

Our Ref DOIA 22-022

13 August 2021

[s 9(2)(a)]

[s 9(2)(a)]@rnz.co.nz

Wellington Office
Radio New Zealand House
155 The Terrace
PO Box 5501
Wellington 6145
New Zealand
T 0800 665 463
F +64 4 472 2244
E customersupport@linz.govt.nz
W www.linz.govt.nz

Dear [s 9(2)(a)]

Response to your official information request

Thank you for your official information request received on 16 July 2021.

You requested:

- *The latest two staff surveys relating to morale, job safety, security, bullying and harassment and similar from all departments*
- *In whatever format or formats, it has been communicated to senior leadership.*
- *And any resulting changes from leadership including emails to staff and/or unions*

Please find enclosed the information requested. In responding to your request, we have provided material relating to:

- Employee engagement surveys from 2019 and 2020 (known internally as *Urupounamu*), and,
- Employee wellbeing pulse surveys from 2020.

Communications to senior leaders and staff regarding the results for the engagement surveys and the wellbeing surveys have also been included, as have organisational communications and guidance regarding bullying and harassment.

As there is a range of material being released, we have provided an itemised list of documents as an appendix.

Please note however, in attachment 10 information relating to an employee of Toitū Te Whenua LINZ has been withheld under section s.9(2)(a) of the Official Information Act to protect the privacy of natural persons, including that of deceased natural persons.

We are of the view that the withholding of this information is not outweighed by other considerations which render it desirable in the public interest to make that information available.

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 or freephone 0800 802 602.

If you wish to discuss this decision with us, please feel free to contact Peter Hill prhill@linz.govt.nz.

In addition to the material released by us, we understand that Te Kawa Mataaho Public Service Commission will be providing material relating to the 2019 *WeCount* survey and this year's Public Service Census. They will also provide system level information and explanatory material in relation to those surveys, as well as other information describing system-level programmes in relation to health and safety, and positive and safe workplaces.

Yours sincerely



Peter Fenton
Kaihautū Organisational Effectiveness

Appendix

Documentation for release:

Item	File name	Description of content
1.	2019 Urupounamu Stand Up Slides for Lisa - 21 March 2019	Employee survey results
2.	Urupounamu LINZ Wide Results 2019	Employee survey results – item level detail
3.	Urupounamu presentation ELT 11 March 2019	Employee survey results – item level detail; includes previous 3 years for some items
4.	ELT Urupounamu presentation 05102020	Employee survey results for Executive Leader consideration
5.	Whatukura article – CE Notes NOTES_Urupounamu video from Gaye_8 Oct	CE's speech to the organisation summarising findings and the way forward
6.	Urupounamu 2020 comms points for ELT	Key messages for Executive Leaders to share with their people
7.	Urupounamu report Sept 2020	Employee survey results by business area
8.	Urupounamu results_2020	Employee survey results – item level detail by business area
9.	Wellness Check Covid 19 April 2020	Outline of LINZ Wellbeing Pulse Survey
10.	Whatukura article - Update from Gaye - 30 April	Weekly update from the CE outlining Wellbeing Survey
11.	Wellbeing Pulse Check report 4th May	Results from first pulse survey with recommended actions
12.	Wellbeing Pulse Check report 25th May	Results from second pulse survey with recommended actions
13.	Wellbeing Pulse Check report 22nd June	Results from third pulse survey with recommended actions
14.	Whatukura article - Update from Gaye 24 May 2020	Weekly update from the CE outlining Wellbeing Survey
15.	Whatukura article - It's Pink Shirt Day - video from ELT	Promotional material from senior leadership about Pink Shirt Day
16.	Whatukura article -ELT Pink Shirt Day video summary notes	Transcript to item 15.
17.	Whatukura article - This Friday is Pink Shirt Day - get your shirt ready!	Promotional material for employees distributed through the intranet
18.	Whatukura article - Speak up about inappropriate behaviour	Information for employees on speaking up against bullying, harassment, and discrimination
19.	Whatukura article - Pink Shirt Day on Friday - read our Workplace Free from Unwelcome or Inappropriate Behaviour policy	Promotional material about Pink Shirt Day and supporting information on organisational policy
20.	Whatukura article - Mental wellbeing support and resources	Employee guidance on mental wellbeing support and resources
21.	Whatukura article - Getting-Help-and-Advice	Employee guidance on help and advice from Worksafe NZ available to employees via intranet

22.	Whatukura article - PSD-2018-WORKPLACE-TOOLKIT-FS1	Factsheet about workplace bullying from Worksafe NZ available to employees via intranet
23.	Whatukura article - Access confidential counselling and professional advice (EAP)	Employee guidance on how to access confidential counselling and professional advice (EAP)

Proactive Release