

**A Public Report of the  
Results from the**

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***Government of  
Nunavut Employee  
Survey***

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***November 2006***





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***Government of Nunavut  
Department of Human Resources  
Inuit Employment Planning Division***

*This report was prepared by the Government of Nunavut's Bureau of Statistics (NBS) which is located in the Hamlet of Pangnirtung. The NBS is a branch of the Government of Nunavut's Department of Executive and Intergovernmental Affairs.*

*The GN Employee Survey was administered by the Bureau of Statistics on behalf of the Department of Human Resources.*

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## 1.0 INTRODUCTION

Employee perspectives on the work place environment play a significant role in determining the viability of the work place, and the importance of the work place environment to overall productivity is well documented. The GN Employee Survey (GNES) was a first attempt at determining employee perspectives on their work place, and will hopefully lead to initiatives to improve the overall working environment at the GN, as well as future surveys aimed at monitoring developments in the work place.

The administrative and technical assistance of the newly decentralized (in the fall of 2004) Nunavut Bureau of Statistics was enlisted by the GN Department of Human Resources to administer the survey. The Bureau had just begun the process of reestablishing its operations, originally located in Iqaluit, to Pangnirtung when it was directed by senior management to assist with the survey. As such, the employee survey has been a major data collection project of the Bureau which, with the approval of Human Resources, used the survey as a practical, hands-on training opportunity for its newly hired staff, most of whom were locally hired beneficiaries with limited work related experience in statistical research and survey administration.

Administering the survey in 4 languages to the over 3,000 GN employees located throughout Nunavut was a challenging project for the Bureau of Statistics, but one which its staff worked hard to accomplish. Thanks are due to the Department of Human Resources' Inuit Employment Division for their ongoing financial support and advice, and to the many employees who took the time to complete their survey and return it to the Bureau.

*Nunavut Bureau of Statistics  
October 2006*

## 2.0 BACKGROUND

The GN Employee Survey was initially conceived in the late spring/early summer of 2004 by the GN Department of Human Resources' Inuit Employment Planning Division (IEPD) as a survey of the GN's Inuit or beneficiary employees. At that time it was referred to as the Inuit Employee Job and Workplace Satisfaction Survey.

The purpose of the survey as it was then defined was to find out how Inuit felt about their jobs in the GN and their workplace:

- *Did they have a good understanding of their responsibilities?*
- *Were they happy with their work?*
- *What was good about working for this Government of Nunavut , and how could the GN be improved?*

A survey form had been developed and was piloted in the late summer of 2004. The survey was mailed to a group of Inuit employees within the Government of Nunavut's Human Resources Department, who were asked to complete the form and return it to a Recruitment and Retention Specialist at the Inuit Employment Division in Iqaluit. Respondents were asked to mark the envelope CONFIDENTIAL to ensure it would remain unopened until in the hands of the Specialist.

The Nunavut Bureau of Statistics began working with IEPD in September of 2004, assisting with the

analysis of the pilot results. The Nunavut Bureau of Statistics received the completed survey forms and entered them into a Microsoft Excel database, from which the charts and tables were developed for a report. No names were attached to the completed forms, and any identifying comments were grouped into more general categories to ensure the confidentiality of individual respondents. A confidential report was prepared for IEPD which briefly described the pilot results as follows:

*“The administration of the survey to a group of Inuit employees of the Department of Human Resources was intended to be a “trial run” or pilot of a planned administration of the survey to all the Inuit employees of the Government of Nunavut. The process of mail out and mail back worked well, with completion of the survey forms by respondents generally done consistently. The Nunavut Bureau of Statistics will be working with the Inuit Employment Division to finalize the survey form prior to general administration. Readers should note that while the results presented in this report are of particular interest to the Inuit Employment Division, they should in no way be considered to be representative of responses from all Inuit GN employees. This report is principally intended only as a sample of the type of analysis which will be possible after the general administration of the survey. Refinements to the survey form will be made prior to its administration to all Inuit employees of the Government of Nunavut.”*

Throughout the fall of 2004, as the Bureau of Statistics was in the process of relocating to Pangnirtung, discussions continued between the Bureau and IEPD on the next steps for the survey administration. It was agreed that the support of the Nunavut Employee’s Union (NEU) would be very beneficial to the project, and so IEPD corresponded with the Union early in 2005. From that correspondence came the recommendation that the survey be expanded to include all of the GN’s employees. After due consideration, the recommendation was supported by senior management of the GN, and the Bureau and IEPD began the review of the survey form and questions to ensure their appropriateness to the intended audience. Discussions also took place to formalize the working relationship between the Bureau and IEPD, with a memorandum of understanding (MOU), amendment to the MOU and research “contract” signed in the fall of 2005. These documents specified the deliverables for IEPD, the timeframe and the funding to be provided to the Bureau to hire sufficient staff and purchase the required supplies to conduct the survey. Once the funding was in place, the Bureau began the recruitment process to hire a Survey Manager, Survey Manager (trainee) and a Survey Operations Clerk (trainee). All three positions were recruited locally in Pangnirtung by late December 2005: both trainee positions were filled by beneficiary candidates.

### **3.0 OBJECTIVES**

In Pinasuaqtavut 2004 - 2009 the Government of Nunavut set forth its objectives for the second Legislative Assembly. Included in these objectives is building an effective, functional public service that is responsive to the public it serves.

The GN Employee Survey set as its objectives:

- To provide valuable employee input to the GN in its efforts to identify areas where improvements could be made.
- To survey all GN employees about their job and workplace satisfaction.
- To improve the morale and working environment for GN employees.

- To obtain employee input on the subject of retention in order to develop appropriate retention programs.
- The types of data to be collected included such topics as:
  - *Recruitment* - How can the recruitment of employees be improved?
  - *Orientation* - Are new employees being adequately oriented to the job and the GN?
  - *Job and workplace understanding* - What do employees feel and think about their job and department?
  - *Inuit Qaujimagatuqangit (IQ)* - What is working well and what could be improved?
  - *Retention* - What can be done to reduce the high turnover rate?
  - *General information* - How well do employees speak, read and write Inuktitut, Inuinnaqtun, English and /or French?

## 4.0 METHODOLOGY

The Government of Nunavut Employee Survey (GNES) was administered from March to September of 2006 to all employees of the Government of Nunavut. The survey was a census and therefore no sampling was done. Each employee received a paper questionnaire to complete on a voluntary basis. The survey was anonymous; that is, the respondent's name or other identification was not required on the questionnaire.

Discussions had occurred since early in 2005 on the most efficient methodology to use for the employee survey. The possibility of utilizing electronic data collection by having all employees fill in their form via the GN e-mail network was investigated but considered to be not sufficiently secure to guarantee confidentiality. Many employees work in open area office space with their computer screen visible to others. Also, there is more than one e-mail "system" within the GN, which would entail additional technical work to incorporate the data from the different systems. And finally, not every employee, particularly those not based out of an office, has a government computer account or access to a computer. As a result of these considerations, the decision was made to administer a "paper" version of the survey to every employee.

### 4.1 Target Population

The target population for the GNES was all employees of the Government of Nunavut as of the winter of 2005/06, and included part-time, full-time, casual, permanent and term employees of all departments and crown corporations, and in all communities including those locations outside of Nunavut where GN employees work (Ottawa for instance). The "not-to-be" included category included anyone working for the GN but not designated as an employee - individuals "on contract" for instance.

### 4.2 Data Collection

With funding in place and staff hired, as well as the final survey form and questions agreed upon, work to administer the survey began in January 2006. All Bureau staff were required to sign a written declaration of confidentiality. As the survey was to be offered in each of 4 languages - Inuktitut, Inuinnaqtun, French and English - translations of the survey form were arranged through the GN's Translation Services Unit of the Department of Culture, Language, Elders and Youth (CLEY). Employees were given the opportunity to request their copy of the survey in either Inuktitut, Inuinnaqtun, French or English. On March 2, 2006 a global language choice e-

mail was sent to employees. For employees with no e-mail account faxes were sent to their work location asking their supervisor to obtain their language choice and fax it back to the Bureau of Statistics.

Replies to the language choice e-mail and faxes were received by the GN Employee Survey Team at the Bureau of Statistics. About 14% of employees (467) responded to the language choice e-mail (employees were advised that if they did not respond to the e-mail they would receive an English version of the survey), of which 95% indicated English, about 4% Inuktitut and the remainder 1% were split between French and Inuinnaqtun.

The challenge then became to send, based on the following parameters, a paper copy of the survey to each of the estimated 3,347 GN employees:

- each employee would receive an individually addressed survey “package” sent to them at their work place via Canada Post;
- each survey “package” would include the following items:
  - a covering letter from the Deputy Minister of the sponsoring department, Human Resources, and the Deputy responsible for the Nunavut Bureau of Statistics (the covering letters would be in the language chosen by the employee for their survey form);
  - a copy of the survey form (in the language of choice of the employee); and
  - a postage paid, return envelope.

The Department of Human Resources provided the survey team with a work place address label for each GN employee. Distribution of the survey “packages” began on March 24<sup>th</sup>, 2006 with the community of Pangnirtung as that is the community in which the Bureau of Statistics is located. The survey team continued the work of distribution through April with the final community, Iqaluit, being sent survey forms mid-May. A breakdown of the number and date surveys were sent to each community is provided below:

<u>Community*</u>	<u>Date surveys sent</u>	<u>Number sent</u>	<u>Community*</u>	<u>Date surveys sent</u>	<u>Number sent</u>
Pangnirtung	March 24	177	Taloyoak	April 5	35
Qikiqtarjuaq	March 28	34	Cape Dorset	April 6	107
Igloolik	March 30	120	Chesterfield		
Pond Inlet	March 30	128	Inlet	April 6	27
Repulse Bay	April 3	36	Grise Fiord	April 6	13
Whale Cove	April 3	27	Baker Lake	April 7	106
Arctic Bay	April 4	49	Cambridge		
Arviat	April 4	176	Bay	April 7	192
Coral Harbour	April 4	50	Clyde River	April 10	55
Gjoa Haven	April 4	50	Hall Beach	April 10	38
Resolute	April 4	20	Kimmirut	April 10	31
Sanikiluaq	April 5	46	Kugaaruk	April 10	38
			Kugluktuk	April 19	120
			Rankin Inlet	April 19	320
			Iqaluit	May 15	1,179

*Note: an additional 173 survey forms were mailed out on special requests from employees who did not receive their form or were missed in the original mail out for a total of 3,174 + 173 = 3,347 surveys mailed out.*

*\*sorted by date sent*

The first of 3 “reminder” e-mail messages encouraging completion of the survey was sent to employees from the office of the Deputy Minister of Human Resources May 10, 2006. This was followed by a second on June 7 and a third and final message on July 26.

No date was published as a deadline to receive completed survey forms, but by September very few forms were being delivered to the Bureau office and a decision to make September 30 the cut-off date was made.

#### *4.3 Data processing*

Data capture of the 1,578 completed survey forms mailed back to the Bureau occurred as the forms were received (approximately from April 1 to September 15), with each survey being individually and consecutively numbered. The Nunavut Evaluation Office provided technical advice and assistance with setting up the input screen. The survey team inputted the completed forms into an SPSS database created specifically for this purpose, with a field identified to record the person inputting the data. Checks were done to verify the data capture operations and to identify invalid or inconsistent data.

There was no imputation in the GNES. Item and partial non-responses were coded as “missing” during the data capture. Moreover, the data was not adjusted for non-response.

A number of survey questions gave employees the opportunity to provide, in English, French, Inuktitut or Inuinnaqtun, written responses in the employee’s “own words”. This qualitative data was reviewed by the survey research team which coded the responses into common “themes” for the purposes of analysis. Any comments which could lead to identification of an individual were coded into broader, generic categories.

Translators were hired to translate the relatively small numbers of surveys received in languages other than English (generally Inuktitut or French).

#### *4.4 Data quality*

The GNES was a census and therefore, there was no error due to sampling. However, the survey is subject to non-sampling errors such as non-response or other non-sampling errors that may occur at almost every phase of a survey operation. Respondents may make errors in answering questions, the answers may be incorrectly captured and errors may be introduced in the processing and tabulation of the data.

Of the 3,347 surveys mailed out, 1,578 were sent back completed, in whole or in part, and entered into the database, and 80 were received back as “return to sender”. The overall conservative response rate for the survey was 47.1% (1,578/3,347); if the 80 “return to sender” forms are considered out-of-scope of the target population, the response rate would be 48.3% (1,578/(3,347-80)).

#### *4.5 Disclosure control*

The Nunavut Bureau of Statistics is prohibited from releasing any data which would divulge information that relates to any identifiable person. Data cells of less than 10 respondents will be suppressed to guarantee the confidentiality of individual results.



## EXECUTIVE SUMMARY

In Pinasuaqtavut 2004 - 2009 the Government of Nunavut set forth its objectives for the second legislative assembly. Included in these objectives is building an effective, functional public service that is responsive to the public it serves. The GN Employee Survey set as its objectives:

- To provide valuable employee input to the GN in its efforts to identify areas where improvements could be made.
- To survey all GN employees about their job and workplace satisfaction.
- To improve the morale and working environment for GN employees.
- To obtain employee input on the subject of retention in order to develop appropriate retention programs.
- To collect employees' input about recruitment, orientation, job and workplace understanding and satisfaction, Inuit Qaujimajatuqangit, retention and demographics.

The GNES was administered from March to September of 2006 to all employees of the Government of Nunavut. The survey was a census and therefore no sampling was done. Each employee was requested to complete a paper questionnaire on a voluntary basis. The survey was anonymous; that is, the respondent's name or other identification was not required on the questionnaire.

The target population for the GNES was all employees of the Government of Nunavut as of the winter of 2005/06, including part-time, full-time, casual, permanent and term employees of all departments and crown corporations, and in all communities including those locations outside of Nunavut where GN employees work (Ottawa for instance).

Employees were given the opportunity to request their copy of the survey in either Inuktitut, Inuinnaqtun, French or English. About 14% of employees (467) responded to the language choice e-mail of which 95% indicated English, about 4% Inuktitut and the remaining 1% were split between French and Inuinnaqtun. All others received an English questionnaire. A paper copy of the survey was to be sent to each of the estimated 3,347 GN employees.

Data capture of the 1,578 completed survey forms mailed back to the Bureau occurred as the forms were received (approximately from April 1 to September 15). Checks were done to verify the data capture operations and to identify invalid or inconsistent data. There was no imputation in the GNES. Item and partial non-responses were coded as "missing" during the data capture. Moreover, the data was not adjusted for non-response. Qualitative data from open questions was reviewed by the survey research team which coded the responses into common "themes" for the purposes of analysis.

Of the 3,347 surveys mailed out, 1,578 were sent back completed, in whole or in part, and entered into the database. The overall conservative response rate for the survey was 47.1% (1,578/3,347).

Recruitment. Word of mouth (605) and newspaper advertisement (425) are the two most frequent ways the participants found out about employment in GN. "EducationCanada.ca" is the website (other than GN website) most frequently mentioned. When asked to indicate three main reasons to seek employment within GN, participants indicated most

frequently that they were looking for interesting job, good pay and experience.

Job and Workplace Understanding. More than two thirds of the participants indicated that they were given their job description and 50% received an orientation when they began their job. For those who received an orientation 27 % indicated that the Nunavut Land Claim Agreement was explained to them; 40% were told about the structure of the Nunavut Government; 75% were able to familiarize themselves with their workplace; 70% had their jobs explained to them; and 57% were told about their pay and benefits. Overall 36% of the survey participants rated their orientation session as effective.

More than two thirds of the participants indicated that they have a good understanding of their job which is strongly linked to how they understand their job's contribution to their division and their department, and the contribution of their department to GN. Of those participating 75% indicated that their job met their expectations. The majority (52%) of participants indicated that their workload fits their schedule were 41% think they are overloaded. Overall, 82% of participants are happy in their job.

Your Job and Workplace. When asked what they liked about their job most (1158) cited the type of work they did, followed by the people they work with (986) and their pay (742). Participants most often (83) cited their supervisor as the reason for not liking their job, followed by the people they work with (68) and their pay (65). About eight out of nine survey respondents look forward to going to work.

The working relationships with co-workers are described as excellent or good by 88% of participants. The level of support from co-workers (1,096) is what participants like the most and the negative staff moods (381) are what participants like the least. The working relationships with supervisors are described as excellent or good by 79% of participants. Being approachable (1,167) is what participants like the most and poor communication (293) is what participants like the least.

The environmental conditions in the workplace were described as excellent or good by 53% of participants. Windows (788) and uncrowdedness (786) are what participants like the most about their workplace; poor air quality (589) and crowdedness (556) are what they like the least.

Inuit Qaujamajatuqangit (IQ). About four out of five participants indicated that they feel IQ is being considered by their department where 35% indicated "sometimes" and 14% "no". The majority of participants (56%) indicated that they often hear Inuktitut spoken in their department, 25% answered "sometimes" and 15% answered "no". When asked if material from the department is available in Inuktitut, 73% said yes or "sometimes" and 15% said no. As for Inuinnaqtun, 64% answered that they do not hear it in their department and 33% indicated that departmental material is not available in Inuinnaqtun.

Retention. Almost half (48%) of those responding to the survey indicated their knowledge and experience was valued by their department; while 35% indicated it was sometimes valued and 10% felt it was not valued at all.

To be more effective in their job a majority (63%) indicated they needed more training. A majority (57%) felt that training was available while 37% felt it was not. Of those who felt training was not available 55% indicated they had requested training. However, the perception was that training was either not available, available to far from work or that their work load precluded them from taking advantage of it.

Overall, 78% of survey participants rated their experience with the GN as excellent or good. Over the next five years 62% of the respondents indicated they would probably work for the same department, while 28% thought they might be working for a different GN department.

Description of participants. Most survey participants were located in Iqaluit (43%) followed by the regions of Qikiqtani (22%), Kivalliq (20%) and the region of Kitikmeot (11%). Most (28%) worked for the Department of Education followed by the Department of Health and Social Services (22%). Because of the large number of teachers and nurses who participated from these departments it is not surprising that professional and administrative support occupations led the occupational groupings at 42% and 18% respectively. Like the departmental distribution, the ratio of professionals is partially explained by the large number of participants from the school system (teachers, teaching support, etc.) and the health centres (nurses, specialists, technicians, etc.) who are professionals.

About 29% of respondents indicated they had worked for their current department for 5 or more years. A quarter had worked for the same department for 3 to 5 years and 19% had worked for the same department for 1 or 2 years. More than a third of the respondents had been in the same occupation for 5 or more years. About 20% had been in the same occupation for 3 to 5 years while 16% had remained in their occupation for the last year or two. More than 75% of all respondents worked permanent full time while 10% were term full time and just 5% were casual full time

About 63% of survey participants were female, 34% were male and 3% did not indicate their gender. Inuit accounted for 47% of respondents while 47% of respondents indicated they were NLCA Beneficiaries. The 30-39 age group accounted for 30% of participants while almost half (47%) of the respondents have an university or college degree.

English was the language spoken very well by most (1,299) participants followed by Inuktitut (509), French (67) and Inuinnaqtun (37). For those who can read a language very well English (1,294) was cited by most followed by Inuktitut (403), French (84) and then Inuinnaqtun (57). The same pattern emerged for the written word with English (1,238) first followed by Inuktitut (421), French (63) and by Inuinnaqtun (44).

# **THE SURVEY RESULTS**

*A question-by-question reporting  
of the survey results*

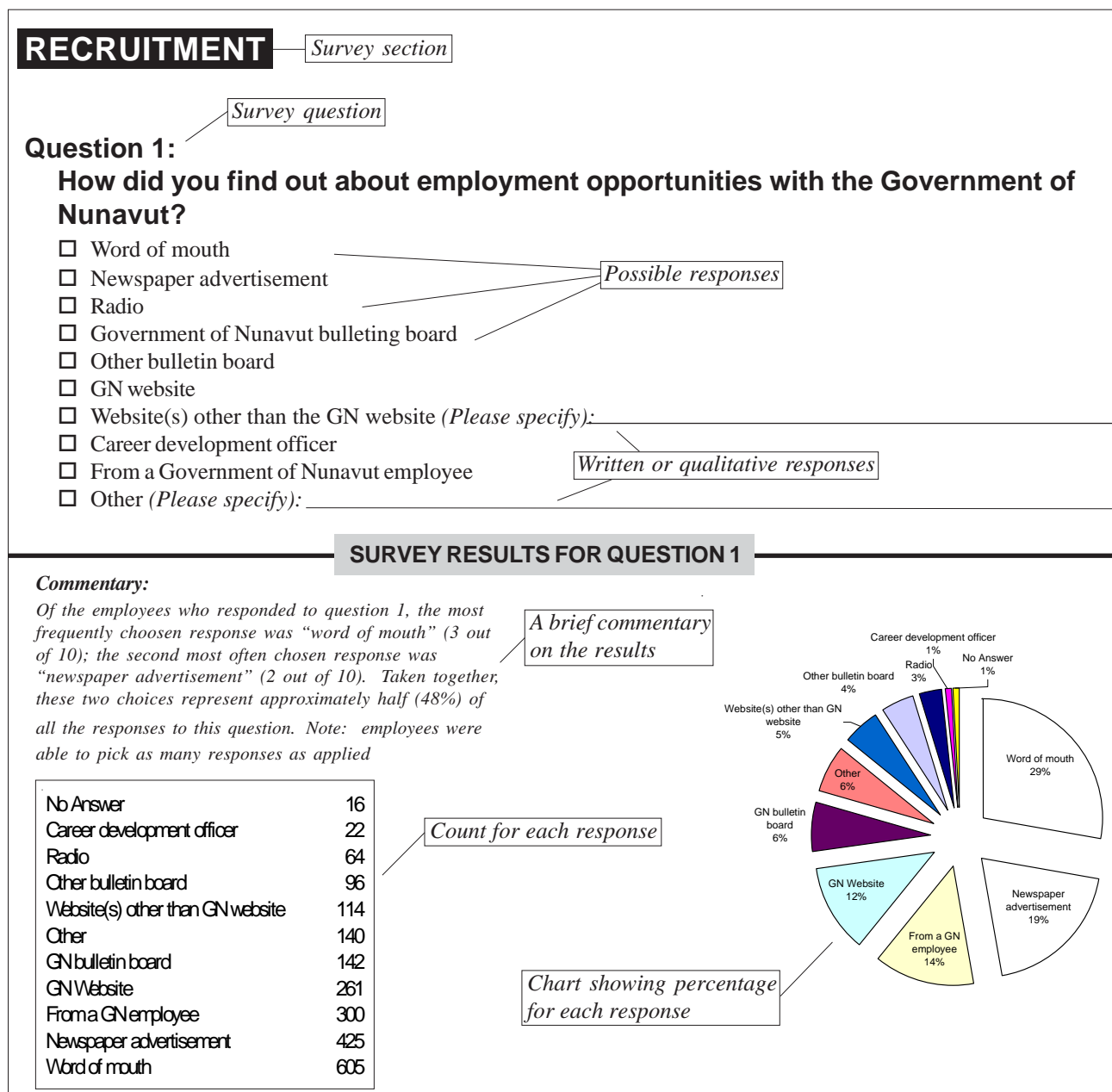
- *Recruitment*
- *Job and Workplace Understanding*
- *Your Job & Workplace*
- *Inuit Qaujimagajatuqangit (IQ)*
- *Retention*
- *General Information*
- *Conclusion*

## A user's guide to the presentation of the survey results on the following pages

Results are presented for each survey question based on the order the questions were asked in the survey, with the question stated and the possible responses listed underneath. In some questions employees were given the opportunity to “write in” their own answer to the question. These written responses or “qualitative data” were then read by the survey research team and manually sorted or “coded” into broad categories or “themes” of responses. A chart displaying the percentage breakdown of the responses is also included, with a table of the actual count for each response also provided. Explanatory notes about the question, such as “Employees were able to pick as many responses as applied” or “Only one response was required”, are also included.

Readers should be aware that this report is based on the actual completed surveys received by the Bureau of Statistics. No estimation for non-response or weighting has been used. As such, the report presents the results from the 1,584 GN employees who responded to the survey.

Below is a sample of how this report presents the survey results:



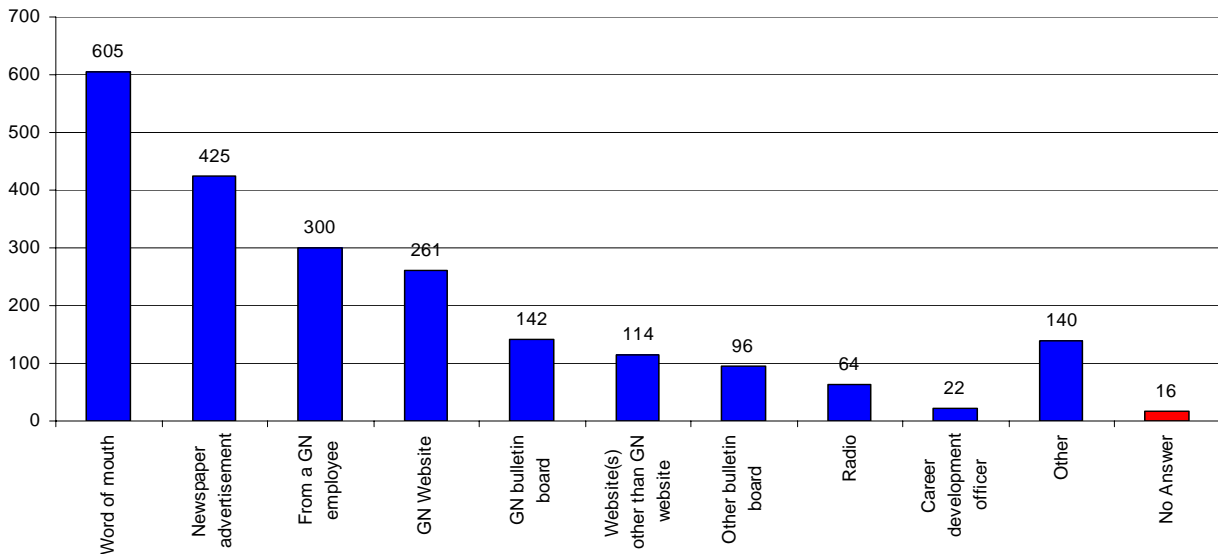
# RECRUITMENT

## Question 1:

**How did you find out about employment opportunities with the Government of Nunavut?**

- Word of mouth
- Newspaper advertisement
- Radio
- Government of Nunavut bulletin board
- Other bulletin board
- GN website
- Website(s) other than the GN website (*Please specify*): \_\_\_\_\_
- Career development officer
- From a Government of Nunavut employee
- Other (*Please specify*): \_\_\_\_\_

## SURVEY RESULTS FOR QUESTION 1



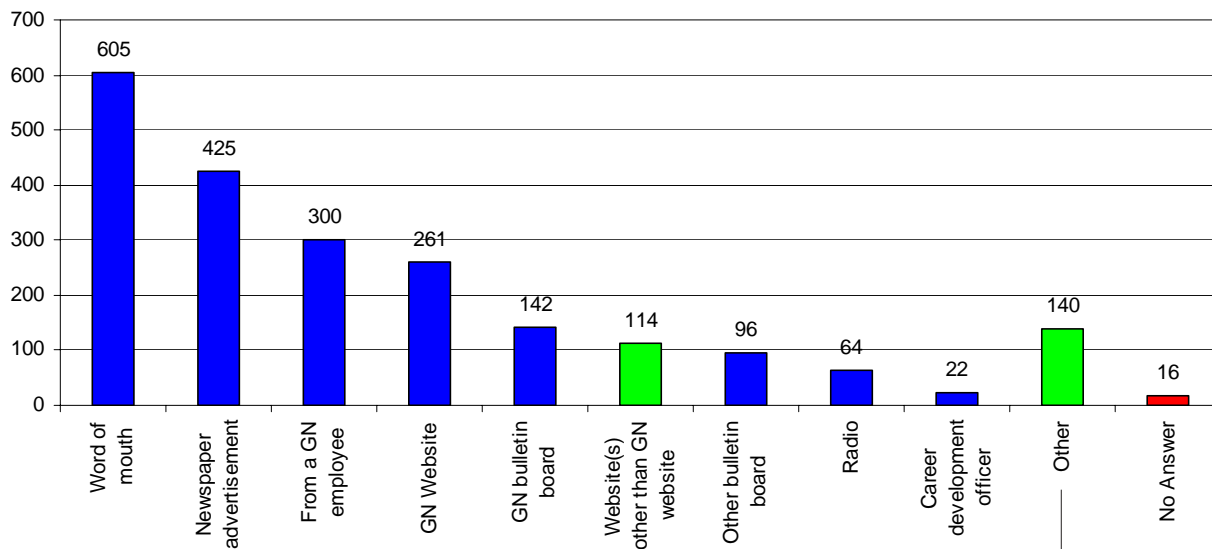
	Number of responses
No Answer	16
Career development officer	22
Radio	64
Other bulletin board	96
Website(s) other than GN website	114
Other	140
GN bulletin board	142
GN Website	261
From a GN employee	300
Newspaper advertisement	425
Word of mouth	605

### Commentary:

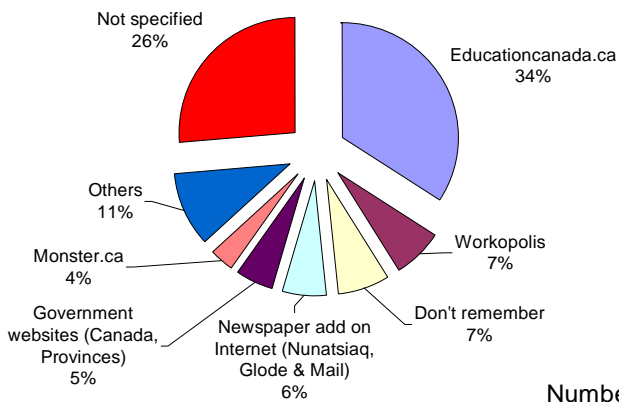
*Of the employees who answered question 1, the most frequently chosen response was “word of mouth” (605); the second most often chosen response was “newspaper advertisement” (425). Taken together, these two choices represent approximately half (48%) of all the responses to this question. Note: employees could choose more than one response.*

# RECRUITMENT *continued ...*

## SURVEY RESULTS FOR QUESTION 1 (CONTINUED)



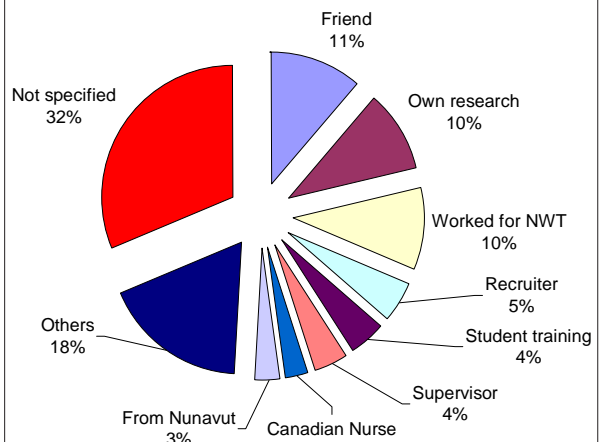
### Website(s) other than GN website



Number of responses

Monster.ca	4
Government websites (Canada, Provinces)	6
Newspaper add on Internet	7
Workopolis	8
Don't remember	8
Others	12
Not specified	30
Educationcanada.ca	39

### Other



Number of responses

Canadian Nurse Magazine	4
From Nunavut	4
Student training	6
Supervisor	6
Recruiter	7
Own research	14
Worked for NWT	14
Friend	16
Others	25
Not specified	44

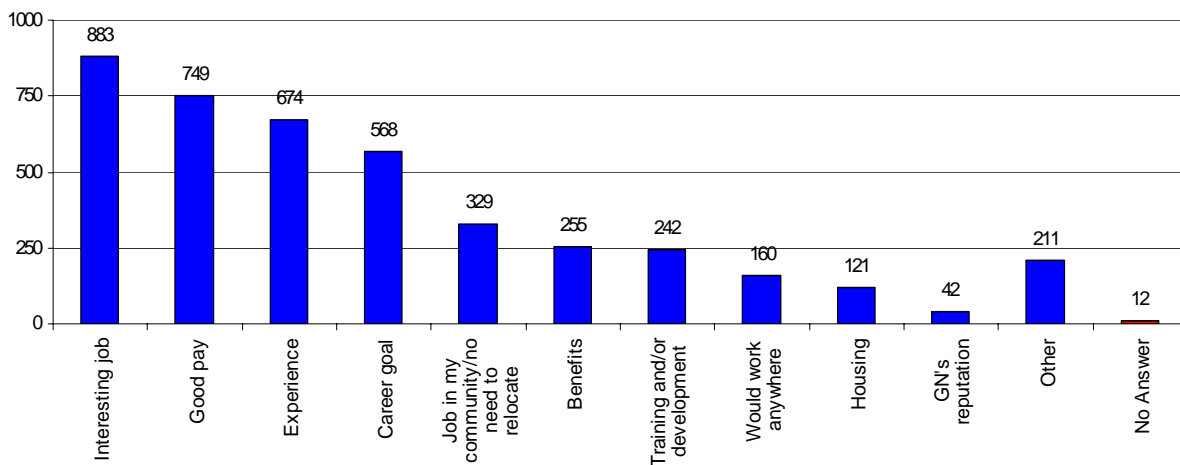
## RECRUITMENT *continued ...*

### Question 2:

Indicate up to **THREE** main reasons you sought employment with the Government of Nunavut?

- Good pay
- Interesting job
- Career goal
- Housing
- Benefits
- Government of Nunavut's reputation
- Training and/or development
- Experience
- Would work anywhere
- It's a job in my community/no need to relocate
- Other (*Please specify*): \_\_\_\_\_

### SURVEY RESULTS FOR QUESTION 2



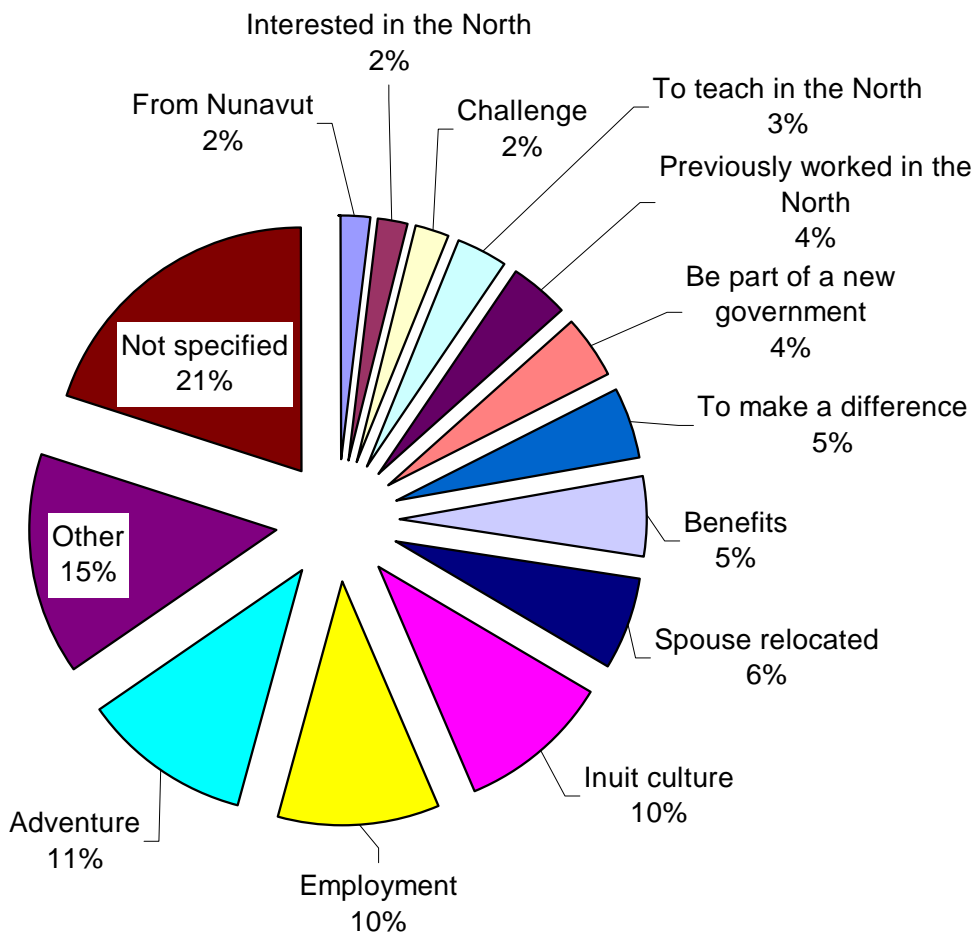
	Number of responses
No Answer	12
GN's reputation	42
Housing	121
Would work anywhere	160
Other	211
Training and/or development	242
Benefits	255
Job in my community/no need to reloc	329
Career goal	568
Experience	674
Good pay	749
Interesting job	883

#### **Commentary:**

*Of the employees who answered question 2, the most frequently chosen response was “interesting job” (883); the second most often chosen response was “good pay” (749), followed by “experience” (674) and “career goal” (568). Taken together, these four choices represent approximately two thirds (67%) of all the responses to this question. Note: employees could choose up to three responses.*

**SURVEY RESULTS FOR QUESTION 2 (CONTINUED)**

**Other (*Please specify*):**



	Number of responses
From Nunavut	4
Interested in the North	4
Challenge	5
To teach in the North	7
Previously worked in the North	8
Be part of a new government	9
To make a difference	10
Benefits	11
Spouse relocated	13
Inuit culture	21
Employment	22
Adventure	24
Other	31
Not specified	42

## JOB AND WORKPLACE UNDERSTANDING

### Question 3:

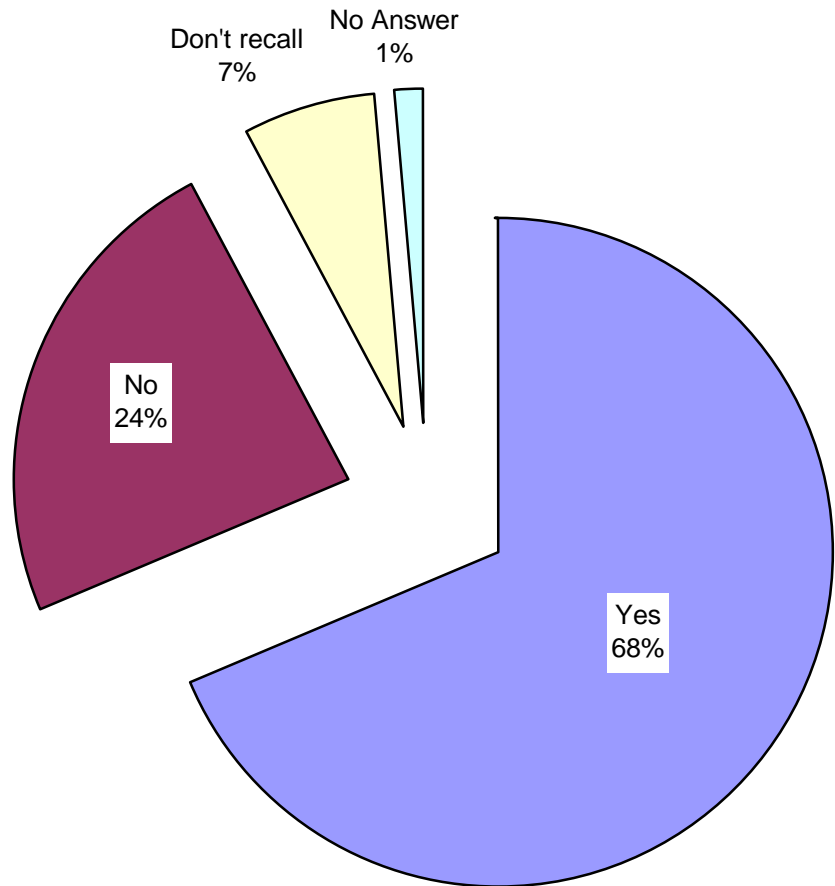
Were you given your job description when you started your job?

- Yes
- No
- Don't recall

### SURVEY RESULTS FOR QUESTION 3

#### Commentary:

Of the employees who answered question 3, more than two thirds (68%) were given their job description when they started their job; a little less than a quarter of the participants answered that they were not given their job description and only 7% do not recall.



	Number of responses
No Answer	21
Don't recall	103
No	372
Yes	1,082

**Question 4:**

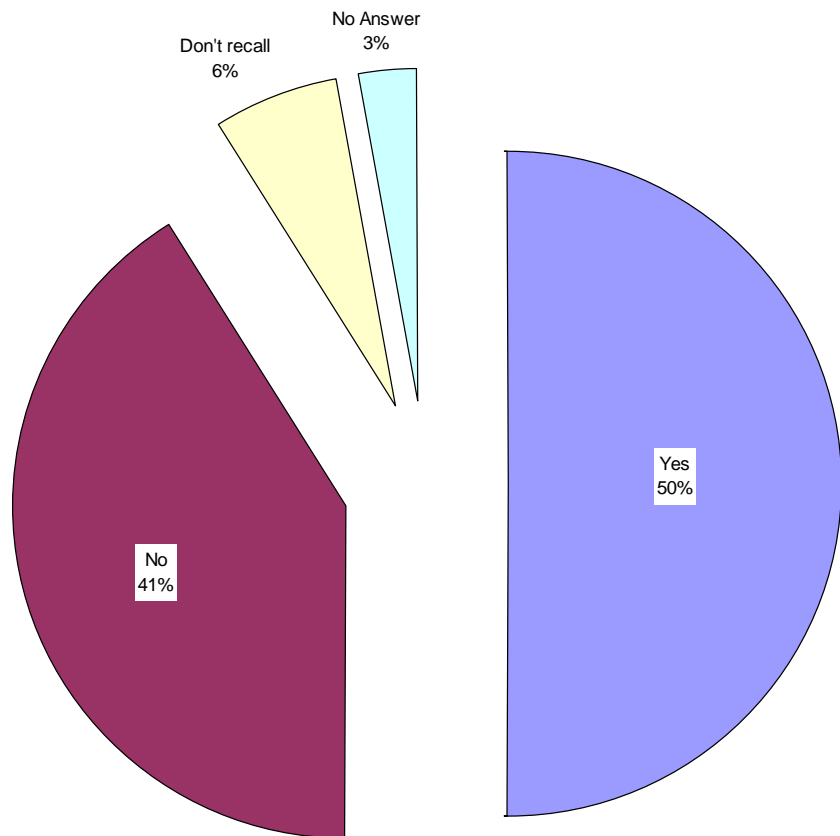
**Were you offered any orientation when you began this job?**

- Yes
- No - *go to question 8*
- Don't recall

**SURVEY RESULTS FOR QUESTION 4**

**Commentary:**

*Of the employees who answered question 4, half were offered an orientation upon starting their job; about 4 out of 10 were not offered an orientation.*



	Number of responses
No Answer	42
Don't recall	98
No	650
Yes	788

**JOB AND WORKPLACE UNDERSTANDING *continued ...***

**Question 5:**

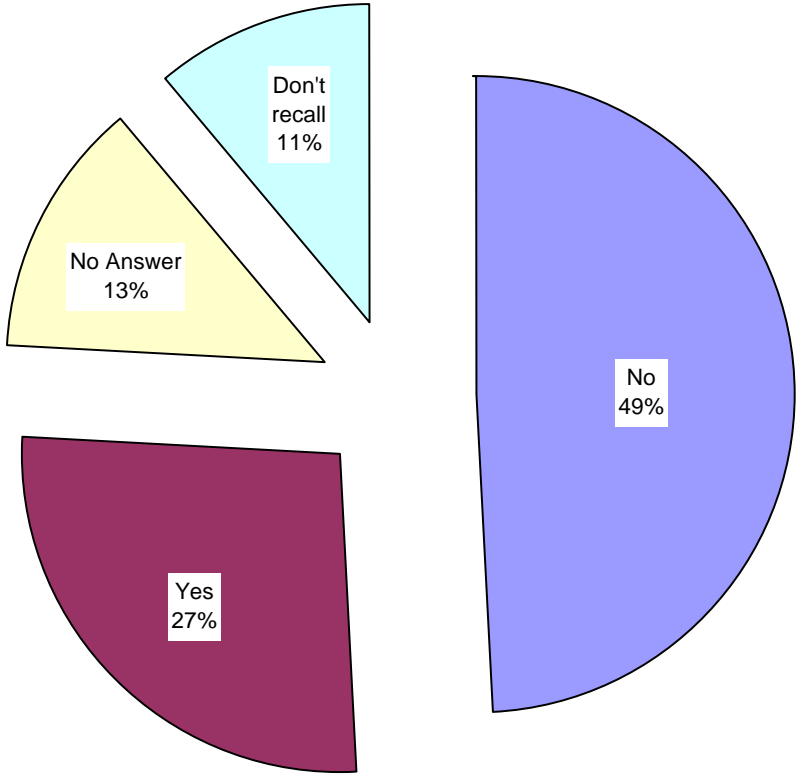
**Did you receive orientation:**

**(a). To explain the Nunavut Land Claims Agreement?**

**SURVEY RESULTS FOR QUESTION 5(a)**

***Commentary:***

*Of the employees who answered question 5(a), half did not receive an orientation to explain the NLCA; less than a third (27%) of the participants received this orientation and 24% did not answer or did not recall.*



	Number of responses
Don't recall	103
No Answer	120
Yes	248
No	457

**Question 5:**

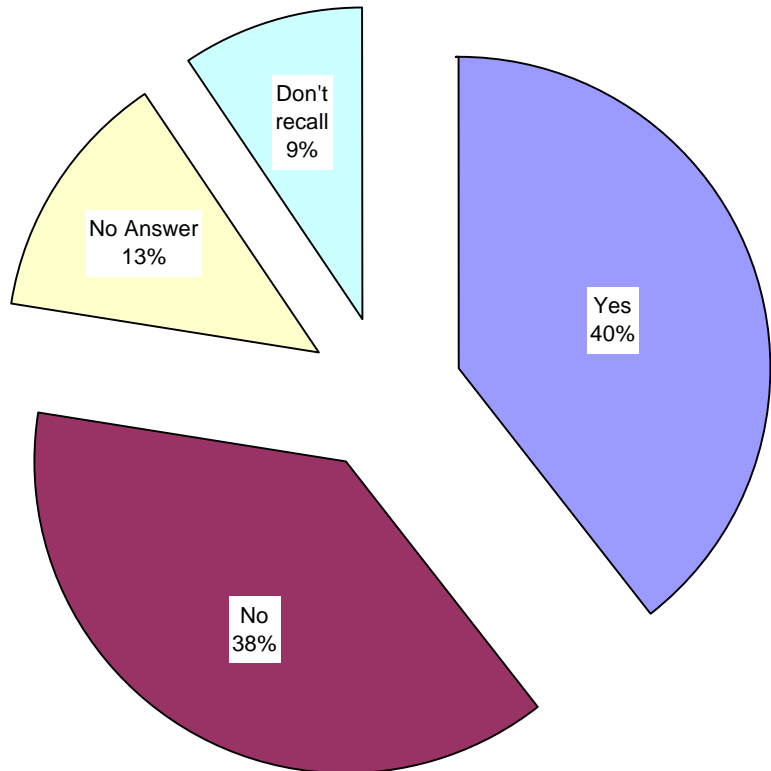
**Did you receive orientation:**

**(b). To the organization of the Government of Nunavut?**

**SURVEY RESULTS FOR QUESTION 5(b)**

**Commentary:**

*Of the employees who answered question 5(b), 4 out of 10 have received an orientation to explain the organization of GN; a little less (38%) did not receive this orientation and 22% did not answer or did not recall.*



	Number of responses
Don't recall	88
No Answer	120
No	355
Yes	365

## JOB AND WORKPLACE UNDERSTANDING *continued ...*

### Question 5:

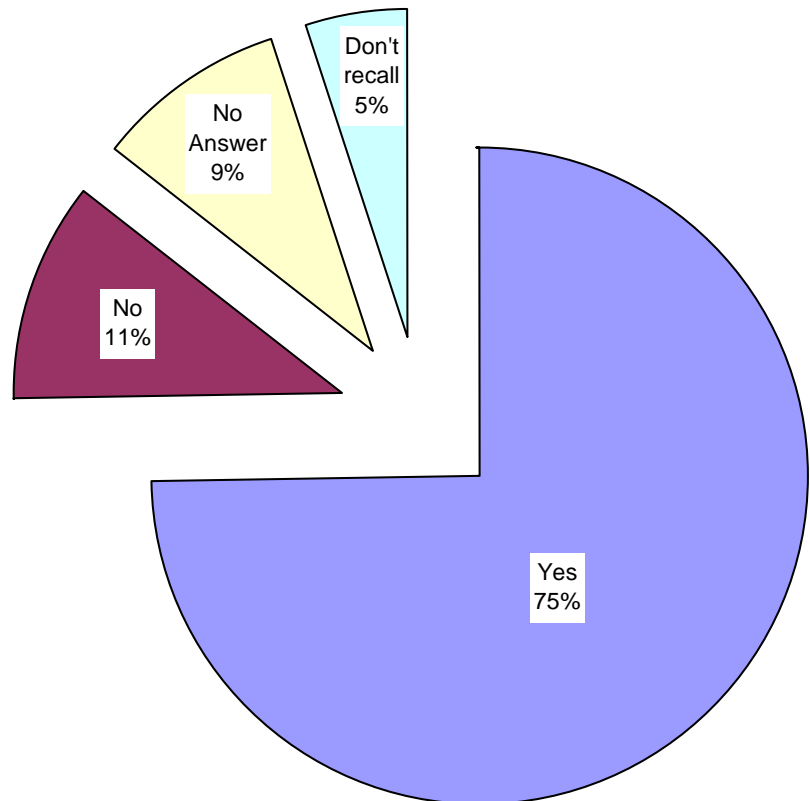
Did you receive orientation:

(c). To familiarize you to your workplace?

### SURVEY RESULTS FOR QUESTION 5(c)

**Commentary:**

*Of the employees who answered question 5(c), a vast majority (3/4) received an orientation to get familiarized with their workplace; only 11% of the participants did not receive this orientation and 14% did not answer or did not recall.*



	Number of responses
Don't recall	46
No Answer	87
No	102
Yes	693

**Question 5:**

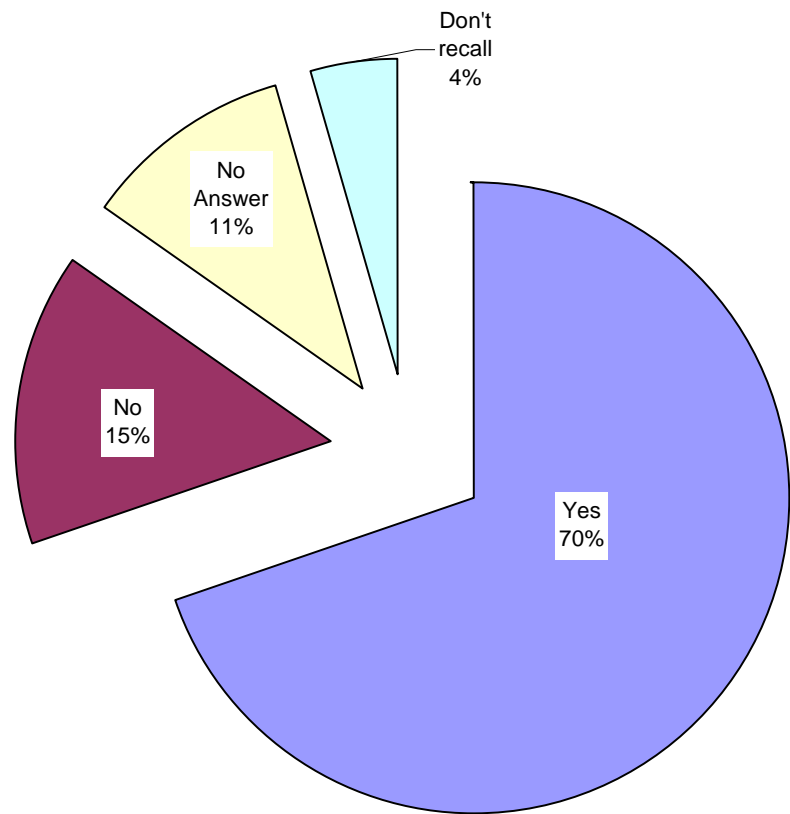
**Did you receive orientation:**

**(d). To explain your job?**

**SURVEY RESULTS FOR QUESTION 5(d)**

**Commentary:**

*Of the employees who answered question 5(d), a majority (7 out of 10) received an orientation to explain their job; about 1 out of 6 participants did not receive this orientation and 15% did not answer or did not recall.*



	Number of responses
Don't recall	40
No Answer	103
No	137
Yes	648

**JOB AND WORKPLACE UNDERSTANDING *continued* ...**

**Question 5:**

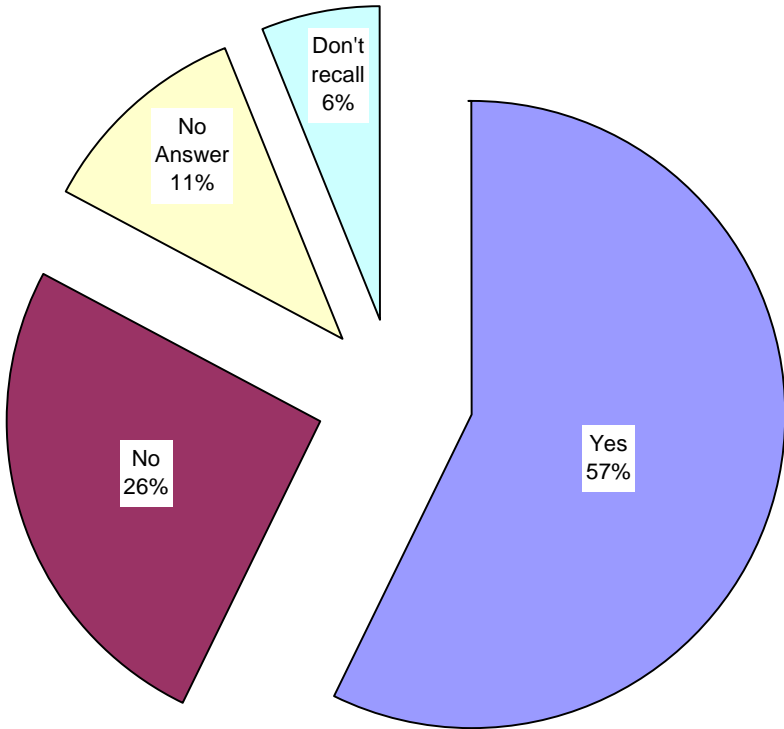
**Did you receive orientation:**

**(e). To describe your pay and benefits?**

**SURVEY RESULTS FOR QUESTION 5(e)**

**Commentary:**

*Of the employees who answered question 5(e), the majority (57%) received an orientation about their pay and benefits; 26% of the participants did not receive this orientation and 17% did not answer or did not recall.*



	Number of responses
Don't recall	57
No Answer	102
No	237
Yes	532

**Question 6:**

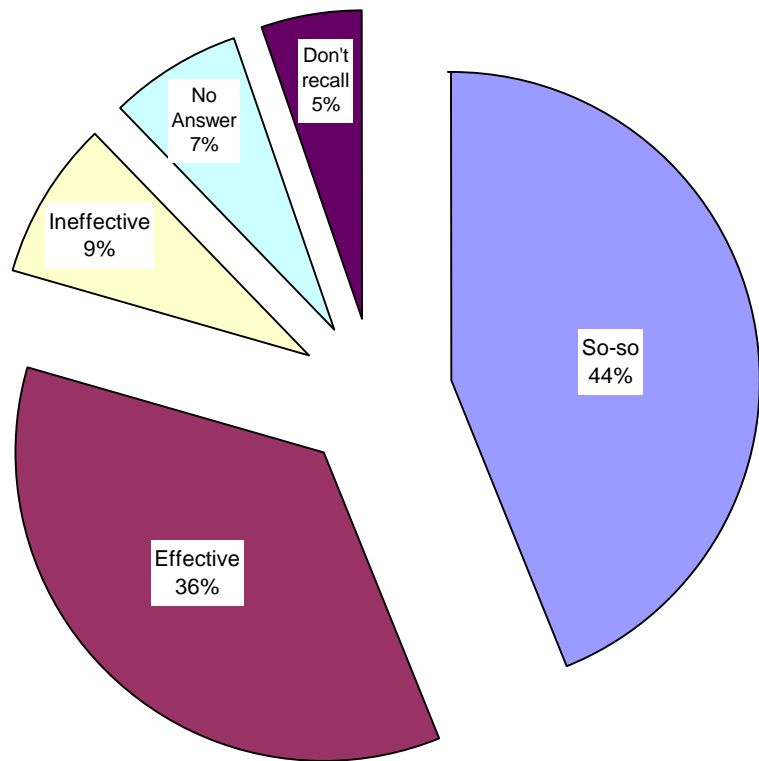
**Overall, how would you rate your orientation?**

- Effective
- So-so
- Ineffective
- Don't recall

**SURVEY RESULTS FOR QUESTION 6**

**Commentary:**

*Of the employees who answered question 6, 44% rated their orientation as “so-so” compared to 36% as “effective”; 1 out of 11 participants rated their orientation as “ineffective”,*



	Number of responses
Don't recall	48
No Answer	66
Ineffective	78
Effective	330
So-so	406

**JOB AND WORKPLACE UNDERSTANDING *continued ...***

**Question 7:**

**Do you have any suggestions on how the government of Nunavut can improve the orientation for new employees?**

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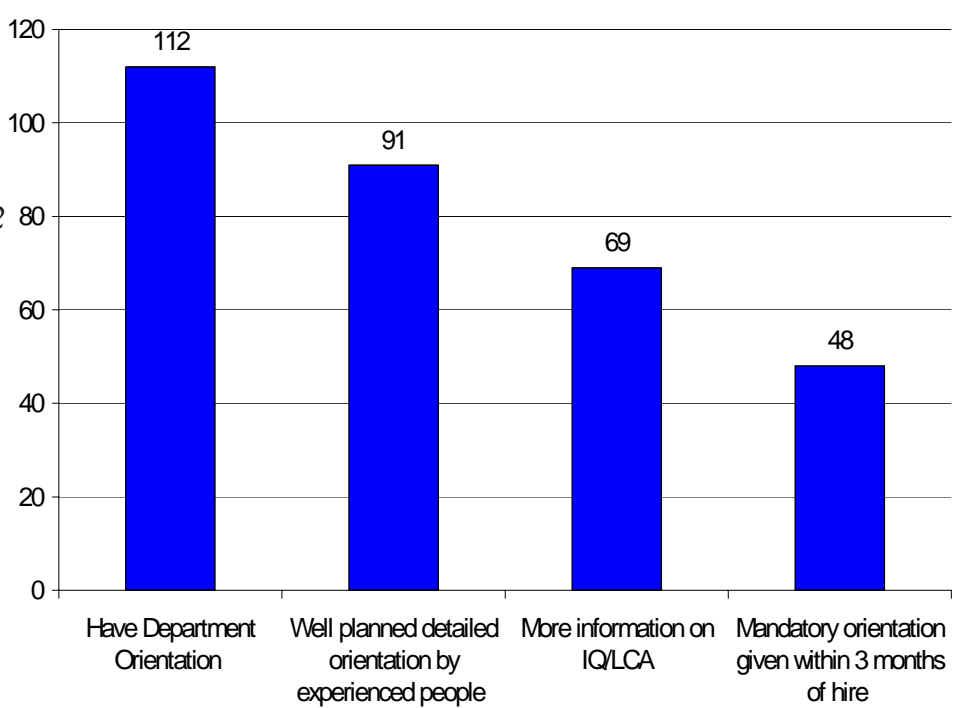
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**SURVEY RESULTS FOR QUESTION 7**

**Commentary:**

**Commentary:**

*Of the employees who answered question 7, 112 participants indicated that new employees should have departmental orientations; 91 answered that the orientation should be well planned by experienced people, 69 would like to have more information on IQ/LCA and 48 answered that orientation should be mandatory within 3 months.*



	Number of responses
Mandatory orientation given within 3 months of hire	48
More information on IQ/LCA	69
Well planned detailed orientation by experienced people	91
Have Department Orientation	112

## JOB AND WORKPLACE UNDERSTANDING *continued ...*

Please indicate your degree of agreement or disagreement with the following statement.

### Question 8:

“I have a good understanding of my job?”

Strongly agree

Agree somewhat

Disagree somewhat

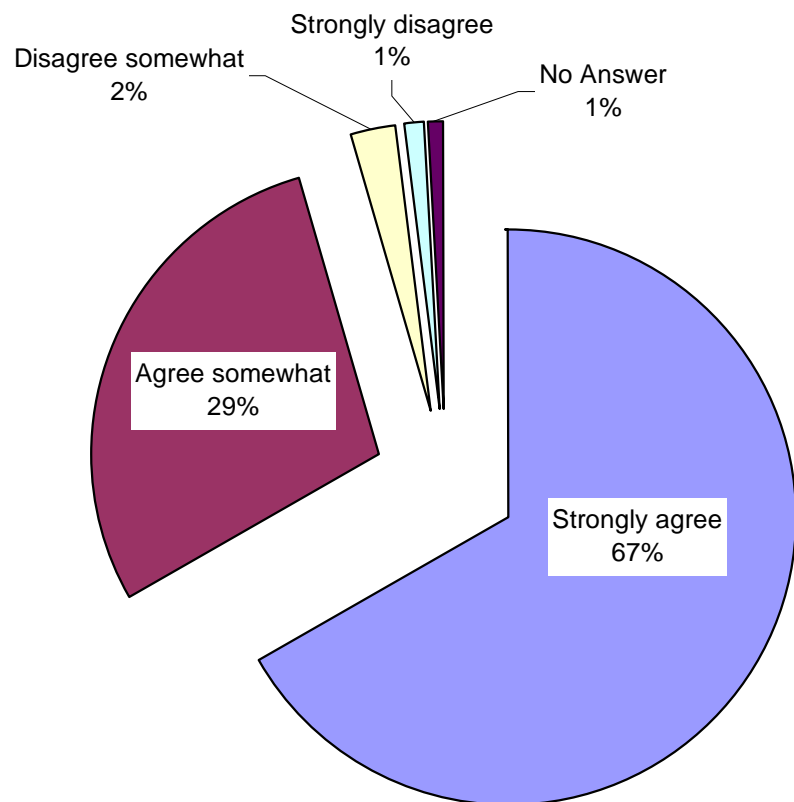
Strongly disagree

Don't know

### SURVEY RESULTS FOR QUESTION 8

#### Commentary:

Of the employees who answered question 8, two thirds indicated that they strongly agree that they have a good understanding of their job and a little under 3 out of 10 agreed somewhat thus 96% of the participants had a certain degree of understanding about their job; only 3% did not agree with this statement and 1% did not answer.



	Number of responses
No Answer	14
Strongly disagree	18
Disagree somewhat	39
Agree somewhat	456
Strongly agree	1,051

## JOB AND WORKPLACE UNDERSTANDING *continued ...*

Please indicate your degree of agreement or disagreement with the following statement.

### Question 9:

**“On the whole, I’m doing the job as described in my job description.”**

Strongly agree

Agree somewhat

Disagree somewhat

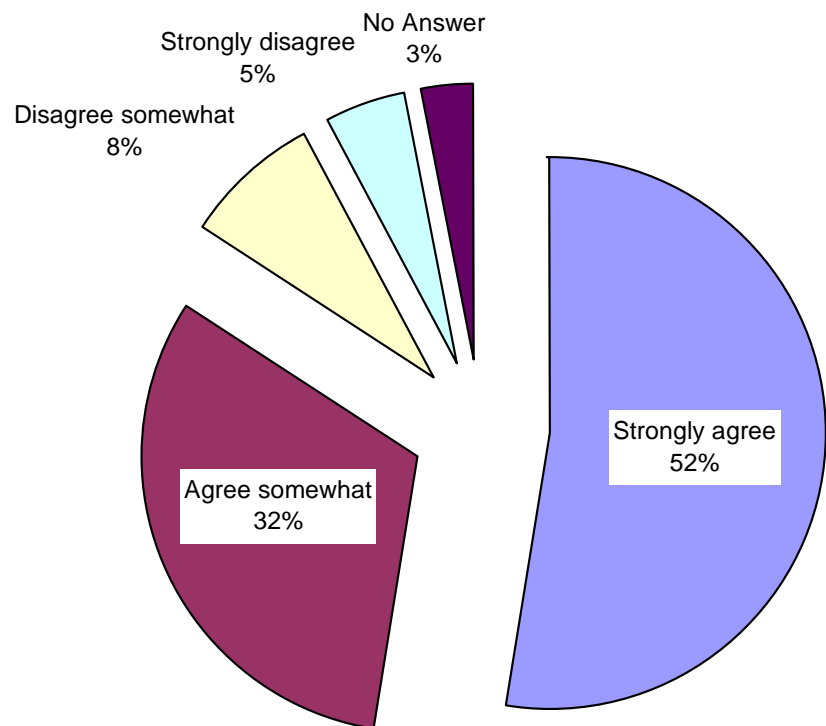
Strongly disagree

Don't know

### SURVEY RESULTS FOR QUESTION 9

#### **Commentary:**

*Of the employees who answered question 9, over 50% indicated that they strongly agree that they are doing their job as described in their job description and about a third agreed somewhat which makes 84% of participants with a certain degree of compliance with their job description; only 11% answered that they somewhat or strongly disagree with this statement and 3% did not answer.*



	Number of responses
No Answer	48
Strongly disagree	73
Disagree somewhat	127
Agree somewhat	503
Strongly agree	827

## JOB AND WORKPLACE UNDERSTANDING *continued ...*

Please indicate your degree of agreement or disagreement with the following statement.

### Question 10:

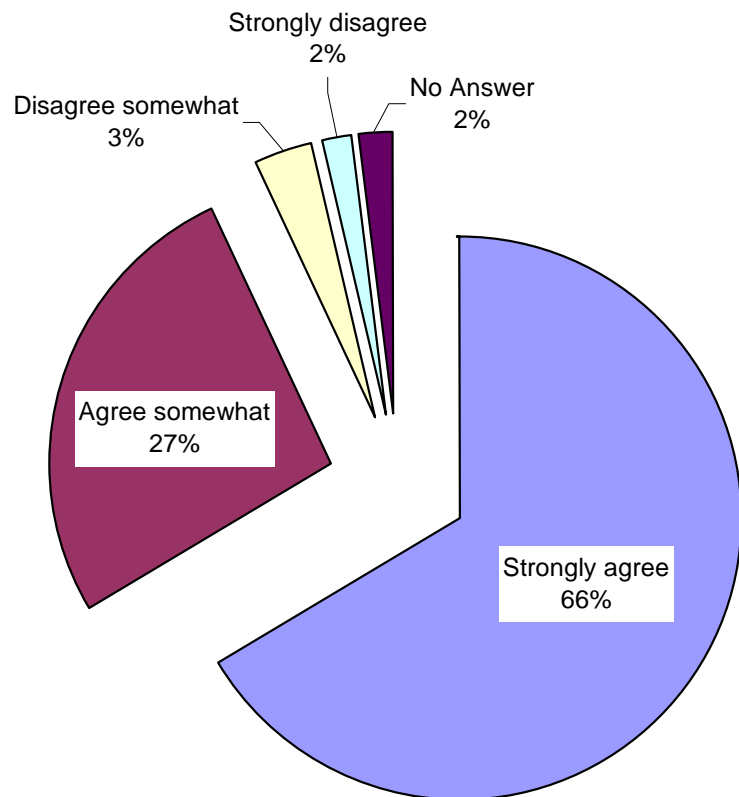
**“I have a good understanding of how my job contributes towards the work of the (name of your division).”**

Strongly agree       Agree somewhat       Disagree somewhat       Strongly disagree       Don't know

### SURVEY RESULTS FOR QUESTION 10

#### Commentary:

Of the employees who answered question 10, almost two thirds indicated that they strongly agree that they have a good understanding of how their job contributes towards the work of their division and 27% agree somewhat which make 93% of participants with a certain degree of agreement ; only 5% disagree somewhat or strongly with this statement and 2% did not answer. It is to be noted that this question is closely correlated with Questions 11 and 12, thus the likelihood of rating towards agreement on this question and on the other questions is high.



	Number of responses
Strongly disagree	29
No Answer	29
Disagree somewhat	50
Agree somewhat	422
Strongly agree	1,048

## JOB AND WORKPLACE UNDERSTANDING *continued ...*

Please indicate your degree of agreement or disagreement with the following statement.

### Question 11:

**“I have a good understanding of how my job contributes towards the goals and objectives of the (name of your department).”**

Strongly agree

Agree somewhat

Disagree somewhat

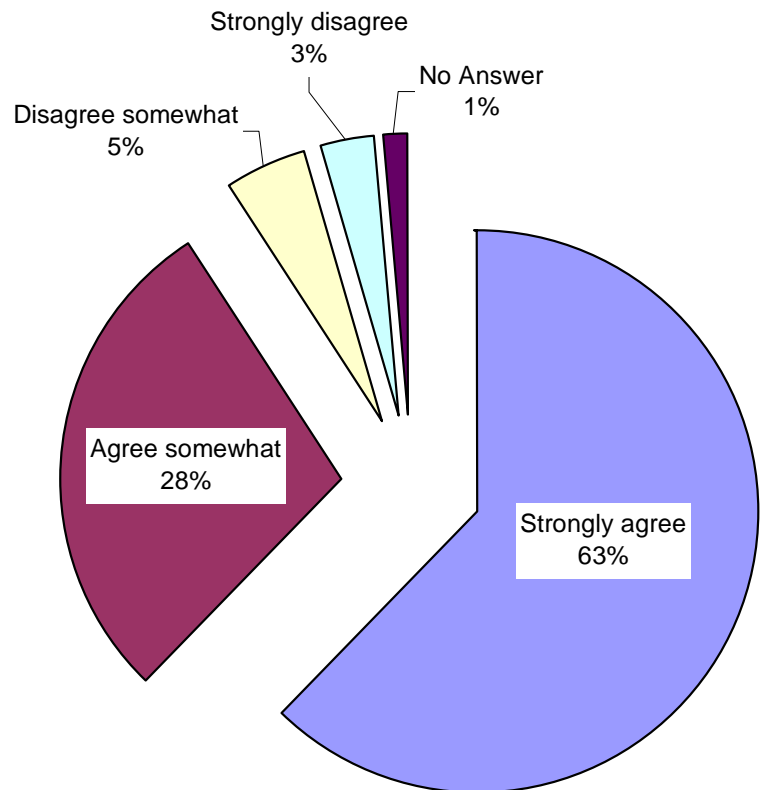
Strongly disagree

Don't know

### SURVEY RESULTS FOR QUESTION 11

#### **Commentary:**

*Of the employees who answered question 11, the majority (63%) indicated that they strongly agree that they have a good understanding of how their job contributes towards the work of their department and 28% agree somewhat which make 91% of participants with a certain degree of agreement ; only 8% disagreed somewhat or strongly with this statement and 1% did not answer. Please note that this question is closely correlated with Questions 10 and 12, thus the likelihood of rating towards agreement on this question and on the other questions is high.*



	Number of responses
No Answer	20
Strongly disagree	52
Disagree somewhat	74
Agree somewhat	449
Strongly agree	983

**JOB AND WORKPLACE UNDERSTANDING *continued* ...**

Please indicate your degree of agreement or disagreement with the following statement.

**Question 12:**

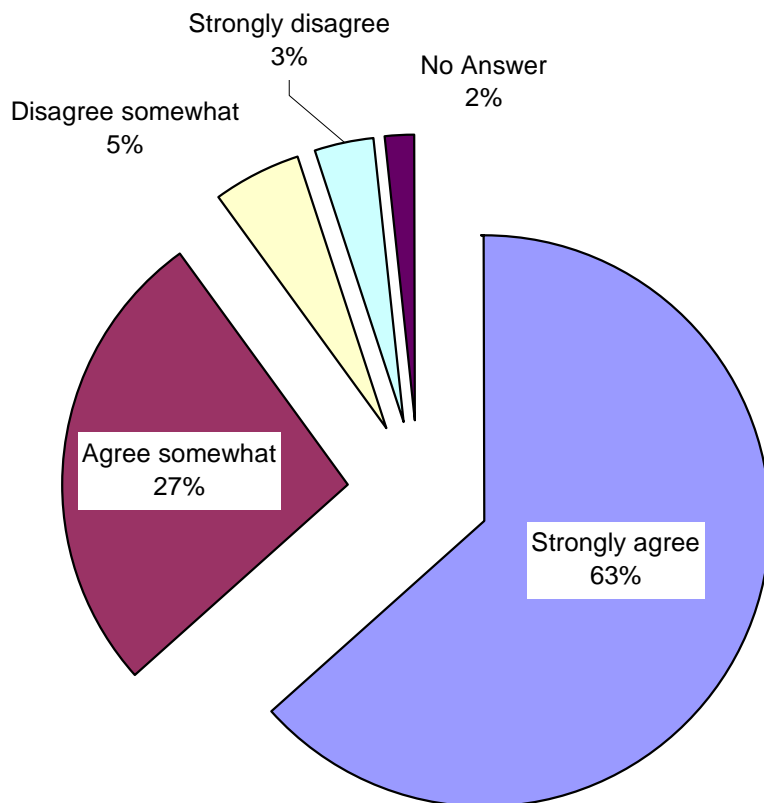
**“I have a good understanding of how my (name of your department) contributes towards the work of the Government of Nunavut and helps Nunavummiut.”**

- Strongly agree
- Agree somewhat
- Disagree somewhat
- Strongly disagree
- Don't know

**SURVEY RESULTS FOR QUESTION 12**

**Commentary:**

Of the employees who answered question 12, the majority (63%) indicated that they strongly agree that they have a good understanding of how their department contributes towards the work of the GN and 27% agree somewhat which make 90% of participants with a certain degree of agreement ; only 8% disagreed somewhat or strongly with this statement and 1% did not answer. Please note that this question is closely correlated with Questions 10 and 11, thus the likelihood of rating towards agreement on this question and on the other questions is high.



	Number of responses
No Answer	28
Strongly disagree	49
Disagree somewhat	79
Agree somewhat	423
Strongly agree	999

# JOB AND WORKPLACE UNDERSTANDING *continued ...*

## Question 13:

Is your job what you thought it would be (when you were hired)?

Yes

No - please explain why:

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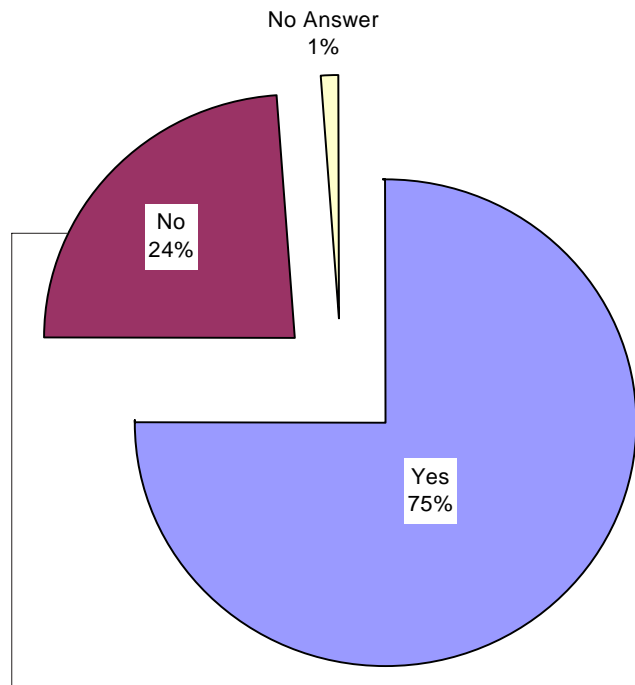
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## SURVEY RESULTS FOR QUESTION 13

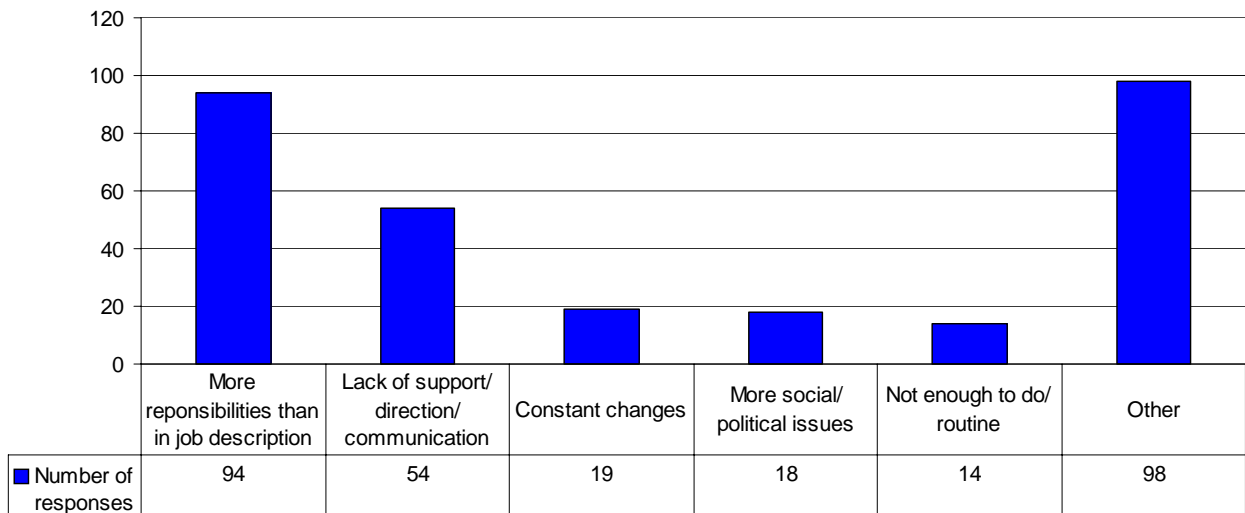
### Commentary:

Of the employees who answered question 13, three out of four (75%) indicated that they strongly agree that their job is what they thought it would be; 24% answered “no” and 1% did not answer.

	Number of responses
No Answer	19
No	376
Yes	1,183



### No - please explain why:



**Question 14:**

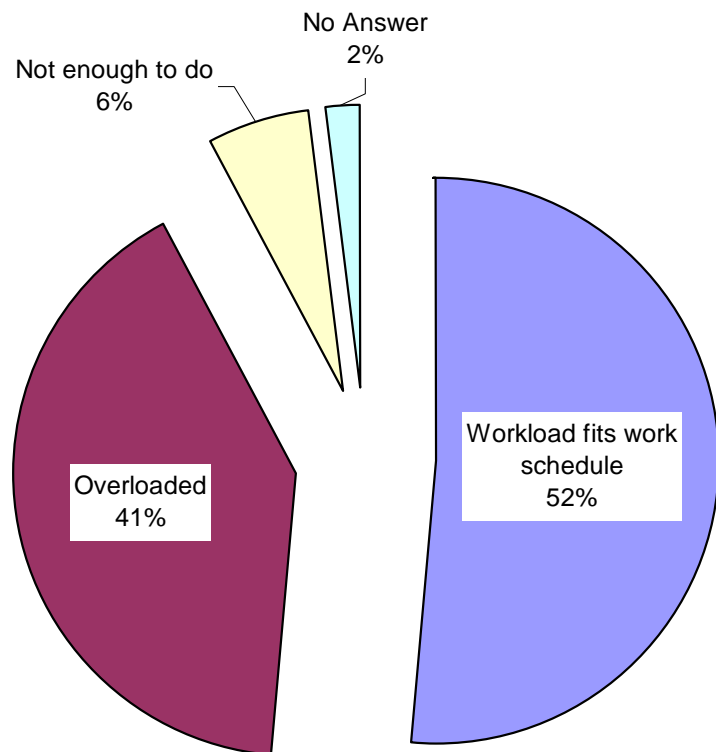
**Indicate how you feel about your workload:**

- I am overloaded
- My workload fits my work schedule
- I do not have enough to do

**SURVEY RESULTS FOR QUESTION 14**

**Commentary:**

*Of the employees who answered question 14, the majority (52%) indicated they feel that their workload fits their work schedule compared to 41% who feel they are overloaded; only 6% feel that they do not have enough to do and 2% did not answer.*



	Number of responses
No Answer	32
Not enough to do	92
Overloaded	645
Workload fits work schedule	809

## YOUR JOB & WORKPLACE

### Question 15:

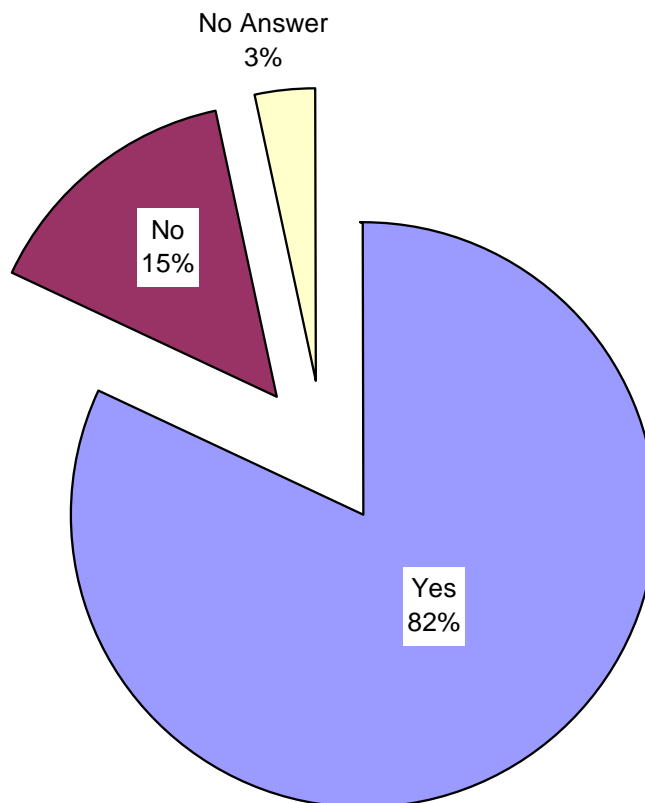
Overall, are you happy in your job?

- YES - go to question 15 (a)
- NO - go to question 15 (b)

### SURVEY RESULTS FOR QUESTION 15

**Commentary:**

Of the employees who answered question 15, the vast majority (82%) indicated that they are happy in their job; about one out of 6 participants (15%) answered that they were not and 3% did not answer.



	Number of responses
No Answer	52
No	235
Yes	1,291

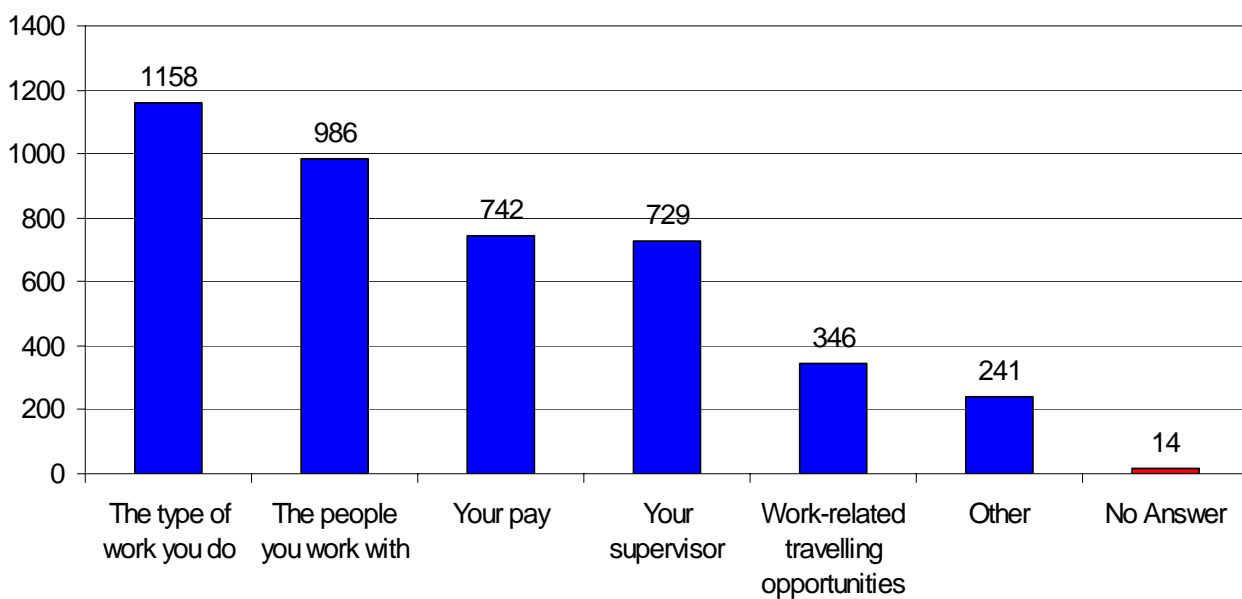
## YOUR JOB & WORKPLACE

### Question 15(a):

What do you like about your job? (please mark all that apply)

- The type of work you do
- The people you work with
- Your supervisor
- Your pay
- Work-related travelling opportunities
- Other (please specify): \_\_\_\_\_

### SURVEY RESULTS FOR QUESTION 15(a)



#### Commentary:

Of the employees who answered question 15(a), the most frequently chosen response was “type of work you do” (1158); the second most often chosen response was “the people you work with” (986); “your pay” and “your supervisor” follow with respectively 742 and 729. Note: employees could choose more than one response and were allowed to answer “yes” to question 15.

	Number of responses
No Answer	14
Other	241
Work-related travelling opportunities	346
Your supervisor	729
Your pay	742
The people you work with	986
The type of work you do	1,158

*Other (please specify)*



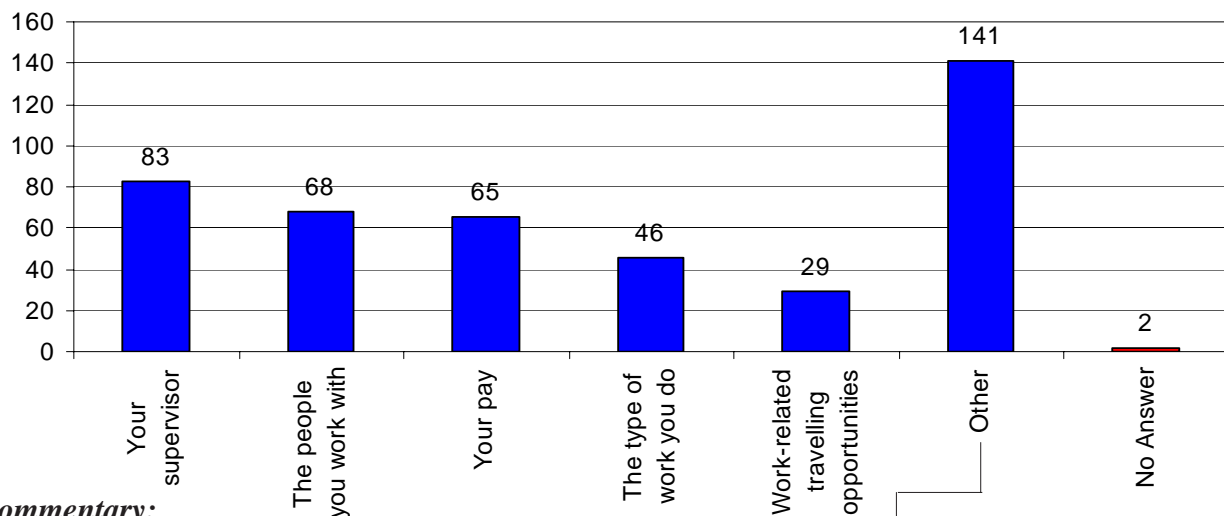
# YOUR JOB & WORKPLACE

## Question 15(b):

What don't you like about your job? (please mark all that apply)

- The type of work you do
- The people you work with
- Your supervisor
- Your pay
- Work-related travelling opportunities
- Other (please specify): \_\_\_\_\_

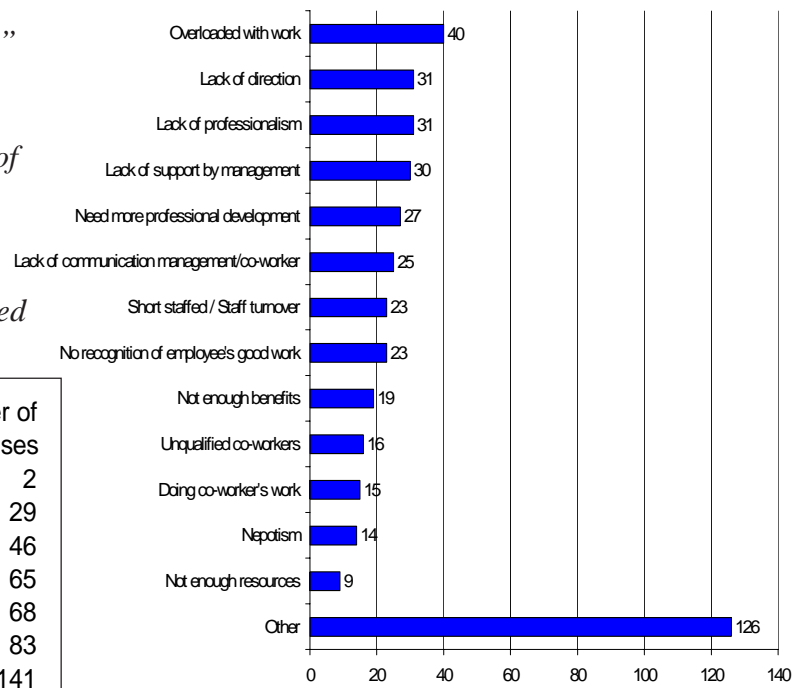
### SURVEY RESULTS FOR QUESTION 15(b)



#### Commentary:

Of the employees who answered question 15(b), the most frequently chosen response was “your supervisor” (83); the second most often chosen response was “the people you work with” (68); “your pay” and “the type of work you do” follow with respectively 65 and 46. Note: employees could choose more than one response and were allowed to answer of they answered “no” to question 15.

#### Other (please specify)



	Number of responses
No Answer	2
Work-related travelling opportunities	29
The type of work you do	46
Your pay	65
The people you work with	68
Your supervisor	83
Other	141

## YOUR JOB & WORKPLACE

### Question 16:

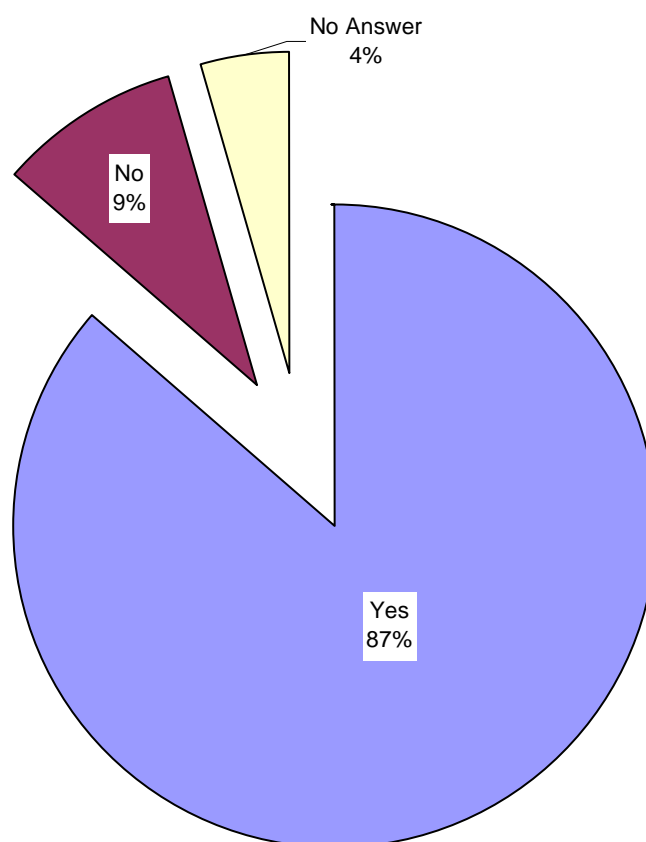
Do you generally look forward to going to work?

- Yes
- No

### SURVEY RESULTS FOR QUESTION 16

**Commentary:**

Of the employees who answered question 16, the vast majority (87%) indicated they generally look forward to going to work compared to only 9% who answered “no”.



	Number of responses
No Answer	69
No	145
Yes	1,364

## YOUR JOB & WORKPLACE

### Question 17:

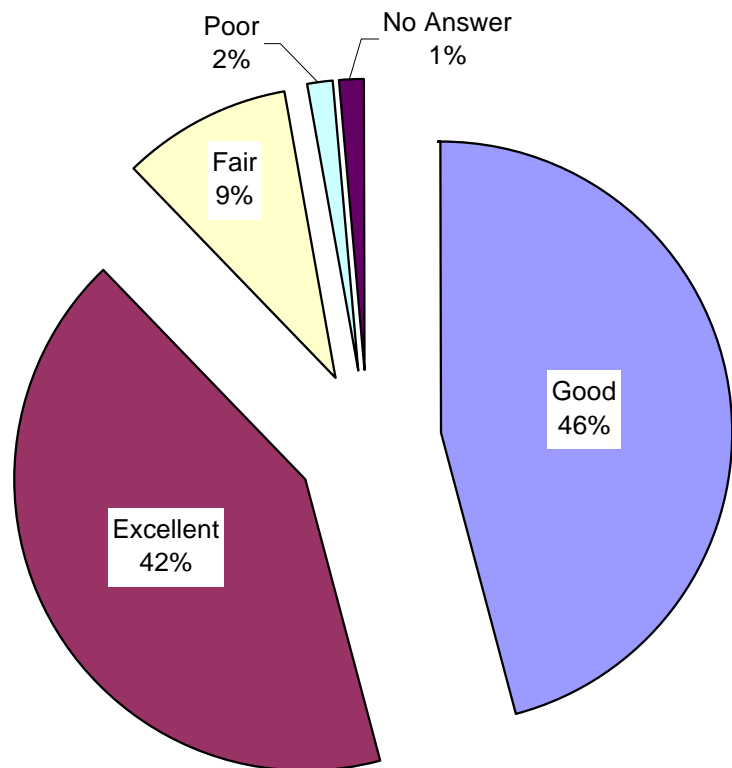
Overall, how would you describe your working relationship with your co-workers?

- Excellent
- Good
- Fair
- Poor

### SURVEY RESULTS FOR QUESTION 17

#### Commentary:

Of the employees who answered question 17, the vast majority (88%) described their working relationship with co-workers as either good or excellent; 9% described this relationship as fair and 2% as poor. Only 1% did not answer the question.



	Number of responses
No Answer	20
Poor	25
Fair	147
Excellent	663
Good	723

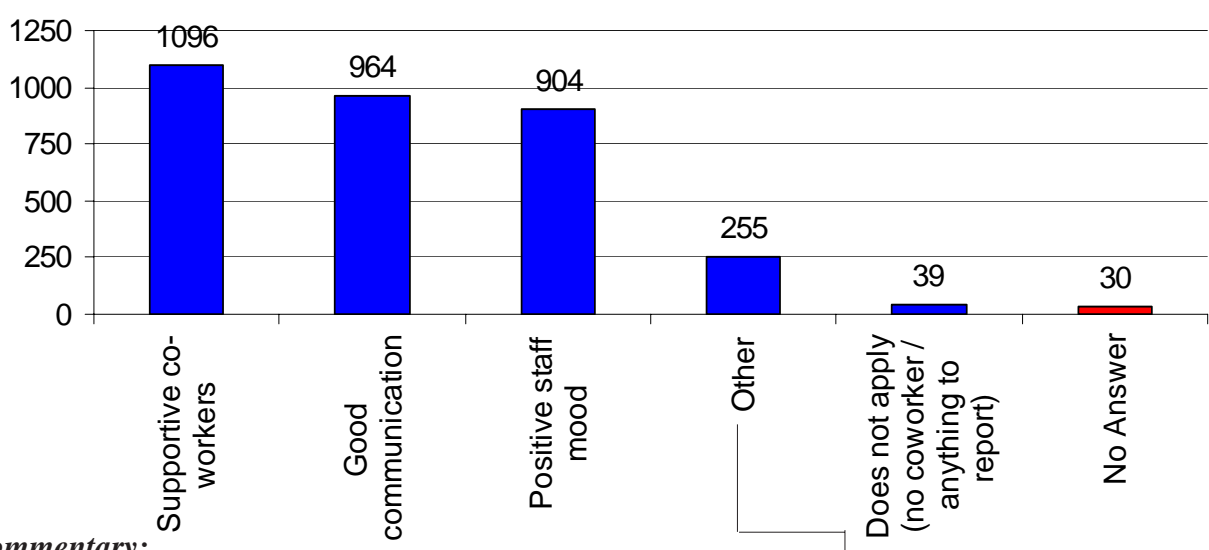
# YOUR JOB & WORKPLACE

## Question 17(a):

What do you like about your working relationship with your co-workers? (please mark as many as apply)

- Good communication
- Positive staff mood
- Supportive co-workers
- Other (please specify and avoid using people's names): \_\_\_\_\_
  
- Does not apply (I have no co-workers or I don't have anything positive to report)

### SURVEY RESULTS FOR QUESTION 17(a)

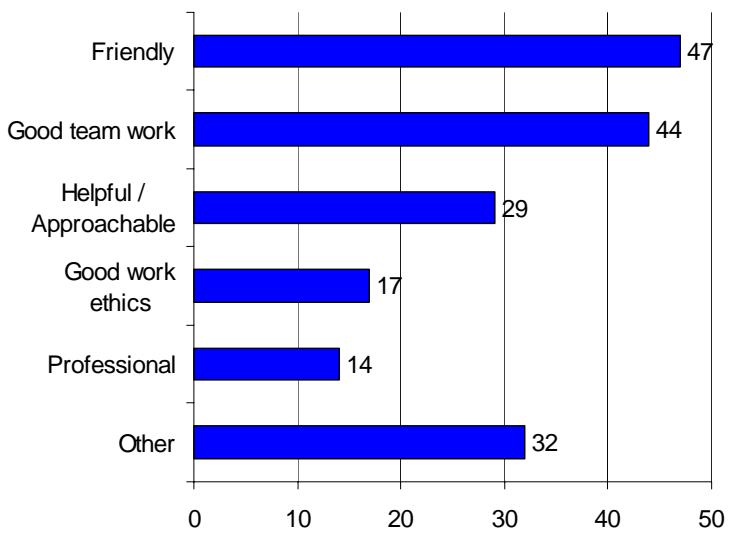


#### Commentary:

Of the employees who answered question 17(a), the most frequently chosen response was “supportive co-workers” (1096); the second most often chosen response was “good communication” (964) followed by “positive staff mood” (904). Note: employees could choose more than one response.

	Number of responses
No Answer	30
Does not apply (no coworker / nothing positive to report)	39
Other	255
Positive staff mood	904
Good communication	964
Supportive co-workers	1,096

#### Other (please specify)



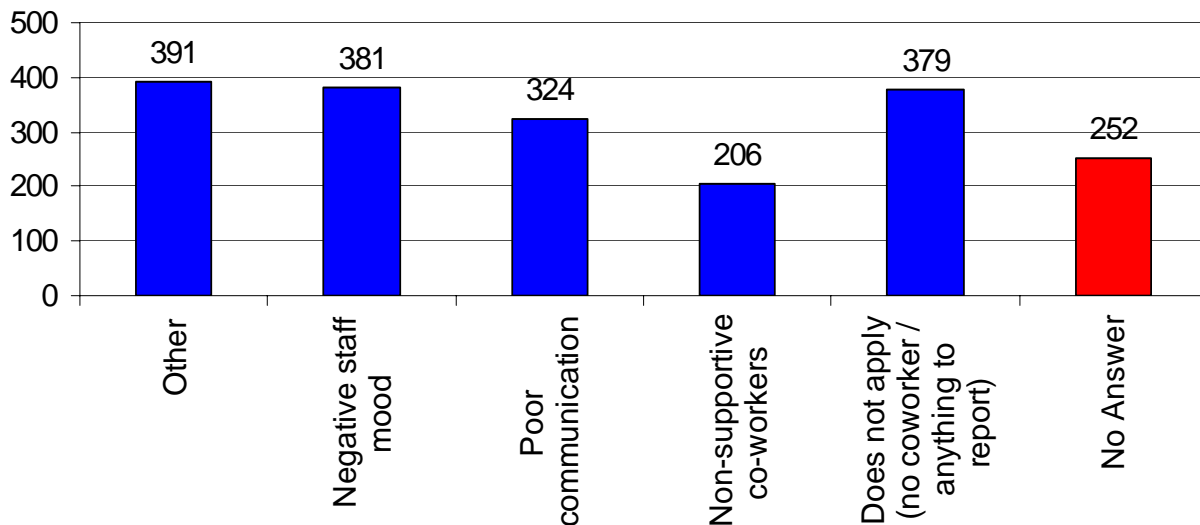
## YOUR JOB & WORKPLACE

### Question 17(b):

What don't you like about your working relationship with your co-workers? (please mark as many as apply)

- Poor communication
- Negative staff mood
- Non-supportive co-workers
- Other (please specify and avoid using people's names): \_\_\_\_\_
- Does not apply (I have no co-workers or I don't have anything negative to report)

### SURVEY RESULTS FOR QUESTION 17(b)



#### Commentary:

Of the employees who answered question 17(b), the most frequently chosen response was “other” (391); the second most often chosen response was “negative staff mood” (381) followed by “poor communication” (324). Note: employees could choose more than one response.

No information was available regarding the answers to “Other (please specify and avoid using people’s names)” when this report was drafted.

	Number of responses
Non-supportive co-workers	206
No Answer	252
Good communication	324
Does not apply (no coworker / nothing negative to report)	379
Positive staff mood	381
Other	391

## YOUR JOB & WORKPLACE

### Question 18:

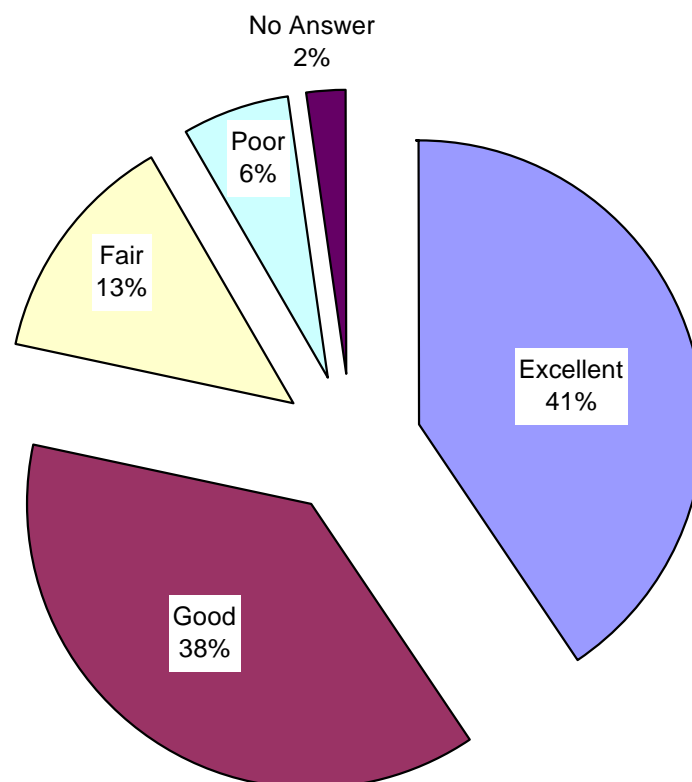
Overall, how would you describe your working relationship with your supervisor(s)? (please mark as many as apply)

- Excellent
- Good
- Fair
- Poor

### SURVEY RESULTS FOR QUESTION 18

#### Commentary:

Of the employees who answered question 18, the majority (79%) described their working relationship with supervisors as either good or excellent; 13% described this relationship as fair and 6% as poor. Only 2% did not answer the question.



	Number of responses
No Answer	36
Poor	95
Fair	211
Good	597
Excellent	639

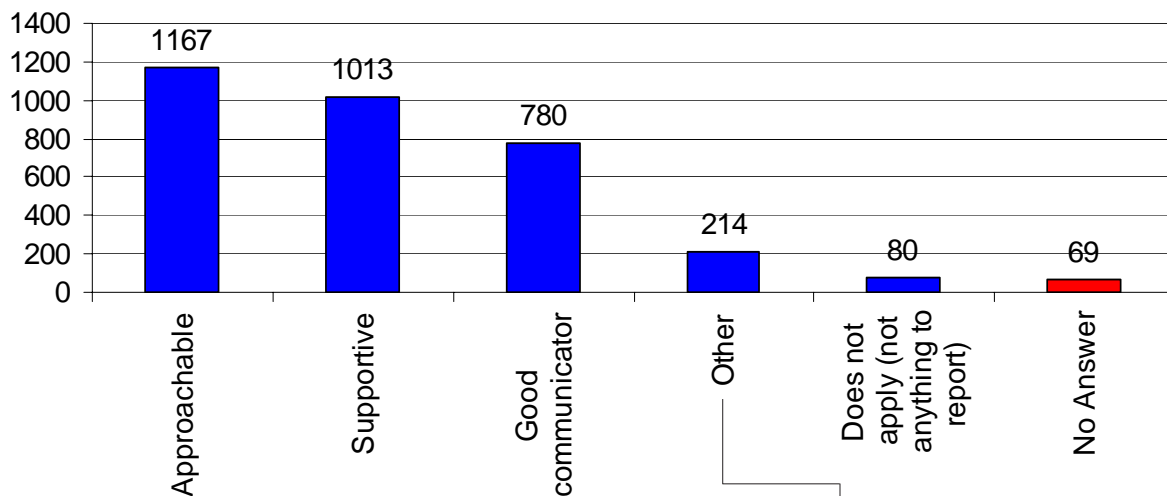
# YOUR JOB & WORKPLACE

## Question 18(a):

What do you like about your working relationship with your supervisor? (please mark as many as apply)

- Good communicator
- Approachable
- Supportive
- Other (please specify and avoid using people's names): \_\_\_\_\_
  
- Does not apply (I don't have anything positive to report)

## SURVEY RESULTS FOR QUESTION 18(a)



### Commentary:

Of the employees who answered question 18(a), the most frequently chosen response was “approachable” (1167); the second most often chosen response was “supportive” (1013) followed by “good communicator” (780). Note: employees could choose more than one response.

### Other (please specify)



	Number of responses
No Answer	69
Does not apply	80
Other	214
Good communi	780
Supportive	1,013
Approachable	1,167

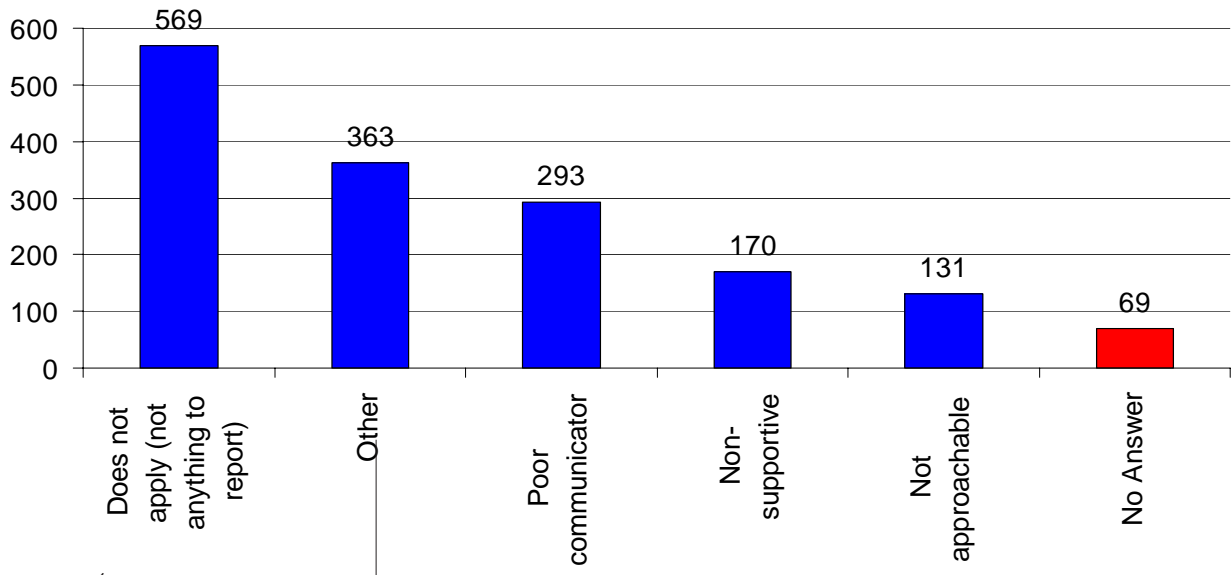
# YOUR JOB & WORKPLACE

## Question 18(b):

What don't you like about your working relationship with your supervisor? (please mark as many as apply)

- Poor communicator
- Not approachable
- Non-supportive
- Other (please specify and avoid using people's names): \_\_\_\_\_
  
- Does not apply (I don't have anything negative to report)

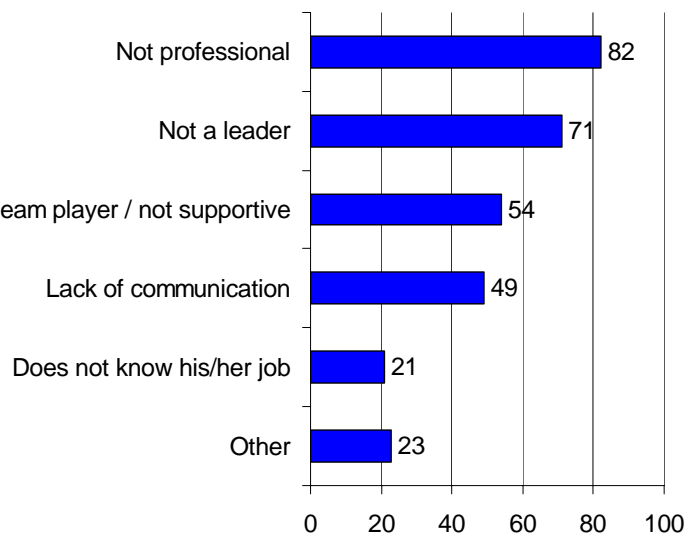
### SURVEY RESULTS FOR QUESTION 18(b)



#### Commentary:

Of the employees who answered question 18(b), the most frequently chosen response was “does not apply” (569); the second most often chosen response was “other” (363) followed by “poor communication” (293). Note: employees could choose more than one response.

#### Other (please specify)



Response Category	Number of responses
No Answer	69
Not approachable	131
Non-supportive	170
Poor communicator	293
Other	363
Does not apply (not anything to report)	569

## YOUR JOB & WORKPLACE

### Question 19:

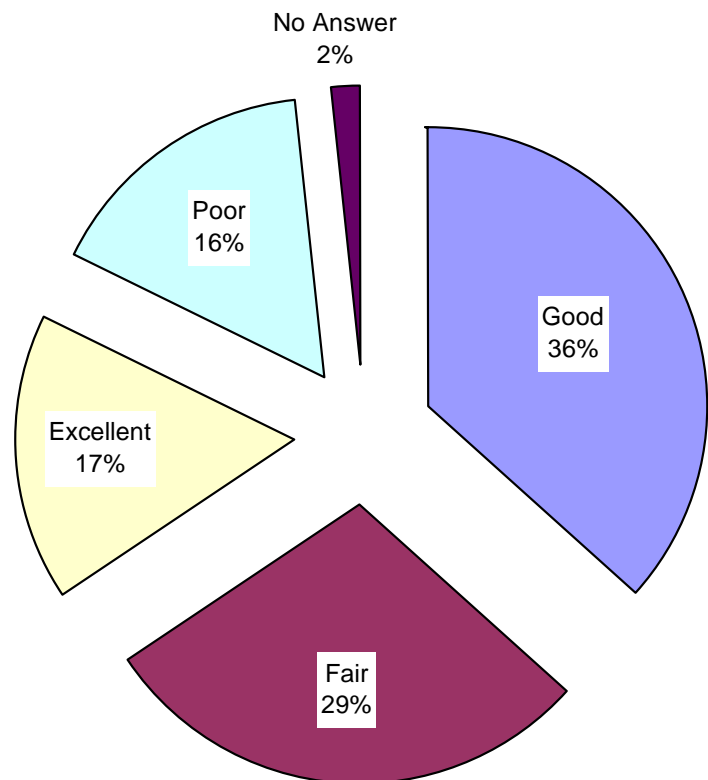
How would you describe the environmental conditions (office space, building, air supply, equipment, etc.) in your workplace?

- Excellent
- Good
- Fair
- Poor

### SURVEY RESULTS FOR QUESTION 19

#### Commentary:

Of the employees who answered question 19, the majority (53%) described their environmental conditions as either good or excellent; 29% described them as fair and 16% as poor. Only 2% did not answer the question.



	Number of responses
No Answer	25
Poor	254
Excellent	263
Fair	458
Good	578

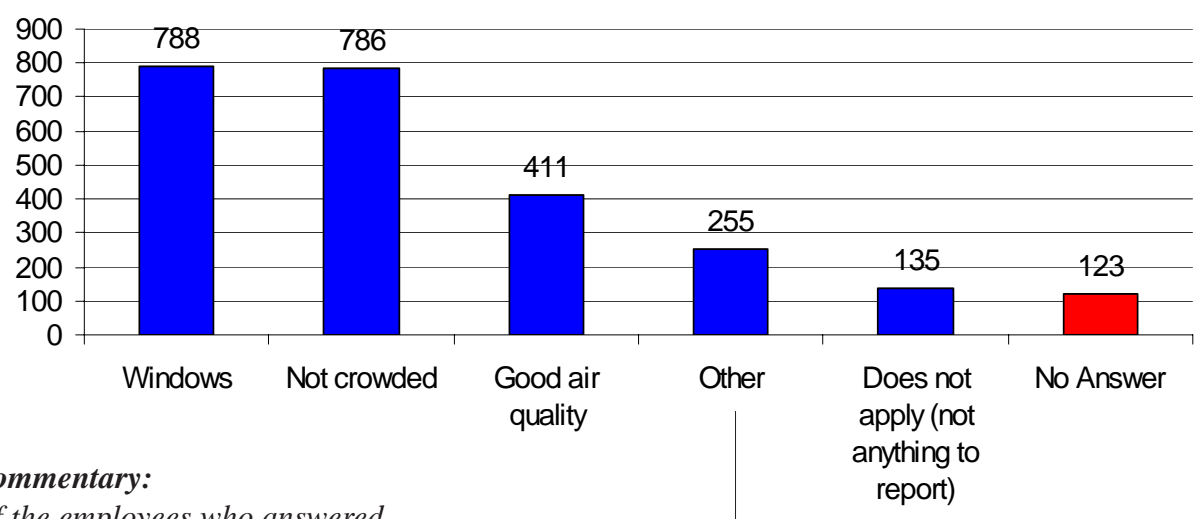
# YOUR JOB & WORKPLACE

## Question 19(a):

What do you like about your workplace’s environmental conditions? (please mark as many as apply)

- Good air quality
- Not crowded
- Windows
- Other (please specify): \_\_\_\_\_
  
- Does not apply (I don’t have anything positive to report)

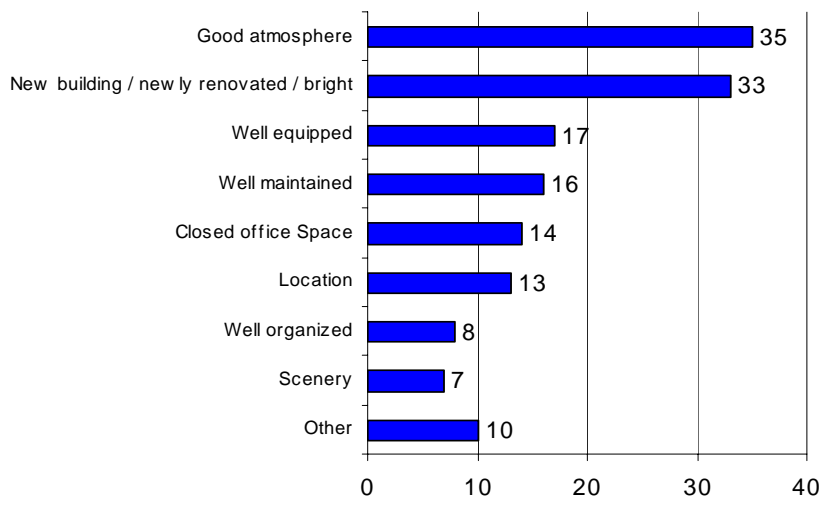
### SURVEY RESULTS FOR QUESTION 19(a)



#### Commentary:

Of the employees who answered question 19(a), the most frequently chosen response was “windows” (788); the second most often chosen response was “not crowded” (786) followed by “good air quality” (411). Note: employees could choose more than one response.

#### Other (please specify)



	Number of responses
No Answer	123
Does not apply (nothing positive to report)	135
Other	255
Good air quality	411
Not crowded	786
Windows	788

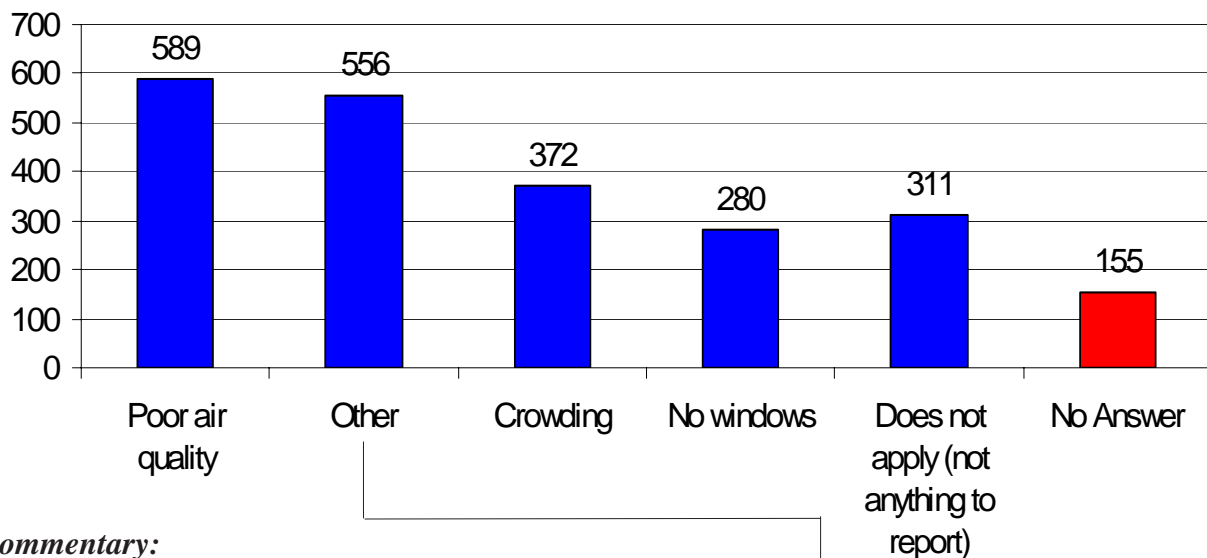
## YOUR JOB & WORKPLACE

### Question 19(b):

What don't you like about your workplace's environmental conditions? (please mark as many as apply)

- Poor air quality
- Crowding
- No windows
- Other (please specify): \_\_\_\_\_
  
- Does not apply (I don't have anything negative to report)

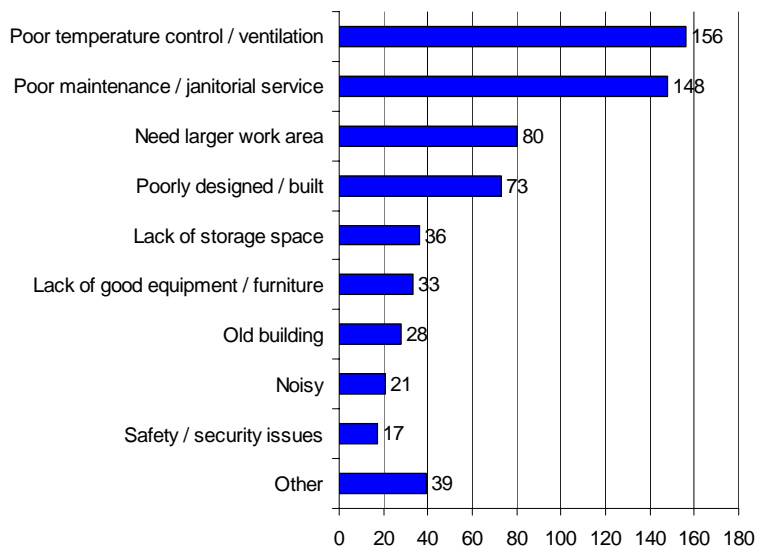
### SURVEY RESULTS FOR QUESTION 19(b)



#### Commentary:

Of the employees who answered question 19(b), the most frequently chosen response was "poor air quality" (589); the second most often chosen response was "crowding" (372) followed by "no windows" (280). Note: employees could choose more than one response.

#### Other (please specify)



	Number of responses
No Answer	155
No windows	280
Does not apply (nothing negative to report)	311
Crowding	372
Other	556
Poor air quality	589

## INUIT QAUJIMAJATUQANGIT (IQ)

### Question 20:

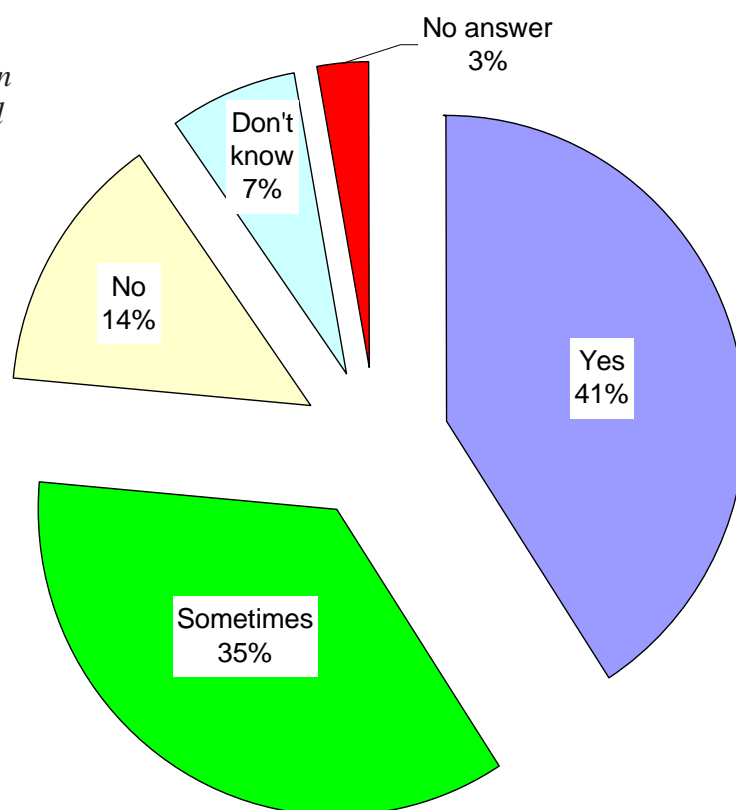
Do you feel that Inuit Qaujimaajatuqangit (Inuit societal values) are being considered by your department?

- Yes
- Sometimes
- No
- Don't know

### SURVEY RESULTS FOR QUESTION 20

#### Commentary:

Of the employees who answered question 20, 41% feel that IQ is being considered by their department ; 35% feel that way sometimes and 14% said no. A small fraction (7%) did not know.



	Number of responses
No Answer	45
Don't know	109
No	218
Sometimes	560
Yes	646

## INUIT QAUJIMAJATUQANGIT (IQ)

### Question 21:

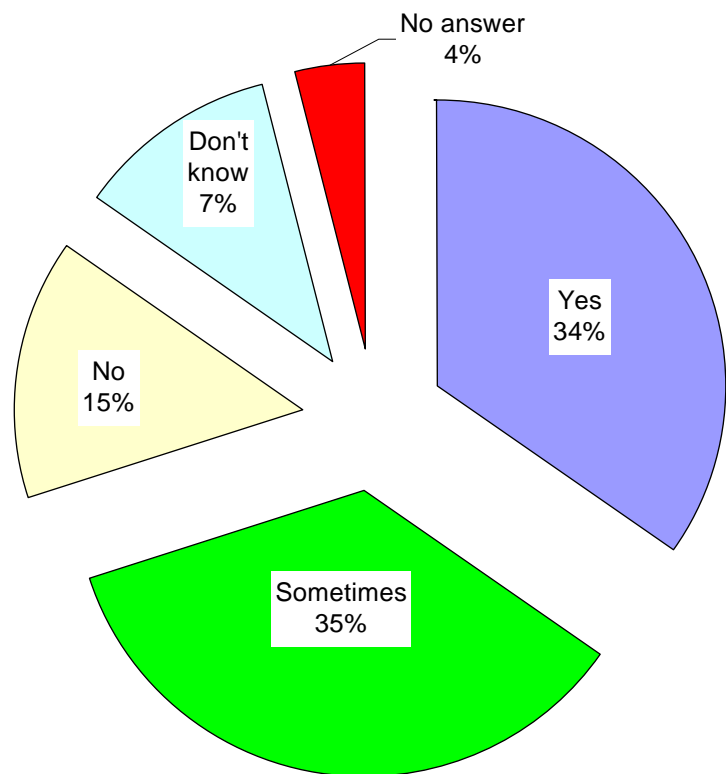
Are Inuit Qaujimagatuqangit being implemented by your department?

- Yes
- Sometimes
- No
- Don't know

### SURVEY RESULTS FOR QUESTION 21

#### Commentary:

Of the employees who answered question 21, 34% feel that IQ is being implemented by their department ; 35% feel that way sometimes and 15% said no. A small fraction (7%) did not know.



	Number of responses
No Answer	60
Don't know	182
No	231
Yes	548
Sometimes	557

## Question 22:

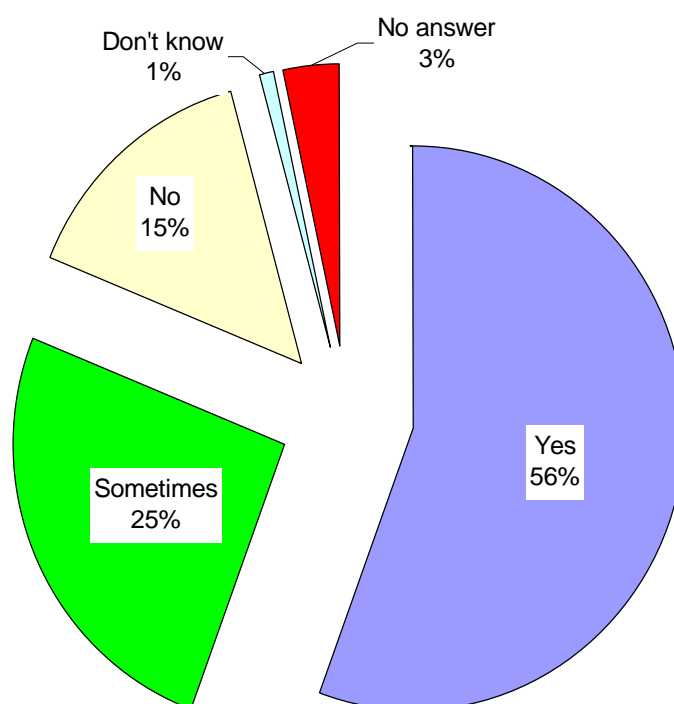
Do you often hear Inuktitut spoken in your department?

- Yes
- Sometimes
- No
- Don't know

## SURVEY RESULTS FOR QUESTION 22

### Commentary:

Of the employees who answered question 22, a majority (56%) often hear Inuktitut being spoken in their department; 25% indicated sometimes and 15% said no. A small fraction (1%) did not know.



	Number of responses
Don't know	11
No Answer	54
No	235
Sometimes	400
Yes	878

## Question 23:

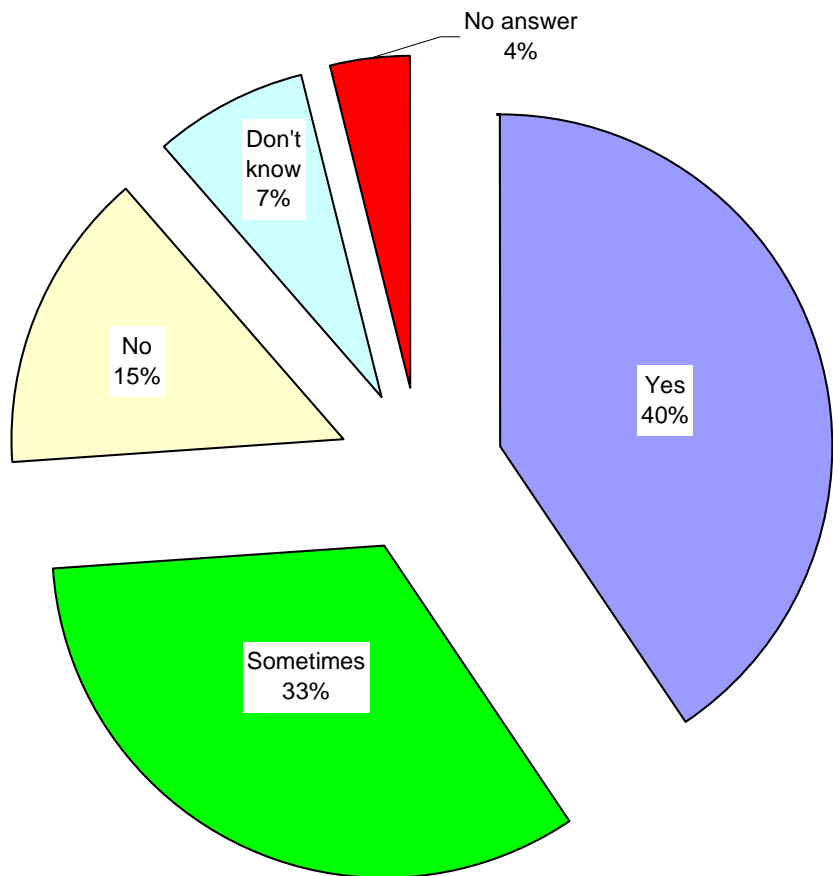
Is the material from your department available in Inuktitut?

- Yes
- Sometimes
- No
- Don't know

## SURVEY RESULTS FOR QUESTION 23

### Commentary:

Of the employees who answered question 23, four out of ten (40%) indicated that their department's material is available in Inuktitut; a third indicated sometimes and 15% said no. A small fraction (7%) did not know.



	Number of responses
No Answer	61
Don't know	119
No	234
Sometimes	526
Yes	638

**Question 24:**

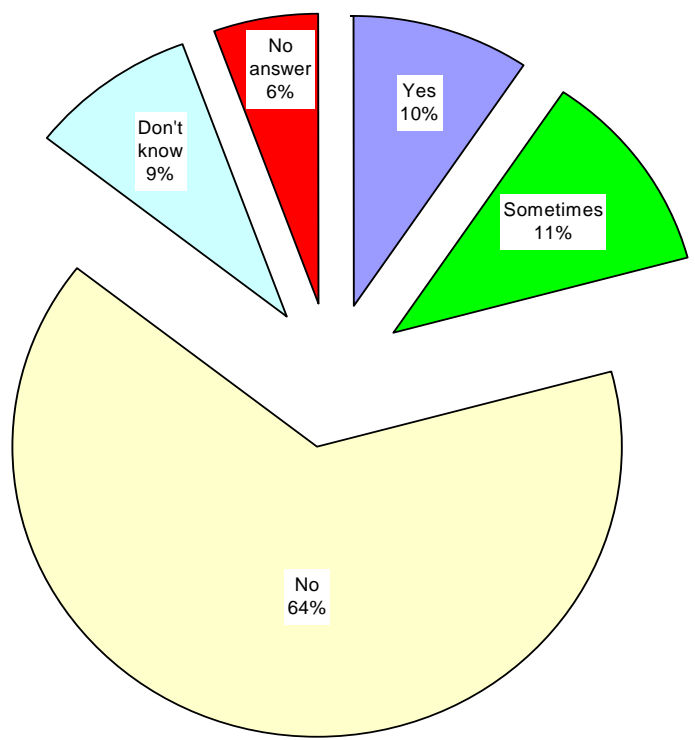
**Do you often hear Inuinnaqtun spoken in your department?**

- Yes
- Sometimes
- No
- Don't know

**SURVEY RESULTS FOR QUESTION 24**

**Commentary:**

*Of the employees who answered question 24, a majority (64%) do not hear Inuinnaqtun in their department; 11% indicated sometimes and 10% said no. About 1 out of 11 (9%) did not know.*



	Number of responses
No Answer	87
Don't know	140
Yes	150
Sometimes	180
No	1021

## Question 25:

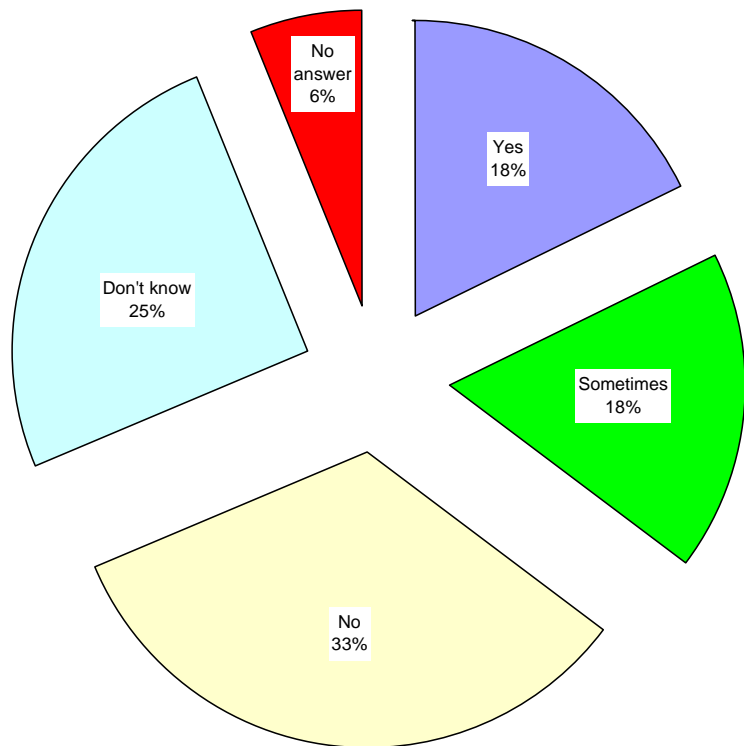
Is the material from your department available in Inuinnaqtun?

- Yes
- Sometimes
- No
- Don't know

## SURVEY RESULTS FOR QUESTION 25

### Commentary:

*Of the employees who answered question 25, a third indicated that their department's material is not available in Inuinnaqtun; 25% indicated that they do not know; 18% said yes and 18% said sometimes.*



	Number of responses
No Answer	96
Sometimes	277
Yes	281
Don't know	398
No	526

## RETENTION

### Question 26:

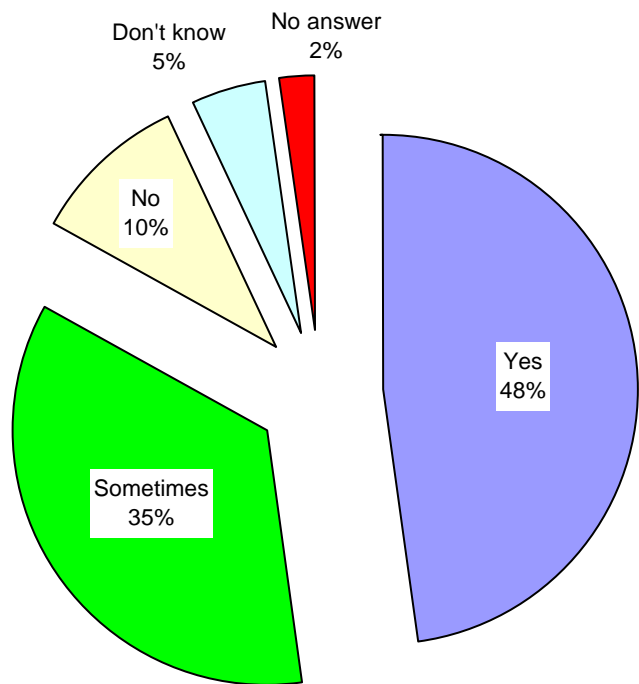
Do you feel that your knowledge and experience is valued by your department?

- Yes
- Sometimes
- No
- Don't know

### SURVEY RESULTS FOR QUESTION 26

#### Commentary:

Of the employees who answered question 26, almost half (48%) indicated that their knowledge and experience is valued in their department; 35% indicated sometimes and 10% said no.



	Number of responses
No Answer	37
Don't know	74
No	157
Sometimes	554
Yes	756

## RETENTION

### Question 27:

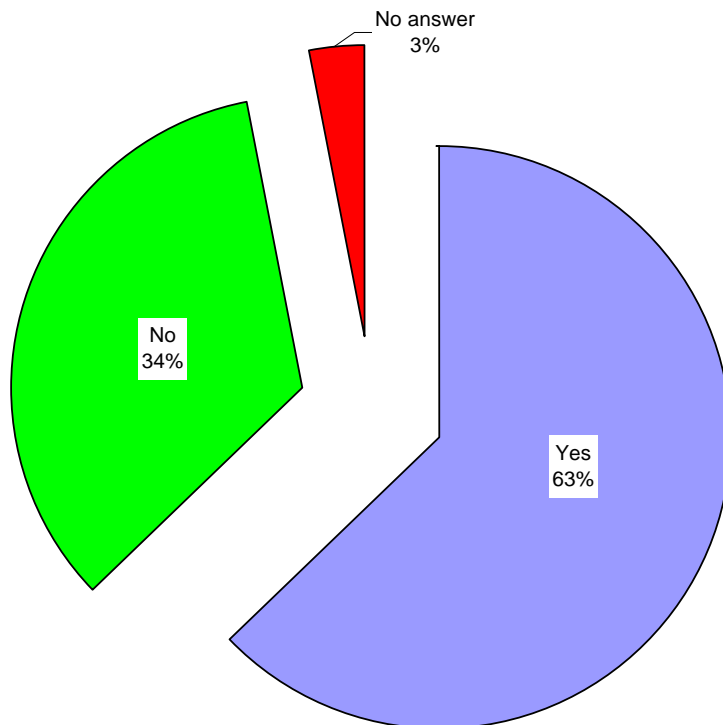
Do you feel you need more training to do your job effectively?

- Yes
- No

### SURVEY RESULTS FOR QUESTION 27

**Commentary:**

*Of the employees who answered question 27, the majority (63%) indicated that they need more training to do their job effectively; 35% indicated no and 3% did not answer.*



	Number of responses
No Answer	47
No	539
Yes	992

# RETENTION

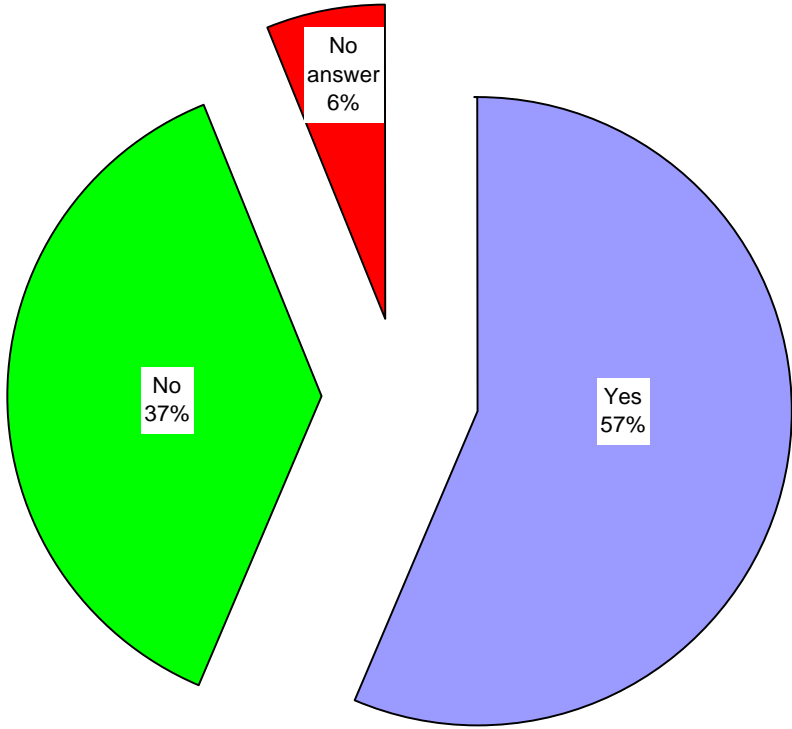
## Question 28:

Do you feel the training you need was made available to you?

- Yes - go to question 29
- No - go to question 28(a)

### SURVEY RESULTS FOR QUESTION 28

**Commentary:**  
Of the employees who answered question 28, the majority (57%) indicated that they feel the training they need is available to them; 37% indicated no and 6% did not answer.



	Number of responses
No Answer	95
No	591
Yes	892

## RETENTION

### Question 28(a):

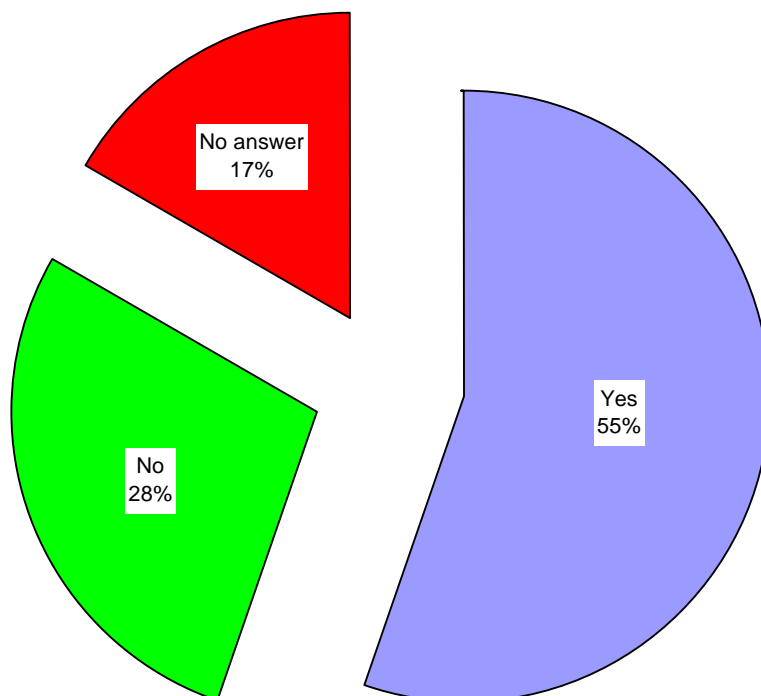
Did you ask for the training you felt you needed?

- Yes
- No

### SURVEY RESULTS FOR QUESTION 28(a)

**Commentary:**

*Of the employees who answered “no” to question 28, the majority (55%) indicated that they asked for training; 28% indicated that they did not and 17% did not answer .*



	Number of responses
No Answer	115
No	191
Yes	380
Not applicable	892

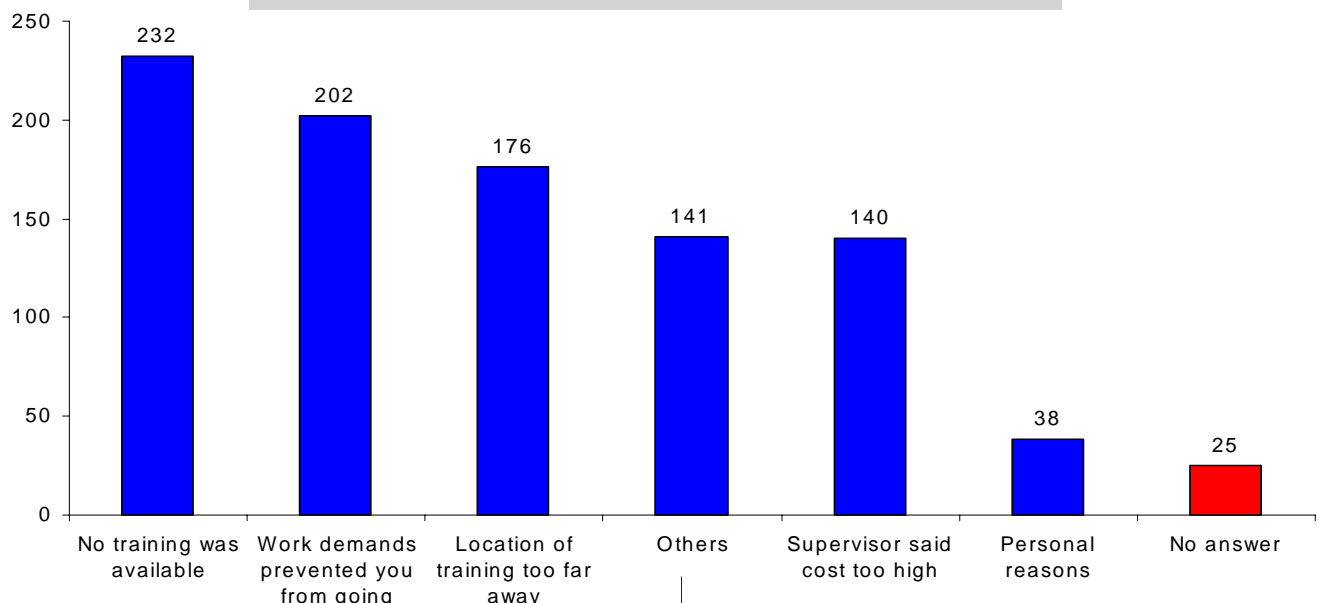
# RETENTION

## Question 28(a) continued:

Please explain your answer (*mark as many as apply*)

- Supervisor said cost too high
- Location of training too far away
- Work demands prevented you from going
- Personal reasons (family commitments, dislike travelling, etc.)
- No training was available
- Other (*please specify*): \_\_\_\_\_

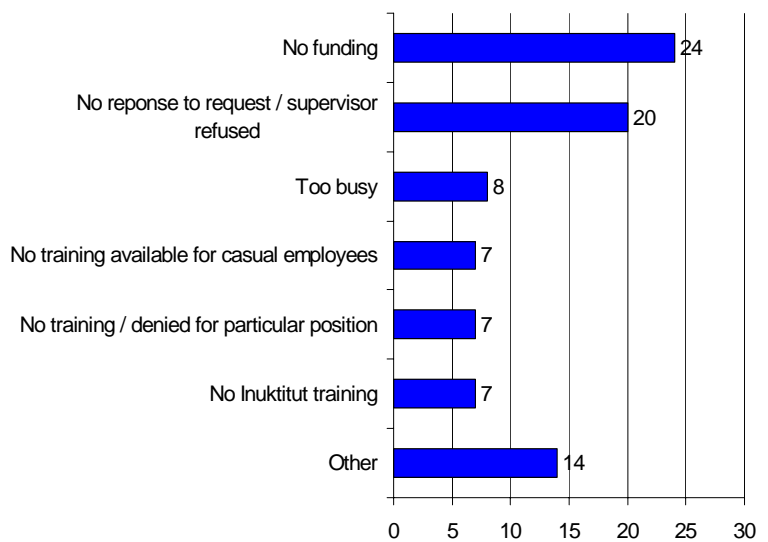
### SURVEY RESULTS FOR QUESTION 28(a) continued



#### Commentary:

*Of the employees who answered “no” to question 28 and gave the reason why, 232 indicated that no training was available; 202 answered that their work demands prevented them to go and for 176, the training location was too far away.*

#### Other (*please specify*)



No training was available	232
Work demands prevented you from going	202
Location of training too far away	176
Others	141
Supervisor said cost too high	140
Personal reasons	38
No answer	25

## RETENTION

### Question 29:

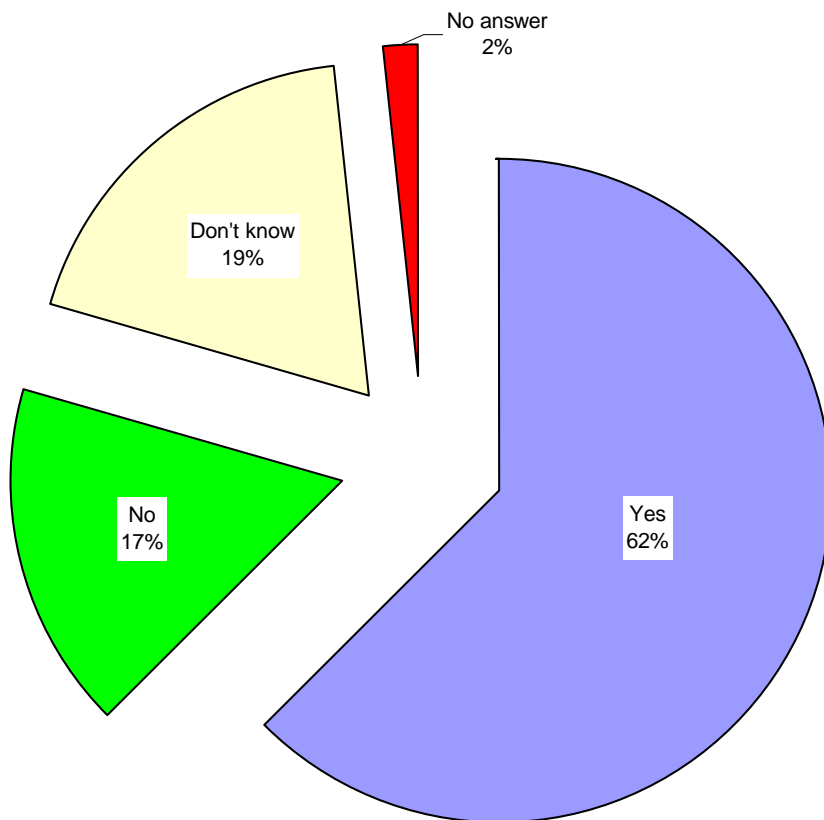
Would you like to work for this department in the next five years?

- Yes - go to question 30
- No - go to question 29(a)

### SURVEY RESULTS FOR QUESTION 29

#### Commentary:

Of the employees who answered to question 29, the majority (62%) indicated that they would like to work for this department in the next five years; 17% indicated that they would not and 19% did not know.



	Number of responses
No Answer	26
No	267
Don't know	297
Yes	988

# RETENTION

## Question 29(a):

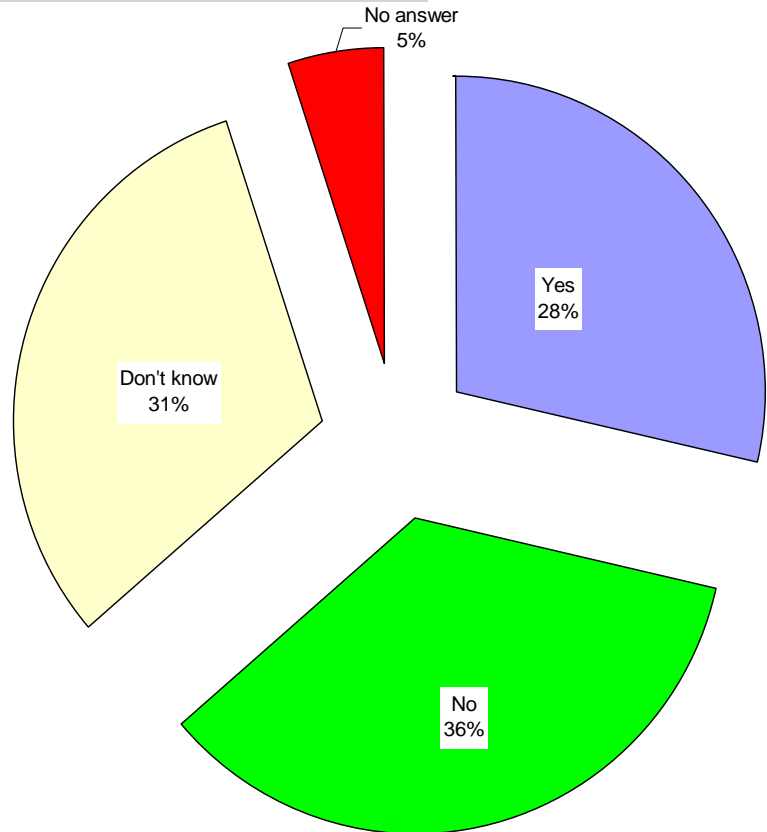
**Do you see yourself working with another Government of Nunavut department during the next five years?**

- Yes - go to question 29(b)
- No - go to question 30
- Don't know - go to question 30

### SURVEY RESULTS FOR QUESTION 29(a)

**Commentary:**

*Of the employees who answered "no" to question 29 and answered question 29(a), 28% indicated that they would see themselves work within another GN department during the next five years; 36% indicated that they would not and 31% did not know.*



	Number of responses
No Answer	29
Yes	168
Don't know	185
No	208
Not applicable	988

## RETENTION

### Question 29(b):

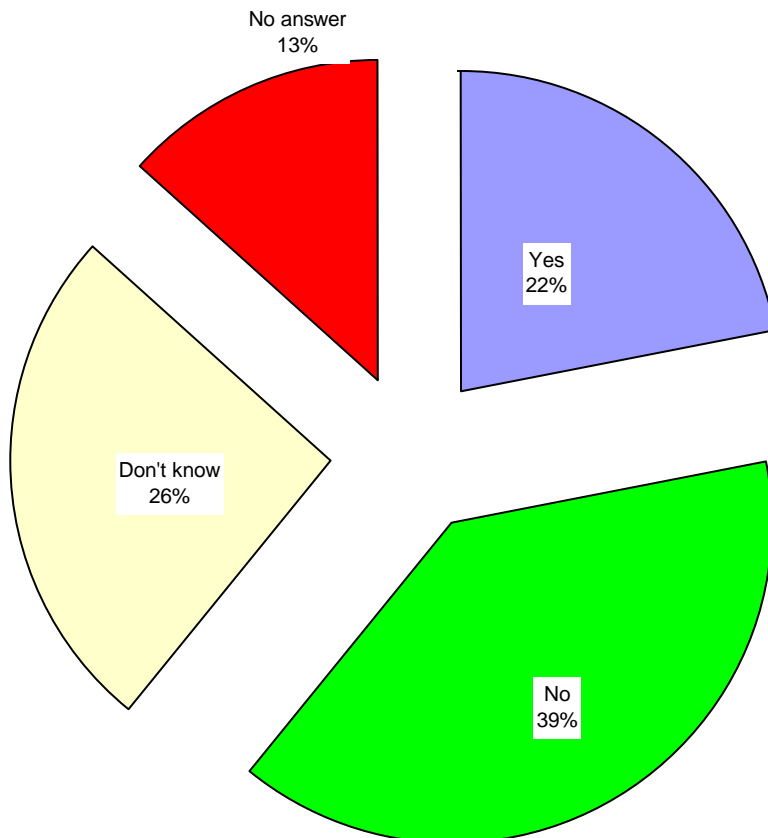
Doing the same kind of work?

- Yes
- No
- Don't know

### SURVEY RESULTS FOR QUESTION 29(b)

**Commentary:**

*Of the employees who answered "no" to question 29 and answered question 29(b), almost four out of ten (39%) indicated that they would not see themselves doing the same kind of work; 22% indicated that they would and 26% did not know.*



	Number of responses
No Answer	26
Yes	43
don't know	51
No	77
Not applicable	1381

## RETENTION

### Question 30:

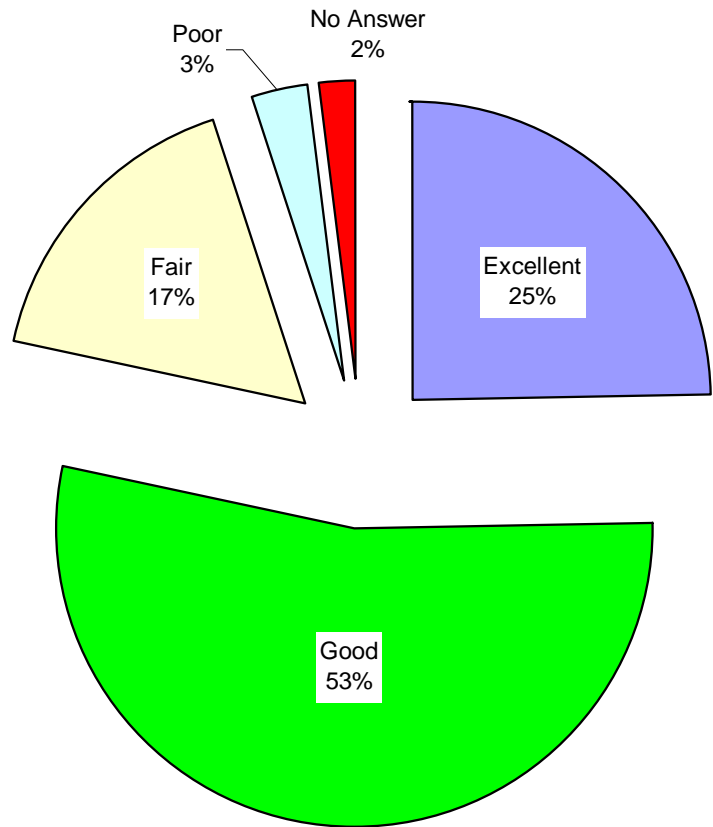
How would you describe your overall experience working for the Government of Nunavut?

- Excellent
- Good
- Fair
- Poor

### SURVEY RESULTS FOR QUESTION 30

**Commentary:**

*Of the employees who answered to question 30, the majority (53%) indicated that they would describe their overall experience working for GN as “good” and 25% as “excellent”, which make a satisfaction level of 78%; 17% chose “fair” and 3% “poor”.*



	Number of responses
No Answer	30
Poor	51
Fair	261
Excellent	391
Good	845

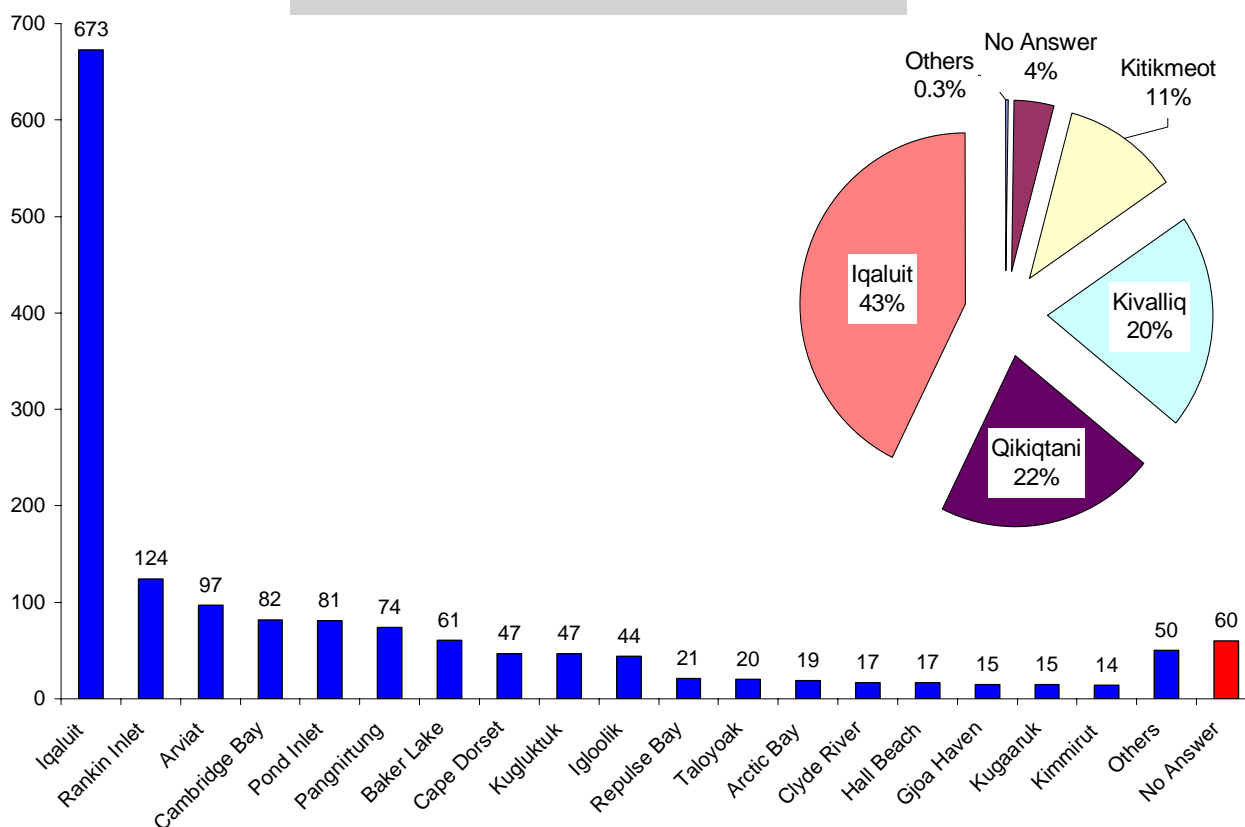
## GENERAL INFORMATION

### Question 31:

**In which community do you work?**

- |   |                                      |   |
|---|--------------------------------------|---|
| <input type="checkbox"/> Arctic Bay     | <input type="checkbox"/> Arviat      | <input type="checkbox"/> Pond Inlet                       |
| <input type="checkbox"/> Arviat         | <input type="checkbox"/> Grise Fiord | <input type="checkbox"/> Qikiqtarjuaq                     |
| <input type="checkbox"/> Baker Lake     | <input type="checkbox"/> Hall Beach  | <input type="checkbox"/> Rankin Inlet                     |
| <input type="checkbox"/> Bathurst Inlet | <input type="checkbox"/> Igloolik    | <input type="checkbox"/> Repulse Bay                      |
| <input type="checkbox"/> Cambridge Bay  | <input type="checkbox"/> Iqaluit     | <input type="checkbox"/> Resolute Bay                     |
| <input type="checkbox"/> Cape Dorset    | <input type="checkbox"/> Kimmirut    | <input type="checkbox"/> Sanikiluaq                       |
| <input type="checkbox"/> Clyde River    | <input type="checkbox"/> Kugluktuk   | <input type="checkbox"/> Taloyoak                         |
| <input type="checkbox"/> Coral Harbour  | <input type="checkbox"/> Nanisivik   | <input type="checkbox"/> Whale Cove                       |
| <input type="checkbox"/> Gjoa Haven     | <input type="checkbox"/> Pangnirtung | <input type="checkbox"/> Other ( <i>please specify</i> ): |

### SURVEY RESULTS FOR QUESTION 31



Note: For confidentiality purposes, communities with 10 or fewer returns are regrouped under "Others". For the pie chart, they were regrouped by regions.

#### Commentary:

Of the employees who indicated in which community they work, 673 indicated Iqaluit. The largest grouping from Qikiqtani (excluding Iqaluit) is from Pond Inlet with 81, the one from Kivalliq is Rankin Inlet with 124 and from Kitikmeot is Cambridge Bay with 82. If Iqaluit is removed from regional groupings and is considered as the same as a region, it is still the largest grouping with 43%; Qikiqtani is second with 22%, followed by Kivalliq with 20% and Kitikmeot with 11%.

## GENERAL INFORMATION

### Question 32:

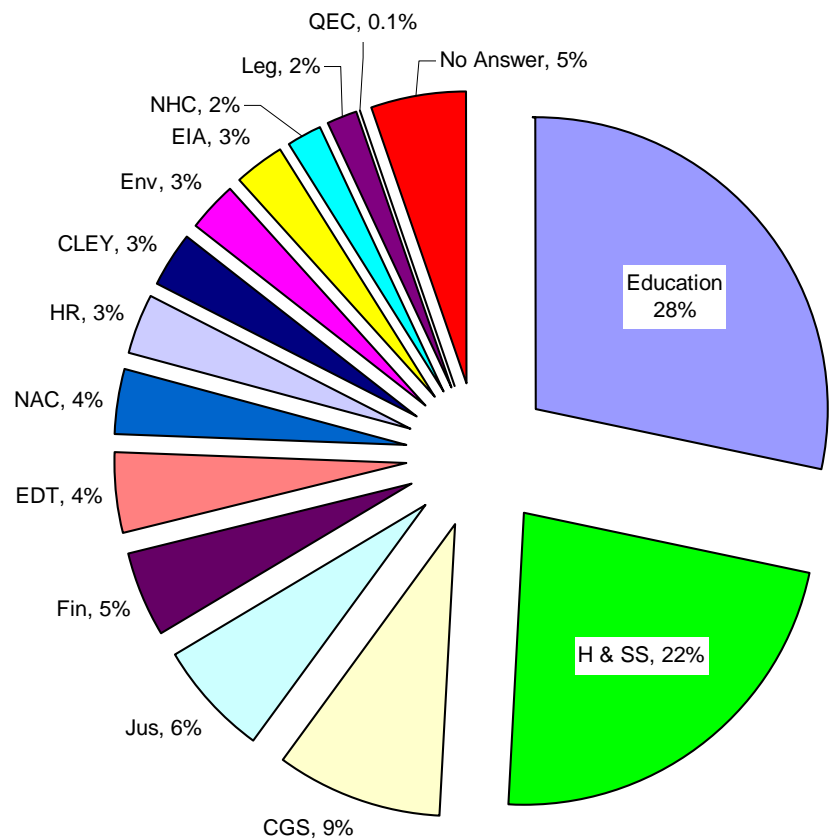
#### For which department or agency do you work?

- |  |   |
|--|---|
| <input type="checkbox"/> Community & Government Services         | <input type="checkbox"/> Health and Social Services         |
| <input type="checkbox"/> Culture, Language, Elders and Youth     | <input type="checkbox"/> Human Resources                    |
| <input type="checkbox"/> Economic Development and Transportation | <input type="checkbox"/> Justice                            |
| <input type="checkbox"/> Education                               | <input type="checkbox"/> Office of the Legislative Assembly |
| <input type="checkbox"/> Environment                             | <input type="checkbox"/> Nunavut Arctic College             |
| <input type="checkbox"/> Executive and Intergovernmental Affairs | <input type="checkbox"/> Nunavut Housing Corporation        |
| <input type="checkbox"/> Finance                                 | <input type="checkbox"/> Qulliq Energy Corporation          |

### SURVEY RESULTS FOR QUESTION 32

#### Commentary:

Of the employees who indicated which department they work for, Education and H&SS are the two largest groups with respectively 28% and 22%. The fact that half of the participants are from those two departments alone is explained by the large number of participants from the school system (teachers, school staff, etc.) and the health centres (nurses, staff, etc.).



	Number of responses
QEC	1
Leg	27
NHC	31
EIA	43
Env	45
CLEY	47
HR	50
NAC	57
EDT	70
Fin	75
No Answer	83
Jus	102
CGS	143
H&SS	355
Educ	449

## GENERAL INFORMATION

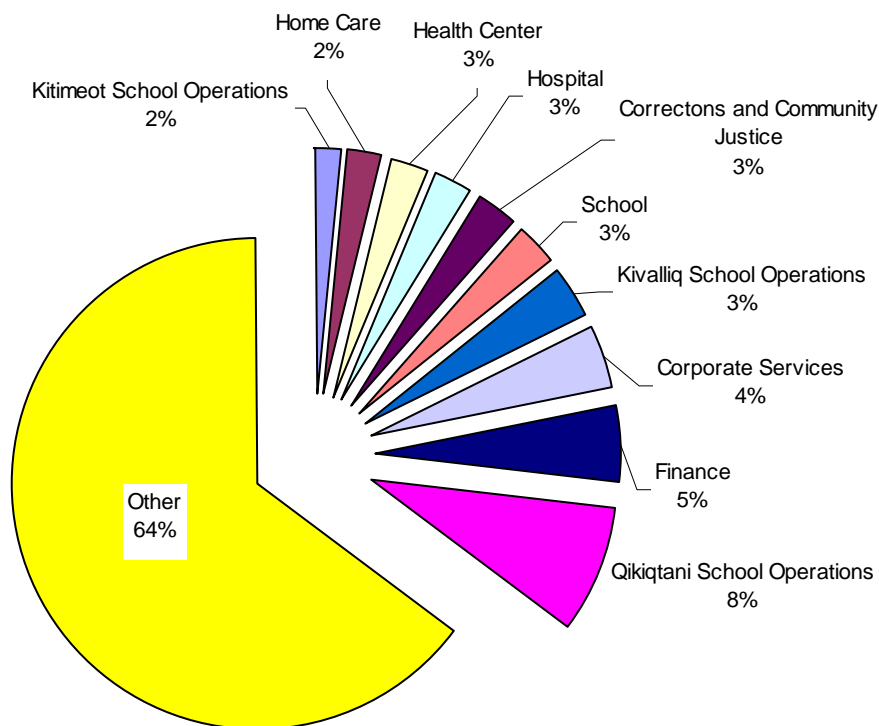
### Question 33:

Within your department or agency , for which division or branch do you work?

### SURVEY RESULTS FOR QUESTION 33

#### Commentary:

Most of the data collected for Question 33 is not usable for this report. From the 171 categories provided by 556 employees, only nine had a grouping higher than 10 and included only 33% on the sample. For example, 80 categories was mentioned by only one participant each. Nevertheless, School Operations (all regions) includes 90 participants (16.2%) and Health services (health centres, hospital and home care) included 40 participants (7.2%) making them the two largest combined groupings.



	Number of responses
Kitimeot School Operations	10
Home Care	12
Health Center	14
Hospital	14
Correctons and Community Justice	15
School	15
Kivalliq School Operations	19
Corporate Services	23
Fiance	28
Qikiqtani School Operations	46
Other	360

# GENERAL INFORMATION

## Question 34:

### What is your current occupation?

- Custodial worker
- Administrative support
- Para professional
- Skilled trade/technical
- Professional (*please specify*): \_\_\_\_\_
- Middle management
- Senior management
- Executive

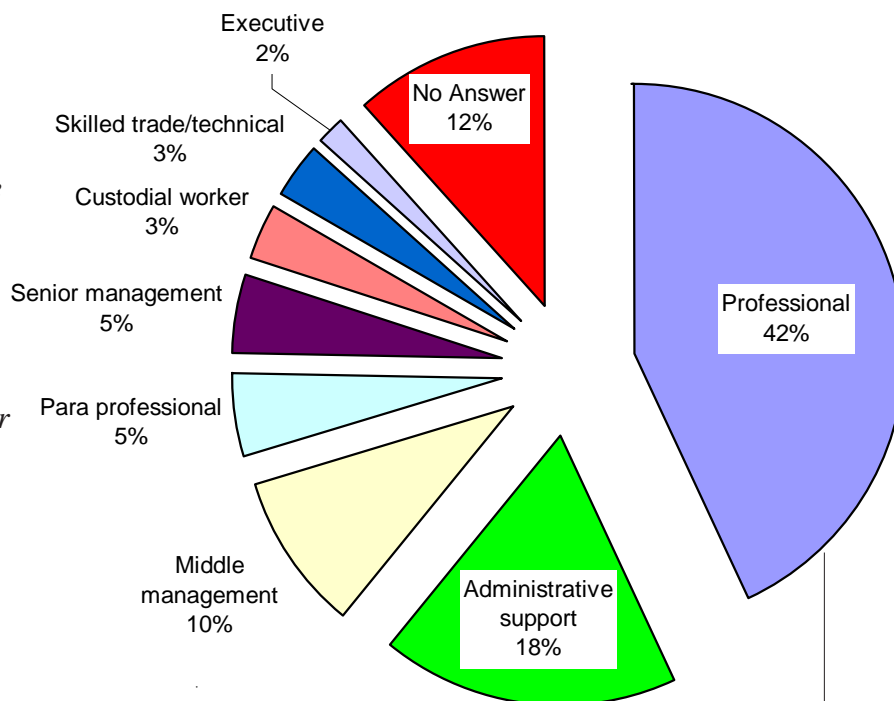
### Examples:

- \* Janitor, housekeeper
- \* Receptionist, accounting clerk
- \* Teacher's aide, nurse's aide
- \* Carpenter, electrician, lab tech
- \* Nurse, teacher, social worker, lawyer
- \* Divisional supervisor
- \* Director
- \* Deputy Minister

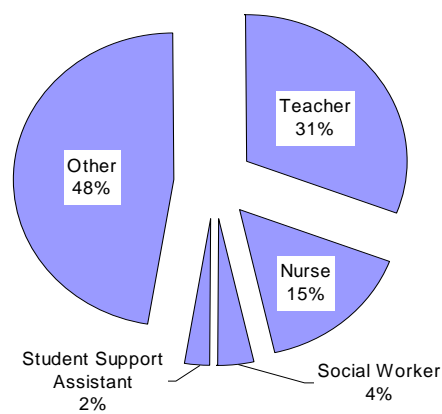
## SURVEY RESULTS FOR QUESTION 34

### Commentary:

Of the employees who indicated their occupation, "professional" and "administrative support" are the largest groupings with respectively 42% and 18%. The fact that almost half of the participant are from "professional" is partially explained by the large number of participants from the school system (teachers, teaching support, etc.) and the health centres (nurses, specialists, technicians, etc.) which require many professional occupations. Also, management occupations are represented by 17% of the sample. Only 420 out of 678 professionals specified their positions. Teachers and Nurses are the two largest groups; 48% of them had grouping less than 10.



### Other (please specify)



Occupation	Number of responses
Executive	27
Skilled trade/technical	50
Custodial worker	52
Senior management	76
Para professional	78
Middle management	150
No Answer	185
Administrative support	282
Professional	678

Occupation	Number of responses
Teacher	130
Nurse	65
Social Worker	15
Student Support Assistant	10
Other	200

## GENERAL INFORMATION

### Question 35:

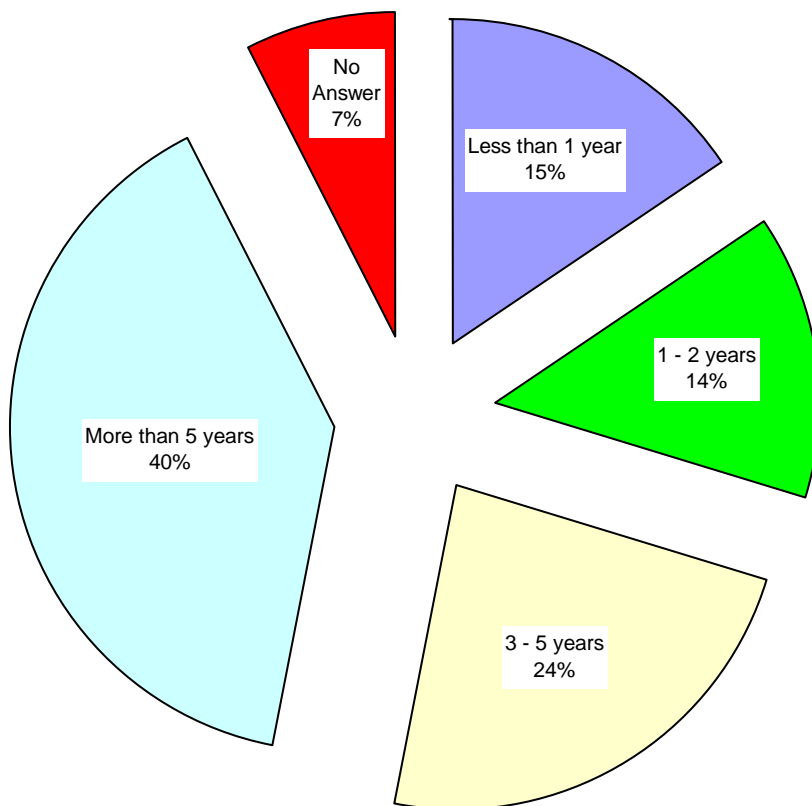
How long have you worked ...

	Less than 1 year	1 - 2 years	3 - 5 years	More than 5 years
35(a). For the Territorial Government (GN and GNWT)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### SURVEY RESULTS FOR QUESTION 35(a)

#### Commentary:

*Of the employees who indicated how long they have worked with the GN (and the GNWT), four out of 10 answered “more than 5 years”; almost a quarter of the participants have worked for GN for 3 to 5 years and 14% between 1 and 2 years. About 1 employee out of 6 has been working in this position for less than a year at the time of the survey.*



	Number of responses
No Answer	117
1 - 2 years	223
Less than 1 year	244
3 - 5 years	371
More than 5 years	623

## GENERAL INFORMATION

### Question 35:

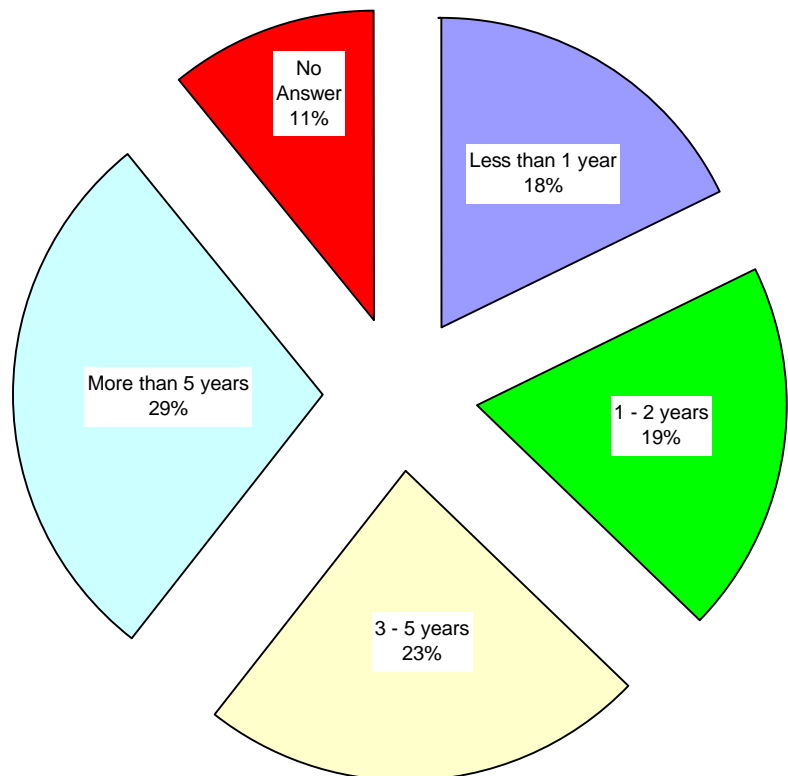
How long have you worked ...

	Less than 1 year	1 - 2 years	3 - 5 years	More than 5 years
35(b). For this department?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### SURVEY RESULTS FOR QUESTION 35(b)

#### Commentary:

*Of the employees who indicated how long they have worked for this department, 29% answered “more than 5 years”; almost a quarter of the participants have worked for the same department for 3 to 5 years and 19% for between 1 and 2 years. About 1 employee out of 5 has been working for the GN for less than a year at the time of the survey. It is noted that these differences with 35(a) may be an indication of employee mobility within GN.*



	Number of responses
No Answer	170
Less than 1 year	280
1 - 2 years	306
3 - 5 years	370
More than 5 years	452

## GENERAL INFORMATION

### Question 35:

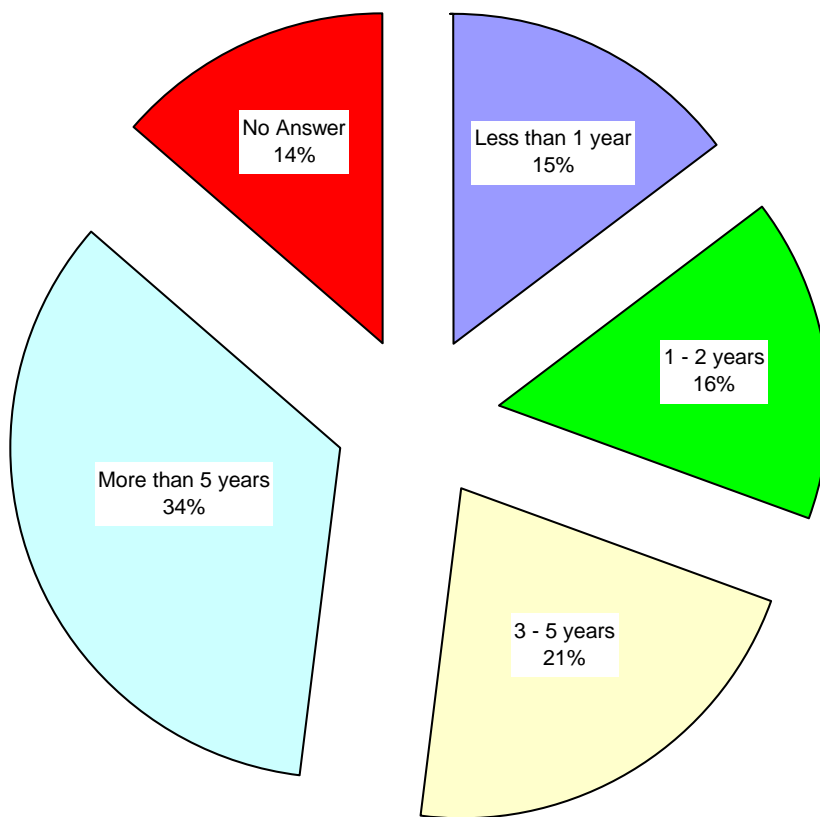
How long have you worked ...

	Less than 1 year	1 - 2 years	3 - 5 years	More than 5 years
35(c). In this occupation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### SURVEY RESULTS FOR QUESTION 35(c)

**Commentary:**

*Of the employees who indicated how long they have worked in this occupation, more than a third answered that it was for 5 years or more; almost 1 out of 5 participants have worked in the same occupation for 3 to 5 years and 16% for between 1 and 2 years. About 1 employee out of 5 has been working for the GN for less than a year at the time of the survey.*



	Number of responses
No Answer	214
Less than 1 year	232
1 - 2 years	252
3 - 5 years	336
More than 5 years	544

## GENERAL INFORMATION

### Question 36:

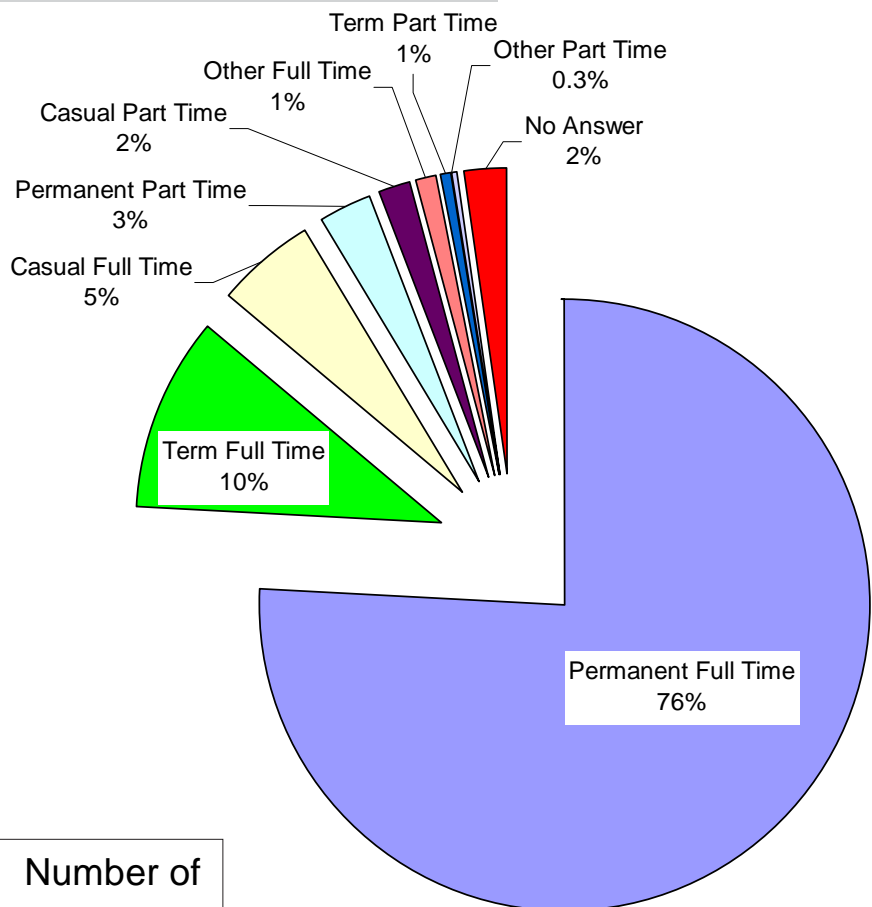
Please indicate your current employment status:

	<u>Permanent (indeterminate)</u>	<u>Term</u>	<u>Casual</u>	<u>Other</u>
Full-time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### SURVEY RESULTS FOR QUESTION 36

#### Commentary:

Of the employees who indicated their employment status, more than 3/4 answered "permanent full time"; 1 out of 10 are "term full time" and 1 out of 20 are "casual full time".



	Number of responses
Other Part Time	5
Term Part Time	9
Other Full Time	16
Casual Part Time	25
No Answer	35
Permanent Part Time	46
Casual Full Time	81
Term Full Time	163
Permanent Full Time	1198

## GENERAL INFORMATION

### Question 37:

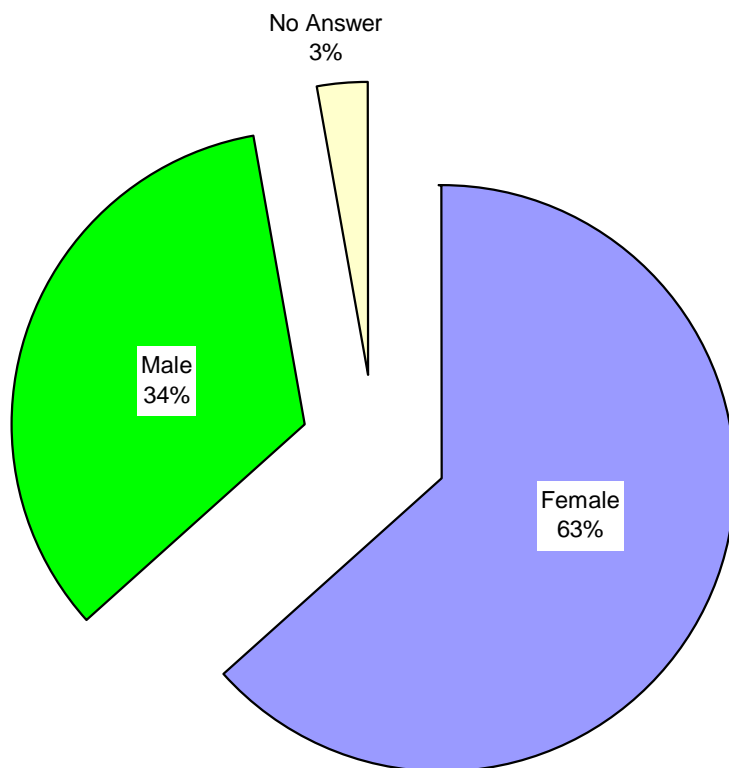
What is your gender?

- Female
- Male

### SURVEY RESULTS FOR QUESTION 37

**Commentary:**

*Of the employees who indicated their gender, the majority (63%) are female participants; about the third of the participants are male.*



	Number of responses
No Answer	43
Male	536
Female	999

## GENERAL INFORMATION

### Question 38:

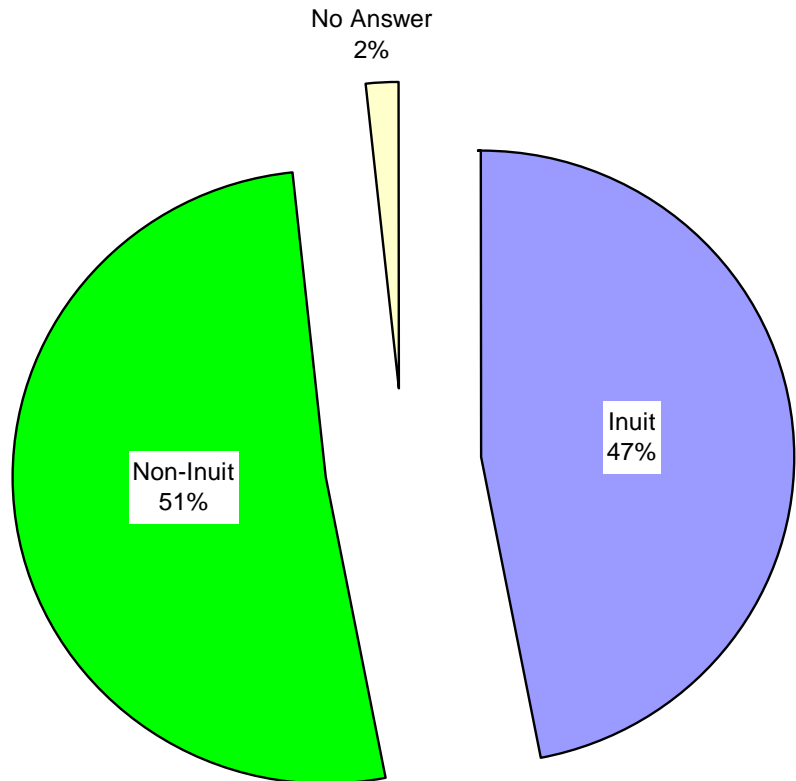
What is your ethnicity?

- Inuit
- Non-Inuit

### SURVEY RESULTS FOR QUESTION 38

**Commentary:**

*Of the employees who indicated their ethnicity, the majority (51%) are non-Inuit and 47% are Inuit.*



	Number of responses
No Answer	26
Inuit	741
Non-Inuit	811

## GENERAL INFORMATION

### Question 39:

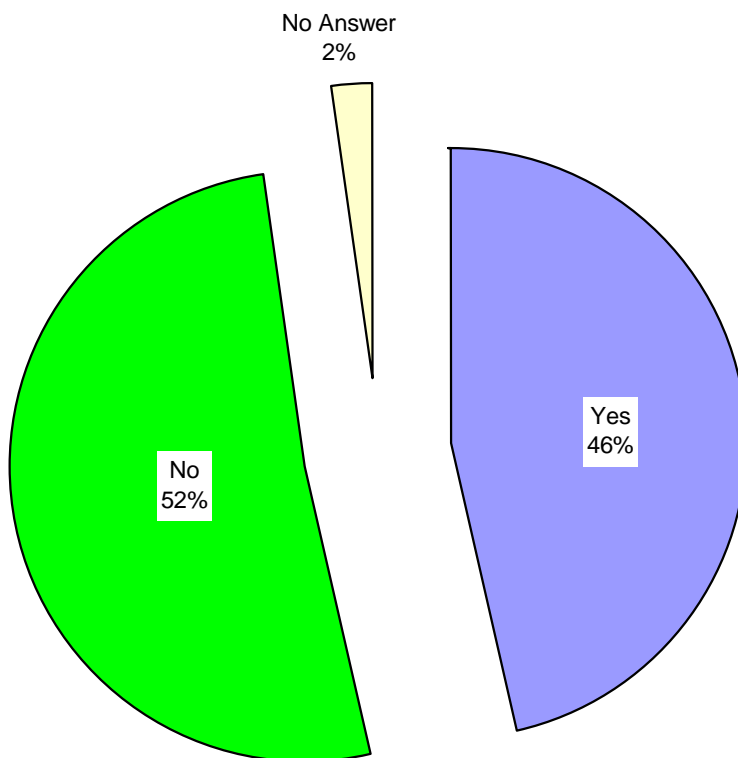
Are you a Nunavut Land Claims beneficiary?

- Yes
- No

### SURVEY RESULTS FOR QUESTION 39

#### Commentary:

Of the employees who answered question 39, the majority (51%) indicated that they are not NLCA beneficiaries and 46% indicated that they are. The difference with question 38 may be explained by employees who were Inuit from other jurisdictions (Nunavik, Nunatiavut, Inuvialuit, etc.).



	Number of responses
No Answer	33
Yes	731
No	814

## GENERAL INFORMATION

### Question 40:

What is your age?

15 - 19

30 - 34

45 - 49

60 - 64

20 - 24

35 - 39

50 - 54

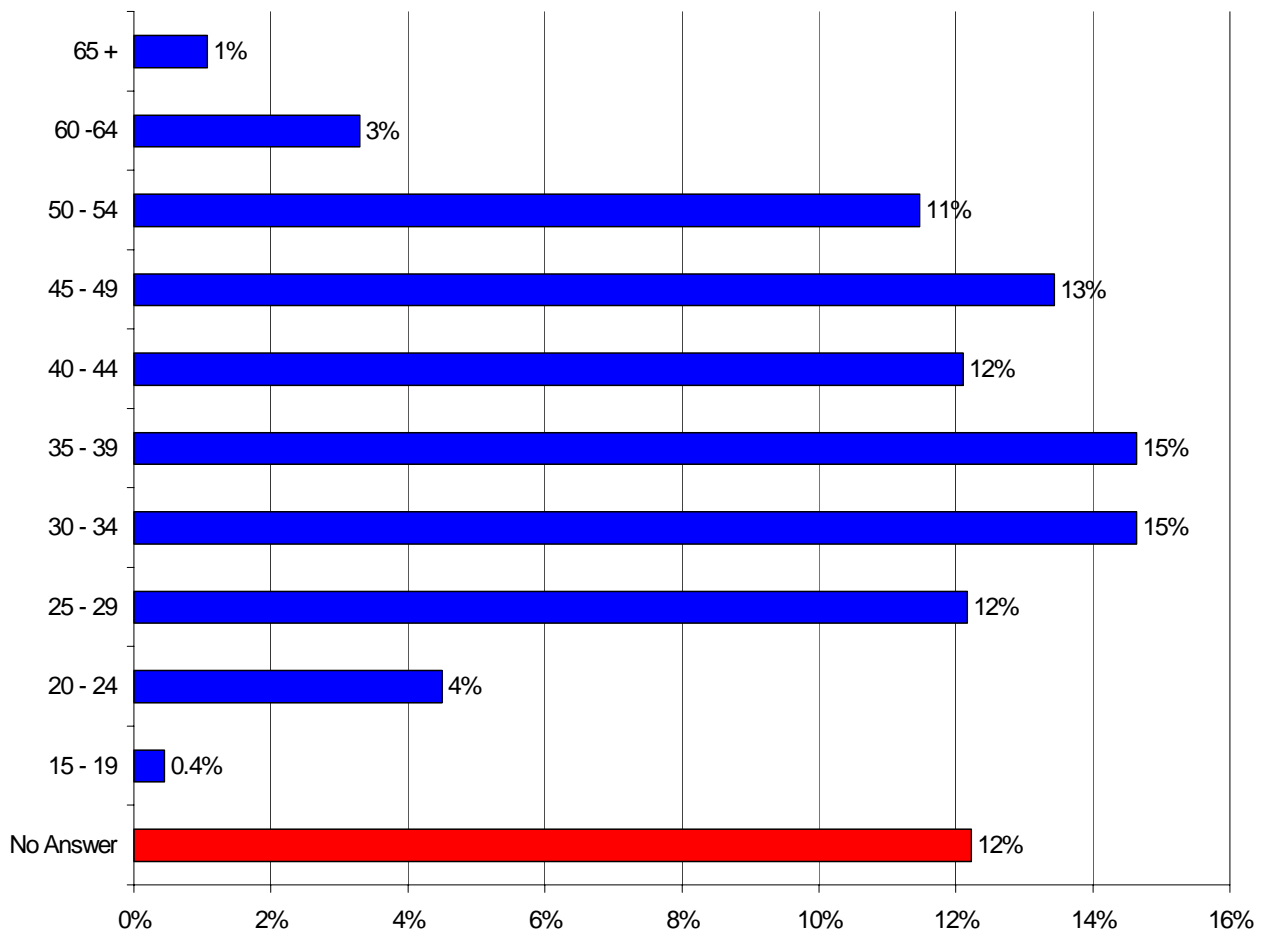
65 +

25 - 29

40 - 44

55 - 59

### SURVEY RESULTS FOR QUESTION 40



	Number of responses
15 - 19	7
65 +	17
60 - 64	52
No Answer	68
20 - 24	71
Not applicable - 59	125
50 - 54	181
40 - 44	191
25 - 29	192
45 - 49	212
30 - 34	231
35 - 39	231

#### Commentary:

*Of the employees who indicated their age, the two largest groupings are 30-34 and 35-39 with 15% each; the third largest age group is 45-49 with 13%.*

## GENERAL INFORMATION

### Question 41:

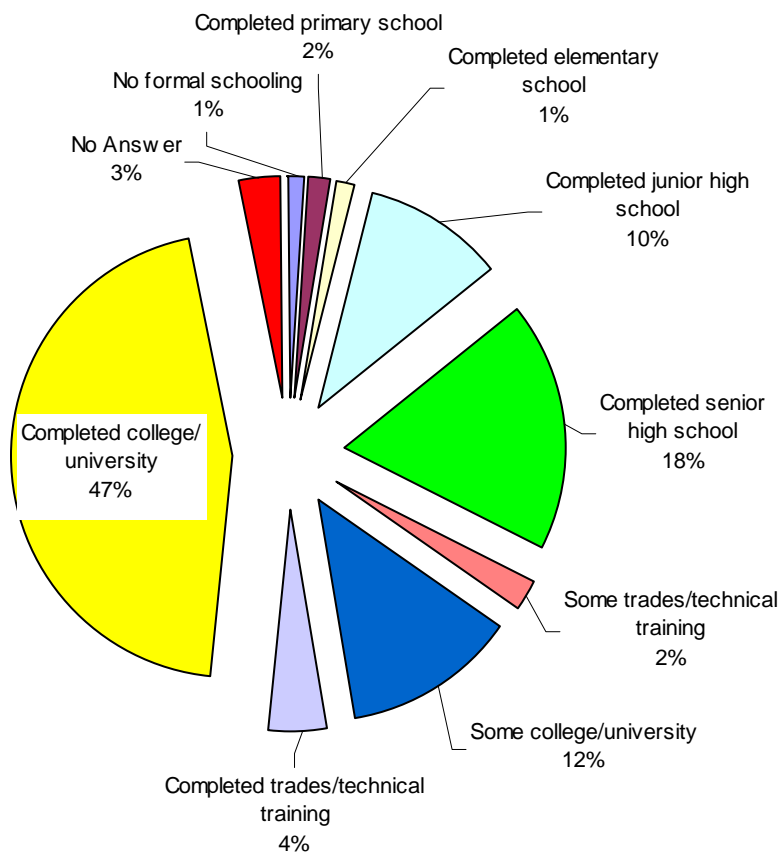
What is the **highest** level of education you have completed?

- No formal schooling
- Completed primary school (Kindergarten to grade 3)
- Completed elementary school (grades 4 to 6)
- Completed junior high school (grades 7 to 9, sometimes called “middle school”)
- Completed senior high school (grades 10 to 12)
- Some trades/technical training
- Some college/university
- Completed trades/technical training
- Completed college/university
- Other (please specify): \_\_\_\_\_

## SURVEY RESULTS FOR QUESTION 41

### Commentary:

Of the employees who indicated their highest level of education, almost half (47%) said “completed college/university”; the second largest grouping is “completed senior high school” with 18%, followed by “some college / university”. This question is consistent with question 34 (occupation) where 42% indicated that they were professionals.



	Number of responses
No formal schooling	18
Completed elementary school	20
Completed primary school	26
Some trades/technical training	33
No Answer	48
Completed trades/technical training	67
Completed junior high school	163
Some college/university	195
Completed senior high school	288
Completed college/university	720

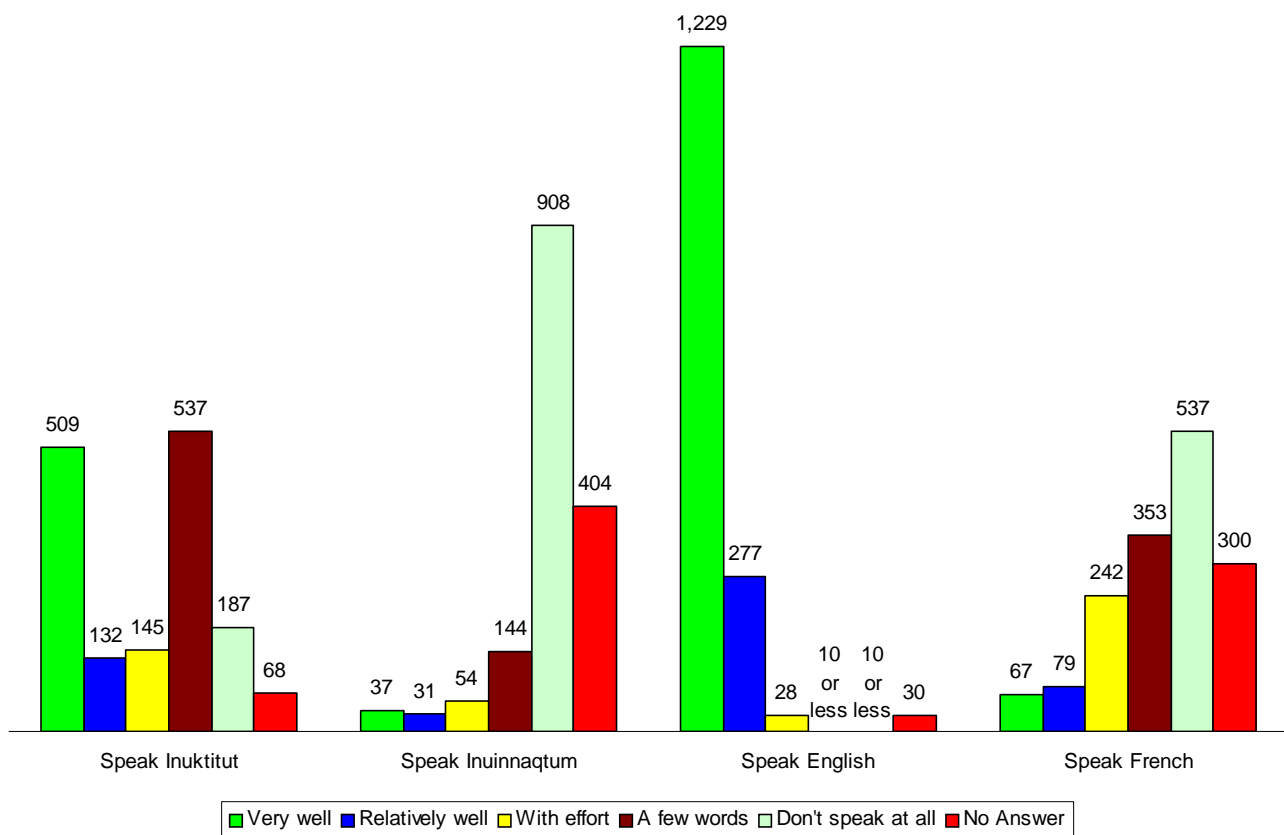
## GENERAL INFORMATION

### Question 42:

How well do you speak the following languages?

	Very well	Relatively well	With effort	A few words	Don't speak at all
Inuktitut	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inuinnaqtun	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
French	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### SURVEY RESULTS FOR QUESTION 42



### Commentary:

Of the employees who indicated how well they speak any of the four official languages, English is the one which most participants (1,229) chose “very well”; the second “very well” spoken language is Inuktitut (509) followed by French (67) and Inuinnaqtun (37). The distribution of “speak Inuktitut” is different from the other languages with more people able to speak “a few words” or “with effort” (682) than “very well” and “relatively well”.

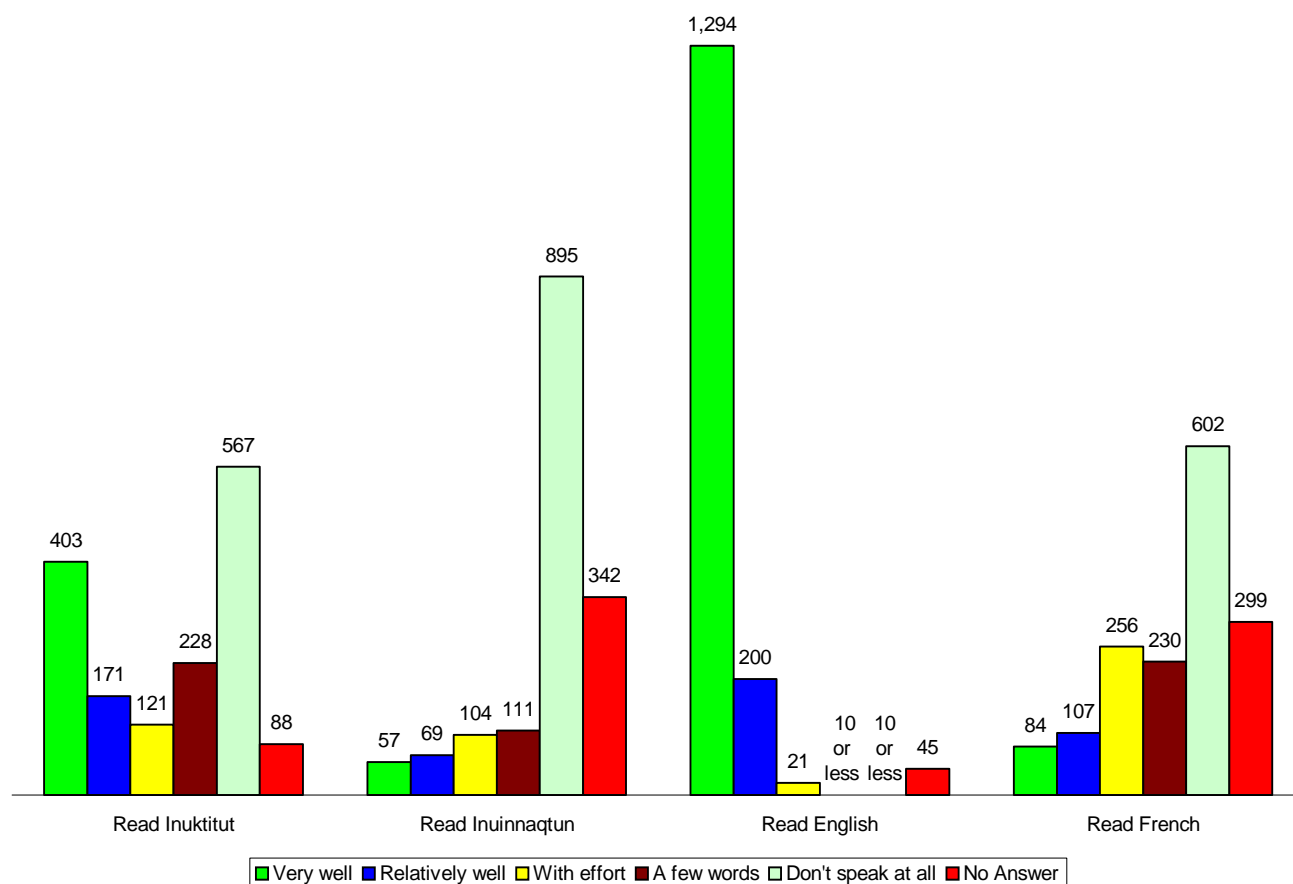
## GENERAL INFORMATION

### Question 43:

How well do you read the following languages?

	Very well	Relatively well	With effort	A few words	Don't speak at all
Inuktitut	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inuinnaqtun	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
French	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## SURVEY RESULTS FOR QUESTION 43



### Commentary:

Of the employees who indicated how well they read all of the four official languages, English is again the one which most participants (1,294) chose “very well”; the second “very well” read language is Inuktitut (403) followed by French (84) and Inuinnaqtun (57). The distribution for Inuktitut is different from the previous question with fewer people able to read.

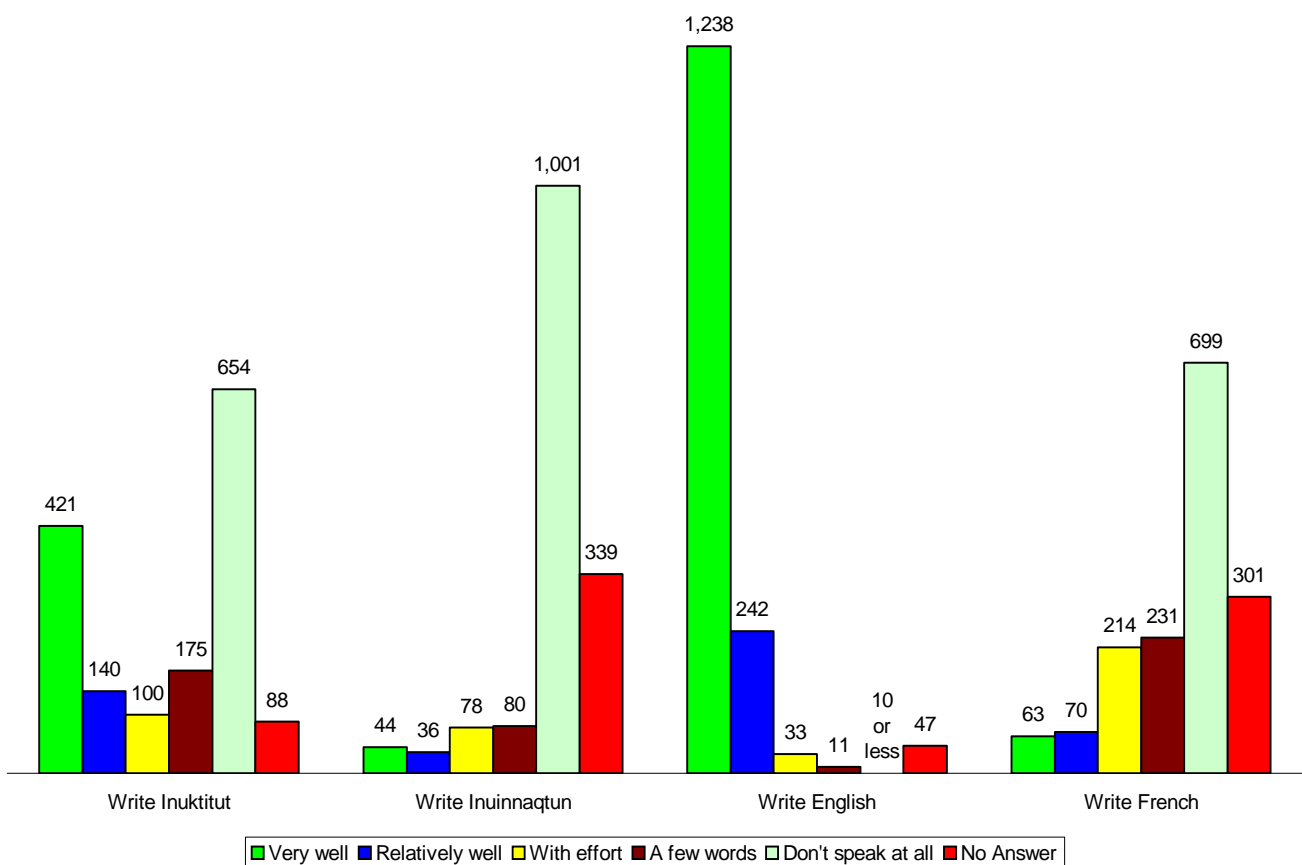
## GENERAL INFORMATION

### Question 44:

How well do you write the following languages?

	Very well	Relatively well	With effort	A few words	Don't speak at all
Inuktitut	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inuinnaqtun	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
French	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### SURVEY RESULTS FOR QUESTION 44



#### Commentary:

Of the employees who indicated how well they write all of the four official languages, English is the one which most participants (1,238) chose “very well”; the second “very well” written language is Inuktitut (421) followed by French (63) and Inuinnaqtun (44).

# CONCLUSION

## Question 45:

Is there anything you would like to add which would help the GN contribute to a better workplace?

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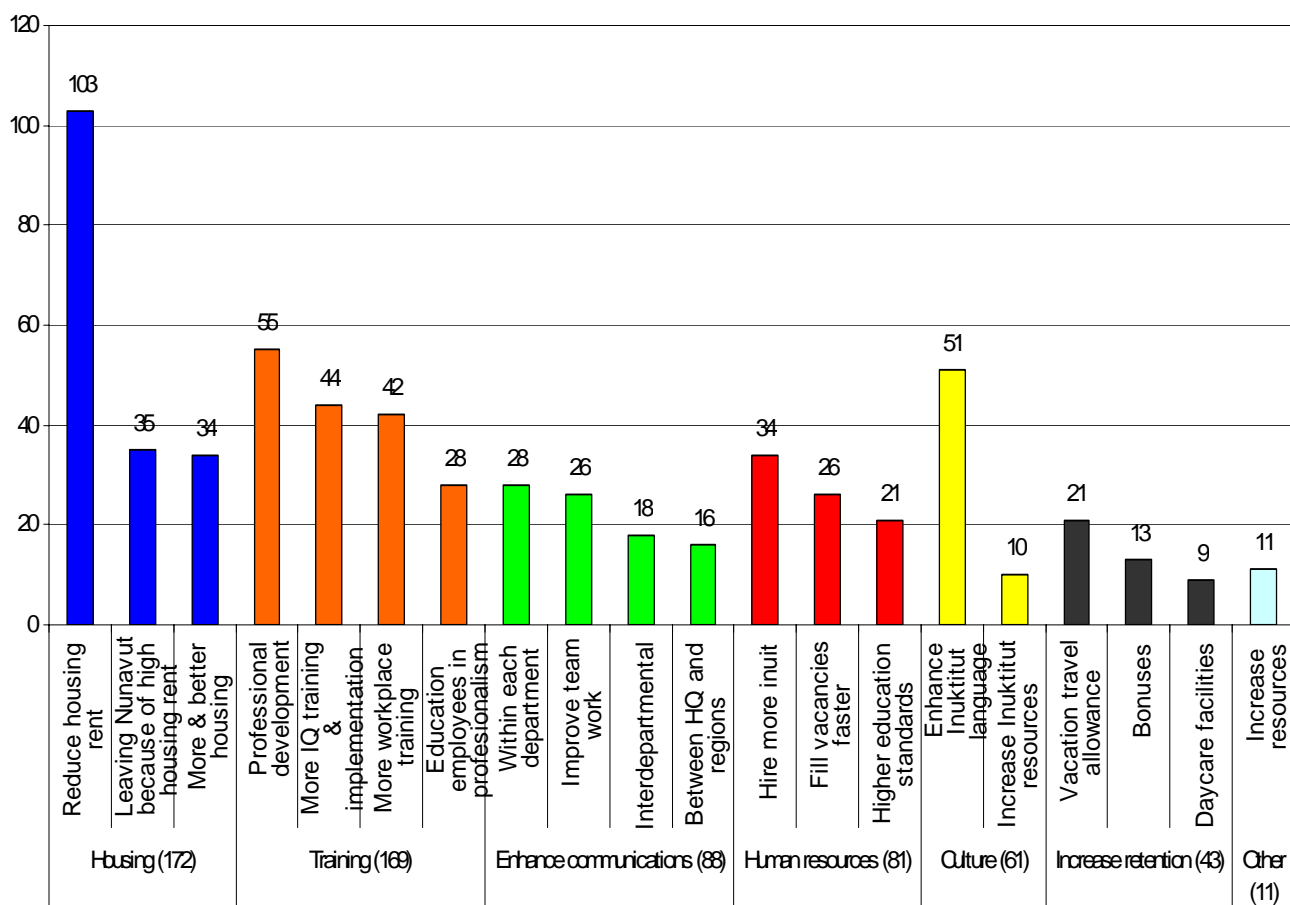


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## SURVEY RESULTS FOR QUESTION 45



### Commentary:

All the comments received were categorized by themes and by sub groups. 172 comments pertaining to housing included the most frequent grouping with 172 (“Reduce housing rent”). There was 169 comments about training which included the increase of “professional development” (55) and “more IQ training” (44). Suggestions about communications are the third category, followed by HR related suggestions, culture and retention.

# **APPENDIX**

## ***Government of Nunavut Employee Survey form***



## Government of Nunavut Employee Survey

### To all Government of Nunavut Employees

Making the Public Service of Nunavut a great place to work is everyone's business.

In Pinasuaqtavut 2004 - 2009 the Government of Nunavut set forth its objectives for the second legislative assembly. Included in these objectives is building an effective, functional public service that is responsive to the public it serves.

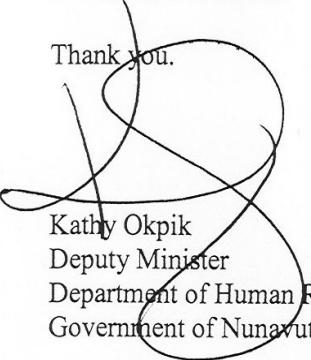
That is why we are asking you to take a few minutes to fill out this survey. We want to know what you think about your work, your career and your workplace.

Your participation is voluntary, and your responses will be anonymous and confidential. I do hope you will decide to participate. Your views will help all of us - as managers and employees - identify areas where we might be able to improve things.

We can't fix all the problems overnight. But, if we all work together we can make progress right where we work.

As Deputy Minister of the Department of Human Resources, I look forward to working with you as we continue to support a well-performing professional workforce, able to serve Nunavummiut into the next decades.

Thank you.

  
Kathy Okpik  
Deputy Minister  
Department of Human Resources  
Government of Nunavut

This survey will be an opportunity for you to provide valuable input to the Government of Nunavut. All information provided to the Nunavut Bureau of Statistics through this survey is confidential. No one, including your supervisor, manager, director or deputy minister, can access information you provide to the Nunavut Bureau of Statistics.

To ensure that your answers and your identity are protected, we have taken the following precautions:

The survey is ANONYMOUS. Your name is not required.

The return envelope and questionnaire exclude all explicit identifiers.

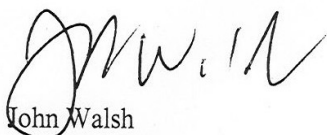
The data will be used only to produce statistical summaries in the form of tables and graphs.

Examples of summaries which will be produced include:

- the GN workforce as a whole;
- your department or agency.

All tables will be verified to ensure that they do not reveal anyone's identity. To ensure this is the case, if there are not at least 10 employees in a group with exactly the same characteristics for a table, such as their gender, age, division of the government and community they work in, the table will not be produced.

Thank you for your cooperation.

  
John Walsh  
Deputy Minister  
Department of Executive and Intergovernmental  
Affairs

# Government of Nunavut Employee Survey

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_ (please write in the date you completed this survey)  
dd/mm/yy

## HOW TO COMPLETE THIS SURVEY

*This survey is ANONYMOUS - your name is not required. To prevent any possibility of identifying individual survey forms, the return envelope and questionnaire are not numbered or coded in any way. Please mark your choices (x) with a black or blue pen and when you have completed the survey return it to the Nunavut Bureau of Statistics in the enclosed, postage-paid, self-addressed envelope.*

*If you have any questions about the survey call the Nunavut Bureau of Statistics at 1 (867) 473-2676, 1 (867) 473-2609 or 1 (867) 473-2649.*

*Thank you in advance for your cooperation.*

## RECRUITMENT

*The Government of Nunavut is seeking ways to improve recruitment of employees. Your answers to the following questions will be very helpful.*

**1. How did you find out about employment opportunities with the Government of Nunavut?**

- Word of mouth
- Newspaper advertisement
- Radio
- Government of Nunavut bulletin board
- Other bulletin board
- GN website
- Website(s) other than the GN website (*Please specify*):

\_\_\_\_\_

- Career development officer
- From a Government of Nunavut employee
- Other (*Please specify*): \_\_\_\_\_

**2. Indicate up to THREE main reasons you sought employment with the Government of Nunavut?**

- Good pay
- Interesting job
- Career goal
- Housing
- Benefits
- Government of Nunavut's reputation
- Training and/or development
- Experience
- Would work anywhere
- It's a job in my community/no need to relocate
- Other (*Please specify*): \_\_\_\_\_



Please indicate your degree of agreement or disagreement with the following statements.

	Strongly agree	Agree somewhat	Disagree somewhat	Strongly disagree	Don't know
8. "I have a good understanding of my job."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. "On the whole, I'm doing the job as described in my job description."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. "I have a good understanding of how my job contributes towards the work of the (name of your <u>division</u> )."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. "I have a good understanding of how my job contributes towards the goals and objectives of (name of your <u>department</u> )."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. "I have a good understanding of how (name of your <u>department</u> ) contributes to the work of the Government of Nunavut and helps Nunavummiut."	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. Is your job what you thought it would be (when you were hired)?

- Yes
- No - please explain why: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

14. Indicate how you feel about your workload:

- I am overloaded
- My workload fits my work schedule
- I do not have enough to do

## YOUR JOB & WORKPLACE

*This section will focus on your feelings and opinions of both your job and your department.*

**15. Overall, are you happy in your job?**

- YES** – go to question 15 (a)
- NO** – go to question 15 (b)

**15 (a).** What do you like about your job? *(please mark all that apply)*

- The type of work you do
- The people you work with
- Your supervisor
- Your pay
- Work-related travelling opportunities
- Other *(please specify):*

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**15 (b).** What don't you like about your job? *(please mark all that apply)*

- The type of work you do
- The people you work with
- Your supervisor
- Your pay
- Work-related travelling opportunities
- Other *(please specify):*

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**16. Do you generally look forward to going to work?**

- Yes
- No

**17. Overall, how would describe your working relationship with your co-workers?**

- Excellent
- Good
- Fair
- Poor

**17 (a). What do you like about your working relationship with your co-workers?** *(please mark as many as apply)*

- Good communication
- Positive staff mood
- Supportive co-workers
- Other *(please specify and avoid using people's names):*

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- Does not apply (I have no co-workers or I don't have anything positive to report)

**17 (b). What don't you like about your working relationship with your co-workers?** *(please mark as many as apply)*

- Poor communication
- Negative staff mood
- Non-supportive co-workers
- Other *(please specify and avoid using people's names):*

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- Does not apply (I have no co-workers or I don't have anything negative to report)

**18. Overall, how would describe your working relationship with your supervisor(s)?**

- Excellent
- Good
- Fair
- Poor

**18 (a). What do you like about your working relationship with your supervisor?** *(please mark as many as apply)*

- Good communicator
- Approachable
- Supportive
- Other *(please specify and avoid using people's names):*

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- Does not apply (I don't have anything positive to report)

**18 (b). What don't you like about your working relationship with your supervisor?** *(please mark as many as apply)*

- Poor communicator
- Not approachable
- Non-supportive
- Other *(please specify and avoid using people's names):*

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- Does not apply (I don't have anything negative to report)

- 19. How would you describe the environmental conditions** (office space, building, air supply, equipment, etc.) **in your workplace?**
- Excellent
  - Good
  - Fair
  - Poor

**19 (a). What do you like about your workplace’s environmental conditions?** *(please mark as many as apply)*

- Good air quality
- Not crowded
- Windows
- Other *(please specify):* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- Does not apply (I don’t have anything positive to report)

**19 (b). What don’t you like about your workplace’s environmental conditions?** *(please mark as many as apply)*

- Poor air quality
- Crowding
- No windows
- Other *(please specify):* \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

- Does not apply (I don’t have anything negative to report)

## INUIT QAUJIMAJATUQANGIT (IQ)

*The Government of Nunavut would like to find ways to make the workplace more welcoming for all Nunavummiut by incorporating Inuit societal values. The following questions will be useful to find out what is working well and what could be improved.*

	Yes	Sometimes	No	Don't know
<b>20. Do you feel that Inuit Qaujimajatuqangit* (Inuit societal values) are being considered by your department?</b>				
<b>21. Are Inuit Qaujimajatuqangit being implemented by your department?</b>				
<b>22. Do you often hear Inuktitut spoken in your department?</b>				
<b>23. Is the material from your department available in Inuktitut?</b>				
<b>24. Do you often hear Inuinnaqtun spoken in your department?</b>				
<b>25. Is the material from your department available in Inuinnaqtun?</b>				

- \* respecting others, relationships and caring for people
- \* serving and providing for family and/or community
- \* decision making through discussion and consensus
- \* development of skills through practice, effort and action
- \* working together for a common cause
- \* being innovative and resourceful in seeking solutions
- \* respect and care for the land, animals and the environment

## RETENTION

*There is a high turnover rate and the Government of Nunavut is looking for ways to make it an employer of choice.*

**26. Do you feel that your knowledge and experience is valued by your department?**

- Yes
- Sometimes
- No
- Don't know

**27. Do you feel you need more training to do your job effectively?**

- Yes
- No

**28. Do you feel the training you need was made available to you?**

- Yes – go to question 29
- No – go to question 28(a)

**28(a). Did you ask for the training you felt you needed?**

- Yes
- No

**Please explain your answer** (*mark as many as apply*)

- Supervisor said cost too high
  - Location of training too far away
  - Work demands prevented you from going
  - Personal reasons (family commitments, dislike travelling, etc.)
  - No training was available
  - Other (*please specify*):
- 

**29. Would you like to work for this department in the next five years?**

- Yes – go to question 30
- No – go to question 29a
- Don't know – go to question 29a

**29a. Do you see yourself working with another Government of Nunavut department during the next five years?**

- Yes – go to question 29b
- No – go to question 30
- Don't know – go to question 30

**29b. Doing the same kind of work?**

- Yes
- No
- Don't know

**30. How would you describe your overall experience working for the Government of Nunavut?**

- Excellent
- Good
- Fair
- Poor

## GENERAL INFORMATION

### 31. In which community do you work?

- |  |   |   |
|--|---|---|
| <ul style="list-style-type: none"> <li><input type="radio"/> Arctic Bay</li> <li><input type="radio"/> Arviat</li> <li><input type="radio"/> Baker Lake</li> <li><input type="radio"/> Bathurst Inlet</li> <li><input type="radio"/> Cambridge Bay</li> <li><input type="radio"/> Cape Dorset</li> <li><input type="radio"/> Chesterfield Inlet</li> <li><input type="radio"/> Clyde River</li> <li><input type="radio"/> Coral Harbour</li> <li><input type="radio"/> Gjoa Haven</li> </ul> | <ul style="list-style-type: none"> <li><input type="radio"/> Grise Fiord</li> <li><input type="radio"/> Hall Beach</li> <li><input type="radio"/> Igloolik</li> <li><input type="radio"/> Iqaluit</li> <li><input type="radio"/> Kimmirut</li> <li><input type="radio"/> Kugluktuk</li> <li><input type="radio"/> Nanisivik</li> <li><input type="radio"/> Pangnirtung</li> <li><input type="radio"/> Pond Inlet</li> <li><input type="radio"/> Qikiqtarjuaq</li> </ul> | <ul style="list-style-type: none"> <li><input type="radio"/> Rankin Inlet</li> <li><input type="radio"/> Repulse Bay</li> <li><input type="radio"/> Resolute Bay</li> <li><input type="radio"/> Sanikiluaq</li> <li><input type="radio"/> Taloyoak</li> <li><input type="radio"/> Whale Cove</li> <li><input type="radio"/> Other (<i>please specify</i>):<br/>_____</li> </ul> |
|--|---|---|

### 32. For which department or agency do you work?

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li><input type="radio"/> Community and Government Services</li> <li><input type="radio"/> Culture, Language, Elders and Youth</li> <li><input type="radio"/> Economic Development and Transportation</li> <li><input type="radio"/> Education</li> <li><input type="radio"/> Environment</li> <li><input type="radio"/> Executive and Intergovernmental Affairs</li> </ul> | <ul style="list-style-type: none"> <li><input type="radio"/> Finance</li> <li><input type="radio"/> Health and Social Services</li> <li><input type="radio"/> Human Resources</li> <li><input type="radio"/> Justice</li> <li><input type="radio"/> Office of the Legislative Assembly</li> <li><input type="radio"/> Nunavut Arctic College</li> <li><input type="radio"/> Nunavut Housing Corporation</li> <li><input type="radio"/> Qulliq Energy Corporation</li> </ul> |
|--|---|

### 33. Within your department or agency, for which division or branch do you work?

---

### 34. What is your current occupation?

- Custodial worker
- Administrative support
- Para professional
- Skilled trade/technical
- Professional (*please specify*): \_\_\_\_\_
- Middle management
- Senior management
- Executive

#### Examples:

- \* Janitor, housekeeper
- \* Receptionist, accounting clerk
- \* Teacher's aide, nurse's aide
- \* Carpenter, electrician, lab tech
- \* Nurse, teacher, social worker, lawyer
- \* Divisional supervisor
- \* Director
- \* Deputy Minister

### 35. How long have you worked ...

	Less than 1 year	1 - 2 years	3 - 5 years	More than 5 years
<b>35 (a).</b> For the Territorial Government (GN and GNWT)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>35 (b).</b> For this department?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>35 (c).</b> In this occupation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**36. Please indicate your current employment status:**

	Permanent (indeterminate)	Term	Casual	Other
Full-time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*\* if you chose other, please explain:*

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**37. What is your gender?**

- Female
- Male

**38. What is your ethnicity?**

- Inuit
- Non-Inuit

**39. Are you a Nunavut Land Claims beneficiary?**

- Yes
- No

**40. What is your age?**

- |                                  |                                  |                                  |                                  |
|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| <input type="checkbox"/> 15 – 19 | <input type="checkbox"/> 30 – 34 | <input type="checkbox"/> 45 – 49 | <input type="checkbox"/> 60 – 64 |
| <input type="checkbox"/> 20 – 24 | <input type="checkbox"/> 35 – 39 | <input type="checkbox"/> 50 – 54 | <input type="checkbox"/> 65 +    |
| <input type="checkbox"/> 25 – 29 | <input type="checkbox"/> 40 – 44 | <input type="checkbox"/> 55 – 59 |                                  |

**41. What is the highest level of education you have completed?**

- No formal schooling
  - Completed primary school (kindergarten to grade 3)
  - Completed elementary school (grades 4 to 6)
  - Completed junior high school (grades 7 to 9, sometimes called “middle school”)
  - Completed senior high school (grades 10 to 12)
  - Some trades/technical training
  - Some college/university
  - Completed trades/technical training
  - Completed college/university
  - Other (*please specify*):
- 

**42. How well do you speak the following languages?**

	Very well	Relatively well	With effort	A few words	Don't speak at all
Inuktitut	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Inuinnaqtun	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
French	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

