

Health & Wellbeing

Ethics & Culture

Communication

Workload & Motivation

Disputes & Conflicts

Employee Engagement Survey
March 2024

Survey
Results

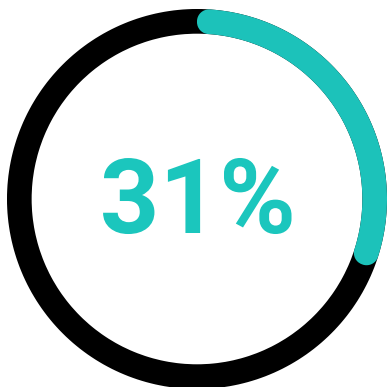


The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.



➤ Participation

**Cook Islands
Public Service**

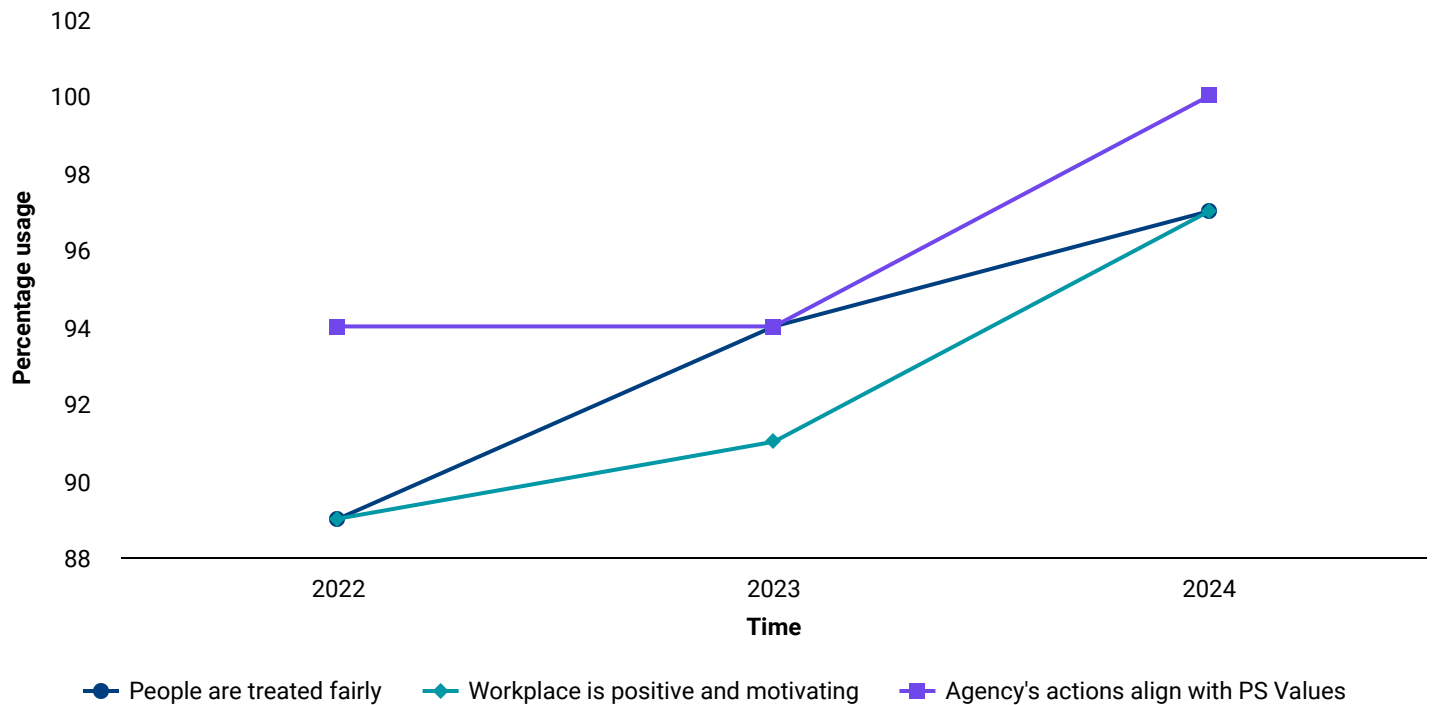


**National Environment
Services**





Ethics & Culture



Over the last three years, the National Environment Services has demonstrated outstanding performance and continuous enhancements to cultivate a workplace environment that is both positive and motivating. Employees are treated equitably, and their conduct is consistently in accordance with the Public Sector Values.

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

96%





Communication



94%

of employees feel that their achievements are acknowledged

9% increase from last years results



87%

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

9% increase from last years results



98%

of employees feel that their ideas are listened to

14% increase from last years results



Workload & Motivation

71% of employees are able to always maintain a healthy work/life environment

29% of employees are able to Occasionally able to maintain a healthy work/life environment



86%

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

5% increase from last years results



4%

Never/Rarely look forward to coming into work every day

4% increase from last years results



Disputes & Conflict



21%

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



of the 21%, **50%** of employees indicated that their conflict/dispute was resolved within a month while **33%** said theirs was not



67%

expressed that their conflict/dispute was resolved fairly



17%

expressed that their conflict/dispute was not resolved fairly

Overall Comments

Family-based Culture

Individuals are Valued

Excellent Leadership

Good Support

Great Workplace

Great Development Opportunities

Good Staff Recognition

Great Challenges and Capacity Building

Positive and Encouraging Morale

16% 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. National Environment Services has the option to conduct a deeper analysis into this matter, should they choose to do so.

16%



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