



Treasury Board of Canada  
Secrétariat

Secrétariat du Conseil du Trésor  
du Canada

Canada

# 2019 Public Service Employee Survey (PSES)

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## METHODOLOGICAL REPORT

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](mailto:PSES-SAFF@tbs-sct.gc.ca)

*Ce rapport est aussi disponible en français.*

Canada

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This public opinion research report presents the results of an online survey conducted by Advanis Inc. on behalf of Treasury Board of Canada Secretariat. The research was conducted with 182,306 employees of the federal public service between July 22 and September 6, 2019.

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## 1. Executive Summary

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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## 2. Political Neutrality Certification

### Political neutrality certification

I hereby certify as Senior Officer of Advanis that the deliverables fully comply with the Government of Canada political neutrality requirements outlined in the Policy on Communications and Federal Identity and the Directive on the Management of Communications.

Specifically, the deliverables do not include information on electoral voting intentions, political party preferences, standings with the electorate, or ratings of the performance of a political party or its leaders.

Signed

A handwritten signature in black ink, appearing to read "Nicolas Toutant".

Nicolas Toutant

Vice-President, Research and Evaluation

Advanis

## 3. Appendices

### 3.1. Tabulated Data

Results for the overall public service and aggregate datasets for each department are found on the Public Service Employee Survey pages of the [www.canada.ca](http://www.canada.ca) website:

<https://www.canada.ca/en/treasury-board-secretariat/services/innovation/public-service-employee-survey.html>.

### 3.2. Sample Size, Sampling Procedures, and Dates of Research Fieldwork

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 bilingual survey was a voluntary census with a cross-sectional design. The census was taken with each of the 86 federal departments and agencies that participated.<sup>1</sup> Data were collected for all units of the target population; therefore, no sampling was done. Put differently, since the entire population of public servants meeting the criteria above was invited to participate in this study, there is no margin of sampling error to be estimated or reported. The potential impact of non-sampling error due to non-response is discussed in a following section. The data have been weighted to reflect the composition of the sampling frame on the main known characteristics.

The sample frame was created using the most current available lists of all eligible employees provided by human resources services in each participating department or agency. TBS provided an Excel template to the HR contact which specified the fields required to conduct the survey. TBS then verified, cleaned, and combined these lists to create the entire sample frame and provided it to Advanis<sup>2</sup>. The sampling unit is an employee.

Twice during the fieldwork period, Advanis provided lists of bounced and otherwise invalid email addresses to TBS, and TBS provided these to departments and agencies in order that they could be corrected, if possible. During this same review, departments and agencies could provide TBS with additional employee email addresses (e.g., new hires) and indicate email addresses that should be deleted (e.g., for employees who left the public service during fieldwork).

The online survey of employees in participating organizations was conducted from July 22 to September 6, 2019. There were some exceptions, as listed below:

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<sup>1</sup> As with some past versions, the National Capital Commission, the Locally-Engaged Staff of Global Affairs Canada, and the Regular Member and Civilian Members of the Royal Canadian Mounted Police chose to invite their employees to complete the PSES. However, these organizations are outside of the target population as defined herein. Therefore, the results for these three organizations are not included in the tabulated data nor are these three organizations included in the number of participating organizations and response rates.

<sup>2</sup> Personal Record Identifiers (PRIs) were not provided to Advanis.

- The online survey was accessible to Treasury Board of Canada Secretariat, Parks Canada and Veterans Affairs Canada employees one week earlier, on July 15. The “soft launch” was an opportunity to correct any technical issues before the launch to the rest of the federal public service.
- The paper surveys were shipped to departments and agencies between June 19 and July 2, 2019 and were distributed by departments and agencies thereafter. Paper surveys were accepted and included in the final data if they were post-marked before September 11, 2019, the date the writ was dropped for the 2019 federal election.

Note that the fieldwork period for the online and phone survey was originally scheduled to end on August 30, 2019. It was extended by one week to be consistent with 2018 and to allow extra time for those absent during the summer months. The survey fielding started one month earlier than in 2018 so that the data collection period would not coincide with the federal election. Public opinion research activities must be suspended the day that the Governor General issues a writ for a general federal election and no data collection can occur during the election period, as per the Directive on the Management of Communications. The writ for the 2019 election was dropped on September 11, 2019.

### **3.3. Discussion of the Potential for Non-Response Bias**

Although the 2019 PSES was a census, the response rate was 62.3%. There is the potential for non-response bias in that response rates varied by organization and for certain demographic characteristics (for example, response rates for employees in operational occupational groups tend to be lower than for other occupational groups). To adjust for this possible source of error, Advanis weighted the data following the same procedures that Statistics Canada used in previous versions of the PSES.

### **3.4. Weighting Procedures, the Confidence Interval, and the Margin of Error**

The procedures used to adjust for non-response were similar to those used by Statistics Canada for previous versions of the PSES.

Weights were calculated using the ratio of the population and respondent counts for each occupational group within each department and agency (excluding micro-organizations), where the occupational group population count was 35 or more. When occupational group population counts were low, weights were developed by combining with occupational groups in the same occupational category, as defined by TBS. A weight was then calculated for each respondent.

The purpose of adjusting for non-response is to account for the under-representation of occupational groups in the respondent group by aligning to the population counts. In this way, the respondent group will better represent the department’s composition of occupational groups.

Since the entire population of 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 was invited to participate in this study, there is no margin of sampling error to be estimated or reported. The potential impact of non-sampling error due to non-response is discussed in the previous section. The data have been weighted to reflect the composition of all active public servants on the main known characteristics.

### **3.5. Other Relevant Information about Execution of Fieldwork**

#### **3.5.1. Questionnaire Development and Testing**

The PSES was conducted triennially from 1999 to 2017, and annually from 2018 onwards. The 2008 PSES was greatly modified from previous versions, including changes to the response scale from a four-point to a five-point scale for many of the questions. Due to these changes, comparing results from 2008 and onward with previous survey cycles should not be made.

With each iteration of the survey, consultations are held with key stakeholders to determine new survey content. TBS arranged for new or modified 2019 survey content to undergo qualitative testing at a focus testing facility with an experienced moderator. Six focus testing sessions (three in English and three in French) were conducted with between eight and ten public service employees located in the National Capital Region from various departments and agencies. Observations were discussed and consolidated in a report of recommendations. Only questions that pass focus testing are included in the PSES.

The 2019 PSES was longer than the 2018 version with 112 questions, 86 opinion questions and 26 demographic questions. Participating departments and agencies were also given an opportunity to add up to ten supplemental questions to be administered to their employees and 24 departments did so. In addition, a series of supplemental questions were asked to some occupational groups found in several departments.

The 2019 questionnaire was formatted as an electronic survey (to be completed online) and as a paper survey. Employees also had the opportunity to phone Advanis to complete the survey with an interviewer. The average time to complete the survey online was 25 minutes, up from 21 minutes in 2018.

It was a requirement for the online survey to be fully compliant with Web Content Accessibility Guidelines (WCAG) 2.0, level AA or higher. Thus, the online survey development process was very exhaustive. Advanis worked with the Government of Canada to subject the survey to thorough testing and review, and the result was a fully compliant and accessible survey. The questionnaire was also fully tested by Advanis and then by TBS and PSPC to ensure that all questions in the online version matched those in the questionnaire provided to Advanis and that all skip and branching in the survey worked as intended.

The paper questionnaire included the same cover letter and question formatting as that of the online survey, as well as the inclusion of separate pages showing a reference list of occupational group acronyms and an organizational unit list, which was tailored to individual departments and agencies. The paper version of the survey followed the format and look of previous PSES paper questionnaires and was reviewed by Advanis and then TBS (both electronic/PDF and then paper proof versions) before printing and distribution.

#### **3.5.2. Survey Administration**

As noted, the questionnaire was largely administered online (98.8% of completed surveys). TBS provided Advanis with a list of employee email addresses for each department and agency, as well as the text for an email invitation. Each email was personalized for the employee, in that it had a unique link to the



survey. This unique link allowed the employee to stop the survey and return to it at another time, exactly where they left off. It also meant that each employee could only complete the survey once.

Prior to the launch of the survey, TBS arranged two group meetings: TBS, Information Technology (IT) department and agency representatives, and Advanis; and TBS, Communications and Human Resources and agency representatives, and Advanis. At these meetings, TBS and Advanis shared information about the timeline, logistics, and support. In particular, Advanis shared details to allow departments and agencies to ensure that emails from Advanis would be accepted by Government of Canada servers and reach employees. Advanis also sent a specially-designed survey to the IT representatives which allowed them to test the process themselves.

Advanis used its proprietary software to send email invitations and reminders. Advanis sent emails to TBS, Parks Canada, and Veterans Affairs Canada on July 15, one week before the main launch of the survey, to ensure that the process worked properly. As required, Advanis then sent the email invitations to the other departments and agencies over five days from July 22-26, 2019. For some large departments, such as Canada Revenue Agency, Advanis sent the emails over a few days to reduce overload on their servers. Advanis initially sent up to three reminder emails to each employee who had not yet completed the survey at the time of the reminder. After TBS approved a deadline extension from August 30 to September 6, Advanis sent a fourth reminder.

Invitations were also sent to the following employees who are not part of the target population but were surveyed as a courtesy, as in past iterations of the PSES<sup>3</sup>:

- National Capital Commission employees
- Regular and civilian members of the Royal Canadian Mounted Police
- Locally engaged staff of Global Affairs Canada

Advanis provided support to employees three ways: via a customized support website; via email; and via telephone.

Advanis created a support website ([ps-es-saff.advanis.ca](https://ps-es-saff.advanis.ca)) so that employees could get help with common issues very quickly, and at any time of the day or night, seven days a week, throughout the data collection period. When departments and agencies communicated about the PSES to employees, they provided the link to this site. The email invitation to each employee also had a link to this support website, as did the login page of the survey. By visiting this support website, employees could:

- Request a link to the survey
- Access information about the survey
  - Overview
  - Confidentiality information
  - Eligibility criteria
- Send comments to TBS about the questions in the survey
- Find a toll-free number to call and an email address to contact for further support

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<sup>3</sup> The responses of the respondents in these three groups are not included in the overall results for the public service reported in this document. The datasets for these three groups were subject to the same suppression rules to protect the confidentiality of responses that were applied to the overall results.

Thousands of employees visited the support site. Of note, a total of 11,249 different employees chose the “Request a link to the survey” option, doing so a total of 11,704 times. Employees “requested a link” for the following reasons:

- 58% (6761) because it was after July 29<sup>th</sup> and they hadn’t yet seen an email invitation
- 23% (2637) because they deleted or couldn’t find the email invitation
- 17% (1951) because it was after July 29<sup>th</sup> and they were a new employee
- 3% (308) because their link “didn’t work”
- 0.4% (47) because they shared the link with someone else

Comparing reasons for visiting the support site to 2018, as shown in the table below:

- Overall support site usage increased by 10% from 2018 to 2019, which is roughly in line with the 12% increase in overall survey completions.
- More employees were aware of the support site and used it to request a link if they hadn’t received an invitation by the end of the first week or they were a new employee.
- The number of employees sharing their link fell significantly, likely due to improved communication by departments and to an even clearer instruction in the email invitation.

<b>Advanis Support Site Requests Year-over-year comparison</b>	<b>2018 Weeks 0-7 Aug 13-Oct 5</b>	<b>2019 Weeks 2-7* July 29-Sep 6</b>	<b>2018 to 2019 change</b>
It is after XX and I haven’t yet received an email invitation with the link	5285	6761	+28%
I deleted or can’t find the email invitation with the link	2965	2637	-11%
It is after XX and I haven’t received an email invitation with a link because I am a new employee	1595	1951	+22%
My link didn’t work	646	308	-52%
I shared the link with someone else, so I need a new link to the survey	178	47	-74%
<b>Total</b>	<b>10669</b>	<b>11704</b>	<b>+10%</b>

Advanis monitored and responded to 3,040 emails from employees who needed support. Some employees emailed for multiple reasons. The breakdown of the reasons for emailing is as follows:

- 76% (2315) requesting a link
- 5% (160) technical issue Government source
- 4% (111) refer to TBS
- 3% (103) technical issue Advanis source
- 1% (39) opt out from further reminders
- 1% (35) shared a link; request for new one
- 1% (29) requesting link for new employees
- 1% (27) wants to change answers or re-do entire survey
- 1% (22) general question about survey
- 0.33% (10) need clarity on how to answer a question
- 0.03% (1) refer to phone support team

- 6% (188) other reasons

Advanis provided a toll-free number that employees could call with questions and dealt with 150 calls. If the number was dialed outside of extended business hours, employees could leave a voicemail which an Advanis interviewer would return the next business day. Employees called for these reasons:

- 39% (58) requesting a link
- 18% (27) general question about survey
- 11% (17) technical issue Government source
- 6% (9) technical issue Advanis source
- 3% (5) refer to TBS
- 1% (2) shared a link; request for new one
- 1% (2) requesting link for new employees
- 1% (2) wants to change answers or re-do entire survey
- 1% (1) need clarity on how to answer a question
- 1% (1) don't have access to the Internet
- 1% (1) phone survey complete
- 17% (25) other reasons

For those surveys completed via paper, TBS provided Advanis with a list of 51 departments and agencies that wished to receive paper surveys. For each department, TBS provided one or more contact names and shipping points, as well as the number of printed surveys to be shipped to each department (ranged from one to 2,970 surveys shipped to 202 shipping points). Advanis printed, collated, boxed, and shipped most of the surveys from its office in Montreal from June 19, 2019 through July 2, 2019. Employees who filled out the paper survey mailed it back to Advanis' Edmonton office in the business reply envelope enclosed with the survey. Advanis staff entered the data into a form specifically designed for the purpose, doing so twice to allow for comparison and validation of the data.

### **3.5.3. Database Management**

#### **3.5.3.1. Data coding and cleaning procedure**

Advanis used SPSS statistical software for our detailed data work. All data cleaning tasks were performed in syntax files with intermediate data files saved out along the process. This ensured that the original raw data files were never overwritten, and that each time data was produced, it incorporated all changes (unlike manual procedures).

To ensure that data cleaning and tabulation was accurate, Advanis first cleaned and checked the data. Advanis developed syntax that, among other things, handled:

- Checking questionnaire skip patterns;
- Checking response ranges;
- Assigning questions that respondents did not answer to be missing, using the coding for missing as defined by TBS to be consistent with historical data;
- Addressing invalid data per specifications from TBS;

- Identification of outliers for certain question types and recoding of same (e.g., occupational level not possible for a specific occupational group, occupational group does not exist within a certain department).
- Identification and removal of cases as they were out of scope (e.g., contracted individuals, Minister's exempt staff).

Checking syntax was run on test data first. Next, it was finalized by being run on pre-test data. This also ensured that data coming from the final survey would be accurate. During field, checking and cleaning continued. It was done regularly to ensure that the data continues to be valid and correct and to identify any “new” issues that might appear as more data was collected.

### 3.5.3.2. Micro-data File

Advanis provided micro-data files in SPSS, SAS, and comma-separated values (CSV) formats to TBS for their internal use by select analysts of the TBS Surveys Team. The micro-data files included a micro-data file for the overall public service, and separate micro-data files of survey responses for the National Capital Commission, regular and civilian members of the Royal Canadian Mounted Police, and locally engage staff of Global Affairs Canada. The micro-data files included the weights for each case.

### 3.5.3.3. Aggregate Data Files

TBS provided historical datasets to Advanis, and where appropriate and possible, Advanis merged the historical data with the 2019 data from the micro-data file to create various aggregate data files for TBS to:

- Publish results and open data on the PSES web page, and
- Provide departmental datasets, including results for the overall public service and for individual departments and agencies, broken down by demographic characteristics and organizational structure, to participating departments and agencies.

These aggregate data files were subject to suppression rules, as described in the next section.

### 3.5.3.4. Applying suppression rules to protect the confidentiality of responses

In order to protect the confidentiality of employees' responses, some results needed to be suppressed:

- Results were suppressed for groups with fewer than 10 respondents.
- For sensitive questions (e.g., harassment, discrimination), results were suppressed for response categories with only 1, 2, 3 or 4 respondents.
- Results were suppressed for sub-questions where the results from a main question were suppressed (e.g., suppression of results for *sources* of harassment if results for *incidence* of harassment were suppressed).
- If only one group's results for a question were suppressed, then the results for the group with the next lowest number of respondents from the same demographic variable were also suppressed (with the exception of gender, where a single suppression was allowed).
- Suppression ensured that related demographic groups were consistently suppressed (e.g., if a specific occupational group was suppressed, then all levels for that group were also suppressed).

In applying the suppression rules, results were flagged that needed to be suppressed prior to creation of the final aggregate datasets. Advanis used this flag to programmatically handle the suppressions in a consistent manner across similar datasets, hiding results from some datasets and removing entire rows in others.

After suppression rules were applied to aggregate datasets, TBS conducted their own review to ensure that rules were applied. Iterations between Advanis and TBS occurred to ensure rules were applied properly and consistently with past versions of the PSES.

## **3.6. Response Rates**

### **3.6.1. Overall Response Rate**

Of the 292,750 employees eligible to participate, 182,306 completed the survey, for a response rate of 62.3%. 155,324 (85%) completed the survey in English and 26,982 (15%) completed in French, as was the case in 2018. 180,124 (98.8%) completed the survey online, 2,181 (1.2%) completed it via paper, and 1 person completed it via the phone. To support tracking and comparability over time, survey response rates are calculated using the formula established by Statistics Canada.

### 3.6.2. Response Rate by Department/Agency

Organization	Total Cases	Invalid Cases <sup>1</sup>	Valid Cases	Completed				Response Rate
				Online	Phone	Paper	Total	
<b>Total</b>	<b>301129</b>	<b>8379</b>	<b>292750</b>	<b>180124</b>	<b>1</b>	<b>2181</b>	<b>182306</b>	<b>62.3%</b>
91 Administrative Tribunals Support Service of Canada	537	37	500	377			377	75.4%
09 Agriculture and Agri-Food Canada	5942	69	5873	3848	0	16	3864	65.8%
32 Atlantic Canada Opportunities Agency	628	8	620	501		1	502	81.0%
83 Canada Border Services Agency	15478	709	14769	7296	0	1	7297	49.4%
34 Canada Economic Development for Quebec Regions	371	26	345	235			235	68.1%
01 Canada Revenue Agency	44246	1819	42427	29398	0	0	29398	69.3%
78 Canada School of Public Service	719	30	689	499			499	72.4%
95121 Canadian Dairy Commission	69	1	68	56	0	0	56	82.4%
47 Canadian Environmental Assessment Agency	446	20	426	353			353	82.9%
86 Canadian Food Inspection Agency	6968	148	6820	4482	0	2	4484	65.7%
25 Canadian Grain Commission	478	14	464	371			371	80.0%
20 Canadian Heritage	1852	24	1828	1173	0	3	1176	64.3%
41 Canadian Human Rights Commission	203	7	196	143			143	73.0%
35 Canadian Institutes of Health Research	507	16	491	309	0	0	309	62.9%
95103 Canadian Intergovernmental Conference Secretariat	31	3	28	22			22	78.6%
95144 Canadian Northern Economic Development Agency	91	0	91	67	0	0	67	73.6%
69 Canadian Nuclear Safety Commission	953	12	941	766			766	81.4%
31 Canadian Radio-television and Telecommunications Commission	493	10	483	391	0	0	391	81.0%
33 Canadian Space Agency	715	10	705	512			512	72.6%
54 Canadian Transportation Agency	277	5	272	200	0	0	200	73.5%
95114 Civilian Review and Complaints Commission for the RCMP	79	1	78	59			59	75.6%
89 Communications Security Establishment Canada	2856	0	2856	1680	0	4	1684	59.0%
95105 Copyright Board of Canada	26	2	24	15			15	62.5%
04 Correctional Service of Canada	18534	182	18352	8624	0	20	8644	47.1%
30 Courts Administration Service	827	37	790	443			443	56.1%
22 Crown-Indigenous Relations and Northern Affairs	2235	20	2215	1352	0	0	1352	61.0%
90 Department for Women and Gender Equality	317	27	290	199			199	68.6%
24 Department of Finance Canada	816	22	794	595	0	0	595	74.9%
19 Department of Justice	5427	342	5085	2610			2610	51.3%
03 Department of National Defence	27679	281	27398	13447	0	1	13448	49.1%
02 Employment and Social Development Canada	25644	477	25167	16070			16070	63.9%
11 Environment and Climate Change Canada	7757	105	7652	4960	0	1	4961	64.8%
95109 Farm Products Council of Canada	16	0	16	12			12	75.0%
93 Federal Economic Development Agency for Southern Ontario	291	9	282	247	0	0	247	87.6%
95130 Financial Consumer Agency of Canada	145	3	142	119			119	83.8%
87 Financial Transactions and Reports Analysis Centre of Canada	354	1	353	314	0	1	315	89.2%
05 Fisheries and Oceans Canada	9831	129	9702	5899	1	557	6457	66.6%
14 Global Affairs Canada	6441	228	6213	3875	0	8	3883	62.5%
06 Health Canada	8116	79	8037	5449		10	5459	67.9%
23 Immigration and Refugee Board of Canada	1567	57	1510	821	0	2	823	54.5%
13 Immigration, Refugees and Citizenship Canada	8114	100	8014	5413			5413	67.5%
95149 Indian Oil and Gas Canada	90	0	90	59	0	2	61	67.8%
17 Indigenous Services Canada	4509	65	4444	2909		27	2936	66.1%
82 Infrastructure Canada	691	61	630	501	0	0	501	79.5%
10 Innovation, Science and Economic Development Canada	5496	228	5268	3823			3823	72.6%
95107 International Joint Commission	39	2	37	20	0	0	20	54.1%
74 Library and Archives Canada	1115	15	1100	830			830	75.5%

<sup>1</sup> Invalid Cases are those dropped by TBS or the department's HR contact

Organization		Total Cases	Invalid Cases <sup>1</sup>	Valid Cases	Completed				Response Rate
					Online	Phone	Paper	Total	
<b>Total</b>		<b>301129</b>	<b>8379</b>	<b>292750</b>	<b>180124</b>	<b>1</b>	<b>2181</b>	<b>182306</b>	<b>62.3%</b>
95119	Military Grievances External Review Committee	47	1	46	37	0	0	37	80.4%
95101	Military Police Complaints Commission of Canada	30	0	30	26	0	0	26	86.7%
75	National Energy Board	535	26	509	366	0	0	366	71.9%
92	National Film Board of Canada	396	2	394	180	0	0	180	45.7%
50	National Research Council Canada	4296	86	4210	2471	0	0	2471	58.7%
15	Natural Resources Canada	4652	127	4525	2852	0	1	2853	63.0%
81	Natural Sciences and Engineering Research Council	491	11	480	378	0	0	378	78.8%
52	Office of the Auditor General of Canada	567	5	562	434	0	0	434	77.2%
40	Office of the Chief Electoral Officer	1039	52	987	517	0	0	517	52.4%
95110	Office of the Commissioner for Federal Judicial Affairs Canada	63	8	55	35	0	0	35	63.6%
95139	Office of the Commissioner of Lobbying of Canada	28	2	26	25	0	0	25	96.2%
42	Office of the Commissioner of Official Languages	162	6	156	122	0	0	122	78.2%
95147	Office of the Correctional Investigator	40	0	40	34	0	0	34	85.0%
95151	Office of the Information Commissioner of Canada	95	5	90	77	0	0	77	85.6%
80	Office of the Privacy Commissioner of Canada	189	1	188	136	0	0	136	72.3%
95143	Office of the Public Sector Integrity Commissioner of Canada	31	1	30	25	0	0	25	83.3%
73	Office of the Secretary to the Governor General	175	1	174	126	0	0	126	72.4%
88	Parks Canada	6955	366	6589	3914	0	504	4418	67.1%
36	Parole Board of Canada	593	16	577	365	0	0	365	63.3%
95111	Patented Medicine Prices Review Board	75	1	74	56	0	0	56	75.7%
95145	Polar Knowledge Canada	90	5	85	59	0	0	59	69.4%
28	Privy Council Office	1321	144	1177	860	0	0	860	73.1%
70	Public Health Agency of Canada	2388	24	2364	1499	0	1	1500	63.5%
46	Public Prosecution Service of Canada	1037	45	992	583	0	0	583	58.8%
53	Public Safety Canada	1179	69	1110	777	0	0	777	70.0%
21	Public Service Commission of Canada	948	32	916	699	0	0	699	76.3%
07	Public Services and Procurement Canada	16697	530	16167	10722	0	0	10722	66.3%
95125	RCMP External Review Committee	10	0	10	8	0	0	8	80.0%
16	Royal Canadian Mounted Police	9481	754	8727	5129	0	0	5129	58.8%
37	Shared Services Canada	7239	164	7075	3744	0	0	3744	52.9%
56	Social Sciences and Humanities Research Council	263	12	251	204	0	0	204	81.3%
08	Statistics Canada	5697	164	5533	4017	0	4	4021	72.7%
12	Transport Canada	6199	129	6070	3856	0	3	3859	63.6%
39	Transportation Safety Board of Canada	241	5	236	169	0	0	169	71.6%
26	Treasury Board of Canada Secretariat	2543	101	2442	1802	0	0	1802	73.8%
18	Veterans Affairs Canada	3207	39	3168	2153	0	0	2153	68.0%
95150	Veterans Review and Appeal Board	79	0	79	68	0	0	68	86.1%
43	Western Economic Diversification Canada	340	4	336	255	0	0	255	75.9%
94	Statistical Survey Operations	1695	0	1695	0	0	929	929	54.8%
na	I cannot find my department	0	0	0	0	0	83	83	n/a

<sup>1</sup> Invalid Cases are those dropped by TBS or the department's HR contact

### 3.7. Research Instrument Used (Survey Questionnaire)

#### 3.7.1. Main Survey

##### Introduction

###### 2019 Public Service Employee Survey

I am pleased to invite you to participate in the 2019 Public Service Employee Survey (PSES). For those employees using a screen reader to complete this survey, the Firefox web browser is recommended.

The PSES provides an opportunity for you to express your opinion on important aspects of your workplace. This year's survey will focus on many important themes including workplace well-being, use of official languages, duty to accommodate and compensation. By providing your feedback, you will help your organization identify what is working well and where improvements are required. This will contribute toward public service-wide efforts in support of a high-performing world class public service. The PSES was developed by the Office of the Chief Human Resources Officer of the Treasury Board of Canada Secretariat (TBS). Advanis, a Canadian market and social research firm, is administering the survey on TBS's behalf.

Your participation in this survey is voluntary, and your responses are protected in accordance with the [Privacy Act \(http://laws-lois.justice.gc.ca/eng/acts/p-21/\)](http://laws-lois.justice.gc.ca/eng/acts/p-21/). Your identity will be further safeguarded by grouping your responses with those of other respondents when reporting results. Individual responses and results for very small groups of fewer than ten respondents will not be reported or shared with organizations. For information about Advanis and their privacy policy, please visit the [Advanis website \(https://surveys.advanis.ca/media/pses2019/Privacy\\_EN.html\)](https://surveys.advanis.ca/media/pses2019/Privacy_EN.html).

The survey will take approximately 20 minutes to complete. Please note that you have until **September 6, 2019** to complete and submit the survey.

I appreciate you taking the time to share your views. Your opinion counts and contributes to creating a better workplace.

Office of the Chief Human Resources Officer  
Treasury Board of Canada Secretariat

###### Privacy Statement:

The information you provide is collected under the authority of the *Financial Administration Act* and will be protected in accordance with the *Privacy Act*. Because survey responses are not attributed to any one individual, the Treasury Board of Canada Secretariat will not be able to provide rights to access or correction of information you have submitted. For additional information regarding this activity, please refer to Personal Information Bank – PSU 938 (Outreach Activities) in Info Source. If you have any privacy concerns, please contact the TBS Access to Information and Privacy Coordinator by email at [atip.aijrp@tbs-sct.gc.ca](mailto:atip.aijrp@tbs-sct.gc.ca) or the Office of the Privacy Commissioner.



## 2019 Public Service Employee Survey Questionnaire

### My Job

Q1. I have the materials and equipment I need to do my job.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q2. When I prepare written materials, including emails, I feel free to use the official language of my choice.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q3. My physical environment (e.g., office, workspace) is suitable for my job requirements.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q4. I get the training I need to do my job.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q5. I have the information, training and equipment I need to ensure my health and safety at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q6. I have support at work to balance my work and personal life.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q7. I get a sense of satisfaction from my work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q8. I receive meaningful recognition for work well done.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q9. I have clear work objectives.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q10. I know how my work contributes to the achievement of my department's or agency's goals.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q11. Overall, I feel valued at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q12. I am proud of the work that I do.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q13. I have opportunities to provide input into decisions that affect my work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q14. I am encouraged to be innovative or to take initiative in my work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q15. I have support at work to provide a high level of service.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q16. Overall, I like my job.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q17. I can complete my assigned workload during my regular working hours.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q18a. I feel that the quality of my work suffers because of constantly changing priorities

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q18b. I feel that the quality of my work suffers because of lack of stability in my department or agency.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q18c. I feel that the quality of my work suffers because of too many approval stages.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q18d. I feel that the quality of my work suffers because of unreasonable deadlines.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q18e. I feel that the quality of my work suffers because of having to do the same or more work, but with fewer resources.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q18f. I feel that the quality of my work suffers because of high staff turnover.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q18g. I feel that the quality of my work suffers because of overly complicated or unnecessary business processes.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q18h. I feel that the quality of my work suffers because of unreliable technology.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

My Work Unit

Q19. During meetings in my work unit, I feel free to use the official language of my choice.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q20. I am satisfied with how interpersonal issues are resolved in my work unit.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q21. In my work unit, every individual is accepted as an equal member of the team.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q22. In my work unit, individuals behave in a respectful manner.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q23. The people I work with value my ideas and opinions.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

My Immediate Supervisor

Q24. My immediate supervisor encourages me to work collaboratively with others outside of my work unit.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q25. I receive useful feedback from my immediate supervisor on my job performance.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable



Q26. I can count on my immediate supervisor to keep his or her promises.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q27. My immediate supervisor keeps me informed about the issues affecting my work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q28. When I communicate with my immediate supervisor, I feel free to use the official language of my choice.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q29. Subject to operational requirements, my immediate supervisor supports the use of flexible work arrangements (e.g., flexible hours, compressed workweeks, telework).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q30. My immediate supervisor seems to care about me as a person.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q31. I am satisfied with the quality of supervision I receive.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q32. Are you a supervisor?

- 1) Yes
- 2) No

Q33. I am equipped to support employees in my work unit who are experiencing mental health issues.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

## Senior Management

Q34. Senior managers in my department or agency lead by example in ethical behavior.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q35. I have confidence in the senior management of my department or agency.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q36. Senior management in my department or agency makes effective and timely decisions.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q37. Essential information flows effectively from senior management to staff.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q38. Senior managers in my department or agency use both official languages in their interactions with employees.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

My Organization (Department or Agency)

Q39. My department or agency does a good job of communicating its vision, mission and goals.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q40. I feel that change is managed well in my department or agency.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q41. If I am faced with an ethical dilemma or a conflict between values in the workplace, I know where I can go for help in resolving the situation.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q42. My department or agency does a good job of promoting values and ethics in the workplace.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q43. I feel I can initiate a formal recourse process (e.g., grievance, complaint, appeal) without fear of reprisal.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q44. My department or agency does a good job of supporting employee career development.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q45. I believe I have opportunities for promotion within my department or agency, given my education, skills and experience.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q46a. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Conflict between my work obligations and my family or personal obligations

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q46b. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Lack of access to language training in my second official language

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q46c. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Lack of access to learning opportunities

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q46d. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Lack of access to developmental programs

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q46e. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Lack of opportunities in my region

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q46f. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Level of education

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q46g. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Discrimination

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q46h. To what extent have the following adversely affected your career progress in the federal public service over the last 12 months?

Accessibility or accommodation issues

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q47. I feel I would be supported by my department or agency if I proposed a new idea.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q48. I think that my department or agency respects individual differences (e.g., culture, work styles, ideas).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable



Q49. My department or agency implements activities and practices that support a diverse workplace.

(A diverse workplace includes everyone, regardless of race, national or ethnic origin, colour, disability, sex, sexual orientation, gender identity or expression, marital or family status, religion, age, language, culture, background, interests, views or other dimensions).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q50. Overall, my department or agency treats me with respect.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q51. I would recommend my department or agency as a great place to work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q52. I am satisfied with my department or agency.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q53. I would prefer to remain with my department or agency, even if a comparable job was available elsewhere in the federal public service.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Mobility and Retention

Q54. Do you intend to leave your current position in the next two years?

- 1) Yes
- 2) No
- 3) Not sure

Q55. Please indicate your reason for leaving.

- 1) To retire
- 2) To pursue another position within my department or agency
- 3) To pursue a position in another department or agency
- 4) To pursue a position outside the federal public service
- 5) End of my term, casual or student employment
- 6) Other

#### Collective Agreements and Terms and Conditions of Employment

Q56. I am familiar with the provisions of my collective agreement or my terms and conditions of employment.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q57. My immediate supervisor respects the provisions of my collective agreement or my terms and conditions of employment.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Harassment

Harassment is normally a series of incidents, but it can be one severe incident that has a lasting impact on the individual.

Harassment is any improper conduct by an individual that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. It also includes harassment within the meaning of the Canadian Human Rights Act (i.e., based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics (including a requirement to undergo a genetic test, or disclose the results of a genetic test), disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered).

Q58. Having carefully read the definition of harassment, have you been the victim of harassment on the job in the past 12 months?

- 1) Yes
- 2) No

Q59. From whom did you experience harassment on the job? (Mark all that apply.)

- 1) Co-workers
- 2) Individuals with authority over me
- 3) Individuals working for me
- 4) Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)
- 5) Individuals from other departments or agencies
- 6) Members of the public (individuals or organizations)
- 7) Other

Q60. Please indicate the nature of the harassment you experienced. (Mark all that apply.)

- 1) Aggressive behaviour
- 2) Excessive control
- 3) Being excluded or being ignored
- 4) Humiliation
- 5) Interference with work / withholding resources
- 6) Offensive remark
- 7) Personal attack
- 8) Physical violence
- 9) Sexual comment / gesture
- 10) Threat
- 11) Unfair treatment
- 12) Yelling or shouting
- 13) Other

Q61. What action(s) did you take to address the harassment you experienced? (Mark all that apply.)

- 1) I discussed the matter with my supervisor or a senior manager.
- 2) I discussed the matter with the person(s) from whom I experienced the harassment.
- 3) I contacted a human resources advisor in my department or agency.
- 4) I contacted my union representative.
- 5) I used an informal conflict resolution process.
- 6) I filed a grievance or formal complaint.
- 7) I resolved the matter informally on my own.
- 8) Other
- 9) I took no action.

Q62. Why did you not file a grievance or formal complaint about the harassment you experienced? (Mark all that apply.)

- 1) The issue was resolved.
- 2) I did not think the incident was serious enough.
- 3) The behaviour stopped.
- 4) The individual apologized.
- 5) Management intervened.
- 6) The individual left or changed jobs.
- 7) I changed jobs.
- 8) I did not know what to do, where to go or whom to ask.
- 9) I was too distraught.
- 10) I had concerns about the formal complaint process (e.g., confidentiality, how long it would take).
- 11) I was advised against filing a complaint.
- 12) I was afraid of reprisal (e.g., having limited career advancement, being labelled a troublemaker).
- 13) Someone threatened me.
- 14) I did not believe it would make a difference.
- 15) I intend to file a grievance or a formal complaint but I have not done so yet.

16) Other

Q63. Having carefully read the definition of harassment, have you directly witnessed harassment on the job in the past 12 months?

- 1) Yes
- 2) No

Q64. I am satisfied with how matters related to harassment are resolved in my department or agency.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q65. My department or agency works hard to create a workplace that prevents harassment.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Discrimination

Discrimination means treating someone differently or unfairly because of a personal characteristic or distinction, which, whether intentional or not, has an effect that imposes disadvantages not imposed on others or that withholds or limits access that is given to others. There are 13 prohibited grounds of discrimination under the Canadian Human Rights Act (i.e., based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics (including a requirement to undergo a genetic test, or disclose the results of a genetic test), disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered).

Q66. Having carefully read the definition of discrimination, have you been the victim of discrimination on the job in the past 12 months?

- 1) Yes
- 2) No

Q67. From whom did you experience discrimination on the job? (Mark all that apply.)

- 1) Co-workers
- 2) Individuals with authority over me
- 3) Individuals working for me
- 4) Individuals for whom I have a custodial responsibility (e.g., inmates, offenders, patients, detainees)
- 5) Individuals from other departments or agencies
- 6) Members of the public (individuals or organizations)
- 7) Other

Q68. Please indicate the type of discrimination you experienced. (Mark all that apply.)

- 1) Race
- 2) National or ethnic origin
- 3) Colour
- 4) Religion
- 5) Age
- 6) Sex
- 7) Sexual orientation
- 8) Gender identity and expression (including gender diverse identities or expressions such as transgender, two-spirit, or non-binary)
- 9) Marital status
- 10) Family status
- 11) Genetic characteristics (including a requirement to undergo a genetic test, or disclose the results of a genetic test)
- 12) Disability
- 13) Pardoned conviction or suspended record
- 14) Other

Q69. What action(s) did you take to address the discrimination you experienced? (Mark all that apply.)

- 1) I discussed the matter with my supervisor or a senior manager.
- 2) I discussed the matter with the person(s) from whom I experienced the discrimination.
- 3) I contacted a human resources advisor in my department or agency.
- 4) I contacted my union representative.
- 5) I used an informal conflict resolution process.
- 6) I filed a grievance or formal complaint.
- 7) I resolved the matter informally on my own.
- 8) Other
- 9) I took no action.

Q70. Why did you not file a grievance or a formal complaint about the discrimination you experienced?  
(Mark all that apply.)

- 1) The issue was resolved.
- 2) I did not think the incident was serious enough.
- 3) The behaviour stopped.
- 4) The individual apologized.
- 5) Management intervened.
- 6) The individual left or changed jobs.
- 7) I changed jobs.
- 8) I did not know what to do, where to go or whom to ask.
- 9) I was too distraught.
- 10) I had concerns about the formal complaint process (e.g., confidentiality, how long it would take).
- 11) I was advised against filing a complaint.
- 12) I was afraid of reprisal (e.g., having limited career advancement, being labelled a troublemaker).
- 13) Someone threatened me.
- 14) I did not believe it would make a difference.
- 15) I intend to file a grievance or a formal complaint but I have not done so yet.
- 16) Other

Q71. Having carefully read the definition of discrimination, have you directly witnessed discrimination on the job in the past 12 months?

- 1) Yes
- 2) No

Q72. I am satisfied with how matters related to discrimination are resolved in my department or agency.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q73. My department or agency works hard to create a workplace that prevents discrimination.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

## Stress and Well-Being

Q74a. Overall, to what extent do the following factors cause you stress at work?

Pay or other compensation-related issues

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74b. Overall, to what extent do the following factors cause you stress at work?

Heavy workload

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74c. Overall, to what extent do the following factors cause you stress at work?

Unreasonable deadlines

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable



Q74d. Overall, to what extent do the following factors cause you stress at work?

Not enough employees to do the work

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74e. Overall, to what extent do the following factors cause you stress at work?

Overtime or long work hours

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74f. Overall, to what extent do the following factors cause you stress at work?

Balancing work and personal life

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74g. Overall, to what extent do the following factors cause you stress at work?

Lack of control or input in decision-making

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74h. Overall, to what extent do the following factors cause you stress at work?

Competing or constantly changing priorities

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74i. Overall, to what extent do the following factors cause you stress at work?

Lack of clear expectations

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74j. Overall, to what extent do the following factors cause you stress at work?

Lack of recognition

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74k. Overall, to what extent do the following factors cause you stress at work?

Information overload

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74l. Overall, to what extent do the following factors cause you stress at work?

Physical work environment

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74m. Overall, to what extent do the following factors cause you stress at work?

Accessibility or accommodation issues

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74n. Overall, to what extent do the following factors cause you stress at work?

Harassment or discrimination

- 8) Not at all
- 9) To a small extent
- 10) To a moderate extent
- 11) To a large extent
- 12) To a very large extent
- 13) Don't know
- 14) Not applicable

Q74o. Overall, to what extent do the following factors cause you stress at work?

Issue(s) with my co-worker(s)

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74p. Overall, to what extent do the following factors cause you stress at work?

Issue(s) with individual(s) with authority over me

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74q. Overall, to what extent do the following factors cause you stress at work?

Issue(s) with individual(s) working for me

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74r. Overall, to what extent do the following factors cause you stress at work?

Issue(s) with other individual(s) (e.g., members of the public, individuals from other departments or agencies)

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74s. Overall, to what extent do the following factors cause you stress at work?

Lack of job security

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q74t. Overall, to what extent do the following factors cause you stress at work?

Personal issues

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q75. Overall, my level of work-related stress is...

- 1) Very low
- 2) Low
- 3) Moderate
- 4) High
- 5) Very high
- 6) Don't know
- 7) Not applicable

Q76. After my workday, I feel emotionally drained.

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Q77. My department or agency does a good job of raising awareness of mental health in the workplace.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q78. I would describe my workplace as being psychologically healthy.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Duty to Accommodate

The duty to accommodate refers to the employer's obligation to eliminate disadvantages to employees, prospective employees or clients that result from a rule, practice or physical barrier that has or that may have an adverse impact on individuals or groups protected under the Canadian Human Rights Act or identified as a designated group under the Employment Equity Act. It applies to all grounds of discrimination covered by the Canadian Human Rights Act (i.e., race, national or ethnic origin, colour, religion, age, sex (including pregnancy and childbirth), sexual orientation, gender identity or expression, marital status, family status, genetic characteristics (including a requirement to undergo a genetic test, or disclose the results of a genetic test), disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered. Employers must provide accommodation up to the point of undue hardship, taking into account essential job requirements.

Q79. Having carefully read the definition of duty to accommodate, have you requested measures to accommodate your needs in the workplace in the last two years?

- 1) Yes
- 2) No

Q80. Were any measures taken to accommodate your needs?

- 1) Yes
- 2) No

Q81. I am satisfied with the measures that were taken to accommodate my needs.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

## Compensation

Q82. To what extent has your pay or other compensation been affected by issues with the Phoenix pay system?

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

Q83. Have you experienced any new pay or other compensation issues over the last 12 months?

- 1) Yes
- 2) No

Q84. Have all your pay or other compensation issues been resolved?

- 1) Yes
- 2) No

Q85. I am satisfied with the support (e.g., regular information, follow-up, making enquiries on my behalf, offering emergency or priority pay) I received from my department or agency to help resolve my pay or other compensation issues.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q86. I am satisfied with the support I received from the Pay Centre to help resolve my pay or other compensation issues.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Q87. To what extent have issues with the Phoenix pay system affected your decision to seek or accept another position within your organization or the federal public service?

- 1) Not at all
- 2) To a small extent
- 3) To a moderate extent
- 4) To a large extent
- 5) To a very large extent
- 6) Don't know
- 7) Not applicable

#### General Information

The following questions ask for general information that will be used to better understand the survey results. To ensure confidentiality, please be advised that your responses will be grouped with those of other respondents in your department or agency. Individual responses and results for very small groups are never published or shared with government departments or agencies.

Q88. For which department or agency are you currently working?

Administrative Tribunals Support Service of Canada  
Agriculture and Agri-Food Canada  
Atlantic Canada Opportunities Agency  
Canada Border Services Agency  
Canada Economic Development for Quebec Regions  
Canada Revenue Agency  
Canada School of Public Service  
Canadian Dairy Commission  
Canadian Environmental Assessment Agency  
Canadian Food Inspection Agency  
Canadian Grain Commission  
Canadian Heritage  
Canadian Human Rights Commission  
Canadian Institutes of Health Research  
Canadian Intergovernmental Conference Secretariat  
Canadian Northern Economic Development Agency  
Canadian Nuclear Safety Commission  
Canadian Radio-television and Telecommunications Commission  
Canadian Space Agency  
Canadian Transportation Agency  
Civilian Review and Complaints Commission for the RCMP  
Communications Security Establishment Canada  
Copyright Board of Canada  
Correctional Service of Canada  
Courts Administration Service  
Crown-Indigenous Relations and Northern Affairs



Department for Women and Gender Equality  
Department of Finance Canada  
Department of Justice  
Department of National Defence  
Employment and Social Development Canada  
Environment and Climate Change Canada  
Farm Products Council of Canada  
Federal Economic Development Agency for Southern Ontario  
Financial Consumer Agency of Canada  
Financial Transactions and Reports Analysis Centre of Canada  
Fisheries and Oceans Canada  
Global Affairs Canada  
Global Affairs Canada (Locally Engaged Staff)  
Health Canada  
Immigration and Refugee Board of Canada  
Immigration, Refugees and Citizenship Canada  
Indian Oil and Gas Canada  
Indigenous Services Canada  
Infrastructure Canada  
Innovation, Science and Economic Development Canada  
International Joint Commission  
Library and Archives Canada  
Micro-organizations combined  
Military Grievances External Review Committee  
Military Police Complaints Commission of Canada  
National Capital Commission  
National Energy Board  
National Film Board of Canada  
National Research Council Canada  
Natural Resources Canada  
Natural Sciences and Engineering Research Council  
Office of the Auditor General of Canada  
Office of the Chief Electoral Officer  
Office of the Commissioner for Federal Judicial Affairs Canada  
Office of the Commissioner of Lobbying of Canada  
Office of the Commissioner of Official Languages  
Office of the Correctional Investigator  
Office of the Information Commissioner of Canada  
Office of the Privacy Commissioner of Canada  
Office of the Public Sector Integrity Commissioner of Canada  
Office of the Secretary to the Governor General  
Parks Canada  
Parole Board of Canada  
Patented Medicine Prices Review Board  
Polar Knowledge Canada  
Privy Council Office

Public Health Agency of Canada  
 Public Prosecution Service of Canada  
 Public Safety Canada  
 Public Service  
 Public Service Commission of Canada  
 Public Services and Procurement Canada  
 RCMP External Review Committee  
 Royal Canadian Mounted Police  
 Shared Services Canada  
 Social Sciences and Humanities Research Council  
 Statistical Survey Operations  
 Statistics Canada  
 Transport Canada  
 Transportation Safety Board of Canada  
 Treasury Board of Canada Secretariat  
 Veterans Affairs Canada  
 Veterans Review and Appeal Board  
 Western Economic Diversification Canada

Q89. In which organizational unit are you currently working?

1	000	000	000	000	Canada Revenue Agency
1	200	000	000	000	Branches
1	200	300	000	000	Commissioner's Office / Legal Services / Taxpayers' Ombudsman Office / Service, Innovation and Integration Branch
1	200	300	400	000	Commissioner's Office / Legal Services / Taxpayers' Ombudsman Office
1	200	300	401	000	Service, Innovation and Integration Branch
1	200	300	401	500	Assistant Commissioner's Office / Chief Service Officer Secretariat / Agency Change and Innovation Directorate
1	200	300	401	501	Agency Analytics and Data Directorate
1	200	300	401	502	Information and Relationship Management Directorate
1	200	300	401	503	Agency Strategy and Reporting Directorate
1	200	301	000	000	Appeals Branch
1	200	301	402	000	Assistant Commissioner's Office / Objections and Litigation Management Directorate
1	200	301	403	000	Tax & Charities Appeals Directorate
1	200	301	404	000	Relief, Redress, and Branch Services Directorate
1	200	302	000	000	Assessment & Benefit Services Branch
1	200	302	405	000	Assistant Commissioner's Office / Deputy Assistant Commissioner's Office / Digital Services Directorate
1	200	302	406	000	Individual Returns Directorate
1	200	302	406	504	Stakeholder Relations Division / Common Tools & Support Division / DGO
1	200	302	406	505	T1 Processing Division
1	200	302	406	506	Third Party Reporting Division

1	200	302	407	000	Business Returns Directorate
1	200	302	407	507	BRD Director General's Office / Business Number Division
1	200	302	407	508	GST and HST Returns & Rebates Processing Division
1	200	302	407	509	Corporation & Specialty Returns Division
1	200	302	407	510	Business Accounting Division / Business Projects & Services Division
1	200	302	408	000	Benefit Programs Directorate
1	200	302	408	511	Benefit Partnerships & Services Division / Benefit Processing Division / DGO
1	200	302	408	512	Community Outreach, and Support Division / Business Intelligence and Support Services Division
1	200	302	408	513	Information Programs Division
1	200	302	409	000	Horizontal Integration Directorate
1	200	302	409	514	Correspondence and Reporting Division / DGO
1	200	302	409	515	Horizontal Programs Division
1	200	302	409	516	Business Solutions Integration Division
1	200	302	409	517	Branch Services Division
1	200	302	410	000	Call Centre Services Directorate
1	200	302	410	518	T1 & Benefits Call Centre Support Division / Call Centre Strategic Planning and Operations Division / Director General's Office
1	200	302	410	519	Business Call Centre Support Division / Call Centre Modernization Project Division
1	200	302	411	000	Major Projects and System Integration Directorate
1	200	302	411	520	T1 Systems Redesign & T3 Modernization Division / Specialized Projects and PMO Division / DGO
1	200	302	411	521	Business Solutions Integration Division
1	200	303	000	000	Audit, Evaluation, and Risk Branch
1	200	304	000	000	Collections & Verification Branch
1	200	304	412	000	ACO / Branch Planning & Management Services Division / Ministerial Correspondence Section
1	200	304	413	000	Business Compliance Directorate
1	200	304	413	522	Director General's Office / Employer Compliance Division
1	200	304	413	523	Resource Management and Reporting Division
1	200	304	413	524	Corporation and GST-HST Compliance Division / Innovation and Strategic Initiatives Division
1	200	304	413	525	Innovation and Strategic Initiatives Division
1	200	304	414	000	Individual Compliance Directorate
1	200	304	414	526	Director General's Office / Individual Program Support Division / Matching and Non-Resident Withholding Division
1	200	304	414	527	Non-Filer Division
1	200	304	414	528	Assessment Verification Division
1	200	304	415	000	Technology & Business Intelligence Directorate
1	200	304	415	529	Director General's Office / Debt Management Systems Division
1	200	304	415	530	Business Operations Solutions Division / Workload Management Project Division
1	200	304	415	531	Business Intelligence, Research & Analytics Division

1	200	304	416	000	Collections Directorate
1	200	304	416	532	Director General's Office / Initial Intervention & Resolution
Division/Issues Management & Corporation Services Section					
1	200	304	416	533	Resource Allocation & Monitoring Division /Transformation & Innovation Division
1	200	304	416	534	Collections Enforcement Division
1	200	305	000	000	Domestic Compliance Programs Branch
1	200	305	417	000	Assistant Commissioner's Office / Scientific Research & Experimental Development Directorate
1	200	305	418	000	Small & Medium Enterprises Directorate
1	200	305	418	535	Director General's Office / Small Business Audit & Non Resident Division / Compliance Services Division
1	200	305	418	536	Medium Business Audit Division / Business Intelligence Division
1	200	305	419	000	GST/HST Directorate
1	200	305	419	537	Director General's Office / Aggressive GST/HST Planning & Refund Integrity Divisions / Leads and Voluntary Disclosures Division / Computer Audit Specialist Division
1	200	305	419	538	Large Business Audit Division / Small & Medium Business Audit Division
1	200	306	000	000	Finance & Administration Branch
1	200	306	420	000	Assistant Commissioner's Office / Corporate Management Services Division
1	200	306	421	000	Regional FAB Operations
1	200	306	421	539	Atlantic Region, FAB
1	200	306	421	540	Ontario Region, FAB
1	200	306	421	541	Pacific Region, FAB
1	200	306	421	542	Prairie Region, FAB
1	200	306	421	543	Quebec Region, FAB
1	200	306	422	000	Financial Management Advisory Services Directorate
1	200	306	423	000	Security and Internal Affairs Directorate
1	200	306	424	000	Financial Administration Directorate
1	200	306	425	000	Resource Management Directorate
1	200	306	426	000	Administration Directorate
1	200	306	427	000	Real Property & Service Integration Directorate
1	200	307	000	000	Human Resources Branch
1	200	307	428	000	Assistant Commissioner's Office / Deputy Assistant Commissioner's Office / Executive Coordinator's Office / / Strategic Business Integration Directorate
1	200	307	429	000	Leadership and Learning Directorate
1	200	307	430	000	Regional HR Operations
1	200	307	430	544	Headquarters, HR
1	200	307	430	545	Pacific Region, HR
1	200	307	430	546	Prairie Region, HR
1	200	307	430	547	Atlantic Region, HR
1	200	307	430	548	Ontario Region, HR
1	200	307	430	549	Quebec Region, HR
1	200	307	430	550	National Programs, HR

1	200	307	431	000	Workplace Relations & Compensation Directorate
1	200	307	431	551	Compensation Client Service Centre
1	200	307	431	552	Director General's Office / Corporate Compensation Division / Integrity & well-being Division / Labour Relations Division
1	200	307	432	000	Employment Programs Directorate
1	200	307	432	553	Director General's Office / Staffing and Recruitment Programs Division / Official Languages, Employment Equity and Diversity Division
1	200	307	432	554	Organizational Design & Classification Division / Competencies, Standardized Assessment, Performance & Recognition
1	200	308	000	000	Information Technology Branch
1	200	308	433	000	Assistant Commissioner and Chief Information Officer's Office / Deputy Assistant Commissioner, Corporate Systems and Support's Office/Branch Business Management Division
1	200	308	434	000	Systems Integrity Directorate
1	200	308	434	555	Director General's Office / IT Security Centre Division/ External Service Management Division / IT Security Solutions Division
1	200	308	434	556	Production Assurance Division
1	200	308	435	000	Corporate Enterprise Solutions Directorate
1	200	308	435	557	Director General's Office / Management Systems Division
1	200	308	435	558	Business Technologies and Innovation Division
1	200	308	435	559	CAS Division
1	200	308	436	000	Client Computing Services Directorate
1	200	308	436	560	Director General's Office / Client Computing Technology Management Division
1	200	308	436	561	National IT Support Division
1	200	308	436	562	Central Deskside Support Division
1	200	308	436	563	Western Deskside Support Division
1	200	308	436	564	Eastern Deskside Support Division
1	200	308	436	565	National Information Technology Service Desk Division
1	200	308	437	000	Solutions Architecture and Integration Directorate
1	200	308	437	566	Director General's Office / Directorate Coordination Office / IT Architecture Services Division
1	200	308	437	567	Strategic Engineering and Technology Integration Division
1	200	308	437	568	Engineering Tool Management and Analytics Division
1	200	308	438	000	Data and Business Intelligence Directorate
1	200	308	438	569	Director General's Office / Horizontal Initiatives Management Services / Data Services and Technology Management Division
1	200	308	438	570	Data Delivery Services Division
1	200	308	438	571	Business Intelligence and Decision Support Division
1	200	308	439	000	Business and Enterprise Solutions Directorate
1	200	308	439	572	Director General's Office / Business Suite Assessing Systems Division
1	200	308	439	573	Business Accounting and Infodec Division
1	200	308	439	574	Common Financial, Office and Document Management Services Division
1	200	308	439	575	Enterprise Correspondence Division

1	200	308	439	576	Business Registration and Infrastructure Support Division
1	200	308	439	577	Portals and E-Services Division
1	200	308	440	000	Individual Returns and Benefits Systems Directorate
1	200	308	440	578	Director General's Office / T1 Systems Redesign Division
1	200	308	440	579	Credit Determination Division
1	200	308	440	580	Assessing and Processing Division
1	200	308	440	581	T1 Accounting, Enquiries, Matching and Miscellaneous Systems Division
1	200	308	440	582	Disbursements, Individual Identification, Selects and Supplementary Assessing Division
1	200	308	441	000	Compliance Management Directorate
1	200	308	441	583	Director General's Office / Directorate Coordination Office / Advanced Analytics Division
1	200	308	441	584	Compliance Portfolio Application Support Division
1	200	308	441	585	Compliance Analytics, and Risk Profiling Division
1	200	308	442	000	Debt Management, Regulatory Affairs and Appeals Directorate
1	200	308	442	586	Debt Management Analytics and Call Centre Solutions Division
1	200	308	442	587	Debt Management Solutions Division
1	200	308	442	588	Charities, Registered Plans and Legislative Policy Division
1	200	308	442	589	Appeals, Analytics and Case Management Division
1	200	309	000	000	International, Large Business and Investigations Branch
1	200	309	443	000	Assistant Commissioner's Office / Criminal Investigations Directorate
1	200	309	444	000	International & Large Business Directorate
1	200	309	444	590	Director General's Office / Business Management Division / Integrated Risk Assessment Tools Division / Abusive Tax Avoidance and Technical Support Division
1	200	309	444	591	Large Business Audit Division
1	200	309	444	592	International Tax Division
1	200	309	444	593	Competent Authority Services Division
1	200	309	445	000	Compliance Services Directorate
1	200	309	445	594	Director General's office / Branch Services Division
1	200	309	445	595	Business Intelligence & Data Division / Systems Development & Management Division
1	200	309	446	000	High net Worth Compliance Directorate (HNWCD)
1	200	310	000	000	Legislative Policy & Regulatory Affairs Branch
1	200	310	447	000	Income Tax Rulings Directorate
1	200	310	448	000	Assistant Commissioner's Office/ Planning & Management Services Division/Project Oversight Division
1	200	310	449	000	Legislative Policy Directorate
1	200	310	450	000	Excise & GST/HST Rulings Directorate
1	200	310	451	000	Charities Directorate
1	200	310	452	000	Registered Plans Directorate
1	200	311	000	000	Public Affairs Branch
1	200	311	453	000	Communications Directorate
1	200	311	454	000	Assistant Commissioner's Office / Branch Planning and Management Services Directorate/ Ministerial Services and Operations Directorate

1	200	311	455	000	Access to Information and Privacy Directorate
1	200	311	456	000	Digital Design and Production Directorate
1	201	000	000	000	Regions
1	201	312	000	000	Atlantic Region
1	201	312	457	000	Assistant Commissioner's Office / BIQA / Programs
1	201	312	458	000	Newfoundland & Labrador NVCC/TSO
1	201	312	458	596	Director's Office / Program Services / Audit Division - Newfoundland & Labrador NVCC/TSO
1	201	312	458	597	Call Centre Division - Newfoundland & Labrador NVCC/TSO
1	201	312	458	598	Validation Division - Newfoundland & Labrador NVCC/TSO
1	201	312	458	599	Verifications & Collections Division / Revenue Collections Division - Newfoundland & Labrador NVCC/TSO
1	201	312	459	000	Nova Scotia TSO
1	201	312	459	600	Director's Office / Program Services / Criminal Investigations Division - Nova Scotia TSO
1	201	312	459	601	Legislative Policy & Regulatory Affairs and Scientific Research & Experimental Development Division - Nova Scotia TSO
1	201	312	459	602	Appeals Division - Nova Scotia TSO
1	201	312	459	603	Audit Division - Nova Scotia TSO
1	201	312	459	604	Revenue Collections & Taxpayer Services Division - Nova Scotia TSO
1	201	312	460	000	New Brunswick TSO
1	201	312	460	605	Director's Office / Program Services / Audit Division - New Brunswick TSO
1	201	312	460	606	Revenue Collections Division - New Brunswick TSO
1	201	312	460	607	Call Centre Division- New Brunswick TSO
1	201	312	461	000	Prince Edward Island TC/TSO
1	201	312	461	608	Audit and Revenue Collections Divisions - Prince Edward Island TC/TSO
1	201	312	461	609	Business Returns Division - Prince Edward Island TC/TSO
1	201	312	461	610	Business & Accounting Division - Prince Edward Island TC/TSO
1	201	312	461	611	Directors Office / Print to Mail / Program Services - Prince Edward Island TC/TSO
1	201	312	461	612	Rebates, Charities & Imaging Division - Prince Edward Island TC/TSO
1	201	313	000	000	Ontario Region
1	201	313	462	000	Assistant Commissioner's Office / Regional Programs /Service Renewal / Corporate Secretariat / BIQA
1	201	313	462	613	ACO / Regional Programs / Service Renewal / Corporate Secretariat - Ontario Region / BIQA Program Services / BIQA Workload Development Large File Income Tax and GST/HST / BIQA Director's Office
1	201	313	462	614	BIQA- GST/HST
1	201	313	462	615	BIQA- Small & Medium Enterprises
1	201	313	463	000	Ottawa TSO
1	201	313	463	616	Director's Office / Program Services / Criminal Investigations - Ottawa TSO

1	201	313	463	617	Revenue Collections & Client Services - Ottawa TSO
1	201	313	463	618	GST/HST Audit Division - Ottawa TSO
1	201	313	463	619	Income Tax Audit Division - Ottawa TSO
1	201	313	463	620	Data Assessment & Evaluation / Revenue, Technology & Operations Division
1	201	313	464	000	East Central Ontario TSO
1	201	313	464	621	Director's Office / Program Services / Audit - East Central Ontario TSO
1	201	313	464	622	Revenue Collections - East Central Ontario TSO
1	201	313	465	000	Toronto Centre TSO
1	201	313	465	623	Director's Office / Program Services / Administration / Scientific Research & Experimental Development - Toronto Centre TSO
1	201	313	465	624	Income Tax Audit - Toronto Center TSO
1	201	313	465	625	Revenue Collections & Client Services - Toronto Center TSO
1	201	313	465	626	GST/HST Audit Division - Toronto Center TSO
1	201	313	466	000	Kitchener-Waterloo TSO
1	201	313	466	627	Director's Office / Program Services / Revenue Collections & Client Services - Kitchener-Waterloo TSO
1	201	313	466	628	Audit Division - Kitchener-Waterloo TSO
1	201	313	467	000	Hamilton-Niagara TSO
1	201	313	467	629	Director's Office / Program Services Division / Legislative Policy & Regulatory Affairs Programs - Hamilton-Niagara TSO
1	201	313	467	630	GST/HST Audit Division - Hamilton-Niagara TSO
1	201	313	467	631	Income Tax Audit Division - Hamilton-Niagara TSO
1	201	313	467	632	Revenue Collections Division - Hamilton-Niagara TSO
1	201	313	467	633	Call Centre - Hamilton-Niagara TSO
1	201	313	468	000	London-Windsor TSO
1	201	313	468	634	Director's Office / Program Services / Income Tax Audit Division - London-Windsor TSO
1	201	313	468	635	Revenue Collection & Client Services - London-Windsor TSO
1	201	313	468	636	GST/HST Audit Division - London-Windsor TSO
1	201	313	469	000	Sudbury TC
1	201	313	469	637	Director's Office / Program Services / Benefit Programs Division Sudbury TC/ Beienfic
1	201	313	469	638	Acceptance Testing Division
1	201	313	469	639	Verification and Validation Division - Sudbury TC
1	201	313	469	640	Business Returns & Specialty Services Division - Sudbury TC
1	201	313	469	641	Individual Returns Division - Sudbury TC
1	201	313	470	000	Toronto East TSO
1	201	313	470	642	Director's Office / Program Support / Appeals - Toronto East TSO
1	201	313	470	643	Income Tax Audit Division - Toronto East TSO
1	201	313	470	644	Revenue Collection - Toronto East TSO
1	201	313	470	645	Business Enquiries Call Centre - Toronto East TSO
1	201	313	470	646	GST/HST Audit - Toronto East TSO
1	201	313	471	000	Toronto West-Thunder Bay TSO



1	201	313	471	647	Director's Office / Program Support / Scientific Research & Experimental Development - Toronto West-Thunder Bay TSO
1	201	313	471	648	Criminal Investigations - Toronto West-Thunder Bay TSO
1	201	313	471	649	Income Tax Audit Division - Toronto West-Thunder Bay TSO
1	201	313	471	650	Revenue Collection - Toronto West-Thunder Bay TSO
1	201	313	471	651	GST/HST Audit - Toronto West-Thunder Bay TSO
1	201	313	472	000	Toronto North TSO
1	201	313	472	652	Director's Office / Program Support / GST/HST Audit - Toronto North TSO
1	201	313	472	653	Appeals - Toronto North TSO
1	201	313	472	654	Income Tax Audit - Toronto North TSO
1	201	313	472	655	Revenue Collections - Toronto North TSO
1	201	313	473	000	North Central Ontario TSO
1	201	313	473	656	Director's Office / Program Services / Revenue Collections - North Central Ontario TSO
1	201	313	473	657	Audit Division - North Central Ontario TSO
1	201	313	473	658	Appeals - North Central Ontario TSO
1	201	314	000	000	Pacific Region
1	201	314	474	000	Assistant Commissioner's Office / Account Executive / Pacific Region Support / Programs / BIQA - Pacific Region / Program Services / Reg Ops Admin Team
1	201	314	475	000	Southern Interior TSO
1	201	314	475	659	Director's Office / Corporate Learning Advisor / Corporate Staffing Officer / Corporate Project Officer/ Audit Division - Southern Interior TSO
1	201	314	475	660	Revenue Collections Division - Southern Interior TSO
1	201	314	476	000	Vancouver TSO
1	201	314	476	661	Director's Office / Director's Office Administrative Support / Program Services / Legislative Policy & Regulatory Affairs Division - Vancouver TSO
1	201	314	476	662	Appeals Division - Vancouver TSO
1	201	314	476	663	Audit Division - Vancouver TSO
1	201	314	476	664	Revenue Collections Division - Vancouver TSO
1	201	314	476	665	GST/HST Audit Division - Vancouver TSO
1	201	314	477	000	Vancouver Island & North TSO
1	201	314	477	666	Director's Office / Corporate Support Manager / Audit Division - Vancouver Island & North TSO
1	201	314	477	667	Revenue Collections Division- Vancouver Island & North TSO
1	201	314	478	000	Surrey - National Verification Collections Centre (NVCC)
1	201	314	478	668	Collections Division- Surrey NVCC
1	201	314	478	669	Validation Division- Surrey NVCC / Director's Office / Administrative Staff / Staffing Administration Team / Program Services
1	201	314	478	670	Verification Division- Surrey NVCC
1	201	314	479	000	Fraser Valley TSO
1	201	314	479	671	Director's Office / Program Services / Director's Support / Criminal Investigations / - Fraser Valley TSO
1	201	314	479	672	Call Centre - Fraser Valley TSO
1	201	314	479	673	Audit - Fraser Valley TSO

1	201	314	479	674	Scientific Research & Experimental Development Division - Fraser Valley TSO
1	201	315	000	000	Prairie Region
1	201	315	480	000	Assistant Commissioner's Office / Assistant Commissioner Administrative Support / Regional Programs / BIQA - Prairie Region
1	201	315	481	000	Winnipeg TSO
1	201	315	481	675	Director's Office / Program Services / Legislative Policy & Regulatory Affairs Programs - Winnipeg TSO Talent Management
1	201	315	481	676	Appeals - Winnipeg TSO
1	201	315	481	677	Audit - Winnipeg TSO
1	201	315	481	678	Revenue Collections - Winnipeg TSO
1	201	315	482	000	Saskatchewan TSO
1	201	315	482	679	Director's office / Program Services / Income Tax Audit - Saskatchewan TSO Talent Management
1	201	315	482	680	GST/HST Audit - Saskatchewan TSO
1	201	315	482	681	Revenue Collections & Client Services - Saskatchewan TSO
1	201	315	483	000	Southern Alberta TSO
1	201	315	483	682	Director's Office / Program Services / Appeals - Southern Alberta TSO / Talent Management
1	201	315	483	683	Income Tax Audit - Southern Alberta TSO
1	201	315	483	684	Revenue Collections - Southern Alberta TSO
1	201	315	483	685	Call Centre - Southern Alberta TSO
1	201	315	483	686	Criminal Investigations- Southern Alberta TSO
1	201	315	484	000	Edmonton TSO
1	201	315	484	687	Director's Office / Program Services / SR&ED - Edmonton TSO Talent Management
1	201	315	484	688	Income Tax Audit - Edmonton TSO
1	201	315	484	689	Revenue Collections - Edmonton TSO
1	201	315	484	690	Call Centre - Edmonton TSO
1	201	315	484	691	GST/HST Audit - Edmonton TSO
1	201	315	485	000	Winnipeg TC
1	201	315	485	692	Director's Office / Program Services / Print to Mail - Winnipeg TC / Talent Management
1	201	315	485	693	Business Returns & Specialty Services Division - Winnipeg TC
1	201	315	485	694	Benefit Programs Division - Winnipeg TC
1	201	315	485	695	Individual Returns - Winnipeg TC
1	201	315	485	696	Collections Division - Winnipeg TC
1	201	315	485	697	Verification and Validation Division- Winnipeg TC
1	201	316	000	000	Quebec Region
1	201	316	486	000	Assistant Commissioner's Office / Fiscal Programs - Quebec / Directors' Office & Program Services / Corporate projects - Quebec Region
1	201	316	487	000	Business Intelligence Division - Quebec Region
1	201	316	488	000	Montréal TSO
1	201	316	488	698	Appeals - Montréal TSO (Montréal, Laval, Shawinigan and Québec Sites)
1	201	316	488	699	Audit - Montréal TSO

1	201	316	488	700	Call center - Montréal TSO
1	201	316	489	000	Central & Southern Quebec TSO
1	201	316	489	701	Criminal Investigations - Central & Southern Quebec TSO
1	201	316	489	702	Audit - Central & Southern Quebec TSO
1	201	316	489	703	Revenue Collections - Central & Southern Quebec TSO
1	201	316	490	000	Western Quebec TSO
1	201	316	490	704	Audit - Western Quebec TSO
1	201	316	490	705	Revenue Collections - Western Quebec TSO
1	201	316	490	706	Scientific Research & Experimental Development - Western Quebec TSO (Laval, Montréal and Québec Sites)
1	201	316	491	000	Eastern Quebec TSO
1	201	316	491	707	Audit - Eastern Quebec TSO
1	201	316	491	708	Revenue Collections - Eastern Quebec TSO
1	201	316	491	709	Legislative Policy & Regulatory Affairs Programs - Eastern Quebec TSO
1	201	316	492	000	Shawinigan NVCC
1	201	316	492	710	Collections Division - NVCC
1	201	316	492	711	Validation Division - NVCC
1	201	316	492	712	Verification Division - NVCC
1	201	316	493	000	Jonquière TC
1	201	316	493	713	Benefit and Special Services Division - Jonquière TC
1	201	316	493	714	Individual Returns Division - Jonquière TC
1	999	000	000	000	I cannot find my organizational unit
2	000	000	000	000	Employment and Social Development Canada
2	200	000	000	000	Employment and Social Development
2	200	300	000	000	Commissioners / Deputy Minister's Office (ESD)
2	200	301	000	000	Chief Financial Officer Branch
2	200	301	400	000	Integrated Corporate Accounting and Accountability Directorate
2	200	301	401	000	Investment, Procurement and Project Management
2	200	301	402	000	Financial Management Advisory Services / Deputy Chief Financial Officer / Business Management Services / Chief Financial Officer's Office
2	200	301	403	000	Real Property, Change Management and Regional Services
2	200	301	404	000	MyEMS (SAP) Centre of Expertise
2	200	302	000	000	Corporate Secretariat
2	200	302	405	000	Office of the Corporate Secretary / ATIP Operations Division / Privacy Management Division
2	200	302	406	000	Business Management and Executive Committees Division / Ministerial Services Division / Parliamentary Affairs Division
2	200	303	000	000	Human Resources Services Branch
2	200	303	407	000	Compensation Directorate
2	200	303	408	000	Strategic Directions and Management Services
2	200	303	409	000	College@ESDC
2	200	303	410	000	Workforce Management Directorate
2	200	303	411	000	Workplace Management Directorate
2	200	303	412	000	Executive Services, Talent Management and National Business Initiatives Division / Assistant Deputy Minister's Office

2	200	304	000	000	Income Security and Social Development Branch
2	200	304	413	000	Community Development and Homelessness Partnerships
Directorate					
2	200	304	414	000	Office for Disability Issues
2	200	304	415	000	Canada Pension Plan Disability
2	200	304	416	000	Strategic Integration, Planning and Accountability / Senior
Assistant Deputy Minister's Office / Assistant Deputy Minister's Office / Task Team on Accessibility					
2	200	304	417	000	Seniors and Pensions Policy Secretariat
2	200	305	000	000	Innovation, Information and Technology Branch
2	200	305	418	000	Business Solutions and Information Management
2	200	305	419	000	Strategy, Architecture and Business Relations
2	200	305	420	000	Enterprise Operations
2	200	305	421	000	Business Solutions Innovation
2	200	305	422	000	Business Operations and Solutions Services
2	200	305	423	000	Branch Operations and Planning / Office of the Chief
Information Officer					
2	200	306	000	000	Internal Audit Services Branch
2	200	307	000	000	Legal Services
2	200	308	000	000	Learning Branch
2	200	308	424	000	Canada Education Savings Program
2	200	308	425	000	Learning Policy, Partnerships and Services Directorate /
Assistant Deputy Minister's Office					
2	200	308	426	000	Canada Student Loans Program
2	200	309	000	000	Public Affairs and Stakeholder Relations
2	200	309	427	000	Employment Communications Directorate
2	200	309	428	000	Labour, Seniors and Social Development Communications
Directorate / Assistant Deputy Minister's Office / Branch Management Services					
2	200	309	429	000	Strategic Communications and Stakeholders Relations
Directorate					
2	200	310	000	000	Policy Horizons Canada
2	200	311	000	000	Skills and Employment Branch
2	200	311	430	000	Labour Market Information
2	200	311	431	000	Indigenous Affairs
2	200	311	432	000	Employment Insurance Policy
2	200	311	433	000	Employment Program Policy and Design
2	200	311	434	000	Temporary Foreign Workers
2	200	311	435	000	Apprenticeship and Regulated Occupations
2	200	311	436	000	Senior Assistant Deputy Minister's Office / Employer Liaison
Services (ELS)					
2	200	311	437	000	Strategic Integration and Corporate Affairs
2	200	311	438	000	Youth and Skills Innovation
2	200	312	000	000	Strategic and Service Policy Branch
2	200	312	439	000	Service Policy and Strategy
2	200	312	440	000	Economic Policy
2	200	312	441	000	Chief data Office

2	200	312	442	000	Corporate Planning & Management / Senior Assistant Deputy Minister's Office / Innovation Lab
2	200	312	443	000	Social Policy / Indigenous Early Learning and Child Care
2	200	312	444	000	Evaluation
2	200	312	445	000	Strategic and Horizontal Policy
2	200	312	446	000	Intergovernmental Affairs
2	201	000	000	000	Service Canada
2	201	313	000	000	Chief Operating Officer's Office
2	201	314	000	000	Atlantic
2	201	314	447	000	Strategic Services / Office of the Assistant Deputy Minister (OADM) - Atlantic
2	201	314	448	000	Benefits Delivery Services - Atlantic
2	201	314	448	500	Benefits Delivery Services - Employment Insurance - Claims Prep and Level 2 - Atlantic
2	201	314	448	501	Benefits Delivery Services - Canada Pension Plan - Disability - Atlantic
2	201	314	448	502	Benefits Delivery Services - Call Centers - Atlantic
2	201	314	448	503	Benefits Delivery Services - Business Expertise - Atlantic
2	201	314	448	504	Benefits Delivery Services - Employment Insurance - Level 1 - Atlantic
2	201	314	448	505	Benefits Delivery Services - Canada Pension Plan -Old Age Security - Atlantic
2	201	314	449	000	Citizen Services and Program Delivery - Atlantic
2	201	314	449	506	Citizen Services and Program Delivery - Program Delivery (Operations and Business Expertise) - Atlantic
2	201	314	449	507	Citizen Services and Program Delivery - Citizen Services (Operations and Business Expertise) - Atlantic
2	201	314	449	508	Citizen Services and Program Delivery - Passports (Operations and Business Expertise) - Atlantic
2	201	314	450	000	Integrity and National Services - Atlantic
2	201	314	450	509	Integrity and National Services - Regional and National Integrity Services - Atlantic
2	201	314	450	510	Integrity and National Services - National Services - Atlantic
2	201	314	450	511	Integrity and National Services - Business Expertise, Internal Integrity and Security, and Office of the ED - Atlantic
2	201	315	000	000	Ontario
2	201	315	451	000	Management Services / Strategic Services / Office of the Assistant Deputy Minister (OADM) - Ontario
2	201	315	452	000	Integrity Services - Ontario
2	201	315	453	000	Citizen Services - Ontario
2	201	315	453	512	Citizen Services - Business Expertise - Ontario
2	201	315	453	513	Citizen Services - Service Canada / Passport Centres
2	201	315	454	000	Program Delivery - Ontario
2	201	315	454	514	Program Delivery - Operations - Ontario
2	201	315	454	515	Program Delivery - Business Expertise - Ontario
2	201	315	455	000	Benefits Delivery Services - Ontario

2	201	315	455	516	Benefits Delivery Services - Employment Insurance - Ontario
2	201	315	455	517	Benefits Delivery Services - Canada Pension Plan and Old Age Security - Ontario
2	201	315	455	518	Benefits Delivery Services - Call Centres - Ontario
2	201	315	455	519	Benefits Delivery Services - Business Expertise - Ontario
2	201	316	000	000	Western Canada and Territories
2	201	316	456	000	Strategic Services / Office of the Assistant Deputy Minister (OADM) - Western Canada and Territories
2	201	316	457	000	Citizen Services - Western Canada and Territories
2	201	316	457	520	Citizen Services - Business Expertise - Western Canada and Territories
2	201	316	458	000	Program Delivery - Western Canada and Territories
2	201	316	459	000	Benefits Delivery Services - Western Canada and Territories
2	201	316	459	521	Benefits Delivery Services - Canada Pension Plan - Western Canada and Territories
2	201	316	459	522	Benefits Delivery Services - Canada Pension Plan - Disability - Western Canada and Territories
2	201	316	459	523	Benefits Delivery Services - Old Age Security / International Operations - Western Canada and Territories
2	201	316	459	524	Benefits Delivery Services - Call Centres - Western Canada and Territories
2	201	316	459	525	Benefits Delivery Services - Employment Insurance - Western Canada and Territories
2	201	316	459	526	Benefits Delivery Services - Business Expertise - Western Canada and Territories
2	201	316	459	527	Benefits Delivery Services - Foundation Services - Western Canada and Territories
2	201	316	460	000	Integrity Services - Western Canada and Territories
2	201	317	000	000	Quebec
2	201	317	461	000	Strategic Services / Office of the Assistant Deputy Minister (OADM) - Quebec
2	201	317	462	000	Integrity Services - Quebec
2	201	317	462	528	Integrity Services - Business Expertise / Internal Integrity and Security / Office of the Executive Director
2	201	317	462	529	Integrity Services - Operations - Team 1
2	201	317	462	530	Integrity Services - Operations - Team 2
2	201	317	463	000	Benefits Delivery Services - Quebec
2	201	317	463	531	Benefits Delivery Services - Business Expertise - Quebec
2	201	317	463	532	Benefits Delivery Services - Employment Insurance - Quebec
2	201	317	463	533	Benefits Delivery Services - Call Centres - Quebec
2	201	317	463	534	Benefits Delivery Services - Canada Pension Plan and Old Age Security - Quebec
2	201	317	464	000	Citizen Services Branch - Quebec
2	201	317	464	535	Citizen Services - Processing Centre (Passport) - Quebec
2	201	317	464	536	Citizen Services - Printing Centre (Passport) - Quebec
2	201	317	464	537	Citizen Services - In-person Offices (Passport) - Quebec

2	201	317	464	538	Citizen Services - Call Centre (Passport) - Quebec
2	201	317	464	539	Citizen Services - Citizen Services - Quebec
2	201	317	464	540	Citizen Services - Business Expertise - Including Passport - Quebec
2	201	317	465	000	Program Delivery - Quebec
2	201	318	000	000	Program Operations Branch - National Headquarters (NHQ)
2	201	318	466	000	National Grants and Contributions Delivery Centre
2	201	318	467	000	Office of the Assistant Deputy Minister / Management Services / Indigenous Programs Directorate (IPD)/ Temporary Foreign Workers (TFWP)
2	201	318	468	000	Labour Market and Social Development Program Operations (LMSDPO)
2	201	318	469	000	Strategic Directions
2	201	319	000	000	Integrity Services Branch - National Headquarters (NHQ)
2	201	319	470	000	Identity Policy and Programs - National Headquarters (NHQ)
2	201	319	471	000	Assistant Deputy Minister Office / Branch Management Services / Integrity Strategic Directions - National Headquarters (NHQ)
2	201	319	472	000	Internal Integrity & Security and Departmental Security Officer (DSO) - National Headquarters (NHQ)
2	201	319	473	000	Integrity Operations - National Headquarters (NHQ)
2	201	320	000	000	Citizen Service Branch - National Headquarters (NHQ)
2	201	320	474	000	Digital Service - National Headquarters (NHQ)
2	201	320	475	000	Strategic Directions - National Headquarters (NHQ)
2	201	320	476	000	In-Person Operations and Strategies - National Headquarters (NHQ)
2	201	320	477	000	Partnerships Development and Management - National Headquarters (NHQ)
2	201	320	478	000	Office of the Assistant Deputy Minister / Management Services (NHQ)
2	201	321	000	000	Transformation and Integrated Service Management Branch - National Headquarters (NHQ)
2	201	321	479	000	TISM - Change Management Leadership and Organizational Readiness (CMLOR) / Integrated Service Management (ISM) / Office of the Senior Assistant Deputy Minister
2	201	321	480	000	TISM - Transformation Planning, Design and Oversight (TPDO)
2	201	321	481	000	TISM - Major Project Execution
2	201	321	482	000	TISM - Major Project
2	201	321	483	000	BDS - Call Centres Directorate
2	201	321	484	000	BDS - Program and Services Oversight CPP and OAS
2	201	321	485	000	BDS - Program and Services Oversight EI
2	201	321	486	000	BDS - Policy, Appeals and Quality
2	201	321	487	000	BDS - Social Security Tribunal
2	201	321	488	000	BDS - Management Services / Office of the Assistant Deputy Minister
2	202	000	000	000	Labour
2	202	322	000	000	Compliance, Operations and Program Development
2	202	322	489	000	Federal Programs Directorate

2	202	322	490	000	Workplace Directorate
2	202	322	491	000	Regional Operations and Compliance Directorate / Assistant Deputy Minister's Office
2	202	323	000	000	Policy, Dispute Resolution, and International Affairs
2	202	323	492	000	Federal Mediation and Conciliation Service / Occupational Health and Safety Tribunal
2	202	323	493	000	International and Intergovernmental Labour Affairs
2	202	323	494	000	Strategic Policy, Analysis and Workplace Information Directorate / Assistant Deputy Minister's Office
2	202	324	000	000	Strategic Integration and Governance (SIG) / Deputy Minister of Labour
2	999	000	000	000	I cannot find my organizational unit
3	000	000	000	000	Department of National Defence
3	200	000	000	000	Assistant Deputy Minister (Finance) (ADM(Fin))
3	200	300	000	000	ADM(Fin) / CFO Office, Assoc ADM (Fin) Office (AADM), and Director Planning and Coordination (DPC), and Chief Financial Management CFM
3	200	301	000	000	Director General Costing, Investment Planning and Approvals (DGCIPA)
3	200	302	000	000	Director General Strategic Financial Governance (DGSFG)
3	200	303	000	000	Director General Financial Operations and Services (DGFOS)
3	201	000	000	000	Assistant Deputy Minister (Human Resources - Civilian) (ADM(HR-Civ))
3	201	304	000	000	Director General HR Operations, Staffing Policy & Program & Client Relations
3	201	304	400	000	Director Staffing Operations and e-Staffing
3	201	304	401	000	Director National Compensation
3	201	304	402	000	Director Classification
3	201	305	000	000	Director General Human Resources Strategic Directions
3	201	305	403	000	Director Corporate Services and Modernization
3	201	306	000	000	Director General Workforce Development
3	201	306	404	000	Director Workforce Performance and Development
3	201	307	000	000	Director General Workplace Management
3	202	000	000	000	Assistant Deputy Minister (Infrastructure and Environment) (ADM(IE))
3	202	308	000	000	Director General Portfolio Requirements / Director Real Property Services / Director Strategic Real Property Planning and Programming Directorate
3	202	309	000	000	Director General Infrastructure and Environment Engineering Services / Director Architecture and Engineering Services / Director Construction Project Development / Canadian Forces Fire Marshall / Director Nuclear Safety / Director Municipal Transfers and Projects Development
3	202	310	000	000	Office of Assistant Deputy Minister (Infrastructure and Environment) Chief Of Staff (IE) / Director IE Comptrollership, IE Communications / Director IE Management Support Services / Director Business Planning and Performance / Senior Procurement Office / Director General Indigenous Affairs / Director Consultation and Policy / Director Treaties and Litigations / Director General Strategic Portfolio Initiatives



3	202	311	000	000	Director General Environment Sustainable Management / Director Contaminated Sites / Director Environment Sustainable Management
3	202	312	000	000	Formation Commander Canadian Forces Real Property Operations Group / Canadian Forces Real Property Operations Group Headquarter / Chief of Staff Real Property Operations North / Chief of Staff Real Property Operations Central
3	202	312	405	000	Real Property Operations Unit - Atlantic / Real Property Operations Unit - Section Halifax / Detachments Gander, Greenwood and Gagetown / Section St. John's
3	202	312	406	000	Real Property Operations Unit - Quebec / Section Montreal / Detachments Val Cartier, Bagotville and St-Jean / Defence Research Infrastructure Support Section Valcartier
3	202	312	407	000	Real Property Operations Unit - Ontario / Section Toronto / Detachments Borden, Kingston, Trenton, Petawawa, North Bay / Section Meaford
3	202	312	408	000	Real Property Operations Unit - West / Section Edmonton / Detachments Winnipeg, Cold Lake, Shilo, Suffield and Wainwright / Sections Calgary, Moose Jaw and Dundurn
3	202	312	409	000	Real Property Operations Unit - Pacific / Section Esquimalt / Detachments Comox and Chilliwack
3	203	000	000	000	Assistant Deputy Minister (Information Management) (ADM(IM))
3	203	313	000	000	Chief of Staff (Information Management) / Office of Assistant Deputy Minister (Information Management)
3	203	314	000	000	Director General Enterprise Application Services (DGEAS)
3	203	314	410	000	Director Application Planning and Integration (DAPI)
3	203	314	411	000	Director Defence Resource Management Information System (DDRMIS)
3	203	314	412	000	Director Enterprise Information Management Services (DEIMS)
3	203	314	413	000	Director Human Resources Information Management (DHRIM)
3	203	314	414	000	Office of Director General Enterprise Application Services (DGEAS) / Director Enterprise Application Business Management (DEABM) / Director Knowledge and Information Management (DKIM)
3	203	315	000	000	Assistant Deputy Minister (Information Management) Project Management Personnel Resources List / Director General Information Management Project Delivery (DGIMPD)
3	203	316	000	000	Director General Information Management Operations (DGIMO) / Deputy Canadian Armed Forces J6
3	203	316	415	000	7 Communication Group Headquarters / 76 Communication Regiment / 76 Communication Regiment Detachment Esquimalt / 76 Communication Regiment Detachment Halifax / 76 Communication Regiment Detachment KINGSTON / 76 Comm Regt Det Selfkant / 77 Line Regiment
3	203	316	416	000	Canadian Forces Electronic Warfare Centre / Canadian Forces Information Operations Group Headquarters / Canadian Forces Network Operations Centre / Canadian Forces Station Leitrim / Canadian Forces Station Leitrim Detachment Masset
3	203	316	417	000	J6 Coord / Director Information Management End-User Support (DIMEUS)
3	203	317	000	000	Director General Information Management Technology and Strategic Planning (DGIMTSP)

3	203	317	418	000	Director General Information Management Technology & Strategic Planning / Director Defence Information Management Planning / Director Information Management Capability Development / Director Business Relationship Management / Director Information Management Technology Support
3	203	317	419	000	Director Information Management Engineering Integration
3	203	317	420	000	Director Information Management Security / Director Information Management Technology Support
3	204	000	000	000	Assistant Deputy Minister (Materiel) (ADM(Mat))
3	204	318	000	000	Office of Assistant Deputy Minister (Materiel)
3	204	319	000	000	Chief of Staff (Materiel) (COS(Mat)) / Director General International and Industry Programs (DGIIP)
3	204	319	421	000	Materiel Campus Orderly Room (MCOR)/Directorate Ammunition and Explosives Regulation (DAER / Business Management Team (COS(Mat)) / COS (MAT) / COS (MAT) Secretariat / Materiel Group Deputy COS Operations Coordination / Materiel J6/Director General International and Industry Programs (DGIIP)
3	204	319	422	000	Director Materiel Group Management Coordination (DMGMC) / Director Materiel Group Strategic Plans (DMGSP) / Director Materiel Group Comptrollership (DMG Compt)
3	204	320	000	000	Director General Maritime Equipment Program Management (DGMEPM)
3	204	320	423	000	Director Maritime Management and Support (DDMS)
3	204	320	424	000	Director Naval Combat Systems (DNCS)
3	204	320	425	000	Director - Naval Platform Systems (DNPS)
3	204	320	426	000	Director - Maritime Equipment Program Management - Major Surface Combatant, Director - Maritime Equipment Program Management - Submarines, Director - Maritime Equipment Program Management - Non-Combatants
3	204	320	427	000	Director - Maritime Procurement (D Mar P)
3	204	321	000	000	Director General Land Equipment Program Management (DGLPEPM)
3	204	321	428	000	Director Land Equipment Program Staff (DLEPS) / DGLPEPM Secretariat
3	204	321	429	000	Directorate of Ammunition and Explosives Management and Engineering (DAEME) / Director Armament Sustainment Program Management (DASPM)
3	204	321	430	000	Director Land Procurement (DLP)
3	204	321	431	000	Director Soldier Systems Program Management (DSSPM) / Director Combat Support Equipment Management (DCSEM) / Director Land Command Systems Program Management (DLCSPM)
3	204	321	432	000	Director Support Vehicles Program Management (DSVPM) / Director Armoured Vehicle Program Management (DAVPM)
3	204	321	433	000	Quality Engineering Test Establishment/Munitions Experimental Test Centre
3	204	321	434	000	202 Workshop Depot
3	204	322	000	000	Director General Aerospace Equipment Program Management (DGAEPM)

3	204	322	435	000	Director General Aerospace Equipment Program Management office / Director General Aerospace Equipment Program Management Student Positions / Program Management Sustainment Initiative / Director Aerospace Equipment Business Management (DAEBM)
3	204	322	436	000	Director Aerospace Equipment Program Management (Fighters and Trainers) (DAEPM(FT)) / Director Aerospace Equipment Program Management (Transport) (DAEPM(T)) / Director Aerospace Equipment Program Management (Maritime) (DAEPM(M)) / Director Aerospace Equipment Program Management (Tactical Aviation & Simulation) (DAEPM(TA&S)) / Director Aerospace Equipment Program Management (Radar and Communication Systems) (DAEPM(R&CS))
3	204	322	437	000	Director Aerospace Procurement (DAP)
3	204	322	438	000	Director Technical Airworthiness and Aerospace Engineering Support (DTAES)
3	204	323	000	000	Director General Procurement Services
3	204	323	439	000	Directorate of Major Procurement (D Maj Proc) / office of Director General Procurement Services / Business Management Team
3	204	323	440	000	Directorate of Electronic Systems Procurement (DES Proc)
3	204	323	441	000	Directorate of Services Contracting (D Svcs C)
3	204	324	000	000	Director General Materiel Systems and Supply Chain (DGMSSC)
3	204	324	442	000	Director Business Management (DBM) / Director Materiel Systems Plans and Requirements (DMSPR) / Office of Director General Materiel Systems and Supply Chain / Director General Materiel Systems and Supply Chain Holding Cell / Director Quality Assurance (DQA)
3	204	324	443	000	Director Quality Assurance (DQA)
3	204	324	444	000	Director Materiel Policies and Procedures (DMPP)
3	204	324	445	000	Director Supply Chain Operations (DSCO)
3	204	325	000	000	Director General Major Project Delivery (Air and Land)
3	204	326	000	000	Director General Major Project Delivery (Sea)
3	205	000	000	000	Assistant Deputy Minister (Public Affairs) (ADM(PA))
3	206	000	000	000	Assistant Deputy Minister (Policy) (ADM(POL))
3	206	327	000	000	ADM O/Chief of Staff/Other L1 / Director General Policy Coordination
3	206	328	000	000	Director General Policy Planning / Director General International Security Policy
3	207	000	000	000	Assistant Deputy Minister (Review Services) (ADM(RS))
3	208	000	000	000	Assistant Deputy Minister (Science and Technology) (ADM(S&T))
3	208	329	000	000	Office of Assistant Deputy Minister (Science and Technology) / Chief of Staff (Science and Technology)
3	208	330	000	000	DG Programs / DG Centre for Security Science
3	208	331	000	000	DG S&T Centre Operations
3	208	331	446	000	Dir. S&T Corporate Services
3	208	331	447	000	Centre For Operational Research and Analysis
3	208	331	448	000	Defence Research and Development Canada - Atlantic
3	208	331	449	000	Defence Research & Development Canada - Ottawa
3	208	331	450	000	Defence Research & Development Canada - Toronto
3	208	331	451	000	Defence Research & Development Canada - Suffield
3	208	331	452	000	Defence Research & Development Canada - Valcartier
3	209	000	000	000	Canadian Army (CA)

3	209	332	000	000	Canadian Army Headquarters
3	209	333	000	000	Chief of the Army Staff
3	209	334	000	000	Canadian Army Doctrine & Training Centre
3	209	334	453	000	Canadian Army Command and Staff College / Canadian Army Doctrine and Training Centre Headquarters / Peace Support Training Centre - Has NO civilians / Canadian Manoeuvre Training Centre (CMTC) / Combat Training Centre Headquarters (CTC) / Canadian Forces School of Communications and Electronics (CFSCE) / Royal Canadian Electrical and Mechanical Engineers School (RCMES)
3	209	334	454	000	Canadian Army Advanced Warfare Centre / Canadian Army Doctrine and Training Centre Headquarters Detachment Edmonton / Canadian Army Doctrine and Training Centre Headquarters Detachment Gagetown / Canadian Army Doctrine and Training Centre Headquarters Detachment Petawawa / Canadian Army Trials and Evaluation Unit / Canadian Forces School of Military Engineering / Infantry School / Royal Canadian Armoured Corps School / Tactics School / The Royal Regiment of Canadian Artillery School /
3	209	335	000	000	5th Canadian Division
3	209	335	455	000	5th Canadian Division Support Base Gagetown
3	209	335	456	000	5th Canadian Division Support Base Gagetown Detachment Charlottetown / 5th Canadian Division Support Base Gagetown Detachment Aldershot / 5th Canadian Division Support Group Signal Squadron / 5th Canadian Division Support Base Gagetown Detachment St John's / 5th Canadian Division Support Base Gagetown Detachment Sydney
3	209	335	457	000	Canadian Combat Support Brigade Headquarters / Canadian Army Intelligence Regiment / 21 Electronic Warfare Regiment / Information Activities Task Force / 4 Engineer Support Regiment / 4th Artillery Regiment (General Support), Royal Canadian Artillery / 5th Canadian Ranger Patrol Group / 36 Canadian Brigade Group / 37 Canadian Brigade Group / 5th Canadian Division Headquarters / 5th Canadian Division Training Center
3	209	336	000	000	2nd Canadian Division
3	209	336	458	000	2nd Canadian Division Support Group, Valcartier
3	209	336	459	000	2nd Canadian Division Support Group, Detachment St-Jean
3	209	336	460	000	2nd Canadian Division Support Group, Detachment Montreal
3	209	336	461	000	5 Canadian Mechanized Brigade Group
3	209	336	462	000	2nd Canadian Division Headquarters / 2nd Canadian Division Training Centre / 34 Canadian Brigade Group / 35 Canadian Brigade Group / 2nd Canadian Ranger Patrol Group
3	209	337	000	000	4th Canadian Division
3	209	337	463	000	Canadian Forces Base Kingston
3	209	337	463	501	Cleaners and Routledge Hall Kitchen
3	209	337	464	000	4th Canadian Division Support Base Petawawa / 4th Canadian Division Support Group Signal Squadron / 4th Canadian Division Support Base Petawawa, Detachment Toronto
3	209	337	464	502	Emergency Services
3	209	337	465	000	2 Service Battalion / 2 Combat Engineer Regiment / 1st Battalion, The Royal Canadian Regiment / 2 Canadian Mechanized Brigade Group Headquarters and Signal Squadron / 2nd Battalion, The Royal Canadian Regiment / 3rd Battalion, The Royal Canadian Regiment / The Royal Canadian Dragoons / 2nd Regiment, Royal Canadian Horse Artillery
3	209	337	466	000	4th Canadian Division Headquarters / 4th Canadian Division Training Centre/ 2nd Battalion, Irish Regiment of Canada / 42nd Field Artillery Regiment (Lanark and

Renfrew Scottish), RCA / 48th Highlanders of Canada / 56th Field Artillery Regiment, RCA / Governor General's Foot Guards / Stormont, Dundas and Glengarry Highlanders / The Algonquin Regiment / The Cameron Highlanders of Ottawa (Duke of Edinburgh's Own) / The Grey and Simcoe Foresters / The Lincoln and Welland Regiment / The Lorne Scots (Peel, Dufferin and Halton Regiment) / The Ontario Regiment (RCAC) / The Princess of Wales' Own Regiment / The Queen's Own Rifles of Canada / The Queen's York Rangers (1st American Regiment) (RCAC) / The Royal Regiment of Canada / 31 Canadian Brigade Group Headquarters / 32 Canadian Brigade Group Headquarters / 49th Field Regiment / The Hastings and Prince Edward Regiment / 30 Fd Regt / Brock Rif / 32 Service Battalion

3	209	338	000	000	3rd Canadian Division
3	209	338	467	000	Canadian Forces Base Suffield
3	209	338	468	000	3 CDSB, Edmonton or Wainwright - Command Cell, Corporate Services, Environment and Safety, and Operations Branches and 3 CDSG Signals Squadron
3	209	338	469	000	3 CDSB, Edmonton or Wainwright -- Technical Services Branch
3	209	338	470	000	Canadian Forces Base Shilo
3	209	338	471	000	3 CDSB - Edmonton or Wainwright - Personnel Services Branch
3	209	338	472	000	BATUS-Incremental Civilian Establishment
3	209	338	473	000	1 Service Battalion
3	209	338	474	000	1 Canadian Mechanized Brigade Group Headquarters and Signal Squadron / 39 Canadian Brigade Group Headquarters / 3rd Canadian Division Headquarters / 3rd Canadian Division Training Centre / 1 Combat Engineer Regiment / 1st Battalion, Princess Patricia's Canadian Light Infantry / 2nd Battalion Princess Patricia's Canadian Light Infantry / 38 Canadian Brigade Group Headquarters / 3rd Battalion, Princess Patricia's Canadian Light Infantry / 41 Canadian Brigade Group Headquarters / 41 Service Battalion Detachment Calgary / Lord Strathcona's Horse (Royal Canadians) / 1st Canadian Ranger Patrol Group / 4th Canadian Ranger Patrol Group
3	210	000	000	000	Canadian Special Operations Forces Command (CANSOFCOM)
3	211	000	000	000	Canadian Forces Housing Agency (CFHA)
3	211	339	000	000	Canadian Forces Housing Agency - Head Office (Ottawa)
3	211	340	000	000	Canadian Forces Housing Agency - Pacific and Western region
3	211	341	000	000	Canadian Forces Housing Agency - Central region
3	211	342	000	000	Canadian Forces Housing Agency - Quebec and Eastern region
3	212	000	000	000	Canadian Forces Intelligence Command (CFINTCOM)
3	212	343	000	000	Canadian Forces Intelligence Group (CF INT Gp)
3	213	000	000	000	Canadian Joint Operations Command (CJOC)
3	213	344	000	000	Canadian Joint Operations Command Headquarters
3	213	345	000	000	Canadian Materiel Support Group Headquarters / Joint Task Force (North) Headquarters / Joint Task Force (West) Headquarters / Joint Task Force Headquarters East
3	213	345	475	000	25 Canadian Forces Supply Depot
3	213	345	476	000	7 Canadian Forces Supply Depot
3	213	345	477	000	Canadian Forces Ammunition Depot Angus / Canadian Forces Ammunition Depot Bedford / Canadian Forces Ammunition Depot Dundurn / Canadian Forces Ammunition Depot Rocky Point
3	213	346	000	000	1 Engineer Support Unit / 1st Canadian Division Headquarters / 3 Canadian Support Unit / 4 Canadian Forces Movement Control Unit / Canadian Forces Joint Operational Support Group Headquarters / Canadian Forces Joint Signal Regiment / Canadian Forces Postal Unit / Canadian Joint Warfare Centre
3	214	000	000	000	Corporate Secretary

3	214	347	000	000	Directorate Access to Information and Privacy
3	215	000	000	000	Assistant Deputy Minister (Data, Innovation and Analytics) (ADM(DIA)) / Office of Chief Military Judge (CMJ) / Department of National Defence and Canadian Forces Legal Advisor (DND/CFLA)
3	216	000	000	000	Office of the Judge Advocate General (JAG)
3	217	000	000	000	Chief of Military Personnel (CMP) / Military Personnel Command
3	217	348	000	000	Assistant Chief of Military Personnel
3	217	349	000	000	Director General Compensation and Benefits (DGCB)
3	217	350	000	000	Canadian Forces Recruiting Group / Canadian Forces Recruiting Centres and Detachments / Canadian Forces Recruiting Group Headquarters
3	217	351	000	000	Director General Morale and Welfare Services
3	217	352	000	000	Canadian Armed Forces Transition Group / All Canadian Armed Forces Transition Units and Detachments
3	217	353	000	000	Director General Military Careers
3	217	354	000	000	Director General Military Personnel
3	217	355	000	000	Director General Military Personnel Research and Analysis
3	217	356	000	000	Canadian Defence Academy Headquarters / Canadian Defence Academy Detachments / Canadian Forces College / Canadian Forces Training Development Centre
3	217	356	478	000	Royal Military College of Canada
3	217	356	479	000	Canadian Forces Support Training Group (CFSTG) / Canadian Forces Base Borden / CFLTC / CFTDC / CFFCA
3	217	356	480	000	Canadian Forces Leadership and Recruit School
3	217	356	481	000	Royal Military College Saint-Jean
3	217	356	482	000	Canadian Forces Language School / Canadian Forces Language School Detachment Saint-Jean
3	217	357	000	000	Canadian Forces Health Services Group
3	217	357	483	000	1 Health Services Group Headquarters and detachment / 1 Field Ambulance and detachments / 11 Canadian Forces Health Services Centre / 12 Canadian Forces Health Services Centre / 21 Canadian Forces Health Services Centre / 22 Canadian Forces Health Services Centre / 23 Canadian Forces Health Services Centre and detachments / Canadian Forces Health Services Centre (Pacific) / Canadian Forces Health Services Centre (Pacific) detachment
3	217	357	484	000	Canadian Forces Health Services Group Headquarters and Detachments / Central Medical Equipment Depot and Detachment / Canadian Forces Environmental Medicine Establishment / 1 Canadian Field Hospital and detachment / Canadian Forces Health Services Training Centre
3	217	357	485	000	Canadian Forces Health Services Centre Ottawa and Detachments
3	217	357	486	000	Canadian Forces Health Services - all Dental Units
3	217	357	487	000	4 Health Services Group Headquarters and Detachments / Canadian Forces Health Services Centre (Atlantic) / 2 Field Ambulance / 5 Field Ambulance and detachment / 24 Canadian Forces Health Services Centre and detachment / 25 Canadian Forces Health Services Centre / 26 Canadian Forces Health Services Centre and detachments / 27 Canadian Forces Health Services Centre and detachments / 31 Canadian Forces Health Services Centre and detachments / 32 Canadian Forces Health Services Centre and detachments / 33 Canadian Forces Health Services

Centre / 41 Canadian Forces Health Services Centre and detachments / 42 Canadian Forces Health Services Centre and detachments

3	218	000	000	000	Office of the Minister of National Defence / Office of the Deputy Minister of National Defence / Associate Deputy Minister Secretariat / Chief of Defence Staff
3	219	000	000	000	Ombudsman
3	220	000	000	000	Royal Canadian Air Force
3	220	358	000	000	Royal Canadian Air Force Headquarters / Canadian Forces Aerospace Warfare Centre
3	220	358	488	000	Chief of the Air Force Staff
3	220	359	000	000	2 Canadian Air Division
3	220	359	489	000	Canadian Forces School of Aerospace Technology and Engineering / Canadian Forces School of Aerospace Studies / Canadian Forces School of Search and Rescue / 2 Canadian Forces Flying Training School / 3 Canadian Forces Flying Training School / Canadian Forces School of Survival and Aeromedical Training / Canadian Forces School of Aerospace Control Operations / Canadian Forces Base Moose Jaw / 419 Tactical Fighter Training Squadron / 16 Wing Headquarters / 2 Canadian Air Division Headquarters / 402 Squadron
3	220	359	490	000	Canadian Forces Base Winnipeg (17 Wing Winnipeg) / Canadian Forces Base Winnipeg Detachment Dundurn
3	220	360	000	000	1 Canadian Air Division
3	220	360	491	000	Canadian Forces Base Trenton (8 Wing Trenton) / Aerospace and Telecommunications Engineering Support Squadron
3	220	360	492	000	Canadian Forces Base Cold Lake (4 Wing Cold Lake)
3	220	360	493	000	Canadian Forces Base Greenwood (14 Wing Greenwood)
3	220	360	494	000	Canadian Forces Base Bagotville (2 & 3 Wing Bagotville)
3	220	360	495	000	Canadian Forces Base Comox (19 Wing Comox)
3	220	360	496	000	1 Canadian Air Division Headquarters / 1 Canadian Air Division Headquarters Detachment Ottawa / 1 Wing Headquarters / 12 Wing Headquarters / 1, 3, 8, 12, 14, 19 Air Maintenance Squadron / 10 Field Technical Training Squadron / 12, 42 Radar Squadron / Joint Rescue Coordination Centre Halifax, Trenton / 103 Search and Rescue Squadron / 2 Air Expeditionary Squadron / 2 Air Movements Squadron / 431 Air Demonstration Squadron / 8 Air Communications and Control Squadron / 21 Aerospace Control and Warning Squadron / 51 Aerospace Control and Warning Operational Training Squadron / Aerospace and Telecommunications Engineering Support Squadron
3	220	360	497	000	Canadian Forces Base Gander, Goose Bay, North Bay
3	220	360	498	000	400, 408, 430, 438, 450 Tactical Helicopter Squadron / 403 Helicopter Operational Training Squadron / 423, 443 Maritime Helicopter Squadron / Helicopter Operational Test and Evaluation Facility / 4 Construction Engineering Squadron / 406 Maritime Operational Training Squadron / 409, 425 Tactical Fighter Squadron / 410 Tactical Operational Training Squadron / 412, 429, 436 Transport Squadron / 413, 424, 435, 442 Transport and Rescue Squadron / 426 Transport Training Squadron / 444 Combat Support Squadron / 404 Long Range Patrol and Training Squadron / 405, 407 Long Range Patrol Squadron / 415 Long Range Patrol Force Development Squadron
3	221	000	000	000	Royal Canadian Navy (RCN)
3	221	361	000	000	Chief of the Naval Staff / Canadian Forces Maritime Warfare Centre / Canadian Forces Maritime Warfare Centre Detachment Ottawa
3	221	362	000	000	Maritime Forces Pacific

3	221	362	499	000	Maritime Forces Pacific Headquarters / Canadian Fleet Pacific Headquarters / Fleet Diving Unit (Pacific) / Naval Reserve Headquarters / Canadian Submarine Force headquarters / Maritime Operations Group Four Headquarters
3	221	362	500	000	Canadian Forces Base Esquimalt / Canadian Forces Base Esquimalt Detachment Matsqui
3	221	362	501	000	Naval Fleet School (Atlantic) / Naval Fleet School (Pacific) / Naval Training Development Centre (Pacific) / Naval Training Development Centre (Atlantic) / Naval Personnel and Training Group Headquarters/Naval Fleet School Quebec
3	221	362	502	000	Fleet Maintenance Facility - CAPE BRETON
3	221	363	000	000	Maritime Forces Atlantic
3	221	363	503	000	Maritime Forces Atlantic Headquarters / TRINITY - Maritime Operations Support and Intelligence Centre / Fleet Diving Unit (Atlantic) / Fifth Maritime Operations Group Headquarters / Canadian Forces Station St. John's / Canadian Fleet Atlantic Headquarters
3	221	363	504	000	Canadian Forces Base Halifax / Canadian Forces Base Halifax Detachment Cape Breton
3	221	363	505	000	Fleet Maintenance Facility - CAPE SCOTT
3	222	000	000	000	Strategic Joint Staff (SJS)
3	223	000	000	000	Vice Chief of Defence Staff (VCDS)
3	223	364	000	000	Chief of Programme / Chief of Force Development
3	223	365	000	000	Canadian Forces Military Police Group (CF MP GP) / Military Police Group - Air Force (AF MP Gp) / Military Police Group - Army (AMP Gp) / Centralized headquarters for the Canadian Forces Military Police Group CF MP Gp HQ / Canadian Forces Military Police Academy (CFMPA) / Canadian Forces National Investigation Service (CFNIS) / Military Police Group - Navy (NMP Gp) / Special Operations Forces Military Police Unit (Special Ops Forces MPU)
3	223	366	000	000	National Cadet and Junior Canadian Rangers Support Group (NATL CJCR SP GP) / Chief of Reserves and Employer Support
3	223	367	000	000	Canadian Forces Support Unit (Ottawa) / Canadian Forces Support Unit (Europe)
3	223	368	000	000	Director General Defence Security (DGDS)
3	223	369	000	000	Deputy Vice Chief of The Defence Staff (DVCD) / Director General Headquarters Transformation / Director General Canadian Forces Grievance Authority / OUTCAN Coordination and Support / Directorate of Foreign Liaison / Directorate of General Safety / VCDS Group Headquarters / Defence Renewal Team
3	999	000	000	000	I cannot find my organizational unit
4	000	000	000	000	Correctional Service of Canada
4	200	000	000	000	Sectors and National Headquarters
4	200	300	000	000	Communications & Engagement Sector
4	200	301	000	000	Corporate Services Sector
4	200	301	400	000	Corporate Services Sector - National Comptroller's Branch
4	200	301	401	000	Corporate Services Sector - Assistant Commissioner Office (ACCS) / Resource Management Branch
4	200	301	402	000	Corporate Services Sector - Technical Services and Facilities
4	200	302	000	000	Correctional Operations and Programs Sector
4	200	302	403	000	Correctional Operations and Programs Sector - Assistant Commissioner's Office (ACCOP) / OMS Modernization



4	200	302	404	000	Correctional Operations and Programs Sector - Offender Programs and Reintegration Branch
4	200	302	405	000	Correctional Operations and Programs Sector - Security Branch
4	200	302	406	000	Correctional Operations and Programs Sector - Preventive Security and Intelligence Branch
4	200	302	407	000	Correctional Operations and Programs Sector - CORCAN
4	200	303	000	000	Commissioner's Office / Executive Secretariat / Legal Services / Women Offender Sector / Internal Audit / Intergovernmental Relations
4	200	304	000	000	Health Services Sector
4	200	304	408	000	Health Services Sector - National Headquarters (NHQ)
4	200	304	409	000	Health Services Sector - Atlantic Region (including Health services employees of Shepody Healing Centre)
4	200	304	410	000	Health Services Sector - Quebec Region (including Health services employees of the Regional Mental Health Centre)
4	200	304	411	000	Health Services Sector - Ontario Region (including Health services employees of the Regional Treatment Centre)
4	200	304	412	000	Health Services Sector - Prairie Region (including Health services employees of the Regional Psychiatric Centre)
4	200	304	413	000	Health Services Sector - Pacific Region (including Health services employees of the Regional Treatment Centre)
4	200	305	000	000	Human Resource Management Sector
4	200	305	414	000	Human Resource Management Sector - National Headquarters (NHQ)
4	200	305	415	000	Human Resource Management Sector - Atlantic Region (including employees of the Correctional Learning & Development Centre)
4	200	305	416	000	Human Resource Management Sector - Quebec Region (including employees of the Correctional Learning & Development Centre)
4	200	305	417	000	Human Resource Management Sector - Ontario Region (including employees of the Correctional Learning & Development Centre)
4	200	305	418	000	Human Resource Management Sector - Prairie Region (including employees of the Correctional Learning & Development Centre and the Depot)
4	200	305	419	000	Human Resource Management Sector - Pacific Region (including employees of the Correctional Learning & Development Centre)
4	200	306	000	000	Information Management Services
4	200	306	420	000	Information Management Services - Application services
4	200	306	421	000	Information Management Services - Internal Partnerships and Service Relations
4	200	306	422	000	Information Management Services - Chief Information Officer's Office / Information Management / Strategy, Architecture and Security / Projects, Quality and Management Services
4	200	307	000	000	Policy Sector
4	200	307	423	000	Policy Sector - Assistant Commissioner's Office (ACP) / Values, Integrity and Conflict Management (VICM)
4	200	307	424	000	Policy Sector - Strategic Policy and Planning Branch (including Research Branch)
4	200	307	425	000	Policy Sector - Rights, Redress and Resolution Branch

4	200	308	000	000	Senior Deputy Commissioner - Incident Investigations Branch / Aboriginal Initiatives
4	201	000	000	000	Regions
4	201	309	000	000	Atlantic Region
4	201	309	426	000	Atlantic Region - Regional Headquarters
4	201	309	427	000	Atlantic Region - Springhill Institution
4	201	309	428	000	Atlantic Region - Dorchester Penitentiary Cluster (including the formerly known Westmorland Institution and the Shepody Healing Centre (excluding employees from the Health Services Sector))
4	201	309	429	000	Atlantic Region - Atlantic Institution
4	201	309	430	000	Atlantic Region - Nova Institution for Women
4	201	309	431	000	Atlantic Region - Parole Office - Nova Scotia, Newfoundland and Labrador Districts (including Community Correctional Centres)
4	201	309	432	000	Atlantic Region - Parole Office - New Brunswick and Prince Edward Island District (including Community Correctional Centres)
4	201	310	000	000	Quebec Region
4	201	310	433	000	Quebec Region - Regional Headquarters
4	201	310	434	000	Quebec Region - Federal Training Centre Cluster (including formerly known Montée St-François Institution)
4	201	310	435	000	Quebec Region - Donnacona Institution
4	201	310	436	000	Quebec Region - Joliette Institution
4	201	310	437	000	Quebec Region - Archambault Institution Cluster (including formerly known Ste-Anne-des-Plaines Institution; and Regional Mental Health Centre (RMHU), excluding employees from Health Services Sector)
4	201	310	438	000	Quebec Region - Regional Reception Centre (including Special Handling Unit - SHU)
4	201	310	439	000	Quebec Region - Drummond Institution
4	201	310	440	000	Quebec Region - Cowansville Institution
4	201	310	441	000	Quebec Region - La Macaza Institution
4	201	310	442	000	Quebec Region - Port-Cartier Institution
4	201	310	443	000	Quebec Region - Parole Office - Montréal Metropolitan District (including Community Correctional Centres)
4	201	310	444	000	Quebec Region - Parole Office - East-West Quebec District (including Community Correctional Centres)
4	201	311	000	000	Ontario Region
4	201	311	445	000	Ontario Region - Regional Headquarters
4	201	311	446	000	Ontario Region - Millhaven Institution (including the Regional Treatment Centre and excluding employees from Health Services Sector)
4	201	311	447	000	Ontario Region - Bath Institution
4	201	311	448	000	Ontario Region - Collins Bay Institution Cluster (including formerly known Frontenac Institution)
4	201	311	449	000	Ontario Region - Beaver Creek Institution Cluster (including formerly known Fenbrook Institution)
4	201	311	450	000	Ontario Region - Joyceville Institution Cluster (including formerly known Pittsburgh Institution)
4	201	311	451	000	Ontario Region - Warkworth Institution

4	201	311	452	000	Ontario Region - Grand Valley Institution for Women
4	201	311	453	000	Ontario Region - Parole Office - Greater Ontario and Nunavut District (including Community Correctional Centres)
4	201	311	454	000	Ontario Region - Parole Office - Central Ontario District (including Community Correctional Centres)
4	201	312	000	000	Prairies Region
4	201	312	455	000	Prairie Region - Regional Headquarters
4	201	312	456	000	Prairie Region - Regional Psychiatric Centre (excluding employees from Health Services Sector)
4	201	312	457	000	Prairie Region - Stony Mountain Institution Cluster (including formerly known Rockwood Institution)
4	201	312	458	000	Prairie Region - Saskatchewan Penitentiary Cluster (including formerly known Riverbend Institution)
4	201	312	459	000	Prairie Region - Okimaw Ohci Healing Lodge
4	201	312	460	000	Prairie Region - Willow Cree Healing Lodge
4	201	312	461	000	Prairie Region - Drumheller Institution Cluster (including formerly known Drumheller Annex)
4	201	312	462	000	Prairie Region - Grande Cache Institution
4	201	312	463	000	Prairie Region - Pê Sâkâstêw Centre and Grierson Centre
4	201	312	464	000	Prairie Region - Bowden Institution Cluster (including formerly known Bowden Annex)
4	201	312	465	000	Prairie Region - Edmonton Institution for Women
4	201	312	466	000	Prairie Region - Edmonton Institution
4	201	312	467	000	Prairie Region - Grierson Institution
4	201	312	468	000	Prairie Region - Parole Office - Manitoba / Saskatchewan / NW Ontario District Office (including Community Correctional Centres)
4	201	312	469	000	Prairie Region - Parole Office - Alberta / Northwest Territories District Office including Community Correctional Centres)
4	201	313	000	000	Pacific Region
4	201	313	470	000	Pacific Region - Regional Headquarters
4	201	313	471	000	Pacific Region - William Head Institution
4	201	313	472	000	Pacific Region - Matsqui Institution
4	201	313	473	000	Pacific Region - Pacific Institution (including the Regional Treatment Centre; excluding employees from Health Services Sector)
4	201	313	474	000	Pacific Region - Mountain Institution
4	201	313	475	000	Pacific Region - Kent Institution
4	201	313	476	000	Pacific Region - Kwikwëxwelhp Healing Village
4	201	313	477	000	Pacific Region - Mission Institution Cluster (including formerly known Ferndale Institution)
4	201	313	478	000	Pacific Region - Fraser Valley Institution for Women
4	201	313	479	000	Pacific Region - Parole Office (including Community Correctional Centres)
4	999	000	000	000	I cannot find my organizational unit
5	000	000	000	000	Fisheries and Oceans Canada
5	200	000	000	000	Canadian Coast Guard (CCG) Including Regions
5	200	300	000	000	Canadian Coast Guard (CCG) Headquarters (HQ)

5	200	300	400	000	CCG HQ - Integrated Business Management Services (including the Commissioner's and Operations Deputy Commissioner's offices)
5	200	300	401	000	CCG HQ - Integrated Technical Services
5	200	300	402	000	CCG HQ - Vessel Procurement / Major Crown Projects
5	200	300	403	000	CCG HQ - Operations (formerly named Fleet)
5	200	300	404	000	CCG HQ - National Strategies (including the Deputy Commissioner, Strategy and Shipbuilding's offices)
5	200	301	000	000	Canadian Coast Guard College - Sydney, Nova Scotia
5	200	301	405	000	CCG College - Employees
5	200	301	406	000	CCG College - Students / Officer Cadets
5	200	302	000	000	CCG Arctic Region
5	200	303	000	000	CCG Atlantic Region
5	200	303	407	000	CCG Atlantic - Shore-Based Personnel
5	200	303	407	500	CCG Atlantic - Integrated Business Management Services / Assistant Commissioner's office / Safety and Security / Fleet
5	200	303	407	501	Operations
5	200	303	407	502	CCG Atlantic - Integrated Technical Services
5	200	303	407	503	CCG Atlantic - Incident Management
5	200	303	407	504	CCG Atlantic - Navigational Programs
5	200	303	408	000	CCG Atlantic - Lightkeepers
5	200	303	409	000	CCG Atlantic - Seagoing Personnel
5	200	304	000	000	CCG Central & Arctic Region
5	200	304	410	000	CCG Central & Arctic Region - Shore-Based Personnel
5	200	304	410	505	CCG Central & Arctic Region - Integrated Business Management Services / Assistant Commissioner's office / Safety and Security / Fleet
5	200	304	410	506	CCG Central & Arctic Region - Integrated Technical Services
5	200	304	410	507	CCG Central & Arctic Region - Incident Management
5	200	304	410	508	CCG Central & Arctic Region - Navigational Programs
5	200	304	411	000	CCG Central & Arctic Region - Seagoing Personnel
5	200	305	000	000	CCG Western Region
5	200	305	412	000	CCG Western - Shore-Based Personnel
5	200	305	412	509	CCG Western - Integrated Business Management Services / Assistant Commissioner's office / Safety and Security / Fleet
5	200	305	412	510	Operations
5	200	305	412	511	CCG Western - Integrated Technical Services
5	200	305	412	512	CCG Western - Incident Management
5	200	305	412	513	CCG Western - Navigational Programs
5	200	305	413	000	CCG Western - Lightkeepers
5	200	305	414	000	CCG Western - Seagoing Personnel
5	201	000	000	000	Newfoundland and Labrador Region
5	201	306	000	000	Newfoundland and Labrador Region - Executive Management (includes Regional Director General's Office and Associate Regional Director General's Office / Communications / Policy and Economics)
5	201	307	000	000	Newfoundland and Labrador Region - Human Resources and Corporate Services (excluding IM&TS and Finance and Administration) / Real Property, Safety and Security

5	201	308	000	000	Newfoundland and Labrador Region - Science
5	201	308	415	000	Newfoundland and Labrador Region - Science (non Canadian Hydrographic Service (CHS))
5	201	308	416	000	Newfoundland and Labrador Region - Science- Canadian Hydrographic Service (CHS)
5	201	309	000	000	Newfoundland and Labrador Region - Ecosystems and Fisheries Management
5	201	309	417	000	Newfoundland and Labrador Region - Fisheries Management (including Regional Director's Office) /Northwest Atlantic Fisheries Organization (NAFO, etc.) / Integrated Business Management (IBM) / Director's office / Licensing / Vessel Monitoring System Units (VMS) / Resource Management
5	201	309	418	000	Newfoundland and Labrador Region - Ecosystems Management (includes Fisheries Protection Program- formerly named Habitat, Aquaculture Management, Species at Risk, and Oceans Management)
5	201	309	419	000	Newfoundland and Labrador Region - Small Craft Harbors
5	201	309	420	000	Newfoundland and Labrador Region - Conservation and Protection (including area offices)
5	201	309	420	514	Newfoundland and Labrador Region - Conservation and Protection - Headquarters including Offshore Compliance
5	201	309	420	515	Newfoundland and Labrador Region - Conservation and Protection - Area 1
5	201	309	420	516	Newfoundland and Labrador Region - Conservation and Protection - Area 2
5	201	309	421	000	Newfoundland and Labrador Region - Area Offices (non Conservation & Protection)- Ecosystems and Fisheries Management including Eastern/Central/Labrador and Southern/Western/Straits
5	202	000	000	000	Maritimes Region
5	202	310	000	000	Maritimes Region - Executive Management (including Regional Director General and Associate Regional Director General Offices / Communications / Policy & Economics)
5	202	311	000	000	Maritimes Region - Human Resources and Corporate Services (excluding IM&TS and Finance and Administration)
5	202	311	422	000	Maritimes Region - Human Resources (reports to RDG)
5	202	311	423	000	Maritimes Region - Real Property, Safety and Security
5	202	312	000	000	Maritimes Region - Science
5	202	312	424	000	Maritimes Region - Science (Non-Canadian Hydrographic Service (CHS))
5	202	312	424	517	Maritimes Region - Non CHS - Regional Director's Office and Science Planning, Advice and Data
5	202	312	424	518	Maritimes Region - Non CHS - Population Ecology Division
5	202	312	424	519	Maritimes Region - Non CHS - Ocean and Ecosystem Science Division
5	202	312	424	520	Maritimes Region - Non CHS - Coastal Ecosystem Science Division
5	202	312	425	000	Maritimes Region - Science (Canadian Hydrographic Service (CHS))

5	202	313	000	000	Maritimes Region - Ecosystems and Fisheries Management
5	202	313	426	000	Maritimes Region - Conservation and Protection
5	202	313	427	000	Maritimes Region - Resource and Aboriginal Fisheries Management / Integrated Business Management
5	202	313	428	000	Maritimes Region - Aquatic Ecosystems (includes Ecosystem Management (Fisheries Protection and Species at Risk) and Oceans Management (Oceans and Coastal Management and Aquaculture Management)
5	202	313	429	000	Maritimes Region - Small Craft Harbours (includes Gulf region and Area offices)
5	202	313	430	000	Maritimes Region - Area Offices (non Conservation and Protection)- Eastern Nova Scotia Area / South Western New Brunswick / South Western Nova Scotia Area
5	203	000	000	000	Gulf Region
5	203	314	000	000	Gulf Region - Executive Management (including Regional Director General's and Associate Regional Director General's Offices / Communications / Policy and Economics)
5	203	315	000	000	Gulf Region - Human Resources and Corporate Services (excluding IM&TS, Finance and Administration and Fast Track Staffing)
5	203	316	000	000	Gulf Region -Science (non Canadian Hydrographic Service (CHS))
5	203	317	000	000	Gulf Region - Aquatic Ecosystems, Fisheries Management and Area Offices (includes Fisheries and Aquaculture Management, Conservation and Protection and Aquatic Ecosystems)
5	203	317	431	000	Gulf Region - Regional Director Fisheries and Aquaculture Management Office, Resource and Aboriginal Fisheries Management, Integrated Business Management and Licensing
5	203	317	432	000	Gulf Region - Aquatic Ecosystems Management (Fisheries Protection Program, Oceans and Species at Risk)
5	203	317	433	000	Gulf Region - Conservation and Protection (RHQ, Area offices, Detachments and Sub-detachments)
5	203	317	434	000	Gulf Region - Area Offices (non Conservation and Protection) integrating Eastern New Brunswick, Gulf Nova Scotia and Prince Edward Island Areas
5	204	000	000	000	Québec Region
5	204	318	000	000	Quebec Region - Executive Management (including Regional Director General / Associate Regional Director General Offices / Communications / Policy and Economics)
5	204	319	000	000	Quebec Region - Human Resources and Corporate Services excludes Human Resources (reports to ARDG) and Real Property, Safety and Security - (excluding IM&TS and Finance and Administration)
5	204	320	000	000	Quebec Region - Sciences
5	204	320	435	000	Quebec Region - Science - (non Canadian Hydrographic Service (CHS))
5	204	320	435	521	Quebec Region - Science - Regional Science Branch and Scientific Advice, Information and Support Branch
5	204	320	435	522	Quebec Region - Science- Pelagics and Ecosystem Science
5	204	320	435	523	Quebec Region - Science- Demersal and Benthic Science
5	204	320	436	000	Quebec Region - Science - Canadian Hydrographic Service
5	204	321	000	000	Quebec Region - Ecosystems and Fisheries Management

5	204	321	437	000	Quebec Region - Fisheries Management (including Resource Management, Aboriginal programs, Aquaculture, Statistics and Licenses)
5	204	321	438	000	Quebec Region - Ecosystems Management (including Oceans, Species at Risk, Fisheries Protection- Clients, Partnerships, Standards and Guidelines, Protection Program, regulatory examinations)
5	204	321	439	000	Quebec Region - Small Craft Harbours
5	204	321	440	000	Quebec Region - Conservation and Protection (including Conservation and Protection in area offices)
5	204	321	441	000	Quebec Region - Area Offices (non Conservation and Protection)- Iles-de-la-Madeleine, North Shore, Bas Saint-Laurent/Gaspesie
5	205	000	000	000	Central and Arctic Region
5	205	322	000	000	Central and Arctic Region - Executive Management (including Regional Director General / Associate Regional Director General / Regional Director General, Arctic Region Offices / Communications / Policy & Economics / Human Resources)
5	205	323	000	000	Central and Arctic Region - Real Property, Safety and Security / Small Craft Harbours
5	205	324	000	000	Central and Arctic Region - Science
5	205	324	442	000	Central and Arctic Region - Science - non Canadian Hydrographic Service (CHS)
5	205	324	442	524	Central and Arctic Region - Science - Great Lakes Laboratory for Fisheries Science
5	205	324	442	525	Central and Arctic Region - Science - Arctic Aquatic Science and Regional Director's Office
5	205	324	443	000	Central and Arctic Region - Science - Canadian Hydrographic Service (CHS)
5	205	325	000	000	Central and Arctic Region - Ecosystems and Fisheries Management
5	205	325	444	000	Central and Arctic Region - EFM - Oceans Program and Species at Risk Program
5	205	325	445	000	Central and Arctic Region - EFM - Fish and Fish Habitat Protection Program
5	205	325	446	000	Central and Arctic Region - EFM - Aquatic Invasive Species Programs (includes: Asian Carp Group; National AIS Group; and Sea Lamprey Group)
5	205	326	000	000	Central and Arctic Region - Fisheries Management / Conservation and Protection / Northern Operations
5	206	000	000	000	Pacific Region
5	206	327	000	000	Pacific Region - Executive Management (including Regional Director General's / Associate Regional Director General Offices / Legal Services / Communications / Policy / Human Resources reporting to RDG)
5	206	328	000	000	Pacific Region - Human Resources and Corporate Services (excluding IM&TS and Finance and Administration )
5	206	328	447	000	Pacific Region - Real Property, Safety and Security
5	206	328	448	000	Pacific Region - Small Craft Harbours
5	206	329	000	000	Pacific Region - Science
5	206	329	449	000	Pacific Region - Regional Director's Office / Business Management Services / Science program admin staff (not including area offices)

5	206	329	450	000	Pacific Region - Ocean Sciences Division
5	206	329	451	000	Pacific Region - Science (Canadian Hydrographic Service (CHS)) - Institute of Ocean Sciences
5	206	329	452	000	Pacific Region - Aquatic Diagnostics, Genomics and Technology Division
5	206	329	453	000	Pacific Region - Ecosystem Science Division
5	206	329	454	000	Pacific Region - Aquatic Resources, Research and Assessment Division
5	206	330	000	000	Pacific Region - Ecosystems Management Branch
5	206	330	455	000	Pacific Region - Fisheries Protection Program - Region
5	206	330	456	000	Pacific Region - Salmonid Enhancement Program Hatchery Operations
5	206	330	457	000	Pacific Region - Species at Risk (Ecosystems Management & Fisheries Management), Regional Director's Office, Program Planning and Information Management and Oceans-Regional Headquarters
5	206	331	000	000	Pacific Region - Ecosystems and Fisheries Management
5	206	331	458	000	Pacific Region - Resource Management (Program Delivery, Regional Director's Office, Business Client Services, Business Management Services, (Salmon)- Regional Headquarters
5	206	331	459	000	Pacific Region - Aquaculture- Region
5	206	332	000	000	Pacific Region - Reconciliation and Partnerships -Treaty and Aboriginal Policy- Regional Headquarters
5	206	333	000	000	Pacific Region - Conservation and Protection
5	206	333	460	000	Pacific Region - Conservation and Protection - Regional Headquarters and British Columbia Aquaculture Regulatory Program
5	206	333	461	000	Pacific Region - Conservation and Protection - South Coast Area (including Intelligence and Investigative Services ) / North Coast Area (including Nisga'a) / Lower Fraser Area (including Intelligence and Investigative Services ) / British Columbia Interior Area and Yukon Transboundary Area
5	206	334	000	000	Pacific Region - Area Offices - British Columbia South Coast Area
5	206	334	462	000	Pacific Region - South Coast Area Executive Management- Area Director's Office and Business Management Services, South Coast Area Fisheries Management (non Conservation and Protection) (including Resource Management, Aboriginal Fisheries Strategies/ Treaties and Aboriginal Policy
5	206	334	463	000	Pacific Region - South Coast Area Science Stock Assessment
5	206	335	000	000	Pacific Region - British Columbia Fraser River and Interior Area
5	206	335	464	000	Pacific Region - Executive Management - Area Director's Office and Business Management Services, Fisheries Management (non Conservation and Protection) (including Resource Management, Aboriginal Fisheries Strategies/ Treaties and Aboriginal Policy)
5	206	335	465	000	Pacific Region - Fraser - Science Stock Assessment
5	206	336	000	000	Pacific Region - Area Offices - Yukon and Transboundary Rivers Area (including Resource Management, Treaties and Aboriginal Policy/ Aboriginal Fisheries Strategy, Stock Assessment Division, Area Director's Office, Business Management Strategies)
5	206	337	000	000	Pacific Region - Area Offices - British Columbia North Coast Area - Executive Management- Area Director's Office and Business Management Services, Fisheries



Management (non Conservation and Protection) (including Resource Management, Aboriginal Fisheries Strategies/ Treaties and Aboriginal Policy)

5	207	000	000	000	National Capital Region (NCR) - Headquarters
5	207	338	000	000	NCR HQ - Executive Offices - Minister's Departmental Staff / Deputy Minister and Associate Deputy Minister Offices / Office of Sr. ADM Delivery and Results / Internal Audit Directorate / Legal Services
5	207	339	000	000	NCR HQ - Human Resources and Corporate Services
5	207	339	466	000	NCR HQ - Assistant Deputy Minister's Office and Program Planning and Coordination / Real Property / Safety and Security
5	207	339	467	000	NCR HQ - Human Resources
5	207	339	468	000	NCR HQ - Information Management and Technology Services (IM&TS) (including regions)
5	207	339	468	526	NCR HQ - IM&TS - Science and Transformation Solutions (STS)
5	207	339	468	527	NCR HQ - IM&TS - Application Competency Center (ACC)
5	207	339	468	528	NCR HQ - IM&TS - Fisheries Management and Corporate Solutions (FMCS)
5	207	339	468	529	NCR HQ - IM&TS - Business Line Support Services (BLSS)
5	207	339	468	530	NCR HQ - IM&TS - External Service Management & IT Security (ESMITS)
5	207	339	468	531	NCR HQ - IM&TS - Information Management Branch (IM)
5	207	339	468	532	NCR HQ - IM&TS - IT Business and Service Desk (SD)
5	207	339	468	533	NCR HQ - IM&TS - Desktop Engineering and Asset Management (DEAM)
5	207	339	468	534	NCR HQ - IM&TS - Business Management, Integration and Engagement (BMIE) / Chief Information Officer's Office / Deputy CIO Office
5	207	340	000	000	NCR HQ - Chief Financial Officer (including Finance and Administration in regions)
5	207	340	469	000	NCR HQ - Chief Financial Officer's Office and Corporate Planning, Performance, Risk Management and Evaluation
5	207	340	470	000	NCR HQ and Regions - Budget Planning and Financial Management
5	207	340	470	535	NCR HQ - Budget Planning and Financial Management - NCR only
5	207	340	470	536	NCR HQ - Budget Planning and Financial Management - Finance and Administration (Regions only)
5	207	340	471	000	NCR HQ - Financial and Materiel Management Operations
5	207	340	471	537	NCR HQ - Financial and Materiel Management Operations (FMMO) (NCR and regions)
5	207	340	471	538	NCR HQ - Procurement and Accounting Hub (NCR and regions)
5	207	341	000	000	NCR HQ - Strategic Policy
5	207	341	472	000	NCR HQ - Senior Assistant Deputy Minister's Office, Strategic Policy Directorate
5	207	341	473	000	NCR HQ - External Relations / Economic and Statistics
5	207	341	474	000	NCR HQ - Executive Secretariat
5	207	341	475	000	NCR HQ - Communications
5	207	341	476	000	NCR HQ - Indigenous Affairs and Reconciliation Directorate

5	207	342	000	000	NCR HQ - Ecosystems & Oceans Science
5	207	342	477	000	NCR HQ - Science (non Canadian Hydrographic Service)
including Ecosystems Science, Strategic and Regulatory Science and Assistant Deputy Minister's Office					
5	207	342	478	000	NCR HQ - Canadian Hydrographic Service (CHS)
5	207	343	000	000	NCR HQ - Aquatic Ecosystems
5	207	343	479	000	NCR HQ - Aquaculture Management (including Aquatic Ecosystems Assistant Deputy Minister Office)
5	207	343	480	000	NCR HQ - Oceans Management
5	207	343	481	000	NCR HQ - Ecosystems Management
5	207	344	000	000	NCR HQ - Fisheries and Harbour Management
5	207	344	482	000	NCR HQ - Fisheries and License Policy (including Catch Certification Office and Fisheries and Harbour Management Assistant Deputy Minister's Office)
5	207	344	483	000	NCR HQ - Small Craft Harbours
5	207	344	484	000	NCR HQ - Fisheries Resource Management
5	207	344	485	000	NCR HQ - Conservation and Protection
5	999	000	000	000	I cannot find my organizational unit
6	000	000	000	000	Health Canada
6	200	000	000	000	Deputy Minister's Office
6	201	000	000	000	Ombudsman, Integrity and Resolution Office
6	202	000	000	000	Legal Services
6	203	000	000	000	Strategic Policy Branch
6	204	000	000	000	Corporate Services Branch
6	204	300	000	000	Assistant Deputy Minister's Office / Branch Renewal and Enterprise Architecture Directorate / Planning, Integration and Management Services Division
6	204	300	400	000	Assistant Deputy Minister's Office / Branch Renewal and Enterprise Architecture Directorate / Planning, Integration and Management Services Division (excluding ATIP)
6	204	300	401	000	Access to Information and Privacy Operations Division
6	204	301	000	000	Human Resources Services Directorate
6	204	301	402	000	Director General's Office / Corporate Policy and Programs / Executive Group Services
6	204	301	403	000	Human Resources Client Services
6	204	301	404	000	Labour Relations
6	204	301	405	000	National Central HR Services
6	204	301	406	000	Workplace Wellbeing and Workforce Development / Centre for Mental Health, Wellness and Respect in the Workplace
6	204	302	000	000	Information Management Services Directorate
6	204	302	407	000	Director General's Office / Service Management Division
6	204	302	408	000	IT Service Delivery Division
6	204	302	409	000	Solutions Centre
6	204	302	410	000	Information and Knowledge Management Division
6	204	303	000	000	Real Property and Security Directorate
6	204	303	411	000	Director General's Office / National Accommodations & Facilities Management / National Asset Management & Laboratory Operations / National Program Management / National Project Management & Professional & Technical Services
6	204	303	412	000	National Security Management

6	204	304	000	000	Specialized Health Services Directorate
6	204	304	413	000	Employee Assistance Services / Director General's Office
6	204	304	414	000	Public Service Occupational Health Program
6	205	000	000	000	Chief Financial Officer Branch
6	205	305	000	000	"Office of the Chief Financial Officer /
Planning & Corporate Management Practices/					
Financial Operations Directorate-DGO /					
Resource Management Directorate - DGO/					
Cost Recovery & Investment Plan"					
6	205	306	000	000	Financial Operations Directorate (excluding DGO)
6	205	306	415	000	Accounting Operations and System Division
6	205	306	416	000	Policy, Internal Controls and Corporate Accounting Division
6	205	306	417	000	Material and Assets Management Division
6	205	307	000	000	Resource Management Directorate (excluding DGO)
6	206	000	000	000	Healthy Environments and Consumer Safety Branch
6	206	308	000	000	Assistant Deputy Minister's Office / Policy, Planning and
Integration					
6	206	309	000	000	Environmental and Radiation Health Sciences Directorate
6	206	309	418	000	Radiation Protection Bureau
6	206	309	419	000	Environmental Health Science and Research Bureau
6	206	309	420	000	Consumer and Clinical Radiation Protection Bureau / Director
General's Office / Office of Science Policy, Liaison and Coordination / Office of Management Services					
Planning and Evaluation					
6	206	310	000	000	Safe Environments Directorate
6	206	310	421	000	New Substances Assessment and Control Bureau
6	206	310	422	000	Existing Substances Risk Assessment Bureau / Risk Management
Bureau					
6	206	310	423	000	Water and Air Quality Bureau
6	206	310	424	000	Climate Change and Innovation Bureau / Chemicals and
Environmental Health Management Bureau / Business Process Improvement / Director General's Office					
6	206	311	000	000	Consumer Product Safety Directorate
6	206	311	425	000	Risk Assessment Bureau / Director General's Office
6	206	311	426	000	Risk Management Bureau / Workplace Hazardous Materials
Bureau					
6	207	000	000	000	Controlled Substances and Cannabis Branch
6	207	312	000	000	Cannabis Directorates
6	207	313	000	000	Tobacco Control Directorates
6	207	314	000	000	Controlled Substances and Opioids Directorates
6	208	000	000	000	Health Products and Food Branch
6	208	315	000	000	Policy Planning and International Affairs Directorate
6	208	316	000	000	Assistant Deputy Minister's Office / Resource Management and
Operations Directorate					
6	208	316	427	000	Assistant Deputy Minister's Office/Director General's Office /
Strategic Planning and Accountability Division / Operations Management and Scientific Learning Division					
6	208	316	428	000	Transformation and Business Informatics Division
6	208	316	429	000	Office of Submissions and Intellectual Property

6	208	317	000	000	Biologics and Genetic Therapies Directorate
6	208	317	430	000	Director General's Office / Office of Regulatory Affairs / Office of Policy and International Collaboration / Office of Business Integration and Risk Management / Office of Quality and Information Management
6	208	317	431	000	Centre for Biologics Evaluation
6	208	317	432	000	Centre for the Evaluation of Radiopharmaceuticals and Biotherapeutics
6	208	318	000	000	Food Directorate
6	208	318	433	000	Director General's Office / Bureau of Business Systems & Operations / Bureau of Policy, Intergovernmental and International Affairs / Bureau of Food Surveillance and Science Integration
6	208	318	434	000	Chemical Safety
6	208	318	435	000	Nutritional Sciences
6	208	318	436	000	Microbial Hazards
6	208	319	000	000	Marketed Health Products Directorate
6	208	319	437	000	Director General's Office / Bureau of Strategic Engagement and Integrated Management Services / Office of Policy Risk Advisory and Advertising
6	208	319	438	000	Marketed Biologicals, Biotechnology and Natural Health Products Bureau
6	208	319	439	000	Health Products Surveillance and Epidemiology Bureau
6	208	319	440	000	Marketed Pharmaceuticals and Medical Devices Bureau
6	208	320	000	000	Natural and Non-prescription Health Products Directorate
6	208	320	441	000	Director General's Office / Bureau of Strategic Planning and Business Services / Bureau of Program Policy, Risk Management and Stakeholder Engagement / Bureau of Consumer Health Product Modernization / Operational Readiness Division
6	208	320	442	000	Bureau of Product Review and Assessment
6	208	320	443	000	Bureau of Licensing Services and Systems
6	208	321	000	000	Office of Nutrition Policy and Promotion
6	208	322	000	000	Therapeutic Products Directorate
6	208	322	444	000	Director General's Office / Bureau of Policy, Science and International Programs / Office of Planning, Performance and Review Services
6	208	322	445	000	Medical Devices Bureau
6	208	322	446	000	Bureau of Cardiology, Allergy and Neurological Sciences / Bureau of Metabolism, Oncology and Reproductive Sciences / Bureau of Gastroenterology, Infection and Viral Diseases / Bureau of Medical Sciences
6	208	322	447	000	Bureau of Pharmaceutical Sciences
6	208	322	448	000	Office of Clinical Trials
6	208	323	000	000	Veterinary Drugs Directorate
6	209	000	000	000	Pest Management Regulatory Agency
6	209	324	000	000	Health Evaluation Directorate
6	209	325	000	000	Registration Directorate
6	209	326	000	000	Environmental Assessment Directorate / Value Assessment and Re-evaluation Directorate
6	209	327	000	000	Policy, Communications and Regulatory Affairs Directorate/Executive Director's Office / Strategic Planning, Financial and Business Operations Division/Compliance, Laboratory Services and Regional Operations Directorate

6	210	000	000	000	Regulatory Operations and Enforcement Branch
6	210	328	000	000	Planning and Operations Directorate
6	210	329	000	000	Medical Devices and Clinical Compliance Directorate
6	210	329	449	000	Clinical Compliance and Border Operations / Policy, Planning and Analytics Unit / Director General's Office
6	210	329	450	000	Medical Devices Compliance Program
6	210	330	000	000	Health Products Compliance Directorate
6	210	330	451	000	Health Products Compliance and Risk Management / Director General's Office
6	210	330	452	000	Health Product Inspections and Licensing
6	210	331	000	000	Laboratories Directorate
6	210	331	453	000	Drug Analysis Services Lab and Director General's Office
6	210	331	454	000	Health Products and Food Lab
6	210	332	000	000	Policy and Regulatory Strategies Directorate and Community of Federal Regulators / Assistant Deputy Minister's Office
6	210	333	000	000	Controlled Substances and Environmental Health Directorate
6	210	333	455	000	Controlled Substances Program / Director General's Office
6	210	333	456	000	Environmental Health & Internationally Protected Persons Program
6	210	334	000	000	Consumer Product Safety, Tobacco, and Pesticides Directorate
6	210	334	457	000	Consumer Product Safety Program
6	210	334	458	000	Pesticide Compliance Program
6	210	334	459	000	Tobacco and Vaping Compliance and Enforcement Program / Director General's Office
6	210	335	000	000	Cannabis Directorate
6	211	000	000	000	Communications and Public Affairs Branch
6	211	336	000	000	Assistant Deputy Minister's Office / Ministerial Communications Directorate
6	211	337	000	000	Strategic Communications Directorate
6	211	338	000	000	Public Affairs Directorate
6	999	000	000	000	I cannot find my organizational unit
7	000	000	000	000	Public Services and Procurement Canada
7	200	000	000	000	Executive Office
7	200	300	000	000	Executive Office - Deputy Minister's Office / General Counsel / Chief of Staff / Executive Director's Office / Office of the Ombudsman for Mental Health / Canada Post Corporation Review Secretariat
7	200	301	000	000	Executive Office - Office of the Procurement Ombudsman / Chief Transformation Office
7	200	302	000	000	Executive Office - Office of the Chief Audit Executive / Federal Science and Technology Infrastructure Initiative
7	201	000	000	000	Pay Solutions Branch
7	201	303	000	000	PSB - Assistant Deputy Minister's Office
7	202	000	000	000	Defence and Marine Procurement Branch
7	202	304	000	000	DMPB - Assistant Deputy Minister's Office / Defence Procurement Washington Office / Defence Procurement Strategy Secretariat

7	202	305	000	000	DMPB - Large Combat Ship Construction Sector / Large Ship Construction Sector / Marine Services & Small Vessels Sector
7	202	306	000	000	DMPB - Strategic Policy Sector
7	202	307	000	000	DMPB - Defence Major Projects
7	202	308	000	000	DMPB - Land and Aerospace Equipment Procurement and Support Sector / DEF - Interim Fighter Capability Project Sector
7	203	000	000	000	Departmental Oversight Branch
7	203	309	000	000	DOB - Assistant Deputy Minister's Office / Security and Emergency Management Sector / Branch Planning and Management Services Sector / Special Investigations and Internal Disclosure Sector
7	203	310	000	000	DOB - Integrity and Forensic Accounting Management Group
7	203	311	000	000	DOB - Industrial Security Sector
7	204	000	000	000	Digital Services Branch
7	204	312	000	000	DSB - Internal Project Management / Shared Travel Services and Inclusive Design Group / Enterprise Technology and Innovation
7	204	313	000	000	DSB - Assistant Deputy Minister's Office / Strategic Business Management / Information Technology, Project and Portfolio Management / Compensation Projects
7	204	314	000	000	DSB - Information Management & Security & Innovative Solutions
7	204	315	000	000	DSB - Technical Support Sector
7	204	316	000	000	DSB - Shared HR Services
7	204	317	000	000	DSB - Architecture, Projects & Innovation
7	204	318	000	000	DSB - Business Partner Solutions
7	204	319	000	000	DSB - GC Wide Programs and Solutions
7	205	000	000	000	Finance and Administration Branch
7	205	320	000	000	FAB - Office of the Chief Financial Officer / Branch Planning and Management Services / Cabinet Submissions and Investment Management
7	205	321	000	000	FAB - Budget and Cost Management
7	205	322	000	000	FAB - National Financial Management Advisory Services
7	205	323	000	000	FAB - Financial Operations
7	205	324	000	000	FAB - SIGMA
7	205	325	000	000	FAB - Corporate Accommodation and Material Management
7	206	000	000	000	Human Resources Branch
7	206	326	000	000	HRB - Assistant Deputy Minister's Office / Branch Planning and Management Services / Business Systems & New Initiatives / HR Renewal
7	206	327	000	000	HRB - Executive Group Strategies and Programs
7	206	328	000	000	HRB - Human Resources Operations
7	206	329	000	000	HRB - Labour Relation, OSH, Compensation, Well-Being and Values, and Ethics
7	207	000	000	000	Pay Administration Branch
7	207	330	000	000	PAB - Assistant Deputy Minister's Office / Compensation Sector - Pay
7	207	331	000	000	PAB - Public Service Pay Centre
7	207	332	000	000	PAB - Client Contact Centre
7	208	000	000	000	Parliamentary Precinct Branch

7	208	333	000	000	PPB - Assistant Deputy Minister's Office / Program, Portfolio and Client Relationship Management
7	208	334	000	000	PPB - Centre Block Program / South Blocks Program / LTVP Project Management and Delivery
7	208	335	000	000	PPB - Operations and Accommodations
7	208	336	000	000	PPB - Strategic Planning and Corporate Services
7	209	000	000	000	Policy, Planning and Communications Branch
7	209	337	000	000	PPCB - Assistant Deputy Minister's Office / Portfolio and Government Affairs / Branch Planning and Management Services / Canada Post Review Secretariat / Evaluation & Integrated Risk Management
7	209	338	000	000	PPCB - Strategic Policy and Planning
7	209	339	000	000	PPCB - Ministerial Services and ATIP
7	209	340	000	000	PPCB - Communications Sector
7	210	000	000	000	HR-to-Pay Program Office
7	210	341	000	000	HRPPO - Assistant Deputy Minister's Office / Business Enabling, Transformation and Analytics
7	210	342	000	000	HRPPO - Strategic Engagement and Communication
7	211	000	000	000	Procurement Branch
7	211	343	000	000	PB - Assistant Deputy Minister's Office / Acquisitions Program Transformation
7	211	344	000	000	PB - Commercial and Alternative Acquisitions Management Sector
7	211	345	000	000	PB - Services and Technology Acquisition Management Sector
7	211	346	000	000	PB - Procurement Business Management Sector
7	211	347	000	000	PB - Office of Small and Medium Enterprises and Strategic Engagement
7	211	348	000	000	PB - Price Support
7	212	000	000	000	Receiver General and Pension Branch
7	212	349	000	000	RGPB - Assistant Deputy Minister's Office / Government of Canada Pension Centre / Branch Planning
7	212	350	000	000	RGPB - Specialized Services
7	212	351	000	000	RGPB - Government Information Services
7	212	352	000	000	RGPB - Cheque Redemption Control
7	212	353	000	000	RGPB - Central Accounting and Reporting
7	212	354	000	000	RGPB - Banking and Cash Management
7	212	355	000	000	RGPB - Pension Excellence Sector
7	213	000	000	000	Real Property Branch
7	213	356	000	000	RPS - Assistant Deputy Minister's Office / Associate Assistant Deputy Minister's Office / Real Property and Service Integration for CRA / Senior Account Executive: Sciences / Senior Account Executive: Security / National Strategic Client Relations and Demand Management
7	213	357	000	000	RPS - Workplace Solutions
7	213	358	000	000	RPS - Infrastructure and Asset Management
7	213	359	000	000	RPS - Strategic Sourcing
7	213	360	000	000	RPS - Program Management Sector
7	213	361	000	000	RPS - Property and Facility Management

7	213	362	000	000	RPS - Real Estate Services
7	213	363	000	000	RPS - Portfolio and Asset Management
7	213	364	000	000	RPS - Project Management
7	213	365	000	000	RPS - Strategic Planning, Administration and Renewal Sector
7	213	366	000	000	RPS - Technical Services
7	214	000	000	000	Translation Bureau
7	214	367	000	000	TB - Office of the Chief Executive Officer / Business Strategies and Partnerships / Corporate Services
7	214	368	000	000	TB - Linguistic Services / Terminology and Standardization
7	214	369	000	000	TB - Service to Parliamentary and Interpretation
7	215	000	000	000	Atlantic- Regional Director General
7	215	370	000	000	ATL - Regional Director General's Office / Strategic Management & Communications / Human Resources / Cape Breton Operations Portfolio Management
7	215	371	000	000	ATL - Small & Medium Enterprises / Procurement
7	215	372	000	000	ATL - Client Service Team / Environmental Services
7	215	373	000	000	ATL - Real Property Accommodation and Portfolio Management
7	215	374	000	000	ATL - Real Property Professional and Technical Services
7	216	000	000	000	Quebec - Regional Director General
7	216	375	000	000	QUE - Regional Director General's Office / Corporate Services, Strategic Management and Communications
7	216	376	000	000	QUE - Procurement Services / Small and Medium Enterprises / Space Programs
7	216	377	000	000	QUE - Real Property Professional and Technical Services
7	216	378	000	000	QUE - Human Resources
7	216	379	000	000	QUE - Real Property Accommodation and Portfolio Management
7	217	000	000	000	Ontario - Regional Director General
7	217	380	000	000	ONT - Regional Director General's Office / Client Service Team / Human Resources / Corporate Services, Strategic Management and Communications
7	217	381	000	000	ONT - Parks Canada Infrastructure / Environmental Services and Contaminated Sites Management
7	217	382	000	000	ONT - Procurement Services / Office of Small and Medium Enterprises
7	217	383	000	000	ONT - Real Property Accommodation and Portfolio Management
7	217	384	000	000	ONT - Professional and Technical Services
7	218	000	000	000	Western - Regional Director General
7	218	385	000	000	WST - Small and Medium Enterprises / Corporate Services, Strategic Management and Communications / Human Resources / Regional Director General's Office
7	218	386	000	000	WST - Environmental Services and Contaminated Sites Management / Real Property Accommodation and Portfolio Management
7	218	387	000	000	WST - Real Property Professional and Technical Services
7	218	388	000	000	WST - Procurement Services
7	219	000	000	000	Pacific - Regional Director General



7	219	389	000	000	PAC - Regional Director General's Office / Client Service Team / Human Resources / Corporate Services, Strategic Management and Communications / Small and Medium Enterprises
7	219	390	000	000	PAC - Real Property Accommodation and Portfolio Management
7	219	391	000	000	PAC - Procurement Services
7	219	392	000	000	PAC - Real Property Professional and Technical Services
7	999	000	000	000	I cannot find my organizational unit
8	000	000	000	000	Statistics Canada
8	200	000	000	000	Office of the Chief Statistician of Canada
8	201	000	000	000	Audit and Evaluation
8	202	000	000	000	Corporate Services Field
8	202	300	000	000	Field 3 ACS Office or Field 3 Branch Offices/Statistical Survey
Operations Division					
8	202	301	000	000	Human Resources Branch
8	202	301	400	000	HR Business Intelligence and Transformation Division
8	202	301	401	000	Pay, Ethics and Workforce Management Division
8	202	301	402	000	Employee Development and Wellness Division
8	202	301	403	000	HR Business Strategies and Recruitment Division
8	202	302	000	000	Finance Branch
8	202	302	404	000	Financial and Administrative Services Division
8	202	302	405	000	Financial Reporting Division
8	202	302	406	000	Corporate and Financial Planning Division
8	202	303	000	000	Communications and Dissemination Branch
8	202	303	407	000	Dissemination Division
8	202	303	408	000	Official Release, Language Services and Respondent
Communications Division					
8	202	303	409	000	Strategic Communications and Stakeholder Relations Division
8	203	000	000	000	Economic Statistics Field
8	203	304	000	000	Field 5 ACS Office or Field 5 Branch Offices
8	203	305	000	000	Macroeconomic Accounts Branch
8	203	305	410	000	National Economic Accounts Division
8	203	305	411	000	International Accounts and Trade Division
8	203	305	412	000	Public Sector Statistics Division
8	203	305	413	000	Industry Accounts Division
8	203	306	000	000	Industry Statistics Branch
8	203	306	414	000	Mining, Manufacturing and Wholesale Trade Division
8	203	306	415	000	Retail and Service Industries Division
8	203	306	416	000	Enterprise Statistics Division
8	203	307	000	000	Economy-wide Statistics Branch
8	203	307	417	000	Consumer Prices Division
8	203	307	418	000	Producer Prices Division
8	203	307	419	000	Industrial Organization and Finance Division
8	203	307	420	000	Investment, Science and Technology Division
8	203	308	000	000	Agriculture, Energy, Environment and Transportation Statistics Branch
8	203	308	421	000	Agriculture Division

8	203	308	422	000	Centre for Special Business Projects
8	203	308	423	000	Environment, Energy, and Transportation Statistics Division
8	204	000	000	000	Analytical Studies, Methodology and Statistical Infrastructure
Field					
8	204	309	000	000	Field 6 ACS Office or Field 6 Branch Offices
8	204	310	000	000	Analytical Studies Branch
8	204	310	424	000	Economic Analysis Division
8	204	310	425	000	Health Analysis Division
8	204	310	426	000	Social Analysis and Modelling Division
8	204	311	000	000	Strategic Data Management Branch
8	204	311	427	000	Data Stewardship Division
8	204	311	428	000	Data Integration Infrastructure Division
8	204	311	429	000	Office of Privacy Management and Information Coordination
8	204	311	430	000	Statistical Geomatics Centre
8	204	312	000	000	Methodology Branch
8	204	312	431	000	Economic Statistics Methods Division
8	204	312	432	000	Statistical Integration Methods Division
8	204	312	433	000	Social Statistics Methods Division
8	204	312	434	000	International Cooperation and Methodology Innovation Centre
8	205	000	000	000	Census, Operations and Informatics Field
8	205	313	000	000	Field 7 ACS Office or Field 7 Branch Offices
8	205	314	000	000	Collection and Regional Services Branch
8	205	314	435	000	Eastern Region (Halifax, Montreal, Sherbrooke)
8	205	314	436	000	Central Region (Ottawa, Toronto, Sturgeon Falls)
8	205	314	437	000	Western Region and Northern Territories (Edmonton, Regina, Calgary, Winnipeg, Vancouver)
8	205	314	438	000	Collection Planning and Research Division
8	205	314	439	000	Regional Management Services Division
8	205	315	000	000	Operations Branch
8	205	315	440	000	Operations and Integration Division
8	205	315	441	000	Corporate Support Services Division
8	205	316	000	000	Census Program Branch
8	205	316	442	000	Census Operations Division/Census Program Transformation
Division					
8	205	317	000	000	Chief Information Officer Branch
8	205	317	443	000	Office of the Chief Information Officer/Business Relationship
Management/IT Project Delivery					
8	205	317	444	000	Enterprise Architecture Strategy & Innovation
8	205	318	000	000	Information Technology Operations Branch
8	205	318	445	000	Information Technology Operations Services
8	205	318	446	000	Information Technology Solutions Lifecycle Management
8	206	000	000	000	Social, Health and Labour Statistics Field
8	206	319	000	000	Field 8 ACS Office or Field 8 Branch Offices/Census Subject
Matter Secretariat/Education, Labour and Income Statistics Branch					
8	206	320	000	000	Census Subject Matter, Social and Demographic Statistics
Branch					

8	206	320	447	000	Microdata Access Division
8	206	320	448	000	Demography Division
8	206	320	449	000	Social and Aboriginal Statistics Division
8	206	321	000	000	Education, Labour and Income Statistics Branch
8	206	321	450	000	Tourism and Centre for Education Statistics Division
8	206	321	451	000	Income Statistics Division
8	206	321	452	000	Labour Statistics Division
8	206	322	000	000	Health, Justice and Special Surveys Branch
8	206	322	453	000	Canadian Centre for Justice Statistics
8	206	322	454	000	Centre for Population Health Data
8	206	322	455	000	Centre for Social Data Integration and Development
8	999	000	000	000	I cannot find my organizational unit
9	000	000	000	000	Agriculture and Agri-Food Canada
9	200	000	000	000	Deputy Minister's Office
9	201	000	000	000	Market and Industry Services Branch
9	201	300	000	000	ADMO / Policy Planning and Emergency Management
9	201	301	000	000	Regional Operations
9	201	302	000	000	Sector Development and Analysis
9	201	303	000	000	Trade Agreements and Negotiations
9	202	000	000	000	Strategic Policy Branch
9	202	304	000	000	ADMO / BPRM / Policy Development and Analysis
9	202	305	000	000	Policy, Planning and Integration
9	202	306	000	000	Research and Analysis
9	203	000	000	000	Corporate Management Branch
9	203	307	000	000	ADMO / Strategic Management / Results and Delivery Unit /
Community Pastures Program / Fixed Asset Review / Pay Transformation					
9	203	308	000	000	Finance and Resource Management Services
9	203	309	000	000	The Canadian Pari-Mutuel Agency (CPMA)
9	203	310	000	000	Human Resources Directorate
9	203	311	000	000	Asset Management and Capital Planning
9	203	311	400	000	Assets HQ (DGO, Accommodations, Engineering and
Environmental Services, Security, Real Property, Materiel Mgmt.)					
9	203	312	000	000	Integrated Services
9	204	000	000	000	Programs Branch
9	204	313	000	000	ADMO / Management Services / Service and Program
Excellence					
9	204	314	000	000	Innovation Programs
9	204	315	000	000	Business Risk Management Program
9	204	316	000	000	Business Development and Competitiveness
9	204	317	000	000	Farm Income Programs
9	205	000	000	000	International Affairs Branch
9	205	318	000	000	Market Access Secretariat
9	206	000	000	000	Information Systems Branch
9	206	319	000	000	CIO / Strategic Management
9	206	320	000	000	Application and Knowledge Services
9	206	320	401	000	Knowledge Services

9	206	320	402	000	DGO / Science and Collaborative Solutions / Enterprise Information Solutions / Program and Service Delivery Solutions
9	206	321	000	000	Transformation and Modernization Services
9	206	321	403	000	DGO / Financial Management Applications / Transformational Project Delivery / Modernization Project Delivery
9	206	321	404	000	IT Client Services
9	207	000	000	000	Public Affairs Branch
9	207	322	000	000	ADMO / Branch Planning and Resource Management / Strategic Planning, Advice and Coordination
9	207	323	000	000	Communications Services
9	208	000	000	000	Office of Audit and Evaluation
9	209	000	000	000	Science and Technology Branch
9	209	324	000	000	ADMO / Partnerships and Planning Directorate
9	209	325	000	000	Coastal Region
9	209	325	405	000	RDT - Agassiz, Summerland
9	209	325	405	500	Agassiz - Research and Development Centre
9	209	325	405	501	Summerland - Research and Development Centre
9	209	325	406	000	RDT - St. John's, Kentville
9	209	325	406	502	St. John's - Research and Development Centre
9	209	325	406	503	Kentville - Research and Development Centre
9	209	325	407	000	RDT - Fredericton, Charlottetown
9	209	325	407	504	Fredericton - Research and Development Centre
9	209	325	407	505	Charlottetown - Research and Development Centre
9	209	325	408	000	Pest Management Centre
9	209	326	000	000	Prairie Region
9	209	326	409	000	RDT - Alberta
9	209	326	409	506	Lacombe - Research and Development Centre
9	209	326	409	507	Lethbridge - Research and Development Centre
9	209	326	410	000	RDT - Saskatchewan
9	209	326	410	508	Saskatoon - Research and Development Centre
9	209	326	410	509	Swift Current - Research and Development Centre
9	209	326	411	000	RDT - Manitoba
9	209	326	411	510	Brandon - Research and Development Centre
9	209	326	411	511	Morden - Research and Development Centre
9	209	327	000	000	Ontario - Québec Region
9	209	327	412	000	RDT - Harrow, London
9	209	327	412	512	Harrow - Research and Development Centre
9	209	327	412	513	London - Research and Development Centre
9	209	327	413	000	RDT - Ottawa
9	209	327	413	514	Ottawa - Research and Development Centre
9	209	327	413	515	Biodiversity and Collections
9	209	327	414	000	RDT - Guelph, Saint Hyacinthe
9	209	327	414	516	Guelph - Research and Development Centre
9	209	327	414	517	Saint Hyacinthe - Research and Development Centre
9	209	327	415	000	RDT - Sherbrooke, Québec
9	209	327	415	518	Sherbrooke - Research and Development Centre

9	209	327	415	519	Québec - Research and Development Centre
9	209	327	416	000	RDT - Agroecosystem Resilience
9	209	327	416	520	Saint-Jean-sur-Richelieu - Research and Development Centre
9	209	327	416	521	AgroClimate, Geomatics, and Earth Observations Division
9	999	000	000	000	I cannot find my organizational unit
10	000	000	000	000	Innovation, Science and Economic Development Canada
10	200	000	000	000	Audit & Evaluation Branch (AEB) / Deputy Minister's Office
(DMO) / Legal Services (LS)					
10	201	000	000	000	Canadian Intellectual Property Office (CIPO)
10	201	300	000	000	Business Services Branch
10	201	301	000	000	Copyright & Industrial Design
10	201	302	000	000	Corporate Strategies & Services Branch / Executive Office
10	201	303	000	000	Patent Branch
10	201	304	000	000	Trade-Marks Branch
10	201	305	000	000	Trade-Marks Opposition Board / Patent Appeal Board /
Programs Branch					
10	202	000	000	000	Communications and Marketing Branch (CMB)
10	202	306	000	000	Digital Media and Marketing Services / Director General's Office
/ Finance, Administration, HR and Information Management					
10	202	307	000	000	Strategic Ministerial Services and Media Relations
10	203	000	000	000	Competition Bureau (CB)
10	203	308	000	000	Cartels and Deceptive Marketing Practices Branch
10	203	309	000	000	Competition Promotion Branch
10	203	310	000	000	Compliance and Operations Branch
10	203	311	000	000	"Mergers and Monopolistic Practices Branch
"					
10	204	000	000	000	Corporate Management Sector (CMS)
10	204	312	000	000	Chief Financial Officer (Assistant Deputy Minister's Office) /
Facilities, Security and Emergency Management Branch / Strategic Management and Planning					
10	204	313	000	000	Corporate Finance, Systems and Procurement Branch /
Resource Planning and Investments Branch					
10	204	314	000	000	Human Resources Branch
10	205	000	000	000	Digital Transformation Service Sector (DTSS)
10	205	315	000	000	Chief Information Officer
10	205	315	400	000	Application Support and Maintenance
10	205	315	401	000	Chief Information Office / Digital Services
10	205	315	402	000	Digital Workplace Services
10	205	315	403	000	Strategy and Information Services Division
10	205	316	000	000	Sector Programs (Including ADMO)
10	205	316	404	000	Connected Canada Branch
10	205	316	405	000	ADMO / Digital Adoption / Digital Government for Business /
Strategic Planning and Corporate Services					
10	206	000	000	000	Industry Sector (IS)
10	206	317	000	000	Aerospace, Defence and Marine Branch
10	206	318	000	000	Automotive, Transportation and Digital Technologies Branch
10	206	319	000	000	Industrial Technological Benefits Branch

10	206	320	000	000	Manufacturing and Life Sciences Branch
10	207	000	000	000	Innovation Canada Sector (ICS)
10	207	321	000	000	Assistant Deputy Minister's Office / Clean Growth Hub Office / Innovation Superclusters Initiative / Innovative Solutions Canada / Management Services / Performance and Partnerships
10	207	322	000	000	Innovator's Experience Branch (IxB)
10	207	323	000	000	Strategic Innovation Fund Branch
10	208	000	000	000	Science and Research Sector (SRS)
10	208	324	000	000	"Office of the Assistant Deputy Minister / Infrastructure Fund and Corporate Services / Clean Technology and Clean Growth / Science, Technology and Innovation Council Secretariat / Office of the Chief Science Advisor / Digital Research Infrastructure Strategy"
10	208	325	000	000	Science Policy / Science Programs and Partnerships
10	209	000	000	000	Small Business and Marketplace Services Sector (SBMS)
10	209	326	000	000	SBMS - Corporations Canada
10	209	327	000	000	SBMS - Measurement Canada
10	209	327	406	000	National Capital Region (NCR)
10	209	327	407	000	Eastern Region (includes Atlantic and Quebec)
10	209	327	408	000	Ontario Region
10	209	327	409	000	Western Region (includes Prairies and Pacific)
10	209	328	000	000	SBMS - Office of the Superintendent of Bankruptcy
10	209	328	410	000	National Headquarters (includes Executive Offices) / Program Policy and Regulatory Affairs / Operations and Corporate Services Branch / Insolvency Communications Analysis & Business Applications Branch)
10	209	328	411	000	Eastern Region (includes Atlantic and Quebec)
10	209	328	412	000	Ontario Region (includes Ottawa district office)
10	209	328	413	000	Western Region (includes Prairies and Pacific)
10	209	329	000	000	SBMS - Other
10	209	329	414	000	Assistant Deputy Minister's Office / Office Consumer Affairs / Small Business Branch / Strategic Planning and Management Services
10	210	000	000	000	Spectrum and Telecommunications Sector (STS)
10	210	330	000	000	Communications Research Centre Canada
10	210	331	000	000	Engineering, Planning and Standards Branch
10	210	332	000	000	Governance and Corporate Management Branch
10	210	333	000	000	Spectrum Management Operations Branch
10	210	333	415	000	National Capital Region (NCR)
10	210	333	416	000	Ontario and Atlantic
10	210	333	417	000	Quebec
10	210	333	418	000	West
10	211	000	000	000	Strategy and Innovation Policy Sector (SIPS)
10	211	334	000	000	"National Capital Region (includes Strategy, Research and Results Branch / External and Trade Policy Branch / Telecom and Internet Policy Branch / Marketplace Framework Policy Branch / Strategic Planning and Corporate Services)"
10	211	335	000	000	Federal Economic Development Initiative in Northern Ontario (FedNor)

10	211	336	000	000	Regional Offices
10	999	000	000	000	I cannot find my organizational unit
11	000	000	000	000	Environment and Climate Change Canada
11	200	000	000	000	Public and Indigenous Affairs and Ministerial Services Branch
11	200	300	000	000	Communications Directorate
11	200	301	000	000	Corporate Secretariat Directorate / Indigenous Affairs and Reconciliation Directorate / Innovation and Youth Engagement Division / ADM's office
11	201	000	000	000	Pan-Canadian Framework Implementation Office
11	202	000	000	000	Deputy Minister's Office, Legal Services, Audit & Evaluation
11	203	000	000	000	Enforcement Branch
11	203	302	000	000	Environmental Enforcement Directorate
11	203	303	000	000	Wildlife Enforcement Directorate
11	203	304	000	000	Enforcement Services Directorate / CEO's Office / Policy, Planning and Coordination Directorate / Risk Assessment Directorate
11	204	000	000	000	Environmental Protection Branch
11	204	305	000	000	ADMO / Branch Coordination / Carbon Pricing Bureau
11	204	306	000	000	Legislation & Regulatory Affairs Directorate
11	204	307	000	000	Energy & Transportation Directorate
11	204	307	400	000	DGO / Electricity and Combustion Division
11	204	307	401	000	Transport Division
11	204	307	402	000	Oil, Gas and Alternative Energy Division
11	204	307	403	000	Cross Sectoral Energy Division
11	204	308	000	000	Industrial, Chemical, Waste Directorate
11	204	308	404	000	DGO / Chemical Production Division
11	204	308	405	000	Waste Reduction and Management Division
11	204	308	406	000	Forest Product and Fisheries Act Division / Mining and Processing Division
11	204	308	407	000	Chemical Management Division / Products Division
11	204	309	000	000	Environmental Protection Operations Directorate
11	204	309	408	000	HQ: DGO / Environmental Emergencies / Environmental Assessment / Marine Protection / Compliance Promotion / Contaminated Sites
11	204	309	409	000	Regions: PYR, PNR, ON, QC, ATL
11	205	000	000	000	Corporate Services and Finances Branch
11	205	310	000	000	Financial Management Directorate
11	205	311	000	000	Assets, Real Property & Security Directorate
11	205	312	000	000	Procurement, Account & Control Directorate
11	205	313	000	000	Branch Planning and Management Services Directorate / Corporate Management Directorate / ADMO
11	205	314	000	000	Office of the Chief Information Officer
11	205	314	410	000	Business Applications and Solutions Directorate
11	205	314	411	000	Information and Service Management Directorate (including Library and Records Management and Portfolio Management)
11	206	000	000	000	Human Resources Branch
11	206	315	000	000	Chief Human Resources Management Office / Pay Liaison Office / Executive Services & Management Development Programs
11	206	316	000	000	Workforce Development & Wellness

11	206	317	000	000	Integrated Classification and Staffing Solutions
11	206	318	000	000	HR Business Transformation
11	207	000	000	000	International Affairs Branch
11	208	000	000	000	Meteorological Service Canada
11	208	319	000	000	Prediction Services Directorate
11	208	319	412	000	Prediction Services Operations West (PNR/PYR)
11	208	319	413	000	Prediction Services Operations Central (QC & ON)
11	208	319	414	000	Prediction Services Operations East (Atlantic)
11	208	319	415	000	Marine and Ice Services
11	208	319	416	000	Aviation and Defense Services
11	208	319	417	000	National Program & Business Development / DGO
11	208	320	000	000	Canadian Centre for Meteorological and Environmental
Prediction Services					
11	208	320	418	000	Canadian Meteorological Centre Operations
11	208	320	419	000	National Prediction Development
11	208	320	420	000	Training & Career Development / Forecast Systems Integration
& Innovation / DGO					
11	208	321	000	000	Monitoring Data & Services Directorate
11	208	321	421	000	National Hydrological Services
11	208	321	422	000	Atmospheric Monitoring & Data Services
11	208	321	423	000	Radar & Upper Air / Monitoring Strategies / DGO
11	208	322	000	000	Policy, Planning and Partnerships Directorate / ADM's Office
11	209	000	000	000	Science and Technology Branch
11	209	323	000	000	Atmospheric Science and Technology Directorate
11	209	323	424	000	Air Quality Research Division
11	209	323	425	000	Meteorological Research Division
11	209	323	426	000	Climate Research Division / DG's Office
11	209	324	000	000	Water Science and Technology Directorate
11	209	324	427	000	Aquatic Contaminants Research Division / DG's Office
11	209	324	428	000	Water Quality Monitoring and Surveillance
11	209	324	429	000	Watershed Hydrology and Ecology Research Division
11	209	324	430	000	Environmental Science and Technology Laboratories
11	209	325	000	000	Science and Risk Assessment Directorate
11	209	325	431	000	Pollutant Inventories and Reporting Division / Program
Integration Division					
11	209	325	432	000	Ecological Assessment Division / Emerging Priorities Division
11	209	325	433	000	Program Development and Engagement Division / DGO
11	209	326	000	000	Science and Technology Strategies Directorate / ADM's Office /
Oil Sands Secretariat					
11	209	327	000	000	Wildlife and Landscape Science Directorate
11	210	000	000	000	Strategic Policy Branch
11	210	329	000	000	ADMO / Strategic Policy Directorate / Intergovernmental Affairs
Directorate / Sustainability Directorate					
11	210	330	000	000	Economic Analysis Directorate
11	210	331	000	000	Regional Director General - Ontario
11	210	332	000	000	Regional Director General - Quebec and Atlantic



11	210	333	000	000	Regional Director General - Western and Northern
11	211	000	000	000	Canadian Wildlife Service
11	211	334	000	000	Wildlife management / Wildlife Assessment and Information
11	211	335	000	000	Strategic Priorities
11	211	336	000	000	Protected Areas
11	211	337	000	000	ADMO / ROD DGO / Biodiversity Policy and Partnerships
11	211	338	000	000	Regional Operations
11	211	338	434	000	Canadian Wildlife Service Ontario
11	211	338	435	000	Canadian Wildlife Service North
11	211	338	436	000	Canadian Wildlife Service Prairie
11	211	338	437	000	Canadian Wildlife Service QC
11	211	338	438	000	Canadian Wildlife Service Atlantic
11	211	338	439	000	Canadian Wildlife Service Pacific
11	999	000	000	000	I cannot find my organizational unit
12	000	000	000	000	Transport Canada
12	200	000	000	000	Aircraft Services
12	200	300	000	000	National Capital Region
12	200	301	000	000	Other Regions
12	201	000	000	000	Audit and Evaluation Services
12	202	000	000	000	Aviation Security / Transportation Security
12	202	302	000	000	Atlantic Region
12	202	303	000	000	Quebec Region
12	202	304	000	000	Ontario Region
12	202	305	000	000	National Capital Region
12	202	306	000	000	Prairie and Northern Region
12	202	307	000	000	Pacific Region
12	203	000	000	000	Civil Aviation
12	203	308	000	000	Atlantic Region
12	203	309	000	000	Quebec Region
12	203	310	000	000	Ontario Region
12	203	311	000	000	National Capital Region
12	203	312	000	000	Prairie and Northern Region
12	203	313	000	000	Pacific Region
12	204	000	000	000	Communications - National Capital Region
12	205	000	000	000	Corporate Services - Regions
12	205	314	000	000	Atlantic Region
12	205	315	000	000	Quebec Region
12	205	316	000	000	Ontario Region
12	205	317	000	000	Prairie and Northern Region
12	205	318	000	000	Pacific Region
12	206	000	000	000	Digital Services - National Capital Region
12	207	000	000	000	Finance and Administration / Financial Planning and Resource
Management - National Capital Region					
12	208	000	000	000	Human Resources - National Capital Region
12	209	000	000	000	Intermodal Surface, Security & Emergency Preparedness
12	210	000	000	000	Marine Safety & Security

12	210	319	000	000	Atlantic Region
12	210	320	000	000	Quebec Region
12	210	321	000	000	Ontario Region
12	210	322	000	000	National Capital Region
12	210	323	000	000	Prairie and Northern Region
12	210	324	000	000	Pacific Region
12	211	000	000	000	Minister and Deputy Minister Offices / Legal Services/ Corporate Secretariat
12	212	000	000	000	Multimodal Strategies and Program Integration / Office of the Assistant Deputy Minister Safety and Security
12	213	000	000	000	Office of the Assistant Deputy Minister Corporate Services / Corporate Planning and Reporting / Access to Information and Privacy / Cost Recovery
12	214	000	000	000	Policy - National Capital Region
12	214	325	000	000	Air Policy
12	214	326	000	000	Transportation & Economic Analysis
12	214	327	000	000	Marine Policy
12	214	328	000	000	Surface Transportation Policy
12	214	329	000	000	Office of the ADM Policy, Strategic Planning & Integration and Pilotage Act Review
12	214	330	000	000	Crown Corporations and Portfolio Governance
12	214	331	000	000	Strategic Policy
12	214	332	000	000	International Relations & Trade Policy
12	214	333	000	000	Environmental Policy
12	215	000	000	000	Programs - National Capital Region
12	216	000	000	000	Rail Safety - National Capital Region
12	217	000	000	000	Regional Management and Issues & Program Management -- Regions (Includes Office of the RDG / Communications / Issues & Program Management)
12	217	334	000	000	Atlantic Region
12	217	335	000	000	Quebec Region
12	217	336	000	000	Ontario Region
12	217	337	000	000	Prairie and Northern Region
12	217	338	000	000	Pacific Region
12	218	000	000	000	Road Safety and Motor Vehicle Regulation
12	219	000	000	000	Surface
12	219	338	000	000	Atlantic Region
12	219	340	000	000	Quebec Region
12	219	341	000	000	Ontario Region
12	219	342	000	000	Prairie and Northern Region
12	219	343	000	000	Pacific Region
12	220	000	000	000	Transformation - National Capital Region
12	221	000	000	000	Transportation of Dangerous Goods - National Capital Region
12	999	000	000	000	I cannot find my organizational unit
13	000	000	000	000	Immigration, Refugees and Citizenship Canada
13	200	000	000	000	Corporate Management Sector
13	200	300	000	000	Administration and Security Branch
13	200	300	400	000	Administration

13	200	300	401	000	Others (ASA)
13	200	301	000	000	ATIP & Accountability Branch
13	200	301	402	000	ATIP
13	200	301	403	000	Others (ATIP & Accountability)
13	200	302	000	000	Corporate Secretariat Branch
13	200	302	404	000	Ministerial Enquiries
13	200	302	405	000	Others (Corp. Sec.)
13	200	303	000	000	Financial Management Branch
13	200	303	406	000	FMAS
13	200	303	407	000	Others (Financial Management)
13	200	304	000	000	Financial Operations Branch
13	200	304	408	000	Accounting Ops
13	200	304	409	000	Others (Financial Operations)
13	200	305	000	000	Human Resources Branch
13	200	305	410	000	Workforce Solutions and Service
13	200	305	410	500	National Staffing Services
13	200	305	411	000	Learning and Development
13	200	305	412	000	Workplace Effectiveness
13	200	305	413	000	Others (HRB)
13	200	306	000	000	Others (CMS)
13	201	000	000	000	Executive Sector
13	201	307	000	000	Communications Branch
13	201	307	414	000	E-Communications
13	201	307	415	000	Others (Communications)
13	201	308	000	000	Others (Executive)
13	202	000	000	000	Operations Sector
13	202	309	000	000	Case Management Branch
13	202	309	416	000	Investigations and Exceptional Cases Division
13	202	309	417	000	Litigation Management Division
13	202	309	418	000	Others (CMB)
13	202	310	000	000	Centralized Network
13	202	310	419	000	CN DGO and Programs
13	202	310	420	000	CN Admin Services
13	202	310	421	000	CPC Edmonton
13	202	310	422	000	CPC Mississauga
13	202	310	423	000	CPC Ottawa
13	202	310	424	000	CPC Sydney
13	202	310	424	501	CN-CPC Sydney - Operations
13	202	310	424	502	CN-Federal Skilled Workers
13	202	310	424	503	CN-Permanent Resident Card Operations
13	202	310	425	000	OSC
13	202	311	000	000	Citizenship and Passport Program Guidance Branch
13	202	312	000	000	Client Experience Branch
13	202	312	426	000	Client Support Centre
13	202	312	427	000	Others (CEB)
13	202	313	000	000	Domestic Network

13	202	313	428	000	Director General's Office & Resource Management Services
13	202	313	429	000	Transformation and Operational Integration Division &
Dedicated Service Channel					
13	202	313	430	000	Citizenship and Immigration East Area
13	202	313	431	000	Citizenship and Immigration Greater Ontario Area
13	202	313	432	000	Citizenship and Immigration Greater Toronto Area
13	202	313	433	000	Citizenship and Immigration West Area
13	202	313	434	000	Innovation Division
13	202	313	435	000	Passport Entitlement and Investigation Division
13	202	313	436	000	Humanitarian, Migration and Integrity Division
13	202	314	000	000	Immigration Program Guidance Branch
13	202	315	000	000	Integrity Risk Management Branch
13	202	316	000	000	International Network
13	202	316	437	000	IN Headquarters
13	202	316	438	000	Overseas
13	202	316	438	504	Resettlement Delivery
13	202	317	000	000	Migration Health Branch
13	202	318	000	000	Operations Planning and Performance Branch
13	202	319	000	000	Resettlement Ops Branch
13	203	000	000	000	Settlement and integration Sector
13	203	320	000	000	Settlement and Integration Policy Branch
13	203	321	000	000	Settlement Network
13	203	321	439	000	Integration BCY
13	203	321	440	000	Integration Eastern
13	203	321	441	000	Integration NHQ
13	203	321	442	000	Integration PNT
13	203	321	443	000	Others (SN)
13	204	000	000	000	Strategic and Program Policy Sector
13	204	322	000	000	Admissibility Branch
13	204	323	000	000	Citizenship Branch (within SPP sector)
13	204	324	000	000	Immigration Branch (within SPP sector)
13	204	325	000	000	International and Intergovernmental Relations Branch
13	204	326	000	000	Refugee Affairs Branch
13	204	327	000	000	Research and Evaluation Branch
13	204	328	000	000	Strategic Policy and Planning Branch
13	204	329	000	000	Others (SPP)
13	205	000	000	000	Transformation and Digital Solutions Sector
13	205	330	000	000	Digital Strategy branch
13	205	331	000	000	Projects branch
13	205	332	000	000	Transformation branch
13	205	333	000	000	IT Operations Branch
13	999	000	000	000	I cannot find my organizational unit
14	000	000	000	000	Global Affairs Canada
14	200	000	000	000	ACM - International Platform
14	200	300	000	000	ACM ADM Office / AFD - Client Relations and Mission
Operations / ACMT - International Platform Transformation					

14	200	301	000	000	AAD - Platform Corporate Services
14	200	302	000	000	AWD - Project Delivery, Professional and Technical Services
14	200	303	000	000	ARD - Planning and Stewardship
14	201	000	000	000	BFM - International Business Development and Chief Trade Commissioner
14	201	304	000	000	BFM ADM Office / BFMX - Free Trade Agreement Promotion Task Force / BPD - Trade Portfolio Strategy and Coordination / BED - Trade Analysis / BID - Investment and Innovation
14	201	305	000	000	BTD - Trade Commissioner Service - Operations
14	201	306	000	000	BBD - Trade Sectors
14	201	307	000	000	BSD - Regional Trade Operations and Intergovernmental Relations
14	202	000	000	000	CFM - Consular, Security and Emergency Management
14	202	308	000	000	CFM ADM Office / CBMO - Business Management Office for Consular, Security, and Legal Branch / CND - Consular Operations / CPD - Consular Policy
14	202	309	000	000	CSD - Security and Emergency Management
14	203	000	000	000	"MIN - Ministers Offices / DM - Deputy Ministers' Offices"
14	203	310	000	000	DBMO - Business Management Office for the Deputy Minister Offices / MINA - Office of the Minister of Foreign Affairs / MINE - Office of the Minister of International Development / MINT - Office of the Minister of International Trade / USS - Office of the Deputy Minister of Foreign Affairs / DME - Office of the Deputy Minister of International Development / DMA - Office of the Associate Deputy Minister of Foreign Affairs / DMX - Coordinator International Economic Relations / DMT - Office of the Deputy Minister of International Trade / DMS - Office of the Deputy Minister G7 Summit
14	204	000	000	000	DCD - Corporate Secretary
14	204	311	000	000	DCD - Corporate Secretary Office / DCB - Briefing, Visits and litigation / DCL - Cabinet and Parliamentary Affairs / DCC - Strategic Governance and Ministerial Correspondence / MINL - Departmental Liaison
14	204	312	000	000	DCP - Access to Information and Privacy
14	205	000	000	000	DSMX - Summits Management Office
14	205	313	000	000	DSMX ADM Office / DSMO - Planning International Summits and Major Events / DSMP - International Summits Programs
14	206	000	000	000	EGM - Europe, Artic, Middle East and Maghreb
14	206	314	000	000	EGM ADM Office / EBMO - Business management office for Europe, Middle East, Maghreb and Africa / ECD - Artic, Eurasian and European Affairs Bureau
14	206	315	000	000	EUD - European Affairs
14	206	316	000	000	ESD - Middle East
14	206	317	000	000	ELD - Maghreb, Egypt, Israel and West Bank and Gaza
14	206	318	000	000	HCM - Employees on Foreign Language Training (FRLNG) or in a Special Assignment Pool (SAP)
14	206	319	000	000	HCM - Employees on Foreign Language Training (FRLNG) or in a Special Assignment Pool (SAP)
14	207	000	000	000	HCM - Human Resources
14	207	318	000	000	HCM ADM Office / HBMO - Business Management Office of the Human Resources Branch / HWD - Workplace Relations and Corporate Health Bureau

14	207	319	000	000	HSD - Corporate Strategies and Operational Services
14	207	320	000	000	HFD - Assignments and Executive Management
14	207	321	000	000	CFSI - Canadian Foreign Service Institute
14	207	322	000	000	HED - Foreign Service Directives / HLD - Locally Engaged Staff
14	208	000	000	000	IFM - International Security
14	208	323	000	000	IFMO - IFM ADM Office / IBMO - Business Management Office for the International Security Branch (IFM) / IOD - Human Rights, Freedoms and Inclusion
14	208	324	000	000	IGD - International Security Policy
14	208	325	000	000	IRD - Peace and Stabilization Operations Program
14	208	326	000	000	IDD - Counter-Terrorism, Crime and Intelligence
14	209	000	000	000	"DPD - International Assistance Operations /
JUS - GAC Legal Services /					
VBD - Chief Audit Executive /					
ZID - Inspection, Integrity and Values and Ethics"					
14	209	327	000	000	"DPD - International Assistance Operations /
JUS - GAC Legal Services /					
VBD - Chief Audit Executive /					
ZID - Inspection, Integrity and Values and Ethics"					
14	210	000	000	000	JFM - Legal Affairs
14	210	328	000	000	JFM - Legal Adviser / JLD - Legal Affairs / JLT - Trade Law
14	211	000	000	000	KFM - Partnerships for Development Innovation
14	211	329	000	000	KFM ADM Office / KED - Engaging Canadians / KSD - Canadian Partnership for Health and Social Development / KGD - Inclusive Growth, Governance and Innovation
14	212	000	000	000	LCM - Public Affairs
14	212	330	000	000	LCM ADM Office / LBMO - Business Management Office for Public Affairs and Special Bureaux / LCA - Development Communications / LCC - Trade Communications
14	212	331	000	000	LCD - Public Affairs
14	212	332	000	000	LDD - Corporate and E-Communications
14	213	000	000	000	MFM - Global Issues and Development
14	213	333	000	000	MFM ADM Office / MHD - International Humanitarian Assistance / MED - Economic Development / MFMZ - Business Intelligence Unit
14	213	334	000	000	MSD - Food Security and Environment / MND - Health and Nutrition / MGD - Social Development
14	213	335	000	000	MID - International Organizations
14	214	000	000	000	NGM - Americas and Chief Development Officer
14	214	336	000	000	NGM ADM Office / NGD - North America Strategy / NMD - Geographic Coordination and Mission Support
14	214	337	000	000	NND - North America Advocacy and Commercial Programs
14	214	338	000	000	NLD - South America and Inter-American Affairs
14	214	339	000	000	NDD - Central America & Caribbean
14	215	000	000	000	OGM - Asia Pacific
14	215	340	000	000	OGM ADM Office / OBMO - Business Management Office for Asia and Americas / OGMA - Strategic Planning Operations & TRIGR / OSD - Southeast Asia
14	215	341	000	000	OPD - Trade and Diplomacy North Asia
14	215	342	000	000	OAD - Development Asia
14	216	000	000	000	PFM - Strategic Policy

14	216	343	000	000	PFM ADM Office / PBMO - Business Management Office of the Strategic Policy Branch / PED - International Economic Policy / POD - Foreign Policy / PRD - Evaluation and Results
14	216	344	000	000	PVD - Development Policy Planning
14	217	000	000	000	SCM - Corporate Planning, Finance and Information Technology
14	217	345	000	000	SCM ADM Office / SBMO - Business Management Office of the Corporate Planning, Finance and IT / SRD - Corporate Planning, Performance, and Risk Management / SED - IM/IT Project Executive / SPD - Procurement, Asset Management
14	217	346	000	000	SWD - Financial Planning and Management
14	217	347	000	000	SMD - Financial Operations
14	217	348	000	000	SGD - Grants and Contributions Management
14	217	349	000	000	SID - Information Management and Technology
14	218	000	000	000	TFM - Trade Policy and Negotiations and Chief Trade Negotiator NAFTA
14	218	350	000	000	TFM ADM Office / TBMO - Business Management Office for Trade Policy and Negotiations and Chief Trade Negotiator NAFTA / TFMA - Associate ADM Trade Policy and Negotiations / TFD - Special Adviser & Economic Analysis / TMD - Chief Air Negotiator and DG for Services, Intellectual Property and Investment
14	218	351	000	000	TCD - Trade Negotiations / TND - North America, Trade Policy and Negotiations
14	218	352	000	000	TPD - Market Access
14	218	353	000	000	TID - Trade Exports Controls
14	219	000	000	000	WGM - Sub-Saharan Africa
14	219	354	000	000	WGM ADM Office / WFD - Pan-Africa / WWD - West and Central Africa
14	219	355	000	000	WED - Southern and Eastern Africa
14	220	000	000	000	XDD - Office of Protocol
14	220	356	000	000	Office of the Chief of Protocol / XDE - Official Events and Management Services / XDC - Diplomatic Corps Services / XDV - Official Visits
14	999	000	000	000	I cannot find my organizational unit
15	000	000	000	000	Natural Resources Canada
15	200	000	000	000	Canadian Forest Service Sector (CFS)
15	200	300	000	000	CFS Atlantic Forestry Centre
15	200	301	000	000	CFS Canadian Wood Fibre Centre
15	200	302	000	000	CFS Great Lakes Forestry Centre
15	200	303	000	000	CFS Laurentian Forestry Centre
15	200	304	000	000	CFS Northern Forestry Centre
15	200	305	000	000	CFS Pacific Forestry Centre
15	200	306	000	000	CFS Trade, Economics and Industry Branch
15	200	307	000	000	CFS Science Policy Integration Branch
15	200	308	000	000	CFS Planning, Operations and Information Branch/ Assistant Deputy Minister's Office
15	201	000	000	000	Corporate Management and Services Sector (CMSS)
15	201	309	000	000	(CMSS)Chief Information Officer and Security
15	201	309	400	000	CMSS Information Management and Chief Library / Enterprise IT Architecture and Security

15	201	309	401	000	CMSS IT Support
15	201	310	000	000	CMSS Finance & Procurement
15	201	310	402	000	CMSS Finance, Procurement, Grants and Contributions, Services and Systems
15	201	311	000	000	CMSS- Human Resources (HR) Management
15	201	311	403	000	CMSS HR Services & Systems
15	201	312	000	000	CMSS ADMO / Planning and Operations Branch / Real Property and Workplace Services Branch
15	201	312	404	000	Real Property and Workplace Services Branch
15	202	000	000	000	Communications and Portfolio Sector (CPS)
15	202	313	000	000	Engagement and Digital Communications Branch (EDCB)
15	202	314	000	000	Public Affairs Branch
15	203	000	000	000	Energy Sector (ES)
15	203	315	000	000	ES Electricity (EL) Resource
15	203	316	000	000	ES Energy Policy (EP)
15	203	317	000	000	ES OE Office Energy Efficiency
15	203	317	405	000	ES OEE Industry & Buildings
15	203	317	406	000	ES OEE Transp & Alt Fuels Div
15	203	318	000	000	ES Petroleum Resource ( PR)
15	204	000	000	000	IETS Innovation & Energy Tech
15	204	319	000	000	IETS Canmet ENERGY Ottawa
15	204	320	000	000	IETS CanmetENERGY Devon
15	204	321	000	000	IETS Policy & Planning
15	204	322	000	000	IETS CanmetENERGY Varennes
15	204	323	000	000	IETS Office of Energy Resources and Development
15	204	324	000	000	IETS CanmetMATERIALS Hamilton
15	205	000	000	000	LMS-Lands & Mineral Sector
15	205	325	000	000	LMS Business Management Service & Data Branch
15	205	326	000	000	LMS CanmetMINING
15	205	327	000	000	LMS-Explosives Safety and Security
15	205	328	000	000	LMS-Geological Survey of Canada (GSC)
15	205	328	407	000	LMS GSC Central Canada
15	205	328	408	000	LMS GSC Northern Canada
15	205	328	409	000	LMS GSC Québec
15	205	328	410	000	LMS-GSC Atlantic
15	205	328	411	000	LMS-GSC Calgary
15	205	328	412	000	LMS-GSC Pacific
15	205	329	000	000	LMS Hazards, Adaptation and Operations Branch
15	205	329	413	000	LMS Cdn Hazard Info Serv
15	205	330	000	000	LMS Policy & Economics
15	205	331	000	000	LMS-Surveyor General Branch (SGB)
15	205	331	414	000	LMS-SGB Eastern Canada
15	206	000	000	000	SPRS-Strategic Policy and Results Sector
15	206	332	000	000	SPRS-Canadian Centre Mapping and Earth Observation
15	206	332	415	000	SPRS-Canadian Centre Remote Sensing
15	206	332	416	000	SPRS-GeoBase



15	206	333	000	000	SPRS-Planning, Delivery and Results
15	207	000	000	000	Audit Evaluation, Deputy Minister Office, Legal Services Sector
15	208	000	000	000	Indigenous Partnerships Office West, Major Projects
Management Office, Office of the Chief Scientist, AECL Sector, TMX, Indigenous Policy & Coord					
15	999	000	000	000	I cannot find my organizational unit
16	000	000	000	000	Royal Canadian Mounted Police
16	200	000	000	000	B Division (Newfoundland and Labrador)
16	201	000	000	000	C Division (Quebec)
16	202	000	000	000	D Division (Manitoba)
16	203	000	000	000	E Division (British Columbia)
16	203	300	000	000	E Division Headquarters
16	203	301	000	000	E Division Island District
16	203	302	000	000	E Division LMD District
16	203	303	000	000	E Division North District
16	203	304	000	000	E Division Southeast District
16	203	305	000	000	E Division - OTHER
16	204	000	000	000	F Division (Saskatchewan)
16	205	000	000	000	G Division (Northwest Territories)
16	206	000	000	000	H Division (Nova Scotia)
16	207	000	000	000	J Division (New Brunswick)
16	207	306	000	000	J Division excluding Miramichi-Firearms
16	207	307	000	000	Firearms - Miramichi
16	208	000	000	000	K Division (Alberta)
16	209	000	000	000	L Division (Prince Edward Island)
16	210	000	000	000	M Division (Yukon)
16	211	000	000	000	National Division (Ontario & Quebec)
16	212	000	000	000	O Division (Ontario)
16	213	000	000	000	T Division - Depot (Saskatchewan)
16	214	000	000	000	V Division (Nunavut)
16	215	000	000	000	National Headquarters
16	215	308	000	000	Corporate Management and Comptrollership
16	215	309	000	000	Specialized Policing Services
16	215	309	400	000	Canadian Firearms Program
16	215	309	401	000	Chief Information Officer - RCMP
16	215	309	402	000	Chief Information Officer- Shared Services Canada
16	215	309	403	000	Forensic Science & Identification Services
16	215	309	404	000	Technical Operations
16	215	309	405	000	Other Specialized Policing Services (CPC / CISC / SPI)
16	215	310	000	000	Contract and Indigenous Policing
16	215	311	000	000	Federal Policing
16	215	312	000	000	Commanding Officer, National Headquarters office
16	215	313	000	000	Human Resources (including Executive/Officer Development
and Resourcing, and Workforce Culture and Employee Engagement )					
16	215	314	000	000	Professional Responsibility Sector
16	215	315	000	000	Public Affairs (including National Communications Services,
Musical Ride, Strategic Partnership and Heritage)					

16	215	316	000	000	Strategic Policy and Planning (including Access to Information and Privacy)
16	215	317	000	000	Commissioner's Office / Legal Services / National Audit and Evaluation, and other Headquarters
16	999	000	000	000	I cannot find my organizational unit
17	000	000	000	000	Indigenous Services Canada
17	200	000	000	000	Regional Operations
17	200	300	000	000	RO - Headquarters
17	200	301	000	000	RO - Alberta Region
17	200	302	000	000	RO - Atlantic Region
17	200	303	000	000	RO - British Columbia Region
17	200	304	000	000	RO - Manitoba Region
17	200	305	000	000	RO - Ontario Region
17	200	305	400	000	RO-ONT - Federal Schools
17	200	305	401	000	RO-ONT - Community Infrastructure
17	200	305	402	000	RO-ONT - Lands & Econ. Development
17	200	306	000	000	RO - Quebec Region
17	200	307	000	000	RO - Saskatchewan Region
17	201	000	000	000	Education and Social Development Programs and Partnerships
17	201	308	000	000	ESDPP - Education
17	201	309	000	000	ESDPP - Social Policy and Programs
17	202	000	000	000	First Nations and Inuit Health Branch
17	202	310	000	000	First Nations and Inuit Health Branch - National Capital region
17	202	310	403	000	FNIHB - ADMO First Nations & Inuit Health Branch / ADMO
Regional Operations / Capacity, Infrastructure and Accountability Directorate					
17	202	310	404	000	FNIHB - Internal Client Service Directorate
17	202	310	405	000	FNIHB - Non-Insured Health Benefits Directorate
17	202	310	406	000	FNIHB - Population & Public Health
17	202	310	407	000	FNIHB - Office of Primary Health
17	202	310	408	000	FNIHB - Strategic Policy and Planning and Information
Directorate					
17	202	311	000	000	First Nations and Inuit Health Branch - Regional Operations
17	202	311	409	000	FNIHB - Alberta Region
17	202	311	410	000	FNIHB - Atlantic Region
17	202	311	411	000	FNIHB - Manitoba Region
17	202	311	412	000	FNIHB - Northern Region
17	202	311	413	000	FNIHB - Ontario Region
17	202	311	414	000	FNIHB - Quebec Region
17	202	311	415	000	FNIHB - Saskatchewan Region
17	203	000	000	000	"DMO / Internal Services
(Communications, Corporate Secretariat, Strategic Policy and Partnership, and Chief Finances Results Delivery Officer)"					
17	203	312	000	000	Chief Financial Officer Branch
17	999	000	000	000	I cannot find my organizational unit
18	000	000	000	000	Veterans Affairs Canada

18	200	000	000	000	Office of the Deputy Minister / Office of the Associate Deputy Minister / Legal Services / Audit and Evaluation
18	201	000	000	000	Office of the Veterans Ombudsman
18	202	000	000	000	Bureau of Pensions Advocates
18	203	000	000	000	Chief Financial Officer and Corporate Services Branch
18	203	300	000	000	Human Resources Division
18	203	301	000	000	Finance Division/Office of the Assistant Deputy Minister
18	203	302	000	000	Information Technology, Information Management & Administration Division
18	203	302	400	000	Office of the Director General / Operations / Administrative Services Directorate
18	203	302	401	000	Application Management Directorate / Privacy & Information Management
18	204	000	000	000	Service Delivery Branch
18	204	303	000	000	Service Delivery & Program Management Division
18	204	303	402	000	Office of the Director General / Strategic & Enabling Initiatives
18	204	303	403	000	Health Care & Rehabilitation Program/ Case management & Support / Long Term Care/Online Services
18	204	304	000	000	Centralized Operations Division
18	204	304	404	000	Office of the Director General
18	204	304	405	000	Benefit Operations
18	204	304	405	500	Benefits Adjudication & Processing
18	204	304	405	501	Claims Preparation
18	204	304	405	502	Disability Adjudication
18	204	304	406	000	National First Level Appeals/Support Services
18	204	305	000	000	Health Professionals Division/Office of the Assistant Deputy Minister
18	204	306	000	000	Field Operations Division
18	204	306	407	000	Office of the Director General / Issues & Operational Priorities / Planning & Management Support
18	204	306	408	000	Southwest Ontario Area
18	204	306	409	000	Central Ontario Area
18	204	306	410	000	Northeast Ontario & Nunavut Area
18	204	306	411	000	Quebec Area
18	204	306	412	000	Montreal Area
18	204	306	413	000	Newfoundland / Labrador/ New Brunswick/ Prince Edward Island / Gaspésie Area
18	204	306	414	000	Nova Scotia Area
18	204	306	415	000	Manitoba/Saskatchewan Area/ Alberta & Northwest Territories
18	204	306	416	000	British Columbia Mainland/Yukon Area/Victoria & Islands Area
18	204	306	417	000	Transition, Coordination and Integrated Service / Strategic Planning and Program Integrity / Strategic Affairs
18	205	000	000	000	Strategic Policy & Commemoration Branch
18	205	307	000	000	Policy & Research Division / Office of the Assistant Deputy Minister
18	205	308	000	000	Commemoration and European Operations Divisions

18	206	000	000	000	Strategic Oversight & Communications Branch
18	206	309	000	000	Corporate Secretariat / Strategic Planning, Results & Cabinet
Business					
18	206	310	000	000	Communications Division / Office of the Assistant Deputy
Minister					
18	999	000	000	000	I cannot find my organizational unit
19	000	000	000	000	Department of Justice
19	200	000	000	000	Minister's Office and Deputy Minister Cluster
19	201	000	000	000	Management Sector
19	201	300	000	000	Information Solutions Branch
19	201	301	000	000	ADMO and Finance and Planning Branch
19	201	302	000	000	Human Resources Branch and Workplace Branch
19	201	303	000	000	Corporate Services Branch
19	201	304	000	000	Legal Practices Branch
19	202	000	000	000	Aboriginal Affairs Portfolio
19	203	000	000	000	Business and Regulatory Law Portfolio
19	204	000	000	000	Central Agencies Portfolio
19	205	000	000	000	Communications Branch
19	206	000	000	000	Public Law and Legislative Services Sector
19	206	305	000	000	Public Law
19	206	306	000	000	Legislative Services
19	207	000	000	000	National Litigation Sector (NLS)
19	207	307	000	000	NLS - NCR: Civil Litigation Section
19	207	308	000	000	NLS - National Capital Region (NCR): Other
19	207	309	000	000	NLS - Atlantic Regional Office
19	207	310	000	000	NLS - BC and Northern Regional Offices
19	207	311	000	000	NLS - Ontario Regional Office
19	207	312	000	000	NLS - Québec Regional Office
19	207	313	000	000	NLS - Prairie Regional Offices
19	207	313	400	000	Alberta
19	207	313	401	000	Saskatchewan
19	207	313	402	000	Manitoba
19	208	000	000	000	Policy Sector
19	208	314	000	000	Criminal Law Policy
19	208	315	000	000	Programs Branch
19	208	316	000	000	Family, Children & Youth Section and Youth Justice & Strategic
Initiatives Section					
19	208	317	000	000	Policy Sector - Other (SADMO, ILPS, PICS)
19	209	000	000	000	Public Safety, Defence & Immigration Portfolio
19	210	000	000	000	Tax Law Services Portfolio
19	210	318	000	000	NCR - Tax Law Services - DLSU & ADMO
19	210	319	000	000	NCR - Tax Law Services Section (11th floor)
19	999	000	000	000	I cannot find my organizational unit
20	000	000	000	000	Canadian Heritage
20	200	000	000	000	Direct Reports

20	200	300	000	000	Deputy Ministers' Office; Office of Values and Ethics; Legal Services
20	200	301	000	000	Office of the Chief Audit Executive
20	200	302	000	000	Corporate Secretariat
20	200	303	000	000	Communications
20	200	304	000	000	Human Resources and Workplace Management
20	201	000	000	000	Strategic Policy, Planning and Corporate Affairs Sector
20	201	305	000	000	ADM's Office SPPC; Resource Management Directorate
20	201	306	000	000	Strategic Policy and International Affairs
20	201	307	000	000	Strategic Planning, Evaluation and Research
20	201	308	000	000	Office of the Chief Financial Officer and Financial Management
20	201	309	000	000	Office of the Chief Information Officer
20	202	000	000	000	Sport, Major Events and Commemorations Sector
20	202	310	000	000	ADM's Office SMEC; Sector Management, Strategic Policy and Planning; Special Projects
20	202	311	000	000	Major Events, Commemorations and Capital Experience
20	202	312	000	000	Sport Canada
20	202	313	000	000	Portfolio Affairs
20	203	000	000	000	Citizenship, Heritage and Regions Sector
20	203	314	000	000	ADM's Office CHR; Strategic Management and Regional Affairs; Indigenous Languages Legislation
20	203	315	000	000	Citizen Participation
20	203	316	000	000	Official Languages
20	203	317	000	000	Heritage
20	203	318	000	000	Atlantic Region
20	203	319	000	000	Québec Region
20	203	320	000	000	Ontario Region
20	203	321	000	000	Prairies and Northern Region
20	203	322	000	000	Western Region
20	203	323	000	000	Multiculturalism
20	204	000	000	000	Cultural Affairs Sector
20	204	324	000	000	ADM's Office CA; Strategic Policy and Management; Resource Management Directorate
20	204	325	000	000	International Trade
20	204	326	000	000	Broadcasting and Digital Communications
20	204	327	000	000	Arts
20	204	328	000	000	Cultural Industries
20	999	000	000	000	I cannot find my organizational unit
21	000	000	000	000	Public Service Commission of Canada
21	200	000	000	000	President's Office / Commissioners Office / Corporate Secretariat / Internal Audit and Evaluation / Legal Services / Corporate Affairs Sector -
21	200	300	000	000	President's Office / Commissioners Office / Corporate Secretariat / Internal Audit and Evaluation / Ombudsman's Office / Legal Services / Corporate Affairs Sector - Vice President's Office / Corporate Affairs Sector - Human Resources Management Directorate
21	200	301	000	000	Finance and Administration Directorate
21	200	302	000	000	Information Technology Services Directorate

21	201	000	000	000	Oversight and Investigations Sector
21	201	303	000	000	Data Services and Analysis Directorate
21	201	304	000	000	Audit Directorate
21	201	305	000	000	Investigation Directorate / Sector Management Services / Vice President's Office
21	202	000	000	000	Policy and Communications Sector
21	202	306	000	000	Communications and Parliamentary Affairs Directorate
21	202	307	000	000	Staffing Support and Priority Directorate / Political Activities and Non-partisanship Directorate
21	202	308	000	000	Sector Management Service / Office of Renewal / Diversity & Inclusion/ Policy and Strategic Direction Directorate / Vice President's Office
21	203	000	000	000	Services and Business Development Sector
21	203	309	000	000	Central Programs and Regional Offices Directorate / Business Development and Systems Directorate / Vice President's Office
21	203	310	000	000	Personnel Psychology Centre
21	999	000	000	000	I cannot find my organizational unit
22	000	000	000	000	Crown-Indigenous Relations and Northern Affairs
22	200	000	000	000	Deputy Minister's Office/Senior General Counsel/ Audit and Evaluation
22	201	000	000	000	Corporate Secretariat
22	202	000	000	000	"Finances, Results and Delivery (Chief Finances Results Delivery Officer)"
22	202	300	000	000	Chief Information Officer
22	202	301	000	000	Corporate Accounting and Materiel Management Branch
22	202	302	000	000	Chief Finances Results Delivery Office/Planning and Research Statistics Branch
22	202	303	000	000	Planning and Resource Management Branch
22	203	000	000	000	Communications
22	203	304	000	000	DGO - Communications/Client Services/Corporate Communications and Strategic Communications
22	203	305	000	000	Digital Communications
22	204	000	000	000	Human Resources and Workplace Services
22	204	306	000	000	DGO - Human Resources and Workplace Services/HR Policies Programs/Strategic HR Management and Executive Group Services
22	204	307	000	000	Security and Accommodation/Centre for Integrity, Values and Conflict Resolution/Learning and Well-Being
22	204	308	000	000	HR Client Services Delivery/HR Planning, Performance Management and Systems
22	205	000	000	000	Indian Residential Schools Adjudication Secretariat
22	206	000	000	000	Lands and Economic Development
22	206	309	000	000	ADMO - Lands and Economic Development/Economic and Business Opportunities Branch/Economic Policy Development Branch
22	206	310	000	000	Lands and Environmental Management Branch
22	207	000	000	000	Northern Affairs Organization
22	207	311	000	000	ADMO - Northern Affairs Organization/Inuit Relations/Northern Governance Branch/Northern Strategic Policy Branch

22	207	312	000	000	Natural Resources and Environment Branch
22	207	313	000	000	Northern Contaminated Sites Program Branch
22	207	314	000	000	Northwest Territories Region
22	207	315	000	000	Nunavut Region
22	207	316	000	000	Yukon Region
22	208	000	000	000	Policy and Strategic Direction
22	208	317	000	000	SADMO - Policy and Strategic Direction/Reconciliation
Secretariat/Aboriginal and External Relations Branch					
22	208	318	000	000	Litigation Management and Resolution Branch
22	208	319	000	000	Strategic Policy, Cabinet and Parliamentary Affairs Branch
22	209	000	000	000	Resolution and Individuals Affairs
22	209	320	000	000	ADMO - Resolution and Individual Affairs/Settlement
Agreement and Childhood Claims Branch/Strategic Integration and Management Accountability Branch					
22	209	321	000	000	Individual Affairs Branch
22	210	000	000	000	Implementation
22	211	000	000	000	Treaties and Aboriginal Government
22	211	322	000	000	Negotiations Central Branch
22	211	323	000	000	Negotiations East Branch
22	211	324	000	000	Negotiations West Branch
22	211	325	000	000	SADMO - Treaties and Aboriginal Government/Policy
Development and Coordination Branch					
22	211	326	000	000	Specific Claims Branch
22	999	000	000	000	I cannot find my organizational unit
23	000	000	000	000	Immigration and Refugee Board of Canada
23	200	000	000	000	Chairperson's Office; Executive Director's Office; Integrity
Office; Governor in Council Secretariat Services; Policy, Planning and Corporate Affairs					
23	200	300	000	000	Chairperson's Office, GIC Secretariat, Integrity Office, Legacy
23	200	301	000	000	Executive Director's Office; Policy, Planning and Corporate
Affairs					
23	201	000	000	000	Integrated Resource Management Branch
23	201	302	000	000	Workforce Management; Talent Development Directorate
23	201	303	000	000	Director General Office; Administration; Finance; Business
Planning and Services					
23	202	000	000	000	Legal Services
23	203	000	000	000	Tribunal Services
23	203	304	000	000	IM/IT
23	203	305	000	000	RRSS - All Regions
23	203	305	400	000	Central Region
23	203	305	401	000	Eastern Region
23	203	305	402	000	National Capital Region and Western Region
23	203	306	000	000	Research, ATIP, Linguistic Services, Planning
23	204	000	000	000	Immigration Appeal Division
23	205	000	000	000	Refugee Appeal Division
23	206	000	000	000	Immigration Division
23	207	000	000	000	Refugee Protection Division
23	207	307	000	000	Central Region

23	207	308	000	000	Eastern Region
23	207	309	000	000	National Capital Region and Western Region
23	999	000	000	000	I cannot find my organizational unit
24	000	000	000	000	Department of Finance Canada
24	200	000	000	000	Consultations and Communications Branch
24	201	000	000	000	Economic and Fiscal Policy Branch
24	202	000	000	000	Economic Development and Corporate Finance Branch
24	203	000	000	000	Federal-Provincial Relations and Social Policy Branch
24	204	000	000	000	Financial Sector Policy Branch
24	205	000	000	000	International Trade and Finance Branch
24	206	000	000	000	Tax Policy Branch
24	207	000	000	000	Corporate Services Branch
24	208	000	000	000	Other Offices (includes employees in small offices such as Minister's Office, Deputy Minister's Office, Associate Deputy Minister's Office, Office of the Associate Deputy Minister, and G7/G20 & FSB Deputy for Canada, Canada Investment and Savings, Office of the Minister of State, Internal Audit, and Law Branch)
24	999	000	000	000	I cannot find my organizational unit
25	000	000	000	000	Canadian Grain Commission
25	200	000	000	000	Executive/Corporate Services/Finance/Human Resources
25	201	000	000	000	Grain Research Laboratory
25	202	000	000	000	Industry Services HQ
25	203	000	000	000	Industry Services Eastern
25	204	000	000	000	Industry Services Western
25	205	000	000	000	Information Management and Technology Services
25	999	000	000	000	I cannot find my organizational unit
26	000	000	000	000	Treasury Board of Canada Secretariat
26	200	000	000	000	Policy Sectors
26	200	300	000	000	Canadian Digital Services
26	200	301	000	000	Office of the Chief Information Officer
26	200	301	400	000	Office of the ADM, Digital and Services Policy
26	200	301	401	000	Office of the Chief Technology Officer (CTO)
26	200	301	402	000	People and Business Management Services
26	200	302	000	000	Expenditure Management Sector
26	200	303	000	000	Office of the Chief Human Resources Officer
26	200	303	403	000	Compensation and Labour Relations Sector
26	200	303	404	000	Executive Management and Leadership Development
26	200	303	405	000	Workplace Policies and Services Sector
26	200	303	406	000	Research, Planning and Renewal Sector
26	200	303	407	000	People Management Systems and Processes
26	200	303	408	000	Pensions and Benefits Sector
26	200	304	000	000	Office of the Comptroller General
26	200	304	409	000	Acquired Services and Assets Sector
26	200	304	410	000	Financial Management Sector
26	200	304	411	000	Financial Management Transformation Sector
26	200	304	412	000	Internal Audit Sector
26	200	305	000	000	Regulatory Affairs Sector



26	201	000	000	000	Program Sectors
26	201	306	000	000	Economic Sector
26	201	307	000	000	Government Operations Sector
26	201	308	000	000	International Affairs, Security and Justice Sector
26	201	309	000	000	Social and Cultural Sector
26	202	000	000	000	Enabling Sectors
26	202	310	000	000	Corporate Services Sector
26	202	311	000	000	Human Resources Division
26	202	312	000	000	Internal Audit and Evaluation Bureau
26	202	313	000	000	Legal Services
26	202	314	000	000	Priorities and Planning Sector
26	202	315	000	000	Strategic Communications and Ministerial Affairs Sector
26	203	000	000	000	Minister's and Deputy Ministers' Offices
26	999	000	000	000	I cannot find my organizational unit
28	000	000	000	000	Privy Council Office
28	200	000	000	000	Office of the Clerk of the Privy Council and Secretary to the Cabinet / Deputy Clerk of the Privy Council and Associate Secretary to the Cabinet
28	200	300	000	000	Office of the Clerk of the Privy Council and Secretary to the Cabinet / Deputy Clerk of the Privy Council and Associate Secretary to the Cabinet / Audit and Evaluation
28	201	000	000	000	Office of the National Security and Intelligence Advisor to the Prime Minister
28	201	301	000	000	Office of the NSIA / Office of the Foreign and Defence Policy Advisor to the Prime Minister
28	201	302	000	000	Security and Intelligence
28	201	302	400	000	Security Operations
28	201	303	000	000	Intelligence Assessment
28	202	000	000	000	Governance
28	202	304	000	000	Counsel to the Clerk/ Cabinet Confidentiality / Legal Operations
28	202	305	000	000	Legislation and House Planning / Parliamentary Affairs and Cabinet Affairs / Parliamentary Returns
28	202	306	000	000	Office of the Deputy Secretary to the Cabinet (Governance) / Machinery of Government / Democratic Institutions
28	203	000	000	000	Plans and Consultations
28	203	307	000	000	Office of the Deputy Secretary to the Cabinet (Plans and Consultation) / Liaison Secretariat for Macroeconomic Policy / Priorities and Planning
28	203	307	401	000	Priorities and Planning
28	203	308	000	000	Communications & Consultations
28	204	000	000	000	Operations
28	204	309	000	000	Economic and Regional Development Policy / Social Development Policy
28	204	309	402	000	Economic and Regional Development Policy
28	204	309	403	000	Social Development Policy
28	204	310	000	000	Operations and Cabinet Affairs
28	204	311	000	000	Office of the Deputy Secretary to the Cabinet (Operations) / LGBTQ2 Secretariat / Review of Laws and Policy Secretariat / Orders in Council / Special Projects
28	205	000	000	000	Senior Personnel and Public Service Renewal

28	205	312	000	000	Office of the Deputy Secretary to the Cabinet (Senior Personnel and Public Service Renewal)
28	205	313	000	000	Public Service Renewal
28	205	314	000	000	Senior Personnel Secretariat
28	205	314	404	000	Compensation and Leadership Development
28	205	314	405	000	Appointments
28	206	000	000	000	Corporate Services
28	206	315	000	000	Access to Information, Privacy and Privy Council Office
Parliamentary Returns / Information Management					
28	206	315	406	000	Access to Information, Privacy and Privy Council Office
Parliamentary Returns					
28	206	315	407	000	Records Operations / IM Policy, Library and Web Publishing
28	206	315	408	000	Executive Correspondence
28	206	316	000	000	Finance and Planning Directorate
28	206	316	409	000	Finance and Corporate Planning
28	206	316	410	000	Financial Operations
28	206	317	000	000	Administration
28	206	317	411	000	Mail and Messenger
28	206	318	000	000	Human Resources
28	206	318	412	000	Corporate Human Resources
28	206	318	413	000	Human Resources Operations
28	206	319	000	000	Chief Information Officer Directorate
28	207	000	000	000	Results and Delivery
28	207	320	000	000	Office of the Deputy Secretary to the Cabinet (Results and Delivery) / Results and Delivery
28	207	321	000	000	Impact and Innovation Unit
28	208	000	000	000	Intergovernmental Affairs and Youth Secretariat
28	208	322	000	000	Intergovernmental Affairs
28	208	323	000	000	Office of the Deputy Secretary to the Cabinet (Intergovernmental Affairs and Youth Secretariat) / Youth Secretariat
28	999	000	000	000	I cannot find my organizational unit
29	000	000	000	000	National Capital Commission
29	200	000	000	000	Executive Office / Legal Services and Commission Secretariat
/Audit, Research, Evaluation and Ethics / Public and Corporate Affairs					
29	201	000	000	000	Capital Stewardship
29	202	000	000	000	Capital Planning
29	203	000	000	000	Corporate Services
29	204	000	000	000	Official Residences
29	999	000	000	000	I cannot find my organizational unit
30	000	000	000	000	Courts Administration Service
30	201	000	000	000	Corporate Secretariat and Corporate Services
30	202	000	000	000	National Capital Region - Judicial and Registry Services
30	203	000	000	000	Eastern, Ontario and Western Regions - Judicial and Registry Services
30	999	000	000	000	I cannot find my organizational unit
31	000	000	000	000	Canadian Radio-television and Telecommunications Commission

31	200	000	000	000	Broadcasting
31	201	000	000	000	Compliance and Enforcement (including Montreal)
31	202	000	000	000	Consumer Affairs and Strategic Policy
31	203	000	000	000	Communications and External Relations
31	204	000	000	000	Corporate Services and Operations
31	204	300	000	000	Information Management and Technology (IM/IT)
31	204	301	000	000	Human Resources
31	204	302	000	000	Finance & Administrative Services
31	204	303	000	000	Planning & Process
31	204	304	000	000	Decisions Division
31	205	000	000	000	Secretary General's Office/Chairman's Office
31	206	000	000	000	Legal Services
31	207	000	000	000	Telecommunications
31	999	000	000	000	I cannot find my organizational unit
32	000	000	000	000	Atlantic Canada Opportunities Agency
32	200	000	000	000	Head Office
32	200	300	000	000	FCS - Finance & Corporate Services / President's office / Legal Services
32	200	301	000	000	PPC - Policy, Programs and Communications (including Ottawa & MLO)
32	201	000	000	000	New Brunswick Region
32	202	000	000	000	Nova Scotia Region
32	203	000	000	000	Newfoundland and Labrador Region
32	204	000	000	000	Prince Edward Island Region
32	999	000	000	000	I cannot find my organizational unit
33	000	000	000	000	Canadian Space Agency
33	200	000	000	000	President Office / Senior Vice-President Office / Programs and Integrated Planning / Audit and Evaluation
33	201	000	000	000	Communications and Public Affairs
33	202	000	000	000	Policy
33	203	000	000	000	Finance
33	204	000	000	000	Corporate Services and HR
33	205	000	000	000	Information Management & Information Technology
33	206	000	000	000	Space Exploration
33	206	300	000	000	Astronauts, Life Sciences and Space Medicine
33	206	301	000	000	Director's General Office
33	206	302	000	000	Space Exploration Development
33	206	303	000	000	Space Exploration Operations & Infrastructure
33	207	000	000	000	Space Science and Technology
33	207	304	000	000	Space Science and Technology (without Engineering Development)
33	207	305	000	000	Engineering Development
33	208	000	000	000	Space Utilization
33	999	000	000	000	I cannot find my organizational unit
34	000	000	000	000	Canada Economic Development for Quebec Regions
34	200	000	000	000	Operations

34	201	000	000	000	Policy and Communications / Deputy Minister's Office
34	202	000	000	000	Corporate Services
34	999	000	000	000	I cannot find my organizational unit
35	000	000	000	000	Canadian Institutes of Health Research
35	200	000	000	000	Governance and External Relations (GER)
35	201	000	000	000	Research Programs Portfolio (RP)
35	202	000	000	000	Executive Vice-President Portfolio (EVP)
35	999	000	000	000	I cannot find my organizational unit
36	000	000	000	000	Parole Board of Canada
36	200	000	000	000	National Office other than Records Suspension and Clemency
36	201	000	000	000	National Office - Record Suspension and Clemency
36	202	000	000	000	Atlantic Region
36	203	000	000	000	Quebec Region
36	204	000	000	000	Ontario Region
36	205	000	000	000	Prairie Region
36	206	000	000	000	Pacific Region
36	999	000	000	000	I cannot find my organizational unit
37	000	000	000	000	Shared Services Canada
37	200	000	000	000	Chief Financial Officer
37	200	300	000	000	ADMO - Other
37	200	301	000	000	Finance
37	200	302	000	000	Financial Strategies & Costing
37	201	000	000	000	Corporate Services
37	201	303	000	000	ADMO - Other
37	201	304	000	000	Chief Information Officer
37	201	305	000	000	Corporate Secretariat
37	201	306	000	000	Human Resources and Workplace
37	201	307	000	000	Procurement & Vendor Relations
37	201	308	000	000	Real Property, Accommodation and Material Management
37	202	000	000	000	Chief Technology Officer
37	202	309	000	000	ADMO - Other
37	202	310	000	000	Cloud Services
37	202	311	000	000	Enterprise Architecture
37	202	312	000	000	Partnership & Strategic Direction
37	202	313	000	000	Security Management & Governance
37	203	000	000	000	Data Centre Services
37	203	314	000	000	ADMO - Other
37	203	315	000	000	Enterprise Operations
37	203	316	000	000	Facilities Management
37	203	317	000	000	Integrated HPC Management
37	203	318	000	000	Linux/Unix Management
37	203	319	000	000	Mainframe & Bulk Print Management
37	203	320	000	000	Planning and Engagement
37	203	321	000	000	Platform Services
37	203	322	000	000	Storage, Back-Up & Archive
37	203	323	000	000	Windows and Virtualization

37	204	000	000	000	Executive Office
37	204	324	000	000	ADMO - Other
37	204	325	000	000	Communications
37	204	326	000	000	Executive Vice-President
37	204	327	000	000	Office of Audit and Evaluation
37	204	328	000	000	Ombudsman
37	205	000	000	000	Networks, Security and Digital Services
37	205	329	000	000	ADMO - Other
37	205	330	000	000	Cyber Security Strategic Plan
37	205	331	000	000	Data Networks and Intra Building Networks
37	205	332	000	000	Digital Communications
37	205	333	000	000	GoC Secret Infrastructure
37	205	334	000	000	Infrastructure Security
37	205	335	000	000	Innovations and Modernization Initiatives
37	205	336	000	000	IT Security Operations
37	205	337	000	000	Partnership & Strategic Direction
37	205	338	000	000	Real Property
37	205	339	000	000	Telecommunications
37	205	340	000	000	Email & Workplace Technology
37	206	000	000	000	Project Management & Delivery
37	206	341	000	000	ADMO - Other
37	206	342	000	000	Customer Projects Portfolio A
37	206	343	000	000	Customer Projects Portfolio B
37	206	344	000	000	Data Center Services Projects
37	206	345	000	000	Modernization Proj Planning
37	206	346	000	000	Network & End Users Projects
37	206	347	000	000	Project Management CITS
37	207	000	000	000	Service Delivery and Management
37	207	348	000	000	ADMO - Other
37	207	349	000	000	Business Planning and Client Support
37	207	350	000	000	Client Executives Directorate
37	207	351	000	000	Policing Infrastructure Operations
37	207	352	000	000	Service Management
37	207	353	000	000	Service Management Transformation
37	999	000	000	000	I cannot find my organizational unit
39	000	000	000	000	Transportation Safety Board of Canada
39	200	000	000	000	Office of the chair / Office of the COO/ Communications / ATIP
39	200	300	000	000	Chair Office
39	200	301	000	000	Office of the Chief Operating Officer
39	200	302	000	000	Communications
39	200	303	000	000	General Counsel and Access to Information and Privacy
39	201	000	000	000	Corporate Services Branch
39	201	304	000	000	Director General Office
39	201	305	000	000	Finance, Corporate Planning and Reporting
39	201	306	000	000	Human Resources
39	201	307	000	000	Technology and Information Management

39	201	308	000	000	Administration
39	202	000	000	000	Air Investigations Branch
39	202	309	000	000	All regions and Head Office
39	203	000	000	000	Marine Investigations Branch
39	203	310	000	000	All regions and Head Office
39	204	000	000	000	Rail and Pipeline Investigations Branch
39	204	311	000	000	All regions and Head Office
39	205	000	000	000	Operational Services Branch
39	205	312	000	000	Engineering lab
39	205	313	000	000	Human Factors and Macro Analysis
39	205	314	000	000	Multi-Modal Training & Standards
39	205	315	000	000	Director's Office
39	999	000	000	000	I cannot find my organizational unit
40	000	000	000	000	Office of the Chief Electoral Officer
40	200	000	000	000	Internal Services and Office of the Chief Electoral Officer
40	201	000	000	000	Electoral Events and Innovation
40	202	000	000	000	Regulatory Affairs
40	203	000	000	000	Policy and Public Affairs
40	204	000	000	000	Commissioner of Canada Elections
40	999	000	000	000	I cannot find my organizational unit
41	000	000	000	000	Canadian Human Rights Commission
42	000	000	000	000	Office of the Commissioner of Official Languages
42	200	000	000	000	Compliance Assurance Branch
42	201	000	000	000	Policy and Communications Branch
42	202	000	000	000	Corporate Management Branch and others
42	999	000	000	000	I cannot find my organizational unit
43	000	000	000	000	Western Economic Diversification Canada
43	200	000	000	000	Headquarters
43	201	000	000	000	Policy and Strategic Direction
43	202	000	000	000	Region - Manitoba or Saskatchewan
43	203	000	000	000	Region - Alberta
43	204	000	000	000	Region - British Columbia
43	999	000	000	000	I cannot find my organizational unit
46	000	000	000	000	Public Prosecution Service of Canada
46	200	000	000	000	Headquarters
46	200	300	000	000	Office of the Director of Public Prosecution (DPP) / Office the
Direction of Public Prosecutions (Office of the DPP)/Executive Secretariat/Internal Audit Division					
46	200	301	000	000	Corporate Services
46	200	301	400	000	Senior Director General, Corporate Services
46	200	301	401	000	Agent Affairs Division
46	200	301	402	000	Human Resources Directorate
46	200	301	403	000	Administration Services Division
46	200	301	404	000	Corporate Planning and External Relations
Directorate/Communications Division					
46	200	302	000	000	Finance and Acquisitions Directorate

46	200	303	000	000	Legal Groups / Office of the Deputy Director of Public Prosecution (Drugs, National Security and Northern Prosecutions) / Office of the Deputy Director of Public Prosecution (Regulatory and Economic Prosecutions and Management) / HQ Counsel Division / Law Practice Management Division / Regulatory and Economic Prosecutions (REP) Division / Integrated Market Enforcement Team (IMET) Division / Office of the Corporate Counsel
46	201	000	000	000	Prosecution Services - Regional Offices
46	201	304	000	000	British Columbia Region
46	201	305	000	000	Alberta Region
46	201	306	000	000	Saskatchewan Region
46	201	307	000	000	Manitoba Region
46	201	308	000	000	Ontario Region
46	201	309	000	000	National Capital Region
46	201	310	000	000	Quebec Region
46	201	311	000	000	Atlantic Region
46	201	312	000	000	Nunavut Region
46	201	313	000	000	Northwest Territories Region
46	201	314	000	000	Yukon Region
46	999	000	000	000	I cannot find my organizational unit
47	000	000	000	000	Canadian Environmental Assessment Agency
47	200	000	000	000	President's Office
47	201	000	000	000	Operations Sector
47	201	300	000	000	Vice President's Office
47	201	300	400	000	Indigenous Consultations Division
47	201	300	401	000	National Programs Division
47	201	300	402	000	Regional Operations Directorate
47	201	300	403	000	Review Panels Division
47	202	000	000	000	External Relations and Strategic Policy Sector
47	202	301	000	000	Vice President's Office
47	202	301	404	000	External Relations and Engagement Division
47	202	301	405	000	Strategic Policy Directorate
47	202	301	406	000	Legislative and Regulatory Affairs Division
47	202	301	407	000	Intergovernmental Affairs Division
47	203	000	000	000	Corporate Services Sector
47	203	302	000	000	Vice President's Office
47	203	302	408	000	Communications Division
47	203	302	409	000	Finance and Administration Division
47	203	302	410	000	Human Resources Division
47	203	302	411	000	Information Services Division
47	203	302	412	000	Innovation and Transformation Division
47	203	302	413	000	Planning, Results and Executive Services Division
47	204	000	000	000	Regional Offices
47	204	303	000	000	Atlantic Regional Office
47	204	304	000	000	Quebec Regional Office
47	204	305	000	000	Ontario Regional Office
47	204	306	000	000	Prairie and Northern Regional Office
47	204	307	000	000	Pacific and Yukon Regional Office

47	204	308	000	000	Newfoundland and Labrador Satellite Office
47	999	000	000	000	I cannot find my organizational unit
50	000	000	000	000	National Research Council Canada
50	200	000	000	000	Administrative Services and Property Management (ASPM)
50	201	000	000	000	Advanced Electronics and Photonics (AEP)
50	202	000	000	000	Aerospace (AERO)
50	203	000	000	000	Aquatic and Crop Resource Development (ACRD)
50	204	000	000	000	Automotive and Surface Transportation (AST)
50	205	000	000	000	Communications Branch (CB)
50	206	000	000	000	Construction (CONST)
50	207	000	000	000	Design and Fabrication Services (DFS)
50	208	000	000	000	Digital Technologies (DT)
50	209	000	000	000	Energy, Mining and Environment (EME)
50	210	000	000	000	Finance and Procurement Services Branch (FPS)
50	211	000	000	000	Groups less than 50 employees (CSC, HSE, SB, VPOs, PO)
50	212	000	000	000	Herzberg Astronomy and Astrophysics (HAA)
50	213	000	000	000	Human Health Therapeutics (HHT)
50	214	000	000	000	Human Resources Branch (HRB)
50	215	000	000	000	Industrial Research Assistance Program (IRAP)
50	215	300	000	000	Pacific Region
50	215	301	000	000	Prairie Region
50	215	302	000	000	Ontario Region
50	215	303	000	000	Quebec Region
50	215	304	000	000	Atlantic and Nunavut Region
50	215	305	000	000	DS/INT/VPO
50	216	000	000	000	Knowledge and Information Technology Services (KITS)
50	217	000	000	000	Medical Devices (MD)
50	218	000	000	000	Metrology (METRO)
50	219	000	000	000	Nanotechnology (NANO)
50	220	000	000	000	National Programs and Business Services (NPBS)
50	221	000	000	000	Ocean, Coastal and River Engineering (OCRE)
50	222	000	000	000	Secretary General's Office (CS, IIO, OAE, PSP)
50	223	000	000	000	Security and Disruptive Technologies (SDT)
50	999	000	000	000	I cannot find my organizational unit
52	000	000	000	000	Office of the Auditor General of Canada
52	200	000	000	000	Annual Audit Practice
52	201	000	000	000	Performance Audit Practice
52	202	000	000	000	Corporate Services
52	203	000	000	000	Audit Services, Legal Services, Communications, Parliamentary Liaison, Practice Review and Internal Audit, Strategic Planning, International Relations and Executive Office
52	999	000	000	000	I cannot find my organizational unit
53	000	000	000	000	Public Safety Canada
53	200	000	000	000	Community Safety and Countering Crime Branch
53	200	300	000	000	Research, Intergovernmental Affairs, and Horizontal Policy / Office of the Assistant Deputy Minister



53	200	301	000	000	Law Enforcement and Border Strategies Directorate
53	200	302	000	000	Policing Policy Directorate
53	200	303	000	000	Crime Prevention, Corrections and Criminal Justice Directorate
53	201	000	000	000	Corporate Management Branch
53	201	304	000	000	Corporate Services Directorate / Office of the Assistant Deputy Minister
53	201	305	000	000	Office of the Comptroller and Deputy Chief Financial Officer
53	201	306	000	000	Human Resources Directorate
53	201	307	000	000	Chief Information Officer Directorate
53	202	000	000	000	Emergency Management & Programs Branch
53	202	308	000	000	Government Operations Centre / Office of the Assistant Deputy Minister
53	202	309	000	000	Policy and Outreach Directorate
53	202	310	000	000	Programs Directorate
53	203	000	000	000	National and Cyber Security Branch
53	203	311	000	000	National Security Policy Directorate / Office of the Assistant Deputy Minister
53	203	312	000	000	National Cyber Security Directorate / National Security Operations Directorate
53	203	313	000	000	Critical Infrastructure and Strategic Coordination Directorate
53	204	000	000	000	Portfolio Affairs and Communications Branch
53	204	314	000	000	Cabinet and Parliamentary Affairs and Executive Services Directorate / Office of the Assistant Deputy Minister
53	204	315	000	000	Strategic Policy, Research, Planning and International Affairs Directorate / Canada Centre for Community Engagement and Prevention of Violence
53	204	316	000	000	Communications Directorate
53	205	000	000	000	Minister's Office / Deputy Minister's Office / Internal Audit and Evaluation Directorate / Legal Services
53	999	000	000	000	I cannot find my organizational unit
54	000	000	000	000	Canadian Transportation Agency
54	200	000	000	000	Chairman's Office; Analysis and Outreach Branch
54	201	000	000	000	Dispute Resolution Branch
54	202	000	000	000	Determinations and Compliance Branch
54	203	000	000	000	Enabling Services Branch
54	999	000	000	000	I cannot find my organizational unit
56	000	000	000	000	Social Sciences and Humanities Research Council
56	200	000	000	000	President's Office, Corporate Affairs and CASD
56	201	000	000	000	Research Programs and Future Challenges
56	999	000	000	000	I cannot find my organizational unit
69	000	000	000	000	Canadian Nuclear Safety Commission
69	200	000	000	000	President's Office / Legal Services / Commission Secretariat / Vice President's offices
69	201	000	000	000	Regulatory Operations Branch
69	202	000	000	000	Directorate of Nuclear Cycle and Facilities Regulation
69	203	000	000	000	Directorate of Nuclear Substance Regulation
69	204	000	000	000	Directorate of Power Reactor Regulation

69	205	000	000	000	Directorate of Regulatory Improvement and Major Projects Management
69	206	000	000	000	Technical Support Branch
69	207	000	000	000	Directorate of Assessment and Analysis
69	208	000	000	000	Directorate of Environmental and Radiation Protection and Assessment
69	209	000	000	000	Directorate of Safety Management
69	210	000	000	000	Directorate of Security and Safeguards
69	211	000	000	000	Corporate Services Branch
69	212	000	000	000	Finance and Administration Directorate
69	213	000	000	000	Human Resources Directorate
69	214	000	000	000	Information Management Technology Directorate
69	215	000	000	000	Regulatory Affairs Branch
69	215	300	000	000	Regulatory Policy Directorate
69	215	301	000	000	Strategic Communications Directorate
69	215	302	000	000	Strategic Planning Directorate
69	999	000	000	000	I cannot find my organizational unit
70	000	000	000	000	Public Health Agency of Canada
70	200	000	000	000	Office of the President / Office of the Chief Public Health Officer
70	201	000	000	000	Office of Strategic Policy and Planning
70	202	000	000	000	Office of Audit and Evaluation
70	203	000	000	000	Health Security Infrastructure Branch
70	203	301	000	000	Office of Business Integration and Planning and the Vice President's Office
70	203	302	000	000	Centre for Emergency Preparedness and Response
70	203	303	000	000	Centre for Biosecurity
70	203	304	000	000	Regional Operations
70	204	000	000	000	Infectious Disease Prevention and Control Branch
70	204	305	000	000	Vice President's Office / Office of Business Integration and Planning/Office of the Chief Science Officer/Office of the Deputy Chief Public Health Officer / Data Partnerships and Innovation Hub
70	204	306	000	000	Centre for Communicable Diseases and Infection Control
70	204	307	000	000	Centre for Foodborne, Environmental and Zoonotic Infectious Diseases
70	204	308	000	000	Centre for Immunization and Respiratory Infectious Diseases
70	204	309	000	000	National Microbiology Laboratory / Laboratory for Foodborne Zoonoses
70	205	000	000	000	Office of the Chief Financial Officer
70	206	000	000	000	Office of International Affairs
70	207	000	000	000	Health Promotion and Chronic Disease Prevention Branch
70	207	310	000	000	Vice President's Office/ Strategic Planning & Business Operations / Office of the Chief Dental Officer
70	207	311	000	000	Centre for Chronic Disease Prevention and Health Equity
70	207	312	000	000	Centre for Health Promotion
70	207	313	000	000	Centre for Surveillance and Applied Research
70	999	000	000	000	I cannot find my organizational unit

73	000	000	000	000	Office of the Secretary to the Governor General
74	000	000	000	000	Library and Archives Canada
74	200	000	000	000	"Office of the Librarian and Archivist of Canada / Corporate Secretary
					Corporate Secretary /
					"
74	201	000	000	000	Communication Branch
74	202	000	000	000	Corporate Services and Chief Financial Officer
74	202	300	000	000	"Office of the ADM /
					Financial Services and Procurement Branch /
					Real Property Branch /
					Corporate Planning and Accountability"
74	202	301	000	000	Innovation and Chief Information Officer Branch
74	202	302	000	000	Human Resources and Security Branch
74	203	000	000	000	Operations Sector
74	203	303	000	000	Office of the Chief Operating Officer / Archives Branch
74	203	304	000	000	Preservation and Digital Operations Branch
74	203	305	000	000	Public Services Branch
74	203	306	000	000	Published Heritage Branch
74	999	000	000	000	I cannot find my organizational unit
75	000	000	000	000	National Energy Board
75	200	000	000	000	Energy Adjudication
75	201	000	000	000	Field Operations/System Operations
75	202	000	000	000	People and Knowledge
75	203	000	000	000	Integrated Energy Info & Analysis
75	204	000	000	000	Communications & Engagement
75	205	000	000	000	"Performance and Results/Data & Information
					Management"
75	206	000	000	000	Chair/CEO; Executive Office; Transparency & Strategic
					Engagement; Regulatory Group; Modernization Implementation; Technical Excellence; Board Members;
					Secretary & Regulatory Services; Legal Services
75	999	000	000	000	I cannot find my organizational unit
78	000	000	000	000	Canada School of Public Service
78	200	000	000	000	Learning Programs Branch
78	200	300	000	000	Technology Enabled Learning Products, Transferable Skills,
					Indigenous Learning, Respectful and Inclusive Workplace, Government of Canada and Public Sector Skills
78	200	301	000	000	Vice-President's Office, User experience, Clients services,
					Regional operations
78	201	000	000	000	Corporate Services Branch
78	201	302	000	000	Vice-President's Office, Information Technology and
					Information Management, Finance, Registrar and Performance Metrics
78	201	303	000	000	Workforce and Workplace Management
78	202	000	000	000	Innovation and Policy Services, President's Office,
					Communications & Engagement, Ombud's Office
78	999	000	000	000	I cannot find my organizational unit
80	000	000	000	000	Office of the Privacy Commissioner of Canada

80	200	000	000	000	Compliance Sector / Legal Services / ATIP
80	201	000	000	000	Corporate Management Sector / Executive Secretariat
80	202	000	000	000	Policy and Promotion Sector
80	999	000	000	000	I cannot find my organizational unit
81	000	000	000	000	Natural Sciences and Engineering Research Council
81	200	000	000	000	Common Administrative Services
81	201	000	000	000	President's Office, Gateway and Communications, Corporate and International Affairs
81	202	000	000	000	Research Grants and Scholarships
81	203	000	000	000	Research Partnerships
81	999	000	000	000	I cannot find my organizational unit
82	000	000	000	000	Infrastructure Canada
82	200	000	000	000	Corporate Services Branch
82	201	000	000	000	Program Operations Branch
82	202	000	000	000	Policy and Results Branch
82	203	000	000	000	Deputy Minister's Office, Audit and Evaluation Branch, Communications Branch, Corporate Secretariat, Investment, Partnerships and Innovation Branch
83	000	000	000	000	Canada Border Services Agency
83	200	000	000	000	Headquarters
83	200	300	000	000	President's Office, Executive Vice-President's Office, Legal Services
83	200	301	000	000	Internal Audit and Program Evaluation Directorate
83	200	302	000	000	CBSA Assessment and Revenue Management Branch
83	200	303	000	000	Chief Transformation Officer Branch
83	200	304	000	000	Commercial and Trade Branch
83	200	304	400	000	Commercial and Trade Branch, Vice-President's Office
83	200	304	401	000	Commercial Transformation
83	200	304	402	000	Commercial Program
83	200	304	403	000	Trade and Anti-Dumping Program
83	200	305	000	000	Intelligence and Enforcement Branch
83	200	305	404	000	Intelligence and Enforcement Branch, Vice-President's Office
83	200	305	405	000	Enforcement & Intelligence Program
83	200	305	406	000	National Border Operating Centre
83	200	305	407	000	Enforcement & Intelligence Operations
83	200	306	000	000	Travellers Branch
83	200	306	408	000	Travellers Branch, Vice-President's Office
83	200	306	409	000	Traveller Programs
83	200	306	410	000	Traveller Transformation
83	200	306	411	000	Border Operations
83	200	307	000	000	Information Science and Technology Branch
83	200	307	412	000	Information Science and Technology Branch, Vice-President's Office
83	200	307	413	000	Chief Technology Officer, Director General, Enterprise Services
83	200	307	414	000	Traveller Portfolio
83	200	307	415	000	Business Application Services
83	200	307	416	000	Science and Engineering

83	200	307	417	000	Business Corporate Projects and Portfolio Management
83	200	307	418	000	Enterprise Architecture, Information Management & Common
Services Portfolio					
83	200	307	419	000	Commercial Portfolio
83	200	308	000	000	Finance and Corporate Management Branch
83	200	308	420	000	Finance and Corporate Management Branch, Vice-President's
Office					
83	200	308	421	000	Agency Comptroller
83	200	308	422	000	Deputy Chief Financial Officer and Resource Management
83	200	308	423	000	National Real Property Accommodation
83	200	308	424	000	Security and Professional Standards
83	200	308	425	000	Transformation and Renewal
83	200	308	426	000	Recourse
83	200	308	427	000	Governance Planning, Risk Management and Reporting
83	200	309	000	000	Human Resources Branch
83	200	309	428	000	Human Resources Branch, Vice-President's Office
83	200	309	429	000	Branch Planning and Integration Management
83	200	309	430	000	Corporate Labour Relations and Compensation
83	200	309	431	000	Management Cadre Program Service
83	200	309	432	000	Training and Development
83	200	309	433	000	Human Resources Programs
83	200	310	000	000	Strategic Policy Branch
83	200	310	434	000	Strategic Policy Branch, Vice-President's Office
83	200	310	435	000	International Policy Operations and Partnerships
83	200	310	436	000	Communications
83	200	310	437	000	Director General / Chief Data Officer
83	200	310	438	000	Domestic Policy and Partnerships
83	201	000	000	000	Regions
83	201	311	000	000	Atlantic Region
83	201	311	439	000	Atlantic Region, Regional Director General's Office
83	201	311	440	000	Atlantic Region, Corporate and Program Services Division
83	201	311	441	000	Atlantic Region, Enforcement and Intelligence Operations
Division					
83	201	311	442	000	Nova Scotia and Newfoundland and Labrador District
83	201	311	442	500	DISTRICT DIRECTOR AND HALIFAX STANFIELD INTERNATIONAL
AIRPORT					
83	201	311	442	501	NEWFOUNDLAND AND LABRADOR AREA
83	201	311	442	502	MARINE, CONTAINER EXAMINATION FACILITY, WATERFRONT
CARGO INSPECTION UNIT, HALIFAX COMMERCIAL, SYDNEY AND YARMOUTH					
83	201	311	443	000	Southern New Brunswick Prince Edward Island District
83	201	311	443	503	DISTRICT DIRECTOR AND ST. JOHN AREA
83	201	311	443	504	FERRY POINT AREA
83	201	311	443	505	ST. STEPHEN 3rd BRIDGE AREA
83	201	311	444	000	Northwest New Brunswick District
83	201	311	444	506	ANDOVER FOUR FALLS AREA
83	201	311	444	507	DISTRICT DIRECTOR AND EDMUNDSTON AREA

83	201	311	444	508	WOODSTOCK AREA
83	201	312	000	000	Quebec Region
83	201	312	445	000	Quebec Region, Regional Director General's Office
83	201	312	446	000	Executive Director
83	201	312	447	000	Quebec Region, Corporate and Program Services Division
83	201	312	448	000	St. Lawrence District
83	201	312	449	000	Montréal District
83	201	312	450	000	Airports District
83	201	312	451	000	East Border District
83	201	312	452	000	Quebec Region, Enforcement and Intelligence Operations Division
83	201	312	453	000	Quebec Region, Trade Operations Division
83	201	313	000	000	Northern Ontario Region
83	201	313	454	000	Northern Ontario Region, Regional Director General's Office
83	201	313	455	000	Northern Ontario Region, Enforcement and Intelligence Operations Division
83	201	313	456	000	Ottawa District
83	201	313	457	000	St. Lawrence District
83	201	313	458	000	Northwest Ontario District
83	201	313	459	000	Northern Ontario Region, Corporate and Program Services Division
83	201	314	000	000	Prairie Region
83	201	314	460	000	Prairie Region, Regional Director General's Office
83	201	314	461	000	Prairie Region, Corporate and Program Services Division
83	201	314	462	000	Prairie Region, Trade Operations Division
83	201	314	463	000	Central Manitoba, Saskatchewan, and North West Territories District
83	201	314	464	000	Southern Manitoba District
83	201	314	465	000	Prairie Region, Enforcement and Intelligence Operations Division
83	201	314	466	000	Southern Alberta and Saskatchewan District
83	201	314	467	000	Central Alberta District
83	201	315	000	000	Pacific Region
83	201	315	468	000	Pacific Region, Regional Director General's Office
83	201	315	469	000	Executive Director
83	201	315	470	000	Pacific Region, Corporate and Program Services Division
83	201	315	471	000	Vancouver International Airport District
83	201	315	472	000	Metro Vancouver District
83	201	315	473	000	Pacific Highway District
83	201	315	474	000	West Coast and Yukon District
83	201	315	475	000	Okanagan and Kootenay District
83	201	315	476	000	Pacific Region, Enforcement and Intelligence Operations Division
83	201	315	477	000	Pacific Region, Trade Operations Division
83	201	316	000	000	Greater Toronto Area Region
83	201	316	478	000	Greater Toronto Area Region, Regional Director General's Office

83	201	316	479	000	Outports and Postal Operations District
83	201	316	480	000	Passenger Operations District
83	201	316	481	000	Commercial Operations District
83	201	316	482	000	Greater Toronto Area Region, Trade Operations Division
83	201	316	483	000	Greater Toronto Area Region, Corporate and Program Services Division
83	201	316	484	000	Greater Toronto Area Region, Enforcement and Intelligence Operations Division
83	201	317	000	000	Southern Ontario Region
83	201	317	485	000	Southern Ontario Region, Regional Director General's Office
83	201	317	486	000	Southern Ontario Region, Corporate and Program Services Division
83	201	317	487	000	St. Clair District
83	201	317	488	000	Windsor Ambassador Bridge District
83	201	317	489	000	Niagara Falls District
83	201	317	490	000	Fort Erie District
83	201	317	491	000	Windsor Tunnel District
83	201	317	492	000	Southern Ontario Region, Enforcement and Intelligence Operations Division
83	999	000	000	000	I cannot find my organizational unit
84	000	000	000	000	Global Affairs Canada (Locally Engaged Staff)
84	200	000	000	000	ACM - International Platform
84	200	300	000	000	ACM ADM Office / AFD - Client Relations and Mission Operations / ACMT - International Platform Transformation
84	206	000	000	000	EGM - Europe, Artic, Middle East and Maghreb
84	206	314	000	000	EGM ADM Office / EBMO - Business management office for Europe, Middle East, Maghreb and Africa / ECD - Artic, Eurasian and European Affairs Bureau
84	206	314	400	000	Ankara
84	206	314	401	000	Astana
84	206	314	402	000	Belgrade
84	206	314	403	000	Copenhagen
84	206	314	404	000	Helsinki
84	206	314	405	000	Istanbul
84	206	314	406	000	Kyiv
84	206	314	407	000	Moscow
84	206	314	408	000	Oslo
84	206	314	409	000	Reykjavik
84	206	314	410	000	Stockholm
84	206	315	000	000	EUD - European Affairs
84	206	315	411	000	Athens
84	206	315	412	000	Barcelona
84	206	315	413	000	Berlin
84	206	315	414	000	Bern
84	206	315	415	000	Bratislava
84	206	315	416	000	Brussels
84	206	315	417	000	Brussels EU (European Union)

84	206	315	418	000	Bucharest
84	206	315	419	000	Budapest
84	206	315	420	000	Dublin
84	206	315	421	000	Düsseldorf
84	206	315	422	000	Lisbon
84	206	315	423	000	London
84	206	315	424	000	Madrid
84	206	315	425	000	Munich
84	206	315	426	000	Paris
84	206	315	427	000	Prague
84	206	315	428	000	Riga
84	206	315	429	000	Rome
84	206	315	430	000	Tallinn
84	206	315	431	000	The Hague
84	206	315	432	000	Vatican
84	206	315	433	000	Vienna
84	206	315	434	000	Vilnius
84	206	315	435	000	Warsaw
84	206	315	436	000	Zagreb
84	206	316	000	000	ESD - Middle East
84	206	316	437	000	Abu Dhabi
84	206	316	438	000	Amman
84	206	316	439	000	Baghdad
84	206	316	440	000	Beirut
84	206	316	441	000	Damascus
84	206	316	442	000	Doha
84	206	316	443	000	Dubai
84	206	316	444	000	Erbil
84	206	316	445	000	Kuwait City
84	206	316	446	000	Riyadh
84	206	317	000	000	ELD - Maghreb, Egypt, Israel and West Bank and Gaza
84	206	317	447	000	Algiers
84	206	317	448	000	Cairo
84	206	317	449	000	Rabat
84	206	317	450	000	Ramallah
84	206	317	451	000	Tel Aviv
84	206	317	452	000	Tripoli
84	206	317	453	000	Tunis
84	208	000	000	000	IFM - International Security
84	208	324	000	000	IGD - International Security Policy
84	208	324	454	000	Brussels NATO (North Atlantic Treaty Organization)
84	208	324	455	000	Vienna OSCE (Organization for Security and Co-operation in Europe)
84	208	324	456	000	Vienna PERM (Permanent Mission of Canada to the United Nations)
84	213	000	000	000	MFM - Global Issues and Development



84	213	335	000	000	MID - International Organizations
84	213	335	457	000	Geneva UNODA (United Nations Office for Disarmament Affairs)
/ Geneva WTO (World Trade Organization)					
84	213	335	458	000	New York PERM (Permanent Mission of Canada to the United Nations)
84	213	335	459	000	Paris UNESCO (United Nations Educational, Scientific and Cultural Organization)
84	214	000	000	000	NGM - Americas and Chief Development Officer
84	214	336	000	000	NGM ADM Office / NGD - North America Strategy / NMD - Geographic Coordination and Mission Support
84	214	336	460	000	Palo Alto
84	214	337	000	000	NND - North America Advocacy and Commercial Programs
84	214	337	461	000	Acapulco
84	214	337	462	000	Atlanta
84	214	337	463	000	Boston
84	214	337	464	000	Cancun
84	214	337	465	000	Chicago
84	214	337	466	000	Dallas
84	214	337	467	000	Denver
84	214	337	468	000	Detroit
84	214	337	469	000	Guadalajara
84	214	337	470	000	Houston
84	214	337	471	000	Los Angeles
84	214	337	472	000	Mazatlán
84	214	337	473	000	Mexico City
84	214	337	474	000	Miami
84	214	337	475	000	Minneapolis
84	214	337	476	000	Monterrey
84	214	337	477	000	New York
84	214	337	478	000	Playa del Carmen
84	214	337	479	000	Puerto Vallarta
84	214	337	480	000	San Diego
84	214	337	481	000	San Francisco
84	214	337	482	000	San José del Cabo
84	214	337	483	000	Seattle
84	214	337	484	000	Washington, D.C.
84	214	338	000	000	NLD - South America and Inter-American Affairs
84	214	338	485	000	Belo Horizonte
84	214	338	486	000	Bogotá
84	214	338	487	000	Brasília
84	214	338	488	000	Buenos Aires
84	214	338	489	000	Caracas
84	214	338	490	000	La Paz
84	214	338	491	000	Lima
84	214	338	492	000	Montevideo
84	214	338	493	000	Porto Alegre

84	214	338	494	000	Quito
84	214	338	495	000	Recife
84	214	338	496	000	Rio de Janeiro
84	214	338	497	000	Santiago
84	214	338	498	000	São Paulo
84	214	338	499	000	Washington, D.C. OAS (Organization of American States)
84	214	339	000	000	NDD - Central America & Caribbean
84	214	339	500	000	Bridgetown
84	214	339	501	000	Georgetown
84	214	339	502	000	Guatemala City
84	214	339	503	000	Havana
84	214	339	504	000	Kingston
84	214	339	505	000	Managua
84	214	339	506	000	Panama City
84	214	339	507	000	Port of Spain
84	214	339	508	000	Port-au-Prince
84	214	339	509	000	Punta Cana
84	214	339	510	000	San José
84	214	339	511	000	San Salvador
84	214	339	512	000	Santo Domingo
84	214	339	513	000	Tegucigalpa
84	215	000	000	000	OGM - Asia Pacific
84	215	340	000	000	OGM ADM Office / OBMO - Business Management Office for Asia and Americas / OGMA - Strategic Planning Operations & TRIGR / OSD - Southeast Asia
84	215	340	514	000	Bandar Seri Begawan
84	215	340	515	000	Bangkok
84	215	340	516	000	Hanoi
84	215	340	517	000	Ho Chi Minh City
84	215	340	518	000	Jakarta
84	215	340	519	000	Kuala Lumpur
84	215	340	520	000	Manila
84	215	340	521	000	Phnom Penh
84	215	340	522	000	Singapore
84	215	340	523	000	Vientiane
84	215	340	524	000	Yangon
84	215	341	000	000	OPD - Trade and Diplomacy North Asia
84	215	341	525	000	Auckland
84	215	341	526	000	Beijing
84	215	341	527	000	Canberra
84	215	341	528	000	Chongqing
84	215	341	529	000	Guangzhou
84	215	341	530	000	Hong Kong
84	215	341	531	000	Kitakyushu
84	215	341	532	000	Seoul
84	215	341	533	000	Shanghai
84	215	341	534	000	Sydney

84	215	341	535	000	Taipei
84	215	341	536	000	Tokyo
84	215	341	537	000	Ulaanbaatar
84	215	341	538	000	Wellington
84	215	342	000	000	OAD - Development Asia
84	215	342	539	000	Ahmedabad
84	215	342	540	000	Bangalore
84	215	342	541	000	Chandigarh
84	215	342	542	000	Chennai
84	215	342	543	000	Colombo
84	215	342	544	000	Dhaka
84	215	342	545	000	Hyderabad
84	215	342	546	000	Islamabad
84	215	342	547	000	Kabul
84	215	342	548	000	Kolkata
84	215	342	549	000	Mumbai
84	215	342	550	000	New Delhi
84	216	000	000	000	PFM - Strategic Policy
84	216	343	000	000	PFM ADM Office / PBMO - Business Management Office of the Strategic Policy Branch / PED - International Economic Policy / POD - Foreign Policy / PRD - Evaluation and Results
84	216	343	551	000	Paris OECD (Organization for Economic Co-operation and Development)
84	219	000	000	000	WGM - Sub-Saharan Africa
84	219	354	000	000	WGM ADM Office / WFD - Pan-Africa / WWD - West and Central Africa
84	219	354	552	000	Abidjan
84	219	354	553	000	Abuja
84	219	354	554	000	Accra
84	219	354	555	000	Bamako
84	219	354	556	000	Dakar
84	219	354	557	000	Kinshasa
84	219	354	558	000	Lagos
84	219	354	559	000	Ouagadougou
84	219	354	560	000	Yaoundé
84	219	355	000	000	WED - Southern and Eastern Africa
84	219	355	561	000	Addis Ababa
84	219	355	562	000	Dar es Salaam
84	219	355	563	000	Harare
84	219	355	564	000	Johannesburg
84	219	355	565	000	Juba
84	219	355	566	000	Khartoum
84	219	355	567	000	Kigali
84	219	355	568	000	Lusaka
84	219	355	569	000	Maputo
84	219	355	570	000	Nairobi

84	219	355	571	000	Pretoria
84	999	000	000	000	I cannot find my organizational unit
86	000	000	000	000	Canadian Food Inspection Agency
86	200	000	000	000	Operations Branch
86	200	300	000	000	Operations: Vice President's Office / Associate Vice President's Office / Business & Resource Management Office
86	200	301	000	000	Operations: National Inspection Division / Strategic Direction & Horizontal Policy / Operational Guidance & Expertise / External Operational Guidance & Expertise (Ask CFIA )
86	200	302	000	000	Operations: National Service Centre
86	200	303	000	000	Operations: Inspector General's Office / Office of Food Safety & Recall / National Emergency Preparedness & Issues Management / Inspection Support, Executive Director's Office
86	200	304	000	000	Operations: West
86	200	304	400	000	Operations West: Area Director General / Enforcement and Investigation Services Unit / Area Management Services / Area Chief Inspector
86	200	304	401	000	Operations West: Manitoba Region
86	200	304	402	000	Operations West: Alberta South Calgary Region
86	200	304	403	000	Operations West: Alberta North / Saskatchewan Region
86	200	304	404	000	Operations West: British Columbia Region
86	200	305	000	000	Operations: Ontario
86	200	305	405	000	Operations Ontario: Area Director General / Area Chief Inspector, Ontario Operations / Management Services- - Ontario / Planning & Resource, Regional Coordination
86	200	305	406	000	Operations Ontario: South-West Region
86	200	305	407	000	Operations Ontario: Central Region
86	200	305	408	000	Operations Ontario: Toronto Region
86	200	305	409	000	Operations Ontario: North East Region
86	200	306	000	000	Operations: Quebec
86	200	306	410	000	Operations Quebec: Personnel reporting to the RCI (RVO, RCO, RPM, Admin) / Personnel Reporting to ADG / Area Management Services / Area Operational Coordination Unit / Area Operational Specialists Unit / Enforcement and Investigation Services - Quebec
86	200	306	411	000	Operations Quebec: St-Hyacinthe Region
86	200	306	412	000	Operations Quebec: Quebec Office
86	200	306	413	000	Operations Quebec: Montreal Region
86	200	307	000	000	Operations: Atlantic
86	200	307	414	000	Operations Atlantic: Atlantic Operations / Area Chief Inspector / Area Management Services
86	200	307	415	000	Operations Atlantic: New Brunswick Regional Office
86	200	307	416	000	Operations Atlantic: Nova Scotia Regional Office
86	200	307	417	000	Operations Atlantic: Prince Edward Island Regional Office
86	200	307	418	000	Operations Atlantic: Newfoundland and Labrador Regional Office
86	201	000	000	000	Science Branch
86	201	308	000	000	Science: Vice President's Office / Chief Science Operating Officer / Strategic Business & Partnerships

86	201	309	000	000	Science: Food Safety Science Directorate / Canadian Food Safety Information Network
86	201	310	000	000	Science: Animal Health Science Directorate
86	201	311	000	000	Science: Plant Health Science Directorate
86	201	312	000	000	Science: Eastern Laboratory Network
86	201	312	419	000	Science Eastern Lab Network: Charlottetown Laboratory / Network Administration
86	201	312	420	000	Science Eastern Lab Network: Dartmouth Laboratory
86	201	312	421	000	Science Eastern Lab Network: St. Hyacinthe Laboratory / Network Administration
86	201	312	422	000	Science Eastern Lab Network: Longueuil Laboratory
86	201	313	000	000	Science: Ontario Laboratory Network
86	201	313	423	000	Science Ontario Laboratory Network: Network Administration
86	201	313	424	000	Science Ontario Lab Network: Ottawa Laboratory (Fallowfield)
86	201	313	425	000	Science Ontario Lab Network: Ottawa Laboratory (Carling)
86	201	313	426	000	Science Ontario Lab Network: Greater Toronto Area Laboratory
86	201	314	000	000	Science: Western Laboratory Network
86	201	314	427	000	Science Western Lab Network: Saskatoon Laboratory
86	201	314	428	000	Science Western Lab Network: Calgary Laboratory / Network Administration
86	201	314	429	000	Science Western Lab Network: Burnaby Laboratory
86	201	314	430	000	Science Western Lab Network: Sidney Laboratory
86	201	315	000	000	Science: National Centres for Animal Disease (NCAD)
86	201	315	431	000	Science: National Centres for Animal Disease (NCAD) - Winnipeg laboratory
86	201	315	432	000	Science: National Centres for Animal Disease (NCAD) - Lethbridge Laboratory
86	202	000	000	000	Policy and Programs Branch (PPB)
86	202	316	000	000	PPB: Vice President and Associate Vice President / Business Administration Services / Strategic Partnerships
86	202	317	000	000	PPB: Animal Health Directorate
86	202	318	000	000	PPB: Plant and Biosecurity Directorate
86	202	319	000	000	PPB: Domestic Food Safety Systems & Meat Hygiene Directorate
86	202	320	000	000	PPB: Policy and Regulatory Affairs
86	203	000	000	000	Corporate Management Branch (CMB)
86	203	321	000	000	CMB: Assets and Security Management Directorate
86	203	322	000	000	CMB: Financial Services
86	203	323	000	000	CMB: Horizontal Enterprise Management & Integration Directorate / Vice President's Office
86	204	000	000	000	Human Resources Branch (HRB)
86	204	324	000	000	HRB: Office of the Vice President / Collective Bargaining & Labour Relations Directorate / Executive Group Services / Workplace Health & Diversity / Values, Integrity and Conflict Resolution
86	204	325	000	000	HRB: HR Planning, Systems and Analytics / Learning
86	204	326	000	000	HRB: HR Services
86	205	000	000	000	Innovation, Business and Service Development Branch (IBSDB)

86	205	327	000	000	IBSDB: Vice-President's Office / Mobility Office / Innovation and Design
86	205	328	000	000	IBSDB: Information and Risk Management
86	205	329	000	000	IBSDB: Enterprise Technology Management
86	205	330	000	000	IBSDB: Platform Applications, Development and Operations
86	206	000	000	000	Communications and Public Affairs Branch (CPAB)
86	207	000	000	000	International Affairs Branch (IAB)
86	208	000	000	000	Audit and Evaluation Branch (AEB)
86	209	000	000	000	President's Office / Integrity and Redress Secretariat / Agriculture and Food Inspection Legal Services
86	999	000	000	000	I cannot find my organizational unit
87	000	000	000	000	Financial Transactions and Reports Analysis Centre of Canada
87	200	000	000	000	Compliance
87	201	000	000	000	Intelligence
87	202	000	000	000	Collaboration, Development and Research
87	203	000	000	000	Information Management / Information Technology
87	204	000	000	000	Corporate
87	999	000	000	000	I cannot find my organizational unit
88	000	000	000	000	Parks Canada
88	200	000	000	000	National Office
88	200	300	000	000	Executive Offices
88	200	300	400	000	Office of the CEO / Office of the Chief of Staff and Corporate Secretary / Ombudsman and Director, Center for Values and Ethics / Office of the Vice-President, Special Projects / Office of Internal Audit and Evaluation
88	200	301	000	000	Protected Areas Establishment and Conservation Directorate
88	200	301	401	000	Office of the Vice-President / Office of the Chief Ecosystem Scientist / Office of the Exec. Dir. World Conservation Congress Lead / Protected Areas Establishment and Conservation Branch
88	200	301	402	000	Natural Resource Conservation Branch
88	200	301	403	000	Law Enforcement Branch
88	200	302	000	000	Indigenous Affairs and Cultural Heritage Directorate
88	200	302	404	000	Vice-President, Indigenous Affairs and Cultural Heritage Directorate / Heritage Designations and Programs Branch / Indigenous Affairs Branch
88	200	302	405	000	Archaeology and History Branch
88	200	302	406	000	Collections, Curatorial and Conservation Branch
88	200	302	407	000	Cultural Heritage Policies Branch
88	200	303	000	000	External Relations and Visitor Experience Directorate
88	200	303	408	000	Office of the Vice-President / National Celebrations Branch / Social Sciences Branch
88	200	303	409	000	Corporate Communications Branch
88	200	303	410	000	Strategic Partnering Branch / Outreach & Marketing Branch
88	200	303	411	000	Brand Experience Branch
88	200	303	412	000	Visitor Experience Branch
88	200	304	000	000	Human Resources Directorate
88	200	304	413	000	Office of the Chief Human Resources Officer / Corporate Services Branch / Workforce Engagement and Contribution Branch

88	200	304	414	000	Workplace Management, Data and Systems Branch
88	200	304	415	000	HR Strategies and Client Service Relationships Branch
88	200	305	000	000	Strategic Policy and Investment Directorate
88	200	305	416	000	Office of the Vice-President, Strategic Policy and Investment /
Policy, Legislative and Cabinet Affairs Branch / Strategic Planning and Reporting					
88	200	305	417	000	Investment Management Branch / Investment Planning and
Portfolio Management Branch					
88	200	305	418	000	Realty Branch
88	200	305	419	000	Chief Information Officer Branch
88	200	305	420	000	Asset Management and Project Delivery Branch
88	200	305	421	000	Asset and Environmental Management Branch
88	200	306	000	000	Chief Financial Officer Directorate
88	200	306	422	000	Office of the Chief Financial Officer / Corporate Resource
Management Branch / Finance and Business Management Advisory / Investment Planning					
88	200	306	423	000	Comptrollership Branch
88	200	306	424	000	Procurement and Contracting
88	201	000	000	000	Operations
88	201	307	000	000	Western Newfoundland & Labrador Field Unit
88	201	308	000	000	Eastern Newfoundland Field Unit
88	201	309	000	000	Cape Breton Field Unit
88	201	310	000	000	Mainland Nova Scotia Field Unit
88	201	311	000	000	Prince Edward Island Field Unit
88	201	312	000	000	Southern New Brunswick Field Unit
88	201	313	000	000	Northern New Brunswick Field Unit
88	201	314	000	000	Mingan Field Unit
88	201	315	000	000	Gaspésie Field Unit
88	201	316	000	000	Québec Field Unit
88	201	317	000	000	Mauricie and Western Quebec Field Unit
88	201	318	000	000	Saguenay-St.Lawrence Marine Park Field Unit
88	201	319	000	000	Nunavut Field Unit
88	201	320	000	000	Southwestern Ontario Field Unit
88	201	321	000	000	Northern Ontario Field Unit
88	201	322	000	000	Georgian Bay and Ontario East Field Unit
88	201	323	000	000	Rouge Field Unit
88	201	324	000	000	Ontario Waterways
88	201	325	000	000	Quebec Waterways
88	201	326	000	000	Manitoba Field Unit
88	201	327	000	000	Riding Mountain Field Unit
88	201	328	000	000	Northern Prairies Field Unit
88	201	329	000	000	Saskatchewan South Field Unit
88	201	330	000	000	Southwest Northwest Territories Field Unit
88	201	331	000	000	Western Arctic Field Unit
88	201	332	000	000	Yukon Field Unit
88	201	333	000	000	Highway Service Center
88	201	334	000	000	Coastal British Columbia Field Unit
88	201	335	000	000	Gwaii Haanas Field Unit

88	201	336	000	000	Banff Field Unit
88	201	337	000	000	Jasper Field Unit
88	201	338	000	000	Yoho / Kootenay / Lake Louise Field Unit and Hot Springs
Enterprise Unit					
88	201	339	000	000	Mount Revelstoke / Glacier Field Unit
88	201	340	000	000	Waterton Lakes / Bar U Field Unit
88	201	341	000	000	Office of the Senior VP Ops / Office of the ED, Atlantic / Office of the ED, Quebec and Nunavut / Office of the ED, Ontario and Waterways / Office of the ED, Prairies and Northwest Territories / Office of the ED, Alberta / Office of the ED, British Columbia and Yukon
88	999	000	000	000	I cannot find my organizational unit
89	000	000	000	000	Communications Security Establishment Canada
89	200	000	000	000	CSE 1
89	200	300	000	000	CSE 300
89	200	301	000	000	CSE 301
89	200	302	000	000	CSE 302
89	200	303	000	000	CSE 303
89	201	000	000	000	CSE 2
89	201	304	000	000	CSE 304
89	201	305	000	000	CSE 305
89	201	306	000	000	CSE 306
89	201	307	000	000	CSE 307
89	202	000	000	000	CSE 3
89	202	308	000	000	CSE 308
89	202	308	400	000	CSE 400
89	202	308	401	000	CSE 401
89	202	309	000	000	CSE 309
89	202	309	402	000	CSE 402
89	202	309	403	000	CSE 403
89	202	310	000	000	CSE 310
89	202	310	404	000	CSE 403
89	202	310	405	000	CSE 404
89	202	310	406	000	CSE 405
89	202	311	000	000	CSE 310
89	202	311	407	000	CSE 406
89	202	311	408	000	CSE 407
89	202	312	000	000	CSE 311
89	202	313	000	000	CSE 312
89	203	000	000	000	CSE 4
89	203	314	000	000	CSE 313
89	203	314	409	000	CSE 408
89	203	314	410	000	CSE 409
89	203	314	411	000	CSE 410
89	203	315	000	000	CSE 314
89	203	315	412	000	CSE 411
89	203	315	413	000	CSE 412
89	203	316	000	000	CSE 315



89	203	316	414	000	CSE 413
89	203	316	415	000	CSE 414
89	203	317	000	000	CSE 316
89	203	317	416	000	CSE 415
89	203	317	417	000	CSE 416
89	203	318	000	000	CSE 317
89	203	319	000	000	CSE 318
89	204	000	000	000	CSE 5
89	204	320	000	000	CSE 319
89	204	321	000	000	CSE 320
89	204	322	000	000	CSE 321
89	204	323	000	000	CSE 322
89	205	000	000	000	CSE 6
89	999	000	000	000	I cannot find my organizational unit
91	000	000	000	000	Administrative Tribunals Support Service of Canada
91	200	000	000	000	Canadian International Trade Tribunal Secretariat
91	201	000	000	000	Canada Industrial Relations Board Secretariat
91	202	000	000	000	Federal Public Sector Labour Relations and Employment Board Secretariat
91	203	000	000	000	Social Security Tribunal Secretariat
91	204	000	000	000	All Other Secretariats
91	205	000	000	000	Internal Services
91	999	000	000	000	I cannot find my organizational unit
92	000	000	000	000	National Film Board of Canada
92	200	000	000	000	Office of the Government Film Commissioner and Chairperson of the NFB/Institutional, Legal and Human Resources Services
92	201	000	000	000	Creation and Innovation
92	202	000	000	000	Finance, Operations and Technology
92	203	000	000	000	Distribution, Communications and Marketing
92	999	000	000	000	I cannot find my organizational unit
93	000	000	000	000	Federal Economic Development Agency for Southern Ontario
93	200	000	000	000	Waterloo/Peterborough
93	201	000	000	000	Toronto
93	202	000	000	000	Ottawa
93	999	000	000	000	I cannot find my organizational unit
94	000	000	000	000	Statistical Survey Operations
94	200	000	000	000	Eastern Region
94	200	300	000	000	Eastern Region SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	300	400	000	Sherbrooke SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	300	401	000	Halifax SSO-CATI (Computer Assisted Telephone Interview) Employees
94	200	301	000	000	Eastern Region SSO-CAPI (Computer Assisted Personal Interview) employees

94	200	301	402	000	Quebec (Montreal) SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	200	301	403	000	Atlantic (Halifax) SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	201	000	000	000	Central Region
94	201	302	000	000	SSO-CATI (Computer Assisted Telephone Interview) Employees
94	201	303	000	000	SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	000	000	000	Western & Northern Territories Region
94	202	304	000	000	Western Region SSO-CATI (Computer Assisted Telephone Interview) Employees
94	202	304	404	000	Winnipeg SSO-CATI (Computer Assisted Telephone Interview) Employees
94	202	304	405	000	Edmonton SSO-CATI (Computer Assisted Telephone Interview) Employees
94	202	305	000	000	Western Region SSO-CAPI (Computer Assisted Personal Interview) Employees
94	202	305	406	000	Manitoba & Nunavut SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	305	407	000	Saskatchewan SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	305	408	000	Alberta and NWT SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	202	305	409	000	BC & Yukon SSO-CAPI (Computer Assisted Personal Interviews) Employees
94	999	000	000	000	I cannot find my organizational unit
95	000	000	000	000	Micro-organizations combined
95	121	000	000	000	Canadian Dairy Commission
95	103	000	000	000	Canadian Intergovernmental Conference Secretariat
95	144	000	000	000	Canadian Northern Economic Development Agency
95	114	000	000	000	Civilian Review and Complaints Commission for the RCMP
95	105	000	000	000	Copyright Board of Canada
95	109	000	000	000	Farm Products Council of Canada
95	130	000	000	000	Financial Consumer Agency of Canada
95	149	000	000	000	Indian Oil and Gas Canada
95	107	000	000	000	International Joint Commission
95	119	000	000	000	Military Grievances External Review Committee
95	101	000	000	000	Military Police Complaints Commission of Canada
95	110	000	000	000	Office of the Commissioner for Federal Judicial Affairs Canada
95	139	000	000	000	Office of the Commissioner of Lobbying of Canada
95	147	000	000	000	Office of the Correctional Investigator
95	151	000	000	000	Office of the Information Commissioner of Canada
95	143	000	000	000	Office of the Public Sector Integrity Commissioner of Canada
95	111	000	000	000	Patented Medicine Prices Review Board
95	145	000	000	000	Polar Knowledge Canada
95	125	000	000	000	RCMP External Review Committee
90	000	000	000	000	Department for Women and Gender Equality

95	150	000	000	000	Veterans Review and Appeal Board
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Q90. Are you currently a shift worker?

- 1) Yes
- 2) No

Q91. Do you work full-time or part-time?

- 1) Full-time
- 2) Part-time

Q92. Do you currently work according to any of the following flexible working arrangements? (Mark all that apply.)

- 1) Compressed workweek
- 2) Flexible work schedule (i.e., variable start and end times)
- 3) Telework
- 4) Job sharing
- 5) Income averaging
- 6) Pre-retirement transition leave
- 7) I do not work according to one of these flexible working arrangements.

Q93. What is your current employee status?

- 1) Indeterminate (permanent)
- 2) Seasonal
- 3) Term
- 4) Casual
- 5) Student
- 6) Contracted via a temporary help services agency
- 7) Governor in council appointee
- 8) Other (e.g., minister's exempt staff)

Q94a. Please indicate your occupational group.

- 1) AB
- 2) AC
- 3) AD (NFB)
- 4) AD (NRC)
- 5) AG
- 6) AI
- 7) AO
- 8) AP-FIN
- 9) AP-VFM
- 10) AR
- 11) AS
- 12) AS (NFB)

- 13) ASG
- 14) AU
- 15) BI
- 16) CH
- 17) CIASC
- 18) CIEXC
- 19) CIPTC
- 20) CISPC
- 21) CM
- 22) CO
- 23) CR
- 24) CS
- 25) CX
- 26) DA
- 27) DD
- 28) DE
- 29) DE (NFB)
- 30) DM
- 31) DS
- 32) DX
- 33) EC
- 34) ED
- 35) EG
- 36) EL
- 37) EN
- 38) ES
- 39) EU
- 40) EX
- 41) EXPCX
- 42) FB
- 43) FI
- 44) FO
- 45) FR
- 46) FS
- 47) FT
- 48) GL
- 49) GR
- 50) GR-EX
- 51) GS
- 52) GT
- 53) HP
- 54) HR
- 55) HR/RH (CRA)
- 56) HS
- 57) IM
- 58) IN

- 59) IS
- 60) ITS/LA
- 61) LC
- 62) LE
- 63) LE-GS
- 64) LI
- 65) LIB (NRC)
- 66) LP
- 67) LS
- 68) MA
- 69) MD
- 70) MG
- 71) MGT (CNSC)
- 72) MGT (NRC)
- 73) MT
- 74) NB
- 75) ND
- 76) NU
- 77) OE
- 78) OM
- 79) OP
- 80) OP (NFB)
- 81) OP (NRC)
- 82) PC
- 83) PE
- 84) PG
- 85) PH
- 86) PI
- 87) PM
- 88) PM-MCO
- 89) PO-IMA
- 90) PO-TCO
- 91) PR
- 92) PS
- 93) PX/AAG/AG
- 94) PY
- 95) RCO
- 96) RE
- 97) REG
- 98) REX
- 99) RLE
- 100) RO
- 101) RO (NRC)
- 102) SC
- 103) SE
- 104) SG

- 105) SI
- 106) SO
- 107) SP (CRA)
- 108) SP (NFB)
- 109) SR
- 110) SR (CFIA)
- 111) ST
- 112) SW
- 113) TC
- 114) TI
- 115) TO
- 116) TR
- 117) UNI
- 118) UT
- 119) VM
- 120) WP
- 121) Other

Q94b. Please indicate your level.

- 1) 00
- 2) 01
- 3) 02
- 4) 03
- 5) 04
- 6) 05
- 7) 06
- 8) 07
- 9) 08
- 10) 09
- 11) 10
- 12) 11
- 13) 12
- 14) 13
- 15) 14
- 16) 15
- 17) 16
- 18) Don't Know

Q95. With which of the following communities do you most closely identify in relation to your current job?

- 1) Client contact centre
- 2) Health care practitioners
- 3) Federal regulators
- 4) Compliance, inspection and enforcement
- 5) Communications or public affairs
- 6) Access to information and privacy
- 7) Security
- 8) Science and technology
- 9) Library services
- 10) Legal services
- 11) Administration and operations
- 12) Human resources
- 13) Financial management
- 14) Procurement
- 15) Real property
- 16) Materiel management
- 17) Information management
- 18) Information technology
- 19) Internal audit
- 20) Evaluation
- 21) Data sciences
- 22) Policy
- 23) Project management
- 24) Other services to the public
- 25) None of the above

Q96. In total, how many years have you been working in the federal public service?

- 1) Less than one year

If one or more years, please indicate the number of years. \_\_\_\_

Q97. In total, how many years have you been working in your current department or agency?

- 1) Less than one year

If one or more years, please indicate the number of years. \_\_\_\_

Q98. What is your first official language?

- 1) English
- 2) French



Q99. What are the language requirements of your position?

- 1) Bilingual
- 2) Unilingual English
- 3) Unilingual French
- 4) Either English or French

Q100. Do you occupy a position in which you provide services directly to the public as a regular part of your job?

- 1) Yes
- 2) No

Q101. In what official language(s) do you provide services to the public?

- 1) English only
- 2) French only
- 3) Both English and French

Q102. In which province or territory do you work?

- 1) National Capital Region
- 2) Ontario (excluding National Capital Region)
- 3) Quebec (excluding National Capital Region)
- 4) Northwest Territories
- 5) Nunavut
- 6) Yukon
- 7) British Columbia
- 8) Alberta
- 9) Saskatchewan
- 10) Manitoba
- 11) New Brunswick
- 12) Nova Scotia
- 13) Prince Edward Island
- 14) Newfoundland and Labrador
- 15) Outside Canada

Q103. Do you work in one of the following designated bilingual areas of Quebec or Ontario?

- 1) The bilingual region of Montréal (the counties of Deux-Montagnes, Île-de-Montréal and Île-Jésus, La Prairie, and Vaudreuil)
- 2) The bilingual regions of other parts of Quebec (the counties of Bonaventure, Gaspé-Est, Brome, Compton, Huntingdon, Missisquoi, Richmond, Sherbrooke, Stanstead, Argenteuil and Pontiac)
- 3) The bilingual region of Eastern Ontario (the counties of Glengarry, Prescott, Russell and Stormont)
- 4) The bilingual region of Northern Ontario (the counties of Algoma, Cochrane, Nipissing, Sudbury and Timiskaming)
- 5) I do not work in one of these areas.

Q104. What is your age group?

- 1) 24 years and under
- 2) 25 to 29 years
- 3) 30 to 34 years
- 4) 35 to 39 years
- 5) 40 to 44 years
- 6) 45 to 49 years
- 7) 50 to 54 years
- 8) 55 to 59 years
- 9) 60 years and over

Q105. What is your gender?

- 1) Male
- 2) Female
- 3) Or please specify

Q106. Are you an Aboriginal person?

- 1) Yes
- 2) No

Q107. You indicated that you are an Aboriginal person. If you wish to provide further details, please specify the group to which you belong.

- 1) North American Indian/First Nation
- 2) Métis
- 3) Inuit

Q108. Are you a person with a disability?

- 1) Yes
- 2) No

Q109. You indicated that you are a person with a disability. If you wish to provide further details, please select the box(es) that apply to you. (Mark all that apply.)

- 1) Co-ordination or dexterity (difficulty using hands or arms, for example, grasping or handling a stapler or using a keyboard)
- 2) Mobility (difficulty moving around, for example, from one office to another or up and down stairs)
- 3) Blind or visual impairment (unable to see or difficulty seeing)
- 4) Deaf or hard of hearing (unable to hear or difficulty hearing)
- 5) Speech impairment (unable to speak or difficulty speaking and being understood)
- 6) Other disability (including: learning disabilities, developmental disabilities and all other types of disabilities)  
Please specify here. \_\_\_\_\_

Q110. Are you a member of a visible minority group?

- 1) Yes
- 2) No

Q111. You indicated that you are a member of a visible minority group. If you wish to provide further details, please select the box(es) that apply to you. (Mark all that apply.)

- 1) Black
- 2) Chinese
- 3) Filipino
- 4) Japanese
- 5) Korean
- 6) South Asian/East Indian (including: Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.)
- 7) Southeast Asian (including: Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.)
- 8) Non-White West Asian, North African or Arab (including: Egyptian; Libyan; Lebanese; Iranian; etc.)
- 9) Non-White Latin American (including: indigenous persons from Central and South America, etc.)
- 10) Person of mixed origin (with one parent in one of the visible minority groups)
- 11) Other visible minority group  
Please specify here. \_\_\_\_\_

Q112. What is your sexual orientation?

- 1) Heterosexual
- 2) Gay or lesbian
- 3) Bisexual
- 4) Or please specify  
Please specify your sexual orientation here. \_\_\_\_\_
- 5) I prefer not to answer this question.

### 3.7.2. Supplemental Questions

Global Affairs (14)

1. I am aware of the “Competency Based Approach (CBA)” initiative in my organization.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. Please indicate your employee category/type

- 1) Rotational employee (as a condition of employment accepts assignments in Canada or abroad)
- 2) Mobile employee (as a condition of employment accepts assignments in the National Capital Region).
- 3) Non pool-managed employee who works at headquarters or in a regional office
- 4) Locally Engaged Staff (LES) (an employee hired locally by GAC in support of various departmental programs at one of Canada’s missions abroad)

3. If you encountered a situation where you suspected wrongdoing, would you report it internally to GAC? (e.g. to either your supervisor or to the Senior Officer for Internal Disclosure- Values and Ethics).

- 1) Yes (Go to Q5)
- 2) No (Go to Q4)
- 3) Don't know (Go to Q5)

4. For which reason(s) would you not use the department’s disclosure mechanisms to address suspected wrongdoing? (Mark all that apply)

- 1) Fear of reprisal
- 2) Confidentiality of information related to the issues or conflict raised
- 3) Lack of confidence in the individuals responsible for the mechanisms (e.g. immediate supervisor, Senior Officer for Internal Disclosure, Deputy Head)
- 4) Unaware of the department’s disclosure mechanisms
- 5) Disclosure mechanisms are too complicated and demanding
- 6) Other reason

5. My department has practical tools and services available to help me better manage health and security issues in the workplace. (By health issues, we mean: work-related or non-work related injuries and/or illness affecting mental and/or physical health.)

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Canadian Nuclear Safety Commission (69)

1. When I raise an issue with my immediate supervisor, I am confident that he or she will address it in a timely manner.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I am encouraged to work collaboratively with others outside of my work unit.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. My immediate supervisor addresses incivility in a timely manner.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I am encouraged to let my professional opinion be known (at work or through external publication).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I believe that the CNSC is undertaking the right initiatives to improve its safety culture.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Immigration and Refugee Board of Canada (23)

1. I have the capabilities (abilities, processes, tools) to deal with harassment and discrimination when I encounter it.

- 1) Yes - Discrimination
- 2) Yes - Harassment
- 3) Yes - Both
- 4) No, I do not have the capabilities

2. Which of the following would prevent you from talking to someone at IRB if you were being discriminated against? (Mark all that apply)

- 1) Fear of retribution from the person against whom I would need to lodge the complaint
- 2) I don't know where to get help
- 3) I would rather transfer out of the group instead of talking to someone
- 4) I have never seen complaints stop discrimination in the workplace in the past
- 5) I don't know my rights
- 6) It may label me as a "trouble-maker"
- 7) Confidentiality concerns
- 8) None of the above
- 9) Not applicable

3. I understand my responsibilities under the Code of Values and Ethics for the Public Service.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. If I experienced a health issue, I would be comfortable discussing it with my immediate supervisor. (By health issues, we mean: mental health, leave of absence from the workplace due to illness, injury, return to work after health related absence, etc.)

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. My department has tools available to help me to better manage health issues in the workplace. (By health issues, we mean: mental health, leave of absence from the workplace due to illness, injury, return to work after health related absence, etc.)

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Communications Security Establishment (89)

1. I have confidence in my supervisor's ability to guide my work team through organizational challenges (reorganization, changing priorities, etc).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I feel comfortable in my ability to adapt to ongoing changes and transformation in the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. I feel that management is providing me with the appropriate support to allow me to adapt to ongoing changes and transformation in the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I receive regular informal feedback from my supervisor on my job performance.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I would feel comfortable raising concerns with management.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable



Department of National Defence (03)

1. I feel like I belong in the department or agency I work for.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I feel free to be myself at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. I am aware of the resources provided by my department to support employees and managers regarding return to work after an illness, injury or disability.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I feel supported by my immediate supervisor to participate in mental health and well-being initiatives.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I would feel comfortable raising harassment incidents with appropriate resources within the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Statistics Canada (08)

1. I feel like I belong in the department or agency I work for.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I have positive working relationships with my co-workers.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. I feel free to be myself at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I feel isolated at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I have confidence in my supervisor's ability to guide my work team through organizational challenges (reorganization, changing priorities, etc.).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

6. I feel comfortable in my ability to adapt to ongoing changes and transformation in the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

7. I feel that management is providing me with the appropriate support to allow me to adapt to ongoing changes and transformation in the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

8. My immediate supervisor is committed to minimizing unnecessary stress at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

9. My immediate supervisor would respond appropriately if I talked to him or her about workload management issues.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Canadian Environmental Assessment Agency (47)

1. I feel comfortable in my ability to adapt to ongoing changes and transformations in the department.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. My supervisor helps me prepare for future and manage ongoing changes in the organization.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Department of Justice (19)

1. My immediate supervisor leads by example by demonstrating the values of the Public Service.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. My immediate supervisor is committed to minimizing unnecessary stress at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. Disrespectful behaviour in my workplace is addressed effectively.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I would feel comfortable approaching my immediate supervisor to discuss issues related to my mental health.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I have conversations with my immediate supervisor about my career development and aspirations.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Public Safety (53)

1. The amount of work I am expected to do is reasonable for my position.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. My immediate supervisor would respond appropriately if I talked to him or her about workload management issues.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. Current employee behaviours in my department support a values-driven culture (the values of Public Safety are: Service, Unity, Respect and Excellence).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. Disrespectful behaviour in my workplace is addressed effectively.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. My immediate supervisor is committed to minimizing unnecessary stress at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Treasury Board of Canada Secretariat (26)

1. To what extent are you aware of the “Every Day” commitment?

- 1) Very aware
- 2) Somewhat aware
- 3) Not really aware (Go to Q7)

2. With whom, and where have you discussed the “Every Day” commitment? (Mark all that apply)

- 1) My immediate co-workers
- 2) Other co-workers external to my team
- 3) Individuals with authority over me
- 4) Individuals working for me
- 5) At a team meeting
- 6) At an All Staff Meeting
- 7) I have never discussed the "Every Day" commitment with the above

3. My manager demonstrates the positive behaviours that are aligned with the “Every Day” commitment.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. My manager has taken concrete actions to address issues raised during the discussion(s) on the “Every Day” commitment.

- 1) Yes
- 2) No
- 3) Don't know

5. Which of the following topic related to the “Every Day” commitment would you say require the most improvement within your team? (Mark all that apply)

- 1) Motivation
- 2) Empowerment
- 3) Access to the right resources (e.g., human, material, financial or organizational)
- 4) Open communication
- 5) Learning and development opportunities
- 6) Respect
- 7) Employee engagement
- 8) Clear expectations
- 9) Fear of reprisal
- 10) None of the above topics require improvement within my team
- 11) Don't know

6. Do you think the “Every Day” commitment has made a positive change within your sector since its launch in November 2015?

- 1) Yes
- 2) No
- 3) No, because we were already working in a positive environment
- 4) Don't know



**Background and Definition:**

In order to foster and maintain a safe, respectful and inclusive work environment, we would like to gauge civility within the organization.

(Civility is behaviour involving politeness and regard for others in the workplace, within workplace norms for respect.)

7. Please choose up to three (3) uncivil behaviours from the list below that you feel most negatively affected you in the past 12 months. (Mark up to three)

- 1) Using cellphone, checking emails or texting during meetings or conversations
- 2) Not paying attention during a meeting or conversation
- 3) Failing to say "please" and "thank you"
- 4) Using email to send a sensitive message to avoid facing the person
- 5) Interrupting or patronizing someone
- 6) Placing the blame on others instead of accepting responsibility
- 7) Taking credit for someone else's work or ideas
- 8) Doubting someone's judgement
- 9) Paying little or no attention to someone's opinion
- 10) Ignoring someone
- 11) Speaking loudly or making noise in open work areas
- 12) Using inappropriate facial expressions or body language
- 13) Taking part in or encouraging gossip about someone
- 14) Making degrading remarks
- 15) Making jokes that make people uncomfortable
- 16) Using foul or vulgar language
- 17) Yelling, screaming and other aggressive behaviours
- 18) Other
- 19) None

8. From whom did you experience these uncivil behaviour(s) the most?

- 1) Co-workers
- 2) Individuals with authority over me
- 3) Individuals working for me
- 4) Individuals from other departments or agencies
- 5) Members of the public (individuals or organizations)
- 6) Other

9. How often do individuals in your work unit show you civility?

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

10. How often do individuals in your department show you civility?

- 1) Always/Almost always
- 2) Often
- 3) Sometimes
- 4) Rarely
- 5) Never/Almost never
- 6) Don't know
- 7) Not applicable

Department of Finance (24)

1. I feel I can claim overtime compensation (in money or in leave) for the overtime hours that I work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. I would feel comfortable approaching my supervisors to discuss issues related to my mental health.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. In my work unit, I believe that we hire people who can do the job.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. In my work unit, the process of selecting a person for a position is done fairly.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

#### Employment and Social Development (02)

1. My immediate supervisor is committed to minimizing unnecessary stress at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. My immediate supervisor addresses incivility in a timely manner.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. Disrespectful behaviour in my workplace is addressed effectively.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. I feel free to be myself at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. I receive on-going feedback, throughout the year, from my immediate supervisor on my job performance.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

Canada Revenue Agency (01)

1. I would feel comfortable raising issues with management. (e.g., issues with staffing, security, wrongdoing, harassment or discrimination).

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. a) I would use the formal mechanisms within the CRA to address these issues.

- 1) Yes (Go to question 3)
- 2) No (Go to next question)
- 3) Don't know (Go to next question)

2. b) For which reason(s) would you not use the CRA's formal mechanisms to address these issues?  
(Mark all that apply)

- 1) Fear of reprisal
- 2) Confidentiality of information related to the issues or conflicts raised
- 3) Lack of confidence in the individuals responsible for the mechanisms (e.g., immediate supervisor, senior ethics officer, etc.)
- 4) Unaware of the CRA's disclosure mechanisms
- 5) Disclosure mechanisms are too complicated and demanding
- 6) Other reasons

3. Do you think the "Respectful Workplace and Well-being Strategy" has made a positive change within your workplace since its launch in October 2016?

- 1) Yes
- 2) No
- 3) No, because we were already working in a respectful environment
- 4) Don't know

4. Disrespectful behaviour in my workplace is addressed effectively.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. My immediate supervisor demonstrates the CRA's values and ethical behaviours.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

6. I am encouraged to work collaboratively with others outside of my work unit.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

7. In my department, different work units collaborate effectively to get the job done.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

8. All CRA activities are supported by a culture of service excellence.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

RCMP (non-public servants only)

1. I feel comfortable raising my health and safety concerns to my immediate supervisor.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

2. When I report my health and safety concerns to my immediate supervisor, he/she addresses them in a timely manner.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

3. My workplace addresses local health and safety issues through the workplace health and safety committee or representative.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

4. At my workplace, there are regular communications about health and safety issues.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

5. Senior management supports my health and safety at work.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

6. I feel like I belong in the department or agency I work for.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

7. I have positive working relationships with my co-workers.

- 1) Strongly agree
- 2) Somewhat agree
- 3) Neither agree nor disagree
- 4) Somewhat disagree
- 5) Strongly disagree
- 6) Don't know
- 7) Not applicable

8. What is your category of employee?

- 1) Regular member
- 2) Civilian member
- 3) Reserve
- 4) Other, please specify:

9. Please indicate your rank. (If you are in an acting position, specify the group of the acting position.)

- 1) Special constable
- 2) Constable
- 3) Corporal
- 4) Staff Sergeant/Sergeant Major/Sergeant
- 5) Inspector
- 6) Superintendent
- 7) Chief Superintendent or higher

10a. Please indicate your occupational group. (If you are in an acting position, specify the group of the acting position.)

- 1) AC
- 2) AD
- 3) ADM
- 4) AME
- 5) CHP
- 6) CK



- 7) CP
- 8) EDU
- 9) EE
- 10) ESS
- 11) ETEC
- 12) EVO
- 13) EX
- 14) FIN
- 15) FIT
- 16) FSLs
- 17) FSLT
- 18) FWP
- 19) GTEC
- 20) HN
- 21) IM
- 22) LAW
- 23) LDO
- 24) LN
- 25) MA
- 26) MAL
- 27) MO
- 28) PADM
- 29) PN
- 30) PRO
- 31) PSY
- 32) PT
- 33) PTEC
- 34) RS
- 35) RWP
- 36) SAT
- 37) SE
- 38) SUR
- 39) TC
- 40) TM
- 41) TO
- 42) TRL

10b. Please indicate your level. (If you are in an acting position, specify the level of the acting position.)

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

End