Health & Wellbeing

Employee Engagement Survey
March 2024

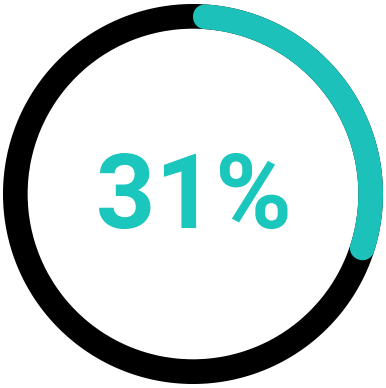
Survey Results

- Ethics & Culture
- Communication
- Workload & Motivation
- Disputes & Conflicts

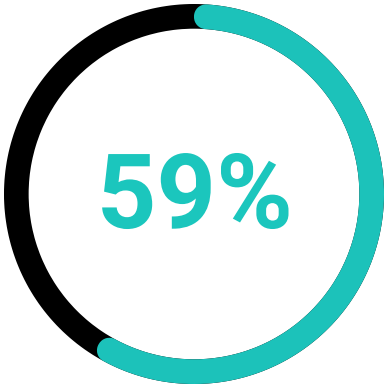
The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.

Participation

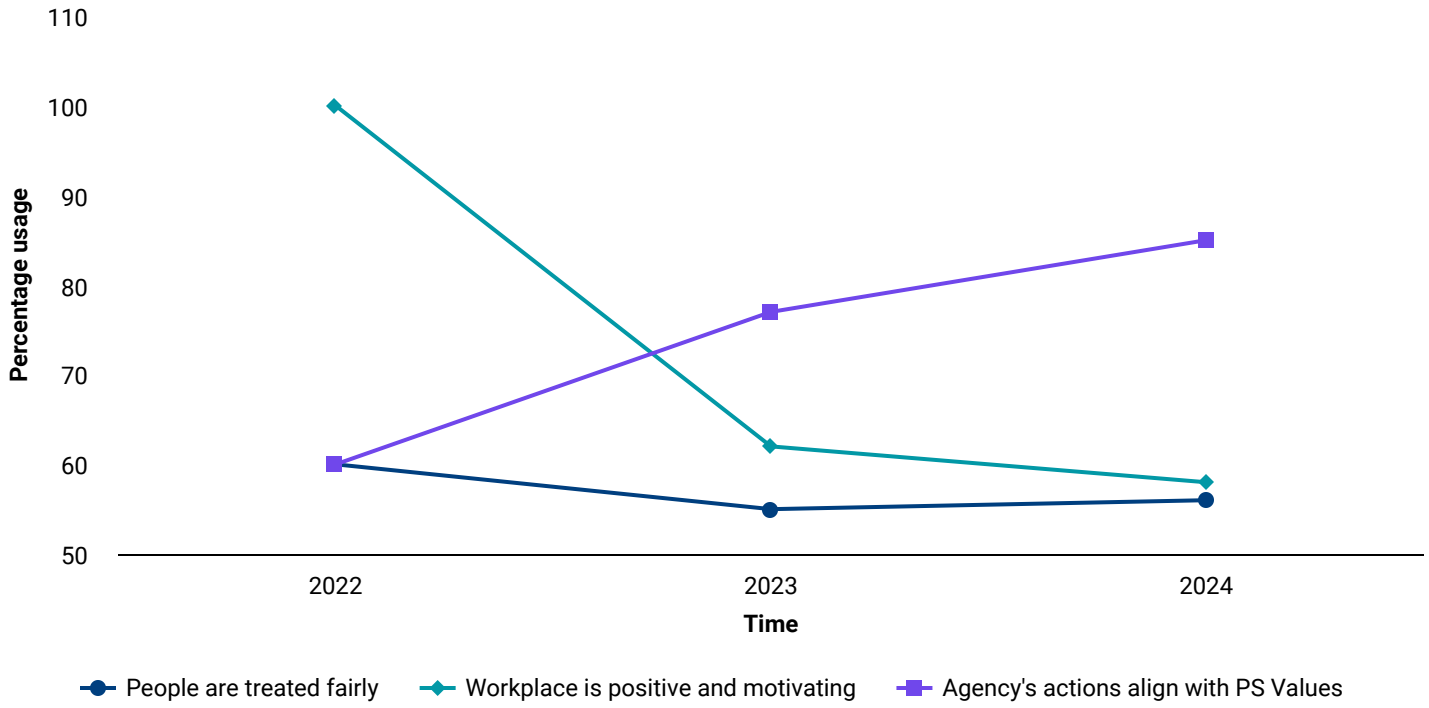
Cook Islands Public Service



Ministry of Corrective Services



Ethics & Culture



The Ministry of Corrective Services has consistently upheld the Public Sector Values within their organization. Nevertheless, there has been a noticeable decrease in the percentage of employees who feel that their work environment is both positive and motivating, and where fair treatment is ensured. This is an area that Management should consider investigating more closely.

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

58%

Communication

61%

of employees feel that their achievements are acknowledged

45% decrease from last years results

66%

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

8% decrease from last years results

54%

of employees feel that their ideas are listened to

16% decrease from last years results

Workload & Motivation

69%

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

8% decrease from last years results

4%

Never/Rarely look forward to coming into work every day

4% increase from last years results

Disputes & Conflict

73%

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

of the 73%, **74%** of employes indicated that their conflict/dispute was resolved within a month while **26%** selected 'Not Applicable'

58%

expressed that their conflict/dispute was resolved fairly

11%

expressed that their conflict/dispute was not resolved fairly

Overall Comments

Staff are recognized

Leadership is Awesome

Uniformed and Disciplined Agency

42% 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.

42%

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.