



Ministry of Agriculture

Health & Wellbeing Survey of the Public Sector 2023

Employee Engagement Survey

Tō'ou reo, kia 'akarongo' ia, ei puapinga nō'ou

Your voice should be heard, Your voice is important

"Our Journey to Excellence - To Tatou Kaveinga Kia Arangatu"

The **Health & Wellbeing Employee Engagement Survey** focuses as the title indicates, on the health and well-being of Public Sector employees. The first survey was launched on 7 June 2022 and this year it was launched on 20 March 2023. The survey was open to all employees from 28 Public Sector Agencies for two weeks, closing at 4pm on 3 April 2023 through Survey Monkey and was made available through an email link and print version.

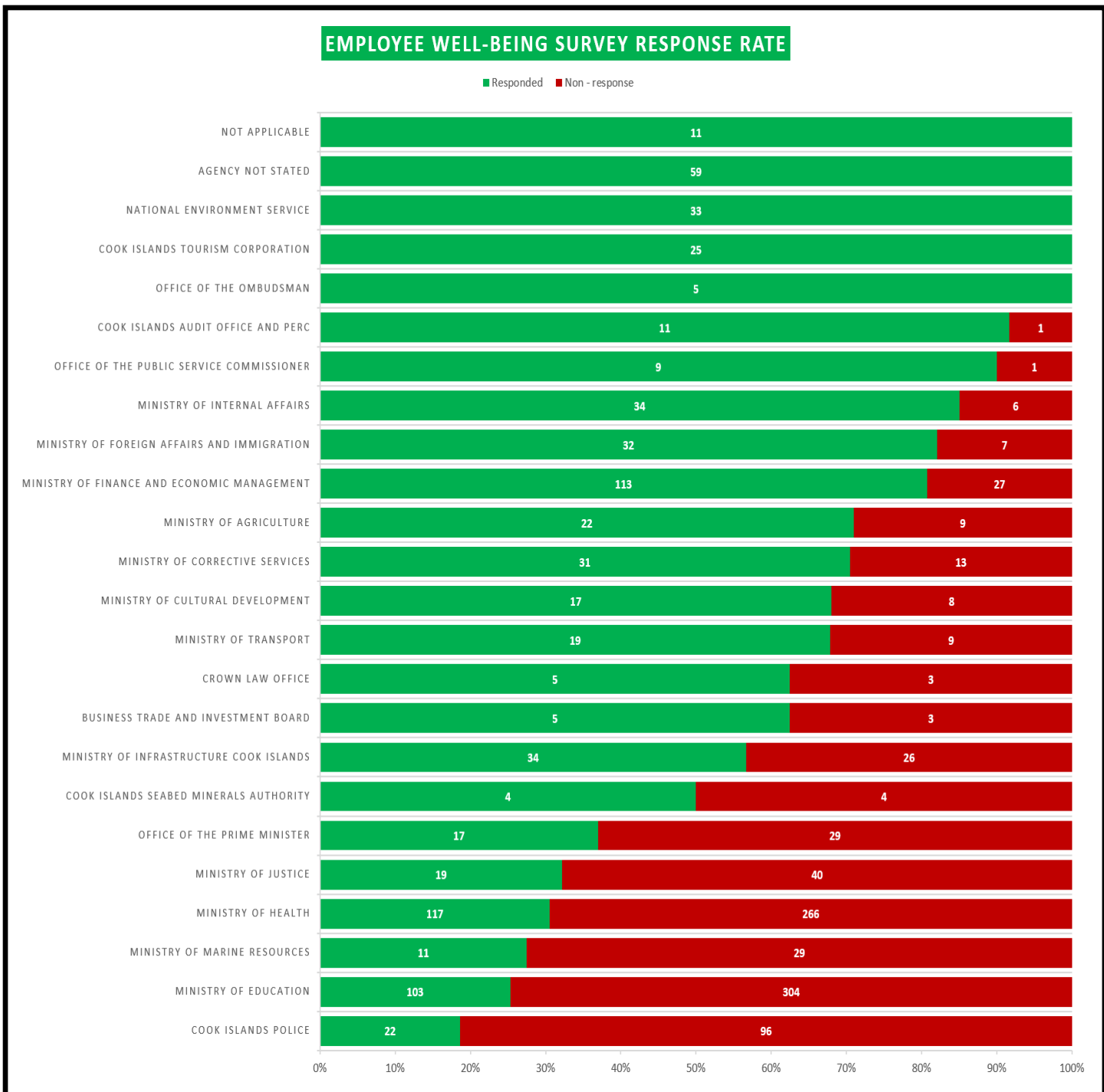
The Employee Engagement Surveys —***Tō'ou reo, kia 'akarongo' ia, ei puapinga nō'ou, Your Voice should be heard, Your voice is important*** Surveys have been designed to support Public Sector agencies to build positive workplace cultures with integrity and that reflect the Public Sector values of Honesty, Impartiality, Service, Transparency, Accountability, Respect, Effectiveness and Efficiency.

It is envisioned that individual Agency results and information provided from this survey can be used to drive policy change, make improvements to workplace culture and give Public Sector leaders a better understanding of the health and wellbeing of their employees. The survey results provide Agencies with a snapshot of how employees see their workplaces, including views on: Employee engagement, Ethics and Culture, Communication, Workload and Motivation, and Disputes and Conflicts

In total, including Pa Enea, 471 employees participated in last years Health & Wellbeing Employee Engagement Survey, while this year the total was 785 which is a 13% increase. However, the reports are based on Agency's who met the threshold of 25% and over in response rates. As a result, 21 reports have been generated. These reports are presented in the form of graphs, summary results and recommendations and where provided, a summary of comments. Comparisons will be made to last years results for each question, however, where this is not possible it will be outlined in the conclusion. The ongoing development of the Public Sector Dashboard means that Agencies will be able to compare the results from this years survey with those from last year.

In our endeavors to be more transparent for the purposes of improving performance, accountability and the service delivery to the public, these report will be made available via the Office of the Public Service Commissioner's website.

PARTICIPATION RATES



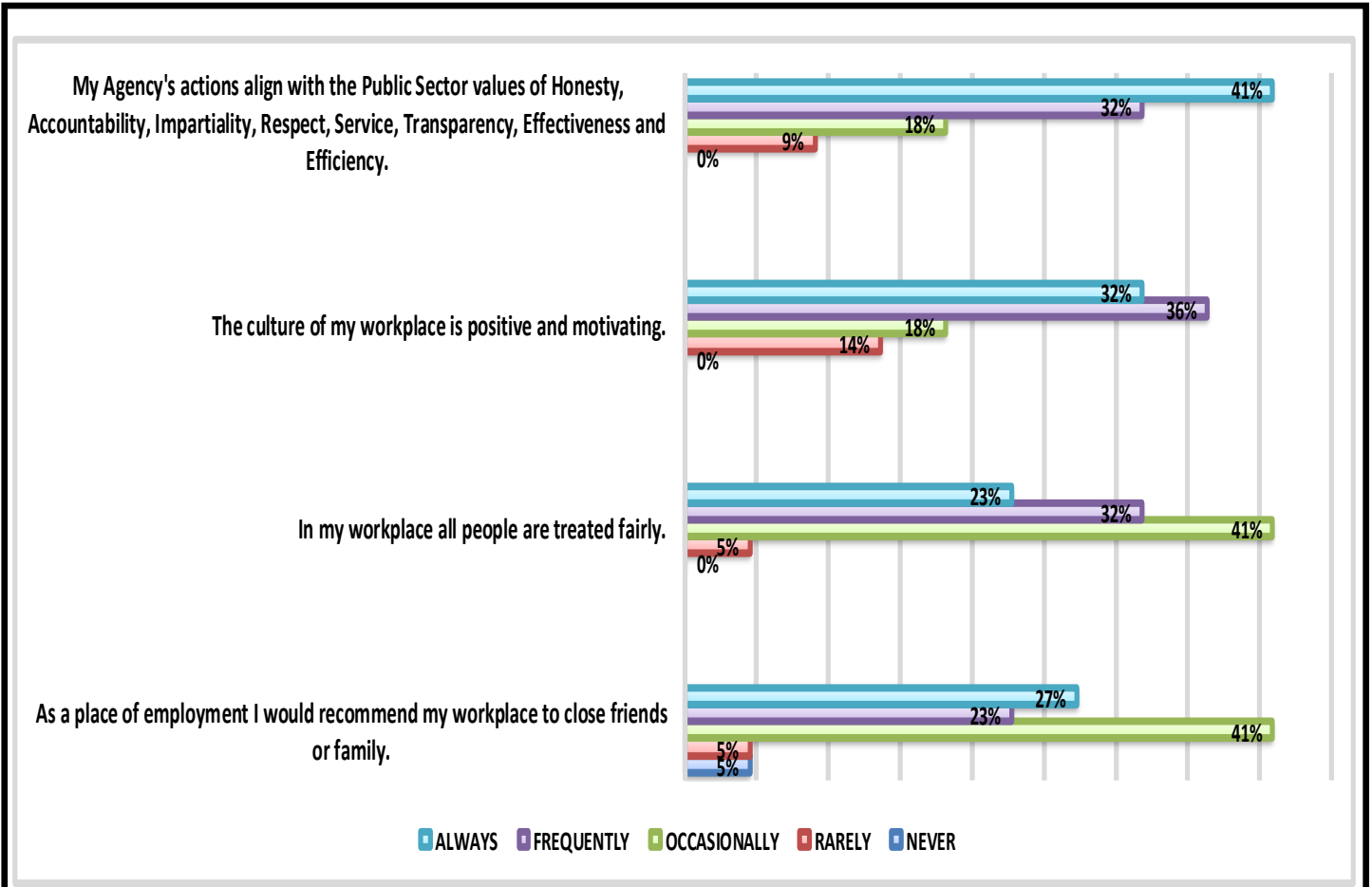
Participation Rates

The graph above, represents the response rates of Agencies that met the 25% and over response rate threshold as well as participants who did not select which Agency they are from. In total, that is 772 responses captured.

9% (70 employees) of participants did not select which Ministry/Agency they work for when completing the survey.

This year, 22 out of 31 employees from the Ministry of Agriculture participated in the Health and Wellbeing Survey. That is a 6% increase from last year.

ETHICS AND WORKPLACE CULTURE



Summary of Results:

Public Sector Values

Results show 73% of employees said their Agency's actions Always or Frequently align with the Public Sector Values, while 27% selected Occasionally and Rarely.

Workplace Culture

68% of employees said their workplace culture is Always or Frequently positive and motivating and 32% of employees selected Occasionally and Rarely.

55% of employees said people in their workplace are Always or Frequently treated fairly, while 46% selected Occasionally and Rarely.

Recommending my Workplace

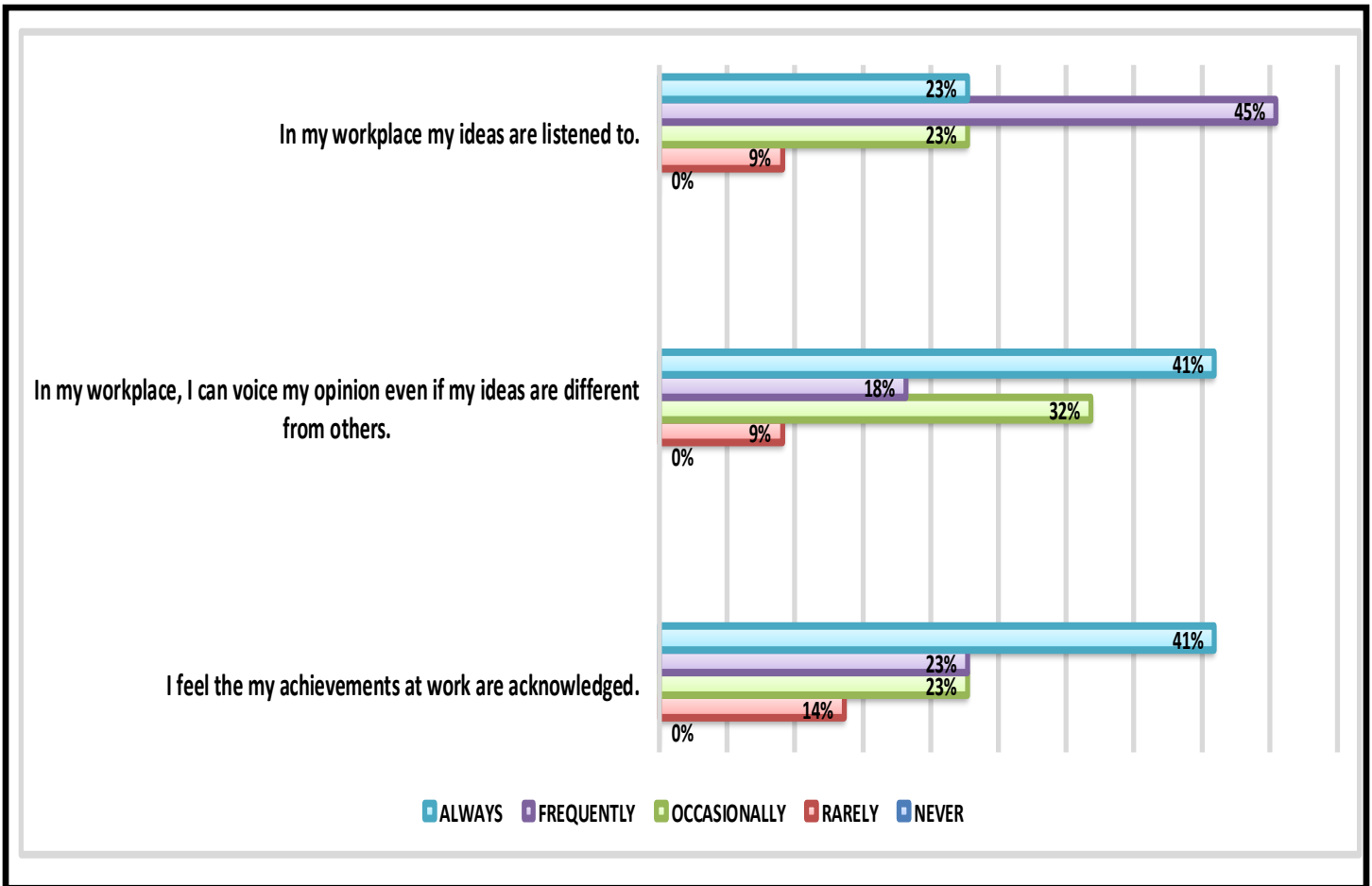
50% of employees said they would Always or Frequently recommend their workplace while 41% selected Occasionally and 10% selected Rarely and Never.

Recommendations

In comparison to last years results, there has been an increase in negative responses to the statements above. 38% of employees in total selected Rarely and Never to the four statements above. That is a 13% increase from last years results.

Overall, based on the results in this section, a good number of employees felt that the Public Service values are evident. However, responses to workplace culture indicates that management need to put more focus into monitoring and evaluating strategies to improve employee health and wellbeing.

COMMUNICATION



Summary of Results:

Ideas and Opinions

52% of employees said their ideas are Always or Frequently listened to while 49% selected Occasionally, Rarely and Never.

64% of employees can Always or Frequently voice their opinions while 10% selected Rarely and Never.

Acknowledging my achievements

41% of employees feel their achievements at work are Always or Frequently acknowledged while 30% selected Rarely or Never.

Recommendation

In comparison to last years results, there has been an increase 12% in the amount of respondents who selected Rarely. However, a slight improvement in positive responses is evident.

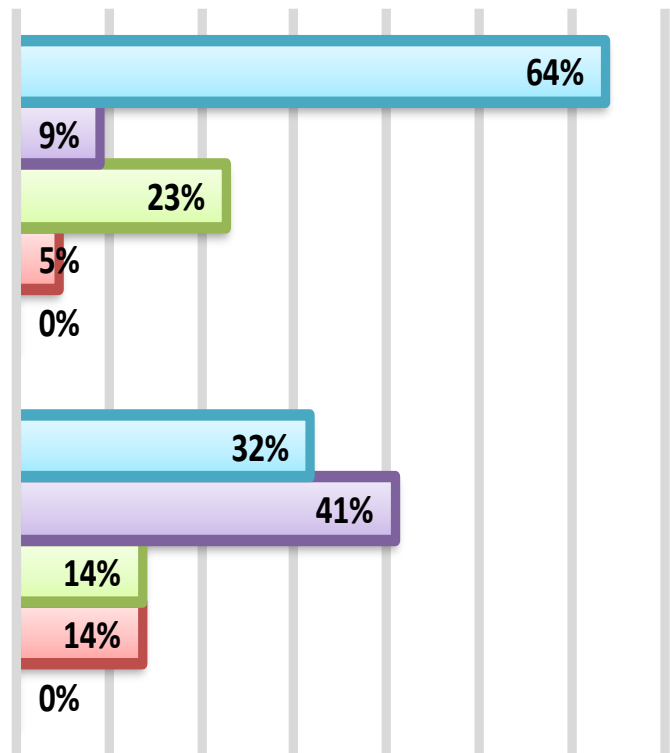
Overall, based on results in this section, there are a concerning number of negative responses to the statements above. To address this, management can focus on reviewing communication in the workplace and how achievements are recognised.

Recognition helps employees see that their Agency values their contributions. Words of encouragement like “Great Job” or “Thank you for your hard work” can be enough to motivate employees and make them feel appreciated. This may increase the levels of engagement and encourage employees to continue to do great work for their Agency.

WORKLOAD AND MOTIVATION

I look forward to coming into work each day.

I am able to carry out my role while maintaining a healthy work/life balance.



■ ALWAYS ■ FREQUENTLY ■ OCCASIONALLY ■ RARELY ■ NEVER

Summary of Results:

Coming into Work

73% of employees look forward to coming into work each day, while 23% selected Occasionally and 5% selected Rarely.

Maintaining a healthy work/life balance

73% of employees are able to Always or Frequently carry out their role while maintaining a healthy work/life balance and 28% selected Occasionally or Rarely.

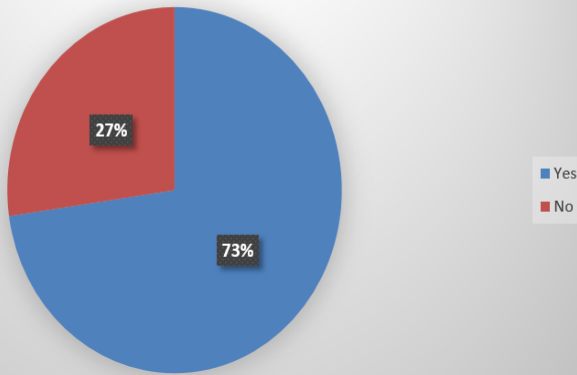
Recommendations

In comparison to last years results, there has been a decrease in positive responses and a slight increase in negative responses. This is an area that management need to focus on to identify why this drop has occurred and how to prevent this from repeating itself or declining even more.

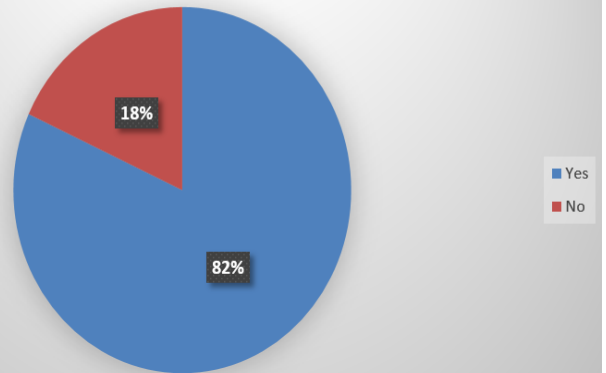
Overall, results in this section indicates that although employees don't enjoy their workplace culture, they still enjoy coming into work each day because of the passion they have for their work in serving our people. For employees who selected Rarely and Never, these are areas that management need to look into further to identify why employees feel this way and how management can support their staff to ensure they can maintain that healthy balance. Research suggests that this is not a one-time fix, but rather, a cycle that must be continuously engaged with as circumstances and priorities evolve over time for every individual.

DISPUTES AND CONFLICTS

Was your dispute or conflict resolved within one month?



Was the dispute or conflict resolved fairly?



Summary of Results:

Disputes/Conflicts

In the last 12 months, employees experienced an average of two conflicts/disputes in their workplace. 73% of employees said their dispute/conflict was resolved within one month, while 27% said theirs, was not. 82% said their dispute/conflict was resolved fairly, while 18% said, theirs was not.

Recommendation

In comparison to last years results, there has been very good improvements with over a 10% increases in positive responses from employees regarding resolving conflicts/disputes within the workplace. Overall, results in this area suggests that management do have skills in resolving disputes and conflicts, and over the last 12 months, quick and fair resolution has been a priority for management.

OPSC encourages the Agency to refer to the Employment Disputes Policy (“Policy”) for more guidance when resolving disputes/conflicts in the workplace. It is also important that each Agency has an internal complaints process for employment relations issues that may not fit under the category of an employment dispute as defined by the Policy, but may just be a disagreement that needs to be communicated better.

CONCLUSION

Conclusion:

In conclusion, a total of 22 employees out of 31 participated in this year's survey. That is 71% of employees from MOA, a 6% increase from last year. This is a good improvement with more employees engaging with the survey.

All statements ranked between 50% and 75% of employees selecting Always and Frequently and between 5% and 15% of employees selecting Rarely and Never. The range of negative responses has increased over the last 12 months by 5%. This is an area that needs to be looked at to identify why this increase has occurred and work on improving over the next 12 months.

In the last 12 months, 50% of employees said they had thought of leaving their workplace. This is a concern and a reflection of employees feeling undervalued, unacknowledged, and mistreated. These are areas that management need to look into further, to identify ways to increase positive response rates in future surveys.

Workplace wellbeing relates to all aspects of working life, from the quality and safety of the physical environment to how workers feel about their work. Wellbeing at work is strongly linked to engagement and creating an organization that employees will want to work for because they feel safe, are valued by their employer, and feel part of a happy and supportive work community.

TRAINING RESOURCES

Training Resources:

There are various training resources that management can refer to. These are just some online platforms that the Agency may wish to consider.

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