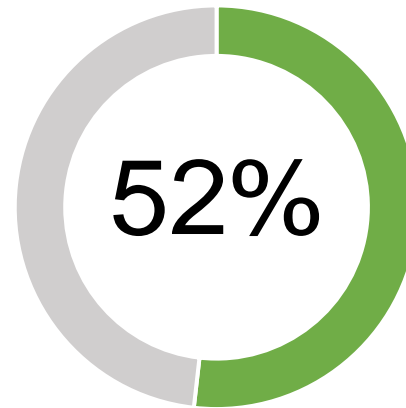




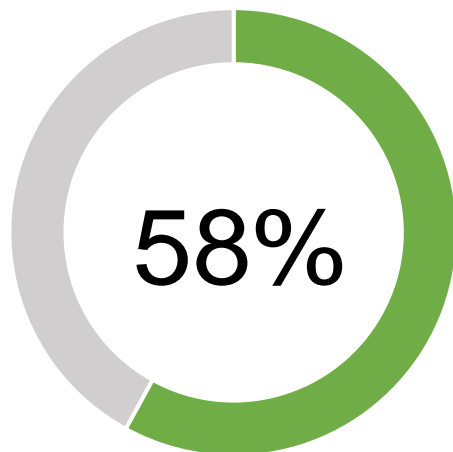
Staff values survey

2626 responses out of 5066 invitations

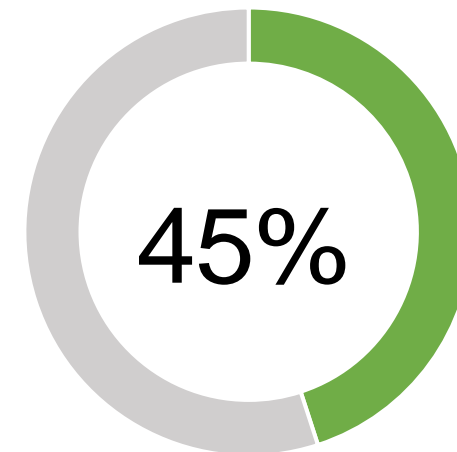
Overall Response Rate



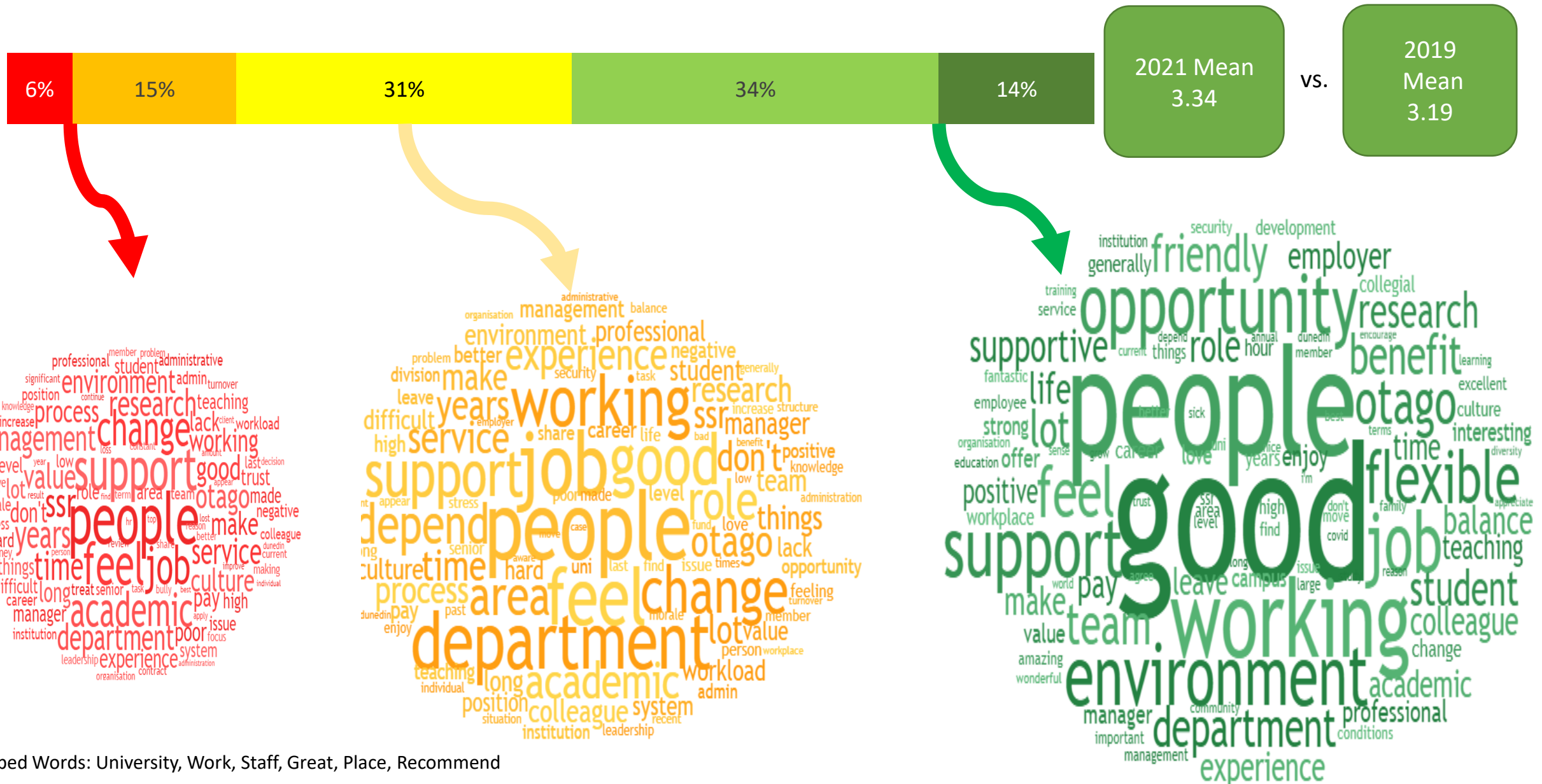
Professional Staff



Academic Staff



'I would recommend UoO as a great place to work'



'I would recommend UoO as a great place to study'



2021 Mean
4.08

vs.

2019 Mean
3.96



Stopped Words: Student, University, Study, Great

Top 5 items (% strongly agree + % agree)

90%

My work makes a difference to other people

84%

I am clear about my objectives and responsibilities

83%

The people in my team work well together to provide a great service

82%

The work I do on this job is meaningful to me

82%

I would recommend the University of Otago to friends and family as a place to study

Top 5 Largest increase 2021 vs. 2019

+13%

Senior leaders (Vice-Chancellor's Advisory Group) at the University of Otago are visible* (2019 item ask about visible and approachable)

+8%

I know enough about what's going on at the University of Otago

+8%

My manager focuses on my strengths rather than my weaknesses

+7%

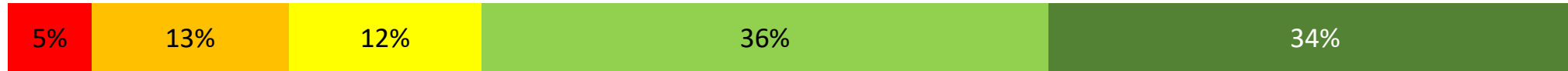
I feel safe and confident to speak up about poor behaviour

+7%

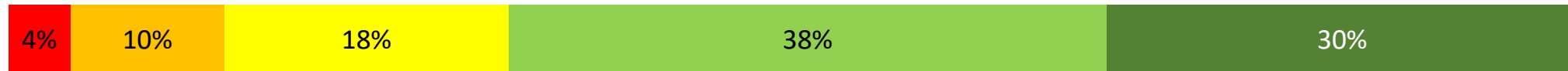
My views and ideas are welcomed and encouraged

Key survey results focused on staff wellbeing

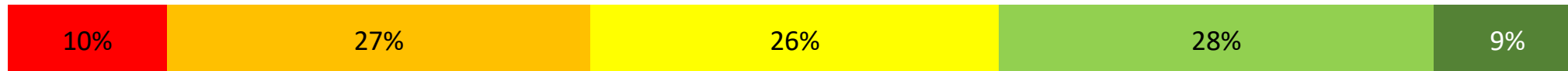
I have experienced **bullying/harassment** at work in past 6 months: **18% have (vs. 21% in 2019)**



I have **suffered discrimination** at work in past 6 months: **14% have (vs. 16% in 2019)**



Health and wellbeing has suffered because of work: **37% have (vs. 40% in 2019)**

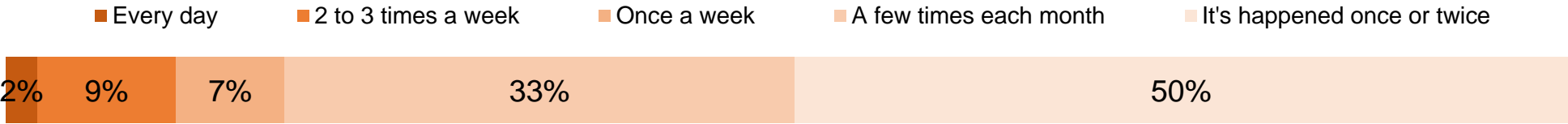


I have experienced **bullying/harassment** at work in past 6 months: **18%**
(n=454)

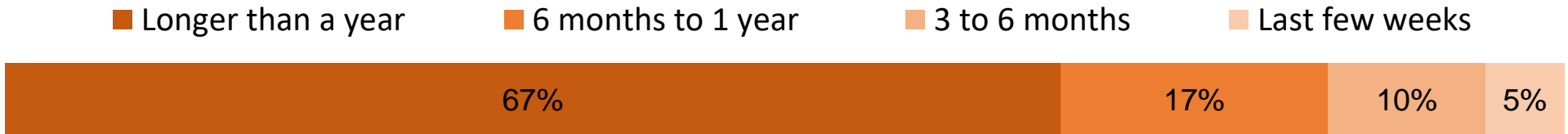


Staff Experiencing Bullying

How often ? 18% said 'Once a week' or more often



How long ? 67% said 'Longer than a year'



Next steps

- ❑ I have shown you some of the University-wide data but there is some variation amongst divisions and departments
- ❑ We are able to provide reports specific to departments and areas which have more than 10 responses
- ❑ We will provide reports to each division/department
- ❑ Then, with support from HR, we ask you to develop plans to address any areas of concern