



16-E-157

13th June 2016

Bree White
fyi-request-4108-a198d6do@requests.fyi.org.nz

Dear Bree

OFFICIAL INFORMATION REQUEST

I refer to your request made under the Official Information Act 1982, dated 5 June 2016.

You have asked for information on staff engagement. The Department's responses to questions 1 to 5 are provided below:

Question 1) Have you ever conducted staff engagement surveys?

Answer: Yes

Question 2) What staff engagement survey do you use or have you used:

Answer: Kenexa (currently) and Gallup (previously)

Question 3) How frequently have you been conducting staff engagement surveys up to the last one you did?

Answer: Annually since 2008, however the Department did not conduct a staff engagement survey in 2014.

Question 4) If you haven't done one in 2016, are you intending to conduct a staff engagement survey in 2016, or whenever the next regularly scheduled survey is?

Answer: The Department's staff engagement survey for 2016 was conducted in May.

Question 5) If the answer to questions 4) or 1) is "no", why not? Please provide the memorandum, meeting minutes and/or decision documenting the reason for not conducting staff satisfaction surveys, discontinuing the survey, or changing the frequency you conduct surveys.

Answer: Not applicable

Question 6) Please provide the questions and complete results (e.g. agency level, directorate level, team level) of your staff engagement survey from 2008 to 2016.

Answer: The broad nature of your request in Question 6 is not considered to be in keeping with the provisions of the Act.

The Department has some accessible agency level data going back to 2008, but directorate and team level results would require a great deal of searching through



files and would involve paying Gallup and Kenexa to provide us with historical data. To give an indication of the scale of this exercise - the Department is made up of approximately 350 teams, which would mean searching for and sending approximately 2,500 team reports (spanning 2008 - 2016) to you (as well as the agency level and directorate level data). There have been multiple structure changes to teams over this period, which adds further complexity. It is likely to take several months to gather and send all of this information.

In terms of the legislation, requests for information need to specify the official information that is sought with due particularity (section 12(2) Official Information Act refers).

Accordingly, your request is likely to be declined under section 18(f) Official Information Act (requests requiring substantial collation or research can be declined) unless you can be more specific. If you can, please contact Sally Thomas on phone number (04)471 3066 or by email sathomas@doc.govt.nz and the request will be considered further.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Shaun O'Connor', with a horizontal line extending to the right.

Shaun O'Connor
Director, Organisational Development Unit
for Director-General