

Public Service Employee Survey

01

Confidential when completed

Français au verso

To all Public Service employees,

This is the fourth Public Service Employee Survey, an important opportunity to express your views about your workplace. The survey is about you, Public Service employees, about what matters to you and about organizations maintaining a healthy and productive work environment.

Renewing the Public Service and ensuring that it is a great place to work is everyone's business. Although your participation is voluntary, we encourage you to take the time to complete the survey. Your views will help us to shape the Public Service into an institution that achieves excellence by fully harnessing the talents, diversity and innovation of its employees.

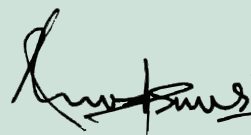
Your responses are anonymous, provided directly to Statistics Canada, and they are protected under the *Statistics Act*. No one, including your immediate supervisor, can access your answers. To further ensure confidentiality, your responses will be added to those of others and will only be summarized in tables and graphs. You will not be identified in any way.

The survey will require 20 to 30 minutes to complete. Please complete and return the questionnaire as soon as possible.

Results count, and each and every one of you have opinions that matter!



Kevin G. Lynch
Clerk of the Privy Council and
Secretary to the Cabinet



Munir A. Sheikh
Chief Statistician of Canada



After you have completed the questionnaire, place it in the **postage-paid return envelope**, seal it and return it to Statistics Canada through internal mail or Canada Post.



For more information, please visit the Internet site at <http://www.psagency-agencefp.gc.ca> or call free of charge at 1-888-881-3666, from Canada or the United States, or E-Mail, pses-saff@statcan.gc.ca.
TTY/TDD : 1-866-753-7083.

This questionnaire is available in alternative formats.

8-5300-359: 2008-08-22 STC/SSD-040-75153



Statistics Canada
Statistique Canada

Canada

How to complete this questionnaire

Use a black or blue pen to:

Mark a circle OR Print in a box

My Job World

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
1. I have the materials and equipment I need to do my job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
2. The material and tools provided for my work, including software and other automated tools, are available in the official language of my choice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
3. When I prepare written materials, including electronic mail, I feel free to use the official language of my choice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
4. My job is a good fit with my interests.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
5. I have support at work to balance my work, family and personal life.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
6. I am satisfied with my current work arrangement (e.g., regular hours, telework, compressed work week).	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
7. I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
8. Overall, I like my job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
9. I get a sense of satisfaction from my work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
10. I know how my work contributes to the achievement of my department's or agency's goals.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Always/ Almost always	Often	Sometimes	Rarely	Never/ Almost never	Don't know	Not applicable
11. I have a say in decisions and actions that have an impact on my work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
12. I am encouraged to be innovative or to take initiative in my work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Always/ Almost always	Often	Sometimes	Rarely	Never/ Almost never	Don't know	Not applicable
13. I can complete my assigned workload during my regular working hours.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
14. I feel that the quality of my work suffers because of...							
a. constantly changing priorities	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
b. lack of stability in my department or agency	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
c. too many approval stages	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
d. unreasonable deadlines	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
e. having to do the same or more work, but with fewer resources	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
f. high staff turnover	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	The most important	The second most important	The third most important
15. What were the three most important attributes that attracted you to your current job? Please read all items from a) to o) and select only 3 attributes - the most important, the second most important and the third most important.			
a. Desire to gain experience or greater experience in the department or agency	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b. Ability to contribute to making a difference to the lives of Canadians	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. Job security	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. Geographical location of the job	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. My interests match the responsibilities of the job	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. Opportunity to work on innovative or 'leading edge' projects	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
g. Good career opportunities in the department or agency	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
h. Developmental/learning opportunities in the department or agency	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
i. Opportunity to work with well-respected manager	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
j. Good work-life balance practices	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

Question 15 continues on the next page →

	The most important	The second most important	The third most important
k. Compensation (salary, benefits)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
l. Employees' efforts are recognized	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
m. Offered a promotion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
n. Department or agency has been recognized for its good workplace practices	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
o. Other	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

My Skills and Career

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
16. My job is a good fit with my skills.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
17. I get the training I need to do my job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
18. The training offered by my department or agency is available in the official language of my choice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
19. I have opportunities to develop and apply the skills I need to enhance my career.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
20. My department or agency does a good job of supporting employee career development.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
21. I am able to get on-the-job coaching to help me improve the way I do my work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
22. I believe I have opportunities for promotion within my department or agency, given my education, skills and experience.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
23. I believe I have opportunities for promotion within the Public Service, given my education, skills and experience.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Not at all	Minimally	Moderately	Significantly	Extremely	Don't know	Not applicable
24. To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?							
a. Conflict between work and family or personal obligations	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
b. Lack of access to language training in my second official language	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
c. Lack of access to learning opportunities	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
d. Lack of access to developmental assignments	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
e. Lack of information about job opportunities	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
f. Restriction in the area of competitions	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
g. Level of education	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
h. Discrimination	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
25. Overall, I am satisfied with my career progress in the Public Service.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

My Work Unit							
	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
26. In my work unit, we work cooperatively as a team.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
27. During meetings in my work unit, I feel free to use the official language of my choice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
28. In my work unit, we learn from our mistakes and do what it takes to correct them.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
29. I am satisfied with the way in which informal complaints on workplace issues are resolved in my work unit.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
30. In my work unit, every individual, regardless of race, colour, gender or disability would be/is accepted as an equal member of the team.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
31. My work unit provides high quality service to its clients.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
32. I would prefer to remain with my work unit, even if a comparable job was available elsewhere in my department or agency.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

Communication with my Immediate Supervisor

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
33. I receive useful feedback from my immediate supervisor on my job performance.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
34. I can count on my immediate supervisor to keep his or her promises.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
35. My immediate supervisor keeps me informed about the issues affecting my work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
36. When I communicate with my immediate supervisor, I feel free to use the official language of my choice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
37. I feel that I can disagree with my immediate supervisor on work-related issues without fear of reprisal.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
38. My immediate supervisor assesses my work against identified goals and objectives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
39. I receive meaningful recognition from my immediate supervisor when I do a good job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
40. If I were to suggest ways to improve how we do things, my immediate supervisor would take them seriously.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
41. My immediate supervisor distributes work fairly.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
42. My immediate supervisor helps me determine my learning needs.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

Staffing

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
43. In my work unit, I believe that we hire people who can do the job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
44. In my work unit, the process of selecting a person for a position is done fairly.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
45. When I was a candidate in competitions during the past three years, I found that the competitions were run in a fair manner.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
46. When I was a candidate in competitions during the past three years, I had the opportunity to demonstrate my capabilities for the position.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

My Organization (Department or Agency)

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
47. I can clearly explain to others the direction (for example, the vision, values or mission) of my department or agency.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
48. Supervisors and senior managers are committed to ensuring occupational health and safety in my workplace.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
49. If I am faced with an ethical dilemma or a conflict between values in the workplace, I know where I can go for help in resolving the situation.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
50. I feel I can initiate a formal redress process (grievance, right of appeal, health and safety, etc.) without fear of reprisal.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
51. Senior managers respect the provisions of my collective agreement.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
52. I have confidence in the senior management of my department or agency.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
53. Senior management in my department or agency makes effective and timely decisions.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
54. I believe that senior management will try to resolve concerns raised in this survey.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
55. I believe that senior management has made progress toward resolving the issues raised in the 2005 Public Service Employee Survey.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
56. The people that I work with in my department or agency, readily share information with others who need it.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
57. Essential information flows effectively from senior management to staff.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
58. Overall, my department or agency treats me with respect.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
59. Based on my experience working in my department or agency, I would recommend it as a good place to work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
60. I am satisfied with my department or agency.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
61. I would prefer to remain with my department or agency, even if a comparable job was available elsewhere in the federal Public Service.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

Retention

62. Are you planning to leave the Public Service within the next five years?

- 1 Yes
 2 No
 3 Not Sure

63. Do you intend to leave your department or agency in the next two years?

- 1 Yes
 2 No - **Go to question 66**
 3 Not Sure - **Go to question 65 then to question 66**

64. Please indicate your reason for leaving.

- 1 To retire - **Go to question 67**
 2 To pursue a job in another department or agency - **Go to question 65 then to question 67**
 3 To pursue a job outside the federal Public Service - **Go to question 65 then to question 67**
 4 Other - **Go to question 65 then to question 67**

	The most important	The second most important	The third most important
<p>65. You indicated that you intend to leave your department or agency (or are not sure) in the next two years; please indicate the three most important reasons why.</p> <p>Please read all items a) to q) and select <u>only 3 reasons</u> - the most important, the second most important and the third most important.</p>			
a. End of contract or term of employment	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b. To pursue more interesting work	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. To make better use of my training and skills	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. To explore greater career opportunities elsewhere	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. To take advantage of greater developmental/learning opportunities elsewhere	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. Job security	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
g. Family/caring commitments	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
h. Health (burnout, disability, etc.)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
i. To achieve better work-life balance	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
j. To accept a promotion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
k. My immediate supervisor does not manage people and projects effectively	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
l. A lack of input into decisions affecting my job and career	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
m. A lack of recognition for doing a good job	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
n. Workplace difficulties (conflict with management or colleagues, work environment, etc.)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
o. Lack of organizational stability in my department or agency	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
p. Compensation (salary, benefits)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
q. Other	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

	The most important	The second most important	The third most important
<p>66. If you indicated that you intend to stay with your department or agency (or are not sure) for at least two years; please indicate the three most important reasons for staying.</p> <p>Please read all items from a) to n) and <u>select only 3 reasons</u> - the most important, the second most important and the third most important.</p>			
a. I enjoy the type of work I am doing	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b. My job is a good fit with my training and skills	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. Job security	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. Good career opportunities in my department or agency	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. Good developmental/educational opportunities in my department or agency	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. I am able to achieve a good work-life balance	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
g. My immediate supervisor manages people and projects effectively	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
h. I am involved in decisions affecting my job and career	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
i. I am recognized for doing a good job	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
j. Promotion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
k. Good working relationships	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
l. Organizational stability within my department or agency	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
m. Compensation (salary, benefits)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
n. Other	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

Labour Management Relations

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
67. I am familiar with the provisions of my collective agreement.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
68. My immediate supervisor understands and respects the provisions of my collective agreement.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
69. Senior management in my department or agency engages in meaningful consultation with my union on workplace issues.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
70. The relationship between my union and senior management in my department or agency is highly productive.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

Harassment and Discrimination

Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the *Canadian Human Rights Act*.

71. After having read the definition of harassment, in the past two years, have you been the victim of harassment on the job?

- 1 Never - **Go to question 73**
- 2 Once or twice
- 3 More than twice

72. From whom did you experience harassment on the job?

	Never	Once or twice	More than twice	Not applicable
a. Co-workers	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
b. Individuals with authority over me	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
c. Individuals working for me	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
d. Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
e. Individuals from other departments or agencies	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
f. Members of the public (individuals or organizations)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>

Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the *Canadian Human Rights Act*: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

73. After having read the definition of discrimination, in the past two years, have you been the victim of discrimination on the job?

- 1 Never - **Go to question 76**
- 2 Once or twice
- 3 More than twice

	Never	Once or twice	More than twice	Not applicable
74. From whom did you experience discrimination on the job?				
a. Co-workers	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
b. Individuals with authority over me	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
c. Individuals working for me	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
d. Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
e. Individuals from other departments or agencies	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
f. Members of the public (individuals or organizations)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
75. Please indicate the type of discrimination you experienced. (Mark all that apply.)				
a. Race	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
b. National or ethnic origin	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
c. Colour	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
d. Religion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
e. Age	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
f. Sex	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
g. Sexual orientation	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
h. Marital status	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
i. Family status	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
j. Mental or physical disability	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
k. Pardoned conviction	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
76. My department or agency works hard to create a workplace that prevents harassment and discrimination.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
77. I am satisfied with the way in which my work unit responds to matters related to harassment and discrimination.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
78. I am satisfied with the way in which my department or agency responds to matters related to harassment and discrimination.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

General Information

79. Question 79 is not applicable to the paper questionnaire.

80. In which organizational unit are you currently working?
(Please select your unit from the organizational unit list included.)

Code

81. I am currently a shift worker.

1 Yes

2 No

82. Do you currently work according to any of the following alternate working arrangements?

a. Compressed work week

1 Yes 2 No

b. Flexible work schedule (i.e., variable start and end times)

1 Yes 2 No

c. Telework

1 Yes 2 No

d. Job sharing

1 Yes 2 No

e. Income averaging

1 Yes 2 No

83. I am a full-time (i.e., 30 hours or more per week) or part-time worker.

1 Full-time

2 Part-time

84. In your current job, how many supervisors have you had in the last three years? (If you have been in your current job for less than three years, please report the number of supervisors you have had since you started your current job.)

1 One

2 Two

3 Three or more

85. Are you a supervisor?

1 Yes

2 No

86. In the past three years, how many promotions have you had?

1 None

2 One

3 More than one

87. In total, how many years have you been at your current group and level?
(Please include any acting position.)

1 Less than 1 year

If one or more years, please indicate the number of years

88a. Please indicate your occupational group.

(If your group is composed of more than 2 letters, indicate the first two letters (e.g., ST-SCY, indicate ST).)

(If you are in an acting position, specify the group of the acting position.)

- | | | | | | |
|-------------------------------|------------------------------|-------------------------------|-------------------------------|-------------------------------|---------------------------------|
| 001 <input type="radio"/> AB | 019 <input type="radio"/> CX | 037 <input type="radio"/> FT | 055 <input type="radio"/> MG | 073 <input type="radio"/> PI | 091 <input type="radio"/> SPC |
| 002 <input type="radio"/> AC | 020 <input type="radio"/> DA | 038 <input type="radio"/> GCQ | 056 <input type="radio"/> MGT | 074 <input type="radio"/> PL | 092 <input type="radio"/> SR |
| 003 <input type="radio"/> AD | 021 <input type="radio"/> DD | 039 <input type="radio"/> GA | 057 <input type="radio"/> MM | 075 <input type="radio"/> PM | 093 <input type="radio"/> ST |
| 004 <input type="radio"/> AG | 022 <input type="radio"/> DE | 040 <input type="radio"/> GL | 058 <input type="radio"/> MS | 076 <input type="radio"/> PR | 094 <input type="radio"/> SU |
| 005 <input type="radio"/> AI | 023 <input type="radio"/> DM | 041 <input type="radio"/> GR | 059 <input type="radio"/> MT | 077 <input type="radio"/> PS | 095 <input type="radio"/> SW |
| 006 <input type="radio"/> AO | 024 <input type="radio"/> DS | 042 <input type="radio"/> GS | 060 <input type="radio"/> NB | 078 <input type="radio"/> PTC | 096 <input type="radio"/> TC |
| 007 <input type="radio"/> AR | 025 <input type="radio"/> EC | 043 <input type="radio"/> GT | 061 <input type="radio"/> ND | 079 <input type="radio"/> PY | 097 <input type="radio"/> TE |
| 008 <input type="radio"/> AS | 026 <input type="radio"/> ED | 044 <input type="radio"/> GX | 062 <input type="radio"/> NU | 080 <input type="radio"/> RC | 098 <input type="radio"/> TI |
| 009 <input type="radio"/> ASC | 027 <input type="radio"/> EG | 045 <input type="radio"/> HP | 063 <input type="radio"/> OC | 081 <input type="radio"/> RE | 099 <input type="radio"/> TO |
| 010 <input type="radio"/> AU | 028 <input type="radio"/> EL | 046 <input type="radio"/> HR | 064 <input type="radio"/> OCG | 082 <input type="radio"/> RL | 100 <input type="radio"/> TR |
| 011 <input type="radio"/> BI | 029 <input type="radio"/> EN | 047 <input type="radio"/> HS | 065 <input type="radio"/> OE | 083 <input type="radio"/> RO | 101 <input type="radio"/> UT |
| 012 <input type="radio"/> CA | 030 <input type="radio"/> ES | 048 <input type="radio"/> IM | 066 <input type="radio"/> OM | 084 <input type="radio"/> RP | 102 <input type="radio"/> VM |
| 013 <input type="radio"/> CH | 031 <input type="radio"/> EU | 049 <input type="radio"/> IS | 067 <input type="radio"/> OP | 085 <input type="radio"/> SC | 103 <input type="radio"/> WES |
| 014 <input type="radio"/> CI | 032 <input type="radio"/> EX | 050 <input type="radio"/> JA | 068 <input type="radio"/> OS | 086 <input type="radio"/> SE | 104 <input type="radio"/> WM |
| 015 <input type="radio"/> CM | 033 <input type="radio"/> FI | 051 <input type="radio"/> LI | 069 <input type="radio"/> PC | 087 <input type="radio"/> SG | 105 <input type="radio"/> WP |
| 016 <input type="radio"/> CO | 034 <input type="radio"/> FO | 052 <input type="radio"/> LS | 070 <input type="radio"/> PE | 088 <input type="radio"/> SI | 106 <input type="radio"/> Other |
| 017 <input type="radio"/> CR | 035 <input type="radio"/> FR | 053 <input type="radio"/> MA | 071 <input type="radio"/> PG | 089 <input type="radio"/> SO | |
| 018 <input type="radio"/> CS | 036 <input type="radio"/> FS | 054 <input type="radio"/> MD | 072 <input type="radio"/> PH | 090 <input type="radio"/> SP | |

88b. Please indicate your level.

89. In total, how many years have you been working for the Public Service?

Less than 1 year

If one or more years, please indicate the number of years

90. In total, how many years have you been working for the department or agency in which you are currently working?

Less than 1 year

If one or more years, please indicate the number of years

91. What is your current employee status?

- 1 Indeterminate (permanent)
- 2 Seasonal
- 3 Term
- 4 Casual
- 5 Student
- 6 Contracted via temporary help services agency
- 7 Governor-in-council appointment
- 8 Other (e.g., minister's exempt staff)

92. What is your first official language?

- 1 English
- 2 French

93. What are the language requirements of your position?

- 1 Bilingual
- 2 Unilingual English
- 3 Unilingual French
- 4 Either English or French

94. Do you occupy a position in which you provide services directly to the public as a regular part of your job?

- 1 Yes
- 2 No

95. In which official language(s) do you provide services to the public?

- 1 English only
- 2 French only
- 3 Both English and French

96. In which province or territory do you work?
(Mark only one.)

- 01 Northwest Territories
- 02 Nunavut
- 03 Yukon
- 04 British Columbia
- 05 Alberta
- 06 Saskatchewan
- 07 Manitoba
- 08 National Capital Region
- 09 Ontario (excluding National Capital Region)
- 10 Quebec (excluding National Capital Region)
- 11 New Brunswick
- 12 Nova Scotia
- 13 Prince Edward Island
- 14 Newfoundland and Labrador
- 15 Outside Canada

97. Do you work in a designated bilingual area of Quebec or Ontario?

- 1 Bilingual regions of Montréal, the Eastern Townships or the Gaspé area
- 2 Eastern or Northern Ontario
- 3 I do not work in one of these areas

98. What is your age group?

- 01 Up to 24 years
- 02 25 to 29 years
- 03 30 to 34 years
- 04 35 to 39 years
- 05 40 to 44 years
- 06 45 to 49 years
- 07 50 to 54 years
- 08 55 to 59 years
- 09 60 years and over

99. What is your gender?

- 1 Male
- 2 Female

100. What is the highest level of education you have ever completed?

- 1 Secondary/high school graduation certificate or equivalent or less
- 2 Diploma or certificate from a community college, CEGEP, institute of technology, nursing school, etc. or a trades certificate or diploma
- 3 University certificate or diploma below the bachelor's level
- 4 Bachelor's degree (e.g., BA, BSc)
- 5 University certificate or diploma above the bachelor's level including a Master's degree (e.g., MA, MSc, MEd) or professional degree (e.g., LLB, degree in medicine, dentistry, veterinary medicine or optometry [MD, DDS, DMD, DVM, OD]) or earned doctorate (e.g., PhD, DSc, DEd)

101. Do you have a professional designation (e.g., CGA, CMA, etc.)?

- 1 Yes
- 2 No

102. Are you an Aboriginal person?

(An Aboriginal person is a North American Indian or a member of a First Nation, a Métis or an Inuk. North American Indians or members of a First Nation include status, treaty or registered Indians, as well as non-status and non-registered Indians.)

- 1 Yes
- 2 No

103. Are you a person with a disability?

(A person with a disability has a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and considers himself or herself to be disadvantaged in employment by reason of that impairment, or believes that an employer or potential employer is likely to consider him or her to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.)

- 1 Yes
- 2 No - **Go to question 105**

104. Are you provided with the accessibility tools and/or media resources that are critical in the performance of your work?

- 1 Yes
- 2 No
- 6 Not applicable

105. Are you a member of a visible minority group?

(A member of a visible minority in Canada may be defined as someone (other than an Aboriginal person) who is non-white in colour/race, regardless of place of birth. For example, Black, Chinese, Filipino, Japanese, Korean, South Asian/East Indian, Southeast Asian, non-white West Asian, North African or Arab, non-white Latin American, person of mixed origin (with one parent in one of the visible minority groups in this list), or other visible minority group.)

- 1 Yes
- 2 No

106. Did you complete and return a questionnaire in the last Public Service Employee Survey (2005)?

- 1 Yes
- 2 No

FOR INFORMATION ONLY

Thank you for your co-operation in completing this questionnaire about your work world. Your views are essential to the renewal of the Public Service.