

Participating agencies' percentiles within an international public sector database 2008 and 2009

Agency	Worldwide Public Admin Percentile	
	2008	2009
Ministry of Women's Affairs	81 st	No survey
Parliamentary Counsel Office	55 th	80 th
Ministry for Culture and Heritage	45 th	74 th
Department of Conservation	51 st	63 rd
Health and Disability Commissioner	No survey	62 nd
New Zealand Food Safety Authority	62 nd	No survey
The Treasury	No survey	59 th
Office of the Auditor General / Audit NZ	42 nd	58 th
Accident Compensation Corporation	51 st	57 th
Parliamentary Service	45 th	57 th
Inland Revenue ¹	62 nd	53 rd
Education Review Office	53 rd	53 rd
Ministry of Transport	No survey	51 st
Archives NZ	29 th	50 th
Ministry of Agriculture and Forestry	39 th	48 th
Ministry of Education	47 th	No survey
Housing New Zealand Corporation	36 th	47 th
The Tertiary Education Commission	No survey	47 th
The Correspondence School	No survey	44 th
Department of Labour	31 st	43 rd
NZ Lotteries	No survey	43 rd
Ministry of Social Development ²	42 nd	No survey
State Services Commission ¹	58 th	34 th
Ministry of Fisheries	30 th	No survey
Ministry of Pacific Island Affairs	No survey	29 th
Ministry for the Environment ¹	39 th	29 th
Ministry of Health ¹	No survey	27 th
NZ Police	20 th	No survey

Negative change
 No change
 Positive change
 No comparison in this 2-year period

This slide shows how agencies compared against similar organisations internationally. It shows agency percentiles in the comparator database (Gallup's Worldwide Public Administration database) for 2008 and 2009, and the change year-on-year for those agencies that surveyed in both years.

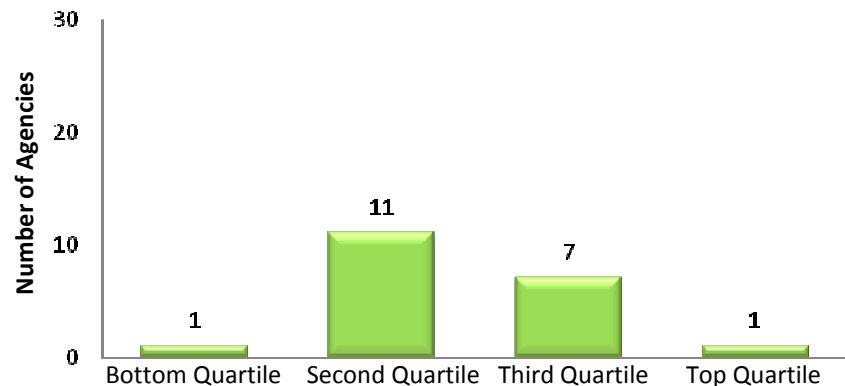
- The percentiles are derived from each agency's GrandMean, an overall score between 1 and 5, with 1 being the lowest score and 5 the highest.
- These GrandMeans are compared against all other organisations in the comparator database (Gallup's Worldwide Public Administration database) and translated into percentiles.
- The colour coding indicates each agency's change in percentile from the 2008 database to the 2009 database. Due to changes in the results of the other organisations in the database, an agency could have no meaningful change in GrandMean from 2008 to 2009, but still have a change in its percentile.

¹ Note that these agencies were all undertaking considerable change processes at the time of survey.

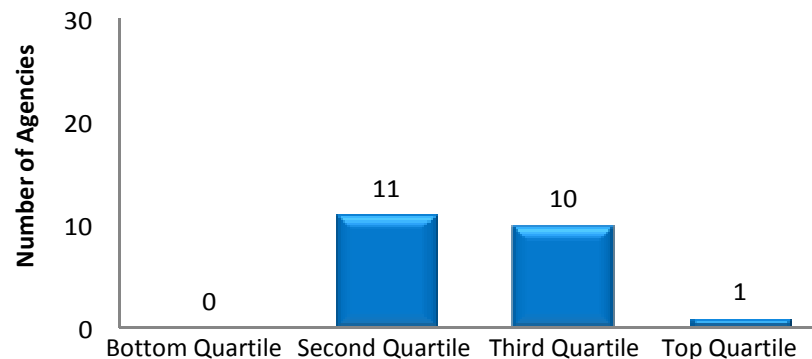
² Ministry of Social Development excludes Child, Youth and Family.

Participating agencies' quartiles within an international public sector database 2008 and 2009

2008



2009



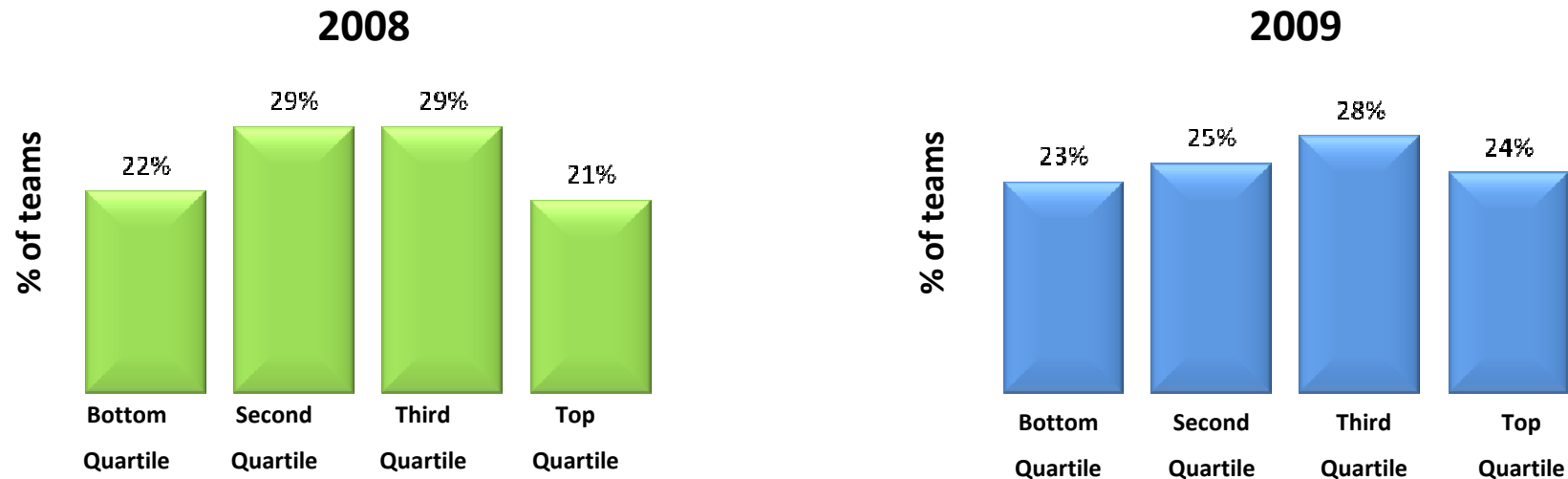
Bottom Quartile	Second Quartile	Third Quartile	Top Quartile
NZ Police	Ministry of Education Parliamentary Service Ministry for Culture and Heritage Ministry of Social Development OAG/Audit NZ Ministry for the Environment MAF HNZC Department of Labour Ministry of Fisheries Archives NZ	New Zealand Food Safety Authority Inland Revenue State Services Commission Parliamentary Counsel Office Education Review Office ACC Department of Conservation	Ministry of Women's Affairs

Bottom Quartile	Second Quartile	Third Quartile	Top Quartile
	State Services Commission Ministry of Pacific Island Affairs Ministry for the Environment Ministry of Health Ministry of Agriculture and Forestry Housing New Zealand Corporation The Tertiary Education Commission The Correspondence School NZ Lotteries Department of Labour Archives NZ	Inland Revenue Education Review Office Ministry of Transport Ministry for Culture and Heritage Department of Conservation Health and Disability Commissioner The Treasury OAG/Audit NZ Accident Compensation Corporation Parliamentary Service	Parliamentary Counsel Office

The comparator database used is Gallup's Worldwide Public Administration database.

The Gallup Employee Engagement Index is calculated by the Gallup Organization using a proprietary formula, and in relationship to Gallup's engagement databases.

NZ State sector team quartiles within an international public sector database 2008 and 2009



This slide shows the distribution of teams in participating New Zealand State sector agencies in the comparator database grouped into quartiles for 2008 and 2009. Team results are very important as employee engagement is best measured at the team level, and most successful initiatives to build employee engagement occur at the team level.

The specific teams that are included in the 2008 chart differ from the 2009 chart, as not all agencies used the survey in both years.

The comparator database used is Gallup's Worldwide Public Administration database.

The Gallup Employee Engagement Index is calculated by the Gallup Organization using a proprietary formula, and in relationship to Gallup's engagement databases.