

How's Work Going?



*Employee Survey
Department Results*

2007

Health

2007 EMPLOYEE SURVEY

Health

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.

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

1.0 Health – 2007 Agreement Results

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.

Category	2007 Department Results	Overall Corporate 2007 Results
<i>Clear strengths to celebrate and build upon.</i> (Questions with a favourable score $\geq 80\%$)	15	17
<i>Moderate Areas of Strength to build upon.</i> (Questions with a favourable score of 60-79%)	44	44
<i>Improvement Areas</i> (Questions with a favourable score of 41-59%)	21	23
<i>Areas that require immediate attention</i> (Questions with a favourable score of $\leq 40\%$)	8	4
<i>Total questions asked with favourable scores per survey year.</i>	88	88

1.2 Summary of 2007 Results (by classification category) – Health

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.
- I received communications about our department's business plan in the past 12 months.
- I have a positive working relationship with the person I report to.
- I can apply what I have learned in my training to my job.
- My job is a good fit with my skills and interests.
- I have not experienced racism and/or discrimination in my workplace in the past 12 months.
- My department creates a safe work environment for its employees.
- I feel safe working in my job.
- I have not experienced harassment (sexual, racial) behaviour in my workplace in the past 12 months.
- I know who the Occupational Health and Safety representatives are for my work area.
- 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 inspired to give my very best.
- I strive to improve my department's results.

Areas of moderate strength include employee perceptions of;

- Shared goals are developed for my workgroup.
- I have opportunities to provide input into decisions that affect my work.
- My supervisor considers my work-related ideas.
- 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.
- My organization supports my work-related learning and development.
- 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.
- I can balance the demands of my work life with the demands of my personal/family life.
- I have not experienced bullying behaviour in my workplace in the last 12 months.
- I know how my work contributes to the achievement of my department's goals.
- I receive the communications that I need to do my job well.
- Work-related information is shared within my department.
- I received communications regarding the results of last year's employee survey.
- I am aware of Government's corporate values.
- I feel valued for my contributions at work.

Areas of moderate strength (con't);

- I receive recognition from my supervisor for a job well done.
- I can talk openly with my supervisor about my work.
- 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.
- 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 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 work as a public servant.
- I am proud to tell people I work for the Government of Nova Scotia.
- 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 participate in healthy workplace initiatives.
- My department promotes a healthy and supportive workplace.
- I am aware that GoverNEXT was established to represent young public servants working for the Province of Nova Scotia.
- I am satisfied with my job.
- I am satisfied with my department.
- Overall, I am satisfied with my work as a Government of Nova Scotia employee.

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 have opportunities to participate in assignment/projects in my department that allow me to expand and develop new skills.
- I can report concerns related to workplace ethical dilemmas or conflicts without fear of reprisal.
- 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.
- Senior Management will try to resolve issues raised by employees in this survey.
- Essential information flows effectively from senior leadership to staff.
- The senior leadership of my department is genuinely interested in the well being of employees.

Areas of Improvement (con't);

- Senior leadership in my department provides clear direction.
- My supervisor manages conflict in my workgroup.
- I have participated in performance appraisal/review with my supervisor in the past 12 months.
- Managers in my area make timely decisions.
- Hiring in the Government of Nova Scotia is based on merit.
- I work for an effective organization; in other words, my department regularly achieves the goals set out in our business plan.
- 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.
- I am aware and read “@ the Window” healthy workplace newsletter.

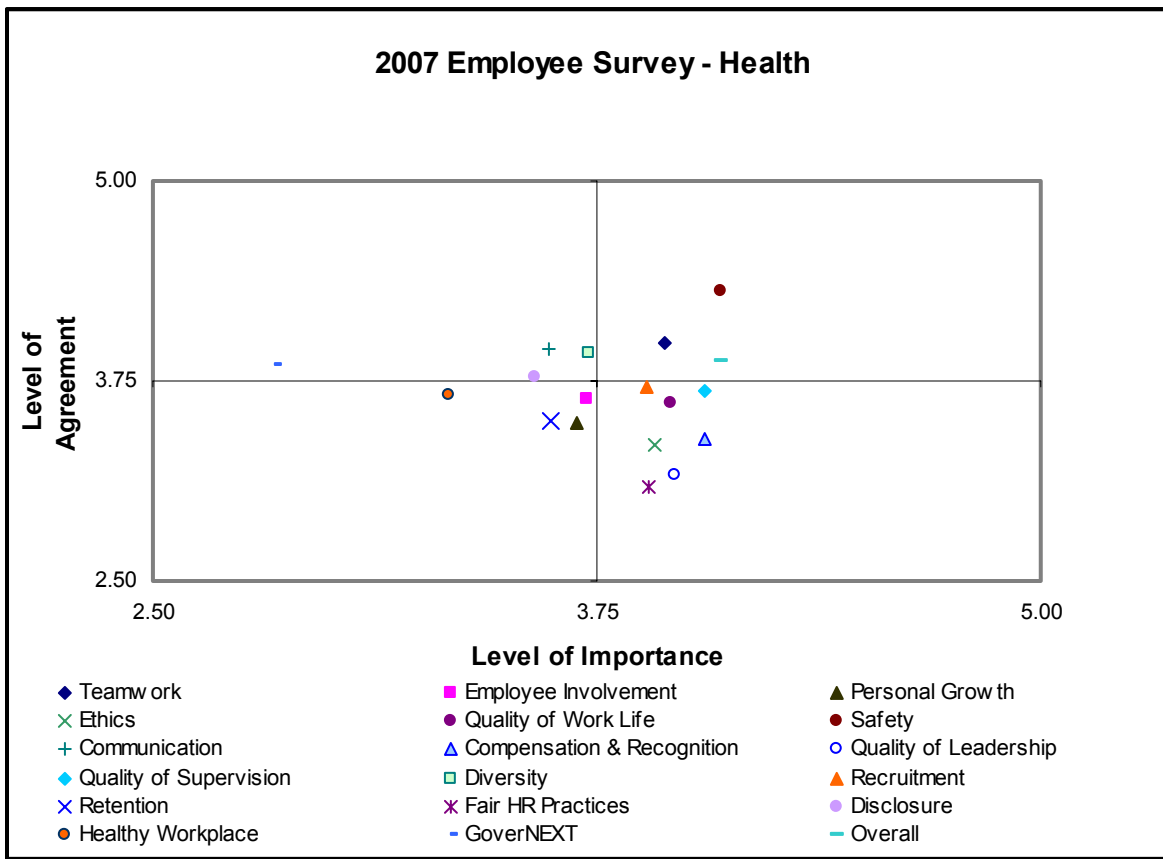
Areas that require immediate attention;

- My work environment is supportive of my involvement in community/volunteer activities.
- Senior leadership in my department makes timely decisions.
- I have opportunities for career advancement within the Government of Nova Scotia.
- I have opportunities for career growth within my department.
- My department is actively implementing activities and practices that support a diverse workplace.
- As a manager of staff, I can attract and recruit the people I need in order to achieve my division/department goals.
- As a manger of staff, I can retain (keep) 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.

2.0 – Health – 2007 Average/Importance Category Scores

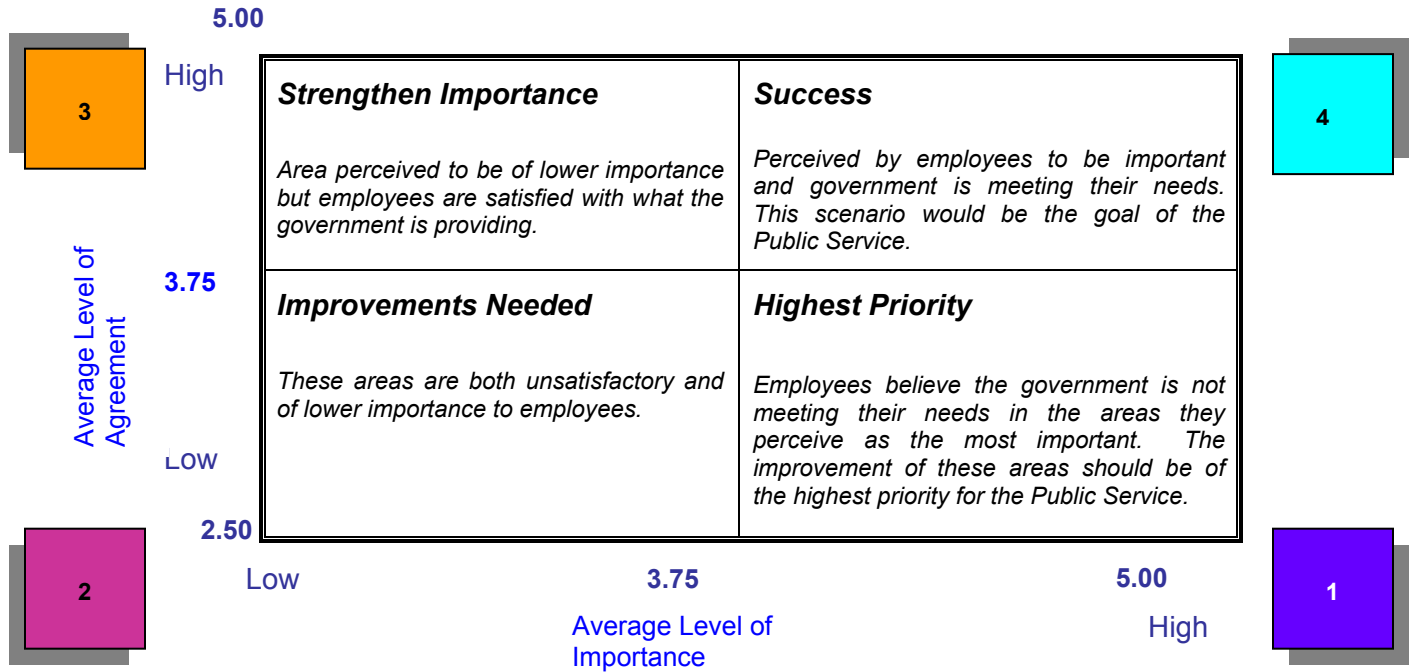
To provide a visual picture to illustrate with regards to how employees perceive their current work environment and what they consider as important to them the average scores for each question were used to calculate the overall average agreement and importance score for each category. These 18 category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

Health – Priority Analysis

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

4.0 Health - Employee Engagement

4.1 Employee Engagement Index

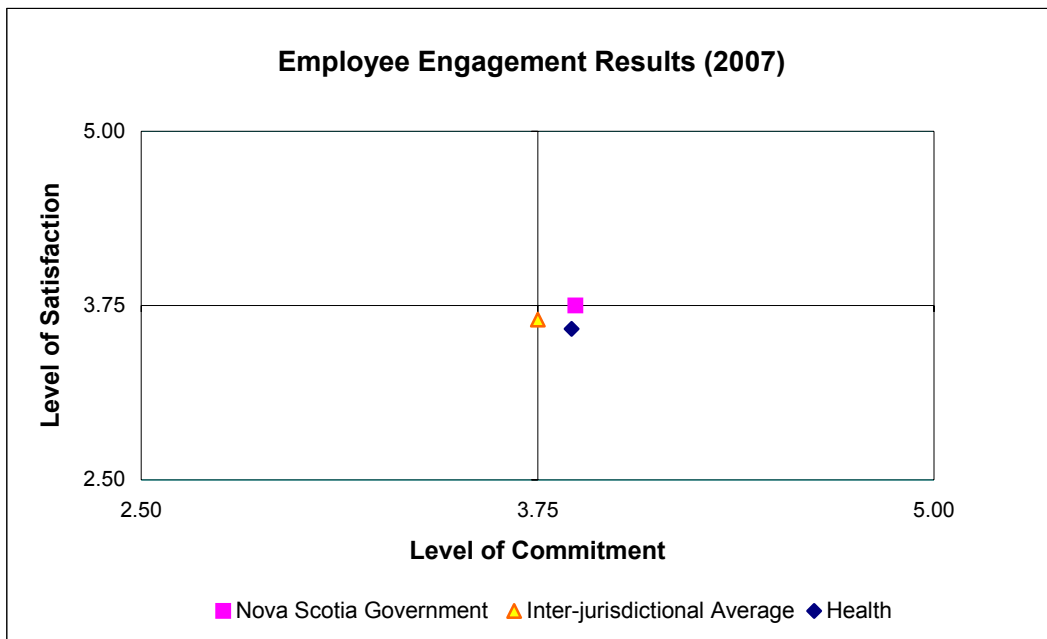
Determining the level of employee engagement is another way to measure progress. Employee engagement is the extent to which an individual feels connected to, and involved with, their job and the organization. Research shows that increased employee commitment, satisfaction and trust in leadership can 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
Health	70.2

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 – Health

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
<i>Clear strengths to celebrate and build upon.</i> (Questions with a favourable score >= 80%)	0	9	11	9
<i>Moderate Areas of Strength to build upon.</i> (Questions with a favourable score of 60-79%)	15	23	24	8
<i>Improvement Areas</i> (Questions with a favourable score of 41-59%)	26	10	8	-16
<i>Areas that require immediate attention</i> (Questions with a favourable score of <=40%)	2	1	0	-1
<i>Total questions asked with favourable scores per survey year.</i>	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.

6.0 Health – 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.	34	13	3	1	216	85	242	96	4.13
2. Shared goals are developed for my workgroup.	71	28	24	10	158	63	224	89	3.47
3. I have a positive working relationship with my coworkers.	12	5	8	3	233	92	247	98	4.38
4. I have opportunities to provide input into decisions that affect my work.	59	23	8	3	186	74	248	98	3.66
5. My supervisor considers my work-related ideas.	39	15	16	6	198	78	244	96	3.97
6. I can provide input into decisions that are made in my Department.	73	29	28	11	152	60	224	89	3.40
7. Innovation is valued in my work	65	26	29	12	159	63	226	89	3.50
8. I have access to training opportunities.	41	16	19	8	193	76	243	96	3.94
9. I am encouraged to share what I have learned with others in my workgroup.	46	18	41	16	166	66	212	84	3.69
10. I can apply what I have learned in my training to my job.	17	7	29	12	207	82	233	92	4.16
11. I have opportunities for career advancement within the Government of Nova Scotia.	104	41	52	21	97	38	223	88	2.81
12. I have opportunities for career growth within the Government of Nova Scotia.	94	37	49	19	110	44	224	89	2.97
13. I have opportunities for career growth within my department.	124	49	40	16	89	35	217	86	2.65
14. I get the training and related support I need to support my continuous learning.	71	28	35	14	147	58	237	94	3.36
15. I have opportunities to participate in assignment/projects in my department that allow me to expand and develop new skills.	69	27	34	13	150	59	230	91	3.45

Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
16. My organization supports my work-related learning and development.	52	21	31	12	170	67	241	95	3.58
17. My job is a good fit with my skills and interests	34	13	16	6	203	80	249	98	4.08
19. I know where I can go for help (the process) to resolve workplace ethical dilemmas or conflicts.	61	24	30	12	162	64	239	95	3.61
20. I can report concerns related to workplace ethical dilemmas or conflicts without fear of reprisal.	91	36	47	19	115	46	245	97	3.09
21. I have support at work to balance my work and personal life.	68	27	26	10	159	63	241	95	3.56
22. I have the tools, equipment, support, and information I need to do my job well.	56	22	8	3	189	75	251	99	3.75
23. I have support at work to provide a high level of service.	60	24	22	9	171	68	249	98	3.59
24. I can balance the demands of my work life with the demands of my personal/family life.	45	18	16	6	192	76	252	100	3.92
25. My work environment is supportive of my involvement in community/volunteer activities.	41	16	124	49	88	35	180	71	3.27
27. My department creates a safe work environment for its employees.	22	9	10	4	221	87	244	96	4.23
28. I feel safe working in my job.	16	6	10	4	227	90	248	98	4.42
29. I have not experienced harassment (sexual, racial) behaviour in my workplace in the past 12 months.	10	4	7	3	236	93	247	98	4.74
30. I have not experienced bullying behaviour in my workplace in the past 12 months.	71	28	9	4	173	68	247	98	3.77
31. I know who the Occupational Health and Safety representatives are for my work area.	24	10	16	6	213	84	225	89	4.39
32. I received communications about our department's business plan in the past 12 months.	20	8	23	9	210	83	211	83	4.27

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.	31	12	23	9	199	79	232	92	4.05
34. I receive the communications that I to do my job well.	67	27	21	8	165	65	249	98	3.46
35. Work-related information is shared within my department.	67	27	19	8	167	66	247	98	3.51
36. I received communications regarding the results of last year's employee survey.	12	5	64	25	177	70	196	78	4.38
37. I am aware of Government's corporate values.	21	8	51	20	181	72	210	83	3.96
38. I am compensated fairly for my job.	104	41	10	4	139	55	250	99	3.07
39. I feel valued for my contributions at work.	73	29	24	10	156	62	251	99	3.45
40. I receive meaningful recognition for work well done.	77	30	37	15	139	55	248	98	3.28
41. I receive recognition from my supervisor for a job well done.	55	22	24	10	174	69	249	98	3.75
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.	62	25	61	24	130	51	241	95	3.36
43. I have confidence in the senior leadership in my department.	71	28	43	17	139	55	245	97	3.33
44. Senior Management will try to resolve issues raised by employees in this survey.	76	30	59	23	118	47	244	96	3.17
45. Essential information flows effectively from senior leadership to staff.	106	42	34	13	113	45	247	98	2.94
46. The senior leadership of my department is genuinely interested in the well being of employees.	66	26	57	23	130	51	247	98	3.35
47. Senior leadership in my department provides clear direction.	90	36	50	20	113	45	245	97	3.06
48. Senior leadership in my department makes timely decisions.	103	41	5	22	95	38	248	98	2.90
49. I can talk openly with my supervisor about my work.	44	17	8	3	201	79	252	97	4.06

Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
50. The person I report to is an effective leader.	64	25	19	8	170	67	249	98	3.66
51. I have a positive working relationship with the person I report to.	30	12	19	8	204	81	250	99	4.17
52. My supervisor manages conflict in my workgroup.	78	31	59	23	116	46	246	97	3.23
53. I am satisfied with the quality of supervision I receive.	60	24	25	10	168	66	247	98	3.72
54. My supervisor gives me feedback about my work performance.	50	20	23	9	180	71	247	98	3.81
55. I have participated in performance appraisal/review with my supervisor in the past 12 months.	82	32	27	11	144	57	222	88	3.44
56. Managers in my area make timely decisions.	70	28	36	14	147	58	248	98	3.40
57. The person I report to consults me on decisions that affect my work.	57	23	26	10	170	67	251	99	3.62
58. The Government of Nova Scotia demonstrates its commitment to diversity in the workplace.	29	12	45	18	179	71	225	89	3.95
59. Employees in my department are respectful of employee differences.	31	12	28	11	194	77	242	96	3.97
60. My department values diversity.	20	8	69	27	164	65	231	91	3.89
61. My department is actively implementing activities and practices that support a diverse workplace.	37	15	116	46	100	40	224	89	3.44
62. I am provided with the accommodations I need to ensure my full participation in my workplace.	26	10	70	28	157	62	226	89	3.77
63. I have not experienced racism and/or discrimination in my workplace in the past 12 months.	21	8	19	8	213	84	243	96	4.44
64. I would recommend the Government of Nova Scotia as a great place to work.	53	21	24	10	176	70	234	93	3.70
65. Hiring in the Government of Nova Scotia is based on merit.	105	42	43	17	105	42	247	98	2.94

Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
66. Employees have access to job postings within the Government of Nova Scotia.	9	4	11	4	233	92	243	96	4.57
67. I have the required qualifications to meet the needs of my job.	2	1	3	1	248	98	252	100	4.83
68. As a manager of staff, I can attract and recruit the people I need in order to achieve my division/department goals.	36	53	12	18	20	29	205	82	2.80
70. I see a future for my career, working for the Government of Nova Scotia.	56	22	36	14	161	64	233	92	3.61
71. I would prefer to stay with the Government of Nova Scotia, even if offered a similar job elsewhere.	52	21	46	18	155	61	222	88	3.68
72. I am proud to work as a public servant.	20	8	33	13	200	79	222	88	4.10
73. I am proud to tell people I work for the Government of Nova Scotia.	35	14	36	14	182	72	205	81	3.89
74. I work for an effective organization; in other words, my department regularly achieves the goals set out in our business plan.	52	21	61	24	140	55	237	94	3.47
75. As a manager of staff, I can retain (keep) the people I need in order to achieve my division/department goals.	30	44	16	24	22	32	203	81	2.91
78. Hiring, promotion and other staffing processes in my department are conducted in a transparent manner.	85	34	59	23	109	43	237	94	3.12
79. Hiring, promotion and other staffing processes are fair and impartial.	90	36	53	21	110	44	242	96	3.08
80. I am aware of Government's "Disclosure of Wrongdoing" policy.	32	13	40	16	181	72	224	89	4.00
81. I know who to contact to make a disclosure of wrongdoing.	63	25	54	21	136	54	220	87	3.49
82. I would feel comfortable using the reporting process outlined in the "Disclosure of Wrongdoing" policy.	53	21	106	42	94	37	225	89	3.30

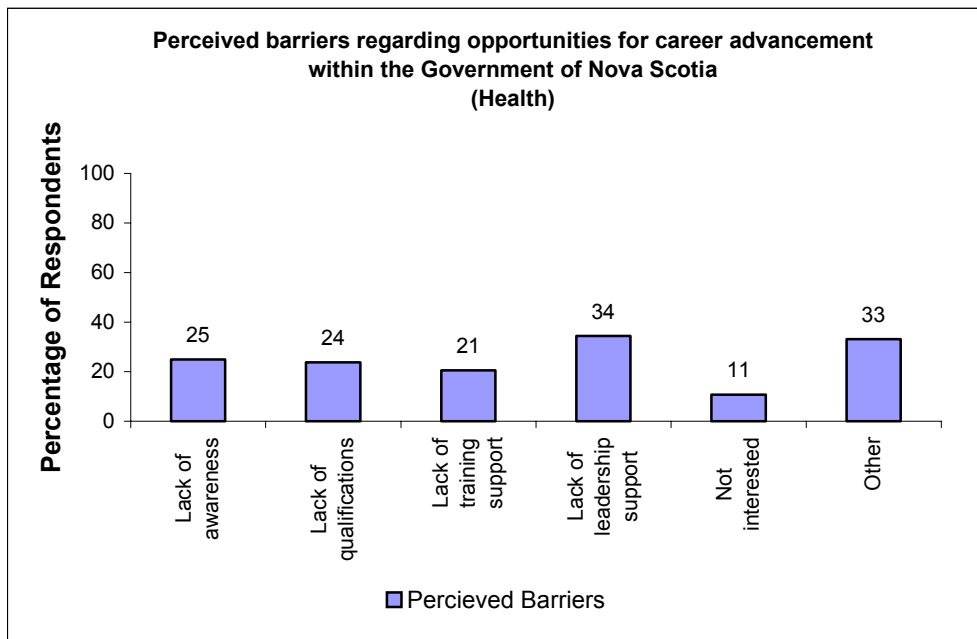
Questions	Unfavourable		Neutral		Favourable		Importance		Mean Score
	Count	%	Count	%	Count	%	Count	%	
85. I am aware of the corporate healthy workplace policy.	20	8	36	14	197	78	226	89	4.05
86. I am aware of my department's healthy workplace initiatives.	26	10	31	12	196	78	225	89	3.96
87. I participate in healthy workplace initiatives.	40	16	57	23	156	62	207	82	3.62
88. My department promotes a healthy and supportive workplace.	56	22	37	15	160	63	235	93	3.54
89. I am aware and read "@ the Window" healthy workplace newsletter.	78	31	64	25	111	44	149	59	3.12
90. I am aware that GoverNEXT was established to represent young public servants working for the Province of Nova Scotia.	35	14	67	27	151	60	158	63	3.84
91. I am inspired to give my very best.	26	10	14	6	213	84	246	97	4.16
92. I strive to improve my department's results.	6	2	19	8	228	90	241	95	4.45
93. I am satisfied with my job.	65	26	10	4	178	70	253	100	3.59
94. I am satisfied with my department.	78	31	24	10	151	60	249	98	3.33
95. Overall, I am satisfied with my work as a Government of Nova Scotia employee.	45	18	22	9	186	74	251	99	3.83

7.0 Health – 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.

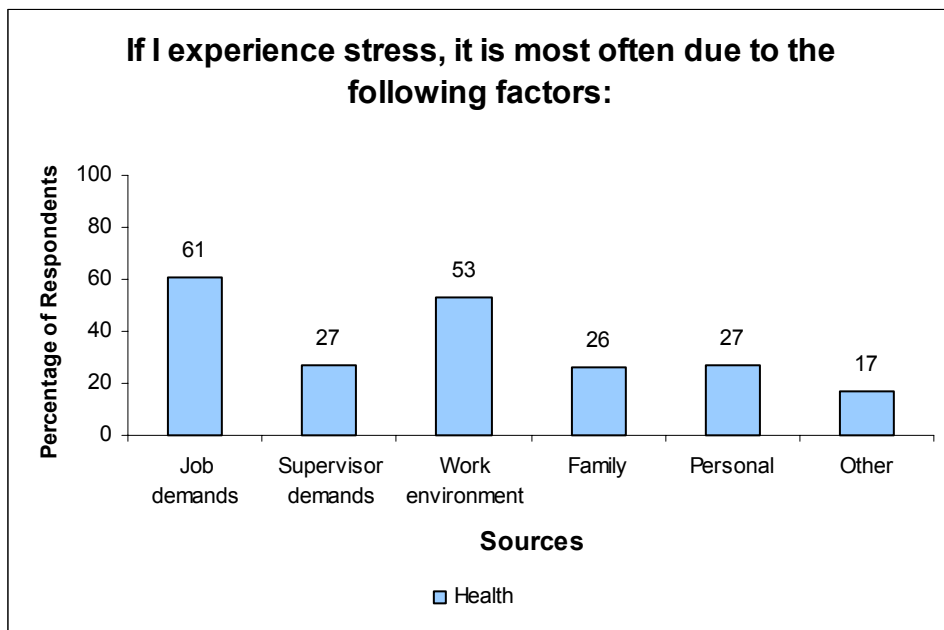
7.1 Barrier Question

Barrier Question	Response	
Please identify the barriers you perceive regarding having opportunities for career advancement within the Government of Nova Scotia	Count	%
Lack of awareness	63	25
Lack of qualifications	60	24
Lack of training support	52	21
Lack of leadership support	87	34
Not interested	27	11
Other	84	33



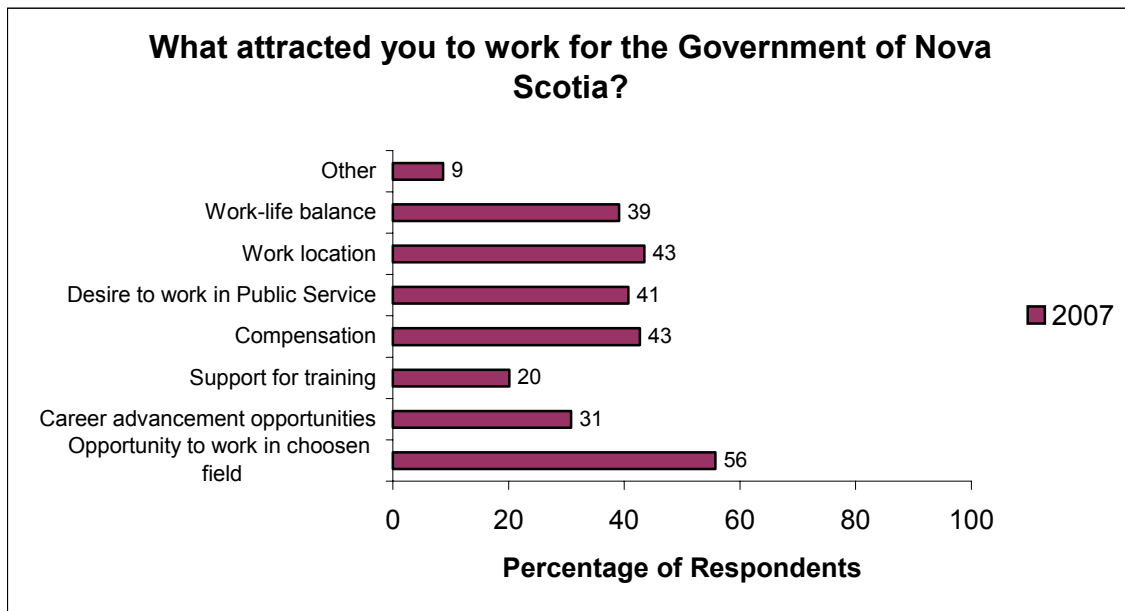
7.2 Stress Question

Stress Question	Response	
If I experience stress, it is most often due to the following factors:	Count	%
	Job Demands	153
Supervisor demands	68	27
Work environment	133	53
Family	65	26
Personal	69	27
Other	44	17



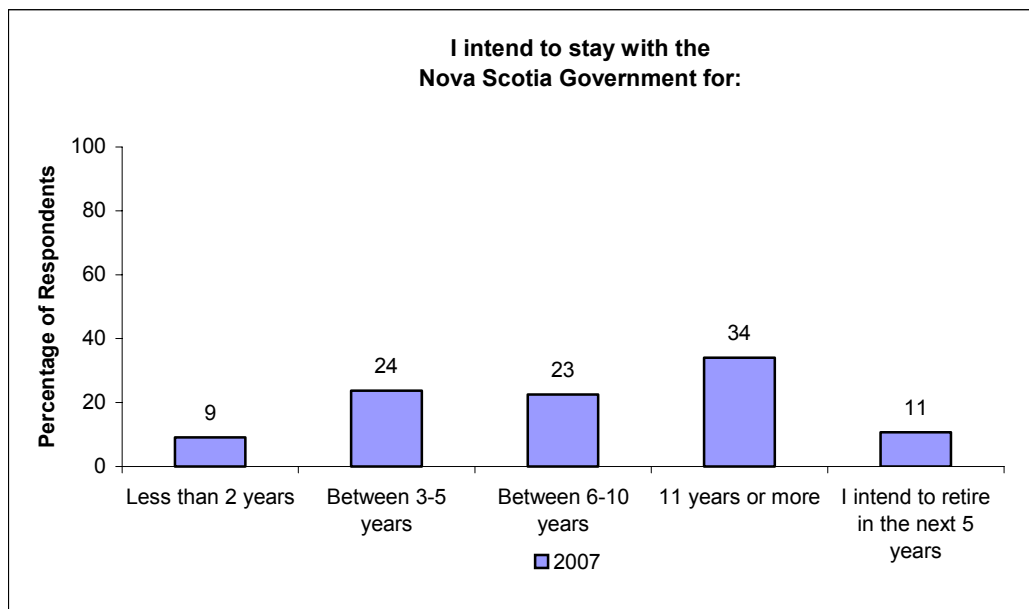
7.3 Attraction to Work in Government Question

Attraction Question	Response	
	Count	%
What attracted you to work for the Government of Nova Scotia?		
Opportunity to work in chosen field	141	56
Career advancement opportunities	78	31
Support for training	51	20
Compensation	108	43
Desire to work in Public Service	103	41
Work location	110	43
Work-life balance	99	39
Other	22	9



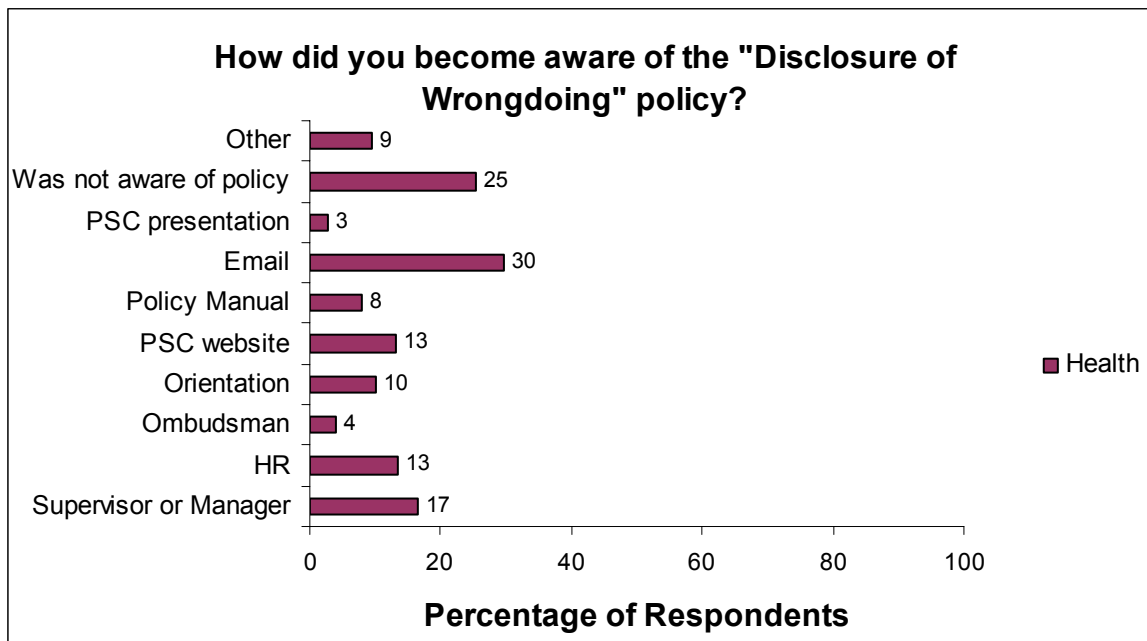
7.4 Intention to Stay Question

Intention to Stay Question	Response	
	Count	%
I intend to stay with the Nova Scotia Government for:		
Less than 2 years	23	9
Between 3-5 years	60	24
Between 6-10 years	57	23
11 years or more	86	34
I intend to retire in the next 5 years	27	11



7.5 Disclosure of Wrongdoing Policy Question

Disclosure of Wrongdoing Policy Question	Response	
	Count	%
Supervisor or Manager	42	17
HR	34	13
Ombudsman	10	4
Orientation	24	9
PSC website	33	13
Policy Manual	20	8
Email	75	30
PSC presentation	7	3
Was not aware of policy	64	25
Other	24	9



Appendix A - Health – Response Rate

Department / Agency / PSE Category in the Survey	Total Population	# of Surveys Returned	Total # of Surveys Sent Out	Response Rate (%)
Health	625	253	625	40%
Total Population	9020	3296	9020	37%

Appendix B – Health – 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 ¹
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
Teamwork	The people I work with make an effort to help each other out	1	76%	1	88%	1	79%	1	85%	11.8%
	The people I work with work as a team	2	72%	-	-	-	-	-	-	-
	Shared goals are developed for my workgroup	3	57%	2	57%	2	63%	2	63%	10.5%
	I have positive working relationships with my coworkers	-	-	-	-	3	79%	3	92%	16.5%
Employee Involvement	I am given an opportunity to provide input on decisions that affect my job	4	62%	3	53%	4	68%	4	74%	19.4%
	My supervisor considers my work-related ideas	5	68%	4	75%	5	68%	5	78%	14.7%
	I can provide input into decisions that are made in my Department	6	53%	5	41%	6 ²	45%	6	60%	13.2%
	Innovation is valued in my work	-	-	-	-	-	-	7	63%	-
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	52%	27	83%	28	79%	32	83%	59.6%
	I know how my work contributes to our Department’s priorities/ purpose	8	65%	28	81%	29 ³	58%	33	79%	21.5%
	I receive the communications I need in order to do my job well	9	57%	29 ⁴	67%	30	61%	34	65%	14%
	My supervisor gives me feedback about my work performance ⁵	10	57%	30	75%	31	55%	54	71%	24.6%
	I participate in an annual performance appraisal/review with my supervisor ⁶	11	56%	31	61%	32	61%	55	57%	1.8%

¹ 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.

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

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

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

⁵ Question moved to Quality of Supervision category in 2007

⁶ Question moved to Quality of Supervision category in 2007

CATEGORY	Question Wording	2004		2005		2006		2007		% change ⁷
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	Work-related information is shared within my Department	12	57%	32	69%	33	61%	35	66%	15.8%
	I know where to get information within the Government of Nova Scotia in order to do my job well	13	62%	-	-	-	-	-	-	-
	I know where I can go for help (the process) to resolve workplace ethical dilemmas or conflicts ⁸	14	57%	20	58%	16	58%	19	64%	12.3%
	I can report concerns related to workplace ethical dilemmas or conflicts without fear of reprisal ⁹	15	46%	21	39%	17	50%	20	46%	0%
	I received communications regarding the results of last year's Government-wide employee survey	-	-	33	84%	34 ¹⁰	79%	36	70%	-16.7%
	I am aware of Government's corporate values	-	-	34	59%	35	53%	37	72%	22%
Quality of Work Life	I am provided with support to balance my work and family life	16	56%	12 ¹¹	63%	18 ¹²	68%	21	63%	12.5%
	I have the resources (tools, equipment, support and information) I need to do my job well	17	66%	13 ¹³	67%	19	61%	22	75%	13.6%
	I can balance the demands of my work life with the demands of my personal life	18	68%	14 ¹⁴	75%	21	76%	24	76%	11.8%
	My work environment is supportive of my involvement in community/volunteer activities	-	-	15	29%	22	29%	25	35%	20.7%
	I am familiar with the Employee Assistance Program (EAP)	-	-	16	92%	-	-	-	-	-
	I know how to contact EAP for assistance	-	-	17	86%	-	-	-	-	-
	I would feel comfortable using EAP services	-	-	18	70%	-	-	-	-	-
	I have support at work to provide a high level of service	-	-	-	-	20	58%	23	68%	17.2%
Compensation/ Recognition	I am compensated (salary and benefits) fairly for my job	19	51%	35 ¹⁵	42%	36	42%	38	55%	7.8%
	I feel valued for my contributions at work	20	56%	36	52%	37	50%	39	62%	10.7%
	I receive recognition from my supervisor for a job well done	21	57%	37	67%	39	21	41	69%	21.1%
	I have a good understanding of my benefits in the following areas: - Life Insurance - Vision Care - Prescription Drugs - Paramedical Practitioners - Dental Care	22	64% ¹⁶	-	-	-	22	-	-	-

⁷ 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.

⁸This question was grouped under new category 'Workplace Ethics' in 2005.

⁹This question was grouped under new category 'Workplace Ethics' in 2005.

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

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

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

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

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

¹⁵ Changed wording to 'I am compensated fairly for my job' in 2005.

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

CATEGORY	Question Wording	2004		2005		2006		2007		% change ¹⁷
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	I know who to contact regarding questions about my benefits coverage	23	68%	-	-	-	-	-	-	-
	I receive meaningful recognition for work well done	-	-	-	-	38	45%	40	55%	22.2%
Leadership (Category split into Quality of Leadership and Quality of Supervision in 2007)	I can talk openly with my supervisor about my work ¹⁸	24	71%	38	86%	42	71%	49	79%	11.3%
	The leaders (Directors and Executive Directors) in my department set a good example for employees	25	49%	39 ¹⁹	37%	40	32%	42	51%	4.1%
	I have confidence in the leadership in my Department	26	53%	40 ²⁰	29%	41 ²¹	45%	43	55%	3.8%
	My supervisor manages conflict in my workgroup ²²	27	48%	41	45%	45	50%	52	46%	-4.2%
	Senior Management will try to resolve issues raised by employees in this survey	28	37%	42	27%	46	26%	44	47%	27%
	The person I report to is an effective leader ²³	-	-	-	-	43	74%	50	67%	-9.5%
	I have a positive working relationship with the person I report to ²⁴	-	-	-	-	44	76%	51	81%	6.6%
	Essential information flows effectively from senior leadership to staff	-	-	-	-	-	-	45	45%	-
	The senior leadership of my department is genuinely interested in the well being of employees	-	-	-	-	-	-	46	51%	-
	Senior leadership in my department provides clear direction	-	-	-	-	-	-	47	45%	-
	Senior leadership in my department makes timely decisions	-	-	-	-	-	-	48	38%	-
Quality of Supervision	I am satisfied with the quality of supervision I receive	-	-	-	-	-	-	53	66%	-
	Managers in my area make timely decisions	-	-	-	-	-	-	56	58%	-
	The person I report to consults me on decisions that affect my work	-	-	-	-	-	-	57	67%	-
Personal Growth	I have access to training opportunities	29	60%	6	73%	7	76%	8	76%	26.7%
	I am encouraged to share what I have learned with others in my workgroup	30	54%	7	59%	8	53%	9	66%	22.2%
	I can apply what I have learned in my training to my job	31	70%	8	83%	9	71%	10	82%	17.1%
	I have opportunities for career advancement within the Government of Nova Scotia	32	40%	9	36%	10	39%	11	38%	-5%

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¹⁸ Question moved to Quality of Supervision category in 2007.

¹⁹ 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.

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

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

²² Question moved to Quality of Supervision category in 2007.

²³ Question moved to Quality of Supervision category in 2007.

²⁴ Question moved to Quality of Supervision category in 2007.

CATEGORY	Question Wording	2004		2005		2006		2007		% change ²⁵
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	I get the training and related support I need to meet the demands of my job	33	58%	10 ²⁶	56%	12	55%	14	58%	0%
	I have opportunities to participate in assignment/projects in my department that allow me to expand and develop new skills	-	-	11	63%	13	55%	15	59%	-6.3%
	I have opportunities for career growth within the Government of Nova Scotia	-	-	-	-	11	37%	12	44%	18.9%
	My organization supports my work-related learning and development	-	-	-	-	14	55%	16	67%	21.8%
	My job is a good fit with my skills and interests	-	-	-	-	15	79%	17	80%	1.3%
	Please identify the barriers you perceive regarding having opportunities for career advancement within the Government of Nova Scotia	-	-	-	-	Barrier ²⁷	-	-	-	-
	I have opportunities for career growth within my department	-	-	-	-	-	-	13	35%	-
Diversity	The Government of Nova Scotia demonstrates its commitment to diversity in the workplace	34	48%	43	59%	47	58%	58	71%	47.9%
	Employees in my Department are respectful of employee differences	35	59%	44	73%	48	74%	59	77%	30.5%
	My department values diversity	36	44%	45	58%	49	66%	60	65%	47.7%
	My department is actively implementing activities and practices that support a diverse workplace	-	-	-	-	-	-	61	40%	-
	I am provided with the accommodations I need to ensure my full participation in my workplace	-	-	-	-	-	-	62	62%	-
	I have not experienced racism and/or discrimination in my workplace in the past 12 months	-	-	-	-	-	-	63	84%	-
Safety/Security (Changed to Safety in 2005)	My Department creates a safe work environment for its employees	37	73%	22	88%	23	76%	27	87%	19.2%
	I feel safe working in my job	38	75%	23	91%	24	89%	28	90%	20%
	Harassment is not tolerated in my workplace	39	60%	24 ²⁸	86%	25	82%	29	93%	55%
	I know who the Occupational Health and Safety representatives are for my work area	40	72%	26	91%	27	84%	31	84%	16.7%
	I have not experienced bullying behaviour in my workplace	-	-	25	66%	26	63%	30	68%	3%
Recruitment/Retention (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	52%	46	56%	50 ²⁹	61%	64	70%	34.6%

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²⁶ Changed wording to 'I get the training and related support I need to support my continuous learning' in 2005.

²⁷ 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'.

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

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

CATEGORY	Question Wording	2004		2005		2006		2007		% change ³⁰
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	I intend to stay with the Government of Nova Scotia for:(RET) - The next five years - The next ten years	42	45% 45%	56 ³¹	-	61	-	76	-	-
	I see a future for my career, working for the Government of Nova Scotia (RET)	43	56%	51	57%	55	76%	70	64%	14.3%
	Hiring in the Government of Nova Scotia is based on merit (REC)	44	43%	47	43%	51	45%	65	42%	-2.3%
	Employees have access to job postings within the Government of Nova Scotia (REC)	45	74%	48	91%	52	84%	66	92%	24.3%
	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	42%	52	38%	56 ³²	76%	71	61%	45.2%
	I have the required qualifications to meet the needs of my job (REC)	47	78%	49	94%	53	89%	67	98%	25.6%
	I work for an effective organization; in other words, my Department regularly achieves the goals set out in our business plan (RET)	48	43%	54	34%	59	39%	74	55%	27.9%
	As a manager of staff, I can attract and recruit the people I need in order to achieve my division/department goals ³³ (REC)	-	-	50	13%	54	44%	68	29%	123.1%
	I am proud to work as a public servant(RET)	-	-	53	67%	57	74%	72	79%	17.9%
	As a manager of staff, I can retain (keep) the people I need in order to achieve my division/department goals ³⁴ (RET)	-	-	55	43%	60	44%	75	32%	-22.6%
	I am proud to tell people I work for the Government of Nova Scotia (RET)	-	-	-	-	58	53%	73	72%	35.8%
Other Questions (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 ³⁵	-	19 ³⁶	-	Stress ₃₇	-	-	-	-
	What attracted you to work for the Government of Nova Scotia?	50 ³⁸	-	-	-	-	-	69	-	-
Fair HR Practices	Hiring, promotion and other staffing processes in my department are conducted in a transparent manner	-	-	-	-	-	-	78	43%	-

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³¹ 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.

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

³³ This question targeted managers and supervisors only. (Managers of staff)

³⁴ This question targeted managers and supervisors only. (Managers of staff)

³⁵ 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.

³⁶ This question was placed in the 'Quality of Work Life' category in 2005.

³⁷ 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'.

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

CATEGORY	Question Wording	2004		2005		2006		2007		% change ³⁹
		Q#	% Fav	Q#	% Fav	Q#	% Fav	Q#	% Fav	
	Hiring, promotion and other staffing processes are fair and impartial	-	-	-	-	-	-	79	44%	-
Disclosure of Wrongdoing	I am aware of Government's "Disclosure of Wrongdoing" policy	-	-	-	-	-	-	80	72%	-
	I know who to contact to make a disclosure of wrongdoing	-	-	-	-	-	-	81	54%	-
	I would feel comfortable using the reporting process outlined in the "Disclosure of Wrongdoing" policy	-	-	-	-	-	-	82	37%	-
	How did you become aware of the "Disclosure of Wrongdoing" policy	-	-	-	-	-	-	84 ⁴⁰		-
Healthy Workplace	I am aware of the corporate healthy workplace policy	-	-	-	-	-	-	85	78%	-
	I am aware of my department's healthy workplace initiatives	-	-	-	-	-	-	86	78%	-
	I participate in healthy workplace initiatives	-	-	-	-	-	-	87	62%	-
	My department promotes a healthy and supportive workplace	-	-	-	-	-	-	88	63%	-
	I am aware and read "@ the Window" healthy workplace newsletter	-	-	-	-	-	-	89	44%	-
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	63%	91	84%	33.3%
	I strive to improve my department's results	-	-	-	-	63	76%	92	90%	18.4%
	I am satisfied with my job	-	-	-	-	64	66%	93	70%	6.1%
	I am satisfied with my department	-	-	-	-	65	61%	94	60%	-1.6%
	Overall, I am satisfied with my work as a Government of Nova Scotia employee	-	-	-	-	66	68%	95	74%	8.8%

³⁹ 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.

⁴⁰This question did not use the agreement-importance scale.