

5 May 2026

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Tēnā koe Wilhelmina

***Request for information***

Thank you for your Official Information Act 1982 (OIA) request of 12 March 2026. You requested:

*Please provide the full survey, as well as results and feedback pertaining to the Work From Home survey sent to all Police staff at the end of 2025. Please also provide any communications made to staff once the survey results were collected, pertaining to further gathering of staff feedback once results were collected. Please advise if staff were consulted with once feedback results were collected, prior to the final policy being released.*

In December 2025 Police released a draft Working from Home (WFH) policy and invited staff to provide feedback to inform the development of the final policy. This WFH survey was sent to staff on 4 December 2025 and ran to 17 December 2025, however, the survey link was kept open until 12 January 2026 to allow for any late feedback. Please find attached:

- Appendix A containing a copy of the full survey and a summary of the results with feedback grouped into themes; and
- Appendix B containing copies of communications made to staff regarding the WFH survey or its results.

Please note that as part of its commitment to openness and transparency, Police proactively releases some information and documents that may be of interest to the public. An anonymised version of this response may be publicly released on the New Zealand Police website.

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

Nāku noa, nā



Leigh MacDonald  
Chief People Officer  
New Zealand Police