

Health & Wellbeing

Ethics & Culture

Communication

Workload & Motivation

Disputes & Conflicts

Employee Engagement Survey
March 2024

Survey
Results

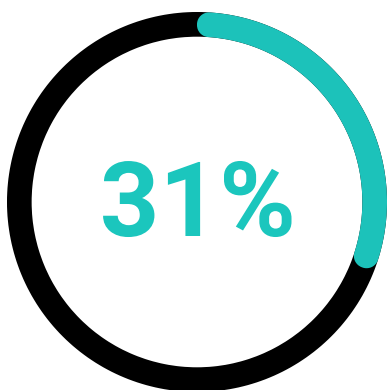


The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.

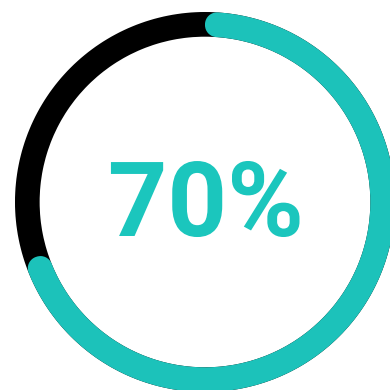


➤ Participation

Cook Islands
Public Service

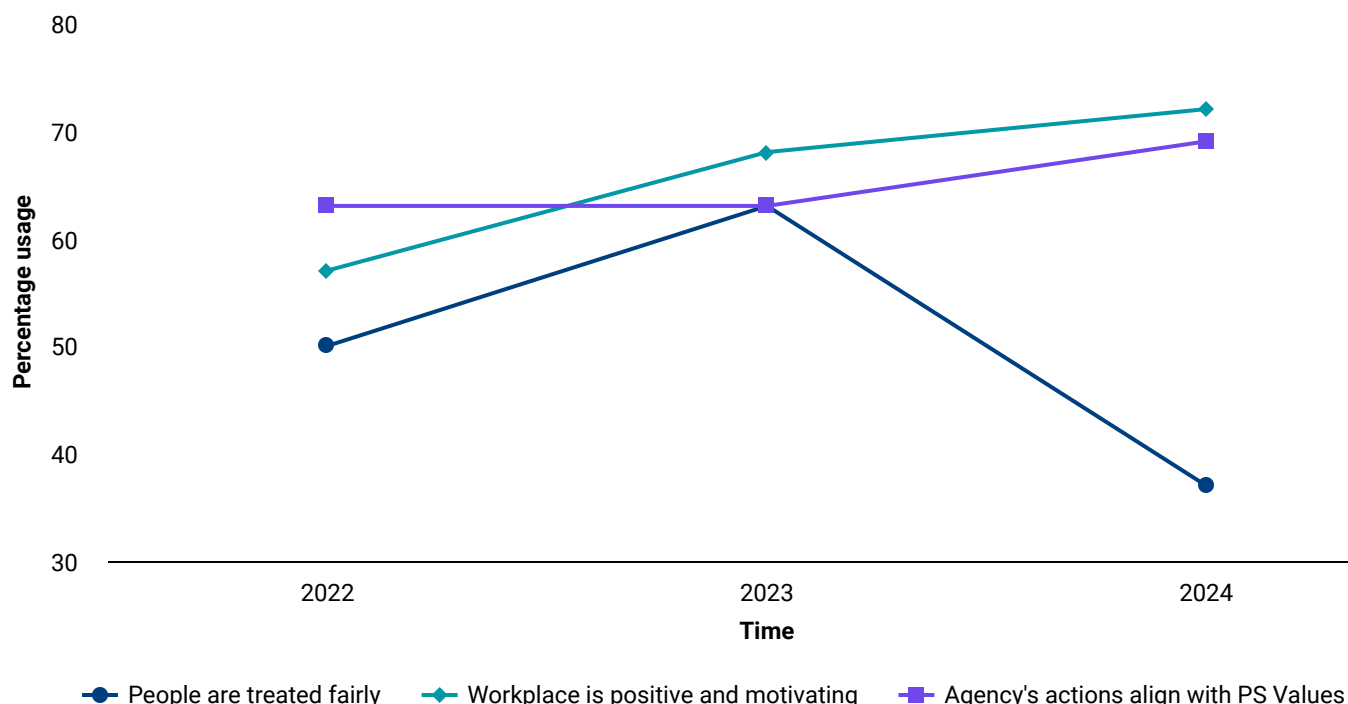


Ministry of Transport





Ethics & Culture



Over the past three years, the Ministry of Transport has demonstrated modest consistency in maintaining a positive and motivating workplace for staff while ensuring alignment with the Public Sector Values. Nonetheless, there has been a significant decrease in the percentage of employees who believe that fair treatment is not practiced in their workplace. This matter warrants further examination by senior management.

This year, there has been no decline or rise in the percentage of employees who expressed their willingness to recommend their workplace as a favorable place of employment.

27%





Communication



43%

of employees feel that their achievements are acknowledged

13% decrease from last years results



48%

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

31% decrease from last years results



37%

of employees feel that their ideas are listened to

31% decrease from last years results



Workload & Motivation

58% 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



48%

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

21% decrease from last years results



11%

Never/Rarely look forward to coming into work every day

1% increase 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%, **24%** of employees indicated that their conflict/dispute was resolved within a month while **12%** said theirs was not



24%

expressed that their conflict/dispute was resolved fairly



29%

expressed that their conflict/dispute was not resolved fairly



Overall Comments

Managers taking sides in Conflicts

Improve Leadership

Agency Values are Practised
Workload is Overwhelming

Staff Enjoy the Work They Do

Exciting Agency

Limited Office Space

Staff are Unhappy

68% of the workforce has expressed a potential interest in leaving their current employment. A variety of factors, both positive and negative, may be influencing this trend. To mitigate high turnover rates, Senior Management will need to look into this further.

68%



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.

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