

EMPLOYEE HEALTH AND WELLBEING SURVEY

Ministry of Justice - Overview
Report

PRESENTED TO

Ministry of Justice

PRESENTED BY

Office of the Public Service
Commissioner

Te Puna Vai Mārama

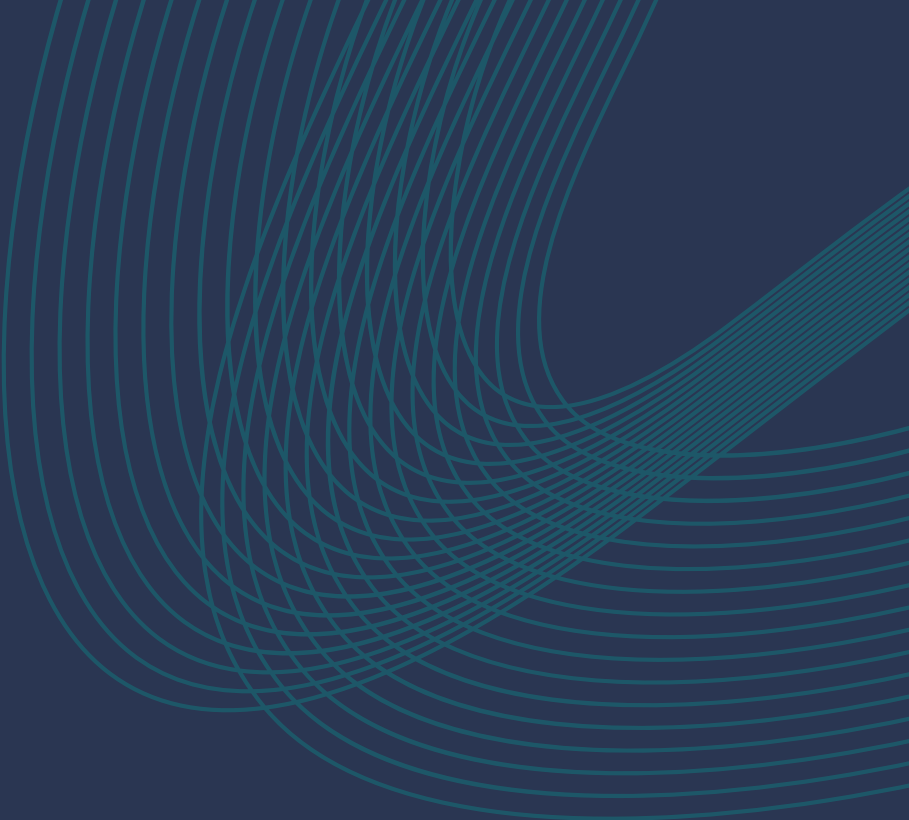


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SUMMARY

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.

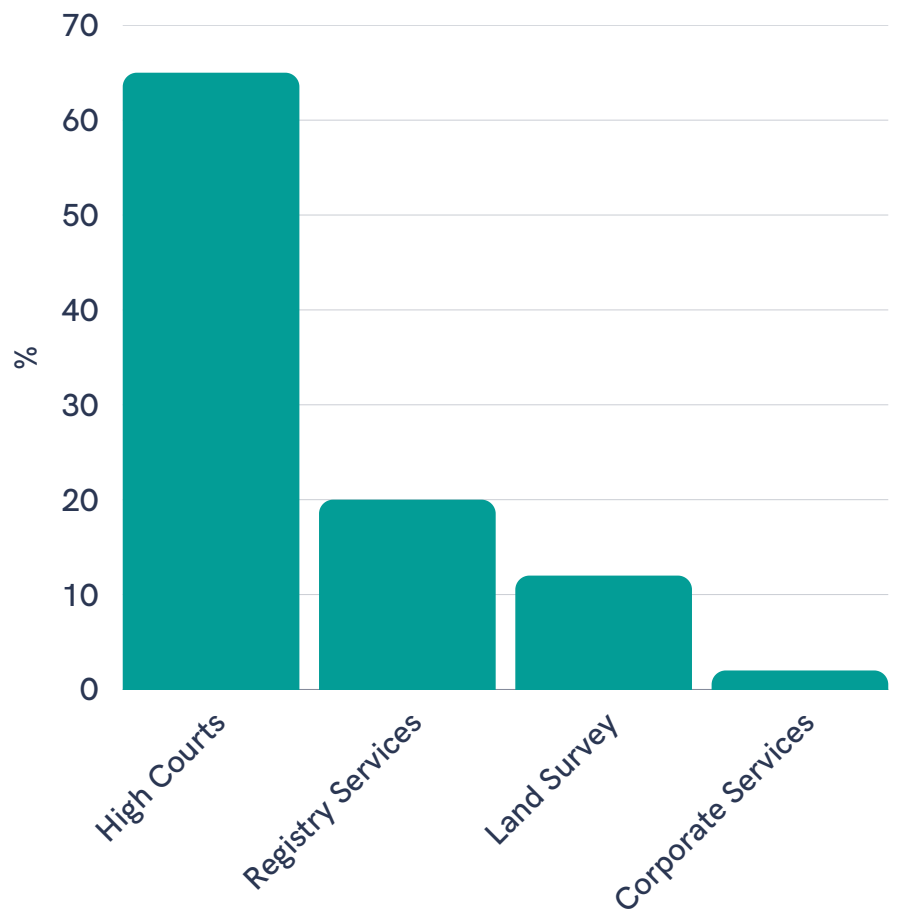
KEY DEMOGRAPHICS

Total staff: 59

Respondents: 46 (78%) 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	55%	30%	13%	2%
Work-life balance ²	48%	22%	20%	10%
Idea Acceptance ³	22%	48%	22%	4%

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:

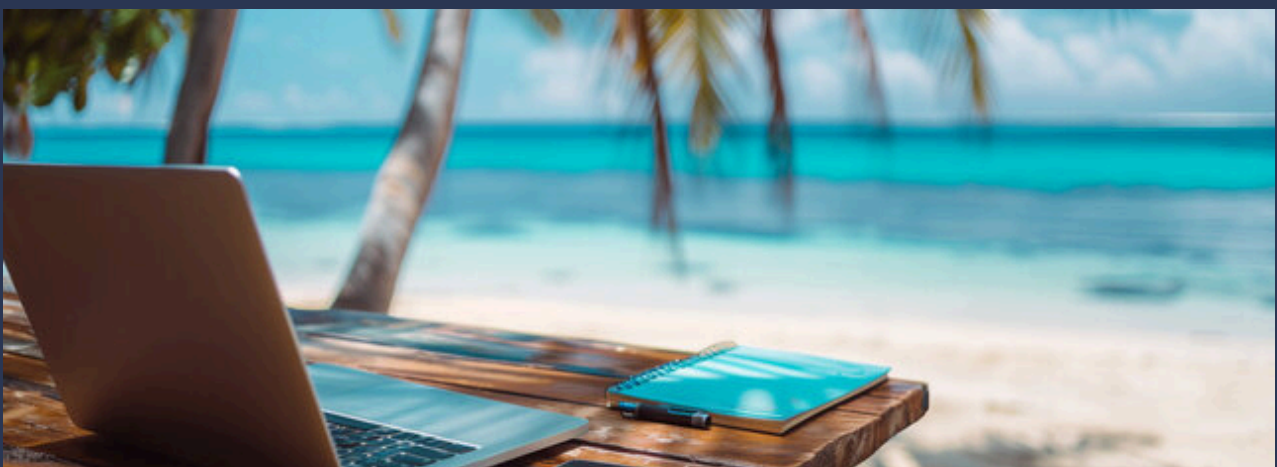
- Taking breaks and leave, setting boundaries between work and home, work remains at work, time management for productivity, physical activity, eating nutritious food, positive mindset, social interactions

Gaps identified:

- Heavy workload, tight deadlines, staff shortage, long hours, too much sitting down, too much music is distracting, unplanned urgent work, lack of delegation

Agency initiatives mentioned:

- Encourage leave and breaks, provide help when asked, supportive work environment, team bondings, regular check-ins, providing resources



BARRIERS TO WORK-LIFE BALANCE

Top Challenges

- 01 Heavy workload
- 02 High job demands/stress
- 03 Long working hours
- 04 Family or personal responsibility
- 05 Staff shortages

SUGGESTED IMPROVEMENTS

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

01

Flexible work arrangements

Leave policies, stress and mental health leave, allow annual leave to accrue or be paid out

02

Staffing and workload management

More staff to share the workload

03

Leadership and management

Management to understand processes better, clearer directions

04

Mental health and well-being initiatives

Mental health support, wellness check-ins

WORKPLACE SENTIMENT

	How often would you recommend your workplace to others	How often have you thought about leaving your workplace
Always	65%	4%
Occasionally	25%	31%
Rarely	10%	66%

Disputes

10%

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

Grievances

12%

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

FINAL COMMENTS

Positive feedback

“ So far so good.
Everything is awesome.
MOJ is a good place to
work ”

Management and support

“ Managers are
sometimes not very
supportive, does not
lead by example. There
needs to be better
communication and
better teamwork ”

Staff turnover and work processes

“ More people transferring to
NZ every year. Work
processes need fixing and
updating. The customers
are missing out when
services are slow and
inaccurate ”

Requests and questions

“ Inquiries about sabbatical
leave, pay rises, having a full
week off during Christmas and
New Years ”

To protect the confidentiality of respondents, quotes have been paraphrased to remove any potentially identifying details. Additionally, only sentiments expressed by 10 or more staff have been included to ensure no individual can be singled out.