

Health & Wellbeing

Ethics & Culture

Communication

Workload & Motivation

Disputes & Conflicts

Employee Engagement Survey
March 2024

Survey
Results

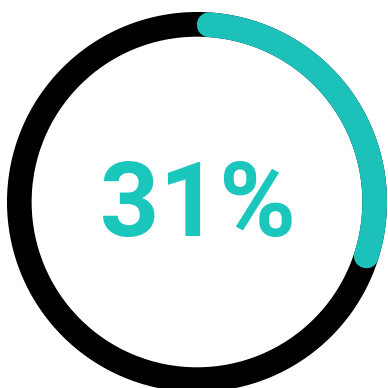


The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.

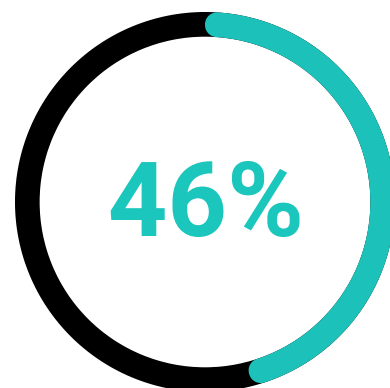


➤ Participation

Cook Islands
Public Service

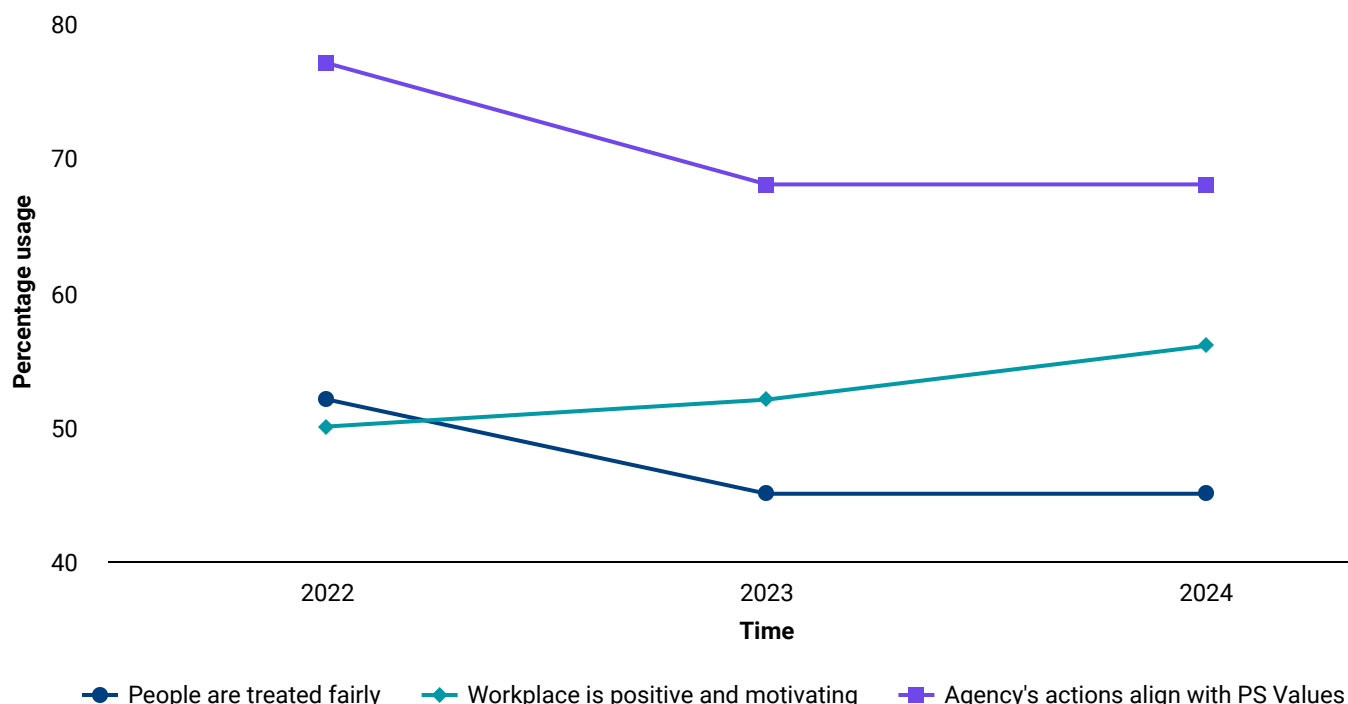


Ministry of Health





Ethics & Culture



In the past three years, the Ministry of Health has demonstrated steady progress in establishing a positive and motivational work environment for its staff. While there was a slight decrease in the percentage of individuals selecting "Always" and "Frequently," in 2023, there have been minor enhancements in the past 12 months.

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

42%





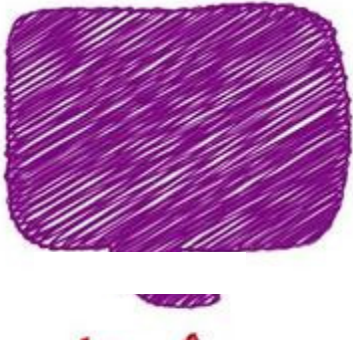
Communication



41%

of employees feel that their achievements are acknowledged

7% decrease from last years results



64%

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

Results are the same as last year



45%

of employees feel that their ideas are listened to

4% increase from last years results



Workload & Motivation

65% of employees are able to always maintain a healthy work/life environment

11% of employees are Never/Rarely able to maintain a healthy work/life environment



66%

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

same results last years results



11%

Never/Rarely look forward to coming into work every day

16% decrease from last years results



Disputes & Conflict



84%

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



of the 84%, **39%** of employees indicated that their conflict/dispute was resolved within a month while **26%** said theirs was not of the 84%



41%

expressed that their conflict/dispute was resolved fairly



20%

expressed that their conflict/dispute was not resolved fairly



Overall Comments

More Team Building

Promote Healthy Living

More Development Opportunities

Look after our Local Workers

Under-Staffed

Passionate to help our People

Staff are Under-Paid

Management Skills need improvement

Recognise our Long-Serving Employees

55% 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.

55%



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