

**Public Service Employee Survey - 1999
Public Use Microdata File**

April 26, 2000

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Control section: **BATCH** *Position:* 1 *Length:* 5

Batch number

Allowed Min: 00001 *Allowed Max:* 99995

This variable is suppressed on the public use microdata file.

Control Section: **DEPT** *Position:* 6 *Length:* 2

Department number

Allowed Min: 01 *Allowed Max:* 99

		FREQ	WTD
01	Dept. of National Revenue	26,801	26,801
02	Dept. of Human Resources Development	12,015	12,015
03	Dept. of National Defence	7,426	7,426
04	Correctional Service of Canada	4,867	4,867
05	Dept. of Fisheries and Oceans	5,644	5,644
06	Dept. of Health	3,256	3,256
07	Dept. of Public Works and Govt. Services Canada	7,436	7,436
08	Statistics Canada	3,479	3,479
09	Dept. of Agriculture and Agri-Food	3,085	3,085
10	Dept. of Industry	2,836	2,836
11	Dept. of the Environment	2,949	2,949
12	Dept. of Transport	2,269	2,269
13	Dept. of Citizenship and Immigration	2,374	2,374
14	Dept. of Foreign Affairs and International Trade	1,763	1,763
15	Dept. of Natural Resources	2,232	2,232
16	Royal Canadian Mounted Police (Public Service Employees)	1,920	1,920
17	Dept. of Indian Affairs and Northern Development	2,327	2,327
18	Dept. of Veterans Affairs	1,646	1,646
19	Dept. of Justice	1,540	1,540
20	Dept. of Canadian Heritage	880	880
21	Public Service Commission	808	808
22	Canadian International Development Agency	768	768
23	Immigration and Refugee Board	456	456
24	Dept. of Finance	484	484
25	Canadian Grain Commission	373	373
26	Treasury Board (Secretariat)	596	596
27	National Archives of Canada	381	381
28	Privy Council Office	412	412
29	National Library of Canada	283	283
30	Registry of the Federal Court of Canada	271	271
31	Canadian Radio-television and Telecommunications Commission	244	244
32	Atlantic Canada Opportunities Agency	267	267

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33	Canadian Space Agency	204	204
34	Econ. Development Agency of Canada for the Regions of Quebec	179	179
36	National Parole Board	195	195
37	Canadian Transportation Agency	144	144
38	Dept. of the Solicitor General	179	179
39	Transportation Safety Board of Canada	135	135
40	Office of the Chief Electoral Officer	140	140
41	Canadian Human Rights Commission	128	128
42	Office of the Commissioner of Official Languages	93	93
44	Office of the Co-ordinator Status of Women	65	65
45	Offices of the Information and Privacy Commissioners	48	48
47	Canadian Environmental Assessment Agency	69	69
48	Canadian Centre for Management Development	73	73
95	Other small Departments and Agencies regrouped	756	756
99	Not stated	4	4
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file. See Section 5.2 of the User's Guide for additional information regarding the regrouped Departments and Agencies representing code 95.

Control Section: **SEQID** *Position:* 8 *Length:* 5

Identification number
Allowed Min: 00001 *Allowed Max:* 99995

This variable is suppressed on the public use microdata file.

My job world: **Q1** *Position:* 13 *Length:* 1

I believe that the work I do is important.

		FREQ	WTD
1	Strongly agree	65,672	65,864
2	Mostly agree	33,687	33,477
3	Mostly disagree	2,729	2,721
4	Strongly disagree	711	729
5	Don't know	599	607
9	Not stated	1,102	1,102
		=====	=====
		104,500	104,501

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My job world: **Q2** *Position:* 14 *Length:* 1

I have the necessary materials and equipment to do my job.

		FREQ	WTD
1	Strongly agree	26,655	26,440
2	Mostly agree	61,249	61,238
3	Mostly disagree	11,437	11,559
4	Strongly disagree	3,958	4,067
5	Don't know	135	135
9	Not stated	1,066	1,062
		=====	=====
		104,500	104,501

My job world: **Q3** *Position:* 15 *Length:* 1

It is easy to get the information I need to do my work.

		FREQ	WTD
1	Strongly agree	13,272	13,435
2	Mostly agree	63,945	63,686
3	Mostly disagree	20,375	20,363
4	Strongly disagree	5,076	5,180
5	Don't know	213	216
9	Not stated	1,619	1,622
		=====	=====
		104,500	104,501

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My job world: **Q4** *Position:* 16 *Length:* 1

I am classified fairly (my current group and level) compared to others doing similar work in my organization or elsewhere in the public service.

		FREQ	WTD
1	Strongly agree	12,586	12,393
2	Mostly agree	35,916	35,651
3	Mostly disagree	23,509	23,521
4	Strongly disagree	26,331	26,743
5	Don't know	4,876	4,909
9	Not stated	1,282	1,284
		=====	=====
		104,500	104,501

My job world: **Q5** *Position:* 17 *Length:* 1

I am allowed the flexibility to balance my personal, family and work needs.

		FREQ	WTD
1	Strongly agree	33,790	33,662
2	Mostly agree	53,004	52,890
3	Mostly disagree	10,879	10,938
4	Strongly disagree	5,011	5,176
5	Don't know	693	709
9	Not stated	1,123	1,126
		=====	=====
		104,500	104,501

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My job world: **Q6** *Position:* 18 *Length:* 1

I feel I can claim overtime for the hours that I work.

		FREQ	WTD
1	Strongly agree	25,883	26,621
2	Mostly agree	32,769	33,175
3	Mostly disagree	16,920	16,552
4	Strongly disagree	20,294	19,499
5	Don't know	6,338	6,359
9	Not stated	2,296	2,295
		=====	=====
		104,500	104,501

My job world: **Q7** *Position:* 19 *Length:* 1

I am in a job that is a good fit for me.

		FREQ	WTD
1	Strongly agree	35,947	35,857
2	Mostly agree	52,040	51,934
3	Mostly disagree	9,599	9,694
4	Strongly disagree	4,210	4,294
5	Don't know	1,497	1,513
9	Not stated	1,207	1,209
		=====	=====
		104,500	104,501

My job world: **Q8** *Position:* 20 *Length:* 1

Overall, I like my job.

		FREQ	WTD
1	Strongly agree	37,532	37,486
2	Mostly agree	53,479	53,362
3	Mostly disagree	8,131	8,215
4	Strongly disagree	3,042	3,099
5	Don't know	921	937
9	Not stated	1,395	1,402
		=====	=====
		104,500	104,501

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My job world: **Q9** *Position:* 21 *Length:* 1

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

		FREQ	WTD
1	Full-time	100,045	99,916
2	Part-time	3,559	3,685
9	Not stated	896	900
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

My job world: **Q10** *Position:* 22 *Length:* 1

I am satisfied with my current work arrangement (i.e. regular hours, telework, compressed work week, etc.)

		FREQ	WTD
1	Yes	90,634	90,275
2	No	12,092	12,446
9	Not stated	1,774	1,780
		=====	=====
		104,500	104,501

My job world: **Q11** *Position:* 23 *Length:* 1

I feel that the quality of my work suffers because of ... constantly changing priorities;

		FREQ	WTD
1	Always	12,466	12,566
2	Often	32,845	32,752
3	Sometimes	39,811	39,637
4	Rarely or never	16,896	17,041
5	Don't know	747	759
9	Not stated	1,735	1,745
		=====	=====
		104,500	104,501

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My job world: **Q12** *Position:* 24 *Length:* 1

I feel that the quality of my work suffers because of ... lack of stability in the organization;

		FREQ	WTD
1	Always	14,695	14,948
2	Often	28,309	28,368
3	Sometimes	35,206	34,974
4	Rarely or never	23,019	22,921
5	Don't know	1,477	1,490
9	Not stated	1,794	1,800
		=====	=====
		104,500	104,501

My job world: **Q13** *Position:* 25 *Length:* 1

I feel that the quality of my work suffers because of ... too many approval stages;

		FREQ	WTD
1	Always	12,506	12,653
2	Often	23,940	23,948
3	Sometimes	36,299	36,156
4	Rarely or never	27,202	27,094
5	Don't know	2,609	2,687
9	Not stated	1,944	1,964
		=====	=====
		104,500	104,501

My job world: **Q14** *Position:* 26 *Length:* 1

I feel that the quality of my work suffers because of ... unreasonable deadlines;

		FREQ	WTD
1	Always	7,951	7,895
2	Often	22,051	21,709
3	Sometimes	40,490	40,313
4	Rarely or never	30,879	31,391
5	Don't know	1,266	1,313
9	Not stated	1,863	1,880
		=====	=====
		104,500	104,501

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My job world: **Q15** *Position:* 27 *Length:* 1

I feel that the quality of my work suffers because of ... having to do the same or more work with fewer resources.

			FREQ		WTD
1	Always		21,951		21,867
2	Often		30,203		30,052
3	Sometimes		29,359		29,398
4	Rarely or never		18,886		19,074
5	Don't know		2,257		2,253
9	Not stated		1,844		1,856
			=====		=====
			104,500		104,501

My job world: **Q16** *Position:* 28 *Length:* 1

I consider my workload reasonable.

			FREQ		WTD
1	Always		10,659		10,907
2	Often		40,204		40,310
3	Sometimes		37,633		37,551
4	Rarely or never		13,944		13,656
5	Don't know		551		560
9	Not stated		1,509		1,518
			=====		=====
			104,500		104,501

My job world: **Q17** *Position:* 29 *Length:* 1

I can complete my assigned workload during my regular working hours.

			FREQ		WTD
1	Always		16,784		17,291
2	Often		43,731		44,124
3	Sometimes		25,410		25,247
4	Rarely or never		16,875		16,140
5	Don't know		312		317
9	Not stated		1,388		1,382
			=====		=====
			104,500		104,501

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My job world: **Q18** *Position:* 30 *Length:* 1

In the past year, I had to work paid overtime.

		FREQ	WTD
1	Always	4,656	4,838
2	Often	11,941	12,210
3	Sometimes	28,078	28,625
4	Rarely or never	56,149	55,234
5	Don't know	1,092	1,083
9	Not stated	2,584	2,511
		=====	=====
		104,500	104,501

My job world: **Q19** *Position:* 31 *Length:* 1

In the past year, I had to work unpaid overtime.

		FREQ	WTD
1	Always	6,692	6,220
2	Often	15,425	14,703
3	Sometimes	23,693	23,257
4	Rarely or never	55,561	57,172
5	Don't know	1,141	1,168
9	Not stated	1,988	1,982
		=====	=====
		104,500	104,501

My job world: **Q20** *Position:* 32 *Length:* 1

I compliment others for a job well done.

		FREQ	WTD
1	Always	24,850	24,658
2	Often	46,631	46,402
3	Sometimes	27,188	27,518
4	Rarely or never	3,617	3,716
5	Don't know	627	628
9	Not stated	1,587	1,579
		=====	=====
		104,500	104,501

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My job world: **Q21** *Position:* 33 *Length:* 1

I am encouraged to be innovative or take initiative in my work.

		FREQ	WTD
1	Always	17,102	16,959
2	Often	34,472	34,123
3	Sometimes	31,931	32,039
4	Rarely or never	19,217	19,605
5	Don't know	384	385
9	Not stated	1,394	1,390
		=====	=====
		104,500	104,501

My job world: **Q22** *Position:* 34 *Length:* 1

I do take initiative in my work.

		FREQ	WTD
1	Always	31,758	31,735
2	Often	49,449	49,274
3	Sometimes	19,626	19,759
4	Rarely or never	2,227	2,293
5	Don't know	147	151
9	Not stated	1,293	1,289
		=====	=====
		104,500	104,501

My job world: **Q23** *Position:* 35 *Length:* 1

I have a say in decisions and actions that impact on my work.

		FREQ	WTD
1	Always	11,328	11,124
2	Often	34,543	33,995
3	Sometimes	37,046	37,259
4	Rarely or never	19,769	20,312
5	Don't know	499	504
9	Not stated	1,315	1,308
		=====	=====
		104,500	104,501

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Communication with supervisor: **Q24** *Position:* 36 *Length:* 1

I know what my immediate supervisor expects of me in my job.

		FREQ	WTD
1	Strongly agree	29,819	30,003
2	Mostly agree	57,696	57,535
3	Mostly disagree	9,469	9,413
4	Strongly disagree	4,173	4,179
5	Don't know	1,776	1,808
6	Not applicable	314	317
9	Not stated	1,253	1,247
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

Communication with supervisor: **Q25** *Position:* 37 *Length:* 1

My immediate supervisor allows me to determine how I do my work.

		FREQ	WTD
1	Strongly agree	36,526	36,062
2	Mostly agree	54,445	54,566
3	Mostly disagree	7,374	7,551
4	Strongly disagree	3,353	3,495
5	Don't know	507	520
6	Not applicable	1,060	1,079
9	Not stated	1,235	1,229
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

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Communication with supervisor: **Q26** *Position:* 38 *Length:* 1

I receive useful feedback from my immediate supervisor on my job performance.

		FREQ	WTD
1	Strongly agree	18,603	18,587
2	Mostly agree	44,965	44,844
3	Mostly disagree	23,021	22,993
4	Strongly disagree	13,632	13,796
5	Don't know	1,613	1,617
6	Not applicable	1,329	1,332
9	Not stated	1,337	1,331
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

Communication with supervisor: **Q27** *Position:* 39 *Length:* 1

I can count on my immediate supervisor to keep his or her promises.

		FREQ	WTD
1	Strongly agree	28,219	27,960
2	Mostly agree	48,512	48,419
3	Mostly disagree	11,793	11,941
4	Strongly disagree	7,846	8,057
5	Don't know	5,273	5,264
6	Not applicable	1,526	1,531
9	Not stated	1,331	1,330
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

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Communication with supervisor: **Q28** *Position:* 40 *Length:* 1

I get adequate recognition from my immediate supervisor when I do a good job.

		FREQ	WTD
1	Strongly agree	23,715	23,568
2	Mostly agree	44,702	44,544
3	Mostly disagree	19,540	19,648
4	Strongly disagree	11,294	11,496
5	Don't know	2,942	2,936
6	Not applicable	911	918
9	Not stated	1,396	1,392
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

Communication with supervisor: **Q29** *Position:* 41 *Length:* 1

My immediate supervisor keeps me informed about the issues affecting my work.

		FREQ	WTD
1	Strongly agree	22,666	22,500
2	Mostly agree	50,553	50,369
3	Mostly disagree	18,080	18,229
4	Strongly disagree	10,090	10,282
5	Don't know	1,248	1,261
6	Not applicable	571	576
9	Not stated	1,292	1,286
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

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Communication with supervisor: **Q30** *Position:* 42 *Length:*1

I keep my immediate supervisor informed about my work.

		FREQ	WTD
1	Strongly agree	36,242	36,098
2	Mostly agree	56,461	56,432
3	Mostly disagree	6,963	7,062
4	Strongly disagree	1,704	1,752
5	Don't know	403	413
6	Not applicable	1,459	1,483
9	Not stated	1,268	1,261
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

Communication with supervisor: **Q31** *Position:* 43 *Length:*1

My immediate supervisor and I discuss the results I am expected to achieve.

		FREQ	WTD
1	Strongly agree	16,533	16,486
2	Mostly agree	48,124	47,987
3	Mostly disagree	23,954	23,949
4	Strongly disagree	11,014	11,157
5	Don't know	1,419	1,430
6	Not applicable	2,604	2,649
9	Not stated	852	844
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

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Communication with supervisor: **Q32** *Position:* 44 *Length:* 1

I feel that I can disagree with my immediate supervisor on work-related issues without fear of reprisal.

		FREQ	WTD
1	Strongly agree	27,687	27,285
2	Mostly agree	50,127	50,063
3	Mostly disagree	12,659	12,817
4	Strongly disagree	8,325	8,573
5	Don't know	3,813	3,853
6	Not applicable	1,080	1,107
9	Not stated	809	803
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

Communication with supervisor: **Q33** *Position:* 45 *Length:* 1

My immediate supervisor assesses my work against identified goals and objectives.

		FREQ	WTD
1	Strongly agree	17,213	17,138
2	Mostly agree	43,436	43,425
3	Mostly disagree	19,208	19,119
4	Strongly disagree	10,542	10,550
5	Don't know	10,035	10,170
6	Not applicable	3,023	3,050
9	Not stated	1,043	1,049
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

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Communication with supervisor: **Q34** *Position:* 46 *Length:* 1

If I were to suggest ways to improve how we do things, my immediate supervisor would take them seriously.

		FREQ	WTD
1	Strongly agree	32,087	31,682
2	Mostly agree	47,422	47,384
3	Mostly disagree	12,432	12,625
4	Strongly disagree	6,161	6,373
5	Don't know	4,913	4,956
6	Not applicable	678	683
9	Not stated	807	798
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

Communication with supervisor: **Q35** *Position:* 47 *Length:* 1

My immediate supervisor distributes the work fairly.

		FREQ	WTD
1	Strongly agree	20,808	20,809
2	Mostly agree	47,759	47,666
3	Mostly disagree	14,176	14,252
4	Strongly disagree	7,702	7,865
5	Don't know	4,864	4,812
6	Not applicable	8,302	8,217
9	Not stated	889	880
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

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Communication with supervisor: **Q36** *Position:* 48 *Length:* 1

My immediate supervisor helps me determine my learning needs.

		FREQ	WTD
1	Strongly agree	13,054	13,066
2	Mostly agree	37,505	37,450
3	Mostly disagree	27,565	27,422
4	Strongly disagree	15,772	15,945
5	Don't know	3,764	3,776
6	Not applicable	5,850	5,852
9	Not stated	990	990
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

Communication with supervisor: **Q37** *Position:* 49 *Length:* 1

My immediate supervisor allows me to take training for my job.

		FREQ	WTD
1	Strongly agree	29,950	29,520
2	Mostly agree	49,014	48,772
3	Mostly disagree	11,486	11,733
4	Strongly disagree	6,313	6,642
5	Don't know	3,154	3,158
6	Not applicable	3,634	3,729
9	Not stated	949	947
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

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Communication with supervisor: **Q38** *Position:* 50 *Length:* 1

My immediate supervisor treats me with respect.

		FREQ	WTD
1	Strongly agree	49,597	49,042
2	Mostly agree	40,958	41,247
3	Mostly disagree	6,860	7,007
4	Strongly disagree	4,605	4,709
5	Don't know	1,234	1,247
6	Not applicable	262	269
9	Not stated	984	980
		=====	=====
		104,500	104,501

Note: Your immediate supervisor is the person who assigns you your work and/or evaluates your work performance.

My work unit: **Q39** *Position:* 51 *Length:* 1

In my work unit, my colleagues treat me with respect.

		FREQ	WTD
1	Strongly agree	44,075	43,672
2	Mostly agree	53,595	53,860
3	Mostly disagree	3,845	3,934
4	Strongly disagree	1,175	1,223
5	Don't know	722	737
6	Not applicable	423	414
9	Not stated	665	661
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q40** *Position:* 52 *Length:* 1

In my work unit, we operate in an open and honest way.

		FREQ	WTD
1	Strongly agree	31,765	31,569
2	Mostly agree	53,293	53,264
3	Mostly disagree	12,940	13,079
4	Strongly disagree	4,223	4,326
5	Don't know	1,150	1,146
6	Not applicable	400	397
9	Not stated	729	719
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q41** *Position:* 53 *Length:* 1

In my work unit, I believe that we hire people who can do the job.

		FREQ	WTD
1	Strongly agree	20,340	20,054
2	Mostly agree	55,000	54,752
3	Mostly disagree	15,496	15,750
4	Strongly disagree	7,931	8,217
5	Don't know	2,702	2,707
6	Not applicable	2,231	2,223
9	Not stated	800	798
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q42** *Position:* 54 *Length:* 1

In my work unit, the process of selecting a person for a position is done fairly.

		FREQ	WTD
1	Strongly agree	17,633	17,268
2	Mostly agree	45,036	44,661
3	Mostly disagree	18,804	19,125
4	Strongly disagree	12,157	12,594
5	Don't know	7,409	7,406
6	Not applicable	2,560	2,550
9	Not stated	901	897
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q43** *Position:* 55 *Length:* 1

In my work unit, we are generally able to work according to plan.

		FREQ	WTD
1	Strongly agree	14,343	14,368
2	Mostly agree	61,827	61,933
3	Mostly disagree	17,502	17,356
4	Strongly disagree	5,424	5,476
5	Don't know	2,590	2,568
6	Not applicable	1,970	1,965
9	Not stated	844	834
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q44** *Position:* 56 *Length:* 1

In my work unit, we work as a team.

		FREQ	WTD
1	Strongly agree	23,898	23,972
2	Mostly agree	51,016	50,982
3	Mostly disagree	17,933	17,872
4	Strongly disagree	7,629	7,701
5	Don't know	868	859
6	Not applicable	2,385	2,352
9	Not stated	771	763
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q45** *Position:* 57 *Length:* 1

I am proud of the work carried out in my work unit.

		FREQ	WTD
1	Strongly agree	34,019	33,785
2	Mostly agree	56,639	56,693
3	Mostly disagree	8,150	8,286
4	Strongly disagree	1,938	1,991
5	Don't know	2,234	2,223
6	Not applicable	1,049	1,049
9	Not stated	471	475
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q46** *Position:* 58 *Length:* 1

In my work unit, we learn from our mistakes and do what it takes to correct them.

		FREQ	WTD
1	Strongly agree	30,400	30,447
2	Mostly agree	56,751	56,670
3	Mostly disagree	10,788	10,793
4	Strongly disagree	2,803	2,873
5	Don't know	2,424	2,383
6	Not applicable	853	855
9	Not stated	481	481
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q47** *Position:* 59 *Length:* 1

I know how the work I do contributes to my work unit's objectives.

		FREQ	WTD
1	Strongly agree	39,186	38,899
2	Mostly agree	52,907	53,055
3	Mostly disagree	6,242	6,292
4	Strongly disagree	1,776	1,807
5	Don't know	2,844	2,901
6	Not applicable	1,003	1,001
9	Not stated	542	546
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q48** *Position:* 60 *Length:* 1

I understand my work unit's role in the department / agency.

		FREQ	WTD
1	Strongly agree	45,586	45,150
2	Mostly agree	49,268	49,527
3	Mostly disagree	5,424	5,495
4	Strongly disagree	1,735	1,776
5	Don't know	1,648	1,702
6	Not applicable	385	390
9	Not stated	454	460
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q49** *Position:* 61 *Length:* 1

My work unit's goals are consistent with my department / agency's goals.

		FREQ	WTD
1	Strongly agree	34,566	33,976
2	Mostly agree	51,217	51,374
3	Mostly disagree	7,447	7,639
4	Strongly disagree	2,221	2,330
5	Don't know	7,528	7,640
6	Not applicable	880	890
9	Not stated	641	651
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q50** *Position:* 62 *Length:* 1

In my work unit, we are good at sharing information with each other.

		FREQ	WTD
1	Strongly agree	24,665	24,622
2	Mostly agree	52,089	51,930
3	Mostly disagree	18,891	18,965
4	Strongly disagree	7,078	7,204
5	Don't know	802	808
6	Not applicable	481	476
9	Not stated	494	496
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q51** *Position:* 63 *Length:* 1

In my work unit, we are good at sharing information with other work units.

		FREQ	WTD
1	Strongly agree	13,891	13,908
2	Mostly agree	48,034	47,770
3	Mostly disagree	26,445	26,452
4	Strongly disagree	8,663	8,805
5	Don't know	5,008	5,058
6	Not applicable	1,852	1,899
9	Not stated	607	609
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q52** *Position:* 64 *Length:* 1

In my work unit, we are open to new ideas about how we can improve the way we work.

		FREQ	WTD
1	Strongly agree	27,676	27,562
2	Mostly agree	54,228	54,100
3	Mostly disagree	13,979	14,086
4	Strongly disagree	4,956	5,088
5	Don't know	2,448	2,447
6	Not applicable	699	703
9	Not stated	514	514
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q53** *Position:* 65 *Length:* 1

In my work unit, every individual, regardless of his or her race, colour, gender or disability would be / is accepted as an equal member of the team.

		FREQ	WTD
1	Strongly agree	53,603	53,007
2	Mostly agree	37,441	37,654
3	Mostly disagree	6,267	6,468
4	Strongly disagree	4,099	4,256
5	Don't know	1,863	1,872
6	Not applicable	718	727
9	Not stated	509	517
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q54** *Position:* 66 *Length:* 1

My work unit periodically takes time out to rethink the way it does business.

		FREQ	WTD
1	Yes	63,226	62,923
2	No	35,410	35,696
9	Not stated	5,864	5,882
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q55** *Position:* 67 *Length:* 1

In my work unit we focus on results.

		FREQ	WTD
1	Always	37,623	37,528
2	Often	41,594	41,262
3	Sometimes	17,837	18,048
4	Rarely or never	4,604	4,784
5	Don't know	2,250	2,287
9	Not stated	592	593
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q56** *Position:* 68 *Length:* 1

In my work unit, process is important.

		FREQ	WTD
1	Always	34,325	34,505
2	Often	40,898	40,602
3	Sometimes	21,497	21,476
4	Rarely or never	4,375	4,459
5	Don't know	2,797	2,847
9	Not stated	608	612
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

My work unit: **Q57** *Position:* 69 *Length:* 1

In my work unit, we have a say in how the work gets distributed.

		FREQ	WTD
1	Always	13,014	13,027
2	Often	30,918	30,530
3	Sometimes	32,460	32,452
4	Rarely or never	24,488	24,869
5	Don't know	2,901	2,905
9	Not stated	719	718
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

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My work unit: **Q58** *Position:* 70 *Length:* 2

In your current job, how many supervisors have you had in the last 3 years? (If you have been in your current job for less than 3 years, please report the number of supervisors you have had since you started.)

		FREQ	WTD
01 : 94		100,127	100,055
00	No supervisor	258	262
99	Not stated	4,115	4,184
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise).

This variable is suppressed on the public use microdata file. See recoded variable Q58M.

My work unit: **Q59** *Position:* 72 *Length:* 1

I have experienced discrimination in my work unit.

		FREQ	WTD
1	Yes	18,294	18,784
2	No	85,076	84,579
9	Not stated	1,130	1,138
		=====	=====
		104,500	104,501

Note:

My work unit: **Q60** *Position:* 73 *Length:* 1

I have experienced harassment in my work unit.

		FREQ	WTD
1	Yes	20,035	20,630
2	No	83,302	82,706
9	Not stated	1,163	1,165
		=====	=====
		104,500	104,501

Note:

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My skills and career: **Q61** *Position:* 74 *Length:* 1

For my current job or career development, I need to: improve my interpersonal skills;

		FREQ	WTD
1	A lot	5,274	5,335
2	Somewhat	56,966	56,990
3	Not at all	41,226	41,134
9	Not stated	1,034	1,043
		=====	=====
		104,500	104,501

My skills and career: **Q62** *Position:* 75 *Length:* 1

For my current job or career development, I need to: improve my ability to communicate my ideas easily;

		FREQ	WTD
1	A lot	10,438	10,454
2	Somewhat	60,452	60,287
3	Not at all	32,629	32,765
9	Not stated	981	994
		=====	=====
		104,500	104,501

My skills and career: **Q63** *Position:* 76 *Length:* 1

For my current job or career development, I need to: learn more about providing services to clients;

		FREQ	WTD
1	A lot	6,674	6,794
2	Somewhat	49,509	49,471
3	Not at all	46,974	46,879
9	Not stated	1,343	1,357
		=====	=====
		104,500	104,501

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My skills and career: **Q64** *Position:* 77 *Length:* 1

For my current job or career development, I need to: learn to use job-related software more easily;

		FREQ	WTD
1	A lot	24,562	25,185
2	Somewhat	53,599	53,175
3	Not at all	25,303	25,060
9	Not stated	1,036	1,081
		=====	=====
		104,500	104,501

My skills and career: **Q65** *Position:* 78 *Length:* 1

For my current job or career development, I need to: learn more about career planning;

		FREQ	WTD
1	A lot	21,468	21,683
2	Somewhat	49,687	49,722
3	Not at all	32,064	31,795
9	Not stated	1,281	1,301
		=====	=====
		104,500	104,501

My skills and career: **Q66** *Position:* 79 *Length:* 1

For my current job or career development, I need to: improve my time management skills;

		FREQ	WTD
1	A lot	13,267	13,125
2	Somewhat	53,905	53,623
3	Not at all	36,162	36,570
9	Not stated	1,166	1,183
		=====	=====
		104,500	104,501

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My skills and career: **Q67** *Position:* 80 *Length:* 1

For my current job or career development, I need to: learn or improve my knowledge of the other official language;

		FREQ	WTD
1	A lot	32,276	32,311
2	Somewhat	27,729	27,509
3	Not at all	43,148	43,307
9	Not stated	1,347	1,374
		=====	=====
		104,500	104,501

My skills and career: **Q68** *Position:* 81 *Length:* 1

For my current job or career development, I need to: learn more about good teamwork skills.

		FREQ	WTD
1	A lot	5,248	5,310
2	Somewhat	53,536	53,363
3	Not at all	44,530	44,633
9	Not stated	1,186	1,194
		=====	=====
		104,500	104,501

My skills and career: **Q69** *Position:* 82 *Length:* 1

For my current job or career development, I need to: learn more about my organization's direction (for example, the vision, values or mission) and how it applies to my work.

		FREQ	WTD
1	A lot	13,733	14,017
2	Somewhat	53,057	53,153
3	Not at all	36,277	35,888
9	Not stated	1,433	1,443
		=====	=====
		104,500	104,501

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My skills and career: **Q70** *Position:* 83 *Length:* 1

I get the training I need to do my job.

		FREQ	WTD
1	Strongly agree	16,873	16,702
2	Mostly agree	58,623	58,285
3	Mostly disagree	18,120	18,271
4	Strongly disagree	7,825	8,174
5	Don't know	834	826
6	Not applicable	1,467	1,483
9	Not stated	758	760
		=====	=====
		104,500	104,501

My skills and career: **Q71** *Position:* 84 *Length:* 1

For my current job, I keep my knowledge and skills up to date.

		FREQ	WTD
1	Strongly agree	25,805	25,723
2	Mostly agree	64,817	64,657
3	Mostly disagree	9,880	9,983
4	Strongly disagree	1,915	2,028
5	Don't know	650	653
6	Not applicable	653	671
9	Not stated	780	787
		=====	=====
		104,500	104,501

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My skills and career: **Q72** *Position:* 85 *Length:* 1

I have opportunities to develop and apply the skills I need to enhance my career.

		FREQ	WTD
1	Strongly agree	14,458	14,237
2	Mostly agree	48,680	48,233
3	Mostly disagree	25,874	26,090
4	Strongly disagree	10,282	10,660
5	Don't know	2,037	2,049
6	Not applicable	2,214	2,271
9	Not stated	955	961
		=====	=====
		104,500	104,501

My skills and career: **Q73** *Position:* 86 *Length:* 1

I take the initiative to develop the skills I need to enhance my career.

		FREQ	WTD
1	Strongly agree	24,237	24,046
2	Mostly agree	59,714	59,647
3	Mostly disagree	13,724	13,806
4	Strongly disagree	1,683	1,739
5	Don't know	1,322	1,348
6	Not applicable	2,904	2,988
9	Not stated	916	927
		=====	=====
		104,500	104,501

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My skills and career: **Q74** *Position:* 87 *Length:* 1

My immediate supervisor does a good job of helping me develop my career.

		FREQ	WTD
1	Strongly agree	11,229	11,145
2	Mostly agree	35,252	35,069
3	Mostly disagree	29,025	28,999
4	Strongly disagree	17,642	17,907
5	Don't know	4,241	4,215
6	Not applicable	6,185	6,236
9	Not stated	926	929
		=====	=====
		104,500	104,501

My skills and career: **Q75** *Position:* 88 *Length:* 1

My department does a good job in supporting employee career development.

		FREQ	WTD
1	Strongly agree	10,458	10,354
2	Mostly agree	40,025	39,708
3	Mostly disagree	28,994	29,059
4	Strongly disagree	15,992	16,307
5	Don't know	6,980	6,978
6	Not applicable	1,287	1,329
9	Not stated	764	766
		=====	=====
		104,500	104,501

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My skills and career: **Q76** *Position:* 89 *Length:* 1

I would be reluctant to ask for a developmental opportunity (e.g. secondment, new project, etc).

		FREQ	WTD
1	Strongly agree	8,450	8,549
2	Mostly agree	26,157	26,390
3	Mostly disagree	34,686	34,536
4	Strongly disagree	25,348	24,982
5	Don't know	4,881	4,991
6	Not applicable	4,035	4,095
9	Not stated	943	958
		=====	=====
		104,500	104,501

My skills and career: **Q77** *Position:* 90 *Length:* 1

I am able to get on-the-job coaching to help me improve the way I do my work.

		FREQ	WTD
1	Strongly agree	10,948	10,974
2	Mostly agree	43,920	43,920
3	Mostly disagree	26,569	26,495
4	Strongly disagree	12,570	12,665
5	Don't know	4,349	4,330
6	Not applicable	5,221	5,183
9	Not stated	923	935
		=====	=====
		104,500	104,501

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My skills and career: **Q78** *Position:* 91 *Length:* 1

I believe I have a fair chance of getting a promotion, given my skills and experience.

		FREQ	WTD
1	Strongly agree	10,473	10,322
2	Mostly agree	34,968	34,566
3	Mostly disagree	25,261	25,320
4	Strongly disagree	23,792	24,220
5	Don't know	5,456	5,450
6	Not applicable	3,558	3,628
9	Not stated	992	996
		=====	=====
		104,500	104,501

My skills and career: **Q79** *Position:* 92 *Length:* 1

Did you request a developmental assignment (e.g. secondment, new project, etc.) in the last 3 years?

		FREQ	WTD
1	Yes	38,614	38,488
2	No	64,895	65,004
9	Not stated	991	1,009
		=====	=====
		104,500	104,501

My skills and career: **Q80** *Position:* 93 *Length:* 1

In the last 3 years, were you denied a developmental assignment?

		FREQ	WTD
1	Yes	17,087	17,415
2	No	85,260	84,898
9	Not stated	2,153	2,189
		=====	=====
		104,500	104,501

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My skills and career: **Q81** *Position:* 94 *Length:* 1

In the last 3 years, have you been in a developmental programme (eg. recruitment programme, MTP, CAP, etc.)?

		FREQ	WTD
1	Yes	6,261	6,301
2	No	96,766	96,695
9	Not stated	1,473	1,505
		=====	=====
		104,500	104,501

My skills and career: **Q82** *Position:* 95 *Length:* 1

In order to ensure confidentiality, only broad occupational grouping will be used in this survey. Please look up your current occupational group in the following table and check the circle corresponding to the letter of your group. (If you are in an acting position, use the group of the acting position.)

		FREQ	WTD
1	A	2,305	1,884
2	B	14,459	13,547
3	C	42,612	40,442
4	D	8,113	7,790
5	E	25,566	26,129
6	F	5,013	8,198
7	G	0	0
9	Not stated/suppressed	6,432	6,511
		=====	=====
		104,500	104,501

Note: **A:** EX, GX
B: AC , AG, AR, AU, BI, CH, CO, DE, DS, ED, EN, ES, FO, HR, LA, LS, MA, MD, MT, NU, OP, PC, PH, PS, SE, SG, SW, UT, VM
C: AS, CS, FI, FS, IS, MM, OM, PE, PG, PM, TR, WP
D: AI, AO, DD, EG, EL, EU, GT, PI, PY, RO, SI, SO, TI
E : CM, CR, DA, OE, ST
F : CX, FR, GL, GS, HP, HS, LI, PR, SC, SR
G : OTHER

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

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My skills and career: **Q83** *Position:* 96 *Length:* 1

Which salary range corresponds to your current annual salary? (Please include any acting position.)

		FREQ	WTD
1	Less than \$30,000 a year	13,069	13,784
2	\$30,000 - \$39,000	33,195	34,831
3	\$40,000 - \$49,000	26,059	25,690
4	\$50,000 - \$59,000	14,535	13,809
5	\$60,000 or more	16,949	15,689
9	Not stated	693	699
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file. See recoded variable Q83M.

My skills and career: **Q84** *Position:* 97 *Length:* 1

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

		FREQ	WTD
1	Less than 3 years	40,799	40,129
2	3 - 10 years	38,152	38,003
3	11 - 20 years	19,784	20,283
4	More than 20 years	5,302	5,622
9	Not stated	463	465
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

My skills and career: **Q85** *Position:* 98 *Length:* 1

In the past 3 years, how many promotions have you had?

		FREQ	WTD
1	None	73,649	74,272
2	One	24,327	23,851
3	More than one	5,572	5,430
9	Not stated	952	948
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file. See recoded variable Q85M.

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Service to clients: **Q86** *Position:* 99 *Length:* 1

My work unit has client service standards.

		FREQ	WTD
1	Strongly agree	33,977	34,148
2	Mostly agree	43,153	43,262
3	Mostly disagree	11,192	10,926
4	Strongly disagree	4,649	4,514
5	Don't know	6,103	6,147
6	Not applicable	4,491	4,555
9	Not stated	935	949
		=====	=====
		104,500	104,501

Note: Every employee in the Public Service delivers goods or provides services to a client. A client could be another employee, a member of the Canadian public or other clients outside Canada.

Service to clients: **Q87** *Position:* 100 *Length:* 1

I know who my principal clients are (e.g. Canadian public, other public servants, etc.)

		FREQ	WTD
1	Strongly agree	62,840	62,412
2	Mostly agree	34,663	34,828
3	Mostly disagree	1,931	1,967
4	Strongly disagree	620	642
5	Don't know	1,013	1,079
6	Not applicable	2,605	2,729
9	Not stated	828	845
		=====	=====
		104,500	104,501

Note: Every employee in the Public Service delivers goods or provides services to a client. A client could be another employee, a member of the Canadian public or other clients outside Canada.

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Service to clients: **Q88** *Position:* 101 *Length:* 1

I ask my clients about their needs and expectations.

		FREQ	WTD
1	Strongly agree	28,413	28,013
2	Mostly agree	42,192	41,974
3	Mostly disagree	13,886	13,944
4	Strongly disagree	4,422	4,522
5	Don't know	1,363	1,428
6	Not applicable	13,247	13,620
9	Not stated	977	1,001
		=====	=====
		104,500	104,501

Note: Every employee in the Public Service delivers goods or provides services to a client. A client could be another employee, a member of the Canadian public or other clients outside Canada.

Service to clients: **Q89** *Position:* 102 *Length:* 1

I have the flexibility to adapt my services to meet my clients' needs.

		FREQ	WTD
1	Strongly agree	29,871	29,760
2	Mostly agree	47,274	46,994
3	Mostly disagree	11,868	11,850
4	Strongly disagree	4,145	4,230
5	Don't know	2,130	2,196
6	Not applicable	8,219	8,453
9	Not stated	993	1,019
		=====	=====
		104,500	104,501

Note: Every employee in the Public Service delivers goods or provides services to a client. A client could be another employee, a member of the Canadian public or other clients outside Canada.

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My organization: **Q90** *Position:* 103 *Length:* 1

I believe that senior management will try to resolve concerns raised in this survey.

		FREQ	WTD
1	Strongly agree	7,133	7,103
2	Mostly agree	31,742	31,372
3	Mostly disagree	29,244	29,201
4	Strongly disagree	23,567	23,974
5	Don't know	11,751	11,781
6	Not applicable	321	326
9	Not stated	742	745
		=====	=====
		104,500	104,501

My organization: **Q91** *Position:* 104 *Length:* 1

Supervisors and employees must work together to try to resolve concerns raised in this survey.

		FREQ	WTD
1	Strongly agree	55,609	55,737
2	Mostly agree	41,745	41,594
3	Mostly disagree	2,729	2,718
4	Strongly disagree	1,322	1,357
5	Don't know	1,732	1,731
6	Not applicable	584	582
9	Not stated	779	782
		=====	=====
		104,500	104,501

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My organization: **Q92** *Position:* 105 *Length:* 1

In the past year, I have had an open discussion with someone (excluding colleagues) in my department / agency about my career.

		FREQ	WTD
1	Strongly agree	20,170	20,001
2	Mostly agree	26,274	26,276
3	Mostly disagree	19,521	19,570
4	Strongly disagree	26,445	26,376
5	Don't know	1,026	1,062
6	Not applicable	10,136	10,268
9	Not stated	928	948
		=====	=====
		104,500	104,501

My organization: **Q93** *Position:* 106 *Length:* 1

I can clearly explain to others the direction (for example, the vision, values or mission) of my department / agency.

		FREQ	WTD
1	Strongly agree	18,068	17,648
2	Mostly agree	49,224	49,050
3	Mostly disagree	21,082	21,204
4	Strongly disagree	9,782	10,051
5	Don't know	3,160	3,256
6	Not applicable	2,340	2,432
9	Not stated	844	859
		=====	=====
		104,500	104,501

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My organization: **Q94** *Position:* 107 *Length:* 1

In my department / agency, I feel that management does a good job of sharing information.

		FREQ	WTD
1	Strongly agree	7,541	7,482
2	Mostly agree	43,799	43,344
3	Mostly disagree	29,380	29,368
4	Strongly disagree	20,086	20,572
5	Don't know	2,525	2,546
6	Not applicable	332	345
9	Not stated	837	844
		=====	=====
		104,500	104,501

My organization: **Q95** *Position:* 108 *Length:* 1

My department / agency is a good place to work.

		FREQ	WTD
1	Strongly agree	18,383	18,310
2	Mostly agree	59,409	59,172
3	Mostly disagree	16,248	16,320
4	Strongly disagree	7,925	8,144
5	Don't know	1,409	1,411
6	Not applicable	208	216
9	Not stated	918	927
		=====	=====
		104,500	104,501

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My organization: **Q96** *Position:* 109 *Length:* 1

I am satisfied with my career in the Public Service.

		FREQ	WTD
1	Strongly agree	17,068	17,021
2	Mostly agree	54,646	54,332
3	Mostly disagree	19,240	19,388
4	Strongly disagree	9,936	10,126
5	Don't know	2,020	2,028
6	Not applicable	523	527
9	Not stated	1,067	1,080
		=====	=====
		104,500	104,501

General Information: **Q97** *Position:* 110 *Length:* 1

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

		FREQ	WTD
1	less than 3 years	12,689	12,821
2	3-10 years	25,621	25,765
3	11-20 years	35,731	35,826
4	more than 20 years	30,059	29,687
9	Not stated	400	403
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file. See recoded variable Q97M.

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General Information: **Q98** *Position:* 111 *Length:* 1

In total, how many years have you been working in your current department or agency?

		FREQ	WTD
1	Less than 3 years	22,835	22,818
2	3 - 10 years	32,704	32,688
3	11 - 20 years	29,681	29,745
4	More than 20 years	18,862	18,827
9	Not stated	418	423
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

General Information: **Q99** *Position:* 112 *Length:* 1

What is your current employee status?

		FREQ	WTD
1	Permanent (indeterminate, seasonal)	86,509	86,109
2	Term or casual	17,197	17,592
3	Other (e.g. student, governor in council appointment, minister's exempt staff)	0	0
9	Not stated	794	800
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

General Information: **Q100** *Position:* 113 *Length:* 3

Please specify in which organizational unit you are currently working? (Please select your unit from the list included)

Allowed Min: 001 *Allowed Max:* 998

		FREQ	POND
001:998		94,030	93,578
999	Not stated	10,470	10,923
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

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General Information: **Q101** *Position:* 116 *Length:* 1

Are you a supervisor? (Please include any acting position)

		FREQ	WTD
1	Yes	21,531	20,941
2	No	78,563	79,503
9	Not stated/suppressed	4,406	4,057
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

General Information: **Q102** *Position:* 117 *Length:* 1

What are the language requirements of your position?

		FREQ	WTD
1	Bilingual	39,478	38,334
2	Unilingual English	49,324	49,812
3	Unilingual French	5,438	5,706
4	Either English or French	9,343	9,724
9	Not stated	917	925
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

General Information: **Q103** *Position:* 118 *Length:* 1

Do you occupy a position in which you provide services to the public?

		FREQ	WTD
1	Yes	60,548	61,095
2	No	39,346	39,141
9	Not stated/suppressed	4,606	4,265
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

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General Information: **Q104** *Position:* 119 *Length:* 1

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

		FREQ	WTD
1	English only	33,211	33,759
2	French only	2,210	2,266
3	Both English and French	26,600	26,332
6	Valid skip	40,867	40,506
9	Not stated	1,612	1,638
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

General Information: **Q105** *Position:* 120 *Length:* 2

In which province or territory do you work?

		FREQ	WTD
10	Newfoundland	2,151	2,185
11	Prince Edward Island	1,470	1,415
12	Nova Scotia	4,532	4,699
13	New Brunswick	3,290	3,363
24	Quebec	14,103	14,334
35	Ontario	16,484	16,628
36	National Capital Region	37,059	35,922
46	Manitoba	4,936	5,019
47	Saskatchewan	2,484	2,542
48	Alberta	5,631	5,814
59	British Columbia	9,563	9,776
60	Yukon	347	352
61	Northwest Territories	510	532
62	Nunavut	62	62
95	Outside Canada	581	574
99	Not stated	1,297	1,283
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file. See recoded variable Q105M.

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General Information: **Q106** *Position:* 122 *Length:* 1

What is your age group?

		FREQ	WTD
1	Up to 29 years	8,412	8,496
2	30 - 39 years	28,360	28,476
3	40 - 49 years	44,157	44,136
4	50 - 54 years	15,276	15,126
5	55 years and over	7,254	7,242
9	Not stated	1,041	1,025
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file. See recoded variable Q106M.

General Information: **Q107** *Position:* 123 *Length:* 1

What is your gender?

		FREQ	WTD
1	Male	45,331	45,955
2	Female	56,970	56,296
9	Not stated/suppressed	2,199	2,250
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

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General Information: **Q108** *Position:* 124 *Length:* 1

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

	FREQ	WTD
1 Secondary/high school graduation certificate or equivalent or less	30,335	31,507
2 Diploma or certificate from a community college, CEGEP, institute of technology, nursing school, etc. or Trades certificate or diploma	28,720	29,487
3 University certificate or diploma below bachelor level	6,291	6,209
4 Bachelor's degree (e.g. B.A., B.Sc etc.), university certificate or diploma above bachelor level including Master's degree (e.g. M.A., M.Sc., M.Ed.) or professional degree (e.g. LL.B., degree in medicine, dentistry, veterinary medicine or optometry (M.D., D.D.S., D.M.D., D.V.M., O.D.)) or earned doctorate (e.g. Ph.D., D.Sc., D.Ed.)	38,274	36,413
9 Not stated	880	884
	=====	=====
	104,500	104,501

This variable is suppressed on the public use microdata file. See recoded variable Q108M.

General Information: **Q109** *Position:* 125 *Length:* 1

What is your first official language?

	FREQ	WTD
1 English	68,298	68,649
2 French	32,198	32,208
9 Not stated/suppressed	4,004	3,645
	=====	=====
	104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

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General Information: **Q110** *Position:* 126 *Length:* 1

Are you an Aboriginal person (North American Indian/First Nations, Métis, Inuit)?

		FREQ	WTD
1	Yes	3,029	3,112
2	No	100,357	100,266
9	Not stated	1,114	1,123
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

General Information: **Q111** *Position:* 127 *Length:* 1

Are you a person with a disability? (Persons with disabilities means person who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and who consider themselves to be disadvantaged in employment by reason of that impairment, or believe that an employer or potential employer is likely to consider them 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.)

		FREQ	WTD
1	Yes	4,407	4,473
2	No	99,079	99,010
9	Not stated	1,014	1,018
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

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General Information: **Q112** *Position:* 128 *Length:*1

Are you a member of a visible minority group? (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)

		FREQ	WTD
1	Yes	7,506	7,510
2	No	95,802	95,791
9	Not stated	1,192	1,200
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

Identification Section: **SSDID** *Position:* 129 *Length:*6

Identification number
Allowed Min: 000001 *Allowed Max:* 999995

Identification Section: **REGION** *Position:* 135 *Length:*1

Derived variable

		FREQ	WTD
1	Region - Atlantic	11,443	11,662
2	Region - Québec (excluding NCR)	14,103	14,334
3	Region - Ontario (excluding NCR)	16,484	16,628
4	Region - Prairies, Nunavut, NWT	13,623	13,970
5	Region - British Columbia, Yukon	9,910	10,128
6	Region - National Capital Region	37,059	35,922
7	Region - Outside Canada	581	574
9	Not stated	1,297	1,283
		=====	=====
		104,500	104,501

This variable is suppressed on the public use microdata file.

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Identification Section: **WEIGHT** Position: 136 Length:12.10

	FREQ	WTD
Physical decimal present (x.xxxxxxxxxx)	104,500	104,501
	=====	=====
	104,500	104,501

Identification Section: **LEVEL2ID** Position: 148 Length:3

Organizational structure of the department
Allowed Min: 001 Allowed Max: 998

This variable is suppressed on the public use microdata file.

Identification Section: **LEVEL3ID** Position: 151 Length:3

Organizational structure of the department
Allowed Min: 001 Allowed Max: 998

This variable is suppressed on the public use microdata file.

Identification Section: **LEVEL4ID** Position: 154 Length:3

Organizational structure of the department
Allowed Min: 001 Allowed Max: 998

This variable is suppressed on the public use microdata file.

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My work unit: **Q58M** *Position:* 157 *Length:* 2

In your current job, how many supervisors have you had in the last 3 years? (If you have been in your current job for less than 3 years, please report the number of supervisors you have had since you started.)

		FREQ	WTD
00	No supervisor	258	262
01	1 supervisor	38,407	37,993
02	2 supervisors	29,260	28,994
03	3 supervisors	16,930	16,957
04	4 supervisors	7,045	7,174
05	5 supervisors or more	8,485	8,937
99	Not stated/suppressed	4,115	4,184
		=====	=====
		104,500	104,501

Note: Your work unit includes yourself, your immediate supervisor, and your colleagues. (N.B. if you are a supervisor do not include the employees you supervise). The maximum number of supervisors is set at 5. Therefore, 5 will mean 5 or more.

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

My skills and career: **Q83M** *Position:* 159 *Length:* 1

Which salary range corresponds to your current annual salary? (Please include any acting position.)

		FREQ	WTD
1	Less than \$40,000	45,649	47,972
2	\$40, 000 or more	56,984	54,593
9	Not stated/suppressed	1,867	1,936
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

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My skills and career: **Q85M** *Position:* 160 *Length:* 1

In the past 3 years, how many promotions have you had?

		FREQ	WTD
1	No promotion in past 3 years	71,844	72,658
2	One or more promotions in past 3 years	28,293	27,847
9	Not stated/suppressed	4,363	3,996
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

General Information: **Q97M** *Position:* 161 *Length:* 1

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

		FREQ	WTD
1	10 years or less	37,527	37,811
2	11 years or more	63,062	63,128
9	Not stated/suppressed	3,911	3,562
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

General Information: **Q105M** *Position:* 162 *Length:* 2

In which province or territory do you work?

		FREQ	WTD
01	National Capital Region	36,442	35,285
02	Outside National Capital Region	65,558	66,671
99	Not stated/suppressed	2,500	2,545
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

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General Information: **Q106M** *Position:* 164 *Length:* 1

What is your age group?

		FREQ	WTD
1	Up to 39 years old	36,366	36,544
2	40 - 49 years	43,744	43,694
3	50 years old and over	22,108	21,933
9	Not stated/suppressed	2,282	2,330
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.

General Information: **Q108M** *Position:* 165 *Length:* 1

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

		FREQ	WTD
1	Secondary/high school graduation certificate or equivalent or less or diploma or certificate from a community college, CEGEP, institute of technology, nursing school, etc. or Trades certificate or diploma	58,258	60,222
2	University certificate or diploma below bachelor level or bachelor's degree (e.g. B.A., B.Sc. etc.), university certificate or diploma above bachelor level including Master's degree (e.g. M.A., M.Sc., M.Ed.) or professional degree (e.g. LL.B., degree in medicine, dentistry, veterinary medicine or optometry (M.D., D.D.S., D.M.D., D.V.M., O.D.)) or earned doctorate (e.g. Ph.D., D.Sc., D.Ed.)	41,865	40,276
9	Not stated/suppressed	4,377	4,003
		=====	=====
		104,500	104,501

This variable has been suppressed for some records on the public use microdata file due to confidentiality.