



Kia ora,

This survey is designed to gather staff feedback on the draft Flexible Working From Home policy to ensure it is clear, fair, practical, and aligned with operational needs across Police.

The aggregated results will be shared with all staff before the policy is finalised.

Consultation of the draft policy has already occurred with the service organisations, Employee Led Networks and other parts of Police. Their feedback, along with survey response, will be taken into consideration as part of the consultation process.

Participating in this survey is entirely your choice. **Your responses will be kept confidential**, and your answers will be aggregated (combined) with other responses when reporting the survey results. Please consider, however, that any open text responses you give may be identifiable to people doing the survey if you provide information that is specific to an event/person that they are aware of - however we will not disclose such information in the wider reporting.

We encourage you to participate in this survey even if you have previously shared your views during earlier consultations as part of an employee-led network, and even if you are currently in a role that cannot be performed from home.

The survey will take no more than 15 minutes to complete.

Please answer the questions and submit the survey in one session. Once you submit the survey, you won't be able to change your responses.

We would very much appreciate it if you could complete the survey by **17th December**.

By clicking 'Next' below you are indicating that you have read the above and agree to participate in this survey.

If you have any queries about the survey, please contact WFH@police.govt.nz.

Thank you for your participation.



About you

1. What is your current employment type?

- Constabulary
- Police employee (non-constabulary)
- Contractor



2. What is your current work pattern?

- Rostered/shifted
- Standard business hours
- Mixed



3. What is your primary workgroup (e.g., District, PNHQ group)?



4. Which of the following best describes your role level within the organisation?

- Executive / Senior Leadership
- Manager / Supervisor
- Senior Specialist / Senior Officer
- Team member
- Other (please specify)



5. How long have you been in your current role?

- Less than 6 months
- 6 months to 1 year
- 1-2 years
- 3-5 years
- More than 5 years



6. Which WFH agreement do you have?

- Formal agreement
- Informal arrangement with my manager
- No WFH
- Other (please specify)



7. If you currently work from home, how often do you do so?

- Rarely
- A few times a month
- Once a week
- Several times a week
- Every day



Fairness, consistency, and reporting

8. Please indicate your level of agreement with the following statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The draft policy strikes an appropriate balance between employee flexibility and operational needs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The approval process will result in consistent decisions across groups and districts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The draft policy fairly recognises constraints for rostered/shift based and frontline roles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The draft policy supports team culture, collaboration, and connection.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The draft policy's reporting approach is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



9. You answered “Strongly disagree” or “Disagree” to the following questions. Please tell us what we could do to improve this next time.

The draft policy strikes an appropriate balance between employee flexibility and operational needs.

The approval process will result in consistent decisions across groups and districts.

The draft policy fairly recognises constraints for rostered/shift based and frontline roles.

The draft policy supports team culture, collaboration, and connection.

The draft policy’s reporting approach is appropriate.



Clarity, processes and accountability

10. Please indicate your level of agreement with the following statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The purpose of the draft WFH policy is clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The draft policy clearly explains who is covered.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The approval process (manager → Director endorsement → ELT panel) is easy to understand.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The criteria used to assess WFH requests are clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The criteria used to assess WFH requests are transparent.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The criteria used to assess WFH requests will enable fair decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The criteria used to assess WFH requests will enable consistent decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The limits within the policy are communicated clearly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The distinction between formal WFH agreements and ad hoc arrangements is clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The roles and responsibilities of all those involved in the provision of WFH Agreements is clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



11. You answered “Strongly disagree” or “Disagree” to the following questions. Please tell us what we could do to improve this next time.

The purpose of the draft WFH policy is clear.

The draft policy clearly explains who is covered.

The approval process (manager → Director endorsement → ELT panel) is easy to understand.

The criteria used to assess WFH requests are clear.

The criteria used to assess WFH requests are transparent.

The criteria used to assess WFH requests will enable fair decisions.

The criteria used to assess WFH requests will enable consistent decisions.

The limits within the policy are communicated clearly.

The distinction between formal WFH agreements and ad hoc arrangements is clear.

The roles and responsibilities of all those involved in the provision of WFH Agreements is clear.



Equity and inclusion

12. Please indicate your level of agreement with the following statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The policy treats different roles equitably given operational differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The policy could unintentionally disadvantage some groups (e.g., new starters, caregivers, rural staff).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



13. You answered “Strongly disagree” or “Disagree” to the following questions. Please tell us what we could do to improve this next time.

The policy treats different roles equitably given operational differences.

The policy could unintentionally disadvantage some groups (e.g., new starters, caregivers, rural staff).



Health, safety, privacy and wellbeing

14. Please indicate your level of agreement with the following statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The health and safety expectations for WFH are clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The health and safety expectations for WFH are achievable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Guidance on privacy, security, and handling sensitive information at home is sufficient.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The policy appropriately addresses wellbeing (including when WFH is OR is not appropriate).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



15. You answered “Strongly disagree” or “Disagree” to the following questions. Please tell us what we could do to improve this next time.

The health and safety expectations for WFH are clear.

The health and safety expectations for WFH are achievable.

Guidance on privacy, security, and handling sensitive information at home is sufficient.

The policy appropriately addresses wellbeing (including when WFH is OR is not appropriate).



Practicality of processes

16. Please indicate your level of agreement with the following statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The quarterly check-in and annual reporting requirements are workable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The requirement for a signed WFH Agreement and Home Working Checklist is reasonable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



17. You answered “Strongly disagree” or “Disagree” to the following questions. Please tell us what we could do to improve this next time.

The quarterly check-in and annual reporting requirements are workable.

The requirement for a signed WFH Agreement and Home Working Checklist is reasonable.



Workplace accommodation

18. Please indicate your level of agreement with the following statements.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
There are accommodation constraints in my current Police workplace that would limit the implementation of this policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are constraints such as availability of private workspaces/meeting rooms in my current Police workplace that would limit the implementation of this policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



19. You answered “Strongly disagree” or “Disagree” to the following questions. Please tell us what we could do to improve this next time.

There are accommodation constraints in my current Police workplace that would limit the implementation of this policy.

There are constraints such as availability of private workspaces/meeting rooms in my current Police workplace that would limit the implementation of this policy.



20. What parts of the draft policy **work well** for your role/team and why?



21. What parts of the draft policy **work less well** or **create barriers**?



22. Are there scenarios missing (e.g., disaster response, cross-agency work, remote sites)?



23. Any other comments?



If you are willing to be contacted for follow-up (focus group or clarification), please provide your name and email address below (optional).

24. Your name

25. Your email address

Annex A

WFH

**Working From Home
Staff Consultation
Survey**

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Note: Thematic analysis in this document was created with assistance of Copilot Chat.

1. Document overview

This report summarises the findings of a workforce survey on working from home arrangements. The survey gathered staff experiences and perspectives to identify key themes and inform future policy considerations.

The organisation sincerely thanks all staff who participated in the survey. Their time and thoughtful feedback have been essential in developing an evidence-based understanding of how working from home is experienced across the workforce.

The report presents the key themes identified from the survey, discusses the implications for work from home policy and practice, and includes an appendix outlining the data used to inform the analysis.

2. Who responded to the survey

What is your current employment type?

■ Constabulary ■ Police employee (non-constabulary)



What is your current work pattern?

■ Standard business hours ■ Rostered / shifts ■ Mixed



Which of the following best describes your role level within the organisation?

■ Team member ■ Manager / Supervisor ■ Senior Specialist / Senior Officer ■ Other ■ Executive / Senior Leadership



2. Who responded to the survey (continued)

Which WFH agreement do you have?

■ Informal arrangement with my manager ■ No WFH ■ Formal agreement



Working from Home: Number of Days Analysis

Nearly 40% of all respondents' report working from home more than 1 day per week.

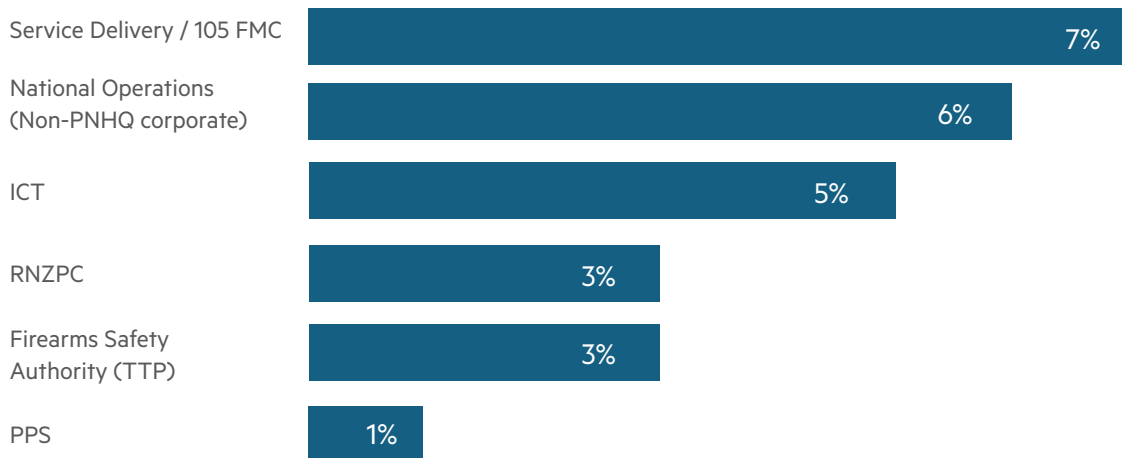
601 respondents reported working more than one day per week from home ("several times a week" + "every day").

This represents 37.9% of respondents who answered the frequency question (base n=1,586).

What is your primary workgroup



Self-reported workgroups



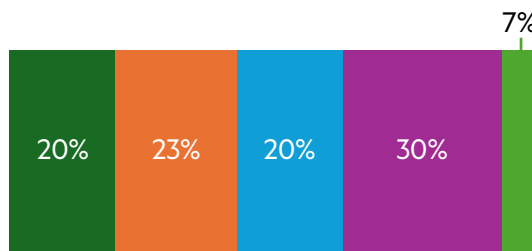
Equity & consistency concerns

Equity and consistency concerns have been expressed and are exemplified by multiple comments describing uneven access (some teams/managers allow it, others “ban” it), perceptions of favouritism, and unclear definitions (WFH vs remote, formal vs informal). Staff want transparent criteria, manager empowerment, and clear escalation/appeal pathways.



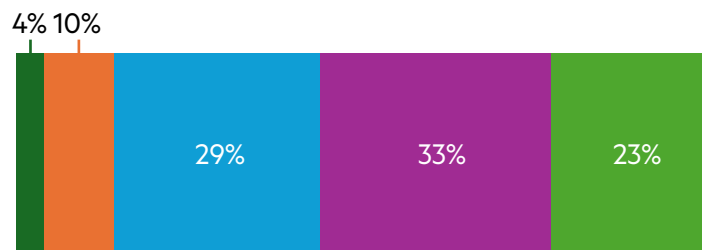
The draft policy strikes an appropriate balance between employee flexibility and operational needs.

Strongly disagree Disagree Neutral Agree Strongly agree



The policy could unintentionally disadvantage some groups.

Strongly disagree Disagree Neutral Agree Strongly agree



The practice of manager led ad hoc flexibility

A significant proportion of managers are influencing the adoption of work from home indicating **ad-hoc WFH** arrangements are being used for work where concentration and quiet working conditions are required, and where circumstances such as back-to-back online meetings, medical appointments, school pick-ups/caregiving, or post-illness recovery apply. Many say **informal arrangements** were discussed at **recruitment** or **team level meetings**, even when not formally documented.

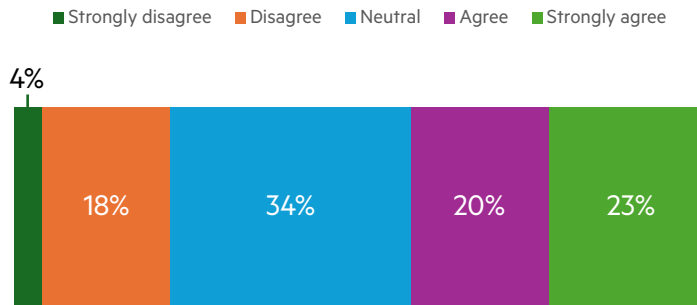


Accommodation constraints at Police worksites

Work from home is necessitated by lack of space at Police work sites. Roster constraints drive WFH as many describe rostered office attendance (e.g., 3 days per fortnight) due to desk/meeting room constraints, with remaining days WFH. Kadence booking and building capacity limits are frequently cited. This hybrid is a practical necessity rather than a preference and is particularly prevalent in feedback from ICT.



There are accommodation constraints in my current Police workspace that would limit the implementation of this policy.



Notable differences by function

PNHQ/Corporate & ICT: Strong demand for hybrid flexibility driven by space constraints and rosters; many teams are already operating a de facto hybrid model.

District/frontline/shifted: Acceptance that not all duties can be done remotely, but consistent interest in ad hoc WFH for suitable tasks or circumstances (study, administrative tasks, medical, caregiving).

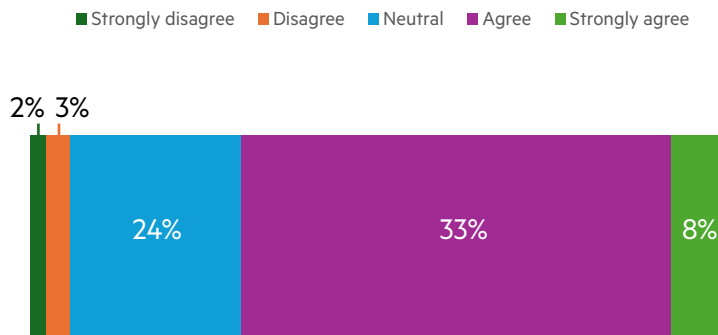


Wellbeing, inclusion, and retention

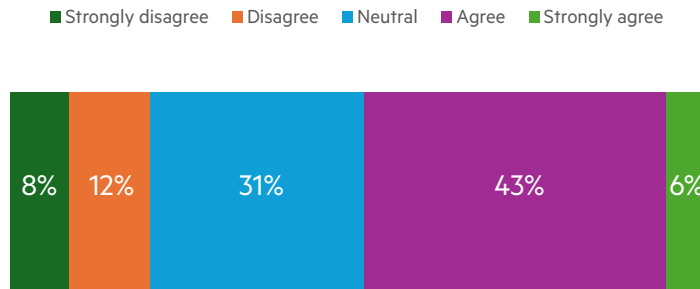
Respondents report that WFH supports mental health, work-life balance, disability/chronic pain management and caregiver responsibilities. Several note morale and retention risks if flexibility is constrained.



The health and safety expectations for WFH are clear.



The policy appropriately addresses wellbeing (including when WFH is OR is not appropriate).

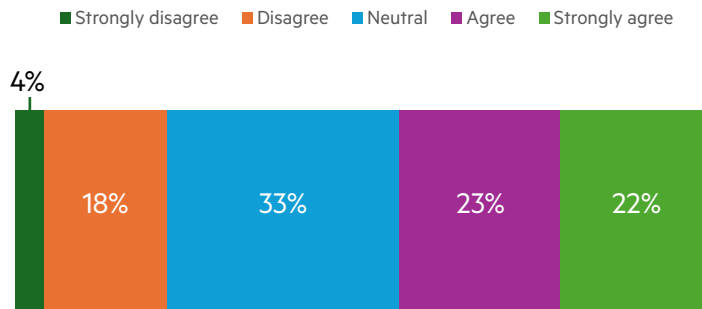


Productivity and role/task fit

Respondents pointed to significant wellbeing and productivity benefits, and many cite higher focus and output from home (fewer office distractions/ and time and cost of commutes), using WFH as “deep work” days. Equally, some prefer the office 4–5 days and rarely WFH—reinforcing the view that task/role should drive the mix rather than a blanket rule.



There are constraints such as availability of private workspaces/meeting rooms in my current Police workplace that would limit the implementation of this policy.

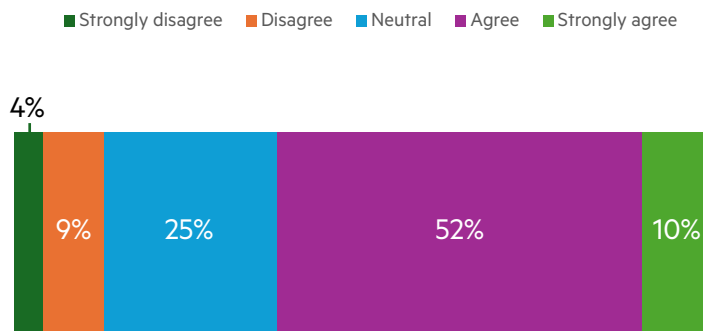


Operational realities & constraints

Frontline, shifted, security sensitive, or public facing roles report limited WFH feasibility, yet still seek ad hoc flexible working options (e.g., study, paperwork, injury/light duties) when appropriate.



The requirement for a signed WFH Agreement and Home Working Checklist is reasonable.

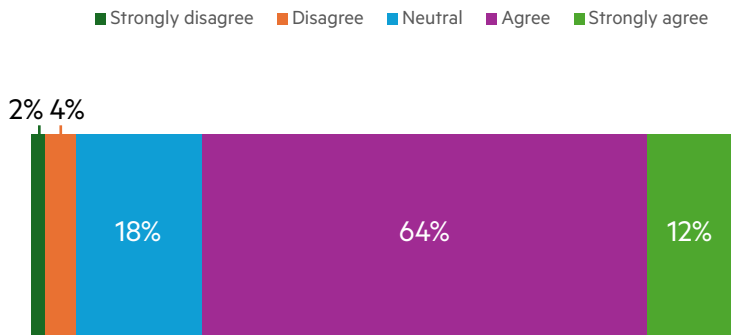


Policy clarity & terminology

There is a need for more clarity of terms used in the policy such as several comments reflect confusion about what counts as “formal” vs “informal” and the status of WFH within FEO. Some mention promises during hiring later being revoked. Clarifying language and codifying ad hoc WFH (separate from remote by role) would remove ambiguity.



The draft policy clearly explains who is covered.



3. Implications for WFH policy

Implications for the WFH policy

Many respondents were opposed to what they perceived as centralised and rigid limits in the draft policy rather than immediate managers providing leadership on flexibility. Codify manager led flexibility: The bulk of practice being already manager mediated and ad hoc. Respondents indicated the policy should formalise this with clear criteria and guardrails.

Differentiate “WFH” vs “remote worker”: Many roles are remote by design (e.g., recruited to work from anywhere); this needs distinct treatment from occasional WFH for office based roles.

Address equity/consistency: Provide transparent eligibility, documentation light templates, and appeal/review options to reduce perceived favouritism.

Accommodate space realities: Where desking limits or rosters exist (notably Walton Leigh/ICT), the policy should recognise hybrid as an operational necessity.

Enable wellbeing & inclusion: Embed FEO/medical pathways and caregiver considerations explicitly; allow part days and ad hoc use where duties permit .

4. Full survey data

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
The policy treats different roles equitably given operational differences.	14.08% (268)	15.34% (292)	33.37% (635)	33.16% (631)	4.05% (77)	1903	2.98
The policy could unintentionally disadvantage some groups (e.g., new starters, caregivers, rural staff).	4.20% (80)	10.02% (191)	29.16% (556)	33.25% (634)	23.39% (446)	1907	3.62

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
The draft policy strikes an appropriate balance between employee flexibility and operational needs.	20.44% (392)	23.20% (445)	19.81% (380)	29.56% (567)	6.99% (134)	1918	2.79
The approval process will result in consistent decisions across groups and districts.	11.86% (227)	18.91% (362)	28.11% (538)	33.86% (648)	7.26% (139)	1914	3.06
The draft policy fairly recognises constraints in rostered/shift based and frontline roles.	7.59% (145)	7.23% (138)	32.62% (623)	43.72% (835)	8.85% (169)	1910	3.39
The draft policy supports team culture, collaboration, and connection.	13.32% (255)	20.94% (401)	26.42% (506)	32.06% (614)	7.26% (139)	1915	2.99
The draft policy's reporting approach is appropriate.	9.31% (178)	13.18% (252)	35.62% (681)	35.15% (672)	6.75% (129)	1912	3.17

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
The health and safety expectations for WFH are clear.	2.27% (43)	3.38% (64)	24.26% (460)	62.03% (1,176)	8.07% (153)	1896	3.7
The health and safety expectations for WFH are achievable.	2.80% (53)	3.54% (67)	27.45% (519)	57.64% (1,090)	8.57% (162)	1891	3.66
Guidance on privacy, security, and handling sensitive information at home is sufficient.	2.22% (42)	4.49% (85)	20.49% (388)	62.83% (1,190)	9.98% (189)	1894	3.74
The policy appropriately addresses wellbeing (including when WFH is OR is not appropriate).	8.51% (161)	11.73% (222)	30.64% (580)	43.26% (819)	5.86% (111)	1893	3.26

4. Full survey data (continued)

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
There are accommodation constraints in my current Police workplace that would limit the implementation of this policy.	4.26% (81)	18.19% (346)	34.81% (662)	19.72% (375)	23.03% (438)	1902	3.39
There are constraints such as availability of private workspaces/meeting rooms in my current Police workplace that would limit the implementation of this policy.	3.99% (76)	17.75% (338)	33.19% (632)	23.06% (439)	22.01% (419)	1904	3.41

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
The quarterly check-in and annual reporting requirements are workable.	3.79% (72)	8.05% (153)	29.04% (552)	51.50% (979)	7.63% (145)	1901	3.51
The requirement for a signed WFH Agreement and Home Working Checklist is reasonable.	4.21% (80)	8.52% (162)	24.93% (474)	52.08% (990)	10.26% (195)	1901	3.56

Statement	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Weighted Average
The purpose of the draft WFH policy is clear.	4.57% (87)	7.15% (136)	20.98% (399)	58.25% (1,108)	9.04% (172)	1902	3.6
The draft policy clearly explains who is covered.	2.10% (40)	4.26% (81)	18.03% (343)	63.35% (1,205)	12.25% (233)	1902	3.79
The approval process (manager » Director endorsement » ELT panel) is easy to understand.	3.21% (61)	6.83% (130)	21.71% (413)	59.04% (1,123)	9.20% (175)	1902	3.64
The criteria used to assess WFH requests are clear.	4.69% (89)	10.96% (208)	27.36% (519)	50.55% (959)	6.43% (122)	1897	3.43
The criteria used to assess WFH requests are transparent.	6.07% (115)	11.13% (211)	31.12% (590)	45.46% (862)	6.22% (118)	1896	3.35
The criteria used to assess WFH requests will enable fair decisions.	10.26% (195)	18.95% (360)	35.00% (665)	31.05% (590)	4.74% (90)	1900	3.01
The criteria used to assess WFH requests will enable consistent decisions.	8.27% (157)	15.96% (303)	36.67% (696)	33.98% (645)	5.11% (97)	1898	3.12
The limits within the policy are communicated clearly.	4.02% (76)	8.04% (152)	31.25% (591)	49.76% (941)	6.93% (131)	1891	3.48
The distinction between formal WFH agreements and ad hoc arrangements is clear.	4.32% (82)	7.74% (147)	23.76% (451)	53.21% (1,010)	10.96% (208)	1898	3.59
The roles and responsibilities of all those involved in the provision of WFH Agreements is clear.	2.95% (56)	4.94% (94)	28.30% (538)	56.18% (1,068)	7.63% (145)	1901	3.61

Staff survey open on proposed Working from Home Policy

by [THOMAS, Gareth \[GTEX79\]](#)

Created on behalf of [MACDONALD, Leigh \[LMVC64\]](#)

Published on 04/12/2025 - 3:04 pm Last modified 04/12/2025 - 3:10 pm

Kia ora koutou,

As part of the [Commissioner's Workplan](#), Police is developing a Working from Home (WFH) Policy.

This is included in the creation of a broader People Strategy to ensure Police has the necessary capability to deliver organisational priorities.

A proposed policy has been prepared for staff to read. You can find the document on the [Working from Home Policy Ten One page](#).

The draft policy aligns with the Public Service Commission's [guidance](#) on working from home provided to public sector agencies.

Some consultation has already occurred with service organisations and Employee Led Networks and we now invite all staff to offer feedback via [this survey](#).

[The survey](#) is open for two weeks from today to 17 December.

All feedback will be read, collated and considered to assist in the development of a formal policy.

While all feedback will remain confidential, it is intended that we will publish anonymised themes on the [WFH Ten One page](#) in the New Year.

It is important to stress that no final decisions have been made and that we look forward to receiving your feedback.

Thank you,

Leigh

Leigh MacDonald
Chief People Officer

Note - this message is also being provided via an all-staff email

Category:

HR news

District:

National Auckland Bay of Plenty Canterbury Central Counties Manukau
Eastern Northland PNHQ/Service Centres RNZPC Southern
Tāmaki Makaurau: Deployment Tāmaki Makaurau: Partnerships Tasman
Waikato Waitematā Wellington

From: [WFH](#)
To: [WFH](#)
Bcc: [CLEVELY, Penelope](#)
Subject: Staff survey open on proposed Working from Home Policy
Date: Thursday, 4 December 2025 3:13:38 pm

Kia ora koutou,

As part of the [Commissioner's Workplan](#), Police is developing a Working from Home (WFH) Policy.

This is included in the creation of a broader People Strategy to ensure Police has the necessary capability to deliver organisational priorities.

A proposed policy has been prepared for staff to read. You can find the document on the [Working from Home Policy Ten One page](#).

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While all feedback will remain confidential, it is intended that we will publish anonymised themes on the [WFH Ten One page](#) in the New Year.

It is important to stress that no final decisions have been made and that we look forward to receiving your feedback.

Thank you,

Leigh MacDonald

Leigh MacDonald
Chief People Officer
Police National Headquarters

Still time to have your say on the proposed Working from Home Policy

by [THOMAS, Gareth \[GTEX79\]](#)

Created on behalf of [MCDOUGALL, Julie \[JMFM75\]](#)

Published on 11/12/2025 - 8:43 am Last modified 11/12/2025 - 8:43 am

Kia ora koutou,

Thank you to everyone who has completed the survey on a proposed Working from Home Policy.

We are keen to hear from as many staff as possible, so to have your say and make sure your feedback is included, this is a reminder that the survey is open until next Wednesday, 17 December.

The link to the survey has been emailed to all staff. You can also find the survey and the draft policy document on the [Working from Home Policy Ten One page](#).

We look forward to sharing the key findings with staff in the New Year, and how it will assist in the development of the policy.

Thank you.

Category:

HR news

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National Auckland Bay of Plenty Canterbury Central Counties Manukau
Eastern Northland PNHQ/Service Centres RNZPC Southern
Tāmaki Makaurau: Deployment Tāmaki Makaurau: Partnerships Tasman
Waikato Waitematā Wellington

Proposed Working from Home Policy – next steps

by THOMAS, Gareth [GTEX79]

Created on behalf of **MCDUGALL, Julie [JMFM75]**

Published on 21/01/2026 - 10:25 am Last modified 21/01/2026 - 10:25 am

People Group would like to thank everyone who took the time to take part in the all-staff survey on the draft Working from Home Policy.

We are grateful for your engagement and considered comments.

We are now collating all results, compiling themes and preparing to present these to the Executive Leadership Team (ELT), scheduled for the second week of February.

Following the submission to ELT, we intend to share the survey's key findings with staff and advise everyone on the next steps in the development of the policy.

In the meantime, if you have any questions, you can email us at WFH@police.govt.nz

All previous communications to staff, and the draft Working from Home Policy, can be found on the [Working from Home Policy page on Ten One](#).

Thank you.

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Update - Proposed Working from Home Policy (WFH)

by CLEVELY, Penelope [PCBR70]

Created on behalf of **MCDUGALL, Julie [JMFM75]**

Published on 23/02/2026 - 9:48 am Last modified 23/02/2026 - 10:02 am

A quick update on the Working from Home policy.

We expect to be in a position to formally communicate the final Policy with you in early March. Thank you for your patience.

In the meantime, if you have any questions, you can email us at WFH@police.govt.nz

All previous communications to staff, and the draft Working from Home Policy, can be found on the [Working from Home Policy page on Ten One](#).

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The new Working from Home Policy

by CLEVELY, Penelope [PCBR70]

Created on behalf of **CHAMBERS, Richard [RCG513]**

Published on 12/03/2026 - 2:22 pm Last modified 12/03/2026 - 3:10 pm

Colleagues,

The new Working from Home policy has been finalised after taking into consideration recent staff survey results. There was strong engagement from staff and I thank you for your considered submissions.

The policy is aimed at ensuring there is consistency, fairness and transparency in the management of Working from Home agreements.

It also provides clarity on the distinction between Flexible Employment Opportunities and Working from Home policies.

It will give leaders a clear picture of working from home arrangements, assisting with workforce planning.

I know the ability to work from home is valued by many staff who are able to do so. This policy strikes the balance in allowing for that while recognising the importance of being in the workplace alongside colleagues.

Having staff working in the workplace reinforces visibility and is important for collaboration and connection across the organisation.

The new policy meets Public Service Commission guidance on Working from Home policies.

I expect this to be implemented and managed by leaders. A panel appointed by the Executive Leadership Team is in place to consider applications. The members of the panel consist of Assistant Commissioners and an Executive Director.

You will find the WFH Staff Survey Results, the approved policy, information concerning implementation and Q&As [on the dedicated WFH site here](#).

Richard Chambers
Commissioner of Police

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