

OC250167

26 March 2025



I refer to your request for information under the Official Information Act 1982 (the Act) dated 28 February 2025. I have responded to your questions in turn below:

When did the Ministry last complete a staff engagement survey?

The last staff engagement survey was completed in June 2022 – *How we are travelling*

A summary of the key findings of this engagement survey

Summary of the above survey:

- 81% of staff completed the survey - 19% above the benchmark.
- Average engagement score 67% was considered an excellent result, and an improvement on the previous survey by 3%.
- Our small size was seen as a positive in relation to access but challenging for career development.
- 73% of staff had been with the Ministry for less than 2 years, and 41% were considering leaving within 12 months.

How frequently does the Ministry undertake staff engagement surveys?

There is no confirmed plan or cycle for running staff engagement surveys.

When is the next staff engagement survey planned?

There is no current date scheduled for the next staff engagement survey.

Ministry staff along with other New Zealand public servants working in departments and departmental agencies recently participated in Te Taunaki Public Service Census. The Census ran from 3-21 March 2025. It covered employee experiences and demographic information, giving valuable insights about capability and culture across Public Service organisations. The Public Service Commission anticipate publishing the Census results in July 2025.

What is the Ministry's current staff turnover rate?

The Ministry's unplanned turnover as of 30 June 2024 was 29%.

How does this compare to the Ministry's staff turnover rate over the past 3 years?

| FY 2022/23 | FY 2021/2022 | FY 2020/21 |
|------------|--------------|------------|
| 34% | 27% | 26% |

How does the Ministry's staff turnover rate compare to the public sector average?

The agencies workforce data is released on the Public Service Commission's website, which includes turnover data: <https://www.publicservice.govt.nz/research-and-data>

Is the Ministry concerned about its staff turnover?

The Ministry recognises it is an area we can improve on. Staff turnover, along with the recruitment of specific skill sets and improving access to relevant development opportunities are already focus areas for the Ministry. We are tackling these as priorities through the development and delivery of a workforce strategy.

You have the right to seek an investigation and review of this response by the Ombudsman, in accordance with section 28(3) of the Act. The relevant details can be found on the Ombudsman's website www.ombudsman.parliament.nz

The Ministry publishes our Official Information Act responses and the information contained in our reply to you may be published on the Ministry's website. Before publishing we will remove any personal or identifiable information.

Nāku noa, nā



Hilary Penman
Manager, Ministerial and Executive Services