



Special Surveys Division

Compensation Sector Survey

Confidential once completed

Collected under the authority of the
Statistics Act, Revised Statutes of
Canada, 1985, Chapter S19.

Version française au verso

To all employees in the compensation community

The purpose of this demographic study is to gather reliable information on the federal public service compensation community. This information will help the Human Resources Community Secretariat develop a current profile of members of the Compensation Group of human resources so that recruitment, training and development programs will be based on current data.

Your answers will remain confidential pursuant to the Statistics Act and will be used for statistical purposes only. All tables will be verified to ensure that identities are not revealed. If it becomes possible to identify a person using his or her characteristics, Statistics Canada guarantees that this table will not be produced. You will therefore not be identified as an individual.

Although your participation is voluntary, it is essential to ensure the accuracy of the survey results.

Thank you very much for your co-operation.

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Director
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Statistics Statistique
Canada Canada

Canada

General Information

1. Please indicate your current department / agency.

- 01 ACO - Atlantic Canada Opportunities Agency
- 02 AGR - Agriculture and Agri-Food Canada
- 03 APT - Canadian Artists and Producers Professional Relations Tribunal
- 04 ARC - National Archives of Canada
- 05 ATN - Canadian Transportation Agency
- 06 AUD - Office of the Auditor General of Canada
- 07 BCO - Canadian International Trade Tribunal
- 08 CAP - Parks Canada Agency
- 09 CEO - Office of the Chief Electoral Officer
- 10 CFC - Financial Transactions and Reports Analysis Centre of Canada
- 11 CIC - Canadian Intergovernmental Conference Secretariat
- 12 CIO - Canada Information Office
- 13 CLD - Law Commission of Canada
- 14 CLR - Canada Industrial Relations Board
- 15 CMG - Canadian Centre for Management Development
- 16 COL - Office of the Commissioner of Official Languages
- 17 COP - Copyright Board
- 18 CRI - Canadian Institutes of Health Research
- 19 CSA - Canadian Space Agency
- 20 CSE - Communications Security Establishment
- 21 CSI - Canadian Security Intelligence Service
- 22 CSN - Canadian Nuclear Safety Commission
- 23 CST - NAFTA Secretariat - Canadian Section
- 24 CSW - Office of the Co-ordinator, Status of Women Canada
- 25 DFO - Department of Fisheries and Oceans
- 26 DND - Department of National Defence
- 27 DOE - Department of Environment
- 28 DUS - Department of Industry
- 29 DVA - Department of Veterans Affairs
- 30 EAA - Canadian Environmental Assessment Agency

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- 31 ENR - National Energy Board
- 32 EXT - Department of Foreign Affairs and International Trade
- 33 FCT - Registry of the Federal Tax Court of Canada
- 34 FIN/TBD - Department of Finance/Treasury Board Secretariat
- 35 FJA - Office of the Commissioner for Federal Judicial Affairs
- 36 FRD - Economic Development Agency of Canada for the Region of Québec
- 37 GGS - Office of the Secretary of the Governor General
- 38 HRC - Canadian Human Rights Commission
- 39 IAN - Department of Indian Affairs and Northern Development
- 40 ICA - Canadian Food Inspection Agency
- 41 IDA - Canadian International Development Agency
- 42 IJC - International Joint Commission
- 43 IMC - Department of Citizenship and Immigration
- 44 IOG - Indian Oil and Gas Canada
- 45 IPC - Office of the Information and Privacy Commissioner
- 46 IRB - Immigration and Refugee Board
- 47 JUS - Department of Justice
- 48 MOT - Department of Transports
- 49 NAR - Canada Customs and Revenue Agency
- 50 NCC - National Capital Commission
- 51 NEE - National Round Table on the Environment and the Economy
- 52 NFB - National Film Board of Canada
- 53 NLI - National Library of Canada
- 54 NPB - National Parole Board
- 55 NRC - Natural Research Council of Canada
- 56 NSE - Natural Sciences and Engineering Research Council
- 57 PCH - Department of Canadian Heritage
- 58 PCO - Privy Council Office
- 59 PEN - Correctional Service of Canada
- 60 POL - Canadian Polar Commission
- 61 PPT - Passport Office
- 62 PSC - Public Service Commission

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- 63 PTP - Canadian Human Rights Tribunal
- 64 RCM - Royal Canadian Mounted Police (Civilian Personnel)
- 65 REA - Prairie Farm Rehabilitation Administration
- 66 REH - Department of Human Resources Development
- 67 RSN - Department of Natural Resources
- 68 RTC - Canadian Radio-Television and Telecommunications Commission
- 69 SHC - Department of Health
- 70 SIF - Office of the Superintendent of Financial Institutions Canada
- 71 SIR - Security Intelligence Review Committee
- 72 SOL - Solicitor General Canada
- 73 SRB - Public Service Staff Relations Board
- 74 SSH - Social Sciences and Humanities Research Council
- 75 STC - Statistics Canada
- 76 SUC - Supreme Court of Canada
- 77 SVC - Public Works and Government Services
- 78 SYT - Statistical Survey Operations
- 79 TCC - Registry of the Tax Court of Canada
- 80 TSB - Canadian Transportation Accident Investigation and Safety Board of Canada
- 81 WCO - Western Economic Diversification
- 82 Other

2. Please indicate the regional location of your current workplace.

- | | |
|--|---|
| <ul style="list-style-type: none"> 01 <input type="radio"/> Newfoundland 02 <input type="radio"/> Prince Edward Island 03 <input type="radio"/> Nova Scotia 04 <input type="radio"/> Moncton - New Brunswick 05 <input type="radio"/> Other regions of New Brunswick 06 <input type="radio"/> Montreal Region - Quebec (includes Saint-Hubert, Laval and Dorval) 07 <input type="radio"/> Other regions of Quebec (excluding the National Capital Region) 08 <input type="radio"/> National Capital Region 09 <input type="radio"/> Toronto Region - Ontario (includes Mississauga, North York and Scarborough) | <ul style="list-style-type: none"> 10 <input type="radio"/> Other regions of Ontario (excluding the National Capital Region) 11 <input type="radio"/> Manitoba 12 <input type="radio"/> Saskatchewan 13 <input type="radio"/> Edmonton - Alberta 14 <input type="radio"/> Other regions of Alberta 15 <input type="radio"/> Vancouver Region (includes New Westminister and Surrey) 16 <input type="radio"/> Other regions of British Columbia 17 <input type="radio"/> Territories |
|--|---|

3. What is your first official language?

- ¹ English
² French

4. In which official language(s) do you provide services to your clientele?

- ¹ English ³ English and French
² French ⁴ Other

5. What is your age group?

- ¹ 29 or under ⁵ 50 to 54 years
² 30 to 39 years ⁶ 55 to 59 years
³ 40 to 44 years ⁷ 60 or over
⁴ 45 to 49 years

6. What is your sex?

- ¹ Male
² Female

7. Are you an Aboriginal person?

(An Aboriginal person is a North American Indian or a member of a First Nation, a Métis or Inuit. North American Indians or members of a First Nation include Status, Treaty or Registered Indians, as well as Non-Status and Non-registered Indians.)

- ¹ Yes
² No

8. 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:

- (a) considers himself or herself to be disadvantaged in employment by reason of that impairment, or;
(b) believes that an employer or potential employer is likely to consider him/her to be disadvantaged in employment by reason of that impairment.

This definition includes persons whose functional limitations from their impairment have been accommodated in their current job or workplace.)

- ¹ Yes
² No

9. Are you a person in a visible minority group?

(A person in a visible minority group in Canada is someone (other than an Aboriginal person) who is non-white in colour, regardless of place of birth.)

- 1 Yes
2 No

10. Please indicate the occupational group of your current position.

- 1 AS 3 PE
2 CR 4 Other

11. Please indicate the occupational group of your previous position.

- 1 AS 4 Other
2 CR 5 No previous position
3 PE

12. Please indicate the area of your current position.

- 1 Departmental Call Centre 3 Department Headquarters Operations
2 Departmental Corporate Policy 4 Department Regional Operations

13. Please indicate your permanent position. *Mark all that apply.*

- 1 Clerk 5 Manager
2 Compensation Advisor 6 Coach
3 Trainer 7 Trainee
4 Supervisor 8 Other

14. Please indicate the status of your current position.

- 1 Indeterminate
2 Term
3 Casual
4 Contract

15. Please indicate your work arrangements. Choose only one answer.

- 1 Full time
2 Part time
3 Shared time

16. Are you presently in an acting position of more than 4 months?

- 1 Yes
2 No

Experience

17. In total, how many years have you been in your current position?

- 1 Less than 2 years 4 16 to 25 years
2 2 to 7 years 5 Over 25 years
3 8 to 15 years

18. In total, how many years have you been working in compensation in the federal public service?

- 1 Less than 2 years 4 16 to 25 years
2 2 to 7 years 5 Over 25 years
3 8 to 15 years

19. In total, how many years have you been working in the federal public service?

- 1 Less than 2 years 4 16 to 25 years
2 2 to 7 years 5 Over 25 years
3 8 to 15 years

20. In how many different federal departments have you held a public service position in compensation?

- 1 1 4 4
2 2 5 5 or more
3 3

21. In how many years do you plan to retire?

- 1 Less than 3 years
- 2 3 to 5 years
- 3 6 to 8 years
- 4 Over 8 years

Education and Training

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

- 1 Secondary / high school graduation certificate or equivalent or less ► *Go to question 24*
- 2 College level diploma
- 3 University certificate or diploma below a Bachelor level
- 4 Bachelor's degree
- 5 Master's degree
- 6 Doctorate

23. What was your area of study?

(Answer only if you have obtained a college or university diploma).

- 1 Human Resources management and Human Resources administration, business / public administration, commerce, finance
- 2 Social sciences (economics, politics, sociology...) and related studies
- 3 Humanities (psychology, journalism, literature, music...), fine arts, applied arts
- 4 Information technology, mathematics, statistics and related studies
- 5 Engineering, architecture and related studies
- 6 Natural sciences (biology, chemistry...)
- 7 Other

24. Are you currently enrolled in a college or university study program?

- 1 Yes
- 2 No ► *Go to question 28*

25. What is your current area of study?

- 1 Natural sciences (biology, chemistry...)
- 2 Engineering, architecture and related studies
- 3 Information technology, mathematics, statistics and related studies
- 4 Human Resources management and Human Resources administration, business/public administration, commerce, finance
- 5 Social sciences (economics, politics, sociology...) and related studies
- 6 Humanities (psychology, journalism, literature, music...), fine arts, applied arts
- 7 Other

26. What work arrangements did you make in order to pursue your studies?

- 1 Flexible work schedule while working full time
- 2 Flexible work schedule while working part time
- 3 Other arrangements
- 4 None

27. When do you expect to complete this study program?

- 1 In less than 1 year
- 2 1 year
- 3 2 years
- 4 3 years
- 5 4 years
- 6 5 years or more
- 7 Do not expect to complete

28. Have you previously taken any job related training or development courses while in compensation? This includes courses offered inside or outside the public services.

- 1 Yes
- 2 No ► *Go to question 30*

29. Please indicate all courses that you have taken (inside or outside the public service).

- | | |
|---|---|
| 01 <input type="radio"/> Knowledge of the organization | 15 <input type="radio"/> Harassment in the workplace |
| 02 <input type="radio"/> Interpersonal communications | 16 <input type="radio"/> Speed reading |
| 03 <input type="radio"/> Consultation | 17 <input type="radio"/> Teamwork |
| 04 <input type="radio"/> From employment to employability | 18 <input type="radio"/> Retirement planning |
| 05 <input type="radio"/> Staffing | 19 <input type="radio"/> Planning, organizing and control |
| 06 <input type="radio"/> Performance evaluation | 20 <input type="radio"/> Effective presentations |
| 07 <input type="radio"/> Training on evaluation | 21 <input type="radio"/> Effective decision-making and conflict resolutions |
| 08 <input type="radio"/> People management | 22 <input type="radio"/> Orientation program |
| 09 <input type="radio"/> Project management | 23 <input type="radio"/> Administrative writing |
| 10 <input type="radio"/> Conflict management | 24 <input type="radio"/> Staff relations |
| 11 <input type="radio"/> Human resource management | 25 <input type="radio"/> Cultural diversity awareness |
| 12 <input type="radio"/> Stress management | 26 <input type="radio"/> Supervision |
| 13 <input type="radio"/> Time management | 27 <input type="radio"/> Final touch |
| 14 <input type="radio"/> Listening skills | 28 <input type="radio"/> Other |

30. During your career, do you expect to occupy another position?

- 1 Yes
- 2 No ► *End of questionnaire*

31. In which activity sector?

- 1 In compensation (at another level)
- 2 In human resources (in an area other than compensation)
- 3 In an area other than human resources

Thank you for your cooperation