

# Health & Wellbeing

Ethics & Culture

Communication

Workload & Motivation

Disputes & Conflicts

Employee Engagement Survey  
March 2024

Survey  
Results

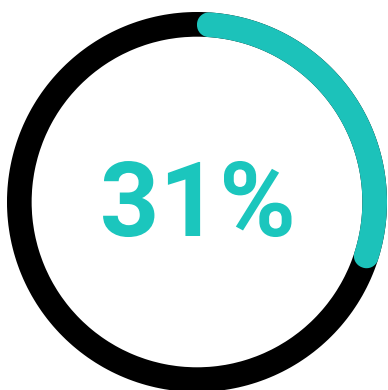


The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.

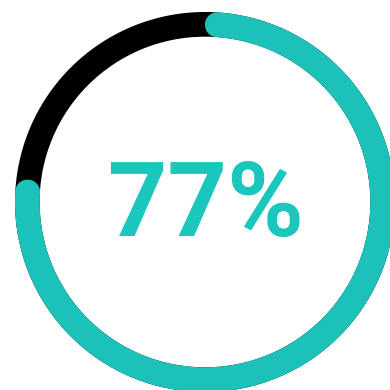


## ➤ Participation

Cook Islands  
Public Service

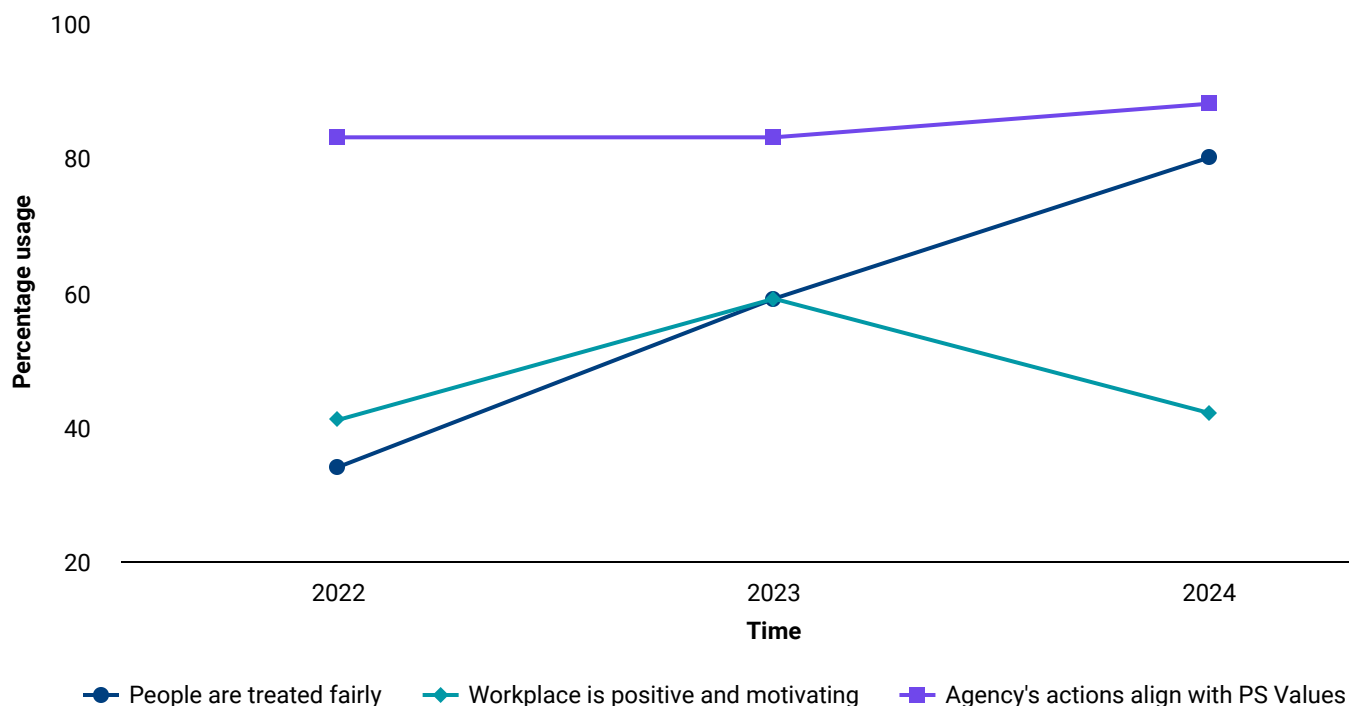


Office of the Prime  
Minister





# Ethics & Culture



In the past year, the Office of the Prime Minister has shown progress in upholding principles of fairness and adhering to Public Sector Values. Nevertheless, there has been a notable decline in the percentage of employees who view their workplace culture as positive and motivating. This is an aspect that warrants closer examination by leadership.

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

41%





# Communication



**24%**

**of employees feel that their achievements are acknowledged**

29% decrease from last years results



**76%**

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

12% decrease from last years results



**65%**

**of employees feel that their ideas are listened to**

18% decrease from last years results



# Workload & Motivation

55% of employees are able to always maintain a healthy work/life environment

6% of employees are Rarely/Never able to maintain a healthy work/life environment



**53%**

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

17% decrease from last years results



**12%**

**Never/Rarely look forward to coming into work every day**

Same results as last year



# Disputes & Conflict



## 88%

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



Of the 88%,

**31%** of employees indicated that their conflict/dispute was resolved within a month while **31%** said theirs was not



## 25%

expressed that their conflict/dispute was resolved fairly



## 25%

expressed that their conflict/dispute was not resolved fairly



# Overall Comments

**There is a lot of room for management to improve**  
**Processes should be documented properly**

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](mailto:mary.ngamata@cookislands.gov.ck) or by phone at 29-421 if you have any inquiries or concerns regarding this report.