Te Puni Kōkiri
MINISTRY OF MĀORI DEVELOPMENT

1 Paengawhāwhā 2026 File Ref: OIA 50621

Tēnā koe

Official Information Act Request

Thank you for your information request dated 8 March 2026. You sought the following:

> *I would like to request the following information under the Official Information Act 1982:*
>
> 1. *Any internal or external workplace wellbeing survey results for surveys taken in the last 2 years for your respective organisations; and/or*
> 2. *any other similar information related to staff perception/experience of workplace culture, wellbeing, reputation, etc., within that same period.*

Your request has been considered under the Official Information Act 1982 (**Act**).

Our response

We have identified one survey in scope of Part 1 of your request for results of any internal or external workplace wellbeing survey results undertaken within the period of your request.

Te Patapatai Whai Oranga was an internal survey undertaken in December 2024 to enable Te Puni Kōkiri to understand the impacts of challenges and changes on kaimahi, gain insight into kaimahi perception of alignment with strategic priorities, and to understand perspectives of leadership. Please see Appendix 1 which provides a summary of the results.

In March 2025, Te Kawa Mataaho | Public Service Commission (**PSC**) also conducted Te Taunaki I Public Service Census 2025. This part of your request is refused in accordance with section 18(d) of the Act as the results for all agencies are publicly available on the PSC website which we have linked for your convenience.

With respect to Part 2 of your request, we have interpreted “any other similar information” to mean any reports produced, or data relating to, staff perception/experience of workplace culture, wellbeing, or reputation.

We have identified one survey in scope of your request. In February 2026 the "*People Leader Workshop Evaluation – Building a Positive and Safe Workplace Workshops"* survey was undertaken. Workshop attendees were invited to complete a survey post-workshop to measure and improve our organisational efforts to build a positive and safe workplace. Appendix 2 provides a summary of the results.

I trust my response satisfies your request.

You have the right to seek an investigation and review by the Ombudsman of this response. Information about how to make a complaint is available at www.ombudsman.parliament.nz or freephone 0800 802 602.

Please note that Te Puni Kōkiri publishes some of its OIA responses on its website, after the response is sent to the requester. The responses published are those that are considered to have a high level of public interest. We will not publish your name, address or contact details.

If you wish to discuss any aspect of your request with us, including this decision, please feel free to contact us at oia@tpk.govt.nz.

Nāku noa, nā



Manaia King
Hautū, Te Puni Rangatōpū | Deputy Secretary, Corporate

Appendix A: Documents - OIA request from [redacted] dated 8 March 2026

Item	Date	Document description	Decision
1	2 December 2024	Te Patapatai Whai Oranga Dec 2024	Released in full
2	9 February 2026	Post People Leader Workshop Evaluation – Building a Positive and Safe Workplace	Released in full

Te Puni Kōkiri
MINISTRY OF MĀORI DEVELOPMENT



Te Patapatai Whai Oranga Dec 2024

RELEASED UNDER THE OFFICIAL INFORMATION ACT

Categories summary

Results of the survey are grouped by category to provide an overall summary.

	Average	Min Question	Max Question
Strategy	58%	50%	67%
Kaimahi value	55%	55%	55%
Custom	55%	55%	55%
Commitment to the purpose	53%	42%	67%
Leadership	53%	31%	72%
FSEP	52%	42%	60%

RELEASED UNDER THE OFFICIAL INFORMATION ACT

Questions summary

The question summary reports show the 10 highest and 10 lowest scores for the survey. The highest scores can identify areas to celebrate success. The lowest scores can identify areas to focus follow-up action plans.

Top 10

#	Categories	Questions	Average
1	Leadership	My manager treats people the way they ask us to treat others	72%
2	Leadership	The actions of my manager are consistent with Te Puni Kōkiri's values	72%
3	Leadership	My manager shares information with me that enables me to do my job effectively	69%
4	Commitment to the purpose	The contributions of individuals are recognised in my team	67%
5	Strategy	The purpose, vision and values for Te Puni Kōkiri are clearly understood	67%
6	Commitment to the purpose	I can align my own performance objectives with the priorities of Te Puni Kōkiri, my Puni and Directorate	65%
7	Commitment to the purpose	Social responsibility is appropriately reflected in Te Puni Kōkiri purpose, vision and values	64%
8	Commitment to the purpose	We celebrate success as a team	63%
9	Leadership	I am motivated by the effective way my manager communicates	62%
10	Strategy	We collaborate effectively with other relevant organisations	60%

Bottom 10

#	Categories	Questions	Average
1	Leadership	Poor performance is managed effectively at Te Puni Kōkiri	31%
2	FSEP	I felt excited following the Te Puni Kōkiri change process and new structure which went live 8 July 2024	42%
3	Commitment to the purpose	There are effective planning processes at Te Puni Kōkiri	42%
4	Commitment to the purpose	Projects are reviewed thoroughly to see how well the actual outcome reflected the forecast outcome	43%
5	Leadership	Te Puni Kōkiri has a culture of empowerment that maximises the performance of staff	44%
6	Commitment to the purpose	Information and results from projects are analysed and effectively acted upon	45%
7	Leadership	I have regular and effective Mahere Mahi performance reviews	46%
8	Leadership	People are confident that our executive leadership team will implement our purpose, vision and values successfully	46%
9	Commitment to the purpose	The measurements we use show clearly whether or not we are on target with our strategy and projects	47%
10	Commitment to the purpose	Effective consultation occurs before changes are made that affect others	47%

RELEASED UNDER THE OFFICIAL INFORMATION ACT

All AskYourTeam Questions summary

Categories	Questions	Average
Leadership	My manager treats people the way they ask us to treat others	72%
Leadership	The actions of my manager are consistent with Te Puni Kōkiri's values	72%
Leadership	My manager shares information with me that enables me to do my job effectively	69%
Commitment to the purpose	The contributions of individuals are recognised in my team	67%
Strategy	The purpose, vision and values for Te Puni Kōkiri are clearly understood	67%
Commitment to the purpose	I can align my own performance objectives with the priorities of Te Puni Kōkiri, my Puni and Directorate	65%
Commitment to the purpose	Social responsibility is appropriately reflected in Te Puni Kōkiri purpose, vision and values	64%
Commitment to the purpose	We celebrate success as a team	63%
Leadership	I am motivated by the effective way my manager communicates	62%
Strategy	We collaborate effectively with other relevant organisations	60%
Strategy	Our team has objectives that are aligned with those of other teams	60%
FSEP	I feel excited for the future direction for Te Puni Kōkiri as we take on the functions from Te Arawhiti	60%
Strategy	We operate effectively in delivering value in our sector	58%
Commitment to the purpose	There is a strong focus on how we can work together better as a team	57%
Leadership	Te Puni Kōkiri provides opportunities for me to develop my skills and competencies and actively encourages career development	57%
Commitment to the purpose	There is effective communication to inform what is required of me	57%
Strategy	Te Puni Kōkiri has a good reputation for providing quality advice and services to all stakeholders	56%
Kaimahi value	My remuneration is appropriate for the work I do	55%
Custom	Te Puni Kokiri signal and communicate important changes to the strategy?	55%
Kaimahi value	We have a fair and equitable remuneration framework	55%
Strategy	We consult effectively with stakeholders	55%
Commitment to the purpose	The impact on the environment is appropriately reflected in Te Puni Kōkiri purpose, vision and values	52%
FSEP	I have clarity and direction in my role, as does my team and puni following the change process	52%
FSEP	I felt well supported during the FSEP change process	52%
Leadership	Senior Leaders within Te Puni Kōkiri are visible and accessible	51%
Commitment to the purpose	Everything we do is consistent with the organisation's purpose, vision and values	50%
Strategy	Te Puni Kōkiri is good at looking at future demands and opportunities	50%
Leadership	Our leaders make and deliver hard decisions in an effective way	49%
Commitment to the purpose	Honesty and directness are valued at Te Puni Kōkiri	48%
Leadership	I feel safe to tell the truth even when it is unpopular	47%
Leadership	We have effective training that enhances the performance and development of individuals	47%

RELEASED UNDER THE OFFICIAL INFORMATION ACT

Commitment to the purpose	Effective consultation occurs before changes are made that affect others	47%
Commitment to the purpose	The measurements we use show clearly whether or not we are on target with our strategy and projects	47%
Leadership	People are confident that our executive leadership team will implement our purpose, vision and values successfully	46%
Leadership	I have regular and effective Mahere Mahi performance reviews	46%
Commitment to the purpose	Information and results from projects are analysed and effectively acted upon	45%
Leadership	Te Puni Kōkiri has a culture of empowerment that maximises the performance of staff	44%
Commitment to the purpose	Projects are reviewed thoroughly to see how well the actual outcome reflected the forecast outcome	43%
Commitment to the purpose	There are effective planning processes at Te Puni Kōkiri	42%
FSEP	I felt excited following the Te Puni Kōkiri change process and new structure which went live 8 July 2024	42%
Leadership	Poor performance is managed effectively at Te Puni Kōkiri	31%

RELEASED UNDER THE OFFICIAL INFORMATION ACT

Te Puni Kōkiri
MINISTRY OF MĀORI DEVELOPMENT



Post People Leader Workshop Evaluation - Building a Positive and Safe Workplace Workshops

RELEASED UNDER THE OFFICIAL INFORMATION ACT

Categories summary

Results of the survey are grouped by category to provide an overall summary.

	Average	Min Question	Max Question
Custom	77%	75%	82%

RELEASED UNDER THE OFFICIAL INFORMATION ACT

All AskYourTeam Questions summary

Categories	Questions	Average
Custom	The workshop improved my understanding of what bullying and harassment is and is not.	82%
Custom	The workshop provided me with skills to enhance my leadership practice.	77%
Custom	The workshop provided me with tools to support a colleague who comes to me with a concern about someone's behaviour.	77%
Custom	The workshop has given me more confidence to raise a concern regarding unwelcome workplace behaviour(s) I experience.	75%
Custom	I have a greater understanding of the Te Puni Kōkiri pathways to raise a concern about inappropriate behaviour or bullying or harassment in the workplace.	75%

RELEASED UNDER THE OFFICIAL INFORMATION ACT