

	2021 Results	2022 Results	2023 Results
Collaboration	58%	60%	57%
At the EPA, there is effective collaboration between teams	45%	38%	32%
At the EPA, we do a good job of sharing knowledge across Business Groups	28%	38%	29%
My manager encourages collaboration in my team	76%	79%	74%
The people I work with cooperate to get the job done	83%	86%	94%
Communication	54%	70%	51%
I receive the information I need to do my job effectively	48%	59%	48%
My manager keeps me informed about the things I need to know	72%	86%	65%
There is open and honest communication at the EPA	41%	66%	39%
Company Leadership	60%	72%	45%
I have confidence in the executive leadership team (ELT) to make the right decisions for the EPA	62%	72%	39%
Executive leadership (ELT) demonstrates that its people are important to the success of the EPA	59%	79%	48%
The behavior of our executive leadership team (ELT) is consistent with the EPA values.	59%	66%	48%
Employee Engagement	54%	67%	57%
I am proud to work with the EPA	79%	97%	87%
I rarely think about looking for a new job with another company	34%	41%	42%
I would recommend the EPA to people I know as a great place to work	48%	66%	48%
My work gives me a feeling of personal accomplishment	66%	76%	71%
The culture at the EPA motivates me to contribute more than is normally required to complete my work	41%	55%	35%
Growth & Development	50%	65%	60%
I have the training I need to do my job effectively	55%	69%	68%
My manager helps me in my career development	34%	62%	58%
Overall, I feel that my career goals can be met at EPA	34%	48%	45%
The EPA provides me with the opportunity for learning and development	76%	79%	68%
Inclusion	63%	79%	73%
Diverse perspectives are valued and encouraged in my team	55%	69%	71%
I am comfortable voicing my ideas and opinions, even if they are different from others	62%	76%	81%
I am given the opportunity to be involved in decisions that affect me	52%	79%	58%
I am treated with respect at work	79%	90%	81%
I receive appropriate recognition when I do a good job	62%	79%	77%
I trust my manager	69%	79%	71%
Job Enablement	64%	71%	70%
I have access to the resources (e.g., materials, equipment, technology, etc.) I need to do my job effectively	52%	59%	65%
My job is challenging and interesting	83%	79%	84%
My job makes good use of my skills and abilities	72%	79%	65%
I have the autonomy and trust I need to do my job	48%	66%	68%
Performance & Accountability	50%	58%	44%
At the EPA, people are held accountable for their performance	41%	52%	29%
At the EPA, people are rewarded according to their performance	21%	28%	26%
I have a clear understanding of what is expected of me	72%	79%	58%
I receive feedback that helps me improve my performance	66%	72%	61%
Strategic Alignment	63%	75%	57%
I can see a clear link between my work and the EPA's strategic objectives	66%	83%	71%
I have confidence in the future of the EPA	59%	86%	48%
Executive leadership (ELT) gives everyone at the EPA a clear picture of the direction EPA is headed	66%	55%	52%
Survey Follow-up	34%	52%	37%
I am confident that action will be taken as a result of this survey	38%	62%	45%
I believe that positive change will happen as a result of this survey	31%	41%	29%
Work Process	60%	68%	64%
I am encouraged to come up with better ways of doing things	72%	76%	81%
My Business Group looks for ways to change processes to improve productivity	62%	79%	65%
In my team, decisions are made in a timely manner	52%	55%	52%
Work is well coordinated in my team	55%	62%	58%
Corporate Responsibility & Ethics	55%	74%	81%
I am aware of the environmental/societal initiatives available at EPA e.g. The Kākāriki Whānau/ Toitū Enviroware, EPA environm	55%	79%	81%
EPA shows a commitment to ethical business decisions and conduct	55%	69%	81%
Managing Change	56%	68%	52%
I feel supported to adapt to organisational changes	59%	72%	61%
My manager does a good job communicating the reasons behind important changes that are made	52%	69%	58%
Senior leadership does a good job of communicating the reasons behind important changes that are made	59%	62%	35%
Pay & Benefits	38%	45%	45%
I am paid fairly for the work I do	45%	48%	42%
My total compensation (base salary + any performance payments + benefits) is fair compared to the market rate	24%	24%	42%
The employee benefits I have meet my needs	45%	62%	52%
Safety	83%	86%	78%
I feel comfortable reporting any safety, health or wellbeing concern, no matter how small	93%	100%	94%
Risks to safety and physical health are quickly corrected at the EPA	79%	72%	68%
The EPA is a safe place to work	90%	90%	81%
The EPA is committed to people safety	93%	93%	87%
I feel the EPA contributes positively to looking after my mental health	59%	76%	61%
Work-Life Balance	60%	78%	72%
I can manage my job responsibilities in a way that enables a healthy work-life balance	62%	76%	74%
My manager supports my efforts to balance my work and personal life	79%	93%	90%
My workload is manageable	45%	69%	61%
The amount of stress in my job is manageable	55%	72%	61%