

Health & Wellbeing

Ethics & Culture

Communication

Workload & Motivation

Disputes & Conflicts

Employee Engagement Survey
March 2024

Survey
Results

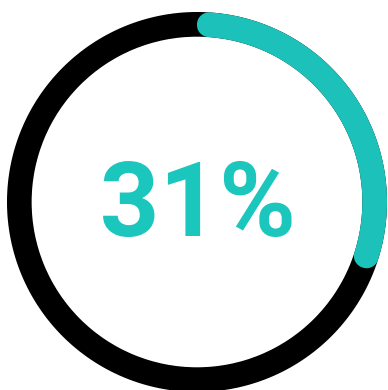


The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.

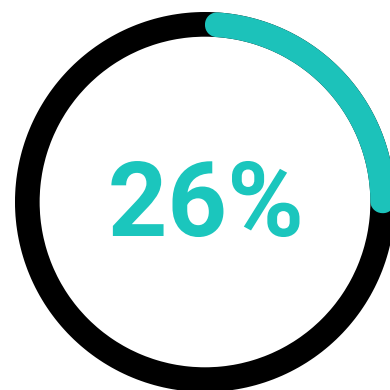


➤ Participation

**Cook Islands
Public Service**

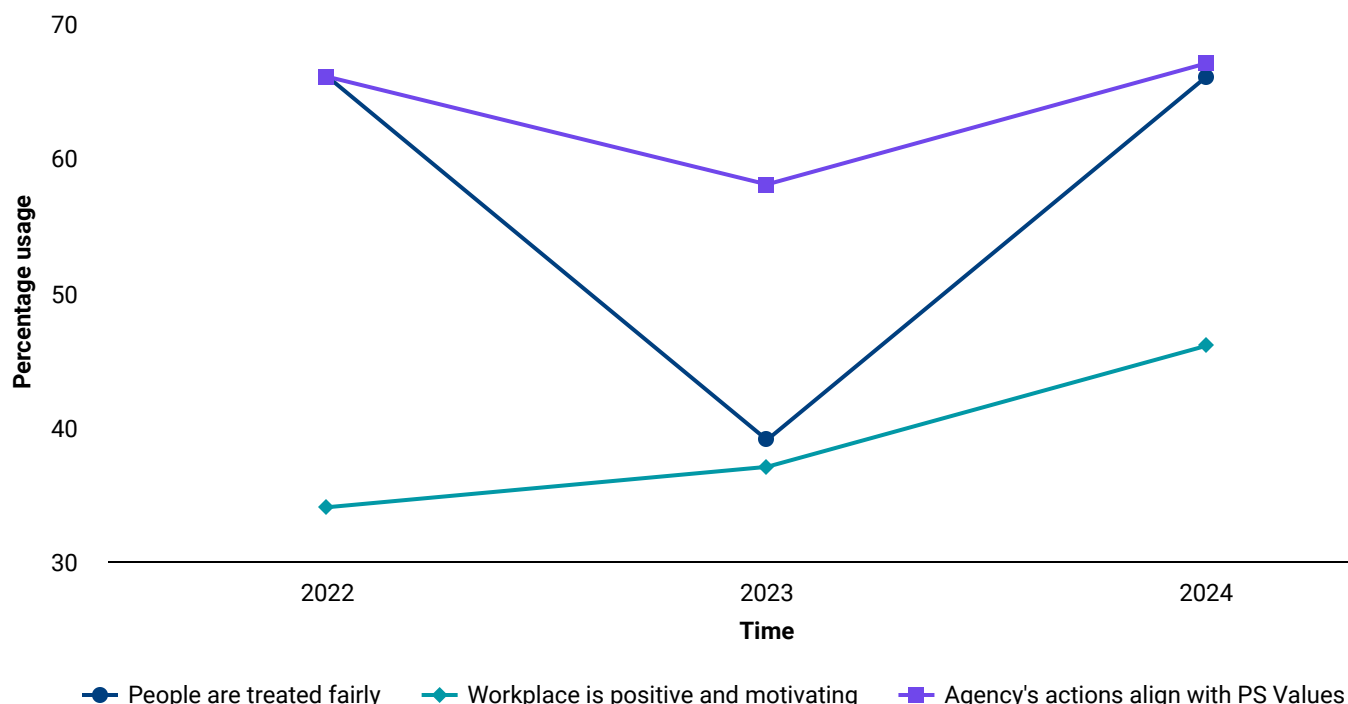


Ministry of Justice





Ethics & Culture



In the last three years, the Ministry of Justice has implemented significant enhancements to cultivate a more positive and motivating work environment for its workforce. Although experiencing a decline in 2023, this year the MOJ has demonstrated noteworthy improvements.

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.

47%





Communication



47%

of employees feel that their achievements are acknowledged

16% increase from last years results



80%

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

4% decrease from last years results



60%

of employees feel that their ideas are listened to

17% increase from last years results



Workload & Motivation

60% of employees are able to always maintain a healthy work/life environment

13% of employees are Rarely/Never able to maintain a healthy work/life environment



60%

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

8% increase from last years results



7%

Never/Rarely look forward to coming into work every day

4% decrease from last years results



Disputes & Conflict



19%

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



Of the 19%,

36% of employees indicated that their conflict/dispute was resolved within a month while **27%** said theirs was not



36%

expressed that their conflict/dispute was resolved fairly



27%

expressed that their conflict/dispute was not resolved fairly

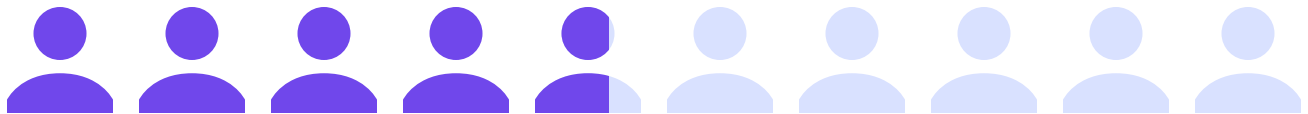
Overall Comments

*Staff feel they are not
acknowledged enough*

*There are inconsistent processes
within the office*

47% 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.

47%



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.