

Appendix A

EXIT SURVEY/INTERVIEW

Welcome to the Government of Nunavut Exit Survey

Your open and honest input is important and appreciated. All submissions are confidential. Your name will not be recorded with any of your answers when compiling the analysis.

Once you have completed this survey, please email to <u>exitsurveys@gov.nu.ca</u> or forward in a sealed envelope addressed to :

Exit Surveys, Department of Human Resources Government of Nunavut Box 1000, Stn 400, Iqaluit, Nunavut XOA 0H0

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Name (Optional):	,,,,,,,
Position (Optional):	

How long have you worked for the GN?

<ul> <li>Less than two years</li> <li>2 - 5 years</li> <li>6 - 10 years</li> <li>11 - 15 years</li> <li>16 - 20 years</li> <li>21 - 25 years</li> <li>26 - 30 years</li> <li>more than 30 years</li> </ul>		
Are you a Nunavut Inuk?		
Yes	No No	Don't Know

Email to: exitsurveys@gov.nu.ca

or mail to: Exit Surveys, Government of Nunavut, Dept. of Human Resources, Box 1000, Stn 400, Iqaluit, Nu, XOA



Which Department/Public Body did you work for:

Office of the Legislative Assembly	Qulliq Energy Corporation
Executive and Intergovernmental Affair	Nunavut Business Credit Corporation
Finance	Nunavut Legal Services Board
Justice	Commission scolaire franocophone
Culture and Heritage	Human Rights Tribunal
Education	Inuit Uqausinginnik Taiguusiliuqtiit
Health	Liquor Commission
Human Resources	
Family Services	Liquor Licensing Board
Environment	Office of the Languages Commissioner
Community and Government Services	Office of the Representative for Children
Economic Development and Transportation	and Youth
Nunavut Housing Corporation	Office of the Chief Electoral Officer
Nunavut Arctic College	Other public body (specify):

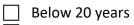
## What was your employment type?

Indeterminate	Relief
🗌 Term	Summer Student
Casual	Other (Specify):

What employment group were you part of?

- Excluded Nunavut Employees' Union (NEU)
  - Nunavut Teachers' Association (NTA)
- Senior Management
- Other (Specify):

What age group do you fall within?



- 20 30 years
- ☐ 31 40 years
- _ 41 50 years
- over 50 years

June 19, 2020

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## WHY DID YOU CHOOSE TO WORK FOR THE GOVERNMENT OF NUNAVUT (GN)?

- 1. What first attracted you to the GN? Check all that apply.
  - Better employment opportunity
  - Better compensation
  - Opportunity for advancement
  - Location
  - Other (Specify):

#### THE GN - A WELCOMING AND INCLUSIVE PLACE TO WORK?

- 2. Which orientations and policies were you made aware of, or participated in, within six months of your hire? Check all that apply.
  - Employee orientation
  - Cultural orientation
  - Compensation and Benefits meeting
  - Union
  - Harassment policy
  - None of the above
  - Other (Specify):
- 3. How often was the Inuit language spoken around you in the workplace?
  - All the time (every day)
  - Often (several times a week)
  - Sometimes (several times a month)
  - Seldom (a few times a month)
  - Never
- 4. Did you feel comfortable speaking the Inuit language in the workplace?

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I don't speak the Inuit language

5. Were Inuit Societal Values promoted or used around you in the workplace?

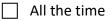
No

Yes	🗌 No	🗌 I am not sure

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6. Did you feel appreciated in your position?



- Most of the time
- Some of the time
- Seldom
- Never

# TELL US ABOUT YOUR WORKPLACE EXPERIENCE

7. To what extent did your employment experience with the GN match your expectations when you accepted your position?

Closely matched

Somewhat matched

Did not match

Comments:

- 8. How would you rate your overall employment experience with the GN in the position you are leaving?
  - Excellent
  - Good

Satisfactory

- ____ Fair
- 🗌 Poor



- 9. What elements of your position were you **most satisfied** with? Please select your top 3.
  - Challenging work
  - Compensation (pay and benefits)
  - Co-worker support
  - Felt appreciated
  - Level of communication between staff and management
  - Level of communication between co-workers
  - Manageable workload
  - Management support
  - Opportunity for advancement
  - Training opportunities
  - Other (Specify):

- 10. Did child care issues keep you away from your duties?
  - ] Often

	Some	etimes
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- Never
- Not applicable
- 11. What are some highlights of your employment experience in the GN? Please select all that apply.
  - Cultural Immersion (IQ) Days
  - Multiple options for leave (cultural events, education, special etc.)
  - Workplace social functions
  - Flex time
  - Ability to influence decision-making; contribute to goals of your department
  - Other (Specify):



12. Which elements of your position were you **least satisfied** with? Please select your top 3.

Challenging Work

Compensation (pay and benefits)

Co-worker support

Felt unappreciated

Harassment issues

Level of communication between staff and management

Level of communication between co-workers

Manageable workload

- Management support
- Opportunity for advancement
- Training opportunities
- Working conditions
- Other (Specify):

Comments:

13. Did you feel there were opportunities for advancement or career growth?

No

- 14. Did you feel your work environment was safe and secure?
  - All the time

Yes

- Fairly often (2 3 times a week)
- Sometimes (more than once a month)
- Hardly ever (less than once a month)
- Never
- 15. Would you recommend your department in the GN to others as a place to work?

No

Yes 🗌

Comments:

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16. The GN has a strict harassment-free workplace policy. Did you ever feel harassed or discriminated against in the workplace?

	Yes
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16.B.

16.C.

- No (proceed to Question 17)
- 16.A. On which basis you feel you experienced the harassment/discrimination?

	Age
	Race
	Gender
	Sexual orientation
	Marital status
	Religion
	Other (Specify):
Who v	was the person most responsible for the harassment/discrimination? Check all
that a	pply.
	Direct supervisor or manager
	Co-worker
	Client (ie. other departments/divisions dependent on your position)
	Other (Specify):
Did yo	ou report the harassment to anyone?
	Yes 🗌 No
16.C.1	Were you satisfied with the outcome?
	Yes (proceed to Question 17) No
	If you answered "No", please tell us why you were not satisfied with the outcome.



1602	If you answered	"No" +	0.16C wh	u didn't y	vou roport it?
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## WORKPLACE MANAGEMENT AND SUPERVISION

<ol><li>Was your workplace environment a place where everyone was treated equally</li></ol>	17.	Was your work	kplace environm	ient a place wł	here evervone v	was treated ec	qually	?
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Yes No	
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18. How often were you requested to perform duties outside of your job description?

I am not sure

- Very often (every day)
- Often (a few times a week)
- Sometimes (a few times a month)
- Almost never (once a month)
- Never

Comments:

- 19. While in your position, which of the following did you do? Check all that apply.
  - Participated in performance management planning
    - Received performance reviews. (complete 19A)
  - Developed and followed a career plan
  - None of the above
  - 19.A. How often did you receive performance reviews?

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20. Did you feel you had support from your direct supervisor?

> All the time Most of the time

Some of the time

Seldom

Never

Comments:

Did you feel you could communicate with supervisors/management, and that your opinion on 21. everyday decision-making was taken seriously?

Yes

# TELL US ABOUT YOUR WORKPLACE TRAINING AND DEVELOPMENT EXPERIENCE

No

22. Were you given on-the-job training, instruction, mentoring or support when you first started your position?

Yes (proceed to Question 23) No

- 22.A. Do you feel it would have made your job easier if you had received job training, instruction, mentoring or support when you first started?
  - Yes

No



23. Were you provided with any form of professional development or training, or did your direct supervisor identify professional development or training that would be beneficial to you?

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Comments:

24. Did you feel you were offered the opportunity to enhance your skill set in your position?

	Yes
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] No

No

- 25. Were you offered the tools and training to support your everyday functioning at your position?
  - Yes

No No

- 26. What types of courses or training opportunities would you have liked to take?
  - Computer Application
  - First Aid/CPR
  - Government Writing
  - Language Training
  - Multiculturalism
  - Project Management
  - Public Policy Development
  - Supervisory Skills
  - Train the Trainer
  - Budget Planning/Financial Training
  - Retirement Planning
  - Other (Specify):



# WHY ARE YOU LEAVING YOUR CURRENT POSITION?

- 27. What is the main reason for leaving your current position? More than one reason may apply.
  - Better employment opportunity
  - Better compensation
  - Dissatisfaction with supervisor or co-worker(s)
  - Educational opportunity
  - Health reasons
  - Opportunity for advancement
  - Relocation
  - Retirement
  - Family obligations
  - Other (Specify):
- 28. What are your future employment plans once you leave your current position?
  - I have found other employment with the GN
  - I have found employment with a designated Inuit organization
  - I have found employment with the Government of Canada
  - I have found employment with a private business in Nunavut
  - I have found employment outside of Nunavut
  - I am retiring
  - I prefer not to answer
  - Other (Specify):
- 29. Was the cost or availability of housing a contributing factor in your decision to leave?
  - Yes

No No



30. Is there anything that could have been done to prevent your departure from your position?

- 1	l Yes	l No
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Comments:

# PLEASE SHARE YOUR SUGGESTIONS FOR IMPROVING THE GN WORK EXPERIENCE.

31. What could have been done to improve your time with your department in the GN that was not covered in the questions above?



32. Can you suggest and/or identify any areas of improvement for your position, division and/or department?

Thank you for taking the time to complete this survey. We appreciate your honesty and will respect the confidentiality of every survey. We wish you the best of luck in your future endeavours.