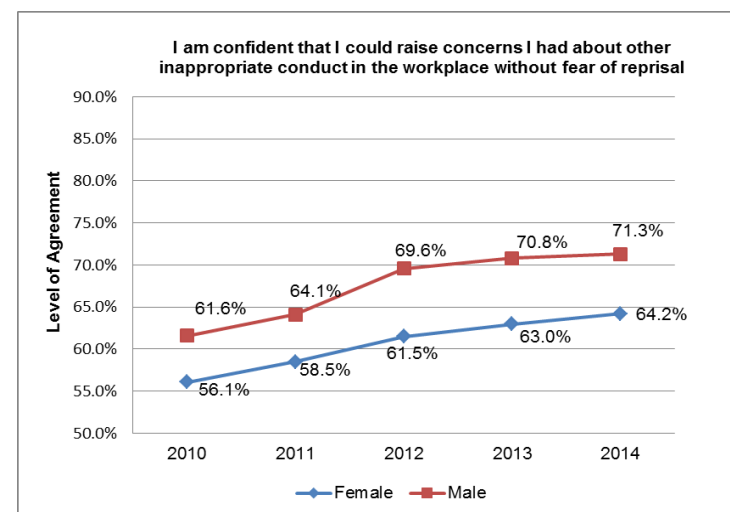
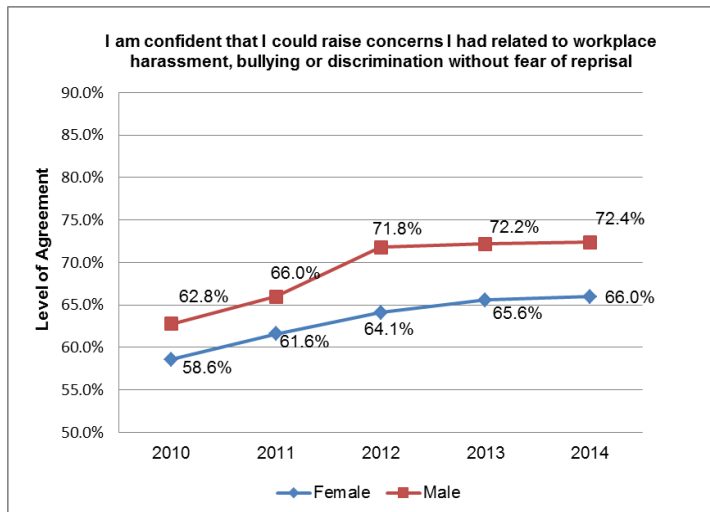
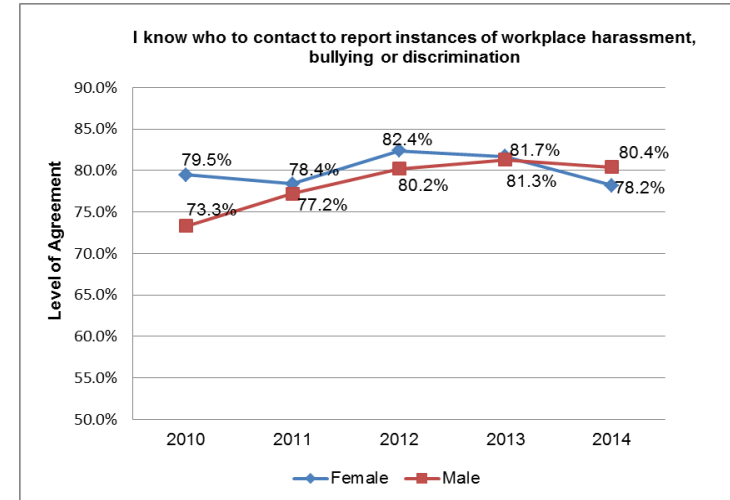
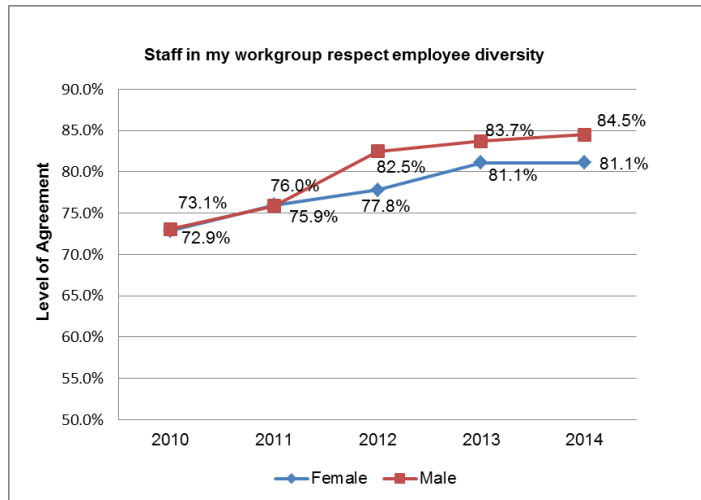


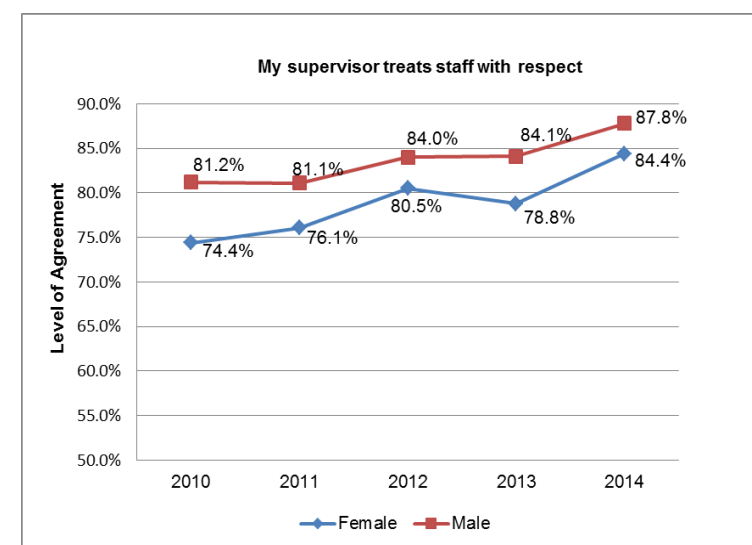
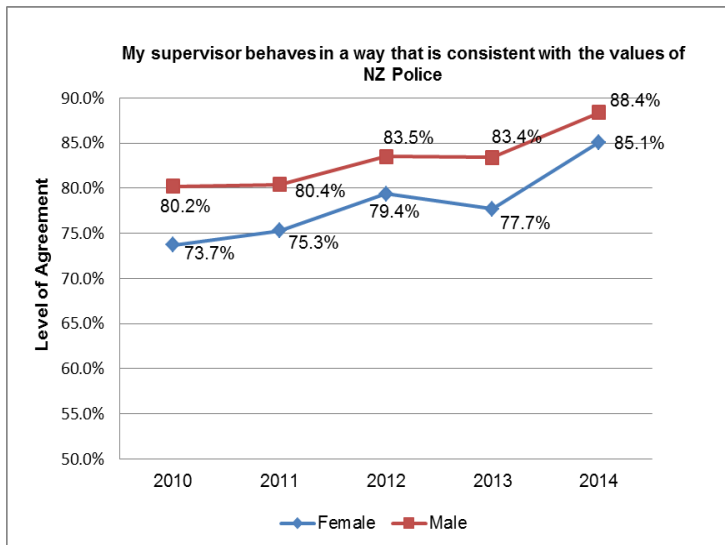
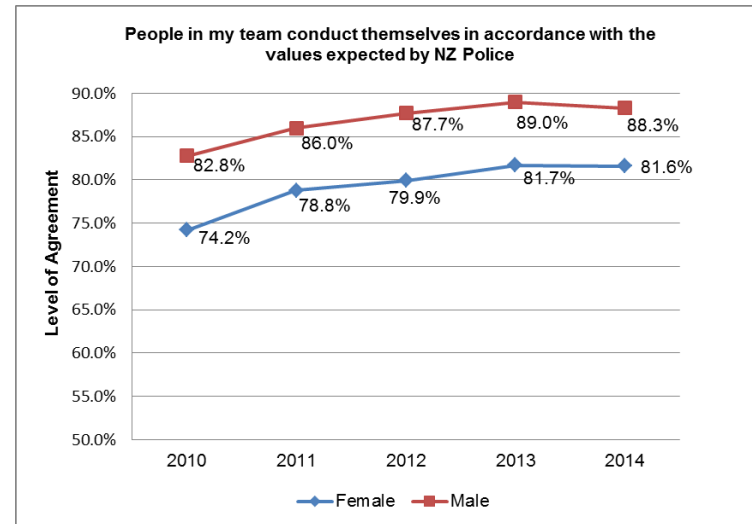
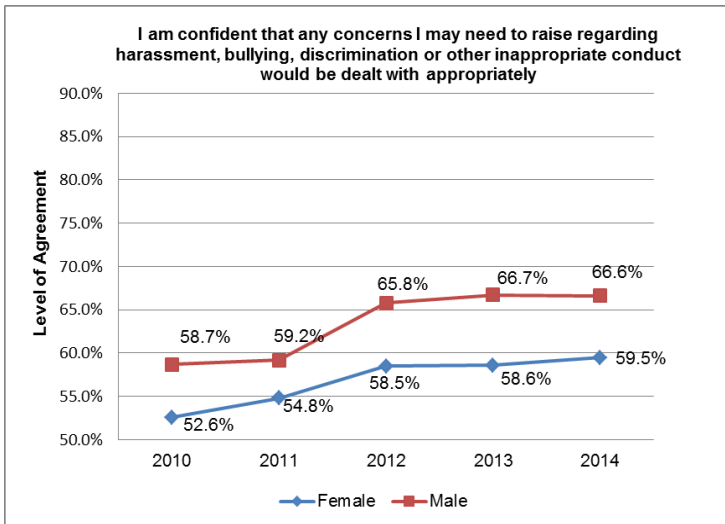
It should be highlighted that as the question includes people who witnessed an event, multiple people may be describing a single event, therefore scores for this section cannot be used to indicate how many incidents occur in a 12 month period. In addition, due to the confidential nature of dealing with such incidents, witnesses will not necessarily know how well it was handled.

The below charts focus on the respondents who **indicated that they did witness or experience some form of harassment, discrimination or bullying in the workplace in the last 12 months**, and show the proportion of respondents who felt that these instances were dealt with effectively versus those who didn't.

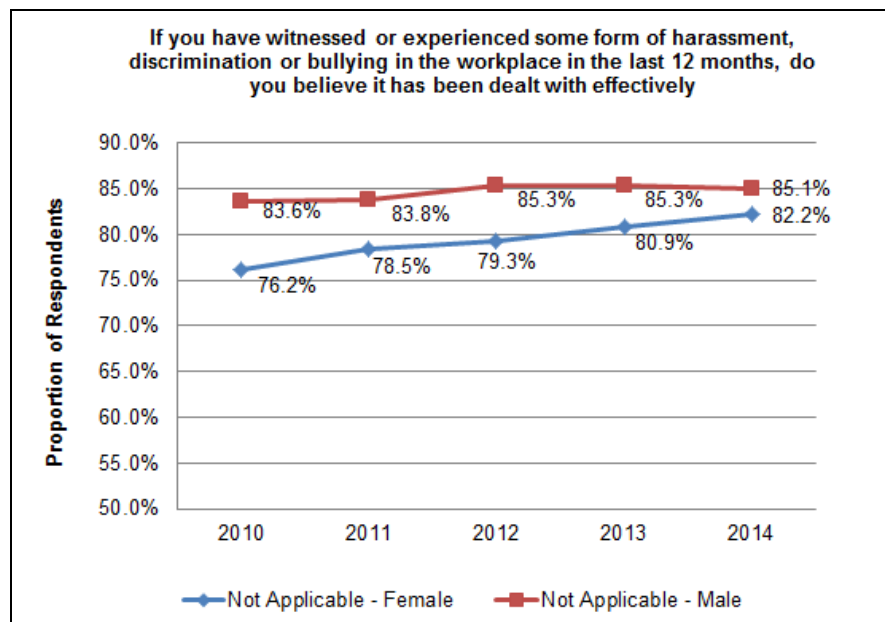


Appendix 4 - Respect and Integrity for males and females



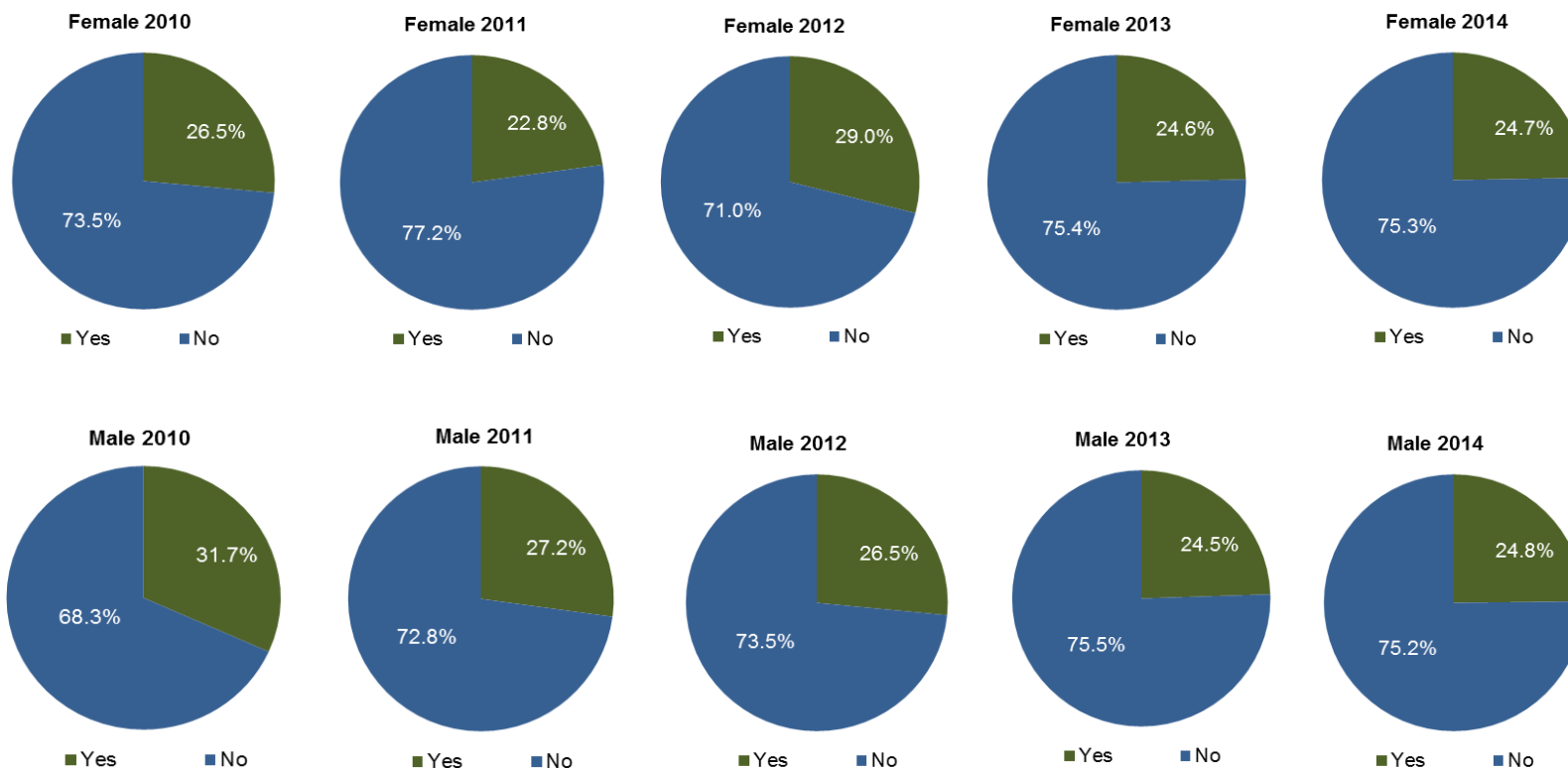


“If you have witnessed or experienced some form of harassment, discrimination or bullying in the workplace in the last 12 months, do you believe it has been dealt with effectively?”



It should be highlighted that as the question includes people who witnessed an event, multiple people may be describing a single event, therefore scores for this section cannot be used to indicate how many incidents occur in a 12 month period. In addition, due to the confidential nature of dealing with such incidents, witnesses will not necessarily know how well it was handled.

The below charts focus on the respondents **who indicated that they did witness or experience some form of harassment, discrimination or bullying in the workplace in the last 12 months**, and show the proportion of respondents who felt that these instances were dealt with effectively versus those who didn't.



Gender comparisons across Constabulary and Non-Constabulary Employees

Question	Constabulary		Employee		Authorised Officer	
	Female	Male	Female	Male	Female	Male
	1135	5037	1571	818	28	118
5.1: Staff in my team respect employee diversity	83.5%	85.4%	79.6%	79.7%	67.9%	78.8%
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	78.0%	80.4%	78.6%	79.9%	64.3%	87.3%
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	65.6%	73.1%	66.4%	67.4%	63.0%	76.3%
5.4: I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal (inappropriate conduct may include any actions or behaviours that make you feel uncomfortable in the workplace)	64.4%	72.0%	64.0%	66.5%	64.3%	74.6%
5.5: I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately	59.4%	67.0%	59.6%	63.0%	60.7%	76.3%
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	85.9%	89.9%	78.8%	79.2%	67.9%	82.2%
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	87.2%	89.6%	83.7%	80.5%	85.7%	92.4%
6.2: My supervisor treats staff with respect	85.6%	88.9%	83.5%	80.7%	82.1%	89.8%

Note: Coloured numbers indicate statistically significant differences occur in the perceptions of males and females on the respective survey item and the respective demographic category. Green indicates the higher scoring group on the item, and red indicates the lower scoring group.

Gender Comparisons across Constabulary and Non-Constabulary Employees

Question	Constabulary								Employee						Authorised Officer	
	Constable		Sergeant		Senior Sergeant		Commissioned Officer		Band A - F		Band G - J		Band 1 & above		Band A - F	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	934	3484	136	985	38	331	27	237	1248	434	259	307	64	77	28	112
5.1: Staff in my team respect employee diversity	83.0%	83.0%	85.2%	89.0%	89.2%	90.5%	85.2%	97.5%	78.1%	77.3%	85.0%	81.8%	87.5%	85.5%	67.9%	78.6%
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	75.9%	76.4%	84.4%	85.6%	94.6%	94.2%	92.6%	97.5%	77.5%	80.6%	82.0%	77.0%	85.9%	87.0%	64.3%	86.6%
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	64.6%	69.3%	66.2%	78.5%	78.4%	84.8%	81.5%	91.5%	65.8%	68.6%	69.6%	63.6%	63.5%	75.3%	63.0%	77.7%
5.4: I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal (inappropriate conduct may include any actions or behaviours that make you feel uncomfortable in the workplace)	63.4%	68.2%	63.7%	76.8%	83.8%	83.9%	77.8%	91.5%	63.3%	68.2%	67.3%	62.2%	62.5%	74.0%	64.3%	75.9%
5.5: I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately	59.2%	62.9%	53.7%	71.0%	67.6%	81.5%	85.2%	89.8%	59.1%	64.4%	61.3%	58.2%	60.9%	74.0%	60.7%	77.7%
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	85.3%	88.3%	86.7%	94.0%	91.9%	92.1%	92.6%	93.6%	77.8%	77.8%	82.1%	78.0%	84.1%	92.2%	67.9%	82.1%
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	87.8%	89.7%	84.6%	89.1%	78.4%	89.1%	88.9%	91.0%	83.4%	83.6%	84.7%	75.5%	84.1%	83.1%	85.7%	92.0%
6.2: My supervisor treats staff with respect	86.2%	89.4%	83.7%	86.8%	81.1%	89.4%	81.5%	89.7%	83.4%	83.9%	83.1%	74.5%	87.1%	87.0%	82.1%	90.2%

Note: Coloured numbers indicate statistically significant differences occur in the perceptions of males and females on the respective survey item and the respective demographic category. Green indicates the higher scoring group on the item, and red indicates the lower scoring group.



Gender Comparisons Across Span of Control

Question	No reports		Under 10 reports		10-50 reports		Over 50 reports	
	Female	Male	Female	Male	Female	Male	Female	Male
	2421	4612	211	825	85	386	17	150
5.1: Staff in my team respect employee diversity	80.5%	82.6%	84.8%	88.1%	88.0%	93.0%	94.1%	98.7%
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	77.3%	77.8%	81.8%	86.0%	92.8%	93.5%	94.1%	97.3%
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	65.1%	69.4%	68.1%	78.5%	83.1%	87.5%	82.4%	92.6%
5.4: I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal (inappropriate conduct may include any actions or behaviours that make you feel uncomfortable in the workplace)	63.4%	68.5%	64.9%	75.8%	79.5%	87.2%	88.2%	93.3%
5.5: I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately	59.1%	63.4%	55.0%	71.5%	77.1%	85.2%	82.4%	90.6%
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	80.9%	87.0%	84.7%	92.3%	89.2%	91.9%	100.0%	97.3%
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	85.2%	88.1%	84.3%	88.9%	81.9%	89.8%	100.0%	94.0%
6.2: My supervisor treats staff with respect	84.5%	87.7%	82.9%	86.6%	81.7%	89.3%	100.0%	94.0%

Note: Coloured numbers indicate statistically significant differences occur in the perceptions of males and females on the respective survey item and the respective demographic category. Green indicates the higher scoring group on the item, and red indicates the lower scoring group.

Gender Comparisons across Tenure Levels

Question	Under 2		2 - 4		5 - 9		10 - 14		15 - 19		20 - 24		25 - 29		30 - 34		Over 35	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
	474	498	370	676	775	1552	418	969	354	766	193	551	105	453	30	242	15	266
5.1: Staff in my team respect employee diversity	86.2%	86.8%	79.2%	86.0%	78.5%	84.7%	81.8%	82.4%	81.0%	84.2%	83.2%	83.5%	77.2%	83.4%	76.7%	86.2%	93.3%	85.1%
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	70.9%	82.8%	79.1%	82.8%	78.7%	77.0%	79.9%	78.3%	81.5%	79.6%	77.4%	83.5%	85.4%	83.7%	90.0%	82.5%	66.7%	86.7%
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	68.8%	78.7%	65.8%	74.7%	63.2%	68.9%	64.7%	71.2%	69.9%	70.5%	60.5%	72.3%	75.7%	76.6%	76.7%	75.3%	60.0%	76.0%
5.4: I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal (inappropriate conduct may include any actions or behaviours that make you feel uncomfortable in the workplace)	69.5%	76.9%	62.1%	72.5%	60.5%	67.3%	60.1%	71.6%	68.6%	68.6%	61.3%	73.6%	77.7%	75.4%	70.0%	74.2%	73.3%	73.8%
5.5: I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately	68.1%	81.3%	60.8%	69.7%	54.5%	62.4%	57.2%	63.7%	62.2%	61.8%	53.2%	67.5%	66.0%	69.9%	50.0%	69.2%	73.3%	71.0%
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	84.1%	91.9%	77.8%	87.1%	79.2%	86.4%	83.1%	88.6%	84.6%	90.2%	82.8%	88.3%	82.5%	89.5%	76.7%	87.4%	93.3%	88.5%
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	90.4%	94.9%	84.8%	91.3%	83.6%	88.9%	84.8%	88.2%	83.8%	87.7%	82.2%	85.4%	81.6%	85.8%	90.0%	81.2%	100.0%	87.1%
6.2: My supervisor treats staff with respect	88.9%	93.7%	84.0%	91.1%	82.6%	88.2%	83.3%	87.4%	83.5%	86.5%	83.3%	85.9%	83.5%	84.4%	90.0%	81.2%	100.0%	86.7%

Note: Coloured numbers indicate statistically significant differences occur in the perceptions of males and females on the respective survey item and the respective demographic category. Green indicates the higher scoring group on the item, and red indicates the lower scoring group.

Gender Comparisons across Hours of Work (Full Time Versus Part Time)

Question	Full time		Part time	
	Female	Male	Female	Male
	2347	5927	387	46
5.1: Staff in my team respect employee diversity	81.2%	84.4%	80.5%	86.7%
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	78.2%	80.4%	77.9%	87.0%
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	66.5%	72.5%	63.2%	67.4%
5.4: I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal (inappropriate conduct may include any actions or behaviours that make you feel uncomfortable in the workplace)	64.5%	71.3%	62.3%	67.4%
5.5: I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately	60.0%	66.6%	56.6%	63.0%
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	81.0%	88.4%	85.1%	82.6%
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	84.7%	88.4%	87.7%	91.3%
6.2: My supervisor treats staff with respect	84.2%	87.8%	85.7%	84.8%

Note: Coloured numbers indicate statistically significant differences occur in the perceptions of males and females on the respective survey item and the respective demographic category. Green indicates the higher scoring group on the item, and red indicates the lower scoring group.

Gender Comparisons of Respect and Integrity Scores Across Service Centres (table continues over the next page).

NOTE: In this table, questions are at the top, and Districts appear to the side. *Read down each **question column*** (and gender sub-columns) to identify which Districts (and gender) score high/low on that particular question.

Service Centre	Gender		Respect for Diversity	Knowing who to contact	Confidence in reporting harassment, bullying or discrimination without fear of reprisal	Confidence in reporting other inappropriate conduct	Confidence that issues will be dealt with appropriately	Staff in work group behaving in accordance with NZ Police Values	Supervisor behaving in accordance with NZ Police Values	Supervisor treating staff with respect
Commissioner	Female	25	88.0%	64.0%	83.3%	84.0%	84.0%	92.0%	95.8%	95.7%
	Male	20	90.0%	80.0%	80.0%	80.0%	75.0%	95.0%	95.0%	95.0%
Crime Services	Female	55	94.5%	87.0%	81.8%	78.2%	78.2%	81.8%	83.6%	89.1%
	Male	77	93.4%	83.1%	68.8%	72.7%	70.7%	89.6%	85.7%	88.3%
Financial Crime Group	Female	19	84.2%	89.5%	63.2%	63.2%	57.9%	78.9%	84.2%	84.2%
	Male	33	87.9%	78.8%	78.8%	78.8%	84.8%	84.8%	93.9%	90.9%
ISG	Female	10	90.0%	90.0%	60.0%	60.0%	30.0%	100.0%	80.0%	80.0%
	Male	10	100.0%	80.0%	90.0%	90.0%	80.0%	90.0%	100.0%	100.0%
OFCANZ	Female	23	82.6%	82.6%	82.6%	78.3%	73.9%	86.4%	82.6%	68.2%
	Male	51	90.2%	78.4%	86.3%	82.4%	78.4%	88.2%	94.1%	92.2%
Upper North Investigations Support	Female	20	65.0%	78.9%	50.0%	38.9%	44.4%	65.0%	85.0%	85.0%
	Male	78	78.9%	76.3%	73.7%	76.3%	73.7%	80.3%	86.8%	81.6%
National Intel (Region)	Female	31	87.1%	76.7%	71.0%	71.0%	71.0%	77.4%	87.1%	96.8%
	Male	25	91.7%	100.0%	80.0%	80.0%	84.0%	100.0%	92.0%	96.0%
Communications Centre	Female	344	88.8%	83.3%	70.5%	68.2%	62.7%	80.9%	89.7%	86.0%
	Male	178	92.0%	90.4%	76.7%	77.1%	75.4%	85.9%	91.5%	88.7%
National Operations	Female	5	20.0%	40.0%	40.0%	20.0%	20.0%	40.0%	60.0%	40.0%



	Male	10	100.0%	88.9%	66.7%	66.7%	55.6%	100.0%	88.9%	88.9%
National Prevention	Female	6	83.3%	50.0%	50.0%	50.0%	50.0%	66.7%	50.0%	33.3%
	Male	14	92.9%	92.9%	85.7%	85.7%	85.7%	92.9%	100.0%	100.0%
Prosecutions	Female	95	76.8%	75.8%	55.8%	55.3%	54.3%	75.5%	78.9%	80.9%
	Male	139	82.7%	82.0%	71.9%	71.0%	62.0%	87.8%	80.4%	81.9%
Finance	Female	35	78.8%	88.6%	71.4%	60.0%	64.7%	65.7%	82.9%	77.1%
	Male	28	75.0%	82.1%	78.6%	75.0%	75.0%	78.6%	85.7%	92.9%
Human Resources	Female	130	89.1%	79.7%	77.8%	80.5%	75.2%	84.4%	88.9%	89.7%
	Male	55	87.3%	94.5%	78.2%	80.0%	78.2%	83.6%	87.3%	85.5%
ICT	Female	51	78.0%	66.0%	49.0%	43.1%	32.0%	70.6%	60.8%	66.7%
	Male	137	76.1%	71.3%	52.2%	49.3%	49.3%	77.8%	64.7%	61.0%
Policy, Performance & Legal	Female	31	83.9%	90.3%	64.5%	64.5%	54.8%	83.9%	90.3%	90.3%
	Male	25	96.0%	88.0%	80.0%	84.0%	76.0%	100.0%	96.0%	96.0%
RNZPC	Female	62	77.4%	79.0%	59.7%	59.7%	58.1%	79.0%	79.0%	80.6%
	Male	146	77.4%	84.2%	74.7%	68.5%	61.6%	84.9%	78.8%	77.4%
CVIU	Female	12	75.0%	41.7%	41.7%	50.0%	41.7%	75.0%	83.3%	75.0%
	Male	83	71.6%	81.5%	70.4%	70.4%	66.7%	80.2%	81.5%	83.8%
PIB	Female	31	86.2%	79.3%	67.9%	60.7%	53.8%	72.4%	83.3%	86.7%
	Male	23	69.6%	65.2%	52.2%	52.2%	52.2%	60.9%	69.6%	78.3%
Road Policing	Female	6	100.0%	83.3%	66.7%	66.7%	50.0%	100.0%	100.0%	100.0%
	Male	17	75.0%	88.2%	70.6%	64.7%	58.8%	82.4%	100.0%	88.2%

Note: Coloured numbers indicate statistically significant differences occur in the perceptions of males and females on the respective survey item and the respective service centre. Green indicates the higher scoring group on the item, and red indicates the lower scoring group. In addition, orange shaded cells represent scores considered to be low generally speaking (i.e., level of agreement scores less than 50%) and hence possible 'at risk' areas.

Gender Comparisons of Respect and Integrity Scores Across Districts (table continues over the next page).

NOTE: In this table, questions are at the top, and Districts appear to the side. *Read down each **question column*** (and gender sub-columns) to identify which Districts (and gender) score high/low on that particular question.

Districts	Gender		Respect for Diversity	Knowing who to contact	Confidence in reporting harassment, bullying or discrimination without fear of reprisal	Confidence in reporting other inappropriate conduct	Confidence that issues will be dealt with appropriately	Staff in work group behaving in accordance with NZ Police Values	Supervisor behaving in accordance with NZ Police Values	Supervisor treating staff with respect
Auckland City District	Female	178	81.9%	74.2%	65.0%	62.5%	59.3%	84.1%	82.5%	82.6%
	Male	468	90.9%	80.8%	79.6%	79.1%	75.9%	91.4%	91.8%	90.1%
Bay of Plenty District	Female	146	76.4%	82.8%	64.6%	62.8%	59.0%	82.6%	85.4%	84.1%
	Male	401	82.2%	80.9%	72.9%	72.2%	64.6%	88.7%	90.0%	88.0%
Counties/Manukau District	Female	262	81.9%	78.4%	65.5%	60.5%	53.8%	77.4%	82.0%	81.2%
	Male	690	88.2%	79.7%	72.1%	70.7%	66.4%	88.2%	91.0%	91.0%
Northland District	Female	64	71.0%	66.7%	49.2%	49.2%	42.9%	77.8%	82.5%	82.5%
	Male	173	73.4%	68.8%	57.2%	55.2%	50.3%	82.7%	79.8%	82.7%
Waikato District	Female	135	77.0%	80.6%	64.2%	63.0%	57.0%	83.0%	82.2%	80.7%
	Male	396	81.5%	81.0%	72.9%	71.9%	67.3%	89.1%	88.1%	88.9%
Waitemata District	Female	149	75.8%	79.9%	73.0%	70.3%	66.0%	84.6%	85.1%	83.9%
	Male	407	86.5%	79.0%	78.2%	77.0%	70.7%	91.8%	92.4%	92.9%
Canterbury District	Female	178	79.9%	74.0%	69.0%	68.4%	60.3%	87.6%	91.5%	88.1%
	Male	484	85.1%	79.9%	72.6%	70.3%	65.8%	89.2%	88.8%	87.8%
Central District	Female	137	76.5%	73.7%	66.4%	66.4%	59.4%	82.1%	82.1%	82.2%
	Male	417	80.7%	74.1%	64.2%	65.5%	58.2%	85.7%	85.3%	83.6%
Eastern District	Female	100	79.8%	80.8%	56.0%	56.1%	52.0%	86.0%	85.0%	88.0%
	Male	271	84.0%	83.3%	65.2%	63.3%	62.8%	90.0%	87.8%	86.7%



Southern District	Female	111	75.2%	80.9%	54.1%	55.5%	46.8%	78.4%	84.7%	85.5%
	Male	334	75.7%	79.2%	68.2%	65.8%	56.8%	84.9%	86.1%	87.0%
Tasman District	Female	62	88.5%	86.9%	75.4%	73.8%	75.4%	86.9%	91.8%	91.8%
	Male	215	91.1%	86.9%	70.3%	69.5%	69.8%	91.5%	93.4%	91.5%
Wellington District	Female	211	78.9%	71.0%	65.6%	62.7%	62.8%	84.2%	89.5%	87.6%
	Male	474	87.9%	83.0%	79.7%	77.9%	72.6%	91.9%	93.6%	92.8%

Note: Coloured numbers indicate statistically significant differences occur in the perceptions of males and females on the respective survey item and the respective district. Green indicates the higher scoring group on the item, and red indicates the lower scoring group. In addition, orange shaded cells represent scores considered to be low generally speaking (i.e., level of agreement scores less than 50%) and hence possible 'at risk' areas.

Appendix 4 – Respect and Integrity for Ethnic Minorities

Respect and Integrity Across Ethnicity – Whole of Organisation

Ethnicity	Survey Year	Respect for Diversity	Knowing who to contact	Confidence in reporting harassment, bullying or discrimination without fear of reprisal	Confidence in reporting other inappropriate conduct	Confidence that issues will be dealt with appropriately	Staff in work group behaving in accordance with NZ Police Values	Supervisor behaving in accordance with NZ Police Values	Supervisor treating staff with respect
Pakeha	2014	84.4%	80.5%	70.1%	69.3%	64.4%	87.5%	88.1%	87.3%
	2013	84.6%	82.4%	70.8%	69.1%	65.1%	88.1%	82.3%	82.9%
	2012	82.4%	81.8%	69.8%	67.4%	63.9%	87.3%	83.5%	83.8%
	2011	76.4%	78.8%	65.1%	62.3%	58.1%	85.7%	79.8%	79.8%
	2010	73.3%	76.1%	60.9%	59.3%	56.4%	82.2%	79.0%	79.8%
Maori	2014	84.5%	79.2%	74.1%	71.0%	64.9%	88.3%	88.8%	88.4%
	2013	81.2%	79.6%	71.8%	69.7%	65.1%	88.9%	84.4%	84.3%
	2012	81.7%	81.9%	72.2%	69.1%	67.7%	88.5%	84.0%	84.0%
	2011	75.3%	77.5%	66.2%	64.3%	62.1%	85.0%	79.8%	80.6%
	2010	73.6%	76.0%	65.4%	62.8%	59.3%	82.2%	81.8%	82.0%
Europeans	2014	83.7%	79.5%	69.7%	67.9%	63.2%	88.0%	88.1%	86.2%
	2013	81.9%	81.2%	68.9%	67.6%	61.8%	87.4%	83.4%	83.6%
	2012	81.3%	80.9%	68.8%	66.6%	63.3%	86.0%	83.1%	84.1%
	2011	75.6%	77.6%	62.5%	60.2%	55.3%	84.6%	79.0%	79.0%
	2010	71.5%	73.0%	58.2%	56.9%	53.7%	80.1%	78.0%	79.8%
Pacific Peoples	2014	85.1%	80.1%	78.0%	76.4%	72.6%	87.9%	89.8%	90.1%
	2013	82.0%	80.7%	74.4%	74.2%	72.9%	87.3%	85.9%	85.3%
	2012	80.9%	81.0%	76.2%	72.8%	69.7%	85.7%	83.9%	83.7%



	2011	78.4%	80.5%	74.5%	70.2%	64.9%	82.7%	83.3%	83.8%
	2010	75.9%	75.9%	73.8%	73.0%	65.0%	77.5%	80.1%	83.1%
Asian Peoples	2014	79.0%	80.0%	67.5%	68.8%	61.0%	80.1%	86.3%	88.2%
	2013	77.5%	78.8%	69.2%	67.5%	63.9%	82.4%	82.5%	83.1%
	2012	71.7%	73.4%	64.3%	61.8%	57.3%	80.8%	84.9%	85.5%
	2011	71.4%	70.8%	63.6%	62.7%	63.2%	78.1%	76.6%	84.4%
	2010	67.8%	64.1%	61.0%	57.2%	55.9%	74.0%	83.0%	83.7%
Other Ethnic Groups	2014	81.6%	75.5%	65.3%	67.3%	63.3%	81.6%	85.7%	83.7%
	2013	72.9%	62.5%	64.6%	66.7%	60.4%	85.4%	79.2%	83.3%
	2012	67.4%	81.4%	62.8%	62.8%	62.8%	81.4%	76.2%	81.0%
	2011	64.1%	82.1%	60.5%	56.4%	50.0%	84.6%	71.1%	73.7%
	2010	61.0%	75.6%	58.5%	56.1%	56.1%	65.9%	68.3%	75.6%

“If you have witnessed or experienced some form of harassment, discrimination or bullying in the workplace in the last 12 months, do you believe it has been dealt with effectively?”

Ethnicity	Survey Year	Not Applicable	Yes	No
Pakeha	2014	84.1%	4.2%	11.7%
	2013	84.6%	3.9%	11.4%
	2012	84.6%	4.4%	11.0%
	2011	82.8%	4.4%	12.8%
	2010	82.1%	5.2%	12.7%
Maori	2014	85.2%	2.9%	12.0%
	2013	83.1%	3.7%	13.1%
	2012	83.1%	4.3%	12.5%
	2011	84.1%	4.5%	11.5%
	2010	82.4%	5.3%	12.2%
Europeans	2014	85.4%	3.5%	11.1%
	2013	85.0%	3.6%	11.4%
	2012	83.4%	4.7%	11.9%
	2011	80.3%	5.6%	14.1%
	2010	80.0%	5.3%	14.6%
Pacific Peoples	2014	87.1%	2.8%	10.2%
	2013	86.9%	3.3%	9.8%
	2012	85.2%	4.5%	10.3%
	2011	83.9%	5.5%	10.6%
	2010	84.9%	6.5%	8.6%
Asian Peoples	2014	75.3%	4.9%	19.8%
	2013	75.0%	6.9%	18.1%
	2012	80.9%	5.8%	13.3%
	2011	76.6%	7.8%	15.6%



	2010	78.2%	5.4%	16.3%
Other Ethnic Groups	2014	83.7%	4.1%	12.2%
	2013	81.3%	10.4%	8.3%
	2012	81.4%	7.0%	11.6%
	2011	71.8%	7.7%	20.5%
	2010	85.4%	4.9%	9.8%

Note: The number in each cell reflects % of respondents selecting the relevant option in 2014 (Not Applicable, Yes, No).



Ethnicity Comparisons – Constabulary, Non-Constabulary Employees, and Authorised Officers

Question	Constabulary						Employee						Authorised Officer					
	Pa	M	E	Pc	A	O	Pa	M	E	Pc	A	O	Pa	M	E	Pc	A	O
	4045	635	903	247	112	42	846	90	159	72	47	7	39	10	10	6	3	0
5.1: Staff in my team respect employee diversity	85.4%	85.1%	84.8%	87.8%	76.8%	83.3%	80.2%	80.0%	79.1%	76.4%	83.0%	71.4%	79.5%	90.0%	60.0%	83.3%	-	-
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	80.5%	79.7%	78.8%	79.9%	81.1%	76.2%	80.0%	75.6%	82.3%	80.6%	76.1%	71.4%	87.2%	80.0%	90.0%	83.3%	-	-
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	71.2%	74.6%	69.9%	81.2%	67.9%	69.0%	65.0%	70.0%	67.7%	67.6%	66.7%	42.9%	66.7%	80.0%	80.0%	66.7%	-	-
5.4: I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal (inappropriate conduct may include any actions or behaviours that make you feel uncomfortable in the workplace)	70.5%	71.6%	67.6%	78.8%	71.4%	71.4%	63.7%	65.6%	69.0%	69.0%	62.2%	42.9%	69.2%	80.0%	80.0%	66.7%	-	-
5.5: I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately	65.6%	65.6%	63.1%	74.7%	63.1%	66.7%	58.7%	57.3%	63.5%	64.3%	55.6%	42.9%	66.7%	90.0%	70.0%	83.3%	-	-
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	89.0%	89.9%	88.6%	89.8%	84.8%	90.5%	80.2%	77.8%	85.4%	83.3%	69.6%	28.6%	79.5%	80.0%	80.0%	66.7%	-	-
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	89.1%	89.9%	88.4%	91.1%	87.4%	92.9%	82.7%	80.0%	85.4%	84.7%	83.0%	42.9%	92.3%	100.0%	100.0%	100.0%	-	-
6.2: My supervisor treats staff with respect	88.3%	89.4%	86.7%	90.7%	88.3%	90.5%	82.9%	79.8%	82.9%	87.5%	87.2%	42.9%	84.6%	100.0%	100.0%	100.0%	-	-

Note: 'Pa' = Pakeha, 'M' =Maori, 'E' = 'Europeans', 'Pc' = 'Pacific Peoples', 'A' = 'Asian Peoples' and 'O' = 'Other Ethnic Groups'. Comparisons are made across the cross tabulated categories for each row. Coloured numbers indicate statistically significant differences occur between the highest and lowest scoring cross tabulated categories (refer to Appendix 1 for the criteria used to determine statistically significant differences). Green indicates the highest scoring demographic combination on the respective question, and red indicates the lowest scoring demographic combination. Blank cells indicate less than 5 respondents.



Gender x Ethnicity Cross-Tab (Respect and Integrity questions)

Question	Pakeha		Maori		Europeans		Pacific Peoples		Asian Peoples		Other Ethnic Groups	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	1372	3558	212	523	252	820	88	237	42	120	10	39
5.1: Staff in my team respect employee diversity	82.3%	85.3%	81.0%	85.9%	81.9%	84.2%	80.7%	86.8%	73.8%	80.8%	70.0%	84.6%
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	79.0%	81.0%	75.7%	80.6%	75.1%	80.8%	80.7%	79.9%	80.5%	79.8%	70.0%	76.9%
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	65.4%	71.9%	64.3%	78.1%	62.2%	71.9%	73.6%	79.6%	62.5%	69.2%	60.0%	66.7%
5.4: I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal (inappropriate conduct may include any actions or behaviours that make you feel uncomfortable in the workplace)	64.4%	71.2%	60.0%	75.4%	62.5%	69.5%	73.6%	77.4%	57.5%	72.5%	60.0%	69.2%
5.5: I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately	59.6%	66.3%	52.9%	69.8%	56.5%	65.3%	67.4%	74.5%	47.5%	65.5%	50.0%	66.7%
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	83.5%	89.0%	84.8%	89.7%	85.1%	88.9%	85.2%	88.9%	75.6%	81.7%	80.0%	82.1%
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	86.5%	88.6%	85.3%	90.2%	86.7%	88.5%	81.8%	92.8%	83.3%	87.4%	90.0%	84.6%
6.2: My supervisor treats staff with respect	85.5%	88.0%	85.7%	89.5%	83.1%	87.2%	85.2%	91.9%	88.1%	88.2%	70.0%	87.2%

Note: Comparisons are made across the cross tabulated categories for each row. Coloured numbers indicate statistically significant differences occur between the highest and lowest scoring cross tabulated categories (refer to Appendix 1 for the criteria used to determine statistically significant differences). Green indicates the highest scoring demographic combination on the respective question, and red indicates the lowest scoring demographic combination.



Appendix 5 – Profile of Respondents

The tables below present the respondent count for the various gender and ethnicity cross tabulations analysed in this report. To protect the confidentiality of survey respondents, and to maintain statistical reliability, survey scores will not be reported for any demographic and/or demographic cross-tab with less than 5 responses (shaded grey below).

Gender

Female	Male
2734	5973

Constabulary /Employee/Authorised Officer x Gender Cross Tabulation

	Female	Male
Constabulary	1135	5037
Employee	1571	818
Authorised Officer	28	118

Rank/Level x Gender Cross Tabulation

		Female	Male
Constabulary	Constable	934	3484
	Sergeant	136	985
	Senior Sergeant	38	331
	Commissioned Officers	27	237
Employee	Band A – F	1248	434
	Band G – J	259	307
	Band 1 & above	64	77
Authorised Officer	Band A – F	28	112
	Band G – J	0	5



Span of Control x Gender Cross Tabulation

	Female	Male
No Reports	2421	4612
Under 10 reports	211	825
Between 10 and 50 reports	85	386
Over 50 reports	17	150

Hours of Work (Full Time versus Part Time) x Gender Cross Tabulation

	Female	Male
Full Time	2347	5927
Part Time	387	46

Tenure x Gender Cross Tabulation

	Female	Male
Under 2	474	498
2 - 4	370	676
5 - 9	775	1552
10 - 14	418	969
15 - 19	354	766
20 - 24	193	551
25 - 29	105	453
30 - 34	30	242
Over 35	15	266



Service Centre x Gender Cross Tabulation

	Female	Male
Commissioner	25	20
Communications Centre	344	178
Crime Services	55	77
CVIU	12	83
D/C Operations (Region)	3	9
Finance	35	28
Financial Crime Group	19	33
Firearms Licensing	2	2
Human Resources	130	55
ICT	51	137
ISG	10	10
National Intel (Region)	31	25
National Operations	5	10
National Prevention	6	14
National Tactics	3	77
OFCANZ	23	51
Pacific Islands Chief of Police	0	1
PIB	31	23
Policy, Performance & Legal	31	25
Prosecutions	95	139
Risk, Assurance & Planning	2	5
RNZPC	62	146
Road Policing	6	17
Upper North Investigations Support	20	78



District x Gender Cross Tabulation

	Female	Male
Auckland City District	178	468
Bay of Plenty District	146	401
Canterbury District	178	484
Central District	137	417
Counties/Manukau District	262	690
Eastern District	100	271
Northland District	64	173
Southern District	111	334
Tasman District	62	215
Waikato District	135	396
Waitemata District	149	407
Wellington District	211	474



Ethnicity

Pakeha	Maori	Europeans	Pacific Peoples	Asian Peoples	Other Ethnic Groups
4930	735	1072	325	162	49

Constabulary /Employee/Authorised Officer x Ethnicity Cross Tabulation

	Pakeha	Maori	Europeans	Pacific Peoples	Asian Peoples	Other Ethnic Groups
Constabulary	4045	635	903	247	112	42
Employee	846	90	159	72	47	7
Authorised Officer	39	10	10	6	3	0

Ethnicity x Gender Cross Tabulation

	Pakeha	Maori	Europeans	Pacific Peoples	Asian Peoples	Other Ethnic Groups
Female	1372	212	252	88	42	10
Male	3558	523	820	237	120	39



Appendix 6 – Questionnaire

The NZ Police Workplace Survey 2014 is made up of 68 rating scale questions grouped into 11 sections, one drop-down box (yes/no) question, as well as 3 open-ended questions at the end of survey. The questions are presented below. Please note that the questionnaire is a copyrighted instrument.

1. The Work I Do

- 1.1: The responsibilities of my job are clearly defined
- 1.2: I know how my work contributes to the effectiveness of NZ Police
- 1.3: I understand how my performance is measured
- 1.4: My performance is fairly assessed
- 1.5: NZ Police provides adequate training for the work I do
- 1.6: The work I do makes good use of my knowledge and skills
- 1.7: My job gives me a sense of personal achievement
- 1.8: I am strongly committed to the work I do
- 1.9: I am motivated to do the best I can in my job everyday

2. Learning and Development

- 2.1: I am encouraged to develop my knowledge, skills and abilities in NZ Police
- 2.2: I am encouraged to try new ways of doing things
- 2.3: There are learning and development opportunities for me in NZ Police
- 2.4: There are career development opportunities for me in NZ Police

3. Work Conditions

- 3.1: I am satisfied with my physical work environment
- 3.2: The level of work-related stress I experience in my job is acceptable
- 3.3: I am able to maintain a balance between my personal and working life
- 3.4: The pay and benefits I receive are fair for the work I do

4. My Team

- 4.1: People in my team conduct themselves in accordance with the values expected by NZ Police
- 4.2: Roles and responsibilities are clearly defined in my team
- 4.3: The way work is allocated in my team is fair
- 4.4: People I work with cooperate to get the job done
- 4.5: I can rely on the support of others in my team
- 4.6: I feel part of an effective team
- 4.7: People are held accountable for their performance in my team



4.8: Poor performance is dealt with effectively in my team

5. Respect & Integrity in the Workplace

5.1: Staff in my team respect employee diversity

5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination

5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal

5.4: I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal (inappropriate conduct may include any actions or behaviours that make you feel uncomfortable in the workplace)

5.5: I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately

5.6: If you have witnessed or experienced some form of harassment, discrimination or bullying in the workplace in the last 12 months, do you believe it has been dealt with effectively? (Yes/No)

6. My Supervisor

6.1: My supervisor behaves in a way that is consistent with the values of NZ Police

6.2: My supervisor treats staff with respect

6.3: My supervisor communicates the goals and objectives of our team effectively

6.4: My supervisor encourages, and is willing to act on suggestions and ideas from my team

6.5: I get regular feedback on my performance from my supervisor (formal/informal)

6.6: I have confidence in my supervisor

7. Recognition

7.1: NZ Police has appropriate ways of recognising outstanding achievement

7.2: People here are appointed to positions based on merit

7.3: We celebrate success in NZ Police

7.4: I get recognition when I do a good job

7.5: I feel my contribution is valued in NZ Police

8. Vision and Purpose + Communication and Cooperation

8.1: NZ Police has a clear vision of where it's going and how it's going to get there

8.2: Communication in my District or my Service Centre is open and honest

8.3: I feel informed about NZ Police and its activities

8.4: There is a sense of 'common purpose' in NZ Police

8.5: NZ Police is interested in the views and opinions of its staff

8.6: Teams within NZ Police work well together

8.7: I feel a sense of belonging to my District or my Service Centre

8.8: NZ Police cares about the well-being of its staff



- 8.9: NZ Police is an enjoyable place to work
- 8.10: I feel I am working for an effective organisation
- 8.11: I intend to continue working at NZ Police for at least the next 12 months

9. Quality and Excellence

- 9.1: Day-to-day decisions demonstrate that quality of services is a top priority for NZ Police
- 9.2: NZ Police expects high standards of performance from its people
- 9.3: I have the tools and resources I need to do my job
- 9.4: I am sufficiently involved in decisions that affect the way I do my job
- 9.5: Systems and processes I use enable me to do my job well
- 9.6: Employees are encouraged to provide ideas and suggestions to improve the way things are done
- 9.7: NZ Police delivers on the promises it makes to its customers

10. Final Thoughts

- 10.1: Overall, I'm satisfied with my job
- 10.2: Overall, I would recommend NZ Police as a great place to work
- 10.3: I take an active interest in what happens in NZ Police
- 10.4: I feel inspired to go the extra mile to help NZ Police succeed
- 10.5: I feel a sense of commitment to NZ Police
- 10.6: NZ Police inspires me to do the best I can in my job every day

11. The Survey - Your Views

- 11.1: Changes in response to the 2013 Workplace Survey have had a positive impact on my team
- 11.2: My supervisor has actively involved our team in making changes as a result of the last survey
- 11.3: I believe actions will be taken based on the results of this survey

12. Open Ended Questions

- 12.1: The one thing, MORE THAN ANYTHING ELSE, that makes NZ Police a great place to work is:
- 12.2: The one thing, MORE THAN ANYTHING ELSE, that needs to change within NZ Police to make it a great place to work is:
- 12.3: Please use the space below to add any further comments you wish to make:

