



04 JUL 2016

Bree White
Email: fyi-request-4111-319d86c4@requests.fyi.org.nz

Dear Bree White

Official Information Act Request Relating to Staff Engagement Surveys

I refer to your Official Information Act request received by the Department of the Prime Minister and Cabinet (DPMC) on 5 June 2016 which asked for: "... information on staff engagement:

- 1) *Have you ever conducted staff engagement surveys?*
- 2) *What staff engagement survey do you use or have you used: Kenexa, Gallup, Winsborough, other, internally-developed?*
- 3) *How frequently have you been conducting staff engagement surveys up to the last one you did?*
- 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?*
- 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.*
- 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."*

For clarity, this response does not include any staff engagement surveys conducted of staff within the Canterbury Earthquake Recovery Authority (CERA) which became a departmental agency within DPMC on 1 February 2015.

Our records show that DPMC conducted staff engagement surveys in 2005, 2006, 2008, 2010, 2012, and 2014. These surveys were conducted for DPMC by Winsborough Limited. The next DPMC staff engagement survey is planned for October 2016, and this is the next regularly scheduled survey. Please find enclosed copies of the questions and results of the DPMC staff engagement surveys from 2008 to 2016 as set out in the table below.

Document Title	Date
DPMC Climate Questions 2008 (same questions used for 2010 survey).	<i>Approximate date April 2008</i>
Report: Climate Results: Overall Organisational Report 2008	April 2008
Report: Overview of Climate Results May 2008	May 2008
Overview of DPMC Engagement and Climate Results 2010	May 2010
Winsborough Limited DPMC Climate Questionnaire 2012	June 2012
Engagement and Climate Survey Overview of Results 2012	June 2012
DPMC Climate & Engagement Survey 2014	October 2014

Document Title	Date
Engagement & Climate Report December 2014	December 2014

These reports and questionnaires have been released to you in full, other than some contact details that have been withheld from the 2014 questionnaire. There are some additional documents that are relevant to your request that have been withheld. The withheld information relates to reports of survey results broken down to individual business units. Due to the small samples represented in these business units there is the possibility that individual staff members may be identified and linked to information in the survey results and comments made. The release of this information is very likely to make staff more reluctant to both complete or to provide free and frank comment in staff engagement surveys in the future. This information has been withheld under the following sections of the Official Information Act:

- section 9(2)(a) to "*protect the privacy of natural persons, including that of deceased natural persons.*"
- section 9(2)(ba)(i) to "*protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information 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.*"

No public interest in releasing the withheld information has been identified that would be sufficient to override the reasons for withholding it.

You are entitled to ask the Ombudsman to review this response under section 28(3) of the Official Information Act. You can contact the Ombudsman online via the Ombudsman website, by email (info@ombudsman.parliament.nz) or by post to The Ombudsman, PO Box 10152, Wellington 6143. Further details can be found on the Ombudsman website at: www.ombudsman.parliament.nz.

Yours sincerely



Anne Shaw
Director, Office of the Chief Executive