

Police-IPCA Culture Survey 2020

Topline Results

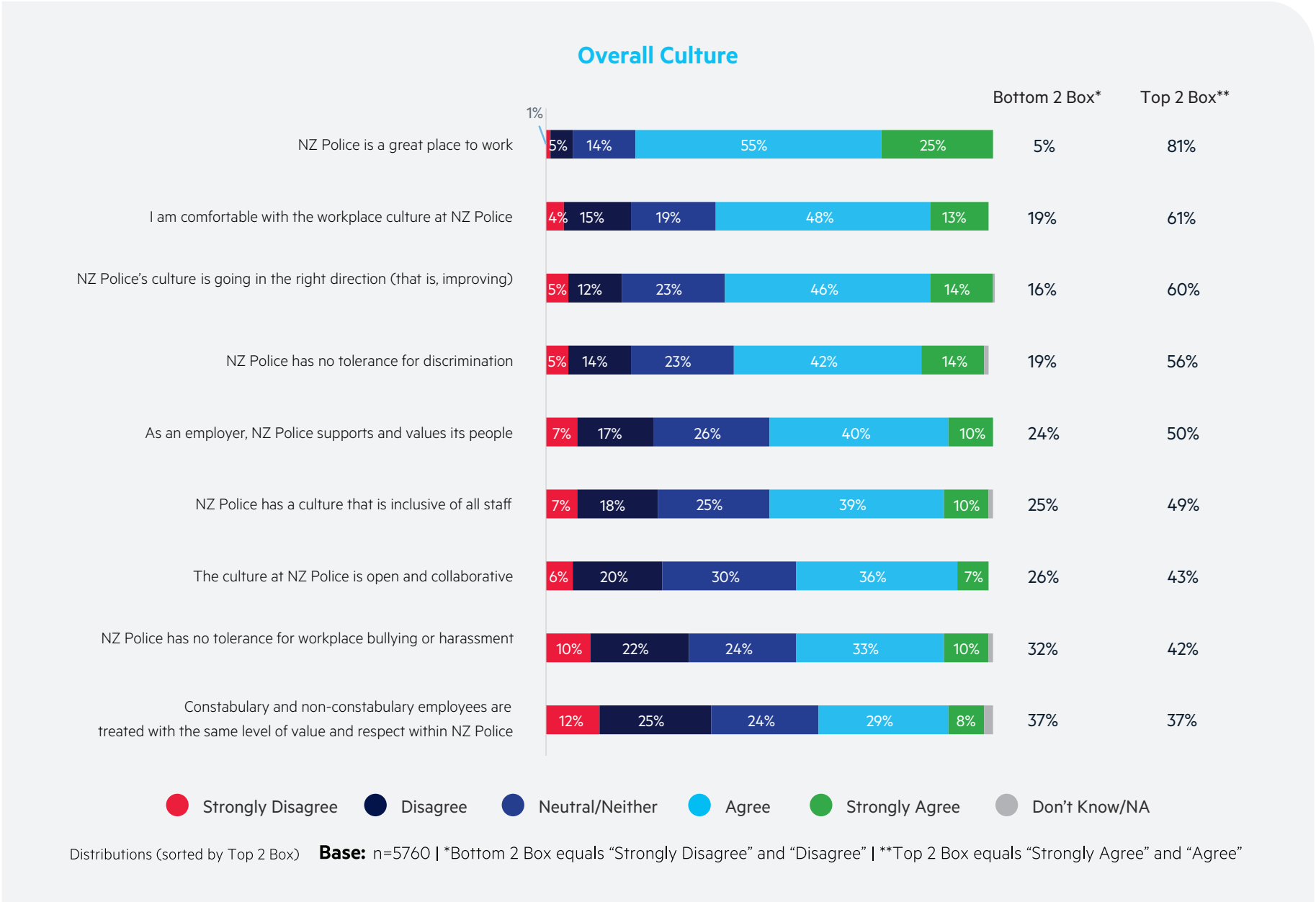
The Commissioner of Police and the Chair of the IPCA commissioned the survey to better understand staff’s experiences of Police workplace culture. This was to support an investigation by the IPCA into allegations of workplace bullying in Police. The survey was conducted in September 2020 over two weeks, 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.

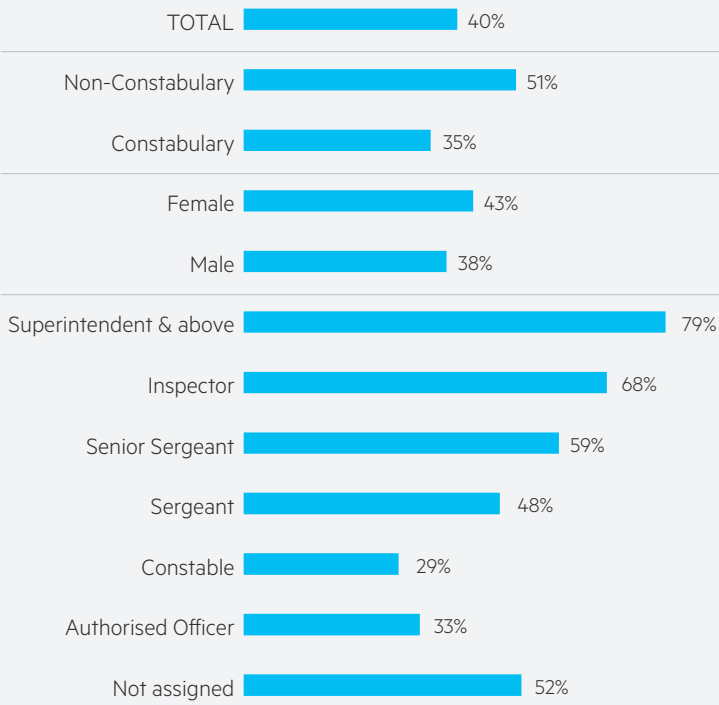
Where we need to do better

- ▶ 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.
- ▶ 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

Survey Response Rate

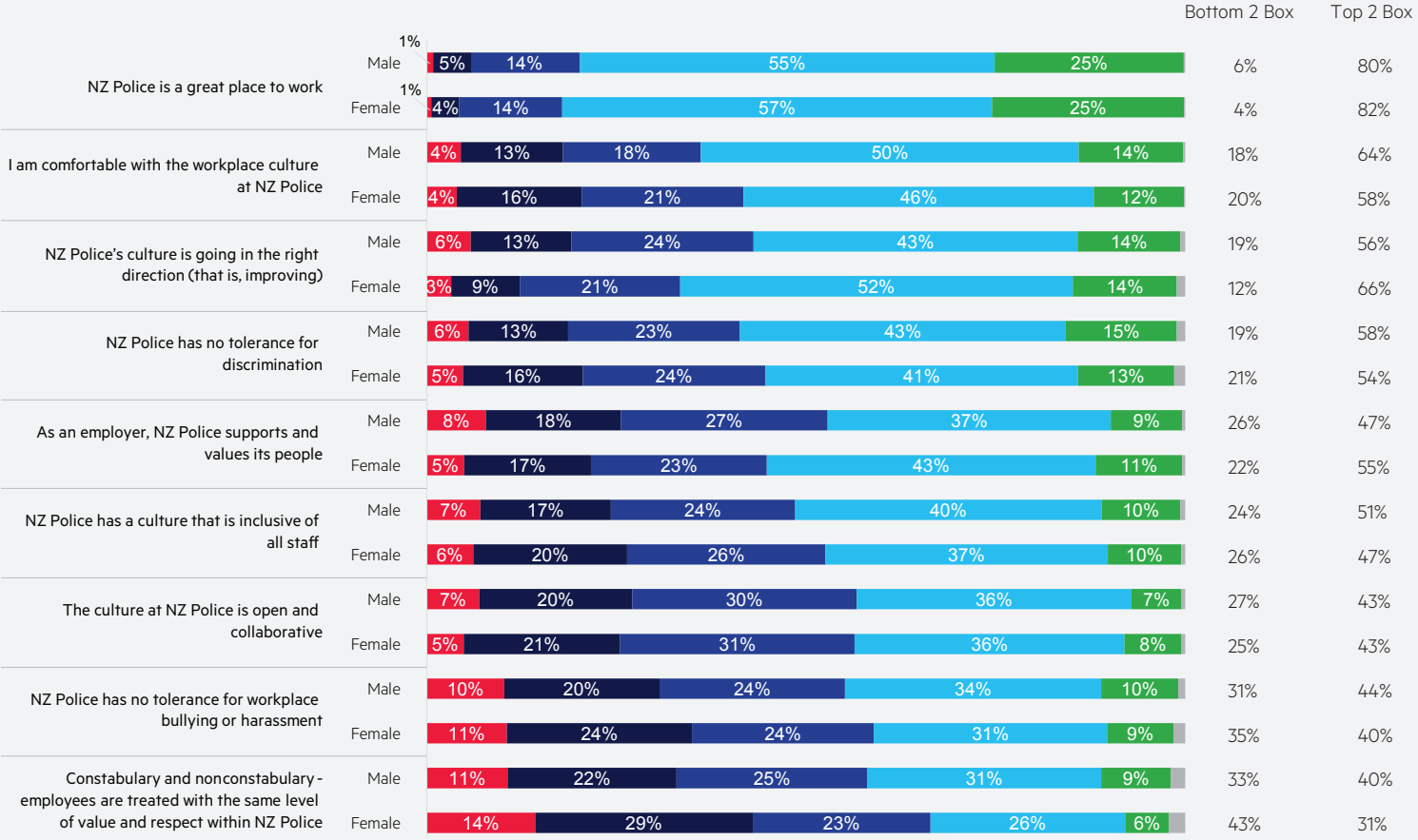


Overall Culture by Gender

Base: n=5760; Male n=3492, Female n=2267

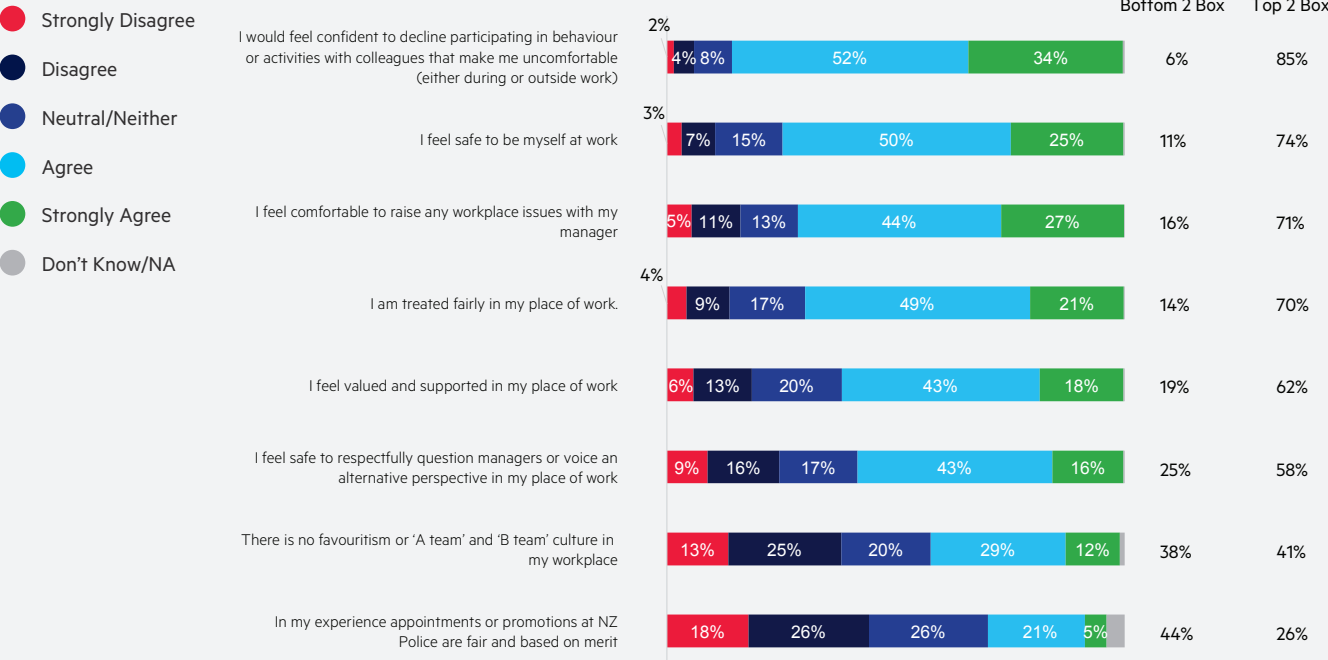
- Strongly Disagree
- Disagree
- Neutral/Neither
- Agree
- Strongly Agree
- Don't Know/NA

Distributions (sorted by Top 2 Box)



Workplace Environment

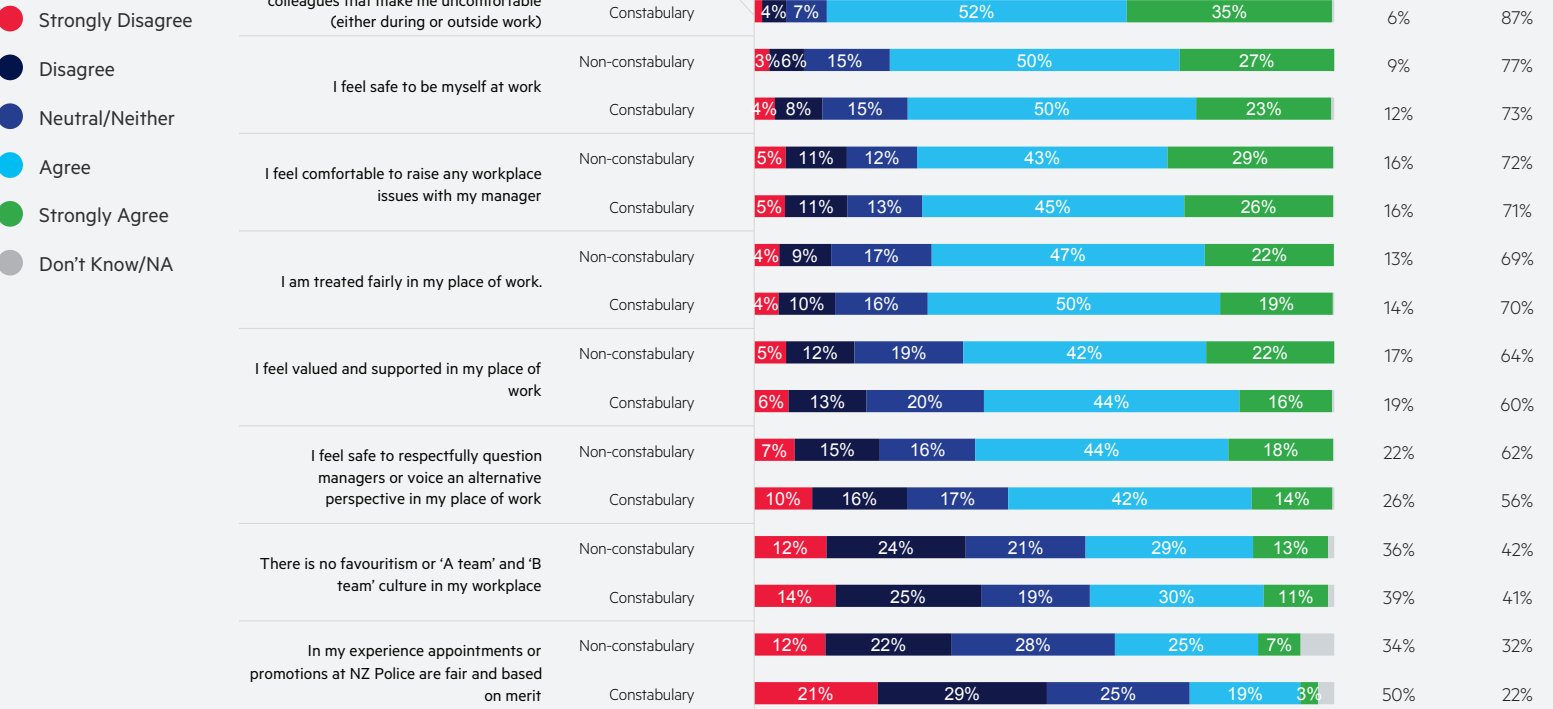
Base: n=5760



Distributions (sorted by Top 2 Box)

Workplace Environment by Sworn Status

Base: n=5760



Distributions (sorted by Top 2 Box)