

**Public Service Employee Survey 2005
Questionnaire**

TABLE OF CONTENTS

My Job World	1
Communication with my Immediate Supervisor	6
My Work Unit	10
My Skills and Career	12
Harassment and Discrimination	16
Staffing.....	25
Service to Clients	28
My Organization (Department or Agency).....	29
Labour Management Relations	33
General Information	34

**Public Service Employee Survey 2005
Questionnaire**

Section: My Job World (Job)

Q001 I have the materials and equipment I need to do my job.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q002 The material and tools provided for my work, including software and other automated tools, are available in the official language of my choice.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q003 When I prepare written materials, including electronic mail, I feel free to use the official language of my choice.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q004 I am familiar with the provisions of my collective agreement.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Public Service Employee Survey 2005
Questionnaire

Q005 **I am classified fairly (my current group and level) compared with others doing similar work in my organization or elsewhere in the Public Service.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q006 **I feel pressured by others to work more than my regular hours.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q007 **I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I work.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q008 **I am satisfied with my current work arrangement (e.g., regular hours, telework, compressed work week).**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q009A **Do you currently work according to any of the following alternate working arrangements? Compressed work week**

- 1 Yes
- 2 No

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q009B **Do you currently work according to any of the following alternate working arrangements? Flexible work schedule (i.e., variable start and end times)**

- 1 Yes
- 2 No

Coverage: *All respondents*

Q009C **Do you currently work according to any of the following alternate working arrangements? Telework**

- 1 Yes
- 2 No

Coverage: *All respondents*

Q009D **Do you currently work according to any of the following alternate working arrangements? Job sharing**

- 1 Yes
- 2 No

Coverage: *All respondents*

Q009E **Do you currently work according to any of the following alternate working arrangements? Income averaging**

- 1 Yes
- 2 No

Coverage: *All respondents*

Q010 **I am currently a shift worker.**

- 1 Yes
- 2 No

Coverage: *All respondents*

Q011 **I am a full-time (i.e., 30 hours or more per week) or part-time worker.**

- 1 Full-time
- 2 Part-time

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q012A **I feel that the quality of my work suffers because of: ... Constantly changing priorities**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Q012B **I feel that the quality of my work suffers because of: ... Lack of stability in the organization**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Q012C **I feel that the quality of my work suffers because of: ... Too many approval stages**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Q012D **I feel that the quality of my work suffers because of: ... Unreasonable deadlines**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Public Service Employee Survey 2005
Questionnaire

Q012E **I feel that the quality of my work suffers because of: ... Having to do the same or more work, but with fewer resources**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Q013 **I can complete my assigned workload during my regular working hours.**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Q014 **I can balance my personal, family and work needs in my current job.**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Q015 **In the past year, I was compensated for the overtime worked (in money or in leave).**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Q016 **I am encouraged to be innovative or to take initiative in my work.**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q017 **The training offered by my department (agency) is available in the official language of my choice.**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Q018 **I have a say in decisions and actions that have an impact on my work.**

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely or never
- 5 Not applicable
- DK

Coverage: *All respondents*

Section: **Communication with my Immediate Supervisor (Comm)**

Q019 **I receive useful feedback from my immediate supervisor on my job performance.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q020 **I can count on my immediate supervisor to keep his or her promises.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q021 **I get adequate recognition from my immediate supervisor when I do a good job.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q022 **My immediate supervisor keeps me informed about the issues affecting my work.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q023 **When I communicate with my immediate supervisor, I feel free to use the official language of my choice.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q024 **My immediate supervisor and I discuss the results I am expected to achieve.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Public Service Employee Survey 2005
Questionnaire

Q025 **I feel that I can disagree with my immediate supervisor on work-related issues without fear of reprisal.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q026 **My immediate supervisor assesses my work against identified goals and objectives.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q027 **If I were to suggest ways to improve how we do things, my immediate supervisor would take them seriously.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q028 **My immediate supervisor distributes the work fairly.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Public Service Employee Survey 2005
Questionnaire

Q029 **Subject to operational requirements, my immediate supervisor supports the use of flexible work arrangements (e.g., flexible hours, compressed work weeks, telework).**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q030 **My immediate supervisor helps me determine my learning needs.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your immediate supervisor is the person who evaluates your work performance.

Coverage: *All respondents*

Q031 **In your current job, how many supervisors have you had in the last three years? (If you have been in your current job for less than three years, please report the number of supervisors you have had since you started your current job.)**

- 1 One
- 2 Two
- 3 Three or more

Coverage: *All respondents*

Q032 **Are you a supervisor?**

- 1 Yes
- 2 No

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Section: My Work Unit (Unit)

Q033 I am proud of the work carried out in my work unit.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Coverage: *All respondents*

Q034 In my work unit, we work cooperatively as a team.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Coverage: *All respondents*

Q035 In my work unit, we learn from our mistakes and do what it takes to correct them.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Coverage: *All respondents*

Q036 My work unit periodically takes time out to rethink the way it does business.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Coverage: *All respondents*

Public Service Employee Survey 2005
Questionnaire

Q037 **I am satisfied with the way in which informal complaints on workplace issues are resolved in my work unit.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Coverage: *All respondents*

Q038 **During meetings in my work unit, I feel free to use the official language of my choice.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Coverage: *All respondents*

Q039 **In my work unit, every individual, regardless of race, colour, gender or disability would be/is accepted as an equal member of the team.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Coverage: *All respondents*

Q040 **During the past 3 years, staff turnover has been a significant problem in my work unit.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Note: Your work unit includes you, your immediate supervisor and your colleagues.

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Section: My Skills and Career (SKIL)

Q041 I get the training I need to do my job.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q042 I am able to get on-the-job coaching to help me improve the way I do my work.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q043 I have opportunities to develop and apply the skills I need to enhance my career.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q044 My immediate supervisor does a good job of helping me develop my career.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Public Service Employee Survey 2005
Questionnaire

Q045 **My department (agency) does a good job of supporting employee career development.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q046 **I believe I have opportunities for promotion within my department or agency, given my education, skills and experience.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q047 **I believe I have opportunities for promotion within the Public Service, given my education, skills and experience.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q048 **I would be reluctant to ask for a developmental opportunity (secondment, new project, etc).**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q049 **Did you request a developmental assignment (such as secondment or new project) in the last three years?**

- 1 Yes
- 2 No(Go to Q052)

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q050 **In the last three years, were you denied a developmental assignment?**

1 Yes
2 No(Go to Q052)

Coverage: *Those that answered yes to Q049*

Q051 **Were you given a reasonable explanation or justification for the denial of the assignment?**

1 Yes
2 No

Coverage: *Those that answered yes to Q049 and Q050*

Q052 **Overall, I am satisfied with my career progress in the Public Service.**

1 Not at all
2 Minimally
3 Moderately
4 Significantly
5 Not applicable
 DK

Coverage: *All respondents*

Q053A **To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?... Conflict between work and family or personal obligations**

1 Not at all
2 Minimally
3 Moderately
4 Significantly
5 Not applicable
 DK

Coverage: *All respondents*

Q053B **To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?... Lack of access to language training in my second official language**

1 Not at all
2 Minimally
3 Moderately
4 Significantly
5 Not applicable
 DK

Coverage: *All respondents*

Public Service Employee Survey 2005
Questionnaire

Q053C **To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?... Lack of access to learning opportunities**

- 1 Not at all
- 2 Minimally
- 3 Moderately
- 4 Significantly
- 5 Not applicable
- DK

Coverage: *All respondents*

Q053D **To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?... Lack of access to developmental assignments**

- 1 Not at all
- 2 Minimally
- 3 Moderately
- 4 Significantly
- 5 Not applicable
- DK

Coverage: *All respondents*

Q053E **To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?... Lack of information about job opportunities**

- 1 Not at all
- 2 Minimally
- 3 Moderately
- 4 Significantly
- 5 Not applicable
- DK

Coverage: *All respondents*

Q053F **To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?... Restriction in the area of competitions**

- 1 Not at all
- 2 Minimally
- 3 Moderately
- 4 Significantly
- 5 Not applicable
- DK

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q053G **To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?... Level of education**

- 1 Not at all
- 2 Minimally
- 3 Moderately
- 4 Significantly
- 5 Not applicable
- DK

Coverage: *All respondents*

Q053H **To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?... Discrimination**

- 1 Not at all
- 2 Minimally
- 3 Moderately
- 4 Significantly
- 5 Not applicable
- DK

Coverage: *All respondents*

Section: Harassment and Discrimination (HD)

Q054 **In the past two years, have you been the victim of harassment on the job?**

- 1 Yes
- 2 No(Go to Q056)

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Coverage: *All respondents*

Q055A **From whom did you experience harassment on the job?... Co-workers**

- 1 Never
- 2 Once or twice
- 3 More than twice
- 4 Not applicable

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Coverage: *Those that answered yes to Q054*

Public Service Employee Survey 2005
Questionnaire

Q055B From whom did you experience harassment on the job?... Individuals with authority over me

- 1 Never
- 2 Once or twice
- 3 More than twice
- 4 Not applicable

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Coverage: *Those that answered yes to Q054*

Q055C From whom did you experience harassment on the job?... Individuals working for me

- 1 Never
- 2 Once or twice
- 3 More than twice
- 4 Not applicable

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Coverage: *Those that answered yes to Q054*

Q055D From whom did you experience harassment on the job?... Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)

- 1 Never
- 2 Once or twice
- 3 More than twice
- 4 Not applicable

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Coverage: *Those that answered yes to Q054*

**Public Service Employee Survey 2005
Questionnaire**

Q055E From whom did you experience harassment on the job?... Individuals from other departments or agencies

- 1 Never
- 2 Once or twice
- 3 More than twice
- 4 Not applicable

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Coverage: *Those that answered yes to Q054*

Q055F From whom did you experience harassment on the job?... Members of the public (individuals or organizations)

- 1 Never
- 2 Once or twice
- 3 More than twice
- 4 Not applicable

Note: Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the Canadian Human Rights Act.

Coverage: *Those that answered yes to Q054*

Q056 In the past two years, have you been the victim of physical violence on the job?

- 1 Yes
- 2 No(Go to Q058)

Coverage: *All respondents*

Q057A From whom did you experience physical violence on the job?... Co-workers

- 1 Yes
- 2 No

Coverage: *Those that answered yes to Q056*

Q057B From whom did you experience physical violence on the job?... Individuals with authority over me

- 1 Yes
- 2 No

Coverage: *Those that answered yes to Q056*

**Public Service Employee Survey 2005
Questionnaire**

Q057C **From whom did you experience physical violence on the job?... Individuals working for me**

- 1 Yes
- 2 No

Coverage: *Those that answered yes to Q056*

Q057D **From whom did you experience physical violence on the job?... Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)**

- 1 Yes
- 2 No

Coverage: *Those that answered yes to Q056*

Q057E **From whom did you experience physical violence on the job?... Individuals from other departments or agencies**

- 1 Yes
- 2 No

Coverage: *Those that answered yes to Q056*

Q057F **From whom did you experience physical violence on the job?... Members of the public (individuals or organizations)**

- 1 Yes
- 2 No

Coverage: *Those that answered yes to Q056*

Q058 **In the past two years, have you been the victim of discrimination on the job?**

- 1 Never(Go to Q061)
- 2 Once or twice
- 3 More than twice

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q059A From whom did you experience discrimination on the job?... Co-workers

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q059B From whom did you experience discrimination on the job?... Individuals with authority over me

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q059C From whom did you experience discrimination on the job?... Individuals working for me

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q059D From whom did you experience discrimination on the job?... Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

**Public Service Employee Survey 2005
Questionnaire**

Q059E From whom did you experience discrimination on the job?... Individuals from other departments or agencies

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q059F From whom did you experience discrimination on the job?... Members of the public (individuals or organizations)

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q060A Please indicate the type of discrimination you experienced: ... Race

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q060B Please indicate the type of discrimination you experienced: ... National or ethnic origin

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Public Service Employee Survey 2005
Questionnaire

Q060C Please indicate the type of discrimination you experienced: ... Colour

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q060D Please indicate the type of discrimination you experienced: ... Religion

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q060E Please indicate the type of discrimination you experienced: ... Age

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q060F Please indicate the type of discrimination you experienced: ... Sex

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

**Public Service Employee Survey 2005
Questionnaire**

Q060G Please indicate the type of discrimination you experienced: ... Marital status

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q060H Please indicate the type of discrimination you experienced: ... Family status

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q060I Please indicate the type of discrimination you experienced: ... Mental or physical disability

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q060J Please indicate the type of discrimination you experienced: ... Pardoned conviction

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Public Service Employee Survey 2005
Questionnaire

Q060K **Please indicate the type of discrimination you experienced: ... Sexual orientation**

- 1 Yes
- 2 No

Note: Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the Canadian Human Rights Act: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

Coverage: *Those that did not answer never to Q058*

Q061 **I am satisfied with the way in which my work unit responds to matters related to harassment and discrimination.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q062 **I am satisfied with the way in which my department or agency responds to matters related to harassment and discrimination.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q063 **My department or agency works hard to create a workplace that prevents harassment and discrimination.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Section: Staffing (Staf)

Q064 In my work unit, I believe that we hire people who can do the job.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q065 In my work unit, the process of selecting a person for a position is done fairly.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q066 When I was a candidate in competitions during the past three years, I found that the competitions were run in a fair manner.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q067 When I was a candidate in competitions during the past three years, I had the opportunity to demonstrate my capabilities for the position.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: All respondents

Q068 In the past three years, how many promotions have you had?

- 1 None
- 2 One
- 3 More than one

Coverage: All respondents

Public Service Employee Survey 2005
Questionnaire

Q069 **In total, how many years have you been at your current group and level?
(Please include any acting position)**

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

Coverage: *All respondents*

Public Service Employee Survey 2005
Questionnaire

Q070 **Please indicate your occupational group. (If your group is composed of more than 2 letters, indicate the first two letters [e.g., ST-SCY, indicate ST].) (If you are in an acting position, specify the group of the acting position.)**

- | | |
|----|----|
| 01 | AC |
| 02 | AG |
| 03 | AI |
| 04 | AO |
| 05 | AR |
| 06 | AS |
| 07 | AU |
| 08 | BI |
| 09 | CA |
| 10 | CH |
| 11 | CM |
| 12 | CO |
| 13 | CR |
| 14 | CS |
| 15 | CX |
| 16 | DA |
| 17 | DD |
| 18 | DE |
| 19 | DS |
| 20 | ED |
| 21 | EG |
| 22 | EL |
| 23 | EN |
| 24 | ES |
| 25 | EU |
| 26 | EX |
| 27 | FI |
| 28 | FO |
| 29 | FR |
| 30 | FS |
| 31 | GL |
| 32 | GS |
| 33 | GT |
| 34 | GX |
| 35 | HP |
| 36 | HR |
| 37 | HS |
| 38 | IS |
| 39 | LA |
| 40 | LI |
| 41 | LS |
| 42 | MA |
| 43 | MD |
| 44 | MM |
| 45 | MT |
| 46 | ND |
| 47 | NU |
| 48 | OE |
| 49 | OM |
| 50 | OP |
| 51 | PC |
| 52 | PE |

**Public Service Employee Survey 2005
Questionnaire**

53	PG
54	PH
55	PI
56	PM
57	PR
58	PS
59	PY
60	RO
61	SC
62	SE
63	SG
64	SI
65	SO
66	SR
67	ST
68	SW
69	TE
70	TI
71	TR
72	UT
73	VM
74	WP
75	Other

Coverage: *All respondents*

Q071 Which salary range corresponds to your current annual salary? (Please include any acting position.)

01	Less than \$30,000
02	\$30,000 to \$39,999
03	\$40,000 to \$49,999
04	\$50,000 to \$59,999
05	\$60,000 to \$69,999
06	\$70,000 to \$79,999
07	\$80,000 to \$89,999
08	\$90,000 or more

Coverage: *All respondents*

Section: Service to Clients (Serv)

Q072 My work unit has clearly defined client service standards.

1	Strongly agree
2	Mostly agree
3	Mostly disagree
4	Strongly disagree
5	Not applicable
	DK

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

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q073 My work unit regularly applies the client service standards.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

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

Coverage: *All respondents*

Q074 In my work unit, there are mechanisms in place for linking client feedback or complaints to employees who can act on the information.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

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

Coverage: *All respondents*

Q075 I have the flexibility to adapt my services to meet my clients' needs.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

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

Coverage: *All respondents*

Section: My Organization (Department or Agency) (Org)

Q076 I can clearly explain to others the direction (for example, the vision, values or mission) of my organization.

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
DK

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q077 **I have good ongoing communication with others in my organization who work on similar projects or issues.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q078 **I feel that senior management does a good job of sharing information.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q079 **Senior management actively supports the use of flexible work arrangements (flexible hours, compressed work weeks, telework, etc).**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q080 **Supervisors and senior managers are committed to ensuring occupational health and safety in my workplace.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q081 **If I am faced with a health and safety issue in the workplace, I know where I can go for help in resolving the situation.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q082 **If I am faced with an ethical dilemma or a conflict between values in the workplace, I know where I can go for help in resolving the situation.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q083 **I feel I can initiate a formal redress process (grievance, right of appeal, health and safety, etc.) without fear of reprisal.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q084 **I believe that senior management will try to resolve concerns raised in this survey.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q085 **I believe that senior management has made progress toward resolving the issues raised in the 2002 Public Service Employee Survey.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q086 **I am strongly committed to making my organization successful.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q087 **Overall, my organization treats me with respect.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q088 **My organization is a good place to work.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q089 **I am satisfied with my career in the Public Service.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Public Service Employee Survey 2005
Questionnaire

Section: **Labour Management Relations (Lab)**

Q090 **My immediate supervisor understands and respects the provisions of my collective agreement.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q091 **Senior managers respect the provisions of my collective agreement.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q092 **Senior management in my organization engages in meaningful consultation with my union on workplace issues.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

Q093 **The relationship between my union and senior management in my organization is highly productive.**

- 1 Strongly agree
- 2 Mostly agree
- 3 Mostly disagree
- 4 Strongly disagree
- 5 Not applicable
- DK

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q094 **The relationship between my union and Treasury Board of Canada Secretariat is highly productive.**

- 1 Strongly agree
 - 2 Mostly agree
 - 3 Mostly disagree
 - 4 Strongly disagree
 - 5 Not applicable
- DK

Coverage: *All respondents*

Section: **General Information (INFO)**

Q095 **In total, how many years have you been working for the Public Service?**

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

Coverage: *All respondents*

Q096 **In total, how many years have you been working for the department or agency in which you are currently working?**

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

Coverage: *All respondents*

Q097 **What is your current employee status?**

- 1 Indeterminate (permanent)
- 2 Seasonal
- 3 Term
- 4 Casual
- 5 Other (e.g., student, governor-in-council appointment, minister's exempt staff)

Coverage: *All respondents*

Q098 **In which organizational unit are you currently working? (Please select your unit from the organizational unit list included.)**

____(3 spaces) [Min: 1 Max: 995]

Note: Please refer to the organizational list supplied at the time of the survey.

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q099 **Are you planning to leave the Public Service within the next five years?**

1 Yes
2 No(Go to Q102)

Coverage: *All respondents*

Q100A **Within what time frame do you anticipate leaving the Public Service?... The next year**

1 Yes
2 No
3 Maybe

Coverage: *Those that answered yes to Q099*

Q100B **Within what time frame do you anticipate leaving the Public Service?... 1 to 3 years**

1 Yes
2 No
3 Maybe

Coverage: *Those that answered yes to Q099*

Q100C **Within what time frame do you anticipate leaving the Public Service?... 3 to 5 years**

1 Yes
2 No
3 Maybe

Coverage: *Those that answered yes to Q099*

Q101A **How important would each of the following reasons be for your departure from the Public Service?... Retirement**

1 Not at all important
2 Somewhat important
3 Very important
4 Not applicable

Coverage: *Those that answered yes to Q099*

Q101B **How important would each of the following reasons be for your departure from the Public Service?... Family obligations**

1 Not at all important
2 Somewhat important
3 Very important
4 Not applicable

Coverage: *Those that answered yes to Q099*

Public Service Employee Survey 2005
Questionnaire

Q101C **How important would each of the following reasons be for your departure from the Public Service?... Return to school**

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

Coverage: *Those that answered yes to Q099*

Q101D **How important would each of the following reasons be for your departure from the Public Service?... To pursue other employment opportunities**

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

Coverage: *Those that answered yes to Q099*

Q101E **How important would each of the following reasons be for your departure from the Public Service?... Health (burnout, disability, etc.)**

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

Coverage: *Those that answered yes to Q099*

Q101F **How important would each of the following reasons be for your departure from the Public Service?... To make better use of my training and skills**

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

Coverage: *Those that answered yes to Q099*

Q101G **How important would each of the following reasons be for your departure from the Public Service?... End of contract or term of employment**

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

Coverage: *Those that answered yes to Q099*

**Public Service Employee Survey 2005
Questionnaire**

Q101H **How important would each of the following reasons be for your departure from the Public Service?... Workplace difficulties (conflict with management or colleagues, work environment, etc.)**

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

Coverage: *Those that answered yes to Q099*

Q101I **How important would each of the following reasons be for your departure from the Public Service?... Workforce Adjustment Program**

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

Coverage: *Those that answered yes to Q099*

Q101J **How important would each of the following reasons be for your departure from the Public Service?... Work unit transferred to private sector or other level of government**

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

Coverage: *Those that answered yes to Q099*

Q102 **What is your first official language?**

- 1 English
- 2 French

Coverage: *All respondents*

Q103 **What are the language requirements of your position?**

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

Coverage: *All respondents*

Q104 **Do you occupy a position in which you provide services directly to the public as a regular part of your job?**

- 1 Yes
- 2 No(Go to Q106)

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q105 In which official language(s) do you provide services to the public?

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

Coverage: *Those that answered yes to Q104*

Q106 In which province or territory do you work? (Mark only one)

- 01 Northwest Territories(Go to Q108)
- 02 Nunavut(Go to Q108)
- 03 Yukon.....(Go to Q108)
- 04 British Columbia(Go to Q108)
- 05 Alberta(Go to Q108)
- 06 Saskatchewan(Go to Q108)
- 07 Manitoba(Go to Q108)
- 08 National Capital Region.....(Go to Q108)
- 09 Ontario (excluding NCR)(Go to Q107)
- 10 Quebec (excluding NCR).....(Go to Q107)
- 11 New Brunswick(Go to Q108)
- 12 Nova Scotia(Go to Q108)
- 13 Prince Edward Island.....(Go to Q108)
- 14 Newfoundland and Labrador(Go to Q108)
- 15 Outside Canada.....(Go to Q108)

Coverage: *All respondents*

Q107 Do you work in a designated bilingual area of Quebec or Ontario?

- 1 Bilingual regions of Montréal, the Eastern Townships or the Gaspé area
- 2 Eastern or Northern Ontario
- 3 I do not work in one of these areas

Coverage: *Those that answered Ontario or Quebec excluding NCR to Q106*

Q108 What is your age group?

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

Coverage: *All respondents*

Q109 What is your gender?

- 1 Male
- 2 Female

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

Q110 What is the highest level of education you have ever completed?

- 1 Secondary/high school graduation certificate or equivalent or less
- 2 Diploma or certificate from a community college, CEGEP, institute of technology, nursing school, etc., or a trades certificate or diploma
- 3 University certificate or diploma below the bachelor's level
- 4 Bachelor's degree (e.g., BA, BSc)
- 5 University certificate or diploma above the bachelor's level including Master's degree (e.g., MA, MSc, MEd) or professional degree (e.g., LLB, degree in medicine, dentistry, veterinary medicine or optometry (MD, DDS, DMD, DVM, OD) or earned doctorate (e.g., PhD, DSc, DEd).

Coverage: *All respondents*

Q111 Do you have a professional designation (CGA, CMA, etc.)?

- 1 Yes
- 2 No

Coverage: *All respondents*

Q112 Are you an Aboriginal person?

- 1 Yes
- 2 No

Note: An Aboriginal person is a North American Indian or a member of a First Nation, a Métis or an Inuk. North American Indians or members of a First Nation include status, treaty or registered Indians, as well as non-status and non-registered Indians.

Coverage: *All respondents*

Q113 Are you a person with a disability?

- 1 Yes
- 2 No(Go to Q115)

Note: A person with a disability has a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and considers himself or herself to be disadvantaged in employment by reason of that impairment, or believes that an employer or potential employer is likely to consider him or her to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Coverage: *All respondents*

Q114 Are you provided with the accessibility tools and/or alternate media resources that are critical in the performance of your work?

- 1 Yes
- 2 No
- 3 Not applicable

Coverage: *Respondents that answered yes to Q113*

**Public Service Employee Survey 2005
Questionnaire**

Q115 **Are you a member of a visible minority group?**

- 1 Yes
- 2 No

Note: A member of a visible minority in Canada may be defined as someone (other than an Aboriginal person) who is non-white in colour/race, regardless of place of birth. For example, Black, Chinese, Filipino, Japanese, Korean, South Asian/East Indian, Southeast Asian, non-white West Asian, North African or Arab, non-white Latin American, person of mixed origin (with one parent in one of the visible minority groups in this list), or other visible minority group.

Coverage: *All respondents*

Q116 **Did you complete and return a questionnaire in the last Public Service Employee Survey (2002)?**

- 1 Yes
- 2 No

Coverage: *All respondents*

**Public Service Employee Survey 2005
Questionnaire**

INDEX

Q		Q034.....	10
Q001.....	1	Q035.....	10
Q002.....	1	Q036.....	10
Q003.....	1	Q037.....	11
Q004.....	1	Q038.....	11
Q005.....	2	Q039.....	11
Q006.....	2	Q040.....	11
Q007.....	2	Q041.....	12
Q008.....	2	Q042.....	12
Q009A.....	2	Q043.....	12
Q009B.....	3	Q044.....	12
Q009C.....	3	Q045.....	13
Q009D.....	3	Q046.....	13
Q009E.....	3	Q047.....	13
Q010.....	3	Q048.....	13
Q011.....	3	Q049.....	13
Q012A.....	4	Q050.....	14
Q012B.....	4	Q051.....	14
Q012C.....	4	Q052.....	14
Q012D.....	4	Q053A.....	14
Q012E.....	5	Q053B.....	14
Q013.....	5	Q053C.....	15
Q014.....	5	Q053D.....	15
Q015.....	5	Q053E.....	15
Q016.....	5	Q053F.....	15
Q017.....	6	Q053G.....	16
Q018.....	6	Q053H.....	16
Q019.....	6	Q054.....	16
Q020.....	6	Q055A.....	16
Q021.....	7	Q055B.....	17
Q022.....	7	Q055C.....	17
Q023.....	7	Q055D.....	17
Q024.....	7	Q055E.....	18
Q025.....	8	Q055F.....	18
Q026.....	8	Q056.....	18
Q027.....	8	Q057A.....	18
Q028.....	8	Q057B.....	18
Q029.....	9	Q057C.....	19
Q030.....	9	Q057D.....	19
Q031.....	9	Q057E.....	19
Q032.....	9	Q057F.....	19
Q033.....	10	Q058.....	19

Public Service Employee Survey 2005
Questionnaire

Q059A.....	20	Q086.....	32
Q059B.....	20	Q087.....	32
Q059C.....	20	Q088.....	32
Q059D.....	20	Q089.....	32
Q059E.....	21	Q090.....	33
Q059F.....	21	Q091.....	33
Q060A.....	21	Q092.....	33
Q060B.....	21	Q093.....	33
Q060C.....	22	Q094.....	34
Q060D.....	22	Q095.....	34
Q060E.....	22	Q096.....	34
Q060F.....	22	Q097.....	34
Q060G.....	23	Q098.....	34
Q060H.....	23	Q099.....	35
Q060I.....	23	Q100A.....	35
Q060J.....	23	Q100B.....	35
Q060K.....	24	Q100C.....	35
Q061.....	24	Q101A.....	35
Q062.....	24	Q101B.....	35
Q063.....	24	Q101C.....	36
Q064.....	25	Q101D.....	36
Q065.....	25	Q101E.....	36
Q066.....	25	Q101F.....	36
Q067.....	25	Q101G.....	36
Q068.....	25	Q101H.....	37
Q069.....	26	Q101I.....	37
Q070.....	27	Q101J.....	37
Q071.....	28	Q102.....	37
Q072.....	28	Q103.....	37
Q073.....	29	Q104.....	37
Q074.....	29	Q105.....	38
Q075.....	29	Q106.....	38
Q076.....	29	Q107.....	38
Q077.....	30	Q108.....	38
Q078.....	30	Q109.....	38
Q079.....	30	Q110.....	39
Q080.....	30	Q111.....	39
Q081.....	31	Q112.....	39
Q082.....	31	Q113.....	39
Q083.....	31	Q114.....	39
Q084.....	31	Q115.....	40
Q085.....	32	Q116.....	40