

Health & Wellbeing

Ethics & Culture

Communication

Workload & Motivation

Disputes & Conflicts

Employee Engagement Survey
March 2024

Survey
Results

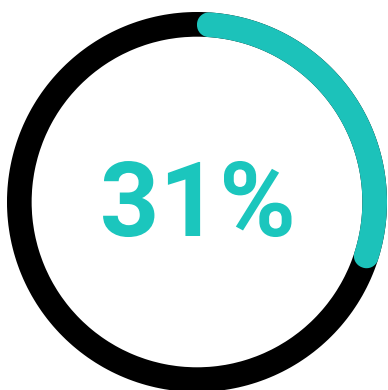


The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.

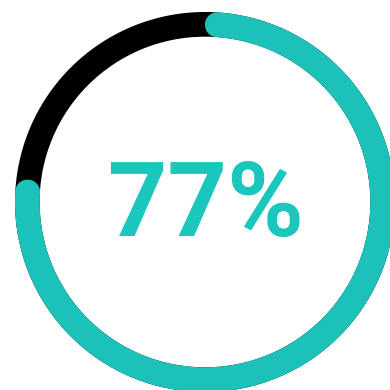


➤ Participation

Cook Islands
Public Service

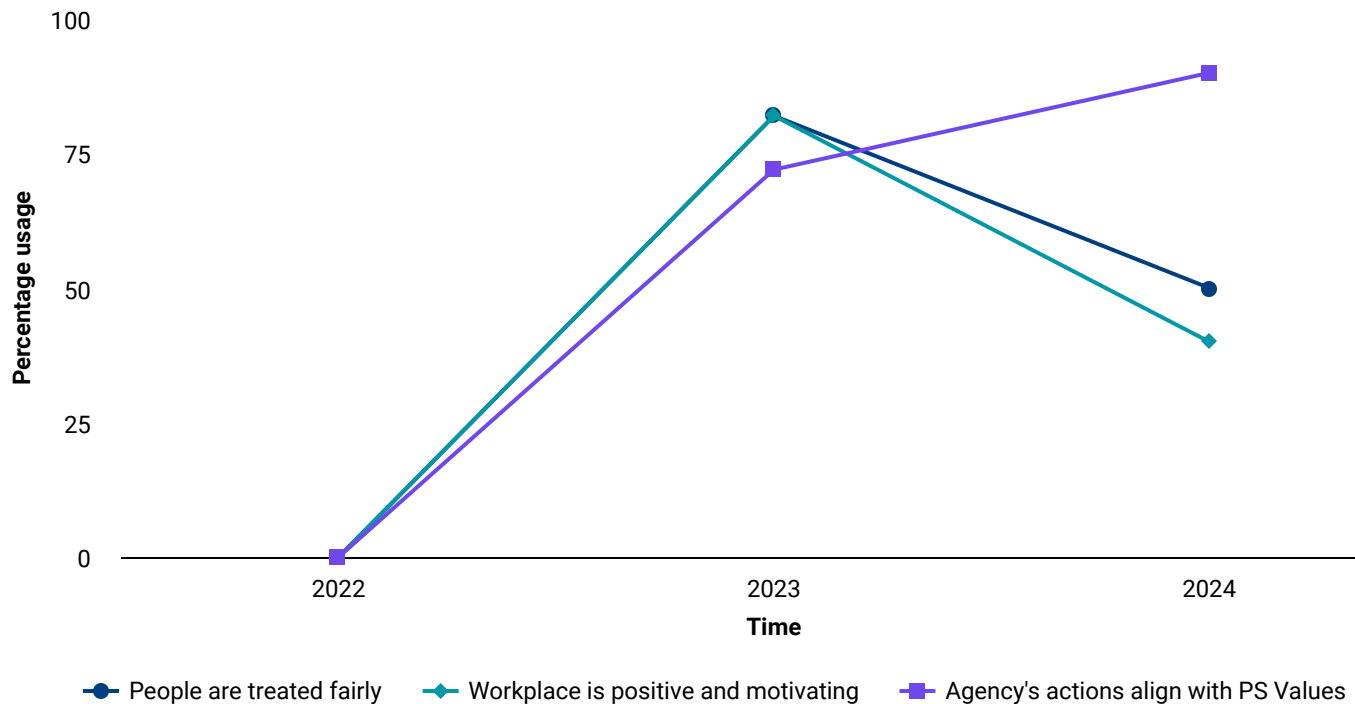


Cook Islands Audit
Office





Ethics & Culture



The Audit Office did not take part in the 2022 Survey, hence limiting our ability to draw comparisons. Therefore, we can only analyze the results from this year and 2023. It is noted that there is a decrease in the proportion of employees who chose Always and Frequently for the three statements provided.

This year, there has been a decline in the proportion of employees who expressed a willingness to recommend their workplace as a suitable place for employment.

40%





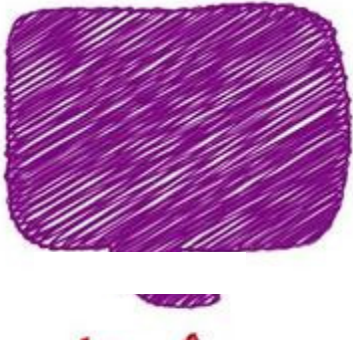
Communication



50%

of employees feel that their achievements are acknowledged

5% decrease from last years results



40%

of employees feel that they can voice their opinions even if they are different

41% decrease from last years results



50%

of employees feel that their ideas are listened to

23% decrease from last years results



Workload & Motivation

80% of employees are able to always maintain a healthy work/life environment

20% of employees are able to occasionally maintain a healthy work/life environment



60%

Always/Frequently Look forward to coming into work every day.

33% increase from last years results



40%

Occasionally/Rarely look forward to coming into work every day

33% decrease from last years results



Disputes & Conflict



80%

of employees indicated that they have experienced conflicts/disputes in their workplace in the last 12 months



67% of employees indicated that their conflict/dispute was resolved within a month while **33%** said theirs was not.



22%

expressed that their conflict/dispute was resolved fairly



11%

expressed that their conflict/dispute was not resolved fairly



Overall Comments

**No comments to display*

50% of employees have expressed contemplating leaving their current place of employment. This issue warrants thorough investigation by management to identify and implement strategies for enhancing the overall workplace environment for all employees.

50%



Please feel free to contact Mary Ngamata (HR Advisor) directly via email at mary.ngamata@cookislands.gov.ck or by phone at 29-421 if you have any inquiries or concerns regarding this report.