

NZ Police Workplace Survey 2015

Safe Working Environment for Female and Ethnic Minority Employees



17.03.2015



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1. Introduction

This is the sixth report provided by IBM examining the extent to which New Zealand Police provides a safe and respectful working environment for its employees, particularly for its female and minority group staff. Assessment of a safe working environment for these groups has been 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 8,361 NZ Police staff members to the 2015 Workplace Survey. The organisational 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 are outlined as follows:

- Perceptions of respect for employee diversity within workgroups.
- Knowledge of who to contact to report incidents of discrimination, harassment, bullying, or other inappropriate conduct.
- Confidence that instances of harassment, discrimination, bullying or inappropriate conduct can be reported without fear of reprisal.
- Confidence that, when reported, any such concerns would be dealt with effectively.
- Whether people had witnessed or experienced any of the above issues, and if so did they feel it had been dealt with effectively.
- Staff in workgroup and supervisor behaviour in accordance with NZ Police values.
- Respectful treatment of staff by supervisors.

Conclusions in this report are based on cross-tabulation comparisons designed to identify how female and ethnic minority groups experience the work environment in compared to their counterparts. As this report is based upon the sixth Workplace Survey, we also examine changes in employee attitude and opinion over the last 12 months, and across the last six years in relation to Respect and Integrity within NZ Police.



2. Executive Summary

2.1 Respect and Integrity in NZ Police

In comparing results between 2014 and 2015 for NZ Police overall, there has been no meaningful change in perceptions across the various measures of 'Respect and Integrity'. All of the questions show less than two percentage points shift from the previous year. While the current year's results do still represent a significant improvement from where they were five years ago, it appears these improvements have plateaued somewhat. The questions that are showing the most notable improvement since 2010 relate to *respect of employee diversity* within workgroups (up almost 11 points), *supervisors demonstrating behaviours consistent with NZ Police values* (up by over 9 points), *confidence that concerns about discrimination, harassment, or bullying can be raised without fear of reprisal*, and feeling that *their supervisor treats people with respect* (each up by nearly 9 points).

From 2010 to 2014 there was a steady reduction in the proportion of respondents who indicated that they had *witnessed or experienced some form of harassment, discrimination or bullying in the workplace over the past 12 months*, reducing from close to 19% to just under 16% last year. However, in the 2015 survey this had reverted to just over 18%, almost back to the 2010 score level. As these figures are based on a question that asked '*in the last 12 months, if you have experience or witnessed an event*', it should be highlighted that it potentially includes multiple people witnessing the same event, and therefore cannot be interpreted as an indication of the number of actual events that have taken place, but rather the overall exposure of staff to these events. Of those who did report having witnessed or experienced some form of discrimination, harassment, or bullying, just under 25% felt that it had been dealt with effectively, a score very similar to the previous two years.

These results suggest that, across the organisation as a whole, the previous trend of improvements NZ Police was making with respect to respect and integrity have slowed overall. Some potential areas to focus on are highlighted in the following sections.

2.2 Respect and Integrity for male and female staff

Consistent with previous years (back to 2010), female staff within the NZ Police continue to have lower perceptions of the safety and respectfulness of their work environment compared to their male peers, across the majority of questions relating to 'Respect and Integrity'. The only exception was the question related to knowing who to contact to report instances of harassment, bullying or discrimination, whereby scores have been very similar between male and female staff over the past six years.

Areas showing the greatest gaps between perceptions of female and male staff include the *extent to which teammates conduct themselves in accordance with the values expected in NZ Police* (over 7 points difference), confidence in raising concerns either about *discrimination, harassment, or bullying* (almost 6 points difference), or about *inappropriate conduct free from fears of reprisal* (almost 7 points difference), and *confidence that if they did raise concerns, it would be acted on appropriately* (just over 6 points difference).



For both male and female staff who indicated that they had *either witnessed or experienced some form of harassment, discrimination or bullying in the workplace in the last 12 months*, there were similar (albeit low) proportions who felt that these instances had been dealt with effectively (25% of female staff and just over 24% of male staff). This is a similar result to the previous two years, with generally less favourable responses to this question than were shown in 2010-2012.

When examining differences by rank grouping (Constabulary, Authorised Officer, or Employee) across the 'Respect and Integrity' questions, the Constabulary rank group shows the greatest number of disparities between the perceptions of males and females (with females showing lower agreement), particularly at the Sergeant level. Gender differences were also found on numerous questions for the Employee Band 'G to J', however in these instances, females have shown more favourable perceptions. A couple of significant differences were also noted within the Authorised Officers in Band A-F grouping.

The gender differences noted earlier with respect to *confidence in safe reporting of discrimination, harassment, bullying or other inappropriate conduct and effective handling of such concerns* appear most pronounced within the Constabulary rank grouping, particularly at Sergeant rank, with 13 to 15 points difference between male and female respondents on these items. There was also a significant gap between male and female respondents' *confidence in being able to raise concerns about inappropriate conduct* amongst Authorised Officers in Band A-F (just over 18 points difference). With respect to perceptions of whether *co-workers conduct themselves in accordance with NZ Police values*, a meaningful difference was found for Authorised Officers in Band A-F (over 20 points difference), and for Sergeants (5 points difference).

Within the Employee group, female Employees in Band G-J held more favourable views than their male peers with respect to many of the 'Respect and Integrity' items, including *respect for diversity* within ones' workgroup, *knowing who to contact* to report incidents of discrimination, harassment, or bullying, *confidence in being able to report such incidents without reprisal*, and the extent to which their *supervisor behaves in accordance with NZ Police values*. In terms of perceptions of supervisor behaviours, female employees in Bands A to J were also more positive about the extent to which *their supervisor treats staff with respect* compared to their male peers.

These results suggest that additional efforts may be needed for Constabulary in particular to promote safe reporting of discrimination, harassment, bullying, and other inappropriate conduct (especially for female Constabulary), along with getting a better understanding of why perceptions of safe reporting are lower for this group.

2.3 Respect and Integrity for ethnic minorities

For the current year's results some differences are found between ethnic groups on several of the 'Respect and Integrity' questions. Pacific Peoples tended to hold the most favourable views, and 'Other Ethnic Groups' the least favourable across these items. For most ethnic groups the trend is consistent with that observed overall for the NZ Police as a whole, with improvements seen over the past five years either holding steady in the current year's results, or tapering off slightly. Since 2010, all ethnic groups have seen a particular improvement regarding *respect for diversity* (each group scoring 10-15 percentage points higher in 2015 than they were in 2010), with over 74% of the workforce now agreeing that staff in their team respect diversity. Among the Pacific Peoples, the biggest improvement since 2010 relates to their perception of value-consistent behaviours demonstrated by peers in their workgroup as well as their supervisors (over 10 points increase).



The perception of whether *teammates behave in accordance with NZ Police values* showed the greatest gap between ethnicities, with Pacific Peoples considerably more favourable in their views compared to 'Other Ethnic Groups' (14 points higher).

The proportion of respondents who indicated that they had witnessed or experienced some form of discrimination, harassment, or bullying in the workplace over the past 12 months was similar for most ethnic groups (with between 78-90% indicating they had not seen or experienced such behaviour). Of those who had seen or experienced such behaviour, the proportion who believed it had been dealt with effectively ranged from 0% ('Other Ethnic Groups') to 30% (Pacific Peoples).

When examined by rank level, Maori Authorised Officers tended to have less favourable perceptions than their peers, particularly regarding *confidence in raising concerns about inappropriate conduct* where they scored 43% points lower than Officers in the Pacific Peoples group. However, it should be noted that the group sizes at Authorised Officer level are quite small and can therefore be swayed more easily by individual responses. For Non-Constabulary employees, those identifying with 'Other Ethnic Groups', tended to have less favourable perceptions than their peers from other minority groups, on the majority of questions. Amongst the Constabulary rank group, Pacific Peoples again showed more favourable responses on several questions, compared to their European (regarding the safe reporting of inappropriate workplace conduct) or Asian peers (regarding value-consistent behaviours demonstrated by teammates).

Some gender differences still exist across most of the ethnic groups, with Maori and Pakeha women having less favourable perceptions than their male counterparts with respect to the *safe reporting and effective handling of inappropriate workplace conduct and discrimination, harassment, and bullying*. There was also a difference between male and female perceptions of whether their *teammates behave in accordance with NZ Police values*, across all ethnic groups except Pacific Peoples.

2.4 Respect and Integrity by District

As was observed in 2014, gender differences still exist across almost all Districts (with the exception of the Northland and Southern Districts), particularly on questions related to the *safe reporting and effective handling of harassment, bullying, discrimination* as well as *other inappropriate workplace conduct*, with female staff holding a less positive perception. While Northland showed no gender differences, it tended to score much lower than the others on many of the questions, particularly with respect to questions relating to *the safe reporting and effective handling of inappropriate workplace conduct*, whereby less than half of the respondents agreed to these statements.

In comparing responses across the various Service Centres, fewer gender differences were found than by District. In general, the results show more disparities with respect to *the safe reporting and effective handling of inappropriate workplace conduct*. The Communications Centre showed the greatest number of gender differences across these questions, with male staff having more favourable views than female staff. The National Crime Group bucked the trend with female staff showing more favourable responses, while in OFCANZ and National Intel male staff were more favourable on some items, less favourable on others. The Finance Service Centre had quite low scores across many of the items, with less than half of Finance respondents agreeing that their teammates show *respect for diversity*, that *inappropriate conduct is handled appropriately*, and that *staff behave in accordance with NZ Police values*.



Appendix 1- Understanding this Report

Sample

A total of 8,361 employees participated in the 2015 NZ Police Workplace survey, representing a response rate of 69.1%. Of these, 2,556 were female, and 5,805 were male. In terms of ethnicity, 4,753 respondents identified themselves as Pakeha, 717 as Maori, 1,023 as Europeans, 340 as Pacific Peoples, 176 as Asian, and 39 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 (these are shown shaded in grey in the tables in Appendix 5).
- 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 4,753 respondents, with the scores for 'Other Ethnic Groups' which has 39 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 2015.



Appendix 2 - Sampling

Sample

All of NZ Police's approximately 12,105 employees were invited to participate in the survey. A total of 8,361 responses were obtained resulting in a response rate of 69.1%. This is considered a good 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	8361
Female	2556
Male	5805

Ethnicity

Demographic	Number of Responses
Total Organisation	8361
Pakeha	4753
Maori	717
Europeans	1023
Pacific Peoples	340
Asian Peoples	176
Other Ethnic Groups	39

Note: Ethnic data was obtained from NZ Police records and did not account for all people in the organisation. Respondents could also be classified under more than one ethnic group (e.g. Maori and Pakeha). For these reasons, the above ethnic group numbers do not match the number of responses for the total organisation.

The full demographic profile is located in Appendix 5.



Margin of Error

Based on a population size of 12,105 and the response rate attained (69.1%) , 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

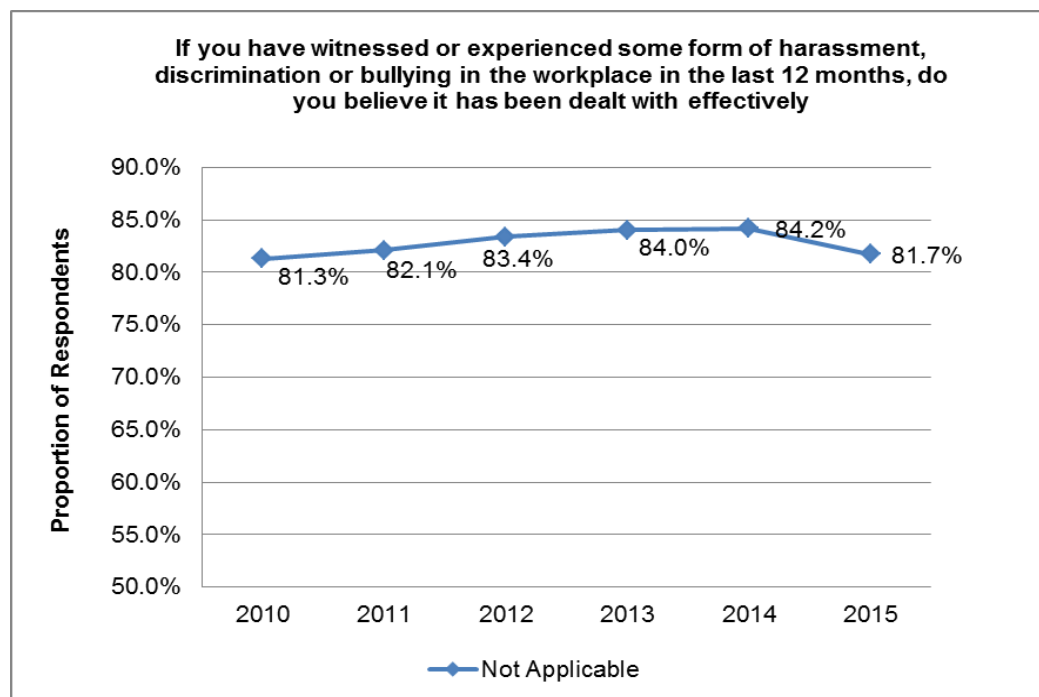
Question	NZ Police 2015	NZ Police 2014	NZ Police 2013	NZ Police 2012	NZ Police 2011	NZ Police 2010
Staff in my workgroup respect employee diversity	83.6	83.4	82.9	81.0	75.9	73.0
I know who to contact to report instances of workplace harassment, bullying or discrimination	79.1	79.7	81.4	80.9	77.6	75.3
I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	69.2	70.4	70.2	69.4	64.7	61.5
I am confident that I could raise concerns I had about other inappropriate conduct in the workplace without fear of reprisal	68.4	69.1	68.4	67.1	62.4	59.9
I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately	63.0	64.4	64.2	63.5	57.8	56.8
People in my workgroup conduct themselves in accordance with the values expected by NZ Police	86.0	86.2	86.8	85.3	83.8	80.1
My supervisor behaves in a way that is consistent with the values of NZ Police	87.5	87.4	81.6	82.2	78.8	78.1
My supervisor treats staff with respect	87.5	86.7	82.5	82.9	79.5	79.0

Level of Agreement Score



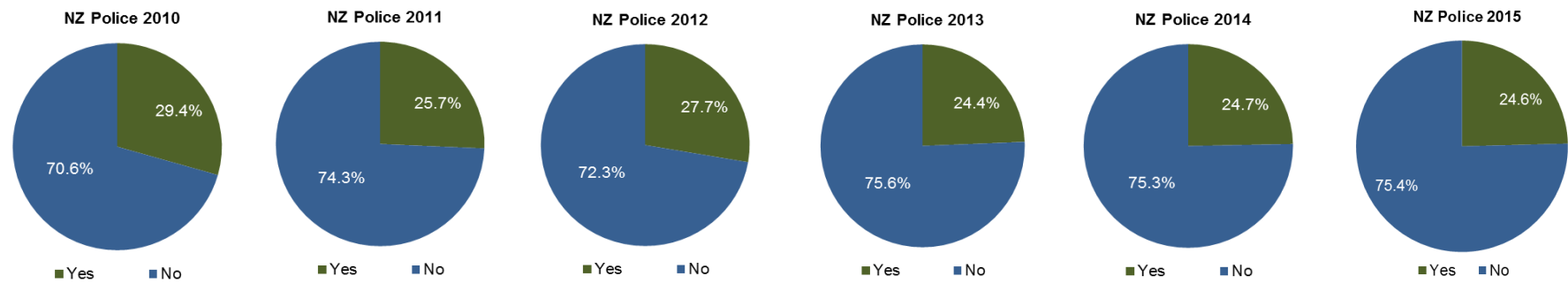
Dealing with Harassment, Bullying and Discrimination Effectively

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.

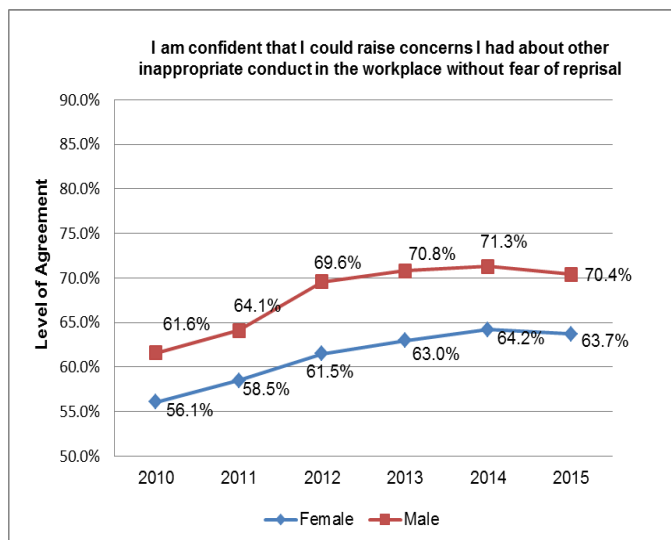
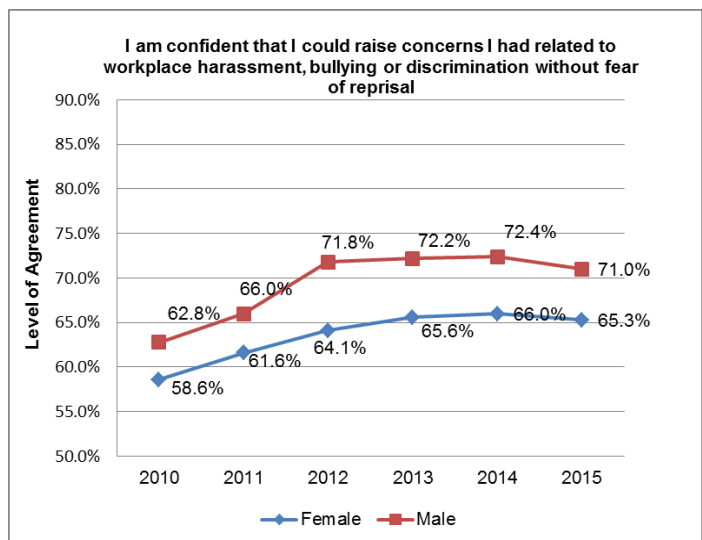
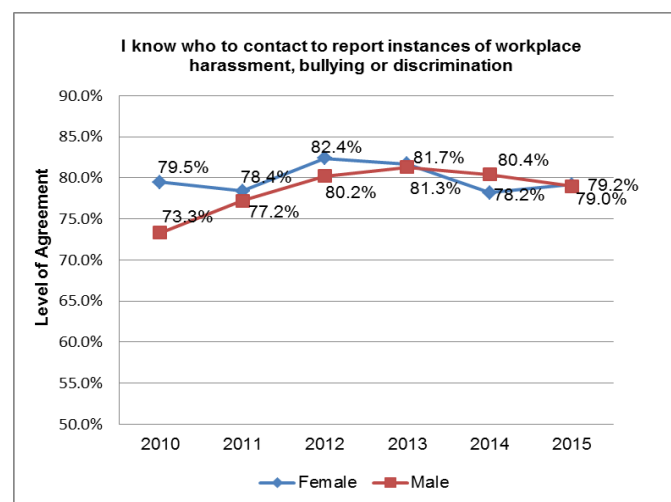
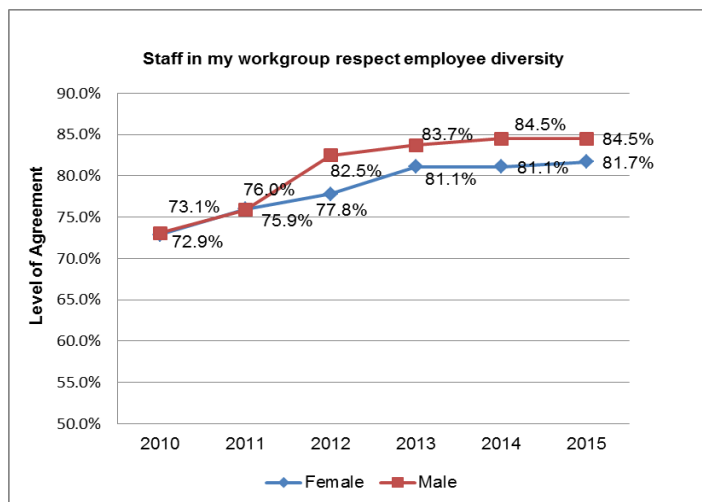
The below charts focus on the respondents who **indicated that they did witness or experience some form of harassment, discrimination or bullying in the workplace in the last 12 months**, and show the proportion of respondents who felt that these instances were dealt with effectively versus those who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

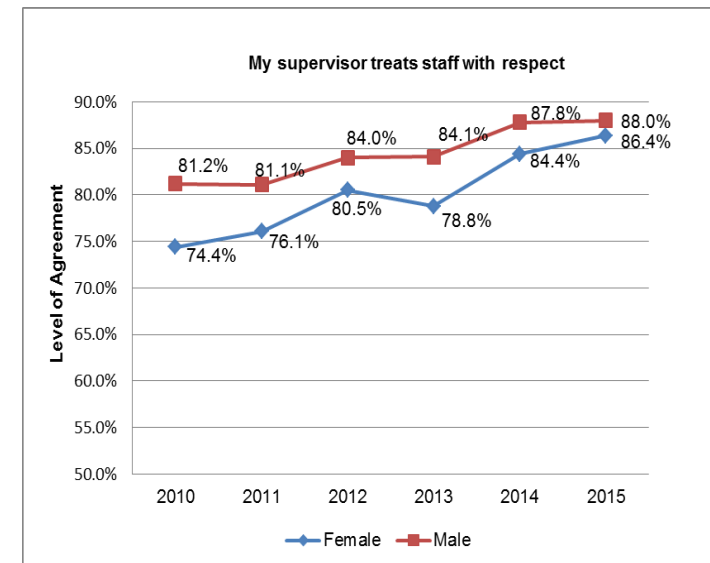
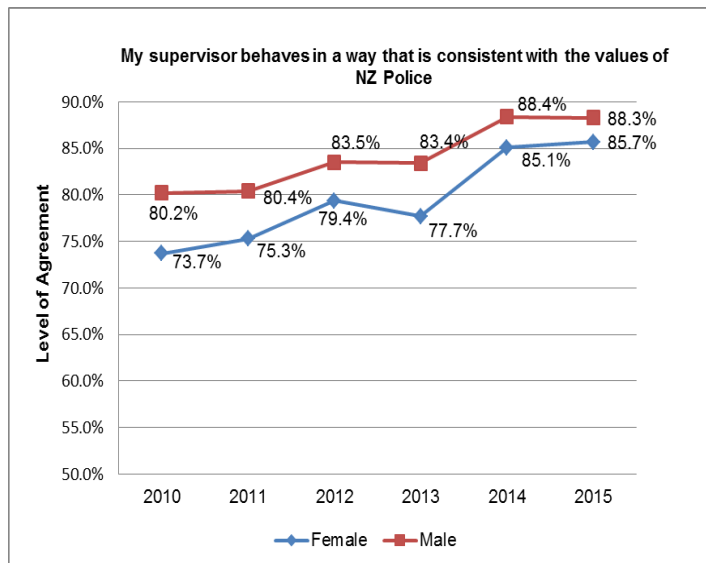
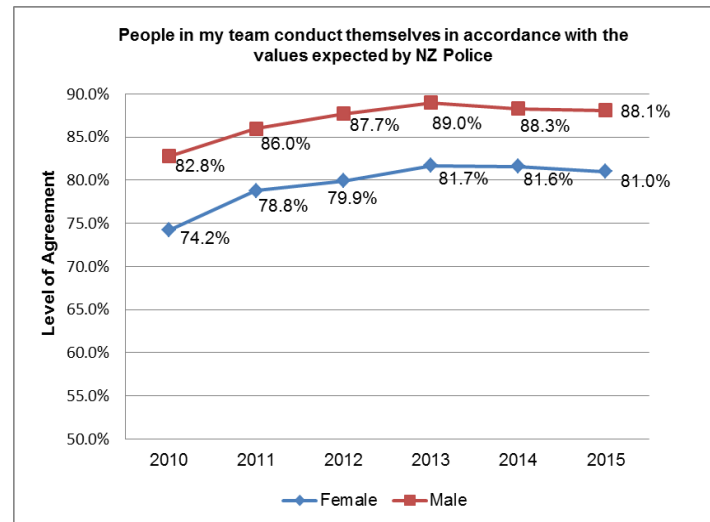
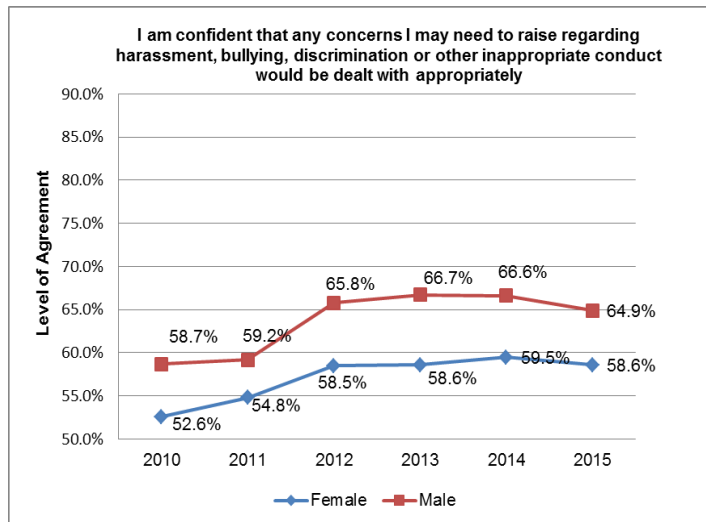


% of respondents out of those who did not select 'Not Applicable'

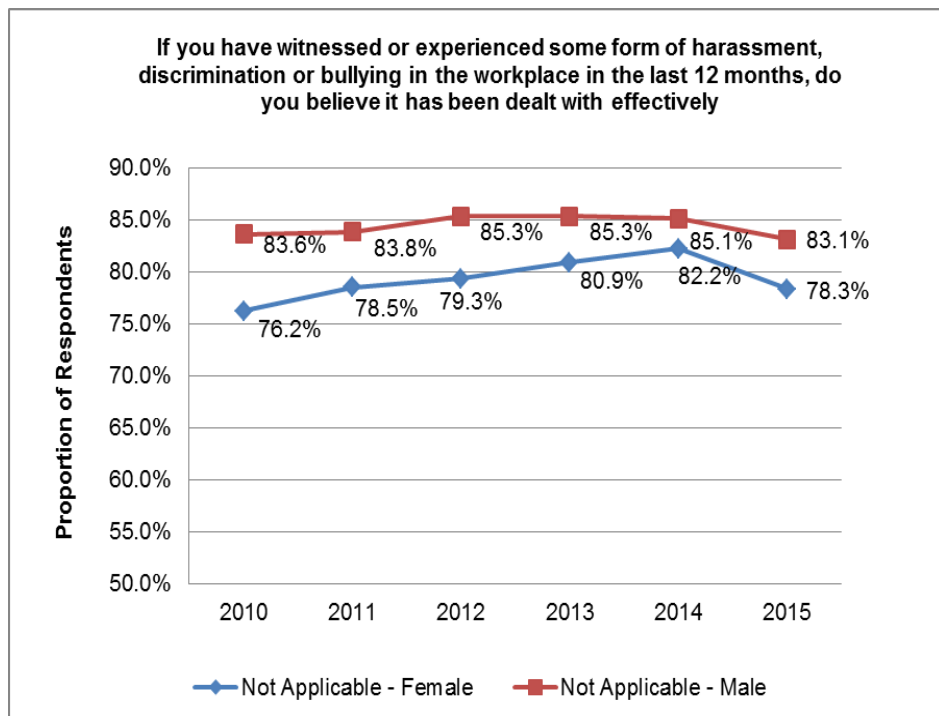


Appendix 4 - Respect and Integrity for males and females



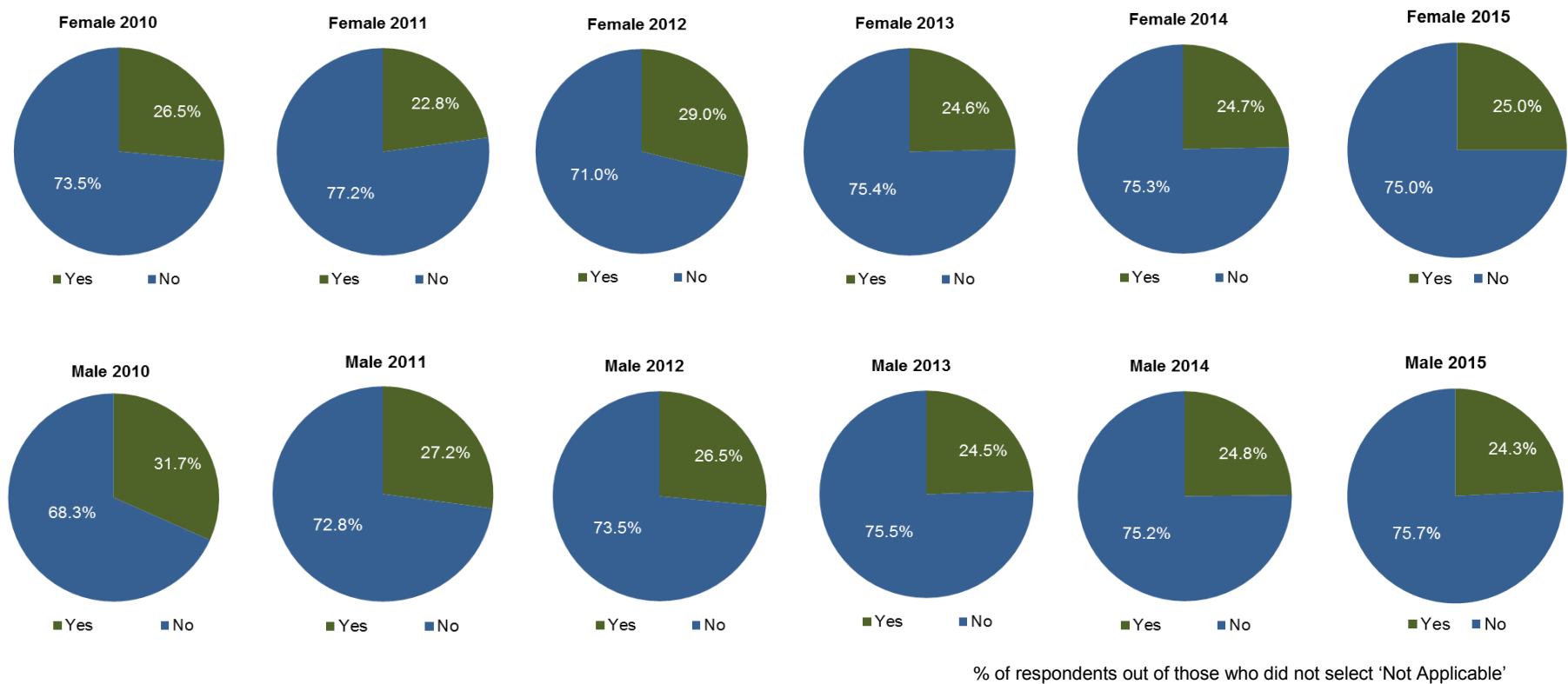


“If you have witnessed or experienced some form of harassment, discrimination or bullying in the workplace in the last 12 months, do you believe it has been dealt with effectively?”



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
	1094	4924	1430	769	32	112
5.1: Staff in my team respect employee diversity	84.9	85.4	79.6	79.9	62.5	75.0
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	79.4	79.3	79.1	77.6	75.0	75.0
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	71.6	65.1	67.2	59.4	67.9
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)	63.0	71.1	64.6	66.5	53.1	67.9
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	58.3	65.6	59.1	60.1	53.1	63.4
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	85.5	89.7	77.9	78.7	65.6	84.8
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	89.0	89.8	83.2	78.9	84.4	85.7
6.2: My supervisor treats staff with respect	90.5	89.4	83.5	79.5	81.3	86.6

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		Band G - J	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	910	3403	118	969	37	320	29	232	1112	403	254	298	64	68	31	106	1	6
5.1: Staff in my team respect employee diversity	84.4	83.6	84.6	88.4	89.2	92.1	96.6	91.3	77.5	79.8	85.1	78.1	95.2	88.2	61.3	75.5	-	66.7
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	78.4	75.6	78.0	84.5	97.3	92.8	93.1	93.5	77.9	79.6	82.0	73.9	89.1	82.4	74.2	74.5	-	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	64.6	68.3	62.7	75.8	89.2	83.7	79.3	86.2	63.1	67.8	71.4	64.3	75.0	76.5	58.1	69.8	-	33.3
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)	61.4	67.6	62.7	75.9	83.8	84.2	86.2	84.5	63.2	66.1	67.7	65.1	76.6	75.0	51.6	69.8	-	33.3
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	57.6	62.8	53.4	68.4	75.7	76.8	78.6	80.1	57.5	59.6	62.5	59.2	71.9	67.2	51.6	65.1	-	33.3
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	85.1	88.8	86.4	91.4	89.2	93.1	89.7	91.4	76.4	76.2	80.9	79.9	92.2	88.2	64.5	84.9	-	83.3
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	89.0	90.3	87.3	87.7	94.6	91.5	89.7	90.1	82.4	78.1	84.1	77.4	93.8	89.7	83.9	86.8	-	66.7
6.2: My supervisor treats staff with respect	90.7	90.2	88.1	86.6	94.6	90.6	86.2	88.3	82.6	77.6	86.0	79.9	88.9	89.7	80.6	87.7	-	66.7

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 Span of Control

Question	No reports		Under 10 reports		10-50 reports		Over 50 reports	
	Female	Male	Female	Male	Female	Male	Female	Male
	2239	4447	213	864	85	368	19	126
5.1: Staff in my team respect employee diversity	80.9	82.7	84.8	89.5	91.8	91.8	94.7	93.7
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	78.2	76.3	84.0	84.7	89.4	92.4	100.0	96.8
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	64.4	68.3	67.9	75.5	77.6	84.8	78.9	94.4
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)	62.9	67.5	66.0	76.1	75.3	84.7	89.5	95.2
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	57.9	62.3	59.9	68.1	71.8	79.6	77.8	90.4
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	79.9	86.8	86.3	92.5	95.3	92.1	84.2	96.0
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	85.5	88.0	85.4	88.2	89.4	90.5	94.7	92.9
6.2: My supervisor treats staff with respect	86.3	88.0	86.9	86.7	88.1	89.9	89.5	91.2

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 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
	505	605	335	554	665	1447	386	940	317	802	209	522	86	434	31	220	22	281
5.1: Staff in my team respect employee diversity	84.5	87.9	81.6	86.6	81.6	85.2	79.5	82.7	81.5	81.8	81.3	85.3	72.6	85.4	86.2	84.9	90.9	80.5
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	73.6	76.5	79.6	80.1	79.8	78.0	79.7	78.0	83.4	78.3	81.3	82.0	80.0	80.3	83.9	81.3	86.4	83.9
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	70.3	75.9	64.0	72.6	63.0	68.7	65.1	70.7	64.3	69.8	64.1	71.7	61.2	74.0	74.2	68.6	68.2	69.1
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)	69.9	75.1	59.9	71.0	61.1	67.8	63.3	70.7	63.2	68.7	64.1	72.3	61.2	72.6	74.2	72.1	68.2	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	69.5	75.5	59.3	67.6	54.9	62.8	55.1	64.3	56.5	60.4	55.0	64.1	53.0	65.0	58.1	66.5	63.6	61.6
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	85.7	89.4	77.2	86.9	80.7	87.0	78.2	87.1	80.2	88.5	84.2	90.8	72.9	90.6	93.5	88.6	86.4	87.5
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	89.7	94.7	85.3	89.7	84.6	89.1	86.5	87.8	85.1	87.4	82.8	87.5	76.2	85.0	87.1	82.7	90.9	83.6
6.2: My supervisor treats staff with respect	90.3	93.9	82.6	90.0	86.9	88.7	88.3	87.6	85.7	86.8	83.3	86.3	78.6	84.6	83.9	83.6	86.4	85.0

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 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
Communications Centre	Female	270	84.4	86.9	63.9	65.9	62.2	82.2	87.8	85.6
	Male	157	92.3	89.2	80.3	82.2	72.9	88.4	90.4	89.8
Financial Crime Group	Female	27	96.3	81.5	66.7	63.0	59.3	88.9	96.3	96.3
	Male	35	94.3	85.7	77.1	74.3	68.6	88.6	91.4	91.4
National Crime Group	Female	66	82.8	87.7	84.1	82.8	74.2	81.5	84.6	86.2
	Male	89	80.7	78.4	72.7	71.6	63.2	83.0	80.7	79.5
OFCANZ	Female	23	90.9	95.5	69.6	73.9	65.2	81.8	73.9	78.3
	Male	52	88.5	73.1	82.4	82.4	80.4	94.2	96.2	90.4
Upper North Investigations Support	Female	7	85.7	71.4	85.7	85.7	57.1	100.0	100.0	100.0
	Male	47	91.5	78.7	85.1	83.0	72.3	95.7	91.5	93.6
National Intel	Female	26	88.5	69.2	68.0	84.0	66.7	88.5	96.0	100.0
	Male	18	88.9	83.3	72.2	66.7	83.3	94.4	100.0	100.0
Prosecutions	Female	76	81.6	80.3	61.8	63.2	60.5	78.9	89.5	90.8
	Male	135	81.8	79.7	65.2	64.4	56.8	79.9	81.5	82.2
Finance	Female	22	45.5	68.2	50.0	50.0	50.0	50.0	63.6	54.5
	Male	15	40.0	66.7	53.3	53.3	46.7	46.7	66.7	73.3

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
ICT	Female	53	69.8	67.9	54.9	58.8	50.0	71.7	73.1	69.8
	Male	134	80.5	67.4	60.9	59.1	49.6	76.1	72.4	73.1
People	Female	119	85.3	79.5	79.5	78.6	76.9	86.4	83.2	84.7
	Male	34	85.3	85.3	70.6	64.7	70.6	91.2	70.6	73.5
RNZPC	Female	49	78.7	83.7	61.2	59.2	55.1	70.8	79.6	75.0
	Male	132	84.0	86.9	74.0	70.2	61.8	85.6	85.6	85.6
CVIU National	Female	10	90.0	90.0	70.0	60.0	60.0	90.0	80.0	80.0
	Male	84	79.8	76.2	65.5	63.1	57.1	89.3	78.6	77.4
PIB	Female	47	71.7	68.9	64.4	60.0	60.0	71.1	69.6	71.7
	Male	31	70.0	56.7	50.0	53.3	50.0	71.0	67.7	71.0

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, red 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
Canterbury	Female	149	84.4	83.9	67.8	63.8	59.1	88.6	91.3	94.0
	Male	454	83.9	77.8	72.3	72.6	65.3	89.6	89.0	88.5
Central	Female	140	78.6	75.0	60.7	60.0	52.9	79.1	85.6	85.0
	Male	440	83.1	75.1	67.8	68.6	59.1	85.2	87.5	87.0
Eastern	Female	78	80.8	79.5	59.0	57.7	59.0	78.2	79.5	83.3
	Male	246	78.9	83.3	62.9	64.6	59.3	85.7	90.7	88.2
Southern	Female	98	76.0	83.7	59.2	60.2	54.1	86.7	89.8	91.8
	Male	294	82.9	79.2	68.6	64.0	60.6	89.4	84.7	85.0
Tasman	Female	66	80.0	92.4	72.7	69.7	54.5	80.3	84.8	89.4
	Male	198	86.8	81.8	66.5	65.2	63.8	93.4	89.3	86.3
Wellington	Female	195	82.4	71.1	62.9	62.4	51.8	86.2	87.2	89.7
	Male	447	89.7	79.1	76.2	76.1	70.7	91.2	91.9	91.9

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	Female	183	85.7	72.5	71.6	68.9	67.4	78.6	84.6	85.7
	Male	506	88.9	82.4	79.1	78.5	76.8	89.7	88.9	89.6
Bay Of Plenty	Female	144	77.5	80.6	61.1	59	53.5	77.6	81.7	83.9
	Male	393	83.4	80.7	70.2	70.9	62.3	88	90.1	89.5
Counties / Manukau	Female	226	83.9	78.6	64.4	61.2	53.8	81.9	85.8	87.2
	Male	629	87.9	79.5	69.2	69.0	65.3	89.6	91.2	91.8
Northland	Female	68	68.7	70.6	52.9	48.5	40.9	74.6	88.2	89.7
	Male	192	69.8	66.7	56.8	57.1	47.9	81.2	85.3	88.0
Waikato	Female	121	79.2	78.5	62.8	57.0	53.7	77.7	85.8	86.7
	Male	373	82.2	77.9	71.4	71.5	66.5	90.1	88.7	89.5
Waitemata	Female	150	80.7	80.7	65.3	61.3	59.1	79.3	88.0	88.0
	Male	394	85.3	80.5	72.6	70.5	65.5	90.3	91.6	90.1

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, red 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	2015	84.4	79.4	69.6	68.7	63.0	86.9	87.9	88.2
	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	2015	83.6	78.7	73.3	71.6	65.4	86.1	89.0	88.6
	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	2015	84.0	79.7	65.9	66.3	61.3	88.7	88.1	87.3
	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

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
Pacific Peoples	2015	85.9	82.4	73.8	74.3	68.3	88.8	90.9	90.2
	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	2015	83.0	80.0	69.4	66.7	65.7	78.2	90.9	90.3
	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	2015	74.4	76.9	69.2	64.1	59.0	74.4	82.1	76.9
	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	2015	81.9	4.3	13.8
	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	2015	83.5	4.3	12.1
	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	2015	81.9	4.2	13.9
	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

Ethnicity	Survey Year	Not Applicable	Yes	No
Pacific Peoples	2015	84.1	4.7	11.2
	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	2015	78.4	4.5	17.0
	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	2015	89.7	0.0	10.3
	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 the percentage of respondents selecting the relevant option in 2015 (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
	3918	626	864	272	133	26	797	83	150	63	42	12	38	8	9	5	1	1
5.1: Staff in my team respect employee diversity	85.4	85.1	84.1	87.9	84.2	80.8	79.7	75.9	84.1	79.4	78.6	58.3	81.6	50.0	77.8	60.0	-	-
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	79.6	79.2	79.1	82.7	81.2	80.8	78.3	77.1	83.8	81.0	75.6	66.7	78.9	62.5	66.7	80.0	-	-
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	70.6	74.2	66.0	75.0	72.2	73.1	64.8	67.5	65.8	68.3	59.0	58.3	71.1	62.5	55.6	80.0	-	-
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	73.0	66.5	75.6	68.4	69.2	64.5	63.9	65.8	68.3	60.0	50.0	73.7	37.5	55.6	80.0	-	-
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	63.8	67.1	61.6	71.1	68.9	57.7	59.0	53.7	59.2	57.1	53.8	58.3	65.8	50.0	66.7	60.0	-	-
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	89.1	87.5	89.1	90.8	84.1	84.6	76.6	78.0	86.5	81.0	58.5	50.0	84.2	62.5	88.9	80.0	-	-
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	89.4	90.3	89.0	92.6	91.7	88.5	80.5	79.5	83.2	84.1	88.1	66.7	86.8	87.5	88.9	80.0	-	-
6.2: My supervisor treats staff with respect	89.7	90.1	87.8	93.0	91.7	84.6	81.3	78.3	84.6	79.0	85.7	58.3	84.2	75.0	88.9	80.0	-	-

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.

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
	1301	3452	191	526	244	779	87	253	39	137	11	28
5.1: Staff in my team respect employee diversity	83.6	84.7	78.5	85.5	81.8	84.7	80.5	87.7	82.1	83.2	63.6	78.6
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	79.3	79.4	77.5	79.2	80.3	79.5	81.6	82.6	71.1	82.5	72.7	78.6
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	64.9	71.4	69.1	74.9	63.5	66.6	67.8	75.9	63.9	70.8	63.6	71.4
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)	63.0	70.8	63.9	74.4	63.9	67.1	69.0	76.1	56.8	69.3	54.5	67.9
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	57.8	65.0	61.3	66.9	58.4	62.2	63.2	70.1	59.5	67.4	63.6	57.1
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	81.9	88.8	80.1	88.3	84.0	90.2	86.2	89.7	63.2	82.4	63.6	78.6
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	86.1	88.5	87.4	89.5	88.9	87.9	87.4	92.1	87.2	92.0	81.8	82.1
6.2: My supervisor treats staff with respect	87.1	88.7	86.9	89.2	87.7	87.2	88.4	90.8	84.6	92.0	72.7	78.6

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.

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).

Constabulary /Employee/Authorised Officer x Gender Cross Tabulation

	Female	Male
Constabulary	1094	4924
Employee	1430	769
Authorised Officer	32	112

Rank/Level x Gender Cross Tabulation

		Female	Male
Constabulary	Constable	910	3403
	Sergeant	118	969
	Senior Sergeant	37	320
	Commissioned Officers	29	232
Employee	Band A – F	1112	403
	Band G – J	254	298
	Band 1 & above	64	68
Authorised Officer	Band A – F	31	106
	Band G – J	1	6



Span of Control x Gender Cross Tabulation

	Female	Male
No Reports	2239	4447
Under 10 reports	213	864
Between 10 and 50 reports	85	368
Over 50 reports	19	126

Tenure x Gender Cross Tabulation

	Female	Male
Under 2	505	605
2 - 4	335	554
5 - 9	665	1447
10 - 14	386	940
15 - 19	317	802
20 - 24	209	522
25 - 29	86	434
30 - 34	31	220
Over 35	22	281



Service Centre x Gender Cross Tabulation

	Female	Male
Communications Centre	270	157
Financial Crime Group	27	35
National Crime Group	66	89
OFCANZ	23	52
Upper North Investigations Support	7	47
National Intel	26	18
Prosecutions	76	135
Finance	22	15
Information and Technology	53	134
People	119	34
RNZPC	49	132
CVIU National	10	84
PIB	47	31



District x Gender Cross Tabulation

	Female	Male
Auckland City	183	506
Bay Of Plenty	144	393
Canterbury	149	454
Central	140	440
Counties / Manukau	226	629
Eastern	78	246
Northland	68	192
Southern	98	294
Tasman	66	198
Waikato	121	373
Waitemata	150	394
Wellington	195	447



Constabulary /Employee/Authorised Officer x Ethnicity Cross Tabulation

	Pakeha	Maori	Europeans	Pacific Peoples	Asian Peoples	Other Ethnic Groups
Constabulary	3918	626	864	272	133	26
Employee	797	83	150	63	42	12
Authorised Officer	38	8	9	5	1	1

Ethnicity x Gender Cross Tabulation

	Pakeha	Maori	Europeans	Pacific Peoples	Asian Peoples	Other Ethnic Groups
Female	1301	191	244	87	39	11
Male	3452	526	779	253	137	28



Appendix 6 – Questionnaire

The NZ Police Workplace Survey 2015 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 2014 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:

