



# 2020 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: \$201,179.58 incl taxes

Award date: September 3, 2020

Delivery date: June 28, 2021

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)

*Ce rapport est aussi disponible en français.*

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This public opinion research report presents the results of an online survey conducted by Advanis Inc. on behalf of the Treasury Board of Canada Secretariat. The research was conducted with 188,786 employees of the federal public service between November 30, 2020 and January 29, 2021.

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## 1. Executive Summary

The Treasury Board of Canada Secretariat (TBS) conducted the comprehensive Public Service Employee Survey (PSES) every three years from 1999 to 2017. Beginning in 2018, the Government of Canada conducts 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 2020 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, including questions related to the impact of the COVID-19 pandemic.

The target population was all active Government of Canada employees of participating 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. Ministers' exempt staff, contracted individuals and employees on leave without pay were not included.

The 2020 PSES was a voluntary census and was completed by employees online, in PDF format (printed and mailed back to Advanis), or by phone (calling in to speak to an Advanis interviewer).

A total of 87 departments and agencies chose to participate in the 2020 PSES, representing 99% of the federal public service population. Of the 311,684 employees eligible to participate, 188,786 completed the survey, for a response rate of 60.6%. 160,662 (85.1%) completed the survey in English and 28,124 (14.9%) completed in French. 188,737 (99.97%) completed the survey online, 45 (0.02%) completed it via PDF, and 4 employees 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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For more information on this report, please contact [PSES-SAFF@tbs-sct.gc.ca](mailto:PSES-SAFF@tbs-sct.gc.ca)

## 2. 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, slightly slanted style.

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.ca](http://www.canada.ca) 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 participating 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. Ministers' 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 87 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.

Twice 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 to have them corrected, if possible. During this same review, 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 November 30, 2020 to January 29, 2021. There were some exceptions, as listed below:

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<sup>1</sup> As with some past versions, the National Capital Commission, the Locally Engaged Staff of Global Affairs Canada, and the Regular Member and Civilian Members of the Royal Canadian Mounted Police chose to invite their employees to complete the PSES. 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 of Canada Secretariat, Parks Canada and Public Service Commission of Canada employees one week earlier, on November 23. The “soft launch” was an opportunity to correct any technical issues before the launch to the rest of the federal public service.
- A PDF version of the survey questionnaire was emailed to Fisheries and Oceans Canada between November 2 and November 4, 2020 and was distributed by the department thereafter. Those surveys were accepted and included in the final data if they were post-marked before January 15, 2021.

Note that the fieldwork period for the online and phone survey was originally scheduled to end on January 22, 2021. It was extended by one week to be consistent with 2019 and to allow extra time for those absent over the December holiday break. The survey fielding started later than in 2019 due to the COVID-19 pandemic.

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

Although the 2020 PSES was a census, the response rate was 60.6%. 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 50 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 was conducted triennially from 1999 to 2017, and annually from 2018 onwards. 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, comparing results from 2008 and onward with 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 2020 survey content to undergo qualitative testing. Eight focus testing sessions (four in English and four in French) with two follow-up sessions (one in English, one in French) were conducted virtually over teleconference with public service employees located across Canada from various departments and agencies. Observations were discussed and taken into account in the finalization of the survey questionnaire. Only questions that pass focus testing are included in the PSES.

The 2020 PSES was longer than the 2019 version with 122 questions, 96 opinion questions and 26 demographic questions. Participating departments and agencies were also given an opportunity to add up to ten supplemental questions to be administered to their employees and 23 departments did so. In addition, a series of supplemental questions were asked to some occupational groups found in several departments and a series of supplemental questions were asked to respondents who identified as a person with a disability.

The 2020 questionnaire was formatted as an electronic survey (to be completed online) and as a PDF version of the 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 24 minutes, down slightly from 25 minutes in 2019.

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 Advanis and 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 was not distributed due to the COVID-19 pandemic; however, a PDF version of the survey was created for Fisheries and Oceans Canada, which included the same question formatting as that of the online survey. Advanis included a separate page showing a reference list of occupational group acronyms and an organizational unit list that was tailored to Fisheries and Oceans Canada. Fisheries and Oceans Canada printed the PDF and distributed on a limited basis.

### **3.5.2. Survey Administration**

As noted, the questionnaire was largely administered online (99.9% 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.

A different invitation email and landing page was used for the Royal Canadian Mounted Police (RCMP) Regular and Civilian Member participants.

Prior to the launch of the survey, TBS arranged two group meetings: TBS, Information Technology (IT) department and agency representatives, and Advanis; and TBS, Communications and Human Resources and agency representatives, and Advanis. At these meetings, TBS and Advanis shared information about the timeline, logistics, and support. In particular, Advanis shared details to 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. These meetings were held via video conference instead of in person due to the COVID-19 pandemic.

Advanis used its proprietary software to send email invitations and reminders. Advanis sent emails to TBS, Parks Canada, and Public Service Commission of Canada on November 23, 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 November 30 to December 4, 2020. For some large departments, such as Canada Revenue Agency, Advanis sent the emails over a few days to reduce overload on their servers. Advanis initially sent up to three reminder emails to each employee who had not yet completed the survey at the time of the reminder. After TBS approved a deadline extension from January 22 to January 29, Advanis sent a fourth reminder.

Due to the COVID-19 pandemic, a) paper surveys were not distributed as in previous years; and b) some employees who worked from home did not have access to their government email account. To enable some Fisheries and Oceans Canada (DFO) employees to complete the survey, Advanis created a PDF version of the questionnaire, which TBS sent to DFO and which a DFO human resources contact distributed on a limited basis. To ensure that these employees who worked from home had the opportunity to complete the survey, they could contact their department’s human resources representative to be provided with a unique link to the survey.

<b>Department</b>	<b>Level 1id</b>	<b>Links Provided</b>	<b>Links Used</b>
<b>Departments with some employees without access to government email account</b>			
Parks Canada	88	500	286
Global Affairs Canada (Locally Engaged Staff)	84	250	189
Statistical Survey Operations	94	105	105
Natural Resources Canada	15	34	34
Canadian Human Rights Commission	41	6	6
Treasury Board of Canada Secretariat	26	2	2
Statistics Canada	08	2	2
Department of National Defence	03	1	1

Fisheries and Oceans Canada	05	300	0
<b>Departments using only unique links (Advanis was not provided with employee email addresses)</b>			
Canadian Security Intelligence Service	51	3600	3335
Communications Security Establishment	89	4000	2955

Advanis also sent invitations 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 Mounted Police
- Locally engaged staff of Global Affairs Canada

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

Advanis created a support website (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. Of note, a total of 10,032 different employees chose the “Request a link to the survey” option, doing so a total of 10,449 times. Employees “requested a link” for the following reasons:

- 50% (5199) because it was after December 7th and they hadn’t yet seen an email invitation
- 33% (3425) because they deleted or couldn’t find the email invitation
- 12% (1295) because it was after December 7th and they were a new employee
- 4% (459) because their link “didn’t work”
- 0.7% (71) because they shared the link with someone else

Comparing reasons for visiting the support site to 2019, as shown in the table below:

- Overall support site usage decreased by 11% from 2019 to 2020.

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<sup>3</sup> The responses of the respondents in these three groups are not included in the overall results for the public service reported in this document. 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.

- Fewer employees used the site to request a link because they hadn't received an email during the first week of invitations or because they were a new employee.
- More employees used the site because they'd deleted or weren't able to find their invitation (the latter perhaps due to more employees working at home due to the COVID-19 pandemic).
- The number of employees using the support site because their link didn't work or because they shared their link remained very low relative to the other reasons.

<b>Advanis Support Site Requests Year-over-year comparison</b>	<b>2019 Weeks 2-7 July 29-Sep 6</b>	<b>2020 Weeks 2-9 Dec 7-Jan 29</b>	<b>2019 to 2020 change</b>
It is after [date] and I haven't yet received an email invitation with the link	6761	5199	-23%
I deleted or can't find the email invitation with the link	2637	3425	+30%
It is after [date] and I haven't received an email invitation with a link because I am a new employee	1951	1295	-34%
My link didn't work	308	459	+49%
I shared the link with someone else, so I need a new link to the survey	47	71	+51%
<b>Total</b>	<b>11704</b>	<b>10449</b>	<b>-11%</b>

Advanis monitored and responded to 3,433 emails from employees who needed support. Some employees emailed for multiple reasons. The breakdown of the reasons for emailing is as follows:

- 72% (2473) requesting a link
- 7% (250) survey closed early
- 5% (174) technical issue Government source
- 3% (111) wants to confirm complete rec'd
- 2% (84) refer to TBS
- 2% (74) general question about survey
- 1% (39) wants to change answers or re-do entire survey
- 1% (21) Collection Monitoring Report (CMR) /portal inquiries (not survey related)
- 1% (19) Organizational Unit recode request
- 1% (18) opt out from further reminders
- 0.3% (12) need clarity on how to answer a question
- 0.3% (10) Don't have access to Government of Canada email account (unique link request)
- 0.2% (7) shared a link; request for new one
- 0.2% (6) requesting link for new employees
- 0.1% (5) requesting mail-out, copy of questions, or results
- 0.1% (3) technical issue Advanis source
- 0.1% (2) not a government employee
- 0.03% (1) don't have access to the Internet
- 4% (124) other reasons

Advanis provided a toll-free number that employees could call with questions and dealt with 137 calls. If the number was dialed outside of extended business hours, employees could leave a voicemail, which an Advanis interviewer would return the next business day. Employees called for these reasons:

- 49% (67) requesting a link
- 11% (15) survey closed early
- 9% (12) technical issue Government source
- 6% (8) wants to confirm complete rec'd
- 4% (5) refer to TBS
- 4% (5) need clarity on how to answer a question
- 3% (4) phone survey complete
- 2% (3) wants to change answers or re-do entire survey
- 1% (2) Don't have access to Government of Canada email account (unique link request)
- 1% (2) Organizational Unit recode request
- 1% (2) Collection Monitoring Report (CMR) report/portal inquiries (not survey related)
- 1% (1) opt out from further reminders
- 1% (1) shared a link; request for new one
- 1% (1) general question about survey
- 7% (9) other reasons

The PDF survey option was only offered to Lightkeepers in Fisheries and Oceans Canada. Advanis prepared an electronic version of the survey, along with an organizational unit glossary, which was provided to TBS. TBS shared the survey with the department for distribution. Employees who filled out this version of the survey mailed it back to Advanis's Edmonton office. Advanis staff entered the data into a form specifically designed for the purpose, doing so twice to allow for validation of the data.

### 3.5.3. Database Management

#### 3.5.3.1. Data coding and cleaning procedure

Advanis used SPSS statistical software for its 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 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, Ministers' 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.

### 3.5.3.2. 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 Analysis and Measurement Team. The micro-data files included 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 engaged staff of Global Affairs Canada. The micro-data files included the weights for each case.

### 3.5.3.3. Aggregate Data Files

TBS provided historical datasets to Advanis, and where appropriate and possible, Advanis merged the historical data with the 2020 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
- 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.

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

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 gender, where a single suppression was allowed if gender diverse is the only group suppressed)
- 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. 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 311,684 employees eligible to participate, 188,786 completed the survey, for a response rate of 60.6%.

85% (160,662) completed the survey in English and 15% (28,124) completed in French, as was the case in 2019.

99.97% (188,737) completed the survey online, 0.02% (45) printed the PDF supplied and mailed back the survey, and 4 employees completed it via the phone. By comparison, in 2019, 98.8% completed the survey online, 1.2% completed it via paper (last year, a full printed version was supplied by some departments to some of their employees), and 1 person completed it via the phone.

To support tracking and comparability over time, survey response rates in the following table are calculated using the formula established by Statistics Canada.

### 3.6.2. Response Rate by Department/Agency

Level ID	Organization	Total Cases	Invalid Cases <sup>1</sup>	Valid Cases	Completed				Response Rate
					Online	Phone	PDF	Total	
		<b>319847</b>	<b>8163</b>	<b>311684</b>	<b>188737</b>	<b>4</b>	<b>45</b>	<b>188786</b>	<b>60.6%</b>
91	Administrative Tribunals Support Service of Canada	625	27	598	429			429	71.7%
09	Agriculture and Agri-Food Canada	5392	81	5311	3272	0	0	3272	61.6%
32	Atlantic Canada Opportunities Agency	603	10	593	485			485	81.8%
83	Canada Border Services Agency	15509	208	15301	7922	1	0	7923	51.8%
34	Canada Economic Development for Quebec Regions	400	8	392	288			288	73.5%
75	Canada Energy Regulator	557	5	552	383	0	0	383	69.4%
01	Canada Revenue Agency	45202	770	44432	30565			30565	68.8%
78	Canada School of Public Service	686	36	650	494	0	0	494	76.0%
95121	Canadian Dairy Commission	67	0	67	48			48	81.7%
86	Canadian Food Inspection Agency	6664	87	6577	4162	0	0	4162	63.3%
25	Canadian Grain Commission	437	5	432	362			362	83.8%
20	Canadian Heritage	1935	62	1873	1316	1	0	1317	70.3%
41	Canadian Human Rights Commission	274	11	263	200			200	76.0%
35	Canadian Institutes of Health Research	521	8	513	383	0	0	383	74.7%
95103	Canadian Intergovernmental Conference Secretariat	24	1	23	21			21	91.3%
95144	Canadian Northern Economic Development Agency	109	0	109	89	0	0	89	81.7%
69	Canadian Nuclear Safety Commission	897	12	885	731			731	82.6%
31	Canadian Radio-television and Telecommunications Commission	527	7	520	393	0	0	393	75.6%
51	Canadian Security Intelligence Service	3335	0	3335	1488			1488	44.6%
33	Canadian Space Agency	731	11	720	530	0	0	530	73.6%
54	Canadian Transportation Agency	346	11	335	278			278	83.0%
95114	Civilian Review and Complaints Commission for the RCMP	89	1	88	64	0	0	64	72.7%
89	Communications Security Establishment Canada	2955	0	2955	1563	1		1564	52.9%
95105	Copyright Board of Canada	22	1	21	21	0	0	21	100.0%
04	Correctional Service Canada	18702	251	18451	8668			8668	47.0%
30	Courts Administration Service	908	91	817	446	0	0	446	54.6%
22	Crown-Indigenous Relations and Northern Affairs Canada	1917	42	1875	1277			1277	68.1%
24	Department of Finance Canada	872	25	847	511	0	0	511	60.3%
19	Department of Justice	5715	567	5148	2966			2966	57.6%
03	Department of National Defence	26937	374	26563	13958	0	0	13958	52.5%
02	Employment and Social Development Canada	30319	590	29729	19136			19136	64.4%
11	Environment and Climate Change Canada	7716	96	7620	4586	0	0	4586	60.2%
95109	Farm Products Council of Canada	17	3	14	10			10	71.4%
93	Federal Economic Development Agency for Southern Ontario	310	11	299	261	0	0	261	87.3%
57	Financial Consumer Agency of Canada	173	5	168	150			150	89.3%
05	Fisheries and Oceans Canada	13901	892	13009	6551	0	45	6596	50.7%
14	Global Affairs Canada	6963	159	6804	4571			4571	67.2%
06	Health Canada	8992	196	8796	5255	0	0	5255	59.7%
23	Immigration and Refugee Board of Canada	1787	36	1751	997			997	56.9%
13	Immigration, Refugees and Citizenship Canada	9285	516	8769	5593	0	0	5593	63.8%
47	Impact Assessment Agency of Canada	463	4	459	390			390	85.0%
95149	Indian Oil and Gas Canada	86	2	84	63	0	0	63	75.0%
17	Indigenous Services Canada	6370	94	6276	3291			3291	52.4%
82	Infrastructure Canada	768	28	740	555	0	0	555	75.0%
10	Innovation, Science and Economic Development Canada	5535	134	5401	3635			3635	67.3%
95107	International Joint Commission	45	0	45	27	0	0	27	60.0%
95115	Invest in Canada	72	0	72	64			64	88.9%
74	Library and Archives Canada	991	23	968	705	0	0	705	72.8%

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

Level ID	Organization	Total Cases	Invalid Cases <sup>1</sup>	Valid Cases	Completed			Response Rate	
					Online	Phone	PDF		Total
		<b>319847</b>	<b>8163</b>	<b>311684</b>	<b>188737</b>	<b>4</b>	<b>45</b>	<b>188786</b>	<b>60.6%</b>
95119	Military Grievances External Review Committee	54	0	54	49			49	90.7%
95101	Military Police Complaints Commission of Canada	37	2	35	27	0	0	27	77.1%
92	National Film Board of Canada	395	4	391	305			305	78.0%
50	National Research Council Canada	4394	40	4354	2599	0	0	2599	59.7%
95104	National Security and Intelligence Review Agency	68	2	66	50			50	75.8%
15	Natural Resources Canada	4672	134	4538	2880	0	0	2880	63.5%
81	Natural Sciences and Engineering Research Council of Canada	564	16	548	403			403	73.5%
52	Office of the Auditor General of Canada	663	6	657	478	0	0	478	72.8%
40	Office of the Chief Electoral Officer	985	30	955	620			620	64.9%
95110	Office of the Commissioner for Federal Judicial Affairs Canada	67	0	67	52	0	0	52	77.6%
95139	Office of the Commissioner of Lobbying of Canada	28	0	28	26			26	92.9%
42	Office of the Commissioner of Official Languages	185	13	172	149	0	0	149	86.6%
95147	Office of the Correctional Investigator	47	2	45	27			27	60.0%
95151	Office of the Information Commissioner of Canada	115	1	114	100	0	0	100	87.7%
95143	Office of the Public Sector Integrity Commissioner of Canada	35	0	35	34			34	97.1%
73	Office of the Secretary to the Governor General	172	2	170	121	0	0	121	71.2%
88	Parks Canada	4368	127	4241	3297	1		3298	77.8%
95111	Patented Medicine Prices Review Board	78	1	77	55	0	0	55	71.4%
95145	Polar Knowledge Canada	72	4	68	46			46	67.6%
28	Privy Council Office	1108	55	1053	763	0	0	763	72.5%
70	Public Health Agency of Canada	3081	116	2965	1467			1467	49.5%
46	Public Prosecution Service of Canada	1141	21	1120	641	0	0	641	57.2%
53	Public Safety Canada	1214	46	1168	803			803	68.8%
21	Public Service Commission of Canada	842	29	813	568	0	0	568	69.9%
07	Public Services and Procurement Canada	17781	707	17074	11171			11171	65.4%
95125	RCMP External Review Committee	16	0	16	13	0	0	13	81.3%
16	Royal Canadian Mounted Police	10058	155	9903	4379			4379	44.2%
37	Shared Services Canada	7874	238	7636	4095	0	0	4095	53.6%
56	Social Sciences and Humanities Research Council of Canada	313	13	300	220			220	73.3%
94	Statistical Survey Operations	2095	71	2024	1016	0	0	1016	50.2%
08	Statistics Canada	6190	140	6050	3728			3728	61.6%
85	Supreme Court of Canada	251	7	244	140	0	0	140	57.4%
12	Transport Canada	6592	268	6324	4243			4243	67.1%
39	Transportation Safety Board of Canada	241	1	240	192	0	0	192	80.0%
26	Treasury Board of Canada Secretariat	2566	168	2398	1838			1838	76.6%
18	Veterans Affairs Canada	3900	227	3673	2374	0	0	2374	64.6%
95150	Veterans Review and Appeal Board	81	1	80	51			51	63.8%
43	Western Economic Diversification Canada	406	4	402	312	0	0	312	77.6%
90	Women and Gender Equality Canada	347	11	336	252			252	75.0%
n/a	I cannot find my department or agency	0	0	0				0	n/a

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



## 3.7. Research Instrument Used (Survey Questionnaire)

### 3.7.1. Main Survey

#### Introduction

##### **2020 Public Service Employee Survey**

I am pleased to invite you to participate in the 2020 Public Service Employee Survey (PSES).

The PSES provides an opportunity for you to express your opinion on important aspects of your workplace. In addition to focusing on the important themes you have come to expect from the PSES, including workplace well-being, diversity and inclusion, and safe and healthy workplaces, we have made updates to this year's survey that will improve the data we collect in order to better understand, and ultimately improve, the employee experience. This includes new questions to help us learn how changes related to COVID-19 are impacting employees and more inclusive language and subgroup categories for Persons with Disabilities and Indigenous employees.

Each of you is the at heart of providing good services to Canadians. 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). Once again, 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 in accordance with the [Privacy Act](#). 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 ten respondents will not be reported or shared with organizations. For information about Advanis and their privacy policy, please visit the [Advanis website](#).

The survey will take approximately 25 to 30 minutes to complete. Please note that you have until **January 29, 2021** 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.

For technical issues, please contact Advanis at [pses-saff@advanis.ca](mailto:pses-saff@advanis.ca) or at 1-866-539-7829.

For more information about the survey, please refer to the [Public Service Employee Survey](#) page or the [PSES GCIntranet](#) page or contact TBS at [pses-saff@tbs-sct.gc.ca](mailto:pses-saff@tbs-sct.gc.ca). TTY/TDD: 1-613-369-9371. Click if you need an [alternative means of accessing the survey](#).

Nancy Chahwan  
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.ajprp@tbs-sct.gc.ca](mailto:atip.ajprp@tbs-sct.gc.ca) or the Office of the Privacy Commissioner.

**RCMP Introduction****2020 RCMP Employee Survey**

I am pleased to invite you to participate in the 2020 RCMP Employee survey (also known as the Public Service Employee Survey or PSES). This survey is addressed to all employees of the RCMP, including regular members, civilian members, and public service employees.

The RCMP Employee Survey provides an opportunity for you to express your opinion on important aspects of your workplace. This year's survey will focus on many important themes including workplace well-being, organizational performance, duty to accommodate, diversity and inclusion, Vision 150, and the impact COVID-19 has had on employees. By providing your feedback, you will help your organization identify what is working well and where improvements are required. This will contribute toward modernizing the RCMP, and more generally, in supporting a high-performing world class public service.

The RCMP Employee Survey was developed by the Office of the Chief Human Resources Officer of the Treasury Board of Canada Secretariat (TBS). Once again, 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 in accordance with the [Privacy Act](#). 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 ten respondents will not be reported or shared with organizations. For information about Advanis and their privacy policy, please visit the [Advanis website](#).

The survey will take approximately 25 to 30 minutes to complete. Please note that you have until **January 29, 2021** 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.

For technical issues, please contact Advanis at [ps-es-saff@advanis.ca](mailto:ps-es-saff@advanis.ca) or at 1-866-539-7829.

For more information about the survey, please refer to the [Public Service Employee Survey](#) page, the [RCMP Employee Survey](#) page or the [PSES GCintranet](#) page, or contact TBS at [ps-es-saff@tbs-sct.gc.ca](mailto:ps-es-saff@tbs-sct.gc.ca). TTY/TDD: 1-613-369-9371. Click if you need an [alternative means of accessing the survey](#).

Nancy Chahwan  
Chief Human Resources Officer

**Privacy Statement:**

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## 2020 Public Service Employee Survey Questionnaire

### My Job

Q1. I have the tools, technology and equipment 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. The material and tools provided for my work, including software and other automated tools, are available in the official language of my choice.

- 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 physical environment (e.g., office, workspace) is suitable for my job requirements.

- 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 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

Q5. I have the information, training and equipment I need to ensure my health and safety 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

Q6. 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

Q7. 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

Q8. 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

Q9. 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

Q10. 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

Q11. 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

Q12. 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

Q13. 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

Q14. 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

Q15. 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

Q16. 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

Q17. 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

Q18a. 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

Q18b. 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

Q18c. 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



Q18d. I feel that the quality of my work suffers because of unreasonable deadlines.

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

Q18e. I feel that the quality of my work suffers because of having to do the same or more work, but with fewer resources.

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

Q18f. I feel that the quality of my work suffers because of high staff turnover.

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

Q18g. 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

Q18h. I feel that the quality of my work suffers because of unreliable technology.

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

#### My Work Unit

Q19. 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

Q20. 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

Q21. 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

Q22. 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

Q23. In my work unit, I would feel free to speak about racism in the workplace without fear of reprisal. (Racism refers to any individual action or institutional practice which treats people differently because of their colour or ethnicity.)

- 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

Q24. My immediate supervisor encourages me 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

Q25. 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

Q26. I feel that my immediate supervisor supports my career 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

Q27. 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

Q28. Since the beginning of the COVID-19 pandemic, have you requested flexible work hours, either formally or informally? (Flexible work hours mean that an employee is able to vary the start and end times of their workday.)

- 1) Yes
- 2) No

Q29. During the COVID-19 pandemic, my immediate supervisor supported the use of flexible work hours.

- 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 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

#### Senior Management

Q31. Senior managers in my department or agency lead by example in ethical behaviour.

- 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. 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

Q33. 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

Q34. 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

Q35. Senior managers in my department or agency use both official languages in their interactions with employees.

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

My Organization (Department or Agency)

Q36. 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

Q37. I feel that change is managed well 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

Q38. 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

Q39. 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

Q40. 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

Q41. 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

Q42. 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

Q43a. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Conflict between my work obligations and my family or personal obligations

- 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

Q43b. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Lack of access to learning opportunities

- 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



Q43c. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Discrimination

- 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

Q43d. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

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

Q44. 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

Q45. I think that my department or agency respects individual differences (e.g., culture, work styles, ideas, abilities).

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

Q46. My department or agency implements activities and practices that support a diverse workplace. (A diverse workplace includes everyone, regardless of race, national or ethnic origin, colour, disability, sex, sexual orientation, gender identity or expression, marital or family status, religion, age, language, culture, background, interests, views or other dimensions.)

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

Q47. My department or agency implements initiatives that promote anti-racism in the workplace. (Anti-racism may be promoted by providing access to anti-racism training, and promoting awareness of resources and self-directed learning on anti-racism. Anti-racism is an active and consistent process of change to eliminate individual, institutional and systemic racism.)

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

Q48. I would feel comfortable sharing concerns about issues related to racism in the workplace with a person of authority (e.g., immediate supervisor, senior manager, ombudsman, human resources advisor. Racism refers to any individual action or institutional practice which treats people differently because of their colour or ethnicity.)

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

Q49. 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

Q50. 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

Q51. 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

Q52. 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

Q53. Do you intend to leave your current position in the next two years?

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

Q54. 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).

Q55. 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

Q56. 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

Q57. 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 or withholding resources
- 6) Offensive remark
- 7) Personal attack
- 8) Physical violence
- 9) Sexual comment or gesture
- 10) Threat
- 11) Unfair treatment
- 12) Yelling or shouting
- 13) Other

Q58. 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.

Q59. 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

Q60. 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

Q61. 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).

Q62. 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

Q63. 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

Q64. 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

Q65. 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.

Q66. 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

Q67. 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



Q68. 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

(Answer if you selected "Race" in question 64.)

Q69. I am satisfied with how concerns or complaints about racism in the workplace 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

#### Stress and Well-Being

Q70a. Overall, to what extent do the following factors cause you stress at work?

Risk of exposure to COVID-19

- 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

Q70b. 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

Q70c. 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

Q70d. 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

Q70e. 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

Q70f. 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

Q70g. 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

Q70h. Overall, to what extent do the following factors cause you stress at work?

Balancing work and caregiving responsibilities (e.g., children, elderly, family member(s)) during the COVID-19 pandemic

- 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

Q70i. 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

Q70j. 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

Q70k. 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

Q70l. Overall, to what extent do the following factors cause you stress at work?

Lack of recognition

- 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

Q70m. Overall, to what extent do the following factors cause you stress at work?

Feeling disconnected from colleagues

- 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

Q70n. 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

Q70o. 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

Q70p. Overall, to what extent do the following factors cause you stress at work?

Difficulty accessing my work tools or network (e.g., work email, work device, ergonomic equipment)

- 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

Q70q. 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

Q70r. 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

Q70s. 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

Q70t. 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

Q70u. 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

Q70v. 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

Q70w. 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

Q70x. 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

Q71. To what extent is stress from the COVID-19 pandemic negatively impacting your ability to carry out day-to-day work responsibilities?

- 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

Q72. 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

Q73. 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

Q74. 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



Q75. I believe senior managers in my department or agency take adequate steps to support the mental health of employees during the COVID-19 pandemic.

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

Q76. I would feel comfortable sharing concerns with my immediate supervisor about 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

Q77. My immediate supervisor supports my mental health and well-being.

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

Q78. I would describe my workplace as being psychologically healthy. (A psychologically healthy workplace is one that promotes employees' psychological well-being and actively works to prevent harm to employee psychological health due to negligent, reckless or intentional acts.)

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

Q79a. I feel that the information I receive from my department or agency related to the COVID-19 pandemic is clear and easy to understand.

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

Q79b. I feel that the information I receive from my department or agency related to the COVID-19 pandemic is provided 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

Q79c. I feel that the information I receive from my department or agency related to the COVID-19 pandemic is relevant to 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

Q79d. I feel that the information I receive from my department or agency related to the COVID-19 pandemic is consistent with the information provided to me by my immediate supervisor.

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

Q79e. I feel that the information I receive from my department or agency related to the COVID-19 pandemic is available in both official languages.

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

Q80. During the COVID-19 pandemic, my department or agency has effectively communicated the mental health services and resources that are available to me.

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

Q81. I would feel comfortable sharing concerns with my immediate supervisor about my physical health and safety.

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

Q82. I am satisfied with the measures my department or agency is taking to protect my physical health and safety during the COVID-19 pandemic.

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

Q83. Are you a supervisor?

- 1) Yes
- 2) No

Q84. I am equipped to support employees in my work unit who are experiencing mental health 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

Q85. Since the start of the COVID-19 pandemic, have you managed any employees who have been working remotely?

- 1) Yes
- 2) No

Q86. My department or agency has provided me with adequate training and/or resources to manage a remote team during the COVID-19 pandemic.

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

#### Duty to Accommodate

The duty to accommodate refers to the employer's obligation to eliminate disadvantages to employees, prospective employees or clients that result from a rule, practice or physical barrier that has or that may have an adverse impact on individuals or groups protected under the Canadian Human Rights Act or identified as a designated group under the Employment Equity Act. It applies to all grounds of discrimination covered by the Canadian Human Rights Act (i.e., race, national or ethnic origin, colour, religion, age, sex (including pregnancy and childbirth), 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). Employers must provide accommodation up to the point of undue hardship, taking into account essential job requirements.

Please note that the questions about duty to accommodate do not apply to employees who asked for office equipment to work remotely, unless their requests pertain to specific accommodation measures that help to reduce barriers to work, as per the Canadian Human Rights Act.

Q87. Having carefully read the definition of duty to accommodate, did you have workplace accommodation measures in place before the COVID-19 pandemic which are no longer being met?

- 1) Yes
- 2) No

Q88. Having carefully read the definition of duty to accommodate, have you requested workplace accommodation measures in the last two years?

- 1) Yes
- 2) No

Q89. Were the requests for workplace accommodation measures related to a disability?

(A disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment - or a functional limitation - whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society.

A barrier means anything - including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice - that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.)

- 1) Yes
- 2) No

Q90. Were any workplace accommodation measures implemented?

- 1) Yes
- 2) No

Q91. I am satisfied with the workplace accommodation measures that were implemented.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree

- 6) Don't know
- 7) Not applicable

Q92. I would feel comfortable requesting workplace accommodation measures from my immediate supervisor.

- 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

Q93. In the last 12 months, has your pay or other compensation been affected by issues with the Phoenix pay system?

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

Q94. Have all your pay or other compensation issues been resolved?

- 1) Yes
- 2) No

Q95. 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

Q96. 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

Q97. To what extent have issues with the Phoenix pay system affected your decision to seek or accept another position (e.g., deployment, promotion, secondment, assignment, acting assignment) 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.

Q98a. Do you currently work for [Organisation Name]?

- 1) Yes
- 2) No

Q98b. 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 Energy Regulator  
Canada Revenue Agency  
Canada School of Public Service  
Canadian Dairy Commission  
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 Security Intelligence Service  
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 Canada  
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  
Global Affairs Canada (Locally Engaged Staff)  
Health Canada  
Immigration and Refugee Board of Canada  
Immigration, Refugees and Citizenship Canada  
Impact Assessment Agency of Canada  
Indian Oil and Gas Canada  
Indigenous Services Canada  
Infrastructure Canada  
Innovation, Science and Economic Development Canada  
Invest in 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 Film Board of Canada  
National Research Council Canada  
National Security and Intelligence Review Agency  
Natural Resources Canada  
Natural Sciences and Engineering Research Council of Canada  
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 Commissioner of Official Languages  
Office of the Correctional Investigator  
Office of the Information Commissioner of Canada  
Office of the Public Sector Integrity Commissioner of Canada  
Office of the Secretary to the Governor General  
Parks 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 of Canada  
Statistical Survey Operations  
Statistics Canada  
Supreme Court of 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  
Women and Gender Equality Canada

Q98c. (if confirmed or selected CRA) The CRA provided your organization unit information to the survey administrator to make completing the survey easier for you and to improve data accuracy. If you have changed jobs in the past six months and the pre-populated CRA organizational unit you see is incorrect, please confirm your new organizational unit with your supervisor prior to making a change. Otherwise, please do not change your organizational unit. Your results will remain confidential.

Your organization has indicated that you work for:

- 1) Yes
- 2) No

Q98d. (CRA) Do you work for headquarters or for a regional office?

Headquarters: Working for a branch, most likely out of the National Capital Region (you may report virtually to Headquarters), and generally for internal clients (other CRA employees).

Regional Office: Working in a Tax Center, National Verification Collection Center, Tax Services Office, or Regional Assistant Commissioner's office, you deliver or support the delivery of the CRA's programs, within the regions.

- 1) Headquarters
- 2) Regional office

Q98d. (ESDC) For which organization do you work?

- 1) Employment and Social Development Canada: The Service Canada Regions
- 2) Employment and Social Development Canada: Service Canada - National Headquarters
- 3) Employment and Social Development Canada: Labour Program
- 4) Employment and Social Development Canada: Employment and Social Development
- 5) Employment and Social Development Canada: Accessibility Standards Canada

Q99. In which organizational unit are you currently working?

1	000	000	000	000	Canada Revenue Agency
1	200	000	000	000	Branches
					Commissioner's Office / Legal Services / Taxpayers'
					Ombudsman Office / Service, Innovation and Integration
1	200	300	000	000	Branch
					Commissioner's Office / Legal Services / Taxpayers'
1	200	300	400	000	Ombudsman Office
1	200	300	401	000	Service, Innovation and Integration Branch
					Assistant Commissioner's Office / Branch Management
					and Corporate Services Division / Chief Service Office
1	200	300	401	500	Directorate
1	200	300	401	501	Research and Innovation Lab Directorate
1	200	300	401	502	Information and Data Directorate
1	200	300	401	503	Policy, Planning, Partnership and Reporting Directorate
1	200	301	000	000	Appeals Branch
					Assistant Commissioner's Office / Objections and
1	200	301	402	000	Litigation Management Directorate/Office Management
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
					Assistant Commissioner's Office / Deputy Assistant
1	200	302	405	000	Commissioner's Office / Digital Services Directorate
1	200	302	406	000	Business Returns Directorate
1	200	302	406	504	BRD Director General's Office / Business Number Division
1	200	302	406	505	GST and HST Returns & Rebates Processing Division
1	200	302	406	506	Corporation & Specialty Returns Division
					Business Accounting Division / Business Projects &
1	200	302	406	507	Services Division

1	200	302	407	000	Call Centre Services Directorate T1 & Benefits Call Centre Support Division / Call Centre Strategic Planning and Operations Division / Director
1	200	302	407	508	General's Office
1	200	302	407	509	Business Call Centre Support Division
1	200	302	408	000	Major Projects and System Integration Directorate T3 Modernization Division / DGO / Projects Oversight & System Development Division / Processing Systems
1	200	302	408	510	Renewal Division/Special Projects
1	200	302	408	511	Testing & Release Management Division
1	200	302	409	000	Individual Returns Directorate Stakeholder Relations Division / Common Tools & Support Division / DGO / Issues Management & Corporate
1	200	302	409	512	Reporting Section
1	200	302	409	513	T1 Processing Division
1	200	302	409	514	Third Party Reporting Division
1	200	302	410	000	Benefit Programs Directorate Benefit Partnerships & Services Division / Benefit Processing Division / DGO / Provincial & Territorial
1	200	302	410	515	Partner. Sect. Community Outreach, and Support Division / Business
1	200	302	410	516	Intelligence and Support Services Division
1	200	302	411	000	Horizontal Integration Directorate Correspondence and Reporting Division / DGO / Branch
1	200	302	411	517	Services Division
1	200	302	411	518	Horizontal Programs Division
1	200	302	411	519	Information Programs Division
1	200	303	000	000	Audit, Evaluation, and Risk Branch
1	200	304	000	000	Collections & Verification Branch ACO-DAC/Branch Management Services
1	200	304	412	000	Division/Horizontal Programs & Transformation Division
1	200	304	413	000	Business Compliance Directorate
1	200	304	413	520	Director General's Office / Employer Compliance Division
1	200	304	413	521	Resource Management and Reporting Division Corporation and GST/HST Compliance Division /
1	200	304	413	522	Innovation and Strategic Initiatives Division
1	200	304	414	000	Individual Compliance Directorate Director General's Office / Individual Program Support Division / Matching and Non-Resident Withholding
1	200	304	414	523	Division
1	200	304	414	524	Non-Filer Division
1	200	304	414	525	Assessment Verification Division
1	200	304	415	000	Technology & Business Intelligence Directorate Director General's Office / Business Operations Solutions
1	200	304	415	526	Division / Debt Management Systems Division
1	200	304	415	527	Workload Management Project Division

1	200	304	415	528	Business Intelligence, Research & Analytics Division
1	200	304	416	000	Collections Directorate
					Director General's Office / Initial Intervention & Resolution Division/Issues Management & Corporate Services Section
1	200	304	416	529	Resource Allocation & Monitoring Division
1	200	304	416	530	Transformation & Innovation Division
1	200	304	416	531	Collections Enforcement Division
1	200	304	416	532	Compliance Programs Branch
1	200	305	000	000	Assistant Commissioner's Office / Scientific Research & Experimental Development Directorate/ Issues management and corporate review section/ High Impact Compliance Operations
1	200	305	417	000	Small & Medium Enterprises Directorate
1	200	305	418	000	Director General's Office / Small Business Audit & Non-Resident Division / Compliance Services Division
1	200	305	418	533	Medium Business Audit Division / Business Intelligence Division
1	200	305	418	534	GST/HST Directorate
1	200	305	419	000	Director General's Office / Aggressive GST/HST Planning & Refund Integrity Divisions / Leads and Voluntary Disclosures Division / Computer Audit Specialist Division
1	200	305	419	535	Large Business Audit / Small & Medium Business Audit Division
1	200	305	419	536	Criminal Investigations Directorate
1	200	305	420	000	International & Large Business Directorate
1	200	305	421	000	Director General's Office / Business Management Division / Integrated Risk Assessment Tools Division / Tax Avoidance Division
1	200	305	421	537	Large Business Audit Division/ Competent Authority Services Division
1	200	305	421	538	International Tax Division
1	200	305	421	539	Compliance Services Directorate
1	200	305	422	000	Director General's office / Branch Services Division / Executive Strategic Advisor / Corporate Reporting Section
1	200	305	422	540	Business Intelligence & Data Division / Systems Development & Management Division / Special Projects
1	200	305	422	541	High Net Worth Compliance Directorate (HNWCD)
1	200	305	423	000	Director General's office / Audit Division / Workload Development Division
1	200	305	423	542	Data and Tools Division / Business Management Division / Specialized Audit Support Division
1	200	305	423	543	Finance & Administration Branch
1	200	306	000	000	Assistant Commissioner's Office / Corporate and Management Services Division / Service Enhancement Division
1	200	306	424	000	Atlantic Region, FAB
1	200	306	425	000	

1	200	306	426	000	Ontario Region, FAB
1	200	306	427	000	Western Region, FAB
1	200	306	428	000	Quebec Region, FAB
					Financial Management Advisory Services Directorate
1	200	306	429	000	(FMASD)
1	200	306	430	000	Security and Internal Affairs Directorate (SIAD)
1	200	306	431	000	Financial Administration Directorate (FAD)
1	200	306	432	000	Resource Management Directorate (RMD)
1	200	306	433	000	Administration Directorate (AD)
1	200	306	434	000	Real Property & Service Integration Directorate
1	200	307	000	000	Human Resources Branch
					Assistant Commissioner's Office / Deputy Assistant
					Commissioner's Office / Executive Coordinator's Office /
1	200	307	435	000	Strategic Business Integration Directorate
1	200	307	436	000	National HR Operations Directorate
1	200	307	436	544	Headquarters, HR
1	200	307	436	545	Western Region, HR
1	200	307	436	546	Atlantic Region, HR
1	200	307	436	547	Ontario Region, HR
1	200	307	436	548	Quebec Region, HR
1	200	307	436	549	National Programs, HR
1	200	307	437	000	Workplace Relations & Compensation Directorate
1	200	307	437	550	Compensation Client Service Centre
					Director General's Office / Corporate Compensation
					Division / Integrity & well-being Division / Labour
1	200	307	437	551	Relations Division
1	200	307	438	000	Employment Programs Directorate
					Director General's Office / Staffing and Recruitment
					Programs Division / Official Languages, Employment
1	200	307	438	552	Equity and Diversity Division
					Organizational Design & Classification Division /
					Competencies, Standardized Assessment, Performance &
					Recognition / Staffing Redesign Division / PM redesign
1	200	307	438	553	project
1	200	307	439	000	Learning and Development Directorate
1	200	308	000	000	Information Technology Branch
					Assistant Commissioner and Chief Information Officer's
					Office / ACO Internal and Corporate Reporting / Deputy
					Assistant Commissioner, Corporate Systems and Support's
1	200	308	440	000	Office/Branch Business Management Division
1	200	308	441	000	Systems Integrity Directorate
					Director General's Office / IT Security Centre Division/ / IT
1	200	308	441	554	Security Solutions Division
1	200	308	441	555	Production Assurance Division
1	200	308	442	000	Corporate Enterprise Solutions Directorate
1	200	308	442	556	Director General's Office / Management Systems Division

1	200	308	442	557	Business Technologies and Innovation Division
1	200	308	442	558	CAS Division
1	200	308	443	000	Client Service Management Directorate
					Director General's Office / Client Computing Technology Management Division / External Service Management Division
1	200	308	443	559	
1	200	308	443	560	National IT Support Division
1	200	308	444	000	National Support Services Directorate
1	200	308	444	561	Central Deskside IT Support Division
1	200	308	444	562	Western Deskside IT Support Division
					Director General's Office / Eastern Deskside IT Support Division
1	200	308	444	563	
1	200	308	444	564	National Information Technology Service Desk Division
1	200	308	445	000	Solutions Architecture and Integration Directorate
					Director General's Office / Directorate Coordination Office / IT Architecture Services Division
1	200	308	445	565	
1	200	308	445	566	Strategic Engineering and Technology Integration Division
1	200	308	445	567	Engineering Tool Management and Analytics Division
1	200	308	446	000	Data and Business Intelligence Directorate
					Director General's Office (includes Horizontal Initiatives Management Services) / Data Services and Technology Management Division
1	200	308	446	568	
1	200	308	446	569	Data Delivery Services Division
1	200	308	446	570	Business Intelligence and Decision Support Division
1	200	308	447	000	Business and Enterprise Solutions Directorate
					Director General's Office / Business Suite Assessing Systems Division
1	200	308	447	571	
1	200	308	447	572	Business Accounting and Infodec Division
					Common Financial, Office and Document Management Services Division
1	200	308	447	573	
1	200	308	447	574	Enterprise Correspondence Division
1	200	308	447	575	Business Registration and Infrastructure Support Division
1	200	308	447	576	Portals and E-Services Division
1	200	308	448	000	Individual Returns Systems Directorate
					Director General's Office / Directorate Coordination Office / T3 Modernization Division
1	200	308	448	577	
1	200	308	448	578	Assessment Processing Division
					T1 Accounting, Enquiries, Matching and Miscellaneous Systems Division
1	200	308	448	579	
					Individual Identification, T1 Desktop & Horizontal Services Division
1	200	308	448	580	
1	200	308	449	000	Benefits Systems Directorate
1	200	308	449	581	Credit Determination Division
					BSRP Development and Project Control Division/ BSRP Quality and Production Readiness Division
1	200	308	449	582	
1	200	308	450	000	Compliance Management Directorate

1	200	308	450	583	Director General's Office / Directorate Coordination Office / Advanced Analytics Division
1	200	308	450	584	Compliance Portfolio Application Support Division
1	200	308	450	585	Compliance Analytics, Risk and Provisioning Division
1	200	308	451	000	Debt Management, Regulatory Affairs and Appeals Directorate
1	200	308	451	586	Debt Management Analytics and Call Centre Solutions Division
1	200	308	451	587	Debt Management Solutions Division
1	200	308	451	588	Charities, Registered Plans and Legislative Policy Division
1	200	308	451	589	Director General's Office / Appeals and Case Management Division
1	200	309	000	000	Legislative Policy & Regulatory Affairs Branch
1	200	309	452	000	Income Tax Rulings Directorate
1	200	309	453	000	Assistant Commissioner's Office / Planning & Management Services Division
1	200	309	454	000	Legislative Policy Directorate
1	200	309	455	000	Excise & GST/HST Rulings Directorate
1	200	309	456	000	Charities Directorate
1	200	309	457	000	Registered Plans Directorate
1	200	310	000	000	Public Affairs Branch
1	200	310	458	000	Communications Directorate
1	200	310	459	000	Ministerial Services and Operations Directorate
1	200	310	460	000	Access to Information and Privacy Directorate
1	200	310	461	000	Digital Design and Production Directorate
1	200	310	462	000	Assistant Commissioner's Office / Branch Planning and Management Services Directorate
1	201	000	000	000	Regions
1	201	311	000	000	Atlantic Region
1	201	311	463	000	Assistant Commissioner's Office / BIQA / Programs
1	201	311	464	000	Newfoundland & Labrador NVCC/TSO
1	201	311	464	590	Director's Office / Program Services / Audit Division - Newfoundland & Labrador NVCC/TSO
1	201	311	464	591	Call Centre Division - Newfoundland & Labrador NVCC/TSO
1	201	311	464	592	Validation Division – Newfoundland & Labrador NVCC/TSO
1	201	311	464	593	Verifications & Collections Division / Revenue Collections Division – Newfoundland & Labrador NVCC/TSO
1	201	311	465	000	Nova Scotia TSO
1	201	311	465	594	Director's Office / Program Services / Criminal Investigations Division - Nova Scotia TSO
1	201	311	465	595	Legislative Policy & Regulatory Affairs and Scientific Research & Experimental Development Division - Nova Scotia TSO
1	201	311	465	596	Appeals Division - Nova Scotia TSO

1	201	311	465	597	Audit Division - Nova Scotia TSO
1	201	311	465	598	Revenue Collections & Taxpayer Services Division - Nova Scotia TSO
1	201	311	466	000	New Brunswick TSO
1	201	311	466	599	Director's Office / Program Services / Audit Division - New Brunswick TSO
1	201	311	466	600	Revenue Collections Division - New Brunswick TSO
1	201	311	466	601	Call Centre Division- New Brunswick TSO
1	201	311	467	000	Prince Edward Island TC/TSO
1	201	311	467	602	Audit Division - Prince Edward Island TC/TSO
1	201	311	467	603	Revenue Collections Division - Prince Edward Island TC/TSO
1	201	311	467	604	Business Returns Division / Directors Office / Program Services - Prince Edward Island TC/TSO
1	201	311	467	605	Business & Accounting Division - Prince Edward Island TC/TSO
1	201	311	467	606	Rebates, Charities & Imaging Division / Print to Mail - Prince Edward Island TC/TSO
1	201	312	000	000	Ontario Region
1	201	312	468	000	Assistant Commissioner's Office / Regional Programs /Service Renewal / Corporate Secretariat / BIQA
1	201	312	468	607	ACO / Regional 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	312	468	608	BIQA- GST/HST
1	201	312	468	609	BIQA- Small & Medium Enterprises
1	201	312	469	000	Ottawa TSO
1	201	312	469	610	Director's Office / Program Services / Criminal Investigations - Ottawa TSO
1	201	312	469	611	Revenue Collections & Client Services - Ottawa TSO
1	201	312	469	612	GST/HST Audit Division - Ottawa TSO
1	201	312	469	613	Income Tax Audit Division – Ottawa TSO
1	201	312	470	000	East Central Ontario Tax TSO
1	201	312	470	614	Director's Office / Program Services / Audit - East Central Ontario TSO
1	201	312	470	615	Revenue Collections & Client Services - East Central Ontario TSO
1	201	312	471	000	Toronto Centre TSO
1	201	312	471	616	Director's Office / Program Services / Administration / Scientific Research & Experimental Development - Toronto Centre TSO
1	201	312	471	617	Income Tax Audit - Toronto Center TSO
1	201	312	471	618	Revenue Collections & Client Services - Toronto Center TSO
1	201	312	471	619	GST/HST Audit Division - Toronto Center TSO



1	201	312	472	000	Kitchener-Waterloo TSO
					Director's Office / Program Services / Revenue Collections
1	201	312	472	620	& Client Services - Kitchener-Waterloo TSO
1	201	312	472	621	Audit Division - Kitchener-Waterloo TSO
1	201	312	473	000	Hamilton-Niagara TSO
					Director's Office / Program Services Division / Legislative
					Policy & Regulatory Affairs Programs - Hamilton-Niagara
1	201	312	473	622	TSO
1	201	312	473	623	GST/HST Audit Division - Hamilton-Niagara TSO
1	201	312	473	624	Income Tax Audit Division - Hamilton-Niagara TSO
					Revenue Collections & Client Services - Hamilton-Niagara
1	201	312	473	625	TSO
1	201	312	473	626	Call Centre - Hamilton-Niagara TSO
1	201	312	474	000	London-Windsor TSO
					Director's Office / Program Services / Income Tax Audit
1	201	312	474	627	Division - London-Windsor TSO
					Revenue Collection & Client Services - London-Windsor
1	201	312	474	628	TSO
1	201	312	474	629	GST/HST Audit Division - London-Windsor TSO
1	201	312	475	000	Sudbury TC
					Director's Office / Program Services / Benefit Programs
1	201	312	475	630	Division Sudbury TC/ Beienfic
1	201	312	475	631	Acceptance Testing Division
1	201	312	475	632	Verification and Validation Division – Sudbury TC
					Business Returns & Specialty Services Division - Sudbury
1	201	312	475	633	TC
1	201	312	475	634	Individual Returns Division - Sudbury TC
1	201	312	476	000	Toronto East TSO
					Director's Office / Program Support / GST/HST Appeals -
1	201	312	476	635	Toronto East TSO
1	201	312	476	636	Income Tax Audit Division - Toronto East TSO
1	201	312	476	637	Revenue Collections & Client Services - Toronto East TSO
1	201	312	476	638	Business Enquiries Call Centre - Toronto East TSO
1	201	312	476	639	GST/HST Audit - Toronto East TSO
1	201	312	477	000	Toronto West-Thunder Bay TSO
					Director's Office / Program Support / Scientific Research &
					Experimental Development - Toronto West-Thunder Bay
1	201	312	477	640	TSO
1	201	312	477	641	Criminal Investigations - Toronto West-Thunder Bay TSO
					Income Tax Audit Division - Toronto West-Thunder Bay
1	201	312	477	642	TSO
					Revenue Collections & Client Services - Toronto West-
1	201	312	477	643	Thunder Bay TSO
1	201	312	477	644	GST/HST Audit - Toronto West-Thunder Bay TSO
1	201	312	478	000	Toronto North TSO

1	201	312	478	645	Director's Office / Program Support / GST/HST Audit - Toronto North TSO
1	201	312	478	646	Income Tax Appeals - Toronto North TSO
1	201	312	478	647	Income Tax Audit - Toronto North TSO
1	201	312	478	648	Revenue Collections & Client Services - Toronto North TSO
1	201	312	479	000	North Central Ontario TSO
1	201	312	479	649	Director's Office / Program Services / Revenue Collections & Client Services - North Central Ontario TSO
1	201	312	479	650	Audit Division – North Central Ontario TSO
1	201	312	479	651	Appeals – North Central Ontario TSO
1	201	313	000	000	Western Region
1	201	313	480	000	Assistant Commissioner's Office / Strategic Initiatives and Special Projects/ AC Admin Support/ Regional Admin Team/ Regional Program Services/ Integration & Implementation / Western Region Programs Office
1	201	313	481	000	BIQA - Western Region (Pacific and Prairie)
1	201	313	482	000	Winnipeg TSO
1	201	313	482	652	Legislative Policy & Regulatory Affairs Programs/ Director's Office / Program Services / - Winnipeg TSO
1	201	313	482	653	Appeals - Winnipeg TSO
1	201	313	482	654	Audit - Winnipeg TSO
1	201	313	482	655	Revenue Collections - Winnipeg TSO
1	201	313	483	000	Saskatchewan TSO
1	201	313	483	656	Income Tax Audit/ Director's office / Program Services / - Saskatchewan TSO
1	201	313	483	657	GST/HST Audit - Saskatchewan TSO
1	201	313	483	658	Revenue Collections & Client Services - Saskatchewan TSO
1	201	313	484	000	Southern Alberta TSO
1	201	313	484	659	Appeals / Director's Office / Program Services / - Southern Alberta TSO
1	201	313	484	660	Income Tax Audit - Southern Alberta TSO
1	201	313	484	661	Revenue Collections - Southern Alberta TSO
1	201	313	484	662	Call Centre - Southern Alberta TSO
1	201	313	484	663	Criminal Investigations- Southern Alberta TSO
1	201	313	485	000	Edmonton TSO
1	201	313	485	664	SR&ED/ Director's Office / Program Services / SR&ED - Edmonton TSO
1	201	313	485	665	Income Tax Audit - Edmonton TSO
1	201	313	485	666	Revenue Collections - Edmonton TSO
1	201	313	485	667	Call Centre - Edmonton TSO
1	201	313	485	668	GST/HST Audit – Edmonton TSO
1	201	313	486	000	Winnipeg TC
1	201	313	486	669	Print to Mail /Director's Office / Program Services / - Winnipeg TC
1	201	313	486	670	Business Returns & Specialty Services Division - Winnipeg TC

1	201	313	486	671	Benefit Programs Division – Winnipeg TC
1	201	313	486	672	Individual Returns – Winnipeg TC
1	201	313	486	673	Collections Division – Winnipeg TC
1	201	313	486	674	Verification and Validation Division- Winnipeg TC
1	201	313	487	000	Southern Interior TSO Audit Division/ Director’s Office / Program Services/ -
1	201	313	487	675	Southern Interior TSO
1	201	313	487	676	Revenue Collections Division - Southern Interior TSO
1	201	313	488	000	Vancouver TSO Legislative Policy & Regulatory Affairs Division /Director’s Office / Director's Office Administrative Support / Program
1	201	313	488	677	Services / - Vancouver TSO
1	201	313	488	678	Appeals Division - Vancouver TSO
1	201	313	488	679	Audit Division - Vancouver TSO
1	201	313	488	680	Revenue Collections Division - Vancouver TSO
1	201	313	488	681	GST/HST Audit Division - Vancouver TSO
1	201	313	489	000	Vancouver Island & North TSO Audit Division/ Director’s Office / Corporate Support
1	201	313	489	682	Manager / Vancouver Island & North TSO Revenue Collections Division- Vancouver Island & North
1	201	313	489	683	TSO
1	201	313	490	000	Surrey - National Verification Collections Centre (NVCC)
1	201	313	490	684	Collections Division- Surrey NVCC Validation Division- Surrey NVCC / Director’s Office /
1	201	313	490	685	Administrative Staff / Staffing Administration Team / Program Services
1	201	313	490	686	Verification Division- Surrey NVCC
1	201	313	491	000	Fraser Valley TSO Criminal Investigations / Director’s Office / Program
1	201	313	491	687	Services / Director's Support // - Fraser Valley TSO
1	201	313	491	688	Call Centre - Fraser Valley TSO
1	201	313	491	689	Audit - Fraser Valley TSO
1	201	313	491	690	Scientific Research & Experimental Development Division
1	201	314	000	000	Quebec Region Assistant Commissioner’s Office / Fiscal Programs -
1	201	314	492	000	Quebec / Directors' Office & Program Services / Corporate projects - Quebec Region
1	201	314	493	000	Business Intelligence Division – Quebec Region
1	201	314	494	000	Montréal TSO Appeals - Montréal TSO (Montréal, Laval, Shawinigan and
1	201	314	494	691	Québec Sites)
1	201	314	494	692	Audit - Montréal TSO
1	201	314	494	693	Call center - Montréal TSO
1	201	314	495	000	Central & Southern Quebec TSO
1	201	314	495	694	Criminal Investigations - Central & Southern Quebec TSO
1	201	314	495	695	Audit - Central & Southern Quebec TSO

1	201	314	495	696	Revenue Collections - Central & Southern Quebec TSO
1	201	314	496	000	Western Quebec TSO
1	201	314	496	697	Audit - Western Quebec TSO
1	201	314	496	698	Revenue Collections - Western Quebec TSO
					Scientific Research & Experimental Development -
1	201	314	496	699	Western Quebec TSO (Laval, Montréal and Québec Sites)
1	201	314	497	000	Eastern Quebec TSO
1	201	314	497	700	Audit - Eastern Quebec TSO
1	201	314	497	701	Revenue Collections - Eastern Quebec TSO
					Legislative Policy & Regulatory Affairs Programs - Eastern
1	201	314	497	702	Quebec TSO
1	201	314	498	000	Shawinigan NVCC
1	201	314	498	703	Collections Division - NVCC
1	201	314	498	704	Validation Division - NVCC
1	201	314	498	705	Verification Division - NVCC
1	201	314	499	000	Jonquière TC
1	201	314	499	706	Benefit and Special Services Division - Jonquière TC
1	201	314	499	707	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	The Service Canada Regions
2	200	300	000	000	Atlantic
					Strategic Services / Office of the Assistant Deputy Minister
2	200	300	400	000	(OADM) - Atlantic
2	200	300	401	000	Benefits Delivery Services - Atlantic
					Benefits Delivery Services - Employment Insurance -
2	200	300	401	500	Claims Prep and Level 2 - Atlantic
					Benefits Delivery Services - Canada Pension Plan -
2	200	300	401	501	Disability - Atlantic
2	200	300	401	502	Benefits Delivery Services - Canada Pension Plan - Atlantic
					Benefits Delivery Services - Call Centre (Employment
2	200	300	401	503	Insurance - St. John's) - Atlantic
					Benefits Delivery Services - Call Centre (Employment
2	200	300	401	504	Insurance - Bathurst) - Atlantic
					Benefits Delivery Services - Call Centre (Pensions) -
2	200	300	401	505	Atlantic
					Benefits Delivery Services - Call Centre (Apprenticeship
2	200	300	401	506	Grants and Employer Contact Centre) - Atlantic
2	200	300	401	507	Benefits Delivery Services - Business Expertise - Atlantic
					Benefits Delivery Services - Employment Insurance - Level
2	200	300	401	508	1 - Atlantic
2	200	300	401	509	Benefits Delivery Services - Old Age Security - Atlantic
2	200	300	402	000	Citizen Services and Program Delivery - Atlantic
2	200	300	402	510	Citizen Services - Atlantic
2	200	300	402	511	Program Delivery - Atlantic
2	200	300	402	512	Business Expertise - Atlantic

2	200	300	403	000	Integrity and National Services - Atlantic
2	200	300	403	513	Integrity and National Services - Regional and National Integrity Services - Atlantic
2	200	300	403	514	Integrity and National Services - National Services - Atlantic
2	200	300	403	515	Integrity and National Services - Business Expertise, Internal Integrity and Security, and Office of the ED - Atlantic
2	200	301	000	000	Ontario
2	200	301	404	000	Management Services / Strategic Services / Office of the Assistant Deputy Minister (OADM) - Ontario
2	200	301	405	000	Integrity Services - Ontario
2	200	301	405	516	Integrity Services - Operations - Ontario
2	200	301	405	517	Integrity Services - Business Expertise - Ontario
2	200	301	406	000	Citizen Services - Ontario
2	200	301	406	518	Citizen Services - Business Expertise - Ontario
2	200	301	406	519	Citizen Services – Service Canada / Passport Centres - Ontario
2	200	301	407	000	Program Delivery - Ontario
2	200	301	407	520	Program Delivery - Operations - Ontario
2	200	301	407	521	Program Delivery - Business Expertise - Ontario
2	200	301	408	000	Benefits Delivery Services - Ontario
2	200	301	408	522	Benefits Delivery Services - Employment Insurance - Ontario
2	200	301	408	523	Benefits Delivery Services - Canada Pension Plan and Old Age Security - Ontario
2	200	301	408	524	Benefits Delivery Services - Call Centres - Ontario
2	200	301	408	525	Benefits Delivery Services - Business Expertise - Ontario
2	200	302	000	000	Quebec
2	200	302	409	000	Strategic Services / Office of the Assistant Deputy Minister (OADM) - Quebec
2	200	302	410	000	Integrity Services - Quebec
2	200	302	410	526	Integrity Services - Business Expertise / Internal Integrity and Security / Office of the Executive Director
2	200	302	410	527	Integrity Services - Operations – Group 1
2	200	302	410	528	Integrity Services - Operations – Group 2
2	200	302	411	000	Benefits Delivery Services - Quebec
2	200	302	411	529	Benefits Delivery Services - Business Expertise - Quebec
2	200	302	411	530	Benefits Delivery Services - Employment Insurance - Quebec
2	200	302	411	531	Benefits Delivery Services - Call Centres - Quebec
2	200	302	411	532	Benefits Delivery Services - Canada Pension Plan and Old Age Security - Quebec
2	200	302	412	000	Citizen Services Branch - Quebec
2	200	302	412	533	Citizen Services - Processing Centre (Passport) - Quebec
2	200	302	412	534	Citizen Services - Printing Centre (Passport) - Quebec

2	200	302	412	535	Citizen Services - In-person Offices (Passport) - Quebec
2	200	302	412	536	Citizen Services - Call Centre (Passport) - Quebec
2	200	302	412	537	Citizen Services - Citizen Services - Quebec
2	200	302	412	538	Citizen Services - Business Expertise - Including Passeport - Quebec
2	200	302	413	000	Program Branch - Quebec
2	200	303	000	000	Western Canada and Territories Region
2	200	303	414	000	Strategic Services / Office of the Assistant Deputy Minister (OADM) - Western Canada and Territories
2	200	303	415	000	Citizen Services - Western Canada and Territories
2	200	303	415	539	Citizen Services - Business Expertise - Western Canada and Territories
2	200	303	415	540	Citizen Services - SAEK - Western Canada and Territories
2	200	303	415	541	Citizen Services - Lower Mainland West - Western Canada and Territories
2	200	303	415	542	Citizen Services - LME - Western Canada and Territories
2	200	303	415	543	Citizen Services - Edmonton - Western Canada and Territories
2	200	303	415	544	Citizen Services - Vancouver Island/Coast - Western Canada and Territories
2	200	303	415	545	Citizen Services - Winnipeg and Southeast - Western Canada and Territories
2	200	303	415	546	Citizen Services - Southern Saskatchewan - Western Canada and Territories
2	200	303	415	547	Citizen Services - NAPC - Western Canada and Territories
2	200	303	416	000	Program Delivery - Western Canada and Territories
2	200	303	416	548	Temporary Foreign Worker - Western Canada and Territories
2	200	303	416	549	Program Delivery - IP/BC - AB W-T - Western Canada and Territories
2	200	303	416	550	Program Delivery - LMSDP/Skills Link - Career - Western Canada and Territories
2	200	303	417	000	Benefits Delivery Services - Western Canada and Territories
2	200	303	417	551	Benefits Delivery Services - Canada Pension Plan & Foundational Services - Western Canada and Territories
2	200	303	417	552	Benefits Delivery Services - Canada Pension Plan – Disability - Western Canada and Territories
2	200	303	417	553	Benefits Delivery Services – Old Age Security / International Operations - Western Canada and Territories
2	200	303	417	554	Benefits Delivery Services - Call Centres / Specialized Processing - Western Canada and Territories
2	200	303	417	555	Benefits Delivery Services - Employment Insurance - Western Canada and Territories
2	200	303	417	556	Benefits Delivery Services - Business Expertise - Western Canada and Territories

2	200	303	417	557	Benefits Delivery Services - Exec Dir, Special Projects - Western Canada and Territories
2	200	303	418	000	Integrity Services - Western Canada and Territories
2	200	303	418	558	Integrity Services - BE - Western Canada and Territories
2	200	303	418	559	Integrity Services - Ops/Pac & N - Western Canada and Territories
2	200	303	418	560	Integrity Services - Ops/Prairies - Western Canada and Territories
2	201	000	000	000	Service Canada - National Headquarters
2	201	304	000	000	Benefits and Integrated Services Branch - National Headquarters (NHQ)
2	201	304	419	000	Call Centres - National Headquarters (NHQ)
2	201	304	420	000	Integrated Services Management / Board of Appeals / Canada Emergency Response Benefit (CERB) and Public Health Agency of Canada (PHAC) Call Centres / Senior Assistant Deputy Minister's Office - National Headquarters (NHQ)
2	201	304	421	000	Policy, Appeals and Quality (PAQ) - National Headquarters (NHQ)
2	201	304	422	000	Program and Services Oversight - Canada Pension Plan and Old Age Security (CPP & OAS) - National Headquarters (NHQ)
2	201	304	423	000	Employment Insurance (EI) Benefits Processing - National Headquarters (NHQ)
2	201	304	424	000	Strategic Directions Directorate - National Headquarters (NHQ)
2	201	305	000	000	Citizen Service Branch - National Headquarters (NHQ)
2	201	305	425	000	Digital Service - National Headquarters (NHQ)
2	201	305	426	000	Strategic Directions Directorate / Office of the Assistant Deputy Minister - National Headquarters (NHQ)
2	201	305	427	000	In-Person Operations and Strategies Directorate - National Headquarters (NHQ)
2	201	305	428	000	Partnerships Development and Management Directorate - National Headquarters (NHQ)
2	201	306	000	000	Chief Operating Officer's Office
2	201	307	000	000	Integrity Services Branch - National Headquarters (NHQ)
2	201	307	429	000	Identity Policy and Programs - National Headquarters (NHQ)
2	201	307	430	000	Assistant Deputy Minister Office / Integrity Strategic Directions - National Headquarters (NHQ)
2	201	307	431	000	Internal Integrity and Security - National Headquarters (NHQ)
2	201	307	432	000	Integrity Operations - National Headquarters (NHQ)
2	201	307	433	000	Temporary Foreign Worker and International Mobility - National Headquarters (NHQ)
2	201	308	000	000	Program Operations Branch - National Headquarters (NHQ)

2	201	308	434	000	National Grants and Contributions Delivery Centre
2	201	308	435	000	Temporary Foreign Workers (TFW)
2	201	308	436	000	Indigenous Programs Directorate (IPD)
2	201	308	437	000	Program & Services Oversight (LMSDPO)
2	201	308	438	000	Strategic Directions / Assistant Deputy Minister's Office Transformation Management Branch - National Headquarters (NHQ)
2	201	309	000	000	Enterprise Major Project Execution (EMPE) (includes Benefits Delivery Modernization [BDM], Technology Platform & Partner Relationship Management [PRM]) / Assistant Deputy Minister's Office - Business Change Authority for Benefit Delivery Modernization - National Headquarters (NHQ)
2	201	309	439	000	Major Project Execution (MPE) - National Headquarters (NHQ)
2	201	309	440	000	Transformation Management and Organizational Readiness (TMOR) / Office of the Chief Transformation Officer (OCTO) - National Headquarters (NHQ)
2	201	309	441	000	
2	202	000	000	000	Labour Program
2	202	310	000	000	Compliance, Operations and Program Development
2	202	310	442	000	Federal Programs Directorate
2	202	310	443	000	Workplace Directorate
2	202	310	444	000	Regional Operations and Compliance Directorate / Assistant Deputy Minister's Office
2	202	311	000	000	Policy, Dispute Resolution, and International Affairs
2	202	311	445	000	Federal Mediation and Conciliation Service
2	202	311	446	000	International and Intergovernmental Labour Affairs Strategic Policy, Analysis and Workplace Information
2	202	311	447	000	Directorate / Assistant Deputy Minister's Office Strategic Integration and Governance (SIG) / Deputy Minister of Labour
2	202	312	000	000	
2	203	000	000	000	Employment and Social Development
2	203	313	000	000	Chief Financial Officer Branch
2	203	313	448	000	Integrated Corporate Accounting and Accountability Directorate
2	203	313	449	000	Investment, Procurement and Project Management Financial Management Advisory Services / Deputy Chief Financial Officer
2	203	313	450	000	
2	203	313	451	000	Real Property, Change Management and Regional Services
2	203	313	452	000	MyEMS (SAP) Centre of Expertise
2	203	313	453	000	Business Management Services Directorate / Chief Financial Officer Office
2	203	314	000	000	Commissioners / Deputy Minister's Office (ESD)
2	203	315	000	000	Corporate Secretariat
2	203	315	454	000	Office of the Corporate Secretary / ATIP Operations Division / Privacy Management Division



					Business Management and Executive Committees Division / Ministerial Services Division / Parliamentary Affairs Division
2	203	315	455	000	
2	203	316	000	000	Human Resources Services Branch
2	203	316	456	000	Compensation Directorate
					Strategic Directions and Management Services / Assistant Deputy Minister's Office
2	203	316	457	000	
2	203	316	458	000	College@ESDC
2	203	316	459	000	Workforce Management Directorate
2	203	316	460	000	Workplace Management Directorate
2	203	317	000	000	Income Security and Social Development Branch
2	203	317	461	000	Homelessness Policy Directorate
2	203	317	462	000	Social Innovation and Community Development
2	203	317	463	000	Office for Disability Issues
2	203	317	464	000	Canada Pension Plan Disability
2	203	317	465	000	Accessibility Secretariat
					Strategic Integration, Planning and Accountability / Senior Assistant Deputy Minister's Office / Assistant Deputy Minister's Office
2	203	317	466	000	
2	203	317	467	000	Seniors and Pensions Policy Secretariat
2	203	318	000	000	Innovation, Information and Technology Branch
2	203	318	468	000	Business Solutions and Information Management
2	203	318	469	000	Strategy, Architecture and Business Relations
2	203	318	470	000	Enterprise Operations
2	203	318	471	000	Business Solutions and Innovation
					Business Operations and Solutions Services / Benefits Delivery Modernization Technology Platform
2	203	318	472	000	
					Branch Operations and Planning / Office of the Chief Information Officer
2	203	318	473	000	
2	203	319	000	000	Internal Audit and Enterprise Risk Management Branch
2	203	320	000	000	Legal Services Unit
2	203	321	000	000	Learning Branch
2	203	321	474	000	Canada Education Savings Program
2	203	321	475	000	Learning Policy, Partnerships and Services Directorate
					Assistant Deputy Minister's Office / Canada Service Corps Secretariat
2	203	321	476	000	
2	203	321	477	000	Canada Student Loans Program
2	203	322	000	000	Public Affairs and Stakeholder Relations Branch
2	203	322	478	000	Employment Communications Directorate
					Labour, Seniors and Social Development Communications Directorate / Assistant Deputy Minister's Office / Branch
2	203	322	479	000	
					Management Services
					Strategic Communications and Stakeholders Relations
2	203	322	480	000	Directorate
2	203	323	000	000	Policy Horizons Canada
2	203	324	000	000	Skills and Employment Branch

2	203	324	481	000	Labour Market Information
2	203	324	482	000	Indigenous Affairs
2	203	324	483	000	Employment Insurance Policy
2	203	324	484	000	Employment Program Policy and Design
2	203	324	485	000	Temporary Foreign Workers
2	203	324	486	000	Apprenticeship and Sectoral Initiatives
					Senior Assistant Deputy Minister's Office / Strategic
2	203	324	487	000	Integration and Corporate Affairs
2	203	324	488	000	Youth and Skills Innovation
2	203	325	000	000	Strategic and Service Policy Branch
2	203	325	489	000	Service Policy and Strategy
2	203	325	490	000	Economic Policy
2	203	325	491	000	Chief data Office
					Corporate Planning & Management / Senior Assistant
2	203	325	492	000	Deputy Minister's Office / Innovation Lab
					Social Policy / Indigenous Early Learning and Child Care
2	203	325	493	000	Transformation Secretariat
2	203	325	494	000	Evaluation
2	203	325	495	000	Strategic and Horizontal Policy
2	203	325	496	000	Intergovernmental Affairs
2	204	000	000	000	Accessibility Standards Canada
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))
					ADM(Fin) / CFO Office / Assoc ADM (Fin) Office (AADM) /
					Director Planning and Coordination (DPC) / Chief Financial
3	200	300	000	000	Management CFM
					Director General General Investment Planning and
3	200	301	000	000	Financial Arrangements (DGIPFA)
3	200	302	000	000	Director General Strategic Financial Governance (DGSFG)
					Director General Financial Operations and Services
3	200	303	000	000	(DGFS)
					Assistant Deputy Minister (Human Resources - Civilian)
3	201	000	000	000	(ADM(HR-Civ))
3	201	304	000	000	Director General HR Operations (DGHRops)
					Director National Staffing Operations and e-Staffing /
3	201	304	400	000	Director Staffing Policies and Programs (DSPP)
3	201	304	401	000	Director Civilian Classification and Organization
					Director General Human Resources Strategic Directions
3	201	305	000	000	(DGHRSD) & ADMO
3	201	305	402	000	Director Corporate Services and Modernization
					Director Strategic Planning and Accountability / DGHRSD
3	201	305	403	000	COS / Director Digital HR (DHR) / ADMO
3	201	306	000	000	Director General Workforce Development (DGWD)
3	201	306	404	000	Director Workforce Performance and Development
3	201	307	000	000	Director General Workplace Management (DGWM)

3	201	307	405	000	Director Total Health (DTH)
3	201	307	406	000	Director Civilian Labour Relations (DCLR)
3	201	308	000	000	Director General Civilian Compensation and Benefits (DGCCB)
3	202	000	000	000	Assistant Deputy Minister (Infrastructure and Environment) (ADM(IE))
3	202	309	000	000	Director General Portfolio Requirements (DG P Reqts)
3	202	310	000	000	Director General Infrastructure and Environment Engineering Services (DGIEES)
3	202	311	000	000	Office of Assistant Deputy Minister (Infrastructure and Environment) / Director General Indigenous Affairs (DGIA) / Director General Strategic Portfolio Initiatives (DGSPI)
3	202	312	000	000	Director General Environment Sustainable Management (DGESM) / Director Contaminated Sites (DCS) / Director Environment Sustainable Management (DESM)
3	202	313	000	000	Canadian Forces Real Property Operations Group (CF RP Ops)
3	202	313	407	000	Canadian Forces Real Property Operations Group Headquarters / Real Property Operations Unit North - Detachments Yellowknife and Goose Bay
3	202	313	408	000	Real Property Operations Unit - Atlantic / Detachments Gander, Greenwood and Gagetown
3	202	313	409	000	Real Property Operations Unit - Quebec / Detachments Valcartier, Bagotville and St-Jean
3	202	313	410	000	Real Property Operations Unit - Ontario / Detachments Borden, Kingston, Trenton, Petawawa, North Bay
3	202	313	411	000	Real Property Operations Unit - West / Detachments Winnipeg, Cold Lake, Shilo, Suffield and Wainwright
3	202	313	412	000	Real Property Operations Unit - Pacific / Detachments Comox and Chilliwack
3	203	000	000	000	Assistant Deputy Minister (Information Management) (ADM(IM))
3	203	314	000	000	Chief of Staff (Information Management) / Office of Assistant Deputy Minister (Information Management)
3	203	315	000	000	Director General Enterprise Application Services (DGEAS)
3	203	315	413	000	Director Application Planning and Integration (DAPI)
3	203	315	414	000	Director Defence Resource Management Information System (DDRMIS)
3	203	315	415	000	Director Enterprise Information Management Services (DEIMS)
3	203	315	416	000	Director Human Resources Information Management (DHRIM)
3	203	315	417	000	Office of Director General Enterprise Application Services (DGEAS) / Director Enterprise Application Business Management (DEABM) / Director Knowledge and Information Management (DKIM)
3	203	316	000	000	Director General Cyberspace (DG Cyber)

					Assistant Deputy Minister (Information Management) Project Management Personnel Resources List / Director General Information Management Project Delivery (DGIMPD)
3	203	317	000	000	
3	203	318	000	000	Director General Information Management Operations (DGIMO) / Deputy Canadian Armed Forces J6 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	318	418	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	318	419	000	Director General Information Management Operations (DGIMO)
3	203	318	420	000	Director General Information Management Technology and Strategic Planning (DGIMTSP)
3	203	319	000	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	319	421	000	Director Information Management Engineering Integration
3	203	319	422	000	Director Information Management Security / Director Information Management Technology Support
3	203	319	423	000	
3	204	000	000	000	Assistant Deputy Minister (Materiel) (ADM(Mat))
3	204	320	000	000	Office of Assistant Deputy Minister (Materiel) Chief of Staff (Materiel) (COS(Mat)) / Director General International and Industry Programs (DGIIP)
3	204	321	000	000	Director General Maritime Equipment Program Management (DGMEPM)
3	204	322	000	000	Canadian Forces Maritime Experimental and Test Ranges (CFMETR) / Naval Engineering Test Establishment (NETE) / Director General Maritime Equipment Program Management (DGMEPM)
3	204	322	424	000	Director General Land Equipment Program Management (DGLPEM)
3	204	323	000	000	Director General Land Equipment Program Management (DGLPEM) / Munitions Experimental Test Centre
3	204	323	425	000	Quality Engineering Test Establishment
3	204	323	426	000	
3	204	323	427	000	202 Workshop Depot

3	204	324	000	000	Director General Aerospace Equipment Program Management (DGAEPM)
3	204	324	428	000	Director General Aerospace Equipment Program Management (DGAEPM) / Aerospace Engineering Test Establishment (AETE) / CF 18 Weapon System Manager Detachment Mirabel
3	204	325	000	000	Director General Procurement Services (DG Proc Svcs)
3	204	326	000	000	Director General Materiel Systems and Supply Chain (DGMSSC)
3	204	326	429	000	Director General Materiel Systems and Supply Chain (DGMSSC)
3	204	326	430	000	Director Quality Assurance (DQA)
3	204	327	000	000	Director General Major Project Delivery (Air and Land)
3	204	328	000	000	Director General Major Project Delivery (Sea)
3	204	328	431	000	Quality Engineering Test Establishment/Munitions Experimental Test Centre
3	204	328	432	000	202 Workshop Depot
3	204	329	000	000	Director General Aerospace Equipment Program Management (DGAEPM)
3	204	329	433	000	Director General Aerospace Equipment Program Management office / Director General Aerospace Equipment Program Management Student Positions / Program Management Sustainment Initiative / Director Aerospace Equipment Business Management (DAEBM) / Director Aerospace Equipment Program Management (Fighters and Trainers) (DAEPM(FT)) / Director Aerospace Equipment Program Management (Transport) (DAEPM(T)) / Director Aerospace Equipment Program Management (Maritime) (DAEPM(M)) / Director Aerospace Equipment Program Management (Tactical Aviation & Simulation) (DAEPM(TA&S)) / Director Aerospace Equipment Program Management (Radar and Communication Systems) (DAEPM(R&CS))
3	204	329	434	000	Director Aerospace Procurement (DAP)
3	204	329	435	000	Director Technical Airworthiness and Aerospace Engineering Support (DTAES)
3	204	330	000	000	Director General Procurement Services
3	204	330	437	000	Directorate of Major Procurement (D Maj Proc) / office of Director General Procurement Services / Business Management Team
3	204	330	438	000	Directorate of Electronic Systems Procurement (DES Proc)
3	204	330	439	000	Directorate of Services Contracting (D Svcs C)
3	204	331	000	000	Director General Materiel Systems and Supply Chain (DGMSSC)
3	204	331	440	000	Director Business Management (DBM) / Director Materiel Systems Plans and Requirements (DMSPR) / Office of Director General Materiel Systems and Supply Chain /

					Director General Materiel Systems and Supply Chain Holding Cell / Director Quality Assurance (DQA)
3	204	331	441	000	Director Quality Assurance (DQA)
3	204	331	442	000	Director Materiel Policies and Procedures (DMPP)
3	204	331	443	000	Director Supply Chain Operations (DSCO)
3	204	332	000	000	Director General Major Project Delivery (Air and Land)
3	204	333	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)) ADM O/Chief of Staff/Other L1 / Director General Policy Coordination
3	206	334	000	000	Director General Policy Planning / Director General International Security Policy
3	207	000	000	000	Assistant Deputy Minister (Review Services) (ADM(RS)) Assistant Deputy Minister (Science and Technology) (ADM(S&T))
3	208	000	000	000	Office of Assistant Deputy Minister (Science and Technology) / Chief of Staff (Science and Technology)
3	208	336	000	000	Director General Science and Technology Corporate Services (DGSTCS)
3	208	337	000	000	Defence Research and Development Canada Support Unit (DRDC MSU)
3	208	338	000	000	Defence Research & Development Canada - Corporate Services
3	208	338	444	000	Centre for Operational Research and Analysis
3	208	338	445	000	Defence Research and Development Canada - Atlantic
3	208	338	446	000	Defence Research & Development Canada - Ottawa
3	208	338	447	000	Defence Research & Development Canada - Toronto
3	208	338	448	000	Defence Research & Development Canada - Suffield
3	208	338	449	000	Defence Research & Development Canada - Valcartier
3	208	338	450	000	Canadian Army (CA)
3	209	000	000	000	Canadian Army Headquarters / Chief of the Army Staff
3	209	339	000	000	Canadian Army Doctrine & Training Centre
3	209	340	000	000	Canadian Army Command and Staff College / Canadian Army Doctrine and Training Centre Headquarters /
3	209	340	451	000	Canadian Manoeuvre Training Centre (CMTC)
3	209	340	452	000	Combat Training Centre (CTC)
3	209	341	000	000	5th Canadian Division
3	209	341	453	000	5th Canadian Division Support Base Gagetown 5th Canadian Division Support Base Gagetown Detachment Charlottetown / 5th Canadian Division Support Base Gagetown Detachment Aldershot / 5th Canadian Division Support Group Signal Squadron / 5th Canadian Division Support Base Gagetown Detachment St John's / 5th Canadian Division Support Base Gagetown Detachment Sydney
3	209	341	454	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 / 37 Canadian Brigade Group / 5th Canadian Division
3	209	341	455	000	Headquarters / 5th Canadian Division Training Center
3	209	342	000	000	2nd Canadian Division
3	209	342	456	000	2nd Canadian Division Support Group, Valcartier
3	209	342	457	000	2nd Canadian Division Support Group, Detachment St-Jean
3	209	342	458	000	2nd Canadian Division Support Group, Detachment Montreal
3	209	342	459	000	5 Canadian Mechanized Brigade Group
					2nd Canadian Division Headquarters / 2nd Canadian Division Support Group Signal Squadron / 34 Canadian Brigade Group / 35 Canadian Brigade Group / 2nd Canadian Division Battalion Services
3	209	342	460	000	
3	209	343	000	000	4th Canadian Division
3	209	343	461	000	Canadian Forces Base Kingston
3	209	343	461	500	Cleaners and Routledge Hall Kitchen
					4th Canadian Division Support Base Petawawa / 4th Canadian Division Support Group Signal Squadron / 4th Canadian Division Support Base Petawawa, Detachment Toronto
3	209	343	462	000	
3	209	343	462	501	Emergency Services
3	209	343	463	000	2 Canadian Mechanized Brigade Group
					4th Canadian Division Headquarters / 4th Canadian Division Training Centre/ 31 Canadian Brigade Group Headquarters / 32 Canadian Brigade Group / 33 Canadian Brigade Group
3	209	343	464	000	
3	209	344	000	000	3rd Canadian Division
3	209	344	465	000	Canadian Forces Base Suffield
3	209	344	466	000	3 Canadian Division Support Base Edmonton
					4 Canadian Division Support Base Edmonton and Det Wainwright
3	209	344	467	000	
3	209	344	468	000	Canadian Forces Base Shilo
3	209	344	469	000	BATUS-Incremental Civilian Establishment
					1 Canadian Mechanized Brigade Group / 3 CDSG Signals Squadron
3	209	344	470	000	
					1 Canadian Mechanized Brigade Group Headquarters and Signal Squadron / 39 Canadian Brigade Group Headquarters / 3rd Canadian Division Headquarters / 3rd Canadian Division Training Centre / 38 Canadian Brigade Group Headquarters / 41 Canadian Brigade Group Headquarters / 1st Canadian Ranger Patrol Group
3	209	344	471	000	

3	210	000	000	000	Canadian Special Operations Forces Command (CANSOFCOM)
3	211	000	000	000	Canadian Forces Housing Agency (CFHA)
3	211	345	000	000	Canadian Forces Housing Agency - Head Office (Ottawa)
3	211	346	000	000	Canadian Forces Housing Agency - Pacific and Western region
3	211	347	000	000	Canadian Forces Housing Agency - Central region
3	211	348	000	000	Canadian Forces Housing Agency - Quebec and Eastern region
3	212	000	000	000	Canadian Forces Intelligence Command (CFINTCOM)
3	212	349	000	000	Canadian Forces Intelligence Group (CF INT Gp)
3	212	350	000	000	Chief of Defence Intelligence (CDI)
3	213	000	000	000	Canadian Joint Operations Command (CJOC)
3	213	351	000	000	Canadian Forces Joint Operational Support Group (CFJOSG)
3	213	352	000	000	Canadian Joint Operations Command Headquarters / Joint Task Force (North) Headquarters / Joint Task Force (West) Headquarters / Operation Presence / 1st Canadian Division Headquarters / Canadian Joint Warfare Centre
3	213	353	000	000	Canadian Materiel Support Group Headquarters
3	213	353	472	000	25 Canadian Forces Supply Depot
3	213	353	473	000	7 Canadian Forces Supply Depot / Canadian Material Support Group HQ
3	213	353	474	000	Canadian Forces Ammunition Depot Angus / Canadian Forces Ammunition Depot Bedford / Canadian Forces Ammunition Depot Dundurn / Canadian Forces Ammunition Depot Rocky Point
3	214	000	000	000	Corporate Secretary
3	214	354	000	000	National Security Intelligence Review and Oversight Coordination Secretariat / Corporate Secretary / Director Strategic Corporate Services (DSCS) / Director Litigation Implementation Team
3	214	355	000	000	Directorate Access to Information and Privacy (DAIP)
3	215	000	000	000	Assistant Deputy Minister (Data, Innovation and Analytics) (ADM(DIA)) / Office of Chief Military Judge (CMJ) / Department of National Defence and Canadian Forces Legal Advisor (DND/CFLA) / SMRC
3	216	000	000	000	Office of the Judge Advocate General (JAG)
3	217	000	000	000	Chief of Military Personnel (CMP) / Military Personnel Command
3	217	356	000	000	Assistant Chief of Military Personnel / Chief of Military Personnel / Chief of Military Personnel Outside Canada - Europe / Director Professional Military Conduct (Operation Honour) / Director General Military Personnel Support Services
3	217	357	000	000	Director General Compensation and Benefits (DGCB)



3	217	358	000	000	Canadian Forces Recruiting Group / Canadian Forces Recruiting Centres and Detachments / Canadian Forces Recruiting Group Headquarters / Director General Morale and Welfare Services / Chaplain General
3	217	359	000	000	Canadian Armed Forces Transition Group / All Canadian Armed Forces Transition Units and Detachments
3	217	360	000	000	Director General Military Personnel (DGMP) / Director General Military Careers (DGMC) / Director General Litigation Implementation
3	217	361	000	000	Director General Military Personnel Research and Analysis (DGMPRA)
3	217	362	000	000	Canadian Defence Academy Headquarters / Canadian Defence Academy Detachments / Canadian Forces College / Canadian Forces Training Development Centre
3	217	362	475	000	Royal Military College of Canada (RMC)
3	217	362	476	000	Canadian Defence Academy Headquarters
3	217	362	477	000	Canadian Forces Base Borden / CFLTC / CFTDC / CFFCA
3	217	362	478	000	Canadian Forces Leadership and Recruit School
3	217	362	479	000	Royal Military College Saint-Jean
3	217	362	480	000	Canadian Forces Language School / Canadian Forces Language School Detachment Saint-Jean
3	217	363	000	000	Canadian Forces Health Services Group
3	217	363	481	000	1 Health Services Group Headquarters and detachment / 1 Field Ambulance and detachments / 11 Canadian Forces Health Services Centre / 12 Canadian Forces Health Services Centre / 21 Canadian Forces Health Services Centre / 22 Canadian Forces Health Services Centre / 23 Canadian Forces Health Services Centre and detachments / Canadian Forces Health Services Centre (Pacific) / Canadian Forces Health Services Centre (Pacific) detachment
3	217	363	482	000	Canadian Forces Health Services Group Headquarters and Detachments / Central Medical Equipment Depot and Detachment / Canadian Forces Environmental Medicine Establishment / 1 Canadian Field Hospital and detachment / Canadian Forces Health Services Training Centre
3	217	363	483	000	Canadian Forces Health Services Centre Ottawa and Detachments
3	217	363	484	000	Canadian Forces Health Services - all Dental Units
3	217	363	485	000	4 Health Services Group Headquarters and Detachments / Canadian Forces Health Services Centre (Atlantic) / 2 Field Ambulance / 5 Field Ambulance and detachment / 24 Canadian Forces Health Services Centre and detachment / 25 Canadian Forces Health Services Centre / 26 Canadian Forces Health Services Centre and detachments / 27 Canadian Forces Health Services Centre and detachments / 31 Canadian Forces Health Services Centre and

					detachments / 32 Canadian Forces Health Services Centre and detachments / 33 Canadian Forces Health Services Centre / 41 Canadian Forces Health Services Centre and detachments / 42 Canadian Forces Health Services Centre and detachments
3	218	000	000	000	Ombudsman
3	219	000	000	000	Royal Canadian Air Force
					Royal Canadian Air Force Headquarters / Canadian Forces
3	219	364	000	000	Aerospace Warfare Centre
3	219	364	486	000	Chief of the Air Force Staff
3	219	365	000	000	2 Canadian Air Division
					Canadian Forces School of Aerospace Technology and Engineering / 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 / 431 Air
3	219	365	487	000	Demonstration Squadron
					Canadian Forces Base Winnipeg (17 Wing Winnipeg) /
3	219	365	488	000	Canadian Forces Base Winnipeg Detachment Dundurn
3	219	366	000	000	1 Canadian Air Division
					Canadian Forces Base Trenton (8 Wing Trenton) /
3	219	366	489	000	Aerospace and Telecommunications Engineering Support Squadron
3	219	366	490	000	Canadian Forces Base Cold Lake (4 Wing Cold Lake)
3	219	366	491	000	Canadian Forces Base Greenwood (14 Wing Greenwood)
3	219	366	492	000	Canadian Forces Base Bagotville (2 & 3 Wing Bagotville)
3	219	366	493	000	Canadian Forces Base Comox (19 Wing Comox)
					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 Radar Squadron / Joint Rescue
					Coordination Centre Halifax, Trenton / 103 Search and Rescue Squadron / 2 Air Expeditionary Squadron / 2 Air
					Movements Squadron / 8 Air Communications and Control Squadron / 21 Aerospace Control and Warning Squadron /
					51 Aerospace Control and Warning Operational Training Squadron / Aerospace and Telecommunications
3	219	366	494	000	Engineering Support Squadron
3	219	366	495	000	Canadian Forces Base Gander, Goose Bay, North Bay
					400, 408, 430, 438, 450 Tactical Helicopter Squadron / 403
					Helicopter Operational Training Squadron / 423, 443
3	219	366	496	000	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, 437 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	220	000	000	000	Royal Canadian Navy (RCN) Chief of the Naval Staff / Canadian Forces Maritime Warfare Centre / Canadian Forces Maritime Warfare Centre Detachment Ottawa
3	220	367	000	000	Maritime Forces Pacific
3	220	368	000	000	Maritime Forces Pacific Headquarters / Canadian Fleet Pacific Headquarters / Fleet Diving Unit (Pacific) / Naval Reserve Headquarters / Canadian Submarine Force headquarters / Maritime Operations Group Four
3	220	368	497	000	Headquarters Canadian Forces Base Esquimalt / Canadian Forces Base Esquimalt Detachment Matsqui
3	220	368	498	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
3	220	368	499	000	Quebec
3	220	368	600	000	Fleet Maintenance Facility - CAPE BRETON
3	220	369	000	000	Maritime Forces Atlantic Maritime Forces Atlantic Headquarters / TRINITY - Maritime Operations Support and Intelligence Centre / Fleet Diving Unit (Atlantic) / Fifth Maritime Operations Group Headquarter / Canadian Fleet Atlantic
3	220	369	601	000	Headquarters Canadian Forces Base Halifax / Canadian Forces Base
3	220	369	602	000	Halifax Detachment Cape Breton
3	220	369	603	000	Fleet Maintenance Facility - CAPE SCOTT
3	221	000	000	000	Strategic Joint Staff (SJS)
3	222	000	000	000	Vice Chief of Defence Staff (VCDS)
3	222	370	000	000	Chief of Programme / Chief of Force Development
3	222	371	000	000	Canadian Forces Military Police Group (CF MP GP) 2 Military Police Squadron / Canadian Forces Military Police Group Head Quarters / Military Police Unit Ottawa / Naval Military Police Group Headquarters / Special Operations Force Military Police Unit / 1, 2, 3, 5 Military Police Regiment / 1 Military Police Squadron / Air Force
3	222	371	604	000	Military Police Group Headquarters / Canadian Forces Military Police Academy / Canadian Forces National

					Investigation Service / Military Police Unit Borden / Military Police Unit Esquimalt / Military Police Unit Halifax National Cadet and Junior Canadian Rangers Support Group (NATL CJCR SP GP) / National Defence Headquarters Transformation / Chief of the Defence Staff / Deputy Vice Chief of the Defence Staff (DVCD) / Canadian Defence Liaison Staff Washington / Director Foreign Liaison / OUTCAN Coordination and Support / Vice Chief of the Defence Staff
3	222	372	000	000	Canadian Forces Support Unit (Ottawa) / Canadian Forces Support Unit (Europe)
3	222	373	000	000	
3	222	374	000	000	Director General Defence Security (DGDS) Cadets / Director General Integrated Complaint and Conflict Management
3	222	375	000	000	
3	999	000	000	000	I cannot find my organizational unit
4	000	000	000	000	Correctional Service of Canada
4	200	000	000	000	Sectors and National Headquarters
4	200	300	000	000	Communications & Engagement Sector
4	200	301	000	000	Corporate Services Sector
4	200	301	400	000	Corporate Services Sector - National Comptroller's Branch Corporate Services Sector - Assistant Commissioner Office (ACCS) / Resource Management Branch
4	200	301	401	000	Corporate Services Sector - Technical Services and Facilities
4	200	301	402	000	
4	200	302	000	000	Correctional Operations and Programs Sector
4	200	302	403	000	Correctional Operations and Programs Sector - Assistant Commissioner's Office (ACCOP) / OMS Modernization
4	200	302	404	000	Correctional Operations and Programs Sector - Offender Programs and Reintegration Branch
4	200	302	405	000	Correctional Operations and Programs Sector - Security Branch
4	200	302	406	000	Correctional Operations and Programs Sector - Preventive Security and Intelligence Branch
4	200	302	407	000	Correctional Operations and Programs Sector - CORCAN
4	200	302	407	500	CORCAN - Atlantic Region
4	200	302	407	501	CORCAN - Quebec Region
4	200	302	407	502	CORCAN - Ontario Region
4	200	302	407	503	CORCAN - Prairie Region
4	200	302	407	504	CORCAN - Pacific Region
4	200	302	407	505	CORCAN - National Headquarters
4	200	303	000	000	Commissioner's Office / Executive Secretariat / Legal Services / Women Offender Sector / Internal Audit / Intergovernmental Relations
4	200	304	000	000	Health Services Sector
4	200	304	408	000	Health Services Sector - National Headquarters (NHQ) Health Services Sector - Atlantic Region (including Health services employees of Shepody Healing Centre)
4	200	304	409	000	

4	200	304	410	000	Health Services Sector - Quebec Region (including Health services employees of the Regional Mental Health Centre)
4	200	304	411	000	Health Services Sector - Ontario Region (including Health services employees of the Regional Treatment Centre)
4	200	304	412	000	Health Services Sector - Prairie Region (including Health services employees of the Regional Psychiatric Centre)
4	200	304	413	000	Health Services Sector - Pacific Region (including Health services employees of the Regional Treatment Centre)
4	200	305	000	000	Human Resource Management Sector
4	200	305	414	000	Human Resource Management Sector - Classification, Resourcing and Operations Branch - All Regions
4	200	305	415	000	Human Resource Management Sector - Human Resource Modernization and Governance Directorate - All Regions
4	200	305	416	000	Human Resources Management Sector - Labour Relations and Workplace Management Branch - All Regions
4	200	305	417	000	Human Resource Management Sector - Learning and Development Branch (including employees of the Correctional Learning & Development Centres and the National Training Academy)
4	200	306	000	000	Information Management Services
4	200	306	418	000	Information Management Services - Application services
4	200	306	419	000	Information Management Services - Internal Partnerships and Service Relations
4	200	306	420	000	Information Management Services - Chief Information Officer's Office / Information Management / Strategy, Architecture and Security / Projects, Quality and Management Services
4	200	307	000	000	Policy Sector
4	200	307	421	000	Policy Sector - Assistant Commissioner's Office (ACP) / Values, Integrity and Conflict Management (VICM)
4	200	307	422	000	Policy Sector - Strategic Policy and Planning Branch (including Research Branch)
4	200	307	423	000	Policy Sector - Rights, Redress and Resolution Branch
4	200	308	000	000	Senior Deputy Commissioner - Incident Investigations Branch / Aboriginal Initiatives
4	201	000	000	000	Regions
4	201	309	000	000	Atlantic Region
4	201	309	424	000	Atlantic Region - Regional Headquarters
4	201	309	425	000	Atlantic Region - Springhill Institution
4	201	309	426	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	201	309	427	000	Atlantic Region - Atlantic Institution
4	201	309	428	000	Atlantic Region - Nova Institution for Women

4	201	309	429	000	Atlantic Region - Parole Office - Nova Scotia, Newfoundland and Labrador Districts (including Community Correctional Centres)
4	201	309	430	000	Atlantic Region - Parole Office - New Brunswick and Prince Edward Island District (including Community Correctional Centres)
4	201	310	000	000	Quebec Region
4	201	310	431	000	Quebec Region - Regional Headquarters
4	201	310	432	000	Quebec Region - Federal Training Centre Cluster (including formerly known Montée St-François Institution)
4	201	310	433	000	Quebec Region - Donnacona Institution
4	201	310	434	000	Quebec Region - Joliette Institution
4	201	310	435	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	310	436	000	Quebec Region - Regional Reception Centre (including Special Handling Unit - SHU)
4	201	310	437	000	Quebec Region - Drummond Institution
4	201	310	438	000	Quebec Region - Cowansville Institution
4	201	310	439	000	Quebec Region - La Macaza Institution
4	201	310	440	000	Quebec Region - Port-Cartier Institution
4	201	310	441	000	Quebec Region - Parole Office - Montréal Metropolitan District (including Community Correctional Centres)
4	201	310	442	000	Quebec Region - Parole Office - East-West Quebec District (including Community Correctional Centres)
4	201	311	000	000	Ontario Region
4	201	311	443	000	Ontario Region - Regional Headquarters
4	201	311	444	000	Ontario Region - Millhaven Institution (including the Regional Treatment Centre and excluding employees from Health Services Sector)
4	201	311	445	000	Ontario Region - Bath Institution
4	201	311	446	000	Ontario Region - Collins Bay Institution Cluster (including formerly known Frontenac Institution)
4	201	311	447	000	Ontario Region - Beaver Creek Institution Cluster (including formerly known Fenbrook Institution)
4	201	311	448	000	Ontario Region - Joyceville Institution Cluster (including formerly known Pittsburgh Institution)
4	201	311	449	000	Ontario Region - Warkworth Institution
4	201	311	450	000	Ontario Region - Grand Valley Institution for Women
4	201	311	451	000	Ontario Region - Parole Office - Greater Ontario and Nunavut District (including Community Correctional Centres)
4	201	311	452	000	Ontario Region - Parole Office - Central Ontario District (including Community Correctional Centres)
4	201	312	000	000	Prairies Region
4	201	312	453	000	Prairie Region - Regional Headquarters

4	201	312	454	000	Prairie Region - Regional Psychiatric Centre (excluding employees from Health Services Sector)
4	201	312	455	000	Prairie Region - Stony Mountain Institution Cluster (including formerly known Rockwood Institution)
4	201	312	456	000	Prairie Region - Saskatchewan Penitentiary Cluster (including formerly known Riverbend Institution)
4	201	312	457	000	Prairie Region - Okimaw Ohci Healing Lodge
4	201	312	458	000	Prairie Region - Willow Cree Healing Lodge
4	201	312	459	000	Prairie Region - Drumheller Institution Cluster (including formerly known Drumheller Annex)
4	201	312	460	000	Prairie Region - Grande Cache Institution
4	201	312	461	000	Prairie Region - Pê Sâkâstêw Centre
4	201	312	462	000	Prairie Region - Bowden Institution Cluster (including formerly known Bowden Annex)
4	201	312	463	000	Prairie Region - Edmonton Institution for Women
4	201	312	464	000	Prairie Region - Edmonton Institution
4	201	312	465	000	Prairie Region - Grierson Institution
4	201	312	466	000	Prairie Region - Parole Office - Manitoba / Saskatchewan / NW Ontario District Office (including Community Correctional Centres)
4	201	312	467	000	Prairie Region - Parole Office - Alberta / Northwest Territories District Office including Community Correctional Centres)
4	201	313	000	000	Pacific Region
4	201	313	468	000	Pacific Region - Regional Headquarters
4	201	313	469	000	Pacific Region - William Head Institution
4	201	313	470	000	Pacific Region - Matsqui Institution
4	201	313	471	000	Pacific Region - Pacific Institution (including the Regional Treatment Centre; excluding employees from Health Services Sector)
4	201	313	472	000	Pacific Region - Mountain Institution
4	201	313	473	000	Pacific Region - Kent Institution
4	201	313	474	000	Pacific Region - Kwikwèxwelhp Healing Village
4	201	313	475	000	Pacific Region - Mission Institution Cluster (including formerly known Ferndale Institution)
4	201	313	476	000	Pacific Region - Fraser Valley Institution for Women
4	201	313	477	000	Pacific Region - Parole Office (including Community Correctional Centres)
4	999	000	000	000	I cannot find my organisational 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 - Commissioner's Office, Coast Guard Personnel/Innovation, Planning and Engagement
5	200	300	401	000	CCG HQ - Integrated Technical Services

5	200	300	402	000	CCG HQ - Office of the Deputy Commissioner Strategy and Shipbuilding / Vessel Procurement / Major Crown Projects
5	200	300	403	000	CCG HQ - Office of the Deputy Commissioner Operations/ Operations
5	200	300	404	000	CCG HQ - Response
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 Arctic Region
5	200	302	407	000	CCG Arctic Region- Integrated Business Management Services / Assistant Commissioner's Office / Integrated Technical Services
5	200	302	408	000	CCG Arctic Region - Incident Management/ Programs
5	200	303	000	000	CCG Atlantic Region
5	200	303	409	000	CCG Atlantic Region- Shore-Based Personnel
5	200	303	409	500	CCG Atlantic Region - Integrated Business Management Services / Assistant Commissioner's office / Safety and Security / Fleet (shore based)
5	200	303	409	501	CCG Atlantic Region - Integrated Technical Services
5	200	303	409	502	CCG Atlantic Region - Incident Management
5	200	303	409	503	CCG Atlantic Region - Navigational Programs
5	200	303	410	000	CCG Atlantic Region - Lightkeepers
5	200	303	411	000	CCG Atlantic Region - Seagoing Personnel
5	200	303	411	504	CCG Atlantic Region - South Atlantic Seagoing Personnel
5	200	303	411	505	CCG Atlantic Region - North Atlantic Seagoing Personnel
5	200	304	000	000	CCG Central Region
5	200	304	412	000	CCG Central Region - Shore-Based Personnel
5	200	304	412	506	CCG Central Region - Assistant Commissioner's office / Integrated Business Management Services / Safety and Security / Fleet (shore based)
5	200	304	412	507	CCG Central Region - Integrated Technical Services
5	200	304	412	508	CCG Central Region - Incident Management
5	200	304	412	509	CCG Central Region - Navigational Programs
5	200	304	413	000	CCG Central Region - Seagoing Personnel
5	200	304	413	510	CCG Central Region - C&A Seagoing Personnel
5	200	304	413	511	CCG Central Region - QC Seagoing Personnel
5	200	305	000	000	CCG Western Region
5	200	305	414	000	CCG Western Region - Shore-Based Personnel
5	200	305	414	512	CCG Western Region - Assistant Commissioner's office /Integrated Business Management Services / Safety and Security /Fleet (shore based) /Transformation
5	200	305	414	513	Engagement Partnerships / Oceans Protection Plan
5	200	305	414	514	CCG Western Region- Integrated Technical Services
5	200	305	414	515	CCG Western Region- Incident Management
5	200	305	414	515	CCG Western Region - Navigational Programs
5	200	305	415	000	CCG Western Region - Lightkeepers



5	200	305	416	000	CCG Western Region - Seagoing Personnel
5	201	000	000	000	Newfoundland and Labrador Region Newfoundland and Labrador Region - Executive Management (includes Regional Director General's Office and Associate Regional Director General's Office /
5	201	306	000	000	Communications / Policy and Economics) 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	308	000	000	Newfoundland and Labrador Region - Science (non-Canadian Hydrographic Service (CHS))
5	201	308	417	000	Newfoundland and Labrador Region - Science- Canadian Hydrographic Service (CHS)
5	201	308	418	000	Newfoundland and Labrador Region - Ecosystems and Fisheries Management
5	201	309	000	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) /
5	201	309	419	000	Resource Management & Indigenous Fisheries Newfoundland and Labrador Region - Ecosystems Management (includes Fisheries Protection Program- formerly named Habitat, Aquaculture Management, Species at Risk, and Oceans Management)
5	201	309	420	000	Newfoundland and Labrador Region - Small Craft Harbors
5	201	309	421	000	Newfoundland and Labrador Region - Conservation and Protection (including area offices)
5	201	309	422	000	Newfoundland and Labrador Region - Conservation and Protection - Headquarters including Offshore Compliance
5	201	309	422	516	Newfoundland and Labrador Region - Conservation and Protection - Area 1
5	201	309	422	517	Newfoundland and Labrador Region - Conservation and Protection - Area 2
5	201	309	422	518	Newfoundland and Labrador Region - Area Offices (non-Conservation & Protection)- Ecosystems and Fisheries Management including Eastern/Central, Labrador and Straits and Southern/Western
5	201	309	423	000	Maritimes Region
5	202	000	000	000	Maritimes Region - Executive Management (including Regional Director General and Associate Regional Director General Offices / Communications / Policy & Economics / Atlantic Fisheries Fund)
5	202	310	000	000	Maritimes Region - Human Resources and Corporate Services (excluding IM&TS and Finance and Administration)
5	202	311	000	000	

5	202	311	424	000	Maritimes Region - Human Resources (reports to RDG)
5	202	311	425	000	Maritimes Region - Real Property, Safety and Security
5	202	312	000	000	Maritimes Region - Science
5	202	312	426	000	Maritimes Region - Science (Non-Canadian Hydrographic Service (CHS))
5	202	312	426	519	Maritimes Region - Non CHS - Regional Director's Office and Science Planning, Advice and Data
5	202	312	426	520	Maritimes Region - Non CHS - Population Ecology Division
5	202	312	426	521	Maritimes Region - Non CHS - Ocean and Ecosystem Science Division
5	202	312	426	522	Maritimes Region - Non CHS - Coastal Ecosystem Science Division
5	202	312	427	000	Maritimes Region - Science (Canadian Hydrographic Service (CHS))
5	202	313	000	000	Maritimes Region - Ecosystems & Fisheries and Harbours Management
5	202	313	428	000	Maritimes Region - Conservation and Protection
5	202	313	429	000	Maritimes Region - Resource and Aboriginal Fisheries Management / Integrated Business Management
5	202	313	430	000	Maritimes Region - Aquatic Ecosystems (includes Ecosystem Management (Fish and Fish Habitat Protection Program and Species at Risk), Marine Planning and Conservation, Aquaculture Management)
5	202	313	431	000	Maritimes Region - Small Craft Harbours (includes Gulf region but excludes Area offices)
5	202	313	432	000	Maritimes Region - Area Offices (non-Conservation and Protection)- Eastern Nova Scotia Area / South Western New Brunswick / South Western Nova Scotia Area (includes Small Craft Harbour reporting to Area Director)
5	203	000	000	000	Gulf Region
5	203	314	000	000	Gulf Region - Executive Management (including Regional Director General's and Associate Regional Director General's Offices / Communications / Policy and Economics)
5	203	315	000	000	Gulf Region - Human Resources and Corporate Services (excluding IM&TS, Finance and Administration and Fast Track Staffing)
5	203	316	000	000	Gulf Region -Science (non-Canadian Hydrographic Service (CHS))
5	203	317	000	000	Gulf Region - Aquatic Ecosystems, Fisheries Management and Area Offices (includes Fisheries and Aquaculture Management, Conservation and Protection and Aquatic Ecosystems)
5	203	317	433	000	Gulf Region - Regional Director Fisheries and Aquaculture Management Office, Resource and Aboriginal Fisheries Management, Integrated Business Management and Licensing

5	203	317	434	000	Gulf Region - Aquatic Ecosystems Management (Fisheries Protection Program, Oceans and Species at Risk)
5	203	317	435	000	Gulf Region - Conservation and Protection (RHQ, Area offices, Detachments and Sub-detachments)
5	203	317	436	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	318	000	000	Quebec Region - Executive Management (including Regional Director General / Associate Regional Director General Offices / Communications / Strategic Services / Quebec Fisheries Fund)
5	204	319	000	000	Quebec Region - Human Resources and Corporate Services and Real Property, Safety and Security - (excluding IM&TS and Finance and Administration)
5	204	320	000	000	Quebec Region - Sciences
5	204	320	437	000	Quebec Region - Science - (excluding Canadian Hydrographic Service (CHS))
5	204	320	437	523	Quebec Region - Science - Regional Science Branch and Scientific Advice, Information and Support Branch
5	204	320	437	524	Quebec Region - Science- Pelagics and Ecosystem Science
5	204	320	437	525	Quebec Region - Science- Demersal and Benthic Science
5	204	320	438	000	Quebec Region - Science - Canadian Hydrographic Service
5	204	321	000	000	Quebec Region - Ecosystems and Fisheries Management
5	204	321	439	000	Quebec Region - Ecosystems Management (including Marine Planning and Conservation, Species at Risk Management, Fish and Fish Habitat Protection- Partnerships and Integrated Planning, Fish and Fish Habitat Protection-Regulatory Reviews)
5	204	321	440	000	Quebec Region - Small Craft Harbours
5	204	321	441	000	Québec Region - Fisheries Management
5	204	321	441	526	Quebec Region - Fisheries Management (including Resource Management, Aboriginal programs, Aquaculture, Statistics and Licenses)
5	204	321	441	527	Quebec Region - Conservation and Protection (including Conservation and Protection in area offices)
5	204	321	441	528	Quebec Region - Area Offices (excluding Conservation and Protection and Small Craft Harbours)- Iles-de-la-Madeleine, North Shore, Bas Saint-Laurent/Gaspesie
5	205	000	000	000	Arctic Region
5	206	000	000	000	Ontario and Prairie Region
5	206	322	000	000	Ontario and Prairie Region - Executive Management (including Regional Director General / Associate Regional Director General / Communications / Policy & Economics / Human Resources)
5	206	323	000	000	Ontario and Prairie Region - Real Property, Safety and Security / Small Craft Harbours

5	206	324	000	000	Ontario and Prairie Region - Science
5	206	324	442	000	Ontario and Prairie Region - Science – non-Canadian Hydrographic Service (CHS)
5	206	324	442	529	Ontario and Prairie Region - Science - Great Lakes Laboratory for Fisheries Science
5	206	324	442	530	Ontario and Prairie Region - Science - Arctic Aquatic Science and Regional Director's Office
5	206	324	443	000	Ontario and Prairie Region - Science - Canadian Hydrographic Service (CHS)
5	206	325	000	000	Ontario and Prairie Region - Aquatic Ecosystems
5	206	325	444	000	Ontario and Prairie Region - AE- Fish and Fish Habitat Protection Program - Aquaculture
5	206	325	445	000	Ontario and Prairie Region - AE - Aquatic Invasive Species Programs (includes: Asian Carp Group; AIS Group; and Sea Lamprey Group) and Regional Director's Office
5	206	326	000	000	Ontario and Prairie Region - Conservation and Protection
5	207	000	000	000	Pacific Region
5	207	327	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	207	328	000	000	Pacific Region - Human Resources and Corporate Services (excluding IM&TS and Finance and Administration)
5	207	329	000	000	Pacific Region - Real Property, Safety and Security
5	207	330	000	000	Pacific Region - Science
5	207	330	446	000	Pacific Region - Regional Director's Office / Strategic Science Initiatives
5	207	330	447	000	Pacific Region - Ocean Sciences Division
5	207	330	448	000	Pacific Region - Science (Canadian Hydrographic Service (CHS)) - Institute of Ocean Sciences
5	207	330	449	000	Pacific Region - Aquatic Diagnostics, Genomics and Technology Division
5	207	330	450	000	Pacific Region - Ecosystem Science Division
5	207	330	451	000	Pacific Region - Stock Assessment and Research Division
5	207	331	000	000	Pacific Region - Ecosystems Management Branch
5	207	331	452	000	Pacific Region - Fish and Fish Habitat Protection Program and Transmountain Expansion Project
5	207	331	453	000	Pacific Region - Salmonid Enhancement Program
5	207	331	454	000	Pacific Region - Oceans Program, Species at Risk, Regional Director's Office, Business Management Services
5	207	332	000	000	Pacific Region - Ecosystems and Fisheries Management
5	207	332	455	000	Pacific Region - Resource Management (Program Delivery, Regional Director's Office, Business Client Services, Business Management Services, (Salmon)- Regional Headquarters
5	207	332	456	000	Pacific Region - Aquaculture- Region
5	207	332	457	000	Pacific Region - Small Craft Harbours

5	207	333	000	000	Pacific Region - Reconciliation and Partnerships -Treaty and Aboriginal Policy- Regional Headquarters
5	207	334	000	000	Pacific Region - Conservation and Protection
5	207	334	458	000	Pacific Region - Conservation & Protection Regional Programs (reporting to Regional Director's office; Policy, Regulations & Whales; Program & Operational Readiness; Recruitment, Training & Standards; Enforcement Operations; and, British Columbia Aquaculture Regulatory Program)
5	207	334	459	000	Pacific Region - Conservation & Protection Area Staff (reporting to North Coast Area; South Coast Area; Lower Fraser Area; BC Interior/Yukon Transboundary Area and National Fisheries Intelligence Services staff located in the Area)
5	207	335	000	000	Pacific Region - Area Offices - British Columbia South Coast Area
5	207	335	460	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	207	335	461	000	Pacific Region - South Coast Area Science Stock Assessment
5	207	336	000	000	Pacific Region - British Columbia Fraser River and Interior Area
5	207	336	462	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	207	336	463	000	Pacific Region - Fraser - Science Stock Assessment
5	207	337	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	207	337	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 and Stock Assessment)
5	208	000	000	000	National Capital Region (NCR) - Headquarters
5	208	339	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	208	340	000	000	NCR HQ - Human Resources and Corporate Services (HRCS)
5	208	340	464	000	NCR HQ - HRCS - Assistant Deputy Minister's Office and Program Planning and Coordination / Real Property and Environmental Management (RPEM)
5	208	340	465	000	NCR HQ - HRCS -Safety, Security and Emergency Services (SSES)
5	208	340	466	000	NCR HQ - HRCS -Human Resources
5	208	340	466	531	NCR HQ - HRCS - HR - HR-to-Pay Systems and Employee Support
5	208	340	466	532	NCR HQ - HRCS -HR - Labour Relations Centre of Expertise and Workplace Well-Being
5	208	340	466	533	NCR HQ - HRCS -HR - Organizational Design and Talent Acquisition
5	208	340	466	534	NCR HQ - HRCS - HR - Organizational Performance and Executive Services and DG's Office
5	208	340	467	000	NCR HQ - HRCS - Information Management and Technology Services (IM&TS) (including regions)
5	208	340	467	535	NCR HQ - HRCS - IM&TS - Science and Transformation Solutions (STS)
5	208	340	467	536	NCR HQ - HRCS - IM&TS - Application Competency Center (ACC)
5	208	340	467	537	NCR HQ - HRCS - IM&TS - Fisheries Management and Corporate Solutions (FMCS)
5	208	340	467	538	NCR HQ - HRCS - IM&TS - Business Line Support Services (BLSS)
5	208	340	467	539	NCR HQ - HRCS -IM&TS - External Service Management & IT Security (ESMITS)
5	208	340	467	540	NCR HQ - HRCS - IM&TS - Information Management Branch (IM)
5	208	340	467	541	NCR HQ -HRCS - IM&TS - IT Business and Service Desk (SD)
5	208	340	467	542	NCR HQ - HRCS - IM&TS - Desktop Engineering and Asset Management (DEAM)
5	208	340	467	543	NCR HQ - HRCS - IM&TS - Business Management, Integration and Engagement (BMIE) / Chief Information Officer's Office / Deputy CIO Office
5	208	340	468	000	NCR HQ - HRCS - Access to Information and Privacy
5	208	341	000	000	NCR HQ - Chief Financial Officer (CFO) (including Finance and Administration in regions)
5	208	341	469	000	NCR HQ - Chief Financial Officer's Office (CFO) and Planning, Results and Evaluation
5	208	341	470	000	NCR HQ and Regions - CFO - Budget Planning and Financial Management
5	208	341	470	544	NCR HQ - CFO - Budget Planning and Financial Management - NCR only
5	208	341	470	545	NCR HQ - CFO - Budget Planning and Financial Management - Finance and Administration (Regions only)

5	208	341	471	000	NCR HQ - CFO - Investment Planning, Materiel Procurement Management
5	208	341	471	546	NCR HQ - CFO - Headquarters & Regions Materiel Management
5	208	341	471	547	NCR HQ - CFO - Headquarters Procurement & Fredericton Hub
5	208	341	472	000	NCR HQ - CFO - Financial Operations (NCR only) and NCR HQ - Systems, Applications, and Products (SAP) Project (NCR Only)
5	208	341	473	000	NCR HQ and Regions - CFO - Financial Operations (Regions Only) and Systems, Applications, and Products (SAP) Project (Regions Only)
5	208	342	000	000	NCR HQ - Strategic Policy
5	208	342	474	000	NCR HQ - Strategic Policy - Senior Assistant Deputy Minister's Office, Strategic Policy and Priorities
5	208	342	475	000	NCR HQ - Strategic Policy - Aquaculture Policy / Indigenous and Sectoral Policy
5	208	342	476	000	NCR HQ - Strategic Policy - International and Intergovernmental Affairs / Economics, Statistics and Data Governance
5	208	342	477	000	NCR HQ - Strategic Policy - Communications
5	208	343	000	000	NCR HQ - Ecosystems & Oceans Science
5	208	343	478	000	NCR HQ - Ecosystems & Oceans Science - Science (non-Canadian Hydrographic Service) including Ecosystems Science, Strategic and Regulatory Science, Science Programs and Assistant Deputy Minister's Office
5	208	343	479	000	NCR HQ - Ecosystems & Oceans Science - Canadian Hydrographic Service (CHS)
5	208	344	000	000	NCR HQ - Aquatic Ecosystems
5	208	344	480	000	NCR HQ - Aquatic Ecosystems - Biodiversity Management (including Aquatic Ecosystems Assistant Deputy Minister Office)
5	208	344	481	000	NCR HQ - Aquatic Ecosystems - Marine Planning and Conservation
5	208	344	482	000	NCR HQ - Aquatic Ecosystems - Ecosystems Management
5	208	345	000	000	NCR HQ - Fisheries and Harbour Management
5	208	345	483	000	NCR HQ - Fisheries and Harbour Management - Business Innovation (including Fisheries and Harbour Management Assistant Deputy Minister's Office)
5	208	345	484	000	NCR HQ - Fisheries and Harbour Management - Small Craft Harbours
5	208	345	485	000	NCR HQ - Fisheries and Harbour Management - Fisheries Resource Management (including Catch Certification Office)
5	208	345	486	000	NCR HQ - Fisheries and Harbour Management - Conservation and Protection

5	208	345	487	000	NCR HQ - Fisheries and Harbour Management - Indigenous Affairs and Reconciliation Directorate
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
6	201	000	000	000	Covid - 19 Task Force
6	202	000	000	000	Ombudsman, Integrity and Resolution Office
6	203	000	000	000	Legal Services
6	204	000	000	000	Strategic Policy Branch
6	205	000	000	000	Corporate Services Branch
6	205	300	000	000	Assistant Deputy Minister's Office / Branch Renewal and Enterprise Architecture Directorate / Planning, Integration and Management Services Division
6	205	300	400	000	Assistant Deputy Minister's Office / Branch Renewal and Enterprise Architecture Directorate / Planning, Integration and Management Services Division (excluding ATIP)
6	205	300	401	000	Access to Information and Privacy Operations Division
6	205	301	000	000	Human Resources Services Directorate
6	205	301	402	000	Director General's Office / Executive Group Services
6	205	301	403	000	Human Resources Client Services
6	205	301	404	000	Labour Relations
6	205	301	405	000	National Central HR Services
6	205	301	406	000	Corporate Policies and Programs and Mental Health Division
6	205	301	407	000	Workplace Wellbeing and Workforce Development
6	205	302	000	000	Information Management Services Directorate
6	205	302	408	000	Director General's Office / Service Management Division
6	205	302	409	000	IT Service Delivery Division
6	205	302	410	000	Solutions Centre
6	205	302	411	000	Information and Knowledge Management Division
6	205	302	412	000	Enterprise Projects Division
6	205	303	000	000	Real Property and Security Directorate
6	205	303	413	000	Director General's Office / National Accommodations & Facilities Management / National Asset Management & Laboratory Operations / National Program Management / National Project Management & Professional & Technical Services
6	205	303	414	000	National Security Management
6	205	304	000	000	Specialized Health Services Directorate
6	205	304	415	000	Employee Assistance Services / Director General's Office
6	205	304	416	000	Public Service Occupational Health Program
6	206	000	000	000	Chief Financial Officer Branch
6	206	305	000	000	Office of the Chief Financial Officer / Financial Operations Directorate-DGO / Resource Management Directorate - DGO/ Cost Recovery & Investment Plan



6	206	306	000	000	Financial Operations Directorate (excluding DGO)
6	206	306	417	000	Accounting Operations and System Division
					Policy, Internal Controls and Corporate Accounting
6	206	306	418	000	Division
6	206	306	419	000	Material and Assets Management Division
					Resource Management Directorate (excluding DGO)
6	206	307	000	000	Planning & Corporate Management Practices/
6	207	000	000	000	Healthy Environments and Consumer Safety Branch
					Assistant Deputy Minister's Office / Policy, Planning and
6	207	308	000	000	Integration
6	207	309	000	000	Environmental and Radiation Health Sciences Directorate
6	207	309	420	000	Radiation Protection Bureau
6	207	309	421	000	Environmental Health Science and Research Bureau
					Consumer and Clinical Radiation / Director General's
					Office / Office of Science Policy, Liaison and Coordination /
					Office of Management Services Planning and
6	207	309	422	000	Evaluation/Science Policy Liaison & Coordination
6	207	310	000	000	Safe Environments Directorate
6	207	310	423	000	New Substances Assessment and Control Bureau
					Existing Substances Risk Assessment Bureau / Risk
6	207	310	424	000	Management Bureau
6	207	310	425	000	Water and Air Quality Bureau
					Climate Change and Innovation Bureau / Chemicals and
					Environmental Health Management Bureau / Business
6	207	310	426	000	Process Improvement Bureau / Director General's Office
6	207	311	000	000	Consumer and Hazardous Product Safety Directorate
6	207	311	427	000	Risk Assessment Bureau / Director General's Office
					Risk Management Bureau / Workplace Hazardous
6	207	311	428	000	Materials Bureau
6	208	000	000	000	Controlled Substances and Cannabis Branch
					Assistant Deputy Minister's Office/Branch Operational
6	208	312	000	000	Support Services
					Substance Use and Addictions/ Canadian Pain Task
6	208	313	000	000	Force/Key Initiatives/ Opioid Response Team
6	208	314	000	000	Compliance Directorate
6	208	315	000	000	Controlled Substances Directorate
6	208	316	000	000	Licensing and Medical Access Directorate
6	208	316	429	000	DGO/Licensing & Security
6	208	316	430	000	Office of Medical Access
6	208	317	000	000	Strategic Policy Directorate
6	208	318	000	000	Tobacco Control Directorate
6	209	000	000	000	Health Products and Food Branch
6	209	319	000	000	Policy Planning and International Affairs Directorate
					Director General's Office /
6	209	319	431	000	Strategic Horizontal Policy Division
6	209	319	432	000	Office of Legislative and Regulatory Modernization

6	209	320	000	000	Assistant Deputy Minister's Office / Resource Management and Operations Directorate Assistant Deputy Minister's Office / Director General's Office / Governance Division / Internal Communications Division /
6	209	320	433	000	Operations Management and Scientific Learning Division
6	209	320	434	000	Strategic Planning and Accountability Division
6	209	320	435	000	Transformation and Business Informatics Division
6	209	320	436	000	Office of Submissions and Intellectual Property
6	209	321	000	000	Biologics and Radiopharmaceutical Drugs Directorate Director General's Office / Office of Policy and International Collaboration / Office of Business Integration /
6	209	321	437	000	Office of Quality and Information Management
6	209	321	438	000	Centre for Biologics Evaluation Centre for the Evaluation of Radiopharmaceuticals and Biotherapeutics
6	209	321	439	000	
6	209	321	440	000	Centre for Regulatory Excellence, Statistics and Trials
6	209	322	000	000	Food Directorate Director General's Office /
6	209	322	441	000	Bureau of Business Systems & Operations Bureau of Policy, Intergovernmental and International Affairs /
6	209	322	442	000	Bureau of Food Surveillance and Science Integration Chemical Safety: Director's Office /
6	209	322	443	000	Chemical Health Assessment Chemical Safety - Food Research/Toxicology
6	209	322	444	000	Research/Scientific Services Nutritional Sciences: Director's Office /
6	209	322	445	000	Nutrition Regulation Standards
6	209	322	446	000	Nutrition Research / Nutrition Pre-market Assessment
6	209	322	447	000	Microbial Hazards
6	209	323	000	000	Marketed Health Products Directorate Director General's Office / Bureau of Strategic Engagement and Integrated Management Services
6	209	323	448	000	
6	209	323	449	000	Office of Policy Risk Advisory and Advertising Bureau of Biologics, Radiopharmaceuticals and Self-care products
6	209	323	450	000	
6	209	323	451	000	Health Products Surveillance and Epidemiology Bureau
6	209	323	452	000	Marketed Pharmaceuticals Bureau
6	209	324	000	000	Natural and Non-prescription Health Products Directorate

6	209	324	453	000	Director General's Office / Bureau of Strategic Planning and Business Services / Operational Readiness Division
6	209	324	454	000	Bureau of Program Policy, Risk Management and Stakeholder Engagement /
6	209	324	455	000	Bureau of Consumer Health Product Modernization
6	209	324	456	000	Bureau of Product Review and Assessment
6	209	324	456	000	Bureau of Licensing Services and Systems
6	209	325	000	000	Office of Nutrition Policy and Promotion
6	209	326	000	000	Therapeutic Products Directorate
6	209	326	457	000	Director General's Office / Bureau of Medical Sciences/ Bureau of Policy, Science and International Programs
6	209	326	458	000	Office of Planning, Performance and Review Services
6	209	326	459	000	Bureau of Cardiology, Allergy and Neurological Sciences
6	209	326	460	000	Bureau of Metabolism, Oncology and Reproductive Sciences
6	209	326	461	000	Bureau of Gastroenterology, Infection and Viral Diseases
6	209	326	462	000	Bureau of Pharmaceutical Sciences
6	209	326	463	000	Office of Clinical Trials
6	209	327	000	000	Medical Devices Directorate
6	209	327	464	000	Director General's Office / Bureau of Planning and Operations Bureau of policy and international programs Bureau of Investigational Testing Authorization, Special Access Program and Post-market Surveillance
6	209	327	465	000	Bureau of Licensing Services
6	209	327	466	000	Bureau of Evaluation
6	209	328	000	000	Veterinary Drugs Directorate
6	210	000	000	000	Pest Management Regulatory Agency
6	210	329	000	000	Health Evaluation Directorate (HED)
6	210	330	000	000	Registration Directorate (RD) and Executive Director's Office (EDO)
6	210	331	000	000	Environmental Assessment Directorate (EAD)
6	210	332	000	000	Value Assessment and Re-evaluation Directorate (VRD)
6	210	333	000	000	Policy and Operations Directorate (POD)
6	211	000	000	000	Regulatory Operations and Enforcement Branch
6	211	334	000	000	Planning and Operations Directorate
6	211	335	000	000	Medical Devices and Clinical Compliance Directorate
6	211	335	467	000	Clinical Compliance and Border Operations / Director General's Office
6	211	335	468	000	Medical Devices Compliance Program
6	211	336	000	000	Health Products Compliance Directorate
6	211	336	469	000	Health Product Compliance and Risk Management / Director General's Office
6	211	336	470	000	Health Product Inspections and Licensing
6	211	337	000	000	Laboratories Directorate

6	211	337	471	000	Drug Analysis Service and Cannabis Laboratory / Director General's Office
6	211	337	472	000	Health Products, Food and Pesticide Laboratories
6	211	338	000	000	Policy and Regulatory Strategies Directorate / Community of Federal Regulators / Assistant Deputy Minister's Office
6	211	339	000	000	Environmental Health and Pesticides Directorate
6	211	339	473	000	Pesticide Compliance Program
6	211	339	474	000	Environmental Health and Internationally Protected Persons Programs / Director General's Office
6	211	340	000	000	Consumer Products and Controlled Substances Directorate
6	211	340	475	000	Consumer Product Safety Program
6	211	340	476	000	Controlled Substances, Tobacco and Vaping Program / Director General's Office
6	211	341	000	000	Cannabis Directorate
6	212	000	000	000	Communications and Public Affairs Branch
6	212	342	000	000	Assistant Deputy Minister's Office / Ministerial Communications Directorate
6	212	343	000	000	Strategic Communications Directorate / Pandemic Communications Response Team
6	212	344	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	Executive Office
7	200	300	000	000	Executive Office - Deputy Minister's Office / General Counsel / Chief of Staff / Office of the Ombudsman for Mental Health
7	200	301	000	000	Executive Office - Office of the Procurement Ombudsman / Office of the Chief Audit Executive
7	201	000	000	000	Pay Solutions Branch
7	201	302	000	000	PSB - Assistant Deputy Minister's Office
7	202	000	000	000	Defence and Marine Procurement Branch
7	202	303	000	000	DMPB - Assistant Deputy Minister's Office / Washington Sector / Defence Major Projects Sector / Land and Aerospace Equipment Procurement and Support Sector
7	202	304	000	000	DMPB - Large Combat Ship Construction Sector / Large Ship Construction Sector / Marine Services & Small Vessels Sector / Defence and Marine Strategic Program Management / Major Marine Construction Sector
7	203	000	000	000	Departmental Oversight Branch
7	203	305	000	000	DOB - Assistant Deputy Minister's Office / Branch Planning and Management Services Sector / Special Investigations and Internal Disclosure Sector / Security Systems Management Sector
7	203	306	000	000	DOB - Integrity and Forensic Accounting Management Group
7	203	307	000	000	DOB - Industrial Security Sector
7	203	308	000	000	DOB - Security and Emergency Management Sector

7	204	000	000	000	Digital Services Branch
7	204	309	000	000	DSB - Business Travel, Accessibility, and Management Services
7	204	310	000	000	DSB - Enterprise Architecture and GC Programs and Solutions Sector
7	204	311	000	000	DSB - Digital Projects Oversight and Delivery
7	204	312	000	000	DSB - Service and Digital Partnerships
7	204	313	000	000	DSB - Information Management & IT Security & Innovative Solutions
7	204	314	000	000	DSB - Technology Services and Support
7	204	315	000	000	DSB - Business Partner Solutions
7	205	000	000	000	Finance and Administration Branch
7	205	316	000	000	FAB - Office of the Chief Financial Officer / Branch Planning and Management Services / Cabinet Submissions and Investment Management / Budget and Cost Management / FAB-SENIOR DIR INT INVEST PLAN
7	205	317	000	000	FAB - National Financial Management Advisory Services
7	205	318	000	000	FAB - Financial Operations
7	205	319	000	000	FAB - SIGMA
7	205	320	000	000	FAB - Corporate Accommodation and Material Management
7	206	000	000	000	Human Resources Branch
7	206	321	000	000	HRB - Assistant Deputy Minister's Office / Office of HR Transformation and Engagement / Branch Planning and Management Services / People Development Services
7	206	322	000	000	HRB - Executive and Organizational Design Services
7	206	323	000	000	HRB - HR-to-Pay Integrated Client Services
7	206	324	000	000	HRB - Strategic People Management
7	206	325	000	000	HRB - Workplace Services
7	207	000	000	000	Pay Administration Branch
7	207	326	000	000	PAB - Compensation Sector Pay / Strategic, Operational and Project Oversight Sector
7	207	327	000	000	PAB - Public Service Pay Centre
7	207	328	000	000	PAB - Client Contact Centre
7	208	000	000	000	Policy, Planning and Communications Branch
7	208	329	000	000	PPCB - Assistant Deputy Minister's Office / Portfolio and Government Affairs / Branch Planning and Management Services / Evaluation & Integrated Risk Management / Defense Procurement Canada Secretariat
7	208	330	000	000	PPCB - Strategic Policy and Planning
7	208	331	000	000	PPCB - Corporate Secretariat and Accessibility Sector
7	208	332	000	000	PPCB - Communications Sector
7	209	000	000	000	HR-to-Pay Program Office
7	209	333	000	000	HRPPO - Assistant Deputy Minister's Office
7	209	334	000	000	HRPPO - Strategic Engagement
7	210	000	000	000	Procurement Branch

7	210	335	000	000	PB - Assistant Deputy Minister's Office / Acquisitions Program Transformation
7	210	336	000	000	PB - Commercial and Alternative Acquisitions Management Sector
7	210	337	000	000	PB - Services and Technology Acquisition Management Sector
7	210	338	000	000	PB - Procurement Business Management Sector
7	210	339	000	000	PB - Office of Small and Medium Enterprises and Strategic Engagement
7	210	340	000	000	PB - Procurement Support Services Sector
7	210	341	000	000	PB - Strategic Policy Sector
7	211	000	000	000	Receiver General and Pension Branch
7	211	342	000	000	RGPB - Assistant Deputy Minister's Office / Branch Planning / Receiver General – Modernization / Receiver General – Accounting and Treasury
7	211	343	000	000	RGPB - Government of Canada Pension Centre
7	211	344	000	000	RGPB - Specialized Services
7	211	345	000	000	RGPB - Government Information Services
7	211	346	000	000	RGPB - Imaging and Receiver General Operations Directorate
7	211	347	000	000	RGPB - Pension Excellence Sector
7	212	000	000	000	Real Property Branch
7	212	348	000	000	RPS - Assistant Deputy Minister's Office / Associate Assistant Deputy Minister's Office / Real Property and Service Integration for CRA / Senior Account Executive: Sciences / Senior Account Executive: Security
7	212	349	000	000	RPS - Workplace Solutions
7	212	350	000	000	RPS - Client Relationship and Demand Management
7	212	351	000	000	RPS - National Capital Area Project Delivery
7	212	352	000	000	RPS - Infrastructure and Asset Management
7	212	353	000	000	RPS - Strategic Sourcing
7	212	354	000	000	RPS - Program and Resource Management Sector
7	212	355	000	000	RPS - Property and Facility Management
7	212	356	000	000	RPS - Real Estate Services
7	212	357	000	000	RPS - Portfolio and Asset Management
7	212	358	000	000	RPS - Project Management
7	212	359	000	000	RPS - Technical Services
7	213	000	000	000	Science and Parliamentary Infrastructure Branch
7	213	360	000	000	SPIB - Assistant Deputy Minister's Office / Program, Portfolio and Client Relationship Management
7	213	361	000	000	SPIB - Centre Block Rehabilitation Program / LTVP Project Management and Delivery
7	213	362	000	000	SPIB - Enterprise Planning & Operations Sector / Partnership, Strategy and Program Management Sector / Science and Policy Sector / Strategic Engagement and

					Change Management Sector / Project Delivery / South Blocks Program
					SPIB - Strategic Planning and Corporate Services / Strategic Contracting, Procurement and Indigenous Relations Management
7	213	363	000	000	
7	213	364	000	000	SPIB - Operations and Accommodations
7	214	000	000	000	Translation Bureau
					TB - Office of the Chief Executive Officer / Corporate Services / Business Strategies and Partnerships
7	214	365	000	000	
7	214	366	000	000	TB - Linguistic Services
7	214	367	000	000	TB - Service to Parliamentary and Interpretation
7	215	000	000	000	Atlantic- Regional Director General
					ATL - Regional Director General's Office / Strategic Management & Communications / Human Resources / Cape Breton Operations Portfolio Management
7	215	368	000	000	
7	215	369	000	000	ATL - Small & Medium Enterprises / Procurement
7	215	370	000	000	ATL - Client Service Team / Environmental Services
					ATL - Real Property Accommodation and Portfolio Management
7	215	371	000	000	
7	215	372	000	000	ATL - Real Property Professional and Technical Services
7	216	000	000	000	Quebec - Regional Director General
					QUE - Corporate Services, Strategic Management and Communications / Human Resources / Regional Director General's Office
7	216	373	000	000	
					QUE - Procurement Services / Small and Medium Enterprises
7	216	374	000	000	
7	216	375	000	000	QUE - Real Property Professional and Technical Services
					QUE - Real Property Accommodation and Portfolio Management
7	216	376	000	000	
7	217	000	000	000	Ontario - Regional Director General
					ONT - Regional Director General's Office / Client Service Team / Human Resources / Corporate Services, Strategic Management and Communications
7	217	377	000	000	
					ONT - Parks Canada Infrastructure / Environmental Services and Contaminated Sites Management
7	217	378	000	000	
					ONT - Procurement Services / Office of Small and Medium Enterprises
7	217	379	000	000	
					ONT - Real Property Accommodation and Portfolio Management
7	217	380	000	000	
7	217	381	000	000	ONT - Professional and Technical Services
7	218	000	000	000	Western - Regional Director General
					WST - Small and Medium Enterprises / Corporate Services, Strategic Management and Communications / Human Resources / Regional Director General's Office
7	218	382	000	000	
					WST - Environmental Services and Contaminated Sites Management / Real Property Accommodation and Portfolio Management
7	218	383	000	000	

7	218	384	000	000	WST - Real Property Professional and Technical Services
7	218	385	000	000	WST - Procurement Services
7	219	000	000	000	Pacific - Regional Director General PAC - Small and Medium Enterprises / Client Service Team / Corporate Services, Strategic Management and Communications / Human Resources / Regional Director General's Office
7	219	386	000	000	PAC - Real Property Accommodation and Portfolio Management
7	219	387	000	000	PAC - Procurement Services
7	219	388	000	000	PAC - Procurement Services
7	219	389	000	000	PAC - Real Property Professional and Technical Services
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
8	202	000	000	000	Corporate Strategies and Management Field
8	202	300	000	000	Field 3 ACS Office or Field 3 Branch Offices
8	202	301	000	000	Workforce and Workplace Branch HR Business Intelligence, Wellness and Transformation Division
8	202	301	400	000	Pay, Ethics and Workforce Management Division
8	202	301	401	000	Recruitment and Development Division
8	202	301	402	000	Organizational Design and Classification Division
8	202	301	403	000	Security and Facilities Division
8	202	301	404	000	Finance, Planning and Procurement Branch
8	202	302	000	000	Financial Planning Division
8	202	302	405	000	Financial Operations Division
8	202	302	406	000	Business Planning and Performance Division
8	202	302	407	000	Procurement, Financial Systems an Internal Controls Division
8	202	302	408	000	Economic Statistics Field
8	203	000	000	000	Field 5 ACS Office or Field 5 Branch Offices
8	203	303	000	000	Macroeconomic Accounts Branch
8	203	304	000	000	National Economic Accounts Division
8	203	304	409	000	International Accounts and Trade Division
8	203	304	410	000	Public Sector Statistics Division
8	203	304	411	000	Industry Accounts Division
8	203	305	000	000	Industry Statistics Branch
8	203	305	413	000	Mining, Manufacturing and Wholesale Trade Division
8	203	305	414	000	Retail and Service Industries Division
8	203	305	415	000	Tourism and Transportation Statistics Division
8	203	306	000	000	Economy-wide Statistics Branch
8	203	306	416	000	Consumer Prices Division
8	203	306	417	000	Producer Prices Division
8	203	306	418	000	Industrial Organization and Finance Division



8	203	306	419	000	Investment, Science and Technology Division
8	203	307	000	000	Agriculture, Energy and Environment Statistics Branch
8	203	307	420	000	Agriculture Division
8	203	307	421	000	Centre for Special Business Projects
8	203	307	422	000	Environment and Energy Statistics Division
8	203	307	423	000	Canadian Centre for Energy Information
8	204	000	000	000	Strategic Data Management, Methods and Analysis 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	309	427	000	Strategic Analysis, Publication and Training Division
8	204	310	000	000	Strategic Data Management Branch
8	204	310	428	000	Data Stewardship Division
8	204	310	429	000	Data Integration Infrastructure Division
					Office of Privacy Management and Information
8	204	310	430	000	Coordination
8	204	310	431	000	Statistical Geomatics Centre
8	204	311	000	000	Modern Statistical Methods and Data Science Branch
8	204	311	432	000	Economic Statistics Methods Division
8	204	311	433	000	Statistical Integration Methods Division
8	204	311	434	000	Social Statistics Methods Division
					International Cooperation and Methodology Innovation
					Centre
8	204	311	435	000	Data Science Division
8	204	311	436	000	Data Science Division
8	205	000	000	000	Census, Regional Services and Operations Field
8	205	312	000	000	Field 7 ACS Office or Field 7 Branch Offices
8	205	313	000	000	Collection and Regional Services Branch
8	205	313	437	000	Eastern Region (Halifax, Montreal, Sherbrooke)
8	205	313	438	000	Central Region (Ottawa, Toronto, Sturgeon Falls)
					Western Region and Northern Territories (Edmonton,
					Regina, Calgary, Winnipeg, Vancouver)
8	205	313	439	000	Collection Planning and Research Division
8	205	314	000	000	Processing and Operations Branch
8	205	314	441	000	Operations and Integration Division
8	205	314	442	000	Enterprise Statistics Division
8	205	315	000	000	Census Program Branch
8	205	315	443	000	Census Operations Division
8	205	315	444	000	Census Program Transformation Project Division
8	206	000	000	000	Social, Health and Labour Statistics Field
					Field 8 ACS Office or Field 8 Branch Offices/Census Subject
					Matter Secretariat/Education, Labour and Income
8	206	316	000	000	Statistics Branch
8	206	317	000	000	Social Data, Insights, Integration and Innovation Branch

8	206	317	445	000	Centre for Social Data Integration and Development
8	206	317	446	000	Centre for Social Insights and Innovation
8	206	317	447	000	Centre for Indigenous Statistics and Partnerships
8	206	318	000	000	Labour Market, Education and Socioeconomic Well-being
8	206	318	448	000	Canadian Centre for Education Statistics Division
					Centre for Income and Socioeconomic Well-being
8	206	318	449	000	Statistics Division
8	206	318	450	000	Centre for Labour Market Information
8	206	319	000	000	Health, Justice, Diversity and Populations Branch
					Canadian Centre for Justice and Community Safety
					Statistics
8	206	319	451	000	
8	206	319	452	000	Centre for Population Health Data
8	206	319	453	000	Diversity and Sociocultural Statistics Division
8	206	319	454	000	Centre for Demography
8	207	000	000	000	Strategic Engagement Field
8	207	320	000	000	Field 4 ACS Office or Field 5 Branch Offices
8	207	321	000	000	Data Access and Dissemination Branch
8	207	321	455	000	Dissemination Division
8	207	321	456	000	Microdata Access and CDER
8	207	322	000	000	Strategic Communications and Outreach Branch
8	207	322	457	000	Engagement and Stakeholder Relations Division
8	207	322	458	000	Office of the Chief Editor
8	208	000	000	000	Digital Solutions Field
8	208	323	000	000	Field 9 ACS Office or Field 9 Branch Offices
8	208	324	000	000	Digital Technology Enablement Branch
8	208	324	459	000	Information Technology Project Delivery Division
8	208	324	460	000	Cloud and Workload Migration Division
8	208	325	000	000	Information Technology Operations Branch
8	208	325	461	000	Information Technology Operations Services Division
8	208	325	462	000	Information Technology Solutions Lifecycle Management
8	208	326	000	000	Office of the CIO and IT Transformation
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
9	201	301	000	000	Regional Operations
9	201	302	000	000	Sector Development and Analysis
9	201	303	000	000	Trade Agreements and Negotiations
9	202	000	000	000	Strategic Policy Branch
9	202	304	000	000	ADMO / BPRM / Policy Development and Analysis
9	202	305	000	000	Policy, Planning and Integration
9	202	306	000	000	Research and Analysis
9	203	000	000	000	Corporate Management Branch

					ADMO / Strategic Management / Results and Delivery Unit / Community Pastures Program / Fixed Asset Review / Pay Transformation
9	203	307	000	000	
9	203	308	000	000	Finance and Resource Management Services
9	203	309	000	000	The Canadian Pari-Mutuel Agency (CPMA)
9	203	310	000	000	Human Resources Directorate
9	203	311	000	000	Real Property and Asset Management
9	203	312	000	000	Integrated Services
9	204	000	000	000	Programs Branch
					ADMO / Management Services / Service and Program Excellence
9	204	313	000	000	
9	204	314	000	000	Innovation Programs
9	204	315	000	000	Business Risk Management Program
9	204	316	000	000	Business Development and Competitiveness
9	204	317	000	000	Farm Income Programs
9	205	000	000	000	International Affairs Branch
9	205	318	000	000	Market Access Secretariat
9	206	000	000	000	Information Systems Branch
9	206	319	000	000	CIO / Strategic Management
9	206	320	000	000	Application and Knowledge Services
9	206	320	400	000	Knowledge Services
					DGO / Science and Collaborative Solutions / Enterprise Information Solutions / Program and Service Delivery Solutions
9	206	320	401	000	
9	206	321	000	000	Transformation and Modernization Services
					DGO / Financial Management Applications / Transformational Project Delivery / Modernization Project Delivery
9	206	321	402	000	
9	206	321	403	000	IT Client Services
9	207	000	000	000	Public Affairs Branch
					ADMO / Branch Planning and Resource Management / Strategic Planning, Advice and Coordination
9	207	322	000	000	
9	207	323	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	324	000	000	ADMO / Partnerships and Planning Directorate
9	209	325	000	000	Coastal Region
9	209	325	404	000	RDT - Agassiz, Summerland
9	209	325	404	500	Agassiz - Research and Development Centre
9	209	325	404	501	Summerland - Research and Development Centre
9	209	325	405	000	RDT - St. John's, Kentville
9	209	325	405	502	St. John's - Research and Development Centre
9	209	325	405	503	Kentville - Research and Development Centre
9	209	325	406	000	RDT - Fredericton, Charlottetown
9	209	325	406	504	Fredericton - Research and Development Centre

9	209	325	406	505	Charlottetown - Research and Development Centre
9	209	325	406	506	Pest Management Centre
9	209	326	000	000	Prairie Region
9	209	326	407	000	RDT - Alberta
9	209	326	407	507	Lacombe - Research and Development Centre
9	209	326	407	508	Lethbridge - Research and Development Centre
9	209	326	408	000	RDT - Saskatchewan
9	209	326	408	509	Saskatoon - Research and Development Centre
9	209	326	408	510	Swift Current - Research and Development Centre
9	209	326	409	000	RDT - Manitoba
9	209	326	409	511	Brandon - Research and Development Centre
9	209	326	409	512	Morden - Research and Development Centre
9	209	327	000	000	Ontario - Québec Region
9	209	327	410	000	RDT - Harrow, London
9	209	327	410	513	Harrow - Research and Development Centre
9	209	327	410	514	London - Research and Development Centre
9	209	327	411	000	RDT - Ottawa
9	209	327	411	515	Ottawa - Research and Development Centre
9	209	327	411	516	Biodiversity and Collections
9	209	327	412	000	RDT - Guelph, Saint Hyacinthe
9	209	327	412	517	Guelph - Research and Development Centre
9	209	327	412	518	Saint Hyacinthe - Research and Development Centre
9	209	327	413	000	RDT - Sherbrooke, Québec
9	209	327	413	519	Sherbrooke - Research and Development Centre
9	209	327	413	520	Québec - Research and Development Centre
9	209	327	414	000	RDT - Agroecosystem Resilience
9	209	327	414	521	Saint-Jean-sur-Richelieu - Research and Development Centre
9	209	327	414	522	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	Audit and Evaluation Branch (AEB)
10	201	000	000	000	Canadian Intellectual Property Office (CIPO)
10	201	300	000	000	CIPO-Patent Branch
					Patent Branch-Patent Services and Standards and Business and Strategic Affairs/Patent Policy and International Affairs Division/Director General's Office
10	201	300	400	000	Patent Branch-Electrical Division
10	201	300	402	000	Patent Branch-Biotechnology Division
10	201	300	403	000	Patent Branch-Chemistry Division
10	201	300	404	000	Patent Branch-Mechanical Division
					CIPO-Corporate Strategies and Services Branch/Executive Office
10	201	301	000	000	CIPO-Corporate Strategies and Services Branch/Executive Office
10	201	302	000	000	CIPO-Services to Business Branch
10	201	303	000	000	CIPO-Trademarks and Industrial Designs Branch

10	201	303	405	000	Trademarks and Industrial Designs Branch - Other
10	201	303	406	000	Trademarks and Industrial Designs Branch-Examination Directorate
10	201	303	407	000	Trademarks and Industrial Designs Branch-Operational Services
10	201	304	000	000	CIPO-Programs Branch
10	201	305	000	000	CIPO-Patent Appeal Board/Trademarks Opposition Board
10	202	000	000	000	Competition Bureau (CB)
10	202	306	000	000	CB-Compliance and Operations Branch (COB)
10	202	306	408	000	COB-Enforcement Services Directorate
10	202	306	409	000	COB-Finance and Administration Directorate and Talent Management and Development Directorate
10	202	307	000	000	CB-Cartels and Deceptive Marketing Practices Branch
10	202	307	410	000	Cartels Directorate (include Pacific and Ontario Regions)
10	202	307	411	000	Deceptive Marketing Practices Directorate (include Atlantic and Quebec Regions)
10	202	308	000	000	CB-Competition Promotion Branch
10	202	309	000	000	CB-Mergers and Monopolistic Practices Branch
10	202	309	412	000	Mergers Directorate
10	202	309	413	000	Monopolistic Practices Directorate
10	203	000	000	000	Deputy Minister's Office (DMO)
10	203	310	000	000	DMO-Office of the Deputy Minister/Legal Services (LS)/Ombudsman for Mental Health and Employee Well-Being
10	203	311	000	000	DMO-Office of the Corporate Secretary
10	204	000	000	000	Digital Transformation Service Sector (DTSS)
10	204	312	000	000	DTSS-Chief Information Office (CIO)
10	204	312	414	000	CIO-Application Support and Maintenance Division
10	204	312	415	000	CIO - Digital Services Division and Chief Information Office
10	204	312	416	000	CIO-Strategy and Information Services Division
10	204	312	417	000	CIO-Digital Workplace Services Division
10	204	313	000	000	DTSS-Digital Design Branch
10	204	314	000	000	DTSS-Assistant Deputy Minister's Office/Strategic Planning and Corporate Services Branch/Digital Adoption Branch
10	205	000	000	000	Innovation Canada Sector (ICS)
10	205	315	000	000	ICS-Performance and Partnerships
10	205	316	000	000	ICS-Assistant Deputy Minister's Office/Innovation Superclusters Initiative
10	205	317	000	000	ICS-Innovative Solutions Canada/Management Services
10	205	318	000	000	ICS-Strategic Innovation Fund Branch
10	205	319	000	000	ICS-Innovators Experience Branch
10	206	000	000	000	Industry Sector (IS)
10	206	320	000	000	IS-Assistant Deputy Minister's Office/Corporate Services Directorate/Investment Review Division
10	206	321	000	000	IS-Automotive, Transportation and Digital Technologies Branch

10	206	322	000	000	IS-Tourism Branch
10	206	323	000	000	IS-Industrial and Technological Benefits Branch
10	206	324	000	000	IS-Economic Strategy Tables and Skills Branch
10	206	325	000	000	IS-Aerospace, Defence and Marine Branch
10	206	326	000	000	IS-Manufacturing and Life Sciences Branch
10	207	000	000	000	Science and Research Sector (SRS)
10	207	327	000	000	SRS-Science Programs and Partnerships
10	207	328	000	000	SRS-Science Policy
					SRS-Office of the Assistant Deputy Minister / Strategic Planning and Corporate Services/Science, Technology and Innovation Council Secretariat / Office of the Chief Science
10	207	329	000	000	Advisor
					SRS-Clean Technology and Clean Growth / Digital Research
10	207	330	000	000	Infrastructure Strategy /Clean Growth Hub (from IC)
10	208	000	000	000	Small Business and Marketplace Services Sector (SBMS)
10	208	331	000	000	SBMS-Measurement Canada (MC)
10	208	331	418	000	MC-Eastern Region
10	208	331	419	000	MC-Ontario Region
10	208	331	420	000	MC-Western Region
10	208	331	421	000	MC-Other National Capital Region (NCR)
10	208	331	422	000	MC-NCR Engineering and Laboratory Services
10	208	332	000	000	SBMS-Office of the Superintendent of Bankruptcy (OSB)
					OSB-Deputy Superintendent Operations' Office/Planning, Information Management and Corporate Services OSB-
					National Headquarters (includes Executive Offices / Program Policy and Regulatory Affairs / Operations and Corporate Services Branch / Insolvency Communications
10	208	332	423	000	Analysis & Business Applications Branch)
10	208	332	424	000	OSB-Western Region (includes Prairies and Pacific)
10	208	332	425	000	OSB-Eastern Region (includes Atlantic and Quebec)
10	208	332	426	000	OSB-Ontario Region (includes Ottawa district office)
10	208	333	000	000	SBMS-Corporations Canada (CC)
10	208	333	427	000	CC- Incorporations and Information Products and Services
					CC-Directors General's Office/Compliance and
10	208	333	428	000	Policy/Corporate Services
					SBMS-Assistant Deputy Minister's Office/Strategic
10	208	334	000	000	Planning and Management Services/Small Business Branch
10	209	000	000	000	Strategic Communications and Marketing Sector (SCMS)
10	209	335	000	000	SCMS-Strategic Ministerial Services and Media Relations
					SCMS-Assistant Deputy Minister's Office/Digital Media
					and Marketing Services/Strategic Planning and
10	209	336	000	000	Management Services
10	210	000	000	000	Strategy and Innovation Policy Sector (SIPS)
10	210	337	000	000	SIPS-Regional Offices (RO)
10	210	337	429	000	RO-Pacific Region (SIPS)
10	210	337	430	000	RO-Atlantic Region (SIPS)

10	210	337	431	000	RO-Québec Region (SIPS)
10	210	337	432	000	RO-Prairie and Northern Region (SIPS)
10	210	337	433	000	RO-Ontario Region (SIPS)
10	210	338	000	000	SIPS-Federal Economic Development Initiative in Northern Ontario (FedNor)
10	210	338	434	000	FedNor-Director General's Office; Corporate Services; Communications; Policy, Planning and Coordination
10	210	338	435	000	FedNor-Program Delivery Northern Ontario
10	210	339	000	000	SIPS- National Capital Region (NCR)
10	210	339	436	000	SIPS-Marketplace Framework Policy Branch (MFPB)
10	210	339	437	000	SIPS-External and Trade Policy Branch (ETPB)
10	210	339	438	000	SIPS-Telecommunications and Internet Policy Branch (TIPB)
10	210	339	439	000	SIPS- Senior Assistant Deputy Minister's Office (ADMO) and Strategic Planning and Corporate Services (SPCS)
10	210	339	440	000	SIPS-Strategy, Research and Results Branch (SRRB)
10	211	000	000	000	Spectrum and Telecommunications Sector (STS)
10	211	340	000	000	STS-Connected Canada Branch
10	211	341	000	000	STS-Governance, Policy Coordination and Planning Branch and Assistant Deputy Minister Office
10	211	342	000	000	STS-Spectrum Management Operations Branch (SMOB)
10	211	342	441	000	SMOB-National Capital Region (NCR)
10	211	342	442	000	SMOB-Ontario and Atlantic
10	211	342	443	000	SMOB-Quebec
10	211	342	444	000	SMOB-West
10	211	343	000	000	STS-Engineering, Planning and Standards Branch
10	211	344	000	000	STS-Spectrum Licensing Policy Branch
10	211	345	000	000	STS-Communications Research Centre Canada (CRC)
10	211	345	445	000	CRC-Business Development and Corporate Affairs
10	211	345	446	000	CRC-Campus Operations/CRC-Chief Technology Office
10	211	345	447	000	CRC-Applications and Performance
10	211	345	448	000	CRC-Wireless Technologies
10	212	000	000	000	Corporate Management Sector (CMS)
10	212	346	000	000	CMS-Corporate Finance, Systems and Procurement Branch (CFSPB)
10	212	346	449	000	CFSPB-Contracts and Materiel Management
10	212	346	450	000	CFSPB-Financial Operations Directorate
10	212	346	451	000	CFSPB-Financial Policy and Systems Directorate/Quality Assurance and Internal Control
10	212	347	000	000	CMS-Human Resources Branch (HRB)
10	212	347	452	000	HRB-Executive Management and Leadership Development
10	212	347	453	000	HRB-Health and Workplace Culture
10	212	347	454	000	HRB-People Operations
10	212	347	455	000	HRB-Strategic People Management
10	212	348	000	000	CMS-Corporate Facilities and Security Branch (CFSB)

10	212	349	000	000	CMS-Resource Planning and Investments Branch (RPIB)
10	212	350	000	000	CMS-CFO Assistant Deputy Minister's Office/Corporate Planning and Governance Branch
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	Canadian Wildlife Service
11	200	300	000	000	ADMO / Biodiversity Policy and Partnerships
11	200	301	000	000	Protected Areas
11	200	302	000	000	Regional Operations
11	200	302	400	000	Canadian Wildlife Service Atlantic
11	200	302	401	000	Canadian Wildlife Service North
11	200	302	402	000	Canadian Wildlife Service Ontario
11	200	302	403	000	Canadian Wildlife Service Pacific
11	200	302	404	000	Canadian Wildlife Service Prairie
11	200	302	405	000	Canadian Wildlife Service QC
11	200	303	000	000	Strategic Priorities / ROD DGO
11	200	304	000	000	Wildlife Assessment and Information
11	200	305	000	000	Wildlife Management
11	201	000	000	000	Corporate Services and Finances Branch
11	201	306	000	000	Assets, Real Property & Security Directorate
11	201	307	000	000	Branch Planning and Management Services Directorate / Corporate Management Directorate / ADMO
11	201	308	000	000	Financial Management Directorate
11	201	309	000	000	Office of the Chief Information Officer / Planning and Client Portfolio Management Division / Departmental Project Management Office Division
11	201	309	406	000	Business Applications and Solutions Directorate / Corporate and Enterprise Products and Services / Business eSolutions / Applied Science applications
11	201	309	407	000	Digital Strategies and Information Management Directorate / Renewal & Emerging Technology Division / Records and Information Management Division
11	201	309	408	000	Service Management and Infrastructure Task Force Directorate / Service Management / Shared Services
11	201	309	408	000	Canada Liaison Office
11	201	310	000	000	Procurement, Account & Control Directorate
11	202	000	000	000	Deputy Minister's Office, Legal Services, Audit & Evaluation
11	203	000	000	000	Enforcement Branch
11	203	311	000	000	Enforcement Services Directorate / CEO's Office / Policy, Planning and Coordination Directorate / Risk Assessment Directorate
11	203	312	000	000	Environmental Enforcement Directorate
11	203	313	000	000	Wildlife Enforcement Directorate
11	204	000	000	000	Environmental Protection Branch
11	204	314	000	000	ADMO / Branch Coordination / Carbon Pricing Bureau



11	204	315	000	000	Energy & Transportation Directorate
11	204	315	409	000	Cross Sectoral Energy Division
					DGO / Electricity and Combustion Division / Oil, Gas and
11	204	315	410	000	Alternative Energy Division
11	204	315	411	000	Transport Division
11	204	316	000	000	Environmental Protection Operations Directorate
					Environmental Protection Operations Directorate:
11	204	316	412	000	Regions: PYR, PNR, ON, QC, ATL
					HQ: DGO / Environmental Emergencies / Environmental
					Assessment and Marine Protection / Compliance
11	204	316	413	000	Promotion / Contaminated Site
11	204	317	000	000	Industrial Sectors and Chemicals Directorate
11	204	317	414	000	Chemical Management Division / Products Division
11	204	317	415	000	DGO / Chemical Production Division
					Forest Product and Fisheries Act Division / Mining and
11	204	317	416	000	Processing Division
11	204	318	000	000	Legislation & Regulatory Affairs Directorate
11	204	319	000	000	Plastics & Waste Management
11	205	000	000	000	Human Resources Branch
					Chief Human Resources Management Office / Executive
					Services & Management Development Programs / Pay
11	205	320	000	000	Liaison Office
11	205	321	000	000	HR Business Transformation Directorate
11	205	322	000	000	Integrated Classification and Staffing Solutions
11	205	323	000	000	Workforce Development & Wellness
11	206	000	000	000	International Affairs Branch
11	207	000	000	000	Meteorological Service Canada
					Canadian Centre for Meteorological and Environmental
11	207	324	000	000	Prediction Services
11	207	324	417	000	Canadian Meteorological Centre Operations
11	207	324	418	000	National Prediction Development
					Training & Career Development / Forecast Systems
11	207	324	419	000	Integration & Innovation / DGO
11	207	325	000	000	Monitoring Data & Services Directorate
11	207	325	420	000	Atmospheric Monitoring
11	207	325	421	000	National Hydrological Services
					Transformation, Innovation and Engineering / Monitoring
11	207	325	422	000	Strategies & Data Services / DGO
					Policy, Planning and Partnerships Directorate / ADM's
11	207	326	000	000	Office
11	207	327	000	000	Prediction Services Directorate
11	207	327	423	000	Aviation and Defense Services
11	207	327	424	000	National Program & Business Development / DGO
11	207	327	425	000	Prediction Services Operations Atlantic and Ice
11	207	327	426	000	Prediction Services Operations Central (QC & ON)
11	207	327	427	000	Prediction Services Operations West (PNR/PYR)

11	208	000	000	000	Public and Indigenous Affairs and Ministerial Services Branch
11	208	328	000	000	Communications Directorate
					Corporate Secretariat Directorate / Indigenous Affairs and Reconciliation Directorate / Innovation and Youth Engagement Division / ADM's Office
11	208	329	000	000	
11	209	000	000	000	Pan-Canadian Framework Implementation Office
11	210	000	000	000	Science and Technology Branch
11	210	330	000	000	Atmospheric Science and Technology Directorate
11	210	330	428	000	Air Quality Research Division
11	210	330	429	000	Climate Research Division / DG's Office
11	210	330	430	000	Meteorological Research Division
11	210	331	000	000	Science and Risk Assessment Directorate
					Ecological Assessment Division / Emerging Priorities Division
11	210	331	431	000	
					Pollutant Inventories and Reporting Division / Program Integration Division
11	210	331	432	000	
11	210	331	433	000	Program Development and Engagement Division / DGO
					Science and Technology Strategies / ADM's Office / Oil Sands Secretariat
11	210	332	000	000	
11	210	333	000	000	Water Science and Technology Directorate
11	210	333	434	000	Aquatic Contaminants Research Division / DG's Office
11	210	333	435	000	Environmental Science and Technology Laboratories
11	210	333	436	000	Water Quality Monitoring and Surveillance
11	210	333	437	000	Watershed Hydrology and Ecology Research Division
11	210	334	000	000	Wildlife and Landscape Science Directorate
11	210	334	438	000	Ecotoxicology and Wildlife Health Division
					Wildlife Research Division / Landscape Science and Technology Division / Director General's Office (DGO)
11	210	334	439	000	
11	211	000	000	000	Strategic Policy Branch
					ADMO / Sustainability Directorate / Results, Delivery and Reporting Directorate
11	211	335	000	000	
11	211	336	000	000	Economic Analysis Directorate
11	211	337	000	000	Regional Director General - Ontario
11	211	338	000	000	Regional Director General - Quebec and Atlantic
11	211	339	000	000	Regional Director General - Western & Northern
11	211	340	000	000	Strategic Policy Directorate
11	999	000	000	000	I cannot find my organizational unit
12	000	000	000	000	Transport Canada
12	200	000	000	000	Safety and Security - National Capital Region
12	200	300	000	000	Aircraft Services
12	200	301	000	000	Aviation Security
12	200	302	000	000	Civil Aviation
12	200	303	000	000	Intermodal Surface, Security & Emergency Preparedness
12	200	304	000	000	Marine Safety & Security

					Multimodal Strategies and Program Integration / Road Safety and Motor Vehicle Regulation / Office of the Assistant Deputy Minister Safety and Security
12	200	305	000	000	
12	200	306	000	000	Rail Safety
12	200	307	000	000	Transportation of Dangerous Goods
12	201	000	000	000	Policy - National Capital Region
12	201	308	000	000	Air Policy
12	201	309	000	000	Crown Corporations and Portfolio Governance
12	201	310	000	000	Environmental Policy
12	201	311	000	000	International Relations & Trade Policy
12	201	312	000	000	Marine Policy
					Office of the Assistant Deputy Minister / Strategic Planning & Integration
12	201	313	000	000	
12	201	314	000	000	Strategic Policy
12	201	315	000	000	Surface Transportation Policy
12	201	316	000	000	Transportation & Economic Analysis
12	202	000	000	000	Corporate Services - National Capital Region
12	202	317	000	000	Financial Planning and Resource Management
12	202	318	000	000	Finance and Administration
12	202	319	000	000	Human Resources
					Office of the Assistant Deputy Minister Corporate Services / Corporate Planning and Reporting / Access to Information and Privacy / Cost Recovery
12	202	320	000	000	Digital Services and Transformation Office - National Capital Region
12	203	000	000	000	Digital Services
12	203	321	000	000	Transformation
12	203	322	000	000	Communications - National Capital Region
12	204	000	000	000	Executive Offices - National Capital Region
12	205	000	000	000	Audit and Evaluation Services
12	205	323	000	000	Minister and Deputy Minister Offices / Legal Services/ Corporate Secretariat
12	205	324	000	000	
12	206	000	000	000	Programs - National Capital Region
12	206	325	000	000	Air, Marine and Environmental Programs
12	206	326	000	000	Innovation Centre
					Regulatory Stewardship & Indigenous Affairs / Strategic and Horizontal Services / Office of the Assistant Deputy Minister
12	206	327	000	000	
12	206	328	000	000	Transportation and Infrastructure Programs
12	207	000	000	000	Oceans Protection Plan - National Capital Region
12	208	000	000	000	Atlantic Region
12	208	329	000	000	Civil Aviation
12	208	330	000	000	Corporate Services
					Regional Management and Issues & Program Management - (Includes Office of the RDG / Communications / Issues & Program Management)
12	208	331	000	000	

12	208	332	000	000	Marine Safety & Security
12	208	333	000	000	Surface
12	208	334	000	000	Transportation Security
12	209	000	000	000	Quebec Region
12	209	335	000	000	Civil Aviation
12	209	336	000	000	Corporate Services
					Regional Management and Issues & Program Management - (Includes Office of the RDG /
12	209	337	000	000	Communications / Issues & Program Management)
12	209	338	000	000	Marine Safety & Security
12	209	339	000	000	Surface
12	209	340	000	000	Transportation Security
12	210	000	000	000	Ontario Region
12	210	341	000	000	Civil Aviation
12	210	342	000	000	Corporate Services
					Regional Management and Issues & Program Management - (Includes Office of the RDG /
12	210	343	000	000	Communications / Issues & Program Management)
12	210	344	000	000	Marine Safety & Security
12	210	345	000	000	Surface
12	210	346	000	000	Aviation Security
12	211	000	000	000	Prairie & Northern Region
12	211	347	000	000	Civil Aviation
12	211	348	000	000	Corporate Services
					Regional Management and Issues & Program Management - (Includes Office of the RDG /
12	211	349	000	000	Communications / Issues & Program Management)
12	211	350	000	000	Marine Safety & Security
12	211	351	000	000	Surface
12	211	352	000	000	Transportation Security
12	212	000	000	000	Pacific Region
12	212	353	000	000	Civil Aviation
12	212	354	000	000	Corporate Services
					Regional Management and Issues & Program Management - (Includes Office of the RDG /
12	212	355	000	000	Communications / Issues & Program Management)
12	212	356	000	000	Marine Safety & Security
12	212	357	000	000	Surface
12	212	358	000	000	Transportation Security
12	999	000	000	000	I cannot find my organizational unit
13	000	000	000	000	Immigration, Refugee and Citizenship Canada
13	200	000	000	000	Chief Financial Officer
13	200	300	000	000	Administration and Security Branch
13	200	300	400	000	Administration
13	200	300	401	000	Others (ASA)

13	200	301	000	000	Financial Partnership Branch
13	200	301	402	000	Financial Management Advisory Services
13	200	301	403	000	Others (FPB)
13	200	302	000	000	Financial Operations Branch
13	200	302	404	000	Accounting Ops
13	200	302	405	000	Others (FOB)
13	200	303	000	000	Financial Strategy Branch
13	200	304	000	000	Others (CFO)
13	201	000	000	000	Corporate Services Sector
13	201	305	000	000	Integrated Corporate Business Branch
13	201	305	406	000	Access to Information and Privacy
13	201	305	407	000	Others (ICB)
13	201	306	000	000	Human Resources Branch
13	201	306	408	000	Stewardship and Renewal Division
13	201	306	409	000	Learning Academy
13	201	306	410	000	Integrated Service Delivery Division
					Others (DGO, HR to Pay Stabilization & Workplace
13	201	306	411	000	Effectiveness)
13	201	307	000	000	Others (CSS)
13	202	000	000	000	Executive Sector
13	202	308	000	000	Communications Branch
13	202	308	412	000	E-Communications
13	202	308	413	000	Others (Communications)
13	202	309	000	000	COVID-19 Response and Recovery Team
13	202	310	000	000	Others (Executive)
13	203	000	000	000	Operations Sector
13	203	311	000	000	Case Management Branch
13	203	311	414	000	Investigations and Exceptional Cases Division
13	203	311	415	000	Litigation Management Division
13	203	311	416	000	Others (CMB)
13	203	312	000	000	Centralized Network
13	203	312	417	000	CN Admin Support Unit
13	203	312	418	000	CN DGO and HQ (PSSD)
13	203	312	419	000	CPC Edmonton
13	203	312	420	000	CPC Mississauga
13	203	312	421	000	CPC Ottawa
13	203	312	422	000	CPC Sydney
13	203	312	423	000	OSC
13	203	313	000	000	Citizenship and Passport Program Guidance Branch
13	203	313	424	000	Passport
13	203	313	425	000	Others (CPPG)
13	203	314	000	000	Client Experience Branch
13	203	314	426	000	Client Support Centre
13	203	314	427	000	Others (CEB)
13	203	315	000	000	Domestic Network

13	203	315	428	000	Director General's Office & Resource Management Services
13	203	315	429	000	Transformation and Operational Integration Division & Dedicated Service Channel
13	203	315	430	000	Citizenship and Immigration East Area
13	203	315	431	000	Citizenship and Immigration Greater Ontario Area
13	203	315	432	000	Citizenship and Immigration Greater Toronto Area
13	203	315	433	000	Citizenship and Immigration West Area
13	203	315	434	000	Innovation Division
13	203	315	435	000	Passport Entitlement and Investigation Division
13	203	315	436	000	Humanitarian, Migration and Integrity Division
13	203	316	000	000	Immigration Program Guidance Branch
13	203	316	437	000	Project Management Office
13	203	317	000	000	Integrity Risk Management Branch
13	203	318	000	000	International Network
13	203	318	438	000	National Headquarters (NHQ) or Regional office in Canada
13	203	318	439	000	Mission outside of Canada
13	203	319	000	000	Migration Health Branch
13	203	320	000	000	Operations Planning and Performance Branch
13	203	321	000	000	Resettlement Ops
13	203	322	000	000	Others (OPS)
13	204	000	000	000	Settlement and integration Sector
13	204	323	000	000	Settlement and Integration Policy Branch
13	204	324	000	000	Settlement Network
13	204	324	440	000	Integration BCY
13	204	324	441	000	Integration NHQ
13	204	324	442	000	Integration PNT
13	204	324	443	000	Integration Ontario
13	204	324	444	000	Others (SN)
13	204	325	000	000	Others (SIS)
13	205	000	000	000	Strategic and Program Policy Sector
13	205	326	000	000	Admissibility Branch
13	205	327	000	000	Chief Data Officer
13	205	328	000	000	Citizenship Branch (within SPP sector)
13	205	329	000	000	Immigration Branch (within SPP sector)
13	205	330	000	000	International and Intergovernmental Relations Branch
13	205	331	000	000	Refugee Affairs Branch
13	205	332	000	000	Research and Evaluation Branch
13	205	333	000	000	Strategic Policy and Planning Branch
13	205	334	000	000	Others (SPP)
13	206	000	000	000	Transformation and Digital Solutions Sector
13	206	335	000	000	Digital Strategy Branch
13	206	335	445	000	Information Management
13	206	336	000	000	IT Operations Branch
13	206	336	446	000	IT Service Operations

13	206	336	447	000	IT Development Operations
13	206	337	000	000	Projects Branch
13	206	338	000	000	Others (TDSS)
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
14	200	300	000	000	ACM - ADM Office / ABD - Platform Planning, Engagement and Results / ACME - Major Projects - Tokyo / AFD - Client Relations and Mission Operations
14	200	301	000	000	AAD - Platform Corporate Services
14	200	302	000	000	AWD - Delivery, Professional & Technical Services
14	200	303	000	000	ARD - Strategic Planning and Stewardship
14	201	000	000	000	BFM - International Business Investment and Innovation
14	201	304	000	000	BFM - ADM Office / BED - Trade Analysis / BID - Investment, Innovation and Education / BPD - Trade Portfolio Strategy and Coordination
14	201	305	000	000	BTD - Trade Commissioner Service - Operations
14	201	306	000	000	BBD - Trade Sectors
14	201	307	000	000	BSD - Regional Trade Operations and Intergovernmental Relations
14	202	000	000	000	CFM - Consular, Security and Emergency Management
14	202	308	000	000	CFM - ADM Office / CBMO - Business Management Office / CFH - Health Incident Task Force / CND - Consular Operations / CPD - Consular Policy Bureau
14	202	309	000	000	CSD - Security and Emergency Management
14	203	000	000	000	MIN - Ministers Offices / DM - Deputy Ministers' Offices / USS
14	203	310	000	000	MINA - Minister of Foreign Affairs / MINE - International Development / MINT - Minister of International Trade / USS - Deputy Minister of Foreign Affairs / DMA - Associate DM of Foreign Affairs / DME - Deputy Minister of International Development / DMT - Deputy Minister of International Trade / DMX - Coord, International Economic Relations
14	204	000	000	000	DCD - Corporate Secretary
14	204	311	000	000	DCD - Corporate Secretary Office / DCB - Executive Briefing Division / DCC - Ministerial Correspondence / DCL - Cabinet and Parliamentary Affairs Division / MINL - Departmental Liaison Unit
14	204	312	000	000	DCP - Access to Information and Privacy
14	205	000	000	000	DSMX - Summits Management Office
14	205	313	000	000	DSMX - ADM Office / DSMO - Director General Planning / DSMP - Director General Programs / DWD - Director General Expo Dubai 2020
14	206	000	000	000	EGM - Europe, Arctic, Middle East and Maghreb

14	206	314	000	000	EGM - ADM Office / ECD - Office of the Senior Arctic Official and DG of Arctic, Eurasian and European Affairs
14	206	315	000	000	EUD - Bureau of European Affairs
14	206	316	000	000	ESD - Middle East Bureau
14	206	317	000	000	ELD - North Africa, Israel, West Bank/Gaza
14	207	000	000	000	HCM - Employees on Foreign Language Training (FRLNG) or in a Special Assignment Pool (SAP)
14	207	318	000	000	HCM - Employees on Foreign Language Training (FRLNG) or in a Special Assignment Pool (SAP)
14	208	000	000	000	HCM - Human Resources
14	208	319	000	000	HCM - ADM Office / HWD - Workplace Relations and Corporate Health Bureau
14	208	320	000	000	HSD - Corporate and Operational Human Resources
14	208	321	000	000	HFD - Assignments and Executive Management
14	208	322	000	000	CFSI - Canadian Foreign Service Institute
14	208	323	000	000	HED - FSD Services and Policy Bureau / HLD - Locally Engaged Staff
14	209	000	000	000	IFM - International Security and Political Affairs
14	209	324	000	000	IFM - ADM Office / ICD - Bureau for International Crime and Terrorism / IOD - Office of Human Rights, Freedoms and Inclusion
14	209	325	000	000	IGD - International Security Policy Bureau
14	209	326	000	000	IRD - Peace & Stabilization Operations Pro
14	209	327	000	000	IND - Foreign Intelligence Bureau
14	210	000	000	000	DPD - International Assistance Operations / JUS - GAC Legal Services / VBD - Office of the Chief Audit Executive / WPSA - Ambassador for Women, Peace and Security / ZID - Inspection, Integrity and Values & Ethics
14	210	328	000	000	DPD - Int'l Assistance Operations Bureau / JUS - GAC Legal Services / VBD - Office of the Chief Audit Executive / WPSA - Ambassador for Women, Peace and Security / ZID - Inspection, Integrity and Values & Ethics Bureau
14	211	000	000	000	JFM - Legal Adviser
14	211	329	000	000	JLD - Legal Affairs (Deputy Legal Adviser) / JLT - Trade Law (Deputy Legal Adviser)
14	212	000	000	000	KFM - Partnerships for Development
14	212	330	000	000	KFM - ADM Office / KED - Engaging Canadians / KGD - Inc. Growth, Governance & Innovation / KSD - Canadian Part. for Health & Social / KWD - Partnership for Gender Equality
14	213	000	000	000	LCM - Public Affairs
14	213	331	000	000	LCM - ADM Office / LBMO - Business Management Office for Public Affairs and Special Bureaux / LCA - Development / LCC - Trade / LCD - Strategic Communications
14	213	332	000	000	LDD - Digital Communications
14	214	000	000	000	MFM - Global Issues and Development



14	214	333	000	000	MFM - ADM Office / MED - Economic Development / MFMA - Business Management & Administration Unit / MFMZ - Business Intelligence Unit / MHD - International Humanitarian Assistance / MLD - Innovative and Climate Finance Bureau
14	214	334	000	000	MGD - Social Development / MND - Health and Nutrition / MSD - Food Security and Environment
14	214	335	000	000	MID - International Organizations
14	215	000	000	000	NGM - Americas
14	215	336	000	000	NGM - ADM Office / NGD - North America Strategy Bureau / NMD - Geographic Coordination and Mission Support Bureau
14	215	337	000	000	NND - North America Advocacy and Commercial Programs
14	215	338	000	000	NLD - South America and Inter-American Affairs
14	215	339	000	000	NDD - Central America & Caribbean
14	216	000	000	000	OGM - Asia Pacific
14	216	340	000	000	OGM - ADM Office / OSD - Southeast Asia
14	216	341	000	000	OPD - Trade & Diplomacy North Asia
14	216	342	000	000	OAD - South Asia
14	217	000	000	000	PFM - Strategic Policy
14	217	343	000	000	PFM - ADM Office / PED - International Economic Policy / POD - Foreign Policy / PRD - Evaluation and Results Bureau / PVD - International Assistance Policy
14	218	000	000	000	SCM - Corporate Planning, Finance and Information Technology
14	218	344	000	000	SCM - ADM Office / SED - Export & import controls system / SPD - Procurement, Asset Management / SRD - Corporate Planning and Reporting
14	218	345	000	000	SWD - Financial Planning and Management
14	218	346	000	000	SMD - Financial Operations
14	218	347	000	000	SGD - Grants and Contributions Management
14	218	348	000	000	SID - Information Management and Technology (Chief Information Officer)
14	219	000	000	000	TFM - Trade Policy and Negotiations
14	219	349	000	000	TFM - ADM Office / TFMA - Associate ADM / TFMU - Corporate Administrative Services / TMD - Chief Air Negotiator / Intellectual Property and Services Trade / TPD - Market Access
14	219	350	000	000	TCD - Trade Negotiations / TND - North American Trade Policy and Negotiations Bureau
14	219	351	000	000	TID - Trade and Export Controls
14	220	000	000	000	WGM - Sub-Saharan Africa
14	220	352	000	000	WGM - ADM Office / WFD - Pan-Africa Bureau / WWD - West and Central Africa Bureau
14	220	353	000	000	WED - Southern and Eastern Africa Bureau
14	221	000	000	000	XDD - Office of Protocol

					Office of the Chief of Protocol / XDC - Diplomatic Corps Services / XDE - Summits, Official Events & Management Services / XDV - Official Visits
14	221	354	000	000	
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, Economics and Industry Branch
15	200	307	000	000	CFS Science Policy Integration Branch
					CFS Planning, Operations and Information Branch/
15	200	308	000	000	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	400	000	CMSS Digital Services and Libraries Division
15	201	309	401	000	CMSS Business Service Mgmt Division
15	201	310	000	000	CMSS Finance & Procurement
					CMSS Finance, Procurement, Grants and Contributions,
15	201	310	402	000	Services and Systems
15	201	311	000	000	CMSS- Human Resources (HR) Management
15	201	311	403	000	CMSS HR Services & Systems
					CMSS ADMO / Planning and Operations Branch / Real
15	201	312	000	000	Property and Workplace Services Branch
15	201	312	404	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	Low Carbon Energy Sector (LCES)
15	203	315	000	000	ES Electricity (EL) Resource
15	203	316	000	000	ES Energy Policy (EP)
15	203	317	000	000	Clean Fuels Branch
15	203	318	000	000	ES OE Office Energy Efficiency
15	204	000	000	000	ETS Innovation & Energy Tech
15	204	319	000	000	ETS CanmetENERGY Ottawa
15	204	320	000	000	ETS CanmetENERGY Varennes
15	204	321	000	000	ETS Office of Energy Resources and Development
15	204	322	000	000	ETS CanmetMATERIALS Hamilton
15	205	000	000	000	LMS-Lands & Mineral Sector
15	206	000	000	000	LMS Business Management Service & Data Branch
15	207	000	000	000	LMS CanmetMINING
15	207	323	000	000	LMS-Green Mining Innovation

15	208	000	000	000	LMS-Explosives Safety and Security
15	216	000	000	000	LMS-Geological Survey of Canada
15	216	324	000	000	LMS GSC Central Canada
15	216	325	000	000	LMS GSC Northern Canada
15	216	326	000	000	LMS GSC Québec
15	216	327	000	000	LMS-GSC Atlantic
15	216	328	000	000	LMS-GSC Calgary
15	216	329	000	000	LMS-GSC Pacific
15	209	000	000	000	LMS Hazards, Adaptation and Operations Branch
15	209	330	000	000	LMS - Cdn Hazard Info Serv
15	210	000	000	000	LMS Policy & Economics
15	211	000	000	000	LMS-Surveyor General Branch (SGB)
15	211	331	000	000	LMS-SGB Eastern Canada
15	211	332	000	000	LMS-SGB Western Canada
15	212	000	000	000	SPPIO Strategic Petroleum Policy & Investment Office
15	212	333	000	000	SPPIO Petroleum Resources
15	212	334	000	000	SPPIO CanmetENERGY Devon
15	213	000	000	000	SPIS-Strategic Policy and Innovation Sector
15	213	335	000	000	SPRS-Canadian Centre Mapping and Earth Observation
15	213	335	405	000	SPRS-Canadian Centre Remote Sensing
15	213	335	406	000	SPRS-GeoBase
15	213	336	000	000	SPRS-Planning, Delivery and Results
15	214	000	000	000	Audit Evaluation, Deputy Minister Office, Legal Services Sector
15	214	000	000	000	Indigenous Partnerships Office West, Major Projects Management Office, AECL Sector, TMX, Indigenous Policy & Coord, Office of the Chief Scientist
15	215	000	000	000	I cannot find my organizational unit
15	999	000	000	000	Royal Canadian Mounted Police
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 Southwest District
16	203	306	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	307	000	000	J Division (excluding Miramichi-Firearms)

16	207	308	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	216	000	000	000	Chief Financial and Administrative Officer
16	217	000	000	000	Specialized Policing Services
16	217	309	000	000	Canadian Firearms Program
16	217	310	000	000	Chief Information Officer- RCMP
16	217	311	000	000	Chief Information Officer- Shared Services Canada
16	217	312	000	000	Forensic Science & Identification Services
16	217	313	000	000	Technical Operations
16	217	314	000	000	Canadian Police College
16	217	315	000	000	Criminal Intelligence Service Canada (CISC)
16	218	000	000	000	Contract and Indigenous Policing
16	219	000	000	000	Federal Policing
16	220	000	000	000	Commanding Officer National Headquarters office Human Resources (including Executive/Officer Development and Resourcing)
16	221	000	000	000	Professional Responsibility Sector
16	222	000	000	000	Public Affairs (including National Communications Services, Musical Ride, Strategic Partnerships and Heritage)
16	223	000	000	000	Strategic Policy and Planning (including Access to Information and Privacy)
16	224	000	000	000	Commissioner's Office / Legal Services / National Audit and Evaluation and other Headquarters
16	225	000	000	000	Action, Innovation & Modernization (AIM)
16	226	000	000	000	I cannot find my organisational unit
16	999	000	000	000	Indigenous Services Canada
17	000	000	000	000	Chief Finances, Results and Delivery Officer
17	200	300	000	000	Corporate Accounting and Transfer Payments
17	200	301	000	000	Planning & Resource Management
17	200	302	000	000	Information Management Branch
17	200	303	000	000	Administrative Services Branch
17	201	000	000	000	Child and Family Services Reform - HQ
17	202	000	000	000	Communications
17	203	000	000	000	Corporate Secretariat
17	204	000	000	000	Deputy Minister's Office
17	205	000	000	000	Education and Social Development Programs and Partnerships

17	205	304	000	000	Education
17	205	305	000	000	Social Policy & Programs
17	206	000	000	000	First Nations & Inuit Health
17	206	306	000	000	First Nations & Inuit Health - Headquarters SADMO FNIH-HQ / ADMO FNIH-RO / Capacity, Infrastructure and Accountability Directorate / Synergy In Action
17	206	306	400	000	Non-Insured Health Benefits
17	206	306	401	000	Primary Health Care
17	206	306	402	000	Internal Client Services
17	206	306	403	000	Population & Public Health
17	206	306	404	000	Strategic Policy Planning & Info
17	206	307	000	000	First Nations & Inuit Health - Regional Operations
17	206	307	406	000	FNIH - Alberta Region
17	206	307	407	000	FNIH - Atlantic Region
17	206	307	408	000	FNIH - Manitoba Region
17	206	307	409	000	FNIH - Northern Region
17	206	307	410	000	FNIH - Ontario Region
17	206	307	411	000	FNIH - Quebec Region
17	206	307	412	000	FNIH - Saskatchewan Region
17	207	000	000	000	Land and Economic Development
17	207	308	000	000	Economic Business Opportunities
17	207	309	000	000	Economic Policy Development
17	207	310	000	000	Lands Environmental Management
17	208	000	000	000	Regional Operations
17	208	311	000	000	RO - Headquarters
17	208	311	413	000	Individual Affairs
17	208	311	414	000	Community Infrastructure
17	208	311	415	000	Sector Operations
17	208	311	416	000	Regional Infrastructure Delivery
17	208	312	000	000	RO - Alberta Region
17	208	313	000	000	RO - Atlantic Region
17	208	314	000	000	RO - British Columbia Region
17	208	315	000	000	RO - Manitoba Region
17	208	316	000	000	RO - Ontario Region
17	208	317	000	000	RO - Quebec Region
17	208	318	000	000	RO - Saskatchewan Region
17	209	000	000	000	Strategic Policy and Partnerships
17	999	000	000	000	I cannot find my organizational unit
18	000	000	000	000	Veterans Affairs Canada Office of the Deputy Minister / Office of the Associate Deputy Minister / Legal Services / Audit and Evaluation
18	200	000	000	000	Office of the Veterans Ombudsman
18	201	000	000	000	Bureau of Pensions Advocates
18	202	000	000	000	Chief Financial Officer and Corporate Services Branch
18	203	000	000	000	

18	203	300	000	000	Human Resources Division
18	203	301	000	000	Finance Division / Office of the Assistant Deputy Minister Information Technology, Information Management & Administration Division
18	203	302	000	000	Office of the Director General / Privacy & Information Management / Admin Services
18	203	302	400	000	IT Operations
18	203	302	401	000	Application Management Directorate
18	203	302	402	000	Service Delivery Branch
18	204	000	000	000	Service Delivery & Program Management Division Office of the Director General / Strategic & Enabling Initiatives
18	204	303	403	000	Rehabilitation & Income Support / Online Services
18	204	303	404	000	Health Care Programs / Case Management & Support
18	204	303	405	000	Centralized Operations Division
18	204	304	000	000	Office of the Director General / Support Services
18	204	304	406	000	Benefit Operations
18	204	304	407	000	Claims Preparation / Escalation / Diminished Earnings Capacity / Integrated Disability Adjudication
18	204	304	407	500	Benefits Adjudication & Processing
18	204	304	407	501	Veteran Benefits Team
18	204	304	407	502	Health Professionals Division/Office of the Assistant Deputy Minister SD
18	204	305	000	000	Field Operations Division
18	204	306	000	000	Office of the Director General / Issues & Operational Priorities / Strategic Partnerships and Program Integrity
18	204	306	408	000	Southwest Ontario Area
18	204	306	409	000	Central Ontario Area
18	204	306	410	000	National Capital Area
18	204	306	411	000	Quebec Area
18	204	306	412	000	Newfoundland, Labrador, New Brunswick, Prince Edward Island Area
18	204	306	413	000	Nova Scotia Area
18	204	306	414	000	Prairies Area
18	204	306	415	000	British Columbia and the North Area
18	204	306	416	000	Transition, Coordination and Integrated Service
18	204	306	417	000	Strategic Policy & Commemoration Branch
18	205	000	000	000	Policy & Research Division / Office of the Assistant Deputy Minister
18	205	307	000	000	Commemoration and European Operations Divisions
18	205	308	000	000	Strategic Oversight & Communications Branch
18	206	000	000	000	Corporate Secretariat / Strategic Planning, Results & Cabinet Business
18	206	309	000	000	Communications Division / Office of the Assistant Deputy Minister
18	206	310	000	000	Minister
18	999	000	000	000	I cannot find my organizational unit

19	000	000	000	000	Department of Justice Minister's Office, Deputy Minister Cluster, Privy Council
19	200	000	000	000	Office Legal Services Sector
19	201	000	000	000	Management Sector
19	201	300	000	000	Information Solutions Branch
19	201	301	000	000	ADMO and Finance and Planning Branch
19	201	302	000	000	Human Resources Branch and Workplace Branch
19	201	303	000	000	Corporate Services Branch
19	201	304	000	000	Legal Practices Branch
19	202	000	000	000	Aboriginal Affairs Portfolio
19	202	305	000	000	Aboriginal Affairs Portfolio – CIRNAC/ISC LSU Aboriginal Affairs Portfolio – Other (ADMO, SPBM, ALC, RS)
19	202	306	000	000	
19	203	000	000	000	Business and Regulatory Law Portfolio
19	204	000	000	000	Central Agencies Portfolio
19	205	000	000	000	Communications Branch
19	206	000	000	000	Public Law and Legislative Services Sector
19	206	307	000	000	Public Law
19	206	308	000	000	Legislative Services
19	207	000	000	000	National Litigation Sector (NLS)
19	207	309	000	000	NLS – NCR : Civil Litigation Section
19	207	310	000	000	NLS - National Capital Region (NCR): Other
19	207	311	000	000	NLS - Atlantic Regional Office
19	207	312	000	000	NLS - BC and Northern Regional Offices
19	207	313	000	000	NLS - Ontario Regional Office
19	207	314	000	000	NLS - Québec Regional Office
19	207	315	000	000	NLS - Prairie Regional Offices
19	207	315	400	000	Alberta
19	207	315	401	000	Saskatchewan
19	207	315	402	000	Manitoba
19	208	000	000	000	Policy Sector
19	208	316	000	000	Criminal Law Policy
19	208	317	000	000	Programs Branch Family, Children & Youth Section and Youth Justice & Strategic Initiatives Section
19	208	318	000	000	
19	208	319	000	000	Policy Sector - Other (SADMO, ILPS, PICS)
19	209	000	000	000	Public Safety, Defence & Immigration Portfolio
19	210	000	000	000	Tax Law Services Portfolio
19	210	320	000	000	NCR - Tax Law Services - DLSU & ADMO
19	210	321	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 Deputy Ministers' Office; Office of Values and Ethics; Legal Services; Office of the Chief Audit Executive
20	200	300	000	000	

20	200	302	000	000	Corporate Secretariat
20	200	303	000	000	Communications
20	200	304	000	000	Human Resources and Workplace Management
20	201	000	000	000	Strategic Policy, Planning and Corporate Affairs Sector ADM's Office SPPC; Resource Management Directorate;
20	201	305	000	000	Modernization; LGBTQ2 Secretariat
20	201	306	000	000	Strategic Policy and International Affairs
20	201	307	000	000	Strategic Planning, Evaluation and Research Office of the Chief Financial Officer and Financial
20	201	308	000	000	Management
20	201	309	000	000	Office of the Chief Information Officer
20	202	000	000	000	Sport, Major Events, Commemorations and Portfolio Affairs Sector
20	202	310	000	000	ADM's Office SMECPA; Sector Management, Strategic Policy and Planning; Special Projects; Portfolio Affairs
20	202	311	000	000	Major Events, Commemorations and Capital Experience
20	202	312	000	000	Sport Canada
20	203	000	000	000	Community and Identity Sector
20	203	314	000	000	ADM's Office CI; Resource Management Directorate; Youth Secretariat
20	203	315	000	000	Multiculturalism
20	203	316	000	000	Indigenous Languages
20	203	317	000	000	Community Building
20	204	000	000	000	Official Languages, Heritage and Regions Sector
20	204	314	000	000	ADM's Office OLHR; Strategic Management and Regional Affairs; Resource Management Directorate; Business Process Innovation
20	204	316	000	000	Official Languages
20	204	317	000	000	Heritage
20	204	318	000	000	Atlantic Region
20	204	319	000	000	Québec Region
20	204	320	000	000	Ontario Region
20	204	321	000	000	Prairies and Northern Region
20	204	322	000	000	Western Region
20	205	000	000	000	Cultural Affairs Sector
20	205	324	000	000	ADM's Office CA; Strategic Policy and Management; Resource Management Directorate
20	205	325	000	000	International Trade
20	205	326	000	000	Broadcasting, Copyright and Marketplace
20	205	327	000	000	Arts
20	205	328	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 / Corporate Secretariat / Internal Audit and Evaluation / Legal Services / Office of the Ombudsman / Corporate Affairs Sector



					President's Office / Corporate Secretariat / Internal Audit and Evaluation / Legal Services / Office of the Ombudsman / CAS - Vice-President's Office / CAS - Sector Management Service / CAS - Human Resources Management
21	200	300	000	000	Directorate
21	200	301	000	000	Finance and Administration Directorate
21	200	302	000	000	Information Technology Services Directorate
21	201	000	000	000	Oversight and Investigations Sector
					Data Services and Analysis Directorate / OIS - Vice-
21	201	303	000	000	President's Office / OIS - Sector Management Service
21	201	304	000	000	Audit Directorate / Investigations Directorate
21	202	000	000	000	Policy and Communications Sector
					Communications and Parliamentary Affairs Directorate /
					Policy and Strategic Direction Directorate / PCS - Vice-
21	202	305	000	000	President's Office / PCS - Sector Management Service
					Staffing Support, Priorities and Political Activities
21	202	306	000	000	Directorate / Office of Renewal
21	203	000	000	000	Services and Business Development Sector
					National Recruitment Directorate / Business Development
21	203	307	000	000	and Systems Directorate / SBDS - Vice-President's Office
21	203	308	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 Canada
22	200	000	000	000	Audit and Evaluation
22	201	000	000	000	Chief Finances, Results and Delivery Officer
22	202	000	000	000	Corporate Secretariat
22	203	000	000	000	Deputy Minister's Office
22	204	000	000	000	Human Resources and Workplace Services
22	204	300	000	000	Human Resources Client Service Delivery
22	205	000	000	000	Implementation Sector
22	205	301	000	000	Treaty Implementation
22	206	000	000	000	Indian Residential Schools Adjudication Secretariat
22	207	000	000	000	Legal Services
22	208	000	000	000	Northern Affairs Organization
22	208	302	000	000	NAO - Headquarters
22	208	302	400	000	Natural Resources and Environment
22	208	302	401	000	Northern Contaminated Sites Program
22	208	303	000	000	NAO - Nunavut Region
22	208	304	000	000	NAO - Northwest Territories
22	208	305	000	000	NAO - Yukon Region
22	209	000	000	000	Policy and Strategic Direction
22	209	306	000	000	Indigenous and External Relations
22	210	000	000	000	Resolution and Partnerships
22	210	307	000	000	Specific Claims
22	210	308	000	000	Settlement Agreement and Childhood Claims

22	210	309	000	000	Indigenous Institutions and Governance Modernization
22	211	000	000	000	Treaties and Aboriginal Government
22	211	310	000	000	Negotiations - West Branch
22	211	311	000	000	Negotiations - Center Branch
22	211	312	000	000	Negotiations - East Branch
22	211	313	000	000	Policy Development and Coordination Branch
22	211	314	000	000	Fiscal Branch
22	999	000	000	000	I cannot find my organisational 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	200	300	000	000	Chairperson's Office; GIC Secretariat, Integrity Office, Legacy, Executive Director's Office (Finance-Procurement)
23	200	301	000	000	Policy, Planning and Corporate Affairs
23	201	000	000	000	Human Resources and Administration Branch (HRAB)
23	201	302	000	000	Workforce Management Directorate (WFM)
23	201	303	000	000	Director General Office; Administration; Integrated Planning Directorate (IPD), Strategic Human Resources Management (SHRM)
23	202	000	000	000	Legal Services
23	203	000	000	000	Tribunal Services
23	203	304	000	000	IM/IT
23	203	305	000	000	RRSS - All Regions
23	203	305	400	000	Central Region
23	203	305	401	000	Eastern Region
23	203	305	402	000	National Capital Region and Western Region
23	203	306	000	000	Research, ATIP, Linguistic Services, Planning
23	204	000	000	000	Immigration Appeal Division
23	205	000	000	000	Refugee Appeal Division
23	206	000	000	000	Immigration Division
23	207	000	000	000	Refugee Protection Division
23	207	307	000	000	Central Region
23	207	308	000	000	Eastern Region
23	207	309	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

					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	208	000	000	000	
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/Innovation and Strategy
25	201	000	000	000	Grain Research Laboratory
25	202	000	000	000	Industry Services HQ/Information Management and Technology Services
25	203	000	000	000	Industry Services Eastern
25	204	000	000	000	Industry Services Western
25	205	000	000	000	Finance/Human Resources
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	Office of the Chief Information Officer
26	200	301	400	000	Digital Policy and Services
26	200	301	401	000	Office of the Chief Technology Officer (CTO)
26	200	301	402	000	Digital Change
26	200	302	000	000	Expenditure Management Sector
26	200	303	000	000	Office of the Chief Human Resources Officer
26	200	303	403	000	Employment Conditions and Labour Relations
26	200	303	404	000	Executive Management and Leadership Development
26	200	303	405	000	Workplace Policies and Services
26	200	303	406	000	People Management Systems and Processes
26	200	303	407	000	Pensions and Benefits Sector
26	200	303	408	000	Research, Planning and Renewal
26	200	304	000	000	Office of the Comptroller General
26	200	304	409	000	Acquired Services and Assets Sector
26	200	304	410	000	Financial Management Sector
26	200	304	411	000	Financial Management Transformation Sector
26	200	304	412	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 organisational unit
28	000	000	000	000	Privy Council Office
28	200	000	000	000	Office of the Clerk and Deputy Clerk of the Privy Council
28	200	300	000	000	Office of the Clerk and Deputy Clerk of the Privy Council
28	200	301	000	000	Audit and Evaluation
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 National Security and Intelligence Advisor to the Prime Minister
28	201	303	000	000	Intelligence Assessment Secretariat
28	201	303	400	000	IAS Operations
28	201	303	400	500	Intelligence Analyst Learning Program
28	201	303	401	000	Europe & South Asia
28	201	303	402	000	Middle East & Africa
28	201	303	403	000	Asia Pacific & Americas
28	201	304	000	000	Security and Intelligence
28	201	304	404	000	Client Relations
28	201	304	405	000	S & I Operations
28	201	304	406	000	Security Operations
28	201	304	406	501	Security & Emergency Management
28	201	304	406	502	Management and Development
28	201	304	406	503	Security Centre of Excellence (SCoE)
28	201	304	407	000	S & I Strategic Policy and Planning
28	202	000	000	000	Office of Foreign and Defence Policy Advisor to the Prime Minister
28	202	305	000	000	Office of Foreign and Defence Policy Advisor to the Prime Minister
28	202	306	000	000	Foreign and Defence Policy
28	203	000	000	000	Legal Services
28	203	307	000	000	Office of the Counsel to the Clerk of the Privy Council and ADM, Privy Council Office Legal Services Sector
28	203	308	000	000	Cabinet Confidentiality Legal Unit
28	203	309	000	000	Legal Operations
28	204	000	000	000	Governance
28	204	310	000	000	Office of the Deputy Secretary to the Cabinet (Governance)
28	204	311	000	000	Legislation and House Planning
28	204	311	408	000	Parliamentary Returns
28	204	311	409	000	Parliamentary Affairs
28	204	311	410	000	Cabinet Affairs

28	204	311	411	000	Government House Leader Liaison
28	204	312	000	000	Machinery of Government
28	204	312	412	000	Democratic Institutions
28	204	312	413	000	MOG Operations
28	204	312	414	000	Strategic Policy
28	205	000	000	000	Plans and Consultation
28	205	313	000	000	Office of Deputy Secretary to the Cabinet (Plans and Consultations)
28	205	314	000	000	Communications & Consultations
28	205	314	415	000	Strategic Communication
28	205	314	415	504	Socio-economic Communications
28	205	314	415	505	Corporate Strategic Integration
28	205	314	415	506	Defense, International and Security
28	205	314	416	000	Corporate Communications
28	205	314	416	507	Media Affairs
28	205	314	416	508	Ministerial and Corporate Communications
28	205	314	417	000	Consultations and Public Engagement
28	205	314	417	509	Advertising and Marketing
28	205	314	417	510	Public Opinion Research
28	205	314	418	000	Communication Community Office
28	205	314	419	000	PM and Visual Communication
28	205	314	419	511	PM Products
28	205	314	419	512	PM Web
28	205	314	419	513	Social Media
28	205	314	419	514	Visual Communications
28	205	314	419	515	Deputy Prime Minister Communications
28	205	315	000	000	Priorities and Planning
28	205	316	000	000	Liaison Secretariat for Macroeconomic Policy
28	206	000	000	000	Operations
28	206	317	000	000	Office of the Deputy Secretary to the Cabinet (Operations)
28	206	318	000	000	Operations and Cabinet Affairs
28	206	318	420	000	Strategic Policy and Planning Unit
28	206	318	421	000	Cabinet Committee Coordination Unit
28	206	318	422	000	Cabinet Papers System Unit
28	206	319	000	000	Economic and Regional Development Policy
28	206	320	000	000	Social Development Policy
28	206	321	000	000	Orders in Council
28	206	322	000	000	Review of Laws and Policies to Indigenous Peoples
28	207	000	000	000	Senior Personnel and Public Service Renewal
28	207	323	000	000	Office of the Deputy Secretary to the Cabinet (Senior Personnel and Public Service Renewal)
28	207	324	000	000	Public Service Renewal Secretariat
28	207	324	423	000	Engagement and Outreach Directorate
28	207	324	424	000	Priorities and Planning Directorate
28	207	325	000	000	Senior Personnel Secretariat

28	207	325	425	000	Appointments Directorate
28	207	325	426	000	Compensation and Leadership Development Directorate
28	208	000	000	000	Corporate Services Branch
28	208	326	000	000	Office of the Assistant Deputy Minister (Corporate Services)
28	208	327	000	000	Logistics and Special Services Directorate
28	208	327	427	000	Accommodations and Inventory Management
28	208	327	428	000	Procurement
28	208	327	429	000	PCO Tour Group / Multimedia Services / Secure Communications
28	208	327	430	000	Printing and Graphics
28	208	327	431	000	Mail, Messenger and Conference Services
28	208	328	000	000	Access to Information and Privacy and Information Management Directorate
28	208	328	432	000	Access to Information and Privacy and PCO Parliamentary Returns Division
28	208	328	433	000	Executive Correspondence Services
28	208	328	434	000	Information Management Operations
28	208	328	435	000	Library Services, Information Management Policy and Web Publishing
28	208	329	000	000	Finance and Corporate Planning Directorate
28	208	329	436	000	Financial Management and Corporate Planning Division
28	208	329	437	000	Operations and Reporting Division
28	208	330	000	000	Human Resources Directorate
28	208	330	438	000	HR Corporate Division
28	208	330	439	000	HR Operations Division
28	208	331	000	000	Information Technology Services Directorate
28	208	331	440	000	Workplace Technology Solutions / Technical Support Officers
28	208	331	441	000	Information Technology Services Management / Mobility and Technologies / IT Security
28	208	331	442	000	Application Services Group / Planning and Project Management
28	208	332	000	000	Corporate Analytics, Governance and Engagement Directorate
28	208	333	000	000	Ministers' Regional Offices
28	209	000	000	000	Results and Delivery
28	209	334	000	000	Office of the Deputy Secretary to the Cabinet, Results and Delivery
28	209	335	000	000	Impact and Innovation Unit
28	209	336	000	000	Results and Delivery
28	210	000	000	000	Intergovernmental Affairs
28	210	337	000	000	Office of the Deputy Minister of Intergovernmental Affairs
28	210	338	000	000	Intergovernmental Affairs
28	210	338	443	000	Bilateral Relations

28	210	338	444	000	Multilateral Relations and Policy Office of the Deputy Minister for the COVID-19 response
28	211	000	000	000	(Communications)
28	211	339	000	000	COVID-19 Communications Planning
28	211	340	000	000	COVID-19 Communications Priorities Office of the Deputy Minister for the COVID-19 response
28	211	341	000	000	(Communications)
28	999	000	000	000	I cannot find my organizational unit
29	000	000	000	000	National Capital Commission Public, Legal and Corporate Affairs / Executive Office / Audit, Research, Evaluation and Ethics / Major Real Estate
29	200	000	000	000	Development
29	201	000	000	000	Capital Stewardship
29	202	000	000	000	Capital Planning
29	203	000	000	000	Corporate Services / Human Resources
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 Eastern, Ontario and Western Regions - Judicial and
30	202	000	000	000	Registry Services
30	999	000	000	000	I cannot find my organizational unit Canadian Radio-television and Telecommunications
31	000	000	000	000	Commission
31	200	000	000	000	Broadcasting
31	201	000	000	000	Compliance and Enforcement
31	202	000	000	000	Consumer, Research and Communications
31	202	300	000	000	Consumer Affairs and Strategic Policy
31	202	301	000	000	Communications and External Relations
31	203	000	000	000	Corporate Services and Operations
31	203	302	000	000	Information Management and Technology (IM/IT)
31	203	303	000	000	Human Resources
31	203	304	000	000	Finance & Administrative Services
31	203	305	000	000	Planning & Process
31	203	306	000	000	Decisions Division
31	204	000	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 FCS - Finance & Corporate Services / President's office /
32	200	300	000	000	Legal Services
32	200	301	000	000	PPC - Policy, Programs and Communications (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 President Office / Senior Vice-President Office / Programs and Integrated Planning / Audit and Evaluation
33	200	000	000	000	
33	201	000	000	000	Communications and Public Affairs
33	202	000	000	000	Policy
33	203	000	000	000	Finance
33	204	000	000	000	Corporate Services and HR
33	205	000	000	000	Information Management & Information Technology
33	206	000	000	000	Space Exploration
33	206	300	000	000	Astronauts, Life Sciences and Space Medicine
33	206	301	000	000	Director's General Office
33	206	302	000	000	Space Exploration Development
33	206	303	000	000	Space Exploration Operations & Infrastructure
33	207	000	000	000	Space Science and Technology Space Science and Technology (without Engineering Development)
33	207	304	000	000	Engineering Development
33	207	305	000	000	Space Utilization
33	208	000	000	000	I cannot find my organizational unit
34	000	000	000	000	Canada Economic Development for Quebec Regions Operations
34	200	000	000	000	Policy and Communications
34	201	000	000	000	Corporate Services
34	202	000	000	000	Deputy Minister's Office
34	999	000	000	000	I cannot find my organizational unit
35	000	000	000	000	Canadian Institutes of Health Research Research Programs Portfolio (RP)
35	200	000	000	000	Executive Vice-President Portfolio (EVP)
35	201	000	000	000	I cannot find my organizational unit
35	999	000	000	000	
37	000	000	000	000	Shared Services Canada
37	200	000	000	000	Chief Financial Officer Branch
37	200	300	000	000	Senior Assistant Deputy Minister's Office
37	200	301	000	000	Comptroller
37	200	301	400	000	Accounting Operations
37	200	301	401	000	Corporate Accounting and Financial Policies
37	200	301	402	000	Financial Systems and Business Intelligence
37	200	301	403	000	Internal Controls
37	200	302	000	000	Deputy Chief Financial Officer



37	200	302	404	000	Branch Business Planning (CFOB)
37	200	302	405	000	Financial Strategies
37	200	302	406	000	Resource Management
37	200	302	407	000	Treasury Board Submissions Unit
37	200	303	000	000	Financial Advisory Services
					Costing Operations and Financial Community
37	200	303	408	000	Development
37	200	303	409	000	Financial Management Advisory Services
37	200	303	410	000	Project Financial Management
37	200	303	411	000	Special Projects
37	201	000	000	000	Chief Technology Officer Branch
37	201	304	000	000	Senior Assistant Deputy Minister's Office
37	201	305	000	000	Cloud Services
37	201	305	412	000	Broker Operations
37	201	305	413	000	Cloud Business Oversight
37	201	305	414	000	Cloud Governance Liaison and Change Management
37	201	305	415	000	Cloud Product Management
37	201	305	416	000	Cloud Program Management Office
37	201	305	417	000	Cloud Research and Development
37	201	305	418	000	Cloud Service Operations
37	201	305	419	000	Cloud Service Strategy
37	201	305	420	000	Director General's Office - CS
37	201	305	421	000	Enabling Operations
37	201	306	000	000	Digital Enablement
37	201	306	422	000	Data Science & Analytics
37	201	306	423	000	Digital Platforms
37	201	306	424	000	Director General's Office - DE
37	201	306	425	000	Software Defined Networks & Infrastructure
37	201	307	000	000	Digital Strategy
37	201	307	426	000	Branch Business Planning - CTO
37	201	307	427	000	Digital Design and Strategy
37	201	307	428	000	Senior Director's Office - DS
37	201	308	000	000	Enterprise Architecture
37	201	308	429	000	Architecture Center of Excellence
37	201	308	430	000	Director General's Office - EA
37	201	308	431	000	Evolution of Service and Project Architecture
37	201	308	432	000	Partner Enterprise Architecture Liaison
37	201	308	433	000	Strategic Direction
37	201	309	000	000	Science Program
37	201	309	434	000	Director General's Office - SP
37	201	310	000	000	Security Management and Governance
37	201	310	435	000	Compliance
37	201	310	436	000	Governance
37	201	310	437	000	IT Risk Management

37	202	000	000	000	Citizen and Business Branch
37	202	311	000	000	Assistant Deputy Minister's Office
37	202	312	000	000	Canada Border Services Agency
37	202	313	000	000	Canada Revenue Agency
37	202	314	000	000	Employment and Social Development Canada
					Immigration, Refugees and Citizenship
37	202	315	000	000	Canada/Immigration and Refugee Board of Canada
37	203	000	000	000	Corporate Services Branch
37	203	316	000	000	Office of the Senior Assistant Deputy Minister
37	203	317	000	000	Branch Business Planning
37	203	318	000	000	Chief Information Office
37	203	318	438	000	Business Informatics Solution
37	203	318	439	000	Chief Information and Security Officer
37	203	318	440	000	Client Experience and Partnership
					Collaboration Solutions, Departmental IT Plan and
37	203	318	441	000	Reporting
37	203	318	442	000	Departmental Security and Deputy Security
37	203	318	443	000	Enterprise & Information Services
37	203	318	444	000	Vendor Management Office
37	203	319	000	000	Human Resources and Workplace
37	203	319	445	000	Business Solutions and Innovation
37	203	319	446	000	Classification
37	203	319	447	000	Executive Services
37	203	319	448	000	Learning and Development
37	203	319	449	000	Mental Health
37	203	319	450	000	Pay Stabilization
37	203	319	451	000	Staffing Operations and HR Service Desk
37	203	319	452	000	Strategic Services, Human Resources and Workplace
37	203	319	453	000	Workplace Relations
37	203	320	000	000	Procurement and Vendor Relations
37	203	320	454	000	Business Systems
37	203	320	455	000	Data Centre and Internal Services
37	203	320	456	000	Networks, End Users and Cyber Security
37	203	320	457	000	Procurement Modernization
					Procurement Policy, Governance, Engagement and
37	203	320	458	000	Training
37	203	320	459	000	Strategic Procurement Planning
37	203	321	000	000	Security, Accommodation and Materiel Management
37	203	321	460	000	Materiel Management
37	203	321	461	000	Planning, Policies
37	203	321	462	000	Project Management
37	203	321	463	000	Real Property, Accommodation
37	203	321	464	000	Security

37	203	321	465	000	Strategic Accommodation and Client Liaison
37	203	321	466	000	Tenant Services
37	204	000	000	000	Data Centre Services Branch
37	204	322	000	000	Assistant Deputy Minister's Office
37	204	323	000	000	Enterprise Operations
37	204	323	467	000	Application and Desktop Virtualization
37	204	323	468	000	Director's General's Office - EA
37	204	323	469	000	Enterprise Data Integration Division
37	204	323	470	000	Enterprise Infrastructure Operations Services
37	204	323	471	000	Enterprise Solution Engineering and Alignment
37	204	323	472	000	Regional Operations
37	204	323	473	000	Workload Migration
37	204	324	000	000	Facilities Management
37	204	324	474	000	Director General's Office - FM
37	204	324	475	000	Enterprise Facilities Operations
37	204	324	476	000	Facilities Transformation
37	204	324	477	000	Legacy Facilities Operations
					Integrated High-Performance Computing (HPC)
37	204	325	000	000	Management
37	204	325	478	000	Advanced Computing and Data Systems
37	204	325	479	000	Data Integration Solutions
37	204	325	480	000	Director General's Office - HPC
37	204	325	481	000	Service Evolution and Oversight
37	204	326	000	000	Linux/Unix Management
37	204	326	482	000	Director General's Office - LUM
37	204	326	483	000	Team A
37	204	326	484	000	Team B
37	204	327	000	000	Mainframe & Bulk Print Management
37	204	327	485	000	Mainframe Operations
37	204	327	486	000	Mainframe Products & Services
37	204	328	000	000	Planning and Engagement
37	204	328	487	000	Account Operations Management
37	204	328	488	000	Branch Business Planning (DC)
37	204	328	489	000	Consolidated Contracts - Technical Authority
37	204	328	490	000	Director General's Office - P&E
37	204	328	491	000	Senior Director - P&E
37	204	328	492	000	Strategy & DCS Projects
37	204	329	000	000	Platform Services
37	204	329	493	000	Database Services
37	204	329	494	000	Director General's Office - PS
37	204	329	495	000	Hosting Production Services
37	204	329	496	000	Middleware Services
37	204	330	000	000	Storage, Back-Up & Archive File Services
37	204	330	497	000	Archives and File Services
37	204	330	498	000	Director General's Office - SBU&AFS

37	204	330	499	000	Team A
37	204	330	600	000	Team B
37	204	331	000	000	Windows and Virtualization Management
37	204	331	601	000	Director General's Office - WVM
37	204	331	602	000	Team A
37	204	331	603	000	Team B
37	204	331	604	000	Team C
37	205	000	000	000	Digital Government and Science Branch
37	205	332	000	000	Assistant Deputy Minister's Office
37	205	333	000	000	Portfolio 1
37	205	333	605	000	Global Affairs Canada
					Innovation, Science and Economic Development Canada
37	205	333	606	000	/Transport Canada /Infrastructure Canada
37	205	333	607	000	Office of the Director General
					Public Services and Procurement Canada/Canada School
					of Public Service/Public Service Commission/Shared
37	205	333	608	000	Services Canada
37	205	333	609	000	Statistics Canada
37	205	334	000	000	Portfolio 2
					Canadian Heritage /Parks Canada /Library and Archives
37	205	334	610	000	Canada
					Correctional Service Canada/Financial Transactions and
37	205	334	611	000	Reports Analysis Centre of Canada/Public Safety Canada
					Crown-Indigenous Relations and Northern Affairs
					Canada/Indigenous Services Canada/Canadian Northern
37	205	334	612	000	Economic Development Agency
					Federal Economic Development Agency for Southern
					Ontario/Atlantic Canada Opportunities Agency/Canada
					Economic Development for Quebec Regions/Western
37	205	334	613	000	Economic Diversification Canada/(124)
37	205	334	614	000	Office of the Director General
37	205	334	615	000	Privy Council Office
					Treasury Board of Canada Secretariat /Department of
37	205	334	616	000	Finance Canada/Department of Justice Canada
37	205	335	000	000	Science Portfolio
					Agriculture and Agri-Food Canada /Canadian Food
37	205	335	617	000	Inspection Agency
					Environment and Climate Change Canada /Canadian
37	205	335	618	000	Nuclear Safety Commission
37	205	335	619	000	Health Canada /Public Health Agency of Canada
37	205	335	620	000	National Research Council Canada/Canadian Space Agency
37	205	335	621	000	Natural Resource Canada /Fisheries and Oceans Canada
37	205	335	622	000	Office of the Director General
37	206	000	000	000	National Defence and Policing Branch
37	206	336	000	000	Assistant Deputy Minister's Office

					National Defence and Canadian Armed Forces/Veterans Affairs Canada
37	206	337	000	000	
37	206	338	000	000	Policing Infrastructure Operations
37	207	000	000	000	Networks, Security and Digital Services Branch
37	207	339	000	000	Assistant Deputy Minister's Office, Network and Security
37	207	340	000	000	Infrastructure Security Operations
37	207	340	623	000	Directory Services
37	207	340	624	000	Enterprise Mandated Services Network
37	207	340	625	000	GCSI Operations
37	207	340	626	000	Operations Management Optimization & Reporting
37	207	340	627	000	Protective Security Services A
37	207	340	628	000	Protective Security Services B
37	207	340	629	000	Strategic Direction and Business Planning
37	207	341	000	000	Network Planning, Engineering and Managed Services
37	207	341	630	000	Engineering, Service Architecture and Design
37	207	341	630	500	Engineering
37	207	341	630	501	Service Architecture
37	207	341	631	000	Planning
37	207	341	632	000	Planning and Services Management
37	207	341	632	502	Managed Services
37	207	341	632	503	Satellite Services
37	207	341	632	504	Service Life-Cycle and Product Management
37	207	341	633	000	Strategic Integration
37	207	341	634	000	Service Architecture
37	207	342	000	000	Networks Operations
37	207	342	635	000	DND and International Support Operations
37	207	342	635	505	DND National Network Operations
37	207	342	635	506	DND Regional Network Operations
37	207	342	635	507	International Support Operations
37	207	342	636	000	Infrastructure Support Operations
37	207	342	636	508	Field Operations Atlantic
37	207	342	636	509	Field Operations Ontario
37	207	342	636	510	Field Operations Quebec
37	207	342	636	511	Field Operations West 1
37	207	342	636	512	Field Operations West 2
37	207	342	636	513	NCR Partner Group 1
37	207	342	636	514	NCR Partner Group 2
37	207	342	636	515	RCNet Operations
37	207	342	636	516	Science Operations
37	207	342	636	517	Social Operations
37	207	342	637	000	Modernization Implementation
37	207	342	637	518	Enterprise Operations
37	207	342	637	519	Service Operations
37	207	342	637	520	Wi-Fi Operations
37	207	343	000	000	Partnerships and Strategic Direction

37	207	343	638	000	Business Planning Management and Reporting
37	207	343	639	000	Business Demand Division
37	207	343	640	000	Consolidated Contracts & Integrated Purchasing Strategies
37	207	343	641	000	Strategic Direction
37	207	343	642	000	Strategic Engagement
37	207	344	000	000	Real Property Workplace IT Fit-ups
37	207	344	643	000	Project Delivery Operations
37	207	344	643	521	Portfolio 2
37	207	344	643	522	Portfolio 3
37	207	344	644	000	Strategic Planning, Oversight and Delivery
37	207	344	644	523	Portfolio 1
37	207	344	644	524	Project Coordination and Large RP Project Delivery
37	207	345	000	000	Regional Service Delivery
37	207	346	000	000	Security Planning and Engineering
37	207	346	645	000	Integration and Engineering Infrastructure Security, Planning and Capability Development
37	207	346	646	000	Planning, Strategy and Architecture
37	207	347	000	000	Assistant Deputy Minister's Office, Digital Services
37	207	348	000	000	Telecommunications
37	207	348	648	000	Product Management and Strategic Integration
37	207	348	648	525	Contact Centre Operations
37	207	348	648	526	Contact Centre Product Management
37	207	348	648	527	Internal Services Service Architecture and Engineering Contact Centre Operations
37	207	348	648	528	Operations
37	207	348	648	529	Voice Services Product Management
37	207	348	649	000	Telecommunications Services
37	207	348	649	530	Activation Centre and Provisioning
37	207	348	649	531	Conferencing Services
37	207	348	649	532	Enterprise Mobile Device Management
37	207	348	649	533	Voice Services Support
37	207	348	649	534	Voice Services
37	207	349	000	000	Email and Workplace Technology Devices
37	207	349	650	000	Digital Communication and Collaboration Services
37	207	349	650	535	Solution Design
37	207	349	650	536	Strategy and Adoption
37	207	349	650	537	Integration Services Workplace Technology Provisioning and Emerging Technology
37	207	349	651	000	Technology
37	207	349	652	000	Workplace Technology Services
37	207	349	652	538	Service Evolution
37	207	349	652	539	Workplace Technology Services – Engineering
37	207	349	652	540	Workplace Technology Services– Support
37	207	350	000	000	E-mail Services

37	207	350	653	000	Email Solution Management
37	207	350	654	000	In-house Email services – Division A
37	207	350	655	000	In-house Email services – Division B
37	208	000	000	000	Next Generation HR & Pay Branch
37	208	351	000	000	Assistant Deputy Minister's Office
37	208	352	000	000	Pilot Project and Program
37	209	000	000	000	Operations Management Branch
37	209	353	000	000	Office of the Senior Assistant Deputy Minister
37	209	354	000	000	Business Planning and Client Support
37	209	354	656	000	Branch Business Planning
37	209	354	657	000	Client Executive Support and Partnership Planning
37	209	354	658	000	Enterprise Business Intake and Demand Management
37	209	354	659	000	Performance Reporting and Benefits Realization
37	209	354	660	000	Service Strategy, Business Analytics and Benchmarking
37	209	355	000	000	Service Management Operations
37	209	355	661	000	Change and Release Management
37	209	355	662	000	Monitoring and Discovery Solutions
37	209	355	663	000	Service Asset and Configuration Management
37	209	355	664	000	Service Management Operations Support
37	209	355	664	541	IT Continuity & Emergency Management
37	209	355	664	542	Service Management Transition Planning and Support
37	209	355	665	000	Service Operations
37	209	355	665	543	Enterprise Command Centre
37	209	355	665	544	Incident Management
37	209	355	665	545	Problem Management
37	209	355	665	546	Service Desk and Request Fulfillment
37	209	355	665	547	Service Desk Transition
37	209	356	000	000	Service Management Transformation
37	209	356	666	000	ITSM Solution Support
37	209	356	667	000	Process Development Center of Expertise
37	209	356	668	000	Service Strategy and Design
37	209	356	669	000	Services Management, Program and Policy
37	209	356	670	000	Strategic Initiatives
37	210	000	000	000	President
37	210	357	000	000	Chief of Staff
37	210	358	000	000	Chief Operating Officer
37	210	359	000	000	Executive Vice-President
37	210	360	000	000	Office of Audit and Evaluation
37	210	360	671	000	Director General's Office
37	210	360	672	000	Evaluation
37	210	360	673	000	Internal Audit and Practice Management
37	210	360	674	000	Internal Audit Operations
37	210	361	000	000	Office of the Ombudsman
37	211	000	000	000	Project Management and Delivery
37	211	362	000	000	Customer Projects Portfolios B

37	211	363	000	000	Branch Business Planning - PMD
37	211	364	000	000	Customer Projects Portfolios A
37	211	365	000	000	Data Centre Services Projects
37	211	366	000	000	Networks, Telecom and Security Projects
37	211	367	000	000	Portfolio Management
37	211	367	675	000	Modernization Project Planning
37	211	367	676	000	Project Management Centre of Excellence
37	211	367	677	000	Workload Migration Program
37	212	000	000	000	Strategic Engagement Branch
37	212	368	000	000	Communications
37	212	368	678	000	Creative and Engagement Services
37	212	368	679	000	Media and Operations
37	212	368	680	000	Strategic Communications
37	212	369	000	000	Corporate Secretariat
37	212	369	681	000	Access to Information and Privacy
37	212	369	682	000	Briefing and Correspondence Unit
37	212	369	683	000	Cabinet and Parliamentary Affairs
37	212	369	684	000	Executive Committees and Governance
37	212	370	000	000	Enterprise and Transformation
37	212	370	685	000	Design and Service Culture
37	212	370	686	000	Implementation and Engagement
37	212	371	000	000	Leadership
37	212	372	000	000	Senior Assistant Deputy Minister's Office - SEB
37	212	373	000	000	Strategy
37	212	373	687	000	Drafting Centre of Expertise on Cabinet Documents
37	212	373	688	000	Enterprise Strategic Policy Integration
37	212	373	689	000	Strategic Planning, Policy, Accountability and Risk
37	212	373	690	000	Strategic Relations and Engagement
37	999	000	000	000	I cannot find my organizational unit
39	000	000	000	000	Transportation Safety Board of Canada Office of the chair / Office of the COO/ Communications /
39	200	000	000	000	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	Learning, Performance and 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	Commissioner of Canada Elections
40	201	000	000	000	Elections Canada
40	201	300	000	000	Office of the Chief Electoral Officer (includes Chief of Staff and Planning & Internal Audit Units)
40	201	301	000	000	Electoral Events and Innovation
40	201	301	400	000	Field Governance and Operational Readiness
40	201	301	401	000	Electoral Data Services and Development
40	201	301	402	000	Voting Services and Development
40	201	301	403	000	Analytics & Performance Measurement, Electoral Redistribution and DCEO Office - EEI
40	201	302	000	000	Regulatory Affairs
40	201	302	404	000	Legal Services, Electoral Integrity and DCEO Office - RA
40	201	302	405	000	Political Financing
40	201	303	000	000	Digital Transformation
40	201	303	406	000	CIO and DCEO Office - DT
40	201	303	407	000	Human Resources
40	201	303	408	000	Enterprise Security
40	201	304	000	000	Public Affairs and Civic Education
40	201	305	000	000	Chief Financial Officer
40	201	305	409	000	Procurement, Facilities & Workforce Innovation
40	201	305	410	000	CFO and DCFO and Integrated Administration
40	999	000	000	000	I cannot find my organizational unit
41	000	000	000	000	Canadian Human Rights Commission
42	000	000	000	000	Office of the Commissioner of Official Languages
42	200	000	000	000	Compliance Assurance Branch
42	201	000	000	000	Policy and Communications Branch
42	202	000	000	000	Corporate Management Branch and others
42	999	000	000	000	I cannot find my organizational unit
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
43	203	000	000	000	Region - Saskatchewan
43	204	000	000	000	Region - Alberta
43	205	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
					Office of the Director of Public Prosecution (DPP) / Office
					the Direction of Public Prosecutions (Office of the
46	200	300	000	000	DPP)/Executive Secretariat/Internal Audit Division
46	200	301	000	000	Corporate Services
46	200	301	400	000	Senior Director General, Corporate Services
46	200	301	401	000	Agent Affairs Division
46	200	301	402	000	Human Resources Directorate
46	200	301	403	000	Administration Services Division
					Corporate Planning and External Relations
46	200	301	404	000	Directorate/Communications Division
46	200	302	000	000	Finance and Acquisitions Directorate
					Legal Groups / 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
46	200	303	000	000	Corporate Counsel
46	201	000	000	000	Prosecution Services - Regional Offices
46	201	304	000	000	British Columbia Region
46	201	305	000	000	Alberta Region
46	201	306	000	000	Saskatchewan Region
46	201	307	000	000	Manitoba Region
46	201	308	000	000	Ontario Region
46	201	309	000	000	National Capital Region
46	201	310	000	000	Quebec Region
46	201	311	000	000	Atlantic Region
46	201	312	000	000	Nunavut Region
46	201	313	000	000	Northwest Territories Region
46	201	314	000	000	Yukon Region
46	999	000	000	000	I cannot find my organizational unit
47	000	000	000	000	Impact Assessment Agency of Canada
47	200	000	000	000	President's Office
47	200	300	000	000	Legal Services Division
47	201	000	000	000	Operations Sector
47	201	301	000	000	Operations, Vice President's Office
47	201	301	400	000	Crown Consultations Division
47	201	301	401	000	National Programs Division
47	201	301	402	000	Regional Operations Directorate
47	201	301	403	000	Review Panels Division

47	201	301	404	000	Atlantic Regional Office
47	201	301	405	000	Quebec Regional Office
47	201	301	406	000	Ontario Regional Office
47	201	301	407	000	Prairie and Northern Regional Office
47	201	301	408	000	Pacific and Yukon Regional Office
47	201	301	409	000	Newfoundland and Labrador Satellite Office
47	202	000	000	000	External Relations and Strategic Policy Sector
47	202	302	000	000	ERSP, Vice President's Office
47	202	302	410	000	External Relations and Engagement Division
47	202	302	411	000	Strategic Policy Division
47	202	302	412	000	Intergovernmental Affairs and Legislative and Regulatory Affaires Directorate
47	203	000	000	000	Corporate Services Sector
47	203	303	000	000	Corporate Services, Vice President's Office
47	203	303	413	000	Communications Division
47	203	303	414	000	Corporate Finance, Procurement and Administration Services Division
47	203	303	415	000	Human Resources, Wellness and ATIP Division
47	203	303	416	000	Information Services Division
47	203	303	417	000	Innovation and Transformation Division
47	203	303	418	000	Planning, Results and Executive Services Division
47	203	303	419	000	Security and Facilities Division
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	Advanced Electronics and Photonics (AEP)
50	200	300	000	000	Canadian Photonics Fabrication Centre (CPFC)
50	200	301	000	000	Materials & Devices and Operation Support groups
50	201	000	000	000	Aerospace (AERO)
50	201	302	000	000	Aerodynamics Laboratory (AL)
50	201	303	000	000	Aerospace Manufacturing Technology Centre (AMTC)
50	201	304	000	000	Flight Research Laboratory (FRL)
50	201	305	000	000	Gas Turbine Laboratory (GTL)
50	201	306	000	000	Structures and Materials Performance Laboratory (SMPL) & Management Services Office (MSO) & DG Office
50	202	000	000	000	Aquatic and Crop Resource Development (ACRD)
50	203	000	000	000	Automotive and Surface Transportation (AST)
50	203	307	000	000	AST-Ontario
50	203	308	000	000	AST-Québec
50	204	000	000	000	Communications Branch (CB)
50	205	000	000	000	Construction (CONST)
50	206	000	000	000	Design and Fabrication Services (DFS)
50	207	000	000	000	Digital Technologies (DT)
50	208	000	000	000	Energy, Mining and Environment (EME)
50	208	309	000	000	Greater Montreal – R&D Staff

50	208	310	000	000	Ottawa & Mississauga – R&D Staff
50	208	311	000	000	Vancouver – R&D Staff/Operations/DGO
50	209	000	000	000	Finance and Procurement Services Branch (FPS)
50	209	312	000	000	Financial Advisory Services & Resource Management
50	209	313	000	000	Other
					Groups less than 50 employees (CSC, HSE, SB, VPOs, PO, Finitiative)
50	210	000	000	000	
50	211	000	000	000	Herzberg Astronomy and Astrophysics (HAA)
50	212	000	000	000	Human Health Therapeutics (HHT)
50	213	000	000	000	Human Resources Branch (HRB)
50	214	000	000	000	Industrial Research Assistance Program (IRAP)
50	214	314	000	000	Pacific Region
50	214	315	000	000	Prairie Region
50	214	316	000	000	Ontario Region
50	214	317	000	000	Quebec Region
50	214	318	000	000	Atlantic and Nunavut Region
50	214	319	000	000	Division Service (including Program Expertise)
50	214	320	000	000	L&D/IIO/Concierge/Strategic project unit/INT/VPO
50	215	000	000	000	Knowledge and Information Technology Services (KITS)
50	216	000	000	000	Medical Devices (MD)
50	217	000	000	000	Metrology (METRO)
50	218	000	000	000	Nanotechnology (NANO)
50	219	000	000	000	National Programs and Business Services (NPBS)
50	220	000	000	000	Ocean, Coastal and River Engineering (OCRE)
50	221	000	000	000	Real Property Planning and Management (RPPM)
50	222	000	000	000	Secretary General's Office (CS, IIO, OAE, PSP)
50	223	000	000	000	Security and Disruptive Technologies (SDT)
50	999	000	000	000	I cannot find my organizational unit
51	000	000	000	000	Canadian Security Intelligence Service
51	200	000	000	000	CSIS - 100
51	201	000	000	000	CSIS - 200
51	202	000	000	000	CSIS - 300
51	203	000	000	000	CSIS - 400
51	204	000	000	000	CSIS - 500
51	205	000	000	000	CSIS - 600
51	206	000	000	000	CSIS - 700
51	207	000	000	000	CSIS - 800
51	208	000	000	000	CSIS - 900
51	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	Attest Audit Practice
52	201	000	000	000	Performance Audit Practice
52	202	000	000	000	Corporate Services
					Audit Services, Human Resources, Legal Services,
52	203	000	000	000	Communications, Parliamentary Liaison and International,

					Practice Review and Internal Audit, Strategic Planning 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
					Research, Intergovernmental Affairs, and Horizontal Policy / Office of the Assistant Deputy Minister
53	200	300	000	000	Law Enforcement and Border Strategies Directorate
53	200	301	000	000	Policing Policy Directorate
53	200	302	000	000	Crime Prevention, Corrections and Criminal Justice Directorate
53	200	303	000	000	Corporate Management Branch
53	201	000	000	000	Corporate Services Directorate / Office of the Assistant Deputy Minister
53	201	304	000	000	Office of the Comptroller and Deputy Chief Financial Officer
53	201	305	000	000	Human Resources Directorate
53	201	306	000	000	Chief Information Officer Directorate
53	201	307	000	000	Emergency Management & Programs Branch
53	202	000	000	000	Government Operations Centre / Office of the Assistant Deputy Minister
53	202	308	000	000	Policy and Outreach Directorate
53	202	309	000	000	Programs Directorate
53	202	310	000	000	
53	203	000	000	000	National and Cyber Security Branch
53	203	311	000	000	National Security Policy Directorate / Office of the Assistant Deputy Minister
53	203	312	000	000	National Cyber Security Directorate / National Security Operations Directorate
53	203	313	000	000	Critical Infrastructure and Strategic Coordination Directorate
53	204	000	000	000	Portfolio Affairs and Communications Branch
53	204	314	000	000	Cabinet and Parliamentary Affairs and Executive Services Directorate / Office of the Assistant Deputy Minister
					Strategic Policy, Research, Planning and International Affairs Directorate / Canada Centre for Community Engagement and Prevention of Violence
53	204	315	000	000	Communications Directorate
53	204	316	000	000	Minister's Office / Deputy Minister's Office / Internal Audit and Evaluation Directorate / Legal Services
53	205	000	000	000	I cannot find my organizational unit
53	999	000	000	000	
54	000	000	000	000	Canadian Transportation Agency
54	200	000	000	000	Legal and Secretariat Services Branch; Analysis and Outreach Branch; Chair's Office
54	201	000	000	000	Dispute Resolution Branch
54	202	000	000	000	Internal Services Branch

54	203	000	000	000	Determinations and Compliance Branch
54	999	000	000	000	I cannot find my organizational unit
56	000	000	000	000	Social Sciences and Humanities Research Council of Canada
56	200	000	000	000	President's Office, Corporate Affairs, Stakeholder Engagement and Advancement of Society, and CASD
56	201	000	000	000	Research Programs
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
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	Personal Protective Equipment Team
70	203	304	000	000	Office of the Director General - Regional Operations, Atlantic Region and Northern Unit
70	203	305	000	000	Western Region

70	203	306	000	000	Quebec Region
70	203	307	000	000	Ontario and Manitoba and Saskatchewan Region
70	204	000	000	000	Infectious Disease Prevention and Control Branch
70	204	308	000	000	Vice President's Office / Office of Business Integration and Planning
70	204	309	000	000	Centre for Communicable Diseases and Infection Control
70	204	310	000	000	Centre for Foodborne, Environmental and Zoonotic Infectious Diseases
70	204	311	000	000	Centre for Immunization and Respiratory Infectious Diseases
70	204	312	000	000	National Microbiology Laboratory / Laboratory for Foodborne Zoonoses
70	204	313	000	000	Office of the Assistant Vice President/ Data Partnerships and Innovation Hub/Office of the Chief Science Officer
70	205	000	000	000	Office of the Chief Financial Officer
70	205	314	000	000	Financial, Analytics, & Client Services Division
70	205	315	000	000	Resource Management & Analysis Division
70	205	316	000	000	Centre for Grants and Contributions
70	206	000	000	000	Office of International Affairs
70	207	000	000	000	Health Promotion and Chronic Disease Prevention Branch
70	207	317	000	000	Vice President's Office/ Strategic Planning & Business Operations / Office of the Chief Dental Officer
70	207	318	000	000	Centre for Chronic Disease Prevention and Health Equity
70	207	319	000	000	Centre for Health Promotion
70	207	320	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 Corporate Secretary /
74	201	000	000	000	Communication Branch
74	202	000	000	000	Corporate Services Sector
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	Canada Energy Regulator
75	200	000	000	000	Energy Adjudication
75	201	000	000	000	Field Operations/System Operations

75	202	000	000	000	People and Workforce
75	203	000	000	000	Integrated Energy Info & Analysis
75	204	000	000	000	Communications & Engagement Performance and Results/Data & Information Management
75	205	000	000	000	Board of Directors; Commission; Chief Executive Officer; Executive Office; Transparency & Strategic Engagement; Regulatory Group; Projects; Modernization Implementation; Technical Excellence; Secretary & Regulatory Services; Legal Services
75	206	000	000	000	I cannot find my organizational unit
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	Deputy Minister/President's Office (DM/PO) President's Office/Ombud's Office/Communication and Engagement
78	200	300	000	000	HRM/Classif&LR/Staffing, Corporate Policies & HR Program/HR Systems, Data Reporting & Express Staffing Business Enablement and Assurance Services Branch (BEASB)
78	201	000	000	000	Chief Digital Officer/VP Business Enablement and Assurance Services Branch
78	201	302	000	000	Deputy Chief Financial Officer and Accommodations, Procurement and Integrated Security
78	201	303	000	000	Registrar and Performance Metrics
78	201	304	000	000	Innovation and Policy Services Branch (IPSB)
78	202	000	000	000	Learning Programs Branch (LPB)
78	203	000	000	000	Executive Learning
78	203	305	000	000	VPO/National Operations, Departmental Client Services, Language Training and Faculty/User experience Transferrable Skills/GC Public Sector Skills/Inclusive Respectful Workplace/Indigenous Learning
78	203	306	000	000	I cannot find my organizational unit
78	203	307	000	000	Natural Sciences and Engineering Research Council of Canada
78	999	000	000	000	I cannot find my organizational unit
81	000	000	000	000	Natural Sciences and Engineering Research Council of Canada
81	200	000	000	000	Common Administrative Services President's Office, TGMS, Strategy and Transformation, and Communications, Corporate and International Affairs
81	201	000	000	000	Research Grants and Scholarships
81	202	000	000	000	Research Partnerships
81	203	000	000	000	I cannot find my organizational unit
81	999	000	000	000	I cannot find my organizational unit
82	000	000	000	000	Infrastructure Canada Program Operations Branch and Communities and Rural Economic Development Branch
82	200	000	000	000	Economic Development Branch
82	201	000	000	000	Corporate Services Branch
82	202	000	000	000	Investments, Partnerships and Innovation Branch
82	203	000	000	000	Policy and Results Branch



82	204	000	000	000	Audit and Evaluation Branch, Communications Branch, Corporate Secretariat and Deputy Minister's Office
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 President's Office, Executive Vice-President's Office, Legal Services
83	200	300	000	000	Internal Audit & Program Evaluation
83	200	301	000	000	CBSA Assessment and Revenue Management (CARM)
83	200	302	000	000	Chief Transformation Officer
83	200	303	000	000	Commercial and Trade Branch
83	200	304	000	000	Vice-President's Office
83	200	304	400	000	CARM Business Readiness and Implementation
83	200	304	401	000	Commercial and Trade Projects and Program Development
83	200	304	402	000	Commercial Program
83	200	304	403	000	Indigenous Affairs Secretariat
83	200	304	404	000	Trade and Anti-Dumping Programs
83	200	304	405	000	Finance and Corporate Management Branch
83	200	305	000	000	Vice-President's Office
83	200	305	406	000	Agency Comptroller
83	200	305	407	000	Corporate Planning and Reporting
83	200	305	408	000	Deputy Chief Financial Officer and Resource Management
83	200	305	409	000	National Real Property and Accommodations
83	200	305	410	000	Recourse
83	200	305	411	000	Security and Professional Standards
83	200	305	412	000	Transformation and Border Infrastructure Renewal
83	200	305	413	000	Human Resources Branch
83	200	306	000	000	Vice-President's Office
83	200	306	414	000	Labour Relations, Compensation and Values
83	200	306	415	000	Management Cadre Programs and Services
83	200	306	416	000	Training and Development
83	200	306	417	000	Human Resources Programs
83	200	306	418	000	Information, Science and Technology Branch
83	200	307	000	000	Vice-President's Office
83	200	307	419	000	Information Management & Common Services
83	200	307	420	000	Enterprise Services
83	200	307	421	000	Project Services Management Directorate
83	200	307	422	000	Business Applications Services
83	200	307	423	000	Corporate Projects and Portfolio Management
83	200	307	424	000	Science and Engineering
83	200	307	425	000	Intelligence and Enforcement Branch
83	200	308	000	000	Vice-President's Office
83	200	308	426	000	Enforcement
83	200	308	427	000	Intelligence and Targeting
83	200	308	428	000	

83	200	308	429	000	Preparedness and Response
83	200	308	430	000	Transformation, Planning and Integration
83	200	309	000	000	Strategic Policy Branch
83	200	309	431	000	Vice-President's Office
83	200	309	432	000	Chief Data Officer
83	200	309	433	000	Communications
					Immigration Enforcement, Customs and External Review
83	200	309	434	000	Policy
83	200	309	435	000	International Policy and Partnerships
83	200	309	436	000	Strategic and Traveller Policy
83	200	310	000	000	Travellers Branch
83	200	310	437	000	Vice-President's Office
83	200	310	438	000	Travellers Transformation
83	200	310	439	000	Travellers Operational Guidance and Support
83	200	310	440	000	Travellers Policy and Programs
83	201	000	000	000	Regions
83	201	311	000	000	Atlantic Region
83	201	311	441	000	Regional Director General's Office
83	201	311	442	000	Corporate and Program Services
83	201	311	443	000	Enforcement and Intelligence
83	201	311	444	000	Southern New Brunswick and Prince Edward Island District
83	201	311	444	500	Ferry Point Area
83	201	311	444	501	St. Stephen 3rd Bridge Area
					District Office and St. John Area (Includes Fredericton,
83	201	311	444	502	Moncton, Bathurst and Charlottetown)
83	201	311	445	000	North-West New Brunswick District
83	201	311	445	503	Andover / Four Falls Area
83	201	311	445	504	Woodstock Area
83	201	311	445	505	District Office and Edmundston Area
83	201	311	446	000	Nova Scotia, Newfoundland and Labrador District
83	201	311	446	506	District Office and Halifax Stanfield International Airport
					Marine, Container Examination Facility, Waterfront Cargo
					Inspection Unit, Halifax Commercial, Sydney and
83	201	311	446	507	Yarmouth
83	201	311	446	508	Newfoundland and Labrador Area
83	201	312	000	000	Quebec Region
83	201	312	447	000	Regional Director General's Office
83	201	312	448	000	Corporate and Program Services
83	201	312	449	000	Enforcement and Intelligence
83	201	312	450	000	Trade Operations
83	201	312	451	000	Airports District
83	201	312	452	000	Montérégie Border District
83	201	312	453	000	East Border District
83	201	312	454	000	St. Laurent District
83	201	313	000	000	Northern Ontario Region

83	201	313	455	000	Regional Director General's Office
83	201	313	456	000	Corporate and Program Services
83	201	313	457	000	Enforcement and Intelligence Operations
83	201	313	458	000	Northwestern District
83	201	313	459	000	Ottawa District
83	201	313	460	000	St. Lawrence District
83	201	314	000	000	Greater Toronto Area Region
83	201	314	461	000	Regional Director General's Office
83	201	314	462	000	Corporate and Program Services
83	201	314	463	000	Enforcement and Intelligence Operations
83	201	314	464	000	Trade Operations
83	201	314	465	000	Commercial Operations
83	201	314	466	000	Outport and Postal Operations
83	201	314	467	000	Passenger Operations
83	201	314	468	000	Special Border Interdiction
83	201	315	000	000	Southern Ontario Region
83	201	315	469	000	Regional Director General's Office
83	201	315	470	000	Corporate and Program Services
83	201	315	471	000	Enforcement
83	201	315	472	000	Ambassador Bridge District
83	201	315	473	000	Fort Erie District
83	201	315	474	000	Niagara Falls District
83	201	315	475	000	St. Clair District
83	201	315	476	000	Windsor Detroit Tunnel District
83	201	316	000	000	Prairie Region
83	201	316	477	000	Regional Director General's Office
83	201	316	478	000	Corporate and Program Services
83	201	316	479	000	Enforcement and Intelligence Operations
83	201	316	480	000	Trade Operations
					Central Manitoba, Central Saskatchewan and Northwest
83	201	316	481	000	Territories District
83	201	316	482	000	Central Alberta District
83	201	316	483	000	South Alberta and South Saskatchewan District
83	201	316	484	000	Southern Manitoba District
83	201	317	000	000	Pacific Region
83	201	317	485	000	Regional Director General's Office
83	201	317	486	000	Corporate and Program Services
83	201	317	487	000	Enforcement and Intelligence Operations
83	201	317	489	000	Trade Operations
83	201	317	490	000	Metro Vancouver District
83	201	317	491	000	Okanagan and Kootenay District
83	201	317	492	000	Pacific Highway District
83	201	317	493	000	Vancouver International Airport
83	201	317	494	000	West Coast and Yukon District
83	999	000	000	000	I cannot find my organizational unit

84	000	000	000	000	Global Affairs Canada (Locally Engaged Staff)
84	200	000	000	000	ACM - International Platform
					ACM - ADM Office / ABD - Platform Planning, Engagement and Results / ACME - Major Projects - Tokyo / AFD - Client Relations and Mission Operations
84	200	300	000	000	
84	201	000	000	000	EGM - Europe, Arctic, Middle East and Maghreb
					EGM - ADM Office / ECD - Office of the Senior Arctic Official and DG of Arctic, Eurasian and European Affairs
84	201	301	000	000	
84	201	301	400	000	Ankara
84	201	301	401	000	Belgrade
84	201	301	402	000	Copenhagen
84	201	301	403	000	Helsinki
84	201	301	404	000	Istanbul
84	201	301	405	000	Kyiv
84	201	301	406	000	Moscow
84	201	301	407	000	Kazakhstan
84	201	301	408	000	Oslo
84	201	301	409	000	Reykjavik
84	201	301	410	000	Stockholm
84	201	302	000	000	EUD - Bureau of European Affairs
84	201	302	411	000	Athens
84	201	302	412	000	Barcelona
84	201	302	413	000	Berlin
84	201	302	414	000	Berne
84	201	302	415	000	Bratislava
84	201	302	416	000	Brussels
84	201	302	417	000	Brussels EU (European Union)
84	201	302	418	000	Bucharest
84	201	302	419	000	Budapest
84	201	302	420	000	Dublin
84	201	302	421	000	Düsseldorf
84	201	302	422	000	Lisbon
84	201	302	423	000	London
84	201	302	424	000	Madrid
84	201	302	425	000	Munich
84	201	302	426	000	Paris
84	201	302	427	000	Prague
84	201	302	428	000	Riga
84	201	302	429	000	Rome
84	201	302	430	000	Tallinn
84	201	302	431	000	The Hague
84	201	302	432	000	Vatican
84	201	302	433	000	Vienna
84	201	302	434	000	Vilnius
84	201	302	435	000	Warsaw

84	201	302	436	000	Zagreb
84	201	303	000	000	ESD - Middle East Bureau
84	201	303	437	000	Abu Dhabi
84	201	303	438	000	Amman
84	201	303	439	000	Baghdad
84	201	303	440	000	Beirut
84	201	303	441	000	Doha
84	201	303	442	000	Dubai
84	201	303	443	000	Erbil
84	201	303	444	000	Kuwait City
84	201	303	445	000	Riyadh
84	201	304	000	000	ELD - North Africa, Israel, West Bank/Gaza
84	201	304	446	000	Algiers
84	201	304	447	000	Cairo
84	201	304	448	000	Rabat
84	201	304	449	000	Ramallah
84	201	304	450	000	Tel Aviv
84	201	304	451	000	Tripoli
84	201	304	452	000	Tunis
84	202	000	000	000	IFM - International Security and Political Affairs
84	202	305	000	000	IGD - International Security Policy Bureau
84	202	305	453	000	Brussels NATO (North Atlantic Treaty Organization) Vienna OSCE (Organization for Security and Co-operation in Europe)
84	202	305	454	000	
84	203	000	000	000	MFM - Global Issues and Development
84	203	306	000	000	MID - International Organizations
84	203	306	455	000	Geneva UNODA (United Nations Office for Disarmament Affairs) / Geneva WTO (World Trade Organization) New York PERM (Permanent Mission of Canada to the United Nations)
84	203	306	456	000	Paris UNESCO (United Nations Educational, Scientific and Cultural Organization)
84	203	306	457	000	
84	204	000	000	000	NGM - Americas NGM - ADM Office / NGD - North America Strategy Bureau / NMD - Geographic Coordination and Mission Support
84	204	307	000	000	Bureau
84	204	307	458	000	Palo Alto
84	204	308	000	000	NND - North America Advocacy and Commercial Programs
84	204	308	459	000	Acapulco
84	204	308	460	000	Atlanta
84	204	308	461	000	Boston
84	204	308	462	000	Cancun
84	204	308	463	000	Chicago
84	204	308	464	000	Dallas
84	204	308	465	000	Denver

84	204	308	466	000	Detroit
84	204	308	467	000	Guadalajara
84	204	308	468	000	Houston
84	204	308	469	000	Los Angeles
84	204	308	470	000	Mazatlán
84	204	308	471	000	Mexico City
84	204	308	472	000	Miami
84	204	308	473	000	Minneapolis
84	204	308	474	000	Monterrey
84	204	308	475	000	New York
84	204	308	476	000	Playa del Carmen
84	204	308	477	000	Puerto Vallarta
84	204	308	478	000	San Diego
84	204	308	479	000	San Francisco
84	204	308	480	000	San José del Cabo
84	204	308	481	000	Seattle
84	204	308	482	000	Washington, D.C.
84	204	309	000	000	NLD - South America and Inter-American Affairs
84	204	309	483	000	Belo Horizonte
84	204	309	484	000	Bogotá
84	204	309	485	000	Brasilia
84	204	309	486	000	Buenos Aires
84	204	309	487	000	Caracas
84	204	309	488	000	La Paz
84	204	309	489	000	Lima
84	204	309	490	000	Montevideo
84	204	309	491	000	Porto Alegre
84	204	309	492	000	Quito
84	204	309	493	000	Recife
84	204	309	494	000	Rio de Janeiro
84	204	309	495	000	Santiago
84	204	309	496	000	São Paulo
84	204	309	497	000	Washington, D.C. OAS (Organization of American States)
84	204	310	000	000	NDD - Central America & Caribbean
84	204	310	498	000	Bridgetown
84	204	310	499	000	Georgetown
84	204	310	500	000	Guatemala City
84	204	310	501	000	Havana
84	204	310	502	000	Kingston
84	204	310	503	000	Managua
84	204	310	504	000	Panama City
84	204	310	505	000	Port of Spain
84	204	310	506	000	Port-au-Prince
84	204	310	507	000	Punta Cana
84	204	310	508	000	San José

84	204	310	509	000	San Salvador
84	204	310	510	000	Santo Domingo
84	204	310	511	000	Tegucigalpa
84	205	000	000	000	OGM - Asia Pacific
84	205	311	000	000	OGM - ADM Office / OSD - Southeast Asia
84	205	311	512	000	Bandar Seri Begawan
84	205	311	513	000	Bangkok
84	205	311	514	000	Hanoi
84	205	311	515	000	Ho Chi Minh City
84	205	311	516	000	Jakarta
84	205	311	517	000	Kuala Lumpur
84	205	311	518	000	Manila
84	205	311	519	000	Phnom Penh
84	205	311	520	000	Singapore
84	205	311	521	000	Vientiane
84	205	311	522	000	Yangon
84	205	312	000	000	OPD - Trade & Diplomacy North Asia
84	205	312	523	000	Auckland
84	205	312	524	000	Beijing
84	205	312	525	000	Canberra
84	205	312	526	000	Chongqing
84	205	312	527	000	Guangzhou
84	205	312	528	000	Hong Kong
84	205	312	529	000	Kitakyushu
84	205	312	530	000	Seoul
84	205	312	531	000	Shanghai
84	205	312	532	000	Sydney
84	205	312	533	000	Taipei
84	205	312	534	000	Tokyo
84	205	312	535	000	Ulaanbaatar
84	205	312	536	000	Wellington
84	205	313	000	000	OAD - South Asia
84	205	313	537	000	Ahmedabad
84	205	313	538	000	Bangalore
84	205	313	539	000	Chandigarh
84	205	313	540	000	Chennai
84	205	313	541	000	Colombo
84	205	313	542	000	Dhaka
84	205	313	543	000	Hyderabad
84	205	313	544	000	Islamabad
84	205	313	545	000	Kabul
84	205	313	546	000	Karachi
84	205	313	547	000	Kolkata
84	205	313	548	000	Mumbai
84	205	313	549	000	New Delhi

84	206	000	000	000	PFM - Strategic Policy SCM - ADM Office / SED - Export & import controls system / SPD - Procurement, Asset Management / SRD -
84	206	314	000	000	Corporate Planning and Reporting Paris OECD (Organization for Economic Co-operation and
84	206	314	550	000	Development)
84	207	000	000	000	WGM - Sub-Saharan Africa
84	207	315	000	000	WGM - Sub-Saharan Africa
84	207	315	551	000	Abidjan
84	207	315	552	000	Abuja
84	207	315	553	000	Accra
84	207	315	554	000	Bamako
84	207	315	555	000	Dakar
84	207	315	556	000	Kinshasa
84	207	315	557	000	Lagos
84	207	315	558	000	Ouagadougou
84	207	315	559	000	Yaoundé
84	207	316	000	000	WED - Southern and Eastern Africa Bureau
84	207	316	560	000	Addis Ababa
84	207	316	561	000	Dar es Salaam
84	207	316	562	000	Harare
84	207	316	563	000	Johannesburg
84	207	316	564	000	Juba
84	207	316	565	000	Khartoum
84	207	316	566	000	Kigali
84	207	316	567	000	Lusaka
84	207	316	568	000	Maputo
84	207	316	569	000	Nairobi
84	207	316	570	000	Pretoria
84	999	000	000	000	I cannot find my organizational unit
85	000	000	000	000	The Supreme Court of Canada
86	000	000	000	000	Canadian Food Inspection Agency
86	200	000	000	000	Operations Branch
86	200	300	000	000	NCR Area
86	200	300	400	000	VP's Office/AVP's Office/Inspector General/Business and Workforce Enablement
86	200	300	401	000	Strategy and Business Integration
86	200	300	402	000	Inspection Support
86	200	300	402	500	Executive Director's Office/National Issues Management/Ask CFIA/OGE-Food
86	200	300	402	501	OGE-Plant/OGE-Animal/Office of Food Safety and Recall
86	200	301	000	000	Operations: West
86	200	301	403	000	Operations West: Director General / Senior Director / Area Quality, Planning, Integration Unit / Area Operational



					Specialists Units / Enforcement and Investigation Services – West / Area Management Services
86	200	301	404	000	Operations West: Manitoba Region
86	200	301	405	000	Operations West: Southern Alberta Region
					Operations West: Northern Alberta / Saskatchewan Region
86	200	301	406	000	
86	200	301	407	000	Operations West: BC Animal and Food Region
86	200	301	408	000	Operations West: BC Plant and Food Region
86	200	302	000	000	Operations: Ontario
					Operations Ontario: Director General / Senior Director / Area Quality, Planning, Integration Unit / Area Operational Specialists Units / Enforcement and Investigation Services
86	200	302	409	000	– Ontario / Area Management Services
86	200	302	410	000	Operations Ontario: South-West Region
86	200	302	411	000	Operations Ontario: Central Region
86	200	302	412	000	Operations Ontario: Toronto Region
86	200	302	413	000	Operations Ontario: North East Region
86	200	303	000	000	Operations: Quebec
					Operations Quebec: Director General / Senior Director / Area Quality, Planning, Integration Unit / Area Operational Specialists Units / Enforcement and Investigation Services
86	200	303	414	000	– Quebec / Area Management Services
86	200	303	415	000	Operations Quebec: St-Hyacinthe Region
86	200	303	416	000	Operations Quebec: Quebec Office
86	200	303	417	000	Operations Quebec: Montreal Region
86	200	303	418	000	Operations Quebec: Centre Region
86	200	304	000	000	Operations: Atlantic
					Operations Atlantic: Director General / Senior Director / Planning, Quality and Integration / Operational Specialist Units / Investigation and Law Enforcement Unit Staff / Operational Center Management Services Unit
86	200	304	419	000	
86	200	304	420	000	Operations Atlantic: New Brunswick Regional Office
86	200	304	421	000	Operations Atlantic: Nova Scotia Regional Office
86	200	304	422	000	Operations Atlantic: Prince Edward Island Regional Office
					Operations Atlantic: Newfoundland and Labrador Regional Office
86	200	304	423	000	
86	201	000	000	000	Science Branch
					Science: Vice President's Office / Chief Science Operating Officer / Strategic Business & Partnerships
86	201	305	000	000	
					Science: Food Safety Science Directorate / Canadian Food Safety Information Network
86	201	306	000	000	
86	201	307	000	000	Science: Animal Health Science Directorate
86	201	308	000	000	Science: Plant Health Science Directorate
86	201	309	000	000	Science: Eastern Laboratory Network

86	201	309	424	000	Science Eastern Lab Network: Charlottetown Laboratory / Network Administration
86	201	309	425	000	Science Eastern Lab Network: Dartmouth Laboratory
86	201	309	426	000	Science Eastern Lab Network: St. Hyacinthe Laboratory / Network Administration
86	201	309	427	000	Science Eastern Lab Network: Longueuil Laboratory
86	201	310	000	000	Science: Ontario Laboratory Network
86	201	310	428	000	Science Ontario Laboratory Network: Network Administration
86	201	310	429	000	Science Ontario Lab Network: Ottawa Laboratory (Fallowfield)
86	201	310	430	000	Science Ontario Lab Network: Ottawa Laboratory (Carling)
86	201	310	431	000	Science Ontario Lab Network: Greater Toronto Area Laboratory
86	201	311	000	000	Science: Western Laboratory Network
86	201	311	432	000	Science Western Lab Network: Saskatoon Laboratory
86	201	311	433	000	Science Western Lab Network: Calgary Laboratory / Network Administration
86	201	311	434	000	Science Western Lab Network: Burnaby Laboratory
86	201	311	435	000	Science Western Lab Network: Sidney Laboratory
86	201	312	000	000	Science: National Centres for Animal Disease (NCAD)
86	201	312	436	000	Science: National Centres for Animal Disease (NCAD) - Winnipeg laboratory
86	201	312	437	000	Science: National Centres for Animal Disease (NCAD) - Lethbridge Laboratory
86	202	000	000	000	Policy and Programs Branch (PPB)
86	202	313	000	000	PPB: Vice President and Associate Vice President / Business Administration Services / Strategic Partnerships
86	202	314	000	000	PPB: Animal Health Directorate
86	202	315	000	000	PPB: Plant and Biosecurity Directorate
86	202	316	000	000	PPB: Domestic Food Safety Systems & Meat Hygiene Directorate
86	202	317	000	000	PPB: Policy and Regulatory Affairs
86	203	000	000	000	Corporate Management Branch (CMB)
86	203	318	000	000	CMB: Assets and Security Management Directorate
86	203	319	000	000	CMB: Financial Services
86	203	320	000	000	CMB: Horizontal Enterprise Management & Integration Directorate / Vice President's Office
86	204	000	000	000	Human Resources Branch (HRB)
86	204	321	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	322	000	000	HRB: HR Planning, Systems and Analytics / Learning
86	204	323	000	000	HRB: HR Services

86	205	000	000	000	Innovation, Business and Service Development Branch (IBSDB)
86	205	324	000	000	IBSDB: Vice-President's Office / Innovation and Design
86	205	325	000	000	IBSDB: Information and Risk Management
86	205	326	000	000	IBSDB: Enterprise Technology Management
86	205	327	000	000	IBSDB: Platform Applications, Development and Operations
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 / Protected Areas Establishment and Conservation Branch / Conservation Strategy Branch
88	200	301	402	000	Law Enforcement Branch
88	200	301	403	000	Conservation Programs Branch
88	200	301	404	000	Natural Resource Management Branch
88	200	301	405	000	Office of the Chief Ecosystem Scientist
88	200	302	000	000	Indigenous Affairs and Cultural Heritage Directorate
88	200	302	406	000	Vice-President, Indigenous Affairs and Cultural Heritage Directorate / Executive Director, Cultural Heritage / Heritage Designations and Programs Branch
88	200	302	407	000	Archaeology and History Branch
88	200	302	408	000	Collections, Curatorial and Conservation Branch
88	200	302	409	000	Cultural Heritage Policies Branch
88	200	302	410	000	Indigenous Affairs Branch
88	200	303	000	000	External Relations and Visitor Experience Directorate
88	200	303	411	000	Office of the Vice-President / National Celebrations Branch / Social Sciences Branch
88	200	303	412	000	Corporate Communications Branch
88	200	303	413	000	Strategic Partnering Branch / Outreach & Marketing Branch
88	200	303	414	000	Brand Experience Branch
88	200	303	415	000	Visitor Experience Branch
88	200	304	000	000	Human Resources and Employee Wellness Directorate

					Office of the Chief Human Resources Officer / Workforce Engagement and Contribution Branch / Human Resources Strategic Planning and Executive Group Services
88	200	304	416	000	Management Branch
88	200	304	417	000	Human Resources Operations Branch
88	200	304	418	000	Human Resources Corporate Branch
88	200	305	000	000	Strategic Policy and Investment Directorate
					Office of the Vice-President, Strategic Policy and Investment / Policy, Legislative and Cabinet Affairs Branch
88	200	305	419	000	/ Strategic Planning and Reporting
					Investment Management Branch / Investment Planning and Portfolio Management Branch / Realty Branch
88	200	305	420	000	
88	200	305	421	000	Chief Information Officer Branch
88	200	305	422	000	Asset Management and Project Delivery Branch
88	200	305	423	000	Asset and Environmental Management Branch
88	200	306	000	000	Finance Directorate
					Office of the Chief Financial Officer / Corporate Resource Management Branch / Finance and Business Management
88	200	306	424	000	Advisory / Investment Planning
88	200	306	425	000	Comptrollership Branch
88	200	306	426	000	Procurement and Contracting
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
					Yoho / Kootenay / Lake Louise Field Unit and Hot Springs
88	201	338	000	000	Enterprise Unit
88	201	339	000	000	Mount Revelstoke / Glacier Field Unit
88	201	340	000	000	Waterton Lakes / Bar U Field Unit
					Office of the Senior VP Ops / Office of the ED, Atlantic /
					Office of the ED, Quebec and Nunavut / Office of the ED,
					Ontario and Waterways / Office of the ED, Prairies and
					Northwest Territories / Office of the ED, Alberta / Office of
88	201	341	000	000	the ED, British Columbia and Yukon
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	CSE 1
89	200	300	000	000	CSE 300
89	200	301	000	000	CSE 301
89	200	302	000	000	CSE 302
89	200	303	000	000	CSE 303
89	201	000	000	000	CSE 2
89	201	304	000	000	CSE 304
89	201	305	000	000	CSE 305
89	201	306	000	000	CSE 306
89	201	307	000	000	CSE 307
89	202	000	000	000	CSE 3
89	202	308	000	000	CSE 308
89	202	308	400	000	CSE 400
89	202	308	401	000	CSE 401
89	202	309	000	000	CSE 309
89	202	310	000	000	CSE 310
89	202	310	402	000	CSE 402
89	202	310	403	000	CSE 403
89	202	310	404	000	CSE 404
89	202	311	000	000	CSE 311
89	202	311	405	000	CSE 405
89	202	311	406	000	CSE 406
89	202	312	000	000	CSE 312
89	202	313	000	000	CSE 313
89	203	000	000	000	CSE 4
89	203	314	000	000	CSE 314

89	203	314	407	000	CSE 407
89	203	314	408	000	CSE 408
89	203	314	409	000	CSE 409
89	203	315	000	000	CSE 315
89	203	315	410	000	CSE 410
89	203	315	411	000	CSE 411
89	203	316	000	000	CSE 316
89	203	316	412	000	CSE 412
89	203	316	413	000	CSE 413
89	203	317	000	000	CSE 317
89	203	317	414	000	CSE 414
89	203	317	415	000	CSE 415
89	203	318	000	000	CSE 318
89	204	000	000	000	CSE 5
89	204	319	000	000	CSE 319
89	204	320	000	000	CSE 320
89	204	321	000	000	CSE 321
89	204	321	416	000	CSE 322
89	204	322	000	000	CSE 323
89	205	000	000	000	CSE 6
89	999	000	000	000	I cannot find my organizational unit
90	000	000	000	000	Women and Gender Equality Canada
90	200	000	000	000	Deputy Minister's Office, Corporate Services and Human Resources
90	201	000	000	000	Policy and Gender-Based Violence
90	202	000	000	000	Programs
90	203	000	000	000	Communications and Research
90	999	000	000	000	I cannot find my organizational unit
91	000	000	000	000	Administrative Tribunals Support Service of Canada
91	200	000	000	000	Canadian International Trade Tribunal Secretariat
91	201	000	000	000	Canada Industrial Relations Board Secretariat
91	202	000	000	000	Federal Public Sector Labour Relations and Employment Board Secretariat
91	203	000	000	000	Social Security Tribunal Secretariat (SST)
91	203	300	000	000	SST Registry Operations
91	203	301	000	000	All other SST Secretariat Functions
91	204	000	000	000	All other secretariats (CART, CCPERB, CHRT, CT, NJC, PSDPT, SCT, TATC)
91	205	000	000	000	Internal Services
91	205	302	000	000	Corporate Services (Accommodations and Security, HR, Finance, Planning and Communications)
91	205	303	000	000	All other Internal Services Directorates (Information Services and Solutions Team, Chief Administrator's Office)
91	999	000	000	000	I cannot find my organizational unit
92	000	000	000	000	National Film Board of Canada

					Office of the Government Film Commissioner and Chairperson of the NFB / Institutional, Legal and Human Resources Services
92	200	000	000	000	
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
					Federal Economic Development Agency for Southern Ontario
93	000	000	000	000	
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 Eastern Region SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	300	000	000	Sherbrooke SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	300	400	000	Halifax SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	300	401	000	Eastern Region SSO-CAPI (Computer Assisted Personal Interview) Employees
94	200	301	000	000	Quebec (Montreal) SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	200	301	402	000	Atlantic (Halifax) SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	200	301	403	000	Central Region Central Region SSO-CAPI (Computer Assisted Personal Interview) Employees
94	201	000	000	000	SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	201	302	000	000	Central Region SSO-CATI (Computer Assisted Personal Interview) Employees
94	201	302	404	000	SSO-CATI (Computer Assisted Telephone Interview) Employees
94	201	303	000	000	Western & Northern Territories Region Western Region SSO-CATI (Computer Assisted Telephone Interview) Employees
94	201	303	405	000	Winnipeg SSO-CATI (Computer Assisted Telephone Interview) Employees
94	202	000	000	000	Edmonton SSO-CATI (Computer Assisted Telephone Interview) Employees
94	202	304	000	000	Western Region SSO-CAPI (Computer Assisted Personal Interview) Employees
94	202	304	406	000	Manitoba & Nunavut SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	304	407	000	
94	202	305	000	000	
94	202	305	408	000	

94	202	305	409	000	Saskatchewan SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	305	410	000	Alberta and NWT SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	305	411	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	104	000	000	000	National Security and Intelligence Review Agency
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	115	000	000	000	Invest in Canada
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
80	000	000	000	000	Financial Consumer Agency of Canada
95	139	000	000	000	Office of the Commissioner of Lobbying of 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



Q100. Are you currently a shift worker?

- 1) Yes
- 2) No

Q101. Do you work full-time or part-time?

- 1) Full-time
- 2) Part-time

Q102. Which of the following best describes your current work situation?

- 1) Working on-site
- 2) Working remotely or teleworking
- 3) A combination of working on-site and working remotely or teleworking
- 4) Other

Q103. During the COVID-19 pandemic, have you taken “Other Leave with Pay” (code 699 or its equivalent) specifically related to the COVID-19 pandemic? (“Other Leave with Pay”, code 699, was put in place on an exceptional basis during the COVID-19 pandemic to address specific issues faced by employees as the federal and provincial governments implemented measures to prevent the spread of infection?)

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

Q104. Since the beginning of November 2020, have you taken “Other Leave with Pay” (code 699 or its equivalent) specifically related to the COVID-19 pandemic? (“Other Leave with Pay”, code 699, was put in place on an exceptional basis during the COVID-19 pandemic to address specific issues faced by employees as the federal and provincial governments implemented measures to prevent the spread of infection?)

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

Q105. 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., ministers' exempt staff)

Q106a. 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) FT
- 48) GL
- 49) GR
- 50) GR-EX
- 51) GS
- 52) GT
- 53) HP
- 54) HR
- 55) HR/RH (CRA)
- 56) HS
- 57) IM
- 58) IN
- 59) IS
- 60) ITS/LA
- 61) LC
- 62) LE
- 63) LE-GS
- 64) LI
- 65) LIB (NRC)
- 66) LP
- 67) LS
- 68) MA
- 69) MD
- 70) MG
- 71) MGT (CNSC)
- 72) MGT (NRC)
- 73) MT
- 74) NB
- 75) ND
- 76) NU
- 77) OE
- 78) OM
- 79) OP
- 80) OP (NFB)
- 81) OP (NRC)
- 82) PC
- 83) PE
- 84) PG
- 85) PH
- 86) PI
- 87) PM
- 88) PM-MCO

- 89) PO-IMA
- 90) PO-TCO
- 91) PR
- 92) PS
- 93) PX/AAG/AG
- 94) PY
- 95) RCO
- 96) RE
- 97) REG
- 98) REX
- 99) RLE
- 100) RO
- 101) RO (NRC)
- 102) SC
- 103) SE
- 104) SG
- 105) SI
- 106) SO
- 107) SP (CRA)
- 108) SP (NFB)
- 109) SR
- 110) SR (CFIA)
- 111) ST
- 112) SW
- 113) TC
- 114) TI
- 115) TO
- 116) TR
- 117) UNI
- 118) UT
- 119) VM
- 120) WP
- 121) Other

Q106b. 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

Q107. With which of the following communities do you most closely identify in relation to your current job? (A community is made up of employees who share common work purposes, functions and professional interests. While many employees identify with at least one such community, not all employees do.)

- 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

Q108. 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. \_\_\_\_

Q109. 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. \_\_\_\_

Q110. What is your first official language?

- 1) English
- 2) French

Q111. 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

Q112. 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

Q113. Do you work in one of the following designated bilingual areas of Quebec or Ontario?

- 1) The bilingual region of Montréal (the counties of Deux-Montagnes, Île-de-Montréal and Île-Jésus, La Prairie, and Vaudreuil)
- 2) The bilingual regions of other parts of Quebec (the counties of Bonaventure, Gaspé-Est, Brome, Compton, Huntingdon, Missisquoi, Richmond, Sherbrooke, Stanstead, Argenteuil and Pontiac)
- 3) The bilingual region of Eastern Ontario (the counties of Glengarry, Prescott, Russell and Stormont)
- 4) The bilingual region of Northern Ontario (the counties of Algoma, Cochrane, Nipissing, Sudbury and Timiskaming)
- 5) I do not work in one of these areas.

Q114. 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

Q115. What is your gender?

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

Q116. Are you an Indigenous person? (An Indigenous person is a member of a First Nation, a Métis or an Inuk (Inuit). First Nations (North American Indians) include Status and Non-Status Indians.)

- 1) Yes
- 2) No

Q117. You indicated that you are an Indigenous person. If you wish to provide further details, please specify the group to which you belong.

- 1) First Nations (North American Indian)
- 2) Métis
- 3) Inuk (Inuit)

Q118. Are you a person with a disability?

(A disability means any impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment - or a functional limitation - whether permanent, temporary or episodic in nature, or evident or not, that, in interaction with a barrier, hinders a person's full and equal participation in society.

A barrier means anything - including anything physical, architectural, technological or attitudinal, anything that is based on information or communications or anything that is the result of a policy or a practice - that hinders the full and equal participation in society of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication or sensory impairment or a functional limitation.)

- 1) Yes
- 2) No

Q119. You indicated that you are a person with a disability. If you wish to provide further details, please select the box(es) that apply to you. (Mark all that apply.)

- 1) A seeing disability affects vision, including total blindness, partial sight and visual distortion
- 2) A hearing disability affects ability to hear, including being hard of hearing, deafness or acoustic distortion
- 3) A mobility issue affects ability to move your body, including the required use of a wheelchair or a cane, or other issues impacting your mobility
- 4) An issue with flexibility or dexterity affects ability to move joints or perform motor tasks, especially with your hands
- 5) A mental health issue affects psychology or behaviour, such as anxiety, depression or social / compulsive disorder or phobia or psychiatric illness
- 6) A sensory / environmental disability affects sensitivity to light, sounds or other distractions, as well as allergens and other environmental sensitivities
- 7) A chronic health condition or pain affects ability to function on a regular or episodic basis due to migraines, Crohn's disease, colitis, and other disabilities or health conditions
- 8) A cognitive disability affects ability to carry out tasks involving executive functioning, such as planning and organization, learning information, communication and memory, including autism or Asperger's syndrome, attention deficit disorder, and learning disabilities
- 9) An intellectual disability affects your ability to learn and to adapt behaviour to different situations
- 10) Other disability (including: learning disabilities, developmental disabilities and all other types of disabilities)  
Please specify here. \_\_\_\_\_



Q120. Are you a member of a visible minority group?

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

- 1) Yes
- 2) No

Q121. You indicated that you are a member of a visible minority group. If you wish to provide further details, please select the box(es) that apply to you. (Mark all that apply.)

- 1) Black
- 2) Chinese
- 3) Filipino
- 4) Japanese
- 5) Korean
- 6) South Asian/East Indian (including: Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.)
- 7) Southeast Asian (including: Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.)
- 8) Non-White West Asian, North African or Arab (including: Egyptian; Libyan; Lebanese; Iranian; etc.)
- 9) Non-White Latin American (including: indigenous persons from Central and South America, etc.)
- 10) Person of mixed origin (with one parent in one of the visible minority groups)
- 11) Other visible minority group  
Please specify here. \_\_\_\_\_

Q122. What is your sexual orientation?

(Refers to a person's sexual identity in relation to the gender(s) to which they are sexually attracted. This can include being sexually attracted to no one, to some genders, to all genders, or to a specific gender.)

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

### 3.7.2. Supplemental Questions

Global Affairs Canada (14) and Global Affairs Canada (Locally Engaged Staff) (84)

1. 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)

2. 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

3. 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

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

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

5. 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).

- 5) Yes (Go to Q7)
- 6) No (Go to Q6)
- 7) Don't know (Go to Q7)

6. 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

7. My immediate supervisor demonstrates the 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

8. Disrespectful behaviour and incivilities in my workplace are addressed effectively and 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

9. 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: 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

10. 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

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. I believe that the CNSC is undertaking the right initiatives to improve its safety culture.

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

Statistical Survey Operations (94)

1. Please indicate your employee category/type.

- 1) CAPI
- 2) CATI
- 3) Don't know

2. Disrespectful behaviour in my workplace is addressed effectively.

- 4) Strongly agree
- 5) Somewhat agree
- 6) Neither agree nor disagree
- 7) Somewhat disagree
- 8) Strongly disagree
- 9) Don't know
- 10) Not applicable

3. Which of the following would prevent you from talking to someone at Statistical Survey Operations (SSO) if you were being harassed or discriminated against?

- 1) Fear of retribution
- 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 harassment 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

4. 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

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

6. I have little opportunity for initiative in my day-to-day tasks.

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

7. I experience ongoing harassment from respondents in 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

8. My job has limited upward mobility.

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

9. My job has unstable hours.

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

10. When senior management is referred to in this survey, who comes to mind?

- 1) Senior Interviewers (local)
- 2) Data Collection Managers (local)
- 3) Program/District Managers (local)
- 4) Assistant Directors/Directors (regional)
- 5) Director General/Assistant Chief Statistician/Chief Statistician (national)

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.

- 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

Public Services and Procurement Canada (07)

Systemic racism, also known as institutional racism, are those cultural and values-based patterns of behaviour, policy, or practice that, either intentionally or unintentionally, perpetuate disadvantages for racialized persons or groups including Black, Indigenous and other persons of colour.

1. Understanding that systemic racism exists, in your experience to what extent is systemic racism prevalent within the department?

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

2. If issues of harassment and discrimination arise in the workplace, I am aware of the process and tools to deal with them.

- 1) Yes - Discrimination
- 2) Yes - Harassment
- 3) Yes - Both
- 4) No, I am not aware of the process and tools

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 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. When I report my health and safety concerns to my immediate supervisor, he/she addresses them 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

6. I have confidence in my immediate supervisor's ability to guide my work team through organizational challenges (e.g. reorganization, changing priorities, adapt to ongoing changes, transformation in the department, 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

7. 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

8. Please rank the following list of factors from what will be most important to least important in the workplace over the next 5 years. One (1) being what you feel is the most important and five (5) being the least important.

- \_\_\_\_\_ Technology
- \_\_\_\_\_ A more flexible/remote workforce
- \_\_\_\_\_ Increased multi-department, shared space locations
- \_\_\_\_\_ Mental Health and well-being
- \_\_\_\_\_ Diversity and inclusion

9. Upon your return to the workplace, what elements would be important for you in the list below? Please select your top 3 elements.

- 1) Quiet spaces for focused work or to take a break
- 2) Meeting rooms and collaborative spaces
- 3) Kitchens and lunchrooms
- 4) Space to conduct technical or specialized activities (e.g. IT kiosk, layout of large drawings, products or service testing environment, etc.)
- 5) Technology to support flexible work
- 6) Workplace culture that supports digitalization, mobility, flexibility and remote working

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).

- 8) Strongly agree
- 9) Somewhat agree
- 10) Neither agree nor disagree
- 11) Somewhat disagree
- 12) Strongly disagree
- 13) Don't know
- 14) 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

Correctional Service Canada (04)

1. 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

2. 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

3. 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

Innovation, Science and Economic Development Canada (10)

1. 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: 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

2. People in my workplace have a good understanding of the importance of employee 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

3. 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

4. My learning and development needs are adequately considered as part of my performance discussions.

- 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 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

6. 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

7. 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

**Background and Definition:**

In order to foster and maintain a safe, respectful and inclusive work environment, we would like to gauge civility within the organization. (Civility is behaviour involving politeness and regard for others in the workplace, within workplace norms for respect.)

8. Please choose up to three (3) uncivil behaviours from the list below that you feel most negatively affected you in the past 12 months. (Mark up to three)

- 1) Using cellphone, checking emails or texting during meetings or conversations
- 2) Not paying attention during a meeting or conversation
- 3) Failing to say “please” and “thank you”
- 4) Using email to send a sensitive message to avoid facing the person
- 5) Interrupting or patronizing someone
- 6) Placing the blame on others instead of accepting responsibility
- 7) Taking credit for someone else’s work or ideas
- 8) Doubting someone’s judgement
- 9) Paying little or no attention to someone’s opinion
- 10) Ignoring someone
- 11) Speaking loudly or making noise in open work areas
- 12) Using inappropriate facial expressions or body language
- 13) Taking part in or encouraging gossip about someone
- 14) Making degrading remarks
- 15) Making jokes that make people uncomfortable
- 16) Using foul or vulgar language
- 17) Yelling, screaming and other aggressive behaviours
- 18) Other
- 19) None

9. Which of the following would prevent you from talking to someone at ISED if you were being discriminated against?

- 1) Fear of retribution
- 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 harassment 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



Agriculture and Agri-Food Canada (09)

1. How aware are you of AAFC's Communities and Networks that connect and support public servants on matters such as diversity and inclusion, communities of practice, and professional development?

- 1) I am completely unaware
- 2) I am aware of one or two groups
- 3) I am aware of a number of groups
- 4) I am aware of most or all groups
- 5) I don't know my rights

2. Do you participate in one or more of AAFC's Communities or Networks?

- 1) Yes, one
- 2) Yes, two or more
- 3) No
- 4) Not sure

3. I feel AAFC's Communities and Networks have had a positive impact within the department (e.g. information sharing, events, stewardship).

- 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. Are there any barriers that prevent you from participating in AAFC's Communities and Networks? (Mark all that apply)

- 1) Lack of awareness of the networks
- 2) My workload
- 3) Concerned about how coworkers would perceive my participation
- 4) Concerned about how my supervisor would perceive my participation
- 5) Personal reasons
- 6) I don't feel my department encourages participation in Communities and Networks
- 7) I am not interested
- 8) Other
- 9) No barriers: I feel free to join the community or network of my choice

Administrative Tribunals Support Service of Canada (91)

1. 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

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. 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

4. 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

Veterans Review and Appeal Board (95-150)

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 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

3. My immediate supervisor supports 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

4. Overall, employees in my work unit are treated 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

5. In my department or agency, I have the opportunities I need to implement ideas on how to improve 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

6. 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

7. In my work unit, roles and responsibilities are clear.

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

8. I get a sense of satisfaction from providing high quality services.

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

9. I am motivated to give my very best 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

10. In my daily work, whether through written or oral communication, I feel free to use the official language of my choice.

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

National Film Board (92)

1. In my work unit, roles and responsibilities are clear.

- 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. In my department or agency, I have the opportunities I need to implement ideas on how to improve 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

3. My immediate supervisor regularly engages us in discussions on departmental change and transformation 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

4. I can count on my immediate supervisor to help resolve conflicts within 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

5. I believe the NFB deals effectively with unsatisfactory 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

6. 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

7. 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

8. I receive on-going feedback, throughout the year, 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

9. 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

10. 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

Office of the Chief Electoral Officer (40)

1. 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

2. People in my workplace have a good understanding of the importance of employee 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

3. I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I 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. My immediate supervisor would respond appropriately if I talked to them 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



5. 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

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

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

7. Which of the following would prevent you from talking to someone at the Agency 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

8. Which of the following would prevent you from talking to someone at the Agency if you were being harassed? (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

9. 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

10. What is your current employee status.

- 1) Casual 165
- 2) Term – Elect (work relating to the delivery of an electoral event)

Immigration, Refugees and Citizenship Canada (13)

1. In my workplace, I have access to the department's resources and knowledge regarding personal and workplace wellness.

- 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 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

3. I have been provided with on-the-job learning opportunities within the last 12 months.

- 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 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

5. 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

6. My immediate supervisor leads by example by demonstrating the values and ethics 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

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

- 8) Strongly agree
- 9) Somewhat agree
- 10) Neither agree nor disagree
- 11) Somewhat disagree
- 12) Strongly disagree
- 13) Don't know
- 14) Not applicable

8. 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

9. 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

10. I receive internal services (i.e. human resources, security, real property/accommodation, IT, etc.) in the official language of my choice?

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

Canada Energy Regulator (75)

1. I have confidence in my immediate supervisor to provide me with the resources I need to succeed (e.g. time, training, flexibility, feedback, coaching, information, 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 have confidence in my immediate supervisor to show compassion/empathy when I have personal issues 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

3. I have confidence in the members of the senior leadership team of the CER to seek out and consider diverse opinions in order to make fully informed 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

4. I have confidence in the members of the senior leadership team of the CER to create a workplace that is safe, healthy and respectful for all employees.

- 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. Actions or behaviours that negatively impact my confidence in my leader: (Mark all that apply)

- 1) Disrespectful behaviour - behaviours that could reasonably be expected to diminish a person's sense of dignity and/or self-esteem, including any behaviour that would reasonably be seen to interfere with the CER's commitment to create a workplace free of discrimination, harassment and other harmful behaviours
- 2) Ethical issues - behaviour, action, or lack of action that is inconsistent with, or is perceived to be inconsistent with, CER Values (Respect for Democracy, Respect for People, Integrity, Stewardship, and Excellence), Guiding Principles (Prevention of Harm and Adjudicative Independence), (Code of Conduct, maintaining confidentiality, and ensuring adjudicative independence)
- 3) Lack of leadership experience
- 4) Provides no support (e.g. training, coaching, compassion, access to them, instruction/direction, feedback, etc.)
- 5) Unclear expectations (e.g. regarding performance, deliverables, timelines, etc.)
- 6) Lack of communication
- 7) Past experience
- 8) Other
- 9) Does not apply; I have full confidence in my leader

6. Actions or behaviours that negatively impact my confidence in my leader's leader: (Mark all that apply)

- 1) Disrespectful behaviour - behaviours that could reasonably be expected to diminish a person's sense of dignity and/or self-esteem, including any behaviour that would reasonably be seen to interfere with the CER's commitment to create a workplace free of discrimination, harassment and other harmful behaviours
- 2) Ethical issues - behaviour, action, or lack of action that is inconsistent with, or is perceived to be inconsistent with, CER Values (Respect for Democracy, Respect for People, Integrity, Stewardship, and Excellence), Guiding Principles (Prevention of Harm and Adjudicative Independence), (Code of Conduct, maintaining confidentiality, and ensuring adjudicative independence)
- 3) Lack of leadership experience
- 4) Provides no support (e.g. training, coaching, compassion, access to them, instruction/direction, feedback, etc.)
- 5) Unclear expectations (e.g. regarding performance, deliverables, timelines, etc.)
- 6) Lack of communication
- 7) Past experience
- 8) Other
- 9) Does not apply; I have full confidence in my leader's leader

## Background and Definition:

The CER Code of Conduct defines an ethical issue or concern as any situation in which a behaviour, action, or lack of action is inconsistent with, or is perceived to be inconsistent with, CER Values:

1. Respect for Democracy
2. Respect for People
3. Integrity
4. Stewardship
5. Excellence

and Guiding Principles:

1. Prevention of Harm
2. Adjudicative Independence

Maintaining Confidentiality, Ensuring Adjudicative Independence and Avoiding Conflicts of Interest impose specific requirements in certain situations; failure to meet those specific requirements may also give rise to ethical issues or concerns.

7. Having carefully read the above definition of ethical issues or concerns, in the past 12 months have you experienced any behaviour, action or lack of action that is inconsistent with the CER's values or guiding principles?

- 1) Yes
- 2) No

8. Indicate the nature of the ethical issues you have experienced: (Mark all that apply)

- 1) Withholding relevant information, analysis or advice from decision-makers/giving inappropriate advice or direction to a decision-maker
- 2) Disrespectful behaviour or actions
- 3) Failure to recognize and respect constitutionally protected Indigenous rights
- 4) Disrespecting Official Language rights, or their spirit and intent
- 5) Perceived or real conflicts of interest
- 6) Failure to protect personal and confidential information
- 7) Witnessing behaviour that is not transparent, fair and unbiased
- 8) Failure to effectively and efficiently use public money, property and resources
- 9) Failure to protect the reputation of the CER
- 10) Failure to exercise informed decision-making based on evidence, data and input from regulated companies, Indigenous peoples and stakeholders
- 11) Failure to respect the authority of adjudicative decision makers
- 12) Other

9. What actions did you take to address the ethical issues or concerns you experienced? (Mark all that apply)

- 1) I discussed the matter with my immediate supervisor or senior manager
- 2) I discussed the matter with the person whose behaviour, action, or inaction gave rise to the ethical issue or concern
- 3) I contacted the Ethics Committee
- 4) I contacted a human resources advisor at the CER
- 5) I contacted my union representative
- 6) I contacted the Ombuds
- 7) I took no action

10. Why did you not take action? (Mark all that apply)

- 1) The issue was resolved to my satisfaction
- 2) I did not think the issue was serious enough to pursue further action
- 3) Management intervened
- 4) The individual left or changed jobs
- 5) I left or changed jobs
- 6) I did not know what to do, where to go or whom to ask
- 7) I was afraid of reprisal (having limited career advancement, being labelled a troublemaker)
- 8) Someone threatened me
- 9) I did not believe it would make a difference because this issue has been raised before and no action was taken
- 10) I did not believe it would make a difference because similar behaviour demonstrated by others has been tolerated or accepted in the past
- 11) Other

Department of National Defence (03)

1. My department works hard to address racism in the workplace.

- 8) Strongly agree
- 9) Somewhat agree
- 10) Neither agree nor disagree
- 11) Somewhat disagree
- 12) Strongly disagree
- 13) Don't know
- 14) Not applicable



2. Have you personally experienced an incident of racism in the past 12 months?

- 1) Yes
- 2) No

3. Have you directly witnessed an incident of racism on the job in the past 12 months?

- 1) Yes
- 2) No

4. 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

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

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

6. 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

7. Do you feel you would be supported by your supervisor if you requested COVID-19 related leave?

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

8. Do you feel you would be supported by your supervisor if you requested COVID-19 related accommodations in order to effectively work at home?

- 1) Yes
- 2) No

9. My department works hard to support employees struggling because of COVID-19.

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

10. My stress level at work has (complete the sentence) because of COVID 19.

- 1) Significantly increased
- 2) Increased
- 3) Remained the same
- 4) Decreased
- 5) Significantly decreased
- 6) Not applicable

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

- 8) Strongly agree
- 9) Somewhat agree
- 10) Neither agree nor disagree
- 11) Somewhat disagree
- 12) Strongly disagree
- 13) Don't know
- 14) Not applicable

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

- 8) Strongly agree
- 9) Somewhat agree
- 10) Neither agree nor disagree
- 11) Somewhat disagree
- 12) Strongly disagree
- 13) Don't know
- 14) Not applicable

7. 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

8. 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

9. 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

Impact Assessment Agency of Canada (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

Public Safety (53)

1. My immediate supervisor would help me if I talked to them about workload management issues.

- 8) Strongly agree
- 9) Somewhat agree
- 10) Neither agree nor disagree
- 11) Somewhat disagree
- 12) Strongly disagree
- 13) Don't know
- 14) Not applicable

2. I am satisfied with the measures being taken by my organization to address my mental health and wellbeing in the last 12 months.

- 15) Strongly agree
- 16) Somewhat agree
- 17) Neither agree nor disagree
- 18) Somewhat disagree
- 19) Strongly disagree
- 20) Don't know
- 21) Not applicable

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

- 22) Strongly agree
- 23) Somewhat agree
- 24) Neither agree nor disagree
- 25) Somewhat disagree
- 26) Strongly disagree
- 27) Don't know
- 28) Not applicable

4. Current employee behaviors 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

5. 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

## Treasury Board of Canada Secretariat (26)

### Background and Definition:

TBS's Every Day commitment is a shared commitment from the entire TBS executive community to all TBS employees.

This commitment describes how we can support a respectful, fulfilling and productive work environment each and every day. It also clearly articulates the workplace and workforce we want to have – one where we can attract, retain and develop the very best people.

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

- 1) Very aware
- 2) Somewhat aware
- 3) Not really aware (Go to Q3)

2. 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

### Background and Definition:

In order to foster and maintain a safe, respectful and inclusive work environment, we would like to gauge the views on respect within the organization. (Respect is behaviour involving politeness and regard for others in the workplace, within workplace norms.)

3. Please choose up to three (3) disrespectful behaviours from the list below that you feel most negatively affected you in the past 12 months. (Mark up to three)

- 1) Using cellphone, checking emails or texting during meetings or conversations
- 2) Not paying attention during a meeting or conversation
- 3) Failing to say "please" and "thank you"
- 4) Using email to send a sensitive message to avoid facing the person
- 5) Interrupting or patronizing someone
- 6) Placing the blame on others instead of accepting responsibility
- 7) Taking credit for someone else's work or ideas
- 8) Doubting someone's judgement
- 9) Paying little or no attention to someone's opinion
- 10) Ignoring someone
- 11) Speaking loudly or making noise in open work areas
- 12) Using inappropriate facial expressions or body language
- 13) Taking part in or encouraging gossip about someone
- 14) Making degrading remarks
- 15) Making jokes that make people uncomfortable
- 16) Using foul or vulgar language
- 17) Yelling, screaming and other aggressive behaviours
- 18) Other
- 19) None

4. From whom did you experience these disrespectful behaviour(s) the most?

- 1) Co-workers
- 2) Individuals with authority over me
- 3) Individuals working for me
- 4) Individuals from other departments or agencies
- 5) Members of the public (individuals or organizations)
- 6) Other



5. How often do individuals in your work unit show you respect?

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

6. How often do individuals in your department show you respect?

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

7. My manager models the public sector values in their behaviour and in how they resolve ethical situations.

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

8. In my work unit, we model the public sector values in our behaviour and in how we resolve ethical situations.

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

9. My supervisor discusses ethical issues concerning our work when required.

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

10. Please select the three most important factors from the list below for which you would like TBS to provide greater support. (Most important, Second most important, Third most important)

- 1) Managing work life balance
- 2) Mental Health and social supports
- 3) Technological challenges (access to the network, adapting to new technology)
- 4) Adequate time from immediate supervisor (virtual time, timeline feedback)
- 5) On the evolution and status of the pandemic and the impact on work
- 6) Social connection with colleagues
- 7) Timely communication

Department of Finance (24)

1. I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I 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

2. In my work unit, I believe that we hire people who can do the 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

3. In my work unit, the process of selecting a person for a position is done fairly.

- 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 prepare written materials, including emails, I feel free to use the official language of my choice.

- 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. During meetings in my work unit, I feel free to use the official language of my choice.

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

6. When I communicate with my immediate supervisor, I feel free to use the official language of my choice.

- 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?  
(Mark all that apply)

- 1) Fear of reprisal
- 2) Confidentiality of information related to the issues or conflicts raised
- 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

6. 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

7. 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

8. All CRA activities are supported by a culture of service 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

RCMP (non-public servants only)

1. Senior management supports my health and safety 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

2. In my work unit, colleagues support one another.

- 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. When I need assistance, my supervisor can be counted on to help me.

- 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. Poor employee performance is dealt with effectively by my supervisor.

- 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 a sense of belonging as an employee in the RCMP.

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

6. The current culture of the RCMP promotes well-being.

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

7. The RCMP is innovative.

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

8. The RCMP is delivering excellence in policing services.

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

As the RCMP approaches its 150th anniversary in 2023, Vision 150 is the RCMP's strategy for modernization and transformation in four key areas: Our People, Our Culture, Our Stewardship, and Our Policing Services. Based on what you know about Vision 150, please rate the following statements:

9. Vision 150 is addressing issues that are important to me.

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

10. Vision 150 is making positive changes to the RCMP.

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

Questions that will be incorporated into existing Occupational Group Level PSES Questions for RCMP (non-public servants only), but shown here as they are supplemental questions just for RCMP. They are the RCMP equivalent of Q106a, b, c, d.

a. What is your category of employee?

- 1) Regular member
- 2) Civilian member
- 3) Reserve
- 4) Other, please specify:

b. Please indicate your rank. [Ask if regular member] (If you are in an acting position, specify the group of the acting position.)

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



c. Please indicate your occupational group and level (01-10 for each selection). (If you are in an acting position, specify the group of the acting position.)

- 1) AC
- 2) AD
- 3) ADM
- 4) AME
- 5) CHP
- 6) CK
- 7) CP
- 8) EDU
- 9) EE
- 10) ESS
- 11) ETEC
- 12) EVO
- 13) EX
- 14) FIN
- 15) FIT
- 16) FSL
- 17) FSLT
- 18) FWP
- 19) GTEC
- 20) HN
- 21) IM
- 22) LAW
- 23) LDO
- 24) LN
- 25) MA
- 26) MAL
- 27) MO
- 28) PADM
- 29) PN
- 30) PRO
- 31) PSY
- 32) PT
- 33) PTEC
- 34) RS
- 35) RWP
- 36) SAT
- 37) SE
- 38) SUR
- 39) TC
- 40) TM
- 41) TO
- 42) TRL

## Federal Scientists

You indicated you are part of the federal scientist community. Would you be willing to answer a few more questions specific to the federal scientist community?

- 1) Yes
- 2) No

1. Collaborating with others outside my team on scientific projects is important to complete 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

2. In the past year, I have been supported by my immediate supervisor to work on a collaborative scientific project with people outside my 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

3. I feel that my work outcomes would be improved if my laboratory or facility was shared with collaborators.

- 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 that it is difficult to collaborate with partners inside the federal government.

- 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 feel that it is difficult to collaborate with partners outside the federal government.

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

6. My laboratory or facility (excluding equipment or computers) is suitable for my job requirements.

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

7. The condition of the scientific equipment (not including computing capability) in my laboratory or facility is suitable for my job requirements.

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

8. My access to high performance computing capability is suitable for my job requirements.

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

9. I feel that my work suffers because of a lack of ability to communicate results to the public.

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

10. In the past year, my work has resulted in: (Mark all that apply.)

- 1) Contributions to support public policy
- 2) Contributions to a regulatory framework
- 3) Contributions to supporting program delivery
- 4) New intellectual property
- 5) Publications
- 6) Dataset/software

Office of Public Service Accessibility

You indicated that you are a person with a disability. Would you be willing to answer a few more questions about your experiences as an employee with a disability?

- 1) Yes
- 2) No

1. Which one of the following categories most closely describes the nature of your primary health condition or disability, meaning the one that puts you most at risk of facing barriers in the workplace?

- 1) A chronic health condition or pain affects ability to function on a regular or episodic basis due to migraines, Crohn's disease, colitis, and other disabilities or health conditions.
- 2) A mental health issue affects psychology or behaviour, such as anxiety, depression or social / compulsive disorder or phobia or psychiatric illness.
- 3) A mobility issue affects ability to move your body, including the required use of a wheelchair or a cane, or other issues impacting your mobility.
- 4) A cognitive disability affects ability to carry out tasks involving executive functioning, such as planning and organization, learning information, communication and memory, including autism or Asperger's syndrome, attention deficit disorder, and learning disabilities.
- 5) Issues with flexibility or dexterity affects ability to move joints or perform motor tasks, especially with your hands.
- 6) A seeing disability affects vision, including total blindness, partial sight and visual distortion.
- 7) A hearing disability affects ability to hear, including being hard of hearing, deafness or acoustic distortion.
- 8) A sensory / environmental disability affects sensitivity to light, sounds or other distractions, as well as allergens and other environmental sensitivities.
- 9) An intellectual disability affects your ability to learn and to adapt behaviour to different situations.
- 10) Other disability; please specify \_\_\_\_\_

2. If you requested a workplace accommodation for yourself in the past 12 months, which of the following best describes the main reason for the accommodation request that was most important or impactful for you during this period?

- 1) To address barriers in the workplace related to my health condition or disability
- 2) For another purpose, such as for family or religious reasons
- 3) Not applicable: I did not request an accommodation for myself in the past 12 months (Go to question 6)
- 4) I prefer not to answer

3. Which of the following types of documentation or formal assessments by a healthcare professional or other specialist were required as evidence to support your accommodation request? (Mark all that apply.)

- 1) Medical note or certificate from a healthcare professional or specialist
- 2) Fitness to work assessment and report
- 3) Ergonomic assessment and report
- 4) Other type of formal assessment
- 5) Other evidence not listed above
- 6) No evidence required
- 7) Not applicable: my request was denied (Go to question 6)
- 8) Not applicable: I did not request an accommodation for myself in the past 12 months (Go to question 6)

4. How long did it take to receive a decision for your accommodation request after you provided all required information including, if applicable, any requested medical certificate, assessment reports or other evidence?

- 1) Less than 2 weeks
- 2) 2 weeks to less than 1 month
- 3) 1 month to less than 2 months
- 4) 2 months to less than 3 months
- 5) 3 months to less than 6 months
- 6) 6 months to less than 12 months
- 7) 12 months or more
- 8) Not applicable: I have not yet received a decision (please specify the number of months that you have been waiting for a decision) \_\_\_\_\_

5. How long did it take for your accommodation to be fully put in place and working properly (including related training) after the request was approved?

- 1) Fully in place and working properly in less than 2 weeks after approval
- 2) Fully in place and working properly in 2 weeks to less than 1 month after approval
- 3) Fully in place and working properly in 1 month to less than 2 months after approval
- 4) Fully in place and working properly in 2 months to less than 3 months after approval
- 5) Fully in place and working properly in 3 months to less than 6 months after approval
- 6) Fully in place and working properly in 6 months to less than 12 months after approval
- 7) Fully in place and working properly in 12 months or more after approval
- 8) My accommodation has been put in place but it is not working properly and/or it does not fully meet my requirements
- 9) My accommodation has not been put in place yet and the accommodation was approved less than 1 month ago
- 10) My accommodation has not been put in place yet and the accommodation was approved more than 1 month ago  
(please specify the number of months that you have been waiting since the request was approved) \_\_\_\_\_
- 11) I am still waiting for a decision about my accommodation request (not yet approved or denied)
- 12) My accommodation request was denied

6. Have you self-identified as having a disability at work? (Mark all that apply.)

- 1) Yes, I discussed my disability with my immediate supervisor.
- 2) Yes, I discussed my disability with my colleagues.
- 3) Yes, I identified my disability through a self-identification form. (Go to question 8)
- 4) No

7. Why did you not self-identify as having a disability with your employer using a self-identification form? (Mark all that apply.)

- 1) I did not think my disability affected my work
- 2) I did not know how or where to use the self-identification form
- 3) I had concerns about privacy
- 4) I was afraid of being judged or stigmatized
- 5) I intend to self-identify, but I have not done so yet
- 6) Other

8. When working in an office space provided by my employer, I face physical barriers related to my disability.

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

9. When using software, technology and equipment provided by my employer, I face barriers related to my disability.

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

10. I am satisfied with the actions taken to remove accessibility-related barriers in my 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

End