

Survey of Staffing - Candidates, Cycle 3

Confidential when completed

Statistics Canada is conducting the Survey of Staffing – Candidates on behalf of the Public Service Commission (PSC). This survey forms part of the PSC's activities in overseeing the integrity of staffing in the federal public service. It focuses on your experience, both in general, and as a candidate in staffing processes during a specific time period.

A few additional questions are included at the end of the survey concerning awareness of rights and responsibilities of public servants with regards to political activities. While these questions are not about staffing processes, they are in keeping with a key part of the PSC's mandate which is to safeguard the non-partisanship of the federal public service.

All information provided to Statistics Canada through this survey is protected by law under the *Statistics Act*. This act stipulates that your information will be kept confidential and will be used for statistical purposes only and analyzed at the departmental or agency and public-service-wide levels only. While your participation is voluntary, the greater the number of employees participating, the more accurate and representative the results will be across the public service.

We invite you to help the PSC ensure that the process by which individuals are selected and promoted is based on merit and non-partisanship and reflects the values of fairness, transparency, access, and representativeness.

Thank you in advance for your cooperation.

<Signature here>
Maria Barrados
President
Public Service Commission

<Signature here>
Wayne R. Smith
Acting Chief Statistician of Canada

For more detailed information about the Survey of Staffing, please visit the **Information for survey participants** Internet site at <http://www.statcan.gc.ca/survey-enquete/index-eng.htm>

SECTION A – PARTICIPATION IN A SPECIFIC STAFFING PROCESS

The following section helps identify if you participated in a staffing process during the specific period of interest.

A Staffing Process is any action or process intended to staff one or more positions within, or into the federal public service. For example, this could involve a change in group and/or level (e.g., CR-04 to CR-05), and/or a change in work status (e.g., term to indeterminate).

A1. During the period from July 1st, 2009 to June 30th, 2010, did you participate as a candidate in a staffing process, whether or not it resulted in you being appointed?

If you were involved in more than one staffing process during this period, please base all your answers on the one that concluded **most recently** for you.

- 1 Yes
- 2 No > Go to Section G

A2. When did this staffing process conclude for you?

Conclude for you means one of several possible outcomes such as receiving an offer of appointment, being placed in a pool of qualified candidates for future referral or consideration, or being eliminated from further consideration.

- 1 Between July 1st, 2009 and September 30th, 2009
- 2 Between October 1st, 2009 and June 30th, 2010 > Go to Question A4
- 3 After June 30th 2010, or has not yet been concluded. > Go to Section G

A3. Did you already report on this same process as part of the previous Survey of Staffing conducted between January 2010 and March 2010?

- 1 Yes >Go to Section G
- 2 No

A4. Was it a staffing process where you had to apply to be considered for the position (advertised staffing process)?

(This could be to fill a specific position or as part of a recruitment drive to provide a pool of candidates for potential positions in multiple locations.)

- 1 Yes
- 2 No >Go to Question A7

A5. Did you voluntarily withdraw from this staffing process before its conclusion?

- 1 Yes > Go to Section G
- 2 No

A6. Was this staffing process intended to fill ...?

- 1 One position
- 2 Multiple positions
- 7 Don't know

Default: > Go to Question A8

A7. Was it a staffing process ...?

- 1 For a promotion arising from the completion of a specific training or development program
> Go to Section G
- 2 That was part of the simultaneous reclassification of many employees > Go to Section G
- 3 For a reclassification of your position based on an assessment of your duties and performance
- 4 For an incumbent-based promotion (A promotion based on a track record with identifiable accomplishments such as promotion for scientific researcher.) > Go to Section G
- 5 For none of the above

A8. Was it a staffing process...?

- 1 For an indeterminate position
- 2 For a term position
- 3 For a casual position
- 4 For an acting position
- 5 For an assignment > Go to Section G
- 6 For a secondment > Go to Section G
- 7 For a deployment > Go to Section G
- 8 For none of the above

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SECTION B – TYPE OF POSITION

The following questions identify the type of position you applied for or were appointed to that concluded for you between July 1st, 2009 and June 30th, 2010.

B1. What is the occupational group of the position you applied for or were appointed to? (If the group is composed of more than 2 letters, indicate the first two letters [e.g., for ST-SCY, indicate ST].)

001	AB	019	CX	037	FI	055	LA	073	PA	091	SE
002	AC	020	DA	038	FO	056	LI	074	PC	092	SG
003	AD	021	DD	039	FR	057	LP	075	PE	093	SI
004	AG	022	DE	040	FS	058	LS	076	PF	094	SO
005	AI	023	DM	041	FT	059	MA	077	PG	095	SP
006	AO	024	DS	042	GA	060	MD	078	PH	096	SR
007	AP	025	DX	043	GC	061	MG	079	PI	097	ST
008	AR	026	EC	044	GL	062	MM	080	PL	098	SC
009	AS	027	ED	045	GR	063	MS	081	PM	099	SW
010	AU	028	EG	046	GS	064	MT	082	PR	100	TC
011	BI	029	EL	047	GT	065	NB	083	PS	101	TE
012	CC	030	EN	048	HD	066	ND	084	PX	102	TI
013	CH	031	EO	049	HP	067	NU	085	PY	103	TR
014	CI	032	ES	050	HR	068	OC	086	RE	104	UN
015	CM	033	ET	051	HS	069	OE	087	RI	105	UT
016	CO	034	EU	052	IM	070	OM	088	RO	106	VM
017	CR	035	EX	053	IN	071	OP	089	SC	107	WP
018	CS	036	FB	054	IS	072	OS	090	SD	108	Other

B2. What is the level of the position you applied for or were appointed to? (e.g., for FI-03, indicate 03)

B3. What type of position was this staffing process for?

- 1 A term position
- 2 An indeterminate position (permanent)
- 3 Other

B4. Where was the position to be filled?

- 1 Multiple regions across Canada
- 2 National Capital Region
- 3 Newfoundland and Labrador
- 4 Prince Edward Island
- 5 Nova Scotia
- 6 New Brunswick
- 7 Quebec (excluding the National Capital Region)
- 8 Ontario (excluding the National Capital Region)
- 9 Manitoba
- 10 Saskatchewan
- 11 Alberta
- 12 British Columbia
- 13 Yukon, Nunavut, Northwest Territories
- 14 Outside Canada

B5. In what department/agency was the position you applied for or were appointed to?
(If the staffing process was held for multiple departments/agencies, indicate 'Multiple departments/agencies'.)

01	Multiple departments/agencies	107	International Joint Commission
9	Agriculture and Agri-Food Canada	74	Library and Archives Canada
134	Assisted Human Reproduction Canada	101	Military Police Complaints Commission of Canada
32	Atlantic Canada Opportunities Agency	108	NAFTA Secretariat — Canadian Section
83	Canada Border Services Agency	3	National Defence
78	Canada School of Public Service	75	National Energy Board
102	Canadian Artists and Producers Professional Relations Tribunal	109	National Farm Products Council
47	Canadian Environmental Assessment Agency	36	National Parole Board
119	Canadian Forces Grievance Board	15	Natural Resources Canada
25	Canadian Grain Commission	128	Office of the Chief Electoral Officer
20	Canadian Heritage	110	Office of the Commissioner for Federal Judicial Affairs
41	Canadian Human Rights Commission	42	Office of the Commissioner of Official Languages
116	Canadian Industrial Relations Board	118	Office of the Governor General's Secretary
103	Canadian Intergovernmental Conference Secretariat	139	Office of the Commissioner of Lobbying of Canada
22	Canadian International Development Agency	63	Office of the Superintendent of Financial Institutions Canada
120	Canadian International Trade Tribunal	45	Offices of the Information and Privacy Commissioners of Canada
31	Canadian Radio-television and Telecommunications Commission	71	Passport Canada
33	Canadian Space Agency	111	Patented Medicine Prices Review Board Canada
54	Canadian Transportation Agency	25	Privy Council Office
13	Citizenship and Immigration Canada	70	Public Health Agency of Canada
114	Commission for Public Complaints Against the Royal Canadian Mounted Police	46	Public Prosecution Service of Canada
105	Copyright Board Canada	53	Public Safety Canada
4	Correctional Service Canada	141	Public Sector Integrity Canada
30	Courts Administration Service	132	Public Servants Disclosure Protection Tribunal Canada
24	Department of Finance Canada	21	Public Service Commission of Canada
19	Department of Justice Canada	142	Public Service Labour Relations Board
34	Economic Development Agency of Canada for the Regions of Quebec	7	Public Works and Government Services Canada
11	Environment Canada	44	Registrar of the Supreme Court of Canada
130	Financial Consumer Agency of Canada	112	Registry of the Competition Tribunal
5	Fisheries and Oceans Canada	16	Royal Canadian Mounted Police
14	Foreign Affairs and International Trade Canada	8	Statistics Canada
106	Hazardous Materials Information Review Commission Canada	140	Status of Women Canada
6	Health Canada	143	The Correctional Investigator Canada
2	Human Resources and Skills Development Canada	12	Transport Canada
124	Human Rights Tribunal of Canada	127	Transportation Appeal Tribunal of Canada
23	Immigration and Refugee Board of Canada	39	Transportation Safety Board of Canada
17	Indian and Northern Affairs Canada	26	Treasury Board of Canada Secretariat
27	Indian Oil and Gas	18	Veterans Affairs Canada
10	Industry Canada	43	Western Economic Diversification Canada
82	Infrastructure Canada	150	Other

SECTION C - MOVEMENT ACROSS POSITIONS

The questions in this section examine your employment situation before the staffing process concluded for you. This information will help identify patterns of movement across positions.

In the next questions, the statement “before this staffing process concluded for you” refers to the point in time where your participation in this process ended, regardless of the outcome.

C1. What was your employment situation before this staffing process concluded for you? (Mark one only.)

- 1 Employed in the federal public service (excluding separate agencies such as the Canadian Food Inspection Agency (CFIA) and the Canadian Revenue Agency (CRA))
- 2 On priority status
- 3 Employed in a separate agency, in the Minister’s Office, a member of the Canadian Forces or the non-civilian side of the > Go to Question C13
- 4 Providing contract or consulting services to the federal public service > Go to Question C13
- 5 Working in the federal public service, through a temporary placement agency >Go to Question C13
- 6 Employed outside the federal government such as non-governmental or private sector or self-employed (excluding providing contract or consulting services to the federal public service) > Go to Question C13
- 7 Student > Go to Question C13
- 8 Unemployed > Go to Question C13

C2. What was your occupational group before this staffing process concluded for you? (If your group was composed of more than 2 letters, indicate the first two letters [e.g., for ST-SCY, indicate ST].)

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

001	AB	019	CX	037	FI	055	LA	073	PA	091	SE
002	AC	020	DA	038	FO	056	LI	074	PC	092	SG
003	AD	021	DD	039	FP	057	LP	075	PE	093	SI
004	AG	022	DE	040	FS	058	LS	076	PF	094	SO
005	AI	023	DM	041	FT	059	MA	077	PG	095	SP
006	AO	024	DS	042	GA	060	MD	078	PH	096	SR
007	AP	025	DX	043	GC	061	MG	079	PI	097	ST
008	AR	026	EC	044	GL	062	MM	080	PL	098	SU
009	AS	027	ED	045	GR	063	MS	081	PM	099	SW
010	AU	028	EG	046	GS	064	MT	082	PR	100	TC
011	BI	029	EL	047	GT	065	NB	083	PS	101	TE
012	CC	030	EN	048	HD	066	ND	084	PX	102	TI
013	CH	031	EO	049	HP	067	NU	085	PY	103	TR
014	CI	032	ES	050	HR	068	OC	086	RE	104	UN
015	CM	033	ET	051	HS	069	OE	087	RL	105	UT
016	CO	034	EU	052	IM	070	OM	088	RO	106	VM
017	CR	035	EX	053	IN	071	OP	089	SC	107	WP
018	CS	036	FB	054	IS	072	OS	090	SD	108	Other

C3. Please indicate the level of your position before this process concluded for you (e.g., for FI-03, indicate 03).

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

□□□

C4. What was your employment status before this staffing process concluded for you?

- 1 Indeterminate (permanent)
- 2 Term
- 3 Casual

C5. Were you on an assignment or secondment before this process concluded for you?

- 1 Yes
- 2 No

C6. Was your position before the process concluded for you part of a specific training or development program? (e.g., CAP or MTP)

- 1 Yes > Go to Question C11
- 2 No

C7. Were you in an acting position before the process concluded for you?

- 1 Yes
- 2 No > Go to Question C11

C8. How many consecutive months were you in that acting position when this staffing process concluded for you? (Please give the closest estimate.)

- 1 less than 4 months
- 2 4-8 months
- 3 9-12 months
- 4 13-18 months
- 5 19-24 months
- 6 more than 2 years

C9. Was the acting position renewed during that period?

- 1 Yes
- 2 No

C10. Were you replacing a person that did not return to that position?

- 1 Yes
- 2 No

C11. In relation to the position to be filled, where were you employed at the time this process concluded for you?

- 1 In the same work unit as the position to be filled
- 2 In the same department/agency but in a different work unit
- 3 In an independent agency affiliated with the department where the position was located
- 4 In a different department/agency

C12. For how long did you occupy the position you had in your work unit before this staffing process concluded for you?

- 1 less than 1 year
- 2 1-2 years
- 3 3-5 years
- 4 more than 5 years

C13. What region were you located in before this staffing process concluded for you?

- 1 National Capital Region
- 2 Newfoundland and Labrador
- 3 Prince Edward Island
- 4 Nova Scotia
- 5 New Brunswick
- 6 Quebec (excluding the National Capital Region)
- 7 Ontario (excluding the National Capital Region)
- 8 Manitoba
- 9 Saskatchewan
- 10 Alberta
- 11 British Columbia
- 12 Yukon, Nunavut, Northwest Territories
- 13 Outside Canada

CheckC14.

If this staffing process was a certain type (A7 = 3 or 5) go to Section D,
If A8 = 3 or 4, go to Section G,
Otherwise, go to next question.

C14. How did you first learn about the position, opening, or pool you applied for, or were appointed to? (Mark one only.)

- 1 Through an advertisement that was publicly available (e.g., in a newspaper)
- 2 Through a posting on a government web-site
- 3 Through a memo circulated only within the department/agency
- 4 I was informed by a colleague working outside of my work unit
- 5 I was approached by someone in the work unit or department/agency
- 6 I was referred through priority administration
- 7 I approached a colleague connected with the work unit

CheckC15.

If A4=no, 'you did not have to apply to be considered for the position' go to Section D,
Otherwise, go to next question.

C15. To the best of your knowledge, who was eligible to apply for the position(s)?

- 1 The general public
- 2 Only federal public servants
- 3 Only employees in specific departments or agencies
- 4 Only employees in a specific work unit(s)
- 7 Don't know

C16. To the best of your knowledge, from what parts of the country were people permitted to apply for the position(s)?

- 1 Only persons within a specified municipality or locale (e.g., within 100 km of Winnipeg)
- 2 Only persons within a certain region (e.g., Atlantic, Prairies, Western Canada)
- 3 Only persons within a certain geographical area (e.g., west of the Great Lakes)
- 4 Persons residing in Canada and Canadian citizens residing abroad
- 7 Don't know

C17. How would you rate your own opportunity to initially find out about this position, relative to other similarly qualified people who were eligible to apply for it?

- 1 Less opportunity
- 2 About the same opportunity
- 3 More opportunity
- 4 Not applicable
- 7 Don't Know

C18. While this staffing process was on-going, how many other job possibilities were you waiting to hear the results of?

(These could be positions that you applied for before or after applying to this staffing process, including positions inside or outside the federal government.)

- 1 None
- 2 1 to 2
- 3 3 to 5
- 4 More than 5

C19. Did you submit your application just to gain practice or experience?

- 1 Not at all
- 2 To some extent
- 3 To a great extent

SECTION D - ASSESSMENT AND SELECTION

This group of questions looks at what was involved in assessing your merit for the position and how you perceived the staffing process.

Assessment includes all formal forms of testing that may have been part of this staffing process (e.g., written test, oral interview, reference checks). You may have been assessed specifically for the position(s) or been assessed in a process which was linked or led to this staffing process (e.g., as a part of entry into a pool of candidates). Please include this assessment as well.

D1. Did you undergo any formal or informal assessment (e.g., test, interview, reference check) as part of your participation in this staffing process?

- 1 Yes
- 2 No > Go to Question D8

D2. Which of the following types of assessment did you undergo?

Mark all that apply. (Choose the response categories based on the principal reason for which the test was administered [e.g., written knowledge test that also assesses the writing skill, should be indicated as a written knowledge test].)

- 1 Written knowledge test
- 2 General aptitude or cognitive ability test
- 3 Test of writing skill
- 4 A job simulation exercise, assessment centre, or in-basket
- 5 Structured interview with an assessment board (selection board)
- 6 Second official language testing (either oral or written)
- 7 Other tests (e.g., personality test, situational judgment test)
- 8 None of the above

D3. To the best of your knowledge, which of the following other sources of information were used to assess you? (Mark all that apply.)

- 01 Reference checks
- 02 360-degree feedback
- 03 Informal meeting with the hiring manager
- 04 Employee performance report/appraisal
- 05 Portfolio submission
- 06 Academic evaluation or transcript
- 07 Candidate Achievement Record (for EX positions)
- 08 None of the above
- 97 Don't know

D4. Were you assessed in the official language of your choice?

- 1 Not at all
- 2 In some areas
- 3 In all areas

D5. To what extent do you feel you were assessed for the actual job requirements related to the position?

- 1 Not at all
- 2 To some extent
- 3 To a great extent
- 7 Don't know

D6. To what extent do you feel the assessments used provided you with an opportunity to demonstrate your capabilities for the position?

- 1 Not at all
- 2 To some extent
- 3 To a great extent
- 7 Don't know

D7. To what extent were you satisfied with the information provided to you in advance regarding any assessment that would be done? (e.g., description of testing, test study materials)

- 1 Not at all
- 2 To some extent
- 3 To a great extent
- 7 Don't know

D8. To what extent do you think each of the following areas were considered important by the hiring manager in this staffing process, as it pertained to you?

Not at all	To a small extent	To a moderate extent	To a great extent	Don't know
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- a) Your knowledge (i.e. general or specialized)
- b) Your abilities
- c) Your training or academic background
- d) Your personal suitability or match to the work team
- e) Your work experience or background
- f) Your potential to develop for positions of greater responsibility

D9. In addition, to what extent do you think each of the following areas were considered important by the hiring manager in this staffing process, as it pertained to you?

Not at all	To a small extent	To a moderate extent	To a great extent	Don't know	Not applicable
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- a) The hiring manager's familiarity with your past work performance
- b) Your familiarity with the work unit or its projects

D10. To what extent do you feel each of the following areas were evaluated fairly in your case?

Not at all	To a small extent	To a moderate extent	To a great extent	Don't know
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- a) Your knowledge (i.e. general or specialized)
- b) Your abilities
- c) Your training or academic background
- d) Your personal suitability or match to the work team
- e) Your work experience or background
- f) Your potential to develop for positions of greater responsibility

D11. In addition, to what extent do you feel each of the following areas were evaluated fairly in your case?

Not at all	To a small extent	To a moderate extent	To a great extent	Don't know	Not applicable
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- a) Your past work performance under the hiring manager
- b) Your familiarity with the work unit or its projects

D12. Overall, do you feel this staffing process was run in a fair manner?

- 1 Not at all
- 2 To a small extent
- 3 To a moderate extent
- 4 To a great extent
- 7 Don't know

FOR INFORMATION ONLY

SECTION E – HOW THE STAFFING PROCESS CONCLUDED

This section examines how the staffing process concluded for you.

CHECKE1.

If A4=no, 'you did not have to apply to be considered for the position' go to Section G, Otherwise, go to next question.

Total elapsed time is the time between when you first applied to the staffing process and its completion for you, whether or not it resulted in an appointment. If you were appointed, consider the beginning of the process to be the day you applied and the ending of the process the day you reported to your new position.

E1. How satisfied were you with the total elapsed time required for this staffing process?

- 1 Very dissatisfied
- 2 Dissatisfied
- 3 Neither satisfied or dissatisfied
- 4 Satisfied
- 5 Very satisfied

E2. In months, what was the total elapsed time for this staffing process?

(e.g., 5 months, indicate 05; less than 1 month, indicate 01)

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E3. Was this staffing process cancelled before an appointment decision was made?

- 1 Yes > Go to Section F
- 2 No
- 7 Don't know

E4. Were you eliminated from any further consideration at some point before the conclusion of the process?

- 1 Yes
- 2 No > Go to Question E6

E5. At what stage in the process were you eliminated from any further consideration for the position or pool you applied for?

- 1 After not meeting the minimum qualifications for education and/or experience
- 2 After some, but not all of the assessment had been completed
- 3 After all assessment had been completed, including interviews
- 4 Not applicable
- 7 Don't know

E6. Were you placed in a pool of candidates to fill positions as they became available?

(This means that you were part of a group of candidates who were assessed against at least some qualifications and considered for future appointments.)

- 1 Yes
- 2 No
- 3 Not applicable
- 7 Don't know

E7. Did you receive an offer of appointment as a result of this staffing process?

(This could also be a result of being placed in a pool of qualified candidates and receiving an offer of appointment at some later time.)

- 1 Yes
- 2 No > Go to Section F

E8. Did you accept this offer of appointment?

- 1 Yes > Go to Question E10
- 2 No

E9. Which of the following reasons prompted you to decline the offer?

(Mark all that apply.)

- 1 I was not really interested or lost interest in the position
- 2 The offer of appointment came after I had accepted another position
- 3 The conditions of employment were not suitable (e.g., shift work)
- 4 None of the above

Default: Go to Section F

E10. Based on your experience in this position, to what extent do the actual job requirements match the job requirements that were advertised?

- 1 Not at all
- 2 To some extent
- 3 To a great extent
- 7 Don't know

SECTION F - INFORMAL DISCUSSION

The next few questions examine your experience with any informal discussion you may have had as a part of this particular process.

An informal discussion may take place when candidates who are no longer considered for an appointment have the right to request an “informal discussion” with the hiring manager or someone from the assessment board to discuss why the decision was made. The hiring manager may also initiate an informal discussion with unsuccessful candidates.

F1. Did you engage in an informal discussion with the hiring manager or their representative (Human Resource advisor or member of the assessment board) at some point during this staffing process?

- 1 Yes
- 2 No > Go to Section G

F2. At what point in the process did you engage in an informal discussion with the hiring manager or their representative?

- 1 After not meeting the minimum qualifications for education and/or experience
- 2 After some, but not all, of the assessment had been completed
- 3 After all assessment had been completed, including interviews
- 4 At multiple points in the process

F3. To what extent were you satisfied with the time it took to get that discussion?

- 1 Not at all
- 2 To some extent
- 3 To a great extent

F4. To what extent were you satisfied with the outcome of that discussion?

- 1 Not at all
- 2 To some extent
- 3 To a great extent

F5. Were you brought back into the process for further consideration as a result of that discussion?

- 1 Yes
- 2 No
- 3 Not applicable

SECTION G – YOUR GENERAL PERCEPTION IN STAFFING PROCESSES

The following section asks about your general perceptions of how staffing is conducted in the federal public service. These questions can be answered by anybody, whether or not they recently participated in a staffing process.

G1. To what extent do you agree with the following statements regarding staffing practices within your work unit?

Not at all	To a small extent	To a moderate extent	To a great extent	Don't know
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- a) Staffing processes are carried out in a transparent way.
- b) The advertised job requirements reflect the requirements of the position to be filled.
- c) The advertised job requirements pose barriers to candidates who would otherwise qualify for the position.
- d) I believe that we hire people who can do the job.
- e) The process of selecting a person for a position is done fairly.

G2. How long have you been part of your current work unit?

- 1 Less than 1 year
- 2 1 to 2 years
- 3 3 to 10 years
- 4 More than 10 years

G3. To what extent do you agree with the following statement?

During the past three years, when I was a candidate in advertised staffing processes within the federal public service I found that the processes were run in a fair manner.

- 1 Not at all
- 2 To a small extent
- 3 To a moderate extent
- 4 To a great extent
- 5 Not applicable
- 7 Don't know

SECTION H – BACKGROUND INFORMATION

Information gathered in the following section is intended to help organize survey responses.

H1. Do you currently work for (Pre-fill departmentE or departmentF from the sample file?)

- 1 Yes > Go to Question H3
2 No

H2. Which department/agency do you currently work for?

9	Agriculture and Agri-Food Canada	10	Industry Canada
32	Atlantic Canada Opportunities Agency	74	Library and Archives Canada
83	Canada Border Services Agency	3	National Defence
78	Canada School of Public Service	75	National Energy Board
25	Canadian Grain Commission	36	National Parole Board
20	Canadian Heritage	15	Natural Resources Canada
22	Canadian International Development Agency	128	Office of the Chief Electoral Officer
31	Canadian Radio-television and Telecommunications Commission	110	Office of the Commissioner for Federal Judicial Affairs
33	Canadian Space Agency	63	Office of the Superintendent of Financial Institutions Canada
13	Citizenship and Immigration Canada	71	Passport Canada
4	Correctional Service Canada	28	Privy Council Office
30	Courts Administration Service	70	Public Health Agency of Canada
24	Department of Finance Canada	46	Public Prosecution Service of Canada
19	Department of Justice Canada	53	Public Safety Canada
34	Economic Development Agency of Canada for the Regions of Quebec	21	Public Service Commission of Canada
11	Environment Canada	7	Public Works and Government Services Canada
5	Fisheries and Oceans Canada	16	Royal Canadian Mounted Police
14	Foreign Affairs and International Trade Canada	8	Statistics Canada
6	Health Canada	12	Transport Canada
2	Human Resources and Skills Development Canada	26	Treasury Board of Canada Secretariat
23	Immigration and Refugee Board of Canada	18	Veterans Affairs Canada
17	Indian and Northern Affairs Canada	43	Western Economic Diversification Canada
		150	Other

H3. How much cumulative experience do you have with staffing, whether as a hiring manager, a member of an assessment board (or selection board under the previous *Public Service Employment Act*), or as someone working in human resources?

- 1 None
- 2 A small amount of experience
- 3 A moderate amount of experience
- 4 A considerable amount of experience

H4. In total, how many years have you been working for the public service?

- 1 Less than a year
- 2 1 to 2 years
- 3 3 to 10 years
- 4 11 to 20 years
- 5 More than 20 years

H5. What is your gender?

- 1 Male
- 2 Female

H6. What is your age group?

- 1 Up to 29 years
- 2 30 to 39 years
- 3 40 to 49 years
- 4 50 to 54 years
- 5 55 years and above

H7. What is the highest certificate, diploma or degree that you have completed?

- 01 Less than high school diploma or its equivalent.
- 02 High school diploma or a high school equivalency certificate.
- 03 Trade Certificate or Diploma
- 04 College, CEGEP or other non-university certificate or diploma (other than trades certificates or diplomas).
- 05 University certificate or diploma below the bachelor's level.
- 06 Bachelor's Degree (e.g. B.A., B.Sc., LL.B.)
- 07 University certificate, diploma, degree above the bachelor's level.

H8. 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

H9. 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 H12

H10. Did you request any testing accommodations for a disability during your assessment?

- 1 Yes
- 2 No > Go to Question H12
- 3 Not applicable > Go to Question H12

H11. To what extent were you satisfied with the testing accommodations provided?

- 1 Not at all
- 2 To some extent
- 3 To a great extent

H12. 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

H13. Did you participate in the previous cycle of this survey, conducted between January and March 2010?

- 1 Yes, I described my involvement in a staffing process at that time.
- 2 Yes, but I did not describe a staffing process at that time.
- 3 No

SECTION I – POLITICAL ACTIVITIES

You have now completed the questions related to staffing processes. The Public Service Employment Act (PSEA) also mandates the Public Service Commission (PSC) to oversee the political impartiality of the Public Service.

We would like to take this opportunity to ask you 5 questions concerning political activities in the federal public service.

Under the PSEA, a political activity includes:

- any activity in support of, within or in opposition to a political party;
- any activity in support of, or in opposition to, a candidate before or during an election period; or
- seeking nomination as, or being, a candidate in a federal, provincial, territorial or municipal election before or during the election period.

The following 5 questions provide an indication of public servants' awareness of their rights and responsibilities, of information sources typically consulted, and involvement in political activity between July 1, 2009 and June 30, 2010.

The information gathered is provided back to the PSC for the purposes of identifying where communication regarding political activities for public servants needs to be strengthened.

11. Would you like to continue with the 5 political activities questions? (Note: These questions can be answered even if you do not consider yourself to be politically active)

- 1 Yes
- 2 No > Go to Section J

12. To what extent are you aware of your rights and responsibilities as a public servant, regarding political activities?

- 1 Not at all
- 2 To a limited extent
- 3 To a moderate extent
- 4 To a great extent
- 7 Don't know

13. To what extent does your department/agency keep you informed of your rights and responsibilities as a public servant regarding political activities? (e.g., website materials, communiqués, presentations)

- 1 Not at all
- 2 To a limited extent
- 3 To a moderate extent
- 4 To a great extent
- 7 Don't know

14. Between July 1st, 2009 and June 30th, 2010, what people or resources have you consulted concerning your rights and responsibilities as a public servant regarding political activities? (Mark all that apply.)

- 01 Designated Political Activities Representative in your department/agency
- 02 Your supervisor or manager
- 03 Your union representative
- 04 Posted (e.g., website) or printed information from the Public Service Commission
- 05 Public Service Commission representative
- 06 A Values and Ethics advisor in your department/agency
- 07 The *Values and Ethics Code for the Public Service*
- 08 Someone connected to a political party
- 09 Other people or resources
- 10 None

15. Between July 1st, 2009 and June 30th, 2010, have you participated in a political activity (other than voting, seeking nomination, or being a candidate), in support of or in opposition to, a candidate or political party, before or during a federal, provincial, territorial or municipal election, such as:

- posting a lawn sign or wearing a campaign button
- fund-raising for a political party
- distributing campaign information for a candidate
- using blogs, social networking sites or a personal website to express personal views about a candidate, political figure, or political party

- 1 Yes
- 2 No

16. Between July 1st, 2009 and June 30th, 2010, did you participate in the following candidacy-related political activity? (Mark all that apply. **Do not include** any activities that occurred before joining the federal public service or candidacy for areas not covered by the *Public Service Employment Act*, such as running for band council or school board trustee).

At the municipal level	At the provincial level	At the territorial level	At the federal level	None

- a) Officially sought nomination as a candidate for an election....
- b) Officially been confirmed, or have registered, as a candidate for an election...

SECTION J – SHARING OF INFORMATION AND COMMENTS

Statistics Canada has entered into an agreement with the Public Service Commission (PSC) to share information from this survey. The PSC will not be given your name or other unique identifiers.

The PSC has agreed to keep all the information confidential and to use it only for statistical purposes. Analysis will be performed at the departmental or agency and public-service-wide level.

J1. Do you agree to share your information with the Public Service Commission?

- 1 Yes
- 2 No

J2. Please use the space below to make any additional comments on your experience with this particular staffing process. Do not include any information that might unintentionally identify yourself or others (e.g., by mentioning your work unit). Feel free to note any ways that the process might be improved upon, or practices you felt were good examples to follow.

- 1 No comments to make.

(Limit 1200 characters)

Thank you for your co-operation. Your views are essential to the overall integrity of staffing processes and the political impartiality of the federal public service.

FOR INFORMATION ONLY