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FOR INFORMATION ONLY

Public Service Financial Community Survey 2009

Section: Introduction (INTRO)

A_101IN Statistics Canada is conducting the Public Service Financial Community Survey in collaboration with the Office of the Comptroller General to find out how members of the financial community see their work and careers.

A_102IN This information will help the Treasury Board in making decisions regarding issues such as career development, succession planning, workload, and learning plans.

A_103IN The information is collected under the authority of the Statistics Act. Consequently, Statistics Canada is prohibited by law from publishing or releasing statistics that could identify an individual. To ensure confidentiality, your responses will be added to those of others and will only be summarized in tables and graphs. The information reported will be treated in strict confidence. No one, including your immediate supervisor, can access your answers.

A_104IN The survey will require about 15 to 20 minutes of your time. Please complete the questionnaire by September 11, 2009.

A_105IN While voluntary, your participation will ensure that the survey accurately reports on the issues of importance to the public service financial community.

Section: Current Substantive Position (A)

A_Q01 What is the occupational group of your current substantive position?

- 1 FI
- 2 EX
- 3 Other (Go to H_201)

A_Q02 What is the level of your current substantive position?

- 1 01
- 2 02
- 3 03
- 4 04
- 5 05

A_Q03 What is your current employee status?

- 1 Indeterminate
- 2 Term
- 3 Casual

A_Q04 Are you a full-time or a part-time employee?

- 1 Full-time (30 hours per week or more)
- 2 Part-time

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A_Q05A Are you currently participating in any of the following work arrangements under a formal agreement with your manager?

Compressed work week

- 1 Yes
- 2 No

A_Q05B Are you currently participating in any of the following work arrangements under a formal agreement with your manager?

Flexible work schedule

- 1 Yes
- 2 No

A_Q05C Are you currently participating in any of the following work arrangements under a formal agreement with your manager?

Income averaging

- 1 Yes
- 2 No

A_Q05D Are you currently participating in any of the following work arrangements under a formal agreement with your manager?

Job sharing

- 1 Yes
- 2 No

A_Q05E Are you currently participating in any of the following work arrangements under a formal agreement with your manager?

Telework

- 1 Yes
- 2 No

A_Q06A Approximately how many years have you been at your a) current substantive classification level (for example FI-02) and b) in your current substantive position?

At current classification level

- 1 Less than one year
- 2 1 year to less than 2 years
- 3 2 years to less than 3 years
- 4 3 years to less than 5 years
- 5 5 years to less than 10 years
- 6 10 years to less than 15 years
- 7 15 years to less than 20 years
- 8 20 years or more

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A_Q06B **Approximately how many years have you been at your a) current substantive classification level (for example FI-02) and b) in your current substantive position?**

In current position

- 1 Less than one year
- 2 1 year to less than 2 years
- 3 2 years to less than 3 years
- 4 3 years to less than 5 years
- 5 5 years to less than 10 years
- 6 10 years to less than 15 years
- 7 15 years to less than 20 years
- 8 20 years or more

A_Q07 **What are the language requirements of your current substantive position?**

- 1 Unilingual English
- 2 Unilingual French
- 3 Either English or French
- 4 Bilingual (any bilingual requirement/profile)
- DK

A_Q08 **In your current substantive position, to whom do you and your section report?**

- 1 Chief Financial Officer (CFO)
- 2 Someone other than the CFO (e.g. financial staff who report to regional operations managers or program Assistant Deputy Ministers).
- DK

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A_Q09 **Please indicate which of the following is your current home department or agency (i.e. location of your current substantive position).**

- 01 Agriculture and Agri-Food Canada
- 02 Assisted Human Reproduction Canada
- 03 Atlantic Canada Opportunities Agency
- 04 Canada Border Services Agency
- 05 Canada Industrial Relations Board
- 06 Canada Public Service Agency
- 07 Canada Revenue Agency
- 08 Canada School of Public Service
- 09 Canadian Artists and Producers Professional Relations Tribunal
- 10 Canadian Dairy Commission
- 11 Canadian Environmental Assessment Agency
- 12 Canadian Food Inspection Agency
- 13 Canadian Forces Grievance Board
- 14 Canadian Grain Commission
- 15 Canadian Heritage
- 16 Canadian Human Rights Commission
- 17 Canadian Human Rights Tribunal
- 18 Canadian Institutes of Health Research (CIHR)
- 19 Canadian Intergovernmental Conference Secretariat
- 20 Canadian International Development Agency
- 21 Canadian International Trade Tribunal
- 22 Canadian Nuclear Safety Commission
- 23 Canadian Radio-television and Telecommunications Commission (CRTC)
- 24 Canadian Space Agency
- 25 Canadian Transportation Agency
- 26 Citizenship and Immigration Canada
- 27 Commission for Public Complaints Against the Royal Canadian Mounted Police
- 28 Competition Tribunal
- 29 Copyright Board Canada
- 30 Correctional Service of Canada
- 31 Courts Administration Service
- 32 Department of Finance Canada
- 33 Department of Justice Canada
- 34 Department of National Defence
- 35 Economic Development Agency of Canada for the Regions of Quebec
- 36 Elections Canada
- 37 Environment Canada
- 38 Financial Consumer Agency of Canada
- 39 Financial Transactions and Reports Analysis Centre of Canada
- 40 Fisheries and Oceans Canada
- 41 Foreign Affairs and International Trade Canada
- 42 Hazardous Materials Information Review Commission
- 43 Health Canada
- 44 HRSDC, Service Canada and Labour
- 45 Immigration and Refugee Board of Canada
- 46 Indian and Northern Affairs Canada
- 47 Indian Oil and Gas Canada
- 48 Indian Residential Schools Resolution Canada
- 49 Industry Canada

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- | | |
|----|---|
| 50 | Infrastructure Canada |
| 51 | International Joint Commission |
| 52 | Library and Archives Canada |
| 53 | Military Police Complaints Commission |
| 54 | NAFTA Secretariat - Canadian Section |
| 55 | National Capital Commission |
| 56 | National Energy Board |
| 57 | National Farm Products Council |
| 58 | National Parole Board |
| 59 | National Research Council |
| 60 | Natural Resources Canada |
| 61 | Office of the Chief Electoral Officer |
| 62 | Office of the Commissioner for Federal Judicial Affairs |
| 63 | Office of the Commissioner of Lobbying of Canada |
| 64 | Office of the Commissioner of Official Languages |
| 65 | Office of the Information Commissioner of Canada |
| 66 | Office of the Privacy Commissioner |
| 67 | Office of the Secretary to the Governor General |
| 68 | Office of the Superintendent of Financial Institutions Canada |
| 69 | Parks Canada |
| 70 | Passport Canada |
| 71 | Patented Medicine Prices Review Board Canada |
| 72 | Privy Council Office |
| 73 | Public Appointments Commission Secretariat |
| 74 | Public Health Agency of Canada |
| 75 | Public Prosecution Service of Canada |
| 76 | Public Safety Canada |
| 77 | Public Sector Integrity Canada |
| 78 | Public Servants Disclosure Protection Tribunal Canada |
| 79 | Public Service Commission of Canada |
| 80 | Public Service Labour Relations Board |
| 81 | Public Service Staffing Tribunal |
| 82 | Public Works and Government Services Canada |
| 83 | RCMP External Review Committee |
| 84 | Royal Canadian Mounted Police |
| 85 | Security Intelligence Review Committee |
| 86 | Ship-source Oil Pollution Fund |
| 87 | Statistics Canada |
| 88 | Status of Women Canada |
| 89 | The Correctional Investigator Canada |
| 90 | The Supreme Court of Canada |
| 91 | Transport Canada |
| 92 | Transportation Appeal Tribunal of Canada |
| 93 | Transportation Safety Board of Canada |
| 94 | Treasury Board of Canada Secretariat |
| 95 | Veterans Affairs Canada |
| 96 | Western Economic Diversification Canada |
| 97 | Other: Please specify |

A_Q09TXT Please indicate which of the following is your current home department or agency (i.e. location of your current substantive position). Please specify.

____(60 spaces)

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A_E09 **You indicated that your current home department/agency is not listed.
Please enter the name of your organization in the text box provided.**

A_Q10 **Please indicate where your current substantive position is located.**

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

A_Q11 **In what financial function is your current substantive position located?**

- 01 Accounting Operations
- 02 Resource Management
- 03 Financial Advisory Services
- 04 Financial Policy and/or Internal Control
- 05 Financial Systems
- 06 Internal Audit
- 07 Central Agency Policy, Receiver General of Canada, common or
shared services provision
- 08 Corporate Reporting
- 09 Manager/provider of multiple financial functions
- 10 Other

Section: **Your Previous Substantive Position (B)**

A_Q12 **Is this your first position in the Federal Public Service?**

- 1 Yes..... (Go to C_Q17)
- 2 No

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B_Q13 **What was the occupational group of your previous substantive position in the Federal Public Service (if more than one previous position, answer for the most recent one)?**

- 01 FI
- 02 EX
- 03 AS
- 04 CR
- 05 CO
- 06 CS
- 07 PM
- 08 ES
- 09 Not applicable
- 10 Other: Please specify

B_Q13TXT What was the occupational group of your previous substantive position in the Federal Public Service (if more than one previous position, answer for the most recent one)?
Please specify.

____(5 spaces)

B_E13 **You indicated that the the occupational group of your previous substantive position in the Federal Public Service is not listed. Please enter this occupational group in the text box provided.**

B_Q14 **What was the level of your previous substantive position in the Federal Public Service? (if more than one previous position, answer for the most recent one).**

- 1 01
- 2 02
- 3 03
- 4 04
- 5 05
- 6 06
- 7 07
- 8 08

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B_Q15 Please indicate the home department or agency of your previous substantive position in the Federal Public Service (if more than one previous position, answer for the most recent).

- 01 Agriculture and Agri-Food Canada
- 02 Assisted Human Reproduction Canada
- 03 Atlantic Canada Opportunities Agency
- 04 Canada Border Services Agency
- 05 Canada Industrial Relations Board
- 06 Canada Public Service Agency
- 07 Canada Revenue Agency
- 08 Canada School of Public Service
- 09 Canadian Artists and Producers Professional Relations Tribunal
- 10 Canadian Dairy Commission
- 11 Canadian Environmental Assessment Agency
- 12 Canadian Food Inspection Agency
- 13 Canadian Forces Grievance Board
- 14 Canadian Grain Commission
- 15 Canadian Heritage
- 16 Canadian Human Rights Commission
- 17 Canadian Human Rights Tribunal
- 18 Canadian Institutes of Health Research (CIHR)
- 19 Canadian Intergovernmental Conference Secretariat
- 20 Canadian International Development Agency
- 21 Canadian International Trade Tribunal
- 22 Canadian Nuclear Safety Commission
- 23 Canadian Radio-television and Telecommunications Commission (CRTC)
- 24 Canadian Space Agency
- 25 Canadian Transportation Agency
- 26 Citizenship and Immigration Canada
- 27 Commission for Public Complaints Against the Royal Canadian Mounted Police
- 28 Competition Tribunal
- 29 Copyright Board Canada
- 30 Correctional Service of Canada
- 31 Courts Administration Service
- 32 Department of Finance Canada
- 33 Department of Justice Canada
- 34 Department of National Defence
- 35 Economic Development Agency of Canada for the Regions of Quebec
- 36 Elections Canada
- 37 Environment Canada
- 38 Financial Consumer Agency of Canada
- 39 Financial Transactions and Reports Analysis Centre of Canada
- 40 Fisheries and Oceans Canada
- 41 Foreign Affairs and International Trade Canada
- 42 Hazardous Materials Information Review Commission
- 43 Health Canada
- 44 HRSDC, Service Canada and Labour
- 45 Immigration and Refugee Board of Canada
- 46 Indian and Northern Affairs Canada
- 47 Indian Oil and Gas Canada
- 48 Indian Residential Schools Resolution Canada

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49	Industry Canada
50	Infrastructure Canada
51	International Joint Commission
52	Library and Archives Canada
53	Military Police Complaints Commission
54	NAFTA Secretariat - Canadian Section
55	National Capital Commission
56	National Energy Board
57	National Farm Products Council
58	National Parole Board
59	National Research Council
60	Natural Resources Canada
61	Office of the Chief Electoral Officer
62	Office of the Commissioner for Federal Judicial Affairs
63	Office of the Commissioner of Lobbying of Canada
64	Office of the Commissioner of Official Languages
65	Office of the Information Commissioner of Canada
66	Office of the Privacy Commissioner
67	Office of the Secretary to the Governor General
68	Office of the Superintendent of Financial Institutions Canada
69	Parks Canada
70	Passport Canada
71	Patented Medicine Prices Review Board Canada
72	Privy Council Office
73	Public Appointments Commission Secretariat
74	Public Health Agency of Canada
75	Public Prosecution Service of Canada
76	Public Safety Canada
77	Public Sector Integrity Canada
78	Public Servants Disclosure Protection Tribunal Canada
79	Public Service Commission of Canada
80	Public Service Labour Relations Board
81	Public Service Staffing Tribunal
82	Public Works and Government Services Canada
83	RCMP External Review Committee
84	Royal Canadian Mounted Police
85	Security Intelligence Review Committee
86	Ship-source Oil Pollution Fund
87	Statistics Canada
88	Status of Women Canada
89	The Correctional Investigator Canada
90	The Supreme Court of Canada
91	Transport Canada
92	Transportation Appeal Tribunal of Canada
93	Transportation Safety Board of Canada
94	Treasury Board of Canada Secretariat
95	Veterans Affairs Canada
96	Western Economic Diversification Canada
97	Other: Please specify

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B_Q15TXT Please indicate the home department or agency of your previous substantive position in the Federal Public Service (if more than one previous position, answer for the most recent).
Please specify.

____(60 spaces)

B_E15 You indicated that your home department/agency of your previous substantive position in the Federal Public Service is not listed. Please enter the name of this department/agency in the text box provided.

B_Q16 Please indicate where your previous substantive position in the Federal Public Service was located (if more than one previous position, answer for the most recent).

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

Section: Mobility of the Financial Community : Actings, Assignments, Secondments, Deployments and Promotions (C)

C_Q17 Have you worked in an acting position at any time since September 2006?

- 1 Yes
- 2 No (Go to C_Q23)

C_Q18 Are you currently in an acting position?

- 1 Yes
- 2 No (Go to C_Q23)

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C_Q19	What is the occupational group of the position in which you are currently acting?
1	FI
2	EX
3	AS
4	CO
5	CS
6	PM
7	Other: Please specify
C_Q19TXT	What is the occupational group of the position in which you are currently acting? Please specify. ____(5 spaces)
C_E19	You indicated that the occupational group of the position in which you are currently acting is not listed. Please enter the name of this occupational group in the text box provided.
C_Q20	What is the level of the position in which you are currently acting?
1	01
2	02
3	03
4	04
5	05
6	06
7	07
8	08
C_Q21	Is your current acting position in the same financial function as your current substantive position?
1	Yes
2	No
	DK
C_Q22	Is the position in which you are currently acting in the same department/agency as your current substantive position?
1	Yes
2	No
C_Q23	Have you worked on secondment at any time since September 2006?
1	Yes
2	No (Go to C_Q25)
C_Q24	Are you currently on secondment?
1	Yes
2	No

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C_Q25	Have you worked on assignment at any time since September 2006?
1	Yes
2	No (Go to C_Q27)
C_C26	If #{C_Q17_1} ==2 && #{C_Q23_1} ==2 && #{C_Q25_1} ==2..... (Go to C_Q28)
C_Q26	Are you currently on assignment ?
1	Yes
2	No
C_Q27	Since September 2006, how much of your work time has been spent in an official acting position or seconded/assigned to other position(s)?
1	Less than 4 months (10%)
2	4 to less than 9 months (10% to 25%)
3	9 to less than 18 months (25% to 50%)
4	18 to less than 27 months (50% to 75%)
5	27 months and over (75% and more)
C_Q28	Have you accepted any promotions in the federal public service since September 2006, either with or without competition?
1	Yes
2	No (Go to C_Q30)
C_Q29	Have you accepted more than one promotion in the federal public service since September 2006, either with or without competition?
1	Yes
2	No
C_Q30	Have you accepted any deployments in the federal public service since September 2006?
1	Yes
2	No (Go to C_Q32)
C_C31	If #{C_Q23_1} ==2 && #{C_Q25_1} ==2 && #{C_Q30_1} ==2..... (Go to C_Q33)
C_Q31	Have you accepted more than one deployment in the federal public service since September 2006?
1	Yes
2	No

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C_Q32A **What were your primary reasons for accepting the most recent deployment, secondment or assignment you had since September 2006?**

First reason

- 01 Gain experience / develop new skills
- 02 New work offered a better fit with my skills
- 03 Description of new work seemed interesting
- 04 Leave work that did not meet my expectations
- 05 Geographic location of the new position/assignment was preferable
- 06 Leave an unpleasant work environment
- 07 Expectation of an acting assignment
- 08 Expectation of a promotion
- 09 Better future opportunity for career advancement
- 10 Better work/life balance
- 11 Opportunity to work on innovative or 'leading edge' projects
- 12 Opportunity to work with a well-respected manager
- 13 Belief that my efforts will be better recognized
- 14 Part of the recruitment program
- 15 Other

C_Q32B **What were your primary reasons for accepting the most recent deployment, secondment or assignment you had since September 2006?**

Second reason

- 01 Gain experience / develop new skills
- 02 New work offered a better fit with my skills
- 03 Description of new work seemed interesting
- 04 Leave work that did not meet my expectations
- 05 Geographic location of the new position/assignment was preferable
- 06 Leave an unpleasant work environment
- 07 Expectation of an acting assignment
- 08 Expectation of a promotion
- 09 Better future opportunity for career advancement
- 10 Better work/life balance
- 11 Opportunity to work on innovative or 'leading edge' projects
- 12 Opportunity to work with a well-respected manager
- 13 Belief that my efforts will be better recognized
- 14 Part of the recruitment program
- 15 Other
- 16 None

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C_Q32C **What were your primary reasons for accepting the most recent deployment, secondment or assignment you had since September 2006?**

Third reason

- 01 Gain experience / develop new skills
- 02 New work offered a better fit with my skills
- 03 Description of new work seemed interesting
- 04 Leave work that did not meet my expectations
- 05 Geographic location of the new position/assignment was preferable
- 06 Leave an unpleasant work environment
- 07 Expectation of an acting assignment
- 08 Expectation of a promotion
- 09 Better future opportunity for career advancement
- 10 Better work/life balance
- 11 Opportunity to work on innovative or 'leading edge' projects
- 12 Opportunity to work with a well-respected manager
- 13 Belief that my efforts will be better recognized
- 14 Part of the recruitment program
- 15 Other
- 16 None

C_Q33 **How likely are you to apply for a promotion within the next two years?**

- 1 Very likely
- 2 Somewhat likely
- 3 Not likely
- 4 Currently involved in a competition

Section: **Work Experience (D)**

D_Q34 **What was your employment status before joining the Federal Public Service?**

- 1 Employed in another public sector (i.e. provincial, municipal)
- 2 Employed in a not-for-profit or non-governmental organization (NGO)
- 3 Employed in the private sector
- 4 Student
- 5 Unemployed
- 6 Other

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D_Q35A **Approximately how many years of experience, working either full-time or part-time, do you have in each of the following:**

In the Federal Public Service

- 1 Less than one year
- 2 1 year to less than 2 years
- 3 2 years to less than 5 years
- 4 5 years to less than 10 years
- 5 10 years to less than 15 years
- 6 15 years to less than 20 years
- 7 20 years or more

D_Q35B **Approximately how many years of experience, working either full-time or part-time, do you have in each of the following:**

In current department or agency

- 1 Less than one year
- 2 1 year to less than 2 years
- 3 2 years to less than 5 years
- 4 5 years to less than 10 years
- 5 10 years to less than 15 years
- 6 15 years to less than 20 years
- 7 20 years or more

D_Q35C **Approximately how many years of experience, working either full-time or part-time, do you have in each of the following:**

In current occupational group

- 1 Less than one year
- 2 1 year to less than 2 years
- 3 2 years to less than 5 years
- 4 5 years to less than 10 years
- 5 10 years to less than 15 years
- 6 15 years to less than 20 years
- 7 20 years or more

D_Q36A **How many years of experience do you have, both inside and outside the Federal Public Service, in each of the following financial functions?**

Accounting Operations

- 01 No experience
- 02 Less than one year
- 03 1 year to less than 2 years
- 04 2 years to less than 5 years
- 05 5 years to less than 10 years
- 06 10 years to less than 15 years
- 07 15 years to less than 20 years
- 08 20 years or more
- DK

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D_Q36B **How many years of experience do you have, both inside and outside the Federal Public Service, in each of the following financial functions?**

Resource Management

- 01 No experience
- 02 Less than one year
- 03 1 year to less than 2 years
- 04 2 years to less than 5 years
- 05 5 years to less than 10 years
- 06 10 years to less than 15 years
- 07 15 years to less than 20 years
- 08 20 years or more
- DK

D_Q36C **How many years of experience do you have, both inside and outside the Federal Public Service, in each of the following financial functions?**

Financial Advisory Services

- 01 No experience
- 02 Less than one year
- 03 1 year to less than 2 years
- 04 2 years to less than 5 years
- 05 5 years to less than 10 years
- 06 10 years to less than 15 years
- 07 15 years to less than 20 years
- 08 20 years or more
- DK

D_Q36D **How many years of experience do you have, both inside and outside the Federal Public Service, in each of the following financial functions?**

Financial Policy, Internal Control

- 01 No experience
- 02 Less than one year
- 03 1 year to less than 2 years
- 04 2 years to less than 5 years
- 05 5 years to less than 10 years
- 06 10 years to less than 15 years
- 07 15 years to less than 20 years
- 08 20 years or more
- DK

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D_Q36E **How many years of experience do you have, both inside and outside the Federal Public Service, in each of the following financial functions?**

Financial Systems

- 01 No experience
- 02 Less than one year
- 03 1 year to less than 2 years
- 04 2 years to less than 5 years
- 05 5 years to less than 10 years
- 06 10 years to less than 15 years
- 07 15 years to less than 20 years
- 08 20 years or more
- DK

D_Q36F **How many years of experience do you have, both inside and outside the Federal Public Service, in each of the following financial functions?**

Internal Audit

- 01 No experience
- 02 Less than one year
- 03 1 year to less than 2 years
- 04 2 years to less than 5 years
- 05 5 years to less than 10 years
- 06 10 years to less than 15 years
- 07 15 years to less than 20 years
- 08 20 years or more
- DK

D_Q36G **How many years of experience do you have, both inside and outside the Federal Public Service, in each of the following financial functions?**

Central Agency Policy, Receiver General of Canada, common or shared services provision

- 01 No experience
- 02 Less than one year
- 03 1 year to less than 2 years
- 04 2 years to less than 5 years
- 05 5 years to less than 10 years
- 06 10 years to less than 15 years
- 07 15 years to less than 20 years
- 08 20 years or more
- DK

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D_Q36H **How many years of experience do you have, both inside and outside the Federal Public Service, in each of the following financial functions?**

Corporate Reporting

- 01 No experience
- 02 Less than one year
- 03 1 year to less than 2 years
- 04 2 years to less than 5 years
- 05 5 years to less than 10 years
- 06 10 years to less than 15 years
- 07 15 years to less than 20 years
- 08 20 years or more
- DK

Section: **Education, Training and Development (E)**

E_Q37 **What is the highest certificate, diploma or degree that you have completed?**

- 1 Less than high school graduation diploma or its equivalent..... (Go to E_Q39)
- 2 High school graduation diploma, Secondary School Vocational Diploma (SSVD) or its equivalent (GED)..... (Go to E_Q39)
- 3 Trade Certificate or Diploma
- 4 College, CEGEP or other non-university certificate or diploma
- 5 University certificate or diploma below the Bachelors level
- 6 Bachelors Degree
- 7 University certificate, diploma or degree above the Bachelors level

E_Q38 **Please indicate the areas of specialization of your degree/diploma. (Mark all that apply)**

- 1 Finance
- 2 Business Administration
- 3 Commerce
- 4 Accounting
- 5 Economics
- 6 Other: Please specify

E_Q38TXT Please indicate the areas of specialization of your degree/diploma. (Mark all that apply)
Please specify.

____(60 spaces)

E_E38 **You indicated that one of the areas of specialization of your degree/diploma is not listed. Please enter this area of specialization in the text box provided.**

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E_Q39 Which of the following Canadian professional accounting designations do you have? (Mark all that apply).

1 Chartered Accountant (CA)
2 Certified General Accountant (CGA)
3 Certified Management Accountant (CMA)
4 None
5 Other: Please specify

E_Q39TXT Which of the following Canadian professional accounting designations do you have? (Mark all that apply).
Please specify.

____(60 spaces)

E_E39A You indicated that the Canadian professional accounting designations you have are not listed. Please enter the designations in the text box provided.

E_E39B You cannot enter the category 'None' in combination of any other category.

E_Q40 Which of the following Canadian professional accounting designations or other designations are you currently actively pursuing? (Mark all that apply).

1 Chartered Accountant (CA)
2 Certified General Accountant (CGA)
3 Certified Management Accountant (CMA)
4 None (Go to E_Q42)
5 Other: Please specify

E_Q40TXT Which of the following Canadian professional accounting designations or other designations are you currently actively pursuing? (Mark all that apply).
Please specify.

____(60 spaces)

E_E40A You indicated that the Canadian professional accounting designations or other designations you are currently actively pursuing are not listed. Please enter the designations in the text box provided.

E_E40B You cannot enter the category 'None' in combination of any other category.

E_Q41YY When do you expect to receive the designation?
YYYY
Please specify.

____(4 spaces)

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E_Q41MM When do you expect to receive the designation?
MM
Please specify.

____(2 spaces)

E_Q42 Which of the following Canadian professional accounting designations or other designations do you intend to start to pursue in the next three years? (Mark all that apply).

1 Chartered Accountant (CA)
2 Certified General Accountant (CGA)
3 Certified Management Accountant (CMA)
4 None
5 Other: Please specify

E_Q42TXT Which of the following Canadian professional accounting designations or other designations do you intend to start to pursue in the next three years? (Mark all that apply).
Please specify.

____(60 spaces)

E_E42A You indicated that the Canadian professional accounting designations or other designations you intend to start to pursue in the next three years are not listed. Please enter the designations in text box provided.

E_E42B You cannot enter the category 'None' in combination of any other category.

E_Q43 Do you have the Government of Canada Financial Management Certificate?

1 Yes
2 No

E_Q44 Are you a graduate of the Financial Officer Recruitment and Development/Internal Auditor Recruitment and Development Program (FORD/IARD)?

1 Yes
2 No

E_C45A If #{E_Q37_1} !=2 && #{E_Q44_1} ==1 (Go to E_Q46)

E_C45B If #{E_Q37_1} ==2 && #{E_Q44_1} ==1 (Go to E_Q47)

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E_Q45	Are you currently enrolled in the Financial Officer Recruitment and Development/Internal Auditor Recruitment and Development Program (FORD/IARD)?
1	Yes
2	No
E_C46	If #{E_Q37_1} ==2 (Go to E_Q47)
E_Q46	Thinking of the skills and knowledge you acquired through your post-secondary education, to what extent do you feel they are being applied in your everyday work?
1	To a great extent
2	To a moderate extent
3	To a small extent
4	Not at all
E_Q47	Thinking of the experience and knowledge required to meet the needs of your current position, do you feel that you have. Is it your substantive position or one in which you are acting seconded or assigned.
1	More than enough experience and knowledge
2	The right amount of experience and knowledge
3	Not enough experience and knowledge
	DK
E_Q48	Do you currently have a formal Personal Learning Plan?
1	Yes
2	No
	DK
E_Q49	To what extent do you agree or disagree with the following statement: A formal Personal Learning Plan is a valuable tool with which to identify my learning needs, decide on my learning priorities and identify the necessary resources to meet those needs.
1	Strongly agree
2	Somewhat agree
3	Neither agree nor disagree
4	Somewhat disagree
5	Strongly disagree
	DK

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E_Q50 **To what extent do you agree or disagree with the following statement: In my Department/Agency formal Personal Learning Plans are actively used by management to identify the learning needs of staff, decide on learning priorities for employees and identify the necessary resources to meet those needs.**

- 1 Strongly agree
- 2 Somewhat agree
- 3 Neither agree nor disagree
- 4 Somewhat disagree
- 5 Strongly disagree
- DK

E_Q51A **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Financial Management Control Frameworks

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q51B **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Financial Management Life Cycles

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q51C **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Integrated Financial Management Systems

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q51D **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Funding and Financial Arrangements

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

Public Service Financial Community Survey 2009

E_Q51E To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Risk Assessment and Risk Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q51F To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Revenue Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q51G To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Costing

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q51H To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Integrated Resource Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q51I To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Treasury Board Submissions and Memoranda to Cabinet

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

Public Service Financial Community Survey 2009

E_Q51J To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Business Analysis

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q51K To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Budgeting and Reporting

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q52A To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Financial Management Control Frameworks

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
DK

E_Q52B To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Financial Management Life Cycles

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
DK

E_Q52C To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Integrated Financial Management Systems

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
DK

Public Service Financial Community Survey 2009

E_Q52D **To what extent do you feel that training and development in the following areas would benefit you in your future career development?**

Funding and Financial Arrangements

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q52E **To what extent do you feel that training and development in the following areas would benefit you in your future career development?**

Risk Assessment and Risk Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q52F **To what extent do you feel that training and development in the following areas would benefit you in your future career development?**

Revenue Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q52G **To what extent do you feel that training and development in the following areas would benefit you in your future career development?**

Costing

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q52H **To what extent do you feel that training and development in the following areas would benefit you in your future career development?**

Integrated Resource Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

Public Service Financial Community Survey 2009

E_Q52I To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Treasury Board Submissions and Memoranda to Cabinet

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q52J To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Business Analysis

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q52K To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Budgeting and Reporting

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q53A To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Change Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q53B To what extent do you feel that training and development in the following areas would help you in your current day to day work?

Project Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

Public Service Financial Community Survey 2009

E_Q53C **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Negotiation Skills

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q53D **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Facilitation Skills

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q53E **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Effective Writing

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q53F **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Communication

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q53G **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Human Resources Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

Public Service Financial Community Survey 2009

E_Q53H **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Effective Presentations

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q53I **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Client Service

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q53J **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Problem Solving

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q53K **To what extent do you feel that training and development in the following areas would help you in your current day to day work?**

Working in Teams

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all

E_Q54A **To what extent do you feel that training and development in the following areas would benefit you in your future career development?**

Change Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

Public Service Financial Community Survey 2009

E_Q54B To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Project Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q54C To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Negotiation Skills

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q54D To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Facilitation Skills

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q54E To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Effective Writing

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q54F To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Communication

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

Public Service Financial Community Survey 2009

E_Q54G To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Human Resources Management

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q54H To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Effective Presentations

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q54I To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Client Service

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q54J To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Problem Solving

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

E_Q54K To what extent do you feel that training and development in the following areas would benefit you in your future career development?

Working in Teams

- 1 To a great extent
- 2 To a moderate extent
- 3 To a small extent
- 4 Not at all
- DK

Public Service Financial Community Survey 2009

E_Q55 **Do you feel that your training and development needs are being met by currently available courses?**

1 Yes - I feel that the currently available courses meet my training and development needs. (Go to E_Q57)

2 No - I feel that new courses are needed to meet my training and development needs.
DK..... (Go to E_Q57)

E_Q56 **In which areas do you believe more training and development is needed? (Mark all that apply).**

01 Orientation for new employees

02 Management or supervision

03 Professional development or job related training

04 Policy or government initiatives

05 Computer software

06 Team work, interpersonal skills, communication

07 Language training

08 Other
DK

E_Q57 **How accessible are training and development courses in your current work environment?**

1 Very accessible

2 Somewhat accessible

3 Not accessible
DK

E_Q58A **For each of the following activities and tools, please indicate if you would find them useful in meeting your learning and development objectives.**

Mentoring programs

1 Very useful

2 Somewhat useful

3 Not useful
DK

E_Q58B **For each of the following activities and tools, please indicate if you would find them useful in meeting your learning and development objectives.**

Work assignments (e.g. secondment, temporary assignment, acting position)

1 Very useful

2 Somewhat useful

3 Not useful
DK

Public Service Financial Community Survey 2009

E_Q58C For each of the following activities and tools, please indicate if you would find them useful in meeting your learning and development objectives.

Brown bag / lunch time sessions

- 1 Very useful
- 2 Somewhat useful
- 3 Not useful
- DK

E_Q58D For each of the following activities and tools, please indicate if you would find them useful in meeting your learning and development objectives.

Coaching

- 1 Very useful
- 2 Somewhat useful
- 3 Not useful
- DK

E_Q58E For each of the following activities and tools, please indicate if you would find them useful in meeting your learning and development objectives.

Seminars and conferences

- 1 Very useful
- 2 Somewhat useful
- 3 Not useful
- DK

E_Q58F For each of the following activities and tools, please indicate if you would find them useful in meeting your learning and development objectives.

Computer-based training (e.g. CD-ROM, web-based training)

- 1 Very useful
- 2 Somewhat useful
- 3 Not useful
- DK

E_Q58G For each of the following activities and tools, please indicate if you would find them useful in meeting your learning and development objectives.

Classroom training

- 1 Very useful
- 2 Somewhat useful
- 3 Not useful
- DK

Public Service Financial Community Survey 2009

Section:	Retirement and Retention (F)
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F_Q59	When will you be eligible for retirement, the earliest time in which you may retire without penalty?
01	Currently eligible
02	In less than 1 year
03	1 year to less than 2 years
04	2 years to less than 3 years
05	3 years to less than 4 years
06	4 years to less than 5 years
07	5 years to less than 6 years
08	6 years to less than 10 years
09	10 years to less than 15 years
10	15 years or more
	DK

F_Q60	How likely are you to leave the Federal Public Service financial management community within the next two years for reasons other than retirement?
1	Very likely
2	Somewhat likely
3	Not likely (Go to F_Q64)

F_Q61	Please indicate the main reason for your intended departure from the Federal Public Service financial management community for reasons other than retirement?
1	To pursue your financial management career outside the Federal Public Service
2	To pursue a different career outside the Federal Public Service (Go to F_Q63)
3	To pursue a different career within the Federal Public service (Go to F_Q63)
4	End of term of employment (Go to F_Q63)
5	Other: Please specify (Go to F_Q63)

F_Q61TXT	Please indicate the main reason for your intended departure from the Federal Public Service financial management community for reasons other than retirement? Please specify. ____(60 spaces)
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F_E61	You indicated that the main reason for your intended departure from the Federal Public Service financial management community for reasons other than retirement is not listed. Please enter the name of this occupational group in the text box provided.
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Public Service Financial Community Survey 2009

F_Q62 Please indicate the main reasons why you intend to pursue your financial management career outside the Federal Public Service. (Mark all that apply).

- 01 To pursue more interesting work
- 02 Language requirements / restrictions
- 03 To explore greater career opportunities elsewhere
- 04 To make better use of my training and skills
- 05 Job security
- 06 Family/caring commitments
- 07 Health (burnout, disability, etc.)
- 08 To achieve better work-life balance
- 09 My immediate supervisor does not manage people and projects effectively
- 10 A lack of input into decisions affecting my job and career
- 11 A lack of recognition for doing a good job
- 12 Workplace difficulties (conflict with management or colleagues, work environment, etc.)
- 13 Lack of organizational stability
- 14 Compensation (salary, benefits)
- 15 Frustration with government rules and regulations
- 16 Other: Please specify

F_Q62TXT Please indicate the main reasons why you intend to pursue your financial management career outside the Federal Public Service. (Mark all that apply). Please specify.

____(60 spaces)

Public Service Financial Community Survey 2009

F_E62 **You indicated the main reasons why you intend to pursue your financial management career outside the Federal Public Service are not listed. Please enter the reasons in the text box provided.**

F_Q63A **Under what circumstances would you reconsider leaving the Federal Public Service financial community? Please select the three most important factors that would entice you to stay.**

The most important

01 If I enjoyed the type of work I did more
02 If my job was a better fit with my training and skills
03 If I had better job security
04 If I had better career opportunities in my department or agency
05 If I had better developmental/educational opportunities in my department or agency
06 If I was more able to achieve a good work-life balance
07 If my immediate supervisor managed people and projects more effectively
08 If I was more involved in decisions affecting my job and career
09 If I was better recognized for doing a good job
10 If I received a promotion
11 If I had better working conditions
12 If there was more organizational stability within my department or agency
13 If I had better compensation (salary, benefits)
14 Other

F_Q63B **Under what circumstances would you reconsider leaving the Federal Public Service financial community? Please select the three most important factors that would entice you to stay.**

The second most important

01 If I enjoyed the type of work I did more
02 If my job was a better fit with my training and skills
03 If I had better job security
04 If I had better career opportunities in my department or agency
05 If I had better developmental/educational opportunities in my department or agency
06 If I was more able to achieve a good work-life balance
07 If my immediate supervisor managed people and projects more effectively
08 If I was more involved in decisions affecting my job and career
09 If I was better recognized for doing a good job
10 If I received a promotion
11 If I had better working conditions
12 If there was more organizational stability within my department or agency
13 If I had better compensation (salary, benefits)
14 Other

Public Service Financial Community Survey 2009

F_Q63C Under what circumstances would you reconsider leaving the Federal Public Service financial community? Please select the three most important factors that would entice you to stay.

The third most important

- 01 If I enjoyed the type of work I did more
- 02 If my job was a better fit with my training and skills
- 03 If I had better job security
- 04 If I had better career opportunities in my department or agency
- 05 If I had better developmental/educational opportunities in my department or agency
- 06 If I was more able to achieve a good work-life balance
- 07 If my immediate supervisor managed people and projects more effectively
- 08 If I was more involved in decisions affecting my job and career
- 09 If I was better recognized for doing a good job
- 10 If I received a promotion
- 11 If I had better working conditions
- 12 If there was more organizational stability within my department or agency
- 13 If I had better compensation (salary, benefits)
- 14 Other

F_Q64 Do you want to achieve a higher level of ability in the other (i.e. second) official language?

- 1 Yes
- 2 No

F_Q65 Do you believe your current ability in the second official language is hurting your career advancement within the financial management community?

- 1 Yes
- 2 No
- DK

F_Q66 How accessible is second language training in your current work environment?

- 1 Very accessible
- 2 Somewhat accessible
- 3 Not accessible
- DK

Public Service Financial Community Survey 2009

F_Q67A Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Job security

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

F_Q67B Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Compensation (Pay & Benefits)

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

F_Q67C Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Leave entitlements

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

F_Q67D Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Varied and interesting work

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

F_Q67E Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Access to leading-edge technologies

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

Public Service Financial Community Survey 2009

F_Q67F Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Work/life balance

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

F_Q67G Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Rapport with co-workers

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

F_Q67H Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Opportunities for social activities

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

F_Q67I Thinking about how you assess a job or workplace, indicate the importance you place on each of the following factors.

Flexible work arrangements

- 1 Very important
- 2 Somewhat important
- 3 Somewhat unimportant
- 4 Not at all important

F_Q68A What has been the impact of each of the following initiatives on your day to day workload?

Introduction of the Federal Accountability Act

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

Public Service Financial Community Survey 2009

F_Q68B **What has been the impact of each of the following initiatives on your day to day workload?**

Policy Suite Renewal

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

F_Q68C **What has been the impact of each of the following initiatives on your day to day workload?**

Preparation toward audited financial statements

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

F_Q68D **What has been the impact of each of the following initiatives on your day to day workload?**

Management Accountability Framework (MAF) Assessments

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

F_Q68E **What has been the impact of each of the following initiatives on your day to day workload?**

Budget 2009 stimulus implementation

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

F_Q68F **What has been the impact of each of the following initiatives on your day to day workload?**

Introduction of the Management, Resources and Results Structure Policy (MRRS)

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

Public Service Financial Community Survey 2009

F_Q68G **What has been the impact of each of the following initiatives on your day to day workload?**

Chief Financial Officer sign-off requirements (e.g. Memorandum to Cabinet and Treasury Board Submissions)

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

F_Q68H **What has been the impact of each of the following initiatives on your day to day workload?**

Proactive Disclosure

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

F_Q68I **What has been the impact of each of the following initiatives on your day to day workload?**

Blue Ribbon Panel on Grants & Contributions

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

F_Q68J **What has been the impact of each of the following initiatives on your day to day workload?**

Public Service Renewal and Shared Services

- 1 Significant impact
- 2 Moderate impact
- 3 Little or no impact
- 4 Not familiar with the initiative

Section: Your Demographics (G)

G_Q69 **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

Public Service Financial Community Survey 2009

G_Q70	What is your first official language?
1	English
2	French
G_Q71	Are you an Aboriginal person?
1	Yes
2	No
G_Q72	Are you a member of a visible minority group?
1	Yes
2	No
G_Q73	Are you a person with a disability?
1	Yes
2	No
G_Q74	What is your gender?
1	Male
2	Female
Section:	Out of scope (H)
H_201	Thank you for your time, but we are currently not collecting information for employees of your occupational group. Please click on the Next button to submit the questionnaire.

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E_Q51C.....	22	E_Q58B.....	31
E_Q51D	22	E_Q58C.....	32
E_Q51E.....	23	E_Q58D	32
E_Q51F.....	23	E_Q58E.....	32
E_Q51G	23	E_Q58F	32
E_Q51H	23	E_Q58G	32
E_Q51I.....	23	F	
E_Q51J.....	24	F_E61	33
E_Q51K	24	F_E62.....	34
E_Q52A	24	F_Q59	33
E_Q52B.....	24	F_Q60	33
E_Q52C.....	24	F_Q61	33
E_Q52D	25	F_Q61TXT.....	33
E_Q52E.....	25	F_Q62	34
E_Q52F.....	25	F_Q62TXT.....	34
E_Q52G	25	F_Q63A.....	35
E_Q52H	25	F_Q63B.....	35
E_Q52I.....	26	F_Q63C.....	36
E_Q52J.....	26	F_Q64	36
E_Q52K	26	F_Q65	36
E_Q53A	26	F_Q66	36
E_Q53B.....	26	F_Q67A.....	37
E_Q53C.....	27	F_Q67B.....	37
E_Q53D	27	F_Q67C.....	37
E_Q53E.....	27	F_Q67D.....	37
E_Q53F.....	27	F_Q67E.....	37
E_Q53G	27	F_Q67F.....	38

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F_Q68C.....	39	G_Q71.....	41
F_Q68D.....	39	G_Q72.....	41
F_Q68E.....	39	G_Q73.....	41
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