

# 2024 Survey of Pacific Practitioners in the family violence and sexual violence workforces

## Background

In 2024, family and sexual violence workforces were surveyed on training, relationships, and the sustainability of the workforce. The survey was the first of its kind and received 396 responses, which limits the generalisability of the findings. We intend to grow the survey response over time to address this. Though limited, the survey did produce some interesting insights into the three topics surveyed, which are presented here.

## Groupings

In the analysis of the survey, respondents were categorised into two groupings:

- A **specialist** respondent is someone who said their work focuses primarily on preventing or responding to family violence and/or sexual violence .
- A **generalist** respondent is someone who said their work involves promoting wellbeing, health, and/or equity and may encounter people who've been impacted by violence.

## Relationships

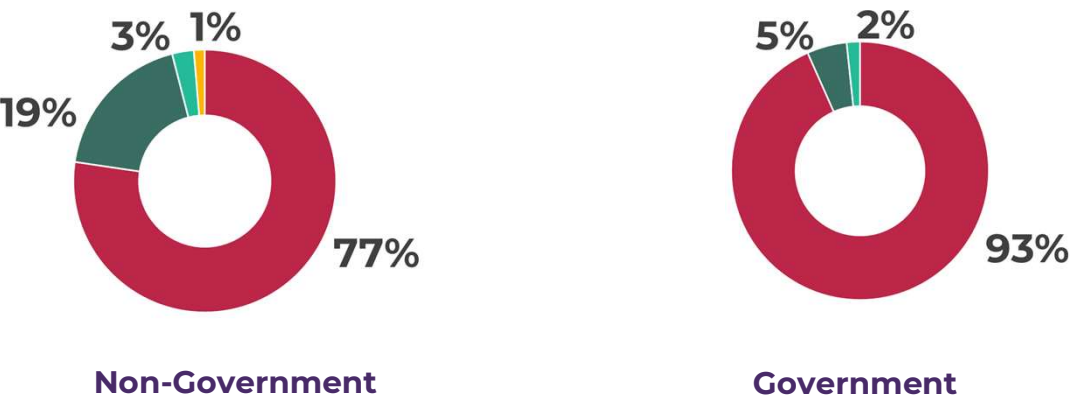
### Over half of respondents have positive relationships with government

62% of frontline respondents rated local government relationships positively, and the same proportion participated in advisory groups. Only 51% of Pacific Practitioners had iwi ties—lower than the overall workforce rate of 57%.

## Sustainability of the workforce

### Employment conditions less stable for NGO respondents

19% of NGO respondents were on fixed-term contracts and 4% in other non-permanent roles, compared to 7% in government—showing lower job stability in NGOs, which affects their ability to attract Pacific Practitioners and sustain the workforce.



■ Permanent employee   ■ Fixed Term contract  
■ Other   ■ Voluntary or unpaid role  
■ Casual employee

## Training

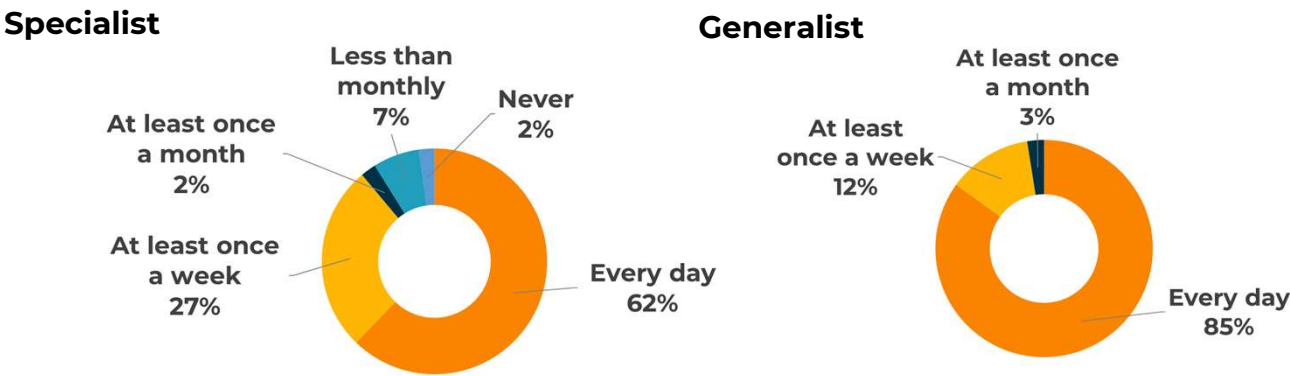
### General family and sexual violence training is common and relevant but gaps in more specific training remain

Within Pacific Practitioner respondents, most frontline specialists reported having received family violence and sexual violence training (86% and 84% respectively). Reported training among frontline generalists was lower, with 63% reporting having received training on family violence, and 43% reporting having received training on sexual violence.



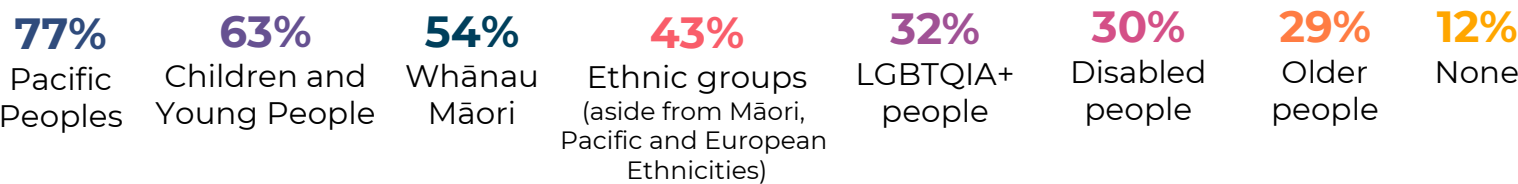
### Frontline respondents reported using their training regularly

Among frontline Pacific Practitioners who received training, 89% of specialists and 97% of generalists used it weekly—showing its strong value across both workforce types.



### Frontline respondents reported low levels of training to work with specific groups

Most frontline respondents had training to work with Pacific Peoples (77%), youth (63%), and whānau Māori (54%), but fewer than half—down to 29%—had training to support the most frequently victimised groups in family and sexual violence.



Survey limitations reduce the findings' reliability, but if representative, they highlight the need for more stability in the NGO sector and targeted training for specific communities.