

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

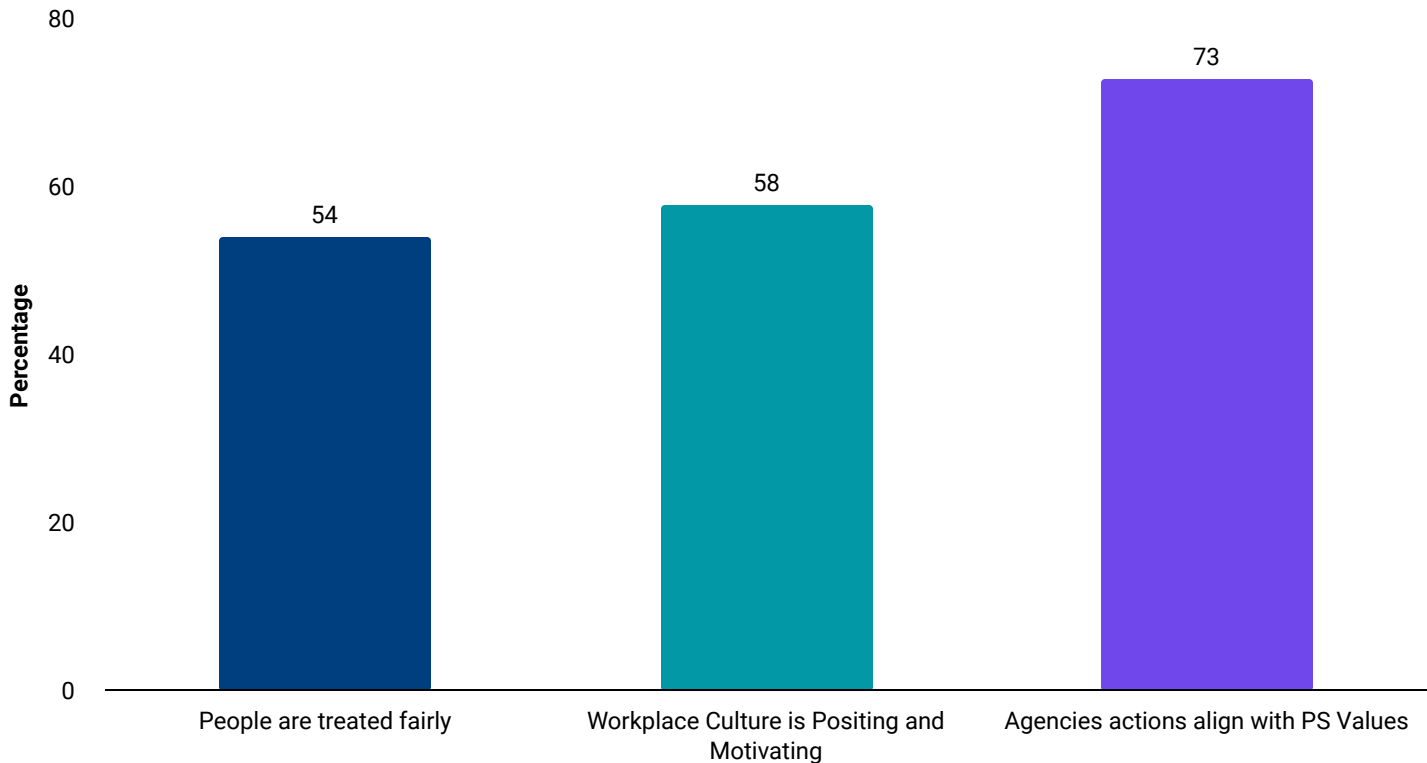
Cook Islands Public Sector

31%





Ethics & Culture



More than 50% of public servants consistently chose 'Always' and 'Frequently' for the three aforementioned statements. While this is commendable, there remains an opportunity for enhancement to guarantee equitable treatment in the workplace and cultivate a positive and motivating organizational culture within the Public Sector.

51% of public servants expressed their willingness to recommend their workplace as a favorable place of employment to close friends and family.

51%





Communication



54%

of employees feel that their achievements are acknowledged



52%

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



68%

of employees feel that their ideas are listened to



Workload & Motivation

66% of employees are able to always maintain a healthy work/life environment

10% of employees are Rarely/Never able to maintain a healthy work/life environment



66%

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



9%

Never/Rarely look forward to coming into work every day



Disputes & Conflict



78%

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



Of the 78%,

35% of employees indicated that their conflict/dispute was resolved within a month while **19%** said theirs was not



34%

expressed that their conflict/dispute was resolved fairly



18%

expressed that their conflict/dispute was not resolved fairly



Overall Comments

No Integrity from Management

More Team Building

Equal Opportunities for everyone

Recognise staff achievements

More Professional Development

Be More Transparent

Under-Resourced

Under-Funded

Some are Happily employed

Equity in the workplace

46% of the workforce has indicated a potential interest in departing from their current employment. Various factors, whether positive or negative, could be contributing to this trend. To mitigate high turnover rates, management may need to investigate more in this area.

46%



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.

KAVEINGA ARANGATU | PUBLIC SERVICE EXCELLENCE

Honesty | Impartiality | Service | Transparency | Accountability | Respect | Efficiency | Effectiveness