

New Zealand Police Workplace Survey 2014

Summary of Findings PIB 2014



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1. Executive Summary

- Only 56.8% of the employees in this Service Centre responded to the survey. Conclusions made about PIB as a whole based on the survey results should therefore be treated with some caution.
- On the whole, perceptions about working in PIB are similar to NZ Police overall with no significant differences in scores based on the four key indices (Performance, Engagement, Change and Enablement).
- About a third of people within this Service Centre are engaged, which is comparable to NZ Police overall.
- Within PIB, engaged people differ from disengaged people in four main ways.
 - **They feel the organisation has high standards of service:** Highly engaged people within PIB are more likely to feel that they are working for an effective organisation that delivers on the promises it makes to its customers. They are also more likely to think that day-to-day decisions demonstrate the importance of high quality service and that high standards of performance are expected at NZ Police. Although perceptions in these areas are on par with the NZ Police average benchmark, the top key driver around expectations of high performance standards is trending towards being significantly below (-9 points) the NZ Police average. In addition, only 52% of employees believe that decision-making reflects an emphasis on high quality service, indicating room for further improvement in this focus area.
 - **They feel enabled and equipped:** Engaged people at PIB are more likely to feel that they have the tools and resources necessary to get the job done and that the existing systems and processes enable them to do their job well. Compared to NZ Police overall, having the tools and resources necessary to do the job is a relative strength with PIB scoring significantly above the average. Conversely, with only 50% of people agreeing that they feel enabled to do their job well through the current systems and processes (12 points below NZ Police), this is a potential area for further investigation.
 - **They feel like they belong:** Engaged people at PIB are more likely to feel a strong sense of belonging to their Service Centre, feel that NZ Police cares about their wellbeing and believe that overall NZ Police is an enjoyable place to work. Perceptions in these areas are on par with overall NZ Police results
 - **They feel communication is open and honest:** People who are engaged are more likely to say that communication within PIB is open and honest. Although this score is on par with the NZ Police average, it is important to note that only 45% of employees agree that this is happening, indicating an area for future development.
- Perceptions of respect and integrity within PIB are fairly on par with NZ Police overall, except in the perceptions around feeling safe to raise concerns related to inappropriate workplace conduct and feeling confident that these would be dealt appropriately, where PIB scores significantly lower than the NZ Police average.
- Some of the biggest differences to NZ Police also suggest that team cohesiveness - intra and inter-team collaboration, as well as value-aligned behaviours – is another area that PIB is lagging behind in.
- Within PIB, although people's perception around having the training necessary to do their job are significantly higher than the NZ Police average, their perception around learning and career development opportunities are significantly lower.
- Over one third of people within PIB agree that last year's survey had a positive impact on their team (significantly higher than the NZ Police average). With close to two-thirds of survey respondents yet to see the impact of giving feedback, it is recommended that PIB takes actions at the local level, involves people in making changes following this year's survey, and closes the feedback loop by communicating the changes as a result of the staff feedback.

NOTE: 2013 trend data was unavailable for PIB due to organisational changes between 2013 and 2014

2. Key Measures

2.1 Response Rate

Question	PIB	NZ Police
	2014	2014
Number of Responses	54	8707
Response Rate	56.8%	73.0%

Note: For tables in this report where comparisons are made between the Service Centre and NZ Police (Total Org), green font indicates that the Service Centre's score is statistically higher than the comparison point, while red font indicates the score is statistically lower. The scores in the tables, excluding the response rate, are level of agreement (percent favourable) scores (unless otherwise stated). See the glossary on the last page of this report for definitions of all terms used.

2.2 Summary of Key Measures for PIB

Question	PIB	NZ Police
	2014	2014
Performance Index	61.1	-3.4
Engagement Index	68.6	-4.7
Change Index	37.6	+7.1
Enablement Index	58.6	-0.1

3. Engagement

3.1 Fulfilment, Motivation and Commitment towards Work

In order to distinguish employees' connection with their work and NZ Police as an organisation, three questions were included in the 2014 survey designed to measure the sense of fulfilment, motivation and commitment people have towards their day-to-day work.

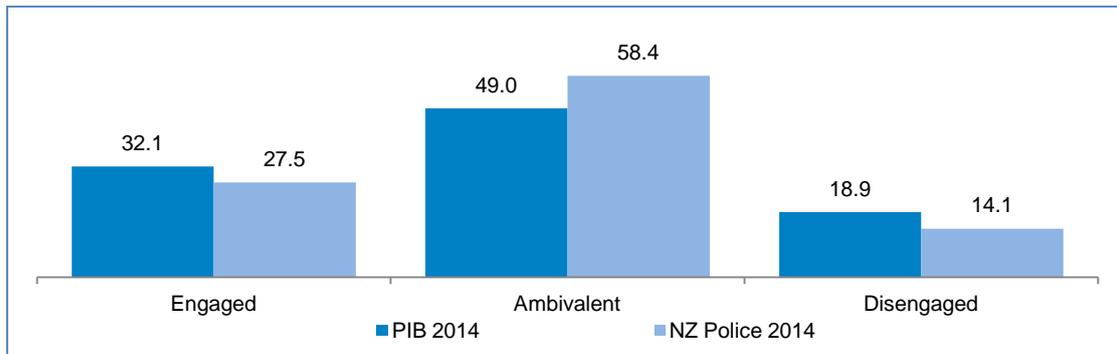
Question	PIB	NZ Police
	2014	2014
My job gives me a sense of personal achievement	67.9	-10.4
I am strongly committed to the work I do	84.6	-4.0
I am motivated to do the best I can in my job everyday	75.0	-10.1

3.2 Engagement with NZ Police

On the other hand, organisational engagement refers to the level of connectedness an employee feels towards NZ Police as an organisation, expressed in their level of commitment, cognitive attachment and advocacy towards the organisation.

Question	PIB	NZ Police
	2014	2014
Overall, I'm satisfied with my job	69.8	-5.1
Overall, I would recommend NZ Police as a great place to work	67.9	-0.4
I take an active interest in what happens in NZ Police	66.0	-15.6
I feel inspired to go the extra mile to help NZ Police succeed	67.9	-4.6
I feel a sense of commitment to NZ Police	73.6	-8.2
NZ Police inspires me to do the best I can in my job every day	66.0	5.4

3.3 Engagement Profile for PIB



Proportion of employees (%)

3.4 What drives our employees' engagement within the PIB?

Question	PIB	NZ Police
	2014	2014
9.2: NZ Police expects high standards of performance from its people	78.8	-8.5
8.10: I feel I am working for an effective organisation	65.4	+1.2
9.7: NZ Police delivers on the promises it makes to its customers	59.6	+4.5
8.9: NZ Police is an enjoyable place to work	71.2	-1.2
9.1: Day-to-day decisions demonstrate that quality of services is a top priority for NZ Police	51.9	-3.2
8.7: I feel a sense of belonging to my District or my Service Centre	59.6	-0.7
9.3: I have the tools and resources I need to do my job	71.7	+14.5
8.2: Communication in my District or my Service Centre is open and honest	45.3	-1.0
8.8: NZ Police cares about the well-being of its staff	53.8	+2.9
9.5: Systems and processes I use enable me to do my job well	49.0	-11.8

Note: The table above shows the results of a statistical analysis identifying those things assessed in the survey that are the most engaging to staff members within the Service Centre. These key drivers are rank ordered. Any difference highlighted in green represents a statistically significant positive difference between the Service Centre and the comparison data. Any difference highlighted in red represents a statistically significant negative difference. Any non-coloured difference indicates a score statistically similar to the comparison data. Those key drivers where the Service Centre is scoring significantly below the total organisation represent particularly useful leverage points when attempting to further engage employees.

4. High Level Results

4.1 Section Summary Across PIB

Question	PIB	NZ Police
	2014	2014
Performance Index (average of all survey questions)	61.1	-3.4
1. The Work I Do	69.5	-2.4
2. Learning and Development	44.1	-9.1
3. Work Conditions	58.1	+1.9
4. My Team	67.7	-8.7
5. Respect & Integrity in the Workplace	64.5	-8.9
6. My Supervisor	73.9	-6.7
7. Recognition	47.7	+1.4
8. Vision and Purpose + Communication and Cooperation	57.4	-1.7
9. Quality and Excellence	60.0	-0.8
10. Final Thoughts (Engagement Index)	68.6	-4.7
11. The Survey - Your Views (Change Index)	37.6	+7.1

Please note that the scores shown above are calculated based on questions common across both groups to ensure that comparisons are only being made for the same set of questions.

4.2 Employee perceptions of respect & integrity in the workplace

Question		NZ Police
		2014
Staff in my team respect employee diversity		78.8
I know who to contact to report instances of workplace harassment, bullying or discrimination		73.1
I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal		60.8
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)		56.9
I am confident that any concerns I may need to raise regarding harassment, bullying, discrimination or other inappropriate conduct would be dealt with appropriately		53.1
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?	Not Applicable	81.5
	Yes	3.7
	No	14.8

4.3 Biggest differences to NZ Police (Total Organisation) – POSITIVE

Question	PIB	NZ Police
	2014	2014
9.3: I have the tools and resources I need to do my job	71.7	+14.5
1.5: NZ Police provides adequate training for the work I do	58.5	+13.7
11.1: Changes in response to the 2013 Workplace Survey have had a positive impact on my team	34.6	+12.0
3.3: I am able to maintain a balance between my personal and working life	73.6	+6.4
7.2: People here are appointed to positions based on merit	40.4	+5.9
7.5: I feel my contribution is valued in NZ Police	56.6	+5.6
8.5: NZ Police is interested in the views and opinions of its staff	45.3	+5.4
10.6: NZ Police inspires me to do the best I can in my job every day	66.0	+5.4
7.3: We celebrate success in NZ Police	51.9	+4.9
1.2: I know how my work contributes to the effectiveness of NZ Police	88.7	+4.8

4.4 Biggest differences to NZ Police (Total Organisation) – NEGATIVE

Question	PIB	NZ Police
	2014	2014
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	67.3	-18.9
4.4: People I work with cooperate to get the job done	69.2	-17.3
10.3: I take an active interest in what happens in NZ Police	66.0	-15.6
8.6: Teams within NZ Police work well together	40.4	-13.9
2.3: There are learning and development opportunities for me in NZ Police	42.3	-12.7
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)	56.9	-12.2
2.4: There are career development opportunities for me in NZ Police	41.5	-11.9
9.5: Systems and processes I use enable me to do my job well	49.0	-11.8
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	53.1	-11.3
6.6: I have confidence in my supervisor	69.8	-11.0

5. Appendix

5.1 Question Level Results

Question	PIB	NZ Police
	2014	2014
1. The Work I Do		
1.1: The responsibilities of my job are clearly defined	71.7	-4.4
1.2: I know how my work contributes to the effectiveness of NZ Police	88.7	+4.8
1.3: I understand how my performance is measured	57.7	-3.4
1.4: My performance is fairly assessed	53.8	-0.8
1.5: NZ Police provides adequate training for the work I do	58.5	13.7
1.6: The work I do makes good use of my knowledge and skills	67.9	-7.1
1.7: My job gives me a sense of personal achievement	67.9	-10.4
1.8: I am strongly committed to the work I do	84.6	-4.0
1.9: I am motivated to do the best I can in my job everyday	75.0	-10.1
2. Learning and Development		
2.1: I am encouraged to develop my knowledge, skills and abilities in NZ Police	45.3	-7.9
2.2: I am encouraged to try new ways of doing things	47.2	-4.0
2.3: There are learning and development opportunities for me in NZ Police	42.3	-12.7
2.4: There are career development opportunities for me in NZ Police	41.5	-11.9
3. Work Conditions		
3.1: I am satisfied with my physical work environment	64.2	+1.7
3.2: The level of work-related stress I experience in my job is acceptable	56.9	+2.0
3.3: I am able to maintain a balance between my personal and working life	73.6	+6.4
3.4: The pay and benefits I receive are fair for the work I do	37.7	-2.4
4. My Team		
4.1: People in my team conduct themselves in accordance with the values expected by NZ Police	67.3	-18.9
4.2: Roles and responsibilities are clearly defined in my team	73.6	-3.3
4.3: The way work is allocated in my team is fair	63.5	-9.0
4.4: People I work with cooperate to get the job done	69.2	-17.3
4.5: I can rely on the support of others in my team	82.7	-4.2
4.6: I feel part of an effective team	73.1	-8.1
4.7: People are held accountable for their performance in my team	59.6	-7.3
4.8: Poor performance is dealt with effectively in my team	52.9	-1.5
5. Respect & Integrity in the Workplace		
5.1: Staff in my team respect employee diversity	78.8	-4.6
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	73.1	-6.6
5.3: I am confident that I could raise concerns I had related to workplace harassment, bullying or discrimination without fear of reprisal	60.8	-9.6
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)	56.9	-12.2
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	53.1	-11.3

Question		NZ Police
	2014	2014
6. My Supervisor		
6.1: My supervisor behaves in a way that is consistent with the values of NZ Police	77.4	-10.0
6.2: My supervisor treats staff with respect	83.0	-3.7
6.3: My supervisor communicates the goals and objectives of our team effectively	77.4	-1.6
6.4: My supervisor encourages, and is willing to act on suggestions and ideas from my team	75.5	-5.6
6.5: I get regular feedback on my performance from my supervisor (formal/informal)	60.4	-8.4
6.6: I have confidence in my supervisor	69.8	-11.0
7. Recognition		
7.1: NZ Police has appropriate ways of recognising outstanding achievement	37.7	-8.6
7.2: People here are appointed to positions based on merit	40.4	+5.9
7.3: We celebrate success in NZ Police	51.9	+4.9
7.4: I get recognition when I do a good job	51.9	-0.8
7.5: I feel my contribution is valued in NZ Police	56.6	+5.6
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	64.2	+1.9
8.2: Communication in my District or my Service Centre is open and honest	45.3	-1.0
8.3: I feel informed about NZ Police and its activities	51.0	-5.5
8.4: There is a sense of 'common purpose' in NZ Police	56.6	-1.6
8.5: NZ Police is interested in the views and opinions of its staff	45.3	+5.4
8.6: Teams within NZ Police work well together	40.4	-13.9
8.7: I feel a sense of belonging to my District or my Service Centre	59.6	-0.7
8.8: NZ Police cares about the well-being of its staff	53.8	+2.9
8.9: NZ Police is an enjoyable place to work	71.2	-1.2
8.10: I feel I am working for an effective organisation	65.4	+1.2
8.11: I intend to continue working at NZ Police for at least the next 12 months	79.2	-6.0
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	51.9	-3.2
9.3: I have the tools and resources I need to do my job	78.8	-8.5
9.4: I am sufficiently involved in decisions that affect the way I do my job	71.7	+14.5
9.5: Systems and processes I use enable me to do my job well	49.0	-2.3
9.6: Employees are encouraged to provide ideas and suggestions to improve the way things are done	49.0	-11.8
9.7: NZ Police delivers on the promises it makes to its customers	59.6	+0.5
10. Final Thoughts (Engagement Index)		
10.1: Overall, I'm satisfied with my job	59.6	+4.5
10.2: Overall, I would recommend NZ Police as a great place to work	69.8	-5.1
10.3: I take an active interest in what happens in NZ Police	67.9	-0.4
10.4: I feel inspired to go the extra mile to help NZ Police succeed	66.0	-15.6
10.5: I feel a sense of commitment to NZ Police	67.9	-4.6
10.6: NZ Police inspires me to do the best I can in my job every day	73.6	-8.2
11. The Survey - Your Views (Change Index)		
11.1: Changes in response to the 2013 Workplace Survey have had a positive impact on my team	66.0	+5.4
11.2: My supervisor has actively involved our team in making changes as a result of the last survey	34.6	+12.0
11.3: I believe actions will be taken based on the results of this survey	39.6	+4.4
	38.5	+4.7

5.2 Notes on Taking Action

The key to driving any change or improvement effort is in following a suitable **action plan**. An action planning template is provided on the [Police Intranet](#) and allows you to detail the key issues to be addressed (focus areas), along with specific actions to occur, expected benefits, accountabilities, timeframes and progress reporting. Districts that adopt a standard action planning approach, provide support to those involved, and review the quality of planning output are those far more likely to see greater improvement in their subsequent survey results.

The following are some of the strategies we suggest need to be kept in mind when using survey results to drive change. Whilst there can never be one 'best' approach to the post-survey process that will suit all organisations, there are nevertheless a range of strategies that experience has shown leads to the greatest likelihood of performance improvement.

Focus on a limited number of key issues. Look for themes that emerge from your set of key drivers, paying particular attention to your 'red zone' key drivers. Try to distil these themes down to two or three major goals (80/20 principle).

Communication is vital. Do your best to keep everyone fully informed at all stages of the process, from results reporting to issue prioritisation to progress reports. Communicate survey results quickly (staff know you have them). Communicate senior management's initial response and the process to be followed. People want to know what is going to happen, how they will be involved. Have members of the management team present the results to their teams, while encouraging feedback and contribution. Consider using facilitators to assist in the process, and don't overlook the contribution supervisors may make (employees often prefer to receive organisational information directly from their supervisors rather than via emails or newsletters).

Act quickly. Make sure you act on your survey results within three months of survey results being reported. Survey momentum can be short lived and employees will quickly begin to question the relevancy of interventions that come too long after the survey has been completed. Look for the obvious "low-hanging fruit" or "easy fixes," and target them early on. Don't waste time on things you can't change – focus on things you CAN change. More complex issues can be addressed progressively during the year.

Measure your progress. Often desired improvement goals are not met because the survey is regarded as a one-off event, rather than an essential business process and KPI. Sustaining performance improvement requires not only the formulation of relevant and realistic action plans, but also regular monitoring of the impact of those initiatives. On-going measurement not only provides essential feedback on what's working and what's not, it also creates a 'virtuous cycle' where improvement becomes a reinforcing thing. Measurement is also critical to ensure those responsible for change are held accountable. And there must be consequences – consequences for no change, and consequences for positive change.

Recognise and celebrate success. Often one of the most overlooked aspects of the survey process! And one of the most important. Obviously 'red zone' drivers need urgent attention, but don't overlook those 'green zone' drivers where your above-benchmark performance is something to celebrate (and maintain). One of the features of truly great workplaces is the emphasis they place on celebrating success. And success is all around you – celebrate, and see the different it makes!

Reinforce the survey follow-up process. Once your post-survey initiatives start to happen, make sure you take every opportunity to communicate and update staff on progress regularly. Too often organisations introduce excellent initiatives post-survey, but forget to tell anyone! Consider a quarterly update, or a section in your staff newsletter where you recap on the goals that were set and provide updates on progress to-date. This, more than anything, will reinforce to staff the value of the survey – the organisation was interested in my views, they have listened, and now they're doing something about them.

5.3 Glossary

Employee Engagement: is a multi-dimensional concept that describes the extent to which employees mentally, emotionally and physically apply themselves at work. Engagement is measured by six questions in the survey and includes job satisfaction, organisational commitment, willingness to recommend the organisation as a great place to work, discretionary effort, taking an active interest in the organisation, and general effort.

Engagement Index: the average score across the six engagement questions, across all employees.

Engagement Profile: employees are categorised as either engaged, ambivalent or disengaged according to their Engagement Index. Employees who score above 87.5% (weighted mean score) are classified as engaged given they respond very positively to most of the engagement questions. Employees above 50% but below 87.5% are classified as ambivalent given they respond with mostly 'neutral' or 'agree' questions (i.e., not *strong* responses to the engagement questions). Disengaged employees are those that score below 50%. These employees are not sufficiently motivated by the organisation to provide an agree to strongly agree response to any of the engagement questions.

Change Index: the overall section score for 'The Survey – Your Views'

Enablement is the organisation's ability to harness engagement by creating an environment in which staff are enabled to do their job to the best of their ability. Enabled employees are well equipped to do their job, are adequately trained, work cooperatively with others to get the job done, and have appropriate channels to voice themselves. Quality of service is prioritised by these staff, and as a result, they can be expected to display greater customer focus.

Performance enablement index: the average score across the below eight enablement questions

- Day to day decisions demonstrate that quality of services is a top priority for NZ Police
- Employees are encouraged to provide ideas and suggestions to improve the way things are done
- I am sufficiently involved in decisions that affect the way I do my job
- I have the tools and resources I need to do my job
- Systems and processes I use enable me to do my job well
- NZ Police provides adequate training for the work I do
- People I work with cooperate to get the job done
- NZ Police delivers on the promises it makes to its customers

Key Driver Analysis: is a statistical technique (correlation) that helps in the interpretation of survey data and enables an organisation to put together actionable responses to survey results. It is essentially a tool that allows us to identify what specific dimensions of organisational climate (assessed in a survey) have the greatest impact on engagement levels. By knowing this, managers can prioritise improvement opportunities and prepare a focused number of strategies that will maximise future employee engagement.

'Statistical Significance' versus 'Significance of the Result': A 'statistically significant' result indicates that there is a difference in scores between two groups of respondents.

So if your District's level of agreement score was 72% on a particular question and the NZ Police average was 80%, then this is likely to be a large enough difference to reflect a true divergence in employee opinion across the two groups (not just 'random variation in scores'). One group sees things more positively than the other group, so much so that the difference would be identified as 'statistically significant' via statistical analysis. But it is important to recognise that statistical analysis is impacted by the size of the survey Sample.

Very large survey Samples means there is sufficient 'statistical power' to detect even very small differences in scores. As such, when viewing results online and thinking of 'what's important here', think of those things that represent substantive differences. For a result to be considered 'statistically significant' in this report we have used the below rules of thumb, based on the size of the District or Service Centre:

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

The Questionnaire: The 2014 New Zealand Police Workplace Survey contained 69 statements (as well as three open text questions) designed to measure a workplace on a range of issues in the organisation. Respondents were asked to indicate how much they agreed or disagreed with each statement using a five point rating system. This rating system ranged from Strongly Disagree to Strongly Agree. Questions were separated into 12 sections according to statements that naturally cluster together and measure similar issues.

Level of Agreement Score (Percent Favourable): The survey scores reported herein are known 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. '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.'

For a standard 5 point 'Strongly Agree' to 'Strongly Disagree' rating scale, the level of agreement score is calculated using the following steps:

1. Add up the number of 'Agree' and 'Strongly Agree' responses
2. Divide this number by the number of valid responses.

