

Parks Canada Employee Survey

Confidential when completed

Français au verso

To all Parks Canada Team Members,

This is the second Parks Canada Employee Survey, an important opportunity to express your views about your workplace. This is about you as employees, about what matters to you and about maintaining a healthy and productive work environment.

Renewing the Agency so that it is able to face the coming challenges and ensuring that it is a rewarding place to work is everyone's business. Although your participation is voluntary, we encourage you to take the time to complete the survey. Your views will help to shape Parks Canada into an agency that achieves excellence by fully harnessing the talents, diversity and innovation of its employees.


Your responses are anonymous, are provided directly to Statistics Canada, and are protected under the Statistics Act. No one, including your immediate supervisor, can access your answers. To further ensure confidentiality, your responses will be added to those of others and will only be summarized in tables and graphs. You will not be identified in any way.

The survey will require 20 to 30 minutes to complete. I strongly encourage you to complete and return the questionnaire as soon as possible.

Results count, and each and every one of you have opinions that matter!



Alan Latourelle
Chief executive officer
Parks Canada Agency



Munir A. Sheikh
Chief Statistician of Canada



After you have completed the questionnaire, place it in the **postage-paid return envelope**, seal it and return it to Statistics Canada through internal mail or Canada Post.



For more information, call free of charge at: 1-800-949-9491, TTY/TDD: 1-866-753-7083, from Canada or the United States, or e-mail, sos@statcan.gc.ca.

8-5300-602: 2009-05-22 STC/SSD-040-756448



Statistics Canada
Statistique Canada

Canada

How to complete this questionnaire

Use a black or blue pen to:

Mark a circle OR Print in a box

My Job World

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
1. I have the materials and equipment I need to do my job.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
2. The material and tools provided for my work, including software and other automated tools, are available in the official language of my choice.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
3. When I prepare written materials, including electronic mail, I feel free to use the official language of my choice.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
4. My job is a good fit with my interests.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
5. I have support at work to balance my work, family and personal life.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
6. I am satisfied with my current work arrangement (e.g., regular hours, telework, compressed work week).	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
7. I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I work.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
8. Overall, I like my job.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
9. I get a sense of satisfaction from my work.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
10. I know how my work contributes to the achievement of Parks Canada's goals.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>

	Always/ Almost always	Often	Sometimes	Rarely	Never/ Almost never	Don't know	Not applicable
11. I have a say in decisions and actions that have an impact on my work.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>
12. I am encouraged to be innovative or to take initiative in my work.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	7 <input type="checkbox"/>	6 <input type="checkbox"/>

	Always/ Almost always	Often	Sometimes	Rarely	Never/ Almost never	Don't know	Not applicable
13. I can complete my assigned workload during my regular working hours.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
14. I feel that the quality of my work suffers because of...							
a. constantly changing priorities	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
b. lack of stability at Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
c. too many approval stages	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
d. unreasonable deadlines	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
e. having to do the same or more work, but with fewer resources	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
f. high staff turnover	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	The most important	The second most important	The third most important
15. What were the three most important attributes that attracted you to your current job? Please read all items from a) to o) and select <u>only 3 attributes</u> - the most important, the second most important and the third most important.			
a. Desire to gain experience or greater experience at Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b. Ability to contribute to making a difference to the lives of Canadians	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. Job security	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. Geographical location of the job	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. My interests match the responsibilities of the job	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. Opportunity to work on innovative or 'leading edge' projects	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
g. Good career opportunities within Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
h. Developmental/learning opportunities within Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
i. Opportunity to work with well-respected manager	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
j. Good work-life balance practices	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

Question 15 continues on the next page →

	The most important	The second most important	The third most important
k. Compensation (salary, benefits)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
l. Employees' efforts are recognized	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
m. Offered a promotion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
n. Parks Canada has been recognized for its good workplace practices	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
o. Other	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
16. I feel committed to the work that I do in my job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
17. My job gives me a feeling of accomplishment.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
18. I feel valued as an employee at Parks Canada.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
19. I find that my values and Parks Canada's values are similar.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

My Skills and Career							
	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
20. My job is a good fit with my skills.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
21. I get the training I need to do my job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
22. The training offered by Parks Canada is available in the official language of my choice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
23. I have opportunities to develop and apply the skills I need to enhance my career.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
24. Parks Canada does a good job of supporting employee career development.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
25. I am able to get on-the-job coaching to help me improve the way I do my work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
26. I believe I have opportunities for promotion within Parks Canada, given my education, skills and experience.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
27. I believe I have opportunities for promotion within the Public Service, given my education, skills and experience.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
28. My immediate supervisor does a good job of helping me develop my career, when I need it.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Not at all	Minimally	Moderately	Significantly	Extremely	Don't know	Not applicable
29. To what extent, if at all, have any of the following adversely affected your career progress in the Public Service over the last three years?							
a. Conflict between work and family or personal obligations	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
b. Lack of access to language training in my second official language	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
c. Lack of access to learning opportunities	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
d. Lack of access to developmental assignments	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
e. Lack of information about job opportunities	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
f. Restriction in the area of competitions	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
g. Level of education	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
h. Discrimination	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
30. Overall, I am satisfied with my career progress in the Public Service.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

My Work Unit

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
31. In my work unit, we work cooperatively as a team.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
32. During meetings in my work unit, I feel free to use the official language of my choice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
33. In my work unit, we learn from our mistakes and do what it takes to correct them.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
34. I am satisfied with the way in which informal complaints on workplace issues are resolved in my work unit.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
35. In my work unit, every individual, regardless of race, colour, gender or disability would be/is accepted as an equal member of the team.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
36. My work unit provides high quality service to its clients.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
37. I am proud of the work carried out in my work unit.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
38. I would prefer to remain with my work unit, even if a comparable job were available elsewhere within Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

Communication with my Immediate Supervisor

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
39. I receive useful feedback from my immediate supervisor on my job performance.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
40. I can count on my immediate supervisor to keep his or her promises.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
41. My immediate supervisor keeps me informed about the issues affecting my work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
42. When I communicate with my immediate supervisor, I feel free to use the official language of my choice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
43. I feel that I can disagree with my immediate supervisor on work-related issues without fear of reprisal.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
44. My immediate supervisor assesses my work against identified goals and objectives.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
45. I receive meaningful recognition from my immediate supervisor when I do a good job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
46. If I were to suggest ways to improve how we do things, my immediate supervisor would take them seriously.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
47. My immediate supervisor distributes work fairly.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
48. My immediate supervisor helps me determine my learning needs.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

Staffing

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
49. In my work unit, I believe that we hire people who can do the job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
50. In my work unit, the process of selecting a person for a position is done fairly.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
51. When I was a candidate in competitions during the past three years, I found that the competitions were run in a fair manner.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
52. When I was a candidate in competitions during the past three years, I had the opportunity to demonstrate my capabilities for the position.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

My Organization

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
53. I can clearly explain to others the direction (for example, the vision, values or mandate) of Parks Canada.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
54. Supervisors and senior managers are committed to ensuring occupational health and safety in my workplace.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
55. 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.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
56. I feel I can initiate a formal redress process (grievance, ITPR, health and safety, etc.) without fear of reprisal.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
57. Senior managers respect the provisions of my collective agreement.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
58. I have confidence in Parks Canada senior management.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
59. Parks Canada senior management makes effective and timely decisions.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
60. I believe that senior management will try to resolve concerns raised in this survey.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
61. I believe that senior management has made progress toward resolving the issues raised in the Parks Canada Employee Survey 2003.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
62. I have access to the information I need to do my job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
63. Essential information flows effectively from senior management to staff.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
64. Overall, Parks Canada treats me with respect.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
65. Based on my experience working at Parks Canada, I would recommend it as a good place to work.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
66. I am satisfied with Parks Canada.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
67. I would prefer to remain with Parks Canada, even if a comparable job was available elsewhere in the federal Public Service.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
68. I trust Parks Canada to treat me fairly.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
69. Parks Canada encourages, listens to and acts on employee feedback.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
70. Parks Canada works as a single organization, with one set of rules and one corporate culture for everyone.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
71. Parks Canada does a good job of keeping me informed about changes that affect my job.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
72. At Parks Canada, relationships between the National Office, Field Units and Service Centres are respectful.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

Retention

73. I frequently think about changing my career.

- 1 Yes 2 No 3 Not Sure

74. Are you planning to leave the Public Service within the next five years?

- 1 Yes 2 No 3 Not Sure

75. Do you intend to leave Parks Canada in the next two years? (for seasonal employees, this does not include the end of your season)

- 1 Yes
 2 No - **Go to question 78**
 3 Not Sure - **Go to question 77 then to question 78**

76. Please indicate your reason for leaving.

- 1 To retire - **Go to question 79**
 2 To pursue a job in another department or agency - **Go to question 77 then to question 79**
 3 To pursue a job outside the federal Public Service - **Go to question 77 then to question 79**
 4 Other - **Go to question 77 then to question 79**

	The most important	The second most important	The third most important
<p>77. You indicated that you intend to leave Parks Canada (or are not sure) in the next two years; please indicate the three most important reasons why.</p> <p>Please read all items a) to q) and select <u>only 3 reasons</u> - the most important, the second most important and the third most important.</p>			
a. End of contract or term of employment	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
b. To pursue more interesting work	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. To make better use of my training and skills	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. To explore greater career opportunities elsewhere	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. To take advantage of greater developmental/learning opportunities elsewhere	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. Job security	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
g. Family/caring commitments	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
h. Health (burnout, disability, etc.)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
i. To achieve better work-life balance	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
j. To accept a promotion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
k. My immediate supervisor does not manage people and projects effectively	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
l. A lack of input into decisions affecting my job and career	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
m. A lack of recognition for doing a good job	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
n. Workplace difficulties (conflict with management or colleagues, work environment, etc.)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
o. Lack of organizational stability at Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
p. Compensation (salary, benefits)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
q. Other	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

78. If you indicated that you intend to stay with Parks Canada (or are not sure) for at least two years; please indicate the three most important reasons for staying. Please read all items from a) to n) and <u>select only 3 reasons</u> - the most important, the second most important and the third most important.	The most important	The second most important	The third most important
	a. I enjoy the type of work I am doing	1 <input type="radio"/>	2 <input type="radio"/>
b. My job is a good fit with my training and skills	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
c. Job security	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
d. Good career opportunities at Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
e. Good developmental/educational opportunities at Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
f. I am able to achieve a good work-life balance	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
g. My immediate supervisor manages people and projects effectively	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
h. I am involved in decisions affecting my job and career	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
i. I am recognized for doing a good job	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
j. Promotion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
k. Good working relationships	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
l. Organizational stability within Parks Canada	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
m. Compensation (salary, benefits)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>
n. Other	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>

Labour Management Relations

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
79. I am familiar with the provisions of my collective agreement.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
80. My immediate supervisor understands and respects the provisions of my collective agreement.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
81. Senior management engages in meaningful consultation with my union on workplace issues.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
82. The relationship between my union and senior management is highly productive.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

Harassment and Discrimination

Harassment is any improper conduct by an individual, that is directed at and offensive to another person or persons in the workplace, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises any objectionable act, comment or display that demeans, belittles, or causes personal humiliation or embarrassment, and any act of intimidation or threat. It includes harassment within the meaning of the *Canadian Human Rights Act*.

83. After having read the definition of harassment, in the past two years, have you been the victim of harassment on the job?

- 1 Never - **Go to question 85**
 2 Once or twice
 3 More than twice

84. From whom did you experience harassment on the job?

a. Co-workers

b. Individuals with authority over me

c. Individuals working for me

d. Individuals for whom I have a custodial responsibility (e.g. inmates, offenders, patients, detainees)

e. Individuals from other departments or agencies

f. Members of the public (individuals or organizations)

	Never	Once or twice	More than twice	Not applicable
a. Co-workers	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
b. Individuals with authority over me	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
c. Individuals working for me	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
d. Individuals for whom I have a custodial responsibility (e.g. inmates, offenders, patients, detainees)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
e. Individuals from other departments or agencies	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
f. Members of the public (individuals or organizations)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>

Discrimination means to treat someone differently or unfairly because of a personal characteristic or distinction which, whether intentional or not, has an effect which imposes disadvantages not imposed upon others or which withholds or limits access to other members of society. There are eleven prohibited grounds under the *Canadian Human Rights Act*: race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, mental or physical disability and pardoned conviction.

85. After having read the definition of discrimination, in the past two years, have you been the victim of discrimination on the job?

- 1 Never - **Go to question 88**
 2 Once or twice
 3 More than twice

	Never	Once or twice	More than twice	Not applicable
86. From whom did you experience discrimination on the job?				
a. Co-workers	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
b. Individuals with authority over me	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
c. Individuals working for me	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
d. Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
e. Individuals from other departments or agencies	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
f. Members of the public (individuals or organizations)	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
87. Please indicate the type of discrimination you experienced. (Mark all that apply.)				
a. Race	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
b. National or ethnic origin	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
c. Colour	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
d. Religion	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
e. Age	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
f. Sex	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
g. Sexual orientation	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
h. Marital status	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
i. Family status	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
j. Mental or physical disability	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>
k. Pardoned conviction	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	6 <input type="radio"/>

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know	Not applicable
88. Parks Canada works hard to create a workplace that prevents harassment and discrimination.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
89. I am satisfied with the way in which my work unit responds to matters related to harassment and discrimination.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>
90. I am satisfied with the way in which Parks Canada responds to matters related to harassment and discrimination.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>	7 <input type="radio"/>	6 <input type="radio"/>

General Information

91. I am currently a shift worker.

- 1 Yes
2 No

92. Do you currently work according to any of the following alternate working arrangements?

- | | | |
|--|-----------------------------|----------------------------|
| a. Compressed work week | 1 <input type="radio"/> Yes | 2 <input type="radio"/> No |
| b. Flexible work schedule (i.e., variable start and end times) | 1 <input type="radio"/> Yes | 2 <input type="radio"/> No |
| c. Telework | 1 <input type="radio"/> Yes | 2 <input type="radio"/> No |
| d. Job sharing | 1 <input type="radio"/> Yes | 2 <input type="radio"/> No |
| e. Income averaging | 1 <input type="radio"/> Yes | 2 <input type="radio"/> No |

93. I am a full-time or part-time worker (for the purpose of this survey, working full-time means 30 hours or more per week).

- 1 Full-time
2 Part-time

94. In your current job, how many supervisors have you had in the last three years? (If you have been in your current job for less than three years, please report the number of supervisors you have had since you started your current job.)

- 1 One
2 Two
3 Three or more

95. Are you a supervisor?

- 1 Yes
2 No

96. In the past three years, how many promotions have you had?

- 1 None
2 One
3 More than one

97. In total, how many years have you been at your current group and level?
(Please include any acting position.)

- 1 Less than 1 year

If one or more years, please indicate the number of years

<input type="text"/>	<input type="text"/>
----------------------	----------------------

98a. Please indicate your occupational group.

(If your group is composed of more than 2 letters, indicate the first two letters (e.g., GL-MAN, indicate GL.)

(If you are in an acting position, specify the group of the acting position.)

001 AR

005 EG

009 GL

013 IS

017 PG

002 AS

006 ENG

010 GS

014 PC

018 PM

003 CR

007 ES

011 GT

015 PCX

019 SI

004 CS

008 FI

012 HR

016 PE

020 Other

98b. Please indicate your level.

99. In total, how many years have you been working for the Public Service?

1 Less than 1 year

If one or more years, please indicate the number of years

100. In total, how many years have you been working for Parks Canada?

1 Less than 1 year

If one or more years, please indicate the number of years

101. What is your current employee status?

1 Indeterminate (permanent)

2 Seasonal

3 Term

102. What is your first official language?

1 English

2 French

103. What are the language requirements of your position?

1 Bilingual

2 Unilingual English

3 Unilingual French

4 Either English or French

104. Do you occupy a position in which you provide services directly to the public as a regular part of your job?

1 Yes

2 No - **Go to question 106**

105. In which official language(s) do you provide services to the public?

1 English only

2 French only

3 Both English and French

106. What is your age group?

01 Up to 24 years

04 35 to 39 years

07 50 to 54 years

02 25 to 29 years

05 40 to 44 years

08 55 to 59 years

03 30 to 34 years

06 45 to 49 years

09 60 years and over

107. What is your gender?

1 Male

2 Female

108. What is the highest level of education you have ever completed?

1 Secondary/high school graduation certificate or equivalent or less

2 Diploma or certificate from a community college, CEGEP, institute of technology, nursing school, etc. or a trades certificate or diploma

3 University certificate or diploma below the bachelor's level

4 Bachelor's degree (e.g., BA, BSc)

5 University certificate or diploma above the bachelor's level including Master's degree (e.g., MA, MSc, MEd) or professional degree (e.g., LLB, degree in medicine, dentistry, veterinary medicine or optometry [MD, DDS, DMD, DVM, OD]) or earned doctorate (e.g., PhD, DSc, DEd)

109. Do you have a professional designation (e.g., CGA, CMA, CHRP, etc.)?

1 Yes

2 No

110. Are you an Aboriginal person?

(An Aboriginal person is a North American Indian or a member of a First Nation, a Métis or an Inuk. North American Indians or members of a First Nation include status, treaty or registered Indians, as well as non-status and non-registered Indians.)

1 Yes

2 No

111. Are you a person with a disability?

(A person with a disability has a long-term or recurring physical, mental, sensory, psychiatric or learning impairment and considers himself or herself to be disadvantaged in employment by reason of that impairment, or believes that an employer or potential employer is likely to consider him or her to be disadvantaged in employment by reason of that impairment, and includes persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.)

1 Yes

2 No - **Go to question 113**

112. Are you provided with the accessibility tools and/or media resources that are critical in the performance of your work?

1 Yes

2 No

6 Not applicable

113. Are you a member of a visible minority group?

(A member of a visible minority in Canada may be defined as someone (other than an Aboriginal person) who is non-white in colour/race, regardless of place of birth. For example, Black, Chinese, Filipino, Japanese, Korean, South Asian/East Indian, Southeast Asian, non-white West Asian, North African or Arab, non-white Latin American, person of mixed origin (with one parent in one of the visible minority groups in this list), or other visible minority group.)

1 Yes

2 No

114. Did you complete and return a questionnaire in the last Parks Canada Employee Survey 2003?

1 Yes

2 No

Thank you for your co-operation in
completing this questionnaire
about your work world.

FOR INFORMATION ONLY