2019 PSES Highlights of Results for ECCC

Positive Results

Arrows indicate difference between ECCC and PS 2019 PSES results.

Job fit and development
Getting the training needed to do the job

↑ 7 — **76%**
ECCC 2018 76%
PS 69%

64.8%
62.9% (2018)
ECCC Response rate

↑ 9 — 79%
ECCC 2018 73%
PS 70%
Recommend the department as a great place to work

↑ 7 — 78%
ECCC 2018 74%
PS 71%
Satisfied with the department

↑ 8 — 76%
ECCC 2018 73%
PS 68%
Feeling valued at work

Employee Engagement

↑ 5 — 73%
ECCC 2018 67%
PS 68%
Sr Management lead by example in ethical behavior

↑ 5 — 87%
ECCC 2018 86%
PS 82%
Department treats employees with respect

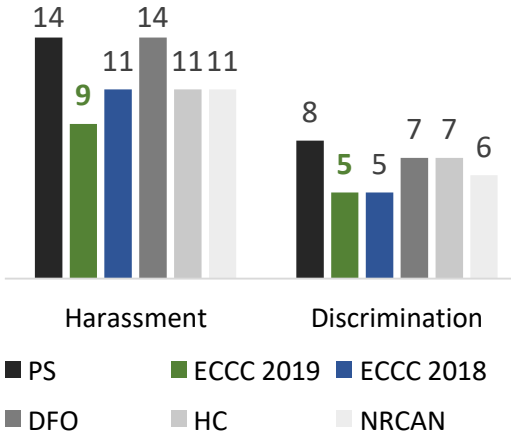
↑ 3 — 82%
ECCC 2018 79%
PS 79%
Department supports diverse workplace

↑ 6 — 81%
ECCC 2018 82%
PS 75%
Department respects individual differences

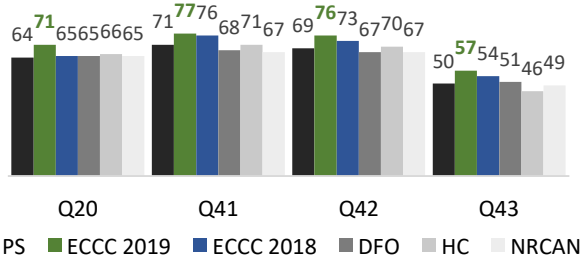
↑ 6 — 88%
ECCC 2018 87%
PS 82%
Individuals behave in a respectful manner in work unit

Respectful Workplace

Harassment and Discrimination



Ethical Workplace



Q20 I am satisfied with how interpersonal issues are resolved in my work unit.
Q41 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.
Q42 My department or agency does a good job of promoting values and ethics in the workplace.
Q43 I feel I can initiate a formal recourse process (e.g., grievance, complaint, appeal) without fear of reprisal.

ECCC compared to other Science Based Departments

↑ 7 — 80%
ECCC 2018 78%
PS 73%
Raising awareness of mental health

↑ 8 — 69%
ECCC 2018 64%
PS 61%
Psychologically healthy workplace

↑ 5 — 88%
ECCC 2018 85%
PS 83%
Immediate supervisor seems to care about their employees

Workplace Well-being

2019 PSES Highlights for ECCC

Areas of Interest

Senior Management

Make effective and timely decisions

2

55%

ECCC 2018 46%
PS 53%

Information flows to staff

1

53%

ECCC 2018 46%
PS 52%

Job Fit and Development

Department supports career development

3

60%

ECCC 2018 57%
PS 57%

Opportunities for promotion given education, skills and experience

4

56%

ECCC 2018 52%
PS 52%

Mobility and retention

Do you intend to leave your current position in the next two years?

1

28%

ECCC 2018 27%
PS 27%

Organizational Performance

I feel that the quality of work suffers because of…

Too many approval stages **46%**
5
ECCC 2018 51%
PS 41%

More work, fewer resources **37%**
1
ECCC 2018 44%
PS 36%

Complicated or unnecessary business processes **41%**
3
ECCC 2018 47%
PS 38%

Pay or other Compensation Issues

Pay or other compensation affected by issues with Phoenix

6

80%

ECCC 2018 78%
PS 74%

Work-related Stress

Feeling emotionally drained after work day

5

24%

ECCC 2018 28%
PS 29%

Ethical Workplace

Initiating formal recourse process without fear of reprisal

7

57%

ECCC 2018 54%
PS 50%