# **Police-IPCA Culture Survey 2020**

## **Topline Results**

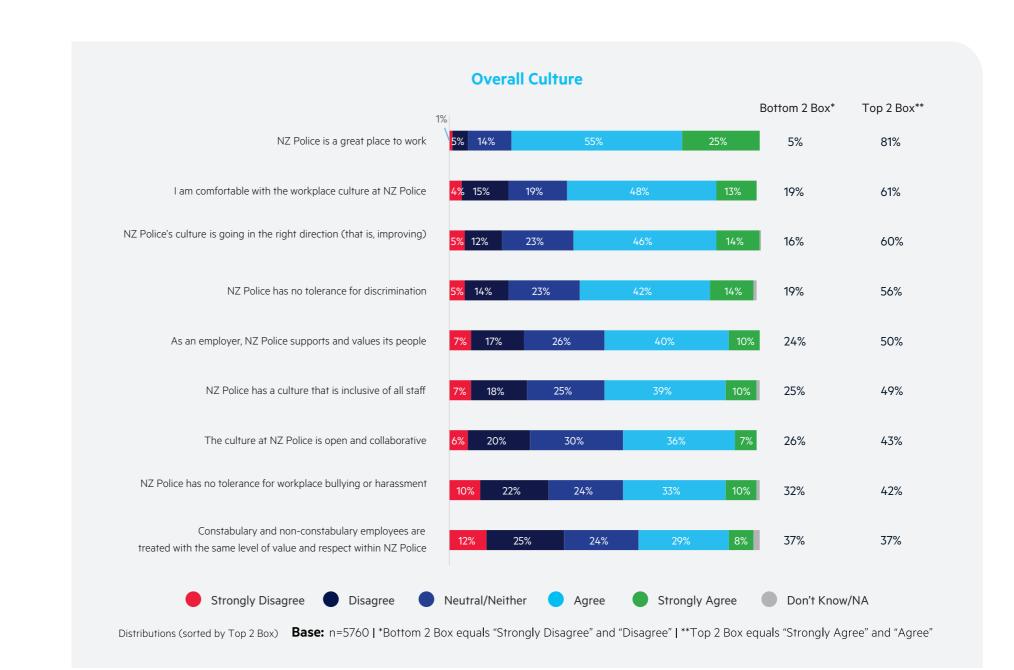
The Commissioner of Police and the Chair of the IPCA commissioned the survey to better understand staff's experiences of Police workplace culture. This was to support an investigation by the IPCA into allegations of workplace bullying in Police. The survey was conducted in September 2020 over two weeks, and had a response rate of 40 percent, or 5790 staff. More detailed results will be available when the IPCA releases it's full report early next year.

#### What we're doing well

- The majority of staff feel safe to be themselves at work.
- On the whole, staff feel that they are treated fairly in their place of work.
- Most staff feel NZ Police is a great place to work (81%). Camaraderie amongst staff is seen as a strong contributor to that positive culture.
- Most also feel comfortable with the workplace culture and have a sense that the culture is improving.
- Staff tend to feel confident declining to participate in activities they don't feel comfortable with, feel safe to be themselves at work and are comfortable raising issues with their manager.

#### Where we need to do better

- Half of non constabulary staff disagree that they are treated with the same level of value and respect as their sworn colleagues.
- Half of constabulary staff disagree that the process for allocating appointments and promotions is fair.
- One in three disagree that NZ Police has no tolerance for workplace bullying or harassment
- Four in ten staff report they've been affected personally in the last 12 months.
- One in four have experienced isolated incidents of abuse, bullying behaviour or harassment and a similar proportion have been deliberately excluded, marginalised or had their workplace experience made more difficult.
- Figure The low likelihood of a positive outcome is the reason why many staff choose not to with only a third of employees reporting issues.



#### Turn over for more results



#### Surve



urvey Response Rate	Overall Culture by Gender		1%	i i i i i i i i i i i i i i i i i i i		Bottom 2 Box	Top 2 Box
TOTAL 40%	Base: n=5760; Male n=3492, Female n=2267	NZ Police is a great place to work	1%	5%         14%         55%           4%         14%         57%	25% 25%	6% 4%	80% 82%
Non-Constabulary 51%	<ul> <li>Strongly Disagree</li> <li>Disagree</li> <li>Neutral/Neither</li> <li>Agree</li> </ul>	I am comfortable with the workplace culture at NZ Police	Male Female	4%         13%         18%         50%           4%         16%         21%         46%	14% 12%	18% 20%	64% 58%
Constabulary 35% Female 43%		NZ Police's culture is going in the right direction (that is, improving)	Male Female	6%         13%         24%         43%           3%         9%         21%         52%	14% 14%	19% 12%	56% 66%
Male 38%	<ul> <li>Strongly Agree</li> <li>Don't Know/NA</li> </ul>	NZ Police has no tolerance for discrimination	Male Female	6%         13%         23%         43%           5%         16%         24%         41%	15%	19% 21%	58% 54%
Superintendent & above 79%	DOIT KIDW/NA	As an employer, NZ Police supports and values its people	Male Female	8%         18%         27%         37           5%         17%         23%         43%	°% 9% 11%	26% 22%	47% 55%
Senior Sergeant 59%		NZ Police has a culture that is inclusive of all staff	Male Female	7%         17%         24%         40%           6%         20%         26%         37'		24% 26%	51% 47%
Constable 29%		The culture at NZ Police is open and collaborative	Male Female		36%         7%           36%         8%		43% 43%
Authorised Officer 33%		NZ Police has no tolerance for workplace bullying or harassment	Male Female		4% 10% 31% 9%	31%	44% 40%
Distributions (sorted by Top 2 Box)	Constabulary and nonconstabulary - employees are treated with the same level of value and respect within NZ Police	Male Female	11%         22%         25%         3           14%         29%         23%         3	31%         9%           26%         6%		40% 31%	

#### Workplace Environment

#### Base: n=5760

Strongly Disagree		2%	6				Bottom 2 Box	x Top 2 Box
Disagree	I would feel confident to decline participating in behaviour or activities with colleagues that make me uncomfortable (either during or outside work)		<mark>4%</mark> 8%	52	.%	34%	6%	85%
Neutral/Neither	I feel safe to be myself at work	3%		5%	50%	25%	11%	74%
Agree								
Strongly Agree	I feel comfortable to raise any workplace issues with my manager		<mark>5%</mark> 11%	13%	44%	27%	16%	71%
Don't Know/NA		4%						
I am treated fairly in my plac			9%	17%	49%	21%	6 14%	70%
	I feel valued and supported in my place of work		<mark>6%</mark> 13%	20%	43%	18	% 19%	62%
	I feel safe to respectfully question managers or voice an alternative perspective in my place of work		<mark>9%</mark> 16	% 17%	43%	16	% 25%	58%
	There is no favouritism or 'A team' and 'B team' culture in my workplace		13%	25%	20%	29% 1	2% 38%	41%
	In my experience appointments or promotions at NZ Police are fair and based on merit		18%	26%	26%	21%	5% 44%	26%

### Workplace Environment by Sworn Status

			2%					Bottom 2 Box	Top 2 Box
<b>Base:</b> n=5760	I would feel confident to decline participating in behaviour or activities with	Non-constabulary	1%	5% 10%	51%		31%	6%	83%
Strongly Disagree	colleagues that make me uncomfortable (either during or outside work)	Constabulary		4% 7%	52%		35%	6%	87%
Disagree	I feel safe to be myself at work	Non-constabulary		<mark>3%</mark> 6% 15%	50%	6	27%	9%	77%
Neutral/Neither		Constabulary		<mark>4%</mark> 8% 15%	5	0%	23%	12%	73%
Agree	I feel comfortable to raise any workplace issues with my manager	Non-constabulary		<mark>5%</mark> 11% 12%	43	%	29%	16%	72%
Strongly Agree		Constabulary		<mark>5%</mark> 11% 13%	4	5%	26%	16%	71%
Don't Know/NA	I am treated fairly in my place of work.	Non-constabulary		<mark>4%</mark> 9% 17%		47%	22%	13%	69%
		Constabulary		<mark>4%</mark> 10% 16%		50%	19%	14%	70%
	I feel valued and supported in my place of	Non-constabulary		<mark>5%</mark> 12% 19%		42%	22%	17%	64%
	work	Constabulary		<mark>6%</mark> 13% 20%	%	44%	16%	19%	60%
	I feel safe to respectfully question managers or voice an alternative	Non-constabulary		7% 15% 169	%	44%	18%	22%	62%
	perspective in my place of work	Constabulary		10% 16%	17%	42%	14%	26%	56%
	There is no favouritism or 'A team' and 'B team' culture in my workplace	Non-constabulary		12% 24%	21%	29%	13%	36%	42%
		Constabulary		14% 25%	199	% 30%	11%	39%	41%
	In my experience appointments or promotions at NZ Police are fair and based on merit	Non-constabulary		12% 22%	28%	6 25%	7%	34%	32%
		Constabulary		21%	29%	25%	<u>19% 3%</u>	50%	22%

Distributions (sorted by Top 2 Box)

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