

Census 2015 - Your Voice

Employee Engagement Results - NZDF - New Zealand Defence Force

This report presents the findings of the Census 2015 - Your Voice engagement survey for the New Zealand Defence Force. A total of 7,540 people from across NZDF completed the survey, representing an overall response rate of 65.7 per cent. The results presented in this report are a combination of both military and civilian responses.

Engagement refers to an individual's commitment to their organisation's goals and values, and their motivation to contribute to the organisation's success. It involves perceptions of how individuals and others are treated by their leader and the organisation. These perceptions shape people's feelings and beliefs, which in turn drive their attitudes and behaviours. Research shows engaged individuals try harder, perform better and are less likely to leave.

Engagement Index

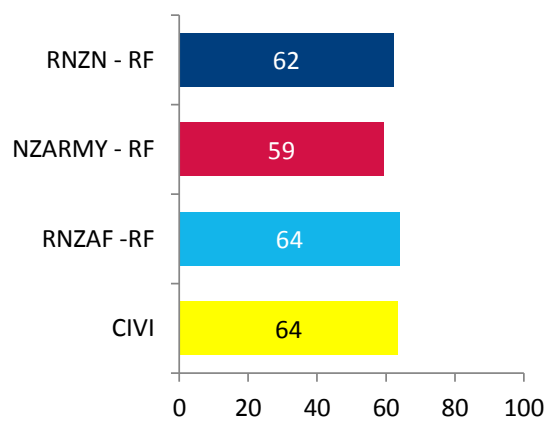
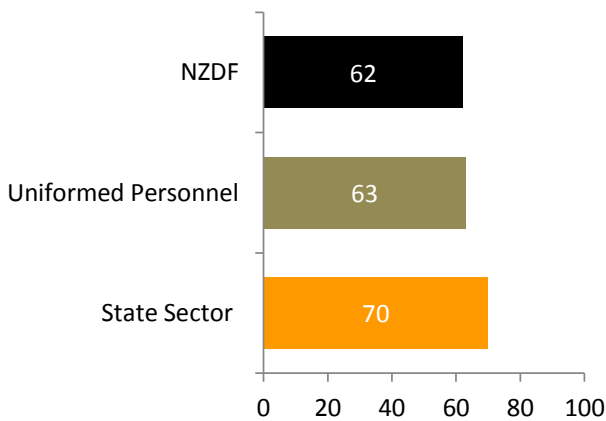
The Engagement Index is the average score of the six 'Overall Perceptions' questions in section 13. These results have been compared to the 'State Sector Benchmark' and the 'Uniformed Personnel Benchmark'.

The State Sector Benchmark:

Includes all government departments that use the IBM survey tool.

The 'Uniformed Personnel Benchmark':

Includes other uniformed government agencies such as Police, Customs, Corrections, Ministry of Primary Industries and Civil Aviation Authority



Response Rate

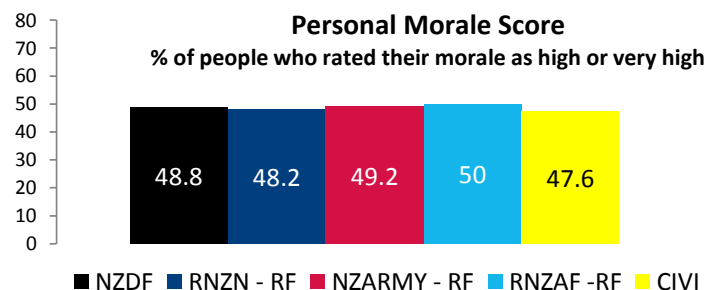
The table/graph below show the response rate for NZDF and the personal morale profile for NZDF.

Response Rate

Teams	Resp	%
NZDF - NZ Defence Force	7540	65.7%
RNZN - RF	1484	71.2%
NZARMY - RF	2207	51.8%
RNZAF -RF	1757	73.9%
CIVI - Civilian	2067	75.1%

Morale

Morale within NZDF has remained steady when compared to the last NZDF attitude survey. There has been a drop in the number who identify their personal morale as low and an increase in the number who say their personal morale is



Agreement Index

The numbers represented in the following tables are the 'agreement index' for each question. The agreement index is the percentage of respondents that rated the question high or very high, agree or strongly agree.

Census 2015 - Your Voice

NZDF - NZ Defence Force

Note: Zero (0) = no benchmark

The numbers represented are the 'agreement index' for each question. The agreement index is the % of respondents that rated the question high or very high, agree or strongly agree.

	Uniform Benchmark	State Sector Benchmark	NZDF	RNZN - RF	NZARMY - RF	RNZAF - RF	Civilian				
Response numbers			7540	1484	2207	1757	2067				
Performance Index (Average of all questions)	55.8	62.4	59.2	61.5	56.5	62.5	57.7				
1. Common Purpose	58.2	68.6	59.6	61.5	54.8	61.4	61.6				
1.1: The NZDF has a clear vision of where it's going and how it's going to get there	57	64.9	56.5	61.3	51.1	56.2	58.9				
1.2: I believe in what the NZDF is trying to accomplish	71.1	82.3	70.4	70.9	63	73.9	74.7				
1.3: I know how my work contributes to the success of the NZDF	78.8	83.7	77.5	75.7	70.3	84.4	80.4				
1.4: I feel a sense of belonging to the NZDF	57.1	64.5	63.7	66.1	61.9	68.6	59.7				
1.5: I have confidence in the senior leadership of the NZDF	41.1	58.1	46.3	48.5	44	42.1	50.7				
1.6: There is a sense of "common purpose" in the NZDF	44.8	57.8	43.1	46.6	38.7	43.2	45.1				
2. Service Common Purpose	0	0	62	65.9	58.9	65.6	58.8				
2.1: My Service has a clear vision of where it's going and how it's going to get there	0	0	54.8	60.8	52.2	56.7	50.6				
2.2: I believe in what my Service is trying to accomplish	0	0	69.5	73.5	63.4	75.5	67.7				
2.3: I know how my work contributes to the success of my Service	0	0	77.5	77.3	71.3	84.3	78.6				
2.4: I feel a sense of belonging to my Service	0	0	66.9	71.2	66.6	73.3	56.6				
2.5: I have confidence in the leadership of my Service	0	0	50.1	54.5	50.5	47.1	48.8				
2.6: There is a sense of "common purpose" in my Service	0	0	53.4	58.1	49.6	56.5	50.5				
3. Unit Common Purpose	0	0	69	73.2	66.2	73.8	64.9				
3.1: My unit has a clear vision of where it's going and how it's going to get there	0	0	60.9	66.5	59.3	63.7	56.1				
3.2: I believe in what my unit is trying to accomplish	0	0	75.3	77.2	70.1	81.1	74.4				
3.3: I know how my work contributes to the success of my unit	0	0	81.5	81.6	77	86.1	82.3				
3.4: I feel a sense of belonging to my unit	0	0	70.1	75	68	75.5	64.1				
3.5: I have confidence in the leadership of my unit	0	0	63.1	70.6	61.6	67.4	55.4				
3.6: There is a sense of "common purpose" in my unit	0	0	63.3	68.4	61	68.7	57				
4. Quality and Performance Focus	64.1	70.7	60.2	62.5	56.6	62.4	60.3				
4.1: The NZDF expects high standards of performance from its people	78.4	79.7	78.1	77.6	73.1	84	78.7				
4.2: The NZDF encourages ideas and suggestions from personnel on how to improve the way things are done	53.7	63.4	54.8	56.8	51.8	56.8	54.7				
4.3: In our team we have clear performance standards for the quality of our work	0	72.5	68.4	71.3	64.5	76.6	63.5				
4.4: The NZDF is making the changes it needs to be successful in the future	0	61.1	44.1	46	42.4	39.9	48.1				
4.5: I feel I am working for a successful organisation	54.2	68.8	55.6	61	51.3	54.8	56.8				
5. Communication and Cooperation	43.4	56.4	44.9	47.3	41.9	49.1	42.8				
5.1: Communication in the NZDF is open and honest	34.1	49.4	32.9	31.2	29.8	35.8	34.9				
5.2: I feel informed about the NZDF and its activities	50.7	62.4	50.7	52.9	44.7	54	52.6				
5.3: The NZDF is interested in the views and opinions of its people	39	57.7	40.3	44.3	37.8	40.7	40.1				
5.4: People share their knowledge and ideas freely in the NZDF	44.5	59.9	39.6	37.5	36	44.8	40.3				
5.5: Cooperation between teams is encouraged in the NZDF	52.2	62.2	61.5	65.7	61.3	69.2	51.7				
5.6: Teams in the NZDF work well together	41.7	47.4	44.6	52.6	41.9	50	36.9				
6. Wellbeing	56.8	65.2	63.9	63.3	58.8	69.7	64.8				
6.1: The NZDF is an enjoyable place to work	0	73.5	69.7	68.7	64.2	77.7	69.6				
6.2: The NZDF cares about the well-being of its people	55.1	66.7	60.6	64.5	54.9	62	62.8				
6.3: All personnel in the NZDF are treated fairly regardless of their age, ethnicity, gender, physical capabilities, etc.	0	70.8	52.3	49.6	45.6	60	55.1				
6.4: The level of work-related stress I experience is acceptable	51.6	60.5	53	51.6	48.7	56.6	55.8				

Census 2015 - Your Voice

NZDF - NZ Defence Force

Note: Zero (0) = no benchmark

The numbers represented are the 'agreement index' for each question. The agreement index is the % of respondents that rated the question high or very high, agree or strongly agree.

Uniform
Benchmark

State Sector
Benchmark

NZDF

RNZN - RF

NZARMY - RF

RNZAF - RF

Civilian

	Uniform Benchmark	State Sector Benchmark	NZDF	RNZN - RF	NZARMY - RF	RNZAF - RF	Civilian				
6. Wellbeing Continued											
6.5: I am able to maintain a balance between my personal and working life	62.3	68.4	56.3	48	46.1	59.3	71				
6.6: The NZDF is committed to the Health and Safety of its people	0	70.8	71.2	75.5	65.7	77.3	68.6				
6.7: My workplace is free from harassment and bullying	0	0	69.1	67.4	67.6	78.2	64.4				
6.8: If I were to report an incident of discrimination, harassment, or bullying, I believe	0	0	72.3	73.1	70.7	82.8	64.4				
6.9: I cope with the stress of my job	0	0	75.1	75.1	71	78.7	76.4				
6.10: I feel comfortable being able to ask the NZDF for help if I need it	0	0	59.1	59.8	54	64.3	59.6				
7. The Person I Report To	72.8	79	75.2	79.6	73	80.2	70.2				
7.1: The person I report to communicates the goals and objectives of our team effectively	64.7	73.5	68.4	74.5	66.7	72.9	62				
7.2: The person I report to encourages and is willing to act on suggestions and ideas from my	71.1	78.1	74.7	79.3	71.6	79.8	70.6				
7.3: The person I report to behaves in a way that is consistent with the values of the NZDF	75.7	80.8	77.6	81.9	75.5	82.9	72.3				
7.4: The person I report to treats people with respect	78.3	83.5	80.1	82.8	78.3	85.1	75.6				
8. My Team	74	77.7	75.6	78.4	73.7	81.6	70.3				
8.1: People I work with cooperate to get the job done	80.2	86.1	83.2	83.8	81	89.7	79.4				
8.2: Roles and responsibilities are clearly defined in my team	70.1	69.7	69.9	74	68.3	74.9	64				
8.3: I feel part of an effective team	71.6	77	73.8	77.5	71.8	80.3	67.6				
9. My Job	59.8	69.9	59.9	62	56.4	60.5	61.6				
9.1: I have the freedom and flexibility I need to do my job effectively	65.1	77.4	72.8	72.1	67.6	75.4	76.3				
9.2: I have the tools and resources I need to do my job effectively	53.5	63.5	53.6	57.4	48.5	52.9	56.7				
9.3: The NZDF's systems and processes allow me to do my job effectively	0	56.4	42.7	48.7	39.4	42	42.8				
9.4: I am sufficiently involved in decisions that affect the way I do my job	50	63	56.3	58.5	54.4	57.4	55.8				
9.5: I am satisfied with my physical work environment	61	70.2	64.1	66.1	61.7	63.6	65.7				
9.6: My job gives me a sense of personal achievement	70.6	75.6	69.9	68.9	66.8	71.9	72.2				
10. Learning and Development	52	56.9	60	64.1	60.8	64.8	52.1				
10.1: The NZDF ensures that I am adequately trained for the work I do	63.8	63	64.4	62	62.9	72.1	61.3				
10.2: The work I do makes full use of my knowledge and skills	59.1	59.7	58.3	59.2	57.7	59.7	57				
10.3: I am encouraged to try new ways of doing things	48.8	61.8	57.3	58.8	56.5	56.4	58.2				
10.4: The feedback and coaching I get helps me to improve my performance	50.7	56.8	56.2	62.6	56.5	57.7	50.2				
10.5: There are career development opportunities for me in the NZDF	40.5	38.4	53.5	67.9	59.8	63.5	27.4				
10.6: There are learning and development opportunities for me in the NZDF	53.1	62.2	70.2	74.2	71.3	79.2	58.4				
11. Performance and Feedback	49	52.5	49.8	52.1	47.6	49.3	50.8				
11.1: I understand how my performance is measured	56	59	60.3	57.6	56.5	60.7	65.9				
11.2: I get regular feedback on my performance (formal/informal)	59	61.3	50.4	56.4	47.8	44.6	53.6				
11.3: My performance is fairly assessed	54.9	60.9	59.1	60.1	57.3	60.9	58.6				
11.4: Poor performance is dealt with effectively in the NZDF	28	30.4	29.6	34.4	28.9	31.1	25.4				
12. Reward and Recognition	40.8	54.4	47	50.5	45.3	52.3	41.6				
12.1: The NZDF rewards outstanding performance	28.5	39.8	41.1	48.5	38.6	46.7	33				
12.2: We celebrate success in the NZDF	41.6	59.1	54.4	64.4	50.4	61	45.6				
12.3: The pay and benefits I receive are fair for the work I do	38.8	50.6	45.5	45.7	49.7	52.7	34.8				
12.4: I get recognition when I do a good job	47.7	62	48.5	48.5	45.1	52.6	48.5				
12.5: I feel my contribution is valued in the NZDF	45.1	59.9	45.4	45.6	42.6	48.4	45.8				

Census 2015 - Your Voice

NZDF - NZ Defence Force

Note: Zero (0) = no benchmark

The numbers represented are the 'agreement index' for each question. The agreement index is the % of respondents that rated the question high or very high, agree or strongly agree.

	Uniform Benchmark	State Sector Benchmark	NZDF	RNZN - RF	NZARMY - RF	RNZAF -RF	Civilian				
13. Overall Perceptions	62.5	69.6	62.2	62.2	59.4	64	63.6				
13.1: The NZDF inspires me to do the best I can in my job every day	46.6	55.2	42.4	45.1	39.9	43.7	41.9				
13.2: Overall, I'm satisfied with my job	64.3	69.2	62.8	62.7	60.2	65.5	63.4				
13.3: I take an active interest in what happens in the NZDF	75.6	81.7	71.4	69	66.8	72.8	77.2				
13.4: I feel inspired to go the extra mile to help the NZDF succeed	63.8	73.7	61.4	59.5	57.6	60.4	67.7				
13.5: I feel a sense of commitment to the NZDF	72.5	76.3	72.5	70.6	70.8	72.9	75.5				
13.6: I would recommend the NZDF as a great place to work	52	61.7	62.5	66.1	61.2	68.6	56.1				
14. Taking Action	26.2	44	22	26.4	21.1	16.1	25.1				
14.1: I believe that positive change will happen as a result of this survey	26.2	44	22	26.4	21.1	16.1	25.1				
15. Final Thoughts	55.1	60.7	48	48.4	47.8	48.3	47.8				
15.1: I am proud to work for the NZDF	72.3	77.9	82.4	84.7	82.5	84.2	79.2				
15.2: Overall, I am extremely satisfied with the NZDF as a place to work	47.4	57.3	54.8	56.8	52.3	54.9	55.8				
15.3: I rarely think about looking for a new job with another organisation	43.8	46.8	36.6	33.7	34.9	34.4	42.3				
15.4: I am actively looking at leaving the NZDF	0	0	18.3	18.3	21.4	19.6	13.8				
15.5: How would you rate your personal level of morale?	0	0	48.8	48.2	49.2	50	47.6				
15.6: How would you rate the current level of morale in your workplace?	0	0	38.8	41.2	40.7	41.5	32.7				