

Sarah M  
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9 May

Dear Sarah M,

**OIA 22-23-37: NZTE Investment Team Culture**

Thank you for your email of 31 March 2023 to New Zealand Trade and Enterprise (NZTE), making a request under the Official Information Act 1982 (the Act). You requested the following information:

*Please provide copies of the full aggregate OurVoice survey results for the investment team for the last 5 calendar years.*

The answer to your question is as attached in **Table One**. Where blanks exist, the category was either phased in or phased out of the survey process.

OurVoice Survey is a confidential survey that runs annually for all NZTE people. The survey asks a number of questions, which are grouped into categories for reporting purposes. People are asked to indicate their level of agreement to each question. Results are reported as the proportion of people (%) that participated who either agreed or strongly agreed to the question posed. **Table One** shows the average percentage of agreement across all the questions assigned to that category.

More detailed survey results are withheld under the following sections of the Official Information Act:

- s9(2)(a): to protect the privacy of natural persons.
- s9(2)(ba) to protect information which is subject to an obligation of confidence where the making available of the information
  - i. (i) would be likely to prejudice the supply of similar information, or information from the same source, and it is in the public interest that such information should continue to be supplied.

You have the right under section 28(3) of the Act to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at: [www.ombudsman.parliament.govt.nz](http://www.ombudsman.parliament.govt.nz) or freephone: 0800 802 602.

Yours sincerely



Melissa Trochon  
**Director – Board & Ministerial**

**Table One: Our Voice survey results for the Investment Team**

<b>Category areas</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Engagement	71%	64%	65%	61%	67%
Confidence in NZTE	79%	66%	70%	67%	76%
Alignment & Involvement	76%	78%	81%	80%	73%
Collaboration & Communication	60%	62%	70%	65%	69%
Enablement	82%	85%	96%	91%	89%
Feedback & Recognition	62%	68%	63%	63%	64%
Innovation	72%	80%	88%	82%	84%
Organisational Leadership	79%	68%	75%	75%	87%
Learning & Development	72%	68%	79%	79%	81%
People Leadership	83%	81%	80%	80%	73%
Service & Quality Focus	71%	79%	77%	66%	83%
Social Connection	71%	77%	71%	82%	79%
Teamwork & Ownership	81%	84%	84%	82%	71%
Work & Life Blend	76%	74%	87%	86%	85%
Action	68%	66%	73%	49%	57%
Our characters	76%	76%	82%	80%	82%
Diversity & Inclusion		79%	73%	75%	64%
Wellbeing				79%	77%
Knowledge		95%	83%	86%	
NZTE Unique Insight	75%	62%			
Hybrid Working					93%