

Public Service Employee Survey 2011

Confidential when completed

Français au verso

To all employees:

We are pleased to invite you to participate in the fifth Public Service Employee Survey. This is an important opportunity to express your views about your workplace.

This survey is about what matters to you. Your input is very important since it will help your organization maintain a healthy and productive work environment and will impact your organization's performance evaluation.

Your participation is voluntary and **your responses are anonymous**. The completed surveys are collected directly by Statistics Canada and are protected under the *Statistics Act*. No one, including your immediate supervisor, will have access to your responses. To further ensure confidentiality, your responses will be added to those of others and will be summarized in tables and graphs. You will not be identified in any way.

The survey takes approximately 20 minutes to complete. Your responses should reflect your work environment on the day that you complete the survey. Please note that you have until **September 30, 2011** to complete and return the questionnaire.

We appreciate you taking the time to share your views. Your opinion matters and contributes to creating a workplace of choice.



Daphne Meredith
Chief Human Resources Officer
Treasury Board of Canada Secretariat



Wayne R. Smith
Chief Statistician
Statistics 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.tbs-sct.gc.ca/survey-sondage> or call free of charge at 1-877-949-9492, from Canada or the United States, or E-Mail, SOS@statcan.gc.ca.
TTY/TDD : 1-855-382-7745.

This questionnaire is available in alternative formats.

8-5300-359: 2011-07-12 SQC-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 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 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"/>
7. 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"/>
8. 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"/>
9. I receive meaningful recognition for work well done.	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"/>
11. I am willing to put in the extra effort to get the job done.	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
12. In my department or agency, I have the opportunities I need to implement ideas on how to improve 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"/>
13. Subject to operational requirements, my immediate supervisor supports the use of flexible work arrangements (e.g., flexible hours, compressed work weeks, telework).	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 am proud of the work that I do.	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"/>
15. I have opportunities to provide input into decisions that affect 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	Sometime	Rarely	Never/ Almost never	Don't know	Not applicable
16. 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"/>
17. 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"/>
18. 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"/>

My Skills and Career

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
19. 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"/>
20. 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"/>
21. 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"/>
22. 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"/>
23. 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"/>

My Work Unit

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
24. I have positive working relationships with my co-workers.	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. 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"/>
26. 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"/>
27. 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"/>
28. I have support at work to provide a high level of 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"/>
29. My physical environment (office, workspace, etc.) is suitable for my job requirements.	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
30. 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"/>
31. 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"/>
32. 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"/>
33. 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"/>
34. 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"/>

Staffing

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
35. 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"/>
36. 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"/>

My Organization (Department or Agency)

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
37. My department or agency does a good job of communicating its vision, mission and 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"/>
38. My department or agency reviews and evaluates the progress towards meeting its 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. Employees in my department or agency carry out their duties in the public's interest.	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
40. 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"/>
41. Discussions about values and ethics occur 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"/>
42. Senior managers in my organization lead by example in ethical behaviour.	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"/>
43. I feel I can initiate a formal recourse process (grievance, complaint, appeal, 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"/>
44. 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"/>
45. 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"/>
46. 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"/>
47. 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"/>
48. I think that my department or agency respects individual differences (e.g., culture, work styles, ideas, etc.).	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. 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"/>
50. My department or agency is committed to creating a diverse workforce.	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. I would recommend my department or agency as a great 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"/>
52. 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"/>
53. 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

54. Do you intend to leave your current position in the next two years?

- 1 Yes
- 2 No - **Go to question 57**
- 3 Not sure - **Go to question 56**

55. Please indicate reason for leaving. (*Mark one only*).

- 1 To retire
- 2 To pursue another position within my department or agency
- 3 To pursue a position in another department or agency
- 4 To pursue a position outside the federal Public Service
- 5 Other

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
56. At the present time, I am actively searching for another 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"/>

57. Are you a supervisor?

- 1 Yes
- 2 No - **Go to question 59**

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
58. In my work unit, there are effective mechanisms in place to deal with poor performers (<i>applicable to supervisors only</i>).	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

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*.

59. 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 61**
- 2 Once or twice
- 3 More than twice

	Never	Once or twice	More than twice	Not applicable
60. From whom did you experience harassment 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"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
61. My department or agency works hard to create a workplace that prevents harassment.	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"/>

Labour Management Relations

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
62. 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"/>
63. The union-management consultation process has been effective in addressing issues 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"/>
64. 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"/>
65. 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"/>

Discrimination

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.

66. 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 69**
- 2 Once or twice
- 3 More than twice

67. From whom did you experience discrimination on the job?

a. Co-workers

b. Individuals with authority over me

c. Individuals working for me

d. Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)

e. Individuals from other departments or agencies

f. Members of the public (individuals or organizations)

Never

Once or twice

More than twice

Not applicable

1

2

3

6

1

2

3

6

1

2

3

6

1

2

3

6

1

2

3

6

1

2

3

6

68. Please indicate the type of discrimination you experienced. (Mark all that apply).

a. Race

b. National or ethnic origin

c. Colour

d. Religion

e. Age

f. Sex

Never

Once or twice

More than twice

Not applicable

1

2

3

6

1

2

3

6

1

2

3

6

1

2

3

6

1

2

3

6

1

2

3

6

Question 68 continues on the next page →

	Never	Once or twice	More than twice	Not applicable
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
69. My department or agency works hard to create a workplace that prevents 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"/>

Harassment and Discrimination

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
70. I am satisfied in the way in which my <u>department or agency</u> 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"/>
71. I am satisfied in the way in which my <u>work unit</u> 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

72. Question 72 is not applicable to the paper questionnaire.
73. In which organizational unit are you currently working? (Please select your unit from the organizational unit list included.)
Code <input type="text"/> <input type="text"/> <input type="text"/>
74. I am currently a shift worker.
1 <input type="radio"/> Yes
2 <input type="radio"/> No

75. 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

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

1 Full-time

2 Part-time

77. 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

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

1 None

2 One

3 More than one

79. 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

80. 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	017 <input type="radio"/> CIV	033 <input type="radio"/> EU	049 <input type="radio"/> IN	065 <input type="radio"/> OP	081 <input type="radio"/> SE
002 <input type="radio"/> AC	018 <input type="radio"/> CO	034 <input type="radio"/> EX	050 <input type="radio"/> IS	066 <input type="radio"/> PC	082 <input type="radio"/> SG
003 <input type="radio"/> AD	019 <input type="radio"/> CR	035 <input type="radio"/> FB	051 <input type="radio"/> LA	067 <input type="radio"/> PE	083 <input type="radio"/> SI
004 <input type="radio"/> AG	020 <input type="radio"/> CS	036 <input type="radio"/> FI	052 <input type="radio"/> LI	068 <input type="radio"/> PG	084 <input type="radio"/> SO
005 <input type="radio"/> AI	021 <input type="radio"/> CX	037 <input type="radio"/> FO	053 <input type="radio"/> LS	069 <input type="radio"/> PH	085 <input type="radio"/> SP
006 <input type="radio"/> AO	022 <input type="radio"/> DA	038 <input type="radio"/> FR	054 <input type="radio"/> MA	070 <input type="radio"/> PI	086 <input type="radio"/> SR
007 <input type="radio"/> AR	023 <input type="radio"/> DD	039 <input type="radio"/> FS	055 <input type="radio"/> MD	071 <input type="radio"/> PL	087 <input type="radio"/> ST
008 <input type="radio"/> AS	024 <input type="radio"/> DE	040 <input type="radio"/> FT	056 <input type="radio"/> MDMDG	072 <input type="radio"/> PM	088 <input type="radio"/> STDNT
009 <input type="radio"/> AU	025 <input type="radio"/> DM	041 <input type="radio"/> GA	057 <input type="radio"/> MG	073 <input type="radio"/> PR	089 <input type="radio"/> SW
010 <input type="radio"/> BI	026 <input type="radio"/> DS	042 <input type="radio"/> GL	058 <input type="radio"/> MT	074 <input type="radio"/> PS	090 <input type="radio"/> TC
011 <input type="radio"/> CH	027 <input type="radio"/> EC	043 <input type="radio"/> GS	059 <input type="radio"/> NB	075 <input type="radio"/> PY	091 <input type="radio"/> TI
012 <input type="radio"/> CIASC	028 <input type="radio"/> ED	044 <input type="radio"/> GT	060 <input type="radio"/> ND	076 <input type="radio"/> RE	092 <input type="radio"/> TR
013 <input type="radio"/> CIEXC	029 <input type="radio"/> EG	045 <input type="radio"/> HP	061 <input type="radio"/> NU	077 <input type="radio"/> RL	093 <input type="radio"/> UNI
014 <input type="radio"/> CIPTC	030 <input type="radio"/> EL	046 <input type="radio"/> HR	062 <input type="radio"/> OC	078 <input type="radio"/> REG	094 <input type="radio"/> UT
015 <input type="radio"/> CISPC	031 <input type="radio"/> EN	047 <input type="radio"/> HS	063 <input type="radio"/> OE	079 <input type="radio"/> RO	095 <input type="radio"/> VM
016 <input type="radio"/> CM	032 <input type="radio"/> ES	048 <input type="radio"/> IM	064 <input type="radio"/> OM	080 <input type="radio"/> SC	096 <input type="radio"/> WP
					097 <input type="radio"/> Other

81. Please indicate your level.

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

(e.g., for FI-03, indicate 0 3)

82. With which area of work do you most closely identify in relation to your current job? (Mark one only).

- 01 Access to information and privacy
- 02 Government and Information Technology security
- 03 Information management
- 04 Information technology
- 05 Finance
- 06 Internal audit
- 07 Procurement, real property and material management
- 08 Evaluation
- 09 Human resources
- 10 Communications
- 11 Science and technology
- 12 Federal regulators
- 13 Health care practitioners
- 14 Legal services
- 15 Inspection and enforcement
- 16 Client contact centre
- 17 Administration and operations
- 18 Other direct services to the public
- 19 Other

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

- 1 Less than 1 year
- If one or more years, please indicate the number of years

84. 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)

85. What is your first official language?

- 1 English
- 2 French

86. What are the language requirements of your position?

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

87. 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 - **Go to question 89**

88. In what official language(s) do you provide services to the public?

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

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

- 01 National Capital Region **▶ Go to question 91**
- 02 Ontario (excluding National Capital Region)
- 03 Quebec (excluding National Capital Region) **▶ Go to question 90**
- 04 Northwest Territories
- 05 Nunavut
- 06 Yukon
- 07 British Columbia
- 08 Alberta
- 09 Saskatchewan **▶ Go to question 91**
- 10 Manitoba
- 11 New Brunswick
- 12 Nova Scotia
- 13 Prince Edward Island
- 14 Newfoundland and Labrador
- 15 Outside Canada

90. 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

91. What is your age group?

- 1 24 years and under
- 2 25 to 29 years
- 3 30 to 34 years
- 4 35 to 39 years
- 5 40 to 44 years
- 6 45 to 49 years
- 7 50 to 54 years
- 8 55 to 59 years
- 9 60 years and over

92. What is your gender?

- 1 Male
- 2 Female

93. 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 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)

94. 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 (Inuit). 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

95. 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

96. 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

97. Did you complete and return a questionnaire in the last Public Service Employee Survey (2008)?

1 Yes

2 No

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.