



New Zealand Police Workplace Survey 2017

Prosecutions

Summary of Findings

Monday, April 24 2017

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Please note that there were insufficient responses to display the results for Tasman Pros

1. Executive Summary

The level of employee engagement within NZ Police remains at a similar level to 2016, with no significant differences in the Engagement Profile. There are two key areas to celebrate in this year's findings. These are having a highly committed and motivated workforce, with a working environment built on respect and integrity. NZ Police's areas of focus should be employee recognition, improved two-way communication, connecting employees with the vision and purpose, and reducing workplace stress.

Engagement levels within Prosecutions remain almost the same as 2016, and lags behind that of NZ Police overall. There is considerable variability in the results of the different Areas, with PNHQ and Waikato typically having the most positive views. Responses are more positive this year within Canterbury (improvement in 'Performance Focus'), Central (improvements in several areas), Southern (improvements across all survey sections), and Waikato (improvements in 'Vision and Purpose + Communication and Cooperation'). On the other hand, a general downward trend is seen in Auckland City, Bay of Plenty and Counties Manukau.

1a. Response Rate

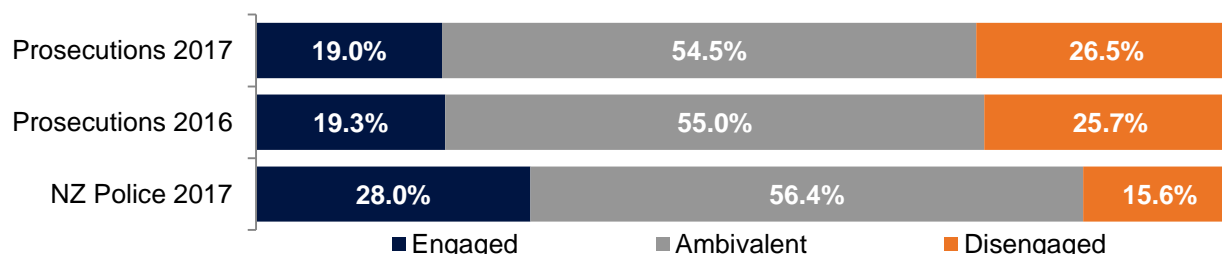
	Number of responses	Response rate
Prosecutions 2017	190	62.1%
Prosecutions 2016	187	64.5%
NZ Police 2017	7777	63.9%

190 people in Prosecutions responded to this survey, so 5 points would be considered a meaningful difference.

1b. Key Measures

Engagement Index		Performance Index		Work Engagement Index	
63.1%		55.7%		79.4%	
Last survey	NZ Police	Last survey	NZ Police	Last survey	NZ Police
64.9%	72.1%	57.8%	63.2%	81.3%	82.5%

1c. Engagement Profile



1d. Strengths and opportunities for Prosecutions

Prosecutions overall lags behind NZ Police in all areas bar 'The Work I Do' and confidence that one could raise concerns around inappropriate workplace behaviour, and these concerns would be acted upon. People in Prosecutions exhibit high level of commitment to the work they do, and feel that their knowledge and skills are put to good use at work.

A review of the survey results suggest that post survey efforts should focus on:

- (1) Recognition. Compared to 2016, as well as NZ Police overall, fewer respondents feel success is suitably celebrated or that NZ Police suitably recognises outstanding achievement. Similarly, Prosecutions staff are less likely to feel people are promoted on merit (only a quarter of staff feel this is the case, down from a third last year).
- (2) Teamwork and performance focus. Some of the largest gaps to NZ Police overall relate to perceptions of team effectiveness, a focus on high performance standards and accountability, performance feedback and the dealing of poor performance. Addressing team effectiveness and performance accountability can also have a flow on effect on work related stress some experience.
- (3) Learning and development, including regular and effective development conversations to raise awareness and support people identify learning and career growth opportunities. Day to day encouragement for stretched assignments and new ways of doing things can also be beneficial.

2. District and Area Engagement Profile

The **Engagement Profile** (distribution of engagement) shows the proportion of people who can be considered engaged, ambivalent or disengaged, and provides insight into the sorts of attitudes that can be expected from a group overall.

Prosecutions' Engagement Profile remains steady, but compared to NZ Police, it has a significantly smaller proportion of engaged employees and a significantly larger proportion of disengaged employees. Five Areas have larger proportions of disengaged than engaged staff – Auckland City, Central, Counties/Manukau, Southern and Wellington. Improvements are seen in both Bay of Plenty and Waikato, but counteracted by falls in Auckland City, Counties/Manukau and Eastern. Wellington represents a key priority given that only 10% of employees can be considered engaged and close to two thirds fall into the disengaged category.

Area	2017 Engagement Profile			2016 Engagement Profile		
Auckland City Pros (n=21)	9.5%	57.2%	33.3%	23.5%	58.9%	17.6%
Bay of Plenty Pros (n=15)	33.3%	60.0%	6.7%	17.6%	82.4%	0.0%
Canterbury Dist Pros (n=18)	22.2%	66.7%	11.1%	19.0%	57.2%	23.8%
Central Dist Pros (n=17)	11.8%	64.7%	23.5%	10.0%	60.0%	30.0%
Counties/Manukau Pros (n=25)	8.0%	56.0%	36.0%	17.4%	47.8%	34.8%
Eastern Dist Pros (n=6)	16.7%	83.3%	0.0%	36.4%	36.3%	27.3%
Northland Dist Pros (n=9)	25.0%	62.5%	12.5%	No trend available		
PNHQ - Pros (n=11)	36.4%	54.5%	9.1%	40.0%	60.0%	0.0%
Southern Dist Pros (n=7)	28.6%	28.5%	42.9%	22.2%	44.5%	33.3%
Waikato Pros (n=13)	23.1%	53.8%	23.1%	11.8%	64.7%	23.5%
Waitemata Pros (n=20)	30.0%	55.0%	15.0%	33.3%	45.9%	20.8%
Wellington Dist Pros (n=20)	10.0%	30.0%	60.0%	0.0%	40.0%	60.0%

■ Engaged ■ Ambivalent ■ Disengaged

3. Key Drivers of Engagement

Key drivers predict engagement; strong key driver performance relates to higher employee engagement. Respondents from Prosecutions have rated all but two of the key engagement drivers less favourably than NZ Police overall. Sense of belonging to the District and deriving a sense of personal achievement from one's job are the only areas where Prosecution's views are similar to the organisation as a whole. The biggest gaps occur in three main areas – a sense that NZ Police is interested in the views of its people, sense of 'common purpose', and sense that quality of service is important to NZ Police.

Key Driver Questions	Prosecutions 2017	Prosecutions 2016	NZ Police 2017
6.9: NZ Police is an enjoyable place to work	64.0	61.6	70.8
6.10: I feel I am working for an effective organisation	51.9	53.3	59.8
6.7: I feel a sense of belonging to my District or my Service Centre	58.8	63.6	61.8
4.4: I feel my contribution is valued in NZ Police	39.7	42.2	47.6
6.8: NZ Police cares about the well-being of its staff	42.6	42.8	51.2
6.5: NZ Police is interested in the views and opinions of its staff	27.0	27.4	38.7
6.4: There is a sense of 'common purpose' in NZ Police	48.7	50.0	59.5
4.5: Day-to-day decisions demonstrate that quality of services is a top priority for NZ Police	37.2	35.1	46.6
6.2: Communication in my District or my Service Centre is open and honest	39.2	41.4	46.7
1.8: My job gives me a sense of personal achievement	73.9	77.0	75.3

Note: These are the Key Drivers for NZ Police 2015. Key drivers are those survey items most strongly correlated with engagement within NZ Police. Statistically significant positive differences between the District and the comparison data are shown in **green**, negative in **red**, and statistically similar scores are shown in **black**.

4. Engagement

Overall staff are as engaged as they were in 2016, but less engaged than NZ Police overall. Work Engagement (sense of personal achievement, work commitment and personal motivation), however, is on par with the NZ Police average. Improvements are evident in Canterbury, Southern and Waikato. Declines are seen in Auckland, BOP and PNHQ.

The **Engagement Index** measures organisational engagement, which 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.

The **Work Engagement Index** measures the sense of fulfilment, motivation and commitment people have towards their day-to-day work.

4a. Across the District

	Prosecutions 2017	Prosecutions 2016	NZ Police 2017
Engagement Index	63.1	64.9	72.1
7.1: Overall, I'm satisfied with my job	64.4	65.8	73.3
7.2: Overall, I would recommend NZ Police as a great place to work	56.1	58.8	66.1
7.3: I take an active interest in what happens in NZ Police	72.5	77.4	81.1
7.4: I feel inspired to go the extra mile to help NZ Police succeed	64.6	65.8	73.0
7.5: I feel a sense of commitment to NZ Police	72.3	75.8	80.8
7.6: NZ Police inspires me to do the best I can in my job every day	48.7	46.0	58.3
Work Engagement Index	79.4	81.3	82.5
1.8: My job gives me a sense of personal achievement	73.9	77.0	75.3
1.9: I am strongly committed to the work I do	84.6	86.0	88.6
1.10: I am motivated to do the best I can in my job everyday	79.8	80.7	83.6

4b. Across the Areas

	Auckland City Pros (n=21)	Bay of Plenty Pros (n=15)	Canterbury Dist Pros (n=18)	Central Dist Pros (n=17)	Counties/Ma nukau Pros (n=25)	Eastern Dist Pros (n=6)
Engagement Index	54.0 (-13.6)	76.7 (-11.5)	82.4 (+14.3)	59.8 (+4.8)	55.7 (-4.9)	72.2 (+1.0)
7.1: Overall, I'm satisfied with my job	47.6 (-23.0)	86.7 (-13.3)	83.3 (+16.6)	76.5 (+26.5)	56.0 (+3.8)	83.3 (+1.5)
7.2: Overall, I would recommend NZ Police as a great place to work	47.6 (-11.2)	73.3 (-14.9)	77.8 (+6.4)	52.9 (+2.9)	52.0 (-13.2)	33.3 (-21.2)
7.3: I take an active interest in what happens in NZ Police	61.9 (-14.6)	93.3 (+5.1)	94.4 (+19.4)	47.1 (-22.9)	68.0 (+2.8)	66.7 (-24.2)
7.4: I feel inspired to go the extra mile to help NZ Police succeed	71.4 (-5.1)	73.3 (-20.8)	83.3 (+11.9)	64.7 (+4.7)	56.0 (-9.2)	66.7 (+12.2)
7.5: I feel a sense of commitment to NZ Police	66.7 (-21.5)	80.0 (-14.1)	88.9 (+12.7)	70.6 (+0.6)	58.3 (-9.9)	100.0 (+9.1)
7.6: NZ Police inspires me to do the best I can in my job every day	28.6 (-6.7)	53.3 (-11.4)	66.7 (+19.1)	47.1 (+17.1)	44.0 (-3.8)	83.3 (+28.8)
Work Engagement Index	76.7 (-5.7)	84.4 (-5.8)	88.9 (+4.8)	76.5 (-10.2)	68.0 (-13.2)	88.9 (+10.1)
1.8: My job gives me a sense of personal achievement	65.0 (-11.5)	93.3 (+10.9)	77.8 (-3.2)	70.6 (-9.4)	64.0 (-14.3)	100.0 (+27.3)
1.9: I am strongly committed to the work I do	80.0 (-2.4)	80.0 (-14.1)	94.4 (+8.7)	82.4 (-17.6)	76.0 (-11.0)	83.3 (+1.5)
1.10: I am motivated to do the best I can in my job everyday	85.0 (-3.2)	80.0 (-14.1)	94.4 (+8.7)	76.5 (-3.5)	64.0 (-14.3)	83.3 (+1.5)

4b. Across the Areas

	Northland Dist Pros (n=9)	PNHQ - Pros (n=11)	Southern Dist Pros (n=7)	Waikato Pros (n=13)	Waitemata Pros (n=20)	Wellington Dist Pros (n=20)
Engagement Index	58.3 (--)	87.9 (-5.4)	69.0 (+11.6)	71.8 (+8.1)	70.0 (+0.6)	35.2 (+1.9)
7.1: Overall, I'm satisfied with my job	87.5 (--)	81.8 (+1.8)	57.1 (+1.5)	76.9 (+6.3)	70.0 (+3.3)	21.1 (-12.2)
7.2: Overall, I would recommend NZ Police as a great place to work	37.5 (--)	90.9 (+0.9)	71.4 (+15.8)	69.2 (+10.4)	60.0 (-2.5)	30.0 (+10.0)
7.3: I take an active interest in what happens in NZ Police	62.5 (--)	90.9 (-9.1)	71.4 (+15.8)	84.6 (+2.2)	80.0 (-3.3)	50.0 (-16.7)
7.4: I feel inspired to go the extra mile to help NZ Police succeed	50.0 (--)	90.9 (-9.1)	71.4 (+15.8)	69.2 (+10.4)	70.0 (-9.2)	35.0 (+15.0)
7.5: I feel a sense of commitment to NZ Police	62.5 (--)	90.9 (-9.1)	100.0 (+22.2)	76.9 (+6.3)	80.0 (+5.0)	50.0 (+10.0)
7.6: NZ Police inspires me to do the best I can in my job every day	50.0 (--)	81.8 (-8.2)	42.9 (-1.5)	53.8 (+12.6)	60.0 (+10.0)	25.0 (+5.0)
Work Engagement Index	91.7 (--)	87.9 (-12.1)	81.0 (+7.9)	92.3 (+9.9)	85.0 (+3.1)	63.3 (+7.7)
1.8: My job gives me a sense of personal achievement	87.5 (--)	90.9 (-9.1)	71.4 (-6.4)	84.6 (+2.2)	80.0 (+5.0)	50.0 (+3.3)
1.9: I am strongly committed to the work I do	100.0 (--)	90.9 (-9.1)	100.0 (+25.0)	100.0 (+17.6)	95.0 (+7.5)	70.0 (+3.3)
1.10: I am motivated to do the best I can in my job everyday	87.5 (--)	81.8 (-18.2)	71.4 (+4.7)	92.3 (+9.9)	80.0 (-3.3)	70.0 (+16.7)

5. Section Summary

The section summary calculates the level of agreement to questions within each of the seven sections of the survey, and provides insight into employees' overall perceptions of the District as a place to work.

5a. Across the District

	Prosecutions 2017	Prosecutions 2016	NZ Police 2017
Performance Index	55.7	57.8	63.2
The Work I Do	65.9	67.7	67.6
Learning and Development	38.5	39.3	50.0
My Team	59.7	63.2	72.2
Performance Focus	39.7	43.3	48.5
Respect and Integrity	68.4	71.9	73.4
Vision and Purpose + Communication and Cooperation	50.8	51.1	58.3
Final Thoughts	63.1	64.9	72.1

Note: Section scores are calculated based on questions common across both years to ensure that comparisons are only being made for the same set of questions.

5b. Interpretation

Results remain unchanged from 2016, and significantly less favourable than NZ Police on all but one of the survey sections ('The Work I Do'). 'Learning and Development' and 'My Team' continue to be rated much lower than NZ Police overall. Across the areas, PNHQ, Waikato, and Canterbury have the most positive views. In contrast, Wellington is by far the least positive Area, with very low favourability scores around 'Learning and Development', 'Performance Focus' and 'Vision and Purpose + Communication and Cooperation'.

5c. Across the Areas

	Auckland City Pros (n=21)	Bay of Plenty Pros (n=15)	Canterbury Dist Pros (n=18)	Central Dist Pros (n=17)	Counties/Ma nukau Pros (n=25)	Eastern Dist Pros (n=6)
Performance Index	44.1 (-11.4)	62.6 (-6.8)	68.9 (+7.9)	57.4 (+10.5)	47.4 (-10.3)	66.9 (-3.2)
The Work I Do	63.5 (-5.7)	68.0 (-9.5)	74.1 (+7.9)	66.5 (+3.3)	53.2 (-16.2)	88.3 (+9.3)
Learning and Development	27.5 (-4.9)	38.3 (+0.9)	45.8 (+0.6)	55.2 (+17.7)	21.0 (-7.3)	50.0 (-22.7)
My Team	42.0 (-14.6)	67.6 (-1.2)	60.6 (+9.6)	62.2 (-4.9)	50.3 (-6.2)	64.3 (-18.8)
Performance Focus	25.9 (-13.0)	43.8 (-13.3)	64.0 (+17.5)	35.3 (+16.7)	35.4 (-15.5)	46.7 (-0.1)
Respect and Integrity	55.2 (-12.7)	67.5 (-5.4)	80.0 (+3.0)	77.2 (+18.3)	54.4 (-16.4)	70.0 (-1.8)
Vision and Purpose + Communication and Cooperation	35.1 (-13.9)	65.3 (-4.7)	68.7 (+2.5)	50.8 (+19.9)	49.7 (-5.5)	63.6 (-2.5)
Final Thoughts	54.0 (-13.6)	76.7 (-11.5)	82.4 (+14.3)	59.8 (+4.8)	55.7 (-4.9)	72.2 (+1.0)

	Northland Dist Pros (n=9)	PNHQ - Pros (n=11)	Southern Dist Pros (n=7)	Waikato Pros (n=13)	Waitemata Pros (n=20)	Wellington Dist Pros (n=20)
Performance Index	56.8 (--)	70.1 (-1.5)	62.6 (+13.1)	70.3 (+8.8)	57.3 (-2.7)	37.4 (+1.8)
The Work I Do	75.0 (--)	78.2 (-0.8)	68.6 (+10.0)	82.1 (+5.6)	66.0 (-0.9)	49.5 (+7.3)
Learning and Development	50.0 (--)	61.4 (+3.9)	46.4 (+21.4)	53.8 (+9.7)	31.3 (-14.5)	23.8 (+2.1)
My Team	78.6 (--)	71.4 (-4.3)	65.3 (+25.6)	72.3 (-6.7)	60.7 (-7.1)	55.8 (+4.4)
Performance Focus	30.4 (--)	51.9 (+7.6)	55.1 (+5.9)	58.2 (+9.5)	35.9 (-11.7)	20.1 (+2.0)
Respect and Integrity	72.5 (--)	85.1 (-8.9)	74.3 (+5.4)	78.5 (+10.3)	76.0 (+3.0)	56.0 (-12.7)
Vision and Purpose + Communication and Cooperation	37.5 (--)	60.3 (-2.4)	57.1 (+13.7)	67.4 (+20.7)	54.8 (+3.9)	23.6 (+1.8)
Final Thoughts	58.3 (--)	87.9 (-5.4)	69.0 (+11.6)	71.8 (+8.1)	70.0 (+0.6)	35.2 (+1.9)

6. Respect and Integrity reporting

Compared to NZ Police overall, Prosecutions staff show similar levels of confidence in being able to report inappropriate behaviours, and belief that action will occur as a result. The perception that diversity is respected in one's team is less favourable compared to NZ Police overall, and fewer people within Prosecutions know who to contact to report inappropriate behaviour compared to the organisation average.

Question	Prosecutions 2017	Prosecutions 2016	NZ Police 2017
5.1: Staff in my team respect employee diversity	76.6	85.5	86.6
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	77.2	83.2	84.8
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	67.6	68.1
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)	64.0	66.1	66.9
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	58.8	57.0	60.9
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	84.2	86.6
	Yes	5.3	4.3
	No	10.5	9.1

7. Biggest differences

There were no significant improvements in survey scores from the last survey. In contrast, some notable decreases were observed. Of the five biggest decreases over the last 12 months, three items point to a key theme – feeling valued for one's contributions. Here we see scores on recognising outstanding achievement, celebrating success and appointments based on merit falling significantly. Respect for diversity has fallen by almost 10 percentage points, and effective teamwork by seven percentage points.

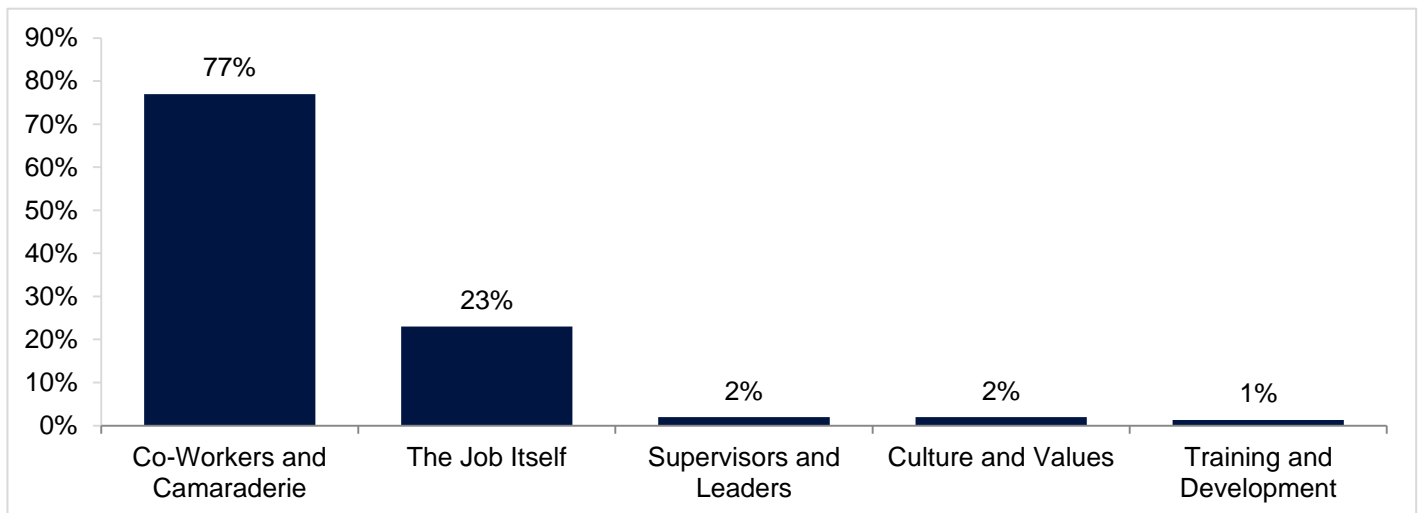
Top five positive changes since 2016	Prosecutions 2017	Prosecutions 2016	NZ Police 2017
2.1: NZ Police provides adequate training for the work I do	41.5	38.5	43.4
7.6: NZ Police inspires me to do the best I can in my job every day	48.7	46.0	58.3
6.9: NZ Police is an enjoyable place to work	64.0	61.6	70.8
6.3: I feel informed about NZ Police and its activities	49.5	47.3	55.2
4.5: Day-to-day decisions demonstrate that quality of services is a top priority for NZ Police	37.2	35.1	46.6

Top five negative changes since 2016	Prosecutions 2017	Prosecutions 2016	NZ Police 2017
5.1: Staff in my team respect employee diversity	76.6	85.5	86.6
4.1: NZ Police has appropriate ways of recognising outstanding achievement	33.9	41.9	40.7
4.2: People here are appointed to positions based on merit	24.1	31.2	30.3
3.2: I feel part of an effective team	67.2	74.2	77.9
4.3: We celebrate success in NZ Police	38.7	45.5	48.1

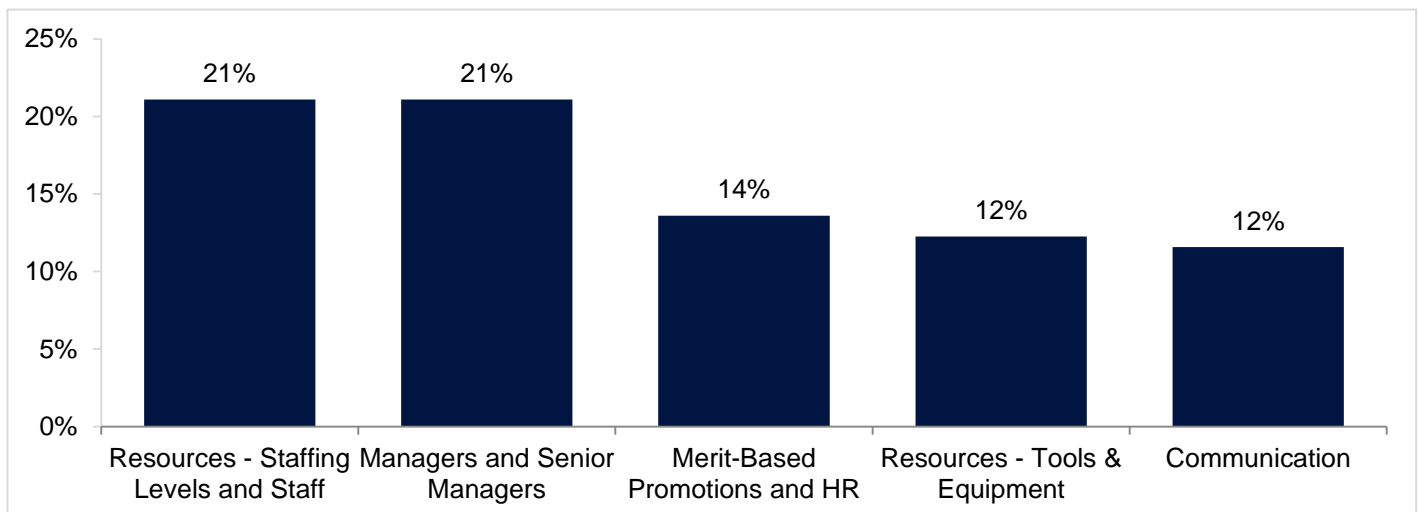
8. Comments Analysis

All employee comments to the two open-ended questions were analysed to provide further insight into the things people feel are working well and things that could be further improved. The graphs below summarise the top five key themes in response to each question. The bars represent the proportion of comments referring to each theme. Please note, any given comment may refer to more than one theme.

8a. The one thing, more than anything else, that makes NZ Police a great place to work is:



8b. The one thing, more than anything else, that needs to change within NZ Police to make it a great place to work is:



Appendix 1: All Questions

Question	Prosecutions 2017	Prosecutions 2016	NZ Police 2017
The Work I Do	65.9	67.7	67.6
1.1: The responsibilities of my job are clearly defined	79.3	83.3	76.9
1.2: I know how my work contributes to the effectiveness of NZ Police	85.1	88.2	82.5
1.3: I understand how my performance is measured	52.7	56.2	53.5
1.4: My performance is fairly assessed	48.7	53.2	51.1
1.5: I am sufficiently involved in decisions that affect the way I do my job	42.6	42.4	48.3
1.6: The level of work-related stress I experience in my job is acceptable	31.0	29.0	43.6
1.7: The work I do makes good use of my knowledge and skills	81.9	80.6	72.8
1.8: My job gives me a sense of personal achievement	73.9	77.0	75.3
1.9: I am strongly committed to the work I do	84.6	86.0	88.6
1.10: I am motivated to do the best I can in my job everyday	79.8	80.7	83.6
Learning and Development	38.5	39.3	50.0
2.1: NZ Police provides adequate training for the work I do	41.5	38.5	43.4
2.2: I am encouraged to try new ways of doing things	37.2	40.9	50.0
2.3: There are learning and development opportunities for me in NZ Police	39.6	40.8	53.9
2.4: There are career development opportunities for me in NZ Police	35.6	37.1	52.7
My Team	59.7	63.2	72.2
3.1: People in my team conduct themselves in accordance with the values expected by NZ Police	79.3	82.9	85.2
3.2: I feel part of an effective team	67.2	74.2	77.9
3.3: People are held accountable for their performance in my team	42.0	45.5	64.1
3.4: Poor performance is dealt with effectively in my team	32.3	39.0	53.4
3.5: My supervisor behaves in a way that is consistent with the values of NZ Police	76.7	81.0	84.1
3.6: My supervisor communicates the goals and objectives of our team effectively	68.3	69.7	76.1
3.7: I get regular feedback on my performance from my supervisor (formal/informal)	51.9	50.0	64.5
Performance Focus	39.7	43.3	48.5
4.1: NZ Police has appropriate ways of recognising outstanding achievement	33.9	41.9	40.7
4.2: People here are appointed to positions based on merit	24.1	31.2	30.3
4.3: We celebrate success in NZ Police	38.7	45.5	48.1
4.4: I feel my contribution is valued in NZ Police	39.7	42.2	47.6
4.5: Day-to-day decisions demonstrate that quality of services is a top priority for NZ Police	37.2	35.1	46.6
4.6: NZ Police expects high standards of performance from its people	72.0	75.9	84.5
4.7: NZ Police delivers on the promises it makes to its customers	32.3	31.2	42.0

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Prosecutions



Question	Prosecutions 2017	Prosecutions 2016	NZ Police 2017
Respect and Integrity	68.4	71.9	73.4
5.1: Staff in my team respect employee diversity	76.6	85.5	86.6
5.2: I know who to contact to report instances of workplace harassment, bullying or discrimination	77.2	83.2	84.8
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	67.6	68.1
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)	64.0	66.1	66.9
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	58.8	57.0	60.9
Vision and Purpose + Communication and Cooperation	50.8	51.1	58.3
6.1: NZ Police has a clear vision of where it's going and how it's going to get there	49.7	49.2	60.3
6.2: Communication in my District or my Service Centre is open and honest	39.2	41.4	46.7
6.3: I feel informed about NZ Police and its activities	49.5	47.3	55.2
6.4: There is a sense of 'common purpose' in NZ Police	48.7	50.0	59.5
6.5: NZ Police is interested in the views and opinions of its staff	27.0	27.4	38.7
6.6: Teams within NZ Police work well together	47.1	47.1	54.1
6.7: I feel a sense of belonging to my District or my Service Centre	58.8	63.6	61.8
6.8: NZ Police cares about the well-being of its staff	42.6	42.8	51.2
6.9: NZ Police is an enjoyable place to work	64.0	61.6	70.8
6.10: I feel I am working for an effective organisation	51.9	53.3	59.8
6.11: I intend to continue working at NZ Police for at least the next 12 months	79.8	78.6	83.0
Final Thoughts	63.1	64.9	72.1
7.1: Overall, I'm satisfied with my job	64.4	65.8	73.3
7.2: Overall, I would recommend NZ Police as a great place to work	56.1	58.8	66.1
7.3: I take an active interest in what happens in NZ Police	72.5	77.4	81.1
7.4: I feel inspired to go the extra mile to help NZ Police succeed	64.6	65.8	73.0
7.5: I feel a sense of commitment to NZ Police	72.3	75.8	80.8
7.6: NZ Police inspires me to do the best I can in my job every day	48.7	46.0	58.3

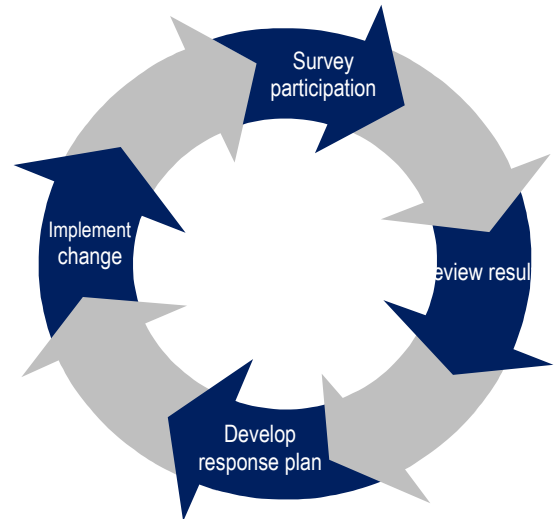
Insight to Action: Next steps

Survey participation is just one step in the survey process.

The ultimate goal of any employee survey is to **act** on peoples' feedback.

This report highlights a number of strengths and opportunities for your group to act upon. The most effective post-survey change occurs when you **focus on just two to three things** and do them well.

In order to develop a response plan with just two to three focus areas, the following steps are suggested:



1. Take time to **understand** your results - discuss these with your manager, Organisational and Employee Development (O&ED) team representative, mentor or a senior person you trust and respect

2. Hold a **feedback and response planning discussion** with your team

- The survey results will not tell you why people responded the way they did. We suggest you have a team feedback discussion to share results, and listen to what people have to say to truly understand your results

3. With the group, **identify 2 to 3 areas for response planning**

- Discuss identified topics to brainstorm ideas for action
- Build upon areas of relative strength – you do not have to focus solely on areas performing less well
- Focus on areas your group can influence, are likely to have a big impact on your group, and drive business performance
- Develop a group action plan. Ensure this is a SMART action plan – Specific, Measurable, Achievable, Relevant, Timed milestones

4. **Implement** the group action plan

5. Follow-up with your people on a regular basis and monitor progress. The most effective teams are those that incorporate their survey action plans into their periodic team meetings and assign responsibility across the team. Don't treat the survey as a once a year event – build it into your everyday business activity.

For further tips on how to drive actions using these results please visit the Intranet page.

(Intranet pathway is: Districts & Groups > People > Our workgroups > Advisors - Organisational & Employee Development > [Workplace Survey](#))

For further tips on how to drive actions using these results, please click here to visit the Intranet page.

Please note, 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:

- 0-49 people: 15%
- 50-99 people: 10%
- 100+ people: 5%