

# Protected disclosure survey report

April 2026

Prepared for  
Ombudsman New Zealand

**ak** research & consulting

# Contents

Objectives and methodology	<u>3</u>
Key findings	<u>4</u>
Awareness and knowledge	<u>8</u>
Reporting serious wrongdoing	<u>17</u>
Witnessed serious wrongdoing	<u>23</u>
Reporting serious wrongdoing – those in paid employment	<u>28</u>

# Objectives and methodology

The key objective of the research was to measure awareness and knowledge of the Protected Disclosures (Protection of Whistleblowers) Act 2022 (PDA) and track on key indicators.

Specific objectives were to:

- Measure awareness and knowledge of the Act
- Identify key contacts for information about the Act
- Measure behaviours around reporting on serious wrongdoing
- Provide tracking on key indicators.



Results in this report (2019 to 2026) are based upon questions asked in a nation-wide online survey.

The sample size for the online survey was n=1018, with the margin of error for a 50% figure at the 95% confidence level being  $\pm 3.1\%$ .

The 2026 online survey was conducted from the 13<sup>th</sup> to the 27<sup>th</sup> April 2026.

The survey in previous years used the same methodology. Results in the report track from these earlier surveys.

Note: Since the change in name of the Protected Disclosures Act to include (Whistleblowers), questions since 2023 were updated. Where the "Protected Disclosures (Protection of Whistleblowers) Act" is mentioned, in previous years it was referred to as the "Protected Disclosures Act".



All numbers are shown rounded to zero decimal places, hence specified totals are not always exactly equal to the sum of the specified sub-totals.

The differences are seldom more than 1%.

•For example,  $2.7 + 3.5 = 6.2$  would appear:  $3 + 4 = 6$ .

Note when we refer to 'down 2%' ,we are meaning percentage points (the numerical difference between two percentages).

# Key findings



## Awareness and knowledge of the PDA

- Awareness of the PDA fell this year to three in ten (30%, down 6%), though it remains higher than in 2024 and preceding years.
- Knowledge of the Act (among those aware, n=298) also fell, with just over a third (37%, down 15%) claiming solid knowledge – breaking the upward trend of the previous three years.
- Three quarters of those aware of the Act (76%, down 5%) were aware the Act covers both government and private organisations - lower than 2025 but still higher than 2023 and 2024.
- Online searching remained the main source of PDA information (82%, up 4%), with contacting the Ombudsman continuing its steady rise (27%, up 1%).
- Awareness of the Ombudsman’s role of providing confidential advice about reporting serious wrongdoing remained broadly steady at just over a third (35%, down 2%).



## Reporting serious wrongdoing - ALL

- Six in ten (63%, down 4%) would contact the Ombudsman for advice when considering reporting serious wrongdoing – still significantly higher than when tracking began in 2019.
- The main channels for reporting wrongdoing remained their manager (38%, up 4%), the Ombudsman (16%, up 1%) and HR/internal processes (14%, down 1%).
- Just over half preferred to report to a single agency (56%, up 5%), while 29% (down 5%) preferred a range of agencies.
- Across those who preferred to report to a single agency, the preferred agency was the Ombudsman (45%, down 2%), followed by the Police (20%, up 2%) and the Serious Fraud Office (9%, down 4%).

# Key findings (cont.)



## Witnessed serious wrongdoing - ALL

- Just under a quarter (24%, down 7%) of all respondents have witnessed serious wrongdoing at their workplace or previous workplace – returning to more typical levels after last year’s high.
- Of those who witnessed wrongdoing (n=245), 37% (down 13%) claimed to have made a protected disclosure – the lowest reporting rate post 2019.
- Across new questions asked this year, of those making a disclosure (n=87), over half (56%) experienced problems – most commonly being treated differently from other staff (55%), bullying or harassment (40%), losing their job (29%), and being demoted (21%).



## Reporting serious wrongdoing – those in paid employment



Over eight in ten (82%, down 2%) in paid employment would report serious wrongdoing to their employer – broadly steady since tracking began. Just over half (52%, down 5%) would report it to someone outside their organisation.



Fewer than half (44%, down 4%) felt their job would be safe if they reported wrongdoing – with uncertainty growing to nearly a third (32%, up 5%) and 23% (down 2%) feeling their job would not be safe.



The main reason for not reporting to their employer was being afraid (38%, up 13%), while the main reason for not reporting outside their organisation was that it should be raised in-house in the first instance (32%, up 3%).



The main reasons for not feeling safe were fear of losing their job (55%, down 6%), retaliation by other staff or management (45%, up 1%), and confidentiality concerns (34%, up 2%) – the latter showing an upward trend.



Just under half (44%, down 1%) believed their confidentiality would be guaranteed when reporting wrongdoing. A quarter don't believe it would be (26%, down 4%), while three in ten remain unsure (30%, up 5%).



Anonymity and confidentiality remained the key support for safer reporting (29%, but down 20%), while legal and job security protections rose in importance (24%, up 9%) – and scepticism that any measures would make a difference also grew (13%, up 5%).

## Recommendations to consider

### General population

1. **Support awareness:** Awareness fell 6% this year and solid knowledge of the Act among those aware of the Act dropped significantly (down 15%). A targeted awareness campaign is warranted.
2. **Strengthen communications around confidentiality:** Confidentiality as a barrier to reporting is real for many, with 26% saying their confidentiality would not be guaranteed and a further 30% unsure. Clearer, more prominent messaging about how confidentiality is protected in practice - not just in legislation may help address this. Reinforcing the role of the Ombudsman in providing confidential advice would also be beneficial.

### Workers

3. **Address the fear barrier:** At least 23% (has remained around this proportion or slightly higher since 2021) are concerned their job is not safe, with fear of losing their job and retaliation by other staff or manager the main reason for not feeling safe. Furthermore, the new 2026 finding that 56% of those who made a protected disclosure experienced problems — including job loss (29%) and bullying (40%) — suggests the system is not protecting whistleblowers after they come forward as well as it should.

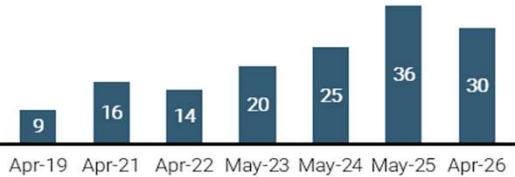
There is a need to convey to workers and the general population the support and guidance available as part of the post-disclosure protections and consider what additional guidance or support can be offered to those who experience retaliation.

# Snapshot – Key findings

## Awareness and knowledge

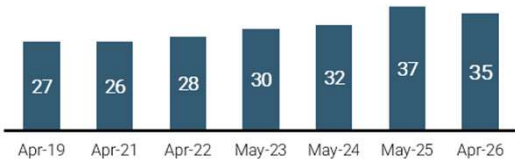
### AWARENESS OF THE PROTECTED DISCLOSURES ACT (n=1018)

Three in ten aware, a fall of 6%.



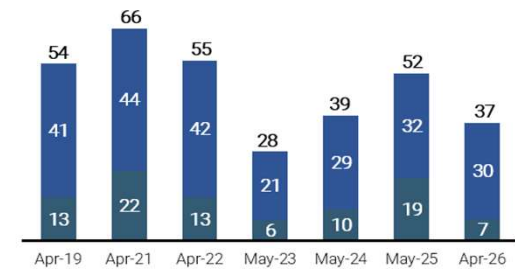
### KNOW THAT OMBUDSMAN GIVES CONFIDENTIAL ADVICE (n=1018)

Remains steady on gains achieved in 2024, down 2%



### KNOW A LOT +FAIR AMOUNT ABOUT THE ACT (N=298)

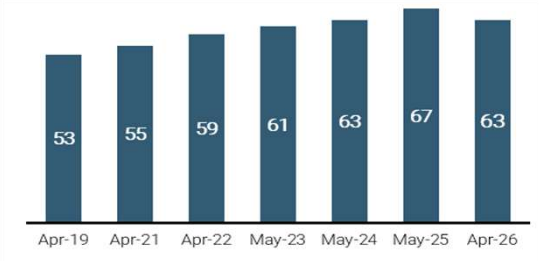
Those aware of the Act, solid third are knowledgeable, down 15%



## Reporting serious wrongdoing

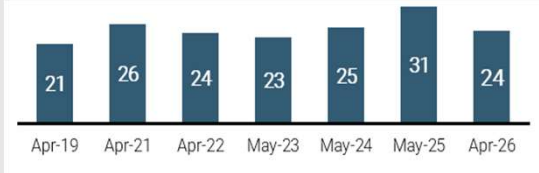
### CONTACT OMBUDSMAN FOR ADVICE WHEN REPORTING SERIOUS WRONGDOING (n=1018)

Six in ten would contact Ombudsman, down 4%



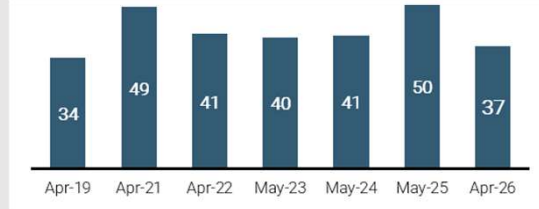
### WITNESSED SERIOUS WRONGDOING (n=1018)

Quarter (24%) saw serious wrongdoing at work, down 7%



### MADE PROTECTED DISCLOSURE (n=245)

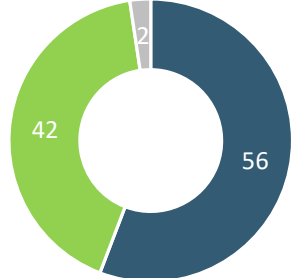
Over a third who had seen serious wrongdoing made a protected disclosure, down 13%



## Problems reporting serious wrongdoing

### EXPERIENCED PROBLEMS WHEN REPORTING (n=87)

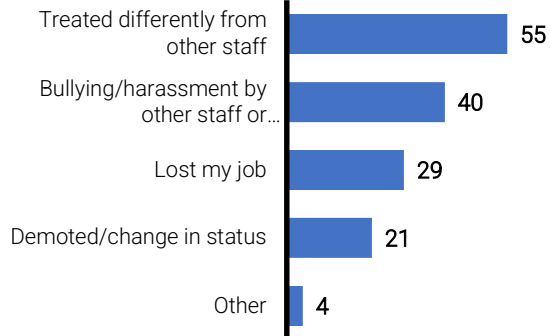
Over half experienced problems when making a protected disclosure



Legend: Yes (dark blue), No (green), Unsure (grey)

### MAIN PROBLEMS ENCOUNTERED (n=48)

Majority of those who experienced problems said they were treated differently from other staff

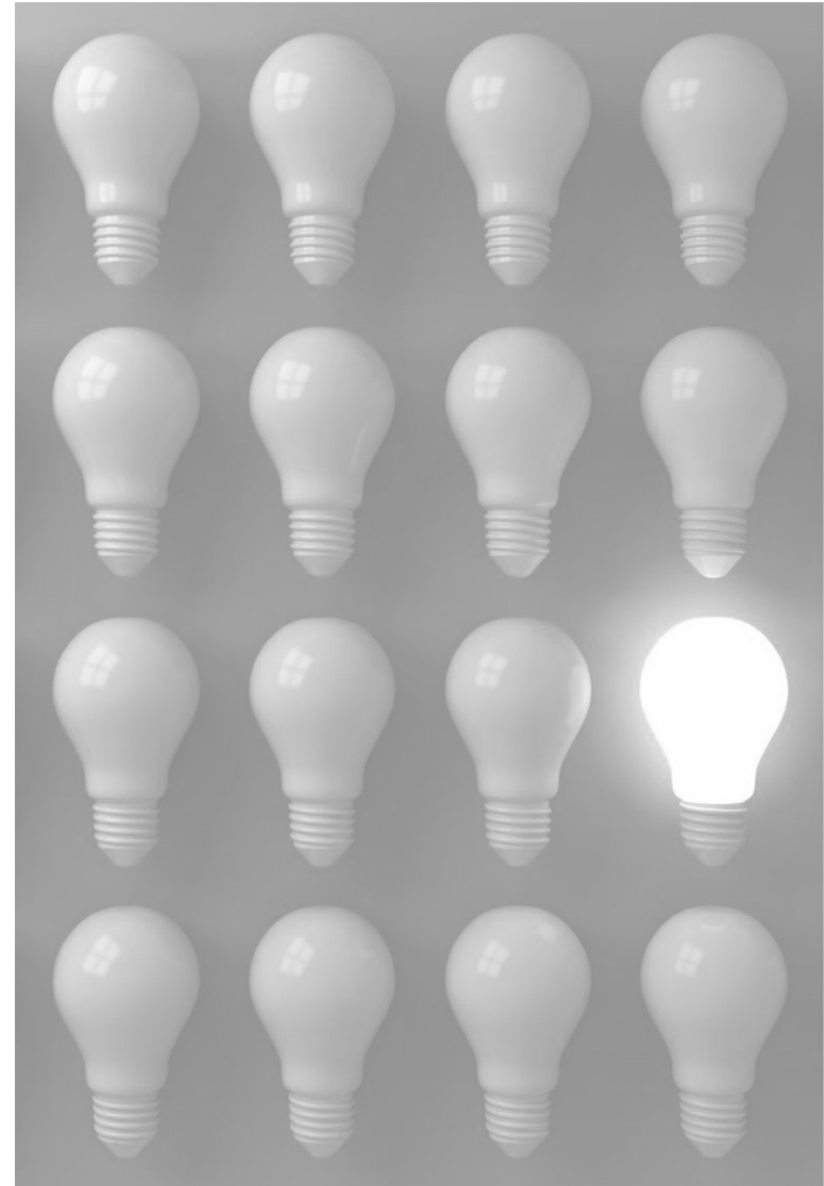


Report findings:  
Awareness of the  
Protected  
Disclosures  
(Protection of  
Whistleblowers) Act



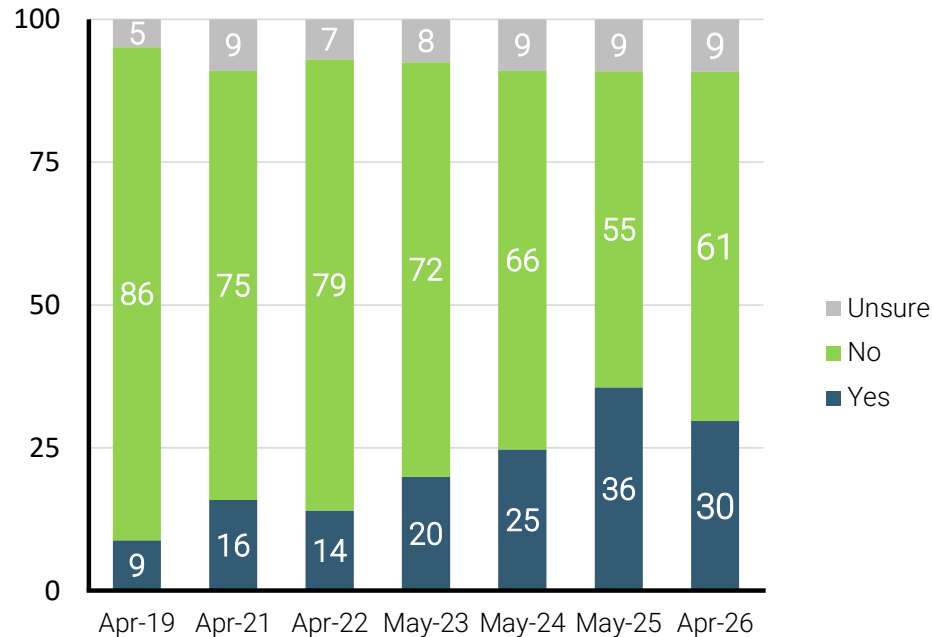
# Summary: awareness and knowledge

- Awareness of the Act has fallen this year with three in ten stating they were aware (down 6%), while a further 61% were not aware and 9% unsure. Notably awareness still remains higher than in 2024 and preceding years.
- Knowledge of what the Act covers (combined know a fair amount + know a lot) also fell amongst those aware of the Act (n=298), now sitting at 37%, down 15%. This breaks the upward trend in knowledge expressed in the previous three years.
- Three quarters (76%, down 5%) were aware the Act covers both government and private organisations. While lower than in 2025, this remains higher than in 2023 and 2024.
- A rise in online searching as the main source of information about the Act, with 82% (up 4%) using this approach. Contacting the Ombudsman for Act information has steadily risen with over a quarter (27%, up 1%) now using this source.
- Awareness of the Ombudsman providing confidential advice about reporting serious wrongdoing has remained steady (35%, down 2%).



Nearly a third aware of the Act but down 6% from the high recorded in 2025.

 Have you heard of the Protected Disclosures (Protection of Whistleblowers) Act 2022, formerly the Protected Disclosures Act 2000? (%)



### Notable group differences

#### Those more likely to be aware of the Act:

- Men (37%) compared to women (23%)
- Full time workers (39%) compared to part time workers (22%) and those not currently working (21%)
- Managers + professionals (43%) compared to community or clerical/sale workers (27%)
- Own home freehold (36%) compared to those renting (25%)
- Household income \$100K+ (37%) compared to household income less than \$50K (22%)
- Witnessed serious wrongdoing (43%) compared to those who have not (26%).

#### Those less likely to be aware of the Act:

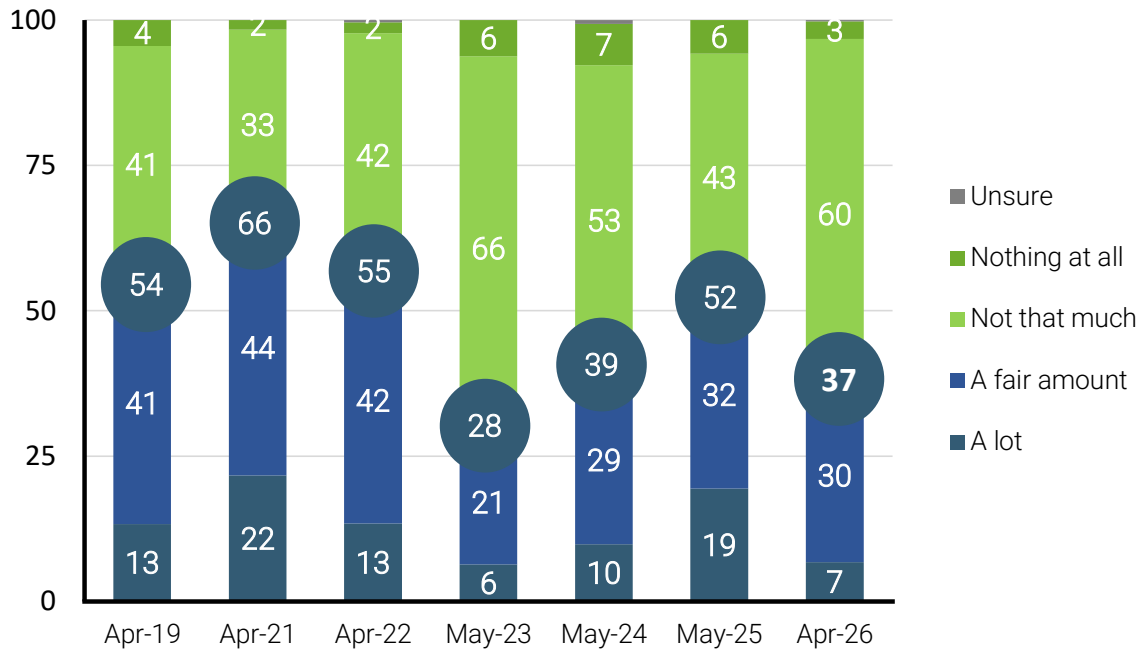
- Pasifika (18%)
- 45-59 year olds (23%).

Note: Question pre 2023 was: "Have you heard of the Protected Disclosures Act?"; Base: All respondents (n=1018)

Of those aware of the Act, knowledge levels are down but similar to 2024, with over a third stating they have solid knowledge of the Act (know a lot + fair amount), a fall of 15%. Conversely, six in ten saying they have limited knowledge (know not that much + nothing at all).



How much do you know about what the Protect Disclosures (Protection of Whistleblowers) Act covers? (%)



#### Notable group differences

##### Those more likely to claim higher knowledge:

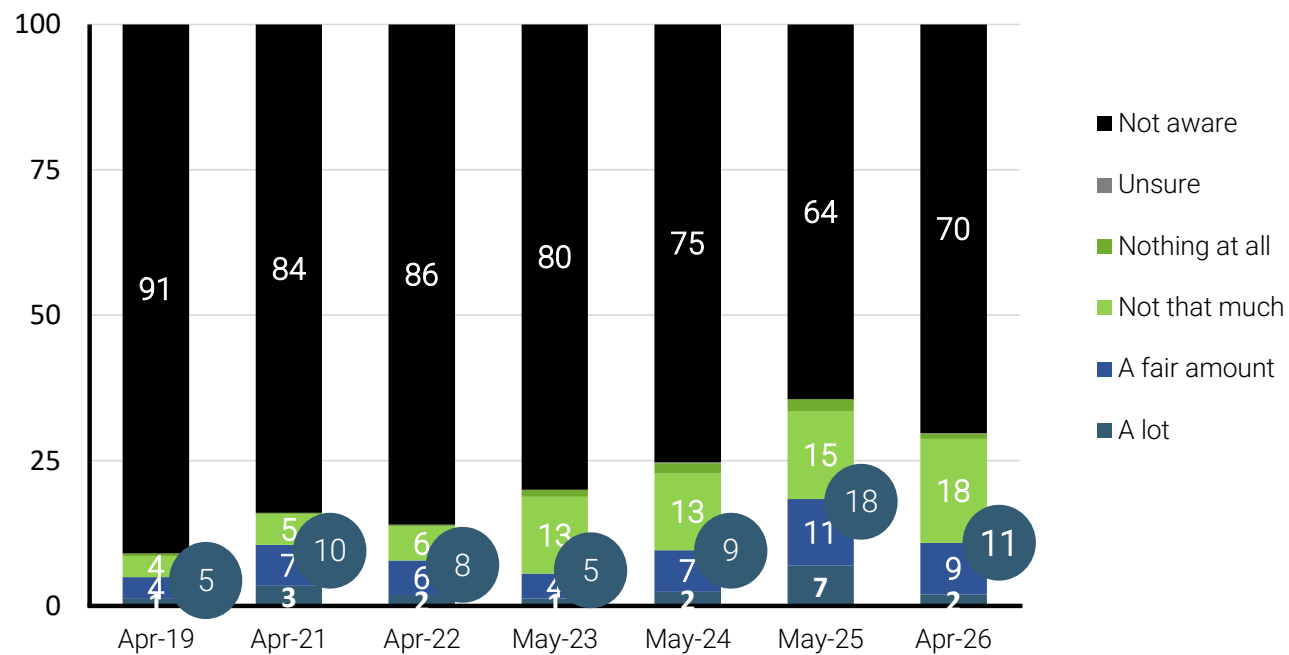
- Younger respondents:
  - Under 30: 60%
  - 30-44: 51%
  - 45-59: 27%
  - 60+: 11%
- Asians (50%)
- Aucklanders (49%)
- Full time workers (48%) compared to those not currently working (11%)
- Families with dependent children (56%) compared to those without dependent children (28%)
- Renting (42%) compared to those who own home freehold (27%)
- Household income \$100K+ (49%) compared to household income less than \$50K (15%).

Base: Those who say they are aware of the Act (n=298)

Knowledge of the Act amongst the general population declined, with 11% having solid knowledge (know a lot + a fair amount), down 7%.



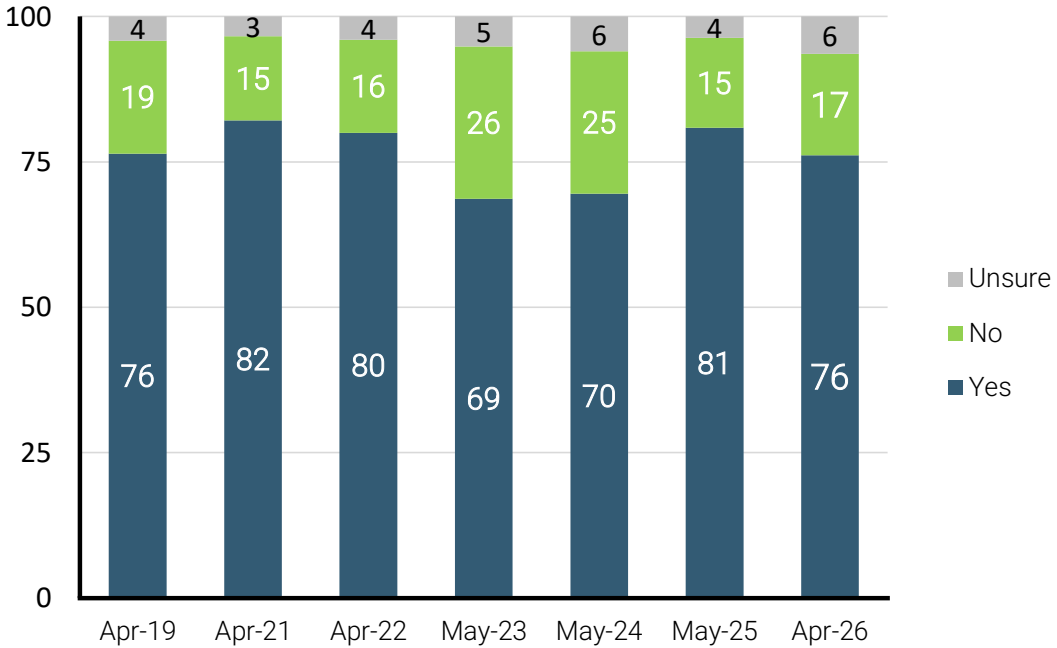
How much do you know about what the Protect Disclosures (Protection of Whistleblowers) Act covers? (%)



Base: All respondents (n=1018)

Of those aware of the Act, three quarters (76%) claimed to be aware it covers government and private organisations, down 5%.

 Are you aware that the Protected Disclosures (Protection of Whistleblowers) Act covers government and private organisations? (%)

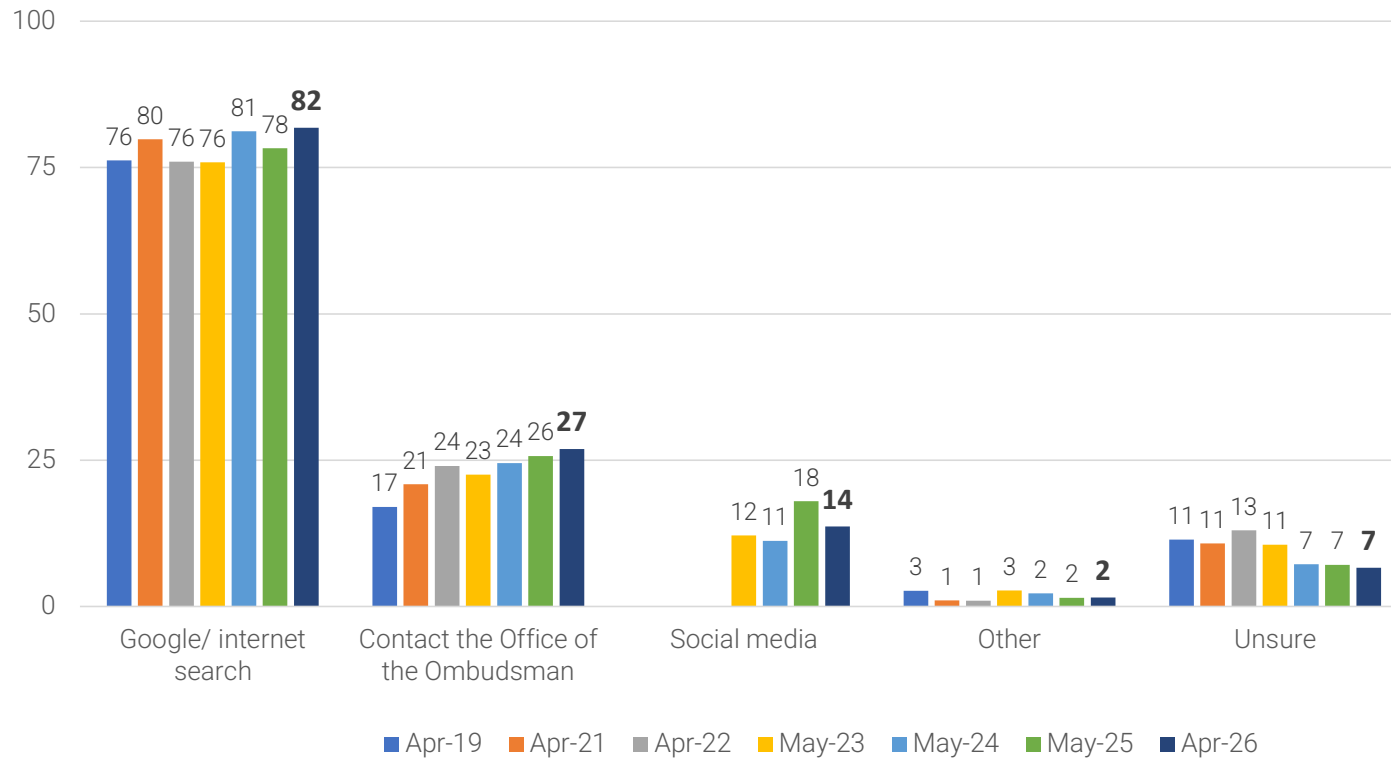


Base: Those who say they are aware of the Act (n=298)

Online searches continued to be the main source of information about the Act (82%, up 4%). Followed by 27% (up 1%) that will contact the Ombudsman – maintaining the slow upward trend from the low recorded in 2019 (17%).



How would you obtain information regarding the Protected Disclosures (Protection of Whistleblowers) Act? (%)



Note: Social media was first included as an option in 2023; Base: All respondents (n=1018)

# Notable group differences

## More likely to contact the Ombudsman:

- Older respondents:
  - Under 30: 20%
  - 30-44: 23%
  - 45-59: 27%
  - 60+: 36%
- Men (31%) compared to women (23%)
- NZ Europeans (30%)
- Have heard of the PDA (40%) compared to those who had not (21%)
- Witnessed serious wrongdoing at work (33%) compared to those who had not (25%).


## More likely to use Google or internet search/ social media:

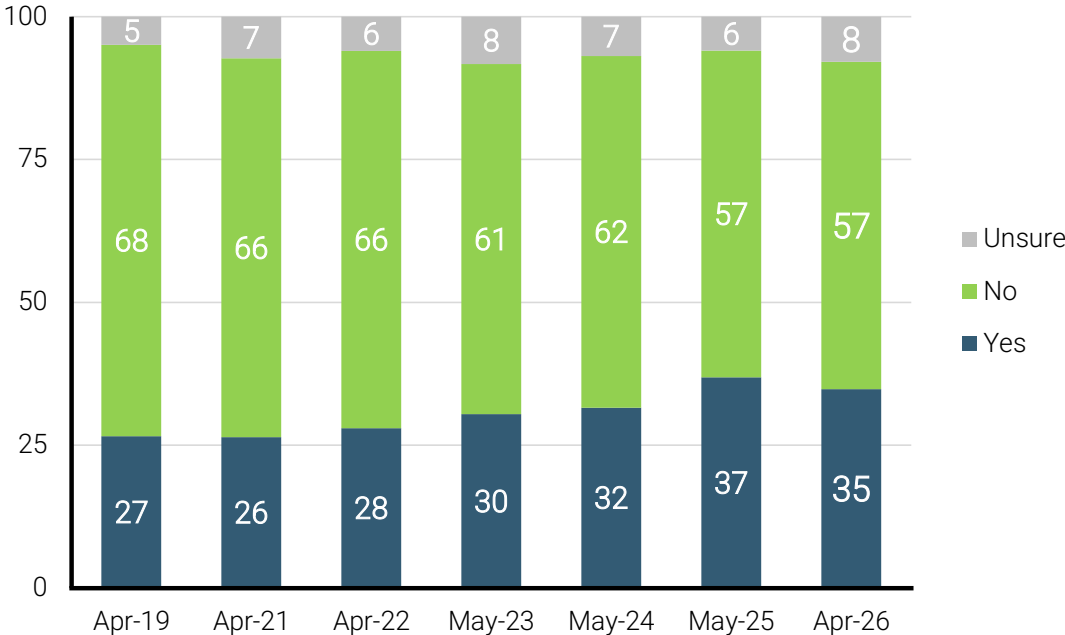
- Own home with a mortgage (87%).

## More likely to use social media:

- Younger respondents:
  - Under 30: 30%
  - 30-44: 16%
  - 45-59: 9%
  - 60+: 3%
- NZ Māori (22%) compared to NZ European (12%)
- Aucklanders (19%)
- Full time workers (19%) compared to those not currently working (7%)
- Renting (18%) compared to own home freehold (8%)
- Have heard of the PDA (23%) compared to those who had not (10%)
- Witnessed serious wrongdoing at work (22%) compared to those who had not (11%).

Just over a third (35%) know they can seek confidential advice from the Ombudsman – slightly down but maintaining the gain from 2024.

 Did you know that you can ask the Ombudsman for confidential advice about reporting serious wrongdoing? (%)



**Notable group differences**

Those more likely to know they can ask Ombudsman for advice:

- Men (41%) compared to women(29%)
- 60+ years (41%) compared to 45-59 years (27%)
- Fulltime workers (42%) compared to part time workers (23%)
- Managers + professionals (43%)
- Household income \$100K+ (44%)
- Heard of PDA (65%) compared to those who have not (22%)
- Witnessed serious wrongdoing (48%) compared to those who have not (30%).

Base: All respondents (n=1018)

# Report findings: Reporting serious wrongdoing




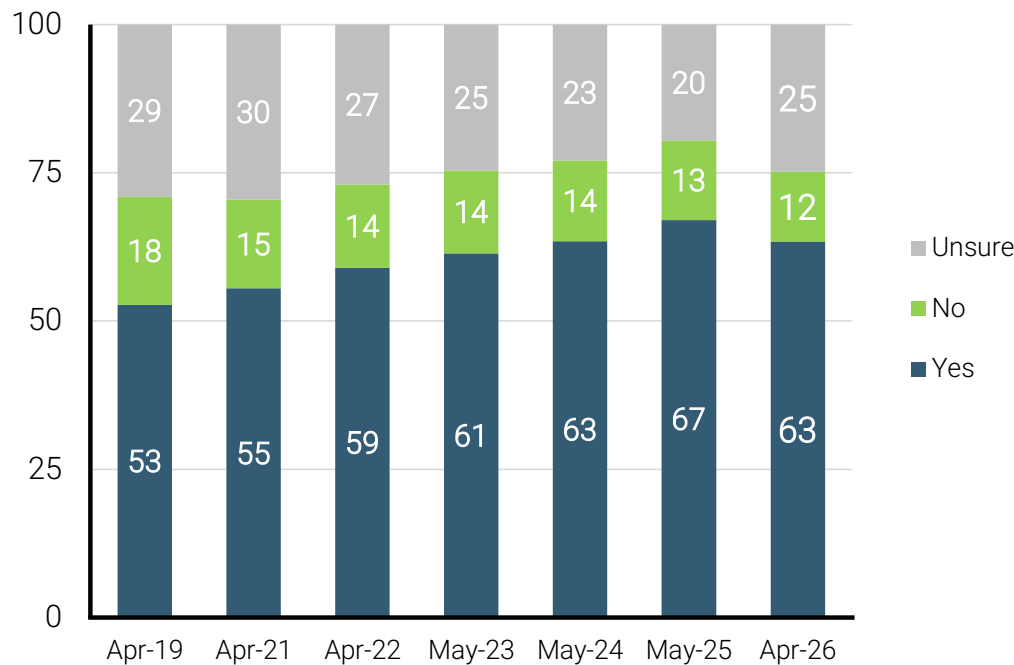
# Summary: reporting serious wrongdoing

- Strong majority would contact the Ombudsman for advice when considering reporting serious wrongdoing. While experiencing a fall this year (63%, down 4%) it remains 10% higher than in 2019 when tracking began.
- The main channels they would likely use to report serious wrongdoing was relatively steady since 2025:
  - Their manager (38%, up 4%)
  - The Ombudsman (16%, up 1%)
  - HR department/ internal processes (14%, down 1%).
- 56% preferred to report a protected disclosure to a single agency, up 5% while 29%, down 5% preferred a range of agencies (status quo).
  - Those who wanted a single agency, preferred the Ombudsman to be that single agency (45%, down 2%) followed by the Police (20%, up 2%), and the Serious Fraud Office (9%, down 4%). 22% were unsure (up 3%).



Six in ten (63%) would contact the Ombudsman about serious wrongdoing – slightly down on 2025 but consistent with 2024.

 If you were thinking about reporting serious wrongdoing, would you contact the Ombudsman for advice? (%)



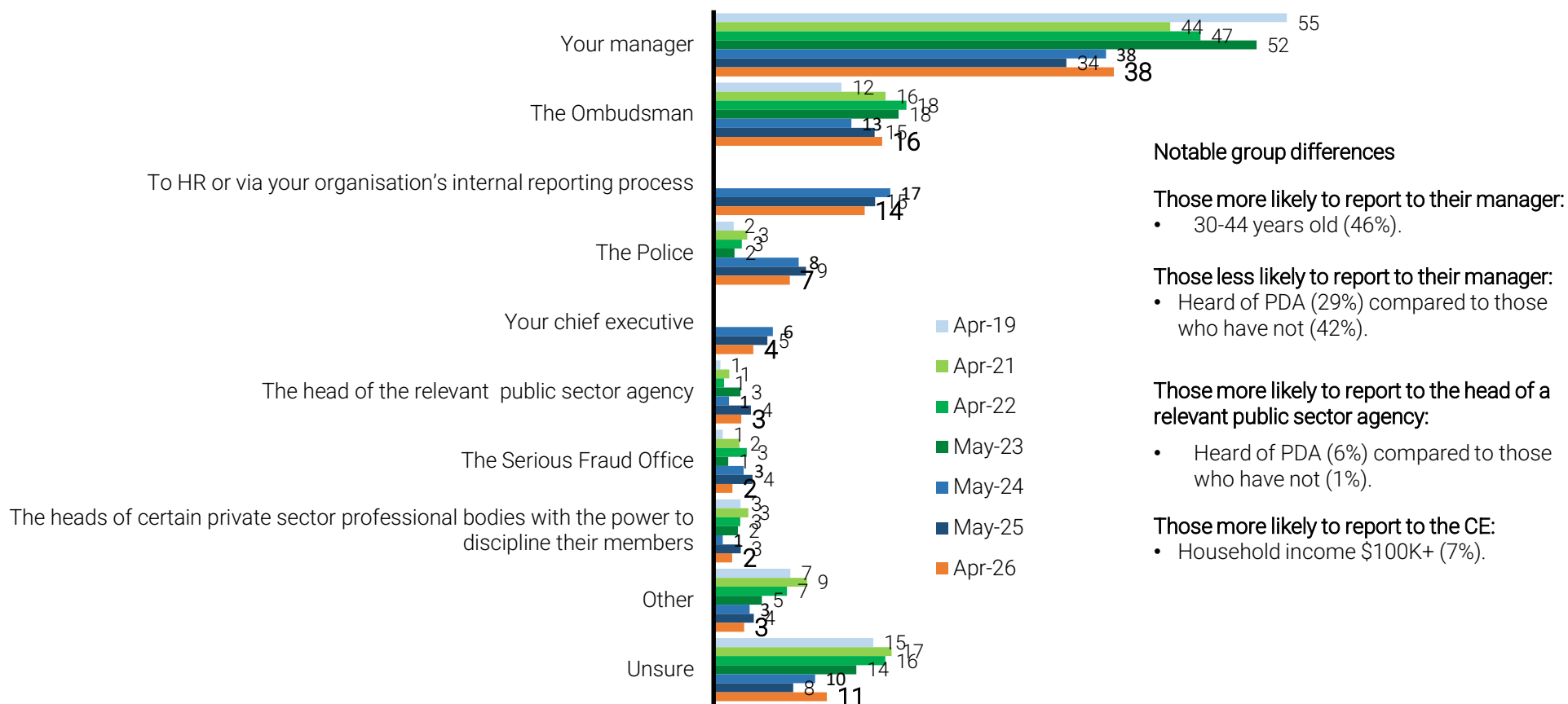
#### Notable group differences

##### More likely to contact Ombudsman for advice:

- Managers/ professionals (72%) compared to technicians/ trades (56%)
- Heard of PDA (77%) compared to those who have not (58%)
- Witnessed serious wrongdoing (74%) compared to those who have not (60%).

Over a third (38%) would report serious wrongdoing to their manager, while 16% would report it to the Ombudsman and 14% via their HR department or internal reporting processes.

**Q** If you wanted to report serious wrongdoing at your workplace, who would you be most likely report it to? (%)



**Notable group differences**

**Those more likely to report to their manager:**

- 30-44 years old (46%).

**Those less likely to report to their manager:**

- Heard of PDA (29%) compared to those who have not (42%).

**Those more likely to report to the head of a relevant public sector agency:**


- Heard of PDA (6%) compared to those who have not (1%).

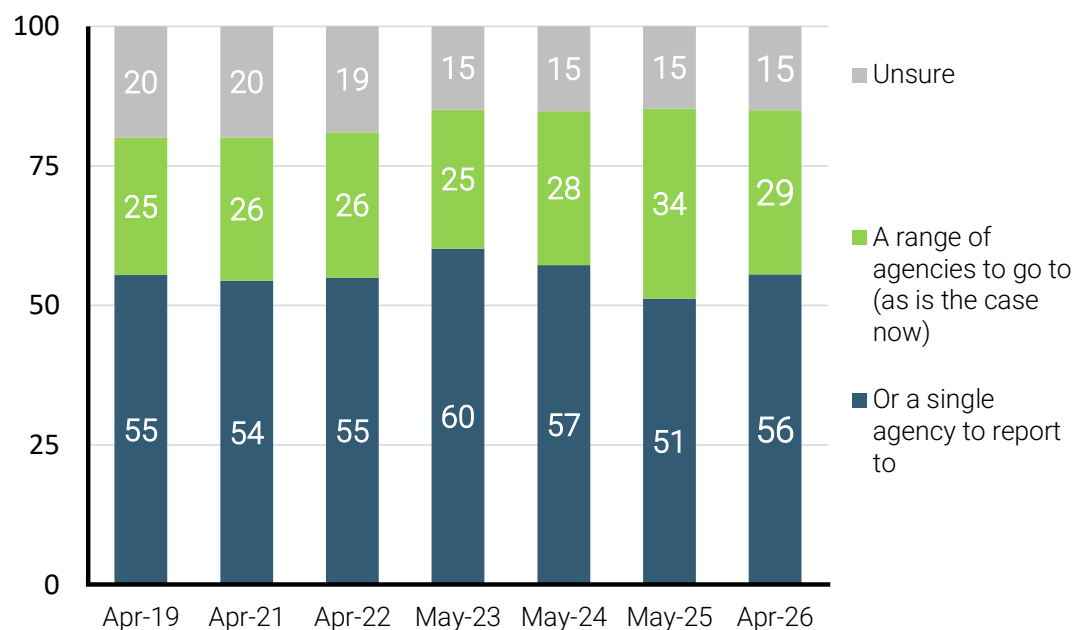
**Those more likely to report to the CE:**

- Household income \$100K+ (7%).

Note: Options changed in 2024; Base: All respondents (n=1018)

Just over half (56%) would prefer to report protected disclosures to a single agency - up 5% on 2025, with support for a range of agencies falling back to 29% (down 5%).

 If you wanted to make a protected disclosure, would you prefer: (%)



### Notable group differences

#### More likely to prefer a range of agencies:

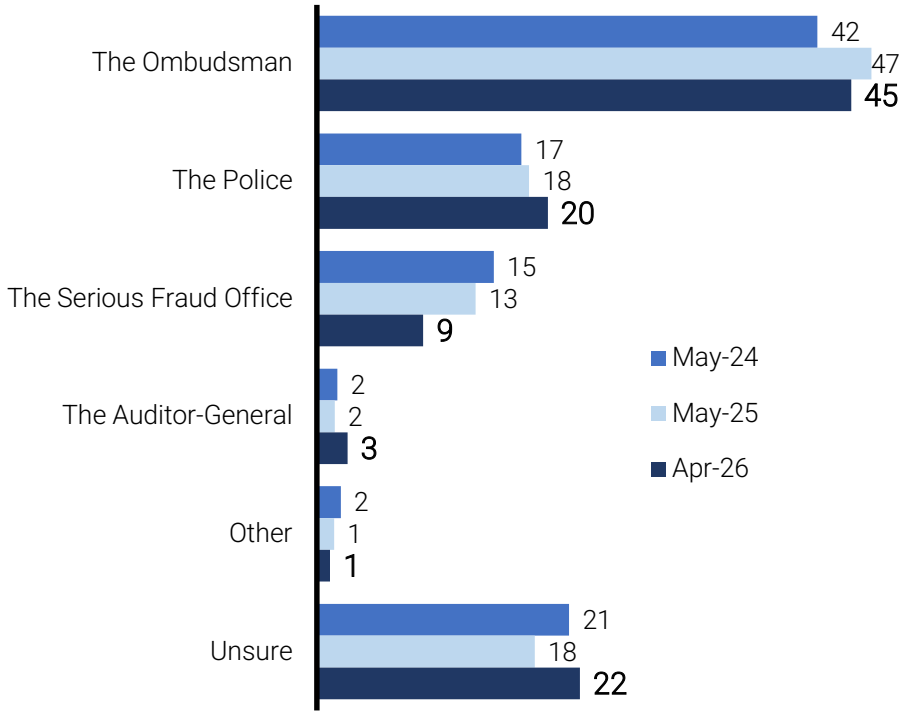
- Men (33%) compared to women (26%)
- Younger respondents:
  - Under 30: 43%
  - 30-44: 34%
  - 45-59: 23%
  - 60+: 20%
- NZ Māori (45%) compared to NZ European (27%)
- Full time workers (36%) compared to those not currently working (23%)
- Those with dependent children (36%) compared to those without dependent children (26%)
- Heard of PDA (40%) compared to those who have not (25%)
- Witnessed serious wrongdoing (44%) compared to those who have not (25%).

Base: All respondents (n=1018)

Across those wanting a single agency to report to, the Ombudsman was again the most common choice (on 45%, down 2%), followed by the Police (20%, up 2%) and the Serious Fraud Office (9%, down 4%).



Which agency would you prefer? (%)

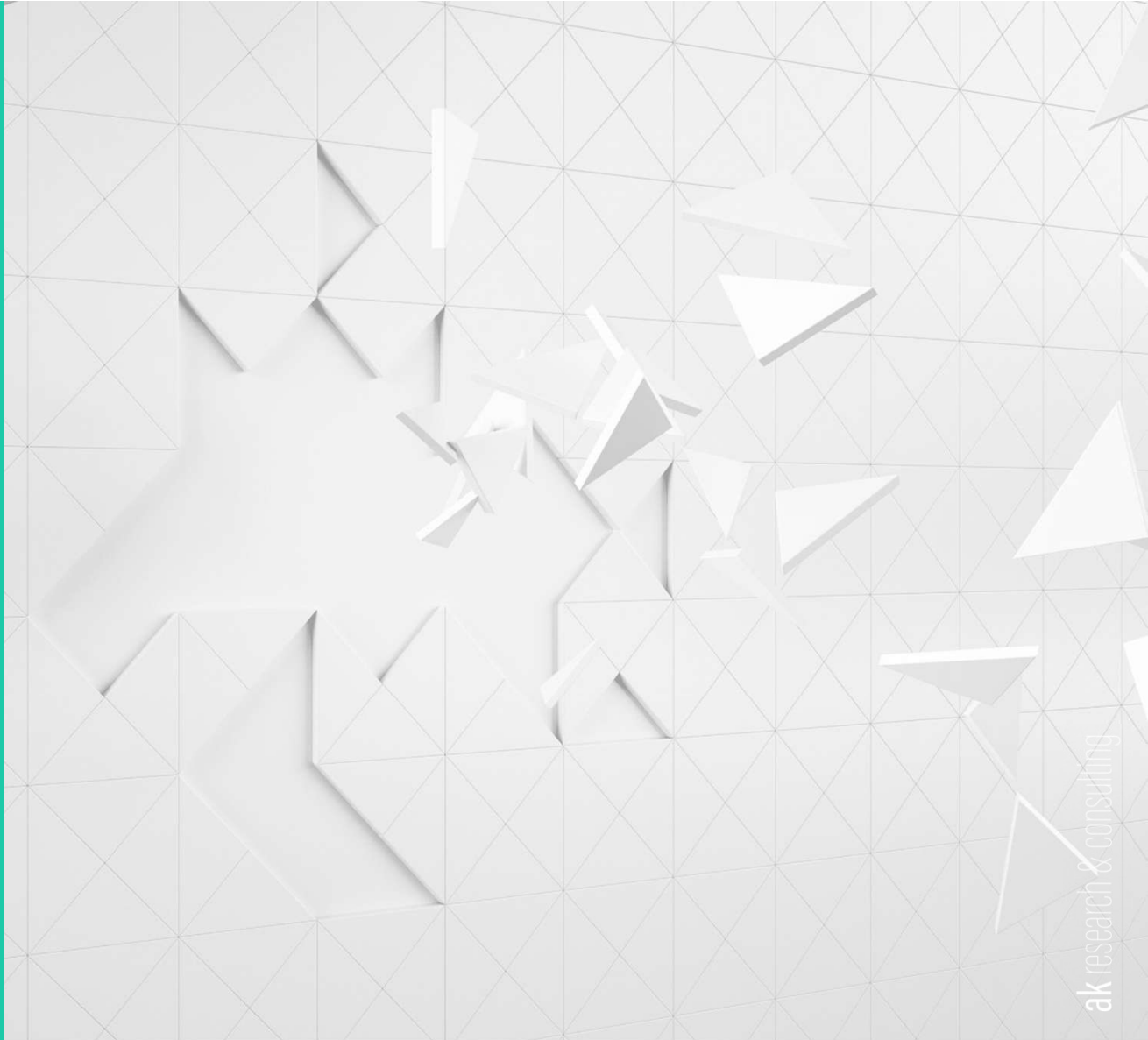


**Notable group differences**

**Those more likely to say the Police:**

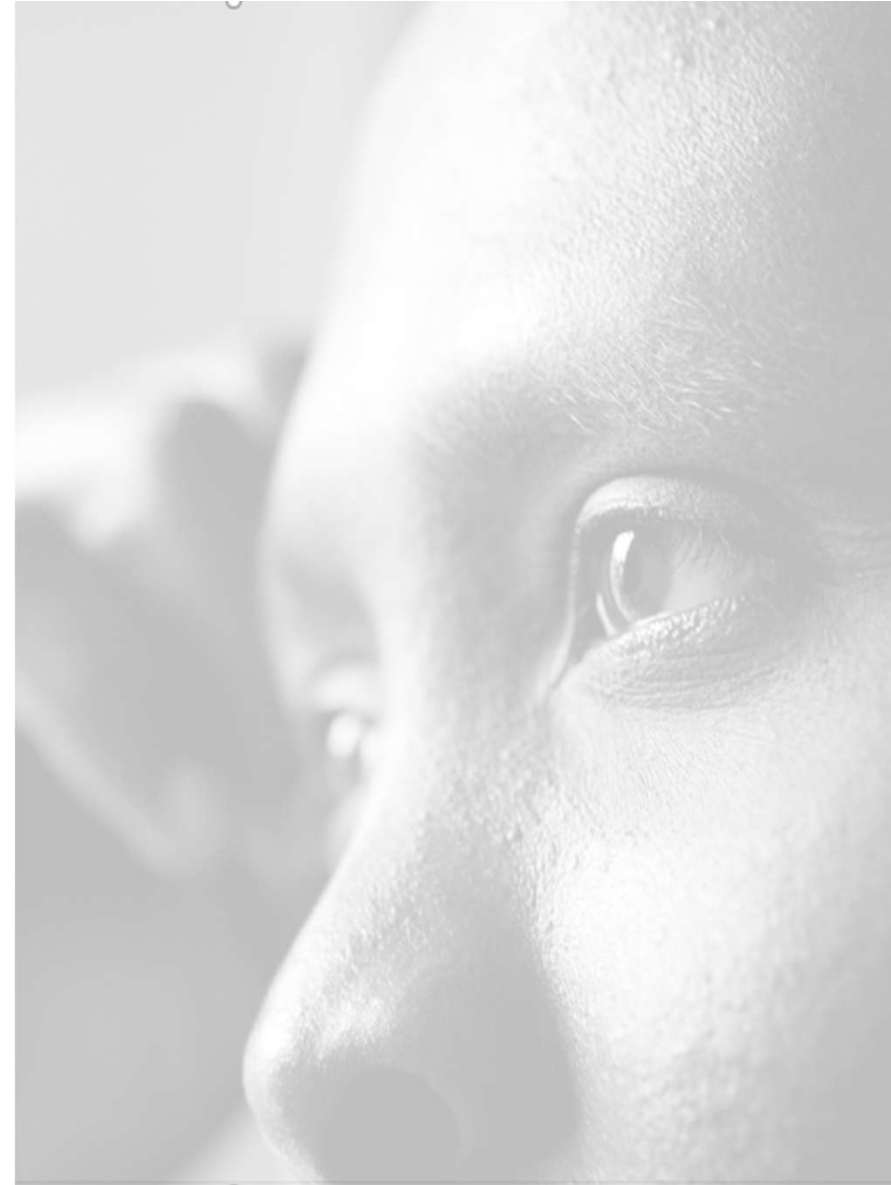
- Men (25%) compared to women (14%)
- Under 30s (34%).

# Report findings: Witnessed serious wrongdoing




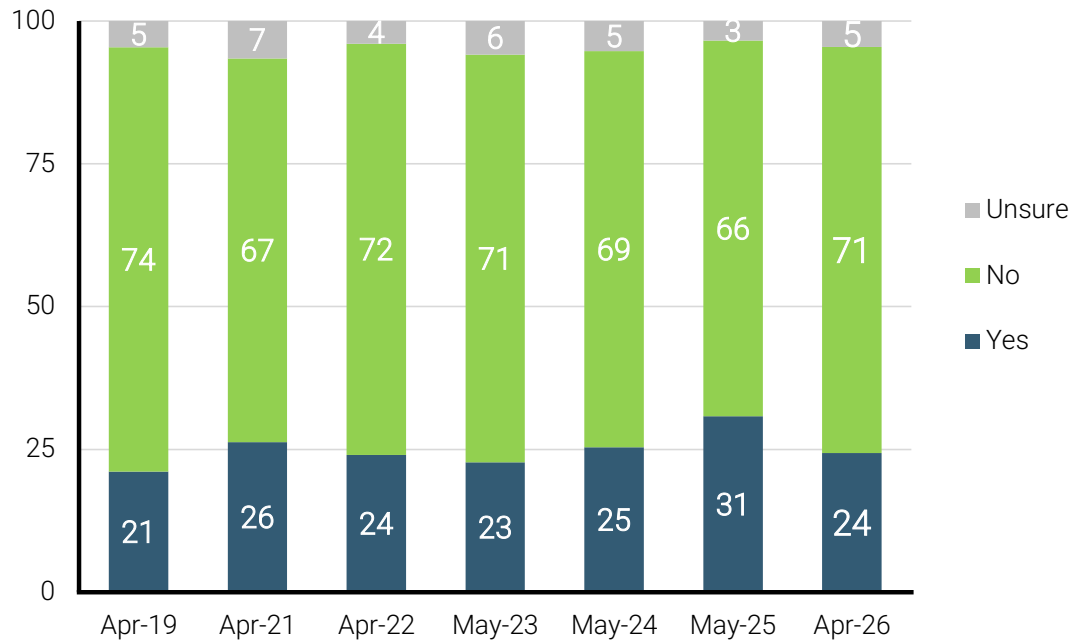
## Summary: witnessed serious wrongdoing (All)

- Just under a quarter have witnessed serious workplace wrongdoing (24%, down 7%), while, seven in ten had not seen any serious wrongdoing at work.
- Of those who had witnessed serious wrongdoing (n=245), 37%, down 13% said they had made a protected disclosure, the lowest reporting rate post 2019.
- In new questions asked this year, of those who had witnessed serious wrongdoing and made a protected disclosure (n=87), a small majority (56%) said they had experienced problems resulting from making the protected disclosure.
- Problems experienced included:
  - Being treated differently from other staff (55%)
  - Bullying/ harassment by staff or management (40%)
  - Lost my job (29%)
  - Demoted (21%).



A quarter (24%) have witnessed serious wrongdoing at work - down 7% on last year's high, returning to more typical levels.

 Have you ever witnessed serious wrongdoing at your workplace or previous workplaces? (%)



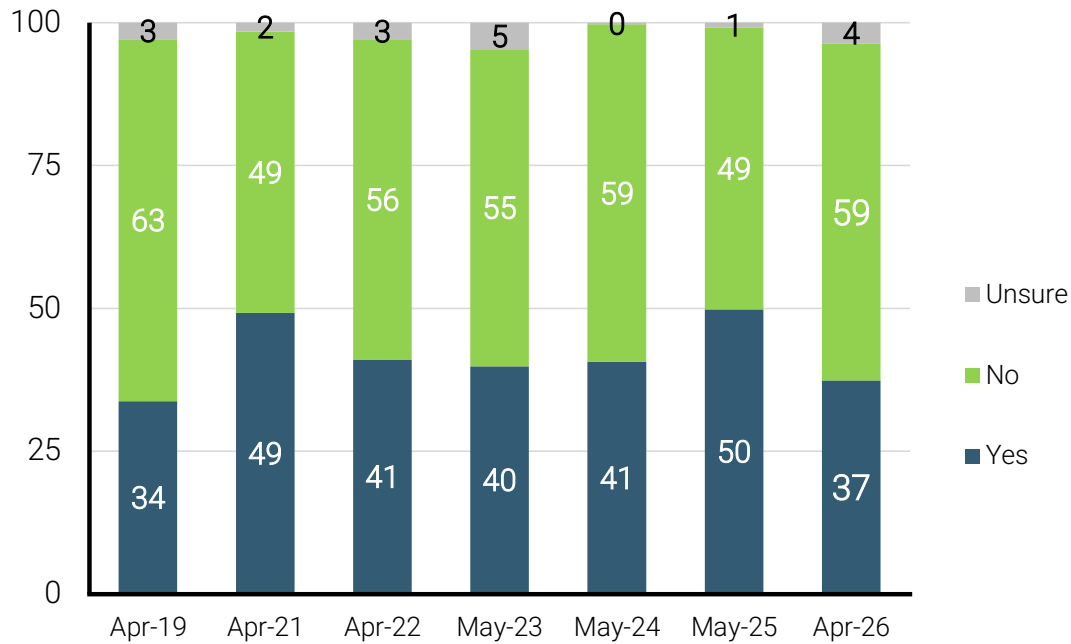
#### Notable group differences

##### More likely to have witnessed serious wrongdoing:

- Full time workers (29%) compared to those not currently working (18%)
- Have dependent children (32%) compared to those who do not (21%)
- Renting (30%)
- Heard of PDA (35%) compared to those who have not (20%).

Of those who had witnessed a serious wrongdoing, 37% said they had made a protected disclosure, down 13% on 2025 and the lowest reporting rate post 2019.

 Did you make a protected disclosure about what you witnessed? (%)



**Notable group differences**

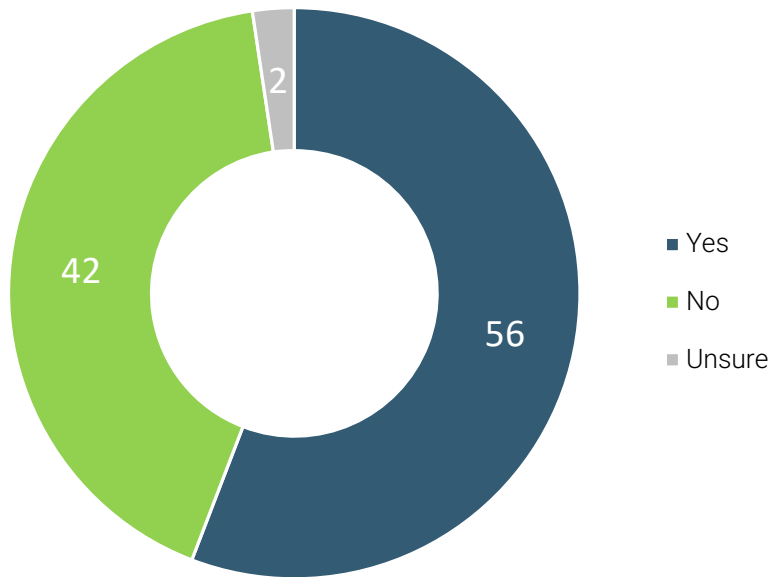
Those more likely to make a protected disclosure about what they witnessed:

- Younger respondents:
  - Under 30: 62%
  - 30-44: 41%
  - 45-59: 26%
  - 60+: 16%
- Asians (59%)
- Full time workers (48%) compared to those not currently working (15%)
- Those with dependent children (49%) compared to those without dependent children (30%)
- Renters (47%).

More than half (56%) who had made a protected disclosure claimed to experience issues – most commonly cited as being treated differently from other staff (55%), bullied or harassed by other staff/ managers (40%) and losing their job (29%).



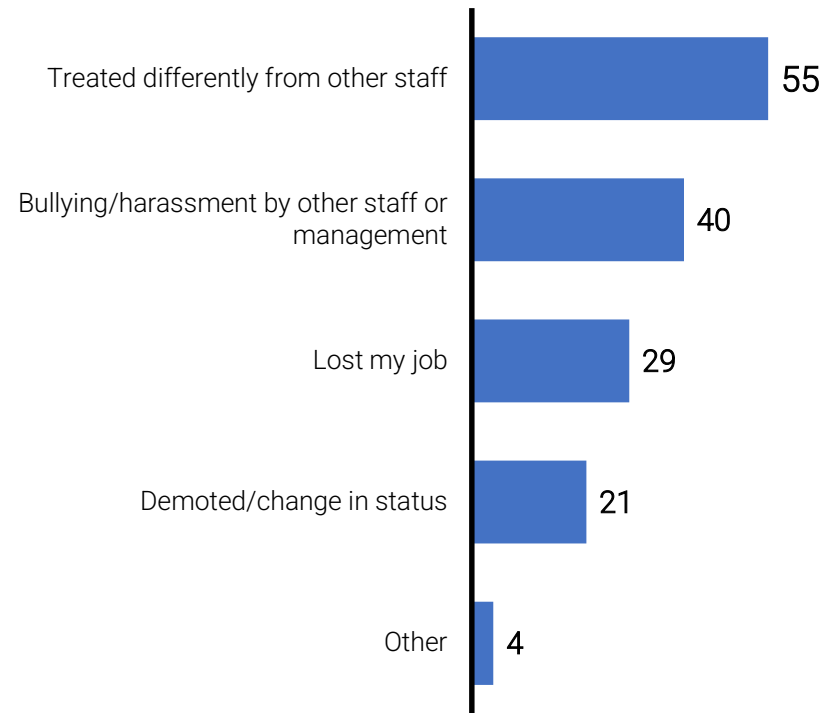
Did you experience any problems as a result of making the protected disclosure? (%)



Base: Had witnessed serious wrongdoing in the workplace and made a protected disclosure (n=87)



What problems did you experience as a result of making the protected disclosure? Please tick all that apply (%)



Base 2: experienced problems (n=48)

Report findings:  
Reporting serious  
wrongdoing –  
those in paid  
employment



# Summary: reporting serious wrongdoing (those in paid employment)

## Reporting serious wrongdoing

Those in paid employment (n=654) were asked hypothetically whether **they would report a serious wrongdoing at the workplace** to their employer:

- **Employer**
  - Over eight in ten (82%, down 2%) said they would report it to their employer. This proportion has remained steady since tracking began.
  - Those who wouldn't report the serious wrongdoing to their employer (n=52) were asked for their main reasons why:
    - Rising sharply this year, 38% up 13% were afraid
    - 11% didn't want to get others into trouble (up 5%), while another 11% didn't trust their employer (up 3%)
    - 9% were sceptical that reporting would result in any action.
- **Someone outside their organisation**
  - A slim majority (52%, down 5%) would report serious wrongdoing to someone outside their organisation, similar to previous years.
  - Those who wouldn't report serious wrongdoing outside their organisation (n=115) were asked for their main reasons why.:
    - 32% (up 3%) would work through this in-house first
    - 13% would follow their own companies policies and processes
    - 11% felt it was not other people's business, with the same proportion saying the employer would sort it (the latter dropping sharply (down 7%).

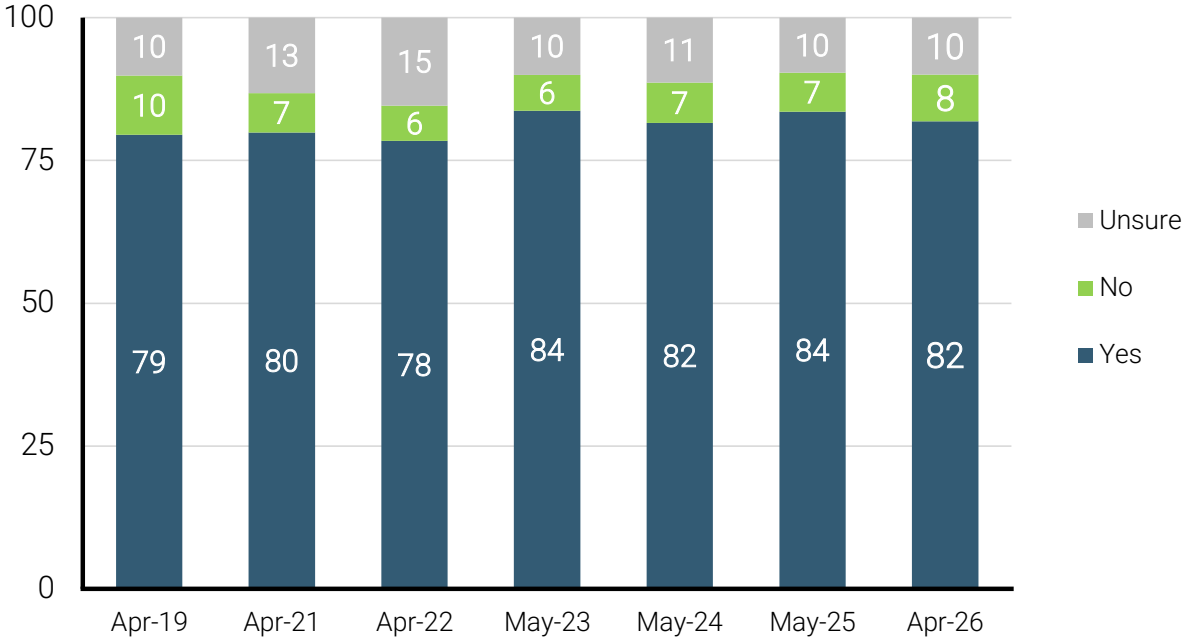
## Job safety and confidentiality

These respondents were also asked about whether their **job would be safe if they reported a serious wrongdoing**:

- 44% (down 4%) said their position would be safe if they were to report wrongdoing and 23% (down 2%) said their position would not be safe. More people were unsure this year on 32% unsure (up 5%).
- Among those who believed their position would not be safe when making a protected disclosure (n=154), the main reasons given were:
  - Fear of losing their job (55%, down 6%)
  - Retaliation by other staff or management (45%, up 1%)
  - Disclosure would not be confidential (34%, up 2%).
- Providing safety around reporting serious wrongdoing required:
  - Ensuring anonymity and confidentiality (29%, down 20%)
  - Job security and legal protection (24%, up 9%).
- Less than a majority felt their confidentiality would be guaranteed when reporting serious wrongdoing (44%, down 1%). A quarter do not feel confidentiality would be guaranteed (26%, down 4%), however, a larger proportion were unsure, (30%, up 5%).

A solid majority (82%) would report serious wrongdoing to their employer – a slight dip but consistent with the steady trend since 2023.

 *If you were to witness serious wrongdoing at your workplace, would you report it to your employer? (%)*

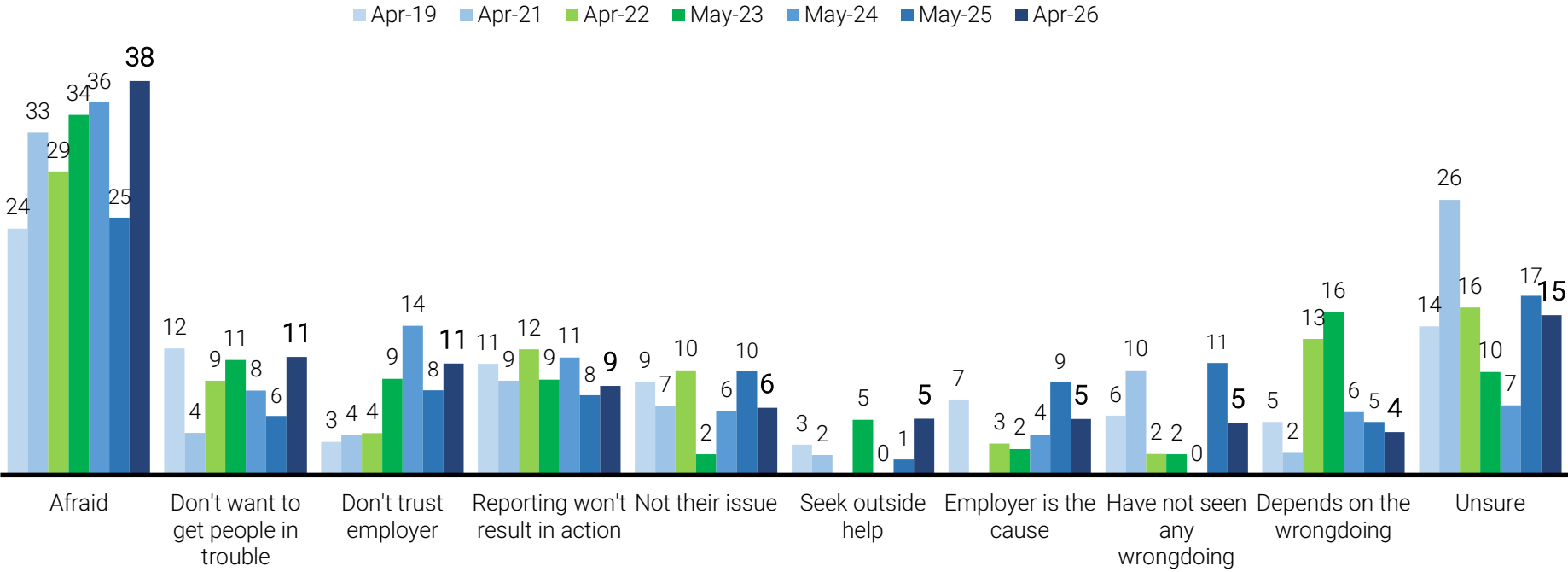


Base: Respondents in paid employment (n=654)

Among those that would not report wrongdoing to their employer, fear was cited as the reason by a record number (38%) – up 13% on 2025, with not wanting to get others in trouble, distrust in their employer, and scepticism that any action would be taken also rising.




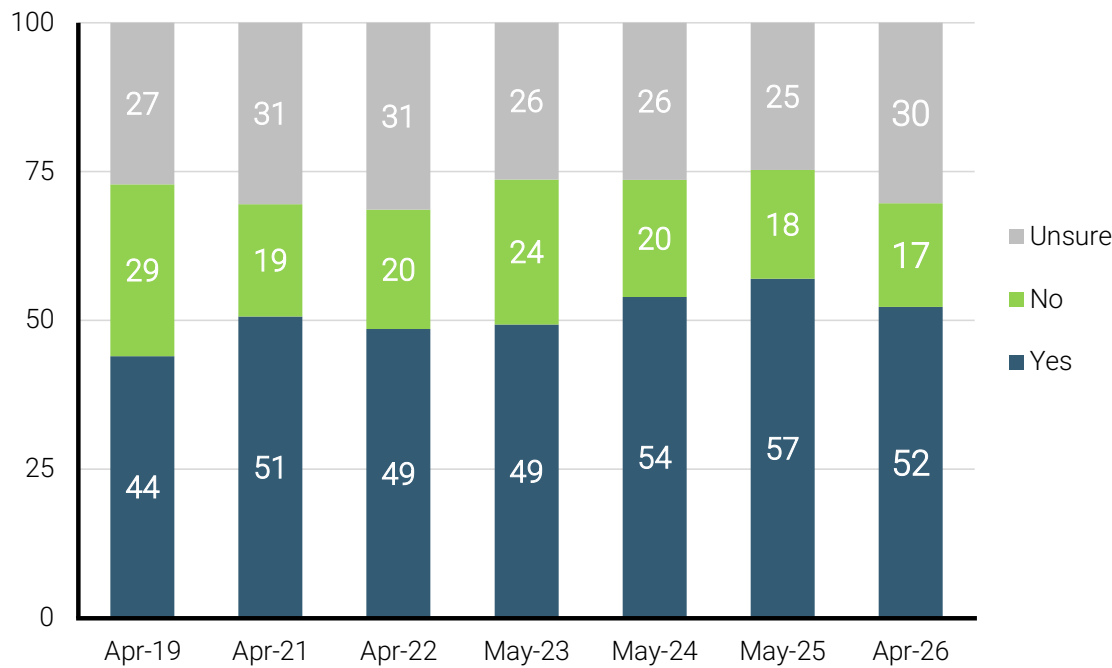
What are the main reasons you would not report wrongdoing to your employer? (% coded)



Base: Respondents who declared they would not report serious wrongdoing to their employer (n=52)

Nearly half (52%, down 5%) said they would report serious wrongdoing to someone outside their organisation, dropping from the high recorded in 2025.

 *If you were to witness serious wrongdoing at your workplace, would you report it to someone outside of your organisation? (%)*



#### Notable group differences

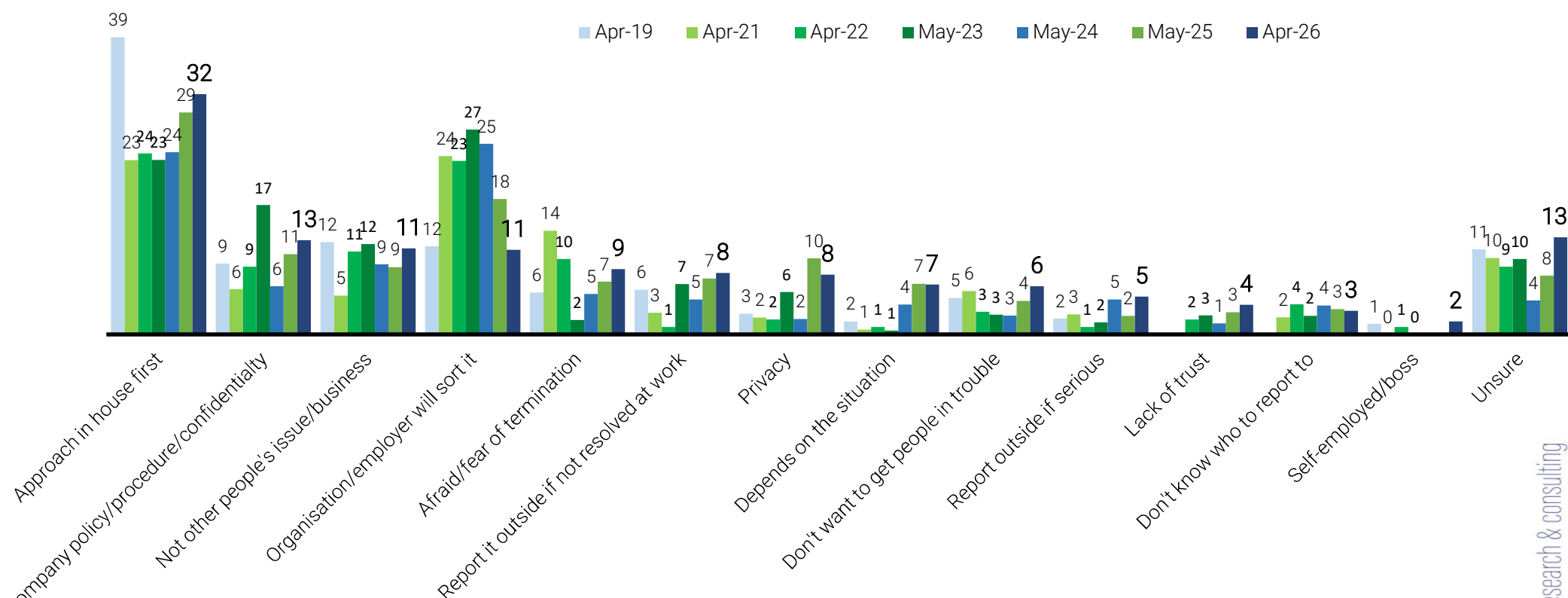
#### Those more likely to report serious wrongdoing to someone outside their organisation:

- Full time workers (56%) compared to part time workers (43%)
- Heard of PDA (66%) compared to those who have not (45%)
- Witnessed serious wrongdoing (64%) compared to those who have not (48%).

Among those that would not report wrongdoing outside their organisation, believing it should be handled internally first was the main reason (32%, up 3%), followed by company policy and it not being others' business (both holding steady). Notably, confidence that their employer would sort it dropped sharply (11%, down 7%).



What are the main reasons you would not report wrongdoing to someone outside of your organisation? (% coded)

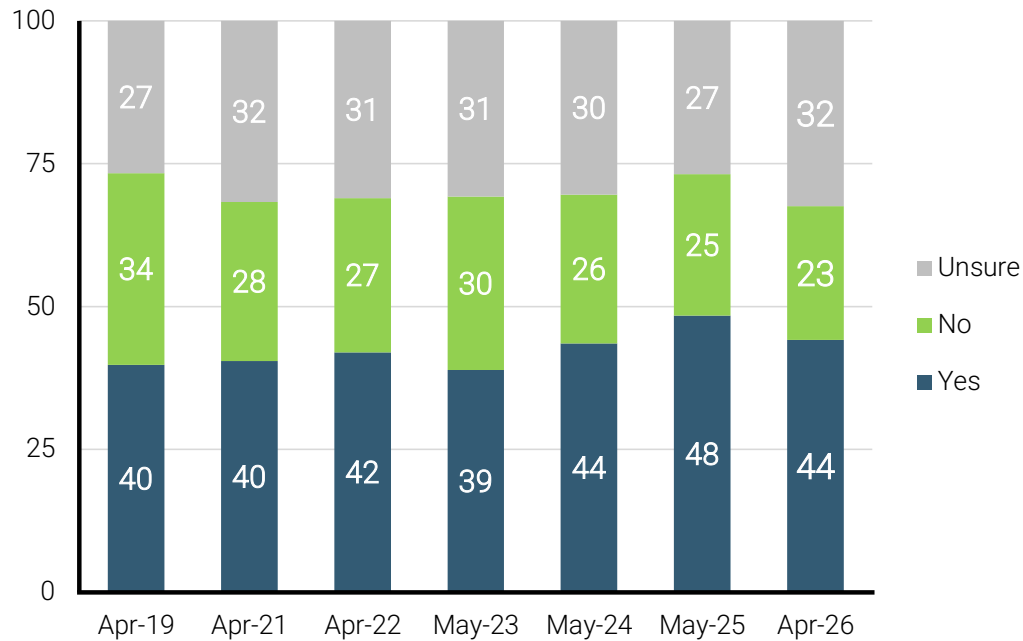


Base: Respondents who declared they would not report serious wrongdoing to someone outside the organization (n=115)

Fewer than half (44%, down 4%) felt their job would be safe if they reported wrongdoing, with 23% that felt their job was not safe (down 2%). Uncertainty grew to nearly a third (32%, up 5%).



If you reported the wrongdoing, do you think your job position would be safe? (%)



#### Notable differences

##### Those more likely to feel safe:

- Under 30 (56%)
- Heard of PDA (52%) compared to those who have not (40%).

##### Those more likely to be unsure about their job position safety:

- Those aged 60+ (48%)
- Have not witnessed serious wrongdoing (38%) compared to those who have (19%).

##### Those more likely to not feel their job position would be safe:

Have witnessed serious wrongdoing (32%) compared to those who have not (20%).

The main two reasons for not feeling safe when making a protected disclosure were fear of losing their job (55%, down 6%) and other forms of retaliation (45%, up 1%). Confidentiality concerns have shown a small but steady rise since 2024 (34%, up 2%).



What are the main reasons you would not feel safe when making a protected disclosure? (%)



Base: Respondents who did not feel their job would be safe (n=154)

Among those who feared for their job security if they reported wrongdoing, anonymity and confidentiality remained the key support for safer reporting (29%, but down 20%). Legal and job security protections rose in importance (24%, up 9%) – however, scepticism that any measures would make a difference also grew (13%, up 5%).

 What would help you feel safer reporting serious wrongdoing? (% coded)

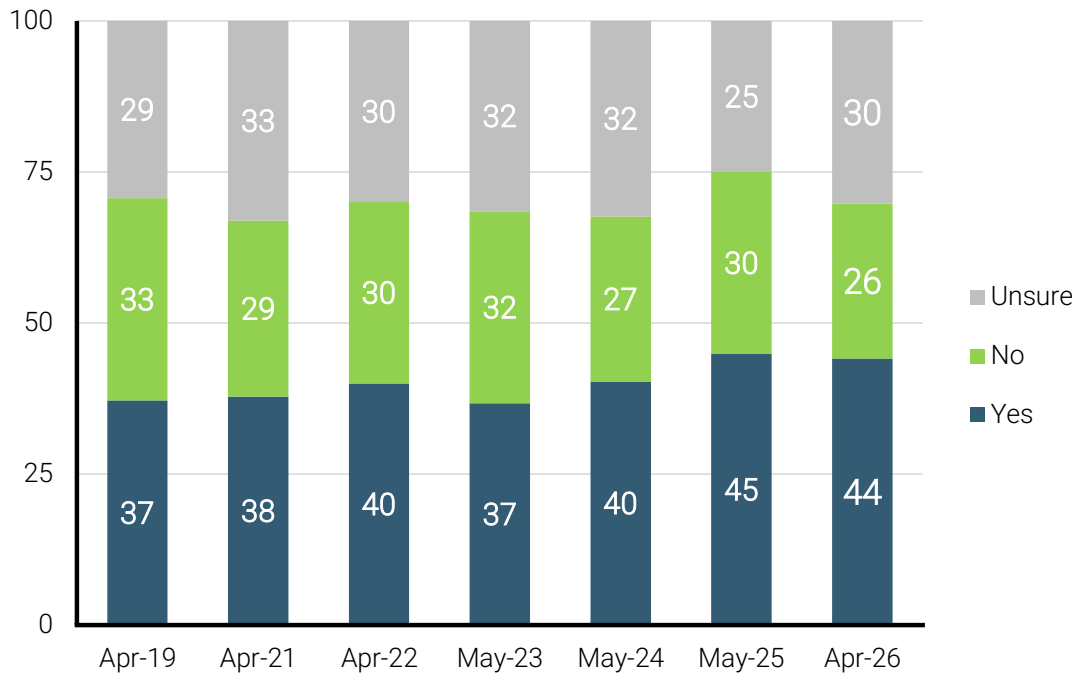
	May -24 %	May -25 %	Apr-26 %
<b>Anonymity and Confidentiality:</b> The importance of anonymity and confidentiality in the reporting process. This includes guarantees of non-disclosure, anonymous reporting channels, and strict confidentiality assurances.	39	49	29
<b>Legal and Job Security:</b> Need for legal protection and job security guarantees. This includes written assurances from employers, legal support, and legislation that protects whistleblowers from retaliation.	14	15	24
<b>Ambivalence and Skepticism:</b> Uncertainty or skepticism about the effectiveness of any measures, expressing a lack of trust in the system altogether.	8	8	13
<b>Trust and Integrity in the Process:</b> A need for trust in the individuals or systems handling their reports. This includes the ability to report to impartial and trustworthy authorities, and the integrity of the organization in managing the reporting process.	11	2	5
<b>Support and Information:</b> Access to clear information about the reporting process and protections in place, as well as support from management and legal advisors.	8	6	4
<b>Cultural Factors:</b> Encouraging a workplace culture that supports openness and honesty and discourages punitive actions against whistleblowers.	1	2	3
<b>External and Independent Reporting Options:</b> Reporting to external or independent agencies rather than internal channels to avoid biases and potential conflicts of interest.	4	6	2
<b>Penalties for Retaliation:</b> High penalty clauses for those who retaliate could deter such actions and make employees feel safer when reporting.	1	-	1
<b>Other</b>	2	2	3
<b>Unsure</b>	11	11	16

Base: Respondents who did not feel their job would be safe (n=154)

Just under half (44%) believed their confidentiality would be guaranteed if they reported wrongdoing - broadly steady (down 1%), but 26% don't believe it (down 4%) and three in ten remain unsure (up 5%).



If you reported the wrongdoing, do you think your confidentiality would be guaranteed? (%)



### Notable group differences

#### More likely to say confidentiality guaranteed:

- Under 30s (54%) compared to 45-59 years (36%) and 60+ (32%)
- Have dependent children (52%) compared to those without dependent children (39%)
- Renters (51%) compared to homeowners without a mortgage (30%)
- Heard of PDA (58%) compared to those who have not (37%).

#### More likely to be unsure:

- Part-time workers (39%) compared to full-time workers (27%)
- Have not witnessed serious wrongdoing (34%) compared to those who have (21%).



[www.akresearch.co.nz](http://www.akresearch.co.nz)

**ak** research & consulting