

# Public Service Employee Survey

Public Services & Procurement Canada

2014

## Our 2014 Results

October 2014  
PSPC Public Service Employee Survey Results (PSES)



74.7%  
Participation Rate



Leadership  
Supervision  
Work-life balance



Harassment  
Discrimination  
Staffing

Feb-March 2016  
Round 1: Departmental Pulse Check Survey

## 2016 vs 2014

Some Branches / Regions have also done their own supplementary surveys



53%  
Participation Rate



Organizational  
performance  
Leadership



Job fit  
Performance  
Management

2016 Pulse Check Results

We need to help frontline managers have the time, the confidence and the ability to use the tools/services available

## Addressing Round 1 Results

Pulse Check results were linked with branch/regional demographic context to identify recommendations that can help support continuous improvement in the workplace.



Analysis of Results for Branches/Regions based on other HR Data



Customized branch/regional proposal for concrete action. Includes HR tools and services which directly address Pulse Check results.



Tools/services that provide the biggest return on effort are highlighted.

### Executive Summary: Data Analytics

	What the data tells us...	What the employees said...	The analysis...	The tools...
Staffing	<b>Increase in mobility</b> Increase in the number of indeterminate inflows and lateral movements, but not higher than the Departmental average.	<b>53%</b> of participants think the process of selecting a person for a position is done fairly in their work unit, which represents a 4% decrease compared to the 2014 PSES results. Also, fewer respondents believe their work unit hires people who can do the job.	Although the total population is decreasing, the number of indeterminate inflows and lateral movements have increased, likely to offset the large number of outflows. Accordingly, employee perceptions about fairness in staffing and quality of hires has decreased. This suggests a need to examine outflows and staffing processes.	<ul style="list-style-type: none"> <li>Talent Management Guide and Simulation                             <ul style="list-style-type: none"> <li>Better understand required and available talent</li> <li>Support employee development</li> <li>Provide tools to understand talent management principles</li> </ul> </li> </ul>
Employee Engagement	<b>High number of outflows</b> Over the last four years, there was a high percentage of indeterminate outflows compared to the Departmental average. The largest proportion are movements to other government departments.	<b>47%</b> of participants said they would prefer to remain with the department even if a comparable job was available elsewhere in the public service. This represents a decrease of 3% when compared to the 2014 PSES.	The high number of outflows is attributable to career opportunities available to employees elsewhere in the Public Service. Additionally, employee engagement decreased between 2014 and 2016. Improving employee engagement may contribute to reducing the number of outflows.	<ul style="list-style-type: none"> <li>Career Management                             <ul style="list-style-type: none"> <li>Make informed career decisions</li> <li>Be more aware of interests and professional needs</li> <li>Get the most out of your current skills and abilities</li> </ul> </li> <li>Talent Management Guide and Simulation</li> </ul>
Job Fit and Development	<b>Low number of upward movements</b> As a percentage of the indeterminate population, the percentage of upward movements is low for the size of the Branch.	<b>Fewer</b> respondents (55% compared to 59% in 2014 PSES) said they think the Department does a good job supporting employee career development. There was also a decrease in the respondents who believe their job is a good fit with their skills.	Limited opportunities for career advancement within the Branch and lack of support for career development, coupled with career opportunities elsewhere in the Public Service, contributes to the high number of outflows to other departments. Employee engagement and staffing processes could be improved by increasing support for employee development.	<ul style="list-style-type: none"> <li>Performance Management SMART Objectives and Feedback Sessions</li> <li>Leadership and Development Programs</li> <li>Career Management</li> </ul>

## What's Next?

A Second Pulse Check Survey will help us see where there's been progress and where different approaches are needed.

October 31 - November 18 2016

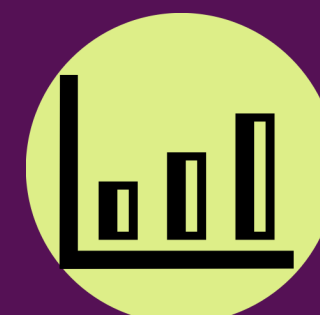
Round 2: Departmental Pulse Check Survey



Additional Questions



Are we progressing?



Reporting on sector-level results

2016

## We're Looking Towards 2017 Public Service Employee Survey



Have our efforts been on target?



Where can we improve?



How can we share what we've done to improve our results?