



Environment and Climate Change Canada's Intranet

2016 Pulse check results

In October, we invited all Environment and Climate Change Canada employees to fill out a pulse check questionnaire to assess progress made on the four priorities set out in the [2015-17 PSES Management Action Plan](#). Concrete actions have been identified in this plan and certain measures have been implemented to directly address the concerns raised in the 2014 Public Service Employee Survey (PSES).

Although the response rate was not the same, the number of respondents (22% of employees in 2016 versus 69% in 2014) provides us with an opportunity to use the results as an important indicator of how we are doing. Looking at the pulse check results, it is clear that we still have significant work to do together to improve our workplace.

We invite you to read the [results of the pulse check](#) and take this opportunity to discuss specific results with your colleagues and your manager.

Treasury Board has announced plans to launch two surveys in 2017: A new annual survey will be launched sometime in February and will focus on key people management themes; and the PSES we are accustomed to is planned for release in the fall. We will share more information on these surveys as it becomes available.

Therefore, we strongly encourage you to be proactive and play a role in creating positive change, which we will be able to measure in these future surveys. We are confident that we can build a more respectful workplace together: Where one can develop professionally, where our conflicts can be settled without fear of reprisals, and a workplace that is free of harassment and discrimination.

Branch Heads will be receiving their branch specific results shortly, and in the coming weeks the senior management team will be working with the newly named PSES Champion, Margaret Meroni, to identify key areas on which to focus and how best to address the priorities in the future.

If you have any comments, please share them with [Diana Desabrais](#), Director, Strategic Human Resources Integration, Human Resources Branch.

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Deputy Minister

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