



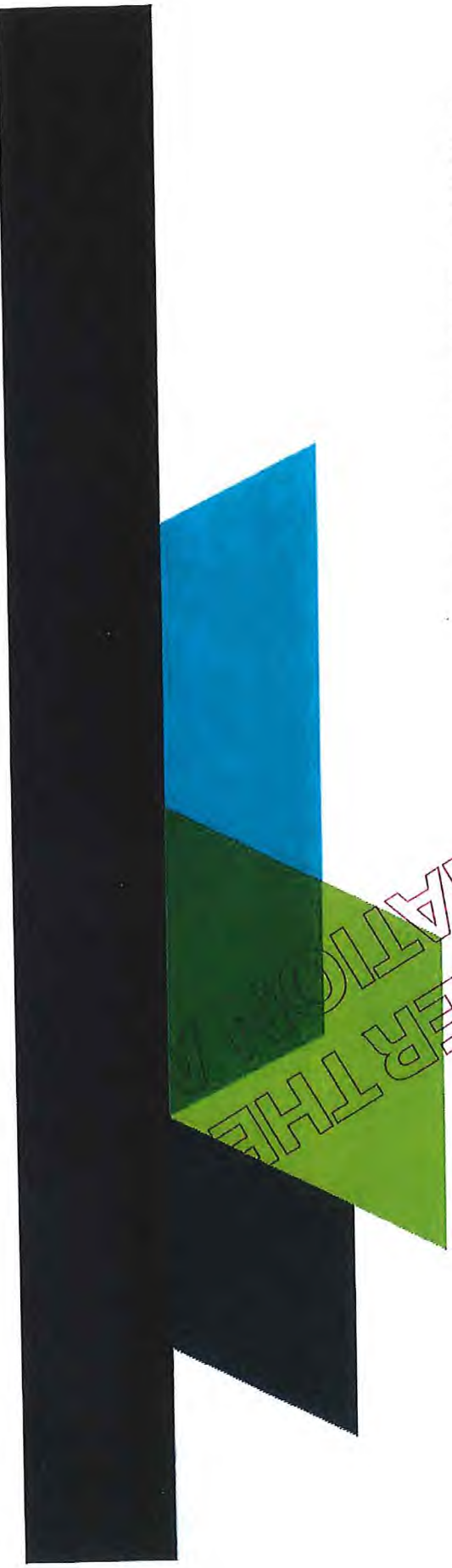
MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HIKINA WHAKATUTUKI

Pulse Survey June 2013

Total MBIE Report

Prepared by Sector Performance Team

RELEASED UNDER THE
OFFICIAL INFORMATION ACT



Method

- Online, open to 3,414 positions (excluding contractors not recorded on payroll)
 - Permanent, fixed-term, contractors and casuals
 - Started Tuesday 4 June, closed Friday 14 June
- Response rate = 57% (2,144 responses)

Group	Employee count	Complete responses	Response rate ^a
Strategy and Governance	231	173	75%
Corporate Services	279	202	72%
Labour and Commercial Environment	136	109	80%
Science, Skills and Innovation	155	118	76%
Infrastructure and Resource Markets	222	136	61%
Immigration New Zealand	1,390	645	46%
Health and Safety	277	89	32%
Market Services	724	471	65%
Total MBE	3,414	1,944	57%
Contractors		200	n/a

a. Response rates are based on employee counts from payroll. Accordingly, contractors are excluded, and are not counted toward either the Group or total MBE response rates. However, contractors' actual survey responses are included in total MBE, Group and Branch reports.



Sample composition

	Total Responses	Per cent	Length of service	Total Responses	Per cent
Gender					
Female	1,226	57%	Less than 1 year	402	19%
Male	918	43%	1 to 3 years	508	24%
			3 to 6 years	437	20%
Age group			6 to 10 years	380	18%
Less than 30 years	401	19%	10 to 20 years	255	12%
30 to 39 years	575	27%	20 to 30 years	108	5%
40 to 49 years	611	28%	More than 30 years	54	3%
50 to 59 years	412	19%			
60 years or older	145	7%	Level		
			2 - report to DE	10	<1%
Employment status			3 - report to Group DCE	51	2%
Permanent	1,718	80%	4 - report to Branch GM	234	11%
Fixed term	207	10%	5 - report to Manager	818	38%
Contractor	201	9%	6 - report to 2 levels below GM	414	19%
Casual	18	1%	7 - report to 3 levels below GM	256	12%
			8 - report to 4 levels below GM	361	17%



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĀKINA WHAKATUTUKI

All agreement items – mean ratings

Total MBIIE	March		June	
	Mean	SD	Mean	SD
Strategy & Governance	3.5	3.3	3.6	3.5
Corporate Services	3.3	3.3	3.4	3.4
Labour & Commercial	3.5	3.5	3.7	3.6
Environment	3.5	3.5	3.7	3.7
Science, Skills & Innovation	3.6	3.6	3.5	3.8
Infrastructure & Resource Markets	3.4	3.4	3.6	3.6
Immigration New Zealand	3.6	3.6	3.6	3.7
Health & Safety	3.0	3.0	3.0	3.4
Market Services	3.8	3.8	3.8	4.4
Gender				
Male	3.5	3.5	3.6	4.1
Female	3.5	3.6	3.6	3.8
Age group				
Less than 30 years	3.6	3.7	3.6	3.5
30 to 39 years	3.5	3.5	3.5	3.5
40 to 49 years	3.5	3.6	3.6	3.7
50 to 59 years	3.5	3.6	3.6	3.7
60 years or older	3.5	3.6	3.6	3.5
Group	Mean	SD	Mean	SD
Employment status	Less than 1 year	3.7	3.7	3.8
	1 to 3 years	3.5	3.5	3.6
	3 to 6 years	3.3	3.3	3.4
	6 to 10 years	3.5	3.5	3.5
	10 to 20 years	3.5	3.5	3.6
	20 to 30 years	3.6	3.6	3.7
	More than 30 years	3.6	3.6	3.8
	Permanent	3.5	3.5	3.6
Fixed term	3.6	3.6	3.6	
Contractor	3.7	3.7	3.7	
Casual	3.7	3.7	3.4	
Level in organisation	Level 2	3.9	3.9	4.4
	Level 3	3.9	3.9	4.1
	Level 4	3.6	3.6	3.8
	Level 5	3.5	3.5	3.5
	Level 6	3.5	3.5	3.5
	Level 7	3.5	3.5	3.7
	Level 8	3.5	3.5	3.5

- The June total MBIIE mean agreement rating of 3.6 is not significantly different to the March mean rating of 3.5; nor are any June sub-group mean ratings significantly different to March sub-group mean ratings.
- However, for each of the March and June survey waves individually, mean ratings vary significantly for sub-groups within Group, Branch (next page), length of service, and level in organisation. Employment status, gender and age are not significant factors.



All agreement items – mean ratings by Branch

Group	Branch	March mean rating	June mean rating
Corporate Services	Maori Effectiveness Strategic Policy	4.0	3.9
	Research, Evaluation & Analysis	3.3	3.5
	Organisational Strategy & Support	3.9	3.5
	People & Capability Communications	3.3	3.4
	Canterbury Recovery Programme	3.2	3.4
	Office of the DCE	3.4	3.4
	Finance	4.0	4.0
	Information and Communications Technology	3.0	3.0
	Legal	3.4	3.5
	Business Services & Information Management	3.1	3.2
Labour & Commercial Environment	Office of the DCE	3.4	3.6
	Labour Environment	3.3	3.6
	Commercial & Consumer Environment	3.8	3.8
	Trade & International Environment	3.4	3.6
	Labour Inspectorate	3.2	3.6
	Office of the DCE	3.8	3.6
	People, Science & Enterprise Policy	3.4	3.3
	Tourism, Sectors, Regions & Cities	3.7	3.6
	Business Investments	***	***
	Science Investments	3.7	3.4
Science, Skills & Innovation	Institutions & System Performance	3.6	3.6
	Office of the DCE	3.6	3.6
	Infrastructure & Resource Markets	3.5	3.5
	NZ Petroleum & Minerals	3.2	3.5
	Resources, Energy & Communications	3.6	3.8
	Building System Performance	3.4	3.6
	Construction & Housing Markets	3.2	3.4
	Office of the DCE	3.4	3.8
	Intelligence, Risk & Integrity	3.3	3.2
	Visa Services	3.7	3.6
Corporate Services	Visa Services – Operations Support	3.7	3.9
	Visa Services – Northern Region	n/a	3.6
	Visa Services – Central Region	n/a	3.6
	Visa Services – Southern Region	n/a	3.4
	Visa Services – Pacific/Americas	n/a	3.3
	Visa Services – North Asia	n/a	4.2
	Visa Services – South Asia	n/a	4.2
	Visa Services – Europe/Africa/Middle East	n/a	3.7
	Service Support	n/a	3.6
	Settlement, Protection & Attraction	3.7	3.7
Labour & Commercial Environment	IGMS	3.5	3.9
	Office of the DCE	3.3	3.6
	Regulatory Support & Design	3.3	3.4
	High Hazards & Specialist Services	3.2	3.1
	Health & Safety Operations	3.7	3.8
	Office of the DCE	2.8	2.9
	Client Advice, Services & Education	***	***
	Resolution Services	3.7	3.7
	Business Integrity Services	3.5	3.4
	Government Procurement	4.1	4.1
Market Services	Service Support & Design	3.9	3.8
	Occupational Regulation	3.6	3.4
	Office of the DCE	3.7	3.7
	Office of the DCE	***	3.6

*** denotes insufficient sub-group sample size (fewer than eight responses).



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĀKINA WHAKATUTUKI

Individual agreement items – mean ratings by Group

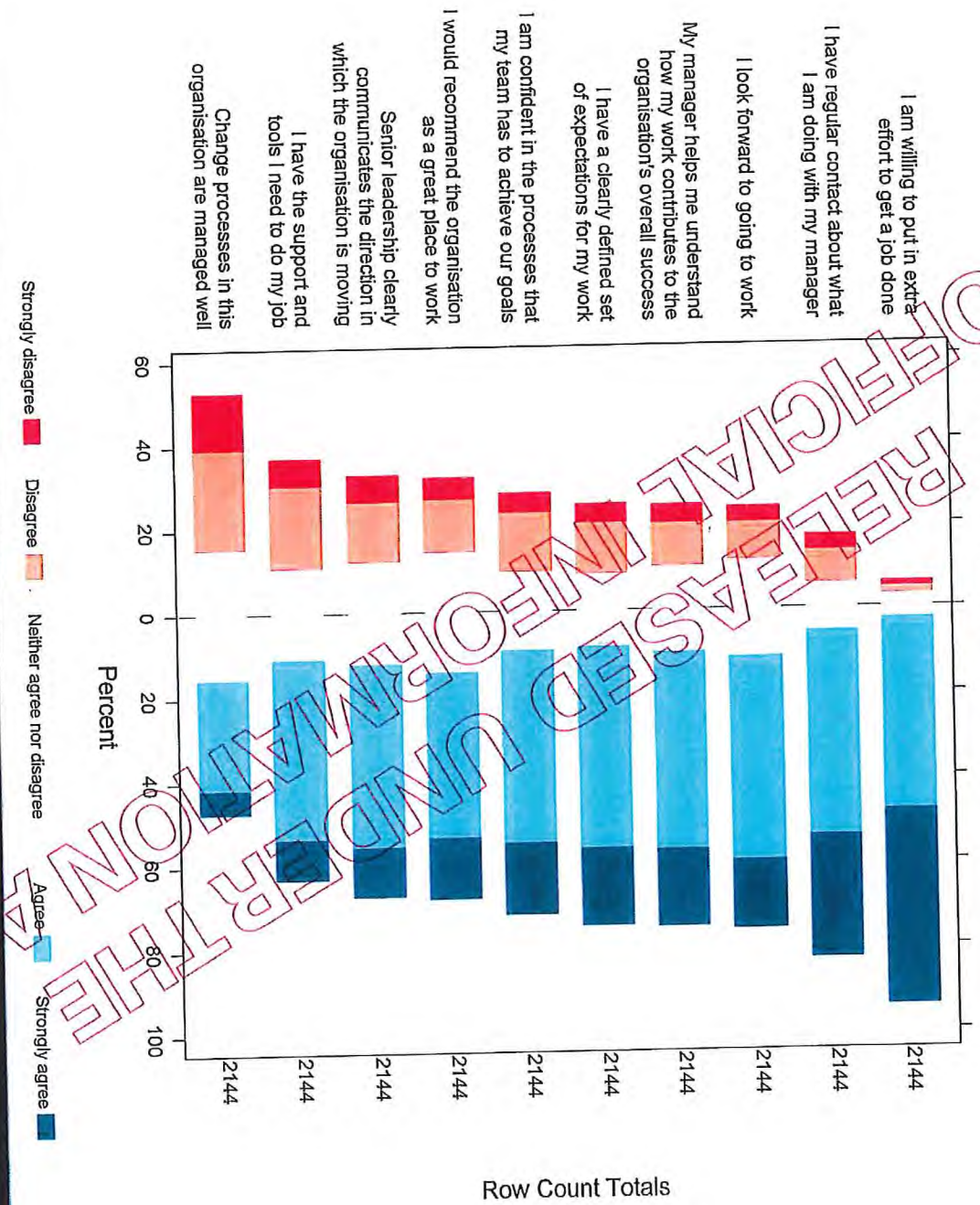
- March mean rating in parentheses

Item	MBIE mean rating	Market Services	Science, Skills & Innovation	Immigration New Zealand	Labour & Commercial Environment	Infrastructure & Resource Markets	Strategy & Governance	Corporate Services	Health & Safety
I look forward to going to work	3.6 (3.6)	3.8 (3.8)	3.5 (3.6)	3.5 (3.7)	3.8 (3.5)	3.7 (3.4)	3.6 (3.5)	3.6 (3.4)	3.2 (3.2)
I am willing to put in extra effort to get a job done	4.3 (4.3)	4.4 (4.5)	4.3 (4.3)	4.3 (4.3)	4.4 (4.2)	4.4 (4.2)	4.4 (4.3)	4.3 (4.2)	4.1 (4.0)
I would recommend this organisation as a great place to work	3.5 (3.3)	3.7 (3.7)	3.4 (3.3)	3.4 (3.4)	3.6 (3.3)	3.5 (3.3)	3.5 (3.1)	3.4 (3.1)	2.6 (2.5)
I have the support and tools I need to do my job	3.3 (3.3)	3.5 (3.6)	3.0 (3.4)	3.4 (3.3)	3.2 (3.2)	3.2 (3.1)	3.2 (3.0)	3.2 (3.1)	2.7 (2.6)
Senior leadership clearly communicates the direction in which the organisation is moving	3.4 (3.3)	3.6 (3.6)	3.4 (3.3)	3.4 (2.4)	3.6 (3.2)	3.5 (3.3)	3.3 (2.9)	3.1 (2.9)	2.9 (2.8)
Change processes in this organisation are managed well	2.9 (2.8)	3.2 (3.2)	2.8 (2.9)	3.0 (3.0)	2.8 (2.7)	2.9 (2.8)	2.7 (2.5)	2.5 (2.4)	2.0 (2.1)
My manager helps me understand how my work contributes to the organisation's overall success	3.6 (3.6)	3.8 (3.9)	3.7 (3.8)	3.6 (3.7)	3.8 (3.7)	3.7 (3.4)	3.6 (3.4)	3.5 (3.3)	3.4 (3.3)
I have regular contact about what I am doing, with my manager	3.9 (3.9)	4.1 (4.1)	4.0 (4.1)	3.8 (3.9)	4.2 (4.0)	4.1 (3.7)	3.9 (3.7)	3.8 (3.6)	3.6 (3.6)
I am confident in the processes that my team has to achieve our goals ^a	3.6	3.8	3.4	3.7	3.6	3.5	3.3	3.4	2.9
I have a clearly defined set of expectations for my work ^a	3.6	3.9	3.4	3.7	3.8	3.6	3.3	3.4	3.1
All items	3.6 (3.5)	3.8 (3.8)	3.5 (3.6)	3.6 (3.6)	3.7 (3.5)	3.6 (3.4)	3.5 (3.3)	3.4 (3.3)	3.0 (3.0)

- a. New items introduced in June survey, so comparison to March not possible.

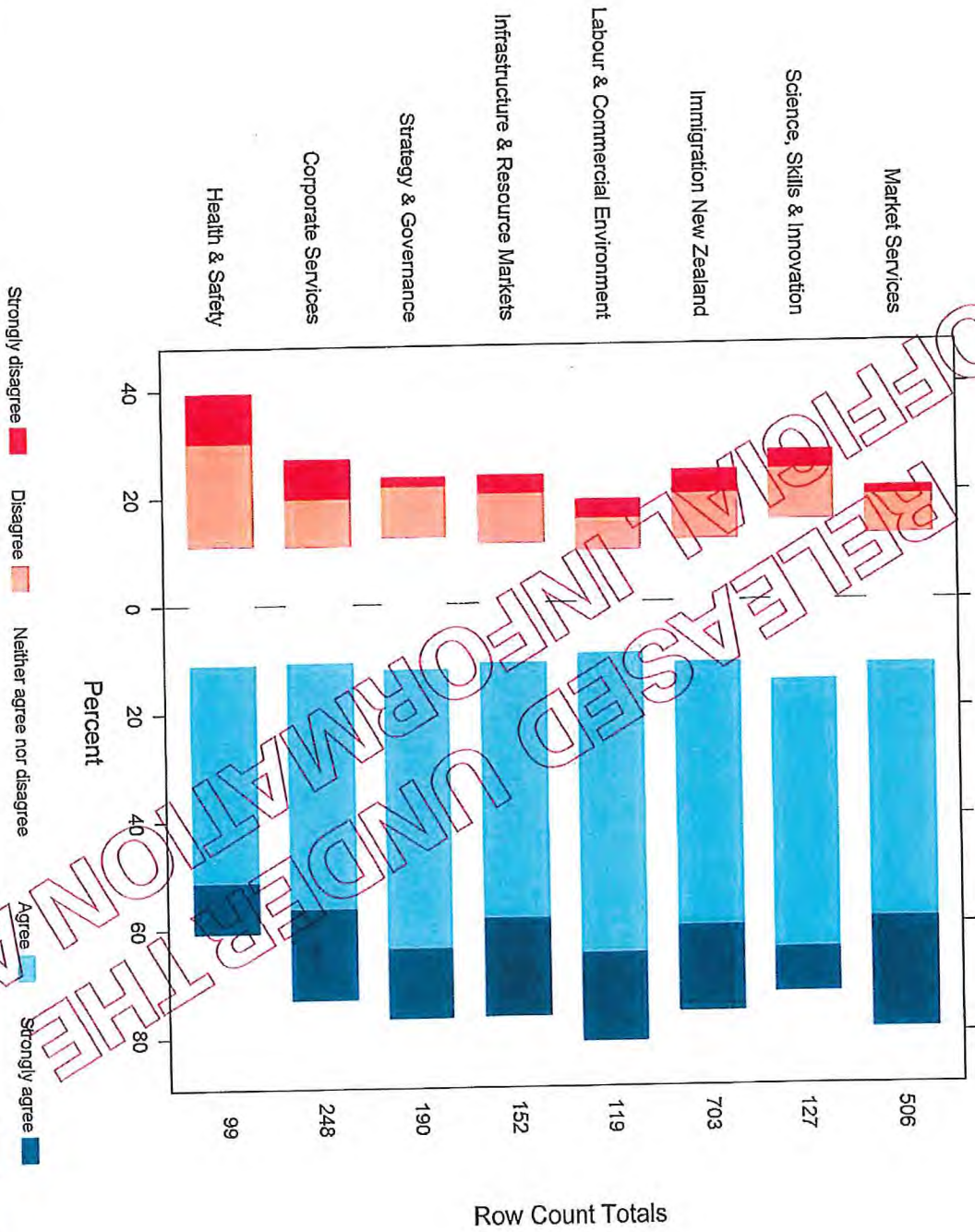


Statement ratings - all MBIE



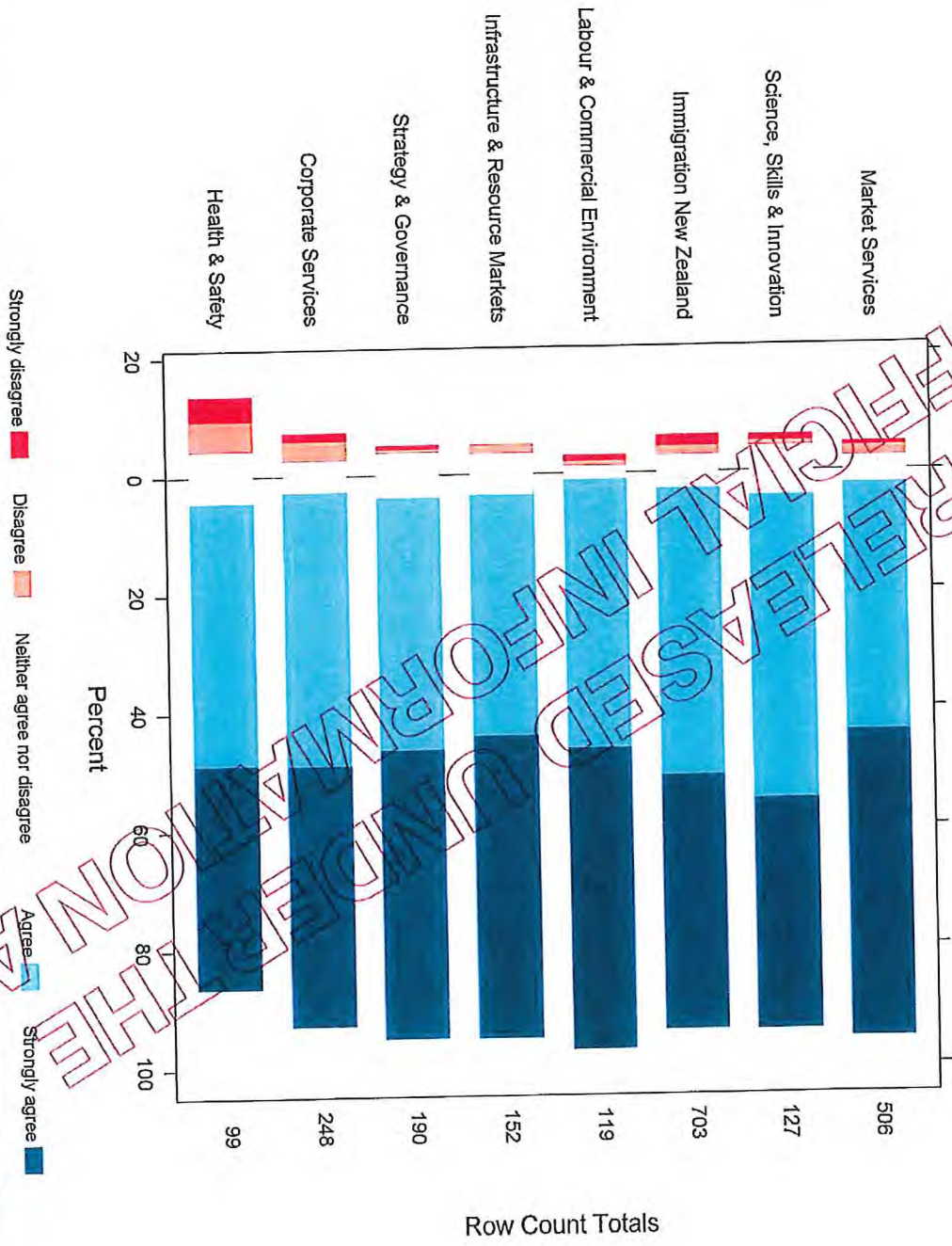
MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĀKINA WHAKATUTUKI

I look forward to going to work

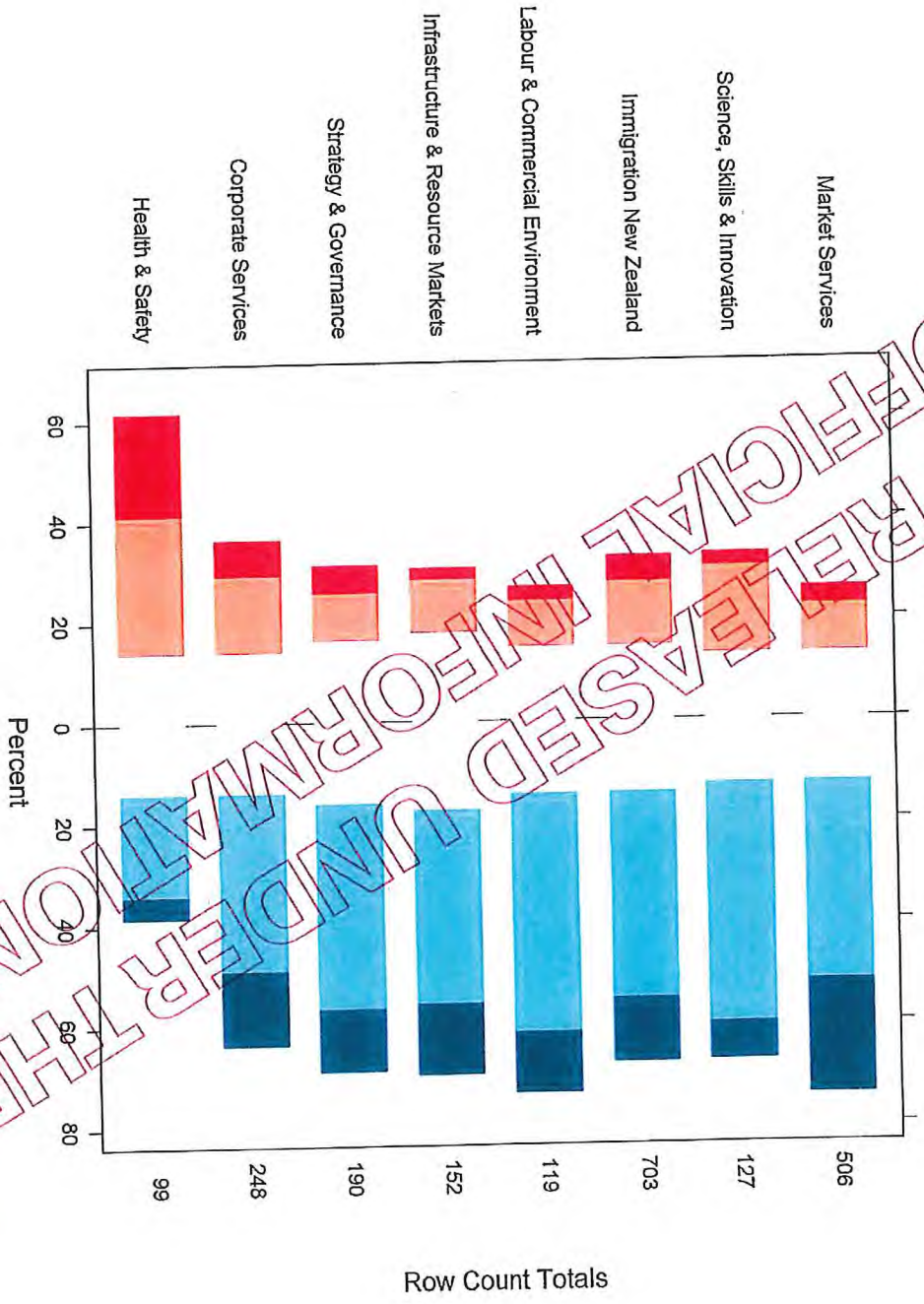


MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĀKINA WHAKATUTUKI

I am willing to put in extra effort to get a job done

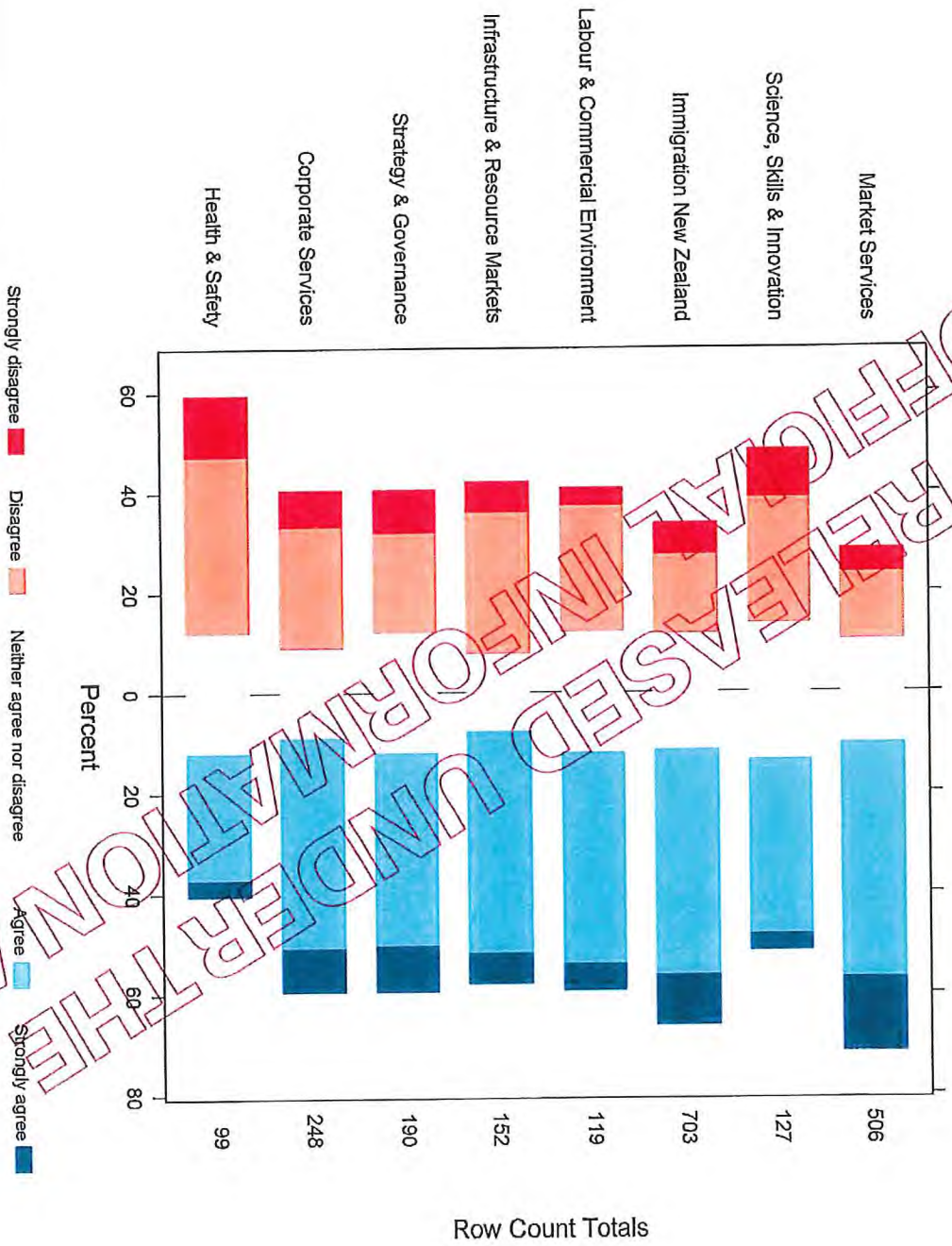


I would recommend the organisation as a great place to work



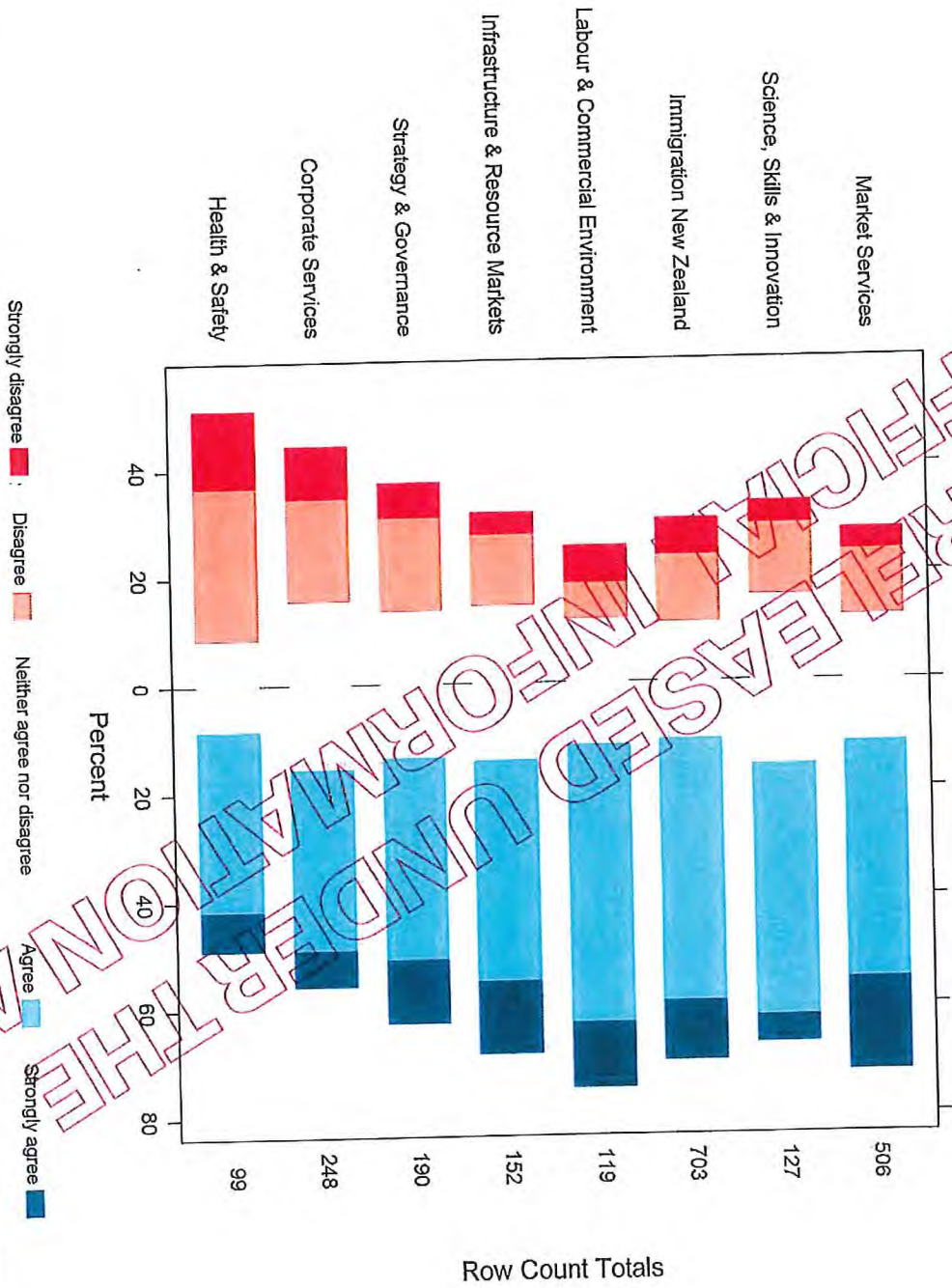
MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HIKINA WHAKATUTUKI

I have the support and tools I need to do my job

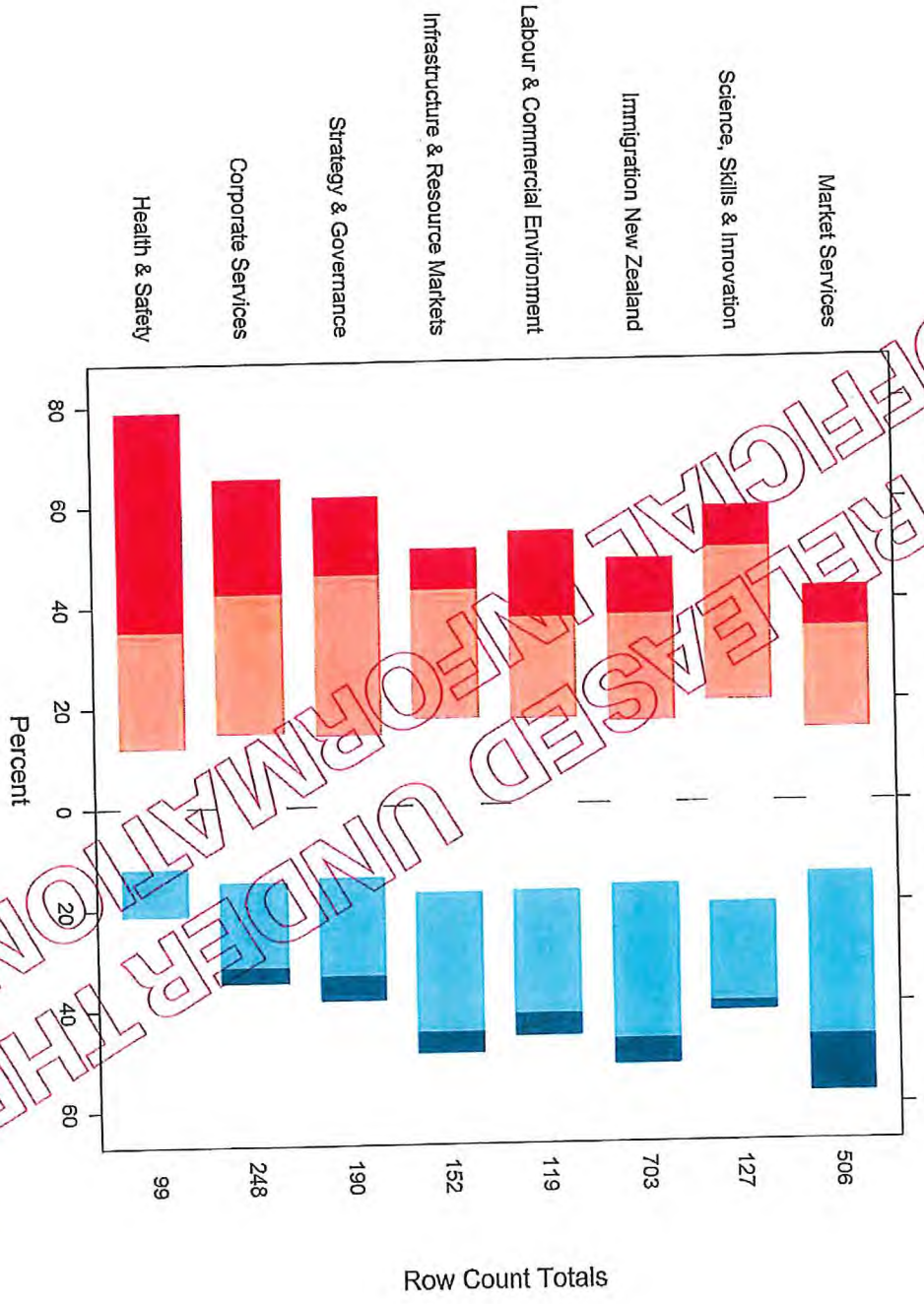


MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HIKINA WHAKATUTURI

Senior leadership clearly communicates the direction in which the organisation is moving

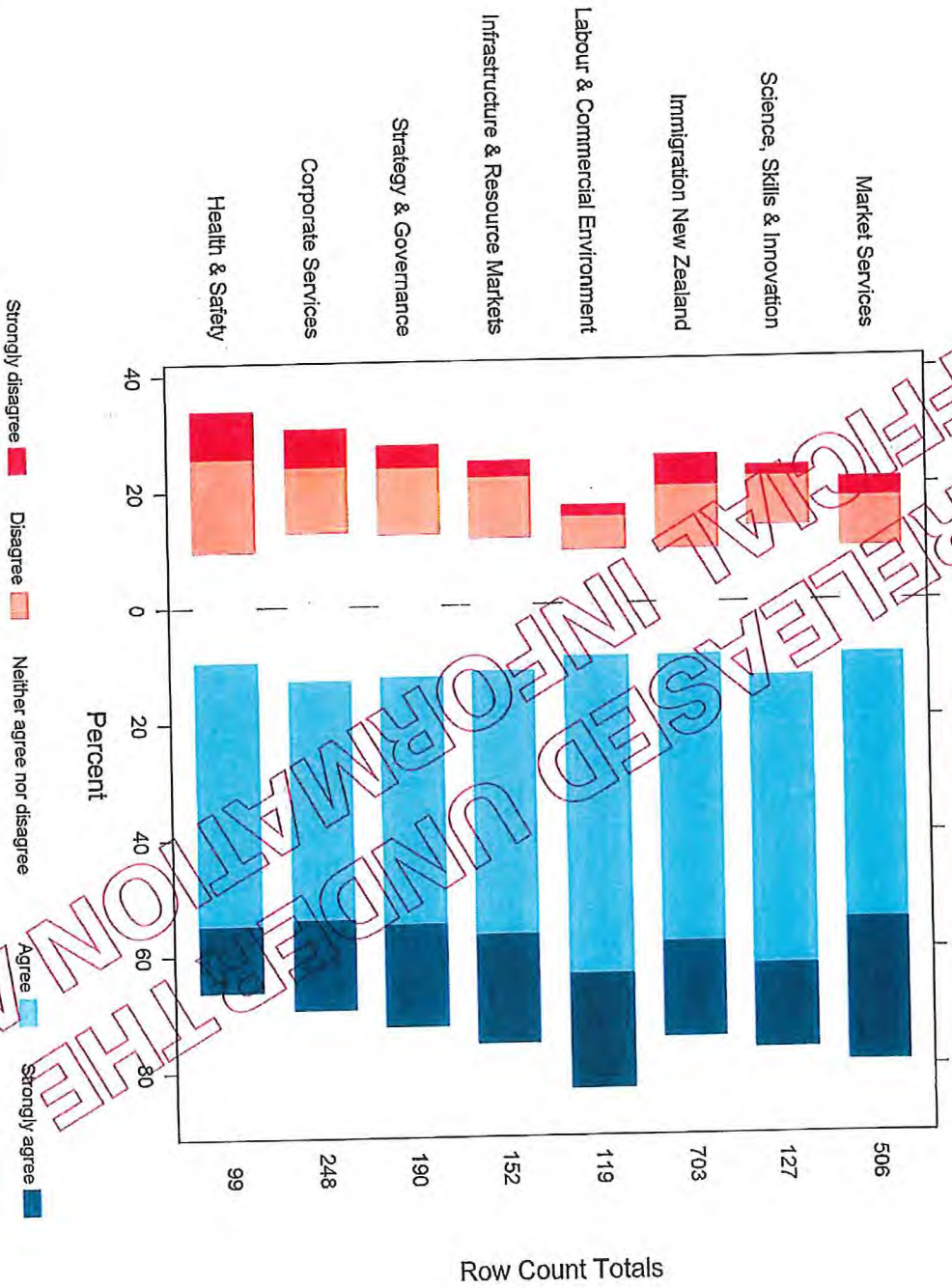


Change processes in this organisation are managed well

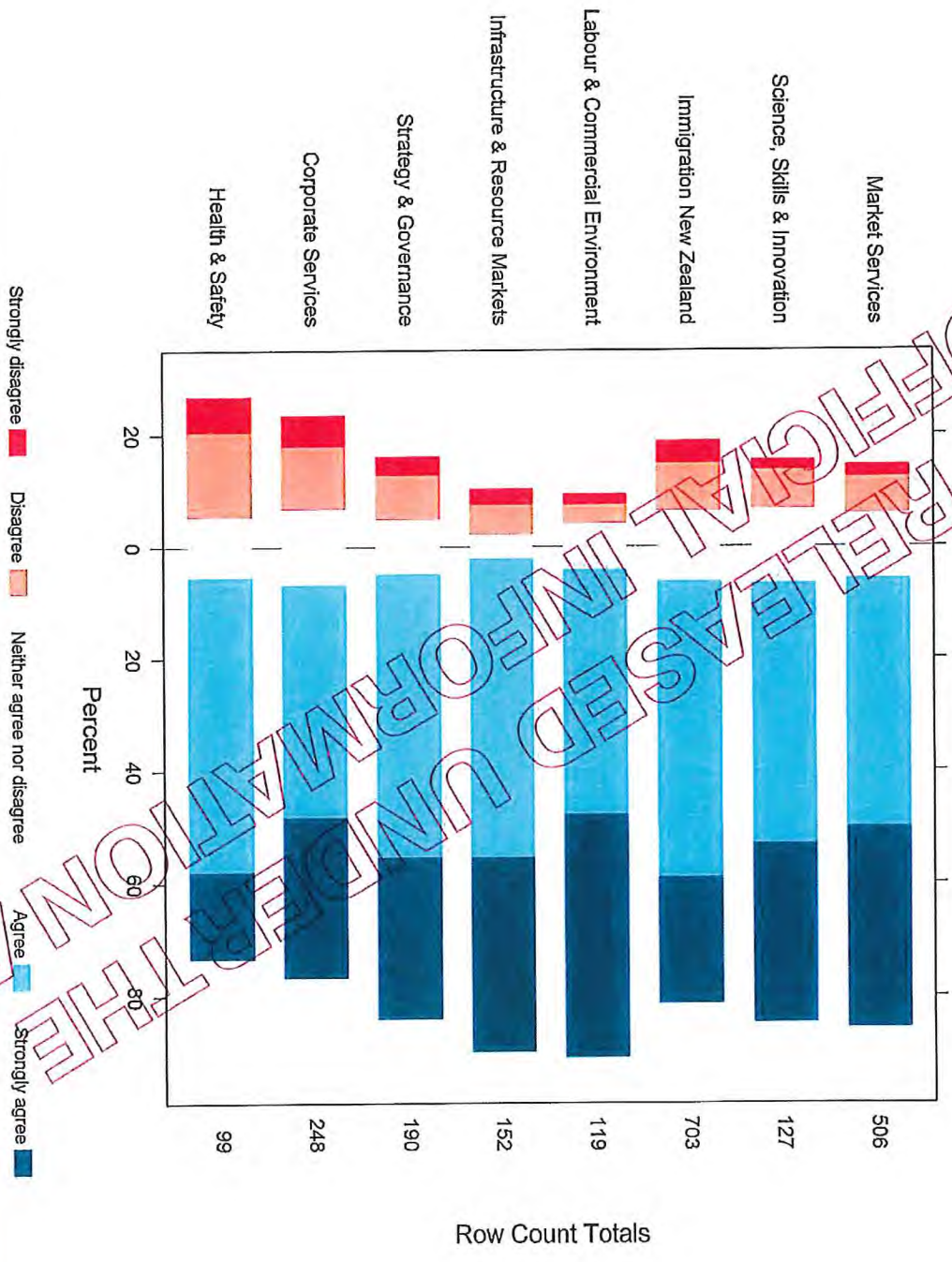


MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HIKINA WHAKATUTUKI

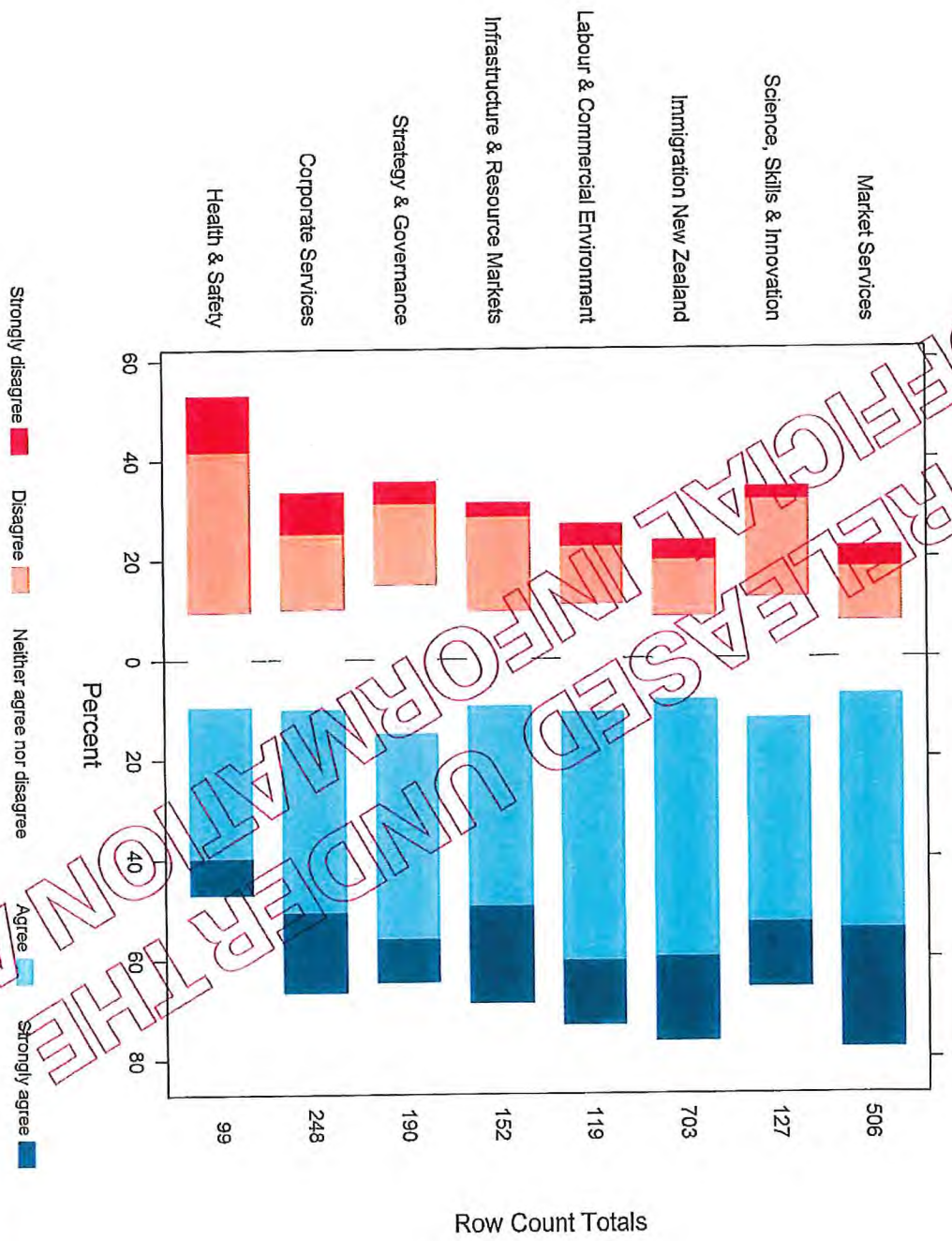
My manager helps me understand how my work contributes to the organisation's overall success



I have regular contact about what I am doing with my manager

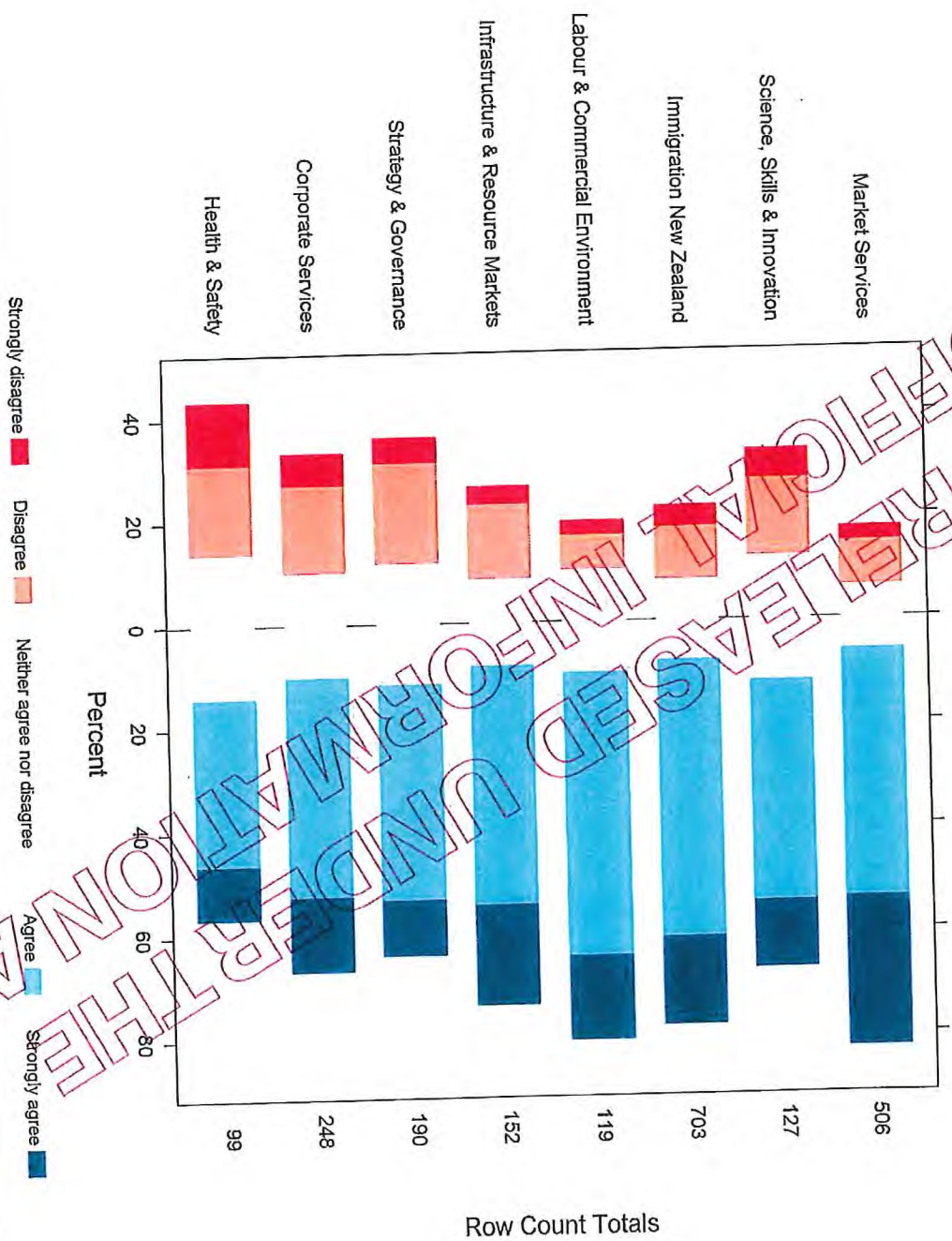


I am confident in the processes that my team has to achieve our goals



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HAKINA WHAKATUTUKI

I have a clearly defined set of expectations for my work



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
HĀKINA WHAKATUTUKI



MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT
MĀKINA WHAKATUTUKI

One thing that makes MBIE great



Font size in relation to frequency of mentions

RECOGNISE THE VALUE OF THE PEOPLE WHO MAKE THE DIFFERENCE

