

Staff Pulse Survey May 2021

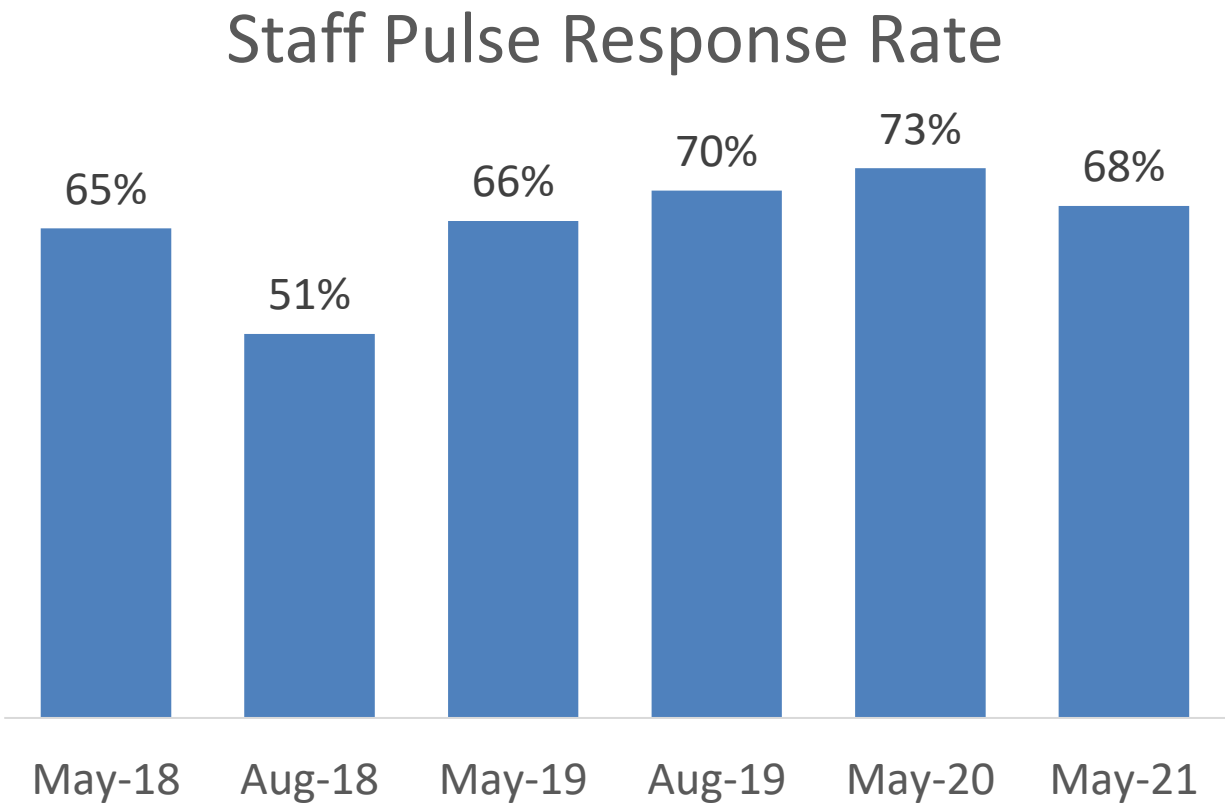
Institutional Summary

Te Korowai Kahurangi
May 2021



Response Rates

The Staff Pulse survey is a short mid-year check in on staff sentiment between the full staff engagement surveys which are run in November each year. The 2021 Pulse survey was run from 10th – 23rd May with 602 staff completing the survey which equates to an overall response rate of 68%. This level is slightly lower than the last two years.



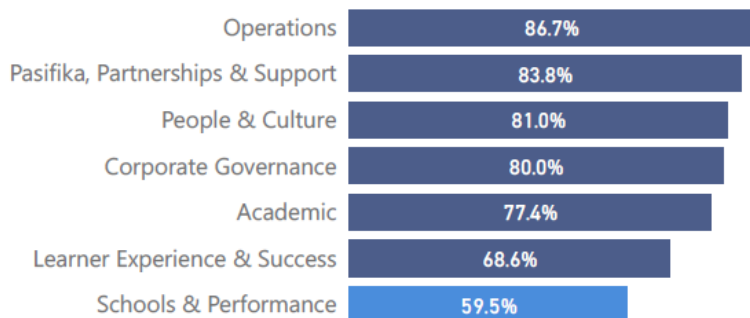


Response Rates

Response rates vary by department and team with academic staff showing lower rates when compared to non-academic.

Response Rate by Dept

● Academic Staff ● Non-Academic Staff

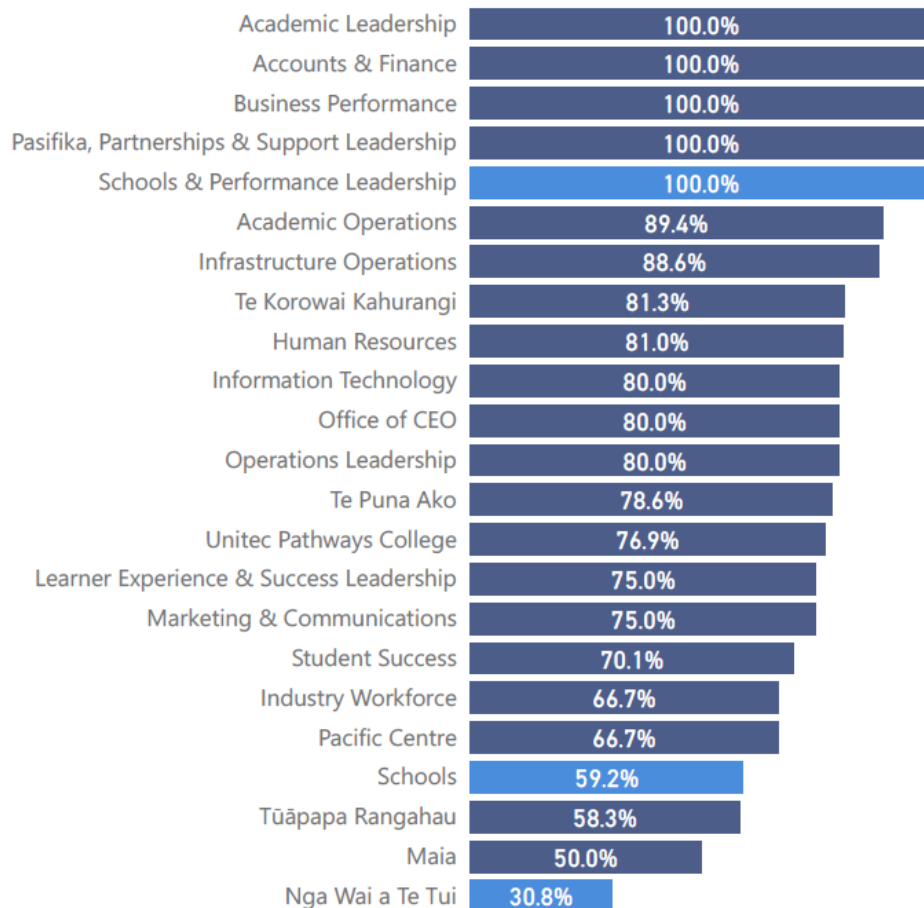


Response Rate by School



Response Rate by Team

● Academic Staff ● Non-Academic Staff



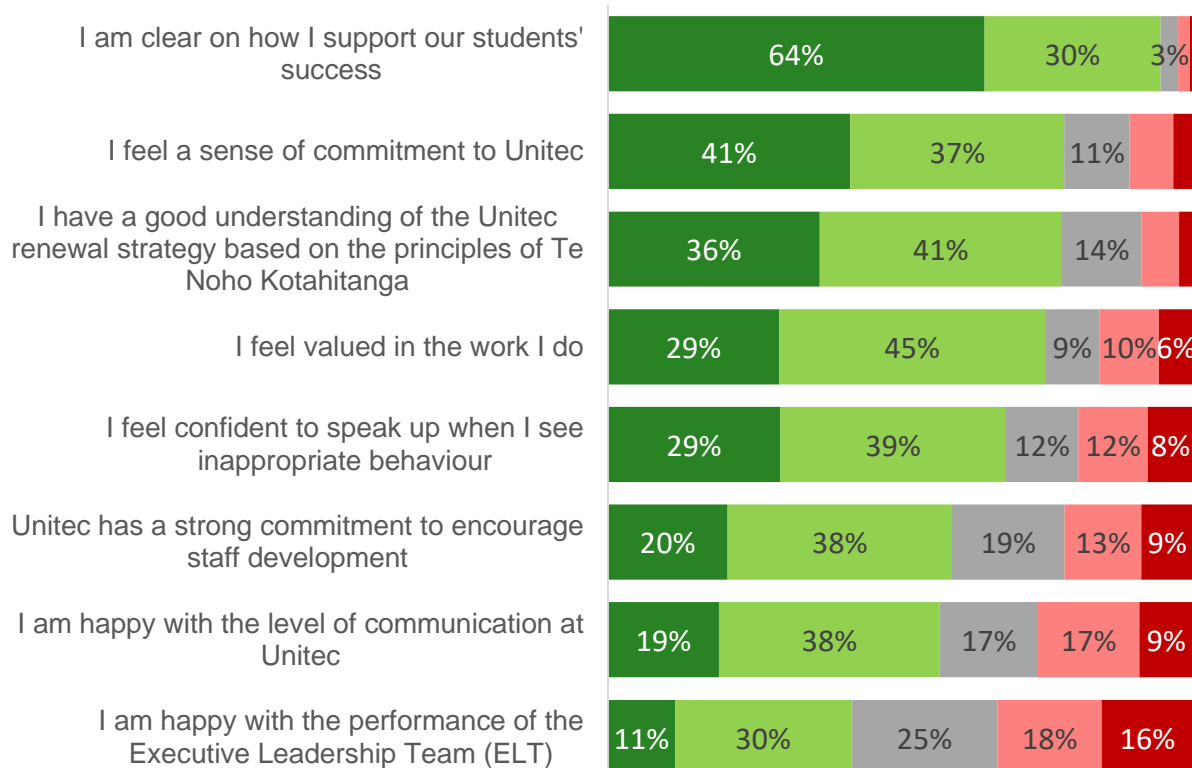


Working @ Unitec Statements

Staff show continued strong endorsement of being clear on how to support students' success. Ratings have declined in the past 12 months across all other areas with significant declines shown towards the performance of the ELT and the level of communication at Unitec.

Working @ Unitec Statements

■ Strongly Agree ■ Somewhat Agree ■ Neither/ Nor ■ Somewhat Disagree ■ Strongly Disagree



% Positive Endorsement (% strongly or somewhat agree)

	May-18	Aug-18	May-19	Aug-19	May-20	May-21	Change (May20-May21)
I am clear on how I support our students' success	91%	90%	92%	96%	95%	94%	-1
I feel a sense of commitment to Unitec	74%	69%	78%	83%	87%	78%	-9
I have a good understanding of the Unitec renewal strategy based on the principles of Te Noho Kotahitanga	57%	58%	72%	75%	85%	78%	-7
I feel valued in the work I do	69%	67%	76%	73%	82%	75%	-7
I feel confident to speak up when I see inappropriate behaviour					75%	68%	-7
Unitec has a strong commitment to encourage staff development	48%	41%	59%	58%	71%	59%	-12
I am happy with the level of communication at Unitec	54%	64%	73%	70%	79%	57%	-22
I am happy with the performance of the Executive Leadership Team (ELT)	39%	52%	72%	72%	79%	42%	-37
Average Positive Endorsement (across all Statements)	62%	63%	75%	75%	82%	69%	-13

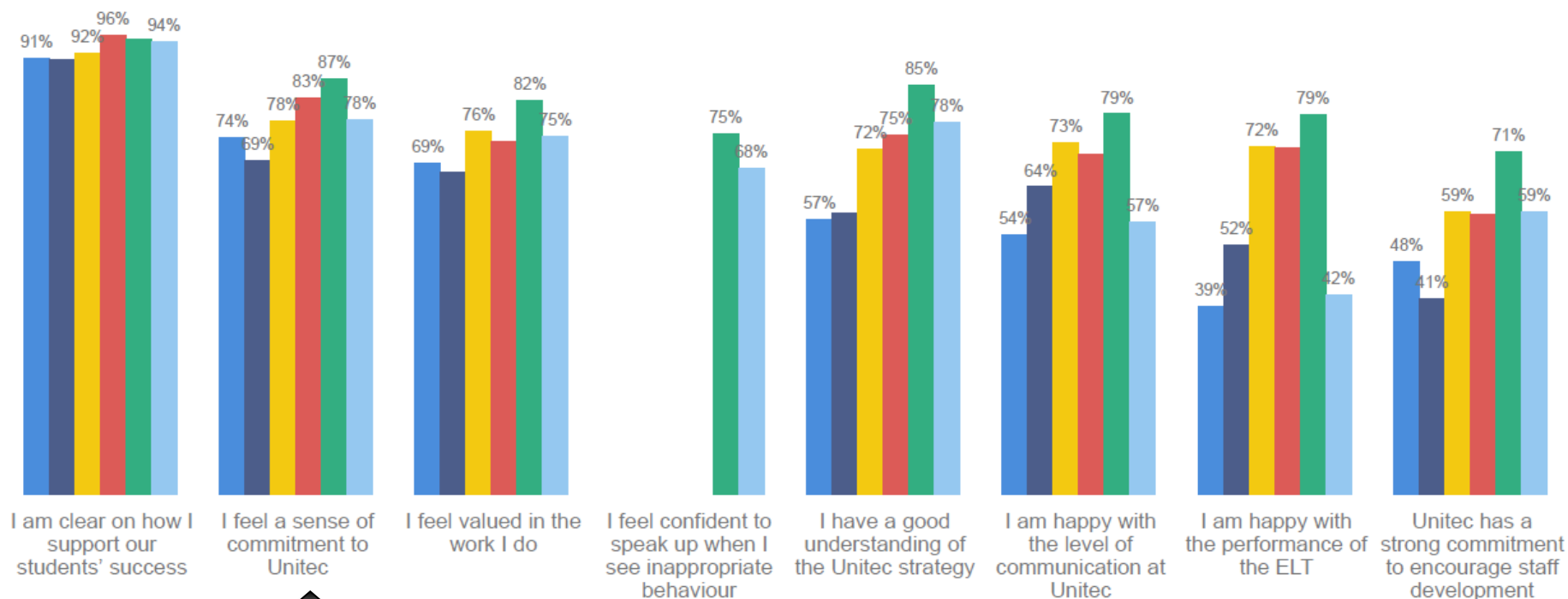


Working @ Unitec Statements

Charting performance over time shows visually how some areas such as ELT performance and communications have returned back to levels shown three years ago. The staff commitment statement which is a strong indicator for overall engagement has declined to the level shown in May 2019.

% Positive Sentiment Over Time

Survey ● May-18 ● Aug-18 ● May-19 ● Aug-19 ● May-20 ● May-21



↑
This statement is one of the staff engagement statements and is a proxy for overall staff engagement



Working @ Unitec Statements by Department

Ratings are significantly higher amongst Corporate Governance staff when compared to other departments. People & Culture staff show lower overall commitment while ELT ratings are lowest for People & Culture, Schools & Performance, Learner Experience & Success and Academic teams.

% Positive Endorsement (% strongly or somewhat agree)

Statement	Academic	Corporate Governance	Learner Experience & Success	Operations	Pasifika, Partnerships & Support	People & Culture	Schools & Performance	Total
I am clear on how I support our students' success	91%	100%	96%	91%	97%	88%	95%	94%
I feel a sense of commitment to Unitec	81%	88%	77%	86%	84%	59%	75%	78%
I have a good understanding of the Unitec strategy	83%	100%	85%	73%	85%	82%	73%	78%
I feel valued in the work I do	88%	100%	83%	78%	77%	82%	67%	75%
I feel confident to speak up when I see inappropriate behaviour	56%	88%	69%	74%	72%	82%	65%	68%
Unitec has a strong commitment to encourage staff development	58%	100%	70%	63%	61%	65%	52%	59%
I am happy with the level of communication at Unitec	52%	75%	58%	65%	64%	47%	53%	57%
I am happy with the performance of the ELT	39%	88%	39%	53%	51%	24%	37%	42%
Total	69%	92%	72%	73%	74%	66%	65%	69%



Working @ Unitec Statements by School

ELT satisfaction is lowest amongst Creative Industries, Health Care & Social Practice and Environmental & Animal Sciences staff. Staff who show lower ratings of feeling valued and showing commitment towards Unitec are from the Creative Industries and Architecture schools.

% Positive Endorsement (% strongly or somewhat agree)

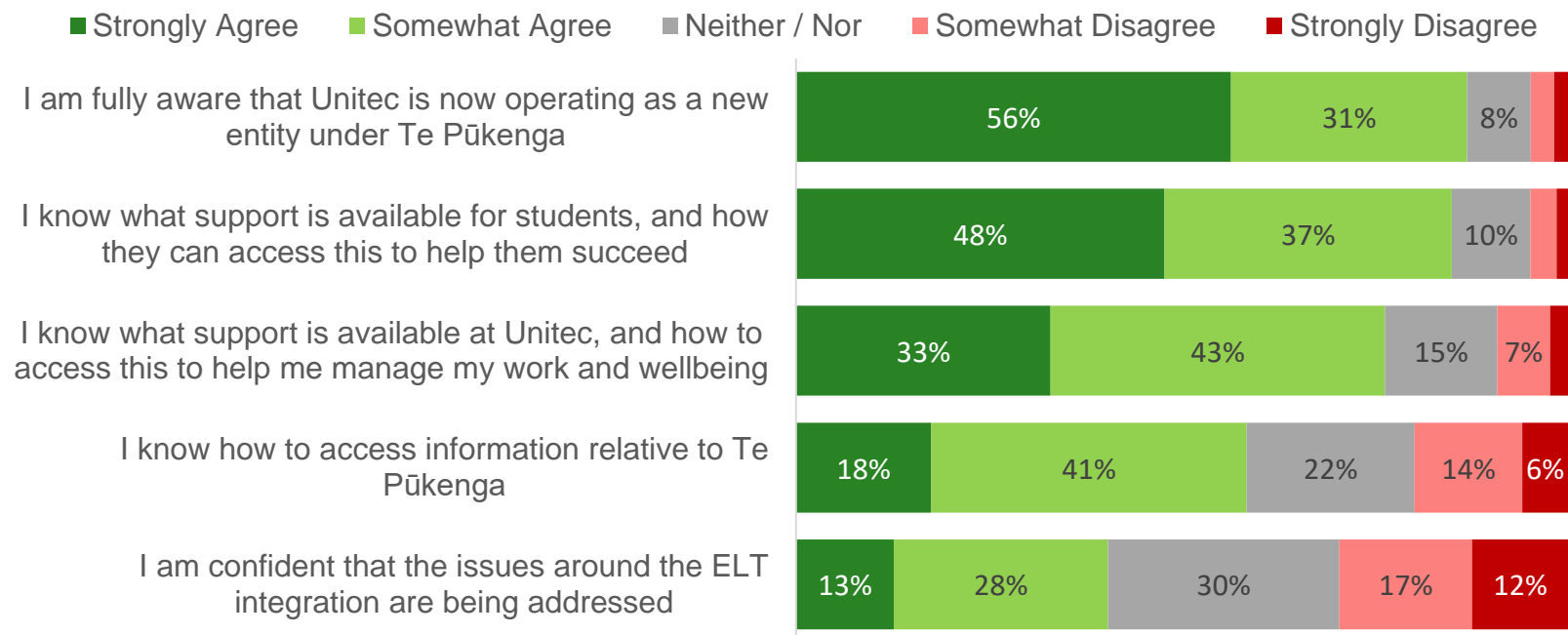
Statement	Applied Business	Architecture	Bridgepoint	Building Construction	Community Studies	Computing, Electrical & Applied Technology	Creative Industries	Environmental & Animal Sciences	Health Care & Social Practice	Mataaho	Trades & Services	Total
I am clear on how I support our students' success	100%	93%	97%	91%	95%	100%	95%	85%	93%	85%	100%	95%
I feel a sense of commitment to Unitec	76%	60%	82%	77%	74%	85%	45%	74%	77%	69%	91%	75%
I have a good understanding of the Unitec strategy	84%	67%	79%	82%	75%	60%	82%	63%	67%	54%	74%	72%
I feel valued in the work I do	72%	47%	76%	59%	75%	65%	41%	63%	73%	62%	88%	68%
I feel confident to speak up when I see inappropriate behaviour	71%	60%	64%	77%	55%	58%	55%	70%	60%	69%	75%	65%
I am happy with the level of communication at Unitec	68%	33%	67%	59%	55%	62%	32%	33%	43%	31%	75%	53%
Unitec has a strong commitment to encourage staff development	64%	40%	42%	55%	65%	42%	18%	70%	60%	31%	66%	52%
I am happy with the performance of the ELT	50%	33%	41%	50%	30%	46%	14%	26%	17%	31%	59%	37%
Total	73%	54%	68%	69%	65%	65%	48%	60%	61%	54%	78%	65%



Te Pūkenga Statements

In terms of Te Pūkenga, staff show high awareness and knowledge of the support channels available while ratings are lower towards accessing information and perceptions of the ELT integration.

Te Pūkenga Statements





Te Pūkenga Statements by Department

Awareness of Te Pūkenga and the support channels is high across all departments.
Confidence in the issues around the ELT integration is low across all departments except Corporate Governance.

% Positive Endorsement (% strongly or somewhat agree)

Statement	Academic	Corporate Governance	Learner Experience & Success	Operations	Pasifika, Partnerships & Support	People & Culture	Schools & Performance	Total
I am fully aware that Unitec is now operating as a new entity under Te Pūkenga	91%	88%	83%	91%	92%	82%	85%	87%
I know what support is available for students, and how they can access this to help them succeed	73%	88%	94%	73%	84%	71%	89%	85%
I know what support is available at Unitec, and how to access this to help me manage my work and wellbeing	85%	100%	85%	81%	84%	88%	67%	76%
I know how to access information relative to Te Pūkenga	58%	75%	61%	63%	67%	59%	53%	58%
I am confident that the issues around the ELT integration are being addressed	45%	100%	32%	44%	57%	29%	35%	40%
Total	71%	90%	71%	71%	77%	66%	66%	70%



Te Pūkenga Statements by School

Awareness of Te Pūkenga and the support channels is high across most schools. Confidence in the issues around the ELT integration is low across most schools, with particularly low ratings shown by Community Studies, Architecture, Health Care & Social Practice, Environmental & Animal Sciences and Creative Industries.

% Positive Endorsement (% strongly or somewhat agree)

Statement	Applied Business	Architecture	Bridge point	Building Construction	Community Studies	Computing, Electrical & Applied Technology	Creative Industries	Environmental & Animal Sciences	Health Care & Social Practice	Mataaho	Trades & Services	Total
I know what support is available for students, and how they can access this to help them succeed	96%	93%	88%	95%	90%	92%	81%	89%	93%	69%	84%	89%
I am fully aware that Unitec is now operating as a new entity under Te Pūkenga	76%	93%	94%	91%	90%	81%	81%	85%	77%	77%	84%	84%
I know what support is available at Unitec, and how to access this to help me manage my work and wellbeing	76%	53%	70%	77%	70%	77%	33%	78%	70%	62%	61%	67%
I know how to access information relative to Te Pūkenga	52%	53%	72%	67%	60%	44%	48%	41%	47%	46%	47%	53%
I am confident that the issues around the ELT integration are being addressed	54%	14%	42%	48%	10%	40%	25%	19%	17%	42%	52%	34%
Total	71%	62%	73%	76%	64%	67%	54%	62%	61%	59%	66%	66%