



# **2018 Public Service Employee Survey**

## **Environment and Climate Change Canada**

### **Departmental Results by Branch**

2018  
Public Service  
Employee Survey



Sondage auprès  
des fonctionnaires  
fédéraux de 2018

# 2018 PSES Results

## Environment and Climate Change Canada

### Summary of Presentation

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#### Overview

- Quick facts
- Methodological notes
- Response rate

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#### Results by theme

2018  
Public Service  
Employee Survey



Sondage auprès  
des fonctionnaires  
fédéraux de 2018

# 2018 PSES Results

## Environment and Climate Change Canada

### Quick Facts



2018  
Public Service  
Employee Survey



Sondage auprès  
des fonctionnaires  
fédéraux de 2018

# 2018 PSES Results

## Environment and Climate Change Canada

### Methodological Notes

- ✓ Unless otherwise specified, all percentages in this presentation refer to the proportion of employees who “Strongly agreed” or “Somewhat agreed” with the survey statement.
  - Percentages exclude the “Don’t know” and “Not applicable” response categories.
- ✓ The number of respondents per question varies, for details on each question, visit the PSES results, via the ECCC Intranet.
- ✓ For most questions, a higher percentage represents a positive outcome.
  - However, given the formulation or nature of certain questions (e.g., harassment and discrimination), a higher percentage can also represent a negative outcome.

2018  
Public Service  
Employee Survey



Sondage auprès  
des fonctionnaires  
fédéraux de 2018

# 2018 PSES Results

## Environment and Climate Change Canada

### Estimate of Branch Response Rate

		2018	2017	2014
Federal public service	# of employees	161,699	174,272	181,902
	Response rate	57.7%	61.3%	71.4%
ECCC	# of employees	4,448	4,582	4,678
	Response rate	62.9%	65.1%	69.9%

The response rate refer to the number of employees who answered the survey, divided by the total number of employees.

Branch	Max answer count	# Employees	Estimate response rate
A&E, DMO, LSC	35	64	54.7%
CSFB	452	918	49.2%
CWS	376	606	62.0%
ENF	252	374	67.4%
EPB	603	884	68.2%
HRB	221	271	81.5%
IAB	92	108	85.2%
MSC	708	1,476	48.0%
PCFIO	59	59	100.0%
PIAMS	168	258	65.1%
S&T	898	1,539	58.3%
SPB	250	387	64.6%

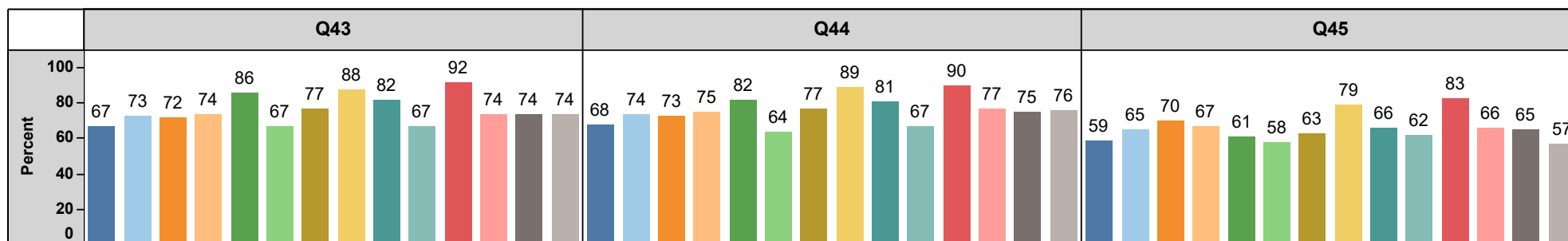
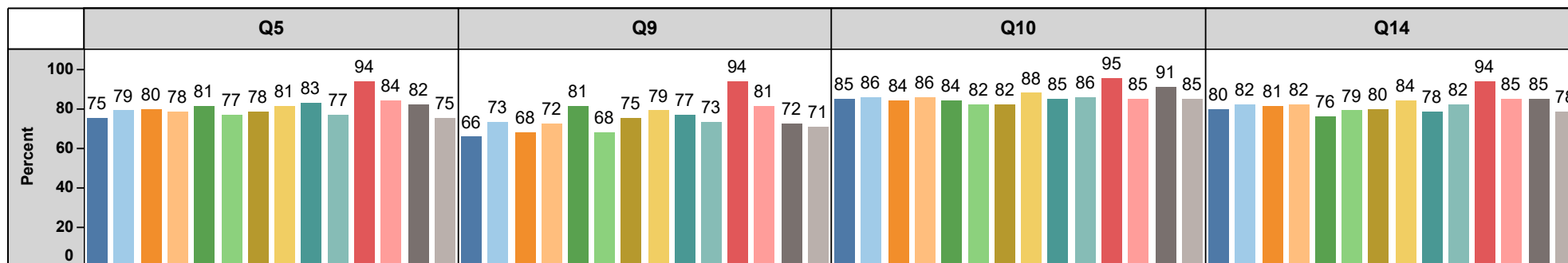
The estimate branch response rates refer to the maximum answer count of employees who answered the survey for each branch, divided by the total number of employees in each branch as of August 31st 2018 (Date of Survey).

# 2018 PSES Results

## Environment and Climate Change Canada

### EMPLOYEE ENGAGEMENT

#### Employee Engagement



- Public Service
- Environment and Climate Change Canada
- Canadian Wildlife Service
- Corporate Services and Finance
- Deputy Minister's Office, Legal Services, Audit and Evaluation
- Enforcement
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- Science and Technology
- Strategic Policy

**Q5** I get a sense of satisfaction from my work.

**Q9** Overall, I feel valued at work.

**Q10** I am proud of the work that I do.

**Q14** Overall, I like my job.

**Q43** I would recommend my department or agency as a great place to work.

**Q44** I am satisfied with my department or agency.

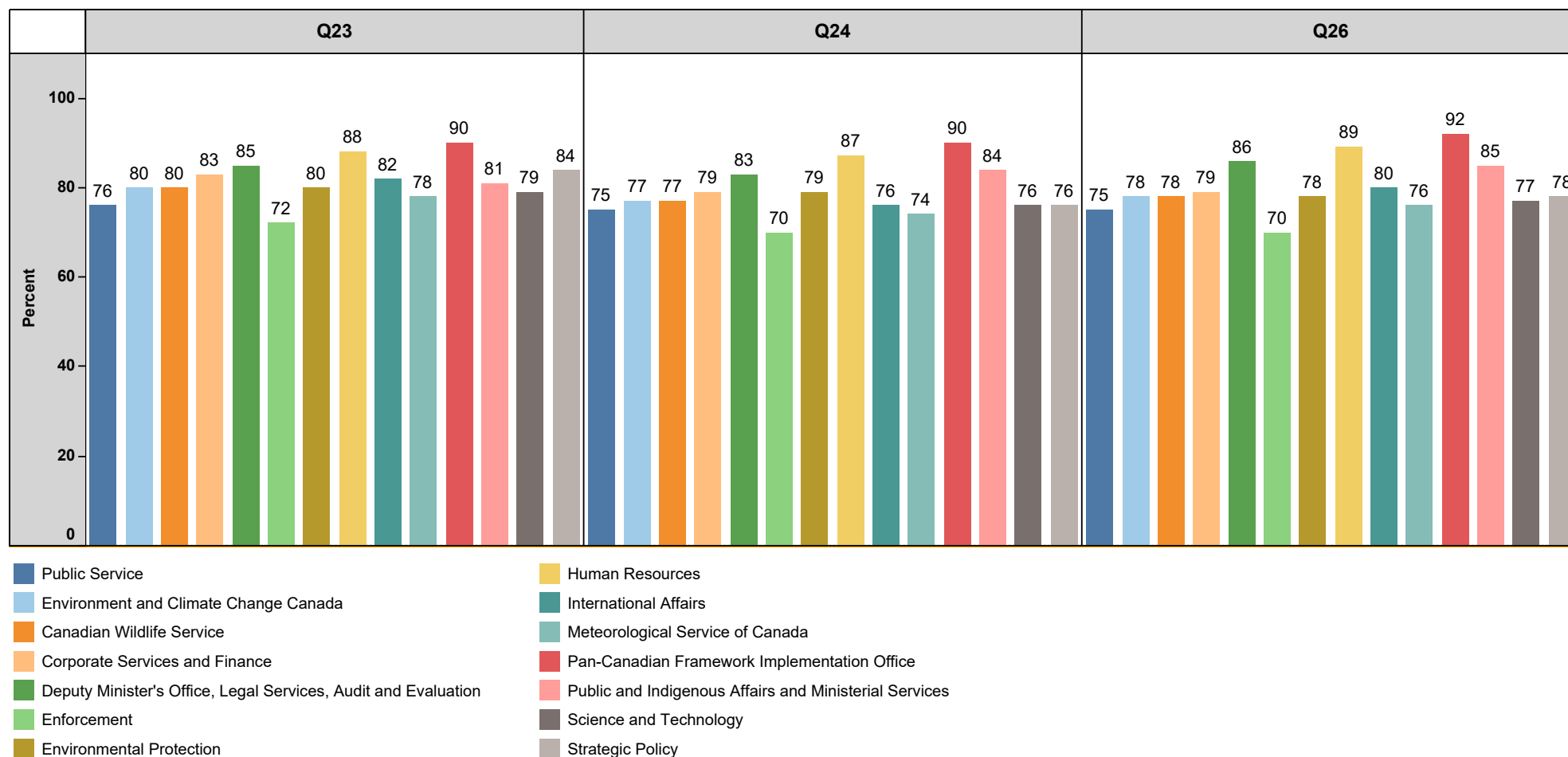
**Q45** I would prefer to remain with my department or agency, even if a comparable job was available elsewhere in the federal public service.

# 2018 PSES Results

## Environment and Climate Change Canada

### LEADERSHIP

#### Immediate Supervisor



**Q23** I can count on my immediate supervisor to keep his or her promises.

**Q24** My immediate supervisor keeps me informed about the issues affecting my work.

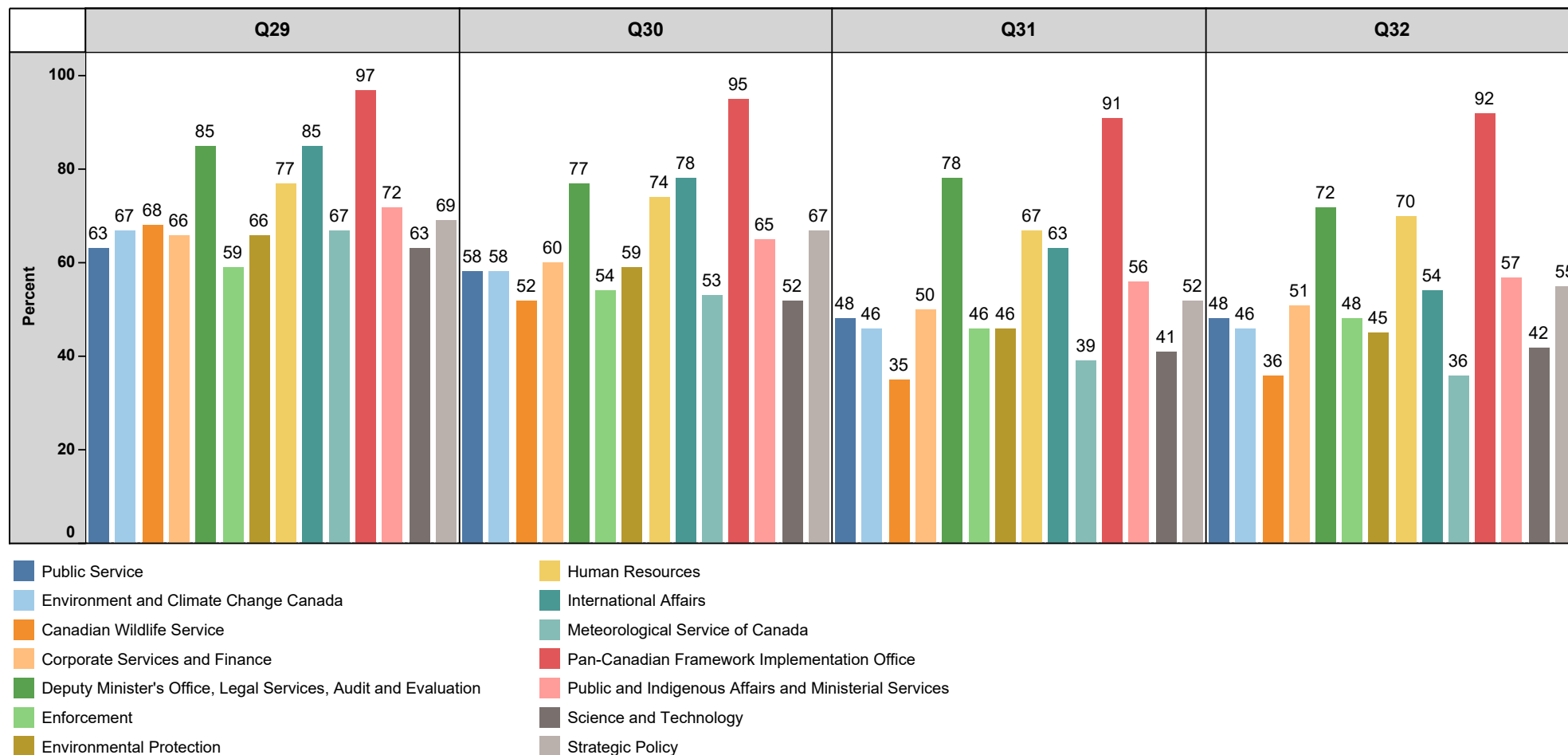
**Q26** I am satisfied with the quality of supervision I receive.

# 2018 PSES Results

## Environment and Climate Change Canada

### LEADERSHIP

#### Senior Management



**Q29** Senior managers in my department or agency lead by example in ethical behaviour.

**Q30** I have confidence in the senior management of my department or agency.

**Q31** Senior management in my department or agency makes effective and timely decisions.

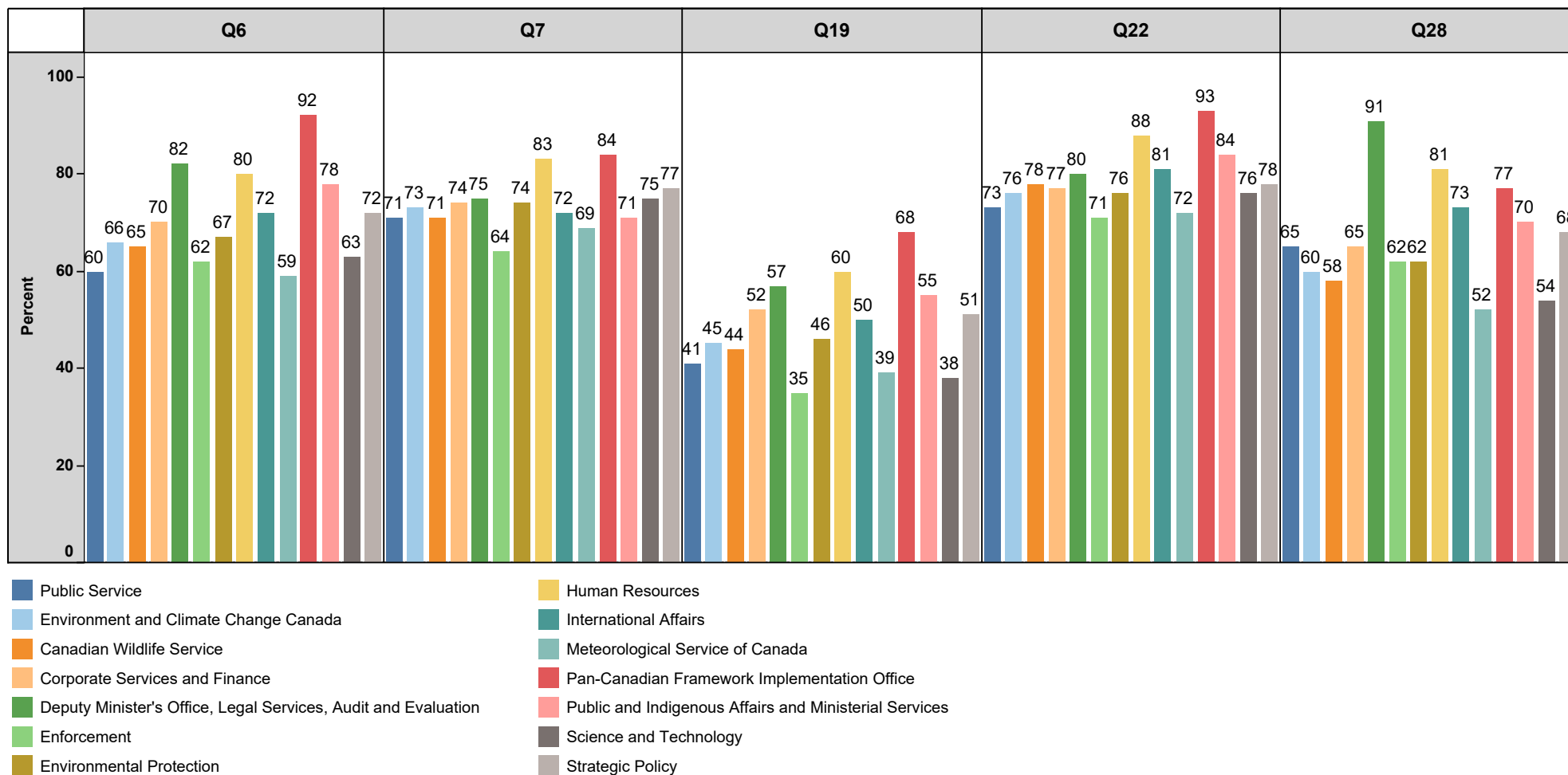
**Q32** Essential information flows effectively from senior management to staff.



# 2018 PSES Results

## Environment and Climate Change Canada

### WORKFORCE Performance Management



**Q6** I receive meaningful recognition for work well done.

**Q7** I have clear work objectives.

**Q19** In my work unit, unsatisfactory employee performance is managed effectively.

**Q22** I receive useful feedback from my immediate supervisor on my job performance.

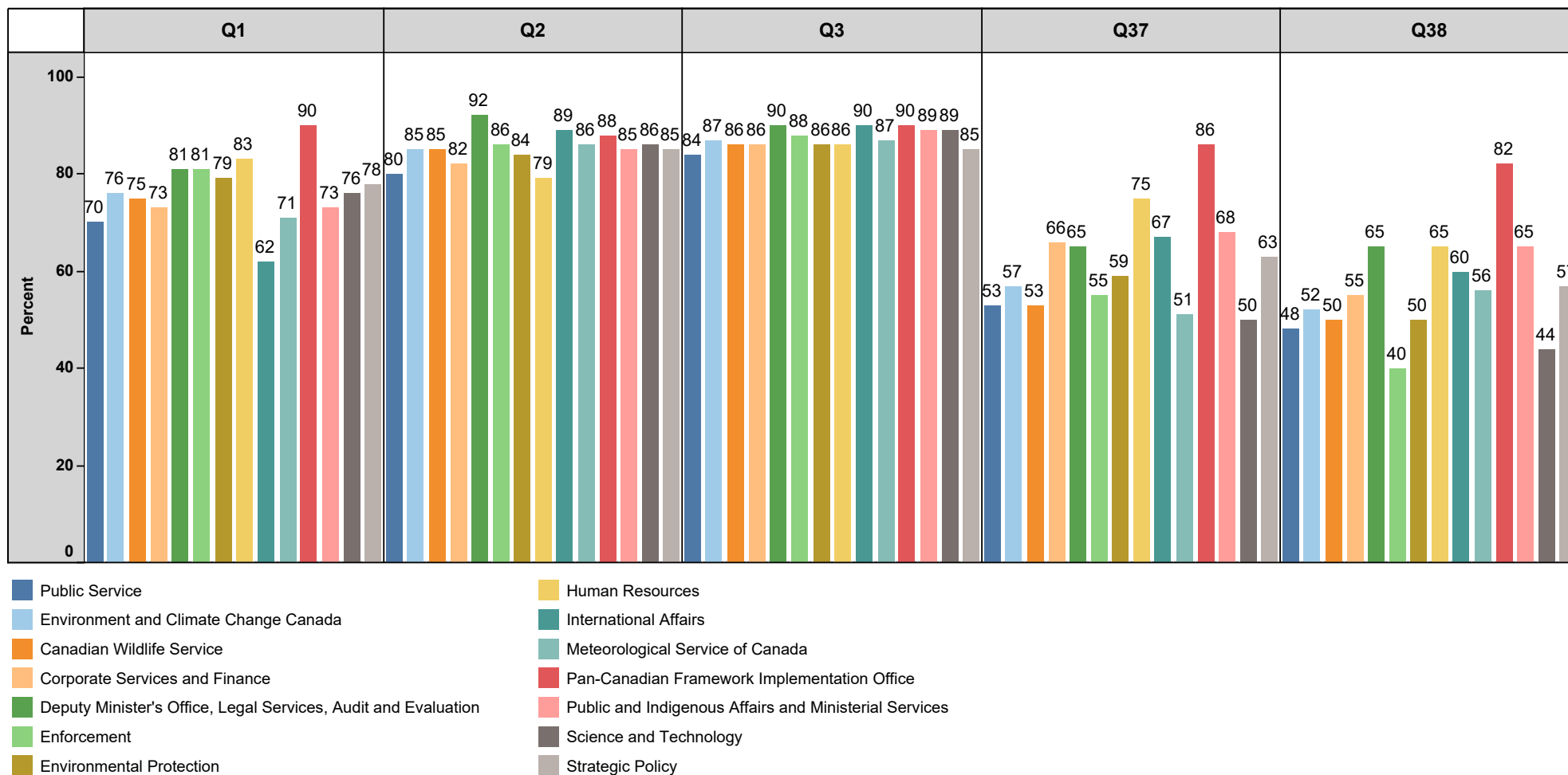
**Q28** I receive the support I need from senior management to address unsatisfactory performance issues in my work unit (*for supervisors*).

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKFORCE

Job fit and development



**Q1** I get the training I need to do my job.

**Q2** My job is a good fit with my interests.

**Q3** My job is a good fit with my skills.

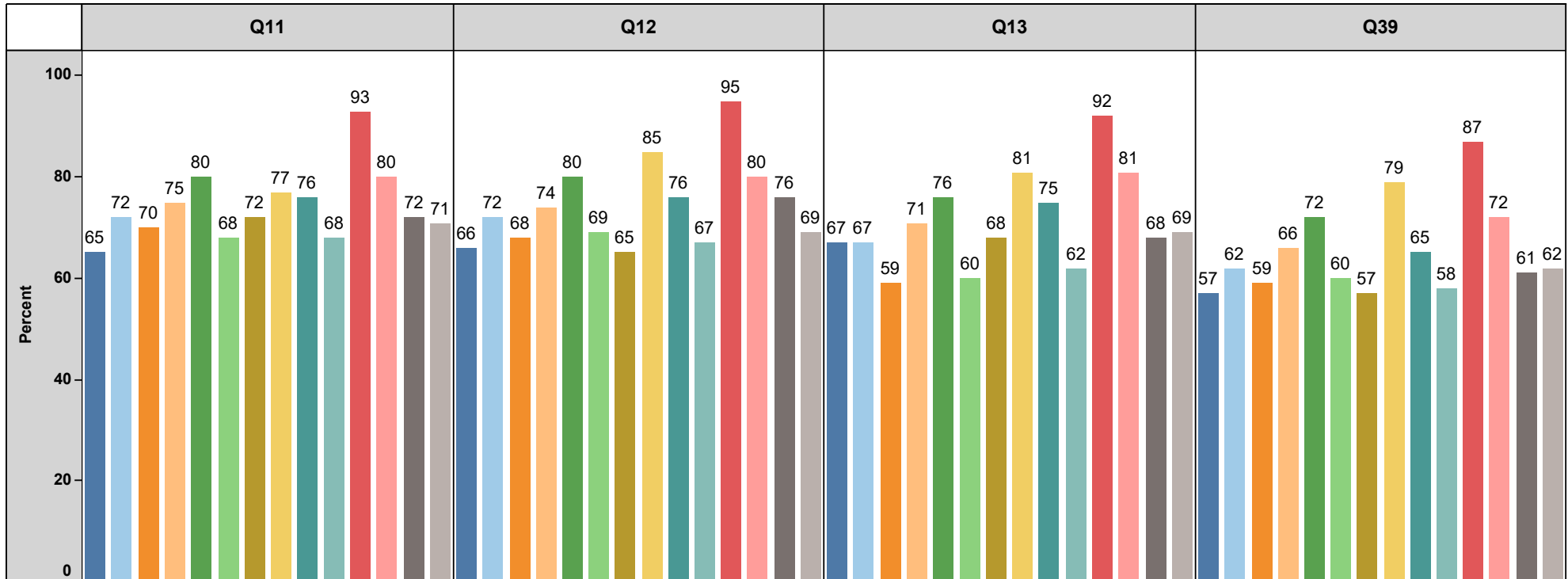
**Q37** My department or agency does a good job of supporting employee career development.

**Q38** I believe I have opportunities for promotion within my department or agency, given my education, skills and experience.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKFORCE Empowerment



- Public Service
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- Canadian Wildlife Service
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- Pan-Canadian Framework Implementation Office
- Public and Indigenous Affairs and Ministerial Services
- Science and Technology
- Strategic Policy

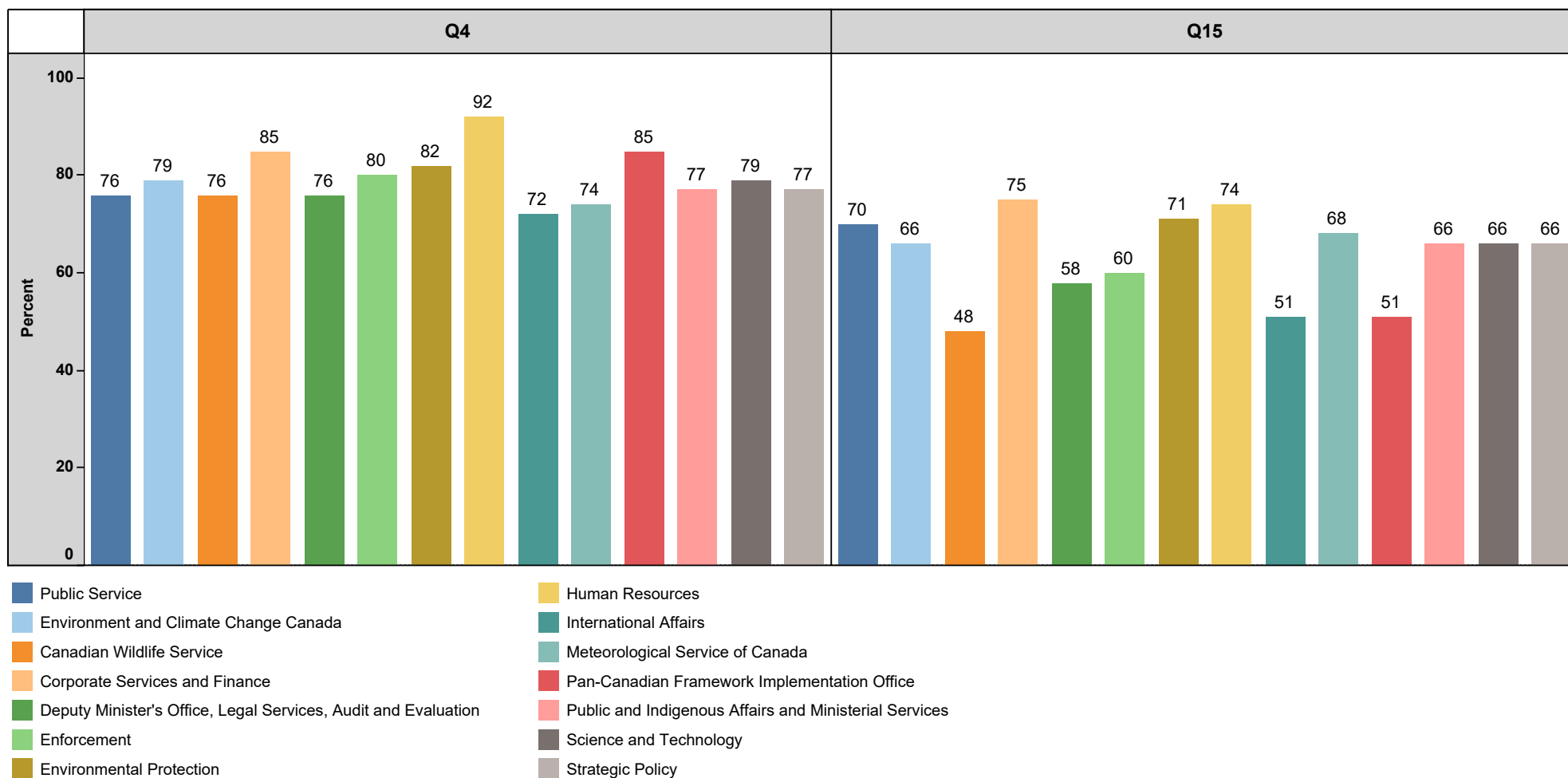
**Q11** I have opportunities to provide input into decisions that affect my work.  
**Q12** I am encouraged to be innovative or to take initiative in my work.  
**Q13** I have support at work to provide a high level of service.  
**Q39** I feel I would be supported by my department or agency if I proposed a new idea.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKFORCE

#### Work-life balance and workload



**Q4** I have support at work to balance my work and personal life.

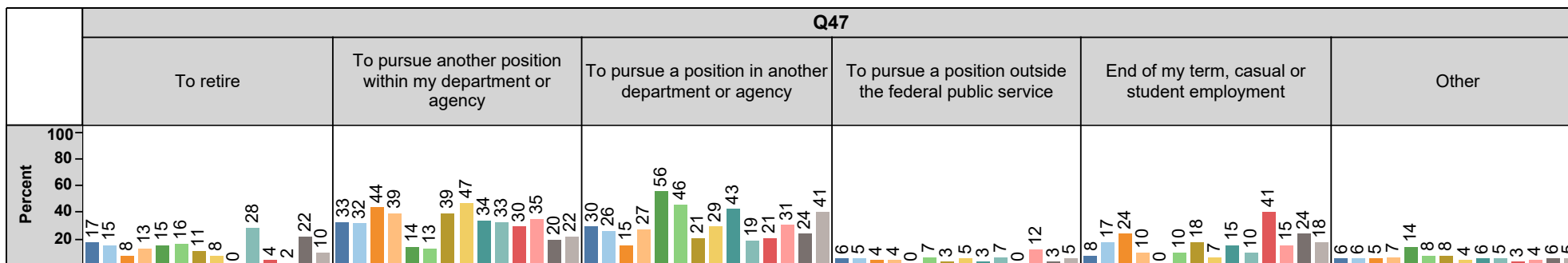
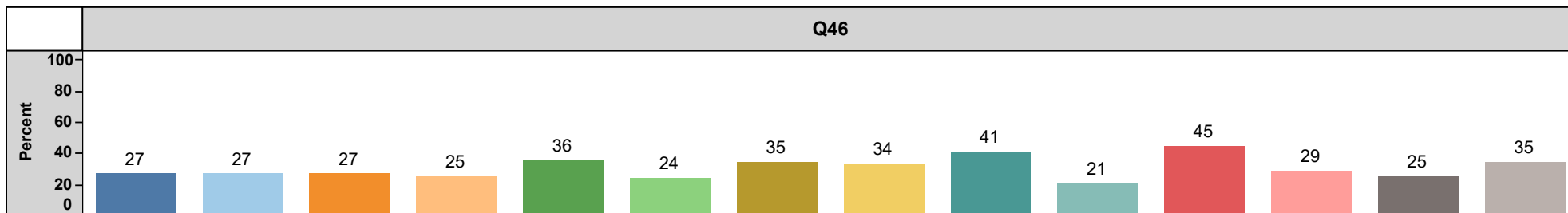
**Q15** I can complete my assigned workload during my regular working hours.

*Note for Q15: Percentages refer to the proportion of employees who answered "Always/Almost always" or "Often".*

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKFORCE Retention



- Public Service
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- Canadian Wildlife Service
- Corporate Services and Finance
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**Q46** Do you intend to leave your current position in the next two years?

**Q47** Please indicate your reason for leaving.

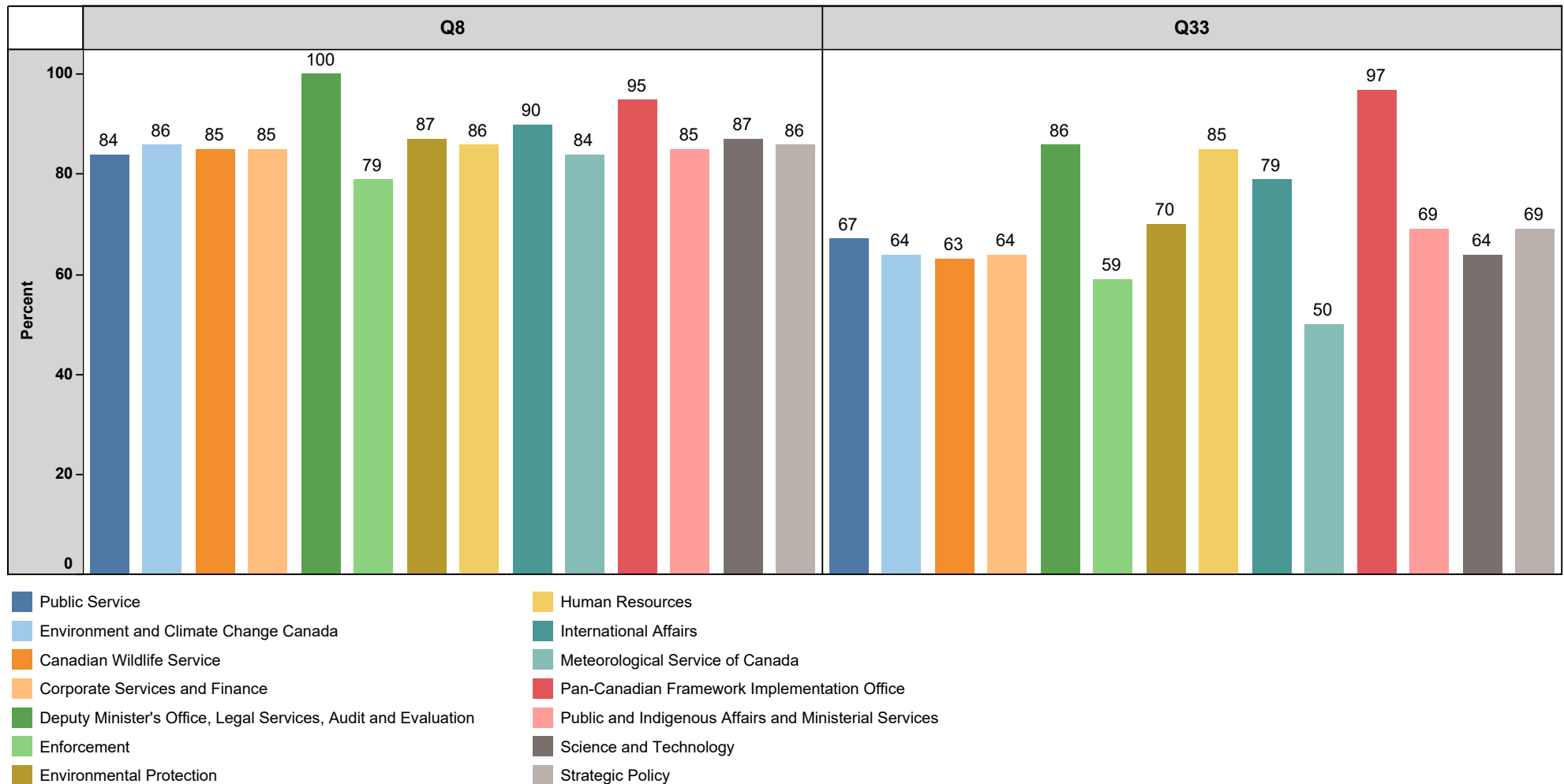
Note for Q46: Percentages represent the proportion of employees who answered "Yes".

Note for Q47: Employees could only select one response option.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE Organizational goals



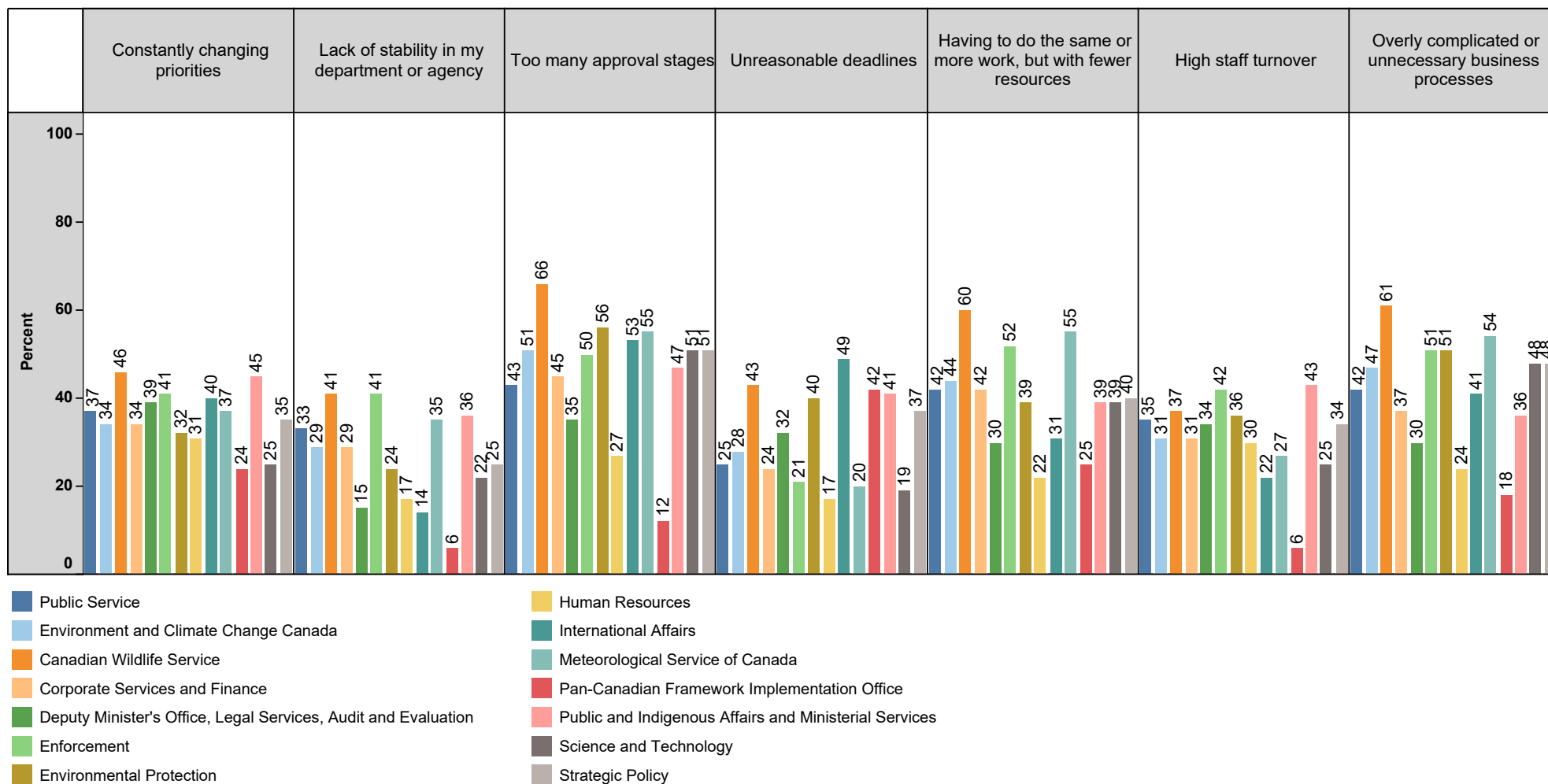
**Q8** I know how my work contributes to the achievement of my department's or agency's goals.

**Q33** My department or agency does a good job of communicating its vision, mission and goals.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE Organizational performance



**Q16** I feel that the quality of my work suffers because of...

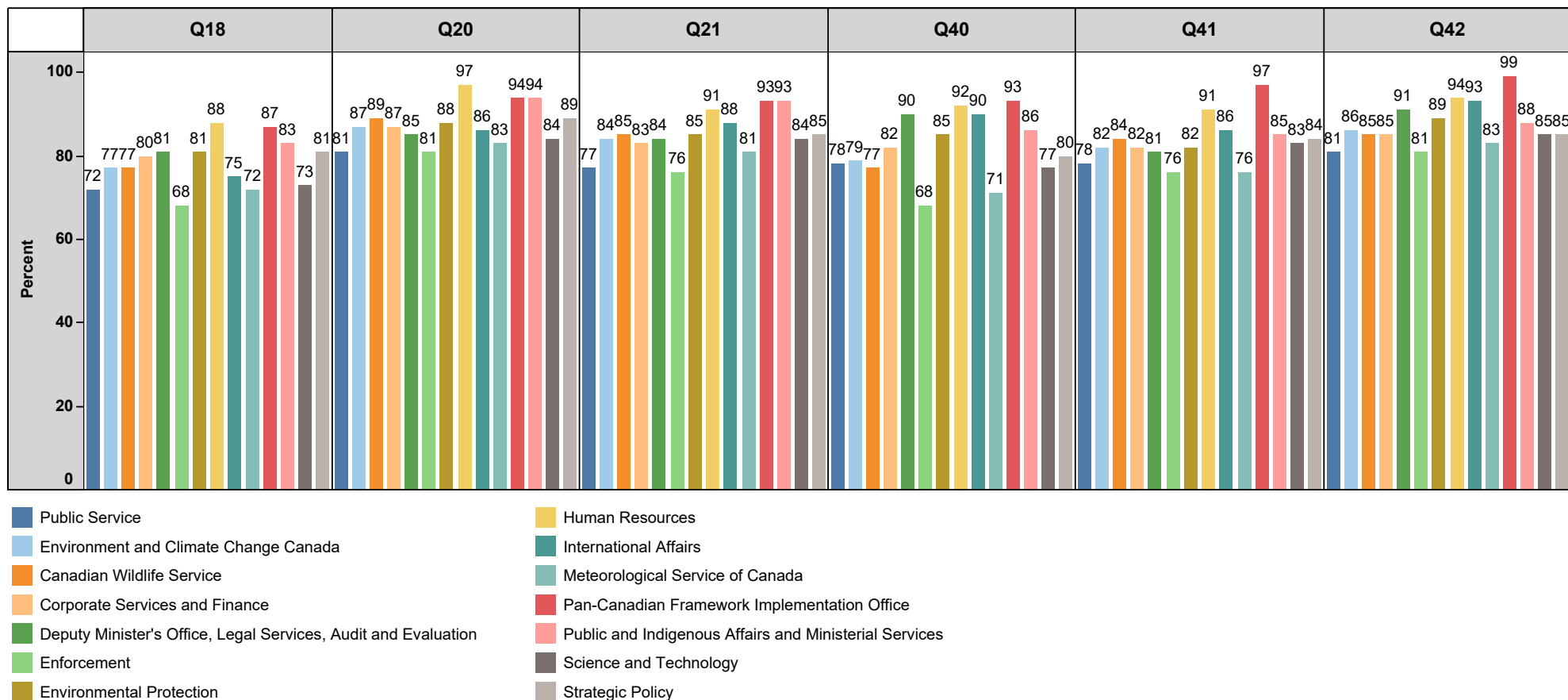
Percentages refer to the proportion of employees who answered "Always/Almost always" or "Often".

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE

#### Respectful workplace



**Q18** In my work unit, every individual is accepted as an equal member of the team.

**Q20** In my work unit, individuals behave in a respectful manner.

**Q21** The people I work with value my ideas and opinions.

**Q40** My department or agency implements activities and practices that support a diverse workplace.

**Q41** I think that my department or agency respects individual differences (e.g., culture, work styles, ideas).

**Q42** Overall, my department or agency treats me with respect.

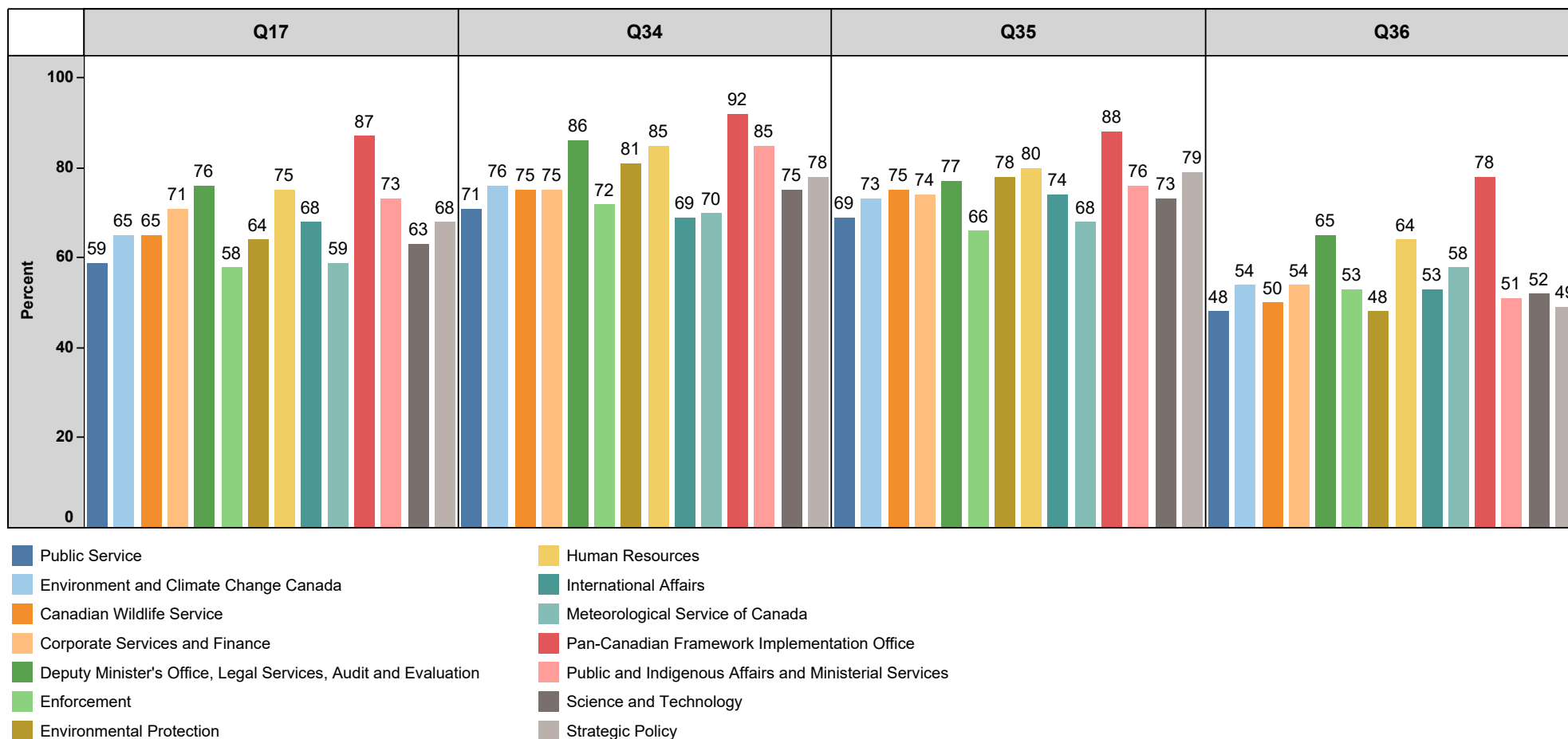


# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE

#### Ethical workplace



**Q17** I am satisfied with how interpersonal issues are resolved in my work unit.

**Q34** 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.

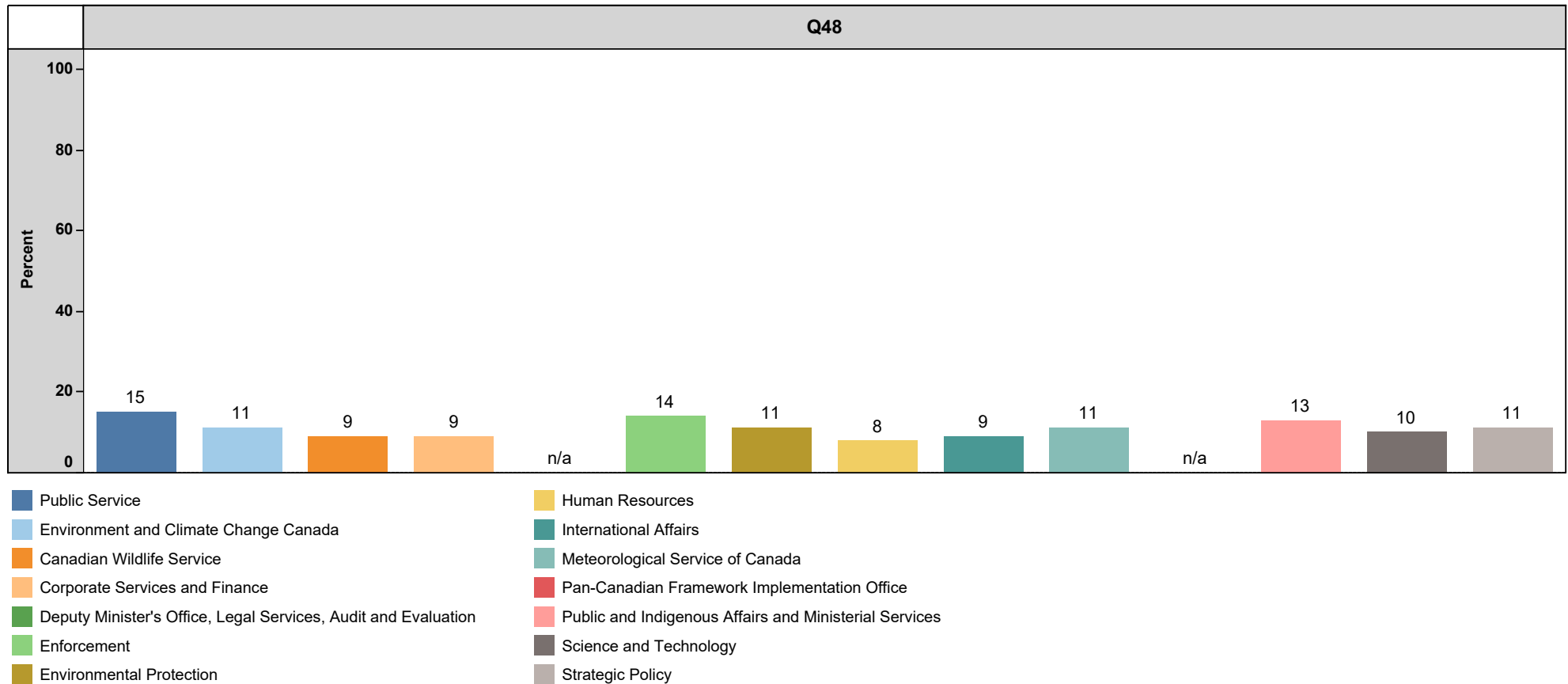
**Q35** My department or agency does a good job of promoting values and ethics in the workplace.

**Q36** I feel I can initiate a formal recourse process (e.g., grievance, complaint, appeal) without fear of reprisal.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE Harassment



**Q48** Having carefully read the definition of harassment, have you been the victim of harassment on the job in the past 12 months?

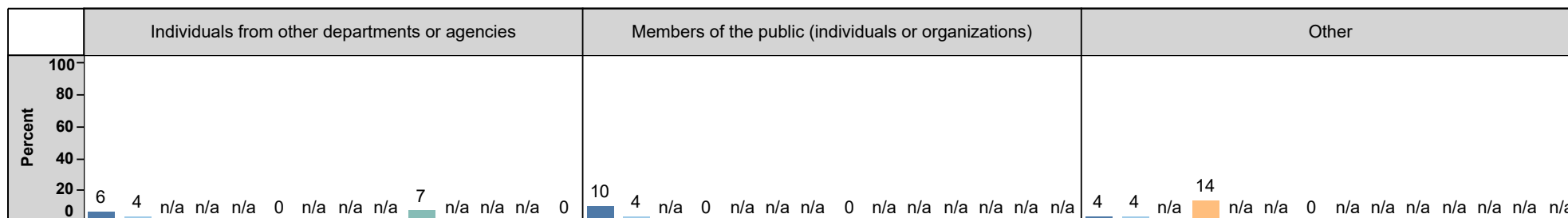
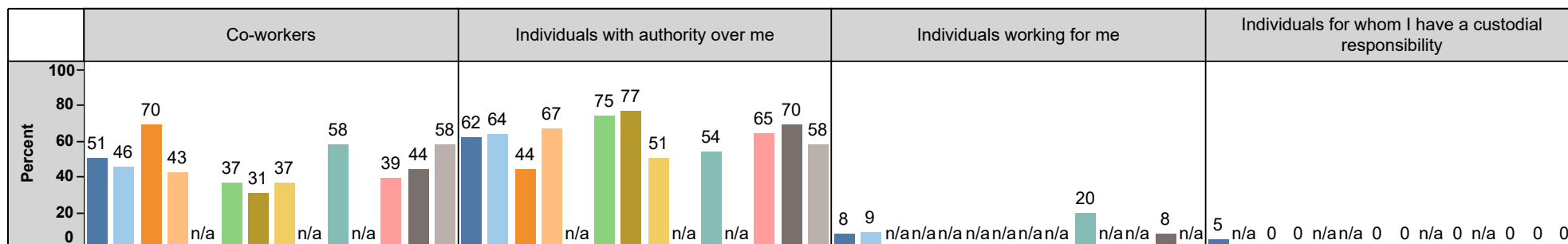
*Percentage refers to the proportion of employees who answered "Yes".*

*The timeframe specified by the 2018 PSES harassment question was modified from 2 years to 12 months, which means that comparisons over time are not possible.*

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE Sources of harassment



- Public Service
- Environment and Climate Change Canada
- Canadian Wildlife Service
- Corporate Services and Finance
- Deputy Minister's Office, Legal Services, Audit and Evaluation
- Enforcement
- Environmental Protection
- Human Resources
- International Affairs
- Meteorological Service of Canada
- Pan-Canadian Framework Implementation Office
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- Science and Technology
- Strategic Policy

**Q49** From whom did you experience harassment on the job?

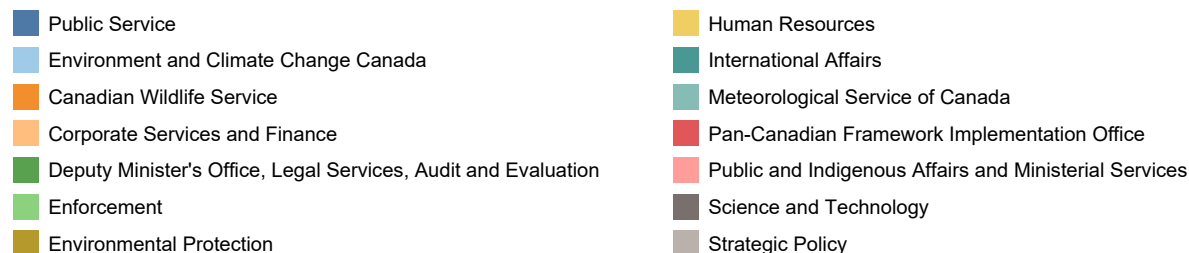
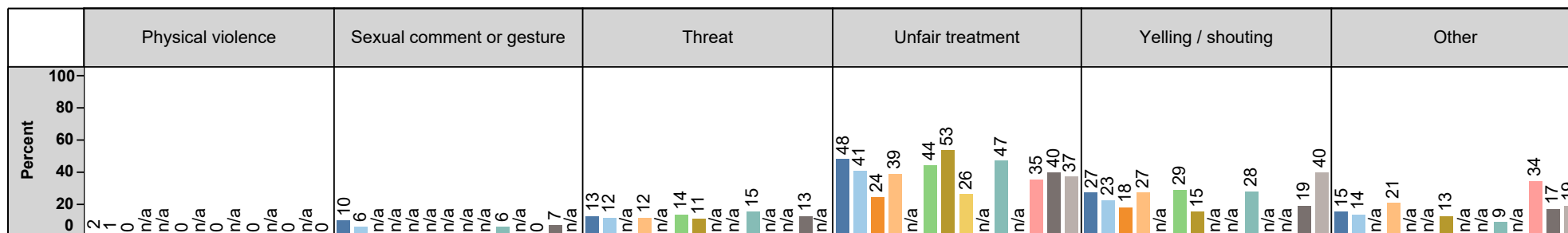
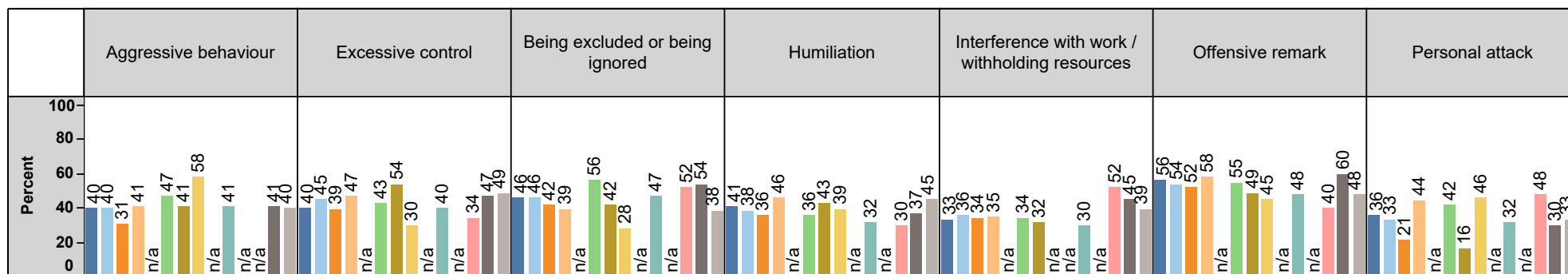
(Question asked only to employees who indicated that they were a victim of harassment (Q48))

Employees could select more than one response option, therefore percentages will not add up to 100%.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE Nature of harassment



**Q50** Please indicate the nature of the harassment you experienced.

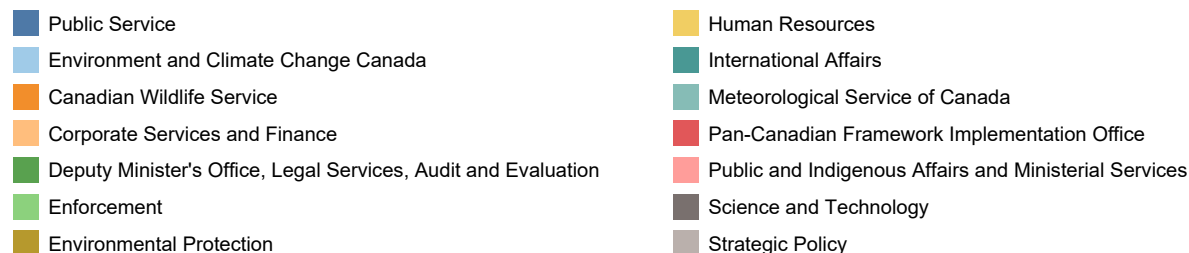
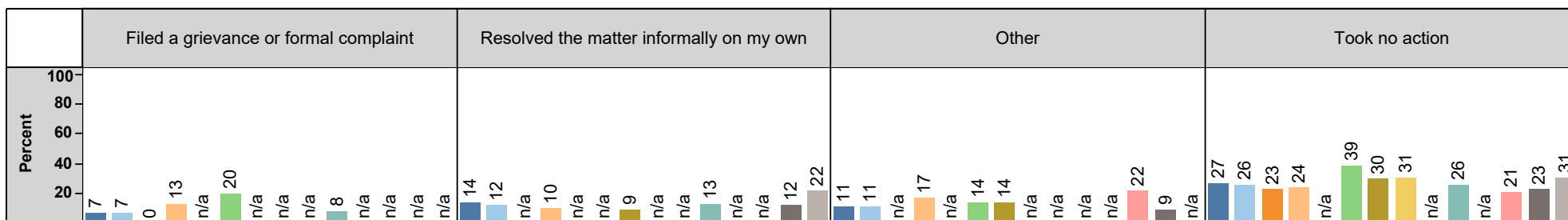
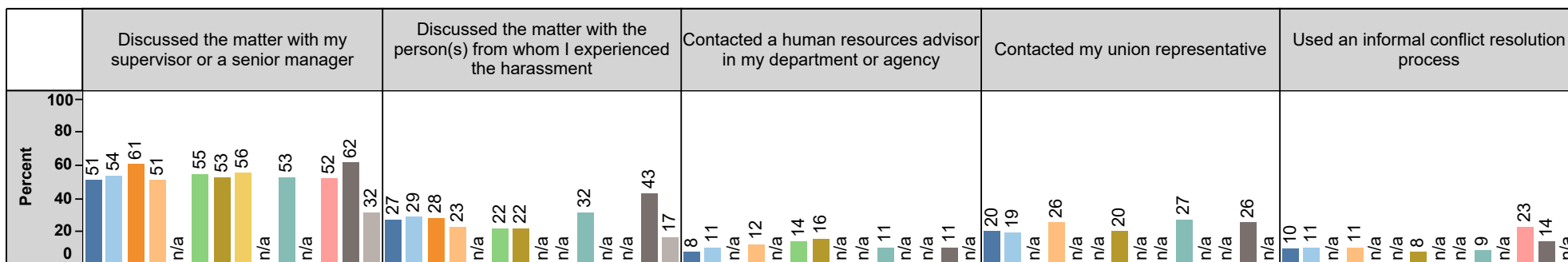
(Question asked only to employees who indicated that they were a victim of harassment (Q48)).

Employees could select more than one response option, therefore percentages will not add up to 100%.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE Harassment - Actions taken



**Q51** What action(s) did you take to address the harassment you experienced?

(Question asked only to employees who indicated that they were a victim of harassment (Q48))

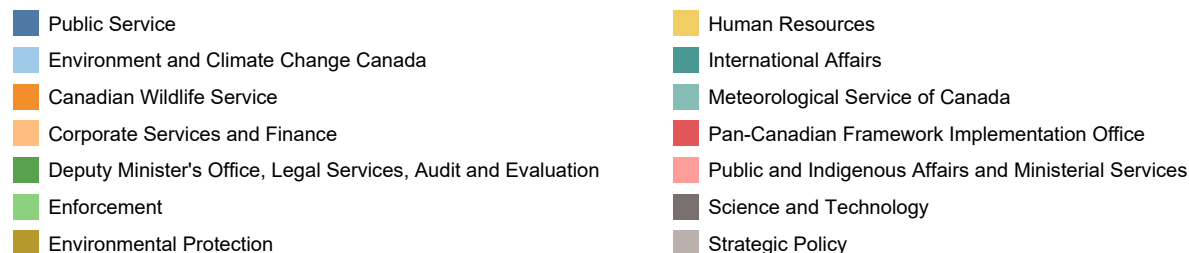
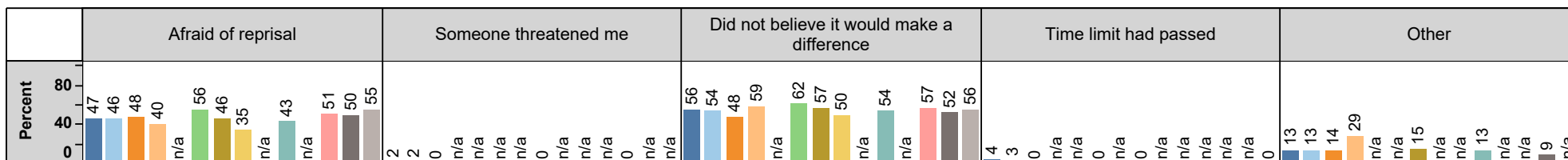
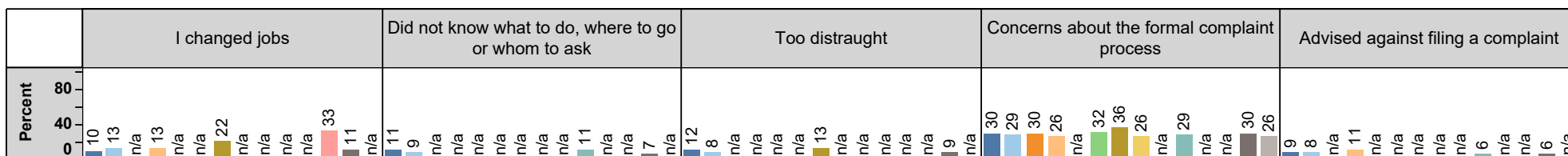
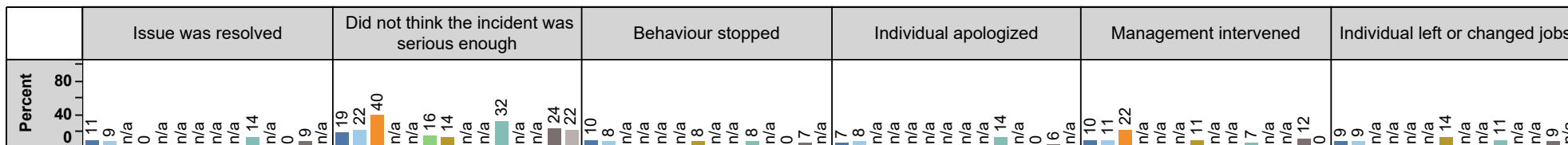
Employees could select more than one response option, therefore percentages will not add up to 100%.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE

#### Harassment - Grievance / Formal complaint



**Q52** Why did you not file a grievance or formal complaint about the harassment you experienced?

(Question asked only to employees who indicated that they were a victim of harassment (Q48) and that they did not file a grievance / formal complaint (Q51))

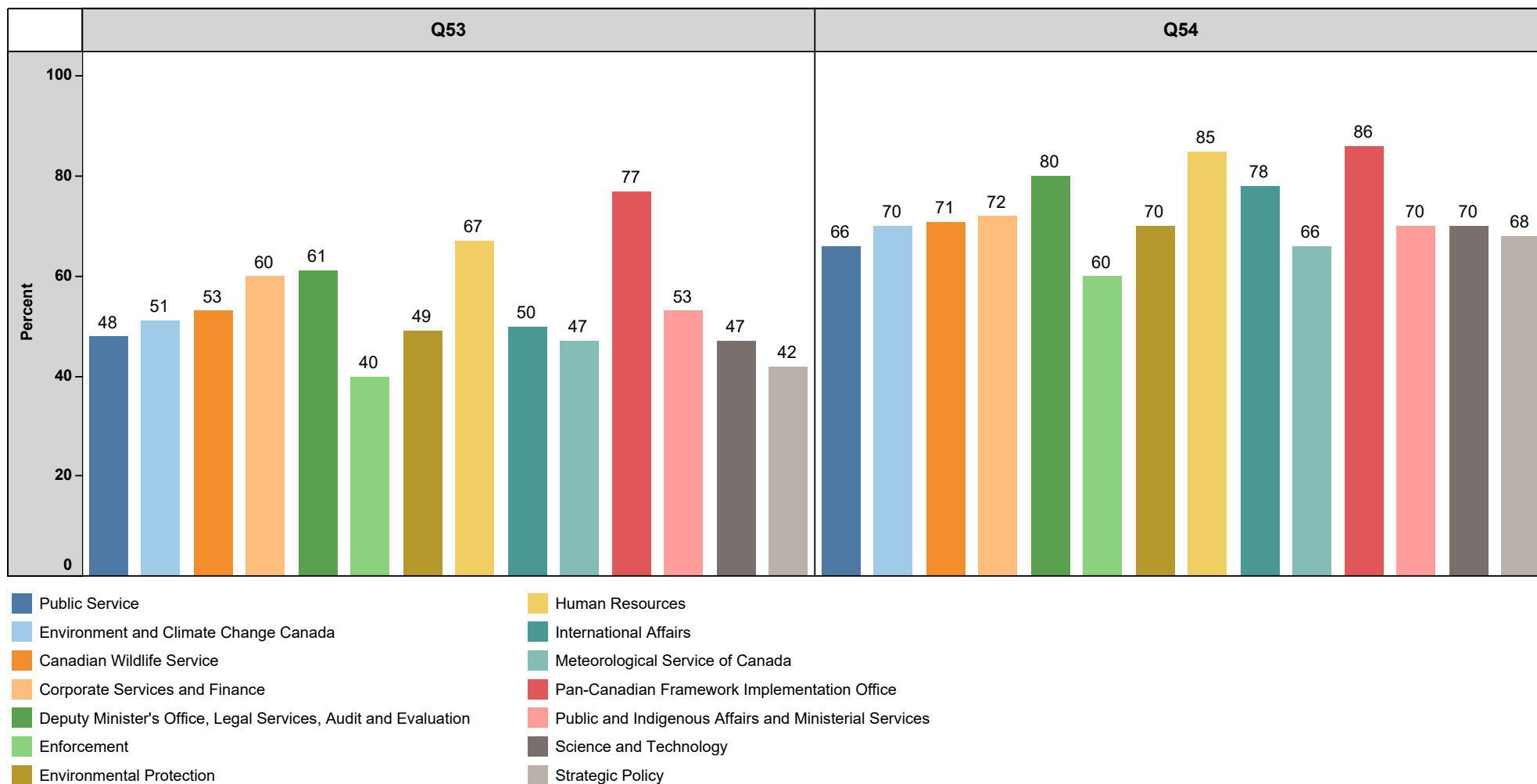
Employees could select more than one response option, therefore percentages will not add up to 100%.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE

Harassment in department / organization



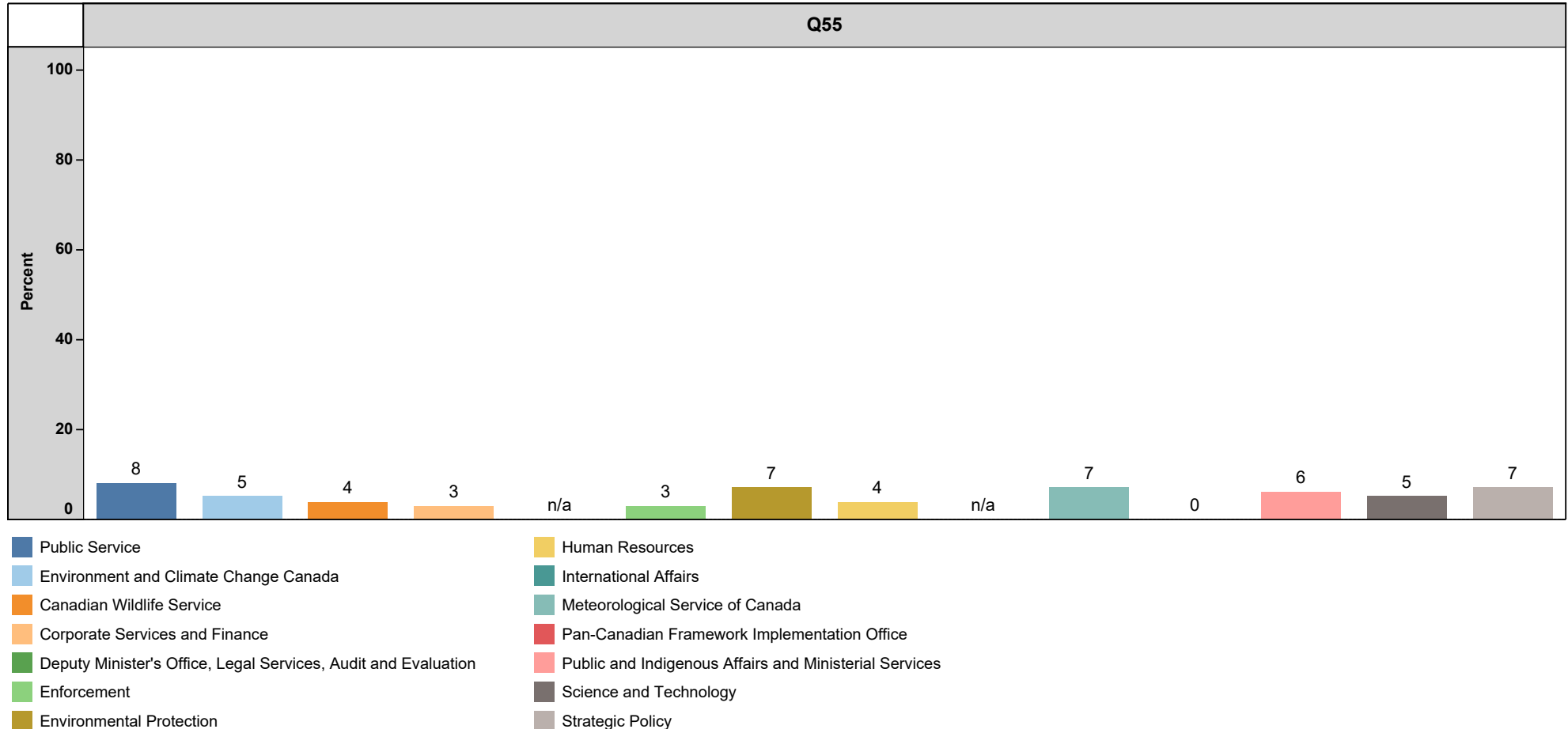
**Q53** I am satisfied with how matters related to harassment are resolved in my department or agency.

**Q54** My department or agency works hard to create a workplace that prevents harassment.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE Discrimination



**Q55** Having carefully read the definition of discrimination, have you been the victim of discrimination on the job in the past 12 months?

*Percentage refers to the proportion of employees who answered "Yes".*

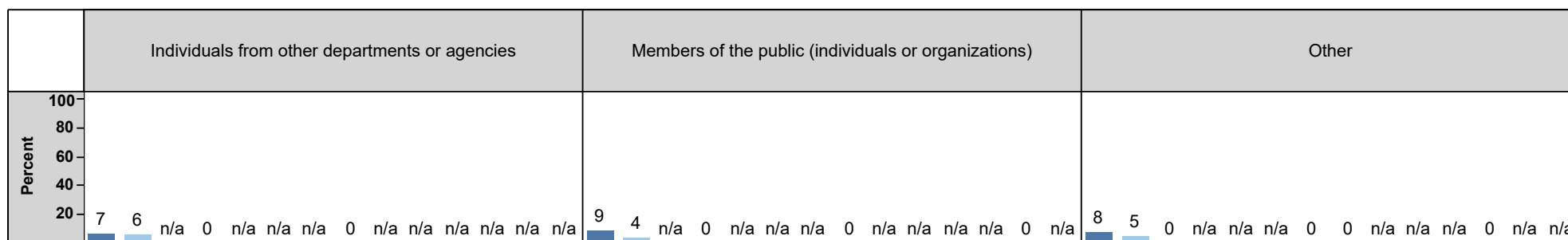
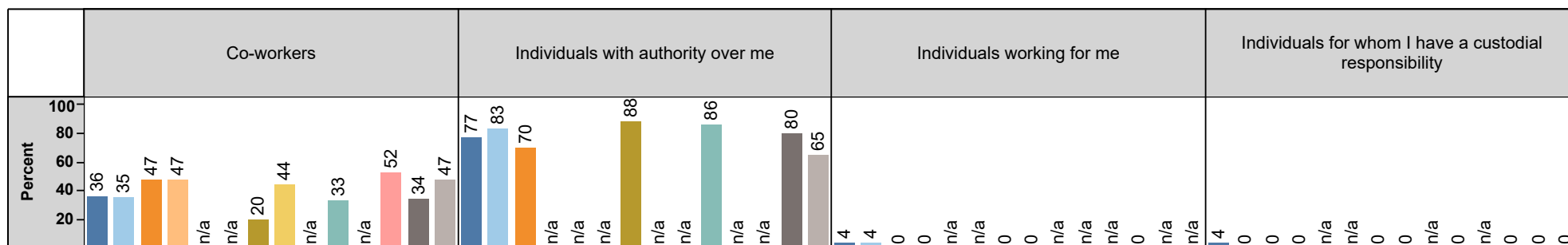
*The timeframe specified by the 2018 PSES discrimination question was modified from 2 years to 12 months, which means that comparisons over time are not possible.*



# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE Sources of discrimination



- Public Service
- Environment and Climate Change Canada
- Canadian Wildlife Service
- Corporate Services and Finance
- Deputy Minister's Office, Legal Services, Audit and Evaluation
- Enforcement
- Environmental Protection
- Human Resources
- International Affairs
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- Pan-Canadian Framework Implementation Office
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- Science and Technology
- Strategic Policy

**Q56** From whom did you experience discrimination on the job?

(Question asked only to employees who indicated that they were a victim of discrimination (Q55))

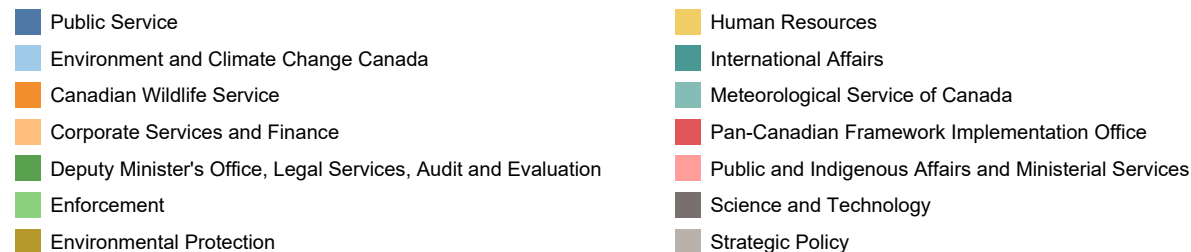
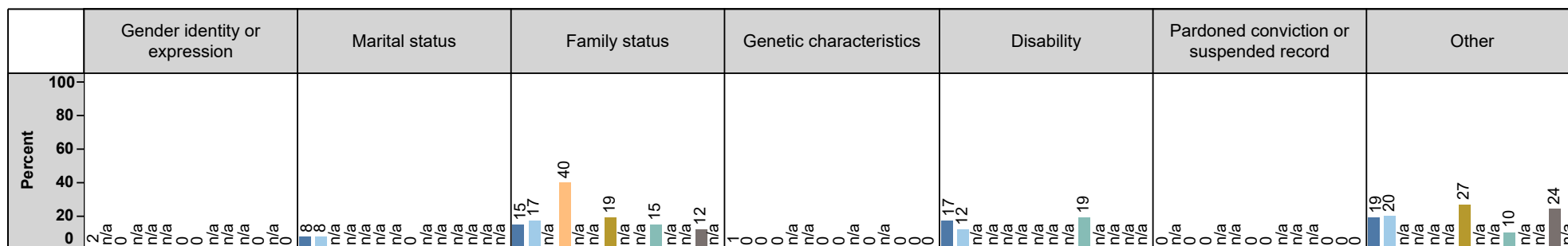
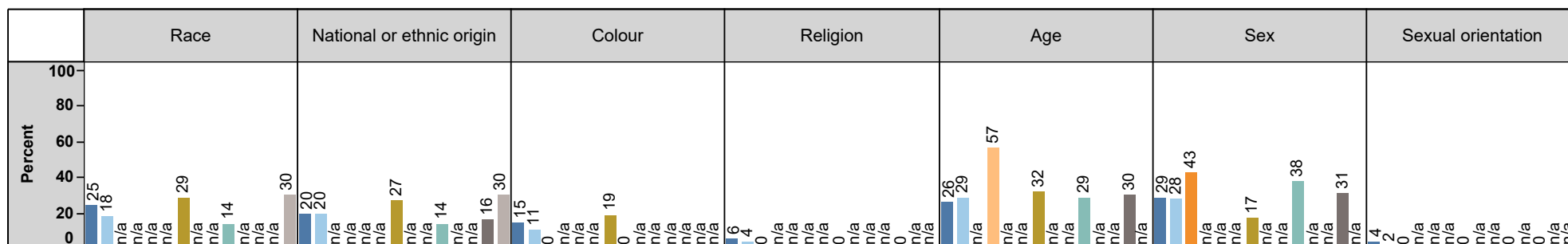
Employees could select more than one response option, therefore percentages will not add up to 100%.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE

#### Type of discrimination



**Q57** Please indicate the type of discrimination you experienced.

(Question asked only to employees who indicated that they were a victim of discrimination (Q55))

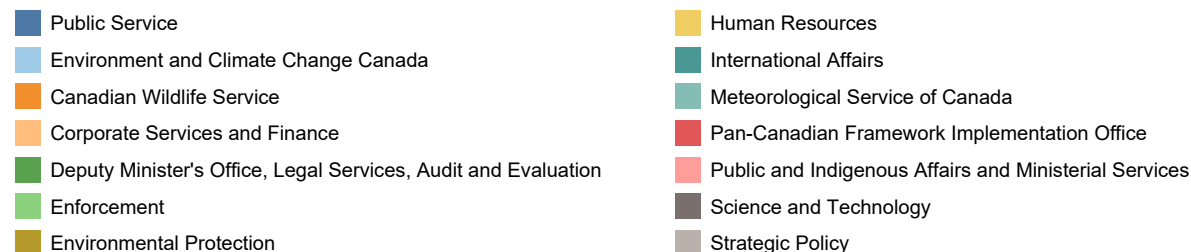
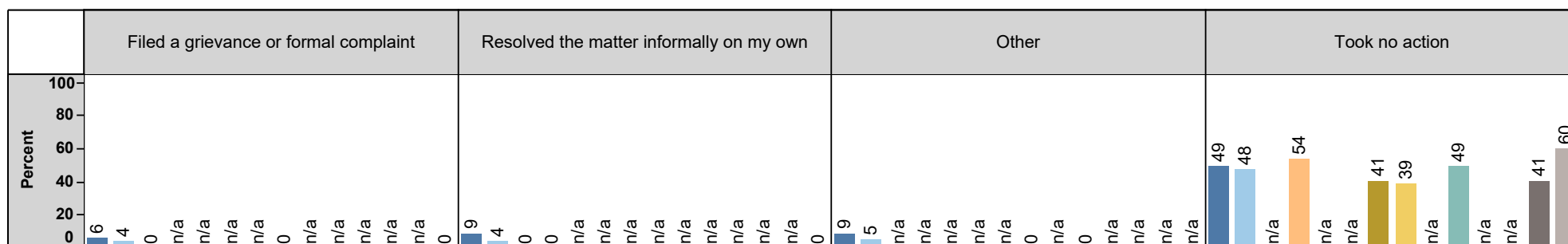
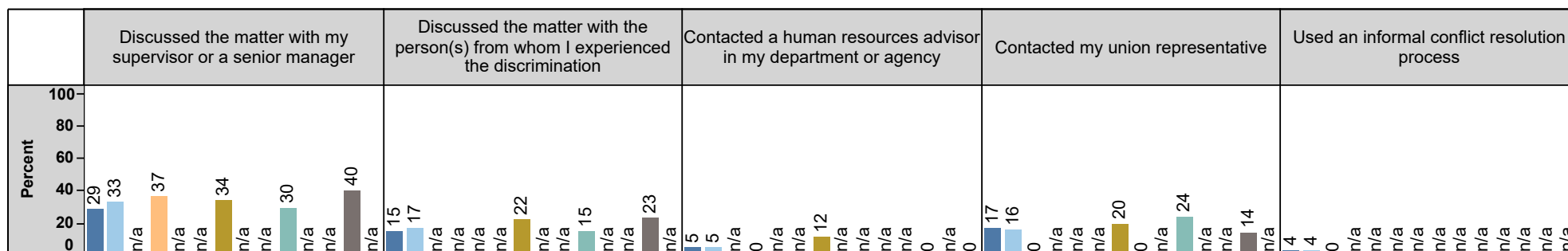
Employees could select more than one response option, therefore percentages will not add up to 100%.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE

#### Discrimination - Actions taken



**Q58** What action(s) did you take to address the discrimination you experienced?

(Question asked only to employees who indicated that they were a victim of discrimination (Q55))

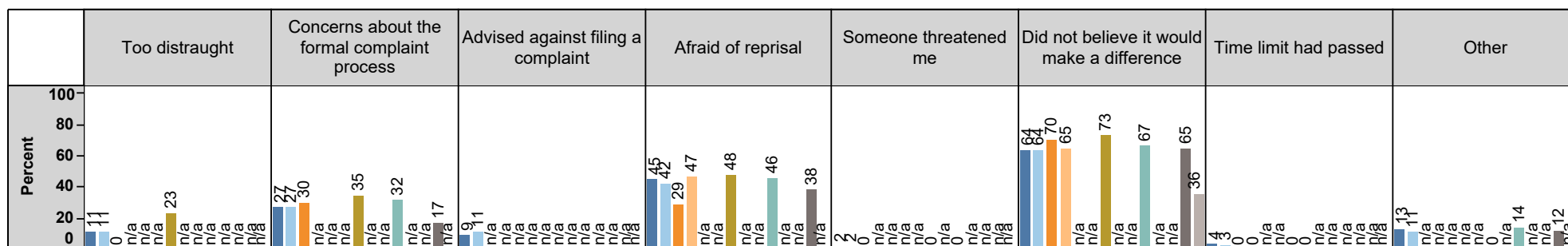
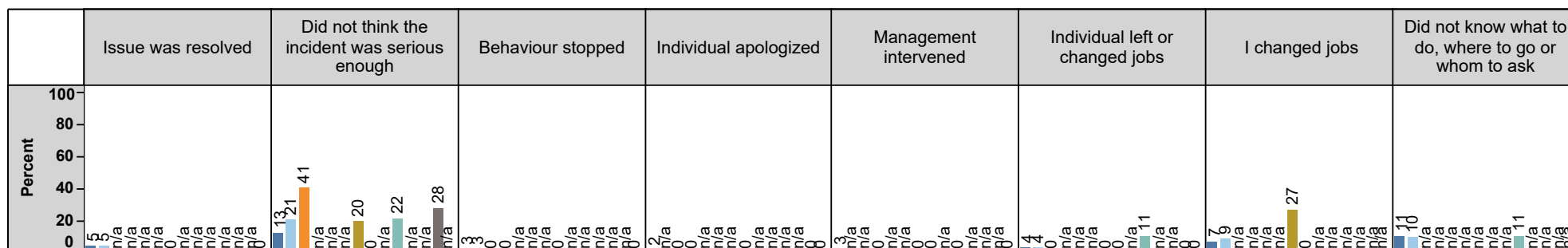
Employees could select more than one response option, therefore percentages will not add up to 100%.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE

#### Discrimination - Grievance / Formal complaint



- Public Service
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**Q59** Why did you not file a grievance or formal complaint about the discrimination you experienced?

(Question asked only to employees who indicated that they were a victim of discrimination (Q55) and that they did not file a grievance / formal complaint (Q58))

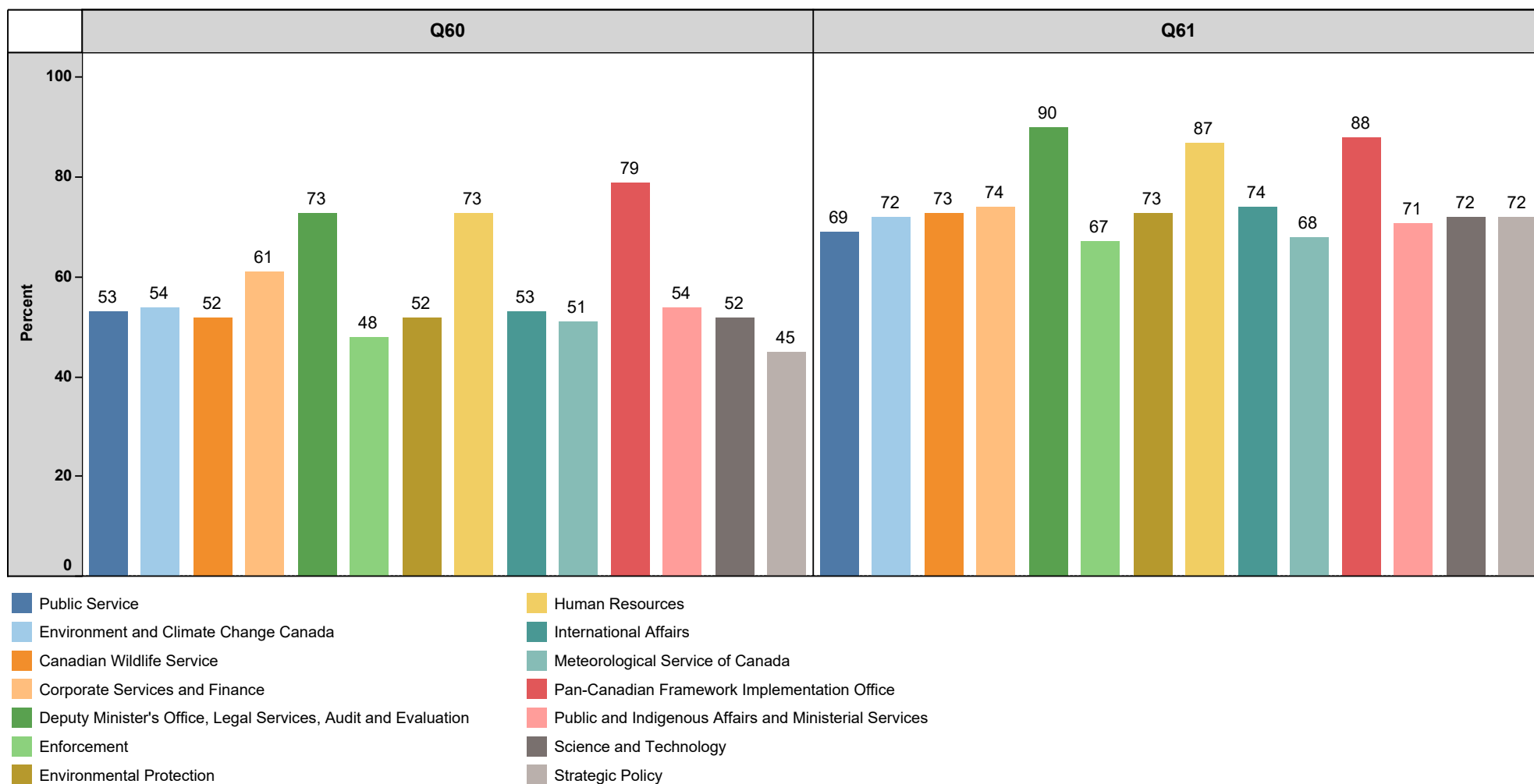
Employees could select more than one response option, therefore percentages will not add up to 100%.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE

Discrimination in organization / department



**Q60** I am satisfied with how matters related to discrimination are resolved in my department or agency.

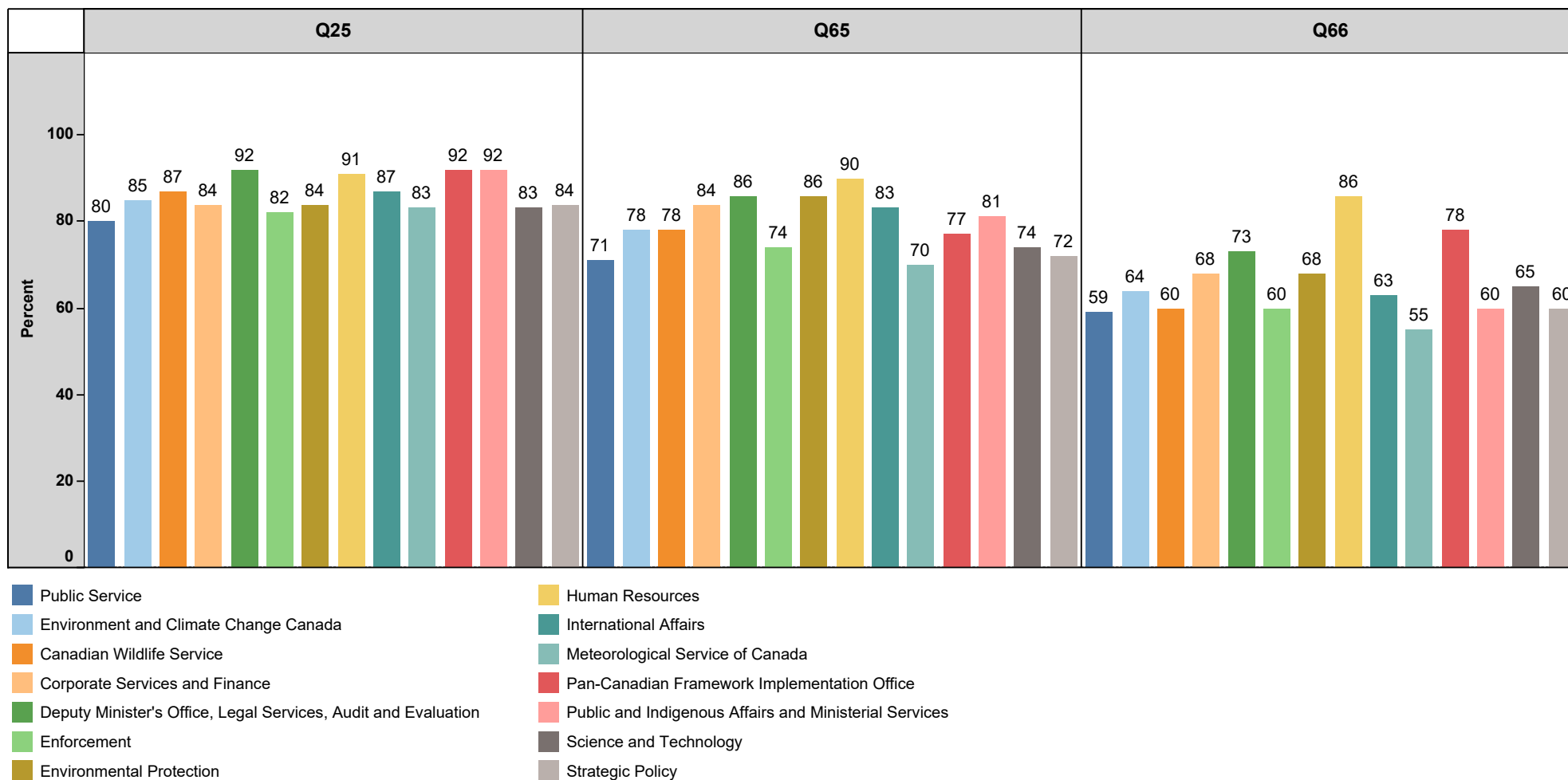
**Q61** My department or agency works hard to create a workplace that prevents discrimination.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE WELL-BEING

A psychologically healthy workplace



**Q25** My immediate supervisor seems to care about me as a person.

**Q65** My department or agency does a good job of raising awareness of mental health in the workplace.

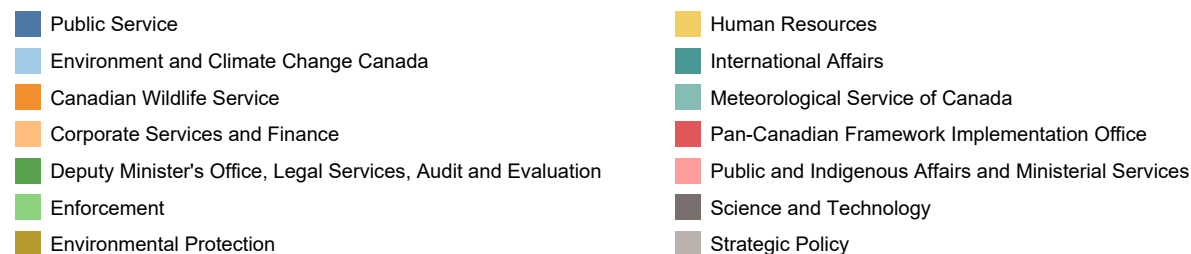
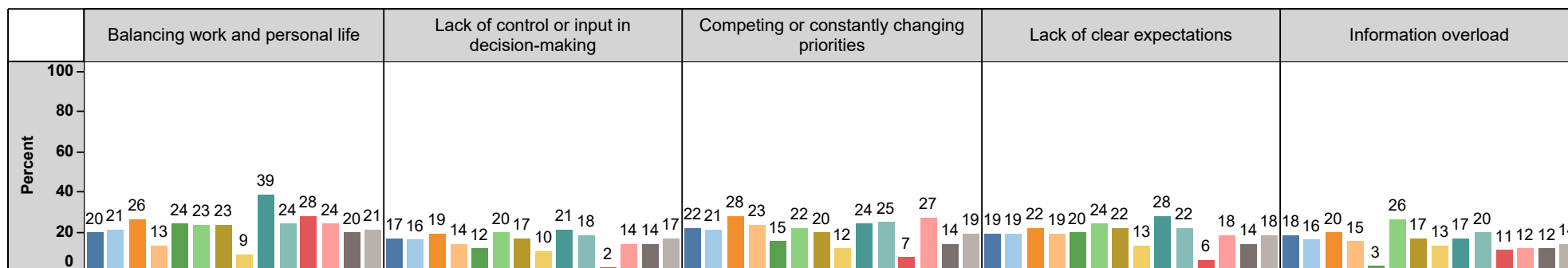
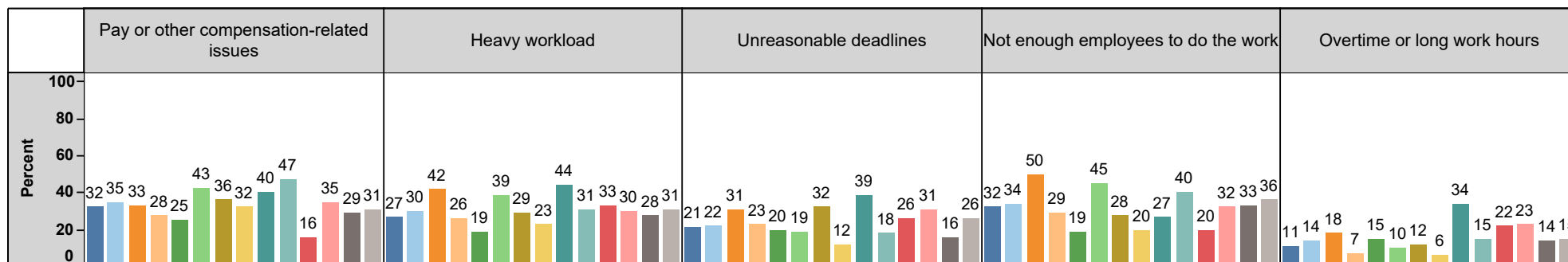
**Q66** I would describe my workplace as being psychologically healthy.

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE WELL-BEING

#### Causes of stress at work



**Q62** Overall, to what extent do the following factors cause you stress at work?

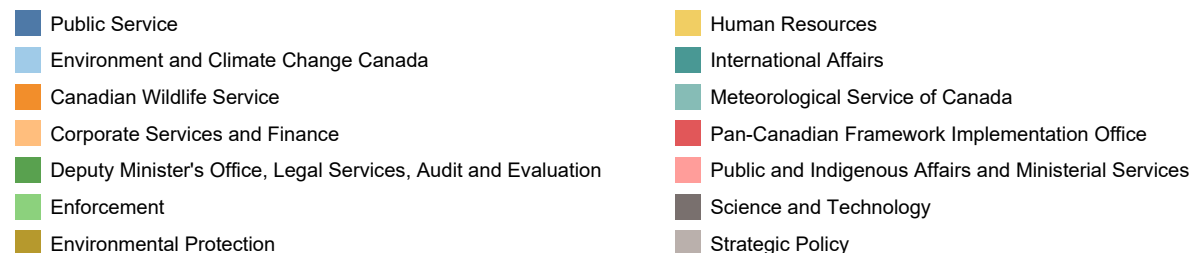
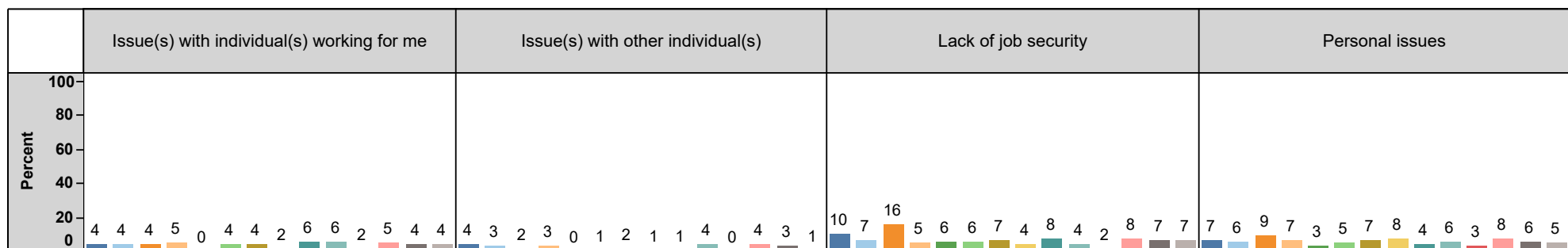
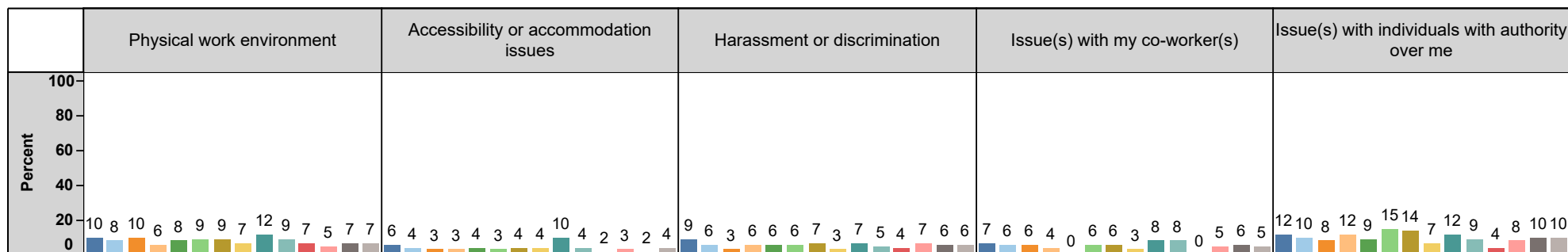
Percentages represent the proportion of employees who answered "To a large extent" and "To a very large extent".

# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE WELL-BEING

#### Causes of stress at work



**Q62** Overall, to what extent do the following factors cause you stress at work?

Percentages represent the proportion of employees who answered "To a large extent" and "To a very large extent".

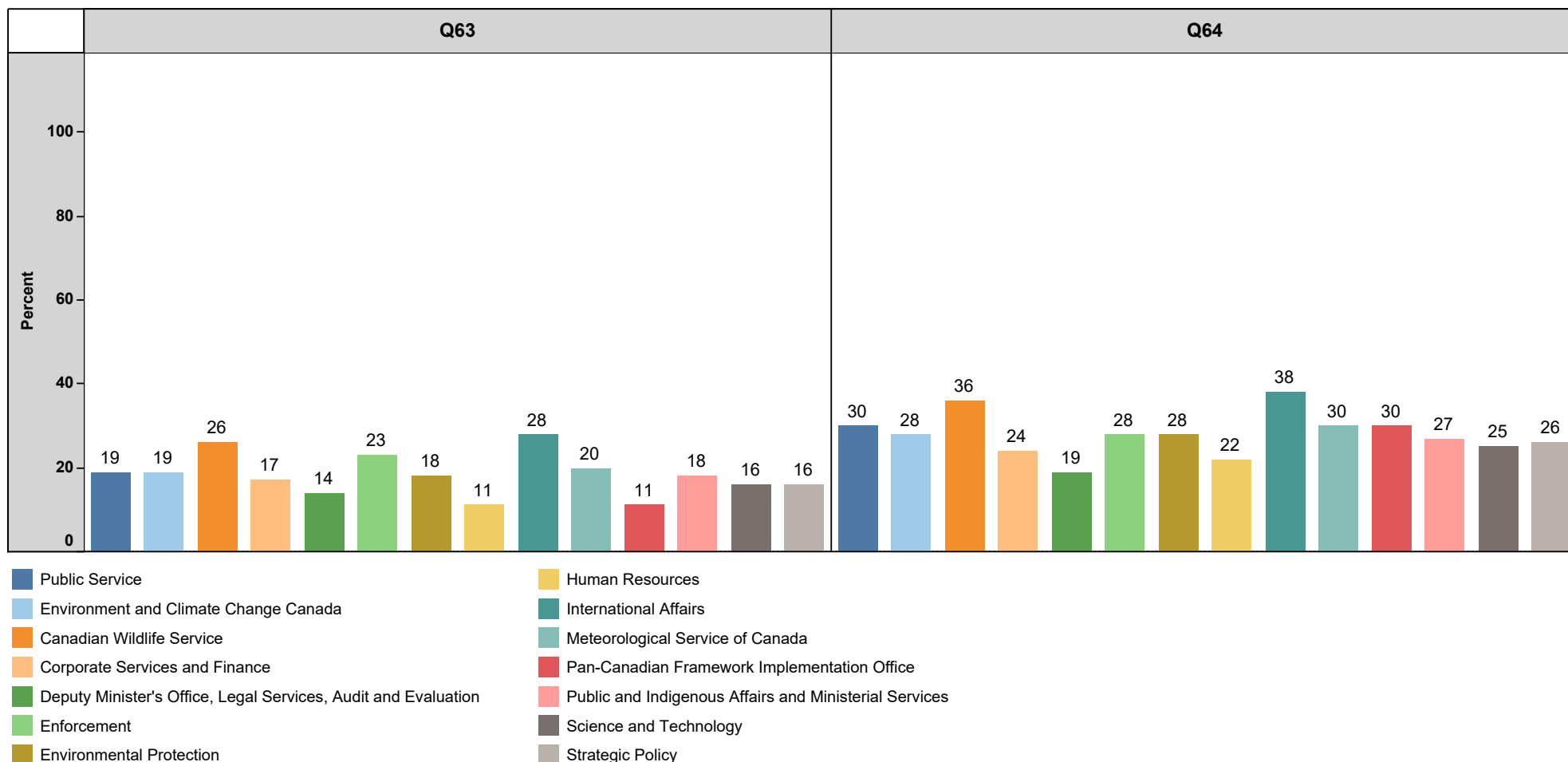


# 2018 PSES Results

## Environment and Climate Change Canada

### WORKPLACE WELL-BEING

#### Work-related stress



**Q63** Overall, my level of work-related stress is...

**Q64** After my workday, I feel emotionally drained.

*Note for Q63: Percentage refers to the proportion of employees who answered "High" and "Very high".*

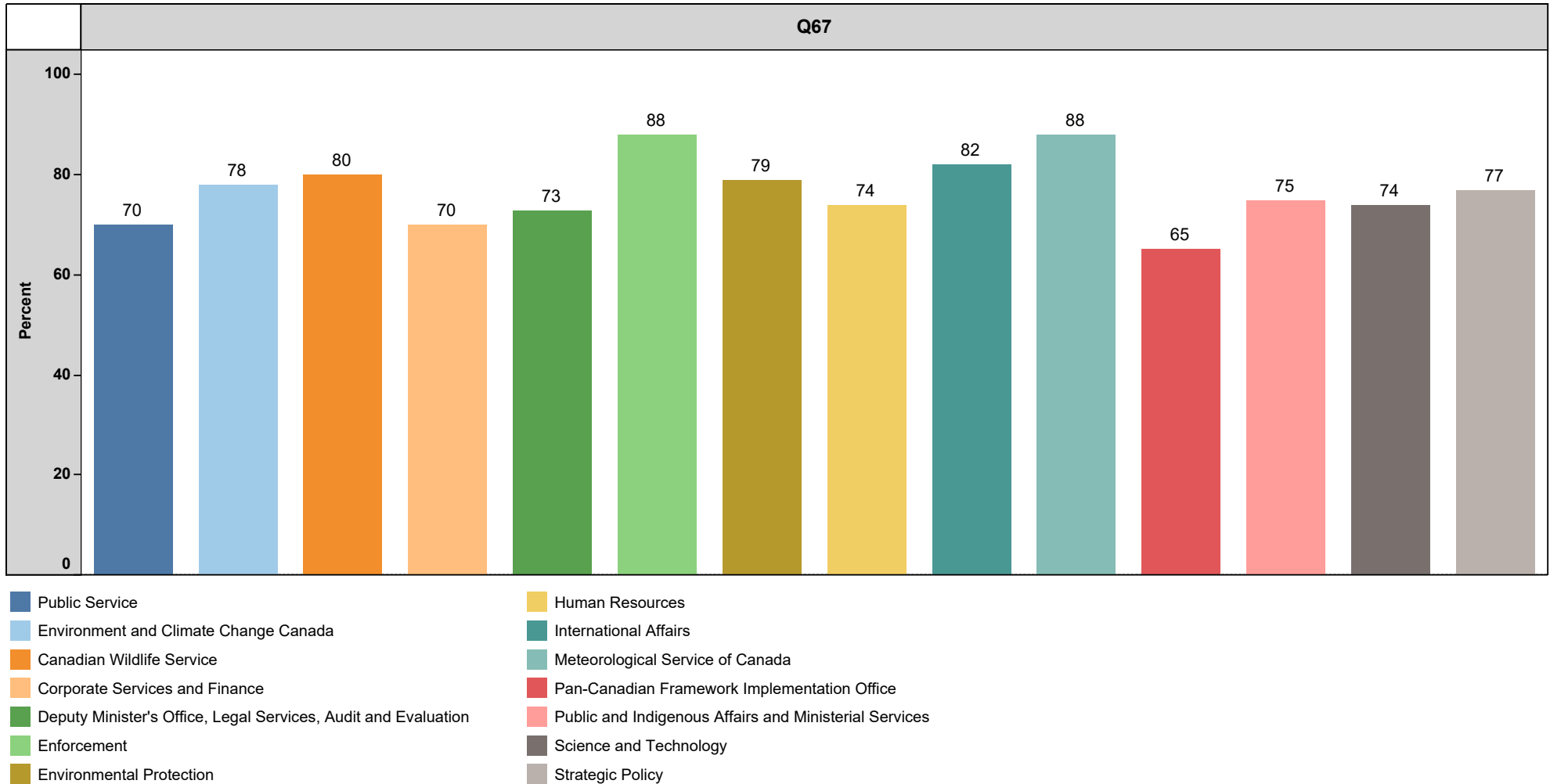
*Note for Q64: Percentage refers to the proportion of employees who answered "Always/Almost always" and "Often".*

# 2018 PSES Results

## Environment and Climate Change Canada

### COMPENSATION

Pay or other compensation issues



**Q67** To what extent has your pay or other compensation been affected by issues with the Phoenix pay system?

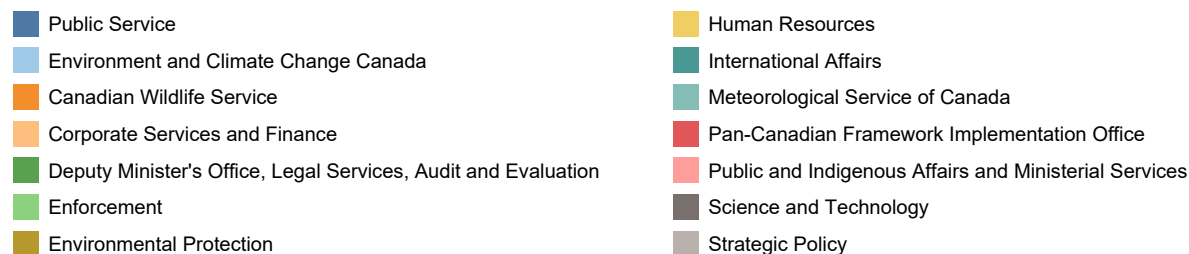
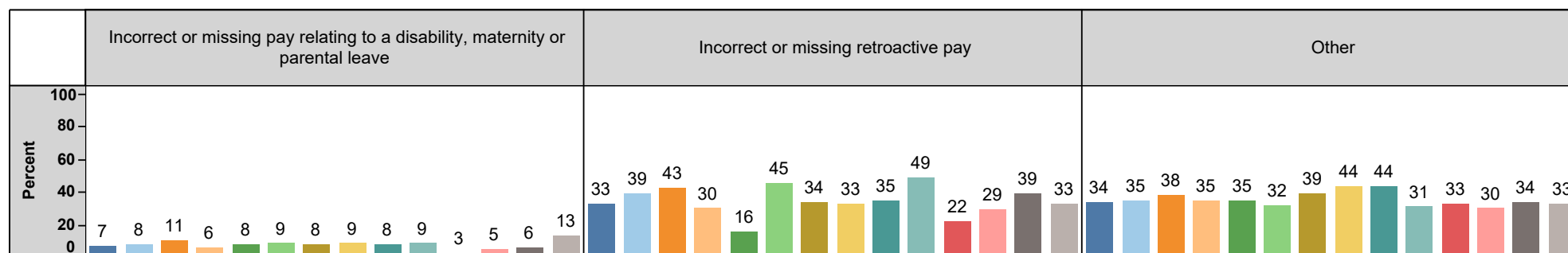
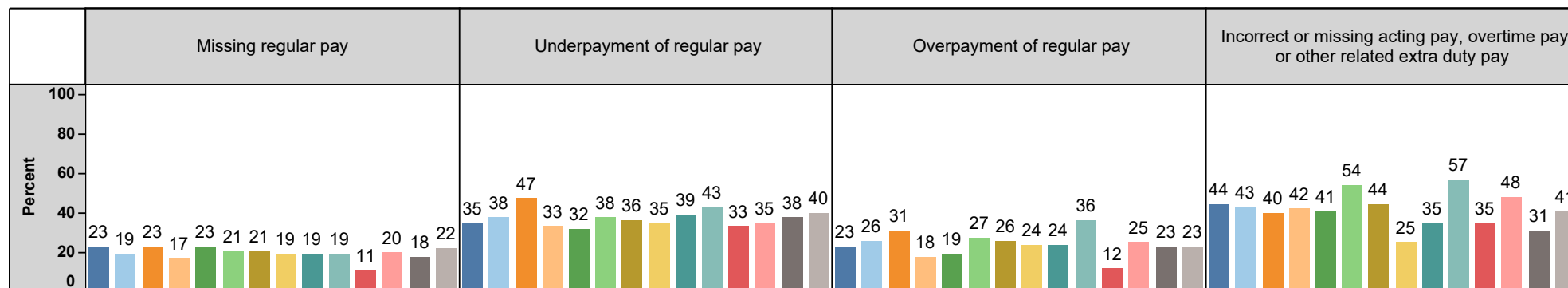
Percentage refer to the proportion of employees who answered "To a small extent", "To a moderate extent", "To a large extent", and "To a very large extent".

# 2018 PSES Results

## Environment and Climate Change Canada

### COMPENSATION

#### Pay or other compensation issues



**Q68** Please indicate which of the following pay or other compensation issues you have experienced.

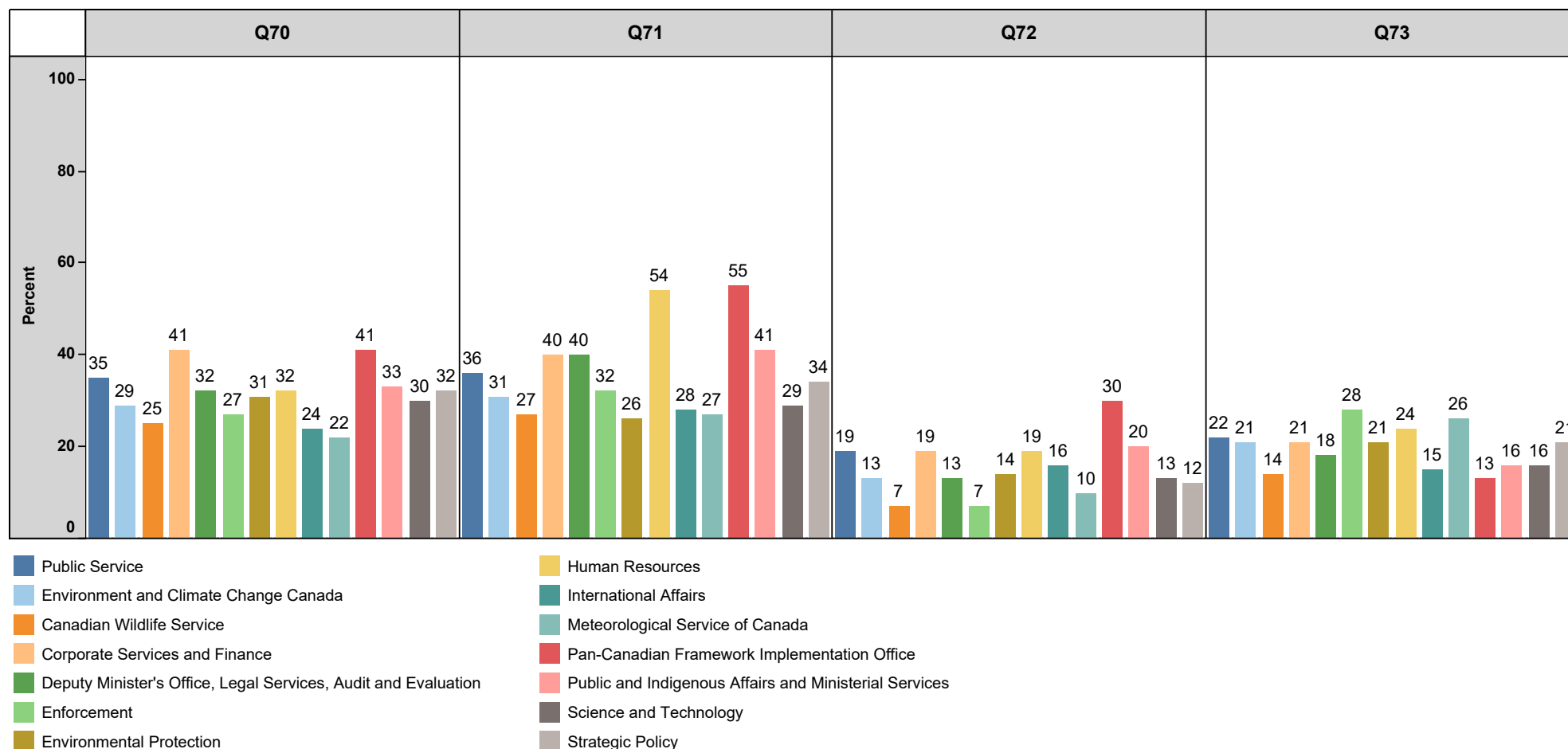
*Employees could select more than one response option, therefore percentages will not add up to 100%.*

# 2018 PSES Results

## Environment and Climate Change Canada

### COMPENSATION

Support to resolve pay or other compensation issues



**Q70** Have all your pay or other compensation issues been resolved?

**Q71** I am satisfied with the support (e.g., regular information, follow-up, making enquiries on my behalf, offering emergency or priority pay) I received from my department or agency to help resolve my pay or other compensation issues.

**Q72** I am satisfied with the support I received from the Pay Centre to help resolve my pay or other compensation issues.

**Q73** To what extent have issues with the Phoenix pay system affected your decision to seek or accept another position within your organization or the federal public service?