



# 2018 Public Service Employee Survey (PSES)

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## METHODOLOGICAL REPORT

Prepared For:

**Treasury Board of Canada Secretariat**

Office of the Chief Human Resources Officer

Supplier name:

**Advanis Inc.**

Contract number: 24062-180203/001/CY

Contract Value: \$254,589.79 incl taxes

Award date: April 26, 2018

Delivery date: March 25, 2019

Registration number: POR 089-17

For more information on this report, please contact [PSES-SAFF@tbs-sct.gc.ca](mailto:PSES-SAFF@tbs-sct.gc.ca)

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This public opinion research report presents the results of an online survey conducted by Advanis Inc. on behalf of Treasury Board of Canada Secretariat. The research was conducted with 163,121 employees of the federal public service between August 20 and October 25, 2018.

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## 1. Executive Summary

The Treasury Board of Canada Secretariat (TBS) has conducted the comprehensive Public Service Employee Survey (PSES) every three years since 1999. Beginning with this 2018 PSES, The Government of Canada will conduct the survey annually.

The objective of the PSES is to provide information to support the continuous improvement of people management practices in the federal public service. The PSES provides federal departments and agencies with ongoing evidence on key people management issues and allows them to address these issues in a timely manner. Topics covered by the 2018 survey relate to Treasury Board policies and government priorities, such as harassment and discrimination, performance management, leadership competencies, respectful and ethical practices and workplace well-being.

The target population was all active Government of Canada employees of departments and agencies in the core public administration and of participating separate agencies listed in Schedules I, IV and V of the Financial Administration Act. The target population included indeterminate, term, seasonal, casual and student employees, as well as Governor in Council appointees. Minister's exempt staff, contracted individuals and employees on leave without pay were not included.

The 2018 PSES was a voluntary census and was completed by employees online, on paper (mailed back to Advanis), or by phone (calling in to speak to an Advanis interviewer).

A total of 84 departments and agencies chose to participate in the 2018 PSES, representing 99% of the federal public service population. Of the 282,615 employees eligible to participate, 163,121 completed the survey, for a response rate of 57.7%. 137,991(85%) completed the survey in English and 25,130 (15%) completed in French. 160,291 (98.3%) completed the survey online, 2,824 (1.7%) completed it via paper, and 6 (0.004%) completed it via the phone. Considering that the survey was administered as a census, the results can be extrapolated to the broader population of employees within the core public administration and participating separate agencies.

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## 2. Political Neutrality Certification

Political neutrality certification

I hereby certify as Senior Officer of Advanis that the deliverables fully comply with the Government of Canada political neutrality requirements outlined in the Policy on Communications and Federal Identity and the Directive on the Management of Communications.

Specifically, the deliverables do not include information on electoral voting intentions, political party preferences, standings with the electorate, or ratings of the performance of a political party or its leaders.

Signed

A handwritten signature in black ink that reads "Nicolas Toutant". The signature is written in a cursive style with a prominent flourish at the end.

Nicolas Toutant  
Vice-President, Research and Evaluation  
Advanis

## 3. Appendices

### 3.1. Tabulated Data

Results for the overall public service and aggregate datasets for each department are found on the Public Service Employee Survey pages of the [www.canada.gc](http://www.canada.gc) website:

<https://www.canada.ca/en/treasury-board-secretariat/services/innovation/public-service-employee-survey.html>.

### 3.2. Sample Size, Sampling Procedures, and Dates of Research Fieldwork

The target population was all active Government of Canada employees of departments and agencies in the core public administration and of participating separate agencies listed in Schedules I, IV and V of the Financial Administration Act. The target population included indeterminate, term, seasonal, casual and student employees, as well as Governor in Council appointees. Minister's exempt staff, contracted individuals and employees on leave without pay were not included.

The bilingual survey was a voluntary census with a cross-sectional design. The census was taken with each of the 84 federal departments and agencies that participated.<sup>1</sup> Data were collected for all units of the target population; therefore, no sampling was done. Put differently, since the entire population of public servants meeting the criteria above was invited to participate in this study, there is no margin of sampling error to be estimated or reported. The potential impact of non-sampling error due to non-response is discussed in a following section. The data have been weighted to reflect the composition of the sampling frame on the main known characteristics.

The sample frame was created using the most current available lists of all eligible employees provided by human resources services in each participating department or agency. TBS provided an Excel template to the HR contact which specified the fields required to conduct the survey. TBS then verified, cleaned, and combined these lists to create the entire sample frame and provided it to Advanis<sup>2</sup>. The sampling unit is an employee.

On a weekly basis during the fieldwork period, Advanis provided lists of bounced and otherwise invalid email addresses to TBS, and TBS provided these to departments and agencies in order that they could be corrected, if possible. Also, on a weekly basis during field, departments and agencies could provide TBS with additional employee email addresses (e.g., new hires) and indicate email addresses that should be deleted (e.g., for employees who left the public service during fieldwork).

The online survey of employees in participating organizations was conducted from August 20 to October 25, 2018. There were some exceptions, as listed below:

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<sup>1</sup> As with past versions of the PSES, the National Capital Commission was invited to participate, and this time, the Locally-Engaged Staff of Global Affairs Canada as well as the Regular Member and Civilian Members of the Royal Canadian Mounted Police were also invited. However, these organizations are outside of the target population as defined herein. Therefore, the results for these three organizations are not included in the tabulated data, nor are these three organizations included in the number of participating organizations and response rates.

<sup>2</sup> Personal Record Identifiers (PRIs) were not provided to Advanis.

- The online survey was accessible to Treasury Board Secretariat and Parks Canada employees one week earlier, on August 13. For Parks Canada, the additional week would allow more time to capture as much of their student population before the end of the summer work term. For Treasury Board Secretariat, it was an opportunity to conduct a soft launch to identify and correct any technical issues before the August 20 launch to the rest of the federal public service.
- The paper surveys were shipped to departments between August 3 and 8 and were distributed by departments thereafter. Paper surveys were accepted and included in the final data if they were received on or before October 28, 2018.

Note that the fieldwork period for the online survey was originally scheduled to end on September 28, 2018. It was extended by one week because during fieldwork, it was discovered that some departments' email systems started "blocking" emails from Advanis even though they were initially configured not to.

### **3.3. Discussion of the Potential for Non-Response Bias**

Although the 2018 PSES was a census, the response rate was 57.7%. There is the potential for non-response bias in that response rates varied by organization and for certain demographic characteristics (for example, response rates for employees in operational occupational groups tend to be lower than for other occupational groups). To adjust for this possible source of error, Advanis weighted the data following the same procedures that Statistics Canada used in previous versions of the PSES.

### **3.4. Weighting Procedures, the Confidence Interval, and the Margin of Error**

The procedures used to adjust for non-response were similar to those used by Statistics Canada for previous versions of the PSES.

Weights were calculated using the ratio of the population and respondent counts for each occupational group within each department and agency (excluding micro-organizations), where the occupational group population count was 35 or more. When occupational group population counts were low, weights were developed by combining with occupational groups in the same occupational category, as defined by TBS. A weight was then calculated for each respondent.

The purpose of adjusting for non-response is to account for the under-representation of occupational groups in the respondent group by aligning to the population counts. In this way, the respondent group will better represent the department's composition of occupational groups.

Since the entire population of active Government of Canada employees of departments and agencies in the core public administration and of participating separate agencies listed in Schedules I, IV and V of the Financial Administration Act was invited to participate in this study, there is no margin of sampling error to be estimated or reported. The potential impact of non-sampling error due to non-response is discussed in the previous section. The data have been weighted to reflect the composition of all active public servants on the main known characteristics.



## **3.5. Other Relevant Information about Execution of Fieldwork**

### **3.5.1. Questionnaire Development and Testing**

The PSES has been conducted triennially from 1999 to 2017. Starting in 2018, the survey will be conducted on an annual basis. The 2008 PSES was greatly modified from previous versions, including changes to the response scale from a four-point to a five-point scale for many of the questions. Due to these changes, comparisons with results from previous survey cycles should not be made.

With each iteration of the survey, consultations are held with key stakeholders to determine new survey content. TBS arranged for new or modified 2018 survey content to undergo qualitative testing at a focus testing facility with an experienced moderator. Six focus testing sessions (three in English and three in French) were conducted with between eight and ten public service employees located in the National Capital Region from various departments and agencies. Observations were discussed and consolidated in a report of recommendations. Only questions that pass focus testing are included in the PSES.

The 2018 PSES was shorter than the 2017 version, with 91 questions, 73 opinion questions and 18 demographic questions. Participating departments and agencies were also given an opportunity to add up to five supplementary questions to be administered to their employees and 13 departments did so.

The 2018 questionnaire was formatted as an electronic survey (to be completed online) and as a paper survey. Employees also had the opportunity to phone Advanis to complete the survey with an interviewer. The average time to complete the survey online was 21 minutes.

It was a requirement for the online survey to be fully compliant with Web Content Accessibility Guidelines (WCAG) 2.0, level AA or higher. Thus, the online survey development process was very exhaustive. Advanis worked with the Government of Canada to subject the survey to thorough testing and review, and the result was a fully compliant and accessible survey. The questionnaire was also fully tested by both Advanis and then TBS to ensure that all questions in the online version matched those in the questionnaire provided to Advanis, and that all skip and branching in the survey worked as intended.

The paper questionnaire included the same cover letter and question formatting as that of the online survey, as well as the inclusion of separate pages showing a reference list of occupational group acronyms and an organizational unit list, which was tailored to individual departments and agencies. The paper version of the survey followed the format and look of previous PSES paper questionnaires and was reviewed by Advanis and then TBS (both electronic/PDF and then paper proof versions) before printing and distribution.

### **3.5.2. Survey Administration**

As noted, the questionnaire was largely administered online (98% of completed surveys). TBS provided Advanis with a list of employee email addresses for each department and agency, as well as the text for an email invitation. Each email was personalized for the employee, in that it had a unique link to the survey. This unique link allowed the employee to stop the survey and return to it at another time, exactly where they left off. It also meant that each employee could only complete the survey once.

Prior to the launch of the survey, TBS arranged a group meeting between Advanis and Information Technology (IT) representatives of departments and agencies so that Advanis could share information that would allow departments and agencies to ensure that emails from Advanis would be accepted by Government of Canada servers and reach employees. Advanis also sent a specially-designed survey to the IT representatives which allowed them to test the process themselves.

Advanis used its proprietary software to send email invitations and up to three reminder emails to each employee. Advanis sent emails to TBS and to Parks Canada on August 13, one week before the main launch of the survey, to ensure that the process worked properly. As required, Advanis then sent the email invitations to the other departments and agencies over five days from August 20-24, 2018. For some large departments, such as Canada Revenue Agency, Advanis sent the emails over a few days to reduce overload on their servers.

Invitations were also sent to the following employees, who are not part of the target population but were surveyed as a courtesy, as in past iterations of the PSES<sup>3</sup>:

- National Capital Commission employees
- Regular and civilian members of the Royal Canadian Military Police
- Locally engaged staff of Global Affairs Canada

Advanis provided support to employees three ways: via a customized support website; via email; and via telephone.

Advanis created a support website ([pses-saff.advanis.ca](http://pses-saff.advanis.ca)) so that employees could get help with common issues very quickly, and at any time of the day or night, seven days a week, throughout the data collection period. When departments and agencies communicated about the PSES to employees, they provided the link to this site. The email invitation to each employee also had a link to this support website, as did the login page of the survey. By visiting this support website, employees could:

- Request a link to the survey
- Access information about the survey
  - Overview
  - Confidentiality information
  - Eligibility criteria
- Send comments to TBS about the questions in the survey
- Find a toll-free number to call and an email address to contact for further support

Thousands of employees visited the support site. In particular, a total of 9,411 different employees chose the “Request a link to the survey” option, doing so a total of 10,669 times. Put differently, 1,018 employees visited the site more than once (163 employees more than twice). Employees needed to “request a link” for the following reasons:

- 50% (5285) because it was after August 24<sup>th</sup> and they hadn’t yet seen an email invitation
- 28% (2965) because they deleted or couldn’t find the email invitation

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<sup>3</sup> The responses of the respondents in these three groups were not included in the overall results for the public service. The datasets for these three groups were subject to the same suppression rules to protect the confidentiality of responses that were applied to the overall results.

- 15% (1595) because it was after August 24<sup>th</sup> and they were a new employee
- 6% (646) because their link “didn’t work”
- 2% (178) because they shared the link with someone else

Advanis monitored and responded to 1,975 emails from employees who needed support. Some employees emailed for multiple reasons. The breakdown of the reasons for emailing is as follows:

- 51% (1102) requesting a link
- 17% (377) technical issue
- 5% (118) refer to TBS
- 5% (104) requesting link for new employees
- 3% (67) wants to change answers or re-do entire survey
- 2% (47) general question about survey
- 2% (39) refer to phone support team
- 2% (33) opt out from further reminders
- 1% (28) shared a link; request for new one
- 1% (20) need clarity on how to answer a question
- 1% (14) requesting mail-out, copy of questions, or results
- 0.2% (5) don't have access to the Internet
- 0.2% (4) not a government employee
- 10% (221) other reasons

Advanis provided a toll-free number that employees could call with questions and dealt with 172 calls. If the number was dialed outside of extended business hours, employees could leave a voice mail which an Advanis interviewer would return the next business day. Employees called for these reasons:

- 74% (128) resent link
- 14% (24) survey started on phone, finished online
- 3% (6) survey completed on phone with Advanis interviewer
- 3% (5) general question
- 2% (4) technical issue
- 3% (5) other

For those surveys completed via paper, TBS provided Advanis with a list of 53 departments that wished to receive paper surveys. For each department, TBS provided one or more contact names and shipping points, as well as the number of printed surveys to be shipped to each department (ranged from two to 2,954 surveys shipped to 115 shipping points). Advanis printed, collated, boxed, and shipped most of the surveys from its office in Montreal from August 3, 2018 through August 8, 2018. A few additional surveys were shipped after August 8 to departments who wanted extras and to TBS. Employees who filled out the paper survey mailed it back to Advanis’ Montreal office in the business reply envelope enclosed with the survey. Advanis staff entered the data into a form specifically designed for the purpose, doing so twice to allow for comparison and validation of the data.

### 3.5.3. Database Management

#### 3.5.4. Data coding and cleaning procedure

Advanis used SPSS statistical software for our detailed data work. All data cleaning tasks were performed in syntax files with intermediate data files saved out along the process. This ensured that the original raw data files were never overwritten, and that each time data was produced, it incorporated all changes (unlike manual procedures).

To ensure that data cleaning and tabulation was accurate, Advanis first cleaned and checked the data. Advanis developed syntax that, among other things, handled:

- Checking questionnaire skip patterns;
- Checking response ranges;
- Assigning questions that respondents did not answer to be missing, using the coding for missing as defined by TBS so as to be consistent with historical data;
- Addressing invalid data per specifications from TBS;
- Identification of outliers for certain question types and recoding of same (e.g., occupational level not possible for a specific occupational group, occupational group does not exist within a certain department).
- Identification and removal of cases as they were out of scope (e.g., contracted individuals, Minister’s exempt staff).

Checking syntax was run on test data first. Next, it was finalized by being run on pre-test data. This also ensured that data coming from the final survey would be accurate. During field, checking and cleaning continued. It was done regularly to ensure that the data continues to be valid and correct and to identify any “new” issues that might appear as more data was collected.

#### 3.5.5. Micro-data File

Advanis provided micro-data files in SPSS, SAS, and comma-separated values (CSV) formats to TBS for their internal use by select analysts of the TBS PSES Surveys Team. The micro-data files including a micro-data file for the overall public service, and separate micro-data files of survey responses for the National Capital Commission, regular and civilian members of the Royal Canadian Mounted Police, and locally engage staff of Global Affairs Canada. The micro-data files included the weights for each case.

#### 3.5.6. Aggregate Data Files

TBS provided historical datasets to Advanis, and where appropriate and possible, Advanis merged the historical data with the 2018 data from the micro-data file to create various aggregate data files for TBS to:

- Publish results and open data on the PSES web page, and
- Provide departmental datasets, including results for the overall public service and for individual departments and agencies, broken down by demographic characteristics and organizational structure, to participating departments and agencies.

These aggregate data files were subject to suppression rules, as described in the next section.

### 3.5.7. Applying suppression rules to protect the confidentiality of responses

In order to protect the confidentiality of employees' responses, some results needed to be suppressed:

- Results were suppressed for groups with fewer than 10 respondents.
- For sensitive questions (e.g., harassment, discrimination), results were suppressed for response categories with only 1, 2, 3 or 4 respondents.
- Results were suppressed for sub-questions where the results from a main question were suppressed (e.g., suppression of results for *sources* of harassment if results for *incidence* of harassment were suppressed).
- If only one group's results for a question were suppressed, then the results for the group with the next lowest number of respondents from the same demographic variable were also suppressed (with the exception of allowing a single suppression for gender).
- Suppression ensured that related demographic groups were consistently suppressed (e.g., if a specific occupational group was suppressed, then all levels for that group were also suppressed).

In applying the suppression rules, results were flagged that needed to be suppressed prior to creation of the final aggregate datasets. Advanis used this flag to programmatically handle the suppressions in a consistent manner across similar datasets, hiding results from some datasets and removing entire rows in others.

After suppression rules were applied to aggregate datasets, TBS conducted their own review to ensure that rules were applied. A number of iterations between Advanis and TBS occurred to ensure rules were applied properly and consistently with past versions of the PSES.

## 3.6. Response Rates

### 3.6.1. Overall Response Rate

Of the 282,615 employees eligible to participate, 163,121 completed the survey, for a response rate of 57.7%. 137,991(85%) completed the survey in English and 25,130 (15%) completed in French. 160,291 (98.3%) completed the survey online, 2,824 (1.7%) completed it via paper, and 6 (0.004%) completed it via the phone. To support tracking and comparability over time, survey response rates are calculated using the formula established by Statistics Canada.

### 3.6.2. Response Rate by Department/Agency

Organization	Total Cases	Invalid Cases <sup>1</sup>	Valid Cases	Completed				Response Rate
				Online	Phone	Paper	Total	
<b>Total</b>	<b>288158</b>	<b>5543</b>	<b>282615</b>	<b>160278</b>	<b>18</b>	<b>2825</b>	<b>163121</b>	<b>57.7%</b>
91 Administrative Tribunals Support Service of Canada	563	21	542	319		1	320	59.0%
09 Agriculture and Agri-Food Canada	5598	121	5477	2903		9	2912	53.2%
32 Atlantic Canada Opportunities Agency	614	16	598	457			457	76.4%
83 Canada Border Services Agency	14970	280	14690	6377			6377	43.4%
34 Canada Economic Development for Quebec Regions	328	14	314	229			229	72.9%
01 Canada Revenue Agency	41883	151	41732	28192		1	28193	67.6%
78 Canada School of Public Service	708	25	683	478			478	70.0%
95121 Canadian Dairy Commission	66	3	63	38		2	40	63.5%
47 Canadian Environmental Assessment Agency	271	0	271	259			259	95.6%
86 Canadian Food Inspection Agency	6405	96	6309	4569		1	4570	72.4%
25 Canadian Grain Commission	471	2	469	317			317	67.6%
20 Canadian Heritage	2020	75	1945	1249		2	1251	64.3%
41 Canadian Human Rights Commission	192	3	189	136			136	72.0%
35 Canadian Institutes of Health Research	507	16	491	343			343	69.9%
95103 Canadian Intergovernmental Conference Secretariat	27	1	26	19			19	73.1%
95144 Canadian Northern Economic Development Agency	69	0	69	52			52	75.4%
69 Canadian Nuclear Safety Commission	992	17	975	732			732	75.1%
31 Canadian Radio-television and Telecommunications Commission	459	5	454	363			363	80.0%
33 Canadian Space Agency	681	6	675	490			490	72.6%
54 Canadian Transportation Agency	245	2	243	154			154	63.4%
95114 Civilian Review and Complaints Commission for the RCMP	66	1	65	48			48	73.8%
89 Communications Security Establishment Canada	2642	0	2642	1525		3	1528	57.8%
95105 Copyright Board of Canada	14	1	13	9			9	69.2%
04 Correctional Service Canada	17899	166	17733	7331	1	12	7344	41.4%
30 Courts Administration Service	763	53	710	440			440	62.0%
22 Crown-Indigenous Relations and Northern Affairs	2871	101	2770	1421			1421	51.3%
24 Department of Finance Canada	759	10	749	485		1	486	64.9%
19 Department of Justice	4708	164	4544	2612		1	2613	57.5%
03 Department of National Defence	25301	760	24541	10694	4	5	10703	43.6%
02 Employment and Social Development Canada	25743	526	25217	14856			14856	58.9%
11 Environment and Climate Change Canada	7255	180	7075	4448			4448	62.9%
95109 Farm Products Council of Canada	17	0	17	8			8	47.1%
93 Federal Economic Development Agency for Southern Ontario	241	14	227	206			206	90.7%
95130 Financial Consumer Agency of Canada	130	2	128	104		2	106	82.8%
05 Fisheries and Oceans Canada	11613	235	11378	6013	1	911	6925	60.9%
14 Global Affairs Canada	6458	197	6261	3613		83	3696	59.0%
06 Health Canada	7637	93	7544	4407		28	4435	58.8%
23 Immigration and Refugee Board of Canada	1289	31	1258	709		1	710	56.4%
13 Immigration, Refugees and Citizenship Canada	7945	186	7759	4272	1		4273	55.1%
95149 Indian Oil and Gas Canada	93	0	93	66		5	71	76.3%
17 Indigenous Services Canada	5524	147	5377	2683	1	46	2730	50.8%
82 Infrastructure Canada	541	35	506	320			320	63.2%
10 Innovation, Science and Economic Development Canada	5491	70	5421	3497			3497	64.5%
95107 International Joint Commission	39	0	39	20			20	51.3%
74 Library and Archives Canada	1030	25	1005	664			664	66.1%

<sup>1</sup> Invalid Cases are those dropped by TBS or the department's HR contact

Organization	Total Cases	Invalid Cases <sup>1</sup>	Valid Cases	Completed				Response Rate
				Online	Phone	Paper	Total	
<b>Total</b>	<b>288158</b>	<b>5543</b>	<b>282615</b>	160278	18	2825	<b>163121</b>	<b>57.7%</b>
95119 Military Grievances External Review Committee	42	0	42	33			33	78.6%
95101 Military Police Complaints Commission of Canada	33	2	31	24			24	77.4%
75 National Energy Board	507	3	504	296		1	297	58.9%
92 National Film Board of Canada	400	5	395	196			196	49.6%
50 National Research Council Canada	4079	38	4041	1793			1793	44.4%
15 Natural Resources Canada	4364	77	4287	2721			2721	63.5%
81 Natural Sciences and Engineering Research Council	462	8	454	367			367	80.8%
52 Office of the Auditor General of Canada	560	3	557	459			459	82.4%
40 Office of the Chief Electoral Officer	688	9	679	364			364	53.6%
95110 Office of the Commissioner for Federal Judicial Affairs Canada	60	1	59	47			47	79.7%
95139 Office of the Commissioner of Lobbying of Canada	29	2	27	27			27	100.0%
95147 Office of the Correctional Investigator	34	1	33	27			27	81.8%
95151 Office of the Information Commissioner of Canada	96	3	93	78			78	83.9%
80 Office of the Privacy Commissioner of Canada	188	6	182	129			129	70.9%
95143 Office of the Public Sector Integrity Commissioner of Canada	24	1	23	21			21	91.3%
73 Office of the Secretary to the Governor General	160	3	157	111		1	112	71.3%
88 Parks Canada	7057	64	6993	3820	9	532	4361	62.4%
36 Parole Board of Canada	546	47	499	333			333	66.7%
95111 Patented Medicine Prices Review Board	70	0	70	52			52	74.3%
95145 Polar Knowledge Canada	81	1	80	33			33	41.3%
28 Privy Council Office	943	18	925	649			649	70.2%
70 Public Health Agency of Canada	2094	26	2068	1195			1195	57.8%
46 Public Prosecution Service of Canada	1168	40	1128	667			667	59.1%
53 Public Safety Canada	1331	127	1204	734		2	736	61.1%
21 Public Service Commission of Canada	836	26	810	568		2	570	70.4%
07 Public Services and Procurement Canada	14430	376	14054	8939			8939	63.6%
95125 RCMP External Review Committee	10	0	10	10			10	100.0%
16 Royal Canadian Mounted Police	8757	153	8604	4669			4669	54.3%
37 Shared Services Canada	6269	249	6020	2806			2806	46.6%
56 Social Sciences and Humanities Research Council	219	13	206	159			159	77.2%
08 Statistics Canada	5644	60	5584	3629	1	27	3657	65.5%
94 Statistical Survey Operations	1654	0	1654			1021	1021	61.7%
95140 Status of Women Canada	192	9	183	125			125	68.3%
12 Transport Canada	5922	88	5834	3646		2	3648	62.5%
39 Transportation Safety Board of Canada	220	10	210	162			162	77.1%
26 Treasury Board of Canada Secretariat	2492	182	2310	1392			1392	60.3%
18 Veterans Affairs Canada	2799	32	2767	1550			1550	56.0%
95150 Veterans Review and Appeal Board	89	2	87	57			57	65.5%
43 Western Economic Diversification Canada	319	7	312	238			238	76.3%
na Missing	152	0	152	25		123	148	97.4%

<sup>1</sup> Invalid Cases are those dropped by TBS or the department's HR contact

### 3.7. Research Instrument Used (Survey Questionnaire)

#### Introduction

##### **2018 Public Service Employee Survey**

I am pleased to invite you to participate in the 2018 Public Service Employee Survey (PSES).

The PSES provides an opportunity for you to express your opinion on important aspects of your workplace, including respect, diversity, well-being and compensation. By providing your feedback, you will help your organization identify what is working well and where improvements are required. This will contribute toward public service-wide efforts in support of a high-performing world class public service. The PSES was developed by the Office of the Chief Human Resources Officer of the Treasury Board of Canada Secretariat (TBS). Advanis, a Canadian market and social research firm, is administering the survey on TBS's behalf.

Your participation in this survey is voluntary, and your responses are protected under the Privacy Act (refer to Privacy statement below). Your identity will be further safeguarded by grouping your responses with those of other respondents when reporting results. Individual responses and results for very small groups of fewer than 10 respondents will not be reported or shared with departments and agencies. For information about Advanis and their privacy policy, please visit [www.advanis.ca](http://www.advanis.ca).

The survey will take approximately 15 minutes to complete. Please note that you have until **September 28, 2018** to complete and submit the survey.

I appreciate you taking the time to share your views. Your opinion counts and contributes to creating a better workplace.

Anne Marie Smart  
Chief Human Resources Officer  
Treasury Board of Canada Secretariat

##### **Privacy Statement:**

The information you provide is collected under the authority of the *Financial Administration Act* and will be protected in accordance with the *Privacy Act*. Because survey responses are not attributed to any one individual, the Treasury Board of Canada Secretariat will not be able to provide rights to access or correction of information you have submitted. For additional information regarding this activity, please refer to Personal Information Bank – PSU 938 (Outreach Activities) in Info Source. If you have any privacy concerns, please contact the TBS Access to Information and Privacy Coordinator by email at [atip.aiprp@tbs-sct.gc.ca](mailto:atip.aiprp@tbs-sct.gc.ca) or the Office of the Privacy Commissioner.



## 2018 Public Service Employee Survey Questionnaire

### My Job

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q6. I receive meaningful recognition for work well done.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q7. I have clear work objectives.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q9. Overall, I feel valued at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q11. I have opportunities to provide input into decisions that affect my work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q12. I am encouraged to be innovative or to take initiative in my work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q13. I have support at work to provide a high level of service.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q14. Overall, I like my job.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Always/ Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/ Almost never
- 6) Don't know
- 7) Not applicable

Q16a. I feel that the quality of my work suffers because of constantly changing priorities

- 1) Always/ Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/ Almost never
- 6) Don't know
- 7) Not applicable

Q16b. I feel that the quality of my work suffers because of lack of stability in my department or agency.

- 1) Always/ Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/ Almost never
- 6) Don't know
- 7) Not applicable

Q16c. I feel that the quality of my work suffers because of too many approval stages.

- 1) Always/ Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/ Almost never
- 6) Don't know
- 7) Not applicable

Q16d. I feel that the quality of my work suffers because of unreasonable deadlines.

- 8) Always/ Almost always
- 9) Often
- 10) Sometimes
- 11) Rarely
- 12) Never/ Almost never
- 13) Don't know
- 14) Not applicable

Q16e. I feel that the quality of my work suffers because of having to do the same or more work, but with fewer resources.

- 15) Always/ Almost always
- 16) Often
- 17) Sometimes
- 18) Rarely
- 19) Never/ Almost never
- 20) Don't know
- 21) Not applicable

Q16f. I feel that the quality of my work suffers because of high staff turnover.

- 22) Always/ Almost always
- 23) Often
- 24) Sometimes
- 25) Rarely
- 26) Never/ Almost never
- 27) Don't know
- 28) Not applicable

Q16g. I feel that the quality of my work suffers because of overly complicated or unnecessary business processes.

- 1) Always/ Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/ Almost never
- 6) Don't know
- 7) Not applicable

My Work Unit

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

My Immediate Supervisor

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q27. Are you a supervisor?

- 1) Yes
- 2) No



## Senior Management

Q28. I receive the support I need from senior management to address unsatisfactory performance issues in my work unit.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

My Organization (Department or Agency)

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q34. If I am faced with an ethical dilemma or a conflict between values in the workplace, I know where I can go for help in resolving the situation.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q39. I feel I would be supported by my department or agency if I proposed a new idea.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q44. I am satisfied with my department or agency.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Mobility and Retention

Q46. Do you intend to leave your current position in the next two years?

- 1) Yes
- 2) No
- 3) Not sure

Q47. Please indicate your reason for leaving.

- 1) To retire
- 2) To pursue another position within my department or agency
- 3) To pursue a position in another department or agency
- 4) To pursue a position outside the federal public service
- 5) End of my term, casual or student employment
- 6) Other

## Harassment

Harassment is normally a series of incidents, but it can be one severe incident that has a lasting impact on the individual.

Harassment is any improper conduct by an individual that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. It also includes harassment within the meaning of the Canadian Human Rights Act (i.e., based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics (including a requirement to undergo a genetic test, or disclose the results of a genetic test), disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered).

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

- 1) Yes
- 2) No

Q49. From whom did you experience harassment on the job? (Mark all that apply.)

- 1) Co-workers
- 2) Individuals with authority over me
- 3) Individuals working for me
- 4) Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)
- 5) Individuals from other departments or agencies
- 6) Members of the public (individuals or organizations)
- 7) Other

Q50. Please indicate the nature of the harassment you experienced. (Mark all that apply.)

- 1) Aggressive behaviour
- 2) Excessive control
- 3) Being excluded or being ignored
- 4) Humiliation
- 5) Interference with work / withholding resources
- 6) Offensive remark
- 7) Personal attack
- 8) Physical violence
- 9) Sexual comment / gesture
- 10) Threat
- 11) Unfair treatment
- 12) Yelling or shouting
- 13) Other

Q51. What action(s) did you take to address the harassment you experienced? (Mark all that apply.)

- 1) I discussed the matter with my supervisor or a senior manager.
- 2) I discussed the matter with the person(s) from whom I experienced the harassment.
- 3) I contacted a human resources advisor in my department or agency.
- 4) I contacted my union representative.
- 5) I used an informal conflict resolution process.
- 6) I filed a grievance or formal complaint.
- 7) I resolved the matter informally on my own.
- 8) Other
- 9) I took no action.

Q52. Why did you not file a grievance or formal complaint about the harassment you experienced? (Mark all that apply.)

- 1) The issue was resolved.
- 2) I did not think the incident was serious enough.
- 3) The behaviour stopped.
- 4) The individual apologized.
- 5) Management intervened.
- 6) The individual left or changed jobs.
- 7) I changed jobs.
- 8) I did not know what to do, where to go or whom to ask.
- 9) I was too distraught.
- 10) I had concerns about the formal complaint process (e.g., confidentiality, how long it would take).
- 11) I was advised against filing a complaint.
- 12) I was afraid of reprisal (e.g., having limited career advancement, being labelled a troublemaker).
- 13) Someone threatened me.
- 14) I did not believe it would make a difference.
- 15) I intend to file a grievance or a formal complaint but I have not done so yet. .
- 16) Other

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Discrimination

Discrimination means treating someone differently or unfairly because of a personal characteristic or distinction, which, whether intentional or not, has an effect that imposes disadvantages not imposed on others or that withholds or limits access that is given to others. There are 13 prohibited grounds of discrimination under the Canadian Human Rights Act (i.e., based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics (including a requirement to undergo a genetic test, or disclose the results of a genetic test), disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered).

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

- 1) Yes
- 2) No



Q56. From whom did you experience discrimination on the job? (Mark all that apply.)

- 1) Co-workers
- 2) Individuals with authority over me
- 3) Individuals working for me
- 4) Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)
- 5) Individuals from other departments or agencies
- 6) Members of the public (individuals or organizations)
- 7) Other

Q57. Please indicate the type of discrimination you experienced. (Mark all that apply.)

- 1) Race
- 2) National or ethnic origin
- 3) Colour
- 4) Religion
- 5) Age
- 6) Sex
- 7) Sexual orientation
- 8) Gender identity and expression (including gender diverse identities or expressions such as transgender, two-spirit, or non-binary)
- 9) Marital status
- 10) Family status
- 11) Genetic characteristics (including a requirement to undergo a genetic test, or disclose the results of a genetic test)
- 12) Disability
- 13) Pardoned conviction or suspended record
- 14) Other

Q58. What action(s) did you take to address the discrimination you experienced? (Mark all that apply.)

- 1) I discussed the matter with my supervisor or a senior manager.
- 2) I discussed the matter with the person(s) from whom I experienced the discrimination.
- 3) I contacted a human resources advisor in my department or agency.
- 4) I contacted my union representative.
- 5) I used an informal conflict resolution process.
- 6) I filed a grievance or formal complaint.
- 7) I resolved the matter informally on my own.
- 8) Other
- 9) I took no action.

Q59. Why did you not file a grievance or a formal complaint about the discrimination you experienced?  
(Mark all that apply.)

- 1) The issue was resolved.
- 2) I did not think the incident was serious enough.
- 3) The behaviour stopped.
- 4) The individual apologized.
- 5) Management intervened.
- 6) The individual left or changed jobs.
- 7) I changed jobs.
- 8) I did not know what to do, where to go or whom to ask.
- 9) I was too distraught.
- 10) I had concerns about the formal complaint process (e.g., confidentiality, how long it would take).
- 11) I was advised against filing a complaint.
- 12) I was afraid of reprisal (e.g., having limited career advancement, being labelled a troublemaker).
- 13) Someone threatened me.
- 14) I did not believe it would make a difference.
- 15) I intend to file a grievance or a formal complaint but I have not done so yet..
- 16) Other

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

## Stress and Well-Being

Q62a. Overall, to what extent do the following factors cause you stress at work?

Pay or other compensation-related issues

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62b. Overall, to what extent do the following factors cause you stress at work?

Heavy workload

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62c. Overall, to what extent do the following factors cause you stress at work?

Unreasonable deadlines

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62d. Overall, to what extent do the following factors cause you stress at work?

Not enough employees to do the work

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62e. Overall, to what extent do the following factors cause you stress at work?

Overtime or long work hours

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62f. Overall, to what extent do the following factors cause you stress at work?

Balancing work and personal life

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62g. Overall, to what extent do the following factors cause you stress at work?

Lack of control or input in decision-making

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62h. Overall, to what extent do the following factors cause you stress at work?

Competing or constantly changing priorities

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62i. Overall, to what extent do the following factors cause you stress at work?

Lack of clear expectations

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62j. Overall, to what extent do the following factors cause you stress at work?

Information overload

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62k. Overall, to what extent do the following factors cause you stress at work?

Physical work environment

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62l. Overall, to what extent do the following factors cause you stress at work?

Accessibility or accommodation issues

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62m. Overall, to what extent do the following factors cause you stress at work?

Harassment or discrimination

- 8) Not at all
- 9) To a small extent
- 10) To a moderate extent
- 11) To a large extent
- 12) To a very large extent
- 13) Don't know
- 14) Not applicable

Q62n. Overall, to what extent do the following factors cause you stress at work?

Issue(s) with my co-worker(s)

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62o. Overall, to what extent do the following factors cause you stress at work?

Issue(s) with individual(s) with authority over me

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62p. Overall, to what extent do the following factors cause you stress at work?

Issue(s) with individual(s) working for me

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62q. Overall, to what extent do the following factors cause you stress at work?

Issue(s) with other individual(s) (e.g., members of the public, individuals from other departments or agencies)

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62r. Overall, to what extent do the following factors cause you stress at work?

Lack of job security

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q62s. Overall, to what extent do the following factors cause you stress at work?

Personal issues

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

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

- 1) Very low
- 2) Low
- 3) Moderate
- 4) High
- 5) Very high
- 6) Don't know
- 7) Not applicable

Q64. After my workday, I feel emotionally drained.

- 1) Always/ Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/ Almost never
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable



## Compensation

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

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q68. Please indicate which of the following pay or other compensation issues you have experienced. (Mark all that apply.)

- 1) Missing regular pay
- 2) Underpayment of regular pay
- 3) Overpayment of regular pay
- 4) Incorrect or missing acting pay, overtime pay or other related extra duty pay
- 5) Incorrect or missing pay relating to a disability, maternity, or parental leave
- 6) Incorrect or missing retroactive pay
- 7) Other

Q69. Please estimate the number of hours you have spent, at work or outside of work, attempting to resolve your pay or other compensation issue(s).

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

- 1) Yes
- 2) No

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

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

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

#### General Information

The following questions ask for general information that will be used to better understand the survey results. To ensure confidentiality, please be advised that your responses will be grouped with those of other respondents in your department or agency. Individual responses and results for very small groups are never published or shared with government departments or agencies.

Q74. For which department or agency are you currently working?

Administrative Tribunals Support Service of Canada  
Agriculture and Agri-Food Canada  
Atlantic Canada Opportunities Agency  
Canada Border Services Agency  
Canada Economic Development for Quebec Regions  
Canada Revenue Agency  
Canada School of Public Service  
Canadian Dairy Commission  
Canadian Environmental Assessment Agency  
Canadian Food Inspection Agency  
Canadian Grain Commission  
Canadian Heritage  
Canadian Human Rights Commission  
Canadian Institutes of Health Research  
Canadian Intergovernmental Conference Secretariat

Canadian Northern Economic Development Agency  
Canadian Nuclear Safety Commission  
Canadian Radio-television and Telecommunications Commission  
Canadian Space Agency  
Canadian Transportation Agency  
Civilian Review and Complaints Commission for the RCMP  
Communications Security Establishment Canada  
Copyright Board of Canada  
Correctional Service Canada  
Courts Administration Service  
Crown-Indigenous Relations and Northern Affairs  
Department of Finance Canada  
Department of Justice  
Department of National Defence  
Employment and Social Development Canada  
Environment and Climate Change Canada  
Farm Products Council of Canada  
Federal Economic Development Agency for Southern Ontario  
Financial Consumer Agency of Canada  
Fisheries and Oceans Canada  
Global Affairs Canada  
Health Canada  
Immigration and Refugee Board of Canada  
Immigration, Refugees and Citizenship Canada  
Indian Oil and Gas Canada  
Indigenous Services Canada  
Infrastructure Canada  
Innovation, Science and Economic Development Canada  
International Joint Commission  
Library and Archives Canada  
Micro-organizations combined  
Military Grievances External Review Committee  
Military Police Complaints Commission of Canada  
National Capital Commission  
National Energy Board  
National Film Board of Canada  
National Research Council Canada  
Natural Resources Canada  
Natural Sciences and Engineering Research Council  
Office of the Auditor General of Canada  
Office of the Chief Electoral Officer  
Office of the Commissioner for Federal Judicial Affairs Canada  
Office of the Commissioner of Lobbying of Canada  
Office of the Correctional Investigator  
Office of the Information Commissioner of Canada  
Office of the Privacy Commissioner of Canada

Office of the Public Sector Integrity Commissioner of Canada  
Office of the Secretary to the Governor General  
Parks Canada  
Parole Board of Canada  
Patented Medicine Prices Review Board  
Polar Knowledge Canada  
Privy Council Office  
Public Health Agency of Canada  
Public Prosecution Service of Canada  
Public Safety Canada  
Public Service  
Public Service Commission of Canada  
Public Services and Procurement Canada  
RCMP External Review Committee  
Royal Canadian Mounted Police  
Shared Services Canada  
Social Sciences and Humanities Research Council  
Statistical Survey Operations  
Statistics Canada  
Status of Women Canada  
Transport Canada  
Transportation Safety Board of Canada  
Treasury Board of Canada Secretariat  
Veterans Affairs Canada  
Veterans Review and Appeal Board  
Western Economic Diversification Canada

Q75. In which organizational unit are you currently working?

LEVEL1ID	LEVEL2ID	LEVEL3ID	LEVEL4ID	LEVEL5ID	DESCRIP_E
1	000	000	000	000	Canada Revenue Agency
1	200	000	000	000	Branches
1	200	300	000	000	Commissioner's Office / Legal Services / Taxpayers' Ombudsman Office / Strategy and Integration Branch
1	200	300	400	000	Commissioner's Office / Legal Services / Taxpayers' Ombudsman Office
1	200	300	401	000	Strategy and Integration Branch
1	200	300	401	500	Assistant Commissioner's Office / Corporate Secretariat / Agency Change and Innovation Directorate / Agency Strategy and Reporting Directorate
1	200	300	401	501	Agency Analytics and Data Directorate
1	200	300	401	502	Information and Relationship Management Directorate
1	200	301	000	000	Appeals Branch
1	200	301	402	000	Assistant Commissioner's Office / Objections and Litigation Management Directorate
1	200	301	403	000	Tax & Charities Appeals Directorate
1	200	301	404	000	Relief, Redress, and Branch Services Directorate

1	200	302	000	000	Assessment & Benefit Services Branch
1	200	302	405	000	Assistant Commissioner's Office / Deputy Assistant Commissioner's Office / Digital Services Directorate
Commissioner's Office / Digital Services Directorate					
1	200	302	406	000	Individual Returns Directorate
1	200	302	406	503	Director General's Office / Adjustments, Set-offs and Initiatives Division
Division					
1	200	302	406	504	Processing
1	200	302	406	505	Third Party Reporting
1	200	302	406	506	T1 Systems Redesign Division/ Stakeholder Relations Division
1	200	302	407	000	Business Returns Directorate
1	200	302	407	507	Director General's Office / Business Accounting Division / Business Number Systems Project /
Business Number Systems Project /					
1	200	302	407	508	GST and HST Returns & Rebates Processing Division
1	200	302	407	509	Corporation & Specialty Returns Division / Small Business Lens Section
Section					
1	200	302	408	000	Benefit Programs Directorate
1	200	302	408	510	Director General's Office / Projects and Support Services Division / Outreach, Communications, and Analytics Division
/ Outreach, Communications, and Analytics Division					
1	200	302	408	511	Benefit Processing Division / Benefit Partnerships and Services Division
Division					
1	200	302	409	000	Horizontal Integration Directorate
1	200	302	409	512	Director General's Office / Branch Services Division / Correspondence Modernization Projects / Acceptance Testing & Release Management Modernization
Correspondence Modernization Projects / Acceptance Testing & Release Management Modernization					
1	200	302	409	513	Business Solutions Integration Division
1	200	302	409	514	Horizontal Programs Division
1	200	302	409	515	Information Programs Division
1	200	302	410	000	Call Centre Services Directorate
1	200	303	000	000	Audit, Evaluation, and Risk Branch
1	200	304	000	000	Collections & Verification Branch
1	200	304	411	000	ACO / Special Projects & Strategic Initiatives / Branch Planning & Management Services Division / Ministerial Correspondence Section
Management Services Division / Ministerial Correspondence Section					
1	200	304	412	000	Business Compliance Directorate
1	200	304	412	516	Director General's Office / Employer Compliance Division
1	200	304	412	517	Resource Management and Reporting Division
1	200	304	412	518	Corporation and GST/HST Compliance Division
1	200	304	412	519	Innovation and Strategic Initiatives Division
1	200	304	413	000	Individual Compliance Directorate
1	200	304	413	520	Director General's Office / Individual Program Transformation Division
Division					
1	200	304	413	521	Non-Filer and Non-Resident Division
1	200	304	413	522	Assessment Verification Division
1	200	304	414	000	Technology & Business Intelligence Directorate
1	200	304	414	523	Director General's Office / Debt Management Systems Division
1	200	304	414	524	Business Operations Solutions Division / Workload Management Project Division
Project Division					
1	200	304	414	525	Business Intelligence, Research & Analytics Division

1	200	304	415	000	Collections Directorate
1	200	304	415	526	Director General's Office / Initial Intervention & Resolution
Division/Issues Management & Corporation Services Section					
1	200	304	415	527	Resource Allocation & Monitoring Division /Transformation & Innovation Division
1	200	304	415	528	Collections Enforcement Division
1	200	305	000	000	Domestic Compliance Programs Branch
1	200	305	416	000	Assistant Commissioner's Office / Scientific Research & Experimental Development Directorate
1	200	305	417	000	Small & Medium Enterprises Directorate
1	200	305	417	529	Director General's Office / Small Business Audit & Non Resident Division / Micro Enterprises Division
1	200	305	417	530	Medium Business Audit Division / Business Intelligence Division
1	200	305	418	000	GST/HST Directorate
1	200	305	418	531	Director General's Office / Aggressive GST/HST Planning & Refund Integrity Divisions / Leads and Voluntary Disclosures Division / Computer Audit Specialist Division
1	200	305	418	532	Large Business Audit & Program Integration Division / Small & Medium Business Audit Division
1	200	306	000	000	Finance & Administration Branch
1	200	306	419	000	Assistant Commissioner's Office / Deputy Assistant Commissioner's Office / Assistant Commissioner's Administrative Office / Program Advisor / Corporate Management Services Division
1	200	306	420	000	Regional FAB Operations
1	200	306	420	533	Atlantic Region, FAB
1	200	306	420	534	Ontario Region, FAB
1	200	306	420	535	Pacific Region, FAB
1	200	306	420	536	Prairie Region, FAB
1	200	306	420	537	Quebec Region, FAB
1	200	306	421	000	Financial Management Advisory Services Directorate
1	200	306	421	538	Director General's Office / Horizontal Integration and Advisory Services / FMAS FAB and HRB / FMAS Appeals / FMAS PAB / FMAS LPRAB and SIB / FMAS AERB
1	200	306	421	539	FMAS ABSB / FMAS CVB / FMAS ITB / FMAS ILBIB and DCPB
1	200	306	422	000	Security and Internal Affairs Directorate
1	200	306	422	540	Director General's Office / Emergency Management & Security Operations Division/ Personnel Security Screening Division / Physical Security and Program Management Division
1	200	306	422	541	Information Security Division / Internal Affairs & Fraud Control Division
1	200	306	423	000	Financial Administration Directorate
1	200	306	423	542	Director General's Office / Internal Controls Division / Revenue Accounting, Reporting and Analysis Division
1	200	306	423	543	Financial Reporting & Accounting Division
1	200	306	423	544	Financial Policy, Systems & Controls Division
1	200	306	424	000	Resource Management Directorate
1	200	306	425	000	Administration Directorate

1	200	306	425	545	Director General's Office / Policy & Strategic Management
Division / Agency Logistics and Administrative Services Division					
1	200	306	425	546	Contracting Division
1	200	306	426	000	Real Property & Service Integration Directorate
1	200	307	000	000	Human Resources Branch
1	200	307	427	000	Assistant Commissioner's Office / Deputy Assistant
Commissioner's Office / Executive Coordinator's Office / / Executive Programs and Leadership					
Development Directorate					
1	200	307	428	000	Strategic Business Integration Directorate
1	200	307	429	000	Regional HR Operations
1	200	307	429	547	Headquarters, HR
1	200	307	429	548	Pacific Region, HR
1	200	307	429	549	Prairie Region, HR
1	200	307	429	550	Atlantic Region, HR
1	200	307	429	551	Ontario Region, HR
1	200	307	429	552	Quebec Region, HR
1	200	307	429	553	National Programs, HR
1	200	307	430	000	Workplace Relations & Compensation Directorate
1	200	307	430	554	Compensation Client Service Centre
1	200	307	430	555	Compensation / Integrity & well-being / labour relations
1	200	307	431	000	Employment Programs Directorate
1	200	307	431	556	Director General's Office / Staffing and Recruitment Programs
Division / Official Languages, Employment Equity and Diversity Division					
1	200	307	431	557	Organizational Design & Classification Division / Competencies, Standardized Assessment, Performance & Recognition
1	200	307	432	000	Learning and Development Directorate
1	200	308	000	000	Information Technology Branch
1	200	308	433	000	Assistant Commissioner and Chief Information Officer / Deputy
Assistant Commissioner, Corporate Systems and Support/Branch Business Management Division					
1	200	308	434	000	Systems Integrity Directorate
1	200	308	434	558	Director General's Office / IT Security and Continuity Division/
External Service Management Division / IT Security Projects Division					
1	200	308	434	559	Production Assurance Division
1	200	308	435	000	Corporate Enterprise Solutions Directorate
1	200	308	435	560	Director General's Office / Management Systems Division
1	200	308	435	561	Business Technologies and Innovation Division/
1	200	308	435	562	CAS Application Division
1	200	308	436	000	Client Computing Services Directorate
1	200	308	436	563	Director General's Office / Client Computing Technology
Management Division					
1	200	308	436	564	National IT Support Division
1	200	308	436	565	Central Deskside Support Division
1	200	308	436	566	Western Deskside Support Division
1	200	308	436	567	Eastern Deskside Support Division
1	200	308	436	568	National Information Technology Service Desk Division
1	200	308	437	000	Solutions Architecture and Integration Directorate

1	200	308	437	569	Director General's Office / Project Management Office / IT
Architecture Services Division					
1	200	308	437	570	Strategic Engineering and Technology Integration Division
1	200	308	437	571	Appeals, Analytics and Case Management Division
1	200	308	438	000	Data and Business Intelligence Directorate
1	200	308	438	572	Director General's Office / Data Services and Technology
Management Division /					
1	200	308	438	573	Data Delivery Services Division
1	200	308	438	574	Business Intelligence and Decision Support Division
1	200	308	439	000	Business and Enterprise Solutions Directorate
1	200	308	439	575	Director General's Office / Business Suite Assessing Systems
Division					
1	200	308	439	576	Infodec, Payments and Enterprise Content Management Division
1	200	308	439	577	Business Accounting, Paydac and NRSD Division
1	200	308	439	578	Business Registration and Infrastructure Support Division
1	200	308	439	579	Portals and E-Services Division / Enterprise Correspondence
Division					
1	200	308	440	000	Individual Returns and Benefits Systems Directorate
1	200	308	440	580	Director General's Office / T1 Systems Redesign Division
1	200	308	440	581	Credit Determination Division
1	200	308	440	582	Assessment Processing Division
1	200	308	440	583	T1 Accounting, Enquiries, Matching and Miscellaneous Systems
Division					
1	200	308	440	584	Disbursements, Individual Identification, Selects and
Supplementary Assessing Division					
1	200	308	441	000	Compliance and Debt Management Directorate
1	200	308	441	585	Director General's Office / Directorate Coordination Office /
Advanced Analytics Division					
1	200	308	441	586	Debt Management Analytics and Call Centre Solutions Division
1	200	308	441	587	Debt Management Solutions Division
1	200	308	441	588	Charities, Registered Plans, and Legislative Policy Division
1	200	308	441	589	Compliance Portfolio Application Support Division
1	200	308	441	590	Compliance Analytics, Reporting and Profiling Division
1	200	309	000	000	International, Large Business and Investigations Branch
1	200	309	442	000	Assistant Commissioner's Office / / Criminal Investigations
Directorate					
1	200	309	443	000	International & Large Business Directorate
1	200	309	443	591	Director General's Office / Projects, Training & Business
Management Division / Abusive Tax Avoidance and Technical Support Division					
1	200	309	443	592	Large Business Audit Division
1	200	309	443	593	International Tax Division
1	200	309	443	594	Competent Authority Services Division
1	200	309	444	000	Compliance Infrastructure & Branch Services Directorate
1	200	309	444	595	Director General's office / Branch Services Division /
1	200	309	444	596	Business Intelligence & Data Division / Systems Development &
Management Division					



1	200	309	445	000	Offshore & Aggressive Tax Planning Directorate
1	200	310	000	000	Legislative Policy & Regulatory Affairs Branch
1	200	310	446	000	Income Tax Rulings Directorate
1	200	310	446	597	Director General's Office / Business & Employment Division / Dedicated Telephone Service, Publication and Operations Division
1	200	310	446	598	International Division / Financial Industries & Trusts Division / Reorganizations Division
1	200	310	447	000	Assistant Commissioner's Office and Legislative Policy Directorate
1	200	310	447	599	ACO/ DGO / Remissions, & Delegations Section / Legislative Amendments Division / International Relations and Treaties Office
1	200	310	447	600	CPP/EI Rulings Division
1	200	310	448	000	Excise & GST/HST Rulings Directorate
1	200	310	448	601	Director General's Office / Ministerial Correspondence Unit / Directorate Services Unit/ Business Integration & Program Operations
1	200	310	448	602	Public Service Bodies & Governments / General Operations & Border Issues / Financial Institutions & Real Properties
1	200	310	448	603	Excise Duties & Taxes
1	200	310	449	000	Charities Directorate
1	200	310	449	604	Director General's Office / Client Interface & Service
1	200	310	449	605	Review & Analysis / Transformation
1	200	310	449	606	Corporate & Information Programs/ Policy, Planning & Legislation
1	200	310	449	607	Assessment Determinations & Monitoring
1	200	310	449	608	Compliance (Charities)
1	200	310	450	000	Registered Plans Directorate
1	200	310	450	609	Director General's Office / Dir. Services Section / Policy, Actuarial & Communications/Audit Div
1	200	310	450	610	Registrations
1	200	311	000	000	Public Affairs Branch
1	200	311	451	000	Communications Directorate
1	200	311	452	000	Assistant Commissioner's Office / Branch Planning and Management Services Directorate/ Ministerial Services and Operations Directorate
1	200	311	453	000	Access to Information and Privacy Directorate
1	200	311	454	000	Publishing Directorate
1	201	000	000	000	Regions
1	201	312	000	000	Atlantic Region
1	201	312	455	000	Assistant Commissioner's Office / Service Renewal Division / BIQA / Programs
1	201	312	456	000	Newfoundland & Labrador NVCC/TSO
1	201	312	456	611	Director's Office / Program Services / Audit Division - Newfoundland & Labrador NVCC/TSO
1	201	312	456	612	Call Centre Division - Newfoundland & Labrador NVCC/TSO
1	201	312	456	613	Validation Division - Newfoundland & Labrador NVCC/TSO
1	201	312	456	614	Verifications & Collections Division / Revenue Collections Division - Newfoundland & Labrador NVCC/TSO

1	201	312	457	000	Nova Scotia TSO
1	201	312	457	615	Director's Office / Program Services / Criminal Investigations Division - Nova Scotia TSO
1	201	312	457	616	Legislative Policy & Regulatory Affairs and Scientific Research & Experimental Development Division - Nova Scotia TSO
1	201	312	457	617	Appeals Division - Nova Scotia TSO
1	201	312	457	618	Audit Division - Nova Scotia TSO
1	201	312	457	619	Revenue Collections & Taxpayer Services Division - Nova Scotia TSO
1	201	312	458	000	New Brunswick TSO
1	201	312	458	620	Director's Office / Program Services / Audit Division - New Brunswick TSO
1	201	312	458	621	Revenue Collections Division - New Brunswick TSO
1	201	312	458	622	Call Centre Division- New Brunswick TSO
1	201	312	459	000	Prince Edward Island TC/TSO
1	201	312	459	623	Audit and Revenue Collections Divisions - Prince Edward Island TC/TSO
1	201	312	459	624	Business Returns Division - Prince Edward Island TC/TSO
1	201	312	459	625	Business & Accounting Division - Prince Edward Island TC/TSO
1	201	312	459	626	Directors Office / Print to Mail / Program Services - Prince Edward Island TC/TSO
1	201	312	459	627	Rebates, Charities & Imaging Division - Prince Edward Island TC/TSO
1	201	313	000	000	Ontario Region
1	201	313	460	000	Assistant Commissioner's Office / Deputy Assistant Commissioner's Office / Tax Programs / Communications & Ministerial Services / Service Renewal / Corporate Secretariat / BIQA
1	201	313	460	628	ACO / Tax Programs / Service Renewal / Corporate Secretariat - Ontario Region / BIQA Program Services / BIQA Workload Development Large File Income Tax and GST/HST / BIQA Director's Office
1	201	313	460	629	BIQA- GST/HST
1	201	313	460	630	BIQA- Small & Medium Enterprises
1	201	313	461	000	Ottawa TSO
1	201	313	461	631	Director's Office / Program Services / Criminal Investigations - Ottawa TSO
1	201	313	461	632	Revenue Collections & Client Services - Ottawa TSO
1	201	313	461	633	GST/HST Audit Division - Ottawa TSO
1	201	313	461	634	Income Tax Audit Division - Ottawa TSO
1	201	313	461	635	Data Assessment & Evaluation / Revenue, Technology & Operations Division
1	201	313	462	000	East Central Ontario Tax TSO
1	201	313	462	636	Director's Office / Program Services / Audit - East Central Ontario TSO
1	201	313	462	637	Revenue Collections - East Central Ontario TSO
1	201	313	463	000	Toronto Centre TSO

1	201	313	463	638	Director's Office / Program Services / Administration / Scientific Research & Experimental Development - Toronto Centre TSO
1	201	313	463	639	Income Tax Audit - Toronto Center TSO
1	201	313	463	640	Revenue Collections & Client Services - Toronto Center TSO
1	201	313	463	641	GST/HST Audit Division - Toronto Center TSO
1	201	313	464	000	Kitchener-Waterloo TSO
1	201	313	464	642	Director's Office / Program Services / Revenue Collections & Client Services - Kitchener-Waterloo TSO
1	201	313	464	643	Audit Division - Kitchener-Waterloo TSO
1	201	313	465	000	Hamilton-Niagara TSO
1	201	313	465	644	Director's Office / Program Services Division / Legislative Policy & Regulatory Affairs Programs - Hamilton-Niagara TSO
1	201	313	465	645	GST/HST Audit Division - Hamilton-Niagara TSO
1	201	313	465	646	Income Tax Audit Division - Hamilton-Niagara TSO
1	201	313	465	647	Revenue Collections Division - Hamilton-Niagara TSO
1	201	313	465	648	Call Centre - Hamilton-Niagara TSO
1	201	313	466	000	London-Windsor TSO
1	201	313	466	649	Director's Office / Program Services / Income Tax Audit Division - London-Windsor TSO
1	201	313	466	650	Revenue Collection & Client Services - London-Windsor TSO
1	201	313	466	651	GST/HST Audit Division - London-Windsor TSO
1	201	313	467	000	Sudbury TC
1	201	313	467	652	Director's Office / Program Services / Benefit Programs Division Sudbury TC/ Beienfic
1	201	313	467	653	Acceptance Testing Division
1	201	313	467	654	Verification and Validation Division - Sudbury TC
1	201	313	467	655	Business Returns & Specialty Services Division - Sudbury TC
1	201	313	467	656	Individual Returns Division - Sudbury TC
1	201	313	468	000	Toronto East TSO
1	201	313	468	657	Director's Office / Program Support / Appeals - Toronto East TSO
1	201	313	468	658	Income Tax Audit Division - Toronto East TSO
1	201	313	468	659	Revenue Collection - Toronto East TSO
1	201	313	468	660	Business Enquiries Call Centre - Toronto East TSO
1	201	313	468	661	GST/HST Audit - Toronto East TSO
1	201	313	469	000	Toronto West-Thunder Bay TSO
1	201	313	469	662	Director's Office / Program Support / Scientific Research & Experimental Development - Toronto West-Thunder Bay TSO
1	201	313	469	663	Income Tax Audit Division - Toronto West-Thunder Bay TSO
1	201	313	469	664	Revenue Collection - Toronto West-Thunder Bay TSO
1	201	313	469	665	GST/HST Audit - Toronto West-Thunder Bay TSO
1	201	313	470	000	Toronto North TSO
1	201	313	470	666	Director's Office / Program Support / Criminal Investigations - Toronto North-Barrie TSO
1	201	313	470	667	Appeals - Toronto North TSO
1	201	313	470	668	Income Tax Audit - Toronto North TSO
1	201	313	470	669	Revenue Collections - Toronto North TSO

1	201	313	470	670	GST/HST Audit - Toronto North TSO
1	201	313	471	000	North Central Ontario TSO
1	201	313	471	671	Director's Office / Program Services / Revenue Collections - North Central Ontario TSO
1	201	313	471	672	Audit Division - North Central Ontario TSO
1	201	313	471	673	Appeals - North Central Ontario TSO
1	201	314	000	000	Pacific Region
1	201	314	472	000	Assistant Commissioner's Office / Account Executive / Pacific Region Support / Programs / BIQA - Pacific Region / Service Renewal Division / Program Services / Reg Ops Admin Team
1	201	314	473	000	Southern Interior TSO
1	201	314	473	674	Director's Office / Corporate Learning Advisor / Corporate Staffing Officer / Audit Division - Southern Interior TSO /
1	201	314	473	675	Revenue Collections Division - Southern Interior TSO
1	201	314	474	000	Vancouver TSO
1	201	314	474	676	Director's Office / Director's Office Administrative Support / Program Services / Legislative Policy & Regulatory Affairs Division - Vancouver TSO
1	201	314	474	677	Appeals Division - Vancouver TSO
1	201	314	474	678	Audit Division - Vancouver TSO
1	201	314	474	679	Revenue Collections Division - Vancouver TSO
1	201	314	474	680	GST/HST Audit Division - Vancouver TSO
1	201	314	475	000	Vancouver Island TSO
1	201	314	475	681	Director's Office / Corporate Support Manager / Audit Division - Vancouver Island TSO
1	201	314	475	682	Revenue Collections Division- Vancouver Island TSO
1	201	314	476	000	Surrey - National Verification Collections Centre (NVCC)
1	201	314	476	683	Collections Division- Surrey NVCC
1	201	314	476	684	Validation Division- Surrey NVCC / Director's Office / Administrative Staff / Staffing Administration Team / Program Services
1	201	314	476	685	Verification Division- Surrey NVCC
1	201	314	477	000	Fraser Valley & Northern TSO
1	201	314	477	686	Director's Office / Program Services / Director's Support / Criminal Investigations / - Fraser Valley & Northern TSO
1	201	314	477	687	Call Centre - Fraser Valley & Northern TSO
1	201	314	477	688	Audit - Fraser Valley & Northern TSO
1	201	314	477	689	Scientific Research & Experimental Development Division
1	201	315	000	000	Prairie Region
1	201	315	478	000	Assistant Commissioner's Office / Assistant Commissioner Administrative Support / Regional Programs / BIQA - Prairie Region
1	201	315	479	000	Winnipeg TSO
1	201	315	479	690	Director's Office / Program Services / Legislative Policy & Regulatory Affairs Programs - Winnipeg TSO Talent Management
1	201	315	479	691	Appeals - Winnipeg TSO
1	201	315	479	692	Audit - Winnipeg TSO
1	201	315	479	693	Revenue Collections - Winnipeg TSO
1	201	315	480	000	Saskatchewan TSO

1	201	315	480	694	Director's office / Program Services / Income Tax Audit - Saskatchewan TSO Talent Management
1	201	315	480	695	GST/HST Audit - Saskatchewan TSO
1	201	315	480	696	Revenue Collections & Client Services - Saskatchewan TSO
1	201	315	481	000	Southern Alberta TSO
1	201	315	481	697	Director's Office / Program Services / Appeals - Southern Alberta TSO / Talent Management
1	201	315	481	698	Income Tax Audit - Southern Alberta TSO
1	201	315	481	699	Revenue Collections - Southern Alberta TSO
1	201	315	481	700	Call Centre - Southern Alberta TSO
1	201	315	481	701	Criminal Investigations- Southern Alberta TSO
1	201	315	482	000	Edmonton TSO
1	201	315	482	702	Director's Office / Program Services / SR&ED - Edmonton TSO Talent Management
1	201	315	482	703	Income Tax Audit - Edmonton TSO
1	201	315	482	704	Revenue Collections - Edmonton TSO
1	201	315	482	705	Call Centre - Edmonton TSO
1	201	315	482	706	GST/HST Audit - Edmonton TSO
1	201	315	483	000	Winnipeg TC
1	201	315	483	707	Director's Office / Program Services / Print to Mail - Winnipeg TC / Talent Management
1	201	315	483	708	Business Returns & Specialty Services Division - Winnipeg TC
1	201	315	483	709	Benefit Programs Division - Winnipeg TC
1	201	315	483	710	Individual Returns - Winnipeg TC
1	201	315	483	711	Collections Division - Winnipeg TC
1	201	315	483	712	Verification and Validation Division- Winnipeg TC
1	201	316	000	000	Quebec Region
1	201	316	484	000	Assistant Commissioner's Office / Fiscal Programs - Quebec / Service Renewal - Quebec / Directors' Office & Program Services / Corporate projects - Quebec Region
1	201	316	485	000	Business Intelligence Division - Quebec Region
1	201	316	486	000	Montréal TSO
1	201	316	486	713	Appeals - Montréal TSO
1	201	316	486	714	Audit - Montréal TSO
1	201	316	486	715	Revenue Collections - Montréal TSO
1	201	316	486	716	Call center - Montréal TSO
1	201	316	487	000	Central & Southern Quebec TSO
1	201	316	487	717	Criminal Investigations - Central & Southern Quebec TSO
1	201	316	487	718	Audit - Central & Southern Quebec TSO
1	201	316	487	719	Revenue Collections - Central & Southern Quebec TSO
1	201	316	488	000	Western Quebec TSO
1	201	316	488	720	Audit - Western Quebec TSO
1	201	316	488	721	Revenue Collections - Western Quebec TSO
1	201	316	488	722	Scientific Research & Experimental Development - TSO (Laval & Montréal sites) - Western Quebec TSO
1	201	316	489	000	Eastern Quebec TSO
1	201	316	489	723	Audit - Eastern Quebec TSO

1	201	316	489	724	Revenue Collections - Eastern Quebec TSO
1	201	316	489	725	Legislative Policy & Regulatory Affairs Programs - Eastern Quebec TSO
1	201	316	490	000	Shawinigan NVCC
1	201	316	490	726	Collections Division - NVCC
1	201	316	490	727	Validation Division - NVCC
1	201	316	490	728	Verification Division - NVCC
1	201	316	491	000	Jonquière TC
1	201	316	491	729	Benefit and Special Services Division - Jonquière TC
1	201	316	491	730	Individual Returns Division - Jonquière TC
1	999	000	000	000	I cannot find my organizational unit
2	000	000	000	000	Employment and Social Development Canada
2	200	000	000	000	Employment and Social Development
2	200	300	000	000	Commissioners / Deputy Minister's Office (ESD)
2	200	301	000	000	Chief Financial Officer Branch
2	200	301	400	000	Integrated Corporate Accounting and Accountability Directorate
2	200	301	401	000	Investment, Procurement and Project Management
2	200	301	402	000	Financial Management Advisory Services / Deputy Chief Financial Officer / Branch Management Services / Chief Financial Officer's Office
2	200	301	403	000	Real Property, Change Management and Regional Services
2	200	301	404	000	MyEMS (SAP) Centre of Expertise
2	200	302	000	000	Corporate Secretariat
2	200	302	405	000	Business Management and Executive Committees Division / ATIP Operations Division / Privacy Management Division
2	200	302	406	000	Office of the Corporate Secretary/ Ministerial Services Division: Ministerial Correspondence Unit, MSB Unit and GIC Unit/ Parliamentary and Cabinet Affairs Division
2	200	303	000	000	Human Resources Services Branch
2	200	303	407	000	Operations
2	200	303	408	000	Strategic Directions and Management Services / Assistant Deputy Minister's Office / Human Resources Council / ISM Coordination
2	200	303	409	000	College@ESDC
2	200	303	410	000	Corporate HR Programs
2	200	304	000	000	Income Security and Social Development Branch
2	200	304	411	000	Community Development and Homelessness Partnerships Directorate
2	200	304	412	000	Office for Disability Issues
2	200	304	413	000	Canada Pension Plan Disability
2	200	304	414	000	Strategic Integration, Planning and Accountability / Senior Assistant Deputy Minister Office / Task Team on Accessibility
2	200	304	415	000	Seniors and Pensions Policy Secretariat
2	200	305	000	000	Innovation, Information and Technology Branch
2	200	305	416	000	Business Integration and Alignment
2	200	305	417	000	Strategy, Planning and Service Management
2	200	305	418	000	Enterprise Operations
2	200	305	419	000	Business Solutions Innovation
2	200	305	420	000	Enterprise Solutions

2	200	305	421	000	Chief Information Officer / Assistant Deputy Minister's Office
2	200	306	000	000	Internal Audit Services Branch
2	200	307	000	000	Legal Services Branch
2	200	308	000	000	Learning Branch
2	200	308	424	000	Canada Education Savings Program
2	200	308	425	000	Learning Policy, Partnerships and Services Directorate / Assistant Deputy Minister's Office
2	200	308	426	000	Canada Student Loans Program
2	200	309	000	000	Public Affairs and Stakeholder Relations
2	200	309	427	000	Employment Communications Directorate
2	200	309	428	000	Labour, Seniors and Social Development Communications
Directorate / Assistant Deputy Minister's Office / Branch Management Services					
2	200	309	429	000	Strategic Communications and Operations Directorate
2	200	310	000	000	Policy Horizons Canada
2	200	311	000	000	Skills and Employment Branch
2	200	311	430	000	Labour Market Information
2	200	311	431	000	Indigenous Affairs
2	200	311	432	000	Employment Insurance Policy
2	200	311	433	000	Employment Program Policy and Design
2	200	311	434	000	Temporary Foreign Workers
2	200	311	435	000	Apprenticeship and Regulated Occupations
2	200	311	436	000	Senior Assistant Deputy Minister's Office / Employer Liaison Services (ELS) / Briefing and Correspondence Unit
2	200	311	437	000	Strategy and Partnerships
2	200	312	000	000	Strategic and Service Policy Branch
2	200	312	438	000	Service Policy and Strategy
2	200	312	439	000	Economic Policy
2	200	312	440	000	Chief data Office
2	200	312	441	000	Corporate Planning & Management / Senior Assistant Deputy Minister's Office / Innovation Lab
2	200	312	442	000	Social Policy
2	200	312	443	000	Evaluation
2	200	312	444	000	Strategy and Intergovernmental Relations
2	200	313	000	000	Transformation and Integrated Service Management Branch
2	201	000	000	000	Service Canada
2	201	314	000	000	Chief Operating Officer's Office
2	201	315	000	000	Atlantic
2	201	315	446	000	Strategic Services / Office of the Assistant Deputy Minister (OADM) - Atlantic
2	201	315	447	000	Benefits Delivery Services - Atlantic
2	201	315	447	500	Benefits Delivery Services - Employment Insurance - Claims Prep and Level 2 - Atlantic
2	201	315	447	501	Benefits Delivery Services - Canada Pension Plan - Disability - Atlantic
2	201	315	447	502	Benefits Delivery Services - Canada Pension Plan - Atlantic
2	201	315	447	503	Benefits Delivery Services - Business Expertise - Atlantic

2	201	315	447	504	Benefits Delivery Services - Employment Insurance - Level 1 - Atlantic
2	201	315	447	505	Benefits Delivery Services - Old Age Security - Atlantic
2	201	315	447	506	Benefits Delivery Services - Call Centre (Employment Insurance - St. John's) - Atlantic
2	201	315	447	507	Benefits Delivery Services - Call Centre (Employment Insurance - Bathurst) - Atlantic
2	201	315	447	508	Benefits Delivery Services - Call Centre (Pensions) - Atlantic
2	201	315	447	509	Benefits Delivery Services - Call Centre (Apprenticeship Grants and Employer Contact Centre) - Atlantic
2	201	315	448	000	Citizen Services and Program Delivery - Atlantic
2	201	315	448	510	Citizen Services and Program Delivery - Program Delivery (Operations and Business Expertise) - Atlantic
2	201	315	448	511	Citizen Services and Program Delivery - Citizen Services (Operations and Business Expertise) - Atlantic
2	201	315	448	512	Citizen Services and Program Delivery - Passports (Operations and Business Expertise) - Atlantic
2	201	315	449	000	Integrity and National Services - Atlantic
2	201	315	449	513	Integrity and National Services - Regional and National Integrity Services - Atlantic
2	201	315	449	514	Integrity and National Services - National Services - Atlantic
2	201	315	449	515	Integrity and National Services - Business Expertise, Internal Integrity and Security, and Office of the ED - Atlantic
2	201	316	000	000	Ontario
2	201	316	451	000	Management Services / Strategic Services / Office of the Assistant Deputy Minister (OADM) - Ontario
2	201	316	452	000	Integrity Services - Ontario
2	201	316	453	000	Citizen Services - Ontario
2	201	316	453	516	Citizen Services - Passport - Ontario
2	201	316	453	517	Citizen Services - Business Expertise - Ontario
2	201	316	453	518	Citizen Services - Service Canada Centres - Ontario
2	201	316	454	000	Program Delivery - Ontario
2	201	316	454	519	Program Delivery - Operations - Ontario
2	201	316	454	520	Program Delivery - Business Expertise - Ontario
2	201	316	455	000	Benefits Delivery Services - Ontario
2	201	316	455	521	Benefits Delivery Services - Employment Insurance - Ontario
2	201	316	455	522	Benefits Delivery Services - Canada Pension Plan and Old Age Security - Ontario
2	201	316	455	523	Benefits Delivery Services - Call Centres - Ontario
2	201	316	455	524	Benefits Delivery Services - Business Expertise - Ontario
2	201	317	000	000	Western Canada and Territories
2	201	317	456	000	Strategic Services / Office of the Assistant Deputy Minister (OADM) - Western Canada and Territories
2	201	317	457	000	Citizen Services - Western Canada and Territories
2	201	317	457	525	Citizen Services - Business Expertise - Western Canada and Territories



2	201	317	458	000	Program Delivery - Western Canada and Territories
2	201	317	459	000	Benefits Delivery Services - Western Canada and Territories
2	201	317	459	526	Benefits Delivery Services - Canada Pension Plan - Western Canada and Territories
2	201	317	459	527	Benefits Delivery Services - Canada Pension Plan - Disability- Western Canada and Territories
2	201	317	459	528	Benefits Delivery Services - Old Age Security - Western Canada and Territories
2	201	317	459	529	Benefits Delivery Services - Call Centres - Western Canada and Territories
2	201	317	459	530	Benefits Delivery Services - Employment Insurance - Western Canada and Territories
2	201	317	459	531	Benefits Delivery Services - Business Expertise - Western Canada and Territories
2	201	317	460	000	Integrity Services - Western Canada and Territories
2	201	318	000	000	Quebec
2	201	318	461	000	Strategic Services / Office of the Assistant Deputy Minister (OADM) - Quebec
2	201	318	462	000	Integrity Services - Quebec
2	201	318	463	000	Benefits Delivery Services - Quebec
2	201	318	463	532	Benefits Delivery Services - Business Expertise - Quebec
2	201	318	463	533	Benefits Delivery Services - Employment Insurance - Quebec
2	201	318	463	534	Benefits Delivery Services - Call Centres - Quebec
2	201	318	463	535	Benefits Delivery Services - Canada Pension Plan and Old Age Security - Quebec
2	201	318	464	000	Citizen Services Branch - Quebec
2	201	318	464	536	Citizen Services - Processing Centre (Passport) - Quebec
2	201	318	464	537	Citizen Services - Printing Centre (Passport) - Quebec
2	201	318	464	538	Citizen Services - In-person Offices (Passport) - Quebec
2	201	318	464	539	Citizen Services - Call Centre (Passport) - Quebec
2	201	318	464	540	Citizen Services - Citizen Services - Quebec
2	201	318	464	541	Citizen Services - Business Expertise - Including Passport - Quebec
2	201	318	465	000	Program Delivery - Quebec
2	201	319	000	000	Program Operations Branch
2	201	319	466	000	National Grants and Contributions Delivery Centre
2	201	319	467	000	Office of the Assistant Deputy Minister / Management Services / Indigenous Programs Directorate (IPD)
2	201	319	468	000	Labour Market and Social Development Program Operations (LMSDPO)
2	201	319	469	000	Strategic Directions
2	201	320	000	000	Benefits Delivery Services Branch - National Headquarters (NHQ)
2	201	320	470	000	Benefits Delivery Services - Program and Services Oversight (Employment Insurance) - National Headquarters (NHQ)
2	201	320	471	000	Benefits Delivery Services - Program and Services Oversight (Canada Pension Plan and Old Age Security) - National Headquarters (NHQ)

2	201	320	472	000	Benefits Delivery Services - Appeals and Quality - National Headquarters (NHQ)
2	201	320	473	000	Benefits Delivery Services - Specialized Call Centres - National Headquarters (NHQ)
2	201	320	474	000	Strategic Direction - National Headquarters (NHQ)
2	201	321	000	000	Integrity Services Branch -National Headquarters (NHQ)
2	201	321	475	000	Identity Policy and Programs - National Headquarters (NHQ)
2	201	321	476	000	Assistant Deputy Minister Office / Branch Management Services / Integrity Strategic Directions - National Headquarters (NHQ)
2	201	321	477	000	Internal Integrity & Security and Departmental Security Officer (DSO) - National Headquarters (NHQ)
2	201	321	478	000	Integrity Operations - National Headquarters (NHQ)
2	201	322	000	000	Citizen Service Branch - National Headquarters (NHQ)
2	201	322	479	000	Digital Service - National Headquarters (NHQ)
2	201	322	480	000	Strategic Directions - National Headquarters (NHQ)
2	201	322	481	000	In-Person Operations and Strategies - National Headquarters (NHQ)
2	201	322	482	000	Partnerships Development and Management - National Headquarters (NHQ)
2	201	322	483	000	Office of the Assistant Deputy Minister / Management Services (NHQ)
2	202	000	000	000	Labour
2	202	323	000	000	Compliance, Operations and Program Development
2	202	323	484	000	Federal Programs Directorate
2	202	323	485	000	Workplace Directorate
2	202	323	486	000	Regional Operations and Compliance Directorate / Assistant Deputy Minister's Office
2	202	324	000	000	Policy, Dispute Resolution, and International Affairs
2	202	324	487	000	Federal Mediation and Conciliation Service / Occupational Health and Safety Tribunal
2	202	324	488	000	International and Intergovernmental Labour Affairs
2	202	324	489	000	Strategic Policy, Analysis and Workplace Information Directorate / Assistant Deputy Minister's Office
2	202	325	000	000	Strategic Integration and Governance (SIG) / Deputy Minister of Labour
2	999	000	000	000	I cannot find my organizational unit
3	000	000	000	000	Department of National Defence
3	200	000	000	000	Assistant Deputy Minister (Finance) (ADM(Fin))
3	200	300	000	000	ADM(Fin) / CFO Office, Assoc ADM (Fin) Office (AADM), and Director Planning and Coordination (DPC), and Chief Financial Management CFM
3	200	301	000	000	Director General Costing, Investment Planning and Approvals (DGCIPA)
3	200	302	000	000	Director General Strategic Financial Governance (DGSFG)
3	200	303	000	000	Director General Financial Operations and Services (DGFOS)
3	201	000	000	000	Assistant Deputy Minister (Human Resources - Civilian) (ADM(HR-Civ))

3	201	304	000	000	Director General HR Operations, Staffing Policy & Program & Client Relations
3	201	304	400	000	Director Staffing Operations and e-Staffing
3	201	304	401	000	Director National Compensation
3	201	304	402	000	Director Classification
3	201	305	000	000	Director General Human Resources Strategic Directions
3	201	306	000	000	Director General Workforce Development
3	201	307	000	000	Director General Workplace Management
3	202	000	000	000	Assistant Deputy Minister (Infrastructure and Environment) (ADM(IE))
3	202	308	000	000	Director General Portfolio Requirements
3	202	309	000	000	Director General Infrastructure and Environment Engineering Services / Director Architecture and Engineering Services / Director Construction Project Development / Canadian Forces Fire Marshall / Director Nuclear Safety
3	202	310	000	000	Office of Assistant Deputy Minister (Infrastructure and Environment) Chief Of Staff (IE) / Director IE Comptrollership, IE Communications / Director IE Management Support Services / Director General Infrastructure and Environment Governance Policy and Strategy / Director General Environment Sustainable Management / Formation Commander Canadian Forces Real Property Operations Group / Canadian Forces Real Property Operations Group Headquarter / Chief of Staff Real Property Operations North / Chief of Staff Real Property Operations Central / Director General Strategic Portfolio Initiatives
3	202	310	403	000	Real Property Operations Unit - Atlantic / Real Property Operations Unit - Section Halifax / Detachments Gander, Greenwood and Gagetown / Section St.John's
3	202	310	404	000	Real Property Operations Unit - Quebec / Section Montreal / Detachments Valcartier, Bagotville and St-Jean / Defence Research Infrastructure Support Section Valcartier
3	202	310	405	000	Real Property Operations Unit - Ontario / Section Toronto / Detachments Borden, Kingston, Trenton, Petawawa, North Bay / Section Meaford
3	202	310	406	000	Real Property Operations Unit - West / Section Edmonton / Detachments Winnipeg, Cold Lake, Shilo, Suffield and Wainwright / Sections Calgary, Moose Jaw and Dundurn
3	202	310	407	000	Real Property Operations Unit - Pacific / Section Esquimalt / Detachments Comox and Chilliwack
3	203	000	000	000	Assistant Deputy Minister (Information Management) (ADM(IM))
3	203	311	000	000	Chief of Staff (Information Management) / office of Assistant Deputy Minister (Information Management)
3	203	312	000	000	Director General Enterprise Application Services (DGEAS)
3	203	312	408	000	Director Application Planning and Integration (DAPI)
3	203	312	409	000	Director Defence Resource Management Information System (DDRMIS)
3	203	312	410	000	Director Enterprise Information Management Services (DEIMS)
3	203	312	411	000	Director Human Resources Information Management (DHRIM)
3	203	312	412	000	Office of Director General Enterprise Application Services (DGEAS) / Director Enterprise Application Business Management (DEABM) / Director Knowledge and Information Management (DKIM)

3	203	313	000	000	Assistant Deputy Minister (Information Management) Project Management Personnel Resources List / Director General Information Management Project Delivery (DGIMPD)
3	203	314	000	000	Director General Information Management Operations (DGIMO) / Deputy Canadian Armed Forces J6
3	203	314	413	000	7 Communication Group Headquarters / 76 Communication Regiment / 76 Communication Regiment Detachment Esquimalt / 76 Communication Regiment Detachment Halifax / 76 Communication Regiment Detachment KINGSTON / 76 Comm Regt Det Selfkant / 77 Line Regiment
3	203	314	414	000	Canadian Forces Electronic Warfare Centre / Canadian Forces Information Operations Group Headquarters / Canadian Forces Network Operations Centre / Canadian Forces Station Leitrim / Canadian Forces Station Leitrim Detachment Masset
3	203	314	415	000	J6 Coord / Director Information Management End-User Support (DIMEUS)
3	203	315	000	000	Director General Information Management Technology and Strategic Planning (DGIMTSP)
3	203	315	416	000	Director General Information Management Technology & Strategic Planning / Director Defence Information Management Planning / Director Information Management Capability Development / Director Business Relationship Management / Director Information Management Technology Support
3	203	315	417	000	Director Information Management Engineering Integration
3	203	315	418	000	Director Information Management Security / Director Information Management Technology Support
3	204	000	000	000	Assistant Deputy Minister (Materiel) (ADM(Mat))
3	204	316	000	000	Office of Assistant Deputy Minister (Materiel)
3	204	317	000	000	Chief of Staff (Materiel) (COS(Mat)) / Director General International and Industry Programs (DGIIP)
3	204	318	000	000	Director General Maritime Equipment Program Management (DGMEPM)
3	204	319	000	000	Director General Land Equipment Program Management (DGLPEM)
3	204	320	000	000	Director General Aerospace Equipment Program Management (DGAEPM)
3	204	321	000	000	Director General Procurement Services
3	204	322	000	000	Director General Materiel Systems and Supply Chain (DGMSSC)
3	204	323	000	000	Director General Major Project Delivery (Air and Land)
3	204	324	000	000	Director General Major Project Delivery (Sea)
3	205	000	000	000	Assistant Deputy Minister (Public Affairs) (ADM(PA))
3	206	000	000	000	Assistant Deputy Minister (Policy) (ADM(POL))
3	207	000	000	000	Assistant Deputy Minister (Review Services) (ADM(RS))
3	208	000	000	000	Assistant Deputy Minister (Science and Technology) (ADM(S&T))
3	208	325	000	000	Office of Assistant Deputy Minister (Science and Technology) / Chief of Staff (Science and Technology) / Defence Research & Development Canada Ministerial Correspondence Unit
3	208	326	000	000	Defence Research & Development Canada - Ottawa
3	208	327	000	000	Defence Research & Development Canada - Suffield

3	208	328	000	000	Defence Research & Development Canada - Toronto
3	208	329	000	000	Defence Research & Development Canada - Valcartier
3	208	330	000	000	Defence Research and Development Canada - Atlantic
3	208	331	000	000	Defence Research and Development Canada - Centre For Security Science
3	208	332	000	000	Defence Research and Development Canada-Centre For Operational Research and Analysis
3	208	333	000	000	Defence Research and Development Canada-Personnel Research and Analysis
3	208	334	000	000	Director General Science and Technology Corporate Services
3	208	334	419	000	Director Research & Development Knowledge & Information Management
3	209	000	000	000	Canadian Army (CA)
3	209	335	000	000	Canadian Army Headquarters
3	209	336	000	000	Chief of the Army Staff
3	209	337	000	000	Canadian Army Doctrine & Training Centre
3	209	337	420	000	Canadian Army Command and Staff College / Canadian Army Doctrine and Training Centre Headquarters / Peace Support Training Centre
3	209	337	421	000	Canadian Army Advanced Warfare Centre / Canadian Army Doctrine and Training Centre Headquarters Detachment Edmonton / Canadian Army Doctrine and Training Centre Headquarters Detachment Gagetown / Canadian Army Doctrine and Training Centre Headquarters Detachment Petawawa / Canadian Army Trials and Evaluation Unit / Canadian Forces School of Military Engineering / Canadian Manoeuvre Training Centre / Combat Training Centre Headquarters / Infantry School / Royal Canadian Armoured Corps School / Tactics School / The Royal Regiment of Canadian Artillery School / Canadian Forces School of Communications and Electronics / Royal Canadian Electrical and Mechanical Engineers School
3	209	338	000	000	5th Canadian Division
3	209	338	422	000	5th Canadian Division Support Base Gagetown
3	209	338	423	000	5th Canadian Division Support Base Gagetown Detachment Charlottetown / 5th Canadian Division Support Base Gagetown Detachment Aldershot / 5th Canadian Division Support Group Signal Squadron
3	209	338	424	000	Canadian Combat Support Brigade Headquarters / Canadian Army Intelligence Regiment / 21 Electronic Warfare Regiment / Information Activities Task Force / 4 Engineer Support Regiment / 4th Artillery Regiment (General Support), Royal Canadian Artillery / 5th Canadian Ranger Patrol Group / 36 Canadian Brigade Group Headquarters / 37 Canadian Brigade Group Headquarters
3	209	339	000	000	2nd Canadian Division
3	209	339	425	000	2nd Canadian Division Support Group Valcartier
3	209	339	426	000	2nd Canadian Division Support Group Valcartier, Detachment St-Jean
3	209	339	427	000	2nd Canadian Division Support Group Valcartier, Detachment Montreal
3	209	339	428	000	5 Canadian Mechanized Brigade Group
3	209	339	429	000	2nd Canadian Division Headquarters / 2nd Canadian Division Training Centre / 34 Canadian Brigade Group / 2nd Canadian Ranger Patrol Group
3	209	340	000	000	4th Canadian Division

3	209	340	430	000	Canadian Forces Base Kingston
3	209	340	430	500	Cleaners
3	209	340	430	501	Routledge Hall Kitchen
3	209	340	431	000	4th Canadian Division Support Base Petawawa / 4th Canadian Division Support Group Signal Squadron / 4th Canadian Division Support Base Petawawa, Detachment Toronto
3	209	340	431	502	Emergency Services
3	209	340	432	000	2 Service Battalion / 2 Combat Engineer Regiment / 1st Battalion, The Royal Canadian Regiment / 2 Canadian Mechanized Brigade Group Headquarters and Signal Squadron / 2nd Battalion, The Royal Canadian Regiment / 3rd Battalion, The Royal Canadian Regiment / The Royal Canadian Dragoons / 2nd Regiment, Royal Canadian Horse Artillery
3	209	340	433	000	4th Canadian Division Headquarters / 4th Canadian Division Training Centre
3	209	340	434	000	2nd Battalion, Irish Regiment of Canada / 42nd Field Artillery Regiment (Lanark and Renfrew Scottish), RCA / 48th Highlanders of Canada / 56th Field Artillery Regiment, RCA / Governor General's Foot Guards / Stormont, Dundas and Glengarry Highlanders / The Algonquin Regiment / The Cameron Highlanders of Ottawa (Duke of Edinburgh's Own) / The Grey and Simcoe Foresters / The Lincoln and Welland Regiment / The Lorne Scots (Peel, Dufferin and Halton Regiment) / The Ontario Regiment (RCAC) / The Princess of Wales' Own Regiment / The Queen's Own Rifles of Canada / The Queen's York Rangers (1st American Regiment) (RCAC) / The Royal Regiment of Canada / 31 Canadian Brigade Group Headquarters / 32 Canadian Brigade Group Headquarters / 49th Field Regiment / The Hastings and Prince Edward Regiment / 30 Fd Regt / Brock Rif / 32 Service Battalion
3	209	341	000	000	3rd Canadian Division
3	209	341	435	000	Canadian Forces Base Suffield
3	209	341	436	000	3 CDSB, Edmonton or Wainwright - Command Cell, Corporate Services, Environment and Safety, and Operations Branches and 3 CDSG Signals Squadron
3	209	341	436	503	3 CDSB, Edmonton or Wainwright -- Technical Services Branch
3	209	341	437	000	Canadian Forces Base Shilo
3	209	341	438	000	3 CDSB - Edmonton or Wainwright - Personnel Services Branch
3	209	341	439	000	BATUS-Incremental Civilian Establishment
3	209	341	440	000	1 Service Battalion
3	209	341	441	000	1 Canadian Mechanized Brigade Group Headquarters and Signal Squadron / 39 Canadian Brigade Group Headquarters / 3rd Canadian Division Headquarters / 3rd Canadian Division Training Centre / 1 Combat Engineer Regiment / 1st Battalion, Princess Patricia's Canadian Light Infantry / 2nd Battalion Princess Patricia's Canadian Light Infantry / 38 Canadian Brigade Group Headquarters / 3rd Battalion, Princess Patricia's Canadian Light Infantry / 41 Canadian Brigade Group Headquarters / 41 Service Battalion Detachment Calgary / Lord Strathcona's Horse (Royal Canadians) / 1st Canadian Ranger Patrol Group / 4th Canadian Ranger Patrol Group
3	210	000	000	000	Canadian Special Operations Forces Command (CANSOFCOM)
3	211	000	000	000	Canadian Forces Housing Agency (CFHA)
3	211	342	000	000	Canadian Forces Housing Agency - Head Office (Ottawa)
3	211	343	000	000	Canadian Forces Housing Agency - Pacific and Western region
3	211	344	000	000	Canadian Forces Housing Agency - Central region
3	211	345	000	000	Canadian Forces Housing Agency - Quebec and Eastern region
3	212	000	000	000	Canadian Forces Intelligence Command (CFINTCOM)
3	213	000	000	000	Canadian Joint Operations Command (CJOC)

3	213	346	000	000	Canadian Joint Operations Command Headquarters
3	213	347	000	000	Canadian Materiel Support Group Headquarters / Joint Task Force (North) Headquarters / Joint Task Force (West) Headquarters
3	213	348	000	000	25 Canadian Forces Supply Depot
3	213	349	000	000	7 Canadian Forces Supply Depot
3	213	350	000	000	Canadian Forces Ammunition Depot Angus / Canadian Forces Ammunition Depot Bedford / Canadian Forces Ammunition Depot Dundurn / Canadian Forces Ammunition Depot Rocky Point
3	213	351	000	000	1 Engineer Support Unit / 1st Canadian Division Headquarters / 3 Canadian Support Unit / 4 Canadian Forces Movement Control Unit / Canadian Forces Joint Operational Support Group Headquarters / Canadian Forces Joint Signal Regiment / Canadian Forces Joint Signal Regiment Detachment Halifax / Canadian Forces Joint Signal Regiment Detachment Petawawa / Canadian Forces Postal Unit / Canadian Forces Warfare Centre
3	214	000	000	000	Corporate Secretary
3	215	000	000	000	Department of National Defence and Canadian Forces Legal Advisor (DND/CFLA) and Office of Chief Military Judge (CMJ)
3	216	000	000	000	Judge Advocate General (JAG)
3	217	000	000	000	Chief of Military Personnel (CMP)
3	217	352	000	000	Assistant Chief of Military Personnel / Chief of Military Personnel
3	217	353	000	000	Chaplain General (ChapGen)
3	217	354	000	000	Director General Compensation and Benefits (DGCB)
3	217	355	000	000	Canadian Forces Leadership and Recruit School / all Canadian Forces Recruiting Centres and Detachments / Canadian Forces Recruiting Group Headquarters
3	217	356	000	000	Director General Morale and Welfare Services
3	217	357	000	000	Joint Personnel Support Unit (JPSU) / all Integrated Personnel Support Centre Detachments / Joint Personnel Support Unit Detachment / all Joint Personnel Support Unit Detachments / Military Personnel Management Capability Transformation
3	217	358	000	000	Director General Military Careers
3	217	359	000	000	Director General Military Personnel
3	217	360	000	000	Director General Military Personnel Research and Analysis
3	217	361	000	000	Canadian Defence Academy Headquarters / Canadian Defence Academy Headquarters Detachment St-Jean
3	217	361	442	000	Royal Military College of Canada
3	217	361	442	504	Academic Wing - General
3	217	361	442	505	Applied Military Science Department / Chemistry & Chemical Engineering Department / Civil Engineering Department / Electronic & Computer Engineering Department / Engineering Division / English Studies Department / French Studies Department / Graduate Studies - Research Division/ History Department / Management & Economics Department / Math & Computer Science Department / Mechanical & Aerospace Engineering Department / Military Psychology & Leadership Department / Physics Department / Political Science Department / Science Division / War Studies
3	217	361	442	506	Food Services
3	217	361	442	507	Cleaning Services / General Labour / Maintenance Services
3	217	361	442	508	Bookstore / Business Planning / Central Registry / CIS - Client Support / CIS - Educational Technical Support / CIS - Production Services / College Information Services /

College Information Systems / College Operations / College Orderly Room / College Support Services / Faculty Services / Financial Services

3 217 361 442 509 Command / Division of Continuing Course Support Services / Division of Continuing Program Delivery / Division of Continuing Program Development / Division of Continuing Studies / Prior Learning Assessment & Recognition / Personnel Administration / Principal's Office / Quality Assurance / Registrar / URS Section

3 217 361 442 510 Arts Division / Athletics / Canadian Forces College Toronto UTs / Chaplains / Finance Management A / Finance Management B / Language Centre / Liaison / Library / Research Accounting office / Training Wing / Workshop

3 217 361 443 000 Canadian Forces College

3 217 361 444 000 Canadian Forces Environmental Medicine Establishment

3 217 361 445 000 Canadian Forces Fire and CBRN Academy

3 217 361 446 000 Canadian Forces School of Meteorology

3 217 361 447 000 Canadian Forces School of Military Intelligence

3 217 361 448 000 Canadian Forces Training Development Centre

3 217 361 449 000 Royal Military College Saint-Jean

3 217 361 450 000 Canadian Forces Language School / Canadian Forces Language School Detachment Saint-Jean

3 217 361 451 000 Canadian Forces Base Borden

3 217 362 000 000 Canadian Forces Health Services Group

3 217 362 452 000 Central Medical Equipment Depot / Central Medical Equipment Depot Detachment Trenton

3 217 362 453 000 Canadian Forces Health Services Group Headquarters / Canadian Forces Health Services Group Headquarters Detachment Winnipeg

3 217 362 454 000 Canadian Forces Health Services Centre Ottawa

3 217 362 455 000 Canadian Forces Health Services Centre (Pacific) / Canadian Forces Health Services Centre (Pacific) detachments

3 217 362 456 000 Canadian Forces Health Services Centre (Atlantic)

3 217 362 457 000 Canadian Forces Health Services Training Centre

3 217 362 458 000 Canadian Forces Health Services - all Dental Units

3 217 362 459 000 Canadian Forces Health Services - all Field Ambulance Units

3 217 362 460 000 1 Health Services Group Headquarters / 1 Health Services Group Headquarters detachment / 1 Canadian Field Hospital / 11 Canadian Forces Health Services Centre / 12 Canadian Forces Health Services Centre

3 217 362 461 000 21 Canadian Forces Health Services Centre / 22 Canadian Forces Health Services Centre

3 217 362 462 000 23 Canadian Forces Health Services Centre / 23 Canadian Forces Health Services Centre detachments / 24 Canadian Forces Health Services Centre

3 217 362 463 000 25 Canadian Forces Health Services Centre / 26 Canadian Forces Health Services Centre / 26 Canadian Forces Health Services Centre detachments / 27 Canadian Forces Health Services Centre / 27 Canadian Forces Health Services Centre detachments

3 217 362 464 000 31 Canadian Forces Health Services Centre / 31 Canadian Forces Health Services Centre detachments

3 217 362 465 000 32 Canadian Forces Health Services Centre / 32 Canadian Forces Health Services Centre detachment / 33 Canadian Forces Health Services Centre



3	217	362	466	000	4 Health Services Group Headquarters / 4 Health Services Group Headquarters Detachments / 41 Canadian Forces Health Services Centre Detachment Longue Pointe / 41 Canadian Forces Health Services Centre / 42 Canadian Forces Health Services Centre
3	218	000	000	000	Office of the Minister of National Defence / office of the Deputy Minister of National Defence / Associate Deputy Minister Secretariat / Chief of Defence Staff
3	219	000	000	000	Ombudsman
3	220	000	000	000	Royal Canadian Air Force
3	220	363	000	000	Royal Canadian Air Force Headquarters
3	220	363	467	000	Chief of the Air Force Staff
3	220	363	468	000	Canadian Forces Aerospace Warfare Centre
3	220	364	000	000	2 Canadian Air Division
3	220	364	469	000	Canadian Forces School of Aerospace Technology and Engineering / Canadian Forces School of Aerospace Studies / Canadian Forces School of Search and Rescue / 2 Canadian Forces Flying Training School / 3 Canadian Forces Flying Training School / Canadian Forces School of Survival and Aeromedical Training / Canadian Forces School of Aerospace Control Operations / Canadian Forces Base Moose Jaw / 419 Tactical Fighter Training Squadron / 16 Wing Headquarters / 2 Canadian Air Division Headquarters / 402 Squadron
3	220	364	470	000	Canadian Forces Base Winnipeg (17 Wing Winnipeg) / Canadian Forces Base Winnipeg Detachment Dundurn
3	220	365	000	000	1 Canadian Air Division
3	220	365	471	000	Canadian Forces Base Trenton (8 Wing Trenton) / Aerospace and Telecommunications Engineering Support Squadron
3	220	365	472	000	Canadian Forces Base Cold Lake (4 Wing Cold Lake)
3	220	365	473	000	Canadian Forces Base Greenwood (14 Wing Greenwood)
3	220	365	474	000	Canadian Forces Base Bagotville (2 & 3 Wing Bagotville)
3	220	365	475	000	Canadian Forces Base Comox (19 Wing Comox)
3	220	365	476	000	1 Canadian Air Division Headquarters / 1 Canadian Air Division Headquarters Detachment Ottawa / 1 Wing Headquarters / 12 Wing Headquarters / 1, 3, 8, 12, 14, 19 Air Maintenance Squadron / 10 Field Technical Training Squadron / 12, 42 Radar Squadron / Joint Rescue Coordination Centre Halifax, Trenton / 103 Search and Rescue Squadron / 2 Air Expeditionary Squadron / 2 Air Movements Squadron / 431 Air Demonstration Squadron / 8 Air Communications and Control Squadron / 21 Aerospace Control and Warning Squadron / 51 Aerospace Control and Warning Operational Training Squadron / Aerospace and Telecommunications Engineering Support Squadron
3	220	365	477	000	Canadian Forces Base Gander, Goose Bay, North Bay
3	220	365	478	000	400, 408, 430, 438, 450 Tactical Helicopter Squadron / 403 Helicopter Operational Training Squadron / 423, 443 Maritime Helicopter Squadron / Helicopter Operational Test and Evaluation Facility / 4 Construction Engineering Squadron / 406 Maritime Operational Training Squadron / 409, 425 Tactical Fighter Squadron / 410 Tactical Operational Training Squadron / 412, 429, 436 Transport Squadron / 413, 424, 435, 442 Transport and Rescue Squadron / 426 Transport Training Squadron / 444 Combat Support Squadron / 404 Long Range Patrol and Training Squadron / 405, 407 Long Range Patrol Squadron / 415 Long Range Patrol Force Development Squadron
3	221	000	000	000	Royal Canadian Navy (RCN)
3	221	366	000	000	Chief of the Naval Staff
3	221	366	479	000	Canadian Forces Maritime Warfare Centre / Canadian Forces Maritime Warfare Centre Detachment Ottawa
3	221	367	000	000	Maritime Forces Pacific

3	221	367	480	000	Maritime Forces Pacific Headquarters / Canadian Fleet Pacific Headquarters / Fleet Diving Unit (Pacific) / Naval Reserve Headquarters / Canadian Submarine Force headquarters / Maritime Operations Group Four Headquarters
3	221	367	481	000	Canadian Forces Base Esquimalt / Canadian Forces Base Esquimalt Detachment Matsqui
3	221	367	482	000	Naval Fleet School (Atlantic) / Naval Fleet School (Pacific) / Naval Training Development Centre (Pacific) / Naval Training Development Centre (Atlantic) / Naval Personnel and Training Group Headquarters/Naval Fleet School Quebec
3	221	367	483	000	Fleet Maintenance Facility - CAPE BRETON
3	221	368	000	000	Maritime Forces Atlantic
3	221	368	484	000	Maritime Forces Atlantic Headquarters / TRINITY - Maritime Operations Support and Intelligence Centre / Fleet Diving Unit (Atlantic) / Fifth Maritime Operations Group Headquarters / Canadian Forces Station St. John's / Canadian Fleet Atlantic Headquarters
3	221	368	485	000	Canadian Forces Base Halifax / Canadian Forces Base Halifax Detachment Cape Breton
3	221	368	486	000	Fleet Maintenance Facility - CAPE SCOTT
3	222	000	000	000	Strategic Joint Staff (SJS)
3	223	000	000	000	Vice Chief of Defence Staff (VCDS)
3	223	369	000	000	Chief of Programme / Chief of Force Development
3	223	370	000	000	Canadian Forces Military Police Group (CF MP GP) / Military Police Group - Air Force (AF MP Gp) / Military Police Group - Army (AMP Gp) / Centralized headquarters for the Canadian Forces Military Police Group CF MP Gp HQ / Canadian Forces Military Police Academy (CFMPA) / Canadian Forces National Investigation Service (CFNIS) / Military Police Group - Navy (NMP Gp) / Special Operations Forces Military Police Unit (Special Ops Forces MPU)
3	223	371	000	000	National Cadet and Junior Canadian Rangers Support Group (NATL CJCR SP GP) / Chief of Reserves and Employer Support
3	223	372	000	000	Canadian Forces Support Unit (Ottawa) / Canadian Forces Support Unit (Europe)
3	223	373	000	000	Director General Defence Security (DGDS)
3	223	374	000	000	Deputy Vice Chief of The Defence Staff (DVCD) / Director General Headquarters Transformation / Director General Canadian Forces Grievance Authority / OUTCAN Coordination and Support / Directorate of Foreign Liaison / Directorate of General Safety / VCDS Group Headquarters / Defence Renewal Team
3	999	000	000	000	I cannot find my organizational unit
4	000	000	000	000	Correctional Service Canada
4	200	000	000	000	Atlantic Region
4	200	300	000	000	Atlantic Region - Regional Headquarters
4	200	301	000	000	Atlantic Region - Springhill Institution
4	200	302	000	000	Atlantic Region - Dorchester Penitentiary Cluster (including the formerly known Westmorland Institution and the Shepody Healing Centre (excluding employees from the Health Services Sector))
4	200	303	000	000	Atlantic Region - Atlantic Institution
4	200	304	000	000	Atlantic Region - Nova Institution for Women
4	200	305	000	000	Atlantic Region - Parole Office - Nova Scotia, Newfoundland and Labrador Districts (including Community Correctional Centres)

4	200	306	000	000	Atlantic Region - Parole Office - New Brunswick and Prince Edward Island District (including Community Correctional Centres)
4	201	000	000	000	Quebec Region
4	201	307	000	000	Quebec Region - Regional Headquarters
4	201	308	000	000	Quebec Region - Federal Training Centre Cluster (including formerly known Montée St-François Institution)
4	201	309	000	000	Quebec Region - Donnacona Institution
4	201	310	000	000	Quebec Region - Joliette Institution
4	201	311	000	000	Quebec Region - Archambault Institution Cluster (including formerly known Ste-Anne-des-Plaines Institution; and Regional Mental Health Centre (RMHU), excluding employees from Health Services Sector)
4	201	312	000	000	Quebec Region - Regional Reception Centre (including Special Handling Unit - SHU)
4	201	313	000	000	Quebec Region - Drummond Institution
4	201	314	000	000	Quebec Region - Cowansville Institution
4	201	315	000	000	Quebec Region - La Macaza Institution
4	201	316	000	000	Quebec Region - Port-Cartier Institution
4	201	317	000	000	Quebec Region - Parole Office - Montréal Metropolitan District (including Community Correctional Centres)
4	201	318	000	000	Quebec Region - Parole Office - East-West Quebec District (including Community Correctional Centres)
4	202	000	000	000	Ontario Region
4	202	319	000	000	Ontario Region - Regional Headquarters
4	202	320	000	000	Ontario Region - Millhaven Institution (including the Regional Treatment Centre and excluding employees from Health Services Sector)
4	202	321	000	000	Ontario Region - Bath Institution
4	202	322	000	000	Ontario Region - Collins Bay Institution Cluster (including formerly known Frontenac Institution)
4	202	323	000	000	Ontario Region - Beaver Creek Institution Cluster (including formerly known Fenbrook Institution)
4	202	324	000	000	Ontario Region - Joyceville Institution Cluster (including formerly known Pittsburgh Institution)
4	202	325	000	000	Ontario Region - Warkworth Institution
4	202	326	000	000	Ontario Region - Grand Valley Institution for Women
4	202	327	000	000	Ontario Region - Parole Office - Greater Ontario and Nunavut District (including Community Correctional Centres)
4	202	328	000	000	Ontario Region - Parole Office - Central Ontario District (including Community Correctional Centres)
4	203	000	000	000	Prairies Region
4	203	329	000	000	Prairie Region - Regional Headquarters
4	203	330	000	000	Prairie Region - Regional Psychiatric Centre (excluding employees from Health Services Sector)
4	203	331	000	000	Prairie Region - Stony Mountain Institution Cluster (including formerly known Rockwood Institution)
4	203	332	000	000	Prairie Region - Saskatchewan Penitentiary Cluster (including formerly known Riverbend Institution)

4	203	333	000	000	Prairie Region - Okimaw Ohci Healing Lodge
4	203	334	000	000	Prairie Region - Willow Cree Healing Lodge
4	203	335	000	000	Prairie Region - Drumheller Institution Cluster (including formerly known Drumheller Annex)
4	203	336	000	000	Prairie Region - Grande Cache Institution
4	203	337	000	000	Prairie Region - Pê Sâkâstêw Centre and Grierson Centre
4	203	338	000	000	Prairie Region - Bowden Institution Cluster (including formerly known Bowden Annex)
4	203	339	000	000	Prairie Region - Edmonton Institution for Women
4	203	340	000	000	Prairie Region - Edmonton Institution
4	203	341	000	000	Prairie Region - Parole Office - Manitoba / Saskatchewan / NW Ontario District Office (including Community Correctional Centres)
4	203	342	000	000	Prairie Region - Parole Office - Alberta / Northwest Territories District Office (including Community Correctional Centres)
4	204	000	000	000	Pacific Region
4	204	343	000	000	Pacific Region - Regional Headquarters
4	204	344	000	000	Pacific Region - William Head Institution
4	204	345	000	000	Pacific Region - Matsqui Institution
4	204	346	000	000	Pacific Region - Pacific Institution (including the Regional Treatment Centre; excluding employees from Health Services Sector)
4	204	347	000	000	Pacific Region - Mountain Institution
4	204	348	000	000	Pacific Region - Kent Institution
4	204	349	000	000	Pacific Region - Kwikwèxwelhp Healing Village
4	204	350	000	000	Pacific Region - Mission Institution Cluster (including formerly known Ferndale Institution)
4	204	351	000	000	Pacific Region - Fraser Valley Institution for Women
4	204	352	000	000	Pacific Region - Parole Office (including Community Correctional Centres)
4	205	000	000	000	Sectors and National Headquarters
4	205	353	000	000	Communications & Engagement Sector
4	205	354	000	000	Corporate Services Sector - Comptroller's Branch, Resource Management & Assistant Commissioner Corporate Services' (ACCS) Office
4	205	355	000	000	Corporate Services Sector - Technical Services and Facilities
4	205	356	000	000	Correctional Operations and Programs Sector (including CORCAN) - National Headquarters (NHQ)
4	205	357	000	000	Correctional Operations and Programs Sector (including CORCAN) - Atlantic Region
4	205	358	000	000	Correctional Operations and Programs Sector (including CORCAN) - Quebec Region
4	205	359	000	000	Correctional Operations and Programs Sector (including CORCAN) - Ontario Region
4	205	360	000	000	Correctional Operations and Programs Sector (including CORCAN) - Prairie Region
4	205	361	000	000	Correctional Operations and Programs Sector (including CORCAN) - Pacific Region

4	205	362	000	000	Commissioner's Office / Executive Secretariat / Legal Services / Women Offender Sector / Internal Audit / Intergovernmental Relations
4	205	363	000	000	Health Services Sector - National Headquarters (NHQ)
4	205	364	000	000	Health Services Sector - Atlantic Region (including Health services employees of Shepody Healing Centre)
4	205	365	000	000	Health Services Sector - Quebec Region (including Health services employees of the Regional Mental Health Centre)
4	205	366	000	000	Health Services Sector - Ontario Region (including Health services employees of the Regional Treatment Centre)
4	205	367	000	000	Health Services Sector - Prairie Region (including Health services employees of the Regional Psychiatric Centre)
4	205	368	000	000	Health Services Sector - Pacific Region (including Health services employees of the Regional Treatment Centre)
4	205	369	000	000	Human Resource Management Sector - Learning and Development (including employees of the Correctional Learning and Development Centres, and the National Training Academy) - All regions
4	205	370	000	000	Human Resource Management Sector - Labour Relations and Workplace Management - All regions
4	205	371	000	000	Human Resource Management Sector - Classification, Resourcing and Operations - All regions
4	205	372	000	000	Human Resource Management Sector - Other (including HR Modernization and Governance, Human Resource Management Systems, Data Reporting, Compensation, Scheduling and Deployment System, ACHRM's Office) - All regions
4	205	373	000	000	Information Management Services - National Headquarters (NHQ)
4	205	374	000	000	Information Management Services - Atlantic Region
4	205	375	000	000	Information Management Services - Quebec Region
4	205	376	000	000	Information Management Services - Ontario Region
4	205	377	000	000	Information Management Services - Prairie Region
4	205	378	000	000	Information Management Services - Pacific Region
4	205	379	000	000	Policy Sector - Other (including Assistant Commissioner's Office (ACP) / Research Branch / Values, Integrity, and Conflict Management Branch (VICM))
4	205	380	000	000	Policy Sector - Rights, Redress and Resolution Branch (RRR) (including Offender Redress)
4	205	381	000	000	Policy Sector - Associate Assistant Commissioner's Branch (AACP) (including Evaluations, Strategic Policy, Performance Measurement and Management Reporting, and Integrated Strategic Business Planning)
4	205	382	000	000	Senior Deputy Commissioner - Incident Investigations Branch / Aboriginal Initiatives
4	999	000	000	000	I cannot find my organizational unit
5	000	000	000	000	Fisheries and Oceans Canada
5	200	000	000	000	Canadian Coast Guard (CCG) Including Regions
5	200	300	000	000	Canadian Coast Guard (CCG) Headquarters (HQ)
5	200	300	400	000	CCG HQ - Integrated Business Management Services (including the Commissioner's and Operations Deputy Commissioner's offices)
5	200	300	401	000	CCG HQ - Integrated Technical Services

5	200	300	402	000	CCG HQ - Vessel Procurement / Major Crown Projects
5	200	300	403	000	CCG HQ - Operations (formerly named Fleet)
5	200	300	404	000	CCG HQ - National Strategies (including the Deputy Commissioner, Strategy and Shipbuilding's offices)
5	200	301	000	000	Canadian Coast Guard College - Sydney, Nova Scotia
5	200	301	405	000	CCG College - Employees
5	200	301	406	000	CCG College - Students / Officer Cadets
5	200	302	000	000	CCG Atlantic Region
5	200	302	407	000	CCG Atlantic - Shore-Based Personnel
5	200	302	407	500	CCG Atlantic - Integrated Business Management Services / Assistant Commissioner's office / Safety and Security / Fleet
5	200	302	407	501	CCG Atlantic - Integrated Technical Services
5	200	302	407	502	CCG Atlantic - Incident Management
5	200	302	407	503	CCG Atlantic - Navigational Programs
5	200	302	408	000	CCG Atlantic - Lightkeepers
5	200	302	409	000	CCG Atlantic - Seagoing Personnel
5	200	303	000	000	CCG Central & Arctic Region
5	200	303	410	000	CCG Central & Arctic Region - Shore-Based Personnel
5	200	303	410	504	CCG Central & Arctic Region - Integrated Business Management Services / Assistant Commissioner's office / Safety and Security / Fleet
5	200	303	410	505	CCG Central & Arctic Region - Integrated Technical Services
5	200	303	410	506	CCG Central & Arctic Region - Incident Management
5	200	303	410	507	CCG Central & Arctic Region - Navigational Programs
5	200	303	411	000	CCG Central & Arctic Region - Seagoing Personnel
5	200	304	000	000	CCG Western Region
5	200	304	412	000	CCG Western - Shore-Based Personnel
5	200	304	412	508	CCG Western - Integrated Business Management Services / Assistant Commissioner's office / Safety and Security / Fleet
5	200	304	412	509	CCG Western - Integrated Technical Services
5	200	304	412	510	CCG Western - Incident Management
5	200	304	412	511	CCG Western - Navigational Programs
5	200	304	413	000	CCG Western - Lightkeepers
5	200	304	414	000	CCG Western - Seagoing Personnel
5	201	000	000	000	Newfoundland and Labrador Region
5	201	305	000	000	Newfoundland and Labrador Region - Executive Management (includes Regional Director General's Office and Associate Regional Director General's Office / Communications / Policy and Economics)
5	201	306	000	000	Newfoundland and Labrador Region - Human Resources and Corporate Services (excluding IM&TS and Finance and Administration) / Real Property, Safety and Security
5	201	307	000	000	Newfoundland and Labrador Region - Science
5	201	307	415	000	Newfoundland and Labrador Region - Science (non Canadian Hydrographic Service (CHS))
5	201	307	416	000	Newfoundland and Labrador Region - Science- Canadian Hydrographic Service (CHS)

5	201	308	000	000	Newfoundland and Labrador Region - Ecosystems and Fisheries Management
5	201	308	417	000	Newfoundland and Labrador Region - Fisheries Management (including Regional Director's Office) /Northwest Atlantic Fisheries Organization (NAFO, etc.) / Integrated Business Management (IBM) / Director's office / Licensing / Vessel Monitoring System Units (VMS) / Resource Management
5	201	308	418	000	Newfoundland and Labrador Region - Ecosystems Management (includes Fisheries Protection Program- formerly named Habitat, Aquaculture Management, Species at Risk, and Oceans Management)
5	201	308	419	000	Newfoundland and Labrador Region - Small Craft Harbors
5	201	308	420	000	Newfoundland and Labrador Region - Conservation and Protection (including area offices)
5	201	308	420	512	Newfoundland and Labrador Region - Conservation and Protection - Headquarters including Offshore Compliance
5	201	308	420	513	Newfoundland and Labrador Region - Conservation and Protection - Area 1
5	201	308	420	514	Newfoundland and Labrador Region - Conservation and Protection - Area 2
5	201	308	421	000	Newfoundland and Labrador Region - Area Offices (non Conservation & Protection)- Ecosystems and Fisheries Management including Eastern/Central/Labrador and Southern/Western/Straits
5	202	000	000	000	Maritimes Region
5	202	309	000	000	Maritimes Region - Executive Management (including Regional Director General and Associate Regional Director General Offices / Communications / Policy & Economics)
5	202	310	000	000	Maritimes Region - Human Resources and Corporate Services (excluding IM&TS and Finance and Administration)
5	202	310	422	000	Maritimes Region - Human Resources (reports to RDG)
5	202	310	423	000	Maritimes Region - Real Property, Safety and Security
5	202	311	000	000	Maritimes Region - Science
5	202	311	424	000	Maritimes Region - Science (Non-Canadian Hydrographic Service (CHS))
5	202	311	425	000	Maritimes Region - Science (Canadian Hydrographic Service (CHS))
5	202	312	000	000	Maritimes Region - Ecosystems and Fisheries Management
5	202	312	426	000	Maritimes Region - Conservation and Protection
5	202	312	427	000	Maritimes Region - Resource and Aboriginal Fisheries Management / Aquaculture Management / Integrated Business Management
5	202	312	428	000	Maritimes Region - Ecosystem Management (includes Fisheries Protection-formerly named Habitat, Species at Risk, and Oceans and Coastal Management)
5	202	312	429	000	Maritimes Region - Small Craft Harbours (includes Gulf region and Area offices)
5	202	312	430	000	Maritimes Region - Area Offices (non Conservation and Protection)- Eastern Nova Scotia Area / South Western New Brunswick / South Western Nova Scotia Area
5	203	000	000	000	Gulf Region

5	203	313	000	000	Gulf Region - Executive Management (including Regional Director General's and Associate Regional Director General's Offices / Communications / Policy and Economics)
5	203	314	000	000	Gulf Region - Human Resources and Corporate Services (excluding IM&TS, Finance and Administration and Fast Track Staffing)
5	203	315	000	000	Gulf Region -Science (non Canadian Hydrographic Service (CHS))
5	203	316	000	000	Gulf Region - Ecosystems and Fisheries Management (includes Fisheries and Aquaculture Management, Conservation and Protection, Ecosystems Management and Area Offices)
5	203	316	431	000	Gulf Region - Resource and Aboriginal Fisheries Management, Conservation and Protection (RHQ), Regional Director Fisheries and Aquaculture Management Office, Integrated Business Management and Licensing
5	203	316	432	000	Gulf Region - Ecosystems Management (Fisheries Protection Program, Oceans and Species at Risk)
5	203	316	433	000	Gulf Region - Conservation and Protection (Area offices, Detachments and Sub-detachments)
5	203	316	434	000	Gulf Region - Area Offices (non Conservation and Protection) integrating Eastern New Brunswick, Gulf Nova Scotia and Prince Edward Island Areas
5	204	000	000	000	Québec Region
5	204	317	000	000	Quebec Region - Executive Management (including Regional Director General / Associate Regional Director General Offices / Communications / Policy and Economics)
5	204	318	000	000	Quebec Region - Human Resources and Corporate Services excludes Human Resources (reports to RDG) and Real Property, Safety and Security - (excluding IM&TS and Finance and Administration)
5	204	319	000	000	Quebec Region - Sciences
5	204	319	435	000	Quebec Region - Science - (non Canadian Hydrographic Service (CHS))
5	204	319	435	515	Quebec Region - Science - Regional Science Branch and Scientific Advice, Information and Support
5	204	319	435	516	Quebec Region - Science- Pelagics and Ecosystem Science
5	204	319	435	517	Quebec Region - Science- Demersal and Benthic Science
5	204	319	436	000	Quebec Region - Science - Canadian Hydrographic Service
5	204	320	000	000	Quebec Region - Ecosystems and Fisheries Management
5	204	320	437	000	Quebec Region - Fisheries Management (including Resource Management, Aboriginal programs, Aquaculture, Statistics and Licenses)
5	204	320	438	000	Quebec Region - Ecosystems Management (including Oceans, Species at Risk, Fisheries Protection- Clients, Partnerships, Standards and Guidelines, Protection Program, regulatory examinations)
5	204	320	439	000	Quebec Region - Small Craft Harbours
5	204	320	440	000	Quebec Region - Conservation and Protection (including Conservation and Protection in area offices)
5	204	320	441	000	Quebec Region - Area Offices (non Conservation and Protection)- Iles-de-la-Madeleine, North Shore, Bas Saint-Laurent/Gaspesie
5	205	000	000	000	Central and Arctic Region



5	205	321	000	000	Central and Arctic Region - Executive Management (including Regional Director General / Associate Regional Director General Offices / Communications / Policy & Economics / Human Resources)
5	205	322	000	000	Central and Arctic Region - Real Property, Safety and Security / Small Craft Harbours
5	205	323	000	000	Central and Arctic Region - Science
5	205	323	442	000	Central and Arctic Region - Science - non Canadian Hydrographic Service (CHS)
5	205	323	442	518	Central and Arctic Region - Science - Great Lakes Laboratory for Fisheries Science
5	205	323	442	519	Central and Arctic Region - Science - Sea Lamprey Control
5	205	323	442	520	Central and Arctic Region - Science - Arctic Aquatic Science and Regional Director's Office
5	205	323	443	000	Central and Arctic Region - Science - Canadian Hydrographic Service (CHS)
5	205	324	000	000	Central and Arctic Region - Ecosystems and Fisheries Management
5	205	324	444	000	Central and Arctic Region - Ecosystems Management - Species at Risk - Oceans - AIS - Regional Director's Office
5	205	324	445	000	Central and Arctic Region - Ecosystems Management - Fisheries Protection Program
5	205	325	000	000	Central and Arctic Region - Fisheries Management / Conservation and Protection / Northern Operations
5	206	000	000	000	Pacific Region
5	206	326	000	000	Pacific Region - Executive Management (including Regional Director General's / Associate Regional Director General Offices / Legal Services / Communications / Policy / Human Resources reporting to RDG)
5	206	327	000	000	Pacific Region - Human Resources and Corporate Services (excluding IM&TS and Finance and Administration )
5	206	327	446	000	Pacific Region - Real Property, Safety and Security
5	206	327	447	000	Pacific Region - Small Craft Harbours
5	206	328	000	000	Pacific Region - Science
5	206	328	448	000	Pacific Region - Regional Director's Office / Business Management Services / Science program admin staff (not including area offices)
5	206	328	449	000	Pacific Region - Ocean Sciences Division
5	206	328	450	000	Pacific Region - Science (Canadian Hydrographic Service (CHS)) - Institute of Ocean Sciences
5	206	328	451	000	Pacific Region - Aquatic Diagnostics, Genomics and Technology Division
5	206	328	452	000	Pacific Region - Ecosystem Science Division
5	206	328	453	000	Pacific Region - Aquatic Resources, Research and Assessment Division
5	206	329	000	000	Pacific Region - Ecosystems Management Branch
5	206	329	454	000	Pacific Region - Fisheries Protection Program - Region
5	206	329	455	000	Pacific Region - Salmonid Enhancement Program Hatchery Operations

5	206	329	456	000	Pacific Region - Species at Risk (Ecosystems Management & Fisheries Management), Regional Director's Office, Program Planning and Information Management and Oceans-Regional Headquarters
5	206	330	000	000	Pacific Region - Ecosystems and Fisheries Management
5	206	330	457	000	Pacific Region - Resource Management (Program Delivery, Regional Director's Office, Business Client Services, Business Management Services, (Salmon)- Regional Headquarters)
5	206	330	458	000	Pacific Region - Treaty and Aboriginal Policy- Regional Headquarters
5	206	330	459	000	Pacific Region - Aquaculture- Region
5	206	331	000	000	Pacific Region - Conservation and Protection
5	206	331	460	000	Pacific Region - Conservation and Protection - Regional Headquarters and British Columbia Aquaculture Regulatory Program
5	206	331	461	000	Pacific Region - Conservation and Protection - South Coast Area (including Intelligence and Investigative Services ) / North Coast Area (including Nisga'a) / Lower Fraser Area (including Intelligence and Investigative Services ) / British Columbia Interior Area and Yukon Transboundary Area
5	206	332	000	000	Pacific Region - Area Offices - British Columbia South Coast Area
5	206	332	462	000	Pacific Region - South Coast Area Executive Management- Area Director's Office and Business Management Services, South Coast Area Fisheries Management (non Conservation and Protection) (including Resource Management, Aboriginal Fisheries Strategies/ Treaties and Aboriginal Policy)
5	206	332	463	000	Pacific Region - South Coast Area Science Stock Assessment
5	206	333	000	000	Pacific Region - British Columbia Fraser River and Interior Area
5	206	333	464	000	Pacific Region - Executive Management - Area Director's Office and Business Management Services, Fisheries Management (non Conservation and Protection) (including Resource Management, Aboriginal Fisheries Strategies/ Treaties and Aboriginal Policy)
5	206	333	465	000	Pacific Region - Fraser - Science Stock Assessment
5	206	334	000	000	Pacific Region - Area Offices - Yukon and Transboundary Rivers Area (including Resource Management, Treaties and Aboriginal Policy/ Aboriginal Fisheries Strategy, Stock Assessment Division, Area Director's Office, Business Management Strategies)
5	206	335	000	000	Pacific Region - Area Offices - British Columbia North Coast Area - Executive Management- Area Director's Office and Business Management Services, Fisheries Management (non Conservation and Protection) (including Resource Management, Aboriginal Fisheries Strategies/ Treaties and Aboriginal Policy)
5	207	000	000	000	National Capital Region (NCR) - Headquarters
5	207	336	000	000	NCR HQ - Executive Offices - Minister's Departmental Staff / Deputy Minister and Associate Deputy Minister Offices / Office of Sr. ADM Delivery and Results / Internal Audit Directorate / Legal Services
5	207	337	000	000	NCR HQ - Human Resources and Corporate Services
5	207	337	466	000	NCR HQ - Assistant Deputy Minister's Office and Program Planning and Coordination / Real Property / Safety and Security
5	207	337	467	000	NCR HQ - Human Resources
5	207	337	468	000	NCR HQ - Information Management and Technology Services (IM&TS) (including regions)
5	207	337	468	521	NCR HQ - IM&TS - Solution Development & Integration (SDI)

5	207	337	468	522	NCR HQ - IM&TS - Analytics and Applications Operational Support (AAOS)
5	207	337	468	523	NCR HQ - IM&TS - External Service Management & IT Security
5	207	337	468	524	NCR HQ - IM&TS - Information Management Branch
5	207	337	468	525	NCR HQ - IM&TS - IT Service Desk and Desktop engineering / Device Management
5	207	337	468	526	NCR HQ - IM&TS - Business Management, Integration and Engagement (BMIE) / Application Rationalization (ARI) / Chief Information Officer`s Office / Deputy CIO Office
5	207	338	000	000	NCR HQ - Chief Financial Officer (including Finance and Administration in regions)
5	207	338	463	000	NCR HQ - Chief Financial Officer, Corporate Planning, Performance, Risk Management and Evaluation
5	207	338	464	000	NCR HQ and Regions - Budget Planning and Financial Management
5	207	338	464	527	NCR HQ - Budget Planning and Financial Management - NCR only
5	207	338	464	528	NCR HQ - Budget Planning and Financial Management - Finance and Administration (Regions only)
5	207	338	465	000	NCR HQ - Financial and Materiel Management Operations
5	207	338	465	529	NCR HQ - Financial and Materiel Management Operations (NCR only)
5	207	338	465	530	NCR HQ - Financial and Material Management Operations- Procurement Hub and Accounting Hub
5	207	339	000	000	NCR HQ - Strategic Policy
5	207	339	466	000	NCR HQ - Senior Assistant Deputy Minister`s Office, Strategic Policy Directorate, External Relations
5	207	339	467	000	NCR HQ - Executive Secretariat / Economic and Statistics
5	207	339	468	000	NCR HQ - Communications
5	207	339	469	000	NCR HQ - Indigenous Affairs and Reconciliation Directorate
5	207	340	000	000	NCR HQ - Ecosystems & Oceans Science
5	207	340	470	000	NCR HQ - Science (non Canadian Hydrographic Service) including Ecosystems Science, Strategic and Regulatory Science and Assistant Deputy Minister`s Office
5	207	340	471	000	NCR HQ - Canadian Hydrographic Service (CHS)
5	207	341	000	000	NCR HQ - Aquatic Ecosystems
5	207	341	472	000	NCR HQ - Aquaculture Management (including Aquatic Ecosystems Assistant Deputy Minister Office)
5	207	341	473	000	NCR HQ - Oceans Management
5	207	341	474	000	NCR HQ - Ecosystems Management
5	207	342	000	000	NCR HQ - Fisheries and Harbour Management
5	207	342	475	000	NCR HQ - Fisheries and License Policy (including Catch Certification Office and Fisheries and Harbour Management Assistant Deputy Minister Office)
5	207	342	476	000	NCR HQ - Fisheries Resource Management / Small Craft Harbours
5	207	342	477	000	NCR HQ - Conservation and Protection
5	999	000	000	000	I cannot find my organizational unit
6	000	000	000	000	Health Canada

6	200	000	000	000	Deputy Minister's Office (including Ombudsman, Integrity and Resolution Office) / Legal Services
6	201	000	000	000	Strategic Policy Branch
6	201	300	000	000	Assistant Deputy Minister's Office / Office of Pharmaceutical Management Strategies / Science Policy Directorate / Health Care Strategies Directorate / Health Programs and Strategic Initiatives / Policy Coordination and Planning Directorate / Federal/Provincial/Territorial Relations Division / Canada Health Act Division
6	201	301	000	000	Health Care Programs and Policy Directorate
6	202	000	000	000	Corporate Services Branch
6	202	302	000	000	Assistant Deputy Minister's Office / Branch Renewal and Enterprise Architecture Directorate / Planning, Integration and Management Services Directorate
6	202	303	000	000	Real Property and Security Directorate
6	202	304	000	000	Human Resources Services Directorate
6	202	305	000	000	Information Management Services Directorate
6	202	306	000	000	Specialized Health Services Directorate
6	203	000	000	000	Chief Financial Officer Branch
6	203	307	000	000	Office of the Chief Financial Officer / Planning & Corporate Management Practices / DGO Financial Operations Directorate / DGO Resource Management Directorate
6	203	308	000	000	Financial Operations Directorate (excluding DGO)
6	203	308	400	000	Accounting Operations and System Division
6	203	308	401	000	Accounting Operations West
6	203	308	402	000	Policy, Internal Controls / Corporate Accounting Division
6	203	308	403	000	Material and Assets Management Division
6	203	309	000	000	Resource Management Directorate (excluding DGO)
6	203	309	404	000	Executive Director, Financial Management Office/ Corporate Resource Management Services
6	203	309	405	000	FNIHB Financial Services - NCR
6	203	309	406	000	FNIHB Financial Services - Regions
6	204	000	000	000	Healthy Environments and Consumer Safety Branch
6	204	310	000	000	Assistant Deputy Minister's Office / Policy, Planning and Integration
6	204	311	000	000	Environmental and Radiation Health Sciences Directorate
6	204	311	407	000	Radiation Protection Bureau
6	204	311	408	000	Environmental Health Science and Research Bureau
6	204	311	409	000	Consumer and Clinical Radiation Protection / Director General's Office / Office of Science Policy, Liaison and Coordination
6	204	312	000	000	Safe Environments Directorate
6	204	312	410	000	New Substances Assessment and Control Bureau
6	204	312	411	000	Existing Substances Risk Assessment Bureau / Risk Management Bureau
6	204	312	412	000	Water and Air Quality Bureau
6	204	312	413	000	Climate Change and Innovation Bureau / Chemicals and Environmental Health Management Bureau / Governance and Integrated Planning Bureau / Director General's Office
6	204	313	000	000	Consumer Product Safety Directorate

6	204	313	414	000	Risk Assessment Bureau / Director General's Office
6	204	313	415	000	Risk Management / Workplace Hazardous Materials Bureau
6	204	314	000	000	Tobacco Control Directorate
6	204	314	416	000	Director General's Office / Research and Surveillance
6	204	314	417	000	Tobacco & Vaping Policy/Tobacco&Vaping Regs&Compliance
6	205	000	000	000	Opioid Response Team
6	205	315	000	000	Assistant Deputy Minister's Office / Opioid Response Team
6	205	316	000	000	Controlled Substances Directorate
6	205	316	418	000	Office of Drug Policy and Science/Office of Drug Research and Surveillance
6	205	316	419	000	Office of Controlled Substances
6	205	316	420	000	Director General's Office/Office of Planning, Risk and Accountability/Office of legislative and Regulatory Affairs
6	206	000	000	000	Cannabis Legalization and Regulation Branch
6	207	000	000	000	Health Products and Food Branch
6	207	317	000	000	Assistant Deputy Minister's Office/Policy Planning and International Affairs Directorate
6	207	318	000	000	Resource Management and Operations Directorate
6	207	318	421	000	Director General's Office and Operations / Strategic Planning and Accountability Division / Operations Management and Scientific Learning Division
6	207	318	422	000	Information Management, Business Informatics
6	207	319	000	000	Biologics and Genetic Therapies Directorate
6	207	319	423	000	Centre for Biologics Evaluation
6	207	319	424	000	Centre for the Evaluation of Radiopharmaceuticals and Biotherapeutics
6	207	319	425	000	Director General's Office / Office of Regulatory Affairs / Office of Policy and International Collaboration / Office of Business Integration and Risk Management / Office of Quality and Information Management / Regulatory Reform for Drugs and Devices
6	207	320	000	000	Food Directorate
6	207	320	426	000	Chemical Safety
6	207	320	427	000	Nutritional Sciences
6	207	320	428	000	Microbial Hazards
6	207	320	429	000	Business Systems & Operations / Policy, Intergovernmental and International Affairs / Food Surveillance and Science Integration / Director General's Office Food
6	207	321	000	000	Marketed Health Products
6	207	321	430	000	Director General's Office / Bureau of Strategic Initiatives and Planning / Therapeutic Effectiveness and Policy Bureau
6	207	321	431	000	Marketed Biologicals, Biotechnology and Natural Health Products Bureau / Marketed Health Products Safety and Effectiveness Information Bureau / Marketed Pharmaceuticals and Medical Devices Bureau
6	207	322	000	000	Natural and Non-prescription Health Products Directorate
6	207	323	000	000	Office of Nutrition Policy and Promotion
6	207	324	000	000	Therapeutic Products Directorate
6	207	324	432	000	Medical Devices Bureau

6	207	324	433	000	Director General's Office Therapeutic Products / Bureau of Policy, Science and International Programs / Office of Planning, Performance and Review Services / Office of Submissions and Intellectual Property
6	207	324	434	000	Bureau of Cardiology, Allergy and Neurological Sciences / Bureau of Metabolism, Oncology and Reproductive Sciences / Bureau of Gastroenterology, Infection and Viral Diseases / Bureau of Medical Sciences / Bureau of Pharmaceutical Sciences / Office of Clinical Trials
6	207	325	000	000	Veterinary Drugs Directorate
6	208	000	000	000	Pest Management Regulatory Agency
6	208	326	000	000	Health Evaluation Directorate
6	208	327	000	000	Registration Directorate
6	208	328	000	000	Environmental Assessment Directorate / Value Assessment and Re-evaluation Directorate
6	208	329	000	000	Policy, Communications and Regulatory Affairs Directorate/Executive Director's Office / Strategic Planning, Financial and Business Operations Division/Compliance, Laboratory Services and Regional Operations Directorate
6	209	000	000	000	Regulatory Operations & Regions Branch
6	209	330	000	000	Policy and Regulatory Strategies / Assistant Deputy Minister's Office
6	209	331	000	000	Consumer Product Safety, Tobacco and Pesticides
6	209	331	435	000	Consumer Product Safety Program
6	209	331	436	000	Tobacco Control Program and Director General's Office
6	209	331	437	000	Pesticide Compliance Program
6	209	332	000	000	Controlled Substances and Environmental Health
6	209	332	438	000	Controlled Substances and Director General's Office
6	209	332	439	000	Environmental Health & Internationally Protected Persons Program
6	209	333	000	000	Health Products Compliance
6	209	333	440	000	Health Prod Compliance & Risk Management and Director General's Office
6	209	333	441	000	Health Product Inspections and Licensing
6	209	334	000	000	Laboratories
6	209	334	442	000	Drug Analysis Services Lab and Director General's Office
6	209	334	443	000	Health Products and Food Lab
6	209	335	000	000	Medical Devices and Clinical Compliance
6	209	335	444	000	Clinical Compliance / Border Operations / Director General's Office
6	209	335	445	000	Medical Devices Compliance Program
6	209	336	000	000	Planning and Operations
6	209	337	000	000	Cannabis
6	210	000	000	000	Communications and Public Affairs Branch
6	210	338	000	000	Assistant Deputy Minister's Office / Public Health Strategic Communications Directorate
6	210	339	000	000	Ministerial Services and Integrated Communications Directorate
6	210	340	000	000	Public Affairs Directorate
6	999	000	000	000	I cannot find my organizational unit
7	000	000	000	000	Public Services and Procurement Canada

7	200	000	000	000	Atlantic - Regional Director General
7	200	300	000	000	Regional Director General's Office/ Corporate Services, Strategic Management and Communications/Human Resources/Cape Breton Operations
7	200	301	000	000	Environmental Services/Client Service Team
7	200	302	000	000	Atlantic - Procurement Services /Office of Small and Medium Enterprises
7	200	303	000	000	Atlantic - Real Property Accommodation and Portfolio Management
7	200	304	000	000	Atlantic - Real Property Professional and Technical Services
7	201	000	000	000	Quebec - Regional Director General
7	201	305	000	000	Regional Director General's Office/Corporate Services, Strategic Management and Communications
7	201	306	000	000	Quebec - Human Resources
7	201	307	000	000	Quebec - Procurement Services/Office of Small and Medium Enterprises/Space Programs
7	201	308	000	000	Quebec - Real Property Accommodation and Portfolio Management
7	201	309	000	000	Quebec - Real Property Professional and Technical Services
7	202	000	000	000	Ontario - Regional Director General
7	202	310	000	000	Regional Director General's Office/Client Service Team/Human Resources/Corporate Services, Strategic Management and Communications/Office of Small and Medium Enterprises
7	202	311	000	000	Ontario - Procurement Services
7	202	312	000	000	Ontario - Real Property Accommodation and Portfolio Management
7	202	313	000	000	Ontario - Real Property Professional and Technical Services/Environmental Services and Contaminated Sites Management/Parks Canada Infrastructure
7	203	000	000	000	Western - Regional Director General
7	203	314	000	000	Office of Small and Medium Enterprises/Corporate Services, Strategic Management and Communications/Human Resources/Regional Director General's Office
7	203	315	000	000	Environmental Services and Contaminated Sites Management/Real Property Accommodation and Portfolio Management
7	203	316	000	000	Western - Procurement Services
7	203	317	000	000	Western - Real Property Professional and Technical Services
7	204	000	000	000	Pacific - Regional Director General
7	204	318	000	000	Regional Director General's Office/Client Service Team/Human Resources/Corporate Services, Strategic Management and Communications/Office of Small and Medium Enterprises
7	204	319	000	000	Pacific - Procurement Services
7	204	320	000	000	Pacific - Real Property Accommodation and Portfolio Management
7	204	321	000	000	Pacific - Real Property Professional and Technical Services
7	205	000	000	000	Receiver General and Pension Branch
7	205	322	000	000	Assistant Deputy Minister's Office/Strategic Planning and Program Management/Government of Canada Pension Centre
7	205	323	000	000	Banking and Cash Management

7	205	324	000	000	Central Accounting and Reporting
7	205	325	000	000	Cheque Redemption Control
7	205	326	000	000	Pension Modernization and Centralization
7	205	327	000	000	Government Information Services (Advertising, electronic media monitoring, Government of Canada publications, public opinion research and the Canada Gazette)
7	205	328	000	000	Specialized Services (GCSurplus, Seized Property Management Services and the Canadian General Standards Board)
7	206	000	000	000	Chief Information Officer Branch
7	206	329	000	000	Office of the Chief Information Officer/GCWIDE Peoplesoft Implementation Program/Compensation Projects
7	206	330	000	000	Chief Technology Officer
7	206	331	000	000	Service Management
7	206	332	000	000	Solution Design
7	206	333	000	000	Strategic Planning and Management Services
7	206	334	000	000	GCWIDE GCDOCS Implementation Program/GDC SPGS des grands projets/Shared Case Management System
7	206	335	000	000	In-Service Support
7	206	336	000	000	PSPC SAP ERP Program
7	206	337	000	000	Enterprise Solutions Sector (GCDOcs, Freebalance Program Office, IFMS Program Office and Shared Travel Services Program)
7	206	338	000	000	Shared HR Services
7	207	000	000	000	Defence and Marine Procurement
7	207	339	000	000	Assistant Deputy Minister's Office/Washington Office/Strategic Policy
7	207	340	000	000	Defence and Major Projects Sector
7	207	341	000	000	Large Combat Ship Construction Sector/Large Ship Construction Sector/Marine Services & Small Vessels Sector
7	207	342	000	000	Land and Aerospace Equipment Procurement and Support Sector / Interim Fighter Capability Project Sector
7	208	000	000	000	Integrity Regime Renewal
7	208	343	000	000	Assistant Deputy Minister's Office/Integrity and Forensic Accounting/Operational Integrity Sector
7	209	000	000	000	Executive Office
7	209	344	000	000	Deputy Minister's Office/General Counsel/Chief of Staff/Executive Director's Office/Office of the Procurement Ombudsman/Office of the Ombudsman for Mental Health/Canada Post Corporation Review Secretariat
7	209	345	000	000	Office of Audit and Evaluation
7	209	346	000	000	Pay Solutions
7	209	347	000	000	Chief Transformation Officer
7	209	348	000	000	Communications
7	210	000	000	000	Finance and Administration Branch
7	210	349	000	000	Office of the Chief Financial Officer/Branch Planning and Management Services/Cabinet Submissions and Investment Management
7	210	350	000	000	Corporate Accommodations and Material Management and Workplace Renewal Initiative
7	210	351	000	000	Financial Operations



7	210	352	000	000	Financial Management
7	210	353	000	000	SIGMA
7	210	354	000	000	Budget and Cost Management
7	211	000	000	000	Human Resources Branch
7	211	355	000	000	Assistant Deputy Minister's Office/Branch Planning and Management Services/Human Resources Services Modernization Initiative
7	211	356	000	000	Executive Group Strategies and Programs
7	211	357	000	000	Labour Relations and Ethics, OHS, Compensation and Well-Being
7	211	358	000	000	Human Resources Operations
7	212	000	000	000	Pay Administration Branch
7	212	359	000	000	Assistant Deputy Minister's Office/Business Enabling, Transformation and Analytics/Pay Modernization
7	212	360	000	000	Pay Centre - Miramichi
7	212	361	000	000	Pay Centre - Satellite Office
7	212	362	000	000	Compensation Sector
7	212	363	000	000	Compensation Sector - call center
7	212	364	000	000	Client Service Bureau
7	213	000	000	000	Parliamentary Precinct Branch
7	213	365	000	000	Assistant Deputy Minister's Office/LTVP Project Management and Delivery
7	213	366	000	000	Operations and Accommodations
7	213	367	000	000	Program, Portfolio and Client Relationship Management/Strategic Planning and Corporate Services/ Centre Block Program
7	214	000	000	000	Policy, Planning and Security Branch
7	214	368	000	000	Assistant Deputy Minister's Office/Portfolio and Government Affairs/Strategic Policy and Planning/Branch Planning and Management Services/Internal Disclosure and Special Investigations Sector
7	214	369	000	000	Security and Emergency Management Sector
7	214	370	000	000	Industrial Security Sector
7	214	371	000	000	Ministerial Services and Access to Information
7	214	372	000	000	Ministerial Services and Access to Information/Access to Information and Privacy
7	215	000	000	000	Procurement Branch
7	215	373	000	000	Assistant Deputy Minister's Office/Acquisitions Program Transformation
7	215	374	000	000	Commercial and Alternative Acquisitions Management Sector
7	215	375	000	000	Office of Small and Medium Enterprises and Strategic Engagement
7	215	376	000	000	Procurement Business Management Sector
7	215	377	000	000	Services and Technology Acquisition Management Sector
7	216	000	000	000	Real Property Branch
7	216	378	000	000	Assistant Deputy Minister's Office/Associate Assistant Deputy Minister's Office/Strategic Sourcing/Engineering Assets Portfolio/Program Management Sector/Senior Account Executive for CRA/Senior Account Executive: Sciences/Senior Account Executive: Security
7	216	379	000	000	National Strategic Client Relations and Demand Management/Workplace Solutions

7	216	380	000	000	Infrastructure and Asset Management
7	216	381	000	000	Real Estate Services
7	216	382	000	000	Portfolio and Asset Management
7	216	383	000	000	Project Management
7	216	384	000	000	Strategic Planning, Administration and Renewal Sector
7	216	385	000	000	Property and Facility Management
7	216	386	000	000	Technical Services
7	217	000	000	000	Translation Bureau
7	217	387	000	000	Office of the Chief Executive Officer/Strategies and Partnerships
Services/Corporate Services					
7	217	388	000	000	Service to Parliamentary and Interpretation
7	217	389	000	000	Linguistic Services/Terminology and Standardization
7	999	000	000	000	I cannot find my organizational unit
8	000	000	000	000	Statistics Canada
8	200	000	000	000	Office of the Chief Statistician of Canada
8	201	000	000	000	Audit and Evaluation / Field 3 ACS Office or Field 3 Branch
Offices					
8	202	000	000	000	Corporate Services Field
8	202	300	000	000	Human Resources Branch
8	202	300	400	000	HR Business Intelligence and Transformation Division
8	202	300	401	000	Pay, Ethics and Workforce Management Division
8	202	300	402	000	Employee Development and Wellness Division
8	202	300	403	000	HR Business Strategies and Recruitment Division
8	202	301	000	000	Finance Branch
8	202	301	404	000	Financial and Administrative Services Division
8	202	301	405	000	Financial Reporting Division
8	202	301	406	000	Corporate and Financial Planning Division
8	202	302	000	000	Communications and Dissemination Branch
8	202	302	407	000	Official Release, Language Services and Respondent
Communications Division					
8	202	302	408	000	Strategic Communications and Stakeholder Relations Division
8	202	302	409	000	Dissemination Division
8	203	000	000	000	Economic Statistics Field
8	203	303	000	000	Field 5 ACS Office or Field 5 Branch Offices
8	203	304	000	000	Macroeconomic Accounts Branch
8	203	304	410	000	National Economic Accounts Division
8	203	304	411	000	International Accounts and Trade Division
8	203	304	412	000	Public Sector Statistics Division
8	203	304	413	000	Industry Accounts Division
8	203	305	000	000	Industry Statistics Branch
8	203	305	414	000	Manufacturing and Wholesale Trade Division
8	203	305	415	000	Retail and Service Industries Division
8	203	305	416	000	Enterprise Statistics Division
8	203	306	000	000	Economy-wide Statistics Branch
8	203	306	417	000	Consumer Prices Division
8	203	306	418	000	Producer Prices Division

8	203	306	419	000	Industrial Organization and Finance Division
8	203	306	420	000	Investment, Science and Technology Division
8	203	307	000	000	Agriculture, Energy, Environment and Transportation Statistics
Branch					
8	203	307	421	000	Agriculture Division
8	203	307	422	000	Centre for Special Business Projects
8	203	307	423	000	Environment, Energy, and Transportation Statistics Division
8	204	000	000	000	Analytical Studies, Methodology and Statistical Infrastructure
Field					
8	204	308	000	000	Field 6 ACS Office or Field 6 Branch Offices
8	204	309	000	000	Analytical Studies Branch
8	204	309	424	000	Economic Analysis Division
8	204	309	425	000	Health Analysis Division
8	204	309	426	000	Social Analysis and Modelling Division
8	204	310	000	000	Statistical Infrastructure Branch
8	204	310	427	000	Standards Division
8	204	310	428	000	Administrative Data Division
8	204	310	429	000	Statistical Registers and Geography Division
8	204	310	430	000	Information Management Division
8	204	311	000	000	Methodology Branch
8	204	311	431	000	Business Survey Methods Division
8	204	311	432	000	Social Survey Methods Division
8	204	311	433	000	Household Survey Methods Division
8	204	311	434	000	International Cooperation and Corporate Statistical Methods
Division					
8	205	000	000	000	Census, Operations and Informatics Field
8	205	312	000	000	Field 7 ACS Office or Field 7 Branch Offices or Census
Management Office or Statistical Information Service Transformation Project					
8	205	313	000	000	Informatics Branch
8	205	313	435	000	Administrative and Dissemination Systems Division
8	205	313	436	000	Statistical Information Systems Division
8	205	313	437	000	System Engineering Division
8	205	313	438	000	Information Technology Operations Division
8	205	313	439	000	Collection Systems Division
8	205	314	000	000	Collection and Regional Services Branch
8	205	314	440	000	Eastern Region (Halifax, Montreal, Sherbrooke)
8	205	314	441	000	Central Region (Ottawa, Toronto, Sturgeon Falls)
8	205	314	442	000	Western Region and Northern Territories (Edmonton, Regina, Calgary, Winnipeg, Vancouver)
8	205	314	443	000	Collection Planning and Research Division
8	205	315	000	000	Operations Branch
8	205	315	444	000	Operations and Integration Division
8	205	315	445	000	Corporate Support Services Division
8	205	316	000	000	Census Program Branch
8	205	316	446	000	Census Operations Division
8	205	316	447	000	Census Program Transformation Division

8	206	000	000	000	Social, Health and Labour Statistics Field
8	206	317	000	000	Field 8 ACS Office or Field 8 Branch Offices
8	206	318	000	000	Census Subject Matter, Social and Demographic Statistics Branch
8	206	318	448	000	Census Subject Matter Secretariat
8	206	318	449	000	Microdata Access Division
8	206	318	450	000	Demography Division
8	206	318	451	000	Social and Aboriginal Statistics Division
8	206	319	000	000	Education, Labour and Income Statistics Branch
8	206	319	452	000	Tourism and Centre for Education Statistics Division
8	206	319	453	000	Income Statistics Division
8	206	319	454	000	Labour Statistics Division
8	206	320	000	000	Health, Justice and Special Surveys Branch
8	206	320	455	000	Canadian Centre for Justice Statistics
8	206	320	456	000	Health Statistics Division
8	206	320	457	000	Special Surveys Division
8	999	000	000	000	I cannot find my organizational unit
9	000	000	000	000	Agriculture and Agri-Food Canada
9	200	000	000	000	Deputy Minister's Office
9	201	000	000	000	Market and Industry Services Branch
9	201	300	000	000	ADMO / Policy Planning and Emergency Management / Trade
Agreements and Negotiations					
9	201	301	000	000	Regional Operations
9	201	302	000	000	Sector Development and Analysis
9	202	000	000	000	Strategic Policy Branch
9	202	303	000	000	ADMO / BPRM / Policy Development and Analysis
9	202	304	000	000	Policy, Planning and Integration
9	202	305	000	000	Research and Analysis
9	203	000	000	000	Corporate Management Branch
9	203	306	000	000	ADMO / Strategic Management / Results and Delivery Unit /
Community Pastures Program					
9	203	307	000	000	Finance and Resource Management Services
9	203	308	000	000	The Canadian Pari-Mutuel Agency (CPMA)
9	203	309	000	000	Human Resources Directorate
9	203	310	000	000	Asset Management and Capital Planning
9	203	310	400	000	Assets HQ (DGO, Accommodations, Engineering and
Environmental Services, Security, Real Property, Materiel Mgmt.)					
9	203	310	401	000	Integrated Services
9	204	000	000	000	Programs Branch
9	204	311	000	000	ADMO / Management Services / Service and Program Excellence
9	204	312	000	000	Innovation Programs
9	204	313	000	000	Business Risk Management Program
9	204	314	000	000	Business Development and Competitiveness
9	204	315	000	000	Farm Income Programs
9	205	000	000	000	International Affairs Branch
9	205	316	000	000	Market Access Secretariat
9	206	000	000	000	Information Systems Branch

9	206	317	000	000	CIO / Strategic Management
9	206	318	000	000	Application and Knowledge Services
9	206	318	402	000	Knowledge Services
9	206	318	403	000	DGO / Science and Collaborative Solutions / Enterprise
Information Solutions / Program and Service Delivery Solutions					
9	206	319	000	000	Transformation and Modernization Services
9	206	319	404	000	DGO / Financial Management Applications / Transformational
Project Delivery / Modernization Project Delivery					
9	206	319	405	000	IT Client Services
9	207	000	000	000	Public Affairs Branch
9	207	320	000	000	ADMO / Branch Planning and Resource Management / Strategic
Planning, Advice and Coordination					
9	207	321	000	000	Communications Services
9	208	000	000	000	Office of Audit and Evaluation
9	209	000	000	000	Science and Technology Branch
9	209	322	000	000	ADMO / Partnerships and Planning Directorate
9	209	323	000	000	Coastal Region
9	209	323	406	000	RDT - Agassiz, Summerland
9	209	323	406	500	Agassiz - Research and Development Centre
9	209	323	406	501	Summerland - Research and Development Centre
9	209	323	407	000	RDT - St. John's, Kentville
9	209	323	407	502	St. John's - Research and Development Centre
9	209	323	407	503	Kentville - Research and Development Centre
9	209	323	408	000	RDT - Fredericton, Charlottetown
9	209	323	408	504	Fredericton - Research and Development Centre
9	209	323	408	505	Charlottetown - Research and Development Centre
9	209	323	409	000	Pest Management Centre
9	209	324	000	000	Prairie Region
9	209	324	410	000	RDT - Alberta
9	209	324	410	506	Lacombe - Research and Development Centre
9	209	324	410	507	Lethbridge - Research and Development Centre
9	209	324	411	000	RDT - Saskatchewan
9	209	324	411	508	Saskatoon - Research and Development Centre
9	209	324	411	509	Swift Current - Research and Development Centre
9	209	324	412	000	RDT - Manitoba
9	209	324	412	510	Brandon - Research and Development Centre
9	209	324	412	511	Morden - Research and Development Centre
9	209	325	000	000	Ontario - Québec Region
9	209	325	413	000	RDT - Harrow, London
9	209	325	413	512	Harrow - Research and Development Centre
9	209	325	413	513	London - Research and Development Centre
9	209	325	414	000	RDT - Ottawa
9	209	325	414	514	Ottawa - Research and Development Centre
9	209	325	414	515	Biodiversity and Collections
9	209	325	415	000	RDT - Guelph, Saint Hyacinthe
9	209	325	415	516	Guelph - Research and Development Centre

9	209	325	415	517	Saint Hyacinthe - Research and Development Centre
9	209	325	416	000	RDT - Sherbrooke, Québec
9	209	325	416	518	Sherbrooke - Research and Development Centre
9	209	325	416	519	Québec - Research and Development Centre
9	209	325	417	000	RDT - Agroecosystem Resilience
9	209	325	417	520	Saint-Jean-sur-Richelieu - Research and Development Centre
9	209	325	417	521	AgroClimate, Geomatics, and Earth Observations Division
9	999	000	000	000	I cannot find my organizational unit
10	000	000	000	000	Innovation, Science and Economic Development Canada
10	200	000	000	000	Canadian Intellectual Property Office (CIPO)
10	200	300	000	000	Business Services Branch
10	200	301	000	000	Copyright & Industrial Design / Trade-Marks Opposition Board
10	200	302	000	000	Corporate Strategies & Services Branch / Programs Branch
10	200	303	000	000	Patent Branch / Patent Appeal Board
10	200	304	000	000	Trade-Marks Branch
10	201	000	000	000	Competition Bureau (CB)
10	201	305	000	000	Cartels and Deceptive Marketing Practices Branch
10	201	306	000	000	Competition Promotion Branch
10	201	307	000	000	Compliance and Operations Branch
10	201	308	000	000	Mergers and Monopolistic Practices Branch
10	202	000	000	000	Communications and Marketing Branch (CMB)
10	203	000	000	000	Corporate Management Sector (CMS)
10	203	309	000	000	Chief Financial Officer (Assistant Deputy Minister's Office) / Facilities, Security and Emergency Management Branch / Strategic Management and Planning
10	203	310	000	000	Corporate Finance, Systems and Procurement Branch / Resource Planning and Investments Branch
10	203	311	000	000	Human Resources Branch
10	204	000	000	000	Digital Transformation Service Sector (DTSS)
10	204	312	000	000	Chief Information Officer
10	204	312	400	000	Business Services Division
10	204	312	401	000	CIPO Business Solution Division
10	204	312	402	000	Enterprise and Corporate Services Division
10	204	312	403	000	Strategy and information Services Division
10	204	312	404	000	Workplace Technology Services Division
10	204	313	000	000	Sector Programs (Including ADMO)
10	204	313	405	000	Assistant Deputy Minister's Office / Broadband Program Branch / Agile Program
10	204	313	406	000	Digital Design Branch / Data Digital Programming Branch
10	205	000	000	000	Industry Sector (IS)
10	205	314	000	000	Aerospace, Defence and Marine Branch / Industrial Technological Benefits Branch
10	205	315	000	000	Automotive, Transportation and Digital Technologies Branch / Manufacturing and Life Sciences Branch
10	205	316	000	000	Economic Strategy Tables and Skills Secretariat / Investment Review Division / Corporate Services Directorate / Assistant Deputy Minister's Office
10	206	000	000	000	Innovation Canada

10	206	317	000	000	Clean Growth Hub Office / Innovation Superclusters Initiative / Innovative Solutions Canada / Management Services / Performance and Partnerships / Assistant Deputy Minister's Office
10	206	318	000	000	Service Strategy and Marketing Branch
10	206	319	000	000	Strategic Innovation Fund Branch
10	207	000	000	000	Small Business, Tourism and Marketplace Services Sector (SBTMS)
10	207	320	000	000	SBTMS - Corporations Canada
10	207	321	000	000	SBTMS - Measurement Canada
10	207	321	407	000	National Capital Region (NCR)
10	207	321	408	000	Eastern Region (includes Atlantic and Quebec)
10	207	321	409	000	Ontario Region
10	207	321	410	000	Western Region (includes Prairies and Pacific)
10	207	322	000	000	SBTMS - Office of the Superintendent of Bankruptcy
10	207	322	411	000	National Headquarters (includes Executive Offices / Program Policy and Regulatory Affairs / Operations and Corporate Services Branch / Insolvency Communications Analysis & Business Applications Branch)
10	207	322	412	000	Eastern Region (includes Atlantic and Quebec)
10	207	322	413	000	Ontario Region (includes Ottawa district office)
10	207	322	414	000	Western Region (includes Prairies and Pacific)
10	207	323	000	000	SBTMS - Small Business Branch
10	207	324	000	000	SBTMS - Other
10	207	324	415	000	Assistant Deputy Minister's Office / Business Management Services / Tourism Branch
10	208	000	000	000	Science and Research Sector
10	208	325	000	000	Office of the Assistant Deputy Minister / Infrastructure Fund and Corporate Services / Clean Technology and Clean Growth / Science, Technology and Innovation Council Secretariat / Office of the Chief Science Advisor
10	208	326	000	000	Science Policy / Science Programs and Partnerships
10	209	000	000	000	Spectrum and Telecommunications Sector
10	209	327	000	000	Communications Research Centre Canada
10	209	328	000	000	Engineering, Planning and Standards Branch
10	209	329	000	000	Governance and Corporate Management Branch
10	209	330	000	000	Spectrum Management Operations Branch
10	210	000	000	000	Strategy and Innovation Policy Sector
10	210	331	000	000	National Capital Region (includes Strategy, Research and Results Branch, External and Trade Policy Branch, Telecom and Internet Policy Branch, Marketplace Framework Policy Branch, and Strategic Planning and Corporate Services)
10	210	332	000	000	Federal Economic Development Initiative in Northern Ontario (FedNor)
10	210	333	000	000	Regional Offices
10	211	000	000	000	Audit & Evaluation Branch / Deputy Minister's Office / Legal Services
10	999	000	000	000	I cannot find my organizational unit
11	000	000	000	000	Environment and Climate Change Canada
11	200	000	000	000	Public and Indigenous Affairs and Ministerial Services Branch

11	200	300	000	000	Communications Directorate / Clean Growth and Climate Change Communications Directorate
11	200	301	000	000	Corporate Secretariat Directorate / Indigenous Affairs and Reconciliation Directorate / ADM's office
11	201	000	000	000	Pan-Canadian Framework Implementation Office
11	202	000	000	000	Deputy Minister's Office, Legal Services, Audit & Evaluation Branch
11	203	000	000	000	Enforcement Branch
11	203	302	000	000	Environment Enforcement Directorate
11	203	303	000	000	Wildlife Enforcement Directorate
11	203	304	000	000	Enforcement Services Directorate / CEO's Office / Policy, Planning and Coordination Directorate
11	204	000	000	000	Environmental Protection Branch
11	204	305	000	000	Energy & Transportation Directorate
11	204	306	000	000	Industrial , Chemical, Waste Directorate
11	204	307	000	000	Legislation & Regulatory Affairs Directorate / ADM's office / Carbon Pricing Bureau
11	204	308	000	000	Environmental Protection Operations Directorate
11	204	308	400	000	DGO / Environmental Emergencies / Environmental Assessment and Marine Programs / Compliance Promotion and Contaminated Sites
11	204	308	401	000	Environmental Protection Operations PYR, PNR, ON, QC, ATL
11	205	000	000	000	Corporate Services and Finances Branch
11	205	309	000	000	Financial Management Directorate
11	205	310	000	000	Assets, Real Property & Security Directorate
11	205	311	000	000	Procurement, Account & Control Directorate
11	205	312	000	000	Branch Planning and Management Services Directorate / Corporate Management Directorate / ADMO
11	205	313	000	000	Office of the Chief Information Officer
11	205	313	402	000	Business Applications and Solutions Directorate
11	205	313	403	000	Information and Service Management Directorate (including Library and Records Management and Portfolio Management)
11	206	000	000	000	Human Resources Branch
11	206	314	000	000	Chief Human Resources Management Office / HR Business Transformation Directorate / Executive Services & Management Development Programs
11	206	315	000	000	Workforce Development & Wellness
11	206	316	000	000	Integrated Classification and Staffing Solutions
11	207	000	000	000	International Affairs Branch
11	208	000	000	000	Meteorological Service Canada
11	208	317	000	000	Prediction Services Directorate
11	208	317	404	000	Prediction Services Operations West (PNR/PYR)
11	208	317	405	000	Prediction Services Operations Central (QC & ON)
11	208	317	406	000	Prediction Services Operations East (Atlantic)
11	208	317	407	000	Marine and Ice Services
11	208	317	408	000	Aviation and Defense Services
11	208	317	409	000	National Program & Business Development / DGO



11	208	318	000	000	Canadian Centre for Meteorological and Environmental Prediction Services
11	208	318	410	000	Canadian Meteorological Centre Operations
11	208	318	411	000	National Prediction Development
11	208	318	412	000	Training & Career Development / Forecast Systems Integration & Innovation / DGO
11	208	319	000	000	Monitoring Data & Services Directorate
11	208	319	413	000	National Hydrological Services
11	208	319	414	000	Atmospheric Monitoring & Data Services
11	208	319	415	000	Radar & Upper Air / Monitoring Strategies / DGO
11	208	320	000	000	Policy, Planning and Partnerships Directorate / ADM's Office
11	209	000	000	000	Science and Technology Branch
11	209	321	000	000	Atmospheric Science and Technology Directorate
11	209	321	416	000	Air Quality Research Division
11	209	321	417	000	Meteorological Research Division
11	209	321	418	000	Climate Research Division / DG's Office
11	209	322	000	000	Water Science and Technology Directorate
11	209	322	419	000	Aquatic Contaminants Research Division / DG's Office
11	209	322	420	000	Water Quality Monitoring and Surveillance
11	209	322	421	000	Watershed Hydrology and Ecology Research Division
11	209	322	422	000	Emergencies, Operational Analytical Laboratories and Research Support Division
11	209	323	000	000	Science and Risk Assessment Directorate
11	209	323	423	000	Pollutant Inventories and Reporting Division / Program
Integration Division					
11	209	323	424	000	Ecological Assessment Division / Emerging Priorities Division
11	209	323	425	000	Program Development and Engagement Division / DGO
11	209	324	000	000	Science and Technology Strategies / ADM's Office
11	209	325	000	000	Wildlife and Landscape Science Directorate
11	210	000	000	000	Strategic Policy Branch
11	210	326	000	000	ADMO /Strategic Policy Directorate / Intergovernmental and Stakeholder Relations Directorate / Sustainability Directorate
11	210	327	000	000	Economic Analysis Directorate
11	210	328	000	000	Regional Director General - Ontario
11	210	329	000	000	Regional Director General - Quebec and Atlantic
11	210	330	000	000	Regional Director General - Western & Northern
11	211	000	000	000	Canadian Wildlife Service
11	211	331	000	000	Assessment and Regulatory Affairs
11	211	332	000	000	ADMO / Domestic and International Biodiversity /Strategic Policy
11	211	333	000	000	Stewardship and Regional Ops
11	211	333	426	000	Canadian Wildlife Service Ontario
11	211	333	427	000	Canadian Wildlife Service North
11	211	333	428	000	Canadian Wildlife Service Prairie
11	211	333	429	000	Canadian Wildlife Service QC / DGO
11	211	333	430	000	Canadian Wildlife Service Atlantic
11	211	333	431	000	Canadian Wildlife Service Pacific

11	999	000	000	000	I cannot find my organizational unit
12	000	000	000	000	Transport Canada
12	200	000	000	000	Aircraft Services
12	200	300	000	000	National Capital Region
12	200	301	000	000	Other Regions
12	201	000	000	000	Audit and Evaluation Services
12	202	000	000	000	Aviation Security / Transportation Security
12	202	302	000	000	Atlantic Region
12	202	303	000	000	Quebec Region
12	202	304	000	000	Ontario Region
12	202	305	000	000	National Capital Region
12	202	306	000	000	Prairie and Northern Region
12	202	307	000	000	Pacific Region
12	203	000	000	000	Civil Aviation
12	203	308	000	000	Atlantic Region
12	203	309	000	000	Quebec Region
12	203	310	000	000	Ontario Region
12	203	311	000	000	National Capital Region
12	203	312	000	000	Prairie and Northern Region
12	203	313	000	000	Pacific Region
12	204	000	000	000	Communications and Marketing - National Capital Region
12	205	000	000	000	Corporate Services - Regions
12	205	314	000	000	Atlantic Region
12	205	315	000	000	Quebec Region
12	205	316	000	000	Ontario Region
12	205	317	000	000	Prairie and Northern Region
12	205	318	000	000	Pacific Region
12	206	000	000	000	Digital Services - National Capital Region
12	207	000	000	000	Finance and Administration / Financial Planning and Resource Management - National Capital Region
12	208	000	000	000	Human Resources - National Capital Region
12	209	000	000	000	Intermodal Surface, Security & Emergency Preparedness
12	210	000	000	000	Marine Safety & Security
12	210	319	000	000	Atlantic Region
12	210	320	000	000	Quebec Region
12	210	321	000	000	Ontario Region
12	210	322	000	000	National Capital Region
12	210	323	000	000	Prairie and Northern Region
12	210	324	000	000	Pacific Region
12	211	000	000	000	Minister and Deputy Minister Offices / Legal Services/ Corporate Secretariat
12	212	000	000	000	Multimodal Strategies and Program Integration / Office of the Assistant Deputy Minister Safety and Security
12	213	000	000	000	Office of the Assistant Deputy Minister Corporate Services / Corporate Planning and Reporting / Access to Information and Privacy / Cost Recovery
12	214	000	000	000	Policy - National Capital Region

12	215	000	000	000	Programs - National Capital Region
12	216	000	000	000	Rail Safety - National Capital Region
12	217	000	000	000	Regional Management and Issues & Program Management --
Regions (Includes Office of the RDG / Communications and Marketing / Issues & Program Management)					
12	217	325	000	000	Atlantic Region
12	217	326	000	000	Quebec Region
12	217	327	000	000	Ontario Region
12	217	328	000	000	Prairie and Northern Region
12	217	329	000	000	Pacific Region
12	218	000	000	000	Road Safety and Motor Vehicle Regulation
12	219	000	000	000	Surface
12	219	330	000	000	Atlantic Region
12	219	331	000	000	Quebec Region
12	219	332	000	000	Ontario Region
12	219	333	000	000	Prairie and Northern Region
12	219	334	000	000	Pacific Region
12	220	000	000	000	Transformation - National Capital Region
12	221	000	000	000	Transportation of Dangerous Goods - National Capital Region
12	999	000	000	000	I cannot find my organizational unit
13	000	000	000	000	Immigration, Refugees and Citizenship Canada
13	200	000	000	000	Corporate Services
13	200	300	000	000	Administration and Security
13	200	301	000	000	Corporate Affairs
13	200	301	400	000	Access to Information and Privacy
13	200	301	401	000	Ministerial Enquiries
13	200	302	000	000	Human Resources
13	200	302	402	000	Workforce Solutions and Service
13	200	302	403	000	Learning and Development
13	200	302	404	000	Workplace Effectiveness
13	200	303	000	000	Solutions and Information Management
13	200	303	405	000	Global Case Management
13	200	303	406	000	Application development
13	200	303	407	000	ITSD
13	200	303	408	000	Information Management
13	201	000	000	000	Executive
13	201	304	000	000	Communications
13	201	304	409	000	E-communications
13	202	000	000	000	Finance
13	202	305	000	000	Cost Management Branch
13	202	306	000	000	Financial Management
13	202	307	000	000	Financial Operations Branch
13	202	307	410	000	Accounting Operations
13	203	000	000	000	Operations
13	203	308	000	000	Case Management
13	203	309	000	000	Centralized network
13	203	309	411	000	Case Processing Centre- Mississauga

13	203	309	412	000	Case Processing Centre- Ottawa
13	203	309	413	000	Case Processing Centre- Sydney
13	203	309	414	000	Case Processing Centre - Vegreville
13	203	309	415	000	Operations Support Centre
13	203	310	000	000	Client Experience
13	203	310	416	000	Client Experience NHQ
13	203	310	417	000	Client Experience Montreal
13	203	311	000	000	Domestic Network
13	203	311	418	000	East Area - C&I
13	203	311	419	000	GTA Area - C&I
13	203	311	420	000	GOA Area- C&I
13	203	311	421	000	West Area - C&I
13	203	311	422	000	Humanitarian migration and Integrity
13	203	312	000	000	Immigration Program Guidance
13	203	313	000	000	Integrity Risk Guidance
13	203	314	000	000	International Network
13	203	314	423	000	IN Headquarters
13	203	314	424	000	Overseas
13	203	315	000	000	Migration Health
13	203	316	000	000	Operations Planning and Performance
13	203	317	000	000	Resettlement Operations
13	204	000	000	000	Settlement and Integration
13	204	319	000	000	Settlement Network
13	204	319	425	000	Atlantic/BC - Integration (BC/NL/NB)
13	204	319	426	000	Headquarters/OSU
13	204	319	427	000	ON - Integration
13	204	319	428	000	PNT - Integration (AB/SK/MB)
13	204	320	000	000	Settlement and Integration Policy
13	205	000	000	000	Strategic and Program Policy
13	205	321	000	000	Admissibility Branch
13	205	322	000	000	Citizenship
13	205	323	000	000	Immigration
13	205	324	000	000	International and Intergovernmental Relations
13	205	325	000	000	International Experience Canada
13	205	326	000	000	Refugee Affairs Branch
13	205	327	000	000	Research and Evaluation
13	205	328	000	000	Strategic Policy and Planning
13	999	000	000	000	I cannot find my organizational unit
14	000	000	000	000	Global Affairs Canada
14	200	000	000	000	ACM - International Platform Branch
14	200	300	000	000	ACM ADM Office / AFD - Client Relations and Mission Operations / ACMT - International Platform Transformation
14	200	301	000	000	AAD - Platform Corporate Services
14	200	302	000	000	AWD - Project Delivery, Professional and Technical Services
14	200	303	000	000	ARD - Planning and Stewardship

14	201	000	000	000	BFM - International Business Development Branch and Chief Trade Commissioner
14	201	304	000	000	BFM ADM Office / BFMX - Free Trade Agreement Promotion Task Force / BPD - Trade Portfolio Strategy and Coordination / BED - Trade Analysis
14	201	305	000	000	BID - Investment and Innovation
14	201	306	000	000	BTD - Trade Commissioner Service - Operations
14	201	307	000	000	BBD - Trade Sectors
14	201	308	000	000	BSD - Regional Trade Operations and Intergovernmental Relations
14	202	000	000	000	Consular, Security and Emergency Management
14	202	309	000	000	CFM ADM Office / CBMO - Business Management Office for Consular, Security, and Legal Branch / CND - Consular Operations / CPD - Consular Policy
14	202	310	000	000	CSD - Security and Emergency Management
14	203	000	000	000	DM - DM Offices
14	203	311	000	000	DBMO - Business Management Office for the Deputy Minister Offices / MINA - Office of the Minister of Foreign Affairs / MINE - Office of the Minister of International Development / MINT - Office of the Minister of International Trade / USS - Office of the Deputy Minister of Foreign Affairs / DME - Office of the Deputy Minister of International Development / DMA - Office of the Associate Deputy Minister of Foreign Affairs / DMX - Coordinator International Economic Relations / DMT - Office of the Deputy Minister of International Trade / DMS - Office of the Deputy Minister G7 Summit
14	204	000	000	000	DCD - Corporate Secretary
14	204	312	000	000	DCD - Corporate Secretary Office / DCB - Briefing, Visits and litigation / DCL - Cabinet and Parliamentary Affairs Division / DCC - Strategic Governance and Ministerial Correspondence / MINL - Departmental Liaison
14	204	313	000	000	DCP - Access to Information and Privacy
14	205	000	000	000	DSMX - International Summits Branch
14	205	314	000	000	DSMX ADM Office / DSMO - Planning International Summits and Major Events
14	205	315	000	000	DSMP - International Summits Programs
14	206	000	000	000	EGM - Europe, Middle East and Maghreb Branch
14	206	316	000	000	EGM ADM Office / EBMO - Business management office for Europe, Middle East, Maghreb and Africa / ECD - Circumpolar Affairs and Eastern Europe
14	206	317	000	000	EUD - European Affairs
14	206	318	000	000	ESD - Middle East
14	206	319	000	000	ELD - Maghreb, Egypt, Israel and West Bank / Gaza
14	207	000	000	000	HCM - Human Resources Branch
14	207	320	000	000	HCM ADM Office / HBMO - Business Management Office of the Human Resources Branch / HWD - Workplace Relations and Corporate Health Bureau
14	207	321	000	000	HSD - Corporate Strategies and Operational Services
14	207	322	000	000	HFD - Assignments and Executive Management
14	207	323	000	000	CFSI - Canadian Foreign Service Institute
14	207	324	000	000	HED - Foreign Service Directives / HLD - Locally Engaged Staff
14	208	000	000	000	IFM - International Security Branch

14	208	325	000	000	IFMO - IFM ADM Office / IBMO - Business Management Office for the International Security Branch (IFM) and the Global Issues and Development Branch (MFM) / IOD - Human Rights, Freedoms and Inclusion
14	208	326	000	000	IGD - International Security Policy
14	208	327	000	000	IRD - Peace and Stabilization Operations Program
14	208	328	000	000	IDD - Counter-Terrorism, Crime and Intelligence
14	209	000	000	000	JUS - GAC Legal Services
14	209	329	000	000	JUS - GAC Legal Services / VBD - Chief Audit Executive / ZID - Inspection, Integrity and Values and Ethics
14	210	000	000	000	JFM - Consular, Security, and Legal Branch
14	210	330	000	000	JFM - Consular, Security, and Legal Branch / DPD - International Assistance Operations Bureau
14	211	000	000	000	KFM - Partnerships for Development Innovation Branch
14	211	331	000	000	KFM ADM Office / KED - Engaging Canadians / KSD - Canadian Partnership for Health and Social Development
14	211	332	000	000	KGD - Inclusive Growth, Governance and Innovation
14	212	000	000	000	LCM - Public Affairs Branch
14	212	333	000	000	LCM ADM Office / LBMO - Business Management Office for Public Affairs and Special Bureaux / LCA - Development Communications / LCC - Trade Communications
14	212	334	000	000	LCD - Public Affairs
14	212	335	000	000	LDD - Corporate and E-Communications
14	213	000	000	000	MFM - Global Issues and Development Branch
14	213	336	000	000	MFM ADM Office / MHD - International Humanitarian Assistance / MED - Economic Development
14	213	337	000	000	MSD - Food Security and Environment / MND - Health and Nutrition / MGD - Social Development
14	213	338	000	000	MID - International Organizations
14	214	000	000	000	NGM - Americas and Chief Development Officer Branch
14	214	339	000	000	NGM ADM Office / NGD - North America Strategy / NMD - Geographic Coordination and Mission Support
14	214	340	000	000	NND - North America Advocacy and Commercial Programs
14	214	341	000	000	NLD - South and Inter-American Affairs
14	214	342	000	000	NDD - Central America & Caribbean
14	215	000	000	000	OGM - Asia Pacific Branch
14	215	343	000	000	OGM ADM Office / OBMO - Business Management Office for Asia and Americas / OGMA - Strategic Planning Operations & TRIGR / OSD - Southeast Asia
14	215	344	000	000	OPD - Trade and Diplomacy North Asia
14	215	345	000	000	OAD - Development Asia
14	216	000	000	000	PFM - Strategic Policy Branch
14	216	346	000	000	PFM ADM Office / PBMO - Business Management Office of the Strategic Policy Branch / PRD - Evaluation and Results / PED - International Economic Policy
14	216	347	000	000	POD - Foreign Policy
14	216	348	000	000	PVD - Development Policy Planning
14	217	000	000	000	SCM - Corporate Planning, Finance and Information Technology Branch

14	217	349	000	000	SCM ADM Office / SBMO - Business Management Office of the Corporate Planning, Finance and IT / SRD - Corporate Planning and Reporting / SED - IM/IT Project Executive / SPD - Procurement, Asset Management
14	217	350	000	000	SWD - Financial Planning and Management
14	217	351	000	000	SMD - Financial Operations
14	217	352	000	000	SGD - Grants and Contributions Management
14	217	353	000	000	SID - Information Management and Technology
14	218	000	000	000	TFM - Trade Agreements and Negotiations Branch
14	218	354	000	000	TFM ADM Office / TBMO - Business Management Office / TFMA - Associate ADM Trade Policy and Negotiations / TFD - Special Deployment for Executives / TMD - Chief Air Negotiator and DG for Services, Intellectual Property and Investment
14	218	355	000	000	TCD - Trade Negotiations / TND - North America, Trade Policy and Negotiations
14	218	356	000	000	TPD - Market Access
14	218	357	000	000	TID - Trade Exports Controls
14	219	000	000	000	WGM - Sub-Saharan Africa Branch
14	219	358	000	000	WGM ADM Office / WFD - Pan-Africa Bureau / WWD - West and Central Africa Bureau
14	219	359	000	000	WED - Southern and Eastern Africa Bureau
14	220	000	000	000	XDD - Office of Protocol
14	220	360	000	000	Office of the Chief of Protocol / XDE - Official Events and Management Services / XDC - Diplomatic Corps Services / XDV - Official Visits
14	999	000	000	000	I cannot find my organizational unit
15	000	000	000	000	Natural Resources Canada
15	200	000	000	000	Canadian Forest Service Sector (CFS)
15	200	300	000	000	CFS Atlantic Forestry Centre
15	200	301	000	000	CFS Canadian Wood Fibre Centre
15	200	302	000	000	CFS Great Lakes Forestry Centre
15	200	303	000	000	CFS Laurentian Forestry Centre
15	200	304	000	000	CFS Northern Forestry Centre
15	200	305	000	000	CFS Pacific Forestry Centre
15	200	306	000	000	CFS Trade, Economic and Industry Branch
15	200	307	000	000	CFS Science Policy Integration Branch
15	200	308	000	000	CFS Planning, Operations and Information Branch / Assistant Deputy Minister's Office
15	201	000	000	000	Corporate Management and Services Sector (CMSS)
15	201	309	000	000	(CMSS)Chief Information Officer and Security
15	201	309	401	000	CMSS Enterprise IT Architecture and Security
15	201	309	402	000	CMSS Information Management and Chief Library
15	201	310	000	000	CMSS Finance & Procurement
15	201	310	403	000	CMSS Finance, Procurement, Grants and Contributions, Services and Systems
15	201	311	000	000	CMSS- Human Resources (HR) Management
15	201	311	404	000	CMSS HR Services & Systems
15	201	312	000	000	CMSS ADMO / Planning and Operations Branch / Real Property and Workplace Services Branch

15	201	312	416	000	Real Property and Workplace Services Branch
15	202	000	000	000	Communications and Portfolio Sector (CPS)
15	202	313	000	000	Engagement and Digital Communications Branch (EDCB)
15	202	314	000	000	Public Affairs Branch
15	203	000	000	000	Energy Sector (ES)
15	203	315	000	000	ES Electricity (EL) Resource
15	203	316	000	000	ES Energy Policy (EP)
15	203	317	000	000	ES OE Office Energy Efficiency
15	203	318	000	000	ES Petroleum Resource ( PR)
15	204	000	000	000	IET Innovation & Energy Tech
15	204	319	000	000	IET Canmet ENERGY Ottawa
15	204	319	405	000	IET OT Clean Electric Power Generation
15	204	319	406	000	IET OT Industry Innovation Group
15	204	320	000	000	IET CanmetENERGY Devon
15	204	321	000	000	IET CanmetENERGY Varennes
15	204	322	000	000	IET CANMET Office of Energy Resources and Development
15	204	323	000	000	IETS Policy & Planning*
15	204	324	000	000	IETS CanmetMATERIALS Hamilton
15	205	000	000	000	LMS-Lands & Mineral Sector
15	205	325	000	000	LMS Business Management Service & Data Branch
15	205	326	000	000	LMS CanmetMINING
15	205	327	000	000	LMS-Explosives Safety and Security
15	205	328	000	000	LMS-Geological Survey of Canada (GSC)
15	205	328	407	000	LMS GSC Central Canada
15	205	328	408	000	LMS GSC Northern Canada
15	205	328	409	000	LMS GSC Québec
15	205	328	410	000	LMS-GSC Atlantic
15	205	328	411	000	LMS-GSC Calgary
15	205	328	412	000	LMS-GSC Pacific
15	205	329	000	000	Hazards, Adaptation and Operations Branch
15	205	330	000	000	LMS-Surveyor General Branch (SGB)
15	205	330	413	000	LMS-SGB Eastern Canada
15	205	331	000	000	Policy and Economics Branch & ADMO
15	206	000	000	000	SPRS-Strategic Policy and Results Sector
15	206	332	000	000	SPRS-Canadian Centre Mapping and Earth Observation
15	206	332	414	000	SPRS-Canadian Centre Remote Sensing
15	206	332	415	000	SPRS-GeoBase
15	206	333	000	000	SPRS-Planning, Delivery and Results
15	207	000	000	000	Audit Evaluation, Deputy Minister Office, Legal Services Sector
15	208	000	000	000	Indigenous Partnerships Office West, Major Projects
Management Office, Office of the Chief Scientist, AECL Sector					
15	999	000	000	000	I cannot find my organizational unit
16	000	000	000	000	Royal Canadian Mounted Police
16	200	000	000	000	B Division (Newfoundland and Labrador)
16	201	000	000	000	C Division (Quebec)
16	202	000	000	000	D Division (Manitoba)



16	203	000	000	000	E Division (British Columbia)
16	203	300	000	000	E Division Headquarters
16	203	301	000	000	E Division Island District
16	203	302	000	000	E Division LMD District
16	203	303	000	000	E Division North District
16	203	304	000	000	E Division Southeast District
16	203	305	000	000	E Division - OTHER
16	204	000	000	000	F Division (Saskatchewan)
16	205	000	000	000	G Division (Northwest Territories)
16	206	000	000	000	H Division (Nova Scotia)
16	207	000	000	000	J Division (New Brunswick)
16	207	306	000	000	J Division excluding Miramichi-Firearms
16	207	307	000	000	Firearms - Miramichi
16	208	000	000	000	K Division (Alberta)
16	209	000	000	000	L Division (Prince Edward Island)
16	210	000	000	000	M Division (Yukon)
16	211	000	000	000	National Division (Ontario & Quebec)
16	212	000	000	000	O Division (Ontario)
16	213	000	000	000	T Division - Depot (Saskatchewan)
16	214	000	000	000	V Division (Nunavut)
16	215	000	000	000	National Headquarters
16	215	308	000	000	Corporate Management and Comptrollership
16	215	309	000	000	Specialized Policing Services
16	215	309	400	000	Canadian Firearms Program
16	215	309	401	000	Chief Information Officer - RCMP
16	215	309	402	000	Forensic Science & Identification Services
16	215	309	403	000	Technical Operations
16	215	309	404	000	Other Specialized Policing Services (CPC / CISC / SPI)
16	215	310	000	000	Contract and Aboriginal Policing
16	215	311	000	000	Federal Policing
16	215	312	000	000	Commanding Officer, National Headquarters office
16	215	313	000	000	Human Resources (including Executive/Officer Development and Resourcing, and Workforce Culture and Employee Engagement )
16	215	314	000	000	Professional Responsibility Sector
16	215	315	000	000	Public Affairs (including National Communications Services, Musical Ride, Strategic Partnership and Heritage)
16	215	316	000	000	Strategic Policy and Planning (including Access to Information and Privacy)
16	215	318	000	000	Commissioner's Office / Legal Services / National Audit and Evaluation, and other Headquarters
16	999	000	000	000	I cannot find my organizational unit
17	000	000	000	000	Indigenous Services Canada
17	200	000	000	000	Deputy Minister's Office / Regional Operations
17	200	300	000	000	DMO & RO - Headquarters
17	200	301	000	000	DMO & RO - Alberta Region
17	200	302	000	000	DMO & RO - Atlantic Region

17	200	303	000	000	DMO & RO - British Columbia Region
17	200	304	000	000	DMO & RO - Manitoba Region
17	200	305	000	000	DMO & RO - Ontario Region
17	200	306	000	000	DMO & RO - Quebec Region
17	200	307	000	000	DMO & RO - Saskatchewan Region
17	201	000	000	000	Education and Social Development Programs and Partnerships
17	201	308	000	000	ESDPP - Headquarters
17	202	000	000	000	First Nations and Inuit Health Branch
17	202	309	000	000	FNIHB - ADMO First Nations & Inuit Health Branch / ADMO
Regional Operations / Capacity, Infrastructure and Accountability Directorate					
17	202	310	000	000	FNIHB - Internal Client Service Directorate
17	202	311	000	000	FNIHB - Non-Insured Health Benefits Directorate
17	202	312	000	000	FNIHB - Population & Public Health
17	202	313	000	000	FNIHB - Office of Primary Health
17	202	314	000	000	FNIHB - Strategic Policy and Planning and Information
Directorate					
17	202	315	000	000	FNIHB - Alberta Region
17	202	316	000	000	FNIHB - Atlantic Region
17	202	317	000	000	FNIHB - Manitoba Region
17	202	318	000	000	FNIHB - Northern Region
17	202	319	000	000	FNIHB - Ontario Region
17	202	320	000	000	FNIHB - Quebec Region
17	202	321	000	000	FNIHB - Saskatchewan Region
17	203	000	000	000	Corporate Services
17	203	322	000	000	Chief Financial Officer Branch
17	203	323	000	000	HR, Communications and Management Services
17	203	324	000	000	IM-IT Services / Legal Services
17	203	325	000	000	Security and Accommodation Services
17	999	000	000	000	I cannot find my organizational unit
18	000	000	000	000	Veterans Affairs Canada
18	200	000	000	000	Office of the Deputy Minister / Office of the Associate Deputy
Minister / Legal Services / Audit and Evaluation					
18	201	000	000	000	Bureau of Pensions Advocates
18	202	000	000	000	Chief Financial Officer and Corporate Services Branch
18	202	300	000	000	Human Resources Division
18	202	301	000	000	Finance Division
18	202	302	000	000	Information Technology, Information Management &
Administration Division					
18	202	302	400	000	Office of the Director General / Operations / Administrative
Services Directorate					
18	202	302	401	000	Application Management Directorate / Privacy & Information
Management					
18	203	000	000	000	Service Delivery Branch
18	203	303	000	000	Service Delivery & Program Management Division
18	203	303	402	000	Office of the Director General / Strategic & Enabling Initiatives

18	203	303	403	000	Health Care & Rehabilitation Program/ Case management & Support / Long Term Care
18	203	304	000	000	Centralized Operations Division
18	203	304	404	000	Office of the Director General / Planning & Support Services / Benefit Operations / Disability Adjudication
18	203	304	405	000	Disability Benefit Units - Claim Prep/Client Records/National First Level Appeals
18	203	305	000	000	Health Professionals Division
18	203	306	000	000	Field Operations Division
18	203	306	406	000	Office of the Director General / Planning & Management Support / Centre of Expertise / Records Management / Montreal Area
18	203	306	407	000	Southwest Ontario Area
18	203	306	408	000	Central Ontario Area
18	203	306	409	000	Northeast Ontario & Nunavut Area
18	203	306	410	000	Quebec Area
18	203	306	411	000	Newfoundland / Labrador/ New Brunswick/ Prince Edward Island / Gaspésie Area
18	203	306	412	000	Nova Scotia Area
18	203	306	413	000	Manitoba/Saskatchewan Area/ Alberta & Northwest Territories
18	203	306	414	000	British Columbia Mainland/Yukon Area/Victoria & Islands Area
18	203	306	415	000	NCCN/TAC/ Operations Support/ Issues Resolution/ Issues & Operational Priorities
18	203	307	000	000	Office of the Veterans Ombudsman
18	204	000	000	000	Strategic Policy & Commemoration Branch
18	204	308	000	000	Policy & Research Division
18	204	309	000	000	Commemoration and European Operations Divisions
18	205	000	000	000	Strategic Oversight & Communications Branch
18	205	310	000	000	Corporate Secretariat Division/ Project Management & Governance Division
18	205	310	416	000	Office of the Director General/ Cabinet & Parliamentary Affairs/Executive Services/ Integrated Planning and Performance
18	205	311	000	000	Communications Division
18	999	000	000	000	I cannot find my organizational unit
19	000	000	000	000	Department of Justice
19	200	000	000	000	Minister's Office and Deputy Minister Cluster
19	201	000	000	000	Legal Practices Sector
19	202	000	000	000	Management Sector
19	202	300	000	000	Information Solutions Branch
19	202	300	400	000	CIO Office, Branch Admin, DCIO Office, ATIP
19	202	300	401	000	Information Services
19	202	300	402	000	PEAG (Planning, Enterprise, Architecture and Governance) Client Relationship Management, Digital Workspace
19	202	300	403	000	Co-located Services, Business Applications, Enterprise Applications
19	202	301	000	000	ADMO and Finance and Planning Branch

19	202	301	404	000	ADMO, Deputy Chief FIN, Officer, Corporate Accounting, FIN Policy & Controls, CORPL. Planning, Reporting & Risks
19	202	301	405	000	Resource Management, Contract & Material MGMT, Financial Systems
19	202	301	406	000	Financial Management Support
19	202	302	000	000	Human Resources Branch
19	202	302	407	000	Centre of Expertise Learning and Professional, Development, Human Resources Director General, Labour Relations & Compensation Division
19	202	302	408	000	HR Operations & Client Services
19	202	302	409	000	Centre for Expertise for EX/LC, HR Planning, Programs & Systems
19	202	303	000	000	Corporate Services Branch and Workplace Branch
19	203	000	000	000	Aboriginal Affairs Portfolio
19	204	000	000	000	Business and Regulatory Law Portfolio
19	205	000	000	000	Central Agencies Portfolio
19	206	000	000	000	Communications Branch
19	207	000	000	000	Public Law and Legislative Services Sector
19	207	304	000	000	Public Law
19	207	305	000	000	Legislative Services
19	208	000	000	000	National Litigation Sector (NLS)
19	208	306	000	000	NLS - NCR: Civil Litigation Section
19	208	307	000	000	NLS - National Capital Region (NCR): Other
19	208	308	000	000	NLS - Atlantic Regional Office
19	208	309	000	000	NLS - BC and Northern Regional Offices
19	208	310	000	000	NLS - Ontario Regional Office
19	208	311	000	000	NLS - Québec Regional Office
19	208	312	000	000	NLS - Prairie Regional Offices
19	208	312	410	000	Alberta
19	208	312	411	000	Saskatchewan
19	208	312	412	000	Manitoba
19	209	000	000	000	Policy Sector
19	209	313	000	000	Criminal Law Policy
19	209	314	000	000	Programs Branch
19	209	315	000	000	Family, Children & Youth Section and Youth Justice & Strategic Initiatives Section
19	209	316	000	000	Policy Sector - Other (SADMO, ILPS, PICS)
19	210	000	000	000	Public Safety, Defence & Immigration Portfolio
19	211	000	000	000	Tax Law Services Portfolio
19	211	317	000	000	NCR - Tax Law Services - DLSU & ADMO
19	211	318	000	000	NCR - Tax Law Services Section (11th floor)
19	999	000	000	000	I cannot find my organizational unit
20	000	000	000	000	Canadian Heritage
20	200	000	000	000	Direct Reports
20	200	300	000	000	Deputy Minister's Office, Legal Services, Office of Values and Ethics
20	200	301	000	000	Portfolio Affairs and Office of the Chief Audit Executive
20	200	302	000	000	Corporate Secretariat

20	200	303	000	000	Communications
20	200	304	000	000	Human Resources & Workplace Management
20	201	000	000	000	Strategic Policy, Planning and Corporate Affairs Sector
20	201	305	000	000	ADM's Office, Resource Management Directorate
20	201	306	000	000	Strategic Policy & International Affairs
20	201	307	000	000	Strategic Planning, Research & Evaluation
20	201	308	000	000	Office of the Chief Officer & Financial Management
20	201	309	000	000	Office of the Chief Transformation & Information Officer
20	202	000	000	000	Sport, Major Events and Commemorations Sector
20	202	310	000	000	ADM's Office, Strategic Policy and Planning, Special Projects,
Canada 150 Secretariat					
20	202	311	000	000	Major Events, Commemorations and Capital Experience
20	202	312	000	000	Sport Canada
20	203	000	000	000	Citizenship, Heritage and Regions Sector
20	203	313	000	000	ADM's Office, Strategic Management & Regional Affairs
Directorate, Resource Management Directorate					
20	203	314	000	000	Citizen Participation
20	203	315	000	000	Official Languages
20	203	316	000	000	Heritage
20	203	317	000	000	Atlantic Region
20	203	318	000	000	Québec Region
20	203	319	000	000	Ontario Region
20	203	320	000	000	Prairies & Northern Region
20	203	321	000	000	Western Region
20	204	000	000	000	Cultural Affairs Sector
20	204	322	000	000	ADM's Office, Resource Management Directorate, Strategic
Policy and Management					
20	204	323	000	000	Creative Marketplace & Innovation (including Cultural Sector
Investment Review), International Trade					
20	204	324	000	000	Broadcasting and Digital Communications
20	204	325	000	000	Arts Policy
20	204	326	000	000	Cultural Industries
20	999	000	000	000	I cannot find my organizational unit
21	000	000	000	000	Public Service Commission of Canada
21	200	000	000	000	President's Office / Commissioners Office / Corporate Secretariat
/ Internal Audit and Evaluation / Legal Services / Corporate Affairs Sector - Bureau du Président / Bureau					
des commissaires / Secrétariat aux affaires générales / Vérification interne et évaluation / Services					
juridiques / Secteur des affaires ministérielles					
21	200	300	000	000	President's Office / Commissioners Office / Corporate Secretariat
/ Internal Audit and Evaluation / Legal Services / Corporate Affairs Sector - Vice President's Office /					
Corporate Affairs Sector - Finance and Administration Directorate					
21	200	301	000	000	Human Resources Management Directorate
21	200	302	000	000	Information Technology Services Directorate
21	201	000	000	000	Oversight and Investigations Sector
21	201	303	000	000	Data Services and Analysis Directorate

21	201	304	000	000	Investigation Directorate / Sector Management Services / Vice President's Office
21	202	000	000	000	Policy and Communications Sector
21	202	305	000	000	Communications and Parliamentary Affairs Directorate / Branch Management Service / Office of Renewal / Political Activities and Non-partisanship Directorate
21	202	306	000	000	Staffing Support and Priority Directorate
21	202	307	000	000	Policy and Horizontal Integration Directorate / Vice President's Office
21	203	000	000	000	Services and Business Development Sector
21	203	308	000	000	Business Development and Systems Directorate / Vice President's Office
21	203	309	000	000	Central Programs and Regional Offices Directorate
21	203	310	000	000	Personnel Psychology Centre
21	999	000	000	000	I cannot find my organizational unit
22	000	000	000	000	Crown-Indigenous Relations and Northern Affairs
22	200	000	000	000	Deputy Minister's Office / Senior General Counsel / Audit and Evaluation Branch
22	200	300	000	000	DMO & SGC - Headquarters
22	201	000	000	000	Finances Results Delivery (Chief Financial Officer)
22	201	301	000	000	FRD - Headquarters / Planning, Research and Resource Management
22	201	302	000	000	FRD - Chief Information Officer
22	201	303	000	000	FRD - Corporate Accounting and Materiel Management
22	202	000	000	000	Communications Branch
22	202	304	000	000	Comm - Headquarters
22	203	000	000	000	Corporate Secretariat
22	203	305	000	000	CS - Headquarters
22	204	000	000	000	Human Resources and Workplace Services
22	204	306	000	000	HRWS - Headquarters
22	205	000	000	000	Indian Residential Schools Adjudication Secretariat
22	205	307	000	000	IRSAS - Headquarters
22	205	308	000	000	IRSAS - Operations
22	206	000	000	000	Lands and Economic Development
22	206	309	000	000	LED - Headquarters
22	206	310	000	000	LED - Economic Policy Development
22	206	311	000	000	LED - Economic and Business Opportunities
22	207	000	000	000	Northern Affairs Organization
22	207	312	000	000	NAO - Headquarters
22	207	313	000	000	NAO - Northwest Territories Region
22	207	314	000	000	NAO - Nunavut Region
22	207	315	000	000	NAO - Yukon Region
22	208	000	000	000	Policy and Strategic Direction
22	208	316	000	000	PSD - Headquarters
22	208	317	000	000	PSD - Litigation Management and Litigation
22	209	000	000	000	Resolution and Individuals Affairs
22	209	318	000	000	RIA - Individual Affairs

22	209	319	000	000	RIA - Settlement Agreement Operations
22	210	000	000	000	Treaties and Aboriginal Government
22	210	320	000	000	TAG - Headquarters / Negotiations
22	210	321	000	000	TAG - Specific Claims
22	210	322	000	000	TAG - Implementation
22	210	323	000	000	TAG - DG, Policy Develop & Coord.
22	999	000	000	000	I cannot find my organizational unit
23	000	000	000	000	Immigration and Refugee Board of Canada
23	200	000	000	000	Chairperson's Office; Executive Director's Office; Integrity Office;
Governor in Council Secretariat Services; Policy, Planning and Corporate Affairs					
23	201	000	000	000	Integrated Resource Management Branch
23	202	000	000	000	Legal Services
23	203	000	000	000	Tribunal Services
23	203	300	000	000	IM/IT
23	203	301	000	000	RRSS - All Regions
23	203	301	400	000	Central Region
23	203	301	401	000	Eastern Region
23	203	301	402	000	National Capital Region and Western Region
23	203	302	000	000	Research, ATIP, Linguistic Services, Planning
23	204	000	000	000	Immigration Appeal Division & Refugee Appeal Division
23	205	000	000	000	Immigration Division
23	206	000	000	000	Refugee Protection Division
23	206	303	000	000	Central Region
23	206	304	000	000	Eastern Region
23	206	305	000	000	National Capital Region and Western Region
23	999	000	000	000	I cannot find my organizational unit
24	000	000	000	000	Department of Finance Canada
24	200	000	000	000	Consultations and Communications Branch
24	201	000	000	000	Economic and Fiscal Policy Branch
24	202	000	000	000	Economic Development and Corporate Finance Branch
24	203	000	000	000	Federal-Provincial Relations and Social Policy Branch
24	204	000	000	000	Financial Sector Policy Branch
24	205	000	000	000	International Trade and Finance Branch
24	206	000	000	000	Tax Policy Branch
24	207	000	000	000	Corporate Services Branch
24	208	000	000	000	Other Offices (includes employees in small offices such as
Minister's Office, Deputy Minister's Office, Associate Deputy Minister's Office, Office of the Associate					
Deputy Minister, and G7/G20 & FSB Deputy for Canada, Canada Investment and Savings, Office of the					
Minister of State, Internal Audit, and Law Branch)					
24	999	000	000	000	I cannot find my organizational unit
25	000	000	000	000	Canadian Grain Commission
25	200	000	000	000	Executive/Corporate Affairs/Industry Services
HQ/Finance/Human Resources					
25	201	000	000	000	Grain Research Laboratory
25	202	000	000	000	Industry Services Eastern
25	203	000	000	000	Industry Services Western

25	204	000	000	000	Information Management and Information Technology
25	999	000	000	000	I cannot find my organizational unit
26	000	000	000	000	Treasury Board of Canada Secretariat
26	200	000	000	000	Policy Sectors
26	200	300	000	000	Canadian Digital Services
26	200	301	000	000	Chief Information Officer Branch
26	200	302	000	000	Expenditure Management Sector
26	200	303	000	000	Office of the Chief Human Resources Officer
26	200	303	400	000	Compensation and Labour Relations Sector
26	200	303	401	000	Executive Management and Leadership Development
26	200	303	402	000	Governance, Planning and Policy Sector
26	200	303	403	000	Human Resources Management Transformation Sector
26	200	303	404	000	Pensions and Benefits Sector
26	200	304	000	000	Office of the Comptroller General
26	200	304	405	000	Acquired Services and Assets Sector
26	200	304	406	000	Financial Management Sector
26	200	304	407	000	Financial Management Transformation Sector
26	200	304	408	000	Internal Audit Sector
26	200	305	000	000	Regulatory Affairs Sector
26	201	000	000	000	Program Sectors
26	201	306	000	000	Economic Sector
26	201	307	000	000	Government Operations Sector
26	201	308	000	000	International Affairs, Security and Justice Sector
26	201	309	000	000	Social and Cultural Sector
26	202	000	000	000	Enabling Sectors
26	202	310	000	000	Corporate Services Sector
26	202	311	000	000	Human Resources Division
26	202	312	000	000	Internal Audit and Evaluation Bureau
26	202	313	000	000	Legal Services
26	202	314	000	000	Priorities and Planning Sector
26	202	315	000	000	Strategic Communications and Ministerial Affairs Sector
26	203	000	000	000	Minister's and Deputy Ministers' Offices
26	999	000	000	000	I cannot find my organizational unit
28	000	000	000	000	Privy Council Office
28	200	000	000	000	Office of the Clerk of the Privy Council and Secretary to the Cabinet / Deputy Clerk of the Privy Council and Associate Secretary to the Cabinet
28	200	300	000	000	Office of the Clerk of the Privy Council and Secretary to the Cabinet / Deputy Clerk of the Privy Council and Associate Secretary to the Cabinet / Audit and Evaluation/ Special Projects
28	200	301	000	000	Counsel to the Clerk/ Cabinet Confidentiality / Legal Operations
28	201	000	000	000	Office of the National Security and Intelligence Advisor to the Prime Minister
28	201	302	000	000	Office of the NSIA / Office of the Foreign and Defence Policy Advisor to the Prime Minister
28	201	303	000	000	Security and Intelligence
28	201	303	400	000	Security Operations



28	201	304	000	000	Intelligence Assessment
28	202	000	000	000	Governance
28	202	305	000	000	Office of the Deputy Secretary to the Cabinet / Parliamentary Affairs / Machinery of Government and Democratic Institutions
28	203	000	000	000	Plans and Consultations
28	203	306	000	000	Office of the Deputy Secretary to the Cabinet / Liaison Secretariat for Macroeconomic Policy / Priorities and Planning
28	203	307	000	000	Communications & Consultations
28	204	000	000	000	Operations
28	204	308	000	000	Economic and Regional Development Policy / Social Development Policy
28	204	309	000	000	Operations and Cabinet Affairs / Orders in Council
28	205	000	000	000	Senior Personnel and Public Service Renewal
28	205	310	000	000	Public Service Renewal
28	205	311	000	000	Senior Personnel Secretariat
28	206	000	000	000	Corporate Services
28	206	312	000	000	Access to Information, Privacy and Privy Council Office
Parliamentary Returns					
28	206	313	000	000	Finance and Planning Directorate
28	206	314	000	000	Administration
28	206	315	000	000	Human Resources
28	206	316	000	000	Chief Information Officer Directorate
28	207	000	000	000	Results and Delivery
28	207	317	000	000	Office of the Deputy Secretary to the Cabinet / Results and Delivery / Central Innovation Hub
28	208	000	000	000	Intergovernmental Affairs and Youth Secretariat
28	208	318	000	000	Intergovernmental Affairs
28	208	319	000	000	Youth Secretariat
28	999	000	000	000	I cannot find my organizational unit
29	000	000	000	000	National Capital Commission
29	200	000	000	000	Executive Office / Legal Services and Commission Secretariat / Audit, Research, Evaluation and Ethics / Public and Corporate Affairs
29	201	000	000	000	Capital Stewardship
29	202	000	000	000	Capital Planning
29	203	000	000	000	Corporate Services
29	204	000	000	000	Official Residences
29	999	000	000	000	I cannot find my organizational unit
30	000	000	000	000	Courts Administration Service
30	200	000	000	000	Corporate Secretariat and Corporate Services
30	201	000	000	000	National Capital Region - Judicial and Registry Services
30	202	000	000	000	Eastern, Ontario and Western Regions - Judicial and Registry Services
30	999	000	000	000	I cannot find my organizational unit
31	000	000	000	000	Canadian Radio-television and Telecommunications Commission
31	200	000	000	000	Broadcasting
31	201	000	000	000	Compliance and Enforcement (including Montreal)

31	202	000	000	000	Consumer Affairs and Strategic Policy
31	203	000	000	000	Communications and External Relations
31	204	000	000	000	Corporate Services and Operations
31	204	300	000	000	Information Management and Technology (IM/IT)
31	204	301	000	000	Human Resources
31	204	302	000	000	Finance & Administrative Services
31	204	303	000	000	Planning & Process
31	204	304	000	000	Decisions Division
31	204	305	000	000	Secretary General's Office/Chairman's Office
31	205	000	000	000	Legal Services
31	206	000	000	000	Telecommunications
31	999	000	000	000	I cannot find my organizational unit
32	000	000	000	000	Atlantic Canada Opportunities Agency
32	200	000	000	000	Head Office
32	200	300	000	000	FCS - Corporate Services / Communications / President's office /
Legal Services					
32	200	301	000	000	PP - Policy & Programs (including Ottawa & MLO)
32	201	000	000	000	New Brunswick Region
32	202	000	000	000	Nova Scotia Region
32	203	000	000	000	Newfoundland and Labrador Region
32	204	000	000	000	Prince Edward Island Region
32	999	000	000	000	I cannot find my organizational unit
33	000	000	000	000	Canadian Space Agency
33	200	000	000	000	President Office / Senior Vice-President Office / Programs and
Integrated Planning / Audit and Evaluation					
33	201	000	000	000	Communications and Public Affairs / Politics
33	202	000	000	000	Finance
33	203	000	000	000	Corporate Services and HR
33	203	300	000	000	Corporate Services (without Information Management &
Information Technology) / Human Resources					
33	203	301	000	000	Information Management & Information Technology
33	204	000	000	000	Space Exploration
33	204	302	000	000	Space Exploration (without Space Exploration Operations &
Infrastructure)					
33	204	303	000	000	Space Exploration Operations & Infrastructure
33	205	000	000	000	Space Science and Technology
33	205	304	000	000	Space Science and Technology (without Engineering
Development)					
33	205	305	000	000	Engineering Development
33	206	000	000	000	Space Utilization
33	999	000	000	000	I cannot find my organizational unit
34	000	000	000	000	Canada Economic Development for Quebec Regions
34	200	000	000	000	Operations
34	201	000	000	000	Policy and Communications / Deputy Minister's Office
34	202	000	000	000	Corporate services
34	999	000	000	000	I cannot find my organizational unit

35	000	000	000	000	Canadian Institutes of Health Research
35	200	000	000	000	External Affairs and Business Development Portfolio (EABD)
35	201	000	000	000	Research, Knowledge Translation and Ethics Portfolio (RKTE)
35	202	000	000	000	Resource Planning and Management Portfolio (RPM)
35	999	000	000	000	I cannot find my organizational unit
36	000	000	000	000	Parole Board of Canada
36	200	000	000	000	National Office other than Records Suspension and Clemency
36	201	000	000	000	National Office - Record Suspension and Clemency
36	202	000	000	000	Atlantic Region
36	203	000	000	000	Quebec Region
36	204	000	000	000	Ontario Region
36	205	000	000	000	Prairie Region
36	206	000	000	000	Pacific Region
36	999	000	000	000	I cannot find my organizational unit
37	000	000	000	000	Shared Services Canada
37	200	000	000	000	Corporate Services / Office of the Senior Assistant Deputy Minister (SADM) Corporate Services and Chief Financial Officer Branch / Branch Business Planning / Corporate Secretariat
37	200	300	000	000	Human Resources and Workplace
37	200	301	000	000	Finance & Financial Strategies and Costing
37	200	302	000	000	Procurement and Vendor Relationships
37	200	303	000	000	Chief Information Officer
37	201	000	000	000	Executive Office / President's Office, Chief Operating Officer, Chief of Staff / Internal Audit and Evaluation / Communications and Organizational Effectiveness
37	202	000	000	000	Data Centre Services / Office of the Assistant Deputy Minister (ADM) Data Centre Services Branch / Cloud Services
37	202	304	000	000	Planning & Engagement
37	202	305	000	000	Facilities Management
37	202	306	000	000	Storage, Backup & Archive
37	202	307	000	000	Integrated HPC Management
37	202	308	000	000	Mainframe and Bulk Print Management
37	202	309	000	000	Platform Services
37	202	310	000	000	Windows Management
37	202	311	000	000	Linux/Unix Management
37	202	312	000	000	Enterprise, Operations
37	203	000	000	000	Service Delivery and Management / Office of the Senior Assistant Deputy Minister (SADM) Service Delivery and Management Branch / Branch Business Planning / Service Management Transformation
37	203	313	000	000	Service Delivery Management Portfolio A
37	203	314	000	000	Service Delivery Management Portfolio B
37	203	315	000	000	Service Delivery Management Portfolio C
37	203	316	000	000	Service Management Operations
37	204	000	000	000	Networks and End Users / Office of the Assistant Deputy Minister (ADM) Network and End Users Branch / Branch Business Planning / Partnership and Strategic Directions
37	204	317	000	000	Intra-building Networks

37	204	318	000	000	Telecommunication Services
37	204	319	000	000	Workplace Technology Devices
37	204	320	000	000	Data Networks
37	204	321	000	000	Email Services Sector
37	205	000	000	000	Cyber and IT Security / Office of the Assistant Deputy Minister (ADM) Cyber and IT Security Branch / Branch Business Planning, Reporting and Management Services / Partnership and Strategic Directions
37	205	322	000	000	Security Management and Governance
37	205	323	000	000	Cyber Defence and IT Security Operations
37	205	324	000	000	Infrastructure Security
37	206	000	000	000	Strategy / Office of the Senior Assistant Deputy Minister (SADM) Strategy Branch / Branch Business Planning / Enterprise Architecture
37	206	325	000	000	Strategic Policy, Planning and Reporting
37	206	326	000	000	Account Management Portfolios A & B
37	206	327	000	000	Analytics, Benchmarking and Transformation Program Office
37	207	000	000	000	Project Management and Delivery / Office of the Senior Assistant Deputy Minister (SADM) Project Management and Delivery Branch / Branch Business Planning / Program Integrity Office /Customer Projects Portfolio A / Customer Projects Portfolio B /Project Management Centre of Excellence (SD)
37	207	328	000	000	Data Centre Services Projects
37	207	329	000	000	Network, End Users, and Cyber Security Projects
37	999	000	000	000	I cannot find my organizational unit
39	000	000	000	000	Transportation Safety Board of Canada
39	200	000	000	000	Office of the chair / Office of the COO/ Communications / ATIP
39	200	300	000	000	Chair Office
39	200	301	000	000	Office of the Chief Operating Officer
39	200	302	000	000	Communications
39	200	303	000	000	General Counsel and Access to Information and Privacy
39	201	000	000	000	Corporate Services Branch
39	201	304	000	000	Director General Office
39	201	305	000	000	Finance, Corporate Planning and Reporting
39	201	306	000	000	Human Resources
39	201	307	000	000	Technology and Information Management
39	201	308	000	000	Administration
39	202	000	000	000	Air Investigations Branch
39	202	309	000	000	All regions and Head Office
39	203	000	000	000	Marine Investigations Branch
39	203	310	000	000	All regions and Head Office
39	204	000	000	000	Rail and Pipeline Investigations Branch
39	204	311	000	000	All regions and Head Office
39	205	000	000	000	Operational Services Branch
39	205	312	000	000	Engineering lab
39	205	313	000	000	Human Factors and Macro Analysis
39	205	314	000	000	Multi-Modal Training & Standards
39	205	315	000	000	Director's Office
39	999	000	000	000	I cannot find my organizational unit

40	000	000	000	000	Office of the Chief Electoral Officer
40	200	000	000	000	Internal Services and Office of the Chief Electoral Officer
40	201	000	000	000	Electoral Events and Innovation
40	202	000	000	000	Regulatory & Public Affairs
40	999	000	000	000	I cannot find my organizational unit
41	000	000	000	000	Canadian Human Rights Commission
43	000	000	000	000	Western Economic Diversification Canada
43	200	000	000	000	Headquarters
43	201	000	000	000	Policy and Strategic Direction
43	202	000	000	000	Region - Manitoba or Saskatchewan
43	203	000	000	000	Region - Alberta
43	204	000	000	000	Region - British Columbia
43	999	000	000	000	I cannot find my organizational unit
46	000	000	000	000	Public Prosecution Service of Canada
46	200	000	000	000	Headquarters
46	200	300	000	000	Office of the Director of Public Prosecution (DPP)
46	200	300	400	000	Office the Direction of Public Prosecutions (Office of the DPP)/Executive Secretariat/Internal Audit Division
46	200	301	000	000	Internal Services
46	200	301	401	000	Finance and Acquisitions Directorate
46	200	301	402	000	Agent Affairs Division
46	200	301	403	000	Human Resources Directorate
46	200	301	404	000	Administration Services Division
46	200	301	405	000	Corporate Planning and External Relations
Directorate/Communications Division					
46	200	302	000	000	Legal Groups
46	200	302	406	000	Office of the Deputy Director of Public Prosecution (Drugs, National Security and Northern Prosecutions) / Office of the Deputy Director of Public Prosecution (Regulatory and Economic Prosecutions and Management) / HQ Counsel Division / Law Practice Management Division / Regulatory and Economic Prosecutions (REP) Division / Integrated Market Enforcement Team (IMET) Division / Office of the Corporate Counsel
46	201	000	000	000	Prosecution Services - Regional Offices
46	201	303	000	000	British Columbia Region
46	201	304	000	000	Alberta Region
46	201	305	000	000	Saskatchewan Region
46	201	306	000	000	Manitoba Region
46	201	307	000	000	Ontario Region
46	201	308	000	000	National Capital Region
46	201	309	000	000	Quebec Region
46	201	310	000	000	Atlantic Region
46	201	311	000	000	Nunavut Region
46	201	312	000	000	Northwest Territories Region
46	201	313	000	000	Yukon Region
46	202	000	000	000	Office of the Commissioner of Canada Elections
46	999	000	000	000	I cannot find my organizational unit
47	000	000	000	000	Canadian Environmental Assessment Agency

47	200	000	000	000	Operations Sector
47	201	000	000	000	Policy Development Sector
47	202	000	000	000	Corporate Services Sector
47	203	000	000	000	Regional Offices
47	999	000	000	000	I cannot find my organizational unit
50	000	000	000	000	National Research Council Canada
50	200	000	000	000	Administrative Services and Property Management (ASPM)
50	201	000	000	000	Advanced Electronics and Photonics (AEP)
50	202	000	000	000	Aerospace (AERO)
50	203	000	000	000	Aquatic and Crop Resource Development (ACRD)
50	204	000	000	000	Automotive and Surface Transportation (AST)
50	205	000	000	000	Business Management Support (BMS)
50	206	000	000	000	Communications Branch (CB)
50	207	000	000	000	Construction (CONST)
50	208	000	000	000	Design and Fabrication Services (DFS)
50	209	000	000	000	Digital Technologies (DT)
50	210	000	000	000	Energy, Mining and Environment (EME)
50	211	000	000	000	Finance Branch (FB)
50	212	000	000	000	Groups less than 75 employees (CS, CSC, EXEC, HSE, MD, NANO, NPO, OAE, OSG, PSP, SB)
50	213	000	000	000	Herzberg Astronomy and Astrophysics (HAA)
50	214	000	000	000	Human Health Therapeutics (HHT)
50	215	000	000	000	Human Resources Branch (HRB)
50	216	000	000	000	Industrial Research Assistance Program (IRAP)
50	217	000	000	000	Knowledge and Information Technology Services (KITS)
50	218	000	000	000	Measurement Science and Standards (MSS)
50	219	000	000	000	Ocean, Coastal and River Engineering (OCRE)
50	220	000	000	000	Security and Disruptive Technologies (SDT)
50	999	000	000	000	I cannot find my organizational unit
52	000	000	000	000	Office of the Auditor General of Canada
52	200	000	000	000	Annual Audit Practice
52	201	000	000	000	Performance Audit Practice
52	202	000	000	000	Corporate Services
52	203	000	000	000	Audit Services, Legal Services, Communications, Parliamentary Liaison, Practice Review and Internal Audit, Strategic Planning, International Relations and Executive Office
52	999	000	000	000	I cannot find my organizational unit
53	000	000	000	000	Public Safety Canada
53	200	000	000	000	Community Safety and Countering Crime Branch
53	200	300	000	000	Research, Intergovernmental Affairs, and Horizontal Policy / Office of the Assistant Deputy Minister
53	200	301	000	000	Law Enforcement and Border Strategies Directorate
53	200	302	000	000	Policing Policy Directorate
53	200	303	000	000	Crime Prevention, Corrections and Criminal Justice Directorate
53	201	000	000	000	Corporate Management Branch

53	201	304	000	000	Corporate Services Directorate / Office of the Assistant Deputy Minister
53	201	305	000	000	Office of the Comptroller and Deputy Chief Financial Officer
53	201	306	000	000	Human Resources Directorate
53	201	307	000	000	Chief Information Officer Directorate
53	202	000	000	000	Emergency Management & Programs Branch
53	202	308	000	000	Government Operations Centre / Office of the Assistant Deputy Minister
53	202	309	000	000	Policy and Outreach Directorate
53	202	310	000	000	Programs Directorate
53	203	000	000	000	National and Cyber Security Branch
53	203	311	000	000	National Security Policy Directorate / Office of the Senior Assistant Deputy Minister
53	203	312	000	000	National Security Operations Directorate
53	203	313	000	000	Critical Infrastructure and Strategic Coordination Directorate
53	203	314	000	000	National Cyber Security Directorate
53	204	000	000	000	Portfolio Affairs and Communications Branch
53	204	315	000	000	Cabinet and Parliamentary Affairs and Executive Services Directorate / Office of the Assistant Deputy Minister
53	204	316	000	000	Strategic Policy, Research, Planning and International Affairs Directorate / Canada Centre for Community Engagement and Prevention of Violence
53	204	317	000	000	Communications Directorate
53	205	000	000	000	Minister's Office / Deputy Minister's Office / Internal Audit and Evaluation Directorate / Legal Services
53	999	000	000	000	I cannot find my organizational unit
54	000	000	000	000	Canadian Transportation Agency
54	200	000	000	000	Chairman's Office; Analysis and Outreach Branch
54	201	000	000	000	Dispute Resolution Branch
54	202	000	000	000	Determinations and Compliance Branch
54	203	000	000	000	Enabling Services Branch
54	999	000	000	000	I cannot find my organizational unit
56	000	000	000	000	Social Sciences and Humanities Research Council
56	200	000	000	000	President's Office, Corporate Affairs and CASD
56	201	000	000	000	Research Programs and Future Challenges
56	999	000	000	000	I cannot find my organizational unit
69	000	000	000	000	Canadian Nuclear Safety Commission
69	200	000	000	000	President's Office / Legal Services / Commission Secretariat / Vice President's offices
69	201	000	000	000	Regulatory Operations Branch
69	201	300	000	000	Directorate of Nuclear Cycle and Facilities Regulation
69	201	301	000	000	Directorate of Nuclear Substance Regulation
69	201	302	000	000	Directorate of Power Reactor Regulation
69	201	303	000	000	Directorate of Regulatory Improvement and Major Projects Management
69	202	000	000	000	Technical Support Branch
69	202	304	000	000	Directorate of Assessment and Analysis

69	202	305	000	000	Directorate of Environmental and Radiation Protection and Assessment
69	202	306	000	000	Directorate of Safety Management
69	202	307	000	000	Directorate of Security and Safeguards
69	203	000	000	000	Corporate Services Branch
69	203	308	000	000	Finance and Administration Directorate
69	203	309	000	000	Human Resources Directorate
69	203	310	000	000	Information Management Technology Directorate
69	204	000	000	000	Regulatory Affairs Branch
69	204	311	000	000	Regulatory Policy Directorate
69	204	312	000	000	Strategic Communications Directorate
69	204	313	000	000	Strategic Planning Directorate
69	999	000	000	000	I cannot find my organizational unit
70	000	000	000	000	Public Health Agency of Canada
70	200	000	000	000	Office of the President / Office of the Chief Public Health Officer
70	201	000	000	000	Office of Strategic Policy and Planning
70	202	000	000	000	Office of Audit and Evaluation
70	203	000	000	000	Health Security Infrastructure Branch
70	203	300	000	000	Office of Business Integration and Planning and the Vice President's Office
70	203	301	000	000	Centre for Emergency Preparedness and Response
70	203	302	000	000	Centre for Biosecurity
70	203	303	000	000	Regional Operations
70	204	000	000	000	Infectious Disease Prevention and Control Branch
70	204	304	000	000	Vice President's Office / Office of Business Integration and Planning/Office of the Chief Science Officer/Office of the Deputy Chief Public Health Officer
70	204	305	000	000	Centre for Communicable Diseases and Infection Control
70	204	306	000	000	Centre for Foodborne, Environmental and Zoonotic Infectious Diseases
70	204	307	000	000	Centre for Immunization and Respiratory Infectious Diseases
70	204	308	000	000	National Microbiology Laboratory / Laboratory for Foodborne Zoonoses
70	205	000	000	000	Office of the Chief Financial Officer
70	206	000	000	000	Office of International Affairs
70	207	000	000	000	Health Promotion and Chronic Disease Prevention Branch
70	207	309	000	000	Assistant Deputy Minister's Office / Strategic Planning & Business Operations / Canadian Oral Health Advisor
70	207	310	000	000	Centre for Chronic Disease Prevention and Health Equity
70	207	311	000	000	Centre for Health Promotion
70	207	312	000	000	Centre for Surveillance and Applied Research
70	999	000	000	000	I cannot find my organizational unit
73	000	000	000	000	Office of the Secretary to the Governor General
74	000	000	000	000	Library and Archives Canada
74	200	000	000	000	Office of the Librarian and Archivist of Canada / Corporate Secretary
74	201	000	000	000	Communication Branch



74	202	000	000	000	Corporate Services and Chief Financial Officer
74	202	300	000	000	Office of the ADM / Financial Services and Procurement Branch /
Real Property Branch / Corporate Planning and Accountability					
74	202	301	000	000	Innovation and Chief Information Officer Branch
74	202	302	000	000	Human Resources and Security Branch
74	203	000	000	000	Operations Sector
74	203	303	000	000	Office of the Chief Operating Officer / Archives Branch
74	203	304	000	000	Preservation and Digital Operations Branch
74	203	305	000	000	Public Services Branch
74	203	306	000	000	Published Heritage Branch
74	999	000	000	000	I cannot find my organizational unit
75	000	000	000	000	National Energy Board
75	200	000	000	000	Integrated Energy Info & Analysis
75	201	000	000	000	Communications & Engagement/People and Knowledge
75	202	000	000	000	Field Operations / System Operations
75	203	000	000	000	Energy Adjudication
75	204	000	000	000	Performance and Results
75	205	000	000	000	Executive Office, Legal Services, Secretary and Regulatory
Services, Technical Excellence, Regulatory Group, Transparency & Strategic Engagement Group					
75	999	000	000	000	I cannot find my organizational unit
78	000	000	000	000	Canada School of Public Service
78	200	000	000	000	Learning Programs Branch
78	200	300	000	000	Vice-President's Office - LPB, National Capital Region Operations
and NCR Integrated Delivery					
78	200	301	000	000	Curriculum Management, Policy and Strategic Relationships,
Executive Development, Key Transitions, Leadership and Transformation					
78	200	302	000	000	Foundational and Specialized Learning
78	200	303	000	000	Communications and Web Management, GC Campus and
Learning Solutions					
78	200	304	000	000	Operational Planning, Faculty and Client and Registration
Services					
78	200	305	000	000	Regional Operations and Delivery
78	201	000	000	000	Corporate Services Branch
78	201	306	000	000	Vice-President's Office - CSB, Deputy Minister/President's Office
78	201	307	000	000	Finance, Results and Accountability
78	201	308	000	000	Workforce and Workplace Management
78	201	309	000	000	Innovation, Information and Technology
78	999	000	000	000	I cannot find my organizational unit
80	000	000	000	000	Office of the Privacy Commissioner of Canada
80	200	000	000	000	Compliance Sector / Legal Services / ATIP
80	201	000	000	000	Corporate Management Sector
80	202	000	000	000	Policy and Promotion Sector
80	999	000	000	000	I cannot find my organizational unit
81	000	000	000	000	Natural Sciences and Engineering Research Council
81	200	000	000	000	Common Administrative Services

81	201	000	000	000	President's Office and Communications, Corporate and International Affairs
81	202	000	000	000	Research Grants and Scholarships
81	203	000	000	000	Research Partnerships
81	999	000	000	000	I cannot find my organizational unit
82	000	000	000	000	Infrastructure Canada
82	200	000	000	000	Deputy Minister's Office (Audit and Evaluation, Canada Infrastructure Bank Transition Office, Communications, Smart Cities Challenge, Policy Branch)
82	201	000	000	000	Corporate Services Branch
82	202	000	000	000	Program Operations Branch
82	999	000	000	000	I cannot find my organizational unit
83	000	000	000	000	Canada Border Services Agency
83	200	000	000	000	Headquarters
83	200	300	000	000	President's Office, Direct Reports, Transformation Branch, CBSA Assessment and Revenue Management (CARM) Branch, Strategic Policy Branch
83	200	300	400	000	President's Office / Legal Services / Internal Audit And Program Evaluation / Transformation Branch / CBSA Assessment And Revenue Management (CARM) Branch / Strategic Policy Branch
83	200	301	000	000	Corporate Affairs Branch
83	200	301	401	000	Vice-President's Office / Corporate Planning and Reporting
83	200	301	402	000	Communications
83	200	301	403	000	Corporate Secretariat
83	200	301	404	000	Recourse
83	200	302	000	000	Operations Branch
83	200	302	405	000	Vice-President's Office / Border Operations / CBSA Business Enhancement Initiative
83	200	302	406	000	National Border Operations Centre
83	200	302	407	000	Enforcement and Intelligence Operations
83	200	302	408	000	International Region
83	200	303	000	000	Programs Branch
83	200	303	409	000	Vice-President's Office / Global Border Management and Data Analytics
83	200	303	410	000	Enforcement and Intelligence Programs
83	200	303	411	000	Commercial Programs (Program Integrity and Transformation)
83	200	303	412	000	Traveller Programs (Transformation)
83	200	303	413	000	Traveller Programs (Program Integrity)
83	200	303	414	000	Trade And Anti-Dumping Programs
83	200	304	000	000	Information, Science and Technology Branch
83	200	304	415	000	Vice-President's Office / Business, Corporate Projects and Portfolio Management
83	200	304	416	000	Enterprise Architecture, Information Management and Common Services
83	200	304	417	000	Enterprise Services
83	200	304	418	000	Science and Engineering
83	200	304	419	000	Business Applications Services
83	200	304	420	000	Travellers Projects Portfolio

83	200	304	421	000	Commercial Portfolio
83	200	305	000	000	Human Resources Branch
83	200	305	422	000	Vice-President's Office / Branch Planning and Integration
Management / Management Cadre Programs and Services					
83	200	305	423	000	Labour Relations and Compensation
83	200	305	424	000	Human Resources Programs
83	200	305	425	000	Training and Development - Rigaud
83	200	305	426	000	Training and Development - Headquarters Ottawa
83	200	305	427	000	Training and Development - Regional Campuses
83	200	306	000	000	Comptrollership Branch
83	200	306	428	000	Vice-President's Office / Transformation and Border
Infrastructure and Renewal / National Real Property and Accommodations					
83	200	306	429	000	Deputy Chief Financial Officer and Resource Management
83	200	306	430	000	Agency Comptroller
83	200	306	431	000	Security and Professional Standards
83	201	000	000	000	Regions
83	201	307	000	000	Atlantic Region
83	201	307	432	000	Regional Director General's Office / Corporate and Program
Services Division					
83	201	307	433	000	Enforcement and Intelligence Division
83	201	307	434	000	Northwest New Brunswick District - Andover Four Falls Area
83	201	307	435	000	Northwest New Brunswick District - District Director and
Edmundston Area					
83	201	307	436	000	Northwest New Brunswick District - Woodstock Area
83	201	307	437	000	Nova Scotia and Newfoundland and Labrador District - District
Director and Halifax Stanfield International Airport					
83	201	307	438	000	Nova Scotia and Newfoundland and Labrador District -
Newfoundland and Labrador Area					
83	201	307	439	000	Nova Scotia and Newfoundland and Labrador District - Halifax
Container Examination Facility, Marine Enforcement & Commercial Operations, Sydney and Yarmouth					
83	201	307	440	000	New Brunswick and Prince Edward Island District - District
Director and St. John Area					
83	201	307	441	000	New Brunswick and Prince Edward Island District - Ferry Point
Area					
83	201	307	442	000	New Brunswick and Prince Edward Island District - St. Stephen
3rd Bridge Area					
83	201	308	000	000	Quebec Region
83	201	308	443	000	Regional Director General's Office / Corporate and Program
Services Division					
83	201	308	444	000	Enforcement and Intelligence Division
83	201	308	445	000	Trade Operations Division
83	201	308	446	000	Airports District
83	201	308	447	000	East Border District
83	201	308	448	000	Monteregie District
83	201	308	449	000	St-Lawrence District
83	201	309	000	000	Northern Ontario Region

83	201	309	450	000	Regional Director General's Office / Corporate and Program
Services Division					
83	201	309	451	000	Enforcement and Intelligence Division
83	201	309	452	000	Northwest Ontario District
83	201	309	453	000	Ottawa District
83	201	309	454	000	St-Lawrence District
83	201	310	000	000	Greater Toronto Area Region
83	201	310	455	000	Regional Director General's Office / Corporate and Program
Services Division					
83	201	310	456	000	Enforcement and Intelligence Division
83	201	310	457	000	Trade Operations Division
83	201	310	458	000	Commercial Operations District
83	201	310	459	000	Passenger Operations District
83	201	310	460	000	Outports and Postal Operations District
83	201	311	000	000	Southern Ontario Region
83	201	311	461	000	Regional Director General's Office / Corporate and Program
Services Division					
83	201	311	462	000	Enforcement and Intelligence Division
83	201	311	463	000	Fort Erie District
83	201	311	464	000	Niagara District
83	201	311	465	000	St. Clair District
83	201	311	466	000	Ambassador Bridge District
83	201	311	467	000	Windsor Tunnel District
83	201	312	000	000	Prairie Region
83	201	312	468	000	Regional Director General's Office / Corporate and Program
Services Division					
83	201	312	469	000	Enforcement and Intelligence Division
83	201	312	470	000	Trade Operations Division
83	201	312	471	000	Central Manitoba, Central Saskatchewan and Northwest
Territories District					
83	201	312	472	000	Central Alberta District
83	201	312	473	000	Southern Alberta and Southern Saskatchewan District
83	201	312	474	000	Southern Manitoba District
83	201	313	000	000	Pacific Region
83	201	313	475	000	Regional Director General's Office / Corporate and Program
Services Division					
83	201	313	476	000	Enforcement and Intelligence Division
83	201	313	477	000	Trade Operations Division
83	201	313	478	000	Pacific Highway District
83	201	313	479	000	Metro Vancouver District
83	201	313	480	000	Okanagan and Kootenay District
83	201	313	481	000	Vancouver International Airport District
83	201	313	482	000	West Coast and Yukon District
83	999	000	000	000	I cannot find my organizational unit
86	000	000	000	000	Canadian Food Inspection Agency
86	200	000	000	000	Operations Branch

86	200	300	000	000	Operations: Vice President's Office / Associate Vice President's Office / Business & Resource Management Office
86	200	301	000	000	Operations: National Inspection Division / Strategic Direction & Horizontal Policy / Operational Guidance & Expertise / External Operational Guidance & Expertise (Ask CFIA )
86	200	302	000	000	Operations: National Service Centre
86	200	303	000	000	Operations: Inspector General's Office / Office of Food Safety & Recall / National Emergency Preparedness & Issues Management / Inspection Support, Executive Director's Office
86	200	304	000	000	Operations: West
86	200	304	400	000	Operations West: Area Director General / Enforcement and Investigation Services Unit / Area Management Services / Area Chief Inspector
86	200	304	401	000	Operations West: Manitoba Region
86	200	304	402	000	Operations West: Alberta South Calgary Region
86	200	304	403	000	Operations West: Alberta North / Saskatchewan Region
86	200	304	404	000	Operations West: British Columbia Region
86	200	305	000	000	Operations: Ontario
86	200	305	405	000	Operations Ontario: Area Director General / Area Chief Inspector, Ontario Operations / Management Services-- Ontario / Planning & Resource, Regional Coordination
86	200	305	406	000	Operations Ontario: South-West Region
86	200	305	407	000	Operations Ontario: Central Region
86	200	305	408	000	Operations Ontario: Toronto Region
86	200	305	409	000	Operations Ontario: North East Region
86	200	306	000	000	Operations: Quebec
86	200	306	410	000	Operations Quebec: Personnel reporting to the RCI (RVO, RCO, RPM, Admin) / Personnel Reporting to ADG / Area Management Services / Area Operational Coordination Unit / Area Operational Specialists Unit / Enforcement and Investigation Services - Quebec
86	200	306	411	000	Operations Quebec: St-Hyacinthe Region
86	200	306	412	000	Operations Quebec: Quebec Office
86	200	306	413	000	Operations Quebec: Montreal Region
86	200	307	000	000	Operations: Atlantic
86	200	307	414	000	Operations Atlantic: Atlantic Operations / Area Chief Inspector / Area Management Services
86	200	307	415	000	Operations Atlantic: New Brunswick Regional Office
86	200	307	416	000	Operations Atlantic: Nova Scotia Regional Office
86	200	307	417	000	Operations Atlantic: Prince Edward Island Regional Office
86	200	307	418	000	Operations Atlantic: Newfoundland and Labrador Regional Office
86	201	000	000	000	Science Branch
86	201	308	000	000	Science: Vice President's Office / Chief Science Operating Officer / Strategic Business & Partnerships
86	201	309	000	000	Science: Food Safety Science Directorate / Canadian Food Safety Information Network
86	201	310	000	000	Science: Animal Health Science Directorate
86	201	311	000	000	Science: Plant Health Science Directorate
86	201	312	000	000	Science: Eastern Laboratory Network

86	201	312	419	000	Science Eastern Lab Network: Charlottetown Laboratory / Network Administration
86	201	312	420	000	Science Eastern Lab Network: Dartmouth Laboratory
86	201	312	421	000	Science Eastern Lab Network: St. Hyacinthe Laboratory / Network Administration
86	201	312	422	000	Science Eastern Lab Network: Longueuil Laboratory
86	201	313	000	000	Science: Ontario Laboratory Network
86	201	313	423	000	Science Ontario Laboratory Network: Network Administration
86	201	313	424	000	Science Ontario Lab Network: Ottawa Laboratory (Fallowfield)
86	201	313	425	000	Science Ontario Lab Network: Ottawa Laboratory (Carling)
86	201	313	426	000	Science Ontario Lab Network: Greater Toronto Area Laboratory
86	201	314	000	000	Science: Western Laboratory Network
86	201	314	427	000	Science Western Lab Network: Saskatoon Laboratory
86	201	314	428	000	Science Western Lab Network: Calgary Laboratory / Network Administration
86	201	314	429	000	Science Western Lab Network: Burnaby Laboratory
86	201	314	430	000	Science Western Lab Network: Sidney Laboratory
86	201	315	000	000	Science: National Centres for Animal Disease (NCAD)
86	201	315	431	000	Science: National Centres for Animal Disease (NCAD) - Winnipeg laboratory
86	201	315	432	000	Science: National Centres for Animal Disease (NCAD) - Lethbridge Laboratory
86	202	000	000	000	Policy and Programs Branch (PPB)
86	202	316	000	000	PPB: Vice President and Associate Vice President / Business Administration Services / Strategic Partnerships
86	202	317	000	000	PPB: Animal Health Directorate
86	202	318	000	000	PPB: Plant and Biosecurity Directorate
86	202	319	000	000	PPB: Domestic Food Safety Systems & Meat Hygiene Directorate
86	202	320	000	000	PPB: Policy and Regulatory Affairs
86	203	000	000	000	Corporate Management Branch (CMB)
86	203	321	000	000	CMB: Assets and Security Management Directorate
86	203	322	000	000	CMB: Financial Services
86	203	323	000	000	CMB: Horizontal Enterprise Management & Integration Directorate
86	203	324	000	000	CMB: Strategic Policy & Integration / Corporate Business Management / Agency Security Division
86	204	000	000	000	Human Resources Branch (HRB)
86	204	325	000	000	HRB: Office of the Vice President / Collective Bargaining & Labour Relations Directorate / Executive Group Services / Workplace Health & Diversity / Values, Integrity and Conflict Resolution
86	204	326	000	000	HRB: HR Planning, Systems and Analytics
86	204	327	000	000	HRB: HR Services
86	204	328	000	000	HRB: Learning
86	205	000	000	000	Innovation, Business and Service Development Branch (IBSDB)
86	205	329	000	000	IBSDB: Vice-President's Office / Innovation and Design / Business Objectives Sequencing / Client Relationships / Enterprise Technology Management

86	205	330	000	000	IBSDB: Data Science and Risk
86	205	331	000	000	IBSDB: Strategic Projects
86	205	332	000	000	IBSDB: Platform and Applications Development
86	206	000	000	000	Communications and Public Affairs Branch (CPAB)
86	207	000	000	000	International Affairs Branch (IAB)
86	208	000	000	000	Audit and Evaluation Branch (AEB)
86	209	000	000	000	President's Office / Integrity and Redress Secretariat /
Agriculture and Food Inspection Legal Services					
86	999	000	000	000	I cannot find my organizational unit
88	000	000	000	000	Parks Canada
88	200	000	000	000	National Office
88	200	300	000	000	Executive Offices
88	200	300	400	000	Office of the CEO / Office of the Chief of Staff and Corporate
Secretary / Ombudsman and Director, Center for Values and Ethics / Office of the Vice-President, Special					
Projects / Office of Internal Audit and Evaluation					
88	200	301	000	000	Protected Areas Establishment and Conservation Directorate
88	200	301	401	000	Office of the Vice-President / Office of the Chief Ecosystem
Scientist / Office of the Exec. Dir. World Conservation Congress Lead / Protected Areas Establishment					
and Conservation Branch					
88	200	301	402	000	Natural Resource Conservation Branch
88	200	301	403	000	Law Enforcement Branch
88	200	302	000	000	Indigenous Affairs and Cultural Heritage Directorate
88	200	302	404	000	Vice-President, Indigenous Affairs and Cultural Heritage
Directorate / Heritage Designations and Programs Branch / Indigenous Affairs Branch					
88	200	302	405	000	Archaeology and History Branch
88	200	302	406	000	Collections, Curatorial and Conservation Branch
88	200	302	407	000	Cultural Heritage Policies Branch
88	200	303	000	000	External Relations and Visitor Experience Directorate
88	200	303	408	000	Office of the Vice-President / National Celebrations Branch /
Social Sciences Branch					
88	200	303	409	000	Corporate Communications Branch
88	200	303	410	000	Strategic Partnering Branch / Outreach & Marketing Branch
88	200	303	411	000	Brand Experience Branch
88	200	303	412	000	Visitor Experience Branch
88	200	304	000	000	Human Resources Directorate
88	200	304	413	000	Office of the Chief Human Resources Officer / Corporate Services
Branch / Workforce Engagement and Contribution Branch					
88	200	304	414	000	Workplace Management, Data and Systems Branch
88	200	304	415	000	HR Strategies and Client Service Relationships Branch
88	200	305	000	000	Strategic Policy and Investment Directorate
88	200	305	416	000	Office of the Vice-President, Strategic Policy and Investment /
Policy, Legislative and Cabinet Affairs Branch / Strategic Planning and Corporate Services					
88	200	305	417	000	Investment Management Branch / Investment Planning and
Portfolio Management Branch					
88	200	305	418	000	Realty Branch
88	200	305	419	000	Chief Information Officer Branch

88	200	305	420	000	Asset Management and Project Delivery Branch
88	200	305	421	000	Asset and Environmental Management Branch
88	200	306	000	000	Chief Financial Officer Directorate
88	200	306	422	000	Office of the Chief Financial Officer / Corporate Resource
Management Branch					
88	200	306	423	000	Comptrollership Branch
88	200	306	424	000	Procurement, Contracting and Contributions Branch
88	201	000	000	000	Operations
88	201	307	000	000	Western Newfoundland & Labrador Field Unit
88	201	308	000	000	Eastern Newfoundland Field Unit
88	201	309	000	000	Cape Breton Field Unit
88	201	310	000	000	Mainland Nova Scotia Field Unit
88	201	311	000	000	Prince Edward Island Field Unit
88	201	312	000	000	Southern New Brunswick Field Unit
88	201	313	000	000	Northern New Brunswick Field Unit
88	201	314	000	000	Mingan Field Unit
88	201	315	000	000	Gaspésie Field Unit
88	201	316	000	000	Québec Field Unit
88	201	317	000	000	Mauricie and Western Quebec Field Unit
88	201	318	000	000	Saguenay-St. Lawrence Marine Park Field Unit
88	201	319	000	000	Nunavut Field Unit
88	201	320	000	000	Southwestern Ontario Field Unit
88	201	321	000	000	Northern Ontario Field Unit
88	201	322	000	000	Georgian Bay and Ontario East Field Unit
88	201	323	000	000	Rouge Field Unit
88	201	324	000	000	Ontario Waterways
88	201	325	000	000	Quebec Waterways
88	201	326	000	000	Manitoba Field Unit
88	201	327	000	000	Riding Mountain Field Unit
88	201	328	000	000	Northern Prairies Field Unit
88	201	329	000	000	Saskatchewan South Field Unit
88	201	330	000	000	Southwest Northwest Territories Field Unit
88	201	331	000	000	Western Arctic Field Unit
88	201	332	000	000	Yukon Field Unit
88	201	333	000	000	Highway Service Center
88	201	334	000	000	Coastal British Columbia Field Unit
88	201	335	000	000	Gwaii Haanas Field Unit
88	201	336	000	000	Banff Field Unit
88	201	337	000	000	Jasper Field Unit
88	201	338	000	000	Yoho / Kootenay / Lake Louise Field Unit and Hot Springs
Enterprise Unit					
88	201	339	000	000	Mount Revelstoke / Glacier Field Unit
88	201	340	000	000	Waterton Lakes / Bar U Field Unit
88	201	341	000	000	Office of the Senior Vice-President Operations / Office of the Executive Director Atlantic / Office of the Executive Director Quebec and Nunavut / Office of the



Executive Director Ontario and Waterways / Office of the Executive Director, Prairies, Yukon & Northwest Territories / Office of the Executive Director, Pacific and Mountain Parks

88	999	000	000	000	I cannot find my organizational unit
89	000	000	000	000	Communications Security Establishment Canada
89	200	000	000	000	Corporate Services (CS)
89	200	300	000	000	HR
89	200	301	000	000	FIN
89	200	302	000	000	CSOps
89	200	303	000	000	Other
89	201	000	000	000	Policy and Communications (PC)
89	201	304	000	000	SPPP
89	201	305	000	000	PDR
89	201	306	000	000	C
89	201	307	000	000	Other
89	202	000	000	000	Information Technology Security (ITS)
89	202	308	000	000	PRM
89	202	308	400	000	SARM
89	202	308	401	000	CSED
89	202	309	000	000	CD
89	202	309	402	000	CDO
89	202	309	403	000	CTEC
89	202	310	000	000	SSS
89	202	310	404	000	CCSO
89	202	310	405	000	CSSD
89	202	310	406	000	SCD
89	202	311	000	000	ICPM
89	202	312	000	000	Other
89	203	000	000	000	SIGNALS INTELLIGENCE (SIGINT)
89	203	313	000	000	SIGINT 1
89	203	313	407	000	SIGINT 1A
89	203	313	408	000	SIGINT 1B
89	203	313	409	000	SIGINT 1C
89	203	314	000	000	SIGINT 2
89	203	314	410	000	SIGINT 2A
89	203	314	411	000	SIGINT 2B
89	203	315	000	000	SIGINT 3
89	203	315	412	000	SIGINT 3A
89	203	315	413	000	SIGINT 3B
89	203	316	000	000	SIGINT 4
89	203	316	414	000	SIGINT 4A
89	203	316	415	000	SIGINT 4B
89	203	317	000	000	Other
89	204	000	000	000	Enterprise Technologies and Solutions (ETS)
89	204	318	000	000	EI
89	204	319	000	000	ESS
89	204	320	000	000	IS

89	204	321	000	000	Other
89	205	000	000	000	Corporate Oversight (includes the following: Chief's Office, Chief of Staff, Foreign Relations and Protocol Office, Audit, Evaluation and Ethics, Directorate of Legal Services, et cetera)
89	999	000	000	000	I cannot find my organizational unit
91	000	000	000	000	Administrative Tribunals Support Service of Canada
92	000	000	000	000	National Film Board of Canada
92	200	000	000	000	Office of the Government Film Commissioner and Chairperson of the NFB/Institutional, Legal and Human Resources Services
92	201	000	000	000	Creation and Innovation
92	202	000	000	000	Finance, Operations and Technology
92	203	000	000	000	Distribution, Communications and Marketing
92	999	000	000	000	I cannot find my organizational unit
93	000	000	000	000	Federal Economic Development Agency for Southern Ontario
93	200	000	000	000	Waterloo/Peterborough
93	201	000	000	000	Toronto
93	202	000	000	000	Ottawa
93	999	000	000	000	I cannot find my organizational unit
94	000	000	000	000	Statistical Survey Operations
94	200	000	000	000	Eastern Region
94	200	300	000	000	Eastern Region SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	301	000	000	Eastern Region SSO-CAPI (Computer Assisted Personal Interview) Employees
94	200	301	400	000	Sherbrooke SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	301	401	000	Halifax SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	301	402	000	Quebec (Montreal) SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	200	301	403	000	Atlantic (Halifax) SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	201	000	000	000	Central Region
94	201	302	000	000	SSO-CATI (Computer Assisted Telephone Interview) Employees
94	201	303	000	000	SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	000	000	000	Western & Northern Territories Region
94	202	304	000	000	Western Region SSO-CATI (Computer Assisted Telephone Interview) Employees
94	202	305	000	000	Western Region SSO-CAPI (Computer Assisted Personal Interview) Employees
94	202	305	404	000	Winnipeg SSO-CATI (Computer Assisted Telephone Interview) Employees
94	202	305	405	000	Edmonton SSO-CATI (Computer Assisted Telephone Interview) Employees
94	202	305	406	000	Manitoba & Nunavut SSO-CAPI (Computer Assisted Personal Interviews) Employees

94	202	305	407	000	Saskatchewan SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	305	408	000	Alberta and NWT SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	305	409	000	BC & Yukon SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	999	000	000	000	I cannot find my organizational unit
95	000	000	000	000	Micro-organizations combined
95	101	000	000	000	Military Police Complaints Commission of Canada
95	103	000	000	000	Canadian Intergovernmental Conference Secretariat
95	105	000	000	000	Copyright Board of Canada
95	107	000	000	000	International Joint Commission
95	109	000	000	000	Farm Products Council of Canada
95	110	000	000	000	Office of the Commissioner for Federal Judicial Affairs Canada
95	111	000	000	000	Patented Medicine Prices Review Board
95	114	000	000	000	Civilian Review and Complaints Commission for the RCMP
95	119	000	000	000	Military Grievances External Review Committee
95	121	000	000	000	Canadian Dairy Commission
95	125	000	000	000	RCMP External Review Committee
95	130	000	000	000	Financial Consumer Agency of Canada
95	139	000	000	000	Office of the Commissioner of Lobbying of Canada
95	140	000	000	000	Status of Women Canada
95	143	000	000	000	Office of the Public Sector Integrity Commissioner of Canada
95	144	000	000	000	Canadian Northern Economic Development Agency
95	145	000	000	000	Polar Knowledge Canada
95	147	000	000	000	Office of the Correctional Investigator
95	149	000	000	000	Indian Oil and Gas Canada
95	150	000	000	000	Veterans Review and Appeal Board
95	151	000	000	000	Office of the Information Commissioner of Canada

Q76. Are you currently a shift worker?

- 1) Yes
- 2) No

Q77. What is your current employee status?

- 1) Indeterminate (permanent)
- 2) Seasonal
- 3) Term
- 4) Casual
- 5) Student
- 6) Contracted via a temporary help services agency
- 7) Governor in council appointee
- 8) Other (e.g., minister's exempt staff)

Q78a. Please indicate your occupational group.

- 1) AB
- 2) AC
- 3) AD (NFB)
- 4) AD (NRC)
- 5) AG
- 6) AI
- 7) AO
- 8) AP-FIN
- 9) AP-VFM
- 10) AR
- 11) AS
- 12) AS (NFB)
- 13) ASG
- 14) AU
- 15) BI
- 16) CH
- 17) CIASC
- 18) CIEXC
- 19) CIPTC
- 20) CISPC
- 21) CM
- 22) CO
- 23) CR
- 24) CS
- 25) CX
- 26) DA
- 27) DD
- 28) DE

- 29) DE (NFB)
- 30) DM
- 31) DS
- 32) DX
- 33) EC
- 34) ED
- 35) EG
- 36) EL
- 37) EN
- 38) ES
- 39) EU
- 40) EX
- 41) EXPCX
- 42) FB
- 43) FI
- 44) FO
- 45) FR
- 46) FS
- 47) GL
- 48) GR
- 49) GR-EX
- 50) GS
- 51) GT
- 52) HP
- 53) HR
- 54) HR/RH (CRA)
- 55) HS
- 56) IM
- 57) IN
- 58) IS
- 59) ITS/LA
- 60) LC
- 61) LI
- 62) LIB (NRC)
- 63) LP
- 64) LS
- 65) MA
- 66) MD
- 67) MG
- 68) MGT (CNCS)
- 69) MGT (NRC)
- 70) MT
- 71) NB
- 72) ND
- 73) NU
- 74) OE

- 75) OM
- 76) OP
- 77) OP (NFB)
- 78) OP (NRC)
- 79) PC
- 80) PE
- 81) PG
- 82) PH
- 83) PI
- 84) PM
- 85) PM-MCO
- 86) PO-IMA
- 87) PO-TCO
- 88) PR
- 89) PS
- 90) PX/AAG/AG
- 91) PY
- 92) RCO
- 93) RE
- 94) REG
- 95) REX
- 96) RLE
- 97) RO
- 98) RO (NRC)
- 99) SC
- 100) SE
- 101) SG
- 102) SI
- 103) SO
- 104) SP (CRA)
- 105) SP (NFB)
- 106) SR
- 107) SR (CFIA)
- 108) ST
- 109) SW
- 110) TC
- 111) TI
- 112) TO
- 113) TR
- 114) UNI
- 115) UT
- 116) VM
- 117) WP
- 118) Other

Q78b. Please indicate your level.

- 1) 00
- 2) 01
- 3) 02
- 4) 03
- 5) 04
- 6) 05
- 7) 06
- 8) 07
- 9) 08
- 10) 09
- 11) 10
- 12) 11
- 13) 12
- 14) 13
- 15) 14
- 16) 15
- 17) 16
- 18) 17
- 19) 18
- 20) 19
- 21) 20
- 22) Don't Know

Q79. With which of the following communities do you most closely identify in relation to your current job?

- 1) Client contact centre
- 2) Health care practitioners
- 3) Federal regulators
- 4) Compliance, inspection and enforcement
- 5) Communications or public affairs
- 6) Access to information and privacy
- 7) Security
- 8) Science and technology
- 9) Library services
- 10) Legal services
- 11) Administration and operations
- 12) Human resources
- 13) Financial management
- 14) Procurement
- 15) Real property
- 16) Materiel management
- 17) Information management
- 18) Information technology

- 19) Internal audit
- 20) Evaluation
- 21) Data sciences
- 22) Policy
- 23) Project management
- 24) Other services to the public
- 25) None of the above

Q80. In total, how many years have you been working in the federal public service?

- 1) Less than one year

If one or more years, please indicate the number of years. \_\_\_\_

Q81. In total, how many years have you been working in your current department or agency?

- 1) Less than one year

If one or more years, please indicate the number of years. \_\_\_\_

Q82. What is your first official language?

- 1) English
- 2) French

Q83. 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

Q84. In which province or territory do you work?

- 1) National Capital Region
- 2) Ontario (excluding National Capital Region)
- 3) Quebec (excluding National Capital Region)
- 4) Northwest Territories
- 5) Nunavut
- 6) Yukon
- 7) British Columbia
- 8) Alberta
- 9) Saskatchewan
- 10) Manitoba
- 11) New Brunswick
- 12) Nova Scotia
- 13) Prince Edward Island
- 14) Newfoundland and Labrador
- 15) Outside Canada



Q85. What is your age group?

- 1) 24 years and under
- 2) 25 to 29 years
- 3) 30 to 34 years
- 4) 35 to 39 years
- 5) 40 to 44 years
- 6) 45 to 49 years
- 7) 50 to 54 years
- 8) 55 to 59 years
- 9) 60 years and over

Q86. What is your gender?

- 1) Male
- 2) Female
- 3) Or please specify

Q87. Are you an Aboriginal person?

- 1) Yes
- 2) No

Q88. Are you a person with a disability?

- 1) Yes
- 2) No

Q89. Are you a member of a visible minority group?

- 1) Yes
- 2) No

Q90. What is your sexual orientation?

- 1) Heterosexual
- 2) Gay or lesbian
- 3) Bisexual
- 4) Or please specify: \_\_\_\_\_
- 5) I prefer not to answer this question.

Q91. Have you ever served in the Canadian military?

- 1) Yes
- 2) No

## Supplemental Questions

### Global Affairs (14)

1. I am aware of the “Competency Based Approach (CBA)” initiative in my organization.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. Please indicate your employee category/type

- 1) Rotational employee (as a condition of employment accepts assignments in Canada or abroad)
- 2) Mobile employee (as a condition of employment accepts assignments in the National Capital Region).
- 3) Non pool-managed employee who works at headquarters or in a regional office
- 4) Locally Engaged Staff (LES) (an employee hired locally by GAC in support of various departmental programs at one of Canada's missions abroad)

3. If you encountered a situation where you suspected wrongdoing, would you report it internally to GAC? (e.g. to either your supervisor or to the Senior Officer for Internal Disclosure- Values and Ethics).

- 1) Yes (Go to Q5)
- 2) No (Go to Q4)
- 3) Don't know (Go to Q5)

4. For which reason(s) would you not use the department's disclosure mechanisms to address suspected wrongdoing? (Mark all that apply)

- 1) Fear of reprisal
- 2) Confidentiality of information related to the issues or conflict raised
- 3) Lack of confidence in the individuals responsible for the mechanisms (e.g. immediate supervisor, Senior Officer for Internal Disclosure, Deputy Head)
- 4) Unaware of the department's disclosure mechanisms
- 5) Disclosure mechanisms are too complicated and demanding
- 6) Other reason

5. My department has practical tools and services available to help me better manage health and security issues in the workplace. (By health issues, we mean: work-related or non-work related injuries and/or illness affecting mental and/or physical health.)

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Canadian Nuclear Safety Commission (69)

1. When I raise an issue with my immediate supervisor, I am confident that he or she will address it in a timely manner.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I am encouraged to work collaboratively with others outside of my work unit.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. My immediate supervisor addresses incivility in a timely manner.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I am encouraged to let my professional opinion be known (at work or through external publication).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. The CNSC is on the right path to becoming the best nuclear regulator in the world.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Immigration and Refugee Board of Canada (23)

1. I have the capabilities (abilities, processes, tools) to deal with harassment and discrimination when I encounter it. (Mark one only)

- 1) Yes - Discrimination
- 2) Yes - Harassment
- 3) Yes - Both
- 4) No, I do not have the capabilities

2. Which of the following would prevent you from talking to someone at IRB if you were being discriminated against? (Mark all that apply)

- 1) Fear of retribution from the person against whom I would need to lodge the complaint
- 2) I don't know where to get help
- 3) I would rather transfer out of the group instead of talking to someone
- 4) I have never seen complaints stop discrimination in the workplace in the past
- 5) I don't know my rights
- 6) It may label me as a "trouble-maker"
- 7) Confidentiality concerns
- 8) None of the above
- 9) Not applicable

3. I understand my responsibilities under the Code of Values and Ethics for the Public Service.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. If I experienced a health issue, I would be comfortable discussing it with my immediate supervisor. (By health issues, we mean: mental health, leave of absence from the workplace due to illness, injury, return to work after health related absence, etc.)

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. My department has tools available to help me to better manage health issues in the workplace. (By health issues, we mean: mental health, leave of absence from the workplace due to illness, injury, return to work after health related absence, etc.)

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Communications Security Establishment (89)

1. I have confidence in my supervisor's ability to guide my work team through organizational challenges (reorganization, changing priorities, etc).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I feel comfortable in my ability to adapt to ongoing changes and transformation in the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. I feel that management is providing me with the appropriate support to allow me to adapt to ongoing changes and transformation in the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I receive regular informal feedback from my supervisor on my job performance.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I would feel comfortable raising concerns with management.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Department of National Defence (03)

1. I feel like I belong in the department or agency I work for.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I feel free to be myself at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. I am aware of the resources provided by my department to support employees and managers regarding return to work after an illness, injury or disability.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I feel supported by my immediate supervisor to participate in mental health and well-being initiatives.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I would feel comfortable raising harassment incidents with appropriate resources within the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Statistics Canada (08)

1. I feel like I belong in the department or agency I work for.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I have positive working relationships with my co-workers.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. I feel free to be myself at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable



4. I feel isolated at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. You may belong to one or more racial or cultural groups on the following list. Are you...? (Select all that apply question)

- 1) White
- 2) South Asian (e.g., East Indian, Pakistani, Sri Lankan)
- 3) Chinese
- 4) Black
- 5) Filipino
- 6) Latin American
- 7) Arab
- 8) Southeast Asian (e.g., Vietnamese, Cambodian, Malaysian, Laotian)
- 9) West Asian (e.g., Iranian, Afghan)
- 10) Korean
- 11) Japanese
- 12) Other
- 13) Don't know

Canadian Environmental Assessment Agency (47)

1. I feel comfortable in my ability to adapt to ongoing changes and transformations in the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. My supervisor helps me prepare for future and manage ongoing changes in the organization.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Department of Justice (19)

1. My immediate supervisor leads by example by demonstrating the values of the Public Service.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. My immediate supervisor is committed to minimizing unnecessary stress at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. Disrespectful behaviour in my workplace is addressed effectively.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I would feel comfortable approaching my immediate supervisor to discuss issues related to my mental health.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I have conversations with my immediate supervisor about my career development and aspirations.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Public Safety (53)

1. The amount of work I am expected to do is reasonable for my position.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. My immediate supervisor would respond appropriately if I talked to him or her about workload management issues.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. Current employee behaviours in my department support a values-driven culture (the values of Public Safety are: Service, Unity, Respect and Excellence).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. Disrespectful behaviour in my workplace is addressed effectively.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. My immediate supervisor is committed to minimizing unnecessary stress at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Treasury Board of Canada Secretariat (26)

1. To what extent are you aware of the “Every Day” commitment?

- 1) Very aware
- 2) Somewhat aware
- 3) Not really aware (Go to end)

2. With whom, and where have you discussed the “Every Day” commitment? Select all that apply.

- 1) My immediate co-workers
- 2) Other co-workers external to my team
- 3) Individuals with authority over me
- 4) Individuals working for me
- 5) At a team meeting
- 6) At an All Staff Meeting
- 7) I have never discussed the "Every Day" commitment with the above

3. My manager demonstrates the positive behaviours that are aligned with the “Every Day” commitment.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. My manager has taken concrete actions to address issues raised during the discussion(s) on the “Every Day” commitment.

- 1) Yes
- 2) No
- 3) Don't know

5. Which of the following topic related to the “Every Day” commitment would you say require the most improvement within your team?

- 1) Motivation
- 2) Empowerment
- 3) Access to the right resources (e.g., human, material, financial or organizational)
- 4) Open communication
- 5) Learning and development opportunities
- 6) Respect
- 7) Employee engagement
- 8) Clear expectations
- 9) Fear of reprisal
- 10) None of the above topics require improvement within my team
- 11) Don't know

6. Do you think the “Every Day” commitment has made a positive change within your sector since its launch in November 2015?

- 1) Yes
- 2) No
- 3) No, because we were already working in a positive environment
- 4) Don't know

Department of Finance (24)

1. Which of the following would prevent you from talking to someone at the Department of Finance if you were being discriminated against? (Mark all that apply)

- a) Fear of retribution from the person against whom I would need to lodge the complaint
- b) I don't know where to get help
- c) I would rather transfer out of the group instead of talking to someone
- d) I have never seen complaints stop discrimination in the workplace in the past
- e) I don't know my rights
- f) It may label me as a “trouble-maker”
- g) Confidentiality concerns
- h) None of the above
- i) Not applicable

2. Which of the following would prevent you from talking to someone at the Department of Finance if you were being harassed? (Mark all that apply)

- a) Fear of retribution from the person against whom I would need to lodge the complaint
- b) I don't know where to get help
- c) I would rather transfer out of the group instead of talking to someone
- d) I have never seen complaints stop harassment in the workplace in the past
- e) I don't know my rights
- f) It may label me as a “trouble-maker”
- g) Confidentiality concerns
- h) None of the above
- i) Not applicable

3. I would feel comfortable approaching my supervisors to discuss issues related to my mental health.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. When I raise an issue with my supervisors, I am confident that they will address it in a timely manner.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. My supervisors support my learning and career development needs.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Employment and Social Development (02)

1. In my department, different work units collaborate effectively to get the job done.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I am encouraged to work collaboratively with others outside of my work unit.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. My work unit has clearly defined client service standards.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. In my work unit, there are mechanisms in place for linking client feedback or complaints to employees who can act on the information.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I have the flexibility to adapt my services to meet my clients' needs.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Canada Revenue Agency (01)

1. I would feel comfortable raising issues with management. (e.g., issues with staffing, security, wrongdoing, harassment or discrimination).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable



2. a) I would use the formal mechanisms within the CRA to address these issues.

- 1) Yes (Go to question 3)
- 2) No (Go to next question)
- 3) Don't know (Go to next question)

2. b) For which reason(s) would you not use the CRA's formal mechanisms to address these issues?  
Select all that apply.

- 1) Fear of reprisal
- 2) Confidentiality of information related to the issues or conflicts raised
- 3) 3. Lack of confidence in the individuals responsible for the mechanisms (e.g., immediate supervisor, senior ethics officer, etc.)
- 4) Unaware of the CRA's disclosure mechanisms
- 5) Disclosure mechanisms are too complicated and demanding
- 6) Other reasons

3. Do you think the "Respectful Workplace and Well-being Strategy" has made a positive change within your workplace since its launch in October 2016?

- 1) Yes
- 2) No
- 3) No, because we were already working in a respectful environment
- 4) Don't know

4. Disrespectful behaviour in my workplace is addressed effectively.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. My immediate supervisor demonstrates the CRA's values and ethical behaviours.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

RCMP (non-public servants only)

These questions should be considered as demographic questions. Therefore, for RCMP non-public servants, results to questions in the main survey should be broken down by these demographic variables.

1. What is your category of employee?

- 1) Regular member (Go to Question 2)
- 2) Civilian member (Go to Question 3)
- 3) Reserve (Go to end of survey)
- 4) Other (Go to end end of survey)

2. Please indicate your rank. (If you are in an acting position, specify the group of the acting position.)  
(Go to end of survey)

- 1) Special constable
- 2) Constable
- 3) Corporal
- 4) Staff Sergeant / Sergeant Major/Sergeant
- 5) Inspector
- 6) Superintendent
- 7) Chief Superintendent or higher

3. Please indicate your occupational group. (If you are in an acting position, specify the group of the acting position.)

AC  
AD  
ADM  
AME  
CHP  
CK  
CP  
EDU  
EE  
ESS  
ETEC  
EVO  
EX  
FIN  
FIT  
FSL  
FSLT  
FWP  
GTEC

HN  
IM  
LAW  
LDO  
LN  
MA  
MAL  
MO  
PADM  
PN  
PRO  
PSY  
PT  
PTEC  
RS  
RWP  
SAT  
SE  
SUR  
TC  
TM  
TO  
TRL

4. Please indicate your level. (If you are in an acting position, specify the level of the acting position.)

1  
2  
3  
4  
5  
6  
7  
8  
9  
10

End