



# Staff feedback on the proposed vaccination policy

Final Consultation Summary Report

November 2021



# About the consultation

- Consultation with staff opened on the 1<sup>st</sup> November and ran until close of business on the 12<sup>th</sup> November
- Over this period, we received **4,233** staff submissions and over 14,000 comments. This included:
  - 4,192 submissions via the online feedback form
  - 41 submissions via hardcopy or emailed through
- All anonymised raw data is available for decision makers to look through
- Awareness of the consultation was raised through multiple channels e.g., Kotahi articles, Turama, Emails from the CE, ELG etc
- At the same time consultation with volunteers was undertaken. This will be reported separately.

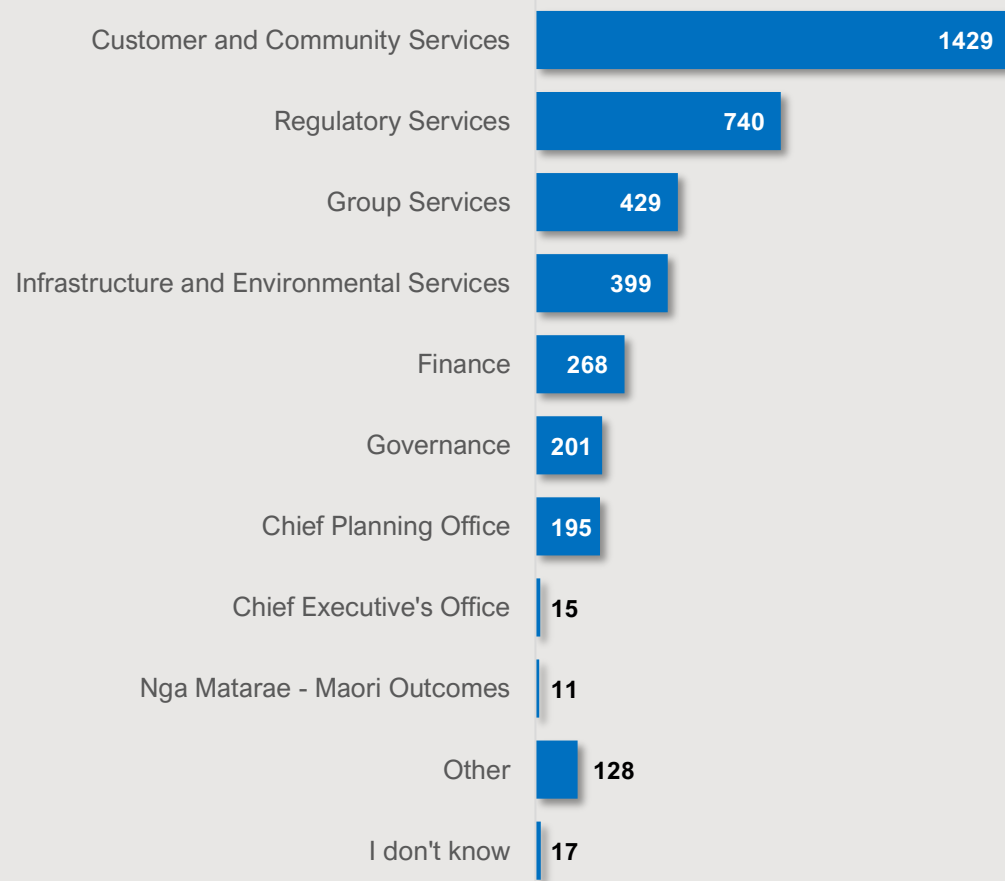
## Technical aspects:

- Anonymity is important with potentially high-profile staff consultations. As such names or email addresses were not collected.
- Accessibility through a variety of devices and channels was also important, with some staff and/or contractors access to emails being limited.
- This means that online survey access was an open link to which we are unable to tie any other information to an individual (other than those provided by the respondent). It also allowed people leaders to forward on the link to any staff personal email addresses to ensure reach.
- The potential consequence here is that we can not limit people from completing the survey more than once. Although we have no obvious evidence to suggest this happened

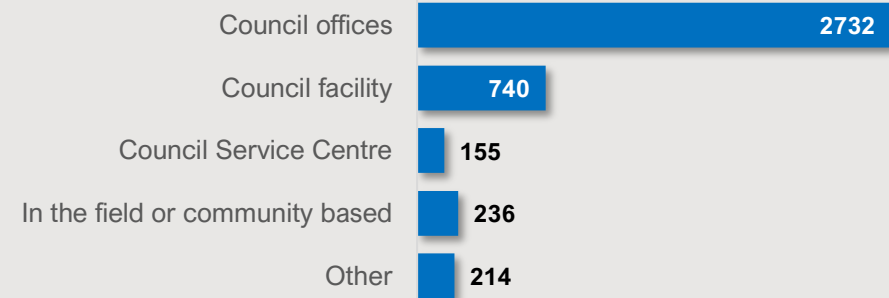


# Who provided feedback?

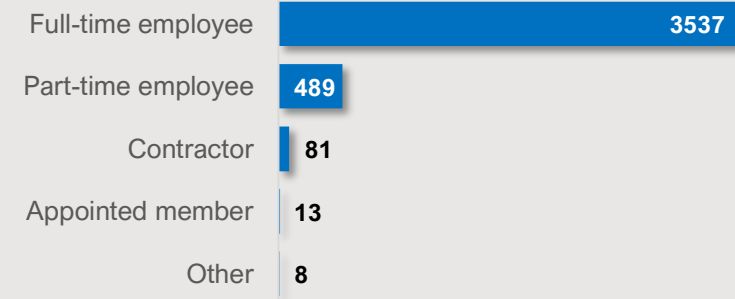
## Division (n=3,832)



## Location of work (n=4,077)



## Employment status (n=4,128)



## Interacting with the public (n=4,109)



(n=XX) Denotes the number of responses received to this question. All questions were optional.

DIVISION: What division or part of Auckland Council do you work for?

LOCATION OF WORK: Where is your usual location of work (outside your home)?

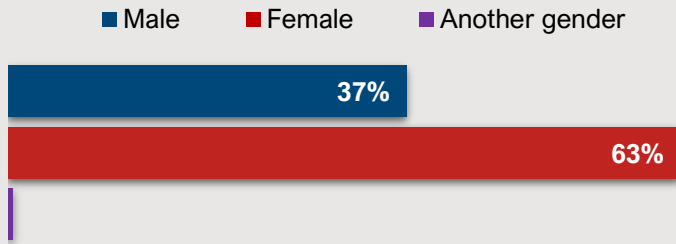
EMPLOYMENT STATUS: Are you:

INTERACTING: In your role, do you interact with members of the public in person?

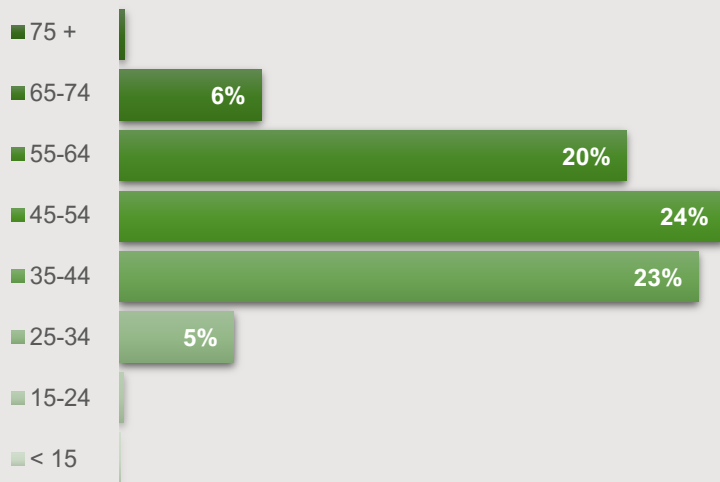


# Demographics

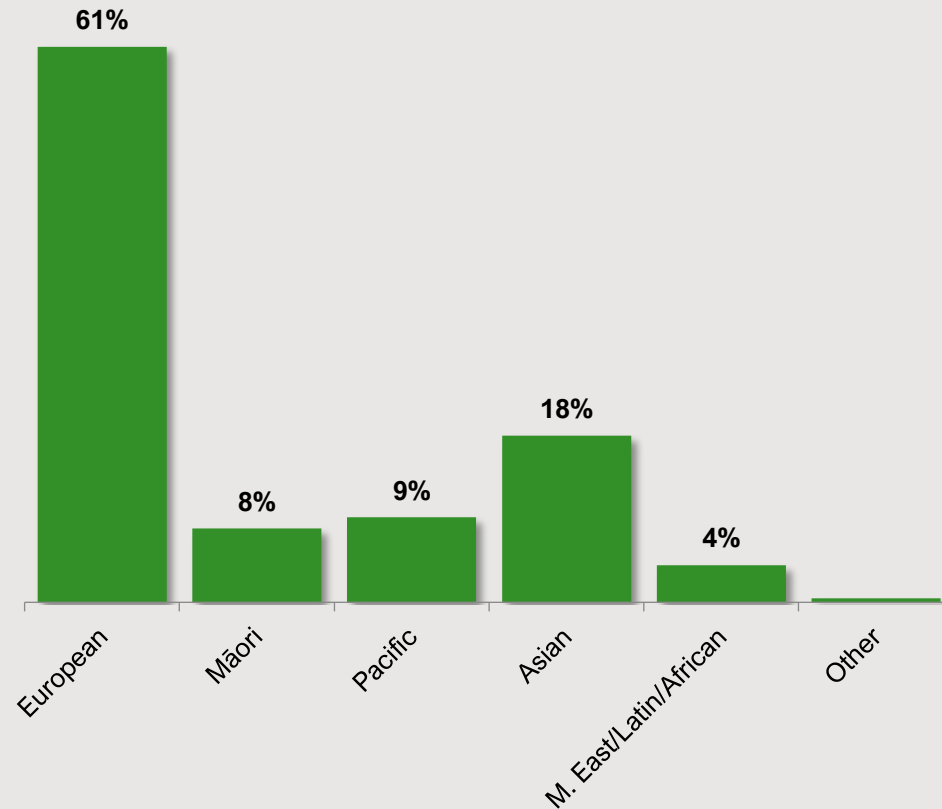
## Gender (n=3,882)



## Age (n=3,807)



## Ethnicity (n=4,033)



(n=XX) Denotes the number of responses received to this question. All questions were optional

AGE: What age group do you belong to?

GENDER: What gender are you?

ETHNICITY: What ethnic group(s) do you feel you belong to?(please select as many as apply)

# A note on theming the comments



Note: Respondents found questions 1-3 similar in nature and interrelated. As such the responses received in these questions often mirrored each other.

While the questions asked drew a wide range of comments, the following slides show the most common themes that people mentioned in their comments.

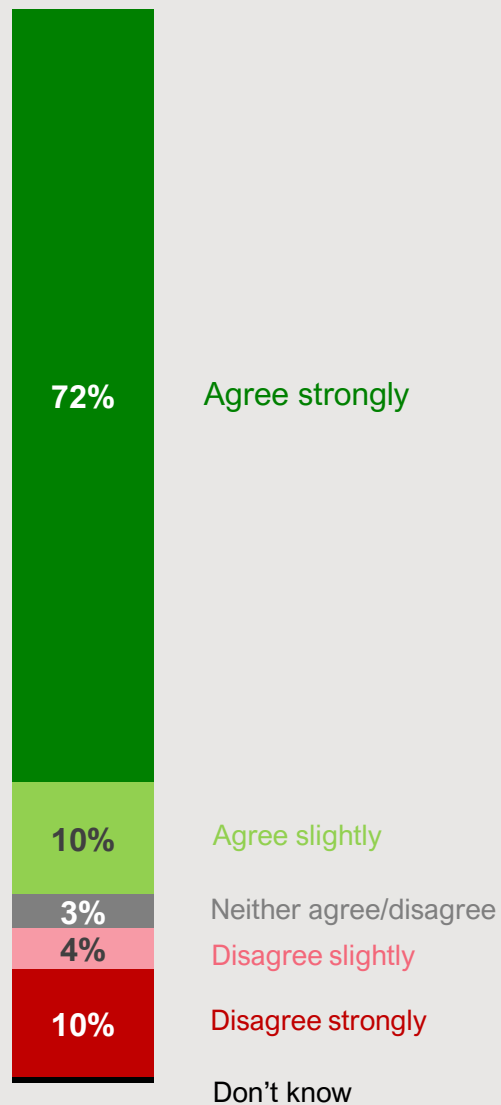
So, for each question, we will report on overall sentiment, then followed by data breakdowns by;

- Vaccination status
- Place of work
- Public facing roles



# Question 1: Overall, how do you feel about the proposed policy that all Auckland Council employees, contractors, and a range of other people who do work for us, be fully vaccinated against COVID-19 in order to carry out their roles?

(n=4,122)



Net agree slightly + strongly  
**83%**

Net disagree slightly + strongly  
**14%**

Common themes mentioned amongst those who:

## Agree (~2685 comments):

- For everyone's safety, e.g. to protect everyone; for the greater good; to give peace of mind (around 2150)
- General agreement, e.g. it's makes sense; it's the right thing to do; best approach (around 380)
- Allow exemptions to the mandate, e.g. for medical reasons (around 200)

## Neither agree nor disagree (~100 comments):

- Don't mandate; it should be a personal choice (around 55)

## Disagree (~520 comments):

- Don't mandate; it should be a personal choice (around 445)
- People shouldn't lose their jobs over this (around 155)
- The vaccination doesn't prevent infection or spread (around 100)
- Questioning/challenging vaccine evidence (around 90)

BASE: All who provided a response to this question (n=4,122)

All questions were optional

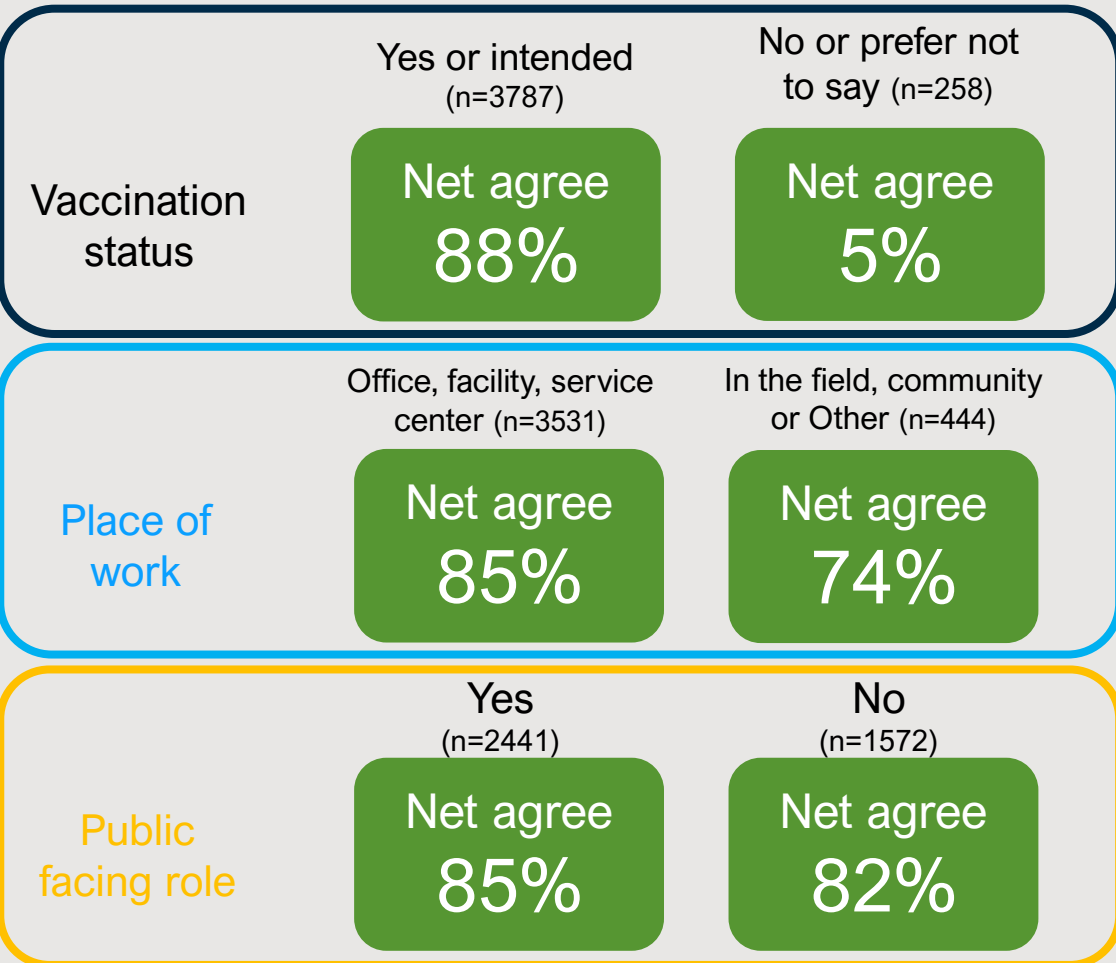
Note: Percentages may not total 100 due to rounding



# There is broad support for the policy across a number of work-place demographics – with the exception of those who haven't been vaccinated or preferred not to disclose vaccination status

## Net agree by demographic breakdowns:

Net agree = agree strongly + agree slightly



Note: Percentages may not total 100 due to rounding

## Some other themes mentioned in the comments:

### Agree (~2685 comments):

- Return to work issues/questions e.g., discomfort about using public transport, the MIQ facility on Albert street, sitting near unvaccinated people etc (200 comments)
- Agreement with the policy but still support personal choice (94 comments)
- People shouldn't lose their jobs (50 comments)

### Disagree (~520 comments):

- Only high risk/public facing people should be mandated (90 comments)
- Should be supported to continue to work remotely (60 comments)

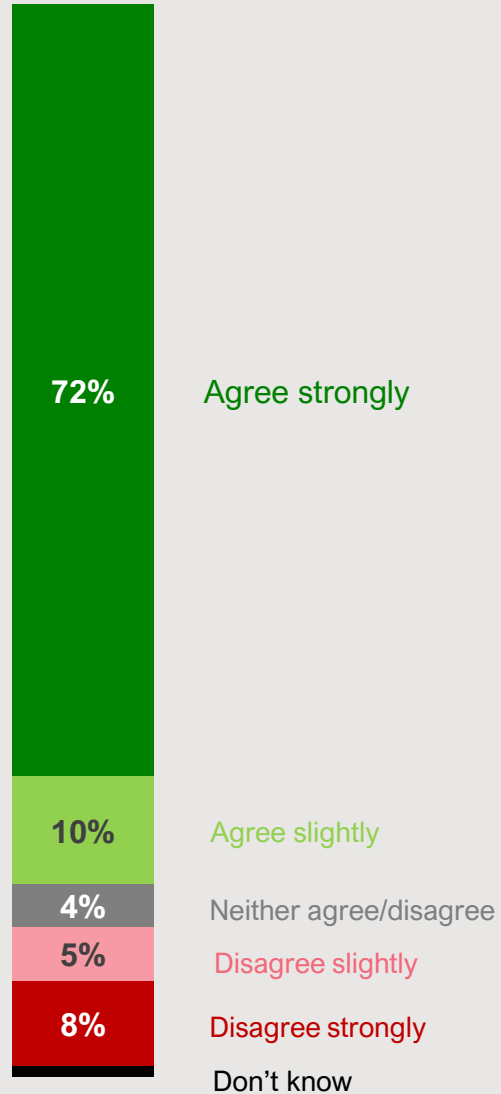
BASE: All who provided a response to this question (n=4,122)

All questions were optional and figures are based on those who provided a response



## Question 2: How do you feel about our view that all of our roles have a medium to high risk of infection and, therefore, it is appropriate that everyone in our roles must be vaccinated?

(n=4,195)



Net agree  
slightly +  
strongly  
**83%**

Net  
disagree  
slightly  
+strongly  
**13%**

Common themes mentioned amongst those who:

### Agree (~2735 comments):

- For everyone's safety, e.g. to protect everyone; for the greater good; to give peace of mind (around 2185)
- General agreement, e.g. it's makes sense; it's the right thing to do; best approach (around 380)
- Allow exemptions to the mandate, e.g. for medical reasons (around 200)

### Neither agree nor disagree (~115 comments):

- Don't mandate; it should be a personal choice (around 70)

### Disagree (~495 comments):

- Don't mandate; it should be a personal choice (around 410)
- People shouldn't lose their jobs over this (around 145)
- The vaccination doesn't prevent infection or spread (around 95)
- Continue to support working remotely (around 85)

BASE: All who provided a response to this question (n=4,195)

All questions were optional

Note: Percentages may not total 100 due to rounding

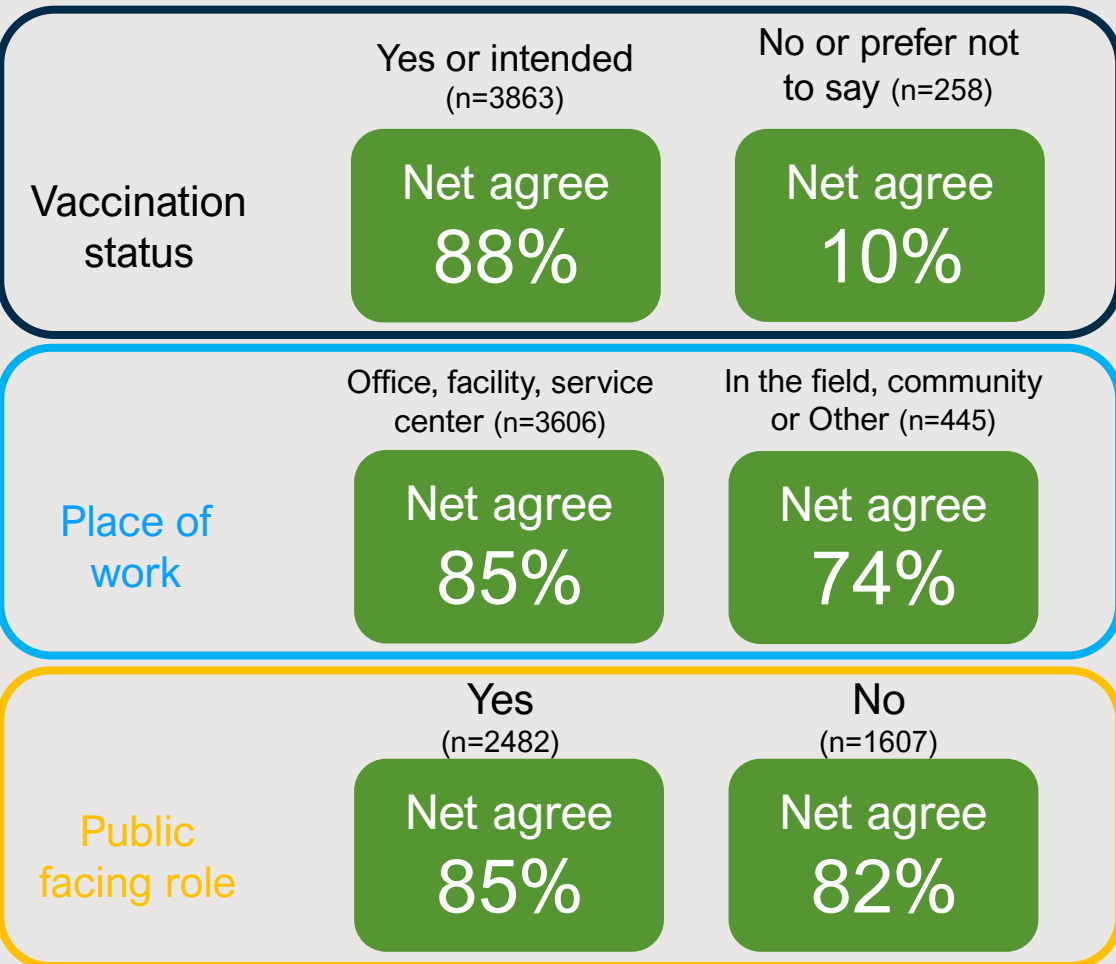




# Most respondents support the proposal that everyone in our roles should get vaccinated – with the exception of those who haven't been vaccinated or preferred not to disclose vaccination status

## Net agree by demographic breakdowns:

Net agree = agree strongly + agree slightly



Note: Percentages may not total 100 due to rounding

## Some other themes mentioned in the comments:

### Agree (~2685 comments):

- Return to work issues/questions e.g., discomfort about using public transport, the MIQ facility on Albert street, sitting near unvaccinated people etc (100 comments)
- Agreement with the policy but still support personal choice (94 comments)
- Support people to continue working remotely (60 comments)

### Disagree (~520 comments):

- Only high risk/public facing people should be mandated (70 comments)
- Concern around vaccination side effects (60 comments)

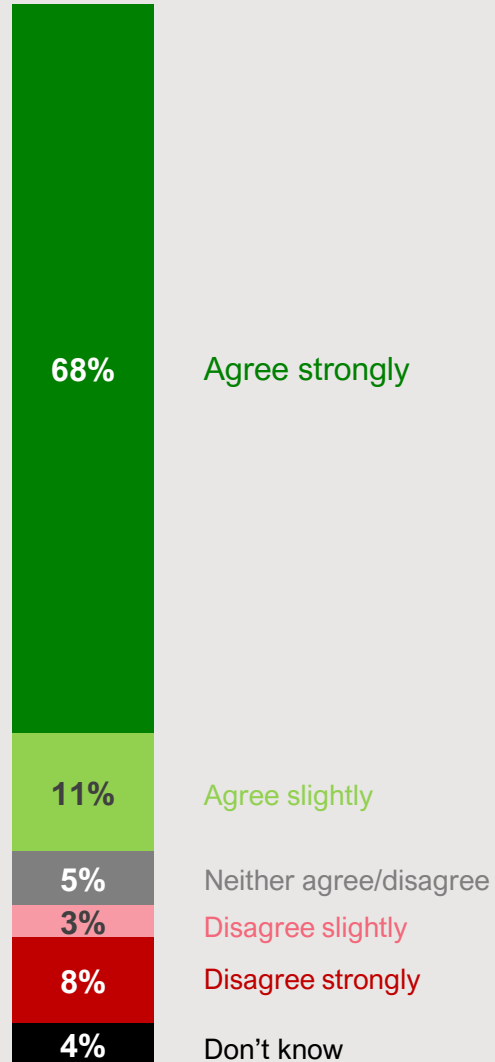
BASE: All who provided a response to this question (n=4,195)

All questions were optional and figures are based on those who provided a response



# Question 3: How do you feel about who the proposed approach to COVID-19 vaccinations should apply to?

(n=4,126)



Net agree slightly + strongly  
**79%**

Net disagree slightly + strongly  
**11%**

Common themes mentioned amongst those who:

### Agree (~2590 comments):

- For everyone's safety, e.g. to protect everyone; for the greater good; to give peace of mind (around 2080)
- General agreement, e.g. it's makes sense; it's the right thing to do; best approach (around 365)
- Allow exemptions to the mandate, e.g. for medical reasons (around 190)

### Neither agree nor disagree (~175 comments):

- Don't mandate; it should be a personal choice (around 100)

### Disagree (~425 comments):

- Don't mandate; it should be a personal choice (around 345)
- People shouldn't lose their jobs over this (around 115)
- The vaccination doesn't prevent infection or spread (around 80)
- Questioning/challenging vaccine evidence (around 80)

BASE: All who provided a response to this question (n=4,126)

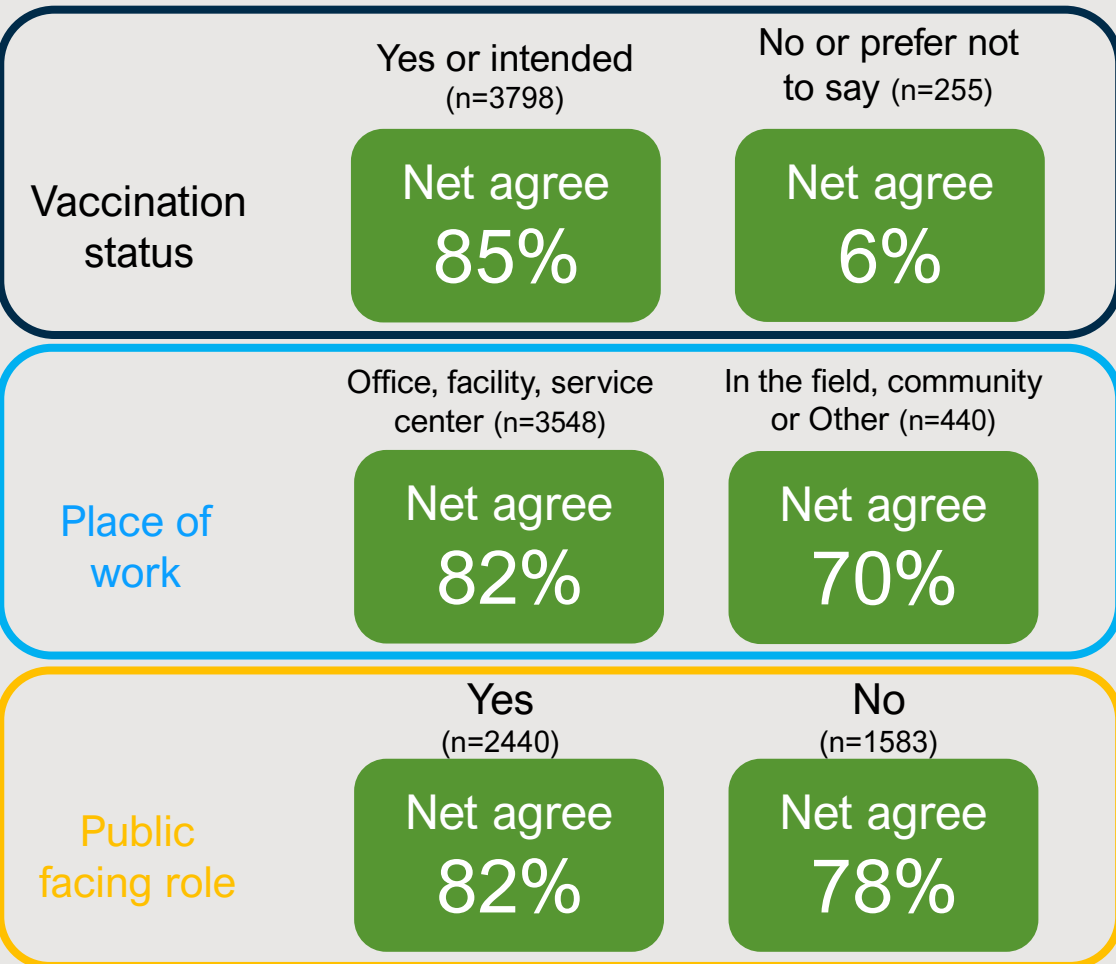
All questions were optional



Most respondents agree with who the proposal should apply to – with the exception of those who haven't been vaccinated or preferred not to disclose vaccination status

### Net agree by demographic breakdowns:

Net agree = agree strongly + agree slightly



Note: Percentages may not total 100 due to rounding

### Some other themes mentioned in the comments:

#### Agree (~2685 comments):

- Return to work issues/questions e.g., discomfort about using public transport, the MIQ facility on Albert street, sitting near unvaccinated people etc (100 comments)
- Agreement with the policy but still support personal choice (94 comments)
- People shouldn't lose their jobs (70 comments)

#### Disagree (~520 comments):

- Concern around vaccination side effects (60 comments)

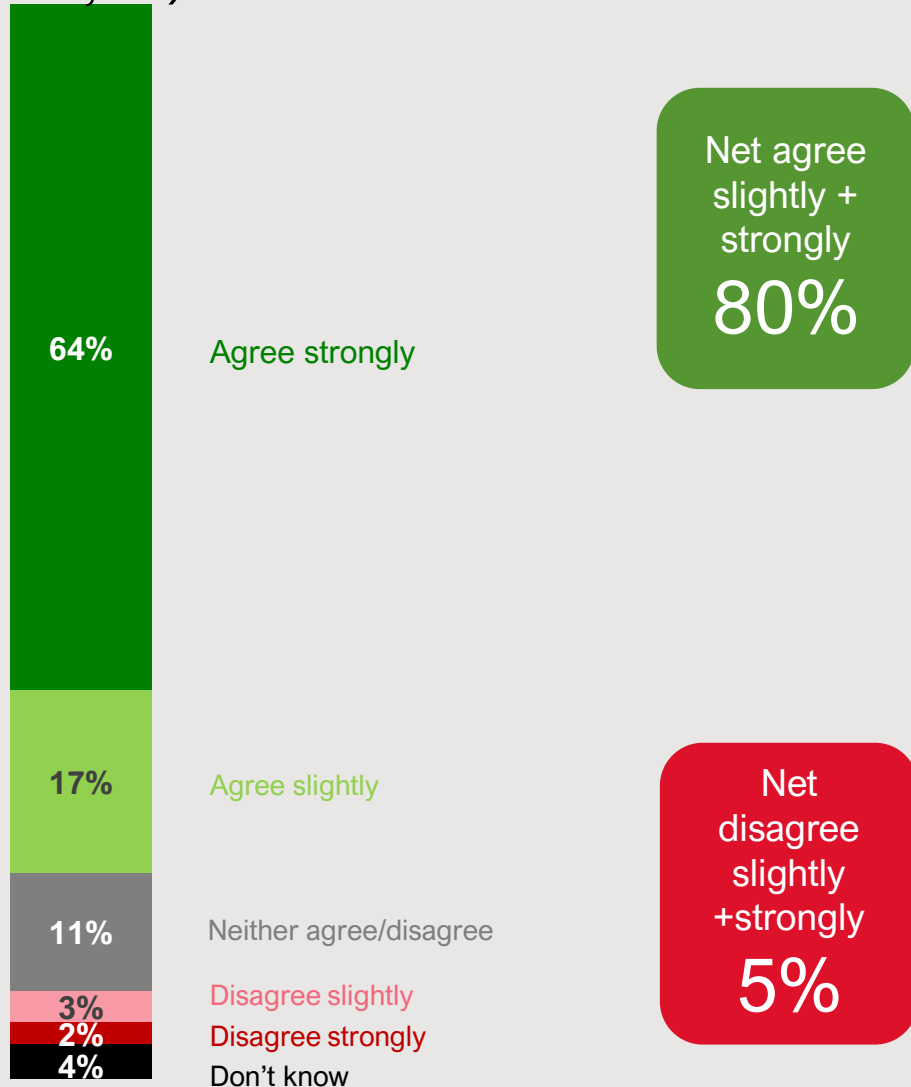
BASE: All who provided a response to this question (n=4,126)

All questions were optional and figures are based on those who provided a response



# Question 4: Do you agree or disagree that Auckland Council has done enough to support staff to be vaccinated?

(n=4,186)



Common themes mentioned amongst those who:

### Agree (~1625 comments):

- General agreement, e.g. Council has provided good information and/or support (around 1345)
- It is a personal responsibility/choice (around 90)
- Could have acted sooner (around 85)

### Neither agree nor disagree (~225 comments):

- It is a personal responsibility/choice (around 45)
- Could have provided more information/support, particularly for unvaccinated staff (around 45)

### Disagree (~144 comments):

- Could have provided more information/support, particularly for unvaccinated staff (around 45)
- Could have acted sooner (around 35)
- Could have provided additional incentive (around 30)

BASE: All who provided a response to this question (n=4,186)

All questions were optional

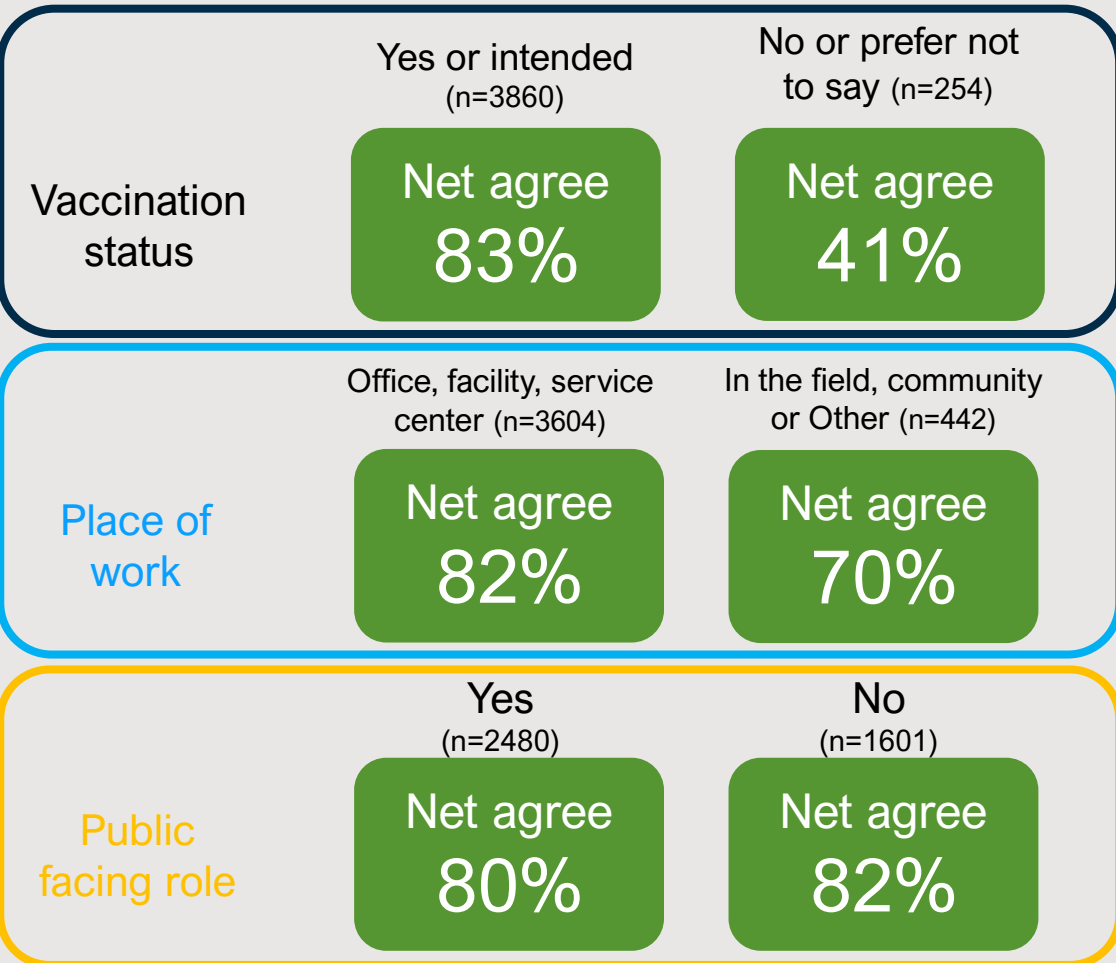
Note: Percentages may not total 100 due to rounding



# Most respondents agreed council has done enough to support getting vaccinated

## Net agree by demographic breakdowns:

Net agree = agree strongly + agree slightly



Note: Percentages may not total 100 due to rounding

Some other themes mentioned in the comments:

Responses to this question were generally at a higher level and reflected in the main themes in the slide before

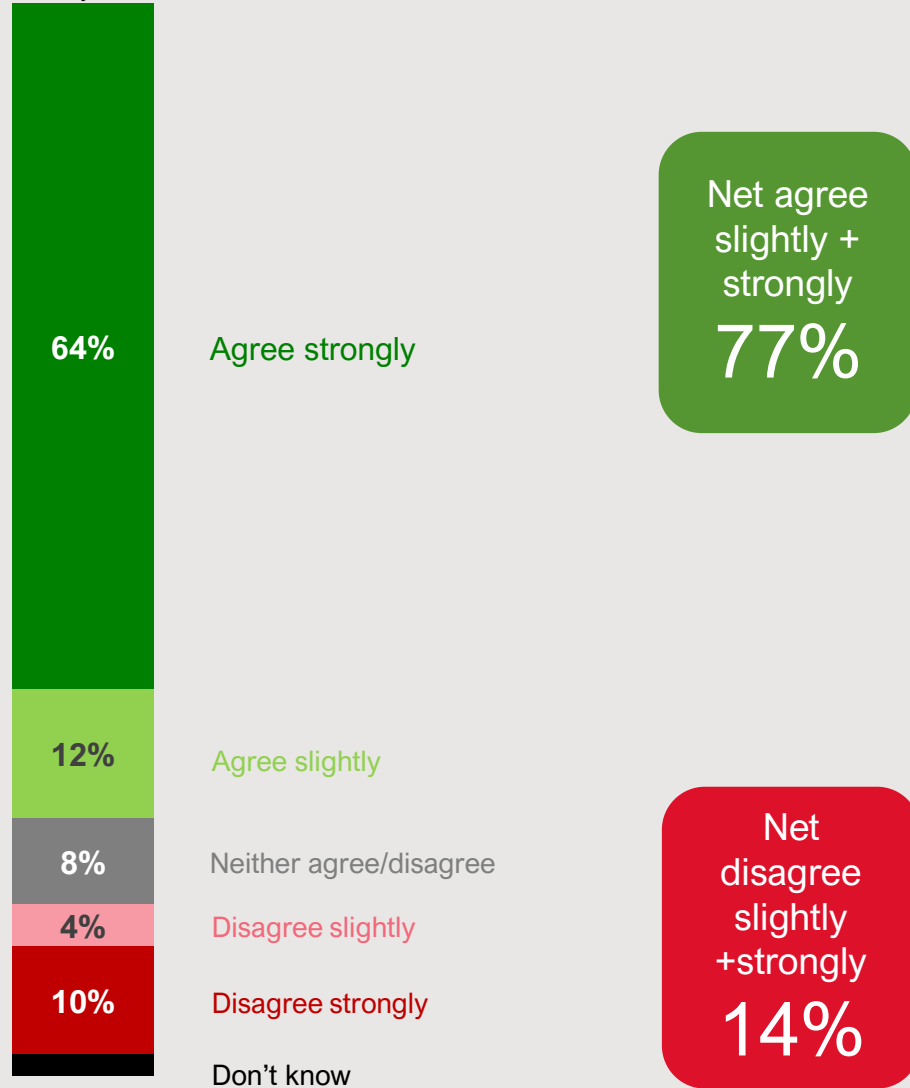
BASE: All who provided a response to this question (n=4,186)

All questions were optional and figures are based on those who provided a response



# Question 5: How do you feel about the proposed deadline for staff to be fully vaccinated?

(n=4,176)



Common themes mentioned amongst those who:

### Agree (~1700 comments):

- General agreement, e.g. it makes sense; it's the safest approach (around 1095)
- It should be earlier, e.g. people have had plenty of time; ASAP; need to get on with it (around 470)

### Neither agree nor disagree (~115 comments):

- General agreement, e.g. it makes sense; it's the safest approach (around 35)

### Disagree (~440 comments):

- It should be later, e.g. allow more time for unvaccinated staff to get vaccinated or find a new job (around 155)
- There should be no deadline/no mandate (around 150)

BASE: All who provided a response to this question (n=4,176)

All questions were optional

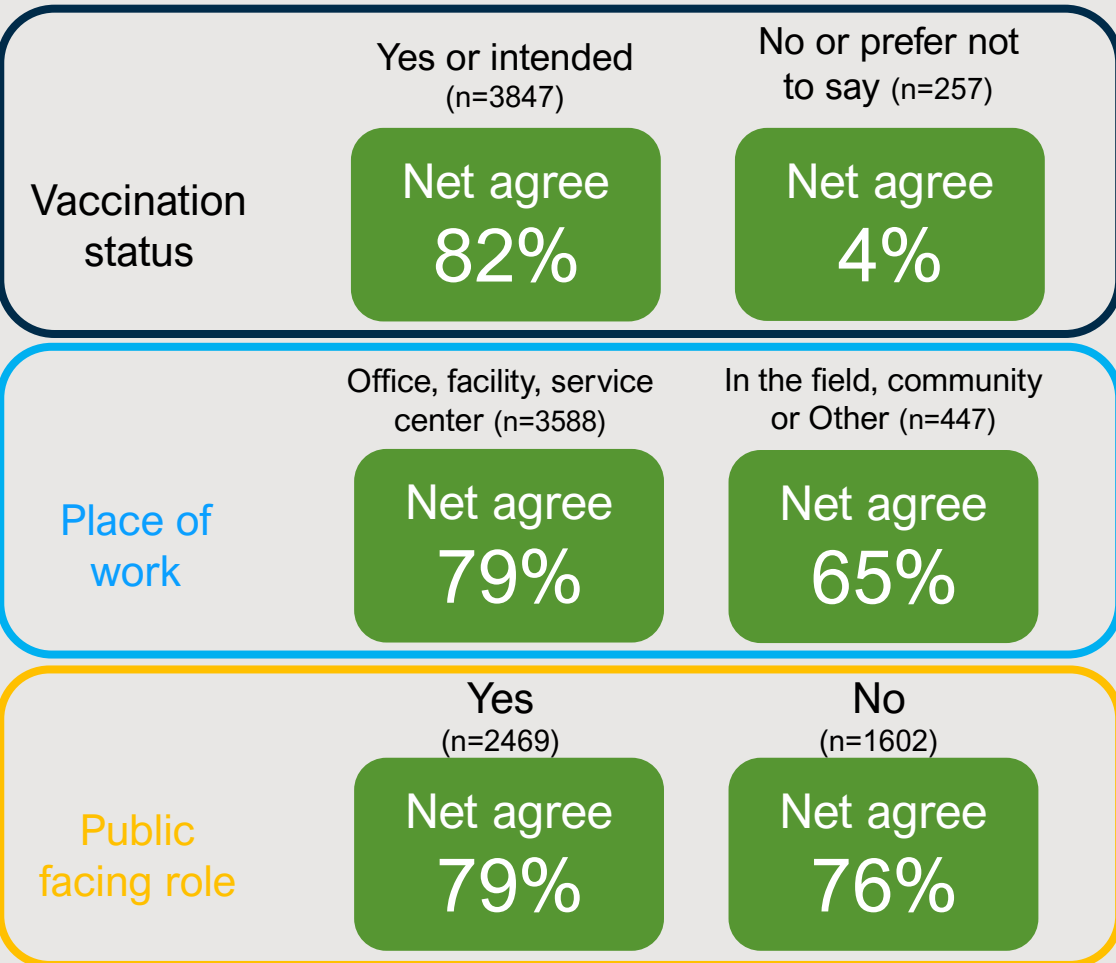
Note: Percentages may not total 100 due to rounding



# Most respondents agreed with the proposed deadline for being vaccinated

## Net agree by demographic breakdowns:

Net agree = agree strongly + agree slightly



Note: Percentages may not total 100 due to rounding

Some other themes mentioned in the comments:

Responses to this question were generally at a higher level and reflected in the main themes in the slide before

BASE: All who provided a response to this question (n=4,176)

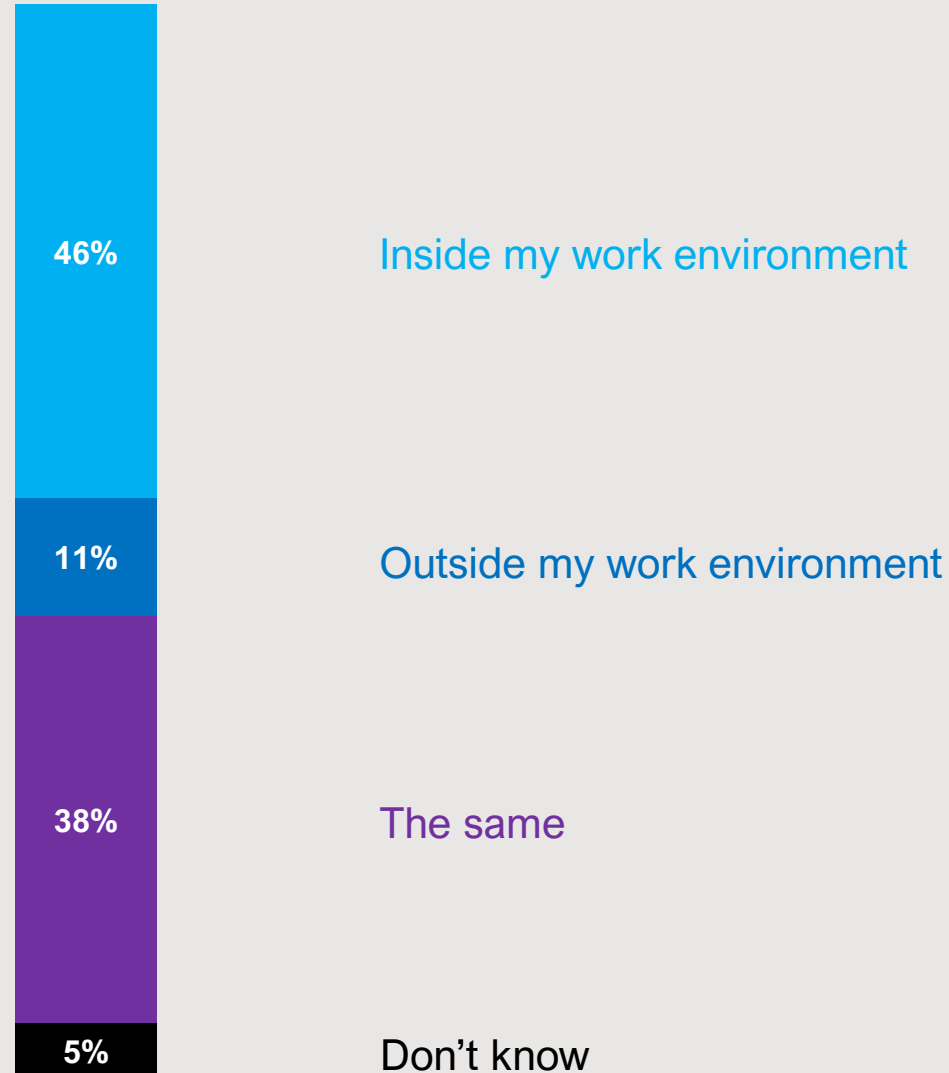
All questions were optional and figures are based on those who provided a response



**Question 6: In the future, you will likely be able to return to your workplace (in the office, at facilities or out in the field) and enjoy more freedoms outside of work in your personal life.**

When this happens, do you consider that your risk of exposure at work will be greater than your risk of exposure outside work or about the same?

(n=4,175)



Common themes mentioned amongst those who:

~2675 comments:

- Exposed to more people, in indoor environments (around 1230)
- Same risk of exposure inside and outside work (around 615)
- Can't control who we interact with at work; more control outside work (around 555)
- Will feel safer if all staff are vaccinated (around 340)
- Return to work issues, e.g. protocols and processes relating to shared spaces, distancing and hygiene (around 290)
- Will have to take public transport, which increases exposure risk (around 175)





Most of those who are not vaccinated or preferred not to disclose view the risk of infection the same whether inside work environment or outside

Question 6 by demographic breakdowns:

	Vaccination status		Place of work		Interact with public:	
	Yes or intend to	No or not disclosed	Office, Facility or service center	In field, community based	Yes	No
Inside	49%	17%	49%	35%	49%	44%
Outside	10%	9%	10%	11%	9%	11%
The same	36%	62%	37%	44%	37%	38%
I don't know	5%	11%	5%	7%	5%	6%
TOTAL	3803	254	3550	436	2449	1573

Note: Percentages may not total 100 due to rounding

BASE: All who provided a response to this question (n=4,175)

All questions were optional and figures are based on those who provided a response



## Question 7: Do you have any other feedback on the proposed approach to COVID-19 vaccinations for employees and contractors that you would like us to consider?

We received around 1,640 comments in this question. By in large the themes received reinforced key themes from the previous questions. Such as:

- General agreement, e.g. it's makes sense; it's the right thing to do; best approach (around 500)
- Lower level reinforcement of key themes from Q1, i.e.
  - Do not mandate; it should be a personal choice (around 275)
  - For everyone's safety, e.g. to protect everyone; for the greater good; to give peace of mind (around 220)
  - People shouldn't lose their jobs over this (around 135)
  - Return to work issues, e.g. protocols and processes relating to shared spaces, distancing and hygiene (around 110)

