

<b>Title</b>	<b>Policy on Worker Happiness</b>		
<b>Effective date</b>	July 2019	<b>Last revision</b>	July 2019
<b>Organisation</b>	Song Saa Foundation		
<b>Authorised by</b>	Melita Hunter, Executive Director		

### Purpose

The Song Saa Foundation recognises that maintaining a happy and fulfilled workforce enhances employee retention, employee productivity, and employee morale.

### Policy statement

The Song Saa Foundation is committed to creating, maintaining, and supporting a positive work environment that is conducive to and fosters worker happiness and job satisfaction. We wish to provide a workplace where our employees are happy and satisfied.

The Song Saa Foundation wishes to support its employees and their families by striving to create an appropriate work/life balance. We therefore will assess how well we are doing in this regard by the use of an annual 'worker happiness survey'. The full 100% of the Song Saa Foundation's full-time and part-time employees who have been with the organisation for at least six months will complete the survey. The average survey findings will be provided to the employees and the Song Saa Foundation will address any shortcomings that may be suggested in the survey.

### 2019 Results

Considering all aspects of your job, how satisfied are you with your organization?  
Average Score: 8.60

How likely is it that you would recommend your organization as a good place to work?  
Average Score: 8.80