

27 September 2016

Ray J Smith

<mailto:fyi-request-4490-71cc90fa@requests.fyi.org.nz>

Ref: 2016-OIA-25

Dear Mr Smith

Thank you for your email to Callaghan Innovation Info on 23 August 2016 requesting information under the Official Information Act 1982;

*1) Could you please share with the Performance Improvement Framework reviews that have been conducted to help Callaghan Innovation to continuously improve?*

We are withholding under section 18(d) of the Act, as the Performance Improvement Framework (PIF) has yet to be completed, that the information requested is or will soon be publicly available. In early 2015, Callaghan Innovation conducted a PIF self-review, which was formally responded to by the Executive Leadership Team in June 2015, and then released to all staff. This is available on our website at: <http://www.callaghaninnovation.govt.nz/about-us/publications-and-documents>

*2) Could you please share the staff engagement surveys?*

Callaghan Innovation was established in 2013 and we have completed two full surveys for 2014 and 2015.

Callaghan Innovation contracted IBM to run the staff engagement surveys, which are undertaken online. IBM are the 'owners' of the raw data collected and collate the results that are provided to Callaghan Innovation.

Attached are the results of our two surveys. This information has been released previously under the Act.

We are withholding, under section 9(2)(ba)(i) of the Act, the individual results and individual comments on the basis that they were collected under a promise of confidentiality.

The decision to withhold information has been assessed against the public interest and there does not appear to be overriding public interest reasons that support the release of the information withheld, as provided in section 9(1) of the Act.

You have the right to request a review of this response, by the Ombudsman at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or by contacting 0800 802 602.

Please contact [ministerialservices@callaghaninnovation.govt.nz](mailto:ministerialservices@callaghaninnovation.govt.nz) if you require any further information.

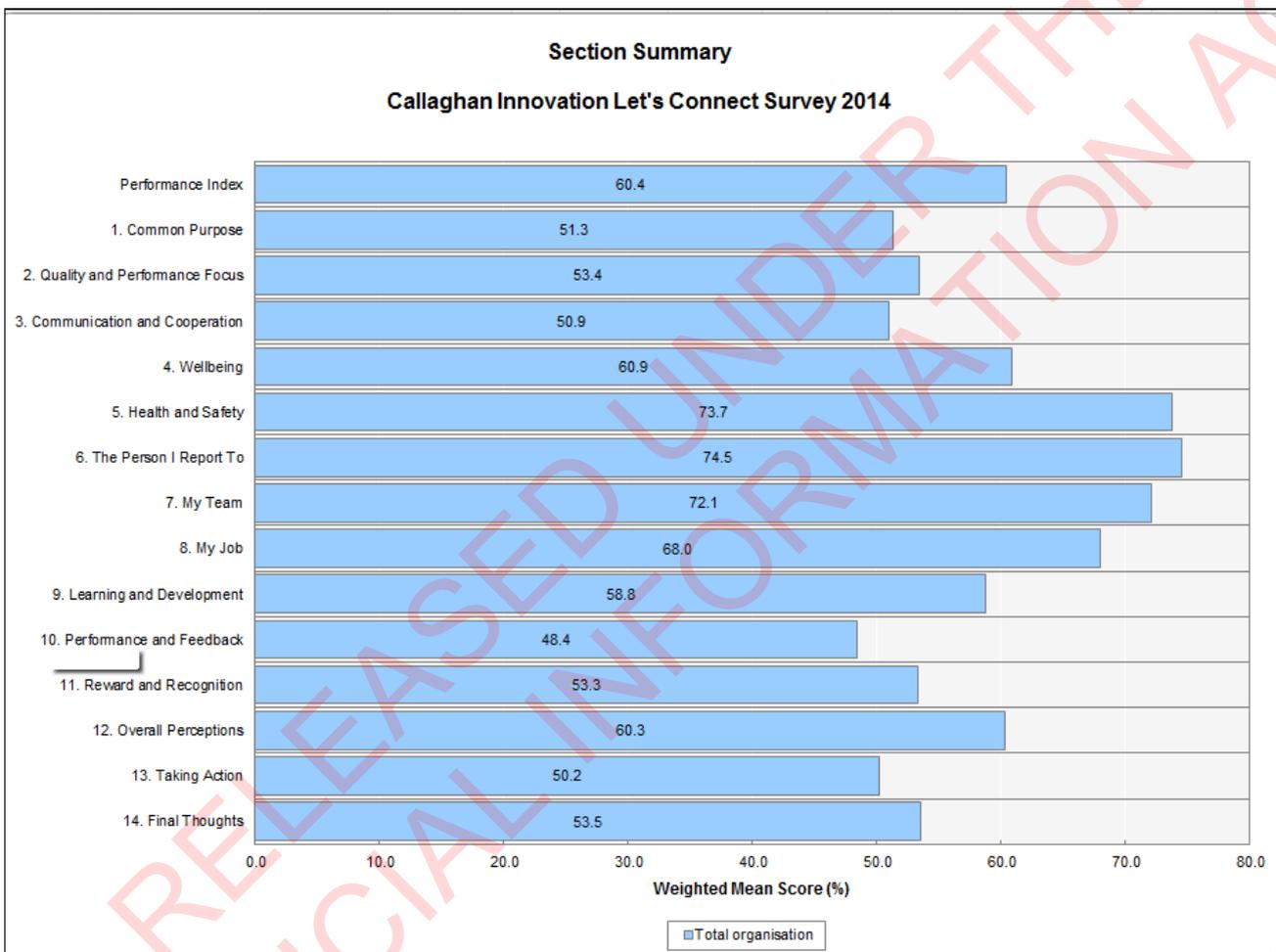
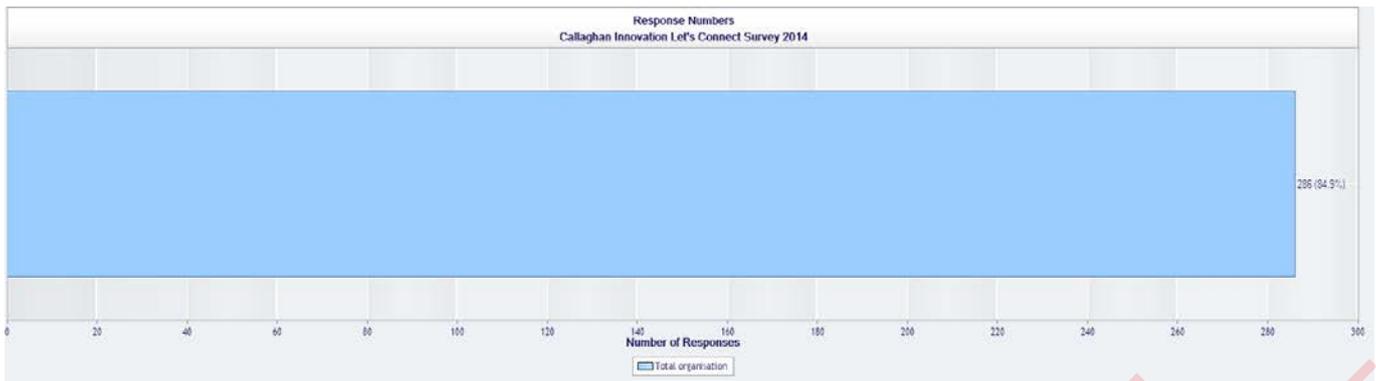
Yours sincerely

A handwritten signature in blue ink, appearing to read 'Esther Livingston', is written over a light blue horizontal line.

Esther Livingston

**GM, People and Capability**

# SURVEY 2014



### Section Summary

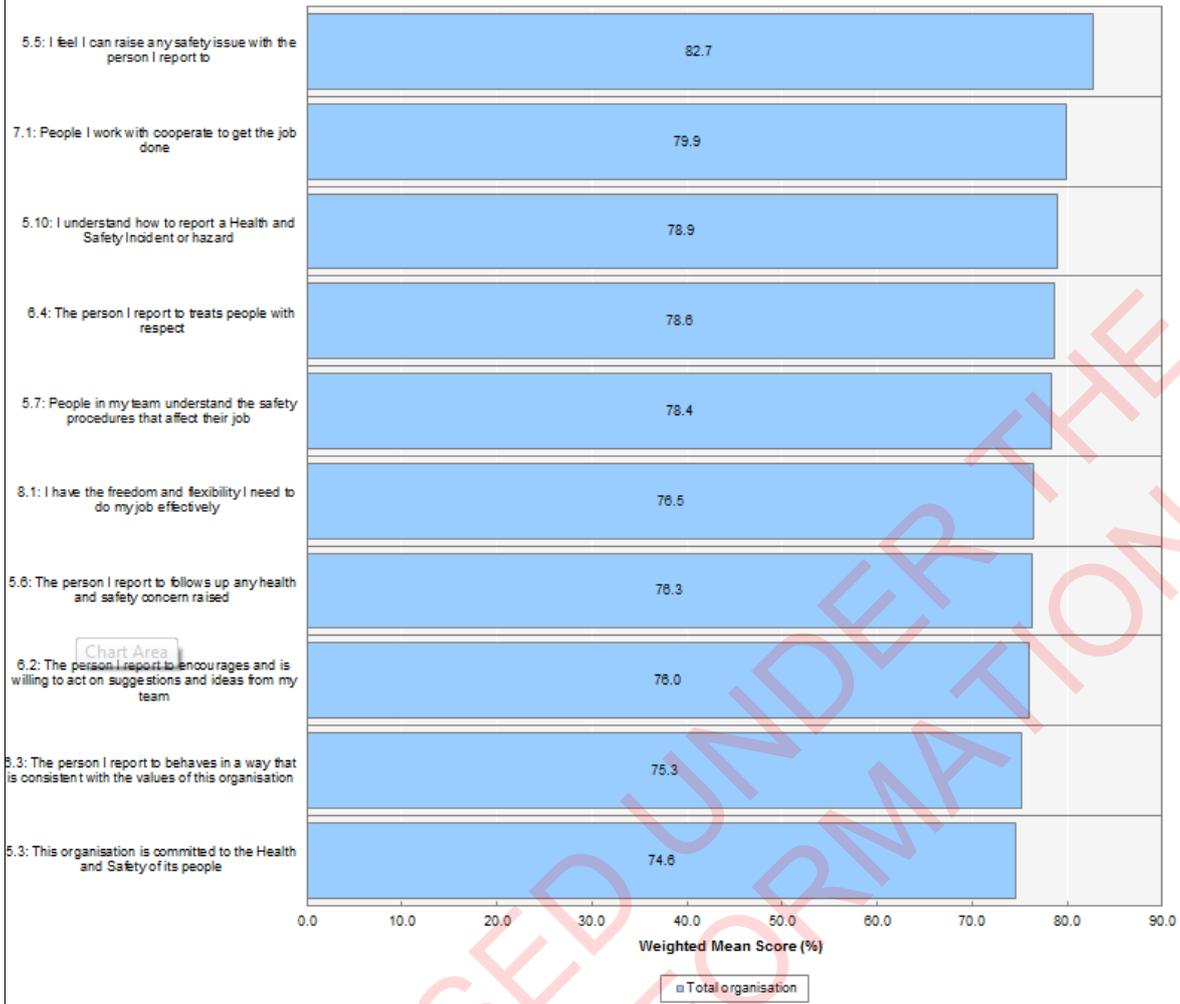
#### Callaghan Innovation Let's Connect Survey 2014



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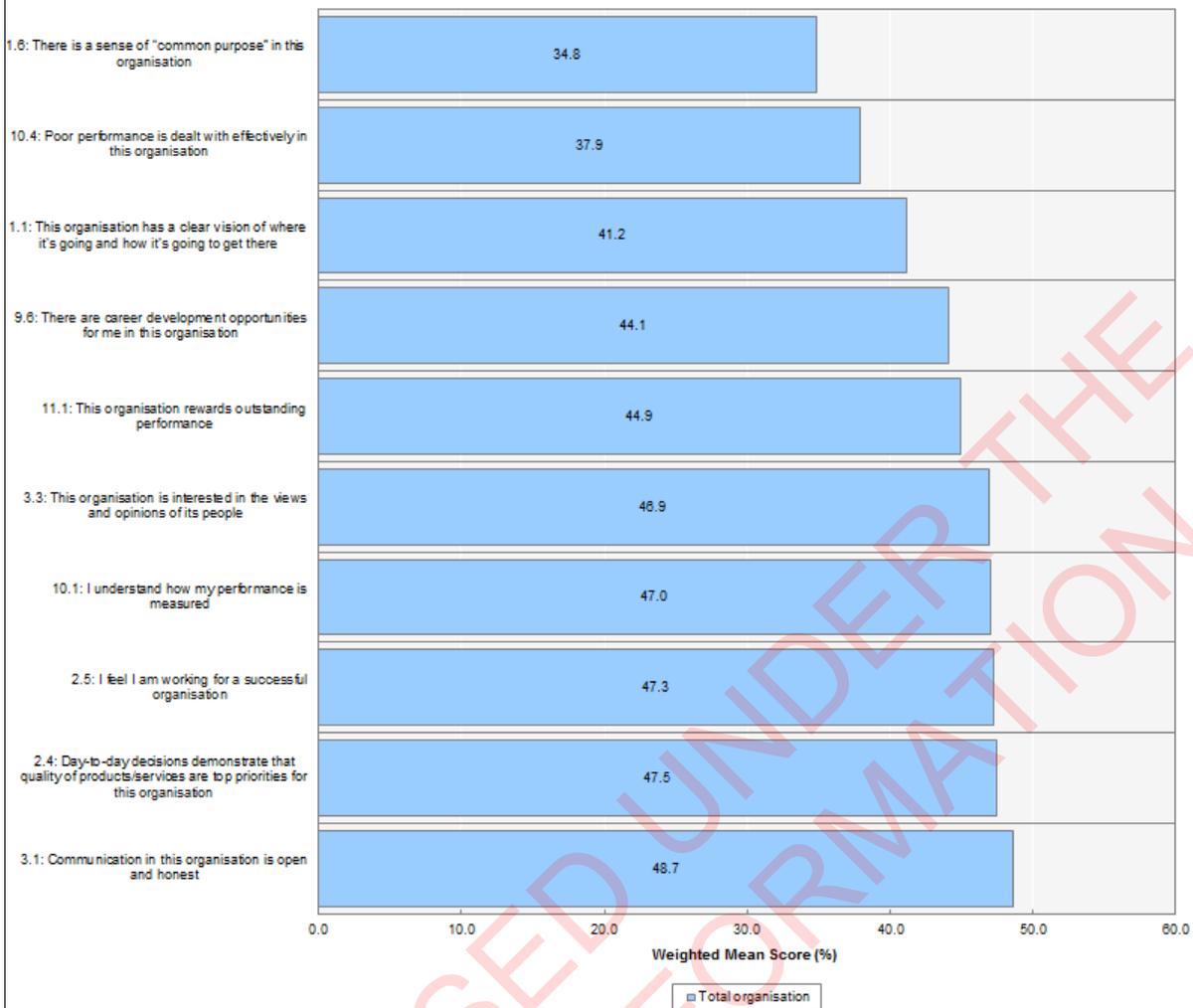
### Highest Rated Questions

#### Callaghan Innovation Let's Connect Survey 2014



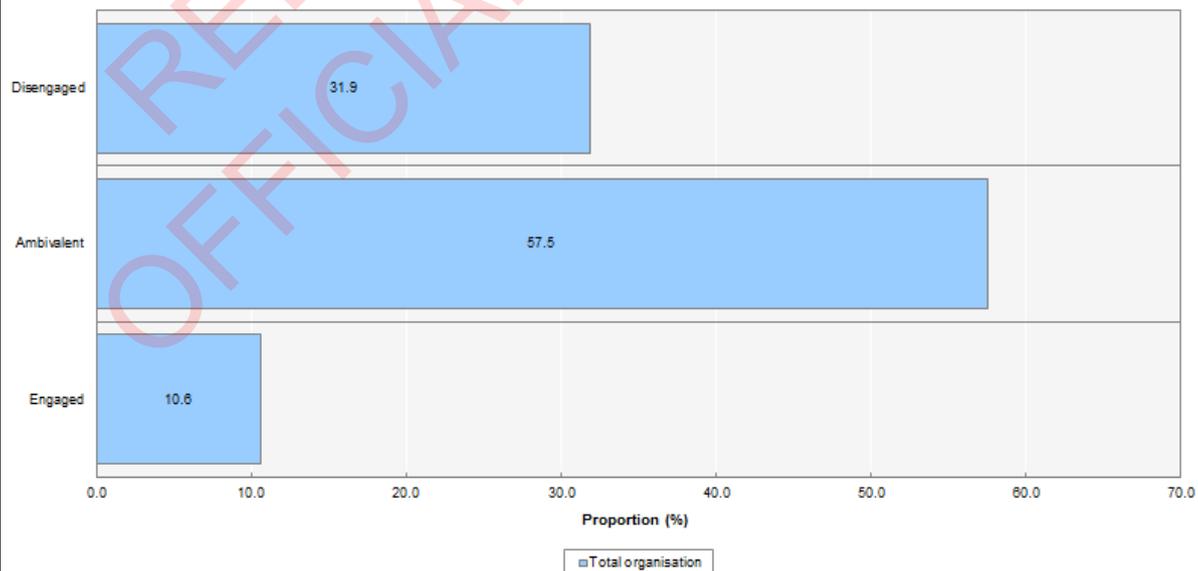
### Lowest Rated Questions

#### Callaghan Innovation Let's Connect Survey 2014



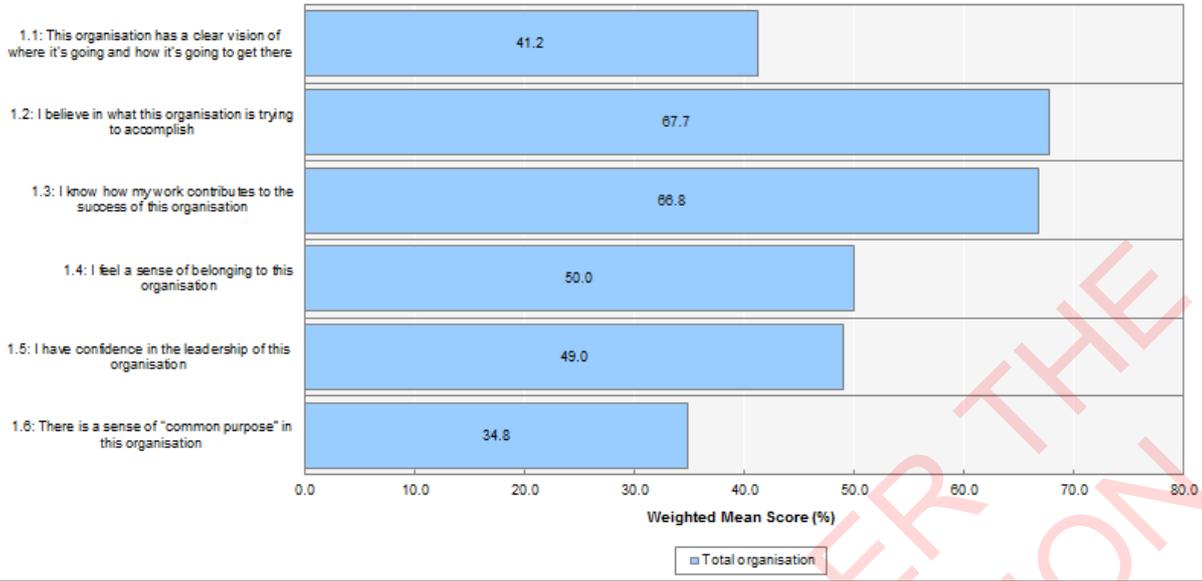
### Engagement Profile

#### Callaghan Innovation Let's Connect Survey 2014



Section Analysis - Common Purpose

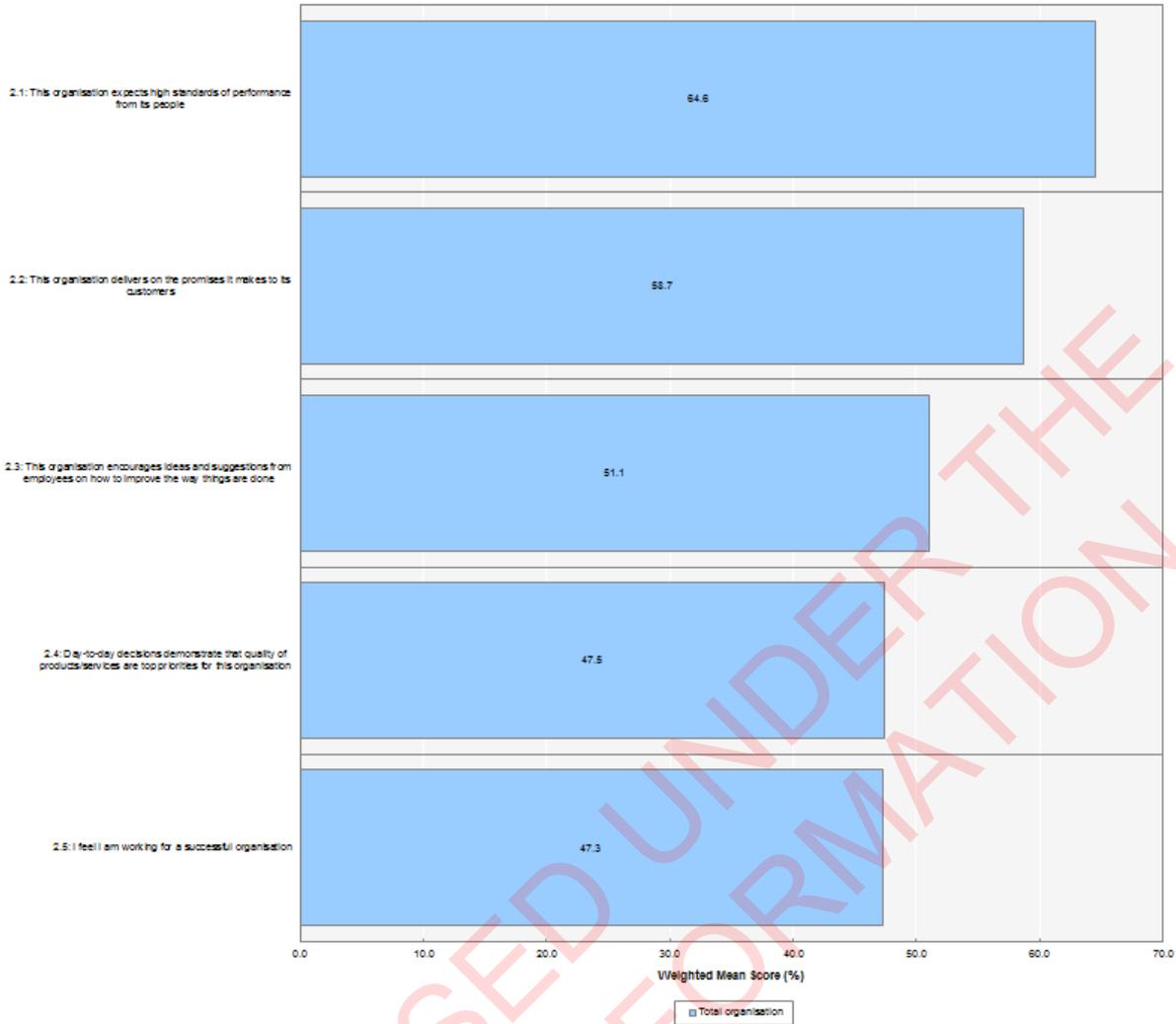
Callaghan Innovation Let's Connect Survey 2014



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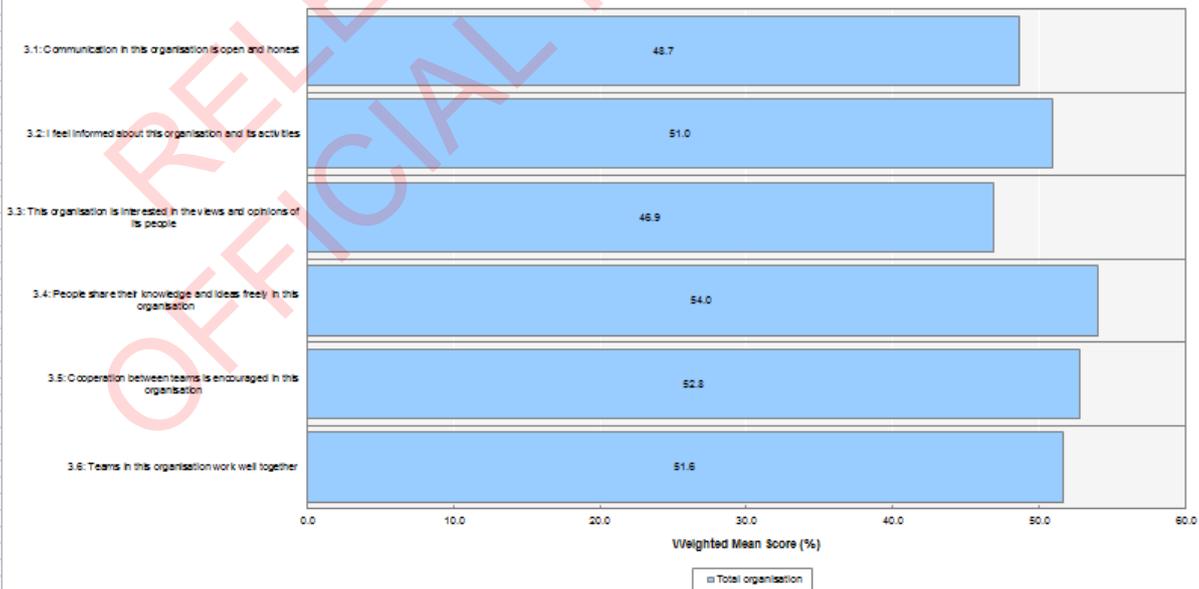
Section Analysis - Quality and Performance Focus

Callaghan Innovation Let's Connect Survey 2014

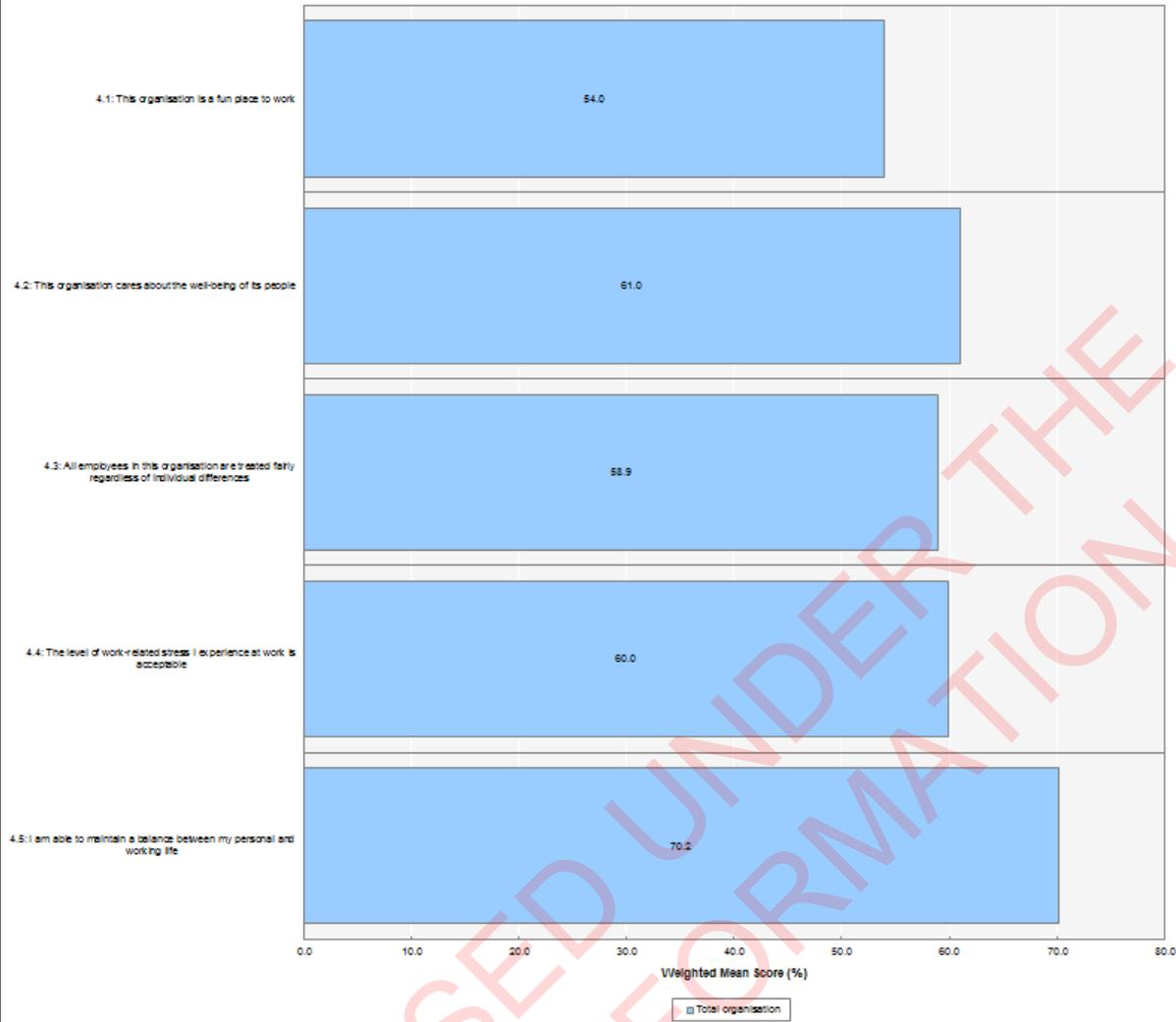


Section Analysis - Communication and Cooperation

Callaghan Innovation Let's Connect Survey 2014



Section Analysis - Wellbeing  
Callaghan Innovation Let's Connect Survey 2014

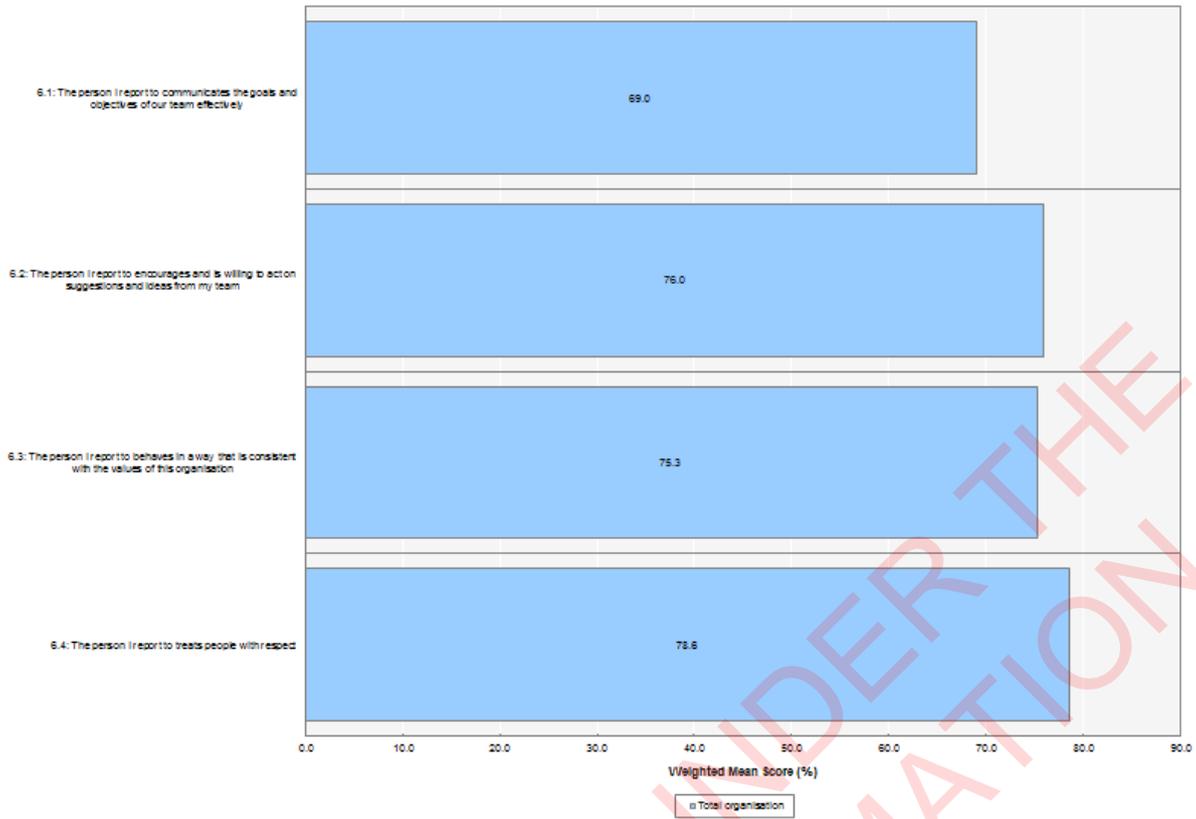


Section Analysis - Health and Safety  
Callaghan Innovation Let's Connect Survey 2014

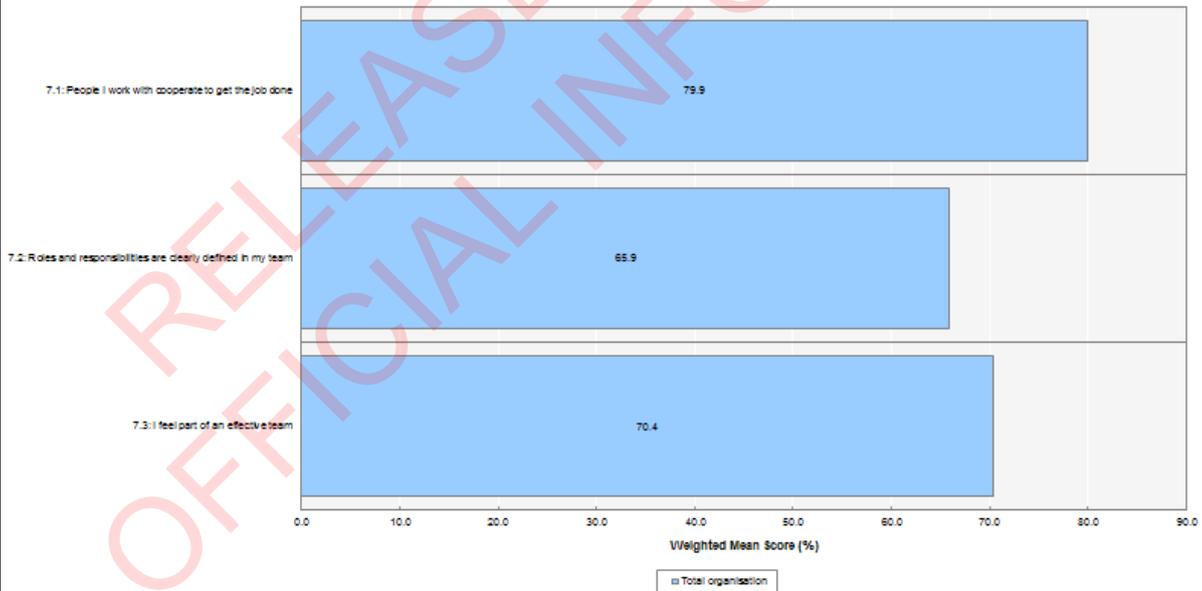


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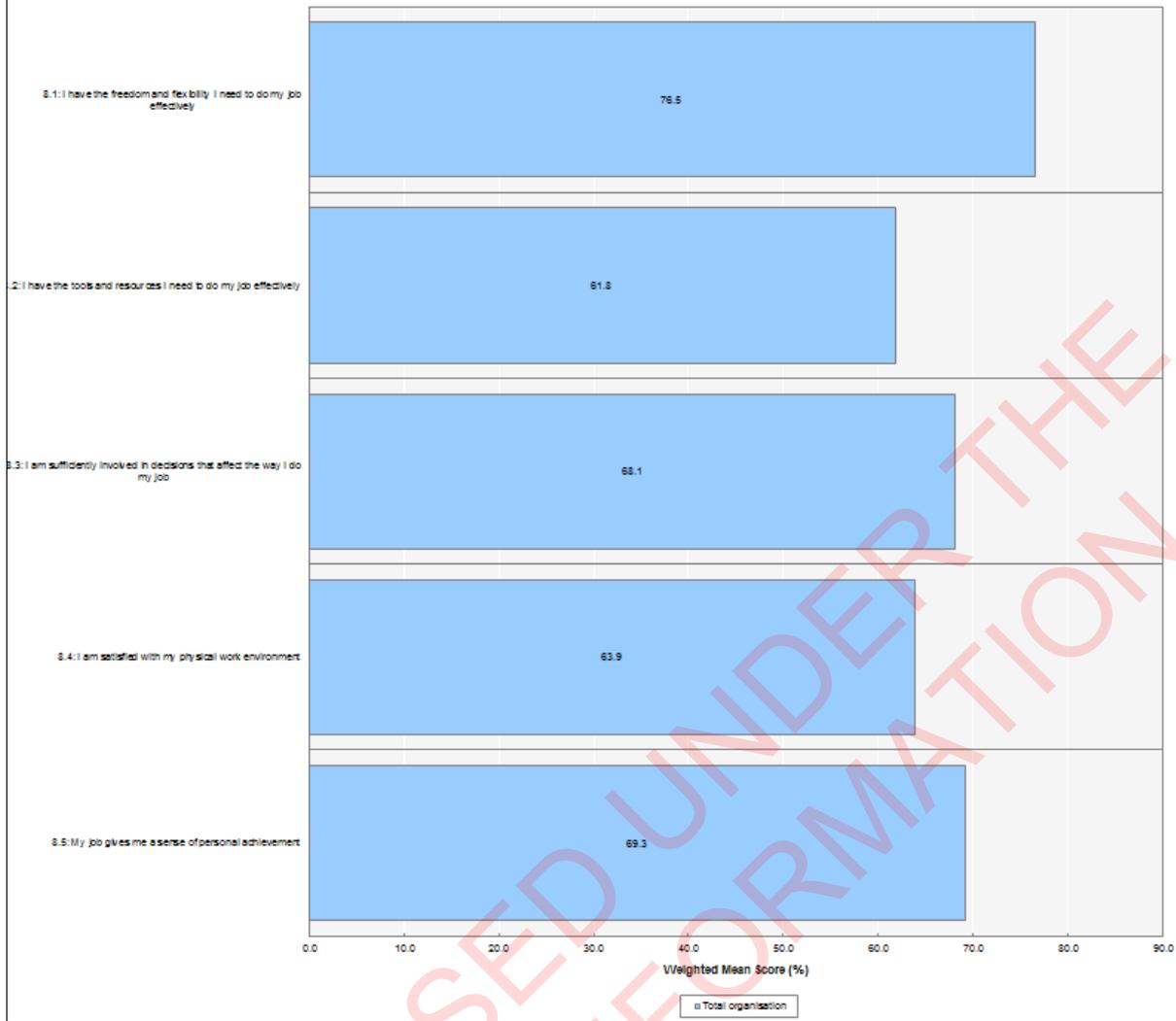
Section Analysis - The Person I Report To  
Callaghan Innovation Let's Connect Survey 2014



Section Analysis - My Team  
Callaghan Innovation Let's Connect Survey 2014

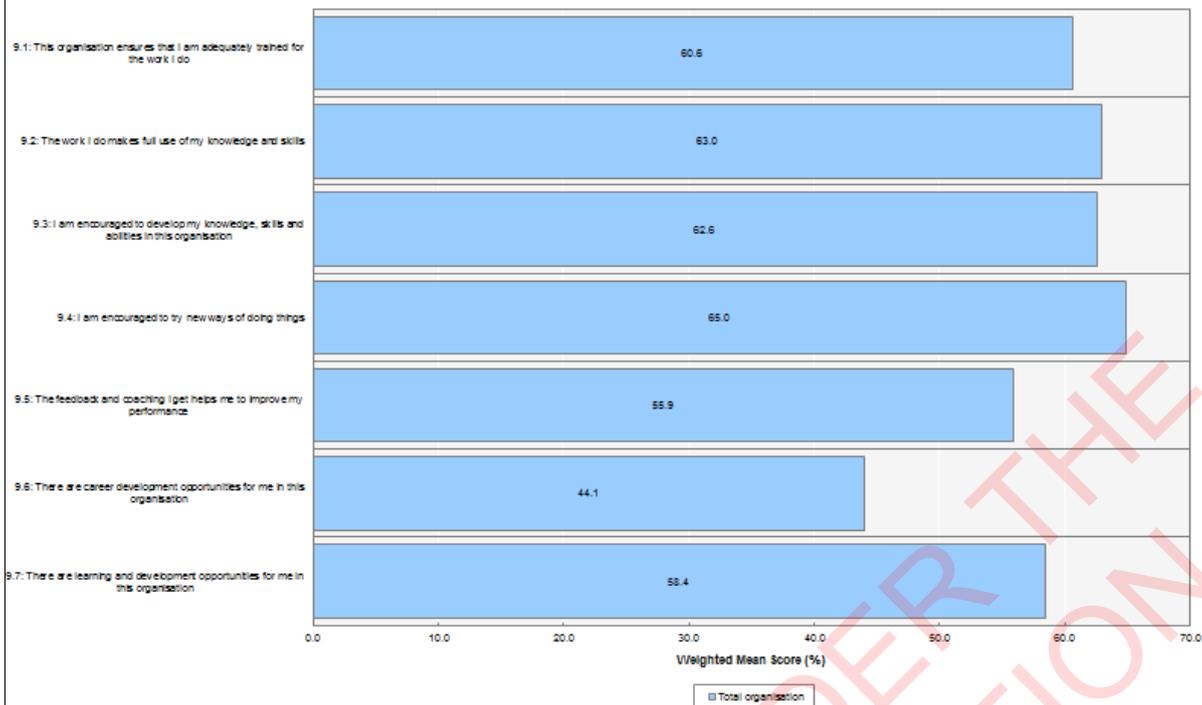


Section Analysis - My Job  
Callaghan Innovation Let's Connect Survey 2014

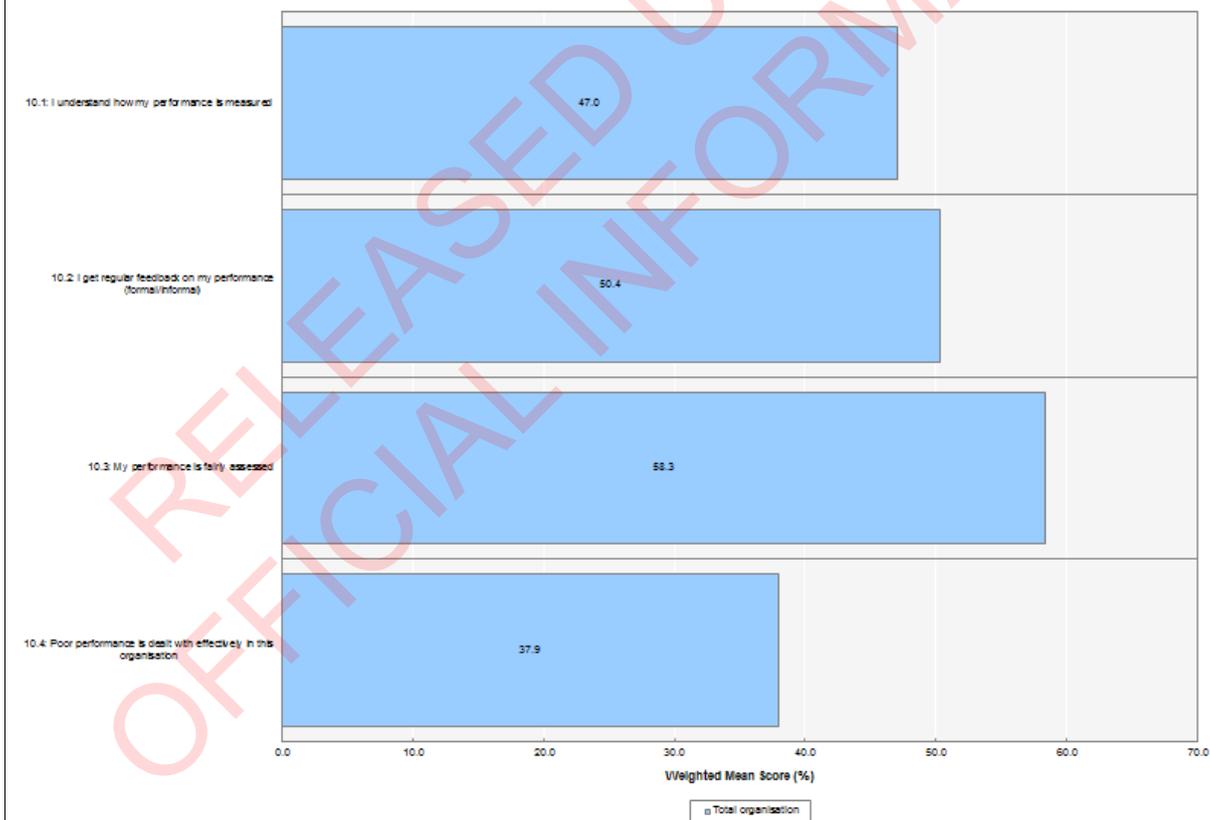


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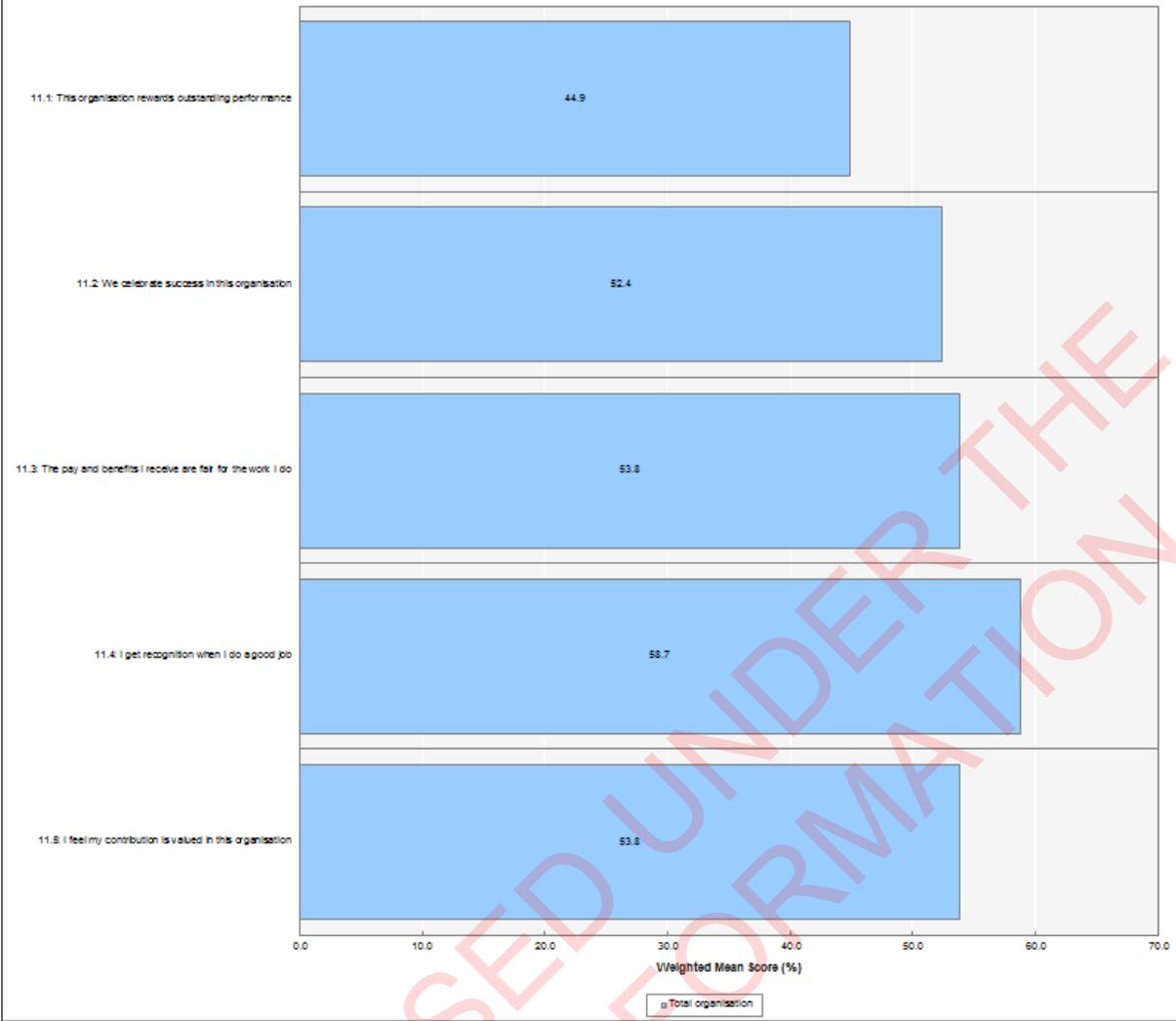
Section Analysis - Learning and Development  
 Callaghan Innovation Let's Connect Survey 2014



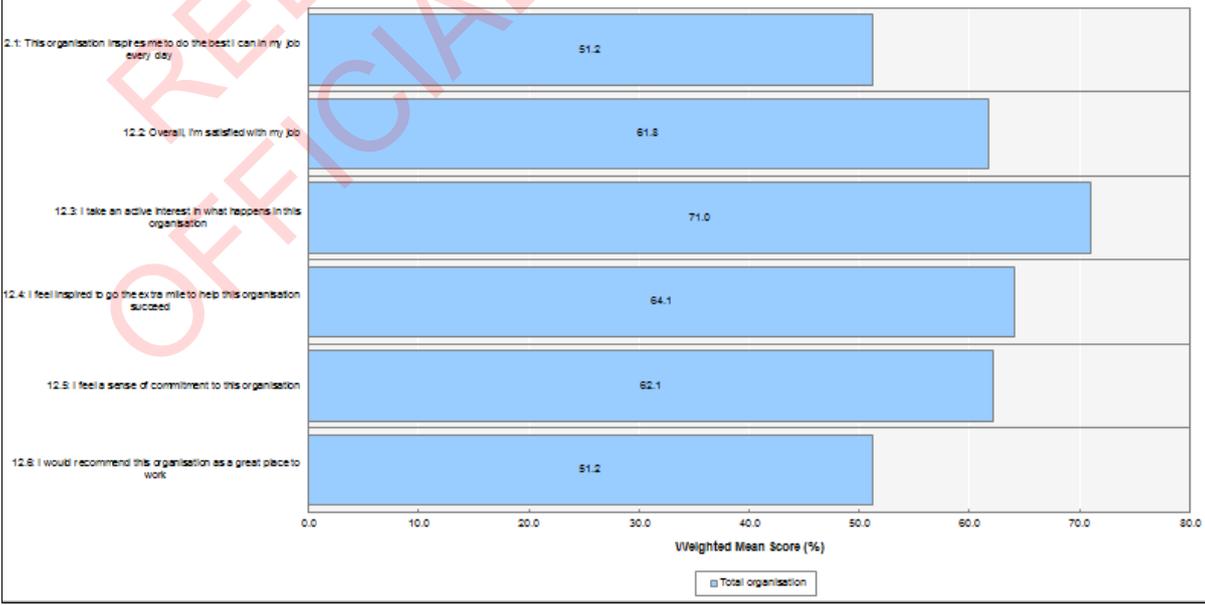
Section Analysis - Performance and Feedback  
 Callaghan Innovation Let's Connect Survey 2014

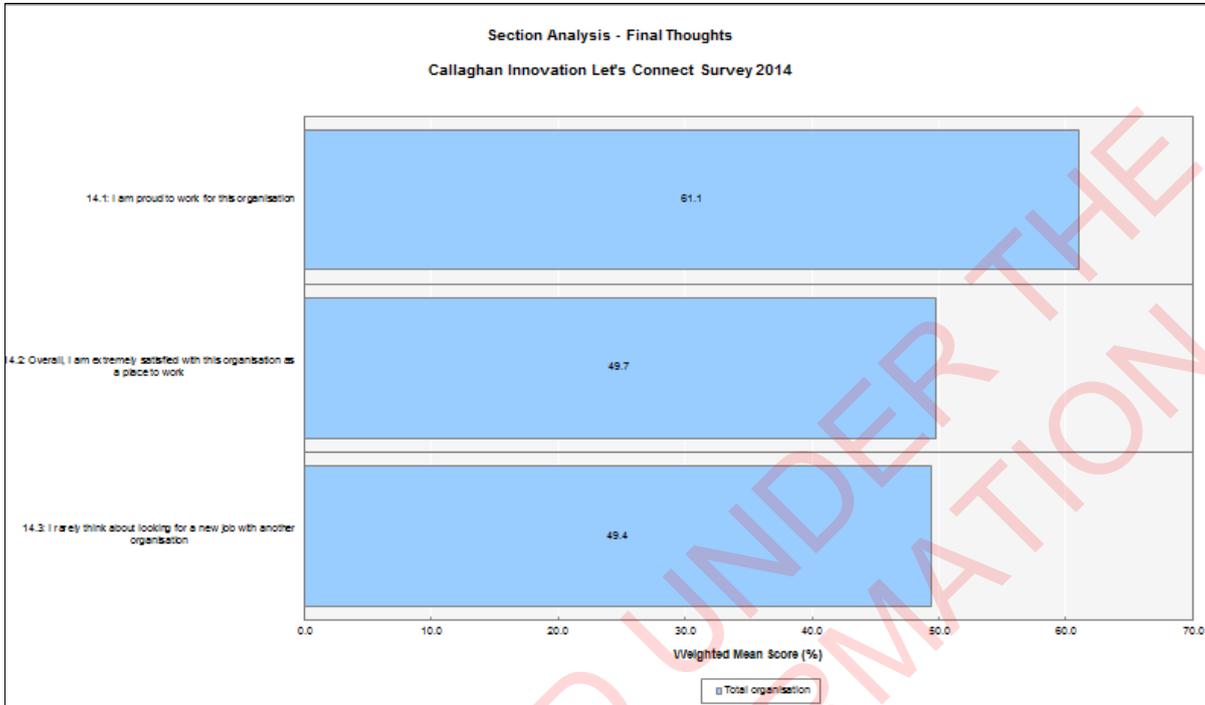
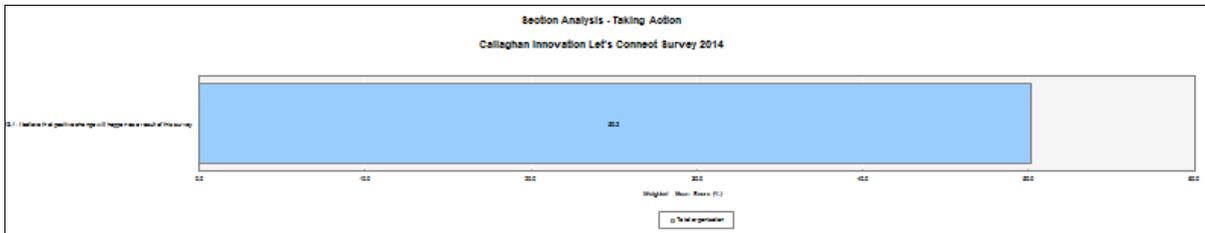


Section Analysis - Reward and Recognition  
 Callaghan Innovation Let's Connect Survey 2014

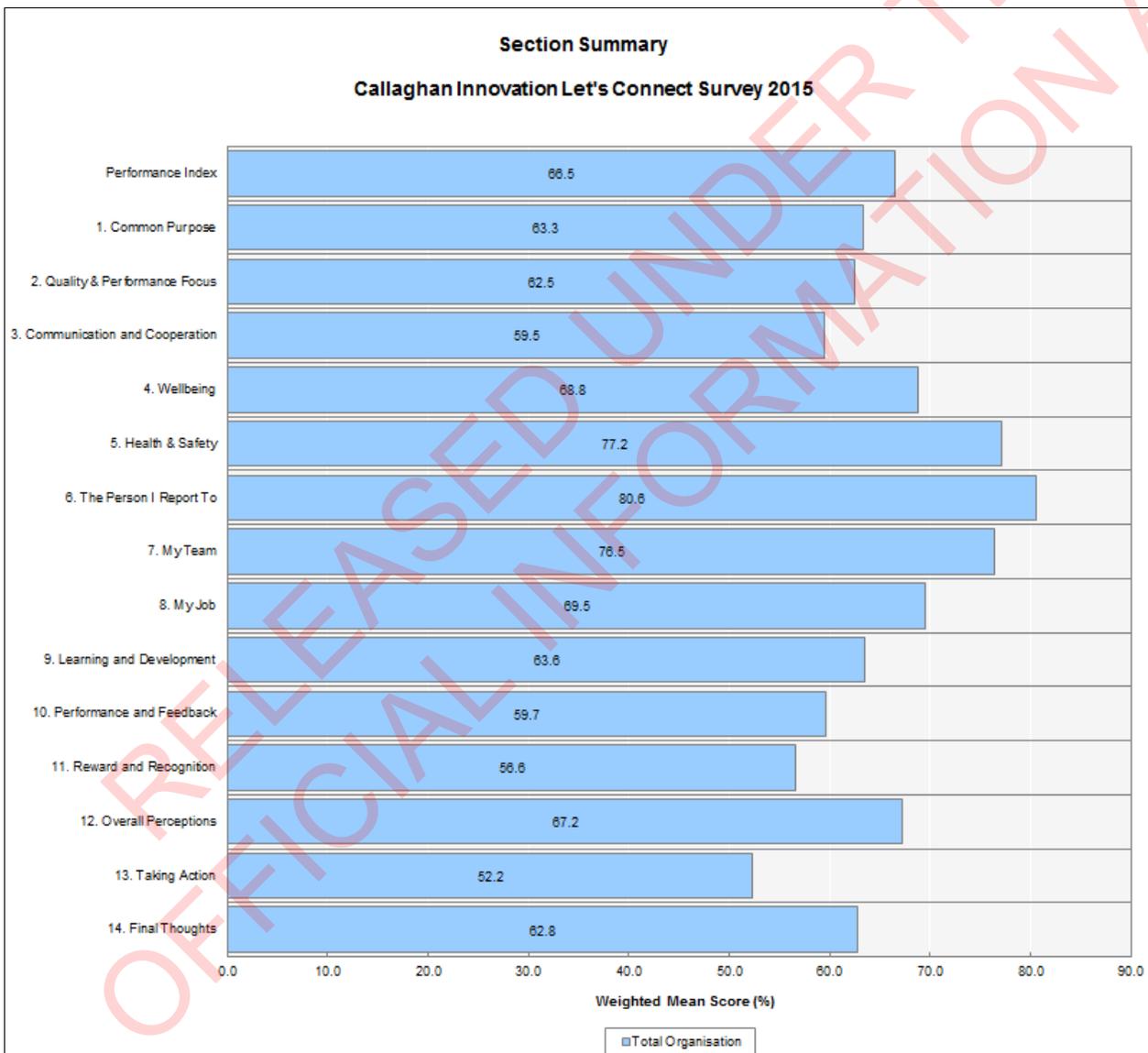
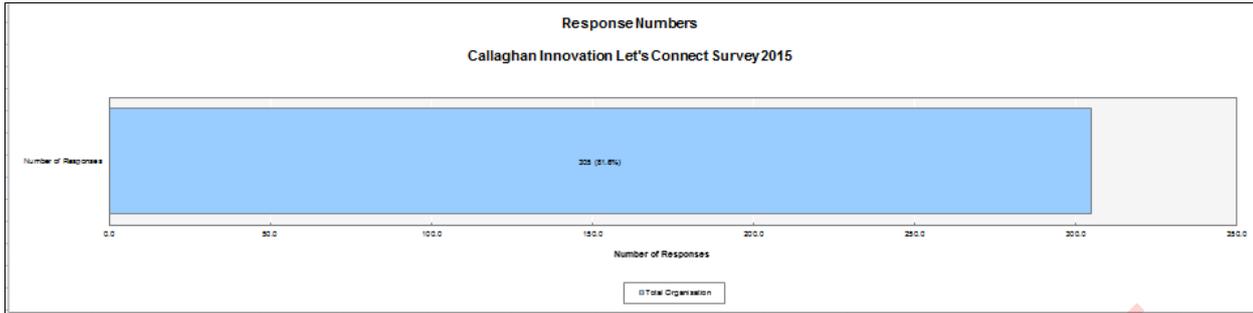


Section Analysis - Overall Perceptions  
 Callaghan Innovation Let's Connect Survey 2014



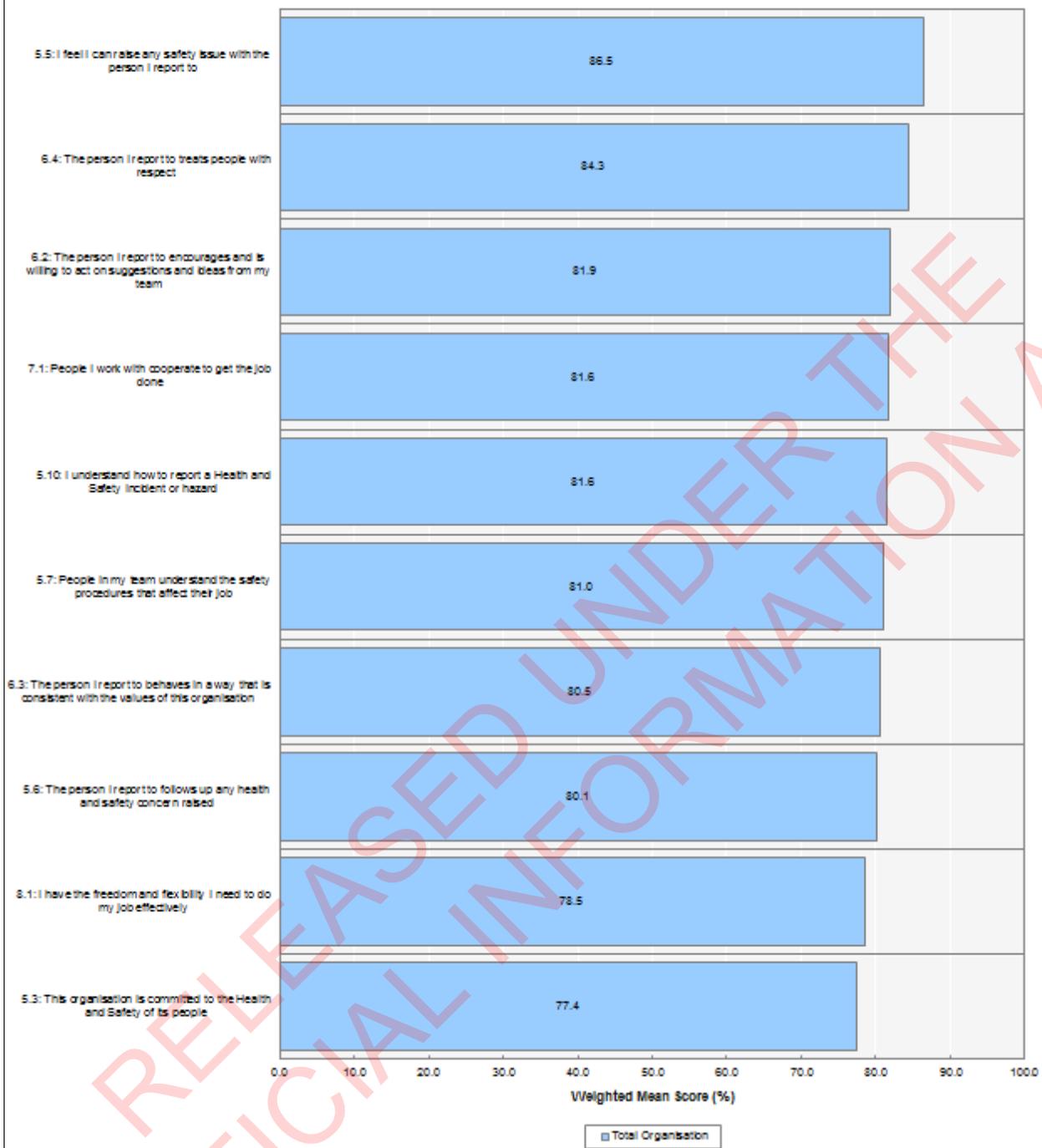


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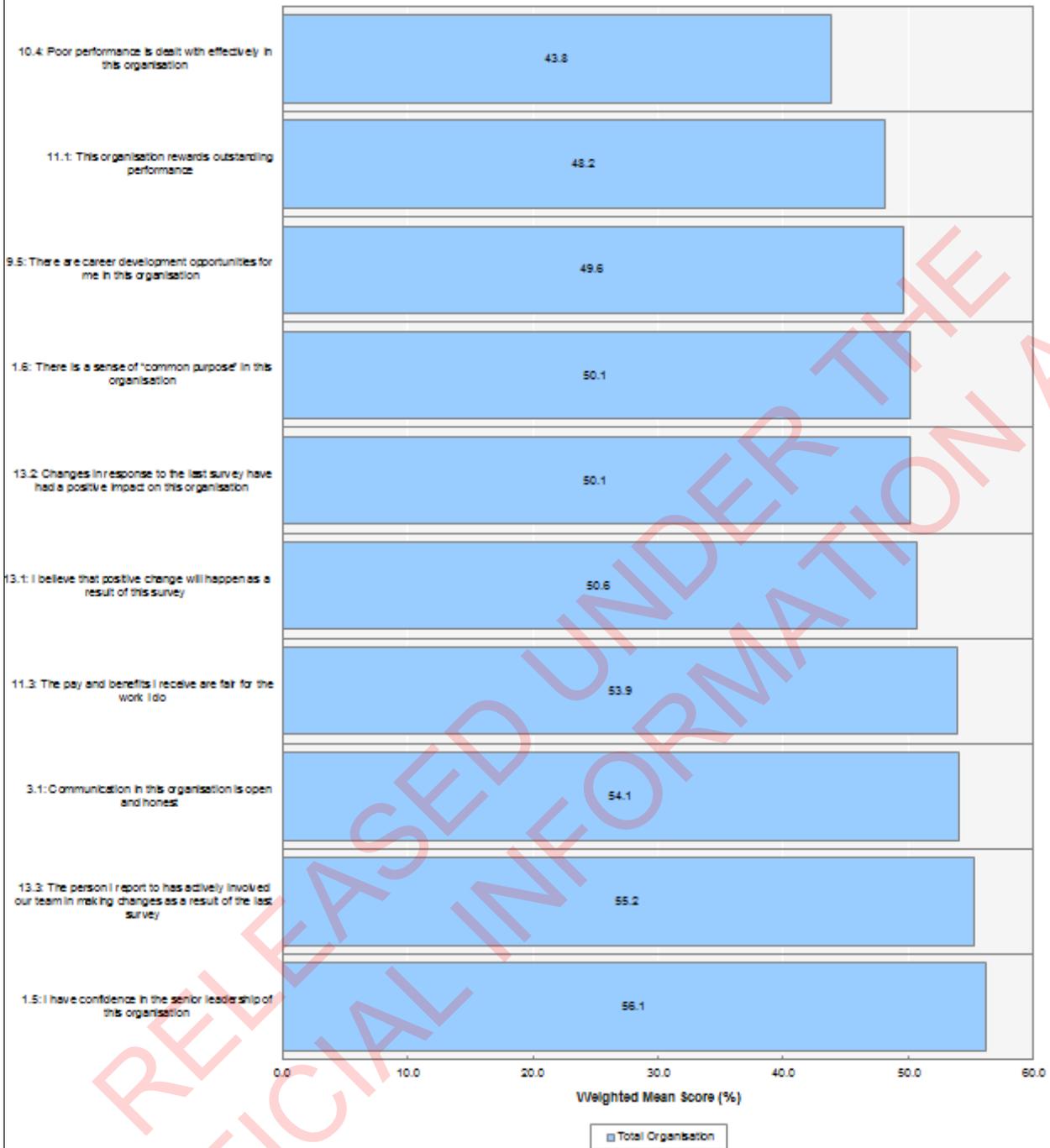
### Highest Rated Questions

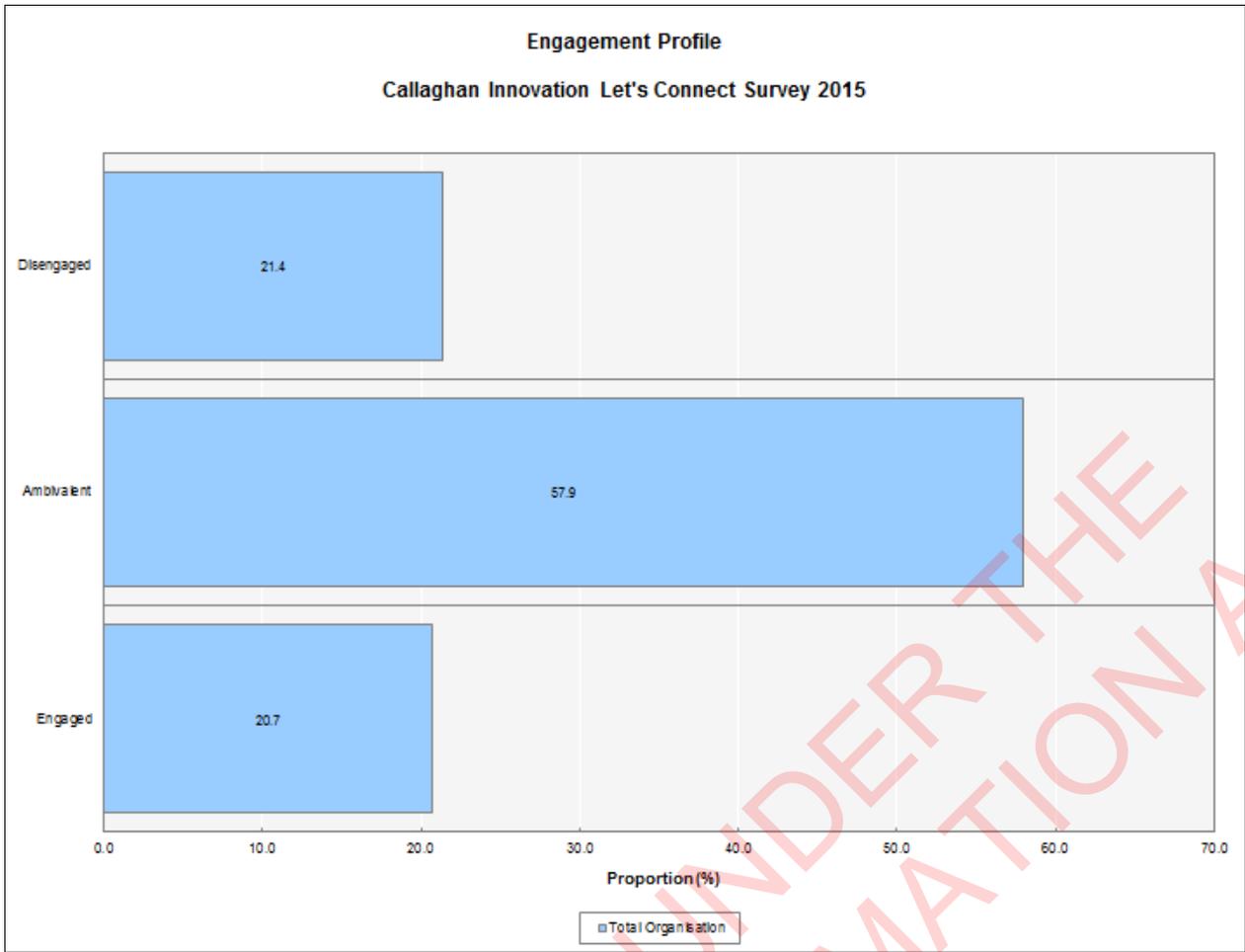
#### Callaghan Innovation Let's Connect Survey 2015



### Lowest Rated Questions

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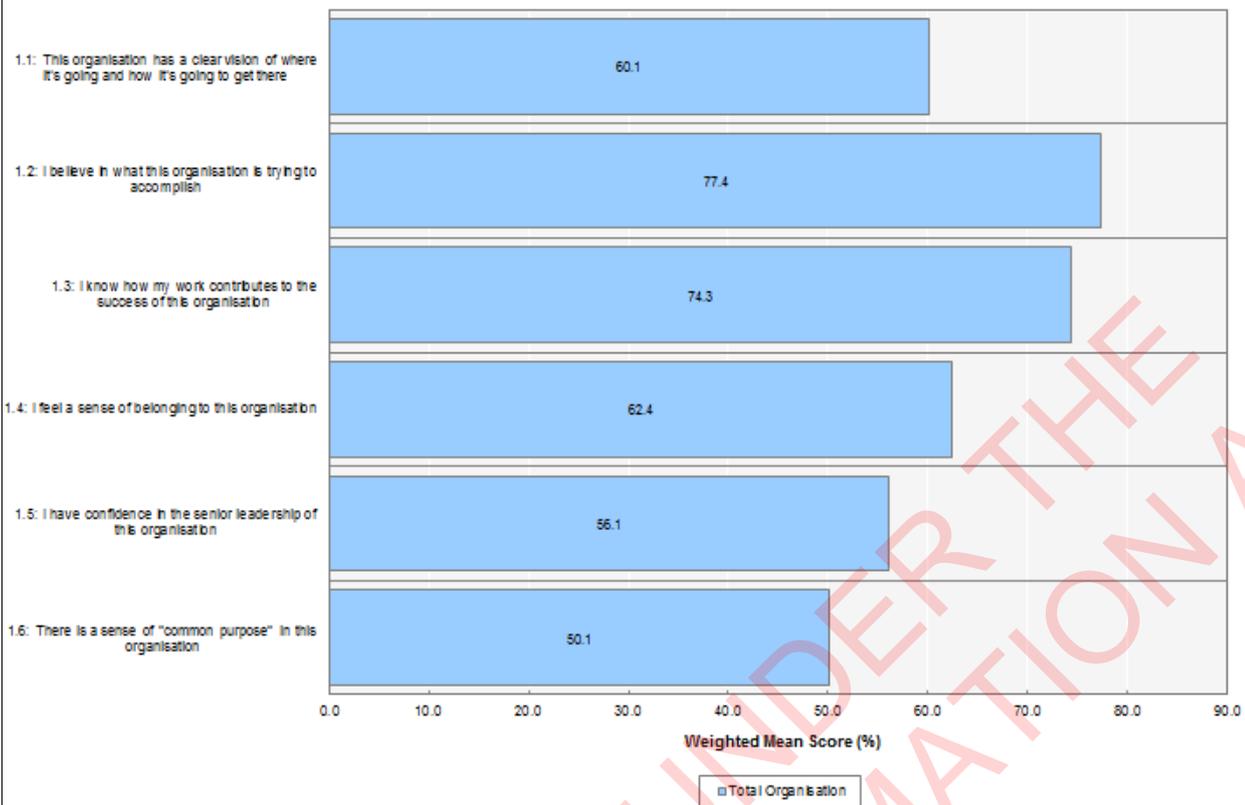


The results above were calculated using 6 Engagement Questions.

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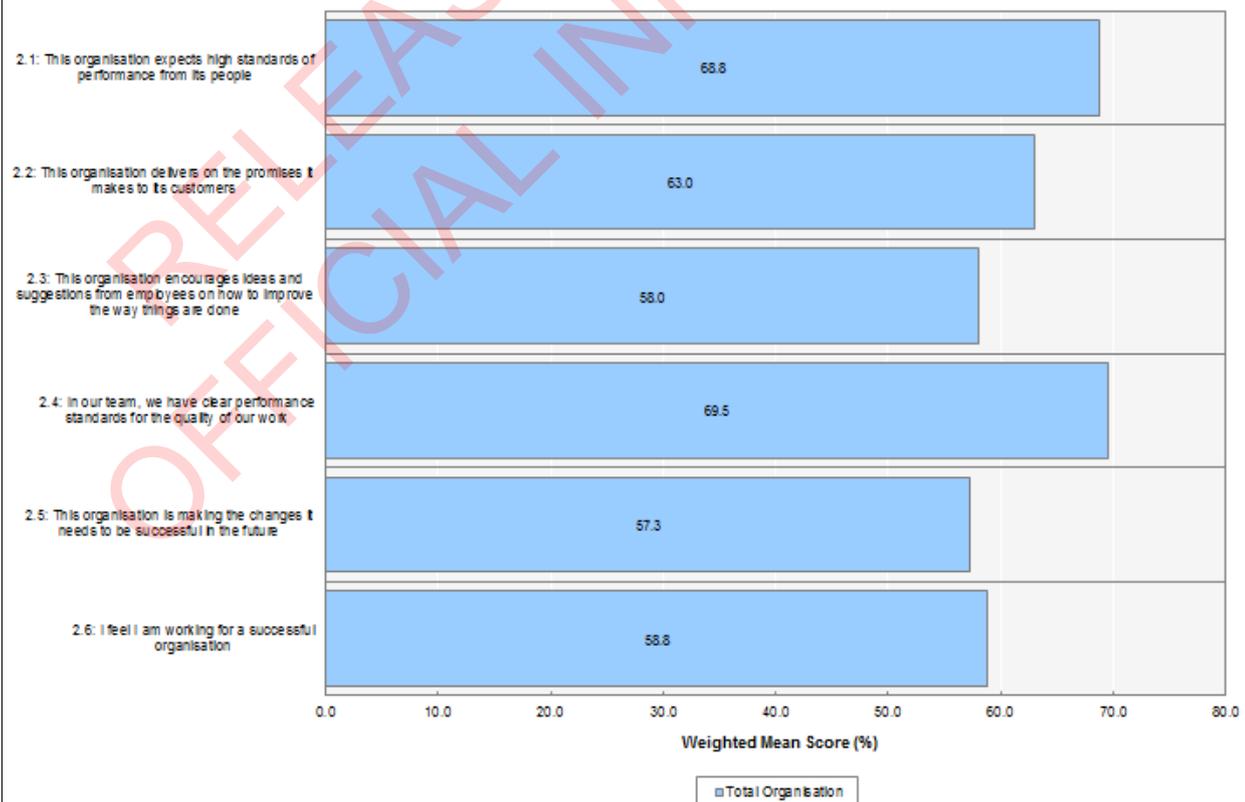
### Section Analysis - Common Purpose

#### Callaghan Innovation Let's Connect Survey 2015



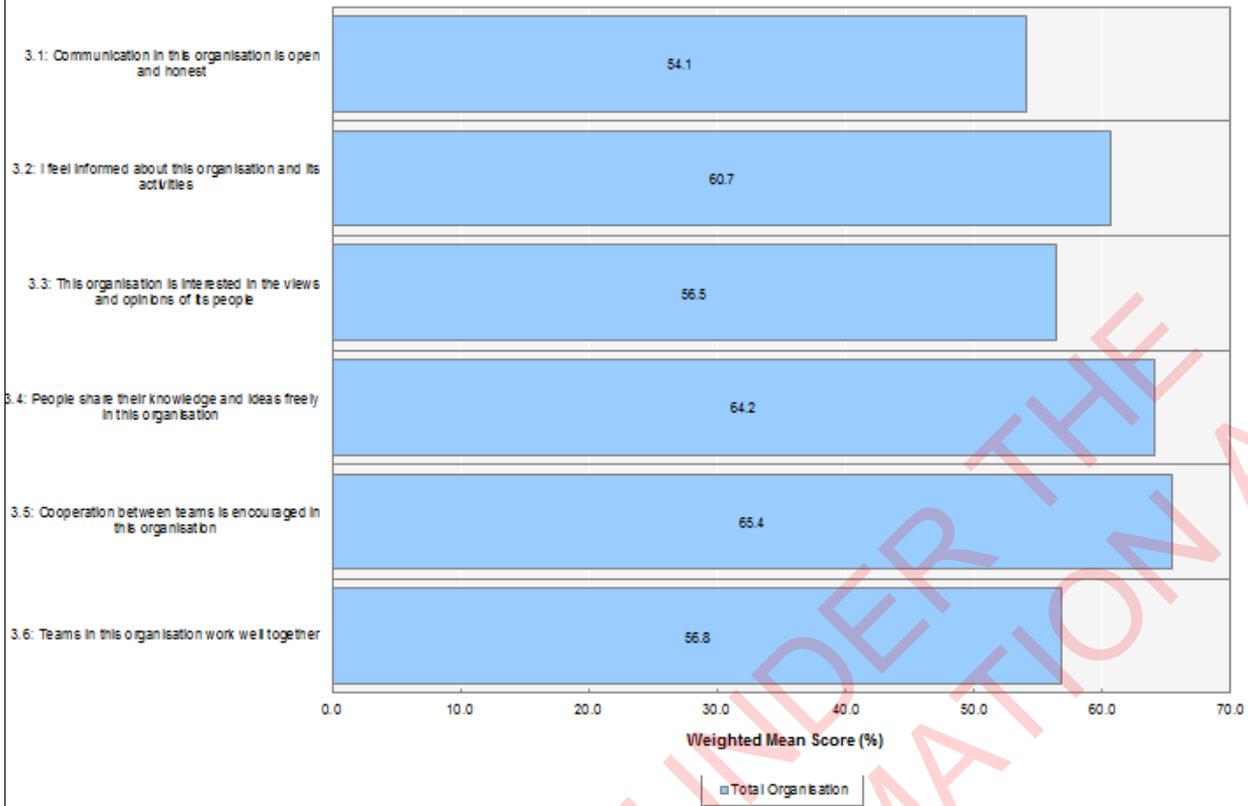
### Section Analysis - Quality & Performance Focus

#### Callaghan Innovation Let's Connect Survey 2015



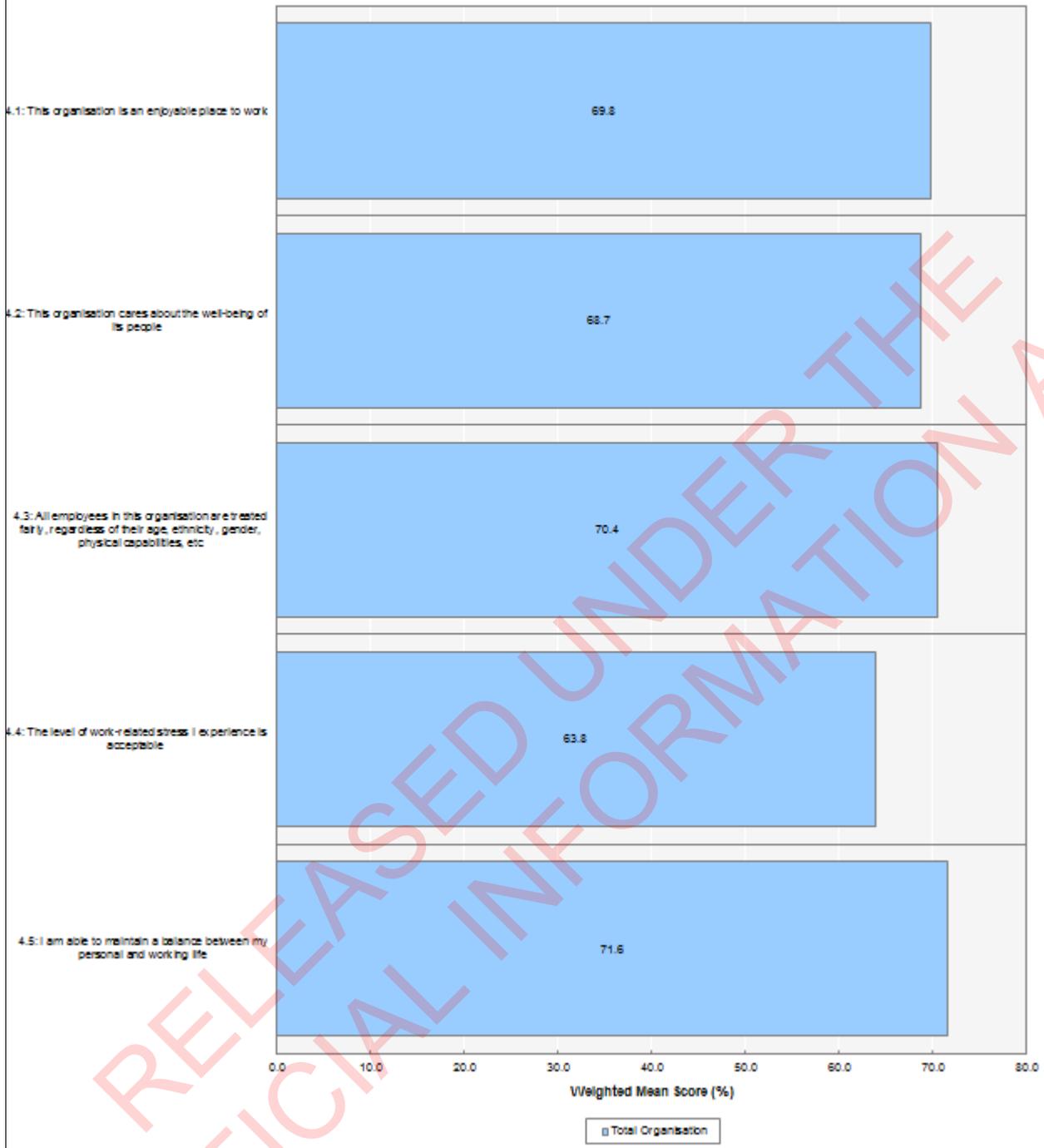
Section Analysis - Communication and Cooperation

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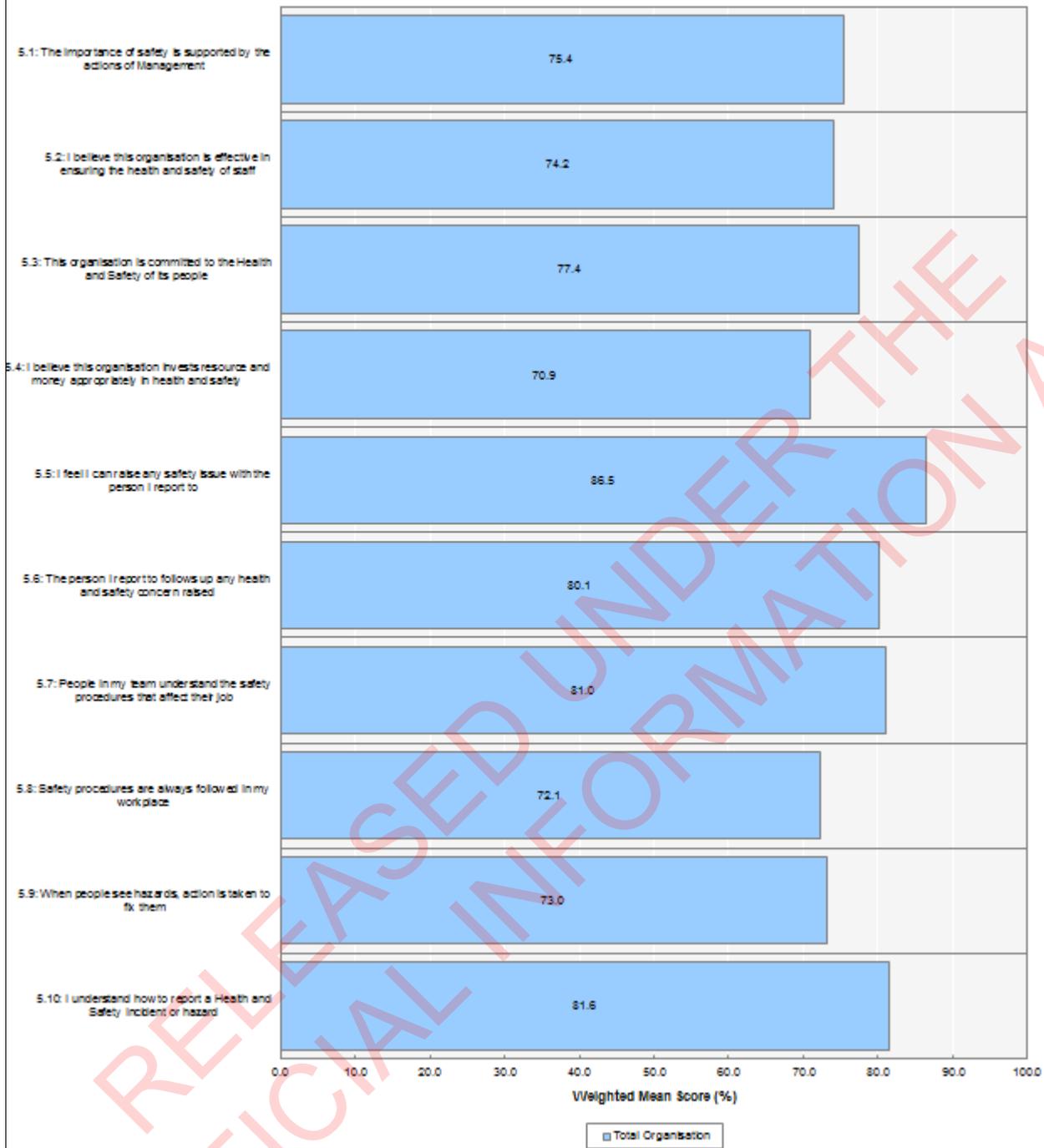


Section Analysis - Wellbeing

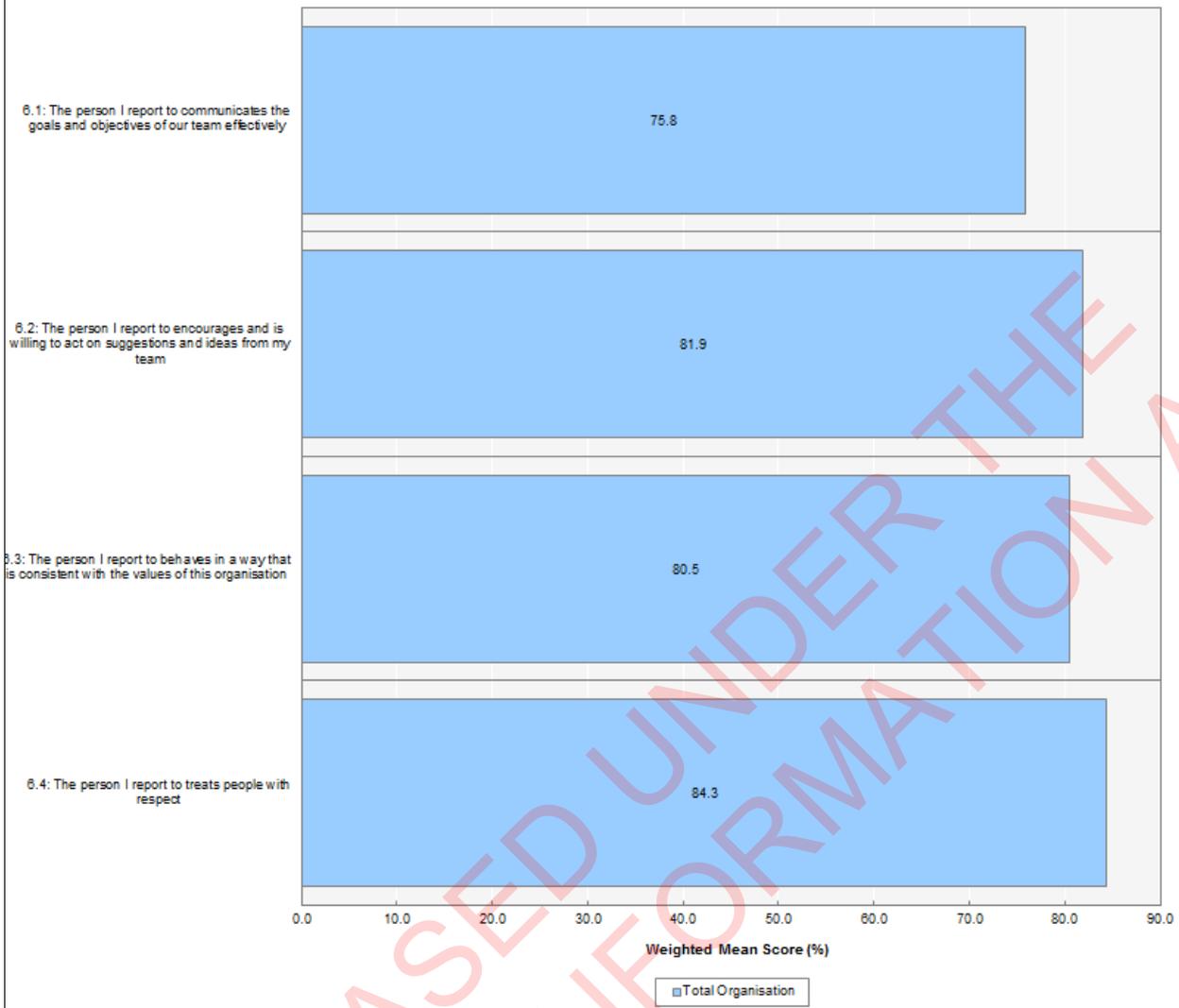
Callaghan Innovation Let's Connect Survey 2015



Section Analysis - Health & Safety  
Callaghan Innovation Let's Connect Survey 2015

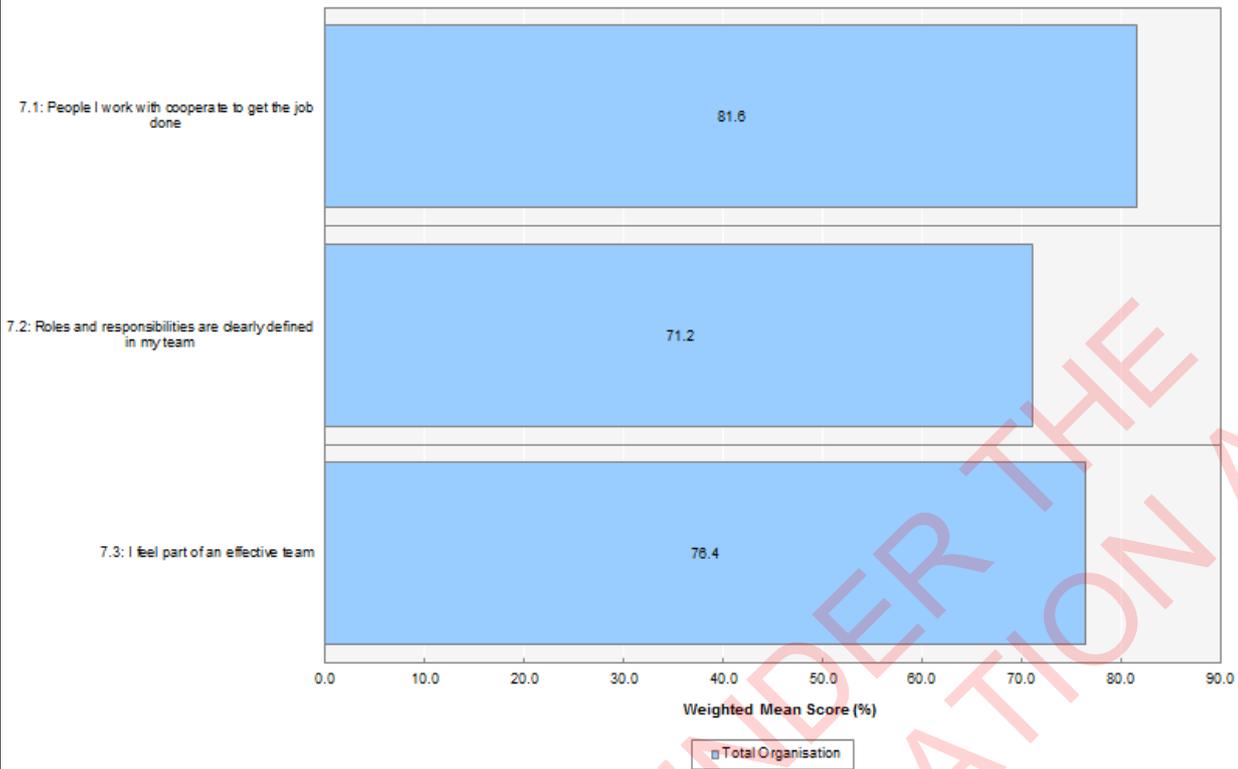


**Section Analysis - The Person I Report To**  
**Callaghan Innovation Let's Connect Survey 2015**



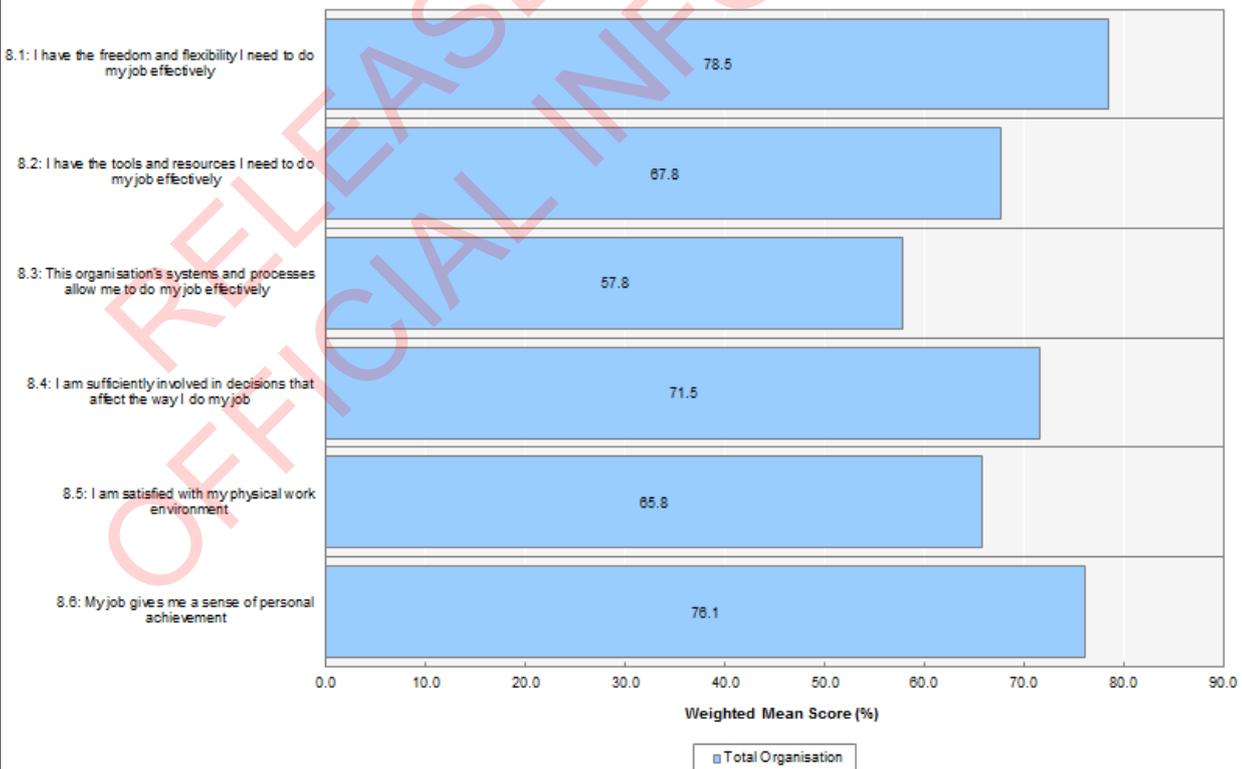
### Section Analysis - My Team

#### Callaghan Innovation Let's Connect Survey 2015

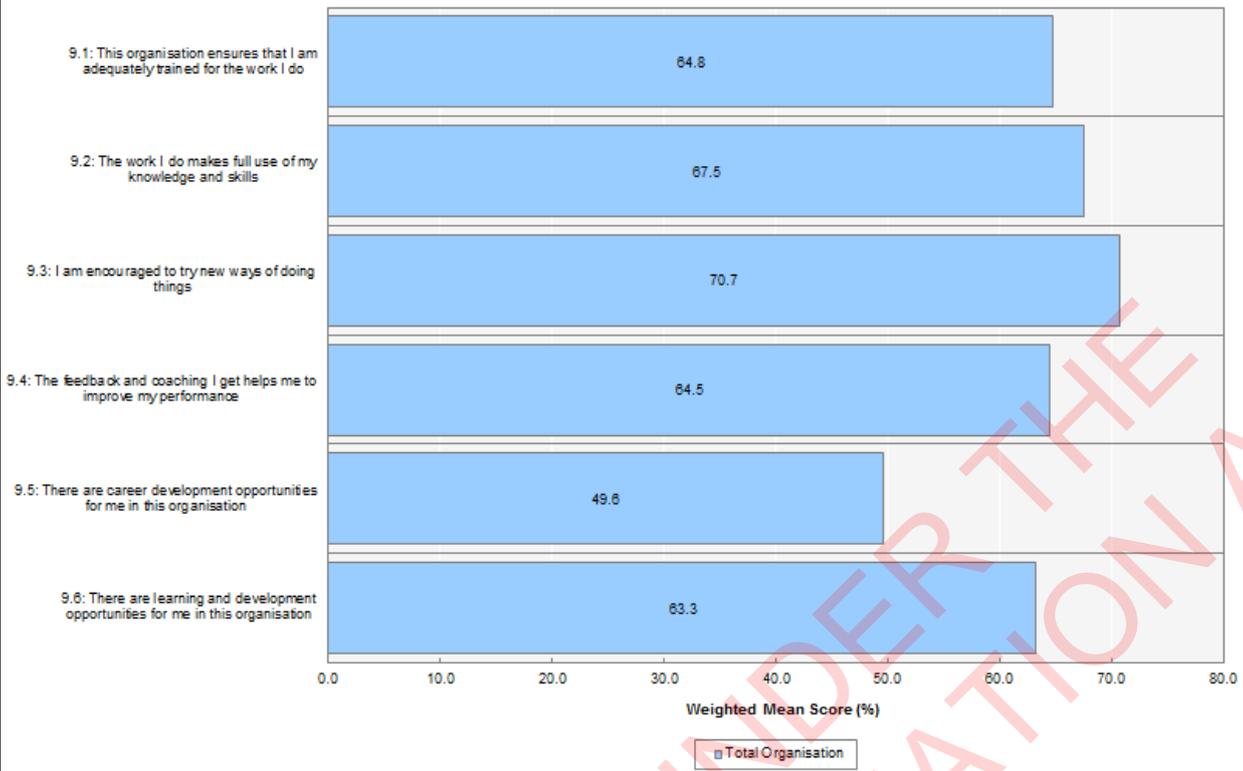


### Section Analysis - My Job

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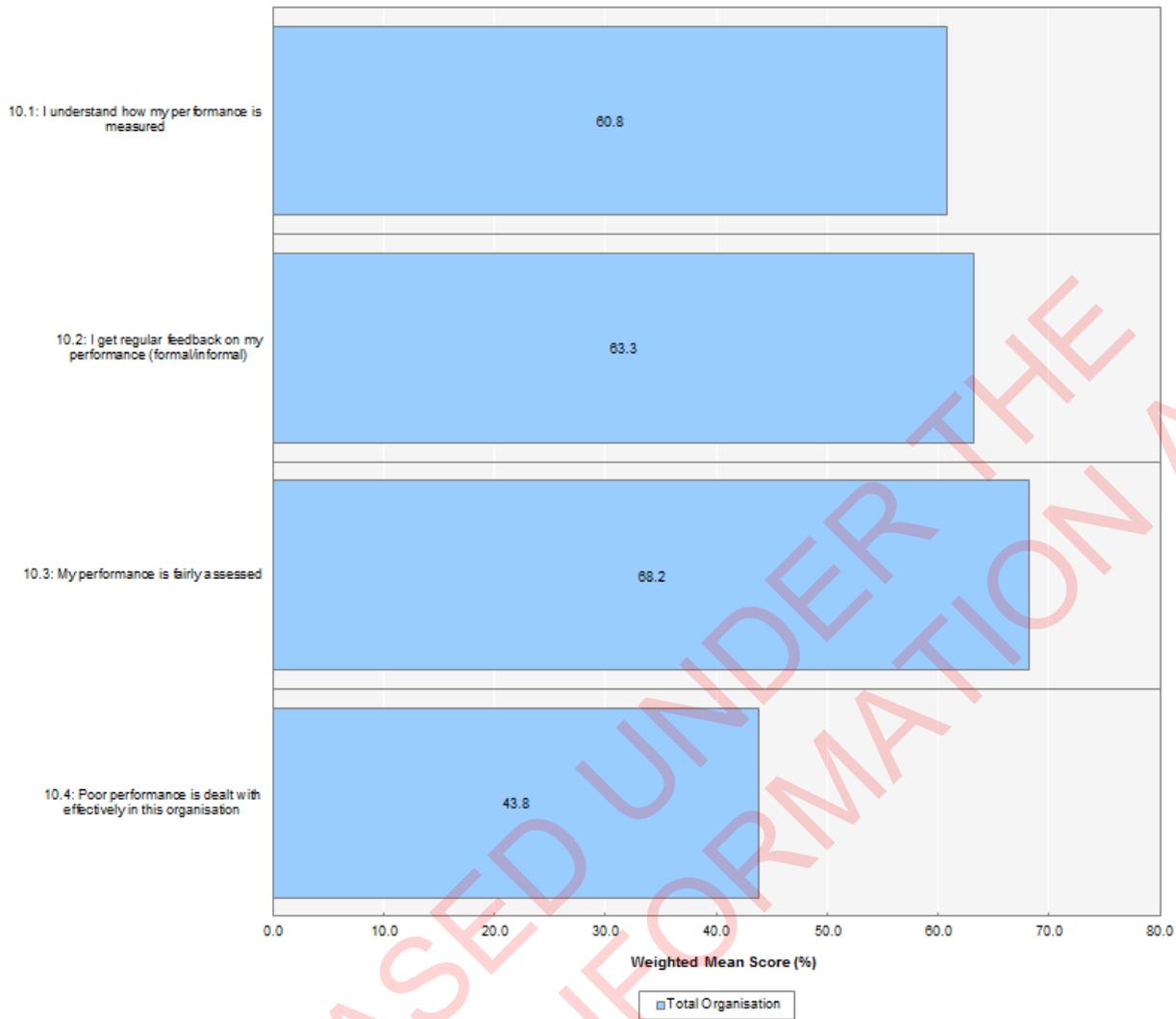
**Section Analysis - Learning and Development**  
**Callaghan Innovation Let's Connect Survey 2015**



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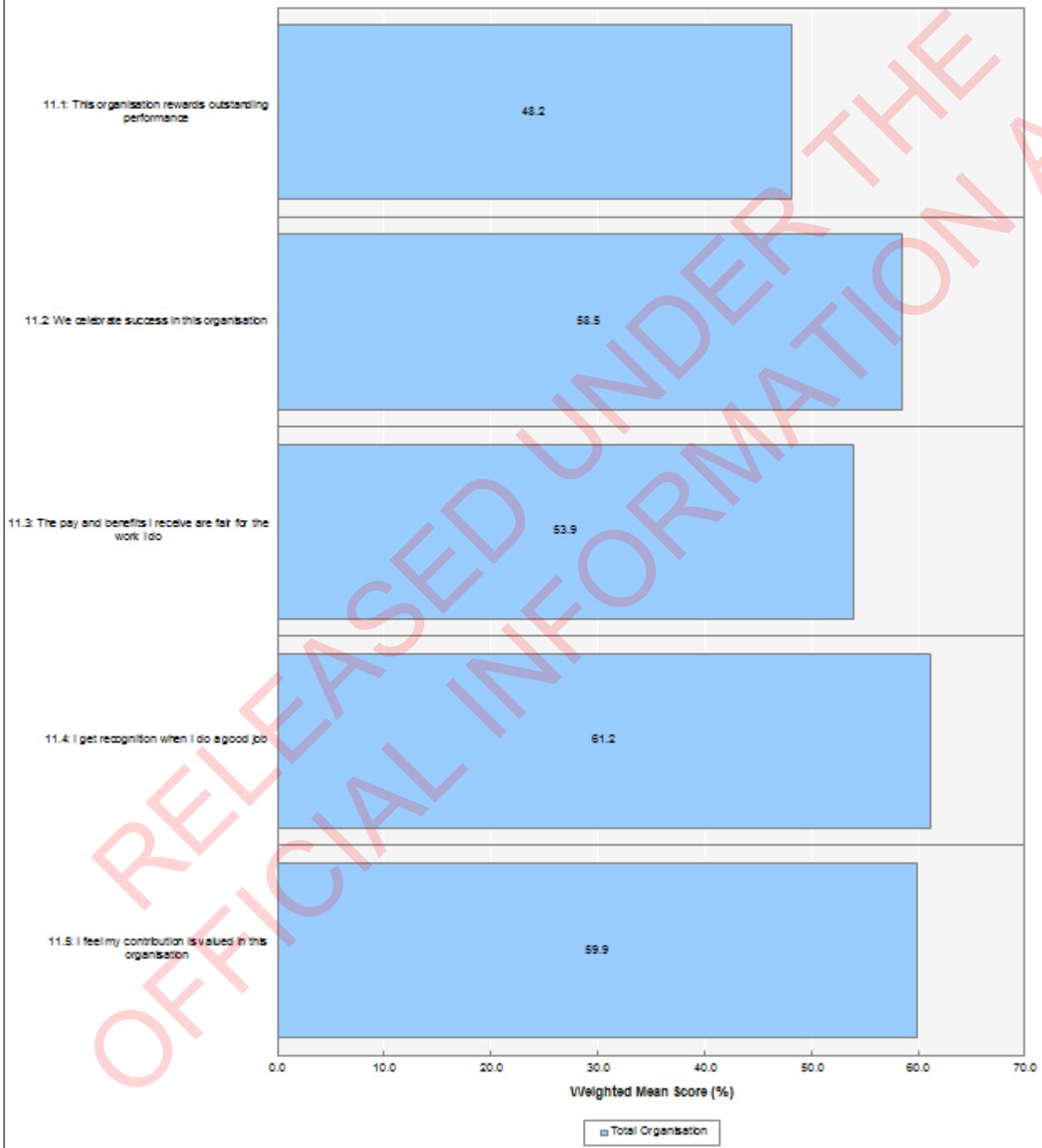
Section Analysis - Performance and Feedback

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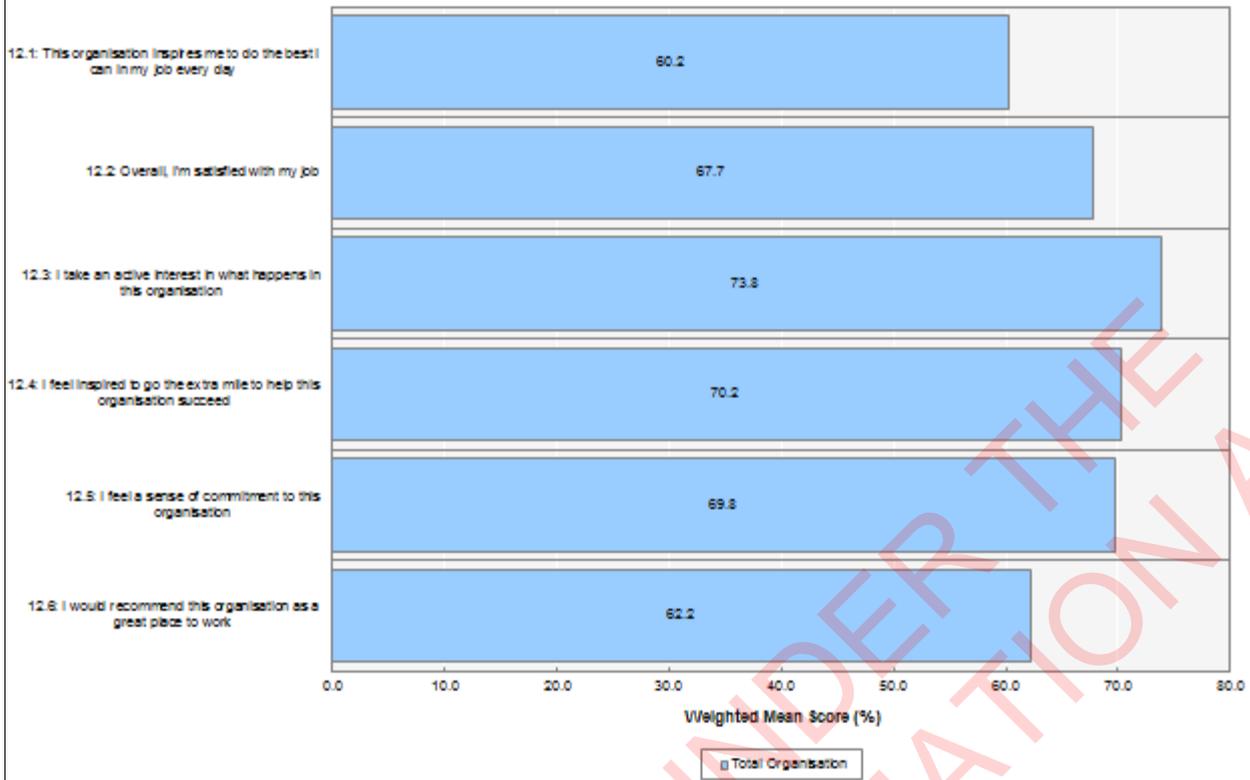
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Section Analysis - Reward and Recognition  
Callaghan Innovation Let's Connect Survey 2015



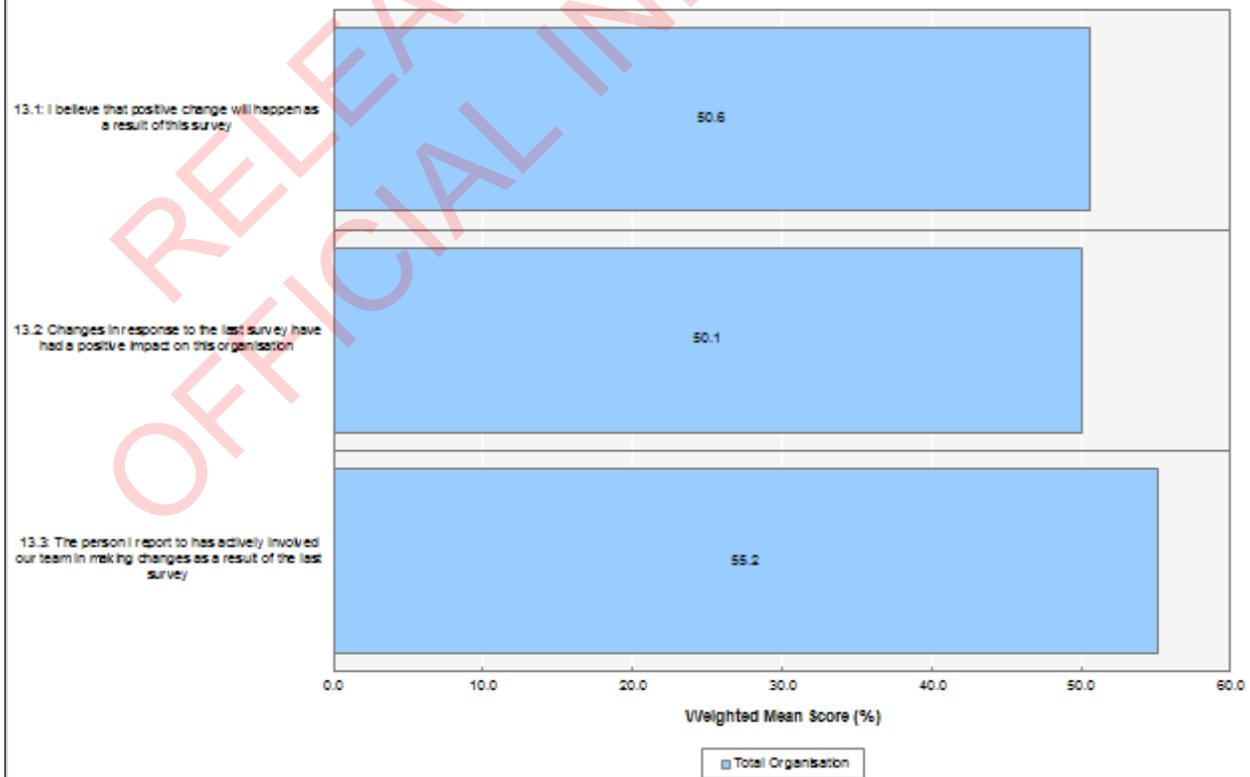
Section Analysis - Overall Perceptions

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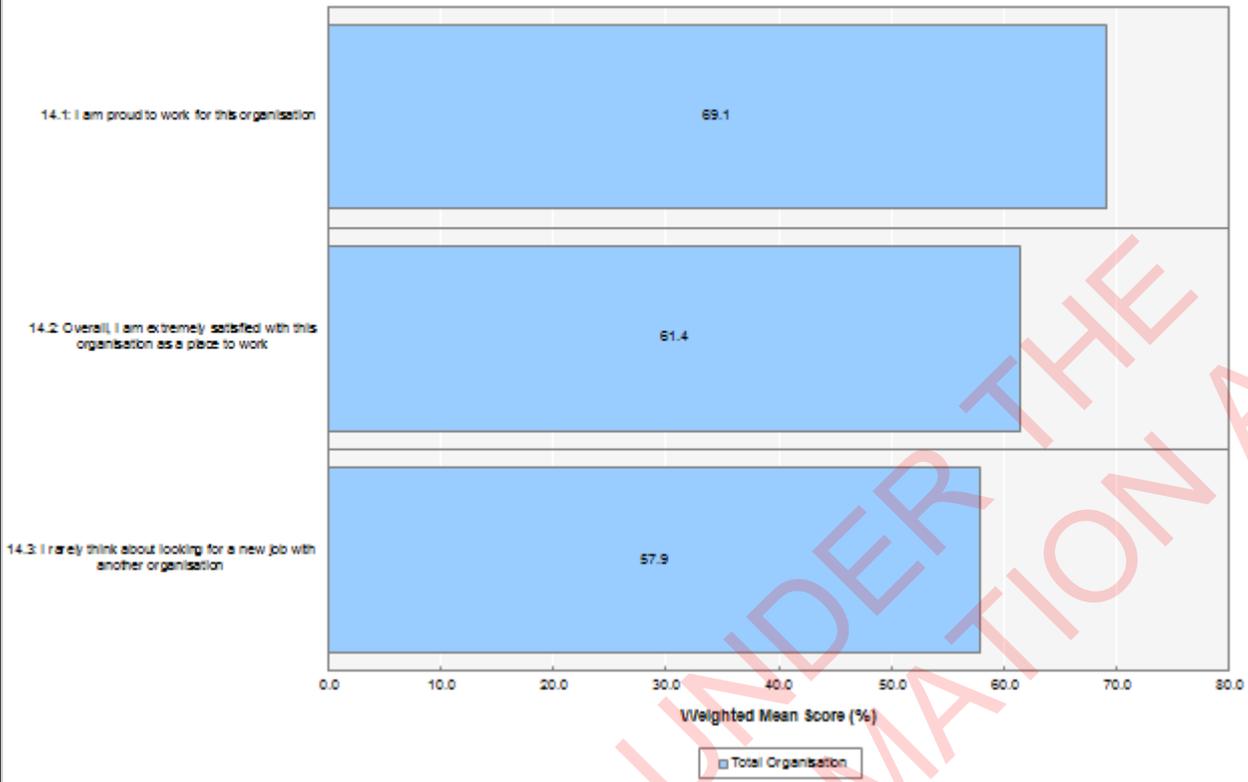
Section Analysis - Taking Action

Callaghan Innovation Let's Connect Survey 2015



Section Analysis - Final Thoughts

Callaghan Innovation Let's Connect Survey 2015



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