

EMPLOYEE HEALTH AND WELLBEING SURVEY

Mangaia (Island Administration) -
Overview Report

PRESENTED TO

Mangaia Island Administration

PRESENTED BY

Office of the Public Service
Commissioner

Te Puna Vai Mārama

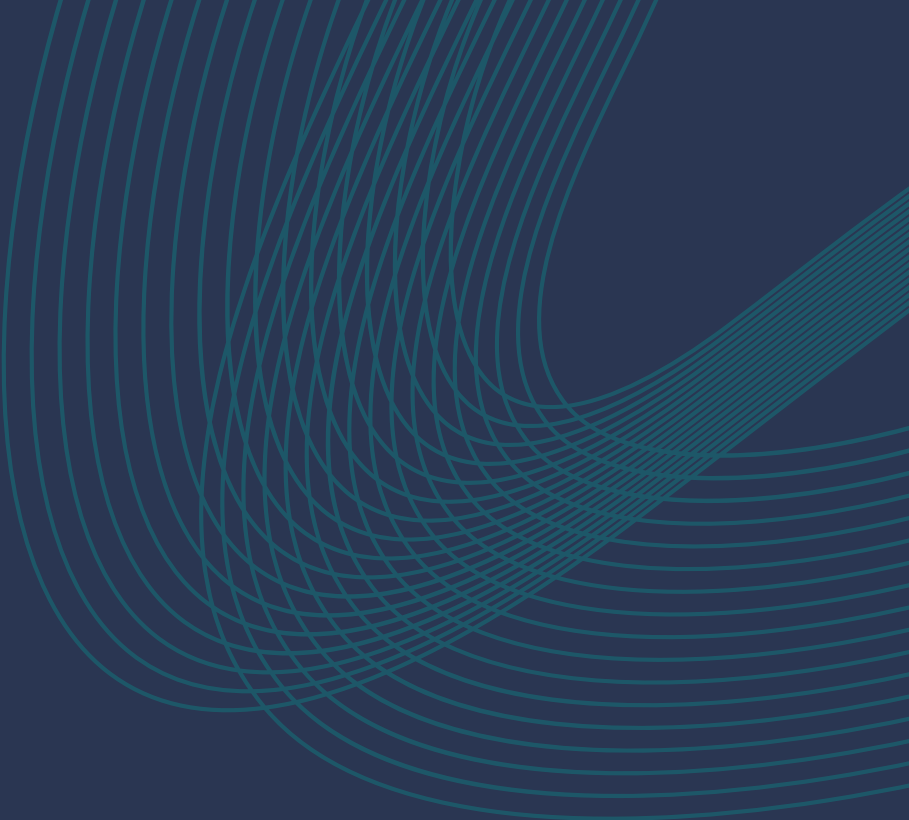


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SUMMARY

The Health & Wellbeing Employee Engagement Survey is designed to support Public Sector agencies to build positive workplace cultures that reflect the Public Sector values of Honesty, Impartiality, Service, Transparency, Accountability, Respect, Effectiveness and Efficiency.

The first survey was launched on 7 June 2022 and this year it was launched on 14 May 2025. The survey results provide Agencies with a snapshot on employee satisfaction and workplace culture. In total, including the Pa Enua, 835 employees participated.

Only agencies that have a response rate of 25% or higher receive individual reports. In survey reporting particularly for workplace health and wellbeing a minimum of 5-10 respondents are typically considered necessary to preserve confidentiality and avoid deductive disclosure (i.e., being able to guess who said what). In line with internationally recognized confidentiality standards (e.g. U.S. Office of Personnel Management, Australian Bureau of Statistics, NZ Ministry of Education), individual agency reports are also only provided for agencies that have both a response rate greater than or equal to 25% and have at least 10 respondents per agency to avoid any risk of identifying individuals.

KEY DEMOGRAPHICS

Total staff: 55

Respondents: 53 (104%) response rate

Calls for fairness, recognition and job security

To protect the confidentiality of respondents, quotes have been paraphrased to remove any potentially identifying details. Additionally, only sentiments expressed by 10 or more staff have been included to ensure no individual can be singled out.

Although many respondents had no further comments, several voiced concerns around fair pay, permanent contracts, and recognition for long-term service. Others mentioned the need for training opportunities, better work-life balance, and support for family commitments. These comments reflect a desire for more stable, supportive, and equitable working conditions especially in the face of rising living costs.

WORKPLACE VALUES AND CULTURE

Values and Culture	Always	Frequently	Occasionally	Rarely
Reflection of Public Sector Values ¹	39%	37%	18%	6%
Work-life balance ²	14%	45%	37%	4%
Idea Acceptance ³	25%	25%	41%	9%

¹Reflection of Public Sector Values: How well do your agency's actions reflect the core Public Sector values of honesty, accountability, impartiality, respect, service, transparency, effectiveness and efficiency?

²Work-life balance: To what extent are you able to carry out your role while maintaining a healthy work/life balance.

³Idea Acceptance: How often do you feel that your ideas are accepted in the workplace?

WHAT SUPPORTS WORK-LIFE BALANCE?

Top strategies used by staff:

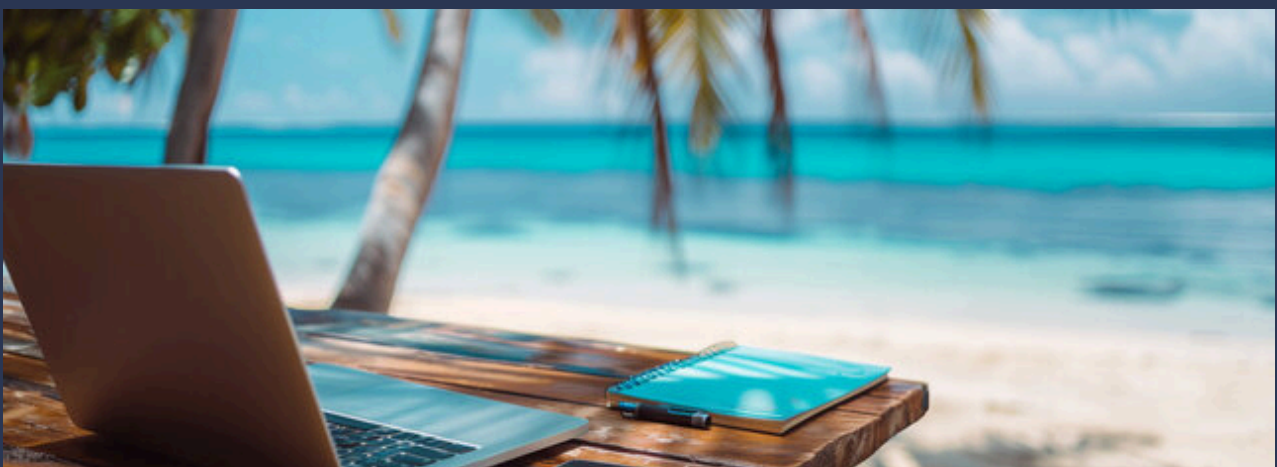
- Physical activity and exercise, clear work/home boundaries, family and community engagement, time management, respecting everyone in the workplace

Gaps identified:

- Heavy workloads, too much time on the computer, lack of safety at work, financial pressures, need for a raise in pay, easier access to healthy food.

Agency initiatives mentioned:

- Health and wellness initiatives, support health check-ups, supplying safety equipment, flexible working hours and breaks, discuss matters that help improve work life



BARRIERS TO WORK-LIFE BALANCE

Top Challenges

- 01 Family or personal responsibilities
- 02 High job demands/stress
- 03 Limited support from management
- 04 Long working hours
- 05 Safety, lack of tools/resources

SUGGESTED IMPROVEMENTS

The most commonly desired supports
for improving work-life balance are:

01

**Flexible work
arrangements**

*Remote work,
working 4 days a
week, early
knock-offs when
no work is
available*

02

**Financial
support**

*Pay rise, paid
sick for casual
workers*

03

**Health and
wellness
programs**

*Fitness/exercise
activities, diet
and health
education, break
time practices,
encourage
healthy habits*

04

**Training and
resources**

*Training in
office work or
machinery, more
structured work
plans, study
time allocations,
safety
equipment*

"Pay rise" / "Financial support"
"Exercise program" / "Lunch break activities"
"Need well plan" / "Training on office work"
"Employees needs to be heard" / "Work as a team"
"Supply safety" / "Need machinery"
"Wear safety at all times"
"Supply safety equipment"
"Need machinery and work smart"
"Work as a team"
"Set communication expectations"
"Employees needs and concerns to be heard"

WORKPLACE SENTIMENT

	How often would you recommend your workplace to others	How often have you thought about leaving your workplace
Always	60%	22%
Occasionally	28%	43%
Rarely	12%	20%

Disputes

28%

Of the employees that took part in the survey have experienced an Employment dispute in the past 12 months.

Grievances

27%

Of the employees that took part in the survey have experienced a Grievance in the past 12 months.

FINAL COMMENTS

Salary and compensation

“ Pay Rise”, “Adjustment of salary Long Service”, “I’ve been on this job for over 10 years, why am I still on starting rate?”

Employment security

“ I would like to work as a full-timer... a secured job and a permanent job will help out a lot.”

Work conditions

“ Required supply safety equipment at all time”

Professional development

“ Up-skilling program, more job development opportunities”