

Health & Wellbeing

Ethics & Culture

Communication

Workload & Motivation

Disputes & Conflicts

Employee Engagement Survey
March 2024

Survey
Results

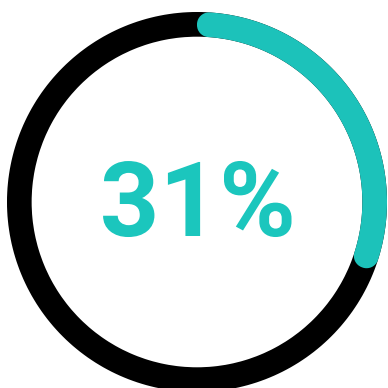


The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.

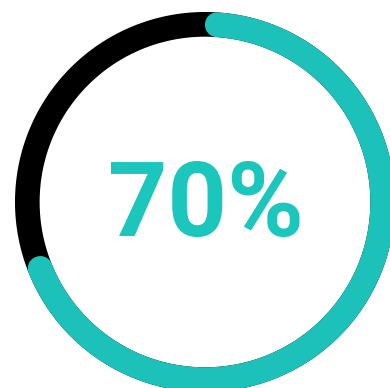


➤ Participation

**Cook Islands
Public Service**

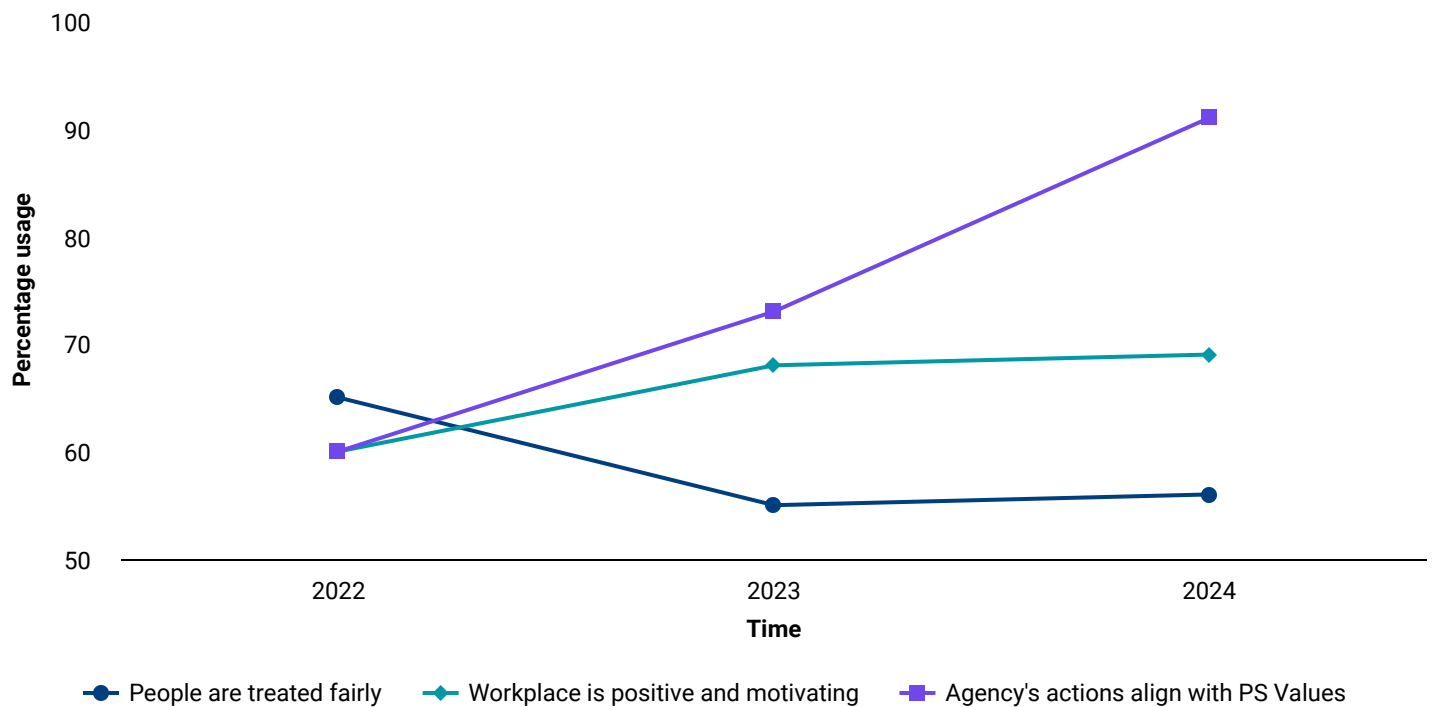


Ministry of Agriculture





Ethics & Culture



In the past three years, the Ministry of Agriculture has demonstrated progress in adhering to Public Sector Values and fostering a constructive and inspirational organizational culture. However, in 2023, there was a notable decrease in the percentage of employees who perceived equitable treatment within the workplace.

This year, there has been a slight increase in the percentage of employees who expressed their willingness to recommend their workplace as a favorable place of employment.

56%





Communication



74%

of employees feel that their achievements are acknowledged

20% increase from last years results



82%

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

23% increase from last years results



69%

of employees feel that their ideas are listened to

1% increase from last years results



Workload & Motivation

78% of employees are able to always maintain a healthy work/life environment

22% of employees are occasionally able to maintain a healthy work/life environment



91%

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

19% increase from last years results



9%

Occasionally look forward to coming into work every day

13% decrease from last years results



Disputes & Conflict



60%

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

Of the 60%,



73% of employees indicated that their conflict/dispute was resolved within a month while **27%** said theirs was not



82%

expressed that their conflict/dispute was resolved fairly



18%

expressed that their conflict/dispute was not resolved fairly



Overall Comments

Ensuring a Fair Workplace

Retention Strategies to recognise staff

26% 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.

26%



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.