



## **National Environment Services**

# **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 *Tō'ou reo, kia 'akarongo' ia, ei puapinga nō'ou, Your Voice Should be Heard, Your Voice is important* Health & Wellbeing Employee Engagement Survey Cook Islands focuses on the Health & Wellbeing of Public Sector employees. The first survey was launched on Tuesday 7th June 2022 and this year it was launched on the 20th March 2023. The survey was open to all employees from 28 Public Sector Agencies for two weeks, closing at 4pm on Monday 3rd April. The survey was conducted through Survey Monkey and was made available to all Public Sector employees through an email link and print version.

The *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.

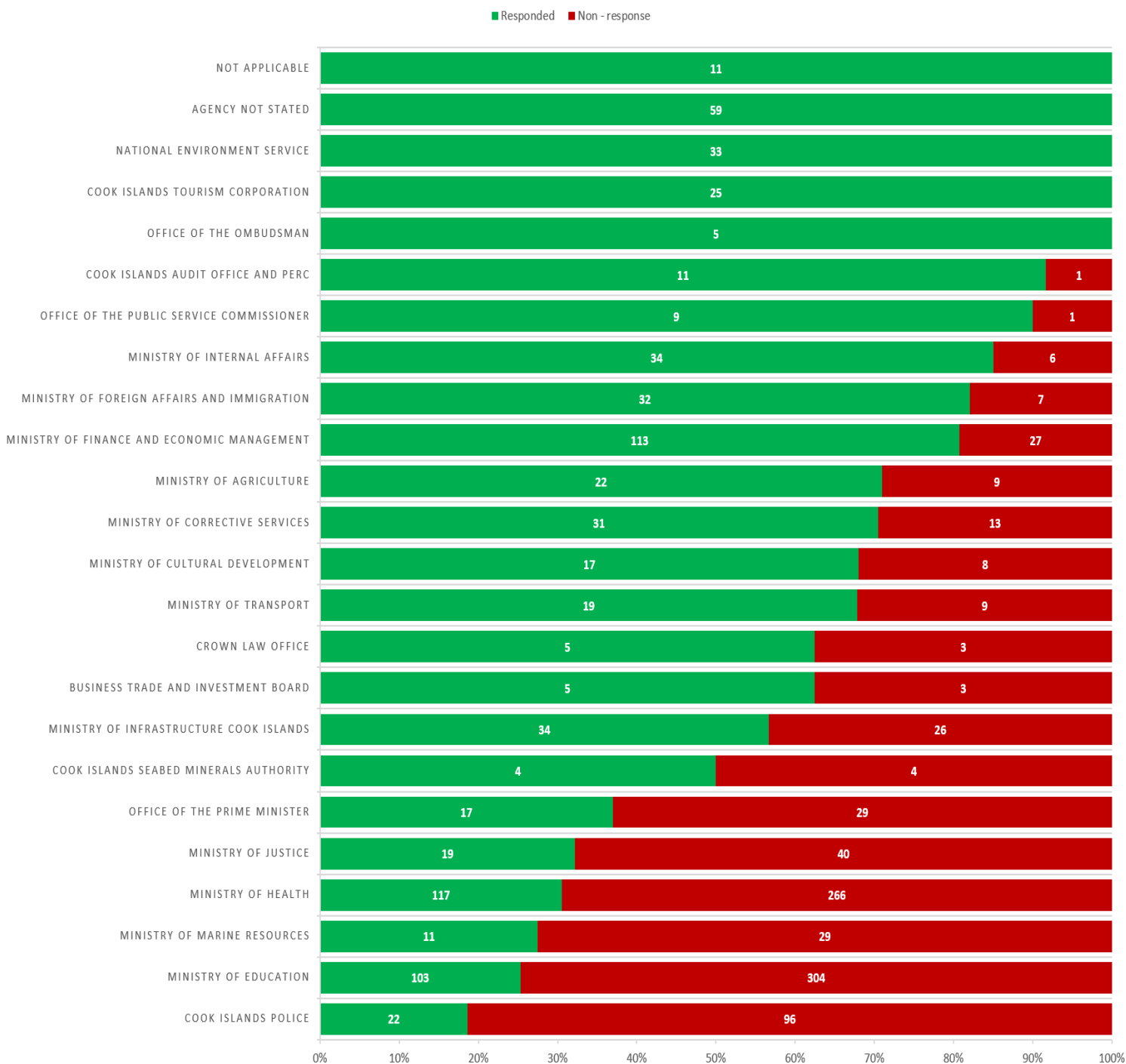
It is envisioned that individual Agency results and information provided from this survey can be used to drive policy change, make improvements to workplace culture and give Public Sector leaders a better understanding of the health & wellbeing of their employees. The survey results provide agencies 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 Commissioners website.

# PARTICIPATION RATES

## EMPLOYEE WELL-BEING SURVEY RESPONSE RATE

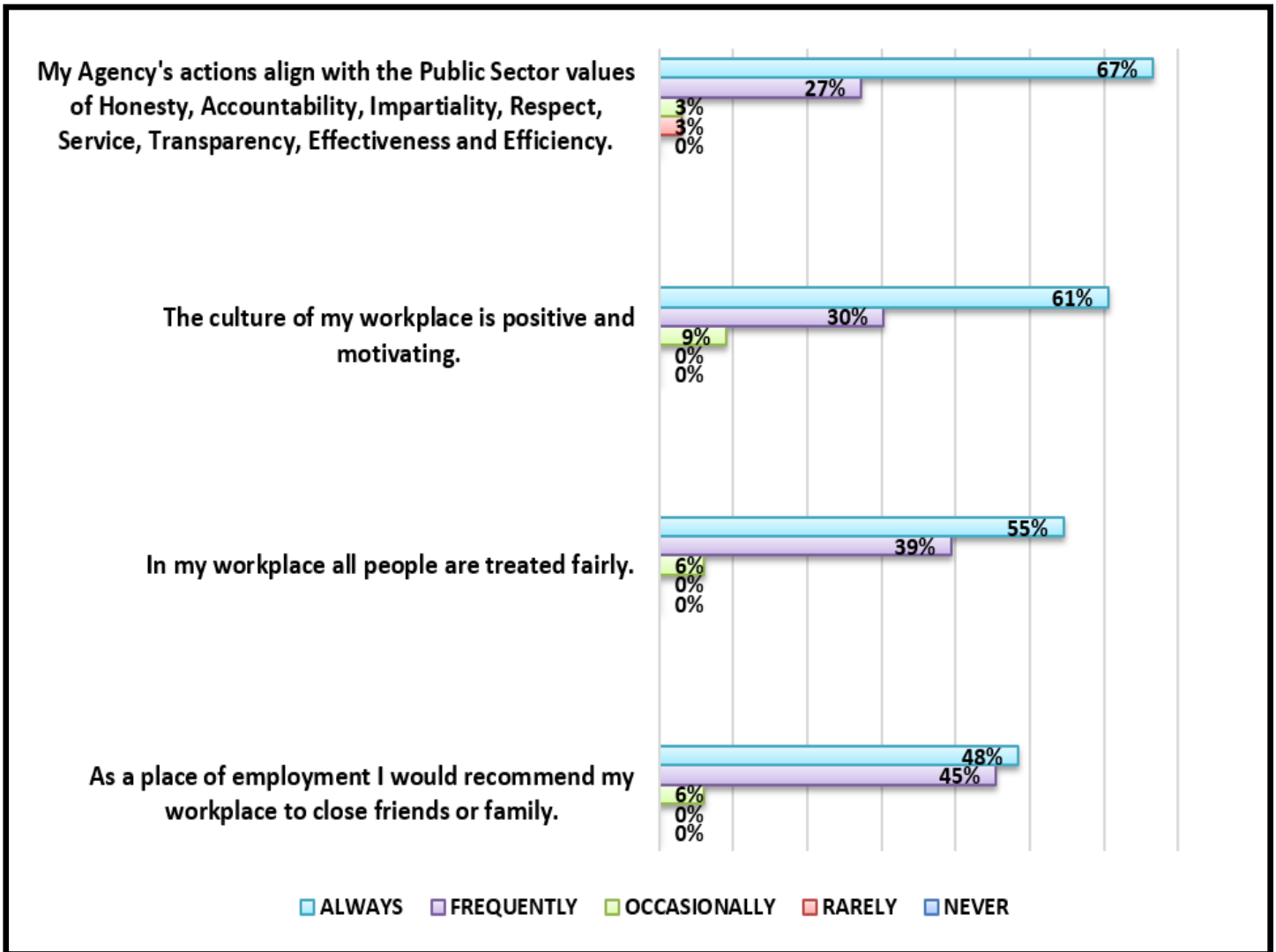


### Participation Rates

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 33 out of 33 employees from National Environment Services participated in the Health and Wellbeing Survey. That is an 40% increase from last year.

# ETHICS AND WORKPLACE CULTURE



## Summary of Results:

### Public Sector Values

94% of employees said their Agency's actions Always or Frequently align with the Public Sector Values, while 3% selected Occasionally, and 3% selected Rarely.

### Workplace Culture

91% of employees said their workplace culture is Always or Frequently positive and motivating, while 9% of employees selected Occasionally.

94% of employees said people in their workplace are Always or Frequently treated fairly, while 6% selected Occasionally.

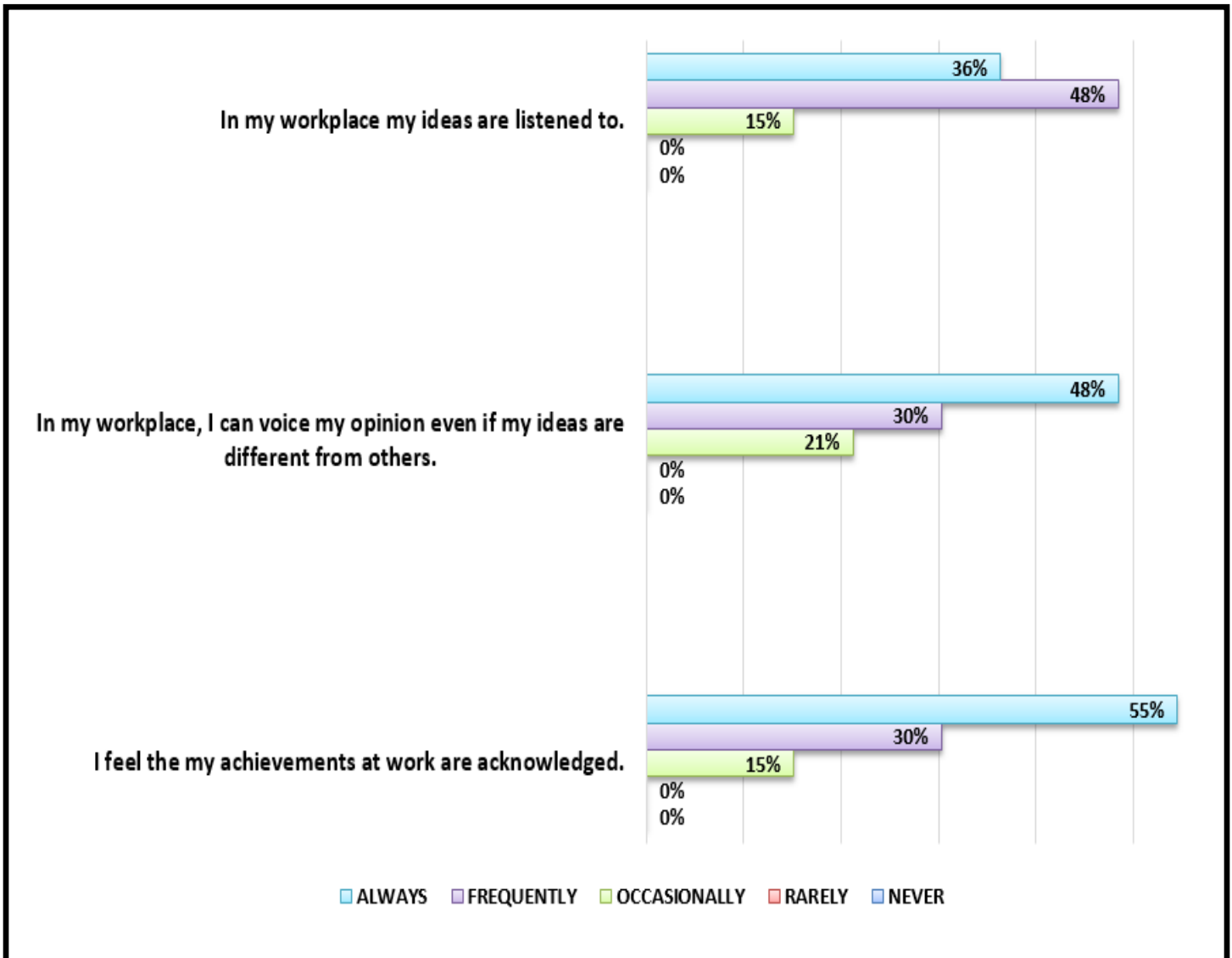
### Recommending my Workplace

93% of employees said they would Always or Frequently recommend their workplace, while 6% selected Occasionally.

### Recommendations

Overall, based on the results in this section, majority of employees feel that the public sector values are evident in their workplace, their workplace culture is positive and motivating and people are treated fairly. As a result of these positive responses, a high number of employees indicated that they would recommend their workplace as a place of employment. This is a good reflection on this Agency.

# COMMUNICATION



## **Summary of Results:**

### **Ideas and Opinions**

84% of employees said their ideas are Always or Frequently listened to, while 15% selected Occasionally. 78% of employees can Always or Frequently voice their opinions, while 21% selected Occasionally.

### **Acknowledging my achievements**

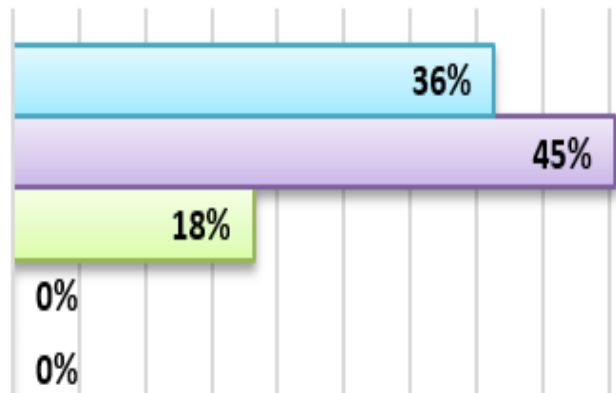
85% of employees feel their achievements at work are Always or Frequently acknowledged, while 15% selected Occasionally.

### **Recommendation**

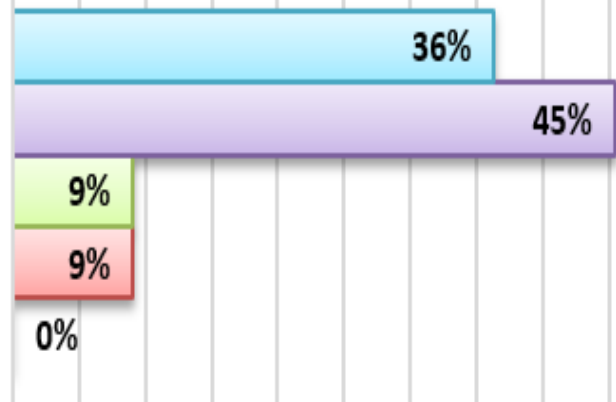
Overall, based on results in this section, communication in the workplace is good. Employees feel they are able to voice their ideas and opinions, as well as feel their achievements are recognized in the workplace. However, results are also likely to suggest that there needs to be more consistent communication and recognition in the workplace. Recognition helps employees see that their Agency values their contributions. A simple, “Great Job” or “Thank you for your hard work” can be enough to encourage employees and make them feel appreciated. This will increase the levels of engagement and motivation of employees to continue to do great work for their Agency. This can also boost the work morale in the workplace.

# 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

81% of employees Always or Frequently look forward to coming into work each day, while 18% selected Occasionally.

### Maintaining a healthy work/life balance

81% of employees are able to Always or Frequently carry out their role while maintaining a healthy work/life balance, while 9% selected Occasionally, and 9% selected Rarely or Never.

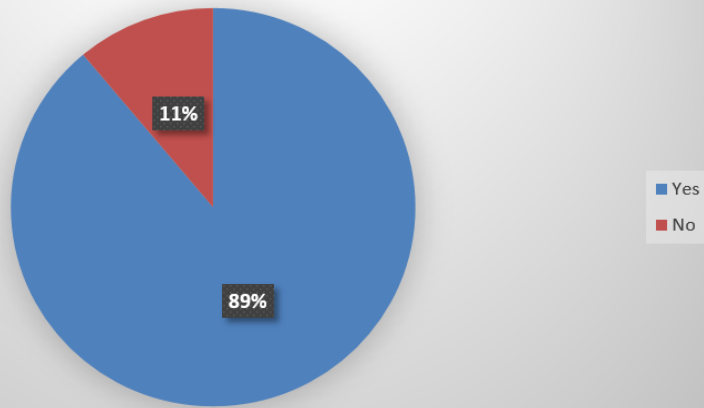
### Recommendations

Overall, results in this section indicates that there are a number of employees who are able to maintain a healthy work/life balance. However, there are a some employees that may require extra support in maintaining a healthy work/life balance. Management need to look into this further to identify how they can provide the proper support to employees.

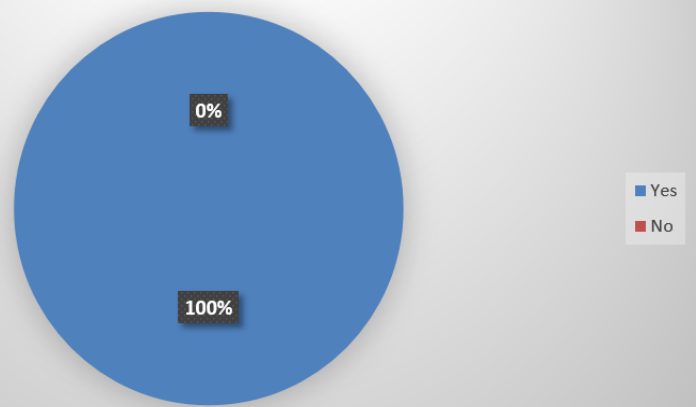
Research suggests that this is not a one-time fix, but rather, a cycle that must be continuously engaged with as circumstances and priorities evolve over time for every individual.

# 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 one conflict/dispute in their workplace. 89% of employees said their dispute/conflict was resolved within one month, while 11% said theirs was not. 100% of employees said their conflict/dispute was resolved fairly.

### **Recommendation**

Overall, results in this area suggests that management do skills in resolving disputes and conflicts, and have good internal processes in place. Although these are great results, management can look into ensuring conflicts/disputes are resolved in a timely manner.

We encourage Agency's to refer to the Employment Disputes 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 but may just be a disagreement that needs to be communicated better.

## CONCLUSION

### Conclusion:

In conclusion, a total of 33 employees out of 33 participated in this year's survey. That is 100% of employees from NES, which equates to a 40% increase from last year. This is a significant and positive improvement. Results this year give us a good glimpse of how employees feel about their workplace. In comparison to last year's results, there have been positive improvements over the last 12 months.

All statements ranked between 80% and 95% of employees selecting Always and Frequently and between 0% and 9% of employees selecting Rarely and Never. This is a good range of positive responses throughout the survey.

In the last 12 months, 25% of employees said they had thought of leaving their workplace. Although this is a small percentage it is still a concern. Results in this survey do not indicate that this is likely a reflection of employees not enjoying their workplace. This could be something that management might want to look further into to identify why employees feel this way.

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, and their work environment. 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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