

# How's Work Going?



*Employee Survey  
Department Results*

2007

Education

# 2007 EMPLOYEE SURVEY

## Education

The following report outlines your departmental results for the 2007 employee survey. We have broken down the survey questions and given you the detailed results in an effort to support you in achieving your goals.

Included are the following:

- 1.0 2007 Agreement Results
- 2.0 2007 Average/Importance Category Scores
- 3.0 Priority Analysis
- 4.0 Employee Engagement
- 5.0 Comparison Table
- 6.0 Summary Results: The unfavourable, neutral, favourable, and importance percentages for each Question.
- 7.0 Detailed Results – Additional Questions
  - 7.1 Barrier Question
  - 7.2 Stress Question
  - 7.3 Attraction to Work in Government Question
  - 7.4 Intention to Stay Question
  - 7.5 Disclosure of Wrongdoing Policy Question
- Appendix A - Response Rate
- Appendix B - Four Year Comparison of Results (2004-2007): A comparison table outlining favourable scores over time of all individual questions asked since 2004 including how and when and how they changed.

For further information about methodology, survey changes from previous years, and overall public service results, etc., please visit the survey website: [www.gov.ns.ca/psc/survey](http://www.gov.ns.ca/psc/survey).

For additional support and information regarding your department please do not hesitate to contact Nikki Holden at [HOLDENJ@gov.ns.ca](mailto:HOLDENJ@gov.ns.ca) or feel free to call at 424-6655.

## 1.0 Education – 2007 Agreement Results

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### 1.1 Summary 2007 Department Results

The table below summarizes the results by identifying the number of questions in each of the favourable classifications in 2007 in comparison to the overall corporate 2007 favourable scores. Included are the survey questions asked for each category.

<b>Category</b>	<b>2007 Department Results</b>	<b>Overall Corporate 2007 Results</b>
<b><i>Clear strengths to celebrate and build upon.</i></b> (Questions with a favourable score $\geq$ 80%)	14	17
<b><i>Moderate Areas of Strength to build upon.</i></b> (Questions with a favourable score of 60-79%)	45	44
<b><i>Improvement Areas</i></b> (Questions with a favourable score of 41-59%)	21	23
<b><i>Areas that require immediate attention</i></b> (Questions with a favourable score of $\leq$ 40%)	8	4
<b><i>Total questions asked with favourable scores per survey year.</i></b>	88	88

## **1.2 Summary of 2007 Results (by classification category) – Education**

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### **Areas of clear strength include employee perceptions of;**

- The people I work with make an effort to help each other out.
- I have a positive working relationship with my coworkers.
- My supervisor considers my work-related ideas.
- I know how my work contributes to the achievement of my department's goals.
- I can balance the demands of my work life with the demands of my personal life.
- I can talk openly with my supervisor about my work.
- I have a positive working relationship with the person I report to.
- I feel safe working in my job.
- I have not experienced harassment (sexual, racial) behaviour in my workplace in the past 12 months.
- Employees have access to job postings within the Government of Nova Scotia.
- I have the required qualifications to meet the needs of my job.
- I am proud to work as a public servant.
- I strive to improve my department's results.
- Overall, I am satisfied with my work as a Government of Nova Scotia employee.

### **Areas of moderate strength include employee perceptions of:**

- Shared goals are developed in my workgroup.
- I have opportunities to provide input into decisions that affect my work.
- I can provide input into decisions that are made in my department.
- Innovation is valued in my work.
- I have access to training opportunities.
- I am encouraged to share what I have learned with others in my workgroup.
- I can apply what I have learned in my training to my job.
- I have opportunities to participate in assignment /projects in my department that allow me to expand and develop new skills.
- My organization supports my work-related learning and development.
- My job is a good fit with my skills and interests.
- I know where I can go for help (the process) to resolve workplace ethical dilemmas or conflicts.
- I have support at work to balance my work and personal life.
- I have the tools, equipment, support and information I need to do my job well.
- I have support at work to provide a high level of service.
- My department creates a safe work environment for its employees.
- I have not experienced bullying behaviour in my workplace in the past 12 months.
- I know who the Occupational Health and Safety representatives are for my work area.
- I received communications about our department's business plan in the past 12 months.
- I received the communications that I need to do my job well.

## Areas of moderate strength (con't)

- I feel valued for my contributions at work.
- I receive recognition from my supervisor for a job well done.
- The person I report to is an effective leader.
- I am satisfied with the quality of supervision I receive.
- My supervisor gives me feedback about my work performance.
- I have participated in performance appraisal/review with my supervisor in the past 12 months.
- Managers in my area make timely decisions.
- The person I report to consults me on decisions that affect my work.
- The Government of Nova Scotia demonstrates its commitment to diversity in the workplace.
- Employees in my department are respectful of employee differences.
- My department values diversity.
- I am provided with the accommodations I need to ensure my full participation in my workplace.
- I have not experienced racism and /or discrimination in my workplace in the past 12 months.
- I would recommend the Government of Nova Scotia as a great place to work.
- I see a future for my career, working for the Government of Nova Scotia.
- I would prefer to stay with the Government of Nova Scotia, even if offered a similar job elsewhere.
- I am proud to tell people I work for the Government of Nova Scotia.
- I work for an effective organization; in other words, my department regularly achieves the goals set out in our business plan.
- I am aware of Government's "Disclosure of Wrongdoing" policy.
- I am aware of the corporate healthy workplace policy.
- I am aware of my department's healthy workplace initiatives.
- I am aware that GoverNEXT was established to represent young public servants working for the Province of Nova Scotia.
- I am inspired to give my very best.
- I am satisfied with my department.
- I am satisfied with my job.
- I received communications regarding the results of last year's employee survey.

## Improvement Areas include:

- I have opportunities for career growth within the Government of Nova Scotia.
- I get the training and related support I need to support my continuous learning.
- I can report concerns related to workplace ethical dilemmas or conflicts without fear of reprisal.
- Work-related information is shared within my department.
- I am aware of Government's corporate values.
- I am compensated fairly for my job.
- I receive meaningful recognition for work well done.
- The senior leaders (comprised of: deputy ministers, assistant/associate deputy ministers, CEOs, directors and executive directors) in my department set a good example for employees.
- I have confidence in the senior leadership in my department.
- Essential information flows effectively from senior leadership to staff.
- The senior leadership of my department is genuinely interested in the well being of employees.

### **Improvement Areas (con't)**

- Senior leadership in my department provides clear direction.
- Senior leadership in my department makes timely decisions.
- My supervisor manages conflict in my workgroup.
- My department is actively implementing activities and practices that support a diverse workplace.
- Hiring in the Government of Nova Scotia is based on merit.
- As a manager of staff, I can retain (keep) the people I need in order to achieve my division/department goals.
- Hiring, promotion and other staffing processes in my department are conducted in a transparent manner.
- Hiring, promotion and other staffing processes are fair and impartial.
- I know who to contact to make a disclosure of wrongdoing.
- My department promotes a healthy and supportive workplace.

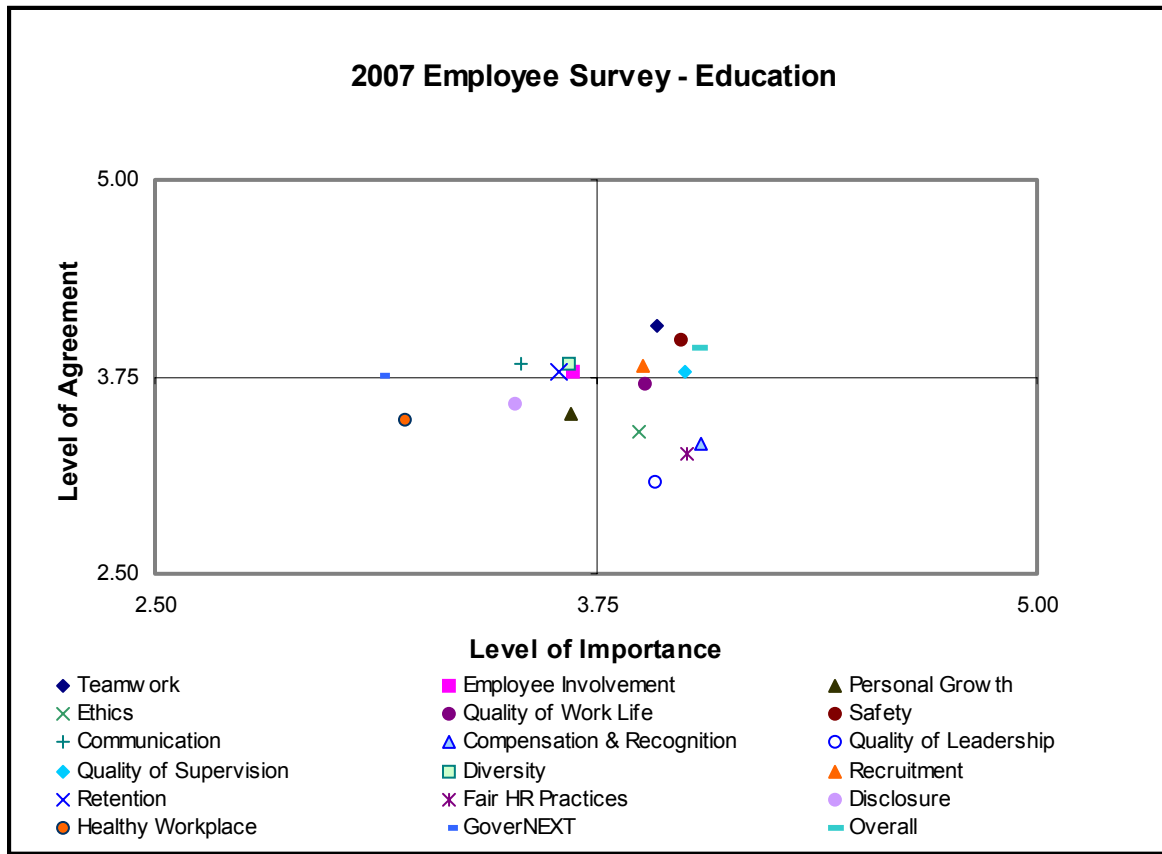
### **Areas that require immediate attention;**

- My work environment is supportive of my involvement in community/volunteer activities.
- Senior Management will try to resolve issues raised by employees in this survey.
- I have opportunities for career advancement within the Government of Nova Scotia.
- I have opportunities for career growth within my department.
- As a manager of staff, I can attract and recruit the people I need in order to achieve my division/department goals.
- I would feel comfortable using the reporting process outlined in the “Disclosure of Wrongdoing” policy.
- I participate in healthy workplace initiatives.
- I am aware and read “@ the Window” healthy workplace newsletter.

## 2.0 – Education – 2007 Average/Importance Category Scores

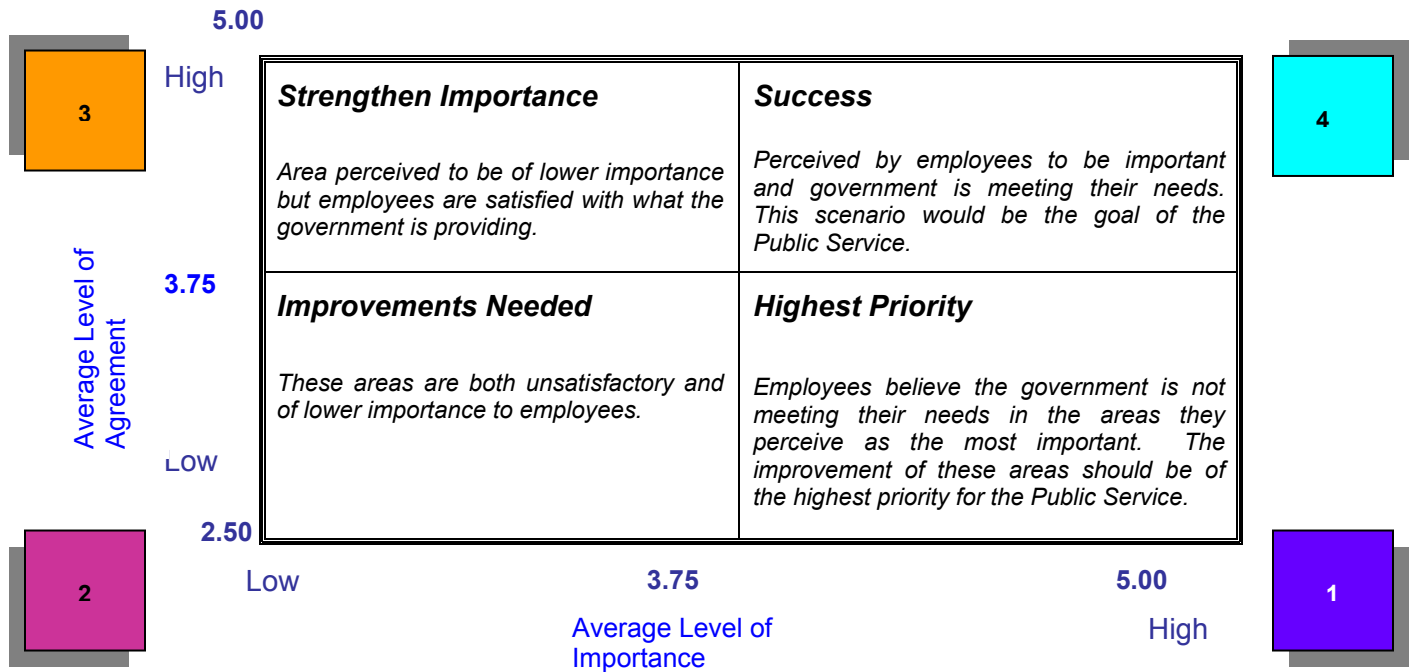
To provide a visual picture to illustrate with regards to how employees perceive their current work environment and what they consider as important to them the average scores for each question were used to calculate the overall average agreement and importance score for each category. These 18 category agreement and importance scores were then mapped on a scatter plot.

The following scatter plot shows the action grid results by category for your Department.



### 3.0 - Education – Priority Analysis

To help identify where to focus response and action efforts, the quadrants are numbered. These quadrants are numbered one through four starting at the bottom right corner. The following table defines each of the four quadrants and how to interpret the data points.



Overall, employees' perception of their work environment in your department is summarized below. The table below will help determine what categories you need to perform further analysis to determine where to focus action planning for improvements.

#### Education – Priority Analysis

<b>Strengthen Importance</b>  <ul style="list-style-type: none"> <li>➤ Diversity</li> <li>➤ Communications</li> <li>➤ GoverNEXT</li> <li>➤ Employee Involvement</li> <li>➤ Retention</li> </ul>	<b>Success</b>  <ul style="list-style-type: none"> <li>➤ Safety</li> <li>➤ Teamwork</li> <li>➤ Overall Questions</li> <li>➤ Quality of Supervision</li> <li>➤ Recruitment</li> </ul>
<b>Improvements Needed</b>  <ul style="list-style-type: none"> <li>➤ Personal Growth</li> <li>➤ Healthy Workplace</li> <li>➤ Disclosure of Wrongdoing</li> </ul>	<b>Highest Priority</b>  <ul style="list-style-type: none"> <li>➤ Compensation and Recognition</li> <li>➤ Quality of Leadership</li> <li>➤ Fair Human Resource Practices</li> <li>➤ Ethics</li> <li>➤ Quality of Work Life</li> </ul>

## 4.0 Education - Employee Engagement

### 4.1 Employee Engagement Index

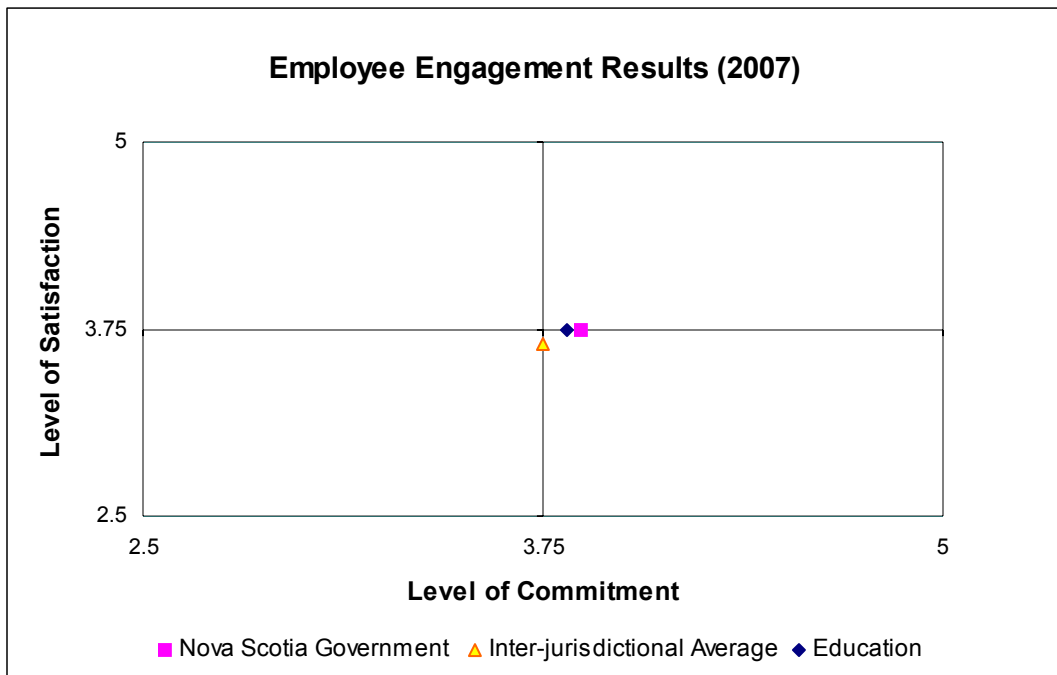
Determining the level of employee engagement is another way to measure progress. Employee engagement is the extent to which an individual feels connected to, and involved with, their job and the organization. Research shows that increased employee commitment, satisfaction and trust in leadership can positively impact the organization to help it reach its true potential. The conclusion can be made that overall employee satisfaction is evident in the level of engagement employees have in their work.

The Employee Engagement index was calculated to determine how engaged employees are in the public service. The following chart compares engagement scores from the overall Nova Scotia Government, the Inter-jurisdictional average and your department for 2007.

Employee Engagement Index	
Nova Scotia Government	71.6
Inter-jurisdictional Average	65.5
Education	71

### 4.2 Level of Satisfaction and Level of Commitment

To determine where to focus to improve employee engagement, an analysis of employees' level of satisfaction and level of commitment can provide some insight.



## 5.0 Comparison Table – Education

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The table below summarizes the results by identifying the number of questions in each of the favourable classifications in 2004 and 2007 to show the increase in favourable scores. This is a straight comparison of questions that were asked in 2004 and again in 2007.

Category	2004 Department Results	2007 Department Results	Overall Corporate 2007 Results	Departmental Increase from 2004
<b>Clear strengths to celebrate and build upon.</b> (Questions with a favourable score >= 80%)	0	9	11	9
<b>Moderate Areas of Strength to build upon.</b> (Questions with a favourable score of 60-79%)	12	24	24	12
<b>Improvement Areas</b> (Questions with a favourable score of 41-59%)	27	8	8	-19
<b>Areas that require immediate attention</b> (Questions with a favourable score of <=40%)	4	2	0	-2
<b>Total questions asked with favourable scores per survey year.</b>	43	43	43	-

**Note: Refer to Appendix B: Summary of Results 2004-2007 for details of significant changes and for comparison of all questions from 2004-2007.**

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## 6.0 Education – 2007 Detailed Department Results

Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
1. The people I work with make an effort to help each other out.	19	13	5	4	119	83	138	97	4.12
2. Shared goals are developed for my workgroup.	25	18	21	15	97	68	125	87	3.72
3. I have a positive working relationship with my coworkers.	16	11	3	2	124	87	135	94	4.29
4. I have opportunities to provide input into decisions that affect my work.	30	21	6	4	107	75	137	96	3.75
5. My supervisor considers my work-related ideas.	19	13	8	6	116	81	139	97	4.12
6. I can provide input into decisions that are made in my Department.	40	28	16	11	87	61	118	83	3.34
7. Innovation is valued in my work	24	17	11	8	108	76	124	87	3.83
8. I have access to training opportunities.	25	18	12	8	106	74	130	91	3.91
9. I am encouraged to share what I have learned with others in my workgroup.	26	18	21	15	96	67	113	79	3.74
10. I can apply what I have learned in my training to my job.	12	8	18	13	113	79	127	89	4.04
11. I have opportunities for career advancement within the Government of Nova Scotia.	61	43	28	20	54	38	126	88	2.81
12. I have opportunities for career growth within the Government of Nova Scotia.	57	40	23	16	63	44	124	87	2.93
13. I have opportunities for career growth within my department.	68	48	23	16	52	36	127	89	2.66
14. I get the training and related support I need to support my continuous learning.	52	36	16	11	75	52	133	93	3.24
15. I have opportunities to participate in assignment/projects in my department that allow me to expand and develop new skills.	35	25	11	8	97	68	126	88	3.56

Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
16. My organization supports my work-related learning and development.	25	18	26	18	92	64	132	92	3.66
17. My job is a good fit with my skills and interests	23	16	13	9	107	75	141	99	4.05
19. I know where I can go for help (the process) to resolve workplace ethical dilemmas or conflicts.	34	24	23	16	86	60	130	91	3.54
20. I can report concerns related to workplace ethical dilemmas or conflicts without fear of reprisal.	46	32	27	19	70	49	137	96	3.22
21. I have support at work to balance my work and personal life.	21	15	19	13	103	72	135	94	3.87
22. I have the tools, equipment, support, and information I need to do my job well.	35	25	10	7	98	69	142	99	3.72
23. I have support at work to provide a high level of service.	36	25	7	5	100	70	139	97	3.66
24. I can balance the demands of my work life with the demands of my personal/family life.	20	14	8	6	115	80	141	99	4.03
25. My work environment is supportive of my involvement in community/volunteer activities.	20	14	76	53	47	33	95	66	3.24
27. My department creates a safe work environment for its employees.	25	18	13	9	105	73	138	97	3.80
28. I feel safe working in my job.	11	8	13	9	119	83	135	94	4.25
29. I have not experienced harassment (sexual, racial) behaviour in my workplace in the past 12 months.	16	11	5	4	122	85	140	98	4.41
30. I have not experienced bullying behaviour in my workplace in the past 12 months.	48	34	7	5	88	62	141	99	3.56
31. I know who the Occupational Health and Safety representatives are for my work area.	25	18	29	20	89	62	117	82	3.95
32. I received communications about our department's business plan in the past 12 months.	22	15	23	16	98	69	118	83	4.01

Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
33. I know how my work contributes to the achievement of my department's goals.	11	8	8	6	124	87	137	96	4.17
34. I receive the communications that I need in to do my job well.	42	29	11	8	90	63	142	99	3.45
35. Work-related information is shared within my department.	48	34	12	8	83	58	140	98	3.33
36. I received communications regarding the results of last year's employee survey.	7	5	41	29	95	66	116	81	4.33
37. I am aware of Government's corporate values.	29	20	32	22	82	57	116	81	3.52
38. I am compensated fairly for my job.	71	50	11	8	61	43	141	99	2.80
39. I feel valued for my contributions at work.	39	27	13	9	91	64	141	99	3.50
40. I receive meaningful recognition for work well done.	52	36	14	10	77	54	141	99	3.21
41. I receive recognition from my supervisor for a job well done.	31	22	10	7	102	71	138	97	3.76
42. The senior leaders (comprised of: deputy ministers, assistant/associate deputy ministers, CEOs, directors and executive directors) in my department set a good example for employees.	45	32	30	21	68	48	141	99	3.22
43. I have confidence in the leadership in my department.	43	30	23	16	77	54	139	97	3.30
44. Senior Management will try to resolve issues raised by employees in this survey.	47	33	43	30	53	37	135	94	2.88
45. Essential information flows effectively from senior leadership to staff.	63	44	19	13	61	43	140	98	2.84
46. The senior leadership of my department is genuinely interested in the well being of employees.	56	39	24	17	63	44	141	99	2.99
47. Senior leadership in my department provides clear direction.	43	30	36	25	64	45	140	98	3.12
48. Senior leadership in my department makes timely decisions.	44	31	38	27	61	43	136	95	3.03
49. I can talk openly with my supervisor about my work.	22	15	7	5	114	80	142	99	4.09

Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
50. The person I report to is an effective leader.	37	26	10	7	96	67	141	99	3.63
51. I have a positive working relationship with the person I report to.	14	10	13	9	116	81	143	100	4.24
52. My supervisor manages conflict in my workgroup.	49	34	25	18	69	48	143	100	3.18
53. I am satisfied with the quality of supervision I receive.	31	22	14	10	98	69	138	97	3.78
54. My supervisor gives me feedback about my work performance.	26	18	12	8	105	73	138	97	3.85
55. I have participated in performance appraisal/review with my supervisor in the past 12 months.	32	22	14	10	97	68	125	87	3.82
56. Managers in my area make timely decisions.	29	20	24	17	90	63	140	98	3.55
57. The person I report to consults me on decisions that affect my work.	39	27	7	5	97	68	143	100	3.69
58. The Government of Nova Scotia demonstrates its commitment to diversity in the workplace.	20	14	35	25	88	62	122	85	3.70
59. Employees in my department are respectful of employee differences.	16	11	17	12	110	77	139	97	3.94
60. My department values diversity.	14	10	33	23	96	67	129	90	3.85
61. My department is actively implementing activities and practices that support a diverse workplace.	23	16	59	41	61	43	118	83	3.38
62. I am provided with the accommodations I need to ensure my full participation in my workplace.	9	6	34	24	100	70	132	92	3.94
63. I have not experienced racism and/or discrimination in my workplace in the past 12 months.	20	14	14	10	109	76	138	97	4.26
64. I would recommend the Government of Nova Scotia as a great place to work.	29	20	14	10	100	70	127	89	3.60
65. Hiring in the Government of Nova Scotia is based on merit.	58	41	25	18	60	42	139	97	2.87

Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
66. Employees have access to job postings within the Government of Nova Scotia.	7	5	2	1	134	94	138	97	4.53
67. I have the required qualifications to meet the needs of my job.	2	1	0	0	141	99	141	99	4.81
68. As a manager of staff, I can attract and recruit the people I need in order to achieve my division/department goals.	16	35	15	33	15	33	116	81	3.15
70. I see a future for my career, working for the Government of Nova Scotia.	31	22	24	17	88	62	132	92	3.57
71. I would prefer to stay with the Government of Nova Scotia, even if offered a similar job elsewhere.	20	14	33	23	90	63	125	87	3.81
72. I am proud to work as a public servant.	12	8	15	11	116	81	132	92	4.19
73. I am proud to tell people I work for the Government of Nova Scotia.	23	16	14	10	106	74	125	87	3.90
74. I work for an effective organization; in other words, my department regularly achieves the goals set out in our business plan.	15	11	33	23	95	66	138	97	3.83
75. As a manager of staff, I can retain (keep) the people I need in order to achieve my division/department goals.	10	22	15	33	21	46	120	84	3.16
78. Hiring, promotion and other staffing processes in my department are conducted in a transparent manner.	42	29	27	19	74	52	139	97	3.25
79. Hiring, promotion and other staffing processes are fair and impartial.	48	34	24	17	71	50	143	100	3.20
80. I am aware of Government's "Disclosure of Wrongdoing" policy.	30	21	25	18	88	62	127	89	3.65
81. I know who to contact to make a disclosure of wrongdoing.	49	34	35	25	59	41	128	90	3.04
82. I would feel comfortable using the reporting process outlined in the "Disclosure of Wrongdoing" policy.	24	17	73	51	46	32	123	86	3.27

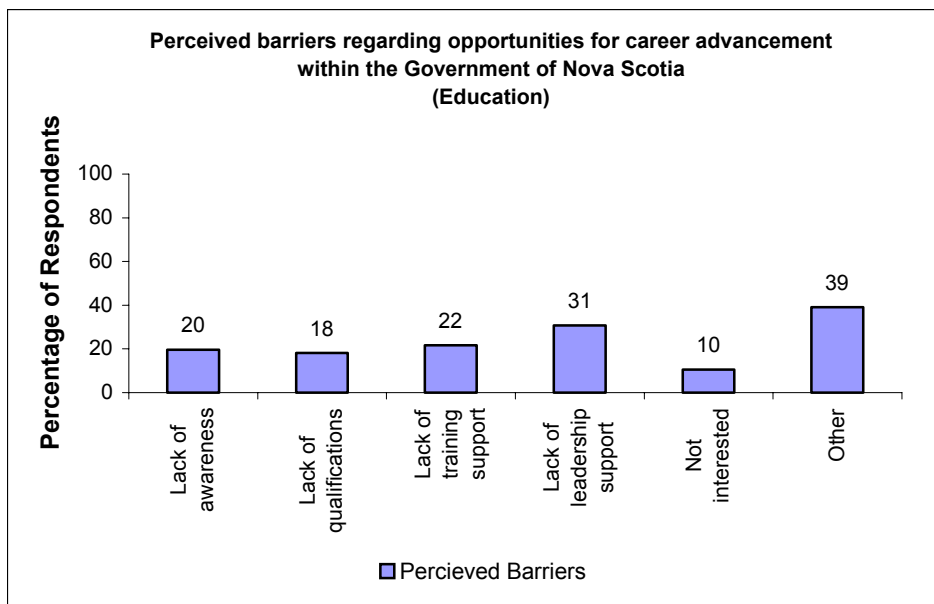
Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
85. I am aware of the corporate healthy workplace policy.	12	8	27	19	104	73	130	91	4.03
86. I am aware of my department's healthy workplace initiatives.	30	21	24	17	89	62	124	87	3.62
87. I participate in healthy workplace initiatives.	32	22	55	39	56	39	113	79	3.17
88. My department promotes a healthy and supportive workplace.	41	29	34	24	68	48	134	94	3.18
89. I am aware and read "@ the Window" healthy workplace newsletter.	45	32	51	36	47	33	75	52	2.93
90. I am aware that GoverNEXT was established to represent young public servants working for the Province of Nova Scotia.	28	20	29	20	86	60	110	77	3.76
91. I am inspired to give my very best.	17	12	18	13	108	76	140	98	3.98
92. I strive to improve my department's results.	1	1	9	6	133	93	139	97	4.50
93. I am satisfied with my job.	29	20	11	8	103	72	142	99	3.71
94. I am satisfied with my department.	39	27	17	12	87	61	142	99	3.49
95. Overall, I am satisfied with my work as a Government of Nova Scotia employee.	16	11	10	7	117	82	142	99	3.99

## 7.0 Education – Additional Questions

The following are the results of the questions regarding Barriers, Stress, Attraction to work in Government, Intention to Stay with Government, and the Disclosure of Wrongdoing policy. We have given you the detailed results of these questions along with a chart for your comparison.

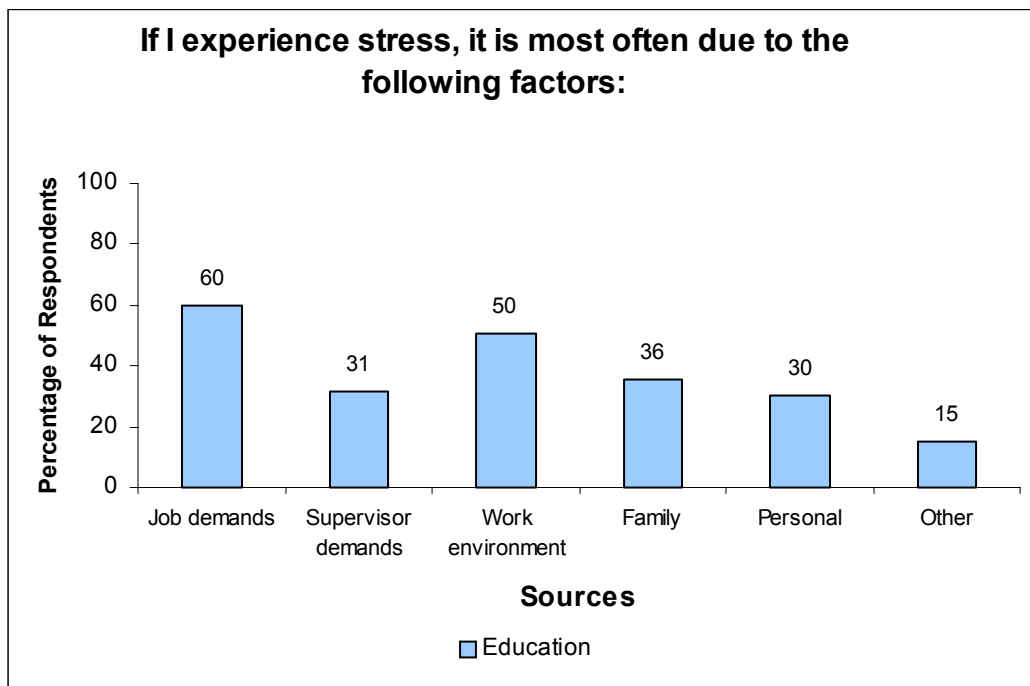
### 7.1 Barrier Question

Barrier Question	Response	
	Count	%
<b>Please identify the barriers you perceive regarding having opportunities for career advancement within the Government of Nova Scotia</b>		
<b>Lack of awareness</b>	28	20
<b>Lack of qualifications</b>	26	18
<b>Lack of training support</b>	31	22
<b>Lack of leadership support</b>	44	31
<b>Not interested</b>	15	10
<b>Other</b>	56	39



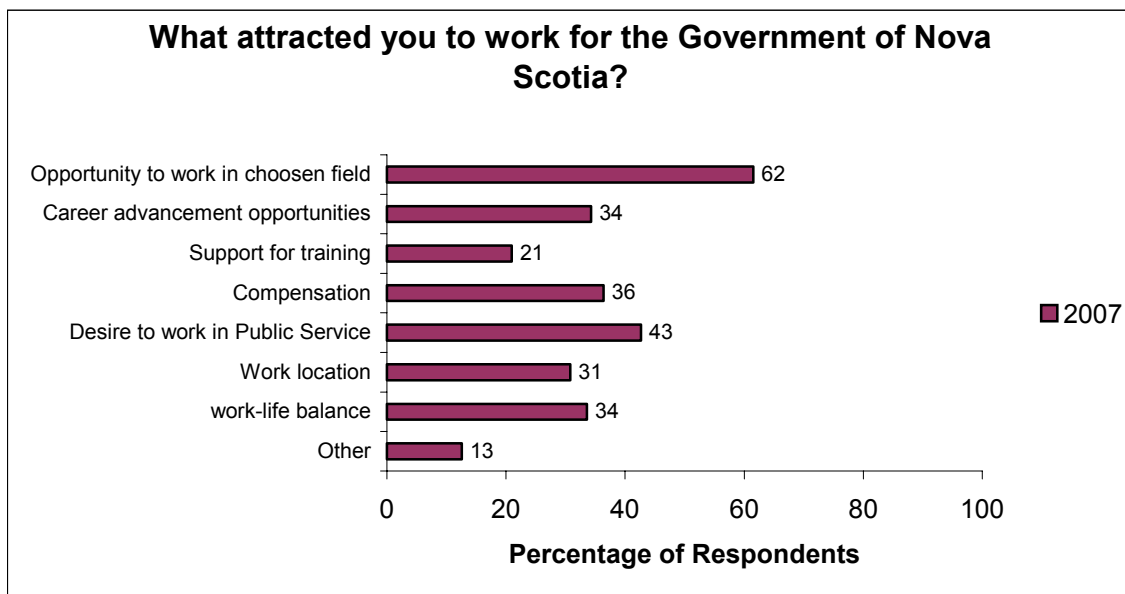
## 7.2 Stress Question

Stress Question	Response	
	Count	%
<b>If I experience stress, it is most often due to the following factors:</b>		
<b>Job Demands</b>	86	60
<b>Supervisor demands</b>	45	31
<b>Work environment</b>	72	50
<b>Family</b>	51	36
<b>Personal</b>	43	30
<b>Other</b>	22	15



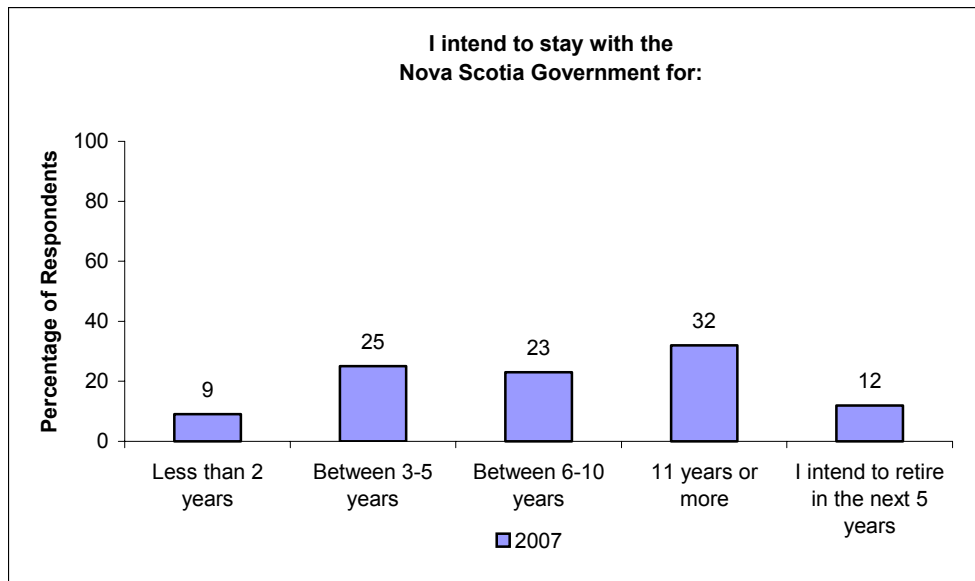
### 7.3 Attraction to Work in Government Question

Attraction Question	Response	
	Count	%
What attracted you to work for the Government of Nova Scotia?		
Opportunity to work in chosen field	88	62
Career advancement opportunities	49	34
Support for training	30	21
Compensation	52	36
Desire to work in Public Service	61	43
Work location	44	31
Work-life balance	48	34
Other	18	13



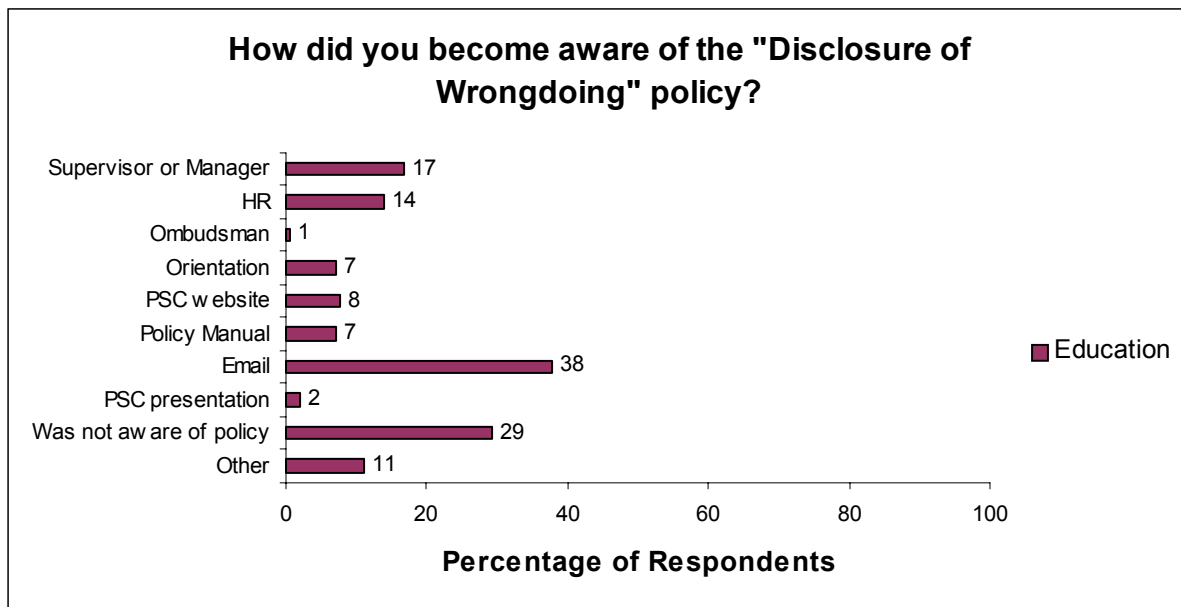
## 7.4 Intention to Stay Question

Intention to Stay Question	Response	
	Count	%
I intend to stay with the Nova Scotia Government for:		
Less than 2 years	13	9
Between 3-5 years	35	25
Between 6-10 years	33	23
11 years or more	45	32
I intend to retire in the next 5 years	17	12



## 7.5 Disclosure of Wrongdoing Policy Question

Disclosure of Wrongdoing Policy Question	Response	
	Count	%
Supervisor or Manager	24	17
HR	20	14
Ombudsman	1	1
Orientation	10	7
PSC website	11	8
Policy Manual	10	7
Email	54	38
PSC presentation	3	2
Was not aware of policy	42	29
Other	16	11



**Appendix A - Education– Response Rate**

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<b>Department / Agency / PSE Category in the Survey</b>	<b>Total Population</b>	<b># of Surveys Returned</b>	<b>Total # of Surveys Sent Out</b>	<b>Response Rate (%)</b>
<b>Education</b>	335	143	335	43%
<b>Total Population</b>	9020	3296	9020	37%

## Appendix B – Education – 4 Year Comparison of all Questions

This summary includes all questions asked in all four surveys. It is designed to compare original favourable question scores in 2004 with subsequent years, while indicating new questions that were added and when certain questions were dropped or changed.

- Questions that were not asked in that year are indicated by a dash ‘-’.
- Questions that have changed wording are indicated by footnotes.
- Unless otherwise indicated, wording changes of questions in 2005 were carried over to 2006 as well.
- Categories are indicated as represented in 2004. Please note that questions have changed categories, and categories have split (Recruitment/Retention) or disappeared (Other Questions) in subsequent years.
- Shaded areas in the last column represent no grounds for comparison.
- Percentage change calculated by using the oldest survey data and the newest survey data for each question.

CATEGORY	Question Wording	2004		2005		2006		2007		% change <sup>1</sup>
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
Teamwork	The people I work with make an effort to help each other out	1	72%	1	93%	1	74%	1	83%	15.3%
	The people I work with work as a team	2	67%	-	-	-	-	-	-	
	Shared goals are developed for my workgroup	3	55%	2	76%	2	52%	2	68%	23.6%
	I have positive working relationships with my coworkers	-	-	-	-	3	78%	3	87%	11.5%
Employee Involvement	I am given an opportunity to provide input on decisions that affect my job	4	62%	3	83%	4	61%	4	75%	21%
	My supervisor considers my work-related ideas	5	62%	4	86%	5	78%	5	81%	30.6%
	I can provide input into decisions that are made in my Department	6	50%	5	66%	6 <sup>2</sup>	30%	6	61%	22%
	Innovation is valued in my work	-	-	-	-	-	-	7	76%	-
Communications (Category split into Communications and Workplace Ethics in 2005 Supervisory questions moved to new category in 2007)	I received communications about our Department’s business plan in the past 12 months.	7	50%	27	60%	28	87%	32	69%	38%
	I know how my work contributes to our Department’s priorities/ purpose	8	61%	28	90%	29 <sup>3</sup>	91%	33	87%	42.6%
	I receive the communications I need in order to do my job well	9	54%	29 <sup>4</sup>	73%	30	61%	34	63%	16.7%
	My supervisor gives me feedback about my work performance <sup>5</sup>	10	48%	30	63%	31	35%	54	73%	52.1%
	I participate in an annual performance appraisal/review with my supervisor <sup>6</sup>	11	39%	31	53%	32	57%	55	68%	74.4%
	Work-related information is shared within my Department	12	58%	32	60%	33	52%	35	58%	0%
	I know where to get information within the Government of Nova Scotia in order to do my job well	13	57%	-	-	-	-	-	-	-

<sup>1</sup> By definition, percentage is a fraction or ratio expressed as part of 100. Percentage change is that action over time, long term, brief or momentary. Percentage change from one number to another number is determined by dividing the difference of the two numbers by the original number. There are two types of change, increase and decrease.

<sup>2</sup> Changed wording to ‘I have opportunity to provide input into decisions that affect my job’ in 2006.

<sup>3</sup> Changed wording to ‘I know how my work contributes to the achievement of my department’s goals’ in 2006.

<sup>4</sup> Changed wording to ‘I receive the communications that I need to do my job well’ in 2005.

<sup>5</sup> Question moved to Quality of Supervision category in 2007

<sup>6</sup> Question moved to Quality of Supervision category in 2007

CATEGORY	Question Wording	2004		2005		2006		2007		% change <sup>7</sup>
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	I know where I can go for help (the process) to resolve workplace ethical dilemmas or conflicts <sup>8</sup>	14	53%	20	80%	16	44%	19	60%	13.2%
	I can report concerns related to workplace ethical dilemmas or conflicts without fear of reprisal <sup>9</sup>	15	47%	21	53%	17	26%	20	49%	4.3%
	I received communications regarding the results of last year's Government-wide employee survey	-	-	33	90%	34 <sup>10</sup>	74%	36	66%	-26.7%
	I am aware of Government's corporate values	-	-	34	70%	35	39%	37	57%	-18.6%
Quality of Work Life	I am provided with support to balance my work and family life	16	53%	12 <sup>11</sup>	70%	18 <sup>12</sup>	57%	21	72%	35.8%
	I have the resources (tools, equipment, support and information) I need to do my job well	17	64%	13 <sup>13</sup>	80%	19	65%	22	69%	7.8%
	I can balance the demands of my work life with the demands of my personal life	18	64%	14 <sup>14</sup>	77%	21	78%	24	80%	25%
	My work environment is supportive of my involvement in community/volunteer activities	-	-	15	43%	22	26%	25	33%	-23.3%
	I am familiar with the Employee Assistance Program (EAP)	-	-	16	77%	-	-	-	-	-
	I know how to contact EAP for assistance	-	-	17	70%	-	-	-	-	-
	I would feel comfortable using EAP services	-	-	18	50%	-	-	-	-	-
Compensation/ Recognition	I have support at work to provide a high level of service	-	-	-	-	20	61%	23	70%	14.8%
	I am compensated (salary and benefits) fairly for my job	19	44%	35 <sup>15</sup>	33%	36	30%	38	43%	-2.3%
	I feel valued for my contributions at work	20	54%	36	60%	37	52%	39	64%	18.5%
	I receive recognition from my supervisor for a job well done	21	58%	37	70%	39	48%	41	71%	22.4%
	I have a good understanding of my benefits in the following areas: - Life Insurance - Vision Care - Prescription Drugs - Paramedical Practitioners - Dental Care	22	57% <sup>16</sup>	-	-	-	-	-	-	-
	I know who to contact regarding questions about my benefits coverage	23	65%	-	-	-	-	-	-	-
	I receive meaningful recognition for work well done	-	-	-	-	38	48%	40	54%	12.5%

<sup>7</sup> By definition, percentage is a fraction or ratio expressed as part of 100. Percentage change is that action over time, long term, brief or momentary. Percentage change from one number to another number is determined by dividing the difference of the two numbers by the original number. There are two types of change, increase and decrease.

<sup>8</sup> This question was grouped under new category 'Workplace Ethics' in 2005.

<sup>9</sup> This question was grouped under new category 'Workplace Ethics' in 2005.

<sup>10</sup> Changed wording to 'I received communications regarding the results of last year's mini-employee survey' in 2006.

<sup>11</sup> Changed wording to 'I am provided with support to balance my work and personal/family life' in 2005.

<sup>12</sup> Changed wording to 'I have support at work to balance my work and personal life' in 2006.

<sup>13</sup> Changed wording to 'I have the tools, equipment, support and information I need to do my job well' in 2005.

<sup>14</sup> Changed wording to 'I can balance the demands of my work life with the demands of my personal/family life' in 2005.

<sup>15</sup> Changed wording to 'I am compensated fairly for my job' in 2005.

<sup>16</sup> Results are averaged over the five areas with corresponding values of: 61, 66, 67, 52, 67.

CATEGORY	Question Wording	2004		2005		2006		2007		% change <sup>17</sup>
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
<b>Leadership</b> (Category split into Quality of Leadership and Quality of Supervision in 2007)	I can talk openly with my supervisor about my work <sup>18</sup>	24	65%	38	86%	42	78%	49	80%	23.1%
	The leaders (Directors and Executive Directors) in my department set a good example for employees	25	46%	39 <sup>19</sup>	60%	40	30%	42	48%	4.3%
	I have confidence in the leadership in my Department	26	49%	40 <sup>20</sup>	63%	41 <sup>21</sup>	39%	43	54%	10.2%
	My supervisor manages conflict in my workgroup <sup>22</sup>	27	44%	41	55%	45	35%	52	48%	9.1%
	Senior Management will try to resolve issues raised by employees in this survey	28	32%	42	37%	46	30%	44	37%	15.6%
	The person I report to is an effective leader <sup>23</sup>	-	-	-	-	43	52%	50	67%	28.8%
	I have a positive working relationship with the person I report to <sup>24</sup>	-	-	-	-	44	78%	51	81%	3.8%
	Essential information flows effectively from senior leadership to staff	-	-	-	-	-	-	45	43%	-
	The senior leadership of my department is genuinely interested in the well being of employees	-	-	-	-	-	-	46	44%	-
	Senior leadership in my department provides clear direction	-	-	-	-	-	-	47	45%	-
	Senior leadership in my department makes timely decisions	-	-	-	-	-	-	48	43%	-
<b>Quality of Supervision</b>	I am satisfied with the quality of supervision I receive	-	-	-	-	-	-	53	69%	-
	Managers in my area make timely decisions	-	-	-	-	-	-	56	63%	-
	The person I report to consults me on decisions that affect my work	-	-	-	-	-	-	57	68%	-
<b>Personal Growth</b>	I have access to training opportunities	29	60%	6	80%	7	70%	8	74%	23.3%
	I am encouraged to share what I have learned with others in my workgroup	30	46%	7	53%	8	44%	9	67%	45.6%
	I can apply what I have learned in my training to my job	31	58%	8	72%	9	83%	10	79%	36.2%
	I have opportunities for career advancement within the Government of Nova Scotia	32	39%	9	43%	10	39%	11	38%	-2.6%
	I get the training and related support I need to meet the demands of my job	33	49%	10 <sup>25</sup>	57%	12	39%	14	52%	6.1%
	I have opportunities to participate in assignment/projects in my department that allow me to expand and develop new skills	-	-	11	77%	13	70%	15	68%	-11.7%
	I have opportunities for career growth within the Government of Nova Scotia	-	-	-	-	11	30%	12	44%	46.7%

<sup>17</sup> By definition, percentage is a fraction or ratio expressed as part of 100. Percentage change is that action over time, long term, brief or momentary. Percentage change from one number to another number is determined by dividing the difference of the two numbers by the original number. There are two types of change, increase and decrease.

<sup>18</sup> Question moved to Quality of Supervision category in 2007.

<sup>19</sup> Changed wording to 'The senior leaders (comprised of: Deputy Ministers, Assistant/Associate Deputy Ministers, CEO's, Directors and Executive Directors) in my Department set a good example for employees' in 2005.

<sup>20</sup> Changed wording to 'I have confidence in my Department's senior leaders' in 2005.

<sup>21</sup> Changed wording to 'I have confidence in the senior leadership of my department' in 2006.

<sup>22</sup> Question moved to Quality of Supervision category in 2007.

<sup>23</sup> Question moved to Quality of Supervision category in 2007.

<sup>24</sup> Question moved to Quality of Supervision category in 2007.

<sup>25</sup> Changed wording to 'I get the training and related support I need to support my continuous learning' in 2005.

CATEGORY	Question Wording	2004		2005		2006		2007		% change <sup>26</sup>
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	My organization supports my work-related learning and development	-	-	-	-	14	65%	16	64%	-1.5%
	My job is a good fit with my skills and interests	-	-	-	-	15	70%	17	75%	7.1%
	Please identify the barriers you perceive regarding having opportunities for career advancement within the Government of Nova Scotia	-	-	-	-	Barrier <sup>27</sup>	-			
	I have opportunities for career growth within my department	-	-	-	-	-	-	13	36%	-
<b>Diversity</b>	The Government of Nova Scotia demonstrates its commitment to diversity in the workplace	34	50%	43	77%	47	65%	58	62%	24%
	Employees in my Department are respectful of employee differences	35	58%	44	80%	48	57%	59	77%	32.8%
	My department values diversity	36	51%	45	80%	49	65%	60	67%	31.4%
	My department is actively implementing activities and practices that support a diverse workplace	-	-	-	-	-	-	61	43%	-
	I am provided with the accommodations I need to ensure my full participation in my workplace	-	-	-	-	-	-	62	70%	-
	I have not experienced racism and/or discrimination in my workplace in the pas 12 months	-	-	-	-	-	-	63	76%	-
<b>Safety/Security</b> (Changed to Safety in 2005)	My Department creates a safe work environment for its employees	37	59%	22	90%	23	70%	27	73%	23.7%
	I feel safe working in my job	38	67%	23	100%	24	83%	28	83%	23.9%
	Harassment is not tolerated in my workplace	39	57%	24 <sup>28</sup>	80%	25	70%	29	85%	49.1%
	I know who the Occupational Health and Safety representatives are for my work area	40	53%	26	77%	27	74%	31	62%	17%
	I have not experience bullying behaviour in my workplace	-	-	25	77%	26	52%	30	62%	-19.5%
<b>Recruitment/ Retention</b> (Split into two categories in 2005 as indicated: REC – Recruitment RET - Retention)	I would recommend the Government of Nova Scotia as one of the best places to work in my community(REC)	41	46%	46	50%	50 <sup>29</sup>	52%	64	70%	52.2%
	I intend to stay with the Government of Nova Scotia for:(RET) - The next five years - The next ten years	42	48% 33%	56 <sup>30</sup>	-	61	-	76	-	-
	I see a future for my career, working for the Government of Nova Scotia (RET)	43	41%	51	63%	55	65%	70	62%	51.2%

<sup>26</sup> By definition, percentage is a fraction or ratio expressed as part of 100. Percentage change is that action over time, long term, brief or momentary. Percentage change from one number to another number is determined by dividing the difference of the two numbers by the original number. There are two types of change, increase and decrease.

<sup>27</sup> This question did not use the agreement-importance scale; therefore it is not available for comparison. This question was introduced in 2006. This question did not have an assigned number but was placed after question 15. For the purposes of analysis it was referred to as 'Barrier'.

<sup>28</sup> Changed wording to 'I have not experienced harassment (sexual, racial) behaviour in my workplace' in 2005.

<sup>29</sup> Changed wording to 'I would recommend the Government of Nova Scotia as a great place to work' in 2006.

<sup>30</sup> Changed format to checkboxes with instructions to select only one choice in 2005, therefore it is not available for comparison. Choices were expanded to include: Less than 2 years, Between 3-5 years, Between 6-10 years, 11 years or more and I intend to retire within the next 5 years.

CATEGORY	Question Wording	2004		2005		2006		2007		% change <sup>31</sup>
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	Hiring in the Government of Nova Scotia is based on merit (REC)	44	33%	47	47%	51	22%	65	42%	27.3%
	Employees have access to job postings within the Government of Nova Scotia (REC)	45	67%	48	83%	52	87%	66	94%	40.3%
	Even if offered a similar job with slightly higher pay elsewhere in my community, I would stay with the Government of Nova Scotia (RET)	46	36%	52	47%	56 <sup>32</sup>	52%	71	63%	75%
	I have the required qualifications to meet the needs of my job (REC)	47	74%	49	87%	53	100%	67	99%	33.8%
	I work for an effective organization; in other words, my Department regularly achieves the goals set out in our business plan (RET)	48	46%	54	60%	59	44%	74	66%	43.5%
	As a manager of staff, I can attract and recruit the people I need in order to achieve my division/department goals <sup>33</sup> (REC)	-	-	50	50%	54	71%	68	33%	-34%
	I am proud to work as a public servant(RET)	-	-	53	80%	57	70%	72	81%	1.3%
	As a manager of staff, I can retain (keep) the people I need in order to achieve my division/department goals <sup>34</sup> (RET)	-	-	55	42%	60	71%	75	46%	9.5%
	I am proud to tell people I work for the Government of Nova Scotia (RET)	-	-	-	-	58	52%	73	74%	42.3%
<b>Other Questions</b> (2004 category only)	If I experience stress, it is most often due to following factors: - Job Demands - Supervisor Demands - Work Environment - Family - Personal - Other	49 <sup>35</sup>	-	19 <sup>36</sup>	-	Stress <sup>37</sup>	-			
	What attracted you to work for the Government of Nova Scotia?	50 <sup>38</sup>	-	-	-	-	-	69	-	-
<b>Fair HR Practices</b>	Hiring, promotion and other staffing processes in my department are conducted in a transparent manner	-	-	-	-	-	-	78	52%	-
	Hiring, promotion and other staffing processes are fair and impartial	-	-	-	-	-	-	79	50%	-
<b>Disclosure of Wrongdoing</b>	I am aware of Government's "Disclosure of Wrongdoing" policy	-	-	-	-	-	-	80	62%	-
	I know who to contact to make a disclosure of wrongdoing	-	-	-	-	-	-	81	41%	-

<sup>31</sup> By definition, percentage is a fraction or ratio expressed as part of 100. Percentage change is that action over time, long term, brief or momentary. Percentage change from one number to another number is determined by dividing the difference of the two numbers by the original number. There are two types of change, increase and decrease.

<sup>32</sup> Changed wording to 'I would prefer to stay with the Government of Nova Scotia, even if offered a similar job elsewhere' in 2006.

<sup>33</sup> This question targeted managers and supervisors only. (Managers of staff)

<sup>34</sup> This question targeted managers and supervisors only. (Managers of staff)

<sup>35</sup> This question did not use the agreement-importance scale; therefore it is not available for comparison. This question was placed in the 'Quality of Work Life' category in 2005.

<sup>36</sup> This question was placed in the 'Quality of Work Life' category in 2005.

<sup>37</sup> This question did not have an assigned number but was placed after question 22. For the purposes of analysis it was referred to as 'Stress'.

<sup>38</sup> This question did not use the agreement-importance scale; therefore it is not available for comparison.

CATEGORY	Question Wording	2004		2005		2006		2007		% change <sup>39</sup>
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	I would feel comfortable using the reporting process outlined in the “Disclosure of Wrongdoing” policy	-	-	-	-	-	-	82	32%	-
	How did you become aware of the “Disclosure of Wrongdoing” policy	-	-	-	-	-	-	84 <sup>40</sup>	-	-
Healthy Workplace	I am aware of the corporate healthy workplace policy	-	-	-	-	-	-	85	73%	-
	I am aware of my department’s healthy workplace initiatives	-	-	-	-	-	-	86	62%	-
	I participate in healthy workplace initiatives	-	-	-	-	-	-	87	39%	-
	My department promotes a healthy and supportive workplace	-	-	-	-	-	-	88	48%	-
	I am aware and read “@ the Window” healthy workplace newsletter	-	-	-	-	-	-	89	33%	-
Additional Question	I am aware that GoverNEXT was established to represent young public servants working for the Province of Nova Scotia	-	-	-	-	-	-	90	60%	-
Overall Questions	I am inspired to give my very best	-	-	-	-	62	74%	91	76%	2.7%
	I strive to improve my department’s results	-	-	-	-	63	61%	92	93%	52.5%
	I am satisfied with my job	-	-	-	-	64	52%	93	72%	38.5%
	I am satisfied with my department	-	-	-	-	65	44%	94	61%	38.6%
	Overall, I am satisfied with my work as a Government of Nova Scotia employee	-	-	-	-	66	61%	95	82%	34.4%

<sup>39</sup> By definition, percentage is a fraction or ratio expressed as part of 100. Percentage change is that action over time, long term, brief or momentary. Percentage change from one number to another number is determined by dividing the difference of the two numbers by the original number. There are two types of change, increase and decrease.

<sup>40</sup>This question did not use the agreement-importance scale.