

Health & Wellbeing

Ethics & Culture

Communication

Workload & Motivation

Disputes & Conflicts

Employee Engagement Survey
March 2024

Survey Results 

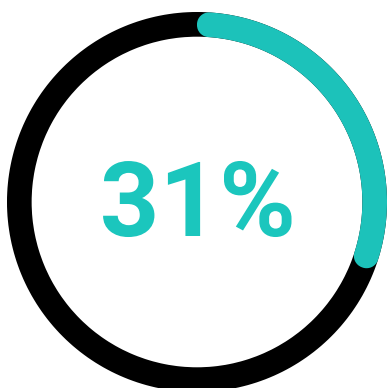


The objective of this survey is to gather information on the Health and Wellbeing of Public Servants employed in the Public Sector.



➤ Participation

**Cook Islands
Public Service**

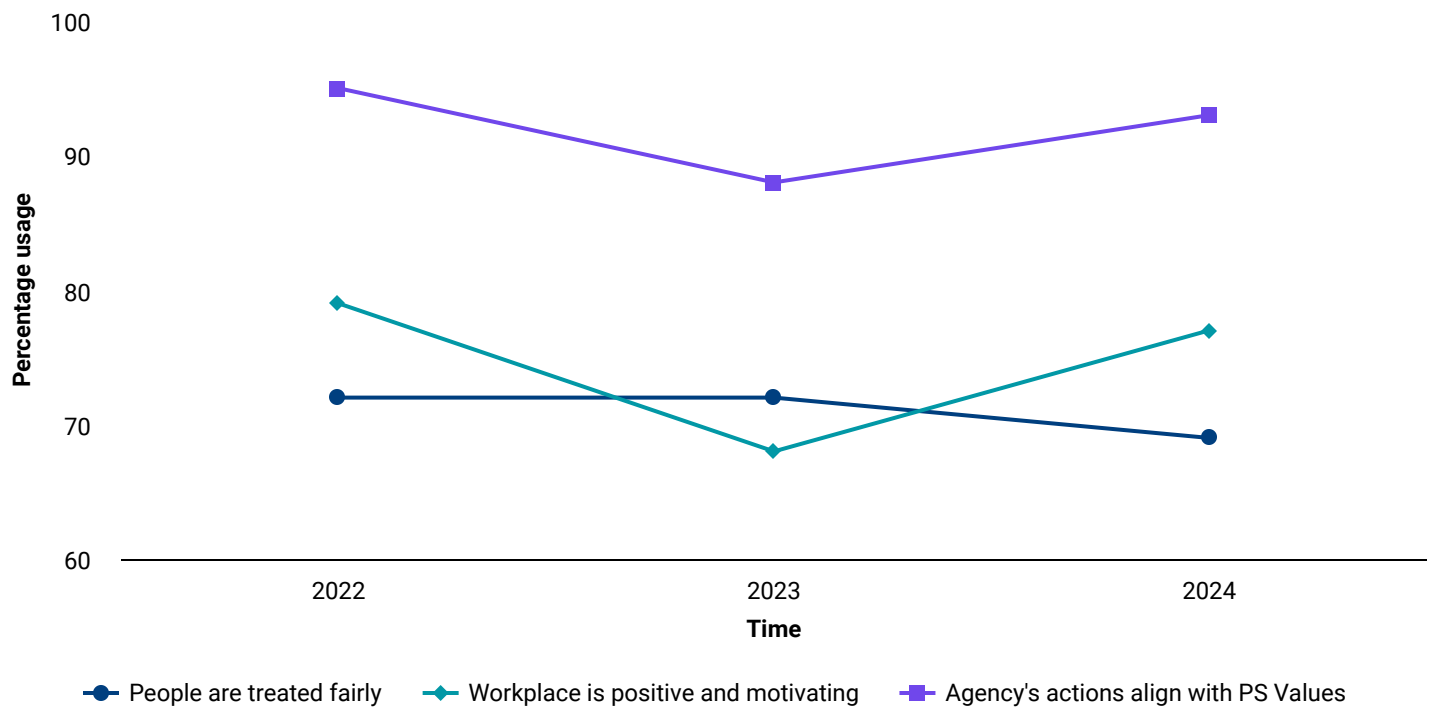


**Cook Islands Tourism
Corporation**





Ethics & Culture



In 2023, it is evident that there was a decrease in the proportion of employees opting for the responses "Always" and "Frequently" to the aforementioned statements. However, there has been notable progress this year, as indicated by the slight uptick in fair treatment and practicing the PS values.

A considerable portion of employees expressed a willingness to endorse their workplace as an ideal place of employment. This observation implies that Tourism provides favorable opportunities for the professional advancement of its workforce.

77%





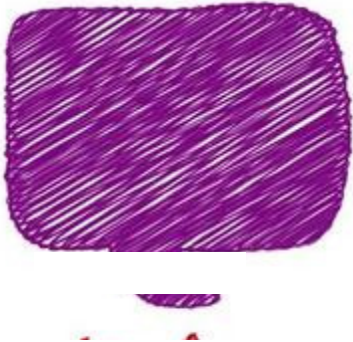
Communication



77%

of employees feel that their achievements are acknowledged

20% decrease from last years results



81%

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

10% decrease from last years results



80%

of employees feel that their ideas are listened to

10% increase from last years results



Workload & Motivation

77% of employees are able to always maintain a healthy work/life environment

12% of employees are Rarely/Never able maintain a healthy work/life environment



77%

Always Look forward to coming into work every day.

12% decrease from last years results



8%

Rarely/Never look forward to coming into work every day

11% increase from last years results



Disputes & Conflicts



58%

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



Of the 58%, **40%** of employees indicated that their conflict/dispute was resolved within a month while **7%** said theirs was not.



33%

expressed that their conflict/dispute was resolved fairly



13%

expressed that their conflict/dispute was not resolved fairly



Overall Comments

Supportive Team
Very Safe Space

Encourage Healthy Lifestyles
Great Working Environment
Enjoy the Learnings
Different Ideas are Encouraged
Leadership is Inspiring
Enjoying the growth
Staff are Creative and Motivating
Leadership is Strong

36% 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.

36%



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