

EMPLOYEE HEALTH AND WELLBEING SURVEY

Office of the Prime Minister -
Overview Report

PRESENTED TO

Office of the Prime Minister

PRESENTED BY

Office of the Public Service
Commissioner

Te Puna Vai Mārama

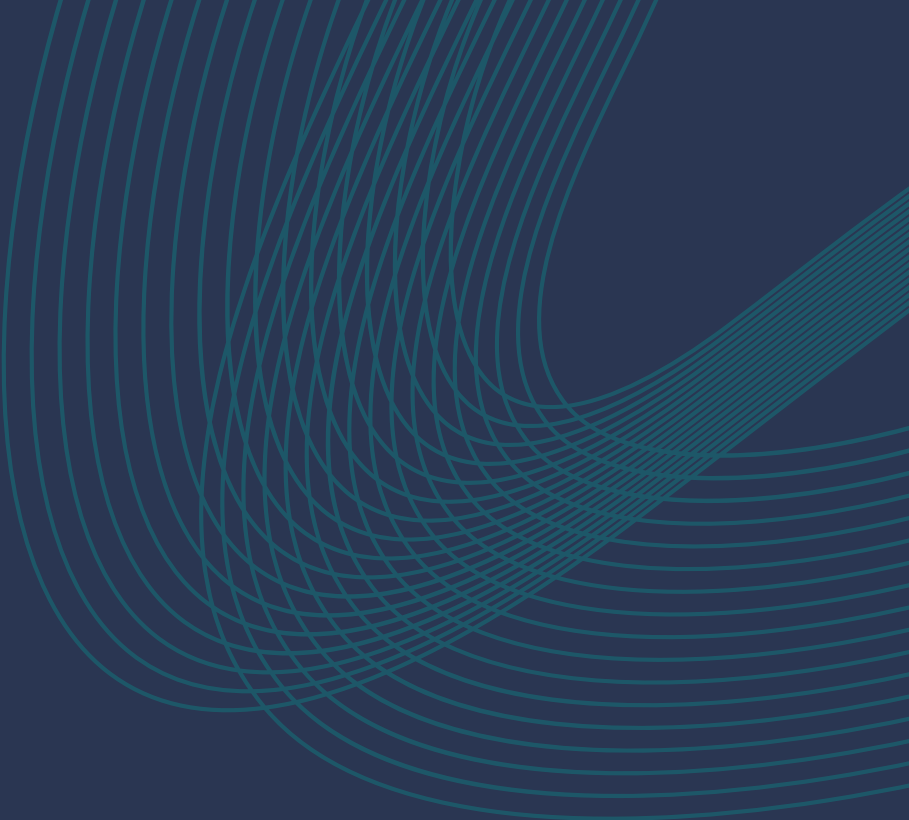


TABLE OF CONTENTS

Summary	3
Key demographics	4
Workplace Values and Culture	5
What supports work-life balance?	6
Barriers to work-life balance	7
Suggested improvements	8
Workplace sentiments	9
Final Comments	10
Disclaimer	11

SUMMARY

The Health & Wellbeing Employee Engagement Survey is designed to support Public Sector agencies to build positive workplace cultures that reflect the Public Sector values of Honesty, Impartiality, Service, Transparency, Accountability, Respect, Effectiveness and Efficiency.

The first survey was launched on 7 June 2022 and this year it was launched on 14 May 2025. The survey results provide Agencies with a snapshot on employee satisfaction and workplace culture. In total, including the Pa Enua, 835 employees participated.

Only agencies that have a response rate of 25% or higher receive individual reports. In survey reporting particularly for workplace health and wellbeing a minimum of 5-10 respondents are typically considered necessary to preserve confidentiality and avoid deductive disclosure (i.e., being able to guess who said what). In line with internationally recognized confidentiality standards (e.g. U.S. Office of Personnel Management, Australian Bureau of Statistics, NZ Ministry of Education), individual agency reports are also only provided for agencies that have both a response rate greater than or equal to 25% and have at least 10 respondents per agency to avoid any risk of identifying individuals.

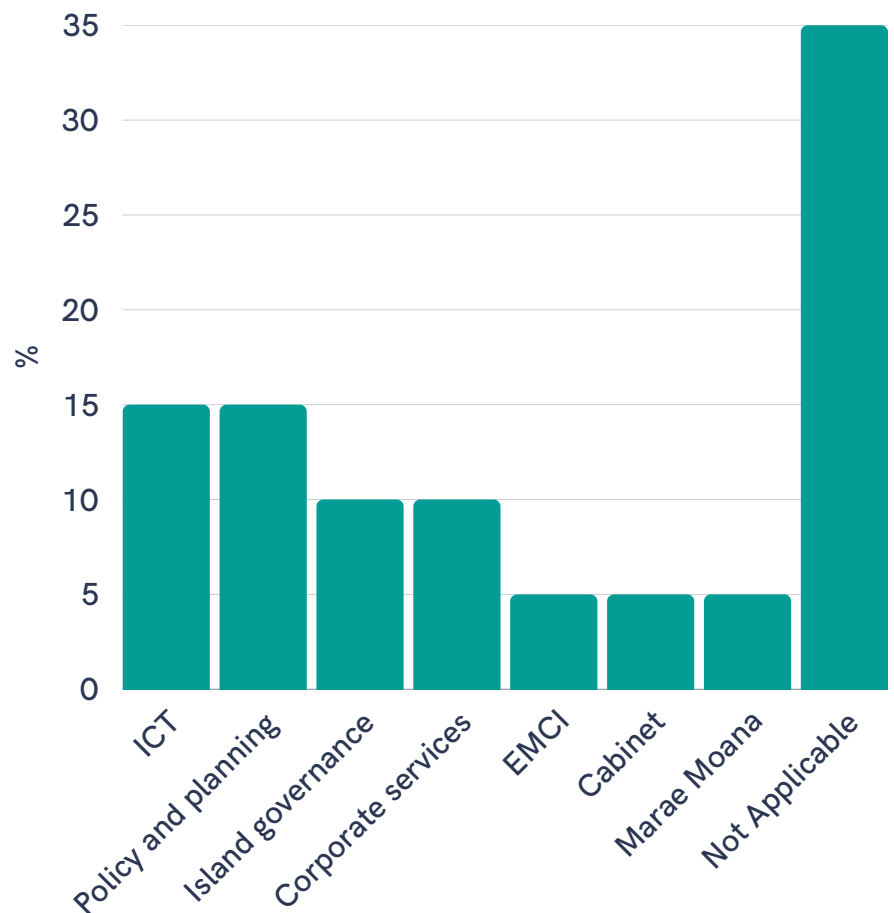
KEY DEMOGRAPHICS

Total staff: 41

Respondents: 20 (49%) response rate

Largest divisions represented

While these proportions show the share of responses per division, they do not reflect the actual size of each division. The proportions relate to the level of survey engagement (larger proportions = higher engagement with the survey) it does not reflect the number staff in each division.



WORKPLACE VALUES AND CULTURE

Values and Culture	Always	Frequently	Occasionally	Rarely
Reflection of Public Sector Values ¹	40%	40%	20%	0%
Work-life balance ²	20%	39%	31%	10%
Idea Acceptance ³	2%	41%	40%	17%

¹Reflection of Public Sector Values: How well do your agency's actions reflect the core Public Sector values of honesty, accountability, impartiality, respect, service, transparency, effectiveness and efficiency?

²Work-life balance: To what extent are you able to carry out your role while maintaining a healthy work/life balance.

³Idea Acceptance: How often do you feel that your ideas are accepted in the workplace?

WHAT SUPPORTS WORK-LIFE BALANCE?

Top strategies used by staff:

- Time management, exercise, family time, clear work hours, communication, meditation, clean and safe workplace

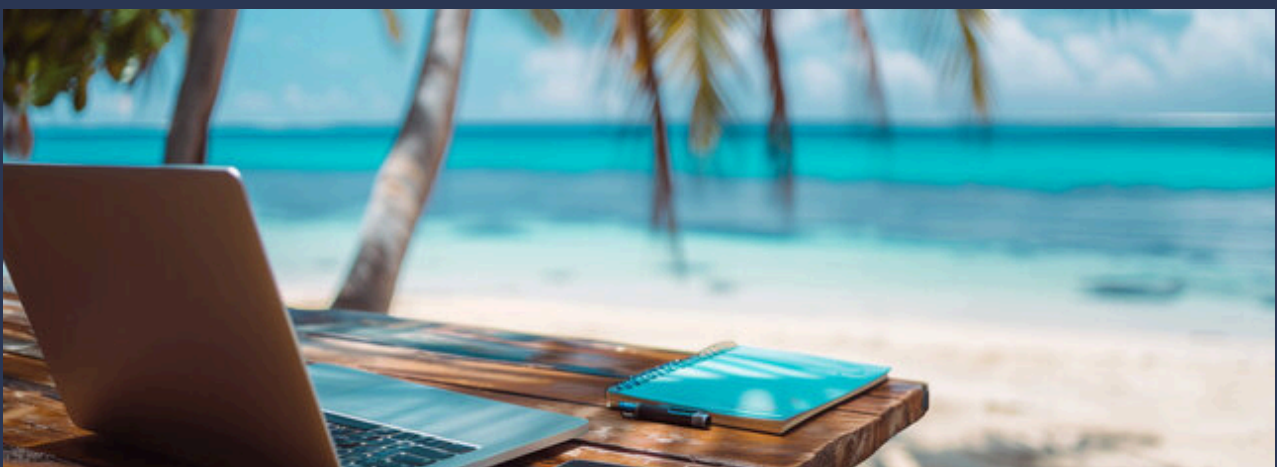
Gaps identified:

- Expectations of constant availability (hustle culture), heavy workload, unrealistic deadlines, understaffing, financial pressures.

Agency initiatives mentioned:

- Teamwork exercises, staff bonding, health and fitness activities, dust free environment

"Workload and Job Demands, Excessive hours, unrealistic deadlines, or constant pressure make it difficult to 'switch off.' Workplace Culture If a company values constant availability or 'hustle culture,' employees often feel guilty about setting boundaries."



BARRIERS TO WORK-LIFE BALANCE

Top Challenges

- 01 Heavy Workload
- 02 Lack of resources
- 03 Unclear roles
- 04 Limited manager admin work
- 05 Long hours

SUGGESTED IMPROVEMENTS

The most commonly desired supports
for improving work-life balance are:

01

**Better
workload
management**

Having other staff members to share/delegate responsibilities to; working jointly on projects. Staff to have clear roles and not dual responsibilities

02

**More support
from
management**

Reasonable workloads, extra staffing support

03

**Flexible
working
hours**

Flexible hours, remote work, 4-day work week

04

**Mental health
and well-
being
initiatives**

Have a mental health leave/day off, staff retreats

"Mental Health Support: Access to mental health resources or regular wellness check-ins would help reduce stress and promote a healthier work environment. Reasonable Workloads: Ensuring workloads are manageable and evenly distributed would prevent burnout and allow staff to stay focused and motivated."

WORKPLACE SENTIMENT

	How often would you recommend your workplace to others	How often have you thought about leaving your workplace
Always	28%	22%
Occasionally	44%	43%
Rarely	28%	20%

Disputes

13%

Of the employees that took part in the survey have experienced an Employment dispute in the past 12 months.

Grievances

20%

Of the employees that took part in the survey have experienced a Grievance in the past 12 months.

FINAL COMMENTS

Mental Health: Need for mental health
leave and holistic care

“ *Highlighting how
organizational changes
could impact staff well-
being and work delivery* ”

Work environment & team dynamics:

“ *Concerns about physical layout
causing isolation, impacting team
relationships and the need for more
team-building* ”

Organizational issues

“ *Concerns about functional
review processes, lack of
staff consultation, political
silos affecting cooperation
and morale* ”

Overall

“ *The physical layout of the OPM
compound is challenging,
noting that it is difficult to
build and maintain close
working relationships across
different divisions when
everyone is isolated and we
don't have many opportunities
to come together as a group.
We need to do more
teambuilding* ”

DISCLAIMER FOR INCLUSION IN REPORT

This report is based on responses from 41 staff from the Office of the Prime Minister, representing approximately 49% of the Ministry's total workforce. While this meets the thresholds for confidentiality and reporting, it is important to note that the results may not fully reflect the views and experiences of all staff across the Ministry. Caution is advised when generalising these findings to the entire agency, and results should be interpreted as indicative rather than definitive.

