Health Canada Employee Survey

An addendum to the 2002 Public Service Employee Survey

Confidential when completed

Français au verso

Workplace Culture

Questions 1 to 5 apply to the past five years (or less, if you joined HC within that period):	Strongly agree	Mostly agree	Mostly disagree	Strongly disagree	Don't know	Not applicable
1. My current manager has consistently demonstrated commitment to good people management practices.	1 ○	2 ○	3 ○	4 ○	5 ○	6 ○
2 My work environment (unit) has become a more respectful workplace.	1 ○	2 ○	3 ○	4 ○	5 ○	6 ○
3. My working relationship with my current manager is good.	1 ○	2 ○	3 ○	4 ○	5 ○	6 ○
4. My working relationship with my colleagues is good.	1 ○	2 ○	3 ○	4 ○	5 ○	6 ○
5. The human resources management initiatives adopted by HC have addressed systemic barriers in the workplace.	1 ○	2 ○	3 ○	4 ○	5 ○	6 ○

6. Which of the following would help to create a workplace culture at Health Canada that promotes good human resources management practices and fosters diversity:
(Check as many as you wish)

01 ○ Creating a Department-wide HR management plan.

02 ○ Communicating branch/regional and departmental updates/initiatives in a timely manner to employees.

03 ○ Performing regular and on-going performance discussion/dialogue.

04 ○ Conducting annual performance appraisals.

05 ○ Actively supporting and coaching employees in learning and career plans.

06 ○ Familiarizing employees on staffing policies and tools.

07 ○ Delivering timely and interactive staff orientation training.

08 ○ Establishing an Ombuds position/office.

09 ○ Identifying branch/regional diversity champions.

10 ○ Using the Intranet to promote diversity.

11 ○ Recognizing employee accomplishments (informal and formal recognition).

Internal Communications

7. In order to assess the effectiveness of communication between management and employees, the Department should obtain feedback through:	Strongly agree	Mostly agree	Mostly disagree	Strongly disagree	Don't know
a. regular (i.e annual or every two years) focus groups led by an outside agency.	1 ○	2 ○	3 ○	4 ○	5 ○
b regular (i.e annual or every two years) surveys by an outside agency.	1 ○	2 ○	3 ○	4 ○	5 ○
c. regular branch and regional town hall-type meetings.	1 ○	2 ○	3 ○	4 ○	5 ○
d. media such as an electronic suggestion box to enable ongoing, anonymous input.	1 ○	2 ○	3 ○	4 ○	5 ○

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