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New Zealand Defence Force  
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Private Bag 39997  
Wellington Mail Centre  
Lower Hutt 5045  
New Zealand

OIA-2023-4665

31<sup>st</sup> March 2023

Dear [REDACTED]

I refer to your email of 9 March 2023 requesting, under the Official Information Act 1982 (OIA), information concerning New Zealand Defence Force (NZDF) rental rates; financial support provided by NZDF during Operation Protect; and satisfaction surveys/exit surveys completed by military personnel.

- *Regarding NZDF rental fees - could you please provide figures for the NZDF rentals rates over the 2019 to 2023 period.*

A breakdown of rental rates for NZDF housing and barrack accommodation is at Enclosure one. The rental rates are agreed upon between the Commissioner of Inland Revenue and Chief of Defence Force in accordance with the Income Tax Act 2007. The current rate is effective from 1 April 2021 to 31 March 2024, and is reviewed every three years thereafter. Note, tenants at Waiouru (WAI) pay local market rent as this is lower than the agreed NZDF rental rates elsewhere.

- *During Operation Protect, could you also confirm what sort of financial support was provided to serving personnel and/or their families while said personnel were serving in Quarantine facilities.*

The Chief of Defence Force approved financial support in a special condition of service for eligible NZDF personnel involved in Operation Protect. Personnel who could not return home on a regular basis were allocated a daily allowance, effective from 1 February 2020 to 13 May 2022.

- *Please also disclose any of the most recent results from satisfaction surveys completed by military personnel over the 2019 to 2023 period, and surveys completed by personnel leaving the military over the same period.*

The NZDF Pulse Survey reports for 2019, 2020, 2021 and 2022 are enclosed. The 2023 Pulse Survey is yet to be undertaken, therefore there is no information available at this time. The enclosed NZDF Pulse Survey reports are broken down by Service (Royal New Zealand Air Force (RNZAF); New Zealand Army (NZ Army); and the Royal New Zealand Navy (RNZN)). Personnel who are departing the NZDF are invited to complete a voluntary Exit Questionnaire and may request an exit interview. Those records are held confidentially on the departing individual's personal file. Therefore, this part of your request is declined in accordance with section 18(a) of the OIA, by virtue of sections 9(2)(a) and 9(2)(ba)(i).

You have the right, under section 28(3) of the OIA, to ask an Ombudsman to review this response to your request. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that responses to official information requests are proactively released where possible. This response to your request will be published shortly on the NZDF website, with your personal information removed.

Yours sincerely

**AJ WOODS**

Air Commodore

Chief of Staff HQNZDF

**Enclosures:**

1. Fortnightly NZDF Rental Rates for Defence housing and Barrack accommodation
2. PULSE 2019 Survey Results – RNZAF, NZ Army, RNZN
3. PULSE 2020 Survey Results – RNZAF, NZ Army, RNZN
4. PULSE 2021 Survey Results – RNZAF, NZ Army, RNZN
5. PULSE 2022 Survey Results – RNZAF, NZ Army, RNZN

**Enclosure 1 - Fortnightly NZDF Rental Rates for Defence Accommodation**

**Fortnightly NZDF rental rate for defence housing, by number of bedrooms**

No. Bedrooms	2019		2020		2021				2022		2023	
					to 31 March		From 1 April					
	NZDF	WAI	NZDF	WAI	NZDF	WAI	NZDF	WAI	NZDF	WAI	NZDF	WAI
1	n/a	\$190	n/a	\$190	n/a	\$190	\$430	\$280	\$430	\$280	\$430	\$280
2	\$330	\$210	\$330	\$210	\$330	\$210	\$480	\$310	\$480	\$310	\$480	\$310
3	\$380	\$240	\$380	\$240	\$380	\$240	\$545	\$340	\$545	\$340	\$545	\$340
4	\$430	\$260	\$430	\$260	\$430	\$260	\$620	\$390	\$620	\$390	\$620	\$390
5	\$495	\$270	\$495	\$270	\$495	\$270	\$709	\$435	\$709	\$435	\$709	\$435
6	n/a	\$330	n/a	\$330	n/a	\$330	n/a	\$435	n/a	\$435	n/a	\$435

**Fortnightly NZDF rental rate for barracks, by barrack style**

Room type	2019		2020		2021				2022		2023	
					to 31 March		From 1 April					
	NZDF	WAI	NZDF	WAI	NZDF	WAI	NZDF	WAI	NZDF	WAI	NZDF	WAI
Multi-person	\$125	\$100	\$125	\$100	\$125	\$100	\$135	\$110	\$135	\$110	\$135	\$110
Small	\$180	\$145	\$180	\$145	\$180	\$145	\$186	\$150	\$186	\$150	\$186	\$150
Medium	\$186	\$150	\$186	\$150	\$186	\$150	\$192	\$155	\$192	\$155	\$192	\$155
Large	\$198	\$160	\$198	\$160	\$198	\$160	\$204	\$165	\$204	\$165	\$204	\$165
VIP	\$216	\$175	\$216	\$175	\$216	\$175	\$240	\$190	\$240	\$190	\$240	\$190

## RNZAF

The total number of responses in this area is 1397.

	RNZAF			
	SA/A	N	D/SD	NR/NA
<b>Purpose</b>				
1. I know how my work contributes to the success of the NZDF.	94.0	4.4	1.6	0.1
2. I know what the NZDF is trying to accomplish.	83.5	12.5	4.1	0.1
3. The person I report to communicates the goals and objectives of our team effectively.	76.0	15.6	8.3	2.0
4. I use NZDF's core values to help me make decisions in difficult or complex situations.	60.6	28.2	11.2	0.1
5. The NZDF Values expression have made it easier to understand what our values mean. +	16.0	44.0	40.0	17.3
<b>My Job</b>				
6. I am sufficiently involved in decisions that affect the way I do my job.	69.6	17.4	13.0	0.6
7. I have the tools and resources I need to do my job effectively.	59.4	19.5	21.1	0.6
8. The health and safety risks in my work area are proactively managed.	88.1	9.4	2.5	0.6
9. The level of work related stress I experience is acceptable.	67.2	19.4	13.4	0.6
10. My input is valued at work.	78.5	15.3	6.2	0.6
11. Overall, I am satisfied with my job.	72.3	18.1	9.6	0.6
<b>Leadership</b>				
12. I am satisfied with the leadership provided by my immediate supervisor.	78.3	13.2	8.6	0.6
13. I have confidence in the senior leadership of the NZDF. ('Senior Leadership' are those in Col(e) or higher positions).	54.9	30.1	15.0	0.6
<b>My Career</b>				
14. I have a plan to support my career goals and aspirations.	65.9	21.6	12.6	1.4
15. The NZDF supports my career goals and aspirations.	49.1	35.0	15.9	1.4
16. I feel able to influence career management decisions made about me. (Mil only)	42.5	31.0	26.5	1.5
17. I have been given sufficient opportunity to deploy operationally. (Mil only)	44.5	29.4	26.1	1.5
18. All things considered, how satisfied are you with the way your career is being managed? * (Mil only)	42.0	34.2	23.8	1.5
19. All things considered, how satisfied are you with your career development opportunities? *	55.0	27.4	17.6	1.4
<b>Performance and Development</b>				
20. I understand how my performance is measured.	71.1	19.3	9.6	2.0
21. The feedback I get helps me to improve my performance.	67.3	23.1	9.6	2.0
22. I get recognition when I do a good job.	69.8	20.5	9.6	2.0
23. The conversations I have with the person I report to, help me develop.	67.7	23.3	9.0	2.0
24. I am satisfied with how often the person I report to talks to me about my performance and development.	55.6	29.0	15.4	2.0
25. I am satisfied with my opportunities to learn and grow in the NZDF.	64.7	25.1	10.2	2.0
26. Poor performance is dealt with effectively in my team.	52.4	26.0	21.6	2.0
27. I feel part of an effective team.	80.8	14.0	5.2	2.0
<b>Family/Whanau and Balance</b>				
28. My family supports my career in the NZDF.	88.4	8.8	2.8	2.1
29. I am able to maintain a balance between my personal and working life.	66.9	19.3	13.8	2.1
30. I spend too much time away from home.	15.2	35.7	49.1	2.1
31. In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on an at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times). #	27.3	0.0	72.7	2.1
<b>Pay and Benefits</b>				
32. The benefits I receive are fair for the work I do.	68.5	18.2	13.3	2.1
33. The pay I receive is fair for the work I do.	62.5	16.1	21.4	2.1
34. The housing/accommodation assistance I receive is fair for my situation. (Mil only)	48.8	31.8	19.4	3.6
<b>Respectful Workplace</b>				
35. I feel respected by my colleagues.	89.9	7.3	2.8	2.4
36. The NZDF visibly supports diversity in the workplace.	87.4	9.3	3.3	2.4
37. I understand why increased diversity will make the NZDF better on military operations.	74.2	16.2	9.6	2.4
38. Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	89.3	7.3	3.4	2.4
39. If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	93.0	5.2	1.8	2.5
40. If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF.	77.0	15.1	7.9	2.4
<b>Morale</b>				
41. How would you rate your current individual level of morale? ^	50.9	32.9	16.1	2.4
42. How would you rate the current level of morale in your unit/workplace? ^	50.4	36.2	13.4	2.4
43. I feel inspired to go the extra mile to help the NZDF succeed.	71.6	21.8	6.6	0.1
44. I feel a sense of commitment to the NZDF.	81.4	13.6	5.0	0.1
45. I am proud to be in the NZDF.	88.9	9.4	1.7	0.1
46. I would recommend the NZDF as a great place to work.	78.9	16.9	4.2	0.1
<b>Intention to Stay</b>				
47. I am actively looking at leaving the NZDF. *	18.9	29.7	51.4	1.4

## Legend

Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^), To a great degree (+) or Yes (#)

Neutral, To some degree (+) or Moderate (^)

Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^), Not at all/to a small degree (+), or No (#)

No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question, or for Question 5 report that they have not seen the NZDF Values expression.



# NZ ARMY

The total number of responses in this area is 2943.

	NZ ARMY			
	SA/A	N	D/SD	NR/NA
<b>Purpose</b>				
1. I know how my work contributes to the success of the NZDF.	77.3	15.9	6.8	0.1
2. I know what the NZDF is trying to accomplish.	63.6	22.8	13.6	0.1
3. The person I report to communicates the goals and objectives of our team effectively.	66.9	21.0	12.1	1.2
4. I use NZDF's core values to help me make decisions in difficult or complex situations.	66.6	22.5	10.9	0.2
5. The NZDF Values expression have made it easier to understand what our values mean. +	19.0	50.6	30.4	27.1
<b>My Job</b>				
6. I am sufficiently involved in decisions that affect the way I do my job.	56.2	21.4	22.4	0.5
7. I have the tools and resources I need to do my job effectively.	51.3	22.1	26.6	0.5
8. The health and safety risks in my work area are proactively managed.	77.9	15.6	6.5	0.5
9. The level of work related stress I experience is acceptable.	53.4	24.3	22.3	0.5
10. My input is valued at work.	62.2	23.1	14.6	0.5
11. Overall, I am satisfied with my job.	61.0	22.2	16.8	0.5
<b>Leadership</b>				
12. I am satisfied with the leadership provided by my immediate supervisor.	70.7	16.1	13.2	0.5
13. I have confidence in the senior leadership of the NZDF. ('Senior Leadership' are those in Col(e) or higher positions).	45.7	30.6	23.7	0.5
<b>My Career</b>				
14. I have a plan to support my career goals and aspirations.	67.6	21.9	10.5	1.0
15. The NZDF supports my career goals and aspirations.	47.6	33.4	19.0	1.0
16. I feel able to influence career management decisions made about me. (Mil only)	43.6	28.8	27.6	1.1
17. I have been given sufficient opportunity to deploy operationally. (Mil only)	37.7	23.5	38.8	1.1
18. All things considered, how satisfied are you with the way your career is being managed? * (Mil only)	41.3	34.2	24.4	1.1
19. All things considered, how satisfied are you with your career development opportunities? *	46.0	32.0	22.0	1.0
<b>Performance and Development</b>				
20. I understand how my performance is measured.	63.6	21.1	15.3	1.2
21. The feedback I get helps me to improve my performance.	62.3	23.0	14.8	1.2
22. I get recognition when I do a good job.	58.0	25.0	17.0	1.2
23. The conversations I have with the person I report to, help me develop.	61.3	26.0	12.8	1.2
24. I am satisfied with how often the person I report to talks to me about my performance and development.	52.9	27.5	19.6	1.2
25. I am satisfied with my opportunities to learn and grow in the NZDF.	54.6	27.3	18.1	1.2
26. Poor performance is dealt with effectively in my team.	47.6	25.7	26.7	1.2
27. I feel part of an effective team.	65.2	23.7	11.2	1.2
<b>Family/Whanau and Balance</b>				
28. My family supports my career in the NZDF.	79.8	15.0	5.1	1.3
29. I am able to maintain a balance between my personal and working life.	48.4	27.2	24.4	1.3
30. I spend too much time away from home.	32.0	39.2	28.8	1.3
31. In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on an at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times). #	20.1	0.0	79.9	1.3
<b>Pay and Benefits</b>				
32. The benefits I receive are fair for the work I do.	54.4	22.2	23.5	1.3
33. The pay I receive is fair for the work I do.	48.7	21.1	30.2	1.3
34. The housing/accommodation assistance I receive is fair for my situation. (Mil only)	35.3	36.7	28.0	3.1
<b>Respectful Workplace</b>				
35. I feel respected by my colleagues.	80.7	14.6	4.6	1.3
36. The NZDF visibly supports diversity in the workplace.	76.8	18.0	5.2	1.3
37. I understand why increased diversity will make the NZDF better on military operations.	63.3	21.2	15.5	1.3
38. Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	79.2	15.4	5.5	1.3
39. If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	84.2	11.4	4.4	1.4
40. If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF.	65.5	20.9	13.6	1.3
<b>Morale</b>				
41. How would you rate your current individual level of morale? ^	44.2	34.6	21.2	1.3
42. How would you rate the current level of morale in your unit/workplace? ^	35.9	37.5	26.5	1.3
43. I feel inspired to go the extra mile to help the NZDF succeed.	61.2	25.6	13.2	0.1
44. I feel a sense of commitment to the NZDF.	74.0	17.6	8.4	0.1
45. I am proud to be in the NZDF.	81.7	14.2	4.1	0.1
46. I would recommend the NZDF as a great place to work.	63.0	26.3	10.7	0.1
<b>Intention to Stay</b>				
47. I am actively looking at leaving the NZDF. *	22.1	32.6	45.3	1.1

**Legend**

- Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^), To a great degree (+) or Yes (#)
- Neutral, To some degree (+) or Moderate (^)
- Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^), Not at all/to a small degree (+), or No (#)
- No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question, or for Question 5 report that they have not seen the NZDF Values expression.

# RNZN

The total number of responses in this area is 1321.

	RNZN			
	SA/A	N	D/SD	NR/NA
<b>Purpose</b>				
1. I know how my work contributes to the success of the NZDF.	86.9	9.7	3.4	0.0
2. I know what the NZDF is trying to accomplish.	79.0	15.0	6.1	0.0
3. The person I report to communicates the goals and objectives of our team effectively.	76.0	16.2	7.8	1.1
4. I use NZDF's core values to help me make decisions in difficult or complex situations.	64.7	25.2	10.1	0.0
5. The NZDF Values expression have made it easier to understand what our values mean. +	17.2	46.1	36.7	14.9
<b>My Job</b>				
6. I am sufficiently involved in decisions that affect the way I do my job.	66.9	18.4	14.6	0.2
7. I have the tools and resources I need to do my job effectively.	56.3	19.2	24.5	0.2
8. The health and safety risks in my work area are proactively managed.	85.0	10.2	4.8	0.2
9. The level of work related stress I experience is acceptable.	58.9	20.6	20.5	0.2
10. My input is valued at work.	71.2	19.7	9.2	0.2
11. Overall, I am satisfied with my job.	66.8	21.5	11.7	0.2
<b>Leadership</b>				
12. I am satisfied with the leadership provided by my immediate supervisor.	79.2	12.8	8.0	0.2
13. I have confidence in the senior leadership of the NZDF. ('Senior Leadership' are those in Col(e) or higher positions).	54.7	27.3	18.0	0.2
<b>My Career</b>				
14. I have a plan to support my career goals and aspirations.	66.3	21.6	12.1	0.5
15. The NZDF supports my career goals and aspirations.	53.2	30.7	16.0	0.5
16. I feel able to influence career management decisions made about me. (Mil only)	48.3	26.0	25.7	0.5
17. I have been given sufficient opportunity to deploy operationally. (Mil only)	50.3	26.9	22.7	0.5
18. All things considered, how satisfied are you with the way your career is being managed? * (Mil only)	50.1	29.4	20.5	0.5
19. All things considered, how satisfied are you with your career development opportunities? *	52.6	27.5	19.8	0.5
<b>Performance and Development</b>				
20. I understand how my performance is measured.	72.7	16.0	11.3	1.1
21. The feedback I get helps me to improve my performance.	70.8	19.1	10.1	1.1
22. I get recognition when I do a good job.	67.3	20.0	12.7	1.1
23. The conversations I have with the person I report to, help me develop.	72.2	19.9	7.9	1.1
24. I am satisfied with how often the person I report to talks to me about my performance and development.	62.4	23.9	13.8	1.1
25. I am satisfied with my opportunities to learn and grow in the NZDF.	61.1	24.6	14.4	1.1
26. Poor performance is dealt with effectively in my team.	54.9	23.0	22.2	1.1
27. I feel part of an effective team.	73.7	17.7	8.6	1.1
<b>Family/Whanau and Balance</b>				
28. My family supports my career in the NZDF.	83.9	11.9	4.2	1.1
29. I am able to maintain a balance between my personal and working life.	55.9	23.0	21.0	1.1
30. I spend too much time away from home.	22.4	37.0	40.6	1.1
31. In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on an at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times). #	37.2	0.0	62.8	1.1
<b>Pay and Benefits</b>				
32. The benefits I receive are fair for the work I do.	59.8	19.4	20.8	1.1
33. The pay I receive is fair for the work I do.	53.5	19.4	27.2	1.1
34. The housing/accommodation assistance I receive is fair for my situation. (Mil only)	45.5	28.2	26.3	1.7
<b>Respectful Workplace</b>				
35. I feel respected by my colleagues.	86.5	10.0	3.5	1.1
36. The NZDF visibly supports diversity in the workplace.	86.1	10.3	3.7	1.1
37. I understand why increased diversity will make the NZDF better on military operations.	75.4	13.5	11.1	1.1
38. Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	86.0	9.6	4.4	1.1
39. If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	92.3	5.3	2.4	1.1
40. If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF.	69.7	18.2	12.1	1.1
<b>Morale</b>				
41. How would you rate your current individual level of morale? ^	47.3	34.6	18.1	1.1
42. How would you rate the current level of morale in your unit/workplace? ^	41.7	39.6	18.8	1.1
43. I feel inspired to go the extra mile to help the NZDF succeed.	65.9	24.1	10.1	0.0
44. I feel a sense of commitment to the NZDF.	77.6	15.9	6.5	0.0
45. I am proud to be in the NZDF.	86.0	10.7	3.3	0.0
46. I would recommend the NZDF as a great place to work.	70.8	22.5	6.7	0.0
<b>Intention to Stay</b>				
47. I am actively looking at leaving the NZDF. *	23.2	30.2	46.6	0.5

**Legend**

- Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^), To a great degree (+) or Yes (#)
- Neutral, To some degree (+) or Moderate (^)
- Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^), Not at all/to a small degree (+), or No (#)
- No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question, or for Question 5 report that they have not seen the NZDF Values expression.

## RNZAF

1653 personnel in this demographic responded to the survey. The response rate is: 65.1%		RNZAF			
Purpose	SA/A	N	D/SD	NR/NA	
1. I know how my work contributes to the success of the NZDF.	94.4	3.7	1.9	0.1	
2. I know what the NZDF is trying to accomplish.	86.4	10.4	3.2	0.1	
3. The person I report to communicates the goals and objectives of our team effectively.	79.8	12.1	8.2	0.1	
4. I use NZDF's core values to help me make decisions in difficult or complex situations.	70.9	21.7	7.4	0.1	
My Job	SA/A	N	D/SD	NR/NA	
5. I am sufficiently involved in decisions that affect the way I do my job.	71.1	16.0	13.0	0.7	
6. I have the tools and resources I need to do my job effectively.	61.8	17.5	20.7	0.7	
7. The health and safety risks in my work area are proactively managed.	88.0	8.5	3.5	0.8	
8. The level of work related stress I experience is acceptable.	68.4	19.0	12.6	0.7	
9. My input is valued at work.	79.5	14.2	6.3	0.7	
10. Overall, I am satisfied with my job.	72.9	16.1	10.9	0.7	
Leadership	SA/A	N	D/SD	NR/NA	
11. I am satisfied with the leadership provided by my immediate supervisor.	81.3	10.1	8.6	0.7	
12. I have confidence in the senior leadership of the NZDF. ('Senior Leadership' are those in Col (E) or higher positions).	58.4	26.0	15.6	0.7	
My Career	SA/A	N	D/SD	NR/NA	
13. I have a plan to support my career goals and aspirations.	67.2	22.9	9.9	0.9	
14. The NZDF supports my career goals and aspirations.	53.9	32.4	13.7	1.0	
15. I feel able to influence career management decisions made about me. (Mil only)	47.5	29.0	23.5	0.9	
16. I have been given sufficient opportunity to deploy operationally. (Mil only)	44.2	27.5	28.3	0.9	
17. All things considered, how satisfied are you with the way your career is being managed? * (Mil only)	48.4	31.9	19.7	0.9	
18. All things considered, how satisfied are you with your career development opportunities? *	50.9	30.1	18.9	1.0	
Performance and Development	SA/A	N	D/SD	NR/NA	
19. I understand how my performance is measured.	79.8	13.4	6.8	1.0	
20. The feedback I get helps me to improve my performance.	69.6	21.1	9.3	1.0	
21. I get recognition when I do a good job.	71.2	19.3	9.5	1.0	
22. The conversations I have with the person I report to, help me develop.	70.5	20.9	8.6	1.0	
23. I am satisfied with how often the person I report to talks to me about my performance and development.	59.9	24.3	15.8	1.0	
24. I am satisfied with my opportunities to learn and grow in the NZDF.	69.1	20.2	10.6	1.0	
25. Poor performance is dealt with effectively in my team.	52.4	25.1	22.5	1.1	
26. I feel part of an effective team.	79.5	14.4	6.1	1.0	

### Legend

Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^) or Yes (#)

Neutral or Moderate (^)

Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^) or No (#)

No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question.

## RNZAF

1653 personnel in this demographic responded to the survey. The response rate is: 65.0%		RNZAF			
		SA/A	N	D/SD	NR/NA
<b>Family/Whanau and Balance</b>					
27.	My family supports my career in the NZDF.	90.0	8.0	2.0	1.1
28.	I am able to maintain a balance between my personal and working life.	70.9	17.6	11.5	1.1
29.	I spend too much time away from home.	12.4	31.6	56.1	1.1
30.	My immediate supervisor is supportive of me working remotely when my job allows it.	62.2	28.5	9.3	1.3
31.	In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times) THIS DOES NOT INCLUDE TIME SPENT WORKING FROM HOME DUE TO THE COVID-19 LOCKDOWN.#	25.3	0.0	74.7	1.2
32.	My immediate supervisor provides me with sufficient check ins, guidance and updates when I'm working flexibly , or from home	81.9	13.8	4.3	75.0
33.	I am fully effective working flexibly, or from home	79.5	14.3	6.3	75.0
<b>Pay and Benefits</b>					
34.	The benefits I receive are fair for the work I do.	69.4	18.0	12.6	1.1
35.	The pay I receive is fair for the work I do.	62.2	17.3	20.6	1.1
36.	The housing/accommodation assistance I receive is fair for my situation. (Mil only)	60.7	20.8	18.4	20.6
<b>Respectful Workplace</b>					
37.	I feel respected by my colleagues.	89.1	8.1	2.8	1.3
38.	The NZDF visibly supports diversity in the workplace.	84.9	11.8	3.3	1.3
39.	I understand why increased diversity will make the NZDF better on military operations.	80.5	11.2	8.3	1.3
40.	My 1 Up supports gender diversity in the workplace.	86.9	11.7	1.3	1.3
41.	Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviours.	87.7	7.6	4.7	1.3
42.	If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	92.9	5.0	2.1	1.3
43.	If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF.	72.8	15.9	11.3	1.3
<b>Morale</b>					
44.	How would you rate your current individual level of morale? ^	49.0	31.6	19.4	1.5
45.	How would you rate the current level of morale in your unit/workplace? ^	47.4	36.5	16.0	1.6
46.	I feel inspired to go the extra mile to help the NZDF succeed.	71.3	19.7	9.1	1.5
47.	I feel a sense of commitment to the NZDF.	83.8	11.8	4.4	1.5
48.	I am proud to be in the NZDF.	88.1	10.2	1.7	1.5
49.	I would recommend the NZDF as a great place to work.	81.0	15.0	4.0	1.5
<b>Intention to Remain</b>					
50.	I am actively looking at leaving the NZDF.	16.2	26.6	57.2	1.5

### Legend

  Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^) or Yes (#)

  Neutral or Moderate (^)

  Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^) or No (#)

  No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question.



## NZ ARMY

2920 personnel in this demographic responded to the survey. The response rate is: 63.1%		NZ ARMY			
Purpose	SA/A	N	D/SD	NR/NA	
1. I know how my work contributes to the success of the NZDF.	82.0	13.0	5.0	0.1	
2. I know what the NZDF is trying to accomplish.	68.6	20.2	11.1	0.1	
3. The person I report to communicates the goals and objectives of our team effectively.	76.7	14.2	9.1	0.1	
4. I use NZDF's core values to help me make decisions in difficult or complex situations.	74.0	18.4	7.5	0.1	
My Job	SA/A	N	D/SD	NR/NA	
5. I am sufficiently involved in decisions that affect the way I do my job.	63.7	17.9	18.4	0.5	
6. I have the tools and resources I need to do my job effectively.	57.4	18.5	24.2	0.5	
7. The health and safety risks in my work area are proactively managed.	82.6	12.0	5.4	0.5	
8. The level of work related stress I experience is acceptable.	59.9	20.9	19.1	0.5	
9. My input is valued at work.	69.4	18.5	12.0	0.5	
10. Overall, I am satisfied with my job.	66.7	18.1	15.2	0.6	
Leadership	SA/A	N	D/SD	NR/NA	
11. I am satisfied with the leadership provided by my immediate supervisor.	77.3	13.0	9.8	0.6	
12. I have confidence in the senior leadership of the NZDF. ('Senior Leadership' are those in Col (E) or higher positions).	48.3	27.8	23.9	0.6	
My Career	SA/A	N	D/SD	NR/NA	
13. I have a plan to support my career goals and aspirations.	71.8	18.1	10.1	1.0	
14. The NZDF supports my career goals and aspirations.	53.2	29.8	17.0	1.0	
15. I feel able to influence career management decisions made about me. (Mil only)	46.3	27.3	26.4	1.0	
16. I have been given sufficient opportunity to deploy operationally. (Mil only)	38.0	22.8	39.1	1.0	
17. All things considered, how satisfied are you with the way your career is being managed? * (Mil only)	48.4	29.1	22.5	1.0	
18. All things considered, how satisfied are you with your career development opportunities? *	48.2	29.8	22.1	0.9	
Performance and Development	SA/A	N	D/SD	NR/NA	
19. I understand how my performance is measured.	70.5	17.0	12.5	1.1	
20. The feedback I get helps me to improve my performance.	67.4	20.9	11.7	1.1	
21. I get recognition when I do a good job.	62.8	23.1	14.2	1.1	
22. The conversations I have with the person I report to, help me develop.	68.0	21.6	10.3	1.1	
23. I am satisfied with how often the person I report to talks to me about my performance and development.	59.9	24.1	16.0	1.1	
24. I am satisfied with my opportunities to learn and grow in the NZDF.	61.0	25.1	13.9	1.1	
25. Poor performance is dealt with effectively in my team.	52.8	23.2	24.0	1.1	
26. I feel part of an effective team.	72.4	18.2	9.4	1.1	

### Legend

■ Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^) or Yes (#)

■ Neutral or Moderate (^)

■ Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^) or No (#)

■ No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question.

## NZ ARMY

2920 personnel in this demographic responded to the survey. The response rate is: 63.1%		NZ ARMY			
	SA/A	N	D/SD	NR/NA	
<b>Family/Whanau and Balance</b>					
27. My family supports my career in the NZDF.	84.0	12.3	3.7	1.2	
28. I am able to maintain a balance between my personal and working life.	54.9	23.7	21.4	1.2	
29. I spend too much time away from home.	27.7	37.5	34.8	1.2	
30. My immediate supervisor is supportive of me working remotely when my job allows it.	57.3	29.3	13.4	1.3	
31. In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times) THIS DOES NOT INCLUDE TIME SPENT WORKING FROM HOME DUE TO THE COVID-19 LOCKDOWN.#	21.0	0.0	79.0	1.3	
32. My immediate supervisor provides me with sufficient check ins, guidance and updates when I'm working flexibly , or from home	78.1	16.0	5.9	79.0	
33. I am fully effective working flexibly, or from home	76.8	16.7	6.5	79.0	
<b>Pay and Benefits</b>					
34. The benefits I receive are fair for the work I do.	57.7	21.0	21.3	1.3	
35. The pay I receive is fair for the work I do.	50.1	19.0	30.9	1.3	
36. The housing/accommodation assistance I receive is fair for my situation. (Mil only)	40.6	26.3	33.2	22.5	
<b>Respectful Workplace</b>					
37. I feel respected by my colleagues.	83.7	12.0	4.3	1.3	
38. The NZDF visibly supports diversity in the workplace.	79.6	15.3	5.1	1.3	
39. I understand why increased diversity will make the NZDF better on military operations.	70.0	17.2	12.7	1.3	
40. My 1 Up supports gender diversity in the workplace.	81.2	16.7	2.1	1.4	
41. Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviours.	82.0	12.2	5.8	1.4	
42. If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	87.8	8.7	3.5	1.4	
43. If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF.	67.0	18.4	14.6	1.4	
<b>Morale</b>					
44. How would you rate your current individual level of morale? ^	48.0	31.4	20.6	1.4	
45. How would you rate the current level of morale in your unit/workplace? ^	43.4	34.5	22.1	1.5	
46. I feel inspired to go the extra mile to help the NZDF succeed.	64.5	22.7	12.8	1.4	
47. I feel a sense of commitment to the NZDF.	76.7	15.0	8.3	1.4	
48. I am proud to be in the NZDF.	83.2	13.0	3.8	1.4	
49. I would recommend the NZDF as a great place to work.	67.0	23.9	9.1	1.4	
<b>Intention to Remain</b>					
50. I am actively looking at leaving the NZDF.	22.4	28.4	49.2	1.4	

### Legend

  Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^) or Yes (#)

  Neutral or Moderate (^)

  Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^) or No (#)

  No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question.

## RNZN

1359 personnel in this demographic responded to the survey. The response rate is: 60.1%		RNZN			
Purpose	SA/A	N	D/SD	NR/NA	
1. I know how my work contributes to the success of the NZDF.	86.8	9.7	3.5	5.1	
2. I know what the NZDF is trying to accomplish.	73.1	17.7	9.1	0.0	
3. The person I report to communicates the goals and objectives of our team effectively.	80.1	12.7	7.2	0.0	
4. I use NZDF's core values to help me make decisions in difficult or complex situations.	74.6	17.7	7.7	0.0	
My Job	SA/A	N	D/SD	NR/NA	
5. I am sufficiently involved in decisions that affect the way I do my job.	66.8	17.1	16.0	0.4	
6. I have the tools and resources I need to do my job effectively.	57.0	17.3	25.7	0.4	
7. The health and safety risks in my work area are proactively managed.	85.7	9.9	4.4	0.4	
8. The level of work related stress I experience is acceptable.	57.4	20.3	22.3	0.5	
9. My input is valued at work.	73.8	17.2	8.9	0.5	
10. Overall, I am satisfied with my job.	66.7	18.8	14.5	0.4	
Leadership	SA/A	N	D/SD	NR/NA	
11. I am satisfied with the leadership provided by my immediate supervisor.	82.0	10.2	7.8	0.4	
12. I have confidence in the senior leadership of the NZDF. ('Senior Leadership' are those in Col (E) or higher positions).	49.5	25.6	24.8	0.4	
My Career	SA/A	N	D/SD	NR/NA	
13. I have a plan to support my career goals and aspirations.	67.5	19.7	12.8	1.0	
14. The NZDF supports my career goals and aspirations.	49.7	31.6	18.6	0.4	
15. I feel able to influence career management decisions made about me. (Mil only)	45.7	26.3	28.0	0.5	
16. I have been given sufficient opportunity to deploy operationally. (Mil only)	51.4	25.3	23.3	0.6	
17. All things considered, how satisfied are you with the way your career is being managed? * (Mil only)	50.3	25.1	24.6	0.5	
18. All things considered, how satisfied are you with your career development opportunities? *	49.8	27.8	22.4	0.5	
Performance and Development	SA/A	N	D/SD	NR/NA	
19. I understand how my performance is measured.	72.0	17.1	10.9	0.8	
20. The feedback I get helps me to improve my performance.	69.5	20.0	10.5	0.8	
21. I get recognition when I do a good job.	65.4	21.3	13.3	0.8	
22. The conversations I have with the person I report to, help me develop.	72.6	18.9	8.5	0.9	
23. I am satisfied with how often the person I report to talks to me about my performance and development.	64.8	22.4	12.8	0.9	
24. I am satisfied with my opportunities to learn and grow in the NZDF.	62.9	24.0	13.1	0.9	
25. Poor performance is dealt with effectively in my team.	56.6	24.0	19.4	0.8	
26. I feel part of an effective team.	74.9	15.9	9.2	0.8	

### Legend

- Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^) or Yes (#)
- Neutral or Moderate (^)
- Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^) or No (#)
- No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question.

## RNZN

1359 personnel in this demographic responded to the survey. The response rate is: 60.0%		RNZN			
	SA/A	N	D/SD	NR/NA	
<b>Family/Whanau and Balance</b>					
27. My family supports my career in the NZDF.	84.5	11.0	4.5	1.0	
28. I am able to maintain a balance between my personal and working life.	54.6	23.5	21.9	1.0	
29. I spend too much time away from home.	22.9	36.1	41.0	1.0	
30. My immediate supervisor is supportive of me working remotely when my job allows it.	67.3	23.7	9.0	1.1	
31. In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times) THIS DOES NOT INCLUDE TIME SPENT WORKING FROM HOME DUE TO THE COVID-19 LOCKDOWN.#	39.2	0.0	60.8	1.3	
32. My immediate supervisor provides me with sufficient check ins, guidance and updates when I'm working flexibly , or from home	83.3	13.7	3.0	60.8	
33. I am fully effective working flexibly, or from home	84.4	10.9	4.7	60.8	
<b>Pay and Benefits</b>					
34. The benefits I receive are fair for the work I do.	58.3	17.9	23.8	1.1	
35. The pay I receive is fair for the work I do.	54.5	18.5	27.0	1.1	
36. The housing/accommodation assistance I receive is fair for my situation. (Mil only)	49.5	24.3	26.2	9.3	
<b>Respectful Workplace</b>					
37. I feel respected by my colleagues.	86.2	11.3	2.5	1.3	
38. The NZDF visibly supports diversity in the workplace.	83.8	12.4	3.7	1.3	
39. I understand why increased diversity will make the NZDF better on military operations.	77.9	14.1	8.0	1.3	
40. My 1 Up supports gender diversity in the workplace.	86.4	12.8	0.8	1.3	
41. Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviours.	84.1	10.9	5.0	1.3	
42. If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	90.6	6.5	2.9	1.3	
43. If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF.	67.2	19.6	13.2	1.4	
<b>Morale</b>					
44. How would you rate your current individual level of morale? ^	42.0	33.3	23.9	1.3	
45. How would you rate the current level of morale in your unit/workplace? ^	37.9	39.3	22.5	1.4	
46. I feel inspired to go the extra mile to help the NZDF succeed.	63.7	22.6	13.7	1.4	
47. I feel a sense of commitment to the NZDF.	75.8	15.1	9.1	1.3	
48. I am proud to be in the NZDF.	83.6	12.8	3.6	1.3	
49. I would recommend the NZDF as a great place to work.	67.8	23.0	9.2	1.3	
<b>Intention to Remain</b>					
50. I am actively looking at leaving the NZDF.	23.0	29.5	47.6	1.3	

### Legend

■ Strongly Agree/Agree, Very Satisfied/Satisfied (\*), Very High/High (^) or Yes (#)

■ Neutral or Moderate (^)

■ Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (\*), Very Low/Low (^) or No (#)

■ No Response or Not Applicable. This is the % of total respondents to the survey who did not answer this specific question.

## Royal New Zealand Air Force

- Strongly Agree/Agree, Very Satisfied/Satisfied (①), Yes (②), or Very High/High (③)
- Neutral or Moderate (③)
- Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (①), No (②), or Very Low/Low (③),
- No Response. This is the % of people who did not respond to the particular question in the survey.

**RNZAF**

1,527 personnel in the above cohort responded to the survey.  
This is a response rate of 57.1%.

Purpose		SA/A	N	D/SD	NR
1	I know how my work contributes to the success of the NZDF.	93.2	4.3	2.6	0.2
2	I know what the NZDF is trying to accomplish.	85.5	9.1	5.4	0.3
3	The person I report to communicates the goals and objectives of our team effectively.	81.0	12.9	6.2	0.3
Culture and Values		SA/A	N	D/SD	NR
4	I use NZDF's core values to help me make decisions.	77.3	17.4	5.3	1.2
5	Other members of my Service (or associated Service/the NZDF for civilians) consistently demonstrate our core values.	76.2	17.5	6.3	2.0
6	The culture in my Service (or associated Service/the NZDF for civilians) is going in the right direction (i.e. the culture is good and/or improving).	65.1	22.7	12.2	1.5
7	The culture in my Portfolio (for civilians or military positions in a Portfolio) is going in the right direction (i.e. good or improving).	66.6	24.8	8.6	14.9
8	I would feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work).	83.2	10.0	6.8	1.2
My Job/Workplace		SA/A	N	D/SD	NR
9	The person I report to encourages diversity of thought and new ways of doing things.	81.1	14.0	4.9	1.4
10	I am sufficiently involved in decisions that affect the way I do my job.	72.3	15.6	12.0	1.5
11	I have the tools and resources I need to do my job effectively.	59.9	18.9	21.2	1.4
12	I feel safe to respectfully question managers/commanders or voice an alternative perspective in my place of work.	82.9	8.9	8.2	1.5
13	The health and safety risks in my work area are proactively managed.	88.4	8.8	2.7	1.5
14	The level of work related stress I experience is acceptable.	67.6	18.5	13.9	1.5
15	My input is valued at work.	81.2	12.2	6.6	1.5
16	Overall, I am satisfied with my job.	70.8	16.6	12.6	1.5
Leadership		SA/A	N	D/SD	NR
17	I am satisfied with the leadership provided by my immediate supervisor.	81.1	11.0	7.9	1.6
18	I have confidence in the senior leadership of the NZDF ('Senior Leadership' are those in CAPT RNZN, GPCAPT, COL or higher positions and the civilian equivalent).	53.5	29.4	17.1	1.6
My Career		SA/A	N	D/SD	NR
19	I have a plan to support my career goals and aspirations.	66.9	21.7	11.4	1.7
20	The NZDF supports my career goals and aspirations.	51.4	33.4	15.2	1.6
21	I feel able to influence career management decisions made about me. (Mil only)	48.0	27.4	24.6	1.7
22	In my experience promotions or appointments are made on merit.	36.4	32.8	30.8	1.7
23	I have been given sufficient opportunity to deploy operationally. (Mil only)	45.7	25.2	29.1	1.9
24	All things considered, how satisfied are you with the way your career is being managed? (Mil only) ①	47.6	31.7	20.7	1.8
25	All things considered, how satisfied are you with your career development opportunities? ①	48.6	32.4	18.9	1.7
Performance and Development		SA/A	N	D/SD	NR
26	I understand how my performance is measured.	78.4	14.6	7.0	2.1
27	The feedback I get helps me to improve my performance.	71.4	20.5	8.1	2.2
28	I get recognition when I do a good job.	71.8	19.1	9.0	2.1
29	The conversations I have with the person I report to help me develop.	71.4	20.5	8.1	2.1
30	I am satisfied with how often the person I report to talks to me about my performance and development.	60.2	25.4	14.3	2.2
31	I am satisfied with my opportunities to learn and grow in the NZDF.	67.4	21.9	10.7	2.1
32	Poor performance is dealt with effectively in my team.	53.5	27.4	19.1	2.2
33	I feel part of an effective team.	79.1	14.4	6.6	2.1

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## Royal New Zealand Air Force

- Strongly Agree/Agree, Very Satisfied/Satisfied (①), Yes (②), or Very High/High (③)
- Neutral or Moderate (③)
- Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (①), No (②), or Very Low/Low (③),
- No Response. This is the % of people who did not respond to the particular question in the survey.

**RNZAF**

1,527 personnel in the above cohort responded to the survey.  
This is a response rate of 57.1%.

Family/Whanau and Balance	SA/A	N	D/SD	NR
34 My family supports my career in the NZDF.	87.8	9.2	2.9	2.0
35 I am able to maintain a balance between my personal and working life.	69.3	17.8	12.8	2.0
36 I spend too much time away from home.	12.7	28.0	59.3	2.0
37 My immediate supervisor is supportive of me working remotely when my job allows it.	68.9	24.5	6.6	2.1
38 In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times)? ② <i>This does not include time spent working from home due to COVID-19 lockdowns</i>	27.7	0.0	72.3	2.0
39 My immediate supervisor provides me with sufficient check ins, guidance and updates when I'm working flexibly, or from home.	82.7	13.0	4.3	72.8
40 I am fully effective working flexibly, or from home.	76.9	15.4	7.7	72.8
Pay and Benefits	SA/A	N	D/SD	NR
41 The benefits I receive are fair for the work I do.	61.8	21.1	17.1	2.0
42 The pay I receive is fair for the work I do.	53.2	20.5	26.4	2.1
43 The housing/accommodation assistance I receive is fair for my situation. (Mil only)	49.8	20.6	29.6	20.4
Respectful Workplace	SA/A	N	D/SD	NR
44 My Service (or associated Service/NZDF for civilians) supports and values it's people.	73.4	15.6	11.0	2.3
45 I feel comfortable to be myself at work.	83.7	10.4	5.9	2.1
46 I feel respected by my colleagues.	88.0	9.3	2.7	2.1
47 The NZDF visibly supports diversity in the workplace.	83.2	12.2	4.5	2.1
48 I understand why increased diversity will make the NZDF better on military operations.	77.3	14.4	8.3	2.1
49 I feel respected by my 1 Up.	89.8	7.6	2.5	2.1
50 Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	88.8	7.9	3.3	2.2
51 Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months.	16.8	12.3	70.9	2.3
52 If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	93.6	3.9	2.4	2.2
53 If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF. What best describes why you responded as neutral or disagree/strongly disagree to this question?	70.3	16.0	13.7	2.2
I have seen a complaint not handled effectively by the NZDF	13.7			
I have heard about a complaint not handled effectively by the NZDF	12.9			
My own complaint was not handled effectively by the NZDF	3.9			
I have a general mistrust of the NZDF	5.2			
Morale	SA/A	N	D/SD	NR
54 How would you rate your current individual level of morale? ③	43.7	36.5	19.8	2.3
55 How would you rate the current level of morale in your unit/workplace? ③	39.4	40.4	20.2	2.4
56 I feel a sense of commitment to the NZDF.	74.1	17.3	8.6	2.4
57 I am proud to be in the NZDF.	86.1	10.8	3.1	2.4
58 I would recommend the NZDF as a great place to work.	74.2	18.0	7.8	2.4
59 I am actively looking at leaving the NZDF.	20.7	29.0	50.4	2.4

*Important note regarding questions 36, 53 and 59: these questions are inverted to all other questions in this survey. Strongly Agree/Agree is to be interpreted as a negative, and Disagree/Strongly Disagree should be interpreted as a positive.*

**New Zealand Army**

Strongly Agree/Agree, Very Satisfied/Satisfied (①), Yes (②), or Very High/High (③)  
 Neutral or Moderate (③)  
 Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (①), No (②), or Very Low/Low (③),  
 No Response. This is the % of people who did not respond to the particular question in the survey.

**NZ ARMY**

2,554 personnel in the above cohort responded to the survey.  
This is a response rate of 49.0%.

Purpose		SA/A	N	D/SD	NR
1	I know how my work contributes to the success of the NZDF.	77.3	14.8	8.0	0.2
2	I know what the NZDF is trying to accomplish.	64.0	20.4	15.6	0.3
3	The person I report to communicates the goals and objectives of our team effectively.	75.3	15.9	8.8	0.3
Culture and Values		SA/A	N	D/SD	NR
4	I use NZDF's core values to help me make decisions.	78.8	15.0	6.2	1.4
5	Other members of my Service (or associated Service/the NZDF for civilians) consistently demonstrate our core values.	62.9	23.3	13.8	1.8
6	The culture in my Service (or associated Service/the NZDF for civilians) is going in the right direction (i.e. the culture is good and/or improving).	52.3	23.6	24.1	1.8
7	The culture in my Portfolio (for civilians or military positions in a Portfolio) is going in the right direction (i.e. good or improving).	58.0	27.7	14.4	9.0
8	I would feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work).	77.3	12.4	10.3	1.4
My Job/Workplace		SA/A	N	D/SD	NR
9	The person I report to encourages diversity of thought and new ways of doing things.	77.4	15.5	7.1	1.9
10	I am sufficiently involved in decisions that affect the way I do my job.	66.9	18.2	14.9	1.9
11	I have the tools and resources I need to do my job effectively.	56.2	20.8	23.1	1.9
12	I feel safe to respectfully question managers/commanders or voice an alternative perspective in my place of work.	73.5	14.7	11.8	2.0
13	The health and safety risks in my work area are proactively managed.	84.6	10.9	4.5	1.9
14	The level of work related stress I experience is acceptable.	58.2	22.3	19.5	1.9
15	My input is valued at work.	68.8	20.9	10.3	2.0
16	Overall, I am satisfied with my job.	57.7	21.2	21.1	1.9
Leadership		SA/A	N	D/SD	NR
17	I am satisfied with the leadership provided by my immediate supervisor.	78.7	12.4	8.9	2.1
18	I have confidence in the senior leadership of the NZDF ('Senior Leadership' are those in CAPT RNZN, GPCAPT, COL or higher positions and the civilian equivalent).	44.5	26.3	29.2	2.2
My Career		SA/A	N	D/SD	NR
19	I have a plan to support my career goals and aspirations.	68.4	20.2	11.4	2.3
20	The NZDF supports my career goals and aspirations.	47.4	32.3	20.4	2.3
21	I feel able to influence career management decisions made about me. (Mil only)	43.6	29.5	26.9	2.5
22	In my experience promotions or appointments are made on merit.	33.5	30.9	35.6	2.3
23	I have been given sufficient opportunity to deploy operationally. (Mil only)	38.4	25.6	35.9	2.8
24	All things considered, how satisfied are you with the way your career is being managed? (Mil only) ①	43.9	30.2	25.9	2.3
25	All things considered, how satisfied are you with your career development opportunities? ①	41.9	31.8	26.3	2.3
Performance and Development		SA/A	N	D/SD	NR
26	I understand how my performance is measured.	66.9	18.9	14.1	2.5
27	The feedback I get helps me to improve my performance.	65.1	22.8	12.0	2.4
28	I get recognition when I do a good job.	60.2	26.1	13.8	2.5
29	The conversations I have with the person I report to help me develop.	67.6	22.2	10.2	2.5
30	I am satisfied with how often the person I report to talks to me about my performance and development.	57.3	26.4	16.3	2.5
31	I am satisfied with my opportunities to learn and grow in the NZDF.	55.6	25.6	18.8	2.5
32	Poor performance is dealt with effectively in my team.	51.9	25.7	22.4	2.5
33	I feel part of an effective team.	67.1	21.0	11.9	2.5

## New Zealand Army

- Strongly Agree/Agree, Very Satisfied/Satisfied (①), Yes (②), or Very High/High (③)
- Neutral or Moderate (③)
- Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (①), No (②), or Very Low/Low (③),
- No Response. This is the % of people who did not respond to the particular question in the survey.

**NZ ARMY**

2,554 personnel in the above cohort responded to the survey.

This is a response rate of 49.0%.

<b>Family/Whanau and Balance</b>		SA/A	N	D/SD	NR
34	My family supports my career in the NZDF.	78.9	15.5	5.6	2.5
35	I am able to maintain a balance between my personal and working life.	50.3	25.1	24.6	2.6
36	I spend too much time away from home.	31.8	36.6	31.6	2.5
37	My immediate supervisor is supportive of me working remotely when my job allows it.	64.1	27.5	8.4	2.6
38	In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times)? ② <i>This does not include time spent working from home due to COVID-19 lockdowns</i>	23.8	0.0	76.2	2.8
39	My immediate supervisor provides me with sufficient check ins, guidance and updates when I'm working flexibly, or from home.	80.3	15.2	4.5	76.5
40	I am fully effective working flexibly, or from home.	77.7	14.6	7.7	76.5
<b>Pay and Benefits</b>		SA/A	N	D/SD	NR
41	The benefits I receive are fair for the work I do.	52.4	21.7	26.0	2.5
42	The pay I receive is fair for the work I do.	46.0	20.0	34.0	2.7
43	The housing/accommodation assistance I receive is fair for my situation. (Mil only)	34.0	27.7	38.3	24.4
<b>Respectful Workplace</b>		SA/A	N	D/SD	NR
44	My Service (or associated Service/NZDF for civilians) supports and values it's people.	61.9	21.9	16.2	3.7
45	I feel comfortable to be myself at work.	78.2	13.7	8.1	2.9
46	I feel respected by my colleagues.	82.8	13.6	3.6	2.9
47	The NZDF visibly supports diversity in the workplace.	75.9	17.4	6.7	3.0
48	I understand why increased diversity will make the NZDF better on military operations.	63.0	20.1	17.0	3.0
49	I feel respected by my 1 Up.	84.5	11.5	4.0	3.0
50	Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	84.1	11.2	4.7	3.1
51	Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months.	15.0	15.3	69.6	3.7
52	If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	88.0	8.2	3.8	3.1
53	If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF. What best describes why you responded as neutral or disagree/strongly disagree to this question?	66.9	17.7	15.4	3.4
	I have seen a complaint not handled effectively by the NZDF	15.7			
	I have heard about a complaint not handled effectively by the NZDF	12.1			
	My own complaint was not handled effectively by the NZDF	3.2			
	I have a general mistrust of the NZDF	7.8			
<b>Morale</b>		SA/A	N	D/SD	NR
54	How would you rate your current individual level of morale? ③	37.5	32.2	30.3	3.2
55	How would you rate the current level of morale in your unit/workplace? ③	29.2	36.6	34.3	3.3
56	I feel a sense of commitment to the NZDF.	64.9	19.4	15.7	3.2
57	I am proud to be in the NZDF.	77.3	16.4	6.3	3.2
58	I would recommend the NZDF as a great place to work.	56.4	26.7	16.9	3.2
59	I am actively looking at leaving the NZDF.	27.1	31.1	41.7	3.2

*Important note regarding questions 36, 53 and 59: these questions are inverted to all other questions in this survey. Strongly Agree/Agree is to be interpreted as a negative, and Disagree/Strongly Disagree should be interpreted as a positive.*



## Royal New Zealand Navy

- Strongly Agree/Agree, Very Satisfied/Satisfied (①), Yes (②), or Very High/High (③)
- Neutral or Moderate (③)
- Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (①), No (②), or Very Low/Low (③),
- No Response. This is the % of people who did not respond to the particular question in the survey.

**RNZN**

1,368 personnel in the above cohort responded to the survey.

This is a response rate of 57.2%.

Purpose		SA/A	N	D/SD	NR
1	I know how my work contributes to the success of the NZDF.	87.4	9.3	3.3	0.1
2	I know what the NZDF is trying to accomplish.	68.5	20.0	11.5	0.1
3	The person I report to communicates the goals and objectives of our team effectively.	80.2	13.5	6.3	0.1
Culture and Values		SA/A	N	D/SD	NR
4	I use NZDF's core values to help me make decisions.	76.7	18.1	5.2	1.0
5	Other members of my Service (or associated Service/the NZDF for civilians) consistently demonstrate our core values.	65.3	23.9	10.8	1.3
6	The culture in my Service (or associated Service/the NZDF for civilians) is going in the right direction (i.e. the culture is good and/or improving).	60.2	24.8	15.0	1.3
7	The culture in my Portfolio (for civilians or military positions in a Portfolio) is going in the right direction (i.e. good or improving).	65.5	25.7	8.8	11.8
8	I would feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work).	78.2	13.5	8.3	1.0
My Job/Workplace		SA/A	N	D/SD	NR
9	The person I report to encourages diversity of thought and new ways of doing things.	81.9	13.0	5.1	1.5
10	I am sufficiently involved in decisions that affect the way I do my job.	70.8	18.6	10.5	1.5
11	I have the tools and resources I need to do my job effectively.	58.4	19.9	21.6	1.7
12	I feel safe to respectfully question managers/commanders or voice an alternative perspective in my place of work.	75.9	13.9	10.3	1.6
13	The health and safety risks in my work area are proactively managed.	84.5	10.7	4.8	1.6
14	The level of work related stress I experience is acceptable.	55.3	22.6	22.1	1.8
15	My input is valued at work.	73.7	18.8	7.5	1.7
16	Overall, I am satisfied with my job.	62.0	22.2	15.8	1.7
Leadership		SA/A	N	D/SD	NR
17	I am satisfied with the leadership provided by my immediate supervisor.	82.0	12.6	5.4	1.9
18	I have confidence in the senior leadership of the NZDF ('Senior Leadership' are those in CAPT RNZN, GPCAPT, COL or higher positions and the civilian equivalent).	44.8	30.4	24.8	1.8
My Career		SA/A	N	D/SD	NR
19	I have a plan to support my career goals and aspirations.	65.4	20.9	13.6	1.9
20	The NZDF supports my career goals and aspirations.	49.0	32.7	18.3	1.9
21	I feel able to influence career management decisions made about me. (Mil only)	45.2	30.5	24.3	2.1
22	In my experience promotions or appointments are made on merit.	31.9	33.4	34.7	2.0
23	I have been given sufficient opportunity to deploy operationally. (Mil only)	53.1	23.8	23.1	2.2
24	All things considered, how satisfied are you with the way your career is being managed? (Mil only) ①	49.4	29.3	21.2	1.9
25	All things considered, how satisfied are you with your career development opportunities? ①	47.9	32.0	20.1	1.9
Performance and Development		SA/A	N	D/SD	NR
26	I understand how my performance is measured.	69.8	19.7	10.6	2.6
27	The feedback I get helps me to improve my performance.	70.5	21.0	8.5	2.0
28	I get recognition when I do a good job.	61.8	24.7	13.5	2.0
29	The conversations I have with the person I report to help me develop.	72.5	20.7	6.8	2.1
30	I am satisfied with how often the person I report to talks to me about my performance and development.	61.2	26.1	12.7	2.0
31	I am satisfied with my opportunities to learn and grow in the NZDF.	60.0	26.5	13.5	2.0
32	Poor performance is dealt with effectively in my team.	52.4	27.4	20.1	2.0
33	I feel part of an effective team.	74.9	17.5	7.6	2.0

## Royal New Zealand Navy

- Strongly Agree/Agree, Very Satisfied/Satisfied (①), Yes (②), or Very High/High (③)
- Neutral or Moderate (③)
- Strongly Disagree/Disagree, Very Dissatisfied/Dissatisfied (①), No (②), or Very Low/Low (③),
- No Response. This is the % of people who did not respond to the particular question in the survey.

**RNZN**

1,368 personnel in the above cohort responded to the survey.

This is a response rate of 57.2%.

	SA/A	N	D/SD	NR
<b>Family/Whanau and Balance</b>				
34 My family supports my career in the NZDF.	84.1	10.5	5.4	2.0
35 I am able to maintain a balance between my personal and working life.	53.2	24.5	22.2	2.0
36 I spend too much time away from home.	19.3	40.6	40.1	2.0
37 My immediate supervisor is supportive of me working remotely when my job allows it.	66.8	25.2	8.0	2.1
38 In the past 12 months, have you undertaken flexible working either as part of a formal or an adhoc arrangement on at least a monthly basis (e.g. working from home or another location not your main place of work, starting/finishing at different times)? ② <i>This does not include time spent working from home due to COVID-19 lockdowns</i>	43.6	0.0	56.4	2.0
39 My immediate supervisor provides me with sufficient check ins, guidance and updates when I'm working flexibly, or from home.	80.1	16.6	3.2	56.9
40 I am fully effective working flexibly, or from home.	84.9	10.4	4.8	56.9
<b>Pay and Benefits</b>				
41 The benefits I receive are fair for the work I do.	51.1	21.1	27.8	2.0
42 The pay I receive is fair for the work I do.	46.1	19.6	34.3	2.0
43 The housing/accommodation assistance I receive is fair for my situation. (Mil only)	42.4	23.9	33.8	13.1
<b>Respectful Workplace</b>				
44 My Service (or associated Service/NZDF for civilians) supports and values it's people.	63.3	21.5	15.2	2.7
45 I feel comfortable to be myself at work.	80.3	12.4	7.3	2.2
46 I feel respected by my colleagues.	84.0	11.7	4.3	2.3
47 The NZDF visibly supports diversity in the workplace.	79.2	16.2	4.6	2.3
48 I understand why increased diversity will make the NZDF better on military operations.	73.6	16.4	9.9	2.2
49 I feel respected by my 1 Up.	87.1	10.3	2.6	2.3
50 Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour.	84.8	9.9	5.3	2.6
51 Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months.	17.6	14.7	67.6	2.9
52 If I experience inappropriate behaviour in my workplace, I understand how I can raise the issue.	89.0	7.2	3.8	2.7
53 If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF. What best describes why you responded as neutral or disagree/strongly disagree to this question?	62.4	20.4	17.2	2.6
I have seen a complaint not handled effectively by the NZDF	19.2			
I have heard about a complaint not handled effectively by the NZDF	15.6			
My own complaint was not handled effectively by the NZDF	4.2			
I have a general mistrust of the NZDF	7.6			
<b>Morale</b>				
54 How would you rate your current individual level of morale? ③	42.4	35.7	21.9	2.3
55 How would you rate the current level of morale in your unit/workplace? ③	37.4	42.2	20.4	2.3
56 I feel a sense of commitment to the NZDF.	65.2	22.3	12.5	2.3
57 I am proud to be in the NZDF.	80.5	15.3	4.2	2.3
58 I would recommend the NZDF as a great place to work.	61.4	28.3	10.3	2.3
59 I am actively looking at leaving the NZDF.	24.4	31.9	43.7	2.5

*Important note regarding questions 36, 53 and 59: these questions are inverted to all other questions in this survey. Strongly Agree/Agree is to be interpreted as a negative, and Disagree/Strongly Disagree should be interpreted as a positive.*

Results for: 0 org units

Filters

ARM: **REGULAR FORCE** SERVICE: **RNZAF** PORTFOLIO: All COMPETENCY GROUP: All RANK: All GENDER: All BRANCH: All  
 LOCATION: All TRADE: All

**Overall Scorecard**

The scorecard shows all scores for all categories within the survey. Expand each category via the arrow to see the individual scores for all questions in a category.

Blue represents the % of favourable responses (agree and strongly agree)

Grey represents the % percentage of neutral responses

Red represents the % of unfavourable responses (disagree & strongly disagree)

Overall Scorecard

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
<b>NZDF / Service Purpose</b>			67%	-	-
I know what the NZDF is trying to achieve *	1,459		65%	75%	74%
I know how the (Service/Portfolio) contributes to the purpose of the NZDF	1,459		72%	-	79%
I use NZDF's core values to help me make decisions	1,459		73%	78%	-
I understand that increased diversity will improve NZDF performance *	1,458		59%	72%	-
<b>Organisational Leadership</b>			48%	-	-
I trust senior/organisational leadership (COL(E) and above) *	1,459		40%	49%	68%
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me	1,459		39%	-	69%
The NZDF visibly supports diversity in the workplace	1,459		73%	79%	72%
The communication I receive is clear and consistent	1,459		40%	-	-
<b>Unit Leadership</b>			77%	-	-
I trust my unit leadership	1,459		73%	-	78%
I have seen my unit leadership consistently modelling the behaviours expected of me	1,458		70%	-	73%
The person I report to encourages and accepts different perspectives and new ways of doing things *	1,458		81%	79%	74%
I trust the person I report to	1,458		83%	-	81%
I have seen the person I report to consistently modelling the behaviours expected of me	1,458		79%	-	82%
I feel valued by the person I report to	1,458		77%	86%	-
<b>My Workplace</b>			68%	71%	-
I feel comfortable to be myself at work	1,459		81%	81%	80%
How would you rate the current level of morale in your unit/workplace?	1,459		30%	36%	-
I feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work) *	1,459		77%	78%	-
I am able to question commanders/managers or voice an alternative perspective in my workplace *	1,459		71%	76%	76%
If I raise health and safety concerns they are taken seriously *	1,457		79%	84%	85%
<b>My Team</b>			73%	-	-
I feel included by my work mates / colleagues	1,459		86%	84%	81%
My team takes the time to celebrate our success	1,459		62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me *	1,459		71%	67%	-
<b>My Job</b>			67%	-	-
I know how my work contributes to the success of the NZDF	1,459		79%	87%	88%
I am empowered to make decisions about the way I do my job *	1,459		72%	70%	-
I have the tools and resources I need to do my job effectively	1,459		46%	57%	75%
I have the knowledge and skills I need to do my job effectively	1,459		80%	-	75%
I am able to work remotely when my job allows	1,459		67%	-	-
Overall, I am satisfied with my job	1,459		58%	65%	78%
<b>Performance</b>			64%	-	-
I am involved in setting the performance objectives in my PDR	1,458		70%	-	-
The feedback I get helps me to improve my performance	1,459		66%	69%	72%
I get positive feedback or recognition when I do a good job *	1,459		70%	66%	67%
The person I report to talks to me regularly about my performance and development *	1,459		51%	61%	72%
<b>Respectful Workplace</b>			77%	77%	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour	1,458		89%	85%	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months (Reverse Scoring)	1,457		71%	68%	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue *	1,458		81%	89%	-
If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF	1,458		66%	67%	-
<b>Career Development</b>			56%	-	-
I understand how Career/ Promotion decisions are made at my level (M L only)	1,455		62%	-	-
I understand the Development opportunities available to me	1,458		66%	-	-
I feel able to influence career management decisions made about me (M L only)	1,458		45%	45%	-
I know where to find information to support my career planning	1,458		60%	-	59%
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	1,458		41%	46%	-
<b>Pay and Benefits</b>			36%	-	-
I understand the NZDF remuneration framework	1,458		63%	-	65%
The pay I receive is fair for the work I do	1,458		23%	45%	55%
The benefits I receive are fair for the work I do	1,458		34%	54%	68%
The housing/accommodation assistance I receive is fair for my situation (MIL only)	1,454		23%	41%	-
<b>Wellbeing</b>			53%	-	-
I am able to maintain a balance between my personal and working life	1,459		59%	64%	79%
I spend too much time away from home (Reverse Scoring)	1,458		47%	50%	-
The level of work related stress I experience is acceptable	1,459		54%	61%	-
I am supported to manage my work related stress well	1,458		55%	-	82%
My family supports my career in the NZDF (M L only)	1,459		75%	83%	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military (MIL only)	1,459		53%	-	-
How would you rate your current individual level of morale?	1,459		34%	43%	-
<b>Organisational Commitment</b>			57%	66%	-
I feel a sense of commitment to the NZDF	1,459		66%	72%	-
I am proud to be in the NZDF	1,458		75%	82%	81%
I would recommend the NZDF as a great place to work	1,459		48%	63%	73%
I am actively looking at leaving the NZDF (Reverse Scoring)	1,459		38%	48%	60%
<b>Questions for Leaders</b>			70%	-	-
I understand how to action performance management processes if required	484		75%	-	-
I feel confident having difficult conversations with my team when required	484		89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager	484		59%	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities	483		60%	-	-

Results for: 0 org units

Filters

ARM: REGULAR FORCE SERVICE: NZ ARMY PORTFOLIO: All COMPETENCY GROUP: All RANK: All GENDER: All BRANCH: All  
 LOCATION: All TRADE: All

Overall Scorecard

The scorecard shows all scores for all categories within the survey. Expand each category via the arrow to see the individual scores for all questions in a category.

Blue represents the % of favourable responses (agree and strongly agree)

Grey represents the % percentage of neutral responses

Red represents the % of unfavourable responses (disagree & strongly disagree)

Overall Scorecard

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
▼ NZDF / Service Purpose		<div style="display: flex; width: 100%;"><div style="width: 61%; background-color: #0070C0;"></div><div style="width: 22%; background-color: #A9A9A9;"></div><div style="width: 17%; background-color: #C00000;"></div></div>	67%	-	-
I know what the NZDF is trying to achieve *	2,362	<div style="display: flex; width: 100%;"><div style="width: 53%; background-color: #0070C0;"></div><div style="width: 23%; background-color: #A9A9A9;"></div><div style="width: 24%; background-color: #C00000;"></div></div>	65%	75%	74%
I know how the (Service/Portfolio) contributes to the purpose of the NZDF	2,363	<div style="display: flex; width: 100%;"><div style="width: 68%; background-color: #0070C0;"></div><div style="width: 18%; background-color: #A9A9A9;"></div><div style="width: 14%; background-color: #C00000;"></div></div>	72%	-	79%
I use NZDF's core values to help me make decisions	2,363	<div style="display: flex; width: 100%;"><div style="width: 74%; background-color: #0070C0;"></div><div style="width: 19%; background-color: #A9A9A9;"></div><div style="width: 7%; background-color: #C00000;"></div></div>	73%	78%	-
I understand that increased diversity will improve NZDF performance *	2,363	<div style="display: flex; width: 100%;"><div style="width: 48%; background-color: #0070C0;"></div><div style="width: 28%; background-color: #A9A9A9;"></div><div style="width: 25%; background-color: #C00000;"></div></div>	59%	72%	-
▼ Organisational Leadership		<div style="display: flex; width: 100%;"><div style="width: 42%; background-color: #0070C0;"></div><div style="width: 30%; background-color: #A9A9A9;"></div><div style="width: 28%; background-color: #C00000;"></div></div>	48%	-	-
I trust senior/organisational leadership (COL(E) and above) *	2,363	<div style="display: flex; width: 100%;"><div style="width: 32%; background-color: #0070C0;"></div><div style="width: 29%; background-color: #A9A9A9;"></div><div style="width: 39%; background-color: #C00000;"></div></div>	40%	49%	68%
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me	2,363	<div style="display: flex; width: 100%;"><div style="width: 32%; background-color: #0070C0;"></div><div style="width: 34%; background-color: #A9A9A9;"></div><div style="width: 34%; background-color: #C00000;"></div></div>	39%	-	69%
The NZDF visibly supports diversity in the workplace	2,362	<div style="display: flex; width: 100%;"><div style="width: 68%; background-color: #0070C0;"></div><div style="width: 25%; background-color: #A9A9A9;"></div><div style="width: 7%; background-color: #C00000;"></div></div>	73%	79%	72%
The communication I receive is clear and consistent	2,363	<div style="display: flex; width: 100%;"><div style="width: 36%; background-color: #0070C0;"></div><div style="width: 30%; background-color: #A9A9A9;"></div><div style="width: 34%; background-color: #C00000;"></div></div>	40%	-	-
▼ Unit Leadership		<div style="display: flex; width: 100%;"><div style="width: 75%; background-color: #0070C0;"></div><div style="width: 15%; background-color: #A9A9A9;"></div><div style="width: 10%; background-color: #C00000;"></div></div>	77%	-	-
I trust my unit leadership	2,363	<div style="display: flex; width: 100%;"><div style="width: 69%; background-color: #0070C0;"></div><div style="width: 16%; background-color: #A9A9A9;"></div><div style="width: 15%; background-color: #C00000;"></div></div>	73%	-	78%
I have seen my unit leadership consistently modelling the behaviours expected of me	2,363	<div style="display: flex; width: 100%;"><div style="width: 65%; background-color: #0070C0;"></div><div style="width: 19%; background-color: #A9A9A9;"></div><div style="width: 15%; background-color: #C00000;"></div></div>	70%	-	73%
The person I report to encourages and accepts different perspectives and new ways of doing things *	2,362	<div style="display: flex; width: 100%;"><div style="width: 79%; background-color: #0070C0;"></div><div style="width: 13%; background-color: #A9A9A9;"></div><div style="width: 8%; background-color: #C00000;"></div></div>	81%	79%	74%
I trust the person I report to	2,362	<div style="display: flex; width: 100%;"><div style="width: 82%; background-color: #0070C0;"></div><div style="width: 13%; background-color: #A9A9A9;"></div><div style="width: 5%; background-color: #C00000;"></div></div>	83%	-	81%
I have seen the person I report to consistently modelling the behaviours expected of me	2,362	<div style="display: flex; width: 100%;"><div style="width: 79%; background-color: #0070C0;"></div><div style="width: 14%; background-color: #A9A9A9;"></div><div style="width: 7%; background-color: #C00000;"></div></div>	79%	-	82%
I feel valued by the person I report to	2,362	<div style="display: flex; width: 100%;"><div style="width: 74%; background-color: #0070C0;"></div><div style="width: 18%; background-color: #A9A9A9;"></div><div style="width: 8%; background-color: #C00000;"></div></div>	77%	86%	-
▼ My Workplace		<div style="display: flex; width: 100%;"><div style="width: 65%; background-color: #0070C0;"></div><div style="width: 19%; background-color: #A9A9A9;"></div><div style="width: 16%; background-color: #C00000;"></div></div>	68%	71%	-
I feel comfortable to be myself at work	2,363	<div style="display: flex; width: 100%;"><div style="width: 79%; background-color: #0070C0;"></div><div style="width: 12%; background-color: #A9A9A9;"></div><div style="width: 9%; background-color: #C00000;"></div></div>	81%	81%	80%
How would you rate the current level of morale in your unit/workplace?	2,363	<div style="display: flex; width: 100%;"><div style="width: 29%; background-color: #0070C0;"></div><div style="width: 36%; background-color: #A9A9A9;"></div><div style="width: 36%; background-color: #C00000;"></div></div>	30%	36%	-
I feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work) *	2,363	<div style="display: flex; width: 100%;"><div style="width: 74%; background-color: #0070C0;"></div><div style="width: 15%; background-color: #A9A9A9;"></div><div style="width: 11%; background-color: #C00000;"></div></div>	77%	78%	-
I am able to question commanders/managers or voice an alternative perspective in my workplace *	2,363	<div style="display: flex; width: 100%;"><div style="width: 67%; background-color: #0070C0;"></div><div style="width: 16%; background-color: #A9A9A9;"></div><div style="width: 17%; background-color: #C00000;"></div></div>	71%	76%	76%
If I raise health and safety concerns they are taken seriously *	2,362	<div style="display: flex; width: 100%;"><div style="width: 77%; background-color: #0070C0;"></div><div style="width: 17%; background-color: #A9A9A9;"></div><div style="width: 6%; background-color: #C00000;"></div></div>	79%	84%	85%
▼ My Team		<div style="display: flex; width: 100%;"><div style="width: 72%; background-color: #0070C0;"></div><div style="width: 20%; background-color: #A9A9A9;"></div><div style="width: 8%; background-color: #C00000;"></div></div>	73%	-	-
I feel included by my work mates / colleagues	2,362	<div style="display: flex; width: 100%;"><div style="width: 87%; background-color: #0070C0;"></div><div style="width: 10%; background-color: #A9A9A9;"></div><div style="width: 3%; background-color: #C00000;"></div></div>	86%	84%	81%
My team takes the time to celebrate our success	2,361	<div style="display: flex; width: 100%;"><div style="width: 62%; background-color: #0070C0;"></div><div style="width: 26%; background-color: #A9A9A9;"></div><div style="width: 13%; background-color: #C00000;"></div></div>	62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me *	2,361	<div style="display: flex; width: 100%;"><div style="width: 68%; background-color: #0070C0;"></div><div style="width: 24%; background-color: #A9A9A9;"></div><div style="width: 8%; background-color: #C00000;"></div></div>	71%	67%	-
▼ My Job		<div style="display: flex; width: 100%;"><div style="width: 61%; background-color: #0070C0;"></div><div style="width: 18%; background-color: #A9A9A9;"></div><div style="width: 21%; background-color: #C00000;"></div></div>	67%	-	-
I know how my work contributes to the success of the NZDF	2,363	<div style="display: flex; width: 100%;"><div style="width: 69%; background-color: #0070C0;"></div><div style="width: 16%; background-color: #A9A9A9;"></div><div style="width: 15%; background-color: #C00000;"></div></div>	79%	87%	88%
I am empowered to make decisions about the way I do my job *	2,363	<div style="display: flex; width: 100%;"><div style="width: 66%; background-color: #0070C0;"></div><div style="width: 20%; background-color: #A9A9A9;"></div><div style="width: 14%; background-color: #C00000;"></div></div>	72%	70%	-
I have the tools and resources I need to do my job effectively	2,363	<div style="display: flex; width: 100%;"><div style="width: 41%; background-color: #0070C0;"></div><div style="width: 21%; background-color: #A9A9A9;"></div><div style="width: 38%; background-color: #C00000;"></div></div>	46%	57%	75%
I have the knowledge and skills I need to do my job effectively	2,363	<div style="display: flex; width: 100%;"><div style="width: 77%; background-color: #0070C0;"></div><div style="width: 15%; background-color: #A9A9A9;"></div><div style="width: 8%; background-color: #C00000;"></div></div>	80%	-	75%
I am able to work remotely when my job allows	2,363	<div style="display: flex; width: 100%;"><div style="width: 60%; background-color: #0070C0;"></div><div style="width: 16%; background-color: #A9A9A9;"></div><div style="width: 24%; background-color: #C00000;"></div></div>	67%	-	-
Overall, I am satisfied with my job	2,362	<div style="display: flex; width: 100%;"><div style="width: 52%; background-color: #0070C0;"></div><div style="width: 22%; background-color: #A9A9A9;"></div><div style="width: 26%; background-color: #C00000;"></div></div>	58%	65%	78%
▼ Performance		<div style="display: flex; width: 100%;"><div style="width: 59%; background-color: #0070C0;"></div><div style="width: 26%; background-color: #A9A9A9;"></div><div style="width: 15%; background-color: #C00000;"></div></div>	64%	-	-
I am involved in setting the performance objectives in my PDR	2,361	<div style="display: flex; width: 100%;"><div style="width: 58%; background-color: #0070C0;"></div><div style="width: 29%; background-color: #A9A9A9;"></div><div style="width: 13%; background-color: #C00000;"></div></div>	70%	-	-
The feedback I get helps me to improve my performance	2,362	<div style="display: flex; width: 100%;"><div style="width: 65%; background-color: #0070C0;"></div><div style="width: 23%; background-color: #A9A9A9;"></div><div style="width: 12%; background-color: #C00000;"></div></div>	66%	69%	72%
I get positive feedback or recognition when I do a good job *	2,363	<div style="display: flex; width: 100%;"><div style="width: 66%; background-color: #0070C0;"></div><div style="width: 22%; background-color: #A9A9A9;"></div><div style="width: 12%; background-color: #C00000;"></div></div>	70%	66%	67%
The person I report to talks to me regularly about my performance and development *	2,362	<div style="display: flex; width: 100%;"><div style="width: 49%; background-color: #0070C0;"></div><div style="width: 29%; background-color: #A9A9A9;"></div><div style="width: 22%; background-color: #C00000;"></div></div>	51%	61%	72%
▼ Respectful Workplace		<div style="display: flex; width: 100%;"><div style="width: 76%; background-color: #0070C0;"></div><div style="width: 13%; background-color: #A9A9A9;"></div><div style="width: 10%; background-color: #C00000;"></div></div>	77%	77%	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour	2,363	<div style="display: flex; width: 100%;"><div style="width: 88%; background-color: #0070C0;"></div><div style="width: 8%; background-color: #A9A9A9;"></div><div style="width: 4%; background-color: #C00000;"></div></div>	89%	85%	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months (Reverse Scoring)	2,363	<div style="display: flex; width: 100%;"><div style="width: 70%; background-color: #0070C0;"></div><div style="width: 15%; background-color: #A9A9A9;"></div><div style="width: 15%; background-color: #C00000;"></div></div>	71%	68%	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue *	2,363	<div style="display: flex; width: 100%;"><div style="width: 81%; background-color: #0070C0;"></div><div style="width: 12%; background-color: #A9A9A9;"></div><div style="width: 7%; background-color: #C00000;"></div></div>	81%	89%	-
If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF	2,363	<div style="display: flex; width: 100%;"><div style="width: 66%; background-color: #0070C0;"></div><div style="width: 19%; background-color: #A9A9A9;"></div><div style="width: 15%; background-color: #C00000;"></div></div>	66%	67%	-
▼ Career Development		<div style="display: flex; width: 100%;"><div style="width: 52%; background-color: #0070C0;"></div><div style="width: 23%; background-color: #A9A9A9;"></div><div style="width: 24%; background-color: #C00000;"></div></div>	56%	-	-
I understand how Career/ Promotion decisions are made at my level (M L only)	2,363	<div style="display: flex; width: 100%;"><div style="width: 59%; background-color: #0070C0;"></div><div style="width: 18%; background-color: #A9A9A9;"></div><div style="width: 24%; background-color: #C00000;"></div></div>	62%	-	-
I understand the Development opportunities available to me	2,362	<div style="display: flex; width: 100%;"><div style="width: 62%; background-color: #0070C0;"></div><div style="width: 19%; background-color: #A9A9A9;"></div><div style="width: 19%; background-color: #C00000;"></div></div>	66%	-	-
I feel able to influence career management decisions made about me (M L only)	2,362	<div style="display: flex; width: 100%;"><div style="width: 43%; background-color: #0070C0;"></div><div style="width: 25%; background-color: #A9A9A9;"></div><div style="width: 32%; background-color: #C00000;"></div></div>	45%	45%	-
I know where to find information to support my career planning	2,363	<div style="display: flex; width: 100%;"><div style="width: 57%; background-color: #0070C0;"></div><div style="width: 22%; background-color: #A9A9A9;"></div><div style="width: 21%; background-color: #C00000;"></div></div>	60%	-	59%
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	2,363	<div style="display: flex; width: 100%;"><div style="width: 40%; background-color: #0070C0;"></div><div style="width: 33%; background-color: #A9A9A9;"></div><div style="width: 27%; background-color: #C00000;"></div></div>	41%	46%	-
▼ Pay and Benefits		<div style="display: flex; width: 100%;"><div style="width: 30%; background-color: #0070C0;"></div><div style="width: 21%; background-color: #A9A9A9;"></div><div style="width: 49%; background-color: #C00000;"></div></div>	36%	-	-
I understand the NZDF remuneration framework	2,362	<div style="display: flex; width: 100%;"><div style="width: 53%; background-color: #0070C0;"></div><div style="width: 18%; background-color: #A9A9A9;"></div><div style="width: 29%; background-color: #C00000;"></div></div>	63%	-	65%
The pay I receive is fair for the work I do	2,363	<div style="display: flex; width: 100%;"><div style="width: 18%; background-color: #0070C0;"></div><div style="width: 14%; background-color: #A9A9A9;"></div><div style="width: 68%; background-color: #C00000;"></div></div>	23%	45%	55%
The benefits I receive are fair for the work I do	2,362	<div style="display: flex; width: 100%;"><div style="width: 30%; background-color: #0070C0;"></div><div style="width: 19%; background-color: #A9A9A9;"></div><div style="width: 51%; background-color: #C00000;"></div></div>	34%	54%	68%
The housing/accommodation assistance I receive is fair for my situation (MIL only)	2,359	<div style="display: flex; width: 100%;"><div style="width: 20%; background-color: #0070C0;"></div><div style="width: 32%; background-color: #A9A9A9;"></div><div style="width: 48%; background-color: #C00000;"></div></div>	23%	41%	-
▼ Wellbeing		<div style="display: flex; width: 100%;"><div style="width: 47%; background-color: #0070C0;"></div><div style="width: 29%; background-color: #A9A9A9;"></div><div style="width: 25%; background-color: #C00000;"></div></div>	53%	-	-
I am able to maintain a balance between my personal and working life	2,363	<div style="display: flex; width: 100%;"><div style="width: 47%; background-color: #0070C0;"></div><div style="width: 22%; background-color: #A9A9A9;"></div><div style="width: 31%; background-color: #C00000;"></div></div>	59%	64%	79%
I spend too much time away from home (Reverse Scoring)	2,362	<div style="display: flex; width: 100%;"><div style="width: 29%; background-color: #0070C0;"></div><div style="width: 40%; background-color: #A9A9A9;"></div><div style="width: 30%; background-color: #C00000;"></div></div>	47%	50%	-
The level of work related stress I experience is acceptable	2,363	<div style="display: flex; width: 100%;"><div style="width: 50%; background-color: #0070C0;"></div><div style="width: 26%; background-color: #A9A9A9;"></div><div style="width: 24%; background-color: #C00000;"></div></div>	54%	61%	-
I am supported to manage my work related stress well	2,360	<div style="display: flex; width: 100%;"><div style="width: 49%; background-color: #0070C0;"></div><div style="width: 30%; background-color: #A9A9A9;"></div><div style="width: 21%; background-color: #C00000;"></div></div>	55%	-	82%
My family supports my career in the NZDF (M L only)	2,362	<div style="display: flex; width: 100%;"><div style="width: 71%; background-color: #0070C0;"></div><div style="width: 18%; background-color: #A9A9A9;"></div><div style="width: 11%; background-color: #C00000;"></div></div>	75%	83%	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military (MIL only)	2,363	<div style="display: flex; width: 100%;"><div style="width: 51%; background-color: #0070C0;"></div><div style="width: 27%; background-color: #A9A9A9;"></div><div style="width: 22%; background-color: #C00000;"></div></div>	53%	-	-
How would you rate your current individual level of morale?	2,362	<div style="display: flex; width: 100%;"><div style="width: 31%; background-color: #0070C0;"></div><div style="width: 37%; background-color: #A9A9A9;"></div><div style="width: 33%; background-color: #C00000;"></div></div>	34%	43%	-
▼ Organisational Commitment		<div style="display: flex; width: 100%;"><div style="width: 53%; background-color: #0070C0;"></div><div style="width: 26%; background-color: #A9A9A9;"></div><div style="width: 22%; background-color: #C00000;"></div></div>	57%	66%	-
I feel a sense of commitment to the NZDF	2,363	<div style="display: flex; width: 100%;"><div style="width: 62%; background-color: #0070C0;"></div><div style="width: 20%; background-color: #A9A9A9;"></div><div style="width: 18%; background-color: #C00000;"></div></div>	66%	72%	-
I am proud to be in the NZDF	2,362	<div style="display: flex; width: 100%;"><div style="width: 73%; background-color: #0070C0;"></div><div style="width: 18%; background-color: #A9A9A9;"></div><div style="width: 9%; background-color: #C00000;"></div></div>	75%	82%	81%
I would recommend the NZDF as a great place to work	2,361	<div style="display: flex; width: 100%;"><div style="width: 43%; background-color: #0070C0;"></div><div style="width: 30%; background-color: #A9A9A9;"></div><div style="width: 27%; background-color: #C00000;"></div></div>	48%	63%	73%
I am actively looking at leaving the NZDF (Reverse Scoring)	2,362	<div style="display: flex; width: 100%;"><div style="width: 32%; background-color: #0070C0;"></div><div style="width: 35%; background-color: #A9A9A9;"></div><div style="width: 33%; background-color: #C00000;"></div></div>	38%	48%	60%
▼ Questions for Leaders		<div style="display: flex; width: 100%;"><div style="width: 70%; background-color: #0070C0;"></div><div style="width: 14%; background-color: #A9A9A9;"></div><div style="width: 16%; background-color: #C00000;"></div></div>	70%	-	-
I understand how to action performance management processes if required	542	<div style="display: flex; width: 100%;"><div style="width: 73%; background-color: #0070C0;"></div><div style="width: 14%; background-color: #A9A9A9;"></div><div style="width: 13%; background-color: #C00000;"></div></div>	75%	-	-
I feel confident having difficult conversations with my team when required	542	<div style="display: flex; width: 100%;"><div style="width: 90%; background-color: #0070C0;"></div><div style="width: 7%; background-color: #A9A9A9;"></div><div style="width: 3%; background-color: #C00000;"></div></div>	89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager	542	<div style="display: flex; width: 100%;"><div style="width: 61%; background-color: #0070C0;"></div><div style="width: 17%; background-color: #A9A9A9;"></div><div style="width: 22%; background-color: #C00000;"></div></div>	59%	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities	542	<div style="display: flex; width: 100%;"><div style="width: 58%; background-color: #0070C0;"></div><div style="width: 18%; background-color: #A9A9A9;"></div><div style="width: 25%; background-color: #C00000;"></div></div>	60%	-	-

Results for: 0 org units

Filters

ARM: **REGULAR FORCE** SERVICE: **RNZN** PORTFOLIO: All COMPETENCY GROUP: All RANK: All GENDER: All BRANCH: All  
 LOCATION: All TRADE: All

**Overall Scorecard**

The scorecard shows all scores for all categories within the survey. Expand each category via the arrow to see the individual scores for all questions in a category.

Blue represents the % of favourable responses (agree and strongly agree)

Grey represents the % percentage of neutral responses

Red represents the % of unfavourable responses (disagree & strongly disagree)

Overall Scorecard

Name	Responses	Distribution	NZDF Overall 2022	NZDF Overall 2021	Global
<b>NZDF / Service Purpose</b>		68% 19% 13%	67%	-	-
I know what the NZDF is trying to achieve *	1,229	57% 21% 22%	65%	75%	74%
I know how the (Service/Portfolio) contributes to the purpose of the NZDF	1,227	77% 15% 9%	72%	-	79%
I use NZDF's core values to help me make decisions	1,225	73% 19% 7%	73%	78%	-
I understand that increased diversity will improve NZDF performance *	1,222	64% 22% 14%	59%	72%	-
<b>Organisational Leadership</b>		45% 28% 27%	48%	-	-
I trust senior/organisational leadership (COL(E) and above) *	1,227	36% 28% 36%	40%	49%	68%
I have seen senior/organisational leadership (COL(E) and above) consistently modelling the behaviours expected from me	1,226	38% 32% 30%	39%	-	69%
The NZDF visibly supports diversity in the workplace	1,227	74% 20%	73%	79%	72%
The communication I receive is clear and consistent	1,227	32% 31% 37%	40%	-	-
<b>Unit Leadership</b>		79% 14% 8%	77%	-	-
I trust my unit leadership	1,229	77% 14% 9%	73%	-	78%
I have seen my unit leadership consistently modelling the behaviours expected of me	1,227	75% 15% 10%	70%	-	73%
The person I report to encourages and accepts different perspectives and new ways of doing things *	1,228	80% 13% 7%	81%	79%	74%
I trust the person I report to	1,228	83% 11% 6%	83%	-	81%
I have seen the person I report to consistently modelling the behaviours expected of me	1,227	79% 14% 7%	79%	-	82%
I feel valued by the person I report to	1,228	78% 14% 8%	77%	86%	-
<b>My Workplace</b>		67% 20% 14%	68%	71%	-
I feel comfortable to be myself at work	1,229	80% 12% 8%	81%	81%	80%
How would you rate the current level of morale in your unit/workplace?	1,228	29% 42% 29%	30%	36%	-
I feel confident to challenge or call out behaviours that are not in line with our values or make me uncomfortable (either during or outside of work) *	1,229	78% 14% 8%	77%	78%	-
I am able to question commanders/managers or voice an alternative perspective in my workplace *	1,228	67% 17% 16%	71%	76%	76%
If I raise health and safety concerns they are taken seriously *	1,228	79% 15% 6%	79%	84%	85%
<b>My Team</b>		76% 17% 7%	73%	-	-
I feel included by my work mates / colleagues	1,229	88% 8%	86%	84%	81%
My team takes the time to celebrate our success	1,229	64% 24% 11%	62%	-	-
I see my work mates/ colleagues consistently role modelling the behaviours expected from me *	1,229	75% 19%	71%	67%	-
<b>My Job</b>		64% 19% 17%	67%	-	-
I know how my work contributes to the success of the NZDF	1,230	77% 15% 8%	79%	87%	88%
I am empowered to make decisions about the way I do my job *	1,230	71% 19% 10%	72%	70%	-
I have the tools and resources I need to do my job effectively	1,230	45% 21% 34%	46%	57%	75%
I have the knowledge and skills I need to do my job effectively	1,229	73% 17% 10%	80%	-	75%
I am able to work remotely when my job allows	1,230	62% 17% 21%	67%	-	-
Overall, I am satisfied with my job	1,230	55% 25% 20%	58%	65%	78%
<b>Performance</b>		66% 23% 12%	64%	-	-
I am involved in setting the performance objectives in my PDR	1,226	77% 17% 6%	70%	-	-
The feedback I get helps me to improve my performance	1,227	67% 23% 10%	66%	69%	72%
I get positive feedback or recognition when I do a good job *	1,227	68% 20% 12%	70%	66%	67%
The person I report to talks to me regularly about my performance and development *	1,225	51% 31% 18%	51%	61%	72%
<b>Respectful Workplace</b>		75% 14% 11%	77%	77%	-
Within the NZDF I am able to perform my duties free from inappropriate and harmful behaviour	1,228	88% 8%	89%	85%	-
Within the NZDF I have witnessed inappropriate and harmful behaviour towards others in the last 12 months (Reverse Scoring)	1,219	68% 14% 18%	71%	68%	-
If I experience inappropriate behaviour in my workplace, I feel comfortable reporting the issue *	1,229	81% 12% 7%	81%	89%	-
If I raise a complaint about inappropriate behaviour in my workplace, I trust that the complaint will be handled effectively by the NZDF	1,229	63% 21% 16%	66%	67%	-
<b>Career Development</b>		58% 23% 18%	56%	-	-
I understand how Career/ Promotion decisions are made at my level (M L only)	1,228	66% 17% 17%	62%	-	-
I understand the Development opportunities available to me	1,230	70% 19% 12%	66%	-	-
I feel able to influence career management decisions made about me (M L only)	1,227	47% 26% 27%	45%	45%	-
I know where to find information to support my career planning	1,226	62% 22% 16%	60%	-	59%
All things considered, how satisfied are you with the way your career is being managed? (MIL only)	1,229	46% 33% 21%	41%	46%	-
<b>Pay and Benefits</b>		36% 20% 44%	36%	-	-
I understand the NZDF remuneration framework	1,230	61% 18% 21%	63%	-	65%
The pay I receive is fair for the work I do	1,230	25% 19% 56%	23%	45%	55%
The benefits I receive are fair for the work I do	1,229	33% 20% 47%	34%	54%	68%
The housing/accommodation assistance I receive is fair for my situation (MIL only)	1,215	26% 22% 52%	23%	41%	-
<b>Wellbeing</b>		49% 29% 22%	53%	-	-
I am able to maintain a balance between my personal and working life	1,230	50% 20% 30%	59%	64%	79%
I spend too much time away from home (Reverse Scoring)	1,230	37% 40% 23%	47%	50%	-
The level of work related stress I experience is acceptable	1,229	51% 26% 23%	54%	61%	-
I am supported to manage my work related stress well	1,230	50% 32% 18%	55%	-	82%
My family supports my career in the NZDF (M L only)	1,229	75% 16% 9%	75%	83%	-
I feel supported by the NZDF to manage the family/personal challenges that come from being in the military (MIL only)	1,225	50% 29% 21%	53%	-	-
How would you rate your current individual level of morale?	1,229	31% 41% 28%	34%	43%	-
<b>Organisational Commitment</b>		54% 26% 20%	57%	66%	-
I feel a sense of commitment to the NZDF	1,231	63% 20% 17%	66%	72%	-
I am proud to be in the NZDF	1,231	74% 18% 8%	75%	82%	81%
I would recommend the NZDF as a great place to work	1,231	47% 32% 22%	48%	63%	73%
I am actively looking at leaving the NZDF (Reverse Scoring)	1,230	34% 33% 33%	38%	48%	60%
<b>Questions for Leaders</b>		75% 14% 12%	70%	-	-
I understand how to action performance management processes if required	354	84% 9% 7%	75%	-	-
I feel confident having difficult conversations with my team when required	354	91% 6%	89%	-	-
I have received adequate training and understand the policies and processes required to be an NZDF people manager	354	62% 18% 19%	59%	-	-
I am able to effectively balance the demands of my units output delivery and my people management responsibilities	354	62% 21% 17%	60%	-	-