



2019 Public Service Employee Survey (PSES)

NARRATIVE EXECUTIVE SUMMARY

Prepared For:

Treasury Board of Canada Secretariat

Office of the Chief Human Resources Officer

Supplier name:

Advanis Inc.

Contract number: 24062-180203/001/CY

Contract Value: \$205,460.80 incl taxes

Award date: April 26, 2019

Delivery date: March 5, 2020

Registration number: POR 089-17

For more information on this report, please contact PSES-SAFF@tbs-sct.gc.ca

Ce rapport est aussi disponible en français.

The Treasury Board of Canada Secretariat (TBS) conducted the comprehensive Public Service Employee Survey (PSES) every three years from 1999 to 2017. Beginning in 2018, the Government of Canada conducts the survey annually.

The objective of the PSES is to provide information to support the continuous improvement of people management practices in the federal public service. The PSES provides federal departments and agencies with ongoing evidence on key people management issues and allows them to address these issues in a timely manner. Topics covered by the 2019 survey relate to Treasury Board policies and government priorities, such as harassment and discrimination, performance management, leadership competencies, respectful and ethical practices and workplace well-being.

The target population was all active Government of Canada employees of departments and agencies in the core public administration and of participating separate agencies listed in Schedules I, IV and V of the Financial Administration Act. The target population included indeterminate, term, seasonal, casual and student employees, as well as Governor in Council appointees. Minister's exempt staff, contracted individuals and employees on leave without pay were not included.

The 2019 PSES was a voluntary census and was completed by employees online, on paper (mailed back to Advanis), or by phone (calling in to speak to an Advanis interviewer).

A total of 86 departments and agencies chose to participate in the 2019 PSES, representing 99% of the federal public service population. Of the 292,750 employees eligible to participate, 182,306 completed the survey, for a response rate of 62.3%. 155,324 (85.2%) completed the survey in English and 26,982 (14.8%) completed in French. 180,124 (98.8%) completed the survey online, 2,181 (1.2%) completed it via paper, and 1 employee completed it via the phone. Considering that the survey was administered as a census, the results can be extrapolated to the broader population of employees within the core public administration and participating separate agencies.

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